

COSTA MESA POLICE ASSOCIATION'S
COUNTER PROPOSAL TO THE CITY'S PROPOSAL OF
OCTOBER 20, 2015

1. Term: Four (4) years. July 1, 2014 through June 30, 2018
2. CalPERS retirement contributions and offset.
 - a. Employees to pay entire portion of Employee Contribution to CalPERS equal to nine percent (9%) of pensionable income.

(1) Effective first pay period after ratification by both parties.
 - b. Nine percent (9%) across the board salary increase for all CMPA classifications.

(1) Effective first pay period after ratification by both parties.
3. CalPERS Cost Sharing.
 - a. Employees to pay five-percent (5%) of pensionable income to CalPERS to go toward the Employer Contribution, via "Cost Sharing."

(1) Effective upon ratification by both parties and will continue until the expiration date of the MOU except that "new members" shall only pay whatever additional percentage of pensionable income toward cost-sharing that would be necessary to cause their total contribution to equal fourteen percent (14%) of pensionable income.
4. Cost of Living salary adjustments.
 - a. Increase to base salary of two and one-half percent (2.5%).

Effective the pay period including June 30, 2016
 - b. Increase to base salary of two percent (2.0%).

Effective the pay period including June 30, 2017.
5. Language clean up.

The CMPA would like to have a dialogue to remove outdated or irrelevant language carrying over from prior agreements. The discussion should include, but not be limited to references to ABLE, Flight FTOs, Corporal scheduling and the Physical Fitness Committee.
6. Continuation of language.

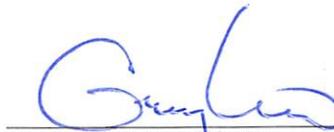
All language from the previous MOU will remain in full force and effect with the exception of the above mentioned items.

Fiscal Impact Analysis for COIN Ordinance
 Cost of Costa Mesa Police Association (CMPA) Contract
 CMPA Counter Proposal October 20, 2015

	Value of Pay/ Benefit	Existing Contract FY 14-15 Cost to City (1)	Full Year Expiration of the 5% Employee Retirement Contrib.	CMPA Counter Proposal Projected FY 15-16 Cost to City	CMPA Counter Proposal Projected FY 16-17 Cost to City	CMPA Counter Proposal Projected FY 17-18 Cost to City	Existing Unfunded Liability	Projected Unfunded Liability	Existing Funded Liability	Projected Funded Liability
Base Salary (7)	varies	\$13,214,151	\$13,214,151	14,408,976	14,769,200	15,064,584				
Pension / Retirement Benefits (8)	3.0%@50 2.7%@57	6,708,022 Included above	7,445,881 Included above	6,673,487 Included above	7,545,331 Included above	8,131,917 Included above	82,006,287 (3)		143,166,937 (3)	
Cafeteria Plan Benefits	\$7,572	961,644	961,644	961,644	961,644	961,644				
Bilingual Pay	5.00%	104,937	104,937	114,381	117,241	119,586				
Bilingual Pay	2.50%	22,491	22,491	24,515	25,128	25,631				
Canine Care Pay	8.75%	0	0							
Field Training Pay	12.50%	15,859	15,859	17,286	17,718	18,073				
Police Hazardous Materials Pay		0	0							
Motor Officer Maintenance Pay	\$6,080	42,563	42,563	42,563	42,563	42,563				
Motor Officer Assignment Pay	5.00%	38,288	38,288	41,734	42,777	43,633				
Motor Training Officer Assign Pay	5.00%	0	0							
POST Advanced Certificate Pay	10.00%	987,711	987,711	1,077,160	1,104,089	1,126,171				
POST Intermediate Certificate Pay	5.00%	45,116	45,116	49,177	50,406	51,414				
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	267,905	274,603	280,095				
Estimated Costs:			0							
Medicare	1.45%	208,386	208,386	227,214	232,901	237,559				
Retiree Medical (4)	6.04%	798,135	798,135	870,302	892,060	909,901	12,315,588		1,083,560	
Overtime (5)		1,226,641	1,226,641	1,337,553	1,370,992	1,398,412				
Excess Accrual Payoff / Cash outs (6)		164,412	164,412	164,412	164,412	164,412				
Total		\$24,785,303	\$25,523,162	\$26,279,474	\$27,612,229	\$28,576,758				
Annual cost/(savings)			\$737,859	\$756,312	\$1,332,756	\$964,528				
Total Number of Employees		127	127	127	127	127				

Council Member Acknowledgement:


 Sandra Genis, Council Member


 Gary Monahan, Council Member


 Katrina Foley, Council Member

Notes:

- (1) - Cost of Contract per item based on FY 2014-15 Final Budget worksheets.
Includes 4% salary increase effective July 2014.
Existing Contract amounts have been updated primarily to correct retirement and motor officer maintenance pay.
- (2) - based on full year cost impact
- (3) - Amounts from PERS Valuation for the City's Safety Police Plan dated October 2014.
- (4) - 6.04% rate per employee is not explicit in the contract, however is calculated based on the Annual Required Contribution (ARC) amount 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 based on the June 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.
- (7) - Proposal includes provision for initial 9% salary increase and two annual cost of living adjustments of 2.5% for FY 16-17 and 2.0% for FY 17-18.
Affects all pay categories that are a percent of base pay.
- (8) - Applies PERS forecasted rates (less the proposed 9% + 5% employee contribution) per the PERS October 2014 Valuation for the City's Safety Police Plan.