

Costa Mesa Fire Management Association (CMFMA)
 And the
 The City of Costa Mesa
CMFMA Proposal #1
 April 19, 2024

Below are the CMFMA proposals to the City #1:

Article #	Subject	Proposal
2.1	Term	July 1, 2024- 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>
6.1.A.4 and 6.1.B.4	Cost Sharing	<p>Effective the payroll that includes 7/1/2024, all CMFMA members will pay a total of 17% towards retirement cost. The 17% will be the combined values of the Employee/member Contribution and cost sharing necessary to achieve 17%.</p> <p>Classic members will pay 9% Employee/member Contribution and 8% cost sharing. <i>This will be an additional 1.25% in cost sharing for Classic members.</i></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>
10.3	OVERTIME PAY vs SICK and VACATION USAGE	<p>Amend language in first sentence to the following:</p> <p>Battalion Chiefs-During any <i>14 day</i> pay period, if a Battalion Chief uses Sick or Vacation time and additionally works any overtime hours during that pay period, he will be compensated at the straight time regular rate of pay until those additional hours worked exceed the Sick or Vacation time used....</p>

17	Recruitment and Retention incentive Pay	<p>Effective the payroll that includes 1/1/2023, 10% Incentive Pay at 25 years of service</p> <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>
23	Education Pay	<p>Effective the payroll that includes 7/1/2024, "Education Pay" will become a new line item in the MOU with the following degree/award: BS/BA Degree will be awarded 2.5% of top step Battalion Chief when paired with "additional" educational course(s) which enhance career development as mutually agreed upon by the Fire Chief and CMFMA.</p>
23.1	Certification Program	<p>The CMFMA proposes to include additional certifications to the current certification program with additional discussion with the Fire Chief regarding eligibility criteria and updates to current certification as needed.</p>