



NEWPORT BEACH FIRE MANAGEMENT ASSOCIATION(FMA)

Benefits Summary

Term: July 1, 2025- June 30, 2028

Salary Adjustments

July 2025– 4% for non-safety classifications and 7% for safety classifications. Additional 2% equity adjustments for all safety classifications.
July 2026 - 4% for safety and non-safety classifications.
July 2027 - 4% for safety and non-safety classifications.

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 first and second tiers); 13.5% or half the normal cost, whichever is higher (safety third tier); 11.5% (non-safety first and second tiers); 11.5% or half the normal cost, whichever is higher (non-safety third tier);

City-Paid Deferred Compensation

The City contributes \$65.02 each pay period to each employee's deferred compensation account.

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 employees. Flex leave accrual starts at 156 annual hours for non-safety members.

Holidays

Safety Line employees receive 7.38 hours of Holiday in Lieu Pay per pay period, and Safety Staff employees receive 5.26 hours of Holiday in Lieu Pay per pay period.

Non-Safety employees receive 12 paid holidays and one floating holiday per year.

Non-Accruing Leave (NAL)

Line employees shall receive 48 hours of NAL time (fiscal year). The hours have no value and cannot be transferred to another bank, carried over from year-to-year or cashed out.

Administrative Leave

Exempt non-safety employees may receive up to 80 hours each calendar year, as determined by the Fire Chief. The hours have no value and cannot be carried over from year to year.

Cafeteria Plan

Medical plan participants receive a monthly cafeteria allowance of \$2,224 (plus the CalPERS medical premium contribution). Employees hired on or after June 22, 2019 are ineligible to receive any remaining balance in taxable cash.

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Medical Opt-Out	Eligible employees receive \$1,000/\$500 per month as taxable cash back, depending on hire date.
Bilingual Pay	\$150 per month upon Fire Chief approval.
Longevity Pay	Eligible safety members may receive 5% -10%, based on years of service.
Scholastic Achievement Pay	Eligible employees may receive 5.5% - 7%, depending on the degree obtained.
Certificate Pay	3% - Certified Chief Fire Officer \$100 per month - Certified Strike Team Leader.
Court Standby Pay	Four hours of pay for each eight hours of court standby time.
Salary Differential	The Division Chief of Administrative Services shall receive an additional 7.5% of base pay over Battalion Chiefs. Assignment is typically 2 years.
Uniform Allowance	For eligible Sworn employees, reported to CalPERS bi-weekly as \$1,519 annually.
Contract Overtime	Paid at time and one half (1.5) and calculated using base rate of pay. Limited to certain situations. See MOU for more details.
Bereavement Leave	Staff employees receive forty (40) hours and line employees up to ninety (90) hours of paid leave.
Reproductive Loss Leave	Eligible employees are entitled to five days of unpaid leave following a reproductive loss event in compliance with state law.
Life Insurance	City-paid policy up to \$50,000 in coverage based on annual salary. Supplemental available at employee cost.
Disability Insurance	City-paid benefit.
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.

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Tuition Reimbursement

Maximum tuition reimbursement is \$1,500 per fiscal year.

Retiree Health Benefits Program

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.

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