

**RESOLUTION NO. 2023-07**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REVISING THE PAY RANGES FOR JOB CLASSIFICATIONS REPRESENTED BY THE COSTA MESA POLICE MANAGEMENT ASSOCIATION PURSUANT TO THE 2023 SIDE LETTER**

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

WHEREAS, the current Memorandum of Understanding (MOU) between the City and the Costa Mesa Police Management Association (CMPMA) expired on June 30, 2020, but was extended by a side letter to expire on June 30, 2024; and

WHEREAS, Section 3.2 of the 2020 side letter gave CMPMA the option to reopen negotiations for the purpose of increasing pay and benefits and CMPMA timely exercised that option; and

WHEREAS, the Parties have negotiated modifications to wages and benefits that modify the provisions of the MOU and wish to adopt those changes;

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 Basic Salary Administration Plan effective the pay period that includes January 1, 2023. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0204	Police Lieutenant	060	\$11,066	\$11,619	\$12,200	\$12,810	\$13,451	\$14,124	\$14,830	Monthly
			\$132,792	\$139,428	\$146,400	\$153,720	\$161,412	\$169,488	\$177,960	Annual
			\$63.84	\$67.03	\$70.38	\$73.90	\$77.60	\$81.48	\$85.56	Hourly
0205	Police Captain	061	\$12,608	\$13,238	\$13,900	\$14,595	\$15,325	\$16,091	\$16,896	Monthly
			\$151,296	\$158,856	\$166,800	\$175,140	\$183,900	\$193,092	\$202,752	Annual
			\$72.74	\$76.37	\$80.19	\$84.20	\$88.41	\$92.83	\$97.48	Hourly

**SECTION 2.** The following pay ranges and monthly rates of pay for the identified job classifications are hereby established and placed under the Basic Salary Administration Plan effective the pay period that includes July 1, 2023. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0204	Police Lieutenant	060	\$11,619	\$12,200	\$12,810	\$13,451	\$14,124	\$14,830	\$15,572	Monthly
			\$139,428	\$146,400	\$153,720	\$161,412	\$169,488	\$177,960	\$186,864	Annual
			\$67.03	\$70.38	\$73.90	\$77.60	\$81.48	\$85.56	\$89.84	Hourly
0205	Police Captain	061	\$13,238	\$13,900	\$14,595	\$15,325	\$16,091	\$16,896	\$17,741	Monthly
			\$158,856	\$166,800	\$175,140	\$183,900	\$193,092	\$202,752	\$212,892	Annual
			\$76.37	\$80.19	\$84.20	\$88.41	\$92.83	\$97.48	\$102.35	Hourly

**SECTION 3.** The following pay ranges and monthly rates of pay for the identified job classifications are hereby established and placed under the Basic Salary Administration Plan 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 steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0204	Police Lieutenant	060	\$12,114	\$12,720	\$13,356	\$14,024	\$14,725	\$15,461	\$16,234	Monthly
			\$145,368	\$152,640	\$160,272	\$168,288	\$176,700	\$185,532	\$194,808	Annual
			\$69.89	\$73.38	\$77.05	\$80.91	\$84.95	\$89.20	\$93.66	Hourly
0205	Police Captain	061	\$13,800	\$14,490	\$15,215	\$15,976	\$16,775	\$17,614	\$18,495	Monthly
			\$165,600	\$173,880	\$182,580	\$191,712	\$201,300	\$211,368	\$221,940	Annual
			\$79.62	\$83.60	\$87.78	\$92.17	\$96.78	\$101.62	\$106.70	Hourly

**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 stipulated in the Memorandum of Understanding (MOU) and Side Letter with the Costa Mesa Police Management Association. There will be no Employer Paid Member Contribution (EPMC).

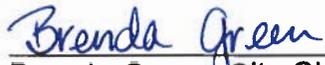
**SECTION 5.** All parts of resolutions in conflict herewith are hereby rescinded.

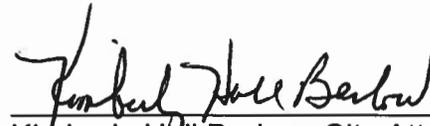
PASSED AND ADOPTED this 21<sup>st</sup> day of March, 2023.

  
\_\_\_\_\_  
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. 2023-07 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 21<sup>st</sup> day of March, 2023, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS: CHAVEZ, GAMEROS, HARPER, MARR, REYNOLDS, HARLAN, AND STEPHENS.

NOES: COUNCIL MEMBERS: NONE.

ABSENT: COUNCIL MEMBERS: NONE.

IN WITNESS WHEREOF, I have hereby set my hand and affixed the seal of the City of Costa Mesa this 22<sup>nd</sup> day of March, 2023.

  
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Brenda Green, City Clerk