

ATTACHMENT B

City of Newport Beach
Key & Management Negotiations
November 30, 2021

| | Current | Year 1 | Year 2 | Year 3 | Year 4 | Total Contract |
|--|----------------------|--|-------------------|---------------------|---------------------|---------------------|
| <u>Key Contract Terms</u> | | | | | | |
| Cost of Living Adjustment | | 2.00% | 2.00% | 2.00% | 2.00% | |
| Signing Bonus Per Employee | | \$2,000 | - | - | - | |
| City-Paid Disability Premiums | | Paid by the City in Lieu of Current 1% After Tax Payroll Deduction | | | | |
| Deferred Compensation for Executive Management | | 2% of Base Salary for Executive Management Only | | | | |
| <u>Summary of Proposal Cost</u> | | | | | | |
| Baseline Compensation | | | | | | |
| Base Pay | \$12,893,765 | \$257,875 | \$520,908 | \$789,202 | \$1,062,861 | \$2,630,846 |
| Supplemental Pays | 61,673 | 1,089 | 2,201 | 3,334 | 4,490 | 11,115 |
| Pension Contribution | 661,210 | 13,218 | 26,700 | 40,452 | 54,479 | 134,849 |
| Cafeteria Plan | 1,821,600 | - | - | - | - | - |
| Other City Paid Benefits ¹ | 1,244,278 | 13,628 | 26,681 | 39,995 | 53,576 | 133,881 |
| SubTotal | \$16,682,525 | \$285,811 | \$576,490 | \$872,983 | \$1,175,406 | \$2,910,691 |
| Other Proposals | | | | | | |
| City Paid Disability Premiums | - | 84,170 | 85,854 | 87,571 | 89,322 | 346,918 |
| Deferred Compensation Contribution, Exec. Mgmt | - | 58,442 | 59,610 | 60,803 | 62,019 | 240,874 |
| One-time Signing Bonus | - | 176,000 | - | - | - | 176,000 |
| SubTotal | - | 318,612 | 145,464 | 148,374 | 151,341 | 763,791 |
| Total | \$ 16,682,525 | \$ 604,423 | \$ 721,955 | \$ 1,021,357 | \$ 1,326,747 | \$ 3,674,482 |
| <u>Cumulative Impact on Employee Compensation</u> | | | | | | |
| Base Salary Increase | | 2.00% | 4.04% | 6.12% | 8.24% | |
| Total Compensation Increase ² | | 3.62% | 4.33% | 6.12% | 7.95% | |
| Total Ongoing Compensation Increase | | 2.57% | 3.27% | 5.07% | 6.90% | |

Notes

¹ Includes Medicare, compensated absences, employee assistance program, phone allowances, life insurance, deferred compensation, and retiree health savings. Compensated Absences will be impacted in future budget years but will not be included in the current year budget amendment.

² Measured based on the total of all pay and benefits.

6 Sworn FTE, 84 Non-Sworn FTE