

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

This Side Letter of Agreement ("Agreement") between the CITY OF NEWPORT BEACH ("City") and the NEWPORT BEACH POLICE ASSOCIATION ("Association") (collectively, "Parties") is entered into 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; and

WHEREAS, on April 11, 2023, the City Council adopted Resolution No. 2023-19 approving a Side Letter of Agreement with the Association amending Section 2 Compensation, Subpart B of the MOU, making modifications to the salary schedule for the classification of Police Officer, which changes were effective the pay period that included July 1, 2023 ("July 2023 Side Letter");

WHEREAS, the Parties share a mutual desire to enhance the ability of the City of Newport Beach Chief of Police to recruit lateral law enforcement officers in the classification of Police Officer;

WHEREAS, the Parties have met and conferred and agreed to supplement Section 2(B)(1) of the July 2023 Side Letter, as set forth below; 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, Subsection B, Salary Schedule Adjustments, Subsection (1), Police Officer Classification, of the July 2023 Side Letter shall be amended to add Section 2(B)(1)(4) to read as follows:
 - “4. Effective the pay period following City Council adoption of this Agreement, the Chief of Police shall have the discretion to place lateral police officers in steps 11 or 12 upon hire. The movement through any remaining steps shall be based upon years of service with the City of Newport Beach as set forth in the Side Letter dated April 11, 2023.”
2. Except as modified herein, all other existing wages, hours and other terms and conditions of employment shall remain unchanged and shall be in full force and effect.

[SIGNATURES ON FOLLOWING PAGE]

Executed this 30 day of JANUARY, 2024

FOR THE NEWPORT BEACH POLICE ASSOCIATION:

By: Joseph A. De Julio
Joseph De Julio, President

FOR THE CITY OF NEWPORT BEACH:

By: Will O'Neill
Will O'Neill, Mayor

CITY OF NEWPORT BEACH
APPROVED AS TO FORM:

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

ATTEST:

By: Leilani L. Brown
Leilani Brown, City Clerk

