

**SIDE LETTER OF AGREEMENT
BETWEEN
CITY OF NEWPORT BEACH
AND
THE NEWPORT BEACH FIREFIGHTERS 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 Firefighters Association ("Association") (collectively "Parties") with respect to the following:

WHEREAS, on December 14, 2021, the City Council adopted Resolution No. 2021-130 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 – this MOU Period, of the MOU is amended to read as follows:

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

1. Effective the pay period following January 1, 2022, there shall be a base salary increase of two percent (2.0%) for all represented classifications. 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 COLA.
2. Effective the pay period following January 1, 2023, there shall be a base salary increase of three percent (3.0%) for all represented classifications.
3. Effective the pay period following January 1, 2024, there shall be a base salary increase of three percent (3.0%) for all represented classifications.
4. Effective the pay period following January 1, 2025, there shall be a base salary increase of three percent (3.0%) for all represented classifications.

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 FIREFIGHTERS ASSOCIATION:

By: Bobby Salerno
Bobby Salerno, President

FOR THE CITY OF NEWPORT BEACH:

By: Kevin Muldoon
Kevin Muldoon, Mayor

CITY OF NEWPORT BEACH
APPROVED AS TO FORM:

By: Aaron C. Harp
Aaron C. Harp, City Attorney

ATTEST:

By: Leilani Brown
Leilani Brown, City Clerk



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

EXHIBIT A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Firefighters 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 RATE	ANNUAL SALARY
Fire Captain 112	35	1	\$ 33.23	\$ 8,064	\$ 96,766
Fire Captain 112	35	2	\$ 34.90	\$ 8,468	\$ 101,615
Fire Captain 112	35	3	\$ 36.65	\$ 8,893	\$ 106,717
Fire Captain 112	35	4	\$ 38.47	\$ 9,336	\$ 112,036
Fire Captain 112	35	5	\$ 40.40	\$ 9,804	\$ 117,645
Fire Captain 112	35	6	\$ 42.41	\$ 10,292	\$ 123,508
Fire Captain 112	35	7	\$ 44.54	\$ 10,808	\$ 129,696
Fire Captain 112	35	8	\$ 46.76	\$ 11,348	\$ 136,173
Fire Captain 80	65	1	\$ 46.53	\$ 8,064	\$ 96,772
Fire Captain 80	65	2	\$ 48.86	\$ 8,468	\$ 101,619
Fire Captain 80	65	3	\$ 51.31	\$ 8,893	\$ 106,720
Fire Captain 80	65	4	\$ 53.86	\$ 9,336	\$ 112,031
Fire Captain 80	65	5	\$ 56.56	\$ 9,804	\$ 117,643
Fire Captain 80	65	6	\$ 59.35	\$ 10,287	\$ 123,440
Fire Captain 80	65	7	\$ 62.36	\$ 10,809	\$ 129,702
Fire Captain 80	65	8	\$ 65.47	\$ 11,348	\$ 136,172
Fire Captain, Staff EMS/Training	95	1	\$ 50.01	\$ 8,669	\$ 104,030
Fire Captain, Staff EMS/Training	95	2	\$ 52.52	\$ 9,103	\$ 109,231
Fire Captain, Staff EMS/Training	95	3	\$ 55.14	\$ 9,558	\$ 114,693
Fire Captain, Staff EMS/Training	95	4	\$ 57.90	\$ 10,036	\$ 120,427
Fire Captain, Staff EMS/Training	95	5	\$ 60.79	\$ 10,537	\$ 126,449
Fire Captain, Staff EMS/Training	95	6	\$ 63.83	\$ 11,064	\$ 132,771
Fire Captain, Staff EMS/Training	95	7	\$ 67.02	\$ 11,617	\$ 139,410
Fire Captain, Staff EMS/Training	95	8	\$ 70.38	\$ 12,198	\$ 146,380
Fire Engineer 112	15	1	\$ 28.31	\$ 6,870	\$ 82,435
Fire Engineer 112	15	2	\$ 29.73	\$ 7,213	\$ 86,560
Fire Engineer 112	15	3	\$ 31.20	\$ 7,572	\$ 90,867
Fire Engineer 112	15	4	\$ 32.77	\$ 7,952	\$ 95,426
Fire Engineer 112	15	5	\$ 34.41	\$ 8,350	\$ 100,202
Fire Engineer 112	15	6	\$ 36.13	\$ 8,766	\$ 105,196
Fire Engineer 112	15	7	\$ 37.93	\$ 9,204	\$ 110,444
Fire Engineer 112	15	8	\$ 39.83	\$ 9,665	\$ 115,981
Fire Engineer 80	15A	1	\$ 39.63	\$ 6,870	\$ 82,435
Fire Engineer 80	15A	2	\$ 41.62	\$ 7,213	\$ 86,560
Fire Engineer 80	15A	3	\$ 43.69	\$ 7,572	\$ 90,866
Fire Engineer 80	15A	4	\$ 45.88	\$ 7,952	\$ 95,426
Fire Engineer 80	15A	5	\$ 48.17	\$ 8,350	\$ 100,202
Fire Engineer 80	15A	6	\$ 50.80	\$ 8,805	\$ 105,660

EXHIBIT A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Firefighters 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 RATE	ANNUAL SALARY
Fire Engineer 80	15A	7	\$ 53.10	\$ 9,204	\$ 110,444
Fire Engineer 80	15A	8	\$ 55.76	\$ 9,665	\$ 115,981
Fire Services Coordinator	01	1	\$ 33.01	\$ 5,721	\$ 68,652
Fire Services Coordinator	01	2	\$ 34.65	\$ 6,005	\$ 72,064
Fire Services Coordinator	01	3	\$ 36.39	\$ 6,307	\$ 75,683
Fire Services Coordinator	01	4	\$ 38.21	\$ 6,624	\$ 79,483
Fire Services Coordinator	01	5	\$ 40.13	\$ 6,955	\$ 83,464
Fire Services Coordinator	01	6	\$ 42.14	\$ 7,304	\$ 87,651
Fire Services Coordinator	01	7	\$ 44.25	\$ 7,670	\$ 92,045
Fire Services Coordinator	01	8	\$ 46.46	\$ 8,054	\$ 96,646
Firefighter 112	05	0	\$ 23.99	\$ 5,822	\$ 69,858
Firefighter 112	05	1	\$ 25.19	\$ 6,113	\$ 73,352
Firefighter 112	05	2	\$ 26.44	\$ 6,417	\$ 77,006
Firefighter 112	05	3	\$ 27.77	\$ 6,740	\$ 80,878
Firefighter 112	05	4	\$ 29.15	\$ 7,075	\$ 84,895
Firefighter 112	05	5	\$ 30.62	\$ 7,430	\$ 89,166
Firefighter 112	05	6	\$ 32.15	\$ 7,801	\$ 93,616
Firefighter 112	05	7	\$ 33.75	\$ 8,190	\$ 98,285
Firefighter 112	05	8	\$ 35.44	\$ 8,601	\$ 103,206
Firefighter 80	06	0	\$ 33.59	\$ 5,822	\$ 69,864
Firefighter 80	06	1	\$ 35.27	\$ 6,113	\$ 73,357
Firefighter 80	06	2	\$ 37.02	\$ 6,417	\$ 77,002
Firefighter 80	06	3	\$ 38.88	\$ 6,740	\$ 80,878
Firefighter 80	06	4	\$ 40.81	\$ 7,074	\$ 84,885
Firefighter 80	06	5	\$ 42.87	\$ 7,431	\$ 89,176
Firefighter 80	06	6	\$ 45.01	\$ 7,802	\$ 93,622
Firefighter 80	06	7	\$ 47.25	\$ 8,190	\$ 98,274
Firefighter 80	06	8	\$ 49.62	\$ 8,601	\$ 103,211
Firefighter Paramedic 112 ¹	25	1	\$ 30.84	\$ 7,485	\$ 89,818
Firefighter Paramedic 112 ¹	25	2	\$ 32.38	\$ 7,859	\$ 94,304
Firefighter Paramedic 112 ¹	25	3	\$ 34.00	\$ 8,251	\$ 99,009
Firefighter Paramedic 112 ¹	25	4	\$ 35.70	\$ 8,664	\$ 103,966
Firefighter Paramedic 112 ¹	25	5	\$ 37.48	\$ 9,095	\$ 109,141
Firefighter Paramedic 112 ¹	25	6	\$ 39.36	\$ 9,550	\$ 114,605
Firefighter Paramedic 112 ¹	25	7	\$ 41.33	\$ 10,030	\$ 120,359
Firefighter Paramedic 112 ¹	25	8	\$ 43.39	\$ 10,530	\$ 126,366
Firefighter Paramedic 112 ²	27	1	\$ 29.53	\$ 7,167	\$ 86,005

EXHIBIT A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Firefighters 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 RATE	ANNUAL SALARY
Firefighter Paramedic 112 ²	27	2	\$ 31.01	\$ 7,525	\$ 90,305
Firefighter Paramedic 112 ²	27	3	\$ 32.56	\$ 7,902	\$ 94,820
Firefighter Paramedic 112 ²	27	4	\$ 34.19	\$ 8,297	\$ 99,562
Firefighter Paramedic 112 ²	27	5	\$ 35.90	\$ 8,712	\$ 104,540
Firefighter Paramedic 112 ²	27	6	\$ 37.69	\$ 9,147	\$ 109,767
Firefighter Paramedic 112 ²	27	7	\$ 39.58	\$ 9,605	\$ 115,255
Firefighter Paramedic 112 ²	27	8	\$ 41.56	\$ 10,085	\$ 121,018
Firefighter Paramedic 80 ¹	26	1	\$ 43.18	\$ 7,485	\$ 89,817
Firefighter Paramedic 80 ¹	26	2	\$ 45.34	\$ 7,859	\$ 94,304
Firefighter Paramedic 80 ¹	26	3	\$ 47.60	\$ 8,251	\$ 99,009
Firefighter Paramedic 80 ¹	26	4	\$ 49.98	\$ 8,664	\$ 103,966
Firefighter Paramedic 80 ¹	26	5	\$ 52.47	\$ 9,095	\$ 109,141
Firefighter Paramedic 80 ¹	26	6	\$ 55.10	\$ 9,550	\$ 114,605
Firefighter Paramedic 80 ¹	26	7	\$ 57.86	\$ 10,030	\$ 120,359
Firefighter Paramedic 80 ¹	26	8	\$ 60.75	\$ 10,530	\$ 126,366
Firefighter Paramedic 80 ²	28	1	\$ 41.35	\$ 7,168	\$ 86,011
Firefighter Paramedic 80 ²	28	2	\$ 43.42	\$ 7,526	\$ 90,312
Firefighter Paramedic 80 ²	28	3	\$ 45.59	\$ 7,902	\$ 94,828
Firefighter Paramedic 80 ²	28	4	\$ 47.87	\$ 8,297	\$ 99,569
Firefighter Paramedic 80 ²	28	5	\$ 50.26	\$ 8,712	\$ 104,547
Firefighter Paramedic 80 ²	28	6	\$ 52.78	\$ 9,148	\$ 109,775
Firefighter Paramedic 80 ²	28	7	\$ 55.42	\$ 9,605	\$ 115,263
Firefighter Paramedic 80 ²	28	8	\$ 58.19	\$ 10,086	\$ 121,027
Life Safety Specialist I	02	1	\$ 37.75	\$ 6,544	\$ 78,527
Life Safety Specialist I	02	2	\$ 39.64	\$ 6,871	\$ 82,456
Life Safety Specialist I	02	3	\$ 41.62	\$ 7,214	\$ 86,565
Life Safety Specialist I	02	4	\$ 43.71	\$ 7,576	\$ 90,908
Life Safety Specialist I	02	5	\$ 45.89	\$ 7,955	\$ 95,457
Life Safety Specialist I	02	6	\$ 48.18	\$ 8,351	\$ 100,213
Life Safety Specialist I	02	7	\$ 50.59	\$ 8,769	\$ 105,227
Life Safety Specialist I	02	8	\$ 53.13	\$ 9,208	\$ 110,501
Life Safety Specialist II	47	1	\$ 41.54	\$ 7,201	\$ 86,410
Life Safety Specialist II	47	2	\$ 43.63	\$ 7,563	\$ 90,753
Life Safety Specialist II	47	3	\$ 45.81	\$ 7,940	\$ 95,276
Life Safety Specialist II	47	4	\$ 48.09	\$ 8,336	\$ 100,032

EXHIBIT A
RESOLUTION NO. 2022- _____

The City of Newport Beach
Firefighters 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 RATE	ANNUAL SALARY
Life Safety Specialist II	47	5	\$ 50.50	\$ 8,754	\$ 105,047
Life Safety Specialist II	47	6	\$ 53.03	\$ 9,191	\$ 110,294
Life Safety Specialist II	47	7	\$ 55.67	\$ 9,650	\$ 115,800
Life Safety Specialist II	47	8	\$ 58.47	\$ 10,135	\$ 121,616
Life Safety Specialist III	75	1	\$ 45.68	\$ 7,918	\$ 95,018
Life Safety Specialist III	75	2	\$ 47.97	\$ 8,314	\$ 99,774
Life Safety Specialist III	75	3	\$ 50.37	\$ 8,730	\$ 104,762
Life Safety Specialist III	75	4	\$ 52.89	\$ 9,167	\$ 110,010
Life Safety Specialist III	75	5	\$ 55.54	\$ 9,626	\$ 115,515
Life Safety Specialist III	75	6	\$ 58.31	\$ 10,107	\$ 121,279
Life Safety Specialist III	75	7	\$ 61.23	\$ 10,613	\$ 127,353
Life Safety Specialist III	75	8	\$ 64.28	\$ 11,143	\$ 133,713

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

¹Hired before January 1, 2016

²Hired on/after January 1, 2016

EXHIBIT A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Firefighters 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 RATE	ANNUAL SALARY
Fire Captain 112	35	1	\$ 34.23	\$ 8,306	\$ 99,668
Fire Captain 112	35	2	\$ 35.94	\$ 8,722	\$ 104,663
Fire Captain 112	35	3	\$ 37.75	\$ 9,160	\$ 109,918
Fire Captain 112	35	4	\$ 39.63	\$ 9,616	\$ 115,397
Fire Captain 112	35	5	\$ 41.61	\$ 10,098	\$ 121,174
Fire Captain 112	35	6	\$ 43.69	\$ 10,601	\$ 127,213
Fire Captain 112	35	7	\$ 45.87	\$ 11,132	\$ 133,586
Fire Captain 112	35	8	\$ 48.17	\$ 11,688	\$ 140,258
Fire Captain 80	65	1	\$ 47.92	\$ 8,306	\$ 99,675
Fire Captain 80	65	2	\$ 50.32	\$ 8,722	\$ 104,667
Fire Captain 80	65	3	\$ 52.85	\$ 9,160	\$ 109,922
Fire Captain 80	65	4	\$ 55.48	\$ 9,616	\$ 115,392
Fire Captain 80	65	5	\$ 58.26	\$ 10,098	\$ 121,172
Fire Captain 80	65	6	\$ 61.13	\$ 10,595	\$ 127,144
Fire Captain 80	65	7	\$ 64.23	\$ 11,133	\$ 133,593
Fire Captain 80	65	8	\$ 67.43	\$ 11,688	\$ 140,257
Fire Captain, Staff EMS/Training	95	1	\$ 51.51	\$ 8,929	\$ 107,150
Fire Captain, Staff EMS/Training	95	2	\$ 54.09	\$ 9,376	\$ 112,508
Fire Captain, Staff EMS/Training	95	3	\$ 56.79	\$ 9,844	\$ 118,133
Fire Captain, Staff EMS/Training	95	4	\$ 59.63	\$ 10,337	\$ 124,040
Fire Captain, Staff EMS/Training	95	5	\$ 62.62	\$ 10,854	\$ 130,242
Fire Captain, Staff EMS/Training	95	6	\$ 65.75	\$ 11,396	\$ 136,754
Fire Captain, Staff EMS/Training	95	7	\$ 69.03	\$ 11,966	\$ 143,592
Fire Captain, Staff EMS/Training	95	8	\$ 72.49	\$ 12,564	\$ 150,771
Fire Engineer 112	15	1	\$ 29.16	\$ 7,076	\$ 84,908
Fire Engineer 112	15	2	\$ 30.62	\$ 7,430	\$ 89,157
Fire Engineer 112	15	3	\$ 32.14	\$ 7,799	\$ 93,592
Fire Engineer 112	15	4	\$ 33.75	\$ 8,191	\$ 98,289
Fire Engineer 112	15	5	\$ 35.44	\$ 8,601	\$ 103,209
Fire Engineer 112	15	6	\$ 37.21	\$ 9,029	\$ 108,352
Fire Engineer 112	15	7	\$ 39.07	\$ 9,480	\$ 113,758
Fire Engineer 112	15	8	\$ 41.02	\$ 9,955	\$ 119,460
Fire Engineer 80	15A	1	\$ 40.82	\$ 7,076	\$ 84,908
Fire Engineer 80	15A	2	\$ 42.86	\$ 7,430	\$ 89,157
Fire Engineer 80	15A	3	\$ 45.00	\$ 7,799	\$ 93,592
Fire Engineer 80	15A	4	\$ 47.25	\$ 8,191	\$ 98,289
Fire Engineer 80	15A	5	\$ 49.62	\$ 8,601	\$ 103,209
Fire Engineer 80	15A	6	\$ 52.32	\$ 9,069	\$ 108,830

EXHIBIT A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Firefighters 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 RATE	ANNUAL SALARY
Fire Engineer 80	15A	7	\$ 54.69	\$ 9,480	\$ 113,757
Fire Engineer 80	15A	8	\$ 57.43	\$ 9,955	\$ 119,460
Fire Services Coordinator	01	1	\$ 34.00	\$ 5,893	\$ 70,712
Fire Services Coordinator	01	2	\$ 35.69	\$ 6,186	\$ 74,226
Fire Services Coordinator	01	3	\$ 37.48	\$ 6,496	\$ 77,954
Fire Services Coordinator	01	4	\$ 39.36	\$ 6,822	\$ 81,868
Fire Services Coordinator	01	5	\$ 41.33	\$ 7,164	\$ 85,967
Fire Services Coordinator	01	6	\$ 43.40	\$ 7,523	\$ 90,281
Fire Services Coordinator	01	7	\$ 45.58	\$ 7,901	\$ 94,806
Fire Services Coordinator	01	8	\$ 47.86	\$ 8,295	\$ 99,545
Firefighter 112	05	0	\$ 24.71	\$ 5,996	\$ 71,954
Firefighter 112	05	1	\$ 25.95	\$ 6,296	\$ 75,552
Firefighter 112	05	2	\$ 27.24	\$ 6,610	\$ 79,316
Firefighter 112	05	3	\$ 28.61	\$ 6,942	\$ 83,305
Firefighter 112	05	4	\$ 30.03	\$ 7,287	\$ 87,442
Firefighter 112	05	5	\$ 31.54	\$ 7,653	\$ 91,841
Firefighter 112	05	6	\$ 33.11	\$ 8,035	\$ 96,425
Firefighter 112	05	7	\$ 34.76	\$ 8,436	\$ 101,233
Firefighter 112	05	8	\$ 36.51	\$ 8,859	\$ 106,303
Firefighter 80	06	0	\$ 34.60	\$ 5,997	\$ 71,959
Firefighter 80	06	1	\$ 36.33	\$ 6,296	\$ 75,558
Firefighter 80	06	2	\$ 38.13	\$ 6,609	\$ 79,312
Firefighter 80	06	3	\$ 40.05	\$ 6,942	\$ 83,305
Firefighter 80	06	4	\$ 42.03	\$ 7,286	\$ 87,432
Firefighter 80	06	5	\$ 44.16	\$ 7,654	\$ 91,851
Firefighter 80	06	6	\$ 46.36	\$ 8,036	\$ 96,431
Firefighter 80	06	7	\$ 48.66	\$ 8,435	\$ 101,223
Firefighter 80	06	8	\$ 51.11	\$ 8,859	\$ 106,308
Firefighter Paramedic 112 ¹	25	1	\$ 31.77	\$ 7,709	\$ 92,512
Firefighter Paramedic 112 ¹	25	2	\$ 33.36	\$ 8,094	\$ 97,133
Firefighter Paramedic 112 ¹	25	3	\$ 35.02	\$ 8,498	\$ 101,979
Firefighter Paramedic 112 ¹	25	4	\$ 36.77	\$ 8,924	\$ 107,086
Firefighter Paramedic 112 ¹	25	5	\$ 38.60	\$ 9,368	\$ 112,415
Firefighter Paramedic 112 ¹	25	6	\$ 40.54	\$ 9,837	\$ 118,043
Firefighter Paramedic 112 ¹	25	7	\$ 42.57	\$ 10,331	\$ 123,970
Firefighter Paramedic 112 ¹	25	8	\$ 44.70	\$ 10,846	\$ 130,157
Firefighter Paramedic 112 ²	27	1	\$ 30.42	\$ 7,382	\$ 88,585

EXHIBIT A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Firefighters 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 RATE	ANNUAL SALARY
Firefighter Paramedic 112 ²	27	2	\$ 31.94	\$ 7,751	\$ 93,014
Firefighter Paramedic 112 ²	27	3	\$ 33.54	\$ 8,139	\$ 97,665
Firefighter Paramedic 112 ²	27	4	\$ 35.22	\$ 8,546	\$ 102,548
Firefighter Paramedic 112 ²	27	5	\$ 36.98	\$ 8,973	\$ 107,676
Firefighter Paramedic 112 ²	27	6	\$ 38.83	\$ 9,422	\$ 113,059
Firefighter Paramedic 112 ²	27	7	\$ 40.77	\$ 9,893	\$ 118,713
Firefighter Paramedic 112 ²	27	8	\$ 42.80	\$ 10,387	\$ 124,648
Firefighter Paramedic 80 ¹	26	1	\$ 44.48	\$ 7,709	\$ 92,511
Firefighter Paramedic 80 ¹	26	2	\$ 46.70	\$ 8,094	\$ 97,133
Firefighter Paramedic 80 ¹	26	3	\$ 49.03	\$ 8,498	\$ 101,979
Firefighter Paramedic 80 ¹	26	4	\$ 51.48	\$ 8,924	\$ 107,085
Firefighter Paramedic 80 ¹	26	5	\$ 54.05	\$ 9,368	\$ 112,415
Firefighter Paramedic 80 ¹	26	6	\$ 56.75	\$ 9,837	\$ 118,044
Firefighter Paramedic 80 ¹	26	7	\$ 59.60	\$ 10,331	\$ 123,970
Firefighter Paramedic 80 ¹	26	8	\$ 62.58	\$ 10,846	\$ 130,157
Firefighter Paramedic 80 ²	28	1	\$ 42.59	\$ 7,383	\$ 88,591
Firefighter Paramedic 80 ²	28	2	\$ 44.72	\$ 7,752	\$ 93,021
Firefighter Paramedic 80 ²	28	3	\$ 46.96	\$ 8,139	\$ 97,672
Firefighter Paramedic 80 ²	28	4	\$ 49.31	\$ 8,546	\$ 102,556
Firefighter Paramedic 80 ²	28	5	\$ 51.77	\$ 8,974	\$ 107,684
Firefighter Paramedic 80 ²	28	6	\$ 54.36	\$ 9,422	\$ 113,068
Firefighter Paramedic 80 ²	28	7	\$ 57.08	\$ 9,893	\$ 118,721
Firefighter Paramedic 80 ²	28	8	\$ 59.93	\$ 10,388	\$ 124,658
Life Safety Specialist I	02	1	\$ 38.89	\$ 6,740	\$ 80,882
Life Safety Specialist I	02	2	\$ 40.83	\$ 7,077	\$ 84,930
Life Safety Specialist I	02	3	\$ 42.87	\$ 7,430	\$ 89,162
Life Safety Specialist I	02	4	\$ 45.02	\$ 7,803	\$ 93,635
Life Safety Specialist I	02	5	\$ 47.27	\$ 8,193	\$ 98,321
Life Safety Specialist I	02	6	\$ 49.62	\$ 8,602	\$ 103,220
Life Safety Specialist I	02	7	\$ 52.11	\$ 9,032	\$ 108,384
Life Safety Specialist I	02	8	\$ 54.72	\$ 9,485	\$ 113,816
Life Safety Specialist II	47	1	\$ 42.79	\$ 7,417	\$ 89,002
Life Safety Specialist II	47	2	\$ 44.94	\$ 7,790	\$ 93,475
Life Safety Specialist II	47	3	\$ 47.18	\$ 8,178	\$ 98,135
Life Safety Specialist II	47	4	\$ 49.54	\$ 8,586	\$ 103,033

EXHIBIT A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Firefighters 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 RATE		ANNUAL SALARY
Life Safety Specialist II	47	5	\$	52.02	\$	9,017	\$ 108,198
Life Safety Specialist II	47	6	\$	54.62	\$	9,467	\$ 113,602
Life Safety Specialist II	47	7	\$	57.34	\$	9,939	\$ 119,274
Life Safety Specialist II	47	8	\$	60.22	\$	10,439	\$ 125,264
Life Safety Specialist III	75	1	\$	47.05	\$	8,156	\$ 97,868
Life Safety Specialist III	75	2	\$	49.41	\$	8,564	\$ 102,767
Life Safety Specialist III	75	3	\$	51.88	\$	8,992	\$ 107,905
Life Safety Specialist III	75	4	\$	54.48	\$	9,442	\$ 113,310
Life Safety Specialist III	75	5	\$	57.20	\$	9,915	\$ 118,981
Life Safety Specialist III	75	6	\$	60.06	\$	10,410	\$ 124,918
Life Safety Specialist III	75	7	\$	63.06	\$	10,931	\$ 131,174
Life Safety Specialist III	75	8	\$	66.21	\$	11,477	\$ 137,724

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

¹Hired before January 1, 2016

²Hired on/after January 1, 2016

EXHIBIT A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Firefighters 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 RATE	ANNUAL SALARY
Fire Captain 112	35	1	\$ 35.25	\$ 8,555	\$ 102,658
Fire Captain 112	35	2	\$ 37.02	\$ 8,984	\$ 107,803
Fire Captain 112	35	3	\$ 38.88	\$ 9,435	\$ 113,216
Fire Captain 112	35	4	\$ 40.82	\$ 9,905	\$ 118,859
Fire Captain 112	35	5	\$ 42.86	\$ 10,401	\$ 124,809
Fire Captain 112	35	6	\$ 45.00	\$ 10,919	\$ 131,029
Fire Captain 112	35	7	\$ 47.25	\$ 11,466	\$ 137,594
Fire Captain 112	35	8	\$ 49.61	\$ 12,039	\$ 144,466
Fire Captain 80	65	1	\$ 49.36	\$ 8,555	\$ 102,665
Fire Captain 80	65	2	\$ 51.83	\$ 8,984	\$ 107,807
Fire Captain 80	65	3	\$ 54.43	\$ 9,435	\$ 113,220
Fire Captain 80	65	4	\$ 57.14	\$ 9,904	\$ 118,854
Fire Captain 80	65	5	\$ 60.00	\$ 10,401	\$ 124,808
Fire Captain 80	65	6	\$ 62.96	\$ 10,913	\$ 130,958
Fire Captain 80	65	7	\$ 66.15	\$ 11,467	\$ 137,601
Fire Captain 80	65	8	\$ 69.45	\$ 12,039	\$ 144,465
Fire Captain, Staff EMS/Training	95	1	\$ 53.06	\$ 9,197	\$ 110,365
Fire Captain, Staff EMS/Training	95	2	\$ 55.71	\$ 9,657	\$ 115,884
Fire Captain, Staff EMS/Training	95	3	\$ 58.50	\$ 10,140	\$ 121,677
Fire Captain, Staff EMS/Training	95	4	\$ 61.42	\$ 10,647	\$ 127,761
Fire Captain, Staff EMS/Training	95	5	\$ 64.50	\$ 11,179	\$ 134,150
Fire Captain, Staff EMS/Training	95	6	\$ 67.72	\$ 11,738	\$ 140,857
Fire Captain, Staff EMS/Training	95	7	\$ 71.11	\$ 12,325	\$ 147,900
Fire Captain, Staff EMS/Training	95	8	\$ 74.66	\$ 12,941	\$ 155,295
Fire Engineer 112	15	1	\$ 30.03	\$ 7,288	\$ 87,455
Fire Engineer 112	15	2	\$ 31.54	\$ 7,653	\$ 91,832
Fire Engineer 112	15	3	\$ 33.10	\$ 8,033	\$ 96,400
Fire Engineer 112	15	4	\$ 34.77	\$ 8,436	\$ 101,238
Fire Engineer 112	15	5	\$ 36.51	\$ 8,859	\$ 106,305
Fire Engineer 112	15	6	\$ 38.33	\$ 9,300	\$ 111,603
Fire Engineer 112	15	7	\$ 40.24	\$ 9,764	\$ 117,171
Fire Engineer 112	15	8	\$ 42.25	\$ 10,254	\$ 123,044
Fire Engineer 80	15A	1	\$ 42.05	\$ 7,288	\$ 87,456
Fire Engineer 80	15A	2	\$ 44.15	\$ 7,653	\$ 91,832
Fire Engineer 80	15A	3	\$ 46.35	\$ 8,033	\$ 96,400
Fire Engineer 80	15A	4	\$ 48.67	\$ 8,436	\$ 101,238
Fire Engineer 80	15A	5	\$ 51.11	\$ 8,859	\$ 106,305
Fire Engineer 80	15A	6	\$ 53.89	\$ 9,341	\$ 112,095

EXHIBIT A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Firefighters 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 RATE	ANNUAL SALARY
Fire Engineer 80	15A	7	\$ 56.33	\$ 9,764	\$ 117,170
Fire Engineer 80	15A	8	\$ 59.16	\$ 10,254	\$ 123,044
Fire Services Coordinator	01	1	\$ 35.02	\$ 6,069	\$ 72,833
Fire Services Coordinator	01	2	\$ 36.76	\$ 6,371	\$ 76,453
Fire Services Coordinator	01	3	\$ 38.60	\$ 6,691	\$ 80,292
Fire Services Coordinator	01	4	\$ 40.54	\$ 7,027	\$ 84,324
Fire Services Coordinator	01	5	\$ 42.57	\$ 7,379	\$ 88,546
Fire Services Coordinator	01	6	\$ 44.71	\$ 7,749	\$ 92,989
Fire Services Coordinator	01	7	\$ 46.95	\$ 8,138	\$ 97,651
Fire Services Coordinator	01	8	\$ 49.29	\$ 8,544	\$ 102,532
Firefighter 112	05	0	\$ 25.45	\$ 6,176	\$ 74,113
Firefighter 112	05	1	\$ 26.72	\$ 6,485	\$ 77,819
Firefighter 112	05	2	\$ 28.05	\$ 6,808	\$ 81,696
Firefighter 112	05	3	\$ 29.47	\$ 7,150	\$ 85,804
Firefighter 112	05	4	\$ 30.93	\$ 7,505	\$ 90,066
Firefighter 112	05	5	\$ 32.48	\$ 7,883	\$ 94,596
Firefighter 112	05	6	\$ 34.11	\$ 8,276	\$ 99,318
Firefighter 112	05	7	\$ 35.81	\$ 8,689	\$ 104,270
Firefighter 112	05	8	\$ 37.60	\$ 9,124	\$ 109,492
Firefighter 80	06	0	\$ 35.63	\$ 6,177	\$ 74,118
Firefighter 80	06	1	\$ 37.42	\$ 6,485	\$ 77,825
Firefighter 80	06	2	\$ 39.27	\$ 6,808	\$ 81,691
Firefighter 80	06	3	\$ 41.25	\$ 7,150	\$ 85,804
Firefighter 80	06	4	\$ 43.30	\$ 7,505	\$ 90,055
Firefighter 80	06	5	\$ 45.48	\$ 7,884	\$ 94,607
Firefighter 80	06	6	\$ 47.75	\$ 8,277	\$ 99,324
Firefighter 80	06	7	\$ 50.12	\$ 8,688	\$ 104,259
Firefighter 80	06	8	\$ 52.64	\$ 9,125	\$ 109,497
Firefighter Paramedic 112 ¹	25	1	\$ 32.72	\$ 7,941	\$ 95,287
Firefighter Paramedic 112 ¹	25	2	\$ 34.36	\$ 8,337	\$ 100,047
Firefighter Paramedic 112 ¹	25	3	\$ 36.07	\$ 8,753	\$ 105,038
Firefighter Paramedic 112 ¹	25	4	\$ 37.88	\$ 9,192	\$ 110,298
Firefighter Paramedic 112 ¹	25	5	\$ 39.76	\$ 9,649	\$ 115,787
Firefighter Paramedic 112 ¹	25	6	\$ 41.75	\$ 10,132	\$ 121,585
Firefighter Paramedic 112 ¹	25	7	\$ 43.85	\$ 10,641	\$ 127,689
Firefighter Paramedic 112 ¹	25	8	\$ 46.04	\$ 11,172	\$ 134,061
Firefighter Paramedic 112 ²	27	1	\$ 31.33	\$ 7,604	\$ 91,242

EXHIBIT A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Firefighters 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 RATE	ANNUAL SALARY
Firefighter Paramedic 112 ²	27	2	\$ 32.90	\$ 7,984	\$ 95,805
Firefighter Paramedic 112 ²	27	3	\$ 34.55	\$ 8,383	\$ 100,595
Firefighter Paramedic 112 ²	27	4	\$ 36.27	\$ 8,802	\$ 105,625
Firefighter Paramedic 112 ²	27	5	\$ 38.09	\$ 9,242	\$ 110,906
Firefighter Paramedic 112 ²	27	6	\$ 39.99	\$ 9,704	\$ 116,451
Firefighter Paramedic 112 ²	27	7	\$ 41.99	\$ 10,190	\$ 122,274
Firefighter Paramedic 112 ²	27	8	\$ 44.09	\$ 10,699	\$ 128,387
Firefighter Paramedic 80 ¹	26	1	\$ 45.81	\$ 7,941	\$ 95,287
Firefighter Paramedic 80 ¹	26	2	\$ 48.10	\$ 8,337	\$ 100,047
Firefighter Paramedic 80 ¹	26	3	\$ 50.50	\$ 8,753	\$ 105,038
Firefighter Paramedic 80 ¹	26	4	\$ 53.03	\$ 9,191	\$ 110,298
Firefighter Paramedic 80 ¹	26	5	\$ 55.67	\$ 9,649	\$ 115,787
Firefighter Paramedic 80 ¹	26	6	\$ 58.45	\$ 10,132	\$ 121,585
Firefighter Paramedic 80 ¹	26	7	\$ 61.39	\$ 10,641	\$ 127,689
Firefighter Paramedic 80 ¹	26	8	\$ 64.45	\$ 11,172	\$ 134,062
Firefighter Paramedic 80 ²	28	1	\$ 43.87	\$ 7,604	\$ 91,249
Firefighter Paramedic 80 ²	28	2	\$ 46.06	\$ 7,984	\$ 95,812
Firefighter Paramedic 80 ²	28	3	\$ 48.37	\$ 8,384	\$ 100,603
Firefighter Paramedic 80 ²	28	4	\$ 50.79	\$ 8,803	\$ 105,633
Firefighter Paramedic 80 ²	28	5	\$ 53.32	\$ 9,243	\$ 110,914
Firefighter Paramedic 80 ²	28	6	\$ 55.99	\$ 9,705	\$ 116,460
Firefighter Paramedic 80 ²	28	7	\$ 58.79	\$ 10,190	\$ 122,283
Firefighter Paramedic 80 ²	28	8	\$ 61.73	\$ 10,700	\$ 128,397
Life Safety Specialist I	02	1	\$ 40.05	\$ 6,942	\$ 83,309
Life Safety Specialist I	02	2	\$ 42.06	\$ 7,290	\$ 87,477
Life Safety Specialist I	02	3	\$ 44.15	\$ 7,653	\$ 91,837
Life Safety Specialist I	02	4	\$ 46.37	\$ 8,037	\$ 96,444
Life Safety Specialist I	02	5	\$ 48.69	\$ 8,439	\$ 101,271
Life Safety Specialist I	02	6	\$ 51.11	\$ 8,860	\$ 106,316
Life Safety Specialist I	02	7	\$ 53.67	\$ 9,303	\$ 111,636
Life Safety Specialist I	02	8	\$ 56.36	\$ 9,769	\$ 117,230
Life Safety Specialist II	47	1	\$ 44.07	\$ 7,639	\$ 91,672
Life Safety Specialist II	47	2	\$ 46.29	\$ 8,023	\$ 96,280
Life Safety Specialist II	47	3	\$ 48.60	\$ 8,423	\$ 101,079
Life Safety Specialist II	47	4	\$ 51.02	\$ 8,844	\$ 106,124

EXHIBIT A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Firefighters 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 RATE	ANNUAL SALARY
Life Safety Specialist II	47	5	\$ 53.58	\$ 9,287	\$ 111,444
Life Safety Specialist II	47	6	\$ 56.26	\$ 9,751	\$ 117,010
Life Safety Specialist II	47	7	\$ 59.06	\$ 10,238	\$ 122,852
Life Safety Specialist II	47	8	\$ 62.03	\$ 10,752	\$ 129,022
Life Safety Specialist III	75	1	\$ 48.46	\$ 8,400	\$ 100,804
Life Safety Specialist III	75	2	\$ 50.89	\$ 8,821	\$ 105,850
Life Safety Specialist III	75	3	\$ 53.43	\$ 9,262	\$ 111,142
Life Safety Specialist III	75	4	\$ 56.11	\$ 9,726	\$ 116,709
Life Safety Specialist III	75	5	\$ 58.92	\$ 10,213	\$ 122,550
Life Safety Specialist III	75	6	\$ 61.86	\$ 10,722	\$ 128,665
Life Safety Specialist III	75	7	\$ 64.96	\$ 11,259	\$ 135,109
Life Safety Specialist III	75	8	\$ 68.20	\$ 11,821	\$ 141,855

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

¹Hired before January 1, 2016

²Hired on/after January 1, 2016