

ATTACHMENT C

Cost of Agreement with NBCEA

**City of Newport Beach
Cost of Agreement with NBCEA**

	Current	Year 1	Year 2	Year 3
<u>Key Contract Terms</u>				
COLA		5.00%	4.00%	3.00%
Medical Insurance		Increase by \$300/Month		
CalPERS Employee Pickup		Reduce EE Contribution to 8%		
		15-19 YOS, 1%		
Longevity Pay		20-24 YOS, 1.5%		
		25+ YOS, 2%		
LIUNA Supplemental Pension Program		Withdrawal		
Night Shift Differential		\$2.00 per actual hour worked beyond 6:00pm		
Holiday Pay (closures)		3 days of paid leave		
Holiday Pays (eves)		Christmas Eve and New Years Eve full pay		

Summary of Proposal Cost ¹

Baseline Compensation

Base Pay	\$8,721,578	\$413,079	\$802,385	\$1,088,104
Supplemental Pays	28,080	56,962	63,766	65,660
Overtime	25,567	1,278	2,352	3,190
Pension Contribution	497,899	283,181	385,202	411,541
Cafeteria Plan	2,049,300	29,856	29,856	29,856
Other City Paid Benefits ²	774,424	22,430	40,677	54,859
Total	\$12,096,848	\$806,786	\$1,324,238	\$1,653,210

Cumulative Impact on Employee Compensation

Base Salary Increase ³	4.74%	9.20%	12.48%
Total Compensation Increase ⁴	6.67%	10.95%	13.67%

Key Contract Terms

COLA	467,900	898,447	1,215,671
Medical Insurance	29,856	29,856	29,856
CalPERS Employee Reduction	248,350	328,452	338,306
Night Shift Differential	3,717	3,717	3,717
Longevity Pay	31,910	37,711	38,824
Holiday Pays (eves)	5,011	5,211	5,367
Holiday Pays (closure)	20,042	20,844	21,469
Total	\$ 806,786	\$ 1,324,238	\$ 1,653,210

Notes

¹ Costs shown in years two and three reflect the cumulative budget impact in each year as compared to the current budgeted amounts.

² Includes Medicare, Compensated Absences, Retiree Health Savings, Life Insurance, EAP.

³ Percentage shown in each year is as compared to current base salary, not the prior year.

⁴ 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.