SIDE LETTER OF AGREEMENT

CITY OF COSTA MESA
AND
THE COSTA MESA FIRE MANAGEMENT ASSOCIATION

This Side Letter of Agreement (Agreement) between the City of Costa Mesa (City) and the Costa Mesa Fire 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 set to expire on June 30, 2027; and

WHEREAS, the Parties wish to enter into a Side Letter of Agreement ("Agreement") to modify the Parties' temporary upgrade pay language, retroactive to July 1, 2022.

NOW, THEREFORE, the Parties agree to add the following language to their MOU effective July 1, 2024.

TEMPORARY UPGRADE PAY

Effective July 1, 2022, Battalion Chiefs who are assigned to a higher level classification, shall be compensated at 5% above their current base rate of pay for actual hours worked in the higher level classification. An employee must take on all responsibilities of the higher classification in order to receive Temporary Upgrade Pay. The assignment must be approved by the Fire Chief or designee. Temporary upgrade pay will be included in the calculation of the overtime rate when an employee earns overtime.

For employees defined as "Classic Members", the parties agree, to the extent permitted by law, the compensation in this section is special compensation and shall be reported as Temporary Upgrade Pay pursuant to Title 2 California Code of Regulations, sections 571. For employees defined as "New Members", the parties agree, to the extent permitted by law, the compensation in this section is not special compensation and will not be reported as such.

REPRESENTATIVES OF THE COSTA MESA FIREFIGHTERS ASSOCIATION	REPRESENTATIVES OF THE CITY OF COSTA MESA
STEVEN AIREY CMFA President	CECILIA GALLARDO-DALY City Manager