

LEE, KASAMA

From: BORA, DANE
Sent: Thursday, June 11, 2020 5:08 PM
To: LEE, KASAMA
Cc: FARRELL HARRISON, LORI ANN; PRICE, SUSAN; CARVAJAL, ITZIA
Subject: Re: Revised City Proposal - CMDMA

Kasama, the Costa Mesa Division Managers Association understands that these are unprecedented times for our organization and want to do our fair share to help balance the budget. We also appreciate the open dialogue with the City Manager and HR staff as we grapple with these tough decisions.

The Costa Mesa Division Managers Association will agree to a 5% furlough per the City's proposal dated June 10 with the following conditions:

- Furlough amount will be equal to that of the Department Directors if less than 5%.
- Furlough amount will be equal to the average of participating associations (CMCEA, CMPOA, CMFA, CMPMA & CMFMA) if less than 5%.
- Guarantee of no layoffs for CMDMA employees for the duration of the furlough.
- Guarantee 100 Executive Leave hours for calendar year 2021 (40 guarantee + 60 optional hours per current agreement).
- Per the City's proposal the agreement automatically sunsets on June 30, 2021.

Please let me know if you need anything further from us at this time.

On Jun 10, 2020, at 4:14 PM, LEE, KASAMA <KASAMA.LEE@costamesaca.gov> wrote:

<Proposal to Associations.June 10.CMDMA.PDF>