

## EXHIBIT H

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

**Effective July 1, 2023 - 5% Adjustment**

<b>POSITION</b>	<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY SALARY</b>	<b>ANNUAL SALARY</b>
Fire Battalion Chief 112	01	1	\$ 53.84	\$ 13,065	\$ 156,775
Fire Battalion Chief 112	01	2	\$ 56.53	\$ 13,717	\$ 164,602
Fire Battalion Chief 112	01	3	\$ 59.34	\$ 14,401	\$ 172,809
Fire Battalion Chief 112	01	4	\$ 62.32	\$ 15,123	\$ 181,472
Fire Battalion Chief 112	01	5	\$ 65.44	\$ 15,879	\$ 190,553
Fire Battalion Chief 80	05	1	\$ 75.37	\$ 13,065	\$ 156,775
Fire Battalion Chief 80	05	2	\$ 79.14	\$ 13,717	\$ 164,602
Fire Battalion Chief 80	05	3	\$ 83.08	\$ 14,401	\$ 172,809
Fire Battalion Chief 80	05	4	\$ 87.25	\$ 15,123	\$ 181,472
Fire Battalion Chief 80	05	5	\$ 91.61	\$ 15,879	\$ 190,553
Fire Battalion Chief, Staff	04	1	\$ 81.03	\$ 14,045	\$ 168,543
Fire Battalion Chief, Staff	04	2	\$ 85.09	\$ 14,749	\$ 176,983
Fire Battalion Chief, Staff	04	3	\$ 89.34	\$ 15,486	\$ 185,831
Fire Battalion Chief, Staff	04	4	\$ 93.80	\$ 16,259	\$ 195,113
Fire Battalion Chief, Staff	04	5	\$ 98.50	\$ 17,074	\$ 204,884

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.

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

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

<b>POSITION</b>	<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY SALARY</b>	<b>ANNUAL SALARY</b>
Fire Battalion Chief 112	01	1	\$ 55.45	\$ 13,457	\$ 161,478
Fire Battalion Chief 112	01	2	\$ 58.22	\$ 14,128	\$ 169,540
Fire Battalion Chief 112	01	3	\$ 61.12	\$ 14,833	\$ 177,993
Fire Battalion Chief 112	01	4	\$ 64.19	\$ 15,576	\$ 186,916
Fire Battalion Chief 112	01	5	\$ 67.40	\$ 16,356	\$ 196,270
Fire Battalion Chief 80	05	1	\$ 77.63	\$ 13,456	\$ 161,478
Fire Battalion Chief 80	05	2	\$ 81.51	\$ 14,128	\$ 169,540
Fire Battalion Chief 80	05	3	\$ 85.57	\$ 14,833	\$ 177,993
Fire Battalion Chief 80	05	4	\$ 89.86	\$ 15,576	\$ 186,917
Fire Battalion Chief 80	05	5	\$ 94.36	\$ 16,356	\$ 196,270
Fire Battalion Chief, Staff	04	1	\$ 83.46	\$ 14,467	\$ 173,599
Fire Battalion Chief, Staff	04	2	\$ 87.64	\$ 15,191	\$ 182,293
Fire Battalion Chief, Staff	04	3	\$ 92.02	\$ 15,951	\$ 191,406
Fire Battalion Chief, Staff	04	4	\$ 96.62	\$ 16,747	\$ 200,966
Fire Battalion Chief, Staff	04	5	\$ 101.46	\$ 17,586	\$ 211,030

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.

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

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

<b>POSITION</b>	<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY SALARY</b>	<b>ANNUAL SALARY</b>
Fire Battalion Chief 112	01	1	\$ 57.12	\$ 13,860	\$ 166,323
Fire Battalion Chief 112	01	2	\$ 59.97	\$ 14,552	\$ 174,627
Fire Battalion Chief 112	01	3	\$ 62.96	\$ 15,278	\$ 183,333
Fire Battalion Chief 112	01	4	\$ 66.11	\$ 16,044	\$ 192,524
Fire Battalion Chief 112	01	5	\$ 69.42	\$ 16,846	\$ 202,158
Fire Battalion Chief 80	05	1	\$ 79.96	\$ 13,860	\$ 166,322
Fire Battalion Chief 80	05	2	\$ 83.95	\$ 14,552	\$ 174,626
Fire Battalion Chief 80	05	3	\$ 88.14	\$ 15,278	\$ 183,333
Fire Battalion Chief 80	05	4	\$ 92.56	\$ 16,044	\$ 192,524
Fire Battalion Chief 80	05	5	\$ 97.19	\$ 16,847	\$ 202,158
Fire Battalion Chief, Staff	04	1	\$ 85.96	\$ 14,901	\$ 178,807
Fire Battalion Chief, Staff	04	2	\$ 90.27	\$ 15,647	\$ 187,762
Fire Battalion Chief, Staff	04	3	\$ 94.78	\$ 16,429	\$ 197,148
Fire Battalion Chief, Staff	04	4	\$ 99.52	\$ 17,250	\$ 206,995
Fire Battalion Chief, Staff	04	5	\$ 104.50	\$ 18,113	\$ 217,361

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.

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

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

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Fire Battalion Chief 112	01	1	\$ 58.83	\$ 14,276	\$ 171,312
Fire Battalion Chief 112	01	2	\$ 61.77	\$ 14,989	\$ 179,865
Fire Battalion Chief 112	01	3	\$ 64.85	\$ 15,736	\$ 188,833
Fire Battalion Chief 112	01	4	\$ 68.10	\$ 16,525	\$ 198,299
Fire Battalion Chief 112	01	5	\$ 71.51	\$ 17,352	\$ 208,223
Fire Battalion Chief 80	05	1	\$ 82.36	\$ 14,276	\$ 171,312
Fire Battalion Chief 80	05	2	\$ 86.47	\$ 14,989	\$ 179,865
Fire Battalion Chief 80	05	3	\$ 90.79	\$ 15,736	\$ 188,833
Fire Battalion Chief 80	05	4	\$ 95.34	\$ 16,525	\$ 198,300
Fire Battalion Chief 80	05	5	\$ 100.11	\$ 17,352	\$ 208,223
Fire Battalion Chief, Staff	04	1	\$ 88.54	\$ 15,348	\$ 184,171
Fire Battalion Chief, Staff	04	2	\$ 92.98	\$ 16,116	\$ 193,394
Fire Battalion Chief, Staff	04	3	\$ 97.63	\$ 16,922	\$ 203,063
Fire Battalion Chief, Staff	04	4	\$ 102.50	\$ 17,767	\$ 213,205
Fire Battalion Chief, Staff	04	5	\$ 107.64	\$ 18,657	\$ 223,882

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.