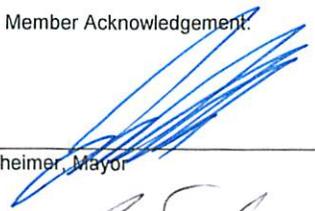


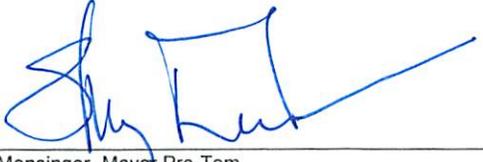
Fiscal Impact Analysis for COIN Ordinance  
 City Proposal to CMCEA July 1, 2014  
 Based on Fiscal Year 2014-15 Budgeted Costs

	Value of Pay/ Benefit	City Proposal 07-01-14			Existing Unfunded Liability	Projected Unfunded Liability	Existing Funded Liability	Projected Funded Liability
		Existing Contract Budgeted FY 14-15 Cost to City	New Contract Projected FY 14-15 Cost to City	Projected FY 15-16 Cost to City				
Base Salary		\$16,405,648	\$15,971,099 (6)	\$15,971,099				
Pension / Retirement Benefits	2.5%@55 2.0%@60	5,412,439 Included	4,905,225 (7)	4,686,690 (10)	\$83,960,536 (4)		\$141,225,952 (4)	
Cafeteria Plan Benefits	\$9,588	2,234,004	2,479,524 (9)	2,501,844				
Bilingual Pay	5.00%	120,090	120,090	120,090				
Bilingual Pay	2.50%	6,120	6,120	6,120				
Class A / B License Pay	\$700	6,300	6,300	6,300				
Emergency Med Dispatch Pay	5.00%	54,960	54,960	54,960				
MediCare	1.45%	234,224	234,224	234,224				
Shift Differential/PM Pay	3.75%	134,779	134,779	134,779				
Shift Differential Pay	5.00%	0	0	0				
Shift Differential/AM Pay	10.00%	3,004	3,004	3,004				
Shorthand Pay	2.50%	6,076	6,076	6,076				
Estimated Costs:								
Retiree Medical (1)		769,615	769,615	769,615	13,491,834 (5)			
Overtime (2)		224,870	224,870	224,870				
Excess Accrual Payoff / Cashouts (3)		152,278	(99,492) (8)	0				
<b>Total</b>		<b>\$25,764,406</b>	<b>\$24,816,393</b> (948,012)	<b>\$24,719,670</b> (96,723)				

Total Number of Employees 239

Council Member Acknowledgement:

  
 \_\_\_\_\_  
 Jim Righeimer, Mayor

  
 \_\_\_\_\_  
 Steve Mensinger, Mayor Pro-Tem

  
 \_\_\_\_\_  
 Sandra Genis, Council Member

  
 \_\_\_\_\_  
 Gary Monahan, Council Member

  
 \_\_\_\_\_  
 Wendy Leece, Council Member

Notes:

- (1) - Prorated share based on ratio of total retiree medical cost to total regular salaries.
- (2) - Prorated share based on ratio of total overtime cost to total regular salaries.
- (3) - Prorated share based on ratio of total leave balance payouts cost to total regular salaries.
- (4) - Existing amounts from PERS Valuation for Miscellaneous Employees dated October 2013 - including non-CMCEA represented employees.
- (5) - From the June 30, 2012 Nyhart report--  
Unfunded amount is a proportional share of the current total unfunded liability amount of \$36.4 million.
  
- (6) - Base salary reduced by new, lower entry level salaries for new employees (saves \$303,907)  
and frozen merit steps for present employees for the term of the MOU (saves \$130,642).
- (7) - City retirement cost is reduced by employees paying 60% of the increase in employer retirement rates for FY 13-14 (saves \$286,286).  
and employees pay 60% of the increase in employer retirement rates for FY 14-15 (saves \$220,928)
- (8) - Revised amount increases by \$51,723 if all current vacation balances over 320 are paid out.  
Revised amount decreases by \$303,492 for the value of balances for anyone over age 50 with up to 240 hours that no longer have cash value.  
This account would not actually have a credit balance but is displayed as such to reflect a balance sheet reduction in future liability for cashable sickleave.
- (9) - Cafeteria Plan Benefits increase by \$120 per month to a total of \$919 per month (total cost increase \$245,520 for 11 months).
- (10) - City retirement cost is reduced by employees paying 60% of the increase in employer retirement rates for FY 15-16 (saves \$172,424).