



NEWPORT BEACH POLICE ASSOCIATION (NBPA)

Benefits Summary

Term: July 1, 2021 - November 30, 2025

Salary Adjustments	July 2021 – 2.0%	July 2023 – 3.0%
	July 2022 – 3.0%	July 2024 – 3.0%

Retirement Benefits

The City contracts with the California Public Employees Retirement System (CalPERS) to provide retirement benefits and has implemented first (2.5%@55), second (2%@60), and third (2%@62) tiers for non-safety employees, and first (3%@50), second (3%@55), and third (2.7%@57) tiers for safety employees.

Member Contributions: 13.6% (safety); 13% (non-safety)

City-Paid Deferred Compensation

The City contributes two percent (2%) of base salary to each employee's deferred compensation account.

Flex Leave

Flex Leave accrues based on years of continuous service, starting at 164.06 annual hours.

Bonus

Lump sum bonuses of \$1,000 will be provided to eligible unit members on 09/13/24, 10/11/24, 01/17/25 and 04/11/25. See MOU for details.

Non-Accruing Leave (NAL)

Police Officer unit members shall receive 33 hours of NAL time (fiscal year). Non-safety members shall receive 18 hours of NAL (fiscal year). The hours have no value and cannot be transferred to another bank, carried over from year-to-year or cashed out.

Holidays

Eligible members shall accrue holiday time at the rate of 3.7 hours per pay period. Members irrevocably elect to take this as time, pay, or a combination of the two.

Cafeteria Plan

Medical plan participants receive a monthly cafeteria allowance of \$1,624* (plus the CalPERS medical premium contribution). Employees hired on or after December 18, 2021 are ineligible to receive any remaining balance in taxable cash.

*Cafeteria contributions decrease to \$1,524 effective January 2026.

Medical Opt-Out

Eligible employees receive \$1,000/\$500 per month as taxable cash back, depending on hire date.

Bilingual Pay

\$200 per month upon Chief of Police approval.

Certificate Pay

For a complete listing of eligible certificate pays, refer to the current MOU.

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Court Standby Pay	Off-duty employees on call for court shall receive compensation equal to the actual standby time with a minimum of one (hour) paid at time and one-half the employee's MOU overtime rate of pay.
Call-Back Duty Pay	Eligible employees receive pay for actual hours worked, with a two-hour minimum for regular call out and four-hour minimum for court callback for work outside regular work hours.
Scholastic Achievement Pay	Eligible safety employees may receive 1%-7.5%, depending upon date of hire and number of units or degree obtained.
Education Retention Incentive Program	Eligible non-safety employees may receive 0.5%-2.5%, depending upon date of hire and number of units or degree obtained.
Training Pay	Eligible employees may receive up to 1.5 hours of base pay per shift.
Motor Officer Pay	Employees assigned as motor officers shall receive on-duty and off-duty pay related to their motor assignment.
Canine Officer Pay	Employees assigned as canine officers shall receive on-duty and off-duty pay related to their canine assignment.
Matron Pay	Female non-safety employees assigned matron duties shall receive an additional 1.5 hours of base pay for each shift matron duties are performed.
Uniform Allowance	For eligible employees, reported to CalPERS bi-weekly as \$118.56 annually (non-safety) or \$1,100 annually (safety).
Compensatory Time Off	Members may receive Compensatory Time Off in lieu of cash for each overtime hour at the rate of one and one half (1.5) hours.
Night Shift Differential	Non-safety members receive \$1.50 per hour between 6:00 p.m. and 6:00 a.m.
Bereavement Leave	Forty (40) hours of paid leave.
Life Insurance	City-paid policy up to \$50,000 in coverage based on annual salary. Supplemental available at employee cost.

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Disability Insurance

City-paid benefit.

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.

Tuition Reimbursement

Maximum tuition reimbursement is \$1,400 per fiscal year.

PORAC Retiree Medical Trust

The City shall contribute \$100 per month per unit member to the PORAC Retiree Medical Trust.

Retiree Health Benefits Program

The City participates in a Retiree Health Savings (RHS) defined contribution plan with City and employee contributions.

This summary is intended for informational purposes only and is not binding. 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.

Rev. 09.24