

**SIDE LETTER OF AGREEMENT
BETWEEN
CITY OF NEWPORT BEACH
AND
THE NEWPORT BEACH EMPLOYEES LEAGUE**

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

WHEREAS, on January 25, 2022, the City Council adopted Resolution No. 2022-08 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 2, 2023, this Agreement was ratified by the League;
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.

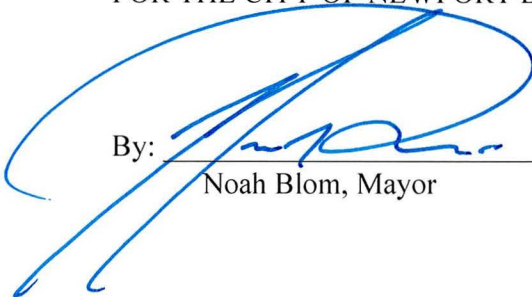
Signatures on the next page

Executed this 11 day of APRIL, 2023.

FOR THE NEWPORT BEACH EMPLOYEES LEAGUE:

By: 
Patrick Piersall, President

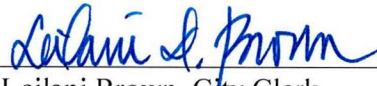
FOR THE CITY OF NEWPORT BEACH:

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 C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 |
|--|------------|----------|-----------------|-----------------|------------------|
| Concrete Finisher | 75A | 1 | \$ 28.78 | \$ 4,989 | \$ 59,867 |
| Concrete Finisher | 75A | 2 | \$ 30.23 | \$ 5,241 | \$ 62,888 |
| Concrete Finisher | 75A | 3 | \$ 31.70 | \$ 5,495 | \$ 65,935 |
| Concrete Finisher | 75A | 4 | \$ 33.31 | \$ 5,773 | \$ 69,278 |
| Concrete Finisher | 75A | 5 | \$ 34.97 | \$ 6,062 | \$ 72,746 |
| Concrete Finisher | 75A | 6 | \$ 36.75 | \$ 6,370 | \$ 76,437 |
| Concrete Finisher | 75A | 7 | \$ 38.57 | \$ 6,686 | \$ 80,226 |
| Concrete Finisher | 75A | 8 | \$ 40.46 | \$ 7,014 | \$ 84,165 |
| Concrete Finisher | 75A | 9 | \$ 42.49 | \$ 7,364 | \$ 88,373 |
| Electrical & Instrumentation Specialist | 25C | 1 | \$ 32.09 | \$ 5,563 | \$ 66,752 |
| Electrical & Instrumentation Specialist | 25C | 2 | \$ 33.71 | \$ 5,843 | \$ 70,121 |
| Electrical & Instrumentation Specialist | 25C | 3 | \$ 35.38 | \$ 6,132 | \$ 73,589 |
| Electrical & Instrumentation Specialist | 25C | 4 | \$ 37.13 | \$ 6,436 | \$ 77,230 |
| Electrical & Instrumentation Specialist | 25C | 5 | \$ 39.02 | \$ 6,764 | \$ 81,167 |
| Electrical & Instrumentation Specialist | 25C | 6 | \$ 40.98 | \$ 7,102 | \$ 85,230 |
| Electrical & Instrumentation Specialist | 25C | 7 | \$ 43.05 | \$ 7,462 | \$ 89,539 |
| Electrical & Instrumentation Specialist | 25C | 8 | \$ 45.19 | \$ 7,833 | \$ 93,998 |
| Electrical & Instrumentation Specialist | 25C | 9 | \$ 47.45 | \$ 8,225 | \$ 98,698 |
| Equipment Mechanic I | 45 | 1 | \$ 25.17 | \$ 4,363 | \$ 52,361 |
| Equipment Mechanic I | 45 | 2 | \$ 26.42 | \$ 4,580 | \$ 54,962 |
| Equipment Mechanic I | 45 | 3 | \$ 27.71 | \$ 4,803 | \$ 57,637 |
| Equipment Mechanic I | 45 | 4 | \$ 29.10 | \$ 5,045 | \$ 60,535 |
| Equipment Mechanic I | 45 | 5 | \$ 30.57 | \$ 5,298 | \$ 63,582 |
| Equipment Mechanic I | 45 | 6 | \$ 32.09 | \$ 5,563 | \$ 66,752 |
| Equipment Mechanic I | 45 | 7 | \$ 33.71 | \$ 5,843 | \$ 70,121 |
| Equipment Mechanic I | 45 | 8 | \$ 35.38 | \$ 6,132 | \$ 73,589 |
| Equipment Mechanic I | 45 | 9 | \$ 37.15 | \$ 6,439 | \$ 77,268 |
| Equipment Mechanic II | 80 | 1 | \$ 29.10 | \$ 5,045 | \$ 60,535 |
| Equipment Mechanic II | 80 | 2 | \$ 30.57 | \$ 5,298 | \$ 63,582 |
| Equipment Mechanic II | 80 | 3 | \$ 32.09 | \$ 5,563 | \$ 66,752 |
| Equipment Mechanic II | 80 | 4 | \$ 33.71 | \$ 5,843 | \$ 70,121 |
| Equipment Mechanic II | 80 | 5 | \$ 35.38 | \$ 6,132 | \$ 73,589 |
| Equipment Mechanic II | 80 | 6 | \$ 37.13 | \$ 6,436 | \$ 77,230 |
| Equipment Mechanic II | 80 | 7 | \$ 39.02 | \$ 6,764 | \$ 81,167 |
| Equipment Mechanic II | 80 | 8 | \$ 40.98 | \$ 7,102 | \$ 85,230 |
| Equipment Mechanic II | 80 | 9 | \$ 43.02 | \$ 7,458 | \$ 89,491 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 |
|--|------------|----------|-----------------|-----------------|------------------|
| Equipment Mechanic, Senior | 25F | 1 | \$ 32.09 | \$ 5,563 | \$ 66,752 |
| Equipment Mechanic, Senior | 25F | 2 | \$ 33.71 | \$ 5,843 | \$ 70,121 |
| Equipment Mechanic, Senior | 25F | 3 | \$ 35.38 | \$ 6,132 | \$ 73,589 |
| Equipment Mechanic, Senior | 25F | 4 | \$ 37.13 | \$ 6,436 | \$ 77,230 |
| Equipment Mechanic, Senior | 25F | 5 | \$ 39.02 | \$ 6,764 | \$ 81,167 |
| Equipment Mechanic, Senior | 25F | 6 | \$ 40.98 | \$ 7,102 | \$ 85,230 |
| Equipment Mechanic, Senior | 25F | 7 | \$ 43.05 | \$ 7,462 | \$ 89,539 |
| Equipment Mechanic, Senior | 25F | 8 | \$ 45.19 | \$ 7,833 | \$ 93,998 |
| Equipment Mechanic, Senior | 25F | 9 | \$ 47.45 | \$ 8,225 | \$ 98,698 |
| Equipment Operator I | 40 | 1 | \$ 26.08 | \$ 4,520 | \$ 54,244 |
| Equipment Operator I | 40 | 2 | \$ 27.38 | \$ 4,745 | \$ 56,944 |
| Equipment Operator I | 40 | 3 | \$ 28.78 | \$ 4,989 | \$ 59,867 |
| Equipment Operator I | 40 | 4 | \$ 30.23 | \$ 5,241 | \$ 62,888 |
| Equipment Operator I | 40 | 5 | \$ 31.70 | \$ 5,495 | \$ 65,935 |
| Equipment Operator I | 40 | 6 | \$ 33.31 | \$ 5,773 | \$ 69,278 |
| Equipment Operator I | 40 | 7 | \$ 34.99 | \$ 6,064 | \$ 72,771 |
| Equipment Operator I | 40 | 8 | \$ 36.75 | \$ 6,370 | \$ 76,437 |
| Equipment Operator I | 40 | 9 | \$ 38.59 | \$ 6,688 | \$ 80,259 |
| Equipment Operator II | 65A | 1 | \$ 27.44 | \$ 4,756 | \$ 57,067 |
| Equipment Operator II | 65A | 2 | \$ 28.81 | \$ 4,993 | \$ 59,916 |
| Equipment Operator II | 65A | 3 | \$ 30.25 | \$ 5,243 | \$ 62,913 |
| Equipment Operator II | 65A | 4 | \$ 31.76 | \$ 5,505 | \$ 66,059 |
| Equipment Operator II | 65A | 5 | \$ 33.33 | \$ 5,777 | \$ 69,328 |
| Equipment Operator II | 65A | 6 | \$ 35.02 | \$ 6,070 | \$ 72,846 |
| Equipment Operator II | 65A | 7 | \$ 36.77 | \$ 6,374 | \$ 76,486 |
| Equipment Operator II | 65A | 8 | \$ 38.59 | \$ 6,690 | \$ 80,276 |
| Equipment Operator II | 65A | 9 | \$ 40.52 | \$ 7,024 | \$ 84,290 |
| Facilities Maintenance Technician | 75 | 1 | \$ 28.78 | \$ 4,989 | \$ 59,867 |
| Facilities Maintenance Technician | 75 | 2 | \$ 30.23 | \$ 5,241 | \$ 62,888 |
| Facilities Maintenance Technician | 75 | 3 | \$ 31.70 | \$ 5,495 | \$ 65,935 |
| Facilities Maintenance Technician | 75 | 4 | \$ 33.31 | \$ 5,773 | \$ 69,278 |
| Facilities Maintenance Technician | 75 | 5 | \$ 34.97 | \$ 6,062 | \$ 72,746 |
| Facilities Maintenance Technician | 75 | 6 | \$ 36.75 | \$ 6,370 | \$ 76,437 |
| Facilities Maintenance Technician | 75 | 7 | \$ 38.57 | \$ 6,686 | \$ 80,226 |
| Facilities Maintenance Technician | 75 | 8 | \$ 40.46 | \$ 7,014 | \$ 84,165 |
| Facilities Maintenance Technician | 75 | 9 | \$ 42.49 | \$ 7,364 | \$ 88,373 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 |
|---|------------|----------|-----------------|-----------------|------------------|
| Facilities Maintenance Worker II | 25A | 1 | \$ 23.69 | \$ 4,105 | \$ 49,266 |
| Facilities Maintenance Worker II | 25A | 2 | \$ 24.86 | \$ 4,310 | \$ 51,718 |
| Facilities Maintenance Worker II | 25A | 3 | \$ 26.08 | \$ 4,520 | \$ 54,244 |
| Facilities Maintenance Worker II | 25A | 4 | \$ 27.38 | \$ 4,745 | \$ 56,944 |
| Facilities Maintenance Worker II | 25A | 5 | \$ 28.78 | \$ 4,989 | \$ 59,867 |
| Facilities Maintenance Worker II | 25A | 6 | \$ 30.23 | \$ 5,241 | \$ 62,888 |
| Facilities Maintenance Worker II | 25A | 7 | \$ 31.70 | \$ 5,495 | \$ 65,935 |
| Facilities Maintenance Worker II | 25A | 8 | \$ 33.31 | \$ 5,773 | \$ 69,278 |
| Facilities Maintenance Worker II | 25A | 9 | \$ 34.97 | \$ 6,062 | \$ 72,742 |
| Groundswoker II | 50 | 1 | \$ 25.32 | \$ 4,388 | \$ 52,659 |
| Groundswoker II | 50 | 2 | \$ 26.60 | \$ 4,611 | \$ 55,333 |
| Groundswoker II | 50 | 3 | \$ 27.95 | \$ 4,844 | \$ 58,133 |
| Groundswoker II | 50 | 4 | \$ 29.33 | \$ 5,084 | \$ 61,006 |
| Groundswoker II | 50 | 5 | \$ 30.79 | \$ 5,338 | \$ 64,052 |
| Groundswoker II | 50 | 6 | \$ 32.32 | \$ 5,602 | \$ 67,223 |
| Groundswoker II | 50 | 7 | \$ 33.99 | \$ 5,891 | \$ 70,690 |
| Groundswoker II | 50 | 8 | \$ 35.66 | \$ 6,182 | \$ 74,183 |
| Groundswoker II | 50 | 9 | \$ 37.45 | \$ 6,491 | \$ 77,892 |
| Maintenance Worker I | 25H | 1 | \$ 23.69 | \$ 4,105 | \$ 49,266 |
| Maintenance Worker I | 25H | 2 | \$ 24.86 | \$ 4,310 | \$ 51,718 |
| Maintenance Worker I | 25H | 3 | \$ 26.08 | \$ 4,520 | \$ 54,244 |
| Maintenance Worker I | 25H | 4 | \$ 27.38 | \$ 4,745 | \$ 56,944 |
| Maintenance Worker I | 25H | 5 | \$ 28.78 | \$ 4,989 | \$ 59,867 |
| Maintenance Worker I | 25H | 6 | \$ 30.23 | \$ 5,241 | \$ 62,888 |
| Maintenance Worker I | 25H | 7 | \$ 31.70 | \$ 5,495 | \$ 65,935 |
| Maintenance Worker I | 25H | 8 | \$ 33.31 | \$ 5,773 | \$ 69,278 |
| Maintenance Worker I | 25H | 9 | \$ 34.97 | \$ 6,062 | \$ 72,742 |
| Maintenance Worker II | 39 | 1 | \$ 24.86 | \$ 4,310 | \$ 51,718 |
| Maintenance Worker II | 39 | 2 | \$ 26.08 | \$ 4,520 | \$ 54,244 |
| Maintenance Worker II | 39 | 3 | \$ 27.38 | \$ 4,745 | \$ 56,944 |
| Maintenance Worker II | 39 | 4 | \$ 28.78 | \$ 4,989 | \$ 59,867 |
| Maintenance Worker II | 39 | 5 | \$ 30.23 | \$ 5,241 | \$ 62,888 |
| Maintenance Worker II | 39 | 6 | \$ 31.70 | \$ 5,495 | \$ 65,935 |
| Maintenance Worker II | 39 | 7 | \$ 33.31 | \$ 5,773 | \$ 69,278 |
| Maintenance Worker II | 39 | 8 | \$ 34.99 | \$ 6,064 | \$ 72,771 |
| Maintenance Worker II | 39 | 9 | \$ 36.74 | \$ 6,367 | \$ 76,410 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 |
|---------------------------------------|------------|----------|-----------------|-----------------|-------------------|
| Public Works Crew Chief | 25 | 1 | \$ 32.09 | \$ 5,563 | \$ 66,752 |
| Public Works Crew Chief | 25 | 2 | \$ 33.71 | \$ 5,843 | \$ 70,121 |
| Public Works Crew Chief | 25 | 3 | \$ 35.38 | \$ 6,132 | \$ 73,589 |
| Public Works Crew Chief | 25 | 4 | \$ 37.13 | \$ 6,436 | \$ 77,230 |
| Public Works Crew Chief | 25 | 5 | \$ 39.02 | \$ 6,764 | \$ 81,167 |
| Public Works Crew Chief | 25 | 6 | \$ 40.98 | \$ 7,102 | \$ 85,230 |
| Public Works Crew Chief | 25 | 7 | \$ 43.05 | \$ 7,462 | \$ 89,539 |
| Public Works Crew Chief | 25 | 8 | \$ 45.19 | \$ 7,833 | \$ 93,998 |
| Public Works Crew Chief | 25 | 9 | \$ 47.45 | \$ 8,225 | \$ 98,698 |
| Public Works Supervisor | 65 | 1 | \$ 37.17 | \$ 6,443 | \$ 77,313 |
| Public Works Supervisor | 65 | 2 | \$ 39.02 | \$ 6,764 | \$ 81,168 |
| Public Works Supervisor | 65 | 3 | \$ 40.99 | \$ 7,105 | \$ 85,258 |
| Public Works Supervisor | 65 | 4 | \$ 43.04 | \$ 7,459 | \$ 89,513 |
| Public Works Supervisor | 65 | 5 | \$ 45.17 | \$ 7,830 | \$ 93,956 |
| Public Works Supervisor | 65 | 6 | \$ 47.41 | \$ 8,217 | \$ 98,610 |
| Public Works Supervisor | 65 | 7 | \$ 49.79 | \$ 8,631 | \$ 103,570 |
| Public Works Supervisor | 65 | 8 | \$ 52.29 | \$ 9,064 | \$ 108,765 |
| Public Works Supervisor | 65 | 9 | \$ 54.91 | \$ 9,517 | \$ 114,203 |
| Senior Services Shuttle Driver | 10 | 1 | \$ 22.82 | \$ 3,955 | \$ 47,457 |
| Senior Services Shuttle Driver | 10 | 2 | \$ 23.92 | \$ 4,147 | \$ 49,761 |
| Senior Services Shuttle Driver | 10 | 3 | \$ 25.17 | \$ 4,363 | \$ 52,361 |
| Senior Services Shuttle Driver | 10 | 4 | \$ 26.42 | \$ 4,580 | \$ 54,962 |
| Senior Services Shuttle Driver | 10 | 5 | \$ 27.72 | \$ 4,805 | \$ 57,662 |
| Senior Services Shuttle Driver | 10 | 6 | \$ 29.10 | \$ 5,045 | \$ 60,535 |
| Senior Services Shuttle Driver | 10 | 7 | \$ 30.57 | \$ 5,298 | \$ 63,582 |
| Senior Services Shuttle Driver | 10 | 8 | \$ 32.12 | \$ 5,567 | \$ 66,802 |
| Senior Services Shuttle Driver | 10 | 9 | \$ 33.72 | \$ 5,845 | \$ 70,142 |
| Utilities Crew Chief | 25G | 1 | \$ 32.09 | \$ 5,563 | \$ 66,752 |
| Utilities Crew Chief | 25G | 2 | \$ 33.71 | \$ 5,843 | \$ 70,121 |
| Utilities Crew Chief | 25G | 3 | \$ 35.38 | \$ 6,132 | \$ 73,589 |
| Utilities Crew Chief | 25G | 4 | \$ 37.13 | \$ 6,436 | \$ 77,230 |
| Utilities Crew Chief | 25G | 5 | \$ 39.02 | \$ 6,764 | \$ 81,167 |
| Utilities Crew Chief | 25G | 6 | \$ 40.98 | \$ 7,102 | \$ 85,230 |
| Utilities Crew Chief | 25G | 7 | \$ 43.05 | \$ 7,462 | \$ 89,539 |
| Utilities Crew Chief | 25G | 8 | \$ 45.19 | \$ 7,833 | \$ 93,998 |
| Utilities Crew Chief | 25G | 9 | \$ 47.45 | \$ 8,225 | \$ 98,698 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 |
|-------------------------------------|--------------|-------------|--------------------|-----------------------|----------------------|
| Utilities Scada Coordinator | 03 | 1 | \$ 34.41 | \$ 5,965 | \$ 71,582 |
| Utilities Scada Coordinator | 03 | 2 | \$ 36.14 | \$ 6,264 | \$ 75,174 |
| Utilities Scada Coordinator | 03 | 3 | \$ 37.95 | \$ 6,578 | \$ 78,939 |
| Utilities Scada Coordinator | 03 | 4 | \$ 39.82 | \$ 6,902 | \$ 82,827 |
| Utilities Scada Coordinator | 03 | 5 | \$ 41.86 | \$ 7,255 | \$ 87,063 |
| Utilities Scada Coordinator | 03 | 6 | \$ 43.93 | \$ 7,614 | \$ 91,373 |
| Utilities Scada Coordinator | 03 | 7 | \$ 46.14 | \$ 7,998 | \$ 95,980 |
| Utilities Scada Coordinator | 03 | 8 | \$ 48.44 | \$ 8,397 | \$ 100,760 |
| Utilities Scada Coordinator | 03 | 9 | \$ 50.86 | \$ 8,816 | \$ 105,798 |
| Utilities Specialist | 60 | 1 | \$ 26.60 | \$ 4,611 | \$ 55,333 |
| Utilities Specialist | 60 | 2 | \$ 27.95 | \$ 4,844 | \$ 58,133 |
| Utilities Specialist | 60 | 3 | \$ 29.33 | \$ 5,084 | \$ 61,006 |
| Utilities Specialist | 60 | 4 | \$ 30.79 | \$ 5,338 | \$ 64,052 |
| Utilities Specialist | 60 | 5 | \$ 32.32 | \$ 5,602 | \$ 67,223 |
| Utilities Specialist | 60 | 6 | \$ 33.99 | \$ 5,891 | \$ 70,690 |
| Utilities Specialist | 60 | 7 | \$ 35.65 | \$ 6,180 | \$ 74,158 |
| Utilities Specialist | 60 | 8 | \$ 37.44 | \$ 6,489 | \$ 77,874 |
| Utilities Specialist | 60 | 9 | \$ 39.31 | \$ 6,814 | \$ 81,767 |
| Utilities Specialist, Senior | 01 | 1 | \$ 28.59 | \$ 4,956 | \$ 59,470 |
| Utilities Specialist, Senior | 01 | 2 | \$ 30.03 | \$ 5,206 | \$ 62,467 |
| Utilities Specialist, Senior | 01 | 3 | \$ 31.53 | \$ 5,466 | \$ 65,588 |
| Utilities Specialist, Senior | 01 | 4 | \$ 33.10 | \$ 5,738 | \$ 68,858 |
| Utilities Specialist, Senior | 01 | 5 | \$ 34.77 | \$ 6,027 | \$ 72,325 |
| Utilities Specialist, Senior | 01 | 6 | \$ 36.51 | \$ 6,328 | \$ 75,941 |
| Utilities Specialist, Senior | 01 | 7 | \$ 38.33 | \$ 6,644 | \$ 79,731 |
| Utilities Specialist, Senior | 01 | 8 | \$ 40.24 | \$ 6,975 | \$ 83,694 |
| Utilities Specialist, Senior | 01 | 9 | \$ 42.25 | \$ 7,323 | \$ 87,879 |
| Utilities Supervisor | 55 | 1 | \$ 37.13 | \$ 6,436 | \$ 77,230 |
| Utilities Supervisor | 55 | 2 | \$ 39.02 | \$ 6,764 | \$ 81,167 |
| Utilities Supervisor | 55 | 3 | \$ 40.98 | \$ 7,102 | \$ 85,230 |
| Utilities Supervisor | 55 | 4 | \$ 43.04 | \$ 7,460 | \$ 89,515 |
| Utilities Supervisor | 55 | 5 | \$ 45.19 | \$ 7,833 | \$ 93,998 |
| Utilities Supervisor | 55 | 6 | \$ 47.43 | \$ 8,221 | \$ 98,655 |
| Utilities Supervisor | 55 | 7 | \$ 49.78 | \$ 8,628 | \$ 103,534 |
| Utilities Supervisor | 55 | 8 | \$ 52.29 | \$ 9,063 | \$ 108,760 |
| Utilities Supervisor | 55 | 9 | \$ 54.90 | \$ 9,517 | \$ 114,198 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 |
|------------------------------------|------------|----------|-----------------|-----------------|-------------------|
| Water Production Operator | 26 | 1 | \$ 33.71 | \$ 5,843 | \$ 70,121 |
| Water Production Operator | 26 | 2 | \$ 35.38 | \$ 6,132 | \$ 73,589 |
| Water Production Operator | 26 | 3 | \$ 37.13 | \$ 6,436 | \$ 77,230 |
| Water Production Operator | 26 | 4 | \$ 39.02 | \$ 6,764 | \$ 81,167 |
| Water Production Operator | 26 | 5 | \$ 40.98 | \$ 7,102 | \$ 85,230 |
| Water Production Operator | 26 | 6 | \$ 43.04 | \$ 7,460 | \$ 89,515 |
| Water Production Operator | 26 | 7 | \$ 45.19 | \$ 7,833 | \$ 93,998 |
| Water Production Operator | 26 | 8 | \$ 47.43 | \$ 8,221 | \$ 98,655 |
| Water Production Operator | 26 | 9 | \$ 49.80 | \$ 8,632 | \$ 103,587 |
| Water Production Supervisor | 65B | 1 | \$ 39.02 | \$ 6,764 | \$ 81,167 |
| Water Production Supervisor | 65B | 2 | \$ 40.98 | \$ 7,102 | \$ 85,230 |
| Water Production Supervisor | 65B | 3 | \$ 43.04 | \$ 7,460 | \$ 89,515 |
| Water Production Supervisor | 65B | 4 | \$ 45.19 | \$ 7,833 | \$ 93,998 |
| Water Production Supervisor | 65B | 5 | \$ 47.43 | \$ 8,221 | \$ 98,655 |
| Water Production Supervisor | 65B | 6 | \$ 49.78 | \$ 8,628 | \$ 103,534 |
| Water Production Supervisor | 65B | 7 | \$ 52.29 | \$ 9,063 | \$ 108,760 |
| Water Production Supervisor | 65B | 8 | \$ 54.91 | \$ 9,517 | \$ 114,209 |
| Water Production Supervisor | 65B | 9 | \$ 57.65 | \$ 9,993 | \$ 119,920 |
| Water Quality Coordinator | 55B | 1 | \$ 37.13 | \$ 6,436 | \$ 77,230 |
| Water Quality Coordinator | 55B | 2 | \$ 39.02 | \$ 6,764 | \$ 81,167 |
| Water Quality Coordinator | 55B | 3 | \$ 40.98 | \$ 7,102 | \$ 85,230 |
| Water Quality Coordinator | 55B | 4 | \$ 43.04 | \$ 7,460 | \$ 89,515 |
| Water Quality Coordinator | 55B | 5 | \$ 45.19 | \$ 7,833 | \$ 93,998 |
| Water Quality Coordinator | 55B | 6 | \$ 47.43 | \$ 8,221 | \$ 98,655 |
| Water Quality Coordinator | 55B | 7 | \$ 49.78 | \$ 8,628 | \$ 103,534 |
| Water Quality Coordinator | 55B | 8 | \$ 52.29 | \$ 9,063 | \$ 108,760 |
| Water Quality Coordinator | 55B | 9 | \$ 54.90 | \$ 9,517 | \$ 114,198 |

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 C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 | HOURLY RATE | MONTHLY SALARY | ANNUAL SALARY |
|--|------------|----------|-----------------|-----------------|-------------------|
| Concrete Finisher | 75A | 1 | \$ 29.65 | \$ 5,139 | \$ 61,663 |
| Concrete Finisher | 75A | 2 | \$ 31.14 | \$ 5,398 | \$ 64,775 |
| Concrete Finisher | 75A | 3 | \$ 32.65 | \$ 5,659 | \$ 67,913 |
| Concrete Finisher | 75A | 4 | \$ 34.31 | \$ 5,946 | \$ 71,357 |
| Concrete Finisher | 75A | 5 | \$ 36.02 | \$ 6,244 | \$ 74,929 |
| Concrete Finisher | 75A | 6 | \$ 37.85 | \$ 6,561 | \$ 78,730 |
| Concrete Finisher | 75A | 7 | \$ 39.73 | \$ 6,886 | \$ 82,633 |
| Concrete Finisher | 75A | 8 | \$ 41.68 | \$ 7,224 | \$ 86,690 |
| Concrete Finisher | 75A | 9 | \$ 43.76 | \$ 7,585 | \$ 91,024 |
| Electrical & Instrumentation Specialist | 25C | 1 | \$ 33.06 | \$ 5,730 | \$ 68,755 |
| Electrical & Instrumentation Specialist | 25C | 2 | \$ 34.72 | \$ 6,019 | \$ 72,224 |
| Electrical & Instrumentation Specialist | 25C | 3 | \$ 36.44 | \$ 6,316 | \$ 75,796 |
| Electrical & Instrumentation Specialist | 25C | 4 | \$ 38.24 | \$ 6,629 | \$ 79,546 |
| Electrical & Instrumentation Specialist | 25C | 5 | \$ 40.19 | \$ 6,967 | \$ 83,602 |
| Electrical & Instrumentation Specialist | 25C | 6 | \$ 42.21 | \$ 7,316 | \$ 87,787 |
| Electrical & Instrumentation Specialist | 25C | 7 | \$ 44.34 | \$ 7,685 | \$ 92,226 |
| Electrical & Instrumentation Specialist | 25C | 8 | \$ 46.55 | \$ 8,068 | \$ 96,818 |
| Electrical & Instrumentation Specialist | 25C | 9 | \$ 48.87 | \$ 8,472 | \$ 101,659 |
| Equipment Mechanic I | 45 | 1 | \$ 25.93 | \$ 4,494 | \$ 53,932 |
| Equipment Mechanic I | 45 | 2 | \$ 27.22 | \$ 4,718 | \$ 56,611 |
| Equipment Mechanic I | 45 | 3 | \$ 28.54 | \$ 4,947 | \$ 59,367 |
| Equipment Mechanic I | 45 | 4 | \$ 29.98 | \$ 5,196 | \$ 62,351 |
| Equipment Mechanic I | 45 | 5 | \$ 31.49 | \$ 5,457 | \$ 65,489 |
| Equipment Mechanic I | 45 | 6 | \$ 33.06 | \$ 5,730 | \$ 68,755 |
| Equipment Mechanic I | 45 | 7 | \$ 34.72 | \$ 6,019 | \$ 72,224 |
| Equipment Mechanic I | 45 | 8 | \$ 36.44 | \$ 6,316 | \$ 75,796 |
| Equipment Mechanic I | 45 | 9 | \$ 38.26 | \$ 6,632 | \$ 79,586 |
| Equipment Mechanic II | 80 | 1 | \$ 29.98 | \$ 5,196 | \$ 62,351 |
| Equipment Mechanic II | 80 | 2 | \$ 31.49 | \$ 5,457 | \$ 65,489 |
| Equipment Mechanic II | 80 | 3 | \$ 33.06 | \$ 5,730 | \$ 68,755 |
| Equipment Mechanic II | 80 | 4 | \$ 34.72 | \$ 6,019 | \$ 72,224 |
| Equipment Mechanic II | 80 | 5 | \$ 36.44 | \$ 6,316 | \$ 75,796 |
| Equipment Mechanic II | 80 | 6 | \$ 38.24 | \$ 6,629 | \$ 79,546 |
| Equipment Mechanic II | 80 | 7 | \$ 40.19 | \$ 6,967 | \$ 83,602 |
| Equipment Mechanic II | 80 | 8 | \$ 42.21 | \$ 7,316 | \$ 87,787 |
| Equipment Mechanic II | 80 | 9 | \$ 44.32 | \$ 7,681 | \$ 92,176 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 | HOURLY RATE | MONTHLY SALARY | ANNUAL SALARY |
|--|------------|----------|-----------------|-----------------|-------------------|
| Equipment Mechanic, Senior | 25F | 1 | \$ 33.06 | \$ 5,730 | \$ 68,755 |
| Equipment Mechanic, Senior | 25F | 2 | \$ 34.72 | \$ 6,019 | \$ 72,224 |
| Equipment Mechanic, Senior | 25F | 3 | \$ 36.44 | \$ 6,316 | \$ 75,796 |
| Equipment Mechanic, Senior | 25F | 4 | \$ 38.24 | \$ 6,629 | \$ 79,546 |
| Equipment Mechanic, Senior | 25F | 5 | \$ 40.19 | \$ 6,967 | \$ 83,602 |
| Equipment Mechanic, Senior | 25F | 6 | \$ 42.21 | \$ 7,316 | \$ 87,787 |
| Equipment Mechanic, Senior | 25F | 7 | \$ 44.34 | \$ 7,685 | \$ 92,226 |
| Equipment Mechanic, Senior | 25F | 8 | \$ 46.55 | \$ 8,068 | \$ 96,818 |
| Equipment Mechanic, Senior | 25F | 9 | \$ 48.87 | \$ 8,472 | \$ 101,659 |
| Equipment Operator I | 40 | 1 | \$ 26.86 | \$ 4,656 | \$ 55,871 |
| Equipment Operator I | 40 | 2 | \$ 28.20 | \$ 4,888 | \$ 58,652 |
| Equipment Operator I | 40 | 3 | \$ 29.65 | \$ 5,139 | \$ 61,663 |
| Equipment Operator I | 40 | 4 | \$ 31.14 | \$ 5,398 | \$ 64,775 |
| Equipment Operator I | 40 | 5 | \$ 32.65 | \$ 5,659 | \$ 67,913 |
| Equipment Operator I | 40 | 6 | \$ 34.31 | \$ 5,946 | \$ 71,357 |
| Equipment Operator I | 40 | 7 | \$ 36.04 | \$ 6,246 | \$ 74,954 |
| Equipment Operator I | 40 | 8 | \$ 37.85 | \$ 6,561 | \$ 78,730 |
| Equipment Operator I | 40 | 9 | \$ 39.74 | \$ 6,889 | \$ 82,667 |
| Equipment Operator II | 65A | 1 | \$ 28.26 | \$ 4,898 | \$ 58,779 |
| Equipment Operator II | 65A | 2 | \$ 29.67 | \$ 5,143 | \$ 61,713 |
| Equipment Operator II | 65A | 3 | \$ 31.15 | \$ 5,400 | \$ 64,800 |
| Equipment Operator II | 65A | 4 | \$ 32.71 | \$ 5,670 | \$ 68,040 |
| Equipment Operator II | 65A | 5 | \$ 34.33 | \$ 5,951 | \$ 71,408 |
| Equipment Operator II | 65A | 6 | \$ 36.07 | \$ 6,253 | \$ 75,031 |
| Equipment Operator II | 65A | 7 | \$ 37.88 | \$ 6,565 | \$ 78,781 |
| Equipment Operator II | 65A | 8 | \$ 39.75 | \$ 6,890 | \$ 82,684 |
| Equipment Operator II | 65A | 9 | \$ 41.74 | \$ 7,235 | \$ 86,819 |
| Facilities Maintenance Technician | 75 | 1 | \$ 29.65 | \$ 5,139 | \$ 61,663 |
| Facilities Maintenance Technician | 75 | 2 | \$ 31.14 | \$ 5,398 | \$ 64,775 |
| Facilities Maintenance Technician | 75 | 3 | \$ 32.65 | \$ 5,659 | \$ 67,913 |
| Facilities Maintenance Technician | 75 | 4 | \$ 34.31 | \$ 5,946 | \$ 71,357 |
| Facilities Maintenance Technician | 75 | 5 | \$ 36.02 | \$ 6,244 | \$ 74,929 |
| Facilities Maintenance Technician | 75 | 6 | \$ 37.85 | \$ 6,561 | \$ 78,730 |
| Facilities Maintenance Technician | 75 | 7 | \$ 39.73 | \$ 6,886 | \$ 82,633 |
| Facilities Maintenance Technician | 75 | 8 | \$ 41.68 | \$ 7,224 | \$ 86,690 |
| Facilities Maintenance Technician | 75 | 9 | \$ 43.76 | \$ 7,585 | \$ 91,024 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 | HOURLY RATE | MONTHLY SALARY | ANNUAL SALARY |
|---|------------|----------|-----------------|-----------------|------------------|
| Facilities Maintenance Worker II | 25A | 1 | \$ 24.40 | \$ 4,229 | \$ 50,744 |
| Facilities Maintenance Worker II | 25A | 2 | \$ 25.61 | \$ 4,439 | \$ 53,269 |
| Facilities Maintenance Worker II | 25A | 3 | \$ 26.86 | \$ 4,656 | \$ 55,871 |
| Facilities Maintenance Worker II | 25A | 4 | \$ 28.20 | \$ 4,888 | \$ 58,652 |
| Facilities Maintenance Worker II | 25A | 5 | \$ 29.65 | \$ 5,139 | \$ 61,663 |
| Facilities Maintenance Worker II | 25A | 6 | \$ 31.14 | \$ 5,398 | \$ 64,775 |
| Facilities Maintenance Worker II | 25A | 7 | \$ 32.65 | \$ 5,659 | \$ 67,913 |
| Facilities Maintenance Worker II | 25A | 8 | \$ 34.31 | \$ 5,946 | \$ 71,357 |
| Facilities Maintenance Worker II | 25A | 9 | \$ 36.02 | \$ 6,244 | \$ 74,925 |
| Groundswoker II | 50 | 1 | \$ 26.08 | \$ 4,520 | \$ 54,238 |
| Groundswoker II | 50 | 2 | \$ 27.40 | \$ 4,749 | \$ 56,993 |
| Groundswoker II | 50 | 3 | \$ 28.79 | \$ 4,990 | \$ 59,877 |
| Groundswoker II | 50 | 4 | \$ 30.21 | \$ 5,236 | \$ 62,836 |
| Groundswoker II | 50 | 5 | \$ 31.72 | \$ 5,498 | \$ 65,974 |
| Groundswoker II | 50 | 6 | \$ 33.29 | \$ 5,770 | \$ 69,239 |
| Groundswoker II | 50 | 7 | \$ 35.01 | \$ 6,068 | \$ 72,811 |
| Groundswoker II | 50 | 8 | \$ 36.73 | \$ 6,367 | \$ 76,408 |
| Groundswoker II | 50 | 9 | \$ 38.57 | \$ 6,686 | \$ 80,229 |
| Maintenance Worker I | 25H | 1 | \$ 24.40 | \$ 4,229 | \$ 50,744 |
| Maintenance Worker I | 25H | 2 | \$ 25.61 | \$ 4,439 | \$ 53,269 |
| Maintenance Worker I | 25H | 3 | \$ 26.86 | \$ 4,656 | \$ 55,871 |
| Maintenance Worker I | 25H | 4 | \$ 28.20 | \$ 4,888 | \$ 58,652 |
| Maintenance Worker I | 25H | 5 | \$ 29.65 | \$ 5,139 | \$ 61,663 |
| Maintenance Worker I | 25H | 6 | \$ 31.14 | \$ 5,398 | \$ 64,775 |
| Maintenance Worker I | 25H | 7 | \$ 32.65 | \$ 5,659 | \$ 67,913 |
| Maintenance Worker I | 25H | 8 | \$ 34.31 | \$ 5,946 | \$ 71,357 |
| Maintenance Worker I | 25H | 9 | \$ 36.02 | \$ 6,244 | \$ 74,925 |
| Maintenance Worker II | 39 | 1 | \$ 25.61 | \$ 4,439 | \$ 53,269 |
| Maintenance Worker II | 39 | 2 | \$ 26.86 | \$ 4,656 | \$ 55,871 |
| Maintenance Worker II | 39 | 3 | \$ 28.20 | \$ 4,888 | \$ 58,652 |
| Maintenance Worker II | 39 | 4 | \$ 29.65 | \$ 5,139 | \$ 61,663 |
| Maintenance Worker II | 39 | 5 | \$ 31.14 | \$ 5,398 | \$ 64,775 |
| Maintenance Worker II | 39 | 6 | \$ 32.65 | \$ 5,659 | \$ 67,913 |
| Maintenance Worker II | 39 | 7 | \$ 34.31 | \$ 5,946 | \$ 71,357 |
| Maintenance Worker II | 39 | 8 | \$ 36.04 | \$ 6,246 | \$ 74,954 |
| Maintenance Worker II | 39 | 9 | \$ 37.84 | \$ 6,558 | \$ 78,702 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 | HOURLY RATE | MONTHLY SALARY | ANNUAL SALARY |
|---------------------------------------|--------------|-------------|--------------------|-----------------------|----------------------|
| Public Works Crew Chief | 25 | 1 | \$ 33.06 | \$ 5,730 | \$ 68,755 |
| Public Works Crew Chief | 25 | 2 | \$ 34.72 | \$ 6,019 | \$ 72,224 |
| Public Works Crew Chief | 25 | 3 | \$ 36.44 | \$ 6,316 | \$ 75,796 |
| Public Works Crew Chief | 25 | 4 | \$ 38.24 | \$ 6,629 | \$ 79,546 |
| Public Works Crew Chief | 25 | 5 | \$ 40.19 | \$ 6,967 | \$ 83,602 |
| Public Works Crew Chief | 25 | 6 | \$ 42.21 | \$ 7,316 | \$ 87,787 |
| Public Works Crew Chief | 25 | 7 | \$ 44.34 | \$ 7,685 | \$ 92,226 |
| Public Works Crew Chief | 25 | 8 | \$ 46.55 | \$ 8,068 | \$ 96,818 |
| Public Works Crew Chief | 25 | 9 | \$ 48.87 | \$ 8,472 | \$ 101,659 |
| Public Works Supervisor | 65 | 1 | \$ 38.28 | \$ 6,636 | \$ 79,633 |
| Public Works Supervisor | 65 | 2 | \$ 40.19 | \$ 6,967 | \$ 83,603 |
| Public Works Supervisor | 65 | 3 | \$ 42.22 | \$ 7,318 | \$ 87,816 |
| Public Works Supervisor | 65 | 4 | \$ 44.33 | \$ 7,683 | \$ 92,198 |
| Public Works Supervisor | 65 | 5 | \$ 46.53 | \$ 8,065 | \$ 96,775 |
| Public Works Supervisor | 65 | 6 | \$ 48.83 | \$ 8,464 | \$ 101,568 |
| Public Works Supervisor | 65 | 7 | \$ 51.29 | \$ 8,890 | \$ 106,677 |
| Public Works Supervisor | 65 | 8 | \$ 53.86 | \$ 9,336 | \$ 112,028 |
| Public Works Supervisor | 65 | 9 | \$ 56.55 | \$ 9,802 | \$ 117,629 |
| Senior Services Shuttle Driver | 10 | 1 | \$ 23.50 | \$ 4,073 | \$ 48,881 |
| Senior Services Shuttle Driver | 10 | 2 | \$ 24.64 | \$ 4,271 | \$ 51,254 |
| Senior Services Shuttle Driver | 10 | 3 | \$ 25.93 | \$ 4,494 | \$ 53,932 |
| Senior Services Shuttle Driver | 10 | 4 | \$ 27.22 | \$ 4,718 | \$ 56,611 |
| Senior Services Shuttle Driver | 10 | 5 | \$ 28.55 | \$ 4,949 | \$ 59,392 |
| Senior Services Shuttle Driver | 10 | 6 | \$ 29.98 | \$ 5,196 | \$ 62,351 |
| Senior Services Shuttle Driver | 10 | 7 | \$ 31.49 | \$ 5,457 | \$ 65,489 |
| Senior Services Shuttle Driver | 10 | 8 | \$ 33.08 | \$ 5,734 | \$ 68,806 |
| Senior Services Shuttle Driver | 10 | 9 | \$ 34.73 | \$ 6,021 | \$ 72,246 |
| Utilities Crew Chief | 25G | 1 | \$ 33.06 | \$ 5,730 | \$ 68,755 |
| Utilities Crew Chief | 25G | 2 | \$ 34.72 | \$ 6,019 | \$ 72,224 |
| Utilities Crew Chief | 25G | 3 | \$ 36.44 | \$ 6,316 | \$ 75,796 |
| Utilities Crew Chief | 25G | 4 | \$ 38.24 | \$ 6,629 | \$ 79,546 |
| Utilities Crew Chief | 25G | 5 | \$ 40.19 | \$ 6,967 | \$ 83,602 |
| Utilities Crew Chief | 25G | 6 | \$ 42.21 | \$ 7,316 | \$ 87,787 |
| Utilities Crew Chief | 25G | 7 | \$ 44.34 | \$ 7,685 | \$ 92,226 |
| Utilities Crew Chief | 25G | 8 | \$ 46.55 | \$ 8,068 | \$ 96,818 |
| Utilities Crew Chief | 25G | 9 | \$ 48.87 | \$ 8,472 | \$ 101,659 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 | HOURLY RATE | MONTHLY SALARY | ANNUAL SALARY |
|-------------------------------------|-----------|----------|-----------------|-----------------|-------------------|
| Utilities Scada Coordinator | 03 | 1 | \$ 35.45 | \$ 6,144 | \$ 73,730 |
| Utilities Scada Coordinator | 03 | 2 | \$ 37.23 | \$ 6,452 | \$ 77,429 |
| Utilities Scada Coordinator | 03 | 3 | \$ 39.09 | \$ 6,776 | \$ 81,307 |
| Utilities Scada Coordinator | 03 | 4 | \$ 41.02 | \$ 7,109 | \$ 85,312 |
| Utilities Scada Coordinator | 03 | 5 | \$ 43.11 | \$ 7,473 | \$ 89,675 |
| Utilities Scada Coordinator | 03 | 6 | \$ 45.25 | \$ 7,843 | \$ 94,114 |
| Utilities Scada Coordinator | 03 | 7 | \$ 47.53 | \$ 8,238 | \$ 98,859 |
| Utilities Scada Coordinator | 03 | 8 | \$ 49.90 | \$ 8,649 | \$ 103,783 |
| Utilities Scada Coordinator | 03 | 9 | \$ 52.39 | \$ 9,081 | \$ 108,972 |
| Utilities Specialist | 60 | 1 | \$ 27.40 | \$ 4,749 | \$ 56,993 |
| Utilities Specialist | 60 | 2 | \$ 28.79 | \$ 4,990 | \$ 59,877 |
| Utilities Specialist | 60 | 3 | \$ 30.21 | \$ 5,236 | \$ 62,836 |
| Utilities Specialist | 60 | 4 | \$ 31.72 | \$ 5,498 | \$ 65,974 |
| Utilities Specialist | 60 | 5 | \$ 33.29 | \$ 5,770 | \$ 69,239 |
| Utilities Specialist | 60 | 6 | \$ 35.01 | \$ 6,068 | \$ 72,811 |
| Utilities Specialist | 60 | 7 | \$ 36.72 | \$ 6,365 | \$ 76,383 |
| Utilities Specialist | 60 | 8 | \$ 38.56 | \$ 6,684 | \$ 80,210 |
| Utilities Specialist | 60 | 9 | \$ 40.49 | \$ 7,018 | \$ 84,220 |
| Utilities Specialist, Senior | 01 | 1 | \$ 29.45 | \$ 5,105 | \$ 61,254 |
| Utilities Specialist, Senior | 01 | 2 | \$ 30.93 | \$ 5,362 | \$ 64,341 |
| Utilities Specialist, Senior | 01 | 3 | \$ 32.48 | \$ 5,630 | \$ 67,555 |
| Utilities Specialist, Senior | 01 | 4 | \$ 34.10 | \$ 5,910 | \$ 70,923 |
| Utilities Specialist, Senior | 01 | 5 | \$ 35.81 | \$ 6,208 | \$ 74,495 |
| Utilities Specialist, Senior | 01 | 6 | \$ 37.61 | \$ 6,518 | \$ 78,220 |
| Utilities Specialist, Senior | 01 | 7 | \$ 39.48 | \$ 6,844 | \$ 82,123 |
| Utilities Specialist, Senior | 01 | 8 | \$ 41.44 | \$ 7,184 | \$ 86,205 |
| Utilities Specialist, Senior | 01 | 9 | \$ 43.52 | \$ 7,543 | \$ 90,515 |
| Utilities Supervisor | 55 | 1 | \$ 38.24 | \$ 6,629 | \$ 79,546 |
| Utilities Supervisor | 55 | 2 | \$ 40.19 | \$ 6,967 | \$ 83,602 |
| Utilities Supervisor | 55 | 3 | \$ 42.21 | \$ 7,316 | \$ 87,787 |
| Utilities Supervisor | 55 | 4 | \$ 44.33 | \$ 7,683 | \$ 92,200 |
| Utilities Supervisor | 55 | 5 | \$ 46.55 | \$ 8,068 | \$ 96,818 |
| Utilities Supervisor | 55 | 6 | \$ 48.85 | \$ 8,468 | \$ 101,614 |
| Utilities Supervisor | 55 | 7 | \$ 51.27 | \$ 8,887 | \$ 106,640 |
| Utilities Supervisor | 55 | 8 | \$ 53.86 | \$ 9,335 | \$ 112,023 |
| Utilities Supervisor | 55 | 9 | \$ 56.55 | \$ 9,802 | \$ 117,624 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 | HOURLY RATE | MONTHLY SALARY | ANNUAL SALARY |
|------------------------------------|------------|----------|-----------------|------------------|-------------------|
| Water Production Operator | 26 | 1 | \$ 34.72 | \$ 6,019 | \$ 72,224 |
| Water Production Operator | 26 | 2 | \$ 36.44 | \$ 6,316 | \$ 75,796 |
| Water Production Operator | 26 | 3 | \$ 38.24 | \$ 6,629 | \$ 79,546 |
| Water Production Operator | 26 | 4 | \$ 40.19 | \$ 6,967 | \$ 83,602 |
| Water Production Operator | 26 | 5 | \$ 42.21 | \$ 7,316 | \$ 87,787 |
| Water Production Operator | 26 | 6 | \$ 44.33 | \$ 7,683 | \$ 92,200 |
| Water Production Operator | 26 | 7 | \$ 46.55 | \$ 8,068 | \$ 96,818 |
| Water Production Operator | 26 | 8 | \$ 48.85 | \$ 8,468 | \$ 101,614 |
| Water Production Operator | 26 | 9 | \$ 51.30 | \$ 8,891 | \$ 106,695 |
| Water Production Supervisor | 65B | 1 | \$ 40.19 | \$ 6,967 | \$ 83,602 |
| Water Production Supervisor | 65B | 2 | \$ 42.21 | \$ 7,316 | \$ 87,787 |
| Water Production Supervisor | 65B | 3 | \$ 44.33 | \$ 7,683 | \$ 92,200 |
| Water Production Supervisor | 65B | 4 | \$ 46.55 | \$ 8,068 | \$ 96,818 |
| Water Production Supervisor | 65B | 5 | \$ 48.85 | \$ 8,468 | \$ 101,614 |
| Water Production Supervisor | 65B | 6 | \$ 51.27 | \$ 8,887 | \$ 106,640 |
| Water Production Supervisor | 65B | 7 | \$ 53.86 | \$ 9,335 | \$ 112,023 |
| Water Production Supervisor | 65B | 8 | \$ 56.56 | \$ 9,803 | \$ 117,636 |
| Water Production Supervisor | 65B | 9 | \$ 59.38 | \$ 10,293 | \$ 123,517 |
| Water Quality Coordinator | 55B | 1 | \$ 38.24 | \$ 6,629 | \$ 79,546 |
| Water Quality Coordinator | 55B | 2 | \$ 40.19 | \$ 6,967 | \$ 83,602 |
| Water Quality Coordinator | 55B | 3 | \$ 42.21 | \$ 7,316 | \$ 87,787 |
| Water Quality Coordinator | 55B | 4 | \$ 44.33 | \$ 7,683 | \$ 92,200 |
| Water Quality Coordinator | 55B | 5 | \$ 46.55 | \$ 8,068 | \$ 96,818 |
| Water Quality Coordinator | 55B | 6 | \$ 48.85 | \$ 8,468 | \$ 101,614 |
| Water Quality Coordinator | 55B | 7 | \$ 51.27 | \$ 8,887 | \$ 106,640 |
| Water Quality Coordinator | 55B | 8 | \$ 53.86 | \$ 9,335 | \$ 112,023 |
| Water Quality Coordinator | 55B | 9 | \$ 56.55 | \$ 9,802 | \$ 117,624 |

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 C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 | HOURLY RATE | MONTHLY SALARY | ANNUAL SALARY |
|--|------------|----------|-----------------|-----------------|-------------------|
| Concrete Finisher | 75A | 1 | \$ 30.53 | \$ 5,293 | \$ 63,512 |
| Concrete Finisher | 75A | 2 | \$ 32.08 | \$ 5,560 | \$ 66,718 |
| Concrete Finisher | 75A | 3 | \$ 33.63 | \$ 5,829 | \$ 69,950 |
| Concrete Finisher | 75A | 4 | \$ 35.34 | \$ 6,125 | \$ 73,497 |
| Concrete Finisher | 75A | 5 | \$ 37.10 | \$ 6,431 | \$ 77,176 |
| Concrete Finisher | 75A | 6 | \$ 38.99 | \$ 6,758 | \$ 81,092 |
| Concrete Finisher | 75A | 7 | \$ 40.92 | \$ 7,093 | \$ 85,112 |
| Concrete Finisher | 75A | 8 | \$ 42.93 | \$ 7,441 | \$ 89,290 |
| Concrete Finisher | 75A | 9 | \$ 45.07 | \$ 7,813 | \$ 93,755 |
| Electrical & Instrumentation Specialist | 25C | 1 | \$ 34.05 | \$ 5,901 | \$ 70,817 |
| Electrical & Instrumentation Specialist | 25C | 2 | \$ 35.76 | \$ 6,199 | \$ 74,391 |
| Electrical & Instrumentation Specialist | 25C | 3 | \$ 37.53 | \$ 6,506 | \$ 78,070 |
| Electrical & Instrumentation Specialist | 25C | 4 | \$ 39.39 | \$ 6,828 | \$ 81,933 |
| Electrical & Instrumentation Specialist | 25C | 5 | \$ 41.40 | \$ 7,176 | \$ 86,111 |
| Electrical & Instrumentation Specialist | 25C | 6 | \$ 43.47 | \$ 7,535 | \$ 90,420 |
| Electrical & Instrumentation Specialist | 25C | 7 | \$ 45.67 | \$ 7,916 | \$ 94,992 |
| Electrical & Instrumentation Specialist | 25C | 8 | \$ 47.94 | \$ 8,310 | \$ 99,722 |
| Electrical & Instrumentation Specialist | 25C | 9 | \$ 50.34 | \$ 8,726 | \$ 104,708 |
| Equipment Mechanic I | 45 | 1 | \$ 26.71 | \$ 4,629 | \$ 55,550 |
| Equipment Mechanic I | 45 | 2 | \$ 28.03 | \$ 4,859 | \$ 58,309 |
| Equipment Mechanic I | 45 | 3 | \$ 29.40 | \$ 5,096 | \$ 61,148 |
| Equipment Mechanic I | 45 | 4 | \$ 30.88 | \$ 5,352 | \$ 64,222 |
| Equipment Mechanic I | 45 | 5 | \$ 32.43 | \$ 5,621 | \$ 67,454 |
| Equipment Mechanic I | 45 | 6 | \$ 34.05 | \$ 5,901 | \$ 70,817 |
| Equipment Mechanic I | 45 | 7 | \$ 35.76 | \$ 6,199 | \$ 74,391 |
| Equipment Mechanic I | 45 | 8 | \$ 37.53 | \$ 6,506 | \$ 78,070 |
| Equipment Mechanic I | 45 | 9 | \$ 39.41 | \$ 6,831 | \$ 81,974 |
| Equipment Mechanic II | 80 | 1 | \$ 30.88 | \$ 5,352 | \$ 64,222 |
| Equipment Mechanic II | 80 | 2 | \$ 32.43 | \$ 5,621 | \$ 67,454 |
| Equipment Mechanic II | 80 | 3 | \$ 34.05 | \$ 5,901 | \$ 70,817 |
| Equipment Mechanic II | 80 | 4 | \$ 35.76 | \$ 6,199 | \$ 74,391 |
| Equipment Mechanic II | 80 | 5 | \$ 37.53 | \$ 6,506 | \$ 78,070 |
| Equipment Mechanic II | 80 | 6 | \$ 39.39 | \$ 6,828 | \$ 81,933 |
| Equipment Mechanic II | 80 | 7 | \$ 41.40 | \$ 7,176 | \$ 86,111 |
| Equipment Mechanic II | 80 | 8 | \$ 43.47 | \$ 7,535 | \$ 90,420 |
| Equipment Mechanic II | 80 | 9 | \$ 45.64 | \$ 7,912 | \$ 94,941 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 | HOURLY RATE | MONTHLY SALARY | ANNUAL SALARY |
|--|--------------|-------------|--------------------|-----------------------|----------------------|
| Equipment Mechanic, Senior | 25F | 1 | \$ 34.05 | \$ 5,901 | \$ 70,817 |
| Equipment Mechanic, Senior | 25F | 2 | \$ 35.76 | \$ 6,199 | \$ 74,391 |
| Equipment Mechanic, Senior | 25F | 3 | \$ 37.53 | \$ 6,506 | \$ 78,070 |
| Equipment Mechanic, Senior | 25F | 4 | \$ 39.39 | \$ 6,828 | \$ 81,933 |
| Equipment Mechanic, Senior | 25F | 5 | \$ 41.40 | \$ 7,176 | \$ 86,111 |
| Equipment Mechanic, Senior | 25F | 6 | \$ 43.47 | \$ 7,535 | \$ 90,420 |
| Equipment Mechanic, Senior | 25F | 7 | \$ 45.67 | \$ 7,916 | \$ 94,992 |
| Equipment Mechanic, Senior | 25F | 8 | \$ 47.94 | \$ 8,310 | \$ 99,722 |
| Equipment Mechanic, Senior | 25F | 9 | \$ 50.34 | \$ 8,726 | \$ 104,708 |
| Equipment Operator I | 40 | 1 | \$ 27.67 | \$ 4,796 | \$ 57,547 |
| Equipment Operator I | 40 | 2 | \$ 29.04 | \$ 5,034 | \$ 60,412 |
| Equipment Operator I | 40 | 3 | \$ 30.53 | \$ 5,293 | \$ 63,512 |
| Equipment Operator I | 40 | 4 | \$ 32.08 | \$ 5,560 | \$ 66,718 |
| Equipment Operator I | 40 | 5 | \$ 33.63 | \$ 5,829 | \$ 69,950 |
| Equipment Operator I | 40 | 6 | \$ 35.34 | \$ 6,125 | \$ 73,497 |
| Equipment Operator I | 40 | 7 | \$ 37.12 | \$ 6,434 | \$ 77,203 |
| Equipment Operator I | 40 | 8 | \$ 38.99 | \$ 6,758 | \$ 81,092 |
| Equipment Operator I | 40 | 9 | \$ 40.94 | \$ 7,096 | \$ 85,147 |
| Equipment Operator II | 65A | 1 | \$ 29.11 | \$ 5,045 | \$ 60,543 |
| Equipment Operator II | 65A | 2 | \$ 30.56 | \$ 5,297 | \$ 63,565 |
| Equipment Operator II | 65A | 3 | \$ 32.09 | \$ 5,562 | \$ 66,744 |
| Equipment Operator II | 65A | 4 | \$ 33.69 | \$ 5,840 | \$ 70,082 |
| Equipment Operator II | 65A | 5 | \$ 35.36 | \$ 6,129 | \$ 73,550 |
| Equipment Operator II | 65A | 6 | \$ 37.15 | \$ 6,440 | \$ 77,282 |
| Equipment Operator II | 65A | 7 | \$ 39.01 | \$ 6,762 | \$ 81,144 |
| Equipment Operator II | 65A | 8 | \$ 40.94 | \$ 7,097 | \$ 85,165 |
| Equipment Operator II | 65A | 9 | \$ 42.99 | \$ 7,452 | \$ 89,423 |
| Facilities Maintenance Technician | 75 | 1 | \$ 30.53 | \$ 5,293 | \$ 63,512 |
| Facilities Maintenance Technician | 75 | 2 | \$ 32.08 | \$ 5,560 | \$ 66,718 |
| Facilities Maintenance Technician | 75 | 3 | \$ 33.63 | \$ 5,829 | \$ 69,950 |
| Facilities Maintenance Technician | 75 | 4 | \$ 35.34 | \$ 6,125 | \$ 73,497 |
| Facilities Maintenance Technician | 75 | 5 | \$ 37.10 | \$ 6,431 | \$ 77,176 |
| Facilities Maintenance Technician | 75 | 6 | \$ 38.99 | \$ 6,758 | \$ 81,092 |
| Facilities Maintenance Technician | 75 | 7 | \$ 40.92 | \$ 7,093 | \$ 85,112 |
| Facilities Maintenance Technician | 75 | 8 | \$ 42.93 | \$ 7,441 | \$ 89,290 |
| Facilities Maintenance Technician | 75 | 9 | \$ 45.07 | \$ 7,813 | \$ 93,755 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 | HOURLY RATE | MONTHLY SALARY | ANNUAL SALARY |
|---|------------|----------|-----------------|-----------------|------------------|
| Facilities Maintenance Worker II | 25A | 1 | \$ 25.13 | \$ 4,355 | \$ 52,266 |
| Facilities Maintenance Worker II | 25A | 2 | \$ 26.38 | \$ 4,572 | \$ 54,867 |
| Facilities Maintenance Worker II | 25A | 3 | \$ 27.67 | \$ 4,796 | \$ 57,547 |
| Facilities Maintenance Worker II | 25A | 4 | \$ 29.04 | \$ 5,034 | \$ 60,412 |
| Facilities Maintenance Worker II | 25A | 5 | \$ 30.53 | \$ 5,293 | \$ 63,512 |
| Facilities Maintenance Worker II | 25A | 6 | \$ 32.08 | \$ 5,560 | \$ 66,718 |
| Facilities Maintenance Worker II | 25A | 7 | \$ 33.63 | \$ 5,829 | \$ 69,950 |
| Facilities Maintenance Worker II | 25A | 8 | \$ 35.34 | \$ 6,125 | \$ 73,497 |
| Facilities Maintenance Worker II | 25A | 9 | \$ 37.10 | \$ 6,431 | \$ 77,172 |
| Groundswoker II | 50 | 1 | \$ 26.86 | \$ 4,655 | \$ 55,865 |
| Groundswoker II | 50 | 2 | \$ 28.22 | \$ 4,892 | \$ 58,703 |
| Groundswoker II | 50 | 3 | \$ 29.65 | \$ 5,139 | \$ 61,673 |
| Groundswoker II | 50 | 4 | \$ 31.12 | \$ 5,393 | \$ 64,721 |
| Groundswoker II | 50 | 5 | \$ 32.67 | \$ 5,663 | \$ 67,953 |
| Groundswoker II | 50 | 6 | \$ 34.29 | \$ 5,943 | \$ 71,317 |
| Groundswoker II | 50 | 7 | \$ 36.06 | \$ 6,250 | \$ 74,996 |
| Groundswoker II | 50 | 8 | \$ 37.84 | \$ 6,558 | \$ 78,701 |
| Groundswoker II | 50 | 9 | \$ 39.73 | \$ 6,886 | \$ 82,636 |
| Maintenance Worker I | 25H | 1 | \$ 25.13 | \$ 4,355 | \$ 52,266 |
| Maintenance Worker I | 25H | 2 | \$ 26.38 | \$ 4,572 | \$ 54,867 |
| Maintenance Worker I | 25H | 3 | \$ 27.67 | \$ 4,796 | \$ 57,547 |
| Maintenance Worker I | 25H | 4 | \$ 29.04 | \$ 5,034 | \$ 60,412 |
| Maintenance Worker I | 25H | 5 | \$ 30.53 | \$ 5,293 | \$ 63,512 |
| Maintenance Worker I | 25H | 6 | \$ 32.08 | \$ 5,560 | \$ 66,718 |
| Maintenance Worker I | 25H | 7 | \$ 33.63 | \$ 5,829 | \$ 69,950 |
| Maintenance Worker I | 25H | 8 | \$ 35.34 | \$ 6,125 | \$ 73,497 |
| Maintenance Worker I | 25H | 9 | \$ 37.10 | \$ 6,431 | \$ 77,172 |
| Maintenance Worker II | 39 | 1 | \$ 26.38 | \$ 4,572 | \$ 54,867 |
| Maintenance Worker II | 39 | 2 | \$ 27.67 | \$ 4,796 | \$ 57,547 |
| Maintenance Worker II | 39 | 3 | \$ 29.04 | \$ 5,034 | \$ 60,412 |
| Maintenance Worker II | 39 | 4 | \$ 30.53 | \$ 5,293 | \$ 63,512 |
| Maintenance Worker II | 39 | 5 | \$ 32.08 | \$ 5,560 | \$ 66,718 |
| Maintenance Worker II | 39 | 6 | \$ 33.63 | \$ 5,829 | \$ 69,950 |
| Maintenance Worker II | 39 | 7 | \$ 35.34 | \$ 6,125 | \$ 73,497 |
| Maintenance Worker II | 39 | 8 | \$ 37.12 | \$ 6,434 | \$ 77,203 |
| Maintenance Worker II | 39 | 9 | \$ 38.97 | \$ 6,755 | \$ 81,063 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 | HOURLY RATE | MONTHLY SALARY | ANNUAL SALARY |
|---------------------------------------|------------|----------|-----------------|------------------|-------------------|
| Public Works Crew Chief | 25 | 1 | \$ 34.05 | \$ 5,901 | \$ 70,817 |
| Public Works Crew Chief | 25 | 2 | \$ 35.76 | \$ 6,199 | \$ 74,391 |
| Public Works Crew Chief | 25 | 3 | \$ 37.53 | \$ 6,506 | \$ 78,070 |
| Public Works Crew Chief | 25 | 4 | \$ 39.39 | \$ 6,828 | \$ 81,933 |
| Public Works Crew Chief | 25 | 5 | \$ 41.40 | \$ 7,176 | \$ 86,111 |
| Public Works Crew Chief | 25 | 6 | \$ 43.47 | \$ 7,535 | \$ 90,420 |
| Public Works Crew Chief | 25 | 7 | \$ 45.67 | \$ 7,916 | \$ 94,992 |
| Public Works Crew Chief | 25 | 8 | \$ 47.94 | \$ 8,310 | \$ 99,722 |
| Public Works Crew Chief | 25 | 9 | \$ 50.34 | \$ 8,726 | \$ 104,708 |
| Public Works Supervisor | 65 | 1 | \$ 39.43 | \$ 6,835 | \$ 82,022 |
| Public Works Supervisor | 65 | 2 | \$ 41.40 | \$ 7,176 | \$ 86,111 |
| Public Works Supervisor | 65 | 3 | \$ 43.49 | \$ 7,538 | \$ 90,451 |
| Public Works Supervisor | 65 | 4 | \$ 45.66 | \$ 7,914 | \$ 94,964 |
| Public Works Supervisor | 65 | 5 | \$ 47.92 | \$ 8,306 | \$ 99,678 |
| Public Works Supervisor | 65 | 6 | \$ 50.30 | \$ 8,718 | \$ 104,615 |
| Public Works Supervisor | 65 | 7 | \$ 52.83 | \$ 9,156 | \$ 109,877 |
| Public Works Supervisor | 65 | 8 | \$ 55.48 | \$ 9,616 | \$ 115,389 |
| Public Works Supervisor | 65 | 9 | \$ 58.25 | \$ 10,097 | \$ 121,158 |
| Senior Services Shuttle Driver | 10 | 1 | \$ 24.21 | \$ 4,196 | \$ 50,347 |
| Senior Services Shuttle Driver | 10 | 2 | \$ 25.38 | \$ 4,399 | \$ 52,791 |
| Senior Services Shuttle Driver | 10 | 3 | \$ 26.71 | \$ 4,629 | \$ 55,550 |
| Senior Services Shuttle Driver | 10 | 4 | \$ 28.03 | \$ 4,859 | \$ 58,309 |
| Senior Services Shuttle Driver | 10 | 5 | \$ 29.41 | \$ 5,098 | \$ 61,174 |
| Senior Services Shuttle Driver | 10 | 6 | \$ 30.88 | \$ 5,352 | \$ 64,222 |
| Senior Services Shuttle Driver | 10 | 7 | \$ 32.43 | \$ 5,621 | \$ 67,454 |
| Senior Services Shuttle Driver | 10 | 8 | \$ 34.07 | \$ 5,906 | \$ 70,870 |
| Senior Services Shuttle Driver | 10 | 9 | \$ 35.78 | \$ 6,201 | \$ 74,413 |
| Utilities Crew Chief | 25G | 1 | \$ 34.05 | \$ 5,901 | \$ 70,817 |
| Utilities Crew Chief | 25G | 2 | \$ 35.76 | \$ 6,199 | \$ 74,391 |
| Utilities Crew Chief | 25G | 3 | \$ 37.53 | \$ 6,506 | \$ 78,070 |
| Utilities Crew Chief | 25G | 4 | \$ 39.39 | \$ 6,828 | \$ 81,933 |
| Utilities Crew Chief | 25G | 5 | \$ 41.40 | \$ 7,176 | \$ 86,111 |
| Utilities Crew Chief | 25G | 6 | \$ 43.47 | \$ 7,535 | \$ 90,420 |
| Utilities Crew Chief | 25G | 7 | \$ 45.67 | \$ 7,916 | \$ 94,992 |
| Utilities Crew Chief | 25G | 8 | \$ 47.94 | \$ 8,310 | \$ 99,722 |
| Utilities Crew Chief | 25G | 9 | \$ 50.34 | \$ 8,726 | \$ 104,708 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 | HOURLY RATE | MONTHLY SALARY | ANNUAL SALARY |
|-------------------------------------|--------------|-------------|--------------------|-----------------------|----------------------|
| Utilities Scada Coordinator | 03 | 1 | \$ 36.51 | \$ 6,328 | \$ 75,942 |
| Utilities Scada Coordinator | 03 | 2 | \$ 38.34 | \$ 6,646 | \$ 79,752 |
| Utilities Scada Coordinator | 03 | 3 | \$ 40.26 | \$ 6,979 | \$ 83,746 |
| Utilities Scada Coordinator | 03 | 4 | \$ 42.25 | \$ 7,323 | \$ 87,871 |
| Utilities Scada Coordinator | 03 | 5 | \$ 44.41 | \$ 7,697 | \$ 92,365 |
| Utilities Scada Coordinator | 03 | 6 | \$ 46.60 | \$ 8,078 | \$ 96,937 |
| Utilities Scada Coordinator | 03 | 7 | \$ 48.95 | \$ 8,485 | \$ 101,825 |
| Utilities Scada Coordinator | 03 | 8 | \$ 51.39 | \$ 8,908 | \$ 106,896 |
| Utilities Scada Coordinator | 03 | 9 | \$ 53.96 | \$ 9,353 | \$ 112,241 |
| Utilities Specialist | 60 | 1 | \$ 28.22 | \$ 4,892 | \$ 58,703 |
| Utilities Specialist | 60 | 2 | \$ 29.65 | \$ 5,139 | \$ 61,673 |
| Utilities Specialist | 60 | 3 | \$ 31.12 | \$ 5,393 | \$ 64,721 |
| Utilities Specialist | 60 | 4 | \$ 32.67 | \$ 5,663 | \$ 67,953 |
| Utilities Specialist | 60 | 5 | \$ 34.29 | \$ 5,943 | \$ 71,317 |
| Utilities Specialist | 60 | 6 | \$ 36.06 | \$ 6,250 | \$ 74,996 |
| Utilities Specialist | 60 | 7 | \$ 37.82 | \$ 6,556 | \$ 78,674 |
| Utilities Specialist | 60 | 8 | \$ 39.72 | \$ 6,885 | \$ 82,616 |
| Utilities Specialist | 60 | 9 | \$ 41.71 | \$ 7,229 | \$ 86,747 |
| Utilities Specialist, Senior | 01 | 1 | \$ 30.33 | \$ 5,258 | \$ 63,092 |
| Utilities Specialist, Senior | 01 | 2 | \$ 31.86 | \$ 5,523 | \$ 66,271 |
| Utilities Specialist, Senior | 01 | 3 | \$ 33.45 | \$ 5,799 | \$ 69,582 |
| Utilities Specialist, Senior | 01 | 4 | \$ 35.12 | \$ 6,088 | \$ 73,051 |
| Utilities Specialist, Senior | 01 | 5 | \$ 36.89 | \$ 6,394 | \$ 76,730 |
| Utilities Specialist, Senior | 01 | 6 | \$ 38.73 | \$ 6,714 | \$ 80,566 |
| Utilities Specialist, Senior | 01 | 7 | \$ 40.67 | \$ 7,049 | \$ 84,586 |
| Utilities Specialist, Senior | 01 | 8 | \$ 42.69 | \$ 7,399 | \$ 88,791 |
| Utilities Specialist, Senior | 01 | 9 | \$ 44.82 | \$ 7,769 | \$ 93,231 |
| Utilities Supervisor | 55 | 1 | \$ 39.39 | \$ 6,828 | \$ 81,933 |
| Utilities Supervisor | 55 | 2 | \$ 41.40 | \$ 7,176 | \$ 86,111 |
| Utilities Supervisor | 55 | 3 | \$ 43.47 | \$ 7,535 | \$ 90,420 |
| Utilities Supervisor | 55 | 4 | \$ 45.66 | \$ 7,914 | \$ 94,966 |
| Utilities Supervisor | 55 | 5 | \$ 47.94 | \$ 8,310 | \$ 99,722 |
| Utilities Supervisor | 55 | 6 | \$ 50.32 | \$ 8,722 | \$ 104,663 |
| Utilities Supervisor | 55 | 7 | \$ 52.81 | \$ 9,153 | \$ 109,839 |
| Utilities Supervisor | 55 | 8 | \$ 55.47 | \$ 9,615 | \$ 115,384 |
| Utilities Supervisor | 55 | 9 | \$ 58.25 | \$ 10,096 | \$ 121,153 |

EXHIBIT C: Side Letter of Agreement Between the City and League

The City of Newport Beach
 Newport Beach Employees League 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 | HOURLY RATE | MONTHLY SALARY | ANNUAL SALARY |
|------------------------------------|--------------|-------------|--------------------|-----------------------|----------------------|
| Water Production Operator | 26 | 1 | \$ 35.76 | \$ 6,199 | \$ 74,391 |
| Water Production Operator | 26 | 2 | \$ 37.53 | \$ 6,506 | \$ 78,070 |
| Water Production Operator | 26 | 3 | \$ 39.39 | \$ 6,828 | \$ 81,933 |
| Water Production Operator | 26 | 4 | \$ 41.40 | \$ 7,176 | \$ 86,111 |
| Water Production Operator | 26 | 5 | \$ 43.47 | \$ 7,535 | \$ 90,420 |
| Water Production Operator | 26 | 6 | \$ 45.66 | \$ 7,914 | \$ 94,966 |
| Water Production Operator | 26 | 7 | \$ 47.94 | \$ 8,310 | \$ 99,722 |
| Water Production Operator | 26 | 8 | \$ 50.32 | \$ 8,722 | \$ 104,663 |
| Water Production Operator | 26 | 9 | \$ 52.83 | \$ 9,158 | \$ 109,896 |
| Water Production Supervisor | 65B | 1 | \$ 41.40 | \$ 7,176 | \$ 86,111 |
| Water Production Supervisor | 65B | 2 | \$ 43.47 | \$ 7,535 | \$ 90,420 |
| Water Production Supervisor | 65B | 3 | \$ 45.66 | \$ 7,914 | \$ 94,966 |
| Water Production Supervisor | 65B | 4 | \$ 47.94 | \$ 8,310 | \$ 99,722 |
| Water Production Supervisor | 65B | 5 | \$ 50.32 | \$ 8,722 | \$ 104,663 |
| Water Production Supervisor | 65B | 6 | \$ 52.81 | \$ 9,153 | \$ 109,839 |
| Water Production Supervisor | 65B | 7 | \$ 55.47 | \$ 9,615 | \$ 115,384 |
| Water Production Supervisor | 65B | 8 | \$ 58.25 | \$ 10,097 | \$ 121,165 |
| Water Production Supervisor | 65B | 9 | \$ 61.16 | \$ 10,602 | \$ 127,223 |
| Water Quality Coordinator | 55B | 1 | \$ 39.39 | \$ 6,828 | \$ 81,933 |
| Water Quality Coordinator | 55B | 2 | \$ 41.40 | \$ 7,176 | \$ 86,111 |
| Water Quality Coordinator | 55B | 3 | \$ 43.47 | \$ 7,535 | \$ 90,420 |
| Water Quality Coordinator | 55B | 4 | \$ 45.66 | \$ 7,914 | \$ 94,966 |
| Water Quality Coordinator | 55B | 5 | \$ 47.94 | \$ 8,310 | \$ 99,722 |
| Water Quality Coordinator | 55B | 6 | \$ 50.32 | \$ 8,722 | \$ 104,663 |
| Water Quality Coordinator | 55B | 7 | \$ 52.81 | \$ 9,153 | \$ 109,839 |
| Water Quality Coordinator | 55B | 8 | \$ 55.47 | \$ 9,615 | \$ 115,384 |
| Water Quality Coordinator | 55B | 9 | \$ 58.25 | \$ 10,096 | \$ 121,153 |

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.