

Attachment B

City Manager's Recommended List of City Position Classifications and Salary Ranges

Proposed City of Newport Beach Citywide Salary Schedule

approved by the governing body

June 8, 2021

Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
12/19/2020	Accountant	PROF/TECH	30	\$33.82	\$70,335
				\$35.49	\$73,821
				\$37.27	\$77,522
				\$39.16	\$81,461
				\$41.08	\$85,448
				\$43.17	\$89,794
				\$45.26	\$94,138
				\$47.51	\$98,818
12/19/2020	Accountant, Senior	PROF/TECH	31	\$38.84	\$80,792
				\$40.82	\$84,899
				\$42.83	\$89,077
				\$45.01	\$93,614
				\$47.24	\$98,269
				\$49.60	\$103,163
				\$52.05	\$108,273
				\$54.66	\$113,692
12/19/2020	Administrative Manager	K&M	04B	\$50.72	\$105,503
				\$53.29	\$110,851
				\$55.90	\$116,271
				\$58.71	\$122,120
				\$61.65	\$128,231
12/19/2020	Administrative Manager*	K&M	99	\$79.69	\$165,752
12/19/2020	Assistant To The City Manager	K&M	14B	\$64.96	\$135,108
				\$68.22	\$141,888
				\$71.64	\$149,003
				\$75.21	\$156,428
				\$78.95	\$164,211
12/19/2020	Assistant, Administrative	CEA	75	\$30.34	\$63,101
				\$31.85	\$66,253
				\$33.44	\$69,547
				\$35.09	\$72,985
				\$36.86	\$76,662
				\$38.68	\$80,458
				\$40.66	\$84,564
				\$42.63	\$88,671
12/19/2020	Assistant, Administrative (K&M)	K&M	05	\$30.52	\$63,483
				\$32.05	\$66,659
				\$33.64	\$69,977
				\$35.35	\$73,535
				\$37.06	\$77,092
				\$40.91	\$85,090
				\$42.97	\$89,387
06/20/2020	Assistant, Administrative P/T	PTEANB	05E	\$28.71	\$59,715
				\$30.14	\$62,687
				\$31.64	\$65,809
				\$33.25	\$69,168
				\$34.86	\$72,506
				\$36.64	\$76,210
				\$38.47	\$80,022
				\$40.42	\$84,070
12/19/2020	Assistant, Department	CEA	55	\$24.35	\$50,639
				\$25.55	\$53,146
				\$26.81	\$55,771

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				\$28.16	\$58,565
				\$29.58	\$61,526
				\$31.05	\$64,581
				\$32.60	\$67,805
				\$34.23	\$71,195
06/20/2020	Assistant, Department P/T	PTEANB	55	\$22.51	\$46,816
				\$23.65	\$49,184
				\$24.83	\$51,640
				\$26.07	\$54,224
				\$27.37	\$56,937
				\$28.74	\$59,779
				\$30.18	\$62,773
				\$31.68	\$65,895
12/19/2020	Assistant, Executive	K&M	08A	\$33.54	\$69,762
				\$35.22	\$73,248
				\$36.95	\$76,853
				\$38.81	\$80,721
				\$40.79	\$84,851
				\$42.76	\$88,934
				\$44.97	\$93,542
12/19/2020	Assistant, Office	CEA	15	\$20.81	\$43,285
				\$21.85	\$45,458
				\$22.96	\$47,750
				\$24.12	\$50,161
				\$25.31	\$52,644
				\$26.58	\$55,294
				\$27.89	\$58,016
				\$29.29	\$60,929
06/20/2020	Assistant, Office P/T	PTEANB	15	\$19.22	\$39,968
				\$20.23	\$42,078
				\$21.23	\$44,167
				\$22.28	\$46,342
				\$23.40	\$48,668
				\$24.57	\$51,101
				\$25.80	\$53,663
				\$27.10	\$56,377
12/19/2020	Budget Analyst	K&M	15B	\$39.14	\$81,414
				\$41.09	\$85,472
				\$43.15	\$89,745
				\$45.28	\$94,186
				\$47.53	\$98,866
				\$49.93	\$103,856
				\$52.40	\$108,989
				\$55.05	\$114,503
12/19/2020	Budget Analyst, Senior	K&M	25	\$45.28	\$94,186
				\$47.53	\$98,866
				\$49.94	\$103,880
				\$52.40	\$108,989
				\$55.05	\$114,503
				\$57.79	\$120,210
				\$60.69	\$126,226
				\$63.74	\$132,577
12/19/2020	Building Inspector I	PROF/TECH	33A	\$33.36	\$69,380

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				\$35.01	\$72,819
				\$36.77	\$76,471
				\$38.64	\$80,363
				\$40.53	\$84,302
				\$42.56	\$88,528
				\$44.69	\$92,945
				\$46.93	\$97,624
12/19/2020	Building Inspector li	PROF/TECH	36	\$35.84	\$74,538
				\$37.65	\$78,309
				\$39.53	\$82,225
				\$41.52	\$86,355
				\$43.58	\$90,653
				\$45.75	\$95,165
				\$48.04	\$99,916
				\$50.45	\$104,930
06/20/2020	Building Inspector li P/T	PTEANB	36	\$34.60	\$71,968
				\$46.38	\$96,474
				\$48.70	\$101,298
12/19/2020	Building Inspector, Principal	PROF/TECH	99	\$42.48	\$88,361
				\$44.59	\$92,754
				\$46.82	\$97,385
				\$49.14	\$102,208
				\$51.61	\$107,341
				\$54.20	\$112,737
				\$56.90	\$118,347
				\$59.77	\$124,316
12/19/2020	Building Inspector, Senior	PROF/TECH	44A	\$38.53	\$80,148
				\$40.45	\$84,135
				\$42.50	\$88,409
				\$44.60	\$92,778
				\$46.85	\$97,457
				\$49.14	\$102,208
				\$51.66	\$107,461
				\$54.23	\$112,809
12/19/2020	Buyer	CEA	01	\$30.41	\$63,244
				\$31.93	\$66,420
				\$33.52	\$69,715
				\$35.20	\$73,224
				\$36.96	\$76,877
				\$38.81	\$80,721
				\$40.76	\$84,780
				\$42.76	\$88,934
12/19/2020	Buyer, Senior	CEA	55A	\$35.88	\$74,633
				\$37.68	\$78,381
				\$39.54	\$82,249
				\$41.53	\$86,380
				\$103.13	\$214,510
				\$123.75	\$257,403
01/30/2021	City Attorney	APPNTEE	18	\$82.51	\$171,617
				\$103.13	\$214,510
				\$123.75	\$257,403
12/19/2020	City Attorney, Assistant	K&M	22A	\$70.66	\$146,982
				\$88.32	\$183,708

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				\$105.98	\$220,435
12/19/2020	City Attorney, Deputy	K&M	16E	\$68.23	\$141,912
				\$71.65	\$149,027
				\$75.23	\$156,476
				\$78.99	\$164,307
				\$82.91	\$172,448
01/30/2021	City Clerk	APPNTEE	01	\$51.00	\$106,090
				\$63.75	\$132,607
				\$76.50	\$159,124
12/19/2020	City Clerk, Assistant	K&M	71	\$41.74	\$86,824
				\$43.83	\$91,173
				\$46.03	\$95,732
				\$48.33	\$100,523
				\$50.74	\$105,547
				\$53.28	\$110,827
				\$55.94	\$116,362
				\$58.75	\$122,200
06/20/2020	City Clerk, Assistant P/T	PTEANB	03	\$32.68	\$67,984
				\$34.34	\$71,430
				\$36.06	\$75,004
				\$37.86	\$78,751
				\$39.77	\$82,714
				\$41.75	\$86,848
				\$43.85	\$91,198
				\$46.05	\$95,785
12/19/2020	City Clerk, Deputy	K&M	07	\$32.06	\$66,682
				\$33.65	\$70,001
				\$35.36	\$73,558
				\$37.10	\$77,164
				\$40.92	\$85,114
				\$43.00	\$89,435
				\$45.12	\$93,852
06/20/2020	City Council Member	CTY CNCL	01		\$17,224
12/19/2020	City Engineer, Assistant	K&M	15A	\$69.88	\$145,350
				\$73.36	\$152,584
				\$77.03	\$160,224
				\$80.89	\$168,246
				\$84.93	\$176,650
1/30/2021	City Manager	APPNTEE	19	\$97.95	\$203,734
				\$122.43	\$254,662
				\$146.92	\$305,591
12/19/2020	City Manager, Assistant	K&M	17A	\$82.68	\$171,971
				\$103.34	\$214,945
				\$124.00	\$257,920
12/19/2020	City Manager, Deputy	K&M	11E	\$64.71	\$134,607
				\$75.78	\$157,623
				\$86.85	\$180,639
12/19/2020	City Traffic Engineer	K&M	15E	\$69.88	\$145,350
				\$73.36	\$152,584
				\$77.03	\$160,224
				\$80.89	\$168,246
				\$84.93	\$176,650
12/19/2020	Civil Engineer	PROF/TECH	95	\$46.93	\$97,624

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				\$49.33	\$102,614
				\$51.77	\$107,675
				\$54.35	\$113,047
				\$57.09	\$118,753
				\$59.95	\$124,699
				\$62.92	\$130,882
				\$66.08	\$137,447
12/19/2020	Civil Engineer, Associate	PROF/TECH	90	\$44.75	\$93,088
				\$49.36	\$102,662
				\$51.79	\$107,724
				\$54.38	\$113,119
				\$57.10	\$118,777
				\$59.97	\$124,746
				\$62.94	\$130,906
12/19/2020	Civil Engineer, Principal	K&M	13	\$66.53	\$138,379
				\$69.86	\$145,302
				\$73.33	\$152,536
				\$77.01	\$160,177
				\$80.86	\$168,198
12/19/2020	Civil Engineer, Senior	PROF/TECH	98	\$51.71	\$107,556
				\$54.27	\$112,880
				\$56.99	\$118,539
				\$59.84	\$124,460
				\$62.84	\$130,715
				\$65.98	\$137,233
				\$69.27	\$144,085
				\$72.74	\$151,295
12/19/2020	Civil Engineer, Senior (K&M)	K&M	04A	\$51.71	\$107,556
				\$54.27	\$112,880
				\$56.99	\$118,539
				\$59.84	\$124,460
				\$62.84	\$130,715
				\$65.98	\$137,233
				\$69.27	\$144,085
				\$72.74	\$151,295
12/19/2020	Code Enforcement Officer I	PROF/TECH	23	\$28.29	\$58,851
				\$29.71	\$61,788
				\$31.20	\$64,892
				\$32.77	\$68,163
				\$34.40	\$71,553
				\$36.13	\$75,158
				\$39.82	\$82,822
06/20/2020	Code Enforcement Officer I P/T	PTEANB	23	\$26.61	\$55,343
				\$27.94	\$58,121
				\$29.34	\$61,029
				\$30.82	\$64,108
				\$32.35	\$67,295
				\$33.99	\$70,697
				\$35.67	\$74,186
				\$37.45	\$77,890
12/19/2020	Code Enforcement Officer Trainee	PROF/TECH	29	\$23.59	\$49,063
				\$24.76	\$51,498
				\$26.00	\$54,077

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				\$27.30	\$56,774
				\$28.66	\$59,615
				\$30.10	\$62,599
				\$31.60	\$65,727
				\$33.18	\$69,022
06/20/2020	Code Enforcement Officer Trainee P/T	PTEANB	14	\$22.61	\$47,031
				\$23.73	\$49,357
				\$24.92	\$51,833
				\$26.16	\$54,417
				\$27.48	\$57,152
				\$28.84	\$59,995
				\$30.29	\$63,010
12/19/2020	Code Enforcement Officer, Senior	PROF/TECH	47	\$36.64	\$76,209
				\$38.48	\$80,029
				\$40.38	\$83,992
				\$42.44	\$88,266
				\$44.52	\$92,610
				\$46.75	\$97,242
				\$49.09	\$102,113
				\$51.55	\$107,222
12/19/2020	Code Enforcement Supervisor	PROF/TECH	99A	\$42.48	\$88,361
				\$44.59	\$92,754
				\$46.82	\$97,385
				\$49.14	\$102,208
				\$51.61	\$107,341
				\$54.20	\$112,737
				\$56.90	\$118,347
				\$59.77	\$124,316
12/19/2020	Community Development Director	K&M	15H	\$78.44	\$163,161
				\$98.05	\$203,939
				\$117.65	\$244,717
12/19/2020	Community Development Deputy Director	K&M	17	\$73.50	\$152,871
				\$77.13	\$160,439
				\$81.00	\$168,485
				\$85.05	\$176,913
				\$89.32	\$185,794
12/19/2020	Concrete Finisher	LEAGUE	75A	\$27.67	\$57,547
				\$29.06	\$60,452
				\$30.47	\$63,380
				\$32.02	\$66,595
				\$33.62	\$69,928
				\$35.33	\$73,476
				\$37.08	\$77,119
12/19/2020	Construction Inspection Supervisor	PROF/TECH	90A	\$42.48	\$88,361
				\$44.59	\$92,754
				\$46.82	\$97,385
				\$49.14	\$102,208
				\$51.61	\$107,341
				\$54.20	\$112,737
				\$56.90	\$118,347
				\$59.77	\$124,316
6/20/2020	Crime Analyst, Senior P/T	PTEANB	03A	\$31.78	\$66,111
				\$33.38	\$69,427

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				\$35.06	\$72,915
				\$36.81	\$76,555
				\$38.64	\$80,366
				\$40.57	\$84,393
				\$42.60	\$88,614
6/20/2020	Crime Prevention Specialist P/T	PTEANB	12	\$29.92	\$62,234
				\$31.41	\$65,335
				\$32.98	\$68,609
				\$34.63	\$72,032
				\$36.37	\$75,650
				\$38.19	\$79,440
				\$40.10	\$83,403
				\$42.11	\$87,580
6/20/2020	Custody Officer P/T	PTEANB	02	\$27.39	\$56,980
				\$28.76	\$59,823
				\$30.20	\$62,816
				\$31.72	\$65,981
				\$33.31	\$69,276
				\$34.96	\$72,721
				\$36.72	\$76,382
				\$38.55	\$80,194
12/19/2020	Electrical & Instrumentation Specialist	LEAGUE	25C	\$30.85	\$64,166
				\$32.41	\$67,404
				\$34.01	\$70,738
				\$35.69	\$74,238
				\$37.51	\$78,023
				\$39.39	\$81,928
				\$41.38	\$86,071
				\$43.44	\$90,357
12/19/2020	Electrical, Mechanical & Plumbing Plans Examiner	PROF/TECH	90B	\$44.75	\$93,088
				\$46.98	\$97,720
				\$49.36	\$102,662
				\$51.79	\$107,724
				\$54.38	\$113,119
				\$57.10	\$118,777
				\$59.97	\$124,746
				\$62.94	\$130,906
12/19/2020	Emergency Medical Services Division Chief	K&M	02D	\$64.29	\$133,723
				\$67.50	\$140,408
				\$70.87	\$147,404
				\$74.43	\$154,805
				\$78.14	\$162,540
12/19/2020	Engineer, Associate	PROF/TECH	85	\$42.60	\$88,599
				\$44.75	\$93,088
				\$46.98	\$97,720
				\$49.36	\$102,662
				\$51.79	\$107,724
				\$54.38	\$113,119
				\$57.10	\$118,777
				\$59.97	\$124,746
06/20/2020	Engineer, Associate P/T	PTEANB	85B	\$41.12	\$85,535
				\$43.21	\$89,885
				\$45.36	\$94,342

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				\$47.66	\$99,123
				\$50.01	\$104,011
				\$52.51	\$109,222
				\$55.34	\$115,101
				\$57.90	\$120,442
12/19/2020	Engineer, Junior	PROF/TECH	54	\$38.53	\$80,148
				\$40.44	\$84,111
				\$42.53	\$88,456
				\$44.59	\$92,754
				\$46.85	\$97,457
				\$49.15	\$102,232
				\$51.66	\$107,461
				\$54.26	\$112,857
06/20/2020	Engineer, Junior P/T	PTEANB	54A	\$36.99	\$76,942
				\$38.83	\$80,775
				\$40.78	\$84,824
				\$42.82	\$89,066
				\$44.96	\$93,524
				\$47.21	\$98,197
				\$49.57	\$103,107
				\$52.04	\$108,253
12/19/2020	Engineering Technician	PROF/TECH	15	\$29.51	\$61,382
				\$30.98	\$64,438
				\$32.56	\$67,733
				\$34.18	\$71,099
				\$35.90	\$74,681
				\$37.69	\$78,405
				\$39.54	\$82,249
				\$41.59	\$86,498
12/19/2020	Engineering Technician, Senior	PROF/TECH	35D	\$32.55	\$67,709
				\$34.18	\$71,099
				\$35.89	\$74,657
				\$37.71	\$78,429
				\$39.54	\$82,249
				\$41.59	\$86,498
				\$43.59	\$90,677
				\$45.84	\$95,356
12/19/2020	Equipment Mechanic I	LEAGUE	45	\$24.20	\$50,333
				\$25.40	\$52,833
				\$26.64	\$55,404
				\$27.98	\$58,190
				\$29.38	\$61,119
				\$30.85	\$64,166
				\$32.41	\$67,404
				\$34.01	\$70,738
12/19/2020	Equipment Mechanic II	LEAGUE	80	\$27.98	\$58,190
				\$29.38	\$61,119
				\$30.85	\$64,166
				\$32.41	\$67,404
				\$34.01	\$70,738
				\$35.69	\$74,238
				\$37.51	\$78,023
				\$39.39	\$81,928

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12/19/2020	Equipment Mechanic, Senior	LEAGUE	25F	\$30.85	\$64,166
				\$32.41	\$67,404
				\$34.01	\$70,738
				\$35.69	\$74,238
				\$37.51	\$78,023
				\$39.39	\$81,928
				\$41.38	\$86,071
				\$43.44	\$90,357
12/19/2020	Equipment Operator I	LEAGUE	40	\$25.07	\$52,142
				\$26.32	\$54,738
				\$27.67	\$57,547
				\$29.06	\$60,452
				\$30.47	\$63,380
				\$32.02	\$66,595
				\$33.63	\$69,952
				\$35.33	\$73,476
12/19/2020	Equipment Operator li	LEAGUE	65A	\$26.37	\$54,857
				\$27.69	\$57,595
				\$29.07	\$60,475
				\$30.53	\$63,500
				\$32.04	\$66,642
				\$33.67	\$70,023
				\$35.35	\$73,523
				\$37.10	\$77,166
12/19/2020	Facilities Maintenance Technician	LEAGUE	75	\$27.67	\$57,547
				\$29.06	\$60,452
				\$30.47	\$63,380
				\$32.02	\$66,595
				\$33.62	\$69,928
				\$35.33	\$73,476
				\$37.08	\$77,119
				\$38.90	\$80,904
12/19/2020	Facilities Maintenance Worker li	LEAGUE	25A	\$22.77	\$47,357
				\$23.90	\$49,714
				\$25.07	\$52,142
				\$26.32	\$54,738
				\$27.67	\$57,547
				\$29.06	\$60,452
				\$30.47	\$63,380
				\$32.02	\$66,595
6/20/2020	Facilities Maintenance Worker li P/T	PTEANB	50A	\$21.67	\$45,072
				\$22.77	\$47,354
				\$23.88	\$49,680
				\$25.11	\$52,221
				\$26.34	\$54,784
				\$27.65	\$57,518
				\$29.05	\$60,426
				\$30.48	\$63,397
12/19/2020	Field Superintendent li	K&M	10	\$58.84	\$122,383
				\$61.76	\$128,471
				\$64.88	\$134,941
				\$68.12	\$141,697
				\$71.53	\$148,788

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12/19/2020	Finance Deputy Director	K&M	17C	\$73.50	\$152,871
				\$77.13	\$160,439
				\$81.00	\$168,485
				\$85.05	\$176,913
				\$89.32	\$185,794
12/19/2020	Finance Director (City Treasurer)	K&M	15C	\$78.44	\$163,161
				\$95.05	\$203,939
				\$117.65	\$244,717
1/30/2021	Finance Manager	K&M	16	\$64.96	\$135,108
				\$68.22	\$141,888
				\$71.64	\$149,003
				\$75.21	\$156,428
				\$78.95	\$164,211
12/19/2020	Fire Captain +7.5%	NBFA	95	\$47.61	\$99,019
				\$49.99	\$103,970
				\$52.48	\$109,169
				\$55.11	\$114,627
				\$57.86	\$120,359
				\$60.76	\$126,376
				\$63.80	\$132,695
				\$66.99	\$139,330
12/19/2020	Fire Captain 112 Hrs	NBFA	35	\$31.63	\$92,105
				\$33.21	\$96,720
				\$34.88	\$101,577
				\$36.62	\$106,640
				\$38.45	\$111,979
				\$40.37	\$117,559
				\$42.39	\$123,449
				\$44.51	\$129,615
12/19/2020	Fire Captain 80 Hrs	NBFA	65	\$44.28	\$92,111
				\$46.50	\$96,724
				\$48.84	\$101,580
				\$51.27	\$106,635
				\$53.84	\$111,977
				\$56.49	\$117,495
				\$59.35	\$123,455
				\$62.31	\$129,613
6/20/2020	Fire Chief	K&M	01C	\$77.39	\$160,969
				\$96.73	\$201,195
				\$116.07	\$241,421
12/19/2020	Fire Chief, Assistant	K&M	01B	\$87.63	\$182,279
				\$92.02	\$191,392
				\$101.44	\$210,999
				\$106.50	\$221,517
12/19/2020	Fire Engineer 112 Hrs	NBFA	15	\$26.95	\$78,465
				\$28.29	\$82,391
				\$29.70	\$86,490
				\$31.19	\$90,830
				\$32.75	\$95,376
				\$34.39	\$100,130
				\$36.10	\$105,125
				\$37.91	\$110,394
12/19/2020	Fire Engineer 80 Hrs	NBFA	15A	\$37.72	\$78,465

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$39.61	\$82,391
				\$41.58	\$86,490
				\$43.67	\$90,830
				\$45.85	\$95,377
				\$48.35	\$100,572
				\$50.54	\$105,125
				\$53.07	\$110,394
06/20/2020	Fire Line Battalion Chief 112 Hrs	FMA	01	\$49.28	\$143,511
				\$51.74	\$150,677
				\$54.32	\$158,189
				\$57.05	\$166,119
				\$59.90	\$174,432
06/20/2020	Fire Line Battalion Chief 80 Hrs	FMA	05	\$69.00	\$143,511
				\$72.44	\$150,677
				\$79.87	\$166,120
				\$83.86	\$174,432
12/19/2020	Fire Marshal	K&M	02E	\$64.29	\$133,723
				\$67.50	\$140,408
				\$70.87	\$147,404
				\$74.43	\$154,805
				\$78.14	\$162,540
12/19/2020	Fire Paramedic 80 17.25	NBFA	28	\$39.36	\$81,869
				\$41.33	\$85,962
				\$43.39	\$90,260
				\$45.56	\$94,773
				\$47.84	\$99,512
				\$50.23	\$104,488
				\$52.75	\$109,712
				\$55.38	\$115,198
12/19/2020	Fire Paramedic 80 22.25	NBFA	26	\$41.10	\$85,491
				\$43.16	\$89,762
				\$45.31	\$94,240
				\$47.58	\$98,959
				\$49.94	\$103,884
				\$52.45	\$109,086
				\$55.08	\$114,562
				\$57.83	\$120,280
06/19/2021	Fire Services Coordinator	NBFA	01	\$31.42	\$65,346
				\$32.98	\$68,593
				\$34.63	\$72,038
				\$36.37	\$75,655
				\$38.19	\$79,444
				\$40.11	\$83,429
				\$42.12	\$87,612
				\$44.23	\$91,991
6/20/2020	Fire Staff Battalion Chief 80 + 7.5%	FMA	04	\$74.17	\$154,284
				\$77.89	\$162,010
				\$81.78	\$170,110
				\$85.87	\$178,606
				\$90.17	\$187,550
12/19/2020	Firefighter 112 Hrs	NBFA	05	\$22.83	\$66,494
				\$23.98	\$69,819
				\$25.17	\$73,298

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$26.44	\$76,983
				\$27.75	\$80,807
				\$30.60	\$89,107
				\$32.13	\$93,551
				\$33.73	\$98,236
12/19/2020	Firefighter 80 Hrs	NBFA	06	\$31.97	\$66,499
				\$33.57	\$69,824
				\$35.24	\$73,293
				\$37.01	\$76,983
				\$38.84	\$80,797
				\$40.81	\$84,881
				\$42.84	\$89,113
				\$44.97	\$93,541
				\$47.23	\$98,240
12/19/2020	Firefighter/Paramedic 112 Hrs 17.25%	NBFA	27	\$28.11	\$81,863
				\$29.52	\$85,956
				\$30.99	\$90,254
				\$32.54	\$94,766
				\$34.17	\$99,505
				\$35.88	\$104,480
				\$37.67	\$109,704
				\$39.56	\$115,189
12/19/2020	Firefighter/Paramedic 112 Hrs 22.25%	NBFA	25	\$29.36	\$85,491
				\$30.83	\$89,762
				\$32.36	\$94,240
				\$33.98	\$98,959
				\$35.67	\$103,884
				\$37.46	\$109,086
				\$39.34	\$114,562
				\$41.30	\$120,280
12/19/2020	Fiscal Clerk	CEA	31	\$21.95	\$45,649
				\$23.08	\$48,012
				\$24.23	\$50,400
				\$25.41	\$52,859
				\$26.69	\$55,509
				\$28.04	\$58,327
				\$30.91	\$64,295
6/20/2020	Fiscal Clerk P/T	PTEANB	30	\$20.30	\$42,229
				\$21.32	\$44,339
				\$22.41	\$46,622
				\$23.51	\$48,904
				\$24.69	\$51,360
				\$25.92	\$53,922
				\$27.20	\$56,571
				\$28.56	\$59,413
12/19/2020	Fiscal Clerk, Senior	CEA	65	\$25.55	\$53,146
				\$26.78	\$55,700
				\$28.16	\$58,565
				\$29.58	\$61,526
				\$31.04	\$64,557
				\$32.59	\$67,780
				\$34.23	\$71,195
				\$35.95	\$74,776

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
06/20/2020	Fiscal Clerk, Senior P/T	PTEANB	65	\$23.64	\$49,163
				\$24.79	\$51,553
				\$26.02	\$54,116
				\$27.33	\$56,851
				\$28.69	\$59,672
				\$30.15	\$62,708
				\$31.67	\$65,874
				\$33.22	\$69,104
12/19/2020	Fiscal Specialist	CEA	85	\$29.60	\$61,573
				\$31.11	\$64,701
				\$32.64	\$67,900
				\$34.27	\$71,290
				\$36.02	\$74,919
				\$37.78	\$78,572
				\$39.69	\$82,560
				\$41.67	\$86,666
12/19/2020	Fiscal Specialist (K&M)	K&M	01A	\$29.60	\$61,573
				\$32.64	\$67,900
				\$34.27	\$71,290
				\$36.02	\$74,919
				\$37.78	\$78,572
				\$39.69	\$82,560
				\$41.67	\$86,666
6/20/2020	Fiscal Specialist P/T	PTEANB	85	\$27.38	\$56,958
				\$28.75	\$59,801
				\$30.19	\$62,794
				\$31.69	\$65,917
				\$33.26	\$69,190
				\$34.94	\$72,679
				\$36.68	\$76,296
				\$38.50	\$80,086
6/20/2020	Geographic Information System Technical Aide P/T	PTEANB	75A	\$14.18	\$29,502
				\$14.90	\$30,988
				\$15.65	\$32,560
				\$16.43	\$34,175
				\$17.23	\$35,833
				\$18.08	\$37,599
				\$19.01	\$39,537
				\$19.96	\$41,518
6/19/2021	Geographic Information System Technical Aide P/T	PTEANB	75A	\$14.43	\$30,018
	<i>1.75% scheduled salary adjustment</i>			\$15.16	\$31,530
				\$15.93	\$33,130
				\$16.72	\$34,773
				\$17.53	\$36,460
				\$18.39	\$38,257
				\$19.34	\$40,229
				\$20.31	\$42,245
1/01/2022	Geographic Information System Technical Aide P/T	PTEANB	75A	\$15.16	\$31,530
	<i>Scheduled minimum wage adjustment</i>			\$15.93	\$33,130
				\$16.72	\$34,773
				\$17.53	\$36,460
				\$18.39	\$38,257
				\$19.34	\$40,229

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$20.31	\$42,245
				\$21.33	\$44,357
12/19/2020	Groundswoker li	LEAGUE	50	\$24.34	\$50,618
				\$25.57	\$53,190
				\$26.87	\$55,881
				\$28.19	\$58,642
				\$29.60	\$61,571
				\$31.07	\$64,619
				\$32.67	\$67,952
				\$34.28	\$71,309
12/19/2020	Harbor Resources Technician I	PROF/TECH	09	\$25.55	\$53,146
				\$26.78	\$55,700
				\$28.16	\$58,565
				\$31.04	\$64,557
				\$32.59	\$67,780
				\$34.23	\$71,195
				\$35.95	\$74,776
6/20/2020	Harbor Services Worker P/T	PTEANB	89A	\$21.02	\$43,715
				\$22.07	\$45,911
				\$23.17	\$48,194
				\$24.34	\$50,627
				\$25.54	\$53,125
6/20/2020	Harbor Services Worker, Lead P/T	PTEANB	89B	\$22.82	\$47,462
				\$23.97	\$49,852
				\$25.16	\$52,329
				\$26.43	\$54,977
				\$27.75	\$57,712
				\$29.12	\$60,576
				\$30.58	\$63,613
				\$32.12	\$66,800
12/19/2020	Harbormaster	K&M	77	\$50.00	\$104,009
				\$62.50	\$130,000
				\$75.00	\$155,991
12/19/2020	Human Resources Analyst	K&M	16A	\$40.06	\$83,324
				\$42.02	\$87,406
				\$44.15	\$91,823
				\$46.38	\$96,478
				\$48.67	\$101,229
				\$51.10	\$106,291
				\$53.67	\$111,639
				\$56.36	\$117,226
6/20/2020	Human Resources Analyst P/T	PTEANB	16	\$37.02	\$77,007
				\$38.89	\$80,883
				\$40.83	\$84,932
				\$42.87	\$89,174
				\$44.99	\$93,589
				\$49.62	\$103,214
				\$52.11	\$108,383
12/19/2020	Human Resources Analyst, Senior	K&M	20A	\$44.20	\$91,942
				\$46.45	\$96,622
				\$48.76	\$101,421
				\$51.20	\$106,506
				\$53.73	\$111,758

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$56.43	\$117,369
				\$59.22	\$123,170
				\$62.20	\$129,378
12/19/2020	Human Resources Director	K&M	11B	\$74.21	\$154,351
				\$92.76	\$192,933
				\$111.31	\$231,515
12/19/2020	Human Resources Manager	K&M	02C	\$64.29	\$133,723
				\$67.50	\$140,408
				\$70.87	\$147,404
				\$74.43	\$154,805
				\$78.14	\$162,540
12/19/2020	Human Resources Specialist I	K&M	03	\$30.34	\$63,101
				\$31.85	\$66,253
				\$33.44	\$69,547
				\$35.09	\$72,985
				\$36.86	\$76,662
				\$38.68	\$80,458
				\$40.66	\$84,564
				\$42.63	\$88,671
6/20/2020	Human Resources Specialist I P/T	PTEANB	03B	\$28.53	\$59,349
				\$29.96	\$62,320
				\$31.45	\$65,422
				\$33.01	\$68,652
				\$34.66	\$72,097
				\$36.38	\$75,672
				\$40.10	\$83,403
12/19/2020	Human Resources Specialist II	K&M	08	\$33.54	\$69,762
				\$35.22	\$73,248
				\$36.95	\$76,853
				\$38.81	\$80,721
				\$40.79	\$84,851
				\$42.76	\$88,934
				\$44.97	\$93,542
				\$47.20	\$98,173
6/20/2020	Human Resources Specialist II P/T	PTEANB	08	\$31.01	\$64,495
				\$32.56	\$67,726
				\$34.17	\$71,063
				\$35.88	\$74,638
				\$37.71	\$78,428
				\$39.54	\$82,240
				\$41.55	\$86,418
				\$43.64	\$90,767
12/19/2020	Information Technology Analyst	PROF/TECH	61	\$38.22	\$79,503
				\$40.14	\$83,491
				\$42.13	\$87,621
				\$44.23	\$91,990
				\$46.45	\$96,622
				\$48.77	\$101,444
				\$51.22	\$106,529
				\$53.76	\$111,830
12/19/2020	Information Technology Analyst, Senior	PROF/TECH	41	\$42.45	\$88,289
				\$44.55	\$92,659
				\$46.75	\$97,242

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$49.09	\$102,113
				\$51.56	\$107,246
				\$54.17	\$112,666
				\$56.85	\$118,252
				\$59.70	\$124,173
12/19/2020	Information Technology Manager	K&M	15D	\$69.94	\$145,469
				\$73.44	\$152,751
				\$77.10	\$160,367
				\$80.96	\$168,389
				\$85.01	\$176,817
12/19/2020	Information Technology Operations Supervisor	K&M	97	\$61.06	\$127,015
				\$64.10	\$133,318
				\$67.30	\$139,993
				\$70.69	\$147,040
				\$74.21	\$154,367
12/19/2020	Information Technology Specialist Iii	PROF/TECH	45	\$35.46	\$73,749
				\$37.22	\$77,426
				\$39.08	\$81,294
				\$41.04	\$85,353
				\$43.11	\$89,674
				\$45.22	\$94,067
				\$47.49	\$98,770
				\$49.88	\$103,760
12/19/2020	Information Technology Technician	PROF/TECH	28	\$25.34	\$52,713
				\$26.60	\$55,330
				\$27.93	\$58,100
				\$29.33	\$60,998
				\$30.79	\$64,051
				\$32.34	\$67,257
				\$33.95	\$70,618
				\$35.65	\$74,157
6/20/2020	Information Technology Technician P/T	PTEANB	54	\$21.81	\$45,373
				\$22.93	\$47,699
				\$25.26	\$52,544
				\$26.51	\$55,150
				\$27.87	\$57,970
				\$29.25	\$60,835
				\$30.72	\$63,892
12/19/2020	Information Technology Technician, Senior	PROF/TECH	16	\$30.42	\$63,269
				\$31.93	\$66,420
				\$33.54	\$69,762
				\$35.22	\$73,248
				\$36.97	\$76,901
				\$38.82	\$80,745
				\$40.78	\$84,827
				\$42.79	\$89,006
6/20/2020	Intern P/T	PTEANB	05	\$18.02	\$37,491
12/19/2020	Inventory Analyst	CEA	90	\$26.04	\$54,172
				\$27.33	\$56,846
				\$28.68	\$59,663
				\$30.13	\$62,672
				\$31.66	\$65,847
				\$33.24	\$69,142

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$34.92	\$72,627
				\$36.67	\$76,280
12/19/2020	Librarian I	CEA	20	\$29.95	\$62,290
				\$31.44	\$65,393
				\$32.99	\$68,616
				\$34.68	\$72,126
				\$36.39	\$75,684
				\$38.26	\$79,575
				\$40.14	\$83,491
				\$42.13	\$87,621
6/20/2020	Librarian I P/T	PTEANB	21	\$27.69	\$57,604
				\$29.07	\$60,468
				\$30.50	\$63,441
				\$32.06	\$66,692
				\$35.37	\$73,562
				\$37.12	\$77,201
				\$38.95	\$81,012
12/19/2020	Librarian Ii	CEA	30A	\$32.91	\$68,449
				\$34.58	\$71,935
				\$36.32	\$75,540
				\$38.12	\$79,288
				\$40.04	\$83,275
				\$42.02	\$87,406
				\$44.12	\$91,775
				\$46.35	\$96,406
12/19/2020	Librarian Iii	CEA	35A	\$36.23	\$75,349
				\$38.00	\$79,050
				\$39.91	\$83,013
				\$41.94	\$87,239
				\$44.05	\$91,632
				\$46.22	\$96,144
				\$48.56	\$101,014
				\$50.96	\$106,005
12/19/2020	Library Assistant	CEA	70	\$25.47	\$52,978
				\$26.71	\$55,557
				\$28.06	\$58,374
				\$29.46	\$61,287
				\$30.93	\$64,343
				\$32.51	\$67,614
				\$34.11	\$70,956
				\$35.82	\$74,514
06/20/2020	Library Assistant P/T	PTEANB	70	\$23.57	\$49,034
				\$24.73	\$51,446
				\$25.96	\$53,987
				\$27.25	\$56,678
				\$28.62	\$59,521
				\$30.04	\$62,493
				\$31.56	\$65,637
				\$33.13	\$68,910
12/19/2020	Library Clerk I	CEA	05	\$19.85	\$41,279
				\$20.82	\$43,309
				\$21.87	\$45,481
				\$22.96	\$47,750

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$24.12	\$50,161
				\$25.31	\$52,644
				\$26.58	\$55,294
				\$27.90	\$58,040
6/20/2020	Library Clerk I P/T	PTEANB	05A	\$18.35	\$38,159
				\$19.27	\$40,076
				\$20.23	\$42,078
				\$21.25	\$44,210
				\$22.30	\$46,385
				\$23.40	\$48,668
				\$24.57	\$51,101
				\$25.80	\$53,663
12/19/2020	Library Clerk li	CEA	30	\$21.95	\$45,649
				\$23.08	\$48,012
				\$24.23	\$50,400
				\$25.41	\$52,859
				\$26.69	\$55,509
				\$28.04	\$58,327
				\$29.44	\$61,239
				\$30.91	\$64,295
6/20/2020	Library Clerk li P/T	PTEANB	20	\$19.36	\$40,269
				\$20.34	\$42,315
				\$21.35	\$44,404
				\$22.46	\$46,708
				\$23.57	\$49,034
				\$24.73	\$51,446
				\$25.96	\$53,987
				\$27.28	\$56,743
12/19/2020	Library Clerk, Senior	CEA	71	\$25.47	\$52,978
				\$26.71	\$55,557
				\$28.06	\$58,374
				\$29.46	\$61,287
				\$30.93	\$64,343
				\$32.51	\$67,614
				\$34.11	\$70,956
				\$35.82	\$74,514
12/19/2020	Library Page P/T	PTEANB	30A	\$14.32	\$29,782
				\$15.03	\$31,268
				\$15.79	\$32,840
				\$16.58	\$34,477
				\$17.40	\$36,201
				\$18.27	\$38,010
6/19/2021	Library Page P/T	PTEANB	30A	\$14.57	\$30,303
	1.75% scheduled salary adjustment			\$15.30	\$31,815
				\$16.06	\$33,415
				\$16.87	\$35,080
				\$17.71	\$36,834
				\$18.59	\$38,676
1/01/2022	Library Page P/T	PTEANB	30A	\$15.30	\$31,815
	Scheduled minimum wage adjustment			\$16.06	\$33,415
				\$16.87	\$35,080
				\$17.71	\$36,834
				\$18.59	\$38,676

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$19.52	\$41,609
12/19/2020	Library Services Director	K&M	11C	\$74.21	\$154,351
				\$92.76	\$192,933
				\$111.31	\$231,515
12/19/2020	Library Services Manager	K&M	10D	\$58.84	\$122,383
				\$61.76	\$128,471
				\$64.88	\$134,941
				\$68.12	\$141,697
				\$71.53	\$148,788
12/19/2020	License Supervisor	CEA	03	\$33.18	\$69,022
				\$34.85	\$72,484
				\$36.60	\$76,137
				\$38.42	\$79,909
				\$40.35	\$83,920
				\$42.39	\$88,170
				\$44.49	\$92,539
				\$46.71	\$97,147
12/19/2020	Life Safety Specialist I	NBFA	02	\$35.93	\$74,744
				\$37.73	\$78,484
				\$39.61	\$82,396
				\$41.60	\$86,530
				\$43.68	\$90,860
				\$45.86	\$95,387
				\$48.15	\$100,159
				\$50.57	\$105,179
6/20/2020	Life Safety Specialist I P/T	PTEANB	72	\$34.44	\$71,637
				\$36.16	\$75,222
				\$37.97	\$78,971
				\$39.87	\$82,932
				\$41.87	\$87,083
				\$43.95	\$91,421
				\$46.15	\$95,996
				\$48.46	\$100,806
12/19/2020	Life Safety Specialist Ii	NBFA	47	\$39.54	\$82,248
				\$41.53	\$86,382
				\$43.60	\$90,687
				\$45.78	\$95,215
				\$48.07	\$99,987
				\$50.47	\$104,982
				\$52.99	\$110,223
				\$55.65	\$115,758
12/19/2020	Life Safety Specialist Iii	NBFA	75	\$43.48	\$90,442
				\$45.66	\$94,968
				\$47.94	\$99,717
				\$50.34	\$104,711
				\$52.86	\$109,952
				\$55.50	\$115,438
				\$58.28	\$121,220
				\$61.19	\$127,273
6/20/2020	Life Safety Specialist Iii P/T	PTEANB	75B	\$41.36	\$86,030
				\$43.43	\$90,337
				\$45.61	\$94,859
				\$47.88	\$99,596

Proposed City of Newport Beach Citywide Salary Schedule

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$50.28	\$104,593
				\$52.79	\$109,804
				\$55.43	\$115,295
				\$58.21	\$121,066
12/19/2020	Lifeguard Battalion Chief	LMA	16	\$46.34	\$96,387
				\$48.64	\$101,164
				\$51.07	\$106,226
				\$53.61	\$111,506
				\$56.31	\$117,115
				\$59.09	\$122,900
				\$62.05	\$129,057
				\$65.14	\$135,499
12/19/2020	Lifeguard Cadet P/T	ANBOL	02A	\$16.00	\$33,280
1/01/2022	Lifeguard Cadet P/T ³	ANBOL	02A	\$17.00	\$35,360
12/19/2020	Lifeguard Captain	LMA	11	\$36.80	\$76,536
				\$38.63	\$80,349
				\$40.57	\$84,380
				\$42.59	\$88,587
				\$44.74	\$93,057
				\$46.99	\$97,746
				\$49.34	\$102,632
				\$51.82	\$107,781
12/19/2020	Lifeguard Captain 7.5%	LMA	03	\$39.55	\$82,255
				\$41.53	\$86,374
				\$43.60	\$90,691
				\$45.77	\$95,204
				\$48.07	\$99,981
				\$50.46	\$104,955
				\$53.01	\$110,257
				\$55.65	\$115,757
6/20/2020	Lifeguard I P/T	ANBOL	05B	\$18.50	\$38,490
				\$19.43	\$40,420
				\$20.41	\$42,457
				\$21.43	\$44,579
6/20/2020	Lifeguard Ii P/T	ANBOL	25	\$21.43	\$44,579
				\$22.50	\$46,807
				\$23.63	\$49,141
				\$24.81	\$51,602
6/20/2020	Lifeguard Iii P/T	ANBOL	35	\$21.43	\$44,579
				\$22.50	\$46,807
				\$23.63	\$49,141
12/19/2020	Lifeguard Officer P/T	LMA	01	\$27.39	\$56,969
				\$28.76	\$59,818
				\$30.19	\$62,798
				\$31.71	\$65,953
				\$33.29	\$69,240
				\$34.95	\$72,702
				\$36.70	\$76,339
				\$38.54	\$80,173
12/19/2020	Lifeguard Operations Assistant Chief	K&M	02	\$67.45	\$140,298
				\$70.82	\$147,309
				\$74.35	\$154,650
				\$78.08	\$162,406

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$81.99	\$170,535
12/19/2020	Lifeguard Trainee P/T	ANBOL	01	\$14.00	\$29,120
1/01/2022	Lifeguard Trainee P/T	ANBOL	01	\$15.00	\$31,200
	<i>Scheduled minimum wage adjustment</i>				
6/20/2020	Literacy Coordinator P/T	PTEANB	12A	\$28.03	\$58,294
				\$29.41	\$61,179
				\$30.90	\$64,280
				\$32.43	\$67,446
				\$34.09	\$70,913
				\$35.78	\$74,423
				\$37.57	\$78,148
				\$39.43	\$82,024
12/19/2020	Mail Processing Clerk, Senior	CEA	07	\$23.05	\$47,941
				\$24.20	\$50,328
				\$25.41	\$52,859
				\$26.66	\$55,461
				\$28.02	\$58,279
				\$29.42	\$61,191
				\$30.90	\$64,271
				\$32.44	\$67,470
12/19/2020	Maintenance Aide P/T	PTEANB	84	\$14.04	\$29,201
				\$14.74	\$30,665
				\$15.47	\$32,172
				\$16.25	\$33,809
				\$17.07	\$35,500
06/19/2021	Maintenance Aide P/T	PTEANB	84	\$14.28	\$29,712
	<i>1.75% scheduled salary adjustment</i>			\$15.00	\$31,202
				\$15.74	\$32,736
				\$16.54	\$34,401
				\$17.37	\$36,121
01/01/2022	Maintenance Aide P/T	PTEANB	84	\$15.00	\$31,202
	<i>Scheduled minimum wage adjustment</i>			\$15.74	\$32,736
				\$16.54	\$34,401
				\$17.37	\$36,121
				\$18.23	\$37,927
12/19/2020	Maintenance Worker I	LEAGUE	25H	\$22.77	\$47,357
				\$23.90	\$49,714
				\$26.32	\$54,738
				\$27.67	\$57,547
				\$29.06	\$60,452
				\$30.47	\$63,380
				\$32.02	\$66,595
12/19/2020	Maintenance Worker Ii	LEAGUE	39	\$23.90	\$49,714
				\$25.07	\$52,142
				\$26.32	\$54,738
				\$27.67	\$57,547
				\$29.06	\$60,452
				\$30.47	\$63,380
				\$32.02	\$66,595
				\$33.63	\$69,952
6/19/2021	Management Analyst	K&M	12	\$36.29	\$75,492
				\$38.15	\$79,360
				\$40.04	\$83,275

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$42.00	\$87,358
				\$44.12	\$91,775
				\$46.35	\$96,406
				\$48.65	\$101,182
				\$51.08	\$106,243
6/19/2021	Management Analyst P/T	PTEANB	12B	\$34.53	\$71,817
				\$36.29	\$75,478
				\$38.08	\$79,204
				\$39.95	\$83,101
				\$41.97	\$87,300
				\$46.27	\$96,237
				\$48.59	\$101,061
12/19/2020	Management Analyst, Senior	K&M	06	\$41.74	\$86,824
				\$43.83	\$91,173
				\$46.03	\$95,732
				\$48.33	\$100,523
				\$50.74	\$105,547
				\$53.28	\$110,827
				\$55.94	\$116,362
				\$58.75	\$122,200
12/19/2020	Management Assistant	PROF/TECH	37	\$33.40	\$69,476
				\$35.05	\$72,914
				\$36.80	\$76,543
				\$38.66	\$80,411
				\$40.63	\$84,517
				\$42.61	\$88,623
				\$44.78	\$93,136
				\$47.02	\$97,791
6/20/2020	Marine Naturalist Interpreter P/T	PTEANB	88	\$16.44	\$34,197
				\$17.24	\$35,855
				\$18.11	\$37,664
12/19/2020	Marketing Specialist	CEA	02	\$30.34	\$63,101
				\$31.85	\$66,253
				\$33.42	\$69,523
				\$35.07	\$72,938
				\$36.87	\$76,686
				\$38.72	\$80,530
				\$40.63	\$84,517
				\$42.64	\$88,695
6/20/2020	Marketing Specialist P/T	PTEANB	02B	\$28.04	\$58,315
				\$29.43	\$61,222
				\$30.90	\$64,280
				\$32.47	\$67,532
				\$34.07	\$70,870
				\$35.76	\$74,380
				\$37.56	\$78,127
				\$39.45	\$82,046
6/20/2020	Mayor	CTY CNCL	02		\$24,439
12/19/2020	Operations Support Superintendent	K&M	10A	\$58.84	\$122,383
				\$61.76	\$128,471
				\$64.88	\$134,941
				\$68.12	\$141,697
				\$71.53	\$148,788

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
12/19/2020	Paralegal	K&M	30	\$32.54	\$67,685
				\$34.16	\$71,052
				\$35.89	\$74,657
				\$37.69	\$78,405
				\$39.57	\$82,297
				\$41.54	\$86,403
				\$43.61	\$90,700
				\$45.79	\$95,237
6/20/2020	Paralegal P/T	PTEANB	92	\$30.11	\$62,622
				\$31.61	\$65,744
				\$33.17	\$68,996
				\$34.84	\$72,463
				\$36.55	\$76,016
				\$40.30	\$83,833
				\$42.38	\$88,140
12/19/2020	Park Patrol Officer	CEA	89	\$21.63	\$44,981
				\$22.72	\$47,248
				\$23.83	\$49,564
				\$25.03	\$52,071
				\$26.27	\$54,650
				\$27.59	\$57,395
				\$28.98	\$60,284
				\$30.43	\$63,292
06/20/2020	Park Patrol Officer P/T	PTEANB	89	\$21.02	\$43,715
				\$22.07	\$45,911
				\$23.17	\$48,194
				\$24.34	\$50,627
				\$25.54	\$53,125
12/19/2020	Park Patrol Officer, Lead	CEA	22	\$24.27	\$50,472
				\$25.48	\$53,002
				\$28.10	\$58,446
				\$29.50	\$61,358
				\$30.97	\$64,414
				\$32.52	\$67,637
				\$34.15	\$71,028
12/19/2020	Permit Counter Supervisor	PROF/TECH	39	\$35.80	\$74,466
				\$37.63	\$78,262
				\$39.47	\$82,105
				\$41.49	\$86,308
				\$43.54	\$90,557
				\$45.73	\$95,118
				\$48.03	\$99,893
				\$50.39	\$104,811
12/19/2020	Permit Technician I	PROF/TECH	24	\$28.14	\$58,541
				\$29.55	\$61,454
				\$31.03	\$64,534
				\$32.55	\$67,709
				\$34.18	\$71,099
				\$35.89	\$74,657
				\$37.71	\$78,429
				\$39.54	\$82,249
12/19/2020	Permit Technician Ii	PROF/TECH	35	\$32.55	\$67,709
				\$34.18	\$71,099

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$35.89	\$74,657
				\$37.71	\$78,429
				\$39.54	\$82,249
				\$41.59	\$86,498
				\$43.59	\$90,677
				\$45.84	\$95,356
6/20/2020	Permit Technician li P/T	PTEANB	92A	\$30.11	\$62,622
				\$31.61	\$65,744
				\$33.17	\$68,996
				\$34.84	\$72,463
				\$36.55	\$76,016
				\$38.43	\$79,936
				\$40.30	\$83,833
				\$42.38	\$88,140
12/19/2020	Planner, Assistant	PROF/TECH	35B	\$32.55	\$67,709
				\$34.18	\$71,099
				\$35.89	\$74,657
				\$37.71	\$78,429
				\$39.54	\$82,249
				\$41.59	\$86,498
				\$43.59	\$90,677
				\$45.84	\$95,356
06/20/2020	Planner, Assistant P/T	PTEANB	35B	\$30.97	\$64,409
				\$32.52	\$67,640
				\$34.14	\$71,021
				\$35.86	\$74,595
				\$37.61	\$78,235
				\$39.56	\$82,283
				\$41.46	\$86,245
				\$43.61	\$90,703
12/19/2020	Planner, Associate	PROF/TECH	55	\$35.88	\$74,633
				\$37.68	\$78,381
				\$39.54	\$82,249
				\$41.53	\$86,380
				\$43.59	\$90,677
				\$45.78	\$95,213
				\$48.05	\$99,940
				\$50.48	\$105,002
12/19/2020	Planner, Principal	K&M	27	\$47.53	\$98,866
				\$49.93	\$103,856
				\$52.40	\$108,989
				\$55.05	\$114,503
				\$57.79	\$120,210
				\$60.69	\$126,226
				\$63.72	\$132,529
				\$66.92	\$139,190
06/20/2020	Planner, Principal P/T	PTEANB	27	\$45.43	\$94,504
				\$47.73	\$99,274
				\$50.09	\$104,180
				\$52.62	\$109,452
				\$55.24	\$114,906
				\$58.01	\$120,658
				\$60.90	\$126,682

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$63.97	\$133,050
12/19/2020	Planner, Senior	PROF/TECH	75	\$43.16	\$89,769
				\$45.26	\$94,138
				\$47.51	\$98,818
				\$49.93	\$103,856
				\$52.40	\$108,989
				\$55.00	\$114,408
				\$57.77	\$120,162
				\$60.67	\$126,202
12/19/2020	Planning Manager	K&M	11	\$60.88	\$126,632
				\$63.92	\$132,959
				\$67.10	\$139,572
				\$70.45	\$146,544
				\$74.00	\$153,921
12/19/2020	Planning Technician	PROF/TECH	34	\$29.60	\$61,573
				\$31.11	\$64,701
				\$32.64	\$67,900
				\$34.27	\$71,290
				\$36.02	\$74,919
				\$37.78	\$78,572
				\$39.69	\$82,560
				\$41.67	\$86,666
06/20/2020	Planning Technician P/T	PTEANB	34	\$28.16	\$58,573
				\$29.59	\$61,545
				\$31.05	\$64,581
				\$32.60	\$67,812
				\$34.26	\$71,257
				\$35.94	\$74,746
				\$37.76	\$78,536
				\$39.63	\$82,434
3/28/2020	Police Animal Control Officer	NBPA	52	\$27.51	\$57,217
				\$28.88	\$60,074
				\$30.34	\$63,103
				\$31.85	\$66,241
				\$33.45	\$69,574
				\$35.12	\$73,058
				\$36.88	\$76,715
				\$38.72	\$80,545
3/28/2020	Police Animal Control Officer, Senior	NBPA	90	\$31.71	\$65,960
				\$33.33	\$69,336
				\$34.99	\$72,777
				\$36.74	\$76,412
				\$38.56	\$80,199
				\$40.50	\$84,246
				\$42.52	\$88,444
				\$44.65	\$92,880
12/19/2020	Police Cadet P/T	PTEANB	40	\$14.28	\$29,696
				\$15.00	\$31,203
				\$15.75	\$32,754
				\$16.53	\$34,392
				\$17.36	\$36,111
6/19/2021	Police Cadet P/T	PTEANB	40	\$14.53	\$30,215
	1.75% scheduled salary adjustment			\$15.26	\$31,749

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$16.02	\$33,327
				\$16.82	\$34,993
				\$17.66	\$36,743
1/01/2022	Police Cadet P/T	PTEANB	40	\$15.26	\$31,749
	<i>Scheduled minimum wage adjustment</i>			\$16.02	\$33,327
				\$16.82	\$34,993
				\$17.66	\$36,743
				\$18.55	\$38,580
3/27/2021	Police Chief	K&M	02B	\$83.69	\$174,082
				\$104.61	\$217,584
				\$125.52	\$261,088
3/27/2021	Police Chief, Assistant	K&M	03A	\$90.35	\$187,936
				\$94.88	\$197,348
				\$99.62	\$207,218
				\$104.61	\$217,593
				\$109.83	\$228,450
3/28/2020	Police Civilian Custody Supervisor	NBPA	15B	\$36.78	\$76,499
				\$38.62	\$80,329
				\$40.54	\$84,332
				\$42.56	\$88,531
				\$44.72	\$93,010
				\$46.94	\$97,641
				\$49.29	\$102,532
				\$51.75	\$107,639
3/28/2020	Police Civilian Investigator	NBPA	43A	\$29.09	\$60,506
				\$30.56	\$63,558
				\$32.09	\$66,739
				\$33.68	\$70,050
				\$35.36	\$73,556
				\$37.13	\$77,234
				\$38.97	\$81,065
				\$40.94	\$85,155
3/28/2020	Police Civilian Supervisor	NBPA	15	\$36.78	\$76,499
				\$38.62	\$80,329
				\$40.54	\$84,332
				\$42.56	\$88,531
				\$44.72	\$93,010
				\$46.94	\$97,641
				\$49.29	\$102,532
				\$51.75	\$107,639
3/28/2020	Police Community Services Officer	NBPA	05	\$22.09	\$45,943
				\$23.17	\$48,193
				\$24.35	\$50,638
				\$25.56	\$53,170
				\$26.82	\$55,789
				\$28.17	\$58,602
				\$31.05	\$64,575
				\$32.61	\$67,821
				\$34.26	\$71,262
6/20/2020	Police Community Services Officer P/T	PTEANB	05C	\$21.91	\$45,567
				\$22.99	\$47,828
				\$24.14	\$50,218
				\$25.35	\$52,738

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$26.64	\$55,408
				\$27.95	\$58,143
				\$29.35	\$61,050
				\$30.82	\$64,108
				\$32.36	\$67,317
				\$33.99	\$70,697
3/28/2020	Police Community Services Officer, Senior	NBPA	40	\$28.16	\$58,578
				\$29.57	\$61,507
				\$31.05	\$64,582
				\$32.60	\$67,812
				\$34.23	\$71,202
				\$35.94	\$74,762
				\$37.74	\$78,500
				\$39.63	\$82,425
3/28/2020	Police Computer Systems Manager	NBPA	25	\$52.08	\$108,331
				\$54.69	\$113,763
				\$57.42	\$119,433
				\$60.30	\$125,427
				\$63.29	\$131,638
				\$66.48	\$138,282
				\$69.80	\$145,185
				\$73.28	\$152,413
3/28/2020	Police Crime Analyst, Senior	NBPA	87	\$31.71	\$65,960
				\$33.33	\$69,336
				\$34.99	\$72,777
				\$38.56	\$80,199
				\$40.50	\$84,246
				\$42.52	\$88,444
				\$44.65	\$92,880
3/28/2020	Police Crime Prevention Specialist	NBPA	21	\$30.11	\$62,627
				\$31.63	\$65,787
				\$33.20	\$69,054
				\$34.87	\$72,538
				\$36.62	\$76,174
				\$38.45	\$79,983
				\$40.36	\$83,943
				\$42.40	\$88,184
3/28/2020	Police Crime Scene Investigator	NBPA	43	\$29.09	\$60,506
				\$30.56	\$63,558
				\$32.09	\$66,739
				\$33.68	\$70,050
				\$35.36	\$73,556
				\$37.13	\$77,234
				\$38.97	\$81,065
				\$40.94	\$85,155
3/28/2020	Police Crime Scene Investigator, Senior	NBPA	86	\$31.46	\$65,440
				\$33.03	\$68,708
				\$34.68	\$72,127
				\$36.38	\$75,676
				\$38.22	\$79,506
				\$40.13	\$83,467
				\$42.15	\$87,665
				\$44.26	\$92,058

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
3/28/2020	Police Custody Officer	NBPA	55	\$27.62	\$57,455
				\$29.03	\$60,377
				\$30.45	\$63,341
				\$31.99	\$66,544
				\$35.27	\$73,361
				\$37.02	\$76,996
				\$38.88	\$80,870
03/28/2020	Police Dispatcher	NBPA	70	\$28.15	\$58,559
				\$29.57	\$61,502
				\$31.04	\$64,553
				\$32.59	\$67,777
				\$34.24	\$71,218
				\$35.94	\$74,746
				\$37.74	\$78,489
				\$39.62	\$82,406
06/20/2020	Police Dispatcher P/T	PTEANB	70A	\$27.95	\$58,143
				\$29.36	\$61,071
				\$30.83	\$64,130
				\$32.37	\$67,338
				\$34.00	\$70,719
				\$35.70	\$74,251
				\$37.48	\$77,955
				\$39.35	\$81,852
03/28/2020	Police Dispatcher, Senior	NBPA	99	\$32.38	\$67,345
				\$33.99	\$70,699
				\$35.68	\$74,205
				\$37.48	\$77,949
				\$39.36	\$81,865
				\$41.31	\$85,934
				\$43.37	\$90,218
				\$45.55	\$94,741
03/28/2020	Police Electronics Specialist	NBPA	05A	\$35.46	\$73,750
				\$37.24	\$77,451
				\$39.10	\$81,324
				\$41.06	\$85,414
3/28/2020	Police Emergency Services Coordinator	NBPA	04	\$36.67	\$76,282
				\$38.48	\$80,048
				\$40.38	\$83,986
				\$42.42	\$88,228
				\$44.57	\$92,707
				\$46.77	\$97,273
				\$49.10	\$102,121
				\$51.57	\$107,271
3/28/2020	Police Fiscal Services/Facilities Manager	NBPA	03	\$42.08	\$87,535
				\$44.19	\$91,906
				\$46.39	\$96,494
				\$48.70	\$101,298
				\$51.16	\$106,406
				\$53.72	\$111,729
				\$56.41	\$117,334
				\$59.19	\$123,112
3/28/2020	Police Information Technology Analyst	NBPA	61	\$36.84	\$76,629
				\$38.69	\$80,480

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$40.61	\$84,462
				\$42.63	\$88,661
				\$44.78	\$93,140
				\$47.01	\$97,771
				\$49.37	\$102,683
				\$51.82	\$107,790
3/28/2020	Police Information Technology Coordinator	NBPA	02A	\$43.14	\$89,721
				\$45.29	\$94,200
				\$47.57	\$98,940
				\$49.92	\$103,830
				\$52.45	\$109,089
				\$55.05	\$114,499
				\$57.80	\$120,234
				\$60.70	\$126,250
3/27/2021	Police Lieutenant	PMA	65	\$58.86	\$122,438
				\$61.82	\$128,583
				\$64.90	\$134,992
				\$68.13	\$141,712
				\$71.55	\$148,818
				\$75.12	\$156,258
				\$78.89	\$164,083
				\$82.83	\$172,292
3/28/2020	Police Mechanic I	NBPA	17	\$22.99	\$47,825
				\$24.12	\$50,162
				\$25.32	\$52,672
				\$26.60	\$55,334
				\$27.93	\$58,104
				\$29.35	\$61,047
				\$30.82	\$64,099
				\$32.34	\$67,258
3/28/2020	Police Mechanic II	NBPA	18	\$26.62	\$55,377
				\$27.95	\$58,126
				\$29.37	\$61,091
				\$30.85	\$64,164
				\$32.38	\$67,345
				\$33.99	\$70,699
				\$35.68	\$74,205
				\$37.48	\$77,949
3/28/2020	Police Mechanic, Senior	NBPA	19	\$29.37	\$61,091
				\$30.85	\$64,164
				\$32.38	\$67,345
				\$34.00	\$70,721
				\$35.68	\$74,205
				\$37.48	\$77,949
				\$39.36	\$81,865
				\$41.31	\$85,934
3/28/2020	Police Officer	NBPA	15A	\$33.82	\$70,353
				\$35.53	\$73,902
				\$37.30	\$77,580
				\$39.18	\$81,498
				\$41.14	\$85,566
				\$43.17	\$89,786
				\$47.48	\$98,766

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June 8, 2021

Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$49.86	\$103,700
				\$52.35	\$108,894
				\$54.97	\$114,347
				\$57.72	\$120,060
03/28/2020	Police Rangemaster- Armorer	NBPA	45	\$27.44	\$57,065
				\$28.80	\$59,900
				\$30.27	\$62,952
				\$31.76	\$66,068
				\$33.37	\$69,401
				\$35.01	\$72,820
				\$36.77	\$76,477
				\$38.59	\$80,264
3/28/2020	Police Recruit	NBPA	07	\$30.63	\$63,709
6/20/2020	Police Reserve P/T	PTEANB	01A	\$24.40	\$50,749
				\$25.62	\$53,286
				\$26.90	\$55,950
				\$28.24	\$58,748
				\$29.66	\$61,685
				\$31.14	\$64,770
				\$32.70	\$68,008
				\$34.33	\$71,408
3/27/2021	Police Sergeant	PMA	40	\$50.08	\$104,172
				\$52.60	\$109,405
				\$55.24	\$114,902
				\$57.99	\$120,614
				\$60.88	\$126,639
				\$63.92	\$132,951
				\$67.13	\$139,624
				\$70.46	\$146,561
3/28/2020	Police Station Officer	NBPA	52A	\$27.51	\$57,217
				\$28.88	\$60,074
				\$30.34	\$63,103
				\$31.85	\$66,241
				\$33.45	\$69,574
				\$35.12	\$73,058
				\$36.88	\$76,715
				\$38.72	\$80,545
12/19/2020	Police Support Services Administrator	K&M	28	\$71.64	\$149,003
				\$75.22	\$156,452
				\$78.98	\$164,283
				\$82.92	\$172,472
				\$87.06	\$181,091
12/19/2020	Pool Lifeguard P/T	PTEANB	80	\$14.04	\$29,201
				\$14.74	\$30,665
				\$15.47	\$32,172
				\$16.25	\$33,809
				\$17.07	\$35,500
6/19/2021	Pool Lifeguard P/T	PTEANB	80	\$14.28	\$29,712
	1.75% scheduled salary adjustment			\$15.00	\$31,202
				\$15.74	\$32,736
				\$16.54	\$34,401
				\$17.37	\$36,121
1/01/2022	Pool Lifeguard P/T	PTEANB	80	\$15.00	\$31,202

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
	<i>Scheduled minimum wage adjustment</i>			\$15.74	\$32,736
				\$16.54	\$34,401
				\$17.37	\$36,121
				\$18.23	\$37,927
6/20/2020	Pool Lifeguard, Senior P/T	PTEANB	86	\$19.35	\$40,248
				\$20.33	\$42,293
				\$21.34	\$44,383
				\$22.42	\$46,643
				\$23.57	\$49,034
6/20/2020	Pool Swim Instructor P/T	PTEANB	85A	\$15.77	\$32,797
				\$16.56	\$34,455
				\$17.39	\$36,178
				\$18.25	\$37,965
				\$19.16	\$39,860
12/19/2020	Pool Swim Instructor Trainee P/T	PTEANB	01	\$14.00	\$29,120
1/01/2022	Pool Swim Instructor Trainee P/T	PTEANB	01	\$15.00	\$31,200
	<i>Scheduled minimum wage adjustment</i>				
12/19/2020	Public Information Manager	K&M	14	\$64.96	\$135,108
				\$68.22	\$141,888
				\$71.64	\$149,003
				\$75.21	\$156,428
				\$78.95	\$164,211
12/19/2020	Public Information Specialist	K&M	07B	\$32.06	\$66,682
				\$33.65	\$70,001
				\$35.36	\$73,558
				\$37.10	\$77,164
				\$38.97	\$81,055
				\$40.92	\$85,114
				\$43.00	\$89,435
				\$45.12	\$93,852
06/19/2021	Public Works Crew Chief	LEAGUE	25	\$30.85	\$64,166
				\$32.41	\$67,404
				\$34.01	\$70,738
				\$35.69	\$74,238
				\$37.51	\$78,023
				\$39.39	\$81,928
				\$41.38	\$86,071
				\$43.44	\$90,357
12/19/2020	Public Works Director	K&M	15G	\$78.44	\$163,161
				\$98.05	\$203,939
				\$117.65	\$244,717
12/19/2020	Public Works Deputy Director, City Engineer	K&M	29A	\$86.18	\$179,253
				\$90.49	\$188,229
				\$95.01	\$197,612
				\$99.76	\$207,496
				\$104.75	\$217,882
12/19/2020	Public Works Deputy Director, Municipal Operations	K&M	17B	\$73.50	\$152,871
				\$77.13	\$160,439
				\$81.00	\$168,485
				\$85.05	\$176,913
				\$89.32	\$185,794
12/19/2020	Public Works Finance & Administrative Manager	K&M	14A	\$64.96	\$135,108
				\$68.22	\$141,888

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$71.64	\$149,003
				\$75.21	\$156,428
				\$78.95	\$164,211
12/19/2020	Public Works Inspector I	PROF/TECH	33	\$33.36	\$69,380
				\$35.01	\$72,819
				\$36.77	\$76,471
				\$38.64	\$80,363
				\$40.53	\$84,302
				\$42.56	\$88,528
				\$44.69	\$92,945
				\$46.93	\$97,624
12/19/2020	Public Works Inspector li	PROF/TECH	36A	\$35.84	\$74,538
				\$37.65	\$78,309
				\$39.53	\$82,225
				\$41.52	\$86,355
				\$43.58	\$90,653
				\$45.75	\$95,165
				\$48.04	\$99,916
				\$50.45	\$104,930
12/19/2020	Public Works Inspector, Senior	PROF/TECH	44	\$38.53	\$80,148
				\$40.45	\$84,135
				\$42.50	\$88,409
				\$44.60	\$92,778
				\$46.85	\$97,457
				\$49.14	\$102,208
				\$51.66	\$107,461
				\$54.23	\$112,809
12/19/2020	Public Works Specialist	CEA	57A	\$29.50	\$61,358
				\$30.97	\$64,414
				\$32.53	\$67,661
				\$34.14	\$71,004
				\$35.85	\$74,561
				\$37.68	\$78,381
				\$39.53	\$82,225
				\$41.54	\$86,403
06/19/2021	Public Works Supervisor	LEAGUE	55C	\$35.69	\$74,238
				\$37.51	\$78,023
				\$39.39	\$81,928
				\$41.37	\$86,047
				\$43.44	\$90,357
				\$45.59	\$94,833
				\$47.85	\$99,523
				\$50.26	\$104,547
6/20/2020	Public Works Technical Aide P/T	PTEANB	75	\$16.70	\$34,735
				\$17.58	\$36,566
				\$18.45	\$38,374
				\$19.34	\$40,226
				\$20.32	\$42,272
12/19/2020	Purchasing & Contracts Administrator	K&M	19A	\$45.28	\$94,186
				\$47.53	\$98,866
				\$49.94	\$103,880
				\$52.40	\$108,989
				\$55.05	\$114,503

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$57.79	\$120,210
				\$60.69	\$126,226
				\$63.74	\$132,577
06/19/2021	Real Property Administrator	K&M	99B	\$45.28	\$94,186
				\$47.53	\$98,866
				\$49.94	\$103,880
				\$52.40	\$108,989
				\$55.05	\$114,503
				\$57.79	\$120,210
				\$60.69	\$126,226
				\$63.74	\$132,577
12/19/2020	Records Specialist	CEA	76	\$30.34	\$63,101
				\$31.85	\$66,253
				\$33.44	\$69,547
				\$35.09	\$72,985
				\$36.86	\$76,662
				\$38.68	\$80,458
				\$40.66	\$84,564
				\$42.63	\$88,671
06/20/2020	Records Specialist P/T	PTEANB	17	\$28.06	\$58,358
				\$29.45	\$61,265
				\$30.94	\$64,345
				\$32.48	\$67,553
				\$34.10	\$70,934
				\$35.81	\$74,487
				\$37.60	\$78,213
				\$39.48	\$82,111
12/19/2020	Recreation & Senior Services Director	K&M	11D	\$74.21	\$154,351
				\$92.76	\$192,933
				\$111.31	\$231,515
12/19/2020	Recreation & Senior Services Deputy Director	K&M	15	\$69.94	\$145,469
				\$73.44	\$152,751
				\$77.10	\$160,367
				\$80.96	\$168,389
				\$85.01	\$176,817
6/19/2021	Recreation & Senior Services Manager	K&M	05A	\$52.00	\$108,153
				\$54.59	\$113,549
				\$57.35	\$119,279
				\$60.23	\$125,272
				\$63.21	\$131,479
12/19/2020	Recreation Coordinator	CEA	05A	\$28.05	\$58,350
				\$29.46	\$61,287
				\$30.92	\$64,319
				\$32.51	\$67,614
				\$34.11	\$70,956
				\$35.82	\$74,514
				\$37.64	\$78,285
				\$39.47	\$82,105
6/20/2020	Recreation Coordinator P/T	PTEANB	56	\$27.28	\$56,752
				\$28.66	\$59,608
				\$30.08	\$62,557
				\$31.62	\$65,762
				\$33.18	\$69,013

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$34.84	\$72,473
				\$36.61	\$76,141
				\$38.39	\$79,857
12/19/2020	Recreation Coordinator, Assistant	CEA	07A	\$23.05	\$47,941
				\$24.20	\$50,328
				\$25.41	\$52,859
				\$26.66	\$55,461
				\$28.02	\$58,279
				\$29.42	\$61,191
				\$30.90	\$64,271
				\$32.44	\$67,470
6/20/2020	Recreation Coordinator, Assistant P/T	PTEANB	06	\$21.32	\$44,339
				\$22.38	\$46,557
				\$23.51	\$48,904
				\$24.68	\$51,338
				\$25.91	\$53,901
				\$27.20	\$56,571
				\$28.56	\$59,413
				\$29.97	\$62,342
12/19/2020	Recreation Leader P/T	PTEANB	45	\$14.45	\$30,062
				\$15.14	\$31,483
				\$15.92	\$33,120
				\$16.72	\$34,776
				\$17.56	\$36,515
06/19/2021	Recreation Leader P/T	PTEANB	45	\$14.71	\$30,588
	<i>1.75% scheduled salary adjustment</i>			\$15.40	\$32,034
				\$16.20	\$33,700
				\$17.01	\$35,385
				\$17.86	\$37,154
01/01/2022	Recreation Leader P/T	PTEANB	45	\$15.40	\$32,034
	<i>Scheduled minimum wage adjustment</i>			\$16.20	\$33,700
				\$17.01	\$35,385
				\$17.86	\$37,154
				\$18.76	\$39,012
06/20/2020	Recreation Leader, Senior P/T	PTEANB	55A	\$16.70	\$34,735
				\$17.58	\$36,566
				\$18.45	\$38,374
				\$19.34	\$40,226
				\$20.32	\$42,272
12/19/2020	Recreation Supervisor	CEA	04	\$32.79	\$68,203
				\$34.44	\$71,645
				\$36.15	\$75,188
				\$37.95	\$78,933
				\$39.87	\$82,932
				\$41.84	\$87,032
				\$43.97	\$91,461
				\$46.16	\$96,016
6/20/2020	Recreation Supervisor P/T	PTEANB	04A	\$31.19	\$64,883
				\$32.77	\$68,156
				\$36.10	\$75,090
				\$37.92	\$78,880
				\$39.80	\$82,778
				\$41.83	\$86,999

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$43.91	\$91,327
12/19/2020	Revenue Auditor	PROF/TECH	59	\$36.29	\$75,492
				\$38.15	\$79,360
				\$40.04	\$83,275
				\$42.00	\$87,358
				\$44.12	\$91,775
				\$46.35	\$96,406
				\$48.65	\$101,182
				\$51.08	\$106,243
12/19/2020	Revenue Manager	K&M	16D	\$68.23	\$141,912
				\$71.65	\$149,027
				\$75.23	\$156,476
				\$78.99	\$164,307
				\$82.91	\$172,448
6/20/2020	Review Officer P/T	PTEANB	95	\$33.60	\$69,879
				\$35.26	\$73,346
				\$37.02	\$77,007
				\$38.89	\$80,883
12/19/2020	Senior Services Shuttle Driver	LEAGUE	10	\$21.93	\$45,619
				\$23.00	\$47,833
				\$24.20	\$50,333
				\$25.40	\$52,833
				\$26.65	\$55,428
				\$27.98	\$58,190
				\$29.38	\$61,119
06/20/2020	Senior Services Shuttle Driver P/T	PTEANB	05D	\$20.64	\$42,940
				\$21.64	\$45,007
				\$22.78	\$47,376
				\$23.91	\$49,723
				\$25.11	\$52,221
				\$26.33	\$54,762
				\$27.65	\$57,518
				\$29.07	\$60,468
12/19/2020	Storm Drain/Street Sweeping Crew Chief	LEAGUE	25E	\$30.85	\$64,166
				\$32.41	\$67,404
				\$34.01	\$70,738
				\$35.69	\$74,238
				\$37.51	\$78,023
				\$39.39	\$81,928
				\$41.38	\$86,071
				\$43.44	\$90,357
12/19/2020	Storm Drain/Street Sweeping Supervisor	LEAGUE	55F	\$35.69	\$74,238
				\$37.51	\$78,023
				\$39.39	\$81,928
				\$41.37	\$86,047
				\$43.44	\$90,357
				\$45.59	\$94,833
				\$47.85	\$99,523
				\$50.26	\$104,547
12/19/2020	Student Aide P/T	PTEANB	70B	\$14.35	\$29,847
				\$15.06	\$31,333
				\$15.81	\$32,883
				\$16.60	\$34,519

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$17.43	\$36,246
				\$18.30	\$38,058
6/19/2021	Student Aide P/T	PTEANB	70B	\$14.60	\$30,369
	<i>1.75% scheduled salary adjustment</i>			\$15.33	\$31,881
				\$16.09	\$33,458
				\$16.89	\$35,123
				\$17.73	\$36,880
				\$18.62	\$38,724
1/01/2022	Student Aide P/T	PTEANB	70B	\$15.33	\$31,881
	<i>Scheduled minimum wage adjustment</i>			\$16.09	\$33,458
				\$16.39	\$35,123
				\$17.73	\$36,880
				\$18.62	\$38,724
				\$19.55	\$40,660
6/19/2021	Superintendent	K&M	10C	\$58.84	\$122,383
				\$61.76	\$128,471
				\$64.88	\$134,941
				\$68.12	\$141,697
				\$71.53	\$148,788
6/20/2020	Support Services Aide P/T	PTEANB	50B	\$21.67	\$45,072
				\$22.77	\$47,354
				\$23.88	\$49,680
				\$25.11	\$52,221
				\$26.34	\$54,784
				\$27.65	\$57,518
				\$29.05	\$60,426
				\$30.48	\$63,397
12/19/2020	Systems And Administration Manager	K&M	07A	\$55.05	\$114,503
				\$57.79	\$120,210
				\$60.69	\$126,226
				\$63.72	\$132,529
				\$66.92	\$139,190
12/19/2020	Traffic Engineer Technician	PROF/TECH	37A	\$33.40	\$69,476
				\$35.05	\$72,914
				\$36.80	\$76,543
				\$38.66	\$80,411
				\$40.63	\$84,517
				\$44.78	\$93,136
				\$47.02	\$97,791
12/19/2020	Traffic Engineer Technician, Senior	PROF/TECH	48	\$35.07	\$72,938
				\$36.83	\$76,614
				\$38.68	\$80,458
				\$40.62	\$84,493
				\$42.63	\$88,671
				\$44.78	\$93,136
				\$47.02	\$97,791
				\$49.37	\$102,686
12/19/2020	Utilities Crew Chief	LEAGUE	25G	\$30.85	\$64,166
				\$32.41	\$67,404
				\$34.01	\$70,738
				\$35.69	\$74,238
				\$37.51	\$78,023
				\$39.39	\$81,928

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Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$41.38	\$86,071
				\$43.44	\$90,357
12/19/2020	Utilities Director	K&M	11F	\$74.21	\$154,351
				\$92.76	\$192,933
				\$111.31	\$231,515
12/19/2020	Utilities Scada Coordinator	LEAGUE	03	\$33.08	\$68,809
				\$34.74	\$72,262
				\$36.48	\$75,880
				\$38.28	\$79,619
				\$40.24	\$83,690
				\$42.23	\$87,833
				\$44.36	\$92,261
				\$46.57	\$96,857
12/19/2020	Utilities Specialist	LEAGUE	60	\$25.57	\$53,190
				\$26.87	\$55,881
				\$28.19	\$58,642
				\$29.60	\$61,571
				\$31.07	\$64,619
				\$34.27	\$71,285
				\$35.99	\$74,857
06/20/2020	Utilities Specialist P/T	PTEANB	60	\$24.98	\$51,963
				\$26.25	\$54,591
				\$27.54	\$57,289
				\$28.92	\$60,150
				\$30.35	\$63,127
				\$31.92	\$66,384
				\$33.48	\$69,640
				\$35.16	\$73,129
12/19/2020	Utilities Specialist, Senior	LEAGUE	01	\$27.48	\$57,166
				\$28.87	\$60,047
				\$30.31	\$63,047
				\$31.82	\$66,190
				\$33.42	\$69,523
				\$35.10	\$72,999
				\$36.85	\$76,642
				\$38.68	\$80,452
12/19/2020	Utilities Supervisor	LEAGUE	55	\$35.69	\$74,238
				\$37.51	\$78,023
				\$39.39	\$81,928
				\$41.37	\$86,047
				\$43.44	\$90,357
				\$45.59	\$94,833
				\$47.85	\$99,523
				\$50.26	\$104,547
12/19/2020	Water Conservation Coordinator	PROF/TECH	40	\$37.38	\$77,761
				\$39.26	\$81,652
				\$41.20	\$85,687
				\$43.25	\$89,960
				\$45.45	\$94,545
				\$47.70	\$99,224
				\$50.07	\$104,142
				\$52.63	\$109,466
12/19/2020	Water Production Operator	LEAGUE	26	\$32.41	\$67,404

Proposed City of Newport Beach Citywide Salary Schedule

approved by the governing body

June 8, 2021

Effective Date	Position Title	Emp Grp	Grade	Hourly Rate ¹	Annual Rate ²
				\$34.01	\$70,738
				\$35.69	\$74,238
				\$37.51	\$78,023
				\$39.39	\$81,928
				\$41.37	\$86,047
				\$43.44	\$90,357
				\$45.59	\$94,833
12/19/2020	Water Production Supervisor	LEAGUE	65B	\$37.51	\$78,023
				\$39.39	\$81,928
				\$41.37	\$86,047
				\$43.44	\$90,357
				\$45.59	\$94,833
				\$47.85	\$99,523
				\$50.26	\$104,547
				\$52.78	\$109,785
12/19/2020	Water Quality Coordinator	LEAGUE	55B	\$35.69	\$74,238
				\$37.51	\$78,023
				\$39.39	\$81,928
				\$41.37	\$86,047
				\$43.44	\$90,357
				\$45.59	\$94,833
				\$47.85	\$99,523
				\$50.26	\$104,547

¹Hourly rates rounded to nearest hundredths from ten thousandths.

²Annual rates are rounded to the nearest dollar.

³The Lifeguard Cadet pay rate is tied to the Lifeguard Trainee pay rate. Trainee updates with the minimum wage and Cadet receives \$2.00 more per hour.

Note: Not all part-time positions or employees are represented.

*Y-Rated 10/27/2018 from Harbor Resources Manager

MINIMUM WAGE ADJUSTMENTS

Adjustments will be applied to all positions affected by the State of California's minimum wage laws. The minimum wage is scheduled to increase January 1, 2022 to \$15 per hour at which time the pay rates for the following positions will be adjusted accordingly.

GIS Technical Aide: This is an eight-step position. Following the 1.75% salary adjustment on 6/19/2021, Step 1 will be eliminated, rendering Step 2 (\$15.16) the minimum step in the salary range effective 1/1/2022. One additional step will be added as Step 8 at 5% higher than Step 7. New range \$15.16 - \$21.31.

Library Page: This is a six-step position. Following the 1.75% salary adjustment on 6/19/2021, Step 1 will be eliminated, rendering Step 2 (\$15.33) the minimum step in the salary range effective 1/1/2022. One additional step will be added as Step 6 at 5% higher than Step 5. New range \$15.33 - \$19.52.

Ocean Lifeguard Trainee: This is a one-step position set at the minimum wage. Therefore, it will be scheduled to adjust from \$14.00 per hour to \$15.00 per hour effective 1/1/2022.

Ocean Lifeguard Cadet: This position receives \$2.00 more per hour than the Ocean Lifeguard Trainee position. As such, when the Ocean Lifeguard Trainee adjusts to \$15.00 per hour effective 1/1/2022, this one-step position will change to \$17.00 per hour.

Maintenance Aide: This is a five-step position. Following the 1.75% salary adjustment on 6/19/2021, Step 1 will be eliminated, rendering Step 2 (\$15.00) the minimum step in the salary range effective 1/1/2022. One additional step will be added as Step 5 at 5% higher than Step 4. New range \$15.00 - \$18.23.

Police Cadet: This is a five-step position. Following the 1.75% salary adjustment on 6/19/2021, Step 1 will be eliminated, rendering Step 2 (\$15.26) the minimum step in the salary range. One additional step will be added as Step 5 at 5% higher than Step 4. New range \$15.26 - \$18.55.

Pool Lifeguard: This is a five-step position. Following the 1.75% salary adjustment on 6/19/2021, Step 1 will be eliminated, rendering Step 2 (\$15.00) the minimum step in the salary range effective 1/1/2022. One additional step will be added as Step 5 at 5% higher than Step 4. New range \$15.00 - \$18.23.

Pool Swim Instructor Trainee: This is a one-step position set at the minimum wage. Therefore, it will be scheduled to adjust from \$14.00 per hour to \$15.00 per hour effective 1/1/2022.

Recreation Leader: This is a five-step position. Following the 1.75% salary adjustment on 6/19/2021, Step 1 will be eliminated, rendering Step 2 (\$15.40) the minimum step in the salary range effective 1/1/2022. One additional step will be added as Step 5 at 5% higher than Step 4. New range \$15.40 - \$18.76.

Student Aide: This is a six-step position. Step 1 will be eliminated, rendering Step 2 (\$15.06) the minimum step in the salary range. One additional step will be added as Step 6, with a 5% differential from Step 5. New range \$15.06 - \$19.22.