

## **ATTACHMENT B**

Estimated Cost of the Contract with PTEANB

**City of Newport Beach**  
**Part-Time Employees Association of Newport Beach**

	<b>FY 2024/25</b>	<b>FY 2025/26<sup>1</sup></b>	<b>FY 2026/27</b>	<b>FY 2027/28</b>
<b><u>Key Contract Terms</u></b>				
Salary Adjustments		Part-time salary adjustments will mirror those of the equivalent full-time positions.  Part-time salary schedules will align with the base hourly rates of equivalent full-time positions. Employees will be placed at the full-time step closest to their current salary, whether higher or lower.  Part-time positions aligned with Newport Beach City Employees Association classifications will receive a 4% equity adjustment.		
CalPERS Employee Pickup	11.5%	Reduce employee contributions to 8%		
Cafeteria Plan Benefits		Provide cafeteria plan benefits to all employees within the association.		

**Summary of Proposal Cost<sup>2</sup>**

**Baseline Compensation**

Base Pay	\$ 6,741,591	\$ 420,918	\$ 707,418	\$ 930,888
Supplemental Pays	8,320	-	-	-
Overtime	18,567	928	1,708	2,316
Pension Contribution	130,307	81,650	90,111	96,710
Cafeteria Plan	32,700	26,568	54,465	55,826
Other City Paid Benefits <sup>3</sup>	237,120	21,936	36,875	48,527
<b>Total</b>	<b>\$ 7,168,605</b>	<b>\$ 552,000</b>	<b>\$ 890,576</b>	<b>\$ 1,134,268</b>

**Cumulative Impact on Employee Compensation**

Base Salary Increase <sup>4</sup>	6.24%	10.49%	13.81%
Total Compensation Increase <sup>5</sup>	7.70%	12.42%	15.82%

**Key Contract Terms**

Salary Adjustments	454,640	762,488	1,002,609
CalPERS Employee Pickup	70,792	73,624	75,832
Cafeteria Plan	26,568	54,465	55,826
<b>Total</b>	<b>\$ 552,000</b>	<b>\$ 890,576</b>	<b>\$ 1,134,268</b>

**Notes**

<sup>1</sup>Costs shown for FY 2025/26 reflect a full year of costs associated with the increase in compensation over the prior year, even though the agreement will not take effect until August 23, 2025.

<sup>2</sup>Costs shown in years two and three reflect the cumulative budget impact in each year as compared to the current budgeted amounts.

<sup>3</sup>Includes Medicare, PARS/CalPERS, Cafeteria Plan, Retiree Health Savings, and Flex Leave.

<sup>4</sup>Percentage shown in each year is as compared to current base salary, not the prior year.

<sup>5</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.