

## **ATTACHMENT C**

### **Estimated Cost of Contract with ProfTech**

**City of Newport Beach**  
**Newport Beach Professional & Technical Employees Association MOU**  
**June 24, 2025**

	Current	FY 2025/26	FY 2026/27	FY 2027/28
<b><u>Key Contract Terms</u></b>				
COLA		5%	4%	3%
Cafeteria Increase			Increase by \$300/Month	
PERS Reduction	11.50%		8% for all tiers	
			15-19 yrs 1.0%	
Longevity Pay			20-24 yrs 1.5%	
			25+ yrs 2.0%	
Holiday Pays			Christmas Eve & New Years Eve full pay	
Holiday Closure Leave			3 days	
Call Back Duty	2 hour min		Increase to 3hrs travel time	
Standby Duty	\$3 per hr.		Remove "weekend"	
Bereavement Leave <sup>5</sup>			Add grandchild	

<b><u>Summary of Proposal Cost <sup>1</sup></u></b>				
<b>Baseline Compensation</b>				
Base Pay	\$11,369,489	\$568,474	\$1,045,993	\$1,418,457
Supplemental Pays	136,300	87,324	95,051	100,243
Overtime	456,217	69,155	90,170	106,561
Pension Contribution	776,011	457,009	506,116	544,272
Cafeteria Plan	2,021,286	87,193	87,193	87,193
Other City Paid Benefits <sup>2</sup>	870,811	30,237	54,280	73,021
<b>Total</b>	<b>\$15,630,114</b>	<b>\$1,299,392</b>	<b>\$1,878,802</b>	<b>\$2,329,748</b>

<b><u>Cumulative Impact on Employee Compensation</u></b>				
Base Salary Increase <sup>3</sup>		5.00%	9.20%	12.48%
Total Compensation Increase <sup>4</sup>		8.31%	12.02%	14.91%

<b><u>Key Contract Terms</u></b>				
COLA		679,706	1,235,088	1,668,127
Cafeteria Increase		87,193	87,193	87,193
PERS Reduction		397,932	413,849	426,265
Longevity Pay		35,669	39,110	40,959
Holiday Pays		10,331	10,744	11,066
Holiday Closure Leave		41,324	42,977	44,266
Call Back Duty		11,815	12,602	13,217
Standby Duty		35,422	37,238	38,654
<b>Total</b>		<b>1,299,392</b>	<b>1,878,802</b>	<b>2,329,748</b>

**Notes**

- <sup>1</sup> Costs shown in years two and three reflect the cumulative budget impact in each year as compared to the current budgeted amounts.
- <sup>2</sup> Includes Medicare, Compensated Absences, Retiree Health Savings, Life Insurance, EAP.
- <sup>3</sup> Percentage shown in each year is as compared to current base salary, not the prior year.
- <sup>4</sup> Measured based on the total of all pay and benefits. Percentage shown in each year is as compared to current total compensation, not the prior year.
- <sup>5</sup> Considered to be a no-cost proposal term.
- <sup>6</sup> The costs shown reflect additional annual expenses for the corresponding fiscal years. Because the contract takes effect on June 28, 2025, the additional expense for FY 2024/25 is considered negligible.