



CITY OF NEWPORT BEACH BENEFITS SUMMARY

Part Time Employees Association of Newport Beach (PTEANB) Effective July 1, 2015 through December 31, 2018

This is a general outline of employee fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU).

GENERAL PROVISIONS

Recognition: Employees will become eligible for recognition after working a cumulative total of 1,000 hours in any fiscal year, or when otherwise mandated to provide Minimum Essential Coverage as required under the Affordable Care Act. Once eligible to be a unit member, employees will remain covered under the MOU, while actively employed, regardless of the number of hours worked thereafter.

FRINGE BENEFITS

Salary Adjustments:

July 1, 2016 – 2.65%
July 1, 2017 – 2.0%
July 1, 2018 – 1.5%

Night Shift Differential: \$1.50 per hour for Police Department members scheduled to work hours between 6:00 p.m. and 6:00 a.m.; \$1.00 per hour for Library Department personnel for each regularly scheduled hour worked after 5:00 p.m.

Bi-Lingual Pay: Seventy-five cents (\$0.75) per hour for street conversational level Spanish. Testing is required.

Matron Pay: Female Police Department members assigned matron duties shall receive one (1) hour straight time pay for each shift matron duties are performed. Employees must work a minimum eight hour shift to be eligible.

Compensation for Overtime: Paid at 1.5 hours for hours worked in excess of 40 in a week.

FRINGE BENEFITS

Pay for Leave: Employees earn .04 hours for each hour worked; maximum accrual is one hundred (100) hours.

Jury Duty: If required to attend jury duty on a regularly scheduled day, employees will be compensated for the hours they were scheduled to work.

Cafeteria Plan: From July 2015 through December 2016, for PTEANB employees enrolled in a City medical plan, the City's contribution toward the cafeteria benefit shall be \$4.50 per hour worked, to a maximum of 64 hours per pay period. Employees who became PTEANB members on or before June 30, 2014, and who "opt out" by providing proof of other group coverage, shall be eligible for a cafeteria benefit of \$3.75 per hour worked, to a maximum of 64 hours per pay period.



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Effective January 1, 2017, the City shall adopt a tiered Cafeteria benefit structure. Eligibility is based on the date of enrollment into the PTEANB and health coverage requirements set forth by the Federal Affordable Care Act. Refer to the PTEANB 2015-18 Memorandum of Understanding for a complete description of benefit levels and employee eligibility.

Public Employees Retirement System (PERS) Retirement Benefit:

TIER 1 (for employees hired on or before November 23, 2012 and in the 2.5%@55 PERS formula): Effective July 1, 2016, employees shall contribute a total of 13.0% toward PERS, broken down as follow: 8% of the required member contribution and 2.42% and 2.58% of cost sharing under Government Code 20516(a) and 20516(f) respectively.

TIER 2 (for employees hired in the 2%@60 PERS formula): Effective July 1, 2016, employees in Tier 2 shall contribute a total of 13.0% toward PERS, broken down as follow: 7% of the required member contribution and 6.0% of cost sharing under 20516(f).

TIER 3 (for employees hired under the PEPRA 2%@62 PERS formula): The minimum required member contribution for Tier 3 employees is subject to change based on annual PERS valuation. For FY16-17 the rate is 5.5%. Effective July 1, 2016, in addition to the required member contribution, Tier 3 employees shall make an additional contribution under Government Code 20516(f), such that the total employee contribution equals 13.0%.

PARS Retirement: Employees not eligible for PERS will be enrolled in the Public Agency Retirement Services (PARS) in lieu of Social Security. Both the Employee and the City make a contribution to this plan of 3.75% of salary.

MISCELLANEOUS

Direct Deposit: All employees shall participate in the payroll direct deposit program.

Recreation Department Step Adjustment: Unit members in designated classifications within the Recreation Department, may be eligible for salary step increases upon meeting the following criteria: 365 days have passed since the last salary step increase; employee has worked a minimum of 125 hours in the classification within the preceding 365 days; and the employee is rated as "Contributor" or greater on his or her most recent performance evaluation.