

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

This Side Letter of Agreement (“Agreement”) is made and entered into this 23 day of AUGUST 2022, by and between the City of Newport Beach ("City") and the Newport Beach Fire Management Association ("Association") (collectively "Parties") with respect to the following:

WHEREAS, on June 14, 2022, the City Council adopted Resolution No. 2022-39 approving a Memorandum of Understanding ("MOU") between the Parties with a term of July 1, 2022, through June 30, 2026;

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; and

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

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

1. Section 2, Compensation, Subsection A, Salary, Number 2, Salary Adjustments – this MOU Period, of the MOU is amended to read as follows:

Base salary increases for all NBFMA represented classifications shall be as follows and as specified in Exhibit A:

1. Effective the first day of the pay period following July 1, 2022, there shall be a base salary increase of two percent (2.0%) for all classifications in the bargaining unit. Individuals must be employed by the City on the first day of the pay period following City Council adoption to qualify for retroactive payment of the COLA.
2. Effective the first day of the pay period following July 1, 2023, there shall be a base salary increase of three percent (3.0%) for all classifications in the bargaining unit.
3. Effective the first day of the pay period following July 1, 2024, there shall be a base salary increase of three percent (3.0%) for all classifications in the bargaining unit.
4. Effective the first day of the pay period following July 1, 2025, there shall be a base salary increase of three percent (3.0%) for all classifications in the bargaining unit.

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 23 day of AUGUST, 2022

FOR THE NEWPORT BEACH FIRE MANAGEMENT ASSOCIATION:

By: Brian McDonough
Brian McDonough, President

FOR THE CITY OF NEWPORT BEACH:

By: Kevin Muldoon
Kevin Muldoon, Mayor

CITY OF NEWPORT BEACH
APPROVED AS TO FORM:

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

ATTEST:

By: Leilani Brown
Leilani Brown, City Clerk



Attachment: Exhibit A – Salary Schedule with Cost-of-Living Adjustment

EXHIBIT A
 RESOLUTION NO. 2022-_____
 The City of Newport Beach
 Fire Management Association Salary Schedule Adjustment
 MOU Term: July 1, 2022 - June 30, 2026 (Exhibit A)
Effective July 15, 2023 - 3% Cost-of-Living Adjustment

REPRESENTED POSITIONS	GRADE	STEP	HOURLY RATE		MONTHLY SALARY	ANNUAL SALARY
Fire Battalion Chief 112	01	1	\$	52.81	\$ 12,816	\$ 153,789
Fire Battalion Chief 112	01	2	\$	55.45	\$ 13,456	\$ 161,467
Fire Battalion Chief 112	01	3	\$	58.21	\$ 14,126	\$ 169,517
Fire Battalion Chief 112	01	4	\$	61.13	\$ 14,835	\$ 178,015
Fire Battalion Chief 112	01	5	\$	64.19	\$ 15,577	\$ 186,924
Fire Battalion Chief 80	05	1	\$	73.94	\$ 12,816	\$ 153,788
Fire Battalion Chief 80	05	2	\$	77.63	\$ 13,456	\$ 161,467
Fire Battalion Chief 80	05	3	\$	81.50	\$ 14,126	\$ 169,517
Fire Battalion Chief 80	05	4	\$	85.58	\$ 14,835	\$ 178,016
Fire Battalion Chief 80	05	5	\$	89.87	\$ 15,577	\$ 186,924
Fire Battalion Chief, Staff	04	1	\$	79.49	\$ 13,778	\$ 165,332
Fire Battalion Chief, Staff	04	2	\$	83.47	\$ 14,468	\$ 173,612
Fire Battalion Chief, Staff	04	3	\$	87.64	\$ 15,191	\$ 182,292
Fire Battalion Chief, Staff	04	4	\$	92.02	\$ 15,950	\$ 191,397
Fire Battalion Chief, Staff	04	5	\$	96.63	\$ 16,748	\$ 200,981

Hourly rates are rounded to the nearest hundredth. Monthly and annual rates are rounded to the nearest whole dollar.

EXHIBIT A
 RESOLUTION NO. 2022-_____
 The City of Newport Beach
 Fire Management Association Salary Schedule Adjustment
 MOU Term: July 1, 2022 - June 30, 2026 (Exhibit A)
Effective July 13, 2024 - 3% Cost-of-Living Adjustment

REPRESENTED POSITIONS	GRADE	STEP	HOURLY RATE		MONTHLY SALARY	ANNUAL SALARY
Fire Battalion Chief 112	01	1	\$	54.40	\$ 13,200	\$ 158,403
Fire Battalion Chief 112	01	2	\$	57.11	\$ 13,859	\$ 166,311
Fire Battalion Chief 112	01	3	\$	59.96	\$ 14,550	\$ 174,603
Fire Battalion Chief 112	01	4	\$	62.97	\$ 15,280	\$ 183,356
Fire Battalion Chief 112	01	5	\$	66.12	\$ 16,044	\$ 192,531
Fire Battalion Chief 80	05	1	\$	76.15	\$ 13,200	\$ 158,402
Fire Battalion Chief 80	05	2	\$	79.96	\$ 13,859	\$ 166,311
Fire Battalion Chief 80	05	3	\$	83.94	\$ 14,550	\$ 174,603
Fire Battalion Chief 80	05	4	\$	88.15	\$ 15,280	\$ 183,356
Fire Battalion Chief 80	05	5	\$	92.56	\$ 16,044	\$ 192,532
Fire Battalion Chief, Staff	04	1	\$	81.87	\$ 14,191	\$ 170,292
Fire Battalion Chief, Staff	04	2	\$	85.97	\$ 14,902	\$ 178,820
Fire Battalion Chief, Staff	04	3	\$	90.27	\$ 15,647	\$ 187,760
Fire Battalion Chief, Staff	04	4	\$	94.78	\$ 16,428	\$ 197,139
Fire Battalion Chief, Staff	04	5	\$	99.52	\$ 17,251	\$ 207,010

Hourly rates are rounded to the nearest hundredth. Monthly and annual rates are rounded to the nearest whole dollar.

EXHIBIT A
 RESOLUTION NO. 2022-_____
 The City of Newport Beach
 Fire Management Association Salary Schedule Adjustment
 MOU Term: July 1, 2022 - June 30, 2026 (Exhibit A)
Effective July 12, 2025 - 3% Cost-of-Living Adjustment

REPRESENTED POSITIONS	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Fire Battalion Chief 112	01	1	\$ 56.03	\$ 13,596	\$ 163,155
Fire Battalion Chief 112	01	2	\$ 58.83	\$ 14,275	\$ 171,300
Fire Battalion Chief 112	01	3	\$ 61.76	\$ 14,987	\$ 179,841
Fire Battalion Chief 112	01	4	\$ 64.85	\$ 15,738	\$ 188,856
Fire Battalion Chief 112	01	5	\$ 68.10	\$ 16,526	\$ 198,307
Fire Battalion Chief 80	05	1	\$ 78.44	\$ 13,596	\$ 163,154
Fire Battalion Chief 80	05	2	\$ 82.36	\$ 14,275	\$ 171,300
Fire Battalion Chief 80	05	3	\$ 86.46	\$ 14,987	\$ 179,841
Fire Battalion Chief 80	05	4	\$ 90.80	\$ 15,738	\$ 188,857
Fire Battalion Chief 80	05	5	\$ 95.34	\$ 16,526	\$ 198,307
Fire Battalion Chief, Staff	04	1	\$ 84.33	\$ 14,617	\$ 175,401
Fire Battalion Chief, Staff	04	2	\$ 88.55	\$ 15,349	\$ 184,185
Fire Battalion Chief, Staff	04	3	\$ 92.98	\$ 16,116	\$ 193,393
Fire Battalion Chief, Staff	04	4	\$ 97.62	\$ 16,921	\$ 203,052
Fire Battalion Chief, Staff	04	5	\$ 102.51	\$ 17,768	\$ 213,221

Hourly rates are rounded to the nearest hundredth. Monthly and annual rates are rounded to the nearest whole dollar.