

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

**WHEREAS**, on March 8, 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, of the MOU is amended to add the following to Subsection A, which shall read as follows:

Salary Schedule Adjustment

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 14 day of APRIL, 2023.

FOR THE NEWPORT BEACH FIREFIGHTERS ASSOCIATION:

By: Bobby Salerno  
Bobby Salerno, President

FOR THE CITY OF NEWPORT BEACH:

By: Noah Blom  
Noah Blom, Mayor

CITY OF NEWPORT BEACH  
APPROVED AS TO FORM:

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

ATTEST:

By: Leilani Brown 4/12/2023  
Leilani Brown, City Clerk



Attachment: Exhibit A – Salary Schedule

EXHIBIT G: Side Letter of Agreement Between the City and NBFA

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

**Effective July 1, 2023 - Additional Step**

<b>POSITION</b>	<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY SALARY</b>	<b>ANNUAL SALARY</b>
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
<b>Fire Captain 112</b>	<b>35</b>	<b>9</b>	<b>\$ 49.10</b>	<b>\$ 11,915</b>	<b>\$ 142,982</b>
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
<b>Fire Captain 80</b>	<b>65</b>	<b>9</b>	<b>\$ 68.74</b>	<b>\$ 11,915</b>	<b>\$ 142,980</b>
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
<b>Fire Captain, Staff EMS/Training</b>	<b>95</b>	<b>9</b>	<b>\$ 73.89</b>	<b>\$ 12,808</b>	<b>\$ 153,699</b>
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
<b>Fire Engineer 112</b>	<b>15</b>	<b>9</b>	<b>\$ 41.82</b>	<b>\$ 10,148</b>	<b>\$ 121,780</b>

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

**Effective July 1, 2023 - Additional Step**

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
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
Fire Engineer 80	15A	7	\$ 53.10	\$ 9,204	\$ 110,444
Fire Engineer 80	15A	8	\$ 55.76	\$ 9,665	\$ 115,981
<b>Fire Engineer 80</b>	<b>15A</b>	<b>9</b>	<b>\$ 58.55</b>	<b>\$ 10,148</b>	<b>\$ 121,780</b>
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
<b>Fire Services Coordinator</b>	<b>01</b>	<b>9</b>	<b>\$ 48.79</b>	<b>\$ 8,457</b>	<b>\$ 101,478</b>
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
<b>Firefighter 112</b>	<b>05</b>	<b>9</b>	<b>\$ 37.21</b>	<b>\$ 9,031</b>	<b>\$ 108,367</b>
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

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 Firefighters Association Salary Schedule Adjustment  
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**Effective July 1, 2023 - Additional Step**

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Firefighter 80	06	8	\$ 49.62	\$ 8,601	\$ 103,211
<b>Firefighter 80</b>	<b>06</b>	<b>9</b>	<b>\$ 52.10</b>	<b>\$ 9,031</b>	<b>\$ 108,372</b>
Firefighter Paramedic 112 <sup>2</sup>	25	1	\$ 30.84	\$ 7,485	\$ 89,818
Firefighter Paramedic 112 <sup>2</sup>	25	2	\$ 32.38	\$ 7,859	\$ 94,304
Firefighter Paramedic 112 <sup>2</sup>	25	3	\$ 34.00	\$ 8,251	\$ 99,009
Firefighter Paramedic 112 <sup>2</sup>	25	4	\$ 35.70	\$ 8,664	\$ 103,966
Firefighter Paramedic 112 <sup>2</sup>	25	5	\$ 37.48	\$ 9,095	\$ 109,141
Firefighter Paramedic 112 <sup>2</sup>	25	6	\$ 39.36	\$ 9,550	\$ 114,605
Firefighter Paramedic 112 <sup>2</sup>	25	7	\$ 41.33	\$ 10,030	\$ 120,359
Firefighter Paramedic 112 <sup>2</sup>	25	8	\$ 43.39	\$ 10,530	\$ 126,366
<b>Firefighter Paramedic 112<sup>2</sup></b>	<b>25</b>	<b>9</b>	<b>\$ 45.56</b>	<b>\$ 11,057</b>	<b>\$ 132,684</b>
Firefighter Paramedic 112 <sup>3</sup>	27	1	\$ 29.53	\$ 7,167	\$ 86,005
Firefighter Paramedic 112 <sup>3</sup>	27	2	\$ 31.01	\$ 7,525	\$ 90,305
Firefighter Paramedic 112 <sup>3</sup>	27	3	\$ 32.56	\$ 7,902	\$ 94,820
Firefighter Paramedic 112 <sup>3</sup>	27	4	\$ 34.19	\$ 8,297	\$ 99,562
Firefighter Paramedic 112 <sup>3</sup>	27	5	\$ 35.90	\$ 8,712	\$ 104,540
Firefighter Paramedic 112 <sup>3</sup>	27	6	\$ 37.69	\$ 9,147	\$ 109,767
Firefighter Paramedic 112 <sup>3</sup>	27	7	\$ 39.58	\$ 9,605	\$ 115,255
Firefighter Paramedic 112 <sup>3</sup>	27	8	\$ 41.56	\$ 10,085	\$ 121,018
<b>Firefighter Paramedic 112<sup>3</sup></b>	<b>27</b>	<b>9</b>	<b>\$ 43.64</b>	<b>\$ 10,589</b>	<b>\$ 127,068</b>
Firefighter Paramedic 80 <sup>2</sup>	26	1	\$ 43.18	\$ 7,485	\$ 89,817
Firefighter Paramedic 80 <sup>2</sup>	26	2	\$ 45.34	\$ 7,859	\$ 94,304
Firefighter Paramedic 80 <sup>2</sup>	26	3	\$ 47.60	\$ 8,251	\$ 99,009
Firefighter Paramedic 80 <sup>2</sup>	26	4	\$ 49.98	\$ 8,664	\$ 103,966
Firefighter Paramedic 80 <sup>2</sup>	26	5	\$ 52.47	\$ 9,095	\$ 109,141
Firefighter Paramedic 80 <sup>2</sup>	26	6	\$ 55.10	\$ 9,550	\$ 114,605
Firefighter Paramedic 80 <sup>2</sup>	26	7	\$ 57.86	\$ 10,030	\$ 120,359
Firefighter Paramedic 80 <sup>2</sup>	26	8	\$ 60.75	\$ 10,530	\$ 126,366
<b>Firefighter Paramedic 80<sup>2</sup></b>	<b>26</b>	<b>9</b>	<b>\$ 63.79</b>	<b>\$ 11,057</b>	<b>\$ 132,684</b>
Firefighter Paramedic 80 <sup>3</sup>	28	1	\$ 41.35	\$ 7,168	\$ 86,011
Firefighter Paramedic 80 <sup>3</sup>	28	2	\$ 43.42	\$ 7,526	\$ 90,312
Firefighter Paramedic 80 <sup>3</sup>	28	3	\$ 45.59	\$ 7,902	\$ 94,828
Firefighter Paramedic 80 <sup>3</sup>	28	4	\$ 47.87	\$ 8,297	\$ 99,569
Firefighter Paramedic 80 <sup>3</sup>	28	5	\$ 50.26	\$ 8,712	\$ 104,547
Firefighter Paramedic 80 <sup>3</sup>	28	6	\$ 52.78	\$ 9,148	\$ 109,775
Firefighter Paramedic 80 <sup>3</sup>	28	7	\$ 55.42	\$ 9,605	\$ 115,263

EXHIBIT G: Side Letter of Agreement Between the City and NBFA

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 Firefighters Association Salary Schedule Adjustment  
 MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

**Effective July 1, 2023 - Additional Step**

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Firefighter Paramedic 80 <sup>3</sup>	28	8	\$ 58.19	\$ 10,086	\$ 121,027
<b>Firefighter Paramedic 80<sup>3</sup></b>	<b>28</b>	<b>9</b>	<b>\$ 61.10</b>	<b>\$ 10,590</b>	<b>\$ 127,078</b>
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
<b>Life Safety Specialist I</b>	<b>02</b>	<b>9</b>	<b>\$ 55.78</b>	<b>\$ 9,669</b>	<b>\$ 116,026</b>
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
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
<b>Life Safety Specialist II</b>	<b>47</b>	<b>9</b>	<b>\$ 61.39</b>	<b>\$ 10,641</b>	<b>\$ 127,696</b>
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
<b>Life Safety Specialist III</b>	<b>75</b>	<b>9</b>	<b>\$ 67.50</b>	<b>\$ 11,700</b>	<b>\$ 140,398</b>

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.

<sup>2</sup> Hired before January 1, 2016

<sup>3</sup> Hired on/after January 1, 2016

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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 (COLA)**

POSITION	GRADE	STEP			MONTHLY SALARY	ANNUAL SALARY
Fire Captain 112	35	1	\$	34.25	\$ 8,311	\$ 99,728
Fire Captain 112	35	2	\$	35.96	\$ 8,726	\$ 104,715
Fire Captain 112	35	3	\$	37.76	\$ 9,163	\$ 109,950
Fire Captain 112	35	4	\$	39.65	\$ 9,621	\$ 115,448
Fire Captain 112	35	5	\$	41.63	\$ 10,102	\$ 121,220
Fire Captain 112	35	6	\$	43.71	\$ 10,607	\$ 127,281
Fire Captain 112	35	7	\$	45.89	\$ 11,137	\$ 133,646
Fire Captain 112	35	8	\$	48.19	\$ 11,694	\$ 140,328
<b>Fire Captain 112</b>	<b>35</b>	<b>9</b>	<b>\$</b>	<b>50.60</b>	<b>\$ 12,279</b>	<b>\$ 147,344</b>
Fire Captain 80	65	1	\$	47.95	\$ 8,311	\$ 99,736
Fire Captain 80	65	2	\$	50.37	\$ 8,732	\$ 104,779
Fire Captain 80	65	3	\$	52.86	\$ 9,163	\$ 109,959
Fire Captain 80	65	4	\$	55.51	\$ 9,621	\$ 115,457
Fire Captain 80	65	5	\$	58.28	\$ 10,102	\$ 121,229
Fire Captain 80	65	6	\$	61.20	\$ 10,608	\$ 127,291
Fire Captain 80	65	7	\$	64.26	\$ 11,138	\$ 133,656
Fire Captain 80	65	8	\$	67.47	\$ 11,695	\$ 140,338
<b>Fire Captain 80</b>	<b>65</b>	<b>9</b>	<b>\$</b>	<b>70.84</b>	<b>\$ 12,280</b>	<b>\$ 147,355</b>
Fire Captain, Staff EMS/Training	95	1	\$	51.55	\$ 8,935	\$ 107,216
Fire Captain, Staff EMS/Training	95	2	\$	54.12	\$ 9,381	\$ 112,577
Fire Captain, Staff EMS/Training	95	3	\$	56.83	\$ 9,850	\$ 118,206
Fire Captain, Staff EMS/Training	95	4	\$	59.67	\$ 10,343	\$ 124,116
Fire Captain, Staff EMS/Training	95	5	\$	62.65	\$ 10,860	\$ 130,322
Fire Captain, Staff EMS/Training	95	6	\$	65.79	\$ 11,403	\$ 136,838
Fire Captain, Staff EMS/Training	95	7	\$	69.08	\$ 11,973	\$ 143,680
Fire Captain, Staff EMS/Training	95	8	\$	72.53	\$ 12,572	\$ 150,864
<b>Fire Captain, Staff EMS/Training</b>	<b>95</b>	<b>9</b>	<b>\$</b>	<b>76.16</b>	<b>\$ 13,201</b>	<b>\$ 158,407</b>
Fire Engineer 112	15	1	\$	29.19	\$ 7,083	\$ 84,996
Fire Engineer 112	15	2	\$	30.65	\$ 7,437	\$ 89,246
Fire Engineer 112	15	3	\$	32.18	\$ 7,809	\$ 93,708
Fire Engineer 112	15	4	\$	33.79	\$ 8,199	\$ 98,393
Fire Engineer 112	15	5	\$	35.48	\$ 8,609	\$ 103,313
Fire Engineer 112	15	6	\$	37.25	\$ 9,040	\$ 108,478
Fire Engineer 112	15	7	\$	39.11	\$ 9,492	\$ 113,903
Fire Engineer 112	15	8	\$	41.07	\$ 9,966	\$ 119,598
<b>Fire Engineer 112</b>	<b>15</b>	<b>9</b>	<b>\$</b>	<b>43.12</b>	<b>\$ 10,465</b>	<b>\$ 125,577</b>

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

POSITION	GRADE	STEP			MONTHLY SALARY	ANNUAL SALARY
Fire Engineer 80	15A	1	\$	40.87	\$ 7,084	\$ 85,002
Fire Engineer 80	15A	2	\$	42.91	\$ 7,438	\$ 89,252
Fire Engineer 80	15A	3	\$	45.06	\$ 7,810	\$ 93,715
Fire Engineer 80	15A	4	\$	47.31	\$ 8,200	\$ 98,400
Fire Engineer 80	15A	5	\$	49.67	\$ 8,610	\$ 103,321
Fire Engineer 80	15A	6	\$	52.16	\$ 9,041	\$ 108,487
Fire Engineer 80	15A	7	\$	54.76	\$ 9,493	\$ 113,911
Fire Engineer 80	15A	8	\$	57.50	\$ 9,967	\$ 119,606
<b>Fire Engineer 80</b>	<b>15A</b>	<b>9</b>	<b>\$</b>	<b>60.38</b>	<b>\$ 10,466</b>	<b>\$ 125,587</b>
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
<b>Fire Services Coordinator</b>	<b>01</b>	<b>9</b>	<b>\$</b>	<b>50.25</b>	<b>\$ 8,710</b>	<b>\$ 104,522</b>
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	\$ 6,611	\$ 79,329
Firefighter 112	05	3	\$	28.60	\$ 6,941	\$ 83,296
Firefighter 112	05	4	\$	30.03	\$ 7,288	\$ 87,461
Firefighter 112	05	5	\$	31.54	\$ 7,653	\$ 91,834
Firefighter 112	05	6	\$	33.11	\$ 8,035	\$ 96,425
Firefighter 112	05	7	\$	34.77	\$ 8,437	\$ 101,247
Firefighter 112	05	8	\$	36.51	\$ 8,859	\$ 106,309
<b>Firefighter 112</b>	<b>05</b>	<b>9</b>	<b>\$</b>	<b>38.33</b>	<b>\$ 9,302</b>	<b>\$ 111,624</b>
Firefighter 80	06	0	\$	34.60	\$ 5,997	\$ 71,959
Firefighter 80	06	1	\$	36.33	\$ 6,296	\$ 75,557
Firefighter 80	06	2	\$	38.14	\$ 6,611	\$ 79,335
Firefighter 80	06	3	\$	40.05	\$ 6,942	\$ 83,302
Firefighter 80	06	4	\$	42.05	\$ 7,289	\$ 87,467
Firefighter 80	06	5	\$	44.15	\$ 7,653	\$ 91,841
Firefighter 80	06	6	\$	46.36	\$ 8,036	\$ 96,433
Firefighter 80	06	7	\$	48.68	\$ 8,438	\$ 101,254



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

POSITION	GRADE	STEP			MONTHLY SALARY	ANNUAL SALARY
Firefighter 80	06	8	\$	51.11	\$ 8,860	\$ 106,317
<b>Firefighter 80</b>	<b>06</b>	<b>9</b>	<b>\$</b>	<b>53.67</b>	<b>\$ 9,303</b>	<b>\$ 111,633</b>
Firefighter Paramedic 112 <sup>2</sup>	25	1	\$	31.72	\$ 7,697	\$ 92,362
Firefighter Paramedic 112 <sup>2</sup>	25	2	\$	33.30	\$ 8,082	\$ 96,980
Firefighter Paramedic 112 <sup>2</sup>	25	3	\$	34.97	\$ 8,486	\$ 101,829
Firefighter Paramedic 112 <sup>2</sup>	25	4	\$	36.72	\$ 8,910	\$ 106,921
Firefighter Paramedic 112 <sup>2</sup>	25	5	\$	38.55	\$ 9,356	\$ 112,267
Firefighter Paramedic 112 <sup>2</sup>	25	6	\$	40.48	\$ 9,823	\$ 117,880
Firefighter Paramedic 112 <sup>2</sup>	25	7	\$	42.50	\$ 10,315	\$ 123,774
Firefighter Paramedic 112 <sup>2</sup>	25	8	\$	44.63	\$ 10,830	\$ 129,963
<b>Firefighter Paramedic 112<sup>2</sup></b>	<b>25</b>	<b>9</b>	<b>\$</b>	<b>46.86</b>	<b>\$ 11,372</b>	<b>\$ 136,461</b>
Firefighter Paramedic 112 <sup>3</sup>	27	1	\$	30.42	\$ 7,382	\$ 88,584
Firefighter Paramedic 112 <sup>3</sup>	27	2	\$	31.94	\$ 7,751	\$ 93,014
Firefighter Paramedic 112 <sup>3</sup>	27	3	\$	33.54	\$ 8,139	\$ 97,664
Firefighter Paramedic 112 <sup>3</sup>	27	4	\$	35.22	\$ 8,546	\$ 102,548
Firefighter Paramedic 112 <sup>3</sup>	27	5	\$	36.98	\$ 8,973	\$ 107,675
Firefighter Paramedic 112 <sup>3</sup>	27	6	\$	38.83	\$ 9,422	\$ 113,059
Firefighter Paramedic 112 <sup>3</sup>	27	7	\$	40.77	\$ 9,893	\$ 118,712
Firefighter Paramedic 112 <sup>3</sup>	27	8	\$	42.80	\$ 10,387	\$ 124,647
<b>Firefighter Paramedic 112<sup>3</sup></b>	<b>27</b>	<b>9</b>	<b>\$</b>	<b>44.94</b>	<b>\$ 10,907</b>	<b>\$ 130,880</b>
Firefighter Paramedic 80 <sup>2</sup>	26	1	\$	44.41	\$ 7,697	\$ 92,369
Firefighter Paramedic 80 <sup>2</sup>	26	2	\$	46.63	\$ 8,082	\$ 96,987
Firefighter Paramedic 80 <sup>2</sup>	26	3	\$	48.96	\$ 8,486	\$ 101,837
Firefighter Paramedic 80 <sup>2</sup>	26	4	\$	51.41	\$ 8,911	\$ 106,929
Firefighter Paramedic 80 <sup>2</sup>	26	5	\$	53.98	\$ 9,356	\$ 112,275
Firefighter Paramedic 80 <sup>2</sup>	26	6	\$	56.68	\$ 9,824	\$ 117,889
Firefighter Paramedic 80 <sup>2</sup>	26	7	\$	59.51	\$ 10,315	\$ 123,783
Firefighter Paramedic 80 <sup>2</sup>	26	8	\$	62.49	\$ 10,831	\$ 129,972
<b>Firefighter Paramedic 80<sup>2</sup></b>	<b>26</b>	<b>9</b>	<b>\$</b>	<b>65.61</b>	<b>\$ 11,373</b>	<b>\$ 136,471</b>
Firefighter Paramedic 80 <sup>3</sup>	28	1	\$	42.59	\$ 7,383	\$ 88,591
Firefighter Paramedic 80 <sup>3</sup>	28	2	\$	44.72	\$ 7,752	\$ 93,021
Firefighter Paramedic 80 <sup>3</sup>	28	3	\$	46.96	\$ 8,139	\$ 97,672
Firefighter Paramedic 80 <sup>3</sup>	28	4	\$	49.31	\$ 8,546	\$ 102,555
Firefighter Paramedic 80 <sup>3</sup>	28	5	\$	51.77	\$ 8,974	\$ 107,683
Firefighter Paramedic 80 <sup>3</sup>	28	6	\$	54.36	\$ 9,422	\$ 113,067
Firefighter Paramedic 80 <sup>3</sup>	28	7	\$	57.08	\$ 9,893	\$ 118,721

EXHIBIT G: Side Letter of Agreement Between the City and NBFA

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 (COLA)**

POSITION	GRADE	STEP			MONTHLY SALARY	ANNUAL SALARY
Firefighter Paramedic 80 <sup>3</sup>	28	8	\$	59.93	\$ 10,388	\$ 124,657
<b>Firefighter Paramedic 80<sup>3</sup></b>	<b>28</b>	<b>9</b>	<b>\$</b>	<b>62.93</b>	<b>\$ 10,907</b>	<b>\$ 130,889</b>
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
<b>Life Safety Specialist I</b>	<b>02</b>	<b>9</b>	<b>\$</b>	<b>57.46</b>	<b>\$ 9,959</b>	<b>\$ 119,506</b>
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
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
<b>Life Safety Specialist II</b>	<b>47</b>	<b>9</b>	<b>\$</b>	<b>63.23</b>	<b>\$ 10,961</b>	<b>\$ 131,527</b>
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
<b>Life Safety Specialist III</b>	<b>75</b>	<b>9</b>	<b>\$</b>	<b>69.52</b>	<b>\$ 12,051</b>	<b>\$ 144,610</b>

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

<sup>2</sup> Hired before January 1, 2016

<sup>3</sup> Hired on/after January 1, 2016

EXHIBIT G: Side Letter of Agreement Between the City and NBFA

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 (COLA)**

POSITION	GRADE	STEP			MONTHLY SALARY	ANNUAL SALARY
Fire Captain 112	35	1	\$	35.27	\$ 8,560	\$ 102,720
Fire Captain 112	35	2	\$	37.04	\$ 8,988	\$ 107,856
Fire Captain 112	35	3	\$	38.89	\$ 9,437	\$ 113,249
Fire Captain 112	35	4	\$	40.84	\$ 9,909	\$ 118,912
Fire Captain 112	35	5	\$	42.88	\$ 10,405	\$ 124,857
Fire Captain 112	35	6	\$	45.02	\$ 10,925	\$ 131,100
Fire Captain 112	35	7	\$	47.27	\$ 11,471	\$ 137,655
Fire Captain 112	35	8	\$	49.64	\$ 12,045	\$ 144,538
<b>Fire Captain 112</b>	<b>35</b>	<b>9</b>	<b>\$</b>	<b>52.12</b>	<b>\$ 12,647</b>	<b>\$ 151,764</b>
Fire Captain 80	65	1	\$	49.39	\$ 8,561	\$ 102,728
Fire Captain 80	65	2	\$	51.89	\$ 8,994	\$ 107,922
Fire Captain 80	65	3	\$	54.45	\$ 9,438	\$ 113,257
Fire Captain 80	65	4	\$	57.17	\$ 9,910	\$ 118,920
Fire Captain 80	65	5	\$	60.03	\$ 10,406	\$ 124,866
Fire Captain 80	65	6	\$	63.03	\$ 10,926	\$ 131,110
Fire Captain 80	65	7	\$	66.19	\$ 11,472	\$ 137,665
Fire Captain 80	65	8	\$	69.49	\$ 12,046	\$ 144,549
<b>Fire Captain 80</b>	<b>65</b>	<b>9</b>	<b>\$</b>	<b>72.97</b>	<b>\$ 12,648</b>	<b>\$ 151,776</b>
Fire Captain, Staff EMS/Training	95	1	\$	53.09	\$ 9,203	\$ 110,433
Fire Captain, Staff EMS/Training	95	2	\$	55.75	\$ 9,663	\$ 115,954
Fire Captain, Staff EMS/Training	95	3	\$	58.53	\$ 10,146	\$ 121,752
Fire Captain, Staff EMS/Training	95	4	\$	61.46	\$ 10,653	\$ 127,839
Fire Captain, Staff EMS/Training	95	5	\$	64.53	\$ 11,186	\$ 134,231
Fire Captain, Staff EMS/Training	95	6	\$	67.76	\$ 11,745	\$ 140,943
Fire Captain, Staff EMS/Training	95	7	\$	71.15	\$ 12,333	\$ 147,990
Fire Captain, Staff EMS/Training	95	8	\$	74.71	\$ 12,949	\$ 155,390
<b>Fire Captain, Staff EMS/Training</b>	<b>95</b>	<b>9</b>	<b>\$</b>	<b>78.44</b>	<b>\$ 13,597</b>	<b>\$ 163,159</b>
Fire Engineer 112	15	1	\$	30.06	\$ 7,295	\$ 87,545
Fire Engineer 112	15	2	\$	31.57	\$ 7,660	\$ 91,923
Fire Engineer 112	15	3	\$	33.15	\$ 8,043	\$ 96,519
Fire Engineer 112	15	4	\$	34.80	\$ 8,445	\$ 101,345
Fire Engineer 112	15	5	\$	36.54	\$ 8,868	\$ 106,412
Fire Engineer 112	15	6	\$	38.37	\$ 9,311	\$ 111,733
Fire Engineer 112	15	7	\$	40.29	\$ 9,777	\$ 117,320
Fire Engineer 112	15	8	\$	42.30	\$ 10,265	\$ 123,185
<b>Fire Engineer 112</b>	<b>15</b>	<b>9</b>	<b>\$</b>	<b>44.42</b>	<b>\$ 10,779</b>	<b>\$ 129,345</b>

EXHIBIT G: Side Letter of Agreement Between the City and NBFA

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 (COLA)**

POSITION	GRADE	STEP			MONTHLY SALARY	ANNUAL SALARY
Fire Engineer 80	15A	1	\$	42.09	\$ 7,296	\$ 87,552
Fire Engineer 80	15A	2	\$	44.20	\$ 7,661	\$ 91,930
Fire Engineer 80	15A	3	\$	46.41	\$ 8,044	\$ 96,526
Fire Engineer 80	15A	4	\$	48.73	\$ 8,446	\$ 101,352
Fire Engineer 80	15A	5	\$	51.16	\$ 8,868	\$ 106,420
Fire Engineer 80	15A	6	\$	53.72	\$ 9,312	\$ 111,741
Fire Engineer 80	15A	7	\$	56.41	\$ 9,777	\$ 117,328
Fire Engineer 80	15A	8	\$	59.23	\$ 10,266	\$ 123,195
<b>Fire Engineer 80</b>	<b>15A</b>	<b>9</b>	<b>\$</b>	<b>62.19</b>	<b>\$ 10,780</b>	<b>\$ 129,354</b>
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
<b>Fire Services Coordinator</b>	<b>01</b>	<b>9</b>	<b>\$</b>	<b>51.76</b>	<b>\$ 8,972</b>	<b>\$ 107,658</b>
Firefighter 112	05	0	\$	25.45	\$ 6,176	\$ 74,113
Firefighter 112	05	1	\$	26.72	\$ 6,485	\$ 77,819
Firefighter 112	05	2	\$	28.06	\$ 6,809	\$ 81,709
Firefighter 112	05	3	\$	29.46	\$ 7,150	\$ 85,795
Firefighter 112	05	4	\$	30.94	\$ 7,507	\$ 90,084
Firefighter 112	05	5	\$	32.48	\$ 7,882	\$ 94,589
Firefighter 112	05	6	\$	34.11	\$ 8,277	\$ 99,318
Firefighter 112	05	7	\$	35.81	\$ 8,690	\$ 104,284
Firefighter 112	05	8	\$	37.60	\$ 9,125	\$ 109,498
<b>Firefighter 112</b>	<b>05</b>	<b>9</b>	<b>\$</b>	<b>39.48</b>	<b>\$ 9,581</b>	<b>\$ 114,973</b>
Firefighter 80	06	0	\$	35.63	\$ 6,177	\$ 74,118
Firefighter 80	06	1	\$	37.42	\$ 6,485	\$ 77,824
Firefighter 80	06	2	\$	39.29	\$ 6,810	\$ 81,716
Firefighter 80	06	3	\$	41.25	\$ 7,150	\$ 85,801
Firefighter 80	06	4	\$	43.31	\$ 7,508	\$ 90,091
Firefighter 80	06	5	\$	45.48	\$ 7,883	\$ 94,596
Firefighter 80	06	6	\$	47.75	\$ 8,277	\$ 99,326
Firefighter 80	06	7	\$	50.14	\$ 8,691	\$ 104,292

EXHIBIT G: Side Letter of Agreement Between the City and NBFA

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 (COLA)**

POSITION	GRADE	STEP			MONTHLY SALARY	ANNUAL SALARY
Firefighter 80	06	8	\$	52.65	\$ 9,126	\$ 109,506
<b>Firefighter 80</b>	<b>06</b>	<b>9</b>	<b>\$</b>	<b>55.28</b>	<b>\$ 9,582</b>	<b>\$ 114,982</b>
Firefighter Paramedic 112 <sup>2</sup>	25	1	\$	32.67	\$ 7,928	\$ 95,133
Firefighter Paramedic 112 <sup>2</sup>	25	2	\$	34.30	\$ 8,324	\$ 99,889
Firefighter Paramedic 112 <sup>2</sup>	25	3	\$	36.02	\$ 8,740	\$ 104,884
Firefighter Paramedic 112 <sup>2</sup>	25	4	\$	37.82	\$ 9,177	\$ 110,128
Firefighter Paramedic 112 <sup>2</sup>	25	5	\$	39.71	\$ 9,636	\$ 115,635
Firefighter Paramedic 112 <sup>2</sup>	25	6	\$	41.70	\$ 10,118	\$ 121,416
Firefighter Paramedic 112 <sup>2</sup>	25	7	\$	43.78	\$ 10,624	\$ 127,487
Firefighter Paramedic 112 <sup>2</sup>	25	8	\$	45.97	\$ 11,155	\$ 133,862
<b>Firefighter Paramedic 112<sup>2</sup></b>	<b>25</b>	<b>9</b>	<b>\$</b>	<b>48.27</b>	<b>\$ 11,713</b>	<b>\$ 140,554</b>
Firefighter Paramedic 112 <sup>3</sup>	27	1	\$	31.33	\$ 7,603	\$ 91,242
Firefighter Paramedic 112 <sup>3</sup>	27	2	\$	32.90	\$ 7,984	\$ 95,804
Firefighter Paramedic 112 <sup>3</sup>	27	3	\$	34.54	\$ 8,383	\$ 100,594
Firefighter Paramedic 112 <sup>3</sup>	27	4	\$	36.27	\$ 8,802	\$ 105,624
Firefighter Paramedic 112 <sup>3</sup>	27	5	\$	38.09	\$ 9,242	\$ 110,905
Firefighter Paramedic 112 <sup>3</sup>	27	6	\$	39.99	\$ 9,704	\$ 116,451
Firefighter Paramedic 112 <sup>3</sup>	27	7	\$	41.99	\$ 10,189	\$ 122,273
Firefighter Paramedic 112 <sup>3</sup>	27	8	\$	44.09	\$ 10,699	\$ 128,387
<b>Firefighter Paramedic 112<sup>3</sup></b>	<b>27</b>	<b>9</b>	<b>\$</b>	<b>46.29</b>	<b>\$ 11,234</b>	<b>\$ 134,806</b>
Firefighter Paramedic 80 <sup>2</sup>	26	1	\$	45.74	\$ 7,928	\$ 95,140
Firefighter Paramedic 80 <sup>2</sup>	26	2	\$	48.03	\$ 8,325	\$ 99,897
Firefighter Paramedic 80 <sup>2</sup>	26	3	\$	50.43	\$ 8,741	\$ 104,892
Firefighter Paramedic 80 <sup>2</sup>	26	4	\$	52.95	\$ 9,178	\$ 110,136
Firefighter Paramedic 80 <sup>2</sup>	26	5	\$	55.60	\$ 9,637	\$ 115,643
Firefighter Paramedic 80 <sup>2</sup>	26	6	\$	58.38	\$ 10,119	\$ 121,425
Firefighter Paramedic 80 <sup>2</sup>	26	7	\$	61.30	\$ 10,625	\$ 127,497
Firefighter Paramedic 80 <sup>2</sup>	26	8	\$	64.36	\$ 11,156	\$ 133,872
<b>Firefighter Paramedic 80<sup>2</sup></b>	<b>26</b>	<b>9</b>	<b>\$</b>	<b>67.58</b>	<b>\$ 11,714</b>	<b>\$ 140,565</b>
Firefighter Paramedic 80 <sup>3</sup>	28	1	\$	43.87	\$ 7,604	\$ 91,249
Firefighter Paramedic 80 <sup>3</sup>	28	2	\$	46.06	\$ 7,984	\$ 95,811
Firefighter Paramedic 80 <sup>3</sup>	28	3	\$	48.37	\$ 8,383	\$ 100,602
Firefighter Paramedic 80 <sup>3</sup>	28	4	\$	50.78	\$ 8,803	\$ 105,632
Firefighter Paramedic 80 <sup>3</sup>	28	5	\$	53.32	\$ 9,243	\$ 110,914
Firefighter Paramedic 80 <sup>3</sup>	28	6	\$	55.99	\$ 9,705	\$ 116,459
Firefighter Paramedic 80 <sup>3</sup>	28	7	\$	58.79	\$ 10,190	\$ 122,282

EXHIBIT G: Side Letter of Agreement Between the City and NBFA

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 (COLA)**

POSITION	GRADE	STEP			MONTHLY SALARY	ANNUAL SALARY
Firefighter Paramedic 80 <sup>3</sup>	28	8	\$	61.73	\$ 10,700	\$ 128,396
<b>Firefighter Paramedic 80<sup>3</sup></b>	<b>28</b>	<b>9</b>	<b>\$</b>	<b>64.82</b>	<b>\$ 11,235</b>	<b>\$ 134,816</b>
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
<b>Life Safety Specialist I</b>	<b>02</b>	<b>9</b>	<b>\$</b>	<b>59.18</b>	<b>\$ 10,258</b>	<b>\$ 123,092</b>
Life Safety Specialist II	47	1	\$	44.07	\$ 7,639	\$ 91,672
Life Safety Specialist II	47	2	\$	46.29	\$ 8,023	\$ 96,279
Life Safety Specialist II	47	3	\$	48.60	\$ 8,423	\$ 101,079
Life Safety Specialist II	47	4	\$	51.02	\$ 8,844	\$ 106,125
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
<b>Life Safety Specialist II</b>	<b>47</b>	<b>9</b>	<b>\$</b>	<b>65.13</b>	<b>\$ 11,289</b>	<b>\$ 135,473</b>
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	\$ 141,856
<b>Life Safety Specialist III</b>	<b>75</b>	<b>9</b>	<b>\$</b>	<b>71.61</b>	<b>\$ 12,412</b>	<b>\$ 148,948</b>

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.

<sup>2</sup> Hired before January 1, 2016

<sup>3</sup> Hired on/after January 1, 2016