

**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 29 day of NOVEMBER 2022, by and between the City of Newport Beach ("City") and the Newport Beach Lifeguard Management Association (“NBLMA”) (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 medical insurance 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. The following language in Section 4.A.2. Fringe Benefits, Insurance, City Contribution, of the MOU is amended to read as follows:

2. City Contribution

a. Full-time Members:

Current Language: The City’s contribution towards the Cafeteria Plan is \$1,645 (plus the minimum CalPERS participating employer’s contribution).

Amended Language: The City’s monthly contribution towards the Cafeteria Plan is \$1,645.00 (plus the minimum CalPERS participating employee’s contribution). Temporary Increase. Effective the pay period that includes January 1, 2023, the City’s monthly contribution towards the Cafeteria Plan increases to \$1,745.00 (plus the minimum CalPERS participating employer’s contribution). Effective the pay period that includes January 1, 2025, the City’s monthly contribution towards the Cafeteria Plan decreases to \$1,645.00 (plus the minimum CalPERS participating employer’s contribution).

b. Part-Time Members:

Current Language: Part-time NBLMA members receive a monthly cafeteria benefit of \$601.00. For part-time employees enrolled in medical plans, the cafeteria amount is inclusive of the PERS designated minimum medical insurance contribution.

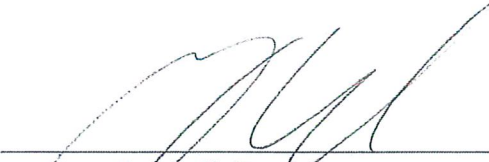
Amended Language: Part-time NBLMA members receive a monthly cafeteria benefit of \$601.00. For part-time employees enrolled in medical plans, the cafeteria amount is inclusive of the PERS designated minimum medical insurance contribution. Temporary Increase. Effective the pay period that includes January 1, 2023, the City's monthly contribution towards the Cafeteria Plan increases to \$637.53. For part-time employees enrolled in medical plans, the cafeteria amount is inclusive of the CalPERS designated minimum medical insurance contribution. Effective the pay period that includes January 1, 2025, the City's monthly contribution towards the Cafeteria Plan decreases to \$601.00. For part-time employees enrolled in medical plans, the cafeteria amount is inclusive of the CalPERS designated minimum medical insurance contribution.

2. 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.

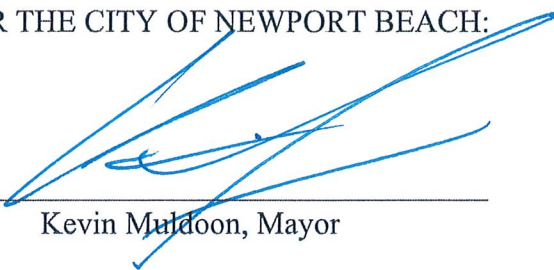
Signatures on the next page

Executed this 5 day of November 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

