

LEE, KASAMA

From: LEE, KASAMA
Sent: Tuesday, June 16, 2020 2:32 PM
To: LEE, KASAMA
Subject: FW: CMPA Proposal

Importance: High

From: KORTE, JERAD A.
Sent: Tuesday, June 16, 2020 2:10 PM
To: FARRELL HARRISON, LORI ANN <LoriAnn@costamesaca.gov>
Cc: TRIPP, JONATHAN <JTRIPP@costamesaca.gov>; dstafford@rlslawyers.com; shsilver@rlslawyers.com
Subject: CMPA Proposal

Dear Lori Ann,

We appreciate the frank and productive conversation during today's videoconference. Per your request, below is the informal proposal presented verbally by the Association at today's meeting:

Term:

Four (4) years – July 1, 2020 through June 30, 2024

Year 1:

Each member of the bargaining unit represented by the CMPA will be required to take a total of fifty-two (52) hours of unpaid furlough during the twenty-six (26) consecutive pay periods beginning the pay period which includes July 1, 2020.

1. The method/manner in which furlough hours are taken are to be determined by mutual agreement of the parties.
2. If the City receives financial relief from the County of Orange, State of California, or the Federal Government for any issues related to the impact of COVID-19 in excess of \$(amount to be determined by mutual agreement of the parties) for Fiscal Year 2020/2021, the City will reduce the mandatory furlough hours to zero. Any members who have taken furlough leave will have those hours reimbursed. The method and manner of reimbursement are to be determined by mutual agreement of the parties.

Year 2:

The CMPA has the option to reopen negotiations for purposes of increasing pay and benefits. Any changes to the MOU must be by mutual agreement of the parties. If the CMPA elects to exercise this option, it must notify the City no later than April 1, 2021.

Year 3:

The CMPA has the option to reopen negotiations for the purposes of increasing pay and benefits. There will be a minimum increase of one percent (1.0%) to the salary range of each represented classification, effective the pay period which includes July 1, 2022. Any other changes to the MOU must be by mutual agreement of the parties. If the CMPA elects to exercise this option, it must notify the City no later than April 1, 2022.

Year 4:

The CMPA has the option to reopen negotiations for the purposes of increasing pay and benefits. There will be a minimum increase of two percent (2.0%) to the salary range of each represented classification effective the pay period

which includes July 1, 2023. Any other changes to the MOU must be by mutual agreement of the parties. If the CMPA elects to exercise this option, it must notify the City no later than April 1, 2023.

If further discussion are needed, we will make ourselves available whenever your schedule allows.

Best regards,

Steve Silver, Jerad Korte, Jonathan Tripp and Damian Stafford

JERAD KORTE | DETECTIVE
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