

THE CITY OF NEWPORT BEACH
KEY AND MANAGEMENT EMPLOYEES
COMPENSATION PLAN



January 1, 2022 through December 31, 2025

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

Effective January 1, 2022 through December 31, 2025

TABLE OF CONTENTS

INTRODUCTION

COMPENSATION

Salary 1
Range Advancement..... 2
Performance Reviews and Anniversary Dates 3
Bilingual Pay 3
Non-Exempt Overtime and Compensatory Time Off 3
Jury Duty 3
Uniform Allowance – Public Safety 4
One-Time Payment 4

LEAVES

Holiday Leave..... 4
Holidays – Public Safety..... 5
Flex Leave..... 6
Sick Leave..... 7
Kin Care 7
Bereavement..... 7
Administrative Leave 7
Leave Sellback..... 8

BENEFITS

Insurance 8
Additional Benefits..... 10
Retirement Benefits..... 10
Retiree Medical Benefits 14
Tuition Reimbursement 17
Auto Allowance 17
401(a) Defined Contribution Plan 18

MISCELLANEOUS

Probationary Period..... 18
Direct Deposit..... 18
Exempt and Non-exempt Status..... 18
Alternative Work Schedules 19
Telecommuting Program 19
Incentives 19
Employee Policy Manual 19

Appendix A: Classifications and Salary Ranges..... 20

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

INTRODUCTION

The following represents the salary and benefit program established by the City Council for Key and Management. The Key and Management Compensation Plan shall in no manner be interpreted as a guaranteed or implied contract between the City and any employee or group of employees.

The Key and Management Group is divided into five categories:

- Executive Management
- Administrative Management
- Administrative Management-Safety
- Division Management
- Confidential

Appendix A lists all classifications in each category.

COMPENSATION

A. SALARY

Non-Safety:

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 two percent (2.0%) 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 two percent (2.0%) 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 two percent (2.0%) cost of living adjustment to base salaries.

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

Safety:

Key and Management safety employees will receive the following adjustments, as provided in Appendix A:

Cost-of-living adjustments for the Assistant Police Chief classification shall be tied to the cost-of-living adjustments received by Police Management Association employees during the term of this Plan.

Cost-of-living adjustments for the Assistant Fire Chief classification shall be tied to the cost-of-living adjustments outlined in the Key & Management Compensation Plan during the term of this Plan.

Cost-of-living adjustments for the Assistant Chief, Lifeguard Operations classification shall be tied to the cost-of-living adjustments received by Lifeguard Management Association Battalion Chiefs during the term of this Plan.

Although the salary ranges for Police Chief and Fire Chief are modified by the *cost-of-living* adjustments received by Key and Management Employees, any changes to their compensation are tied to their individual employment agreements.

B. RANGE ADVANCEMENT

Advancement through the salary range varies depending on the Group to which the employee is assigned:

Executive Management - No steps; movement at the discretion of the City Manager.

Administrative Management - Five-step range with eligibility for merit step increases on an annual basis.

Administrative Management-Safety - Five-step range with eligibility for merit step increases on an annual basis.

Division Management - Five-step range with eligibility for merit step increases on an annual basis.

Confidential - Eight-step range with eligibility for merit step increases on an annual basis.

Salary steps are placed in five percent (5%) increments within the range for Administrative Management, Administrative Management-Safety, Division Management, and Confidential groups.

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

C. PERFORMANCE REVIEWS AND ANNIVERSARY DATES

All Key and Management employees hired prior to December 31, 2001 will have a December 1, or first full pay period in December, anniversary date. Key and Management employees hired after December 2001 will have an anniversary date based upon hire date and hours of service. All Executive Management performance evaluations will be reviewed by the City Manager prior to implementation of any range advancement.

D. BILINGUAL PAY

Upon determination by the Department Director that an employee's ability to speak, read and/or write in Spanish or other language as approved, contributes to the Department, the employee shall be eligible to receive \$150 per month (*paid each pay period*) in bilingual pay. *The certification process will confirm the employee is fluent at the street conversational level in speaking, reading and/or writing Spanish or other approved language. Employees certified shall receive bilingual pay the first full pay period following certification.*

The parties agree that to the extent permitted by law, the City shall report to the California Public Employees' Retirement System (CalPERS) bilingual pay as Special Assignment Pay pursuant to Title 2 CCR, Section 571(a)(4) and/or 571.1 (b)(3) Bilingual Premium.

E. NON-EXEMPT OVERTIME AND COMPENSATORY TIME OFF

Employees in non-exempt positions are eligible to receive overtime or compensatory time off. FLSA overtime for non-exempt positions shall be paid at one-and-one-half (1½) times the employee's regular rate of pay. The rate at which Non-FLSA Overtime is calculated shall not include the City's Cafeteria Plan Allowance, the opt-out Cafeteria Plan Allowance, or any cash back an employee may receive from the Cafeteria Plan Allowance by choosing benefits which cost less than the Allowance. Overtime work must be approved by the employee's supervisor.

Compensatory time off for non-exempt positions shall *be earned* at the rate of one- and-one-half (1½) times for every overtime hour worked. Employees may accumulate up to eighty (80) hours of compensatory time off. *Overtime hours worked in excess of the 80 hour compensatory time off bank will be paid out as overtime until the compensatory time off bank falls below the 80 hour cap.*

F. JURY DUTY

A Key and Management employee called to serve as a juror shall notify his/her supervisor as soon as he/she is notified that he/she has to appear for duty. If an employee calls in the night before and finds out he/she has to report for jury duty the next day, the employee should send an email to his/her supervisor as soon as possible to let the supervisor know that the employee will be reporting to jury duty the following day. Key and Management

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

employees of the City legally required to serve as a juror shall be entitled to leave with pay and all benefits for a period of up to sixty (60) days so long as his/her presence is legally required and the process outlined in the Employee Policy Manual is followed.

G. UNIFORM ALLOWANCE – PUBLIC SAFETY

As permissible by law, the City shall report to CalPERS *bi-weekly* the annual value of uniform allowance at the following rates:

Police Chief - \$1,350
Assistant Police Chief - \$1,350
Fire Chief - \$1,519
Assistant Fire Chief - \$1,519
Assistant *Chief*, Lifeguard Operations - \$838

PERS Reporting of Uniform Allowance - To the extent permitted by law, the City shall report to the California Public Employees' Retirement System (CalPERS) the uniform allowance for each employee as special compensation in accordance with Title 2, California Code of Regulation, Section 571(a)(5) *Uniform Allowance*. Notwithstanding the previous sentence, for "new members" as defined by the Public Employees' Pension Reform Act of 2013, the uniform allowance will not be reported as pensionable compensation to CalPERS.

H. ONE-TIME PAYMENT

All Key and Management Employees (excluding City Manager, City Attorney, City Clerk, Police Chief and Fire Chief) in paid status for the entirety of the first pay period following City Council adoption of this Plan in Fiscal Year 2021-22 will receive a one-time bonus in the amount of \$2,000. The payment is intended to be specific to the pay period in which it is paid and is to be considered part of the regular rate for this pay period only. This one-time payment does not meet the criteria under California Code of Regulations 571(b) as reportable compensation for retirement purposes. This one-time payment is non-pensionable and will not be reported to CalPERS. The parties also agree that this payment is intended to be specific to the pay period in which it is paid and is to be considered part of the regular rate for this pay period only.

LEAVES

Employees hired or promoted into classifications in the Key and Management group shall be tied to the leave benefits provided to the Key and Management group at large.

A. HOLIDAY LEAVE

The following days shall be observed as paid holidays (i.e., employees shall have the day off with pay). With the exception of the "floating holiday" (where the employee chooses the day off), employees who are required to work on the holiday will receive their pay for the holiday and either pay or flex leave for the number of hours worked on the holiday.

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

<i>New Year's Day</i>	<i>January 1</i>
<i>Martin Luther King Day</i>	<i>January – 3rd Monday</i>
<i>Washington's Birthday</i>	<i>February – 3rd Monday</i>
<i>Memorial Day</i>	<i>May – Last Monday</i>
<i>Floating Holiday*</i>	<i>July 1</i>
<i>Independence Day</i>	<i>July 4</i>
<i>Labor Day</i>	<i>September – 1st Monday</i>
<i>Veterans Day</i>	<i>November 11</i>
<i>Thanksgiving Day</i>	<i>November – 4th Thursday</i>
<i>Friday After Thanksgiving</i>	<i>November – 4th Friday</i>
<i>Christmas Eve</i>	<i>December 24 (last ½ of workday)</i>
<i>Christmas Day</i>	<i>December 25</i>
<i>New Year's Eve</i>	<i>December 31 (last ½ of workday)</i>

*The floating holiday (eight (8) hours of holiday leave) is awarded on July 1. The hours are added to the employees' Flex Leave account.

Holidays are paid based on the employee's regular workday schedule. For example, if an employee is on a 9/80 schedule and the holiday is observed on a day that the employee is regularly scheduled to work nine hours, the employee is entitled to receive nine hours of holiday pay. However, if an employee is on a 9/80 schedule and the holiday is observed on a day that the employee is regularly scheduled to work eight hours, the employee is eligible to receive eight hours of holiday pay.

Holidays listed above (except the floating holiday) occurring on a Saturday shall be observed the preceding Friday. Holidays occurring on a Sunday shall be observed the following Monday. (Half day holidays shall be observed prior to the observed holiday).

Holiday pay will be paid only to employees who are in paid status on the scheduled day before and scheduled day after a holiday or are on authorized paid leave (e.g. paid leave that has been reviewed and approved by the Department Director).

B. HOLIDAYS – PUBLIC SAFETY

The provisions contained in this section apply to Administrative Management- Safety (Assistant Chiefs) who are required to work without regard to holiday based on assignment. Said employees shall receive 3.7 hours per pay period of Holiday compensation as pay and reported to PERS as compensation earnable as defined in Government Code Sec. 20636.

The parties agree, to the extent permitted by law, the compensation in this section is special compensation for those employees who are normally required to work on an approved holiday because they work in positions that require scheduled staffing without regard to holidays and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(5) or Section 571.1 (b)(4) Holiday Pay.

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

C. FLEX LEAVE

Regular full-time employees in the Administrative Management, Administrative Management-Safety, Division Management and Confidential categories enrolled in the flex leave program will *accrue* leave according to the below.

<u>Years of Continuous Service</u>	<u>Hrs Accrued per Pay Period</u>	<u>Annual hours</u>	<u>Maximum Allowable Balance (hours)</u>
1 but less than 5	6.00	156.00	468.00
5 but less than 9	6.61	171.86	515.58
9 but less than 12	7.23	189.98	563.94
12 but less than 16	8.15	211.90	635.70
16 but less than 20	8.77	228.02	684.06
20 but less than 25	9.38	243.88	731.64
25 and over	10.00	260.00	780.00

Spillover: Employees hired prior to July 1, 1996 shall be paid for *accrued* Flex leave in excess of the employee's maximum accrual rate (spillover) provided that they utilized at least 80 hours Flex leave the previous calendar year. Employees with 16 or more years of continuous service are required to use 120 hours of Flex leave the previous calendar year.

Regular full-time employees in the Executive Management categories will *accrue* Flex leave according to the following schedule:

<u>Years of Continuous Service</u>	<u>Hrs Accrued per Pay Period</u>	<u>Annual hours</u>	<u>Maximum Allowable Balance (hours)</u>
1 but less than 15	8.77	228	684.06
15 and over	9.69	252	755.82

Note: If an employee becomes sick in the first three months of employment, the City will advance up to three (3) months of accrued Flex leave time to be used for the illness only. If the employee terminates employment prior to three (3) months, the employee will repay the equivalent to the number of Flex leave days that were advanced to the employee.

Employees shall accrue three (3) months of Flex leave (as provided in the chart above) upon completion of three (3) months of continuous employment with the City of Newport Beach, provided however, this amount shall be reduced by any Flex leave time advanced during the first three (3) months of employment.

(1) Limit on Accumulation

Employees first hired, or rehired by the City subsequent to July 1, 1996, shall not be eligible for Flex leave spillover pay and shall not be entitled to accrue Flex leave in excess of the

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

Flex leave accrual threshold.

(2) Method of Use

Flex leave may not be taken in excess of that actually accrued, and in no case, except for illness, may it be taken prior to the completion of an employee's initial probationary period.

The Department Director shall approve all requests for Flex leave, taking into consideration the needs of the Department, and whenever possible, the seniority and wishes of the employee.

D. SICK LEAVE

Key and Management employees employed by the City prior to initiation of the Flex leave program had separate sick and vacation leave banks. With the initiation of the Flex leave program, vacation leave was converted to Flex leave on an hour for hour basis and any sick leave hours remained in a bank to be used as provided in Section 11.2 (Sick Leave) of the Employee Policy Manual.

E. KIN CARE

Employees may use up to ½ of Flex leave accrued per year to provide care for any member of the employee's immediate family in need of care due to illness or injury.

F. BEREAVEMENT LEAVE

Bereavement leave shall be defined as "the necessary absence from duty by an employee because of the death or terminal illness in his/her immediate family."

Unit members shall be entitled to forty (40) hours of bereavement leave per calendar year per incident (terminal illness followed by death is considered one incident). Bereavement leave shall be administered in accordance with the provisions of the Employee Policy Manual. Leave hours need not be used consecutively, *however they should be used* in proximate time to the occurrence. For the purposes of this section, immediate family shall mean an employee's father, mother, stepfather, stepmother, brother, sister, spouse/domestic partner, child, stepchild, grandparents and the employee's spouse/domestic partner's father, mother, brother, sister, child and grandparents. *The provisions of this Section shall not diminish or reduce any rights a covered employee may have pursuant to applicable provisions of State or Federal law.* An employee requesting bereavement leave shall notify his/her supervisor as soon as possible of the need to take leave.

G. ADMINISTRATIVE LEAVE

For Key and Management employees who are exempt from overtime, Administrative Leave may be granted, for a minimum of 8 hours and a maximum of 80 hours, as recommended

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

by the Department Director with the approval of the City Manager. The determination as to how much Administrative Leave will be granted will be based upon the number of overtime hours normally worked each year by the individual exempt employee. Administrative Leave does not accrue and therefore has no cash value. As such, it cannot be carried over from year to year.

H. LEAVE SELLBACK

Employees shall have the option of converting accrued Flex Leave to cash on an hour for hour basis subject to the following: On or before the pay period which includes December 15 of each calendar year, an employee may make an irrevocable election to cash out accrued flex leave which will *accrue* in the following calendar year. The employee can elect to receive the cash out in the pay period which includes June 30 and/or the pay period which includes December 15 for those Flex Leave benefits that have been *accrued* during that portion of the year. In no event shall the flex leave balance be reduced below one hundred and sixty (160) hours.

Hours sold back will be subject to the Retiree Health Savings Plan Part C contributions, per Section 2 (a), Retiree Medical Benefits. For the term of this Compensation Plan the Part C contributions for Flex will be at twenty percent (20%).

BENEFITS

A. INSURANCE

1. Medical Insurance

The City has implemented an IRS qualified Cafeteria Plan. In addition to the contribution amounts listed below, the City shall contribute the minimum CalPERS participating employer's contribution towards medical insurance for employees enrolled in a CalPERS medical plan, per Government Code Section 22892.

The City's contribution towards the Cafeteria Plan is \$1,725 per month (plus the minimum CalPERS participating employer's contribution).

Employees shall have the option of allocating Cafeteria Plan contributions towards the City's medical, dental and vision insurance/programs. Employees shall be allowed to change coverages in accordance with plan rules and during regular open enrollment periods.

Employees appointed to Key and Management positions prior to April 13, 2019 who elect to opt out of medical coverage offered by the City because they have provided proof of minimum essential coverage ("MEC") through another source (other than coverage in the individual market, whether or not obtained through Covered California) and execute an opt-out agreement releasing the City from any responsibility or liability to provide medical

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

insurance coverage on an annual basis will receive \$1,000 per month in taxable cash *paid biweekly*. For these same employees, if they elect medical coverage and spend less than the City contribution provided above, those unused cafeteria plan funds shall be paid to the employee as taxable cash.

Employees appointed to Key and Management positions on or after April 13, 2019 who elect to opt out of medical coverage offered by the City because they have provided proof of minimum essential coverage ("MEC") through another source (other than coverage in the individual market, whether or not obtained through Covered California) shall receive \$500 per month in taxable cash paid biweekly. For these same employees, if they elect medical coverage and spend less than the City contribution provided above, there shall be no cash back provided.

The preceding language as applied to the following scenarios:

- 1. Part-time employee hired by the City prior to April 13, 2019 but not appointed as a full-time employee into a Key and Management classification until on or after April 13, 2019 – this employee is subject to the \$500 opt-out amount and does not receive cash back if the medical coverage elected is less than the City contribution.*
- 2. Full-time Key and Management employee hired by the City prior to April 13, 2019 who later drops down to part-time and then is reappointed to a Key and Management classification as a full-time employee – this employee is subject to the \$500 opt-out amount and does not receive cash back if the medical coverage elected is less than the City contribution.*
- 3. Full-time employee hired by the City prior April 13, 2019 who later transfers into a Key and Management classification from another unit – if the employee was not subject to the \$500 opt-out amount and/or no cash back in the unit from which they are transferring, they will receive the benefit of \$1,000 opt-out and/or cash back if the medical coverage elected is less than the City contribution.*

2. Vision Insurance

Employees may purchase vision insurance upon hire and during benefits open enrollment.

3. Dental Insurance

The existing or comparable dental plans shall be maintained as part of the City's health plan offerings as agreed upon by the Benefits Information Committee.

4. Disability Insurance

The City shall provide disability insurance with the following provisions:

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

	Short-Term Disability	Long-Term Disability
Benefit Amount	66.67% of covered wages	66.67% of covered wages
Maximum Benefit	\$1,846 weekly	\$15,000 monthly
Waiting Period	30 calendar days	180 calendar days

Employees shall not be required to exhaust accrued paid leaves prior to receiving benefits under the disability insurance program. Employees may not supplement the disability benefit with paid leave once the waiting period has been exhausted.

Employees are responsible for the payment of the disability insurance cost in the amount of one (1%) percent of base salary as a post-tax deduction for this benefit. *Effective the first premium payment after the City Council adoption of the Plan, the City will pay for this benefit and the 1% base salary employee deduction will cease.*

B. ADDITIONAL BENEFITS

1. IRS Section 125 Flexible Spending Account

The City provides a qualified Section 125 Flexible Spending Account which authorizes an employee to reduce taxable income for payment of allowable expenses such as childcare and medical expenses.

2. Life Insurance

The City shall provide life insurance for all regular full-time employees in \$1,000 increments equal to one times the employee's annual salary up to a maximum of \$50,000. At age 70 the City-paid life insurance is reduced by 50% of the pre-70 amount. This amount remains in effect until the employee terminates from City employment.

3. Employee Assistance Program

Key and Management employees are eligible to receive EAP benefits, which provide confidential counseling and education on work and life issues, subject to provider guidelines.

4. Executive Management Physicals

Employees in those classifications designated as Executive Management shall receive a reimbursement of up to one thousand dollars (\$1,000.00) per year for an executive management physical examination.

C. RETIREMENT BENEFITS

1. PERS

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

a. Retirement Formula

The City contracts with California Public Employees Retirement System (PERS) to provide retirement benefits for its employees. Pursuant to prior agreements and state mandated reform, the City has implemented first, second and third tier retirement benefits:

Tier 1 (“Legacy”): For employees hired by the City on or before November 23, 2012, the retirement formula for safety members shall be 3%@50 and the retirement formula for non-safety members shall be 2.5%@55, calculated on the basis of the highest consecutive 12 month period selected by the employee.

Tier 2 (“Classic”): For employees first hired by the City between November 24 and December 31, 2012, or hired on or after January 1, 2013 and who are not new members as defined in Government Code Section 7522.04(f), the retirement formula for safety members shall be 2%@50 (Lifeguard/Fire) or 3%@55 (Police), and the retirement formula for non-safety members shall be 2%@60, calculated on the basis of the highest consecutive 36 month period selected by the employee as set forth in Government Code section 20037.

Tier 3 (“PEPRA”): For employees first hired by the City on or after January 1, 2013, who are new members, the safety retirement formula shall be 2.7%@57 and the non-safety retirement formula shall be 2%@62, calculated on the basis of the highest consecutive 36-month period selected by the employee provided for by the Public Employees’ Retirement Law at Government Code section 7522.25(d).

b. Employee Contributions

Non Safety:

Key and Management employees will contribute toward their PERS retirement benefit.

Employee retirement contributions that are in addition to the normal PERS Member Contribution shall be calculated on base pay, special pays, and other pays normally reported as “PERSable” compensation (known either as compensation earnable or pensionable compensation, and will be made on a pre-tax basis through payroll deduction, to the extent allowed by law.

Tier 1: Employees shall contribute 13.0% of compensation earnable as follows: 8.0% as the statutory member contribution 2.42% as cost sharing per 20516(a) and 2.58% as cost sharing per 20516(f).

Tier 2: Employees shall contribute 13.0% of compensation earnable as follows: 7.0% as the statutory member contribution 2.42% as cost sharing per under 20516(a) and 2.58% as cost sharing per 20516(f).

Tier 3: The minimum statutory employee contribution for employees in Tier 3 is subject to the provisions of the (PEPRA) and equals 50% of the “total normal cost”.

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

Tier 3 employees shall make an additional contribution of pensionable compensation toward retirement pursuant to Government Code Section 20516(f), for a total employee contribution of 13% of pensionable compensation.

Safety:

A. Assistant Police Chief

An Assistant Police Chief's employee contribution will depend on what Tier the employee is in as defined above.

Tier 1 and 2 members will contribute the full statutory member contribution, equal to 9% of compensation earnable, plus an additional 5.6% of compensation earnable toward retirement costs as permitted under Government Code §20516(f), for a total contribution of 14.6%.

Tier 3 members: In addition to the statutorily required 50% contribution of total normal costs ("member contribution rate"), Tier 3 members shall contribute an additional percentage of pensionable compensation toward retirement costs as cost sharing pursuant to Government Code § 20516(f), so that their total contribution is 14.6%.

PERS retirement contributions for the Assistant Police Chief classification shall be tied to the retirement contributions required by members of the Police Management Association. If there are future changes to those employee retirement contributions, the same changes will be made for the Assistant Police Chief.

B. Assistant Fire Chief

An Assistant Fire Chief's employee contribution will depend on what tier the employee is in as defined above.

Tier 1 and 2 members will contribute the full statutory member contribution, equal to 9% of compensation earnable, plus an additional percentage of compensation earnable toward retirement costs as permitted under Government Code § 20516(f), for a total contribution that is the same percentage as contributed by members of the Newport Beach Fire Management Association.

Tier 3 members: In addition to the statutorily required 50% contribution of total normal costs ("member contribution rate"), Tier 3 members shall contribute an additional percentage of pensionable compensation toward retirement costs as cost sharing pursuant to Government Code § 20516(f), so that their total contribution is the same percentage as contributed by members of the Newport Beach Fire Management Association.

PERS retirement contributions for the Assistant Fire Chief classification shall be tied to the retirement contributions required by members of the Newport Beach

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

Fire Management Association. If there are future changes to those employee retirement contributions, the same changes will be made for the Assistant Fire Chief.

C. Assistant Chief, Lifeguard Operations

The employee contribution for the Assistant Chief of Lifeguard Operations will depend on what tier the employee is in as defined above.

Tier 1 and 2 members will contribute the full statutory member contribution, equal to 9% of compensation earnable, plus an additional 4.6% of compensation earnable toward retirement costs as permitted under Government Code § 20516(f), for a total contribution of 13.6%.

Tier 3 members: In addition to the statutorily required 50% contribution of total normal costs (“member contribution rate” which in FY18-19 is 10.5% of pensionable compensation), Tier 3 members shall contribute an additional percentage of pensionable compensation toward retirement costs as cost sharing pursuant to Government Code § 20516(f), so that their total contribution is 13.6%.

PERS retirement contributions for the Assistant Fire Lifeguard Operations classification shall be tied to the retirement contributions required by members of the Lifeguard Management Association. If there are future changes to those employee retirement contributions, the same changes will *apply* for the Assistant Chief of Lifeguard Operations.

c. Optional Benefits

The City’s contract with PERS also provides the 4th Level 1959 Survivor Insurance Benefit, \$500 Lump Sum Death Benefit, Sick Leave Credit (Miscellaneous only), Military Service Credit, 2% Cost of Living Adjustment and the pre-retirement option settlement 2 death benefit (Section 21548).

2. LIUNA Supplemental Pension

Key and Management employees are members of the LIUNA Supplemental Pension Fund (“Plan”). Effective in the pay period which includes January 1, 2019, the Plan will be funded exclusively by contributions from the members. The City will not make any contributions to the Plan. In addition, as there are increases (which typically occur annually) to the costs (whether identified as employer or employee contributions) to fund the Plan, they will be made by Key and Management employees (i.e., the participants in the Plan). The City is not responsible for, nor does it make any representation regarding, the payment of benefits to Key & Management employees.

Employees cannot receive the contributed amounts directly instead of having them paid to the Plan. Participation in the Plan will continue to be mandatory for Key & Management employees.

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

Key & Management employees who leave City employment prior to vesting in the LIUNA pension plan will have no right to the return of amounts contributed, or other recourse against the City concerning LIUNA.

D. RETIREE MEDICAL BENEFITS

This is an Integral Part Trust (IPT) RHS Retiree Health Savings (RHS) plan (formerly the Medical Expense Reimbursement Program - "MERP"). Each member has an individual RHS account ("Account"), which accumulates based on the category they fall under (see Program Structure below). Funds from the Account may be used for eligible health care expenses after separation, retirement or a change in personnel status to a position that does not receive the RHS benefit. These changes in personnel status will activate the Account and allow funds to be withdrawn until the Account balance is depleted. Since the plan restricts all distributions to be spent for health insurance premiums and health care expenses, as defined by the Internal Revenue Code Publication 502, § 213(d) and the Plan document the contributions, fund investment earnings and benefit payments (when withdrawn from the Account) are not taxable when posted. Additionally, certain contributions may only be deposited upon retirement from the City. The categories are provided below.

1. Background

In 2005, the City replaced the previous "defined benefit" retiree medical program with a new "defined contribution" program. During the transition, employees and (then) existing retirees were administratively classified into different categories. The benefit is structured differently for each of the categories. The categories are as follows:

- a. Category 1 - *Employees who become eligible for the benefit after January 1, 2006. This may include new hires, rehires and part-time employees appointing to full-time status.*
- b. Category 2 - *Employees who were active and enrolled in the previous defined benefit program as of December 31, 2005, eligible for the new defined contribution program as of January 1, 2006 and whose age plus years of service as of January 1, 2006 was less than 50 (46 for safety employees).*
- c. Category 3 - *Employees who were active and enrolled in the previous defined benefit program as of December 31, 2005, eligible for the new defined contribution program as of January 1, 2006 and whose age plus years of service as of January 1, 2006 was 50 or greater (46 for safety employees).*

2. Eligibility

All covered employees are eligible for the RHS benefit. However, if an eligible employee

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

separates or changes positions to a bargaining unit which does not offer this benefit, the member is no longer eligible for any contributions to the plan and their Account will be activated for use and withdrawal of funds by the employee (or former employee). This means if a Key and Management employee subsequently reappoints to a position which offers the RHS benefit, they will be enrolled in "Category 1" and must revest in the program. Any remaining balance deposited during prior eligibility will remain in the Account.

Employees who become ineligible (no longer covered by a City employee association, union or plan offering the RHS benefit) before vesting forfeit the City's Part B contribution. Said employee will only receive Part A and Part C contributions. The only exception is an active employee who separates before vesting due to an approved industrial disability. In such case, the employee will receive exactly five years' worth of Part B contributions, using the employee's age and compensation at the time of separation for calculation purposes. This amount will be deposited into the employee's Account at the time of separation.

3. Account Contributions

Account contributions are categorized as Part A, Part B and Part C.

Part A contributions are a mandatory, automatic 1% employee contribution deducted each pay period and deposited into the Account through payroll. Deductions begin the pay period in which the employee becomes eligible and are reported to CalPERS as pensionable.

Part B contributions require a five-year vesting period which begins when the employee becomes eligible for the RHS benefit. At the conclusion of the vesting period, the City will credit the first five years' worth of Part B contributions into the Account (interest does not accrue during that period and the contributions are calculated at \$2.50 per month for each year of the employee's full-time service plus age) and begin to contribute \$2.50 per month for each year of the employee's full-time service plus age (e.g. 30 years old and five years of service would be a factor of 35. $\$2.50 \times 35 = \87.50 per month). This factor is updated annually in the pay period including January 1. Part B contributions are not reported to CalPERS as pensionable.

The City's Part B contributions during active employment constitute the minimum CalPERS participating employer's contribution (i.e., the CalPERS statutory minimum amount) towards medical insurance after retirement. For retirees selecting a CalPERS medical plan, or any other plan with a similar employer contribution requirement, the required employer contribution will be deducted from the employer's contribution to the retiree's account.

Part C contributions are deposited into an employee's Account when flex leave hours are converted to taxable cash through leave cash-out or at the time of separation or status change. Spillover pay does not qualify for Part C contributions. Part C contributions are not reported to CalPERS as pensionable.

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

The City Council determines the level of contribution for all Key and Management employees, subject to the following constraints. All Key and Management employees must participate at the same level. The participation level shall be specified as a percentage of the flex leave balance available in each employee's leave bank at the time of separation from the City, or status change, or as a percentage of the flex leave balance being cashed out.

For example, if the City Council designates 30% Part C contributions, then each Key and Management employee leaving the City, or cashing out eligible leave at any other time, would have the cash equivalent of 30% of the amount that is cashed out deposited to their RHS Account on a pre-tax basis. The remaining 70% would be paid in cash as taxable income. Individual employees do not have the option to deviate from this breakout.

Part C contributions are designated to be twenty percent (20%) flex leave.

Nothing in this section restricts taking leave for time off purposes.

4. Benefit

a. Category 1: *Employees in this category make Part A and receive Part B contributions (subject to vesting) automatically each pay period through payroll deductions. Part C contributions are received through cash outs. No contributions are made to Category 1 participants after separation.*

b. Category 2: *Employees in this category make Part A and receive Part B contributions (subject to vesting) automatically each pay period through payroll deductions. Part C contributions are received through cash outs. No contributions are made to Category 2 participants after separation.*

If a Category 2 participant retires from the City with a minimum of 5 consecutive years of full-time service, the City will contribute to the participant's Account a one-time contribution equal to \$100 per month for every month the participant contributed to the previous "defined benefit" plan up to a maximum of 15 years (180 months). This contribution is deposited into the Account at the time of retirement, and only if the employee retires from the City and becomes a CalPERS annuitant of the City of Newport Beach. No interest will be earned in the interim.

Category 2 participants with less than five years of continuous contributions into the prior defined benefit plan as of January 1, 2006: only the years of service after January 1, 2006 count towards Part B contributions upon vesting. Contributions in years before 2006 will be paid out as stated in the above paragraph.

c. Category 3: *Employees in this category make Part A contributions automatically each pay period through payroll deductions. Category 3 participants do not receive any*

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

Part B contributions. Part C contributions are received through cash outs.

If an eligible Category 3 participant retires from the City of Newport Beach, the City will deposit \$400 per month into the Account upon retirement, up to a maximum of \$4,800 per year, less the CalPERS minimum required employer contribution as determined by CalPERS annually, which shall continue if the employee or surviving spouse/qualified dependent is still living. To offset this expense to the City, active Category 3 participants will contribute an additional \$100 per month to the plan until retirement. There is no cash out option for these funds and they cannot be spent in advance of receipt.

Category 3 participants also receive an additional one-time City contribution of \$75 per month for every month they contributed to the previous plan prior to January 1, 2006, up to a maximum of 15 years (180 months). This contribution is deposited into the Account at the time of retirement, and only if the employee retires from the City. No interest will be earned in the interim. Contributions are contingent upon remaining a CalPERS annuitant of the City.

5. Administration

Vendors have been selected by the City to administer the program. The contract expense for program-wide administration by the vendor will be paid by the City. However, specific vendor charges for individual account transactions that vary according to the investment actions taken by each employee, such as fees or commissions for trades, will be paid by each employee.

The City's Deferred Compensation Committee, or its successor committee, will have the authority to determine investment options that will be available through the plan.

E. TUITION REIMBURSEMENT

Key and Management employees attending accredited community colleges, colleges, trade schools or universities, or recognized professional organizations or agencies may apply for reimbursement of the cost of tuition, books, fees or other student expenses for approved job-related coursework, seminars or professional development programs. The maximum annual benefit is \$2,000 per fiscal year. Reimbursement is contingent upon the successful completion of the course. Successful completion means a grade of "C" or better for undergraduate courses and a grade of "B" or better for graduate courses. All claims for tuition reimbursement require the approval of the Human Resources Director or designee.

F. AUTO ALLOWANCE

Positions in the Executive Management and Administrative Management groups may be eligible for a limited auto allowance, between \$200 and \$400 per month, based on operational necessity and upon the determination of the City Manager.

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

G. 401(a) DEFINED CONTRIBUTION PLAN

Upon City Council adoption of this Plan, employees in those classifications designated as Executive Management shall have a 401(a) defined contribution plan account set up by the City which is subject to the rules of Internal Revenue Code section 415(b). The City shall contribute to each eligible employee's 401(a) defined contribution plan account each pay period as follows:

Effective the first day of the pay period following City Council adoption of this Plan, or as soon thereafter as is reasonably practicable, the City shall contribute a total of two percent (2%) of base salary to each employee's 401(a) defined contribution plan account on a pre-tax basis. Employees are immediately 100% vested in all employer contributions made to their 401(a) defined contribution plan account.

Under federal law, there is an annual maximum contribution which may be made to an employee's 401(a) defined contribution plan account. If an employee's account contributions reach the annual maximum, the City will stop making contributions for the remainder of the calendar year and will not owe the employee any additional compensation related to this section.

MISCELLANEOUS

A. PROBATIONARY PERIOD

Newly hired employees shall serve a twelve (12)-month probationary period. Any employee who is promoted shall be required to successfully complete a six (6) month probationary period in the new position. All Executive Management positions serve as at-will employees as that term is defined in California Labor Code section 2922 and can be released from employment at any time without cause or due process.

The City Manager, City Attorney and City Clerk serve at the pleasure of the City Council.

B. DIRECT DEPOSIT

All newly hired employees shall participate in the payroll direct deposit system.

C. EXEMPT AND NON-EXEMPT STATUS

All classifications in Key and Management are classified as exempt from overtime under the FLSA, with the following exceptions:

Administrative Assistants to the Police Chief, Fire Chief, City Attorney, Assistant City Manager, Human Resources Director

Administrative Assistant-Confidential, Fiscal Specialist - Confidential Human Resources

City of Newport Beach
KEY AND MANAGEMENT COMPENSATION PLAN

Specialist I/II Paralegal

D. ALTERNATIVE WORK SCHEDULES

The City agrees to maintain flex-scheduling where it is currently operating successfully. Any new flex scheduling must be approved by the City Manager prior to implementation.

Employees assigned to the 9/80 work schedule will have alternating Fridays off with the City determining which employees will work on each alternating Friday to ensure effective coverage of the work. These employees' FLSA workweeks shall begin four hours after the start time of their alternating regular day off and end exactly 168 hours later.

E. TELECOMMUTING PROGRAM

The City will agree to explore a telecommuting program that will provide for 80 hours of telecommuting hours per year to be used in accordance with City policy. The terms and conditions are subject to management approval before the program will be implemented. Additionally, the provisions of the policy shall not trigger any right of grievance or appeal. This will be a pilot program which shall terminate upon the expiration of this Plan.

F. INCENTIVES

The City Manager may authorize incentives to aid in retention of Key and Management employees. Incentives may include those inducements identified in Section 6 of the City's Employee Policy Manual related to recruitments or appointments, including additional paid leave, educational expenses, or deferred compensation contributions.

G. EMPLOYEE POLICY MANUAL

The City of Newport Beach's Employee Policy Manual shall govern all issues not addressed in this document with respect to wages, hours and other terms and conditions of employment.

Appendix A

KEY & MANAGEMENT POSITIONS

EXECUTIVE MANAGEMENT

ASSISTANT CITY ATTORNEY
ASSISTANT CITY MANAGER
COMMUNITY DEVELOPMENT DIRECTOR
DEPUTY CITY MANAGER
FINANCE DIRECTOR/CITY TREASURER
FIRE CHIEF (SAFETY)
HARBORMASTER
HUMAN RESOURCES DIRECTOR
LIBRARY SERVICES DIRECTOR
POLICE CHIEF (SAFETY)
PUBLIC WORKS DIRECTOR
RECREATION & SENIOR SERVICES DIRECTOR
UTILITIES DIRECTOR

ADMINISTRATIVE MANAGEMENT

DEPUTY COMMUNITY DEVELOPMENT DIRECTOR
DEPUTY FINANCE DIRECTOR
DEPUTY PUBLIC WORKS DIRECTOR - MUN OPS
DEPUTY PUBLIC WORKS DIRECTOR/CITY ENGINEER
DEPUTY RECREATION & SENIOR SERVICES DIRECTOR
IT MANAGER
POLICE SUPPORT SERVICES ADMINISTRATOR

ADMINISTRATIVE MANAGEMENT-SAFETY

POLICE ASSISTANT CHIEF
FIRE ASSISTANT CHIEF
ASSISTANT CHIEF, LIFEGUARD OPERATIONS

DIVISION MANAGEMENT

ADMINISTRATIVE MANAGER
ASSISTANT CITY ENGINEER
CITY TRAFFIC ENGINEER
CIVIL ENGINEER, PRINCIPAL (inc. PLAN CHECK)
DEPUTY CITY ATTORNEY
EMS DIVISION CHIEF

DIVISION MANAGEMENT cont...

FIELD SUPERINTENDENT II
FINANCE MANAGER
FIRE MARSHAL
HUMAN RESOURCES MANAGER
LIBRARY SERVICES MANAGER
PLANNING MANAGER
PUBLIC INFORMATION MANAGER
PUBLIC WORKS FINANCE/ADMINISTRATIVE MANAGER
RECREATION & SENIOR SERVICES MANAGER
REVENUE MANAGER
SUPERINTENDENT
SYSTEMS AND ADMINISTRATION MANAGER

CONFIDENTIAL

ADMINISTRATIVE ASSISTANT (ALL K&M)
ASSISTANT CITY CLERK
BUDGET ANALYST
BUDGET ANALYST, SENIOR
CIVIL ENGINEER, SENIOR
DEPUTY CITY CLERK
EXECUTIVE ASSISTANT
FISCAL SPECIALIST - CONFIDENTIAL
HUMAN RESOURCES ANALYST
HUMAN RESOURCES ANALYST, SENIOR
HUMAN RESOURCES SPECIALIST I
HUMAN RESOURCES SPECIALIST II
IT SUPERVISOR
MANAGEMENT ANALYST
MANAGEMENT ANALYST, SENIOR
MANAGEMENT FELLOW
PARALEGAL
PLANNER, PRINCIPAL
PUBLIC INFORMATION SPECIALIST
PURCHASING AND CONTRACTS ADMINISTRATOR
REAL PROPERTY ADMINISTRATOR

Please note: Range advancement for City Council Appointees (City Manager, City Attorney and City Clerk) is determined by employment agreements and adjusts through City Council Resolution.

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2022

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Administrative Assistant (Confidential)	05	1	\$ 31.13	\$ 5,396	\$ 64,753
Administrative Assistant (Confidential)	05	2	\$ 32.69	\$ 5,666	\$ 67,992
Administrative Assistant (Confidential)	05	3	\$ 34.32	\$ 5,948	\$ 71,377
Administrative Assistant (Confidential)	05	4	\$ 36.06	\$ 6,250	\$ 75,005
Administrative Assistant (Confidential)	05	5	\$ 37.80	\$ 6,553	\$ 78,634
Administrative Assistant (Confidential)	05	6	\$ 39.74	\$ 6,888	\$ 82,652
Administrative Assistant (Confidential)	05	7	\$ 41.73	\$ 7,233	\$ 86,792
Administrative Assistant (Confidential)	05	8	\$ 43.83	\$ 7,598	\$ 91,175
Administrative Manager	04B	1	\$ 51.74	\$ 8,968	\$ 107,613
Administrative Manager	04B	2	\$ 54.36	\$ 9,422	\$ 113,068
Administrative Manager	04B	3	\$ 57.02	\$ 9,883	\$ 118,596
Administrative Manager	04B	4	\$ 59.89	\$ 10,380	\$ 124,562
Administrative Manager	04B	5	\$ 62.88	\$ 10,900	\$ 130,796
Budget Analyst	15B	1	\$ 39.92	\$ 6,920	\$ 83,042
Budget Analyst	15B	2	\$ 41.91	\$ 7,265	\$ 87,181
Budget Analyst	15B	3	\$ 44.01	\$ 7,628	\$ 91,540
Budget Analyst	15B	4	\$ 46.19	\$ 8,006	\$ 96,070
Budget Analyst	15B	5	\$ 48.48	\$ 8,404	\$ 100,843
Budget Analyst	15B	6	\$ 50.93	\$ 8,828	\$ 105,933
Budget Analyst	15B	7	\$ 53.45	\$ 9,264	\$ 111,168
Budget Analyst	15B	8	\$ 56.15	\$ 9,733	\$ 116,794
Budget Analyst, Senior	25	1	\$ 46.19	\$ 8,006	\$ 96,070
Budget Analyst, Senior	25	2	\$ 48.48	\$ 8,404	\$ 100,843
Budget Analyst, Senior	25	3	\$ 50.94	\$ 8,830	\$ 105,957
Budget Analyst, Senior	25	4	\$ 53.45	\$ 9,264	\$ 111,168
Budget Analyst, Senior	25	5	\$ 56.15	\$ 9,733	\$ 116,794
Budget Analyst, Senior	25	6	\$ 58.95	\$ 10,218	\$ 122,614
Budget Analyst, Senior	25	7	\$ 61.90	\$ 10,729	\$ 128,751
Budget Analyst, Senior	25	8	\$ 65.01	\$ 11,269	\$ 135,229
City Attorney, Assistant	22A	0	\$ 72.08	\$ 12,493	\$ 149,921
City Attorney, Assistant	22A	1	\$ 90.09	\$ 15,615	\$ 187,382
City Attorney, Assistant	22A	2	\$ 108.10	\$ 18,737	\$ 224,843
City Attorney, Deputy	16E	1	\$ 69.59	\$ 12,063	\$ 144,751
City Attorney, Deputy	16E	2	\$ 73.08	\$ 12,667	\$ 152,008
City Attorney, Deputy	16E	3	\$ 76.73	\$ 13,300	\$ 159,605
City Attorney, Deputy	16E	4	\$ 80.57	\$ 13,966	\$ 167,593
City Attorney, Deputy	16E	5	\$ 84.57	\$ 14,658	\$ 175,897
City Clerk, Assistant	71	1	\$ 42.58	\$ 7,380	\$ 88,560

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2022

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
City Clerk, Assistant	71	2	\$ 44.71	\$ 7,750	\$ 92,997
City Clerk, Assistant	71	3	\$ 46.95	\$ 8,137	\$ 97,647
City Clerk, Assistant	71	4	\$ 49.30	\$ 8,544	\$ 102,534
City Clerk, Assistant	71	5	\$ 51.76	\$ 8,972	\$ 107,658
City Clerk, Assistant	71	6	\$ 54.35	\$ 9,420	\$ 113,043
City Clerk, Assistant	71	7	\$ 57.06	\$ 9,891	\$ 118,689
City Clerk, Assistant	71	8	\$ 59.93	\$ 10,387	\$ 124,644
City Clerk, Deputy	07	1	\$ 32.70	\$ 5,668	\$ 68,016
City Clerk, Deputy	07	2	\$ 34.33	\$ 5,950	\$ 71,401
City Clerk, Deputy	07	3	\$ 36.07	\$ 6,252	\$ 75,030
City Clerk, Deputy	07	4	\$ 37.84	\$ 6,559	\$ 78,707
City Clerk, Deputy	07	5	\$ 39.75	\$ 6,890	\$ 82,676
City Clerk, Deputy	07	6	\$ 41.74	\$ 7,235	\$ 86,816
City Clerk, Deputy	07	7	\$ 43.86	\$ 7,602	\$ 91,224
City Clerk, Deputy	07	8	\$ 46.02	\$ 7,977	\$ 95,729
City Engineer, Assistant	15A	1	\$ 71.28	\$ 12,355	\$ 148,257
City Engineer, Assistant	15A	2	\$ 74.83	\$ 12,970	\$ 155,636
City Engineer, Assistant	15A	3	\$ 78.57	\$ 13,619	\$ 163,428
City Engineer, Assistant	15A	4	\$ 82.51	\$ 14,301	\$ 171,611
City Engineer, Assistant	15A	5	\$ 86.63	\$ 15,015	\$ 180,183
City Manager, Assistant	17A	0	\$ 84.33	\$ 14,618	\$ 175,410
City Manager, Assistant	17A	1	\$ 105.41	\$ 18,270	\$ 219,244
City Manager, Assistant	17A	2	\$ 126.48	\$ 21,923	\$ 263,079
City Manager, Deputy	11E	0	\$ 66.01	\$ 11,442	\$ 137,299
City Manager, Deputy	11E	1	\$ 77.30	\$ 13,398	\$ 160,775
City Manager, Deputy	11E	2	\$ 88.58	\$ 15,354	\$ 184,252
City Traffic Engineer	15E	1	\$ 71.28	\$ 12,355	\$ 148,257
City Traffic Engineer	15E	2	\$ 74.83	\$ 12,970	\$ 155,636
City Traffic Engineer	15E	3	\$ 78.57	\$ 13,619	\$ 163,428
City Traffic Engineer	15E	4	\$ 82.51	\$ 14,301	\$ 171,611
City Traffic Engineer	15E	5	\$ 86.63	\$ 15,015	\$ 180,183
Civil Engineer, Principal	13	1	\$ 67.86	\$ 11,762	\$ 141,146
Civil Engineer, Principal	13	2	\$ 71.25	\$ 12,351	\$ 148,208
Civil Engineer, Principal	13	3	\$ 74.80	\$ 12,966	\$ 155,587
Civil Engineer, Principal	13	4	\$ 78.55	\$ 13,615	\$ 163,380
Civil Engineer, Principal	13	5	\$ 82.48	\$ 14,297	\$ 171,562
Civil Engineer, Senior (K&M)	04A	1	\$ 52.74	\$ 9,142	\$ 109,707
Civil Engineer, Senior (K&M)	04A	2	\$ 55.35	\$ 9,595	\$ 115,138

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2022

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Civil Engineer, Senior (K&M)	04A	3	\$ 58.13	\$ 10,076	\$ 120,909
Civil Engineer, Senior (K&M)	04A	4	\$ 61.03	\$ 10,579	\$ 126,949
Civil Engineer, Senior (K&M)	04A	5	\$ 64.10	\$ 11,111	\$ 133,329
Civil Engineer, Senior (K&M)	04A	6	\$ 67.30	\$ 11,665	\$ 139,977
Civil Engineer, Senior (K&M)	04A	7	\$ 70.66	\$ 12,247	\$ 146,967
Civil Engineer, Senior (K&M)	04A	8	\$ 74.19	\$ 12,860	\$ 154,321
Community Development Director	15H	0	\$ 80.01	\$ 13,869	\$ 166,424
Community Development Director	15H	1	\$ 100.01	\$ 17,335	\$ 208,018
Community Development Director	15H	2	\$ 120.01	\$ 20,801	\$ 249,612
Community Development Director, Deputy	17	1	\$ 74.97	\$ 12,994	\$ 155,928
Community Development Director, Deputy	17	2	\$ 78.68	\$ 13,637	\$ 163,648
Community Development Director, Deputy	17	3	\$ 82.62	\$ 14,321	\$ 171,854
Community Development Director, Deputy	17	4	\$ 86.76	\$ 15,038	\$ 180,451
Community Development Director, Deputy	17	5	\$ 91.11	\$ 15,793	\$ 189,510
Executive Assistant	08A	1	\$ 34.21	\$ 5,930	\$ 71,157
Executive Assistant	08A	2	\$ 35.92	\$ 6,226	\$ 74,713
Executive Assistant	08A	3	\$ 37.69	\$ 6,533	\$ 78,390
Executive Assistant	08A	4	\$ 39.58	\$ 6,861	\$ 82,335
Executive Assistant	08A	5	\$ 41.61	\$ 7,212	\$ 86,548
Executive Assistant	08A	6	\$ 43.61	\$ 7,559	\$ 90,712
Executive Assistant	08A	7	\$ 45.87	\$ 7,951	\$ 95,412
Executive Assistant	08A	8	\$ 48.14	\$ 8,345	\$ 100,137
Field Superintendent II	10	1	\$ 60.01	\$ 10,403	\$ 124,830
Field Superintendent II	10	2	\$ 63.00	\$ 10,920	\$ 131,040
Field Superintendent II	10	3	\$ 66.17	\$ 11,470	\$ 137,640
Field Superintendent II	10	4	\$ 69.49	\$ 12,044	\$ 144,531
Field Superintendent II	10	5	\$ 72.96	\$ 12,647	\$ 151,764
Finance Director	15C	0	\$ 80.01	\$ 13,869	\$ 166,424
Finance Director	15C	1	\$ 100.01	\$ 17,335	\$ 208,018
Finance Director	15C	2	\$ 120.01	\$ 20,801	\$ 249,612
Finance Director, Deputy	17C	1	\$ 74.97	\$ 12,994	\$ 155,928
Finance Director, Deputy	17C	2	\$ 78.68	\$ 13,637	\$ 163,648
Finance Director, Deputy	17C	3	\$ 82.62	\$ 14,321	\$ 171,854
Finance Director, Deputy	17C	4	\$ 86.76	\$ 15,038	\$ 180,451
Finance Director, Deputy	17C	5	\$ 91.11	\$ 15,793	\$ 189,510
Finance Manager	16	1	\$ 66.25	\$ 11,484	\$ 137,810
Finance Manager	16	2	\$ 69.58	\$ 12,060	\$ 144,726
Finance Manager	16	3	\$ 73.07	\$ 12,665	\$ 151,983

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2022

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Finance Manager	16	4	\$ 76.71	\$ 13,296	\$ 159,557
Finance Manager	16	5	\$ 80.53	\$ 13,958	\$ 167,496
Fire Chief ¹	01C	0	\$ 81.31	\$ 14,094	\$ 169,131
Fire Chief	01C	1	\$ 101.63	\$ 17,616	\$ 211,396
Fire Chief	01C	2	\$ 121.95	\$ 21,138	\$ 253,661
Fire Chief, Assistant	01B	1	\$ 89.39	\$ 15,494	\$ 185,924
Fire Chief, Assistant	01B	2	\$ 93.86	\$ 16,268	\$ 195,219
Fire Chief, Assistant	01B	3	\$ 98.55	\$ 17,082	\$ 204,984
Fire Chief, Assistant	01B	4	\$ 103.47	\$ 17,935	\$ 215,219
Fire Chief, Assistant	01B	5	\$ 108.63	\$ 18,829	\$ 225,947
Fire Division Chief, EMS	02D	1	\$ 65.58	\$ 11,366	\$ 136,398
Fire Division Chief, EMS	02D	2	\$ 68.85	\$ 11,935	\$ 143,217
Fire Division Chief, EMS	02D	3	\$ 72.28	\$ 12,529	\$ 150,352
Fire Division Chief, EMS	02D	4	\$ 75.91	\$ 13,158	\$ 157,901
Fire Division Chief, EMS	02D	5	\$ 79.71	\$ 13,816	\$ 165,791
Fire Marshal (Civilian)	02E	1	\$ 65.58	\$ 11,366	\$ 136,398
Fire Marshal (Civilian)	02E	2	\$ 68.85	\$ 11,935	\$ 143,217
Fire Marshal (Civilian)	02E	3	\$ 72.28	\$ 12,529	\$ 150,352
Fire Marshal (Civilian)	02E	4	\$ 75.91	\$ 13,158	\$ 157,901
Fire Marshal (Civilian)	02E	5	\$ 79.71	\$ 13,816	\$ 165,791
Fiscal Specialist (Confidential)	01A	1	\$ 30.19	\$ 5,234	\$ 62,804
Fiscal Specialist (Confidential)	01A	2	\$ 31.73	\$ 5,500	\$ 65,995
Fiscal Specialist (Confidential)	01A	3	\$ 33.30	\$ 5,772	\$ 69,258
Fiscal Specialist (Confidential)	01A	4	\$ 34.96	\$ 6,060	\$ 72,716
Fiscal Specialist (Confidential)	01A	5	\$ 36.74	\$ 6,368	\$ 76,418
Fiscal Specialist (Confidential)	01A	6	\$ 38.53	\$ 6,679	\$ 80,143
Fiscal Specialist (Confidential)	01A	7	\$ 40.49	\$ 7,018	\$ 84,211
Fiscal Specialist (Confidential)	01A	8	\$ 42.50	\$ 7,367	\$ 88,399
Harbormaster	77	0	\$ 51.00	\$ 8,841	\$ 106,089
Harbormaster	77	1	\$ 63.75	\$ 11,050	\$ 132,600
Harbormaster	77	2	\$ 76.50	\$ 13,259	\$ 159,111
Human Resources Analyst	16A	1	\$ 40.86	\$ 7,083	\$ 84,990
Human Resources Analyst	16A	2	\$ 42.86	\$ 7,430	\$ 89,154
Human Resources Analyst	16A	3	\$ 45.03	\$ 7,805	\$ 93,659
Human Resources Analyst	16A	4	\$ 47.31	\$ 8,201	\$ 98,408
Human Resources Analyst	16A	5	\$ 49.64	\$ 8,605	\$ 103,254
Human Resources Analyst	16A	6	\$ 52.12	\$ 9,035	\$ 108,416
Human Resources Analyst	16A	7	\$ 54.75	\$ 9,489	\$ 113,872

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2022

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Human Resources Analyst	16A	8	\$ 57.49	\$ 9,964	\$ 119,570
Human Resources Analyst, Senior	20A	1	\$ 45.09	\$ 7,815	\$ 93,781
Human Resources Analyst, Senior	20A	2	\$ 47.38	\$ 8,213	\$ 98,554
Human Resources Analyst, Senior	20A	3	\$ 49.74	\$ 8,621	\$ 103,449
Human Resources Analyst, Senior	20A	4	\$ 52.23	\$ 9,053	\$ 108,636
Human Resources Analyst, Senior	20A	5	\$ 54.80	\$ 9,499	\$ 113,993
Human Resources Analyst, Senior	20A	6	\$ 57.56	\$ 9,976	\$ 119,716
Human Resources Analyst, Senior	20A	7	\$ 60.40	\$ 10,469	\$ 125,634
Human Resources Analyst, Senior	20A	8	\$ 63.44	\$ 10,997	\$ 131,965
Human Resources Director	11B	0	\$ 75.69	\$ 13,120	\$ 157,438
Human Resources Director	11B	1	\$ 94.61	\$ 16,399	\$ 196,791
Human Resources Director	11B	2	\$ 113.53	\$ 19,679	\$ 236,145
Human Resources Manager	02C	1	\$ 65.58	\$ 11,366	\$ 136,398
Human Resources Manager	02C	2	\$ 68.85	\$ 11,935	\$ 143,217
Human Resources Manager	02C	3	\$ 72.28	\$ 12,529	\$ 150,352
Human Resources Manager	02C	4	\$ 75.91	\$ 13,158	\$ 157,901
Human Resources Manager	02C	5	\$ 79.71	\$ 13,816	\$ 165,791
Human Resources Specialist I	03	1	\$ 30.94	\$ 5,364	\$ 64,363
Human Resources Specialist I	03	2	\$ 32.49	\$ 5,631	\$ 67,578
Human Resources Specialist I	03	3	\$ 34.11	\$ 5,912	\$ 70,938
Human Resources Specialist I	03	4	\$ 35.79	\$ 6,204	\$ 74,445
Human Resources Specialist I	03	5	\$ 37.59	\$ 6,516	\$ 78,195
Human Resources Specialist I	03	6	\$ 39.46	\$ 6,839	\$ 82,067
Human Resources Specialist I	03	7	\$ 41.47	\$ 7,188	\$ 86,256
Human Resources Specialist I	03	8	\$ 43.48	\$ 7,537	\$ 90,445
Human Resources Specialist II	08	1	\$ 34.21	\$ 5,930	\$ 71,157
Human Resources Specialist II	08	2	\$ 35.92	\$ 6,226	\$ 74,713
Human Resources Specialist II	08	3	\$ 37.69	\$ 6,533	\$ 78,390
Human Resources Specialist II	08	4	\$ 39.58	\$ 6,861	\$ 82,335
Human Resources Specialist II	08	5	\$ 41.61	\$ 7,212	\$ 86,548
Human Resources Specialist II	08	6	\$ 43.61	\$ 7,559	\$ 90,712
Human Resources Specialist II	08	7	\$ 45.87	\$ 7,951	\$ 95,412
Human Resources Specialist II	08	8	\$ 48.14	\$ 8,345	\$ 100,137
IT Manager	15D	1	\$ 71.34	\$ 12,365	\$ 148,379
IT Manager	15D	2	\$ 74.91	\$ 12,984	\$ 155,806
IT Manager	15D	3	\$ 78.64	\$ 13,631	\$ 163,575
IT Manager	15D	4	\$ 82.58	\$ 14,313	\$ 171,757
IT Manager	15D	5	\$ 86.71	\$ 15,029	\$ 180,353

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2022

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
IT Supervisor	97	1	\$ 62.29	\$ 10,796	\$ 129,555
IT Supervisor	97	2	\$ 65.38	\$ 11,332	\$ 135,984
IT Supervisor	97	3	\$ 68.65	\$ 11,899	\$ 142,793
IT Supervisor	97	4	\$ 72.11	\$ 12,498	\$ 149,981
IT Supervisor	97	5	\$ 75.70	\$ 13,121	\$ 157,454
Library Director	11C	0	\$ 75.69	\$ 13,120	\$ 157,438
Library Director	11C	1	\$ 94.61	\$ 16,399	\$ 196,791
Library Director	11C	2	\$ 113.53	\$ 19,679	\$ 236,145
Library Services Manager	10D	1	\$ 60.01	\$ 10,403	\$ 124,830
Library Services Manager	10D	2	\$ 63.00	\$ 10,920	\$ 131,040
Library Services Manager	10D	3	\$ 66.17	\$ 11,470	\$ 137,640
Library Services Manager	10D	4	\$ 69.49	\$ 12,044	\$ 144,531
Library Services Manager	10D	5	\$ 72.96	\$ 12,647	\$ 151,764
Management Analyst	12	1	\$ 37.02	\$ 6,417	\$ 77,002
Management Analyst	12	2	\$ 38.92	\$ 6,746	\$ 80,947
Management Analyst	12	3	\$ 40.84	\$ 7,078	\$ 84,941
Management Analyst	12	4	\$ 42.84	\$ 7,425	\$ 89,105
Management Analyst	12	5	\$ 45.01	\$ 7,801	\$ 93,611
Management Analyst	12	6	\$ 47.28	\$ 8,195	\$ 98,335
Management Analyst	12	7	\$ 49.62	\$ 8,600	\$ 103,205
Management Analyst	12	8	\$ 52.10	\$ 9,031	\$ 108,368
Management Analyst, Senior	06	1	\$ 42.58	\$ 7,380	\$ 88,560
Management Analyst, Senior	06	2	\$ 44.71	\$ 7,750	\$ 92,997
Management Analyst, Senior	06	3	\$ 46.95	\$ 8,137	\$ 97,647
Management Analyst, Senior	06	4	\$ 49.30	\$ 8,544	\$ 102,534
Management Analyst, Senior	06	5	\$ 51.76	\$ 8,972	\$ 107,658
Management Analyst, Senior	06	6	\$ 54.35	\$ 9,420	\$ 113,043
Management Analyst, Senior	06	7	\$ 57.06	\$ 9,891	\$ 118,689
Management Analyst, Senior	06	8	\$ 59.93	\$ 10,387	\$ 124,644
Management Fellow	26	1	\$ 24.52	\$ 4,250	\$ 51,000
Paralegal	30	1	\$ 33.19	\$ 5,753	\$ 69,039
Paralegal	30	2	\$ 34.84	\$ 6,039	\$ 72,473
Paralegal	30	3	\$ 36.61	\$ 6,346	\$ 76,150
Paralegal	30	4	\$ 38.45	\$ 6,664	\$ 79,973
Paralegal	30	5	\$ 40.36	\$ 6,995	\$ 83,943
Paralegal	30	6	\$ 42.37	\$ 7,344	\$ 88,131
Paralegal	30	7	\$ 44.48	\$ 7,710	\$ 92,515
Paralegal	30	8	\$ 46.70	\$ 8,095	\$ 97,142

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2022

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Planner, Principal	27	1	\$ 48.48	\$ 8,404	\$ 100,843
Planner, Principal	27	2	\$ 50.93	\$ 8,828	\$ 105,933
Planner, Principal	27	3	\$ 53.45	\$ 9,264	\$ 111,168
Planner, Principal	27	4	\$ 56.15	\$ 9,733	\$ 116,794
Planner, Principal	27	5	\$ 58.95	\$ 10,218	\$ 122,614
Planner, Principal	27	6	\$ 61.90	\$ 10,729	\$ 128,751
Planner, Principal	27	7	\$ 64.99	\$ 11,265	\$ 135,180
Planner, Principal	27	8	\$ 68.26	\$ 11,831	\$ 141,974
Planning Manager	11	1	\$ 62.10	\$ 10,764	\$ 129,165
Planning Manager	11	2	\$ 65.20	\$ 11,302	\$ 135,618
Planning Manager	11	3	\$ 68.44	\$ 11,864	\$ 142,364
Planning Manager	11	4	\$ 71.86	\$ 12,456	\$ 149,475
Planning Manager	11	5	\$ 75.48	\$ 13,083	\$ 156,999
Police Chief ²	02B	0	\$ 83.69	\$ 14,507	\$ 174,082
Police Chief	02B	1	\$ 104.61	\$ 18,132	\$ 217,584
Police Chief	02B	2	\$ 125.52	\$ 21,757	\$ 261,088
Police Support Services Administrator	28	1	\$ 73.07	\$ 12,665	\$ 151,983
Police Support Services Administrator	28	2	\$ 76.72	\$ 13,298	\$ 159,581
Police Support Services Administrator	28	3	\$ 80.56	\$ 13,964	\$ 167,568
Police Support Services Administrator	28	4	\$ 84.58	\$ 14,660	\$ 175,922
Police Support Services Administrator	28	5	\$ 88.80	\$ 15,393	\$ 184,713
Public Information Manager	14	1	\$ 66.25	\$ 11,484	\$ 137,810
Public Information Manager	14	2	\$ 69.58	\$ 12,060	\$ 144,726
Public Information Manager	14	3	\$ 73.07	\$ 12,665	\$ 151,983
Public Information Manager	14	4	\$ 76.71	\$ 13,296	\$ 159,557
Public Information Manager	14	5	\$ 80.53	\$ 13,958	\$ 167,496
Public Information Specialist	07B	1	\$ 32.70	\$ 5,668	\$ 68,016
Public Information Specialist	07B	2	\$ 34.33	\$ 5,950	\$ 71,401
Public Information Specialist	07B	3	\$ 36.07	\$ 6,252	\$ 75,030
Public Information Specialist	07B	4	\$ 37.84	\$ 6,559	\$ 78,707
Public Information Specialist	07B	5	\$ 39.75	\$ 6,890	\$ 82,676
Public Information Specialist	07B	6	\$ 41.74	\$ 7,235	\$ 86,816
Public Information Specialist	07B	7	\$ 43.86	\$ 7,602	\$ 91,224
Public Information Specialist	07B	8	\$ 46.02	\$ 7,977	\$ 95,729
Public Works Director	15G	0	\$ 80.01	\$ 13,869	\$ 166,424
Public Works Director	15G	1	\$ 100.01	\$ 17,335	\$ 208,018
Public Works Director	15G	2	\$ 120.01	\$ 20,801	\$ 249,612
Public Works Director, Deputy	29A	1	\$ 87.90	\$ 15,236	\$ 182,838

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2022

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Public Works Director, Deputy	29A	2	\$ 92.30	\$ 15,999	\$ 191,994
Public Works Director, Deputy	29A	3	\$ 96.91	\$ 16,797	\$ 201,564
Public Works Director, Deputy	29A	4	\$ 101.75	\$ 17,637	\$ 211,646
Public Works Director, Deputy	29A	5	\$ 106.85	\$ 18,520	\$ 222,240
Public Works Director, Deputy (Municipal Ops)	17B	1	\$ 74.97	\$ 12,994	\$ 155,928
Public Works Director, Deputy (Municipal Ops)	17B	2	\$ 78.68	\$ 13,637	\$ 163,648
Public Works Director, Deputy (Municipal Ops)	17B	3	\$ 82.62	\$ 14,321	\$ 171,854
Public Works Director, Deputy (Municipal Ops)	17B	4	\$ 86.76	\$ 15,038	\$ 180,451
Public Works Director, Deputy (Municipal Ops)	17B	5	\$ 91.11	\$ 15,793	\$ 189,510
Public Works Manager	14A	1	\$ 66.25	\$ 11,484	\$ 137,810
Public Works Manager	14A	2	\$ 69.58	\$ 12,060	\$ 144,726
Public Works Manager	14A	3	\$ 73.07	\$ 12,665	\$ 151,983
Public Works Manager	14A	4	\$ 76.71	\$ 13,296	\$ 159,557
Public Works Manager	14A	5	\$ 80.53	\$ 13,958	\$ 167,496
Purchasing & Contracts Administrator	19A	1	\$ 46.19	\$ 8,006	\$ 96,070
Purchasing & Contracts Administrator	19A	2	\$ 48.48	\$ 8,404	\$ 100,843
Purchasing & Contracts Administrator	19A	3	\$ 50.94	\$ 8,830	\$ 105,957
Purchasing & Contracts Administrator	19A	4	\$ 53.45	\$ 9,264	\$ 111,168
Purchasing & Contracts Administrator	19A	5	\$ 56.15	\$ 9,733	\$ 116,794
Purchasing & Contracts Administrator	19A	6	\$ 58.95	\$ 10,218	\$ 122,614
Purchasing & Contracts Administrator	19A	7	\$ 61.90	\$ 10,729	\$ 128,751
Purchasing & Contracts Administrator	19A	8	\$ 65.01	\$ 11,269	\$ 135,229
Real Property Administrator	19B	1	\$ 46.19	\$ 8,006	\$ 96,070
Real Property Administrator	19B	2	\$ 48.48	\$ 8,404	\$ 100,843
Real Property Administrator	19B	3	\$ 50.94	\$ 8,830	\$ 105,957
Real Property Administrator	19B	4	\$ 53.45	\$ 9,264	\$ 111,168
Real Property Administrator	19B	5	\$ 56.15	\$ 9,733	\$ 116,794
Real Property Administrator	19B	6	\$ 58.95	\$ 10,218	\$ 122,614
Real Property Administrator	19B	7	\$ 61.90	\$ 10,729	\$ 128,751
Real Property Administrator	19B	8	\$ 65.01	\$ 11,269	\$ 135,229
Recreation & Senior Services Manager	05A	1	\$ 53.04	\$ 9,193	\$ 110,316
Recreation & Senior Services Manager	05A	2	\$ 55.68	\$ 9,652	\$ 115,819
Recreation & Senior Services Manager	05A	3	\$ 58.49	\$ 10,139	\$ 121,664
Recreation & Senior Services Manager	05A	4	\$ 61.43	\$ 10,648	\$ 127,777
Recreation & Senior Services Manager	05A	5	\$ 64.48	\$ 11,176	\$ 134,108
Recreation & Sr. Services Director	11D	0	\$ 75.69	\$ 13,120	\$ 157,438
Recreation & Sr. Services Director	11D	1	\$ 94.61	\$ 16,399	\$ 196,791
Recreation & Sr. Services Director	11D	2	\$ 113.53	\$ 19,679	\$ 236,145

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2022

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Recreation & Sr. Services Director, Deputy	15	1	\$ 71.34	\$ 12,365	\$ 148,379
Recreation & Sr. Services Director, Deputy	15	2	\$ 74.91	\$ 12,984	\$ 155,806
Recreation & Sr. Services Director, Deputy	15	3	\$ 78.64	\$ 13,631	\$ 163,575
Recreation & Sr. Services Director, Deputy	15	4	\$ 82.58	\$ 14,313	\$ 171,757
Recreation & Sr. Services Director, Deputy	15	5	\$ 86.71	\$ 15,029	\$ 180,353
Revenue Manager	16D	1	\$ 69.59	\$ 12,063	\$ 144,751
Revenue Manager	16D	2	\$ 73.08	\$ 12,667	\$ 152,008
Revenue Manager	16D	3	\$ 76.73	\$ 13,300	\$ 159,605
Revenue Manager	16D	4	\$ 80.57	\$ 13,966	\$ 167,593
Revenue Manager	16D	5	\$ 84.57	\$ 14,658	\$ 175,897
Superintendent	10A	1	\$ 60.01	\$ 10,403	\$ 124,830
Superintendent	10A	2	\$ 63.00	\$ 10,920	\$ 131,040
Superintendent	10A	3	\$ 66.17	\$ 11,470	\$ 137,640
Superintendent	10A	4	\$ 69.49	\$ 12,044	\$ 144,531
Superintendent	10A	5	\$ 72.96	\$ 12,647	\$ 151,764
Systems & Administrative Manager	07A	1	\$ 56.15	\$ 9,733	\$ 116,794
Systems & Administrative Manager	07A	2	\$ 58.95	\$ 10,218	\$ 122,614
Systems & Administrative Manager	07A	3	\$ 61.90	\$ 10,729	\$ 128,751
Systems & Administrative Manager	07A	4	\$ 64.99	\$ 11,265	\$ 135,180
Systems & Administrative Manager	07A	5	\$ 68.26	\$ 11,831	\$ 141,974
Utilities Director	11F	0	\$ 75.69	\$ 13,120	\$ 157,438
Utilities Director	11F	1	\$ 94.61	\$ 16,399	\$ 196,791
Utilities Director	11F	2	\$ 113.53	\$ 19,679	\$ 236,145
Administrative Manager, y-rate (appointed on/before 10/27/2018)	99	1	\$ 79.69	\$ 13,813	\$ 165,752

Hourly rates are rounded to the nearest hundredth.

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

¹Fire Chief: Salary range adjustment only, pay adjusts with Fire Management Association

²Police Chief: Salary range adjustment only, pay adjusts with Police Management Association

Additional Key & Management Positions:	Cost of Living Adjustments
Police Chief, Assistant	Salary range and base pay adjusts with Police Mgt.
Fire Chief, Assistant Lifeguard Ops	Salary range and base pay adjusts with Lifeguard Mgt.

Effective 1/26/2021, Council Appointees (City Manager, City Attorney, and City Clerk) are no longer tied to Key & Management for cost of living adjustments in accordance with Council Resolution No. 2021-8 and employment agreements.

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2023

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Administrative Assistant (Confidential)	05	1	\$ 31.75	\$ 5,504	\$ 66,048
Administrative Assistant (Confidential)	05	2	\$ 33.34	\$ 5,779	\$ 69,352
Administrative Assistant (Confidential)	05	3	\$ 35.00	\$ 6,067	\$ 72,804
Administrative Assistant (Confidential)	05	4	\$ 36.78	\$ 6,375	\$ 76,505
Administrative Assistant (Confidential)	05	5	\$ 38.56	\$ 6,684	\$ 80,206
Administrative Assistant (Confidential)	05	6	\$ 40.53	\$ 7,025	\$ 84,305
Administrative Assistant (Confidential)	05	7	\$ 42.56	\$ 7,377	\$ 88,528
Administrative Assistant (Confidential)	05	8	\$ 44.71	\$ 7,750	\$ 92,999
Administrative Manager	04B	1	\$ 52.77	\$ 9,147	\$ 109,765
Administrative Manager	04B	2	\$ 55.45	\$ 9,611	\$ 115,330
Administrative Manager	04B	3	\$ 58.16	\$ 10,081	\$ 120,968
Administrative Manager	04B	4	\$ 61.08	\$ 10,588	\$ 127,053
Administrative Manager	04B	5	\$ 64.14	\$ 11,118	\$ 133,412
Budget Analyst	15B	1	\$ 40.72	\$ 7,059	\$ 84,703
Budget Analyst	15B	2	\$ 42.75	\$ 7,410	\$ 88,925
Budget Analyst	15B	3	\$ 44.89	\$ 7,781	\$ 93,371
Budget Analyst	15B	4	\$ 47.11	\$ 8,166	\$ 97,991
Budget Analyst	15B	5	\$ 49.45	\$ 8,572	\$ 102,860
Budget Analyst	15B	6	\$ 51.95	\$ 9,004	\$ 108,051
Budget Analyst	15B	7	\$ 54.52	\$ 9,449	\$ 113,392
Budget Analyst	15B	8	\$ 57.27	\$ 9,927	\$ 119,129
Budget Analyst, Senior	25	1	\$ 47.11	\$ 8,166	\$ 97,991
Budget Analyst, Senior	25	2	\$ 49.45	\$ 8,572	\$ 102,860
Budget Analyst, Senior	25	3	\$ 51.96	\$ 9,006	\$ 108,076
Budget Analyst, Senior	25	4	\$ 54.52	\$ 9,449	\$ 113,392
Budget Analyst, Senior	25	5	\$ 57.27	\$ 9,927	\$ 119,129
Budget Analyst, Senior	25	6	\$ 60.13	\$ 10,422	\$ 125,067
Budget Analyst, Senior	25	7	\$ 63.14	\$ 10,944	\$ 131,326
Budget Analyst, Senior	25	8	\$ 66.31	\$ 11,494	\$ 137,933
City Attorney, Assistant	22A	0	\$ 73.52	\$ 12,743	\$ 152,920
City Attorney, Assistant	22A	1	\$ 91.89	\$ 15,927	\$ 191,130
City Attorney, Assistant	22A	2	\$ 110.26	\$ 19,112	\$ 229,340
City Attorney, Deputy	16E	1	\$ 70.98	\$ 12,304	\$ 147,645
City Attorney, Deputy	16E	2	\$ 74.54	\$ 12,921	\$ 155,048
City Attorney, Deputy	16E	3	\$ 78.27	\$ 13,566	\$ 162,798
City Attorney, Deputy	16E	4	\$ 82.19	\$ 14,245	\$ 170,945
City Attorney, Deputy	16E	5	\$ 86.26	\$ 14,951	\$ 179,415
City Clerk, Assistant	71	1	\$ 43.43	\$ 7,528	\$ 90,332

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2023

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
City Clerk, Assistant	71	2	\$ 45.60	\$ 7,905	\$ 94,857
City Clerk, Assistant	71	3	\$ 47.88	\$ 8,300	\$ 99,600
City Clerk, Assistant	71	4	\$ 50.28	\$ 8,715	\$ 104,584
City Clerk, Assistant	71	5	\$ 52.79	\$ 9,151	\$ 109,811
City Clerk, Assistant	71	6	\$ 55.43	\$ 9,609	\$ 115,304
City Clerk, Assistant	71	7	\$ 58.20	\$ 10,089	\$ 121,063
City Clerk, Assistant	71	8	\$ 61.12	\$ 10,595	\$ 127,137
City Clerk, Deputy	07	1	\$ 33.35	\$ 5,781	\$ 69,377
City Clerk, Deputy	07	2	\$ 35.01	\$ 6,069	\$ 72,830
City Clerk, Deputy	07	3	\$ 36.79	\$ 6,377	\$ 76,530
City Clerk, Deputy	07	4	\$ 38.60	\$ 6,690	\$ 80,281
City Clerk, Deputy	07	5	\$ 40.54	\$ 7,027	\$ 84,330
City Clerk, Deputy	07	6	\$ 42.57	\$ 7,379	\$ 88,553
City Clerk, Deputy	07	7	\$ 44.74	\$ 7,754	\$ 93,049
City Clerk, Deputy	07	8	\$ 46.94	\$ 8,137	\$ 97,644
City Engineer, Assistant	15A	1	\$ 72.70	\$ 12,602	\$ 151,223
City Engineer, Assistant	15A	2	\$ 76.32	\$ 13,229	\$ 158,749
City Engineer, Assistant	15A	3	\$ 80.14	\$ 13,891	\$ 166,697
City Engineer, Assistant	15A	4	\$ 84.16	\$ 14,587	\$ 175,043
City Engineer, Assistant	15A	5	\$ 88.36	\$ 15,316	\$ 183,787
City Manager, Assistant	17A	0	\$ 86.02	\$ 14,910	\$ 178,918
City Manager, Assistant	17A	1	\$ 107.51	\$ 18,636	\$ 223,629
City Manager, Assistant	17A	2	\$ 129.01	\$ 22,362	\$ 268,340
City Manager, Deputy	11E	0	\$ 67.33	\$ 11,670	\$ 140,045
City Manager, Deputy	11E	1	\$ 78.84	\$ 13,666	\$ 163,991
City Manager, Deputy	11E	2	\$ 90.35	\$ 15,661	\$ 187,937
City Traffic Engineer	15E	1	\$ 72.70	\$ 12,602	\$ 151,223
City Traffic Engineer	15E	2	\$ 76.32	\$ 13,229	\$ 158,749
City Traffic Engineer	15E	3	\$ 80.14	\$ 13,891	\$ 166,697
City Traffic Engineer	15E	4	\$ 84.16	\$ 14,587	\$ 175,043
City Traffic Engineer	15E	5	\$ 88.36	\$ 15,316	\$ 183,787
Civil Engineer, Principal	13	1	\$ 69.22	\$ 11,997	\$ 143,969
Civil Engineer, Principal	13	2	\$ 72.68	\$ 12,598	\$ 151,173
Civil Engineer, Principal	13	3	\$ 76.30	\$ 13,225	\$ 158,699
Civil Engineer, Principal	13	4	\$ 80.12	\$ 13,887	\$ 166,648
Civil Engineer, Principal	13	5	\$ 84.13	\$ 14,583	\$ 174,994
Civil Engineer, Senior (K&M)	04A	1	\$ 53.80	\$ 9,325	\$ 111,901
Civil Engineer, Senior (K&M)	04A	2	\$ 56.46	\$ 9,787	\$ 117,440

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2023

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Civil Engineer, Senior (K&M)	04A	3	\$ 59.29	\$ 10,277	\$ 123,328
Civil Engineer, Senior (K&M)	04A	4	\$ 62.25	\$ 10,791	\$ 129,488
Civil Engineer, Senior (K&M)	04A	5	\$ 65.38	\$ 11,333	\$ 135,996
Civil Engineer, Senior (K&M)	04A	6	\$ 68.64	\$ 11,898	\$ 142,777
Civil Engineer, Senior (K&M)	04A	7	\$ 72.07	\$ 12,492	\$ 149,906
Civil Engineer, Senior (K&M)	04A	8	\$ 75.68	\$ 13,117	\$ 157,408
Community Development Director	15H	0	\$ 81.61	\$ 14,146	\$ 169,752
Community Development Director	15H	1	\$ 102.01	\$ 17,682	\$ 212,178
Community Development Director	15H	2	\$ 122.41	\$ 21,217	\$ 254,604
Community Development Director, Deputy	17	1	\$ 76.46	\$ 13,254	\$ 159,047
Community Development Director, Deputy	17	2	\$ 80.25	\$ 13,910	\$ 166,921
Community Development Director, Deputy	17	3	\$ 84.27	\$ 14,608	\$ 175,291
Community Development Director, Deputy	17	4	\$ 88.49	\$ 15,338	\$ 184,060
Community Development Director, Deputy	17	5	\$ 92.93	\$ 16,108	\$ 193,300
Executive Assistant	08A	1	\$ 34.89	\$ 6,048	\$ 72,580
Executive Assistant	08A	2	\$ 36.64	\$ 6,351	\$ 76,208
Executive Assistant	08A	3	\$ 38.44	\$ 6,663	\$ 79,958
Executive Assistant	08A	4	\$ 40.38	\$ 6,999	\$ 83,982
Executive Assistant	08A	5	\$ 42.44	\$ 7,357	\$ 88,279
Executive Assistant	08A	6	\$ 44.48	\$ 7,711	\$ 92,526
Executive Assistant	08A	7	\$ 46.79	\$ 8,110	\$ 97,321
Executive Assistant	08A	8	\$ 49.11	\$ 8,512	\$ 102,140
Field Superintendent II	10	1	\$ 61.21	\$ 10,611	\$ 127,327
Field Superintendent II	10	2	\$ 64.26	\$ 11,138	\$ 133,661
Field Superintendent II	10	3	\$ 67.50	\$ 11,699	\$ 140,392
Field Superintendent II	10	4	\$ 70.88	\$ 12,285	\$ 147,422
Field Superintendent II	10	5	\$ 74.42	\$ 12,900	\$ 154,799
Finance Director	15C	0	\$ 81.61	\$ 14,146	\$ 169,752
Finance Director	15C	1	\$ 102.01	\$ 17,682	\$ 212,178
Finance Director	15C	2	\$ 122.41	\$ 21,217	\$ 254,604
Finance Director, Deputy	17C	1	\$ 76.46	\$ 13,254	\$ 159,047
Finance Director, Deputy	17C	2	\$ 80.25	\$ 13,910	\$ 166,921
Finance Director, Deputy	17C	3	\$ 84.27	\$ 14,608	\$ 175,291
Finance Director, Deputy	17C	4	\$ 88.49	\$ 15,338	\$ 184,060
Finance Director, Deputy	17C	5	\$ 92.93	\$ 16,108	\$ 193,300
Finance Manager	16	1	\$ 67.58	\$ 11,714	\$ 140,566
Finance Manager	16	2	\$ 70.97	\$ 12,302	\$ 147,620
Finance Manager	16	3	\$ 74.53	\$ 12,919	\$ 155,023

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2023

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Finance Manager	16	4	\$ 78.24	\$ 13,562	\$ 162,748
Finance Manager	16	5	\$ 82.14	\$ 14,237	\$ 170,845
Fire Chief ¹	01C	0	\$ 82.94	\$ 14,376	\$ 172,514
Fire Chief	01C	1	\$ 103.67	\$ 17,969	\$ 215,624
Fire Chief	01C	2	\$ 124.39	\$ 21,561	\$ 258,735
Fire Chief, Assistant	01B	1	\$ 91.17	\$ 15,804	\$ 189,643
Fire Chief, Assistant	01B	2	\$ 95.73	\$ 16,594	\$ 199,124
Fire Chief, Assistant	01B	3	\$ 100.52	\$ 17,424	\$ 209,084
Fire Chief, Assistant	01B	4	\$ 105.54	\$ 18,294	\$ 219,523
Fire Chief, Assistant	01B	5	\$ 110.80	\$ 19,206	\$ 230,466
Fire Division Chief, EMS	02D	1	\$ 66.89	\$ 11,594	\$ 139,125
Fire Division Chief, EMS	02D	2	\$ 70.23	\$ 12,173	\$ 146,081
Fire Division Chief, EMS	02D	3	\$ 73.73	\$ 12,780	\$ 153,359
Fire Division Chief, EMS	02D	4	\$ 77.43	\$ 13,422	\$ 161,059
Fire Division Chief, EMS	02D	5	\$ 81.30	\$ 14,092	\$ 169,106
Fire Marshal (Civilian)	02E	1	\$ 66.89	\$ 11,594	\$ 139,125
Fire Marshal (Civilian)	02E	2	\$ 70.23	\$ 12,173	\$ 146,081
Fire Marshal (Civilian)	02E	3	\$ 73.73	\$ 12,780	\$ 153,359
Fire Marshal (Civilian)	02E	4	\$ 77.43	\$ 13,422	\$ 161,059
Fire Marshal (Civilian)	02E	5	\$ 81.30	\$ 14,092	\$ 169,106
Fiscal Specialist (Confidential)	01A	1	\$ 30.80	\$ 5,338	\$ 64,060
Fiscal Specialist (Confidential)	01A	2	\$ 32.36	\$ 5,610	\$ 67,315
Fiscal Specialist (Confidential)	01A	3	\$ 33.96	\$ 5,887	\$ 70,643
Fiscal Specialist (Confidential)	01A	4	\$ 35.66	\$ 6,181	\$ 74,170
Fiscal Specialist (Confidential)	01A	5	\$ 37.47	\$ 6,496	\$ 77,946
Fiscal Specialist (Confidential)	01A	6	\$ 39.30	\$ 6,812	\$ 81,746
Fiscal Specialist (Confidential)	01A	7	\$ 41.30	\$ 7,158	\$ 85,895
Fiscal Specialist (Confidential)	01A	8	\$ 43.35	\$ 7,514	\$ 90,167
Harbormaster	77	0	\$ 52.02	\$ 9,018	\$ 108,210
Harbormaster	77	1	\$ 65.02	\$ 11,271	\$ 135,252
Harbormaster	77	2	\$ 78.03	\$ 13,524	\$ 162,293
Human Resources Analyst	16A	1	\$ 41.68	\$ 7,224	\$ 86,690
Human Resources Analyst	16A	2	\$ 43.72	\$ 7,578	\$ 90,937
Human Resources Analyst	16A	3	\$ 45.93	\$ 7,961	\$ 95,532
Human Resources Analyst	16A	4	\$ 48.26	\$ 8,365	\$ 100,376
Human Resources Analyst	16A	5	\$ 50.63	\$ 8,777	\$ 105,319
Human Resources Analyst	16A	6	\$ 53.17	\$ 9,215	\$ 110,585
Human Resources Analyst	16A	7	\$ 55.84	\$ 9,679	\$ 116,149

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2023

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Human Resources Analyst	16A	8	\$ 58.64	\$ 10,163	\$ 121,962
Human Resources Analyst, Senior	20A	1	\$ 45.99	\$ 7,971	\$ 95,657
Human Resources Analyst, Senior	20A	2	\$ 48.33	\$ 8,377	\$ 100,525
Human Resources Analyst, Senior	20A	3	\$ 50.73	\$ 8,793	\$ 105,518
Human Resources Analyst, Senior	20A	4	\$ 53.27	\$ 9,234	\$ 110,809
Human Resources Analyst, Senior	20A	5	\$ 55.90	\$ 9,689	\$ 116,273
Human Resources Analyst, Senior	20A	6	\$ 58.71	\$ 10,176	\$ 122,110
Human Resources Analyst, Senior	20A	7	\$ 61.61	\$ 10,679	\$ 128,146
Human Resources Analyst, Senior	20A	8	\$ 64.71	\$ 11,217	\$ 134,605
Human Resources Director	11B	0	\$ 77.20	\$ 13,382	\$ 160,586
Human Resources Director	11B	1	\$ 96.50	\$ 16,727	\$ 200,727
Human Resources Director	11B	2	\$ 115.80	\$ 20,072	\$ 240,868
Human Resources Manager	02C	1	\$ 66.89	\$ 11,594	\$ 139,125
Human Resources Manager	02C	2	\$ 70.23	\$ 12,173	\$ 146,081
Human Resources Manager	02C	3	\$ 73.73	\$ 12,780	\$ 153,359
Human Resources Manager	02C	4	\$ 77.43	\$ 13,422	\$ 161,059
Human Resources Manager	02C	5	\$ 81.30	\$ 14,092	\$ 169,106
Human Resources Specialist I	03	1	\$ 31.56	\$ 5,471	\$ 65,651
Human Resources Specialist I	03	2	\$ 33.14	\$ 5,744	\$ 68,930
Human Resources Specialist I	03	3	\$ 34.79	\$ 6,030	\$ 72,357
Human Resources Specialist I	03	4	\$ 36.51	\$ 6,328	\$ 75,934
Human Resources Specialist I	03	5	\$ 38.35	\$ 6,647	\$ 79,759
Human Resources Specialist I	03	6	\$ 40.24	\$ 6,976	\$ 83,709
Human Resources Specialist I	03	7	\$ 42.30	\$ 7,332	\$ 87,981
Human Resources Specialist I	03	8	\$ 44.35	\$ 7,688	\$ 92,254
Human Resources Specialist II	08	1	\$ 34.89	\$ 6,048	\$ 72,580
Human Resources Specialist II	08	2	\$ 36.64	\$ 6,351	\$ 76,208
Human Resources Specialist II	08	3	\$ 38.44	\$ 6,663	\$ 79,958
Human Resources Specialist II	08	4	\$ 40.38	\$ 6,999	\$ 83,982
Human Resources Specialist II	08	5	\$ 42.44	\$ 7,357	\$ 88,279
Human Resources Specialist II	08	6	\$ 44.48	\$ 7,711	\$ 92,526
Human Resources Specialist II	08	7	\$ 46.79	\$ 8,110	\$ 97,321
Human Resources Specialist II	08	8	\$ 49.11	\$ 8,512	\$ 102,140
IT Manager	15D	1	\$ 72.76	\$ 12,612	\$ 151,346
IT Manager	15D	2	\$ 76.41	\$ 13,244	\$ 158,922
IT Manager	15D	3	\$ 80.21	\$ 13,904	\$ 166,846
IT Manager	15D	4	\$ 84.23	\$ 14,599	\$ 175,192
IT Manager	15D	5	\$ 88.44	\$ 15,330	\$ 183,961

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2023

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
IT Supervisor	97	1	\$ 63.53	\$ 11,012	\$ 132,146
IT Supervisor	97	2	\$ 66.68	\$ 11,559	\$ 138,704
IT Supervisor	97	3	\$ 70.02	\$ 12,137	\$ 145,648
IT Supervisor	97	4	\$ 73.55	\$ 12,748	\$ 152,980
IT Supervisor	97	5	\$ 77.21	\$ 13,384	\$ 160,603
Library Director	11C	0	\$ 77.20	\$ 13,382	\$ 160,586
Library Director	11C	1	\$ 96.50	\$ 16,727	\$ 200,727
Library Director	11C	2	\$ 115.80	\$ 20,072	\$ 240,868
Library Services Manager	10D	1	\$ 61.21	\$ 10,611	\$ 127,327
Library Services Manager	10D	2	\$ 64.26	\$ 11,138	\$ 133,661
Library Services Manager	10D	3	\$ 67.50	\$ 11,699	\$ 140,392
Library Services Manager	10D	4	\$ 70.88	\$ 12,285	\$ 147,422
Library Services Manager	10D	5	\$ 74.42	\$ 12,900	\$ 154,799
Management Analyst	12	1	\$ 37.76	\$ 6,545	\$ 78,542
Management Analyst	12	2	\$ 39.70	\$ 6,881	\$ 82,566
Management Analyst	12	3	\$ 41.65	\$ 7,220	\$ 86,640
Management Analyst	12	4	\$ 43.70	\$ 7,574	\$ 90,887
Management Analyst	12	5	\$ 45.91	\$ 7,957	\$ 95,483
Management Analyst	12	6	\$ 48.22	\$ 8,358	\$ 100,301
Management Analyst	12	7	\$ 50.61	\$ 8,772	\$ 105,269
Management Analyst	12	8	\$ 53.14	\$ 9,211	\$ 110,535
Management Analyst, Senior	06	1	\$ 43.43	\$ 7,528	\$ 90,332
Management Analyst, Senior	06	2	\$ 45.60	\$ 7,905	\$ 94,857
Management Analyst, Senior	06	3	\$ 47.88	\$ 8,300	\$ 99,600
Management Analyst, Senior	06	4	\$ 50.28	\$ 8,715	\$ 104,584
Management Analyst, Senior	06	5	\$ 52.79	\$ 9,151	\$ 109,811
Management Analyst, Senior	06	6	\$ 55.43	\$ 9,609	\$ 115,304
Management Analyst, Senior	06	7	\$ 58.20	\$ 10,089	\$ 121,063
Management Analyst, Senior	06	8	\$ 61.12	\$ 10,595	\$ 127,137
Management Fellow	26	1	\$ 25.01	\$ 4,335	\$ 52,020
Paralegal	30	1	\$ 33.86	\$ 5,868	\$ 70,420
Paralegal	30	2	\$ 35.54	\$ 6,160	\$ 73,922
Paralegal	30	3	\$ 37.34	\$ 6,473	\$ 77,673
Paralegal	30	4	\$ 39.22	\$ 6,798	\$ 81,573
Paralegal	30	5	\$ 41.16	\$ 7,135	\$ 85,622
Paralegal	30	6	\$ 43.22	\$ 7,491	\$ 89,893
Paralegal	30	7	\$ 45.37	\$ 7,864	\$ 94,365
Paralegal	30	8	\$ 47.64	\$ 8,257	\$ 99,084

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2023

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Planner, Principal	27	1	\$ 49.45	\$ 8,572	\$ 102,860
Planner, Principal	27	2	\$ 51.95	\$ 9,004	\$ 108,051
Planner, Principal	27	3	\$ 54.52	\$ 9,449	\$ 113,392
Planner, Principal	27	4	\$ 57.27	\$ 9,927	\$ 119,129
Planner, Principal	27	5	\$ 60.13	\$ 10,422	\$ 125,067
Planner, Principal	27	6	\$ 63.14	\$ 10,944	\$ 131,326
Planner, Principal	27	7	\$ 66.29	\$ 11,490	\$ 137,883
Planner, Principal	27	8	\$ 69.62	\$ 12,068	\$ 144,814
Planning Manager	11	1	\$ 63.34	\$ 10,979	\$ 131,748
Planning Manager	11	2	\$ 66.51	\$ 11,528	\$ 138,331
Planning Manager	11	3	\$ 69.81	\$ 12,101	\$ 145,211
Planning Manager	11	4	\$ 73.30	\$ 12,705	\$ 152,465
Planning Manager	11	5	\$ 76.99	\$ 13,345	\$ 160,139
Police Chief ²	02B	0	\$ 85.37	\$ 14,797	\$ 177,564
Police Chief	02B	1	\$ 106.70	\$ 18,495	\$ 221,936
Police Chief	02B	2	\$ 128.03	\$ 22,192	\$ 266,309
Police Support Services Administrator	28	1	\$ 74.53	\$ 12,919	\$ 155,023
Police Support Services Administrator	28	2	\$ 78.26	\$ 13,564	\$ 162,772
Police Support Services Administrator	28	3	\$ 82.17	\$ 14,243	\$ 170,920
Police Support Services Administrator	28	4	\$ 86.27	\$ 14,953	\$ 179,440
Police Support Services Administrator	28	5	\$ 90.58	\$ 15,701	\$ 188,407
Public Information Manager	14	1	\$ 67.58	\$ 11,714	\$ 140,566
Public Information Manager	14	2	\$ 70.97	\$ 12,302	\$ 147,620
Public Information Manager	14	3	\$ 74.53	\$ 12,919	\$ 155,023
Public Information Manager	14	4	\$ 78.24	\$ 13,562	\$ 162,748
Public Information Manager	14	5	\$ 82.14	\$ 14,237	\$ 170,845
Public Information Specialist	07B	1	\$ 33.35	\$ 5,781	\$ 69,377
Public Information Specialist	07B	2	\$ 35.01	\$ 6,069	\$ 72,830
Public Information Specialist	07B	3	\$ 36.79	\$ 6,377	\$ 76,530
Public Information Specialist	07B	4	\$ 38.60	\$ 6,690	\$ 80,281
Public Information Specialist	07B	5	\$ 40.54	\$ 7,027	\$ 84,330
Public Information Specialist	07B	6	\$ 42.57	\$ 7,379	\$ 88,553
Public Information Specialist	07B	7	\$ 44.74	\$ 7,754	\$ 93,049
Public Information Specialist	07B	8	\$ 46.94	\$ 8,137	\$ 97,644
Public Works Director	15G	0	\$ 81.61	\$ 14,146	\$ 169,752
Public Works Director	15G	1	\$ 102.01	\$ 17,682	\$ 212,178
Public Works Director	15G	2	\$ 122.41	\$ 21,217	\$ 254,604
Public Works Director, Deputy	29A	1	\$ 89.66	\$ 15,541	\$ 186,494

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2023

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Public Works Director, Deputy	29A	2	\$ 94.15	\$ 16,319	\$ 195,834
Public Works Director, Deputy	29A	3	\$ 98.84	\$ 17,133	\$ 205,596
Public Works Director, Deputy	29A	4	\$ 103.79	\$ 17,990	\$ 215,879
Public Works Director, Deputy	29A	5	\$ 108.98	\$ 18,890	\$ 226,684
Public Works Director, Deputy (Municipal Ops)	17B	1	\$ 76.46	\$ 13,254	\$ 159,047
Public Works Director, Deputy (Municipal Ops)	17B	2	\$ 80.25	\$ 13,910	\$ 166,921
Public Works Director, Deputy (Municipal Ops)	17B	3	\$ 84.27	\$ 14,608	\$ 175,291
Public Works Director, Deputy (Municipal Ops)	17B	4	\$ 88.49	\$ 15,338	\$ 184,060
Public Works Director, Deputy (Municipal Ops)	17B	5	\$ 92.93	\$ 16,108	\$ 193,300
Public Works Manager	14A	1	\$ 67.58	\$ 11,714	\$ 140,566
Public Works Manager	14A	2	\$ 70.97	\$ 12,302	\$ 147,620
Public Works Manager	14A	3	\$ 74.53	\$ 12,919	\$ 155,023
Public Works Manager	14A	4	\$ 78.24	\$ 13,562	\$ 162,748
Public Works Manager	14A	5	\$ 82.14	\$ 14,237	\$ 170,845
Purchasing & Contracts Administrator	19A	1	\$ 47.11	\$ 8,166	\$ 97,991
Purchasing & Contracts Administrator	19A	2	\$ 49.45	\$ 8,572	\$ 102,860
Purchasing & Contracts Administrator	19A	3	\$ 51.96	\$ 9,006	\$ 108,076
Purchasing & Contracts Administrator	19A	4	\$ 54.52	\$ 9,449	\$ 113,392
Purchasing & Contracts Administrator	19A	5	\$ 57.27	\$ 9,927	\$ 119,129
Purchasing & Contracts Administrator	19A	6	\$ 60.13	\$ 10,422	\$ 125,067
Purchasing & Contracts Administrator	19A	7	\$ 63.14	\$ 10,944	\$ 131,326
Purchasing & Contracts Administrator	19A	8	\$ 66.31	\$ 11,494	\$ 137,933
Real Property Administrator	19B	1	\$ 47.11	\$ 8,166	\$ 97,991
Real Property Administrator	19B	2	\$ 49.45	\$ 8,572	\$ 102,860
Real Property Administrator	19B	3	\$ 51.96	\$ 9,006	\$ 108,076
Real Property Administrator	19B	4	\$ 54.52	\$ 9,449	\$ 113,392
Real Property Administrator	19B	5	\$ 57.27	\$ 9,927	\$ 119,129
Real Property Administrator	19B	6	\$ 60.13	\$ 10,422	\$ 125,067
Real Property Administrator	19B	7	\$ 63.14	\$ 10,944	\$ 131,326
Real Property Administrator	19B	8	\$ 66.31	\$ 11,494	\$ 137,933
Recreation & Senior Services Manager	05A	1	\$ 54.10	\$ 9,377	\$ 112,523
Recreation & Senior Services Manager	05A	2	\$ 56.80	\$ 9,845	\$ 118,136
Recreation & Senior Services Manager	05A	3	\$ 59.66	\$ 10,341	\$ 124,097
Recreation & Senior Services Manager	05A	4	\$ 62.66	\$ 10,861	\$ 130,332
Recreation & Senior Services Manager	05A	5	\$ 65.76	\$ 11,399	\$ 136,790
Recreation & Sr. Services Director	11D	0	\$ 77.20	\$ 13,382	\$ 160,586
Recreation & Sr. Services Director	11D	1	\$ 96.50	\$ 16,727	\$ 200,727
Recreation & Sr. Services Director	11D	2	\$ 115.80	\$ 20,072	\$ 240,868

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2023

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Recreation & Sr. Services Director, Deputy	15	1	\$ 72.76	\$ 12,612	\$ 151,346
Recreation & Sr. Services Director, Deputy	15	2	\$ 76.41	\$ 13,244	\$ 158,922
Recreation & Sr. Services Director, Deputy	15	3	\$ 80.21	\$ 13,904	\$ 166,846
Recreation & Sr. Services Director, Deputy	15	4	\$ 84.23	\$ 14,599	\$ 175,192
Recreation & Sr. Services Director, Deputy	15	5	\$ 88.44	\$ 15,330	\$ 183,961
Revenue Manager	16D	1	\$ 70.98	\$ 12,304	\$ 147,645
Revenue Manager	16D	2	\$ 74.54	\$ 12,921	\$ 155,048
Revenue Manager	16D	3	\$ 78.27	\$ 13,566	\$ 162,798
Revenue Manager	16D	4	\$ 82.19	\$ 14,245	\$ 170,945
Revenue Manager	16D	5	\$ 86.26	\$ 14,951	\$ 179,415
Superintendent	10A	1	\$ 61.21	\$ 10,611	\$ 127,327
Superintendent	10A	2	\$ 64.26	\$ 11,138	\$ 133,661
Superintendent	10A	3	\$ 67.50	\$ 11,699	\$ 140,392
Superintendent	10A	4	\$ 70.88	\$ 12,285	\$ 147,422
Superintendent	10A	5	\$ 74.42	\$ 12,900	\$ 154,799
Systems & Administrative Manager	07A	1	\$ 57.27	\$ 9,927	\$ 119,129
Systems & Administrative Manager	07A	2	\$ 60.13	\$ 10,422	\$ 125,067
Systems & Administrative Manager	07A	3	\$ 63.14	\$ 10,944	\$ 131,326
Systems & Administrative Manager	07A	4	\$ 66.29	\$ 11,490	\$ 137,883
Systems & Administrative Manager	07A	5	\$ 69.62	\$ 12,068	\$ 144,814
Utilities Director	11F	0	\$ 77.20	\$ 13,382	\$ 160,586
Utilities Director	11F	1	\$ 96.50	\$ 16,727	\$ 200,727
Utilities Director	11F	2	\$ 115.80	\$ 20,072	\$ 240,868
Administrative Manager, y-rate (appointed on/before 10/27/2018)	99	1	\$ 79.69	\$ 13,813	\$ 165,752

Hourly rates are rounded to the nearest hundredth.

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

¹Fire Chief: Salary range adjustment only, pay adjusts with Fire Management Association

²Police Chief: Salary range adjustment only, pay adjusts with Police Management Association

Additional Key & Management Positions:	Cost of Living Adjustments
Police Chief, Assistant	Salary range and base pay adjusts with Police Mgt.
Fire Chief, Assistant Lifeguard Ops	Salary range and base pay adjusts with Lifeguard Mgt.

Effective 1/26/2021, Council Appointees (City Manager, City Attorney, and City Clerk) are no longer tied to Key & Management for cost of living adjustments in accordance with Council Resolution No. 2021-8 and employment agreements.

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2024

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Administrative Assistant (Confidential)	05	1	\$ 32.39	\$ 5,614	\$ 67,369
Administrative Assistant (Confidential)	05	2	\$ 34.01	\$ 5,895	\$ 70,739
Administrative Assistant (Confidential)	05	3	\$ 35.70	\$ 6,188	\$ 74,260
Administrative Assistant (Confidential)	05	4	\$ 37.52	\$ 6,503	\$ 78,035
Administrative Assistant (Confidential)	05	5	\$ 39.33	\$ 6,818	\$ 81,811
Administrative Assistant (Confidential)	05	6	\$ 41.34	\$ 7,166	\$ 85,991
Administrative Assistant (Confidential)	05	7	\$ 43.41	\$ 7,525	\$ 90,298
Administrative Assistant (Confidential)	05	8	\$ 45.61	\$ 7,905	\$ 94,859
Administrative Manager	04B	1	\$ 53.83	\$ 9,330	\$ 111,961
Administrative Manager	04B	2	\$ 56.56	\$ 9,803	\$ 117,636
Administrative Manager	04B	3	\$ 59.32	\$ 10,282	\$ 123,388
Administrative Manager	04B	4	\$ 62.31	\$ 10,800	\$ 129,595
Administrative Manager	04B	5	\$ 65.42	\$ 11,340	\$ 136,080
Budget Analyst	15B	1	\$ 41.54	\$ 7,200	\$ 86,396
Budget Analyst	15B	2	\$ 43.61	\$ 7,559	\$ 90,703
Budget Analyst	15B	3	\$ 45.79	\$ 7,937	\$ 95,239
Budget Analyst	15B	4	\$ 48.05	\$ 8,329	\$ 99,951
Budget Analyst	15B	5	\$ 50.44	\$ 8,743	\$ 104,917
Budget Analyst	15B	6	\$ 52.99	\$ 9,184	\$ 110,212
Budget Analyst	15B	7	\$ 55.61	\$ 9,638	\$ 115,660
Budget Analyst	15B	8	\$ 58.42	\$ 10,126	\$ 121,512
Budget Analyst, Senior	25	1	\$ 48.05	\$ 8,329	\$ 99,951
Budget Analyst, Senior	25	2	\$ 50.44	\$ 8,743	\$ 104,917
Budget Analyst, Senior	25	3	\$ 53.00	\$ 9,186	\$ 110,238
Budget Analyst, Senior	25	4	\$ 55.61	\$ 9,638	\$ 115,660
Budget Analyst, Senior	25	5	\$ 58.42	\$ 10,126	\$ 121,512
Budget Analyst, Senior	25	6	\$ 61.33	\$ 10,631	\$ 127,568
Budget Analyst, Senior	25	7	\$ 64.40	\$ 11,163	\$ 133,953
Budget Analyst, Senior	25	8	\$ 67.64	\$ 11,724	\$ 140,692
City Attorney, Assistant	22A	0	\$ 74.99	\$ 12,998	\$ 155,978
City Attorney, Assistant	22A	1	\$ 93.73	\$ 16,246	\$ 194,952
City Attorney, Assistant	22A	2	\$ 112.46	\$ 19,494	\$ 233,927
City Attorney, Deputy	16E	1	\$ 72.40	\$ 12,550	\$ 150,599
City Attorney, Deputy	16E	2	\$ 76.03	\$ 13,179	\$ 158,149
City Attorney, Deputy	16E	3	\$ 79.83	\$ 13,838	\$ 166,054
City Attorney, Deputy	16E	4	\$ 83.83	\$ 14,530	\$ 174,364
City Attorney, Deputy	16E	5	\$ 87.98	\$ 15,250	\$ 183,003
City Clerk, Assistant	71	1	\$ 44.30	\$ 7,678	\$ 92,138

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2024

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
City Clerk, Assistant	71	2	\$ 46.52	\$ 8,063	\$ 96,754
City Clerk, Assistant	71	3	\$ 48.84	\$ 8,466	\$ 101,592
City Clerk, Assistant	71	4	\$ 51.29	\$ 8,890	\$ 106,676
City Clerk, Assistant	71	5	\$ 53.85	\$ 9,334	\$ 112,007
City Clerk, Assistant	71	6	\$ 56.54	\$ 9,801	\$ 117,610
City Clerk, Assistant	71	7	\$ 59.37	\$ 10,290	\$ 123,484
City Clerk, Assistant	71	8	\$ 62.35	\$ 10,807	\$ 129,680
City Clerk, Deputy	07	1	\$ 34.02	\$ 5,897	\$ 70,764
City Clerk, Deputy	07	2	\$ 35.71	\$ 6,191	\$ 74,286
City Clerk, Deputy	07	3	\$ 37.53	\$ 6,505	\$ 78,061
City Clerk, Deputy	07	4	\$ 39.37	\$ 6,824	\$ 81,887
City Clerk, Deputy	07	5	\$ 41.35	\$ 7,168	\$ 86,017
City Clerk, Deputy	07	6	\$ 43.42	\$ 7,527	\$ 90,324
City Clerk, Deputy	07	7	\$ 45.63	\$ 7,909	\$ 94,910
City Clerk, Deputy	07	8	\$ 47.88	\$ 8,300	\$ 99,597
City Engineer, Assistant	15A	1	\$ 74.16	\$ 12,854	\$ 154,247
City Engineer, Assistant	15A	2	\$ 77.85	\$ 13,494	\$ 161,924
City Engineer, Assistant	15A	3	\$ 81.75	\$ 14,169	\$ 170,031
City Engineer, Assistant	15A	4	\$ 85.84	\$ 14,879	\$ 178,544
City Engineer, Assistant	15A	5	\$ 90.13	\$ 15,622	\$ 187,463
City Manager, Assistant	17A	0	\$ 87.74	\$ 15,208	\$ 182,497
City Manager, Assistant	17A	1	\$ 109.66	\$ 19,008	\$ 228,102
City Manager, Assistant	17A	2	\$ 131.59	\$ 22,809	\$ 273,707
City Manager, Deputy	11E	0	\$ 68.68	\$ 11,904	\$ 142,846
City Manager, Deputy	11E	1	\$ 80.42	\$ 13,939	\$ 167,271
City Manager, Deputy	11E	2	\$ 92.16	\$ 15,975	\$ 191,695
City Traffic Engineer	15E	1	\$ 74.16	\$ 12,854	\$ 154,247
City Traffic Engineer	15E	2	\$ 77.85	\$ 13,494	\$ 161,924
City Traffic Engineer	15E	3	\$ 81.75	\$ 14,169	\$ 170,031
City Traffic Engineer	15E	4	\$ 85.84	\$ 14,879	\$ 178,544
City Traffic Engineer	15E	5	\$ 90.13	\$ 15,622	\$ 187,463
Civil Engineer, Principal	13	1	\$ 70.60	\$ 12,237	\$ 146,849
Civil Engineer, Principal	13	2	\$ 74.13	\$ 12,850	\$ 154,196
Civil Engineer, Principal	13	3	\$ 77.82	\$ 13,489	\$ 161,873
Civil Engineer, Principal	13	4	\$ 81.72	\$ 14,165	\$ 169,981
Civil Engineer, Principal	13	5	\$ 85.81	\$ 14,874	\$ 178,493
Civil Engineer, Senior (K&M)	04A	1	\$ 54.87	\$ 9,512	\$ 114,139
Civil Engineer, Senior (K&M)	04A	2	\$ 57.59	\$ 9,982	\$ 119,789

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2024

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Civil Engineer, Senior (K&M)	04A	3	\$ 60.48	\$ 10,483	\$ 125,794
Civil Engineer, Senior (K&M)	04A	4	\$ 63.50	\$ 11,006	\$ 132,078
Civil Engineer, Senior (K&M)	04A	5	\$ 66.69	\$ 11,560	\$ 138,716
Civil Engineer, Senior (K&M)	04A	6	\$ 70.02	\$ 12,136	\$ 145,632
Civil Engineer, Senior (K&M)	04A	7	\$ 73.51	\$ 12,742	\$ 152,904
Civil Engineer, Senior (K&M)	04A	8	\$ 77.19	\$ 13,380	\$ 160,556
Community Development Director	15H	0	\$ 83.24	\$ 14,429	\$ 173,148
Community Development Director	15H	1	\$ 104.05	\$ 18,035	\$ 216,422
Community Development Director	15H	2	\$ 124.85	\$ 21,641	\$ 259,696
Community Development Director, Deputy	17	1	\$ 77.99	\$ 13,519	\$ 162,228
Community Development Director, Deputy	17	2	\$ 81.86	\$ 14,188	\$ 170,259
Community Development Director, Deputy	17	3	\$ 85.96	\$ 14,900	\$ 178,797
Community Development Director, Deputy	17	4	\$ 90.26	\$ 15,645	\$ 187,741
Community Development Director, Deputy	17	5	\$ 94.79	\$ 16,431	\$ 197,166
Executive Assistant	08A	1	\$ 35.59	\$ 6,169	\$ 74,032
Executive Assistant	08A	2	\$ 37.37	\$ 6,478	\$ 77,732
Executive Assistant	08A	3	\$ 39.21	\$ 6,796	\$ 81,557
Executive Assistant	08A	4	\$ 41.18	\$ 7,138	\$ 85,662
Executive Assistant	08A	5	\$ 43.29	\$ 7,504	\$ 90,045
Executive Assistant	08A	6	\$ 45.37	\$ 7,865	\$ 94,377
Executive Assistant	08A	7	\$ 47.72	\$ 8,272	\$ 99,267
Executive Assistant	08A	8	\$ 50.09	\$ 8,682	\$ 104,183
Field Superintendent II	10	1	\$ 62.44	\$ 10,823	\$ 129,874
Field Superintendent II	10	2	\$ 65.55	\$ 11,361	\$ 136,334
Field Superintendent II	10	3	\$ 68.85	\$ 11,933	\$ 143,200
Field Superintendent II	10	4	\$ 72.29	\$ 12,531	\$ 150,370
Field Superintendent II	10	5	\$ 75.91	\$ 13,158	\$ 157,895
Finance Director	15C	0	\$ 83.24	\$ 14,429	\$ 173,148
Finance Director	15C	1	\$ 104.05	\$ 18,035	\$ 216,422
Finance Director	15C	2	\$ 124.85	\$ 21,641	\$ 259,696
Finance Director, Deputy	17C	1	\$ 77.99	\$ 13,519	\$ 162,228
Finance Director, Deputy	17C	2	\$ 81.86	\$ 14,188	\$ 170,259
Finance Director, Deputy	17C	3	\$ 85.96	\$ 14,900	\$ 178,797
Finance Director, Deputy	17C	4	\$ 90.26	\$ 15,645	\$ 187,741
Finance Director, Deputy	17C	5	\$ 94.79	\$ 16,431	\$ 197,166
Finance Manager	16	1	\$ 68.93	\$ 11,948	\$ 143,378
Finance Manager	16	2	\$ 72.39	\$ 12,548	\$ 150,573
Finance Manager	16	3	\$ 76.02	\$ 13,177	\$ 158,123

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2024

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Finance Manager	16	4	\$ 79.81	\$ 13,834	\$ 166,003
Finance Manager	16	5	\$ 83.78	\$ 14,522	\$ 174,262
Fire Chief ¹	01C	0	\$ 84.60	\$ 14,664	\$ 175,964
Fire Chief	01C	1	\$ 105.74	\$ 18,328	\$ 219,937
Fire Chief	01C	2	\$ 126.88	\$ 21,992	\$ 263,909
Fire Chief, Assistant	01B	1	\$ 93.00	\$ 16,120	\$ 193,436
Fire Chief, Assistant	01B	2	\$ 97.65	\$ 16,926	\$ 203,106
Fire Chief, Assistant	01B	3	\$ 102.53	\$ 17,772	\$ 213,266
Fire Chief, Assistant	01B	4	\$ 107.65	\$ 18,659	\$ 223,914
Fire Chief, Assistant	01B	5	\$ 113.02	\$ 19,590	\$ 235,076
Fire Division Chief, EMS	02D	1	\$ 68.23	\$ 11,826	\$ 141,908
Fire Division Chief, EMS	02D	2	\$ 71.64	\$ 12,417	\$ 149,002
Fire Division Chief, EMS	02D	3	\$ 75.20	\$ 13,035	\$ 156,426
Fire Division Chief, EMS	02D	4	\$ 78.98	\$ 13,690	\$ 164,280
Fire Division Chief, EMS	02D	5	\$ 82.93	\$ 14,374	\$ 172,488
Fire Marshal (Civilian)	02E	1	\$ 68.23	\$ 11,826	\$ 141,908
Fire Marshal (Civilian)	02E	2	\$ 71.64	\$ 12,417	\$ 149,002
Fire Marshal (Civilian)	02E	3	\$ 75.20	\$ 13,035	\$ 156,426
Fire Marshal (Civilian)	02E	4	\$ 78.98	\$ 13,690	\$ 164,280
Fire Marshal (Civilian)	02E	5	\$ 82.93	\$ 14,374	\$ 172,488
Fiscal Specialist (Confidential)	01A	1	\$ 31.41	\$ 5,445	\$ 65,342
Fiscal Specialist (Confidential)	01A	2	\$ 33.01	\$ 5,722	\$ 68,661
Fiscal Specialist (Confidential)	01A	3	\$ 34.64	\$ 6,005	\$ 72,056
Fiscal Specialist (Confidential)	01A	4	\$ 36.37	\$ 6,305	\$ 75,654
Fiscal Specialist (Confidential)	01A	5	\$ 38.22	\$ 6,625	\$ 79,505
Fiscal Specialist (Confidential)	01A	6	\$ 40.09	\$ 6,948	\$ 83,381
Fiscal Specialist (Confidential)	01A	7	\$ 42.12	\$ 7,301	\$ 87,613
Fiscal Specialist (Confidential)	01A	8	\$ 44.22	\$ 7,664	\$ 91,971
Harbormaster	77	0	\$ 53.06	\$ 9,198	\$ 110,375
Harbormaster	77	1	\$ 66.33	\$ 11,496	\$ 137,957
Harbormaster	77	2	\$ 79.59	\$ 13,795	\$ 165,539
Human Resources Analyst	16A	1	\$ 42.51	\$ 7,369	\$ 88,424
Human Resources Analyst	16A	2	\$ 44.59	\$ 7,730	\$ 92,756
Human Resources Analyst	16A	3	\$ 46.85	\$ 8,120	\$ 97,443
Human Resources Analyst	16A	4	\$ 49.22	\$ 8,532	\$ 102,384
Human Resources Analyst	16A	5	\$ 51.65	\$ 8,952	\$ 107,426
Human Resources Analyst	16A	6	\$ 54.23	\$ 9,400	\$ 112,797
Human Resources Analyst	16A	7	\$ 56.96	\$ 9,873	\$ 118,472

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2024

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Human Resources Analyst	16A	8	\$ 59.81	\$ 10,367	\$ 124,401
Human Resources Analyst, Senior	20A	1	\$ 46.91	\$ 8,131	\$ 97,570
Human Resources Analyst, Senior	20A	2	\$ 49.30	\$ 8,545	\$ 102,536
Human Resources Analyst, Senior	20A	3	\$ 51.74	\$ 8,969	\$ 107,628
Human Resources Analyst, Senior	20A	4	\$ 54.34	\$ 9,419	\$ 113,025
Human Resources Analyst, Senior	20A	5	\$ 57.02	\$ 9,883	\$ 118,599
Human Resources Analyst, Senior	20A	6	\$ 59.88	\$ 10,379	\$ 124,552
Human Resources Analyst, Senior	20A	7	\$ 62.84	\$ 10,892	\$ 130,709
Human Resources Analyst, Senior	20A	8	\$ 66.01	\$ 11,441	\$ 137,297
Human Resources Director	11B	0	\$ 78.75	\$ 13,650	\$ 163,798
Human Resources Director	11B	1	\$ 98.43	\$ 17,062	\$ 204,742
Human Resources Director	11B	2	\$ 118.12	\$ 20,474	\$ 245,685
Human Resources Manager	02C	1	\$ 68.23	\$ 11,826	\$ 141,908
Human Resources Manager	02C	2	\$ 71.64	\$ 12,417	\$ 149,002
Human Resources Manager	02C	3	\$ 75.20	\$ 13,035	\$ 156,426
Human Resources Manager	02C	4	\$ 78.98	\$ 13,690	\$ 164,280
Human Resources Manager	02C	5	\$ 82.93	\$ 14,374	\$ 172,488
Human Resources Specialist I	03	1	\$ 32.19	\$ 5,580	\$ 66,964
Human Resources Specialist I	03	2	\$ 33.80	\$ 5,859	\$ 70,308
Human Resources Specialist I	03	3	\$ 35.48	\$ 6,150	\$ 73,804
Human Resources Specialist I	03	4	\$ 37.24	\$ 6,454	\$ 77,452
Human Resources Specialist I	03	5	\$ 39.11	\$ 6,780	\$ 81,355
Human Resources Specialist I	03	6	\$ 41.05	\$ 7,115	\$ 85,383
Human Resources Specialist I	03	7	\$ 43.14	\$ 7,478	\$ 89,741
Human Resources Specialist I	03	8	\$ 45.24	\$ 7,842	\$ 94,099
Human Resources Specialist II	08	1	\$ 35.59	\$ 6,169	\$ 74,032
Human Resources Specialist II	08	2	\$ 37.37	\$ 6,478	\$ 77,732
Human Resources Specialist II	08	3	\$ 39.21	\$ 6,796	\$ 81,557
Human Resources Specialist II	08	4	\$ 41.18	\$ 7,138	\$ 85,662
Human Resources Specialist II	08	5	\$ 43.29	\$ 7,504	\$ 90,045
Human Resources Specialist II	08	6	\$ 45.37	\$ 7,865	\$ 94,377
Human Resources Specialist II	08	7	\$ 47.72	\$ 8,272	\$ 99,267
Human Resources Specialist II	08	8	\$ 50.09	\$ 8,682	\$ 104,183
IT Manager	15D	1	\$ 74.22	\$ 12,864	\$ 154,373
IT Manager	15D	2	\$ 77.93	\$ 13,508	\$ 162,101
IT Manager	15D	3	\$ 81.82	\$ 14,182	\$ 170,183
IT Manager	15D	4	\$ 85.91	\$ 14,891	\$ 178,696
IT Manager	15D	5	\$ 90.21	\$ 15,637	\$ 187,640

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2024

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
IT Supervisor	97	1	\$ 64.80	\$ 11,232	\$ 134,789
IT Supervisor	97	2	\$ 68.02	\$ 11,790	\$ 141,478
IT Supervisor	97	3	\$ 71.42	\$ 12,380	\$ 148,561
IT Supervisor	97	4	\$ 75.02	\$ 13,003	\$ 156,040
IT Supervisor	97	5	\$ 78.76	\$ 13,651	\$ 163,815
Library Director	11C	0	\$ 78.75	\$ 13,650	\$ 163,798
Library Director	11C	1	\$ 98.43	\$ 17,062	\$ 204,742
Library Director	11C	2	\$ 118.12	\$ 20,474	\$ 245,685
Library Services Manager	10D	1	\$ 62.44	\$ 10,823	\$ 129,874
Library Services Manager	10D	2	\$ 65.55	\$ 11,361	\$ 136,334
Library Services Manager	10D	3	\$ 68.85	\$ 11,933	\$ 143,200
Library Services Manager	10D	4	\$ 72.29	\$ 12,531	\$ 150,370
Library Services Manager	10D	5	\$ 75.91	\$ 13,158	\$ 157,895
Management Analyst	12	1	\$ 38.52	\$ 6,676	\$ 80,113
Management Analyst	12	2	\$ 40.49	\$ 7,018	\$ 84,218
Management Analyst	12	3	\$ 42.49	\$ 7,364	\$ 88,372
Management Analyst	12	4	\$ 44.57	\$ 7,725	\$ 92,705
Management Analyst	12	5	\$ 46.82	\$ 8,116	\$ 97,393
Management Analyst	12	6	\$ 49.19	\$ 8,526	\$ 102,307
Management Analyst	12	7	\$ 51.62	\$ 8,948	\$ 107,375
Management Analyst	12	8	\$ 54.20	\$ 9,395	\$ 112,746
Management Analyst, Senior	06	1	\$ 44.30	\$ 7,678	\$ 92,138
Management Analyst, Senior	06	2	\$ 46.52	\$ 8,063	\$ 96,754
Management Analyst, Senior	06	3	\$ 48.84	\$ 8,466	\$ 101,592
Management Analyst, Senior	06	4	\$ 51.29	\$ 8,890	\$ 106,676
Management Analyst, Senior	06	5	\$ 53.85	\$ 9,334	\$ 112,007
Management Analyst, Senior	06	6	\$ 56.54	\$ 9,801	\$ 117,610
Management Analyst, Senior	06	7	\$ 59.37	\$ 10,290	\$ 123,484
Management Analyst, Senior	06	8	\$ 62.35	\$ 10,807	\$ 129,680
Management Fellow	26	1	\$ 25.51	\$ 4,422	\$ 53,061
Paralegal	30	1	\$ 34.53	\$ 5,986	\$ 71,828
Paralegal	30	2	\$ 36.25	\$ 6,283	\$ 75,401
Paralegal	30	3	\$ 38.09	\$ 6,602	\$ 79,227
Paralegal	30	4	\$ 40.00	\$ 6,934	\$ 83,204
Paralegal	30	5	\$ 41.99	\$ 7,278	\$ 87,334
Paralegal	30	6	\$ 44.08	\$ 7,641	\$ 91,691
Paralegal	30	7	\$ 46.28	\$ 8,021	\$ 96,252
Paralegal	30	8	\$ 48.59	\$ 8,422	\$ 101,066

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2024

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Planner, Principal	27	1	\$ 50.44	\$ 8,743	\$ 104,917
Planner, Principal	27	2	\$ 52.99	\$ 9,184	\$ 110,212
Planner, Principal	27	3	\$ 55.61	\$ 9,638	\$ 115,660
Planner, Principal	27	4	\$ 58.42	\$ 10,126	\$ 121,512
Planner, Principal	27	5	\$ 61.33	\$ 10,631	\$ 127,568
Planner, Principal	27	6	\$ 64.40	\$ 11,163	\$ 133,953
Planner, Principal	27	7	\$ 67.62	\$ 11,720	\$ 140,641
Planner, Principal	27	8	\$ 71.01	\$ 12,309	\$ 147,710
Planning Manager	11	1	\$ 64.61	\$ 11,199	\$ 134,383
Planning Manager	11	2	\$ 67.84	\$ 11,758	\$ 141,097
Planning Manager	11	3	\$ 71.21	\$ 12,343	\$ 148,115
Planning Manager	11	4	\$ 74.77	\$ 12,959	\$ 155,514
Planning Manager	11	5	\$ 78.53	\$ 13,612	\$ 163,342
Police Chief ²	02B	0	\$ 87.07	\$ 15,093	\$ 181,115
Police Chief	02B	1	\$ 108.83	\$ 18,865	\$ 226,375
Police Chief	02B	2	\$ 130.59	\$ 22,636	\$ 271,636
Police Support Services Administrator	28	1	\$ 76.02	\$ 13,177	\$ 158,123
Police Support Services Administrator	28	2	\$ 79.82	\$ 13,836	\$ 166,028
Police Support Services Administrator	28	3	\$ 83.82	\$ 14,528	\$ 174,338
Police Support Services Administrator	28	4	\$ 87.99	\$ 15,252	\$ 183,029
Police Support Services Administrator	28	5	\$ 92.39	\$ 16,015	\$ 192,175
Public Information Manager	14	1	\$ 68.93	\$ 11,948	\$ 143,378
Public Information Manager	14	2	\$ 72.39	\$ 12,548	\$ 150,573
Public Information Manager	14	3	\$ 76.02	\$ 13,177	\$ 158,123
Public Information Manager	14	4	\$ 79.81	\$ 13,834	\$ 166,003
Public Information Manager	14	5	\$ 83.78	\$ 14,522	\$ 174,262
Public Information Specialist	07B	1	\$ 34.02	\$ 5,897	\$ 70,764
Public Information Specialist	07B	2	\$ 35.71	\$ 6,191	\$ 74,286
Public Information Specialist	07B	3	\$ 37.53	\$ 6,505	\$ 78,061
Public Information Specialist	07B	4	\$ 39.37	\$ 6,824	\$ 81,887
Public Information Specialist	07B	5	\$ 41.35	\$ 7,168	\$ 86,017
Public Information Specialist	07B	6	\$ 43.42	\$ 7,527	\$ 90,324
Public Information Specialist	07B	7	\$ 45.63	\$ 7,909	\$ 94,910
Public Information Specialist	07B	8	\$ 47.88	\$ 8,300	\$ 99,597
Public Works Director	15G	0	\$ 83.24	\$ 14,429	\$ 173,148
Public Works Director	15G	1	\$ 104.05	\$ 18,035	\$ 216,422
Public Works Director	15G	2	\$ 124.85	\$ 21,641	\$ 259,696
Public Works Director, Deputy	29A	1	\$ 91.45	\$ 15,852	\$ 190,224

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2024

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Public Works Director, Deputy	29A	2	\$ 96.03	\$ 16,646	\$ 199,750
Public Works Director, Deputy	29A	3	\$ 100.82	\$ 17,476	\$ 209,707
Public Works Director, Deputy	29A	4	\$ 105.86	\$ 18,350	\$ 220,197
Public Works Director, Deputy	29A	5	\$ 111.16	\$ 19,268	\$ 231,218
Public Works Director, Deputy (Municipal Ops)	17B	1	\$ 77.99	\$ 13,519	\$ 162,228
Public Works Director, Deputy (Municipal Ops)	17B	2	\$ 81.86	\$ 14,188	\$ 170,259
Public Works Director, Deputy (Municipal Ops)	17B	3	\$ 85.96	\$ 14,900	\$ 178,797
Public Works Director, Deputy (Municipal Ops)	17B	4	\$ 90.26	\$ 15,645	\$ 187,741
Public Works Director, Deputy (Municipal Ops)	17B	5	\$ 94.79	\$ 16,431	\$ 197,166
Public Works Manager	14A	1	\$ 68.93	\$ 11,948	\$ 143,378
Public Works Manager	14A	2	\$ 72.39	\$ 12,548	\$ 150,573
Public Works Manager	14A	3	\$ 76.02	\$ 13,177	\$ 158,123
Public Works Manager	14A	4	\$ 79.81	\$ 13,834	\$ 166,003
Public Works Manager	14A	5	\$ 83.78	\$ 14,522	\$ 174,262
Purchasing & Contracts Administrator	19A	1	\$ 48.05	\$ 8,329	\$ 99,951
Purchasing & Contracts Administrator	19A	2	\$ 50.44	\$ 8,743	\$ 104,917
Purchasing & Contracts Administrator	19A	3	\$ 53.00	\$ 9,186	\$ 110,238
Purchasing & Contracts Administrator	19A	4	\$ 55.61	\$ 9,638	\$ 115,660
Purchasing & Contracts Administrator	19A	5	\$ 58.42	\$ 10,126	\$ 121,512
Purchasing & Contracts Administrator	19A	6	\$ 61.33	\$ 10,631	\$ 127,568
Purchasing & Contracts Administrator	19A	7	\$ 64.40	\$ 11,163	\$ 133,953
Purchasing & Contracts Administrator	19A	8	\$ 67.64	\$ 11,724	\$ 140,692
Real Property Administrator	19B	1	\$ 48.05	\$ 8,329	\$ 99,951
Real Property Administrator	19B	2	\$ 50.44	\$ 8,743	\$ 104,917
Real Property Administrator	19B	3	\$ 53.00	\$ 9,186	\$ 110,238
Real Property Administrator	19B	4	\$ 55.61	\$ 9,638	\$ 115,660
Real Property Administrator	19B	5	\$ 58.42	\$ 10,126	\$ 121,512
Real Property Administrator	19B	6	\$ 61.33	\$ 10,631	\$ 127,568
Real Property Administrator	19B	7	\$ 64.40	\$ 11,163	\$ 133,953
Real Property Administrator	19B	8	\$ 67.64	\$ 11,724	\$ 140,692
Recreation & Senior Services Manager	05A	1	\$ 55.18	\$ 9,564	\$ 114,773
Recreation & Senior Services Manager	05A	2	\$ 57.93	\$ 10,042	\$ 120,498
Recreation & Senior Services Manager	05A	3	\$ 60.86	\$ 10,548	\$ 126,579
Recreation & Senior Services Manager	05A	4	\$ 63.91	\$ 11,078	\$ 132,939
Recreation & Senior Services Manager	05A	5	\$ 67.08	\$ 11,627	\$ 139,526
Recreation & Sr. Services Director	11D	0	\$ 78.75	\$ 13,650	\$ 163,798
Recreation & Sr. Services Director	11D	1	\$ 98.43	\$ 17,062	\$ 204,742
Recreation & Sr. Services Director	11D	2	\$ 118.12	\$ 20,474	\$ 245,685

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2024

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Recreation & Sr. Services Director, Deputy	15	1	\$ 74.22	\$ 12,864	\$ 154,373
Recreation & Sr. Services Director, Deputy	15	2	\$ 77.93	\$ 13,508	\$ 162,101
Recreation & Sr. Services Director, Deputy	15	3	\$ 81.82	\$ 14,182	\$ 170,183
Recreation & Sr. Services Director, Deputy	15	4	\$ 85.91	\$ 14,891	\$ 178,696
Recreation & Sr. Services Director, Deputy	15	5	\$ 90.21	\$ 15,637	\$ 187,640
Revenue Manager	16D	1	\$ 72.40	\$ 12,550	\$ 150,599
Revenue Manager	16D	2	\$ 76.03	\$ 13,179	\$ 158,149
Revenue Manager	16D	3	\$ 79.83	\$ 13,838	\$ 166,054
Revenue Manager	16D	4	\$ 83.83	\$ 14,530	\$ 174,364
Revenue Manager	16D	5	\$ 87.98	\$ 15,250	\$ 183,003
Superintendent	10A	1	\$ 62.44	\$ 10,823	\$ 129,874
Superintendent	10A	2	\$ 65.55	\$ 11,361	\$ 136,334
Superintendent	10A	3	\$ 68.85	\$ 11,933	\$ 143,200
Superintendent	10A	4	\$ 72.29	\$ 12,531	\$ 150,370
Superintendent	10A	5	\$ 75.91	\$ 13,158	\$ 157,895
Systems & Administrative Manager	07A	1	\$ 58.42	\$ 10,126	\$ 121,512
Systems & Administrative Manager	07A	2	\$ 61.33	\$ 10,631	\$ 127,568
Systems & Administrative Manager	07A	3	\$ 64.40	\$ 11,163	\$ 133,953
Systems & Administrative Manager	07A	4	\$ 67.62	\$ 11,720	\$ 140,641
Systems & Administrative Manager	07A	5	\$ 71.01	\$ 12,309	\$ 147,710
Utilities Director	11F	0	\$ 78.75	\$ 13,650	\$ 163,798
Utilities Director	11F	1	\$ 98.43	\$ 17,062	\$ 204,742
Utilities Director	11F	2	\$ 118.12	\$ 20,474	\$ 245,685
Administrative Manager, y-rate (appointed on/before 10/27/2018)	99	1	\$ 79.69	\$ 13,813	\$ 165,752

Hourly rates are rounded to the nearest hundredth.

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

¹Fire Chief: Salary range adjustment only, pay adjusts with Fire Management Association

²Police Chief: Salary range adjustment only, pay adjusts with Police Management Association

Additional Key & Management Positions:	Cost of Living Adjustments
Police Chief, Assistant	Salary range and base pay adjusts with Police Mgt.
Fire Chief, Assistant Lifeguard Ops	Salary range and base pay adjusts with Lifeguard Mgt.

Effective 1/26/2021, Council Appointees (City Manager, City Attorney, and City Clerk) are no longer tied to Key & Management for cost of living adjustments in accordance with Council Resolution No. 2021-8 and employment agreements.

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2025

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Administrative Assistant (Confidential)	05	1	\$ 33.04	\$ 5,726	\$ 68,716
Administrative Assistant (Confidential)	05	2	\$ 34.69	\$ 6,013	\$ 72,154
Administrative Assistant (Confidential)	05	3	\$ 36.42	\$ 6,312	\$ 75,745
Administrative Assistant (Confidential)	05	4	\$ 38.27	\$ 6,633	\$ 79,596
Administrative Assistant (Confidential)	05	5	\$ 40.12	\$ 6,954	\$ 83,447
Administrative Assistant (Confidential)	05	6	\$ 42.17	\$ 7,309	\$ 87,710
Administrative Assistant (Confidential)	05	7	\$ 44.28	\$ 7,675	\$ 92,104
Administrative Assistant (Confidential)	05	8	\$ 46.52	\$ 8,063	\$ 96,756
Administrative Manager	04B	1	\$ 54.90	\$ 9,517	\$ 114,200
Administrative Manager	04B	2	\$ 57.69	\$ 9,999	\$ 119,989
Administrative Manager	04B	3	\$ 60.51	\$ 10,488	\$ 125,856
Administrative Manager	04B	4	\$ 63.55	\$ 11,016	\$ 132,187
Administrative Manager	04B	5	\$ 66.73	\$ 11,567	\$ 138,802
Budget Analyst	15B	1	\$ 42.37	\$ 7,344	\$ 88,124
Budget Analyst	15B	2	\$ 44.48	\$ 7,710	\$ 92,517
Budget Analyst	15B	3	\$ 46.70	\$ 8,095	\$ 97,143
Budget Analyst	15B	4	\$ 49.01	\$ 8,496	\$ 101,950
Budget Analyst	15B	5	\$ 51.45	\$ 8,918	\$ 107,015
Budget Analyst	15B	6	\$ 54.05	\$ 9,368	\$ 112,417
Budget Analyst	15B	7	\$ 56.72	\$ 9,831	\$ 117,973
Budget Analyst	15B	8	\$ 59.59	\$ 10,329	\$ 123,943
Budget Analyst, Senior	25	1	\$ 49.01	\$ 8,496	\$ 101,950
Budget Analyst, Senior	25	2	\$ 51.45	\$ 8,918	\$ 107,015
Budget Analyst, Senior	25	3	\$ 54.06	\$ 9,370	\$ 112,442
Budget Analyst, Senior	25	4	\$ 56.72	\$ 9,831	\$ 117,973
Budget Analyst, Senior	25	5	\$ 59.59	\$ 10,329	\$ 123,943
Budget Analyst, Senior	25	6	\$ 62.56	\$ 10,843	\$ 130,119
Budget Analyst, Senior	25	7	\$ 65.69	\$ 11,386	\$ 136,632
Budget Analyst, Senior	25	8	\$ 68.99	\$ 11,959	\$ 143,506
City Attorney, Assistant	22A	0	\$ 76.49	\$ 13,258	\$ 159,098
City Attorney, Assistant	22A	1	\$ 95.60	\$ 16,571	\$ 198,851
City Attorney, Assistant	22A	2	\$ 114.71	\$ 19,884	\$ 238,606
City Attorney, Deputy	16E	1	\$ 73.85	\$ 12,801	\$ 153,611
City Attorney, Deputy	16E	2	\$ 77.55	\$ 13,443	\$ 161,312
City Attorney, Deputy	16E	3	\$ 81.43	\$ 14,115	\$ 169,375
City Attorney, Deputy	16E	4	\$ 85.51	\$ 14,821	\$ 177,851
City Attorney, Deputy	16E	5	\$ 89.74	\$ 15,555	\$ 186,663
City Clerk, Assistant	71	1	\$ 45.18	\$ 7,832	\$ 93,981

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2025

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
City Clerk, Assistant	71	2	\$ 47.45	\$ 8,224	\$ 98,689
City Clerk, Assistant	71	3	\$ 49.82	\$ 8,635	\$ 103,623
City Clerk, Assistant	71	4	\$ 52.31	\$ 9,067	\$ 108,809
City Clerk, Assistant	71	5	\$ 54.93	\$ 9,521	\$ 114,248
City Clerk, Assistant	71	6	\$ 57.67	\$ 9,997	\$ 119,962
City Clerk, Assistant	71	7	\$ 60.55	\$ 10,496	\$ 125,954
City Clerk, Assistant	71	8	\$ 63.59	\$ 11,023	\$ 132,273
City Clerk, Deputy	07	1	\$ 34.70	\$ 6,015	\$ 72,179
City Clerk, Deputy	07	2	\$ 36.43	\$ 6,314	\$ 75,772
City Clerk, Deputy	07	3	\$ 38.28	\$ 6,635	\$ 79,622
City Clerk, Deputy	07	4	\$ 40.16	\$ 6,960	\$ 83,524
City Clerk, Deputy	07	5	\$ 42.18	\$ 7,311	\$ 87,737
City Clerk, Deputy	07	6	\$ 44.29	\$ 7,678	\$ 92,130
City Clerk, Deputy	07	7	\$ 46.54	\$ 8,067	\$ 96,808
City Clerk, Deputy	07	8	\$ 48.84	\$ 8,466	\$ 101,589
City Engineer, Assistant	15A	1	\$ 75.64	\$ 13,111	\$ 157,332
City Engineer, Assistant	15A	2	\$ 79.40	\$ 13,764	\$ 165,162
City Engineer, Assistant	15A	3	\$ 83.38	\$ 14,453	\$ 173,432
City Engineer, Assistant	15A	4	\$ 87.56	\$ 15,176	\$ 182,115
City Engineer, Assistant	15A	5	\$ 91.93	\$ 15,934	\$ 191,212
City Manager, Assistant	17A	0	\$ 89.49	\$ 15,512	\$ 186,147
City Manager, Assistant	17A	1	\$ 111.86	\$ 19,389	\$ 232,664
City Manager, Assistant	17A	2	\$ 134.22	\$ 23,265	\$ 279,181
City Manager, Deputy	11E	0	\$ 70.05	\$ 12,142	\$ 145,702
City Manager, Deputy	11E	1	\$ 82.03	\$ 14,218	\$ 170,616
City Manager, Deputy	11E	2	\$ 94.00	\$ 16,294	\$ 195,529
City Traffic Engineer	15E	1	\$ 75.64	\$ 13,111	\$ 157,332
City Traffic Engineer	15E	2	\$ 79.40	\$ 13,764	\$ 165,162
City Traffic Engineer	15E	3	\$ 83.38	\$ 14,453	\$ 173,432
City Traffic Engineer	15E	4	\$ 87.56	\$ 15,176	\$ 182,115
City Traffic Engineer	15E	5	\$ 91.93	\$ 15,934	\$ 191,212
Civil Engineer, Principal	13	1	\$ 72.01	\$ 12,482	\$ 149,785
Civil Engineer, Principal	13	2	\$ 75.62	\$ 13,107	\$ 157,280
Civil Engineer, Principal	13	3	\$ 79.38	\$ 13,759	\$ 165,110
Civil Engineer, Principal	13	4	\$ 83.36	\$ 14,448	\$ 173,380
Civil Engineer, Principal	13	5	\$ 87.53	\$ 15,172	\$ 182,063
Civil Engineer, Senior (K&M)	04A	1	\$ 55.97	\$ 9,702	\$ 116,422
Civil Engineer, Senior (K&M)	04A	2	\$ 58.74	\$ 10,182	\$ 122,185

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2025

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Civil Engineer, Senior (K&M)	04A	3	\$ 61.69	\$ 10,693	\$ 128,310
Civil Engineer, Senior (K&M)	04A	4	\$ 64.77	\$ 11,227	\$ 134,719
Civil Engineer, Senior (K&M)	04A	5	\$ 68.02	\$ 11,791	\$ 141,490
Civil Engineer, Senior (K&M)	04A	6	\$ 71.42	\$ 12,379	\$ 148,545
Civil Engineer, Senior (K&M)	04A	7	\$ 74.98	\$ 12,997	\$ 155,962
Civil Engineer, Senior (K&M)	04A	8	\$ 78.73	\$ 13,647	\$ 163,767
Community Development Director	15H	0	\$ 84.91	\$ 14,718	\$ 176,610
Community Development Director	15H	1	\$ 106.13	\$ 18,396	\$ 220,750
Community Development Director	15H	2	\$ 127.35	\$ 22,074	\$ 264,890
Community Development Director, Deputy	17	1	\$ 79.55	\$ 13,789	\$ 165,472
Community Development Director, Deputy	17	2	\$ 83.49	\$ 14,472	\$ 173,664
Community Development Director, Deputy	17	3	\$ 87.68	\$ 15,198	\$ 182,373
Community Development Director, Deputy	17	4	\$ 92.07	\$ 15,958	\$ 191,496
Community Development Director, Deputy	17	5	\$ 96.69	\$ 16,759	\$ 201,109
Executive Assistant	08A	1	\$ 36.30	\$ 6,293	\$ 75,513
Executive Assistant	08A	2	\$ 38.12	\$ 6,607	\$ 79,286
Executive Assistant	08A	3	\$ 39.99	\$ 6,932	\$ 83,188
Executive Assistant	08A	4	\$ 42.01	\$ 7,281	\$ 87,375
Executive Assistant	08A	5	\$ 44.16	\$ 7,654	\$ 91,846
Executive Assistant	08A	6	\$ 46.28	\$ 8,022	\$ 96,265
Executive Assistant	08A	7	\$ 48.68	\$ 8,438	\$ 101,253
Executive Assistant	08A	8	\$ 51.09	\$ 8,856	\$ 106,266
Field Superintendent II	10	1	\$ 63.69	\$ 11,039	\$ 132,471
Field Superintendent II	10	2	\$ 66.86	\$ 11,588	\$ 139,061
Field Superintendent II	10	3	\$ 70.22	\$ 12,172	\$ 146,064
Field Superintendent II	10	4	\$ 73.74	\$ 12,781	\$ 153,378
Field Superintendent II	10	5	\$ 77.43	\$ 13,421	\$ 161,053
Finance Director	15C	0	\$ 84.91	\$ 14,718	\$ 176,610
Finance Director	15C	1	\$ 106.13	\$ 18,396	\$ 220,750
Finance Director	15C	2	\$ 127.35	\$ 22,074	\$ 264,890
Finance Director, Deputy	17C	1	\$ 79.55	\$ 13,789	\$ 165,472
Finance Director, Deputy	17C	2	\$ 83.49	\$ 14,472	\$ 173,664
Finance Director, Deputy	17C	3	\$ 87.68	\$ 15,198	\$ 182,373
Finance Director, Deputy	17C	4	\$ 92.07	\$ 15,958	\$ 191,496
Finance Director, Deputy	17C	5	\$ 96.69	\$ 16,759	\$ 201,109
Finance Manager	16	1	\$ 70.31	\$ 12,187	\$ 146,245
Finance Manager	16	2	\$ 73.84	\$ 12,799	\$ 153,584
Finance Manager	16	3	\$ 77.54	\$ 13,440	\$ 161,286

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2025

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Finance Manager	16	4	\$ 81.41	\$ 14,110	\$ 169,323
Finance Manager	16	5	\$ 85.46	\$ 14,812	\$ 177,748
Fire Chief ¹	01C	0	\$ 86.29	\$ 14,957	\$ 179,483
Fire Chief	01C	1	\$ 107.85	\$ 18,695	\$ 224,336
Fire Chief	01C	2	\$ 129.42	\$ 22,432	\$ 269,188
Fire Chief, Assistant	01B	1	\$ 94.86	\$ 16,442	\$ 197,305
Fire Chief, Assistant	01B	2	\$ 99.60	\$ 17,264	\$ 207,169
Fire Chief, Assistant	01B	3	\$ 104.58	\$ 18,128	\$ 217,531
Fire Chief, Assistant	01B	4	\$ 109.80	\$ 19,033	\$ 228,392
Fire Chief, Assistant	01B	5	\$ 115.28	\$ 19,981	\$ 239,777
Fire Division Chief, EMS	02D	1	\$ 69.59	\$ 12,062	\$ 144,746
Fire Division Chief, EMS	02D	2	\$ 73.07	\$ 12,665	\$ 151,982
Fire Division Chief, EMS	02D	3	\$ 76.71	\$ 13,296	\$ 159,554
Fire Division Chief, EMS	02D	4	\$ 80.56	\$ 13,964	\$ 167,565
Fire Division Chief, EMS	02D	5	\$ 84.59	\$ 14,662	\$ 175,938
Fire Marshal (Civilian)	02E	1	\$ 69.59	\$ 12,062	\$ 144,746
Fire Marshal (Civilian)	02E	2	\$ 73.07	\$ 12,665	\$ 151,982
Fire Marshal (Civilian)	02E	3	\$ 76.71	\$ 13,296	\$ 159,554
Fire Marshal (Civilian)	02E	4	\$ 80.56	\$ 13,964	\$ 167,565
Fire Marshal (Civilian)	02E	5	\$ 84.59	\$ 14,662	\$ 175,938
Fiscal Specialist (Confidential)	01A	1	\$ 32.04	\$ 5,554	\$ 66,649
Fiscal Specialist (Confidential)	01A	2	\$ 33.67	\$ 5,836	\$ 70,034
Fiscal Specialist (Confidential)	01A	3	\$ 35.34	\$ 6,125	\$ 73,497
Fiscal Specialist (Confidential)	01A	4	\$ 37.10	\$ 6,431	\$ 77,167
Fiscal Specialist (Confidential)	01A	5	\$ 38.99	\$ 6,758	\$ 81,095
Fiscal Specialist (Confidential)	01A	6	\$ 40.89	\$ 7,087	\$ 85,049
Fiscal Specialist (Confidential)	01A	7	\$ 42.96	\$ 7,447	\$ 89,365
Fiscal Specialist (Confidential)	01A	8	\$ 45.10	\$ 7,817	\$ 93,810
Harbormaster	77	0	\$ 54.13	\$ 9,382	\$ 112,582
Harbormaster	77	1	\$ 67.65	\$ 11,726	\$ 140,716
Harbormaster	77	2	\$ 81.18	\$ 14,071	\$ 168,849
Human Resources Analyst	16A	1	\$ 43.36	\$ 7,516	\$ 90,192
Human Resources Analyst	16A	2	\$ 45.49	\$ 7,884	\$ 94,611
Human Resources Analyst	16A	3	\$ 47.78	\$ 8,283	\$ 99,392
Human Resources Analyst	16A	4	\$ 50.21	\$ 8,703	\$ 104,432
Human Resources Analyst	16A	5	\$ 52.68	\$ 9,131	\$ 109,574
Human Resources Analyst	16A	6	\$ 55.31	\$ 9,588	\$ 115,053
Human Resources Analyst	16A	7	\$ 58.10	\$ 10,070	\$ 120,842

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2025

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Human Resources Analyst	16A	8	\$ 61.00	\$ 10,574	\$ 126,889
Human Resources Analyst, Senior	20A	1	\$ 47.85	\$ 8,293	\$ 99,521
Human Resources Analyst, Senior	20A	2	\$ 50.28	\$ 8,716	\$ 104,587
Human Resources Analyst, Senior	20A	3	\$ 52.78	\$ 9,148	\$ 109,781
Human Resources Analyst, Senior	20A	4	\$ 55.43	\$ 9,607	\$ 115,286
Human Resources Analyst, Senior	20A	5	\$ 58.16	\$ 10,081	\$ 120,971
Human Resources Analyst, Senior	20A	6	\$ 61.08	\$ 10,587	\$ 127,044
Human Resources Analyst, Senior	20A	7	\$ 64.10	\$ 11,110	\$ 133,323
Human Resources Analyst, Senior	20A	8	\$ 67.33	\$ 11,670	\$ 140,043
Human Resources Director	11B	0	\$ 80.32	\$ 13,923	\$ 167,074
Human Resources Director	11B	1	\$ 100.40	\$ 17,403	\$ 208,837
Human Resources Director	11B	2	\$ 120.48	\$ 20,883	\$ 250,599
Human Resources Manager	02C	1	\$ 69.59	\$ 12,062	\$ 144,746
Human Resources Manager	02C	2	\$ 73.07	\$ 12,665	\$ 151,982
Human Resources Manager	02C	3	\$ 76.71	\$ 13,296	\$ 159,554
Human Resources Manager	02C	4	\$ 80.56	\$ 13,964	\$ 167,565
Human Resources Manager	02C	5	\$ 84.59	\$ 14,662	\$ 175,938
Human Resources Specialist I	03	1	\$ 32.84	\$ 5,692	\$ 68,303
Human Resources Specialist I	03	2	\$ 34.48	\$ 5,976	\$ 71,714
Human Resources Specialist I	03	3	\$ 36.19	\$ 6,273	\$ 75,280
Human Resources Specialist I	03	4	\$ 37.98	\$ 6,583	\$ 79,002
Human Resources Specialist I	03	5	\$ 39.90	\$ 6,915	\$ 82,982
Human Resources Specialist I	03	6	\$ 41.87	\$ 7,258	\$ 87,091
Human Resources Specialist I	03	7	\$ 44.01	\$ 7,628	\$ 91,535
Human Resources Specialist I	03	8	\$ 46.14	\$ 7,998	\$ 95,981
Human Resources Specialist II	08	1	\$ 36.30	\$ 6,293	\$ 75,513
Human Resources Specialist II	08	2	\$ 38.12	\$ 6,607	\$ 79,286
Human Resources Specialist II	08	3	\$ 39.99	\$ 6,932	\$ 83,188
Human Resources Specialist II	08	4	\$ 42.01	\$ 7,281	\$ 87,375
Human Resources Specialist II	08	5	\$ 44.16	\$ 7,654	\$ 91,846
Human Resources Specialist II	08	6	\$ 46.28	\$ 8,022	\$ 96,265
Human Resources Specialist II	08	7	\$ 48.68	\$ 8,438	\$ 101,253
Human Resources Specialist II	08	8	\$ 51.09	\$ 8,856	\$ 106,266
IT Manager	15D	1	\$ 75.70	\$ 13,122	\$ 157,461
IT Manager	15D	2	\$ 79.49	\$ 13,779	\$ 165,343
IT Manager	15D	3	\$ 83.46	\$ 14,466	\$ 173,587
IT Manager	15D	4	\$ 87.63	\$ 15,189	\$ 182,270
IT Manager	15D	5	\$ 92.02	\$ 15,949	\$ 191,393

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2025

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
IT Supervisor	97	1	\$ 66.10	\$ 11,457	\$ 137,485
IT Supervisor	97	2	\$ 69.38	\$ 12,026	\$ 144,308
IT Supervisor	97	3	\$ 72.85	\$ 12,628	\$ 151,533
IT Supervisor	97	4	\$ 76.52	\$ 13,263	\$ 159,161
IT Supervisor	97	5	\$ 80.33	\$ 13,924	\$ 167,092
Library Director	11C	0	\$ 80.32	\$ 13,923	\$ 167,074
Library Director	11C	1	\$ 100.40	\$ 17,403	\$ 208,837
Library Director	11C	2	\$ 120.48	\$ 20,883	\$ 250,599
Library Services Manager	10D	1	\$ 63.69	\$ 11,039	\$ 132,471
Library Services Manager	10D	2	\$ 66.86	\$ 11,588	\$ 139,061
Library Services Manager	10D	3	\$ 70.22	\$ 12,172	\$ 146,064
Library Services Manager	10D	4	\$ 73.74	\$ 12,781	\$ 153,378
Library Services Manager	10D	5	\$ 77.43	\$ 13,421	\$ 161,053
Management Analyst	12	1	\$ 39.29	\$ 6,810	\$ 81,715
Management Analyst	12	2	\$ 41.30	\$ 7,158	\$ 85,902
Management Analyst	12	3	\$ 43.34	\$ 7,512	\$ 90,140
Management Analyst	12	4	\$ 45.46	\$ 7,880	\$ 94,559
Management Analyst	12	5	\$ 47.76	\$ 8,278	\$ 99,341
Management Analyst	12	6	\$ 50.17	\$ 8,696	\$ 104,353
Management Analyst	12	7	\$ 52.66	\$ 9,127	\$ 109,522
Management Analyst	12	8	\$ 55.29	\$ 9,583	\$ 115,001
Management Analyst, Senior	06	1	\$ 45.18	\$ 7,832	\$ 93,981
Management Analyst, Senior	06	2	\$ 47.45	\$ 8,224	\$ 98,689
Management Analyst, Senior	06	3	\$ 49.82	\$ 8,635	\$ 103,623
Management Analyst, Senior	06	4	\$ 52.31	\$ 9,067	\$ 108,809
Management Analyst, Senior	06	5	\$ 54.93	\$ 9,521	\$ 114,248
Management Analyst, Senior	06	6	\$ 57.67	\$ 9,997	\$ 119,962
Management Analyst, Senior	06	7	\$ 60.55	\$ 10,496	\$ 125,954
Management Analyst, Senior	06	8	\$ 63.59	\$ 11,023	\$ 132,273
Management Fellow	26	1	\$ 26.02	\$ 4,510	\$ 54,122
Paralegal	30	1	\$ 35.22	\$ 6,105	\$ 73,265
Paralegal	30	2	\$ 36.98	\$ 6,409	\$ 76,909
Paralegal	30	3	\$ 38.85	\$ 6,734	\$ 80,811
Paralegal	30	4	\$ 40.80	\$ 7,072	\$ 84,868
Paralegal	30	5	\$ 42.83	\$ 7,423	\$ 89,081
Paralegal	30	6	\$ 44.96	\$ 7,794	\$ 93,525
Paralegal	30	7	\$ 47.20	\$ 8,181	\$ 98,177
Paralegal	30	8	\$ 49.56	\$ 8,591	\$ 103,087

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2025

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Planner, Principal	27	1	\$ 51.45	\$ 8,918	\$ 107,015
Planner, Principal	27	2	\$ 54.05	\$ 9,368	\$ 112,417
Planner, Principal	27	3	\$ 56.72	\$ 9,831	\$ 117,973
Planner, Principal	27	4	\$ 59.59	\$ 10,329	\$ 123,943
Planner, Principal	27	5	\$ 62.56	\$ 10,843	\$ 130,119
Planner, Principal	27	6	\$ 65.69	\$ 11,386	\$ 136,632
Planner, Principal	27	7	\$ 68.97	\$ 11,954	\$ 143,454
Planner, Principal	27	8	\$ 72.43	\$ 12,555	\$ 150,664
Planning Manager	11	1	\$ 65.90	\$ 11,423	\$ 137,070
Planning Manager	11	2	\$ 69.19	\$ 11,993	\$ 143,919
Planning Manager	11	3	\$ 72.63	\$ 12,590	\$ 151,077
Planning Manager	11	4	\$ 76.26	\$ 13,219	\$ 158,624
Planning Manager	11	5	\$ 80.10	\$ 13,884	\$ 166,609
Police Chief ²	02B	0	\$ 88.82	\$ 15,395	\$ 184,737
Police Chief	02B	1	\$ 111.01	\$ 19,242	\$ 230,902
Police Chief	02B	2	\$ 133.21	\$ 23,089	\$ 277,068
Police Support Services Administrator	28	1	\$ 77.54	\$ 13,440	\$ 161,286
Police Support Services Administrator	28	2	\$ 81.42	\$ 14,112	\$ 169,348
Police Support Services Administrator	28	3	\$ 85.49	\$ 14,819	\$ 177,825
Police Support Services Administrator	28	4	\$ 89.75	\$ 15,557	\$ 186,690
Police Support Services Administrator	28	5	\$ 94.24	\$ 16,335	\$ 196,018
Public Information Manager	14	1	\$ 70.31	\$ 12,187	\$ 146,245
Public Information Manager	14	2	\$ 73.84	\$ 12,799	\$ 153,584
Public Information Manager	14	3	\$ 77.54	\$ 13,440	\$ 161,286
Public Information Manager	14	4	\$ 81.41	\$ 14,110	\$ 169,323
Public Information Manager	14	5	\$ 85.46	\$ 14,812	\$ 177,748
Public Information Specialist	07B	1	\$ 34.70	\$ 6,015	\$ 72,179
Public Information Specialist	07B	2	\$ 36.43	\$ 6,314	\$ 75,772
Public Information Specialist	07B	3	\$ 38.28	\$ 6,635	\$ 79,622
Public Information Specialist	07B	4	\$ 40.16	\$ 6,960	\$ 83,524
Public Information Specialist	07B	5	\$ 42.18	\$ 7,311	\$ 87,737
Public Information Specialist	07B	6	\$ 44.29	\$ 7,678	\$ 92,130
Public Information Specialist	07B	7	\$ 46.54	\$ 8,067	\$ 96,808
Public Information Specialist	07B	8	\$ 48.84	\$ 8,466	\$ 101,589
Public Works Director	15G	0	\$ 84.91	\$ 14,718	\$ 176,610
Public Works Director	15G	1	\$ 106.13	\$ 18,396	\$ 220,750
Public Works Director	15G	2	\$ 127.35	\$ 22,074	\$ 264,890
Public Works Director, Deputy	29A	1	\$ 93.28	\$ 16,169	\$ 194,029

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2025

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Public Works Director, Deputy	29A	2	\$ 97.95	\$ 16,979	\$ 203,746
Public Works Director, Deputy	29A	3	\$ 102.84	\$ 17,825	\$ 213,901
Public Works Director, Deputy	29A	4	\$ 107.98	\$ 18,717	\$ 224,601
Public Works Director, Deputy	29A	5	\$ 113.39	\$ 19,654	\$ 235,843
Public Works Director, Deputy (Municipal Ops)	17B	1	\$ 79.55	\$ 13,789	\$ 165,472
Public Works Director, Deputy (Municipal Ops)	17B	2	\$ 83.49	\$ 14,472	\$ 173,664
Public Works Director, Deputy (Municipal Ops)	17B	3	\$ 87.68	\$ 15,198	\$ 182,373
Public Works Director, Deputy (Municipal Ops)	17B	4	\$ 92.07	\$ 15,958	\$ 191,496
Public Works Director, Deputy (Municipal Ops)	17B	5	\$ 96.69	\$ 16,759	\$ 201,109
Public Works Manager	14A	1	\$ 70.31	\$ 12,187	\$ 146,245
Public Works Manager	14A	2	\$ 73.84	\$ 12,799	\$ 153,584
Public Works Manager	14A	3	\$ 77.54	\$ 13,440	\$ 161,286
Public Works Manager	14A	4	\$ 81.41	\$ 14,110	\$ 169,323
Public Works Manager	14A	5	\$ 85.46	\$ 14,812	\$ 177,748
Purchasing & Contracts Administrator	19A	1	\$ 49.01	\$ 8,496	\$ 101,950
Purchasing & Contracts Administrator	19A	2	\$ 51.45	\$ 8,918	\$ 107,015
Purchasing & Contracts Administrator	19A	3	\$ 54.06	\$ 9,370	\$ 112,442
Purchasing & Contracts Administrator	19A	4	\$ 56.72	\$ 9,831	\$ 117,973
Purchasing & Contracts Administrator	19A	5	\$ 59.59	\$ 10,329	\$ 123,943
Purchasing & Contracts Administrator	19A	6	\$ 62.56	\$ 10,843	\$ 130,119
Purchasing & Contracts Administrator	19A	7	\$ 65.69	\$ 11,386	\$ 136,632
Purchasing & Contracts Administrator	19A	8	\$ 68.99	\$ 11,959	\$ 143,506
Real Property Administrator	19B	1	\$ 49.01	\$ 8,496	\$ 101,950
Real Property Administrator	19B	2	\$ 51.45	\$ 8,918	\$ 107,015
Real Property Administrator	19B	3	\$ 54.06	\$ 9,370	\$ 112,442
Real Property Administrator	19B	4	\$ 56.72	\$ 9,831	\$ 117,973
Real Property Administrator	19B	5	\$ 59.59	\$ 10,329	\$ 123,943
Real Property Administrator	19B	6	\$ 62.56	\$ 10,843	\$ 130,119
Real Property Administrator	19B	7	\$ 65.69	\$ 11,386	\$ 136,632
Real Property Administrator	19B	8	\$ 68.99	\$ 11,959	\$ 143,506
Recreation & Senior Services Manager	05A	1	\$ 56.28	\$ 9,756	\$ 117,068
Recreation & Senior Services Manager	05A	2	\$ 59.09	\$ 10,242	\$ 122,908
Recreation & Senior Services Manager	05A	3	\$ 62.07	\$ 10,759	\$ 129,111
Recreation & Senior Services Manager	05A	4	\$ 65.19	\$ 11,300	\$ 135,598
Recreation & Senior Services Manager	05A	5	\$ 68.42	\$ 11,860	\$ 142,317
Recreation & Sr. Services Director	11D	0	\$ 80.32	\$ 13,923	\$ 167,074
Recreation & Sr. Services Director	11D	1	\$ 100.40	\$ 17,403	\$ 208,837
Recreation & Sr. Services Director	11D	2	\$ 120.48	\$ 20,883	\$ 250,599

Appendix A

NEWPORT BEACH KEY & MANAGEMENT COMPENSATION PLAN

MOU Term: January 1, 2022 - December 31, 2025

2% Cost of Living Adjustment

Effective the pay period following January 1, 2025

Position Titles	Grade	Step	Hourly Rate	Monthly Rate	Annual Salary
Recreation & Sr. Services Director, Deputy	15	1	\$ 75.70	\$ 13,122	\$ 157,461
Recreation & Sr. Services Director, Deputy	15	2	\$ 79.49	\$ 13,779	\$ 165,343
Recreation & Sr. Services Director, Deputy	15	3	\$ 83.46	\$ 14,466	\$ 173,587
Recreation & Sr. Services Director, Deputy	15	4	\$ 87.63	\$ 15,189	\$ 182,270
Recreation & Sr. Services Director, Deputy	15	5	\$ 92.02	\$ 15,949	\$ 191,393
Revenue Manager	16D	1	\$ 73.85	\$ 12,801	\$ 153,611
Revenue Manager	16D	2	\$ 77.55	\$ 13,443	\$ 161,312
Revenue Manager	16D	3	\$ 81.43	\$ 14,115	\$ 169,375
Revenue Manager	16D	4	\$ 85.51	\$ 14,821	\$ 177,851
Revenue Manager	16D	5	\$ 89.74	\$ 15,555	\$ 186,663
Superintendent	10A	1	\$ 63.69	\$ 11,039	\$ 132,471
Superintendent	10A	2	\$ 66.86	\$ 11,588	\$ 139,061
Superintendent	10A	3	\$ 70.22	\$ 12,172	\$ 146,064
Superintendent	10A	4	\$ 73.74	\$ 12,781	\$ 153,378
Superintendent	10A	5	\$ 77.43	\$ 13,421	\$ 161,053
Systems & Administrative Manager	07A	1	\$ 59.59	\$ 10,329	\$ 123,943
Systems & Administrative Manager	07A	2	\$ 62.56	\$ 10,843	\$ 130,119
Systems & Administrative Manager	07A	3	\$ 65.69	\$ 11,386	\$ 136,632
Systems & Administrative Manager	07A	4	\$ 68.97	\$ 11,954	\$ 143,454
Systems & Administrative Manager	07A	5	\$ 72.43	\$ 12,555	\$ 150,664
Utilities Director	11F	0	\$ 80.32	\$ 13,923	\$ 167,074
Utilities Director	11F	1	\$ 100.40	\$ 17,403	\$ 208,837
Utilities Director	11F	2	\$ 120.48	\$ 20,883	\$ 250,599
Administrative Manager, y-rate (appointed on/before 10/27/2018)	99	1	\$ 79.69	\$ 13,813	\$ 165,752

Hourly rates are rounded to the nearest hundredth.

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

¹Fire Chief: Salary range adjustment only, pay adjusts with Fire Management Association

²Police Chief: Salary range adjustment only, pay adjusts with Police Management Association

Additional Key & Management Positions:	Cost of Living Adjustments
Police Chief, Assistant	Salary range and base pay adjusts with Police Mgt.
Fire Chief, Assistant Lifeguard Ops	Salary range and base pay adjusts with Lifeguard Mgt.

Effective 1/26/2021, Council Appointees (City Manager, City Attorney, and City Clerk) are no longer tied to Key & Management for cost of living adjustments in accordance with Council Resolution No. 2021-8 and employment agreements.