



CITY OF NEWPORT BEACH BENEFITS SUMMARY

Newport Beach Fire Management Association (FMA)

July 1, 2018 through June 30, 2019

This is a general outline of employee compensation and fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual. In the event that information contained herein conflicts with the provisions of the MOU, the MOU language prevails.

COMPENSATION

SALARY ADJUSTMENTS: There are no cost of living adjustments to base salaries during the term of this agreement.

CLASSIFICATION	TOP STEP
Fire Battalion Chief	\$13,972
Fire Battalion Chief (Training) + 7.5%	\$15,022

OVERTIME: Battalion Chiefs are exempt from the Fair Labor Standards Act's overtime provision. However, they will receive one and one half times (1.5) their base pay rate when assigned by the Fire Chief (or designee) to:

1. Work floor shifts, in excess of their regular work schedule, for emergency assignments in fire suppression.
2. Substitute for another Battalion Chief, who is on an approved leave.
3. Participate in a regional, state or federal strike team when these conditions are met (56-hour rate):
 - a. Organized by state or federal officials.
 - b. Working outside of regular work schedule.
 - c. Operating outside the city limits.
 - d. On the strike team for more than eight hours.
 - e. A declaration has been approved by the state or federal government for the fire suppression action.
 - f. The state or federal government has specifically authorized reimbursement for the cost of the overtime hours.

UNIFORM ALLOWANCE: The City provides FMA members with uniforms and reports \$58.42 a pay period to CalPERS.

SCHOLASTIC ACHIEVEMENT PAY:

DEGREE	% OF BASE PAY
AA/AS Degree	3.5%
BA/BS Degree	5.5%

CERTIFICATION PAY:

CERTIFICATE	AMOUNT
Certified Chief Fire Officer	3.0% of base
Strike Team Leader	\$100 per month

BILINGUAL PAY: Certified as bilingual in Spanish \$150.00 per month.

LEAVES

HOLIDAY PAY: Line employees accrue 5.54 hours per pay period; Staff employees accrue 3.96 hours per pay period. Holiday hours are paid on a bi-weekly basis.

BEREAVEMENT LEAVE: Per qualifying event, staff employees shall be entitled to 40 hours and line employees shall be entitled to 90 hours.

JURY DUTY: Line positions are excused from work for each 24-hour shift in which the member is required to attend a legal proceeding as a juror.

FLEX LEAVE: FMA personnel accrue flex leave at the following rates:

Years of Continued Service	Hours Accrued per Pay Period	
	Line Employees	Staff Employees
Less than 5	9.77	6.97
5 but less than 9	10.69	7.63
9 but less than 12	11.62	8.33
12 and over	12.54	8.95

FRINGE BENEFITS

CAFETERIA PLAN: The City contributes \$1,624 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, 2019, the cafeteria amount will increase to \$1,824 per month.

FLEXIBLE SPENDING ACCOUNT (FSA): Employees have the option of contributing to a pre-tax flexible spending account to pay for healthcare and dependent care expenses.

DISABILITY INSURANCE: Employees contribute 1.0% of base pay for this benefit. Short-term disability requires a 30-calendar day waiting period and long-term disability requires a 180-day waiting period. The weekly benefit is 66.67% of salary, up to a 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: The City contracts with the California Public Employees Retirement System (CalPERS) to provide retirement benefits and has implemented first, second and third tiers.

TIER I (CLASSIC LEGACY)

Eligibility:	Employed by the City of Newport Beach and a CalPERS member prior to November 24, 2012.
Formula:	3.0% at 50
EE Contribution:	12% total compensation earnable (9% EE rate, 3% ER rate)

TIER II (CLASSIC)

Eligibility:	Hired between November 24, 2012 and December 31, 2012. CalPERS (or reciprocal) membership with another agency, prior to December 31, 2012, and hired by Newport Beach with less than a 6-month break in service.
Formula:	2.0% at 50
EE Contribution:	12% total compensation earnable (9% EE rate, 3% ER rate)

TIER III (PEPRA)

Eligibility:	CalPERS membership on or after January 1, 2013.
Formula:	2.7% at 57
EE Contribution:	12% total pensionable compensation Full statutory member contribution. If statutory amount falls below 12%, the difference will be allocated towards the ER rate to achieve a 12% total.

TUITION REIMBURSEMENT: Up to \$1,500 reimbursement 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.

RETIREE MEDICAL BENEFIT

RETIREE HEALTH SAVINGS (RHS): The RHS plan is a defined contribution program which sets aside funds for employees to use for qualifying health care expenses after retirement. All deposits to the fund are either employee (pre-tax) or employer contributions. Employees are classified into three different categories.

CATEGORY 1: Employees hired on or after January 1, 2006.

CATEGORY 2: Employees hired before January 1, 2006 whose age and years of service totaled less than 50 (miscellaneous employees) or 46 (safety employees).

CATEGORY 3: Employees hired before January 1, 2006 whose age and years of service totaled at least 50 (miscellaneous employees) or 46 (safety employees). These employees had an option to participate in the Hybrid Plan.

Contributions to the Fully Converted Plan will be made in three parts (A, B and C):

PART A (Employee Contributions): Employees in all three categories will pay a 1%-base pay, pre-tax contribution. Hybrid employees will contribute an additional \$100/month.

PART B (Employer Contributions): Once vested (5 years continuous, full-time service), the City contributes \$2.50/month for each year of service and age. Hybrid employees will not receive this contribution; however, they will receive \$400/month after retirement.

PART C (Employee Contributions through Flex Leave Converted to Cash): The Association may elect for a designated percentage of flextime, when converted to cash or paid out upon separation, to be deposited into employees' fund on a pre-tax basis. FMA elected for a 0% contribution.

LUMP SUM BENEFIT:

Category 2 – Upon retirement, these employees will receive a one-time payment equal to \$100 for every month (180-month maximum) that was paid into the “old system.”

Category 3 – Upon retirement, these employees will receive a one-time payment equal to \$75 for every month (180-month maximum) that was paid into the “old system.”