



City of Costa Mesa

Transparency in Negotiations

Fiscal Impact Analysis of Side Letter Agreements

Bargaining Group	Description	Fiscal Year		
		2022-23 Prorated	2023-24	2024-25
CMPMA	Compensation	10,709	43,690	94,697
	Retirement Pick-Up		25,185	
	457 Contribution			8,517
	Recruit/Retain Pay	86,093		29,042
CMPMA Total		96,802	68,875	132,256
CMFA	Compensation	67,414	687,619	
	Retirement Pick-Up		158,296	
	Recruit/Retain Pay	81,242		
CMFA Total		148,656	845,915	
CMFMA	Compensation	4,512	46,024	
	Overtime	9,125	182,500	
	Retirement Pick-Up		43,775	
	Recruit/Retain Pay	46,302		
CMFMA Total		59,939	272,299	
CMDMA	Compensation	17,814	181,700	
	Retirement Pick-Up		101,893	
	Medical	1,650	13,200	13,596
CMDMA Total		19,464	296,793	13,596
Executive	Compensation	17,412	152,014	
	Retirement Pick-Up		92,675	
Executive Total		17,412	244,689	
Grand Total		342,271	1,728,571	145,852