

ATTACHMENT A

RESOLUTION 2025- 30

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 ASSOCIATION AND AMENDING THE SALARY SCHEDULE

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 Association ("NBPA") a recognized organization, for the term of January 1, 2022, through December 31, 2025;

WHEREAS, representatives from the City and NBPA 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 NBPA ("Memorandum of Understanding") attached hereto as Attachment A and incorporated herein by this reference;

WHEREAS, NBPA has ratified 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 NBPA unit members to be in conformance with the Memorandum of Understanding;

WHEREAS, the City Manager has reviewed the changes to the salary schedule for NBPA unit members provided in this resolution and recommends approval;

WHEREAS, the City Council received and considered the Memorandum of Understanding at its regular meeting on June 10, 2025; and

WHEREAS, by adopting this resolution, the City Council also desires to replace the 2022-2025 memorandum of understanding between the City and NBPA by adopting the Memorandum of Understanding attached hereto as Attachment A to serve as the successor agreement between the City and NBPA for the period May 31, 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 Attachment A. The wages, hours, fringe benefits, and other terms and conditions of employment for employees represented by NBPA shall be provided in accordance with the provisions of the Memorandum of Understanding, which shall serve as the successor agreement between the City and NBPA for the period May 31, 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, and Exhibit A to the Memorandum of Understanding. 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.

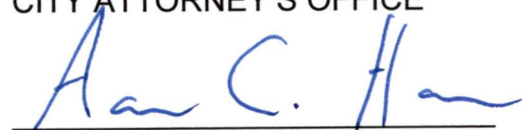
ADOPTED this 10th day of June, 2025.

Joe Stapleton
Mayor

ATTEST:

Leilani I. Brown
City Clerk

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE



Aaron C. Harp
City Attorney

Attachment A - Memorandum of Understanding

EXHIBIT A

NBPA MOU

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

ATTACHMENT B

Costing

**City of Newport Beach
NBPA MOU**

	Current	FY 2025/26	FY 2026/27	FY 2027/28
<u>Key Contract Terms</u>				
Term				
COLA		4% - 5/31/25	4.00%	4.00%
Equity Adjustment for Police Officers			8% - 5/31/25	
Equity Adjustment for Police Fiscal Services/Facility Manager			5% - 5/31/25	
Salary Schedule (Police Officers)		Eliminate steps 1-4. Move all employees up one step 7/1/25. Add new step between current steps 5 & 6 so that all steps are 5% from each other and time requirement for progression is 1 year for each step.		
Salary Schedule (Non-Sworn)		Eliminate steps 1-3 for CSO Eliminate step 1 for all positions Move all employees up one step 7/1/25 3% for Detectives 2% for SWAT 1% for Crisis Negotiator		
Specialty Assignment Pay		15% for FTO (when actually performing the assignment)		
Non-Sworn Longevity Pay	3.0% for 20+ YOS 3.5% for 25+ YOS	5% for 20+ Years of Service (Hired Prior to June 2018)		
Medical Insurance ¹		Additional \$300/month (No Cash Back)		
Reduce Non-Sworn CalPERS EE Pickup	13% EE Pickup	Tier 1: 10% Tier 2: 10% Tier 3: 8%		
Holiday Cash Out		All Holiday time is paid as cash, no option to convert to time off/flex leave		

Summary of Proposal Cost ²

Baseline Compensation				
Base Pay	\$21,847,107	\$3,191,419	4,422,984	5,777,168
Supplemental Pays	2,118,609	321,913	387,470	455,461
Overtime	1,509,947	181,194	248,839	319,191
Pension Contribution	2,938,723	656,379	800,183	949,739
Cafeteria Plan	3,905,574	175,919	175,919	175,919
Other City Paid Benefits ²	2,371,999	165,276	228,170	297,208
Total	\$34,691,959	\$4,692,100	6,263,565	\$7,974,685

Impact on Employee Compensation

Base Salary Increase ⁴	14.61%	20.25%	26.44%
Total Compensation Increase ⁵	13.53%	18.05%	22.99%

Key Contract Terms

COLA	1,300,552	2,565,195	3,884,053
8% Equity Adjustment (Police Officers)	1,412,398	1,412,398	1,412,398
5% Equity Adjustment for Police Fiscal Services/Facility Manager	6,104	6,104	6,104
Salary Schedule (Police Officers)	968,141	989,604	1,132,746
Salary Schedule (Non-Sworn)	253,650	511,307	731,808
Specialty Assignment Pay	191,551	199,213	207,181
Non-Sworn Longevity Pay	42,668	49,061	55,522
Reduce Non-Sworn CalPERS EE Pickup	341,119	354,764	368,954
Medical Insurance	175,919	175,919	175,919
Total	4,692,100	6,263,565	\$7,974,685

Notes

¹ Assumes maintaining the current level of funding, plus an additional \$300 per month in health insurance benefits, effective May 2025.

² Costs shown in years two and three reflect the cumulative budget impact in each year as compared to the current budgeted amounts.

³ Includes Medicare, Compensated Absences, Retiree Health Savings, Defined Contribution Plan, Life Insurance, EAP, PORAC.

⁴ Percentage shown in each year is as compared to current base salary, not the prior year.

⁵ Measured based on the total of all pay and benefits. Percentage shown in each year is as compared to current total compensation, not the prior year.

⁶ The costs shown reflect additional annual expenses in their corresponding fiscal years. Since the contract will take effect on May 31, 2025, the additional expense for FY 2024/25 is \$361,589.

ATTACHMENT C

Budget Amendment No. 25-069



City of Newport Beach
BUDGET AMENDMENT
2024-25

BA#: **25-069**

Department: Human Resources

Requestor: Barbara Salvini

ONE TIME: ☐ Yes ☒ No

☐ CITY MANAGER'S APPROVAL ONLY

☒ COUNCIL APPROVAL REQUIRED

Approvals

Finance Director:

Jason Al. Ibrahim

Date 5/9/25

City Clerk:

Date

EXPLANATION FOR REQUEST:

To increase expenditure appropriations to fund the agreement with The Newport Beach Police Association (NBPA) for the remainder of FY 2024-25.

- ☐ from existing budget appropriations
☐ from additional estimated revenues
☒ from unappropriated fund balance

REVENUES

Fund #	Org	Object	Project	Description	Increase or (Decrease) \$
				-	
				-	
Subtotal					\$ -

EXPENDITURES

Fund #	Org	Object	Project	Description	Increase or (Decrease) \$
010	0103511	711001		EMERGENCY PREPAREDNESS - SALARIES MISCELLANEOUS	704.90
010	0103522	711001		POLICE IT - SALARIES MISCELLANEOUS	4,771.50
010	01035351	711001		POLICE CHIEF - SALARIES MISCELLANEOUS	1,514.99
010	01035352	711001		POLICE SUPPORT SERVICES - SALARIES MISCELLANEOUS	19,888.17
010	01035353	711001		PATROL - SALARIES MISCELLANEOUS	5,293.58
010	01035354	711001		TRAFFIC - SALARIES MISCELLANEOUS	4,932.55
010	01035355	711001		DETECTIVES - SALARIES MISCELLANEOUS	6,657.05
010	01035356	711001		FLEET MAINTENANCE - SALARIES MISCELLANEOUS	1,043.77
				-	
010	01035353	711002		PATROL - SALARIES SAFETY	130,751.67
010	01035354	711002		TRAFFIC - SALARIES SAFETY	20,054.24
010	01035355	711002		DETECTIVES - SALARIES SAFETY	49,447.02
				-	
010	01035353	712012		PATROL - HOLIDAY PAY SAFETY	2,881.90
010	01035354	712012		TRAFFIC - HOLIDAY PAY SAFETY	442.02
010	01035355	712012		DETECTIVES - HOLIDAY PAY SAFETY	1,089.86
				-	
010	01035353	712009		PATROL - SCHOLASTIC ACHIEVEMENT	896.02
010	01035354	712009		TRAFFIC - SCHOLASTIC ACHIEVEMENT	139.36
010	01035355	712009		DETECTIVES - SCHOLASTIC ACHIEVEMENT	462.67
				-	
010	01035353	712019		PATROL - SAFETY CERTIFICATION PAY	74.63
010	01035354	712019		TRAFFIC - SAFETY CERTIFICATION PAY	15.06
010	01035355	712019		DETECTIVES - SAFETY CERTIFICATION PAY	57.14
				-	
010	0103522	712010		POLICE IT - EDUCATION RETENTION	24.20
010	01035351	712010		POLICE CHIEF - EDUCATION RETENTION	16.09
010	01035352	712010		POLICE SUPPORT SERVICES - EDUCATION RETENTION	141.51
010	01035353	712010		PATROL - EDUCATION RETENTION	22.22
010	01035354	712010		TRAFFIC - EDUCATION RETENTION	32.06
010	01035355	712010		DETECTIVES - EDUCATION RETENTION	45.47
010	01035356	712010		FLEET MAINTENANCE - EDUCATION RETENTION	4.51

Fund #	Org	Object	Project	Description	Increase or (Decrease) \$
				-	
010	0103511	712011		EMERGENCY PREPAREDNESS - HOLIDAY PAY MISCELLANEOUS	6.10
010	0103522	712011		POLICE IT - HOLIDAY PAY MISCELLANEOUS	41.32
010	01035351	712011		POLICE CHIEF - HOLIDAY PAY MISCELLANEOUS	13.12
010	01035352	712011		POLICE SUPPORT SERVICES - HOLIDAY PAY MISCELLANEOUS	172.23
010	01035353	712011		PATROL - HOLIDAY PAY MISCELLANEOUS	45.84
010	01035354	712011		TRAFFIC - HOLIDAY PAY MISCELLANEOUS	42.72
010	01035355	712011		DETECTIVES - HOLIDAY PAY MISCELLANEOUS	57.65
010	01035356	712011		FLEET MAINTENANCE - HOLIDAY PAY MISCELLANEOUS	9.04
				-	
010	0103511	712015		EMERGENCY PREPAREDNESS - LONGEVITY PAY MISC	224.09
010	0103522	712015		POLICE IT - LONGEVITY PAY MISC	779.92
010	01035352	712015		POLICE SUPPORT SERVICES - LONGEVITY PAY MISC	1,031.59
010	01035353	712015		PATROL - LONGEVITY PAY MISC	148.86
010	01035354	712015		TRAFFIC - LONGEVITY PAY MISC	320.22
010	01035355	712015		DETECTIVES - LONGEVITY PAY MISC	642.80
010	01035356	712015		FLEET MAINTENANCE - LONGEVITY PAY MISC	134.64
				-	
010	01035354	712021		TRAFFIC - DETECTIVE PAY	345.93
010	01035355	712021		DETECTIVES - DETECTIVE PAY	6,119.78
				-	
010	01035353	712022		PATROL - SWAT PAY	1,546.35
010	01035354	712022		TRAFFIC - SWAT PAY	461.24
010	01035355	712022		DETECTIVES - SWAT PAY	1,562.04
				-	
010	01035353	712023		PATROL - CRISIS NEGOTIATION TEAM PAY	350.13
010	01035354	712023		TRAFFIC - CRISIS NEGOTIATION TEAM PAY	94.86
010	01035355	712023		DETECTIVES - CRISIS NEGOTIATION TEAM PAY	351.98
				-	
010	01035353	712020		PATROL - FIELD TRAINING OFFICER PAY	3,459.50
010	01035354	712020		TRAFFIC - FIELD TRAINING OFFICER PAY	442.85
				-	
010	0103511	722001		EMERGENCY PREPAREDNESS - PENSION EE NORMAL COST MISC	44.23
010	0103522	722001		POLICE IT - PENSION EE NORMAL COST MISC	298.18
010	01035351	722001		POLICE CHIEF - PENSION EE NORMAL COST MISC	79.92
010	01035352	722001		POLICE SUPPORT SERVICES - PENSION EE NORMAL COST MISC	1,053.25
010	01035353	722001		PATROL - PENSION EE NORMAL COST MISC	266.19
010	01035354	722001		TRAFFIC - PENSION EE NORMAL COST MISC	260.04
010	01035355	722001		DETECTIVES - PENSION EE NORMAL COST MISC	367.27
010	01035356	722001		FLEET MAINTENANCE - PENSION EE NORMAL COST MISC	56.99
				-	
010	0103511	723002		EMERGENCY PREPAREDNESS - PENSION ER NORMAL COST MISC	35.37
010	0103522	723002		POLICE IT - PENSION ER NORMAL COST MISC	238.49
010	01035351	723002		POLICE CHIEF - PENSION ER NORMAL COST MISC	88.91
010	01035352	723002		POLICE SUPPORT SERVICES - PENSION ER NORMAL COST MISC	1,175.68
010	01035353	723002		PATROL - PENSION ER NORMAL COST MISC	321.32
010	01035354	723002		TRAFFIC - PENSION ER NORMAL COST MISC	291.37
010	01035355	723002		DETECTIVES - PENSION ER NORMAL COST MISC	363.32
010	01035356	723002		FLEET MAINTENANCE - PENSION ER NORMAL COST MISC	58.14
				-	
010	0103511	724001		EMERGENCY PREPAREDNESS - PENSION EE CONTRIB MISC	361.14
010	0103522	724001		POLICE IT - PENSION EE CONTRIB MISC	2,434.90
010	01035351	724001		POLICE CHIEF - PENSION EE CONTRIB MISC	765.99
010	01035352	724001		POLICE SUPPORT SERVICES - PENSION EE CONTRIB MISC	10,112.79
010	01035353	724001		PATROL - PENSION EE CONTRIB MISC	2,665.56
010	01035354	724001		TRAFFIC - PENSION EE CONTRIB MISC	2,501.78
010	01035355	724001		DETECTIVES - PENSION EE CONTRIB MISC	3,314.72
010	01035356	724001		FLEET MAINTENANCE - PENSION EE CONTRIB MISC	522.36
				-	
010	01035353	722002		PATROL - PENSION EE NORMAL COST SAFETY	8,586.42
010	01035354	722002		TRAFFIC - PENSION EE NORMAL COST SAFETY	1,419.31
010	01035355	722002		DETECTIVES - PENSION EE NORMAL COST SAFETY	3,399.39
				-	
				-	
010	01035353	723003		PATROL - PENSION ER NORMAL COST SAFETY	18,008.60
010	01035354	723003		TRAFFIC - PENSION ER NORMAL COST SAFETY	3,044.15

Fund #	Org	Object	Project	Description	Increase or (Decrease) \$
010	01035355	723003		DETECTIVES - PENSION ER NORMAL COST SAFETY	7,170.68
				-	
010	01035353	724002		PATROL - PENSION EE CONTRIB SAFETY	(12,101.76)
010	01035354	724002		TRAFFIC - PENSION EE CONTRIB SAFETY	(1,976.49)
010	01035355	724002		DETECTIVES - PENSION EE CONTRIB SAFETY	(4,737.53)
				-	
010	0103511	727016		EMERGENCY PREPAREDNESS - MEDICARE FRINGES	24.45
010	0103522	727016		POLICE IT - MEDICARE FRINGES	164.72
010	01035351	727016		POLICE CHIEF - MEDICARE FRINGES	52.00
010	01035352	727016		POLICE SUPPORT SERVICES - MEDICARE FRINGES	680.84
010	01035353	727016		PATROL - MEDICARE FRINGES	1,840.44
010	01035354	727016		TRAFFIC - MEDICARE FRINGES	439.99
010	01035355	727016		DETECTIVES - MEDICARE FRINGES	876.44
010	01035356	727016		FLEET MAINTENANCE - MEDICARE FRINGES	35.45
				-	
010	0103511	728003		EMERGENCY PREPAREDNESS - COMPENSATED ABSENCES	50.78
010	0103522	728003		POLICE IT - COMPENSATED ABSENCES	343.70
010	01035351	728003		POLICE CHIEF - COMPENSATED ABSENCES	109.13
010	01035352	728003		POLICE SUPPORT SERVICES - COMPENSATED ABSENCES	1,432.57
010	01035353	728003		PATROL - COMPENSATED ABSENCES	3,874.23
010	01035354	728003		TRAFFIC - COMPENSATED ABSENCES	891.03
010	01035355	728003		DETECTIVES - COMPENSATED ABSENCES	1,800.46
010	01035356	728003		FLEET MAINTENANCE - COMPENSATED ABSENCES	75.18
				-	
010	0103511	721001		EMERGENCY PREPAREDNESS - CAFETERIA ALLOWANCE FT	73.67
010	0103522	721001		POLICE IT - CAFETERIA ALLOWANCE FT	442.01
010	01035351	721001		POLICE CHIEF - CAFETERIA ALLOWANCE FT	221.00
010	01035352	721001		POLICE SUPPORT SERVICES - CAFETERIA ALLOWANCE FT	3,094.05
010	01035353	721001		PATROL - CAFETERIA ALLOWANCE FT	6,335.44
010	01035354	721001		TRAFFIC - CAFETERIA ALLOWANCE FT	1,547.03
010	01035355	721001		DETECTIVES - CAFETERIA ALLOWANCE FT	2,799.38
010	01035356	721001		FLEET MAINTENANCE - CAFETERIA ALLOWANCE FT	147.34
				-	
010	0103511	713001		EMERGENCY PREPAREDNESS - OVERTIME MISC & 1/2 TIME	55.40
010	0103522	713001		POLICE IT - OVERTIME MISC & 1/2 TIME	104.91
010	01035351	713001		POLICE CHIEF - OVERTIME MISC & 1/2 TIME	159.62
010	01035352	713001		POLICE SUPPORT SERVICES - OVERTIME MISC & 1/2 TIME	1,487.44
010	01035353	713001		PATROL - OVERTIME MISC & 1/2 TIME	282.75
010	01035354	713001		TRAFFIC - OVERTIME MISC & 1/2 TIME	469.67
010	01035355	713001		DETECTIVES - OVERTIME MISC & 1/2 TIME	131.14
010	01035356	713001		FLEET MAINTENANCE - OVERTIME MISC & 1/2 TIME	59.54
				-	
010	0103522	713002		POLICE IT - OVERTIME SAFETY & 1/2 TIME	1.78
010	01035351	713002		POLICE CHIEF - OVERTIME SAFETY & 1/2 TIME	381.48
010	01035352	713002		POLICE SUPPORT SERVICES - OVERTIME SAFETY & 1/2 TIME	517.19
010	01035353	713002		PATROL - OVERTIME SAFETY & 1/2 TIME	5,469.99
010	01035354	713002		TRAFFIC - OVERTIME SAFETY & 1/2 TIME	1,973.53
010	01035355	713002		DETECTIVES - OVERTIME SAFETY & 1/2 TIME	2,841.74
010	01035356	713002		FLEET MAINTENANCE - OVERTIME SAFETY & 1/2 TIME	1.77
				-	
				-	
Subtotal					\$ 361,588.92

FUND BALANCE

Fund #	Object	Description	Increase or (Decrease) \$
010	300000	GENERAL FUND - FUND BALANCE CONTROL	(361,588.92)
		-	-
Subtotal			\$ (361,588.92)

Fund Balance Change Required