



CITY OF NEWPORT BEACH BENEFITS SUMMARY

Association of Newport Beach Ocean Lifeguards (ANBOL) Effective July 1, 2017 through June 30, 2021

This is a general outline of employee fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU).

GENERAL PROVISIONS

Recognition is limited to active employees with job titles of Lifeguard I, II or III, who have worked the most recent summer season (or taken an approved leave of absence), who have worked 240 cumulative hours, and who meet the work hours standards described in the MOU.

COMPENSATION

Salary Adjustments: Effective 7/1/18 base salaries will increase 2.0%; effective 7/1/19 base salaries will increase 1.0%; and effective 7/1/20 base salaries will increase 1.0%.

Step Adjustment for Lifeguard II: Effective August 5, 2017, Step 1 will be eliminated and a new Step 4, set 5% above step 3, will be added to the Lifeguard II salary range.

Bi-Lingual Pay: Seventy-five cents (\$0.75) per hour for street conversational level Spanish. Testing is required.

EMT Pay: One dollar (\$1.00) per hour worked. Must provide proof of valid certification.

Assignment Pay: Employees in the Lifeguard II and III classifications will be eligible for 5.0% Assignment Pay when performing duties as Dispatcher, Junior Guard Leader, and Boat Operator.

FRINGE BENEFITS

Retirement: Employees will be enrolled in the Public Agency Retirement Services (PARS) program in lieu of Social Security. Both the Employee and the City make a 3.75% contribution. Employees enrolled in Public Employees Retirement System (PERS) contribute 13.6%.

Equipment Allotment: ANBOL members are eligible to receive \$200 annually toward the purchase of equipment and gear. Employees must meet the work hour standards to be eligible.

EMT Certification Reimbursement: ANBOL members are eligible to receive up to \$200 per year for the cost of EMT recertifying. Requires certification through Orange County EMS.

Sunscreen and Skin Cancer Screening: Sunscreen and lip balm will be provided on an as needed basis. ANBOL employees are eligible for annual skin cancer screening.

Binoculars: One pair of binoculars (in accordance with Fire Department S.O.P's) shall be provided at the start of employee's career with the City. Employees are responsible for loss or damage.

Uniforms: The following items will be provided once per season: one pair of uniform trunks and two uniform shirts. The following will be provided once per career: jacket, swim fins, mask and snorkel.

Parking Passes: One parking pass will be issued that provides parking in spaces marked with the letter "A" and in beach lots year-round; and provides all parking from May 15 to September 30.

Paid Sick Leave: ANBOL employees are eligible for paid sick leave at the rate of .034 hour for every hour worked (which equals 1 hour of Paid Sick Leave for every 30 hours worked), with a maximum accrual of 48 hours. At the conclusion of each season, ANBOL members will be permitted to cash out Paid Sick Leave time remaining in their bank at the value of 50%.