

RESOLUTION NO. 04-_____

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 CITY EMPLOYEES ASSOCIATION PURSUANT TO THE 2004-2007 MOU.

The City Council of the City of Costa Mesa does hereby resolve, determine and order as follows:

SECTION 1. The following job classifications are hereby established and placed under the Basic Salary Administration Plan at the salary ranges and monthly rates of pay specified effective August 22, 2004. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay step. In addition, the City pays the employees' 7% retirement contribution to the Public Employees' Retirement System (PERS).

JOB CODE	CLASS TITLE	RANGE	1	2	3	4	5	6	7	
0062	Accountant	644	\$4,059	\$4,262	\$4,475	\$4,699	\$4,934	\$5,181	\$5,440	Monthly
			\$48,708	\$51,144	\$53,700	\$56,388	\$59,208	\$62,172	\$65,280	Annual
			\$23.42	\$24.59	\$25.82	\$27.11	\$28.47	\$29.89	\$31.38	Hourly
0061	Accounting Specialist I	577	\$2,906	\$3,051	\$3,204	\$3,364	\$3,532	\$3,709	\$3,895	Monthly
			\$34,872	\$36,612	\$38,448	\$40,368	\$42,384	\$44,508	\$46,740	Annual
			\$16.77	\$17.61	\$18.49	\$19.41	\$20.38	\$21.40	\$22.47	Hourly
0060	Accounting Specialist II	606	\$3,358	\$3,526	\$3,703	\$3,888	\$4,082	\$4,286	\$4,501	Monthly
			\$40,296	\$42,312	\$44,436	\$46,656	\$48,984	\$51,432	\$54,012	Annual
			\$19.38	\$20.34	\$21.36	\$22.43	\$23.55	\$24.73	\$25.97	Hourly
0066	Accounting Supervisor	697	\$5,287	\$5,552	\$5,829	\$6,121	\$6,427	\$6,748	\$7,086	Monthly
			\$63,444	\$66,624	\$69,948	\$73,452	\$77,124	\$80,976	\$85,032	Annual
			\$30.51	\$32.03	\$33.63	\$35.31	\$37.08	\$38.93	\$40.88	Hourly
0013	Administrative Secretary	590	\$3,101	\$3,256	\$3,419	\$3,590	\$3,769	\$3,958	\$4,155	Monthly
			\$37,212	\$39,072	\$41,028	\$43,080	\$45,228	\$47,496	\$49,860	Annual
			\$17.89	\$18.78	\$19.72	\$20.71	\$21.75	\$22.83	\$23.97	Hourly
0469	Animal Control Officer	617	\$3,548	\$3,725	\$3,911	\$4,107	\$4,312	\$4,528	\$4,754	Monthly
			\$42,576	\$44,700	\$46,932	\$49,284	\$51,744	\$54,336	\$57,048	Annual
			\$20.47	\$21.49	\$22.57	\$23.70	\$24.88	\$26.12	\$27.43	Hourly
0103	Assistant Engineer	672	\$4,668	\$4,901	\$5,146	\$5,403	\$5,674	\$5,957	\$6,255	Monthly
			\$56,016	\$58,812	\$61,752	\$64,836	\$68,088	\$71,484	\$75,060	Annual
			\$26.93	\$28.28	\$29.69	\$31.17	\$32.73	\$34.37	\$36.09	Hourly
0151	Assistant Planner	617	\$3,548	\$3,725	\$3,911	\$4,107	\$4,312	\$4,528	\$4,754	Monthly
			\$42,576	\$44,700	\$46,932	\$49,284	\$51,744	\$54,336	\$57,048	Annual
			\$20.47	\$21.49	\$22.57	\$23.70	\$24.88	\$26.12	\$27.43	Hourly
0808	Assistant Storekeeper	571	\$2,820	\$2,962	\$3,110	\$3,265	\$3,428	\$3,600	\$3,780	Monthly
			\$33,840	\$35,544	\$37,320	\$39,180	\$41,136	\$43,200	\$45,360	Annual
			\$16.27	\$17.09	\$17.94	\$18.84	\$19.78	\$20.77	\$21.81	Hourly
0104	Associate Engineer	699	\$5,340	\$5,608	\$5,888	\$6,182	\$6,491	\$6,816	\$7,157	Monthly

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			\$64,080	\$67,296	\$70,656	\$74,184	\$77,892	\$81,792	\$85,884	Annual
			\$30.81	\$32.35	\$33.97	\$35.67	\$37.45	\$39.32	\$41.29	Hourly
0152	Associate Planner	649	\$4,162	\$4,370	\$4,588	\$4,818	\$5,059	\$5,312	\$5,577	Monthly
			\$49,944	\$52,440	\$55,056	\$57,816	\$60,708	\$63,744	\$66,924	Annual
			\$24.01	\$25.21	\$26.47	\$27.80	\$29.19	\$30.64	\$32.18	Hourly
0301	Asst Recreation Supervisor	625	\$3,692	\$3,877	\$4,071	\$4,274	\$4,488	\$4,712	\$4,948	Monthly
			\$44,304	\$46,524	\$48,852	\$51,288	\$53,856	\$56,544	\$59,376	Annual
			\$21.30	\$22.37	\$23.49	\$24.66	\$25.89	\$27.19	\$28.55	Hourly
0412	Asst Street Superintendent	699	\$5,340	\$5,608	\$5,888	\$6,182	\$6,491	\$6,816	\$7,157	Monthly
			\$64,080	\$67,296	\$70,656	\$74,184	\$77,892	\$81,792	\$85,884	Annual
			\$30.81	\$32.35	\$33.97	\$35.67	\$37.45	\$39.32	\$41.29	Hourly
0018	Benefits Coordinator	610	\$3,426	\$3,597	\$3,777	\$3,966	\$4,164	\$4,373	\$4,591	Monthly
			\$41,112	\$43,164	\$45,324	\$47,592	\$49,968	\$52,476	\$55,092	Annual
			\$19.77	\$20.75	\$21.79	\$22.88	\$24.03	\$25.23	\$26.49	Hourly
0063	Budget Analyst	679	\$4,833	\$5,075	\$5,329	\$5,595	\$5,875	\$6,169	\$6,477	Monthly
			\$57,996	\$60,900	\$63,948	\$67,140	\$70,500	\$74,028	\$77,724	Annual
			\$27.89	\$29.28	\$30.74	\$32.28	\$33.90	\$35.59	\$37.37	Hourly
0132	Building Inspector	643	\$4,039	\$4,241	\$4,453	\$4,676	\$4,910	\$5,155	\$5,413	Monthly
			\$48,468	\$50,892	\$53,436	\$56,112	\$58,920	\$61,860	\$64,956	Annual
			\$23.30	\$24.47	\$25.69	\$26.98	\$28.32	\$29.74	\$31.23	Hourly
0130	Building Technician	581	\$2,965	\$3,113	\$3,269	\$3,432	\$3,604	\$3,784	\$3,973	Monthly
			\$35,580	\$37,356	\$39,228	\$41,184	\$43,248	\$45,408	\$47,676	Annual
			\$17.10	\$17.96	\$18.86	\$19.80	\$20.79	\$21.83	\$22.92	Hourly
0131	Building Technician II	613	\$3,478	\$3,652	\$3,834	\$4,026	\$4,227	\$4,439	\$4,661	Monthly
			\$41,736	\$43,824	\$46,008	\$48,312	\$50,724	\$53,268	\$55,932	Annual
			\$20.06	\$21.07	\$22.12	\$23.23	\$24.39	\$25.61	\$26.89	Hourly
0088	Business License Inspector	606	\$3,358	\$3,526	\$3,703	\$3,888	\$4,082	\$4,286	\$4,501	Monthly
			\$40,296	\$42,312	\$44,436	\$46,656	\$48,984	\$51,432	\$54,012	Annual
			\$19.38	\$20.34	\$21.36	\$22.43	\$23.55	\$24.73	\$25.97	Hourly
0051	Buyer	627	\$3,729	\$3,916	\$4,112	\$4,317	\$4,533	\$4,760	\$4,998	Monthly
			\$44,748	\$46,992	\$49,344	\$51,804	\$54,396	\$57,120	\$59,976	Annual
			\$21.52	\$22.59	\$23.72	\$24.91	\$26.15	\$27.46	\$28.83	Hourly
0035	Central Services Supervisor	655	\$4,288	\$4,503	\$4,728	\$4,964	\$5,212	\$5,473	\$5,747	Monthly
			\$51,456	\$54,036	\$56,736	\$59,568	\$62,544	\$65,676	\$68,964	Annual
			\$24.74	\$25.98	\$27.28	\$28.64	\$30.07	\$31.58	\$33.15	Hourly
0123	Chief Construction Inspector	662	\$4,441	\$4,663	\$4,896	\$5,140	\$5,398	\$5,667	\$5,951	Monthly
			\$53,292	\$55,956	\$58,752	\$61,680	\$64,776	\$68,004	\$71,412	Annual
			\$25.62	\$26.90	\$28.24	\$29.66	\$31.14	\$32.70	\$34.33	Hourly
0110	Chief Plans Examiner	718	\$5,871	\$6,165	\$6,473	\$6,797	\$7,137	\$7,493	\$7,868	Monthly
			\$70,452	\$73,980	\$77,676	\$81,564	\$85,644	\$89,916	\$94,416	Annual
			\$33.87	\$35.57	\$37.35	\$39.21	\$41.17	\$43.23	\$45.39	Hourly
0126	Chief of Code Enforcement	664	\$4,485	\$4,709	\$4,945	\$5,192	\$5,452	\$5,724	\$6,010	Monthly

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			\$53,820	\$56,508	\$59,340	\$62,304	\$65,424	\$68,688	\$72,120	Annual
			\$25.88	\$27.17	\$28.53	\$29.95	\$31.45	\$33.02	\$34.68	Hourly
0128	Chief of Inspection	681	\$4,882	\$5,126	\$5,382	\$5,651	\$5,934	\$6,231	\$6,542	Monthly
			\$58,584	\$61,512	\$64,584	\$67,812	\$71,208	\$74,772	\$78,504	Annual
			\$28.17	\$29.57	\$31.05	\$32.61	\$34.24	\$35.95	\$37.74	Hourly
0466	Civilian Investigator	628	\$3,748	\$3,935	\$4,132	\$4,339	\$4,556	\$4,783	\$5,023	Monthly
			\$44,976	\$47,220	\$49,584	\$52,068	\$54,672	\$57,396	\$60,276	Annual
			\$21.62	\$22.70	\$23.84	\$25.03	\$26.28	\$27.60	\$28.98	Hourly
0120	Code Enforcement Officer	626	\$3,711	\$3,896	\$4,091	\$4,296	\$4,510	\$4,736	\$4,973	Monthly
			\$44,532	\$46,752	\$49,092	\$51,552	\$54,120	\$56,832	\$59,676	Annual
			\$21.41	\$22.48	\$23.60	\$24.78	\$26.02	\$27.32	\$28.69	Hourly
0138	Combination Inspector	643	\$4,039	\$4,241	\$4,453	\$4,676	\$4,910	\$5,155	\$5,413	Monthly
			\$48,468	\$50,892	\$53,436	\$56,112	\$58,920	\$61,860	\$64,956	Annual
			\$23.30	\$24.47	\$25.69	\$26.98	\$28.32	\$29.74	\$31.23	Hourly
0430	Communications Installer	625	\$3,692	\$3,877	\$4,071	\$4,274	\$4,488	\$4,712	\$4,948	Monthly
			\$44,304	\$46,524	\$48,852	\$51,288	\$53,856	\$56,544	\$59,376	Annual
			\$21.30	\$22.37	\$23.49	\$24.66	\$25.89	\$27.19	\$28.55	Hourly
0231	Communications Officer	616	\$3,530	\$3,707	\$3,892	\$4,087	\$4,291	\$4,506	\$4,731	Monthly
			\$42,360	\$44,484	\$46,704	\$49,044	\$51,492	\$54,072	\$56,772	Annual
			\$20.37	\$21.39	\$22.45	\$23.58	\$24.76	\$25.99	\$27.29	Hourly
0232	Communications Supervisor	645	\$4,080	\$4,284	\$4,498	\$4,723	\$4,959	\$5,207	\$5,467	Monthly
			\$48,960	\$51,408	\$53,976	\$56,676	\$59,508	\$62,484	\$65,604	Annual
			\$23.54	\$24.71	\$25.95	\$27.25	\$28.61	\$30.04	\$31.54	Hourly
0703	Community Services Specialist	582	\$2,980	\$3,129	\$3,285	\$3,449	\$3,622	\$3,803	\$3,993	Monthly
			\$35,760	\$37,548	\$39,420	\$41,388	\$43,464	\$45,636	\$47,916	Annual
			\$17.19	\$18.05	\$18.95	\$19.90	\$20.89	\$21.94	\$23.04	Hourly
0040	Computer Operations/ Networking Supervisor	688	\$5,055	\$5,308	\$5,574	\$5,852	\$6,145	\$6,452	\$6,775	Monthly
			\$60,660	\$63,696	\$66,888	\$70,224	\$73,740	\$77,424	\$81,300	Annual
			\$29.17	\$30.62	\$32.16	\$33.76	\$35.45	\$37.22	\$39.09	Hourly
0801	Computer Programmer	616	\$3,530	\$3,707	\$3,892	\$4,087	\$4,291	\$4,506	\$4,731	Monthly
			\$42,360	\$44,484	\$46,704	\$49,044	\$51,492	\$54,072	\$56,772	Annual
			\$20.37	\$21.39	\$22.45	\$23.58	\$24.76	\$25.99	\$27.29	Hourly
0121	Construction Inspector	643	\$4,039	\$4,241	\$4,453	\$4,676	\$4,910	\$5,155	\$5,413	Monthly
			\$48,468	\$50,892	\$53,436	\$56,112	\$58,920	\$61,860	\$64,956	Annual
			\$23.30	\$24.47	\$25.69	\$26.98	\$28.32	\$29.74	\$31.23	Hourly
0100	Contract Administrator	691	\$5,132	\$5,388	\$5,658	\$5,940	\$6,237	\$6,549	\$6,877	Monthly
			\$61,584	\$64,656	\$67,896	\$71,280	\$74,844	\$78,588	\$82,524	Annual
			\$29.61	\$31.09	\$32.64	\$34.27	\$35.99	\$37.79	\$39.67	Hourly
0099	Crime Analyst	628	\$3,748	\$3,935	\$4,132	\$4,339	\$4,556	\$4,783	\$5,023	Monthly
			\$44,976	\$47,220	\$49,584	\$52,068	\$54,672	\$57,396	\$60,276	Annual
			\$21.62	\$22.70	\$23.84	\$25.03	\$26.28	\$27.60	\$28.98	Hourly

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0467	Crime Prevention Specialist	613	\$3,478	\$3,652	\$3,834	\$4,026	\$4,227	\$4,439	\$4,661	Monthly
			\$41,736	\$43,824	\$46,008	\$48,312	\$50,724	\$53,268	\$55,932	Annual
			\$20.06	\$21.07	\$22.12	\$23.23	\$24.39	\$25.61	\$26.89	Hourly
0189	Crime Scene Investigation Supv	050	\$5,347	\$5,427	\$5,699	\$5,984	\$6,283	\$6,597	\$7,166	Monthly
			\$64,164	\$65,124	\$68,388	\$71,808	\$75,396	\$79,164	\$85,992	Annual
			\$30.85	\$31.31	\$32.88	\$34.52	\$36.25	\$38.06	\$41.34	Hourly
0465	Crime Scene Specialist	638	\$3,940	\$4,137	\$4,343	\$4,561	\$4,789	\$5,028	\$5,279	Monthly
			\$47,280	\$49,644	\$52,116	\$54,732	\$57,468	\$60,336	\$63,348	Annual
			\$22.73	\$23.87	\$25.06	\$26.31	\$27.63	\$29.01	\$30.46	Hourly
0705	Custody Officer	617	\$3,548	\$3,725	\$3,911	\$4,107	\$4,312	\$4,528	\$4,754	Monthly
			\$42,576	\$44,700	\$46,932	\$49,284	\$51,744	\$54,336	\$57,048	Annual
			\$20.47	\$21.49	\$22.57	\$23.70	\$24.88	\$26.12	\$27.43	Hourly
0081	Deputy City Attorney	724	\$6,050	\$6,352	\$6,670	\$7,003	\$7,353	\$7,721	\$8,107	Monthly
			\$72,600	\$76,224	\$80,040	\$84,036	\$88,236	\$92,652	\$97,284	Annual
			\$34.90	\$36.65	\$38.48	\$40.40	\$42.42	\$44.55	\$46.77	Hourly
0021	Deputy City Clerk	656	\$4,310	\$4,525	\$4,751	\$4,989	\$5,238	\$5,500	\$5,775	Monthly
			\$51,720	\$54,300	\$57,012	\$59,868	\$62,856	\$66,000	\$69,300	Annual
			\$24.86	\$26.11	\$27.41	\$28.78	\$30.22	\$31.73	\$33.32	Hourly
0134	Electrical Inspector	643	\$4,039	\$4,241	\$4,453	\$4,676	\$4,910	\$5,155	\$5,413	Monthly
			\$48,468	\$50,892	\$53,436	\$56,112	\$58,920	\$61,860	\$64,956	Annual
			\$23.30	\$24.47	\$25.69	\$26.98	\$28.32	\$29.74	\$31.23	Hourly
0431	Electronics Technician	669	\$4,598	\$4,828	\$5,070	\$5,323	\$5,589	\$5,869	\$6,162	Monthly
			\$55,176	\$57,936	\$60,840	\$63,876	\$67,068	\$70,428	\$73,944	Annual
			\$26.53	\$27.86	\$29.25	\$30.71	\$32.25	\$33.86	\$35.55	Hourly
0221	Emergency Medical Services Coordinator	706	\$5,530	\$5,807	\$6,097	\$6,402	\$6,722	\$7,058	\$7,411	Monthly
			\$66,360	\$69,684	\$73,164	\$76,824	\$80,664	\$84,696	\$88,932	Annual
			\$31.91	\$33.50	\$35.18	\$36.93	\$38.78	\$40.72	\$42.76	Hourly
0234	Emergency Services Training Specialist	628	\$3,748	\$3,935	\$4,132	\$4,339	\$4,556	\$4,783	\$5,023	Monthly
			\$44,976	\$47,220	\$49,584	\$52,068	\$54,672	\$57,396	\$60,276	Annual
			\$21.62	\$22.70	\$23.84	\$25.03	\$26.28	\$27.60	\$28.98	Hourly
0101	Engineering Technician I	591	\$3,116	\$3,272	\$3,436	\$3,608	\$3,788	\$3,977	\$4,176	Monthly
			\$37,392	\$39,264	\$41,232	\$43,296	\$45,456	\$47,724	\$50,112	Annual
			\$17.98	\$18.88	\$19.82	\$20.81	\$21.85	\$22.95	\$24.09	Hourly
0102	Engineering Technician II	613	\$3,478	\$3,652	\$3,834	\$4,026	\$4,227	\$4,439	\$4,661	Monthly
			\$41,736	\$43,824	\$46,008	\$48,312	\$50,724	\$53,268	\$55,932	Annual
			\$20.06	\$21.07	\$22.12	\$23.23	\$24.39	\$25.61	\$26.89	Hourly
0116	Engineering Technician III	632	\$3,823	\$4,015	\$4,215	\$4,426	\$4,647	\$4,880	\$5,124	Monthly
			\$45,876	\$48,180	\$50,580	\$53,112	\$55,764	\$58,560	\$61,488	Annual
			\$22.06	\$23.16	\$24.32	\$25.54	\$26.81	\$28.15	\$29.56	Hourly
0440	Equipment Mechanic I	570	\$2,806	\$2,947	\$3,094	\$3,249	\$3,411	\$3,582	\$3,761	Monthly

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			\$33,672	\$35,364	\$37,128	\$38,988	\$40,932	\$42,984	\$45,132	Annual
			\$16.19	\$17.00	\$17.85	\$18.74	\$19.68	\$20.66	\$21.70	Hourly
0441	Equipment Mechanic II	606	\$3,358	\$3,526	\$3,703	\$3,888	\$4,082	\$4,286	\$4,501	Monthly
			\$40,296	\$42,312	\$44,436	\$46,656	\$48,984	\$51,432	\$54,012	Annual
			\$19.38	\$20.34	\$21.36	\$22.43	\$23.55	\$24.73	\$25.97	Hourly
0445	Equipment Mechanic III	621	\$3,619	\$3,800	\$3,990	\$4,190	\$4,399	\$4,619	\$4,850	Monthly
			\$43,428	\$45,600	\$47,880	\$50,280	\$52,788	\$55,428	\$58,200	Annual
			\$20.88	\$21.93	\$23.02	\$24.17	\$25.38	\$26.65	\$27.98	Hourly
0014	Executive Secretary	609	\$3,409	\$3,580	\$3,758	\$3,946	\$4,144	\$4,351	\$4,568	Monthly
			\$40,908	\$42,960	\$45,096	\$47,352	\$49,728	\$52,212	\$54,816	Annual
			\$19.67	\$20.65	\$21.68	\$22.77	\$23.91	\$25.10	\$26.36	Hourly
0447	Facilities & Equipment Supervisor	699	\$5,340	\$5,608	\$5,888	\$6,182	\$6,491	\$6,816	\$7,157	Monthly
			\$64,080	\$67,296	\$70,656	\$74,184	\$77,892	\$81,792	\$85,884	Annual
			\$30.81	\$32.35	\$33.97	\$35.67	\$37.45	\$39.32	\$41.29	Hourly
0407	Facility Maintenance Technician	589	\$3,085	\$3,240	\$3,402	\$3,572	\$3,750	\$3,938	\$4,135	Monthly
			\$37,020	\$38,880	\$40,824	\$42,864	\$45,000	\$47,256	\$49,620	Annual
			\$17.80	\$18.69	\$19.63	\$20.61	\$21.64	\$22.72	\$23.85	Hourly
0218	Fire Protection Analyst	672	\$4,668	\$4,901	\$5,146	\$5,403	\$5,674	\$5,957	\$6,255	Monthly
			\$56,016	\$58,812	\$61,752	\$64,836	\$68,088	\$71,484	\$75,060	Annual
			\$26.93	\$28.28	\$29.69	\$31.17	\$32.73	\$34.37	\$36.09	Hourly
0215	Fire Protection Specialist	628	\$3,748	\$3,935	\$4,132	\$4,339	\$4,556	\$4,783	\$5,023	Monthly
			\$44,976	\$47,220	\$49,584	\$52,068	\$54,672	\$57,396	\$60,276	Annual
			\$21.62	\$22.70	\$23.84	\$25.03	\$26.28	\$27.60	\$28.98	Hourly
0065	Grant Administrator	679	\$4,833	\$5,075	\$5,329	\$5,595	\$5,875	\$6,169	\$6,477	Monthly
			\$57,996	\$60,900	\$63,948	\$67,140	\$70,500	\$74,028	\$77,724	Annual
			\$27.89	\$29.28	\$30.74	\$32.28	\$33.90	\$35.59	\$37.37	Hourly
0029	Graphics Designer	610	\$3,426	\$3,597	\$3,777	\$3,966	\$4,164	\$4,373	\$4,591	Monthly
			\$41,112	\$43,164	\$45,324	\$47,592	\$49,968	\$52,476	\$55,092	Annual
			\$19.77	\$20.75	\$21.79	\$22.88	\$24.03	\$25.23	\$26.49	Hourly
0446	Lead Equipment Mechanic	645	\$4,080	\$4,284	\$4,498	\$4,723	\$4,959	\$5,207	\$5,467	Monthly
			\$48,960	\$51,408	\$53,976	\$56,676	\$59,508	\$62,484	\$65,604	Annual
			\$23.54	\$24.71	\$25.95	\$27.25	\$28.61	\$30.04	\$31.54	Hourly
0409	Lead Facilities Maintenance Technician	638	\$3,940	\$4,137	\$4,343	\$4,561	\$4,789	\$5,028	\$5,279	Monthly
			\$47,280	\$49,644	\$52,116	\$54,732	\$57,468	\$60,336	\$63,348	Annual
			\$22.73	\$23.87	\$25.06	\$26.31	\$27.63	\$29.01	\$30.46	Hourly
0405	Lead Maintenance Worker	638	\$3,940	\$4,137	\$4,343	\$4,561	\$4,789	\$5,028	\$5,279	Monthly
			\$47,280	\$49,644	\$52,116	\$54,732	\$57,468	\$60,336	\$63,348	Annual
			\$22.73	\$23.87	\$25.06	\$26.31	\$27.63	\$29.01	\$30.46	Hourly
0015	Legal Secretary	648	\$4,141	\$4,348	\$4,566	\$4,794	\$5,033	\$5,285	\$5,549	Monthly
			\$49,692	\$52,176	\$54,792	\$57,528	\$60,396	\$63,420	\$66,588	Annual
			\$23.89	\$25.09	\$26.34	\$27.66	\$29.04	\$30.49	\$32.02	Hourly
0402	Maintenance Assistant	550	\$2,540	\$2,667	\$2,800	\$2,940	\$3,087	\$3,242	\$3,404	Monthly

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			\$30,480	\$32,004	\$33,600	\$35,280	\$37,044	\$38,904	\$40,848	Annual
			\$14.65	\$15.39	\$16.16	\$16.96	\$17.81	\$18.70	\$19.64	Hourly
0406	Maintenance Supervisor	670	\$4,621	\$4,852	\$5,095	\$5,350	\$5,617	\$5,898	\$6,193	Monthly
			\$55,452	\$58,224	\$61,140	\$64,200	\$67,404	\$70,776	\$74,316	Annual
			\$26.66	\$28.00	\$29.39	\$30.86	\$32.41	\$34.03	\$35.73	Hourly
0403	Maintenance Worker	570	\$2,806	\$2,947	\$3,094	\$3,249	\$3,411	\$3,582	\$3,761	Monthly
			\$33,672	\$35,364	\$37,128	\$38,988	\$40,932	\$42,984	\$45,132	Annual
			\$16.19	\$17.00	\$17.85	\$18.74	\$19.68	\$20.66	\$21.70	Hourly
0074	Management Analyst	659	\$4,375	\$4,593	\$4,823	\$5,064	\$5,317	\$5,583	\$5,862	Monthly
			\$52,500	\$55,116	\$57,876	\$60,768	\$63,804	\$66,996	\$70,344	Annual
			\$25.24	\$26.50	\$27.83	\$29.22	\$30.68	\$32.21	\$33.82	Hourly
0001	Messenger	501	\$1,989	\$2,089	\$2,193	\$2,303	\$2,418	\$2,539	\$2,666	Monthly
			\$23,868	\$25,068	\$26,316	\$27,636	\$29,016	\$30,468	\$31,992	Annual
			\$11.48	\$12.05	\$12.65	\$13.29	\$13.95	\$14.65	\$15.38	Hourly
0041	Network Administrator	631	\$3,804	\$3,995	\$4,194	\$4,404	\$4,624	\$4,856	\$5,098	Monthly
			\$45,648	\$47,940	\$50,328	\$52,848	\$55,488	\$58,272	\$61,176	Annual
			\$21.95	\$23.05	\$24.20	\$25.41	\$26.68	\$28.01	\$29.41	Hourly
0006	Office Coordinator	592	\$3,132	\$3,289	\$3,453	\$3,626	\$3,807	\$3,997	\$4,197	Monthly
			\$37,584	\$39,468	\$41,436	\$43,512	\$45,684	\$47,964	\$50,364	Annual
			\$18.07	\$18.97	\$19.92	\$20.92	\$21.96	\$23.06	\$24.21	Hourly
0003	Office Specialist	525	\$2,242	\$2,354	\$2,472	\$2,596	\$2,725	\$2,862	\$3,005	Monthly
			\$26,904	\$28,248	\$29,664	\$31,152	\$32,700	\$34,344	\$36,060	Annual
			\$12.94	\$13.58	\$14.26	\$14.98	\$15.72	\$16.51	\$17.34	Hourly
0004	Office Specialist I	545	\$2,477	\$2,601	\$2,731	\$2,868	\$3,011	\$3,162	\$3,320	Monthly
			\$29,724	\$31,212	\$32,772	\$34,416	\$36,132	\$37,944	\$39,840	Annual
			\$14.29	\$15.01	\$15.76	\$16.55	\$17.37	\$18.24	\$19.15	Hourly
0005	Office Specialist II	560	\$2,670	\$2,803	\$2,944	\$3,091	\$3,245	\$3,408	\$3,578	Monthly
			\$32,040	\$33,636	\$35,328	\$37,092	\$38,940	\$40,896	\$42,936	Annual
			\$15.40	\$16.17	\$16.98	\$17.83	\$18.72	\$19.66	\$20.64	Hourly
0031	Offset Press Operator I	583	\$2,994	\$3,144	\$3,301	\$3,466	\$3,640	\$3,822	\$4,013	Monthly
			\$35,928	\$37,728	\$39,612	\$41,592	\$43,680	\$45,864	\$48,156	Annual
			\$17.28	\$18.14	\$19.05	\$20.00	\$21.00	\$22.05	\$23.15	Hourly
0034	Offset Press Operator II	595	\$3,179	\$3,338	\$3,505	\$3,680	\$3,864	\$4,057	\$4,260	Monthly
			\$38,148	\$40,056	\$42,060	\$44,160	\$46,368	\$48,684	\$51,120	Annual
			\$18.34	\$19.26	\$20.22	\$21.23	\$22.29	\$23.41	\$24.58	Hourly
0020	Paralegal/Secretary	636	\$3,900	\$4,096	\$4,300	\$4,515	\$4,741	\$4,978	\$5,227	Monthly
			\$46,800	\$49,152	\$51,600	\$54,180	\$56,892	\$59,736	\$62,724	Annual
			\$22.50	\$23.63	\$24.81	\$26.05	\$27.35	\$28.72	\$30.16	Hourly
0055	Payroll Coordinator	621	\$3,619	\$3,800	\$3,990	\$4,190	\$4,399	\$4,619	\$4,850	Monthly
			\$43,428	\$45,600	\$47,880	\$50,280	\$52,788	\$55,428	\$58,200	Annual
			\$20.88	\$21.93	\$23.02	\$24.17	\$25.38	\$26.65	\$27.98	Hourly
0028	Permit Processing Specialist	569	\$2,793	\$2,932	\$3,079	\$3,233	\$3,394	\$3,564	\$3,742	Monthly

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			\$33,516	\$35,184	\$36,948	\$38,796	\$40,728	\$42,768	\$44,904	Annual
			\$16.11	\$16.92	\$17.76	\$18.65	\$19.58	\$20.56	\$21.59	Hourly
0039	Personal Computer/Network Asst	595	\$3,179	\$3,338	\$3,505	\$3,680	\$3,864	\$4,057	\$4,260	Monthly
			\$38,148	\$40,056	\$42,060	\$44,160	\$46,368	\$48,684	\$51,120	Annual
			\$18.34	\$19.26	\$20.22	\$21.23	\$22.29	\$23.41	\$24.58	Hourly
0072	Personnel Technician	627	\$3,729	\$3,916	\$4,112	\$4,317	\$4,533	\$4,760	\$4,998	Monthly
			\$44,748	\$46,992	\$49,344	\$51,804	\$54,396	\$57,120	\$59,976	Annual
			\$21.52	\$22.59	\$23.72	\$24.91	\$26.15	\$27.46	\$28.83	Hourly
0109	Plan Check Engineer	699	\$5,340	\$5,608	\$5,888	\$6,182	\$6,491	\$6,816	\$7,157	Monthly
			\$64,080	\$67,296	\$70,656	\$74,184	\$77,892	\$81,792	\$85,884	Annual
			\$30.81	\$32.35	\$33.97	\$35.67	\$37.45	\$39.32	\$41.29	Hourly
0114	Plan Checker	662	\$4,441	\$4,663	\$4,896	\$5,140	\$5,398	\$5,667	\$5,951	Monthly
			\$53,292	\$55,956	\$58,752	\$61,680	\$64,776	\$68,004	\$71,412	Annual
			\$25.62	\$26.90	\$28.24	\$29.66	\$31.14	\$32.70	\$34.33	Hourly
0150	Planning Technician	566	\$2,751	\$2,889	\$3,033	\$3,185	\$3,344	\$3,511	\$3,687	Monthly
			\$33,012	\$34,668	\$36,396	\$38,220	\$40,128	\$42,132	\$44,244	Annual
			\$15.87	\$16.67	\$17.50	\$18.37	\$19.29	\$20.26	\$21.27	Hourly
0094	Police Information System Spec	682	\$4,906	\$5,152	\$5,409	\$5,680	\$5,964	\$6,262	\$6,575	Monthly
			\$58,872	\$61,824	\$64,908	\$68,160	\$71,568	\$75,144	\$78,900	Annual
			\$28.31	\$29.72	\$31.21	\$32.77	\$34.41	\$36.13	\$37.93	Hourly
0095	Police Records Administrator	052	\$5,748	\$5,834	\$6,126	\$6,432	\$6,754	\$7,092	\$7,704	Monthly
			\$68,976	\$70,008	\$73,512	\$77,184	\$81,048	\$85,104	\$92,448	Annual
			\$33.16	\$33.66	\$35.34	\$37.11	\$38.97	\$40.92	\$44.45	Hourly
0461	Police Records Bureau Supervisor	050	\$5,347	\$5,427	\$5,699	\$5,984	\$6,283	\$6,597	\$7,166	Monthly
			\$64,164	\$65,124	\$68,388	\$71,808	\$75,396	\$79,164	\$85,992	Annual
			\$30.85	\$31.31	\$32.88	\$34.52	\$36.25	\$38.06	\$41.34	Hourly
0012	Police Records Shift Supervisor	594	\$3,163	\$3,322	\$3,488	\$3,662	\$3,845	\$4,037	\$4,239	Monthly
			\$37,956	\$39,864	\$41,856	\$43,944	\$46,140	\$48,444	\$50,868	Annual
			\$18.25	\$19.16	\$20.12	\$21.13	\$22.18	\$23.29	\$24.46	Hourly
0010	Police Records Technician	546	\$2,490	\$2,614	\$2,745	\$2,882	\$3,026	\$3,178	\$3,337	Monthly
			\$29,880	\$31,368	\$32,940	\$34,584	\$36,312	\$38,136	\$40,044	Annual
			\$14.37	\$15.08	\$15.84	\$16.63	\$17.46	\$18.33	\$19.25	Hourly
0460	Police Training Administrator	052	\$5,748	\$5,834	\$6,126	\$6,432	\$6,754	\$7,092	\$7,704	Monthly
			\$68,976	\$70,008	\$73,512	\$77,184	\$81,048	\$85,104	\$92,448	Annual
			\$33.16	\$33.66	\$35.34	\$37.11	\$38.97	\$40.92	\$44.45	Hourly
0459	Police Training Assistant	631	\$3,804	\$3,995	\$4,194	\$4,404	\$4,624	\$4,856	\$5,098	Monthly
			\$45,648	\$47,940	\$50,328	\$52,848	\$55,488	\$58,272	\$61,176	Annual
			\$21.95	\$23.05	\$24.20	\$25.41	\$26.68	\$28.01	\$29.41	Hourly
0078	Principal Personnel Analyst	669	\$4,598	\$4,828	\$5,070	\$5,323	\$5,589	\$5,869	\$6,162	Monthly
			\$55,176	\$57,936	\$60,840	\$63,876	\$67,068	\$70,428	\$73,944	Annual
			\$26.53	\$27.86	\$29.25	\$30.71	\$32.25	\$33.86	\$35.55	Hourly
0154	Principal Planner	704	\$5,475	\$5,749	\$6,037	\$6,338	\$6,655	\$6,988	\$7,337	Monthly

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			\$65,700	\$68,988	\$72,444	\$76,056	\$79,860	\$83,856	\$88,044	Annual
			\$31.59	\$33.17	\$34.83	\$36.57	\$38.40	\$40.32	\$42.33	Hourly
0803	Procedures & Documentation Specialist	612	\$3,460	\$3,633	\$3,815	\$4,006	\$4,206	\$4,417	\$4,637	Monthly
			\$41,520	\$43,596	\$45,780	\$48,072	\$50,472	\$53,004	\$55,644	Annual
			\$19.96	\$20.96	\$22.01	\$23.11	\$24.27	\$25.48	\$26.75	Hourly
0043	Programmer Analyst I	655	\$4,288	\$4,503	\$4,728	\$4,964	\$5,212	\$5,473	\$5,747	Monthly
			\$51,456	\$54,036	\$56,736	\$59,568	\$62,544	\$65,676	\$68,964	Annual
			\$24.74	\$25.98	\$27.28	\$28.64	\$30.07	\$31.58	\$33.15	Hourly
0044	Programmer Analyst II	692	\$5,157	\$5,415	\$5,686	\$5,970	\$6,269	\$6,582	\$6,911	Monthly
			\$61,884	\$64,980	\$68,232	\$71,640	\$75,228	\$78,984	\$82,932	Annual
			\$29.75	\$31.24	\$32.80	\$34.44	\$36.17	\$37.97	\$39.87	Hourly
0463	Property/Evidence Specialist	623	\$3,656	\$3,838	\$4,030	\$4,232	\$4,443	\$4,666	\$4,899	Monthly
			\$43,872	\$46,056	\$48,360	\$50,784	\$53,316	\$55,992	\$58,788	Annual
			\$21.09	\$22.15	\$23.25	\$24.41	\$25.64	\$26.92	\$28.26	Hourly
0462	Property/Evidence Supervisor	050	\$5,347	\$5,427	\$5,699	\$5,984	\$6,283	\$6,597	\$7,166	Monthly
			\$64,164	\$65,124	\$68,388	\$71,808	\$75,396	\$79,164	\$85,992	Annual
			\$30.85	\$31.31	\$32.88	\$34.52	\$36.25	\$38.06	\$41.34	Hourly
0053	Purchasing Supervisor	697	\$5,287	\$5,552	\$5,829	\$6,121	\$6,427	\$6,748	\$7,086	Monthly
			\$63,444	\$66,624	\$69,948	\$73,452	\$77,124	\$80,976	\$85,032	Annual
			\$30.51	\$32.03	\$33.63	\$35.31	\$37.08	\$38.93	\$40.88	Hourly
0468	Range Master	617	\$3,548	\$3,725	\$3,911	\$4,107	\$4,312	\$4,528	\$4,754	Monthly
			\$42,576	\$44,700	\$46,932	\$49,284	\$51,744	\$54,336	\$57,048	Annual
			\$20.47	\$21.49	\$22.57	\$23.70	\$24.88	\$26.12	\$27.43	Hourly
0290	Recreation Coordinator	583	\$2,994	\$3,144	\$3,301	\$3,466	\$3,640	\$3,822	\$4,013	Monthly
			\$35,928	\$37,728	\$39,612	\$41,592	\$43,680	\$45,864	\$48,156	Annual
			\$17.28	\$18.14	\$19.05	\$20.00	\$21.00	\$22.05	\$23.15	Hourly
0302	Recreation Supervisor	666	\$4,530	\$4,757	\$4,994	\$5,244	\$5,506	\$5,782	\$6,071	Monthly
			\$54,360	\$57,084	\$59,928	\$62,928	\$66,072	\$69,384	\$72,852	Annual
			\$26.14	\$27.44	\$28.81	\$30.25	\$31.77	\$33.36	\$35.02	Hourly
0064	Revenue Investment Specialist	639	\$3,959	\$4,157	\$4,365	\$4,583	\$4,813	\$5,053	\$5,306	Monthly
			\$47,508	\$49,884	\$52,380	\$54,996	\$57,756	\$60,636	\$63,672	Annual
			\$22.84	\$23.98	\$25.18	\$26.44	\$27.77	\$29.15	\$30.61	Hourly
0058	Revenue Supervisor	697	\$5,287	\$5,552	\$5,829	\$6,121	\$6,427	\$6,748	\$7,086	Monthly
			\$63,444	\$66,624	\$69,948	\$73,452	\$77,124	\$80,976	\$85,032	Annual
			\$30.51	\$32.03	\$33.63	\$35.31	\$37.08	\$38.93	\$40.88	Hourly
0016	Secretary to the City Manager	648	\$4,141	\$4,348	\$4,566	\$4,794	\$5,033	\$5,285	\$5,549	Monthly
			\$49,692	\$52,176	\$54,792	\$57,528	\$60,396	\$63,420	\$66,588	Annual
			\$23.89	\$25.09	\$26.34	\$27.66	\$29.04	\$30.49	\$32.02	Hourly
0136	Senior Electrical Inspector	662	\$4,441	\$4,663	\$4,896	\$5,140	\$5,398	\$5,667	\$5,951	Monthly
			\$53,292	\$55,956	\$58,752	\$61,680	\$64,776	\$68,004	\$71,412	Annual
			\$25.62	\$26.90	\$28.24	\$29.66	\$31.14	\$32.70	\$34.33	Hourly

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0105	Senior Engineer	718	\$5,871	\$6,165	\$6,473	\$6,797	\$7,137	\$7,493	\$7,868	Monthly
			\$70,452	\$73,980	\$77,676	\$81,564	\$85,644	\$89,916	\$94,416	Annual
			\$33.87	\$35.57	\$37.35	\$39.21	\$41.17	\$43.23	\$45.39	Hourly
0404	Senior Maintenance Worker	587	\$3,055	\$3,208	\$3,368	\$3,536	\$3,713	\$3,899	\$4,094	Monthly
			\$36,660	\$38,496	\$40,416	\$42,432	\$44,556	\$46,788	\$49,128	Annual
			\$17.62	\$18.51	\$19.43	\$20.40	\$21.42	\$22.49	\$23.62	Hourly
0153	Senior Planner	681	\$4,882	\$5,126	\$5,382	\$5,651	\$5,934	\$6,231	\$6,542	Monthly
			\$58,584	\$61,512	\$64,584	\$67,812	\$71,208	\$74,772	\$78,504	Annual
			\$28.17	\$29.57	\$31.05	\$32.61	\$34.24	\$35.95	\$37.74	Hourly
0067	Sr Accountant	663	\$4,463	\$4,686	\$4,920	\$5,166	\$5,425	\$5,696	\$5,981	Monthly
			\$53,556	\$56,232	\$59,040	\$61,992	\$65,100	\$68,352	\$71,772	Annual
			\$25.75	\$27.03	\$28.39	\$29.81	\$31.30	\$32.86	\$34.50	Hourly
0238	Sr Communications Officer	630	\$3,785	\$3,975	\$4,174	\$4,382	\$4,601	\$4,831	\$5,073	Monthly
			\$45,420	\$47,700	\$50,088	\$52,584	\$55,212	\$57,972	\$60,876	Annual
			\$21.84	\$22.93	\$24.08	\$25.28	\$26.55	\$27.87	\$29.27	Hourly
0233	Sr Communications Supervisor	667	\$4,553	\$4,780	\$5,019	\$5,270	\$5,534	\$5,811	\$6,101	Monthly
			\$54,636	\$57,360	\$60,228	\$63,240	\$66,408	\$69,732	\$73,212	Annual
			\$26.27	\$27.58	\$28.96	\$30.41	\$31.93	\$33.52	\$35.20	Hourly
0042	Sr Computer Operator	622	\$3,637	\$3,819	\$4,010	\$4,211	\$4,421	\$4,642	\$4,875	Monthly
			\$43,644	\$45,828	\$48,120	\$50,532	\$53,052	\$55,704	\$58,500	Annual
			\$20.99	\$22.03	\$23.14	\$24.29	\$25.51	\$26.78	\$28.12	Hourly
0432	Sr Lead Maintenance Worker	655	\$4,288	\$4,503	\$4,728	\$4,964	\$5,212	\$5,473	\$5,747	Monthly
			\$51,456	\$54,036	\$56,736	\$59,568	\$62,544	\$65,676	\$68,964	Annual
			\$24.74	\$25.98	\$27.28	\$28.64	\$30.07	\$31.58	\$33.15	Hourly
0410	Sr Maintenance Supervisor	687	\$5,030	\$5,282	\$5,546	\$5,823	\$6,114	\$6,420	\$6,741	Monthly
			\$60,360	\$63,384	\$66,552	\$69,876	\$73,368	\$77,040	\$80,892	Annual
			\$29.02	\$30.47	\$32.00	\$33.60	\$35.28	\$37.04	\$38.89	Hourly
0433	Sr Maintenance Technician	597	\$3,211	\$3,372	\$3,540	\$3,717	\$3,903	\$4,098	\$4,303	Monthly
			\$38,532	\$40,464	\$42,480	\$44,604	\$46,836	\$49,176	\$51,636	Annual
			\$18.53	\$19.45	\$20.42	\$21.45	\$22.52	\$23.64	\$24.83	Hourly
0139	Sr Plumbing & Mech Inspector	662	\$4,441	\$4,663	\$4,896	\$5,140	\$5,398	\$5,667	\$5,951	Monthly
			\$53,292	\$55,956	\$58,752	\$61,680	\$64,776	\$68,004	\$71,412	Annual
			\$25.62	\$26.90	\$28.24	\$29.66	\$31.14	\$32.70	\$34.33	Hourly
0011	Sr Police Records Technician	561	\$2,683	\$2,817	\$2,958	\$3,106	\$3,262	\$3,425	\$3,596	Monthly
			\$32,196	\$33,804	\$35,496	\$37,272	\$39,144	\$41,100	\$43,152	Annual
			\$15.48	\$16.25	\$17.07	\$17.92	\$18.82	\$19.76	\$20.75	Hourly
0048	Sr Programmer Analyst	710	\$5,642	\$5,924	\$6,220	\$6,531	\$6,857	\$7,200	\$7,560	Monthly
			\$67,704	\$71,088	\$74,640	\$78,372	\$82,284	\$86,400	\$90,720	Annual
			\$32.55	\$34.18	\$35.88	\$37.68	\$39.56	\$41.54	\$43.62	Hourly
0050	Storekeeper	588	\$3,070	\$3,224	\$3,385	\$3,554	\$3,732	\$3,918	\$4,114	Monthly
			\$36,840	\$38,688	\$40,620	\$42,648	\$44,784	\$47,016	\$49,368	Annual
			\$17.71	\$18.60	\$19.53	\$20.50	\$21.53	\$22.61	\$23.74	Hourly

ATTACHMENT 9

0046	Systems & Programming Supervisor	730	\$6,233	\$6,545	\$6,872	\$7,216	\$7,577	\$7,956	\$8,353	Monthly
			\$74,796	\$78,540	\$82,464	\$86,592	\$90,924	\$95,472	\$100,236	Annual
			\$35.96	\$37.76	\$39.65	\$41.63	\$43.71	\$45.90	\$48.19	Hourly
0089	Tax Auditing Specialist	639	\$3,959	\$4,157	\$4,365	\$4,583	\$4,813	\$5,053	\$5,306	Monthly
			\$47,508	\$49,884	\$52,380	\$54,996	\$57,756	\$60,636	\$63,672	Annual
			\$22.84	\$23.98	\$25.18	\$26.44	\$27.77	\$29.15	\$30.61	Hourly
0240	Video Production Coordinator	657	\$4,331	\$4,548	\$4,775	\$5,014	\$5,265	\$5,528	\$5,804	Monthly
			\$51,972	\$54,576	\$57,300	\$60,168	\$63,180	\$66,336	\$69,648	Annual
			\$24.99	\$26.24	\$27.55	\$28.93	\$30.37	\$31.89	\$33.49	Hourly

SECTION 2. The following are the rates of pay specified for special assignment, bilingual, and shift differential pay:

Bilingual Pay

Applicable to employees in the job classifications determined by the City Manager and when so assigned to use their bilingual abilities:

2.5% or 5% over assigned rate.

Night Shift Differential

Applicable to Costa Mesa City Employee Association-represented classifications assigned to work a night (swing) shift schedule:

5% over assigned rate per shift.

Morning Shift Differential

Applicable to Costa Mesa City Employee Association-represented classifications assigned to work morning (graveyard) shift schedule:

10% over assigned rate per shift.

EMD Certification Pay

Applicable to Telecommunication Division employees trained, designated, and certified to utilize EMD techniques:

5% above assigned rate of pay.

Shorthand Assignment Pay

Applicable to Costa Mesa City Employee Association-represented employees in secretarial classifications who have successfully passed the City's shorthand test, and are annually certified by the Department Director as routinely utilizing the skill:

2.5% monthly assignment differential for each full month assigned by Department Director to utilize the skill.

PASSED AND ADOPTED this 15th day of November, 2004.

Mayor of the City of Costa Mesa

City Attorney

ATTEST:

Deputy City Clerk of the City of Costa Mesa

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

I, Julie Folcik, Deputy City Clerk and ex-officio Clerk of the City Council of the City of Costa Mesa, hereby certify that the above and forgoing Resolution No. _____ was duly and regularly passed and adopted by the said City Council at a regular meeting thereof, held on the 15th day of November, 2004.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Seal of the City of Costa Mesa this 16th day of November, 2004.

Deputy City Clerk ex-officio Clerk of the
City Council of the City of Costa Mesa