



Benefits Summary

Term: May 1, 2025 - June 30, 2028

Membership

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 hour standards described in the MOU.

Salary Adjustments

May 2025 - increase to \$25.00/hour for Lifeguard I
July 2026 - increase to \$25.50/hour for Lifeguard I
July 2027 - increase to \$26.00/hour for Lifeguard I

Lifeguard II and III hourly pay will increase by the amounts necessary to maintain the current salary differentials.

Retirement Benefits

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

Member Contributions: 12.1% or one half the normal cost for PEPRSA safety employees, whichever is greater.*

* Member contributions increase to 13.6% effective the pay period that includes January 1, 2026.

PARS

Employees not eligible for CalPERS will remain enrolled in the Public Agency Retirement Services (PARS) in lieu of Social Security. The employee and the City contribute 3.75% of salary towards the employee's retirement plan.

Flex Leave

Unit members accrue .034 hours for every hour worked; maximum accrual is 48 hours.

Bilingual Pay

\$0.75 for every hour worked upon Fire Chief approval.

EMT Pay

Members may receive 5% of their base hourly pay.

EMT Certification Reimbursement

Members are eligible to receive up to \$200 for the cost of EMT recertification through Orange County EMS.

Assignment Pay

Employees in the Lifeguard II and III classifications will be eligible for 5% Assignment Pay when performing duties as a Dispatcher, Junior Guard Group Leader, or Boat Operator.

BENEFITS SUMMARY

Association of Newport Beach Ocean Lifeguards

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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.

Equipment Allotment

Eligible members may receive \$300 annually toward the purchase of equipment and gear.

Sunscreen and Skin Cancer Screening

Sunscreen and lip balm provided on an as-needed basis. Members are eligible for annual skin cancer screening.

Uniforms

Once per season: one pair of uniform trunks and two uniform shirts.
Once per career: jacket, swim fins, mask and snorkel.

Binoculars

One pair of binoculars shall be provided at the start of the employee's career.

Parking Pass

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

Bereavement Leave

Eligible part-time employees are entitled to five days of unpaid leave upon the death of a covered family member in compliance with state law. Employees may use their personal leave to cover the time.

Reproductive Loss Leave

Eligible part-time employees are entitled to five days of unpaid leave following a reproductive loss event in compliance with state law. Employees may use their personal leave to cover the time.

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. 07/25