



**CITY OF COSTA MESA
RATE DETERMINATION
Effective July 1, 2026**

In accordance with Administrative Regulation 2.13, the following is a list of frequently requested hourly rates ³

<u>Other City Positions</u>	<u>Straight Time</u> ¹	<u>Special Event Overtime Rate</u> ²	<u>Fire Positions</u>	<u>Straight Time</u> ¹	<u>Special Event Overtime Rate</u> ²
Animal Control Officer	\$58	\$72	Battalion Chief	\$155	\$204
Animal Control Supervisor	\$83	\$108	Fire Captain	\$122	\$159
Animal Services Coordinator	\$58	\$72	Fire Engineer	\$106	\$138
Assistant Engineer	\$69	\$90	Fire Fighter	\$86	\$118
Associate Engineer	\$87	\$112	Fire Fighter Paramedic	\$113	\$145
Associate Planner	\$73	\$95			
Chief Plans Examiner	\$98	\$127	<u>Police Positions</u>		
Code Enforcement Officer II	\$64	\$79	Police Cadet	\$40	\$59
Communications Officer	\$63	\$77	Police Lieutenant	\$153	\$202
Senior Communications Supervisor	\$89	\$108	Police Officer	\$97	\$126
Community Services Specialist	\$53	\$66	Police Officer (Motorcycle)	\$103	\$133
Construction Inspector	\$69	\$86	Police Officer (K9)	\$102	\$132
Crime Analyst	\$64	\$83	Police Recruit	\$79	\$92
Crime Prevention Specialist	\$68	\$84	Police Reserve Officer	\$85	\$113
Crime Scene Investigator	\$68	\$77	Police Sergeant	\$122	\$161
Equipment Mechanic II	\$55	\$72	Police Sergeant (Motorcycle)	\$129	\$167
Equipment Mechanic III	\$60	\$77	Senior Police Officer	\$108	\$141
Facilities Maintenance Technician	\$52	\$67	Senior Police Officer (Motorcycle)	\$112	\$145
Lead Equipment Mechanic	\$67	\$87			
Lead Maintenance Worker	\$64	\$79	<u>Community Risk Reduction Team</u>		
Maintenance Assistant	\$38	\$54	Assistant Fire Chief (Communication Risk)	\$124	\$152
Maintenance Worker	\$48	\$59	Assistant Fire Marshal	\$82	\$107
Maintenance Supervisor	\$78	\$97	Code Enforcement Officer I	\$54	\$70
Maintenance Services Manager	\$117	\$149	Code Enforcement Officer II	\$64	\$79
Office Specialist II	\$43	\$56	Fire Protection Specialist	\$68	\$84
Park Ranger	\$53	\$66			
Plan Check Engineer	\$90	\$117	<u>Other Positions</u>		
Principal Planner	\$97	\$126	Custody Officer	\$65	\$89
Property and Evidence Specialist	\$52	\$68	Police Records Technician	\$49	\$56
Property and Evidence Supervisor	\$83	\$108	Senior Police Records Technician	\$53	\$61
Senior Maintenance Worker	\$52	\$65			
Senior Combination Building Inspector	\$75	\$97			

Notes - Rates are based on most recent applicable Memorandum of Understanding.

¹ Includes annual salary at top step, other compensation and benefits (excluding Unfunded Actuarial Liability and Cafeteria), divided by 2,080 hours/annually.

² Includes straight time hourly rate plus 1/2 of the basic hourly rate divided by 2,080 hours. Other benefits are excluded from this portion of the calculations.

³ These rates do not include equipment and apparatus charges. Equipment and apparatus rates to be utilized are based on CalOES CalOES established rates. The most recent rates may be found at <https://www.caloes.ca.gov/office-of-the-director/operations/response-operations/fire-rescue/administration-reimbursement/>.