

## FISCAL IMPACT REPORT

MOU			FY 2015/16	FY 2016/17		Total	
Item #	Description	Rate / \$	Estimated Impact	Estimated Impact	FY 2016/17 YOY Impact	Estimated Annual Impact	Note:
1	Term: October 1, 2015 to September 30, 2017	N/A					
2.A.	Non-Base Building Compensation	2.00%	\$ 1,004,614	\$ -		\$ 1,004,614	<b>Not included in Total Below</b>
<b><u>Options for the Non-Base Building Compensation Amount:</u></b>							
2.A.a.	Medical Insurance Premiums Increase to PORAC PPO		\$ 487,046			\$ 487,046	Assumes all POA: Safety & Misc.
2.A.b.	Monthly Contributions to PORAC Retiree Medical Trust per FTE	\$ 150.00	\$ 448,200			\$ 448,200	Assumes all POA: Safety & Misc.
2.A.c.	One-Time Payment per funded full time employee (FTE)	\$1,750.00	\$ 435,750			\$ 435,750	Assumes all POA: Safety & Misc.
2.A.c.	One-Time Add'l Payment per FTE each month past April 1, 2016	\$ 300.00	\$ 149,400			\$ 149,400	Assumes April - May (2 months)
<b>Subtotal Options for 2% Non-Base Building Pay</b>			<b>\$ 1,520,396</b>			<b>\$ 1,520,396</b>	<b>Included in TOTAL Below</b>
2.B.	Base Building Compensation	1.00%	\$ 507,372			\$ 507,372	
2.C.	Increase Retirement Contribution from 9% to 10%	-1.00%	\$ (282,244)			\$ (282,244)	
3.A.	Medical Contribution to PORAC PPO up to 10%: January 1, 2017			\$ 386,398		\$ 386,398	
3.B.1.	Base Building Compensation Effective Oct. 1, 2016*	2.00%		\$ 604,570	\$ 431,835	\$ 1,036,405	Pro-rated
3.B.2.	Base Building Compensation Effective April 1, 2017	2.00%		\$ 617,495	\$ 441,068	\$ 1,058,563	Pro-rated
3.C.	Increase Retirement Contribution from 10% to 12%: April 1, 2017	-2.00%		\$ (345,946)	\$ (247,105)	\$ (593,051)	Pro-rated
<b>TOTAL FISCAL IMPACT</b>			<b>\$ 1,745,524</b>	<b>\$ 1,262,516</b>	<b>\$ 625,799</b>	<b>\$ 3,633,839</b>	

\*Does not include the impact of normally occurring CalPERS Rate increases, estimated at \$647,257, that will increase City costs based on prior MOUs and CalPERS Rate changes.

^Includes total estimated budget impact of new proposal and already anticipated CalPERS increases.

+This first fiscal year is supposed to be non-base building, to be utilized towards non-PERSable compensation

**Note:** CalPERS Rates increase from 42.969% to 45.123% to 48.1% for Safety and from 24.843% to 26.493% to 28.6% for Miscellaneous (Non-Safety). Amounts are subject to change based on eligibility for Special Pays, merit increases, etc.

Estimated impact amounts include current FY 2015/16 Revised Funded FTE Positions; the funding of previously defunded 8.00 Police Officers and 2.00 Communication Operators

These estimates are subject to change.

For Discussion Purposes Only.