

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF NEWPORT BEACH
AND
THE PART TIME EMPLOYEES ASSOCIATION OF
NEWPORT BEACH



January 1, 2022 through December 31, 2025

**MEMORANDUM OF UNDERSTANDING
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**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF NEWPORT BEACH AND
THE PART TIME EMPLOYEES ASSOCIATION OF NEWPORT BEACH**

This MEMORANDUM OF UNDERSTANDING (hereinafter referred to as "MOU") is entered into with reference to the following:

PREAMBLE

1. The Part Time Employees Association of Newport Beach ("PTEANB" or "Association"), a recognized employee organization, and the City of Newport Beach ("City"), a municipal corporation and charter city, have been meeting and conferring, in good faith, with respect to wages, hours, fringe benefits and other terms and conditions of employment.
2. PTEANB representatives and City representatives have reached an agreement as to wages, hours and other terms and conditions of employment as provided in this Memorandum of Understanding (MOU) for the period from January 1, 2022 through December 31, 2025.
3. This MOU, upon approval by PTEANB and the Newport Beach City Council, represents the total and complete understanding and agreement between the parties regarding all matters within the scope of representation. Except as limited herein, the City retains all management rights as set forth in the Meyers-Milias-Brown Act and Resolution No. 2001-50.

SECTION 1. – General Provisions

A. **Recognition**

In accordance with the provisions of the Charter of the City of Newport Beach, the Meyers-Milias-Brown Act of the State of California and the provisions of the Employer-Employee Relations Resolution No. 2001-50, the City acknowledges that PTEANB is the majority representative for the purpose of meeting and conferring regarding wages, hours and other terms and conditions of employment for part-time employees in those classifications specified in Exhibit "A" and meeting the following recognition requirements.

1. Recognition will continue for all employees recognized as of date of adoption of this MOU; thereafter, employees will become eligible for recognition after working a cumulative total of 1,000 hours in any fiscal year.
2. Recognition for unit membership may also occur whenever the City determines it is mandated by State or Federal law to provide Minimum Essential Coverage, as defined by the Federal Affordable Care Act.

3. Once eligible for recognition, employees remain covered under the MOU regardless of the number of hours subsequently worked.

B. Duration of Memorandum

Except as specifically provided otherwise, any ordinance, resolution or action of the City Council necessary to implement this MOU shall be considered effective as of January 1, 2022. This MOU shall remain in full force and effect until December 31, 2025, and the terms and conditions of this MOU shall continue after the date of expiration of this MOU in the event the parties have not yet agreed upon a successor MOU.

The provisions of this MOU shall prevail over conflicting provisions of the Newport Beach City Charter, the ordinances, resolutions and policies of the City of Newport Beach, and Federal and State statutes, rules and regulations which either specifically provide that agreements such as this prevail, confer rights which may be waived by any collective bargaining agreement, or are, pursuant to decisional or statutory law, superseded by the provisions of an agreement similar to this MOU.

C. Employee Data and Access

As required by law, the City shall provide PTEANB a regular list of all unit members including name, department, and job title.

D. Modifications

Any agreement, alteration, understanding, variation, or waiver or modification of any of the terms or provisions of this MOU shall not be binding upon the parties unless contained in a written document executed by authorized representatives of the parties.

E. Subcontracting

As provided in the Employer-Employee Relations Resolution No. 2001-50, the City shall determine the manner in which City services are to be provided, including whether the City should provide services directly or contract out work, including work that is currently being performed by Association members. In the event the City introduces a plan to outsource services to achieve greater efficiency and/or cost savings, and upon request by the Association, the City shall meet and confer with Association representatives to discuss the impact of the City's decision to contract out work, prior to contracting out such services. The City shall retain sole authority to decide whether or not to contract out work, including work that is currently being performed by Association members. This provision shall not limit the City's authority to enter into such an agreement for any City services.

F. Savings

Should any part of this MOU be rendered or declared illegal or invalid by legislation, decree of court of competent jurisdiction or other established governmental administrative tribunal, such invalidation shall not affect the remaining portions of this MOU.

SECTION 2. – Compensation

A. Pay for Time Worked

1. Salary Adjustments

Effective the pay period *following January 1, 2022*, base salaries will be increased by 1%

Effective the pay period *following January 1, 2023*, employee base salaries will be increased by 1.5%

Effective the pay period *following January 1, 2024*, employee base salaries will be increased by 2%

Effective the pay period following January 1, 2025, employee base salaries will be increased by 2%

Notwithstanding the above adjustments, the top step pay rate of Police Reserve Officer shall be, at a minimum, equal to Step 1 of Police Officer.

2. Compensation for Overtime - Normal Overtime

- a. Advanced Approval - Employees must have advanced approval from their supervisor to work overtime.
- b. FLSA Overtime - Overtime earned for actual work hours in excess of 40 in the employee's defined FLSA workweek.
- c. Contract Overtime – Overtime earned for an employee whose hours paid in their defined FLSA workweek exceeds 40. For purposes of calculating hours paid for contract overtime, Leave does not count as hours worked for purposes of calculating or earning overtime.
- d. Rate at Which Overtime is Calculated – Both FLSA and Contract Overtime (paid at time and one half – 1.5) shall be calculated at the regular rate of pay, except that the rate at which Contract Overtime is calculated shall not include the City's Cafeteria Plan Allowance, the opt-out Cafeteria Plan Allowance, or any cash back an employee

may receive from the Cafeteria Plan Allowance by choosing benefits which cost less than the Allowance.

- e. Workweek for Purposes of Calculating Overtime – Employees workweek shall begin on Saturday at 12:00 a.m. and will end exactly 168 hours later the following Friday at 11:59 p.m.
- f. Reporting Time – The City calculates overtime in tenths of an hour. An employee who works in excess of three minutes of the next tenth should round up to the next tenth and if the employee works three minutes or less of the next tenth should round down. For example, if an employee whose normal work schedule ends at 5:00 p.m. works until 5:03 p.m. he/she should round down and not report the additional three minutes. However, if the employee works until 5:04 p.m., he/she should report an additional tenth of an hour of time worked.

3. Minimum Wage Adjustment

Salary ranges of positions that fall below the State minimum wage due to increases in the State minimum wage rate will be adjusted to ensure that employees are earning at least the State minimum wage.

4. Assignment Pay

Night Shift Differential:

Police Department Staff: Unit members assigned to the Police Department shall be eligible for Night Shift Differential of \$1.50 per hour, payable for each regularly scheduled hour worked between 6:00 p.m. and 6:00 a.m.

Library Staff: Unit members assigned to the Library Department shall be eligible for Night Shift Differential of \$1.00 per hour, payable for each regularly scheduled hour worked after 5:00 p.m. and for all hours of shifts worked on Sundays.

Overtime worked either as an extension of an assigned shift or scheduled as an overtime shift shall not qualify the employee for Night Shift Differential. To qualify for the the differential, the hours worked have to be part of the employee's regularly assigned schedule.

The parties agree that to the extent permitted by law, the shift differential pay in this section is special compensation and shall be reported to CalPERS as such pursuant to Title 2 CCR, Section 571(a)(4) Shift Differential Pay.

Matron Pay: Female Police Department employees assigned matron duties

shall receive one (1) hour straight time pay for each shift matron duties are performed. The employee must work a minimum shift of eight (8) hours to be eligible.

Bilingual Pay: Employees certified as bilingual (Spanish) shall be eligible to receive seventy-five cents (\$0.75) per hour in bilingual pay. The certification process will confirm the employee is fluent at the appropriate conversational level in speaking Spanish. Employees certified shall receive bilingual pay the first full pay period following certification. Additional languages may be considered upon Department Director determination of the benefit to the City and upon approval by the Human Resources Director.

The parties agree that to the extent permitted by law, the Bilingual pay in this section is special compensation and shall be reported to CalPERS as such pursuant to Title 2 CCR, Section 571(a)(4) Bilingual Premium.

SECTION 3. – Fringe Benefits

A. Cafeteria Plan

The City has implemented an IRS qualified Cafeteria Plan. Employees shall have the option of allocating Cafeteria Plan contributions towards the City's existing medical insurance as program rules allow. Employees shall be allowed to change coverages in accordance with plan rules and during regular open enrollment periods. For employees enrolled in medical plans, the cafeteria amount is inclusive of each year's statutory minimum CalPERS medical insurance contribution. Employees waiving medical coverage and eligible for opt-out benefits described below must provide proof of minimum essential coverage ("MEC") through another source (other than coverage in the individual market, whether or not obtained through Covered California).

An employee who enters the unit, whether as a new employee or as an employee coming from a full time unit, shall have the most recent date he/she enters the unit be the date which dictates the employee's cafeteria benefit amount.

Cafeteria Plan – 3 Benefit Tiers

Effective January 1, 2017, the City adopted a three (3) Tiered Cafeteria benefit structure. Tier eligibility is based on the date of enrollment into the PTEANB and health coverage requirements set forth by the Federal Affordable Care Act (hereinafter referred to as "the Act".)

TIER 1

Criteria: Tier 1 benefits are available to unit members to whom the City must offer affordable health coverage as required by the Act. Under the Act's current definition, eligible unit members in this group work an average of 30 hours or more per week as determined by the City's look-back measurement method for determining employee eligibility for health coverage. Unit members found to be eligible using the look-back measurement will be offered Tier 1 benefits the following January. Eligibility may also occur when otherwise mandated under the Act.

Each year, in order to meet Minimum Essential Coverage (MEC) guidelines as established by the Act, the City shall identify the portion of the cafeteria benefit that is allocated to medical-only coverage. The remaining portion of the cafeteria benefit may be used toward the purchase of additional medical coverage or be payable to the employee as taxable cash back. For example, in 2022, the MEC is \$485 per month and the City would identify \$485 per month to medical-only coverage. *Tier 1 – Group A* employees enrolled in medical plans would be eligible to receive \$485 towards medical-only and \$290 for the purchase of additional medical coverage or payable as taxable cash back. The amounts allocated to medical-only versus other benefits/cash back may adjust annually in order for the City to meet its obligation to meet MEC requirements.

Tier 1 - Group A: This benefit level applies to employees who first enrolled as PTEANB members prior to July 1, 2014 and work 30 hours or more per week. The City shall provide a cafeteria benefit of \$775 per month toward medical benefits for these members. Tier 1 employees who have waived medical coverage and have been receiving an "opt out" benefit of \$263.40 per month are grandfathered. No additional employees will be provided this "opt out" benefit.

Tier 1 - Group B: This benefit level applies to employees who first enrolled as PTEANB members on or after July 1, 2014 and work 30 hours or more per week. The City shall provide this group a cafeteria benefit of \$650 per month toward medical benefits. This amount is allocated to medical benefits only to meet the MEC. No portion of the cafeteria benefit is payable to the employee as taxable cash back. There is no "opt out" cash benefit for eligible unit members who waive coverage. Should the Minimum Essential Coverage exceed \$650 per month, the City shall adjust the monthly benefit to comply with the MEC threshold.

TIER 2

Criteria: Tier 2 benefits are available to employees who first enrolled as PTEANB members prior to July 1, 2016 and to whom the City is not required by the Act to offer affordable health coverage. In accordance with the Act's current definition, unit members in Tier 2 work an average of less than 30 hours per week as determined by the City's look-back measurement method for determining employee eligibility for health coverage.

Tier 2 - Group A: For Tier 2 unit members who are enrolled in a City medical plan, the City provides a cafeteria benefit of \$4.25 per hour for each hour worked, to a maximum of 60 hours per pay period. Use of paid leave shall be considered as time worked for the purpose of continuing the \$4.25 per hour benefit.

Tier 2 - Group B: (1) Tier 2 employees who first enrolled as PTEANB members prior to July 1, 2014 and who waive medical coverage, shall receive from the City an "opt out" cafeteria benefit of \$3.25 per hour worked, to a maximum of 60 hours per pay period. Paid leave shall not be considered as time worked for the purpose of continuing the \$3.25 per hour benefit. (2) There is no "opt out" benefit for employees who waive medical coverage and who became PTEANB members on or after July 1, 2014.

TIER 3

Tier 3 applies to employees who first enrolled as PTEANB members on or after July 1, 2016 and to whom the City is not required by the Act to offer affordable health coverage. In accordance with the Act's current definition, unit members in Tier 3 work an average of less than 30 hours per week as determined by the City's look-back measurement method for determining employee eligibility for health coverage. Unit members in Tier 3 do not receive any cafeteria benefit.

B. Healthcare Reform

The parties recognize that certain State and Federal laws, programs, and regulations, including the Affordable Care Act, may impact future medical plan offerings. Either party may request to reopen discussions regarding medical insurance for the purpose of discussing alternative approaches and proposals to providing healthcare coverage. In addition, should State or Federal laws concerning taxation of healthcare benefits change, the parties agree to meet and discuss the impact of such change.

C. Flex Leave

Members accrue flex leave in lieu of vacation and sick leave. Employees accrue Flex Leave at the rate of .06 hours for each hour worked. The maximum allowable balance for Flex Leave is one hundred (100) hours. Once an employee reaches the maximum allowable balance, Flex Leave will stop accruing until the employee's balance falls below 100 hours.

D. Leave Sellback

Employees have the option of converting accrued Flex Leave to cash on an hour for hour basis subject to the following: On or before the pay period which includes December 15 (starting on December 15, 2019) of each calendar year, an employee may make an irrevocable election to cash out accrued flex leave which will be

earned in the following calendar year. The employee can elect to receive the cash out in the pay period which includes June 30 and/or the pay period which includes December 15 for those Flex Leave benefits that have been earned during that portion of the year.

E. Jury Duty

PTEANB employees legally required to serve as a juror, and who provide appropriate documentation, shall be eligible for leave with pay for jury service occurring during the employee's regularly scheduled shift, and as provided in the City of Newport Beach Employee Policy Manual. Employees will be paid for the hours they would have been regularly scheduled to work during those days when they were required to be on jury duty.

F. Retirement Benefit

1. PERS Retirement

The City contracts with the California Public Employees Retirement System (PERS) to provide retirement benefits for its Miscellaneous employees. Pursuant to prior agreements and state mandated reform, the City has implemented first, second and third tier retirement benefits:

Tier 1: For employees hired by the City and enrolled in PERS on or before November 23, 2012, the retirement formula shall be the 2.5%@55 calculated on the basis of the single highest year.

Tier 2: For employees first hired by the City and enrolled in PERS between November 24 and December 31, 2012, or hired on or after January 1, 2013 and are current classic members of the retirement system, as defined in the Public Employees Pension Reform Act ("PEPRA"), the retirement formula shall be 2%@60 calculated on the average 36 highest months' salary.

Tier 3: For employees first eligible for the PERS benefit on or after January 1, 2013, and who do not meet the Tier 2 criteria because they are new members as defined by the PEPRA, the retirement formula shall be 2%@62 calculated on the average 36 highest months' salary.

2. Employee Contributions

PTEANB employees will continue to pay the statutory normal member contribution for all Tiers. Employee retirement contributions referenced below that are in addition to the normal PERS Member Contribution will be made on a pre-tax basis through payroll deduction, to the extent allowable by the government tax code. It is recognized that these payments will not be reported to PERS as contributions toward either the member or employer rate, as provided under GC Section 20516(f).

Tier 1 Employees: Tier 1 Employees shall pay their eight percent (8%) (compensation earnable) member contribution, 2.42% compensation earnable (as cost sharing) per Government Code section 20516(a) and 2.58% compensation earnable (as cost sharing) per Government Code section 20516(f).

Tier 2 Employees: Tier 2 employees shall pay their seven percent (7%) (Compensation earnable) member contribution and six percent (6%) of compensation earnable as cost sharing per Government Code section 20516(f).

Tier 3 Employees: The minimum statutory employee contribution for employees in Tier 3 is subject to the provisions of the (PEPRA) and equals 50% of the "total normal cost".

Tier 3 employees shall make an additional contribution of pensionable compensation toward retirement pursuant to Government Code Section 20516(f), for a total employee contribution of 13% of pensionable compensation.

The City contracts with PERS for the 4th Level 1959 Survivors Insurance Benefit, \$500 Lump Sum Death Benefit, Sick Leave Credit, Military Service Credit, 2% Cost of Living Adjustment and the pre-retirement option settlement 2 death benefit (Section 21548).

Employees in the classifications Police Cadet and Police Reserve Officer are excluded from membership in PERS, as provided in the contract between the City of Newport Beach and the Board of Administration of the Public Employees' Retirement System.

3. PARS Retirement

PTEANB employees not enrolled in the PERS retirement system will participate in the Public Agency Retirement Services (PARS) program. The City will make a matching 3.75% contribution to PARS on behalf of the employees.

G. Other Benefits Not Provided

No other fringe benefits are provided to employees in the Part Time Unit.

SECTION 4. - Miscellaneous.

A. Direct Deposit

All employees shall participate in the payroll direct deposit system.

B. Recreation Department Step Adjustment

Unit members in the classification Recreation Leader, Senior Recreation Leader, Pool Lifeguard, Senior Pool Lifeguard, Senior Services Van Driver, Marine Naturalist Interpreter, and Park Patrol Officer, or comparable classifications as amended, may be eligible for salary step increases upon meeting the following criteria: 365 days have passed since the last salary step increase; employee has worked a minimum of 125 hours in the classification within the preceding 365 days; and the employee is rated as "Contributor" or greater on his or her most recent performance evaluation. Additional salary steps must remain in the range in order to receive the adjustment.

C. Telecommuting Program

The City agrees to pilot a telecommuting program with unit members. Subject to supervisory approval, eligible employees will qualify for an annual telecommuting bank of hours equal to the number of hours they typically work in a pay period. Example: An employee who is regularly scheduled to work 32 hours per pay period would be eligible for 32 hours of telecommuting per calendar year, subject to supervisory approval. While unit members are invited to participate in policy formation, the terms and conditions are subject to management approval before the program will be implemented. Additionally, the provisions of the policy shall not trigger any right of grievance or appeal. This will be a pilot program which shall terminate upon the expiration of this MOU. Once approved, a copy of the policy governing this program will be attached as an addendum to this MOU.

Signatures on the following page

Executed this 8 day of MARCH, 2022:

**PART TIME EMPLOYEES ASSOCIATION OF NEWPORT
BEACH**

By: Mary Craig
Mary Craig, President

CITY OF NEWPORT BEACH

By: [Signature]
Kevin Muldoon, Mayor

APPROVED AS TO FORM

By: Aaron C. Harp
Aaron Harp, City Attorney

ATTEST:

By: Leilani Brown
Leilani Brown, City Clerk



EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1% salary range adjustment, effective the pay period following January 1, 2022

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/15/2022	ASSISTANT, ADMINISTRATIVE P/T	05E	1	\$29.50	\$61,368
			2	\$30.97	\$64,421
			3	\$32.51	\$67,630
			4	\$34.17	\$71,082
			5	\$35.82	\$74,513
			6	\$37.65	\$78,319
			7	\$39.54	\$82,236
			8	\$41.54	\$86,397
01/15/2022	ASSISTANT, DEPARTMENT P/T	55	1	\$23.13	\$48,111
			2	\$24.30	\$50,546
			3	\$25.51	\$53,069
			4	\$26.79	\$55,725
			5	\$28.13	\$58,512
			6	\$29.54	\$61,434
			7	\$31.01	\$64,510
			8	\$32.56	\$67,719
01/15/2022	ASSISTANT, OFFICE P/T	15	1	\$19.75	\$41,074
			2	\$20.79	\$43,243
			3	\$21.82	\$45,389
			4	\$22.90	\$47,624
			5	\$24.05	\$50,015
			6	\$25.25	\$52,515
			7	\$26.51	\$55,149
			8	\$27.85	\$57,937
01/15/2022	BUILDING INSPECTOR II P/T	36	1	\$35.56	\$73,960
			2	\$37.36	\$77,700
			3	\$39.22	\$81,572
			4	\$41.20	\$85,689
			5	\$43.24	\$89,938
			6	\$45.40	\$94,430
			7	\$47.67	\$99,144
			8	\$50.05	\$104,101
01/15/2022	BUILDING INSPECTOR, PRINCIPAL P/T (limited)	37	1	\$58.86	\$122,420
01/15/2022	CITY CLERK, ASSISTANT P/T	03	1	\$33.59	\$69,866
			2	\$35.29	\$73,406
			3	\$37.06	\$77,080
			4	\$38.91	\$80,931
			5	\$40.87	\$85,003
			6	\$42.91	\$89,252
			7	\$45.06	\$93,722

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EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			8	\$47.32	\$98,436
01/15/2022	CIVIL ENGINEER, SENIOR P/T (limited)	47	1	\$71.63	\$148,988
01/15/2022	CODE ENFORCEMENT OFFICER I P/T	23	1	\$27.34	\$56,875
			2	\$28.72	\$59,730
			3	\$30.15	\$62,717
			4	\$31.67	\$65,882
			5	\$33.25	\$69,157
			6	\$34.93	\$72,654
			7	\$36.65	\$76,239
			8	\$38.48	\$80,045
01/15/2022	CODE ENFORCEMENT OFFICER TRAINEE P/T	14	1	\$23.24	\$48,333
			2	\$24.39	\$50,723
			3	\$25.61	\$53,268
			4	\$26.89	\$55,923
			5	\$28.24	\$58,734
			6	\$29.64	\$61,655
			7	\$31.13	\$64,753
			8	\$32.68	\$67,984
01/15/2022	CRIME ANALYST, SENIOR P/T	03A	1	\$32.66	\$67,940
			2	\$34.30	\$71,348
			3	\$36.03	\$74,934
			4	\$37.82	\$78,673
			5	\$39.71	\$82,590
			6	\$41.70	\$86,728
			7	\$43.78	\$91,066
			8	\$45.97	\$95,625
01/15/2022	CRIME PREVENTION SPECIALIST P/T	12	1	\$30.75	\$63,957
			2	\$32.28	\$67,143
			3	\$33.90	\$70,507
			4	\$35.59	\$74,026
			5	\$37.38	\$77,744
			6	\$39.25	\$81,639
			7	\$41.21	\$85,711
			8	\$43.27	\$90,004
01/15/2022	CUSTODY OFFICER P/T	02	1	\$28.15	\$58,557
			2	\$29.56	\$61,478
			3	\$31.04	\$64,554
			4	\$32.60	\$67,807
			5	\$34.23	\$71,193
			6	\$35.93	\$74,734

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1% salary range adjustment, effective the pay period following January 1, 2022

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/15/2022	ENGINEER, ASSOCIATE P/T	85B	7	\$37.74	\$78,496
			8	\$39.62	\$82,413
			1	\$42.26	\$87,902
			2	\$44.41	\$92,372
			3	\$46.61	\$96,953
			4	\$48.97	\$101,866
			5	\$51.39	\$106,890
			6	\$53.96	\$112,245
01/15/2022	ENGINEER, JUNIOR P/T	54A	7	\$56.87	\$118,287
			8	\$59.51	\$123,775
			1	\$38.02	\$79,072
			2	\$39.91	\$83,011
			3	\$41.91	\$87,171
			4	\$44.01	\$91,531
			5	\$46.21	\$96,112
			6	\$48.52	\$100,915
01/15/2022	FACILITIES MAINTENANCE WORKER II P/T	50A	7	\$50.94	\$105,960
			8	\$53.49	\$111,249
			1	\$22.27	\$46,319
			2	\$23.40	\$48,664
			3	\$24.55	\$51,055
			4	\$25.80	\$53,666
			5	\$27.07	\$56,300
			6	\$28.42	\$59,110
01/15/2022	FISCAL CLERK P/T	30	7	\$29.85	\$62,098
			8	\$31.32	\$65,152
			1	\$20.86	\$43,398
			2	\$21.91	\$45,566
			3	\$23.03	\$47,912
			4	\$24.16	\$50,258
			5	\$25.38	\$52,781
			6	\$26.64	\$55,415
01/15/2022	FISCAL CLERK, SENIOR P/T	65	7	\$27.95	\$58,137
			8	\$29.35	\$61,058
			1	\$24.29	\$50,523
			2	\$25.47	\$52,980
			3	\$26.74	\$55,613
			4	\$28.09	\$58,424
			5	\$29.48	\$61,323
			6	\$30.98	\$64,444

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1% salary range adjustment, effective the pay period following January 1, 2022

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/15/2022	FISCAL SPECIALIST P/T	85	7	\$32.55	\$67,696
			8	\$34.14	\$71,016
			1	\$28.14	\$58,535
			2	\$29.55	\$61,456
			3	\$31.03	\$64,532
			4	\$32.57	\$67,741
			5	\$34.19	\$71,105
			6	\$35.91	\$74,690
01/15/2022	GEOGRAPHIC INFORMATION SYSTEM TECHNICAL AIDE P/T	75A	7	\$37.70	\$78,408
			8	\$39.57	\$82,303
			1	\$15.31	\$31,845
			2	\$16.09	\$33,461
			3	\$16.89	\$35,121
			4	\$17.70	\$36,825
			5	\$18.58	\$38,640
			6	\$19.53	\$40,631
01/15/2022	HARBOR SERVICES WORKER P/T	89A	7	\$20.51	\$42,667
			8	\$21.54	\$44,801
			1	\$21.60	\$44,925
			2	\$22.68	\$47,182
			3	\$23.81	\$49,528
			4	\$25.01	\$52,029
			5	\$26.25	\$54,596
01/15/2022	HARBOR SERVICES WORKER, LEAD P/T	89B	1	\$23.45	\$48,775
			2	\$24.63	\$51,232
			3	\$25.85	\$53,777
			4	\$27.16	\$56,499
			5	\$28.51	\$59,309
			6	\$29.93	\$62,253
			7	\$31.43	\$65,373
			8	\$33.00	\$68,649
01/15/2022	HUMAN RESOURCES ANALYST P/T	16	1	\$38.05	\$79,138
			2	\$39.96	\$83,121
			3	\$41.96	\$87,282
			4	\$44.06	\$91,642
			5	\$46.24	\$96,179
			6	\$48.58	\$101,047
			7	\$51.00	\$106,071
			8	\$53.55	\$111,382
01/15/2022	HUMAN RESOURCES ANALYST, SENIOR P/T	20A	1	\$44.40	\$92,351

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1% salary range adjustment, effective the pay period following January 1, 2022

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			2	\$46.66	\$97,052
			3	\$48.98	\$101,871
			4	\$51.43	\$106,979
			5	\$53.97	\$112,255
			6	\$56.68	\$117,891
			7	\$59.48	\$123,718
			8	\$62.48	\$129,953
01/15/2022	HUMAN RESOURCES SPECIALIST I P/T	03B	1	\$29.32	\$60,991
			2	\$30.79	\$64,045
			3	\$32.32	\$67,232
			4	\$33.92	\$70,552
			5	\$35.62	\$74,092
			6	\$37.39	\$77,766
			7	\$39.29	\$81,727
			8	\$41.21	\$85,711
01/15/2022	HUMAN RESOURCES SPECIALIST II P/T	08	1	\$31.87	\$66,280
			2	\$33.46	\$69,600
			3	\$35.11	\$73,030
			4	\$36.88	\$76,704
			5	\$38.75	\$80,599
			6	\$40.63	\$84,516
			7	\$42.70	\$88,809
			8	\$44.85	\$93,279
01/15/2022	INFORMATION TECHNOLOGY TECHNICIAN P/T	54	1	\$22.42	\$46,629
			2	\$23.57	\$49,019
			3	\$24.72	\$51,409
			4	\$25.96	\$53,998
			5	\$27.25	\$56,676
			6	\$28.64	\$59,575
			7	\$30.06	\$62,518
			8	\$31.57	\$65,661
01/15/2022	INTERN P/T	05	1	\$18.52	\$38,529
01/15/2022	LIBRARIAN I P/T	21	1	\$28.46	\$59,199
			2	\$29.88	\$62,142
			3	\$31.34	\$65,196
			4	\$32.95	\$68,538
			5	\$34.57	\$71,901
			6	\$36.34	\$75,597
			7	\$38.14	\$79,337
			8	\$40.03	\$83,255

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1% salary range adjustment, effective the pay period following January 1, 2022

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/15/2022	LIBRARY ASSISTANT P/T	70	1	\$24.23	\$50,391
			2	\$25.42	\$52,869
			3	\$26.67	\$55,481
			4	\$28.00	\$58,247
			5	\$29.41	\$61,168
			6	\$30.88	\$64,222
			7	\$32.43	\$67,453
			8	\$34.05	\$70,817
01/15/2022	LIBRARY CLERK I P/T	05A	1	\$18.85	\$39,215
			2	\$19.80	\$41,185
			3	\$20.79	\$43,243
			4	\$21.84	\$45,434
			5	\$22.92	\$47,669
			6	\$24.05	\$50,015
			7	\$25.25	\$52,515
			8	\$26.51	\$55,149
01/15/2022	LIBRARY CLERK II P/T	20	1	\$19.90	\$41,384
			2	\$20.91	\$43,486
			3	\$21.94	\$45,633
			4	\$23.08	\$48,001
			5	\$24.23	\$50,391
			6	\$25.42	\$52,869
			7	\$26.67	\$55,481
			8	\$28.04	\$58,313
01/15/2022	LIBRARY PAGE P/T	30A	1	\$15.45	\$32,133
			2	\$16.23	\$33,749
			3	\$17.03	\$35,431
			4	\$17.89	\$37,202
			5	\$18.78	\$39,062
			6	\$19.71	\$41,007
01/15/2022	LIFE SAFETY SPECIALIST I P/T	72	1	\$35.39	\$73,620
			2	\$37.17	\$77,303
			3	\$39.02	\$81,156
			4	\$40.97	\$85,227
			5	\$43.03	\$89,493
			6	\$45.17	\$93,951
			7	\$47.43	\$98,652
			8	\$49.81	\$103,596
01/15/2022	LIFE SAFETY SPECIALIST III P/T	75B	1	\$42.51	\$88,411
			2	\$44.63	\$92,837

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1% salary range adjustment, effective the pay period following January 1, 2022

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/15/2022	LITERACY COORDINATOR P/T	12A	3	\$46.87	\$97,484
			4	\$49.21	\$102,353
			5	\$51.68	\$107,487
			6	\$54.25	\$112,842
			7	\$56.96	\$118,486
			8	\$59.82	\$124,417
			1	\$28.80	\$59,907
			2	\$30.23	\$62,872
01/15/2022	MAINTENANCE AIDE P/T	84	3	\$31.76	\$66,059
			4	\$33.32	\$69,312
			5	\$35.04	\$72,875
			6	\$36.77	\$76,483
			7	\$38.61	\$80,311
			8	\$40.53	\$84,294
			1	\$15.15	\$31,514
			2	\$15.90	\$33,063
01/15/2022	MANAGEMENT ANALYST P/T	12B	3	\$16.70	\$34,745
			4	\$17.54	\$36,482
			5	\$18.42	\$38,306
			1	\$35.48	\$73,804
			2	\$37.29	\$77,567
			3	\$39.13	\$81,396
			4	\$41.06	\$85,401
			5	\$43.13	\$89,717
01/15/2022	MARINE NATURALIST INTERPRETER P/T	88	6	\$45.30	\$94,231
			7	\$47.55	\$98,901
			8	\$49.93	\$103,858
			1	\$16.90	\$35,143
			2	\$17.72	\$36,847
			3	\$18.61	\$38,706
01/15/2022	MARKETING SPECIALIST P/T	02B	1	\$28.81	\$59,929
			2	\$30.25	\$62,916
			3	\$31.76	\$66,059
			4	\$33.37	\$69,401
			5	\$35.01	\$72,831
			6	\$36.75	\$76,438
			7	\$38.60	\$80,289
			8	\$40.54	\$84,317
01/15/2022	PARALEGAL P/T	92	1	\$30.94	\$64,355
			2	\$32.48	\$67,564

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1% salary range adjustment, effective the pay period following January 1, 2022

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			3	\$34.09	\$70,906
			4	\$35.80	\$74,469
			5	\$37.56	\$78,120
			6	\$39.49	\$82,148
			7	\$41.42	\$86,153
			8	\$43.55	\$90,580
01/15/2022	PARK PATROL OFFICER P/T	89	1	\$21.60	\$44,925
			2	\$22.68	\$47,182
			3	\$23.81	\$49,528
			4	\$25.01	\$52,029
			5	\$26.25	\$54,596
01/15/2022	PERMIT TECHNICIAN II P/T	92A	1	\$30.94	\$64,355
			2	\$32.48	\$67,564
			3	\$34.09	\$70,906
			4	\$35.80	\$74,469
			5	\$37.56	\$78,120
			6	\$39.49	\$82,148
			7	\$41.42	\$86,153
			8	\$43.55	\$90,580
01/15/2022	PLANNER, ASSISTANT P/T	35B	1	\$31.82	\$66,192
			2	\$33.42	\$69,512
			3	\$35.09	\$72,986
			4	\$36.86	\$76,659
			5	\$38.65	\$80,400
			6	\$40.65	\$84,560
			7	\$42.61	\$88,632
			8	\$44.81	\$93,213
01/15/2022	PLANNER, PRINCIPAL P/T (limited)	27	1	\$64.61	\$134,380
01/15/2022	PLANNING TECHNICIAN P/T	34	1	\$28.94	\$60,194
			2	\$30.41	\$63,249
			3	\$31.91	\$66,369
			4	\$33.50	\$69,688
			5	\$35.21	\$73,229
			6	\$36.93	\$76,814
			7	\$38.80	\$80,709
			8	\$40.73	\$84,715
01/15/2022	POLICE CADET P/T	40	1	\$15.42	\$32,067
			2	\$16.18	\$33,660
			3	\$16.99	\$35,343
			4	\$17.84	\$37,110

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1% salary range adjustment, effective the pay period following January 1, 2022

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/15/2022	POLICE COMMUNITY SERVICES OFFICER P/T	05C	5	\$18.73	\$38,966
			1	\$22.51	\$46,828
			2	\$23.63	\$49,152
			3	\$24.81	\$51,608
			4	\$26.06	\$54,197
			5	\$27.38	\$56,942
			6	\$28.73	\$59,752
			7	\$30.16	\$62,739
			8	\$31.67	\$65,882
			9	\$33.26	\$69,180
01/15/2022	POLICE DISPATCHER P/T	70A	10	\$34.93	\$72,654
			1	\$28.73	\$59,752
			2	\$30.17	\$62,762
			3	\$31.68	\$65,904
			4	\$33.27	\$69,201
			5	\$34.94	\$72,676
			6	\$36.69	\$76,305
			7	\$38.52	\$80,112
			8	\$40.44	\$84,118
01/15/2022	POLICE RESERVE P/T	01A	1	\$25.07	\$52,153
			2	\$26.33	\$54,761
			3	\$27.64	\$57,499
			4	\$29.03	\$60,374
			5	\$30.48	\$63,393
			6	\$32.00	\$66,562
			7	\$33.60	\$69,890
			8*	\$35.28	\$73,385
01/15/2022	POOL LIFEGUARD P/T	80	1	\$15.15	\$31,514
			2	\$15.90	\$33,063
			3	\$16.70	\$34,745
			4	\$17.54	\$36,482
			5	\$18.42	\$38,306
01/15/2022	POOL LIFEGUARD, SENIOR P/T	86	1	\$19.89	\$41,362
			2	\$20.90	\$43,464
			3	\$21.93	\$45,611
			4	\$23.05	\$47,934
			5	\$24.23	\$50,391
01/15/2022	POOL SWIM INSTRUCTOR P/T	85A	1	\$16.20	\$33,704
			2	\$17.02	\$35,408
			3	\$17.87	\$37,179

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1% salary range adjustment, effective the pay period following January 1, 2022

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			4	\$18.76	\$39,016
			5	\$19.69	\$40,963
01/01/2022	POOL SWIM INSTRUCTOR TRAINEE P/T	01	1	\$15.00	\$31,200
01/15/2022	PUBLIC WORKS TECHNICAL AIDE P/T	75	1	\$17.16	\$35,696
			2	\$18.07	\$37,578
			3	\$18.96	\$39,436
			4	\$19.87	\$41,339
			5	\$20.89	\$43,442
01/15/2022	RECORDS SPECIALIST P/T	17	1	\$28.83	\$59,973
			2	\$30.27	\$62,961
			3	\$31.79	\$66,126
			4	\$33.38	\$69,423
			5	\$35.05	\$72,897
			6	\$36.80	\$76,549
			7	\$38.64	\$80,377
			8	\$40.57	\$84,383
01/15/2022	RECREATION COORDINATOR P/T	56	1	\$28.04	\$58,323
			2	\$29.45	\$61,258
			3	\$30.91	\$64,288
			4	\$32.49	\$67,582
			5	\$34.10	\$70,923
			6	\$35.81	\$74,479
			7	\$37.62	\$78,249
			8	\$39.46	\$82,067
01/15/2022	RECREATION COORDINATOR, ASSISTANT P/T	06	1	\$21.91	\$45,566
			2	\$23.00	\$47,846
			3	\$24.16	\$50,258
			4	\$25.36	\$52,759
			5	\$26.63	\$55,392
			6	\$27.95	\$58,137
			7	\$29.35	\$61,058
			8	\$30.80	\$64,067
01/15/2022	RECREATION LEADER P/T	45	1	\$15.56	\$32,355
			2	\$16.36	\$34,037
			3	\$17.18	\$35,739
			4	\$18.04	\$37,526
			5	\$18.94	\$39,402
01/15/2022	RECREATION LEADER, SENIOR P/T	55A	1	\$17.16	\$35,696
			2	\$18.07	\$37,578
			3	\$18.96	\$39,436

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1% salary range adjustment, effective the pay period following January 1, 2022

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/15/2022	RECREATION SUPERVISOR P/T	04A	4	\$19.87	\$41,339
			5	\$20.89	\$43,442
			1	\$32.06	\$66,679
			2	\$33.67	\$70,042
			3	\$35.33	\$73,495
			4	\$37.10	\$77,169
			5	\$38.97	\$81,063
			6	\$40.90	\$85,069
01/15/2022	REVIEW OFFICER P/T	95	7	\$42.98	\$89,407
			8	\$45.12	\$93,855
			1	\$34.53	\$71,813
			2	\$36.24	\$75,376
			3	\$38.05	\$79,138
			4	\$39.96	\$83,121
01/15/2022	SENIOR SERVICES SHUTTLE DRIVER P/T	05D	1	\$21.22	\$44,128
			2	\$22.24	\$46,253
			3	\$23.41	\$48,687
			4	\$24.57	\$51,099
			5	\$25.80	\$53,666
			6	\$27.06	\$56,277
			7	\$28.42	\$59,110
			8	\$29.88	\$62,142
01/15/2022	STUDENT AIDE P/T	70B	1	\$15.48	\$32,200
			2	\$16.25	\$33,793
			3	\$17.06	\$35,475
			4	\$17.91	\$37,248
			5	\$18.80	\$39,111
			6	\$19.74	\$41,067
01/15/2022	SUPPORT SERVICES AIDE P/T	50B	1	\$22.27	\$46,319
			2	\$23.40	\$48,664
			3	\$24.55	\$51,055
			4	\$25.80	\$53,666
			5	\$27.07	\$56,300
			6	\$28.42	\$59,110
			7	\$29.85	\$62,098
			8	\$31.32	\$65,152
01/15/2022	UTILITIES SPECIALIST P/T	60	1	\$25.67	\$53,401
			2	\$26.97	\$56,102
			3	\$28.31	\$58,875
			4	\$29.72	\$61,815

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1% salary range adjustment, effective the pay period following January 1, 2022

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			5	\$31.19	\$64,875
			6	\$32.80	\$68,221
			7	\$34.41	\$71,567
			8	\$36.13	\$75,153

*Step 8 of Police Reserve is at least equal to step 1 of Police Officer in accordance with Section 2 Compensation of PTEANB MOU.

Cost of living adjustments are applied to all part-time positions (represented and unrepresented).

Hourly pay rates are rounded to the nearest hundredths. Annual rates are rounded to the nearest whole dollar.

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1.5% salary range adjustment, effective the pay period following January 1, 2023

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/14/2023	ASSISTANT, ADMINISTRATIVE P/T	05E	1	\$29.95	\$62,288
			2	\$31.44	\$65,388
			3	\$33.00	\$68,645
			4	\$34.69	\$72,149
			5	\$36.36	\$75,630
			6	\$38.22	\$79,494
			7	\$40.13	\$83,470
			8	\$42.16	\$87,693
01/14/2023	ASSISTANT, DEPARTMENT P/T	55	1	\$23.48	\$48,833
			2	\$24.67	\$51,304
			3	\$25.90	\$53,865
			4	\$27.19	\$56,560
			5	\$28.55	\$59,390
			6	\$29.98	\$62,355
			7	\$31.48	\$65,478
			8	\$33.05	\$68,735
01/14/2023	ASSISTANT, OFFICE P/T	15	1	\$20.04	\$41,690
			2	\$21.10	\$43,891
			3	\$22.15	\$46,070
			4	\$23.24	\$48,339
			5	\$24.41	\$50,765
			6	\$25.63	\$53,303
			7	\$26.91	\$55,976
			8	\$28.27	\$58,806
01/14/2023	BUILDING INSPECTOR II P/T	36	1	\$36.09	\$75,069
			2	\$37.92	\$78,865
			3	\$39.81	\$82,796
			4	\$41.81	\$86,974
			5	\$43.89	\$91,287
			6	\$46.08	\$95,847
			7	\$48.38	\$100,631
			8	\$50.80	\$105,662
01/14/2023	BUILDING INSPECTOR, PRINCIPAL P/T (limited)	37	1	\$59.74	\$124,257
01/14/2023	CITY CLERK, ASSISTANT P/T	03	1	\$34.09	\$70,913
			2	\$35.82	\$74,507
			3	\$37.61	\$78,236
			4	\$39.49	\$82,145
			5	\$41.48	\$86,278
			6	\$43.55	\$90,590
			7	\$45.73	\$95,128

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1.5% salary range adjustment, effective the pay period following January 1, 2023

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			8	\$48.03	\$99,912
01/14/2023	CIVIL ENGINEER, SENIOR P/T (limited)	47	1	\$72.70	\$151,223
01/14/2023	CODE ENFORCEMENT OFFICER I P/T	23	1	\$27.75	\$57,728
			2	\$29.15	\$60,626
			3	\$30.60	\$63,658
			4	\$32.15	\$66,870
			5	\$33.75	\$70,195
			6	\$35.45	\$73,744
			7	\$37.20	\$77,383
			8	\$39.06	\$81,246
01/14/2023	CODE ENFORCEMENT OFFICER TRAINEE P/T	14	1	\$23.59	\$49,058
			2	\$24.75	\$51,484
			3	\$25.99	\$54,067
			4	\$27.29	\$56,762
			5	\$28.66	\$59,615
			6	\$30.09	\$62,580
			7	\$31.60	\$65,725
			8	\$33.18	\$69,004
01/14/2023	CRIME ANALYST, SENIOR P/T	03A	1	\$33.15	\$68,960
			2	\$34.82	\$72,418
			3	\$36.57	\$76,058
			4	\$38.39	\$79,854
			5	\$40.30	\$83,829
			6	\$42.32	\$88,029
			7	\$44.44	\$92,432
			8	\$46.66	\$97,060
01/14/2023	CRIME PREVENTION SPECIALIST P/T	12	1	\$31.21	\$64,916
			2	\$32.76	\$68,151
			3	\$34.41	\$71,565
			4	\$36.12	\$75,136
			5	\$37.94	\$78,910
			6	\$39.84	\$82,864
			7	\$41.83	\$86,997
			8	\$43.92	\$91,354
01/14/2023	CUSTODY OFFICER P/T	02	1	\$28.57	\$59,435
			2	\$30.00	\$62,401
			3	\$31.50	\$65,523
			4	\$33.09	\$68,825
			5	\$34.74	\$72,261
			6	\$36.47	\$75,855

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1.5% salary range adjustment, effective the pay period following January 1, 2023

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/14/2023	ENGINEER, ASSOCIATE P/T	85B	7	\$38.30	\$79,674
			8	\$40.22	\$83,650
			1	\$42.89	\$89,220
			2	\$45.08	\$93,758
			3	\$47.31	\$98,407
			4	\$49.71	\$103,394
			5	\$52.16	\$108,493
			6	\$54.77	\$113,929
01/14/2023	ENGINEER, JUNIOR P/T	54A	7	\$57.72	\$120,061
			8	\$60.40	\$125,631
			1	\$38.59	\$80,258
			2	\$40.51	\$84,256
			3	\$42.54	\$88,479
			4	\$44.67	\$92,904
			5	\$46.90	\$97,554
			6	\$49.24	\$102,428
01/14/2023	FACILITIES MAINTENANCE WORKER II P/T	50A	7	\$51.71	\$107,550
			8	\$54.29	\$112,918
			1	\$22.60	\$47,014
			2	\$23.75	\$49,394
			3	\$24.91	\$51,821
			4	\$26.19	\$54,471
			5	\$27.47	\$57,144
			6	\$28.84	\$59,997
01/14/2023	FISCAL CLERK P/T	30	7	\$30.30	\$63,029
			8	\$31.79	\$66,129
			1	\$21.18	\$44,049
			2	\$22.24	\$46,250
			3	\$23.38	\$48,631
			4	\$24.52	\$51,012
			5	\$25.76	\$53,572
			6	\$27.04	\$56,246
01/14/2023	FISCAL CLERK, SENIOR P/T	65	7	\$28.37	\$59,009
			8	\$29.79	\$61,973
			1	\$24.65	\$51,281
			2	\$25.85	\$53,775
			3	\$27.14	\$56,448
			4	\$28.51	\$59,300
			5	\$29.92	\$62,243
			6	\$31.45	\$65,410

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1.5% salary range adjustment, effective the pay period following January 1, 2023

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/14/2023	FISCAL SPECIALIST P/T	85	7	\$33.03	\$68,712
			8	\$34.65	\$72,081
			1	\$28.56	\$59,413
			2	\$29.99	\$62,378
			3	\$31.49	\$65,500
			4	\$33.06	\$68,757
			5	\$34.70	\$72,171
			6	\$36.45	\$75,810
01/14/2023	GEOGRAPHIC INFORMATION SYSTEM TECHNICAL AIDE P/T	75A	7	\$38.26	\$79,584
			8	\$40.16	\$83,537
			1	\$15.54	\$32,323
			2	\$16.33	\$33,963
			3	\$17.14	\$35,648
			4	\$17.97	\$37,377
			5	\$18.86	\$39,219
			6	\$19.83	\$41,241
01/14/2023	HARBOR SERVICES WORKER P/T	89A	7	\$20.82	\$43,307
			8	\$21.86	\$45,473
			1	\$21.92	\$45,599
			2	\$23.02	\$47,890
			3	\$24.17	\$50,271
01/14/2023	HARBOR SERVICES WORKER, LEAD P/T	89B	4	\$25.39	\$52,809
			5	\$26.64	\$55,415
			1	\$23.80	\$49,507
			2	\$25.00	\$52,000
			3	\$26.24	\$54,584
			4	\$27.57	\$57,346
			5	\$28.94	\$60,199
			6	\$30.38	\$63,187
01/14/2023	HUMAN RESOURCES ANALYST P/T	16	7	\$31.90	\$66,354
			8	\$33.50	\$69,678
			1	\$38.62	\$80,325
			2	\$40.56	\$84,368
			3	\$42.59	\$88,591
			4	\$44.72	\$93,017
			5	\$46.93	\$97,621
			6	\$49.31	\$102,563
01/14/2023	HUMAN RESOURCES ANALYST, SENIOR P/T	20A	7	\$51.76	\$107,662
			8	\$54.35	\$113,053
			1	\$45.07	\$93,736

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1.5% salary range adjustment, effective the pay period following January 1, 2023

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			2	\$47.36	\$98,507
			3	\$49.71	\$103,399
			4	\$52.20	\$108,584
			5	\$54.78	\$113,939
			6	\$57.53	\$119,659
			7	\$60.37	\$125,574
			8	\$63.41	\$131,902
01/14/2023	HUMAN RESOURCES SPECIALIST I P/T	03B	1	\$29.76	\$61,906
			2	\$31.25	\$65,006
			3	\$32.81	\$68,240
			4	\$34.43	\$71,610
			5	\$36.16	\$75,204
			6	\$37.95	\$78,933
			7	\$39.88	\$82,953
			8	\$41.83	\$86,997
01/14/2023	HUMAN RESOURCES SPECIALIST II P/T	08	1	\$32.34	\$67,274
			2	\$33.96	\$70,644
			3	\$35.64	\$74,125
			4	\$37.43	\$77,855
			5	\$39.33	\$81,808
			6	\$41.24	\$85,783
			7	\$43.34	\$90,141
			8	\$45.52	\$94,678
01/14/2023	INFORMATION TECHNOLOGY TECHNICIAN P/T	54	1	\$22.75	\$47,328
			2	\$23.92	\$49,754
			3	\$25.09	\$52,180
			4	\$26.35	\$54,808
			5	\$27.66	\$57,526
			6	\$29.07	\$60,468
			7	\$30.51	\$63,456
			8	\$32.04	\$66,646
01/14/2023	INTERN P/T	05	1	\$18.80	\$39,107
01/14/2023	LIBRARIAN I P/T	21	1	\$28.89	\$60,087
			2	\$30.32	\$63,074
			3	\$31.81	\$66,174
			4	\$33.45	\$69,566
			5	\$35.09	\$72,980
			6	\$36.89	\$76,731
			7	\$38.72	\$80,527
			8	\$40.63	\$84,503

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1.5% salary range adjustment, effective the pay period following January 1, 2023

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/14/2023	LIBRARY ASSISTANT P/T	70	1	\$24.59	\$51,147
			2	\$25.80	\$53,662
			3	\$27.07	\$56,313
			4	\$28.42	\$59,121
			5	\$29.85	\$62,086
			6	\$31.34	\$65,186
			7	\$32.92	\$68,465
			8	\$34.56	\$71,879
01/14/2023	LIBRARY CLERK I P/T	05A	1	\$19.14	\$39,803
			2	\$20.10	\$41,802
			3	\$21.10	\$43,891
			4	\$22.17	\$46,115
			5	\$23.26	\$48,384
			6	\$24.41	\$50,765
			7	\$25.63	\$53,303
			8	\$26.91	\$55,976
01/14/2023	LIBRARY CLERK II P/T	20	1	\$20.19	\$42,005
			2	\$21.22	\$44,138
			3	\$22.27	\$46,317
			4	\$23.42	\$48,721
			5	\$24.59	\$51,147
			6	\$25.80	\$53,662
			7	\$27.07	\$56,313
			8	\$28.46	\$59,188
01/14/2023	LIBRARY PAGE P/T	30A	1	\$15.68	\$32,615
			2	\$16.47	\$34,255
			3	\$17.29	\$35,962
			4	\$18.15	\$37,761
			5	\$19.06	\$39,648
			6	\$20.01	\$41,622
			7	\$20.93	\$43,622
			8	\$21.90	\$45,690
01/14/2023	LIFE SAFETY SPECIALIST I P/T	72	1	\$35.93	\$74,724
			2	\$37.72	\$78,463
			3	\$39.60	\$82,374
			4	\$41.59	\$86,506
			5	\$43.67	\$90,835
			6	\$45.85	\$95,360
			7	\$48.14	\$100,132
			8	\$50.55	\$105,150
01/14/2023	LIFE SAFETY SPECIALIST III P/T	75B	1	\$43.14	\$89,737
			2	\$45.30	\$94,229

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1.5% salary range adjustment, effective the pay period following January 1, 2023

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			3	\$47.57	\$98,946
			4	\$49.95	\$103,888
			5	\$52.45	\$109,099
			6	\$55.06	\$114,535
			7	\$57.82	\$120,263
			8	\$60.71	\$126,283
01/14/2023	LITERACY COORDINATOR P/T	12A	1	\$29.23	\$60,805
			2	\$30.68	\$63,815
			3	\$32.24	\$67,050
			4	\$33.82	\$70,352
			5	\$35.56	\$73,968
			6	\$37.32	\$77,630
			7	\$39.19	\$81,516
			8	\$41.13	\$85,559
01/14/2023	MAINTENANCE AIDE P/T	84	1	\$15.38	\$31,987
			2	\$16.13	\$33,559
			3	\$16.95	\$35,266
			4	\$17.80	\$37,029
			5	\$18.69	\$38,881
01/14/2023	MANAGEMENT ANALYST P/T	12B	1	\$36.02	\$74,911
			2	\$37.85	\$78,730
			3	\$39.72	\$82,617
			4	\$41.67	\$86,682
			5	\$43.78	\$91,062
			6	\$45.98	\$95,645
			7	\$48.26	\$100,384
			8	\$50.68	\$105,416
01/14/2023	MARINE NATURALIST INTERPRETER P/T	88	1	\$17.15	\$35,670
			2	\$17.98	\$37,400
			3	\$18.89	\$39,287
01/14/2023	MARKETING SPECIALIST P/T	02B	1	\$29.24	\$60,828
			2	\$30.70	\$63,860
			3	\$32.24	\$67,050
			4	\$33.87	\$70,442
			5	\$35.54	\$73,923
			6	\$37.30	\$77,585
			7	\$39.18	\$81,493
			8	\$41.15	\$85,582
01/14/2023	PARALEGAL P/T	92	1	\$31.40	\$65,320
			2	\$32.97	\$68,577

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1.5% salary range adjustment, effective the pay period following January 1, 2023

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/14/2023	PARK PATROL OFFICER P/T	89	3	\$34.60	\$71,969
			4	\$36.34	\$75,586
			5	\$38.12	\$79,292
			6	\$40.09	\$83,380
			7	\$42.04	\$87,446
			8	\$44.20	\$91,938
			1	\$21.92	\$45,599
			2	\$23.02	\$47,890
01/14/2023	PERMIT TECHNICIAN II P/T	92A	3	\$24.17	\$50,271
			4	\$25.39	\$52,809
			5	\$26.64	\$55,415
			1	\$31.40	\$65,320
			2	\$32.97	\$68,577
			3	\$34.60	\$71,969
			4	\$36.34	\$75,586
			5	\$38.12	\$79,292
01/14/2023	PLANNER, ASSISTANT P/T	35B	6	\$40.09	\$83,380
			7	\$42.04	\$87,446
			8	\$44.20	\$91,938
			1	\$32.30	\$67,185
			2	\$33.92	\$70,554
			3	\$35.62	\$74,081
			4	\$37.41	\$77,809
			5	\$39.23	\$81,605
01/14/2023	PLANNER, PRINCIPAL P/T (limited)	27	6	\$41.26	\$85,829
			7	\$43.25	\$89,962
			8	\$45.49	\$94,611
			1	\$65.58	\$136,396
01/14/2023	PLANNING TECHNICIAN P/T	34	1	\$29.37	\$61,097
			2	\$30.86	\$64,197
			3	\$32.39	\$67,364
			4	\$34.01	\$70,734
			5	\$35.73	\$74,328
			6	\$37.48	\$77,967
			7	\$39.38	\$81,920
			8	\$41.34	\$85,986
01/14/2023	POLICE CADET P/T	40	1	\$15.65	\$32,548
			2	\$16.43	\$34,165
			3	\$17.25	\$35,874
			4	\$18.11	\$37,667

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1.5% salary range adjustment, effective the pay period following January 1, 2023

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/14/2023	POLICE COMMUNITY SERVICES OFFICER P/T	05C	5	\$19.01	\$39,550
			1	\$22.85	\$47,530
			2	\$23.99	\$49,889
			3	\$25.18	\$52,382
			4	\$26.45	\$55,010
			5	\$27.79	\$57,795
			6	\$29.16	\$60,648
			7	\$30.62	\$63,680
			8	\$32.15	\$66,870
			9	\$33.76	\$70,217
01/14/2023	POLICE DISPATCHER P/T	70A	10	\$35.45	\$73,744
			1	\$29.16	\$60,648
			2	\$30.63	\$63,703
			3	\$32.16	\$66,893
			4	\$33.77	\$70,239
			5	\$35.46	\$73,766
			6	\$37.24	\$77,450
			7	\$39.09	\$81,313
			8	\$41.05	\$85,379
01/14/2023	POLICE RESERVE P/T	01A	1	\$25.5091	\$53,059
			2	\$26.7845	\$55,712
			3	\$28.1237	\$58,497
			4	\$29.5299	\$61,422
			5	\$31.0064	\$64,493
			6	\$32.5567	\$67,718
			7	\$34.1846	\$71,104
			8*	\$35.89	\$74,659
01/14/2023	POOL LIFEGUARD P/T	80	1	\$15.38	\$31,987
			2	\$16.13	\$33,559
			3	\$16.95	\$35,266
			4	\$17.80	\$37,029
			5	\$18.69	\$38,881
01/14/2023	POOL LIFEGUARD, SENIOR P/T	86	1	\$20.18	\$41,982
			2	\$21.21	\$44,116
			3	\$22.26	\$46,295
			4	\$23.39	\$48,654
			5	\$24.59	\$51,147
01/14/2023	POOL SWIM INSTRUCTOR P/T	85A	1	\$16.45	\$34,210
			2	\$17.28	\$35,940
			3	\$18.14	\$37,737

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1.5% salary range adjustment, effective the pay period following January 1, 2023

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			4	\$19.04	\$39,601
			5	\$19.99	\$41,578
01/01/2022	POOL SWIM INSTRUCTOR TRAINEE P/T	01	1	\$15.00	\$31,200
01/14/2023	PUBLIC WORKS TECHNICAL AIDE P/T	75	1	\$17.42	\$36,232
			2	\$18.34	\$38,141
			3	\$19.24	\$40,028
			4	\$20.17	\$41,959
			5	\$21.20	\$44,093
01/14/2023	RECORDS SPECIALIST P/T	17	1	\$29.27	\$60,873
			2	\$30.72	\$63,905
			3	\$32.27	\$67,118
			4	\$33.88	\$70,464
			5	\$35.57	\$73,991
			6	\$37.35	\$77,697
			7	\$39.22	\$81,583
			8	\$41.18	\$85,649
01/14/2023	RECREATION COORDINATOR P/T	56	1	\$28.46	\$59,197
			2	\$29.89	\$62,177
			3	\$31.37	\$65,252
			4	\$32.98	\$68,596
			5	\$34.61	\$71,987
			6	\$36.34	\$75,596
			7	\$38.18	\$79,422
			8	\$40.05	\$83,298
01/14/2023	RECREATION COORDINATOR, ASSISTANT P/T	06	1	\$22.24	\$46,250
			2	\$23.35	\$48,564
			3	\$24.52	\$51,012
			4	\$25.75	\$53,550
			5	\$27.03	\$56,223
			6	\$28.37	\$59,009
			7	\$29.79	\$61,973
			8	\$31.26	\$65,028
01/14/2023	RECREATION LEADER P/T	45	1	\$15.79	\$32,840
			2	\$16.61	\$34,547
			3	\$17.44	\$36,275
			4	\$18.31	\$38,088
			5	\$19.23	\$39,993
01/14/2023	RECREATION LEADER, SENIOR P/T	55A	1	\$17.42	\$36,232
			2	\$18.34	\$38,141
			3	\$19.24	\$40,028

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1.5% salary range adjustment, effective the pay period following January 1, 2023

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/14/2023	RECREATION SUPERVISOR P/T	04A	4	\$20.17	\$41,959
			5	\$21.20	\$44,093
			1	\$32.54	\$67,679
			2	\$34.18	\$71,093
			3	\$35.86	\$74,597
			4	\$37.66	\$78,326
			5	\$39.56	\$82,279
			6	\$41.51	\$86,345
01/14/2023	REVIEW OFFICER P/T	95	7	\$43.63	\$90,748
			8	\$45.80	\$95,263
			1	\$35.04	\$72,890
			2	\$36.78	\$76,507
			3	\$38.62	\$80,325
			4	\$40.56	\$84,368
01/14/2023	SENIOR SERVICES SHUTTLE DRIVER P/T	05D	1	\$21.53	\$44,790
			2	\$22.57	\$46,947
			3	\$23.76	\$49,417
			4	\$24.94	\$51,865
			5	\$26.19	\$54,471
			6	\$27.46	\$57,121
			7	\$28.84	\$59,997
			8	\$30.32	\$63,074
01/14/2023	STUDENT AIDE P/T	70B	1	\$15.71	\$32,683
			2	\$16.49	\$34,300
			3	\$17.31	\$36,007
			4	\$18.18	\$37,807
			5	\$19.09	\$39,698
			6	\$20.04	\$41,683
01/14/2023	SUPPORT SERVICES AIDE P/T	50B	1	\$22.60	\$47,014
			2	\$23.75	\$49,394
			3	\$24.91	\$51,821
			4	\$26.19	\$54,471
			5	\$27.47	\$57,144
			6	\$28.84	\$59,997
			7	\$30.30	\$63,029
			8	\$31.79	\$66,129
01/14/2023	UTILITIES SPECIALIST P/T	60	1	\$26.06	\$54,202
			2	\$27.38	\$56,944
			3	\$28.73	\$59,758
			4	\$30.16	\$62,742

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

1.5% salary range adjustment, effective the pay period following January 1, 2023

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			5	\$31.66	\$65,848
			6	\$33.29	\$69,245
			7	\$34.92	\$72,641
			8	\$36.67	\$76,281

** Range adjusted 0.2% so that step 8 of Police Reserve is at least equal to step 1 of Police Officer in accordance with Section 2 Compensation of PTEANB MOU.*

Cost of living adjustments are applied to all part-time positions (represented and unrepresented).

Hourly pay rates are rounded to the nearest hundredths. Annual rates are rounded to the nearest whole dollar.

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2024

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/13/2024	ASSISTANT, ADMINISTRATIVE P/T	05E	1	\$30.55	\$63,534
			2	\$32.07	\$66,695
			3	\$33.66	\$70,017
			4	\$35.38	\$73,592
			5	\$37.09	\$77,143
			6	\$38.98	\$81,084
			7	\$40.93	\$85,140
			8	\$43.00	\$89,447
01/13/2024	ASSISTANT, DEPARTMENT P/T	55	1	\$23.95	\$49,810
			2	\$25.16	\$52,330
			3	\$26.41	\$54,942
			4	\$27.74	\$57,692
			5	\$29.12	\$60,578
			6	\$30.58	\$63,603
			7	\$32.11	\$66,787
			8	\$33.71	\$70,109
01/13/2024	ASSISTANT, OFFICE P/T	15	1	\$20.44	\$42,524
			2	\$21.52	\$44,769
			3	\$22.59	\$46,992
			4	\$23.70	\$49,306
			5	\$24.89	\$51,780
			6	\$26.14	\$54,369
			7	\$27.45	\$57,095
			8	\$28.84	\$59,983
01/13/2024	BUILDING INSPECTOR II P/T	36	1	\$36.81	\$76,571
			2	\$38.67	\$80,442
			3	\$40.60	\$84,452
			4	\$42.65	\$88,714
			5	\$44.77	\$93,113
			6	\$47.00	\$97,764
			7	\$49.35	\$102,644
			8	\$51.82	\$107,776
01/13/2024	BUILDING INSPECTOR, PRINCIPAL P/T (limited)	37	1	\$60.93	\$126,742
01/13/2024	CITY CLERK, ASSISTANT P/T	03	1	\$34.77	\$72,332
			2	\$36.54	\$75,997
			3	\$38.37	\$79,801
			4	\$40.28	\$83,788
			5	\$42.31	\$88,003
			6	\$44.42	\$92,402
			7	\$46.65	\$97,030

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2024

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			8	\$49.00	\$101,911
01/13/2024	CIVIL ENGINEER, SENIOR P/T (limited)	47	1	\$74.16	\$154,247
01/13/2024	CODE ENFORCEMENT OFFICER I P/T	23	1	\$28.31	\$58,883
			2	\$29.73	\$61,838
			3	\$31.22	\$64,931
			4	\$32.79	\$68,208
			5	\$34.42	\$71,598
			6	\$36.16	\$75,219
			7	\$37.95	\$78,930
			8	\$39.84	\$82,871
01/13/2024	CODE ENFORCEMENT OFFICER TRAINEE P/T	14	1	\$24.06	\$50,039
			2	\$25.25	\$52,513
			3	\$26.51	\$55,148
			4	\$27.84	\$57,897
			5	\$29.23	\$60,807
			6	\$30.69	\$63,832
			7	\$32.23	\$67,039
			8	\$33.84	\$70,384
01/13/2024	CRIME ANALYST, SENIOR P/T	03A	1	\$33.82	\$70,339
			2	\$35.51	\$73,867
			3	\$37.30	\$77,579
			4	\$39.16	\$81,450
			5	\$41.11	\$85,506
			6	\$43.17	\$89,790
			7	\$45.33	\$94,281
			8	\$47.60	\$99,001
01/13/2024	CRIME PREVENTION SPECIALIST P/T	12	1	\$31.83	\$66,214
			2	\$33.42	\$69,514
			3	\$35.09	\$72,996
			4	\$36.85	\$76,639
			5	\$38.70	\$80,488
			6	\$40.64	\$84,521
			7	\$42.66	\$88,736
			8	\$44.80	\$93,181
01/13/2024	CUSTODY OFFICER P/T	02	1	\$29.15	\$60,624
			2	\$30.60	\$63,649
			3	\$32.13	\$66,833
			4	\$33.75	\$70,201
			5	\$35.44	\$73,706
			6	\$37.20	\$77,372

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2024

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/13/2024	ENGINEER, ASSOCIATE P/T	85B	7	\$39.07	\$81,267
			8	\$41.02	\$85,322
			1	\$43.75	\$91,005
			2	\$45.98	\$95,633
			3	\$48.26	\$100,375
			4	\$50.70	\$105,462
			5	\$53.20	\$110,663
			6	\$55.87	\$116,207
01/13/2024	ENGINEER, JUNIOR P/T	54A	7	\$58.88	\$122,462
			8	\$61.61	\$128,144
			1	\$39.36	\$81,863
			2	\$41.32	\$85,941
			3	\$43.39	\$90,249
			4	\$45.56	\$94,762
			5	\$47.84	\$99,505
			6	\$50.23	\$104,477
01/13/2024	FACILITIES MAINTENANCE WORKER II P/T	50A	7	\$52.74	\$109,701
			8	\$55.37	\$115,176
			1	\$23.05	\$47,954
			2	\$24.22	\$50,382
			3	\$25.41	\$52,857
			4	\$26.71	\$55,561
			5	\$28.02	\$58,287
			6	\$29.42	\$61,197
01/13/2024	FISCAL CLERK P/T	30	7	\$30.91	\$64,290
			8	\$32.43	\$67,452
			1	\$21.60	\$44,930
			2	\$22.68	\$47,175
			3	\$23.85	\$49,604
			4	\$25.02	\$52,032
			5	\$26.27	\$54,644
			6	\$27.58	\$57,371
01/13/2024	FISCAL CLERK, SENIOR P/T	65	7	\$28.94	\$60,189
			8	\$30.39	\$63,213
			1	\$25.15	\$52,307
			2	\$26.37	\$54,850
			3	\$27.68	\$57,577
			4	\$29.08	\$60,486
			5	\$30.52	\$63,488
			6	\$32.08	\$66,718

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2024

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/13/2024	FISCAL SPECIALIST P/T	85	7	\$33.70	\$70,086
			8	\$35.35	\$73,523
			1	\$29.14	\$60,601
			2	\$30.59	\$63,625
			3	\$32.12	\$66,810
			4	\$33.72	\$70,132
			5	\$35.39	\$73,615
			6	\$37.18	\$77,326
01/13/2024	GEOGRAPHIC INFORMATION SYSTEM TECHNICAL AIDE P/T	75A	7	\$39.03	\$81,175
			8	\$40.97	\$85,208
			1	\$15.85	\$32,970
			2	\$16.65	\$34,642
			3	\$17.48	\$36,361
			4	\$18.33	\$38,125
			5	\$19.23	\$40,004
			6	\$20.22	\$42,065
01/13/2024	HARBOR SERVICES WORKER P/T	89A	7	\$21.24	\$44,173
			8	\$22.30	\$46,382
			1	\$22.36	\$46,510
			2	\$23.48	\$48,848
			3	\$24.65	\$51,276
			4	\$25.90	\$53,865
			5	\$27.17	\$56,523
			6	\$29.52	\$61,403
01/13/2024	HARBOR SERVICES WORKER, LEAD P/T	89B	7	\$30.99	\$64,450
			8	\$32.54	\$67,681
			1	\$34.17	\$71,072
			2	\$39.39	\$81,932
			3	\$41.37	\$86,056
			4	\$43.44	\$90,363
			5	\$45.61	\$94,877
			6	\$47.87	\$99,574
01/13/2024	HUMAN RESOURCES ANALYST P/T	16	7	\$50.30	\$104,614
			8	\$52.80	\$109,815
			1	\$39.39	\$81,932
			2	\$41.37	\$86,056
			3	\$43.44	\$90,363
			4	\$45.61	\$94,877
			5	\$47.87	\$99,574
			6	\$50.30	\$104,614
01/13/2024	HUMAN RESOURCES ANALYST, SENIOR P/T	20A	7	\$52.80	\$109,815
			8	\$55.44	\$115,314
01/13/2024	HUMAN RESOURCES ANALYST, SENIOR P/T	20A	1	\$45.97	\$95,611

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2024

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			2	\$48.31	\$100,478
			3	\$50.71	\$105,467
			4	\$53.25	\$110,756
			5	\$55.87	\$116,217
			6	\$58.68	\$122,052
			7	\$61.58	\$128,085
			8	\$64.68	\$134,540
01/13/2024	HUMAN RESOURCES SPECIALIST I P/T	03B	1	\$30.36	\$63,144
			2	\$31.88	\$66,306
			3	\$33.46	\$69,605
			4	\$35.12	\$73,042
			5	\$36.88	\$76,708
			6	\$38.71	\$80,511
			7	\$40.68	\$84,612
			8	\$42.66	\$88,736
01/13/2024	HUMAN RESOURCES SPECIALIST II P/T	08	1	\$32.99	\$68,620
			2	\$34.64	\$72,057
			3	\$36.35	\$75,608
			4	\$38.18	\$79,412
			5	\$40.12	\$83,444
			6	\$42.07	\$87,499
			7	\$44.20	\$91,944
			8	\$46.43	\$96,572
01/13/2024	INFORMATION TECHNOLOGY TECHNICIAN P/T	54	1	\$23.21	\$48,275
			2	\$24.40	\$50,749
			3	\$25.59	\$53,223
			4	\$26.88	\$55,904
			5	\$28.21	\$58,676
			6	\$29.65	\$61,678
			7	\$31.12	\$64,725
			8	\$32.68	\$67,979
01/13/2024	INTERN P/T	05	1	\$19.18	\$39,889
01/13/2024	LIBRARIAN I P/T	21	1	\$29.47	\$61,289
			2	\$30.93	\$64,335
			3	\$32.45	\$67,498
			4	\$34.11	\$70,957
			5	\$35.79	\$74,440
			6	\$37.63	\$78,266
			7	\$39.49	\$82,138
			8	\$41.44	\$86,193

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2024

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/13/2024	LIBRARY ASSISTANT P/T	70	1	\$25.08	\$52,170
			2	\$26.32	\$54,736
			3	\$27.62	\$57,439
			4	\$28.99	\$60,304
			5	\$30.45	\$63,328
			6	\$31.97	\$66,489
			7	\$33.57	\$69,834
			8	\$35.25	\$73,317
01/13/2024	LIBRARY CLERK I P/T	05A	1	\$19.52	\$40,599
			2	\$20.50	\$42,638
			3	\$21.52	\$44,769
			4	\$22.61	\$47,038
			5	\$23.73	\$49,352
			6	\$24.89	\$51,780
			7	\$26.14	\$54,369
			8	\$27.45	\$57,095
01/13/2024	LIBRARY CLERK II P/T	20	1	\$20.60	\$42,845
			2	\$21.64	\$45,021
			3	\$22.71	\$47,244
			4	\$23.89	\$49,695
			5	\$25.08	\$52,170
			6	\$26.32	\$54,736
			7	\$27.62	\$57,439
			8	\$29.02	\$60,372
01/13/2024	LIBRARY PAGE P/T	30A	1	\$15.99	\$33,268
			2	\$16.80	\$34,940
			3	\$17.64	\$36,682
			4	\$18.52	\$38,516
			5	\$19.44	\$40,441
			6	\$20.41	\$42,454
01/13/2024	LIFE SAFETY SPECIALIST I P/T	72	1	\$36.64	\$76,218
			2	\$38.48	\$80,032
			3	\$40.39	\$84,021
			4	\$42.42	\$88,236
			5	\$44.54	\$92,652
			6	\$46.76	\$97,268
			7	\$49.10	\$102,135
			8	\$51.56	\$107,253
01/13/2024	LIFE SAFETY SPECIALIST III P/T	75B	1	\$44.01	\$91,532
			2	\$46.21	\$96,114

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2024

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/13/2024	LITERACY COORDINATOR P/T	12A	3	\$48.52	\$100,925
			4	\$50.95	\$105,966
			5	\$53.50	\$111,281
			6	\$56.17	\$116,826
			7	\$58.98	\$122,669
			8	\$61.93	\$128,809
			1	\$29.82	\$62,021
			2	\$31.29	\$65,092
01/13/2024	MAINTENANCE AIDE P/T	84	3	\$32.88	\$68,391
			4	\$34.50	\$71,759
			5	\$36.27	\$75,448
			6	\$38.07	\$79,182
			7	\$39.97	\$83,146
			8	\$41.96	\$87,270
			1	\$15.69	\$32,626
			2	\$16.46	\$34,230
01/13/2024	MANAGEMENT ANALYST P/T	12B	3	\$17.29	\$35,972
			4	\$18.16	\$37,770
			5	\$19.07	\$39,658
			1	\$36.74	\$76,410
			2	\$38.61	\$80,305
			3	\$40.51	\$84,269
			4	\$42.51	\$88,416
			5	\$44.66	\$92,884
01/13/2024	MARINE NATURALIST INTERPRETER P/T	88	6	\$46.90	\$97,558
			7	\$49.23	\$102,392
			8	\$51.69	\$107,524
			1	\$17.49	\$36,384
			2	\$18.34	\$38,148
			3	\$19.27	\$40,072
01/13/2024	MARKETING SPECIALIST P/T	02B	1	\$29.83	\$62,045
			2	\$31.32	\$65,137
			3	\$32.88	\$68,391
			4	\$34.54	\$71,851
			5	\$36.25	\$75,402
			6	\$38.05	\$79,136
			7	\$39.96	\$83,123
			8	\$41.97	\$87,293
01/13/2024	PARALEGAL P/T	92	1	\$32.03	\$66,627
			2	\$33.63	\$69,949

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2024

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/13/2024	PARK PATROL OFFICER P/T	89	3	\$35.29	\$73,408
			4	\$37.07	\$77,098
			5	\$38.88	\$80,878
			6	\$40.89	\$85,048
			7	\$42.88	\$89,195
			8	\$45.09	\$93,777
			1	\$22.36	\$46,510
			2	\$23.48	\$48,848
01/13/2024	PERMIT TECHNICIAN II P/T	92A	3	\$24.65	\$51,276
			4	\$25.90	\$53,865
			5	\$27.17	\$56,523
			1	\$32.03	\$66,627
			2	\$33.63	\$69,949
			3	\$35.29	\$73,408
			4	\$37.07	\$77,098
			5	\$38.88	\$80,878
01/13/2024	PLANNER, ASSISTANT P/T	35B	6	\$40.89	\$85,048
			7	\$42.88	\$89,195
			8	\$45.09	\$93,777
			1	\$32.95	\$68,528
			2	\$34.60	\$71,965
			3	\$36.33	\$75,562
			4	\$38.16	\$79,366
			5	\$40.02	\$83,238
01/13/2024	PLANNER, PRINCIPAL P/T (limited)	27	6	\$42.09	\$87,545
			7	\$44.12	\$91,761
			8	\$46.40	\$96,503
			1	\$66.89	\$139,124
01/13/2024	PLANNING TECHNICIAN P/T	34	1	\$29.96	\$62,319
			2	\$31.48	\$65,481
			3	\$33.03	\$68,712
			4	\$34.69	\$72,148
			5	\$36.45	\$75,814
			6	\$38.23	\$79,526
			7	\$40.17	\$83,558
			8	\$42.17	\$87,706
01/13/2024	POLICE CADET P/T	40	1	\$15.96	\$33,199
			2	\$16.75	\$34,848
			3	\$17.59	\$36,591
			4	\$18.47	\$38,420

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2024

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/13/2024	POLICE COMMUNITY SERVICES OFFICER P/T	05C	5	\$19.39	\$40,341
			1	\$23.31	\$48,481
			2	\$24.46	\$50,887
			3	\$25.69	\$53,430
			4	\$26.98	\$56,110
			5	\$28.34	\$58,951
			6	\$29.74	\$61,861
			7	\$31.23	\$64,954
			8	\$32.79	\$68,208
			9	\$34.43	\$71,622
01/13/2024	POLICE DISPATCHER P/T	70A	10	\$36.16	\$75,219
			1	\$29.74	\$61,861
			2	\$31.24	\$64,977
			3	\$32.80	\$68,231
			4	\$34.44	\$71,644
			5	\$36.17	\$75,241
			6	\$37.98	\$78,999
			7	\$39.87	\$82,940
			8	\$41.87	\$87,087
01/13/2024	POLICE RESERVE P/T	01A	1	\$26.02	\$54,120
			2	\$27.32	\$56,826
			3	\$28.69	\$59,667
			4	\$30.12	\$62,651
			5	\$31.63	\$65,783
			6	\$33.21	\$69,072
			7	\$34.87	\$72,526
			8*	\$36.61	\$76,152
01/13/2024	POOL LIFEGUARD P/T	80	1	\$15.69	\$32,626
			2	\$16.46	\$34,230
			3	\$17.29	\$35,972
			4	\$18.16	\$37,770
			5	\$19.07	\$39,658
01/13/2024	POOL LIFEGUARD, SENIOR P/T	86	1	\$20.59	\$42,822
			2	\$21.63	\$44,998
			3	\$22.70	\$47,221
			4	\$23.86	\$49,626
			5	\$25.08	\$52,170
01/13/2024	POOL SWIM INSTRUCTOR P/T	85A	1	\$16.78	\$34,894
			2	\$17.62	\$36,658
			3	\$18.51	\$38,491

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2024

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			4	\$19.42	\$40,393
			5	\$20.39	\$42,409
01/01/2022	POOL SWIM INSTRUCTOR TRAINEE P/T	01	1	\$15.00	\$31,200
01/13/2024	PUBLIC WORKS TECHNICAL AIDE P/T	75	1	\$17.77	\$36,956
			2	\$18.70	\$38,904
			3	\$19.63	\$40,829
			4	\$20.58	\$42,799
			5	\$21.62	\$44,975
01/13/2024	RECORDS SPECIALIST P/T	17	1	\$29.85	\$62,091
			2	\$31.34	\$65,184
			3	\$32.91	\$68,460
			4	\$34.55	\$71,874
			5	\$36.28	\$75,471
			6	\$38.10	\$79,251
			7	\$40.01	\$83,215
			8	\$42.00	\$87,362
01/13/2024	RECREATION COORDINATOR P/T	56	1	\$29.03	\$60,381
			2	\$30.49	\$63,421
			3	\$32.00	\$66,557
			4	\$33.64	\$69,968
			5	\$35.30	\$73,427
			6	\$37.07	\$77,108
			7	\$38.95	\$81,011
			8	\$40.85	\$84,963
01/13/2024	RECREATION COORDINATOR, ASSISTANT P/T	06	1	\$22.68	\$47,175
			2	\$23.81	\$49,535
			3	\$25.02	\$52,032
			4	\$26.26	\$54,621
			5	\$27.57	\$57,348
			6	\$28.94	\$60,189
			7	\$30.39	\$63,213
			8	\$31.89	\$66,329
01/13/2024	RECREATION LEADER P/T	45	1	\$16.10	\$33,497
			2	\$16.94	\$35,238
			3	\$17.79	\$37,000
			4	\$18.68	\$38,850
			5	\$19.61	\$40,792
01/13/2024	RECREATION LEADER, SENIOR P/T	55A	1	\$17.77	\$36,956
			2	\$18.70	\$38,904
			3	\$19.63	\$40,829

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Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2024

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/13/2024	RECREATION SUPERVISOR P/T	04A	4	\$20.58	\$42,799
			5	\$21.62	\$44,975
			1	\$33.19	\$69,033
			2	\$34.86	\$72,515
			3	\$36.58	\$76,089
			4	\$38.41	\$79,892
			5	\$40.35	\$83,925
			6	\$42.34	\$88,072
01/13/2024	REVIEW OFFICER P/T	95	7	\$44.50	\$92,563
			8	\$46.72	\$97,168
			1	\$35.74	\$74,348
			2	\$37.52	\$78,037
			3	\$39.39	\$81,932
			4	\$41.37	\$86,056
			1	\$21.96	\$45,686
			2	\$23.02	\$47,886
01/13/2024	SENIOR SERVICES SHUTTLE DRIVER P/T	05D	3	\$24.23	\$50,405
			4	\$25.43	\$52,902
			5	\$26.71	\$55,561
			6	\$28.01	\$58,264
			7	\$29.42	\$61,197
			8	\$30.93	\$64,335
			1	\$16.03	\$33,336
			2	\$16.82	\$34,986
01/13/2024	STUDENT AIDE P/T	70B	3	\$17.66	\$36,727
			4	\$18.54	\$38,563
			5	\$19.47	\$40,492
			6	\$20.44	\$42,517
			1	\$23.05	\$47,954
			2	\$24.22	\$50,382
			3	\$25.41	\$52,857
			4	\$26.71	\$55,561
01/13/2024	SUPPORT SERVICES AIDE P/T	50B	5	\$28.02	\$58,287
			6	\$29.42	\$61,197
			7	\$30.91	\$64,290
			8	\$32.43	\$67,452
			1	\$26.58	\$55,286
			2	\$27.92	\$58,082
			3	\$29.30	\$60,953
			4	\$30.77	\$63,997

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Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2024

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			5	\$32.29	\$67,165
			6	\$33.96	\$70,629
			7	\$35.62	\$74,094
			8	\$37.41	\$77,806

*Step 8 of Police Reserve is at least equal to step 1 of Police Officer in accordance with Section 2 Compensation of PTEANB MOU.

Cost of living adjustments are applied to all part-time positions (represented and unrepresented).

Hourly pay rates are rounded to the nearest hundredths. Annual rates are rounded to the nearest whole dollar.

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2025

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/11/2025	ASSISTANT, ADMINISTRATIVE P/T	05E	1	\$31.16	\$64,804
			2	\$32.71	\$68,029
			3	\$34.34	\$71,418
			4	\$36.09	\$75,064
			5	\$37.83	\$78,686
			6	\$39.76	\$82,706
			7	\$41.75	\$86,843
			8	\$43.86	\$91,236
01/11/2025	ASSISTANT, DEPARTMENT P/T	55	1	\$24.43	\$50,806
			2	\$25.66	\$53,376
			3	\$26.94	\$56,041
			4	\$28.29	\$58,846
			5	\$29.71	\$61,790
			6	\$31.19	\$64,875
			7	\$32.75	\$68,123
			8	\$34.38	\$71,511
01/11/2025	ASSISTANT, OFFICE P/T	15	1	\$20.85	\$43,375
			2	\$21.95	\$45,664
			3	\$23.04	\$47,931
			4	\$24.18	\$50,292
			5	\$25.39	\$52,816
			6	\$26.66	\$55,456
			7	\$28.00	\$58,237
			8	\$29.41	\$61,182
01/11/2025	BUILDING INSPECTOR II P/T	36	1	\$37.55	\$78,102
			2	\$39.45	\$82,051
			3	\$41.41	\$86,141
			4	\$43.50	\$90,488
			5	\$45.66	\$94,975
			6	\$47.94	\$99,719
			7	\$50.33	\$104,697
			8	\$52.85	\$109,931
01/11/2025	BUILDING INSPECTOR, PRINCIPAL P/T (limited)	37	1	\$62.15	\$129,277
01/11/2025	CITY CLERK, ASSISTANT P/T	03	1	\$35.47	\$73,778
			2	\$37.27	\$77,517
			3	\$39.13	\$81,397
			4	\$41.09	\$85,464
			5	\$43.16	\$89,763
			6	\$45.31	\$94,250
			7	\$47.58	\$98,971

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2025

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			8	\$49.98	\$103,949
01/11/2025	CIVIL ENGINEER, SENIOR P/T (limited)	47	1	\$75.64	\$157,332
01/11/2025	CODE ENFORCEMENT OFFICER I P/T	23	1	\$28.88	\$60,061
			2	\$30.32	\$63,075
			3	\$31.84	\$66,230
			4	\$33.45	\$69,572
			5	\$35.11	\$73,030
			6	\$36.89	\$76,723
			7	\$38.71	\$80,509
			8	\$40.64	\$84,529
01/11/2025	CODE ENFORCEMENT OFFICER TRAINEE P/T	14	1	\$24.54	\$51,040
			2	\$25.75	\$53,563
			3	\$27.04	\$56,251
			4	\$28.39	\$59,055
			5	\$29.82	\$62,024
			6	\$31.30	\$65,108
			7	\$32.88	\$68,380
			8	\$34.52	\$71,792
01/11/2025	CRIME ANALYST, SENIOR P/T	03A	1	\$34.49	\$71,745
			2	\$36.22	\$75,344
			3	\$38.04	\$79,130
			4	\$39.94	\$83,080
			5	\$41.93	\$87,216
			6	\$44.03	\$91,586
			7	\$46.23	\$96,166
			8	\$48.55	\$100,981
01/11/2025	CRIME PREVENTION SPECIALIST P/T	12	1	\$32.47	\$67,539
			2	\$34.09	\$70,904
			3	\$35.80	\$74,456
			4	\$37.58	\$78,172
			5	\$39.47	\$82,098
			6	\$41.45	\$86,211
			7	\$43.51	\$90,511
			8	\$45.69	\$95,045
01/11/2025	CUSTODY OFFICER P/T	02	1	\$29.73	\$61,837
			2	\$31.21	\$64,921
			3	\$32.77	\$68,169
			4	\$34.43	\$71,605
			5	\$36.14	\$75,181
			6	\$37.94	\$78,920

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2025

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/11/2025	ENGINEER, ASSOCIATE P/T	85B	7	\$39.85	\$82,892
			8	\$41.84	\$87,029
			1	\$44.63	\$92,825
			2	\$46.90	\$97,545
			3	\$49.22	\$102,383
			4	\$51.72	\$107,571
			5	\$54.27	\$112,876
			6	\$56.99	\$118,531
01/11/2025	ENGINEER, JUNIOR P/T	54A	7	\$60.05	\$124,911
			8	\$62.84	\$130,707
			1	\$40.14	\$83,500
			2	\$42.14	\$87,660
			3	\$44.26	\$92,054
			4	\$46.47	\$96,658
			5	\$48.80	\$101,495
			6	\$51.23	\$106,566
01/11/2025	FACILITIES MAINTENANCE WORKER II P/T	50A	7	\$53.80	\$111,894
			8	\$56.48	\$117,480
			1	\$23.52	\$48,913
			2	\$24.71	\$51,390
			3	\$25.92	\$53,914
			4	\$27.25	\$56,672
			5	\$28.58	\$59,453
			6	\$30.01	\$62,421
01/11/2025	FISCAL CLERK P/T	30	7	\$31.53	\$65,576
			8	\$33.08	\$68,801
			1	\$22.03	\$45,828
			2	\$23.13	\$48,118
			3	\$24.32	\$50,596
			4	\$25.52	\$53,073
			5	\$26.80	\$55,737
			6	\$28.13	\$58,518
01/11/2025	FISCAL CLERK, SENIOR P/T	65	7	\$29.52	\$61,393
			8	\$31.00	\$64,477
			1	\$25.65	\$53,353
			2	\$26.90	\$55,947
			3	\$28.23	\$58,728
			4	\$29.66	\$61,696
			5	\$31.13	\$64,757
			6	\$32.72	\$68,053

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MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2025

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/11/2025	FISCAL SPECIALIST P/T	85	7	\$34.37	\$71,488
			8	\$36.05	\$74,994
			1	\$29.72	\$61,813
			2	\$31.20	\$64,898
			3	\$32.76	\$68,146
			4	\$34.39	\$71,535
			5	\$36.10	\$75,087
			6	\$37.92	\$78,873
01/11/2025	GEOGRAPHIC INFORMATION SYSTEM TECHNICAL AIDE P/T	75A	7	\$39.81	\$82,799
			8	\$41.78	\$86,912
			1	\$16.17	\$33,629
			2	\$16.99	\$35,335
			3	\$17.83	\$37,088
			4	\$18.70	\$38,887
			5	\$19.62	\$40,804
			6	\$20.63	\$42,907
01/11/2025	HARBOR SERVICES WORKER P/T	89A	7	\$21.66	\$45,057
			8	\$22.75	\$47,310
			1	\$22.81	\$47,441
			2	\$23.95	\$49,825
			3	\$25.15	\$52,302
			4	\$26.41	\$54,942
			5	\$27.72	\$57,653
			1	\$24.76	\$51,507
01/11/2025	HARBOR SERVICES WORKER, LEAD P/T	89B	2	\$26.01	\$54,101
			3	\$27.30	\$56,789
			4	\$28.68	\$59,663
			5	\$30.11	\$62,631
			6	\$31.61	\$65,739
			7	\$33.19	\$69,034
			8	\$34.85	\$72,493
			1	\$40.18	\$83,571
01/11/2025	HUMAN RESOURCES ANALYST P/T	16	2	\$42.20	\$87,777
			3	\$44.31	\$92,171
			4	\$46.53	\$96,775
			5	\$48.83	\$101,565
			6	\$51.30	\$106,707
			7	\$53.85	\$112,011
			8	\$56.55	\$117,620
			1	\$46.89	\$97,523
01/11/2025	HUMAN RESOURCES ANALYST, SENIOR P/T	20A	1	\$46.89	\$97,523

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MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2025

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/11/2025	HUMAN RESOURCES SPECIALIST I P/T	03B	2	\$49.27	\$102,487
			3	\$51.72	\$107,577
			4	\$54.31	\$112,971
			5	\$56.99	\$118,542
			6	\$59.85	\$124,493
			7	\$62.81	\$130,647
			8	\$65.98	\$137,231
			1	\$30.96	\$64,407
01/11/2025	HUMAN RESOURCES SPECIALIST II P/T	08	2	\$32.52	\$67,633
			3	\$34.13	\$70,997
			4	\$35.82	\$74,503
			5	\$37.62	\$78,242
			6	\$39.48	\$82,122
			7	\$41.49	\$86,305
			8	\$43.51	\$90,511
			1	\$33.65	\$69,993
01/11/2025	INFORMATION TECHNOLOGY TECHNICIAN P/T	54	2	\$35.34	\$73,498
			3	\$37.08	\$77,120
			4	\$38.94	\$81,000
			5	\$40.92	\$85,113
			6	\$42.91	\$89,249
			7	\$45.09	\$93,783
			8	\$47.36	\$98,504
			1	\$23.67	\$49,240
01/11/2025	INTERN P/T	05	2	\$24.89	\$51,764
			3	\$26.10	\$54,288
			4	\$27.41	\$57,022
			5	\$28.77	\$59,850
			6	\$30.25	\$62,911
			7	\$31.74	\$66,020
			8	\$33.34	\$69,338
			1	\$19.56	\$40,687
01/11/2025	LIBRARIAN I P/T	21	2	\$30.05	\$62,514
			3	\$31.55	\$65,622
			4	\$33.10	\$68,847
			5	\$34.80	\$72,376
			6	\$36.50	\$75,928
			7	\$38.38	\$79,831
			8	\$40.28	\$83,781
			8	\$42.27	\$87,917

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MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2025

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/11/2025	LIBRARY ASSISTANT P/T	70	1	\$25.58	\$53,213
			2	\$26.84	\$55,831
			3	\$28.17	\$58,588
			4	\$29.57	\$61,510
			5	\$31.05	\$64,594
			6	\$32.61	\$67,819
			7	\$34.25	\$71,231
			8	\$35.95	\$74,783
01/11/2025	LIBRARY CLERK I P/T	05A	1	\$19.91	\$41,411
			2	\$20.91	\$43,491
			3	\$21.95	\$45,664
			4	\$23.07	\$47,978
			5	\$24.20	\$50,339
			6	\$25.39	\$52,816
			7	\$26.66	\$55,456
			8	\$28.00	\$58,237
01/11/2025	LIBRARY CLERK II P/T	20	1	\$21.01	\$43,702
			2	\$22.08	\$45,922
			3	\$23.17	\$48,189
			4	\$24.37	\$50,689
			5	\$25.58	\$53,213
			6	\$26.84	\$55,831
			7	\$28.17	\$58,588
			8	\$29.61	\$61,579
01/11/2025	LIBRARY PAGE P/T	30A	1	\$16.31	\$33,933
			2	\$17.13	\$35,639
			3	\$17.99	\$37,415
			4	\$18.89	\$39,286
			5	\$19.83	\$41,250
			6	\$20.82	\$43,303
01/11/2025	LIFE SAFETY SPECIALIST I P/T	72	1	\$37.38	\$77,743
			2	\$39.25	\$81,633
			3	\$41.20	\$85,702
			4	\$43.27	\$90,001
			5	\$45.44	\$94,505
			6	\$47.70	\$99,213
			7	\$50.09	\$104,177
			8	\$52.60	\$109,398
01/11/2025	LIFE SAFETY SPECIALIST III P/T	75B	1	\$44.89	\$93,362
			2	\$47.13	\$98,036

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MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2025

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/11/2025	LITERACY COORDINATOR P/T	12A	3	\$49.49	\$102,944
			4	\$51.96	\$108,085
			5	\$54.57	\$113,507
			6	\$57.29	\$119,162
			7	\$60.15	\$125,122
			8	\$63.17	\$131,385
			1	\$30.41	\$63,262
			2	\$31.92	\$66,394
01/11/2025	MAINTENANCE AIDE P/T	84	3	\$33.54	\$69,759
			4	\$35.19	\$73,194
			5	\$37.00	\$76,957
			6	\$38.83	\$80,766
			7	\$40.77	\$84,809
			8	\$42.80	\$89,015
			1	\$16.00	\$33,279
			2	\$16.79	\$34,914
01/11/2025	MANAGEMENT ANALYST P/T	12B	3	\$17.64	\$36,691
			4	\$18.52	\$38,526
			5	\$19.45	\$40,451
			1	\$37.47	\$77,938
			2	\$39.38	\$81,911
			3	\$41.32	\$85,954
			4	\$43.36	\$90,184
			5	\$45.55	\$94,741
01/11/2025	MARINE NATURALIST INTERPRETER P/T	88	6	\$47.84	\$99,509
			7	\$50.21	\$104,439
			8	\$52.73	\$109,675
			1	\$17.84	\$37,111
			2	\$18.71	\$38,911
			3	\$19.65	\$40,874
01/11/2025	MARKETING SPECIALIST P/T	02B	1	\$30.43	\$63,286
			2	\$31.94	\$66,440
			3	\$33.54	\$69,759
			4	\$35.23	\$73,288
			5	\$36.98	\$76,910
			6	\$38.81	\$80,719
			7	\$40.76	\$84,785
			8	\$42.81	\$89,039
01/11/2025	PARALEGAL P/T	92	1	\$32.67	\$67,959
			2	\$34.30	\$71,348

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MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2025

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/11/2025	PARK PATROL OFFICER P/T	89	3	\$36.00	\$74,877
			4	\$37.81	\$78,639
			5	\$39.66	\$82,496
			6	\$41.71	\$86,748
			7	\$43.74	\$90,978
			8	\$45.99	\$95,652
			1	\$22.81	\$47,441
			2	\$23.95	\$49,825
01/11/2025	PERMIT TECHNICIAN II P/T	92A	3	\$25.15	\$52,302
			4	\$26.41	\$54,942
			5	\$27.72	\$57,653
			1	\$32.67	\$67,959
			2	\$34.30	\$71,348
			3	\$36.00	\$74,877
			4	\$37.81	\$78,639
			5	\$39.66	\$82,496
01/11/2025	PLANNER, ASSISTANT P/T	35B	6	\$41.71	\$86,748
			7	\$43.74	\$90,978
			8	\$45.99	\$95,652
			1	\$33.61	\$69,899
			2	\$35.29	\$73,405
			3	\$37.05	\$77,074
			4	\$38.92	\$80,953
			5	\$40.82	\$84,902
01/11/2025	PLANNER, PRINCIPAL P/T (limited)	27	6	\$42.93	\$89,296
			7	\$45.00	\$93,596
			8	\$47.32	\$98,433
			1	\$68.22	\$141,906
01/11/2025	PLANNING TECHNICIAN P/T	34	1	\$30.56	\$63,566
			2	\$32.11	\$66,791
			3	\$33.70	\$70,086
			4	\$35.38	\$73,591
			5	\$37.18	\$77,331
			6	\$39.00	\$81,117
			7	\$40.98	\$85,230
			8	\$43.01	\$89,460
01/11/2025	POLICE CADET P/T	40	1	\$16.28	\$33,863
			2	\$17.09	\$35,545
			3	\$17.94	\$37,323
			4	\$18.84	\$39,189

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MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2025

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/11/2025	POLICE COMMUNITY SERVICES OFFICER P/T	05C	5	\$19.78	\$41,148
			1	\$23.77	\$49,450
			2	\$24.95	\$51,905
			3	\$26.20	\$54,498
			4	\$27.52	\$57,233
			5	\$28.91	\$60,130
			6	\$30.34	\$63,098
			7	\$31.85	\$66,253
			8	\$33.45	\$69,572
			9	\$35.12	\$73,054
01/11/2025	POLICE DISPATCHER P/T	70A	10	\$36.89	\$76,723
			1	\$30.34	\$63,098
			2	\$31.86	\$66,277
			3	\$33.46	\$69,596
			4	\$35.13	\$73,077
			5	\$36.90	\$76,746
			6	\$38.74	\$80,579
			7	\$40.67	\$84,599
			8	\$42.71	\$88,829
01/11/2025	POLICE RESERVE P/T	01A	1	\$26.54	\$55,203
			2	\$27.87	\$57,963
			3	\$29.26	\$60,861
			4	\$30.72	\$63,904
			5	\$32.26	\$67,099
			6	\$33.87	\$70,454
			7	\$35.57	\$73,977
			8*	\$37.34	\$77,675
01/11/2025	POOL LIFEGUARD P/T	80	1	\$16.00	\$33,279
			2	\$16.79	\$34,914
			3	\$17.64	\$36,691
			4	\$18.52	\$38,526
			5	\$19.45	\$40,451
01/11/2025	POOL LIFEGUARD, SENIOR P/T	86	1	\$21.00	\$43,678
			2	\$22.07	\$45,898
			3	\$23.16	\$48,165
			4	\$24.34	\$50,619
			5	\$25.58	\$53,213
01/11/2025	POOL SWIM INSTRUCTOR P/T	85A	1	\$17.11	\$35,592
			2	\$17.98	\$37,392
			3	\$18.88	\$39,261

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MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2025

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			4	\$19.81	\$41,201
			5	\$20.80	\$43,258
01/01/2022	POOL SWIM INSTRUCTOR TRAINEE P/T	01	1	\$15.00	\$31,200
01/11/2025	PUBLIC WORKS TECHNICAL AIDE P/T	75	1	\$18.12	\$37,695
			2	\$19.08	\$39,682
			3	\$20.02	\$41,645
			4	\$20.99	\$43,655
			5	\$22.06	\$45,875
01/11/2025	RECORDS SPECIALIST P/T	17	1	\$30.45	\$63,332
			2	\$31.97	\$66,487
			3	\$33.57	\$69,829
			4	\$35.25	\$73,311
			5	\$37.01	\$76,980
			6	\$38.86	\$80,836
			7	\$40.81	\$84,879
			8	\$42.84	\$89,109
01/11/2025	RECREATION COORDINATOR P/T	56	1	\$29.61	\$61,589
			2	\$31.10	\$64,689
			3	\$32.64	\$67,889
			4	\$34.31	\$71,367
			5	\$36.01	\$74,895
			6	\$37.81	\$78,650
			7	\$39.73	\$82,631
			8	\$41.66	\$86,663
01/11/2025	RECREATION COORDINATOR, ASSISTANT P/T	06	1	\$23.13	\$48,118
			2	\$24.29	\$50,526
			3	\$25.52	\$53,073
			4	\$26.79	\$55,713
			5	\$28.12	\$58,495
			6	\$29.52	\$61,393
			7	\$31.00	\$64,477
			8	\$32.53	\$67,656
01/11/2025	RECREATION LEADER P/T	45	1	\$16.43	\$34,167
			2	\$17.28	\$35,943
			3	\$18.14	\$37,740
			4	\$19.05	\$39,627
			5	\$20.00	\$41,608
01/11/2025	RECREATION LEADER, SENIOR P/T	55A	1	\$18.12	\$37,695
			2	\$19.08	\$39,682
			3	\$20.02	\$41,645

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2% salary range adjustment, effective the pay period following January 1, 2025

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
01/11/2025	RECREATION SUPERVISOR P/T	04A	4	\$20.99	\$43,655
			5	\$22.06	\$45,875
			1	\$33.85	\$70,413
			2	\$35.56	\$73,965
			3	\$37.31	\$77,611
			4	\$39.18	\$81,490
			5	\$41.16	\$85,603
			6	\$43.19	\$89,833
01/11/2025	REVIEW OFFICER P/T	95	7	\$45.39	\$94,414
			8	\$47.65	\$99,111
			1	\$36.46	\$75,835
			2	\$38.27	\$79,598
			3	\$40.18	\$83,571
			4	\$42.20	\$87,777
01/11/2025	SENIOR SERVICES SHUTTLE DRIVER P/T	05D	1	\$22.40	\$46,600
			2	\$23.48	\$48,843
			3	\$24.72	\$51,414
			4	\$25.94	\$53,961
			5	\$27.25	\$56,672
			6	\$28.57	\$59,429
			7	\$30.01	\$62,421
			8	\$31.55	\$65,622
01/11/2025	STUDENT AIDE P/T	70B	1	\$16.35	\$34,003
			2	\$17.16	\$35,686
			3	\$18.01	\$37,461
			4	\$18.91	\$39,334
			5	\$19.86	\$41,302
			6	\$20.85	\$43,367
01/11/2025	SUPPORT SERVICES AIDE P/T	50B	1	\$23.52	\$48,913
			2	\$24.71	\$51,390
			3	\$25.92	\$53,914
			4	\$27.25	\$56,672
			5	\$28.58	\$59,453
			6	\$30.01	\$62,421
			7	\$31.53	\$65,576
			8	\$33.08	\$68,801
01/11/2025	UTILITIES SPECIALIST P/T	60	1	\$27.11	\$56,392
			2	\$28.48	\$59,244
			3	\$29.89	\$62,173
			4	\$31.38	\$65,277

EXHIBIT A

Part-Time Employees Association of Newport Beach

MOU Term: January 1, 2022 - December 31, 2025

2% salary range adjustment, effective the pay period following January 1, 2025

EFFECTIVE DATE	POSITION TITLE	GRADE	STEP	HOURLY RATE	ANNUAL RATE
			5	\$32.94	\$68,508
			6	\$34.64	\$72,042
			7	\$36.33	\$75,576
			8	\$38.16	\$79,362

*Step 8 of Police Reserve is at least equal to step 1 of Police Officer in accordance with Section 2 Compensation of PTEANB MOU.

Cost of living adjustments are applied to all part-time positions (represented and unrepresented).

Hourly pay rates are rounded to the nearest hundredths. Annual rates are rounded to the nearest whole dollar.