

RESOLUTION NO. 08 _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
COSTA MESA, CALIFORNIA, ADJUSTING THE RATES OF
PAY FOR PART-TIME CLASSIFICATIONS AND EMPLOYEES
TO REFLECT THE ESTABLISHED MARKETPLACE.**

The City Council of the City of Costa Mesa does hereby resolve, determine and order as follows:

SECTION 1. The following job classifications are considered to be at-will and are hereby placed under the Part-Time Pay Schedule, at the rates of pay specified, effective August 19, 2007.

Job Code	Class Title	Grade	1	2	3	4	5	6	7	
0510	General Aide II	427	\$9.59	\$10.07	\$10.57	\$11.10	\$11.66	\$12.24	\$12.85	Hourly
0513	Instructor Guard	455	\$10.28	\$10.79	\$11.33	\$11.90	\$12.50	\$13.12	\$13.78	Hourly
0601	Intern	462	\$11.25	\$11.81	\$12.40	\$13.02	\$13.67	\$14.35	\$15.07	Hourly
0512	Lifeguard	421	\$8.74	\$9.18	\$9.64	\$10.12	\$10.62	\$11.16	\$11.71	Hourly
0702	Police Aide	420	\$9.59	\$10.07	\$10.57	\$11.10	\$11.66	\$12.24	\$12.85	Hourly
0709	Police Recruit	575							\$26.35	Hourly
0701	Police Reserve Officer	579							\$26.87	Hourly
0704	Police Support Svcs Reserve	479	\$12.43	\$13.05	\$13.70	\$14.39	\$15.11	\$15.86	\$16.65	Hourly
0707	Police Trainee	707	\$14.81	\$15.55	\$16.33	\$17.15	\$18.00	\$18.90	\$19.85	Hourly
0503	Recreation Leader I	393	\$8.00	\$8.40	\$8.82	\$9.26	\$9.72	\$10.21	\$10.72	Hourly
0504	Recreation Leader II	580	\$9.10	\$9.56	\$10.03	\$10.54	\$11.06	\$11.62	\$12.20	Hourly
0507	Recreation Leader III	461	\$11.03	\$11.58	\$12.16	\$12.77	\$13.41	\$14.08	\$14.78	Hourly
0506	Recreation Leader IV	497	\$12.77	\$13.41	\$14.08	\$14.78	\$15.52	\$16.30	\$17.11	Hourly
0505	Sr. Lifeguard	477	\$12.23	\$12.84	\$13.48	\$14.16	\$14.87	\$15.61	\$16.39	Hourly
0540	Video Production Aide	581	\$12.43	\$13.05	\$13.70	\$14.39	\$15.11	\$15.86	\$16.65	Hourly

SECTION 2. At-will employees working in the classifications identified above, as well as those part-time employees working in classifications listed on the Basic Salary Schedule, who work on a regular, year-round basis, are eligible to accrue general leave benefits so defined. Eligibility commences after part-time employees have been employed for a minimum of 520 service hours. Once eligible, the part-time employee will earn .042 general leave hours for each hour worked during the first 4 years of service, .084 hours per hour worked for 5-9 years of service, and .168 hours per hour worked for 10 or more years of service. General Leave is defined as accumulated time that can be used in lieu of regularly scheduled work hours for sick, vacation, or holiday time (as defined in Personnel Rules and Regulations for classifications covered by the Basic Salary Schedule). Part-time employees may also "cash-out" a portion of said general leave. Payoff and accrual limitations are applied as outlined in the Part-time Employees General Leave Program Council Policy 300-4.

SECTION 3. At-will employees working in the classifications identified above participate in either the Public Agency Retirement System (PARS) or the California Public Employees Retirement System (CalPERS) in lieu of Social Security. Employees enrolled in PARS contribute 3.75% of salary with a matching City contribution. Employees who work the minimum requirement of 1,000 hours during the fiscal year (July 1 - June 30) shall be enrolled in CalPERS and contribute 7% of salary.

The City agrees to implement procedures to amend the CalPERS Miscellaneous Plan to provide Government Code §21354.4 (2.5@55) retirement benefits to be effective on or about October 1, 2008. Pursuant to CalPERS regulations, this new formula will apply to all employees that are in active status on the date this amendment takes effect. This new formula will apply to each year of eligible service credited with the City of Costa Mesa.

In conjunction with the salary adjustments, employees enrolled in CalPERS shall contribute an additional 1% of their salary toward the cost of the 2.5% at 55 CalPERS retirement benefit. To the extent permitted by CalPERS and the IRS regulations, this additional 1% contribution shall be implemented through payroll deduction on a pre-tax basis.

PASSED AND ADOPTED this 1st day of April, 2008.

Eric R. Bever, 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, DO HEREBY CERTIFY that the above and forgoing is the original of Resolution No. 08- _____ and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 1st day of April, 2008, by the following roll call vote to wit:

AYES:

NOES:

ABSENT:

IN WITNESS WHEREOF, I have hereby set my hand and affixed the Seal of the City of Costa Mesa this 2nd day of April, 2008.

JULIE FOLCIK, CITY CLERK