

## **SPECIAL MEETING OF THE**

### **CITY OF COSTA MESA CITY COUNCIL**

**August 11, 2009**

The City Council of the City of Costa Mesa, California met in a Special Meeting on Tuesday, August 11, 2009, at 6:55 p.m. in the City Council Chambers, 77, Fair Drive, Costa Mesa. The meeting was called to order by the Mayor.

#### **I. ROLL CALL:**

Council Members Present: Mayor Allan R. Mansoor  
Mayor Pro Tem Wendy Leece  
Council Member Eric R. Bever  
Council Member Katrina Foley  
Council Member Gary Monahan

Council Members Absent: None

Officials Present: City Manager Allan Roeder  
Assistant City Manager Thomas Hatch  
City Attorney Kimberly Hall Barlow  
Administrative Services Director Steve Mandoki  
Acting Development Services Director Kimberly Brandt  
Budget and Research Officer Bobby Young  
Human Resources Administrator Lance Nakamoto  
Fire Captain Jeff Janzen  
City Clerk Julie Folcik

#### **II. PUBLIC COMMENT**

1. Judi Berry, Costa Mesa, while supportive of the most proposed Memorandum of Understanding, expressed her opposition to the "3% at 50" as she felt that was not the time to offer a retirement incentive for retirement when the other unions agreed to a 5 percent salary reduction.
2. Beth Refakes, Costa Mesa, suggested taking a tiered approach to retirement benefits, felt that the benefits were setting the city up for instability and noted

that in the private sector salaries and benefits were being reduced and the city should follow suit.

3. Mike Berry, Costa Mesa, spoke in opposition to the proposed amendments to the MOU.

### III. OLD BUSINESS

1. From the meeting of August 4, 2009, Memorandum of Understanding (MOU) 2007 – 2013 with the Costa Mesa Firefighters Association (CMFA).

City Manager Allan Roeder highlighted the events that lead to the consideration of the proposed amendments to the MOU with the CMFA. Administrative Services Director Steve Mandoki summarized the proposal noting the four key items that the proposal addressed as the extension of the current MOU from July 2009 to June 2013, proposed no salary adjustment for the current and following year, unless the other unions receive it, to amend the Public Employees Retirement System benefit to “3% at 50”, and to modify minimum staffing levels in phases to 28 personnel on a single shift. He and the City Manager responded to questions from the Council which included furloughs, the five percent reduction in pay, minimum staffing levels, the PERS incentive of early retirement, the authority of Council and changes to the MOU’s, and the potential changes to the “10-point plan.” The Budget and Research Officer Bobby Young also responded to questions from the Council that included the cost savings that would be realized from the proposal, noting the savings of \$1.3 Million for the first year and of \$3.1 Million over the four year term, and the freeze of raises for the first two years, position vacancies, over-time, and the cost of the pension enhancement.

Mayor Mansoor expressed concern as to the inconsistency with the five percent pay cut through furloughs and felt that the long-term consequences in terms of cost increases, and that pension plans were unsustainable as noted in the letter from Reed L. Royalty of OCTax.

Council Member Monahan noted that without approving the proposal the projected savings would not be realized with a key component being the retirement enhancement and the reduction of minimum staffing.

In addition Fire Captain Jeff Janzen and Fire Captain Timothy Vasin , representing the Costa Mesa Firefighters Association (CMFA) responded to questions regarding the “3% at 50,” the overall effect of the proposal on the service of the Fire Department, the furlough option, and meeting the five percent reduction.

**MOTION: Approve the Memorandum of Understanding (MOU) 2007-2013 with the Costa Mesa Firefighters Association. Moved by Council Member Katrina Foley, seconded by Mayor Pro Tem Wendy Leece.**

Mayor Mansoor expressed his concern that the public was not adequately notified of the special meeting and suggested the item be continued to provide more notice to the public of what was being proposed.

SUBSTITUTE MOTION: Continue the item to the next Council meeting. Moved by Mayor Allan R. Mansoor, seconded by Council Member Eric R. Bever.

In response to a question from Council Member Foley, Fire Captain Timothy Vasin noted that if the proposed MOU was adopted that evening that the next day there would be a savings realized due to lack of overtime required due to minimum staffing.

Mayor Pro Tem Leece after confirming with the City Manager on the required noticing to the public of the special meeting that was done, expressed support for the original motion, commenting that in keeping with the 10-point plan that the proposed MOU “works for Costa Mesa” in realizing the cost savings and further commented that any reform of the retirement system needs to begin with the state level.

The Substitute motion failed by the following roll call vote:

Ayes: Mayor Allan R. Mansoor, Council Member Eric R. Bever,

Noes: Mayor Pro Tem Wendy Leece, Council Member Katrina Foley,  
Council Member Gary Monahan

Absent: None.

Council Member Foley pointed out that it was “about the numbers,” and that the savings was the primary focus, which will be realized through the MOU.

The original motion carried by the following roll call vote:

Ayes: Mayor Pro Tem Wendy Leece, Council Member Katrina Foley,  
Council Member Gary Monahan

Noes: Mayor Allan R. Mansoor, Council Member Eric R. Bever

Absent: None.

**IV. ADJOURNMENT:**

The Mayor declared the City Council meeting adjourned at 7:45 p.m.