

RESOLUTION NO. 09- 58

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REDUCING COMPENSATION FOR PART-TIME AT-WILL CITY EMPLOYEES.

THE CITY COUNCIL OF THE CITY OF COSTA MESA HEREBY RESOLVES AS FOLLOWS:

WHEREAS, the local, state and national economy is seeing unprecedented economic losses resulting in related decreases in revenues; and

WHEREAS, the City's 2009-10 Fiscal Year General Fund budgets face an estimated \$19.9 Million shortfall due to declines in projected revenues, particularly sales taxes and transient occupancy taxes, rising labor costs, and the State of California budget; and

WHEREAS, projected loss of revenues requires the City to take actions in addition to those actions taken to date, potentially including additional reductions to operating budgets, staff layoffs, reduction in employee compensation, reduction of personnel staffing requirements, application for Federal Stimulus funding, retirement incentives, suspension of benefit plans, implementation of cost recovery programs, renegotiation of contracts and further utilization of undesignated unreserved General Fund balance; and

WHEREAS, a five percent (5%) reduction in compensation is a viable method for achieving savings; and

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF COSTA MESA as follows:

SECTION 1. The following salary ranges reflect a five percent (5%) reduction in compensation for the listed job classifications effective August 16, 2009.

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Job Code	Class Title	Grade	1	2	3	4	5	6	7	
510	General Aide II	427	\$9.28	\$9.74	\$10.23	\$10.74	\$11.28	\$11.84	\$12.44	Hourly
513	Instructor Guard	455	\$10.06	\$10.56	\$11.08	\$11.64	\$12.22	\$12.83	\$13.47	Hourly
601	Intern	462	\$10.90	\$11.44	\$12.01	\$12.61	\$13.24	\$13.91	\$14.60	Hourly
512	Lifeguard	421	\$8.71	\$9.15	\$9.61	\$10.09	\$10.60	\$11.13	\$11.68	Hourly
702	Police Aide	420	\$9.28	\$9.74	\$10.23	\$10.74	\$11.28	\$11.84	\$12.44	Hourly
709	Police Recruit	575							\$26.56	Hourly
701	Police Reserve Officer	579							\$27.09	Hourly
704	Police Support Svcs Reserve	479	\$12.03	\$12.63	\$13.26	\$13.92	\$14.62	\$15.35	\$16.11	Hourly
707	Police Trainee	707	\$14.92	\$15.67	\$16.46	\$17.28	\$18.15	\$19.05	\$20.01	Hourly
503	Recreation Leader I	393		\$8.00	\$8.40	\$8.82	\$9.26	\$9.72	\$10.21	Hourly
504	Recreation Leader II	580	\$8.89	\$9.33	\$9.80	\$10.29	\$10.81	\$11.35	\$11.91	Hourly
507	Recreation Leader III	461	\$10.76	\$11.30	\$11.86	\$12.46	\$13.08	\$13.73	\$14.42	Hourly
506	Recreation Leader IV	497	\$12.65	\$13.28	\$13.95	\$14.65	\$15.38	\$16.15	\$16.95	Hourly
505	Sr. Lifeguard	477	\$11.93	\$12.53	\$13.15	\$13.81	\$14.50	\$15.22	\$15.99	Hourly
540	Video Production Aide	581	\$12.03	\$12.63	\$13.26	\$13.92	\$14.62	\$15.35	\$16.11	Hourly

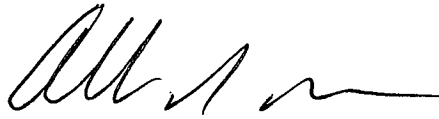
**SECTION 2.** Part-time employees in classifications covered under the Costa Mesa City Employees' Association Memorandum of Understanding will have their current salary rate decreased by five percent (5%).

**SECTION 3.** At-will employees working in the classifications identified above, as well as those part-time employees working in classifications listed on the Costa mesa City Employees Association Salary Schedule, who work on a regular, year-round basis, are eligible to accrue general leave benefits so defined. Eligibility commences after part-time employees have been employed for a minimum of 520 service hours. Once eligible, the part-time employee will earn .042 general leave hours for each hour worked during the first 4 years of service, .084 hours per hour worked for 5-9 years of service, and .168 hours per hour worked for 10 or more years of service. General Leave is defined as accumulated time that can be used in lieu of regularly scheduled work hours for sick, vacation, or holiday time (as defined in Personnel Rules and Regulations for classifications covered by the Basic Salary Schedule). Part-time employees may also

"cash-out" a portion of said general leave. Payoff and accrual limitations are applied as outlined in the Part-time Employees General Leave Program Council Policy 300-4.

SECTION 4. At-will employees working in the classifications identified above participate in either the Public Agency Retirement System (PARS) or the California Public Employees Retirement System (CalPERS) in lieu of Social Security. Employees enrolled in PARS contribute 3.75% of salary with a matching City contribution. Employees who work the minimum requirement of 1,000 hours during the fiscal year (July 1 - June 30) shall be enrolled in CalPERS and contribute 8% towards the employee contribution and 2.52% towards the employer contribution for a total of 10.52% of salary. To the extent permitted by CalPERS and the IRS regulations, this 10.52% contribution shall be implemented through payroll deduction on a pre-tax basis.

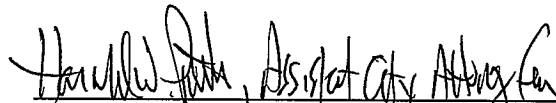
PASSED AND ADOPTED this 4<sup>th</sup> day of August, 2009.



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Allan R. Mansoor, Mayor

ATTEST:

APPROVED AS TO FORM:

  
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Julie Folcik, City Clerk  
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Kimberly Hall Barlow, City Attorney

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

I, JULIE FOLCIK, City Clerk of the City of Costa Mesa, DO HEREBY CERTIFY that the above and foregoing is the original of Resolution No. 09-58 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 4<sup>th</sup> day of August, 2009, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS: MANSOOR, LEECE, FOLEY, MONAHAN

NOES: COUNCIL MEMBERS: BEVER

ABSENT: COUNCIL MEMBERS: NONE

IN WITNESS WHEREOF, I have hereby set my hand and affixed the seal of the City of Costa Mesa this 5<sup>th</sup> day of August, 2009.

  
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JULIE FOLCIK, CITY CLERK

(SEAL)