

Costa Mesa 2020-2021 Budget Shortfall CMFA Agreement

City Counter – July 8, 2020

Flex bucket reduction based on the monetary equivalent of 5% of annual base salary (based on Top Step Firefighter, Engineer and Captain) applied over 24 consecutive pay periods starting the pay period that includes City Council approval.

24-month extension to June 30, 2023.

14-day FLSA work period effective July 1, 2022.

Implementation of harassment policy.

Additionally, if any of the other bargaining groups in the city receive monetary increases in compensation or benefits starting in July 1, 2022 that exceeds the 14 day FLSA work period equivalent of 2.0%, the CMFA membership will receive the difference in compensation or benefits above 2.0%.

During fiscal year 2020-21, the City agrees that employees covered by this memorandum of understanding cannot be subject to layoff from City employment.

If the City receives financial relief from the County of Orange, State of California, or the Federal Government for any issues related to the impact of COVID-19 in excess of \$40.5 million for Fiscal Year 2020/2021, each member of the Association will receive a one-time bonus equivalent to furlough hours already taken (base rate including incentive pay x furlough hours).