

**SIDE LETTER OF AGREEMENT  
BETWEEN  
CITY OF NEWPORT BEACH  
AND**

**THE NEWPORT BEACH LIFEGUARD MANAGEMENT ASSOCIATION**

This Side Letter of Agreement ("Agreement") is made and entered into this 23 day of AUGUST 2022, by and between the City of Newport Beach ("City") and the Newport Beach Lifeguard Management Association ("Association") (collectively "Parties") with respect to the following:

**WHEREAS**, on May 10, 2022, the City Council adopted Resolution No. 2022-28 approving a Memorandum of Understanding ("MOU") between the Parties with a term of January 1, 2022, through December 31, 2025;

**WHEREAS**, given increases in the Cost-of-Living and to aid in the recruitment and retention of valuable employees, the Parties wish to modify the MOU; and

**WHEREAS**, this Agreement will not have the effect of an agreement, and will not be binding on either party, until it is ratified by the affected bargaining unit and approved by the City Council.

**NOW, THEREFORE**, it is mutually agreed between the Parties as follows:

1. Section 2, Compensation, Subsection A, Salary Adjustments, of the MOU is amended to read as follows:

Base salary increases for all NBLMA represented classifications shall be as follows and as specified in Exhibit A:

Effective the first day of the pay period following January 1, 2022, base salaries will be increased by two percent (2.0%) for all members of the bargaining unit. Individuals must be employed by the City on the first day of the pay period following City Council adoption to qualify for retroactive payment of the cost-of-living adjustment (COLA).

Effective the first day of the pay period following January 1, 2023, base salaries will be increased by three percent (3.0%) for all members of the bargaining unit.

Effective the first day of the pay period following January 1, 2024, base salaries will be increased by three percent (3.0%) for all members of the bargaining unit.

Effective the first day of the pay period following January 1, 2025, base salaries will be increased by three percent (3.0%) for all members of the bargaining unit.

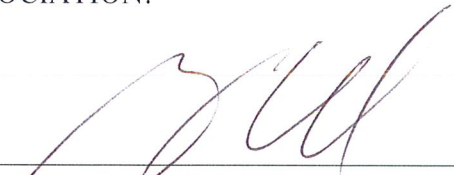
2. Exhibit A of the MOU is replaced in its entirety with Exhibit A to this Agreement, which is attached hereto and incorporated herein by this reference.

3. Except as expressly modified herein, all other provisions, terms, and covenants set forth in the MOU shall remain unchanged and shall be in full force and effect.


**Signatures on the next page**

Executed this 23 day of AUGUST, 2022

FOR THE NEWPORT BEACH LIFEGUARD MANAGEMENT ASSOCIATION:

By:   
Gary Conwell, President

FOR THE CITY OF NEWPORT BEACH:

By:   
Kevin Muldoon, Mayor

CITY OF NEWPORT BEACH APPROVED AS TO FORM:

By:   
Aaron C. Harp, City Attorney

ATTEST:

By:   
Leilani Brown, City Clerk



Attachment: Exhibit A – Salary Schedule with Cost-of-Living Adjustment

EXHIBIT A  
RESOLUTION NO. 2022-\_\_\_\_\_

The City of Newport Beach  
Lifeguard Management Association Salary Schedule Adjustment  
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)  
**Effective January 14, 2023 - 3% Cost-of-Living Adjustment**

REPRESENTED POSITIONS	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Lifeguard Battalion Chief	16	1	\$ 48.68	\$ 8,439	\$ 101,265
Lifeguard Battalion Chief	16	2	\$ 51.10	\$ 8,857	\$ 106,283
Lifeguard Battalion Chief	16	3	\$ 53.65	\$ 9,300	\$ 111,601
Lifeguard Battalion Chief	16	4	\$ 56.32	\$ 9,762	\$ 117,148
Lifeguard Battalion Chief	16	5	\$ 59.15	\$ 10,253	\$ 123,041
Lifeguard Battalion Chief	16	6	\$ 62.08	\$ 10,760	\$ 129,119
Lifeguard Battalion Chief	16	7	\$ 65.19	\$ 11,299	\$ 135,587
Lifeguard Battalion Chief	16	8	\$ 68.44	\$ 11,863	\$ 142,355
Lifeguard Captain	11	1	\$ 38.66	\$ 6,701	\$ 80,409
Lifeguard Captain	11	2	\$ 40.58	\$ 7,035	\$ 84,414
Lifeguard Captain	11	3	\$ 42.62	\$ 7,387	\$ 88,650
Lifeguard Captain	11	4	\$ 44.75	\$ 7,756	\$ 93,070
Lifeguard Captain	11	5	\$ 47.00	\$ 8,147	\$ 97,766
Lifeguard Captain	11	6	\$ 49.37	\$ 8,558	\$ 102,692
Lifeguard Captain	11	7	\$ 51.84	\$ 8,985	\$ 107,825
Lifeguard Captain	11	8	\$ 54.44	\$ 9,436	\$ 113,235
Lifeguard Captain, Training	03	1	\$ 41.55	\$ 7,201	\$ 86,417
Lifeguard Captain, Training	03	2	\$ 43.63	\$ 7,562	\$ 90,745
Lifeguard Captain, Training	03	3	\$ 45.81	\$ 7,940	\$ 95,279
Lifeguard Captain, Training	03	4	\$ 48.09	\$ 8,335	\$ 100,021
Lifeguard Captain, Training	03	5	\$ 50.50	\$ 8,753	\$ 105,040
Lifeguard Captain, Training	03	6	\$ 53.01	\$ 9,189	\$ 110,265
Lifeguard Captain, Training	03	7	\$ 55.69	\$ 9,653	\$ 115,837
Lifeguard Captain, Training	03	8	\$ 58.47	\$ 10,135	\$ 121,614
Lifeguard Officer P/T	01	1	\$ 28.78	\$ 4,988	\$ 59,852
Lifeguard Officer P/T	01	2	\$ 30.21	\$ 5,237	\$ 62,845
Lifeguard Officer P/T	01	3	\$ 31.72	\$ 5,498	\$ 65,975
Lifeguard Officer P/T	01	4	\$ 33.31	\$ 5,774	\$ 69,290
Lifeguard Officer P/T	01	5	\$ 34.97	\$ 6,062	\$ 72,743
Lifeguard Officer P/T	01	6	\$ 36.72	\$ 6,365	\$ 76,380
Lifeguard Officer P/T	01	7	\$ 38.56	\$ 6,683	\$ 80,201
Lifeguard Officer P/T	01	8	\$ 40.50	\$ 7,019	\$ 84,230

Hourly rate rounded to the hundredth. Monthly and annual salaries rounded to the nearest whole dollar.

EXHIBIT A  
RESOLUTION NO. 2022-\_\_\_\_\_

The City of Newport Beach  
Lifeguard Management Association Salary Schedule Adjustment  
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

**Effective January 13, 2024 - 3% Cost-of-Living Adjustment**

REPRESENTED POSITIONS	GRADE	STEP	HOURLY RATE		MONTHLY SALARY		ANNUAL SALARY
Lifeguard Battalion Chief	16	1	\$	50.15	\$	8,692	\$ 104,302
Lifeguard Battalion Chief	16	2	\$	52.63	\$	9,123	\$ 109,471
Lifeguard Battalion Chief	16	3	\$	55.26	\$	9,579	\$ 114,949
Lifeguard Battalion Chief	16	4	\$	58.01	\$	10,055	\$ 120,663
Lifeguard Battalion Chief	16	5	\$	60.93	\$	10,561	\$ 126,733
Lifeguard Battalion Chief	16	6	\$	63.94	\$	11,083	\$ 132,992
Lifeguard Battalion Chief	16	7	\$	67.14	\$	11,638	\$ 139,655
Lifeguard Battalion Chief	16	8	\$	70.49	\$	12,219	\$ 146,626
Lifeguard Captain	11	1	\$	39.82	\$	6,902	\$ 82,821
Lifeguard Captain	11	2	\$	41.80	\$	7,246	\$ 86,947
Lifeguard Captain	11	3	\$	43.90	\$	7,609	\$ 91,309
Lifeguard Captain	11	4	\$	46.09	\$	7,988	\$ 95,862
Lifeguard Captain	11	5	\$	48.41	\$	8,392	\$ 100,699
Lifeguard Captain	11	6	\$	50.85	\$	8,814	\$ 105,773
Lifeguard Captain	11	7	\$	53.39	\$	9,255	\$ 111,060
Lifeguard Captain	11	8	\$	56.07	\$	9,719	\$ 116,632
Lifeguard Captain, Training	03	1	\$	42.79	\$	7,417	\$ 89,009
Lifeguard Captain, Training	03	2	\$	44.94	\$	7,789	\$ 93,467
Lifeguard Captain, Training	03	3	\$	47.18	\$	8,178	\$ 98,138
Lifeguard Captain, Training	03	4	\$	49.53	\$	8,585	\$ 103,022
Lifeguard Captain, Training	03	5	\$	52.02	\$	9,016	\$ 108,191
Lifeguard Captain, Training	03	6	\$	54.60	\$	9,464	\$ 113,573
Lifeguard Captain, Training	03	7	\$	57.36	\$	9,943	\$ 119,311
Lifeguard Captain, Training	03	8	\$	60.22	\$	10,439	\$ 125,263
Lifeguard Officer P/T	01	1	\$	29.64	\$	5,137	\$ 61,648
Lifeguard Officer P/T	01	2	\$	31.12	\$	5,394	\$ 64,730
Lifeguard Officer P/T	01	3	\$	32.67	\$	5,663	\$ 67,955
Lifeguard Officer P/T	01	4	\$	34.31	\$	5,947	\$ 71,369
Lifeguard Officer P/T	01	5	\$	36.02	\$	6,244	\$ 74,925
Lifeguard Officer P/T	01	6	\$	37.82	\$	6,556	\$ 78,672
Lifeguard Officer P/T	01	7	\$	39.72	\$	6,884	\$ 82,608
Lifeguard Officer P/T	01	8	\$	41.71	\$	7,230	\$ 86,757

Hourly rate rounded to the hundredth. Monthly and annual salaries rounded to the nearest whole dollar.

EXHIBIT A  
RESOLUTION NO. 2022-\_\_\_\_\_

The City of Newport Beach  
Lifeguard Management Association Salary Schedule Adjustment  
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

**Effective January 11, 2025 - 3% Cost-of-Living Adjustment**

REPRESENTED POSITIONS	GRADE	STEP	HOURLY RATE		MONTHLY SALARY	ANNUAL SALARY
Lifeguard Battalion Chief	16	1	\$	51.65	\$ 8,953	\$ 107,431
Lifeguard Battalion Chief	16	2	\$	54.21	\$ 9,396	\$ 112,756
Lifeguard Battalion Chief	16	3	\$	56.92	\$ 9,866	\$ 118,397
Lifeguard Battalion Chief	16	4	\$	59.75	\$ 10,357	\$ 124,283
Lifeguard Battalion Chief	16	5	\$	62.76	\$ 10,878	\$ 130,535
Lifeguard Battalion Chief	16	6	\$	65.86	\$ 11,415	\$ 136,982
Lifeguard Battalion Chief	16	7	\$	69.16	\$ 11,987	\$ 143,845
Lifeguard Battalion Chief	16	8	\$	72.61	\$ 12,585	\$ 151,025
Lifeguard Captain	11	1	\$	41.01	\$ 7,109	\$ 85,305
Lifeguard Captain	11	2	\$	43.06	\$ 7,463	\$ 89,555
Lifeguard Captain	11	3	\$	45.22	\$ 7,837	\$ 94,049
Lifeguard Captain	11	4	\$	47.47	\$ 8,228	\$ 98,738
Lifeguard Captain	11	5	\$	49.87	\$ 8,643	\$ 103,720
Lifeguard Captain	11	6	\$	52.38	\$ 9,079	\$ 108,946
Lifeguard Captain	11	7	\$	55.00	\$ 9,533	\$ 114,392
Lifeguard Captain	11	8	\$	57.76	\$ 10,011	\$ 120,131
Lifeguard Captain, Training	03	1	\$	44.08	\$ 7,640	\$ 91,680
Lifeguard Captain, Training	03	2	\$	46.28	\$ 8,023	\$ 96,271
Lifeguard Captain, Training	03	3	\$	48.60	\$ 8,423	\$ 101,082
Lifeguard Captain, Training	03	4	\$	51.02	\$ 8,843	\$ 106,113
Lifeguard Captain, Training	03	5	\$	53.58	\$ 9,286	\$ 111,437
Lifeguard Captain, Training	03	6	\$	56.24	\$ 9,748	\$ 116,981
Lifeguard Captain, Training	03	7	\$	59.08	\$ 10,241	\$ 122,891
Lifeguard Captain, Training	03	8	\$	62.03	\$ 10,752	\$ 129,021
Lifeguard Officer P/T	01	1	\$	30.53	\$ 5,291	\$ 63,497
Lifeguard Officer P/T	01	2	\$	32.05	\$ 5,556	\$ 66,672
Lifeguard Officer P/T	01	3	\$	33.65	\$ 5,833	\$ 69,993
Lifeguard Officer P/T	01	4	\$	35.34	\$ 6,126	\$ 73,510
Lifeguard Officer P/T	01	5	\$	37.10	\$ 6,431	\$ 77,173
Lifeguard Officer P/T	01	6	\$	38.96	\$ 6,753	\$ 81,032
Lifeguard Officer P/T	01	7	\$	40.91	\$ 7,091	\$ 85,086
Lifeguard Officer P/T	01	8	\$	42.96	\$ 7,447	\$ 89,359

Hourly rate rounded to the hundredth. Monthly and annual salaries rounded to the nearest whole dollar.