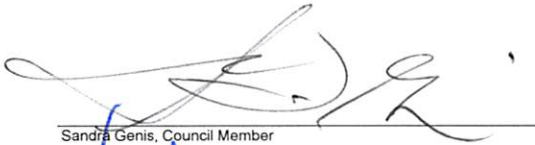


Fiscal Impact Analysis for COIN Ordinance
 Cost of Costa Mesa Police Officers Association (CMPA) Contract
 Based on Fiscal Year 2014-15 Budgeted Costs and updated March 23, 2015

| | Value of Pay/ Benefit | Existing Contract FY 14-15 Cost to City (1) | Partial Year Expiration of the 5% Employee Retirement Contr. | Full Year Expiration of the 5% Employee Retirement Contr. | New Contract Projected FY 14-15 Cost to City (2) | Existing Unfunded Liability | Projected Unfunded Liability | Existing Funded Liability | Projected Funded Liability |
|---------------------------------------|--------------------------|---|---|--|--|-----------------------------------|------------------------------------|---------------------------------|----------------------------------|
| Base Salary | varies | \$13,214,151 | \$13,214,151 | \$13,214,151 | | | | | |
| Pension / Retirement Benefits | 3.0%@50 2.7%@57 | 6,708,022 Included above | 6,935,055 Included above | 7,445,881 Included above | | 82,006,287 (3) | | 143,166,937 (3) | |
| Cafeteria Plan Benefits | \$7,572 | 961,644 | 961,644 | 961,644 | | | | | |
| Bilingual Pay | 5.00% | 104,937 | 104,937 | 104,937 | | | | | |
| Bilingual Pay | 2.50% | 22,491 | 22,491 | 22,491 | | | | | |
| Canine Care Pay | 8.75% | 0 | 0 | 0 | | | | | |
| Field Training Pay | 12.50% | 15,859 | 15,859 | 15,859 | | | | | |
| Police Hazardous Materials Pay | | 0 | 0 | 0 | | | | | |
| Motor Officer Maintenance Pay | \$4,637 | 42,563 | 42,563 | 42,563 | | | | | |
| Motor Officer Assignment Pay | 5.00% | 38,288 | 38,288 | 38,288 | | | | | |
| Motor Training Officer Assign Pay | 5.00% | 0 | 0 | 0 | | | | | |
| POST Advanced Certificate Pay | 10.00% | 987,711 | 987,711 | 987,711 | | | | | |
| POST Intermediate Certificate Pay | 5.00% | 45,116 | 45,116 | 45,116 | | | | | |
| Shooting Pay--Police Officers Pay | Point based | 1,163 | 1,163 | 1,163 | | | | | |
| Uniform Pay--Patrol | 2.50% | 245,784 | 245,784 | 245,784 | | | | | |
| Estimated Costs: | | | | | | | | | |
| Medicare | 1.45% | 208,386 | 208,386 | 208,386 | | | | | |
| Retiree Medical (4) | 6.04% | 798,135 | 798,135 | 798,135 | | 12,315,588 | | 1,083,560 | |
| Overtime (5) | | 1,226,641 | 1,226,641 | 1,226,641 | | | | | |
| Excess Accrual Payoff / Cash outs (6) | | 164,412 | 164,412 | 164,412 | | | | | |
| Total | | \$24,785,303 | \$25,012,336 | \$25,523,162 | | | | | |
| Difference | | | \$227,033 | \$737,859 | | | | | |

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) - Pending first proposal.
- (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.