

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

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

**WHEREAS**, on December 14, 2021, the City Council adopted Resolution No. 2021-129 approving a Memorandum of Understanding ("MOU") between the Parties with a term of July 1, 2021, through November 30, 2025;

**WHEREAS**, given increases in the Cost-of-Living and to aid in the recruitment and retention of valuable employees, the Parties wish to modify the MOU;

**WHEREAS**, on MARCH 2<sup>ND</sup>, 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. The Table of Contents for the MOU shall be amended, in part, to modify Section 2 Compensation, Subpart B, which currently reads “B. Salary Schedule for Classification of Police Officer” to read as follows:

B. Salary Schedule Adjustments

2. Section 2, Compensation, Subsection B, Salary Schedule for the Classification of Police Officer, of the MOU shall be amended to read as follows:

B. Salary Schedule Adjustments

1. Police Officer Classification

Effective the pay period that includes July 1, 2023, the salary schedule for the classification of Police Officer will be expanded from eleven (11) steps to twelve (12) steps and the following will be implemented:

1. Police Officers are eligible to move between Steps 2-10 annually.
2. Police Officers are eligible to move from Step 10 to 11 after being at Step 10 with the City of Newport Beach for three (3) years.
3. Police Officers are eligible to move from Step 11 to 12 after being at Step 11 with the City of Newport Beach for five (5) years.

For Police Officers who have been at Steps 9, 10 or 11 for less than 12 months, as of June 30, 2023, under the MOU in effect prior to entry into this Agreement: No change in step.

These Police Officers are eligible to advance to the next step after completing 12 months at their current step. They will advance through the steps as noted above.

For Police Officers who have been at Steps 9, 10 or 11 for 12 months or more as of June 30, 2023, under the MOU in effect prior to entry into this Agreement, the following shall apply:

Police Officers who have been at Step 9 for more than 12 months as of June 30, 2023, will advance to Step 10 in the pay period that includes July 1, 2023. Their next eligible date to advance to Step 11 will be one year after the end of their three-year waiting period.

Police Officers who have been at Step 10 for more than 12 months as of June 30, 2023, will advance to Step 11 in the pay period that include July 1, 2023. Their next eligible date to advance to Step 12 will be one year after the end of their five-year waiting period.

Police Officers who have been at Step 11 for more than 12 months as of July 30, 2023, will advance to Step 12 in the pay period that includes July 1, 2023.

*Example: Last Step Increase November 2021:*

*A Police Officer at Step 9 will advance to Step 10 in the pay period that includes July 1, 2023, and will be eligible to move to step 11 in November 2025.*

*A Police Officer at Step 10 will advance to Step 11 in the pay period that includes July 1, 2023 and will be eligible to move to Step 12 in November 2027.*

*A Police Officer at Step 11 will advance to Step 12 in the pay period that includes July 1, 2023. Top step.*

The Parties agree that Step 1 is not being eliminated and Step 12 is the new top step.

## 2. Non-Sworn Classifications

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 non-sworn represented positions, which shall be five percent (5%) more than the current top step (“Current Top Step”). The Parties acknowledge and agree: (1) that the first step for all non-sworn represented positions currently in effect is not being eliminated, and (2) there will be no adjustment to the Police Recruit salary step.

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


Non-Sworn 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.

3. Exhibit B of the MOU is replaced in its entirety with Exhibit B to this Agreement, which is attached hereto and incorporated herein by this reference.
4. 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.

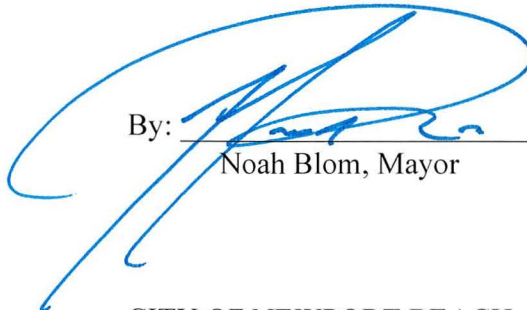
**Signatures on the next page**

Executed this 11 day of APRIL, 2023.

FOR THE NEWPORT BEACH POLICE ASSOCIATION:

By:   
Mark Fasano, 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 B – Salary Schedule

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

**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> |
|--|--------------|-------------|--------------------|-----------------------|----------------------|
| Police Animal Control Officer                | 52           | 1           | \$ 28.91           | \$ 5,010              | \$ 60,124            |
| Police Animal Control Officer                | 52           | 2           | \$ 30.35           | \$ 5,260              | \$ 63,125            |
| Police Animal Control Officer                | 52           | 3           | \$ 31.88           | \$ 5,526              | \$ 66,309            |
| Police Animal Control Officer                | 52           | 4           | \$ 33.46           | \$ 5,801              | \$ 69,606            |
| Police Animal Control Officer                | 52           | 5           | \$ 35.15           | \$ 6,092              | \$ 73,108            |
| Police Animal Control Officer                | 52           | 6           | \$ 36.91           | \$ 6,397              | \$ 76,769            |
| Police Animal Control Officer                | 52           | 7           | \$ 38.76           | \$ 6,718              | \$ 80,612            |
| Police Animal Control Officer                | 52           | 8           | \$ 40.69           | \$ 7,053              | \$ 84,638            |
| <b>Police Animal Control Officer</b>         | <b>52</b>    | <b>9</b>    | <b>\$ 42.73</b>    | <b>\$ 7,406</b>       | <b>\$ 88,869</b>     |
| Police Animal Control Officer, Senior        | 90           | 1           | \$ 33.32           | \$ 5,776              | \$ 69,311            |
| Police Animal Control Officer, Senior        | 90           | 2           | \$ 35.03           | \$ 6,071              | \$ 72,858            |
| Police Animal Control Officer, Senior        | 90           | 3           | \$ 36.77           | \$ 6,373              | \$ 76,474            |
| Police Animal Control Officer, Senior        | 90           | 4           | \$ 38.60           | \$ 6,691              | \$ 80,294            |
| Police Animal Control Officer, Senior        | 90           | 5           | \$ 40.52           | \$ 7,023              | \$ 84,273            |
| Police Animal Control Officer, Senior        | 90           | 6           | \$ 42.56           | \$ 7,377              | \$ 88,526            |
| Police Animal Control Officer, Senior        | 90           | 7           | \$ 44.68           | \$ 7,745              | \$ 92,937            |
| Police Animal Control Officer, Senior        | 90           | 8           | \$ 46.92           | \$ 8,133              | \$ 97,599            |
| <b>Police Animal Control Officer, Senior</b> | <b>90</b>    | <b>9</b>    | <b>\$ 49.27</b>    | <b>\$ 8,540</b>       | <b>\$ 102,479</b>    |
| Police Civilian Custody Supervisor           | 15B          | 1           | \$ 38.65           | \$ 6,699              | \$ 80,385            |
| Police Civilian Custody Supervisor           | 15B          | 2           | \$ 40.58           | \$ 7,034              | \$ 84,410            |
| Police Civilian Custody Supervisor           | 15B          | 3           | \$ 42.60           | \$ 7,385              | \$ 88,617            |
| Police Civilian Custody Supervisor           | 15B          | 4           | \$ 44.73           | \$ 7,752              | \$ 93,029            |
| Police Civilian Custody Supervisor           | 15B          | 5           | \$ 46.99           | \$ 8,145              | \$ 97,735            |
| Police Civilian Custody Supervisor           | 15B          | 6           | \$ 49.33           | \$ 8,550              | \$ 102,602           |
| Police Civilian Custody Supervisor           | 15B          | 7           | \$ 51.80           | \$ 8,978              | \$ 107,741           |
| Police Civilian Custody Supervisor           | 15B          | 8           | \$ 54.38           | \$ 9,426              | \$ 113,108           |
| <b>Police Civilian Custody Supervisor</b>    | <b>15B</b>   | <b>9</b>    | <b>\$ 57.10</b>    | <b>\$ 9,897</b>       | <b>\$ 118,763</b>    |
| Police Civilian Investigator                 | 43A          | 1           | \$ 30.57           | \$ 5,298              | \$ 63,580            |
| Police Civilian Investigator                 | 43A          | 2           | \$ 32.11           | \$ 5,566              | \$ 66,786            |
| Police Civilian Investigator                 | 43A          | 3           | \$ 33.72           | \$ 5,844              | \$ 70,129            |
| Police Civilian Investigator                 | 43A          | 4           | \$ 35.39           | \$ 6,134              | \$ 73,609            |
| Police Civilian Investigator                 | 43A          | 5           | \$ 37.16           | \$ 6,441              | \$ 77,292            |
| Police Civilian Investigator                 | 43A          | 6           | \$ 39.02           | \$ 6,763              | \$ 81,158            |
| Police Civilian Investigator                 | 43A          | 7           | \$ 40.95           | \$ 7,099              | \$ 85,183            |
| Police Civilian Investigator                 | 43A          | 8           | \$ 43.02           | \$ 7,457              | \$ 89,481            |
| <b>Police Civilian Investigator</b>          | <b>43A</b>   | <b>9</b>    | <b>\$ 45.17</b>    | <b>\$ 7,830</b>       | <b>\$ 93,955</b>     |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

**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> |
|--|--------------|-------------|--------------------|-----------------------|----------------------|
| Police Civilian Supervisor                       | 15           | 1           | \$ 38.65           | \$ 6,699              | \$ 80,385            |
| Police Civilian Supervisor                       | 15           | 2           | \$ 40.58           | \$ 7,034              | \$ 84,410            |
| Police Civilian Supervisor                       | 15           | 3           | \$ 42.60           | \$ 7,385              | \$ 88,617            |
| Police Civilian Supervisor                       | 15           | 4           | \$ 44.73           | \$ 7,752              | \$ 93,029            |
| Police Civilian Supervisor                       | 15           | 5           | \$ 46.99           | \$ 8,145              | \$ 97,735            |
| Police Civilian Supervisor                       | 15           | 6           | \$ 49.33           | \$ 8,550              | \$ 102,602           |
| Police Civilian Supervisor                       | 15           | 7           | \$ 51.80           | \$ 8,978              | \$ 107,741           |
| Police Civilian Supervisor                       | 15           | 8           | \$ 54.38           | \$ 9,426              | \$ 113,108           |
| <b>Police Civilian Supervisor</b>                | <b>15</b>    | <b>9</b>    | <b>\$ 57.10</b>    | <b>\$ 9,897</b>       | <b>\$ 118,763</b>    |
| Police Community Services Officer                | 05           | 1           | \$ 23.21           | \$ 4,023              | \$ 48,277            |
| Police Community Services Officer                | 05           | 2           | \$ 24.35           | \$ 4,220              | \$ 50,642            |
| Police Community Services Officer                | 05           | 3           | \$ 25.58           | \$ 4,434              | \$ 53,211            |
| Police Community Services Officer                | 05           | 4           | \$ 26.86           | \$ 4,656              | \$ 55,872            |
| Police Community Services Officer                | 05           | 5           | \$ 28.18           | \$ 4,885              | \$ 58,623            |
| Police Community Services Officer                | 05           | 6           | \$ 29.61           | \$ 5,132              | \$ 61,579            |
| Police Community Services Officer                | 05           | 7           | \$ 31.09           | \$ 5,389              | \$ 64,672            |
| Police Community Services Officer                | 05           | 8           | \$ 32.62           | \$ 5,655              | \$ 67,855            |
| Police Community Services Officer                | 05           | 9           | \$ 34.26           | \$ 5,939              | \$ 71,266            |
| Police Community Services Officer                | 05           | 10          | \$ 36.00           | \$ 6,240              | \$ 74,882            |
| <b>Police Community Services Officer</b>         | <b>05</b>    | <b>11</b>   | <b>\$ 37.80</b>    | <b>\$ 6,552</b>       | <b>\$ 78,626</b>     |
| Police Community Services Officer, Senior        | 40           | 1           | \$ 29.59           | \$ 5,130              | \$ 61,554            |
| Police Community Services Officer, Senior        | 40           | 2           | \$ 31.07           | \$ 5,386              | \$ 64,632            |
| Police Community Services Officer, Senior        | 40           | 3           | \$ 32.63           | \$ 5,655              | \$ 67,863            |
| Police Community Services Officer, Senior        | 40           | 4           | \$ 34.26           | \$ 5,938              | \$ 71,257            |
| Police Community Services Officer, Senior        | 40           | 5           | \$ 35.97           | \$ 6,235              | \$ 74,819            |
| Police Community Services Officer, Senior        | 40           | 6           | \$ 37.77           | \$ 6,547              | \$ 78,561            |
| Police Community Services Officer, Senior        | 40           | 7           | \$ 39.66           | \$ 6,874              | \$ 82,488            |
| Police Community Services Officer, Senior        | 40           | 8           | \$ 41.64           | \$ 7,218              | \$ 86,613            |
| <b>Police Community Services Officer, Senior</b> | <b>40</b>    | <b>9</b>    | <b>\$ 43.72</b>    | <b>\$ 7,579</b>       | <b>\$ 90,944</b>     |
| Police Computer Systems Manager                  | 25           | 1           | \$ 54.73           | \$ 9,486              | \$ 113,835           |
| Police Computer Systems Manager                  | 25           | 2           | \$ 57.47           | \$ 9,962              | \$ 119,543           |
| Police Computer Systems Manager                  | 25           | 3           | \$ 60.34           | \$ 10,458             | \$ 125,501           |
| Police Computer Systems Manager                  | 25           | 4           | \$ 63.37           | \$ 10,983             | \$ 131,800           |
| Police Computer Systems Manager                  | 25           | 5           | \$ 66.50           | \$ 11,527             | \$ 138,326           |
| Police Computer Systems Manager                  | 25           | 6           | \$ 69.86           | \$ 12,109             | \$ 145,307           |
| Police Computer Systems Manager                  | 25           | 7           | \$ 73.35           | \$ 12,713             | \$ 152,561           |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

**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> |
|---|--------------|-------------|--------------------|-----------------------|----------------------|
| Police Computer Systems Manager           | 25           | 8           | \$ 77.00           | \$ 13,346             | \$ 160,156           |
| <b>Police Computer Systems Manager</b>    | <b>25</b>    | <b>9</b>    | <b>\$ 80.85</b>    | <b>\$ 14,014</b>      | <b>\$ 168,164</b>    |
| Police Crime Analyst, Senior              | 87           | 1           | \$ 33.32           | \$ 5,776              | \$ 69,311            |
| Police Crime Analyst, Senior              | 87           | 2           | \$ 35.03           | \$ 6,071              | \$ 72,858            |
| Police Crime Analyst, Senior              | 87           | 3           | \$ 36.77           | \$ 6,373              | \$ 76,474            |
| Police Crime Analyst, Senior              | 87           | 4           | \$ 38.60           | \$ 6,691              | \$ 80,294            |
| Police Crime Analyst, Senior              | 87           | 5           | \$ 40.52           | \$ 7,023              | \$ 84,273            |
| Police Crime Analyst, Senior              | 87           | 6           | \$ 42.56           | \$ 7,377              | \$ 88,526            |
| Police Crime Analyst, Senior              | 87           | 7           | \$ 44.68           | \$ 7,745              | \$ 92,937            |
| Police Crime Analyst, Senior              | 87           | 8           | \$ 46.92           | \$ 8,133              | \$ 97,599            |
| <b>Police Crime Analyst, Senior</b>       | <b>87</b>    | <b>9</b>    | <b>\$ 49.27</b>    | <b>\$ 8,540</b>       | <b>\$ 102,479</b>    |
| Police Crime Prevention Specialist        | 21           | 1           | \$ 31.64           | \$ 5,484              | \$ 65,809            |
| Police Crime Prevention Specialist        | 21           | 2           | \$ 33.24           | \$ 5,761              | \$ 69,129            |
| Police Crime Prevention Specialist        | 21           | 3           | \$ 34.89           | \$ 6,047              | \$ 72,563            |
| Police Crime Prevention Specialist        | 21           | 4           | \$ 36.65           | \$ 6,352              | \$ 76,223            |
| Police Crime Prevention Specialist        | 21           | 5           | \$ 38.48           | \$ 6,670              | \$ 80,044            |
| Police Crime Prevention Specialist        | 21           | 6           | \$ 40.41           | \$ 7,004              | \$ 84,046            |
| Police Crime Prevention Specialist        | 21           | 7           | \$ 42.41           | \$ 7,351              | \$ 88,207            |
| Police Crime Prevention Specialist        | 21           | 8           | \$ 44.55           | \$ 7,722              | \$ 92,665            |
| <b>Police Crime Prevention Specialist</b> | <b>21</b>    | <b>9</b>    | <b>\$ 46.78</b>    | <b>\$ 8,108</b>       | <b>\$ 97,298</b>     |
| Police Crime Scene Investigator           | 43           | 1           | \$ 30.57           | \$ 5,298              | \$ 63,580            |
| Police Crime Scene Investigator           | 43           | 2           | \$ 32.11           | \$ 5,566              | \$ 66,786            |
| Police Crime Scene Investigator           | 43           | 3           | \$ 33.72           | \$ 5,844              | \$ 70,129            |
| Police Crime Scene Investigator           | 43           | 4           | \$ 35.39           | \$ 6,134              | \$ 73,609            |
| Police Crime Scene Investigator           | 43           | 5           | \$ 37.16           | \$ 6,441              | \$ 77,292            |
| Police Crime Scene Investigator           | 43           | 6           | \$ 39.02           | \$ 6,763              | \$ 81,158            |
| Police Crime Scene Investigator           | 43           | 7           | \$ 40.95           | \$ 7,099              | \$ 85,183            |
| Police Crime Scene Investigator           | 43           | 8           | \$ 43.02           | \$ 7,457              | \$ 89,481            |
| <b>Police Crime Scene Investigator</b>    | <b>43</b>    | <b>9</b>    | <b>\$ 45.17</b>    | <b>\$ 7,830</b>       | <b>\$ 93,955</b>     |
| Police Crime Scene Investigator, Senior   | 86           | 1           | \$ 33.06           | \$ 5,730              | \$ 68,765            |
| Police Crime Scene Investigator, Senior   | 86           | 2           | \$ 34.71           | \$ 6,017              | \$ 72,199            |
| Police Crime Scene Investigator, Senior   | 86           | 3           | \$ 36.44           | \$ 6,316              | \$ 75,792            |
| Police Crime Scene Investigator, Senior   | 86           | 4           | \$ 38.23           | \$ 6,627              | \$ 79,521            |
| Police Crime Scene Investigator, Senior   | 86           | 5           | \$ 40.17           | \$ 6,962              | \$ 83,546            |
| Police Crime Scene Investigator, Senior   | 86           | 6           | \$ 42.17           | \$ 7,309              | \$ 87,707            |
| Police Crime Scene Investigator, Senior   | 86           | 7           | \$ 44.29           | \$ 7,677              | \$ 92,119            |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

**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> |
|--|--------------|-------------|--------------------|-----------------------|----------------------|
| Police Crime Scene Investigator, Senior        | 86           | 8           | \$ 46.51           | \$ 8,061              | \$ 96,735            |
| <b>Police Crime Scene Investigator, Senior</b> | <b>86</b>    | <b>9</b>    | <b>\$ 48.83</b>    | <b>\$ 8,464</b>       | <b>\$ 101,572</b>    |
| Police Custody Officer                         | 55           | 1           | \$ 29.03           | \$ 5,031              | \$ 60,374            |
| Police Custody Officer                         | 55           | 2           | \$ 30.50           | \$ 5,287              | \$ 63,444            |
| Police Custody Officer                         | 55           | 3           | \$ 32.00           | \$ 5,547              | \$ 66,559            |
| Police Custody Officer                         | 55           | 4           | \$ 33.62           | \$ 5,827              | \$ 69,924            |
| Police Custody Officer                         | 55           | 5           | \$ 35.29           | \$ 6,117              | \$ 73,404            |
| Police Custody Officer                         | 55           | 6           | \$ 37.06           | \$ 6,424              | \$ 77,088            |
| Police Custody Officer                         | 55           | 7           | \$ 38.90           | \$ 6,742              | \$ 80,908            |
| Police Custody Officer                         | 55           | 8           | \$ 40.85           | \$ 7,082              | \$ 84,978            |
| <b>Police Custody Officer</b>                  | <b>55</b>    | <b>9</b>    | <b>\$ 42.90</b>    | <b>\$ 7,436</b>       | <b>\$ 89,227</b>     |
| Police Dispatcher                              | 70           | 1           | \$ 29.58           | \$ 5,128              | \$ 61,534            |
| Police Dispatcher                              | 70           | 2           | \$ 31.07           | \$ 5,386              | \$ 64,626            |
| Police Dispatcher                              | 70           | 3           | \$ 32.61           | \$ 5,653              | \$ 67,832            |
| Police Dispatcher                              | 70           | 4           | \$ 34.24           | \$ 5,935              | \$ 71,221            |
| Police Dispatcher                              | 70           | 5           | \$ 35.98           | \$ 6,236              | \$ 74,837            |
| Police Dispatcher                              | 70           | 6           | \$ 37.76           | \$ 6,545              | \$ 78,543            |
| Police Dispatcher                              | 70           | 7           | \$ 39.65           | \$ 6,873              | \$ 82,477            |
| Police Dispatcher                              | 70           | 8           | \$ 41.63           | \$ 7,216              | \$ 86,593            |
| <b>Police Dispatcher</b>                       | <b>70</b>    | <b>9</b>    | <b>\$ 43.71</b>    | <b>\$ 7,577</b>       | <b>\$ 90,923</b>     |
| Police Dispatcher, Senior                      | 99           | 1           | \$ 34.02           | \$ 5,897              | \$ 70,766            |
| Police Dispatcher, Senior                      | 99           | 2           | \$ 35.72           | \$ 6,191              | \$ 74,291            |
| Police Dispatcher, Senior                      | 99           | 3           | \$ 37.49           | \$ 6,498              | \$ 77,975            |
| Police Dispatcher, Senior                      | 99           | 4           | \$ 39.38           | \$ 6,826              | \$ 81,909            |
| Police Dispatcher, Senior                      | 99           | 5           | \$ 41.36           | \$ 7,169              | \$ 86,024            |
| Police Dispatcher, Senior                      | 99           | 6           | \$ 43.41           | \$ 7,525              | \$ 90,300            |
| Police Dispatcher, Senior                      | 99           | 7           | \$ 45.58           | \$ 7,900              | \$ 94,802            |
| Police Dispatcher, Senior                      | 99           | 8           | \$ 47.86           | \$ 8,296              | \$ 99,555            |
| <b>Police Dispatcher, Senior</b>               | <b>99</b>    | <b>9</b>    | <b>\$ 50.26</b>    | <b>\$ 8,711</b>       | <b>\$ 104,532</b>    |
| Police Electronics Specialist                  | 05A          | 1           | \$ 37.26           | \$ 6,458              | \$ 77,497            |
| Police Electronics Specialist                  | 05A          | 2           | \$ 39.13           | \$ 6,782              | \$ 81,385            |
| Police Electronics Specialist                  | 05A          | 3           | \$ 41.08           | \$ 7,121              | \$ 85,456            |
| Police Electronics Specialist                  | 05A          | 4           | \$ 43.15           | \$ 7,479              | \$ 89,754            |
| Police Electronics Specialist                  | 05A          | 5           | \$ 45.29           | \$ 7,851              | \$ 94,211            |
| Police Electronics Specialist                  | 05A          | 6           | \$ 47.56           | \$ 8,243              | \$ 98,918            |
| Police Electronics Specialist                  | 05A          | 7           | \$ 49.94           | \$ 8,656              | \$ 103,875           |



EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

**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> |
|--|--------------|-------------|--------------------|-----------------------|----------------------|
| Police Electronics Specialist                    | 05A          | 8           | \$ 52.43           | \$ 9,088              | \$ 109,060           |
| <b>Police Electronics Specialist</b>             | <b>05A</b>   | <b>9</b>    | <b>\$ 55.05</b>    | <b>\$ 9,543</b>       | <b>\$ 114,513</b>    |
| Police Emergency Services Coordinator            | 04           | 1           | \$ 38.54           | \$ 6,680              | \$ 80,158            |
| Police Emergency Services Coordinator            | 04           | 2           | \$ 40.44           | \$ 7,010              | \$ 84,114            |
| Police Emergency Services Coordinator            | 04           | 3           | \$ 42.43           | \$ 7,354              | \$ 88,253            |
| Police Emergency Services Coordinator            | 04           | 4           | \$ 44.57           | \$ 7,726              | \$ 92,710            |
| Police Emergency Services Coordinator            | 04           | 5           | \$ 46.84           | \$ 8,118              | \$ 97,417            |
| Police Emergency Services Coordinator            | 04           | 6           | \$ 49.14           | \$ 8,518              | \$ 102,215           |
| Police Emergency Services Coordinator            | 04           | 7           | \$ 51.59           | \$ 8,942              | \$ 107,309           |
| Police Emergency Services Coordinator            | 04           | 8           | \$ 54.19           | \$ 9,393              | \$ 112,721           |
| <b>Police Emergency Services Coordinator</b>     | <b>04</b>    | <b>9</b>    | <b>\$ 56.90</b>    | <b>\$ 9,863</b>       | <b>\$ 118,357</b>    |
| Police Fiscal Services/Facilities Manager        | 03           | 1           | \$ 44.22           | \$ 7,665              | \$ 91,982            |
| Police Fiscal Services/Facilities Manager        | 03           | 2           | \$ 46.43           | \$ 8,048              | \$ 96,576            |
| Police Fiscal Services/Facilities Manager        | 03           | 3           | \$ 48.75           | \$ 8,450              | \$ 101,396           |
| Police Fiscal Services/Facilities Manager        | 03           | 4           | \$ 51.18           | \$ 8,870              | \$ 106,445           |
| Police Fiscal Services/Facilities Manager        | 03           | 5           | \$ 53.76           | \$ 9,318              | \$ 111,811           |
| Police Fiscal Services/Facilities Manager        | 03           | 6           | \$ 56.44           | \$ 9,784              | \$ 117,405           |
| Police Fiscal Services/Facilities Manager        | 03           | 7           | \$ 59.28           | \$ 10,275             | \$ 123,295           |
| Police Fiscal Services/Facilities Manager        | 03           | 8           | \$ 62.20           | \$ 10,781             | \$ 129,366           |
| <b>Police Fiscal Services/Facilities Manager</b> | <b>03</b>    | <b>9</b>    | <b>\$ 65.31</b>    | <b>\$ 11,320</b>      | <b>\$ 135,835</b>    |
| Police Information Technology Analyst            | 61           | 1           | \$ 38.71           | \$ 6,710              | \$ 80,521            |
| Police Information Technology Analyst            | 61           | 2           | \$ 40.66           | \$ 7,047              | \$ 84,569            |
| Police Information Technology Analyst            | 61           | 3           | \$ 42.67           | \$ 7,396              | \$ 88,753            |
| Police Information Technology Analyst            | 61           | 4           | \$ 44.79           | \$ 7,764              | \$ 93,165            |
| Police Information Technology Analyst            | 61           | 5           | \$ 47.05           | \$ 8,156              | \$ 97,872            |
| Police Information Technology Analyst            | 61           | 6           | \$ 49.39           | \$ 8,561              | \$ 102,738           |
| Police Information Technology Analyst            | 61           | 7           | \$ 51.88           | \$ 8,992              | \$ 107,900           |
| Police Information Technology Analyst            | 61           | 8           | \$ 54.46           | \$ 9,439              | \$ 113,267           |
| <b>Police Information Technology Analyst</b>     | <b>61</b>    | <b>9</b>    | <b>\$ 57.18</b>    | <b>\$ 9,911</b>       | <b>\$ 118,930</b>    |
| Police Information Technology Coordinator        | 02A          | 1           | \$ 45.33           | \$ 7,857              | \$ 94,279            |
| Police Information Technology Coordinator        | 02A          | 2           | \$ 47.59           | \$ 8,249              | \$ 98,986            |
| Police Information Technology Coordinator        | 02A          | 3           | \$ 49.98           | \$ 8,664              | \$ 103,966           |
| Police Information Technology Coordinator        | 02A          | 4           | \$ 52.45           | \$ 9,092              | \$ 109,105           |
| Police Information Technology Coordinator        | 02A          | 5           | \$ 55.11           | \$ 9,553              | \$ 114,631           |
| Police Information Technology Coordinator        | 02A          | 6           | \$ 57.84           | \$ 10,026             | \$ 120,316           |
| Police Information Technology Coordinator        | 02A          | 7           | \$ 60.74           | \$ 10,528             | \$ 126,342           |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

Effective July 1, 2023 - Additional Step

| POSITION   | GRADE      | STEP     | HOURLY RATE     | MONTHLY SALARY   | ANNUAL SALARY     |
|--|------------|----------|-----------------|------------------|-------------------|
| Police Information Technology Coordinator        | 02A        | 8        | \$ 63.78        | \$ 11,055        | \$ 132,663        |
| <b>Police Information Technology Coordinator</b> | <b>02A</b> | <b>9</b> | <b>\$ 66.97</b> | <b>\$ 11,608</b> | <b>\$ 139,297</b> |
| Police Mechanic I                                | 17         | 1        | \$ 24.16        | \$ 4,188         | \$ 50,255         |
| Police Mechanic I                                | 17         | 2        | \$ 25.34        | \$ 4,393         | \$ 52,711         |
| Police Mechanic I                                | 17         | 3        | \$ 26.61        | \$ 4,612         | \$ 55,349         |
| Police Mechanic I                                | 17         | 4        | \$ 27.95        | \$ 4,845         | \$ 58,146         |
| Police Mechanic I                                | 17         | 5        | \$ 29.35        | \$ 5,088         | \$ 61,056         |
| Police Mechanic I                                | 17         | 6        | \$ 30.84        | \$ 5,346         | \$ 64,149         |
| Police Mechanic I                                | 17         | 7        | \$ 32.38        | \$ 5,613         | \$ 67,355         |
| Police Mechanic I                                | 17         | 8        | \$ 33.98        | \$ 5,890         | \$ 70,675         |
| <b>Police Mechanic I</b>                         | <b>17</b>  | <b>9</b> | <b>\$ 35.68</b> | <b>\$ 6,184</b>  | <b>\$ 74,208</b>  |
| Police Mechanic II                               | 18         | 1        | \$ 27.98        | \$ 4,849         | \$ 58,191         |
| Police Mechanic II                               | 18         | 2        | \$ 29.36        | \$ 5,090         | \$ 61,079         |
| Police Mechanic II                               | 18         | 3        | \$ 30.86        | \$ 5,350         | \$ 64,195         |
| Police Mechanic II                               | 18         | 4        | \$ 32.42        | \$ 5,619         | \$ 67,423         |
| Police Mechanic II                               | 18         | 5        | \$ 34.02        | \$ 5,897         | \$ 70,766         |
| Police Mechanic II                               | 18         | 6        | \$ 35.72        | \$ 6,191         | \$ 74,291         |
| Police Mechanic II                               | 18         | 7        | \$ 37.49        | \$ 6,498         | \$ 77,975         |
| Police Mechanic II                               | 18         | 8        | \$ 39.38        | \$ 6,826         | \$ 81,909         |
| <b>Police Mechanic II</b>                        | <b>18</b>  | <b>9</b> | <b>\$ 41.35</b> | <b>\$ 7,167</b>  | <b>\$ 86,004</b>  |
| Police Mechanic, Senior                          | 19         | 1        | \$ 30.86        | \$ 5,350         | \$ 64,195         |
| Police Mechanic, Senior                          | 19         | 2        | \$ 32.42        | \$ 5,619         | \$ 67,423         |
| Police Mechanic, Senior                          | 19         | 3        | \$ 34.02        | \$ 5,897         | \$ 70,766         |
| Police Mechanic, Senior                          | 19         | 4        | \$ 35.73        | \$ 6,193         | \$ 74,313         |
| Police Mechanic, Senior                          | 19         | 5        | \$ 37.49        | \$ 6,498         | \$ 77,975         |
| Police Mechanic, Senior                          | 19         | 6        | \$ 39.38        | \$ 6,826         | \$ 81,909         |
| Police Mechanic, Senior                          | 19         | 7        | \$ 41.36        | \$ 7,169         | \$ 86,024         |
| Police Mechanic, Senior                          | 19         | 8        | \$ 43.41        | \$ 7,525         | \$ 90,300         |
| <b>Police Mechanic, Senior</b>                   | <b>19</b>  | <b>9</b> | <b>\$ 45.58</b> | <b>\$ 7,901</b>  | <b>\$ 94,815</b>  |
| Police Officer                                   | 15A        | 1        | \$ 35.54        | \$ 6,161         | \$ 73,927         |
| Police Officer                                   | 15A        | 2        | \$ 37.33        | \$ 6,471         | \$ 77,656         |
| Police Officer                                   | 15A        | 3        | \$ 39.19        | \$ 6,793         | \$ 81,522         |
| Police Officer                                   | 15A        | 4        | \$ 41.17        | \$ 7,136         | \$ 85,638         |
| Police Officer                                   | 15A        | 5        | \$ 43.23        | \$ 7,493         | \$ 89,913         |
| Police Officer                                   | 15A        | 6        | \$ 45.36        | \$ 7,862         | \$ 94,347         |
| Police Officer                                   | 15A        | 7        | \$ 49.90        | \$ 8,649         | \$ 103,784        |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

**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> |
|-----------------------------------|--------------|-------------|--------------------|-----------------------|----------------------|
| Police Officer                    | 15A          | 8           | \$ 52.39           | \$ 9,081              | \$ 108,969           |
| Police Officer                    | 15A          | 9           | \$ 55.01           | \$ 9,536              | \$ 114,427           |
| <b>Police Officer</b>             | <b>15A</b>   | <b>10</b>   | <b>\$ 57.77</b>    | <b>\$ 10,013</b>      | <b>\$ 120,157</b>    |
| Police Officer                    | 15A          | 11          | \$ 60.65           | \$ 10,513             | \$ 126,160           |
| Police Officer                    | 15A          | 12          | \$ 63.69           | \$ 11,039             | \$ 132,468           |
| Police Rangemaster-Armorer        | 45           | 1           | \$ 28.83           | \$ 4,997              | \$ 59,965            |
| Police Rangemaster-Armorer        | 45           | 2           | \$ 30.26           | \$ 5,245              | \$ 62,944            |
| Police Rangemaster-Armorer        | 45           | 3           | \$ 31.80           | \$ 5,512              | \$ 66,150            |
| Police Rangemaster-Armorer        | 45           | 4           | \$ 33.38           | \$ 5,785              | \$ 69,425            |
| Police Rangemaster-Armorer        | 45           | 5           | \$ 35.06           | \$ 6,077              | \$ 72,926            |
| Police Rangemaster-Armorer        | 45           | 6           | \$ 36.79           | \$ 6,377              | \$ 76,519            |
| Police Rangemaster-Armorer        | 45           | 7           | \$ 38.64           | \$ 6,697              | \$ 80,362            |
| Police Rangemaster-Armorer        | 45           | 8           | \$ 40.55           | \$ 7,028              | \$ 84,342            |
| <b>Police Rangemaster-Armorer</b> | <b>45</b>    | <b>9</b>    | <b>\$ 42.58</b>    | <b>\$ 7,380</b>       | <b>\$ 88,559</b>     |
| Police Recruit                    | 07           | 1           | \$ 32.19           | \$ 5,579              | \$ 66,946            |
| Police Station Officer            | 52A          | 1           | \$ 28.91           | \$ 5,010              | \$ 60,124            |
| Police Station Officer            | 52A          | 2           | \$ 30.35           | \$ 5,260              | \$ 63,125            |
| Police Station Officer            | 52A          | 3           | \$ 31.88           | \$ 5,526              | \$ 66,309            |
| Police Station Officer            | 52A          | 4           | \$ 33.46           | \$ 5,801              | \$ 69,606            |
| Police Station Officer            | 52A          | 5           | \$ 35.15           | \$ 6,092              | \$ 73,108            |
| Police Station Officer            | 52A          | 6           | \$ 36.91           | \$ 6,397              | \$ 76,769            |
| Police Station Officer            | 52A          | 7           | \$ 38.76           | \$ 6,718              | \$ 80,612            |
| Police Station Officer            | 52A          | 8           | \$ 40.69           | \$ 7,053              | \$ 84,638            |
| <b>Police Station Officer</b>     | <b>52A</b>   | <b>9</b>    | <b>\$ 42.73</b>    | <b>\$ 7,406</b>       | <b>\$ 88,869</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.

The additional step does not apply to the Police Recruit salary range.

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

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

| POSITION                                     | GRADE      | STEP     | HOURLY RATE     | MONTHLY SALARY   | ANNUAL SALARY     |
|--|------------|----------|-----------------|------------------|-------------------|
| Police Animal Control Officer                | 52         | 1        | \$ 29.77        | \$ 5,161         | \$ 61,928         |
| Police Animal Control Officer                | 52         | 2        | \$ 31.26        | \$ 5,418         | \$ 65,019         |
| Police Animal Control Officer                | 52         | 3        | \$ 32.84        | \$ 5,692         | \$ 68,298         |
| Police Animal Control Officer                | 52         | 4        | \$ 34.47        | \$ 5,975         | \$ 71,694         |
| Police Animal Control Officer                | 52         | 5        | \$ 36.20        | \$ 6,275         | \$ 75,302         |
| Police Animal Control Officer                | 52         | 6        | \$ 38.02        | \$ 6,589         | \$ 79,072         |
| Police Animal Control Officer                | 52         | 7        | \$ 39.92        | \$ 6,919         | \$ 83,031         |
| Police Animal Control Officer                | 52         | 8        | \$ 41.91        | \$ 7,265         | \$ 87,177         |
| <b>Police Animal Control Officer</b>         | <b>52</b>  | <b>9</b> | <b>\$ 44.01</b> | <b>\$ 7,628</b>  | <b>\$ 91,535</b>  |
| Police Animal Control Officer, Senior        | 90         | 1        | \$ 34.32        | \$ 5,949         | \$ 71,390         |
| Police Animal Control Officer, Senior        | 90         | 2        | \$ 36.08        | \$ 6,254         | \$ 75,044         |
| Police Animal Control Officer, Senior        | 90         | 3        | \$ 37.87        | \$ 6,564         | \$ 78,768         |
| Police Animal Control Officer, Senior        | 90         | 4        | \$ 39.76        | \$ 6,892         | \$ 82,703         |
| Police Animal Control Officer, Senior        | 90         | 5        | \$ 41.73        | \$ 7,233         | \$ 86,801         |
| Police Animal Control Officer, Senior        | 90         | 6        | \$ 43.84        | \$ 7,598         | \$ 91,182         |
| Police Animal Control Officer, Senior        | 90         | 7        | \$ 46.02        | \$ 7,977         | \$ 95,725         |
| Police Animal Control Officer, Senior        | 90         | 8        | \$ 48.33        | \$ 8,377         | \$ 100,527        |
| <b>Police Animal Control Officer, Senior</b> | <b>90</b>  | <b>9</b> | <b>\$ 50.75</b> | <b>\$ 8,796</b>  | <b>\$ 105,553</b> |
| Police Civilian Custody Supervisor           | 15B        | 1        | \$ 39.81        | \$ 6,900         | \$ 82,796         |
| Police Civilian Custody Supervisor           | 15B        | 2        | \$ 41.80        | \$ 7,245         | \$ 86,942         |
| Police Civilian Custody Supervisor           | 15B        | 3        | \$ 43.88        | \$ 7,606         | \$ 91,275         |
| Police Civilian Custody Supervisor           | 15B        | 4        | \$ 46.07        | \$ 7,985         | \$ 95,819         |
| Police Civilian Custody Supervisor           | 15B        | 5        | \$ 48.40        | \$ 8,389         | \$ 100,667        |
| Police Civilian Custody Supervisor           | 15B        | 6        | \$ 50.81        | \$ 8,807         | \$ 105,680        |
| Police Civilian Custody Supervisor           | 15B        | 7        | \$ 53.35        | \$ 9,248         | \$ 110,973        |
| Police Civilian Custody Supervisor           | 15B        | 8        | \$ 56.01        | \$ 9,708         | \$ 116,501        |
| <b>Police Civilian Custody Supervisor</b>    | <b>15B</b> | <b>9</b> | <b>\$ 58.81</b> | <b>\$ 10,194</b> | <b>\$ 122,326</b> |
| Police Civilian Investigator                 | 43A        | 1        | \$ 31.48        | \$ 5,457         | \$ 65,488         |
| Police Civilian Investigator                 | 43A        | 2        | \$ 33.07        | \$ 5,733         | \$ 68,790         |
| Police Civilian Investigator                 | 43A        | 3        | \$ 34.73        | \$ 6,019         | \$ 72,233         |
| Police Civilian Investigator                 | 43A        | 4        | \$ 36.45        | \$ 6,318         | \$ 75,817         |
| Police Civilian Investigator                 | 43A        | 5        | \$ 38.27        | \$ 6,634         | \$ 79,611         |
| Police Civilian Investigator                 | 43A        | 6        | \$ 40.19        | \$ 6,966         | \$ 83,593         |
| Police Civilian Investigator                 | 43A        | 7        | \$ 42.18        | \$ 7,312         | \$ 87,739         |
| Police Civilian Investigator                 | 43A        | 8        | \$ 44.31        | \$ 7,680         | \$ 92,165         |
| <b>Police Civilian Investigator</b>          | <b>43A</b> | <b>9</b> | <b>\$ 46.53</b> | <b>\$ 8,064</b>  | <b>\$ 96,773</b>  |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

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

| POSITION   | GRADE     | STEP      | HOURLY RATE     | MONTHLY SALARY   | ANNUAL SALARY     |
|--|-----------|-----------|-----------------|------------------|-------------------|
| Police Civilian Supervisor                       | 15        | 1         | \$ 39.81        | \$ 6,900         | \$ 82,796         |
| Police Civilian Supervisor                       | 15        | 2         | \$ 41.80        | \$ 7,245         | \$ 86,942         |
| Police Civilian Supervisor                       | 15        | 3         | \$ 43.88        | \$ 7,606         | \$ 91,275         |
| Police Civilian Supervisor                       | 15        | 4         | \$ 46.07        | \$ 7,985         | \$ 95,819         |
| Police Civilian Supervisor                       | 15        | 5         | \$ 48.40        | \$ 8,389         | \$ 100,667        |
| Police Civilian Supervisor                       | 15        | 6         | \$ 50.81        | \$ 8,807         | \$ 105,680        |
| Police Civilian Supervisor                       | 15        | 7         | \$ 53.35        | \$ 9,248         | \$ 110,973        |
| Police Civilian Supervisor                       | 15        | 8         | \$ 56.01        | \$ 9,708         | \$ 116,501        |
| <b>Police Civilian Supervisor</b>                | <b>15</b> | <b>9</b>  | <b>\$ 58.81</b> | <b>\$ 10,194</b> | <b>\$ 122,326</b> |
| Police Community Services Officer                | 05        | 1         | \$ 23.91        | \$ 4,144         | \$ 49,725         |
| Police Community Services Officer                | 05        | 2         | \$ 25.08        | \$ 4,347         | \$ 52,161         |
| Police Community Services Officer                | 05        | 3         | \$ 26.35        | \$ 4,567         | \$ 54,807         |
| Police Community Services Officer                | 05        | 4         | \$ 27.67        | \$ 4,796         | \$ 57,548         |
| Police Community Services Officer                | 05        | 5         | \$ 29.03        | \$ 5,032         | \$ 60,382         |
| Police Community Services Officer                | 05        | 6         | \$ 30.49        | \$ 5,286         | \$ 63,427         |
| Police Community Services Officer                | 05        | 7         | \$ 32.02        | \$ 5,551         | \$ 66,612         |
| Police Community Services Officer                | 05        | 8         | \$ 33.60        | \$ 5,824         | \$ 69,891         |
| Police Community Services Officer                | 05        | 9         | \$ 35.29        | \$ 6,117         | \$ 73,404         |
| Police Community Services Officer                | 05        | 10        | \$ 37.08        | \$ 6,427         | \$ 77,128         |
| <b>Police Community Services Officer</b>         | <b>05</b> | <b>11</b> | <b>\$ 38.93</b> | <b>\$ 6,749</b>  | <b>\$ 80,985</b>  |
| Police Community Services Officer, Senior        | 40        | 1         | \$ 30.48        | \$ 5,283         | \$ 63,401         |
| Police Community Services Officer, Senior        | 40        | 2         | \$ 32.01        | \$ 5,548         | \$ 66,571         |
| Police Community Services Officer, Senior        | 40        | 3         | \$ 33.61        | \$ 5,825         | \$ 69,899         |
| Police Community Services Officer, Senior        | 40        | 4         | \$ 35.29        | \$ 6,116         | \$ 73,394         |
| Police Community Services Officer, Senior        | 40        | 5         | \$ 37.05        | \$ 6,422         | \$ 77,064         |
| Police Community Services Officer, Senior        | 40        | 6         | \$ 38.90        | \$ 6,743         | \$ 80,917         |
| Police Community Services Officer, Senior        | 40        | 7         | \$ 40.85        | \$ 7,080         | \$ 84,963         |
| Police Community Services Officer, Senior        | 40        | 8         | \$ 42.89        | \$ 7,434         | \$ 89,211         |
| <b>Police Community Services Officer, Senior</b> | <b>40</b> | <b>9</b>  | <b>\$ 45.03</b> | <b>\$ 7,806</b>  | <b>\$ 93,672</b>  |
| Police Computer Systems Manager                  | 25        | 1         | \$ 56.37        | \$ 9,771         | \$ 117,250        |
| Police Computer Systems Manager                  | 25        | 2         | \$ 59.20        | \$ 10,261        | \$ 123,129        |
| Police Computer Systems Manager                  | 25        | 3         | \$ 62.15        | \$ 10,772        | \$ 129,266        |
| Police Computer Systems Manager                  | 25        | 4         | \$ 65.27        | \$ 11,313        | \$ 135,754        |
| Police Computer Systems Manager                  | 25        | 5         | \$ 68.50        | \$ 11,873        | \$ 142,476        |
| Police Computer Systems Manager                  | 25        | 6         | \$ 71.95        | \$ 12,472        | \$ 149,666        |
| Police Computer Systems Manager                  | 25        | 7         | \$ 75.55        | \$ 13,095        | \$ 157,138        |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

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

| POSITION                                  | GRADE     | STEP     | HOURLY RATE     | MONTHLY SALARY   | ANNUAL SALARY     |
|---|-----------|----------|-----------------|------------------|-------------------|
| Police Computer Systems Manager           | 25        | 8        | \$ 79.31        | \$ 13,747        | \$ 164,961        |
| <b>Police Computer Systems Manager</b>    | <b>25</b> | <b>9</b> | <b>\$ 83.27</b> | <b>\$ 14,434</b> | <b>\$ 173,209</b> |
| Police Crime Analyst, Senior              | 87        | 1        | \$ 34.32        | \$ 5,949         | \$ 71,390         |
| Police Crime Analyst, Senior              | 87        | 2        | \$ 36.08        | \$ 6,254         | \$ 75,044         |
| Police Crime Analyst, Senior              | 87        | 3        | \$ 37.87        | \$ 6,564         | \$ 78,768         |
| Police Crime Analyst, Senior              | 87        | 4        | \$ 39.76        | \$ 6,892         | \$ 82,703         |
| Police Crime Analyst, Senior              | 87        | 5        | \$ 41.73        | \$ 7,233         | \$ 86,801         |
| Police Crime Analyst, Senior              | 87        | 6        | \$ 43.84        | \$ 7,598         | \$ 91,182         |
| Police Crime Analyst, Senior              | 87        | 7        | \$ 46.02        | \$ 7,977         | \$ 95,725         |
| Police Crime Analyst, Senior              | 87        | 8        | \$ 48.33        | \$ 8,377         | \$ 100,527        |
| <b>Police Crime Analyst, Senior</b>       | <b>87</b> | <b>9</b> | <b>\$ 50.75</b> | <b>\$ 8,796</b>  | <b>\$ 105,553</b> |
| Police Crime Prevention Specialist        | 21        | 1        | \$ 32.59        | \$ 5,649         | \$ 67,783         |
| Police Crime Prevention Specialist        | 21        | 2        | \$ 34.23        | \$ 5,934         | \$ 71,203         |
| Police Crime Prevention Specialist        | 21        | 3        | \$ 35.93        | \$ 6,228         | \$ 74,740         |
| Police Crime Prevention Specialist        | 21        | 4        | \$ 37.75        | \$ 6,543         | \$ 78,510         |
| Police Crime Prevention Specialist        | 21        | 5        | \$ 39.64        | \$ 6,870         | \$ 82,445         |
| Police Crime Prevention Specialist        | 21        | 6        | \$ 41.62        | \$ 7,214         | \$ 86,568         |
| Police Crime Prevention Specialist        | 21        | 7        | \$ 43.68        | \$ 7,571         | \$ 90,854         |
| Police Crime Prevention Specialist        | 21        | 8        | \$ 45.89        | \$ 7,954         | \$ 95,444         |
| <b>Police Crime Prevention Specialist</b> | <b>21</b> | <b>9</b> | <b>\$ 48.18</b> | <b>\$ 8,351</b>  | <b>\$ 100,217</b> |
| Police Crime Scene Investigator           | 43        | 1        | \$ 31.48        | \$ 5,457         | \$ 65,488         |
| Police Crime Scene Investigator           | 43        | 2        | \$ 33.07        | \$ 5,733         | \$ 68,790         |
| Police Crime Scene Investigator           | 43        | 3        | \$ 34.73        | \$ 6,019         | \$ 72,233         |
| Police Crime Scene Investigator           | 43        | 4        | \$ 36.45        | \$ 6,318         | \$ 75,817         |
| Police Crime Scene Investigator           | 43        | 5        | \$ 38.27        | \$ 6,634         | \$ 79,611         |
| Police Crime Scene Investigator           | 43        | 6        | \$ 40.19        | \$ 6,966         | \$ 83,593         |
| Police Crime Scene Investigator           | 43        | 7        | \$ 42.18        | \$ 7,312         | \$ 87,739         |
| Police Crime Scene Investigator           | 43        | 8        | \$ 44.31        | \$ 7,680         | \$ 92,165         |
| <b>Police Crime Scene Investigator</b>    | <b>43</b> | <b>9</b> | <b>\$ 46.53</b> | <b>\$ 8,064</b>  | <b>\$ 96,773</b>  |
| Police Crime Scene Investigator, Senior   | 86        | 1        | \$ 34.05        | \$ 5,902         | \$ 70,828         |
| Police Crime Scene Investigator, Senior   | 86        | 2        | \$ 35.75        | \$ 6,197         | \$ 74,365         |
| Police Crime Scene Investigator, Senior   | 86        | 3        | \$ 37.53        | \$ 6,505         | \$ 78,065         |
| Police Crime Scene Investigator, Senior   | 86        | 4        | \$ 39.38        | \$ 6,826         | \$ 81,907         |
| Police Crime Scene Investigator, Senior   | 86        | 5        | \$ 41.37        | \$ 7,171         | \$ 86,052         |
| Police Crime Scene Investigator, Senior   | 86        | 6        | \$ 43.43        | \$ 7,528         | \$ 90,338         |
| Police Crime Scene Investigator, Senior   | 86        | 7        | \$ 45.62        | \$ 7,907         | \$ 94,882         |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

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

| POSITION                                       | GRADE     | STEP     | HOURLY RATE     | MONTHLY SALARY  | ANNUAL SALARY     |
|--|-----------|----------|-----------------|-----------------|-------------------|
| Police Crime Scene Investigator, Senior        | 86        | 8        | \$ 47.90        | \$ 8,303        | \$ 99,637         |
| <b>Police Crime Scene Investigator, Senior</b> | <b>86</b> | <b>9</b> | <b>\$ 50.30</b> | <b>\$ 8,718</b> | <b>\$ 104,619</b> |
| Police Custody Officer                         | 55        | 1        | \$ 29.90        | \$ 5,182        | \$ 62,185         |
| Police Custody Officer                         | 55        | 2        | \$ 31.42        | \$ 5,446        | \$ 65,347         |
| Police Custody Officer                         | 55        | 3        | \$ 32.96        | \$ 5,713        | \$ 68,556         |
| Police Custody Officer                         | 55        | 4        | \$ 34.63        | \$ 6,002        | \$ 72,022         |
| Police Custody Officer                         | 55        | 5        | \$ 36.35        | \$ 6,300        | \$ 75,606         |
| Police Custody Officer                         | 55        | 6        | \$ 38.17        | \$ 6,617        | \$ 79,400         |
| Police Custody Officer                         | 55        | 7        | \$ 40.06        | \$ 6,945        | \$ 83,335         |
| Police Custody Officer                         | 55        | 8        | \$ 42.08        | \$ 7,294        | \$ 87,528         |
| <b>Police Custody Officer</b>                  | <b>55</b> | <b>9</b> | <b>\$ 44.18</b> | <b>\$ 7,659</b> | <b>\$ 91,904</b>  |
| Police Dispatcher                              | 70        | 1        | \$ 30.47        | \$ 5,282        | \$ 63,380         |
| Police Dispatcher                              | 70        | 2        | \$ 32.00        | \$ 5,547        | \$ 66,565         |
| Police Dispatcher                              | 70        | 3        | \$ 33.59        | \$ 5,822        | \$ 69,868         |
| Police Dispatcher                              | 70        | 4        | \$ 35.27        | \$ 6,113        | \$ 73,357         |
| Police Dispatcher                              | 70        | 5        | \$ 37.06        | \$ 6,423        | \$ 77,082         |
| Police Dispatcher                              | 70        | 6        | \$ 38.89        | \$ 6,742        | \$ 80,899         |
| Police Dispatcher                              | 70        | 7        | \$ 40.84        | \$ 7,079        | \$ 84,951         |
| Police Dispatcher                              | 70        | 8        | \$ 42.88        | \$ 7,433        | \$ 89,191         |
| <b>Police Dispatcher</b>                       | <b>70</b> | <b>9</b> | <b>\$ 45.02</b> | <b>\$ 7,804</b> | <b>\$ 93,650</b>  |
| Police Dispatcher, Senior                      | 99        | 1        | \$ 35.04        | \$ 6,074        | \$ 72,889         |
| Police Dispatcher, Senior                      | 99        | 2        | \$ 36.79        | \$ 6,377        | \$ 76,519         |
| Police Dispatcher, Senior                      | 99        | 3        | \$ 38.61        | \$ 6,693        | \$ 80,314         |
| Police Dispatcher, Senior                      | 99        | 4        | \$ 40.56        | \$ 7,030        | \$ 84,366         |
| Police Dispatcher, Senior                      | 99        | 5        | \$ 42.60        | \$ 7,384        | \$ 88,605         |
| Police Dispatcher, Senior                      | 99        | 6        | \$ 44.72        | \$ 7,751        | \$ 93,008         |
| Police Dispatcher, Senior                      | 99        | 7        | \$ 46.95        | \$ 8,137        | \$ 97,646         |
| Police Dispatcher, Senior                      | 99        | 8        | \$ 49.30        | \$ 8,545        | \$ 102,541        |
| <b>Police Dispatcher, Senior</b>               | <b>99</b> | <b>9</b> | <b>\$ 51.76</b> | <b>\$ 8,972</b> | <b>\$ 107,668</b> |
| Police Electronics Specialist                  | 05A       | 1        | \$ 38.38        | \$ 6,652        | \$ 79,822         |
| Police Electronics Specialist                  | 05A       | 2        | \$ 40.30        | \$ 6,986        | \$ 83,827         |
| Police Electronics Specialist                  | 05A       | 3        | \$ 42.32        | \$ 7,335        | \$ 88,020         |
| Police Electronics Specialist                  | 05A       | 4        | \$ 44.45        | \$ 7,704        | \$ 92,446         |
| Police Electronics Specialist                  | 05A       | 5        | \$ 46.65        | \$ 8,086        | \$ 97,037         |
| Police Electronics Specialist                  | 05A       | 6        | \$ 48.98        | \$ 8,490        | \$ 101,885        |
| Police Electronics Specialist                  | 05A       | 7        | \$ 51.44        | \$ 8,916        | \$ 106,991        |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

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

| POSITION   | GRADE      | STEP     | HOURLY RATE     | MONTHLY SALARY   | ANNUAL SALARY     |
|--|------------|----------|-----------------|------------------|-------------------|
| Police Electronics Specialist                    | 05A        | 8        | \$ 54.01        | \$ 9,361         | \$ 112,332        |
| <b>Police Electronics Specialist</b>             | <b>05A</b> | <b>9</b> | <b>\$ 56.71</b> | <b>\$ 9,829</b>  | <b>\$ 117,948</b> |
| Police Emergency Services Coordinator            | 04         | 1        | \$ 39.69        | \$ 6,880         | \$ 82,563         |
| Police Emergency Services Coordinator            | 04         | 2        | \$ 41.65        | \$ 7,220         | \$ 86,638         |
| Police Emergency Services Coordinator            | 04         | 3        | \$ 43.70        | \$ 7,575         | \$ 90,901         |
| Police Emergency Services Coordinator            | 04         | 4        | \$ 45.91        | \$ 7,958         | \$ 95,491         |
| Police Emergency Services Coordinator            | 04         | 5        | \$ 48.24        | \$ 8,362         | \$ 100,339        |
| Police Emergency Services Coordinator            | 04         | 6        | \$ 50.62        | \$ 8,773         | \$ 105,282        |
| Police Emergency Services Coordinator            | 04         | 7        | \$ 53.14        | \$ 9,211         | \$ 110,528        |
| Police Emergency Services Coordinator            | 04         | 8        | \$ 55.82        | \$ 9,675         | \$ 116,103        |
| <b>Police Emergency Services Coordinator</b>     | <b>04</b>  | <b>9</b> | <b>\$ 58.61</b> | <b>\$ 10,159</b> | <b>\$ 121,908</b> |
| Police Fiscal Services/Facilities Manager        | 03         | 1        | \$ 45.55        | \$ 7,895         | \$ 94,742         |
| Police Fiscal Services/Facilities Manager        | 03         | 2        | \$ 47.82        | \$ 8,289         | \$ 99,473         |
| Police Fiscal Services/Facilities Manager        | 03         | 3        | \$ 50.21        | \$ 8,703         | \$ 104,438        |
| Police Fiscal Services/Facilities Manager        | 03         | 4        | \$ 52.71        | \$ 9,136         | \$ 109,638        |
| Police Fiscal Services/Facilities Manager        | 03         | 5        | \$ 55.37        | \$ 9,597         | \$ 115,166        |
| Police Fiscal Services/Facilities Manager        | 03         | 6        | \$ 58.14        | \$ 10,077        | \$ 120,928        |
| Police Fiscal Services/Facilities Manager        | 03         | 7        | \$ 61.05        | \$ 10,583        | \$ 126,994        |
| Police Fiscal Services/Facilities Manager        | 03         | 8        | \$ 64.06        | \$ 11,104        | \$ 133,247        |
| <b>Police Fiscal Services/Facilities Manager</b> | <b>03</b>  | <b>9</b> | <b>\$ 67.26</b> | <b>\$ 11,659</b> | <b>\$ 139,910</b> |
| Police Information Technology Analyst            | 61         | 1        | \$ 39.87        | \$ 6,911         | \$ 82,937         |
| Police Information Technology Analyst            | 61         | 2        | \$ 41.88        | \$ 7,259         | \$ 87,106         |
| Police Information Technology Analyst            | 61         | 3        | \$ 43.95        | \$ 7,618         | \$ 91,416         |
| Police Information Technology Analyst            | 61         | 4        | \$ 46.13        | \$ 7,997         | \$ 95,960         |
| Police Information Technology Analyst            | 61         | 5        | \$ 48.47        | \$ 8,401         | \$ 100,808        |
| Police Information Technology Analyst            | 61         | 6        | \$ 50.88        | \$ 8,818         | \$ 105,820        |
| Police Information Technology Analyst            | 61         | 7        | \$ 53.43        | \$ 9,261         | \$ 111,137        |
| Police Information Technology Analyst            | 61         | 8        | \$ 56.09        | \$ 9,722         | \$ 116,665        |
| <b>Police Information Technology Analyst</b>     | <b>61</b>  | <b>9</b> | <b>\$ 58.89</b> | <b>\$ 10,208</b> | <b>\$ 122,498</b> |
| Police Information Technology Coordinator        | 02A        | 1        | \$ 46.69        | \$ 8,092         | \$ 97,107         |
| Police Information Technology Coordinator        | 02A        | 2        | \$ 49.02        | \$ 8,496         | \$ 101,956        |
| Police Information Technology Coordinator        | 02A        | 3        | \$ 51.48        | \$ 8,924         | \$ 107,085        |
| Police Information Technology Coordinator        | 02A        | 4        | \$ 54.03        | \$ 9,365         | \$ 112,379        |
| Police Information Technology Coordinator        | 02A        | 5        | \$ 56.76        | \$ 9,839         | \$ 118,070        |
| Police Information Technology Coordinator        | 02A        | 6        | \$ 59.58        | \$ 10,327        | \$ 123,926        |
| Police Information Technology Coordinator        | 02A        | 7        | \$ 62.56        | \$ 10,844        | \$ 130,132        |



EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

**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> |
|--|--------------|-------------|--------------------|-----------------------|----------------------|
| Police Information Technology Coordinator        | 02A          | 8           | \$ 65.69           | \$ 11,387             | \$ 136,643           |
| <b>Police Information Technology Coordinator</b> | <b>02A</b>   | <b>9</b>    | <b>\$ 68.98</b>    | <b>\$ 11,956</b>      | <b>\$ 143,476</b>    |
| Police Mechanic I                                | 17           | 1           | \$ 24.89           | \$ 4,314              | \$ 51,763            |
| Police Mechanic I                                | 17           | 2           | \$ 26.10           | \$ 4,524              | \$ 54,292            |
| Police Mechanic I                                | 17           | 3           | \$ 27.41           | \$ 4,751              | \$ 57,009            |
| Police Mechanic I                                | 17           | 4           | \$ 28.79           | \$ 4,991              | \$ 59,890            |
| Police Mechanic I                                | 17           | 5           | \$ 30.23           | \$ 5,241              | \$ 62,888            |
| Police Mechanic I                                | 17           | 6           | \$ 31.77           | \$ 5,506              | \$ 66,073            |
| Police Mechanic I                                | 17           | 7           | \$ 33.35           | \$ 5,781              | \$ 69,376            |
| Police Mechanic I                                | 17           | 8           | \$ 35.00           | \$ 6,066              | \$ 72,795            |
| <b>Police Mechanic I</b>                         | <b>17</b>    | <b>9</b>    | <b>\$ 36.75</b>    | <b>\$ 6,370</b>       | <b>\$ 76,435</b>     |
| Police Mechanic II                               | 18           | 1           | \$ 28.82           | \$ 4,995              | \$ 59,937            |
| Police Mechanic II                               | 18           | 2           | \$ 30.25           | \$ 5,243              | \$ 62,911            |
| Police Mechanic II                               | 18           | 3           | \$ 31.79           | \$ 5,510              | \$ 66,120            |
| Police Mechanic II                               | 18           | 4           | \$ 33.39           | \$ 5,787              | \$ 69,446            |
| Police Mechanic II                               | 18           | 5           | \$ 35.04           | \$ 6,074              | \$ 72,889            |
| Police Mechanic II                               | 18           | 6           | \$ 36.79           | \$ 6,377              | \$ 76,519            |
| Police Mechanic II                               | 18           | 7           | \$ 38.61           | \$ 6,693              | \$ 80,314            |
| Police Mechanic II                               | 18           | 8           | \$ 40.56           | \$ 7,030              | \$ 84,366            |
| <b>Police Mechanic II</b>                        | <b>18</b>    | <b>9</b>    | <b>\$ 42.59</b>    | <b>\$ 7,382</b>       | <b>\$ 88,584</b>     |
| Police Mechanic, Senior                          | 19           | 1           | \$ 31.79           | \$ 5,510              | \$ 66,120            |
| Police Mechanic, Senior                          | 19           | 2           | \$ 33.39           | \$ 5,787              | \$ 69,446            |
| Police Mechanic, Senior                          | 19           | 3           | \$ 35.04           | \$ 6,074              | \$ 72,889            |
| Police Mechanic, Senior                          | 19           | 4           | \$ 36.80           | \$ 6,379              | \$ 76,543            |
| Police Mechanic, Senior                          | 19           | 5           | \$ 38.61           | \$ 6,693              | \$ 80,314            |
| Police Mechanic, Senior                          | 19           | 6           | \$ 40.56           | \$ 7,030              | \$ 84,366            |
| Police Mechanic, Senior                          | 19           | 7           | \$ 42.60           | \$ 7,384              | \$ 88,605            |
| Police Mechanic, Senior                          | 19           | 8           | \$ 44.72           | \$ 7,751              | \$ 93,008            |
| <b>Police Mechanic, Senior</b>                   | <b>19</b>    | <b>9</b>    | <b>\$ 46.95</b>    | <b>\$ 8,138</b>       | <b>\$ 97,659</b>     |
| Police Officer                                   | 15A          | 1           | \$ 36.61           | \$ 6,345              | \$ 76,145            |
| Police Officer                                   | 15A          | 2           | \$ 38.45           | \$ 6,666              | \$ 79,986            |
| Police Officer                                   | 15A          | 3           | \$ 40.37           | \$ 6,997              | \$ 83,968            |
| Police Officer                                   | 15A          | 4           | \$ 42.41           | \$ 7,351              | \$ 88,207            |
| Police Officer                                   | 15A          | 5           | \$ 44.52           | \$ 7,718              | \$ 92,610            |
| Police Officer                                   | 15A          | 6           | \$ 46.72           | \$ 8,098              | \$ 97,178            |
| Police Officer                                   | 15A          | 7           | \$ 51.39           | \$ 8,908              | \$ 106,898           |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

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

| POSITION                          | GRADE      | STEP      | HOURLY RATE     | MONTHLY SALARY   | ANNUAL SALARY     |
|-----------------------------------|------------|-----------|-----------------|------------------|-------------------|
| Police Officer                    | 15A        | 8         | \$ 53.96        | \$ 9,353         | \$ 112,238        |
| Police Officer                    | 15A        | 9         | \$ 56.66        | \$ 9,822         | \$ 117,859        |
| <b>Police Officer</b>             | <b>15A</b> | <b>10</b> | <b>\$ 59.50</b> | <b>\$ 10,313</b> | <b>\$ 123,762</b> |
| Police Officer                    | 15A        | 11        | \$ 62.47        | \$ 10,829        | \$ 129,945        |
| Police Officer                    | 15A        | 12        | \$ 65.60        | \$ 11,370        | \$ 136,442        |
| Police Rangemaster-Armorer        | 45         | 1         | \$ 29.69        | \$ 5,147         | \$ 61,763         |
| Police Rangemaster-Armorer        | 45         | 2         | \$ 31.17        | \$ 5,403         | \$ 64,832         |
| Police Rangemaster-Armorer        | 45         | 3         | \$ 32.76        | \$ 5,678         | \$ 68,134         |
| Police Rangemaster-Armorer        | 45         | 4         | \$ 34.38        | \$ 5,959         | \$ 71,507         |
| Police Rangemaster-Armorer        | 45         | 5         | \$ 36.11        | \$ 6,260         | \$ 75,114         |
| Police Rangemaster-Armorer        | 45         | 6         | \$ 37.89        | \$ 6,568         | \$ 78,815         |
| Police Rangemaster-Armorer        | 45         | 7         | \$ 39.79        | \$ 6,898         | \$ 82,773         |
| Police Rangemaster-Armorer        | 45         | 8         | \$ 41.77        | \$ 7,239         | \$ 86,872         |
| <b>Police Rangemaster-Armorer</b> | <b>45</b>  | <b>9</b>  | <b>\$ 43.85</b> | <b>\$ 7,601</b>  | <b>\$ 91,216</b>  |
| Police Recruit                    | 07         | 1         | \$ 33.15        | \$ 5,746         | \$ 68,954         |
| Police Station Officer            | 52A        | 1         | \$ 29.77        | \$ 5,161         | \$ 61,928         |
| Police Station Officer            | 52A        | 2         | \$ 31.26        | \$ 5,418         | \$ 65,019         |
| Police Station Officer            | 52A        | 3         | \$ 32.84        | \$ 5,692         | \$ 68,298         |
| Police Station Officer            | 52A        | 4         | \$ 34.47        | \$ 5,975         | \$ 71,694         |
| Police Station Officer            | 52A        | 5         | \$ 36.20        | \$ 6,275         | \$ 75,302         |
| Police Station Officer            | 52A        | 6         | \$ 38.02        | \$ 6,589         | \$ 79,072         |
| Police Station Officer            | 52A        | 7         | \$ 39.92        | \$ 6,919         | \$ 83,031         |
| Police Station Officer            | 52A        | 8         | \$ 41.91        | \$ 7,265         | \$ 87,177         |
| <b>Police Station Officer</b>     | <b>52A</b> | <b>9</b>  | <b>\$ 44.01</b> | <b>\$ 7,628</b>  | <b>\$ 91,535</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 E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

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

| POSITION                                     | GRADE      | STEP     | HOURLY RATE     | MONTHLY SALARY   | ANNUAL SALARY     |
|--|------------|----------|-----------------|------------------|-------------------|
| Police Animal Control Officer                | 52         | 1        | \$ 30.67        | \$ 5,315         | \$ 63,786         |
| Police Animal Control Officer                | 52         | 2        | \$ 32.20        | \$ 5,581         | \$ 66,970         |
| Police Animal Control Officer                | 52         | 3        | \$ 33.82        | \$ 5,862         | \$ 70,347         |
| Police Animal Control Officer                | 52         | 4        | \$ 35.50        | \$ 6,154         | \$ 73,845         |
| Police Animal Control Officer                | 52         | 5        | \$ 37.29        | \$ 6,463         | \$ 77,561         |
| Police Animal Control Officer                | 52         | 6        | \$ 39.16        | \$ 6,787         | \$ 81,445         |
| Police Animal Control Officer                | 52         | 7        | \$ 41.12        | \$ 7,127         | \$ 85,522         |
| Police Animal Control Officer                | 52         | 8        | \$ 43.17        | \$ 7,483         | \$ 89,792         |
| <b>Police Animal Control Officer</b>         | <b>52</b>  | <b>9</b> | <b>\$ 45.33</b> | <b>\$ 7,857</b>  | <b>\$ 94,282</b>  |
| Police Animal Control Officer, Senior        | 90         | 1        | \$ 35.35        | \$ 6,128         | \$ 73,532         |
| Police Animal Control Officer, Senior        | 90         | 2        | \$ 37.16        | \$ 6,441         | \$ 77,295         |
| Police Animal Control Officer, Senior        | 90         | 3        | \$ 39.01        | \$ 6,761         | \$ 81,131         |
| Police Animal Control Officer, Senior        | 90         | 4        | \$ 40.95        | \$ 7,099         | \$ 85,184         |
| Police Animal Control Officer, Senior        | 90         | 5        | \$ 42.98        | \$ 7,450         | \$ 89,406         |
| Police Animal Control Officer, Senior        | 90         | 6        | \$ 45.15        | \$ 7,826         | \$ 93,917         |
| Police Animal Control Officer, Senior        | 90         | 7        | \$ 47.40        | \$ 8,216         | \$ 98,597         |
| Police Animal Control Officer, Senior        | 90         | 8        | \$ 49.78        | \$ 8,629         | \$ 103,543        |
| <b>Police Animal Control Officer, Senior</b> | <b>90</b>  | <b>9</b> | <b>\$ 52.27</b> | <b>\$ 9,060</b>  | <b>\$ 108,720</b> |
| Police Civilian Custody Supervisor           | 15B        | 1        | \$ 41.00        | \$ 7,107         | \$ 85,280         |
| Police Civilian Custody Supervisor           | 15B        | 2        | \$ 43.05        | \$ 7,463         | \$ 89,550         |
| Police Civilian Custody Supervisor           | 15B        | 3        | \$ 45.20        | \$ 7,834         | \$ 94,013         |
| Police Civilian Custody Supervisor           | 15B        | 4        | \$ 47.45        | \$ 8,224         | \$ 98,694         |
| Police Civilian Custody Supervisor           | 15B        | 5        | \$ 49.85        | \$ 8,641         | \$ 103,687        |
| Police Civilian Custody Supervisor           | 15B        | 6        | \$ 52.33        | \$ 9,071         | \$ 108,850        |
| Police Civilian Custody Supervisor           | 15B        | 7        | \$ 54.95        | \$ 9,525         | \$ 114,303        |
| Police Civilian Custody Supervisor           | 15B        | 8        | \$ 57.69        | \$ 10,000        | \$ 119,996        |
| <b>Police Civilian Custody Supervisor</b>    | <b>15B</b> | <b>9</b> | <b>\$ 60.57</b> | <b>\$ 10,500</b> | <b>\$ 125,996</b> |
| Police Civilian Investigator                 | 43A        | 1        | \$ 32.43        | \$ 5,621         | \$ 67,452         |
| Police Civilian Investigator                 | 43A        | 2        | \$ 34.06        | \$ 5,904         | \$ 70,854         |
| Police Civilian Investigator                 | 43A        | 3        | \$ 35.77        | \$ 6,200         | \$ 74,400         |
| Police Civilian Investigator                 | 43A        | 4        | \$ 37.54        | \$ 6,508         | \$ 78,091         |
| Police Civilian Investigator                 | 43A        | 5        | \$ 39.42        | \$ 6,833         | \$ 81,999         |
| Police Civilian Investigator                 | 43A        | 6        | \$ 41.39        | \$ 7,175         | \$ 86,101         |
| Police Civilian Investigator                 | 43A        | 7        | \$ 43.45        | \$ 7,531         | \$ 90,371         |
| Police Civilian Investigator                 | 43A        | 8        | \$ 45.64        | \$ 7,911         | \$ 94,930         |
| <b>Police Civilian Investigator</b>          | <b>43A</b> | <b>9</b> | <b>\$ 47.92</b> | <b>\$ 8,306</b>  | <b>\$ 99,677</b>  |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

**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> |
|--|--------------|-------------|--------------------|-----------------------|----------------------|
| Police Civilian Supervisor                       | 15           | 1           | \$ 41.00           | \$ 7,107              | \$ 85,280            |
| Police Civilian Supervisor                       | 15           | 2           | \$ 43.05           | \$ 7,463              | \$ 89,550            |
| Police Civilian Supervisor                       | 15           | 3           | \$ 45.20           | \$ 7,834              | \$ 94,013            |
| Police Civilian Supervisor                       | 15           | 4           | \$ 47.45           | \$ 8,224              | \$ 98,694            |
| Police Civilian Supervisor                       | 15           | 5           | \$ 49.85           | \$ 8,641              | \$ 103,687           |
| Police Civilian Supervisor                       | 15           | 6           | \$ 52.33           | \$ 9,071              | \$ 108,850           |
| Police Civilian Supervisor                       | 15           | 7           | \$ 54.95           | \$ 9,525              | \$ 114,303           |
| Police Civilian Supervisor                       | 15           | 8           | \$ 57.69           | \$ 10,000             | \$ 119,996           |
| <b>Police Civilian Supervisor</b>                | <b>15</b>    | <b>9</b>    | <b>\$ 60.57</b>    | <b>\$ 10,500</b>      | <b>\$ 125,996</b>    |
| Police Community Services Officer                | 05           | 1           | \$ 24.62           | \$ 4,268              | \$ 51,217            |
| Police Community Services Officer                | 05           | 2           | \$ 25.83           | \$ 4,477              | \$ 53,726            |
| Police Community Services Officer                | 05           | 3           | \$ 27.14           | \$ 4,704              | \$ 56,452            |
| Police Community Services Officer                | 05           | 4           | \$ 28.50           | \$ 4,940              | \$ 59,274            |
| Police Community Services Officer                | 05           | 5           | \$ 29.90           | \$ 5,183              | \$ 62,193            |
| Police Community Services Officer                | 05           | 6           | \$ 31.41           | \$ 5,444              | \$ 65,329            |
| Police Community Services Officer                | 05           | 7           | \$ 32.99           | \$ 5,718              | \$ 68,610            |
| Police Community Services Officer                | 05           | 8           | \$ 34.61           | \$ 5,999              | \$ 71,988            |
| Police Community Services Officer                | 05           | 9           | \$ 36.35           | \$ 6,301              | \$ 75,606            |
| Police Community Services Officer                | 05           | 10          | \$ 38.19           | \$ 6,620              | \$ 79,442            |
| <b>Police Community Services Officer</b>         | <b>05</b>    | <b>11</b>   | <b>\$ 40.10</b>    | <b>\$ 6,951</b>       | <b>\$ 83,414</b>     |
| Police Community Services Officer, Senior        | 40           | 1           | \$ 31.40           | \$ 5,442              | \$ 65,303            |
| Police Community Services Officer, Senior        | 40           | 2           | \$ 32.97           | \$ 5,714              | \$ 68,568            |
| Police Community Services Officer, Senior        | 40           | 3           | \$ 34.61           | \$ 6,000              | \$ 71,996            |
| Police Community Services Officer, Senior        | 40           | 4           | \$ 36.34           | \$ 6,300              | \$ 75,596            |
| Police Community Services Officer, Senior        | 40           | 5           | \$ 38.16           | \$ 6,615              | \$ 79,376            |
| Police Community Services Officer, Senior        | 40           | 6           | \$ 40.07           | \$ 6,945              | \$ 83,345            |
| Police Community Services Officer, Senior        | 40           | 7           | \$ 42.07           | \$ 7,293              | \$ 87,512            |
| Police Community Services Officer, Senior        | 40           | 8           | \$ 44.18           | \$ 7,657              | \$ 91,888            |
| <b>Police Community Services Officer, Senior</b> | <b>40</b>    | <b>9</b>    | <b>\$ 46.39</b>    | <b>\$ 8,040</b>       | <b>\$ 96,482</b>     |
| Police Computer Systems Manager                  | 25           | 1           | \$ 58.06           | \$ 10,064             | \$ 120,768           |
| Police Computer Systems Manager                  | 25           | 2           | \$ 60.97           | \$ 10,569             | \$ 126,823           |
| Police Computer Systems Manager                  | 25           | 3           | \$ 64.01           | \$ 11,095             | \$ 133,144           |
| Police Computer Systems Manager                  | 25           | 4           | \$ 67.22           | \$ 11,652             | \$ 139,826           |
| Police Computer Systems Manager                  | 25           | 5           | \$ 70.55           | \$ 12,229             | \$ 146,750           |
| Police Computer Systems Manager                  | 25           | 6           | \$ 74.11           | \$ 12,846             | \$ 154,156           |
| Police Computer Systems Manager                  | 25           | 7           | \$ 77.81           | \$ 13,488             | \$ 161,852           |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

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

| POSITION                                  | GRADE     | STEP     | HOURLY RATE     | MONTHLY SALARY   | ANNUAL SALARY     |
|---|-----------|----------|-----------------|------------------|-------------------|
| Police Computer Systems Manager           | 25        | 8        | \$ 81.69        | \$ 14,159        | \$ 169,910        |
| <b>Police Computer Systems Manager</b>    | <b>25</b> | <b>9</b> | <b>\$ 85.77</b> | <b>\$ 14,867</b> | <b>\$ 178,405</b> |
| Police Crime Analyst, Senior              | 87        | 1        | \$ 35.35        | \$ 6,128         | \$ 73,532         |
| Police Crime Analyst, Senior              | 87        | 2        | \$ 37.16        | \$ 6,441         | \$ 77,295         |
| Police Crime Analyst, Senior              | 87        | 3        | \$ 39.01        | \$ 6,761         | \$ 81,131         |
| Police Crime Analyst, Senior              | 87        | 4        | \$ 40.95        | \$ 7,099         | \$ 85,184         |
| Police Crime Analyst, Senior              | 87        | 5        | \$ 42.98        | \$ 7,450         | \$ 89,406         |
| Police Crime Analyst, Senior              | 87        | 6        | \$ 45.15        | \$ 7,826         | \$ 93,917         |
| Police Crime Analyst, Senior              | 87        | 7        | \$ 47.40        | \$ 8,216         | \$ 98,597         |
| Police Crime Analyst, Senior              | 87        | 8        | \$ 49.78        | \$ 8,629         | \$ 103,543        |
| <b>Police Crime Analyst, Senior</b>       | <b>87</b> | <b>9</b> | <b>\$ 52.27</b> | <b>\$ 9,060</b>  | <b>\$ 108,720</b> |
| Police Crime Prevention Specialist        | 21        | 1        | \$ 33.57        | \$ 5,818         | \$ 69,817         |
| Police Crime Prevention Specialist        | 21        | 2        | \$ 35.26        | \$ 6,112         | \$ 73,339         |
| Police Crime Prevention Specialist        | 21        | 3        | \$ 37.01        | \$ 6,415         | \$ 76,982         |
| Police Crime Prevention Specialist        | 21        | 4        | \$ 38.88        | \$ 6,739         | \$ 80,865         |
| Police Crime Prevention Specialist        | 21        | 5        | \$ 40.83        | \$ 7,077         | \$ 84,918         |
| Police Crime Prevention Specialist        | 21        | 6        | \$ 42.87        | \$ 7,430         | \$ 89,165         |
| Police Crime Prevention Specialist        | 21        | 7        | \$ 44.99        | \$ 7,798         | \$ 93,579         |
| Police Crime Prevention Specialist        | 21        | 8        | \$ 47.26        | \$ 8,192         | \$ 98,308         |
| <b>Police Crime Prevention Specialist</b> | <b>21</b> | <b>9</b> | <b>\$ 49.63</b> | <b>\$ 8,602</b>  | <b>\$ 103,223</b> |
| Police Crime Scene Investigator           | 43        | 1        | \$ 32.43        | \$ 5,621         | \$ 67,452         |
| Police Crime Scene Investigator           | 43        | 2        | \$ 34.06        | \$ 5,904         | \$ 70,854         |
| Police Crime Scene Investigator           | 43        | 3        | \$ 35.77        | \$ 6,200         | \$ 74,400         |
| Police Crime Scene Investigator           | 43        | 4        | \$ 37.54        | \$ 6,508         | \$ 78,091         |
| Police Crime Scene Investigator           | 43        | 5        | \$ 39.42        | \$ 6,833         | \$ 81,999         |
| Police Crime Scene Investigator           | 43        | 6        | \$ 41.39        | \$ 7,175         | \$ 86,101         |
| Police Crime Scene Investigator           | 43        | 7        | \$ 43.45        | \$ 7,531         | \$ 90,371         |
| Police Crime Scene Investigator           | 43        | 8        | \$ 45.64        | \$ 7,911         | \$ 94,930         |
| <b>Police Crime Scene Investigator</b>    | <b>43</b> | <b>9</b> | <b>\$ 47.92</b> | <b>\$ 8,306</b>  | <b>\$ 99,677</b>  |
| Police Crime Scene Investigator, Senior   | 86        | 1        | \$ 35.07        | \$ 6,079         | \$ 72,953         |
| Police Crime Scene Investigator, Senior   | 86        | 2        | \$ 36.82        | \$ 6,383         | \$ 76,596         |
| Police Crime Scene Investigator, Senior   | 86        | 3        | \$ 38.66        | \$ 6,701         | \$ 80,407         |
| Police Crime Scene Investigator, Senior   | 86        | 4        | \$ 40.56        | \$ 7,030         | \$ 84,364         |
| Police Crime Scene Investigator, Senior   | 86        | 5        | \$ 42.61        | \$ 7,386         | \$ 88,634         |
| Police Crime Scene Investigator, Senior   | 86        | 6        | \$ 44.73        | \$ 7,754         | \$ 93,049         |
| Police Crime Scene Investigator, Senior   | 86        | 7        | \$ 46.98        | \$ 8,144         | \$ 97,729         |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

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

| POSITION                                       | GRADE     | STEP     | HOURLY RATE     | MONTHLY SALARY  | ANNUAL SALARY     |
|--|-----------|----------|-----------------|-----------------|-------------------|
| Police Crime Scene Investigator, Senior        | 86        | 8        | \$ 49.34        | \$ 8,552        | \$ 102,626        |
| <b>Police Crime Scene Investigator, Senior</b> | <b>86</b> | <b>9</b> | <b>\$ 51.81</b> | <b>\$ 8,980</b> | <b>\$ 107,757</b> |
| Police Custody Officer                         | 55        | 1        | \$ 30.79        | \$ 5,338        | \$ 64,051         |
| Police Custody Officer                         | 55        | 2        | \$ 32.36        | \$ 5,609        | \$ 67,308         |
| Police Custody Officer                         | 55        | 3        | \$ 33.95        | \$ 5,884        | \$ 70,613         |
| Police Custody Officer                         | 55        | 4        | \$ 35.66        | \$ 6,182        | \$ 74,183         |
| Police Custody Officer                         | 55        | 5        | \$ 37.44        | \$ 6,490        | \$ 77,874         |
| Police Custody Officer                         | 55        | 6        | \$ 39.32        | \$ 6,815        | \$ 81,782         |
| Police Custody Officer                         | 55        | 7        | \$ 41.27        | \$ 7,153        | \$ 85,835         |
| Police Custody Officer                         | 55        | 8        | \$ 43.34        | \$ 7,513        | \$ 90,153         |
| <b>Police Custody Officer</b>                  | <b>55</b> | <b>9</b> | <b>\$ 45.51</b> | <b>\$ 7,888</b> | <b>\$ 94,661</b>  |
| Police Dispatcher                              | 70        | 1        | \$ 31.39        | \$ 5,440        | \$ 65,281         |
| Police Dispatcher                              | 70        | 2        | \$ 32.96        | \$ 5,714        | \$ 68,562         |
| Police Dispatcher                              | 70        | 3        | \$ 34.60        | \$ 5,997        | \$ 71,964         |
| Police Dispatcher                              | 70        | 4        | \$ 36.33        | \$ 6,296        | \$ 75,558         |
| Police Dispatcher                              | 70        | 5        | \$ 38.17        | \$ 6,616        | \$ 79,394         |
| Police Dispatcher                              | 70        | 6        | \$ 40.06        | \$ 6,944        | \$ 83,326         |
| Police Dispatcher                              | 70        | 7        | \$ 42.07        | \$ 7,292        | \$ 87,500         |
| Police Dispatcher                              | 70        | 8        | \$ 44.17        | \$ 7,656        | \$ 91,866         |
| <b>Police Dispatcher</b>                       | <b>70</b> | <b>9</b> | <b>\$ 46.37</b> | <b>\$ 8,038</b> | <b>\$ 96,460</b>  |
| Police Dispatcher, Senior                      | 99        | 1        | \$ 36.09        | \$ 6,256        | \$ 75,076         |
| Police Dispatcher, Senior                      | 99        | 2        | \$ 37.89        | \$ 6,568        | \$ 78,815         |
| Police Dispatcher, Senior                      | 99        | 3        | \$ 39.77        | \$ 6,894        | \$ 82,723         |
| Police Dispatcher, Senior                      | 99        | 4        | \$ 41.78        | \$ 7,241        | \$ 86,897         |
| Police Dispatcher, Senior                      | 99        | 5        | \$ 43.88        | \$ 7,605        | \$ 91,263         |
| Police Dispatcher, Senior                      | 99        | 6        | \$ 46.06        | \$ 7,983        | \$ 95,799         |
| Police Dispatcher, Senior                      | 99        | 7        | \$ 48.35        | \$ 8,381        | \$ 100,575        |
| Police Dispatcher, Senior                      | 99        | 8        | \$ 50.78        | \$ 8,801        | \$ 105,618        |
| <b>Police Dispatcher, Senior</b>               | <b>99</b> | <b>9</b> | <b>\$ 53.32</b> | <b>\$ 9,242</b> | <b>\$ 110,898</b> |
| Police Electronics Specialist                  | 05A       | 1        | \$ 39.53        | \$ 6,851        | \$ 82,216         |
| Police Electronics Specialist                  | 05A       | 2        | \$ 41.51        | \$ 7,195        | \$ 86,342         |
| Police Electronics Specialist                  | 05A       | 3        | \$ 43.59        | \$ 7,555        | \$ 90,660         |
| Police Electronics Specialist                  | 05A       | 4        | \$ 45.78        | \$ 7,935        | \$ 95,220         |
| Police Electronics Specialist                  | 05A       | 5        | \$ 48.05        | \$ 8,329        | \$ 99,948         |
| Police Electronics Specialist                  | 05A       | 6        | \$ 50.45        | \$ 8,745        | \$ 104,942        |
| Police Electronics Specialist                  | 05A       | 7        | \$ 52.98        | \$ 9,183        | \$ 110,201        |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

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

| POSITION   | GRADE      | STEP     | HOURLY RATE     | MONTHLY SALARY   | ANNUAL SALARY     |
|--|------------|----------|-----------------|------------------|-------------------|
| Police Electronics Specialist                    | 05A        | 8        | \$ 55.63        | \$ 9,642         | \$ 115,702        |
| <b>Police Electronics Specialist</b>             | <b>05A</b> | <b>9</b> | <b>\$ 58.41</b> | <b>\$ 10,124</b> | <b>\$ 121,487</b> |
| Police Emergency Services Coordinator            | 04         | 1        | \$ 40.88        | \$ 7,087         | \$ 85,039         |
| Police Emergency Services Coordinator            | 04         | 2        | \$ 42.90        | \$ 7,436         | \$ 89,237         |
| Police Emergency Services Coordinator            | 04         | 3        | \$ 45.01        | \$ 7,802         | \$ 93,628         |
| Police Emergency Services Coordinator            | 04         | 4        | \$ 47.29        | \$ 8,196         | \$ 98,356         |
| Police Emergency Services Coordinator            | 04         | 5        | \$ 49.69        | \$ 8,612         | \$ 103,349        |
| Police Emergency Services Coordinator            | 04         | 6        | \$ 52.13        | \$ 9,037         | \$ 108,440        |
| Police Emergency Services Coordinator            | 04         | 7        | \$ 54.73        | \$ 9,487         | \$ 113,844        |
| Police Emergency Services Coordinator            | 04         | 8        | \$ 57.49        | \$ 9,965         | \$ 119,586        |
| <b>Police Emergency Services Coordinator</b>     | <b>04</b>  | <b>9</b> | <b>\$ 60.37</b> | <b>\$ 10,464</b> | <b>\$ 125,565</b> |
| Police Fiscal Services/Facilities Manager        | 03         | 1        | \$ 46.92        | \$ 8,132         | \$ 97,584         |
| Police Fiscal Services/Facilities Manager        | 03         | 2        | \$ 49.26        | \$ 8,538         | \$ 102,457        |
| Police Fiscal Services/Facilities Manager        | 03         | 3        | \$ 51.72        | \$ 8,964         | \$ 107,572        |
| Police Fiscal Services/Facilities Manager        | 03         | 4        | \$ 54.29        | \$ 9,411         | \$ 112,927        |
| Police Fiscal Services/Facilities Manager        | 03         | 5        | \$ 57.03        | \$ 9,885         | \$ 118,621        |
| Police Fiscal Services/Facilities Manager        | 03         | 6        | \$ 59.88        | \$ 10,380        | \$ 124,555        |
| Police Fiscal Services/Facilities Manager        | 03         | 7        | \$ 62.89        | \$ 10,900        | \$ 130,804        |
| Police Fiscal Services/Facilities Manager        | 03         | 8        | \$ 65.98        | \$ 11,437        | \$ 137,245        |
| <b>Police Fiscal Services/Facilities Manager</b> | <b>03</b>  | <b>9</b> | <b>\$ 69.28</b> | <b>\$ 12,009</b> | <b>\$ 144,107</b> |
| Police Information Technology Analyst            | 61         | 1        | \$ 41.07        | \$ 7,119         | \$ 85,425         |
| Police Information Technology Analyst            | 61         | 2        | \$ 43.13        | \$ 7,477         | \$ 89,720         |
| Police Information Technology Analyst            | 61         | 3        | \$ 45.27        | \$ 7,847         | \$ 94,158         |
| Police Information Technology Analyst            | 61         | 4        | \$ 47.52        | \$ 8,237         | \$ 98,839         |
| Police Information Technology Analyst            | 61         | 5        | \$ 49.92        | \$ 8,653         | \$ 103,832        |
| Police Information Technology Analyst            | 61         | 6        | \$ 52.40        | \$ 9,083         | \$ 108,995        |
| Police Information Technology Analyst            | 61         | 7        | \$ 55.03        | \$ 9,539         | \$ 114,471        |
| Police Information Technology Analyst            | 61         | 8        | \$ 57.77        | \$ 10,014        | \$ 120,165        |
| <b>Police Information Technology Analyst</b>     | <b>61</b>  | <b>9</b> | <b>\$ 60.66</b> | <b>\$ 10,514</b> | <b>\$ 126,173</b> |
| Police Information Technology Coordinator        | 02A        | 1        | \$ 48.09        | \$ 8,335         | \$ 100,021        |
| Police Information Technology Coordinator        | 02A        | 2        | \$ 50.49        | \$ 8,751         | \$ 105,014        |
| Police Information Technology Coordinator        | 02A        | 3        | \$ 53.03        | \$ 9,191         | \$ 110,298        |
| Police Information Technology Coordinator        | 02A        | 4        | \$ 55.65        | \$ 9,646         | \$ 115,750        |
| Police Information Technology Coordinator        | 02A        | 5        | \$ 58.47        | \$ 10,134        | \$ 121,612        |
| Police Information Technology Coordinator        | 02A        | 6        | \$ 61.37        | \$ 10,637        | \$ 127,643        |
| Police Information Technology Coordinator        | 02A        | 7        | \$ 64.44        | \$ 11,170        | \$ 134,036        |

EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

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

| POSITION   | GRADE      | STEP     | HOURLY RATE     | MONTHLY SALARY   | ANNUAL SALARY     |
|--|------------|----------|-----------------|------------------|-------------------|
| Police Information Technology Coordinator        | 02A        | 8        | \$ 67.66        | \$ 11,729        | \$ 140,743        |
| <b>Police Information Technology Coordinator</b> | <b>02A</b> | <b>9</b> | <b>\$ 71.05</b> | <b>\$ 12,315</b> | <b>\$ 147,780</b> |
| Police Mechanic I                                | 17         | 1        | \$ 25.63        | \$ 4,443         | \$ 53,315         |
| Police Mechanic I                                | 17         | 2        | \$ 26.89        | \$ 4,660         | \$ 55,921         |
| Police Mechanic I                                | 17         | 3        | \$ 28.23        | \$ 4,893         | \$ 58,719         |
| Police Mechanic I                                | 17         | 4        | \$ 29.66        | \$ 5,141         | \$ 61,687         |
| Police Mechanic I                                | 17         | 5        | \$ 31.14        | \$ 5,398         | \$ 64,774         |
| Police Mechanic I                                | 17         | 6        | \$ 32.72        | \$ 5,671         | \$ 68,056         |
| Police Mechanic I                                | 17         | 7        | \$ 34.35        | \$ 5,955         | \$ 71,457         |
| Police Mechanic I                                | 17         | 8        | \$ 36.05        | \$ 6,248         | \$ 74,979         |
| <b>Police Mechanic I</b>                         | <b>17</b>  | <b>9</b> | <b>\$ 37.85</b> | <b>\$ 6,561</b>  | <b>\$ 78,728</b>  |
| Police Mechanic II                               | 18         | 1        | \$ 29.68        | \$ 5,145         | \$ 61,735         |
| Police Mechanic II                               | 18         | 2        | \$ 31.15        | \$ 5,400         | \$ 64,798         |
| Police Mechanic II                               | 18         | 3        | \$ 32.74        | \$ 5,675         | \$ 68,104         |
| Police Mechanic II                               | 18         | 4        | \$ 34.39        | \$ 5,961         | \$ 71,529         |
| Police Mechanic II                               | 18         | 5        | \$ 36.09        | \$ 6,256         | \$ 75,076         |
| Police Mechanic II                               | 18         | 6        | \$ 37.89        | \$ 6,568         | \$ 78,815         |
| Police Mechanic II                               | 18         | 7        | \$ 39.77        | \$ 6,894         | \$ 82,723         |
| Police Mechanic II                               | 18         | 8        | \$ 41.78        | \$ 7,241         | \$ 86,897         |
| <b>Police Mechanic II</b>                        | <b>18</b>  | <b>9</b> | <b>\$ 43.87</b> | <b>\$ 7,603</b>  | <b>\$ 91,242</b>  |
| Police Mechanic, Senior                          | 19         | 1        | \$ 32.74        | \$ 5,675         | \$ 68,104         |
| Police Mechanic, Senior                          | 19         | 2        | \$ 34.39        | \$ 5,961         | \$ 71,529         |
| Police Mechanic, Senior                          | 19         | 3        | \$ 36.09        | \$ 6,256         | \$ 75,076         |
| Police Mechanic, Senior                          | 19         | 4        | \$ 37.90        | \$ 6,570         | \$ 78,839         |
| Police Mechanic, Senior                          | 19         | 5        | \$ 39.77        | \$ 6,894         | \$ 82,723         |
| Police Mechanic, Senior                          | 19         | 6        | \$ 41.78        | \$ 7,241         | \$ 86,897         |
| Police Mechanic, Senior                          | 19         | 7        | \$ 43.88        | \$ 7,605         | \$ 91,263         |
| Police Mechanic, Senior                          | 19         | 8        | \$ 46.06        | \$ 7,983         | \$ 95,799         |
| <b>Police Mechanic, Senior</b>                   | <b>19</b>  | <b>9</b> | <b>\$ 48.36</b> | <b>\$ 8,382</b>  | <b>\$ 100,589</b> |
| Police Officer                                   | 15A        | 1        | \$ 37.71        | \$ 6,536         | \$ 78,429         |
| Police Officer                                   | 15A        | 2        | \$ 39.61        | \$ 6,865         | \$ 82,386         |
| Police Officer                                   | 15A        | 3        | \$ 41.58        | \$ 7,207         | \$ 86,487         |
| Police Officer                                   | 15A        | 4        | \$ 43.68        | \$ 7,571         | \$ 90,853         |
| Police Officer                                   | 15A        | 5        | \$ 45.86        | \$ 7,949         | \$ 95,388         |
| Police Officer                                   | 15A        | 6        | \$ 48.12        | \$ 8,341         | \$ 100,093        |
| Police Officer                                   | 15A        | 7        | \$ 52.93        | \$ 9,175         | \$ 110,105        |



EXHIBIT E: Side Letter of Agreement Between the City and NBPA

The City of Newport Beach  
 Police Association Salary Schedule Adjustment  
 MOU Term: July 1, 2021 - November 30, 2025 (Exhibit B)

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

| POSITION                          | GRADE      | STEP      | HOURLY RATE     | MONTHLY SALARY   | ANNUAL SALARY     |
|-----------------------------------|------------|-----------|-----------------|------------------|-------------------|
| Police Officer                    | 15A        | 8         | \$ 55.58        | \$ 9,634         | \$ 115,605        |
| Police Officer                    | 15A        | 9         | \$ 58.36        | \$ 10,116        | \$ 121,395        |
| <b>Police Officer</b>             | <b>15A</b> | <b>10</b> | <b>\$ 61.29</b> | <b>\$ 10,623</b> | <b>\$ 127,474</b> |
| Police Officer                    | 15A        | 11        | \$ 64.35        | \$ 11,154        | \$ 133,843        |
| Police Officer                    | 15A        | 12        | \$ 67.56        | \$ 11,711        | \$ 140,535        |
| Police Rangemaster-Armorer        | 45         | 1         | \$ 30.58        | \$ 5,301         | \$ 63,616         |
| Police Rangemaster-Armorer        | 45         | 2         | \$ 32.10        | \$ 5,565         | \$ 66,777         |
| Police Rangemaster-Armorer        | 45         | 3         | \$ 33.74        | \$ 5,848         | \$ 70,178         |
| Police Rangemaster-Armorer        | 45         | 4         | \$ 35.41        | \$ 6,138         | \$ 73,653         |
| Police Rangemaster-Armorer        | 45         | 5         | \$ 37.20        | \$ 6,447         | \$ 77,367         |
| Police Rangemaster-Armorer        | 45         | 6         | \$ 39.03        | \$ 6,765         | \$ 81,179         |
| Police Rangemaster-Armorer        | 45         | 7         | \$ 40.99        | \$ 7,105         | \$ 85,256         |
| Police Rangemaster-Armorer        | 45         | 8         | \$ 43.02        | \$ 7,457         | \$ 89,478         |
| <b>Police Rangemaster-Armorer</b> | <b>45</b>  | <b>9</b>  | <b>\$ 45.17</b> | <b>\$ 7,829</b>  | <b>\$ 93,952</b>  |
| Police Recruit                    | 07         | 1         | \$ 34.15        | \$ 5,919         | \$ 71,023         |
| Police Station Officer            | 52A        | 1         | \$ 30.67        | \$ 5,315         | \$ 63,786         |
| Police Station Officer            | 52A        | 2         | \$ 32.20        | \$ 5,581         | \$ 66,970         |
| Police Station Officer            | 52A        | 3         | \$ 33.82        | \$ 5,862         | \$ 70,347         |
| Police Station Officer            | 52A        | 4         | \$ 35.50        | \$ 6,154         | \$ 73,845         |
| Police Station Officer            | 52A        | 5         | \$ 37.29        | \$ 6,463         | \$ 77,561         |
| Police Station Officer            | 52A        | 6         | \$ 39.16        | \$ 6,787         | \$ 81,445         |
| Police Station Officer            | 52A        | 7         | \$ 41.12        | \$ 7,127         | \$ 85,522         |
| Police Station Officer            | 52A        | 8         | \$ 43.17        | \$ 7,483         | \$ 89,792         |
| <b>Police Station Officer</b>     | <b>52A</b> | <b>9</b>  | <b>\$ 45.33</b> | <b>\$ 7,857</b>  | <b>\$ 94,282</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.