



# CITY OF NEWPORT BEACH BENEFITS SUMMARY

## Newport Beach Police Management Association (PMA) Effective January 1, 2015 through June 30, 2018

*This is a partial list of employee fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual.*

### COMPENSATION

#### **Salary Adjustments:**

January 1, 2015 – 1.8%  
January 1, 2016 – 3.0%  
January 1, 2017 – 2.5%  
January 1, 2018 – 3.0%

**Overtime:** Employees receive 1½ time's employee's regular rate of pay for hours worked in excess of the regularly scheduled shift.

**Overtime Compensation - Court:** Off-duty employees on-call for court receive compensation equal to the actual standby time with a minimum of 1 hour paid at 1½ times employee's regular rate of pay. Off-duty employees who are required to appear in court shall be compensated for the actual time with a minimum of 4 hours paid 1½ times employee's regular rate of pay. Off-duty employees whose court appearance is cancelled with less than 12 hours' notice shall receive 1 hour of regular pay.

**Uniform Allowance:** Provided by the City and reported to PERS as \$1,350 per year.

**Scholastic Achievement Pay:** Employees may be eligible for additional compensation based on years of service and scholastic achievement. Refer to the current MOU for the list of scholastic achievement pay.

**Holiday Time:** 3.7 hours per pay period. NBPMA Employees have the option to irrevocably elect to receive it in cash and reported to PERS as a special compensation or add all or any portion of to their flex leave bank in lieu of a cash payment.

**Bilingual Pay:** \$200 per month for Spanish; additional languages may be certified for compensation by the Chief of Police. Testing is required.

### LEAVES

**Flex Leave/Longevity Pay:** NBPMA personnel shall accrue Flex Leave at the following rates:

Years of Cont. Svc	Staff Employee Hours/Pay Period	Longevity Pay Increase
.5 but less than 5	5.69231	0.00%
5 but less than 9	6.30616	0.00%
9 but less than 12	6.92152	0.00%
12 but less than 16	7.53696	0.75%
16 but less than 20	7.53696	1.50%
20 but less than 25	7.53696	2.25%
25 and over	7.53696	3.0%

**Bereavement Leave:** NBPMA employees are entitled to forty (40) hours per incident for immediate family (terminal illness followed by death is considered one incident).

**Jury Duty:** Paid leave up to sixty (60) days when required by law to attend a legal proceeding as a juror.

**FRINGE BENEFITS**

**Cafeteria Plan:** The City contributes \$1,424 per month, plus the CalPERS medical contribution, for medical, dental and vision benefits. Effective January 1, 2017, the cafeteria amount will increase to \$1,524 (plus the CalPERS medical contribution). Employees with proof of other group medical coverage may opt out of the City plan and receive \$1,000 per month as taxable cash back.

**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.

**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 \$1,400 per fiscal year.

**Retirement Benefits:**

The City contracts with the California Public Employees Retirement System (PERS) to provide retirement benefits and has implemented first, second and third tiers. Tier I employees were hired by the City before November 24, 2012 and are in the 3%@50 formula; Tier II employees were hired between November 24, 2012 and December 31, 2012 or are Classic members and in the 3%@55 formula; and Tier III employees are first hired by the City on or after January 1, 2013, and are new members in the 2.7%@57 formula.

**Tiers I & II:**

Effective January 1, 2015, Tier I and II employees shall contribute the 9% Member contribution, plus an additional 4.6% of the Employer rate for a total contribution of 13.6%. Effective January 1, 2016, Tier I and II members shall, in addition to the 9% Member contribution, contribute 5.6% of the Employer rate, for a total employee contribution of 14.6%.

**Tier III:**

For FY15-16, the Member contribution is 11.25%. Effective January 1, 2015, Tier III employees shall contribute the 11.25% Member contribution, plus an additional 2.35% of the Employer rate, for a total contribution of 13.6%. Effective January 1, 2016, Tier III shall contribute the 11.25% Member contribution, plus an additional 3.35% of the Employer rate, for a total of 14.6%. Should the Tier III Member rate increase or decrease as provided by PERS, the total employee contribution for Tier III will be adjusted to the same percent contribution as employees in Tiers I and II.

**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, are enrolled in either the fully-converted plan or hybrid plan. Employees hired after January 1, 2006 participate in the fully-converted plan.

**FULLY-CONVERTED PLAN**

**HYBRID PLAN**

**I. Payments by Employee to City to support program prior to retirement:**

None

**II. Contributions to Employee RHS Account During Employment:**

1. 1% Salary Contribution (Employee contribution).
2. \$2.50 per month for each year of service plus age (City contribution; must be vested with 5 yrs City service).
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).
4. Cash from conversion of leave at retirement (refer to MOU).

**III. City Contributions to Employee RHS Account After Retirement:**

None.

**I. Payment by Employee to City to support program prior to retirement:**

\$100 per month until retirement

**II. Contributions to Employee RHS Account During Employment**

1. 1% Salary Contribution (Employee contribution).
2. No City Contribution.
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).
4. Cash from conversion of leave at retirement (refer to MOU).

**III. City Contributions to Employee RHS Account After Retirement:**

\$400 per month.

**MISCELLANEOUS PROVISIONS**

**Direct Deposit:** All unit employees shall participate in the City's direct deposit program.