

RESOLUTION NO. 19-02

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 POLICE MANAGEMENT ASSOCIATION PURSUANT TO THE 2018-2022 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 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	
0204	Police Lieutenant	060	\$9,930	\$10,426	\$10,947	\$11,494	\$12,069	\$12,672	\$13,306	Monthly
			\$119,160	\$125,112	\$131,364	\$137,928	\$144,828	\$152,064	\$159,672	Annual
			\$57.29	\$60.15	\$63.16	\$66.31	\$69.63	\$73.11	\$76.77	Hourly
0205	Police Captain	051	\$11,311	\$11,877	\$12,471	\$13,095	\$13,750	\$14,438	\$15,160	Monthly
			\$135,732	\$142,524	\$149,652	\$157,140	\$165,000	\$173,256	\$181,920	Annual
			\$65.26	\$68.52	\$71.95	\$75.55	\$79.33	\$83.30	\$87.46	Hourly

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 June 23, 2019. 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	
0204	Police Lieutenant	060	\$10,226	\$10,737	\$11,274	\$11,838	\$12,430	\$13,052	\$13,705	Monthly
			\$122,712	\$128,844	\$135,288	\$142,056	\$149,160	\$156,624	\$164,460	Annual
			\$59.00	\$61.94	\$65.04	\$68.30	\$71.71	\$75.30	\$79.07	Hourly
0205	Police Captain	051	\$11,652	\$12,235	\$12,847	\$13,489	\$14,163	\$14,871	\$15,615	Monthly
			\$139,824	\$146,820	\$154,164	\$161,868	\$169,956	\$178,452	\$187,380	Annual
			\$67.22	\$70.59	\$74.12	\$77.82	\$81.71	\$85.79	\$90.09	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 June 21, 2020. 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	
0204	Police Lieutenant	060	\$10,533	\$11,060	\$11,613	\$12,194	\$12,804	\$13,444	\$14,116	Monthly
			\$126,396	\$132,720	\$139,356	\$146,328	\$153,648	\$161,328	\$169,392	Annual
			\$60.77	\$63.81	\$67.00	\$70.35	\$73.87	\$77.56	\$81.44	Hourly
0205	Police Captain	061	\$12,001	\$12,601	\$13,231	\$13,893	\$14,588	\$15,317	\$16,083	Monthly
			\$144,012	\$151,212	\$158,772	\$166,716	\$175,056	\$183,804	\$192,996	Annual
			\$69.24	\$72.70	\$76.33	\$80.15	\$84.16	\$88.37	\$92.79	Hourly

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 June 20, 2021. 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	
0204	Police Lieutenant	060	\$10,850	\$11,392	\$11,962	\$12,560	\$13,188	\$13,847	\$14,539	Monthly
			\$130,200	\$136,704	\$143,544	\$150,720	\$158,256	\$166,164	\$174,468	Annual
			\$62.60	\$65.72	\$69.01	\$72.46	\$76.08	\$79.89	\$83.88	Hourly
0205	Police Captain	061	\$12,362	\$12,980	\$13,629	\$14,310	\$15,025	\$15,776	\$16,565	Monthly
			\$148,344	\$155,760	\$163,548	\$171,720	\$180,300	\$189,312	\$198,780	Annual
			\$71.32	\$74.88	\$78.63	\$82.56	\$86.68	\$91.02	\$95.57	Hourly

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 2018–2022 Memorandum of Understanding (MOU) between the City of Costa Mesa and the Costa Mesa Police Management Association. Effective January 20, 2019, the Employer Paid Member Contribution (EPMC) will be six percent (6%). Effective June 23, 2019, the EPMC will be three percent (3%). Effective June 21, 2020, 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.

