



MEMORANDUM

TO: HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL
FROM: Barbara J. Salvini, Human Resources Director 
DATE: July 21, 2025
RE: Agenda Item 6 – Resolution No. 2025-45: To Adopt Revisions to the City of Newport Beach Key and Management Compensation Plan

Staff respectfully requests Item No. 6 – Resolution No. 2025-45: To Adopt Revisions to the City of Newport Beach Key and Management Compensation Plan to include an amended salary schedule that includes corrections for Exhibit B on pages 6-32 through 6-41.

Attachment: Amended Exhibit B

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

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Newport Beach Key & Management Compensation Plan

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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

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Newport Beach Key & Management Compensation Plan

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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

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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

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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

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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

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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

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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

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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.