

## Costa Mesa 2020-2021 Budget Shortfall CMFA Agreement

Members will temporarily give back, up to 5% of base salary to the City, which shall be deducted from each member's monthly medical contribution under Article 5, Section 5.3 of the CMFA MOU. For example, a Fire Captain, who earns a monthly salary of \$10,701, shall temporarily give back up to 5% of that monthly salary, or \$535.05. Under the CMFA MOU, Article 5, Section 5.3, each member receives a monthly medical contribution of \$2,119. The \$535.05 give back shall be deducted from this medical contribution, entitling the member to a medical contribution of \$1,583.95. The amounts may be converted to a biweekly amount in the event that the medical contribution is provided on a biweekly basis.

The temporary 5% give back will permanently expire after 26 pay periods have passed, or upon the City's receipt of any federal funding from a stimulus bill or other relief, associated with the Covid-19 pandemic, whichever comes first. In no event will any member give back any amount in excess of 5% of a single annual income for their classification.

In return, the City agrees to adopt and implement contract overtime for members. Section 10.3 of the current Memorandum of Understanding shall be amended to provide as follows: "10.3

CONTRACT OVERTIME COMPENSATION - Notwithstanding the aforementioned, employees required to work in excess of the regularly scheduled work week or work day (shift) shall be compensated for that work at the rate of one and one-half (1-1/2) times the employee's regular rate of pay." This amendment shall expire after 1 year, at which point, the City agrees to permanently adopt and implement the terms of the tentative agreement that was previously agreed upon between the CMFA and the City in March of 2020, which includes the 7-day FLSA work period, the 18-month MOU extension of the current MOU, and implementation of the City's harassment policy.

Additionally, if any of the other bargaining groups in the city receive monetary increases in compensation or benefits during the life of the CMFA MOU and extension, the CMFA membership will receive the same increases.