

**SIDE LETTER OF AGREEMENT  
BETWEEN  
CITY OF NEWPORT BEACH  
AND  
THE NEWPORT BEACH LIFEGUARD MANAGEMENT ASSOCIATION**

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

**WHEREAS**, on May 10, 2022, the City Council adopted Resolution No. 2022-28 approving a Memorandum of Understanding ("MOU") between the Parties with a term of January 1, 2022, through December 31, 2025;

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

**WHEREAS**, on March, 1, 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.

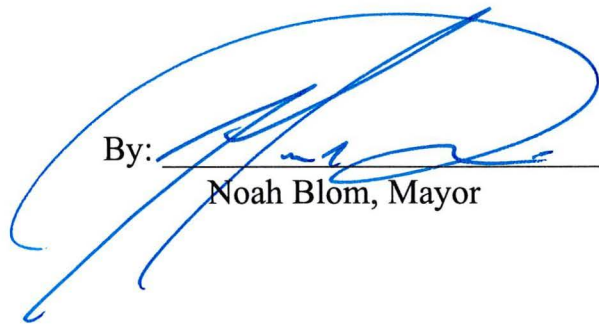
2. Exhibit "A" of the MOU is replaced in its entirety with Exhibit A to this Agreement, which is attached hereto and incorporated herein by this reference.
3. Except as expressly modified herein, all other provisions, terms, and covenants set forth in the MOU shall remain unchanged and shall be in full force and effect.

Executed this 11 day of APRIL, 2023.

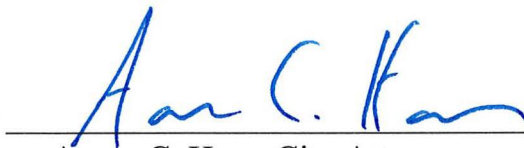
FOR THE NEWPORT BEACH LIFEGUARD MANAGEMENT ASSOCIATION:

By:   
Gary Conwell, President

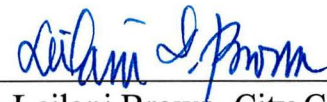
FOR THE CITY OF NEWPORT BEACH:

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 I: Side Letter of Agreement Between the City and NBLMA

The City of Newport Beach  
 Lifeguard Management 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>
Lifeguard Battalion Chief	16	1	\$ 48.68	\$ 8,439	\$ 101,265
Lifeguard Battalion Chief	16	2	\$ 51.10	\$ 8,857	\$ 106,283
Lifeguard Battalion Chief	16	3	\$ 53.65	\$ 9,300	\$ 111,601
Lifeguard Battalion Chief	16	4	\$ 56.32	\$ 9,762	\$ 117,148
Lifeguard Battalion Chief	16	5	\$ 59.15	\$ 10,253	\$ 123,041
Lifeguard Battalion Chief	16	6	\$ 62.08	\$ 10,760	\$ 129,119
Lifeguard Battalion Chief	16	7	\$ 65.19	\$ 11,299	\$ 135,587
Lifeguard Battalion Chief	16	8	\$ 68.44	\$ 11,863	\$ 142,355
<b>Lifeguard Battalion Chief</b>	<b>16</b>	<b>9</b>	<b>\$ 71.86</b>	<b>\$ 12,456</b>	<b>\$ 149,473</b>
Lifeguard Captain	11	1	\$ 38.66	\$ 6,701	\$ 80,409
Lifeguard Captain	11	2	\$ 40.58	\$ 7,035	\$ 84,414
Lifeguard Captain	11	3	\$ 42.62	\$ 7,387	\$ 88,650
Lifeguard Captain	11	4	\$ 44.75	\$ 7,756	\$ 93,070
Lifeguard Captain	11	5	\$ 47.00	\$ 8,147	\$ 97,766
Lifeguard Captain	11	6	\$ 49.37	\$ 8,558	\$ 102,692
Lifeguard Captain	11	7	\$ 51.84	\$ 8,985	\$ 107,825
Lifeguard Captain	11	8	\$ 54.44	\$ 9,436	\$ 113,235
<b>Lifeguard Captain</b>	<b>11</b>	<b>9</b>	<b>\$ 57.16</b>	<b>\$ 9,908</b>	<b>\$ 118,897</b>
Lifeguard Captain, Training	03	1	\$ 41.55	\$ 7,201	\$ 86,417
Lifeguard Captain, Training	03	2	\$ 43.63	\$ 7,562	\$ 90,745
Lifeguard Captain, Training	03	3	\$ 45.81	\$ 7,940	\$ 95,279
Lifeguard Captain, Training	03	4	\$ 48.09	\$ 8,335	\$ 100,021
Lifeguard Captain, Training	03	5	\$ 50.50	\$ 8,753	\$ 105,040
Lifeguard Captain, Training	03	6	\$ 53.01	\$ 9,189	\$ 110,265
Lifeguard Captain, Training	03	7	\$ 55.69	\$ 9,653	\$ 115,837
Lifeguard Captain, Training	03	8	\$ 58.47	\$ 10,135	\$ 121,614
<b>Lifeguard Captain, Training</b>	<b>03</b>	<b>9</b>	<b>\$ 61.39</b>	<b>\$ 10,641</b>	<b>\$ 127,695</b>
Lifeguard Officer P/T	01	1	\$ 28.78	\$ 4,988	\$ 59,852
Lifeguard Officer P/T	01	2	\$ 30.21	\$ 5,237	\$ 62,845
Lifeguard Officer P/T	01	3	\$ 31.72	\$ 5,498	\$ 65,975
Lifeguard Officer P/T	01	4	\$ 33.31	\$ 5,774	\$ 69,290
Lifeguard Officer P/T	01	5	\$ 34.97	\$ 6,062	\$ 72,743
Lifeguard Officer P/T	01	6	\$ 36.72	\$ 6,365	\$ 76,380
Lifeguard Officer P/T	01	7	\$ 38.56	\$ 6,683	\$ 80,201
Lifeguard Officer P/T	01	8	\$ 40.50	\$ 7,019	\$ 84,230
<b>Lifeguard Officer P/T</b>	<b>01</b>	<b>9</b>	<b>\$ 42.52</b>	<b>\$ 7,370</b>	<b>\$ 88,441</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.

EXHIBIT I: Side Letter of Agreement Between the City and NBLMA

The City of Newport Beach  
 Lifeguard Management 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	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Lifeguard Battalion Chief	16	1	\$ 50.15	\$ 8,692	\$ 104,303
Lifeguard Battalion Chief	16	2	\$ 52.63	\$ 9,123	\$ 109,471
Lifeguard Battalion Chief	16	3	\$ 55.26	\$ 9,579	\$ 114,949
Lifeguard Battalion Chief	16	4	\$ 58.01	\$ 10,055	\$ 120,663
Lifeguard Battalion Chief	16	5	\$ 60.93	\$ 10,561	\$ 126,733
Lifeguard Battalion Chief	16	6	\$ 63.94	\$ 11,083	\$ 132,992
Lifeguard Battalion Chief	16	7	\$ 67.14	\$ 11,638	\$ 139,655
Lifeguard Battalion Chief	16	8	\$ 70.49	\$ 12,219	\$ 146,626
<b>Lifeguard Battalion Chief</b>	<b>16</b>	<b>9</b>	<b>\$ 74.02</b>	<b>\$ 12,830</b>	<b>\$ 153,957</b>
Lifeguard Captain	11	1	\$ 39.82	\$ 6,902	\$ 82,821
Lifeguard Captain	11	2	\$ 41.80	\$ 7,246	\$ 86,947
Lifeguard Captain	11	3	\$ 43.90	\$ 7,609	\$ 91,309
Lifeguard Captain	11	4	\$ 46.09	\$ 7,988	\$ 95,862
Lifeguard Captain	11	5	\$ 48.41	\$ 8,392	\$ 100,699
Lifeguard Captain	11	6	\$ 50.85	\$ 8,814	\$ 105,773
Lifeguard Captain	11	7	\$ 53.39	\$ 9,255	\$ 111,060
Lifeguard Captain	11	8	\$ 56.07	\$ 9,719	\$ 116,632
<b>Lifeguard Captain</b>	<b>11</b>	<b>9</b>	<b>\$ 58.88</b>	<b>\$ 10,205</b>	<b>\$ 122,464</b>
Lifeguard Captain, Training	03	1	\$ 42.79	\$ 7,417	\$ 89,009
Lifeguard Captain, Training	03	2	\$ 44.94	\$ 7,789	\$ 93,467
Lifeguard Captain, Training	03	3	\$ 47.18	\$ 8,178	\$ 98,138
Lifeguard Captain, Training	03	4	\$ 49.53	\$ 8,585	\$ 103,022
Lifeguard Captain, Training	03	5	\$ 52.02	\$ 9,016	\$ 108,191
Lifeguard Captain, Training	03	6	\$ 54.60	\$ 9,464	\$ 113,573
Lifeguard Captain, Training	03	7	\$ 57.36	\$ 9,943	\$ 119,312
Lifeguard Captain, Training	03	8	\$ 60.22	\$ 10,439	\$ 125,263
<b>Lifeguard Captain, Training</b>	<b>03</b>	<b>9</b>	<b>\$ 63.23</b>	<b>\$ 10,960</b>	<b>\$ 131,526</b>
Lifeguard Officer P/T	01	1	\$ 29.64	\$ 5,137	\$ 61,648
Lifeguard Officer P/T	01	2	\$ 31.12	\$ 5,394	\$ 64,730
Lifeguard Officer P/T	01	3	\$ 32.67	\$ 5,663	\$ 67,955
Lifeguard Officer P/T	01	4	\$ 34.31	\$ 5,947	\$ 71,369
Lifeguard Officer P/T	01	5	\$ 36.02	\$ 6,244	\$ 74,925
Lifeguard Officer P/T	01	6	\$ 37.82	\$ 6,556	\$ 78,672
Lifeguard Officer P/T	01	7	\$ 39.72	\$ 6,884	\$ 82,608
Lifeguard Officer P/T	01	8	\$ 41.71	\$ 7,230	\$ 86,757
<b>Lifeguard Officer P/T</b>	<b>01</b>	<b>9</b>	<b>\$ 43.80</b>	<b>\$ 7,591</b>	<b>\$ 91,095</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.

EXHIBIT I: Side Letter of Agreement Between the City and NBLMA

The City of Newport Beach  
 Lifeguard Management 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	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Lifeguard Battalion Chief	16	1	\$ 51.65	\$ 8,953	\$ 107,432
Lifeguard Battalion Chief	16	2	\$ 54.21	\$ 9,396	\$ 112,756
Lifeguard Battalion Chief	16	3	\$ 56.92	\$ 9,866	\$ 118,397
Lifeguard Battalion Chief	16	4	\$ 59.75	\$ 10,357	\$ 124,283
Lifeguard Battalion Chief	16	5	\$ 62.76	\$ 10,878	\$ 130,535
Lifeguard Battalion Chief	16	6	\$ 65.86	\$ 11,415	\$ 136,982
Lifeguard Battalion Chief	16	7	\$ 69.16	\$ 11,987	\$ 143,845
Lifeguard Battalion Chief	16	8	\$ 72.61	\$ 12,585	\$ 151,025
<b>Lifeguard Battalion Chief</b>	<b>16</b>	<b>9</b>	<b>\$ 76.24</b>	<b>\$ 13,215</b>	<b>\$ 158,576</b>
Lifeguard Captain	11	1	\$ 41.01	\$ 7,109	\$ 85,306
Lifeguard Captain	11	2	\$ 43.06	\$ 7,463	\$ 89,555
Lifeguard Captain	11	3	\$ 45.22	\$ 7,837	\$ 94,048
Lifeguard Captain	11	4	\$ 47.47	\$ 8,228	\$ 98,738
Lifeguard Captain	11	5	\$ 49.87	\$ 8,643	\$ 103,720
Lifeguard Captain	11	6	\$ 52.38	\$ 9,079	\$ 108,946
Lifeguard Captain	11	7	\$ 55.00	\$ 9,533	\$ 114,392
Lifeguard Captain	11	8	\$ 57.76	\$ 10,011	\$ 120,131
<b>Lifeguard Captain</b>	<b>11</b>	<b>9</b>	<b>\$ 60.64</b>	<b>\$ 10,511</b>	<b>\$ 126,138</b>
Lifeguard Captain, Training	03	1	\$ 44.08	\$ 7,640	\$ 91,679
Lifeguard Captain, Training	03	2	\$ 46.28	\$ 8,023	\$ 96,271
Lifeguard Captain, Training	03	3	\$ 48.60	\$ 8,423	\$ 101,082
Lifeguard Captain, Training	03	4	\$ 51.02	\$ 8,843	\$ 106,113
Lifeguard Captain, Training	03	5	\$ 53.58	\$ 9,286	\$ 111,437
Lifeguard Captain, Training	03	6	\$ 56.24	\$ 9,748	\$ 116,981
Lifeguard Captain, Training	03	7	\$ 59.08	\$ 10,241	\$ 122,891
Lifeguard Captain, Training	03	8	\$ 62.03	\$ 10,752	\$ 129,021
<b>Lifeguard Captain, Training</b>	<b>03</b>	<b>9</b>	<b>\$ 65.13</b>	<b>\$ 11,289</b>	<b>\$ 135,472</b>
Lifeguard Officer P/T	01	1	\$ 30.53	\$ 5,291	\$ 63,497
Lifeguard Officer P/T	01	2	\$ 32.05	\$ 5,556	\$ 66,672
Lifeguard Officer P/T	01	3	\$ 33.65	\$ 5,833	\$ 69,993
Lifeguard Officer P/T	01	4	\$ 35.34	\$ 6,126	\$ 73,510
Lifeguard Officer P/T	01	5	\$ 37.10	\$ 6,431	\$ 77,173
Lifeguard Officer P/T	01	6	\$ 38.96	\$ 6,753	\$ 81,032
Lifeguard Officer P/T	01	7	\$ 40.91	\$ 7,090	\$ 85,086
Lifeguard Officer P/T	01	8	\$ 42.96	\$ 7,447	\$ 89,359
<b>Lifeguard Officer P/T</b>	<b>01</b>	<b>9</b>	<b>\$ 45.11</b>	<b>\$ 7,819</b>	<b>\$ 93,827</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.