



NEWPORT BEACH FIREFIGHTERS ASSOCIATION (NBFA)

Benefits Summary

Term: May 3, 2025- June 30, 2028

Schedules

Line staff operate with a 48/96 schedule.

Salary Adjustments

May 2025 – 4% for all classifications. Additional 2% equity adjustment for safety classifications.

July 2026 – 4% for all classifications.

July 2027 - 4% for all classifications.

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 (2%@50), and third (2.7%@57) tiers for safety employees.

Member Contributions: 13.5% (safety); 13% (non-safety)

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 and non-safety employees.

Holidays

Line employees receive 7.38 hours of Holiday in Lieu Pay per pay period.

Safety staff receive 5.26 hours per pay period and non-safety staff receive 3.96 hours per pay period.

Non-Accruing Leave (NAL)

Line employees shall receive 48 hours of NAL time (fiscal year). The hours have no value and cannot be transferred to another bank, carried over from year-to-year or cashed out.

Cafeteria Plan

Medical plan participants receive a monthly cafeteria allowance of \$2,224 (plus the CalPERS medical premium contribution). Employees hired on or after January 1, 2022 are ineligible to receive any remaining balance in taxable cash.

Medical Opt-Out

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

Firefighter Paramedic Premium

Ranges from 17.25% to 22.25% based on date of hire.

Bilingual Pay

\$150 per month upon Fire Chief approval.

BENEFITS SUMMARY

Newport Beach Firefighters Association

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Longevity Pay	Safety members may receive up to 10%, and non-safety and staff members may receive up to 3.5%, based on years of service.
Certificate Pay	Eligible employees receive 3% upon successful completion of coursework for Company Officer or Fire Inspector II certification.
Scholastic Pay	Eligible employees may receive 1.5%-5.5%, depending on date of hire and number of units or degree obtained.
Special Assignment Pay	Refer to the MOU for eligibility requirements, compensation, and a complete listing of assignments.
Temporary Upgrade Pay	Move up pay and acting appointments. Refer to the MOU for more information.
Uniform Allowance	For eligible employees, reported to CalPERS bi-weekly as \$1,169 annually (non-safety) or \$1,519 annually (safety).
Bereavement Leave	Staff and non-safety employees receive forty (40) hours of paid leave and line employees up to ninety (90) hours.
Life Insurance	City-paid policy up to \$50,000 in coverage based on annual salary. Supplemental available at employee cost.
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 & Training	Maximum tuition reimbursement is \$1,500 per fiscal year.
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. 07/25