

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

This Side Letter of Agreement ("Agreement") is made and entered into this 22nd day of July 2025, by and between the City of Newport Beach ("City") and the Newport Beach Firefighters Association ("Association") (collectively "Parties") with respect to the following.

WHEREAS, on May 13, 2025, the City Council adopted Resolution No. 2025-20 approving a Memorandum of Understanding ("MOU") between the Parties with a term of May 3, 2025, through June 30, 2028;

WHEREAS, prior to the negotiation over that successor MOU, an issue arose regarding the rate at which pay for "move up" assignments from Captain to Battalion Chief was paid;

WHEREAS, the successor MOU resolved the issue by increasing the rate paid for such move-up pay to the level at which it had been paid;

WHEREAS, the parties now wish to resolve any issue regarding alleged overpayments of the "move up" pay under the prior MOU; and

WHEREAS, the total amount of payments at issue to all affected individuals is under \$1,000.

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


1. The City agrees not to pursue backpay from individuals that were moved up from the classifications of Fire Captain to Battalion Chief during the timeframe of December 12, 2018, to October 11, 2024.

2. 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.

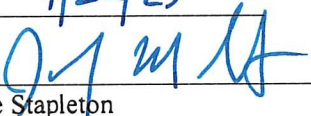
Signatures on the next page

Executed this 22nd day of July, 2025

FOR THE NEWPORT BEACH FIREFIGHTERS ASSOCIATION:

BY: 
Robert Salerno (Jun 26, 2025 17:29 PDT)
Robert Salerno, NBFA President

FOR THE CITY OF NEWPORT BEACH:

Date: 7/22/25
By: 
Joe Stapleton
Mayor

CITY OF NEWPORT BEACH
APPROVED AS TO FORM:

BY: 
Aaron C. Harp, City Attorney

ATTEST:


BY: Molly McLaughlin Perry, City Clerk



[End of Signatures]