



BENEFITS SUMMARY

POLICE MANAGEMENT ASSOCIATION (PMA)

Term: March 30, 2019 through June 30, 2022

This summary is 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.

COMPENSATION

Salary Adjustments: 2% - March 30, 2019; 2% - March 28, 2020; and 2% - March 27, 2021.

FLSA Overtime: Sergeants qualify for FLSA overtime.

Contract Overtime: Paid time off is included in the contract overtime calculation. Lieutenants earn contract overtime only.

Overtime Rate: All unit members earn overtime at one and one half (1.5) times the regular rate of pay for hours worked in excess of their regularly scheduled shift. Contract Overtime calculations do not include any funds associated with the Cafeteria Allowance (cash back, opt-out cash).

Overtime Compensation for Court: Off-duty employees who must remain on-call for court will receive compensation equal to the actual standby time, one-hour minimum, paid at one and one half (1.5) times the employee's regular rate of pay. Off-duty employees who are required to appear in court shall be compensated for the actual time outside of their work schedule, four-hour minimum, paid at one and one half (1.5) times the employee's regular rate of pay. Off-duty employees whose court appearance is cancelled with less than a 12-hour notice shall receive one hour of regular pay.

Bilingual Pay: \$200 per month for Spanish; additional languages may be certified by the Police Chief. Testing is required.

Scholastic Achievement Pay: Eligible unit members receive: 2% for 60 units –Police Sergeants only hired before 9/12/2012; 3% for 90 units –Police Sergeants and Lieutenants hired before 9/12/2012; 7% for BA/BS - all unit members; and 8.5% for MA/MS/JD - all unit members.

Uniform Allowance: Reported to PERS as \$51.92 per pay period.

Longevity Pay: PMA members are eligible for compensation based on continuous, full-time years of service with the City of Newport Beach as a sworn law enforcement officer, including up to 6 months as a police recruit or similar classification in the Police Academy: 0.75% 12-16 years; 1.5% 16-20 years; 2.25% 20-25 years; and 3% 25+ years.

Special Leadership Compensation: Unit members who complete the California Post Supervisory Leadership Institute, Post Command College, or the FBI National Academy are eligible to receive 1% of their base pay for Special Leadership Compensation.

Motorcycle Assignment Pay: PMA members who work the motor officer assignment shall be compensated for the off-duty maintenance and servicing of the motorcycle. They receive an additional six (6) hours of straight time per month paid at time and one half (1.5) their regular hourly rate of pay.

LEAVES

Flex Leave¹: Unit members shall accrue Flex Leave based on years of continued, full-time service at the following rates (per pay period):

Years of Continuous Service	Accrual Hours/Pay Period	Maximum Accrual
Less than 5	5.69	443.82
5 but less than 9	6.31	492.18
9 but less than 12	6.92	539.76
12 and over	8.16	636.48

¹The City complies with the IRS Title 26 CFR § 1.451-2 Constructive Receipt of Income with regard to Flex Leave pay out.

Holidays: PMA members who are normally required to work without regard to holidays receive 3.7 hours of Holiday Time compensation, biweekly. New members have 60 days to irrevocably elect to add all, or any portion, 3.7 hours to their Flex Leave bank instead of cash payment. See MOU for PERS reporting.

Bereavement Leave: 40 hours of paid leave for the necessary absence due to the death or terminal illness of an immediate family member. See MOU for list of qualifying family members.

Non-Accruing Leave: Each July 1, unit members shall receive an additional 33 hours of leave time to use in the fiscal year. The hours may not be transferred to any other bank, and, unlike Flex Leave, the hours have no cash value and will not be carried over into the next fiscal year.

BENEFITS

Cafeteria Plan: Members participating in the City’s medical plans receive a monthly cafeteria allowance of \$1,524 (plus the CalPERS medical premium contribution) to cover the costs of health premiums. Eligible employees receive \$1,000 per month as taxable cash back.

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

Disability Insurance: Employees pay one percent (1%) of base salary as a post-tax deduction for this benefit.

	Short-Term Disability (STD)	Long-Term Disability (LTD)
Benefit Amount	66.67% of covered wages	66.67% of covered wages
Maximum Benefit	\$1,846 a week	\$15,000 monthly
Waiting Period	30 calendar days	180 calendar days

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.

Retirement Benefits: The City contracts with the California Public Employees Retirement System (CalPERS) to provide retirement benefits and has implemented first, second and third tiers. CalPERS makes the final decision as to which tiered benefit an employee will receive.

Member Contributions: 14.6%

Tier I (Legacy 3%@50) & Tier II (Classic 3%@55): Members contribute 9% of the employee rate; the remaining retirement contribution amount of 5.6% is employer rate cost sharing.

Tier III (PEPRA 2.7%@57): The minimum required member contribution for Tier III employees is subject to change based on the annual PERS valuation. The employee rate may increase or decrease as provided by CalPERS; the City adjusts the employee rate and adjusts the employer rate contribution so that the total member contribution aligns with Tiers I and II members.

Deferred Compensation: The City makes a biweekly contribution to PMA employees' deferred compensation accounts in the amount of: 1% of base pay effective March 30, 2019; 1.5% (total) of base pay effective March 28, 2020; and 2.0% (total) of base pay effective March 27, 2021.

RETIREE MEDICAL PLANS

Retiree Health Benefits Program: The City participates in a Retiree Health Savings (RHS) defined contribution plan with contributions paid by both the City ² and the employee. Employees hired prior to January 1, 2006, and whose age and years of service totaled 50 (46 for public safety) or more, were enrolled in either the fully-converted plan or hybrid plan. Employees hired on or after January 1, 2006 participate in the fully-converted plan. Please refer to the PMA MOU for full details.

<u>FULLY-CONVERTED PLAN</u>	<u>HYBRID PLAN</u>
<p>I. Employee payments to City to support program prior to retirement:</p> <p>None.</p>	<p>I. Employee payments to City to support program prior to retirement:</p> <p>\$100 per month until retirement.</p>
<p>II. Contributions to employees' accounts during employment:</p> <ol style="list-style-type: none"> 1. Part A: 1% salary contribution (employee). 2. Part B ²: \$2.50 per month for each year of service plus age (the City). 3. Part C: Cash from leave conversion at retirement (see MOU for amount). 4. Lump payment upon retirement of \$100 for every month paid into the previous defined benefit plan, prior to January 1, 2006, up to 180 months (the City). 	<p>II. Contributions to employees' accounts during employment:</p> <ol style="list-style-type: none"> 1. Part A: 1% salary contribution (employee). 2. Part B: No City contribution. 3. Part C: Cash from leave conversion at retirement (see MOU for amount). 4. Lump payment upon retirement of \$75 for every month paid into the previous defined benefit plan, prior to January 1, 2006, up to 180 months (the City).
<p>III. City contributions to employees' RHS account after retirement:</p> <p>None.</p>	<p>III. City contributions to employees' RHS account after retirement:</p> <p>\$400 per month.</p>

² Employees vest in the program after 5 years of continued, full-time service. Once an employee vests, the City deposits the amount accumulated during the five-year waiting period and begins the monthly contributions.