



**City of Costa Mesa
Possible Tentative Agreement
June 8, 2017**

Term

- 4 years (Upon adoption through June 30, 2021)

Salary & Retirement Contributions

Tier 1 3%@50		
	Salary	Retirement Contributions These employees currently pay 5% cost sharing per Government Code section 20516(a)
Pay period following the City Council approval of the MOU	3%	Additional 3% - all member contribution. City will pay and report 6% member contribution as compensation earnable
January 1, 2018	3%	Additional 3% - all member contribution. City will pay and report 3% member contribution as compensation earnable
July 1, 2018	3%	Additional - 3% - all member Contribution. City will pay and report 0% member contribution as compensation earnable
January 1, 2019	3%	

*Total PERS contribution would be 14% by July 1, 2018

Tier 2 2%@50		
	Salary	Retirement Contributions These employees currently pay the entire 9% member contribution
Upon Adoption	3%	Additional 3% (all cost sharing per Government Code section 20516(f))
January 1, 2018	3%	Additional 2% (all cost sharing per Government Code section 20516(f))*
July 1, 2018	3%	
January 1, 2019	3%	

*Total PERS contribution would be 14% by July 1, 2018

Tier 3 – PEPRA 2.7%@57		
	Salary	Retirement Contributions These employees currently pay one half of the normal cost rate as determined by CalPERS – currently 11.50%
Upon Adoption	3%	Additional 1.25% (cost sharing per Government Code section 20516(f))
January 1, 2018	3%	Additional 1.25% (cost sharing per Government Code section 20516(f))
July 1, 2018	3%	
January 1, 2019	3%	

*Total PERS contribution would be 14% by July 1, 2018

Notwithstanding the foregoing chart for PEPRA employees, subsequent to January 1, 2018, the cost share payment for PEPRA employees will fluctuate if the normal cost rate changes. If the half the normal cost rate reduces below 11.50%, the cost share (per Government Code section 20516(f)) will go up so that when combined with the half the normal cost rate, the employee is paying a total of 14% for retirement. If the half the normal cost rate increases above 11.50%, the cost share (per Government Code section 20516(f)) will go down so that when combined with the half the normal cost rate, the employee is paying a total of 14% for retirement. If the half the normal cost rate goes above 14%, there will be no cost share payment due from the PEPRA (Tier 3) employees. Rather, the employee will just pay the applicable half the normal cost rate as determined by CalPERS.

Tuition Reimbursement

- Increase the tuition reimbursement amount per employee per year from \$1,250 to \$1,500 per year starting January 1, 2018.

Health Insurance Contribution

- Year 1 - \$1,800/mo. (effective the month following the adoption of the MOU)
- Year 2 - \$2,119/mo. (effective the pay period inclusive of July 1, 2018)

Sick and Vacation Leave FLSA

- Eliminate sick leave & vacation counting as hours worked in a 28 day FLSA work period (effective the payroll period following the City Council adoption of the MOU).

Staffing Levels/Work Schedule –

- Clean up – staffing levels and work schedule – incorporate the language from the side letter as Appendix F: Fire Department Operations Restructuring.

Vacation Leave

- Reduce the vacation accrual cap from 526.4 hours to 448 hours
- **Cash Out Provisions Consistent with IRS Rules:** The IRS has ruled that if an employee has the ability to elect to cash out paid accrued leave and receive payment in the same year, all employees who have the ability to make that election have “constructively received” that payment up to the maximum amount which may be cashed out. That means that even if an employee does not make the election to cash out, he/she will be taxed on that amount as though he/she did indeed cash it out. To address this, employees can make the election in the current calendar year and the payment would be made in the following calendar year. Thus, employees will not be electing to cash out in the same year, but rather the following year. This is an irrevocable election (made in the current calendar year) to cash out leave in the following calendar year. Once the election is made, the employee will be cashed out for the leave he/she has elected to cash out in the following calendar year with the pay period including December 1.

Certification Program & Tiller Pay

- Remove the Tiller Pay side letter language from March 30, 2010. This side letter is rescinded. This also resolves the currently pending grievance on this issue because the parties are agreeing that the side letter has no force and effect.
- Remove 17.2 regarding Tiller Pay and add it to the certification program section in Article 22. Add the following to the chart:

Classification	Certification/Degree	Monthly Award
Firefighter	Tiller	0.75%

- The new certification/degree chart is below.

Classification	Certification/Degree	Monthly Award
Firefighter	Investigator II	0.75%
Fire Engineer	Instructor II	0.75%
Fire Captain	Instructor III	0.75%
	Prevention Officer II/Fire Inspector I	0.75%
	Prevention Officer III/Fire Inspector II	0.75%
	Public Education Officer	0.75%
	Driver/Operator I (Fire Apparatus/Operator Pump – classes only)	0.75%
	Rescue Specialist (Rescue Systems I & II)	0.75%
	Confined Space Operational Tech (Confined Space Operational Trench Shoring)	0.75%

Firefighter	Specialized Rescue Technician (Vehicle Extrication, Swift Water Operational Technician, Haz Mat First Responder, ICS-200)	0.75%
	Firefighter II	\$70
	Fire Officer Certification/Company Officer	1.75%
	Chief Officer (Captains Only)/Chief Fire Officer	1.75%
	Tiller	0.75%
All Classifications		
	60 units	\$120
	120 units	\$180
	180 units	\$180
	AS/AA Degree	1.75%
	BS/BA Degree	2.25%
	MS/MA Degree	2.25%

- The maximum monthly awards payable to any employee shall not exceed 7.5% of the top step base salary for the Fire Engineer classification (for employees who do not possess a degree) and 7.5% of the top step base salary for the Fire Captain classification (for employees that possess a degree). For the percentage based certification pays, above, they are based on the top step base salary for Fire Captain.

Layoff Procedures-

- If layoff procedures lead to the demotion of employees in rank, then the last employee promoted shall be the first employee demoted. If position in rank becomes reinstated after demotion(s), then the last demoted will be the first promoted.

Fiscal Impact Analysis for COIN Ordinance
 Cost of Costa Mesa Fire Association (CMFA) Contract
 City Proposal to CMFA June 6, 2017
 Including Flores case impact on overtime (\$2,119 max. monthly health benefit cash out)

	Value of Pay/ Benefit	Existing Contract FY 16-17 Cost to City (1)	Estimated Cost FY 17-18 Cost to City	Estimated Cost FY 18-19 Cost to City	Estimated Cost FY 19-20 Cost to City	Estimated Cost FY 20-21 Cost to City	Existing Unfunded Liability	Projected Unfunded Liability	Existing Funded Liability	Projected Funded Liability
Base Salary (2)	varies	\$7,172,219	\$7,498,196	\$7,954,837	\$8,072,396	\$8,072,396				
Pension / Retirement Benefits (8) (11)	3% @ 50 2% @ 50 2.7% @ 57	5,058,625 Included above Included above	5,468,813 Included above Included above	5,871,147 Included above Included above	6,445,237 Included above Included above	6,689,207 Included above Included above	29,070,888 (3)	29,070,888 (10)	112,404,728 (3)	112,404,728
Pension Fire Side Fund Balance							22,212,863 (3)	21,361,519	N/A	N/A
Cafeteria Plan Benefits	\$6,672	516,720	1,576,800 (9)	1,856,244	1,856,244	1,856,244				
Bilingual Pay	5.00%	108,651	113,590	120,507	124,122	127,846				
Bilingual Pay	2.50%	17,285	18,070	19,171	19,746	20,338				
Licenses & CERT Program		472,219	605,492	642,367	651,860	651,860				
Paramedic Assignment Pay	\$500	20,157	20,777	21,647	21,871	21,871				
Holiday Allowance		287,081	300,129	318,407	323,113	323,113				
Longevity Pay		2,268	2,268	2,268	2,268	2,268				
Fire Administration Pay	10.00%	11,408	11,927	12,653	12,840	12,840				
Fire Investigation Assignment Pay	varies	0	0	0	0	0				
Tuition Reimbursement increase \$1,250 to \$1,500/yr			18,250	18,250	18,250	18,250				
Estimated Costs:										
Medicare	1.45%	117,747	123,098	130,595	132,525	132,525				
Retiree Medical (4)	6.04%	433,202	452,891	480,472	494,886	509,733	7,272,630	7,272,630	0	0
Overtime (5)		2,046,097	2,049,092	2,173,882	2,206,056	2,206,056				
OT impact of Flores case (\$2,119)			914,187	1,076,202	1,076,202	1,076,202				
Excess Accrual Payoff / Cash outs (6)		34,555	36,126	38,326	39,475	40,660				
Total		\$16,298,234	\$19,209,708	\$20,736,973	\$21,497,090	\$21,761,407				
Difference			\$2,911,474	\$1,527,266	\$760,117	\$264,317				
					TOTAL	\$5,463,173				
Percent Change			17.9%	8.0%	3.7%	1.2%				
Total Number of Employees (7)		73	73	73	73	73				

Council Member Acknowledgement:



 Katrina Foley, Mayor



 Sandra Genis, Mayor Pro Tem



 Alan Mansoor, Council Member



 James Righeimer, Council Member



 John Stephens, Council Member

- (1) - Cost of Contract per item based on FY 2016-17 Adopted Budget.
- (2) - Proposed wage increase of 3% every six months through January 1, 2019.
- (3) - Amounts from PERS Valuation for the City's Fire Plan as of June 30, 2014.
Fire Side Fund balance per CalPERS Valuation as of June 30, 2015, page 8.
- (4) - 6.04% rate per employee is not explicit in the contract, however is calculated based on the Annual Required Contribution (ARC) amount as calculated as of June 30, 2014 by Nyhart, an independent actuary for GASB 45 compliance, and documented in the City's CAFR. Existing unfunded liability is 101.4% of covered payroll per the 2014 Nyhart report.
- (5) - Overtime amount is not explicit in the contract, however is estimated based on the proportional share of budgeted amounts.
- (6) - Payoff - Cash out is not explicit in the contract, however is estimated based on the proportional share of budgeted amounts. Amount could include payoff of accrued hours upon separation.
- (7) - Number of employees increased by 6 as approved by Council on January 3, 2017.
- (8) - Proposes Tier 1 employee paid share (currently 5%) increase by 3%, 3% and 3% for a total of 14% by July 1, 2018. For simplicity, assumes all employees are Tier 1.
- (9) - Health insurance monthly City contribution increases from current \$556 to \$1,800 in year 1 and to \$2,119 in year 2.
- (10) - Unfunded liability could increase by an unknown amount due to salary increases above the CalPERS assumed 3% per year.
- (11) - Note: On January 19, 2017 CalPERS announced a three-year phase in plan to reduce the discount rate from 7.5% to 7.0% beginning FY 18-18. Based on the midpoint of the impact range provided by CalPERS, the possible impact could be an additional annual retirement cost for this group of \$1,130,747 by FY 20-21; \$1,940,535 by FY 22-23.