



City of Newport Beach

Summary of New Labor Contracts

Firefighters Association

Police Management Association

Employees League

City Employees Association

Professional & Technical Employees Association

Newport Beach Firefighters Association

Who is in the Fire Association (FA)?

- 118 budgeted positions: 112 safety, 6 non-safety
- Safety
 - Fire Captains, Fire Engineers, Fire Paramedics & Firefighters
- Non-safety
 - Fire Facilities Coordinator, Life Safety Specialists I, II, III

New FA Agreement

- Term: Three years January 1, 2019 through December 31, 2021
- Cost of Living Adjustments:

	Safety	Non-safety
1/1/19	2%	2%
1/1/20	2%	2%
1/1/21	2%	2%

- Cafeteria allowance: Effective January 1, 2019 increase of \$200/month for a total of \$1,824 per month.

New FA Agreement cont.

- Safety Employee Retirement Contributions:

	Increase	Total Employee Contribution
1/1/19	.5%	12.5%
1/1/20	.5%	13.0%
1/1/21	.5%	13.5%

New FA Agreement cont.

Other Changes:

- Modifications to probationary period for newly hired firefighters
- Clarification of certificate and assignment pays
- Renewal of paramedic training opportunities
- Modifications to jury duty pay
- Revisions to tuition reimbursement and training
- Modifications to grievance procedure
- Requirement for new hires to live within 150 miles of City limits

Newport Beach Police Management Association

Who is in the Police Management Association (PMA)?

- 33 budgeted positions – Safety

Police Sergeants & Police Lieutenants

- Police Sergeants supervise the Police Officers and non-safety personnel within a division. Police Lieutenants have a managerial role directing and supervising the daily activities within a division. They supervise the Sergeants and serve as a member of the PD Management Staff. We have 25 Sergeants and eight (8) Lieutenant positions budgeted.

New PMA Agreement

- Term: March 30, 2019 through June 30, 2022
- Cost of Living Adjustments:
 - 3/30/19 2%
 - 4/1/20 2%
 - 4/1/21 2%

New PMA Agreement cont.

- Deferred Compensation – All unit members
 - 3/30/19 1%
 - 4/1/20 +.5% for a total of 1.5%
 - 4/1/21 +.5% for a total of 2%

Percentage is calculated off base salary

New PMA Agreement cont.

- Non-Accruing Leave Bank

- 3/30/19 41.25 Hours
- 7/1/20 33 Hours
- 7/1/21 33 Hours

No cash value

May not be carried over into the next fiscal year

New PMA Agreement cont.

Other Changes:

- Modification to contract overtime calculations
- Revisions to leave cash outs
- Creation of a statute of limitations period for Association grievances
- Incorporation into the MOU of a side letter agreement relating to Motor Officer Compensation

Newport Beach Employees League Association

Who is in the Employees League (League)?

- 105 non-safety budgeted positions

The League represents employees in municipal operations and utilities occupations, including park, beach and street maintenance, water and wastewater services and equipment/mechanical maintenance.

New League Agreement

- Term: January 1, 2019 through December 31, 2021
- Cost of Living Adjustments:
 - 1/1/19 1.9%
 - 1/1/20 1.9%
 - 1/1/21 1.92%
- Matching City contribution of \$25 per month to deferred compensation

New League Agreement cont.

- Modification to contract overtime calculations
- Revisions to leave cash outs
- Modifications to Certificate Pay
- Modifications to the Grievance Procedure

City Employees Association
(CEA)
&

Professional & Technical Employees
Association
(ProfTech)

Who is in CEA & ProfTech?

- CEA ~ 93 non-safety budgeted positions
- ProfTech ~ 79 non-safety budgeted positions

These associations represent administrative support, finance, library services, recreational services, engineering, planning, and information technology positions.

New CEA & ProfTech Agreements

- Term: January 1, 2019 through December 31, 2021
- Cost of Living Adjustments:
 - 3/16/19 2%
 - 1/1/20 2%
 - 1/1/21 2%

New CEA & ProfTech Agreements cont.

- One time lump sum payment of \$2,700
- Revisions to the Cafeteria Plan for new hires
- Restructuring of contract overtime
- Revisions to leave cash outs
- Modifications to the grievance procedure
- LIUNA Supplemental Pension Plan

QUESTIONS?

