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# **NEWPORT BEACH**

## **City Council Staff Report**

May 13, 2025  
Agenda Item No. 5

**TO:** HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL

**FROM:** Grace K. Leung, City Manager - 949-644-3001,  
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**TITLE:** Resolution No. 2025-21: Adopting a Memorandum of Understanding  
with the Association of Newport Beach Ocean Lifeguards and  
Associated Salary Schedule

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**ABSTRACT:**

The Tentative Agreement (Agreement) regarding a Memorandum of Understanding (MOU) between the City of Newport Beach and the Association of Newport Beach Ocean Lifeguards (ANBOL or Association) was submitted at the City Council's Regular Meeting on April 29, 2025, to provide the Council and the community an opportunity to consider the terms and costs of the Agreement.

The proposed MOU is now presented for the City Council's approval (or rejection). This is the final step in the meet and confer process with ANBOL. Included in the recommendation for approval of the MOU is the associated salary schedule. The attached budget amendment appropriates the required funding to implement the costs associated with the agreement for the current fiscal year.

**RECOMMENDATIONS:**

- a) Determine this action is exempt from the California Environmental Quality Act (CEQA) pursuant to Sections 15060(c)(2) and 15060(c)(3) of the CEQA Guidelines because this action will not result in a physical change to the environment, directly or indirectly;
- b) Adopt Resolution No. 2025-21, *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 Association of Newport Beach Ocean Lifeguards and Associated Salary Schedule*; and
- c) Approve Budget Amendment No. 25-061 appropriating \$127,947.97 in increased expenditures in various City division salary and benefits accounts from unappropriated General Fund balance.

## **DISCUSSION:**

*The following discussion was provided, in part, with the April 29, 2025, staff report and is included here for reference:*

The ANBOL is a recognized employee association and represents approximately 180 seasonal ocean lifeguards in the classifications of Lifeguard I, II and III. These lifeguards typically work the majority of their hours during the summer season which begins the first Saturday after the Newport-Mesa Unified School District concludes its regular school year and ends after the Labor Day holiday weekend. Reduced work hours are available during the remainder of the year based on weather conditions and department needs.

Salient provisions of the Tentative Agreement between the City and ANBOL include:

- A term of approximately three years, expiring June 30, 2028.
- Wage adjustments to the hourly minimum rate for the ocean lifeguard I position are as follows:
  - Effective May 3, 2025 - \$25.00
  - First full pay period following July 1, 2026 – \$25.50
  - First full pay period following July 1, 2027 – \$26.00
- The hourly rates for the other steps and classifications (ocean lifeguards, I, II and III) will be increased by the amounts necessary to maintain the current salary differentials between the ocean lifeguard steps and classifications.
- 5% Emergency Medical Technician (EMT) pay.
- Increase to the annual Equipment Allotment from \$200.00 to \$300.00.
- Flex Leave language adjusted to allow employees the option of rolling over a maximum of 16 accrued flex leave hours each season in lieu of cashing them out.

The City Council reviewed the Tentative Agreement and proposed MOU with ANBOL at its April 29, 2025 meeting, after which the costing information and proposed revisions to the MOU were posted for public review on the City's website. A final version of the successor MOU is being presented (Attachment A) in accordance with Government Code §3505.1. It should be noted that additional, non-substantive changes were made to the MOU after the April 29, 2025, meeting. New language in the MOU is identified in italics. The total cost of the contract is approximately \$2.2 million, and depends in part on weather conditions and salary step placement of deployed staff. If the Council approves the MOU, City staff will work to implement the terms as soon as practicable.

**FISCAL IMPACT:**

Detailed cost information is provided in Attachment B. Since the MOU covers the period from May 3, 2025, through June 30, 2028, it will result in the following annual fiscal impacts to implement the terms of the agreement, totaling \$2,222,812:

Fiscal Year	Amount
2024/25	\$ 127,948
2025/26	639,740
2026/27	698,290
2027/28	756,834
	<b>\$2,222,812</b>

A budget amendment is required to appropriate \$127,947.97 from the General Fund unappropriated surplus fund balance to implement the terms for the remainder of Fiscal Year 2024-25. Adequate funding will be included in the annual budget for subsequent years.

**ENVIRONMENTAL REVIEW:**

Staff recommends the City Council find this action 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, Chapter 3, because it has no potential for resulting in physical change to the environment, directly or indirectly.

**NOTICING:**

The agenda item has been noticed according to the Brown Act (72 hours in advance of the meeting at which the City Council considers the item).

**ATTACHMENTS:**

Attachment A – Resolution No. 2025-21, including Exhibit A, ANBOL MOU  
Attachment B – Costing  
Attachment C – Budget Amendment No. 25-061