



NEWPORT BEACH POLICE MANAGEMENT ASSOCIATION (NBPMA)

Benefits Summary

Term: June 28, 2025- June 30, 2028

Salary Adjustments

June 2025 – 4% for all classifications. Additional 9% equity adjustment for Police Sergeants and 11% equity adjustment for Police Lieutenants.
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 (3%@50), second (3%@55), and third (2.7%@57) tiers for safety employees.
Member Contributions: 13.6%

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 147.94 annual hours.

Non-Accruing Leave (NAL)

Each July 1, unit members shall receive 33 hours of NAL time for the fiscal year. The hours have no value and cannot be transferred to another bank, carried over from year-to-year or cashed out.

Holidays

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 December 18, 2021 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.

Uniform Allowance

For eligible employees, reported to CalPERS biweekly as \$1,350 annually.

Longevity Pay

Members may receive up to 3% based on continuous, full-time years of service.

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Special Leadership Compensation (SLC)

Members who complete the California POST Supervisory Leadership Institute, POST Command College, the FBI National Academy, or Executive Leadership Institute are eligible to receive 4% for SLC.

Advanced POST Certification

Members who earn an Advanced POST, Supervisory POST, and/or Management POST certificate are eligible to receive 5.25% of base pay.

Scholastic Achievement Pay

Eligible employees may receive 2%-8.5%, depending on date of hire and number of units or degree obtained.

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.

Court Appearance Pay

Eligible employees receive pay for court appearances with a minimum of four hours for work outside regular work hours.

Motor Officer Pay

Employees assigned as motor officers shall receive off-duty pay related to their motor assignment.

Special Assignment Pays

Detective Pay - 3% of base salary
SWAT Pay - 2% of base salary
Crisis Negotiation Pay - 1% of base salary
*Pays do not stack; members with multiple assignments will only receive the premium for the highest paying assignment.

Compensatory Time Off

Non-exempt 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.

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.

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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.

Tuition Reimbursement

Maximum tuition reimbursement is \$1,400 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