

**AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING**

**CITY OF COSTA MESA**

**AND**

**THE COSTA MESA CITY EMPLOYEES ASSOCIATION**

This Agreement for Successor for Memorandum of Understanding (Agreement) between the City of Costa Mesa (City) and the Costa Mesa City Employees 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 that expires on June 30, 2025; and

**WHEREAS**, the Parties have negotiated modifications to wages and benefits; and

**WHEREAS**, the following memorializes the parties' agreement.

The Parties agree to the following modifications to be incorporated into a new updated Memorandum of Understanding (MOU).

**TERM OF AGREEMENT**

**1. TERM OF AGREEMENT**

The term of the MOU will commence on July 1, 2025 and will expire on June 30, 2026.

**COMPENSATION**

**2. SALARIES AND WAGES – BASE SALARY**

Employees covered by this MOU shall be compensated at the monthly base salary rates established for their classification under the Basic Pay Schedule per City Council resolution. An employee occupying a position in the classified service shall be compensated within the range established for his or her position as provided in Rule 6 of the Personnel Rules and Regulations. The minimum rate for the class generally shall apply to an employee upon his or her original appointment. Employees who are re-employed shall receive a rate within the range established for the class and agreed upon by the appointing authority and the employee prior to appointment.

Effective the pay period that includes July 1, 2025, two percent (2.0%) increase for all classifications subject to this MOU.

Effective the pay period that includes January 1, 2026, two percent (2.0%) increase for all classifications subject to this MOU.

Effective the pay period that includes April 1, 2026, two percent (2.0%) increase for all classifications subject to this MOU.

## **HEALTH INSURANCE**

### **3. CONTRIBUTION AMOUNT**

For those employees who enroll in City offered coverage, the City's contribution towards each employee's flexible benefit account is \$1,650 per month. This amount is inclusive of the CalPERS statutory minimum amount for each month.

Effective the pay period that includes January 1, 2026, the City amount is increased to \$1,700 per month.

Effective the pay period that includes June 1, 2026, the City amount is increased to \$1,800 per month.

#### **REPRESENTATIVES OF THE COSTA MESA CITY EMPLOYEES ASSOCIATION**

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ROBERT GONZALEZ  
CMCEA President

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RYAN BOHR  
CMCEA Negotiations Team Member

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KELLY DALTON  
CMCEA Negotiations Team Member

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CARLOS HENRIQUEZ  
CMCEA Negotiations Team Member

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NIKKI JOHNSON  
CMCEA Negotiations Team Member

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MONIQUE PHAM  
CMCEA Negotiations Team Member

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ARASH RAHIMIAN  
CMCEA Negotiations Team Member

#### **REPRESENTATIVES OF THE CITY OF COSTA MESA**

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CECILIA GALLARDO DALY  
Interim City Manager

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ALMA REYES  
Acting Assistant City Manager

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CAROL MOLINA  
Finance Director

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KASAMA LEE  
Human Resources Manager