



Benefits Summary

Term: June 14, 2025 - June 30, 2028

Schedules

Unit members work a 9/80 or 5/40 schedule.

Salary Adjustments

June 2025 - 5%
July 2026 - 4%
July 2027 - 3%

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.

Member Contributions: 8% (first and second tiers); 8% or half the normal cost, whichever is higher (third tier)

City-Paid Deferred Compensation

The City contributes twenty-five dollars (\$25) per month to eligible members.

Flex Leave

Flex Leave accrues based on years of continuous service, starting at 156 annual hours.

Holidays

There are 11 observed and one floating holiday per year.

Cafeteria Plan

Medical plan participants receive a monthly cafeteria allowance of \$2,025 (plus the CalPERS medical premium contribution). Employees hired on or after January 28, 2022 are ineligible to receive any remaining balance in taxable cash.

Medical Opt-Out

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

Certificate Pay

For a complete listing of eligible certificate pays, refer to the current MOU.

Standby Pay

Members on a standby assignment shall receive \$12 per hour for each hour assigned.

Call-Back Duty Pay

Eligible employees receive pay for actual hours worked, with a two-hour minimum.

Compensatory Time Off (CTO)

Non-exempt members may receive Compensatory Time Off in lieu of cash for each overtime hour at the rate of one and one half (1.5) hours. Employees may accumulate up to 80 hours of CTO.

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Newport Beach Employees League

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Shift Differential

Members regularly assigned a work schedule which includes four or more hours worked between 5 p.m. - 5 a.m. shall receive \$1 per hour for every hour worked past 5 p.m. Auto Mechanics receive \$0.50 per hour for hours worked after 5 p.m. This pay is not offered when working overtime beyond a normal work schedule.

Court Time

Eligible employees receive pay for actual hours worked, with a two-hour minimum, if required to appear in court outside regular work hours.

Safety Shoes

Eligible employees receive an annual voucher for safety shoes.

Uniform Allowance

\$95 per year for eligible employees.

Bereavement Leave

Forty (40) 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.

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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