

ATTACHMENT C

Exhibit B

The Newport Beach Police Management Association

MOU Term: June 28, 2025 - June 30, 2028

Effective June 28, 2025:

4% Cost-of-Living Adjustment (COLA)

Sergeants: Additional 9% Equity Adjustment

Lieutenants: Additional 11% Equity Adjustment

REPRESENTED POSITIONS	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Police Lieutenant	65	1	\$ 73.25	\$ 12,697	\$ 152,367
Police Lieutenant	65	2	\$ 76.93	\$ 13,334	\$ 160,014
Police Lieutenant	65	3	\$ 80.76	\$ 13,999	\$ 167,989
Police Lieutenant	65	4	\$ 84.78	\$ 14,696	\$ 176,352
Police Lieutenant	65	5	\$ 89.04	\$ 15,433	\$ 185,194
Police Lieutenant	65	6	\$ 93.49	\$ 16,204	\$ 194,453
Police Lieutenant	65	7	\$ 98.17	\$ 17,016	\$ 204,191
Police Lieutenant	65	8	\$ 103.08	\$ 17,867	\$ 214,407
Police Lieutenant	65	9	\$ 108.23	\$ 18,761	\$ 225,127
Police Sergeant	40	1	\$ 61.24	\$ 10,615	\$ 127,381
Police Sergeant	40	2	\$ 64.32	\$ 11,148	\$ 133,779
Police Sergeant	40	3	\$ 67.55	\$ 11,708	\$ 140,501
Police Sergeant	40	4	\$ 70.91	\$ 12,291	\$ 147,486
Police Sergeant	40	5	\$ 74.45	\$ 12,904	\$ 154,853
Police Sergeant	40	6	\$ 78.16	\$ 13,548	\$ 162,572
Police Sergeant	40	7	\$ 82.08	\$ 14,228	\$ 170,732
Police Sergeant	40	8	\$ 86.16	\$ 14,934	\$ 179,214
Police Sergeant	40	9	\$ 90.47	\$ 15,681	\$ 188,175

Hourly rates are rounded to the nearest hundredth. Monthly and annual salaries are rounded to the nearest whole dollar.
Actual rates may vary slightly due to rounding.

Exhibit B

The Newport Beach Police Management Association
MOU Term: June 28, 2025 - June 30, 2028

Effective July 11, 2026:
4% Cost-of-Living Adjustment (COLA)

REPRESENTED POSITIONS	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Police Lieutenant	65	1	\$ 76.18	\$ 13,205	\$ 158,461
Police Lieutenant	65	2	\$ 80.01	\$ 13,868	\$ 166,414
Police Lieutenant	65	3	\$ 83.99	\$ 14,559	\$ 174,708
Police Lieutenant	65	4	\$ 88.18	\$ 15,284	\$ 183,406
Police Lieutenant	65	5	\$ 92.60	\$ 16,050	\$ 192,601
Police Lieutenant	65	6	\$ 97.23	\$ 16,853	\$ 202,232
Police Lieutenant	65	7	\$ 102.10	\$ 17,697	\$ 212,358
Police Lieutenant	65	8	\$ 107.20	\$ 18,582	\$ 222,983
Police Lieutenant	65	9	\$ 112.56	\$ 19,511	\$ 234,132
Police Sergeant	40	1	\$ 63.69	\$ 11,040	\$ 132,477
Police Sergeant	40	2	\$ 66.89	\$ 11,594	\$ 139,131
Police Sergeant	40	3	\$ 70.25	\$ 12,177	\$ 146,121
Police Sergeant	40	4	\$ 73.74	\$ 12,782	\$ 153,386
Police Sergeant	40	5	\$ 77.43	\$ 13,421	\$ 161,047
Police Sergeant	40	6	\$ 81.29	\$ 14,090	\$ 169,075
Police Sergeant	40	7	\$ 85.37	\$ 14,797	\$ 177,561
Police Sergeant	40	8	\$ 89.61	\$ 15,532	\$ 186,382
Police Sergeant	40	9	\$ 94.09	\$ 16,308	\$ 195,701

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

The Newport Beach Police Management Association
MOU Term: June 28, 2025 - June 30, 2028

Effective July 10, 2027:
4% Cost-of-Living Adjustment (COLA)

REPRESENTED POSITIONS	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Police Lieutenant	65	1	\$ 79.23	\$ 13,733	\$ 164,800
Police Lieutenant	65	2	\$ 83.21	\$ 14,423	\$ 173,071
Police Lieutenant	65	3	\$ 87.35	\$ 15,141	\$ 181,696
Police Lieutenant	65	4	\$ 91.70	\$ 15,895	\$ 190,743
Police Lieutenant	65	5	\$ 96.30	\$ 16,692	\$ 200,306
Police Lieutenant	65	6	\$ 101.12	\$ 17,527	\$ 210,321
Police Lieutenant	65	7	\$ 106.18	\$ 18,404	\$ 220,853
Police Lieutenant	65	8	\$ 111.49	\$ 19,325	\$ 231,902
Police Lieutenant	65	9	\$ 117.07	\$ 20,291	\$ 243,498
Police Sergeant	40	1	\$ 66.24	\$ 11,481	\$ 137,776
Police Sergeant	40	2	\$ 69.57	\$ 12,058	\$ 144,696
Police Sergeant	40	3	\$ 73.06	\$ 12,664	\$ 151,966
Police Sergeant	40	4	\$ 76.69	\$ 13,293	\$ 159,521
Police Sergeant	40	5	\$ 80.52	\$ 13,957	\$ 167,489
Police Sergeant	40	6	\$ 84.54	\$ 14,653	\$ 175,838
Police Sergeant	40	7	\$ 88.78	\$ 15,389	\$ 184,663
Police Sergeant	40	8	\$ 93.19	\$ 16,153	\$ 193,838
Police Sergeant	40	9	\$ 97.85	\$ 16,961	\$ 203,530

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