

## RESOLUTION NO. 2026-XX

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REVISING THE EXECUTIVE COMPENSATION PLAN AND EXECUTIVE SALARY SCHEDULE.**

THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA HEREBY FINDS, DETERMINES, AND DECLARES AS FOLLOWS:

WHEREAS, on June 2, 2026, the City Council adopted Resolution No. 2026-29 revising the pay ranges and benefits for job classifications in the Executive Salary Schedule; and

WHEREAS, the City Council desires to amend Resolution No. 2026-29 to revise the pay ranges and benefits for the classifications specified therein; and

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Costa Mesa as follows:

SECTION 1. The Costa Mesa City Council previously established the Executive Compensation Plan to: 1) promote maximum commitment by City executives to objectives and standards of the City Council and City Manager; 2) establish a system in which compensation serves as an effective device for promoting better job performance; 3) foster the identification of an executive employee group and recognize the distinct character of executive jobs; and, 4) improve the City's ability to attract and retain outstanding executives.

SECTION 2. The following job classifications, placed under the Executive Salary Schedule, are hereby revised to reflect the salary ranges and monthly rates of pay specified, effective the pay period including July 1, 2026. The rate of pay for individual executives may be anywhere within the monthly minimum and maximum salary steps.

| SWORN DIVISION MANAGERS IN THE CLASSIFIED SERVICE |                     |       |           |           |           |           |           |           |           |         |
|---------------------------------------------------|---------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| Class Code                                        | Class Title         | Grade | Step      |           |           |           |           |           |           |         |
|                                                   |                     |       | 1         | 2         | 3         | 4         | 5         | 6         | 7         |         |
| 0209                                              | Deputy Police Chief | 857   | \$16,887  | \$17,731  | \$18,618  | \$19,549  | \$20,526  | \$21,552  | \$22,630  | Monthly |
|                                                   |                     |       | \$202,644 | \$212,772 | \$223,416 | \$234,588 | \$246,312 | \$258,624 | \$271,560 | Annual  |
|                                                   |                     |       | \$97.43   | \$102.29  | \$107.41  | \$112.78  | \$118.42  | \$124.34  | \$130.56  | Hourly  |

**SECTION 3.** The following job classifications, placed under the Executive Salary Schedule, are hereby revised to reflect the salary ranges and monthly rates of pay specified, effective the pay period including January 1, 2027. The rate of pay for individual executives may be anywhere within the monthly minimum and maximum salary steps.

| <b>SWORN DIVISION MANAGERS IN THE CLASSIFIED SERVICE</b> |                     |              |             |           |           |           |           |           |           |         |
|----------------------------------------------------------|---------------------|--------------|-------------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| <b>Class Code</b>                                        | <b>Class Title</b>  | <b>Grade</b> | <b>Step</b> |           |           |           |           |           |           |         |
|                                                          |                     |              | <b>1</b>    | <b>2</b>  | <b>3</b>  | <b>4</b>  | <b>5</b>  | <b>6</b>  | <b>7</b>  |         |
| 0209                                                     | Deputy Police Chief | 857          | \$17,225    | \$18,086  | \$18,990  | \$19,940  | \$20,937  | \$21,984  | \$23,083  | Monthly |
|                                                          |                     |              | \$206,700   | \$217,032 | \$227,880 | \$239,280 | \$251,244 | \$263,808 | \$276,996 | Annual  |
|                                                          |                     |              | \$99.38     | \$104.34  | \$109.56  | \$115.04  | \$120.79  | \$126.83  | \$133.17  | Hourly  |

**SECTION 4.** Except as modified by this Resolution, Resolution No. 2026-29 shall remain in full force and effect.

**PASSED AND ADOPTED this 1<sup>st</sup> 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 1<sup>st</sup> day of September, 2026, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS: BULEY, GAMEROS, PETTIS, CHAVEZ, AND STEPHENS.

NOES: COUNCIL MEMBERS: MARR AND REYNOLDS.

ABSENT: COUNCIL MEMBERS: NONE.

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

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Brenda Green, City Clerk