

Costa Mesa Fire Management Association (CMFMA)
City Counter Proposal – 6/17/20

1. On 6/10/2020 the City Manager updated the request to all Employees Bargaining Groups to a 5% Concession
 - a. 5% Equal 104 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. 5% base salary equivalency give back via the Medical Bucket, based of 2020/2021 Salary Resolution
 - a. DC – 5% base salary equivalency give back \$9,334.00
 - i. Medical bucket minus \$359.00 per pay period (26 pay periods)
 - b. BC – 5% base salary equivalency give back per person \$8,112.00
 - i. Medical bucket minus \$312 per pay period (26 pay periods)
 - ii. All BC value - \$24,336.00
4. CMFMA Concession Package Total - **\$33,670.00**
5. Continued CMFMA PERS pickup – No Furlough
 - a. CMFMA Members Pay 17% of PERS per pay period
 - b. CMFMA group Per Pay Period – \$4,556.00*, Annually \$119,000.00*
6. 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” – *(City CM to help craft the language)*
7. Effective pay period that includes July 1, 2020:

Sick leave accrual 56 hr EE: 5.16 hours per pay period into primary sick leave bank.
1.56 hours per pay period into secondary sick leave bank.

Sick leave accrual 40 hr EE: 3.69 hours per pay period into primary sick leave bank.
1.11 hours per pay period into secondary sick leave bank.

Effective pay period that includes July 1, 2021:
Sick leave accrual 56 hr EE: 6.72 hours per pay period into primary sick leave bank.

Sick leave accrual 40 hr EE: 4.8 hours per pay period into primary sick leave bank.