



# BENEFITS SUMMARY

## NEWPORT BEACH POLICE ASSOCIATION (NBPA)

July 1, 2021 through November 30, 2025

*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:**

- July 2021 – 2.0%
- July 2022 – 2.0%
- July 2023 – 2.0%
- July 2024 – 2.0%

**Police Officer Salary Schedule:** Salary schedule consists of 11 steps. Generally, there is a 5% difference in pay between the steps with the exception of Step 7, which is 10% higher in base salary than Step 6. Employees are eligible to move between Steps 2 and 9 annually. Employees are eligible to move from Step 9 to 10 after being at Step 9 with the City of Newport Beach for three (3) years. Employees are eligible to move from Step 10 to 11 after being at Step 10 with the City of Newport Beach for five (5) years.

**Certification Pay:** Police Officers who earn an Advanced POST Certificate shall receive five and one quarter percent (5.25%) of base pay, paid bi-weekly. Full-time, non-sworn staff members assigned to the Police Communications or Police Records Divisions shall receive two percent (2.0%) of base pay, paid biweekly, upon receipt of any of the following certificates: POST Public Safety Dispatcher Advanced, POST Public Safety Dispatcher Supervisory, and POST Records Supervisor.

**Longevity Pay:** All full-time, non-sworn employees are eligible as follows:

Hired before MOU Adoption (6-26-2018)		Hired on or after MOU Adoption (6-26-2018)	
Years of Full-Time Service	% of Base Pay	Years of Full-Time Service	% of Base Pay
08-11 years	2.0%	15-19 years	1.0%
12-14 years	2.5%	20-24 years	1.5%
15-24 years	3.0%	25-29 years	2.0%
25+ years	3.5%	30+ years	2.5%

**Overtime:** Employees receive one and one-half (1.5) time for hours worked in excess of the regularly scheduled shift.

**Overtime Compensation-Court:** Off-duty employees, on-call for court, shall receive compensation equal to the actual standby time with a minimum of one (1) hour. Off-duty employees who are required to appear in court shall be compensated for the actual time with a minimum of four (4) hours paid at time and one-half (1-1/2) of employee's rate. Off-duty employees whose court appearance is cancelled with less than 12 hours notice shall receive 1 hour at the employee's regular rate of pay.

**Education Retention:** All full-time, non-sworn employees are eligible as follows:

In the Unit before MOU Adoption		In the Unit on or after MOU Adoption	
Total Units Received	% of Base Pay	Total Units Received	% of Base Pay
30+ Units	0.5%	AA Degree or 60+ Units	0.5%
AA Degree or 60+ Units	1.5%	Bachelor's Degree	1.5%
Bachelor's Degree	2.0%	Master's Degree, J.D. or Ph. D	2.5%
Master's Degree, J.D. or Ph. D	2.5%		

**Scholastic Achievement Pay:** Sworn members are eligible to receive compensation as follows:

FT, sworn hired before 7/1/2012		FT, sworn hired on or after 7/1/2012	
Units	% of Base Pay	Units	% of Base Pay
30+ Units	1.0%	Bachelor's Degree	5.5%
60+ Units	2.0%	Master's Degree or J.D.	7.5%
90+ Units	3.0%		
Bachelor's Degree	5.5%		
Master's Degree or J.D.	7.5%		

**Night Shift Differential:** Non-sworn only - \$1.50 per hour between 6:00 pm and 6:00 am.

**Field Training Officer (FTO) Pay:** Police Officers and Civilian Employees assigned to training duties for new employees (Field Training) shall receive 1.5 hours of straight time pay (base) for each shift FTO duties are performed.

**Motor Officer Pays:** **1** - Six (6) hours of straight time compensation per month for *on-duty* motor assignment responsibilities, reported to CalPERS as special compensation. **2** - Four (4) hours compensated at \$15 an hour per month, non-pensionable, for *off-duty* responsibilities and maintenance. Both payments are paid at time and one half (1.5), biweekly.

**Canine Officer Pays:** **1** - Fifteen (15) hours of regular hourly rate per month for *on-duty* canine care and responsibilities, reported to CalPERS as special compensation. **2** - Fifteen (15) hours compensated at \$15 an hour per month, non-pensionable, for *off-duty* canine care and responsibilities. Both payments are paid at time and one half (1.5), biweekly.

**Matron Pay:** Any female, non-sworn employee assigned matron duties shall receive an additional one and a half (1.5) hours of base pay for each shift matron duties are performed.

**Minimum Call Back:** Two (2) hour minimum for call out and four (4) hour minimum for court call back.

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

**Annual Certificate Pay for Police Mechanics:** Smog License \$250, Fire Mechanic State Level I \$100, Fire Mechanic State Level II \$200, ASE \$25 per certification (up to 8), Master Truck Technician \$100, Master Automobile Technician \$100, Class A license \$100, Class B license \$75. Certificates paid annually.

**Uniform Allowance:** Reported, bi-weekly, as pensionable earnings for CalPERS Classic Members. Non-sworn \$118.56/annually, Sworn \$1,100/annually.

**Lump Sum Bonus (FY 2021-22):** All employees in paid status for the entirety of the first full pay period following the adoption of the MOU by City Council in Fiscal Year 2021-22 will receive a non-pensionable signing bonus of \$2,000 that will not be reported to CalPERS.

## LEAVES

**Flex Leave:** NBPA personnel shall accrue Flex Leave at the following rates:

FT Years of Continuous Service	Hrs/Pay Period	FT Years of Continuous Service	Hrs/Pay Period
Less than 5	6.31	5 but less than 9	6.92
9 but less than 12	7.54	12 but less than 16	8.16

16 but less than 20	8.77	20 but less than 25	9.38
25 and over	10.00		

**Holiday Time:** Accrue 3.7 hours per pay period. NBPA Employees irrevocably elect to either receive the hours in cash, paid biweekly, and reported to PERS as a special compensation or add all or a portion to the member's flex leave bank in lieu of a cash payment. Holiday time added to the flex leave bank will not be reported to PERS as special compensation. ***Effective following adoption of the MOU in FY 2021-22, all current unit members will be provided a one-time 28-day window for employees to change all or a portion of their future annual holiday benefits to pay or time off.***

**Bereavement Leave:** Employees are eligible for 40 hours per incident for immediate family members (terminal illness followed by death is considered one incident).

**Non-Accruing Leave (NAL) Bank:** Effective the pay period including July 1, 2021, Police Officers employed in the unit shall receive 33 hours of non-accruing leave time for the fiscal year. Effective the pay period including July 1, 2021, Non-Sworn members shall receive eighteen (18) hours annually of NAL 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.

### FRINGE BENEFITS

**Cafeteria Plan:** The City contributes \$1,524 per month, plus the CalPERS medical contribution, for medical, dental and vision benefits. If the cafeteria allowance exceeds the premium amounts, employees will receive the difference in taxable cash. Employees hired on or after January 1, 2022, are ineligible to receive the difference in taxable cash.

**Opt-out:** Eligible employees receive \$1,000 per month as taxable cash back. Employees hired on or after December 18, 2022, receive \$500 per month as taxable cash back.

**Disability Insurance:** City-paid benefit. City disability coverage requires a 30 calendar-day waiting period. The weekly benefit is 66.67% of gross salary up to a maximum of \$10,000 per month.

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

**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.

**Public Employees' Retirement System (PERS) - Employees' Contribution:** The City contracts with CalPERS to provide public sector pension benefits to its employees and depending on date of hire are assigned a benefit "tier." NBPA members have agreed to share in the cost of the retirement benefit as indicated below. Refer to the MOU for a complete description of the PERS benefit and employee contributions.

SAFETY EMPLOYEES	FORMULA	EE PAID	MISC PA EMPLOYEES	FORMULA	EE PAID
Tier I (Legacy)	3.0%@50	13.6%	Tier I (Legacy)	2.5%@55	12.35%
Tier II (Classic)	3.0%@55	13.6%	Tier II (Classic)	2.0%@60	12.35%
Tier III (PEPRA)	2.7%@57	13.6%	Tier III (PEPRA)	2.0%@62	12.35%

The City has the following contract provisions: highest consecutive 12-month period for Legacy members and highest consecutive 36-month period for Classic and PEPRA members, 4<sup>th</sup> Level 1959 Survivor Benefit, Military Service Credit, and Pre-retirement Optional Settlement 2 Death Benefit. Please contact Human Resources or refer to the CalPERS website, [www.calpers.ca.gov](http://www.calpers.ca.gov), for an explanation of these options.

## RETIREE MEDICAL PLANS

**Retiree Health Benefits Program:** The City participates in a Retiree Health Savings plan (RHS), with contributions paid by both the City and the employee. Employees hired prior to January 1, 2006, and whose age and years of services total 50 or more, selected from either the Fully Converted Plan or Hybrid Plan. Employees hired after January 1, 2006, participate in the Fully Converted Plan only.

### FULLY-CONVERTED PLAN

- I. **Employee payments to City to support program prior to retirement:**  
None
- II. **Contributions to Employee RHS Account During Employment:**
  - 1. Part A: 1% salary contribution (employee).
  - 2. Part B <sup>2</sup>: \$2.50 per month for each year of service plus age (City).
  - 3. Part C: Cash from leave conversion at retirement (see Comp Plan for amount).
  - 4. For Category 2 participants only: 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 (City).
- III. **City Contributions to Employee RHS Account After Retirement:**  
None.

### HYBRID PLAN

- I. **Payment by Employee to City to support program prior to retirement:**  
\$100 per month until retirement
- II. **Contributions to Employee RHS Account During Employment**
  - 1. Part A: 1% salary contribution (employee).
  - 2. Part B: No City contribution.
  - 3. Part C: Cash from leave conversion at retirement (see Comp Plan 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 (City).
- III. **City Contributions to Employee RHS Account After Retirement:**  
\$400 per month.

<sup>2</sup> 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.

**PORAC Retiree Medical Trust:** The City shall contribute \$100 per month per unit member to the PORAC Retiree Medical Trust.

**Deferred Compensation:** Beginning the first day of the pay period, which includes April 1, 2018; all NBPA employees shall have a deferred compensation account. The City shall contribute 1% of base salary to each employees' account. The first day of the pay period that includes April 1, 2019, the City shall contribute 1.5%. The first day of the pay period including April 1, 2020, the City shall contribute 2.0%.

**Tuition Reimbursement:** The maximum reimbursement is \$1,400 per fiscal year for sworn and non-sworn employees.

**Physical Fitness Qualifier:** Offered to police officers twice annually. Fitness benchmarks are established and outlined in the MOU. Officers are awarded leave time depending on achieved rank (1st Class, 2nd Class, 3rd Class). The awarded hours are placed in the police officer's individual Comp Time bank at the straight time rate.

## MISCELLANEOUS PROVISIONS

**Direct Deposit:** All unit employees shall participate in the City's Direct Deposit Program.