



BENEFITS SUMMARY

NEWPORT BEACH FIREFIGHTERS ASSOCIATION (NBFA)

January 1, 2022 through December 31, 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: January 2022 – 2.0%
January 2023 – 3.0%
January 2024 – 3.0%
January 2025 – 3.0%

Paramedic Premium: 22.25% premium for Firefighters hired before January 1, 2016, and assigned as Paramedics. 17.25% premium for Firefighters hired on or after January 1, 2016, and assigned as Paramedics.

Scholastic Pay: Additional compensation based on scholastic achievement.

College Semester Units*	% of Base Pay
30	1.5%
60	2.5%
90	3.5%
120	4.5%
A.A./A.S.	3.5%
B.A./B.S.	5.5%

*Employees hired into the unit on or after May 22, 2012, are ineligible for scholastic pay based upon having obtained units only.

Certificate Pay: Employees may be eligible for 3% certification pay upon proof of successful completion of coursework for Company Officer (formerly Fire Officer) or Fire Inspector II (formerly Fire Prevention Specialist) certification.

Special Assignment Pay: Refer to the MOU for eligibility requirements, compensation and a complete listing of assignments.

Temporary Upgrade Pay: Move up Pay and Acting Appointments. Refer to the MOU for more information.

Uniform: Please refer to MOU for eligibility.

Bilingual Pay: \$150 per month for Spanish; additional languages may be certified for compensation by the Fire Chief. Testing is required.

Longevity Pay: Unit members may be eligible for Longevity Pay based on the following:

Years of Service	% of Base Pay
16 but less than 20	1.5%
20 but less than 25	2.5%
25 and over	3.5%

One-Time Payment: All employees in paid status for the entirety of the (1) pay period including January 1, 2022 or (2) the pay period following City Council adoption of the MOU, whichever is later, shall receive a non-pensionable signing bonus of \$2,000 that will not be reported to CalPERS.

LEAVES

Flex Leave: Unit members accrue Flex leave at the following rates:

Line Employees:

Years of Service	Hours per Pay Period
1 but less than 5	9.77
5 but less than 9	10.69
9 but less than 12	11.62
12 and over	12.54

Staff and Non-Safety Employees:

Years of Service	Hours per Pay Period
1 but less than 5	6.97
5 but less than 9	7.63
9 but less than 12	8.33
12 and over	8.95

Holiday Time: Line employees receive 5.54 hours per pay period and Staff/Non Safety employees receive 3.96 hours per pay period. Newly hired employees shall be given a one-time option to elect to convert a portion of Holiday time to Flex leave or to be paid as cash.

Bereavement Leave: Staff and Non-Safety employees may receive forty (40) hours per incident per calendar year and Line employees up to ninety (90) hours per incident per calendar year.

Jury Duty: Line positions are excused for each 24-hour shift in which they are called to jury duty.

FRINGE BENEFITS

Cafeteria Plan: The City contributes \$1,924* per month plus the minimum CalPERS medical contribution for medical, dental and vision coverage. 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.

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*Effective the pay period that includes January 1, 2023, cafeteria contributions are temporarily increased from \$1,824 to \$1,924 per month. This increase will sunset at the end of the last full pay period in December 2024.

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

Disability Insurance: Coverage requires a 30 calendar day waiting period and the weekly benefit is 66.67% of salary up to a maximum of \$10,000 per month

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

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.

Retirement Benefits & Contributions: The City contracts with the California Public Employees Retirement System (PERS) to provide retirement benefits and has implemented first, second and third tiers. Tier I employees were hired by the City before November 24, 2012 and are in the 3%@50 (Safety) or 2.5%@55 (Miscellaneous) formula; Tier II employees were hired between November 24, 2012 and December 31, 2012 or are Classic members and in the 2%@50 (Safety) or 2%@60 (Miscellaneous) formula; and Tier III employees were first hired by the City on or after January 1, 2013, and are new members in the 2.7%@57 (Safety) or (Miscellaneous) formula.

Tiers I & II (Safety) Contribution: Contribute the 9%-employee rate, plus an additional 4.5%, for a total of 13.5% compensation earnable.

Tier III (Safety): Contribute the full statutory employee rate (may vary annually). If the employee rate is less than 13.5%, the difference between the employee rate and 13.5% will be contributed towards the employer rate, for a total of 13.5% pensionable compensation.

Tiers I, II & III (Miscellaneous): Contribute a total of 13.0% compensation earnable/pensionable compensation earnings.

Defined Contribution Plan: Safety employees hired under Tier II or III shall be eligible to participate in a Defined Contribution Plan. The City shall match employee contributions up to 1.5% of base salary. Refer to the current MOU for plan specifics.

RETIREE MEDICAL BENEFIT

Retiree Health Benefits Program: The City participates in a retiree medical program for employees through a Retiree Health Savings plan (RHS), 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, are enrolled in either the fully-converted plan or hybrid plan. Employees hired after January 1, 2006, participate in the fully-converted plan.

FULLY-CONVERTED PLAN

HYBRID PLAN

I. **Payments by Employee to City to support program prior to retirement:**

None

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. 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).
4. Cash from conversion of leave at retirement (refer to MOU).

III. City Contributions to Employee RHS Account After Retirement:

None.

II. Contributions to Employee RHS 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).
4. Cash from conversion of leave at retirement (refer to MOU).

III. City Contributions to Employee RHS Account After Retirement:

\$400 per month.

MISCELLANEOUS

Tuition Reimbursement: Reimbursement up to \$1,500 per fiscal year for job related, off-duty courses that are in furtherance of a degree or certificate. Reimbursement is contingent upon the successful completion of the course.

48/96 Schedule: The Fire Department currently operates with a 48/96 schedule.