

ATTACHMENT C

City of Newport Beach
Lifeguard Management Association - Tentative Agreement
April 26, 2022

	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%	
Other Proposals						
Disability Premiums Paid by the City			1% Deduction Eliminated			
Signing Bonus Per Employee	-	\$2,000	-	-	-	
<u>Summary of Proposal Cost</u>						
Baseline Compensation						
Base Pay	\$1,394,361	\$27,887	\$56,332	\$85,346	\$114,940	\$284,506
Supplemental Pays	91,392	1,828	3,692	5,594	7,534	18,648
Overtime	241,241	4,825	9,746	14,766	19,886	49,223
Pension Contribution	214,840	4,297	8,680	13,459	18,334	44,770
Cafeteria Plan	263,220	-	-	-	-	-
Other City Paid Benefits ¹	205,070	2,035	4,110	6,227	8,386	20,757
SubTotal	\$2,410,124	\$40,871	\$82,560	\$125,392	\$169,080	\$417,903
Proposals						
Disability Premiums Paid by the City	-	9,102	9,284	9,470	9,660	37,516
Signing Bonus	-	26,000	-	-	-	26,000
SubTotal	-	35,102	9,284	9,470	9,660	63,516
Total	\$ 2,410,124	\$ 75,974	\$ 91,844	\$ 134,862	\$ 178,740	\$ 481,420
<u>Cumulative Impact on Employee Compensation</u>						
Base Salary Increase		2.00%	4.04%	6.12%	8.24%	
Total Compensation Increase ²		3.15%	3.81%	5.60%	7.42%	
Total Ongoing Compensation Increase		2.07%	3.81%	5.60%	7.42%	

Notes

¹ Includes Medicare, compensated absences, employee assistance program, phone allowances, life insurance, and retiree health savings.

² Percentage shown in each year is as compared to current base salary, not the prior year.