

Costa Mesa City Council and City Manager,

During these difficult financial times the Costa Mesa Firefighters Association is willing to assist they city with the anticipated 2020-2021 budget shortfall. We hope that the following points will help explain to the City the reasoning behind our current offer in hopes to come to an agreement.

We understand that the seven-day FLSA cycle creates a potential 2.9% salary increase for our members and in turn creates an increased cost to the City. In lieu of the seven-day cycle, we have proposed contract overtime for 26 pay periods starting July 1, 2020. We understand the Council's stance on the optics of contract overtime; however, we believe that the financial impact would be minimal. In the 2018-2019 budget year the actual overtime spending for the Fire Department was \$3.34 million. Our calculations show that contract overtime would have only cost the City an additional \$104,489. We looked at every member's calendar to determine how many hours of overtime were not paid at time and a half and multiplied that by half the top step pay for each employee's rank. This is a conservative number as not all members are at top of their rank's pay scale. This number is only three percent of the actual overtime cost in 2018-2019 budget. The City has reduced the Fire Department's 2020-2021 overtime budget to \$2,015,000. A three percent difference on this budget item would be \$60,450.

The CMFA is agreeing to 5% give back of base salaries. Unlike other employee groups that CMFA is unable to furlough because of staffing requirements to provide adequate service. It is our understanding that groups that furlough will be giving a percent back to the City but will in turn receive hours off equivalent to the percent given back. While this time off may not be a benefit, it does "ease the pain" of giving back salary. Contract overtime would "ease the pain" of our members giving back similar to time off.

In regards to the seven-day FLSA cycle, we believe that the City and the CMFA have already come to an agreement on this item. We feel that the tentative agreement from March, 2020, should be enacted sooner, rather than later. While we are willing to postpone the 7-day cycle for 26 additional pay periods, as mentioned above, we do not feel it would be prudent or reasonable to delay that agreement beyond July 1, 2021.

It should also be noted that the Costa Mesa Firefighters have not deviated from our department's mission statement since the COVID-19 pandemic began affecting our City. While many City employees were working from home to avoid the possibilities of contracting and spreading the disease, your Costa Mesa Firefighters continued to show up to work everyday and provide the public with the service we are all sworn to. Our members have exposed themselves to multiple COVID-19 patients and continue to come to work accepting the fact that it is our responsibility and duty to provide a service.

The CMFA believes that our recent offer is mutually beneficial to the City and our membership. We hope the City feels the same so that we can finalize this deal.