

**THE CITY OF NEWPORT BEACH KEY AND MANAGEMENT
EMPLOYEES
COMPENSATION PLAN**



July 12, 2025, through June 30, 2028

MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF NEWPORT BEACH AND
MANAGEMENT EMPLOYEES
COMPENSATION PLAN
July 12, 2025 through June 30, 2028

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SECTION 1. 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.

SECTION 2. COMPENSATION

A. SALARY

1. Non-Safety:

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

Effective July 12, 2025, salary schedules will be adjusted to provide a five percent (5%) cost of living adjustment to base salaries.

Effective the first day of the pay period following July 1, 2026, salary schedules will be adjusted to provide a four percent (4%) cost of living adjustment to base salaries.

Effective the first day of the pay period following July 1, 2027, salary schedules will be adjusted to provide a three percent (3%) cost of living adjustment to base salaries.

2. Safety:

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

Salary adjustments for the Police Chief classification shall occur at the same time and be the same as *salary* adjustments received by *Police Lieutenants pursuant to* the Police Management Association *MOU* during the term of this Plan. *Salary* adjustments for the Police Chief may be modified by the City Council through an individual employment agreement approved by the City Council, in a City Council approved Key & Management Compensation Plan, as amended, or in

a Resolution adopted by the City Council.

Salary adjustments for the Assistant Police Chief classification shall be tied to the *salary* adjustments received by *Police Lieutenants pursuant to the* Police Management Association MOU during the term of this Plan.

Salary adjustments for the Fire Chief classification shall occur at the same time and be the same percentage as the salary increases received by the *Administrative Division Chief classification pursuant to the* Fire Management Association MOU during the term of this Plan. *Salary* adjustments for the Fire Chief may be modified by the City Council through an individual employment agreement approved by the City Council, in a City Council approved Key & Management Compensation Plan, as amended, or in a Resolution adopted by the City Council.

Salary adjustments for the Assistant Fire Chief classification shall be tied to the *salary* adjustments *received by the Administrative Division Chief classification pursuant to the* Fire Management Association MOU during the term of this Plan.

Salary adjustments for the Assistant Chief, Lifeguard Operations classification shall be tied to the *salary* adjustments received by Lifeguard Management Association Battalion Chiefs during the term of this Plan.

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 – Six-step range with eligibility for merit step increases on an annual basis.

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

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

Confidential – Nine-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.

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. 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 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 –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

CalPERS 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 (PEPRA) of 2013, the uniform allowance will not be reported as pensionable compensation to CalPERS.

H. SCHOLASTIC ACHIEVEMENT PAY –SAFETY

1. Police Safety

1. Absent an Employment Agreement or Resolution to the contrary, Key and Management police safety employees are entitled to additional compensation in the form of Scholastic Achievement Pay as follows:

2. BA/BS – 7% MA/MS/JD – 8.5%

3. The parties agree that to the extent permitted by law, the Scholastic Achievement Pay in this section is special compensation and shall be reported to CalPERS as such.

2. Fire Safety

4. Absent an Employment Agreement or Resolution to the contrary, Key and Management fire safety employees are entitled to additional compensation in the form of Scholastic Achievement Pay under the same terms and conditions as members of the Newport Beach Fire Management Association. If there are future changes to the Scholastic Achievement Pay Program as set forth in a council-approved MOU or side letter agreement with the Newport Beach Fire Management Association, the same program shall apply for Key and Management fire safety employees.

5. The parties agree that to the extent permitted by law, the Scholastic Achievement Pay in this section is special compensation and shall be reported to CalPERS as such.

3. Assistant Chief, Lifeguard Operations

6. Except as modified herein, the Assistant Chief of Lifeguard Operations shall be eligible for Scholastic Achievement Pay under the same terms and conditions as members of the

Newport Beach Lifeguard Management Association. Scholastic Achievement Pay shall be *included in* the Assistant Chief of Lifeguard Operations paycheck for the pay period immediately following approval by the Fire Chief. It is the responsibility of the Assistant Chief of Lifeguard Operations to apply for Scholastic Achievement Pay. Approval of the application for Scholastic Achievement Pay shall not be unreasonably withheld or delayed, and the Assistant Chief of Lifeguard Operations shall not be entitled to receive Scholastic Achievement Pay prior to the date the application is approved even though the Assistant Chief of Lifeguard Operations may have been eligible prior to approval. If there are future changes to the Scholastic Achievement Pay Program as set forth in a council-approved MOU or side letter agreement with the Newport Beach Lifeguard Management Association, the same program shall apply to the Assistant Chief of Lifeguard Operations.

7. The parties agree that to the extent permitted by law, the Scholastic Achievement Pay in this section is special compensation and shall be reported to CalPERS as such.

8.

SECTION 3. 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. HOLIDAYS – NON-SAFETY

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 as either pay or flex leave for the number of hours worked on the holiday.

New Year's Day	January 1
Martin Luther King Day	January – 3 rd Monday
Washington's Birthday	February – 3 rd Monday
Memorial Day	May – Last Monday
Floating Holiday*	July 1
Independence Day	July 4
Labor Day	September – 1 st Monday
Veterans Day	November 11
Thanksgiving Day	November – 4 th Thursday
Friday After Thanksgiving	November – 4 th Friday

Christmas Eve	December 24
Christmas Day	December 25
New Year's Eve	December 31
<i>Holiday Closure – Up to 3 Days</i>	<i>TBD based on closure dates</i>

The floating holiday 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. *If an employee must work on one of the holidays listed above (except the floating holiday), the employee may bank their holiday hours to flex, up to a maximum of eight hours per holiday.*

1. 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.
2. Holiday pay will be paid only to employees who are in paid status on the scheduled day before and the 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. HOLIDAY CLOSURE – NON-SAFETY

1. *Holiday Closure – If the City Council approves a holiday closure for City Hall, the following applies:*
 - a. *Holiday Closure Pay. Employees will receive holiday closure pay for the days they would have normally been scheduled to work during the closure period, up to a maximum of three (3) days. The holiday closure pay is specifically for use during the approved holiday closure. Example: if, absent the closure, your regular work schedule has you working two days during a closure, you will receive two days of holiday closure pay; you do not automatically get three days if your regular schedule does not call for it.*
 - b. *Working During a Holiday Closure – If an employee is required by their supervisor to work during a holiday closure, they may bank their holiday hours to flex, up to a maximum of eight hours for each day the employee is required to work during the holiday closure.*

The Holiday Closure Pay aims to fairly compensate members while ensuring operational needs

are met during approved holiday closures.

C. HOLIDAYS –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. *Assistant Police Chiefs and Assistant Lifeguard Chiefs* shall receive 3.7 hours per pay period of Holiday compensation as pay. *Assistant Fire Chiefs shall receive 5.26 hours per pay period of Holiday compensation as pay. Holiday pay will be reported to CalPERS as compensation earnable as defined in Government Code Sec. 20636.*

Effective July 12, 2025, the holiday benefit for the Key and Management safety employees shall be tied to the retirement contributions required by members of their respective safety management associations. If there are future changes to the holiday benefit, as set forth in a council-approved MOU, or side letter agreement, the same changes shall be made for Key and Management safety employees.

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.

D. 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.

Years of Continuous Service	Hours Accrued per Pay Period	Annual hours	Maximum Allowable Balance (hours)
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:

Years of Continuous Service	Hours Accrued per Pay Period	Annual hours	Maximum Allowable Balance (hours)
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 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 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.

E. 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.

F. 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.

G. 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, *grandchild* and the employee's spouse/domestic partner's father, mother, brother, sister, child, grandparents *and grandchild*. 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.

H. REPRODUCTIVE LOSS LEAVE

Eligible employees are entitled to five unpaid days for each reproductive loss event. Multiple reproductive loss events are covered, up to a maximum of 20 days of reproductive loss leave within a twelve-month period.

I. 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 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.

J. 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.

SECTION 4. 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 \$2,025 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, *provided that any cash-out option complies with IRS Section 125 requirements*. 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 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 \$1,725 (*plus the minimum CalPERS participating employer's contribution*) of the City contribution provided above, the difference shall be paid to the employee as taxable cash biweekly.

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:

- a. 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.
- b. 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.
- c. 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 \$1,725 (*plus the minimum CalPERS participating employer's 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:

	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.

The City pays for this benefit.

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. California Public Employees Retirement System (CalPERS)

a. Retirement Formula

The City contracts with CalPERS 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 CalPERS retirement benefit.

Employee retirement contributions that are in addition to the normal CalPERS 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 I:

Tier I Employees shall contribute the statutory CalPERS Member Contribution equal to eight percent (8%) of compensation earnable.

Tier II

Tier II employees shall contribute the statutory CalPERS Member Contribution equal to seven percent (7%) of compensation earnable, plus an additional one percent (1%) of compensation earnable toward retirement costs under Government Code Section 20516(f), for a total contribution of 8% of compensation earnable.

Tier III:

The minimum statutory employee contribution for employees in Tier III, subject to the provisions

of the Public Employees' Pension Reform Act (PEPRA) equals 50% of the "total normal cost", and is calculated annually for possible adjustments as provided in the CalPERS valuations.

In addition to the statutorily required 50% contribution of total normal costs, Tier III employees shall contribute an additional amount of pensionable compensation toward retirement pursuant to Government Code section 20516(f) so that their contribution equals a total of 8% of pensionable compensation. However, the employee contribution shall never fall below the statutory required contribution.

Safety:

a) Police Safety

Absent an Employment Agreement or Resolution to the contrary, the employee contribution for police safety members will depend on what Tier the employee is in as defined above.

Tier I and II 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 III members: In addition to the statutorily required 50% contribution of total normal costs ("member contribution rate"), Tier III members shall contribute an additional percentage of pensionable compensation toward retirement costs as cost sharing pursuant to Government Code § 20516(f), *for a total employee contribution that is no less than 13.6% of pensionable compensation (i.e., Tier III employees pay the greater of 13.6% or 50% of the "total normal cost"). The employee contribution shall never fall below the statutorily required contribution.*

Effective July 12, 2025, the CalPERS retirement contributions for the Key and Management police safety employees 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, as set forth in a council-approved MOU, or side letter agreement, the same changes shall be made for Key and Management police safety employees.

b) Fire Safety

Absent an Employment Agreement or Resolution to the contrary, the employee contribution for fire safety members will depend on what Tier the employee is in as defined above.

Tier I and II members will contribute the full statutory member contribution, equal to 9% of compensation earnable, plus an additional 4.5% of compensation earnable toward retirement costs as permitted under Government Code § 20516(f), for a total contribution of 13.5%

Tier III members: In addition to the statutorily required 50% contribution of total normal costs ("member contribution rate"), Tier III members shall contribute an additional percentage of pensionable compensation toward retirement costs as cost sharing pursuant to Government Code

§ 20516(f), *for a total employee contribution that is no less than 13.5% of pensionable compensation (i.e., Tier III employees pay the greater of 13.5% or 50% of the “total normal cost”). The employee contribution shall never fall below the statutorily required contribution.*

Effective *July 12, 2025*, the CalPERS retirement contributions for the Key and Management fire safety employees shall be tied to the retirement contributions required by *safety* members of the Fire Management Association. If there are future changes to those employee retirement contributions, as set forth in a council-approved MOU, *or side letter agreement*, the same changes shall be made for Key and Management fire safety employees.

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 I and II 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 III members: In addition to the statutorily required 50% contribution of total normal costs (“member contribution rate”), Tier III members shall contribute an additional percentage of pensionable compensation toward retirement costs as cost sharing pursuant to Government Code § 20516(f), *for a total employee contribution that is no less than 13.6% of pensionable compensation (i.e., Tier III employees pay the greater of 13.6% or 50% of the “total normal cost”). The employee contribution shall never fall below the statutorily required contribution.*

Effective *July 12, 2025*, the CalPERS retirement contributions for the Assistant Chief of 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, as set forth in a council-approved MOU, *or side letter agreement*, the same changes shall be made for the Assistant Chief of Lifeguard Operations.

c. Optional Benefits

The City’s contract with CalPERS 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.

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.
- c. 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).
- d.
- e. 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 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 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.

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.

For example, if the City Council designates 30% Part C contributions, then each Key and Management employee leaving the City 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 *at time of separation or status change*. No contributions are made to Category 1 participants after separation.
- b.
- c. 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 *at time of separation or status change*. 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.

- d. Category 3: Employees in this category make Part A contributions automatically each pay period through payroll deductions. Category 3 participants do not receive any *Part B contributions*. *Part C contributions are received through separations or status changes*.

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

Subject to the limitations below, Key and Management employees attending accredited 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. *Travel expenses are not eligible for reimbursement.* 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.

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:

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.

SECTION 5. 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 *and Administrative Management – Safety* positions serve as at-will employees as that term is defined in California Labor Code section 2922 *and/or the City of Newport Beach City Charter Article VIII, Section 801* 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, *and* Human Resources Director

Administrative Assistant-Confidential, Fiscal Specialist – Confidential, Human Resources Specialist, *and* 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 agrees to a telecommuting program that will provide for 80 hours per calendar year of telecommuting hours to be used in accordance with City policy. The provisions of the policy shall

not trigger any right of grievance or appeal.

F. OVERPAYMENT

Employees will be notified by Payroll or Human Resources prior to the recovery of overpayments on paychecks. Recovery of more than 15% of net pay will be subject to a repayment schedule established by the appointing authority under guidelines issued by the Finance Department or Human Resources. Such recovery shall not exceed 15% per month of disposable earnings, as defined by State law, except a mutually agreed upon accelerated payment plan for faster recovery. Recoupments under this section shall be limited to forty-eight (48) months. However, nothing in this section is intended to prevent the City from seeking recoupment of overpayments due to fraud or other knowing concealment through any available legal forum.

G. 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.

H. 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.

Exhibit B

The City of Newport Beach

List of All Key & Management Classifications and Their Subcategory

Term of Compensation Plan: July 12, 2025 - June 30, 2028

<u>Position Title</u>	<u>Subcategory</u>
Administrative Manager	Division Management
Administrative Manager*	Division Management
Assistant Chief, Lifeguard Operations	Administrative Management-Safety
Assistant, Administrative (K&M)	Confidential
Assistant, Executive	Confidential
Budget Analyst	Confidential
Budget Analyst, Senior	Confidential
City Attorney, Assistant	Executive Management
City Attorney, Deputy	Division Management
City Clerk, Assistant	Confidential
City Clerk, Deputy	Confidential
City Engineer, Assistant	Division Management
City Manager, Assistant	Executive Management
City Manager, Deputy	Executive Management
Civil Engineer, Principal	Division Management
Civil Engineer, Principal - Plan Check	Division Management
Civil Engineer, Senior (K&M)	Confidential
Community Develop. Director	Executive Management
Community Develop. Director, Deputy	Administrative Management
Finance Director, Deputy	Administrative Management
Finance Director/City Treasurer	Executive Management
Finance Manager	Division Management
Fire Chief	Executive Management-Safety
Fire Chief, Assistant	Administrative Management-Safety
Fiscal Specialist (K&M)	Confidential
Harbormaster	Executive Management
Harbormaster, Deputy	Administrative Management
Homeless Services Manager	Division Management
Human Resources Analyst	Confidential
Human Resources Analyst, Assistant	Confidential
Human Resources Analyst, Senior	Confidential
Human Resources Director	Executive Management
Human Resources Director, Deputy	Administrative Management
Human Resources Manager	Division Management
Human Resources Specialist	Confidential
Human Resources Supervisor	Division Management
IT Engineer, Cybersecurity	Confidential
IT Manager	Administrative Management
IT Supervisor	Division Management

The City of Newport Beach

List of All Key & Management Classifications and Their Subcategory

Term of Compensation Plan: July 12, 2025 - June 30, 2028

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

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

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 12, 2025:

5% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Administrative Manager	04B	1	\$	59.36	\$ 10,289	\$ 123,471
Administrative Manager	04B	2	\$	62.37	\$ 10,811	\$ 129,730
Administrative Manager	04B	3	\$	65.42	\$ 11,339	\$ 136,073
Administrative Manager	04B	4	\$	68.71	\$ 11,910	\$ 142,918
Administrative Manager	04B	5	\$	72.15	\$ 12,506	\$ 150,071
Administrative Manager	04B	6	\$	75.76	\$ 13,131	\$ 157,574
Administrative Manager*	99	1	\$	78.13	\$ 13,542	\$ 162,502
Assistant Chief, Lifeguard Operations ¹	02	1	\$	79.69	\$ 13,813	\$ 165,755
Assistant Chief, Lifeguard Operations	02	2	\$	83.67	\$ 14,503	\$ 174,039
Assistant Chief, Lifeguard Operations	02	3	\$	87.84	\$ 15,226	\$ 182,712
Assistant Chief, Lifeguard Operations	02	4	\$	92.25	\$ 15,990	\$ 191,875
Assistant Chief, Lifeguard Operations	02	5	\$	96.87	\$ 16,790	\$ 201,480
Assistant Chief, Lifeguard Operations	02	6	\$	101.71	\$ 17,629	\$ 211,554
Assistant, Administrative (K&M)	05	1	\$	35.72	\$ 6,191	\$ 74,295
Assistant, Administrative (K&M)	05	2	\$	37.51	\$ 6,501	\$ 78,012
Assistant, Administrative (K&M)	05	3	\$	39.37	\$ 6,825	\$ 81,895
Assistant, Administrative (K&M)	05	4	\$	41.37	\$ 7,172	\$ 86,058
Assistant, Administrative (K&M)	05	5	\$	43.38	\$ 7,518	\$ 90,222
Assistant, Administrative (K&M)	05	6	\$	45.59	\$ 7,903	\$ 94,832
Assistant, Administrative (K&M)	05	7	\$	47.88	\$ 8,298	\$ 99,582
Assistant, Administrative (K&M)	05	8	\$	50.29	\$ 8,718	\$ 104,611
Assistant, Administrative (K&M)	05	9	\$	52.81	\$ 9,153	\$ 109,842
Assistant, Executive	08A	1	\$	39.25	\$ 6,804	\$ 81,643
Assistant, Executive	08A	2	\$	41.21	\$ 7,144	\$ 85,723
Assistant, Executive	08A	3	\$	43.24	\$ 7,495	\$ 89,942
Assistant, Executive	08A	4	\$	45.42	\$ 7,872	\$ 94,469
Assistant, Executive	08A	5	\$	47.74	\$ 8,275	\$ 99,302
Assistant, Executive	08A	6	\$	50.04	\$ 8,673	\$ 104,080
Assistant, Executive	08A	7	\$	52.63	\$ 9,123	\$ 109,472
Assistant, Executive	08A	8	\$	55.24	\$ 9,574	\$ 114,893
Assistant, Executive	08A	9	\$	58.00	\$ 10,053	\$ 120,638
Budget Analyst	15B	1	\$	45.81	\$ 7,940	\$ 95,279
Budget Analyst	15B	2	\$	48.09	\$ 8,336	\$ 100,028
Budget Analyst	15B	3	\$	50.50	\$ 8,752	\$ 105,030
Budget Analyst	15B	4	\$	52.99	\$ 9,186	\$ 110,227
Budget Analyst	15B	5	\$	55.63	\$ 9,642	\$ 115,704
Budget Analyst	15B	6	\$	58.43	\$ 10,129	\$ 121,543
Budget Analyst	15B	7	\$	61.32	\$ 10,629	\$ 127,551
Budget Analyst	15B	8	\$	64.43	\$ 11,167	\$ 134,005
Budget Analyst	15B	9	\$	67.65	\$ 11,725	\$ 140,705
Budget Analyst, Senior	25	1	\$	52.99	\$ 9,186	\$ 110,227
Budget Analyst, Senior	25	2	\$	55.63	\$ 9,642	\$ 115,704
Budget Analyst, Senior	25	3	\$	58.45	\$ 10,131	\$ 121,571
Budget Analyst, Senior	25	4	\$	61.32	\$ 10,629	\$ 127,551
Budget Analyst, Senior	25	5	\$	64.43	\$ 11,167	\$ 134,005

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 12, 2025:

5% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Budget Analyst, Senior	25	6	\$	67.64	\$ 11,724	\$ 140,683
Budget Analyst, Senior	25	7	\$	71.02	\$ 12,310	\$ 147,724
Budget Analyst, Senior	25	8	\$	74.59	\$ 12,930	\$ 155,156
Budget Analyst, Senior	25	9	\$	78.32	\$ 13,576	\$ 162,914
City Attorney, Assistant	22A	0	\$	82.70	\$ 14,335	\$ 172,014
City Attorney, Assistant	22A	1	\$	106.46	\$ 18,454	\$ 221,445
City Attorney, Assistant	22A	2	\$	130.23	\$ 22,573	\$ 270,876
City Attorney, Deputy	16E	1	\$	79.85	\$ 13,840	\$ 166,081
City Attorney, Deputy	16E	2	\$	83.85	\$ 14,534	\$ 174,408
City Attorney, Deputy	16E	3	\$	88.04	\$ 15,260	\$ 183,126
City Attorney, Deputy	16E	4	\$	92.45	\$ 16,024	\$ 192,290
City Attorney, Deputy	16E	5	\$	97.03	\$ 16,818	\$ 201,818
City Attorney, Deputy	16E	6	\$	101.88	\$ 17,659	\$ 211,909
City Clerk, Assistant	71	1	\$	48.85	\$ 8,468	\$ 101,611
City Clerk, Assistant	71	2	\$	51.30	\$ 8,892	\$ 106,701
City Clerk, Assistant	71	3	\$	53.86	\$ 9,336	\$ 112,036
City Clerk, Assistant	71	4	\$	56.56	\$ 9,804	\$ 117,643
City Clerk, Assistant	71	5	\$	59.39	\$ 10,294	\$ 123,523
City Clerk, Assistant	71	6	\$	62.36	\$ 10,808	\$ 129,702
City Clerk, Assistant	71	7	\$	65.47	\$ 11,348	\$ 136,180
City Clerk, Assistant	71	8	\$	68.76	\$ 11,918	\$ 143,012
City Clerk, Assistant	71	9	\$	72.19	\$ 12,514	\$ 150,163
City Clerk, Deputy	07	1	\$	37.52	\$ 6,503	\$ 78,039
City Clerk, Deputy	07	2	\$	39.39	\$ 6,827	\$ 81,923
City Clerk, Deputy	07	3	\$	41.39	\$ 7,174	\$ 86,086
City Clerk, Deputy	07	4	\$	43.42	\$ 7,525	\$ 90,306
City Clerk, Deputy	07	5	\$	45.61	\$ 7,905	\$ 94,860
City Clerk, Deputy	07	6	\$	47.89	\$ 8,301	\$ 99,610
City Clerk, Deputy	07	7	\$	50.32	\$ 8,722	\$ 104,667
City Clerk, Deputy	07	8	\$	52.81	\$ 9,153	\$ 109,836
City Clerk, Deputy	07	9	\$	55.45	\$ 9,611	\$ 115,328
City Engineer, Assistant	15A	1	\$	81.78	\$ 14,175	\$ 170,105
City Engineer, Assistant	15A	2	\$	85.85	\$ 14,881	\$ 178,571
City Engineer, Assistant	15A	3	\$	90.15	\$ 15,626	\$ 187,512
City Engineer, Assistant	15A	4	\$	94.66	\$ 16,408	\$ 196,900
City Engineer, Assistant	15A	5	\$	99.39	\$ 17,228	\$ 206,736
City Engineer, Assistant	15A	6	\$	104.36	\$ 18,089	\$ 217,072
City Manager, Assistant	17A	0	\$	96.76	\$ 16,772	\$ 201,259
City Manager, Assistant	17A	1	\$	124.57	\$ 21,592	\$ 259,099
City Manager, Assistant	17A	2	\$	152.37	\$ 26,412	\$ 316,939
City Manager, Deputy	11E	0	\$	75.74	\$ 13,128	\$ 157,532
City Manager, Deputy	11E	1	\$	91.23	\$ 15,813	\$ 189,753
City Manager, Deputy	11E	2	\$	106.72	\$ 18,498	\$ 221,974
Civil Engineer, Principal	13	1	\$	77.86	\$ 13,495	\$ 161,946
Civil Engineer, Principal	13	2	\$	81.75	\$ 14,171	\$ 170,049

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 12, 2025:

5% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Civil Engineer, Principal	13	3	\$	85.82	\$ 14,876	\$ 178,515
Civil Engineer, Principal	13	4	\$	90.12	\$ 15,621	\$ 187,456
Civil Engineer, Principal	13	5	\$	94.64	\$ 16,404	\$ 196,844
Civil Engineer, Principal	13	6	\$	99.37	\$ 17,224	\$ 206,686
Civil Engineer, Principal - Plan Check	13A	1	\$	77.86	\$ 13,495	\$ 161,946
Civil Engineer, Principal - Plan Check	13A	2	\$	81.75	\$ 14,171	\$ 170,049
Civil Engineer, Principal - Plan Check	13A	3	\$	85.82	\$ 14,876	\$ 178,515
Civil Engineer, Principal - Plan Check	13A	4	\$	90.12	\$ 15,621	\$ 187,456
Civil Engineer, Principal - Plan Check	13A	5	\$	94.64	\$ 16,404	\$ 196,844
Civil Engineer, Principal - Plan Check	13A	6	\$	99.37	\$ 17,224	\$ 206,686
Civil Engineer, Senior (K&M)	04A	1	\$	60.52	\$ 10,489	\$ 125,874
Civil Engineer, Senior (K&M)	04A	2	\$	63.51	\$ 11,009	\$ 132,105
Civil Engineer, Senior (K&M)	04A	3	\$	66.70	\$ 11,561	\$ 138,727
Civil Engineer, Senior (K&M)	04A	4	\$	70.03	\$ 12,138	\$ 145,656
Civil Engineer, Senior (K&M)	04A	5	\$	73.55	\$ 12,748	\$ 152,977
Civil Engineer, Senior (K&M)	04A	6	\$	77.21	\$ 13,384	\$ 160,605
Civil Engineer, Senior (K&M)	04A	7	\$	81.07	\$ 14,052	\$ 168,624
Civil Engineer, Senior (K&M)	04A	8	\$	85.13	\$ 14,755	\$ 177,062
Civil Engineer, Senior (K&M)	04A	9	\$	89.38	\$ 15,493	\$ 185,915
Community Develop. Director	15H	0	\$	91.80	\$ 15,912	\$ 190,949
Community Develop. Director	15H	1	\$	118.19	\$ 20,486	\$ 245,832
Community Develop. Director	15H	2	\$	144.57	\$ 25,060	\$ 300,715
Community Develop. Director, Deputy	17	1	\$	86.01	\$ 14,909	\$ 178,906
Community Develop. Director, Deputy	17	2	\$	90.27	\$ 15,647	\$ 187,763
Community Develop. Director, Deputy	17	3	\$	94.80	\$ 16,432	\$ 197,179
Community Develop. Director, Deputy	17	4	\$	99.54	\$ 17,254	\$ 207,043
Community Develop. Director, Deputy	17	5	\$	104.54	\$ 18,120	\$ 217,437
Community Develop. Director, Deputy	17	6	\$	109.76	\$ 19,026	\$ 228,309
Finance Director, Deputy	17C	1	\$	86.01	\$ 14,909	\$ 178,906
Finance Director, Deputy	17C	2	\$	90.27	\$ 15,647	\$ 187,763
Finance Director, Deputy	17C	3	\$	94.80	\$ 16,432	\$ 197,179
Finance Director, Deputy	17C	4	\$	99.54	\$ 17,254	\$ 207,043
Finance Director, Deputy	17C	5	\$	104.54	\$ 18,120	\$ 217,437
Finance Director, Deputy	17C	6	\$	109.76	\$ 19,026	\$ 228,309
Finance Director/City Treasurer	15C	0	\$	91.80	\$ 15,912	\$ 190,949
Finance Director/City Treasurer	15C	1	\$	118.19	\$ 20,486	\$ 245,832
Finance Director/City Treasurer	15C	2	\$	144.57	\$ 25,060	\$ 300,715
Finance Manager	16	1	\$	76.02	\$ 13,176	\$ 158,118
Finance Manager	16	2	\$	79.83	\$ 13,838	\$ 166,053
Finance Manager	16	3	\$	83.84	\$ 14,532	\$ 174,380
Finance Manager	16	4	\$	88.01	\$ 15,256	\$ 183,069
Finance Manager	16	5	\$	92.39	\$ 16,015	\$ 192,178
Finance Manager	16	6	\$	97.01	\$ 16,816	\$ 201,788
Fire Chief ²	01C	0	\$	94.03	\$ 16,298	\$ 195,580
Fire Chief	01C	1	\$	121.05	\$ 20,982	\$ 251,785

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 12, 2025:

5% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Fire Chief	01C	2	\$	148.07	\$ 25,666	\$ 307,989
Fire Chief, Assistant ²	01B	1	\$	106.47	\$ 18,454	\$ 221,450
Fire Chief, Assistant	01B	2	\$	111.79	\$ 19,377	\$ 232,521
Fire Chief, Assistant	01B	3	\$	117.38	\$ 20,346	\$ 244,151
Fire Chief, Assistant	01B	4	\$	123.24	\$ 21,362	\$ 256,341
Fire Chief, Assistant	01B	5	\$	129.38	\$ 22,427	\$ 269,120
Fire Chief, Assistant	01B	6	\$	135.85	\$ 23,548	\$ 282,576
Fiscal Specialist (K&M)	01A	1	\$	34.64	\$ 6,005	\$ 72,059
Fiscal Specialist (K&M)	01A	2	\$	36.40	\$ 6,310	\$ 75,720
Fiscal Specialist (K&M)	01A	3	\$	38.20	\$ 6,622	\$ 79,464
Fiscal Specialist (K&M)	01A	4	\$	40.11	\$ 6,953	\$ 83,432
Fiscal Specialist (K&M)	01A	5	\$	42.15	\$ 7,307	\$ 87,679
Fiscal Specialist (K&M)	01A	6	\$	44.21	\$ 7,663	\$ 91,954
Fiscal Specialist (K&M)	01A	7	\$	46.45	\$ 8,052	\$ 96,620
Fiscal Specialist (K&M)	01A	8	\$	48.76	\$ 8,452	\$ 101,426
Fiscal Specialist (K&M)	01A	9	\$	51.20	\$ 8,875	\$ 106,497
Harbormaster	77	0	\$	81.85	\$ 14,187	\$ 170,244
Harbormaster	77	1	\$	93.15	\$ 16,147	\$ 193,761
Harbormaster	77	2	\$	104.46	\$ 18,106	\$ 217,278
Harbormaster, Deputy	76	1	\$	60.85	\$ 10,548	\$ 126,573
Harbormaster, Deputy	76	2	\$	63.89	\$ 11,074	\$ 132,887
Harbormaster, Deputy	76	3	\$	67.11	\$ 11,633	\$ 139,593
Harbormaster, Deputy	76	4	\$	70.48	\$ 12,217	\$ 146,606
Harbormaster, Deputy	76	5	\$	73.98	\$ 12,823	\$ 153,871
Harbormaster, Deputy	76	6	\$	77.68	\$ 13,464	\$ 161,565
Homeless Services Manager	10F	1	\$	68.86	\$ 11,935	\$ 143,226
Homeless Services Manager	10F	2	\$	72.28	\$ 12,529	\$ 150,350
Homeless Services Manager	10F	3	\$	75.92	\$ 13,160	\$ 157,922
Homeless Services Manager	10F	4	\$	79.73	\$ 13,819	\$ 165,830
Homeless Services Manager	10F	5	\$	83.72	\$ 14,511	\$ 174,129
Homeless Services Manager	10F	6	\$	87.90	\$ 15,236	\$ 182,835
Human Resources Analyst	16A	1	\$	46.88	\$ 8,126	\$ 97,515
Human Resources Analyst	16A	2	\$	49.18	\$ 8,524	\$ 102,293
Human Resources Analyst	16A	3	\$	51.66	\$ 8,955	\$ 107,461
Human Resources Analyst	16A	4	\$	54.28	\$ 9,409	\$ 112,910
Human Resources Analyst	16A	5	\$	56.96	\$ 9,872	\$ 118,470
Human Resources Analyst	16A	6	\$	59.80	\$ 10,366	\$ 124,393
Human Resources Analyst	16A	7	\$	62.81	\$ 10,888	\$ 130,652
Human Resources Analyst	16A	8	\$	65.96	\$ 11,433	\$ 137,191
Human Resources Analyst	16A	9	\$	69.25	\$ 12,004	\$ 144,050
Human Resources Analyst, Assistant	08	1	\$	39.25	\$ 6,804	\$ 81,643
Human Resources Analyst, Assistant	08	2	\$	41.21	\$ 7,144	\$ 85,723
Human Resources Analyst, Assistant	08	3	\$	43.24	\$ 7,495	\$ 89,942
Human Resources Analyst, Assistant	08	4	\$	45.42	\$ 7,872	\$ 94,469
Human Resources Analyst, Assistant	08	5	\$	47.74	\$ 8,275	\$ 99,302

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 12, 2025:

5% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Human Resources Analyst, Assistant	08	6	\$	50.04	\$ 8,673	\$ 104,080
Human Resources Analyst, Assistant	08	7	\$	52.63	\$ 9,123	\$ 109,472
Human Resources Analyst, Assistant	08	8	\$	55.24	\$ 9,574	\$ 114,893
Human Resources Analyst, Assistant	08	9	\$	58.00	\$ 10,053	\$ 120,638
Human Resources Analyst, Senior	20A	1	\$	51.73	\$ 8,967	\$ 107,601
Human Resources Analyst, Senior	20A	2	\$	54.36	\$ 9,423	\$ 113,078
Human Resources Analyst, Senior	20A	3	\$	57.06	\$ 9,891	\$ 118,694
Human Resources Analyst, Senior	20A	4	\$	59.93	\$ 10,387	\$ 124,645
Human Resources Analyst, Senior	20A	5	\$	62.88	\$ 10,899	\$ 130,792
Human Resources Analyst, Senior	20A	6	\$	66.04	\$ 11,446	\$ 137,358
Human Resources Analyst, Senior	20A	7	\$	69.30	\$ 12,012	\$ 144,148
Human Resources Analyst, Senior	20A	8	\$	72.79	\$ 12,618	\$ 151,412
Human Resources Analyst, Senior	20A	9	\$	76.43	\$ 13,249	\$ 158,983
Human Resources Director	11B	0	\$	86.85	\$ 15,053	\$ 180,638
Human Resources Director	11B	1	\$	111.81	\$ 19,380	\$ 232,565
Human Resources Director	11B	2	\$	136.77	\$ 23,708	\$ 284,491
Human Resources Director, Deputy	95	1	\$	81.85	\$ 14,187	\$ 170,244
Human Resources Director, Deputy	95	2	\$	85.95	\$ 14,897	\$ 178,766
Human Resources Director, Deputy	95	3	\$	90.23	\$ 15,640	\$ 187,680
Human Resources Director, Deputy	95	4	\$	94.74	\$ 16,422	\$ 197,068
Human Resources Director, Deputy	95	5	\$	99.49	\$ 17,244	\$ 206,931
Human Resources Director, Deputy	95	6	\$	104.46	\$ 18,106	\$ 217,278
Human Resources Manager	02C	1	\$	75.24	\$ 13,041	\$ 156,498
Human Resources Manager	02C	2	\$	79.00	\$ 13,693	\$ 164,321
Human Resources Manager	02C	3	\$	82.94	\$ 14,376	\$ 172,508
Human Resources Manager	02C	4	\$	87.10	\$ 15,097	\$ 181,170
Human Resources Manager	02C	5	\$	91.45	\$ 15,852	\$ 190,222
Human Resources Manager	02C	6	\$	96.03	\$ 16,644	\$ 199,733
Human Resources Specialist	03	1	\$	35.50	\$ 6,154	\$ 73,848
Human Resources Specialist	03	2	\$	37.28	\$ 6,461	\$ 77,536
Human Resources Specialist	03	3	\$	39.13	\$ 6,783	\$ 81,392
Human Resources Specialist	03	4	\$	41.07	\$ 7,118	\$ 85,415
Human Resources Specialist	03	5	\$	43.13	\$ 7,477	\$ 89,718
Human Resources Specialist	03	6	\$	45.27	\$ 7,847	\$ 94,161
Human Resources Specialist	03	7	\$	47.58	\$ 8,247	\$ 98,967
Human Resources Specialist	03	8	\$	49.89	\$ 8,648	\$ 103,773
Human Resources Specialist	03	9	\$	52.39	\$ 9,080	\$ 108,961
Human Resources Supervisor	97A	1	\$	71.46	\$ 12,387	\$ 148,647
Human Resources Supervisor	97A	2	\$	75.01	\$ 13,002	\$ 156,023
Human Resources Supervisor	97A	3	\$	78.77	\$ 13,653	\$ 163,835
Human Resources Supervisor	97A	4	\$	82.73	\$ 14,340	\$ 172,082
Human Resources Supervisor	97A	5	\$	86.85	\$ 15,055	\$ 180,657
Human Resources Supervisor	97A	6	\$	91.20	\$ 15,808	\$ 189,690
IT Engineer, Cybersecurity	65	1	\$	60.52	\$ 10,489	\$ 125,874
IT Engineer, Cybersecurity	65	2	\$	63.51	\$ 11,009	\$ 132,105

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 12, 2025:

5% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
IT Engineer, Cybersecurity	65	3	\$	66.70	\$ 11,561	\$ 138,727
IT Engineer, Cybersecurity	65	4	\$	70.03	\$ 12,138	\$ 145,656
IT Engineer, Cybersecurity	65	5	\$	73.55	\$ 12,748	\$ 152,977
IT Engineer, Cybersecurity	65	6	\$	77.21	\$ 13,384	\$ 160,605
IT Engineer, Cybersecurity	65	7	\$	81.07	\$ 14,052	\$ 168,624
IT Engineer, Cybersecurity	65	8	\$	85.13	\$ 14,755	\$ 177,062
IT Engineer, Cybersecurity	65	9	\$	89.38	\$ 15,493	\$ 185,915
IT Manager	15D	1	\$	81.85	\$ 14,187	\$ 170,244
IT Manager	15D	2	\$	85.95	\$ 14,897	\$ 178,766
IT Manager	15D	3	\$	90.23	\$ 15,640	\$ 187,680
IT Manager	15D	4	\$	94.74	\$ 16,422	\$ 197,068
IT Manager	15D	5	\$	99.49	\$ 17,244	\$ 206,931
IT Manager	15D	6	\$	104.46	\$ 18,106	\$ 217,278
IT Supervisor	97	1	\$	71.46	\$ 12,387	\$ 148,647
IT Supervisor	97	2	\$	75.01	\$ 13,002	\$ 156,023
IT Supervisor	97	3	\$	78.77	\$ 13,653	\$ 163,835
IT Supervisor	97	4	\$	82.73	\$ 14,340	\$ 172,082
IT Supervisor	97	5	\$	86.85	\$ 15,055	\$ 180,657
IT Supervisor	97	6	\$	91.20	\$ 15,808	\$ 189,690
Library Services Director	11C	0	\$	86.85	\$ 15,053	\$ 180,638
Library Services Director	11C	1	\$	111.81	\$ 19,380	\$ 232,565
Library Services Director	11C	2	\$	136.77	\$ 23,708	\$ 284,491
Library Services Manager	10D	1	\$	68.86	\$ 11,935	\$ 143,226
Library Services Manager	10D	2	\$	72.28	\$ 12,529	\$ 150,350
Library Services Manager	10D	3	\$	75.92	\$ 13,160	\$ 157,922
Library Services Manager	10D	4	\$	79.73	\$ 13,819	\$ 165,830
Library Services Manager	10D	5	\$	83.72	\$ 14,511	\$ 174,129
Library Services Manager	10D	6	\$	87.90	\$ 15,236	\$ 182,835
Management Analyst	12	1	\$	42.48	\$ 7,362	\$ 88,349
Management Analyst	12	2	\$	44.65	\$ 7,740	\$ 92,876
Management Analyst	12	3	\$	46.85	\$ 8,121	\$ 97,458
Management Analyst	12	4	\$	49.15	\$ 8,520	\$ 102,236
Management Analyst	12	5	\$	51.64	\$ 8,951	\$ 107,406
Management Analyst	12	6	\$	54.24	\$ 9,402	\$ 112,826
Management Analyst	12	7	\$	56.93	\$ 9,868	\$ 118,414
Management Analyst	12	8	\$	59.78	\$ 10,361	\$ 124,338
Management Analyst	12	9	\$	62.77	\$ 10,880	\$ 130,555
Management Analyst, Assistant	37	1	\$	38.71	\$ 6,709	\$ 80,511
Management Analyst, Assistant	37	2	\$	40.62	\$ 7,041	\$ 84,495
Management Analyst, Assistant	37	3	\$	42.64	\$ 7,392	\$ 88,701
Management Analyst, Assistant	37	4	\$	44.80	\$ 7,765	\$ 93,183
Management Analyst, Assistant	37	5	\$	47.09	\$ 8,162	\$ 97,941
Management Analyst, Assistant	37	6	\$	49.38	\$ 8,558	\$ 102,700
Management Analyst, Assistant	37	7	\$	51.89	\$ 8,994	\$ 107,930
Management Analyst, Assistant	37	8	\$	54.48	\$ 9,444	\$ 113,324

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 12, 2025:

5% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Management Analyst, Assistant	37	9	\$	57.21	\$ 9,916	\$ 118,991
Management Analyst, Senior	06	1	\$	48.85	\$ 8,468	\$ 101,611
Management Analyst, Senior	06	2	\$	51.30	\$ 8,892	\$ 106,701
Management Analyst, Senior	06	3	\$	53.86	\$ 9,336	\$ 112,036
Management Analyst, Senior	06	4	\$	56.56	\$ 9,804	\$ 117,643
Management Analyst, Senior	06	5	\$	59.39	\$ 10,294	\$ 123,523
Management Analyst, Senior	06	6	\$	62.36	\$ 10,808	\$ 129,702
Management Analyst, Senior	06	7	\$	65.47	\$ 11,348	\$ 136,180
Management Analyst, Senior	06	8	\$	68.76	\$ 11,918	\$ 143,012
Management Analyst, Senior	06	9	\$	72.19	\$ 12,514	\$ 150,163
Management Fellow	26	1	\$	29.54	\$ 5,120	\$ 61,441
Paralegal	30	1	\$	38.08	\$ 6,601	\$ 79,213
Paralegal	30	2	\$	39.98	\$ 6,929	\$ 83,152
Paralegal	30	3	\$	42.01	\$ 7,281	\$ 87,372
Paralegal	30	4	\$	44.11	\$ 7,647	\$ 91,758
Paralegal	30	5	\$	46.30	\$ 8,026	\$ 96,313
Paralegal	30	6	\$	48.61	\$ 8,427	\$ 101,118
Paralegal	30	7	\$	51.03	\$ 8,846	\$ 106,148
Paralegal	30	8	\$	53.59	\$ 9,288	\$ 111,457
Paralegal	30	9	\$	56.26	\$ 9,752	\$ 117,030
Payroll Coordinator	30B	1	\$	39.19	\$ 6,792	\$ 81,507
Payroll Coordinator	30B	2	\$	41.13	\$ 7,129	\$ 85,547
Payroll Coordinator	30B	3	\$	43.19	\$ 7,486	\$ 89,836
Payroll Coordinator	30B	4	\$	45.38	\$ 7,867	\$ 94,400
Payroll Coordinator	30B	5	\$	47.61	\$ 8,252	\$ 99,020
Payroll Coordinator	30B	6	\$	50.03	\$ 8,671	\$ 104,056
Payroll Coordinator	30B	7	\$	52.45	\$ 9,091	\$ 109,091
Payroll Coordinator	30B	8	\$	55.05	\$ 9,543	\$ 114,514
Payroll Coordinator	30B	9	\$	57.81	\$ 10,020	\$ 120,239
Planner, Principal	27	1	\$	55.63	\$ 9,642	\$ 115,704
Planner, Principal	27	2	\$	58.43	\$ 10,129	\$ 121,543
Planner, Principal	27	3	\$	61.32	\$ 10,629	\$ 127,551
Planner, Principal	27	4	\$	64.43	\$ 11,167	\$ 134,005
Planner, Principal	27	5	\$	67.64	\$ 11,724	\$ 140,683
Planner, Principal	27	6	\$	71.02	\$ 12,310	\$ 147,724
Planner, Principal	27	7	\$	74.57	\$ 12,925	\$ 155,100
Planner, Principal	27	8	\$	78.32	\$ 13,575	\$ 162,896
Planner, Principal	27	9	\$	82.23	\$ 14,253	\$ 171,041
Planning Manager	11	1	\$	71.25	\$ 12,350	\$ 148,199
Planning Manager	11	2	\$	74.81	\$ 12,967	\$ 155,604
Planning Manager	11	3	\$	78.53	\$ 13,612	\$ 163,343
Planning Manager	11	4	\$	82.45	\$ 14,292	\$ 171,502
Planning Manager	11	5	\$	86.60	\$ 15,011	\$ 180,135
Planning Manager	11	6	\$	90.93	\$ 15,762	\$ 189,142
Police Chief ³	02B	0	\$	102.11	\$ 17,699	\$ 212,386

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 12, 2025:

5% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Police Chief	02B	1	\$	131.45	\$ 22,785	\$ 273,425
Police Chief	02B	2	\$	160.80	\$ 27,872	\$ 334,463
Police Chief, Assistant ³	03A	1	\$	112.44	\$ 19,489	\$ 233,874
Police Chief, Assistant	03A	2	\$	118.07	\$ 20,466	\$ 245,587
Police Chief, Assistant	03A	3	\$	123.98	\$ 21,489	\$ 257,870
Police Chief, Assistant	03A	4	\$	130.18	\$ 22,565	\$ 270,781
Police Chief, Assistant	03A	5	\$	136.68	\$ 23,691	\$ 284,292
Police Chief, Assistant	03A	6	\$	143.51	\$ 24,876	\$ 298,506
Police Support Svcs Administrator	28	1	\$	83.84	\$ 14,532	\$ 174,380
Police Support Svcs Administrator	28	2	\$	88.03	\$ 15,258	\$ 183,097
Police Support Svcs Administrator	28	3	\$	92.43	\$ 16,022	\$ 192,262
Police Support Svcs Administrator	28	4	\$	97.04	\$ 16,821	\$ 201,846
Police Support Svcs Administrator	28	5	\$	101.89	\$ 17,661	\$ 211,932
Police Support Svcs Administrator	28	6	\$	106.99	\$ 18,544	\$ 222,529
Public Information Manager	14	1	\$	76.02	\$ 13,176	\$ 158,118
Public Information Manager	14	2	\$	79.83	\$ 13,838	\$ 166,053
Public Information Manager	14	3	\$	83.84	\$ 14,532	\$ 174,380
Public Information Manager	14	4	\$	88.01	\$ 15,256	\$ 183,069
Public Information Manager	14	5	\$	92.39	\$ 16,015	\$ 192,178
Public Information Manager	14	6	\$	97.01	\$ 16,816	\$ 201,788
Public Information Specialist	07B	1	\$	37.52	\$ 6,503	\$ 78,039
Public Information Specialist	07B	2	\$	39.39	\$ 6,827	\$ 81,923
Public Information Specialist	07B	3	\$	41.39	\$ 7,174	\$ 86,086
Public Information Specialist	07B	4	\$	43.42	\$ 7,525	\$ 90,306
Public Information Specialist	07B	5	\$	45.61	\$ 7,905	\$ 94,860
Public Information Specialist	07B	6	\$	47.89	\$ 8,301	\$ 99,610
Public Information Specialist	07B	7	\$	50.32	\$ 8,722	\$ 104,667
Public Information Specialist	07B	8	\$	52.81	\$ 9,153	\$ 109,836
Public Information Specialist	07B	9	\$	55.45	\$ 9,611	\$ 115,328
Public Works Director	15G	0	\$	91.80	\$ 15,912	\$ 190,949
Public Works Director	15G	1	\$	118.19	\$ 20,486	\$ 245,832
Public Works Director	15G	2	\$	144.57	\$ 25,060	\$ 300,715
Public Works Director, Deputy/City Engineer	29A	1	\$	100.86	\$ 17,482	\$ 209,781
Public Works Director, Deputy/City Engineer	29A	2	\$	105.91	\$ 18,357	\$ 220,287
Public Works Director, Deputy/City Engineer	29A	3	\$	111.19	\$ 19,272	\$ 231,267
Public Works Director, Deputy/City Engineer	29A	4	\$	116.75	\$ 20,236	\$ 242,835
Public Works Director, Deputy/City Engineer	29A	5	\$	122.59	\$ 21,249	\$ 254,990
Public Works Director, Deputy/City Engineer	29A	6	\$	128.72	\$ 22,312	\$ 267,739
Public Works Director, Deputy/Municipal Ops	17B	1	\$	86.01	\$ 14,909	\$ 178,906
Public Works Director, Deputy/Municipal Ops	17B	2	\$	90.27	\$ 15,647	\$ 187,763
Public Works Director, Deputy/Municipal Ops	17B	3	\$	94.80	\$ 16,432	\$ 197,179
Public Works Director, Deputy/Municipal Ops	17B	4	\$	99.54	\$ 17,254	\$ 207,043
Public Works Director, Deputy/Municipal Ops	17B	5	\$	104.54	\$ 18,120	\$ 217,437
Public Works Director, Deputy/Municipal Ops	17B	6	\$	109.76	\$ 19,026	\$ 228,309
Public Works Finance/Admin Manager	14A	1	\$	76.02	\$ 13,176	\$ 158,118

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 12, 2025:

5% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Public Works Finance/Admin Manager	14A	2	\$	79.83	\$ 13,838	\$ 166,053
Public Works Finance/Admin Manager	14A	3	\$	83.84	\$ 14,532	\$ 174,380
Public Works Finance/Admin Manager	14A	4	\$	88.01	\$ 15,256	\$ 183,069
Public Works Finance/Admin Manager	14A	5	\$	92.39	\$ 16,015	\$ 192,178
Public Works Finance/Admin Manager	14A	6	\$	97.01	\$ 16,816	\$ 201,788
Purchasing & Contracts Administrator	19A	1	\$	52.99	\$ 9,186	\$ 110,227
Purchasing & Contracts Administrator	19A	2	\$	55.63	\$ 9,642	\$ 115,704
Purchasing & Contracts Administrator	19A	3	\$	58.45	\$ 10,131	\$ 121,571
Purchasing & Contracts Administrator	19A	4	\$	61.32	\$ 10,629	\$ 127,551
Purchasing & Contracts Administrator	19A	5	\$	64.43	\$ 11,167	\$ 134,005
Purchasing & Contracts Administrator	19A	6	\$	67.64	\$ 11,724	\$ 140,683
Purchasing & Contracts Administrator	19A	7	\$	71.02	\$ 12,310	\$ 147,724
Purchasing & Contracts Administrator	19A	8	\$	74.59	\$ 12,930	\$ 155,156
Purchasing & Contracts Administrator	19A	9	\$	78.32	\$ 13,576	\$ 162,914
Real Property Administrator	19B	1	\$	52.99	\$ 9,186	\$ 110,227
Real Property Administrator	19B	2	\$	55.63	\$ 9,642	\$ 115,704
Real Property Administrator	19B	3	\$	58.45	\$ 10,131	\$ 121,571
Real Property Administrator	19B	4	\$	61.32	\$ 10,629	\$ 127,551
Real Property Administrator	19B	5	\$	64.43	\$ 11,167	\$ 134,005
Real Property Administrator	19B	6	\$	67.64	\$ 11,724	\$ 140,683
Real Property Administrator	19B	7	\$	71.02	\$ 12,310	\$ 147,724
Real Property Administrator	19B	8	\$	74.59	\$ 12,930	\$ 155,156
Real Property Administrator	19B	9	\$	78.32	\$ 13,576	\$ 162,914
Recreation & Senior Svcs Director	11D	0	\$	86.85	\$ 15,053	\$ 180,638
Recreation & Senior Svcs Director	11D	1	\$	111.81	\$ 19,380	\$ 232,565
Recreation & Senior Svcs Director	11D	2	\$	136.77	\$ 23,708	\$ 284,491
Recreation & Senior Svcs Director, Deputy	15	1	\$	81.85	\$ 14,187	\$ 170,244
Recreation & Senior Svcs Director, Deputy	15	2	\$	85.95	\$ 14,897	\$ 178,766
Recreation & Senior Svcs Director, Deputy	15	3	\$	90.23	\$ 15,640	\$ 187,680
Recreation & Senior Svcs Director, Deputy	15	4	\$	94.74	\$ 16,422	\$ 197,068
Recreation & Senior Svcs Director, Deputy	15	5	\$	99.49	\$ 17,244	\$ 206,931
Recreation & Senior Svcs Director, Deputy	15	6	\$	104.46	\$ 18,106	\$ 217,278
Recreation & Senior Svcs Manager	05A	1	\$	60.85	\$ 10,548	\$ 126,573
Recreation & Senior Svcs Manager	05A	2	\$	63.89	\$ 11,074	\$ 132,887
Recreation & Senior Svcs Manager	05A	3	\$	67.11	\$ 11,633	\$ 139,593
Recreation & Senior Svcs Manager	05A	4	\$	70.48	\$ 12,217	\$ 146,606
Recreation & Senior Svcs Manager	05A	5	\$	73.98	\$ 12,823	\$ 153,871
Recreation & Senior Svcs Manager	05A	6	\$	77.68	\$ 13,464	\$ 161,565
Superintendent	10A	1	\$	68.86	\$ 11,935	\$ 143,226
Superintendent	10A	2	\$	72.28	\$ 12,529	\$ 150,350
Superintendent	10A	3	\$	75.92	\$ 13,160	\$ 157,922
Superintendent	10A	4	\$	79.73	\$ 13,819	\$ 165,830
Superintendent	10A	5	\$	83.72	\$ 14,511	\$ 174,129
Superintendent	10A	6	\$	87.90	\$ 15,236	\$ 182,835
Systems and Administration Manager	07A	1	\$	71.25	\$ 12,350	\$ 148,199

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 12, 2025:

5% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Systems and Administration Manager	07A	2	\$	74.81	\$ 12,967	\$ 155,604
Systems and Administration Manager	07A	3	\$	78.53	\$ 13,612	\$ 163,343
Systems and Administration Manager	07A	4	\$	82.45	\$ 14,292	\$ 171,502
Systems and Administration Manager	07A	5	\$	86.60	\$ 15,011	\$ 180,135
Systems and Administration Manager	07A	6	\$	90.93	\$ 15,762	\$ 189,142
Transportation Manager/City Traffic Engineer	15E	1	\$	81.78	\$ 14,175	\$ 170,105
Transportation Manager/City Traffic Engineer	15E	2	\$	85.85	\$ 14,881	\$ 178,571
Transportation Manager/City Traffic Engineer	15E	3	\$	90.15	\$ 15,626	\$ 187,512
Transportation Manager/City Traffic Engineer	15E	4	\$	94.66	\$ 16,408	\$ 196,900
Transportation Manager/City Traffic Engineer	15E	5	\$	99.39	\$ 17,228	\$ 206,736
Transportation Manager/City Traffic Engineer	15E	6	\$	104.36	\$ 18,089	\$ 217,072
Utilities Director	11F	0	\$	86.85	\$ 15,053	\$ 180,638
Utilities Director	11F	1	\$	111.81	\$ 19,380	\$ 232,565
Utilities Director	11F	2	\$	136.77	\$ 23,708	\$ 284,491
Water Operations Superintendent	10B	1	\$	72.30	\$ 12,532	\$ 150,387
Water Operations Superintendent	10B	2	\$	75.90	\$ 13,156	\$ 157,868
Water Operations Superintendent	10B	3	\$	79.72	\$ 13,818	\$ 165,819
Water Operations Superintendent	10B	4	\$	83.71	\$ 14,510	\$ 174,121
Water Operations Superintendent	10B	5	\$	87.90	\$ 15,236	\$ 182,835
Water Operations Superintendent	10B	6	\$	92.30	\$ 15,998	\$ 191,976

Salary adjustments for the following classifications shall occur at the same time and be the same percentage as the salary adjustments of their respective Safety Management Associations during the term of the Key & Management Compensation Plan.

Key & Management Positions	Safety Management Association
¹ Assistant Chief, Lifeguard Operations	Lifeguard Management Association
² Fire Chief and Fire Chief, Assistant	Fire Management Association
³ Police Chief and Police Chief, Assistant	Police Management Association

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 B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 11, 2026:

4% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Administrative Manager	04B	1	\$	61.74	\$ 10,701	\$ 128,410
Administrative Manager	04B	2	\$	64.87	\$ 11,243	\$ 134,919
Administrative Manager	04B	3	\$	68.04	\$ 11,793	\$ 141,516
Administrative Manager	04B	4	\$	71.46	\$ 12,386	\$ 148,635
Administrative Manager	04B	5	\$	75.04	\$ 13,006	\$ 156,074
Administrative Manager	04B	6	\$	78.79	\$ 13,656	\$ 163,877
Assistant Chief, Lifeguard Operations ¹	02	1	\$	82.88	\$ 14,365	\$ 172,386
Assistant Chief, Lifeguard Operations	02	2	\$	87.02	\$ 15,083	\$ 181,001
Assistant Chief, Lifeguard Operations	02	3	\$	91.36	\$ 15,835	\$ 190,020
Assistant Chief, Lifeguard Operations	02	4	\$	95.94	\$ 16,629	\$ 199,551
Assistant Chief, Lifeguard Operations	02	5	\$	100.74	\$ 17,462	\$ 209,539
Assistant Chief, Lifeguard Operations	02	6	\$	105.78	\$ 18,335	\$ 220,016
Assistant, Administrative (K&M)	05	1	\$	37.15	\$ 6,439	\$ 77,267
Assistant, Administrative (K&M)	05	2	\$	39.01	\$ 6,761	\$ 81,132
Assistant, Administrative (K&M)	05	3	\$	40.95	\$ 7,098	\$ 85,171
Assistant, Administrative (K&M)	05	4	\$	43.03	\$ 7,458	\$ 89,501
Assistant, Administrative (K&M)	05	5	\$	45.11	\$ 7,819	\$ 93,830
Assistant, Administrative (K&M)	05	6	\$	47.42	\$ 8,219	\$ 98,625
Assistant, Administrative (K&M)	05	7	\$	49.79	\$ 8,630	\$ 103,565
Assistant, Administrative (K&M)	05	8	\$	52.31	\$ 9,066	\$ 108,795
Assistant, Administrative (K&M)	05	9	\$	54.92	\$ 9,520	\$ 114,235
Assistant, Executive	08A	1	\$	40.82	\$ 7,076	\$ 84,909
Assistant, Executive	08A	2	\$	42.86	\$ 7,429	\$ 89,152
Assistant, Executive	08A	3	\$	44.97	\$ 7,795	\$ 93,539
Assistant, Executive	08A	4	\$	47.23	\$ 8,187	\$ 98,247
Assistant, Executive	08A	5	\$	49.65	\$ 8,606	\$ 103,275
Assistant, Executive	08A	6	\$	52.04	\$ 9,020	\$ 108,243
Assistant, Executive	08A	7	\$	54.74	\$ 9,488	\$ 113,851
Assistant, Executive	08A	8	\$	57.45	\$ 9,957	\$ 119,489
Assistant, Executive	08A	9	\$	60.32	\$ 10,455	\$ 125,464
Budget Analyst	15B	1	\$	47.64	\$ 8,258	\$ 99,090
Budget Analyst	15B	2	\$	50.01	\$ 8,669	\$ 104,029
Budget Analyst	15B	3	\$	52.51	\$ 9,103	\$ 109,231
Budget Analyst	15B	4	\$	55.11	\$ 9,553	\$ 114,636
Budget Analyst	15B	5	\$	57.85	\$ 10,028	\$ 120,332
Budget Analyst	15B	6	\$	60.77	\$ 10,534	\$ 126,405
Budget Analyst	15B	7	\$	63.78	\$ 11,054	\$ 132,653
Budget Analyst	15B	8	\$	67.00	\$ 11,614	\$ 139,365
Budget Analyst	15B	9	\$	70.35	\$ 12,194	\$ 146,333
Budget Analyst, Senior	25	1	\$	55.11	\$ 9,553	\$ 114,636
Budget Analyst, Senior	25	2	\$	57.85	\$ 10,028	\$ 120,332
Budget Analyst, Senior	25	3	\$	60.79	\$ 10,536	\$ 126,434
Budget Analyst, Senior	25	4	\$	63.78	\$ 11,054	\$ 132,653
Budget Analyst, Senior	25	5	\$	67.00	\$ 11,614	\$ 139,365
Budget Analyst, Senior	25	6	\$	70.34	\$ 12,193	\$ 146,310

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 11, 2026:

4% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Budget Analyst, Senior	25	7	\$	73.86	\$ 12,803	\$ 153,633
Budget Analyst, Senior	25	8	\$	77.58	\$ 13,447	\$ 161,363
Budget Analyst, Senior	25	9	\$	81.46	\$ 14,119	\$ 169,431
City Attorney, Assistant	22A	0	\$	86.01	\$ 14,908	\$ 178,895
City Attorney, Assistant	22A	1	\$	110.72	\$ 19,192	\$ 230,303
City Attorney, Assistant	22A	2	\$	135.44	\$ 23,476	\$ 281,711
City Attorney, Deputy	16E	1	\$	83.04	\$ 14,394	\$ 172,725
City Attorney, Deputy	16E	2	\$	87.20	\$ 15,115	\$ 181,384
City Attorney, Deputy	16E	3	\$	91.56	\$ 15,871	\$ 190,451
City Attorney, Deputy	16E	4	\$	96.15	\$ 16,665	\$ 199,982
City Attorney, Deputy	16E	5	\$	100.91	\$ 17,491	\$ 209,891
City Attorney, Deputy	16E	6	\$	105.95	\$ 18,365	\$ 220,385
City Clerk, Assistant	71	1	\$	50.81	\$ 8,806	\$ 105,675
City Clerk, Assistant	71	2	\$	53.35	\$ 9,247	\$ 110,969
City Clerk, Assistant	71	3	\$	56.02	\$ 9,710	\$ 116,517
City Clerk, Assistant	71	4	\$	58.82	\$ 10,196	\$ 122,349
City Clerk, Assistant	71	5	\$	61.76	\$ 10,705	\$ 128,464
City Clerk, Assistant	71	6	\$	64.85	\$ 11,241	\$ 134,890
City Clerk, Assistant	71	7	\$	68.09	\$ 11,802	\$ 141,627
City Clerk, Assistant	71	8	\$	71.51	\$ 12,394	\$ 148,733
City Clerk, Assistant	71	9	\$	75.08	\$ 13,014	\$ 156,169
City Clerk, Deputy	07	1	\$	39.02	\$ 6,763	\$ 81,161
City Clerk, Deputy	07	2	\$	40.96	\$ 7,100	\$ 85,200
City Clerk, Deputy	07	3	\$	43.04	\$ 7,461	\$ 89,530
City Clerk, Deputy	07	4	\$	45.15	\$ 7,826	\$ 93,918
City Clerk, Deputy	07	5	\$	47.43	\$ 8,221	\$ 98,654
City Clerk, Deputy	07	6	\$	49.80	\$ 8,633	\$ 103,594
City Clerk, Deputy	07	7	\$	52.33	\$ 9,071	\$ 108,854
City Clerk, Deputy	07	8	\$	54.92	\$ 9,519	\$ 114,229
City Clerk, Deputy	07	9	\$	57.66	\$ 9,995	\$ 119,941
City Engineer, Assistant	15A	1	\$	85.05	\$ 14,742	\$ 176,909
City Engineer, Assistant	15A	2	\$	89.29	\$ 15,476	\$ 185,714
City Engineer, Assistant	15A	3	\$	93.76	\$ 16,251	\$ 195,012
City Engineer, Assistant	15A	4	\$	98.45	\$ 17,065	\$ 204,776
City Engineer, Assistant	15A	5	\$	103.37	\$ 17,917	\$ 215,005
City Engineer, Assistant	15A	6	\$	108.54	\$ 18,813	\$ 225,755
City Manager, Assistant	17A	0	\$	100.63	\$ 17,442	\$ 209,310
City Manager, Assistant	17A	1	\$	129.55	\$ 22,455	\$ 269,463
City Manager, Assistant	17A	2	\$	158.47	\$ 27,468	\$ 329,617
City Manager, Deputy	11E	0	\$	78.77	\$ 13,653	\$ 163,833
City Manager, Deputy	11E	1	\$	94.88	\$ 16,445	\$ 197,343
City Manager, Deputy	11E	2	\$	110.99	\$ 19,238	\$ 230,853
Civil Engineer, Principal	13	1	\$	80.97	\$ 14,035	\$ 168,424
Civil Engineer, Principal	13	2	\$	85.02	\$ 14,738	\$ 176,851
Civil Engineer, Principal	13	3	\$	89.26	\$ 15,471	\$ 185,656

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 11, 2026:

4% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Civil Engineer, Principal	13	4	\$	93.73	\$ 16,246	\$ 194,955
Civil Engineer, Principal	13	5	\$	98.42	\$ 17,060	\$ 204,718
Civil Engineer, Principal	13	6	\$	103.34	\$ 17,913	\$ 214,954
Civil Engineer, Principal - Plan Check	13A	1	\$	80.97	\$ 14,035	\$ 168,424
Civil Engineer, Principal - Plan Check	13A	2	\$	85.02	\$ 14,738	\$ 176,851
Civil Engineer, Principal - Plan Check	13A	3	\$	89.26	\$ 15,471	\$ 185,656
Civil Engineer, Principal - Plan Check	13A	4	\$	93.73	\$ 16,246	\$ 194,955
Civil Engineer, Principal - Plan Check	13A	5	\$	98.42	\$ 17,060	\$ 204,718
Civil Engineer, Principal - Plan Check	13A	6	\$	103.34	\$ 17,913	\$ 214,954
Civil Engineer, Senior (K&M)	04A	1	\$	62.94	\$ 10,909	\$ 130,909
Civil Engineer, Senior (K&M)	04A	2	\$	66.05	\$ 11,449	\$ 137,389
Civil Engineer, Senior (K&M)	04A	3	\$	69.36	\$ 12,023	\$ 144,276
Civil Engineer, Senior (K&M)	04A	4	\$	72.83	\$ 12,624	\$ 151,483
Civil Engineer, Senior (K&M)	04A	5	\$	76.49	\$ 13,258	\$ 159,096
Civil Engineer, Senior (K&M)	04A	6	\$	80.30	\$ 13,919	\$ 167,029
Civil Engineer, Senior (K&M)	04A	7	\$	84.31	\$ 14,614	\$ 175,369
Civil Engineer, Senior (K&M)	04A	8	\$	88.53	\$ 15,345	\$ 184,145
Civil Engineer, Senior (K&M)	04A	9	\$	92.96	\$ 16,113	\$ 193,352
Community Develop. Director	15H	0	\$	95.47	\$ 16,549	\$ 198,587
Community Develop. Director	15H	1	\$	122.92	\$ 21,305	\$ 255,665
Community Develop. Director	15H	2	\$	150.36	\$ 26,062	\$ 312,744
Community Develop. Director, Deputy	17	1	\$	89.45	\$ 15,505	\$ 186,062
Community Develop. Director, Deputy	17	2	\$	93.88	\$ 16,273	\$ 195,274
Community Develop. Director, Deputy	17	3	\$	98.59	\$ 17,089	\$ 205,067
Community Develop. Director, Deputy	17	4	\$	103.52	\$ 17,944	\$ 215,325
Community Develop. Director, Deputy	17	5	\$	108.72	\$ 18,845	\$ 226,134
Community Develop. Director, Deputy	17	6	\$	114.15	\$ 19,787	\$ 237,441
Finance Director, Deputy	17C	1	\$	89.45	\$ 15,505	\$ 186,062
Finance Director, Deputy	17C	2	\$	93.88	\$ 16,273	\$ 195,274
Finance Director, Deputy	17C	3	\$	98.59	\$ 17,089	\$ 205,067
Finance Director, Deputy	17C	4	\$	103.52	\$ 17,944	\$ 215,325
Finance Director, Deputy	17C	5	\$	108.72	\$ 18,845	\$ 226,134
Finance Director, Deputy	17C	6	\$	114.15	\$ 19,787	\$ 237,441
Finance Director/City Treasurer	15C	0	\$	95.47	\$ 16,549	\$ 198,587
Finance Director/City Treasurer	15C	1	\$	122.92	\$ 21,305	\$ 255,665
Finance Director/City Treasurer	15C	2	\$	150.36	\$ 26,062	\$ 312,744
Finance Manager	16	1	\$	79.06	\$ 13,704	\$ 164,443
Finance Manager	16	2	\$	83.03	\$ 14,391	\$ 172,695
Finance Manager	16	3	\$	87.19	\$ 15,113	\$ 181,355
Finance Manager	16	4	\$	91.53	\$ 15,866	\$ 190,392
Finance Manager	16	5	\$	96.09	\$ 16,655	\$ 199,866
Finance Manager	16	6	\$	100.89	\$ 17,488	\$ 209,859
Fire Chief ²	01C	0	\$	97.79	\$ 16,950	\$ 203,403
Fire Chief	01C	1	\$	125.89	\$ 21,821	\$ 261,856
Fire Chief	01C	2	\$	153.99	\$ 26,692	\$ 320,309

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 11, 2026:

4% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Fire Chief, Assistant ²	01B	1	\$	110.72	\$ 19,192	\$ 230,307
Fire Chief, Assistant	01B	2	\$	116.26	\$ 20,152	\$ 241,821
Fire Chief, Assistant	01B	3	\$	122.08	\$ 21,160	\$ 253,917
Fire Chief, Assistant	01B	4	\$	128.17	\$ 22,216	\$ 266,595
Fire Chief, Assistant	01B	5	\$	134.56	\$ 23,324	\$ 279,884
Fire Chief, Assistant	01B	6	\$	141.29	\$ 24,490	\$ 293,879
Fiscal Specialist (K&M)	01A	1	\$	36.03	\$ 6,245	\$ 74,942
Fiscal Specialist (K&M)	01A	2	\$	37.86	\$ 6,562	\$ 78,749
Fiscal Specialist (K&M)	01A	3	\$	39.73	\$ 6,887	\$ 82,643
Fiscal Specialist (K&M)	01A	4	\$	41.72	\$ 7,231	\$ 86,770
Fiscal Specialist (K&M)	01A	5	\$	43.84	\$ 7,599	\$ 91,186
Fiscal Specialist (K&M)	01A	6	\$	45.98	\$ 7,969	\$ 95,632
Fiscal Specialist (K&M)	01A	7	\$	48.31	\$ 8,374	\$ 100,485
Fiscal Specialist (K&M)	01A	8	\$	50.71	\$ 8,790	\$ 105,483
Fiscal Specialist (K&M)	01A	9	\$	53.25	\$ 9,230	\$ 110,757
Harbormaster	77	0	\$	85.12	\$ 14,755	\$ 177,054
Harbormaster	77	1	\$	96.88	\$ 16,793	\$ 201,511
Harbormaster	77	2	\$	108.64	\$ 18,831	\$ 225,969
Harbormaster, Deputy	76	1	\$	63.29	\$ 10,970	\$ 131,636
Harbormaster, Deputy	76	2	\$	66.44	\$ 11,517	\$ 138,202
Harbormaster, Deputy	76	3	\$	69.80	\$ 12,098	\$ 145,177
Harbormaster, Deputy	76	4	\$	73.30	\$ 12,706	\$ 152,471
Harbormaster, Deputy	76	5	\$	76.94	\$ 13,336	\$ 160,026
Harbormaster, Deputy	76	6	\$	80.78	\$ 14,002	\$ 168,027
Homeless Services Manager	10F	1	\$	71.61	\$ 12,413	\$ 148,955
Homeless Services Manager	10F	2	\$	75.18	\$ 13,030	\$ 156,365
Homeless Services Manager	10F	3	\$	78.96	\$ 13,687	\$ 164,239
Homeless Services Manager	10F	4	\$	82.92	\$ 14,372	\$ 172,463
Homeless Services Manager	10F	5	\$	87.06	\$ 15,091	\$ 181,094
Homeless Services Manager	10F	6	\$	91.42	\$ 15,846	\$ 190,148
Human Resources Analyst	16A	1	\$	48.76	\$ 8,451	\$ 101,415
Human Resources Analyst	16A	2	\$	51.15	\$ 8,865	\$ 106,384
Human Resources Analyst	16A	3	\$	53.73	\$ 9,313	\$ 111,760
Human Resources Analyst	16A	4	\$	56.45	\$ 9,785	\$ 117,426
Human Resources Analyst	16A	5	\$	59.23	\$ 10,267	\$ 123,209
Human Resources Analyst	16A	6	\$	62.20	\$ 10,781	\$ 129,369
Human Resources Analyst	16A	7	\$	65.33	\$ 11,323	\$ 135,878
Human Resources Analyst	16A	8	\$	68.60	\$ 11,890	\$ 142,678
Human Resources Analyst	16A	9	\$	72.03	\$ 12,484	\$ 149,812
Human Resources Analyst, Assistant	08	1	\$	40.82	\$ 7,076	\$ 84,909
Human Resources Analyst, Assistant	08	2	\$	42.86	\$ 7,429	\$ 89,152
Human Resources Analyst, Assistant	08	3	\$	44.97	\$ 7,795	\$ 93,539
Human Resources Analyst, Assistant	08	4	\$	47.23	\$ 8,187	\$ 98,247
Human Resources Analyst, Assistant	08	5	\$	49.65	\$ 8,606	\$ 103,275
Human Resources Analyst, Assistant	08	6	\$	52.04	\$ 9,020	\$ 108,243

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 11, 2026:

4% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Human Resources Analyst, Assistant	08	7	\$	54.74	\$ 9,488	\$ 113,851
Human Resources Analyst, Assistant	08	8	\$	57.45	\$ 9,957	\$ 119,489
Human Resources Analyst, Assistant	08	9	\$	60.32	\$ 10,455	\$ 125,464
Human Resources Analyst, Senior	20A	1	\$	53.80	\$ 9,325	\$ 111,905
Human Resources Analyst, Senior	20A	2	\$	56.54	\$ 9,800	\$ 117,601
Human Resources Analyst, Senior	20A	3	\$	59.35	\$ 10,287	\$ 123,441
Human Resources Analyst, Senior	20A	4	\$	62.32	\$ 10,803	\$ 129,631
Human Resources Analyst, Senior	20A	5	\$	65.40	\$ 11,335	\$ 136,023
Human Resources Analyst, Senior	20A	6	\$	68.68	\$ 11,904	\$ 142,852
Human Resources Analyst, Senior	20A	7	\$	72.07	\$ 12,493	\$ 149,913
Human Resources Analyst, Senior	20A	8	\$	75.71	\$ 13,122	\$ 157,469
Human Resources Analyst, Senior	20A	9	\$	79.49	\$ 13,779	\$ 165,342
Human Resources Director	11B	0	\$	90.32	\$ 15,655	\$ 187,864
Human Resources Director	11B	1	\$	116.28	\$ 20,156	\$ 241,867
Human Resources Director	11B	2	\$	142.25	\$ 24,656	\$ 295,871
Human Resources Director, Deputy	95	1	\$	85.12	\$ 14,755	\$ 177,054
Human Resources Director, Deputy	95	2	\$	89.38	\$ 15,493	\$ 185,917
Human Resources Director, Deputy	95	3	\$	93.84	\$ 16,266	\$ 195,187
Human Resources Director, Deputy	95	4	\$	98.53	\$ 17,079	\$ 204,950
Human Resources Director, Deputy	95	5	\$	103.47	\$ 17,934	\$ 215,208
Human Resources Director, Deputy	95	6	\$	108.64	\$ 18,831	\$ 225,969
Human Resources Manager	02C	1	\$	78.25	\$ 13,563	\$ 162,758
Human Resources Manager	02C	2	\$	82.16	\$ 14,241	\$ 170,894
Human Resources Manager	02C	3	\$	86.25	\$ 14,951	\$ 179,408
Human Resources Manager	02C	4	\$	90.58	\$ 15,701	\$ 188,416
Human Resources Manager	02C	5	\$	95.11	\$ 16,486	\$ 197,831
Human Resources Manager	02C	6	\$	99.87	\$ 17,310	\$ 207,722
Human Resources Specialist	03	1	\$	36.92	\$ 6,400	\$ 76,802
Human Resources Specialist	03	2	\$	38.77	\$ 6,720	\$ 80,638
Human Resources Specialist	03	3	\$	40.70	\$ 7,054	\$ 84,648
Human Resources Specialist	03	4	\$	42.71	\$ 7,403	\$ 88,832
Human Resources Specialist	03	5	\$	44.86	\$ 7,776	\$ 93,307
Human Resources Specialist	03	6	\$	47.08	\$ 8,161	\$ 97,928
Human Resources Specialist	03	7	\$	49.48	\$ 8,577	\$ 102,925
Human Resources Specialist	03	8	\$	51.89	\$ 8,994	\$ 107,924
Human Resources Specialist	03	9	\$	54.48	\$ 9,443	\$ 113,320
Human Resources Supervisor	97A	1	\$	74.32	\$ 12,883	\$ 154,593
Human Resources Supervisor	97A	2	\$	78.01	\$ 13,522	\$ 162,264
Human Resources Supervisor	97A	3	\$	81.92	\$ 14,199	\$ 170,388
Human Resources Supervisor	97A	4	\$	86.04	\$ 14,914	\$ 178,966
Human Resources Supervisor	97A	5	\$	90.33	\$ 15,657	\$ 187,884
Human Resources Supervisor	97A	6	\$	94.85	\$ 16,440	\$ 197,278
IT Engineer, Cybersecurity	65	1	\$	62.94	\$ 10,909	\$ 130,909
IT Engineer, Cybersecurity	65	2	\$	66.05	\$ 11,449	\$ 137,389
IT Engineer, Cybersecurity	65	3	\$	69.36	\$ 12,023	\$ 144,276

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 11, 2026:

4% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
IT Engineer, Cybersecurity	65	4	\$	72.83	\$ 12,624	\$ 151,483
IT Engineer, Cybersecurity	65	5	\$	76.49	\$ 13,258	\$ 159,096
IT Engineer, Cybersecurity	65	6	\$	80.30	\$ 13,919	\$ 167,029
IT Engineer, Cybersecurity	65	7	\$	84.31	\$ 14,614	\$ 175,369
IT Engineer, Cybersecurity	65	8	\$	88.53	\$ 15,345	\$ 184,145
IT Engineer, Cybersecurity	65	9	\$	92.96	\$ 16,113	\$ 193,352
IT Manager	15D	1	\$	85.12	\$ 14,755	\$ 177,054
IT Manager	15D	2	\$	89.38	\$ 15,493	\$ 185,917
IT Manager	15D	3	\$	93.84	\$ 16,266	\$ 195,187
IT Manager	15D	4	\$	98.53	\$ 17,079	\$ 204,950
IT Manager	15D	5	\$	103.47	\$ 17,934	\$ 215,208
IT Manager	15D	6	\$	108.64	\$ 18,831	\$ 225,969
IT Supervisor	97	1	\$	74.32	\$ 12,883	\$ 154,593
IT Supervisor	97	2	\$	78.01	\$ 13,522	\$ 162,264
IT Supervisor	97	3	\$	81.92	\$ 14,199	\$ 170,388
IT Supervisor	97	4	\$	86.04	\$ 14,914	\$ 178,966
IT Supervisor	97	5	\$	90.33	\$ 15,657	\$ 187,884
IT Supervisor	97	6	\$	94.85	\$ 16,440	\$ 197,278
Library Services Director	11C	0	\$	90.32	\$ 15,655	\$ 187,864
Library Services Director	11C	1	\$	116.28	\$ 20,156	\$ 241,867
Library Services Director	11C	2	\$	142.25	\$ 24,656	\$ 295,871
Library Services Manager	10D	1	\$	71.61	\$ 12,413	\$ 148,955
Library Services Manager	10D	2	\$	75.18	\$ 13,030	\$ 156,365
Library Services Manager	10D	3	\$	78.96	\$ 13,687	\$ 164,239
Library Services Manager	10D	4	\$	82.92	\$ 14,372	\$ 172,463
Library Services Manager	10D	5	\$	87.06	\$ 15,091	\$ 181,094
Library Services Manager	10D	6	\$	91.42	\$ 15,846	\$ 190,148
Management Analyst	12	1	\$	44.17	\$ 7,657	\$ 91,883
Management Analyst	12	2	\$	46.44	\$ 8,049	\$ 96,591
Management Analyst	12	3	\$	48.73	\$ 8,446	\$ 101,356
Management Analyst	12	4	\$	51.12	\$ 8,860	\$ 106,325
Management Analyst	12	5	\$	53.70	\$ 9,309	\$ 111,702
Management Analyst	12	6	\$	56.41	\$ 9,778	\$ 117,339
Management Analyst	12	7	\$	59.21	\$ 10,263	\$ 123,150
Management Analyst	12	8	\$	62.17	\$ 10,776	\$ 129,311
Management Analyst	12	9	\$	65.28	\$ 11,315	\$ 135,777
Management Analyst, Assistant	37	1	\$	40.26	\$ 6,978	\$ 83,732
Management Analyst, Assistant	37	2	\$	42.25	\$ 7,323	\$ 87,875
Management Analyst, Assistant	37	3	\$	44.35	\$ 7,687	\$ 92,249
Management Analyst, Assistant	37	4	\$	46.59	\$ 8,076	\$ 96,910
Management Analyst, Assistant	37	5	\$	48.97	\$ 8,488	\$ 101,859
Management Analyst, Assistant	37	6	\$	51.35	\$ 8,901	\$ 106,808
Management Analyst, Assistant	37	7	\$	53.96	\$ 9,354	\$ 112,247
Management Analyst, Assistant	37	8	\$	56.66	\$ 9,821	\$ 117,857
Management Analyst, Assistant	37	9	\$	59.50	\$ 10,313	\$ 123,751

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 11, 2026:

4% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Management Analyst, Senior	06	1	\$	50.81	\$ 8,806	\$ 105,675
Management Analyst, Senior	06	2	\$	53.35	\$ 9,247	\$ 110,969
Management Analyst, Senior	06	3	\$	56.02	\$ 9,710	\$ 116,517
Management Analyst, Senior	06	4	\$	58.82	\$ 10,196	\$ 122,349
Management Analyst, Senior	06	5	\$	61.76	\$ 10,705	\$ 128,464
Management Analyst, Senior	06	6	\$	64.85	\$ 11,241	\$ 134,890
Management Analyst, Senior	06	7	\$	68.09	\$ 11,802	\$ 141,627
Management Analyst, Senior	06	8	\$	71.51	\$ 12,394	\$ 148,733
Management Analyst, Senior	06	9	\$	75.08	\$ 13,014	\$ 156,169
Management Fellow	26	1	\$	30.72	\$ 5,325	\$ 63,899
Paralegal	30	1	\$	39.61	\$ 6,865	\$ 82,381
Paralegal	30	2	\$	41.58	\$ 7,207	\$ 86,479
Paralegal	30	3	\$	43.69	\$ 7,572	\$ 90,867
Paralegal	30	4	\$	45.88	\$ 7,952	\$ 95,429
Paralegal	30	5	\$	48.16	\$ 8,347	\$ 100,165
Paralegal	30	6	\$	50.56	\$ 8,764	\$ 105,163
Paralegal	30	7	\$	53.07	\$ 9,199	\$ 110,393
Paralegal	30	8	\$	55.73	\$ 9,660	\$ 115,915
Paralegal	30	9	\$	58.51	\$ 10,143	\$ 121,711
Payroll Coordinator	30B	1	\$	40.75	\$ 7,064	\$ 84,767
Payroll Coordinator	30B	2	\$	42.77	\$ 7,414	\$ 88,969
Payroll Coordinator	30B	3	\$	44.92	\$ 7,786	\$ 93,429
Payroll Coordinator	30B	4	\$	47.20	\$ 8,181	\$ 98,176
Payroll Coordinator	30B	5	\$	49.51	\$ 8,582	\$ 102,981
Payroll Coordinator	30B	6	\$	52.03	\$ 9,018	\$ 108,219
Payroll Coordinator	30B	7	\$	54.55	\$ 9,455	\$ 113,455
Payroll Coordinator	30B	8	\$	57.26	\$ 9,925	\$ 119,095
Payroll Coordinator	30B	9	\$	60.12	\$ 10,421	\$ 125,049
Planner, Principal	27	1	\$	57.85	\$ 10,028	\$ 120,332
Planner, Principal	27	2	\$	60.77	\$ 10,534	\$ 126,405
Planner, Principal	27	3	\$	63.78	\$ 11,054	\$ 132,653
Planner, Principal	27	4	\$	67.00	\$ 11,614	\$ 139,365
Planner, Principal	27	5	\$	70.34	\$ 12,193	\$ 146,310
Planner, Principal	27	6	\$	73.86	\$ 12,803	\$ 153,633
Planner, Principal	27	7	\$	77.55	\$ 13,442	\$ 161,304
Planner, Principal	27	8	\$	81.45	\$ 14,118	\$ 169,412
Planner, Principal	27	9	\$	85.52	\$ 14,824	\$ 177,882
Planning Manager	11	1	\$	74.10	\$ 12,844	\$ 154,127
Planning Manager	11	2	\$	77.80	\$ 13,486	\$ 161,828
Planning Manager	11	3	\$	81.67	\$ 14,156	\$ 169,876
Planning Manager	11	4	\$	85.75	\$ 14,864	\$ 178,362
Planning Manager	11	5	\$	90.07	\$ 15,612	\$ 187,341
Planning Manager	11	6	\$	94.57	\$ 16,392	\$ 196,708
Police Chief ³	02B	0	\$	106.19	\$ 18,407	\$ 220,881
Police Chief	02B	1	\$	136.71	\$ 23,697	\$ 284,361

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 11, 2026:

4% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Police Chief	02B	2	\$	167.23	\$ 28,987	\$ 347,841
Police Chief, Assistant ³	03A	1	\$	116.94	\$ 20,269	\$ 243,229
Police Chief, Assistant	03A	2	\$	122.79	\$ 21,284	\$ 255,410
Police Chief, Assistant	03A	3	\$	128.93	\$ 22,349	\$ 268,184
Police Chief, Assistant	03A	4	\$	135.39	\$ 23,468	\$ 281,612
Police Chief, Assistant	03A	5	\$	142.15	\$ 24,639	\$ 295,663
Police Chief, Assistant	03A	6	\$	149.25	\$ 25,871	\$ 310,446
Police Support Svcs Administrator	28	1	\$	87.19	\$ 15,113	\$ 181,355
Police Support Svcs Administrator	28	2	\$	91.55	\$ 15,868	\$ 190,421
Police Support Svcs Administrator	28	3	\$	96.13	\$ 16,663	\$ 199,952
Police Support Svcs Administrator	28	4	\$	100.92	\$ 17,493	\$ 209,920
Police Support Svcs Administrator	28	5	\$	105.97	\$ 18,367	\$ 220,410
Police Support Svcs Administrator	28	6	\$	111.26	\$ 19,286	\$ 231,430
Public Information Manager	14	1	\$	79.06	\$ 13,704	\$ 164,443
Public Information Manager	14	2	\$	83.03	\$ 14,391	\$ 172,695
Public Information Manager	14	3	\$	87.19	\$ 15,113	\$ 181,355
Public Information Manager	14	4	\$	91.53	\$ 15,866	\$ 190,392
Public Information Manager	14	5	\$	96.09	\$ 16,655	\$ 199,866
Public Information Manager	14	6	\$	100.89	\$ 17,488	\$ 209,859
Public Information Specialist	07B	1	\$	39.02	\$ 6,763	\$ 81,161
Public Information Specialist	07B	2	\$	40.96	\$ 7,100	\$ 85,200
Public Information Specialist	07B	3	\$	43.04	\$ 7,461	\$ 89,530
Public Information Specialist	07B	4	\$	45.15	\$ 7,826	\$ 93,918
Public Information Specialist	07B	5	\$	47.43	\$ 8,221	\$ 98,654
Public Information Specialist	07B	6	\$	49.80	\$ 8,633	\$ 103,594
Public Information Specialist	07B	7	\$	52.33	\$ 9,071	\$ 108,854
Public Information Specialist	07B	8	\$	54.92	\$ 9,519	\$ 114,229
Public Information Specialist	07B	9	\$	57.66	\$ 9,995	\$ 119,941
Public Works Director	15G	0	\$	95.47	\$ 16,549	\$ 198,587
Public Works Director	15G	1	\$	122.92	\$ 21,305	\$ 255,665
Public Works Director	15G	2	\$	150.36	\$ 26,062	\$ 312,744
Public Works Director, Deputy/City Engineer	29A	1	\$	104.89	\$ 18,181	\$ 218,173
Public Works Director, Deputy/City Engineer	29A	2	\$	110.14	\$ 19,092	\$ 229,098
Public Works Director, Deputy/City Engineer	29A	3	\$	115.63	\$ 20,043	\$ 240,518
Public Works Director, Deputy/City Engineer	29A	4	\$	121.42	\$ 21,046	\$ 252,549
Public Works Director, Deputy/City Engineer	29A	5	\$	127.49	\$ 22,099	\$ 265,189
Public Works Director, Deputy/City Engineer	29A	6	\$	133.87	\$ 23,204	\$ 278,449
Public Works Director, Deputy/Municipal Ops	17B	1	\$	89.45	\$ 15,505	\$ 186,062
Public Works Director, Deputy/Municipal Ops	17B	2	\$	93.88	\$ 16,273	\$ 195,274
Public Works Director, Deputy/Municipal Ops	17B	3	\$	98.59	\$ 17,089	\$ 205,067
Public Works Director, Deputy/Municipal Ops	17B	4	\$	103.52	\$ 17,944	\$ 215,325
Public Works Director, Deputy/Municipal Ops	17B	5	\$	108.72	\$ 18,845	\$ 226,134
Public Works Director, Deputy/Municipal Ops	17B	6	\$	114.15	\$ 19,787	\$ 237,441
Public Works Finance/Admin Manager	14A	1	\$	79.06	\$ 13,704	\$ 164,443
Public Works Finance/Admin Manager	14A	2	\$	83.03	\$ 14,391	\$ 172,695

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 11, 2026:

4% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Public Works Finance/Admin Manager	14A	3	\$	87.19	\$ 15,113	\$ 181,355
Public Works Finance/Admin Manager	14A	4	\$	91.53	\$ 15,866	\$ 190,392
Public Works Finance/Admin Manager	14A	5	\$	96.09	\$ 16,655	\$ 199,866
Public Works Finance/Admin Manager	14A	6	\$	100.89	\$ 17,488	\$ 209,859
Purchasing & Contracts Administrator	19A	1	\$	55.11	\$ 9,553	\$ 114,636
Purchasing & Contracts Administrator	19A	2	\$	57.85	\$ 10,028	\$ 120,332
Purchasing & Contracts Administrator	19A	3	\$	60.79	\$ 10,536	\$ 126,434
Purchasing & Contracts Administrator	19A	4	\$	63.78	\$ 11,054	\$ 132,653
Purchasing & Contracts Administrator	19A	5	\$	67.00	\$ 11,614	\$ 139,365
Purchasing & Contracts Administrator	19A	6	\$	70.34	\$ 12,193	\$ 146,310
Purchasing & Contracts Administrator	19A	7	\$	73.86	\$ 12,803	\$ 153,633
Purchasing & Contracts Administrator	19A	8	\$	77.58	\$ 13,447	\$ 161,363
Purchasing & Contracts Administrator	19A	9	\$	81.46	\$ 14,119	\$ 169,431
Real Property Administrator	19B	1	\$	55.11	\$ 9,553	\$ 114,636
Real Property Administrator	19B	2	\$	57.85	\$ 10,028	\$ 120,332
Real Property Administrator	19B	3	\$	60.79	\$ 10,536	\$ 126,434
Real Property Administrator	19B	4	\$	63.78	\$ 11,054	\$ 132,653
Real Property Administrator	19B	5	\$	67.00	\$ 11,614	\$ 139,365
Real Property Administrator	19B	6	\$	70.34	\$ 12,193	\$ 146,310
Real Property Administrator	19B	7	\$	73.86	\$ 12,803	\$ 153,633
Real Property Administrator	19B	8	\$	77.58	\$ 13,447	\$ 161,363
Real Property Administrator	19B	9	\$	81.46	\$ 14,119	\$ 169,431
Recreation & Senior Svcs Director	11D	0	\$	90.32	\$ 15,655	\$ 187,864
Recreation & Senior Svcs Director	11D	1	\$	116.28	\$ 20,156	\$ 241,867
Recreation & Senior Svcs Director	11D	2	\$	142.25	\$ 24,656	\$ 295,871
Recreation & Senior Svcs Director, Deputy	15	1	\$	85.12	\$ 14,755	\$ 177,054
Recreation & Senior Svcs Director, Deputy	15	2	\$	89.38	\$ 15,493	\$ 185,917
Recreation & Senior Svcs Director, Deputy	15	3	\$	93.84	\$ 16,266	\$ 195,187
Recreation & Senior Svcs Director, Deputy	15	4	\$	98.53	\$ 17,079	\$ 204,950
Recreation & Senior Svcs Director, Deputy	15	5	\$	103.47	\$ 17,934	\$ 215,208
Recreation & Senior Svcs Director, Deputy	15	6	\$	108.64	\$ 18,831	\$ 225,969
Recreation & Senior Svcs Manager	05A	1	\$	63.29	\$ 10,970	\$ 131,636
Recreation & Senior Svcs Manager	05A	2	\$	66.44	\$ 11,517	\$ 138,202
Recreation & Senior Svcs Manager	05A	3	\$	69.80	\$ 12,098	\$ 145,177
Recreation & Senior Svcs Manager	05A	4	\$	73.30	\$ 12,706	\$ 152,471
Recreation & Senior Svcs Manager	05A	5	\$	76.94	\$ 13,336	\$ 160,026
Recreation & Senior Svcs Manager	05A	6	\$	80.78	\$ 14,002	\$ 168,027
Superintendent	10A	1	\$	71.61	\$ 12,413	\$ 148,955
Superintendent	10A	2	\$	75.18	\$ 13,030	\$ 156,365
Superintendent	10A	3	\$	78.96	\$ 13,687	\$ 164,239
Superintendent	10A	4	\$	82.92	\$ 14,372	\$ 172,463
Superintendent	10A	5	\$	87.06	\$ 15,091	\$ 181,094
Superintendent	10A	6	\$	91.42	\$ 15,846	\$ 190,148
Systems and Administration Manager	07A	1	\$	74.10	\$ 12,844	\$ 154,127
Systems and Administration Manager	07A	2	\$	77.80	\$ 13,486	\$ 161,828

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 11, 2026:

4% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Systems and Administration Manager	07A	3	\$	81.67	\$ 14,156	\$ 169,876
Systems and Administration Manager	07A	4	\$	85.75	\$ 14,864	\$ 178,362
Systems and Administration Manager	07A	5	\$	90.07	\$ 15,612	\$ 187,341
Systems and Administration Manager	07A	6	\$	94.57	\$ 16,392	\$ 196,708
Transportation Manager/City Traffic Engineer	15E	1	\$	85.05	\$ 14,742	\$ 176,909
Transportation Manager/City Traffic Engineer	15E	2	\$	89.29	\$ 15,476	\$ 185,714
Transportation Manager/City Traffic Engineer	15E	3	\$	93.76	\$ 16,251	\$ 195,012
Transportation Manager/City Traffic Engineer	15E	4	\$	98.45	\$ 17,065	\$ 204,776
Transportation Manager/City Traffic Engineer	15E	5	\$	103.37	\$ 17,917	\$ 215,005
Transportation Manager/City Traffic Engineer	15E	6	\$	108.54	\$ 18,813	\$ 225,755
Utilities Director	11F	0	\$	90.32	\$ 15,655	\$ 187,864
Utilities Director	11F	1	\$	116.28	\$ 20,156	\$ 241,867
Utilities Director	11F	2	\$	142.25	\$ 24,656	\$ 295,871
Water Operations Superintendent	10B	1	\$	75.19	\$ 13,034	\$ 156,403
Water Operations Superintendent	10B	2	\$	78.93	\$ 13,682	\$ 164,183
Water Operations Superintendent	10B	3	\$	82.91	\$ 14,371	\$ 172,451
Water Operations Superintendent	10B	4	\$	87.06	\$ 15,091	\$ 181,086
Water Operations Superintendent	10B	5	\$	91.42	\$ 15,846	\$ 190,148
Water Operations Superintendent	10B	6	\$	95.99	\$ 16,638	\$ 199,656

Salary adjustments for the following classifications shall occur at the same time and be the same percentage as the salary adjustments of their respective Safety Management Associations during the term of the Key & Management Compensation Plan.

Key & Management Positions	Safety Management Association
¹ Assistant Chief, Lifeguard Operations	Lifeguard Management Association
² Fire Chief and Fire Chief, Assistant	Fire Management Association
³ Police Chief and Police Chief, Assistant	Police Management Association

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 B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 10, 2027:

3% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Administrative Manager	04B	1	\$	63.59	\$ 11,022	\$ 132,263
Administrative Manager	04B	2	\$	66.81	\$ 11,581	\$ 138,967
Administrative Manager	04B	3	\$	70.08	\$ 12,147	\$ 145,761
Administrative Manager	04B	4	\$	73.60	\$ 12,758	\$ 153,094
Administrative Manager	04B	5	\$	77.29	\$ 13,396	\$ 160,756
Administrative Manager	04B	6	\$	81.15	\$ 14,066	\$ 168,794
Assistant Chief, Lifeguard Operations ¹	02	1	\$	86.19	\$ 14,940	\$ 179,281
Assistant Chief, Lifeguard Operations	02	2	\$	90.50	\$ 15,687	\$ 188,241
Assistant Chief, Lifeguard Operations	02	3	\$	95.01	\$ 16,468	\$ 197,621
Assistant Chief, Lifeguard Operations	02	4	\$	99.78	\$ 17,294	\$ 207,533
Assistant Chief, Lifeguard Operations	02	5	\$	104.77	\$ 18,160	\$ 217,920
Assistant Chief, Lifeguard Operations	02	6	\$	110.01	\$ 19,068	\$ 228,816
Assistant, Administrative (K&M)	05	1	\$	38.26	\$ 6,632	\$ 79,584
Assistant, Administrative (K&M)	05	2	\$	40.18	\$ 6,964	\$ 83,566
Assistant, Administrative (K&M)	05	3	\$	42.18	\$ 7,311	\$ 87,726
Assistant, Administrative (K&M)	05	4	\$	44.32	\$ 7,682	\$ 92,186
Assistant, Administrative (K&M)	05	5	\$	46.46	\$ 8,054	\$ 96,645
Assistant, Administrative (K&M)	05	6	\$	48.84	\$ 8,465	\$ 101,584
Assistant, Administrative (K&M)	05	7	\$	51.28	\$ 8,889	\$ 106,672
Assistant, Administrative (K&M)	05	8	\$	53.87	\$ 9,338	\$ 112,059
Assistant, Administrative (K&M)	05	9	\$	56.57	\$ 9,805	\$ 117,662
Assistant, Executive	08A	1	\$	42.05	\$ 7,288	\$ 87,456
Assistant, Executive	08A	2	\$	44.15	\$ 7,652	\$ 91,826
Assistant, Executive	08A	3	\$	46.32	\$ 8,029	\$ 96,345
Assistant, Executive	08A	4	\$	48.65	\$ 8,433	\$ 101,195
Assistant, Executive	08A	5	\$	51.14	\$ 8,864	\$ 106,373
Assistant, Executive	08A	6	\$	53.60	\$ 9,291	\$ 111,491
Assistant, Executive	08A	7	\$	56.38	\$ 9,772	\$ 117,267
Assistant, Executive	08A	8	\$	59.17	\$ 10,256	\$ 123,074
Assistant, Executive	08A	9	\$	62.13	\$ 10,769	\$ 129,228
Budget Analyst	15B	1	\$	49.07	\$ 8,505	\$ 102,063
Budget Analyst	15B	2	\$	51.51	\$ 8,929	\$ 107,150
Budget Analyst	15B	3	\$	54.09	\$ 9,376	\$ 112,508
Budget Analyst	15B	4	\$	56.77	\$ 9,840	\$ 118,075
Budget Analyst	15B	5	\$	59.59	\$ 10,328	\$ 123,942
Budget Analyst	15B	6	\$	62.59	\$ 10,850	\$ 130,197
Budget Analyst	15B	7	\$	65.69	\$ 11,386	\$ 136,632
Budget Analyst	15B	8	\$	69.01	\$ 11,962	\$ 143,546
Budget Analyst	15B	9	\$	72.46	\$ 12,560	\$ 150,724
Budget Analyst, Senior	25	1	\$	56.77	\$ 9,840	\$ 118,075
Budget Analyst, Senior	25	2	\$	59.59	\$ 10,328	\$ 123,942
Budget Analyst, Senior	25	3	\$	62.61	\$ 10,852	\$ 130,227
Budget Analyst, Senior	25	4	\$	65.69	\$ 11,386	\$ 136,632
Budget Analyst, Senior	25	5	\$	69.01	\$ 11,962	\$ 143,546
Budget Analyst, Senior	25	6	\$	72.45	\$ 12,558	\$ 150,700

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 10, 2027:

3% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Budget Analyst, Senior	25	7	\$	76.08	\$ 13,187	\$ 158,243
Budget Analyst, Senior	25	8	\$	79.91	\$ 13,850	\$ 166,203
Budget Analyst, Senior	25	9	\$	83.90	\$ 14,543	\$ 174,514
City Attorney, Assistant	22A	0	\$	88.59	\$ 15,355	\$ 184,262
City Attorney, Assistant	22A	1	\$	114.04	\$ 19,768	\$ 237,212
City Attorney, Assistant	22A	2	\$	139.50	\$ 24,180	\$ 290,162
City Attorney, Deputy	16E	1	\$	85.53	\$ 14,826	\$ 177,906
City Attorney, Deputy	16E	2	\$	89.82	\$ 15,569	\$ 186,826
City Attorney, Deputy	16E	3	\$	94.31	\$ 16,347	\$ 196,164
City Attorney, Deputy	16E	4	\$	99.03	\$ 17,165	\$ 205,981
City Attorney, Deputy	16E	5	\$	103.94	\$ 18,016	\$ 216,187
City Attorney, Deputy	16E	6	\$	109.13	\$ 18,916	\$ 226,997
City Clerk, Assistant	71	1	\$	52.33	\$ 9,070	\$ 108,846
City Clerk, Assistant	71	2	\$	54.95	\$ 9,525	\$ 114,298
City Clerk, Assistant	71	3	\$	57.70	\$ 10,001	\$ 120,013
City Clerk, Assistant	71	4	\$	60.59	\$ 10,502	\$ 126,020
City Clerk, Assistant	71	5	\$	63.61	\$ 11,026	\$ 132,318
City Clerk, Assistant	71	6	\$	66.80	\$ 11,578	\$ 138,936
City Clerk, Assistant	71	7	\$	70.13	\$ 12,156	\$ 145,876
City Clerk, Assistant	71	8	\$	73.65	\$ 12,766	\$ 153,195
City Clerk, Assistant	71	9	\$	77.33	\$ 13,405	\$ 160,854
City Clerk, Deputy	07	1	\$	40.19	\$ 6,966	\$ 83,596
City Clerk, Deputy	07	2	\$	42.19	\$ 7,313	\$ 87,756
City Clerk, Deputy	07	3	\$	44.33	\$ 7,685	\$ 92,216
City Clerk, Deputy	07	4	\$	46.51	\$ 8,061	\$ 96,735
City Clerk, Deputy	07	5	\$	48.85	\$ 8,468	\$ 101,614
City Clerk, Deputy	07	6	\$	51.30	\$ 8,892	\$ 106,702
City Clerk, Deputy	07	7	\$	53.90	\$ 9,343	\$ 112,120
City Clerk, Deputy	07	8	\$	56.57	\$ 9,805	\$ 117,656
City Clerk, Deputy	07	9	\$	59.39	\$ 10,295	\$ 123,539
City Engineer, Assistant	15A	1	\$	87.60	\$ 15,185	\$ 182,216
City Engineer, Assistant	15A	2	\$	91.96	\$ 15,940	\$ 191,286
City Engineer, Assistant	15A	3	\$	96.57	\$ 16,739	\$ 200,863
City Engineer, Assistant	15A	4	\$	101.40	\$ 17,577	\$ 210,919
City Engineer, Assistant	15A	5	\$	106.47	\$ 18,455	\$ 221,455
City Engineer, Assistant	15A	6	\$	111.79	\$ 19,377	\$ 232,528
City Manager, Assistant	17A	0	\$	103.65	\$ 17,966	\$ 215,589
City Manager, Assistant	17A	1	\$	133.44	\$ 23,129	\$ 277,547
City Manager, Assistant	17A	2	\$	163.22	\$ 28,292	\$ 339,505
City Manager, Deputy	11E	0	\$	81.13	\$ 14,062	\$ 168,748
City Manager, Deputy	11E	1	\$	97.72	\$ 16,939	\$ 203,263
City Manager, Deputy	11E	2	\$	114.32	\$ 19,815	\$ 237,778
Civil Engineer, Principal	13	1	\$	83.40	\$ 14,456	\$ 173,476
Civil Engineer, Principal	13	2	\$	87.58	\$ 15,180	\$ 182,156
Civil Engineer, Principal	13	3	\$	91.94	\$ 15,935	\$ 191,225

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 10, 2027:

3% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Civil Engineer, Principal	13	4	\$	96.54	\$ 16,734	\$ 200,803
Civil Engineer, Principal	13	5	\$	101.38	\$ 17,572	\$ 210,860
Civil Engineer, Principal	13	6	\$	106.44	\$ 18,450	\$ 221,402
Civil Engineer, Principal - Plan Check	13A	1	\$	83.40	\$ 14,456	\$ 173,476
Civil Engineer, Principal - Plan Check	13A	2	\$	87.58	\$ 15,180	\$ 182,156
Civil Engineer, Principal - Plan Check	13A	3	\$	91.94	\$ 15,935	\$ 191,225
Civil Engineer, Principal - Plan Check	13A	4	\$	96.54	\$ 16,734	\$ 200,803
Civil Engineer, Principal - Plan Check	13A	5	\$	101.38	\$ 17,572	\$ 210,860
Civil Engineer, Principal - Plan Check	13A	6	\$	106.44	\$ 18,450	\$ 221,402
Civil Engineer, Senior (K&M)	04A	1	\$	64.83	\$ 11,236	\$ 134,836
Civil Engineer, Senior (K&M)	04A	2	\$	68.03	\$ 11,793	\$ 141,511
Civil Engineer, Senior (K&M)	04A	3	\$	71.44	\$ 12,384	\$ 148,604
Civil Engineer, Senior (K&M)	04A	4	\$	75.01	\$ 13,002	\$ 156,027
Civil Engineer, Senior (K&M)	04A	5	\$	78.78	\$ 13,656	\$ 163,869
Civil Engineer, Senior (K&M)	04A	6	\$	82.71	\$ 14,337	\$ 172,040
Civil Engineer, Senior (K&M)	04A	7	\$	86.84	\$ 15,053	\$ 180,630
Civil Engineer, Senior (K&M)	04A	8	\$	91.19	\$ 15,806	\$ 189,669
Civil Engineer, Senior (K&M)	04A	9	\$	95.75	\$ 16,596	\$ 199,152
Community Develop. Director	15H	0	\$	98.34	\$ 17,045	\$ 204,544
Community Develop. Director	15H	1	\$	126.60	\$ 21,945	\$ 263,335
Community Develop. Director	15H	2	\$	154.87	\$ 26,844	\$ 322,126
Community Develop. Director, Deputy	17	1	\$	92.14	\$ 15,970	\$ 191,644
Community Develop. Director, Deputy	17	2	\$	96.70	\$ 16,761	\$ 201,132
Community Develop. Director, Deputy	17	3	\$	101.55	\$ 17,602	\$ 211,219
Community Develop. Director, Deputy	17	4	\$	106.63	\$ 18,482	\$ 221,784
Community Develop. Director, Deputy	17	5	\$	111.98	\$ 19,410	\$ 232,919
Community Develop. Director, Deputy	17	6	\$	117.58	\$ 20,380	\$ 244,565
Finance Director, Deputy	17C	1	\$	92.14	\$ 15,970	\$ 191,644
Finance Director, Deputy	17C	2	\$	96.70	\$ 16,761	\$ 201,132
Finance Director, Deputy	17C	3	\$	101.55	\$ 17,602	\$ 211,219
Finance Director, Deputy	17C	4	\$	106.63	\$ 18,482	\$ 221,784
Finance Director, Deputy	17C	5	\$	111.98	\$ 19,410	\$ 232,919
Finance Director, Deputy	17C	6	\$	117.58	\$ 20,380	\$ 244,565
Finance Director/City Treasurer	15C	0	\$	98.34	\$ 17,045	\$ 204,544
Finance Director/City Treasurer	15C	1	\$	126.60	\$ 21,945	\$ 263,335
Finance Director/City Treasurer	15C	2	\$	154.87	\$ 26,844	\$ 322,126
Finance Manager	16	1	\$	81.43	\$ 14,115	\$ 169,376
Finance Manager	16	2	\$	85.52	\$ 14,823	\$ 177,876
Finance Manager	16	3	\$	89.81	\$ 15,566	\$ 186,796
Finance Manager	16	4	\$	94.28	\$ 16,342	\$ 196,104
Finance Manager	16	5	\$	98.97	\$ 17,155	\$ 205,862
Finance Manager	16	6	\$	103.92	\$ 18,013	\$ 216,155
Fire Chief ²	01C	0	\$	101.70	\$ 17,628	\$ 211,539
Fire Chief	01C	1	\$	130.93	\$ 22,694	\$ 272,330
Fire Chief	01C	2	\$	160.15	\$ 27,760	\$ 333,121

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 10, 2027:

3% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Fire Chief, Assistant ²	01B	1	\$	115.15	\$ 19,960	\$ 239,520
Fire Chief, Assistant	01B	2	\$	120.91	\$ 20,958	\$ 251,494
Fire Chief, Assistant	01B	3	\$	126.96	\$ 22,006	\$ 264,074
Fire Chief, Assistant	01B	4	\$	133.30	\$ 23,105	\$ 277,258
Fire Chief, Assistant	01B	5	\$	139.94	\$ 24,257	\$ 291,080
Fire Chief, Assistant	01B	6	\$	146.94	\$ 25,470	\$ 305,634
Fiscal Specialist (K&M)	01A	1	\$	37.11	\$ 6,433	\$ 77,190
Fiscal Specialist (K&M)	01A	2	\$	39.00	\$ 6,759	\$ 81,111
Fiscal Specialist (K&M)	01A	3	\$	40.92	\$ 7,093	\$ 85,122
Fiscal Specialist (K&M)	01A	4	\$	42.97	\$ 7,448	\$ 89,373
Fiscal Specialist (K&M)	01A	5	\$	45.15	\$ 7,827	\$ 93,922
Fiscal Specialist (K&M)	01A	6	\$	47.36	\$ 8,208	\$ 98,501
Fiscal Specialist (K&M)	01A	7	\$	49.76	\$ 8,625	\$ 103,500
Fiscal Specialist (K&M)	01A	8	\$	52.23	\$ 9,054	\$ 108,647
Fiscal Specialist (K&M)	01A	9	\$	54.85	\$ 9,507	\$ 114,080
Harbormaster	77	0	\$	87.68	\$ 15,197	\$ 182,366
Harbormaster	77	1	\$	99.79	\$ 17,296	\$ 207,557
Harbormaster	77	2	\$	111.90	\$ 19,396	\$ 232,748
Harbormaster, Deputy	76	1	\$	65.19	\$ 11,299	\$ 135,585
Harbormaster, Deputy	76	2	\$	68.44	\$ 11,862	\$ 142,348
Harbormaster, Deputy	76	3	\$	71.89	\$ 12,461	\$ 149,532
Harbormaster, Deputy	76	4	\$	75.50	\$ 13,087	\$ 157,045
Harbormaster, Deputy	76	5	\$	79.24	\$ 13,736	\$ 164,827
Harbormaster, Deputy	76	6	\$	83.21	\$ 14,422	\$ 173,068
Homeless Services Manager	10F	1	\$	73.76	\$ 12,785	\$ 153,423
Homeless Services Manager	10F	2	\$	77.43	\$ 13,421	\$ 161,056
Homeless Services Manager	10F	3	\$	81.33	\$ 14,097	\$ 169,167
Homeless Services Manager	10F	4	\$	85.40	\$ 14,803	\$ 177,637
Homeless Services Manager	10F	5	\$	89.68	\$ 15,544	\$ 186,526
Homeless Services Manager	10F	6	\$	94.16	\$ 16,321	\$ 195,853
Human Resources Analyst	16A	1	\$	50.22	\$ 8,705	\$ 104,458
Human Resources Analyst	16A	2	\$	52.68	\$ 9,131	\$ 109,576
Human Resources Analyst	16A	3	\$	55.34	\$ 9,593	\$ 115,112
Human Resources Analyst	16A	4	\$	58.15	\$ 10,079	\$ 120,949
Human Resources Analyst	16A	5	\$	61.01	\$ 10,575	\$ 126,905
Human Resources Analyst	16A	6	\$	64.06	\$ 11,104	\$ 133,250
Human Resources Analyst	16A	7	\$	67.29	\$ 11,663	\$ 139,955
Human Resources Analyst	16A	8	\$	70.65	\$ 12,247	\$ 146,959
Human Resources Analyst	16A	9	\$	74.19	\$ 12,859	\$ 154,307
Human Resources Analyst, Assistant	08	1	\$	42.05	\$ 7,288	\$ 87,456
Human Resources Analyst, Assistant	08	2	\$	44.15	\$ 7,652	\$ 91,826
Human Resources Analyst, Assistant	08	3	\$	46.32	\$ 8,029	\$ 96,345
Human Resources Analyst, Assistant	08	4	\$	48.65	\$ 8,433	\$ 101,195
Human Resources Analyst, Assistant	08	5	\$	51.14	\$ 8,864	\$ 106,373
Human Resources Analyst, Assistant	08	6	\$	53.60	\$ 9,291	\$ 111,491

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 10, 2027:

3% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Human Resources Analyst, Assistant	08	7	\$	56.38	\$ 9,772	\$ 117,267
Human Resources Analyst, Assistant	08	8	\$	59.17	\$ 10,256	\$ 123,074
Human Resources Analyst, Assistant	08	9	\$	62.13	\$ 10,769	\$ 129,228
Human Resources Analyst, Senior	20A	1	\$	55.41	\$ 9,605	\$ 115,262
Human Resources Analyst, Senior	20A	2	\$	58.24	\$ 10,094	\$ 121,129
Human Resources Analyst, Senior	20A	3	\$	61.13	\$ 10,595	\$ 127,145
Human Resources Analyst, Senior	20A	4	\$	64.19	\$ 11,127	\$ 133,520
Human Resources Analyst, Senior	20A	5	\$	67.36	\$ 11,675	\$ 140,104
Human Resources Analyst, Senior	20A	6	\$	70.74	\$ 12,261	\$ 147,138
Human Resources Analyst, Senior	20A	7	\$	74.24	\$ 12,868	\$ 154,411
Human Resources Analyst, Senior	20A	8	\$	77.98	\$ 13,516	\$ 162,193
Human Resources Analyst, Senior	20A	9	\$	81.88	\$ 14,192	\$ 170,302
Human Resources Director	11B	0	\$	93.03	\$ 16,125	\$ 193,500
Human Resources Director	11B	1	\$	119.77	\$ 20,760	\$ 249,123
Human Resources Director	11B	2	\$	146.51	\$ 25,396	\$ 304,747
Human Resources Director, Deputy	95	1	\$	87.68	\$ 15,197	\$ 182,366
Human Resources Director, Deputy	95	2	\$	92.06	\$ 15,958	\$ 191,495
Human Resources Director, Deputy	95	3	\$	96.66	\$ 16,754	\$ 201,043
Human Resources Director, Deputy	95	4	\$	101.49	\$ 17,592	\$ 211,099
Human Resources Director, Deputy	95	5	\$	106.57	\$ 18,472	\$ 221,665
Human Resources Director, Deputy	95	6	\$	111.90	\$ 19,396	\$ 232,748
Human Resources Manager	02C	1	\$	80.60	\$ 13,970	\$ 167,640
Human Resources Manager	02C	2	\$	84.63	\$ 14,668	\$ 176,021
Human Resources Manager	02C	3	\$	88.84	\$ 15,399	\$ 184,791
Human Resources Manager	02C	4	\$	93.30	\$ 16,172	\$ 194,069
Human Resources Manager	02C	5	\$	97.96	\$ 16,980	\$ 203,766
Human Resources Manager	02C	6	\$	102.86	\$ 17,830	\$ 213,954
Human Resources Specialist	03	1	\$	38.03	\$ 6,592	\$ 79,106
Human Resources Specialist	03	2	\$	39.93	\$ 6,921	\$ 83,057
Human Resources Specialist	03	3	\$	41.92	\$ 7,266	\$ 87,187
Human Resources Specialist	03	4	\$	43.99	\$ 7,625	\$ 91,497
Human Resources Specialist	03	5	\$	46.21	\$ 8,009	\$ 96,107
Human Resources Specialist	03	6	\$	48.49	\$ 8,405	\$ 100,866
Human Resources Specialist	03	7	\$	50.97	\$ 8,834	\$ 106,013
Human Resources Specialist	03	8	\$	53.44	\$ 9,263	\$ 111,161
Human Resources Specialist	03	9	\$	56.12	\$ 9,727	\$ 116,719
Human Resources Supervisor	97A	1	\$	76.55	\$ 13,269	\$ 159,231
Human Resources Supervisor	97A	2	\$	80.35	\$ 13,928	\$ 167,132
Human Resources Supervisor	97A	3	\$	84.38	\$ 14,625	\$ 175,500
Human Resources Supervisor	97A	4	\$	88.62	\$ 15,361	\$ 184,335
Human Resources Supervisor	97A	5	\$	93.04	\$ 16,127	\$ 193,520
Human Resources Supervisor	97A	6	\$	97.69	\$ 16,933	\$ 203,196
IT Engineer, Cybersecurity	65	1	\$	64.83	\$ 11,236	\$ 134,836
IT Engineer, Cybersecurity	65	2	\$	68.03	\$ 11,793	\$ 141,511
IT Engineer, Cybersecurity	65	3	\$	71.44	\$ 12,384	\$ 148,604

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 10, 2027:

3% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
IT Engineer, Cybersecurity	65	4	\$	75.01	\$ 13,002	\$ 156,027
IT Engineer, Cybersecurity	65	5	\$	78.78	\$ 13,656	\$ 163,869
IT Engineer, Cybersecurity	65	6	\$	82.71	\$ 14,337	\$ 172,040
IT Engineer, Cybersecurity	65	7	\$	86.84	\$ 15,053	\$ 180,630
IT Engineer, Cybersecurity	65	8	\$	91.19	\$ 15,806	\$ 189,669
IT Engineer, Cybersecurity	65	9	\$	95.75	\$ 16,596	\$ 199,152
IT Manager	15D	1	\$	87.68	\$ 15,197	\$ 182,366
IT Manager	15D	2	\$	92.06	\$ 15,958	\$ 191,495
IT Manager	15D	3	\$	96.66	\$ 16,754	\$ 201,043
IT Manager	15D	4	\$	101.49	\$ 17,592	\$ 211,099
IT Manager	15D	5	\$	106.57	\$ 18,472	\$ 221,665
IT Manager	15D	6	\$	111.90	\$ 19,396	\$ 232,748
IT Supervisor	97	1	\$	76.55	\$ 13,269	\$ 159,231
IT Supervisor	97	2	\$	80.35	\$ 13,928	\$ 167,132
IT Supervisor	97	3	\$	84.38	\$ 14,625	\$ 175,500
IT Supervisor	97	4	\$	88.62	\$ 15,361	\$ 184,335
IT Supervisor	97	5	\$	93.04	\$ 16,127	\$ 193,520
IT Supervisor	97	6	\$	97.69	\$ 16,933	\$ 203,196
Library Services Director	11C	0	\$	93.03	\$ 16,125	\$ 193,500
Library Services Director	11C	1	\$	119.77	\$ 20,760	\$ 249,123
Library Services Director	11C	2	\$	146.51	\$ 25,396	\$ 304,747
Library Services Manager	10D	1	\$	73.76	\$ 12,785	\$ 153,423
Library Services Manager	10D	2	\$	77.43	\$ 13,421	\$ 161,056
Library Services Manager	10D	3	\$	81.33	\$ 14,097	\$ 169,167
Library Services Manager	10D	4	\$	85.40	\$ 14,803	\$ 177,637
Library Services Manager	10D	5	\$	89.68	\$ 15,544	\$ 186,526
Library Services Manager	10D	6	\$	94.16	\$ 16,321	\$ 195,853
Management Analyst	12	1	\$	45.50	\$ 7,887	\$ 94,639
Management Analyst	12	2	\$	47.83	\$ 8,291	\$ 99,489
Management Analyst	12	3	\$	50.19	\$ 8,700	\$ 104,397
Management Analyst	12	4	\$	52.65	\$ 9,126	\$ 109,515
Management Analyst	12	5	\$	55.31	\$ 9,588	\$ 115,053
Management Analyst	12	6	\$	58.11	\$ 10,072	\$ 120,859
Management Analyst	12	7	\$	60.98	\$ 10,570	\$ 126,845
Management Analyst	12	8	\$	64.03	\$ 11,099	\$ 133,190
Management Analyst	12	9	\$	67.24	\$ 11,654	\$ 139,850
Management Analyst, Assistant	37	1	\$	41.46	\$ 7,187	\$ 86,244
Management Analyst, Assistant	37	2	\$	43.52	\$ 7,543	\$ 90,511
Management Analyst, Assistant	37	3	\$	45.68	\$ 7,918	\$ 95,016
Management Analyst, Assistant	37	4	\$	47.99	\$ 8,318	\$ 99,818
Management Analyst, Assistant	37	5	\$	50.44	\$ 8,743	\$ 104,915
Management Analyst, Assistant	37	6	\$	52.89	\$ 9,168	\$ 110,012
Management Analyst, Assistant	37	7	\$	55.58	\$ 9,635	\$ 115,614
Management Analyst, Assistant	37	8	\$	58.36	\$ 10,116	\$ 121,393
Management Analyst, Assistant	37	9	\$	61.28	\$ 10,622	\$ 127,463

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 10, 2027:

3% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Management Analyst, Senior	06	1	\$	52.33	\$ 9,070	\$ 108,846
Management Analyst, Senior	06	2	\$	54.95	\$ 9,525	\$ 114,298
Management Analyst, Senior	06	3	\$	57.70	\$ 10,001	\$ 120,013
Management Analyst, Senior	06	4	\$	60.59	\$ 10,502	\$ 126,020
Management Analyst, Senior	06	5	\$	63.61	\$ 11,026	\$ 132,318
Management Analyst, Senior	06	6	\$	66.80	\$ 11,578	\$ 138,936
Management Analyst, Senior	06	7	\$	70.13	\$ 12,156	\$ 145,876
Management Analyst, Senior	06	8	\$	73.65	\$ 12,766	\$ 153,195
Management Analyst, Senior	06	9	\$	77.33	\$ 13,405	\$ 160,854
Management Fellow	26	1	\$	31.64	\$ 5,485	\$ 65,816
Paralegal	30	1	\$	40.79	\$ 7,071	\$ 84,853
Paralegal	30	2	\$	42.82	\$ 7,423	\$ 89,073
Paralegal	30	3	\$	45.00	\$ 7,799	\$ 93,593
Paralegal	30	4	\$	47.26	\$ 8,191	\$ 98,292
Paralegal	30	5	\$	49.60	\$ 8,598	\$ 103,170
Paralegal	30	6	\$	52.08	\$ 9,026	\$ 108,318
Paralegal	30	7	\$	54.67	\$ 9,475	\$ 113,705
Paralegal	30	8	\$	57.40	\$ 9,949	\$ 119,393
Paralegal	30	9	\$	60.27	\$ 10,447	\$ 125,362
Payroll Coordinator	30B	1	\$	41.98	\$ 7,276	\$ 87,310
Payroll Coordinator	30B	2	\$	44.06	\$ 7,636	\$ 91,638
Payroll Coordinator	30B	3	\$	46.27	\$ 8,019	\$ 96,232
Payroll Coordinator	30B	4	\$	48.62	\$ 8,427	\$ 101,121
Payroll Coordinator	30B	5	\$	51.00	\$ 8,839	\$ 106,071
Payroll Coordinator	30B	6	\$	53.59	\$ 9,289	\$ 111,465
Payroll Coordinator	30B	7	\$	56.18	\$ 9,738	\$ 116,859
Payroll Coordinator	30B	8	\$	58.97	\$ 10,222	\$ 122,667
Payroll Coordinator	30B	9	\$	61.92	\$ 10,733	\$ 128,800
Planner, Principal	27	1	\$	59.59	\$ 10,328	\$ 123,942
Planner, Principal	27	2	\$	62.59	\$ 10,850	\$ 130,197
Planner, Principal	27	3	\$	65.69	\$ 11,386	\$ 136,632
Planner, Principal	27	4	\$	69.01	\$ 11,962	\$ 143,546
Planner, Principal	27	5	\$	72.45	\$ 12,558	\$ 150,700
Planner, Principal	27	6	\$	76.08	\$ 13,187	\$ 158,243
Planner, Principal	27	7	\$	79.88	\$ 13,845	\$ 166,143
Planner, Principal	27	8	\$	83.89	\$ 14,541	\$ 174,494
Planner, Principal	27	9	\$	88.09	\$ 15,268	\$ 183,219
Planning Manager	11	1	\$	76.32	\$ 13,229	\$ 158,751
Planning Manager	11	2	\$	80.14	\$ 13,890	\$ 166,683
Planning Manager	11	3	\$	84.12	\$ 14,581	\$ 174,972
Planning Manager	11	4	\$	88.32	\$ 15,309	\$ 183,713
Planning Manager	11	5	\$	92.77	\$ 16,080	\$ 192,961
Planning Manager	11	6	\$	97.41	\$ 16,884	\$ 202,609
Police Chief ³	02B	0	\$	110.44	\$ 19,143	\$ 229,717
Police Chief	02B	1	\$	142.18	\$ 24,645	\$ 295,736

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 10, 2027:

3% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Police Chief	02B	2	\$	173.92	\$ 30,146	\$ 361,755
Police Chief, Assistant ³	03A	1	\$	121.61	\$ 21,080	\$ 252,958
Police Chief, Assistant	03A	2	\$	127.71	\$ 22,136	\$ 265,627
Police Chief, Assistant	03A	3	\$	134.09	\$ 23,243	\$ 278,912
Police Chief, Assistant	03A	4	\$	140.81	\$ 24,406	\$ 292,876
Police Chief, Assistant	03A	5	\$	147.83	\$ 25,624	\$ 307,490
Police Chief, Assistant	03A	6	\$	155.22	\$ 26,905	\$ 322,864
Police Support Svcs Administrator	28	1	\$	89.81	\$ 15,566	\$ 186,796
Police Support Svcs Administrator	28	2	\$	94.30	\$ 16,344	\$ 196,134
Police Support Svcs Administrator	28	3	\$	99.01	\$ 17,163	\$ 205,951
Police Support Svcs Administrator	28	4	\$	103.95	\$ 18,018	\$ 216,218
Police Support Svcs Administrator	28	5	\$	109.15	\$ 18,918	\$ 227,022
Police Support Svcs Administrator	28	6	\$	114.60	\$ 19,864	\$ 238,373
Public Information Manager	14	1	\$	81.43	\$ 14,115	\$ 169,376
Public Information Manager	14	2	\$	85.52	\$ 14,823	\$ 177,876
Public Information Manager	14	3	\$	89.81	\$ 15,566	\$ 186,796
Public Information Manager	14	4	\$	94.28	\$ 16,342	\$ 196,104
Public Information Manager	14	5	\$	98.97	\$ 17,155	\$ 205,862
Public Information Manager	14	6	\$	103.92	\$ 18,013	\$ 216,155
Public Information Specialist	07B	1	\$	40.19	\$ 6,966	\$ 83,596
Public Information Specialist	07B	2	\$	42.19	\$ 7,313	\$ 87,756
Public Information Specialist	07B	3	\$	44.33	\$ 7,685	\$ 92,216
Public Information Specialist	07B	4	\$	46.51	\$ 8,061	\$ 96,735
Public Information Specialist	07B	5	\$	48.85	\$ 8,468	\$ 101,614
Public Information Specialist	07B	6	\$	51.30	\$ 8,892	\$ 106,702
Public Information Specialist	07B	7	\$	53.90	\$ 9,343	\$ 112,120
Public Information Specialist	07B	8	\$	56.57	\$ 9,805	\$ 117,656
Public Information Specialist	07B	9	\$	59.39	\$ 10,295	\$ 123,539
Public Works Director	15G	0	\$	98.34	\$ 17,045	\$ 204,544
Public Works Director	15G	1	\$	126.60	\$ 21,945	\$ 263,335
Public Works Director	15G	2	\$	154.87	\$ 26,844	\$ 322,126
Public Works Director, Deputy/City Engineer	29A	1	\$	108.04	\$ 18,726	\$ 224,718
Public Works Director, Deputy/City Engineer	29A	2	\$	113.45	\$ 19,664	\$ 235,971
Public Works Director, Deputy/City Engineer	29A	3	\$	119.10	\$ 20,644	\$ 247,734
Public Works Director, Deputy/City Engineer	29A	4	\$	125.06	\$ 21,677	\$ 260,125
Public Works Director, Deputy/City Engineer	29A	5	\$	131.32	\$ 22,762	\$ 273,145
Public Works Director, Deputy/City Engineer	29A	6	\$	137.89	\$ 23,900	\$ 286,802
Public Works Director, Deputy/Municipal Ops	17B	1	\$	92.14	\$ 15,970	\$ 191,644
Public Works Director, Deputy/Municipal Ops	17B	2	\$	96.70	\$ 16,761	\$ 201,132
Public Works Director, Deputy/Municipal Ops	17B	3	\$	101.55	\$ 17,602	\$ 211,219
Public Works Director, Deputy/Municipal Ops	17B	4	\$	106.63	\$ 18,482	\$ 221,784
Public Works Director, Deputy/Municipal Ops	17B	5	\$	111.98	\$ 19,410	\$ 232,919
Public Works Director, Deputy/Municipal Ops	17B	6	\$	117.58	\$ 20,380	\$ 244,565
Public Works Finance/Admin Manager	14A	1	\$	81.43	\$ 14,115	\$ 169,376
Public Works Finance/Admin Manager	14A	2	\$	85.52	\$ 14,823	\$ 177,876

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 10, 2027:

3% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Public Works Finance/Admin Manager	14A	3	\$	89.81	\$ 15,566	\$ 186,796
Public Works Finance/Admin Manager	14A	4	\$	94.28	\$ 16,342	\$ 196,104
Public Works Finance/Admin Manager	14A	5	\$	98.97	\$ 17,155	\$ 205,862
Public Works Finance/Admin Manager	14A	6	\$	103.92	\$ 18,013	\$ 216,155
Purchasing & Contracts Administrator	19A	1	\$	56.77	\$ 9,840	\$ 118,075
Purchasing & Contracts Administrator	19A	2	\$	59.59	\$ 10,328	\$ 123,942
Purchasing & Contracts Administrator	19A	3	\$	62.61	\$ 10,852	\$ 130,227
Purchasing & Contracts Administrator	19A	4	\$	65.69	\$ 11,386	\$ 136,632
Purchasing & Contracts Administrator	19A	5	\$	69.01	\$ 11,962	\$ 143,546
Purchasing & Contracts Administrator	19A	6	\$	72.45	\$ 12,558	\$ 150,700
Purchasing & Contracts Administrator	19A	7	\$	76.08	\$ 13,187	\$ 158,243
Purchasing & Contracts Administrator	19A	8	\$	79.91	\$ 13,850	\$ 166,203
Purchasing & Contracts Administrator	19A	9	\$	83.90	\$ 14,543	\$ 174,514
Real Property Administrator	19B	1	\$	56.77	\$ 9,840	\$ 118,075
Real Property Administrator	19B	2	\$	59.59	\$ 10,328	\$ 123,942
Real Property Administrator	19B	3	\$	62.61	\$ 10,852	\$ 130,227
Real Property Administrator	19B	4	\$	65.69	\$ 11,386	\$ 136,632
Real Property Administrator	19B	5	\$	69.01	\$ 11,962	\$ 143,546
Real Property Administrator	19B	6	\$	72.45	\$ 12,558	\$ 150,700
Real Property Administrator	19B	7	\$	76.08	\$ 13,187	\$ 158,243
Real Property Administrator	19B	8	\$	79.91	\$ 13,850	\$ 166,203
Real Property Administrator	19B	9	\$	83.90	\$ 14,543	\$ 174,514
Recreation & Senior Svcs Director	11D	0	\$	93.03	\$ 16,125	\$ 193,500
Recreation & Senior Svcs Director	11D	1	\$	119.77	\$ 20,760	\$ 249,123
Recreation & Senior Svcs Director	11D	2	\$	146.51	\$ 25,396	\$ 304,747
Recreation & Senior Svcs Director, Deputy	15	1	\$	87.68	\$ 15,197	\$ 182,366
Recreation & Senior Svcs Director, Deputy	15	2	\$	92.06	\$ 15,958	\$ 191,495
Recreation & Senior Svcs Director, Deputy	15	3	\$	96.66	\$ 16,754	\$ 201,043
Recreation & Senior Svcs Director, Deputy	15	4	\$	101.49	\$ 17,592	\$ 211,099
Recreation & Senior Svcs Director, Deputy	15	5	\$	106.57	\$ 18,472	\$ 221,665
Recreation & Senior Svcs Director, Deputy	15	6	\$	111.90	\$ 19,396	\$ 232,748
Recreation & Senior Svcs Manager	05A	1	\$	65.19	\$ 11,299	\$ 135,585
Recreation & Senior Svcs Manager	05A	2	\$	68.44	\$ 11,862	\$ 142,348
Recreation & Senior Svcs Manager	05A	3	\$	71.89	\$ 12,461	\$ 149,532
Recreation & Senior Svcs Manager	05A	4	\$	75.50	\$ 13,087	\$ 157,045
Recreation & Senior Svcs Manager	05A	5	\$	79.24	\$ 13,736	\$ 164,827
Recreation & Senior Svcs Manager	05A	6	\$	83.21	\$ 14,422	\$ 173,068
Superintendent	10A	1	\$	73.76	\$ 12,785	\$ 153,423
Superintendent	10A	2	\$	77.43	\$ 13,421	\$ 161,056
Superintendent	10A	3	\$	81.33	\$ 14,097	\$ 169,167
Superintendent	10A	4	\$	85.40	\$ 14,803	\$ 177,637
Superintendent	10A	5	\$	89.68	\$ 15,544	\$ 186,526
Superintendent	10A	6	\$	94.16	\$ 16,321	\$ 195,853
Systems and Administration Manager	07A	1	\$	76.32	\$ 13,229	\$ 158,751
Systems and Administration Manager	07A	2	\$	80.14	\$ 13,890	\$ 166,683

Exhibit B

Newport Beach Key & Management Compensation Plan

MOU Term: July 12, 2025 - June 30, 2028

Effective July 10, 2027:

3% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP		HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Systems and Administration Manager	07A	3	\$	84.12	\$ 14,581	\$ 174,972
Systems and Administration Manager	07A	4	\$	88.32	\$ 15,309	\$ 183,713
Systems and Administration Manager	07A	5	\$	92.77	\$ 16,080	\$ 192,961
Systems and Administration Manager	07A	6	\$	97.41	\$ 16,884	\$ 202,609
Transportation Manager/City Traffic Engineer	15E	1	\$	87.60	\$ 15,185	\$ 182,216
Transportation Manager/City Traffic Engineer	15E	2	\$	91.96	\$ 15,940	\$ 191,286
Transportation Manager/City Traffic Engineer	15E	3	\$	96.57	\$ 16,739	\$ 200,863
Transportation Manager/City Traffic Engineer	15E	4	\$	101.40	\$ 17,577	\$ 210,919
Transportation Manager/City Traffic Engineer	15E	5	\$	106.47	\$ 18,455	\$ 221,455
Transportation Manager/City Traffic Engineer	15E	6	\$	111.79	\$ 19,377	\$ 232,528
Utilities Director	11F	0	\$	93.03	\$ 16,125	\$ 193,500
Utilities Director	11F	1	\$	119.77	\$ 20,760	\$ 249,123
Utilities Director	11F	2	\$	146.51	\$ 25,396	\$ 304,747
Water Operations Superintendent	10B	1	\$	77.45	\$ 13,425	\$ 161,095
Water Operations Superintendent	10B	2	\$	81.30	\$ 14,092	\$ 169,108
Water Operations Superintendent	10B	3	\$	85.40	\$ 14,802	\$ 177,625
Water Operations Superintendent	10B	4	\$	89.67	\$ 15,543	\$ 186,519
Water Operations Superintendent	10B	5	\$	94.16	\$ 16,321	\$ 195,853
Water Operations Superintendent	10B	6	\$	98.87	\$ 17,137	\$ 205,645

Salary adjustments for the following classifications shall occur at the same time and be the same percentage as the salary adjustments of their respective Safety Management Associations during the term of the Key & Management Compensation Plan.

Key & Management Positions	Safety Management Association
¹ Assistant Chief, Lifeguard Operations	Lifeguard Management Association
² Fire Chief and Fire Chief, Assistant	Fire Management Association
³ Police Chief and Police Chief, Assistant	Police Management Association

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 C

The City of Newport Beach
City Manager Salary Schedule Adjustment

Effective July 12, 2025 - 5% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Manager	19	Low	\$ 116.37	\$ 20,171	\$ 242,056
City Manager	19	Mid	\$ 145.46	\$ 25,214	\$ 302,564
City Manager	19	High	\$ 174.55	\$ 30,256	\$ 363,071

Effective July 11, 2026 - 4% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Manager	19	Low	\$ 121.03	\$ 20,978	\$ 251,739
City Manager	19	Mid	\$ 151.28	\$ 26,222	\$ 314,666
City Manager	19	High	\$ 181.54	\$ 31,466	\$ 377,594

Effective July 10, 2027 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Manager	19	Low	\$ 124.66	\$ 21,608	\$ 259,291
City Manager	19	Mid	\$ 155.82	\$ 27,009	\$ 324,106
City Manager	19	High	\$ 186.98	\$ 32,410	\$ 388,922

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 D
The City of Newport Beach
City Attorney Salary Schedule Adjustment
Employment Agreement Term: July 8, 2025 - December 30, 2028

Effective June 28, 2025 - Salary Range Adjustment

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Attorney	18	Low	\$ 99.48	\$ 17,243	\$ 206,911
City Attorney	18	Mid	\$ 127.32	\$ 22,069	\$ 264,832
City Attorney	18	High	\$ 155.17	\$ 26,896	\$ 322,752

Effective July 12, 2025 - 5% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Attorney	18	Low	\$ 104.45	\$ 18,105	\$ 217,257
City Attorney	18	Mid	\$ 133.69	\$ 23,173	\$ 278,073
City Attorney	18	High	\$ 162.93	\$ 28,241	\$ 338,890

Effective July 11, 2026 - 4% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Attorney	18	Low	\$ 108.63	\$ 18,829	\$ 225,947
City Attorney	18	Mid	\$ 139.04	\$ 24,100	\$ 289,196
City Attorney	18	High	\$ 169.44	\$ 29,370	\$ 352,445

Effective July 10, 2027 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Attorney	18	Low	\$ 111.89	\$ 19,394	\$ 232,725
City Attorney	18	Mid	\$ 143.21	\$ 24,823	\$ 297,872
City Attorney	18	High	\$ 174.53	\$ 30,252	\$ 363,019

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 E

The City of Newport Beach
City Clerk Salary Schedule Adjustment

Effective July 12, 2025 - 5% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Clerk	01	Low	\$ 64.42	\$ 11,166	\$ 133,995
City Clerk	01	Mid	\$ 80.52	\$ 13,957	\$ 167,486
City Clerk	01	High	\$ 96.62	\$ 16,748	\$ 200,977

Effective July 11, 2026 - 4% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Clerk	01	Low	\$ 67.00	\$ 11,613	\$ 139,354
City Clerk	01	Mid	\$ 83.74	\$ 14,515	\$ 174,186
City Clerk	01	High	\$ 100.49	\$ 17,418	\$ 209,016

Effective July 10, 2027 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Clerk	01	Low	\$ 69.01	\$ 11,961	\$ 143,535
City Clerk	01	Mid	\$ 86.26	\$ 14,951	\$ 179,411
City Clerk	01	High	\$ 103.50	\$ 17,941	\$ 215,287

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.