



# BENEFITS SUMMARY

## ASSOCIATION OF NEWPORT BEACH OCEAN LIFEGUARDS (ANBOL)

Term: September 13, 2022 through June 3, 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.*

### GENERAL PROVISIONS

Recognition is limited to active employees with job titles of Lifeguard I, II or III, who have worked the most recent summer season (or taken an approved leave of absence), who have worked 240 cumulative hours, and who meet the work hours standards described in the MOU.

### COMPENSATION

**Salary Adjustments:** September 2022 – 3%; July 2023 – 3%; July 2024 – 3%

**Step Adjustment for Lifeguard II:** Step 1 will be eliminated and a new Step 4, set 5% above step 3, will be added to the Lifeguard II salary range.

**Bilingual Pay:** Seventy-five cents (\$0.75) per hour for street conversational level Spanish; additional languages may be certified for compensation by the Fire Chief. Testing is required.

**EMT Pay:** One dollar (\$1.00) per hour worked. Must provide proof of valid certification.

**EMT Certification Reimbursement:** ANBOL members are eligible to receive up to \$200 per year for the cost of EMT recertifying. Requires certification through Orange County EMS.

**Assignment Pay:** Employees in the Lifeguard II and III classifications will be eligible for 5.0% Assignment Pay when performing duties as Dispatcher, Junior Guard Group Leader, and Boat Operator.

**Temporary Upgrading of Employees:** A Lifeguard I who has (1) completed their unit certification but (2) has not yet been interviewed for Lifeguard II may be paid their regular rate plus 5% when assigned to act in the capacity of a Lifeguard II.

### FRINGE BENEFITS

**Equipment Allotment:** ANBOL members are eligible to receive \$200 annually toward the purchase of equipment and gear. Employees must meet the work hour standards to be eligible.

**Sunscreen and Skin Cancer Screening:** Sunscreen and lip balm will be provided on an as needed basis. ANBOL employees are eligible for annual skin cancer screening.

**Uniforms:** The following items will be provided once per season: one pair of uniform trunks and two uniform shirts. The following will be provided once per career: jacket, swim fins, mask and snorkel.

**Binoculars:** One pair of binoculars (in accordance with Fire Department S.O.P's) shall be provided at the start of employee's career with the City. Employees are responsible for loss or damage.

**Parking Passes:** One parking pass will be issued that provides parking in spaces marked with the letter "A" and in beach lots year-round; and provides all parking from May 15 to September 30.

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*Association of Newport Beach Ocean Lifeguards*

*September 13, 2022 through June 30, 2025*

**Retirement:** Employees will be enrolled in the Public Agency Retirement Services (PARS) program in lieu of Social Security. Both the Employee and the City make a 3.75% contribution. Employees enrolled in Public Employees Retirement System (PERS) contribute 12.1%\*.

\*Effective the pay period that includes January 1, 2023, member contributions are temporarily reduced from 13.6% to 12.1% per month. This increase will sunset at the end of the last full pay period in December 2024.

**Flex Leave:** On the first full pay period following City Council adoption, any hours remaining in the member's Sick Leave Bank will be transferred into a new ANBOL Flex Leave Bank. Members accrue 0.034 hours for every hour worked, up to a maximum of 48 hours. At the conclusion of each season, or if appointed to a position with a more generous benefit, ANBOL members will be paid out remaining Flex Leave at 100% of its value.

**Bereavement Leave:** Effective January 1, 2023, eligible part-time employees will be entitled to five days of unpaid bereavement leave upon the death of a covered family member in compliance with Assembly Bill 1949. Employees may use their personal leave to cover the time.