

## LEE, KASAMA

---

**From:** FARRELL HARRISON, LORI ANN  
**Sent:** Monday, June 22, 2020 5:13 PM  
**To:** Bridgette Harris  
**Cc:** LEE, KASAMA; CARVAJAL, ITZIA; GONZALEZ, ROBERT  
**Subject:** RE: Furlough Response

**Importance:** High

Hi Bridgette,

Thanks for the attached. Please see City's counter offer highlights below:

- 5% Furlough July 2020 to June 2021; no layoff guarantee through furlough period
- 2 Year Extension to June 30, 2022
- Non-Economic Proposals: Accept Safety Shoes; Accept Jury Duty; and Shift Assignment Pay (language to be developed)
- Elimination of Tier 2 Vacation Leave effective July 1, 2020; freeze on cash outs until July 1, 2021
- Increase salary ranges by 1.5% effective June 30, 2022
- Sunset Tier 2 salaries effective June 30, 2022.
- Reimbursement of furlough hours taken if the City receives funds in excess of \$40.5 million.

Please respond tomorrow so that I can take to the Council in closed session tomorrow. Vote scheduled for Thursday.

Thanks,

### Lori Ann Farrell Harrison

City Manager | 714-754-5328



[Loriann@costamesaca.gov](mailto:Loriann@costamesaca.gov)

77 Fair Drive | Costa Mesa | CA 92626



Shape  
your future  
START HERE >

United States®  
Census  
2020



PLEASE CONSIDER THE ENVIRONMENT BEFORE PRINTING THIS EMAIL. THANK YOU!

---

**From:** Bridgette Harris [mailto:bharris@oceca.org]  
**Sent:** Friday, June 19, 2020 12:03 PM  
**To:** FARRELL HARRISON, LORI ANN <LoriAnn@costamesaca.gov>  
**Cc:** LEE, KASAMA <KASAMA.LEE@costamesaca.gov>; CARVAJAL, ITZIA <ITZIA.CARVAJAL@costamesaca.gov>; GONZALEZ, ROBERT <ROBERT.GONZALEZ@costamesaca.gov>  
**Subject:** RE: Furlough Response

Good afternoon Lori Ann,

Thank you for patience in our response to the City's proposal. We are available to answer any questions and welcome any discussion you and your team wish to have.

Thank you,

**BRIDGETTE HARRIS**

OPERATIONS MANAGER

**OCEA**

ORANGE COUNTY EMPLOYEES ASSOCIATION

o: 714-835-3355 | w: [www.ocea.org](http://www.ocea.org)

---

**From:** FARRELL HARRISON, LORI ANN <[LoriAnn@costamesaca.gov](mailto:LoriAnn@costamesaca.gov)>

**Sent:** Tuesday, June 16, 2020 10:45 AM

**To:** Bridgette Harris <[bharris@ocea.org](mailto:bharris@ocea.org)>; GONZALEZ, ROBERT <[ROBERT.GONZALEZ@costamesaca.gov](mailto:ROBERT.GONZALEZ@costamesaca.gov)>

**Cc:** LEE, KASAMA <[KASAMA.LEE@costamesaca.gov](mailto:KASAMA.LEE@costamesaca.gov)>; CARVAJAL, ITZIA <[ITZIA.CARVAJAL@costamesaca.gov](mailto:ITZIA.CARVAJAL@costamesaca.gov)>

**Subject:** Furlough Response

**Importance:** High

Hi,

As of this writing, I have not received anything from OCEA or CMCEA regarding the City's request for a 5% employee furlough for the next 12 months. If you could respond in writing either way that would be much appreciated.

Thank you.

**Lori Ann Farrell Harrison**

City Manager | 714-754-5328



[Loriann@costamesaca.gov](mailto:Loriann@costamesaca.gov)

77 Fair Drive | Costa Mesa | CA 92626



Shape  
your future  
START HERE >

United States®  
Census  
2020



PLEASE CONSIDER THE ENVIRONMENT BEFORE PRINTING THIS EMAIL. THANK YOU!