

Costa Mesa Fire Management Association (CMFMA)

1. City is requesting all Employees for a 10% Concession
 - a. 10% Equal 208 hours of Furloughs.
 - b. Furloughs are not applicable to Fire Schedule
 - c. Numbers based on the CMFMA published 2020/2021 Salary Resolution base pay as the functional methodology.

2. Agreement is done via Side letter with a defined “Start and Stop” to concession. Employee Concessions good for 26 consecutive pay periods.

3. 7.5% base salary equivalency give back via the Medical Bucket, based of 2020/2021 Salary Resolution
 - a. DC – 7.5% base salary equivalency give back \$13,998.00
 - i. Medical bucket minus \$538.00 per pay period (26 pay periods)

 - b. BC – 7.5% base salary equivalency give back per person \$12,172.00
 - i. Medical bucket minus \$468.00 per pay period (26 pay periods)
 - ii. All BC value - \$36,516.00

4. CMFMA Concession Package Total - **\$50,514.00**

City Consideration for CMFMA Concessions

- a. Contract Extension of Two Years, 2022-2023 and 2023-2024
 - i. City extends the CMFMA Contract for Two (2) additional years.
 - ii. Should any other Bargaining Group receive a COLA / wage adjustment, during the 2022/2023 or 2023/2024 fiscal year, then CMFMA will receive the same corresponding increase as well. “Me Too, Clause”
- b. CMFMA members are FLSA exempt employees. The CMFMA has assumed an artificial FLSA cycle of 28 days as it pertains to Vacation and Sick time usage.
 - iii. Assumption moves to a 14-day calculation (one pay period) instead of the 28-day calculation (two pay periods).
- c. Vacation Bank Cap returned to 526 hours (56-hour employee) and 375 hours (40-hour employee).
- d. Sick leave accruals and bank usage language changed to be parity with the current CMFA contract language – Article 20 of the CMFA MOU.
- e. Administrative Move Up Assignment Pay of - 12.5%
 - iv. When administrative Assignment or Move up is greater than 14 consecutive days.
- f. The duty Battalion Chief position has considerable command and control responsibilities, including overseeing department divisions, making decisions regarding actions to be taken, interpreting rules, regulations and general policies and the application of pertinent laws and ordinances. Therefore, Battalion Chief leave will be filled with an available Battalion Chief. If a Battalion Chief is not available to work, the leave will be filled with the Division Chief.
- g. Beginning fiscal year 2022/2023 the Certification Program will include the following two additional certifications. The Certification program cap value will be unchanged.
 - a. Arson/Fire Investigator Certification – 2 ½%
 - b. PIO Advanced Certification – 1 ¼%
- h. Should the City receive any Federal or State stimulus or additional funding that was received to offset the loss of revenue, this will trigger a revenue sharing and reduction of the employee’s concession. (City to help craft the language, please use the 2.17 million received on 5/28 and how it will be applied to the concept as the example)