

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

**WHEREAS**, on June 28, 2022, the City Council adopted Resolution No. 2022-44 approving a Memorandum of Understanding ("MOU") between the Parties with a term of July 1, 2022, through June 30, 2026;

**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 NBPMA represented classifications shall be as follows and as specified in Exhibit A:

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

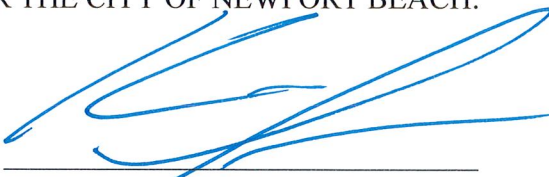
**Signatures on the next page**

Executed this 23 day of AUGUST, 2022

FOR THE NEWPORT BEACH POLICE MANAGEMENT  
ASSOCIATION:

By:   
Eric Little, President

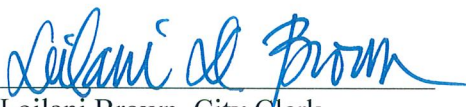
FOR THE CITY OF NEWPORT BEACH:

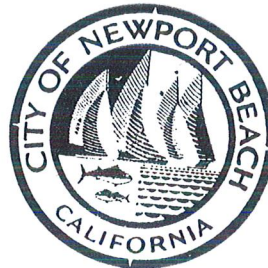
By:   
Kevin Muldoon, Mayor

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  
Police Management Association Salary Schedule Adjustment  
MOU Term: July 1, 2022 - June 30, 2026 (Exhibit A)

**Effective July 15, 2023 - 3% Cost-of-Living Adjustment**

REPRESENTED POSITIONS	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Police Lieutenant	65	1	\$ 61.84	\$ 10,719	\$ 128,634
Police Lieutenant	65	2	\$ 64.95	\$ 11,257	\$ 135,090
Police Lieutenant	65	3	\$ 68.18	\$ 11,819	\$ 141,822
Police Lieutenant	65	4	\$ 71.58	\$ 12,407	\$ 148,883
Police Lieutenant	65	5	\$ 75.17	\$ 13,029	\$ 156,348
Police Lieutenant	65	6	\$ 78.93	\$ 13,680	\$ 164,165
Police Lieutenant	65	7	\$ 82.88	\$ 14,365	\$ 172,386
Police Lieutenant	65	8	\$ 87.02	\$ 15,084	\$ 181,010
Police Sergeant	40	1	\$ 52.62	\$ 9,120	\$ 109,444
Police Sergeant	40	2	\$ 55.26	\$ 9,578	\$ 114,941
Police Sergeant	40	3	\$ 58.04	\$ 10,060	\$ 120,716
Police Sergeant	40	4	\$ 60.92	\$ 10,560	\$ 126,717
Police Sergeant	40	5	\$ 63.96	\$ 11,087	\$ 133,047
Police Sergeant	40	6	\$ 67.15	\$ 11,640	\$ 139,679
Police Sergeant	40	7	\$ 70.52	\$ 12,224	\$ 146,689
Police Sergeant	40	8	\$ 74.03	\$ 12,831	\$ 153,977

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

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

The City of Newport Beach  
Police Management Association Salary Schedule Adjustment  
MOU Term: July 1, 2022 - June 30, 2026 (Exhibit A)  
**Effective July 13, 2024 - 3% Cost-of-Living Adjustment**

REPRESENTED POSITIONS	GRADE	STEP	HOURLY RATE		MONTHLY SALARY	ANNUAL SALARY
Police Lieutenant	65	1	\$	63.70	\$ 11,041	\$ 132,493
Police Lieutenant	65	2	\$	66.90	\$ 11,595	\$ 139,142
Police Lieutenant	65	3	\$	70.23	\$ 12,173	\$ 146,077
Police Lieutenant	65	4	\$	73.73	\$ 12,779	\$ 153,350
Police Lieutenant	65	5	\$	77.42	\$ 13,420	\$ 161,038
Police Lieutenant	65	6	\$	81.29	\$ 14,091	\$ 169,090
Police Lieutenant	65	7	\$	85.36	\$ 14,796	\$ 177,557
Police Lieutenant	65	8	\$	89.63	\$ 15,537	\$ 186,441
Police Sergeant	40	1	\$	54.20	\$ 9,394	\$ 112,727
Police Sergeant	40	2	\$	56.92	\$ 9,866	\$ 118,389
Police Sergeant	40	3	\$	59.78	\$ 10,361	\$ 124,337
Police Sergeant	40	4	\$	62.75	\$ 10,877	\$ 130,519
Police Sergeant	40	5	\$	65.88	\$ 11,420	\$ 137,038
Police Sergeant	40	6	\$	69.17	\$ 11,989	\$ 143,869
Police Sergeant	40	7	\$	72.64	\$ 12,591	\$ 151,090
Police Sergeant	40	8	\$	76.25	\$ 13,216	\$ 158,596

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

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

The City of Newport Beach  
Police Management Association Salary Schedule Adjustment  
MOU Term: July 1, 2022 - June 30, 2026 (Exhibit A)

**Effective July 12, 2025 - 3% Cost-of-Living Adjustment**

REPRESENTED POSITIONS	GRADE	STEP	HOURLY RATE		MONTHLY SALARY		ANNUAL SALARY
Police Lieutenant	65	1	\$	65.61	\$	11,372	\$ 136,468
Police Lieutenant	65	2	\$	68.90	\$	11,943	\$ 143,317
Police Lieutenant	65	3	\$	72.34	\$	12,538	\$ 150,459
Police Lieutenant	65	4	\$	75.94	\$	13,163	\$ 157,950
Police Lieutenant	65	5	\$	79.74	\$	13,822	\$ 165,869
Police Lieutenant	65	6	\$	83.73	\$	14,514	\$ 174,163
Police Lieutenant	65	7	\$	87.93	\$	15,240	\$ 182,884
Police Lieutenant	65	8	\$	92.32	\$	16,003	\$ 192,034
Police Sergeant	40	1	\$	55.82	\$	9,676	\$ 116,109
Police Sergeant	40	2	\$	58.63	\$	10,162	\$ 121,941
Police Sergeant	40	3	\$	61.57	\$	10,672	\$ 128,067
Police Sergeant	40	4	\$	64.63	\$	11,203	\$ 134,434
Police Sergeant	40	5	\$	67.86	\$	11,762	\$ 141,149
Police Sergeant	40	6	\$	71.24	\$	12,349	\$ 148,185
Police Sergeant	40	7	\$	74.82	\$	12,969	\$ 155,623
Police Sergeant	40	8	\$	78.54	\$	13,613	\$ 163,354

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