

ATTACHMENT B

**City of Newport Beach
League - Analysis of City Proposal
November 10, 2021**

	Current ¹	Year 1	Year 2	Year 3	Year 4	Total Contract
<u>Key Contract Terms</u>						
Cost of Living Adjustment		1.00%	2.00%	2.00%	2.00%	
Other Proposals						
City Paid Disability Premiums ²			1% Deduction Eliminated			

<u>Summary of Proposal Cost³</u>						
Baseline Compensation						
Base Pay	\$8,260,865	\$82,609	\$249,478	\$419,685	\$593,296	\$1,345,068
Supplemental Pays	46,822	-	-	-	-	-
Overtime	833,039	8,330	25,158	42,322	59,829	135,639
Pension Contribution	2,346,412	23,304	70,378	118,393	167,369	379,444
Cafeteria Plan	2,173,500	-	-	-	-	-
Other City Paid Benefits ⁴	855,189	4,210	12,714	21,388	30,236	68,548
SubTotal	\$14,515,828	\$118,453	\$357,728	\$601,788	\$850,729	\$1,928,698
Other Proposals						
City Paid Disability Premiums	-	53,932	55,011	56,111	57,233	222,287
Yr 1 Bonus (\$2,000)	-	210,000	-	-	-	210,000
SubTotal	-	263,932	55,011	56,111	57,233	432,287
Total	\$ 14,515,828	\$ 382,385	\$ 412,738	\$ 657,899	\$ 907,963	\$ 2,360,985

<u>Cumulative Impact on Employee Compensation</u>						
Base Salary Increase ⁵		1.00%	3.02%	5.08%	7.18%	
Pre-Tax Take-Home Pay Increase ²		2.30%	4.32%	6.38%	8.48%	
Total Ongoing Compensation Increase ⁶		1.19%	2.84%	4.53%	6.25%	
Total Compensation Increase ⁷		2.63%				

Notes

¹ One percent of current total compensation is equal to \$145,158.

² The impact of the elimination of the 1% post-tax payroll deduction currently imposed on employees on take-home pay is roughly equivalent to a 1.3% increase in salary.

³ Costs shown in years two through four reflect the cumulative budget impact in each year as compared to the current budgeted amounts.

⁴ Includes Medicare, compensated absences, employee assistance program, phone allowances, life insurance, and retiree health savings.

⁵ Percentage shown in each year is as compared to current base salary, not the prior year.

⁶ 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.

⁷ Total compensation increase in Year 1 includes a one-time sign on bonus. This is removed from future years as it is not ongoing.