

Attachment A

Resolution 2026-16

RESOLUTION 2026-16

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NEWPORT BEACH, CALIFORNIA, APPROVING A REVISED SALARY SCHEDULE AND NEW CLASSIFICATIONS FOR THE KEY & MANAGEMENT GROUP

WHEREAS, the City of Newport Beach (“City”) has employees who are not represented by an exclusively recognized collective bargaining unit and therefore are not covered by a collective bargaining memorandum of understanding/agreement;

WHEREAS, the City Council of the City of Newport Beach (“City Council”) has previously established and recognized the unrepresented Key & Management (“K&M”) employees, consisting of certain safety and non-safety management, professional and confidential classifications;

WHEREAS, the City promotes effective communication and collaborative working relationships with its K&M employees to foster positive relations while balancing good management practices;

WHEREAS, on July 22, 2025, the City Council adopted Resolution 2025-45 which outlined the wages, hours, fringe benefits and other terms of employment of K&M employees for the period of July 12, 2025, through June 30, 2028 (“K&M Compensation Plan”);

WHEREAS, on December 9, 2025, the City Council adopted Resolution 2025-88 amending the K&M Compensation Plan and salary schedule to establish/remove classifications/positions from the K&M Compensation Plan and the City’s salary schedule;

WHEREAS, the City Council intends to approve an amendment to the K&M Compensation Plan and salary schedule to establish Code Enforcement Manager and Real Property Manager positions in the K&M Compensation Plan and the City’s salary schedule, which are set forth in Exhibits A and B and incorporated herein by this reference;

WHEREAS, City of Newport Beach Charter Section 601 requires the City Council to provide the number, titles, qualifications, powers, duties and compensation of all officers and employees of the City;

WHEREAS, Newport Beach Municipal Code Section 2.28.010 (Establishment of Classification and Salary Ranges) provides, upon recommendation of the City Manager, the City Council may establish by resolution the salary range or rate for each position;

WHEREAS, the City Manager has reviewed the changes to the salary schedule for K&M job classifications provided in this resolution and recommends approval; and

WHEREAS, by adopting this resolution, the City Council is approving and adopting the classifications and amendments to the salary schedule for K&M employees attached hereto as Exhibits A and B.

NOW, THEREFORE, the City Council of the City of Newport Beach resolves as follows:

Section 1: The City Council does hereby adopt and approve the addition of the Code Enforcement Manager and Real Property Manager positions to the salary schedule, as set forth in Exhibit A, which is incorporated herein by this reference, and list of K&M Classifications, as set forth in Exhibit B, which is incorporated herein by this reference. The initial salary range for the Code Enforcement Manager and Real Property Manager shall be effective for the entire pay period that includes March 7, 2026. Thereafter, the salary range for the Code Enforcement Manager and Real Property Manager shall adjust at such times and by such amounts as set forth in Exhibit A.

Section 2: The City's salary schedule and K&M Compensation Plan shall be modified to be consistent with this resolution.

Section 3: Any resolution, or part thereof, in conflict with this resolution shall be of no effect.

Section 4: The recitals provided in this resolution are true and correct and are incorporated into the operative part of this resolution.

Section 5: If any section, subsection, sentence, clause or phrase of this resolution is, for any reason, held to be invalid or unconstitutional, such decision shall not affect the validity or constitutionality of the remaining portions of this resolution. The City Council hereby declares that it would have passed this resolution, and each section, subsection, sentence, clause or phrase hereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses or phrases be declared invalid or unconstitutional.

Section 6: The City Council finds the adoption of this resolution is not subject to the California Environmental Quality Act ("CEQA") pursuant to Sections 15060(c)(2) (the activity will not result in a direct or reasonably foreseeable indirect physical change in the environment) and 15060(c)(3) (the activity is not a project as defined in Section 15378) of the CEQA Guidelines, California Code of Regulations, Title 14, Division 6, Chapter 3, because it has no potential for resulting in physical change to the environment, directly or indirectly.

Section 7: This resolution shall take effect immediately upon its adoption by the City Council, and the City Clerk shall certify the vote adopting the resolution.

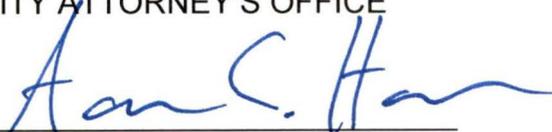
ADOPTED this 10th day of March 2026.

Lauren Kleiman
Mayor

ATTEST:

Lena Shumway
City Clerk

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE



Aaron C. Harp
City Attorney

Exhibit A - Key & Management Salary Schedule
Exhibit B - Key & Management Classifications and their Subcategory

Exhibit A

Newport Beach Key & Management Compensation Plan

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

Effective March 7, 2026:

New Classifications

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Code Enforcement Manager	33	1	\$ 71.25	\$ 12,350	\$ 148,199
Code Enforcement Manager	33	2	\$ 74.81	\$ 12,967	\$ 155,604
Code Enforcement Manager	33	3	\$ 78.53	\$ 13,612	\$ 163,343
Code Enforcement Manager	33	4	\$ 82.45	\$ 14,292	\$ 171,502
Code Enforcement Manager	33	5	\$ 86.60	\$ 15,011	\$ 180,135
Code Enforcement Manager	33	6	\$ 90.93	\$ 15,762	\$ 189,142
Real Property Manager	31	1	\$ 71.25	\$ 12,350	\$ 148,199
Real Property Manager	31	2	\$ 74.81	\$ 12,967	\$ 155,604
Real Property Manager	31	3	\$ 78.53	\$ 13,612	\$ 163,343
Real Property Manager	31	4	\$ 82.45	\$ 14,292	\$ 171,502
Real Property Manager	31	5	\$ 86.60	\$ 15,011	\$ 180,135
Real Property Manager	31	6	\$ 90.93	\$ 15,762	\$ 189,142

Effective July 11, 2026:

4% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Code Enforcement Manager	33	1	\$ 74.10	\$ 12,844	\$ 154,127
Code Enforcement Manager	33	2	\$ 77.80	\$ 13,486	\$ 161,828
Code Enforcement Manager	33	3	\$ 81.67	\$ 14,156	\$ 169,876
Code Enforcement Manager	33	4	\$ 85.75	\$ 14,864	\$ 178,362
Code Enforcement Manager	33	5	\$ 90.07	\$ 15,612	\$ 187,341
Code Enforcement Manager	33	6	\$ 94.57	\$ 16,392	\$ 196,708
Real Property Manager	31	1	\$ 74.10	\$ 12,844	\$ 154,127
Real Property Manager	31	2	\$ 77.80	\$ 13,486	\$ 161,828
Real Property Manager	31	3	\$ 81.67	\$ 14,156	\$ 169,876
Real Property Manager	31	4	\$ 85.75	\$ 14,864	\$ 178,362
Real Property Manager	31	5	\$ 90.07	\$ 15,612	\$ 187,341
Real Property Manager	31	6	\$ 94.57	\$ 16,392	\$ 196,708

Effective July 10, 2027:

3% Cost-of-Living Adjustment (COLA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Code Enforcement Manager	33	1	\$ 76.32	\$ 13,229	\$ 158,751
Code Enforcement Manager	33	2	\$ 80.14	\$ 13,890	\$ 166,683
Code Enforcement Manager	33	3	\$ 84.12	\$ 14,581	\$ 174,972
Code Enforcement Manager	33	4	\$ 88.32	\$ 15,309	\$ 183,713
Code Enforcement Manager	33	5	\$ 92.77	\$ 16,080	\$ 192,961
Code Enforcement Manager	33	6	\$ 97.41	\$ 16,884	\$ 202,609
Real Property Manager	31	1	\$ 76.32	\$ 13,229	\$ 158,751
Real Property Manager	31	2	\$ 80.14	\$ 13,890	\$ 166,683
Real Property Manager	31	3	\$ 84.12	\$ 14,581	\$ 174,972
Real Property Manager	31	4	\$ 88.32	\$ 15,309	\$ 183,713
Real Property Manager	31	5	\$ 92.77	\$ 16,080	\$ 192,961
Real Property Manager	31	6	\$ 97.41	\$ 16,884	\$ 202,609

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

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
Administrative Services Director	Executive 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
<i>Code Enforcement Manager</i>	<i>Division Management</i>
Community Develop. Director	Executive Management
Community Develop. Director, Deputy	Administrative Management
Finance Director, Deputy	Administrative 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, 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

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>
IT Supervisor	Division Management
Library Services Director	Executive Management
Library Services Manager	Division Management
Management Analyst	Confidential
Management Analyst, Assistant	Confidential
Management Analyst, Senior	Confidential
Management Fellow	Confidential
Municipal Operations Director	Executive Management
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
<i>Real Property Manager</i>	<i>Division Management</i>
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