

CITY OF COSTA MESA / COSTA MESA POLICE ASSOCIATION

Item	CMPA 10/30/14 Proposal	City 6/5/15 Counter	CMPA 7/8/15 Counter	City 7/15/15 Counter	CMPA 7/15/15 Counter	City 10/20/15 Counter	CMPA 10/20/15 Counter
Term	4 years: 7/1/14 - 6/30/18	4 years: 7/1/14 - 6/30/18	4 years: 7/1/14 - 6/30/18	4 years: 7/1/14 - 6/30/18	4 years: 7/1/14 - 6/30/18	4 years: 7/1/14 - 6/30/18	4 years: 7/1/14 - 6/30/18
CalPERS Retirement - EE Contribution	Members pay 9% EE contribution in exchange for salary increase (see below). Effective 1st pay period after ratification.	Eff 7/1/15 - EE to pay 5% of EE contribution Eff 7/1/16 - EE to pay addl 2% (total 7%) of EE contribution Eff 7/1/17 - EE to pay addl 2% (total 9%) of EE contribution	Members pay 9% EE contribution in exchange for salary increase (see below). Effective 1st pay period after ratification.	Eff 7/1/15 - EE to pay 5% of EE contribution Eff 7/1/16 - EE to pay addl 2% (total 7%) of EE contribution Eff 7/1/17 - EE to pay addl 2% (total 9%) of EE contribution	Members pay 9% EE contribution in exchange for salary increase (see below). Effective 1st pay period after ratification.	Eff 7/1/15 - EE to pay 5% of EE contribution Eff 7/1/16 - EE to pay addl 2% (total 7%) of EE contribution Eff 7/1/17 - EE to pay addl 2% (total 9%) of EE contribution	Members pay 9% EE contribution in exchange for salary increase (see below). Effective 1st pay period after ratification.
CalPERS Retirement - Cost Sharing	Members to continue to pay 5% towards cost sharing. Effective February 2015 (when current agreement ended)	Members to continue to pay 5% towards cost sharing.	Members to continue to pay 5% towards cost sharing. Effective upon ratification.	Members to continue to pay 5% towards cost sharing.	Members to continue to pay 5% towards cost sharing. Effective upon ratification.	Members to continue to pay 5% towards cost sharing.	Members to continue to pay 5% towards cost sharing. Effective upon ratification.
Salary Increase - Retirement Offset	9% salary increase in exchange for retirement contribution (see above). Effective 1st pay period after ratification.		9% salary increase in exchange for retirement contribution (see above). Effective 1st pay period after ratification.		9% salary increase in exchange for retirement contribution (see above). Effective 1st pay period after ratification.		9% salary increase in exchange for retirement contribution (see above). Effective 1st pay period after ratification.
Salary Increase - COLA	a) If " Big 3" revenues increases from FY 13/14 to FY 14/15, then members receive COLA equal to CPI (max 5%) eff 6/30/15 b) If " Big 3" revenues increases from FY 14/15 to FY 15/16, then members receive COLA equal to CPI (max 5%) eff 6/30/16 c) If " Big 3" revenues increases from FY 15/16 to FY 16/17, then members receive COLA equal to CPI (max 5%) eff 6/30/17	Eff 7/1/15 - 1% COLA Eff 7/1/16 - 1% COLA Eff 7/1/17 - 1% COLA	a) If " Big 3" revenues increases from FY 14/15 to FY 15/16, then members receive COLA equal to CPI (max 5%) eff 6/30/16 b) If " Big 3" revenues increases from FY 15/16 to FY 16/17, then members receive COLA equal to CPI (max 5%) eff 6/30/17	Eff 7/1/15 - 2% COLA Eff 7/1/16 - 1% COLA Eff 7/1/17 - 1% COLA	a) If " Big 3" revenues increases from FY 14/15 to FY 15/16, then members receive COLA equal to CPI (max 2.5%) eff 6/30/16 b) If " Big 3" revenues increases from FY 15/16 to FY 16/17, then members receive COLA equal to CPI (max 2.5%) eff 6/30/17	Eff 7/1/15 - 2.5% COLA Eff 7/1/16 - 1.5% COLA Eff 7/1/17 - 1.5% COLA	a) 2.5% COLA eff 6/30/16 b) 2.0% COLA eff 6/30/17
RHSP	Reinstate RHSP without City's 1% contribution. RHSP would be voluntary for employees. Effective as soon as practical after ratification.	Reinstate RHSP with 1% EE contribution. No matching contribution from City. Plan must be mandatory by law. Willing to discuss.	If employees receive a COLA, RHSP will be reinstated with 1% EE contribution. No matching contribution from City. Effective same pay period as COLA.	Reinstate RHSP with 1% EE contribution. No matching contribution from City. Plan must be mandatory by law. Willing to discuss.	If employees receive a COLA, RHSP will be reinstated with 1% EE contribution. No matching contribution from City. Effective same pay period as COLA.	Reinstate RHSP with 1% EE contribution. No matching contribution from City. Plan must be mandatory by law. Willing to discuss.	Withdraw
New Pay Scale	Fixed pay scale from bottom step Police Officer to top step Police Sergeant: Steps 1-7 = Officer 5% above Step 7 = Sr. Officer New Steps 1-3 = Police Sergeant (Step 1 is 10% above Sr. Officer) Effective 7/1/14	Reject	Fixed pay scale from bottom step Police Officer to top step Police Sergeant: Steps 1-7 = Officer 5% above Step 7 = Sr. Officer New Steps 1-3 = Police Sergeant (Step 1 is 15% above Officer) Effective 7/1/14	Reject	Upon promotion, Sergeant's base salary will be 15% above top step Police Officer (consistent with current practice). Effective 7/1/14	Reject	Withdraw
Language Clean Up	Remove outdated or irrelevant language (ex. ABLE, Flight FTO, Corporal scheduling Physical Fitness Committee)	Willing to discuss. City will make language proposals also.	Remove outdated or irrelevant language (ex. ABLE, Flight FTO, Corporal scheduling Physical Fitness Committee)	Willing to discuss. City will make language proposals also.	Remove outdated or irrelevant language (ex. ABLE, Flight FTO, Corporal scheduling Physical Fitness Committee)	Willing to discuss. City will make language proposals also.	Remove outdated or irrelevant language (ex. ABLE, Flight FTO, Corporal scheduling Physical Fitness Committee)

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Vacation Leave		<p>Reduce Vacation Accrual cap from 424 to 320 hrs Allow EE to cash out 2 weeks for every 1 week used 4 times a year. EE may reduce 320 cap to 240 every Jul 1. 2nd Tier (new EEs) accrual: 0-2 years = 80 hours 3-6 years = 120 hours 7-12 years = 140 hours 12+ years = 160 hours</p>		<p>Reduce Vacation Accrual cap from 420 to 320 hrs Allow EE to cash out 2 weeks for every 1 week used 4 times a year. EE may reduce 320 cap to 240 every Jul 1. 2nd Tier (new EEs) accrual: 0-2 years = 80 hours 3-6 years = 120 hours 7-12 years = 140 hours 12+ years = 160 hours</p>	No response.	<p>Reduce Vacation Accrual cap from 420 to 320 hrs Allow EE to cash out 2 weeks for every 1 week used 4 times a year. EE may reduce 320 cap to 240 every Jul 1. 2nd Tier (new EEs) accrual: 0-2 years = 80 hours 3-6 years = 120 hours 7-12 years = 140 hours 12+ years = 160 hours</p>	No response.
Sick Leave		<p>EEs hired prior to MOU, combine primary and secondary accounts and freeze No cash out/cash value of sick leave Maintain sick leave to service credit conversion. EEs credited with 192 hrs at adoption of MOU Every Jul 1, credit 96 hrs to max of 192 Lateral EEs credited with 80 hrs upon hire</p>		<p>EEs hired prior to MOU, combine primary and secondary accounts and freeze No cash out/cash value of sick leave Maintain sick leave to service credit conversion. EEs credited with 192 hrs at adoption of MOU Every Jul 1, credit 96 hrs to max of 192 Lateral EEs credited with 80 hrs upon hire</p>	No response.	<p>EEs hired prior to MOU, combine primary and secondary accounts and freeze No cash out/cash value of sick leave Maintain sick leave to service credit conversion. EEs credited with 192 hrs at adoption of MOU Every Jul 1, credit 96 hrs to max of 192 Lateral EEs credited with 80 hrs upon hire</p>	No response.