

The City of Costa Mesa  
and the  
Costa Mesa Firefighters Association  
**City Proposal # 1**  
December 15, 2023

Below are the City's responses to the Association's December 4, 2023 proposal:

Article #	Subject	Proposal
2.1	Term	July 1, 2023 – June 30, 2026
3.2	Salaries and Wages	<ul style="list-style-type: none"> <li>• Effective the payroll period that includes 7/1/24, 4.25% increase for all classifications</li> <li>• Effective the payroll that includes 7/1/25, 3.5% increase for all classifications</li> <li>• Effective the payroll that includes 7/1/26, 3.5% increase for all classifications</li> </ul>
3.4	Recruitment and Retention Incentive Pay	<ul style="list-style-type: none"> <li>• Effective the payroll that includes 7/1/24, 7.5% Incentive Pay at 20 years of service</li> <li>• Effective the payroll that includes 7/1/25, 5% Incentive Pay at 15 years of service</li> <li>• Effective the payroll that includes 1/1/26, 2.5% Incentive Pay at 10 years of service</li> </ul>
17.1/18.1	Paramedic Pay/Fire Admin Assignment	10% paramedic pay for Fire Engineer or Fire Captain administratively assigned to EMS Management
22.2	Certification Program	The City agrees to include additional certifications with additional discussion with Fire Chief regarding eligibility criteria and updates to current certifications as needed.