

## RESOLUTION NO. 2023-XX

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, AMENDING RESOLUTIONS NO. 2022-73 AND 2022-74 TO REVISE THE PAY RANGES FOR VARIOUS CLASSIFICATIONS OF EMPLOYEES IN THE CONFIDENTIAL UNIT.**

THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA HEREBY FINDS, DETERMINES, AND DECLARES AS FOLLOWS:

WHEREAS, on November 15, 2022, the City Council adopted Resolutions No. 2022-72, 2022-73, and 2022-74 revising the pay ranges for job classifications in the Confidential Unit; and

WHEREAS, the City Council desires to amend Resolutions 2022-73 and 2022-74 to revise the pay ranges for the classifications specified herein.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Costa Mesa as follows:

SECTION 1. The following pay ranges and monthly rates of pay for the identified job classifications are hereby established and placed under the Confidential Unit Salary Schedule effective the pay period that includes September 24, 2023. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay step.

Class Code	Class Title	Salary Plan	Grade	Step							
				1	2	3	4	5	6	7	
0063	Budget Analyst	CON	679	\$8,298	\$8,713	\$9,149	\$9,606	\$10,086	\$10,590	\$11,120	Monthly
				\$99,576	\$104,556	\$109,788	\$115,272	\$121,032	\$127,080	\$133,440	Annual
				\$47.87	\$50.27	\$52.78	\$55.42	\$58.19	\$61.10	\$64.15	Hourly
0087	Human Resources Administrator	CON	697	\$9,541	\$10,018	\$10,519	\$11,045	\$11,597	\$12,177	\$12,786	Monthly
				\$114,492	\$120,216	\$126,228	\$132,540	\$139,164	\$146,124	\$153,432	Annual
				\$55.04	\$57.80	\$60.69	\$63.72	\$66.91	\$70.25	\$73.77	Hourly
0079	Human Resources Analyst	CON	659	\$7,386	\$7,755	\$8,143	\$8,550	\$8,978	\$9,427	\$9,898	Monthly
				\$88,632	\$93,060	\$97,716	\$102,600	\$107,736	\$113,124	\$118,776	Annual
				\$42.61	\$44.74	\$46.98	\$49.33	\$51.80	\$54.39	\$57.10	Hourly
0072	Human Resources Technician	CON	627	\$6,479	\$6,803	\$7,143	\$7,500	\$7,875	\$8,269	\$8,682	Monthly
				\$77,748	\$81,636	\$85,716	\$90,000	\$94,500	\$99,228	\$104,184	Annual
				\$37.38	\$39.25	\$41.21	\$43.27	\$45.43	\$47.71	\$50.09	Hourly
0245	Management Aide (Confidential)	CON	892	\$6,297	\$6,612	\$6,943	\$7,290	\$7,654	\$8,037	\$8,439	Monthly
				\$75,564	\$79,344	\$83,316	\$87,480	\$91,848	\$96,444	\$101,268	Annual
				\$36.33	\$38.15	\$40.06	\$42.06	\$44.16	\$46.37	\$48.69	Hourly
0084	Management Analyst (Confidential)	CON	872	\$7,243	\$7,605	\$7,985	\$8,384	\$8,803	\$9,243	\$9,705	Monthly
				\$86,916	\$91,260	\$95,820	\$100,608	\$105,636	\$110,916	\$116,460	Annual
				\$41.79	\$43.88	\$46.07	\$48.37	\$50.79	\$53.33	\$55.99	Hourly
0078	Principal Human Resources Analyst	CON	669	\$8,298	\$8,713	\$9,149	\$9,606	\$10,086	\$10,590	\$11,120	Monthly
				\$99,576	\$104,556	\$109,788	\$115,272	\$121,032	\$127,080	\$133,440	Annual
				\$47.87	\$50.27	\$52.78	\$55.42	\$58.19	\$61.10	\$64.15	Hourly

0054	Senior Budget Analyst (Confidential)	CON	680	\$9,129 \$109,548 \$52.67	\$9,585 \$115,020 \$55.30	\$10,064 \$120,768 \$58.06	\$10,567 \$126,804 \$60.96	\$11,095 \$133,140 \$64.01	\$11,650 \$139,800 \$67.21	\$12,233 \$146,796 \$70.58	Monthly Annual Hourly
0246	Senior Management Analyst (Confidential)	CON	895	\$8,096 \$97,152 \$46.71	\$8,501 \$102,012 \$49.04	\$8,926 \$107,112 \$51.50	\$9,372 \$112,464 \$54.07	\$9,841 \$118,092 \$56.78	\$10,333 \$123,996 \$59.61	\$10,850 \$130,200 \$62.60	Monthly Annual Hourly

**SECTION 2.** The following pay ranges and monthly rates of pay for the identified job classifications are hereby established and placed under the Confidential Unit Salary Schedule effective the pay period that includes July 1, 2024. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay step.

Class Code	Class Title	Salary Plan	Grade	Step							
				1	2	3	4	5	6	7	
0063	Budget Analyst	CON	679	\$8,548	\$8,975	\$9,424	\$9,895	\$10,390	\$10,909	\$11,454	Monthly
				\$102,576	\$107,700	\$113,088	\$118,740	\$124,680	\$130,908	\$137,448	Annual
				\$49.32	\$51.78	\$54.37	\$57.09	\$59.94	\$62.94	\$66.08	Hourly
0087	Human Resources Administrator	CON	697	\$9,828	\$10,319	\$10,835	\$11,377	\$11,946	\$12,543	\$13,170	Monthly
				\$117,936	\$123,828	\$130,020	\$136,524	\$143,352	\$150,516	\$158,040	Annual
				\$56.70	\$59.53	\$62.51	\$65.64	\$68.92	\$72.36	\$75.98	Hourly
0079	Human Resources Analyst	CON	659	\$7,610	\$7,990	\$8,389	\$8,808	\$9,248	\$9,710	\$10,195	Monthly
				\$91,320	\$95,880	\$100,668	\$105,696	\$110,976	\$116,520	\$122,340	Annual
				\$43.90	\$46.10	\$48.40	\$50.82	\$53.35	\$56.02	\$58.82	Hourly
0072	Human Resources Technician	CON	627	\$6,672	\$7,006	\$7,356	\$7,724	\$8,110	\$8,516	\$8,942	Monthly
				\$80,064	\$84,072	\$88,272	\$92,688	\$97,320	\$102,192	\$107,304	Annual
				\$38.49	\$40.42	\$42.44	\$44.56	\$46.79	\$49.13	\$51.59	Hourly
0245	Management Aide (Confidential)	CON	892	\$6,486	\$6,810	\$7,151	\$7,509	\$7,884	\$8,278	\$8,692	Monthly
				\$77,832	\$81,720	\$85,812	\$90,108	\$94,608	\$99,336	\$104,304	Annual
				\$37.42	\$39.29	\$41.26	\$43.32	\$45.48	\$47.76	\$50.15	Hourly
0084	Management Analyst (Confidential)	CON	872	\$7,459	\$7,832	\$8,224	\$8,635	\$9,067	\$9,520	\$9,996	Monthly
				\$89,508	\$93,984	\$98,688	\$103,620	\$108,804	\$114,240	\$119,952	Annual
				\$43.03	\$45.18	\$47.45	\$49.82	\$52.31	\$54.92	\$57.67	Hourly
0078	Principal Human Resources Analyst	CON	669	\$8,548	\$8,975	\$9,424	\$9,895	\$10,390	\$10,909	\$11,454	Monthly
				\$102,576	\$107,700	\$113,088	\$118,740	\$124,680	\$130,908	\$137,448	Annual
				\$49.32	\$51.78	\$54.37	\$57.09	\$59.94	\$62.94	\$66.08	Hourly

0054	Senior Budget Analyst (Confidential)	CON	680	\$9,403	\$9,873	\$10,367	\$10,885	\$11,429	\$12,000	\$12,600	Monthly
				\$112,836	\$118,476	\$124,404	\$130,620	\$137,148	\$144,000	\$151,200	Annual
				\$54.25	\$56.96	\$59.81	\$62.80	\$65.94	\$69.23	\$72.69	Hourly
0246	Senior Management Analyst (Confidential)	CON	895	\$8,339	\$8,756	\$9,194	\$9,654	\$10,137	\$10,644	\$11,176	Monthly
				\$100,068	\$105,072	\$110,328	\$115,848	\$121,644	\$127,728	\$134,112	Annual
				\$48.11	\$50.52	\$53.04	\$55.70	\$58.48	\$61.41	\$64.48	Hourly

**SECTION 3.** Except as modified by this Resolution, Resolutions No. 2022-72, 2022-73, and 2022-74 shall remain in full force and effect.

**PASSED AND ADOPTED this 19<sup>th</sup> day of September, 2023.**

---

John Stephens, Mayor

ATTEST:

APPROVED AS TO FORM:

\_\_\_\_\_  
Brenda Green, City Clerk

\_\_\_\_\_  
Kimberly Hall Barlow, City Attorney

STATE OF CALIFORNIA )  
COUNTY OF ORANGE ) ss  
CITY OF COSTA MESA )

I, **BRENDA GREEN**, City Clerk of the City of Costa Mesa, DO HEREBY CERTIFY that the above and foregoing is the original of Resolution No. 2023-XX and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 19<sup>th</sup> day of September, 2023, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

IN WITNESS WHEREOF, I have hereby set my hand and affixed the seal of the City of Costa Mesa this 20<sup>th</sup> day of September, 2023.

\_\_\_\_\_  
Brenda Green, City Clerk

(SEAL)