

**Letter of Agreement between  
City of Newport  
and  
Newport Police Association**

This letter of agreement (LOA) is between the City of Newport (City) and the Newport Police Association (Association).

**Recitals**

On August 24, 2021, the parties executed a three-year Collective Bargaining Agreement (CBA) negotiated in good faith based on the economic conditions impacted by COVID at that time. With changing economic conditions, the City has negotiated subsequent agreements with two other bargaining units reflecting changes in economic assumptions.

Over the last two years, four Police Officers and one Community Service Officer have sought higher paying employment at neighboring law enforcement agencies. Additionally, neighboring agencies are able to better attract entry level Police Officers with a considerably higher starting wage.

The City initiated this LOA, in part, to address recruitment and retention efforts related to compensation and recent staffing departures of City Police Officers who have left their employment to seek higher wages within the region, and to address fairness issues relating to subsequent contract negotiations impacted by changing economic conditions.

The City has reviewed comparable compensation data for neighboring law enforcement agencies and determined that the City was behind the market in compensation. The parties met on October 20, 2022 where the City presented its proposal to adjust compensation.

**Agreement**

To address the identified pay gap between the City and neighboring agencies and to help ensure current bargaining unit members remain with the City, the parties agree to modify Appendix A of the parties collective bargaining agreement as follows:

1. Effective and retro to July 1, 2022 through June 30, 2023, the following wage scale will replace the current wage scale:

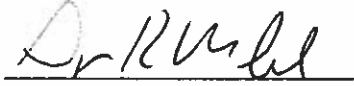
<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>Officer</b>	5134	5545	5821	6113	6419	6740
<b>CSO</b>	4370	4588	4818	5059	5312	5578
<b>Records</b>	3660	3843	4036	4237	4450	4673

Retroactive salary adjustments only apply to bargaining unit members currently employed by the City as of November 22, 2022.

2. Effective July 1, 2023, wages shall increase by a percentage equal to the annual average change in the US CPI-W (All Cities) Index with a minimum of one percent (1.0%) and a maximum of five-

and one-half percent (5.5%). (This replaces the current two percent (2%) increase set to be effective July 1, 2023 in Appendix A of the parties' CBA).

For the City



By: Spencer R. Nebel

Date 11-08-22

For the Association



By: Craig Mitchell

Date 11-2-2022