

ATTACHMENT A

RESOLUTION 2025- 42

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NEWPORT BEACH, CALIFORNIA, ADOPTING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF NEWPORT BEACH AND THE NEWPORT BEACH POLICE MANAGEMENT ASSOCIATION AND AMENDING THE SALARY SCHEDULE FOR THE ASSOCIATION UNIT MEMBERS, POLICE CHIEF, AND ASSISTANT POLICE CHIEF

WHEREAS, the City Council of the City of Newport Beach ("City Council") previously adopted Resolution No. 2001-50, the "Employer-Employee Relations Resolution," pursuant to authority contained in the Meyers-Milias-Brown Act, Government Code 3500, *et seq.*;

WHEREAS, the City of Newport Beach ("City") promotes effective communication and collaborative working relationships with its employee associations to foster improved relations while balancing good management practices;

WHEREAS, the City previously entered into a Memorandum of Understanding ("MOU") with the Newport Beach Police Management Association ("NBPMA") a recognized organization, for the term of July 1, 2022 through June 30, 2026;

WHEREAS, representatives from the City and NBPMA met and conferred in good faith and reached a tentative agreement on wages, benefits and other terms and conditions of employment, which are memorialized in the Memorandum of Understanding between the City and NBPMA ("Memorandum of Understanding") attached hereto as Exhibit A and incorporated herein by this reference;

WHEREAS, NBPMA has voted to approve the Memorandum of Understanding;

WHEREAS, City of Newport Beach Charter Section 601 requires the City Council to provide the number, titles, qualifications, powers, duties and compensation of all officers and employees of the City;

WHEREAS, Newport Beach Municipal Code Section 2.28.010 (Establishment of Classification and Salary Ranges) provides, upon recommendation of the City Manager, the City Council may establish by resolution the salary range or rate for each position;

WHEREAS, by adopting this resolution, the City Council intends to amend the salary schedule for NBPMA unit members so as to be in conformance with the Memorandum of Understanding;

WHEREAS, the City Manager has reviewed the changes to the salary schedule for NBPMA, the Police Chief and Assistant Police Chief and recommends approval;

WHEREAS, the City Council received and considered the Memorandum of Understanding at its regular meeting on June 24, 2025;

WHEREAS, by adopting this resolution, the City Council intends to amend the salary schedule for NBPMA unit members to be in conformance with the Memorandum of Understanding and to amend the salary schedule for the Police Chief and Assistant Police Chief classification to be in conformance with the Key & Management Plan and the Police Chief's Employment Agreement; and,

WHEREAS, by adopting this resolution, the City Council also desires to replace the 2022-2026 MOU between the City and NBPMA by adopting the Memorandum of Understanding attached hereto as Exhibit A to serve as the successor agreement between the City and NBPMA for the period June 28, 2025 through June 30, 2028.

NOW, THEREFORE, the City Council of the City of Newport Beach resolves as follows:

Section 1: The City Council hereby approves, and authorizes the Mayor to execute the Memorandum of Understanding attached hereto as Exhibit A. The wages, hours, fringe benefits, and other terms and conditions of employment for employees represented by NBPMA shall be provided in accordance with the provisions of the Memorandum of Understanding, which shall serve as the successor agreement between the City and NBPMA for the period June 28, 2025 through June 30, 2028.

Section 2: The City's salary schedule shall be modified to be consistent with this resolution, the Memorandum of Understanding, Exhibit A, the Memorandum of Understanding - Salary Schedule, Exhibit B, the salary schedule for the Police Chief, Exhibit C, and the salary schedule for the Assistant Police Chief, Exhibit D, all of which shall be effective as of June 28, 2025, and are incorporated herein by this reference. Any resolution, or part thereof, in conflict with this resolution shall be of no effect.

Section 3: The recitals provided in this resolution are true and correct and are incorporated into the operative part of this resolution.

Section 4: If any section, subsection, sentence, clause or phrase of this resolution is, for any reason, held to be invalid or unconstitutional, such decision shall not affect the validity or constitutionality of the remaining portions of this resolution. The City Council hereby declares that it would have passed this resolution, and each section, subsection, sentence, clause or phrase hereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses or phrases be declared invalid or unconstitutional.

Section 5: The City Council finds the adoption of this resolution is not subject to the California Environmental Quality Act ("CEQA") pursuant to Sections 15060(c)(2) (the activity will not result in a direct or reasonably foreseeable indirect physical change in the environment) and 15060(c)(3) (the activity is not a project as defined in Section 15378) of the CEQA Guidelines, California Code of Regulations, Title 14, Division 6, Chapter 3, because it has no potential for resulting in physical change to the environment, directly or indirectly.

Section 6: This resolution shall take effect immediately upon its adoption by the City Council, and the City Clerk shall certify the vote adopting the resolution.

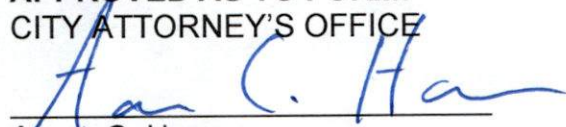
ADOPTED this 8th day of July, 2025.

Joe Stapleton
Mayor

ATTEST:

Molly Perry
Interim City Clerk

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE



Aaron C. Harp
City Attorney

- Exhibit A - Memorandum of Understanding
- Exhibit B - Memorandum of Understanding Salary Schedule
- Exhibit C - Police Chief Salary Schedule
- Exhibit D - Assistant Police Chief Salary Schedule

Exhibit A
(NBPMA MOU)

The attachment will be available for viewing prior to the meeting.