



NEWPORT BEACH POLICE ASSOCIATION (NBPA)

Benefits Summary

Term: May 31, 2025 - June 30, 2028

Salary Adjustments

May 2025 - 4% for all classifications. Additional 8% equity adjustment for the Police Officer classification and 5% equity adjustment for Police Fiscal Services/Facilities Manager classification. Elimination of steps 1-4 for the Police Officer classification.
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 (3%@55), and third (2.7%@57) tiers for safety employees.

Member Contributions: 13.6% (safety); 10% (non-safety first and second tiers); 8% (non-safety third tier)

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.

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 receive 3.7 hours of Holiday in Lieu Pay per pay period.

Cafeteria Plan

Medical plan participants receive a monthly cafeteria allowance of \$1,924 (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.

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 a 15% premium of base pay for hours worked as a Field Training Officer with a trainee.

Special Assignment Pay

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

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.

Longevity Pay

Non-safety employees may receive 1% - 5%, depending upon date of hire and years of service.

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.

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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.

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.

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