



Benefits Summary

Term: July 1, 2022 - June 30, 2026

**Salary
Adjustments**

July 2022 – 2.0% July 2024 – 3.0%
July 2023 – 3.0% July 2025 – 3.0%

**Retirement
Benefits**

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

Member Contributions: 13.5%

**City-Paid
Deferred
Compensation**

The City contributes \$65.02 bi-weekly to each employee's deferred compensation account.

**Matching Defined
Contribution Plan**

The City matches contributions up to 1.5% of base salary for safety members in the 2%@50 or 2.7@57 retirement benefit tiers.

Flex Leave

Flex Leave accrues based on years of continuous service, starting at 254.02 annual hours for line employees, and 181.22 annual hours for staff employees.

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.

Holidays

Line employees receive 5.54 hours per pay period and staff employees receive 3.96 hours per pay period paid biweekly.

Cafeteria Plan

Medical plan participants receive a monthly cafeteria allowance of \$1,924* (plus the CalPERS medical premium contribution). Employees hired on or after June 22, 2019 are ineligible to receive any remaining balance in taxable cash.

*Cafeteria contributions decrease to \$1,824 effective January 2026.

Medical Opt-Out

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

Bilingual Pay

\$150 per month upon Fire Chief approval.

Certificate Pay

3% - Certified Chief Fire Officer
\$100 per month - Certified Strike Team Leader.

BENEFITS SUMMARY

Newport Beach Fire Management Association

July 1, 2022 - June 30, 2026

Scholastic Pay	Eligible employees may receive 5.5%-7%, depending on the degree obtained.
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Court Standby Pay	Four hours of pay for each eight hours of court standby time.
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Salary Differential	The Battalion Chief assigned as the Staff Battalion Chief shall receive an additional 7.5% of base pay. Assignment is typically 2 years.
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Uniform Allowance	For eligible employees, reported to CalPERS bi-weekly as \$1,519 annually.
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Contract Overtime	Paid at time and one half (1.5) and calculated using base rate of pay. Limited to certain situations. See MOU for more details.
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Bereavement Leave	Staff employees receive forty (40) hours and line employees up to ninety (90) hours of paid leave.
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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.
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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.
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Tuition Reimbursement	Maximum tuition reimbursement is \$1,500 per fiscal year.
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Retiree Health Benefits Program	The City participates in a Retiree Health Savings (RHS) defined contribution plan with City and employee contributions.
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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