



CITY OF NEWPORT BEACH BENEFITS SUMMARY

Newport Beach Firefighters Association (NBFA) January 1, 2015 through December 31, 2018

This summary provides a partial list of employee compensation and fringe benefits. For a complete explanation of all benefits and compensation, benefit eligibility, and restrictions, refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual.

COMPENSATION

Salary Adjustments:

July 1, 2015 – 2.75%
January 1, 2016 – 2.75%
January 1, 2017 – 2.75%
January 1, 2018 – 2.75%

Paramedic Premium: 17.25% premium for Firefighters hired after January 1, 2016 and assigned as Paramedics. This provision does not apply to current Paramedics (as of January 2016), who will retain the Paramedic classification.

Scholastic Pay: Additional compensation based on scholastic achievement.

College Semester Units*	% of Base Pay
30	1.5%
60	2.5%
90	3.5%
120	4.5%
A.A./A.S.	3.5%
B.A./B.S.	5.5%

*Employees hired into the unit after May 22, 2012, shall be ineligible for any scholastic pay based upon having obtained units only. Must have obtained an A.A. /A.S. or B.A. /B.S. degree to be eligible.

Certificate Pay: Employees may be eligible for 3% certification pay upon proof of successful completion of coursework for Fire Officer, Company Officer, Fire Prevention Officer II or Fire Inspector II certification.

Special Assignment Pay: Additional pay shall be made to certain members based on assignment. Refer to the MOU for a complete listing.

Temporary Upgrade Pay: Move up Assignment for five (5) hours or more. Refer to the MOU for a complete listing.

Uniform: Provided by the City and reported to PERS as \$1,519 per year for Safety and \$1,369 for Non-safety.

Bilingual Pay: \$150 per month for Spanish; additional languages may be certified for compensation by the Fire Chief. Testing is required.

Longevity Pay: Unit members may be eligible for Longevity Pay based on the following:

Years of Service	% of Base Pay
16 but less than 20	1.5%
20 but less than 25	2.5%
25 and over	3.5%

LEAVES

Flex Leave: Unit members accrue Flex leave at the following rates:

Line Employees:

Years of Service	Hours per Pay Period
1 but less than 5	9.77
5 but less than 9	10.69
9 but less than 12	11.62
12 and over	12.54

Staff and Non-Safety Employees:

Years of Service	Hours per Pay Period
1 but less than 5	6.97
5 but less than 9	7.63
9 but less than 12	8.33
12 and over	8.95

Holiday Time: Line employees receive 5.54 hours per pay period and Staff/Non Safety employees receive 3.96 hours per pay period. Newly hired employees shall be given a one-time option to elect to convert a portion of Holiday time to Flex leave or to be paid as cash.

Bereavement Leave: Staff and Non-Safety employees may receive forty (40) hours per incident per calendar year and Line employees up to ninety (90) hours per incident per calendar year.

Jury Duty: Line positions are excused for each 24-hour shift in which they are called to jury duty.

FRINGE BENEFITS

Cafeteria Plan: The City contributes \$1,424 per month plus the minimum CalPERS medical contribution for medical, dental and vision coverage. Employees with proof of other group medical coverage may opt out of the City plan and receive \$1,000 per month as taxable cash back. Effective January 1, 2017, the cafeteria amount will increase to \$1,624 per month.

Disability Insurance: Employees contribute 1.0% of pay for disability coverage. Coverage requires a 30 calendar day waiting period and the weekly benefit is 66.67% of salary up to maximum of \$10,000 per month.

Life Insurance: City paid policy up to \$50,000 in coverage.

Employee Assistance Program (EAP): The EAP provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines.

Retirement Benefits & Contributions:

The City contracts with the California Public Employees Retirement System (PERS) to provide retirement benefits and has implemented first, second and third tiers. Tier I employees were hired by the City before November 24, 2012 and are in the 3%@50 (Safety) or 2.5%@55 (Miscellaneous) formula; Tier II employees were hired between November 24, 2012 and December 31, 2012 or are Classic members and in the 2%@50 (Safety) or 2%@60 (Miscellaneous) formula; and Tier III employees were first hired by the City on or after January 1, 2013, and are new members in the 2.7%@57 (Safety) or 2%@62 (Miscellaneous) formula.

Tiers I & II (Safety): Effective July 1, 2015, Tier I and II employees shall contribute the 9% member contribution, plus an additional .75% of the Employer rate for a total of 9.75%. Effective January 1, 2016, Tier I and II members will contribute an additional .75%, for a total of 10.5%; effective January 1, 2017, employees shall contribute an additional .75%, for a total contribution of 11.25%; and effective January 1, 2018, employees shall contribute an additional .75%, for a total contribution of 12.0%.

Tier III (Safety): For FY15-16 and FY16-17, the member contribution is 11.25% and 10.5% respectively. Effective July 1, 2015, Tier III members will contribute the full member contribution. Effective January 1, 2017, Tier III members will contribute the full member contribution, plus an additional .75% of the Employer rate for a total contribution of 11.25%. Effective January 1, 2018, Tier III members will contribute the member contribution, plus an additional percentage of the Employer rate to achieve a total contribution of 12.0%.

Tiers I, II & III (Miscellaneous): Effective July 1, 2015, Miscellaneous employees in all tiers shall contribute an additional .75% of the Employer rate, above the 10.9% in prior agreement, for a total employee contribution of 11.65%. Effective January 1, 2016, Miscellaneous employees shall contribute an additional .70%, for a total of 12.35%; and effective January 1, 2017, employees shall contribute an additional .65% for a total employee contribution of 13.0%.

Defined Contribution Plan: Safety employees hired under Tier II or III shall be eligible to participate in a Defined Contribution Plan. The City shall match employee contributions up to 1.5% of base salary. Refer to the current MOU for plan specifics.

RETIREE MEDICAL BENEFIT

Retiree Health Benefits Program: The City participates in a retiree medical program for employees through a Retiree Health Savings plan (RHS), with contributions paid by both the City and the employee. Employees hired prior to January 1, 2006 whose age and years of services total 50 or more, are enrolled in either the fully-converted plan or hybrid plan. Employees hired after January 1, 2006 participate in the fully-converted plan.

FULLY-CONVERTED PLAN

I. Payments by Employee to City to support program prior to retirement:

None

II. Contributions to Employee RHS Account During Employment:

1. 1% Salary Contribution (Employee contribution).
2. \$2.50 per month for each year of service plus age (City contribution; must be vested with 5 yrs City service).
3. \$100 per month for every month paid into "old" system prior to January 1, 2006 (15 year maximum); (City contribution at time of retirement—must retire from City).
4. Cash from conversion of leave at retirement (refer to MOU).

III. City Contributions to Employee RHS Account After Retirement:

None.

HYBRID PLAN

I. Payment by Employee to City to support program prior to retirement:

\$100 per month until retirement

II. Contributions to Employee RHS Account During Employment

1. 1% Salary Contribution (Employee contribution).
2. No City Contribution.
3. \$75 per month for every month paid into "old" system prior to January 1, 200 (15 year maximum); (City contribution at time of retirement—must retire from City).
4. Cash from conversion of leave at retirement (refer to MOU).

III. City Contributions to Employee RHS Account After Retirement:

\$400 per month.

MISCELLANEOUS

Tuition Reimbursement: Reimbursement up to \$1,500 per fiscal year for job related, off-duty courses that are in furtherance of a degree or certificate. Reimbursement is contingent upon the successful completion of the course.

48/96 Schedule: The Fire Department currently operates with a 48/96 schedule.