

The Costa Mesa Division Managers Association (CMDMA) agrees to the following:

- 104 hours of furlough (5%) in the form of a bank of furlough hours that need to be used by June 30, 2021.
- Guarantee of no layoffs for CMDMA employees through June 30, 2021.
- Guarantee 100 Executive Leave hours for calendar year 2021 (40 guarantee + 60 optional hours per current agreement). The additional 60 hours may not be used until after June 19, 2021.
- Freeze all vacation cash out between June 21, 20 – June 19, 2021 and remove vacation accrual limits for all members.
- If the City receives financial relief for any issues related to the impact of COVID-19 in excess of \$40.5 million for Fiscal Year 2020/2021, each member of the Association will receive a one-time bonus equivalent to furlough hours (base rate x furlough hours) or other reduction already taken.
- This Side Letter is effective at 12 a.m. on June 21, 2020 (the first day of the pay period including July 1, 2020) and sunsets at 11:59 p.m. on June 19, 2021.