



# CITY OF NEWPORT BEACH BENEFITS SUMMARY

## Newport Beach Firefighters Association January 1, 2012 through June 30, 2014

*This summary provides a partial list of employee compensation and fringe benefits. 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:** Effective the first payroll period on or after January 1, 2013 and effective the first payroll period on or after January 1, 2014, there shall be a base salary increase of not less than 1.0%, nor more than 2% based on the Consumer Price Index (CPI) for the 12 month period ending November 30 (All Urban Consumers; LA-Riverside-Orange County).

The adjustments to salary maintain the salary differentials between the position of Firefighter (benchmark position) and the other positions represented by NBFA. A full description of established differentials is described in the current MOU.

**Required Uniform:** Provided by the City and reported to PERS as \$1,719 per year for Safety and \$1,369 for Non-safety. These uniforms include safety shoes, badges and insignias, uniform pants, uniform shirts, uniform jackets and liner, belts, work out shirts, work out trunks, sweatshirt, base camp hat, baseball cap, and turnout safety clothing.

**Scholastic Pay:** Additional compensation based on scholastic achievement. *\*Employees hired on or after the adoption of the 2012-2014 MOU shall be ineligible for any scholastic pay based upon having obtained units only.*

Years of Service	College Semester/Unit	% of Actual Step in Job Class Range
2 or more	30	1.5% month
3 or more	60	2.5% month
3	90	3.5% month
4 or more	90	3.5% month
4	120	4.5% month
2 or more	AA/AS	3.5% month
4	BA/BS	5.5% month

**Certificate Pay:** Employees may be eligible for 3% certification pay upon proof of successful completion of coursework for Fire Officer I or Fire Prevention Officer II certification.

**Special Assignment Pay:** Additional pay shall be made to certain members based on assignment.

Assignment	Maximum Number	Compensation (% of base pay)
Shift Fire Investigator	6	5%
Radio/MDC	1	5%
SCBA	3	2%
Map/Preplan	1	2%

**Temporary Upgrade Pay:** Move up Assignment for five (5) hours or more. For a complete list of upgrade pay refer to the MOU.

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

<b>LEAVES</b>
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**Flex Leave/Longevity Pay:** Effective December 22, 2007, NBFA personnel shall accrue flex leave at the following rates:

**Line Employees**

Years of Cont. Svc.	Actual Hours Per Pay Period	Longevity Pay Increase
1 but less than 5	9.77	0.00%
5 but less than 9	10.69	0.00%
9 but less than 12	11.62	0.00%
12 but less than 16	12.54	0.00%
16 but less than 20	12.54	1.5%
20 but less than 25	12.54	2.5%
25 and over	12.54	3.5%

**Staff and Non-Safety**

Years of Cont. Svc.	Accrual Hours Per Pay Period	Longevity Pay Increase
1 but less than 5	6.97	0.00%
5 but less than 9	7.63	0.00%
9 but less than 12	8.33	0.00%
12 but less than 16	8.95	0.00%
16 but less than 20	8.95	1.5%
20 but less than 25	8.95	2.5%
25 and over	8.95	3.5%

**Flex/Vacation Leave Premium Pay Account:** NBFA members will be paid at the rate of 100% of their then current base salary, for any Flex or Vacation Leave banked, up to the amount of hours in their "Flex Leave Premium Pay Account" upon separation. (Only employees hired prior to June 30, 1994, will have a Flex Leave Premium Pay account).

**Holiday Time:**

Line employees receive 5.54 hours per pay period. Newly hired employees shall be given a one-time option, within 60 days of employment, to elect to receive up to one-half of accrued holiday time as time off.

Staff and Non-safety employees receive the following holidays: Independence Day, Labor Day, Veteran's Day, Thanksgiving, Friday following Thanksgiving, half-day Christmas Eve, Christmas, half-day New Year's Eve, New Year's Day, President's Day, Memorial Day, and Martin Luther King Day. In addition, Staff employees will be entitled to one floating holiday at the member's election. Regular employees receive their Floating Holiday on July 1<sup>st</sup>. Employees shall have the one-time option of accruing holiday time as pay.

**Bereavement Leave:** Staff and Non-Safety employees are entitled to forty (40) hours per incident per calendar year and Line employees are entitled 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 \$1,149 per month plus the minimum CalPERS medical contribution. Employees with proof of other group medical coverage may opt out of the City plan and receive no more than \$1,149 per month as taxable cash back. Any unused cafeteria plan funds shall be payable to the employee as taxable cash back. Effective the first payroll period on or after January 1, 2013, the cafeteria amount will increase to \$1,174 per month. Effective the first payroll period on or after January 1, 2014, the cafeteria amount will increase to \$1,274 per month.

**Disability Insurance:** City disability coverage requires a 30 calendar day waiting period. The weekly benefit is 66.67% of gross salary up to maximum of \$10,000 per month.

**Life Insurance:** City paid policy up to \$50,000 in coverage based on annual salary.

**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:**

**TIER 1 (for employees hired on or before November 23, 2012 and in the 2.5%@55 PERS formula for Miscellaneous or 3%@50 PERS formula for Safety):** Effective June 2, 2012, Miscellaneous members under the 2.5%@55 CalPERS formula shall pay a 6.5% member contribution and effective the first payroll period on or after January 1, 2013, Miscellaneous members shall pay an additional 1.5% member contribution (totaling 8%).

Effective June 2, 2012, Sworn members under the 3%@50 formula shall pay a 3.5% member contribution. Effective the first payroll period on or after January 1, 2013, Sworn members shall pay an additional 3.5% member contribution and effective the first payroll period on or after January 1, 2014, Sworn members shall pay an additional 2% member contribution (totaling 9%).

The City has the following contract provisions: single highest year, 4<sup>th</sup> Level 1959 Survivor Benefit, Sick Leave Credit (Miscellaneous only), Military Service Credit, \$500 Lump Sum Death Benefit, 2% COLA, and Pre-retirement Optional Settlement 2 Death Benefit. Please contact Human Resources or refer to the CalPERS website, [www.calpers.ca.gov](http://www.calpers.ca.gov), for an explanation of these options.

**TIER 2 (for employees hired in the 2%@60 PERS formula for Miscellaneous or 2%@50 PERS formula for Safety):** Final calculation will be the average three consecutive highest years salary. Miscellaneous members hired under the second tier shall pay a 7% member contribution and Sworn members hired under the second tier shall pay a 9% member contribution. Both units are subject to additional contributions under the terms of the current MOU.

**TIER 3 (for employees hired under the PEPR 2%@62 PERS formula for Miscellaneous or 2.7%@57 PERS formula for Safety):** Provisions of pension reform include Miscellaneous members paying 6.25% member contribution and Sworn members paying 11.25% member contribution. Both units are subject to additional contributions under the terms of the current MOU, caps on pensionable income, and an average three year final calculation.

**Defined Contribution Plan:** Employees hired under the 2%@50 formula, shall be eligible to participate in a Defined Contribution Plan. The City shall match employee contributions up to 1.5% of base salary per year. 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 (46 for public safety employees), select from either the fully-converted plan or hybrid plan. Employees hired after January 1, 2006 participate in the fully-converted plan only.

<u>FULLY-CONVERTED PLAN</u>	<u>HYBRID PLAN</u>
<p><b>I. Payments by Employee to City to support program prior to retirement:</b></p> <p>None</p> <p><b>II. Contributions to Employee RHS Account During Employment:</b></p> <ol style="list-style-type: none"> <li>1. 1% Salary Contribution (Employee contribution).</li> <li>2. \$2.50 per month for each year of service plus age (City contribution; must be vested with 5 yrs City service).</li> <li>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).</li> <li>4. Cash from conversion of leave at retirement (Employee contribution 100% of flex/vacation* and 50% of sick).</li> </ol> <p><b>III. City Contributions to Employee RHS Account After Retirement:</b></p> <p>None.</p> <p>*For distribution purposes, comp time will be applied the same as flex time.</p>	<p><b>I. Payment by Employee to City to support program prior to retirement:</b></p> <p>\$100 per month until retirement</p> <p><b>II. Contributions to Employee RHS Account During Employment</b></p> <ol style="list-style-type: none"> <li>1. 1% Salary Contribution (Employee contribution).</li> <li>2. No City Contribution.</li> <li>3. \$75 per month for every month paid into "old" system prior to January 1, 200 (15 year maximum); (City contribution at time of retirement—must retire from City).</li> <li>4. Cash from conversion of leave at retirement (Employee contribution 100% of flex/vacation* and 50% of sick).</li> </ol> <p><b>III. City Contributions to Employee RHS Account After Retirement:</b></p> <p>\$400 per month.</p> <p>*For distribution purposes, comp time will be applied the same as flex time.</p>

**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.

**Training Bank:** Each member shall have 48 hours placed in an annual "Training Flex Bank" on July 1, 2012 and on July 1, 2013. Refer to the current MOU for plan specifics.

**48/96 Schedule:** The Fire Department currently operates with a 48/96 schedule. A City proposal to modify this schedule shall be subject to meet and confer.