

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

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

**WHEREAS**, on June 28, 2022, the City Council adopted Resolution No. 2022-44 approving a Memorandum of Understanding ("MOU") between the Parties with a term of July 1, 2022, through June 30, 2026;

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

**WHEREAS**, on March 1, 2023, this Agreement was ratified by the Association; and

**WHEREAS**, this Agreement will not have the effect of an agreement, and will not be binding on either party, until it is approved by the City Council.

**NOW, THEREFORE**, it is mutually agreed between the Parties as follows:

1. Section 2, Compensation, of the MOU is amended to add the following to Subsection A, which shall read as follows:

Salary Schedule Adjustment

Effective the pay period which includes July 1, 2023, the City will add a new top step (“New Top Step”) to the salary schedule for all represented positions, which shall be five percent (5%) more than the current top step (“Current Top Step”). The Parties acknowledge and agree that the first step for all represented positions currently in effect is not being eliminated.

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

Employees who have been at the Current Top Step for longer than 12 months as of June 30, 2023, will advance to the New Top Step in the pay period which includes July 1, 2023.

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

**Signatures on the next page**

Executed this 11 day of APRIL, 2023.

FOR THE NEWPORT BEACH POLICE MANAGEMENT  
ASSOCIATION:

By: *Eric Little*  
Eric Little, President

FOR THE CITY OF NEWPORT BEACH:

By: *Noah Blom*  
Noah Blom, Mayor

CITY OF NEWPORT BEACH  
APPROVED AS TO FORM:

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

ATTEST:

By: *Leilani Brown 4.12.2023*  
Leilani Brown, City Clerk



Attachment: Exhibit A – Salary Schedule

EXHIBIT F: Side Letter of Agreement Between the City and NBPMA

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

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

<b>POSITION</b>	<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY SALARY</b>	<b>ANNUAL SALARY</b>
Police Lieutenant	65	1	\$ 60.04	\$ 10,407	\$ 124,887
Police Lieutenant	65	2	\$ 63.06	\$ 10,930	\$ 131,155
Police Lieutenant	65	3	\$ 66.20	\$ 11,474	\$ 137,692
Police Lieutenant	65	4	\$ 69.49	\$ 12,046	\$ 144,547
Police Lieutenant	65	5	\$ 72.98	\$ 12,649	\$ 151,794
Police Lieutenant	65	6	\$ 76.63	\$ 13,282	\$ 159,383
Police Lieutenant	65	7	\$ 80.46	\$ 13,947	\$ 167,365
Police Lieutenant	65	8	\$ 84.49	\$ 14,645	\$ 175,738
<b>Police Lieutenant</b>	<b>65</b>	<b>9</b>	<b>\$ 88.71</b>	<b>\$ 15,377</b>	<b>\$ 184,525</b>
Police Sergeant	40	1	\$ 51.08	\$ 8,855	\$ 106,256
Police Sergeant	40	2	\$ 53.65	\$ 9,299	\$ 111,593
Police Sergeant	40	3	\$ 56.35	\$ 9,767	\$ 117,200
Police Sergeant	40	4	\$ 59.15	\$ 10,252	\$ 123,026
Police Sergeant	40	5	\$ 62.10	\$ 10,764	\$ 129,172
Police Sergeant	40	6	\$ 65.20	\$ 11,301	\$ 135,610
Police Sergeant	40	7	\$ 68.47	\$ 11,868	\$ 142,417
Police Sergeant	40	8	\$ 71.87	\$ 12,458	\$ 149,492
<b>Police Sergeant</b>	<b>40</b>	<b>9</b>	<b>\$ 75.46</b>	<b>\$ 13,081</b>	<b>\$ 156,967</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 F: Side Letter of Agreement Between the City and NBPMA

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

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

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Police Lieutenant	65	1	\$ 61.84	\$ 10,719	\$ 128,634
Police Lieutenant	65	2	\$ 64.95	\$ 11,257	\$ 135,089
Police Lieutenant	65	3	\$ 68.18	\$ 11,819	\$ 141,822
Police Lieutenant	65	4	\$ 71.58	\$ 12,407	\$ 148,883
Police Lieutenant	65	5	\$ 75.17	\$ 13,029	\$ 156,348
Police Lieutenant	65	6	\$ 78.93	\$ 13,680	\$ 164,165
Police Lieutenant	65	7	\$ 82.88	\$ 14,365	\$ 172,386
Police Lieutenant	65	8	\$ 87.02	\$ 15,084	\$ 181,010
<b>Police Lieutenant</b>	<b>65</b>	<b>9</b>	<b>\$ 91.38</b>	<b>\$ 15,838</b>	<b>\$ 190,061</b>
Police Sergeant	40	1	\$ 52.62	\$ 9,120	\$ 109,444
Police Sergeant	40	2	\$ 55.26	\$ 9,578	\$ 114,941
Police Sergeant	40	3	\$ 58.04	\$ 10,060	\$ 120,716
Police Sergeant	40	4	\$ 60.92	\$ 10,560	\$ 126,717
Police Sergeant	40	5	\$ 63.96	\$ 11,087	\$ 133,047
Police Sergeant	40	6	\$ 67.15	\$ 11,640	\$ 139,679
Police Sergeant	40	7	\$ 70.52	\$ 12,224	\$ 146,689
Police Sergeant	40	8	\$ 74.03	\$ 12,831	\$ 153,977
<b>Police Sergeant</b>	<b>40</b>	<b>9</b>	<b>\$ 77.73</b>	<b>\$ 13,473</b>	<b>\$ 161,676</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 F: Side Letter of Agreement Between the City and NBPMA

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

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

<b>POSITION</b>	<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY SALARY</b>	<b>ANNUAL SALARY</b>
Police Lieutenant	65	1	\$ 63.70	\$ 11,041	\$ 132,493
Police Lieutenant	65	2	\$ 66.90	\$ 11,595	\$ 139,142
Police Lieutenant	65	3	\$ 70.23	\$ 12,173	\$ 146,077
Police Lieutenant	65	4	\$ 73.73	\$ 12,779	\$ 153,350
Police Lieutenant	65	5	\$ 77.42	\$ 13,420	\$ 161,038
Police Lieutenant	65	6	\$ 81.29	\$ 14,091	\$ 169,090
Police Lieutenant	65	7	\$ 85.36	\$ 14,796	\$ 177,557
Police Lieutenant	65	8	\$ 89.63	\$ 15,537	\$ 186,441
<b>Police Lieutenant</b>	<b>65</b>	<b>9</b>	<b>\$ 94.12</b>	<b>\$ 16,314</b>	<b>\$ 195,763</b>
Police Sergeant	40	1	\$ 54.20	\$ 9,394	\$ 112,727
Police Sergeant	40	2	\$ 56.92	\$ 9,866	\$ 118,389
Police Sergeant	40	3	\$ 59.78	\$ 10,361	\$ 124,337
Police Sergeant	40	4	\$ 62.75	\$ 10,877	\$ 130,519
Police Sergeant	40	5	\$ 65.88	\$ 11,420	\$ 137,038
Police Sergeant	40	6	\$ 69.17	\$ 11,989	\$ 143,869
Police Sergeant	40	7	\$ 72.64	\$ 12,591	\$ 151,090
Police Sergeant	40	8	\$ 76.25	\$ 13,216	\$ 158,596
<b>Police Sergeant</b>	<b>40</b>	<b>9</b>	<b>\$ 80.06</b>	<b>\$ 13,877</b>	<b>\$ 166,526</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 F: Side Letter of Agreement Between the City and NBPMA

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

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

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Police Lieutenant	65	1	\$ 65.61	\$ 11,372	\$ 136,468
Police Lieutenant	65	2	\$ 68.90	\$ 11,943	\$ 143,316
Police Lieutenant	65	3	\$ 72.34	\$ 12,538	\$ 150,459
Police Lieutenant	65	4	\$ 75.94	\$ 13,163	\$ 157,950
Police Lieutenant	65	5	\$ 79.74	\$ 13,822	\$ 165,869
Police Lieutenant	65	6	\$ 83.73	\$ 14,514	\$ 174,162
Police Lieutenant	65	7	\$ 87.93	\$ 15,240	\$ 182,884
Police Lieutenant	65	8	\$ 92.32	\$ 16,003	\$ 192,034
<b>Police Lieutenant</b>	<b>65</b>	<b>9</b>	<b>\$ 96.94</b>	<b>\$ 16,803</b>	<b>\$ 201,636</b>
Police Sergeant	40	1	\$ 55.82	\$ 9,676	\$ 116,109
Police Sergeant	40	2	\$ 58.63	\$ 10,162	\$ 121,941
Police Sergeant	40	3	\$ 61.57	\$ 10,672	\$ 128,067
Police Sergeant	40	4	\$ 64.63	\$ 11,203	\$ 134,434
Police Sergeant	40	5	\$ 67.86	\$ 11,762	\$ 141,149
Police Sergeant	40	6	\$ 71.24	\$ 12,349	\$ 148,185
Police Sergeant	40	7	\$ 74.82	\$ 12,969	\$ 155,623
Police Sergeant	40	8	\$ 78.54	\$ 13,613	\$ 163,354
<b>Police Sergeant</b>	<b>40</b>	<b>9</b>	<b>\$ 82.46</b>	<b>\$ 14,293</b>	<b>\$ 171,522</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.