

ATTACHMENT C

NBFMA Negotiations - Contract Term 7/1/18 through 6/30/19

No COLA, Cafeteria Increase of \$200 Jan 2019

sg, 6/25/18

4 Authorized Full-time Safety Employees

0%

	FY 19 Proposed Budget	Year 1
Base Pay ¹	675,254	-
Supplemental Pay		
Scholastic Pay	33,534	-
Certification Pay	20,258	-
Holiday Pay	32,824	-
Bilingual Pay	-	-
Subtotal	86,615	-
Pension Contribution ²		
Pension Normal Cost (Safety = 27.435%)	209,019	-
Pension Unfunded Actuarial Liability (Safety = 48.792%)	371,731	-
Subtotal	580,750	-
Other City Paid Benefits		
MediCare (mandatory payment of 1.45%)	11,047	-
Compensated Absences	23,634	-
Cafeteria Plan	84,336	4,800
Employee Assistance Program (EAP)	83	-
Uniform Allowance (Tier 1 & 2 eligible only)	6,076	-
Smartphone Allowance	3,840	-
Life Insurance (policy based on annual base pay with cap of	420	-
Tuition Reimbursement (based on Fiscal Year 2017 actual)	4,500	-
Retiree Health Savings (Post Employment Healthcare	6,990	-
Subtotal	140,926	4,800
Offset - Employee Pick Up of PERS Pension Costs (Safety = 12%)	(92,153)	-
Subtotal	(92,153)	-
Overtime (based on Fiscal Year 2017 actual hours = 1,785.17)	157,502	-
Total	1,548,895	4,800

Salary only increase	0.00%
Total comp increase	0.31%

¹ Estimate is based on Fiscal Year 2019 Projected budget.

² All current members are PERS Tier 1/Classic.