Letter of Agreement Between the Costa Mesa Division Managers' Association (CMDMA) And the City of Costa Mesa

This Letter of Agreement ("Agreement") is entered into by and between the City of Costa Mesa ("City") and the Costa Mesa Division Managers' Association ("CMDMA"). The following changes in wages, hours and terms and conditions of employment shall supersede any inconsistent provisions set forth within any Memoranda of Understanding, Side Letter Agreement or other documentation evidencing wages, hour and terms and conditions of employment applicable to the unit represented by the Costa Mesa Division Managers' Association (CMDMA). The following terms and conditions of employment shall be implemented concurrent with City Council adoption of this Letter of Agreement, unless otherwise indicated.

I. Retirement Contribution:

1. Unit members covered by this agreement shall continue to contribute the pre-existing/present 2.469% of member compensation towards the current optional benefits service cost of CalPERS member benefits.
2. The pre-existing/present 6.051% employee compensation contribution to the statutory employee share of retirement costs shall be increased to an 8% contribution (100% of the employee contribution rate).
3. The Employer Paid Member Contribution (EPMC) is reduced to 0%.
4. Upon hire, newly employed personnel shall participate in the miscellaneous 2%@60 retirement formula and individually fund both 100% of the statutorily mandated employee CalPERS contribution, and the above 2.469% optional benefit cost sharing.
5. Newly hired individuals shall be ineligible for the PERS unused sick leave credit, and for optional survivors allowance benefits.

REPRESENTATIVES OF THE COSTA MESA MANAGERS' ASSOCIATION

Bruce A. Hartley
BRUCE A. HARTLEY
CMDMA President

Raja Sethuraman
RAJA SETHURAMAN
CMDMA Vice-President

REPRESENTATIVES OF THE CITY OF COSTA MESA

Tamara S. Letourneau
TAMARA S. LETOURNEAU
Interim Assist. Chief Executive Officer

LANCE M. NAKAMOTO
Human Resources Manager