

## RESOLUTION NO. 2026-XX

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA REVISING THE PAY RANGES AND ESTABLISHING BENEFITS FOR THE POLICE RECRUIT CLASSIFICATION**

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

WHEREAS, the City employs part-time Police Recruits who attend a Peace Officer Standards and Training (P.O.S.T) certified police academy in preparation to assume the responsibilities of a police officer upon successful completion of the police academy; and

WHEREAS, on August 6, 2024, the City Council adopted Resolution No. 2024-38, increasing the payrate and providing benefits for un-represented Police Recruits and converting Police Recruits to full-time status; and

WHEREAS, the City Council desires to repeal and replace Resolution No. 2024-38 to revise the pay ranges for the classification specified herein: and

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 classification are hereby established and placed under the Police Recruit Salary Schedule effective the pay period that includes July 1, 2025.

Class Code	Class Title	Salary Plan	Grade	Step 1	
0709	Police Recruit	PDR	575	7054	Monthly
				\$84,648	Annual
				\$40.70	Hourly

SECTION 2: The Police Recruit classification will maintain a 16.30% salary differential with Step 1 of the Police Officer classification.

SECTION 3: The fringe benefits, City Rules and Regulations and other employment conditions for employees represented by the Costa Mesa Police Association shall also apply to unrepresented Police Recruits except as noted below.

SECTION 4: The City of Costa Mesa has contracted with the California Public Employees Retirement System (CalPERS) to provide retirement benefits to eligible City employees. Employees will contribute towards the employee and employer contribution as follows

A. Classic Members - Employees Subject to the 2.5% @ 55 formula:

These employees will pay the full CalPERS member contribution equal to eight percent (8%) of compensation earnable towards their CalPERS member contribution. As a result, the City pays and reports zero percent (0%) of

compensation earnable as an Employer Paid Member Contribution (EPMC) under Government Code section 20636(c)(4) pursuant to section 20691.

Classic member employees subject to the 2.5%@55 formula pay 1% of compensation earnable pursuant to Government Code section 20516(a).

**B. Classic Members - Employees Subject to the 2%@60 formula:**

These employees will pay the full CalPERS member contribution equal to seven percent (7%) of compensation earnable towards their CalPERS member contribution. As a result, the City pays and reports zero percent (0%) of compensation earnable as an Employer Paid Member Contribution (EPMC) under Government Code section 20636(c)(4) pursuant to section 20691.

Classic member employees subject to the 2%@60 formula pay 2% of compensation earnable pursuant to Government Code section 20516(a).

**C. New Members - Employees Subject to the 2%@62 formula:**

These employees are responsible for paying the employee contribution of one-half of the total normal cost of the plan (rounded to the nearest quarter of one-percent), as defined by CalPERS in their annual valuation, through a payroll deduction. This amount is determined by CalPERS each year.

New member employees will cost share (pursuant to Government Code section 20516(f), a percentage of pensionable compensation that when combined with the payment of their employee/member contribution will equal nine percent (9%) of pensionable compensation.

**SECTION 5.** Upon successful completion of the Police Academy, a Police Recruit will promote to Police Officer and be subject to the CMPA MOU and an eighteen-month probationary period, starting from the date of promotion.

**SECTION 6.** Police Recruits are eligible for the Long Term Disability benefit provided to non-safety employees after thirty (30) days. Upon successful completion of the Police Academy and promotion to Police Officer, employee will be eligible for the Long Term Disability benefit provided to safety employees covered under the CMPA MOU.

**SECTION 7.** The CMPA discipline procedure, including any rights stemming from the Police Officer Bill of Rights do not apply to Police Recruits.

**SECTION 8.** All resolutions and parts of resolutions in conflict herewith are hereby rescinded.

**PASSED AND ADOPTED this 20<sup>th</sup> day of January, 2026.**

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John Stephens, Mayor

ATTEST:

APPROVED AS TO FORM:

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Brenda Green, City Clerk

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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. 2026-XX and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 20<sup>th</sup> day of January, 2026, 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 21<sup>st</sup> day of January, 2026.

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Brenda Green, City Clerk

(SEAL)