

**RESOLUTION NO. 15-35**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REVISING THE SALARY RANGES FOR JOB CLASSIFICATIONS WITHIN THE CONFIDENTIAL EMPLOYEES UNIT**

The City Council of the City of Costa Mesa does hereby resolve, determine and order 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 Chief Executive Officer (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 Chief Executive Officer, Finance Department and Information Technology Department, placed under the Confidential Employees Unit Salary Schedule, are hereby revised to reflect the salary ranges and monthly rates of pay specified, effective June 28, 2015. 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                   |                    |
| <del>0026</del> | <del>Administrative</del>           | <del>CON</del> | <del>593</del> | <del>\$3,920</del>  | <del>\$4,126</del>  | <del>\$4,332</del>  | <del>\$4,548</del>  | <del>\$4,776</del>  | <del>\$5,015</del>  | <del>\$5,266</del>  | <del>Monthly</del> |
|                 | <del>Secretary (Confidential)</del> |                |                | <del>\$47,149</del> | <del>\$49,508</del> | <del>\$51,979</del> | <del>\$54,575</del> | <del>\$57,308</del> | <del>\$60,179</del> | <del>\$63,186</del> | <del>Annual</del>  |
|                 | <del>Tier 1</del>                   |                |                | <del>\$22.67</del>  | <del>\$23.80</del>  | <del>\$24.90</del>  | <del>\$26.34</del>  | <del>\$27.55</del>  | <del>\$28.93</del>  | <del>\$30.38</del>  | <del>Hourly</del>  |
|                 | <del>See revised</del>              |                |                |                     |                     |                     |                     |                     |                     |                     |                    |
| <del>5026</del> | <del>Administrative</del>           | <del>CO2</del> | <del>593</del> | <del>\$3,564</del>  | <del>\$3,742</del>  | <del>\$3,920</del>  | <del>\$4,126</del>  | <del>\$4,332</del>  | <del>\$4,548</del>  | <del>\$4,776</del>  | <del>Monthly</del> |
|                 | <del>Secretary (Confidential)</del> |                |                | <del>\$42,766</del> | <del>\$44,008</del> | <del>\$47,149</del> | <del>\$49,508</del> | <del>\$51,979</del> | <del>\$54,575</del> | <del>\$57,308</del> | <del>Annual</del>  |
|                 | <del>Tier 2</del>                   |                |                | <del>\$20.56</del>  | <del>\$21.50</del>  | <del>\$22.67</del>  | <del>\$23.90</del>  | <del>\$24.90</del>  | <del>\$26.34</del>  | <del>\$27.55</del>  | <del>Hourly</del>  |
|                 | <del>See revised</del>              |                |                |                     |                     |                     |                     |                     |                     |                     |                    |
| 0018            | Benefits Coordinator                | CON            | 592            | \$4,239             | \$4,450             | \$4,673             | \$4,907             | \$5,152             | \$5,410             | \$5,680             | Monthly            |
|                 |                                     |                |                | \$50,868            | \$53,402            | \$56,073            | \$58,881            | \$61,826            | \$64,921            | \$68,166            | Annual             |
|                 | Tier 1                              |                |                | \$24.46             | \$25.67             | \$26.96             | \$28.31             | \$29.72             | \$31.21             | \$32.77             | Hourly             |
| 5018            | Benefits Coordinator                | CO2            | 592            | \$3,845             | \$4,038             | \$4,239             | \$4,450             | \$4,673             | \$4,907             | \$5,152             | Monthly            |
|                 |                                     |                |                | \$46,141            | \$48,456            | \$50,868            | \$53,402            | \$56,073            | \$58,881            | \$61,826            | Annual             |
|                 | Tier 2                              |                |                | \$22.18             | \$23.30             | \$24.46             | \$25.67             | \$26.96             | \$28.31             | \$29.72             | Hourly             |

|                 |   |                |                |                     |                     |                     |                     |                     |                     |                      |                    |
|-----------------|---|----------------|----------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|----------------------|--------------------|
| <del>0063</del> | <del>Budget Analyst</del>                                 | <del>CON</del> | <del>670</del> | <del>\$6,141</del>  | <del>\$6,448</del>  | <del>\$6,770</del>  | <del>\$7,100</del>  | <del>\$7,465</del>  | <del>\$7,838</del>  | <del>\$8,224</del>   | <del>Monthly</del> |
|                 |   |                |                | <del>\$73,694</del> | <del>\$77,376</del> | <del>\$81,245</del> | <del>\$85,313</del> | <del>\$89,581</del> | <del>\$94,062</del> | <del>\$98,767</del>  | <del>Annual</del>  |
|                 | <del>Tier 1</del>   |                |                | <del>\$35.43</del>  | <del>\$37.20</del>  | <del>\$39.06</del>  | <del>\$41.02</del>  | <del>\$43.07</del>  | <del>\$45.22</del>  | <del>\$47.48</del>   | <del>Hourly</del>  |
|                 | See revised   |                |                |                     |                     |                     |                     |                     |                     |                      |                    |
| <del>5063</del> | <del>Budget Analyst</del>                                 | <del>CO2</del> | <del>679</del> | <del>\$5,570</del>  | <del>\$5,850</del>  | <del>\$6,141</del>  | <del>\$6,448</del>  | <del>\$6,770</del>  | <del>\$7,109</del>  | <del>\$7,465</del>   | <del>Monthly</del> |
|                 |   |                |                | <del>\$66,843</del> | <del>\$70,196</del> | <del>\$73,694</del> | <del>\$77,376</del> | <del>\$81,245</del> | <del>\$85,313</del> | <del>\$89,581</del>  | <del>Annual</del>  |
|                 | <del>Tier 2</del>   |                |                | <del>\$32.14</del>  | <del>\$33.75</del>  | <del>\$35.43</del>  | <del>\$37.20</del>  | <del>\$39.06</del>  | <del>\$41.02</del>  | <del>\$43.07</del>   | <del>Hourly</del>  |
|                 | See revised   |                |                |                     |                     |                     |                     |                     |                     |                      |                    |
| <del>6040</del> | <del>Computer Operations/<br/>Networking Supervisor</del> | <del>CON</del> | <del>689</del> | <del>\$6,341</del>  | <del>\$6,658</del>  | <del>\$6,991</del>  | <del>\$7,340</del>  | <del>\$7,707</del>  | <del>\$8,092</del>  | <del>\$8,497</del>   | <del>Monthly</del> |
|                 |   |                |                | <del>\$76,091</del> | <del>\$79,897</del> | <del>\$83,891</del> | <del>\$88,084</del> | <del>\$92,489</del> | <del>\$97,107</del> | <del>\$101,962</del> | <del>Annual</del>  |
|                 | <del>Tier 1</del>   |                |                | <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>\$49.02</del>   | <del>Hourly</del>  |
|                 | See revised   |                |                |                     |                     |                     |                     |                     |                     |                      |                    |
| <del>6040</del> | <del>Computer Operations/<br/>Networking Supervisor</del> | <del>CO2</del> | <del>689</del> | <del>\$5,751</del>  | <del>\$6,039</del>  | <del>\$6,341</del>  | <del>\$6,658</del>  | <del>\$6,991</del>  | <del>\$7,340</del>  | <del>\$7,707</del>   | <del>Monthly</del> |
|                 |   |                |                | <del>\$69,006</del> | <del>\$72,467</del> | <del>\$76,091</del> | <del>\$79,897</del> | <del>\$83,891</del> | <del>\$88,084</del> | <del>\$92,489</del>  | <del>Annual</del>  |
|                 | <del>Tier 2</del>   |                |                | <del>\$33.18</del>  | <del>\$34.84</del>  | <del>\$36.58</del>  | <del>\$38.41</del>  | <del>\$40.33</del>  | <del>\$42.35</del>  | <del>\$44.47</del>   | <del>Hourly</del>  |
|                 | See revised   |                |                |                     |                     |                     |                     |                     |                     |                      |                    |
| <del>0021</del> | <del>Deputy City Clerk</del>                              | <del>CON</del> | <del>656</del> | <del>\$4,881</del>  | <del>\$5,125</del>  | <del>\$5,381</del>  | <del>\$5,650</del>  | <del>\$5,933</del>  | <del>\$6,230</del>  | <del>\$6,541</del>   | <del>Monthly</del> |
|                 |   |                |                | <del>\$58,569</del> | <del>\$61,501</del> | <del>\$64,572</del> | <del>\$67,804</del> | <del>\$71,198</del> | <del>\$74,755</del> | <del>\$78,487</del>  | <del>Annual</del>  |
|                 | <del>Tier 1</del>   |                |                | <del>\$28.46</del>  | <del>\$29.57</del>  | <del>\$31.04</del>  | <del>\$32.60</del>  | <del>\$34.23</del>  | <del>\$35.94</del>  | <del>\$37.73</del>   | <del>Hourly</del>  |
|                 | See revised   |                |                |                     |                     |                     |                     |                     |                     |                      |                    |
| <del>5021</del> | <del>Deputy City Clerk</del>                              | <del>CO2</del> | <del>656</del> | <del>\$4,427</del>  | <del>\$4,649</del>  | <del>\$4,881</del>  | <del>\$5,125</del>  | <del>\$5,381</del>  | <del>\$5,650</del>  | <del>\$5,933</del>   | <del>Monthly</del> |
|                 |   |                |                | <del>\$63,128</del> | <del>\$65,789</del> | <del>\$68,569</del> | <del>\$71,501</del> | <del>\$74,572</del> | <del>\$77,804</del> | <del>\$81,198</del>  | <del>Annual</del>  |
|                 | <del>Tier 2</del>   |                |                | <del>\$25.54</del>  | <del>\$26.82</del>  | <del>\$28.46</del>  | <del>\$29.57</del>  | <del>\$31.04</del>  | <del>\$32.60</del>  | <del>\$34.23</del>   | <del>Hourly</del>  |
|                 | See revised   |                |                |                     |                     |                     |                     |                     |                     |                      |                    |
| 0016            | Executive Assistant to the<br>Chief Executive Officer     | CON            | 648            | \$5,327             | \$5,593             | \$5,873             | \$6,166             | \$6,474             | \$6,798             | \$7,139              | Monthly            |
|                 |   |                |                | \$63,923            | \$67,117            | \$70,475            | \$73,994            | \$77,688            | \$81,582            | \$85,663             | Annual             |
|                 | Tier 1  |                |                | \$30.73             | \$32.27             | \$33.88             | \$35.57             | \$37.35             | \$39.22             | \$41.18              | Hourly             |
| 5016            | Executive Assistant to the<br>Chief Executive Officer     | CO2            | 648            | \$4,831             | \$5,073             | \$5,327             | \$5,593             | \$5,873             | \$6,166             | \$6,474              | Monthly            |
|                 |   |                |                | \$57,974            | \$60,872            | \$63,923            | \$67,117            | \$70,475            | \$73,994            | \$77,688             | Annual             |
|                 | Tier 2  |                |                | \$27.87             | \$29.27             | \$30.73             | \$32.27             | \$33.88             | \$35.57             | \$37.35              | Hourly             |
| 0019            | Executive Secretary<br>(Administration)                   | CON            | 609            | \$4,386             | \$4,604             | \$4,835             | \$5,076             | \$5,330             | \$5,596             | \$5,877              | Monthly            |
|                 |   |                |                | \$52,628            | \$55,249            | \$58,020            | \$60,915            | \$63,960            | \$67,155            | \$70,524             | Annual             |
|                 | Tier 1  |                |                | \$25.30             | \$26.56             | \$27.89             | \$29.29             | \$30.75             | \$32.29             | \$33.91              | Hourly             |
| 5019            | Executive Secretary<br>(Administration)                   | CO2            | 609            | \$3,978             | \$4,177             | \$4,386             | \$4,604             | \$4,835             | \$5,076             | \$5,330              | Monthly            |
|                 |   |                |                | \$47,742            | \$50,121            | \$52,628            | \$55,249            | \$58,020            | \$60,915            | \$63,960             | Annual             |
|                 | Tier 2  |                |                | \$22.95             | \$24.10             | \$25.30             | \$26.56             | \$27.89             | \$29.29             | \$30.75              | Hourly             |
| 0007            | Human Resources<br>Office Specialist II                   | CON            | 560            | \$3,482             | \$3,656             | \$3,839             | \$4,030             | \$4,232             | \$4,444             | \$4,665              | Monthly            |
|                 |   |                |                | \$41,783            | \$43,867            | \$46,064            | \$48,360            | \$50,781            | \$53,327            | \$55,985             | Annual             |
|                 | Tier 1  |                |                | \$20.09             | \$21.09             | \$22.15             | \$23.25             | \$24.41             | \$25.64             | \$26.92              | Hourly             |
| 5007            | Human Resources<br>Office Specialist II                   | CO2            | 560            | \$3,158             | \$3,317             | \$3,482             | \$3,656             | \$3,839             | \$4,030             | \$4,232              | Monthly            |
|                 |   |                |                | \$37,899            | \$39,803            | \$41,783            | \$43,867            | \$46,064            | \$48,360            | \$50,781             | Annual             |
|                 | Tier 2  |                |                | \$18.22             | \$19.14             | \$20.09             | \$21.09             | \$22.15             | \$23.25             | \$24.41              | Hourly             |

|      |   |     |     |                                |                                |                                |                                |                                 |                                 |                                 |                             |
|------|---|-----|-----|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|-----------------------------|
| 0087 | Human Resources<br>Administrator<br><i>Tier 1</i>     | CON | 697 | \$7,154<br>\$85,850<br>\$41.27 | \$7,512<br>\$90,143<br>\$43.34 | \$7,888<br>\$94,661<br>\$45.51 | \$8,283<br>\$99,391<br>\$47.78 | \$8,696<br>\$104,358<br>\$50.17 | \$9,131<br>\$109,574<br>\$52.68 | \$9,588<br>\$115,053<br>\$55.31 | Monthly<br>Annual<br>Hourly |
| 5087 | Human Resources<br>Administrator<br><i>Tier 2</i>     | CO2 | 697 | \$6,490<br>\$77,875<br>\$37.44 | \$6,814<br>\$81,769<br>\$39.31 | \$7,154<br>\$85,850<br>\$41.27 | \$7,512<br>\$90,143<br>\$43.34 | \$7,888<br>\$94,661<br>\$45.51  | \$8,283<br>\$99,391<br>\$47.78  | \$8,696<br>\$104,358<br>\$50.17 | Monthly<br>Annual<br>Hourly |
| 0079 | Human Resources<br>Analyst<br><i>Tier 1</i>           | CON | 659 | \$5,920<br>\$71,036<br>\$34.15 | \$6,215<br>\$74,580<br>\$35.86 | \$6,526<br>\$78,312<br>\$37.65 | \$6,853<br>\$82,231<br>\$39.53 | \$7,195<br>\$86,337<br>\$41.51  | \$7,555<br>\$90,655<br>\$43.58  | \$7,932<br>\$95,185<br>\$45.76  | Monthly<br>Annual<br>Hourly |
| 5079 | Human Resources<br>Analyst<br><i>Tier 2</i>           | CO2 | 659 | \$5,368<br>\$64,420<br>\$30.97 | \$5,637<br>\$67,643<br>\$32.52 | \$5,920<br>\$71,036<br>\$34.15 | \$6,215<br>\$74,580<br>\$35.86 | \$6,526<br>\$78,312<br>\$37.65  | \$6,853<br>\$82,231<br>\$39.53  | \$7,195<br>\$86,337<br>\$41.51  | Monthly<br>Annual<br>Hourly |
| 0017 | Human Resources<br>Secretary<br><i>Tier 1</i>         | CON | 590 | \$3,988<br>\$47,861<br>\$23.01 | \$4,188<br>\$50,257<br>\$24.16 | \$4,397<br>\$52,765<br>\$25.37 | \$4,617<br>\$55,399<br>\$26.63 | \$4,847<br>\$58,169<br>\$27.97  | \$5,090<br>\$61,077<br>\$29.36  | \$5,345<br>\$64,135<br>\$30.83  | Monthly<br>Annual<br>Hourly |
| 5017 | Human Resources<br>Secretary<br><i>Tier 2</i>         | CO2 | 590 | \$3,618<br>\$43,415<br>\$20.87 | \$3,798<br>\$45,579<br>\$21.91 | \$3,988<br>\$47,861<br>\$23.01 | \$4,188<br>\$50,257<br>\$24.16 | \$4,397<br>\$52,765<br>\$25.37  | \$4,617<br>\$55,399<br>\$26.63  | \$4,847<br>\$58,169<br>\$27.97  | Monthly<br>Annual<br>Hourly |
| 0072 | Human Resources<br>Technician<br><i>Tier 1</i>        | CON | 627 | \$5,047<br>\$60,565<br>\$29.12 | \$5,300<br>\$63,598<br>\$30.58 | \$5,564<br>\$66,768<br>\$32.10 | \$5,843<br>\$70,113<br>\$33.71 | \$6,135<br>\$73,620<br>\$35.39  | \$6,442<br>\$77,301<br>\$37.16  | \$6,764<br>\$81,170<br>\$39.02  | Monthly<br>Annual<br>Hourly |
| 5072 | Human Resources<br>Technician<br><i>Tier 2</i>        | CO2 | 627 | \$4,577<br>\$54,924<br>\$26.41 | \$4,806<br>\$57,671<br>\$27.73 | \$5,047<br>\$60,565<br>\$29.12 | \$5,300<br>\$63,598<br>\$30.58 | \$5,564<br>\$66,768<br>\$32.10  | \$5,843<br>\$70,113<br>\$33.71  | \$6,135<br>\$73,620<br>\$35.39  | Monthly<br>Annual<br>Hourly |
| 0084 | Management Analyst<br>(Confidential)<br><i>Tier 1</i> | CON | 872 | \$5,558<br>\$66,693<br>\$32.06 | \$5,835<br>\$70,025<br>\$33.67 | \$6,128<br>\$73,532<br>\$35.35 | \$6,433<br>\$77,201<br>\$37.12 | \$6,756<br>\$81,070<br>\$38.98  | \$7,094<br>\$85,126<br>\$40.93  | \$7,448<br>\$89,382<br>\$42.97  | Monthly<br>Annual<br>Hourly |
| 5084 | Management Analyst<br>(Confidential)<br><i>Tier 2</i> | CO2 | 872 | \$5,040<br>\$60,483<br>\$29.08 | \$5,293<br>\$63,512<br>\$30.53 | \$5,558<br>\$66,693<br>\$32.06 | \$5,835<br>\$70,025<br>\$33.67 | \$6,128<br>\$73,532<br>\$35.35  | \$6,433<br>\$77,201<br>\$37.12  | \$6,756<br>\$81,070<br>\$38.98  | Monthly<br>Annual<br>Hourly |
| 0055 | Payroll Coordinator<br><br><i>Tier 1</i>              | CON | 621 | \$5,179<br>\$62,150<br>\$29.88 | \$5,438<br>\$65,258<br>\$31.37 | \$5,710<br>\$68,515<br>\$32.94 | \$5,995<br>\$71,935<br>\$34.58 | \$6,295<br>\$75,541<br>\$36.32  | \$6,609<br>\$79,310<br>\$38.13  | \$6,940<br>\$83,279<br>\$40.04  | Monthly<br>Annual<br>Hourly |
| 5055 | Payroll Coordinator<br><br><i>Tier 2</i>              | CO2 | 621 | \$4,698<br>\$56,373<br>\$27.10 | \$4,932<br>\$59,185<br>\$28.45 | \$5,179<br>\$62,150<br>\$29.88 | \$5,438<br>\$65,258<br>\$31.37 | \$5,710<br>\$68,515<br>\$32.94  | \$5,995<br>\$71,935<br>\$34.58  | \$6,295<br>\$75,541<br>\$36.32  | Monthly<br>Annual<br>Hourly |

|                 |  |                |                |                     |                      |                      |                      |                      |                      |                      |                    |
|-----------------|--|----------------|----------------|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|--------------------|
| 0078            | Principal Human Resources Analyst<br>Tier 1                | CON            | 669            | \$6,222             | \$6,533              | \$6,860              | \$7,203              | \$7,563              | \$7,941              | \$8,339              | Monthly            |
|                 |  |                |                | \$74,668            | \$78,399             | \$82,318             | \$86,436             | \$90,755             | \$95,297             | \$100,065            | Annual             |
|                 |  |                |                | \$35.90             | \$37.69              | \$39.58              | \$41.56              | \$43.63              | \$45.82              | \$48.11              | Hourly             |
| 5078            | Principal Human Resources Analyst<br>Tier 2                | CO2            | 669            | \$5,642             | \$5,925              | \$6,222              | \$6,533              | \$6,860              | \$7,203              | \$7,563              | Monthly            |
|                 |  |                |                | \$67,708            | \$71,104             | \$74,668             | \$78,399             | \$82,318             | \$86,436             | \$90,755             | Annual             |
|                 |  |                |                | \$32.55             | \$34.19              | \$35.90              | \$37.69              | \$39.58              | \$41.56              | \$43.63              | Hourly             |
| 0052            | Senior Programmer Analyst (Confidential)<br>Tier 1         | CON            | 710            | \$7,357             | \$7,725              | \$8,111              | \$8,517              | \$8,943              | \$9,390              | \$9,859              | Monthly            |
|                 |  |                |                | \$88,284            | \$92,701             | \$97,332             | \$102,199            | \$107,316            | \$112,682            | \$118,310            | Annual             |
|                 |  |                |                | \$42.44             | \$44.57              | \$46.79              | \$49.13              | \$51.59              | \$54.17              | \$56.88              | Hourly             |
| 5052            | Senior Programmer Analyst (Confidential)<br>Tier 2         | CO2            | 710            | \$6,673             | \$7,007              | \$7,357              | \$7,725              | \$8,111              | \$8,517              | \$8,943              | Monthly            |
|                 |  |                |                | \$80,082            | \$84,084             | \$88,284             | \$92,701             | \$97,332             | \$102,199            | \$107,316            | Annual             |
|                 |  |                |                | \$38.50             | \$40.43              | \$42.44              | \$44.57              | \$46.79              | \$49.13              | \$51.59              | Hourly             |
| <del>0046</del> | <del>Systems &amp; Programming Supervisor<br/>Tier 1</del> | <del>CON</del> | <del>730</del> | <del>\$8,000</del>  | <del>\$8,400</del>   | <del>\$8,831</del>   | <del>\$9,272</del>   | <del>\$9,735</del>   | <del>\$10,222</del>  | <del>\$10,733</del>  | <del>Monthly</del> |
|                 |  |                |                | <del>\$96,108</del> | <del>\$100,813</del> | <del>\$105,968</del> | <del>\$111,250</del> | <del>\$116,825</del> | <del>\$122,666</del> | <del>\$128,704</del> | <del>Annual</del>  |
|                 |  |                |                | <del>\$46.21</del>  | <del>\$48.52</del>   | <del>\$50.05</del>   | <del>\$53.40</del>   | <del>\$56.17</del>   | <del>\$58.07</del>   | <del>\$61.02</del>   | <del>Hourly</del>  |
|                 | <del>See revised</del>                                     |                |                |                     |                      |                      |                      |                      |                      |                      |                    |
| <del>5046</del> | <del>Systems &amp; Programming Supervisor<br/>Tier 2</del> | <del>CO2</del> | <del>730</del> | <del>\$7,265</del>  | <del>\$7,627</del>   | <del>\$8,000</del>   | <del>\$8,400</del>   | <del>\$8,831</del>   | <del>\$9,272</del>   | <del>\$9,735</del>   | <del>Monthly</del> |
|                 |  |                |                | <del>\$87,177</del> | <del>\$91,525</del>  | <del>\$96,108</del>  | <del>\$100,913</del> | <del>\$105,968</del> | <del>\$111,259</del> | <del>\$116,825</del> | <del>Annual</del>  |
|                 |  |                |                | <del>\$41.01</del>  | <del>\$44.00</del>   | <del>\$46.21</del>   | <del>\$48.52</del>   | <del>\$50.95</del>   | <del>\$53.40</del>   | <del>\$56.17</del>   | <del>Hourly</del>  |
|                 | <del>See revised</del>                                     |                |                |                     |                      |                      |                      |                      |                      |                      |                    |

**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. There will be no Employer Paid Member Contribution (EPMC).

**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.

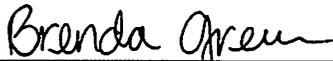
PASSED AND ADOPTED this 7<sup>th</sup> day of July, 2015.



\_\_\_\_\_  
Stephen M. Mensinger, Mayor

ATTEST:

APPROVED AS TO FORM:



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



\_\_\_\_\_  
Thomas Duarte, City Attorney

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

I, Brenda Green, City Clerk of the City Council of the City of Costa Mesa, DO HEREBY CERTIFY that the above and foregoing is the original of Resolution No. 15-35 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 7<sup>th</sup> day of July, 2015, by the following roll call vote, to wit:

AYES:            COUNCIL MEMBERS:    Foley, Genis, Righeimer, Mensinger  
NOES:            COUNCIL MEMBERS:    Monahan  
ABSENT:         COUNCIL MEMBERS:    None

IN WITNESS WHEREOF, I have hereby set my hand and affixed the seal of the City of Costa Mesa this 8<sup>th</sup> day of July, 2015.



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

(SEAL)

**RESOLUTION NO.16-48**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, AMENDING RESOLUTION NO. 15-35 BY ESTABLISHING NEW CLASSIFICATIONS AND REVISING THE SALARY RANGES FOR JOB CLASSIFICATIONS WITHIN THE CONFIDENTIAL EMPLOYEES UNIT.**

THE CITY COUNCIL OF THE CITY OF COSTA MESA DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The Costa Mesa City Council hereby amends Resolution 15-35 to establish the new job classifications of Management Aide (Confidential) and Senior Management Analyst (Confidential).

SECTION 2. The following job classifications are hereby placed under the Basic Salary Administration Plan at the salary ranges and monthly rates of pay specified effective June 26, 2016. 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        |         |
| 0245       | Management Aide<br>(Confidential)<br>Tier 1           | CON         | 892   | \$4,905  | \$5,151  | \$5,408  | \$5,679  | \$5,963  | \$6,261  | \$6,574  | Monthly |
|            |   |             |       | \$58,860 | \$61,812 | \$64,896 | \$68,148 | \$71,556 | \$75,132 | \$78,888 | Annual  |
|            |   |             |       | \$28.30  | \$29.72  | \$31.20  | \$32.76  | \$34.40  | \$36.12  | \$37.93  | Hourly  |
| 5245       | Management Aide<br>(Confidential)<br>Tier 2           | CO2         | 892   | \$4,449  | \$4,671  | \$4,905  | \$5,151  | \$5,408  | \$5,679  | \$5,963  | Monthly |
|            |   |             |       | \$53,388 | \$56,052 | \$58,860 | \$61,812 | \$64,896 | \$68,148 | \$71,556 | Annual  |
|            |   |             |       | \$25.67  | \$26.95  | \$28.30  | \$29.72  | \$31.20  | \$32.76  | \$34.40  | Hourly  |
| 0246       | Senior Management<br>Analyst (Confidential)<br>Tier 1 | CON         | 895   | \$5,923  | \$6,219  | \$6,530  | \$6,857  | \$7,200  | \$7,560  | \$7,938  | Monthly |
|            |   |             |       | \$71,076 | \$74,628 | \$78,360 | \$82,284 | \$86,400 | \$90,720 | \$95,256 | Annual  |
|            |   |             |       | \$34.17  | \$35.88  | \$37.67  | \$39.56  | \$41.54  | \$43.62  | \$45.80  | Hourly  |
| 5246       | Senior Management<br>Analyst (Confidential)<br>Tier 2 | CO2         | 895   | \$5,372  | \$5,641  | \$5,923  | \$6,219  | \$6,530  | \$6,857  | \$7,200  | Monthly |
|            |   |             |       | \$64,464 | \$67,692 | \$71,076 | \$74,628 | \$78,360 | \$82,284 | \$86,400 | Annual  |
|            |   |             |       | \$30.99  | \$32.54  | \$34.17  | \$35.88  | \$37.67  | \$39.56  | \$41.54  | Hourly  |

SECTION 3. The following positions of the Office of the Chief Executive Officer, Finance Department and Information Technology Department, placed under the Confidential Employees Unit Salary Schedule, are hereby revised to reflect the salary ranges and monthly pay rates of pay specified, effective June 26, 2016.

| Class Code | Class Title   | Salary Plan | Grade | Step     |           |           |           |           |           |           |         |
|------------|---|-------------|-------|----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
|            |   |             |       | 1        | 2         | 3         | 4         | 5         | 6         | 7         |         |
| 026        | Administrative Secretary<br>(Confidential)<br>Tier 1    | CON         | 593   | \$3,989  | \$4,188   | \$4,397   | \$4,617   | \$4,848   | \$5,090   | \$5,345   | Monthly |
|            |   |             |       | \$47,868 | \$50,256  | \$52,764  | \$55,404  | \$58,176  | \$61,080  | \$64,140  | Annual  |
|            |   |             |       | \$23.01  | \$24.16   | \$25.37   | \$26.64   | \$27.97   | \$29.37   | \$30.84   | Hourly  |
| 5026       | Administrative Secretary<br>(Confidential)<br>Tier 2    | CO2         | 593   | \$3,618  | \$3,799   | \$3,989   | \$4,188   | \$4,397   | \$4,617   | \$4,848   | Monthly |
|            |   |             |       | \$43,416 | \$45,588  | \$47,868  | \$50,256  | \$52,764  | \$55,404  | \$58,176  | Annual  |
|            |   |             |       | \$20.87  | \$21.92   | \$23.01   | \$24.16   | \$25.37   | \$26.64   | \$27.97   | Hourly  |
| 0063       | Budget Analyst<br>Tier 1                                | CON         | 679   | \$6,234  | \$6,546   | \$6,873   | \$7,217   | \$7,578   | \$7,957   | \$8,354   | Monthly |
|            |   |             |       | \$74,808 | \$78,552  | \$82,476  | \$86,604  | \$90,936  | \$95,484  | \$100,248 | Annual  |
|            |   |             |       | \$35.97  | \$37.77   | \$39.65   | \$41.64   | \$43.72   | \$45.91   | \$48.20   | Hourly  |
| 5063       | Budget Analyst<br>Tier 2                                | CO2         | 679   | \$5,654  | \$5,937   | \$6,234   | \$6,546   | \$6,873   | \$7,217   | \$7,578   | Monthly |
|            |   |             |       | \$67,848 | \$71,244  | \$74,808  | \$78,552  | \$82,476  | \$86,604  | \$90,936  | Annual  |
|            |   |             |       | \$32.62  | \$34.25   | \$35.97   | \$37.77   | \$39.65   | \$41.64   | \$43.72   | Hourly  |
| 0809       | Budget Specialist<br>Tier 1                             | CON         | 891   | \$5,181  | \$5,440   | \$5,712   | \$5,997   | \$6,297   | \$6,612   | \$6,943   | Monthly |
|            |   |             |       | \$62,172 | \$65,280  | \$68,544  | \$71,964  | \$75,564  | \$79,344  | \$83,316  | Annual  |
|            |   |             |       | \$29.89  | \$31.38   | \$32.95   | \$34.60   | \$36.33   | \$38.15   | \$40.06   | Hourly  |
| 5809       | Budget Specialist<br>Tier 2                             | CO2         | 891   | \$4,699  | \$4,934   | \$5,181   | \$5,440   | \$5,712   | \$5,997   | \$6,297   | Monthly |
|            |   |             |       | \$56,388 | \$59,208  | \$62,172  | \$65,280  | \$68,544  | \$71,964  | \$75,564  | Annual  |
|            |   |             |       | \$27.11  | \$28.47   | \$29.89   | \$31.38   | \$32.95   | \$34.60   | \$36.33   | Hourly  |
| 0040       | Computer Operations/<br>Networking Supervisor<br>Tier 1 | CON         | 689   | \$6,436  | \$6,757   | \$7,095   | \$7,450   | \$7,823   | \$8,214   | \$8,624   | Monthly |
|            |   |             |       | \$77,232 | \$81,084  | \$85,140  | \$89,400  | \$93,876  | \$98,568  | \$103,488 | Annual  |
|            |   |             |       | \$37.13  | \$38.98   | \$40.93   | \$42.98   | \$45.13   | \$47.39   | \$49.75   | Hourly  |
| 5040       | Computer Operations/<br>Networking Supervisor<br>Tier 2 | CO2         | 689   | \$5,838  | \$6,130   | \$6,436   | \$6,757   | \$7,095   | \$7,450   | \$7,823   | Monthly |
|            |   |             |       | \$70,056 | \$73,560  | \$77,232  | \$81,084  | \$85,140  | \$89,400  | \$93,876  | Annual  |
|            |   |             |       | \$33.68  | \$35.37   | \$37.13   | \$38.98   | \$40.93   | \$42.98   | \$45.13   | Hourly  |
| 0021       | Deputy City Clerk<br>Tier 1                             | CON         | 656   | \$4,954  | \$5,202   | \$5,462   | \$5,735   | \$6,022   | \$6,323   | \$6,639   | Monthly |
|            |   |             |       | \$59,448 | \$62,424  | \$65,544  | \$68,820  | \$72,264  | \$75,876  | \$79,668  | Annual  |
|            |   |             |       | \$28.58  | \$30.01   | \$31.51   | \$33.09   | \$34.74   | \$36.48   | \$38.30   | Hourly  |
| 5021       | Deputy City Clerk<br>Tier 2                             | CO2         | 656   | \$4,493  | \$4,718   | \$4,954   | \$5,202   | \$5,462   | \$5,735   | \$6,022   | Monthly |
|            |   |             |       | \$53,916 | \$56,616  | \$59,448  | \$62,424  | \$65,544  | \$68,820  | \$72,264  | Annual  |
|            |   |             |       | \$25.92  | \$27.22   | \$28.58   | \$30.01   | \$31.51   | \$33.09   | \$34.74   | Hourly  |
| 0084       | Management Analyst<br>(Confidential)<br>Tier 1          | CON         | 872   | \$5,641  | \$5,923   | \$6,219   | \$6,530   | \$6,857   | \$7,200   | \$7,560   | Monthly |
|            |   |             |       | \$67,692 | \$71,076  | \$74,628  | \$78,360  | \$82,284  | \$86,400  | \$90,720  | Annual  |
|            |   |             |       | \$32.54  | \$34.17   | \$35.88   | \$37.67   | \$39.56   | \$41.54   | \$43.62   | Hourly  |
| 5084       | Management Analyst<br>(Confidential)<br>Tier 2          | CO2         | 872   | \$5,117  | \$5,372   | \$5,641   | \$5,923   | \$6,219   | \$6,530   | \$6,857   | Monthly |
|            |   |             |       | \$61,404 | \$64,464  | \$67,692  | \$71,076  | \$74,628  | \$78,360  | \$82,284  | Annual  |
|            |   |             |       | \$29.52  | \$30.99   | \$32.54   | \$34.17   | \$35.88   | \$37.67   | \$39.56   | Hourly  |
| 0046       | Systems & Programming<br>Supervisor<br>Tier 1           | CON         | 730   | \$8,129  | \$8,536   | \$8,963   | \$9,411   | \$9,881   | \$10,375  | \$10,894  | Monthly |
|            |   |             |       | \$97,548 | \$102,432 | \$107,556 | \$112,932 | \$118,572 | \$124,500 | \$130,728 | Annual  |
|            |   |             |       | \$46.90  | \$49.25   | \$51.71   | \$54.29   | \$57.01   | \$59.86   | \$62.85   | Hourly  |
| 5046       | Systems & Programming<br>Supervisor<br>Tier 2           | CO2         | 730   | \$7,373  | \$7,742   | \$8,129   | \$8,536   | \$8,963   | \$9,411   | \$9,881   | Monthly |
|            |   |             |       | \$88,476 | \$92,904  | \$97,548  | \$102,432 | \$107,556 | \$112,932 | \$118,572 | Annual  |
|            |   |             |       | \$42.54  | \$44.67   | \$46.90   | \$49.25   | \$51.71   | \$54.29   | \$57.01   | Hourly  |

SECTION 4. All parts of resolutions in conflict herewith are hereby rescinded.

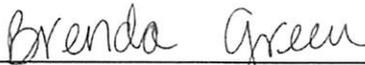
PASSED AND ADOPTED this 21<sup>st</sup> day of June, 2016.



\_\_\_\_\_  
Stephen M. Mensinger, Mayor

ATTEST:

APPROVED AS TO FORM:



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



\_\_\_\_\_  
Thomas Duarte, City Attorney

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

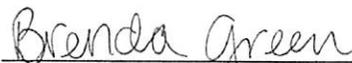
I, Brenda Green, City Clerk of the City of Costa Mesa, DO HEREBY CERTIFY that the above and foregoing is the original of Resolution No. 16-48 and was duly passed and adopted by the City Council of the City of Costa Mesa at a Regular Meeting held on the 21<sup>st</sup> day of June, 2016, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS: GENIS, MONAHAN, RIGHEIMER, MENSINGER

NOES: COUNCIL MEMBERS: NONE

ABSENT: COUNCIL MEMBERS: FOLEY

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 June, 2016.



\_\_\_\_\_  
BRENDA GREEN, CITY CLERK