

**RESOLUTION NO. 17-64**

**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 FIREFIGHTERS ASSOCIATION PURSUANT TO THE 2017-2021 MEMORANDUM OF UNDERSTANDING.**

THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA DOES HEREBY RESOLVE 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 October 15, 2017. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0211	Firefighter	191	\$5,477	\$5,751	\$6,039	\$6,341	\$6,658	\$6,991	\$7,341	Monthly
			\$65,724	\$69,012	\$72,468	\$76,092	\$79,896	\$83,892	\$88,092	Annual
			\$22.57	\$23.70	\$24.89	\$26.13	\$27.44	\$28.81	\$30.25	Hourly (56 hr)
			\$31.60	\$33.18	\$34.84	\$36.58	\$38.41	\$40.33	\$42.35	Hourly (40 hr)
0212	Fire Engineer	200	\$6,327	\$6,643	\$6,975	\$7,324	\$7,690	\$8,074	\$8,478	Monthly
			\$75,924	\$79,716	\$83,700	\$87,888	\$92,280	\$96,888	\$101,736	Annual
			\$26.07	\$27.38	\$28.74	\$30.18	\$31.69	\$33.27	\$34.94	Hourly (56 hr)
			\$36.50	\$38.33	\$40.24	\$42.25	\$44.37	\$46.58	\$48.91	Hourly (40 hr)
0213	Fire Captain	214	\$7,307	\$7,672	\$8,056	\$8,459	\$8,882	\$9,326	\$9,792	Monthly
			\$87,684	\$92,064	\$96,672	\$101,508	\$106,584	\$111,912	\$117,504	Annual
			\$30.11	\$31.62	\$33.20	\$34.86	\$36.60	\$38.43	\$40.35	Hourly (56 hr)
			\$42.16	\$44.26	\$46.48	\$48.80	\$51.24	\$53.80	\$56.49	Hourly (40 hr)

**SECTION 2.** The following pay ranges and monthly rates of pay for the identified job classifications are hereby established and placed under the Basic Salary Administration Plan effective December 24, 2017. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0211	Firefighter	191	\$5,642	\$5,924	\$6,220	\$6,531	\$6,858	\$7,201	\$7,561	Monthly
			\$67,704	\$71,088	\$74,640	\$78,372	\$82,296	\$86,412	\$90,732	Annual
			\$23.25	\$24.41	\$25.63	\$26.91	\$28.26	\$29.67	\$31.16	Hourly (56 hr)
			\$32.55	\$34.18	\$35.88	\$37.68	\$39.57	\$41.54	\$43.62	Hourly (40 hr)
0212	Fire Engineer	200	\$6,516	\$6,842	\$7,184	\$7,543	\$7,920	\$8,316	\$8,732	Monthly
			\$78,192	\$82,104	\$86,208	\$90,516	\$95,040	\$99,792	\$104,784	Annual
			\$26.85	\$28.20	\$29.60	\$31.08	\$32.64	\$34.27	\$35.98	Hourly (56 hr)
			\$37.59	\$39.47	\$41.45	\$43.52	\$45.69	\$47.98	\$50.38	Hourly (40 hr)
0213	Fire Captain	214	\$7,527	\$7,903	\$8,298	\$8,713	\$9,149	\$9,606	\$10,086	Monthly
			\$90,324	\$94,836	\$99,576	\$104,556	\$109,788	\$115,272	\$121,032	Annual
			\$31.02	\$32.57	\$34.20	\$35.91	\$37.70	\$39.59	\$41.56	Hourly (56 hr)
			\$43.43	\$45.59	\$47.87	\$50.27	\$52.78	\$55.42	\$58.19	Hourly (40 hr)

**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 June 24, 2018. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0211	Firefighter	191	\$5,812	\$6,103	\$6,408	\$6,728	\$7,064	\$7,417	\$7,788	Monthly
			\$69,744	\$73,236	\$76,896	\$80,736	\$84,768	\$89,004	\$93,456	Annual
			\$23.95	\$25.15	\$26.41	\$27.73	\$29.11	\$30.56	\$32.09	Hourly (56 hr)
			\$33.53	\$35.21	\$36.97	\$38.82	\$40.75	\$42.79	\$44.93	Hourly (40 hr)
0212	Fire Engineer	200	\$6,712	\$7,048	\$7,400	\$7,770	\$8,158	\$8,566	\$8,994	Monthly
			\$80,544	\$84,576	\$88,800	\$93,240	\$97,896	\$102,792	\$107,928	Annual
			\$27.66	\$29.04	\$30.49	\$32.02	\$33.62	\$35.30	\$37.06	Hourly (56 hr)
			\$38.72	\$40.66	\$42.69	\$44.83	\$47.07	\$49.42	\$51.89	Hourly (40 hr)
0213	Fire Captain	214	\$7,752	\$8,140	\$8,547	\$8,974	\$9,423	\$9,894	\$10,389	Monthly
			\$93,024	\$97,680	\$102,564	\$107,688	\$113,076	\$118,728	\$124,668	Annual
			\$31.95	\$33.54	\$35.22	\$36.98	\$38.83	\$40.77	\$42.81	Hourly (56 hr)
			\$44.72	\$46.96	\$49.31	\$51.77	\$54.36	\$57.08	\$59.94	Hourly (40 hr)

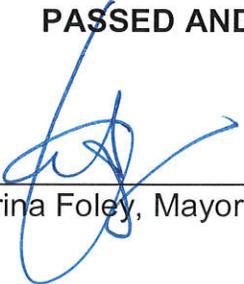
**SECTION 4.** The following pay ranges and monthly rates of pay for the identified job classifications are hereby established and placed under the Basic Salary Administration Plan effective December 23, 2018. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0211	Firefighter	0191	\$5,987	\$6,286	\$6,600	\$6,930	\$7,276	\$7,640	\$8,022	Monthly
			\$71,844	\$75,432	\$79,200	\$83,160	\$87,312	\$91,680	\$96,264	Annual
			\$24.67	\$25.90	\$27.20	\$28.56	\$29.98	\$31.48	\$33.06	Hourly (56 hr)
			\$34.54	\$36.27	\$38.08	\$39.98	\$41.98	\$44.08	\$46.28	Hourly (40 hr)
0212	Fire Engineer	0200	\$6,913	\$7,259	\$7,622	\$8,003	\$8,403	\$8,823	\$9,264	Monthly
			\$82,956	\$87,108	\$91,464	\$96,036	\$100,836	\$105,876	\$111,168	Annual
			\$28.49	\$29.91	\$31.41	\$32.98	\$34.63	\$36.36	\$38.18	Hourly (56 hr)
			\$39.88	\$41.88	\$43.97	\$46.17	\$48.48	\$50.90	\$53.45	Hourly (40 hr)
0213	Fire Captain	0214	\$7,986	\$8,385	\$8,804	\$9,244	\$9,706	\$10,191	\$10,701	Monthly
			\$95,832	\$100,620	\$105,648	\$110,928	\$116,472	\$122,292	\$128,412	Annual
			\$32.91	\$34.55	\$36.28	\$38.09	\$40.00	\$42.00	\$44.10	Hourly (56 hr)
			\$46.07	\$48.38	\$50.79	\$53.33	\$56.00	\$58.79	\$61.74	Hourly (40 hr)

**SECTION 5:** The City of Costa Mesa has contracted with the California Public Employees Retirement System (CalPERS) to provide retirement benefits to eligible City employees. Employee and employer contributions will be as stipulated in the 2017 – 2021 Memorandum of Understanding (MOU) between the City of Costa Mesa and the Costa Mesa Firefighters Association. Effective October 29, 2017, the Employer Paid Member Contribution (EPMC) will be six percent (6%) for employees eligible for the 3%@50 benefit. Effective December 24, 2017, the EPMC will be three percent (3%) for employees eligible for the 3%@50 benefit. Effective June 24, 2018, there will be no EPMC.

**SECTION 6.** Any and all provisions of prior resolutions in conflict herewith are hereby repealed to the extent of such conflict.

**PASSED AND ADOPTED this 17<sup>th</sup> day of October, 2017.**




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Katrina Foley, Mayor

ATTEST:

Brenda Green  
Brenda Green, City Clerk

APPROVED AS TO FORM:  
Thomas Duarte ACA  
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. 17-64 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 17<sup>th</sup> day of October, 2017, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS: Stephens, Genis, Foley

NOES: COUNCIL MEMBERS: Mansoor, Righeimer

ABSENT: COUNCIL MEMBERS: None

IN WITNESS WHEREOF, I have hereby set my hand and affixed the seal of the City of Costa Mesa this 18<sup>th</sup> day of October, 2017.

Brenda Green  
BRENDA GREEN, CITY CLERK