Fiscal Impact Analysis for COIN Ordinance
Cost of Costa Mesa Police Officers Association (CMPA) Contract
City Offer November 09, 2015 (3.0% 3.0% 3.0%)

	Value of Pay/ Benefit	Existing Contract FY 14-15 Cost to City (1)	Full Year Expiration of the 5% Employee Retirement Contr.	City Counter Offer Projected FY 15-16 Cost to City	City Counter Offer Projected FY 16-17 Cost to City	City Counter Offer Projected FY 17-18 Cost to City	Existing Unfunded Liability	Projected Unfunded Liability	Existing Funded Liability	Projected Funded Liability
Base Salary	varies	$13,214,151	$13,214,151	$13,412,363	14,020,211	14,440,817				
Pension / Retirement Benefits	3.0%@50	6,708,022	7,445,881	7,735,716	7,640,365	7,810,024	82,006,287 (3)		143,166,937 (3)	
	2.7%@57	Included above	Included above							
Cafeteria Plan Benefits	$7,572	961,644	961,644	961,644	961,644	961,644				
Bilingual Pay	5.00%	104,937	104,937	106,511	111,338	114,678				
Bilingual Pay	2.50%	22,491	22,491	22,828	23,863	24,579				
Canine Care Pay	8.75%	0	0	0	0	0				
Field Training Pay	12.50%	15,859	15,859	16,097	16,826	17,331				
Police Hazardous Materials Pay		0	0	0	0	0				
Motor Officer Maintenance Pay	$4,637	42,563	42,563	42,563	42,563	42,563				
Motor Officer Assignment Pay	5.00%	38,288	38,288	38,862	40,624	41,842				
Motor Training Officer Assign Pay	5.00%	0	0	0	0	0				
POST Advanced Certificate Pay	10.00%	987,711	987,711	1,002,527	1,047,961	1,079,400				
POST Intermediate Certificate Pay	5.00%	45,116	45,116	45,793	47,869	49,305				
Shooting Pay--Police Officers Pay	Point based	1,163	1,163	1,163	1,163	1,163				
Uniform Pay--Patrol	2.50%	245,784	245,784	249,471	260,777	268,600				
Estimated Costs:										
Medicare	1.45%	208,386	208,386	211,511	221,097	227,730				
Retiree Medical (4)	6.04%	798,135	798,135	810,107	846,821	872,225	12,315,588		1,083,560	
Overtime (5)		1,226,641	1,226,641	1,245,040	1,301,465	1,340,509				
Excess Accrual Payoff / Cash outs (6)		164,412	164,412	63,557	66,438	68,431				
Total		$24,785,303	$25,523,162	$25,965,754	$26,651,025	$27,360,843				
Annual Difference			$737,859	$442,593	$685,271	$709,818				
Total Number of Employees		127								

Council Member Acknowledgement

Sandra Genis, Council Member

Gary Monahan, Council Member

Katrina Foley, Council Member

(1) - Cost of Contract per item based on FY 2014-15 Preliminary Budget worksheets.
Includes 4% salary increase effective July 2014
(2) -
(3) - Amounts from PERS Valuation for the City's Safety Police Plan dated October 2014.
5% Employee contribution toward retirement expired during the first payperiod of March 2015.
(4) - 6.04% 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, 2014 by Nyhart, an independent actuary for GASB 45 compliance, and documented in the City's CAFR.
Existing net unfunded liability is 93.2% of covered payroll per the 2014 Nyhart report.
(5) - Overtime amount is not explicit in the contract, however is estimated based on the proportional share of budgeted amounts.
(6) - Payoff - Cash out is not explicit in the contract, however is estimated based on the proportional share of budgeted amounts.
Amount could include payoff of accrued hours upon separation.

ATTACHMENT II