

Fiscal Impact Analysis for COIN Ordinance  
 Cost of Costa Mesa Fire Management Association (CMFMA) Contract  
 Based on Fiscal Year 2015-16 Budgeted Costs as of July 1, 2015

	Value of Pay/ Benefit	Existing Contract FY 14-15 Cost to City (1)	Existing Contract FY 15-16 Cost to City (2)	New Contract Projected FY 16-17 Cost to City	Existing Unfunded Liability	Projected Unfunded Liability	Existing Funded Liability	Projected Funded Liability
Base Salary	varies	\$567,750	\$554,976					
Pension / Retirement Benefits	3.0% @ 50	321,773	364,966		1,724,965 (3)		5,740,102 (3)	
Pension Fire Side Fund Balance					1,241,441 (3)			
401(a) Plan	0.50%	2,839	2,775					
Cafeteria Plan Benefits	\$22,003	88,012	88,012					
Bilingual Pay	5.00%	0	0					
Bilingual Pay	2.50%	0	0					
Licenses & CERT Program		28,776	27,749					
Fire Administrative Pay	10.00%	0	13,874					
Paramedic Assignment Pay	\$500	0	0					
Holiday Allowance		26,204	25,614					
Estimated Costs:								
Medicare	1.45%	6,598	6,615					
Retiree Medical (4)	6.04%	34,292	33,521		517,238		45,508	
Overtime (5)		252,117	170,438					
Excess Accrual Payoff / Cash outs (6)		29,304	30,466					
<b>Total</b>		<b>\$1,357,665</b>	<b>\$1,319,006</b>					

Total Number of Employees 4 4

Council Member Acknowledgement:

Steve Mensinger, Mayor

Jim Rigueimer, Mayor Pro Tem

Sandra Genis, Council Member

Gary Monahan, Council Member

Katrina Foley, Council Member

Notes:

- (1) - Cost of Contract per item based on FY 2014-15 Budget worksheets.
- (2) - Based on FY 15-16 Adopted Budget
- (3) - Amounts from PERS Valuation for the City's Fire Plan dated October 2014 prorated to the management group.  
 Fire Side Fund balance per CalPERS Valuation published October 2014 prorated to the management group.
- (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.  
 Total liability is 101.4% of covered payroll per page 5 of the Nyhart report with a portion funded by restricted general fund balance.
- (5) - Overtime amount is not explicit in the contract, however is based on the 2013 City Compensation Report.
- (6) - Payoff - Cash out is not explicit in the contract, however is estimated based based on the 2014 City Compensation Report.