



# NEWPORT BEACH FIREFIGHTERS ASSOCIATION (NBFA)

# Benefits Summary

Term: January 1, 2022 - December 31, 2025

## Schedules

Line staff operate with a 48/96 schedule.

## Salary Adjustments

January 2022 – 2.0%	January 2024 – 3.0%
January 2023 – 3.0%	January 2025 – 3.0%

## Retirement Benefits

The City contracts with the California Public Employees Retirement System (CalPERS) to provide retirement benefits and has implemented first (2.5%@55), second (2%@60), and third (2%@62) tiers for non-safety employees, and first (3%@50), second (2%@50), and third (2.7%@57) tiers for safety employees.

Member Contributions: 13.5% (safety); 13% (non-safety)

## Matching Defined Contribution Plan

The City matches contributions up to 1.5% of base salary for safety members in the 2%@50 or 2.7@57 retirement benefit tiers.

## Flex Leave

Flex Leave accrues based on years of continuous service, starting at 254.02 annual hours for line employees, and 181.22 annual hours for staff and non-safety employees.

## Bonus

Lump sum bonuses of \$1,000 will be provided to eligible unit members on 09/13/24, 10/11/24, 01/17/25 and 04/11/25. See MOU for details.

## Holidays

Line employees receive 5.54 hours per pay period and staff/non-safety employees receive 3.96 hours per pay period. Members irrevocably elect to take this as time, pay, or a combination of the two.

## Cafeteria Plan

Medical plan participants receive a monthly cafeteria allowance of \$1,924\* (plus the CalPERS medical premium contribution). Employees hired on or after January 1, 2022 are ineligible to receive any remaining balance in taxable cash.

\*Cafeteria contributions decrease to \$1,824 effective January 2026.

## Medical Opt-Out

Eligible employees receive \$1,000/\$500 per month as taxable cash back, depending on hire date.

## Firefighter Paramedic Premium

Ranges from 17.25% to 22.25% based on date of hire.

## Bilingual Pay

\$150 per month upon Fire Chief approval.

# BENEFITS SUMMARY

## Newport Beach Firefighters Association

January 1, 2022 - December 31, 2025

<b>Longevity Pay</b>	Members may receive up to 3.5% based on years of service.
<b>Certificate Pay</b>	Eligible employees receive 3% upon successful completion of coursework for Company Officer or Fire Inspector II certification.
<b>Scholastic Pay</b>	Eligible employees may receive 1.5%-5.5%, depending on date of hire and number of units or degree obtained.
<b>Special Assignment Pay</b>	Refer to the MOU for eligibility requirements, compensation, and a complete listing of assignments.
<b>Temporary Upgrade Pay</b>	Move up pay and acting appointments. Refer to the MOU for more information.
<b>Uniform Allowance</b>	For eligible employees, reported to CalPERS bi-weekly as \$1,519 annually.
<b>Bereavement Leave</b>	Staff and non-safety employees receive forty (40) hours of paid leave and line employees up to ninety (90) hours.
<b>Life Insurance</b>	City-paid policy up to \$50,000 in coverage based on annual salary. Supplemental available at employee cost.
<b>Disability Insurance</b>	City-paid benefit.
<b>Employee Assistance Program (EAP)</b>	The EAP provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines.
<b>Tuition Reimbursement &amp; Training</b>	Maximum tuition reimbursement is \$1,500 per fiscal year.
<b>Retiree Health Benefits Program</b>	The City participates in a Retiree Health Savings (RHS) defined contribution plan with City and employee contributions.

This summary is intended 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.

Rev. 09/24