

RESOLUTION NO. 2026-XX

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 ASSOCIATION PURSUANT TO THE 2026-2028 MEMORANDUM OF UNDERSTANDING

WHEREAS, on June 17, 2025, the City Council adopted Resolution No. 2025-20, revising the pay ranges for job classifications represented by the Costa Mesa Police Association (CMPA); and

WHEREAS, the City Council desires to repeal and replace Resolution No. 2025-20, to revise the pay ranges for the classifications specified herein; and

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Costa Mesa 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 the pay period that includes July 1, 2026. The monthly rates of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Grade	1	2	3	Step 4	5	6	7	
201	Police Officer	050	\$8,370	\$8,788	\$9,227	\$9,688	\$10,172	\$10,681	\$11,215	Monthly
			\$100,440	\$105,456	\$110,724	\$116,256	\$122,064	\$128,172	\$134,580	Annual
			\$48.29	\$50.70	\$53.23	\$55.89	\$58.68	\$61.62	\$64.70	Hourly
0203	Police Sergeant	056	\$12,401	\$13,021	\$13,672	\$14,356	\$15,074			Monthly
			\$148,812	\$156,252	\$164,064	\$172,272	\$180,888			Annual
			\$71.54	\$75.12	\$78.88	\$82.82	\$86.97			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 the pay period that includes January 1, 2027. The monthly rates 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	
201	Police Officer	050	\$8,535	\$8,962	\$9,410	\$9,881	\$10,375	\$10,894	\$11,439	Monthly
			\$102,420	\$107,544	\$112,920	\$118,572	\$124,500	\$130,728	\$137,268	Annual
			\$49.24	\$51.70	\$54.29	\$57.01	\$59.86	\$62.85	\$65.99	Hourly
0203	Police Sergeant	056	\$12,650	\$13,282	\$13,946	\$14,643	\$15,375			Monthly
			\$151,800	\$159,384	\$167,352	\$175,716	\$184,500			Annual
			\$72.98	\$76.63	\$80.46	\$84.48	\$88.70			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 the pay period that includes July 1, 2027. The monthly rates 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	
201	Police Officer	050	\$8,707	\$9,142	\$9,599	\$10,079	\$10,583	\$11,112	\$11,668	Monthly
			\$104,484	\$109,704	\$115,188	\$120,948	\$126,996	\$133,344	\$140,016	Annual
			\$50.23	\$52.74	\$55.38	\$58.15	\$61.06	\$64.11	\$67.32	Hourly
0203	Police Sergeant	056	\$12,903	\$13,548	\$14,225	\$14,936	\$15,683			Monthly
			\$154,836	\$162,576	\$170,700	\$179,232	\$188,196			Annual
			\$74.44	\$78.16	\$82.07	\$86.17	\$90.48			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 the pay period that includes January 1, 2028. The monthly rates 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	
201	Police Officer	050	\$8,880	\$9,324	\$9,790	\$10,280	\$10,794	\$11,334	\$11,901	Monthly
			\$106,560	\$111,888	\$117,480	\$123,360	\$129,528	\$136,008	\$142,812	Annual
			\$51.23	\$53.79	\$56.48	\$59.31	\$62.27	\$65.39	\$68.66	Hourly
0203	Police Sergeant	056	\$13,161	\$13,819	\$14,510	\$15,235	\$15,997			Monthly
			\$157,932	\$165,828	\$174,120	\$182,820	\$191,964			Annual
			\$75.93	\$79.73	\$83.71	\$87.89	\$92.29			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. Employees will contribute towards the employee and employer contribution as stipulated in the Memorandum of Understanding (MOU) with the Costa Mesa Police Association. There will be no Employer Paid Member Contribution (EPMC).

SECTION 6. All parts of resolutions or parts thereof in conflict herewith are hereby rescinded as of the effective dates of each salary table set forth herein.

PASSED AND ADOPTED this 1st day of September, 2026.

John Stephens, Mayor

ATTEST:

APPROVED AS TO FORM:

Brenda Green, City Clerk

Kimberly Hall Barlow, City Attorney

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

I, **BRENDA GREEN**, City Clerk of the City of Costa Mesa, DO HEREBY CERTIFY that the above and foregoing is the original of Resolution No. 2026-xx and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 1stth day of September, 2026, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

IN WITNESS WHEREOF, I have hereby set my hand and affixed the seal of the City of Costa Mesa this 2nd day of September, 2026.

Brenda Green, City Clerk