

Fiscal Impact Analysis for COIN Ordinance
 Cost of Costa Mesa Police Management Association (CMPMA) Contract
 CMPMA Proposal February 2, 2018

	Value of Pay/ Benefit	Existing Contract FY 17-18 Cost to City (1)	FY 17-18 Cost to City	FY 18-19 Cost to City	FY 19-20 Cost to City	FY 20-21 Cost to City	Existing Unfunded Liability	Projected Unfunded Liability	Existing Funded Liability	Projected Funded Liability
Base Salary		1,272,258	1,300,884	1,389,338	1,451,858	1,517,191				
Pension / Retirement Benefits	3.0% @ 50	906,220	911,998	1,029,628	1,146,444	1,301,989	9,989,667 (3)	(6)	13,118,040	(3)
Cafeteria Plan Benefits	\$ 2,119	50,856	50,856	50,856	50,856	50,856				
Cafeteria Plan Benefits	\$ 526	37,872	111,492 (2)	152,568	152,568	152,568				
Deferred Compensation 401a		1,766	1,806	1,929	2,015	2,106				
Bilingual Pay		8,859	9,058	9,674	10,110	10,565				
POST Advanced Certificate Pay	10.00%	91,903	93,970	100,360	104,876	109,596				
POST Management Certificate Pay	5.00%	17,662	18,059	19,287	20,155	21,062				
Advanced Professional Development	5.00%	0	18,059	19,287	20,155	21,062				
Shooting Pay--Police Officers Pay	Point based	0	0	0	0	0				
Uniform Pay--Patrol	2.50%	18,945	19,372	20,689	21,620	22,593				
Assigned Vehicle Cost		50,835	50,835	50,835	50,835	50,835				
Technology Allowance	\$ 75	0	7,200	7,200	7,200	7,200				
Retirement Health Plan	1.0%	0	13,009	13,893	14,519	15,172				
Estimated Costs:										
Medicare	1.45%	20,721	21,188	22,628	23,646	24,711				
Retiree Medical (4)	8.87%	112,849	115,388	123,234	128,780	134,575	1,909,659		0	
Excess Accrual Payoff / Cash outs (5)		31,425	32,132	34,317	35,861	37,475				
Proposed Lieutenant Overtime		0	135,534	144,750	151,264	158,071				
Total		2,622,172	2,910,840	3,190,473	3,392,761	3,637,624				
Annual Increase			\$288,669	\$279,632	\$202,288	\$244,863				
Percent			11.0%	9.6%	6.3%	7.2%				
Four year increase						\$1,015,453				
Total Number of Employees		8	8	8	8	8				

Council Member Acknowledgement:

 Sandra Genis, Mayor

 Allan Mansoor, Mayor Pro-Tem

 Katrina Foley, Council Member

 James Righsimer, Council Member

 John Stephens, Council Member

Notes:

- (1) - Cost of Contract per item based on FY 2017-18 Adopted Budget worksheets.
- (2) - Monthly amount increases to \$2,119 June 2018.
- (3) - Amounts from June 30, 2016 PERS Valuation for the City's Safety Police Plan prorated to this group.
- (4) - 8.87% rate is calculated based on the Annual Required Contribution (ARC) amount calculated as of June 30, 2016 by Nyhart, an independent actuary for GASB 45 compliance. Total liability is 150.1% of covered payroll per page 5 of the same Nyhart report.
- (5) - Payoff - Cash out is not explicit in the contract, however is based on 12 months actual payouts for this group.
- (6) - Unfunded liability may increase by an unknown amount as the salary increase proposal is greater than the CalPERS assumptions.

CMPMA

Costa Mesa Police Management Association

February 2, 2018

The following is the CMPMA Proposal for this negotiation process.

Item	CMPMA Proposal	Notes
Term	4 years	
Basic Salaries & Wages	Increase Upon Adoption - 4.5% July 2018 - 4.5% July 2019 - 4.5% July 2020 - 4.5%	Total over term of contract 18%
PERS Contribution	Contribution Increase Upon Adoption - 7% (2% & current 5%) July 2018 - 2% July 2019 - 2%	Total contribution of 11% established after year two
Advanced Professional Development	5%	Establish for Captain rank after 2 years in rank and after completing the POST Executive Development Course and graduating with a Master's Degree, Command College, FBINA, or equivalent. Addresses compensation compaction between captain and lieutenant ranks
Health Benefit Contribution	\$978 bi-weekly/\$2,119 month	Consistent with Executives, Fire Management, and Division Managers
Overtime	Establish	Establish limited overtime for lieutenants to meet organizational and operational needs; on par with Fire Management (BCs), who work OT
Technology Allowance	\$75 per month	Members with City issued phones not eligible; consistent with Executives, Fire Management, and Division Managers
Retirement Health Plan	Reestablish	Reestablish Defined Contribution Retirement Health Savings Plan for members to allow pre-tax contributions of 1% or more with a matching contribution of 1% by the City

Sincerely,

Keith Davis

President, Costa Mesa Police Management Association