

EXHIBIT J
AMENDMENT OF
CITY OF NEWPORT BEACH
KEY AND MANAGEMENT COMPENSATION PLAN

WHEREAS, on January 25, 2022, the City Council adopted Resolution No. 2022-10 adopting a Key and Management Compensation Plan ("Plan") for the period of January 1, 2022, through December 31, 2025;

WHEREAS, given increases in the Cost-of-Living and to aid in the recruitment and retention of valuable employees, the Council wishes to amend the Plan; and

WHEREAS, this amendment will not be binding until it is approved by the City Council.

NOW, THEREFORE, the City council of the City of Newport Beach wishes to amend the Plan as follows:

1. Compensation, Subsection A, Salary, Non-Safety is amended to read as follows:

Key and Management non-safety employees will receive the following cost-of-living adjustments, as provided in Appendix A:

Effective the first day of the pay period following January 1, 2022, salary schedules will be adjusted to provide a two percent (2.0%) cost-of-living adjustment to base salaries.

Effective the first day of the pay period following January 1, 2023, salary schedules will be adjusted to provide a three percent (3.0%) cost-of-living adjustment to base salaries.

Effective the first day of the pay period following January 1, 2024, salary schedules will be adjusted to provide a three percent (3.0%) cost-of-living adjustment to base salaries.

Effective the first day of the pay period following January 1, 2025, salary schedules will be adjusted to provide a three percent (3.0%) cost-of-living adjustment to base salaries.

2. Appendix A of the Plan is replaced in its entirety with Appendix A to this Plan Amendment, which is attached hereto and incorporated herein by this reference.

3. Except as expressly modified herein, all other terms and provisions set forth in the Plan shall remain unchanged and shall be in full force and effect.

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach

Appendix A: List of All Key & Management Classifications and Their Subcategory

Term of Compensation Plan: January 1, 2022 - December 31, 2025

<u>Position Title</u>	<u>Subcategory</u>
Administrative Manager	Division Management
Administrative Manager*	Division Management
Assistant, Administrative (K&M)	Confidential
Assistant, Executive	Confidential
Budget Analyst	Confidential
Budget Analyst, Senior	Confidential
City Attorney, Assistant	Executive Management
City Attorney, Deputy	Division Management
City Clerk, Assistant	Confidential
City Clerk, Deputy	Confidential
City Engineer, Assistant	Division Management
City Manager, Assistant	Executive Management
City Manager, Deputy	Executive Management
City Traffic Engineer	Division Management
Civil Engineer, Principal	Division Management
Civil Engineer, Senior (K&M)	Confidential
Community Develop. Director	Executive Management
Community Develop. Director, Deputy	Division Management
Emergency Medical Svcs Division Chief	Division Management
Finance Director, Deputy	Division Management
Finance Director/City Treasurer	Executive Management
Finance Manager	Division Management
Fire Chief	Executive Management-Safety
Fire Chief, Assistant	Administrative Management-Safety
Fire Marshal	Division Management
Fiscal Specialist (K&M)	Confidential
Harbormaster	Executive Management
Human Resources Analyst	Confidential
Human Resources Analyst, Senior	Confidential
Human Resources Director	Executive Management
Human Resources Manager	Division Management
Human Resources Specialist I	Confidential
Human Resources Specialist II	Confidential

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<u>Position Title</u>	<u>Subcategory</u>
IT Manager	Administrative Management
IT Supervisor	Confidential
Library Services Director	Executive Management
Library Services Manager	Division Management
Lifeguard Operations, Assistant Chief	Administrative Management-Safety
Management Analyst	Confidential
Management Analyst, Senior	Confidential
Management Fellow	Confidential
Paralegal	Confidential
Payroll Coordinator	Confidential
Planner, Principal	Confidential
Planning Manager	Division Management
Police Chief	Executive Management-Safety
Police Chief, Assistant	Administrative Management-Safety
Police Support Svcs Administrator	Administrative Management
Public Information Manager	Division Management
Public Information Specialist	Confidential
Public Works Director	Executive Management
Public Works Director, Deputy/City Engineer	Administrative Management
Public Works Director, Deputy/Municipal Ops	Administrative Management
Public Works Finance/Admin Manager	Division Management
Purchasing & Contracts Administrator	Confidential
Real Property Administrator	Confidential
Recreation & Senior Svcs Director	Executive Management
Recreation & Senior Svcs Director, Deputy	Administrative Management
Recreation & Senior Svcs Manager	Division Management
Revenue Manager	Division Management
Superintendent	Division Management
Systems and Administration Manager	Division Management
Utilities Director	Executive Management
Water Operations Superintendent	Division Management

*Y-Rated, Hired on/before 10/27/2018

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 14, 2023 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Administrative Manager	04B	1	\$	53.29	\$ 9,237	\$ 110,842
Administrative Manager	04B	2	\$	55.99	\$ 9,705	\$ 116,460
Administrative Manager	04B	3	\$	58.73	\$ 10,180	\$ 122,154
Administrative Manager	04B	4	\$	61.68	\$ 10,692	\$ 128,299
Administrative Manager	04B	5	\$	64.77	\$ 11,227	\$ 134,720
Administrative Manager*	99	1	\$	80.47	\$ 13,948	\$ 167,377
Assistant, Administrative (K&M)	05	1	\$	32.07	\$ 5,558	\$ 66,695
Assistant, Administrative (K&M)	05	2	\$	33.67	\$ 5,836	\$ 70,032
Assistant, Administrative (K&M)	05	3	\$	35.35	\$ 6,127	\$ 73,518
Assistant, Administrative (K&M)	05	4	\$	37.14	\$ 6,438	\$ 77,255
Assistant, Administrative (K&M)	05	5	\$	38.94	\$ 6,749	\$ 80,993
Assistant, Administrative (K&M)	05	6	\$	40.93	\$ 7,094	\$ 85,131
Assistant, Administrative (K&M)	05	7	\$	42.98	\$ 7,450	\$ 89,396
Assistant, Administrative (K&M)	05	8	\$	45.15	\$ 7,826	\$ 93,910
Assistant, Executive	08A	1	\$	35.24	\$ 6,108	\$ 73,292
Assistant, Executive	08A	2	\$	37.00	\$ 6,413	\$ 76,955
Assistant, Executive	08A	3	\$	38.82	\$ 6,728	\$ 80,742
Assistant, Executive	08A	4	\$	40.77	\$ 7,067	\$ 84,805
Assistant, Executive	08A	5	\$	42.86	\$ 7,429	\$ 89,145
Assistant, Executive	08A	6	\$	44.92	\$ 7,786	\$ 93,434
Assistant, Executive	08A	7	\$	47.25	\$ 8,190	\$ 98,275
Assistant, Executive	08A	8	\$	49.59	\$ 8,595	\$ 103,141
Budget Analyst	15B	1	\$	41.12	\$ 7,128	\$ 85,533
Budget Analyst	15B	2	\$	43.17	\$ 7,483	\$ 89,796
Budget Analyst	15B	3	\$	45.33	\$ 7,857	\$ 94,286
Budget Analyst	15B	4	\$	47.57	\$ 8,246	\$ 98,952
Budget Analyst	15B	5	\$	49.94	\$ 8,656	\$ 103,868
Budget Analyst	15B	6	\$	52.46	\$ 9,093	\$ 109,111
Budget Analyst	15B	7	\$	55.05	\$ 9,542	\$ 114,503
Budget Analyst	15B	8	\$	57.84	\$ 10,025	\$ 120,297
Budget Analyst, Senior	25	1	\$	47.57	\$ 8,246	\$ 98,952
Budget Analyst, Senior	25	2	\$	49.94	\$ 8,656	\$ 103,868
Budget Analyst, Senior	25	3	\$	52.47	\$ 9,095	\$ 109,136
Budget Analyst, Senior	25	4	\$	55.05	\$ 9,542	\$ 114,503
Budget Analyst, Senior	25	5	\$	57.84	\$ 10,025	\$ 120,297
Budget Analyst, Senior	25	6	\$	60.72	\$ 10,524	\$ 126,293
Budget Analyst, Senior	25	7	\$	63.76	\$ 11,051	\$ 132,614
Budget Analyst, Senior	25	8	\$	66.96	\$ 11,607	\$ 139,286

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Effective January 14, 2023 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE		ANNUAL SALARY
City Attorney, Assistant	22A	Low	\$	74.24	\$	12,868	\$ 154,419
City Attorney, Assistant	22A	Mid	\$	92.79	\$	16,084	\$ 193,003
City Attorney, Assistant	22A	High	\$	111.34	\$	19,299	\$ 231,589
City Attorney, Deputy	16E	1	\$	71.68	\$	12,424	\$ 149,093
City Attorney, Deputy	16E	2	\$	75.27	\$	13,047	\$ 156,568
City Attorney, Deputy	16E	3	\$	79.04	\$	13,699	\$ 164,394
City Attorney, Deputy	16E	4	\$	82.99	\$	14,385	\$ 172,621
City Attorney, Deputy	16E	5	\$	87.10	\$	15,098	\$ 181,174
City Clerk, Assistant	71	1	\$	43.85	\$	7,601	\$ 91,217
City Clerk, Assistant	71	2	\$	46.05	\$	7,982	\$ 95,787
City Clerk, Assistant	71	3	\$	48.35	\$	8,381	\$ 100,576
City Clerk, Assistant	71	4	\$	50.77	\$	8,801	\$ 105,610
City Clerk, Assistant	71	5	\$	53.31	\$	9,241	\$ 110,888
City Clerk, Assistant	71	6	\$	55.98	\$	9,703	\$ 116,435
City Clerk, Assistant	71	7	\$	58.77	\$	10,188	\$ 122,250
City Clerk, Assistant	71	8	\$	61.72	\$	10,699	\$ 128,384
City Clerk, Deputy	07	1	\$	33.68	\$	5,838	\$ 70,057
City Clerk, Deputy	07	2	\$	35.36	\$	6,129	\$ 73,543
City Clerk, Deputy	07	3	\$	37.15	\$	6,440	\$ 77,281
City Clerk, Deputy	07	4	\$	38.98	\$	6,756	\$ 81,068
City Clerk, Deputy	07	5	\$	40.94	\$	7,096	\$ 85,157
City Clerk, Deputy	07	6	\$	42.99	\$	7,452	\$ 89,421
City Clerk, Deputy	07	7	\$	45.17	\$	7,830	\$ 93,961
City Clerk, Deputy	07	8	\$	47.40	\$	8,217	\$ 98,601
City Engineer, Assistant	15A	1	\$	73.42	\$	12,725	\$ 152,705
City Engineer, Assistant	15A	2	\$	77.07	\$	13,359	\$ 160,305
City Engineer, Assistant	15A	3	\$	80.93	\$	14,028	\$ 168,331
City Engineer, Assistant	15A	4	\$	84.98	\$	14,730	\$ 176,759
City Engineer, Assistant	15A	5	\$	89.23	\$	15,466	\$ 185,589
City Manager, Assistant	17A	Low	\$	86.86	\$	15,056	\$ 180,672
City Manager, Assistant	17A	Mid	\$	108.57	\$	18,818	\$ 225,822
City Manager, Assistant	17A	High	\$	130.27	\$	22,581	\$ 270,971
City Manager, Deputy	11E	Low	\$	67.99	\$	11,785	\$ 141,418
City Manager, Deputy	11E	Mid	\$	79.61	\$	13,800	\$ 165,599
City Manager, Deputy	11E	High	\$	91.24	\$	15,815	\$ 189,779
City Traffic Engineer	15E	1	\$	73.42	\$	12,725	\$ 152,705
City Traffic Engineer	15E	2	\$	77.07	\$	13,359	\$ 160,305
City Traffic Engineer	15E	3	\$	80.93	\$	14,028	\$ 168,331

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POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE		ANNUAL SALARY
City Traffic Engineer	15E	4	\$	84.98	\$	14,730	\$ 176,759
City Traffic Engineer	15E	5	\$	89.23	\$	15,466	\$ 185,589
Civil Engineer, Principal	13	1	\$	69.89	\$	12,115	\$ 145,381
Civil Engineer, Principal	13	2	\$	73.39	\$	12,721	\$ 152,655
Civil Engineer, Principal	13	3	\$	77.05	\$	13,355	\$ 160,255
Civil Engineer, Principal	13	4	\$	80.90	\$	14,023	\$ 168,282
Civil Engineer, Principal	13	5	\$	84.96	\$	14,726	\$ 176,709
Civil Engineer, Senior (K&M)	04A	1	\$	54.33	\$	9,417	\$ 112,998
Civil Engineer, Senior (K&M)	04A	2	\$	57.02	\$	9,883	\$ 118,592
Civil Engineer, Senior (K&M)	04A	3	\$	59.87	\$	10,378	\$ 124,537
Civil Engineer, Senior (K&M)	04A	4	\$	62.86	\$	10,896	\$ 130,757
Civil Engineer, Senior (K&M)	04A	5	\$	66.02	\$	11,444	\$ 137,329
Civil Engineer, Senior (K&M)	04A	6	\$	69.32	\$	12,015	\$ 144,177
Civil Engineer, Senior (K&M)	04A	7	\$	72.78	\$	12,615	\$ 151,376
Civil Engineer, Senior (K&M)	04A	8	\$	76.42	\$	13,246	\$ 158,951
Community Develop. Director	15H	Low	\$	82.41	\$	14,285	\$ 171,417
Community Develop. Director	15H	Mid	\$	103.01	\$	17,855	\$ 214,258
Community Develop. Director	15H	High	\$	123.61	\$	21,425	\$ 257,100
Community Develop. Director, Deputy	17	1	\$	77.21	\$	13,384	\$ 160,606
Community Develop. Director, Deputy	17	2	\$	81.04	\$	14,046	\$ 168,557
Community Develop. Director, Deputy	17	3	\$	85.10	\$	14,751	\$ 177,010
Community Develop. Director, Deputy	17	4	\$	89.36	\$	15,489	\$ 185,865
Community Develop. Director, Deputy	17	5	\$	93.84	\$	16,266	\$ 195,195
Emergency Medical Svcs Division Chief	02D	1	\$	67.54	\$	11,707	\$ 140,490
Emergency Medical Svcs Division Chief	02D	2	\$	70.92	\$	12,293	\$ 147,513
Emergency Medical Svcs Division Chief	02D	3	\$	74.45	\$	12,905	\$ 154,862
Emergency Medical Svcs Division Chief	02D	4	\$	78.19	\$	13,553	\$ 162,638
Emergency Medical Svcs Division Chief	02D	5	\$	82.10	\$	14,230	\$ 170,764
Finance Director, Deputy	17C	1	\$	77.21	\$	13,384	\$ 160,606
Finance Director, Deputy	17C	2	\$	81.04	\$	14,046	\$ 168,557
Finance Director, Deputy	17C	3	\$	85.10	\$	14,751	\$ 177,010
Finance Director, Deputy	17C	4	\$	89.36	\$	15,489	\$ 185,865
Finance Director, Deputy	17C	5	\$	93.84	\$	16,266	\$ 195,195
Finance Director/City Treasurer	15C	Low	\$	82.41	\$	14,285	\$ 171,417
Finance Director/City Treasurer	15C	Mid	\$	103.01	\$	17,855	\$ 214,258
Finance Director/City Treasurer	15C	High	\$	123.61	\$	21,425	\$ 257,100
Finance Manager	16	1	\$	68.24	\$	11,829	\$ 141,944
Finance Manager	16	2	\$	71.67	\$	12,422	\$ 149,068

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POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Finance Manager	16	3	\$	75.26	\$ 13,045	\$ 156,543
Finance Manager	16	4	\$	79.01	\$ 13,695	\$ 164,343
Finance Manager	16	5	\$	82.94	\$ 14,377	\$ 172,521
Fire Chief, Assistant	01B	1	\$	92.07	\$ 15,959	\$ 191,502
Fire Chief, Assistant	01B	2	\$	96.67	\$ 16,756	\$ 201,076
Fire Chief, Assistant	01B	3	\$	101.51	\$ 17,594	\$ 211,134
Fire Chief, Assistant	01B	4	\$	106.57	\$ 18,473	\$ 221,675
Fire Chief, Assistant	01B	5	\$	111.89	\$ 19,394	\$ 232,726
Fire Marshal	02E	1	\$	67.54	\$ 11,707	\$ 140,490
Fire Marshal	02E	2	\$	70.92	\$ 12,293	\$ 147,513
Fire Marshal	02E	3	\$	74.45	\$ 12,905	\$ 154,862
Fire Marshal	02E	4	\$	78.19	\$ 13,553	\$ 162,638
Fire Marshal	02E	5	\$	82.10	\$ 14,230	\$ 170,764
Fiscal Specialist (K&M)	01A	1	\$	31.10	\$ 5,391	\$ 64,689
Fiscal Specialist (K&M)	01A	2	\$	32.68	\$ 5,665	\$ 67,975
Fiscal Specialist (K&M)	01A	3	\$	34.30	\$ 5,945	\$ 71,336
Fiscal Specialist (K&M)	01A	4	\$	36.01	\$ 6,241	\$ 74,898
Fiscal Specialist (K&M)	01A	5	\$	37.84	\$ 6,559	\$ 78,710
Fiscal Specialist (K&M)	01A	6	\$	39.69	\$ 6,879	\$ 82,548
Fiscal Specialist (K&M)	01A	7	\$	41.70	\$ 7,228	\$ 86,737
Fiscal Specialist (K&M)	01A	8	\$	43.77	\$ 7,588	\$ 91,051
Harbormaster	77	Low	\$	52.53	\$ 9,106	\$ 109,271
Harbormaster	77	Mid	\$	65.66	\$ 11,381	\$ 136,578
Harbormaster	77	High	\$	78.79	\$ 13,657	\$ 163,884
Human Resources Analyst	16A	1	\$	42.09	\$ 7,295	\$ 87,540
Human Resources Analyst	16A	2	\$	44.15	\$ 7,652	\$ 91,829
Human Resources Analyst	16A	3	\$	46.38	\$ 8,039	\$ 96,469
Human Resources Analyst	16A	4	\$	48.73	\$ 8,447	\$ 101,360
Human Resources Analyst	16A	5	\$	51.13	\$ 8,863	\$ 106,352
Human Resources Analyst	16A	6	\$	53.69	\$ 9,306	\$ 111,669
Human Resources Analyst	16A	7	\$	56.39	\$ 9,774	\$ 117,288
Human Resources Analyst	16A	8	\$	59.21	\$ 10,263	\$ 123,157
Human Resources Analyst, Senior	20A	1	\$	46.44	\$ 8,050	\$ 96,594
Human Resources Analyst, Senior	20A	2	\$	48.80	\$ 8,459	\$ 101,511
Human Resources Analyst, Senior	20A	3	\$	51.23	\$ 8,879	\$ 106,553
Human Resources Analyst, Senior	20A	4	\$	53.80	\$ 9,325	\$ 111,895
Human Resources Analyst, Senior	20A	5	\$	56.45	\$ 9,784	\$ 117,413
Human Resources Analyst, Senior	20A	6	\$	59.28	\$ 10,276	\$ 123,308

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POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Human Resources Analyst, Senior	20A	7	\$	62.21	\$ 10,784	\$ 129,403
Human Resources Analyst, Senior	20A	8	\$	65.35	\$ 11,327	\$ 135,924
Human Resources Director	11B	Low	\$	77.96	\$ 13,513	\$ 162,160
Human Resources Director	11B	Mid	\$	97.45	\$ 16,891	\$ 202,695
Human Resources Director	11B	High	\$	116.94	\$ 20,269	\$ 243,229
Human Resources Manager	02C	1	\$	67.54	\$ 11,707	\$ 140,490
Human Resources Manager	02C	2	\$	70.92	\$ 12,293	\$ 147,513
Human Resources Manager	02C	3	\$	74.45	\$ 12,905	\$ 154,862
Human Resources Manager	02C	4	\$	78.19	\$ 13,553	\$ 162,638
Human Resources Manager	02C	5	\$	82.10	\$ 14,230	\$ 170,764
Human Resources Specialist I	03	1	\$	31.87	\$ 5,525	\$ 66,294
Human Resources Specialist I	03	2	\$	33.46	\$ 5,800	\$ 69,605
Human Resources Specialist I	03	3	\$	35.13	\$ 6,089	\$ 73,067
Human Resources Specialist I	03	4	\$	36.86	\$ 6,390	\$ 76,678
Human Resources Specialist I	03	5	\$	38.72	\$ 6,712	\$ 80,541
Human Resources Specialist I	03	6	\$	40.64	\$ 7,044	\$ 84,530
Human Resources Specialist I	03	7	\$	42.71	\$ 7,404	\$ 88,844
Human Resources Specialist I	03	8	\$	44.79	\$ 7,763	\$ 93,158
Human Resources Specialist II	08	1	\$	35.24	\$ 6,108	\$ 73,292
Human Resources Specialist II	08	2	\$	37.00	\$ 6,413	\$ 76,955
Human Resources Specialist II	08	3	\$	38.82	\$ 6,728	\$ 80,742
Human Resources Specialist II	08	4	\$	40.77	\$ 7,067	\$ 84,805
Human Resources Specialist II	08	5	\$	42.86	\$ 7,429	\$ 89,145
Human Resources Specialist II	08	6	\$	44.92	\$ 7,786	\$ 93,434
Human Resources Specialist II	08	7	\$	47.25	\$ 8,190	\$ 98,275
Human Resources Specialist II	08	8	\$	49.59	\$ 8,595	\$ 103,141
IT Manager	15D	1	\$	73.48	\$ 12,736	\$ 152,830
IT Manager	15D	2	\$	77.15	\$ 13,373	\$ 160,481
IT Manager	15D	3	\$	81.00	\$ 14,040	\$ 168,482
IT Manager	15D	4	\$	85.05	\$ 14,742	\$ 176,910
IT Manager	15D	5	\$	89.31	\$ 15,480	\$ 185,764
IT Supervisor	97	1	\$	64.15	\$ 11,120	\$ 133,442
IT Supervisor	97	2	\$	67.34	\$ 11,672	\$ 140,064
IT Supervisor	97	3	\$	70.71	\$ 12,256	\$ 147,076
IT Supervisor	97	4	\$	74.27	\$ 12,873	\$ 154,480
IT Supervisor	97	5	\$	77.97	\$ 13,515	\$ 162,178
Library Services Director	11C	Low	\$	77.96	\$ 13,513	\$ 162,160
Library Services Director	11C	Mid	\$	97.45	\$ 16,891	\$ 202,695

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POSITION	GRADE	STEP/ RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Library Services Director	11C	High	\$ 116.94	\$ 20,269	\$ 243,229
Library Services Manager	10D	1	\$ 61.82	\$ 10,715	\$ 128,575
Library Services Manager	10D	2	\$ 64.89	\$ 11,248	\$ 134,971
Library Services Manager	10D	3	\$ 68.16	\$ 11,814	\$ 141,769
Library Services Manager	10D	4	\$ 71.57	\$ 12,406	\$ 148,867
Library Services Manager	10D	5	\$ 75.15	\$ 13,026	\$ 156,317
Management Analyst	12	1	\$ 38.13	\$ 6,609	\$ 79,312
Management Analyst	12	2	\$ 40.08	\$ 6,948	\$ 83,376
Management Analyst	12	3	\$ 42.06	\$ 7,291	\$ 87,489
Management Analyst	12	4	\$ 44.12	\$ 7,648	\$ 91,778
Management Analyst	12	5	\$ 46.36	\$ 8,035	\$ 96,419
Management Analyst	12	6	\$ 48.69	\$ 8,440	\$ 101,285
Management Analyst	12	7	\$ 51.11	\$ 8,858	\$ 106,301
Management Analyst	12	8	\$ 53.66	\$ 9,302	\$ 111,619
Management Analyst, Senior	06	1	\$ 43.85	\$ 7,601	\$ 91,217
Management Analyst, Senior	06	2	\$ 46.05	\$ 7,982	\$ 95,787
Management Analyst, Senior	06	3	\$ 48.35	\$ 8,381	\$ 100,576
Management Analyst, Senior	06	4	\$ 50.77	\$ 8,801	\$ 105,610
Management Analyst, Senior	06	5	\$ 53.31	\$ 9,241	\$ 110,888
Management Analyst, Senior	06	6	\$ 55.98	\$ 9,703	\$ 116,435
Management Analyst, Senior	06	7	\$ 58.77	\$ 10,188	\$ 122,250
Management Analyst, Senior	06	8	\$ 61.72	\$ 10,699	\$ 128,384
Management Fellow	26	1	\$ 25.25	\$ 4,378	\$ 52,530
Paralegal	30	1	\$ 34.19	\$ 5,926	\$ 71,110
Paralegal	30	2	\$ 35.89	\$ 6,221	\$ 74,647
Paralegal	30	3	\$ 37.71	\$ 6,536	\$ 78,435
Paralegal	30	4	\$ 39.60	\$ 6,864	\$ 82,372
Paralegal	30	5	\$ 41.57	\$ 7,205	\$ 86,461
Paralegal	30	6	\$ 43.64	\$ 7,565	\$ 90,775
Paralegal	30	7	\$ 45.81	\$ 7,941	\$ 95,290
Paralegal	30	8	\$ 48.10	\$ 8,338	\$ 100,056
Payroll Coordinator	30B	1	\$ 35.18	\$ 6,097	\$ 73,170
Payroll Coordinator	30B	2	\$ 36.92	\$ 6,400	\$ 76,796
Payroll Coordinator	30B	3	\$ 38.77	\$ 6,721	\$ 80,646
Payroll Coordinator	30B	4	\$ 40.74	\$ 7,062	\$ 84,744
Payroll Coordinator	30B	5	\$ 42.74	\$ 7,408	\$ 88,891
Payroll Coordinator	30B	6	\$ 44.91	\$ 7,784	\$ 93,412
Payroll Coordinator	30B	7	\$ 47.08	\$ 8,161	\$ 97,932

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 14, 2023 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE		ANNUAL SALARY
Payroll Coordinator	30B	8	\$	49.42	\$	8,567	\$ 102,800
Planner, Principal	27	1	\$	49.94	\$	8,656	\$ 103,868
Planner, Principal	27	2	\$	52.46	\$	9,093	\$ 109,111
Planner, Principal	27	3	\$	55.05	\$	9,542	\$ 114,503
Planner, Principal	27	4	\$	57.84	\$	10,025	\$ 120,297
Planner, Principal	27	5	\$	60.72	\$	10,524	\$ 126,293
Planner, Principal	27	6	\$	63.76	\$	11,051	\$ 132,614
Planner, Principal	27	7	\$	66.94	\$	11,603	\$ 139,235
Planner, Principal	27	8	\$	70.30	\$	12,186	\$ 146,234
Planning Manager	11	1	\$	63.96	\$	11,087	\$ 133,040
Planning Manager	11	2	\$	67.16	\$	11,641	\$ 139,687
Planning Manager	11	3	\$	70.50	\$	12,220	\$ 146,634
Planning Manager	11	4	\$	74.02	\$	12,830	\$ 153,959
Planning Manager	11	5	\$	77.74	\$	13,476	\$ 161,709
Police Support Svcs Administrator	28	1	\$	75.26	\$	13,045	\$ 156,543
Police Support Svcs Administrator	28	2	\$	79.02	\$	13,697	\$ 164,368
Police Support Svcs Administrator	28	3	\$	82.98	\$	14,383	\$ 172,596
Police Support Svcs Administrator	28	4	\$	87.12	\$	15,100	\$ 181,199
Police Support Svcs Administrator	28	5	\$	91.47	\$	15,854	\$ 190,254
Public Information Manager	14	1	\$	68.24	\$	11,829	\$ 141,944
Public Information Manager	14	2	\$	71.67	\$	12,422	\$ 149,068
Public Information Manager	14	3	\$	75.26	\$	13,045	\$ 156,543
Public Information Manager	14	4	\$	79.01	\$	13,695	\$ 164,343
Public Information Manager	14	5	\$	82.94	\$	14,377	\$ 172,521
Public Information Specialist	07B	1	\$	33.68	\$	5,838	\$ 70,057
Public Information Specialist	07B	2	\$	35.36	\$	6,129	\$ 73,543
Public Information Specialist	07B	3	\$	37.15	\$	6,440	\$ 77,281
Public Information Specialist	07B	4	\$	38.98	\$	6,756	\$ 81,068
Public Information Specialist	07B	5	\$	40.94	\$	7,096	\$ 85,157
Public Information Specialist	07B	6	\$	42.99	\$	7,452	\$ 89,421
Public Information Specialist	07B	7	\$	45.17	\$	7,830	\$ 93,961
Public Information Specialist	07B	8	\$	47.40	\$	8,217	\$ 98,601
Public Works Director	15G	Low	\$	82.41	\$	14,285	\$ 171,417
Public Works Director	15G	Mid	\$	103.01	\$	17,855	\$ 214,258
Public Works Director	15G	High	\$	123.61	\$	21,425	\$ 257,100
Public Works Director, Deputy/City Engineer	29A	1	\$	90.54	\$	15,694	\$ 188,323
Public Works Director, Deputy/City Engineer	29A	2	\$	95.07	\$	16,479	\$ 197,754
Public Works Director, Deputy/City Engineer	29A	3	\$	99.81	\$	17,301	\$ 207,611

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 14, 2023 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Public Works Director, Deputy/City Engineer	29A	4	\$	104.81	\$ 18,166	\$ 217,996
Public Works Director, Deputy/City Engineer	29A	5	\$	110.05	\$ 19,076	\$ 228,907
Public Works Director, Deputy/Municipal Ops	17B	1	\$	77.21	\$ 13,384	\$ 160,606
Public Works Director, Deputy/Municipal Ops	17B	2	\$	81.04	\$ 14,046	\$ 168,557
Public Works Director, Deputy/Municipal Ops	17B	3	\$	85.10	\$ 14,751	\$ 177,010
Public Works Director, Deputy/Municipal Ops	17B	4	\$	89.36	\$ 15,489	\$ 185,865
Public Works Director, Deputy/Municipal Ops	17B	5	\$	93.84	\$ 16,266	\$ 195,195
Public Works Finance/Admin Manager	14A	1	\$	68.24	\$ 11,829	\$ 141,944
Public Works Finance/Admin Manager	14A	2	\$	71.67	\$ 12,422	\$ 149,068
Public Works Finance/Admin Manager	14A	3	\$	75.26	\$ 13,045	\$ 156,543
Public Works Finance/Admin Manager	14A	4	\$	79.01	\$ 13,695	\$ 164,343
Public Works Finance/Admin Manager	14A	5	\$	82.94	\$ 14,377	\$ 172,521
Purchasing & Contracts Administrator	19A	1	\$	47.57	\$ 8,246	\$ 98,952
Purchasing & Contracts Administrator	19A	2	\$	49.94	\$ 8,656	\$ 103,868
Purchasing & Contracts Administrator	19A	3	\$	52.47	\$ 9,095	\$ 109,136
Purchasing & Contracts Administrator	19A	4	\$	55.05	\$ 9,542	\$ 114,503
Purchasing & Contracts Administrator	19A	5	\$	57.84	\$ 10,025	\$ 120,297
Purchasing & Contracts Administrator	19A	6	\$	60.72	\$ 10,524	\$ 126,293
Purchasing & Contracts Administrator	19A	7	\$	63.76	\$ 11,051	\$ 132,614
Purchasing & Contracts Administrator	19A	8	\$	66.96	\$ 11,607	\$ 139,286
Real Property Administrator	19B	1	\$	47.57	\$ 8,246	\$ 98,952
Real Property Administrator	19B	2	\$	49.94	\$ 8,656	\$ 103,868
Real Property Administrator	19B	3	\$	52.47	\$ 9,095	\$ 109,136
Real Property Administrator	19B	4	\$	55.05	\$ 9,542	\$ 114,503
Real Property Administrator	19B	5	\$	57.84	\$ 10,025	\$ 120,297
Real Property Administrator	19B	6	\$	60.72	\$ 10,524	\$ 126,293
Real Property Administrator	19B	7	\$	63.76	\$ 11,051	\$ 132,614
Real Property Administrator	19B	8	\$	66.96	\$ 11,607	\$ 139,286
Recreation & Senior Svcs Director	11D	Low	\$	77.96	\$ 13,513	\$ 162,160
Recreation & Senior Svcs Director	11D	Mid	\$	97.45	\$ 16,891	\$ 202,695
Recreation & Senior Svcs Director	11D	High	\$	116.94	\$ 20,269	\$ 243,229
Recreation & Senior Svcs Director, Deputy	15	1	\$	73.48	\$ 12,736	\$ 152,830
Recreation & Senior Svcs Director, Deputy	15	2	\$	77.15	\$ 13,373	\$ 160,481
Recreation & Senior Svcs Director, Deputy	15	3	\$	81.00	\$ 14,040	\$ 168,482
Recreation & Senior Svcs Director, Deputy	15	4	\$	85.05	\$ 14,742	\$ 176,910
Recreation & Senior Svcs Director, Deputy	15	5	\$	89.31	\$ 15,480	\$ 185,764
Recreation & Senior Svcs Manager	05A	1	\$	54.63	\$ 9,469	\$ 113,626
Recreation & Senior Svcs Manager	05A	2	\$	57.35	\$ 9,941	\$ 119,294

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 14, 2023 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Recreation & Senior Srvc Manager	05A	3	\$	60.25	\$ 10,443	\$ 125,314
Recreation & Senior Srvc Manager	05A	4	\$	63.27	\$ 10,968	\$ 131,610
Recreation & Senior Srvc Manager	05A	5	\$	66.41	\$ 11,511	\$ 138,132
Revenue Manager	16D	1	\$	71.68	\$ 12,424	\$ 149,093
Revenue Manager	16D	2	\$	75.27	\$ 13,047	\$ 156,568
Revenue Manager	16D	3	\$	79.04	\$ 13,699	\$ 164,394
Revenue Manager	16D	4	\$	82.99	\$ 14,385	\$ 172,621
Revenue Manager	16D	5	\$	87.10	\$ 15,098	\$ 181,174
Superintendent	10A	1	\$	61.82	\$ 10,715	\$ 128,575
Superintendent	10A	2	\$	64.89	\$ 11,248	\$ 134,971
Superintendent	10A	3	\$	68.16	\$ 11,814	\$ 141,769
Superintendent	10A	4	\$	71.57	\$ 12,406	\$ 148,867
Superintendent	10A	5	\$	75.15	\$ 13,026	\$ 156,317
Systems and Administration Manager	07A	1	\$	57.84	\$ 10,025	\$ 120,297
Systems and Administration Manager	07A	2	\$	60.72	\$ 10,524	\$ 126,293
Systems and Administration Manager	07A	3	\$	63.76	\$ 11,051	\$ 132,614
Systems and Administration Manager	07A	4	\$	66.94	\$ 11,603	\$ 139,235
Systems and Administration Manager	07A	5	\$	70.30	\$ 12,186	\$ 146,234
Utilities Director	11F	Low	\$	77.96	\$ 13,513	\$ 162,160
Utilities Director	11F	Mid	\$	97.45	\$ 16,891	\$ 202,695
Utilities Director	11F	High	\$	116.94	\$ 20,269	\$ 243,229
Water Operations Superintendent	10B	1	\$	64.91	\$ 11,250	\$ 135,004
Water Operations Superintendent	10B	2	\$	68.13	\$ 11,810	\$ 141,720
Water Operations Superintendent	10B	3	\$	71.57	\$ 12,405	\$ 148,857
Water Operations Superintendent	10B	4	\$	75.15	\$ 13,026	\$ 156,311
Water Operations Superintendent	10B	5	\$	78.91	\$ 13,678	\$ 164,133

*Y-Rated, hired on/before 10/27/2018

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

The following Key & Management positions have salary schedules tied to the listed safety management groups.

K & M Positions	Employee Group
Fire Chief	Fire Management
Lifeguard Operations, Assistant Chief	Lifeguard Management
Police Chief	Police Management
Police Chief, Assistant	Police Management

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Administrative Manager	04B	1	\$	54.89	\$ 9,514	\$ 114,167
Administrative Manager	04B	2	\$	57.67	\$ 9,996	\$ 119,954
Administrative Manager	04B	3	\$	60.49	\$ 10,485	\$ 125,819
Administrative Manager	04B	4	\$	63.53	\$ 11,012	\$ 132,148
Administrative Manager	04B	5	\$	66.71	\$ 11,563	\$ 138,762
Administrative Manager*	99	1	\$	82.88	\$ 14,367	\$ 172,398
Assistant, Administrative (K&M)	05	1	\$	33.03	\$ 5,725	\$ 68,696
Assistant, Administrative (K&M)	05	2	\$	34.68	\$ 6,011	\$ 72,133
Assistant, Administrative (K&M)	05	3	\$	36.41	\$ 6,310	\$ 75,724
Assistant, Administrative (K&M)	05	4	\$	38.26	\$ 6,631	\$ 79,573
Assistant, Administrative (K&M)	05	5	\$	40.11	\$ 6,952	\$ 83,423
Assistant, Administrative (K&M)	05	6	\$	42.16	\$ 7,307	\$ 87,685
Assistant, Administrative (K&M)	05	7	\$	44.27	\$ 7,673	\$ 92,078
Assistant, Administrative (K&M)	05	8	\$	46.50	\$ 8,061	\$ 96,728
Assistant, Executive	08A	1	\$	36.29	\$ 6,291	\$ 75,491
Assistant, Executive	08A	2	\$	38.11	\$ 6,605	\$ 79,263
Assistant, Executive	08A	3	\$	39.98	\$ 6,930	\$ 83,164
Assistant, Executive	08A	4	\$	42.00	\$ 7,279	\$ 87,350
Assistant, Executive	08A	5	\$	44.14	\$ 7,652	\$ 91,819
Assistant, Executive	08A	6	\$	46.27	\$ 8,020	\$ 96,237
Assistant, Executive	08A	7	\$	48.66	\$ 8,435	\$ 101,223
Assistant, Executive	08A	8	\$	51.07	\$ 8,853	\$ 106,235
Budget Analyst	15B	1	\$	42.36	\$ 7,342	\$ 88,099
Budget Analyst	15B	2	\$	44.47	\$ 7,708	\$ 92,490
Budget Analyst	15B	3	\$	46.69	\$ 8,093	\$ 97,115
Budget Analyst	15B	4	\$	49.00	\$ 8,493	\$ 101,921
Budget Analyst	15B	5	\$	51.43	\$ 8,915	\$ 106,984
Budget Analyst	15B	6	\$	54.03	\$ 9,365	\$ 112,384
Budget Analyst	15B	7	\$	56.70	\$ 9,828	\$ 117,939
Budget Analyst	15B	8	\$	59.57	\$ 10,326	\$ 123,906
Budget Analyst, Senior	25	1	\$	49.00	\$ 8,493	\$ 101,921
Budget Analyst, Senior	25	2	\$	51.43	\$ 8,915	\$ 106,984
Budget Analyst, Senior	25	3	\$	54.04	\$ 9,367	\$ 112,410
Budget Analyst, Senior	25	4	\$	56.70	\$ 9,828	\$ 117,939
Budget Analyst, Senior	25	5	\$	59.57	\$ 10,326	\$ 123,906
Budget Analyst, Senior	25	6	\$	62.54	\$ 10,840	\$ 130,081
Budget Analyst, Senior	25	7	\$	65.67	\$ 11,383	\$ 136,592
Budget Analyst, Senior	25	8	\$	68.97	\$ 11,955	\$ 143,464

APPENDIX A
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The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
City Attorney, Assistant	22A	Low	\$	76.47	\$ 13,254	\$ 159,052
City Attorney, Assistant	22A	Mid	\$	95.57	\$ 16,566	\$ 198,793
City Attorney, Assistant	22A	High	\$	114.68	\$ 19,878	\$ 238,536
City Attorney, Deputy	16E	1	\$	73.83	\$ 12,797	\$ 153,566
City Attorney, Deputy	16E	2	\$	77.53	\$ 13,439	\$ 161,265
City Attorney, Deputy	16E	3	\$	81.41	\$ 14,110	\$ 169,326
City Attorney, Deputy	16E	4	\$	85.48	\$ 14,817	\$ 177,799
City Attorney, Deputy	16E	5	\$	89.72	\$ 15,551	\$ 186,609
City Clerk, Assistant	71	1	\$	45.17	\$ 7,829	\$ 93,954
City Clerk, Assistant	71	2	\$	47.43	\$ 8,222	\$ 98,660
City Clerk, Assistant	71	3	\$	49.80	\$ 8,633	\$ 103,593
City Clerk, Assistant	71	4	\$	52.30	\$ 9,065	\$ 108,778
City Clerk, Assistant	71	5	\$	54.91	\$ 9,518	\$ 114,214
City Clerk, Assistant	71	6	\$	57.66	\$ 9,994	\$ 119,927
City Clerk, Assistant	71	7	\$	60.54	\$ 10,493	\$ 125,917
City Clerk, Assistant	71	8	\$	63.57	\$ 11,020	\$ 132,235
City Clerk, Deputy	07	1	\$	34.69	\$ 6,013	\$ 72,158
City Clerk, Deputy	07	2	\$	36.42	\$ 6,312	\$ 75,750
City Clerk, Deputy	07	3	\$	38.27	\$ 6,633	\$ 79,599
City Clerk, Deputy	07	4	\$	40.14	\$ 6,958	\$ 83,500
City Clerk, Deputy	07	5	\$	42.17	\$ 7,309	\$ 87,711
City Clerk, Deputy	07	6	\$	44.28	\$ 7,675	\$ 92,103
City Clerk, Deputy	07	7	\$	46.53	\$ 8,065	\$ 96,780
City Clerk, Deputy	07	8	\$	48.83	\$ 8,463	\$ 101,559
City Engineer, Assistant	15A	1	\$	75.62	\$ 13,107	\$ 157,286
City Engineer, Assistant	15A	2	\$	79.38	\$ 13,760	\$ 165,114
City Engineer, Assistant	15A	3	\$	83.36	\$ 14,448	\$ 173,381
City Engineer, Assistant	15A	4	\$	87.53	\$ 15,172	\$ 182,062
City Engineer, Assistant	15A	5	\$	91.90	\$ 15,930	\$ 191,156
City Manager, Assistant	17A	Low	\$	89.47	\$ 15,508	\$ 186,093
City Manager, Assistant	17A	Mid	\$	111.83	\$ 19,383	\$ 232,596
City Manager, Assistant	17A	High	\$	134.18	\$ 23,258	\$ 279,100
City Manager, Deputy	11E	Low	\$	70.03	\$ 12,138	\$ 145,660
City Manager, Deputy	11E	Mid	\$	82.00	\$ 14,214	\$ 170,567
City Manager, Deputy	11E	High	\$	93.98	\$ 16,289	\$ 195,473
City Traffic Engineer	15E	1	\$	75.62	\$ 13,107	\$ 157,286
City Traffic Engineer	15E	2	\$	79.38	\$ 13,760	\$ 165,114
City Traffic Engineer	15E	3	\$	83.36	\$ 14,448	\$ 173,381

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
City Traffic Engineer	15E	4	\$	87.53	\$ 15,172	\$ 182,062
City Traffic Engineer	15E	5	\$	91.90	\$ 15,930	\$ 191,156
Civil Engineer, Principal	13	1	\$	71.99	\$ 12,478	\$ 149,742
Civil Engineer, Principal	13	2	\$	75.59	\$ 13,103	\$ 157,234
Civil Engineer, Principal	13	3	\$	79.36	\$ 13,755	\$ 165,062
Civil Engineer, Principal	13	4	\$	83.33	\$ 14,444	\$ 173,330
Civil Engineer, Principal	13	5	\$	87.51	\$ 15,168	\$ 182,011
Civil Engineer, Senior (K&M)	04A	1	\$	55.96	\$ 9,699	\$ 116,388
Civil Engineer, Senior (K&M)	04A	2	\$	58.73	\$ 10,179	\$ 122,150
Civil Engineer, Senior (K&M)	04A	3	\$	61.67	\$ 10,689	\$ 128,273
Civil Engineer, Senior (K&M)	04A	4	\$	64.75	\$ 11,223	\$ 134,680
Civil Engineer, Senior (K&M)	04A	5	\$	68.00	\$ 11,787	\$ 141,449
Civil Engineer, Senior (K&M)	04A	6	\$	71.40	\$ 12,375	\$ 148,502
Civil Engineer, Senior (K&M)	04A	7	\$	74.96	\$ 12,993	\$ 155,917
Civil Engineer, Senior (K&M)	04A	8	\$	78.71	\$ 13,643	\$ 163,719
Community Develop. Director	15H	Low	\$	84.88	\$ 14,713	\$ 176,559
Community Develop. Director	15H	Mid	\$	106.10	\$ 18,391	\$ 220,686
Community Develop. Director	15H	High	\$	127.31	\$ 22,068	\$ 264,813
Community Develop. Director, Deputy	17	1	\$	79.53	\$ 13,785	\$ 165,424
Community Develop. Director, Deputy	17	2	\$	83.47	\$ 14,468	\$ 173,614
Community Develop. Director, Deputy	17	3	\$	87.65	\$ 15,193	\$ 182,320
Community Develop. Director, Deputy	17	4	\$	92.04	\$ 15,953	\$ 191,441
Community Develop. Director, Deputy	17	5	\$	96.66	\$ 16,754	\$ 201,051
Emergency Medical Svcs Division Chief	02D	1	\$	69.57	\$ 12,059	\$ 144,704
Emergency Medical Svcs Division Chief	02D	2	\$	73.05	\$ 12,662	\$ 151,938
Emergency Medical Svcs Division Chief	02D	3	\$	76.69	\$ 13,292	\$ 159,508
Emergency Medical Svcs Division Chief	02D	4	\$	80.54	\$ 13,960	\$ 167,517
Emergency Medical Svcs Division Chief	02D	5	\$	84.56	\$ 14,657	\$ 175,887
Finance Director, Deputy	17C	1	\$	79.53	\$ 13,785	\$ 165,424
Finance Director, Deputy	17C	2	\$	83.47	\$ 14,468	\$ 173,614
Finance Director, Deputy	17C	3	\$	87.65	\$ 15,193	\$ 182,320
Finance Director, Deputy	17C	4	\$	92.04	\$ 15,953	\$ 191,441
Finance Director, Deputy	17C	5	\$	96.66	\$ 16,754	\$ 201,051
Finance Director/City Treasurer	15C	Low	\$	84.88	\$ 14,713	\$ 176,559
Finance Director/City Treasurer	15C	Mid	\$	106.10	\$ 18,391	\$ 220,686
Finance Director/City Treasurer	15C	High	\$	127.31	\$ 22,068	\$ 264,813
Finance Manager	16	1	\$	70.29	\$ 12,184	\$ 146,203
Finance Manager	16	2	\$	73.82	\$ 12,795	\$ 153,540

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Finance Manager	16	3	\$	77.52	\$ 13,437	\$ 161,239
Finance Manager	16	4	\$	81.38	\$ 14,106	\$ 169,274
Finance Manager	16	5	\$	85.43	\$ 14,808	\$ 177,696
Fire Chief, Assistant	01B	1	\$	94.83	\$ 16,437	\$ 197,247
Fire Chief, Assistant	01B	2	\$	99.57	\$ 17,259	\$ 207,108
Fire Chief, Assistant	01B	3	\$	104.55	\$ 18,122	\$ 217,468
Fire Chief, Assistant	01B	4	\$	109.77	\$ 19,027	\$ 228,325
Fire Chief, Assistant	01B	5	\$	115.24	\$ 19,976	\$ 239,708
Fire Marshal	02E	1	\$	69.57	\$ 12,059	\$ 144,704
Fire Marshal	02E	2	\$	73.05	\$ 12,662	\$ 151,938
Fire Marshal	02E	3	\$	76.69	\$ 13,292	\$ 159,508
Fire Marshal	02E	4	\$	80.54	\$ 13,960	\$ 167,517
Fire Marshal	02E	5	\$	84.56	\$ 14,657	\$ 175,887
Fiscal Specialist (K&M)	01A	1	\$	32.03	\$ 5,552	\$ 66,629
Fiscal Specialist (K&M)	01A	2	\$	33.66	\$ 5,834	\$ 70,014
Fiscal Specialist (K&M)	01A	3	\$	35.32	\$ 6,123	\$ 73,476
Fiscal Specialist (K&M)	01A	4	\$	37.09	\$ 6,429	\$ 77,145
Fiscal Specialist (K&M)	01A	5	\$	38.98	\$ 6,756	\$ 81,072
Fiscal Specialist (K&M)	01A	6	\$	40.88	\$ 7,085	\$ 85,024
Fiscal Specialist (K&M)	01A	7	\$	42.95	\$ 7,445	\$ 89,339
Fiscal Specialist (K&M)	01A	8	\$	45.09	\$ 7,815	\$ 93,783
Harbormaster	77	Low	\$	54.11	\$ 9,379	\$ 112,549
Harbormaster	77	Mid	\$	67.63	\$ 11,723	\$ 140,675
Harbormaster	77	High	\$	81.15	\$ 14,067	\$ 168,801
Human Resources Analyst	16A	1	\$	43.35	\$ 7,514	\$ 90,166
Human Resources Analyst	16A	2	\$	45.47	\$ 7,882	\$ 94,584
Human Resources Analyst	16A	3	\$	47.77	\$ 8,280	\$ 99,363
Human Resources Analyst	16A	4	\$	50.19	\$ 8,700	\$ 104,401
Human Resources Analyst	16A	5	\$	52.66	\$ 9,129	\$ 109,542
Human Resources Analyst	16A	6	\$	55.30	\$ 9,585	\$ 115,019
Human Resources Analyst	16A	7	\$	58.08	\$ 10,067	\$ 120,807
Human Resources Analyst	16A	8	\$	60.99	\$ 10,571	\$ 126,852
Human Resources Analyst, Senior	20A	1	\$	47.83	\$ 8,291	\$ 99,492
Human Resources Analyst, Senior	20A	2	\$	50.27	\$ 8,713	\$ 104,556
Human Resources Analyst, Senior	20A	3	\$	52.76	\$ 9,146	\$ 109,749
Human Resources Analyst, Senior	20A	4	\$	55.41	\$ 9,604	\$ 115,252
Human Resources Analyst, Senior	20A	5	\$	58.14	\$ 10,078	\$ 120,936
Human Resources Analyst, Senior	20A	6	\$	61.06	\$ 10,584	\$ 127,007

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Human Resources Analyst, Senior	20A	7	\$	64.08	\$ 11,107	\$ 133,285
Human Resources Analyst, Senior	20A	8	\$	67.31	\$ 11,667	\$ 140,002
Human Resources Director	11B	Low	\$	80.30	\$ 13,919	\$ 167,026
Human Resources Director	11B	Mid	\$	100.37	\$ 17,398	\$ 208,776
Human Resources Director	11B	High	\$	120.45	\$ 20,877	\$ 250,526
Human Resources Manager	02C	1	\$	69.57	\$ 12,059	\$ 144,704
Human Resources Manager	02C	2	\$	73.05	\$ 12,662	\$ 151,938
Human Resources Manager	02C	3	\$	76.69	\$ 13,292	\$ 159,508
Human Resources Manager	02C	4	\$	80.54	\$ 13,960	\$ 167,517
Human Resources Manager	02C	5	\$	84.56	\$ 14,657	\$ 175,887
Human Resources Specialist I	03	1	\$	32.83	\$ 5,690	\$ 68,283
Human Resources Specialist I	03	2	\$	34.47	\$ 5,974	\$ 71,693
Human Resources Specialist I	03	3	\$	36.18	\$ 6,272	\$ 75,259
Human Resources Specialist I	03	4	\$	37.97	\$ 6,582	\$ 78,979
Human Resources Specialist I	03	5	\$	39.88	\$ 6,913	\$ 82,957
Human Resources Specialist I	03	6	\$	41.86	\$ 7,255	\$ 87,065
Human Resources Specialist I	03	7	\$	43.99	\$ 7,626	\$ 91,509
Human Resources Specialist I	03	8	\$	46.13	\$ 7,996	\$ 95,953
Human Resources Specialist II	08	1	\$	36.29	\$ 6,291	\$ 75,491
Human Resources Specialist II	08	2	\$	38.11	\$ 6,605	\$ 79,263
Human Resources Specialist II	08	3	\$	39.98	\$ 6,930	\$ 83,164
Human Resources Specialist II	08	4	\$	42.00	\$ 7,279	\$ 87,350
Human Resources Specialist II	08	5	\$	44.14	\$ 7,652	\$ 91,819
Human Resources Specialist II	08	6	\$	46.27	\$ 8,020	\$ 96,237
Human Resources Specialist II	08	7	\$	48.66	\$ 8,435	\$ 101,223
Human Resources Specialist II	08	8	\$	51.07	\$ 8,853	\$ 106,235
IT Manager	15D	1	\$	75.68	\$ 13,118	\$ 157,415
IT Manager	15D	2	\$	79.47	\$ 13,775	\$ 165,295
IT Manager	15D	3	\$	83.43	\$ 14,461	\$ 173,537
IT Manager	15D	4	\$	87.60	\$ 15,185	\$ 182,217
IT Manager	15D	5	\$	91.99	\$ 15,945	\$ 191,337
IT Supervisor	97	1	\$	66.08	\$ 11,454	\$ 137,445
IT Supervisor	97	2	\$	69.36	\$ 12,022	\$ 144,265
IT Supervisor	97	3	\$	72.83	\$ 12,624	\$ 151,489
IT Supervisor	97	4	\$	76.50	\$ 13,260	\$ 159,115
IT Supervisor	97	5	\$	80.31	\$ 13,920	\$ 167,043
Library Services Director	11C	Low	\$	80.30	\$ 13,919	\$ 167,026
Library Services Director	11C	Mid	\$	100.37	\$ 17,398	\$ 208,776

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Library Services Director	11C	High	\$ 120.45	\$ 20,877	\$ 250,526
Library Services Manager	10D	1	\$ 63.67	\$ 11,036	\$ 132,433
Library Services Manager	10D	2	\$ 66.84	\$ 11,585	\$ 139,020
Library Services Manager	10D	3	\$ 70.20	\$ 12,168	\$ 146,022
Library Services Manager	10D	4	\$ 73.72	\$ 12,778	\$ 153,333
Library Services Manager	10D	5	\$ 77.41	\$ 13,417	\$ 161,006
Management Analyst	12	1	\$ 39.27	\$ 6,808	\$ 81,691
Management Analyst	12	2	\$ 41.29	\$ 7,156	\$ 85,877
Management Analyst	12	3	\$ 43.32	\$ 7,509	\$ 90,114
Management Analyst	12	4	\$ 45.45	\$ 7,878	\$ 94,532
Management Analyst	12	5	\$ 47.75	\$ 8,276	\$ 99,312
Management Analyst	12	6	\$ 50.16	\$ 8,694	\$ 104,323
Management Analyst	12	7	\$ 52.64	\$ 9,124	\$ 109,490
Management Analyst	12	8	\$ 55.27	\$ 9,581	\$ 114,968
Management Analyst, Senior	06	1	\$ 45.17	\$ 7,829	\$ 93,954
Management Analyst, Senior	06	2	\$ 47.43	\$ 8,222	\$ 98,660
Management Analyst, Senior	06	3	\$ 49.80	\$ 8,633	\$ 103,593
Management Analyst, Senior	06	4	\$ 52.30	\$ 9,065	\$ 108,778
Management Analyst, Senior	06	5	\$ 54.91	\$ 9,518	\$ 114,214
Management Analyst, Senior	06	6	\$ 57.66	\$ 9,994	\$ 119,927
Management Analyst, Senior	06	7	\$ 60.54	\$ 10,493	\$ 125,917
Management Analyst, Senior	06	8	\$ 63.57	\$ 11,020	\$ 132,235
Management Fellow	26	1	\$ 26.01	\$ 4,509	\$ 54,106
Paralegal	30	1	\$ 35.21	\$ 6,104	\$ 73,244
Paralegal	30	2	\$ 36.96	\$ 6,407	\$ 76,886
Paralegal	30	3	\$ 38.84	\$ 6,732	\$ 80,788
Paralegal	30	4	\$ 40.79	\$ 7,070	\$ 84,844
Paralegal	30	5	\$ 42.81	\$ 7,421	\$ 89,055
Paralegal	30	6	\$ 44.95	\$ 7,792	\$ 93,498
Paralegal	30	7	\$ 47.19	\$ 8,179	\$ 98,148
Paralegal	30	8	\$ 49.55	\$ 8,588	\$ 103,058
Payroll Coordinator	30B	1	\$ 36.23	\$ 6,280	\$ 75,365
Payroll Coordinator	30B	2	\$ 38.03	\$ 6,592	\$ 79,100
Payroll Coordinator	30B	3	\$ 39.94	\$ 6,922	\$ 83,066
Payroll Coordinator	30B	4	\$ 41.96	\$ 7,274	\$ 87,286
Payroll Coordinator	30B	5	\$ 44.02	\$ 7,630	\$ 91,558
Payroll Coordinator	30B	6	\$ 46.26	\$ 8,018	\$ 96,215
Payroll Coordinator	30B	7	\$ 48.50	\$ 8,406	\$ 100,870

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Payroll Coordinator	30B	8	\$	50.91	\$ 8,824	\$ 105,884
Planner, Principal	27	1	\$	51.43	\$ 8,915	\$ 106,984
Planner, Principal	27	2	\$	54.03	\$ 9,365	\$ 112,384
Planner, Principal	27	3	\$	56.70	\$ 9,828	\$ 117,939
Planner, Principal	27	4	\$	59.57	\$ 10,326	\$ 123,906
Planner, Principal	27	5	\$	62.54	\$ 10,840	\$ 130,081
Planner, Principal	27	6	\$	65.67	\$ 11,383	\$ 136,592
Planner, Principal	27	7	\$	68.95	\$ 11,951	\$ 143,412
Planner, Principal	27	8	\$	72.41	\$ 12,552	\$ 150,621
Planning Manager	11	1	\$	65.88	\$ 11,419	\$ 137,031
Planning Manager	11	2	\$	69.17	\$ 11,990	\$ 143,877
Planning Manager	11	3	\$	72.61	\$ 12,586	\$ 151,033
Planning Manager	11	4	\$	76.24	\$ 13,215	\$ 158,578
Planning Manager	11	5	\$	80.08	\$ 13,880	\$ 166,561
Police Support Svcs Administrator	28	1	\$	77.52	\$ 13,437	\$ 161,239
Police Support Svcs Administrator	28	2	\$	81.39	\$ 14,108	\$ 169,299
Police Support Svcs Administrator	28	3	\$	85.47	\$ 14,814	\$ 177,774
Police Support Svcs Administrator	28	4	\$	89.73	\$ 15,553	\$ 186,635
Police Support Svcs Administrator	28	5	\$	94.21	\$ 16,330	\$ 195,961
Public Information Manager	14	1	\$	70.29	\$ 12,184	\$ 146,203
Public Information Manager	14	2	\$	73.82	\$ 12,795	\$ 153,540
Public Information Manager	14	3	\$	77.52	\$ 13,437	\$ 161,239
Public Information Manager	14	4	\$	81.38	\$ 14,106	\$ 169,274
Public Information Manager	14	5	\$	85.43	\$ 14,808	\$ 177,696
Public Information Specialist	07B	1	\$	34.69	\$ 6,013	\$ 72,158
Public Information Specialist	07B	2	\$	36.42	\$ 6,312	\$ 75,750
Public Information Specialist	07B	3	\$	38.27	\$ 6,633	\$ 79,599
Public Information Specialist	07B	4	\$	40.14	\$ 6,958	\$ 83,500
Public Information Specialist	07B	5	\$	42.17	\$ 7,309	\$ 87,711
Public Information Specialist	07B	6	\$	44.28	\$ 7,675	\$ 92,103
Public Information Specialist	07B	7	\$	46.53	\$ 8,065	\$ 96,780
Public Information Specialist	07B	8	\$	48.83	\$ 8,463	\$ 101,559
Public Works Director	15G	Low	\$	84.88	\$ 14,713	\$ 176,559
Public Works Director	15G	Mid	\$	106.10	\$ 18,391	\$ 220,686
Public Works Director	15G	Hlgh	\$	127.31	\$ 22,068	\$ 264,813
Public Works Director, Deputy/City Engineer	29A	1	\$	93.26	\$ 16,164	\$ 193,972
Public Works Director, Deputy/City Engineer	29A	2	\$	97.93	\$ 16,974	\$ 203,686
Public Works Director, Deputy/City Engineer	29A	3	\$	102.81	\$ 17,820	\$ 213,840

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Public Works Director, Deputy/City Engineer	29A	4	\$	107.95	\$ 18,711	\$ 224,535
Public Works Director, Deputy/City Engineer	29A	5	\$	113.35	\$ 19,648	\$ 235,774
Public Works Director, Deputy/Municipal Ops	17B	1	\$	79.53	\$ 13,785	\$ 165,424
Public Works Director, Deputy/Municipal Ops	17B	2	\$	83.47	\$ 14,468	\$ 173,614
Public Works Director, Deputy/Municipal Ops	17B	3	\$	87.65	\$ 15,193	\$ 182,320
Public Works Director, Deputy/Municipal Ops	17B	4	\$	92.04	\$ 15,953	\$ 191,441
Public Works Director, Deputy/Municipal Ops	17B	5	\$	96.66	\$ 16,754	\$ 201,051
Public Works Finance/Admin Manager	14A	1	\$	70.29	\$ 12,184	\$ 146,203
Public Works Finance/Admin Manager	14A	2	\$	73.82	\$ 12,795	\$ 153,540
Public Works Finance/Admin Manager	14A	3	\$	77.52	\$ 13,437	\$ 161,239
Public Works Finance/Admin Manager	14A	4	\$	81.38	\$ 14,106	\$ 169,274
Public Works Finance/Admin Manager	14A	5	\$	85.43	\$ 14,808	\$ 177,696
Purchasing & Contracts Administrator	19A	1	\$	49.00	\$ 8,493	\$ 101,921
Purchasing & Contracts Administrator	19A	2	\$	51.43	\$ 8,915	\$ 106,984
Purchasing & Contracts Administrator	19A	3	\$	54.04	\$ 9,367	\$ 112,410
Purchasing & Contracts Administrator	19A	4	\$	56.70	\$ 9,828	\$ 117,939
Purchasing & Contracts Administrator	19A	5	\$	59.57	\$ 10,326	\$ 123,906
Purchasing & Contracts Administrator	19A	6	\$	62.54	\$ 10,840	\$ 130,081
Purchasing & Contracts Administrator	19A	7	\$	65.67	\$ 11,383	\$ 136,592
Purchasing & Contracts Administrator	19A	8	\$	68.97	\$ 11,955	\$ 143,464
Real Property Administrator	19B	1	\$	49.00	\$ 8,493	\$ 101,921
Real Property Administrator	19B	2	\$	51.43	\$ 8,915	\$ 106,984
Real Property Administrator	19B	3	\$	54.04	\$ 9,367	\$ 112,410
Real Property Administrator	19B	4	\$	56.70	\$ 9,828	\$ 117,939
Real Property Administrator	19B	5	\$	59.57	\$ 10,326	\$ 123,906
Real Property Administrator	19B	6	\$	62.54	\$ 10,840	\$ 130,081
Real Property Administrator	19B	7	\$	65.67	\$ 11,383	\$ 136,592
Real Property Administrator	19B	8	\$	68.97	\$ 11,955	\$ 143,464
Recreation & Senior Svcs Director	11D	Low	\$	80.30	\$ 13,919	\$ 167,026
Recreation & Senior Svcs Director	11D	Mid	\$	100.37	\$ 17,398	\$ 208,776
Recreation & Senior Svcs Director	11D	High	\$	120.45	\$ 20,877	\$ 250,526
Recreation & Senior Svcs Director, Deputy	15	1	\$	75.68	\$ 13,118	\$ 157,415
Recreation & Senior Svcs Director, Deputy	15	2	\$	79.47	\$ 13,775	\$ 165,295
Recreation & Senior Svcs Director, Deputy	15	3	\$	83.43	\$ 14,461	\$ 173,537
Recreation & Senior Svcs Director, Deputy	15	4	\$	87.60	\$ 15,185	\$ 182,217
Recreation & Senior Svcs Director, Deputy	15	5	\$	91.99	\$ 15,945	\$ 191,337
Recreation & Senior Svcs Manager	05A	1	\$	56.27	\$ 9,753	\$ 117,035
Recreation & Senior Svcs Manager	05A	2	\$	59.07	\$ 10,239	\$ 122,873

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Recreation & Senior Srvc Manager	05A	3	\$ 62.05	\$ 10,756	\$ 129,074
Recreation & Senior Srvc Manager	05A	4	\$ 65.17	\$ 11,297	\$ 135,558
Recreation & Senior Srvc Manager	05A	5	\$ 68.40	\$ 11,856	\$ 142,276
Revenue Manager	16D	1	\$ 73.83	\$ 12,797	\$ 153,566
Revenue Manager	16D	2	\$ 77.53	\$ 13,439	\$ 161,265
Revenue Manager	16D	3	\$ 81.41	\$ 14,110	\$ 169,326
Revenue Manager	16D	4	\$ 85.48	\$ 14,817	\$ 177,799
Revenue Manager	16D	5	\$ 89.72	\$ 15,551	\$ 186,609
Superintendent	10A	1	\$ 63.67	\$ 11,036	\$ 132,433
Superintendent	10A	2	\$ 66.84	\$ 11,585	\$ 139,020
Superintendent	10A	3	\$ 70.20	\$ 12,168	\$ 146,022
Superintendent	10A	4	\$ 73.72	\$ 12,778	\$ 153,333
Superintendent	10A	5	\$ 77.41	\$ 13,417	\$ 161,006
Systems and Administration Manager	07A	1	\$ 59.57	\$ 10,326	\$ 123,906
Systems and Administration Manager	07A	2	\$ 62.54	\$ 10,840	\$ 130,081
Systems and Administration Manager	07A	3	\$ 65.67	\$ 11,383	\$ 136,592
Systems and Administration Manager	07A	4	\$ 68.95	\$ 11,951	\$ 143,412
Systems and Administration Manager	07A	5	\$ 72.41	\$ 12,552	\$ 150,621
Utilities Director	11F	Low	\$ 80.30	\$ 13,919	\$ 167,026
Utilities Director	11F	Mid	\$ 100.37	\$ 17,398	\$ 208,776
Utilities Director	11F	High	\$ 120.45	\$ 20,877	\$ 250,526
Water Operations Superintendent	10B	1	\$ 66.85	\$ 11,588	\$ 139,054
Water Operations Superintendent	10B	2	\$ 70.18	\$ 12,164	\$ 145,971
Water Operations Superintendent	10B	3	\$ 73.71	\$ 12,777	\$ 153,323
Water Operations Superintendent	10B	4	\$ 77.40	\$ 13,417	\$ 161,000
Water Operations Superintendent	10B	5	\$ 81.28	\$ 14,088	\$ 169,057

*Y-Rated, hired on/before 10/27/2018

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

The following Key & Management positions have salary schedules tied to the listed safety management groups.

K & M Positions	Employee Group
Fire Chief	Fire Management
Lifeguard Operations, Assistant Chief	Lifeguard Management
Police Chief	Police Management
Police Chief, Assistant	Police Management

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Administrative Manager	04B	1	\$	56.53	\$ 9,799	\$ 117,592
Administrative Manager	04B	2	\$	59.40	\$ 10,296	\$ 123,553
Administrative Manager	04B	3	\$	62.30	\$ 10,799	\$ 129,593
Administrative Manager	04B	4	\$	65.44	\$ 11,343	\$ 136,113
Administrative Manager	04B	5	\$	68.71	\$ 11,910	\$ 142,925
Administrative Manager*	99	1	\$	85.37	\$ 14,798	\$ 177,570
Assistant, Administrative (K&M)	05	1	\$	34.02	\$ 5,896	\$ 70,757
Assistant, Administrative (K&M)	05	2	\$	35.72	\$ 6,191	\$ 74,297
Assistant, Administrative (K&M)	05	3	\$	37.50	\$ 6,500	\$ 77,995
Assistant, Administrative (K&M)	05	4	\$	39.40	\$ 6,830	\$ 81,960
Assistant, Administrative (K&M)	05	5	\$	41.31	\$ 7,160	\$ 85,925
Assistant, Administrative (K&M)	05	6	\$	43.42	\$ 7,526	\$ 90,316
Assistant, Administrative (K&M)	05	7	\$	45.60	\$ 7,903	\$ 94,840
Assistant, Administrative (K&M)	05	8	\$	47.90	\$ 8,302	\$ 99,629
Assistant, Executive	08A	1	\$	37.38	\$ 6,480	\$ 77,755
Assistant, Executive	08A	2	\$	39.25	\$ 6,803	\$ 81,641
Assistant, Executive	08A	3	\$	41.18	\$ 7,138	\$ 85,659
Assistant, Executive	08A	4	\$	43.25	\$ 7,498	\$ 89,970
Assistant, Executive	08A	5	\$	45.47	\$ 7,881	\$ 94,574
Assistant, Executive	08A	6	\$	47.66	\$ 8,260	\$ 99,124
Assistant, Executive	08A	7	\$	50.12	\$ 8,688	\$ 104,259
Assistant, Executive	08A	8	\$	52.61	\$ 9,119	\$ 109,422
Budget Analyst	15B	1	\$	43.63	\$ 7,562	\$ 90,742
Budget Analyst	15B	2	\$	45.80	\$ 7,939	\$ 95,265
Budget Analyst	15B	3	\$	48.09	\$ 8,336	\$ 100,029
Budget Analyst	15B	4	\$	50.47	\$ 8,748	\$ 104,978
Budget Analyst	15B	5	\$	52.98	\$ 9,183	\$ 110,194
Budget Analyst	15B	6	\$	55.65	\$ 9,646	\$ 115,756
Budget Analyst	15B	7	\$	58.40	\$ 10,123	\$ 121,477
Budget Analyst	15B	8	\$	61.36	\$ 10,635	\$ 127,624
Budget Analyst, Senior	25	1	\$	50.47	\$ 8,748	\$ 104,978
Budget Analyst, Senior	25	2	\$	52.98	\$ 9,183	\$ 110,194
Budget Analyst, Senior	25	3	\$	55.66	\$ 9,649	\$ 115,782
Budget Analyst, Senior	25	4	\$	58.40	\$ 10,123	\$ 121,477
Budget Analyst, Senior	25	5	\$	61.36	\$ 10,635	\$ 127,624
Budget Analyst, Senior	25	6	\$	64.42	\$ 11,165	\$ 133,984
Budget Analyst, Senior	25	7	\$	67.64	\$ 11,724	\$ 140,690
Budget Analyst, Senior	25	8	\$	71.04	\$ 12,314	\$ 147,768

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE		ANNUAL SALARY
City Attorney, Assistant	22A	Low	\$	78.76	\$	13,652	\$ 163,823
City Attorney, Assistant	22A	Mid	\$	98.44	\$	17,063	\$ 204,757
City Attorney, Assistant	22A	High	\$	118.12	\$	20,474	\$ 245,692
City Attorney, Deputy	16E	1	\$	76.04	\$	13,181	\$ 158,173
City Attorney, Deputy	16E	2	\$	79.86	\$	13,842	\$ 166,103
City Attorney, Deputy	16E	3	\$	83.85	\$	14,534	\$ 174,405
City Attorney, Deputy	16E	4	\$	88.04	\$	15,261	\$ 183,133
City Attorney, Deputy	16E	5	\$	92.41	\$	16,017	\$ 192,208
City Clerk, Assistant	71	1	\$	46.53	\$	8,064	\$ 96,772
City Clerk, Assistant	71	2	\$	48.86	\$	8,468	\$ 101,620
City Clerk, Assistant	71	3	\$	51.30	\$	8,892	\$ 106,701
City Clerk, Assistant	71	4	\$	53.87	\$	9,337	\$ 112,041
City Clerk, Assistant	71	5	\$	56.56	\$	9,803	\$ 117,641
City Clerk, Assistant	71	6	\$	59.39	\$	10,294	\$ 123,525
City Clerk, Assistant	71	7	\$	62.35	\$	10,808	\$ 129,695
City Clerk, Assistant	71	8	\$	65.48	\$	11,350	\$ 136,202
City Clerk, Deputy	07	1	\$	35.73	\$	6,194	\$ 74,323
City Clerk, Deputy	07	2	\$	37.51	\$	6,502	\$ 78,022
City Clerk, Deputy	07	3	\$	39.42	\$	6,832	\$ 81,987
City Clerk, Deputy	07	4	\$	41.35	\$	7,167	\$ 86,005
City Clerk, Deputy	07	5	\$	43.43	\$	7,529	\$ 90,342
City Clerk, Deputy	07	6	\$	45.61	\$	7,906	\$ 94,866
City Clerk, Deputy	07	7	\$	47.92	\$	8,307	\$ 99,683
City Clerk, Deputy	07	8	\$	50.29	\$	8,717	\$ 104,606
City Engineer, Assistant	15A	1	\$	77.89	\$	13,500	\$ 162,004
City Engineer, Assistant	15A	2	\$	81.76	\$	14,172	\$ 170,068
City Engineer, Assistant	15A	3	\$	85.86	\$	14,882	\$ 178,583
City Engineer, Assistant	15A	4	\$	90.16	\$	15,627	\$ 187,524
City Engineer, Assistant	15A	5	\$	94.66	\$	16,408	\$ 196,891
City Manager, Assistant	17A	Low	\$	92.15	\$	15,973	\$ 191,676
City Manager, Assistant	17A	Mid	\$	115.18	\$	19,965	\$ 239,574
City Manager, Assistant	17A	High	\$	138.21	\$	23,956	\$ 287,473
City Manager, Deputy	11E	Low	\$	72.13	\$	12,503	\$ 150,030
City Manager, Deputy	11E	Mid	\$	84.46	\$	14,640	\$ 175,684
City Manager, Deputy	11E	High	\$	96.80	\$	16,778	\$ 201,337
City Traffic Engineer	15E	1	\$	77.89	\$	13,500	\$ 162,004
City Traffic Engineer	15E	2	\$	81.76	\$	14,172	\$ 170,068
City Traffic Engineer	15E	3	\$	85.86	\$	14,882	\$ 178,583

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
City Traffic Engineer	15E	4	\$	90.16	\$ 15,627	\$ 187,524
City Traffic Engineer	15E	5	\$	94.66	\$ 16,408	\$ 196,891
Civil Engineer, Principal	13	1	\$	74.15	\$ 12,853	\$ 154,234
Civil Engineer, Principal	13	2	\$	77.86	\$ 13,496	\$ 161,951
Civil Engineer, Principal	13	3	\$	81.74	\$ 14,168	\$ 170,014
Civil Engineer, Principal	13	4	\$	85.83	\$ 14,878	\$ 178,530
Civil Engineer, Principal	13	5	\$	90.13	\$ 15,623	\$ 187,471
Civil Engineer, Senior (K&M)	04A	1	\$	57.63	\$ 9,990	\$ 119,880
Civil Engineer, Senior (K&M)	04A	2	\$	60.49	\$ 10,485	\$ 125,814
Civil Engineer, Senior (K&M)	04A	3	\$	63.52	\$ 11,010	\$ 132,121
Civil Engineer, Senior (K&M)	04A	4	\$	66.69	\$ 11,560	\$ 138,720
Civil Engineer, Senior (K&M)	04A	5	\$	70.04	\$ 12,141	\$ 145,692
Civil Engineer, Senior (K&M)	04A	6	\$	73.54	\$ 12,746	\$ 152,957
Civil Engineer, Senior (K&M)	04A	7	\$	77.21	\$ 13,383	\$ 160,594
Civil Engineer, Senior (K&M)	04A	8	\$	81.07	\$ 14,053	\$ 168,631
Community Develop. Director	15H	Low	\$	87.43	\$ 15,155	\$ 181,856
Community Develop. Director	15H	Mid	\$	109.28	\$ 18,942	\$ 227,307
Community Develop. Director	15H	High	\$	131.13	\$ 22,730	\$ 272,757
Community Develop. Director, Deputy	17	1	\$	81.92	\$ 14,199	\$ 170,387
Community Develop. Director, Deputy	17	2	\$	85.97	\$ 14,902	\$ 178,822
Community Develop. Director, Deputy	17	3	\$	90.28	\$ 15,649	\$ 187,790
Community Develop. Director, Deputy	17	4	\$	94.80	\$ 16,432	\$ 197,184
Community Develop. Director, Deputy	17	5	\$	99.56	\$ 17,257	\$ 207,083
Emergency Medical Svcs Division Chief	02D	1	\$	71.66	\$ 12,420	\$ 149,046
Emergency Medical Svcs Division Chief	02D	2	\$	75.24	\$ 13,041	\$ 156,497
Emergency Medical Svcs Division Chief	02D	3	\$	78.99	\$ 13,691	\$ 164,293
Emergency Medical Svcs Division Chief	02D	4	\$	82.95	\$ 14,379	\$ 172,542
Emergency Medical Svcs Division Chief	02D	5	\$	87.10	\$ 15,097	\$ 181,164
Finance Director, Deputy	17C	1	\$	81.92	\$ 14,199	\$ 170,387
Finance Director, Deputy	17C	2	\$	85.97	\$ 14,902	\$ 178,822
Finance Director, Deputy	17C	3	\$	90.28	\$ 15,649	\$ 187,790
Finance Director, Deputy	17C	4	\$	94.80	\$ 16,432	\$ 197,184
Finance Director, Deputy	17C	5	\$	99.56	\$ 17,257	\$ 207,083
Finance Director/City Treasurer	15C	Low	\$	87.43	\$ 15,155	\$ 181,856
Finance Director/City Treasurer	15C	Mid	\$	109.28	\$ 18,942	\$ 227,307
Finance Director/City Treasurer	15C	High	\$	131.13	\$ 22,730	\$ 272,757
Finance Manager	16	1	\$	72.40	\$ 12,549	\$ 150,589
Finance Manager	16	2	\$	76.03	\$ 13,179	\$ 158,146

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Finance Manager	16	3	\$	79.84	\$ 13,840	\$ 166,076
Finance Manager	16	4	\$	83.82	\$ 14,529	\$ 174,352
Finance Manager	16	5	\$	87.99	\$ 15,252	\$ 183,027
Fire Chief, Assistant	01B	1	\$	97.68	\$ 16,930	\$ 203,165
Fire Chief, Assistant	01B	2	\$	102.56	\$ 17,777	\$ 213,321
Fire Chief, Assistant	01B	3	\$	107.69	\$ 18,666	\$ 223,992
Fire Chief, Assistant	01B	4	\$	113.07	\$ 19,598	\$ 235,175
Fire Chief, Assistant	01B	5	\$	118.70	\$ 20,575	\$ 246,899
Fire Marshal	02E	1	\$	71.66	\$ 12,420	\$ 149,046
Fire Marshal	02E	2	\$	75.24	\$ 13,041	\$ 156,497
Fire Marshal	02E	3	\$	78.99	\$ 13,691	\$ 164,293
Fire Marshal	02E	4	\$	82.95	\$ 14,379	\$ 172,542
Fire Marshal	02E	5	\$	87.10	\$ 15,097	\$ 181,164
Fiscal Specialist (K&M)	01A	1	\$	32.99	\$ 5,719	\$ 68,628
Fiscal Specialist (K&M)	01A	2	\$	34.67	\$ 6,010	\$ 72,114
Fiscal Specialist (K&M)	01A	3	\$	36.38	\$ 6,307	\$ 75,680
Fiscal Specialist (K&M)	01A	4	\$	38.20	\$ 6,622	\$ 79,459
Fiscal Specialist (K&M)	01A	5	\$	40.15	\$ 6,959	\$ 83,504
Fiscal Specialist (K&M)	01A	6	\$	42.10	\$ 7,298	\$ 87,575
Fiscal Specialist (K&M)	01A	7	\$	44.24	\$ 7,668	\$ 92,019
Fiscal Specialist (K&M)	01A	8	\$	46.44	\$ 8,050	\$ 96,596
Harbormaster	77	Low	\$	55.73	\$ 9,660	\$ 115,926
Harbormaster	77	Mid	\$	69.66	\$ 12,075	\$ 144,895
Harbormaster	77	High	\$	83.59	\$ 14,489	\$ 173,865
Human Resources Analyst	16A	1	\$	44.65	\$ 7,739	\$ 92,871
Human Resources Analyst	16A	2	\$	46.84	\$ 8,118	\$ 97,421
Human Resources Analyst	16A	3	\$	49.20	\$ 8,529	\$ 102,344
Human Resources Analyst	16A	4	\$	51.70	\$ 8,961	\$ 107,533
Human Resources Analyst	16A	5	\$	54.24	\$ 9,402	\$ 112,828
Human Resources Analyst	16A	6	\$	56.96	\$ 9,872	\$ 118,470
Human Resources Analyst	16A	7	\$	59.82	\$ 10,369	\$ 124,431
Human Resources Analyst	16A	8	\$	62.82	\$ 10,888	\$ 130,658
Human Resources Analyst, Senior	20A	1	\$	49.27	\$ 8,540	\$ 102,477
Human Resources Analyst, Senior	20A	2	\$	51.78	\$ 8,974	\$ 107,693
Human Resources Analyst, Senior	20A	3	\$	54.35	\$ 9,420	\$ 113,042
Human Resources Analyst, Senior	20A	4	\$	57.07	\$ 9,892	\$ 118,710
Human Resources Analyst, Senior	20A	5	\$	59.89	\$ 10,380	\$ 124,564
Human Resources Analyst, Senior	20A	6	\$	62.89	\$ 10,901	\$ 130,817

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Human Resources Analyst, Senior	20A	7	\$	66.00	\$ 11,440	\$ 137,283
Human Resources Analyst, Senior	20A	8	\$	69.33	\$ 12,017	\$ 144,202
Human Resources Director	11B	Low	\$	82.71	\$ 14,336	\$ 172,036
Human Resources Director	11B	Mid	\$	103.38	\$ 17,920	\$ 215,039
Human Resources Director	11B	High	\$	124.06	\$ 21,503	\$ 258,042
Human Resources Manager	02C	1	\$	71.66	\$ 12,420	\$ 149,046
Human Resources Manager	02C	2	\$	75.24	\$ 13,041	\$ 156,497
Human Resources Manager	02C	3	\$	78.99	\$ 13,691	\$ 164,293
Human Resources Manager	02C	4	\$	82.95	\$ 14,379	\$ 172,542
Human Resources Manager	02C	5	\$	87.10	\$ 15,097	\$ 181,164
Human Resources Specialist I	03	1	\$	33.81	\$ 5,861	\$ 70,331
Human Resources Specialist I	03	2	\$	35.50	\$ 6,154	\$ 73,844
Human Resources Specialist I	03	3	\$	37.27	\$ 6,460	\$ 77,516
Human Resources Specialist I	03	4	\$	39.11	\$ 6,779	\$ 81,348
Human Resources Specialist I	03	5	\$	41.08	\$ 7,121	\$ 85,446
Human Resources Specialist I	03	6	\$	43.11	\$ 7,473	\$ 89,678
Human Resources Specialist I	03	7	\$	45.31	\$ 7,854	\$ 94,254
Human Resources Specialist I	03	8	\$	47.52	\$ 8,236	\$ 98,831
Human Resources Specialist II	08	1	\$	37.38	\$ 6,480	\$ 77,755
Human Resources Specialist II	08	2	\$	39.25	\$ 6,803	\$ 81,641
Human Resources Specialist II	08	3	\$	41.18	\$ 7,138	\$ 85,659
Human Resources Specialist II	08	4	\$	43.25	\$ 7,498	\$ 89,970
Human Resources Specialist II	08	5	\$	45.47	\$ 7,881	\$ 94,574
Human Resources Specialist II	08	6	\$	47.66	\$ 8,260	\$ 99,124
Human Resources Specialist II	08	7	\$	50.12	\$ 8,688	\$ 104,259
Human Resources Specialist II	08	8	\$	52.61	\$ 9,119	\$ 109,422
IT Manager	15D	1	\$	77.95	\$ 13,511	\$ 162,138
IT Manager	15D	2	\$	81.85	\$ 14,188	\$ 170,254
IT Manager	15D	3	\$	85.93	\$ 14,895	\$ 178,743
IT Manager	15D	4	\$	90.23	\$ 15,640	\$ 187,684
IT Manager	15D	5	\$	94.75	\$ 16,423	\$ 197,077
IT Supervisor	97	1	\$	68.06	\$ 11,797	\$ 141,568
IT Supervisor	97	2	\$	71.44	\$ 12,383	\$ 148,594
IT Supervisor	97	3	\$	75.02	\$ 13,003	\$ 156,033
IT Supervisor	97	4	\$	78.79	\$ 13,657	\$ 163,888
IT Supervisor	97	5	\$	82.72	\$ 14,338	\$ 172,054
Library Services Director	11C	Low	\$	82.71	\$ 14,336	\$ 172,036
Library Services Director	11C	Mid	\$	103.38	\$ 17,920	\$ 215,039

APPENDIX A
RESOLUTION NO. 2022-_____

The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE		ANNUAL SALARY
Library Services Director	11C	High	\$	124.06	\$	21,503	\$ 258,042
Library Services Manager	10D	1	\$	65.58	\$	11,367	\$ 136,406
Library Services Manager	10D	2	\$	68.84	\$	11,933	\$ 143,191
Library Services Manager	10D	3	\$	72.31	\$	12,534	\$ 150,402
Library Services Manager	10D	4	\$	75.93	\$	13,161	\$ 157,933
Library Services Manager	10D	5	\$	79.73	\$	13,820	\$ 165,837
Management Analyst	12	1	\$	40.45	\$	7,012	\$ 84,142
Management Analyst	12	2	\$	42.53	\$	7,371	\$ 88,453
Management Analyst	12	3	\$	44.62	\$	7,735	\$ 92,817
Management Analyst	12	4	\$	46.81	\$	8,114	\$ 97,367
Management Analyst	12	5	\$	49.18	\$	8,524	\$ 102,292
Management Analyst	12	6	\$	51.66	\$	8,954	\$ 107,453
Management Analyst	12	7	\$	54.22	\$	9,398	\$ 112,775
Management Analyst	12	8	\$	56.93	\$	9,868	\$ 118,417
Management Analyst, Senior	06	1	\$	46.53	\$	8,064	\$ 96,772
Management Analyst, Senior	06	2	\$	48.86	\$	8,468	\$ 101,620
Management Analyst, Senior	06	3	\$	51.30	\$	8,892	\$ 106,701
Management Analyst, Senior	06	4	\$	53.87	\$	9,337	\$ 112,041
Management Analyst, Senior	06	5	\$	56.56	\$	9,803	\$ 117,641
Management Analyst, Senior	06	6	\$	59.39	\$	10,294	\$ 123,525
Management Analyst, Senior	06	7	\$	62.35	\$	10,808	\$ 129,695
Management Analyst, Senior	06	8	\$	65.48	\$	11,350	\$ 136,202
Management Fellow	26	1	\$	26.79	\$	4,644	\$ 55,729
Paralegal	30	1	\$	36.27	\$	6,287	\$ 75,441
Paralegal	30	2	\$	38.07	\$	6,599	\$ 79,193
Paralegal	30	3	\$	40.01	\$	6,934	\$ 83,211
Paralegal	30	4	\$	42.01	\$	7,282	\$ 87,389
Paralegal	30	5	\$	44.10	\$	7,644	\$ 91,726
Paralegal	30	6	\$	46.30	\$	8,025	\$ 96,303
Paralegal	30	7	\$	48.60	\$	8,424	\$ 101,093
Paralegal	30	8	\$	51.03	\$	8,846	\$ 106,149
Payroll Coordinator	30B	1	\$	37.32	\$	6,469	\$ 77,626
Payroll Coordinator	30B	2	\$	39.17	\$	6,789	\$ 81,473
Payroll Coordinator	30B	3	\$	41.13	\$	7,130	\$ 85,558
Payroll Coordinator	30B	4	\$	43.22	\$	7,492	\$ 89,905
Payroll Coordinator	30B	5	\$	45.34	\$	7,859	\$ 94,305
Payroll Coordinator	30B	6	\$	47.64	\$	8,258	\$ 99,101
Payroll Coordinator	30B	7	\$	49.95	\$	8,658	\$ 103,897

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The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Payroll Coordinator	30B	8	\$	52.43	\$ 9,088	\$ 109,061
Planner, Principal	27	1	\$	52.98	\$ 9,183	\$ 110,194
Planner, Principal	27	2	\$	55.65	\$ 9,646	\$ 115,756
Planner, Principal	27	3	\$	58.40	\$ 10,123	\$ 121,477
Planner, Principal	27	4	\$	61.36	\$ 10,635	\$ 127,624
Planner, Principal	27	5	\$	64.42	\$ 11,165	\$ 133,984
Planner, Principal	27	6	\$	67.64	\$ 11,724	\$ 140,690
Planner, Principal	27	7	\$	71.02	\$ 12,310	\$ 147,714
Planner, Principal	27	8	\$	74.59	\$ 12,928	\$ 155,139
Planning Manager	11	1	\$	67.86	\$ 11,762	\$ 141,142
Planning Manager	11	2	\$	71.25	\$ 12,349	\$ 148,194
Planning Manager	11	3	\$	74.79	\$ 12,964	\$ 155,565
Planning Manager	11	4	\$	78.53	\$ 13,611	\$ 163,335
Planning Manager	11	5	\$	82.48	\$ 14,296	\$ 171,557
Police Support Svcs Administrator	28	1	\$	79.84	\$ 13,840	\$ 166,076
Police Support Svcs Administrator	28	2	\$	83.84	\$ 14,532	\$ 174,378
Police Support Svcs Administrator	28	3	\$	88.03	\$ 15,259	\$ 183,107
Police Support Svcs Administrator	28	4	\$	92.42	\$ 16,020	\$ 192,234
Police Support Svcs Administrator	28	5	\$	97.04	\$ 16,820	\$ 201,840
Public Information Manager	14	1	\$	72.40	\$ 12,549	\$ 150,589
Public Information Manager	14	2	\$	76.03	\$ 13,179	\$ 158,146
Public Information Manager	14	3	\$	79.84	\$ 13,840	\$ 166,076
Public Information Manager	14	4	\$	83.82	\$ 14,529	\$ 174,352
Public Information Manager	14	5	\$	87.99	\$ 15,252	\$ 183,027
Public Information Specialist	07B	1	\$	35.73	\$ 6,194	\$ 74,323
Public Information Specialist	07B	2	\$	37.51	\$ 6,502	\$ 78,022
Public Information Specialist	07B	3	\$	39.42	\$ 6,832	\$ 81,987
Public Information Specialist	07B	4	\$	41.35	\$ 7,167	\$ 86,005
Public Information Specialist	07B	5	\$	43.43	\$ 7,529	\$ 90,342
Public Information Specialist	07B	6	\$	45.61	\$ 7,906	\$ 94,866
Public Information Specialist	07B	7	\$	47.92	\$ 8,307	\$ 99,683
Public Information Specialist	07B	8	\$	50.29	\$ 8,717	\$ 104,606
Public Works Director	15G	Low	\$	87.43	\$ 15,155	\$ 181,856
Public Works Director	15G	Mid	\$	109.28	\$ 18,942	\$ 227,307
Public Works Director	15G	High	\$	131.13	\$ 22,730	\$ 272,757
Public Works Director, Deputy/City Engineer	29A	1	\$	96.05	\$ 16,649	\$ 199,792
Public Works Director, Deputy/City Engineer	29A	2	\$	100.86	\$ 17,483	\$ 209,797
Public Works Director, Deputy/City Engineer	29A	3	\$	105.89	\$ 18,355	\$ 220,255

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The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
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Effective January 11, 2025 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Public Works Director, Deputy/City Engineer	29A	4	\$	111.19	\$ 19,273	\$ 231,272
Public Works Director, Deputy/City Engineer	29A	5	\$	116.75	\$ 20,237	\$ 242,847
Public Works Director, Deputy/Municipal Ops	17B	1	\$	81.92	\$ 14,199	\$ 170,387
Public Works Director, Deputy/Municipal Ops	17B	2	\$	85.97	\$ 14,902	\$ 178,822
Public Works Director, Deputy/Municipal Ops	17B	3	\$	90.28	\$ 15,649	\$ 187,790
Public Works Director, Deputy/Municipal Ops	17B	4	\$	94.80	\$ 16,432	\$ 197,184
Public Works Director, Deputy/Municipal Ops	17B	5	\$	99.56	\$ 17,257	\$ 207,083
Public Works Finance/Admin Manager	14A	1	\$	72.40	\$ 12,549	\$ 150,589
Public Works Finance/Admin Manager	14A	2	\$	76.03	\$ 13,179	\$ 158,146
Public Works Finance/Admin Manager	14A	3	\$	79.84	\$ 13,840	\$ 166,076
Public Works Finance/Admin Manager	14A	4	\$	83.82	\$ 14,529	\$ 174,352
Public Works Finance/Admin Manager	14A	5	\$	87.99	\$ 15,252	\$ 183,027
Purchasing & Contracts Administrator	19A	1	\$	50.47	\$ 8,748	\$ 104,978
Purchasing & Contracts Administrator	19A	2	\$	52.98	\$ 9,183	\$ 110,194
Purchasing & Contracts Administrator	19A	3	\$	55.66	\$ 9,649	\$ 115,782
Purchasing & Contracts Administrator	19A	4	\$	58.40	\$ 10,123	\$ 121,477
Purchasing & Contracts Administrator	19A	5	\$	61.36	\$ 10,635	\$ 127,624
Purchasing & Contracts Administrator	19A	6	\$	64.42	\$ 11,165	\$ 133,984
Purchasing & Contracts Administrator	19A	7	\$	67.64	\$ 11,724	\$ 140,690
Purchasing & Contracts Administrator	19A	8	\$	71.04	\$ 12,314	\$ 147,768
Real Property Administrator	19B	1	\$	50.47	\$ 8,748	\$ 104,978
Real Property Administrator	19B	2	\$	52.98	\$ 9,183	\$ 110,194
Real Property Administrator	19B	3	\$	55.66	\$ 9,649	\$ 115,782
Real Property Administrator	19B	4	\$	58.40	\$ 10,123	\$ 121,477
Real Property Administrator	19B	5	\$	61.36	\$ 10,635	\$ 127,624
Real Property Administrator	19B	6	\$	64.42	\$ 11,165	\$ 133,984
Real Property Administrator	19B	7	\$	67.64	\$ 11,724	\$ 140,690
Real Property Administrator	19B	8	\$	71.04	\$ 12,314	\$ 147,768
Recreation & Senior Svcs Director	11D	Low	\$	82.71	\$ 14,336	\$ 172,036
Recreation & Senior Svcs Director	11D	Mid	\$	103.38	\$ 17,920	\$ 215,039
Recreation & Senior Svcs Director	11D	High	\$	124.06	\$ 21,503	\$ 258,042
Recreation & Senior Svcs Director, Deputy	15	1	\$	77.95	\$ 13,511	\$ 162,138
Recreation & Senior Svcs Director, Deputy	15	2	\$	81.85	\$ 14,188	\$ 170,254
Recreation & Senior Svcs Director, Deputy	15	3	\$	85.93	\$ 14,895	\$ 178,743
Recreation & Senior Svcs Director, Deputy	15	4	\$	90.23	\$ 15,640	\$ 187,684
Recreation & Senior Svcs Director, Deputy	15	5	\$	94.75	\$ 16,423	\$ 197,077
Recreation & Senior Svcs Manager	05A	1	\$	57.95	\$ 10,045	\$ 120,546
Recreation & Senior Svcs Manager	05A	2	\$	60.85	\$ 10,547	\$ 126,559

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The City of Newport Beach
Key & Management Compensation Plan Salary Schedule Adjustment
MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment

POSITION	GRADE	STEP/ RANGE	HOURLY RATE		MONTHLY RATE	ANNUAL SALARY
Recreation & Senior Srvc Manager	05A	3	\$	63.92	\$ 11,079	\$ 132,946
Recreation & Senior Srvc Manager	05A	4	\$	67.13	\$ 11,635	\$ 139,625
Recreation & Senior Srvc Manager	05A	5	\$	70.45	\$ 12,212	\$ 146,544
Revenue Manager	16D	1	\$	76.04	\$ 13,181	\$ 158,173
Revenue Manager	16D	2	\$	79.86	\$ 13,842	\$ 166,103
Revenue Manager	16D	3	\$	83.85	\$ 14,534	\$ 174,405
Revenue Manager	16D	4	\$	88.04	\$ 15,261	\$ 183,133
Revenue Manager	16D	5	\$	92.41	\$ 16,017	\$ 192,208
Superintendent	10A	1	\$	65.58	\$ 11,367	\$ 136,406
Superintendent	10A	2	\$	68.84	\$ 11,933	\$ 143,191
Superintendent	10A	3	\$	72.31	\$ 12,534	\$ 150,402
Superintendent	10A	4	\$	75.93	\$ 13,161	\$ 157,933
Superintendent	10A	5	\$	79.73	\$ 13,820	\$ 165,837
Systems and Administration Manager	07A	1	\$	61.36	\$ 10,635	\$ 127,624
Systems and Administration Manager	07A	2	\$	64.42	\$ 11,165	\$ 133,984
Systems and Administration Manager	07A	3	\$	67.64	\$ 11,724	\$ 140,690
Systems and Administration Manager	07A	4	\$	71.02	\$ 12,310	\$ 147,714
Systems and Administration Manager	07A	5	\$	74.59	\$ 12,928	\$ 155,139
Utilities Director	11F	Low	\$	82.71	\$ 14,336	\$ 172,036
Utilities Director	11F	Mid	\$	103.38	\$ 17,920	\$ 215,039
Utilities Director	11F	High	\$	124.06	\$ 21,503	\$ 258,042
Water Operations Superintendent	10B	1	\$	68.86	\$ 11,935	\$ 143,226
Water Operations Superintendent	10B	2	\$	72.28	\$ 12,529	\$ 150,350
Water Operations Superintendent	10B	3	\$	75.92	\$ 13,160	\$ 157,922
Water Operations Superintendent	10B	4	\$	79.73	\$ 13,819	\$ 165,830
Water Operations Superintendent	10B	5	\$	83.72	\$ 14,511	\$ 174,128

*Y-Rated, hired on/before 10/27/2018

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

The following Key & Management positions have salary schedules tied to the listed safety management groups.

K & M Positions	Employee Group
Fire Chief	Fire Management
Lifeguard Operations, Assistant Chief	Lifeguard Management
Police Chief	Police Management
Police Chief, Assistant	Police Management