

ATTACHMENT B

RESOLUTION No. 2025-85

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NEWPORT BEACH, CALIFORNIA, APPROVING A REVISED SALARY SCHEDULE FOR THE PART TIME EMPLOYEES ASSOCIATION OF NEWPORT BEACH

WHEREAS, the City Council of the City of Newport Beach ("City Council") previously adopted Resolution No. 2001-50, the "Employer-Employee Relations Resolution," pursuant to authority contained in the Meyers-Milias-Brown Act, Government Code 3500, *et seq.*;

WHEREAS, the City of Newport Beach ("City") promotes effective communication and collaborative working relationships with its employee associations to foster improved relations while balancing good management practices;

WHEREAS, the City previously entered into a Memorandum of Understanding ("MOU") with the Part Time Employees Association of Newport Beach ("PTEANB") a recognized organization, for the term of August 23, 2025, through June 30, 2028;

WHEREAS, the City Council intends to approve an amendment to the PTEANB Salary Schedule to include positions tied to adjustments within Newport Beach City Employees Association, which are set forth in Exhibit A 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 PTEANB unit members provided in this resolution and recommends approval; and

WHEREAS, by adopting this resolution, the City Council is approving and adopting the amended salary schedule for PTEANB employees attached hereto as Exhibit A.

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

Section 1: The City Council does hereby approve the salary schedules and ranges set forth in Exhibit A. The salary ranges set forth in the salary schedule shall prevail over any previously adopted language or salary range that conflict herewith.

Section 2: The City's salary schedule shall be modified to be consistent with this resolution and the 2025 PTEANB MOU. Exhibit A, the PTNEAB Salary Schedule, shall be effective as of November 29, 2025, and is incorporated herein by this reference.

Section 3: The recitals provided in this resolution are true and correct and are incorporated into the operative part of this resolution.

Section 4: 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 5: 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 6: 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 9th day of December, 2025.

Joe Stapleton
Mayor

ATTEST:

Lena Shumway
City Clerk

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE



Aaron C. Harp
City Attorney

Exhibit A - Salary Schedule for PTEANB

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective November 29, 2025:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Assistant, Administrative P/T	05E	1	\$ 35.16	\$ 6,094	\$ 73,124
Assistant, Administrative P/T	05E	2	\$ 36.91	\$ 6,398	\$ 76,776
Assistant, Administrative P/T	05E	3	\$ 38.75	\$ 6,716	\$ 80,594
Assistant, Administrative P/T	05E	4	\$ 40.66	\$ 7,048	\$ 84,578
Assistant, Administrative P/T	05E	5	\$ 42.71	\$ 7,403	\$ 88,839
Assistant, Administrative P/T	05E	6	\$ 44.83	\$ 7,770	\$ 93,238
Assistant, Administrative P/T	05E	7	\$ 47.11	\$ 8,166	\$ 97,997
Assistant, Administrative P/T	05E	8	\$ 49.40	\$ 8,563	\$ 102,756
Assistant, Administrative P/T	05E	9	\$ 51.87	\$ 8,991	\$ 107,893
Assistant, Department P/T	55	1	\$ 28.21	\$ 4,890	\$ 58,683
Assistant, Department P/T	55	2	\$ 29.61	\$ 5,132	\$ 61,587
Assistant, Department P/T	55	3	\$ 31.07	\$ 5,386	\$ 64,630
Assistant, Department P/T	55	4	\$ 32.63	\$ 5,656	\$ 67,867
Assistant, Department P/T	55	5	\$ 34.28	\$ 5,942	\$ 71,298
Assistant, Department P/T	55	6	\$ 35.98	\$ 6,237	\$ 74,840
Assistant, Department P/T	55	7	\$ 37.78	\$ 6,548	\$ 78,575
Assistant, Department P/T	55	8	\$ 39.67	\$ 6,875	\$ 82,503
Assistant, Department P/T	55	9	\$ 41.65	\$ 7,219	\$ 86,628
Assistant, Office P/T	15	1	\$ 24.12	\$ 4,180	\$ 50,160
Assistant, Office P/T	15	2	\$ 25.33	\$ 4,390	\$ 52,678
Assistant, Office P/T	15	3	\$ 26.60	\$ 4,611	\$ 55,334
Assistant, Office P/T	15	4	\$ 27.95	\$ 4,844	\$ 58,129
Assistant, Office P/T	15	5	\$ 29.33	\$ 5,084	\$ 61,006
Assistant, Office P/T	15	6	\$ 30.81	\$ 5,340	\$ 64,076
Assistant, Office P/T	15	7	\$ 32.32	\$ 5,603	\$ 67,231
Assistant, Office P/T	15	8	\$ 33.95	\$ 5,884	\$ 70,607
Assistant, Office P/T	15	9	\$ 35.64	\$ 6,178	\$ 74,137
Fiscal Clerk P/T	30	1	\$ 25.43	\$ 4,408	\$ 52,900
Fiscal Clerk P/T	30	2	\$ 26.75	\$ 4,637	\$ 55,638
Fiscal Clerk P/T	30	3	\$ 28.08	\$ 4,867	\$ 58,405
Fiscal Clerk P/T	30	4	\$ 29.45	\$ 5,105	\$ 61,255
Fiscal Clerk P/T	30	5	\$ 30.93	\$ 5,361	\$ 64,326
Fiscal Clerk P/T	30	6	\$ 32.50	\$ 5,633	\$ 67,591
Fiscal Clerk P/T	30	7	\$ 34.12	\$ 5,914	\$ 70,966
Fiscal Clerk P/T	30	8	\$ 35.82	\$ 6,209	\$ 74,507
Fiscal Clerk P/T	30	9	\$ 37.61	\$ 6,519	\$ 78,232
Fiscal Clerk, Senior P/T	65	1	\$ 29.61	\$ 5,132	\$ 61,587
Fiscal Clerk, Senior P/T	65	2	\$ 31.03	\$ 5,379	\$ 64,547
Fiscal Clerk, Senior P/T	65	3	\$ 32.63	\$ 5,656	\$ 67,867
Fiscal Clerk, Senior P/T	65	4	\$ 34.28	\$ 5,942	\$ 71,298
Fiscal Clerk, Senior P/T	65	5	\$ 35.97	\$ 6,234	\$ 74,811
Fiscal Clerk, Senior P/T	65	6	\$ 37.76	\$ 6,546	\$ 78,547
Fiscal Clerk, Senior P/T	65	7	\$ 39.67	\$ 6,875	\$ 82,503
Fiscal Clerk, Senior P/T	65	8	\$ 41.66	\$ 7,221	\$ 86,653
Fiscal Clerk, Senior P/T	65	9	\$ 43.74	\$ 7,582	\$ 90,986
Fiscal Specialist P/T	85	1	\$ 34.30	\$ 5,946	\$ 71,353
Fiscal Specialist P/T	85	2	\$ 36.05	\$ 6,248	\$ 74,978

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective November 29, 2025:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Fiscal Specialist P/T	85	3	\$ 37.83	\$ 6,557	\$ 78,685
Fiscal Specialist P/T	85	4	\$ 39.72	\$ 6,884	\$ 82,614
Fiscal Specialist P/T	85	5	\$ 41.74	\$ 7,235	\$ 86,819
Fiscal Specialist P/T	85	6	\$ 43.78	\$ 7,588	\$ 91,052
Fiscal Specialist P/T	85	7	\$ 46.00	\$ 7,973	\$ 95,673
Fiscal Specialist P/T	85	8	\$ 48.28	\$ 8,369	\$ 100,432
Fiscal Specialist P/T	85	9	\$ 50.70	\$ 8,788	\$ 105,453
Intern P/T	05	1	\$ 22.32	\$ 3,868	\$ 46,417
Librarian I P/T	21	1	\$ 34.70	\$ 6,015	\$ 72,184
Librarian I P/T	21	2	\$ 36.43	\$ 6,315	\$ 75,780
Librarian I P/T	21	3	\$ 38.23	\$ 6,626	\$ 79,515
Librarian I P/T	21	4	\$ 40.18	\$ 6,965	\$ 83,582
Librarian I P/T	21	5	\$ 42.17	\$ 7,309	\$ 87,705
Librarian I P/T	21	6	\$ 44.33	\$ 7,685	\$ 92,214
Librarian I P/T	21	7	\$ 46.52	\$ 8,063	\$ 96,752
Librarian I P/T	21	8	\$ 48.82	\$ 8,462	\$ 101,538
Librarian I P/T	21	9	\$ 51.26	\$ 8,885	\$ 106,615
Library Assistant P/T	70	1	\$ 29.52	\$ 5,116	\$ 61,393
Library Assistant P/T	70	2	\$ 30.95	\$ 5,365	\$ 64,381
Library Assistant P/T	70	3	\$ 32.52	\$ 5,637	\$ 67,646
Library Assistant P/T	70	4	\$ 34.15	\$ 5,918	\$ 71,022
Library Assistant P/T	70	5	\$ 35.85	\$ 6,214	\$ 74,563
Library Assistant P/T	70	6	\$ 37.67	\$ 6,529	\$ 78,353
Library Assistant P/T	70	7	\$ 39.53	\$ 6,852	\$ 82,227
Library Assistant P/T	70	8	\$ 41.51	\$ 7,196	\$ 86,349
Library Assistant P/T	70	9	\$ 43.59	\$ 7,556	\$ 90,667
Library Clerk I P/T	05A	1	\$ 23.00	\$ 3,986	\$ 47,836
Library Clerk I P/T	05A	2	\$ 24.13	\$ 4,182	\$ 50,188
Library Clerk I P/T	05A	3	\$ 25.34	\$ 4,392	\$ 52,705
Library Clerk I P/T	05A	4	\$ 26.60	\$ 4,611	\$ 55,334
Library Clerk I P/T	05A	5	\$ 27.95	\$ 4,844	\$ 58,129
Library Clerk I P/T	05A	6	\$ 29.33	\$ 5,084	\$ 61,006
Library Clerk I P/T	05A	7	\$ 30.81	\$ 5,340	\$ 64,076
Library Clerk I P/T	05A	8	\$ 32.34	\$ 5,605	\$ 67,258
Library Clerk I P/T	05A	9	\$ 33.95	\$ 5,885	\$ 70,621
Library Clerk II P/T	20	1	\$ 25.43	\$ 4,408	\$ 52,900
Library Clerk II P/T	20	2	\$ 26.75	\$ 4,637	\$ 55,638
Library Clerk II P/T	20	3	\$ 28.08	\$ 4,867	\$ 58,405
Library Clerk II P/T	20	4	\$ 29.45	\$ 5,105	\$ 61,255
Library Clerk II P/T	20	5	\$ 30.93	\$ 5,361	\$ 64,326
Library Clerk II P/T	20	6	\$ 32.50	\$ 5,633	\$ 67,591
Library Clerk II P/T	20	7	\$ 34.12	\$ 5,914	\$ 70,966
Library Clerk II P/T	20	8	\$ 35.82	\$ 6,209	\$ 74,507
Library Clerk II P/T	20	9	\$ 37.61	\$ 6,519	\$ 78,232
Library Page P/T	30A	1	\$ 18.62	\$ 3,227	\$ 38,722
Library Page P/T	30A	2	\$ 19.54	\$ 3,388	\$ 40,652
Library Page P/T	30A	3	\$ 20.52	\$ 3,557	\$ 42,685

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective November 29, 2025:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Library Page P/T	30A	4	\$ 21.55	\$ 3,735	\$ 44,819
Library Page P/T	30A	5	\$ 22.62	\$ 3,921	\$ 47,049
Library Page P/T	30A	6	\$ 23.75	\$ 4,117	\$ 49,402
Library Page P/T	30A	7	\$ 24.94	\$ 4,323	\$ 51,872
Literacy Coordinator P/T	12A	1	\$ 33.05	\$ 5,728	\$ 68,735
Literacy Coordinator P/T	12A	2	\$ 34.68	\$ 6,011	\$ 72,137
Literacy Coordinator P/T	12A	3	\$ 36.44	\$ 6,316	\$ 75,794
Literacy Coordinator P/T	12A	4	\$ 38.23	\$ 6,627	\$ 79,526
Literacy Coordinator P/T	12A	5	\$ 40.20	\$ 6,968	\$ 83,614
Literacy Coordinator P/T	12A	6	\$ 42.19	\$ 7,313	\$ 87,753
Literacy Coordinator P/T	12A	7	\$ 44.30	\$ 7,679	\$ 92,146
Literacy Coordinator P/T	12A	8	\$ 46.50	\$ 8,060	\$ 96,716
Literacy Coordinator P/T	12A	9	\$ 48.82	\$ 8,463	\$ 101,552
Marketing Specialist P/T	02B	1	\$ 35.16	\$ 6,094	\$ 73,124
Marketing Specialist P/T	02B	2	\$ 36.91	\$ 6,398	\$ 76,776
Marketing Specialist P/T	02B	3	\$ 38.73	\$ 6,714	\$ 80,566
Marketing Specialist P/T	02B	4	\$ 40.64	\$ 7,044	\$ 84,523
Marketing Specialist P/T	02B	5	\$ 42.72	\$ 7,406	\$ 88,866
Marketing Specialist P/T	02B	6	\$ 44.87	\$ 7,777	\$ 93,321
Marketing Specialist P/T	02B	7	\$ 47.09	\$ 8,162	\$ 97,941
Marketing Specialist P/T	02B	8	\$ 49.41	\$ 8,565	\$ 102,783
Marketing Specialist P/T	02B	9	\$ 51.89	\$ 8,993	\$ 107,922
Park Patrol Officer P/T	89	1	\$ 25.06	\$ 4,344	\$ 52,125
Park Patrol Officer P/T	89	2	\$ 26.32	\$ 4,563	\$ 54,753
Park Patrol Officer P/T	89	3	\$ 27.61	\$ 4,786	\$ 57,437
Park Patrol Officer P/T	89	4	\$ 29.01	\$ 5,028	\$ 60,342
Park Patrol Officer P/T	89	5	\$ 30.45	\$ 5,278	\$ 63,330
Park Patrol Officer P/T	89	6	\$ 31.98	\$ 5,543	\$ 66,512
Park Patrol Officer P/T	89	7	\$ 33.59	\$ 5,822	\$ 69,859
Park Patrol Officer P/T	89	8	\$ 35.26	\$ 6,112	\$ 73,345
Park Patrol Officer P/T	89	9	\$ 37.03	\$ 6,418	\$ 77,013
Pool Lifeguard P/T	80	1	\$ 18.24	\$ 3,161	\$ 37,935
Pool Lifeguard P/T	80	2	\$ 19.17	\$ 3,322	\$ 39,865
Pool Lifeguard P/T	80	3	\$ 20.12	\$ 3,488	\$ 41,858
Pool Lifeguard P/T	80	4	\$ 21.13	\$ 3,663	\$ 43,951
Pool Lifeguard P/T	80	5	\$ 22.19	\$ 3,846	\$ 46,148
Pool Lifeguard P/T	80	6	\$ 23.30	\$ 4,038	\$ 48,456
Pool Lifeguard, Senior P/T	86	1	\$ 22.82	\$ 3,955	\$ 47,457
Pool Lifeguard, Senior P/T	86	2	\$ 23.98	\$ 4,156	\$ 49,869
Pool Lifeguard, Senior P/T	86	3	\$ 25.16	\$ 4,361	\$ 52,332
Pool Lifeguard, Senior P/T	86	4	\$ 26.44	\$ 4,583	\$ 54,998
Pool Lifeguard, Senior P/T	86	5	\$ 27.80	\$ 4,818	\$ 57,816
Pool Lifeguard, Senior P/T	86	6	\$ 29.19	\$ 5,059	\$ 60,707
Pool Swim Instructor P/T	85A	1	\$ 18.59	\$ 3,223	\$ 38,671
Pool Swim Instructor P/T	85A	2	\$ 19.53	\$ 3,386	\$ 40,626
Pool Swim Instructor P/T	85A	3	\$ 20.51	\$ 3,555	\$ 42,658
Pool Swim Instructor P/T	85A	4	\$ 21.52	\$ 3,730	\$ 44,765

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective November 29, 2025:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Pool Swim Instructor P/T	85A	5	\$ 22.60	\$ 3,917	\$ 47,000
Pool Swim Instructor P/T	85A	6	\$ 23.73	\$ 4,112	\$ 49,350
Records Specialist P/T	17	1	\$ 35.16	\$ 6,094	\$ 73,124
Records Specialist P/T	17	2	\$ 36.91	\$ 6,398	\$ 76,776
Records Specialist P/T	17	3	\$ 38.75	\$ 6,716	\$ 80,594
Records Specialist P/T	17	4	\$ 40.66	\$ 7,048	\$ 84,578
Records Specialist P/T	17	5	\$ 42.71	\$ 7,403	\$ 88,839
Records Specialist P/T	17	6	\$ 44.83	\$ 7,770	\$ 93,238
Records Specialist P/T	17	7	\$ 47.11	\$ 8,166	\$ 97,997
Records Specialist P/T	17	8	\$ 49.40	\$ 8,563	\$ 102,756
Records Specialist P/T	17	9	\$ 51.87	\$ 8,991	\$ 107,893
Recreation Coordinator P/T	56	1	\$ 32.51	\$ 5,635	\$ 67,618
Recreation Coordinator P/T	56	2	\$ 34.15	\$ 5,918	\$ 71,022
Recreation Coordinator P/T	56	3	\$ 35.83	\$ 6,211	\$ 74,535
Recreation Coordinator P/T	56	4	\$ 37.67	\$ 6,529	\$ 78,353
Recreation Coordinator P/T	56	5	\$ 39.53	\$ 6,852	\$ 82,227
Recreation Coordinator P/T	56	6	\$ 41.51	\$ 7,196	\$ 86,349
Recreation Coordinator P/T	56	7	\$ 43.62	\$ 7,560	\$ 90,720
Recreation Coordinator P/T	56	8	\$ 45.74	\$ 7,929	\$ 95,147
Recreation Coordinator P/T	56	9	\$ 48.03	\$ 8,325	\$ 99,904
Recreation Coordinator, Assistant P/T	06	1	\$ 26.71	\$ 4,630	\$ 55,556
Recreation Coordinator, Assistant P/T	06	2	\$ 28.04	\$ 4,860	\$ 58,322
Recreation Coordinator, Assistant P/T	06	3	\$ 29.45	\$ 5,105	\$ 61,255
Recreation Coordinator, Assistant P/T	06	4	\$ 30.90	\$ 5,356	\$ 64,270
Recreation Coordinator, Assistant P/T	06	5	\$ 32.47	\$ 5,628	\$ 67,536
Recreation Coordinator, Assistant P/T	06	6	\$ 34.09	\$ 5,909	\$ 70,911
Recreation Coordinator, Assistant P/T	06	7	\$ 35.81	\$ 6,207	\$ 74,480
Recreation Coordinator, Assistant P/T	06	8	\$ 37.59	\$ 6,516	\$ 78,187
Recreation Coordinator, Assistant P/T	06	9	\$ 39.47	\$ 6,841	\$ 82,097
Recreation Leader P/T	45	1	\$ 17.85	\$ 3,094	\$ 37,123
Recreation Leader P/T	45	2	\$ 18.78	\$ 3,254	\$ 39,053
Recreation Leader P/T	45	3	\$ 19.71	\$ 3,417	\$ 41,005
Recreation Leader P/T	45	4	\$ 20.70	\$ 3,588	\$ 43,055
Recreation Leader P/T	45	5	\$ 21.73	\$ 3,767	\$ 45,208
Recreation Leader P/T	45	6	\$ 22.82	\$ 3,956	\$ 47,469
Recreation Leader, Senior P/T	55A	1	\$ 19.69	\$ 3,413	\$ 40,956
Recreation Leader, Senior P/T	55A	2	\$ 20.73	\$ 3,593	\$ 43,115
Recreation Leader, Senior P/T	55A	3	\$ 21.75	\$ 3,771	\$ 45,248
Recreation Leader, Senior P/T	55A	4	\$ 22.80	\$ 3,953	\$ 47,431
Recreation Leader, Senior P/T	55A	5	\$ 23.96	\$ 4,154	\$ 49,844
Recreation Leader, Senior P/T	55A	6	\$ 25.16	\$ 4,361	\$ 52,336
Recreation Supervisor P/T	04A	1	\$ 38.00	\$ 6,586	\$ 79,036
Recreation Supervisor P/T	04A	2	\$ 39.92	\$ 6,919	\$ 83,025
Recreation Supervisor P/T	04A	3	\$ 41.89	\$ 7,261	\$ 87,131
Recreation Supervisor P/T	04A	4	\$ 43.98	\$ 7,623	\$ 91,471
Recreation Supervisor P/T	04A	5	\$ 46.20	\$ 8,009	\$ 96,105
Recreation Supervisor P/T	04A	6	\$ 48.49	\$ 8,405	\$ 100,856

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective November 29, 2025:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Recreation Supervisor P/T	04A	7	\$ 50.96	\$ 8,832	\$ 105,988
Recreation Supervisor P/T	04A	8	\$ 53.49	\$ 9,272	\$ 111,267
Recreation Supervisor P/T	04A	9	\$ 56.17	\$ 9,736	\$ 116,830
Review Officer P/T	95	1	\$ 39.61	\$ 6,866	\$ 82,395
Review Officer P/T	95	2	\$ 41.58	\$ 7,207	\$ 86,484
Review Officer P/T	95	3	\$ 43.65	\$ 7,567	\$ 90,800
Review Officer P/T	95	4	\$ 45.85	\$ 7,948	\$ 95,371
Review Officer P/T	95	5	\$ 48.14	\$ 8,345	\$ 100,140

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

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective January 9, 2027:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Assistant, Administrative P/T	05E	1	\$ 36.56	\$ 6,337	\$ 76,049
Assistant, Administrative P/T	05E	2	\$ 38.39	\$ 6,654	\$ 79,848
Assistant, Administrative P/T	05E	3	\$ 40.30	\$ 6,985	\$ 83,818
Assistant, Administrative P/T	05E	4	\$ 42.29	\$ 7,330	\$ 87,961
Assistant, Administrative P/T	05E	5	\$ 44.42	\$ 7,699	\$ 92,393
Assistant, Administrative P/T	05E	6	\$ 46.62	\$ 8,081	\$ 96,968
Assistant, Administrative P/T	05E	7	\$ 49.00	\$ 8,493	\$ 101,916
Assistant, Administrative P/T	05E	8	\$ 51.38	\$ 8,905	\$ 106,866
Assistant, Administrative P/T	05E	9	\$ 53.95	\$ 9,351	\$ 112,209
Assistant, Department P/T	55	1	\$ 29.34	\$ 5,086	\$ 61,030
Assistant, Department P/T	55	2	\$ 30.79	\$ 5,338	\$ 64,050
Assistant, Department P/T	55	3	\$ 32.31	\$ 5,601	\$ 67,215
Assistant, Department P/T	55	4	\$ 33.93	\$ 5,882	\$ 70,582
Assistant, Department P/T	55	5	\$ 35.65	\$ 6,179	\$ 74,150
Assistant, Department P/T	55	6	\$ 37.42	\$ 6,486	\$ 77,833
Assistant, Department P/T	55	7	\$ 39.29	\$ 6,810	\$ 81,718
Assistant, Department P/T	55	8	\$ 41.25	\$ 7,150	\$ 85,803
Assistant, Department P/T	55	9	\$ 43.31	\$ 7,508	\$ 90,094
Assistant, Office P/T	15	1	\$ 25.08	\$ 4,347	\$ 52,166
Assistant, Office P/T	15	2	\$ 26.34	\$ 4,565	\$ 54,785
Assistant, Office P/T	15	3	\$ 27.67	\$ 4,796	\$ 57,548
Assistant, Office P/T	15	4	\$ 29.06	\$ 5,038	\$ 60,454
Assistant, Office P/T	15	5	\$ 30.50	\$ 5,287	\$ 63,446
Assistant, Office P/T	15	6	\$ 32.04	\$ 5,553	\$ 66,640
Assistant, Office P/T	15	7	\$ 33.62	\$ 5,827	\$ 69,920
Assistant, Office P/T	15	8	\$ 35.30	\$ 6,119	\$ 73,431
Assistant, Office P/T	15	9	\$ 37.07	\$ 6,425	\$ 77,102
Fiscal Clerk P/T	30	1	\$ 26.45	\$ 4,585	\$ 55,015
Fiscal Clerk P/T	30	2	\$ 27.82	\$ 4,822	\$ 57,864
Fiscal Clerk P/T	30	3	\$ 29.20	\$ 5,062	\$ 60,741
Fiscal Clerk P/T	30	4	\$ 30.63	\$ 5,309	\$ 63,705
Fiscal Clerk P/T	30	5	\$ 32.16	\$ 5,575	\$ 66,899
Fiscal Clerk P/T	30	6	\$ 33.80	\$ 5,858	\$ 70,295
Fiscal Clerk P/T	30	7	\$ 35.48	\$ 6,150	\$ 73,804
Fiscal Clerk P/T	30	8	\$ 37.25	\$ 6,457	\$ 77,488
Fiscal Clerk P/T	30	9	\$ 39.12	\$ 6,780	\$ 81,362
Fiscal Clerk, Senior P/T	65	1	\$ 30.79	\$ 5,338	\$ 64,050
Fiscal Clerk, Senior P/T	65	2	\$ 32.27	\$ 5,594	\$ 67,129
Fiscal Clerk, Senior P/T	65	3	\$ 33.93	\$ 5,882	\$ 70,582
Fiscal Clerk, Senior P/T	65	4	\$ 35.65	\$ 6,179	\$ 74,150
Fiscal Clerk, Senior P/T	65	5	\$ 37.41	\$ 6,484	\$ 77,804
Fiscal Clerk, Senior P/T	65	6	\$ 39.27	\$ 6,807	\$ 81,688
Fiscal Clerk, Senior P/T	65	7	\$ 41.25	\$ 7,150	\$ 85,803
Fiscal Clerk, Senior P/T	65	8	\$ 43.33	\$ 7,510	\$ 90,120
Fiscal Clerk, Senior P/T	65	9	\$ 45.49	\$ 7,885	\$ 94,625
Fiscal Specialist P/T	85	1	\$ 35.68	\$ 6,184	\$ 74,207
Fiscal Specialist P/T	85	2	\$ 37.49	\$ 6,498	\$ 77,977

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective January 9, 2027:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Fiscal Specialist P/T	85	3	\$ 39.34	\$ 6,819	\$ 81,832
Fiscal Specialist P/T	85	4	\$ 41.31	\$ 7,160	\$ 85,918
Fiscal Specialist P/T	85	5	\$ 43.41	\$ 7,524	\$ 90,292
Fiscal Specialist P/T	85	6	\$ 45.53	\$ 7,891	\$ 94,694
Fiscal Specialist P/T	85	7	\$ 47.84	\$ 8,292	\$ 99,500
Fiscal Specialist P/T	85	8	\$ 50.22	\$ 8,704	\$ 104,449
Fiscal Specialist P/T	85	9	\$ 52.73	\$ 9,139	\$ 109,671
Intern P/T	05	1	\$ 23.21	\$ 4,023	\$ 48,274
Librarian I P/T	21	1	\$ 36.09	\$ 6,256	\$ 75,071
Librarian I P/T	21	2	\$ 37.89	\$ 6,568	\$ 78,811
Librarian I P/T	21	3	\$ 39.76	\$ 6,891	\$ 82,696
Librarian I P/T	21	4	\$ 41.79	\$ 7,244	\$ 86,926
Librarian I P/T	21	5	\$ 43.85	\$ 7,601	\$ 91,213
Librarian I P/T	21	6	\$ 46.11	\$ 7,992	\$ 95,903
Librarian I P/T	21	7	\$ 48.38	\$ 8,385	\$ 100,622
Librarian I P/T	21	8	\$ 50.77	\$ 8,800	\$ 105,600
Librarian I P/T	21	9	\$ 53.31	\$ 9,240	\$ 110,880
Library Assistant P/T	70	1	\$ 30.70	\$ 5,321	\$ 63,848
Library Assistant P/T	70	2	\$ 32.19	\$ 5,580	\$ 66,957
Library Assistant P/T	70	3	\$ 33.82	\$ 5,863	\$ 70,352
Library Assistant P/T	70	4	\$ 35.51	\$ 6,155	\$ 73,862
Library Assistant P/T	70	5	\$ 37.28	\$ 6,462	\$ 77,545
Library Assistant P/T	70	6	\$ 39.18	\$ 6,791	\$ 81,488
Library Assistant P/T	70	7	\$ 41.11	\$ 7,126	\$ 85,516
Library Assistant P/T	70	8	\$ 43.17	\$ 7,484	\$ 89,803
Library Assistant P/T	70	9	\$ 45.33	\$ 7,858	\$ 94,293
Library Clerk I P/T	05A	1	\$ 23.92	\$ 4,146	\$ 49,750
Library Clerk I P/T	05A	2	\$ 25.09	\$ 4,350	\$ 52,196
Library Clerk I P/T	05A	3	\$ 26.35	\$ 4,568	\$ 54,814
Library Clerk I P/T	05A	4	\$ 27.67	\$ 4,796	\$ 57,548
Library Clerk I P/T	05A	5	\$ 29.06	\$ 5,038	\$ 60,454
Library Clerk I P/T	05A	6	\$ 30.50	\$ 5,287	\$ 63,446
Library Clerk I P/T	05A	7	\$ 32.04	\$ 5,553	\$ 66,640
Library Clerk I P/T	05A	8	\$ 33.63	\$ 5,829	\$ 69,949
Library Clerk I P/T	05A	9	\$ 35.31	\$ 6,121	\$ 73,446
Library Clerk II P/T	20	1	\$ 26.45	\$ 4,585	\$ 55,015
Library Clerk II P/T	20	2	\$ 27.82	\$ 4,822	\$ 57,864
Library Clerk II P/T	20	3	\$ 29.20	\$ 5,062	\$ 60,741
Library Clerk II P/T	20	4	\$ 30.63	\$ 5,309	\$ 63,705
Library Clerk II P/T	20	5	\$ 32.16	\$ 5,575	\$ 66,899
Library Clerk II P/T	20	6	\$ 33.80	\$ 5,858	\$ 70,295
Library Clerk II P/T	20	7	\$ 35.48	\$ 6,150	\$ 73,804
Library Clerk II P/T	20	8	\$ 37.25	\$ 6,457	\$ 77,488
Library Clerk II P/T	20	9	\$ 39.12	\$ 6,780	\$ 81,362
Library Page P/T	30A	1	\$ 19.36	\$ 3,356	\$ 40,271
Library Page P/T	30A	2	\$ 20.33	\$ 3,523	\$ 42,278
Library Page P/T	30A	3	\$ 21.34	\$ 3,699	\$ 44,392

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective January 9, 2027:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Library Page P/T	30A	4	\$ 22.41	\$ 3,884	\$ 46,612
Library Page P/T	30A	5	\$ 23.52	\$ 4,078	\$ 48,931
Library Page P/T	30A	6	\$ 24.70	\$ 4,281	\$ 51,378
Library Page P/T	30A	7	\$ 25.94	\$ 4,496	\$ 53,947
Literacy Coordinator P/T	12A	1	\$ 34.37	\$ 5,957	\$ 71,484
Literacy Coordinator P/T	12A	2	\$ 36.07	\$ 6,252	\$ 75,023
Literacy Coordinator P/T	12A	3	\$ 37.90	\$ 6,569	\$ 78,826
Literacy Coordinator P/T	12A	4	\$ 39.76	\$ 6,892	\$ 82,708
Literacy Coordinator P/T	12A	5	\$ 41.81	\$ 7,247	\$ 86,959
Literacy Coordinator P/T	12A	6	\$ 43.88	\$ 7,605	\$ 91,264
Literacy Coordinator P/T	12A	7	\$ 46.07	\$ 7,986	\$ 95,832
Literacy Coordinator P/T	12A	8	\$ 48.36	\$ 8,382	\$ 100,585
Literacy Coordinator P/T	12A	9	\$ 50.78	\$ 8,801	\$ 105,614
Marketing Specialist P/T	02B	1	\$ 36.56	\$ 6,337	\$ 76,049
Marketing Specialist P/T	02B	2	\$ 38.39	\$ 6,654	\$ 79,848
Marketing Specialist P/T	02B	3	\$ 40.28	\$ 6,982	\$ 83,789
Marketing Specialist P/T	02B	4	\$ 42.26	\$ 7,325	\$ 87,904
Marketing Specialist P/T	02B	5	\$ 44.43	\$ 7,702	\$ 92,421
Marketing Specialist P/T	02B	6	\$ 46.66	\$ 8,088	\$ 97,054
Marketing Specialist P/T	02B	7	\$ 48.97	\$ 8,488	\$ 101,859
Marketing Specialist P/T	02B	8	\$ 51.39	\$ 8,908	\$ 106,894
Marketing Specialist P/T	02B	9	\$ 53.96	\$ 9,353	\$ 112,239
Park Patrol Officer P/T	89	1	\$ 26.06	\$ 4,517	\$ 54,210
Park Patrol Officer P/T	89	2	\$ 27.38	\$ 4,745	\$ 56,943
Park Patrol Officer P/T	89	3	\$ 28.72	\$ 4,978	\$ 59,734
Park Patrol Officer P/T	89	4	\$ 30.17	\$ 5,230	\$ 62,755
Park Patrol Officer P/T	89	5	\$ 31.67	\$ 5,489	\$ 65,864
Park Patrol Officer P/T	89	6	\$ 33.26	\$ 5,764	\$ 69,172
Park Patrol Officer P/T	89	7	\$ 34.93	\$ 6,054	\$ 72,654
Park Patrol Officer P/T	89	8	\$ 36.67	\$ 6,357	\$ 76,279
Park Patrol Officer P/T	89	9	\$ 38.51	\$ 6,674	\$ 80,093
Pool Lifeguard P/T	80	1	\$ 18.97	\$ 3,288	\$ 39,453
Pool Lifeguard P/T	80	2	\$ 19.93	\$ 3,455	\$ 41,460
Pool Lifeguard P/T	80	3	\$ 20.93	\$ 3,628	\$ 43,533
Pool Lifeguard P/T	80	4	\$ 21.98	\$ 3,809	\$ 45,709
Pool Lifeguard P/T	80	5	\$ 23.07	\$ 4,000	\$ 47,994
Pool Lifeguard P/T	80	6	\$ 24.23	\$ 4,199	\$ 50,394
Pool Lifeguard, Senior P/T	86	1	\$ 23.73	\$ 4,113	\$ 49,355
Pool Lifeguard, Senior P/T	86	2	\$ 24.93	\$ 4,322	\$ 51,864
Pool Lifeguard, Senior P/T	86	3	\$ 26.17	\$ 4,535	\$ 54,425
Pool Lifeguard, Senior P/T	86	4	\$ 27.50	\$ 4,767	\$ 57,198
Pool Lifeguard, Senior P/T	86	5	\$ 28.91	\$ 5,011	\$ 60,129
Pool Lifeguard, Senior P/T	86	6	\$ 30.35	\$ 5,261	\$ 63,136
Pool Swim Instructor P/T	85A	1	\$ 19.34	\$ 3,351	\$ 40,218
Pool Swim Instructor P/T	85A	2	\$ 20.31	\$ 3,521	\$ 42,252
Pool Swim Instructor P/T	85A	3	\$ 21.33	\$ 3,697	\$ 44,364
Pool Swim Instructor P/T	85A	4	\$ 22.38	\$ 3,880	\$ 46,556

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective January 9, 2027:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Pool Swim Instructor P/T	85A	5	\$ 23.50	\$ 4,073	\$ 48,879
Pool Swim Instructor P/T	85A	6	\$ 24.67	\$ 4,277	\$ 51,323
Records Specialist P/T	17	1	\$ 36.56	\$ 6,337	\$ 76,049
Records Specialist P/T	17	2	\$ 38.39	\$ 6,654	\$ 79,848
Records Specialist P/T	17	3	\$ 40.30	\$ 6,985	\$ 83,818
Records Specialist P/T	17	4	\$ 42.29	\$ 7,330	\$ 87,961
Records Specialist P/T	17	5	\$ 44.42	\$ 7,699	\$ 92,393
Records Specialist P/T	17	6	\$ 46.62	\$ 8,081	\$ 96,968
Records Specialist P/T	17	7	\$ 49.00	\$ 8,493	\$ 101,916
Records Specialist P/T	17	8	\$ 51.38	\$ 8,905	\$ 106,866
Records Specialist P/T	17	9	\$ 53.95	\$ 9,351	\$ 112,209
Recreation Coordinator P/T	56	1	\$ 33.81	\$ 5,860	\$ 70,323
Recreation Coordinator P/T	56	2	\$ 35.51	\$ 6,155	\$ 73,862
Recreation Coordinator P/T	56	3	\$ 37.27	\$ 6,460	\$ 77,516
Recreation Coordinator P/T	56	4	\$ 39.18	\$ 6,791	\$ 81,488
Recreation Coordinator P/T	56	5	\$ 41.11	\$ 7,126	\$ 85,516
Recreation Coordinator P/T	56	6	\$ 43.17	\$ 7,484	\$ 89,803
Recreation Coordinator P/T	56	7	\$ 45.36	\$ 7,862	\$ 94,349
Recreation Coordinator P/T	56	8	\$ 47.57	\$ 8,246	\$ 98,953
Recreation Coordinator P/T	56	9	\$ 49.95	\$ 8,658	\$ 103,900
Recreation Coordinator, Assistant P/T	06	1	\$ 27.78	\$ 4,815	\$ 57,778
Recreation Coordinator, Assistant P/T	06	2	\$ 29.16	\$ 5,055	\$ 60,655
Recreation Coordinator, Assistant P/T	06	3	\$ 30.63	\$ 5,309	\$ 63,705
Recreation Coordinator, Assistant P/T	06	4	\$ 32.14	\$ 5,570	\$ 66,841
Recreation Coordinator, Assistant P/T	06	5	\$ 33.77	\$ 5,853	\$ 70,237
Recreation Coordinator, Assistant P/T	06	6	\$ 35.46	\$ 6,146	\$ 73,747
Recreation Coordinator, Assistant P/T	06	7	\$ 37.24	\$ 6,455	\$ 77,459
Recreation Coordinator, Assistant P/T	06	8	\$ 39.09	\$ 6,776	\$ 81,314
Recreation Coordinator, Assistant P/T	06	9	\$ 41.05	\$ 7,115	\$ 85,380
Recreation Leader P/T	45	1	\$ 18.56	\$ 3,217	\$ 38,608
Recreation Leader P/T	45	2	\$ 19.53	\$ 3,385	\$ 40,615
Recreation Leader P/T	45	3	\$ 20.50	\$ 3,554	\$ 42,646
Recreation Leader P/T	45	4	\$ 21.53	\$ 3,731	\$ 44,778
Recreation Leader P/T	45	5	\$ 22.60	\$ 3,918	\$ 47,017
Recreation Leader P/T	45	6	\$ 23.73	\$ 4,114	\$ 49,368
Recreation Leader, Senior P/T	55A	1	\$ 20.48	\$ 3,550	\$ 42,595
Recreation Leader, Senior P/T	55A	2	\$ 21.56	\$ 3,737	\$ 44,840
Recreation Leader, Senior P/T	55A	3	\$ 22.62	\$ 3,921	\$ 47,058
Recreation Leader, Senior P/T	55A	4	\$ 23.72	\$ 4,111	\$ 49,329
Recreation Leader, Senior P/T	55A	5	\$ 24.92	\$ 4,320	\$ 51,837
Recreation Leader, Senior P/T	55A	6	\$ 26.17	\$ 4,536	\$ 54,429
Recreation Supervisor P/T	04A	1	\$ 39.52	\$ 6,850	\$ 82,198
Recreation Supervisor P/T	04A	2	\$ 41.51	\$ 7,195	\$ 86,346
Recreation Supervisor P/T	04A	3	\$ 43.57	\$ 7,551	\$ 90,617
Recreation Supervisor P/T	04A	4	\$ 45.74	\$ 7,927	\$ 95,130
Recreation Supervisor P/T	04A	5	\$ 48.05	\$ 8,329	\$ 99,949
Recreation Supervisor P/T	04A	6	\$ 50.43	\$ 8,741	\$ 104,890

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective January 9, 2027:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Recreation Supervisor P/T	04A	7	\$ 52.99	\$ 9,186	\$ 110,228
Recreation Supervisor P/T	04A	8	\$ 55.63	\$ 9,643	\$ 115,718
Recreation Supervisor P/T	04A	9	\$ 58.42	\$ 10,125	\$ 121,504
Review Officer P/T	95	1	\$ 41.20	\$ 7,141	\$ 85,691
Review Officer P/T	95	2	\$ 43.24	\$ 7,495	\$ 89,943
Review Officer P/T	95	3	\$ 45.40	\$ 7,869	\$ 94,433
Review Officer P/T	95	4	\$ 47.69	\$ 8,265	\$ 99,186
Review Officer P/T	95	5	\$ 50.07	\$ 8,679	\$ 104,145

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

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective January 8, 2028:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Assistant, Administrative P/T	05E	1	\$ 37.66	\$ 6,528	\$ 78,330
Assistant, Administrative P/T	05E	2	\$ 39.54	\$ 6,854	\$ 82,243
Assistant, Administrative P/T	05E	3	\$ 41.51	\$ 7,194	\$ 86,332
Assistant, Administrative P/T	05E	4	\$ 43.56	\$ 7,550	\$ 90,600
Assistant, Administrative P/T	05E	5	\$ 45.75	\$ 7,930	\$ 95,165
Assistant, Administrative P/T	05E	6	\$ 48.02	\$ 8,323	\$ 99,877
Assistant, Administrative P/T	05E	7	\$ 50.47	\$ 8,748	\$ 104,974
Assistant, Administrative P/T	05E	8	\$ 52.92	\$ 9,173	\$ 110,072
Assistant, Administrative P/T	05E	9	\$ 55.57	\$ 9,631	\$ 115,575
Assistant, Department P/T	55	1	\$ 30.22	\$ 5,238	\$ 62,860
Assistant, Department P/T	55	2	\$ 31.72	\$ 5,498	\$ 65,972
Assistant, Department P/T	55	3	\$ 33.28	\$ 5,769	\$ 69,231
Assistant, Department P/T	55	4	\$ 34.95	\$ 6,058	\$ 72,699
Assistant, Department P/T	55	5	\$ 36.72	\$ 6,365	\$ 76,375
Assistant, Department P/T	55	6	\$ 38.54	\$ 6,681	\$ 80,168
Assistant, Department P/T	55	7	\$ 40.47	\$ 7,014	\$ 84,169
Assistant, Department P/T	55	8	\$ 42.49	\$ 7,365	\$ 88,377
Assistant, Department P/T	55	9	\$ 44.61	\$ 7,733	\$ 92,796
Assistant, Office P/T	15	1	\$ 25.83	\$ 4,478	\$ 53,731
Assistant, Office P/T	15	2	\$ 27.13	\$ 4,702	\$ 56,429
Assistant, Office P/T	15	3	\$ 28.50	\$ 4,940	\$ 59,274
Assistant, Office P/T	15	4	\$ 29.94	\$ 5,189	\$ 62,267
Assistant, Office P/T	15	5	\$ 31.42	\$ 5,446	\$ 65,350
Assistant, Office P/T	15	6	\$ 33.00	\$ 5,720	\$ 68,638
Assistant, Office P/T	15	7	\$ 34.62	\$ 6,001	\$ 72,018
Assistant, Office P/T	15	8	\$ 36.36	\$ 6,303	\$ 75,634
Assistant, Office P/T	15	9	\$ 38.18	\$ 6,618	\$ 79,416
Fiscal Clerk P/T	30	1	\$ 27.24	\$ 4,722	\$ 56,666
Fiscal Clerk P/T	30	2	\$ 28.65	\$ 4,967	\$ 59,600
Fiscal Clerk P/T	30	3	\$ 30.08	\$ 5,214	\$ 62,564
Fiscal Clerk P/T	30	4	\$ 31.55	\$ 5,468	\$ 65,616
Fiscal Clerk P/T	30	5	\$ 33.13	\$ 5,742	\$ 68,906
Fiscal Clerk P/T	30	6	\$ 34.81	\$ 6,034	\$ 72,404
Fiscal Clerk P/T	30	7	\$ 36.55	\$ 6,335	\$ 76,019
Fiscal Clerk P/T	30	8	\$ 38.37	\$ 6,651	\$ 79,812
Fiscal Clerk P/T	30	9	\$ 40.29	\$ 6,984	\$ 83,803
Fiscal Clerk, Senior P/T	65	1	\$ 31.72	\$ 5,498	\$ 65,972
Fiscal Clerk, Senior P/T	65	2	\$ 33.24	\$ 5,762	\$ 69,143
Fiscal Clerk, Senior P/T	65	3	\$ 34.95	\$ 6,058	\$ 72,699
Fiscal Clerk, Senior P/T	65	4	\$ 36.72	\$ 6,365	\$ 76,375
Fiscal Clerk, Senior P/T	65	5	\$ 38.53	\$ 6,678	\$ 80,138
Fiscal Clerk, Senior P/T	65	6	\$ 40.45	\$ 7,012	\$ 84,139
Fiscal Clerk, Senior P/T	65	7	\$ 42.49	\$ 7,365	\$ 88,377
Fiscal Clerk, Senior P/T	65	8	\$ 44.63	\$ 7,735	\$ 92,823
Fiscal Clerk, Senior P/T	65	9	\$ 46.86	\$ 8,122	\$ 97,464
Fiscal Specialist P/T	85	1	\$ 36.75	\$ 6,369	\$ 76,434
Fiscal Specialist P/T	85	2	\$ 38.61	\$ 6,693	\$ 80,316

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective January 8, 2028:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Fiscal Specialist P/T	85	3	\$ 40.52	\$ 7,024	\$ 84,287
Fiscal Specialist P/T	85	4	\$ 42.55	\$ 7,375	\$ 88,496
Fiscal Specialist P/T	85	5	\$ 44.71	\$ 7,750	\$ 93,001
Fiscal Specialist P/T	85	6	\$ 46.89	\$ 8,128	\$ 97,535
Fiscal Specialist P/T	85	7	\$ 49.27	\$ 8,540	\$ 102,485
Fiscal Specialist P/T	85	8	\$ 51.72	\$ 8,965	\$ 107,583
Fiscal Specialist P/T	85	9	\$ 54.31	\$ 9,413	\$ 112,961
Intern P/T	05	1	\$ 23.90	\$ 4,143	\$ 49,722
Librarian I P/T	21	1	\$ 37.17	\$ 6,444	\$ 77,323
Librarian I P/T	21	2	\$ 39.03	\$ 6,765	\$ 81,176
Librarian I P/T	21	3	\$ 40.95	\$ 7,098	\$ 85,177
Librarian I P/T	21	4	\$ 43.05	\$ 7,461	\$ 89,534
Librarian I P/T	21	5	\$ 45.17	\$ 7,829	\$ 93,950
Librarian I P/T	21	6	\$ 47.49	\$ 8,232	\$ 98,780
Librarian I P/T	21	7	\$ 49.83	\$ 8,637	\$ 103,641
Librarian I P/T	21	8	\$ 52.29	\$ 9,064	\$ 108,768
Librarian I P/T	21	9	\$ 54.91	\$ 9,517	\$ 114,206
Library Assistant P/T	70	1	\$ 31.62	\$ 5,480	\$ 65,764
Library Assistant P/T	70	2	\$ 33.16	\$ 5,747	\$ 68,965
Library Assistant P/T	70	3	\$ 34.84	\$ 6,039	\$ 72,463
Library Assistant P/T	70	4	\$ 36.58	\$ 6,340	\$ 76,078
Library Assistant P/T	70	5	\$ 38.40	\$ 6,656	\$ 79,871
Library Assistant P/T	70	6	\$ 40.35	\$ 6,994	\$ 83,932
Library Assistant P/T	70	7	\$ 42.35	\$ 7,340	\$ 88,081
Library Assistant P/T	70	8	\$ 44.47	\$ 7,708	\$ 92,497
Library Assistant P/T	70	9	\$ 46.69	\$ 8,093	\$ 97,122
Library Clerk I P/T	05A	1	\$ 24.64	\$ 4,270	\$ 51,242
Library Clerk I P/T	05A	2	\$ 25.85	\$ 4,480	\$ 53,761
Library Clerk I P/T	05A	3	\$ 27.14	\$ 4,705	\$ 56,458
Library Clerk I P/T	05A	4	\$ 28.50	\$ 4,940	\$ 59,274
Library Clerk I P/T	05A	5	\$ 29.94	\$ 5,189	\$ 62,267
Library Clerk I P/T	05A	6	\$ 31.42	\$ 5,446	\$ 65,350
Library Clerk I P/T	05A	7	\$ 33.00	\$ 5,720	\$ 68,638
Library Clerk I P/T	05A	8	\$ 34.64	\$ 6,004	\$ 72,047
Library Clerk I P/T	05A	9	\$ 36.37	\$ 6,304	\$ 75,650
Library Clerk II P/T	20	1	\$ 27.24	\$ 4,722	\$ 56,666
Library Clerk II P/T	20	2	\$ 28.65	\$ 4,967	\$ 59,600
Library Clerk II P/T	20	3	\$ 30.08	\$ 5,214	\$ 62,564
Library Clerk II P/T	20	4	\$ 31.55	\$ 5,468	\$ 65,616
Library Clerk II P/T	20	5	\$ 33.13	\$ 5,742	\$ 68,906
Library Clerk II P/T	20	6	\$ 34.81	\$ 6,034	\$ 72,404
Library Clerk II P/T	20	7	\$ 36.55	\$ 6,335	\$ 76,019
Library Clerk II P/T	20	8	\$ 38.37	\$ 6,651	\$ 79,812
Library Clerk II P/T	20	9	\$ 40.29	\$ 6,984	\$ 83,803
Library Page P/T	30A	1	\$ 19.94	\$ 3,457	\$ 41,479
Library Page P/T	30A	2	\$ 20.94	\$ 3,629	\$ 43,547
Library Page P/T	30A	3	\$ 21.98	\$ 3,810	\$ 45,724

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective January 8, 2028:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Library Page P/T	30A	4	\$ 23.08	\$ 4,001	\$ 48,010
Library Page P/T	30A	5	\$ 24.23	\$ 4,200	\$ 50,399
Library Page P/T	30A	6	\$ 25.44	\$ 4,410	\$ 52,919
Library Page P/T	30A	7	\$ 26.71	\$ 4,630	\$ 55,565
Literacy Coordinator P/T	12A	1	\$ 35.40	\$ 6,136	\$ 73,629
Literacy Coordinator P/T	12A	2	\$ 37.15	\$ 6,439	\$ 77,274
Literacy Coordinator P/T	12A	3	\$ 39.03	\$ 6,766	\$ 81,190
Literacy Coordinator P/T	12A	4	\$ 40.96	\$ 7,099	\$ 85,189
Literacy Coordinator P/T	12A	5	\$ 43.06	\$ 7,464	\$ 89,568
Literacy Coordinator P/T	12A	6	\$ 45.19	\$ 7,833	\$ 94,001
Literacy Coordinator P/T	12A	7	\$ 47.46	\$ 8,226	\$ 98,707
Literacy Coordinator P/T	12A	8	\$ 49.81	\$ 8,634	\$ 103,602
Literacy Coordinator P/T	12A	9	\$ 52.30	\$ 9,065	\$ 108,782
Marketing Specialist P/T	02B	1	\$ 37.66	\$ 6,528	\$ 78,330
Marketing Specialist P/T	02B	2	\$ 39.54	\$ 6,854	\$ 82,243
Marketing Specialist P/T	02B	3	\$ 41.49	\$ 7,192	\$ 86,303
Marketing Specialist P/T	02B	4	\$ 43.53	\$ 7,545	\$ 90,541
Marketing Specialist P/T	02B	5	\$ 45.77	\$ 7,933	\$ 95,194
Marketing Specialist P/T	02B	6	\$ 48.06	\$ 8,330	\$ 99,965
Marketing Specialist P/T	02B	7	\$ 50.44	\$ 8,743	\$ 104,915
Marketing Specialist P/T	02B	8	\$ 52.93	\$ 9,175	\$ 110,101
Marketing Specialist P/T	02B	9	\$ 55.58	\$ 9,634	\$ 115,606
Park Patrol Officer P/T	89	1	\$ 26.84	\$ 4,653	\$ 55,836
Park Patrol Officer P/T	89	2	\$ 28.20	\$ 4,888	\$ 58,651
Park Patrol Officer P/T	89	3	\$ 29.58	\$ 5,127	\$ 61,526
Park Patrol Officer P/T	89	4	\$ 31.08	\$ 5,387	\$ 64,638
Park Patrol Officer P/T	89	5	\$ 32.62	\$ 5,653	\$ 67,840
Park Patrol Officer P/T	89	6	\$ 34.25	\$ 5,937	\$ 71,247
Park Patrol Officer P/T	89	7	\$ 35.98	\$ 6,236	\$ 74,833
Park Patrol Officer P/T	89	8	\$ 37.77	\$ 6,547	\$ 78,567
Park Patrol Officer P/T	89	9	\$ 39.66	\$ 6,875	\$ 82,496
Pool Lifeguard P/T	80	1	\$ 19.54	\$ 3,386	\$ 40,636
Pool Lifeguard P/T	80	2	\$ 20.53	\$ 3,559	\$ 42,703
Pool Lifeguard P/T	80	3	\$ 21.56	\$ 3,737	\$ 44,839
Pool Lifeguard P/T	80	4	\$ 22.63	\$ 3,923	\$ 47,080
Pool Lifeguard P/T	80	5	\$ 23.77	\$ 4,120	\$ 49,434
Pool Lifeguard P/T	80	6	\$ 24.95	\$ 4,325	\$ 51,906
Pool Lifeguard, Senior P/T	86	1	\$ 24.44	\$ 4,236	\$ 50,836
Pool Lifeguard, Senior P/T	86	2	\$ 25.68	\$ 4,452	\$ 53,420
Pool Lifeguard, Senior P/T	86	3	\$ 26.95	\$ 4,672	\$ 56,058
Pool Lifeguard, Senior P/T	86	4	\$ 28.32	\$ 4,910	\$ 58,914
Pool Lifeguard, Senior P/T	86	5	\$ 29.78	\$ 5,161	\$ 61,933
Pool Lifeguard, Senior P/T	86	6	\$ 31.26	\$ 5,419	\$ 65,030
Pool Swim Instructor P/T	85A	1	\$ 19.92	\$ 3,452	\$ 41,425
Pool Swim Instructor P/T	85A	2	\$ 20.92	\$ 3,627	\$ 43,519
Pool Swim Instructor P/T	85A	3	\$ 21.97	\$ 3,808	\$ 45,695
Pool Swim Instructor P/T	85A	4	\$ 23.05	\$ 3,996	\$ 47,952

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective January 8, 2028:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Pool Swim Instructor P/T	85A	5	\$ 24.20	\$ 4,195	\$ 50,346
Pool Swim Instructor P/T	85A	6	\$ 25.42	\$ 4,405	\$ 52,863
Records Specialist P/T	17	1	\$ 37.66	\$ 6,528	\$ 78,330
Records Specialist P/T	17	2	\$ 39.54	\$ 6,854	\$ 82,243
Records Specialist P/T	17	3	\$ 41.51	\$ 7,194	\$ 86,332
Records Specialist P/T	17	4	\$ 43.56	\$ 7,550	\$ 90,600
Records Specialist P/T	17	5	\$ 45.75	\$ 7,930	\$ 95,165
Records Specialist P/T	17	6	\$ 48.02	\$ 8,323	\$ 99,877
Records Specialist P/T	17	7	\$ 50.47	\$ 8,748	\$ 104,974
Records Specialist P/T	17	8	\$ 52.92	\$ 9,173	\$ 110,072
Records Specialist P/T	17	9	\$ 55.57	\$ 9,631	\$ 115,575
Recreation Coordinator P/T	56	1	\$ 34.82	\$ 6,036	\$ 72,433
Recreation Coordinator P/T	56	2	\$ 36.58	\$ 6,340	\$ 76,078
Recreation Coordinator P/T	56	3	\$ 38.39	\$ 6,653	\$ 79,842
Recreation Coordinator P/T	56	4	\$ 40.35	\$ 6,994	\$ 83,932
Recreation Coordinator P/T	56	5	\$ 42.35	\$ 7,340	\$ 88,081
Recreation Coordinator P/T	56	6	\$ 44.47	\$ 7,708	\$ 92,497
Recreation Coordinator P/T	56	7	\$ 46.72	\$ 8,098	\$ 97,179
Recreation Coordinator P/T	56	8	\$ 49.00	\$ 8,493	\$ 101,921
Recreation Coordinator P/T	56	9	\$ 51.45	\$ 8,918	\$ 107,017
Recreation Coordinator, Assistant P/T	06	1	\$ 28.61	\$ 4,959	\$ 59,511
Recreation Coordinator, Assistant P/T	06	2	\$ 30.04	\$ 5,206	\$ 62,474
Recreation Coordinator, Assistant P/T	06	3	\$ 31.55	\$ 5,468	\$ 65,616
Recreation Coordinator, Assistant P/T	06	4	\$ 33.10	\$ 5,737	\$ 68,847
Recreation Coordinator, Assistant P/T	06	5	\$ 34.78	\$ 6,029	\$ 72,344
Recreation Coordinator, Assistant P/T	06	6	\$ 36.52	\$ 6,330	\$ 75,960
Recreation Coordinator, Assistant P/T	06	7	\$ 38.36	\$ 6,649	\$ 79,783
Recreation Coordinator, Assistant P/T	06	8	\$ 40.27	\$ 6,979	\$ 83,754
Recreation Coordinator, Assistant P/T	06	9	\$ 42.28	\$ 7,328	\$ 87,942
Recreation Leader P/T	45	1	\$ 19.12	\$ 3,314	\$ 39,766
Recreation Leader P/T	45	2	\$ 20.11	\$ 3,486	\$ 41,833
Recreation Leader P/T	45	3	\$ 21.12	\$ 3,660	\$ 43,925
Recreation Leader P/T	45	4	\$ 22.17	\$ 3,843	\$ 46,121
Recreation Leader P/T	45	5	\$ 23.28	\$ 4,036	\$ 48,427
Recreation Leader P/T	45	6	\$ 24.45	\$ 4,237	\$ 50,848
Recreation Leader, Senior P/T	55A	1	\$ 21.09	\$ 3,656	\$ 43,872
Recreation Leader, Senior P/T	55A	2	\$ 22.20	\$ 3,849	\$ 46,185
Recreation Leader, Senior P/T	55A	3	\$ 23.30	\$ 4,039	\$ 48,470
Recreation Leader, Senior P/T	55A	4	\$ 24.43	\$ 4,234	\$ 50,808
Recreation Leader, Senior P/T	55A	5	\$ 25.67	\$ 4,449	\$ 53,393
Recreation Leader, Senior P/T	55A	6	\$ 26.95	\$ 4,672	\$ 56,062
Recreation Supervisor P/T	04A	1	\$ 40.70	\$ 7,055	\$ 84,664
Recreation Supervisor P/T	04A	2	\$ 42.76	\$ 7,411	\$ 88,936
Recreation Supervisor P/T	04A	3	\$ 44.87	\$ 7,778	\$ 93,335
Recreation Supervisor P/T	04A	4	\$ 47.11	\$ 8,165	\$ 97,984
Recreation Supervisor P/T	04A	5	\$ 49.49	\$ 8,579	\$ 102,948
Recreation Supervisor P/T	04A	6	\$ 51.94	\$ 9,003	\$ 108,037

Exhibit A
Part-Time Employees Association of Newport Beach
MOU Term: August 23, 2025 - June 30, 2028
Effective January 8, 2028:
Salary Adjustments (Positions tied to CEA)

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Recreation Supervisor P/T	04A	7	\$ 54.58	\$ 9,461	\$ 113,534
Recreation Supervisor P/T	04A	8	\$ 57.30	\$ 9,932	\$ 119,189
Recreation Supervisor P/T	04A	9	\$ 60.17	\$ 10,429	\$ 125,149
Review Officer P/T	95	1	\$ 42.43	\$ 7,355	\$ 88,262
Review Officer P/T	95	2	\$ 44.54	\$ 7,720	\$ 92,642
Review Officer P/T	95	3	\$ 46.76	\$ 8,105	\$ 97,265
Review Officer P/T	95	4	\$ 49.12	\$ 8,513	\$ 102,161
Review Officer P/T	95	5	\$ 51.57	\$ 8,939	\$ 107,270

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.