

**ATTACHMENT B**

**Costing**

**City of Newport Beach  
League MOU**

	Current	FY 2025/26	FY 2026/27	FY 2027/28
<b><u>Key Contract Terms</u></b>				
COLA		5%	4%	3%
Medical Insurance			Increase by \$300/Month	
Standby Pay	\$8/Hour		\$12/Hour	
Certification Pay	Various	Increase all existing certification pays by 30% Add CWEA Electrical & Instrumentation Technologist Cert - \$143 Add CNG Fuel System Inspector Certification - \$143 Add ISA Tree Risk Assessment Qualification - \$143 Add FAA Remote Pilot Certificate - \$143		
CalPERS Employee Pickup		Reduce EE Contribution to 8%		

**Summary of Proposal Cost <sup>1</sup>**

<b>Baseline Compensation</b>				
Base Pay	\$9,470,107	\$473,505	\$871,250	\$1,181,491
Supplemental Pays	116,985	14,348	14,348	14,348
Overtime	1,403,728	154,030	205,162	245,044
Pension Contribution	647,129	395,083	434,156	464,632
Cafeteria Plan	2,208,828	105,411	105,411	105,411
Other City Paid Benefits <sup>2</sup>	848,314	25,880	46,310	62,245
<b>Total</b>	<b>\$14,695,091</b>	<b>\$1,168,257</b>	<b>\$1,676,635</b>	<b>\$2,073,170</b>

**Cumulative Impact on Employee Compensation**

Base Salary Increase <sup>3</sup>	5.00%	9.20%	12.48%
Total Compensation Increase <sup>4</sup>	7.95%	11.41%	14.11%

**Key Contract Terms**

COLA	607,312	1,101,769	1,487,445
Medical Insurance	105,411	105,411	105,411
Standby Pay	93,160	93,160	93,160
Existing Certification Pay Increase	12,632	12,632	12,632
New Certification Pays	1,716	1,716	1,716
CalPERS Employee Pickup	348,026	361,947	372,806
<b>Total</b>	<b>\$1,168,257</b>	<b>\$1,676,635</b>	<b>\$2,073,170</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> The costs shown reflect additional annual expenses in their corresponding fiscal years. Since the contract will take effect on June 14, 2025, the additional expense for FY 2024/25 is \$31,563.