# December 4, 2023

**Contract Proposal Between**

**Costa Mesa Firefighters Association and City of Costa Mesa**

**Contract Term:**

Three years: July 1, 2024 to June 30, 2027

**Article 3.2 - Salary Adjustments:**

Salary adjustments for each classification will be implemented as follows:

Increase of 4.25% inclusive of the pay period of July 1, 2024 Increase of 5% inclusive of the pay period of July 1, 2025 Increase of 5% inclusive of the pay period of July 1, 2026

**Article 23 - Recruitment and Retention Incentive Pay**

The following Recruitment and Retention Incentive Pay steps:

7.5% Incentive Pay at 20 years of service (Effective 7/1/2024) 5% Incentive Pay at 15 years of service (Effective 7/1/2025) 2.5% Incentive Pay at 10 years of service (Effective 7/1/2026)

**ARTICLE 22 - CERTIFICATION PROGRAM**

Adjust current list of certifications to reflect recent name changes to classes/certifications by the California State Fire Marshalls Office, Training Division. The addition of five, new certification tracks to the Certification Program list.

\*See attached spreadsheet and list for suggested changes and request for additional certifications:

**ARTICLE 18 - FIRE ADMINISTRATION ASSIGNMENT**

18.1 PAY FOR ASSIGNMENT - Any employees in the job classification of Firefighter, Fire Engineer and Fire Captain shall be entitled to compensation in the amount of 10% over the assigned rate for his or her classification when permanently assigned by the Fire Chief to a 40-hour administrative assignment workweek.

10% Specialty Assignment Pay – In addition to the above language from article 18, add a 10% Specialty Assignment Pay for the EMS Manager position. This Specialty Assignment Pay will be awarded to a Fire Captain or Fire Engineer, administratively assigned to the position of EMS Manager, for maintaining a Paramedic certification.

# Costa Mesa Firefighters’ Certification Track - 2024

*Introduction*

The Office of the State Fire Marshal (OSFM) has recently made significant changes to their certification tracks, affecting the Certification Pay system of the Costa Mesa Firefighters Association (CMFA).

*Certification Pay Comparison*

In the following section, we present a side-by-side comparison of the existing Certification Pay Chart and the new OSFM equivalencies.

*Recommendations by Costa Mesa Firefighters Association*

In response to these changes, the Costa Mesa Firefighters Association suggests specific amendments to Article 22 of the CMFA Memorandum of Understanding (MOU) to align certification pay with OSFM's revised matriculation plan.

# Retaining the Existing Certification Track:

* 1. CMFA proposes keeping the current certification track intact for existing members.

# Adopting OSFM's New Course Matriculation:

* 1. CMFA will adopt OSFM's course matriculation as the standard for all future certification pay adjustments.
  2. CMFA agrees no member will receive double compensation for the same course equivalency across different tracks.

# Introduction of OSFM's Task Books:

* 1. OSFM now requires the use of task books as the final step for certification completion.
  2. CMFA members will be compensated upon initiating their respective task books, with the stipulation that each task book must be completed within five years.

These recommendations are intended to ensure that CMFA's certification pay system seamlessly adheres to OSFM's evolving standards, promoting equitable compensation for all members and a unified approach to certification tracking

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | ***Current Contract*** | | ***Updated OSFM Curriculum Equivalency Changes*** | |
| **Classification** | **Certification/ Degree** | **Monthly Award** | **Certification/ Degree** | **Monthly Award** |
|  |  |  |  |  |
| **Firefighter** | **Investigator II** | 0.75% | **Fire Investigator** | 0.75% |
| **Fire Engineer** |  |  |  |  |
| **Fire Captain** | **Instructor II** | 0.75% | **Fire & Emergency Services Instructor 2** | 0.75% |
|  |  |  |  |  |
|  | **Instructor III** | 0.75% | **Fire & Emergency Services Instructor 3** | 0.75% |
|  |  |  |  |  |
|  | **Prevention Officer II/ Fire Inspector I** | 0.75% | **Fire Inspector I** | 0.75% |
|  |  |  |  |  |
|  | **Prevention Officer III/ Fire Inspector II** | 0.75% | **Fire Inspector II** | 0.75% |
|  |  |  |  |  |
|  | **Public Education Officer** | 0.75% | **Fire & Life Safety Educator** | 0.75% |
|  |  |  |  |  |
|  | **Driver/Operator I (Fire Apparatus/Operator Pump – classes only)** | 0.75% | **Driver/Operator I (Pump Apparatus-classes only)** | 0.75% |
|  |  |  |  |  |
|  | **Rescue Specialist (Rescue Systems I & II)** | 0.75% | **Structural Collapse Specialist I** | 0.75% |
|  |  |  |  |  |
|  | **Confined Space Operational Technician (Confined Space Op & Trench Shoring)** | 0.75% | **Confined Space Operational Technician (Confined Space Rescue Technician & Trench**  **Rescue Technician)** | 0.75% |
|  | **Specialized Rescue Technician**  Vehicle Extrication  Swift Water  Haz Mat FRO  ICS-200 | 0.75% | **Specialized Rescue Technician**  Common Passenger Vehicle Extrication  River & Flood Rescue Technician  Haz Mat First Responder  ICS -200 | 0.75% |
|  |  |  |  |  |
|  | **Firefighter II** | $70 | **Firefighter II \* Sunset** | $70 |
|  |  |  |  |  |
|  | **Fire Officer Certification/Company Officer** | 1.75% | **Company Officer (Open Task Book)** | 1.75% |
|  |  |  |  |  |
|  | **Chief Officer (Captains Only)/Chief Fire Officer** | 1.75% | **Chief Fire Officer (Captains Only) (Open Task Book)** | 1.75% |
|  |  |  |  |  |
|  | **Tiller** | 0.75% | **Tiller** | 0.75% |
|  |  |  |  |  |
|  | **60 units** | $120.00 | **60 units \* Sunset** | $120.00 |
|  | **120 units** | $180.00 | **120 units \* Sunset** | $180.00 |
|  | **180 units** | $180.00 | **180 units \* Sunset** | $180.00 |
|  | **AS/AA Degree** | 1.75% | **AS/AA Degree** | 1.75% |
|  | **BS/BA Degree** | 2.25% | **BS/BA Degree** | 2.25% |
|  | **MS/MA Degree** | 2.25% | **MS/MA Degree** | 2.25% |
|  |  |  |  |  |

