

**SIDE LETTER OF AGREEMENT
BETWEEN
CITY OF NEWPORT BEACH
AND
THE NEWPORT BEACH CITY EMPLOYEES ASSOCIATION**

This Side Letter of Agreement ("Agreement") is made and entered into by and between the City of Newport Beach ("City") and the Newport Beach City Employees Association ("Association") (collectively "Parties") with respect to the following:

WHEREAS, on November 16, 2021, the City Council adopted Resolution No. 2021-109 approving a Memorandum of Understanding ("MOU") between the Parties with a term of January 1, 2022, through December 31, 2025;

WHEREAS, to aid in the recruitment and retention of valuable employees, the Parties wish to modify the MOU;

WHEREAS, on March 7, 2023, this Agreement was ratified by the Association; and

WHEREAS, this Agreement will not have the effect of an agreement, and will not be binding on either party, until it is approved by the City Council.

NOW, THEREFORE, it is mutually agreed between the Parties as follows:

1. Section 2, Compensation, of the MOU is amended to add the following to Subsection A, which shall read as follows:

Effective the pay period which includes July 1, 2023, the City will add a new top step ("New Top Step") to the salary schedule for all represented positions, which shall be five percent (5%) more than the current top step ("Current Top Step"). The Parties acknowledge and agree that the first step for all represented positions currently in effect is not being eliminated.

With the following exception, step advancement through the salary ranges is unaffected by the addition of the New Top Step:

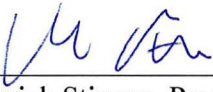
Employees who have been at the Current Top Step for longer than 12 months as of June 30, 2023, will advance to the New Top Step in the pay period which includes July 1, 2023.

2. Exhibit "A" of the MOU is replaced in its entirety with Exhibit A to this Agreement, which is attached hereto and incorporated herein by this reference.
3. Except as expressly modified herein, all other provisions, terms, and covenants set forth in the MOU shall remain unchanged and shall be in full force and effect.

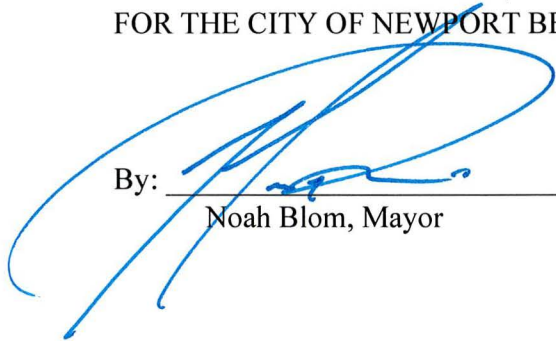
Signatures on the next page

Executed this 11 day of APRIL, 2023.

FOR THE NEWPORT BEACH CITY EMPLOYEES ASSOCIATION:

By: 
Mariah Stinson, President

FOR THE CITY OF NEWPORT BEACH:

By: 
Noah Blom, Mayor

CITY OF NEWPORT BEACH
APPROVED AS TO FORM:

By: 
Aaron C. Harp, City Attorney

ATTEST:

By:  4.12.2023
Leilani Brown, City Clerk



Attachment: Exhibit A – Salary Schedule

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Assistant, Administrative	75	1	\$ 31.56	\$ 5,470	\$ 65,644
Assistant, Administrative	75	2	\$ 33.14	\$ 5,744	\$ 68,923
Assistant, Administrative	75	3	\$ 34.78	\$ 6,029	\$ 72,350
Assistant, Administrative	75	4	\$ 36.50	\$ 6,327	\$ 75,927
Assistant, Administrative	75	5	\$ 38.34	\$ 6,646	\$ 79,752
Assistant, Administrative	75	6	\$ 40.24	\$ 6,975	\$ 83,701
Assistant, Administrative	75	7	\$ 42.29	\$ 7,331	\$ 87,973
Assistant, Administrative	75	8	\$ 44.35	\$ 7,687	\$ 92,245
Assistant, Administrative	75	9	\$ 46.57	\$ 8,071	\$ 96,857
Assistant, Department	55	1	\$ 25.33	\$ 4,390	\$ 52,680
Assistant, Department	55	2	\$ 26.58	\$ 4,607	\$ 55,287
Assistant, Department	55	3	\$ 27.89	\$ 4,835	\$ 58,019
Assistant, Department	55	4	\$ 29.29	\$ 5,077	\$ 60,925
Assistant, Department	55	5	\$ 30.77	\$ 5,334	\$ 64,005
Assistant, Department	55	6	\$ 32.30	\$ 5,599	\$ 67,184
Assistant, Department	55	7	\$ 33.91	\$ 5,878	\$ 70,537
Assistant, Department	55	8	\$ 35.61	\$ 6,172	\$ 74,064
Assistant, Department	55	9	\$ 37.39	\$ 6,481	\$ 77,767
Assistant, Office	15	1	\$ 21.65	\$ 3,752	\$ 45,029
Assistant, Office	15	2	\$ 22.74	\$ 3,941	\$ 47,290
Assistant, Office	15	3	\$ 23.88	\$ 4,140	\$ 49,674
Assistant, Office	15	4	\$ 25.09	\$ 4,349	\$ 52,183
Assistant, Office	15	5	\$ 26.33	\$ 4,564	\$ 54,766
Assistant, Office	15	6	\$ 27.65	\$ 4,794	\$ 57,522
Assistant, Office	15	7	\$ 29.02	\$ 5,029	\$ 60,354
Assistant, Office	15	8	\$ 30.47	\$ 5,282	\$ 63,384
Assistant, Office	15	9	\$ 32.00	\$ 5,546	\$ 66,553
Buyer	01	1	\$ 31.63	\$ 5,483	\$ 65,793
Buyer	01	2	\$ 33.22	\$ 5,758	\$ 69,097
Buyer	01	3	\$ 34.87	\$ 6,044	\$ 72,524
Buyer	01	4	\$ 36.62	\$ 6,348	\$ 76,175
Buyer	01	5	\$ 38.45	\$ 6,665	\$ 79,975
Buyer	01	6	\$ 40.37	\$ 6,998	\$ 83,974
Buyer	01	7	\$ 42.40	\$ 7,350	\$ 88,196
Buyer	01	8	\$ 44.48	\$ 7,710	\$ 92,518
Buyer	01	9	\$ 46.70	\$ 8,095	\$ 97,144

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Buyer, Senior	55A	1	\$ 37.33	\$ 6,470	\$ 77,641
Buyer, Senior	55A	2	\$ 39.20	\$ 6,795	\$ 81,540
Buyer, Senior	55A	3	\$ 41.14	\$ 7,130	\$ 85,563
Buyer, Senior	55A	4	\$ 43.20	\$ 7,488	\$ 89,861
Buyer, Senior	55A	5	\$ 45.35	\$ 7,861	\$ 94,331
Buyer, Senior	55A	6	\$ 47.62	\$ 8,254	\$ 99,050
Buyer, Senior	55A	7	\$ 49.98	\$ 8,664	\$ 103,968
Buyer, Senior	55A	8	\$ 52.52	\$ 9,103	\$ 109,233
Buyer, Senior	55A	9	\$ 55.14	\$ 9,558	\$ 114,695
Fiscal Clerk	31	1	\$ 22.83	\$ 3,957	\$ 47,488
Fiscal Clerk	31	2	\$ 24.01	\$ 4,162	\$ 49,947
Fiscal Clerk	31	3	\$ 25.21	\$ 4,369	\$ 52,431
Fiscal Clerk	31	4	\$ 26.44	\$ 4,582	\$ 54,989
Fiscal Clerk	31	5	\$ 27.76	\$ 4,812	\$ 57,746
Fiscal Clerk	31	6	\$ 29.17	\$ 5,056	\$ 60,677
Fiscal Clerk	31	7	\$ 30.63	\$ 5,309	\$ 63,707
Fiscal Clerk	31	8	\$ 32.16	\$ 5,574	\$ 66,886
Fiscal Clerk	31	9	\$ 33.76	\$ 5,853	\$ 70,230
Fiscal Clerk, Senior	65	1	\$ 26.58	\$ 4,607	\$ 55,287
Fiscal Clerk, Senior	65	2	\$ 27.86	\$ 4,829	\$ 57,945
Fiscal Clerk, Senior	65	3	\$ 29.29	\$ 5,077	\$ 60,925
Fiscal Clerk, Senior	65	4	\$ 30.77	\$ 5,334	\$ 64,005
Fiscal Clerk, Senior	65	5	\$ 32.29	\$ 5,597	\$ 67,159
Fiscal Clerk, Senior	65	6	\$ 33.90	\$ 5,876	\$ 70,512
Fiscal Clerk, Senior	65	7	\$ 35.61	\$ 6,172	\$ 74,064
Fiscal Clerk, Senior	65	8	\$ 37.40	\$ 6,482	\$ 77,790
Fiscal Clerk, Senior	65	9	\$ 39.27	\$ 6,807	\$ 81,679
Fiscal Specialist	85	1	\$ 30.80	\$ 5,338	\$ 64,054
Fiscal Specialist	85	2	\$ 32.36	\$ 5,609	\$ 67,308
Fiscal Specialist	85	3	\$ 33.96	\$ 5,886	\$ 70,636
Fiscal Specialist	85	4	\$ 35.66	\$ 6,180	\$ 74,163
Fiscal Specialist	85	5	\$ 37.47	\$ 6,495	\$ 77,939
Fiscal Specialist	85	6	\$ 39.30	\$ 6,812	\$ 81,739
Fiscal Specialist	85	7	\$ 41.29	\$ 7,157	\$ 85,887
Fiscal Specialist	85	8	\$ 43.35	\$ 7,513	\$ 90,159
Fiscal Specialist	85	9	\$ 45.51	\$ 7,889	\$ 94,667

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Inventory Analyst	90	1	\$ 27.09	\$ 4,696	\$ 56,355
Inventory Analyst	90	2	\$ 28.43	\$ 4,928	\$ 59,137
Inventory Analyst	90	3	\$ 29.84	\$ 5,172	\$ 62,067
Inventory Analyst	90	4	\$ 31.34	\$ 5,433	\$ 65,197
Inventory Analyst	90	5	\$ 32.93	\$ 5,708	\$ 68,500
Inventory Analyst	90	6	\$ 34.58	\$ 5,994	\$ 71,928
Inventory Analyst	90	7	\$ 36.32	\$ 6,296	\$ 75,554
Inventory Analyst	90	8	\$ 38.15	\$ 6,613	\$ 79,354
Inventory Analyst	90	9	\$ 40.06	\$ 6,944	\$ 83,322
Librarian I	20	1	\$ 31.15	\$ 5,400	\$ 64,800
Librarian I	20	2	\$ 32.71	\$ 5,669	\$ 68,029
Librarian I	20	3	\$ 34.32	\$ 5,948	\$ 71,382
Librarian I	20	4	\$ 36.07	\$ 6,253	\$ 75,033
Librarian I	20	5	\$ 37.85	\$ 6,561	\$ 78,734
Librarian I	20	6	\$ 39.80	\$ 6,898	\$ 82,781
Librarian I	20	7	\$ 41.76	\$ 7,238	\$ 86,855
Librarian I	20	8	\$ 43.82	\$ 7,596	\$ 91,152
Librarian I	20	9	\$ 46.01	\$ 7,976	\$ 95,710
Librarian II	30A	1	\$ 34.23	\$ 5,934	\$ 71,208
Librarian II	30A	2	\$ 35.98	\$ 6,236	\$ 74,834
Librarian II	30A	3	\$ 37.78	\$ 6,549	\$ 78,584
Librarian II	30A	4	\$ 39.66	\$ 6,874	\$ 82,484
Librarian II	30A	5	\$ 41.65	\$ 7,219	\$ 86,631
Librarian II	30A	6	\$ 43.72	\$ 7,577	\$ 90,929
Librarian II	30A	7	\$ 45.90	\$ 7,956	\$ 95,474
Librarian II	30A	8	\$ 48.22	\$ 8,358	\$ 100,292
Librarian II	30A	9	\$ 50.63	\$ 8,776	\$ 105,306
Librarian III	35A	1	\$ 37.69	\$ 6,532	\$ 78,386
Librarian III	35A	2	\$ 39.54	\$ 6,853	\$ 82,235
Librarian III	35A	3	\$ 41.52	\$ 7,197	\$ 86,358
Librarian III	35A	4	\$ 43.63	\$ 7,563	\$ 90,755
Librarian III	35A	5	\$ 45.83	\$ 7,944	\$ 95,325
Librarian III	35A	6	\$ 48.09	\$ 8,335	\$ 100,019
Librarian III	35A	7	\$ 50.52	\$ 8,757	\$ 105,085
Librarian III	35A	8	\$ 53.02	\$ 9,190	\$ 110,276
Librarian III	35A	9	\$ 55.67	\$ 9,649	\$ 115,790

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Library Assistant	70	1	\$ 26.50	\$ 4,593	\$ 55,113
Library Assistant	70	2	\$ 27.79	\$ 4,816	\$ 57,796
Library Assistant	70	3	\$ 29.20	\$ 5,061	\$ 60,726
Library Assistant	70	4	\$ 30.65	\$ 5,313	\$ 63,757
Library Assistant	70	5	\$ 32.18	\$ 5,578	\$ 66,936
Library Assistant	70	6	\$ 33.82	\$ 5,862	\$ 70,339
Library Assistant	70	7	\$ 35.49	\$ 6,151	\$ 73,816
Library Assistant	70	8	\$ 37.27	\$ 6,460	\$ 77,517
Library Assistant	70	9	\$ 39.13	\$ 6,783	\$ 81,392
Library Clerk I	05	1	\$ 20.65	\$ 3,579	\$ 42,943
Library Clerk I	05	2	\$ 21.66	\$ 3,755	\$ 45,054
Library Clerk I	05	3	\$ 22.75	\$ 3,943	\$ 47,314
Library Clerk I	05	4	\$ 23.88	\$ 4,140	\$ 49,674
Library Clerk I	05	5	\$ 25.09	\$ 4,349	\$ 52,183
Library Clerk I	05	6	\$ 26.33	\$ 4,564	\$ 54,766
Library Clerk I	05	7	\$ 27.65	\$ 4,794	\$ 57,522
Library Clerk I	05	8	\$ 29.03	\$ 5,032	\$ 60,379
Library Clerk I	05	9	\$ 30.48	\$ 5,283	\$ 63,398
Library Clerk II	30	1	\$ 22.83	\$ 3,957	\$ 47,488
Library Clerk II	30	2	\$ 24.01	\$ 4,162	\$ 49,947
Library Clerk II	30	3	\$ 25.21	\$ 4,369	\$ 52,431
Library Clerk II	30	4	\$ 26.44	\$ 4,582	\$ 54,989
Library Clerk II	30	5	\$ 27.76	\$ 4,812	\$ 57,746
Library Clerk II	30	6	\$ 29.17	\$ 5,056	\$ 60,677
Library Clerk II	30	7	\$ 30.63	\$ 5,309	\$ 63,707
Library Clerk II	30	8	\$ 32.16	\$ 5,574	\$ 66,886
Library Clerk II	30	9	\$ 33.76	\$ 5,853	\$ 70,230
Library Clerk, Senior	71	1	\$ 26.50	\$ 4,593	\$ 55,113
Library Clerk, Senior	71	2	\$ 27.79	\$ 4,816	\$ 57,796
Library Clerk, Senior	71	3	\$ 29.20	\$ 5,061	\$ 60,726
Library Clerk, Senior	71	4	\$ 30.65	\$ 5,313	\$ 63,757
Library Clerk, Senior	71	5	\$ 32.18	\$ 5,578	\$ 66,936
Library Clerk, Senior	71	6	\$ 33.82	\$ 5,862	\$ 70,339
Library Clerk, Senior	71	7	\$ 35.49	\$ 6,151	\$ 73,816
Library Clerk, Senior	71	8	\$ 37.27	\$ 6,460	\$ 77,517
Library Clerk, Senior	71	9	\$ 39.13	\$ 6,783	\$ 81,392

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Mail Processing Clerk, Senior	07	1	\$ 23.98	\$ 4,156	\$ 49,873
Mail Processing Clerk, Senior	07	2	\$ 25.17	\$ 4,363	\$ 52,356
Mail Processing Clerk, Senior	07	3	\$ 26.44	\$ 4,582	\$ 54,989
Mail Processing Clerk, Senior	07	4	\$ 27.74	\$ 4,808	\$ 57,696
Mail Processing Clerk, Senior	07	5	\$ 29.15	\$ 5,052	\$ 60,627
Mail Processing Clerk, Senior	07	6	\$ 30.60	\$ 5,305	\$ 63,657
Mail Processing Clerk, Senior	07	7	\$ 32.14	\$ 5,572	\$ 66,861
Mail Processing Clerk, Senior	07	8	\$ 33.74	\$ 5,849	\$ 70,189
Mail Processing Clerk, Senior	07	9	\$ 35.43	\$ 6,142	\$ 73,699
Marketing Specialist	02	1	\$ 31.56	\$ 5,470	\$ 65,644
Marketing Specialist	02	2	\$ 33.14	\$ 5,744	\$ 68,923
Marketing Specialist	02	3	\$ 34.77	\$ 6,027	\$ 72,325
Marketing Specialist	02	4	\$ 36.48	\$ 6,323	\$ 75,877
Marketing Specialist	02	5	\$ 38.35	\$ 6,648	\$ 79,776
Marketing Specialist	02	6	\$ 40.28	\$ 6,981	\$ 83,775
Marketing Specialist	02	7	\$ 42.27	\$ 7,327	\$ 87,923
Marketing Specialist	02	8	\$ 44.36	\$ 7,689	\$ 92,269
Marketing Specialist	02	9	\$ 46.58	\$ 8,074	\$ 96,883
Park Patrol Officer	89	1	\$ 22.50	\$ 3,899	\$ 46,793
Park Patrol Officer	89	2	\$ 23.63	\$ 4,096	\$ 49,152
Park Patrol Officer	89	3	\$ 24.79	\$ 4,297	\$ 51,562
Park Patrol Officer	89	4	\$ 26.04	\$ 4,514	\$ 54,169
Park Patrol Officer	89	5	\$ 27.33	\$ 4,738	\$ 56,852
Park Patrol Officer	89	6	\$ 28.71	\$ 4,976	\$ 59,708
Park Patrol Officer	89	7	\$ 30.15	\$ 5,226	\$ 62,714
Park Patrol Officer	89	8	\$ 31.66	\$ 5,487	\$ 65,843
Park Patrol Officer	89	9	\$ 33.24	\$ 5,761	\$ 69,135
Park Patrol Officer, Lead	22	1	\$ 25.24	\$ 4,375	\$ 52,506
Park Patrol Officer, Lead	22	2	\$ 26.51	\$ 4,595	\$ 55,138
Park Patrol Officer, Lead	22	3	\$ 27.82	\$ 4,823	\$ 57,870
Park Patrol Officer, Lead	22	4	\$ 29.23	\$ 5,067	\$ 60,801
Park Patrol Officer, Lead	22	5	\$ 30.69	\$ 5,319	\$ 63,831
Park Patrol Officer, Lead	22	6	\$ 32.22	\$ 5,584	\$ 67,010
Park Patrol Officer, Lead	22	7	\$ 33.83	\$ 5,864	\$ 70,363
Park Patrol Officer, Lead	22	8	\$ 35.52	\$ 6,158	\$ 73,890
Park Patrol Officer, Lead	22	9	\$ 37.30	\$ 6,465	\$ 77,585

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Public Works Specialist	57A	1	\$ 30.69	\$ 5,319	\$ 63,831
Public Works Specialist	57A	2	\$ 32.22	\$ 5,584	\$ 67,010
Public Works Specialist	57A	3	\$ 33.84	\$ 5,866	\$ 70,388
Public Works Specialist	57A	4	\$ 35.51	\$ 6,155	\$ 73,865
Public Works Specialist	57A	5	\$ 37.29	\$ 6,464	\$ 77,566
Public Works Specialist	57A	6	\$ 39.20	\$ 6,795	\$ 81,540
Public Works Specialist	57A	7	\$ 41.12	\$ 7,128	\$ 85,538
Public Works Specialist	57A	8	\$ 43.21	\$ 7,490	\$ 89,885
Public Works Specialist	57A	9	\$ 45.37	\$ 7,865	\$ 94,379
Records Specialist	76	1	\$ 31.56	\$ 5,470	\$ 65,644
Records Specialist	76	2	\$ 33.14	\$ 5,744	\$ 68,923
Records Specialist	76	3	\$ 34.78	\$ 6,029	\$ 72,350
Records Specialist	76	4	\$ 36.50	\$ 6,327	\$ 75,927
Records Specialist	76	5	\$ 38.34	\$ 6,646	\$ 79,752
Records Specialist	76	6	\$ 40.24	\$ 6,975	\$ 83,701
Records Specialist	76	7	\$ 42.29	\$ 7,331	\$ 87,973
Records Specialist	76	8	\$ 44.35	\$ 7,687	\$ 92,245
Records Specialist	76	9	\$ 46.57	\$ 8,071	\$ 96,857
Recreation Coordinator	05A	1	\$ 29.18	\$ 5,058	\$ 60,702
Recreation Coordinator	05A	2	\$ 30.65	\$ 5,313	\$ 63,757
Recreation Coordinator	05A	3	\$ 32.17	\$ 5,576	\$ 66,910
Recreation Coordinator	05A	4	\$ 33.82	\$ 5,862	\$ 70,339
Recreation Coordinator	05A	5	\$ 35.49	\$ 6,151	\$ 73,816
Recreation Coordinator	05A	6	\$ 37.27	\$ 6,460	\$ 77,517
Recreation Coordinator	05A	7	\$ 39.15	\$ 6,787	\$ 81,441
Recreation Coordinator	05A	8	\$ 41.06	\$ 7,118	\$ 85,414
Recreation Coordinator	05A	9	\$ 43.12	\$ 7,474	\$ 89,685
Recreation Coordinator, Assistant	07A	1	\$ 23.98	\$ 4,156	\$ 49,873
Recreation Coordinator, Assistant	07A	2	\$ 25.17	\$ 4,363	\$ 52,356
Recreation Coordinator, Assistant	07A	3	\$ 26.44	\$ 4,582	\$ 54,989
Recreation Coordinator, Assistant	07A	4	\$ 27.74	\$ 4,808	\$ 57,696
Recreation Coordinator, Assistant	07A	5	\$ 29.15	\$ 5,052	\$ 60,627
Recreation Coordinator, Assistant	07A	6	\$ 30.60	\$ 5,305	\$ 63,657
Recreation Coordinator, Assistant	07A	7	\$ 32.14	\$ 5,572	\$ 66,861
Recreation Coordinator, Assistant	07A	8	\$ 33.74	\$ 5,849	\$ 70,189
Recreation Coordinator, Assistant	07A	9	\$ 35.43	\$ 6,142	\$ 73,699

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Recreation Supervisor	04	1	\$ 34.11	\$ 5,913	\$ 70,952
Recreation Supervisor	04	2	\$ 35.83	\$ 6,211	\$ 74,532
Recreation Supervisor	04	3	\$ 37.61	\$ 6,518	\$ 78,218
Recreation Supervisor	04	4	\$ 39.48	\$ 6,843	\$ 82,115
Recreation Supervisor	04	5	\$ 41.48	\$ 7,190	\$ 86,274
Recreation Supervisor	04	6	\$ 43.53	\$ 7,545	\$ 90,539
Recreation Supervisor	04	7	\$ 45.74	\$ 7,929	\$ 95,147
Recreation Supervisor	04	8	\$ 48.02	\$ 8,324	\$ 99,886
Recreation Supervisor	04	9	\$ 50.42	\$ 8,740	\$ 104,880

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

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 Update to MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective December 30, 2023 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Assistant, Administrative	75	1	\$ 32.51	\$ 5,634	\$ 67,614
Assistant, Administrative	75	2	\$ 34.13	\$ 5,916	\$ 70,991
Assistant, Administrative	75	3	\$ 35.83	\$ 6,210	\$ 74,521
Assistant, Administrative	75	4	\$ 37.60	\$ 6,517	\$ 78,204
Assistant, Administrative	75	5	\$ 39.49	\$ 6,845	\$ 82,144
Assistant, Administrative	75	6	\$ 41.45	\$ 7,184	\$ 86,212
Assistant, Administrative	75	7	\$ 43.56	\$ 7,551	\$ 90,612
Assistant, Administrative	75	8	\$ 45.68	\$ 7,918	\$ 95,012
Assistant, Administrative	75	9	\$ 47.96	\$ 8,314	\$ 99,763
Assistant, Department	55	1	\$ 26.09	\$ 4,522	\$ 54,260
Assistant, Department	55	2	\$ 27.38	\$ 4,745	\$ 56,946
Assistant, Department	55	3	\$ 28.73	\$ 4,980	\$ 59,759
Assistant, Department	55	4	\$ 30.17	\$ 5,229	\$ 62,753
Assistant, Department	55	5	\$ 31.69	\$ 5,494	\$ 65,925
Assistant, Department	55	6	\$ 33.27	\$ 5,767	\$ 69,200
Assistant, Department	55	7	\$ 34.93	\$ 6,054	\$ 72,653
Assistant, Department	55	8	\$ 36.68	\$ 6,357	\$ 76,286
Assistant, Department	55	9	\$ 38.51	\$ 6,675	\$ 80,100
Assistant, Office	15	1	\$ 22.30	\$ 3,865	\$ 46,380
Assistant, Office	15	2	\$ 23.42	\$ 4,059	\$ 48,708
Assistant, Office	15	3	\$ 24.60	\$ 4,264	\$ 51,164
Assistant, Office	15	4	\$ 25.84	\$ 4,479	\$ 53,748
Assistant, Office	15	5	\$ 27.12	\$ 4,701	\$ 56,409
Assistant, Office	15	6	\$ 28.48	\$ 4,937	\$ 59,248
Assistant, Office	15	7	\$ 29.89	\$ 5,180	\$ 62,165
Assistant, Office	15	8	\$ 31.39	\$ 5,440	\$ 65,286
Assistant, Office	15	9	\$ 32.96	\$ 5,713	\$ 68,550
Buyer	01	1	\$ 32.58	\$ 5,647	\$ 67,767
Buyer	01	2	\$ 34.22	\$ 5,931	\$ 71,169
Buyer	01	3	\$ 35.91	\$ 6,225	\$ 74,700
Buyer	01	4	\$ 37.72	\$ 6,538	\$ 78,460
Buyer	01	5	\$ 39.60	\$ 6,865	\$ 82,374
Buyer	01	6	\$ 41.58	\$ 7,208	\$ 86,493
Buyer	01	7	\$ 43.67	\$ 7,570	\$ 90,842
Buyer	01	8	\$ 45.81	\$ 7,941	\$ 95,293
Buyer	01	9	\$ 48.10	\$ 8,338	\$ 100,058

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 Update to MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective December 30, 2023 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Buyer, Senior	55A	1	\$ 38.45	\$ 6,664	\$ 79,970
Buyer, Senior	55A	2	\$ 40.38	\$ 6,999	\$ 83,986
Buyer, Senior	55A	3	\$ 42.37	\$ 7,344	\$ 88,130
Buyer, Senior	55A	4	\$ 44.50	\$ 7,713	\$ 92,556
Buyer, Senior	55A	5	\$ 46.71	\$ 8,097	\$ 97,161
Buyer, Senior	55A	6	\$ 49.05	\$ 8,502	\$ 102,022
Buyer, Senior	55A	7	\$ 51.48	\$ 8,924	\$ 107,087
Buyer, Senior	55A	8	\$ 54.09	\$ 9,376	\$ 112,510
Buyer, Senior	55A	9	\$ 56.80	\$ 9,845	\$ 118,136
Fiscal Clerk	31	1	\$ 23.52	\$ 4,076	\$ 48,913
Fiscal Clerk	31	2	\$ 24.73	\$ 4,287	\$ 51,445
Fiscal Clerk	31	3	\$ 25.96	\$ 4,500	\$ 54,004
Fiscal Clerk	31	4	\$ 27.23	\$ 4,720	\$ 56,639
Fiscal Clerk	31	5	\$ 28.60	\$ 4,957	\$ 59,479
Fiscal Clerk	31	6	\$ 30.05	\$ 5,208	\$ 62,497
Fiscal Clerk	31	7	\$ 31.55	\$ 5,468	\$ 65,618
Fiscal Clerk	31	8	\$ 33.12	\$ 5,741	\$ 68,893
Fiscal Clerk	31	9	\$ 34.78	\$ 6,028	\$ 72,337
Fiscal Clerk, Senior	65	1	\$ 27.38	\$ 4,745	\$ 56,946
Fiscal Clerk, Senior	65	2	\$ 28.69	\$ 4,974	\$ 59,683
Fiscal Clerk, Senior	65	3	\$ 30.17	\$ 5,229	\$ 62,753
Fiscal Clerk, Senior	65	4	\$ 31.69	\$ 5,494	\$ 65,925
Fiscal Clerk, Senior	65	5	\$ 33.26	\$ 5,764	\$ 69,174
Fiscal Clerk, Senior	65	6	\$ 34.92	\$ 6,052	\$ 72,628
Fiscal Clerk, Senior	65	7	\$ 36.68	\$ 6,357	\$ 76,286
Fiscal Clerk, Senior	65	8	\$ 38.52	\$ 6,677	\$ 80,123
Fiscal Clerk, Senior	65	9	\$ 40.45	\$ 7,011	\$ 84,130
Fiscal Specialist	85	1	\$ 31.72	\$ 5,498	\$ 65,976
Fiscal Specialist	85	2	\$ 33.33	\$ 5,777	\$ 69,328
Fiscal Specialist	85	3	\$ 34.98	\$ 6,063	\$ 72,755
Fiscal Specialist	85	4	\$ 36.73	\$ 6,366	\$ 76,388
Fiscal Specialist	85	5	\$ 38.59	\$ 6,690	\$ 80,277
Fiscal Specialist	85	6	\$ 40.48	\$ 7,016	\$ 84,191
Fiscal Specialist	85	7	\$ 42.53	\$ 7,372	\$ 88,463
Fiscal Specialist	85	8	\$ 44.65	\$ 7,739	\$ 92,863
Fiscal Specialist	85	9	\$ 46.88	\$ 8,126	\$ 97,507

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 Update to MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective December 30, 2023 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Inventory Analyst	90	1	\$ 27.91	\$ 4,837	\$ 58,046
Inventory Analyst	90	2	\$ 29.28	\$ 5,076	\$ 60,911
Inventory Analyst	90	3	\$ 30.74	\$ 5,327	\$ 63,929
Inventory Analyst	90	4	\$ 32.29	\$ 5,596	\$ 67,153
Inventory Analyst	90	5	\$ 33.92	\$ 5,880	\$ 70,555
Inventory Analyst	90	6	\$ 35.62	\$ 6,174	\$ 74,086
Inventory Analyst	90	7	\$ 37.41	\$ 6,485	\$ 77,821
Inventory Analyst	90	8	\$ 39.30	\$ 6,811	\$ 81,735
Inventory Analyst	90	9	\$ 41.26	\$ 7,152	\$ 85,822
Librarian I	20	1	\$ 32.09	\$ 5,562	\$ 66,744
Librarian I	20	2	\$ 33.69	\$ 5,839	\$ 70,070
Librarian I	20	3	\$ 35.35	\$ 6,127	\$ 73,523
Librarian I	20	4	\$ 37.16	\$ 6,440	\$ 77,284
Librarian I	20	5	\$ 38.99	\$ 6,758	\$ 81,096
Librarian I	20	6	\$ 40.99	\$ 7,105	\$ 85,265
Librarian I	20	7	\$ 43.01	\$ 7,455	\$ 89,461
Librarian I	20	8	\$ 45.14	\$ 7,824	\$ 93,887
Librarian I	20	9	\$ 47.39	\$ 8,215	\$ 98,581
Librarian II	30A	1	\$ 35.26	\$ 6,112	\$ 73,344
Librarian II	30A	2	\$ 37.06	\$ 6,423	\$ 77,079
Librarian II	30A	3	\$ 38.91	\$ 6,745	\$ 80,942
Librarian II	30A	4	\$ 40.85	\$ 7,080	\$ 84,958
Librarian II	30A	5	\$ 42.90	\$ 7,436	\$ 89,230
Librarian II	30A	6	\$ 45.03	\$ 7,805	\$ 93,657
Librarian II	30A	7	\$ 47.28	\$ 8,195	\$ 98,338
Librarian II	30A	8	\$ 49.66	\$ 8,608	\$ 103,301
Librarian II	30A	9	\$ 52.15	\$ 9,039	\$ 108,466
Librarian III	35A	1	\$ 38.82	\$ 6,728	\$ 80,737
Librarian III	35A	2	\$ 40.72	\$ 7,059	\$ 84,702
Librarian III	35A	3	\$ 42.76	\$ 7,412	\$ 88,949
Librarian III	35A	4	\$ 44.94	\$ 7,790	\$ 93,477
Librarian III	35A	5	\$ 47.20	\$ 8,182	\$ 98,184
Librarian III	35A	6	\$ 49.53	\$ 8,585	\$ 103,019
Librarian III	35A	7	\$ 52.04	\$ 9,020	\$ 108,238
Librarian III	35A	8	\$ 54.61	\$ 9,465	\$ 113,585
Librarian III	35A	9	\$ 57.34	\$ 9,939	\$ 119,264

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 Update to MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective December 30, 2023 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Library Assistant	70	1	\$ 27.29	\$ 4,731	\$ 56,766
Library Assistant	70	2	\$ 28.62	\$ 4,961	\$ 59,530
Library Assistant	70	3	\$ 30.07	\$ 5,212	\$ 62,548
Library Assistant	70	4	\$ 31.57	\$ 5,472	\$ 65,669
Library Assistant	70	5	\$ 33.15	\$ 5,745	\$ 68,944
Library Assistant	70	6	\$ 34.83	\$ 6,037	\$ 72,449
Library Assistant	70	7	\$ 36.55	\$ 6,336	\$ 76,030
Library Assistant	70	8	\$ 38.39	\$ 6,654	\$ 79,842
Library Assistant	70	9	\$ 40.30	\$ 6,986	\$ 83,834
Library Clerk I	05	1	\$ 21.27	\$ 3,686	\$ 44,231
Library Clerk I	05	2	\$ 22.31	\$ 3,867	\$ 46,406
Library Clerk I	05	3	\$ 23.43	\$ 4,061	\$ 48,734
Library Clerk I	05	4	\$ 24.60	\$ 4,264	\$ 51,164
Library Clerk I	05	5	\$ 25.84	\$ 4,479	\$ 53,748
Library Clerk I	05	6	\$ 27.12	\$ 4,701	\$ 56,409
Library Clerk I	05	7	\$ 28.48	\$ 4,937	\$ 59,248
Library Clerk I	05	8	\$ 29.90	\$ 5,183	\$ 62,190
Library Clerk I	05	9	\$ 31.39	\$ 5,442	\$ 65,300
Library Clerk II	30	1	\$ 23.52	\$ 4,076	\$ 48,913
Library Clerk II	30	2	\$ 24.73	\$ 4,287	\$ 51,445
Library Clerk II	30	3	\$ 25.96	\$ 4,500	\$ 54,004
Library Clerk II	30	4	\$ 27.23	\$ 4,720	\$ 56,639
Library Clerk II	30	5	\$ 28.60	\$ 4,957	\$ 59,479
Library Clerk II	30	6	\$ 30.05	\$ 5,208	\$ 62,497
Library Clerk II	30	7	\$ 31.55	\$ 5,468	\$ 65,618
Library Clerk II	30	8	\$ 33.12	\$ 5,741	\$ 68,893
Library Clerk II	30	9	\$ 34.78	\$ 6,028	\$ 72,337
Library Clerk, Senior	71	1	\$ 27.29	\$ 4,731	\$ 56,766
Library Clerk, Senior	71	2	\$ 28.62	\$ 4,961	\$ 59,530
Library Clerk, Senior	71	3	\$ 30.07	\$ 5,212	\$ 62,548
Library Clerk, Senior	71	4	\$ 31.57	\$ 5,472	\$ 65,669
Library Clerk, Senior	71	5	\$ 33.15	\$ 5,745	\$ 68,944
Library Clerk, Senior	71	6	\$ 34.83	\$ 6,037	\$ 72,449
Library Clerk, Senior	71	7	\$ 36.55	\$ 6,336	\$ 76,030
Library Clerk, Senior	71	8	\$ 38.39	\$ 6,654	\$ 79,842
Library Clerk, Senior	71	9	\$ 40.30	\$ 6,986	\$ 83,834

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 Update to MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective December 30, 2023 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Mail Processing Clerk, Senior	07	1	\$ 24.70	\$ 4,281	\$ 51,369
Mail Processing Clerk, Senior	07	2	\$ 25.93	\$ 4,494	\$ 53,927
Mail Processing Clerk, Senior	07	3	\$ 27.23	\$ 4,720	\$ 56,639
Mail Processing Clerk, Senior	07	4	\$ 28.57	\$ 4,952	\$ 59,427
Mail Processing Clerk, Senior	07	5	\$ 30.02	\$ 5,204	\$ 62,446
Mail Processing Clerk, Senior	07	6	\$ 31.52	\$ 5,464	\$ 65,567
Mail Processing Clerk, Senior	07	7	\$ 33.11	\$ 5,739	\$ 68,867
Mail Processing Clerk, Senior	07	8	\$ 34.76	\$ 6,025	\$ 72,295
Mail Processing Clerk, Senior	07	9	\$ 36.50	\$ 6,326	\$ 75,910
Marketing Specialist	02	1	\$ 32.51	\$ 5,634	\$ 67,614
Marketing Specialist	02	2	\$ 34.13	\$ 5,916	\$ 70,991
Marketing Specialist	02	3	\$ 35.81	\$ 6,208	\$ 74,495
Marketing Specialist	02	4	\$ 37.57	\$ 6,513	\$ 78,154
Marketing Specialist	02	5	\$ 39.50	\$ 6,847	\$ 82,170
Marketing Specialist	02	6	\$ 41.48	\$ 7,191	\$ 86,288
Marketing Specialist	02	7	\$ 43.54	\$ 7,547	\$ 90,561
Marketing Specialist	02	8	\$ 45.69	\$ 7,920	\$ 95,037
Marketing Specialist	02	9	\$ 47.98	\$ 8,316	\$ 99,789
Park Patrol Officer	89	1	\$ 23.17	\$ 4,016	\$ 48,197
Park Patrol Officer	89	2	\$ 24.34	\$ 4,219	\$ 50,627
Park Patrol Officer	89	3	\$ 25.53	\$ 4,426	\$ 53,108
Park Patrol Officer	89	4	\$ 26.82	\$ 4,650	\$ 55,795
Park Patrol Officer	89	5	\$ 28.15	\$ 4,880	\$ 58,558
Park Patrol Officer	89	6	\$ 29.57	\$ 5,125	\$ 61,499
Park Patrol Officer	89	7	\$ 31.06	\$ 5,383	\$ 64,595
Park Patrol Officer	89	8	\$ 32.60	\$ 5,651	\$ 67,818
Park Patrol Officer	89	9	\$ 34.23	\$ 5,934	\$ 71,209
Park Patrol Officer, Lead	22	1	\$ 26.00	\$ 4,507	\$ 54,081
Park Patrol Officer, Lead	22	2	\$ 27.30	\$ 4,733	\$ 56,792
Park Patrol Officer, Lead	22	3	\$ 28.66	\$ 4,967	\$ 59,606
Park Patrol Officer, Lead	22	4	\$ 30.11	\$ 5,219	\$ 62,625
Park Patrol Officer, Lead	22	5	\$ 31.61	\$ 5,479	\$ 65,746
Park Patrol Officer, Lead	22	6	\$ 33.18	\$ 5,752	\$ 69,020
Park Patrol Officer, Lead	22	7	\$ 34.84	\$ 6,039	\$ 72,474
Park Patrol Officer, Lead	22	8	\$ 36.59	\$ 6,342	\$ 76,107
Park Patrol Officer, Lead	22	9	\$ 38.42	\$ 6,659	\$ 79,912

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 Update to MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective December 30, 2023 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Public Works Specialist	57A	1	\$ 31.61	\$ 5,479	\$ 65,746
Public Works Specialist	57A	2	\$ 33.18	\$ 5,752	\$ 69,020
Public Works Specialist	57A	3	\$ 34.86	\$ 6,042	\$ 72,499
Public Works Specialist	57A	4	\$ 36.58	\$ 6,340	\$ 76,081
Public Works Specialist	57A	5	\$ 38.41	\$ 6,658	\$ 79,893
Public Works Specialist	57A	6	\$ 40.38	\$ 6,999	\$ 83,986
Public Works Specialist	57A	7	\$ 42.36	\$ 7,342	\$ 88,105
Public Works Specialist	57A	8	\$ 44.51	\$ 7,715	\$ 92,581
Public Works Specialist	57A	9	\$ 46.74	\$ 8,101	\$ 97,211
Records Specialist	76	1	\$ 32.51	\$ 5,634	\$ 67,614
Records Specialist	76	2	\$ 34.13	\$ 5,916	\$ 70,991
Records Specialist	76	3	\$ 35.83	\$ 6,210	\$ 74,521
Records Specialist	76	4	\$ 37.60	\$ 6,517	\$ 78,204
Records Specialist	76	5	\$ 39.49	\$ 6,845	\$ 82,144
Records Specialist	76	6	\$ 41.45	\$ 7,184	\$ 86,212
Records Specialist	76	7	\$ 43.56	\$ 7,551	\$ 90,612
Records Specialist	76	8	\$ 45.68	\$ 7,918	\$ 95,012
Records Specialist	76	9	\$ 47.96	\$ 8,314	\$ 99,763
Recreation Coordinator	05A	1	\$ 30.06	\$ 5,210	\$ 62,523
Recreation Coordinator	05A	2	\$ 31.57	\$ 5,472	\$ 65,669
Recreation Coordinator	05A	3	\$ 33.13	\$ 5,743	\$ 68,918
Recreation Coordinator	05A	4	\$ 34.83	\$ 6,037	\$ 72,449
Recreation Coordinator	05A	5	\$ 36.55	\$ 6,336	\$ 76,030
Recreation Coordinator	05A	6	\$ 38.39	\$ 6,654	\$ 79,842
Recreation Coordinator	05A	7	\$ 40.33	\$ 6,990	\$ 83,884
Recreation Coordinator	05A	8	\$ 42.30	\$ 7,331	\$ 87,977
Recreation Coordinator	05A	9	\$ 44.41	\$ 7,698	\$ 92,376
Recreation Coordinator, Assistant	07A	1	\$ 24.70	\$ 4,281	\$ 51,369
Recreation Coordinator, Assistant	07A	2	\$ 25.93	\$ 4,494	\$ 53,927
Recreation Coordinator, Assistant	07A	3	\$ 27.23	\$ 4,720	\$ 56,639
Recreation Coordinator, Assistant	07A	4	\$ 28.57	\$ 4,952	\$ 59,427
Recreation Coordinator, Assistant	07A	5	\$ 30.02	\$ 5,204	\$ 62,446
Recreation Coordinator, Assistant	07A	6	\$ 31.52	\$ 5,464	\$ 65,567
Recreation Coordinator, Assistant	07A	7	\$ 33.11	\$ 5,739	\$ 68,867
Recreation Coordinator, Assistant	07A	8	\$ 34.76	\$ 6,025	\$ 72,295
Recreation Coordinator, Assistant	07A	9	\$ 36.50	\$ 6,326	\$ 75,910

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 Update to MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective December 30, 2023 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Recreation Supervisor	04	1	\$ 35.13	\$ 6,090	\$ 73,080
Recreation Supervisor	04	2	\$ 36.91	\$ 6,397	\$ 76,768
Recreation Supervisor	04	3	\$ 38.73	\$ 6,714	\$ 80,565
Recreation Supervisor	04	4	\$ 40.66	\$ 7,048	\$ 84,578
Recreation Supervisor	04	5	\$ 42.72	\$ 7,405	\$ 88,862
Recreation Supervisor	04	6	\$ 44.83	\$ 7,771	\$ 93,255
Recreation Supervisor	04	7	\$ 47.12	\$ 8,167	\$ 98,001
Recreation Supervisor	04	8	\$ 49.46	\$ 8,574	\$ 102,882
Recreation Supervisor	04	9	\$ 51.94	\$ 9,002	\$ 108,026

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

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 Update to MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective December 28, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Assistant, Administrative	75	1	\$ 33.48	\$ 5,803	\$ 69,642
Assistant, Administrative	75	2	\$ 35.15	\$ 6,093	\$ 73,120
Assistant, Administrative	75	3	\$ 36.90	\$ 6,396	\$ 76,756
Assistant, Administrative	75	4	\$ 38.73	\$ 6,713	\$ 80,551
Assistant, Administrative	75	5	\$ 40.68	\$ 7,051	\$ 84,609
Assistant, Administrative	75	6	\$ 42.69	\$ 7,400	\$ 88,798
Assistant, Administrative	75	7	\$ 44.87	\$ 7,778	\$ 93,330
Assistant, Administrative	75	8	\$ 47.05	\$ 8,155	\$ 97,862
Assistant, Administrative	75	9	\$ 49.40	\$ 8,563	\$ 102,755
Assistant, Department	55	1	\$ 26.87	\$ 4,657	\$ 55,888
Assistant, Department	55	2	\$ 28.20	\$ 4,888	\$ 58,654
Assistant, Department	55	3	\$ 29.59	\$ 5,129	\$ 61,552
Assistant, Department	55	4	\$ 31.07	\$ 5,386	\$ 64,636
Assistant, Department	55	5	\$ 32.65	\$ 5,659	\$ 67,903
Assistant, Department	55	6	\$ 34.27	\$ 5,940	\$ 71,276
Assistant, Department	55	7	\$ 35.98	\$ 6,236	\$ 74,833
Assistant, Department	55	8	\$ 37.78	\$ 6,548	\$ 78,575
Assistant, Department	55	9	\$ 39.67	\$ 6,875	\$ 82,503
Assistant, Office	15	1	\$ 22.97	\$ 3,981	\$ 47,771
Assistant, Office	15	2	\$ 24.12	\$ 4,181	\$ 50,170
Assistant, Office	15	3	\$ 25.34	\$ 4,392	\$ 52,699
Assistant, Office	15	4	\$ 26.62	\$ 4,613	\$ 55,361
Assistant, Office	15	5	\$ 27.93	\$ 4,842	\$ 58,101
Assistant, Office	15	6	\$ 29.34	\$ 5,085	\$ 61,025
Assistant, Office	15	7	\$ 30.78	\$ 5,336	\$ 64,029
Assistant, Office	15	8	\$ 32.33	\$ 5,604	\$ 67,244
Assistant, Office	15	9	\$ 33.95	\$ 5,884	\$ 70,607
Buyer	01	1	\$ 33.56	\$ 5,817	\$ 69,800
Buyer	01	2	\$ 35.24	\$ 6,109	\$ 73,305
Buyer	01	3	\$ 36.99	\$ 6,412	\$ 76,941
Buyer	01	4	\$ 38.85	\$ 6,735	\$ 80,814
Buyer	01	5	\$ 40.79	\$ 7,070	\$ 84,846
Buyer	01	6	\$ 42.83	\$ 7,424	\$ 89,088
Buyer	01	7	\$ 44.98	\$ 7,797	\$ 93,568
Buyer	01	8	\$ 47.19	\$ 8,179	\$ 98,152
Buyer	01	9	\$ 49.55	\$ 8,588	\$ 103,060

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 Update to MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective December 28, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Buyer, Senior	55A	1	\$ 39.60	\$ 6,864	\$ 82,369
Buyer, Senior	55A	2	\$ 41.59	\$ 7,209	\$ 86,506
Buyer, Senior	55A	3	\$ 43.64	\$ 7,564	\$ 90,774
Buyer, Senior	55A	4	\$ 45.83	\$ 7,944	\$ 95,333
Buyer, Senior	55A	5	\$ 48.11	\$ 8,340	\$ 100,075
Buyer, Senior	55A	6	\$ 50.52	\$ 8,757	\$ 105,082
Buyer, Senior	55A	7	\$ 53.03	\$ 9,192	\$ 110,299
Buyer, Senior	55A	8	\$ 55.71	\$ 9,657	\$ 115,886
Buyer, Senior	55A	9	\$ 58.50	\$ 10,140	\$ 121,680
Fiscal Clerk	31	1	\$ 24.22	\$ 4,198	\$ 50,381
Fiscal Clerk	31	2	\$ 25.48	\$ 4,416	\$ 52,989
Fiscal Clerk	31	3	\$ 26.74	\$ 4,635	\$ 55,624
Fiscal Clerk	31	4	\$ 28.05	\$ 4,861	\$ 58,338
Fiscal Clerk	31	5	\$ 29.45	\$ 5,105	\$ 61,263
Fiscal Clerk	31	6	\$ 30.95	\$ 5,364	\$ 64,372
Fiscal Clerk	31	7	\$ 32.49	\$ 5,632	\$ 67,587
Fiscal Clerk	31	8	\$ 34.12	\$ 5,913	\$ 70,960
Fiscal Clerk	31	9	\$ 35.82	\$ 6,209	\$ 74,507
Fiscal Clerk, Senior	65	1	\$ 28.20	\$ 4,888	\$ 58,654
Fiscal Clerk, Senior	65	2	\$ 29.55	\$ 5,123	\$ 61,473
Fiscal Clerk, Senior	65	3	\$ 31.07	\$ 5,386	\$ 64,636
Fiscal Clerk, Senior	65	4	\$ 32.65	\$ 5,659	\$ 67,903
Fiscal Clerk, Senior	65	5	\$ 34.25	\$ 5,937	\$ 71,249
Fiscal Clerk, Senior	65	6	\$ 35.96	\$ 6,234	\$ 74,806
Fiscal Clerk, Senior	65	7	\$ 37.78	\$ 6,548	\$ 78,575
Fiscal Clerk, Senior	65	8	\$ 39.68	\$ 6,877	\$ 82,527
Fiscal Clerk, Senior	65	9	\$ 41.66	\$ 7,221	\$ 86,653
Fiscal Specialist	85	1	\$ 32.67	\$ 5,663	\$ 67,955
Fiscal Specialist	85	2	\$ 34.33	\$ 5,951	\$ 71,407
Fiscal Specialist	85	3	\$ 36.03	\$ 6,245	\$ 74,938
Fiscal Specialist	85	4	\$ 37.83	\$ 6,557	\$ 78,680
Fiscal Specialist	85	5	\$ 39.75	\$ 6,890	\$ 82,685
Fiscal Specialist	85	6	\$ 41.69	\$ 7,226	\$ 86,716
Fiscal Specialist	85	7	\$ 43.81	\$ 7,593	\$ 91,117
Fiscal Specialist	85	8	\$ 45.99	\$ 7,971	\$ 95,649
Fiscal Specialist	85	9	\$ 48.28	\$ 8,369	\$ 100,432

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 Update to MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective December 28, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Inventory Analyst	90	1	\$ 28.74	\$ 4,982	\$ 59,787
Inventory Analyst	90	2	\$ 30.16	\$ 5,228	\$ 62,739
Inventory Analyst	90	3	\$ 31.66	\$ 5,487	\$ 65,847
Inventory Analyst	90	4	\$ 33.25	\$ 5,764	\$ 69,168
Inventory Analyst	90	5	\$ 34.94	\$ 6,056	\$ 72,672
Inventory Analyst	90	6	\$ 36.69	\$ 6,359	\$ 76,308
Inventory Analyst	90	7	\$ 38.54	\$ 6,680	\$ 80,155
Inventory Analyst	90	8	\$ 40.47	\$ 7,016	\$ 84,187
Inventory Analyst	90	9	\$ 42.50	\$ 7,366	\$ 88,396
Librarian I	20	1	\$ 33.05	\$ 5,729	\$ 68,746
Librarian I	20	2	\$ 34.70	\$ 6,014	\$ 72,172
Librarian I	20	3	\$ 36.41	\$ 6,311	\$ 75,729
Librarian I	20	4	\$ 38.27	\$ 6,634	\$ 79,602
Librarian I	20	5	\$ 40.16	\$ 6,961	\$ 83,529
Librarian I	20	6	\$ 42.22	\$ 7,319	\$ 87,823
Librarian I	20	7	\$ 44.30	\$ 7,679	\$ 92,145
Librarian I	20	8	\$ 46.49	\$ 8,059	\$ 96,703
Librarian I	20	9	\$ 48.82	\$ 8,462	\$ 101,538
Librarian II	30A	1	\$ 36.32	\$ 6,295	\$ 75,545
Librarian II	30A	2	\$ 38.17	\$ 6,616	\$ 79,391
Librarian II	30A	3	\$ 40.08	\$ 6,948	\$ 83,370
Librarian II	30A	4	\$ 42.07	\$ 7,292	\$ 87,507
Librarian II	30A	5	\$ 44.19	\$ 7,659	\$ 91,907
Librarian II	30A	6	\$ 46.38	\$ 8,039	\$ 96,466
Librarian II	30A	7	\$ 48.70	\$ 8,441	\$ 101,288
Librarian II	30A	8	\$ 51.15	\$ 8,867	\$ 106,400
Librarian II	30A	9	\$ 53.71	\$ 9,310	\$ 111,720
Librarian III	35A	1	\$ 39.98	\$ 6,930	\$ 83,159
Librarian III	35A	2	\$ 41.94	\$ 7,270	\$ 87,243
Librarian III	35A	3	\$ 44.05	\$ 7,635	\$ 91,618
Librarian III	35A	4	\$ 46.29	\$ 8,023	\$ 96,282
Librarian III	35A	5	\$ 48.62	\$ 8,427	\$ 101,130
Librarian III	35A	6	\$ 51.01	\$ 8,842	\$ 106,110
Librarian III	35A	7	\$ 53.60	\$ 9,290	\$ 111,485
Librarian III	35A	8	\$ 56.25	\$ 9,749	\$ 116,992
Librarian III	35A	9	\$ 59.06	\$ 10,237	\$ 122,842

EXHIBIT A: Side Letter of Agreement Between the City and NBCEA

The City of Newport Beach
 City Employees Association Salary Schedule Adjustment
 Update to MOU Term: January 1, 2022 - December 31, 2025 (Exhibit A)

Effective December 28, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Library Assistant	70	1	\$ 28.11	\$ 4,872	\$ 58,469
Library Assistant	70	2	\$ 29.48	\$ 5,110	\$ 61,316
Library Assistant	70	3	\$ 30.97	\$ 5,369	\$ 64,425
Library Assistant	70	4	\$ 32.52	\$ 5,637	\$ 67,639
Library Assistant	70	5	\$ 34.14	\$ 5,918	\$ 71,012
Library Assistant	70	6	\$ 35.88	\$ 6,219	\$ 74,622
Library Assistant	70	7	\$ 37.65	\$ 6,526	\$ 78,311
Library Assistant	70	8	\$ 39.54	\$ 6,853	\$ 82,237
Library Assistant	70	9	\$ 41.51	\$ 7,196	\$ 86,349
Library Clerk I	05	1	\$ 21.90	\$ 3,797	\$ 45,558
Library Clerk I	05	2	\$ 22.98	\$ 3,983	\$ 47,798
Library Clerk I	05	3	\$ 24.13	\$ 4,183	\$ 50,196
Library Clerk I	05	4	\$ 25.34	\$ 4,392	\$ 52,699
Library Clerk I	05	5	\$ 26.62	\$ 4,613	\$ 55,361
Library Clerk I	05	6	\$ 27.93	\$ 4,842	\$ 58,101
Library Clerk I	05	7	\$ 29.34	\$ 5,085	\$ 61,025
Library Clerk I	05	8	\$ 30.80	\$ 5,338	\$ 64,056
Library Clerk I	05	9	\$ 32.34	\$ 5,605	\$ 67,259
Library Clerk II	30	1	\$ 24.22	\$ 4,198	\$ 50,381
Library Clerk II	30	2	\$ 25.48	\$ 4,416	\$ 52,989
Library Clerk II	30	3	\$ 26.74	\$ 4,635	\$ 55,624
Library Clerk II	30	4	\$ 28.05	\$ 4,861	\$ 58,338
Library Clerk II	30	5	\$ 29.45	\$ 5,105	\$ 61,263
Library Clerk II	30	6	\$ 30.95	\$ 5,364	\$ 64,372
Library Clerk II	30	7	\$ 32.49	\$ 5,632	\$ 67,587
Library Clerk II	30	8	\$ 34.12	\$ 5,913	\$ 70,960
Library Clerk II	30	9	\$ 35.82	\$ 6,209	\$ 74,507
Library Clerk, Senior	71	1	\$ 28.11	\$ 4,872	\$ 58,469
Library Clerk, Senior	71	2	\$ 29.48	\$ 5,110	\$ 61,316
Library Clerk, Senior	71	3	\$ 30.97	\$ 5,369	\$ 64,425
Library Clerk, Senior	71	4	\$ 32.52	\$ 5,637	\$ 67,639
Library Clerk, Senior	71	5	\$ 34.14	\$ 5,918	\$ 71,012
Library Clerk, Senior	71	6	\$ 35.88	\$ 6,219	\$ 74,622
Library Clerk, Senior	71	7	\$ 37.65	\$ 6,526	\$ 78,311
Library Clerk, Senior	71	8	\$ 39.54	\$ 6,853	\$ 82,237
Library Clerk, Senior	71	9	\$ 41.51	\$ 7,196	\$ 86,349

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POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Mail Processing Clerk, Senior	07	1	\$ 25.44	\$ 4,409	\$ 52,910
Mail Processing Clerk, Senior	07	2	\$ 26.70	\$ 4,629	\$ 55,545
Mail Processing Clerk, Senior	07	3	\$ 28.05	\$ 4,861	\$ 58,338
Mail Processing Clerk, Senior	07	4	\$ 29.43	\$ 5,101	\$ 61,210
Mail Processing Clerk, Senior	07	5	\$ 30.92	\$ 5,360	\$ 64,320
Mail Processing Clerk, Senior	07	6	\$ 32.47	\$ 5,628	\$ 67,534
Mail Processing Clerk, Senior	07	7	\$ 34.10	\$ 5,911	\$ 70,933
Mail Processing Clerk, Senior	07	8	\$ 35.80	\$ 6,205	\$ 74,464
Mail Processing Clerk, Senior	07	9	\$ 37.59	\$ 6,516	\$ 78,187
Marketing Specialist	02	1	\$ 33.48	\$ 5,803	\$ 69,642
Marketing Specialist	02	2	\$ 35.15	\$ 6,093	\$ 73,120
Marketing Specialist	02	3	\$ 36.89	\$ 6,394	\$ 76,730
Marketing Specialist	02	4	\$ 38.70	\$ 6,708	\$ 80,498
Marketing Specialist	02	5	\$ 40.69	\$ 7,053	\$ 84,635
Marketing Specialist	02	6	\$ 42.73	\$ 7,406	\$ 88,877
Marketing Specialist	02	7	\$ 44.84	\$ 7,773	\$ 93,278
Marketing Specialist	02	8	\$ 47.06	\$ 8,157	\$ 97,888
Marketing Specialist	02	9	\$ 49.41	\$ 8,565	\$ 102,783
Park Patrol Officer	89	1	\$ 23.87	\$ 4,137	\$ 49,643
Park Patrol Officer	89	2	\$ 25.07	\$ 4,345	\$ 52,146
Park Patrol Officer	89	3	\$ 26.30	\$ 4,558	\$ 54,702
Park Patrol Officer	89	4	\$ 27.63	\$ 4,789	\$ 57,468
Park Patrol Officer	89	5	\$ 29.00	\$ 5,026	\$ 60,315
Park Patrol Officer	89	6	\$ 30.45	\$ 5,279	\$ 63,344
Park Patrol Officer	89	7	\$ 31.99	\$ 5,544	\$ 66,533
Park Patrol Officer	89	8	\$ 33.58	\$ 5,821	\$ 69,852
Park Patrol Officer	89	9	\$ 35.26	\$ 6,112	\$ 73,345
Park Patrol Officer, Lead	22	1	\$ 26.78	\$ 4,642	\$ 55,703
Park Patrol Officer, Lead	22	2	\$ 28.12	\$ 4,875	\$ 58,496
Park Patrol Officer, Lead	22	3	\$ 29.52	\$ 5,116	\$ 61,394
Park Patrol Officer, Lead	22	4	\$ 31.01	\$ 5,375	\$ 64,504
Park Patrol Officer, Lead	22	5	\$ 32.56	\$ 5,643	\$ 67,719
Park Patrol Officer, Lead	22	6	\$ 34.18	\$ 5,924	\$ 71,091
Park Patrol Officer, Lead	22	7	\$ 35.89	\$ 6,221	\$ 74,648
Park Patrol Officer, Lead	22	8	\$ 37.69	\$ 6,533	\$ 78,390
Park Patrol Officer, Lead	22	9	\$ 39.57	\$ 6,859	\$ 82,310

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The City of Newport Beach
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Effective December 28, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Public Works Specialist	57A	1	\$ 32.56	\$ 5,643	\$ 67,719
Public Works Specialist	57A	2	\$ 34.18	\$ 5,924	\$ 71,091
Public Works Specialist	57A	3	\$ 35.90	\$ 6,223	\$ 74,674
Public Works Specialist	57A	4	\$ 37.67	\$ 6,530	\$ 78,364
Public Works Specialist	57A	5	\$ 39.56	\$ 6,857	\$ 82,290
Public Works Specialist	57A	6	\$ 41.59	\$ 7,209	\$ 86,506
Public Works Specialist	57A	7	\$ 43.63	\$ 7,562	\$ 90,748
Public Works Specialist	57A	8	\$ 45.85	\$ 7,947	\$ 95,359
Public Works Specialist	57A	9	\$ 48.14	\$ 8,344	\$ 100,127
Records Specialist	76	1	\$ 33.48	\$ 5,803	\$ 69,642
Records Specialist	76	2	\$ 35.15	\$ 6,093	\$ 73,120
Records Specialist	76	3	\$ 36.90	\$ 6,396	\$ 76,756
Records Specialist	76	4	\$ 38.73	\$ 6,713	\$ 80,551
Records Specialist	76	5	\$ 40.68	\$ 7,051	\$ 84,609
Records Specialist	76	6	\$ 42.69	\$ 7,400	\$ 88,798
Records Specialist	76	7	\$ 44.87	\$ 7,778	\$ 93,330
Records Specialist	76	8	\$ 47.05	\$ 8,155	\$ 97,862
Records Specialist	76	9	\$ 49.40	\$ 8,563	\$ 102,755
Recreation Coordinator	05A	1	\$ 30.96	\$ 5,367	\$ 64,398
Recreation Coordinator	05A	2	\$ 32.52	\$ 5,637	\$ 67,639
Recreation Coordinator	05A	3	\$ 34.13	\$ 5,915	\$ 70,985
Recreation Coordinator	05A	4	\$ 35.88	\$ 6,219	\$ 74,622
Recreation Coordinator	05A	5	\$ 37.65	\$ 6,526	\$ 78,311
Recreation Coordinator	05A	6	\$ 39.54	\$ 6,853	\$ 82,237
Recreation Coordinator	05A	7	\$ 41.54	\$ 7,200	\$ 86,400
Recreation Coordinator	05A	8	\$ 43.57	\$ 7,551	\$ 90,616
Recreation Coordinator	05A	9	\$ 45.74	\$ 7,929	\$ 95,147
Recreation Coordinator, Assistant	07A	1	\$ 25.44	\$ 4,409	\$ 52,910
Recreation Coordinator, Assistant	07A	2	\$ 26.70	\$ 4,629	\$ 55,545
Recreation Coordinator, Assistant	07A	3	\$ 28.05	\$ 4,861	\$ 58,338
Recreation Coordinator, Assistant	07A	4	\$ 29.43	\$ 5,101	\$ 61,210
Recreation Coordinator, Assistant	07A	5	\$ 30.92	\$ 5,360	\$ 64,320
Recreation Coordinator, Assistant	07A	6	\$ 32.47	\$ 5,628	\$ 67,534
Recreation Coordinator, Assistant	07A	7	\$ 34.10	\$ 5,911	\$ 70,933
Recreation Coordinator, Assistant	07A	8	\$ 35.80	\$ 6,205	\$ 74,464
Recreation Coordinator, Assistant	07A	9	\$ 37.59	\$ 6,516	\$ 78,187

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POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Recreation Supervisor	04	1	\$ 36.19	\$ 6,273	\$ 75,273
Recreation Supervisor	04	2	\$ 38.02	\$ 6,589	\$ 79,071
Recreation Supervisor	04	3	\$ 39.90	\$ 6,915	\$ 82,982
Recreation Supervisor	04	4	\$ 41.88	\$ 7,260	\$ 87,115
Recreation Supervisor	04	5	\$ 44.00	\$ 7,627	\$ 91,528
Recreation Supervisor	04	6	\$ 46.18	\$ 8,004	\$ 96,053
Recreation Supervisor	04	7	\$ 48.53	\$ 8,412	\$ 100,941
Recreation Supervisor	04	8	\$ 50.95	\$ 8,831	\$ 105,969
Recreation Supervisor	04	9	\$ 53.49	\$ 9,272	\$ 111,267

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