CITY OF NEWPORT BEACH
BENEFITS SUMMARY

Newport Beach Employees League
Effective July 1, 2010 through June 30, 2012

This is a general outline of employee compensation and fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual. Any information contained herein that may conflict with the provisions of the MOU, the MOU shall prevail.

COMPENSATION

Salary Adjustments: No salary changes will be implemented through 2011. Effective January 1, 2012, salaries will be increased by an amount equal to the increase in the CPI Los Angeles/Orange County Urban Wage Earners Index for the 12 month period commencing November 2010, with a minimum 1.5% increase and a maximum 3% increase.

Standby: Requires employee to be ready and available to respond to calls for service. Employees earn one (1) hour OT for each eight (8) hours of standby and two (2) hours OT for each eight (8) hours standby on a holiday.

Callback: Two (2) hours pay or one and one half (1.5) times the hourly rate for the number of hours worked, whichever is greater, for responding to a request to return to work after normal work shift has been completed and employee has left the premises.

Overtime: Normal overtime for all non-exempt employees shall be paid at one and one half (1.5) times the hourly rate for each hour worked in excess of the basic 40 hour work week.

Comp Time Accrual: Maximum accrual is 80 hours. Comp Time shall be calculated at the rate of one and one half (1.5) hours for each hour worked in excess of the basic 40 hour work week.

Night Shift Differential: $1 per hour for employees whose regular shift comprises four (4) or more hours between 5:00 p.m. and 5:00 a.m. Differential pay is $.50 per hour for automotive shop mechanics for hours worked after 5 p.m.

One Man Packer Pay: Differential pay is 18%.

Certification Pays: Employees may submit proof of valid certificates, including renewals, by November 15th of each year. The bi-weekly payment for such eligible certificates will begin the first pay period in January of the following year. Refer to the current MOU for list of approved Certification Pays.

Uniform Allowance: Provided by the City and reported to PERS as $95.00 per year.

LEAVES

Holidays: Twelve (12) holidays per year which include: Independence Day, Labor Day, Veteran's Day, Thanksgiving, Friday following Thanksgiving, half-day Christmas Eve, Christmas, half-day New Year's Eve, New Years Day, Martin Luther King Day, President's Day, Memorial Day, and a Floating Holiday (1) credited on July 1st. All holidays are credited at eight (8) hours.

Bereavement Leave: Five (5) working days per incident for the death or terminal illness of an immediate family member.

Family Leave Laws: California Family Leave laws allow employees specific leave benefits. Please refer to the Employee Policy Manual for information relating to leave for the birth of a child, placement of a child in foster care, adopting a child, or the serious health condition of the employee, the employee's parent, child or spouse.

Flex Leave: Regular, Full-time Employees hired on or after June 25, 2005 shall accrue flex leave at the following rates:

Years of Continuous Service	Accrual Per Pay Period	Annual Days	Maximum Accural Rate
1 but less than 5	5.54	18	432.12
5 but less than 9	6.15	20	479.70
9 but less than 12	6.77	22	528.06
12 but less than 16	7.69	25	599.82
16 but less than 20	8.31	27	648.18
20 but less than 25	8.92	29	695.76
25 and over	9.54	31	744.12

Vacation Leave: Available only to employees hired prior to Janury 1, 1990 who do not receive Flex Leave. Eligible Employees earn vacation leave at the following rates:

Years of Continuous Service	Accrual Per Pay Period
0 but less than 5	3.38
5 but less than 9	3.99
9 but less than 12	4.61
12 but less than 16	5.22
16 but less than 20	5.84
20 but less than 25	6.46
25 and over	7.07

Sick Leave: Available only to employees hired prior to Janury 1, 1990 who do not receive Flex Leave. Eligible Full-time Employees accrue sick leave based on a normal 40 hour work week as follows:

Yrs of Service	Monthly Accrual
0-1 year	4 hours
1-2 years	5 hours
2-3 years	6 hours
3-4 years	7 hours
4+	8 hours

Leave Sellback: Employees have the option of selling back flex or vacation leave hours in excess of 160 twice per year.

FRINGE BENEFITS

Cafeteria Plan: The City contributes $1,049 per month plus the minimum CalPERS medical contribution for employees to purchase health benefits. Any unused cafeteria plan funds shall be payable to the employee as taxable cash back. Effective January 1, 2011, the contribution will $1,149 per month plus the minimum CalPERS medical contribution. Effective January 1, 2012, the contribution will $1,249 per month plus the minimum CalPERS medical contribution.

Disability Insurance: City disability coverage requires a 30 calendar day waiting period. Employees contribute 1% of base salary toward disability insurance. The weekly benefit is 66 2/3% of gross salary up to maximum of $10,000 per month; minimum benefit is $50.

Life Insurance: City paid policy up to $50,000 in coverage based on annual salary.

Employee Assistance Program: Provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines.

Tuition Reimbursement: Reimbursement up to $1,400 per fiscal year for job related, off-duty courses that are in furtherance of a degree or certificate.

Retirement: PERS 2.5% @ 55 formula with an employee contribution of 3.42%. Effective January 1, 2011, the employee contributes 4.92% to the plan. The employee contribution will increase to 6.42% effective July 2, 2011 and to 8% effective January 1, 2012.

The contract provisions are as follows: single highest year, 4th Level 1959 Survivor Benefit, $500 Lump Sum Death Benefit, Sick Leave Credit, Military Service Credit, 2% COLA and Pre-retirement Optional Settlement 2 Death Benefit. Please contact Human Resources or refer to the CalPERS website, www.calpers.ca.gov, for an explanation of these options

Retiree Health Benefits Program: The City participates in a retiree medical program for employees through a Medical Expense Reimbursement Program (MERP), with contributions paid by both the City and the employee. Employees hired prior to January 1, 2006 whose age and years of services total 50 or more, select from either the fully-converted plan or hybrid plan. Employees employed after January 1, 2006 participate in the fully-converted plan only.

Retiree Medical Plans

FULLY-CONVERTED PLAN	HYBRID PLAN
I. Payments by Employee to City to support program prior to retirement: None **II. Contributions to Employee MERP Account During Employment:** 1. 1% Salary Contribution (Employee contribution). 2. $2.50 per month for each year of service plus age (City contribution; must be vested with 5 yrs City service). 3. $100 per month for every month paid into "old" system prior to January 1, 2006 (15 year maximum); (City contribution at time of retirement—must retire from City). **III. City Contributions to Employee MERP Account After Retirement:** None. *For distribution purposes, comp time will be applied the same as flex time.	**I. Payment by Employee to City to support program prior to retirement:** $100 per month until retirement **II. Contributions to Employee MERP Account During Employment** 1. 1% Salary Contribution (Employee contribution). 2. No City Contribution. 3. $75 per month for every month paid into "old" system prior to January 1, 2006 (15 year maximum); (City contribution at time of retirement—must retire from City). **III. City Contributions to Employee MERP Account After Retirement:** $400 per month. *For distribution purposes, comp time will be applied the same as flex time.

MISCELLANEOUS

Probation Period: New hires serve a twelve (12) month probationary period and promoted employees serve a six (6) month probationary period.

Direct Deposit: All newly hired employees shall participate in this program.

Updated: 10/30/07
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Revised (smc): 1/31/11