

## **ATTACHMENT B**

### **Costing**

**City of Newport Beach  
NBPA MOU**

	Current	FY 2025/26	FY 2026/27	FY 2027/28
<b><u>Key Contract Terms</u></b>				
Term				
COLA		4% - 5/31/25	4.00%	4.00%
Equity Adjustment for Police Officers			8% - 5/31/25	
Equity Adjustment for Police Fiscal Services/Facility Manager			5% - 5/31/25	
Salary Schedule (Police Officers)		Eliminate steps 1-4. Move all employees up one step 7/1/25. Add new step between current steps 5 & 6 so that all steps are 5% from each other and time requirement for progression is 1 year for each step.		
Salary Schedule (Non-Sworn)		Eliminate steps 1-3 for CSO Eliminate step 1 for all positions Move all employees up one step 7/1/25 3% for Detectives 2% for SWAT 1% for Crisis Negotiator		
Specialty Assignment Pay		15% for FTO (when actually performing the assignment)		
Non-Sworn Longevity Pay	3.0% for 20+ YOS 3.5% for 25+ YOS	5% for 20+ Years of Service (Hired Prior to June 2018)		
Medical Insurance <sup>1</sup>		Additional \$300/month (No Cash Back)		
Reduce Non-Sworn CalPERS EE Pickup	13% EE Pickup	Tier 1: 10% Tier 2: 10% Tier 3: 8%		
Holiday Cash Out		All Holiday time is paid as cash, no option to convert to time off/flex leave		

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

<b>Baseline Compensation</b>				
Base Pay	\$21,847,107	\$3,191,419	4,422,984	5,777,168
Supplemental Pays	2,118,609	321,913	387,470	455,461
Overtime	1,509,947	181,194	248,839	319,191
Pension Contribution	2,938,723	656,379	800,183	949,739
Cafeteria Plan	3,905,574	175,919	175,919	175,919
Other City Paid Benefits <sup>2</sup>	2,371,999	165,276	228,170	297,208
<b>Total</b>	<b>\$34,691,959</b>	<b>\$4,692,100</b>	<b>6,263,565</b>	<b>\$7,974,685</b>

**Impact on Employee Compensation**

Base Salary Increase <sup>4</sup>	14.61%	20.25%	26.44%
Total Compensation Increase <sup>5</sup>	13.53%	18.05%	22.99%

**Key Contract Terms**

COLA	1,300,552	2,565,195	3,884,053
8% Equity Adjustment (Police Officers)	1,412,398	1,412,398	1,412,398
5% Equity Adjustment for Police Fiscal Services/Facility Manager	6,104	6,104	6,104
Salary Schedule (Police Officers)	968,141	989,604	1,132,746
Salary Schedule (Non-Sworn)	253,650	511,307	731,808
Specialty Assignment Pay	191,551	199,213	207,181
Non-Sworn Longevity Pay	42,668	49,061	55,522
Reduce Non-Sworn CalPERS EE Pickup	341,119	354,764	368,954
Medical Insurance	175,919	175,919	175,919
<b>Total</b>	<b>4,692,100</b>	<b>6,263,565</b>	<b>\$7,974,685</b>

**Notes**

<sup>1</sup> Assumes maintaining the current level of funding, plus an additional \$300 per month in health insurance benefits, effective May 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, Compensated Absences, Retiree Health Savings, Defined Contribution Plan, Life Insurance, EAP, PORAC.

<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.

<sup>6</sup> The costs shown reflect additional annual expenses in their corresponding fiscal years. Since the contract will take effect on May 31, 2025, the additional expense for FY 2024/25 is \$361,589.