

**Fiscal Impact Analysis for COIN Ordinance**  
**Cost of Costa Mesa City Employee's Association (CMCEA) Contract**  
Based on Fiscal Year 2013-2014 Budgeted Costs at 2/5/2013

	Value of Pay/ Benefit	Existing Contract CY 2012 Cost To City (1)	Existing Contract Projected FY 13-14 Cost To City	New Contract Projected FY 13-14 Cost To City	Existing Unfunded Liability	Projected Unfunded Liability	Existing Funded Liability	Projected Funded Liability
Base Salary	varies	\$ 13,422,320	\$ 15,159,365					
Pension / Retirement Benefits	2.5% @55 2.0% @60	2,943,823	4,133,724		\$69,915,454 (2)		\$ 147,217,268 (2)	
Cafeteria Plan Benefits	\$ 9,588	1,743,541	2,042,244					
Bilingual Pay	5.00%	126,691	136,097					
Bilingual Pay	2.50%	4,154	4,712					
Class A / B License Pay	\$ 700	10,149	9,800					
Emergency Med Dispatch Pay	5.00%	49,384	54,321					
Matron Duty Pay	5.00%	2,189	-					
Shift Differential/PM Pay	5.00%	22,987	34,623					
Shift Differential Pay	7.50%	39,088	52,906					
Shift Differential/AM Pay	10.00%	39,300	54,691					
Shorthand Pay	2.50%	4,556	7,746					
Estimated Costs:								
Retiree Medical (3)	5.25%	795,867	795,867		13,491,834			
Overtime		666,007	660,000 (4)					
Excess Accrual Payoff / Cashouts		283,093	300,000 (5)					
Total		<u>\$ 20,153,149</u>	<u>\$ 23,565,634</u>					
Total Number of Employees (6)		179 - 209 Included - Authorized	213 Included					

(1) - Cost of contract per item based on Calendar Year 2012 Compensation Report.

(2) - Amounts from PERS Valuation for Miscellaneous Employees dated October 2012 - including non-CMCEA represented employees.

(3) - 5.25% rate per employee is not explicit in the contract, however is calculated based on the Annual Required Contribution (ARC) amount as calculated as of June 30, 2012 by Nyhart, an independent actuary for GASB 45 compliance, and documented in the City's CAFR. Unfunded amount is a proportional share (based on budgeted payroll) of the current total unfunded liability amount of \$36.4 million.

(4) - Overtime amount is not explicit in the contract, however is estimated based on historical actual costs incurred by City.

(5) - Payoff - Cashout is not explicit in contract, however is estimated based on historical actual cost incurred by City. Amount could include payoff of accrued hours upon separation.

(6) - Total Number of Employees includes total amount included in the numbers above that column as well as total authorized by City Council as part of the annual budget process. The difference between the two are authorized vacant/unfilled positions at the time of the report.