

RESOLUTION NO. 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 CITY EMPLOYEES ASSOCIATION PURSUANT TO THE 2004-2009 MOU.**

The City Council of the City of Costa Mesa does hereby resolve, determine and order 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 August 19, 2007. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay step. In addition, the City pays 7% of the employees' retirement contribution to the Public Employees' Retirement System (PERS).

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0062	Accountant	644	\$4,804	\$5,044	\$4,297	\$5,561	\$5,840	\$6,132	\$6,438	Monthly
			\$57,648	\$60,528	\$51,564	\$66,732	\$70,080	\$73,584	\$77,256	Annual
			\$27.72	\$29.10	\$24.79	\$32.08	\$33.69	\$35.38	\$37.14	Hourly
0061	Accounting Specialist I	577	\$3,372	\$3,541	\$3,718	\$3,904	\$4,099	\$4,304	\$4,519	Monthly
			\$40,464	\$42,492	\$44,616	\$46,848	\$49,188	\$51,648	\$54,228	Annual
			\$19.45	\$20.43	\$21.45	\$22.52	\$23.65	\$24.83	\$26.07	Hourly
0060	Accounting Specialist II	606	\$3,897	\$4,092	\$4,296	\$4,511	\$4,737	\$4,974	\$5,222	Monthly
			\$46,764	\$49,104	\$51,552	\$54,132	\$56,844	\$59,688	\$62,664	Annual
			\$22.48	\$23.61	\$24.78	\$26.03	\$27.33	\$28.70	\$30.13	Hourly
0066	Accounting Supervisor	697	\$6,195	\$6,504	\$6,830	\$7,171	\$7,530	\$7,906	\$8,301	Monthly
			\$74,340	\$78,048	\$81,960	\$86,052	\$90,360	\$94,872	\$99,612	Annual
			\$35.74	\$37.52	\$39.40	\$41.37	\$43.44	\$45.61	\$47.89	Hourly
0013	Administrative Secretary	590	\$3,656	\$3,839	\$4,031	\$4,233	\$4,444	\$4,667	\$4,900	Monthly
			\$43,872	\$46,068	\$48,372	\$50,796	\$53,328	\$56,004	\$58,800	Annual
			\$21.09	\$22.15	\$23.26	\$24.42	\$25.64	\$26.93	\$28.27	Hourly
0469	Animal Control Officer	617	\$4,253	\$4,466	\$4,689	\$4,924	\$5,170	\$5,428	\$5,700	Monthly
			\$51,036	\$53,592	\$56,268	\$59,088	\$62,040	\$65,136	\$68,400	Annual
			\$24.54	\$25.77	\$27.05	\$28.41	\$29.83	\$31.32	\$32.88	Hourly
0103	Assistant Engineer	672	\$5,495	\$5,769	\$6,058	\$6,361	\$6,679	\$7,013	\$7,363	Monthly
			\$65,940	\$69,228	\$72,696	\$76,332	\$80,148	\$84,156	\$88,356	Annual
			\$31.70	\$33.28	\$34.95	\$36.70	\$38.53	\$40.46	\$42.48	Hourly
0151	Assistant Planner	889	\$4,112	\$4,318	\$4,534	\$4,760	\$4,999	\$5,248	\$5,511	Monthly
			\$49,344	\$51,816	\$54,408	\$57,120	\$59,988	\$62,976	\$66,132	Annual
			\$23.72	\$24.91	\$26.16	\$27.46	\$28.84	\$30.28	\$31.79	Hourly

0808	Assistant Storekeeper	571	\$3,383	\$3,552	\$3,730	\$3,917	\$4,112	\$4,318	\$4,534	Monthly
			\$40,596	\$42,624	\$44,760	\$47,004	\$49,344	\$51,816	\$54,408	Annual
			\$19.52	\$20.49	\$21.52	\$22.60	\$23.72	\$24.91	\$26.16	Hourly
0104	Associate Engineer	699	\$6,539	\$6,866	\$7,201	\$7,570	\$7,949	\$8,346	\$8,763	Monthly
			\$78,468	\$82,392	\$86,412	\$90,840	\$95,388	\$100,152	\$105,156	Annual
			\$37.73	\$39.61	\$41.54	\$43.67	\$45.86	\$48.15	\$50.56	Hourly
0152	Associate Planner	649	\$4,825	\$5,066	\$5,319	\$5,585	\$5,865	\$6,158	\$6,466	Monthly
			\$57,900	\$60,792	\$63,828	\$67,020	\$70,380	\$73,896	\$77,592	Annual
			\$27.84	\$29.23	\$30.69	\$32.22	\$33.84	\$35.53	\$37.30	Hourly
0301	Asst Recreation Supervisor	625	\$4,326	\$4,542	\$4,769	\$5,008	\$5,258	\$5,521	\$5,797	Monthly
			\$51,912	\$54,504	\$57,228	\$60,096	\$63,096	\$66,252	\$69,564	Annual
			\$24.96	\$26.20	\$27.51	\$28.89	\$30.33	\$31.85	\$33.44	Hourly
0412	Asst Street Superintendent	881	\$6,052	\$6,355	\$6,672	\$7,006	\$7,356	\$7,724	\$8,110	Monthly
			\$72,624	\$76,260	\$80,064	\$84,072	\$88,272	\$92,688	\$97,320	Annual
			\$34.92	\$36.66	\$38.49	\$40.42	\$42.44	\$44.56	\$46.79	Hourly
0063	Budget Analyst	679	\$5,663	\$5,946	\$6,243	\$6,555	\$6,883	\$7,227	\$7,588	Monthly
			\$67,956	\$71,352	\$74,916	\$78,660	\$82,596	\$86,724	\$91,056	Annual
			\$32.67	\$34.30	\$36.02	\$37.82	\$39.71	\$41.69	\$43.78	Hourly
0809	Budget Specialist	891	\$4,686	\$4,920	\$5,166	\$5,424	\$5,696	\$5,980	\$6,279	Monthly
			\$56,232	\$59,040	\$61,992	\$65,088	\$68,352	\$71,760	\$75,348	Annual
			\$27.03	\$28.38	\$29.80	\$31.29	\$32.86	\$34.50	\$36.23	Hourly
0132	Building Inspector	643	\$4,694	\$4,929	\$5,175	\$5,434	\$5,706	\$5,991	\$6,291	Monthly
			\$56,328	\$59,148	\$62,100	\$65,208	\$68,472	\$71,892	\$75,492	Annual
			\$27.08	\$28.44	\$29.86	\$31.35	\$32.92	\$34.56	\$36.29	Hourly
0130	Building Technician	581	\$3,575	\$3,753	\$3,941	\$4,138	\$4,345	\$4,562	\$4,790	Monthly
			\$42,900	\$45,036	\$47,292	\$49,656	\$52,140	\$54,744	\$57,480	Annual
			\$20.63	\$21.65	\$22.74	\$23.87	\$25.07	\$26.32	\$27.63	Hourly
0131	Building Technician II	613	\$4,193	\$4,403	\$4,623	\$4,854	\$5,097	\$5,352	\$5,619	Monthly
			\$50,316	\$52,836	\$55,476	\$58,248	\$61,164	\$64,224	\$67,428	Annual
			\$24.19	\$25.40	\$26.67	\$28.00	\$29.41	\$30.88	\$32.42	Hourly
0088	Business License Inspector	850	\$3,903	\$4,098	\$4,303	\$4,518	\$4,744	\$4,981	\$5,230	Monthly
			\$46,836	\$49,176	\$51,636	\$54,216	\$56,928	\$59,772	\$62,760	Annual
			\$22.52	\$23.64	\$24.83	\$26.07	\$27.37	\$28.74	\$30.17	Hourly
0051	Buyer	857	\$4,474	\$4,697	\$4,932	\$5,179	\$5,438	\$5,709	\$5,995	Monthly
			\$53,688	\$56,364	\$59,184	\$62,148	\$65,256	\$68,508	\$71,940	Annual
			\$25.81	\$27.10	\$28.45	\$29.88	\$31.37	\$32.94	\$34.59	Hourly
0035	Central Services Supervisor	655	\$4,838	\$5,080	\$5,334	\$5,601	\$5,881	\$6,175	\$6,484	Monthly
			\$58,056	\$60,960	\$64,008	\$67,212	\$70,572	\$74,100	\$77,808	Annual
			\$27.91	\$29.31	\$30.77	\$32.31	\$33.93	\$35.63	\$37.41	Hourly
0123	Chief Construction Inspector	662	\$5,160	\$5,418	\$5,689	\$5,973	\$6,272	\$6,585	\$6,915	Monthly
			\$61,920	\$65,016	\$68,268	\$71,676	\$75,264	\$79,020	\$82,980	Annual
			\$29.77	\$31.26	\$32.82	\$34.46	\$36.18	\$37.99	\$39.89	Hourly

0110	Chief Plans Examiner	718	\$7,189 \$86,268 \$41.48	\$7,549 \$90,588 \$43.55	\$7,926 \$95,112 \$45.73	\$8,323 \$99,876 \$48.02	\$8,739 \$104,868 \$50.42	\$9,176 \$110,112 \$52.94	\$9,634 \$115,608 \$55.58	Monthly Annual Hourly
0126	Chief of Code Enforcement	664	\$5,211 \$62,532 \$30.06	\$5,472 \$65,664 \$31.57	\$5,745 \$68,940 \$33.14	\$6,032 \$72,384 \$34.80	\$6,334 \$76,008 \$36.54	\$6,651 \$79,812 \$38.37	\$6,983 \$83,796 \$40.29	Monthly Annual Hourly
0128	Chief of Inspection	681	\$5,673 \$68,076 \$32.73	\$5,956 \$71,472 \$34.36	\$6,254 \$75,048 \$36.08	\$6,567 \$78,804 \$37.89	\$6,895 \$82,740 \$39.78	\$7,240 \$86,880 \$41.77	\$7,602 \$91,224 \$43.86	Monthly Annual Hourly
0466	Civilian Investigator	628	\$4,409 \$52,908 \$25.44	\$4,630 \$55,560 \$26.71	\$4,861 \$58,332 \$28.04	\$5,104 \$61,248 \$29.45	\$5,359 \$64,308 \$30.92	\$5,627 \$67,524 \$32.46	\$5,909 \$70,908 \$34.09	Monthly Annual Hourly
0120	Code Enforcement Officer	626	\$4,312 \$51,744 \$24.88	\$4,527 \$54,324 \$26.12	\$4,754 \$57,048 \$27.43	\$4,991 \$59,892 \$28.79	\$5,241 \$62,892 \$30.24	\$5,503 \$66,036 \$31.75	\$5,778 \$69,336 \$33.33	Monthly Annual Hourly
0138	Combination Building Inspector	866	\$4,694 \$56,328 \$27.08	\$4,929 \$59,148 \$28.44	\$5,175 \$62,100 \$29.86	\$5,434 \$65,208 \$31.35	\$5,706 \$68,472 \$32.92	\$5,991 \$71,892 \$34.56	\$6,291 \$75,492 \$36.29	Monthly Annual Hourly
0430	Communications Installer	858	\$4,166 \$49,992 \$24.03	\$4,374 \$52,488 \$25.23	\$4,593 \$55,116 \$26.50	\$4,823 \$57,876 \$27.83	\$5,064 \$60,768 \$29.22	\$5,137 \$61,644 \$29.64	\$5,583 \$66,996 \$32.21	Monthly Annual Hourly
0231	Communications Officer	616	\$4,153 \$49,836 \$23.96	\$4,361 \$52,332 \$25.16	\$4,579 \$54,948 \$26.42	\$4,808 \$57,696 \$27.74	\$5,048 \$60,576 \$29.12	\$5,301 \$63,612 \$30.58	\$5,566 \$66,792 \$32.11	Monthly Annual Hourly
0232	Communications Supervisor	645	\$4,799 \$57,588 \$27.69	\$5,039 \$60,468 \$29.07	\$5,291 \$63,492 \$30.53	\$5,555 \$66,660 \$32.05	\$5,833 \$69,996 \$33.65	\$6,125 \$73,500 \$35.34	\$6,431 \$77,172 \$37.10	Monthly Annual Hourly
0703	Community Services Specialist	582	\$3,572 \$42,864 \$20.61	\$3,750 \$45,000 \$21.63	\$3,938 \$47,256 \$22.72	\$4,135 \$49,620 \$23.86	\$4,342 \$52,104 \$25.05	\$4,559 \$54,708 \$26.30	\$4,787 \$57,444 \$27.62	Monthly Annual Hourly
0040	Computer Oper/Networking Supv	689	\$5,819 \$69,828 \$33.57	\$6,109 \$73,308 \$35.24	\$6,415 \$76,980 \$37.01	\$6,736 \$80,832 \$38.86	\$7,072 \$84,864 \$40.80	\$7,426 \$89,112 \$42.84	\$7,797 \$93,564 \$44.98	Monthly Annual Hourly
0121	Construction Inspector	867	\$4,694 \$56,328 \$27.08	\$4,929 \$59,148 \$28.44	\$5,175 \$62,100 \$29.86	\$5,434 \$65,208 \$31.35	\$5,706 \$68,472 \$32.92	\$5,991 \$71,892 \$34.56	\$6,291 \$75,492 \$36.29	Monthly Annual Hourly
0100	Contract Administrator	691	\$6,041 \$72,492 \$34.85	\$6,343 \$76,116 \$36.59	\$6,660 \$79,920 \$38.42	\$6,993 \$83,916 \$40.34	\$7,343 \$88,116 \$42.36	\$7,710 \$92,520 \$44.48	\$8,095 \$97,140 \$46.70	Monthly Annual Hourly
0099	Crime Analyst	859	\$4,409 \$52,908 \$25.44	\$4,630 \$55,560 \$26.71	\$4,861 \$58,332 \$28.04	\$5,104 \$61,248 \$29.45	\$5,359 \$64,308 \$30.92	\$5,627 \$67,524 \$32.46	\$5,909 \$70,908 \$34.09	Monthly Annual Hourly

0467	Crime Prevention Specialist	852	\$4,170 \$50,040 \$24.06	\$4,379 \$52,548 \$25.26	\$4,597 \$55,164 \$26.52	\$4,827 \$57,924 \$27.85	\$5,069 \$60,828 \$29.24	\$5,322 \$63,864 \$30.70	\$5,588 \$67,056 \$32.24	Monthly Annual Hourly
0189	Crime Scene Investigation Supv	50	\$6,233 \$74,796 \$35.96	\$6,545 \$78,540 \$37.76	\$6,872 \$82,464 \$39.65	\$7,216 \$86,592 \$41.63	\$7,576 \$90,912 \$43.71	\$7,995 \$95,940 \$46.13	\$8,353 \$100,236 \$48.19	Monthly Annual Hourly
0465	Crime Scene Specialist	638	\$4,536 \$54,432 \$26.17	\$4,763 \$57,156 \$27.48	\$5,001 \$60,012 \$28.85	\$5,251 \$63,012 \$30.29	\$5,514 \$66,168 \$31.81	\$4,790 \$57,480 \$27.63	\$6,079 \$72,948 \$35.07	Monthly Annual Hourly
0705	Custody Officer	854	\$4,253 \$51,036 \$24.54	\$4,466 \$53,592 \$25.77	\$4,689 \$56,268 \$27.05	\$4,924 \$59,088 \$28.41	\$5,170 \$62,040 \$29.83	\$5,428 \$65,136 \$31.32	\$5,700 \$68,400 \$32.88	Monthly Annual Hourly
0021	Deputy City Clerk	656	\$4,893 \$58,716 \$28.23	\$5,138 \$61,656 \$29.64	\$5,395 \$64,740 \$31.13	\$5,665 \$67,980 \$32.68	\$5,948 \$71,376 \$34.32	\$6,245 \$74,940 \$36.03	\$6,558 \$78,696 \$37.83	Monthly Annual Hourly
0134	Electrical Inspector	868	\$4,694 \$56,328 \$27.08	\$4,929 \$59,148 \$28.44	\$5,175 \$62,100 \$29.86	\$5,434 \$65,208 \$31.35	\$5,706 \$68,472 \$32.92	\$5,991 \$71,892 \$34.56	\$6,291 \$75,492 \$36.29	Monthly Annual Hourly
0431	Electronics Technician	875	\$5,188 \$62,256 \$29.93	\$5,447 \$65,364 \$31.43	\$5,719 \$68,628 \$32.99	\$6,005 \$72,060 \$34.64	\$6,306 \$75,672 \$36.38	\$6,621 \$79,452 \$38.20	\$6,952 \$83,424 \$40.11	Monthly Annual Hourly
0221	Emergency Medical Svcs Coord	706	\$6,557 \$78,684 \$37.83	\$6,884 \$82,608 \$39.72	\$7,229 \$86,748 \$41.71	\$7,590 \$91,080 \$43.79	\$7,970 \$95,640 \$45.98	\$8,368 \$100,416 \$48.28	\$8,786 \$105,432 \$50.69	Monthly Annual Hourly
0234	Emergency Svcs Training Spec	860	\$4,444 \$53,328 \$25.64	\$4,666 \$55,992 \$26.92	\$4,899 \$58,788 \$28.26	\$5,144 \$61,728 \$29.68	\$5,402 \$64,824 \$31.17	\$5,672 \$68,064 \$32.72	\$5,955 \$71,460 \$34.36	Monthly Annual Hourly
0101	Engineering Technician I	591	\$3,757 \$45,084 \$21.68	\$3,945 \$47,340 \$22.76	\$4,142 \$49,704 \$23.90	\$4,379 \$52,548 \$25.26	\$4,566 \$54,792 \$26.34	\$4,795 \$57,540 \$27.66	\$5,035 \$60,420 \$29.05	Monthly Annual Hourly
0102	Engineering Technician II	853	\$4,193 \$50,316 \$24.19	\$4,403 \$52,836 \$25.40	\$4,623 \$55,476 \$26.67	\$4,854 \$58,248 \$28.00	\$5,097 \$61,164 \$29.41	\$5,352 \$64,224 \$30.88	\$5,619 \$67,428 \$32.42	Monthly Annual Hourly
0116	Engineering Technician III	632	\$4,610 \$55,320 \$26.60	\$4,840 \$58,080 \$27.92	\$5,082 \$60,984 \$29.32	\$5,337 \$64,044 \$30.79	\$5,603 \$67,236 \$32.33	\$5,884 \$70,608 \$33.95	\$6,178 \$74,136 \$35.64	Monthly Annual Hourly
0440	Equipment Mechanic I	570	\$3,211 \$38,532 \$18.53	\$3,371 \$40,452 \$19.45	\$3,540 \$42,480 \$20.42	\$3,717 \$44,604 \$21.44	\$3,903 \$46,836 \$22.52	\$4,098 \$49,176 \$23.64	\$4,303 \$51,636 \$24.83	Monthly Annual Hourly
0441	Equipment Mechanic II	851	\$3,843 \$46,116 \$22.17	\$4,035 \$48,420 \$23.28	\$4,237 \$50,844 \$24.44	\$4,448 \$53,376 \$25.66	\$4,671 \$56,052 \$26.95	\$4,904 \$58,848 \$28.29	\$5,150 \$61,800 \$29.71	Monthly Annual Hourly

0445	Equipment Mechanic III	856	\$4,140 \$49,680 \$23.88	\$4,347 \$52,164 \$25.08	\$4,565 \$54,780 \$26.34	\$4,793 \$57,516 \$27.65	\$5,033 \$60,396 \$29.04	\$5,284 \$63,408 \$30.48	\$5,548 \$66,576 \$32.01	Monthly Annual Hourly
0014	Executive Secretary	609	\$4,021 \$48,252 \$23.20	\$4,222 \$50,664 \$24.36	\$4,433 \$53,196 \$25.58	\$4,655 \$55,860 \$26.86	\$4,887 \$58,644 \$28.19	\$5,132 \$61,584 \$29.61	\$5,388 \$64,656 \$31.08	Monthly Annual Hourly
0447	Facilities & Equipment Superv	882	\$6,052 \$72,624 \$34.92	\$6,355 \$76,260 \$36.66	\$6,672 \$80,064 \$38.49	\$7,006 \$84,072 \$40.42	\$7,356 \$88,272 \$42.44	\$7,724 \$92,688 \$44.56	\$8,110 \$97,320 \$46.79	Monthly Annual Hourly
0407	Facilities Maint Technician	589	\$3,627 \$43,524 \$20.93	\$3,809 \$45,708 \$21.98	\$3,999 \$47,988 \$23.07	\$4,199 \$50,388 \$24.23	\$4,409 \$52,908 \$25.44	\$4,630 \$55,560 \$26.71	\$4,861 \$58,332 \$28.04	Monthly Annual Hourly
0218	Fire Protection Analyst	876	\$5,534 \$66,408 \$31.93	\$5,810 \$69,720 \$33.52	\$6,101 \$73,212 \$35.20	\$6,406 \$76,872 \$36.96	\$6,726 \$80,712 \$38.80	\$7,062 \$84,744 \$40.74	\$7,416 \$88,992 \$42.78	Monthly Annual Hourly
0215	Fire Protection Specialist	861	\$4,444 \$53,328 \$25.64	\$4,666 \$55,992 \$26.92	\$4,899 \$58,788 \$28.26	\$5,144 \$61,728 \$29.68	\$5,402 \$64,824 \$31.17	\$5,672 \$68,064 \$32.72	\$5,955 \$71,460 \$34.36	Monthly Annual Hourly
0065	Grant Administrator	877	\$5,663 \$67,956 \$32.67	\$5,946 \$71,352 \$34.30	\$6,243 \$74,916 \$36.02	\$6,555 \$78,660 \$37.82	\$6,883 \$82,596 \$39.71	\$7,227 \$86,724 \$41.69	\$7,588 \$91,056 \$43.78	Monthly Annual Hourly
0029	Graphics Designer	610	\$3,865 \$46,380 \$22.30	\$4,058 \$48,696 \$23.41	\$4,261 \$51,132 \$24.58	\$4,474 \$53,688 \$25.81	\$4,698 \$56,376 \$27.10	\$4,933 \$59,196 \$28.46	\$5,179 \$62,148 \$29.88	Monthly Annual Hourly
0446	Lead Equipment Mechanic	869	\$4,668 \$56,016 \$26.93	\$4,901 \$58,812 \$28.28	\$5,146 \$61,752 \$29.69	\$5,403 \$64,836 \$31.17	\$5,673 \$68,076 \$32.73	\$5,957 \$71,484 \$34.37	\$6,255 \$75,060 \$36.09	Monthly Annual Hourly
0409	Lead Facilities Mtn Technician	863	\$4,464 \$53,568 \$25.75	\$4,687 \$56,244 \$27.04	\$4,922 \$59,064 \$28.40	\$5,168 \$62,016 \$29.82	\$5,426 \$65,112 \$31.30	\$5,698 \$68,376 \$32.87	\$5,982 \$71,784 \$34.51	Monthly Annual Hourly
0405	Lead Maintenance Worker	864	\$4,464 \$53,568 \$25.75	\$4,687 \$56,244 \$27.04	\$4,922 \$59,064 \$28.40	\$5,168 \$62,016 \$29.82	\$5,426 \$65,112 \$31.30	\$5,698 \$68,376 \$32.87	\$5,982 \$71,784 \$34.51	Monthly Annual Hourly
0402	Maintenance Assistant	550	\$2,986 \$35,832 \$17.23	\$3,136 \$37,632 \$18.09	\$3,293 \$39,516 \$19.00	\$3,457 \$41,484 \$19.94	\$3,630 \$43,560 \$20.94	\$3,812 \$45,744 \$21.99	\$4,002 \$48,024 \$23.09	Monthly Annual Hourly
0406	Maintenance Supervisor	670	\$5,237 \$62,844 \$30.21	\$5,498 \$65,976 \$31.72	\$5,773 \$69,276 \$33.31	\$6,062 \$72,744 \$34.97	\$6,365 \$76,380 \$36.72	\$6,683 \$80,196 \$38.56	\$7,016 \$84,192 \$40.48	Monthly Annual Hourly
0403	Maintenance Worker	846	\$3,299 \$39,588 \$19.03	\$3,464 \$41,568 \$19.98	\$3,637 \$43,644 \$20.98	\$3,819 \$45,828 \$22.03	\$4,010 \$48,120 \$23.13	\$4,211 \$50,532 \$24.29	\$4,421 \$53,052 \$25.51	Monthly Annual Hourly

0074	Management Analyst	872	\$5,124	\$5,380	\$5,649	\$5,932	\$6,229	\$6,540	\$6,867	Monthly
			\$61,488	\$64,560	\$67,788	\$71,184	\$74,748	\$78,480	\$82,404	Annual
			\$29.56	\$31.04	\$32.59	\$34.22	\$35.94	\$37.73	\$39.62	Hourly
0001	Messenger	501	\$2,321	\$2,437	\$2,559	\$2,687	\$2,821	\$2,963	\$3,111	Monthly
			\$27,852	\$29,244	\$30,708	\$32,244	\$33,852	\$35,556	\$37,332	Annual
			\$13.39	\$14.06	\$14.76	\$15.50	\$16.28	\$17.09	\$17.95	Hourly
0041	Network Administrator	631	\$5,535	\$5,812	\$6,102	\$6,407	\$6,728	\$7,064	\$7,417	Monthly
			\$66,420	\$69,744	\$73,224	\$76,884	\$80,736	\$84,768	\$89,004	Annual
			\$31.93	\$33.53	\$35.20	\$36.96	\$38.82	\$40.75	\$42.79	Hourly
0006	Office Coordinator	848	\$3,694	\$3,879	\$4,073	\$4,276	\$4,490	\$4,715	\$4,950	Monthly
			\$44,328	\$46,548	\$48,876	\$51,312	\$53,880	\$56,580	\$59,400	Annual
			\$21.31	\$22.38	\$23.50	\$24.67	\$25.90	\$27.20	\$28.56	Hourly
0003	Office Specialist	525	\$2,616	\$2,747	\$2,885	\$3,029	\$3,180	\$3,339	\$3,506	Monthly
			\$31,392	\$32,964	\$34,620	\$36,348	\$38,160	\$40,068	\$42,072	Annual
			\$15.09	\$15.85	\$16.64	\$17.48	\$18.35	\$19.26	\$20.23	Hourly
0004	Office Specialist I	545	\$2,890	\$3,035	\$3,187	\$3,346	\$3,513	\$3,689	\$3,873	Monthly
			\$34,680	\$36,420	\$38,244	\$40,152	\$42,156	\$44,268	\$46,476	Annual
			\$16.67	\$17.51	\$18.39	\$19.30	\$20.27	\$21.28	\$22.34	Hourly
0005	Office Specialist II	845	\$3,115	\$3,271	\$3,435	\$3,607	\$3,787	\$3,976	\$4,175	Monthly
			\$37,380	\$39,252	\$41,220	\$43,284	\$45,444	\$47,712	\$50,100	Annual
			\$17.97	\$18.87	\$19.82	\$20.81	\$21.85	\$22.94	\$24.09	Hourly
0031	Offset Press Operator I	847	\$3,378	\$3,547	\$3,724	\$3,911	\$4,106	\$4,312	\$4,527	Monthly
			\$40,536	\$42,564	\$44,688	\$46,932	\$49,272	\$51,744	\$54,324	Annual
			\$19.49	\$20.46	\$21.48	\$22.56	\$23.69	\$24.88	\$26.12	Hourly
0034	Offset Press Operator II	595	\$3,586	\$3,766	\$3,954	\$4,152	\$4,359	\$4,577	\$4,806	Monthly
			\$43,032	\$45,192	\$47,448	\$49,824	\$52,308	\$54,924	\$57,672	Annual
			\$20.69	\$21.73	\$22.81	\$23.95	\$25.15	\$26.41	\$27.73	Hourly
0028	Permit Processing Specialist	569	\$3,259	\$3,422	\$3,593	\$3,772	\$3,961	\$4,159	\$4,367	Monthly
			\$39,108	\$41,064	\$43,116	\$45,264	\$47,532	\$49,908	\$52,404	Annual
			\$18.80	\$19.74	\$20.73	\$21.76	\$22.85	\$23.99	\$25.19	Hourly
0039	Personal Computer/Network Asst	849	\$3,586	\$3,766	\$3,954	\$4,152	\$4,359	\$4,577	\$4,806	Monthly
			\$43,032	\$45,192	\$47,448	\$49,824	\$52,308	\$54,924	\$57,672	Annual
			\$20.69	\$21.73	\$22.81	\$23.95	\$25.15	\$26.41	\$27.73	Hourly
0109	Plan Check Engineer	883	\$6,805	\$7,145	\$7,542	\$7,878	\$8,271	\$8,685	\$9,119	Monthly
			\$81,660	\$85,740	\$90,504	\$94,536	\$99,252	\$104,220	\$109,428	Annual
			\$39.26	\$41.22	\$43.51	\$45.45	\$47.72	\$50.11	\$52.61	Hourly
0114	Plan Checker	886	\$5,228	\$5,489	\$5,763	\$6,052	\$6,354	\$6,672	\$7,005	Monthly
			\$62,736	\$65,868	\$69,156	\$72,624	\$76,248	\$80,064	\$84,060	Annual
			\$30.16	\$31.67	\$33.25	\$34.92	\$36.66	\$38.49	\$40.41	Hourly
0095	Police Records Administrator	52	\$6,701	\$7,036	\$7,387	\$7,757	\$8,145	\$8,552	\$8,979	Monthly
			\$80,412	\$84,432	\$88,644	\$93,084	\$97,740	\$102,624	\$107,748	Annual
			\$38.66	\$40.59	\$42.62	\$44.75	\$46.99	\$49.34	\$51.80	Hourly

0461	Police Records Bureau Supv	842	\$6,233 \$74,796 \$35.96	\$6,545 \$78,540 \$37.76	\$6,872 \$82,464 \$39.65	\$7,216 \$86,592 \$41.63	\$7,576 \$90,912 \$43.71	\$7,995 \$95,940 \$46.13	\$8,353 Monthly \$100,236 Annual \$48.19 Hourly
0012	Police Records Shift Supervisr	594	\$3,776 \$45,312 \$21.78	\$3,965 \$47,580 \$22.88	\$4,163 \$49,956 \$24.02	\$4,371 \$52,452 \$25.22	\$4,590 \$55,080 \$26.48	\$4,819 \$57,828 \$27.80	\$5,060 Monthly \$60,720 Annual \$29.19 Hourly
0010	Police Records Technician	546	\$2,973 \$35,676 \$17.15	\$3,122 \$37,464 \$18.01	\$3,278 \$39,336 \$18.91	\$3,442 \$41,304 \$19.86	\$3,614 \$43,368 \$20.85	\$3,794 \$45,528 \$21.89	\$3,984 Monthly \$47,808 Annual \$22.98 Hourly
0460	Police Training Administrator	844	\$6,701 \$80,412 \$38.66	\$7,036 \$84,432 \$40.59	\$7,687 \$92,244 \$44.35	\$7,757 \$93,084 \$44.75	\$8,145 \$97,740 \$46.99	\$8,552 \$102,624 \$49.34	\$8,979 Monthly \$107,748 Annual \$51.80 Hourly
0459	Police Training Assistant	862	\$4,561 \$54,732 \$26.31	\$4,789 \$57,468 \$27.63	\$5,028 \$60,336 \$29.01	\$5,280 \$63,360 \$30.46	\$5,544 \$66,528 \$31.98	\$5,821 \$69,852 \$33.58	\$6,112 Monthly \$73,344 Annual \$35.26 Hourly
0154	Principal Planner	704	\$6,347 \$76,164 \$36.62	\$6,664 \$79,968 \$38.45	\$6,997 \$83,964 \$40.37	\$7,347 \$88,164 \$42.39	\$7,715 \$92,580 \$44.51	\$8,100 \$97,200 \$46.73	\$8,505 Monthly \$102,060 Annual \$49.07 Hourly
0043	Programmer Analyst I	870	\$4,906 \$58,872 \$28.30	\$5,152 \$61,824 \$29.72	\$5,409 \$64,908 \$31.21	\$5,680 \$68,160 \$32.77	\$5,964 \$71,568 \$34.41	\$6,262 \$75,144 \$36.13	\$6,575 Monthly \$78,900 Annual \$37.93 Hourly
0044	Programmer Analyst II	692	\$5,900 \$70,800 \$34.04	\$6,195 \$74,340 \$35.74	\$6,505 \$78,060 \$37.53	\$6,830 \$81,960 \$39.40	\$7,172 \$86,064 \$41.38	\$7,530 \$90,360 \$43.44	\$7,907 Monthly \$94,884 Annual \$45.62 Hourly
0463	Property/Evidence Specialist	623	\$5,210 \$62,520 \$30.06	\$4,420 \$53,040 \$25.50	\$4,641 \$55,692 \$26.78	\$4,873 \$58,476 \$28.11	\$5,117 \$61,404 \$29.52	\$5,373 \$64,476 \$31.00	\$5,641 Monthly \$67,692 Annual \$32.54 Hourly
0462	Property/Evidence Supervisor	843	\$6,233 \$74,796 \$35.96	\$6,545 \$78,540 \$37.76	\$6,872 \$82,464 \$39.65	\$7,216 \$86,592 \$41.63	\$7,576 \$90,912 \$43.71	\$7,995 \$95,940 \$46.13	\$8,353 Monthly \$100,236 Annual \$48.19 Hourly
0053	Purchasing Supervisor	879	\$6,195 \$74,340 \$35.74	\$6,504 \$78,048 \$37.52	\$6,830 \$81,960 \$39.40	\$7,171 \$86,052 \$41.37	\$7,530 \$90,360 \$43.44	\$7,906 \$94,872 \$45.61	\$8,301 Monthly \$99,612 Annual \$47.89 Hourly
0468	Range Master	855	\$4,253 \$51,036 \$24.54	\$4,466 \$53,592 \$25.77	\$4,689 \$56,268 \$27.05	\$4,924 \$59,088 \$28.41	\$5,170 \$62,040 \$29.83	\$5,428 \$65,136 \$31.32	\$5,700 Monthly \$68,400 Annual \$32.88 Hourly
0290	Recreation Coordinator	583	\$3,508 \$42,096 \$20.24	\$3,683 \$44,196 \$21.25	\$3,867 \$46,404 \$22.31	\$4,061 \$48,732 \$23.43	\$4,264 \$51,168 \$24.60	\$4,477 \$53,724 \$25.83	\$4,701 Monthly \$56,412 Annual \$27.12 Hourly
0508	Recreation Specialist	890	\$2,693 \$32,318 \$15.54	\$2,828 \$33,934 \$16.32	\$2,969 \$35,630 \$17.13	\$3,118 \$37,412 \$17.99	\$3,274 \$39,282 \$18.89	\$3,437 \$41,246 \$19.83	\$3,609 Monthly \$43,309 Annual \$20.82 Hourly

0302	Recreation Supervisor	666	\$5,308 \$63,696 \$30.62	\$5,573 \$66,876 \$32.15	\$5,852 \$70,224 \$33.76	\$6,144 \$73,728 \$35.45	\$6,451 \$77,412 \$37.22	\$6,774 \$81,288 \$39.08	\$7,113 Monthly \$85,356 Annual \$41.04 Hourly
0064	Revenue Investment Specialist	639	\$4,686 \$56,232 \$27.03	\$4,920 \$59,040 \$28.38	\$5,166 \$61,992 \$29.80	\$5,424 \$65,088 \$31.29	\$5,696 \$68,352 \$32.86	\$5,980 \$71,760 \$34.50	\$6,279 Monthly \$75,348 Annual \$36.23 Hourly
0058	Revenue Supervisor	880	\$6,195 \$74,340 \$35.74	\$6,504 \$78,048 \$37.52	\$6,830 \$81,960 \$39.40	\$7,171 \$86,052 \$41.37	\$7,530 \$90,360 \$43.44	\$7,906 \$94,872 \$45.61	\$8,301 Monthly \$99,612 Annual \$47.89 Hourly
0067	Senior Accountant	663	\$5,282 \$63,384 \$30.47	\$5,546 \$66,552 \$32.00	\$5,823 \$69,876 \$33.59	\$6,114 \$73,368 \$35.27	\$6,420 \$77,040 \$37.04	\$6,741 \$80,892 \$38.89	\$7,078 Monthly \$84,936 Annual \$40.83 Hourly
0238	Senior Communications Officer	630	\$4,453 \$53,436 \$25.69	\$4,676 \$56,112 \$26.98	\$4,909 \$58,908 \$28.32	\$5,155 \$61,860 \$29.74	\$5,412 \$64,944 \$31.22	\$5,683 \$68,196 \$32.79	\$5,967 Monthly \$71,604 Annual \$34.43 Hourly
0233	Senior Communications Supervisor	667	\$5,355 \$64,260 \$30.89	\$5,623 \$67,476 \$32.44	\$5,904 \$70,848 \$34.06	\$6,199 \$74,388 \$35.76	\$6,509 \$78,108 \$37.55	\$6,835 \$82,020 \$39.43	\$7,176 Monthly \$86,112 Annual \$41.40 Hourly
0136	Senior Electrical Inspector	873	\$5,160 \$61,920 \$29.77	\$5,418 \$65,016 \$31.26	\$5,689 \$68,268 \$32.82	\$5,973 \$71,676 \$34.46	\$6,272 \$75,264 \$36.18	\$6,585 \$79,020 \$37.99	\$6,915 Monthly \$82,980 Annual \$39.89 Hourly
0105	Senior Engineer	884	\$7,189 \$86,268 \$41.48	\$7,549 \$90,588 \$43.55	\$7,926 \$95,112 \$45.73	\$8,323 \$99,876 \$48.02	\$8,739 \$104,868 \$50.42	\$9,176 \$110,112 \$52.94	\$9,634 Monthly \$115,608 Annual \$55.58 Hourly
0432	Senior Lead Maintenance Worker	871	\$4,860 \$58,320 \$28.04	\$5,103 \$61,236 \$29.44	\$5,358 \$64,296 \$30.91	\$5,626 \$67,512 \$32.46	\$5,907 \$70,884 \$34.08	\$6,203 \$74,436 \$35.79	\$6,513 Monthly \$78,156 Annual \$37.58 Hourly
0410	Senior Maintenance Supervisor	687	\$5,700 \$68,400 \$32.88	\$5,985 \$71,820 \$34.53	\$6,285 \$75,420 \$36.26	\$6,599 \$79,188 \$38.07	\$6,929 \$83,148 \$39.98	\$7,275 \$87,300 \$41.97	\$7,639 Monthly \$91,668 Annual \$44.07 Hourly
0433	Senior Maintenance Technician	597	\$3,775 \$45,300 \$21.78	\$3,964 \$47,568 \$22.87	\$4,162 \$49,944 \$24.01	\$4,370 \$52,440 \$25.21	\$4,588 \$55,056 \$26.47	\$4,818 \$57,816 \$27.80	\$5,059 Monthly \$60,708 Annual \$29.19 Hourly
0404	Senior Maintenance Worker	587	\$3,591 \$43,092 \$20.72	\$3,770 \$45,240 \$21.75	\$3,959 \$47,508 \$22.84	\$4,157 \$49,884 \$23.98	\$4,365 \$52,380 \$25.18	\$4,583 \$54,996 \$26.44	\$4,812 Monthly \$57,744 Annual \$27.76 Hourly
0153	Senior Planner	878	\$5,659 \$67,908 \$32.65	\$5,942 \$71,304 \$34.28	\$6,239 \$74,868 \$35.99	\$6,551 \$78,612 \$37.79	\$6,879 \$82,548 \$39.69	\$7,223 \$86,676 \$41.67	\$7,584 Monthly \$91,008 Annual \$43.75 Hourly
0139	Senior Plumbing & Mech Inspector	874	\$5,160 \$61,920 \$29.77	\$5,418 \$65,016 \$31.26	\$5,689 \$68,268 \$32.82	\$5,973 \$71,676 \$34.46	\$6,272 \$75,264 \$36.18	\$6,585 \$79,020 \$37.99	\$6,915 Monthly \$82,980 Annual \$39.89 Hourly

0011	Senior Police Records Technician	561	\$3,203 \$38,436 \$18.48	\$3,363 \$40,356 \$19.40	\$3,531 \$42,372 \$20.37	\$3,708 \$44,496 \$21.39	\$3,893 \$46,716 \$22.46	\$4,088 \$49,056 \$23.58	\$4,292 Monthly \$51,504 Annual \$24.76 Hourly
0048	Senior Programmer Analyst	710	\$6,454 \$77,448 \$37.23	\$6,776 \$81,312 \$39.09	\$7,115 \$85,380 \$41.05	\$7,471 \$89,652 \$43.10	\$7,845 \$94,140 \$45.26	\$8,237 \$98,844 \$47.52	\$8,649 Monthly \$103,788 Annual \$49.90 Hourly
0050	Storekeeper	588	\$3,682 \$44,184 \$21.24	\$3,866 \$46,392 \$22.30	\$4,060 \$48,720 \$23.42	\$4,263 \$51,156 \$24.59	\$4,476 \$53,712 \$25.82	\$4,700 \$56,400 \$27.12	\$4,935 Monthly \$59,220 Annual \$28.47 Hourly
0046	Systems & Programming Supv	730	\$7,131 \$85,572 \$41.14	\$7,488 \$89,856 \$43.20	\$7,862 \$94,344 \$45.36	\$8,255 \$99,060 \$47.63	\$8,668 \$104,016 \$50.01	\$9,101 \$109,212 \$52.51	\$9,556 Monthly \$114,672 Annual \$55.13 Hourly
0089	Tax Auditing Specialist	865	\$4,686 \$56,232 \$27.03	\$4,920 \$59,040 \$28.38	\$5,166 \$61,992 \$29.80	\$5,424 \$65,088 \$31.29	\$5,696 \$68,352 \$32.86	\$5,980 \$71,760 \$34.50	\$6,279 Monthly \$75,348 Annual \$36.23 Hourly
0240	Video Production Coordinator	657	\$4,955 \$59,460 \$28.59	\$5,203 \$62,436 \$30.02	\$5,463 \$65,556 \$31.52	\$5,736 \$68,832 \$33.09	\$6,023 \$72,276 \$34.75	\$6,324 \$75,888 \$36.48	\$6,640 Monthly \$79,680 Annual \$38.31 Hourly
0241	Video Production Specialist	885	\$3,843 \$46,116 \$22.17	\$4,035 \$48,420 \$23.28	\$4,237 \$50,844 \$24.44	\$4,448 \$53,376 \$25.66	\$4,671 \$56,052 \$26.95	\$4,904 \$58,848 \$28.29	\$5,150 Monthly \$61,800 Annual \$29.71 Hourly

* Benchmarked to other Police Department classifications

SECTION 2. The following are the rates of pay specified for special assignment, bilingual, and shift differential pay:

Bilingual Pay

Applicable to employees in the job classifications determined by the City Manager and when so assigned to use their bilingual abilities:

2.5% or 5% over assigned rate.

Night Shift Differential

Applicable to Costa Mesa City Employee Association-represented classifications assigned to work a night (swing) shift schedule:

5% over assigned rate per shift.

Morning Shift Differential

Applicable to Costa Mesa City Employee Association-represented classifications assigned to work morning (graveyard) shift schedule:

10% over assigned rate per shift.

EMD Certification Pay

Applicable to Telecommunication Division employees trained, designated, and certified to utilize EMD techniques:

5% above assigned rate of pay.

Shorthand Assignment Pay

Applicable to Costa Mesa City Employee Association-represented employees in secretarial classifications who have successfully passed the City's shorthand test, and are annually certified by the Department Director as routinely utilizing the skill:

2.5% monthly assignment differential for each full month assigned by Department Director to utilize the skill.

PASSED AND ADOPTED this 20th day of November, 2007.

Allan R. Mansoor, Mayor

ATTEST:

APPROVED AS TO FORM:

Julie Folcik, City Clerk

Kimberly Hall Barlow, City Attorney

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

I, Julie Folcik, City Clerk of the City of Costa Mesa, hereby certify that the forgoing is the original of Resolution No. 07- _____ and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 20th day of November, 2007.

IN WITNESS WHEREOF, I have hereby set my hand and affixed the Seal of the City of Costa Mesa this 21st day of November, 2007.

JULIE FOLCIK, CITY CLERK