

**SIDE LETTER OF AGREEMENT
BETWEEN
CITY OF NEWPORT BEACH
AND
THE ASSOCIATION OF NEWPORT BEACH OCEAN LIFEGUARDS**

This Side Letter of Agreement ("Agreement") is made and entered into by and between the City of Newport Beach ("City") and the Association of Newport Beach Ocean Lifeguards ("ANBOL") (collectively "Parties") with respect to the following:

WHEREAS, on September 13, 2022, the City Council adopted Resolution No. 2022-57 approving a Memorandum of Understanding ("MOU") between the Parties with a term of September 13, 2022, through June 30, 2025;

WHEREAS, to aid in the recruitment and retention of valuable employees, the Parties wish to modify the MOU;

WHEREAS, on March 8th, 2023, this Agreement was ratified by the Association; and

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

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

1. Section 2, Compensation, Salary Adjustments, of the MOU is amended to add a Subsection A.5, which shall read as follows:

5. Effective the pay period which includes July 1, 2023, the City will add a new top step ("New Top Step") to the salary schedule for all represented positions, which shall be five percent (5%) more than the current top step ("Current Top Step"). The Parties acknowledge and agree that the first step for all represented positions currently in effect is not being eliminated.

With the following exception, step advancement through the salary ranges is unaffected by the addition of the New Top Step:

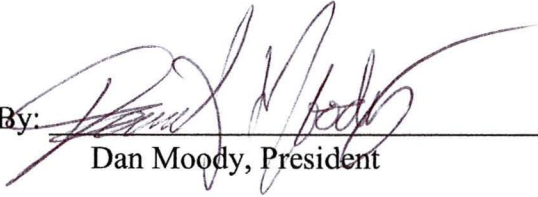
Employees who have been at the Current Top Step for longer than 12 months as of June 30, 2023, will advance to the New Top Step in the pay period which includes July 1, 2023.

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.

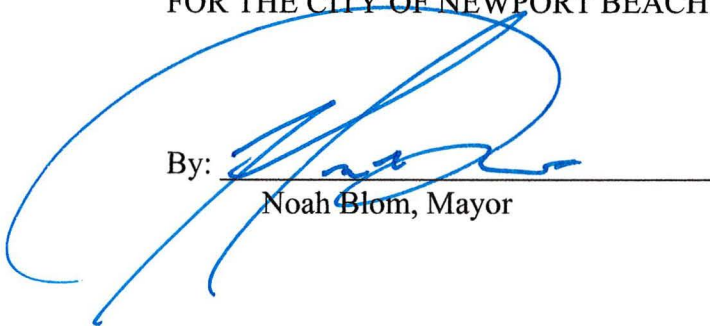
Signatures on the next page

Executed this 11 day of APRIL, 2023.


FOR THE ASSOCIATION OF NEWPORT BEACH OCEAN LIFEGUARDS:

By: 
Dan Moody, President

FOR THE CITY OF NEWPORT BEACH:

By: 
Noah Blom, Mayor

CITY OF NEWPORT BEACH
APPROVED AS TO FORM:

By: 
Aaron C. Harp, City Attorney

ATTEST:

By:  4.12.2023
Leilani Brown, City Clerk



Attachment: Exhibit A – Salary Schedule

EXHIBIT J: Side Letter of Agreement Between the City and ANBOL

The City of Newport Beach
 Association of Newport Beach Ocean Lifeguards Salary Schedule Adjustment
 MOU Term: September 13, 2022 - June 30, 2025 (Exhibit A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Lifeguard I P/T	05B	1	\$ 19.06	\$ 3,304	\$ 39,644
Lifeguard I P/T	05B	2	\$ 20.02	\$ 3,469	\$ 41,633
Lifeguard I P/T	05B	3	\$ 21.02	\$ 3,644	\$ 43,731
Lifeguard I P/T	05B	4	\$ 22.08	\$ 3,826	\$ 45,917
Lifeguard I P/T	05B	5	\$ 23.18	\$ 4,018	\$ 48,212
Lifeguard II P/T	25	1	\$ 23.18	\$ 4,018	\$ 48,211
Lifeguard II P/T	25	2	\$ 24.33	\$ 4,218	\$ 50,615
Lifeguard II P/T	25	3	\$ 25.55	\$ 4,429	\$ 53,151
Lifeguard II P/T	25	4	\$ 26.83	\$ 4,651	\$ 55,808
Lifeguard II P/T	25	5	\$ 28.17	\$ 4,883	\$ 58,598
Lifeguard III P/T	35	1	\$ 23.18	\$ 4,018	\$ 48,211
Lifeguard III P/T	35	2	\$ 24.33	\$ 4,218	\$ 50,615
Lifeguard III P/T	35	3	\$ 25.55	\$ 4,429	\$ 53,151
Lifeguard III P/T	35	4	\$ 26.83	\$ 4,651	\$ 55,808
Lifeguard III P/T	35	5	\$ 28.17	\$ 4,883	\$ 58,598

Hourly rates are rounded to the nearest hundredth. Monthly and annual salaries are rounded to the nearest whole dollar. Actual rates may vary slightly due to rounding.

EXHIBIT J: Side Letter of Agreement Between the City and ANBOL

The City of Newport Beach
 Association of Newport Beach Ocean Lifeguards Salary Schedule Adjustment
 MOU Term: September 13, 2022 - June 30, 2025 (Exhibit A)

Effective July 15, 2023 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Lifeguard I P/T	05B	1	\$ 19.63	\$ 3,403	\$ 40,834
Lifeguard I P/T	05B	2	\$ 20.62	\$ 3,574	\$ 42,882
Lifeguard I P/T	05B	3	\$ 21.66	\$ 3,754	\$ 45,043
Lifeguard I P/T	05B	4	\$ 22.74	\$ 3,941	\$ 47,294
Lifeguard I P/T	05B	5	\$ 23.87	\$ 4,138	\$ 49,659
Lifeguard II P/T	25	1	\$ 23.87	\$ 4,138	\$ 49,658
Lifeguard II P/T	25	2	\$ 25.06	\$ 4,344	\$ 52,134
Lifeguard II P/T	25	3	\$ 26.32	\$ 4,562	\$ 54,745
Lifeguard II P/T	25	4	\$ 27.64	\$ 4,790	\$ 57,482
Lifeguard II P/T	25	5	\$ 29.02	\$ 5,030	\$ 60,356
Lifeguard III P/T	35	1	\$ 23.87	\$ 4,138	\$ 49,658
Lifeguard III P/T	35	2	\$ 25.06	\$ 4,344	\$ 52,134
Lifeguard III P/T	35	3	\$ 26.32	\$ 4,562	\$ 54,745
Lifeguard III P/T	35	4	\$ 27.64	\$ 4,790	\$ 57,482
Lifeguard III P/T	35	5	\$ 29.02	\$ 5,030	\$ 60,356

Hourly rates are rounded to the nearest hundredth. Monthly and annual salaries are rounded to the nearest whole dollar. Actual rates may vary slightly due to rounding.

EXHIBIT J: Side Letter of Agreement Between the City and ANBOL

The City of Newport Beach
 Association of Newport Beach Ocean Lifeguards Salary Schedule Adjustment
 MOU Term: September 13, 2022 - June 30, 2025 (Exhibit A)

Effective July 13, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Lifeguard I P/T	05B	1	\$ 20.22	\$ 3,505	\$ 42,059
Lifeguard I P/T	05B	2	\$ 21.23	\$ 3,681	\$ 44,169
Lifeguard I P/T	05B	3	\$ 22.30	\$ 3,866	\$ 46,394
Lifeguard I P/T	05B	4	\$ 23.42	\$ 4,059	\$ 48,713
Lifeguard I P/T	05B	5	\$ 24.59	\$ 4,262	\$ 51,149
Lifeguard II P/T	25	1	\$ 24.59	\$ 4,262	\$ 51,147
Lifeguard II P/T	25	2	\$ 25.82	\$ 4,475	\$ 53,698
Lifeguard II P/T	25	3	\$ 27.11	\$ 4,699	\$ 56,387
Lifeguard II P/T	25	4	\$ 28.46	\$ 4,934	\$ 59,207
Lifeguard II P/T	25	5	\$ 29.89	\$ 5,181	\$ 62,167
Lifeguard III P/T	35	1	\$ 24.59	\$ 4,262	\$ 51,147
Lifeguard III P/T	35	2	\$ 25.82	\$ 4,475	\$ 53,698
Lifeguard III P/T	35	3	\$ 27.11	\$ 4,699	\$ 56,387
Lifeguard III P/T	35	4	\$ 28.46	\$ 4,934	\$ 59,207
Lifeguard III P/T	35	5	\$ 29.89	\$ 5,181	\$ 62,167

Hourly rates are rounded to the nearest hundredth. Monthly and annual salaries are rounded to the nearest whole dollar. Actual rates may vary slightly due to rounding.