

The City of Costa Mesa
And the
Costa Mesa Firefighters Association
CMFA Counter Offer 1
December 15, 2023

Below are the CMFA responses to City Proposal #1:

Article #	Subject	Proposal
2.1	Term	July 1, 2023- June 30, 2027
3.2	Salaries and Wages	<p>Effective the payroll that includes 7/1/2024, 5% increase for all classifications</p> <p>Effective the payroll that includes 7/1/2025, 3.75% increase for all classifications</p> <p>Effective the payroll that includes 7/1/2026, 3.75% increase for all classifications</p>
3.4	Recruitment and Retention incentive Pay	<p>Effective the payroll that includes 7/1/2024, 7.5% Incentive Pay at 20 years of service</p> <p>Effective the payroll that includes 7/1/2025, 5% Incentive Pay at 15 years of service</p> <p>Effective the payroll that includes 1/1/2026, 2.5% Incentive Pay at 10 years of service</p>
6.1.A.4 and 6.1.B.4	Cost Sharing	<p>Effective the payroll that includes 7/1/2024, all CMFA members will pay a total of 14% towards retirement cost. The 14% will be the combined values of the Employee/member Contribution and cost sharing necessary to achieve 14%.</p> <p>Classic members will pay 9% Employee/member Contribution and 5% cost sharing. This will be an additional 1.25% in cost sharing for Classic members.</p> <p>PEPRA members will pay their required Employee/member Contribution plus cost sharing to reach 14%. As of today, PEPRA members Employee/member Contribution is 13.75% so they would cost share a total of 0.25%. If the PEPRA Employee/member Contribution equals or exceeds 14% that member will cost share 0.0%.</p>
17.1/18.1	Paramedic Pay/Admin Assignment	10% paramedic pay for Fire Engineer or Fire Captain administratively assigned to EMS Management position for maintaining a paramedic certification.

22.2	Certification Program	<p>The City agreed to include additional certifications with additional discussion with the Fire Chief regarding eligibility criteria and updates to current certification as needed.</p> <p>Effective the payroll that includes 7/1/2024, "Education Pay" will become new line item in the MOU with the following degree/award: BS/BA Degree will be awarded 2.5% of top step Captain.</p> <p>Note: BS/BA Degree will be removed from the current certification track. Certification Program will maintain current max caps (7.5% of top step Fire Engineer without a degree and 7.5% of top step Fire Captain with a degree.</p> <p>New line item "Education Pay" will hold max value of 2.5% of top step Fire Captain. Any member that was grandfathered into certification pay for units will be eligible for Education Pay for 120 units with an award of \$180/month.</p>
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