AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING

CITY OF COSTA MESA

AND

THE COSTA MESA POLICE MANAGEMENT ASSOCIATION

This Agreement for Successor for Memorandum of Understanding ("Agreement") between the City of Costa Mesa ("City") and the Costa Mesa Police Management Association ("Association") (collectively "Parties") is entered into with respect to the following:

WHEREAS, the Parties are currently parties to a Memorandum of Understanding (MOU) with a term that expires on June 30, 2025; and

WHEREAS, the Parties have negotiated modifications to wages and benefits; and

WHEREAS, the following memorializes the parties' agreement.

The Parties agree to the following modifications to be incorporated into a new updated Memorandum of Understanding (MOU).

RECOGNITION/PREAMBLE

1. RECOGNITION/PREAMBLE

During the term of the MOU, the parties agree that either side can propose MOU language to clean up provisions which are either outdated or in need of modification. Any language changes must be mutually agreeable.

TERM OF AGREEMENT

2. TERM OF AGREEMENT

The term of the MOU will commence on July 1, 2025 and will expire on June 30, 2026.

COMPENSATION

3. SALARIES AND WAGES – BASE SALARY

Employees covered by this MOU shall be compensated at the monthly base salary rates established for their classification under the Basic Pay Schedule for covered employees. The two classifications in the Association under this Schedule (Police Lieutenant and Police Captain) shall be assigned a range number established by the City Council resolution.

Effective the pay period that includes July 1, 2025, four percent (4.0%) increase for all classifications subject to this MOU.

4. RECRUITMENT AND RETENTION INCENTIVE PAY

Effective the pay period that includes July 1, 2025, employees in this bargaining unit who have been employed in a full-time sworn law enforcement position (as defined by California Penal Code sections 830.1, 830.2, 830.32 and 830.33 or the out-of-state equivalent as determined by the Chief of Police) for twenty-five (25) years or more (with a maximum of 10 years in such a position outside of the City of Costa Mesa) shall receive recruitment and retention incentive pay of twelve and one-half percent (12.5%).

Effective the pay period that includes July 1, 2025, employees in this bargaining unit who have been employed in a full-time sworn law enforcement position (as defined by California Penal Code sections 830.1, 830.2, 830.32 and 830.33 or the out-of-state equivalent as determined by the Chief of Police) for twenty (20) years or more (with a maximum of 10 years in such a position outside of the City of Costa Mesa) shall receive recruitment and retention incentive pay of ten percent (10%).

Effective the pay period that includes July 1, 2025, employees in this bargaining unit who have been employed in a full-time sworn law enforcement position (as defined by California Penal Code sections 830.1, 830.2, 830.32 and 830.33 or the out-of-state equivalent as determined by the Chief of Police) for fifteen (15) years or more (with a maximum of 10 years in such a position outside of the City of Costa Mesa) shall receive recruitment and retention incentive pay of seven and one-half percent (7.5%).

Effective the pay period that includes July 1, 2025, employees in this bargaining unit who have been employed in a full-time sworn law enforcement position (as defined by California Penal Code sections 830.1, 830.2, 830.32 and 830.33 or the out-of-state equivalent as determined by the Chief of Police) for ten (10) years or more (with a maximum of 10 years in such a position outside of the City of Costa Mesa) shall receive recruitment and retention incentive pay of five percent (5%).

HEALTH INSURANCE

5. CONTRIBUTION AMOUNT

Effective the pay period that includes July 1, 2025, for those employees who enroll in City offered coverage, the City's contribution towards each employee's flexible benefit account is $2,419 per month. This amount is inclusive of the CalPERS statutory minimum amount for each month.

CERTIFICATION/EDUCATIONAL PAY

6. PAY FOR CERTIFICATIONS/COURSES ISSUED BY THE STATE OF CALIFORNIA COMMISSION ON POLICE OFFICER STANDARDS AND TRAINING (POST)

Effective the pay period that includes July 1, 2025, employees in the association shall be eligible for additional pay as follows:

A. POST Certificate/Courses – Police Lieutenant

Employees at the rank of Police Lieutenant shall receive:

- Ten (10%) of base pay for receipt of a POST Advanced Certificate.

- Five (5%) of base pay for receipt of a POST Supervisory Certificate or for having completed the POST Management Course.

B. POST Certificate – Police Captain

Employees at the rank of Police Captain shall receive fifteen (15%) of base pay for receipt of a POST Management Certificate.

HOLIDAY PAY

7. **HOLIDAY PAY**

Effective the pay period that includes July 1, 2025, employees will no longer be eligible for holiday pay or holiday hours. Employees who wish to take holidays off will be required to utilize personal leave.

REPRESENTATIVES OF THE COSTA MESA POLICE ASSOCIATION

BRYAN T. WADKINS
CMPMA President

JASON CHAMNESS
CMPMA Negotiations Team Member

CARLOS A. DIAZ
CMPMA Negotiations Team Member

SCOTT STAFFORD
CMPMA Negotiations Team Member

REPRESENTATIVES OF THE CITY OF COSTA MESA

CECILIA GALLARDO DALY
Interim City Manager

ALMA L. REYES
Acting Assistant City Manager

CAROL L. MOLINA
Finance Director

KASAMA LEE
Human Resources Manager

CATHLEEN SERRANO
Acting Senior Budget Analyst