

**RESOLUTION NO. 2022-74**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REVISING THE PAY RANGES FOR CLASSIFICATIONS 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 Resolution No. 2022-73, revising the pay ranges for job classifications in the Confidential Unit, effective the pay period that includes July 1, 2023; and

WHEREAS, the City Council desires to repeal and replace Resolution No. 2022-73 to revise the pay ranges for the classifications specified herein; and

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

SECTION 1. Employer-Employee Organization Relations Resolution No. 95-63, as authorized under the California Government Code (Section 3500, et seq.), defines “Employee, Confidential” as any employee whose normal duties would give the employee access to decisions or the decision-making processes of the City concerning any matters relating to employer-employee relations; and said Resolution sets forth the “Policy and Standards for Determination of Appropriate Units”, including the provision that confidential responsibilities are determining factors in establishing appropriate units. Accordingly, specific positions have been determined by the City Manager (Employee Relations Officer) as having access to or preparing confidential materials and/or information and/or recommendations on behalf of the City in matters relating to employer-employee relations and are included in this Confidential Employees Unit.

SECTION 2. The following positions of the Office of the City Manager, Finance Department and Information Technology Department, placed under the Confidential Unit Salary Schedule, are hereby revised to reflect the salary ranges and monthly rates of pay specified, 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	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
0171	Accountant <i>(Confidential)</i>	CON	620	\$7,151	\$7,509	\$7,884	\$8,278	\$8,692	\$9,127	\$9,583	Monthly
				\$85,812	\$90,108	\$94,608	\$99,336	\$104,304	\$109,524	\$114,996	Annual
				\$41.26	\$43.32	\$45.48	\$47.76	\$50.15	\$52.66	\$55.29	Hourly
0026	Administrative Assistant <i>(Confidential)</i>	CON	593	\$5,306	\$5,571	\$5,850	\$6,143	\$6,450	\$6,773	\$7,112	Monthly
				\$63,672	\$66,852	\$70,200	\$73,716	\$77,400	\$81,276	\$85,344	Annual
				\$30.61	\$32.14	\$33.75	\$35.44	\$37.21	\$39.08	\$41.03	Hourly
0018	Benefits Coordinator	CON	592	\$5,191	\$5,451	\$5,724	\$6,010	\$6,310	\$6,625	\$6,956	Monthly

				\$62,292	\$65,412	\$68,688	\$72,120	\$75,720	\$79,500	\$83,472	Annual
				\$29.95	\$31.45	\$33.02	\$34.67	\$36.40	\$38.22	\$40.13	Hourly
0063	Budget Analyst	CON	679	<del>\$7,630</del>	<del>\$8,042</del>	<del>\$8,443</del>	<del>\$8,834</del>	<del>\$9,276</del>	<del>\$9,740</del>	<del>\$10,227</del>	Monthly
				<del>\$91,560</del>	<del>\$96,144</del>	<del>\$100,956</del>	<del>\$106,008</del>	<del>\$111,312</del>	<del>\$116,880</del>	<del>\$122,724</del>	Annual
				<del>\$44.02</del>	<del>\$46.22</del>	<del>\$48.54</del>	<del>\$50.97</del>	<del>\$53.52</del>	<del>\$56.19</del>	<del>\$59.00</del>	Hourly
				<b>See Revised</b>							
0809	Budget Specialist	CON	891	\$6,343	\$6,660	\$6,993	\$7,343	\$7,710	\$8,096	\$8,501	Monthly
				\$76,116	\$79,920	\$83,916	\$88,116	\$92,520	\$97,152	\$102,012	Annual
				\$36.59	\$38.42	\$40.34	\$42.36	\$44.48	\$46.71	\$49.04	Hourly
0040	Computer Operations/ Networking Supervisor	CON	689	\$8,952	\$9,400	\$9,870	\$10,364	\$10,882	\$11,426	\$11,997	Monthly
				\$107,424	\$112,800	\$118,440	\$124,368	\$130,584	\$137,112	\$143,964	Annual
				\$51.65	\$54.23	\$56.94	\$59.79	\$62.78	\$65.92	\$69.21	Hourly
0021	Deputy City Clerk	CON	656	\$6,066	\$6,369	\$6,687	\$7,021	\$7,372	\$7,741	\$8,128	Monthly
				\$72,792	\$76,428	\$80,244	\$84,252	\$88,464	\$92,892	\$97,536	Annual
				\$35.00	\$36.74	\$38.58	\$40.51	\$42.53	\$44.66	\$46.89	Hourly
0016	Executive Assistant to the City Manager	CON	648	\$7,122	\$7,478	\$7,852	\$8,245	\$8,657	\$9,090	\$9,545	Monthly
				\$85,464	\$89,736	\$94,224	\$98,940	\$103,884	\$109,080	\$114,540	Annual
				\$41.09	\$43.14	\$45.30	\$47.57	\$49.94	\$52.44	\$55.07	Hourly
0019	Executive Assistant (Confidential)	CON	609	\$5,838	\$6,130	\$6,437	\$6,759	\$7,097	\$7,452	\$7,825	Monthly
				\$70,056	\$73,560	\$77,244	\$81,108	\$85,164	\$89,424	\$93,900	Annual
				\$33.68	\$35.37	\$37.14	\$38.99	\$40.94	\$42.99	\$45.14	Hourly
0007	Human Resources Offices Specialist II	CON	560	\$4,264	\$4,477	\$4,701	\$4,936	\$5,183	\$5,442	\$5,714	Monthly
				\$51,168	\$53,724	\$56,412	\$59,232	\$62,196	\$65,304	\$68,568	Annual
				\$24.60	\$25.83	\$27.12	\$28.48	\$29.90	\$31.40	\$32.97	Hourly
0087	Human Resources Administrator	CON	697	<del>\$6,761</del>	<del>\$9,199</del>	<del>\$9,659</del>	<del>\$10,142</del>	<del>\$10,649</del>	<del>\$11,181</del>	<del>\$11,740</del>	Monthly
				<del>\$105,132</del>	<del>\$110,388</del>	<del>\$115,908</del>	<del>\$121,704</del>	<del>\$127,788</del>	<del>\$134,172</del>	<del>\$140,880</del>	Annual
				<del>\$50.54</del>	<del>\$53.07</del>	<del>\$55.73</del>	<del>\$58.51</del>	<del>\$61.44</del>	<del>\$64.51</del>	<del>\$67.73</del>	Hourly
				<b>See Revised</b>							
0079	Human Resources Analyst	CON	659	<del>\$7,248</del>	<del>\$7,610</del>	<del>\$7,990</del>	<del>\$8,389</del>	<del>\$8,808</del>	<del>\$9,248</del>	<del>\$9,710</del>	Monthly
				<del>\$86,976</del>	<del>\$91,320</del>	<del>\$95,880</del>	<del>\$100,668</del>	<del>\$105,696</del>	<del>\$110,976</del>	<del>\$116,520</del>	Annual
				<del>\$41.82</del>	<del>\$43.90</del>	<del>\$46.10</del>	<del>\$48.40</del>	<del>\$50.82</del>	<del>\$53.35</del>	<del>\$56.02</del>	Hourly
0017	Human Resources Assistant	CON	590	\$5,306	\$5,571	\$5,850	\$6,143	\$6,450	\$6,773	\$7,112	Monthly
				\$63,672	\$66,852	\$70,200	\$73,716	\$77,400	\$81,276	\$85,344	Annual
				\$30.61	\$32.14	\$33.75	\$35.44	\$37.21	\$39.08	\$41.03	Hourly
0072	Human Resources	CON	627	<del>\$6,178</del>	<del>\$6,487</del>	<del>\$6,811</del>	<del>\$7,152</del>	<del>\$7,510</del>	<del>\$7,886</del>	<del>\$8,280</del>	Monthly
				<b>See Revised</b>							

	Technician			<del>\$74,136</del>	<del>\$77,844</del>	<del>\$81,732</del>	<del>\$85,824</del>	<del>\$90,120</del>	<del>\$94,632</del>	<del>\$99,360</del>	Annual
		<b>See Revised</b>		<del>\$35.64</del>	<del>\$37.43</del>	<del>\$39.29</del>	<del>\$41.26</del>	<del>\$43.33</del>	<del>\$45.50</del>	<del>\$47.77</del>	Hourly
0245	Management Aide (Confidential)	CON	892	<del>\$6,006</del>	<del>\$6,306</del>	<del>\$6,621</del>	<del>\$6,952</del>	<del>\$7,300</del>	<del>\$7,665</del>	<del>\$8,048</del>	Monthly
		<b>See Revised</b>		<del>\$72,072</del>	<del>\$75,672</del>	<del>\$79,452</del>	<del>\$83,424</del>	<del>\$87,600</del>	<del>\$91,980</del>	<del>\$96,576</del>	Annual
				<del>\$34.65</del>	<del>\$36.38</del>	<del>\$38.20</del>	<del>\$40.11</del>	<del>\$42.12</del>	<del>\$44.22</del>	<del>\$46.43</del>	Hourly
0084	Management Analyst (Confidential)	CON	872	<del>\$6,906</del>	<del>\$7,251</del>	<del>\$7,614</del>	<del>\$7,995</del>	<del>\$8,395</del>	<del>\$8,815</del>	<del>\$9,256</del>	Monthly
		<b>See Revised</b>		<del>\$82,872</del>	<del>\$87,012</del>	<del>\$91,368</del>	<del>\$95,940</del>	<del>\$100,740</del>	<del>\$105,780</del>	<del>\$111,072</del>	Annual
				<del>\$39.84</del>	<del>\$41.83</del>	<del>\$43.93</del>	<del>\$46.13</del>	<del>\$48.43</del>	<del>\$50.86</del>	<del>\$53.40</del>	Hourly
0008	Office Specialist II (Confidential)	CON	561	<del>\$4,264</del>	<del>\$4,477</del>	<del>\$4,701</del>	<del>\$4,936</del>	<del>\$5,183</del>	<del>\$5,442</del>	<del>\$5,714</del>	Monthly
				<del>\$51,168</del>	<del>\$53,724</del>	<del>\$56,412</del>	<del>\$59,232</del>	<del>\$62,196</del>	<del>\$65,304</del>	<del>\$68,568</del>	Annual
				<del>\$24.60</del>	<del>\$25.83</del>	<del>\$27.12</del>	<del>\$28.48</del>	<del>\$29.90</del>	<del>\$31.40</del>	<del>\$32.97</del>	Hourly
0055	Payroll Coordinator	CON	621	<del>\$6,341</del>	<del>\$6,658</del>	<del>\$6,991</del>	<del>\$7,341</del>	<del>\$7,708</del>	<del>\$8,093</del>	<del>\$8,498</del>	Monthly
				<del>\$76,092</del>	<del>\$79,896</del>	<del>\$83,892</del>	<del>\$88,092</del>	<del>\$92,496</del>	<del>\$97,116</del>	<del>\$101,976</del>	Annual
				<del>\$36.58</del>	<del>\$38.41</del>	<del>\$40.33</del>	<del>\$42.35</del>	<del>\$44.47</del>	<del>\$46.69</del>	<del>\$49.03</del>	Hourly
0056	Payroll Supervisor	CON	896	<del>\$8,350</del>	<del>\$8,767</del>	<del>\$9,205</del>	<del>\$9,665</del>	<del>\$10,148</del>	<del>\$10,655</del>	<del>\$11,188</del>	Monthly
		<b>See Finance Officer (Confidential)</b>		<del>\$100,200</del>	<del>\$105,204</del>	<del>\$110,460</del>	<del>\$115,980</del>	<del>\$121,776</del>	<del>\$127,860</del>	<del>\$134,256</del>	Annual
				<del>\$48.17</del>	<del>\$50.58</del>	<del>\$53.11</del>	<del>\$55.76</del>	<del>\$58.55</del>	<del>\$61.47</del>	<del>\$64.55</del>	Hourly
0078	Principal Human Resources Analyst	CON	669	<del>\$7,610</del>	<del>\$8,000</del>	<del>\$8,400</del>	<del>\$8,820</del>	<del>\$9,261</del>	<del>\$9,724</del>	<del>\$10,210</del>	Monthly
		<b>See Revised</b>		<del>\$91,428</del>	<del>\$96,000</del>	<del>\$100,800</del>	<del>\$105,840</del>	<del>\$111,132</del>	<del>\$116,688</del>	<del>\$122,520</del>	Annual
				<del>\$43.96</del>	<del>\$46.15</del>	<del>\$48.46</del>	<del>\$50.88</del>	<del>\$53.43</del>	<del>\$56.10</del>	<del>\$58.90</del>	Hourly
0170	Senior Accountant (Confidential)	CON	622	<del>\$7,866</del>	<del>\$8,259</del>	<del>\$8,672</del>	<del>\$9,106</del>	<del>\$9,561</del>	<del>\$10,039</del>	<del>\$10,541</del>	Monthly
				<del>\$94,392</del>	<del>\$99,108</del>	<del>\$104,064</del>	<del>\$109,272</del>	<del>\$114,732</del>	<del>\$120,468</del>	<del>\$126,492</del>	Annual
				<del>\$45.38</del>	<del>\$47.65</del>	<del>\$50.03</del>	<del>\$52.53</del>	<del>\$55.16</del>	<del>\$57.92</del>	<del>\$60.81</del>	Hourly
0054	Senior Budget Analyst (Confidential)	CON	680	<del>\$8,394</del>	<del>\$8,814</del>	<del>\$9,255</del>	<del>\$9,718</del>	<del>\$10,204</del>	<del>\$10,714</del>	<del>\$11,250</del>	Monthly
		<b>See Revised</b>		<del>\$100,728</del>	<del>\$105,768</del>	<del>\$111,060</del>	<del>\$116,616</del>	<del>\$122,448</del>	<del>\$128,568</del>	<del>\$135,000</del>	Annual
				<del>\$48.43</del>	<del>\$50.85</del>	<del>\$53.39</del>	<del>\$56.07</del>	<del>\$58.87</del>	<del>\$61.81</del>	<del>\$64.90</del>	Hourly
0246	Senior Management Analyst (Confidential)	CON	895	<del>\$7,250</del>	<del>\$7,613</del>	<del>\$7,994</del>	<del>\$8,394</del>	<del>\$8,814</del>	<del>\$9,255</del>	<del>\$9,718</del>	Monthly
		<b>See Revised</b>		<del>\$87,000</del>	<del>\$91,356</del>	<del>\$95,928</del>	<del>\$100,728</del>	<del>\$105,768</del>	<del>\$111,060</del>	<del>\$116,616</del>	Annual
				<del>\$41.83</del>	<del>\$43.92</del>	<del>\$46.12</del>	<del>\$48.43</del>	<del>\$50.85</del>	<del>\$53.39</del>	<del>\$56.07</del>	Hourly
0052	Senior Programmer Analyst (Confidential)	CON	710	<del>\$9,910</del>	<del>\$10,406</del>	<del>\$10,926</del>	<del>\$11,472</del>	<del>\$12,046</del>	<del>\$12,648</del>	<del>\$13,280</del>	Monthly
				<del>\$118,920</del>	<del>\$124,872</del>	<del>\$131,112</del>	<del>\$137,664</del>	<del>\$144,552</del>	<del>\$151,776</del>	<del>\$159,360</del>	Annual
				<del>\$57.17</del>	<del>\$60.03</del>	<del>\$63.03</del>	<del>\$66.18</del>	<del>\$69.50</del>	<del>\$72.97</del>	<del>\$76.62</del>	Hourly
0046	Systems & Programming	CON	730	<del>\$10,950</del>	<del>\$11,497</del>	<del>\$12,072</del>	<del>\$12,676</del>	<del>\$13,310</del>	<del>\$13,975</del>	<del>\$14,674</del>	Monthly

Supervisor	\$131,400	\$137,964	\$144,864	\$152,112	\$159,720	\$167,700	\$176,088	Annual
	\$63.17	\$66.33	\$69.65	\$73.13	\$76.79	\$80.63	\$84.66	Hourly

**SECTION 3:** Except as provided herein, all compensation, hours and other terms and conditions of employment presently enjoyed by Confidential employees shall remain in full force and effect unless changed subsequent to meetings between the City and representatives of the "Confidential" employees.

**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) with the Costa Mesa City Employees Association.

**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: Amendments made pertaining to the fringe benefits, City Rules and Regulations and other employment conditions for employees represented by the Costa Mesa City Employees Association shall also apply to "Confidential" unrepresented employees unless specifically excluded. Any positions that may qualify to be part of this unrepresented unit shall be added as part of the process of adoption of salary schedules after consultation with the bargaining unit and employees.

SECTION 6. All resolutions and parts of resolutions in conflict herewith are hereby rescinded.

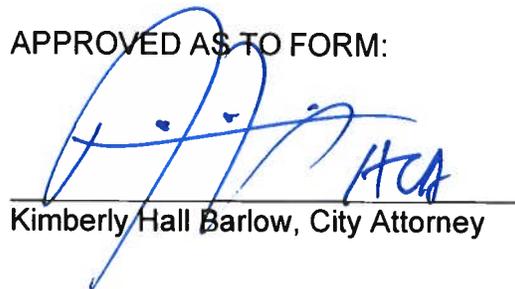
**PASSED AND ADOPTED this 15<sup>th</sup> day of November, 2022.**

  
\_\_\_\_\_  
John Stephens, Mayor

ATTEST:

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

APPROVED AS TO FORM:

  
\_\_\_\_\_  
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. 2022-74 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 15<sup>th</sup> day of November, 2022, by the following roll call vote, to wit:

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

NOES: COUNCILMEMBERS: NONE.

ABSENT: COUNCILMEMBERS: NONE.

IN WITNESS WHEREOF, I have hereby set my hand and affixed the seal of the City of Costa Mesa this 16<sup>th</sup> day of November, 2022.

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

**RESOLUTION NO. 2023-46**

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

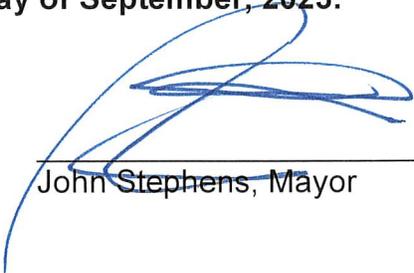
**SECTION 2.** The following pay ranges and monthly rates of pay for the identified job classifications are hereby established and placed under the Confidential Unit Salary Schedule effective the pay period that includes July 1, 2024. The monthly rate of pay may also be in increments between the monthly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

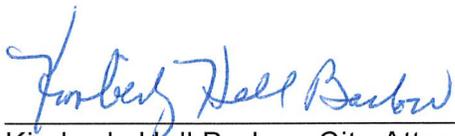
PASSED AND ADOPTED this 19<sup>th</sup> day of September, 2023.

  
\_\_\_\_\_  
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 )

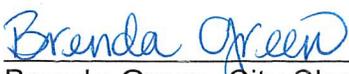
I, **BRENDA GREEN**, City Clerk of the City of Costa Mesa, DO HEREBY CERTIFY that the above and foregoing is the original of Resolution No. 2023-46 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 19<sup>th</sup> day of September, 2023, by the following roll call vote, to wit:

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

NOES: COUNCIL MEMBERS: NONE.

ABSENT: COUNCIL MEMBERS: HARPER AND MARR.

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

**RESOLUTION NO. 2024-11**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, AMENDING RESOLUTIONS NO. 2022-73 AND 2022-74 TO RENAME AND REVISE THE PAY RANGE FOR PAYROLL SUPERVISOR 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, on September 19, 2023, the City Council adopted Resolution 2023-46 amending Resolutions No. 2022-73 and 2022-74 approving updates to various classifications; and

WHEREAS, the City Council desires to rename the existing "Payroll Supervisor" as the "Finance Officer (Confidential)" classification; and

WHEREAS, the City Council further desires to amend Resolutions 2022-73 and 2022-74 to revise the pay ranges for the Finance Officer (Confidential).

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

SECTION 1. The existing "Payroll Supervisor" classification is hereby renamed as the "Finance Officer (Confidential)" classification.

SECTION 2. The following pay ranges and monthly rates of pay for the identified job classification are hereby established and placed under the Basic Salary Administration Plan 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.

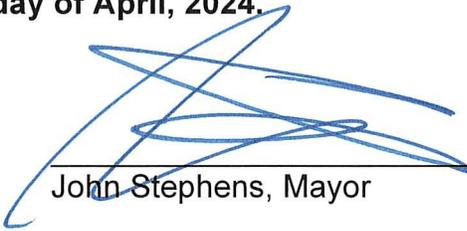
Class Code	Class Title	Salary Plan	Grade	Step							
				1	2	3	4	5	6	7	
0173	Finance Officer (Confidential)	CON	559	\$9,265	\$9,728	\$10,214	\$10,725	\$11,261	\$11,824	\$12,415	Monthly
				\$111,180	\$116,736	\$122,568	\$128,700	\$135,132	\$141,888	\$148,980	Annual
				\$53.45	\$56.12	\$58.93	\$61.88	\$64.97	\$68.22	\$71.63	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 step.

Class Code	Class Title	Salary Plan	Grade	Step							
				1	2	3	4	5	6	7	
0173	Finance Officer (Confidential)	CON	559	\$9,542	\$10,019	\$10,520	\$11,046	\$11,598	\$12,178	\$12,787	Monthly
				\$114,504	\$120,228	\$126,240	\$132,552	\$139,176	\$146,136	\$153,444	Annual
				\$55.05	\$57.80	\$60.69	\$63.73	\$66.91	\$70.26	\$73.77	Hourly

**SECTION 4.** Except as modified by this Resolution, Resolutions No. 2022-72, 2022-73, 2022-74 and 2023-46 shall remain in full force and effect.

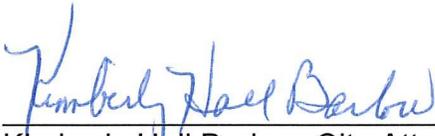
PASSED AND ADOPTED this 16<sup>th</sup> day of April, 2024.

  
\_\_\_\_\_  
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 )

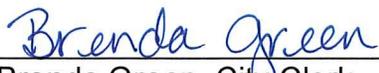
I, **BRENDA GREEN**, City Clerk of the City of Costa Mesa, DO HEREBY CERTIFY that the above and foregoing is the original of Resolution No. 2024-11 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 16<sup>th</sup> day of April, 2024, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS: CHAVEZ, GAMEROS, REYNOLDS, HARLAN, AND STEPHENS

NOES: COUNCIL MEMBERS: NONE.

ABSENT: COUNCIL MEMBERS: MARR AND HARPER.

IN WITNESS WHEREOF, I have hereby set my hand and affixed the seal of the City of Costa Mesa this 17<sup>th</sup> day of April, 2024.

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