

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



*August 23, 2025 through June 30, 2028*

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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 August 23, 2025 through June 30, 2028.
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 August 23, 2025. This MOU shall remain in full force and effect until June 30, 2028, 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 August 23, 2025 salary adjustments for the part-time positions with full-time equivalents shall be tied to the salary adjustments received by the full-time equivalent position. Some part-time classifications are not associated with a full-time equivalent position. The salary adjustments for these classifications shall be tied to the salary adjustments identified in Exhibit \**

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.

#### **Salary Schedule Adjustment**

*Effective August 23, 2025, or as soon thereafter as is reasonably practicable, all part-time classification salary schedules will adjust to match the base salary hourly rates of the equivalent full-time classifications. Accordingly, employees working part-time in classifications that have a full-time counterpart will move to the full-time step with the salary that is closest to their current salary, whether higher or lower than their current step.*

*Notwithstanding the above, part-time classifications that are aligned with full-time classifications represented by the Newport Beach City Employees Association shall receive a 4% equity adjustment effective August 23, 2025, or as soon thereafter as is reasonably practicable.*

#### **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 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. Unit members shall have the option of allocating Cafeteria Plan contributions to 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 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.

*Effective January 1, 2026, the cafeteria plan for part-time members will be administered as follows:*

*All unit members will be offered the equivalent of the minimum essential coverage, regardless of the number of hours worked. For example, if the MEC for 2026 equals \$700 per month, all unit members enrolled in medical plans would be eligible to receive*

*\$700 per month towards medical benefits. No portion of the cafeteria benefit is payable to the employee as taxable cash back. Further, there is no "opt out" cash benefit for eligible unit members who waive coverage.*

*Notwithstanding the above, these unit members are eligible for the following:*

*Employees currently receiving \$775 per month towards medical-only benefits will continue to receive \$775 per month. Employees who receive an opt-out allowance of \$263.40 per month will continue to receive \$263.40 per month. No additional employees will be provided with this "opt out" benefit. Should the minimum essential coverage exceed \$775 per month, the City shall adjust the monthly benefit to match the MEC for employees enrolled in medical-only benefits; however, the opt out benefit of \$263.40 will not adjust.*

*Employees currently receiving an "opt-out" cafeteria benefit of \$3.25 per hour worked will continue to receive \$3.25 per hour, up to a maximum of 60 hours per pay period. The opt out amount of \$3.25 per hour will not be applied to paid leave, as it is not considered time worked for purposes of the \$3.25 per hour 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 *twenty* (120) hours. Once an employee reaches the maximum allowable balance, Flex Leave will stop accruing until the employee's balance falls below 120 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

#### *Tier I:*

*Tier I employees shall contribute eight percent (8%) of compensation earnable for the CalPERS member contribution.*

#### *Tier II:*

*Tier II employees shall contribute the statutory CalPERS Member Contribution equal to seven percent (7%) of compensation earnable, plus an additional one percent (1%) of compensation earnable toward retirement costs under Government Code Section 20516(f), for a total contribution of 8% of compensation earnable.*

*Tier III:*

*The minimum statutory employee contribution for employees in Tier III, subject to the provisions of the Public Employees' Pension Reform Act (PEPRA) equals 50% of the "total normal cost", and is calculated annually for possible adjustments as provided in the CalPERS valuations.*

*In addition to the statutorily required 50% contribution of total normal costs, Tier III employees shall contribute an additional amount of pensionable compensation toward retirement pursuant to Government Code section 20516(f) so that their contribution equals a total of 8% of pensionable compensation. Provided, however, that the employee contribution shall never fall below the statutory required contribution.*

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, Park Patrol Officer, *Assistant Recreation Coordinator*, 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.

#### D. Overpayment

*Employees will be notified by Payroll or Human Resources prior to the recovery of overpayments on paychecks. Recovery of more than 15% of net pay will be subject to a repayment schedule established by the appointing authority under guidelines issued by the Finance Department or Human Resources. Such recovery shall not exceed 15% per month of disposable earnings, as defined by State law, except a mutually agreed upon accelerated payment plan for faster recovery.*

*Recoupments under this section shall be limited to forty-eight (48) months. However, nothing in this section is intended to preclude the City from seeking recoupment of overpayments due to fraud or other knowing concealment through any available legal forum.*

**Signatures are on the next page.**

For PTEANB.

Mary Deane Craig

Mary Craig  
Association President

Date: 07/17/2025

For the City.

Barbara Salvini

Barbara Salvini  
Human Resources Director

Date: 07/16/2025

Luke Jensen

Luke Jensen  
Co-Chief Negotiator

Date: 07/16/2025

ATTEST:

Date: 8/27/2025

By: Molly Perry  
Molly Perry  
Interim City Clerk



CITY OF NEWPORT BEACH,

Date: 8/26/25

By: Joe Stapleton  
Joe Stapleton  
Mayor

**For PTEANB:**

Mary Deane Craig

Mary Deane Craig (Jul 17, 2025 10:50 PDT)

Mary Craig  
Association President

Date: 07/17/2025

**For the City:**

Barbara Salvini

Barbara Salvini (Jul 16, 2025 11:04 PDT)

Barbara Salvini  
Human Resources Director

Date: 07/16/2025

Luke Jensen

Luke Jensen  
Co-Chief Negotiator

Date: 07/16/2025

ATTEST:

Date: \_\_\_\_\_

CITY OF NEWPORT BEACH,

Date: \_\_\_\_\_

By: \_\_\_\_\_

Molly Perry  
Interim City Clerk

By: \_\_\_\_\_

Joe Stapleton  
Mayor

APPROVED AS TO FORM:

Date: 08/27/25

By:   
Jonathan V. Holtzman

## EXHIBIT A

*Some part-time classifications are not associated with a full-time equivalent position. The salary adjustments for these classifications shall be tied to the salary adjustments as follows:*

<i>Job Classification</i>	<i>Bargaining Unit</i>
<i>GIS Technical Aide</i>	<i>NBPTEA</i>
<i>Intern</i>	<i>NBCEA</i>
<i>Library Page</i>	<i>NBCEA</i>
<i>Literacy Coordinator</i>	<i>NBCEA</i>
<i>Maintenance Aide</i>	<i>League</i>
<i>Police Cadet</i>	<i>NBPA</i>
<i>Pool Lifeguard</i>	<i>NBCEA</i>
<i>Senior Pool Lifeguard</i>	<i>NBCEA</i>
<i>Pool Swim Instructor</i>	<i>NBCEA</i>
<i>Public Works Technical Aide</i>	<i>NBPTEA</i>
<i>Recreation Leader</i>	<i>NBCEA</i>
<i>Senior Recreation Leader</i>	<i>NBCEA</i>
<i>Support Services Aide</i>	<i>NBFA</i>
<i>Review Officer</i>	<i>NBCEA</i>

*Pursuant to Section 2A1 of this MOU, Police Reserve Officer shall be, at a minimum, equal to Step 1 of Police Officer.*

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective August 23, 2025: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Assistant, Administrative P/T	05E	1	\$ 33.53	\$ 5,812	\$ 69,740
Assistant, Administrative P/T	05E	2	\$ 35.20	\$ 6,101	\$ 73,211
Assistant, Administrative P/T	05E	3	\$ 36.95	\$ 6,405	\$ 76,858
Assistant, Administrative P/T	05E	4	\$ 38.84	\$ 6,732	\$ 80,781
Assistant, Administrative P/T	05E	5	\$ 40.71	\$ 7,057	\$ 84,679
Assistant, Administrative P/T	05E	6	\$ 42.79	\$ 7,417	\$ 89,005
Assistant, Administrative P/T	05E	7	\$ 44.93	\$ 7,788	\$ 93,456
Assistant, Administrative P/T	05E	8	\$ 47.20	\$ 8,182	\$ 98,185
Assistant, Administrative P/T	05E	9	\$ 49.56	\$ 8,591	\$ 103,094
Assistant, Department P/T	55	1	\$ 26.29	\$ 4,556	\$ 54,675
Assistant, Department P/T	55	2	\$ 27.62	\$ 4,787	\$ 57,442
Assistant, Department P/T	55	3	\$ 28.99	\$ 5,026	\$ 60,309
Assistant, Department P/T	55	4	\$ 30.45	\$ 5,277	\$ 63,327
Assistant, Department P/T	55	5	\$ 31.97	\$ 5,541	\$ 66,496
Assistant, Department P/T	55	6	\$ 33.57	\$ 5,818	\$ 69,816
Assistant, Department P/T	55	7	\$ 35.25	\$ 6,109	\$ 73,311
Assistant, Department P/T	55	8	\$ 37.00	\$ 6,413	\$ 76,958
Assistant, Department P/T	55	9	\$ 38.85	\$ 6,734	\$ 80,806
Assistant, Office P/T	15	1	\$ 22.44	\$ 3,890	\$ 46,678
Assistant, Office P/T	15	2	\$ 23.63	\$ 4,095	\$ 49,143
Assistant, Office P/T	15	3	\$ 24.80	\$ 4,299	\$ 51,582
Assistant, Office P/T	15	4	\$ 26.02	\$ 4,510	\$ 54,122
Assistant, Office P/T	15	5	\$ 27.33	\$ 4,737	\$ 56,839
Assistant, Office P/T	15	6	\$ 28.69	\$ 4,973	\$ 59,680
Assistant, Office P/T	15	7	\$ 30.13	\$ 5,223	\$ 62,673
Assistant, Office P/T	15	8	\$ 31.65	\$ 5,487	\$ 65,842
Assistant, Office P/T	15	9	\$ 33.24	\$ 5,761	\$ 69,134
Building Inspector II P/T	36	1	\$ 41.53	\$ 7,198	\$ 86,377
Building Inspector II P/T	36	2	\$ 43.63	\$ 7,562	\$ 90,748
Building Inspector II P/T	36	3	\$ 45.81	\$ 7,940	\$ 95,285
Building Inspector II P/T	36	4	\$ 48.11	\$ 8,339	\$ 100,072
Building Inspector II P/T	36	5	\$ 50.51	\$ 8,754	\$ 105,052
Building Inspector II P/T	36	6	\$ 53.02	\$ 9,190	\$ 110,281
Building Inspector II P/T	36	7	\$ 55.67	\$ 9,649	\$ 115,787
Building Inspector II P/T	36	8	\$ 58.46	\$ 10,133	\$ 121,597
Building Inspector II P/T	36	9	\$ 61.38	\$ 10,640	\$ 127,676
Building Inspector, Principal P/T	37	1	\$ 49.23	\$ 8,533	\$ 102,396
Building Inspector, Principal P/T	37	2	\$ 51.68	\$ 8,957	\$ 107,487
Building Inspector, Principal P/T	37	3	\$ 54.26	\$ 9,404	\$ 112,854
Building Inspector, Principal P/T	37	4	\$ 56.94	\$ 9,870	\$ 118,443
Building Inspector, Principal P/T	37	5	\$ 59.80	\$ 10,366	\$ 124,391
Building Inspector, Principal P/T	37	6	\$ 62.81	\$ 10,887	\$ 130,644
Building Inspector, Principal P/T	37	7	\$ 65.94	\$ 11,429	\$ 137,145
Building Inspector, Principal P/T	37	8	\$ 69.26	\$ 12,005	\$ 144,062
Building Inspector, Principal P/T	37	9	\$ 72.72	\$ 12,605	\$ 151,266
City Clerk, Assistant P/T	03	1	\$ 48.85	\$ 8,468	\$ 101,611
City Clerk, Assistant P/T	03	2	\$ 51.30	\$ 8,892	\$ 106,701
City Clerk, Assistant P/T	03	3	\$ 53.86	\$ 9,336	\$ 112,036
City Clerk, Assistant P/T	03	4	\$ 56.56	\$ 9,804	\$ 117,643

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective August 23, 2025: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Clerk, Assistant P/T	03	5	\$ 59.39	\$ 10,294	\$ 123,523
City Clerk, Assistant P/T	03	6	\$ 62.36	\$ 10,808	\$ 129,702
City Clerk, Assistant P/T	03	7	\$ 65.47	\$ 11,348	\$ 136,180
City Clerk, Assistant P/T	03	8	\$ 68.76	\$ 11,918	\$ 143,012
City Clerk, Assistant P/T	03	9	\$ 72.19	\$ 12,514	\$ 150,163
Civil Engineer, Senior P/T	47	1	\$ 59.92	\$ 10,387	\$ 124,640
Civil Engineer, Senior P/T	47	2	\$ 62.89	\$ 10,901	\$ 130,810
Civil Engineer, Senior P/T	47	3	\$ 66.04	\$ 11,447	\$ 137,367
Civil Engineer, Senior P/T	47	4	\$ 69.34	\$ 12,019	\$ 144,229
Civil Engineer, Senior P/T	47	5	\$ 72.83	\$ 12,623	\$ 151,477
Civil Engineer, Senior P/T	47	6	\$ 76.46	\$ 13,253	\$ 159,030
Civil Engineer, Senior P/T	47	7	\$ 80.27	\$ 13,914	\$ 166,971
Civil Engineer, Senior P/T	47	8	\$ 84.29	\$ 14,611	\$ 175,327
Civil Engineer, Senior P/T	47	9	\$ 88.51	\$ 15,341	\$ 184,093
Code Enforcement Officer I P/T	23	1	\$ 32.79	\$ 5,683	\$ 68,199
Code Enforcement Officer I P/T	23	2	\$ 34.42	\$ 5,967	\$ 71,602
Code Enforcement Officer I P/T	23	3	\$ 36.15	\$ 6,267	\$ 75,200
Code Enforcement Officer I P/T	23	4	\$ 37.98	\$ 6,582	\$ 78,990
Code Enforcement Officer I P/T	23	5	\$ 39.86	\$ 6,910	\$ 82,918
Code Enforcement Officer I P/T	23	6	\$ 41.87	\$ 7,258	\$ 87,095
Code Enforcement Officer I P/T	23	7	\$ 43.95	\$ 7,618	\$ 91,412
Code Enforcement Officer I P/T	23	8	\$ 46.14	\$ 7,998	\$ 95,977
Code Enforcement Officer I P/T	23	9	\$ 48.45	\$ 8,398	\$ 100,775
Code Enforcement Officer II P/T	35A	1	\$ 37.72	\$ 6,539	\$ 78,464
Code Enforcement Officer II P/T	35A	2	\$ 39.61	\$ 6,866	\$ 82,392
Code Enforcement Officer II P/T	35A	3	\$ 41.59	\$ 7,210	\$ 86,516
Code Enforcement Officer II P/T	35A	4	\$ 43.70	\$ 7,574	\$ 90,886
Code Enforcement Officer II P/T	35A	5	\$ 45.82	\$ 7,943	\$ 95,313
Code Enforcement Officer II P/T	35A	6	\$ 48.19	\$ 8,353	\$ 100,238
Code Enforcement Officer II P/T	35A	7	\$ 50.52	\$ 8,757	\$ 105,079
Code Enforcement Officer II P/T	35A	8	\$ 53.13	\$ 9,209	\$ 110,502
Code Enforcement Officer II P/T	35A	9	\$ 55.78	\$ 9,669	\$ 116,027
Code Enforcement Officer Trainee P/T	14	1	\$ 27.33	\$ 4,738	\$ 56,856
Code Enforcement Officer Trainee P/T	14	2	\$ 28.69	\$ 4,973	\$ 59,678
Code Enforcement Officer Trainee P/T	14	3	\$ 30.13	\$ 5,222	\$ 62,666
Code Enforcement Officer Trainee P/T	14	4	\$ 31.63	\$ 5,483	\$ 65,792
Code Enforcement Officer Trainee P/T	14	5	\$ 33.21	\$ 5,757	\$ 69,085
Code Enforcement Officer Trainee P/T	14	6	\$ 34.88	\$ 6,045	\$ 72,543
Code Enforcement Officer Trainee P/T	14	7	\$ 36.62	\$ 6,347	\$ 76,168
Code Enforcement Officer Trainee P/T	14	8	\$ 38.45	\$ 6,665	\$ 79,986
Code Enforcement Officer Trainee P/T	14	9	\$ 40.38	\$ 6,999	\$ 83,985
Engineer, Associate P/T	85B	1	\$ 49.36	\$ 8,556	\$ 102,673
Engineer, Associate P/T	85B	2	\$ 51.86	\$ 8,989	\$ 107,873
Engineer, Associate P/T	85B	3	\$ 54.44	\$ 9,437	\$ 113,241
Engineer, Associate P/T	85B	4	\$ 57.20	\$ 9,914	\$ 118,968
Engineer, Associate P/T	85B	5	\$ 60.02	\$ 10,403	\$ 124,834
Engineer, Associate P/T	85B	6	\$ 63.02	\$ 10,924	\$ 131,086
Engineer, Associate P/T	85B	7	\$ 66.17	\$ 11,470	\$ 137,643
Engineer, Associate P/T	85B	8	\$ 69.50	\$ 12,047	\$ 144,560



Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective August 23, 2025: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Engineer, Associate P/T	85B	9	\$ 72.98	\$ 12,649	\$ 151,789
Engineer, Junior P/T	54A	1	\$ 44.65	\$ 7,740	\$ 92,878
Engineer, Junior P/T	54A	2	\$ 46.86	\$ 8,123	\$ 97,471
Engineer, Junior P/T	54A	3	\$ 49.28	\$ 8,542	\$ 102,506
Engineer, Junior P/T	54A	4	\$ 51.68	\$ 8,957	\$ 107,487
Engineer, Junior P/T	54A	5	\$ 54.30	\$ 9,411	\$ 112,936
Engineer, Junior P/T	54A	6	\$ 56.96	\$ 9,873	\$ 118,470
Engineer, Junior P/T	54A	7	\$ 59.87	\$ 10,377	\$ 124,530
Engineer, Junior P/T	54A	8	\$ 62.88	\$ 10,899	\$ 130,782
Engineer, Junior P/T	54A	9	\$ 66.02	\$ 11,443	\$ 137,321
Facilities Maintenance Worker II P/T	50A	1	\$ 26.38	\$ 4,573	\$ 54,879
Facilities Maintenance Worker II P/T	50A	2	\$ 27.70	\$ 4,801	\$ 57,610
Facilities Maintenance Worker II P/T	50A	3	\$ 29.05	\$ 5,035	\$ 60,425
Facilities Maintenance Worker II P/T	50A	4	\$ 30.50	\$ 5,286	\$ 63,432
Facilities Maintenance Worker II P/T	50A	5	\$ 32.06	\$ 5,557	\$ 66,688
Facilities Maintenance Worker II P/T	50A	6	\$ 33.68	\$ 5,838	\$ 70,054
Facilities Maintenance Worker II P/T	50A	7	\$ 35.31	\$ 6,121	\$ 73,448
Facilities Maintenance Worker II P/T	50A	8	\$ 37.10	\$ 6,431	\$ 77,172
Facilities Maintenance Worker II P/T	50A	9	\$ 38.96	\$ 6,753	\$ 81,031
Fire Inspector P/T	72	1	\$ 41.65	\$ 7,220	\$ 86,641
Fire Inspector P/T	72	2	\$ 43.74	\$ 7,581	\$ 90,977
Fire Inspector P/T	72	3	\$ 45.92	\$ 7,959	\$ 95,511
Fire Inspector P/T	72	4	\$ 48.22	\$ 8,359	\$ 100,302
Fire Inspector P/T	72	5	\$ 50.64	\$ 8,777	\$ 105,321
Fire Inspector P/T	72	6	\$ 53.16	\$ 9,214	\$ 110,569
Fire Inspector P/T	72	7	\$ 55.82	\$ 9,675	\$ 116,101
Fire Inspector P/T	72	8	\$ 58.62	\$ 10,160	\$ 121,919
Fire Inspector P/T	72	9	\$ 61.55	\$ 10,668	\$ 128,015
Fire Inspector, Senior P/T	73	1	\$ 45.84	\$ 7,945	\$ 95,339
Fire Inspector, Senior P/T	73	2	\$ 48.14	\$ 8,344	\$ 100,131
Fire Inspector, Senior P/T	73	3	\$ 50.54	\$ 8,760	\$ 105,122
Fire Inspector, Senior P/T	73	4	\$ 53.06	\$ 9,197	\$ 110,369
Fire Inspector, Senior P/T	73	5	\$ 55.72	\$ 9,659	\$ 115,902
Fire Inspector, Senior P/T	73	6	\$ 58.51	\$ 10,141	\$ 121,691
Fire Inspector, Senior P/T	73	7	\$ 61.43	\$ 10,647	\$ 127,766
Fire Inspector, Senior P/T	73	8	\$ 64.51	\$ 11,182	\$ 134,183
Fire Inspector, Senior P/T	73	9	\$ 67.74	\$ 11,741	\$ 140,892
Fire Marshal, Deputy P/T	75B	1	\$ 50.40	\$ 8,736	\$ 104,836
Fire Marshal, Deputy P/T	75B	2	\$ 52.93	\$ 9,174	\$ 110,084
Fire Marshal, Deputy P/T	75B	3	\$ 55.57	\$ 9,632	\$ 115,588
Fire Marshal, Deputy P/T	75B	4	\$ 58.35	\$ 10,115	\$ 121,378
Fire Marshal, Deputy P/T	75B	5	\$ 61.28	\$ 10,621	\$ 127,453
Fire Marshal, Deputy P/T	75B	6	\$ 64.33	\$ 11,151	\$ 133,812
Fire Marshal, Deputy P/T	75B	7	\$ 67.55	\$ 11,709	\$ 140,514
Fire Marshal, Deputy P/T	75B	8	\$ 70.93	\$ 12,294	\$ 147,530
Fire Marshal, Deputy P/T	75B	9	\$ 74.47	\$ 12,909	\$ 154,906
Fire Support Services Aide P/T	50B	1	\$ 25.31	\$ 4,387	\$ 52,638
Fire Support Services Aide P/T	50B	2	\$ 26.59	\$ 4,609	\$ 55,304
Fire Support Services Aide P/T	50B	3	\$ 27.89	\$ 4,835	\$ 58,021

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective August 23, 2025: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Fire Support Services Aide P/T	50B	4	\$ 29.32	\$ 5,082	\$ 60,988
Fire Support Services Aide P/T	50B	5	\$ 30.76	\$ 5,332	\$ 63,981
Fire Support Services Aide P/T	50B	6	\$ 32.30	\$ 5,598	\$ 67,175
Fire Support Services Aide P/T	50B	7	\$ 33.93	\$ 5,881	\$ 70,570
Fire Support Services Aide P/T	50B	8	\$ 35.60	\$ 6,170	\$ 74,041
Fire Support Services Aide P/T	50B	9	\$ 37.38	\$ 6,479	\$ 77,743
Fiscal Clerk P/T	30	1	\$ 23.71	\$ 4,110	\$ 49,319
Fiscal Clerk P/T	30	2	\$ 24.90	\$ 4,315	\$ 51,783
Fiscal Clerk P/T	30	3	\$ 26.18	\$ 4,537	\$ 54,449
Fiscal Clerk P/T	30	4	\$ 27.46	\$ 4,760	\$ 57,115
Fiscal Clerk P/T	30	5	\$ 28.84	\$ 4,999	\$ 59,982
Fiscal Clerk P/T	30	6	\$ 30.28	\$ 5,248	\$ 62,975
Fiscal Clerk P/T	30	7	\$ 31.76	\$ 5,506	\$ 66,069
Fiscal Clerk P/T	30	8	\$ 33.36	\$ 5,782	\$ 69,388
Fiscal Clerk P/T	30	9	\$ 35.03	\$ 6,071	\$ 72,857
Fiscal Clerk, Senior P/T	65	1	\$ 27.60	\$ 4,785	\$ 57,417
Fiscal Clerk, Senior P/T	65	2	\$ 28.95	\$ 5,017	\$ 60,208
Fiscal Clerk, Senior P/T	65	3	\$ 30.39	\$ 5,267	\$ 63,201
Fiscal Clerk, Senior P/T	65	4	\$ 31.92	\$ 5,533	\$ 66,395
Fiscal Clerk, Senior P/T	65	5	\$ 33.50	\$ 5,807	\$ 69,690
Fiscal Clerk, Senior P/T	65	6	\$ 35.21	\$ 6,103	\$ 73,236
Fiscal Clerk, Senior P/T	65	7	\$ 36.99	\$ 6,411	\$ 76,933
Fiscal Clerk, Senior P/T	65	8	\$ 38.80	\$ 6,725	\$ 80,706
Fiscal Clerk, Senior P/T	65	9	\$ 40.74	\$ 7,062	\$ 84,741
Fiscal Specialist P/T	85	1	\$ 31.98	\$ 5,543	\$ 66,521
Fiscal Specialist P/T	85	2	\$ 33.58	\$ 5,820	\$ 69,841
Fiscal Specialist P/T	85	3	\$ 35.26	\$ 6,111	\$ 73,337
Fiscal Specialist P/T	85	4	\$ 37.01	\$ 6,415	\$ 76,983
Fiscal Specialist P/T	85	5	\$ 38.85	\$ 6,734	\$ 80,806
Fiscal Specialist P/T	85	6	\$ 40.81	\$ 7,073	\$ 84,880
Fiscal Specialist P/T	85	7	\$ 42.84	\$ 7,425	\$ 89,106
Fiscal Specialist P/T	85	8	\$ 44.97	\$ 7,794	\$ 93,532
Fiscal Specialist P/T	85	9	\$ 47.22	\$ 8,184	\$ 98,209
GIS Technical Aide P/T	75A	1	\$ 18.46	\$ 3,199	\$ 38,392
GIS Technical Aide P/T	75A	2	\$ 19.37	\$ 3,358	\$ 40,296
GIS Technical Aide P/T	75A	3	\$ 20.31	\$ 3,521	\$ 42,252
GIS Technical Aide P/T	75A	4	\$ 21.31	\$ 3,694	\$ 44,334
GIS Technical Aide P/T	75A	5	\$ 22.41	\$ 3,885	\$ 46,619
GIS Technical Aide P/T	75A	6	\$ 23.54	\$ 4,080	\$ 48,955
GIS Technical Aide P/T	75A	7	\$ 24.71	\$ 4,284	\$ 51,403
GIS Technical Aide P/T	75A	8	\$ 25.95	\$ 4,498	\$ 53,973
GIS Technical Aide P/T	75A	9	\$ 27.25	\$ 4,723	\$ 56,671
Harbor Safety Officer P/T	89A	1	\$ 25.40	\$ 4,403	\$ 52,834
Harbor Safety Officer P/T	89A	2	\$ 26.67	\$ 4,623	\$ 55,475
Harbor Safety Officer P/T	89A	3	\$ 28.00	\$ 4,854	\$ 58,249
Harbor Safety Officer P/T	89A	4	\$ 29.40	\$ 5,097	\$ 61,162
Harbor Safety Officer P/T	89A	5	\$ 30.87	\$ 5,352	\$ 64,219
Harbor Safety Officer P/T	89A	6	\$ 32.42	\$ 5,619	\$ 67,431
Harbor Safety Officer P/T	89A	7	\$ 34.04	\$ 5,900	\$ 70,802

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective August 23, 2025: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Harbor Safety Officer P/T	89A	8	\$ 35.74	\$ 6,195	\$ 74,342
Harbor Safety Officer P/T	89A	9	\$ 37.53	\$ 6,505	\$ 78,060
Harbor Safety Officer, Lead P/T	89B	1	\$ 27.58	\$ 4,780	\$ 57,362
Harbor Safety Officer, Lead P/T	89B	2	\$ 28.96	\$ 5,019	\$ 60,230
Harbor Safety Officer, Lead P/T	89B	3	\$ 30.40	\$ 5,270	\$ 63,241
Harbor Safety Officer, Lead P/T	89B	4	\$ 31.92	\$ 5,534	\$ 66,403
Harbor Safety Officer, Lead P/T	89B	5	\$ 33.52	\$ 5,810	\$ 69,724
Harbor Safety Officer, Lead P/T	89B	6	\$ 35.20	\$ 6,101	\$ 73,210
Harbor Safety Officer, Lead P/T	89B	7	\$ 36.96	\$ 6,406	\$ 76,871
Harbor Safety Officer, Lead P/T	89B	8	\$ 38.80	\$ 6,726	\$ 80,714
Harbor Safety Officer, Lead P/T	89B	9	\$ 40.74	\$ 7,062	\$ 84,749
Human Resources Analyst P/T	16	1	\$ 46.88	\$ 8,126	\$ 97,515
Human Resources Analyst P/T	16	2	\$ 49.18	\$ 8,524	\$ 102,293
Human Resources Analyst P/T	16	3	\$ 51.66	\$ 8,955	\$ 107,461
Human Resources Analyst P/T	16	4	\$ 54.28	\$ 9,409	\$ 112,910
Human Resources Analyst P/T	16	5	\$ 56.96	\$ 9,872	\$ 118,470
Human Resources Analyst P/T	16	6	\$ 59.80	\$ 10,366	\$ 124,393
Human Resources Analyst P/T	16	7	\$ 62.81	\$ 10,888	\$ 130,652
Human Resources Analyst P/T	16	8	\$ 65.96	\$ 11,433	\$ 137,191
Human Resources Analyst P/T	16	9	\$ 69.25	\$ 12,004	\$ 144,050
Human Resources Analyst, Assistant P/T	08	1	\$ 39.25	\$ 6,804	\$ 81,643
Human Resources Analyst, Assistant P/T	08	2	\$ 41.21	\$ 7,144	\$ 85,723
Human Resources Analyst, Assistant P/T	08	3	\$ 43.24	\$ 7,495	\$ 89,942
Human Resources Analyst, Assistant P/T	08	4	\$ 45.42	\$ 7,872	\$ 94,469
Human Resources Analyst, Assistant P/T	08	5	\$ 47.74	\$ 8,275	\$ 99,302
Human Resources Analyst, Assistant P/T	08	6	\$ 50.04	\$ 8,673	\$ 104,080
Human Resources Analyst, Assistant P/T	08	7	\$ 52.63	\$ 9,123	\$ 109,472
Human Resources Analyst, Assistant P/T	08	8	\$ 55.24	\$ 9,574	\$ 114,893
Human Resources Analyst, Assistant P/T	08	9	\$ 58.00	\$ 10,053	\$ 120,638
Human Resources Analyst, Senior P/T	20A	1	\$ 51.73	\$ 8,967	\$ 107,601
Human Resources Analyst, Senior P/T	20A	2	\$ 54.36	\$ 9,423	\$ 113,078
Human Resources Analyst, Senior P/T	20A	3	\$ 57.06	\$ 9,891	\$ 118,694
Human Resources Analyst, Senior P/T	20A	4	\$ 59.93	\$ 10,387	\$ 124,645
Human Resources Analyst, Senior P/T	20A	5	\$ 62.88	\$ 10,899	\$ 130,792
Human Resources Analyst, Senior P/T	20A	6	\$ 66.04	\$ 11,446	\$ 137,358
Human Resources Analyst, Senior P/T	20A	7	\$ 69.30	\$ 12,012	\$ 144,148
Human Resources Analyst, Senior P/T	20A	8	\$ 72.79	\$ 12,618	\$ 151,412
Human Resources Analyst, Senior P/T	20A	9	\$ 76.43	\$ 13,249	\$ 158,983
Human Resources Specialist P/T	03B	1	\$ 35.50	\$ 6,154	\$ 73,848
Human Resources Specialist P/T	03B	2	\$ 37.28	\$ 6,461	\$ 77,536
Human Resources Specialist P/T	03B	3	\$ 39.13	\$ 6,783	\$ 81,392
Human Resources Specialist P/T	03B	4	\$ 41.07	\$ 7,118	\$ 85,415
Human Resources Specialist P/T	03B	5	\$ 43.13	\$ 7,477	\$ 89,718
Human Resources Specialist P/T	03B	6	\$ 45.27	\$ 7,847	\$ 94,161
Human Resources Specialist P/T	03B	7	\$ 47.58	\$ 8,247	\$ 98,967
Human Resources Specialist P/T	03B	8	\$ 49.89	\$ 8,648	\$ 103,773
Human Resources Specialist P/T	03B	9	\$ 52.39	\$ 9,080	\$ 108,961
Intern P/T	05	1	\$ 22.10	\$ 3,831	\$ 45,975
IT Technician P/T	54	1	\$ 29.37	\$ 5,090	\$ 61,086

Exhibit B  
*Part-Time Employees Association of Newport Beach*  
 MOU Term: August 23, 2025 - June 30, 2028  
**Effective August 23, 2025: Salary Adjustments**

<b>POSITION TITLES</b>	<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY RATE</b>	<b>ANNUAL SALARY</b>
IT Technician P/T	54	2	\$ 30.83	\$ 5,343	\$ 64,118
IT Technician P/T	54	3	\$ 32.37	\$ 5,611	\$ 67,328
IT Technician P/T	54	4	\$ 33.98	\$ 5,891	\$ 70,687
IT Technician P/T	54	5	\$ 35.69	\$ 6,185	\$ 74,225
IT Technician P/T	54	6	\$ 37.47	\$ 6,495	\$ 77,940
IT Technician P/T	54	7	\$ 39.34	\$ 6,820	\$ 81,834
IT Technician P/T	54	8	\$ 41.32	\$ 7,161	\$ 85,937
IT Technician P/T	54	9	\$ 43.38	\$ 7,519	\$ 90,233
Librarian I P/T	21	1	\$ 32.34	\$ 5,606	\$ 67,275
Librarian I P/T	21	2	\$ 33.95	\$ 5,885	\$ 70,621
Librarian I P/T	21	3	\$ 35.62	\$ 6,174	\$ 74,091
Librarian I P/T	21	4	\$ 37.45	\$ 6,491	\$ 77,888
Librarian I P/T	21	5	\$ 39.28	\$ 6,809	\$ 81,711
Librarian I P/T	21	6	\$ 41.30	\$ 7,159	\$ 85,912
Librarian I P/T	21	7	\$ 43.35	\$ 7,514	\$ 90,162
Librarian I P/T	21	8	\$ 45.49	\$ 7,884	\$ 94,613
Librarian I P/T	21	9	\$ 47.76	\$ 8,279	\$ 99,344
Library Assistant P/T	70	1	\$ 27.53	\$ 4,772	\$ 57,266
Library Assistant P/T	70	2	\$ 28.89	\$ 5,007	\$ 60,083
Library Assistant P/T	70	3	\$ 30.31	\$ 5,254	\$ 63,050
Library Assistant P/T	70	4	\$ 31.82	\$ 5,516	\$ 66,194
Library Assistant P/T	70	5	\$ 33.42	\$ 5,793	\$ 69,514
Library Assistant P/T	70	6	\$ 35.09	\$ 6,082	\$ 72,985
Library Assistant P/T	70	7	\$ 36.85	\$ 6,388	\$ 76,656
Library Assistant P/T	70	8	\$ 38.69	\$ 6,707	\$ 80,479
Library Assistant P/T	70	9	\$ 40.63	\$ 7,042	\$ 84,503
Library Clerk I P/T	05A	1	\$ 21.43	\$ 3,714	\$ 44,565
Library Clerk I P/T	05A	2	\$ 22.50	\$ 3,900	\$ 46,804
Library Clerk I P/T	05A	3	\$ 23.63	\$ 4,095	\$ 49,143
Library Clerk I P/T	05A	4	\$ 24.82	\$ 4,303	\$ 51,633
Library Clerk I P/T	05A	5	\$ 26.04	\$ 4,514	\$ 54,173
Library Clerk I P/T	05A	6	\$ 27.33	\$ 4,737	\$ 56,839
Library Clerk I P/T	05A	7	\$ 28.69	\$ 4,973	\$ 59,680
Library Clerk I P/T	05A	8	\$ 30.13	\$ 5,223	\$ 62,673
Library Clerk I P/T	05A	9	\$ 31.64	\$ 5,484	\$ 65,807
Library Clerk II P/T	20	1	\$ 22.61	\$ 3,919	\$ 47,030
Library Clerk II P/T	20	2	\$ 23.76	\$ 4,118	\$ 49,419
Library Clerk II P/T	20	3	\$ 24.93	\$ 4,322	\$ 51,859
Library Clerk II P/T	20	4	\$ 26.23	\$ 4,546	\$ 54,550
Library Clerk II P/T	20	5	\$ 27.53	\$ 4,772	\$ 57,266
Library Clerk II P/T	20	6	\$ 28.89	\$ 5,007	\$ 60,083
Library Clerk II P/T	20	7	\$ 30.31	\$ 5,254	\$ 63,050
Library Clerk II P/T	20	8	\$ 31.86	\$ 5,522	\$ 66,270
Library Clerk II P/T	20	9	\$ 33.45	\$ 5,799	\$ 69,583
Library Page P/T	30A	1	\$ 18.44	\$ 3,196	\$ 38,353
Library Page P/T	30A	2	\$ 19.36	\$ 3,355	\$ 40,265
Library Page P/T	30A	3	\$ 20.33	\$ 3,523	\$ 42,279
Library Page P/T	30A	4	\$ 21.34	\$ 3,699	\$ 44,392
Library Page P/T	30A	5	\$ 22.40	\$ 3,883	\$ 46,601

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective August 23, 2025: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Library Page P/T	30A	6	\$ 23.52	\$ 4,078	\$ 48,931
Library Page P/T	30A	7	\$ 24.70	\$ 4,281	\$ 51,378
Lifeguard Cadet P/T, Unrep*	02A	1	\$ 18.50	\$ 3,207	\$ 38,480
Lifeguard Trainee P/T, Unrep*	01	1	\$ 16.50	\$ 2,860	\$ 34,320
Literacy Coordinator P/T	12A	1	\$ 32.73	\$ 5,673	\$ 68,080
Literacy Coordinator P/T	12A	2	\$ 34.35	\$ 5,954	\$ 71,450
Literacy Coordinator P/T	12A	3	\$ 36.09	\$ 6,256	\$ 75,072
Literacy Coordinator P/T	12A	4	\$ 37.87	\$ 6,564	\$ 78,769
Literacy Coordinator P/T	12A	5	\$ 39.82	\$ 6,902	\$ 82,818
Literacy Coordinator P/T	12A	6	\$ 41.79	\$ 7,243	\$ 86,917
Literacy Coordinator P/T	12A	7	\$ 43.88	\$ 7,606	\$ 91,269
Literacy Coordinator P/T	12A	8	\$ 46.06	\$ 7,983	\$ 95,795
Literacy Coordinator P/T	12A	9	\$ 48.36	\$ 8,382	\$ 100,585
Maintenance Aide P/T	84	1	\$ 18.24	\$ 3,161	\$ 37,935
Maintenance Aide P/T	84	2	\$ 19.17	\$ 3,322	\$ 39,865
Maintenance Aide P/T	84	3	\$ 20.12	\$ 3,488	\$ 41,858
Maintenance Aide P/T	84	4	\$ 21.13	\$ 3,663	\$ 43,951
Maintenance Aide P/T	84	5	\$ 22.19	\$ 3,846	\$ 46,148
Maintenance Aide P/T	84	6	\$ 23.30	\$ 4,038	\$ 48,456
Maintenance Worker P/T	25H	1	\$ 26.38	\$ 4,573	\$ 54,879
Maintenance Worker P/T	25H	2	\$ 27.70	\$ 4,801	\$ 57,610
Maintenance Worker P/T	25H	3	\$ 29.05	\$ 5,035	\$ 60,425
Maintenance Worker P/T	25H	4	\$ 30.50	\$ 5,286	\$ 63,432
Maintenance Worker P/T	25H	5	\$ 32.06	\$ 5,557	\$ 66,688
Maintenance Worker P/T	25H	6	\$ 33.68	\$ 5,838	\$ 70,054
Maintenance Worker P/T	25H	7	\$ 35.31	\$ 6,121	\$ 73,448
Maintenance Worker P/T	25H	8	\$ 37.10	\$ 6,431	\$ 77,172
Maintenance Worker P/T	25H	9	\$ 38.96	\$ 6,753	\$ 81,031
Management Analyst P/T	12B	1	\$ 42.48	\$ 7,362	\$ 88,349
Management Analyst P/T	12B	2	\$ 44.65	\$ 7,740	\$ 92,876
Management Analyst P/T	12B	3	\$ 46.85	\$ 8,121	\$ 97,458
Management Analyst P/T	12B	4	\$ 49.15	\$ 8,520	\$ 102,236
Management Analyst P/T	12B	5	\$ 51.64	\$ 8,951	\$ 107,406
Management Analyst P/T	12B	6	\$ 54.24	\$ 9,402	\$ 112,826
Management Analyst P/T	12B	7	\$ 56.93	\$ 9,868	\$ 118,414
Management Analyst P/T	12B	8	\$ 59.78	\$ 10,361	\$ 124,338
Management Analyst P/T	12B	9	\$ 62.77	\$ 10,880	\$ 130,555
Management Analyst, Assistant P/T	37A	1	\$ 38.71	\$ 6,709	\$ 80,511
Management Analyst, Assistant P/T	37A	2	\$ 40.62	\$ 7,041	\$ 84,495
Management Analyst, Assistant P/T	37A	3	\$ 42.64	\$ 7,392	\$ 88,701
Management Analyst, Assistant P/T	37A	4	\$ 44.80	\$ 7,765	\$ 93,183
Management Analyst, Assistant P/T	37A	5	\$ 47.09	\$ 8,162	\$ 97,941
Management Analyst, Assistant P/T	37A	6	\$ 49.38	\$ 8,558	\$ 102,700
Management Analyst, Assistant P/T	37A	7	\$ 51.89	\$ 8,994	\$ 107,930
Management Analyst, Assistant P/T	37A	8	\$ 54.48	\$ 9,444	\$ 113,324
Management Analyst, Assistant P/T	37A	9	\$ 57.21	\$ 9,916	\$ 118,991
Management Analyst, Senior P/T	06A	1	\$ 48.85	\$ 8,468	\$ 101,611
Management Analyst, Senior P/T	06A	2	\$ 51.30	\$ 8,892	\$ 106,701
Management Analyst, Senior P/T	06A	3	\$ 53.86	\$ 9,336	\$ 112,036

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective August 23, 2025: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Management Analyst, Senior P/T	06A	4	\$ 56.56	\$ 9,804	\$ 117,643
Management Analyst, Senior P/T	06A	5	\$ 59.39	\$ 10,294	\$ 123,523
Management Analyst, Senior P/T	06A	6	\$ 62.36	\$ 10,808	\$ 129,702
Management Analyst, Senior P/T	06A	7	\$ 65.47	\$ 11,348	\$ 136,180
Management Analyst, Senior P/T	06A	8	\$ 68.76	\$ 11,918	\$ 143,012
Management Analyst, Senior P/T	06A	9	\$ 72.19	\$ 12,514	\$ 150,163
Marketing Specialist P/T	02B	1	\$ 32.74	\$ 5,675	\$ 68,105
Marketing Specialist P/T	02B	2	\$ 34.38	\$ 5,958	\$ 71,501
Marketing Specialist P/T	02B	3	\$ 36.09	\$ 6,256	\$ 75,072
Marketing Specialist P/T	02B	4	\$ 37.92	\$ 6,572	\$ 78,870
Marketing Specialist P/T	02B	5	\$ 39.79	\$ 6,897	\$ 82,768
Marketing Specialist P/T	02B	6	\$ 41.76	\$ 7,239	\$ 86,868
Marketing Specialist P/T	02B	7	\$ 43.87	\$ 7,604	\$ 91,243
Marketing Specialist P/T	02B	8	\$ 46.07	\$ 7,985	\$ 95,821
Marketing Specialist P/T	02B	9	\$ 48.37	\$ 8,384	\$ 100,612
Paralegal P/T	92	1	\$ 38.08	\$ 6,601	\$ 79,213
Paralegal P/T	92	2	\$ 39.98	\$ 6,929	\$ 83,152
Paralegal P/T	92	3	\$ 42.01	\$ 7,281	\$ 87,372
Paralegal P/T	92	4	\$ 44.11	\$ 7,647	\$ 91,758
Paralegal P/T	92	5	\$ 46.30	\$ 8,026	\$ 96,313
Paralegal P/T	92	6	\$ 48.61	\$ 8,427	\$ 101,118
Paralegal P/T	92	7	\$ 51.03	\$ 8,846	\$ 106,148
Paralegal P/T	92	8	\$ 53.59	\$ 9,288	\$ 111,457
Paralegal P/T	92	9	\$ 56.26	\$ 9,752	\$ 117,030
Park Patrol Officer P/T	89	1	\$ 24.55	\$ 4,255	\$ 51,054
Park Patrol Officer P/T	89	2	\$ 25.78	\$ 4,468	\$ 53,619
Park Patrol Officer P/T	89	3	\$ 27.06	\$ 4,690	\$ 56,285
Park Patrol Officer P/T	89	4	\$ 28.43	\$ 4,927	\$ 59,127
Park Patrol Officer P/T	89	5	\$ 29.83	\$ 5,170	\$ 62,045
Park Patrol Officer P/T	89	6	\$ 31.32	\$ 5,429	\$ 65,147
Permit Technician II P/T	92A	1	\$ 37.72	\$ 6,539	\$ 78,464
Permit Technician II P/T	92A	2	\$ 39.61	\$ 6,866	\$ 82,392
Permit Technician II P/T	92A	3	\$ 41.59	\$ 7,210	\$ 86,516
Permit Technician II P/T	92A	4	\$ 43.70	\$ 7,574	\$ 90,886
Permit Technician II P/T	92A	5	\$ 45.82	\$ 7,943	\$ 95,313
Permit Technician II P/T	92A	6	\$ 48.19	\$ 8,353	\$ 100,238
Permit Technician II P/T	92A	7	\$ 50.52	\$ 8,757	\$ 105,079
Permit Technician II P/T	92A	8	\$ 53.13	\$ 9,209	\$ 110,502
Permit Technician II P/T	92A	9	\$ 55.78	\$ 9,669	\$ 116,027
Planner, Assistant P/T	35B	1	\$ 37.72	\$ 6,539	\$ 78,464
Planner, Assistant P/T	35B	2	\$ 39.61	\$ 6,866	\$ 82,392
Planner, Assistant P/T	35B	3	\$ 41.59	\$ 7,210	\$ 86,516
Planner, Assistant P/T	35B	4	\$ 43.70	\$ 7,574	\$ 90,886
Planner, Assistant P/T	35B	5	\$ 45.82	\$ 7,943	\$ 95,313
Planner, Assistant P/T	35B	6	\$ 48.19	\$ 8,353	\$ 100,238
Planner, Assistant P/T	35B	7	\$ 50.52	\$ 8,757	\$ 105,079
Planner, Assistant P/T	35B	8	\$ 53.13	\$ 9,209	\$ 110,502
Planner, Assistant P/T	35B	9	\$ 55.78	\$ 9,669	\$ 116,027
Planner, Principal P/T	27	1	\$ 55.63	\$ 9,642	\$ 115,704

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective August 23, 2025: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Planner, Principal P/T	27	2	\$ 58.43	\$ 10,129	\$ 121,543
Planner, Principal P/T	27	3	\$ 61.32	\$ 10,629	\$ 127,551
Planner, Principal P/T	27	4	\$ 64.43	\$ 11,167	\$ 134,005
Planner, Principal P/T	27	5	\$ 67.64	\$ 11,724	\$ 140,683
Planner, Principal P/T	27	6	\$ 71.02	\$ 12,310	\$ 147,724
Planner, Principal P/T	27	7	\$ 74.57	\$ 12,925	\$ 155,100
Planner, Principal P/T	27	8	\$ 78.32	\$ 13,575	\$ 162,896
Planner, Principal P/T	27	9	\$ 82.23	\$ 14,253	\$ 171,041
Planning Technician P/T	34	1	\$ 34.30	\$ 5,946	\$ 71,353
Planning Technician P/T	34	2	\$ 36.05	\$ 6,248	\$ 74,978
Planning Technician P/T	34	3	\$ 37.83	\$ 6,557	\$ 78,685
Planning Technician P/T	34	4	\$ 39.72	\$ 6,884	\$ 82,614
Planning Technician P/T	34	5	\$ 41.74	\$ 7,235	\$ 86,819
Planning Technician P/T	34	6	\$ 43.78	\$ 7,588	\$ 91,052
Planning Technician P/T	34	7	\$ 46.00	\$ 7,973	\$ 95,673
Planning Technician P/T	34	8	\$ 48.28	\$ 8,369	\$ 100,432
Planning Technician P/T	34	9	\$ 50.70	\$ 8,788	\$ 105,453
Police Cadet P/T	40	1	\$ 18.39	\$ 3,188	\$ 38,253
Police Cadet P/T	40	2	\$ 19.31	\$ 3,347	\$ 40,166
Police Cadet P/T	40	3	\$ 20.28	\$ 3,514	\$ 42,173
Police Cadet P/T	40	4	\$ 21.29	\$ 3,690	\$ 44,282
Police Cadet P/T	40	5	\$ 22.35	\$ 3,875	\$ 46,496
Police Cadet P/T	40	6	\$ 23.47	\$ 4,068	\$ 48,821
Police Community Services Officer P/T	05C	1	\$ 29.64	\$ 5,137	\$ 61,645
Police Community Services Officer P/T	05C	2	\$ 31.10	\$ 5,390	\$ 64,681
Police Community Services Officer P/T	05C	3	\$ 32.66	\$ 5,662	\$ 67,943
Police Community Services Officer P/T	05C	4	\$ 34.31	\$ 5,946	\$ 71,355
Police Community Services Officer P/T	05C	5	\$ 35.99	\$ 6,239	\$ 74,867
Police Community Services Officer P/T	05C	6	\$ 37.80	\$ 6,553	\$ 78,631
Police Community Services Officer P/T	05C	7	\$ 39.72	\$ 6,885	\$ 82,620
Police Community Services Officer P/T	05C	8	\$ 41.71	\$ 7,229	\$ 86,751
Police Crime Analyst, Senior P/T	03A	1	\$ 38.65	\$ 6,699	\$ 80,387
Police Crime Analyst, Senior P/T	03A	2	\$ 40.57	\$ 7,031	\$ 84,377
Police Crime Analyst, Senior P/T	03A	3	\$ 42.59	\$ 7,383	\$ 88,591
Police Crime Analyst, Senior P/T	03A	4	\$ 44.70	\$ 7,748	\$ 92,982
Police Crime Analyst, Senior P/T	03A	5	\$ 46.96	\$ 8,139	\$ 97,674
Police Crime Analyst, Senior P/T	03A	6	\$ 49.30	\$ 8,545	\$ 102,541
Police Crime Analyst, Senior P/T	03A	7	\$ 51.77	\$ 8,974	\$ 107,684
Police Crime Analyst, Senior P/T	03A	8	\$ 54.36	\$ 9,422	\$ 113,069
Police Crime Prevention Specialist P/T	12	1	\$ 36.67	\$ 6,356	\$ 76,273
Police Crime Prevention Specialist P/T	12	2	\$ 38.49	\$ 6,672	\$ 80,061
Police Crime Prevention Specialist P/T	12	3	\$ 40.43	\$ 7,008	\$ 84,100
Police Crime Prevention Specialist P/T	12	4	\$ 42.46	\$ 7,360	\$ 88,315
Police Crime Prevention Specialist P/T	12	5	\$ 44.58	\$ 7,728	\$ 92,731
Police Crime Prevention Specialist P/T	12	6	\$ 46.79	\$ 8,110	\$ 97,322
Police Crime Prevention Specialist P/T	12	7	\$ 49.15	\$ 8,520	\$ 102,240
Police Crime Prevention Specialist P/T	12	8	\$ 51.61	\$ 8,946	\$ 107,352
Police Custody Officer P/T	02	1	\$ 33.65	\$ 5,833	\$ 70,000
Police Custody Officer P/T	02	2	\$ 35.31	\$ 6,120	\$ 73,437

Exhibit B  
*Part-Time Employees Association of Newport Beach*  
 MOU Term: August 23, 2025 - June 30, 2028  
**Effective August 23, 2025: Salary Adjustments**

<b>POSITION TITLES</b>	<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY RATE</b>	<b>ANNUAL SALARY</b>
Police Custody Officer P/T	02	3	\$ 37.09	\$ 6,429	\$ 77,150
Police Custody Officer P/T	02	4	\$ 38.94	\$ 6,749	\$ 80,989
Police Custody Officer P/T	02	5	\$ 40.89	\$ 7,088	\$ 85,054
Police Custody Officer P/T	02	6	\$ 42.92	\$ 7,439	\$ 89,268
Police Custody Officer P/T	02	7	\$ 45.08	\$ 7,813	\$ 93,759
Police Custody Officer P/T	02	8	\$ 47.33	\$ 8,204	\$ 98,447
Police Dispatcher P/T	70A	1	\$ 34.28	\$ 5,942	\$ 71,305
Police Dispatcher P/T	70A	2	\$ 35.98	\$ 6,237	\$ 74,842
Police Dispatcher P/T	70A	3	\$ 37.78	\$ 6,548	\$ 78,580
Police Dispatcher P/T	70A	4	\$ 39.70	\$ 6,881	\$ 82,570
Police Dispatcher P/T	70A	5	\$ 41.66	\$ 7,222	\$ 86,659
Police Dispatcher P/T	70A	6	\$ 43.75	\$ 7,583	\$ 91,000
Police Dispatcher P/T	70A	7	\$ 45.93	\$ 7,962	\$ 95,541
Police Dispatcher P/T	70A	8	\$ 48.23	\$ 8,360	\$ 100,318
Police Reserve P/T	01A	1	\$ 34.76	\$ 6,026	\$ 72,310
Police Reserve P/T	01A	2	\$ 36.50	\$ 6,327	\$ 75,926
Police Reserve P/T	01A	3	\$ 38.33	\$ 6,643	\$ 79,722
Police Reserve P/T	01A	4	\$ 40.24	\$ 6,976	\$ 83,708
Police Reserve P/T	01A	5	\$ 42.26	\$ 7,324	\$ 87,894
Police Reserve P/T	01A	6	\$ 44.37	\$ 7,691	\$ 92,288
Police Reserve P/T	01A	7	\$ 46.59	\$ 8,075	\$ 96,903
Police Reserve P/T	01A	8	\$ 48.92	\$ 8,479	\$ 101,748
Police Reserve P/T	01A	9	\$ 51.36	\$ 8,903	\$ 106,835
Pool Lifeguard P/T	80	1	\$ 18.06	\$ 3,131	\$ 37,574
Pool Lifeguard P/T	80	2	\$ 18.98	\$ 3,290	\$ 39,485
Pool Lifeguard P/T	80	3	\$ 19.93	\$ 3,455	\$ 41,460
Pool Lifeguard P/T	80	4	\$ 20.93	\$ 3,628	\$ 43,533
Pool Lifeguard P/T	80	5	\$ 21.98	\$ 3,809	\$ 45,709
Pool Lifeguard P/T	80	6	\$ 23.07	\$ 4,000	\$ 47,994
Pool Lifeguard, Senior P/T	86	1	\$ 22.60	\$ 3,917	\$ 47,005
Pool Lifeguard, Senior P/T	86	2	\$ 23.75	\$ 4,116	\$ 49,394
Pool Lifeguard, Senior P/T	86	3	\$ 24.92	\$ 4,319	\$ 51,834
Pool Lifeguard, Senior P/T	86	4	\$ 26.19	\$ 4,540	\$ 54,475
Pool Lifeguard, Senior P/T	86	5	\$ 27.53	\$ 4,772	\$ 57,266
Pool Lifeguard, Senior P/T	86	6	\$ 28.91	\$ 5,011	\$ 60,129
Pool Swim Instructor P/T	85A	1	\$ 18.41	\$ 3,192	\$ 38,303
Pool Swim Instructor P/T	85A	2	\$ 19.35	\$ 3,353	\$ 40,239
Pool Swim Instructor P/T	85A	3	\$ 20.31	\$ 3,521	\$ 42,252
Pool Swim Instructor P/T	85A	4	\$ 21.32	\$ 3,695	\$ 44,339
Pool Swim Instructor P/T	85A	5	\$ 22.38	\$ 3,879	\$ 46,552
Pool Swim Instructor P/T	85A	6	\$ 23.50	\$ 4,073	\$ 48,879
Pool Swim Instructor Trainee P/T*	01	1	\$ 16.50	\$ 2,860	\$ 34,320
Public Works Technical Aide P/T	75	1	\$ 19.69	\$ 3,413	\$ 40,956
Public Works Technical Aide P/T	75	2	\$ 20.73	\$ 3,593	\$ 43,115
Public Works Technical Aide P/T	75	3	\$ 21.75	\$ 3,771	\$ 45,248



Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective August 23, 2025: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Public Works Technical Aide P/T	75	4	\$ 22.80	\$ 3,953	\$ 47,431
Public Works Technical Aide P/T	75	5	\$ 23.96	\$ 4,154	\$ 49,844
Public Works Technical Aide P/T	75	6	\$ 25.16	\$ 4,361	\$ 52,336
Records Specialist P/T	17	1	\$ 32.77	\$ 5,680	\$ 68,156
Records Specialist P/T	17	2	\$ 34.40	\$ 5,963	\$ 71,551
Records Specialist P/T	17	3	\$ 36.13	\$ 6,262	\$ 75,148
Records Specialist P/T	17	4	\$ 37.93	\$ 6,575	\$ 78,895
Records Specialist P/T	17	5	\$ 39.83	\$ 6,904	\$ 82,843
Records Specialist P/T	17	6	\$ 41.82	\$ 7,249	\$ 86,993
Records Specialist P/T	17	7	\$ 43.92	\$ 7,612	\$ 91,344
Records Specialist P/T	17	8	\$ 46.10	\$ 7,991	\$ 95,896
Records Specialist P/T	17	9	\$ 48.41	\$ 8,391	\$ 100,691
Recreation Coordinator P/T	56	1	\$ 31.87	\$ 5,523	\$ 66,280
Recreation Coordinator P/T	56	2	\$ 33.47	\$ 5,801	\$ 69,616
Recreation Coordinator P/T	56	3	\$ 35.12	\$ 6,088	\$ 73,059
Recreation Coordinator P/T	56	4	\$ 36.92	\$ 6,400	\$ 76,802
Recreation Coordinator P/T	56	5	\$ 38.75	\$ 6,717	\$ 80,599
Recreation Coordinator P/T	56	6	\$ 40.69	\$ 7,053	\$ 84,640
Recreation Coordinator P/T	56	7	\$ 42.75	\$ 7,410	\$ 88,924
Recreation Coordinator P/T	56	8	\$ 44.84	\$ 7,772	\$ 93,264
Recreation Coordinator P/T	56	9	\$ 47.08	\$ 8,161	\$ 97,927
Recreation Coordinator, Assistant P/T	06	1	\$ 24.90	\$ 4,315	\$ 51,783
Recreation Coordinator, Assistant P/T	06	2	\$ 26.14	\$ 4,531	\$ 54,374
Recreation Coordinator, Assistant P/T	06	3	\$ 27.46	\$ 4,760	\$ 57,115
Recreation Coordinator, Assistant P/T	06	4	\$ 28.83	\$ 4,996	\$ 59,957
Recreation Coordinator, Assistant P/T	06	5	\$ 30.26	\$ 5,246	\$ 62,950
Recreation Coordinator, Assistant P/T	06	6	\$ 31.76	\$ 5,506	\$ 66,069
Recreation Coordinator, Assistant P/T	06	7	\$ 33.36	\$ 5,782	\$ 69,388
Recreation Coordinator, Assistant P/T	06	8	\$ 35.00	\$ 6,067	\$ 72,808
Recreation Coordinator, Assistant P/T	06	9	\$ 36.75	\$ 6,371	\$ 76,449
Recreation Leader P/T	45	1	\$ 17.68	\$ 3,064	\$ 36,769
Recreation Leader P/T	45	2	\$ 18.60	\$ 3,223	\$ 38,680
Recreation Leader P/T	45	3	\$ 19.53	\$ 3,385	\$ 40,615
Recreation Leader P/T	45	4	\$ 20.50	\$ 3,554	\$ 42,645
Recreation Leader P/T	45	5	\$ 21.53	\$ 3,731	\$ 44,778
Recreation Leader P/T	45	6	\$ 22.60	\$ 3,918	\$ 47,017
Recreation Leader, Senior P/T	55A	1	\$ 19.50	\$ 3,381	\$ 40,566
Recreation Leader, Senior P/T	55A	2	\$ 20.53	\$ 3,559	\$ 42,704
Recreation Leader, Senior P/T	55A	3	\$ 21.55	\$ 3,735	\$ 44,817
Recreation Leader, Senior P/T	55A	4	\$ 22.59	\$ 3,915	\$ 46,979
Recreation Leader, Senior P/T	55A	5	\$ 23.74	\$ 4,114	\$ 49,369
Recreation Leader, Senior P/T	55A	6	\$ 24.92	\$ 4,320	\$ 51,837
Recreation Supervisor P/T	04A	1	\$ 36.43	\$ 6,315	\$ 75,776
Recreation Supervisor P/T	04A	2	\$ 38.27	\$ 6,633	\$ 79,599
Recreation Supervisor P/T	04A	3	\$ 40.15	\$ 6,960	\$ 83,522

Exhibit B  
*Part-Time Employees Association of Newport Beach*  
 MOU Term: August 23, 2025 - June 30, 2028  
**Effective August 23, 2025: Salary Adjustments**

<b>POSITION TITLES</b>	<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY RATE</b>	<b>ANNUAL SALARY</b>
Recreation Supervisor P/T	04A	4	\$ 42.16	\$ 7,308	\$ 87,697
Recreation Supervisor P/T	04A	5	\$ 44.29	\$ 7,677	\$ 92,124
Recreation Supervisor P/T	04A	6	\$ 46.48	\$ 8,056	\$ 96,676
Recreation Supervisor P/T	04A	7	\$ 48.85	\$ 8,467	\$ 101,605
Recreation Supervisor P/T	04A	8	\$ 51.28	\$ 8,888	\$ 106,660
Recreation Supervisor P/T	04A	9	\$ 53.84	\$ 9,333	\$ 111,993
Review Officer P/T	95	1	\$ 39.24	\$ 6,801	\$ 81,611
Review Officer P/T	95	2	\$ 41.18	\$ 7,138	\$ 85,660
Review Officer P/T	95	3	\$ 43.24	\$ 7,495	\$ 89,936
Review Officer P/T	95	4	\$ 45.41	\$ 7,872	\$ 94,462
Review Officer P/T	95	5	\$ 47.69	\$ 8,265	\$ 99,186
Senior Services Shuttle Driver P/T	05D	1	\$ 25.42	\$ 4,405	\$ 52,865
Senior Services Shuttle Driver P/T	05D	2	\$ 26.65	\$ 4,619	\$ 55,431
Senior Services Shuttle Driver P/T	05D	3	\$ 28.04	\$ 4,861	\$ 58,328
Senior Services Shuttle Driver P/T	05D	4	\$ 29.43	\$ 5,102	\$ 61,225
Senior Services Shuttle Driver P/T	05D	5	\$ 30.88	\$ 5,353	\$ 64,232
Senior Services Shuttle Driver P/T	05D	6	\$ 32.42	\$ 5,619	\$ 67,433
Senior Services Shuttle Driver P/T	05D	7	\$ 34.05	\$ 5,902	\$ 70,827
Senior Services Shuttle Driver P/T	05D	8	\$ 35.78	\$ 6,201	\$ 74,414
Senior Services Shuttle Driver P/T	05D	9	\$ 37.56	\$ 6,511	\$ 78,134
Utilities Specialist P/T	60	1	\$ 29.63	\$ 5,137	\$ 61,638
Utilities Specialist P/T	60	2	\$ 31.13	\$ 5,396	\$ 64,757
Utilities Specialist P/T	60	3	\$ 32.67	\$ 5,663	\$ 67,957
Utilities Specialist P/T	60	4	\$ 34.30	\$ 5,946	\$ 71,351
Utilities Specialist P/T	60	5	\$ 36.00	\$ 6,240	\$ 74,882
Utilities Specialist P/T	60	6	\$ 37.86	\$ 6,562	\$ 78,745
Utilities Specialist P/T	60	7	\$ 39.72	\$ 6,884	\$ 82,608
Utilities Specialist P/T	60	8	\$ 41.71	\$ 7,229	\$ 86,747
Utilities Specialist P/T	60	9	\$ 43.79	\$ 7,590	\$ 91,084

\*Position is tied to minimum wage. Lifeguard Cadet is \$2.00/hr more than Lifeguard Trainee.

Hourly rates are rounded to the nearest hundredth. Monthly and annual salaries are rounded to the nearest whole dollar.

Actual rates may vary slightly due to rounding.

Exhibit B  
*Part-Time Employees Association of Newport Beach*  
 MOU Term: August 23, 2025 - June 30, 2028  
**Effective July 11, 2026: Salary Adjustments**

<b>POSITION TITLES</b>	<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY RATE</b>	<b>ANNUAL SALARY</b>
Assistant, Administrative P/T	05E	1	\$ 33.53	\$ 5,812	\$ 69,740
Assistant, Administrative P/T	05E	2	\$ 35.20	\$ 6,101	\$ 73,211
Assistant, Administrative P/T	05E	3	\$ 36.95	\$ 6,405	\$ 76,858
Assistant, Administrative P/T	05E	4	\$ 38.84	\$ 6,732	\$ 80,781
Assistant, Administrative P/T	05E	5	\$ 40.71	\$ 7,057	\$ 84,679
Assistant, Administrative P/T	05E	6	\$ 42.79	\$ 7,417	\$ 89,005
Assistant, Administrative P/T	05E	7	\$ 44.93	\$ 7,788	\$ 93,456
Assistant, Administrative P/T	05E	8	\$ 47.20	\$ 8,182	\$ 98,185
Assistant, Administrative P/T	05E	9	\$ 49.56	\$ 8,591	\$ 103,094
Assistant, Department P/T	55	1	\$ 26.29	\$ 4,556	\$ 54,675
Assistant, Department P/T	55	2	\$ 27.62	\$ 4,787	\$ 57,442
Assistant, Department P/T	55	3	\$ 28.99	\$ 5,026	\$ 60,309
Assistant, Department P/T	55	4	\$ 30.45	\$ 5,277	\$ 63,327
Assistant, Department P/T	55	5	\$ 31.97	\$ 5,541	\$ 66,496
Assistant, Department P/T	55	6	\$ 33.57	\$ 5,818	\$ 69,816
Assistant, Department P/T	55	7	\$ 35.25	\$ 6,109	\$ 73,311
Assistant, Department P/T	55	8	\$ 37.00	\$ 6,413	\$ 76,958
Assistant, Department P/T	55	9	\$ 38.85	\$ 6,734	\$ 80,806
Assistant, Office P/T	15	1	\$ 22.44	\$ 3,890	\$ 46,678
Assistant, Office P/T	15	2	\$ 23.63	\$ 4,095	\$ 49,143
Assistant, Office P/T	15	3	\$ 24.80	\$ 4,299	\$ 51,582
Assistant, Office P/T	15	4	\$ 26.02	\$ 4,510	\$ 54,122
Assistant, Office P/T	15	5	\$ 27.33	\$ 4,737	\$ 56,839
Assistant, Office P/T	15	6	\$ 28.69	\$ 4,973	\$ 59,680
Assistant, Office P/T	15	7	\$ 30.13	\$ 5,223	\$ 62,673
Assistant, Office P/T	15	8	\$ 31.65	\$ 5,487	\$ 65,842
Assistant, Office P/T	15	9	\$ 33.24	\$ 5,761	\$ 69,134
Building Inspector II P/T	36	1	\$ 43.19	\$ 7,486	\$ 89,832
Building Inspector II P/T	36	2	\$ 45.37	\$ 7,865	\$ 94,378
Building Inspector II P/T	36	3	\$ 47.64	\$ 8,258	\$ 99,096
Building Inspector II P/T	36	4	\$ 50.04	\$ 8,673	\$ 104,075
Building Inspector II P/T	36	5	\$ 52.53	\$ 9,104	\$ 109,254
Building Inspector II P/T	36	6	\$ 55.14	\$ 9,558	\$ 114,692
Building Inspector II P/T	36	7	\$ 57.89	\$ 10,035	\$ 120,418
Building Inspector II P/T	36	8	\$ 60.80	\$ 10,538	\$ 126,460
Building Inspector II P/T	36	9	\$ 63.84	\$ 11,065	\$ 132,784
Building Inspector, Principal P/T	37	1	\$ 51.20	\$ 8,874	\$ 106,492
Building Inspector, Principal P/T	37	2	\$ 53.74	\$ 9,315	\$ 111,786
Building Inspector, Principal P/T	37	3	\$ 56.43	\$ 9,781	\$ 117,368
Building Inspector, Principal P/T	37	4	\$ 59.22	\$ 10,265	\$ 123,180
Building Inspector, Principal P/T	37	5	\$ 62.20	\$ 10,781	\$ 129,367
Building Inspector, Principal P/T	37	6	\$ 65.32	\$ 11,322	\$ 135,870
Building Inspector, Principal P/T	37	7	\$ 68.57	\$ 11,886	\$ 142,631
Building Inspector, Principal P/T	37	8	\$ 72.03	\$ 12,485	\$ 149,825
Building Inspector, Principal P/T	37	9	\$ 75.63	\$ 13,110	\$ 157,316
City Clerk, Assistant P/T	03	1	\$ 50.81	\$ 8,806	\$ 105,675
City Clerk, Assistant P/T	03	2	\$ 53.35	\$ 9,247	\$ 110,969
City Clerk, Assistant P/T	03	3	\$ 56.02	\$ 9,710	\$ 116,517

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 11, 2026: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Clerk, Assistant P/T	03	4	\$ 58.82	\$ 10,196	\$ 122,349
City Clerk, Assistant P/T	03	5	\$ 61.76	\$ 10,705	\$ 128,464
City Clerk, Assistant P/T	03	6	\$ 64.85	\$ 11,241	\$ 134,890
City Clerk, Assistant P/T	03	7	\$ 68.09	\$ 11,802	\$ 141,627
City Clerk, Assistant P/T	03	8	\$ 71.51	\$ 12,394	\$ 148,733
City Clerk, Assistant P/T	03	9	\$ 75.08	\$ 13,014	\$ 156,169
Civil Engineer, Senior P/T	47	1	\$ 62.32	\$ 10,802	\$ 129,625
Civil Engineer, Senior P/T	47	2	\$ 65.40	\$ 11,337	\$ 136,042
Civil Engineer, Senior P/T	47	3	\$ 68.68	\$ 11,905	\$ 142,862
Civil Engineer, Senior P/T	47	4	\$ 72.11	\$ 12,500	\$ 149,998
Civil Engineer, Senior P/T	47	5	\$ 75.74	\$ 13,128	\$ 157,536
Civil Engineer, Senior P/T	47	6	\$ 79.52	\$ 13,783	\$ 165,392
Civil Engineer, Senior P/T	47	7	\$ 83.49	\$ 14,471	\$ 173,650
Civil Engineer, Senior P/T	47	8	\$ 87.66	\$ 15,195	\$ 182,340
Civil Engineer, Senior P/T	47	9	\$ 92.05	\$ 15,955	\$ 191,456
Code Enforcement Officer I P/T	23	1	\$ 34.10	\$ 5,911	\$ 70,927
Code Enforcement Officer I P/T	23	2	\$ 35.80	\$ 6,206	\$ 74,466
Code Enforcement Officer I P/T	23	3	\$ 37.60	\$ 6,517	\$ 78,207
Code Enforcement Officer I P/T	23	4	\$ 39.49	\$ 6,846	\$ 82,149
Code Enforcement Officer I P/T	23	5	\$ 41.46	\$ 7,186	\$ 86,235
Code Enforcement Officer I P/T	23	6	\$ 43.55	\$ 7,548	\$ 90,579
Code Enforcement Officer I P/T	23	7	\$ 45.71	\$ 7,922	\$ 95,068
Code Enforcement Officer I P/T	23	8	\$ 47.99	\$ 8,318	\$ 99,816
Code Enforcement Officer I P/T	23	9	\$ 50.39	\$ 8,734	\$ 104,807
Code Enforcement Officer II P/T	35A	1	\$ 39.23	\$ 6,800	\$ 81,602
Code Enforcement Officer II P/T	35A	2	\$ 41.20	\$ 7,141	\$ 85,688
Code Enforcement Officer II P/T	35A	3	\$ 43.26	\$ 7,498	\$ 89,976
Code Enforcement Officer II P/T	35A	4	\$ 45.44	\$ 7,877	\$ 94,522
Code Enforcement Officer II P/T	35A	5	\$ 47.66	\$ 8,260	\$ 99,125
Code Enforcement Officer II P/T	35A	6	\$ 50.12	\$ 8,687	\$ 104,248
Code Enforcement Officer II P/T	35A	7	\$ 52.54	\$ 9,107	\$ 109,283
Code Enforcement Officer II P/T	35A	8	\$ 55.25	\$ 9,577	\$ 114,922
Code Enforcement Officer II P/T	35A	9	\$ 58.01	\$ 10,056	\$ 120,669
Code Enforcement Officer Trainee P/T	14	1	\$ 28.43	\$ 4,927	\$ 59,130
Code Enforcement Officer Trainee P/T	14	2	\$ 29.84	\$ 5,172	\$ 62,065
Code Enforcement Officer Trainee P/T	14	3	\$ 31.33	\$ 5,431	\$ 65,173
Code Enforcement Officer Trainee P/T	14	4	\$ 32.90	\$ 5,702	\$ 68,424
Code Enforcement Officer Trainee P/T	14	5	\$ 34.54	\$ 5,987	\$ 71,848
Code Enforcement Officer Trainee P/T	14	6	\$ 36.27	\$ 6,287	\$ 75,444
Code Enforcement Officer Trainee P/T	14	7	\$ 38.08	\$ 6,601	\$ 79,214
Code Enforcement Officer Trainee P/T	14	8	\$ 39.99	\$ 6,932	\$ 83,185
Code Enforcement Officer Trainee P/T	14	9	\$ 41.99	\$ 7,279	\$ 87,344
Engineer, Associate P/T	85B	1	\$ 51.34	\$ 8,898	\$ 106,780
Engineer, Associate P/T	85B	2	\$ 53.94	\$ 9,349	\$ 112,188
Engineer, Associate P/T	85B	3	\$ 56.62	\$ 9,814	\$ 117,771
Engineer, Associate P/T	85B	4	\$ 59.48	\$ 10,311	\$ 123,727
Engineer, Associate P/T	85B	5	\$ 62.42	\$ 10,819	\$ 129,827
Engineer, Associate P/T	85B	6	\$ 65.54	\$ 11,361	\$ 136,330

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 11, 2026: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Engineer, Associate P/T	85B	7	\$ 68.82	\$ 11,929	\$ 143,149
Engineer, Associate P/T	85B	8	\$ 72.28	\$ 12,529	\$ 150,343
Engineer, Associate P/T	85B	9	\$ 75.89	\$ 13,155	\$ 157,860
Engineer, Junior P/T	54A	1	\$ 46.44	\$ 8,049	\$ 96,593
Engineer, Junior P/T	54A	2	\$ 48.74	\$ 8,447	\$ 101,370
Engineer, Junior P/T	54A	3	\$ 51.25	\$ 8,884	\$ 106,607
Engineer, Junior P/T	54A	4	\$ 53.74	\$ 9,315	\$ 111,786
Engineer, Junior P/T	54A	5	\$ 56.47	\$ 9,788	\$ 117,454
Engineer, Junior P/T	54A	6	\$ 59.24	\$ 10,267	\$ 123,209
Engineer, Junior P/T	54A	7	\$ 62.26	\$ 10,793	\$ 129,511
Engineer, Junior P/T	54A	8	\$ 65.39	\$ 11,334	\$ 136,014
Engineer, Junior P/T	54A	9	\$ 68.66	\$ 11,901	\$ 142,814
Facilities Maintenance Worker II P/T	50A	1	\$ 27.44	\$ 4,756	\$ 57,075
Facilities Maintenance Worker II P/T	50A	2	\$ 28.81	\$ 4,993	\$ 59,915
Facilities Maintenance Worker II P/T	50A	3	\$ 30.21	\$ 5,237	\$ 62,842
Facilities Maintenance Worker II P/T	50A	4	\$ 31.72	\$ 5,497	\$ 65,970
Facilities Maintenance Worker II P/T	50A	5	\$ 33.34	\$ 5,780	\$ 69,356
Facilities Maintenance Worker II P/T	50A	6	\$ 35.03	\$ 6,071	\$ 72,856
Facilities Maintenance Worker II P/T	50A	7	\$ 36.72	\$ 6,365	\$ 76,386
Facilities Maintenance Worker II P/T	50A	8	\$ 38.59	\$ 6,688	\$ 80,259
Facilities Maintenance Worker II P/T	50A	9	\$ 40.52	\$ 7,023	\$ 84,272
Fire Inspector P/T	72	1	\$ 43.32	\$ 7,509	\$ 90,107
Fire Inspector P/T	72	2	\$ 45.49	\$ 7,885	\$ 94,616
Fire Inspector P/T	72	3	\$ 47.76	\$ 8,278	\$ 99,331
Fire Inspector P/T	72	4	\$ 50.15	\$ 8,693	\$ 104,314
Fire Inspector P/T	72	5	\$ 52.66	\$ 9,128	\$ 109,534
Fire Inspector P/T	72	6	\$ 55.28	\$ 9,583	\$ 114,992
Fire Inspector P/T	72	7	\$ 58.05	\$ 10,062	\$ 120,745
Fire Inspector P/T	72	8	\$ 60.96	\$ 10,566	\$ 126,796
Fire Inspector P/T	72	9	\$ 64.01	\$ 11,095	\$ 133,136
Fire Inspector, Senior P/T	73	1	\$ 47.67	\$ 8,263	\$ 99,153
Fire Inspector, Senior P/T	73	2	\$ 50.07	\$ 8,678	\$ 104,136
Fire Inspector, Senior P/T	73	3	\$ 52.56	\$ 9,111	\$ 109,327
Fire Inspector, Senior P/T	73	4	\$ 55.18	\$ 9,565	\$ 114,784
Fire Inspector, Senior P/T	73	5	\$ 57.95	\$ 10,045	\$ 120,538
Fire Inspector, Senior P/T	73	6	\$ 60.85	\$ 10,547	\$ 126,558
Fire Inspector, Senior P/T	73	7	\$ 63.88	\$ 11,073	\$ 132,876
Fire Inspector, Senior P/T	73	8	\$ 67.09	\$ 11,629	\$ 139,550
Fire Inspector, Senior P/T	73	9	\$ 70.45	\$ 12,211	\$ 146,528
Fire Marshal, Deputy P/T	75B	1	\$ 52.42	\$ 9,086	\$ 109,030
Fire Marshal, Deputy P/T	75B	2	\$ 55.04	\$ 9,541	\$ 114,487
Fire Marshal, Deputy P/T	75B	3	\$ 57.79	\$ 10,018	\$ 120,212
Fire Marshal, Deputy P/T	75B	4	\$ 60.69	\$ 10,519	\$ 126,233
Fire Marshal, Deputy P/T	75B	5	\$ 63.73	\$ 11,046	\$ 132,551
Fire Marshal, Deputy P/T	75B	6	\$ 66.91	\$ 11,597	\$ 139,164
Fire Marshal, Deputy P/T	75B	7	\$ 70.26	\$ 12,178	\$ 146,134
Fire Marshal, Deputy P/T	75B	8	\$ 73.76	\$ 12,786	\$ 153,431
Fire Marshal, Deputy P/T	75B	9	\$ 77.45	\$ 13,425	\$ 161,103

Exhibit B  
*Part-Time Employees Association of Newport Beach*  
 MOU Term: August 23, 2025 - June 30, 2028  
**Effective July 11, 2026: Salary Adjustments**

<b>POSITION TITLES</b>	<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY RATE</b>	<b>ANNUAL SALARY</b>
Fire Support Services Aide P/T	50B	1	\$ 26.32	\$ 4,562	\$ 54,744
Fire Support Services Aide P/T	50B	2	\$ 27.65	\$ 4,793	\$ 57,516
Fire Support Services Aide P/T	50B	3	\$ 29.01	\$ 5,028	\$ 60,341
Fire Support Services Aide P/T	50B	4	\$ 30.49	\$ 5,286	\$ 63,428
Fire Support Services Aide P/T	50B	5	\$ 31.99	\$ 5,545	\$ 66,540
Fire Support Services Aide P/T	50B	6	\$ 33.59	\$ 5,822	\$ 69,861
Fire Support Services Aide P/T	50B	7	\$ 35.29	\$ 6,116	\$ 73,393
Fire Support Services Aide P/T	50B	8	\$ 37.02	\$ 6,417	\$ 77,002
Fire Support Services Aide P/T	50B	9	\$ 38.87	\$ 6,738	\$ 80,853
Fiscal Clerk P/T	30	1	\$ 23.71	\$ 4,110	\$ 49,319
Fiscal Clerk P/T	30	2	\$ 24.90	\$ 4,315	\$ 51,783
Fiscal Clerk P/T	30	3	\$ 26.18	\$ 4,537	\$ 54,449
Fiscal Clerk P/T	30	4	\$ 27.46	\$ 4,760	\$ 57,115
Fiscal Clerk P/T	30	5	\$ 28.84	\$ 4,999	\$ 59,982
Fiscal Clerk P/T	30	6	\$ 30.28	\$ 5,248	\$ 62,975
Fiscal Clerk P/T	30	7	\$ 31.76	\$ 5,506	\$ 66,069
Fiscal Clerk P/T	30	8	\$ 33.36	\$ 5,782	\$ 69,388
Fiscal Clerk P/T	30	9	\$ 35.03	\$ 6,071	\$ 72,857
Fiscal Clerk, Senior P/T	65	1	\$ 27.60	\$ 4,785	\$ 57,417
Fiscal Clerk, Senior P/T	65	2	\$ 28.95	\$ 5,017	\$ 60,208
Fiscal Clerk, Senior P/T	65	3	\$ 30.39	\$ 5,267	\$ 63,201
Fiscal Clerk, Senior P/T	65	4	\$ 31.92	\$ 5,533	\$ 66,395
Fiscal Clerk, Senior P/T	65	5	\$ 33.50	\$ 5,807	\$ 69,690
Fiscal Clerk, Senior P/T	65	6	\$ 35.21	\$ 6,103	\$ 73,236
Fiscal Clerk, Senior P/T	65	7	\$ 36.99	\$ 6,411	\$ 76,933
Fiscal Clerk, Senior P/T	65	8	\$ 38.80	\$ 6,725	\$ 80,706
Fiscal Clerk, Senior P/T	65	9	\$ 40.74	\$ 7,062	\$ 84,741
Fiscal Specialist P/T	85	1	\$ 31.98	\$ 5,543	\$ 66,521
Fiscal Specialist P/T	85	2	\$ 33.58	\$ 5,820	\$ 69,841
Fiscal Specialist P/T	85	3	\$ 35.26	\$ 6,111	\$ 73,337
Fiscal Specialist P/T	85	4	\$ 37.01	\$ 6,415	\$ 76,983
Fiscal Specialist P/T	85	5	\$ 38.85	\$ 6,734	\$ 80,806
Fiscal Specialist P/T	85	6	\$ 40.81	\$ 7,073	\$ 84,880
Fiscal Specialist P/T	85	7	\$ 42.84	\$ 7,425	\$ 89,106
Fiscal Specialist P/T	85	8	\$ 44.97	\$ 7,794	\$ 93,532
Fiscal Specialist P/T	85	9	\$ 47.22	\$ 8,184	\$ 98,209
GIS Technical Aide P/T	75A	1	\$ 19.20	\$ 3,327	\$ 39,927
GIS Technical Aide P/T	75A	2	\$ 20.15	\$ 3,492	\$ 41,908
GIS Technical Aide P/T	75A	3	\$ 21.13	\$ 3,662	\$ 43,942
GIS Technical Aide P/T	75A	4	\$ 22.17	\$ 3,842	\$ 46,107
GIS Technical Aide P/T	75A	5	\$ 23.31	\$ 4,040	\$ 48,483
GIS Technical Aide P/T	75A	6	\$ 24.48	\$ 4,243	\$ 50,913
GIS Technical Aide P/T	75A	7	\$ 25.70	\$ 4,455	\$ 53,459
GIS Technical Aide P/T	75A	8	\$ 26.99	\$ 4,678	\$ 56,131
GIS Technical Aide P/T	75A	9	\$ 28.34	\$ 4,912	\$ 58,938
Harbor Safety Officer P/T	89A	1	\$ 26.42	\$ 4,579	\$ 54,947
Harbor Safety Officer P/T	89A	2	\$ 27.74	\$ 4,808	\$ 57,694
Harbor Safety Officer P/T	89A	3	\$ 29.12	\$ 5,048	\$ 60,579

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 11, 2026: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Harbor Safety Officer P/T	89A	4	\$ 30.58	\$ 5,301	\$ 63,608
Harbor Safety Officer P/T	89A	5	\$ 32.11	\$ 5,566	\$ 66,788
Harbor Safety Officer P/T	89A	6	\$ 33.72	\$ 5,844	\$ 70,128
Harbor Safety Officer P/T	89A	7	\$ 35.40	\$ 6,136	\$ 73,634
Harbor Safety Officer P/T	89A	8	\$ 37.17	\$ 6,443	\$ 77,316
Harbor Safety Officer P/T	89A	9	\$ 39.03	\$ 6,765	\$ 81,182
Harbor Safety Officer, Lead P/T	89B	1	\$ 28.68	\$ 4,971	\$ 59,656
Harbor Safety Officer, Lead P/T	89B	2	\$ 30.11	\$ 5,220	\$ 62,639
Harbor Safety Officer, Lead P/T	89B	3	\$ 31.62	\$ 5,481	\$ 65,771
Harbor Safety Officer, Lead P/T	89B	4	\$ 33.20	\$ 5,755	\$ 69,060
Harbor Safety Officer, Lead P/T	89B	5	\$ 34.86	\$ 6,043	\$ 72,513
Harbor Safety Officer, Lead P/T	89B	6	\$ 36.61	\$ 6,345	\$ 76,138
Harbor Safety Officer, Lead P/T	89B	7	\$ 38.44	\$ 6,662	\$ 79,945
Harbor Safety Officer, Lead P/T	89B	8	\$ 40.36	\$ 6,995	\$ 83,942
Harbor Safety Officer, Lead P/T	89B	9	\$ 42.37	\$ 7,345	\$ 88,139
Human Resources Analyst P/T	16	1	\$ 48.76	\$ 8,451	\$ 101,415
Human Resources Analyst P/T	16	2	\$ 51.15	\$ 8,865	\$ 106,384
Human Resources Analyst P/T	16	3	\$ 53.73	\$ 9,313	\$ 111,760
Human Resources Analyst P/T	16	4	\$ 56.45	\$ 9,785	\$ 117,426
Human Resources Analyst P/T	16	5	\$ 59.23	\$ 10,267	\$ 123,209
Human Resources Analyst P/T	16	6	\$ 62.20	\$ 10,781	\$ 129,369
Human Resources Analyst P/T	16	7	\$ 65.33	\$ 11,323	\$ 135,878
Human Resources Analyst P/T	16	8	\$ 68.60	\$ 11,890	\$ 142,678
Human Resources Analyst P/T	16	9	\$ 72.03	\$ 12,484	\$ 149,812
Human Resources Analyst, Assistant P/T	08	1	\$ 40.82	\$ 7,076	\$ 84,909
Human Resources Analyst, Assistant P/T	08	2	\$ 42.86	\$ 7,429	\$ 89,152
Human Resources Analyst, Assistant P/T	08	3	\$ 44.97	\$ 7,795	\$ 93,539
Human Resources Analyst, Assistant P/T	08	4	\$ 47.23	\$ 8,187	\$ 98,247
Human Resources Analyst, Assistant P/T	08	5	\$ 49.65	\$ 8,606	\$ 103,275
Human Resources Analyst, Assistant P/T	08	6	\$ 52.04	\$ 9,020	\$ 108,243
Human Resources Analyst, Assistant P/T	08	7	\$ 54.74	\$ 9,488	\$ 113,851
Human Resources Analyst, Assistant P/T	08	8	\$ 57.45	\$ 9,957	\$ 119,489
Human Resources Analyst, Assistant P/T	08	9	\$ 60.32	\$ 10,455	\$ 125,464
Human Resources Analyst, Senior P/T	20A	1	\$ 53.80	\$ 9,325	\$ 111,905
Human Resources Analyst, Senior P/T	20A	2	\$ 56.54	\$ 9,800	\$ 117,601
Human Resources Analyst, Senior P/T	20A	3	\$ 59.35	\$ 10,287	\$ 123,441
Human Resources Analyst, Senior P/T	20A	4	\$ 62.32	\$ 10,803	\$ 129,631
Human Resources Analyst, Senior P/T	20A	5	\$ 65.40	\$ 11,335	\$ 136,023
Human Resources Analyst, Senior P/T	20A	6	\$ 68.68	\$ 11,904	\$ 142,852
Human Resources Analyst, Senior P/T	20A	7	\$ 72.07	\$ 12,493	\$ 149,913
Human Resources Analyst, Senior P/T	20A	8	\$ 75.71	\$ 13,122	\$ 157,469
Human Resources Analyst, Senior P/T	20A	9	\$ 79.49	\$ 13,779	\$ 165,342
Human Resources Specialist P/T	03B	1	\$ 36.92	\$ 6,400	\$ 76,802
Human Resources Specialist P/T	03B	2	\$ 38.77	\$ 6,720	\$ 80,638
Human Resources Specialist P/T	03B	3	\$ 40.70	\$ 7,054	\$ 84,648
Human Resources Specialist P/T	03B	4	\$ 42.71	\$ 7,403	\$ 88,832
Human Resources Specialist P/T	03B	5	\$ 44.86	\$ 7,776	\$ 93,307
Human Resources Specialist P/T	03B	6	\$ 47.08	\$ 8,161	\$ 97,928

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 11, 2026: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Human Resources Specialist P/T	03B	7	\$ 49.48	\$ 8,577	\$ 102,925
Human Resources Specialist P/T	03B	8	\$ 51.89	\$ 8,994	\$ 107,924
Human Resources Specialist P/T	03B	9	\$ 54.48	\$ 9,443	\$ 113,320
Intern P/T	05	1	\$ 22.10	\$ 3,831	\$ 45,975
IT Technician P/T	54	1	\$ 30.54	\$ 5,294	\$ 63,529
IT Technician P/T	54	2	\$ 32.06	\$ 5,557	\$ 66,682
IT Technician P/T	54	3	\$ 33.66	\$ 5,835	\$ 70,021
IT Technician P/T	54	4	\$ 35.34	\$ 6,126	\$ 73,515
IT Technician P/T	54	5	\$ 37.11	\$ 6,433	\$ 77,194
IT Technician P/T	54	6	\$ 38.97	\$ 6,755	\$ 81,058
IT Technician P/T	54	7	\$ 40.92	\$ 7,092	\$ 85,108
IT Technician P/T	54	8	\$ 42.97	\$ 7,448	\$ 89,374
IT Technician P/T	54	9	\$ 45.12	\$ 7,820	\$ 93,843
Librarian I P/T	21	1	\$ 32.34	\$ 5,606	\$ 67,275
Librarian I P/T	21	2	\$ 33.95	\$ 5,885	\$ 70,621
Librarian I P/T	21	3	\$ 35.62	\$ 6,174	\$ 74,091
Librarian I P/T	21	4	\$ 37.45	\$ 6,491	\$ 77,888
Librarian I P/T	21	5	\$ 39.28	\$ 6,809	\$ 81,711
Librarian I P/T	21	6	\$ 41.30	\$ 7,159	\$ 85,912
Librarian I P/T	21	7	\$ 43.35	\$ 7,514	\$ 90,162
Librarian I P/T	21	8	\$ 45.49	\$ 7,884	\$ 94,613
Librarian I P/T	21	9	\$ 47.76	\$ 8,279	\$ 99,344
Library Assistant P/T	70	1	\$ 27.53	\$ 4,772	\$ 57,266
Library Assistant P/T	70	2	\$ 28.89	\$ 5,007	\$ 60,083
Library Assistant P/T	70	3	\$ 30.31	\$ 5,254	\$ 63,050
Library Assistant P/T	70	4	\$ 31.82	\$ 5,516	\$ 66,194
Library Assistant P/T	70	5	\$ 33.42	\$ 5,793	\$ 69,514
Library Assistant P/T	70	6	\$ 35.09	\$ 6,082	\$ 72,985
Library Assistant P/T	70	7	\$ 36.85	\$ 6,388	\$ 76,656
Library Assistant P/T	70	8	\$ 38.69	\$ 6,707	\$ 80,479
Library Assistant P/T	70	9	\$ 40.63	\$ 7,042	\$ 84,503
Library Clerk I P/T	05A	1	\$ 21.43	\$ 3,714	\$ 44,565
Library Clerk I P/T	05A	2	\$ 22.50	\$ 3,900	\$ 46,804
Library Clerk I P/T	05A	3	\$ 23.63	\$ 4,095	\$ 49,143
Library Clerk I P/T	05A	4	\$ 24.82	\$ 4,303	\$ 51,633
Library Clerk I P/T	05A	5	\$ 26.04	\$ 4,514	\$ 54,173
Library Clerk I P/T	05A	6	\$ 27.33	\$ 4,737	\$ 56,839
Library Clerk I P/T	05A	7	\$ 28.69	\$ 4,973	\$ 59,680
Library Clerk I P/T	05A	8	\$ 30.13	\$ 5,223	\$ 62,673
Library Clerk I P/T	05A	9	\$ 31.64	\$ 5,484	\$ 65,807
Library Clerk II P/T	20	1	\$ 22.61	\$ 3,919	\$ 47,030
Library Clerk II P/T	20	2	\$ 23.76	\$ 4,118	\$ 49,419
Library Clerk II P/T	20	3	\$ 24.93	\$ 4,322	\$ 51,859
Library Clerk II P/T	20	4	\$ 26.23	\$ 4,546	\$ 54,550
Library Clerk II P/T	20	5	\$ 27.53	\$ 4,772	\$ 57,266
Library Clerk II P/T	20	6	\$ 28.89	\$ 5,007	\$ 60,083
Library Clerk II P/T	20	7	\$ 30.31	\$ 5,254	\$ 63,050
Library Clerk II P/T	20	8	\$ 31.86	\$ 5,522	\$ 66,270



Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 11, 2026: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Library Clerk II P/T	20	9	\$ 33.45	\$ 5,799	\$ 69,583
Library Page P/T	30A	1	\$ 18.44	\$ 3,196	\$ 38,353
Library Page P/T	30A	2	\$ 19.36	\$ 3,355	\$ 40,265
Library Page P/T	30A	3	\$ 20.33	\$ 3,523	\$ 42,279
Library Page P/T	30A	4	\$ 21.34	\$ 3,699	\$ 44,392
Library Page P/T	30A	5	\$ 22.40	\$ 3,883	\$ 46,601
Library Page P/T	30A	6	\$ 23.52	\$ 4,078	\$ 48,931
Library Page P/T	30A	7	\$ 24.70	\$ 4,281	\$ 51,378
Lifeguard Cadet P/T, Unrep*	02A	1	\$ 18.90	\$ 3,276	\$ 39,312
Lifeguard Trainee P/T, Unrep*	01	1	\$ 16.90	\$ 2,929	\$ 35,152
Literacy Coordinator P/T	12A	1	\$ 32.73	\$ 5,673	\$ 68,080
Literacy Coordinator P/T	12A	2	\$ 34.35	\$ 5,954	\$ 71,450
Literacy Coordinator P/T	12A	3	\$ 36.09	\$ 6,256	\$ 75,072
Literacy Coordinator P/T	12A	4	\$ 37.87	\$ 6,564	\$ 78,769
Literacy Coordinator P/T	12A	5	\$ 39.82	\$ 6,902	\$ 82,818
Literacy Coordinator P/T	12A	6	\$ 41.79	\$ 7,243	\$ 86,917
Literacy Coordinator P/T	12A	7	\$ 43.88	\$ 7,606	\$ 91,269
Literacy Coordinator P/T	12A	8	\$ 46.06	\$ 7,983	\$ 95,795
Literacy Coordinator P/T	12A	9	\$ 48.36	\$ 8,382	\$ 100,585
Maintenance Aide P/T	84	1	\$ 18.97	\$ 3,288	\$ 39,453
Maintenance Aide P/T	84	2	\$ 19.93	\$ 3,455	\$ 41,460
Maintenance Aide P/T	84	3	\$ 20.93	\$ 3,628	\$ 43,533
Maintenance Aide P/T	84	4	\$ 21.98	\$ 3,809	\$ 45,709
Maintenance Aide P/T	84	5	\$ 23.07	\$ 4,000	\$ 47,994
Maintenance Aide P/T	84	6	\$ 24.23	\$ 4,199	\$ 50,394
Maintenance Worker P/T	25H	1	\$ 27.44	\$ 4,756	\$ 57,075
Maintenance Worker P/T	25H	2	\$ 28.81	\$ 4,993	\$ 59,915
Maintenance Worker P/T	25H	3	\$ 30.21	\$ 5,237	\$ 62,842
Maintenance Worker P/T	25H	4	\$ 31.72	\$ 5,497	\$ 65,970
Maintenance Worker P/T	25H	5	\$ 33.34	\$ 5,780	\$ 69,356
Maintenance Worker P/T	25H	6	\$ 35.03	\$ 6,071	\$ 72,856
Maintenance Worker P/T	25H	7	\$ 36.72	\$ 6,365	\$ 76,386
Maintenance Worker P/T	25H	8	\$ 38.59	\$ 6,688	\$ 80,259
Maintenance Worker P/T	25H	9	\$ 40.52	\$ 7,023	\$ 84,272
Management Analyst P/T	12B	1	\$ 44.17	\$ 7,657	\$ 91,883
Management Analyst P/T	12B	2	\$ 46.44	\$ 8,049	\$ 96,591
Management Analyst P/T	12B	3	\$ 48.73	\$ 8,446	\$ 101,356
Management Analyst P/T	12B	4	\$ 51.12	\$ 8,860	\$ 106,325
Management Analyst P/T	12B	5	\$ 53.70	\$ 9,309	\$ 111,702
Management Analyst P/T	12B	6	\$ 56.41	\$ 9,778	\$ 117,339
Management Analyst P/T	12B	7	\$ 59.21	\$ 10,263	\$ 123,150
Management Analyst P/T	12B	8	\$ 62.17	\$ 10,776	\$ 129,311
Management Analyst P/T	12B	9	\$ 65.28	\$ 11,315	\$ 135,777
Management Analyst, Assistant P/T	37A	1	\$ 40.26	\$ 6,978	\$ 83,732
Management Analyst, Assistant P/T	37A	2	\$ 42.25	\$ 7,323	\$ 87,875
Management Analyst, Assistant P/T	37A	3	\$ 44.35	\$ 7,687	\$ 92,249
Management Analyst, Assistant P/T	37A	4	\$ 46.59	\$ 8,076	\$ 96,910
Management Analyst, Assistant P/T	37A	5	\$ 48.97	\$ 8,488	\$ 101,859

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 11, 2026: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Management Analyst, Assistant P/T	37A	6	\$ 51.35	\$ 8,901	\$ 106,808
Management Analyst, Assistant P/T	37A	7	\$ 53.96	\$ 9,354	\$ 112,247
Management Analyst, Assistant P/T	37A	8	\$ 56.66	\$ 9,821	\$ 117,857
Management Analyst, Assistant P/T	37A	9	\$ 59.50	\$ 10,313	\$ 123,751
Management Analyst, Senior P/T	06A	1	\$ 50.81	\$ 8,806	\$ 105,675
Management Analyst, Senior P/T	06A	2	\$ 53.35	\$ 9,247	\$ 110,969
Management Analyst, Senior P/T	06A	3	\$ 56.02	\$ 9,710	\$ 116,517
Management Analyst, Senior P/T	06A	4	\$ 58.82	\$ 10,196	\$ 122,349
Management Analyst, Senior P/T	06A	5	\$ 61.76	\$ 10,705	\$ 128,464
Management Analyst, Senior P/T	06A	6	\$ 64.85	\$ 11,241	\$ 134,890
Management Analyst, Senior P/T	06A	7	\$ 68.09	\$ 11,802	\$ 141,627
Management Analyst, Senior P/T	06A	8	\$ 71.51	\$ 12,394	\$ 148,733
Management Analyst, Senior P/T	06A	9	\$ 75.08	\$ 13,014	\$ 156,169
Marketing Specialist P/T	02B	1	\$ 32.74	\$ 5,675	\$ 68,105
Marketing Specialist P/T	02B	2	\$ 34.38	\$ 5,958	\$ 71,501
Marketing Specialist P/T	02B	3	\$ 36.09	\$ 6,256	\$ 75,072
Marketing Specialist P/T	02B	4	\$ 37.92	\$ 6,572	\$ 78,870
Marketing Specialist P/T	02B	5	\$ 39.79	\$ 6,897	\$ 82,768
Marketing Specialist P/T	02B	6	\$ 41.76	\$ 7,239	\$ 86,868
Marketing Specialist P/T	02B	7	\$ 43.87	\$ 7,604	\$ 91,243
Marketing Specialist P/T	02B	8	\$ 46.07	\$ 7,985	\$ 95,821
Marketing Specialist P/T	02B	9	\$ 48.37	\$ 8,384	\$ 100,612
Paralegal P/T	92	1	\$ 39.61	\$ 6,865	\$ 82,381
Paralegal P/T	92	2	\$ 41.58	\$ 7,207	\$ 86,479
Paralegal P/T	92	3	\$ 43.69	\$ 7,572	\$ 90,867
Paralegal P/T	92	4	\$ 45.88	\$ 7,952	\$ 95,429
Paralegal P/T	92	5	\$ 48.16	\$ 8,347	\$ 100,165
Paralegal P/T	92	6	\$ 50.56	\$ 8,764	\$ 105,163
Paralegal P/T	92	7	\$ 53.07	\$ 9,199	\$ 110,393
Paralegal P/T	92	8	\$ 55.73	\$ 9,660	\$ 115,915
Paralegal P/T	92	9	\$ 58.51	\$ 10,143	\$ 121,711
Park Patrol Officer P/T	89	1	\$ 24.55	\$ 4,255	\$ 51,054
Park Patrol Officer P/T	89	2	\$ 25.78	\$ 4,468	\$ 53,619
Park Patrol Officer P/T	89	3	\$ 27.06	\$ 4,690	\$ 56,285
Park Patrol Officer P/T	89	4	\$ 28.43	\$ 4,927	\$ 59,127
Park Patrol Officer P/T	89	5	\$ 29.83	\$ 5,170	\$ 62,045
Park Patrol Officer P/T	89	6	\$ 31.32	\$ 5,429	\$ 65,147
Permit Technician II P/T	92A	1	\$ 39.23	\$ 6,800	\$ 81,602
Permit Technician II P/T	92A	2	\$ 41.20	\$ 7,141	\$ 85,688
Permit Technician II P/T	92A	3	\$ 43.26	\$ 7,498	\$ 89,976
Permit Technician II P/T	92A	4	\$ 45.44	\$ 7,877	\$ 94,522
Permit Technician II P/T	92A	5	\$ 47.66	\$ 8,260	\$ 99,125
Permit Technician II P/T	92A	6	\$ 50.12	\$ 8,687	\$ 104,248
Permit Technician II P/T	92A	7	\$ 52.54	\$ 9,107	\$ 109,283
Permit Technician II P/T	92A	8	\$ 55.25	\$ 9,577	\$ 114,922
Permit Technician II P/T	92A	9	\$ 58.01	\$ 10,056	\$ 120,669
Planner, Assistant P/T	35B	1	\$ 39.23	\$ 6,800	\$ 81,602
Planner, Assistant P/T	35B	2	\$ 41.20	\$ 7,141	\$ 85,688

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 11, 2026: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Planner, Assistant P/T	35B	3	\$ 43.26	\$ 7,498	\$ 89,976
Planner, Assistant P/T	35B	4	\$ 45.44	\$ 7,877	\$ 94,522
Planner, Assistant P/T	35B	5	\$ 47.66	\$ 8,260	\$ 99,125
Planner, Assistant P/T	35B	6	\$ 50.12	\$ 8,687	\$ 104,248
Planner, Assistant P/T	35B	7	\$ 52.54	\$ 9,107	\$ 109,283
Planner, Assistant P/T	35B	8	\$ 55.25	\$ 9,577	\$ 114,922
Planner, Assistant P/T	35B	9	\$ 58.01	\$ 10,056	\$ 120,669
Planner, Principal P/T	27	1	\$ 57.85	\$ 10,028	\$ 120,332
Planner, Principal P/T	27	2	\$ 60.77	\$ 10,534	\$ 126,405
Planner, Principal P/T	27	3	\$ 63.78	\$ 11,054	\$ 132,653
Planner, Principal P/T	27	4	\$ 67.00	\$ 11,614	\$ 139,365
Planner, Principal P/T	27	5	\$ 70.34	\$ 12,193	\$ 146,310
Planner, Principal P/T	27	6	\$ 73.86	\$ 12,803	\$ 153,633
Planner, Principal P/T	27	7	\$ 77.55	\$ 13,442	\$ 161,304
Planner, Principal P/T	27	8	\$ 81.45	\$ 14,118	\$ 169,412
Planner, Principal P/T	27	9	\$ 85.52	\$ 14,824	\$ 177,882
Planning Technician P/T	34	1	\$ 35.68	\$ 6,184	\$ 74,207
Planning Technician P/T	34	2	\$ 37.49	\$ 6,498	\$ 77,977
Planning Technician P/T	34	3	\$ 39.34	\$ 6,819	\$ 81,832
Planning Technician P/T	34	4	\$ 41.31	\$ 7,160	\$ 85,918
Planning Technician P/T	34	5	\$ 43.41	\$ 7,524	\$ 90,292
Planning Technician P/T	34	6	\$ 45.53	\$ 7,891	\$ 94,694
Planning Technician P/T	34	7	\$ 47.84	\$ 8,292	\$ 99,500
Planning Technician P/T	34	8	\$ 50.22	\$ 8,704	\$ 104,449
Planning Technician P/T	34	9	\$ 52.73	\$ 9,139	\$ 109,671
Police Cadet P/T	40	1	\$ 19.13	\$ 3,315	\$ 39,783
Police Cadet P/T	40	2	\$ 20.08	\$ 3,481	\$ 41,772
Police Cadet P/T	40	3	\$ 21.09	\$ 3,655	\$ 43,860
Police Cadet P/T	40	4	\$ 22.14	\$ 3,838	\$ 46,054
Police Cadet P/T	40	5	\$ 23.25	\$ 4,030	\$ 48,356
Police Cadet P/T	40	6	\$ 24.41	\$ 4,231	\$ 50,774
Police Community Services Officer P/T	05C	1	\$ 30.82	\$ 5,343	\$ 64,111
Police Community Services Officer P/T	05C	2	\$ 32.34	\$ 5,606	\$ 67,268
Police Community Services Officer P/T	05C	3	\$ 33.97	\$ 5,888	\$ 70,660
Police Community Services Officer P/T	05C	4	\$ 35.68	\$ 6,184	\$ 74,209
Police Community Services Officer P/T	05C	5	\$ 37.43	\$ 6,488	\$ 77,862
Police Community Services Officer P/T	05C	6	\$ 39.32	\$ 6,815	\$ 81,776
Police Community Services Officer P/T	05C	7	\$ 41.31	\$ 7,160	\$ 85,924
Police Community Services Officer P/T	05C	8	\$ 43.38	\$ 7,518	\$ 90,221
Police Crime Analyst, Senior P/T	03A	1	\$ 40.19	\$ 6,967	\$ 83,602
Police Crime Analyst, Senior P/T	03A	2	\$ 42.19	\$ 7,313	\$ 87,752
Police Crime Analyst, Senior P/T	03A	3	\$ 44.30	\$ 7,678	\$ 92,135
Police Crime Analyst, Senior P/T	03A	4	\$ 46.49	\$ 8,058	\$ 96,701
Police Crime Analyst, Senior P/T	03A	5	\$ 48.84	\$ 8,465	\$ 101,581
Police Crime Analyst, Senior P/T	03A	6	\$ 51.27	\$ 8,887	\$ 106,642
Police Crime Analyst, Senior P/T	03A	7	\$ 53.84	\$ 9,333	\$ 111,992
Police Crime Analyst, Senior P/T	03A	8	\$ 56.53	\$ 9,799	\$ 117,592
Police Crime Prevention Specialist P/T	12	1	\$ 38.14	\$ 6,610	\$ 79,324

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 11, 2026: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Police Crime Prevention Specialist P/T	12	2	\$ 40.03	\$ 6,939	\$ 83,263
Police Crime Prevention Specialist P/T	12	3	\$ 42.05	\$ 7,289	\$ 87,464
Police Crime Prevention Specialist P/T	12	4	\$ 44.16	\$ 7,654	\$ 91,848
Police Crime Prevention Specialist P/T	12	5	\$ 46.37	\$ 8,037	\$ 96,441
Police Crime Prevention Specialist P/T	12	6	\$ 48.66	\$ 8,435	\$ 101,215
Police Crime Prevention Specialist P/T	12	7	\$ 51.12	\$ 8,861	\$ 106,330
Police Crime Prevention Specialist P/T	12	8	\$ 53.68	\$ 9,304	\$ 111,646
Police Custody Officer P/T	02	1	\$ 35.00	\$ 6,067	\$ 72,800
Police Custody Officer P/T	02	2	\$ 36.72	\$ 6,365	\$ 76,375
Police Custody Officer P/T	02	3	\$ 38.58	\$ 6,686	\$ 80,236
Police Custody Officer P/T	02	4	\$ 40.49	\$ 7,019	\$ 84,229
Police Custody Officer P/T	02	5	\$ 42.53	\$ 7,371	\$ 88,456
Police Custody Officer P/T	02	6	\$ 44.63	\$ 7,737	\$ 92,839
Police Custody Officer P/T	02	7	\$ 46.88	\$ 8,126	\$ 97,510
Police Custody Officer P/T	02	8	\$ 49.22	\$ 8,532	\$ 102,385
Police Dispatcher P/T	70A	1	\$ 35.65	\$ 6,180	\$ 74,157
Police Dispatcher P/T	70A	2	\$ 37.42	\$ 6,486	\$ 77,836
Police Dispatcher P/T	70A	3	\$ 39.29	\$ 6,810	\$ 81,723
Police Dispatcher P/T	70A	4	\$ 41.29	\$ 7,156	\$ 85,873
Police Dispatcher P/T	70A	5	\$ 43.33	\$ 7,510	\$ 90,126
Police Dispatcher P/T	70A	6	\$ 45.50	\$ 7,887	\$ 94,640
Police Dispatcher P/T	70A	7	\$ 47.77	\$ 8,280	\$ 99,363
Police Dispatcher P/T	70A	8	\$ 50.16	\$ 8,694	\$ 104,331
Police Reserve P/T	01A	1	\$ 36.16	\$ 6,267	\$ 75,202
Police Reserve P/T	01A	2	\$ 37.96	\$ 6,580	\$ 78,963
Police Reserve P/T	01A	3	\$ 39.86	\$ 6,909	\$ 82,911
Police Reserve P/T	01A	4	\$ 41.85	\$ 7,255	\$ 87,056
Police Reserve P/T	01A	5	\$ 43.95	\$ 7,617	\$ 91,409
Police Reserve P/T	01A	6	\$ 46.14	\$ 7,998	\$ 95,980
Police Reserve P/T	01A	7	\$ 48.45	\$ 8,398	\$ 100,779
Police Reserve P/T	01A	8	\$ 50.87	\$ 8,818	\$ 105,817
Police Reserve P/T	01A	9	\$ 53.42	\$ 9,259	\$ 111,108
Pool Lifeguard P/T	80	1	\$ 18.06	\$ 3,131	\$ 37,574
Pool Lifeguard P/T	80	2	\$ 18.98	\$ 3,290	\$ 39,485
Pool Lifeguard P/T	80	3	\$ 19.93	\$ 3,455	\$ 41,460
Pool Lifeguard P/T	80	4	\$ 20.93	\$ 3,628	\$ 43,533
Pool Lifeguard P/T	80	5	\$ 21.98	\$ 3,809	\$ 45,709
Pool Lifeguard P/T	80	6	\$ 23.07	\$ 4,000	\$ 47,994
Pool Lifeguard, Senior P/T	86	1	\$ 22.60	\$ 3,917	\$ 47,005
Pool Lifeguard, Senior P/T	86	2	\$ 23.75	\$ 4,116	\$ 49,394
Pool Lifeguard, Senior P/T	86	3	\$ 24.92	\$ 4,319	\$ 51,834
Pool Lifeguard, Senior P/T	86	4	\$ 26.19	\$ 4,540	\$ 54,475
Pool Lifeguard, Senior P/T	86	5	\$ 27.53	\$ 4,772	\$ 57,266
Pool Lifeguard, Senior P/T	86	6	\$ 28.91	\$ 5,011	\$ 60,129
Pool Swim Instructor P/T	85A	1	\$ 18.41	\$ 3,192	\$ 38,303
Pool Swim Instructor P/T	85A	2	\$ 19.35	\$ 3,353	\$ 40,239
Pool Swim Instructor P/T	85A	3	\$ 20.31	\$ 3,521	\$ 42,252
Pool Swim Instructor P/T	85A	4	\$ 21.32	\$ 3,695	\$ 44,339

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 11, 2026: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Pool Swim Instructor P/T	85A	5	\$ 22.38	\$ 3,879	\$ 46,552
Pool Swim Instructor P/T	85A	6	\$ 23.50	\$ 4,073	\$ 48,879
Pool Swim Instructor Trainee P/T*	01	1	\$ 16.90	\$ 2,929	\$ 35,152
Public Works Technical Aide P/T	75	1	\$ 20.48	\$ 3,550	\$ 42,595
Public Works Technical Aide P/T	75	2	\$ 21.56	\$ 3,737	\$ 44,840
Public Works Technical Aide P/T	75	3	\$ 22.62	\$ 3,921	\$ 47,058
Public Works Technical Aide P/T	75	4	\$ 23.72	\$ 4,111	\$ 49,329
Public Works Technical Aide P/T	75	5	\$ 24.92	\$ 4,320	\$ 51,837
Public Works Technical Aide P/T	75	6	\$ 26.17	\$ 4,536	\$ 54,429
Records Specialist P/T	17	1	\$ 32.77	\$ 5,680	\$ 68,156
Records Specialist P/T	17	2	\$ 34.40	\$ 5,963	\$ 71,551
Records Specialist P/T	17	3	\$ 36.13	\$ 6,262	\$ 75,148
Records Specialist P/T	17	4	\$ 37.93	\$ 6,575	\$ 78,895
Records Specialist P/T	17	5	\$ 39.83	\$ 6,904	\$ 82,843
Records Specialist P/T	17	6	\$ 41.82	\$ 7,249	\$ 86,993
Records Specialist P/T	17	7	\$ 43.92	\$ 7,612	\$ 91,344
Records Specialist P/T	17	8	\$ 46.10	\$ 7,991	\$ 95,896
Records Specialist P/T	17	9	\$ 48.41	\$ 8,391	\$ 100,691
Recreation Coordinator P/T	56	1	\$ 31.87	\$ 5,523	\$ 66,280
Recreation Coordinator P/T	56	2	\$ 33.47	\$ 5,801	\$ 69,616
Recreation Coordinator P/T	56	3	\$ 35.12	\$ 6,088	\$ 73,059
Recreation Coordinator P/T	56	4	\$ 36.92	\$ 6,400	\$ 76,802
Recreation Coordinator P/T	56	5	\$ 38.75	\$ 6,717	\$ 80,599
Recreation Coordinator P/T	56	6	\$ 40.69	\$ 7,053	\$ 84,640
Recreation Coordinator P/T	56	7	\$ 42.75	\$ 7,410	\$ 88,924
Recreation Coordinator P/T	56	8	\$ 44.84	\$ 7,772	\$ 93,264
Recreation Coordinator P/T	56	9	\$ 47.08	\$ 8,161	\$ 97,927
Recreation Coordinator, Assistant P/T	06	1	\$ 24.90	\$ 4,315	\$ 51,783
Recreation Coordinator, Assistant P/T	06	2	\$ 26.14	\$ 4,531	\$ 54,374
Recreation Coordinator, Assistant P/T	06	3	\$ 27.46	\$ 4,760	\$ 57,115
Recreation Coordinator, Assistant P/T	06	4	\$ 28.83	\$ 4,996	\$ 59,957
Recreation Coordinator, Assistant P/T	06	5	\$ 30.26	\$ 5,246	\$ 62,950
Recreation Coordinator, Assistant P/T	06	6	\$ 31.76	\$ 5,506	\$ 66,069
Recreation Coordinator, Assistant P/T	06	7	\$ 33.36	\$ 5,782	\$ 69,388
Recreation Coordinator, Assistant P/T	06	8	\$ 35.00	\$ 6,067	\$ 72,808
Recreation Coordinator, Assistant P/T	06	9	\$ 36.75	\$ 6,371	\$ 76,449
Recreation Leader P/T	45	1	\$ 17.68	\$ 3,064	\$ 36,769
Recreation Leader P/T	45	2	\$ 18.60	\$ 3,223	\$ 38,680
Recreation Leader P/T	45	3	\$ 19.53	\$ 3,385	\$ 40,615
Recreation Leader P/T	45	4	\$ 20.50	\$ 3,554	\$ 42,645
Recreation Leader P/T	45	5	\$ 21.53	\$ 3,731	\$ 44,778
Recreation Leader P/T	45	6	\$ 22.60	\$ 3,918	\$ 47,017
Recreation Leader, Senior P/T	55A	1	\$ 19.50	\$ 3,381	\$ 40,566
Recreation Leader, Senior P/T	55A	2	\$ 20.53	\$ 3,559	\$ 42,704
Recreation Leader, Senior P/T	55A	3	\$ 21.55	\$ 3,735	\$ 44,817
Recreation Leader, Senior P/T	55A	4	\$ 22.59	\$ 3,915	\$ 46,979
Recreation Leader, Senior P/T	55A	5	\$ 23.74	\$ 4,114	\$ 49,369
Recreation Leader, Senior P/T	55A	6	\$ 24.92	\$ 4,320	\$ 51,837

Exhibit B  
*Part-Time Employees Association of Newport Beach*  
 MOU Term: August 23, 2025 - June 30, 2028  
**Effective July 11, 2026: Salary Adjustments**

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Recreation Supervisor P/T	04A	1	\$ 36.43	\$ 6,315	\$ 75,776
Recreation Supervisor P/T	04A	2	\$ 38.27	\$ 6,633	\$ 79,599
Recreation Supervisor P/T	04A	3	\$ 40.15	\$ 6,960	\$ 83,522
Recreation Supervisor P/T	04A	4	\$ 42.16	\$ 7,308	\$ 87,697
Recreation Supervisor P/T	04A	5	\$ 44.29	\$ 7,677	\$ 92,124
Recreation Supervisor P/T	04A	6	\$ 46.48	\$ 8,056	\$ 96,676
Recreation Supervisor P/T	04A	7	\$ 48.85	\$ 8,467	\$ 101,605
Recreation Supervisor P/T	04A	8	\$ 51.28	\$ 8,888	\$ 106,660
Recreation Supervisor P/T	04A	9	\$ 53.84	\$ 9,333	\$ 111,993
Review Officer P/T	95	1	\$ 39.24	\$ 6,801	\$ 81,611
Review Officer P/T	95	2	\$ 41.18	\$ 7,138	\$ 85,660
Review Officer P/T	95	3	\$ 43.24	\$ 7,495	\$ 89,936
Review Officer P/T	95	4	\$ 45.41	\$ 7,872	\$ 94,462
Review Officer P/T	95	5	\$ 47.69	\$ 8,265	\$ 99,186
Senior Services Shuttle Driver P/T	05D	1	\$ 26.43	\$ 4,582	\$ 54,979
Senior Services Shuttle Driver P/T	05D	2	\$ 27.72	\$ 4,804	\$ 57,648
Senior Services Shuttle Driver P/T	05D	3	\$ 29.16	\$ 5,055	\$ 60,661
Senior Services Shuttle Driver P/T	05D	4	\$ 30.61	\$ 5,306	\$ 63,673
Senior Services Shuttle Driver P/T	05D	5	\$ 32.12	\$ 5,567	\$ 66,802
Senior Services Shuttle Driver P/T	05D	6	\$ 33.72	\$ 5,844	\$ 70,130
Senior Services Shuttle Driver P/T	05D	7	\$ 35.41	\$ 6,138	\$ 73,660
Senior Services Shuttle Driver P/T	05D	8	\$ 37.21	\$ 6,449	\$ 77,390
Senior Services Shuttle Driver P/T	05D	9	\$ 39.07	\$ 6,772	\$ 81,260
Utilities Specialist P/T	60	1	\$ 30.82	\$ 5,342	\$ 64,104
Utilities Specialist P/T	60	2	\$ 32.38	\$ 5,612	\$ 67,347
Utilities Specialist P/T	60	3	\$ 33.98	\$ 5,890	\$ 70,676
Utilities Specialist P/T	60	4	\$ 35.68	\$ 6,184	\$ 74,205
Utilities Specialist P/T	60	5	\$ 37.44	\$ 6,490	\$ 77,878
Utilities Specialist P/T	60	6	\$ 39.37	\$ 6,825	\$ 81,895
Utilities Specialist P/T	60	7	\$ 41.30	\$ 7,159	\$ 85,912
Utilities Specialist P/T	60	8	\$ 43.37	\$ 7,518	\$ 90,217
Utilities Specialist P/T	60	9	\$ 45.54	\$ 7,894	\$ 94,728

\*Position is tied to minimum wage. Lifeguard Cadet is \$2.00/hr more than Lifeguard Trainee.

Hourly rates are rounded to the nearest hundredth. Monthly and annual salaries are rounded to the nearest whole dollar.

Actual rates may vary slightly due to rounding.

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 10, 2027: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Assistant, Administrative P/T	05E	1	\$ 33.53	\$ 5,812	\$ 69,740
Assistant, Administrative P/T	05E	2	\$ 35.20	\$ 6,101	\$ 73,211
Assistant, Administrative P/T	05E	3	\$ 36.95	\$ 6,405	\$ 76,858
Assistant, Administrative P/T	05E	4	\$ 38.84	\$ 6,732	\$ 80,781
Assistant, Administrative P/T	05E	5	\$ 40.71	\$ 7,057	\$ 84,679
Assistant, Administrative P/T	05E	6	\$ 42.79	\$ 7,417	\$ 89,005
Assistant, Administrative P/T	05E	7	\$ 44.93	\$ 7,788	\$ 93,456
Assistant, Administrative P/T	05E	8	\$ 47.20	\$ 8,182	\$ 98,185
Assistant, Administrative P/T	05E	9	\$ 49.56	\$ 8,591	\$ 103,094
Assistant, Department P/T	55	1	\$ 26.29	\$ 4,556	\$ 54,675
Assistant, Department P/T	55	2	\$ 27.62	\$ 4,787	\$ 57,442
Assistant, Department P/T	55	3	\$ 28.99	\$ 5,026	\$ 60,309
Assistant, Department P/T	55	4	\$ 30.45	\$ 5,277	\$ 63,327
Assistant, Department P/T	55	5	\$ 31.97	\$ 5,541	\$ 66,496
Assistant, Department P/T	55	6	\$ 33.57	\$ 5,818	\$ 69,816
Assistant, Department P/T	55	7	\$ 35.25	\$ 6,109	\$ 73,311
Assistant, Department P/T	55	8	\$ 37.00	\$ 6,413	\$ 76,958
Assistant, Department P/T	55	9	\$ 38.85	\$ 6,734	\$ 80,806
Assistant, Office P/T	15	1	\$ 22.44	\$ 3,890	\$ 46,678
Assistant, Office P/T	15	2	\$ 23.63	\$ 4,095	\$ 49,143
Assistant, Office P/T	15	3	\$ 24.80	\$ 4,299	\$ 51,582
Assistant, Office P/T	15	4	\$ 26.02	\$ 4,510	\$ 54,122
Assistant, Office P/T	15	5	\$ 27.33	\$ 4,737	\$ 56,839
Assistant, Office P/T	15	6	\$ 28.69	\$ 4,973	\$ 59,680
Assistant, Office P/T	15	7	\$ 30.13	\$ 5,223	\$ 62,673
Assistant, Office P/T	15	8	\$ 31.65	\$ 5,487	\$ 65,842
Assistant, Office P/T	15	9	\$ 33.24	\$ 5,761	\$ 69,134
Building Inspector II P/T	36	1	\$ 44.48	\$ 7,711	\$ 92,527
Building Inspector II P/T	36	2	\$ 46.74	\$ 8,101	\$ 97,209
Building Inspector II P/T	36	3	\$ 49.07	\$ 8,506	\$ 102,069
Building Inspector II P/T	36	4	\$ 51.54	\$ 8,933	\$ 107,197
Building Inspector II P/T	36	5	\$ 54.10	\$ 9,378	\$ 112,532
Building Inspector II P/T	36	6	\$ 56.79	\$ 9,844	\$ 118,133
Building Inspector II P/T	36	7	\$ 59.63	\$ 10,336	\$ 124,031
Building Inspector II P/T	36	8	\$ 62.62	\$ 10,855	\$ 130,254
Building Inspector II P/T	36	9	\$ 65.75	\$ 11,397	\$ 136,767
Building Inspector, Principal P/T	37	1	\$ 52.73	\$ 9,141	\$ 109,686
Building Inspector, Principal P/T	37	2	\$ 55.36	\$ 9,595	\$ 115,139
Building Inspector, Principal P/T	37	3	\$ 58.12	\$ 10,074	\$ 120,889
Building Inspector, Principal P/T	37	4	\$ 61.00	\$ 10,573	\$ 126,876
Building Inspector, Principal P/T	37	5	\$ 64.06	\$ 11,104	\$ 133,248
Building Inspector, Principal P/T	37	6	\$ 67.28	\$ 11,662	\$ 139,946
Building Inspector, Principal P/T	37	7	\$ 70.63	\$ 12,243	\$ 146,910
Building Inspector, Principal P/T	37	8	\$ 74.19	\$ 12,860	\$ 154,320
Building Inspector, Principal P/T	37	9	\$ 77.90	\$ 13,503	\$ 162,036
City Clerk, Assistant P/T	03	1	\$ 52.33	\$ 9,070	\$ 108,846
City Clerk, Assistant P/T	03	2	\$ 54.95	\$ 9,525	\$ 114,298
City Clerk, Assistant P/T	03	3	\$ 57.70	\$ 10,001	\$ 120,013

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 10, 2027: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Clerk, Assistant P/T	03	4	\$ 60.59	\$ 10,502	\$ 126,020
City Clerk, Assistant P/T	03	5	\$ 63.61	\$ 11,026	\$ 132,318
City Clerk, Assistant P/T	03	6	\$ 66.80	\$ 11,578	\$ 138,936
City Clerk, Assistant P/T	03	7	\$ 70.13	\$ 12,156	\$ 145,876
City Clerk, Assistant P/T	03	8	\$ 73.65	\$ 12,766	\$ 153,195
City Clerk, Assistant P/T	03	9	\$ 77.33	\$ 13,405	\$ 160,854
Civil Engineer, Senior P/T	47	1	\$ 64.19	\$ 11,126	\$ 133,514
Civil Engineer, Senior P/T	47	2	\$ 67.37	\$ 11,677	\$ 140,123
Civil Engineer, Senior P/T	47	3	\$ 70.74	\$ 12,262	\$ 147,148
Civil Engineer, Senior P/T	47	4	\$ 74.28	\$ 12,875	\$ 154,497
Civil Engineer, Senior P/T	47	5	\$ 78.01	\$ 13,522	\$ 162,262
Civil Engineer, Senior P/T	47	6	\$ 81.90	\$ 14,196	\$ 170,354
Civil Engineer, Senior P/T	47	7	\$ 85.99	\$ 14,905	\$ 178,859
Civil Engineer, Senior P/T	47	8	\$ 90.29	\$ 15,651	\$ 187,810
Civil Engineer, Senior P/T	47	9	\$ 94.81	\$ 16,433	\$ 197,200
Code Enforcement Officer I P/T	23	1	\$ 35.12	\$ 6,088	\$ 73,055
Code Enforcement Officer I P/T	23	2	\$ 36.88	\$ 6,392	\$ 76,700
Code Enforcement Officer I P/T	23	3	\$ 38.73	\$ 6,713	\$ 80,554
Code Enforcement Officer I P/T	23	4	\$ 40.68	\$ 7,051	\$ 84,613
Code Enforcement Officer I P/T	23	5	\$ 42.70	\$ 7,402	\$ 88,822
Code Enforcement Officer I P/T	23	6	\$ 44.85	\$ 7,775	\$ 93,297
Code Enforcement Officer I P/T	23	7	\$ 47.08	\$ 8,160	\$ 97,921
Code Enforcement Officer I P/T	23	8	\$ 49.43	\$ 8,568	\$ 102,811
Code Enforcement Officer I P/T	23	9	\$ 51.90	\$ 8,996	\$ 107,951
Code Enforcement Officer II P/T	35A	1	\$ 40.41	\$ 7,004	\$ 84,050
Code Enforcement Officer II P/T	35A	2	\$ 42.43	\$ 7,355	\$ 88,259
Code Enforcement Officer II P/T	35A	3	\$ 44.56	\$ 7,723	\$ 92,675
Code Enforcement Officer II P/T	35A	4	\$ 46.81	\$ 8,113	\$ 97,357
Code Enforcement Officer II P/T	35A	5	\$ 49.09	\$ 8,508	\$ 102,099
Code Enforcement Officer II P/T	35A	6	\$ 51.62	\$ 8,948	\$ 107,375
Code Enforcement Officer II P/T	35A	7	\$ 54.12	\$ 9,380	\$ 112,561
Code Enforcement Officer II P/T	35A	8	\$ 56.91	\$ 9,864	\$ 118,370
Code Enforcement Officer II P/T	35A	9	\$ 59.75	\$ 10,357	\$ 124,289
Code Enforcement Officer Trainee P/T	14	1	\$ 29.28	\$ 5,075	\$ 60,904
Code Enforcement Officer Trainee P/T	14	2	\$ 30.73	\$ 5,327	\$ 63,927
Code Enforcement Officer Trainee P/T	14	3	\$ 32.27	\$ 5,594	\$ 67,128
Code Enforcement Officer Trainee P/T	14	4	\$ 33.88	\$ 5,873	\$ 70,477
Code Enforcement Officer Trainee P/T	14	5	\$ 35.58	\$ 6,167	\$ 74,003
Code Enforcement Officer Trainee P/T	14	6	\$ 37.36	\$ 6,476	\$ 77,708
Code Enforcement Officer Trainee P/T	14	7	\$ 39.23	\$ 6,799	\$ 81,591
Code Enforcement Officer Trainee P/T	14	8	\$ 41.19	\$ 7,140	\$ 85,681
Code Enforcement Officer Trainee P/T	14	9	\$ 43.25	\$ 7,497	\$ 89,965
Engineer, Associate P/T	85B	1	\$ 52.88	\$ 9,165	\$ 109,983
Engineer, Associate P/T	85B	2	\$ 55.55	\$ 9,629	\$ 115,554
Engineer, Associate P/T	85B	3	\$ 58.32	\$ 10,109	\$ 121,304
Engineer, Associate P/T	85B	4	\$ 61.27	\$ 10,620	\$ 127,439
Engineer, Associate P/T	85B	5	\$ 64.29	\$ 11,144	\$ 133,722
Engineer, Associate P/T	85B	6	\$ 67.51	\$ 11,702	\$ 140,420



Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 10, 2027: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Engineer, Associate P/T	85B	7	\$ 70.89	\$ 12,287	\$ 147,444
Engineer, Associate P/T	85B	8	\$ 74.45	\$ 12,904	\$ 154,853
Engineer, Associate P/T	85B	9	\$ 78.17	\$ 13,550	\$ 162,596
Engineer, Junior P/T	54A	1	\$ 47.83	\$ 8,291	\$ 99,491
Engineer, Junior P/T	54A	2	\$ 50.20	\$ 8,701	\$ 104,411
Engineer, Junior P/T	54A	3	\$ 52.79	\$ 9,150	\$ 109,805
Engineer, Junior P/T	54A	4	\$ 55.36	\$ 9,595	\$ 115,139
Engineer, Junior P/T	54A	5	\$ 58.16	\$ 10,081	\$ 120,977
Engineer, Junior P/T	54A	6	\$ 61.01	\$ 10,575	\$ 126,905
Engineer, Junior P/T	54A	7	\$ 64.13	\$ 11,116	\$ 133,396
Engineer, Junior P/T	54A	8	\$ 67.35	\$ 11,674	\$ 140,094
Engineer, Junior P/T	54A	9	\$ 70.72	\$ 12,258	\$ 147,099
Facilities Maintenance Worker II P/T	50A	1	\$ 28.26	\$ 4,899	\$ 58,787
Facilities Maintenance Worker II P/T	50A	2	\$ 29.67	\$ 5,143	\$ 61,712
Facilities Maintenance Worker II P/T	50A	3	\$ 31.12	\$ 5,394	\$ 64,727
Facilities Maintenance Worker II P/T	50A	4	\$ 32.67	\$ 5,662	\$ 67,949
Facilities Maintenance Worker II P/T	50A	5	\$ 34.34	\$ 5,953	\$ 71,436
Facilities Maintenance Worker II P/T	50A	6	\$ 36.08	\$ 6,253	\$ 75,042
Facilities Maintenance Worker II P/T	50A	7	\$ 37.83	\$ 6,556	\$ 78,677
Facilities Maintenance Worker II P/T	50A	8	\$ 39.74	\$ 6,889	\$ 82,667
Facilities Maintenance Worker II P/T	50A	9	\$ 41.73	\$ 7,233	\$ 86,800
Fire Inspector P/T	72	1	\$ 45.05	\$ 7,809	\$ 93,711
Fire Inspector P/T	72	2	\$ 47.31	\$ 8,200	\$ 98,400
Fire Inspector P/T	72	3	\$ 49.67	\$ 8,609	\$ 103,304
Fire Inspector P/T	72	4	\$ 52.16	\$ 9,041	\$ 108,487
Fire Inspector P/T	72	5	\$ 54.77	\$ 9,493	\$ 113,916
Fire Inspector P/T	72	6	\$ 57.50	\$ 9,966	\$ 119,591
Fire Inspector P/T	72	7	\$ 60.37	\$ 10,465	\$ 125,575
Fire Inspector P/T	72	8	\$ 63.40	\$ 10,989	\$ 131,868
Fire Inspector P/T	72	9	\$ 66.57	\$ 11,538	\$ 138,461
Fire Inspector, Senior P/T	73	1	\$ 49.58	\$ 8,593	\$ 103,119
Fire Inspector, Senior P/T	73	2	\$ 52.07	\$ 9,025	\$ 108,301
Fire Inspector, Senior P/T	73	3	\$ 54.66	\$ 9,475	\$ 113,700
Fire Inspector, Senior P/T	73	4	\$ 57.39	\$ 9,948	\$ 119,376
Fire Inspector, Senior P/T	73	5	\$ 60.27	\$ 10,447	\$ 125,360
Fire Inspector, Senior P/T	73	6	\$ 63.28	\$ 10,968	\$ 131,621
Fire Inspector, Senior P/T	73	7	\$ 66.44	\$ 11,516	\$ 138,192
Fire Inspector, Senior P/T	73	8	\$ 69.78	\$ 12,094	\$ 145,132
Fire Inspector, Senior P/T	73	9	\$ 73.26	\$ 12,699	\$ 152,389
Fire Marshal, Deputy P/T	75B	1	\$ 54.51	\$ 9,449	\$ 113,391
Fire Marshal, Deputy P/T	75B	2	\$ 57.24	\$ 9,922	\$ 119,067
Fire Marshal, Deputy P/T	75B	3	\$ 60.11	\$ 10,418	\$ 125,020
Fire Marshal, Deputy P/T	75B	4	\$ 63.12	\$ 10,940	\$ 131,282
Fire Marshal, Deputy P/T	75B	5	\$ 66.28	\$ 11,488	\$ 137,853
Fire Marshal, Deputy P/T	75B	6	\$ 69.58	\$ 12,061	\$ 144,731
Fire Marshal, Deputy P/T	75B	7	\$ 73.07	\$ 12,665	\$ 151,980
Fire Marshal, Deputy P/T	75B	8	\$ 76.72	\$ 13,297	\$ 159,568
Fire Marshal, Deputy P/T	75B	9	\$ 80.55	\$ 13,962	\$ 167,547

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 10, 2027: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Fire Support Services Aide P/T	50B	1	\$ 27.37	\$ 4,744	\$ 56,934
Fire Support Services Aide P/T	50B	2	\$ 28.76	\$ 4,985	\$ 59,817
Fire Support Services Aide P/T	50B	3	\$ 30.17	\$ 5,230	\$ 62,755
Fire Support Services Aide P/T	50B	4	\$ 31.71	\$ 5,497	\$ 65,965
Fire Support Services Aide P/T	50B	5	\$ 33.27	\$ 5,767	\$ 69,202
Fire Support Services Aide P/T	50B	6	\$ 34.93	\$ 6,055	\$ 72,656
Fire Support Services Aide P/T	50B	7	\$ 36.70	\$ 6,361	\$ 76,328
Fire Support Services Aide P/T	50B	8	\$ 38.50	\$ 6,674	\$ 80,083
Fire Support Services Aide P/T	50B	9	\$ 40.43	\$ 7,007	\$ 84,087
Fiscal Clerk P/T	30	1	\$ 23.71	\$ 4,110	\$ 49,319
Fiscal Clerk P/T	30	2	\$ 24.90	\$ 4,315	\$ 51,783
Fiscal Clerk P/T	30	3	\$ 26.18	\$ 4,537	\$ 54,449
Fiscal Clerk P/T	30	4	\$ 27.46	\$ 4,760	\$ 57,115
Fiscal Clerk P/T	30	5	\$ 28.84	\$ 4,999	\$ 59,982
Fiscal Clerk P/T	30	6	\$ 30.28	\$ 5,248	\$ 62,975
Fiscal Clerk P/T	30	7	\$ 31.76	\$ 5,506	\$ 66,069
Fiscal Clerk P/T	30	8	\$ 33.36	\$ 5,782	\$ 69,388
Fiscal Clerk P/T	30	9	\$ 35.03	\$ 6,071	\$ 72,857
Fiscal Clerk, Senior P/T	65	1	\$ 27.60	\$ 4,785	\$ 57,417
Fiscal Clerk, Senior P/T	65	2	\$ 28.95	\$ 5,017	\$ 60,208
Fiscal Clerk, Senior P/T	65	3	\$ 30.39	\$ 5,267	\$ 63,201
Fiscal Clerk, Senior P/T	65	4	\$ 31.92	\$ 5,533	\$ 66,395
Fiscal Clerk, Senior P/T	65	5	\$ 33.50	\$ 5,807	\$ 69,690
Fiscal Clerk, Senior P/T	65	6	\$ 35.21	\$ 6,103	\$ 73,236
Fiscal Clerk, Senior P/T	65	7	\$ 36.99	\$ 6,411	\$ 76,933
Fiscal Clerk, Senior P/T	65	8	\$ 38.80	\$ 6,725	\$ 80,706
Fiscal Clerk, Senior P/T	65	9	\$ 40.74	\$ 7,062	\$ 84,741
Fiscal Specialist P/T	85	1	\$ 31.98	\$ 5,543	\$ 66,521
Fiscal Specialist P/T	85	2	\$ 33.58	\$ 5,820	\$ 69,841
Fiscal Specialist P/T	85	3	\$ 35.26	\$ 6,111	\$ 73,337
Fiscal Specialist P/T	85	4	\$ 37.01	\$ 6,415	\$ 76,983
Fiscal Specialist P/T	85	5	\$ 38.85	\$ 6,734	\$ 80,806
Fiscal Specialist P/T	85	6	\$ 40.81	\$ 7,073	\$ 84,880
Fiscal Specialist P/T	85	7	\$ 42.84	\$ 7,425	\$ 89,106
Fiscal Specialist P/T	85	8	\$ 44.97	\$ 7,794	\$ 93,532
Fiscal Specialist P/T	85	9	\$ 47.22	\$ 8,184	\$ 98,209
GIS Technical Aide P/T	75A	1	\$ 19.77	\$ 3,427	\$ 41,125
GIS Technical Aide P/T	75A	2	\$ 20.75	\$ 3,597	\$ 43,165
GIS Technical Aide P/T	75A	3	\$ 21.76	\$ 3,772	\$ 45,260
GIS Technical Aide P/T	75A	4	\$ 22.83	\$ 3,958	\$ 47,490
GIS Technical Aide P/T	75A	5	\$ 24.01	\$ 4,161	\$ 49,938
GIS Technical Aide P/T	75A	6	\$ 25.21	\$ 4,370	\$ 52,440
GIS Technical Aide P/T	75A	7	\$ 26.47	\$ 4,589	\$ 55,063
GIS Technical Aide P/T	75A	8	\$ 27.80	\$ 4,818	\$ 57,815
GIS Technical Aide P/T	75A	9	\$ 29.19	\$ 5,059	\$ 60,706
Harbor Safety Officer P/T	89A	1	\$ 27.21	\$ 4,716	\$ 56,596
Harbor Safety Officer P/T	89A	2	\$ 28.57	\$ 4,952	\$ 59,425
Harbor Safety Officer P/T	89A	3	\$ 30.00	\$ 5,200	\$ 62,396

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 10, 2027: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Harbor Safety Officer P/T	89A	4	\$ 31.50	\$ 5,460	\$ 65,516
Harbor Safety Officer P/T	89A	5	\$ 33.07	\$ 5,733	\$ 68,792
Harbor Safety Officer P/T	89A	6	\$ 34.73	\$ 6,019	\$ 72,232
Harbor Safety Officer P/T	89A	7	\$ 36.46	\$ 6,320	\$ 75,843
Harbor Safety Officer P/T	89A	8	\$ 38.29	\$ 6,636	\$ 79,635
Harbor Safety Officer P/T	89A	9	\$ 40.20	\$ 6,968	\$ 83,617
Harbor Safety Officer, Lead P/T	89B	1	\$ 29.54	\$ 5,120	\$ 61,446
Harbor Safety Officer, Lead P/T	89B	2	\$ 31.02	\$ 5,376	\$ 64,518
Harbor Safety Officer, Lead P/T	89B	3	\$ 32.57	\$ 5,645	\$ 67,744
Harbor Safety Officer, Lead P/T	89B	4	\$ 34.20	\$ 5,928	\$ 71,132
Harbor Safety Officer, Lead P/T	89B	5	\$ 35.91	\$ 6,224	\$ 74,688
Harbor Safety Officer, Lead P/T	89B	6	\$ 37.70	\$ 6,535	\$ 78,423
Harbor Safety Officer, Lead P/T	89B	7	\$ 39.59	\$ 6,862	\$ 82,344
Harbor Safety Officer, Lead P/T	89B	8	\$ 41.57	\$ 7,205	\$ 86,461
Harbor Safety Officer, Lead P/T	89B	9	\$ 43.65	\$ 7,565	\$ 90,783
Human Resources Analyst P/T	16	1	\$ 50.22	\$ 8,705	\$ 104,458
Human Resources Analyst P/T	16	2	\$ 52.68	\$ 9,131	\$ 109,576
Human Resources Analyst P/T	16	3	\$ 55.34	\$ 9,593	\$ 115,112
Human Resources Analyst P/T	16	4	\$ 58.15	\$ 10,079	\$ 120,949
Human Resources Analyst P/T	16	5	\$ 61.01	\$ 10,575	\$ 126,905
Human Resources Analyst P/T	16	6	\$ 64.06	\$ 11,104	\$ 133,250
Human Resources Analyst P/T	16	7	\$ 67.29	\$ 11,663	\$ 139,955
Human Resources Analyst P/T	16	8	\$ 70.65	\$ 12,247	\$ 146,959
Human Resources Analyst P/T	16	9	\$ 74.19	\$ 12,859	\$ 154,307
Human Resources Analyst, Assistant P/T	08	1	\$ 42.05	\$ 7,288	\$ 87,456
Human Resources Analyst, Assistant P/T	08	2	\$ 44.15	\$ 7,652	\$ 91,826
Human Resources Analyst, Assistant P/T	08	3	\$ 46.32	\$ 8,029	\$ 96,345
Human Resources Analyst, Assistant P/T	08	4	\$ 48.65	\$ 8,433	\$ 101,195
Human Resources Analyst, Assistant P/T	08	5	\$ 51.14	\$ 8,864	\$ 106,373
Human Resources Analyst, Assistant P/T	08	6	\$ 53.60	\$ 9,291	\$ 111,491
Human Resources Analyst, Assistant P/T	08	7	\$ 56.38	\$ 9,772	\$ 117,267
Human Resources Analyst, Assistant P/T	08	8	\$ 59.17	\$ 10,256	\$ 123,074
Human Resources Analyst, Assistant P/T	08	9	\$ 62.13	\$ 10,769	\$ 129,228
Human Resources Analyst, Senior P/T	20A	1	\$ 55.41	\$ 9,605	\$ 115,262
Human Resources Analyst, Senior P/T	20A	2	\$ 58.24	\$ 10,094	\$ 121,129
Human Resources Analyst, Senior P/T	20A	3	\$ 61.13	\$ 10,595	\$ 127,145
Human Resources Analyst, Senior P/T	20A	4	\$ 64.19	\$ 11,127	\$ 133,520
Human Resources Analyst, Senior P/T	20A	5	\$ 67.36	\$ 11,675	\$ 140,104
Human Resources Analyst, Senior P/T	20A	6	\$ 70.74	\$ 12,261	\$ 147,138
Human Resources Analyst, Senior P/T	20A	7	\$ 74.24	\$ 12,868	\$ 154,411
Human Resources Analyst, Senior P/T	20A	8	\$ 77.98	\$ 13,516	\$ 162,193
Human Resources Analyst, Senior P/T	20A	9	\$ 81.88	\$ 14,192	\$ 170,302
Human Resources Specialist P/T	03B	1	\$ 38.03	\$ 6,592	\$ 79,106
Human Resources Specialist P/T	03B	2	\$ 39.93	\$ 6,921	\$ 83,057
Human Resources Specialist P/T	03B	3	\$ 41.92	\$ 7,266	\$ 87,187
Human Resources Specialist P/T	03B	4	\$ 43.99	\$ 7,625	\$ 91,497
Human Resources Specialist P/T	03B	5	\$ 46.21	\$ 8,009	\$ 96,107
Human Resources Specialist P/T	03B	6	\$ 48.49	\$ 8,405	\$ 100,866

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 10, 2027: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Human Resources Specialist P/T	03B	7	\$ 50.97	\$ 8,834	\$ 106,013
Human Resources Specialist P/T	03B	8	\$ 53.44	\$ 9,263	\$ 111,161
Human Resources Specialist P/T	03B	9	\$ 56.12	\$ 9,727	\$ 116,719
Intern P/T	05	1	\$ 22.10	\$ 3,831	\$ 45,975
IT Technician P/T	54	1	\$ 31.46	\$ 5,453	\$ 65,435
IT Technician P/T	54	2	\$ 33.02	\$ 5,724	\$ 68,683
IT Technician P/T	54	3	\$ 34.67	\$ 6,010	\$ 72,122
IT Technician P/T	54	4	\$ 36.40	\$ 6,310	\$ 75,720
IT Technician P/T	54	5	\$ 38.23	\$ 6,626	\$ 79,510
IT Technician P/T	54	6	\$ 40.14	\$ 6,957	\$ 83,490
IT Technician P/T	54	7	\$ 42.14	\$ 7,305	\$ 87,661
IT Technician P/T	54	8	\$ 44.26	\$ 7,671	\$ 92,055
IT Technician P/T	54	9	\$ 46.47	\$ 8,055	\$ 96,658
Librarian I P/T	21	1	\$ 32.34	\$ 5,606	\$ 67,275
Librarian I P/T	21	2	\$ 33.95	\$ 5,885	\$ 70,621
Librarian I P/T	21	3	\$ 35.62	\$ 6,174	\$ 74,091
Librarian I P/T	21	4	\$ 37.45	\$ 6,491	\$ 77,888
Librarian I P/T	21	5	\$ 39.28	\$ 6,809	\$ 81,711
Librarian I P/T	21	6	\$ 41.30	\$ 7,159	\$ 85,912
Librarian I P/T	21	7	\$ 43.35	\$ 7,514	\$ 90,162
Librarian I P/T	21	8	\$ 45.49	\$ 7,884	\$ 94,613
Librarian I P/T	21	9	\$ 47.76	\$ 8,279	\$ 99,344
Library Assistant P/T	70	1	\$ 27.53	\$ 4,772	\$ 57,266
Library Assistant P/T	70	2	\$ 28.89	\$ 5,007	\$ 60,083
Library Assistant P/T	70	3	\$ 30.31	\$ 5,254	\$ 63,050
Library Assistant P/T	70	4	\$ 31.82	\$ 5,516	\$ 66,194
Library Assistant P/T	70	5	\$ 33.42	\$ 5,793	\$ 69,514
Library Assistant P/T	70	6	\$ 35.09	\$ 6,082	\$ 72,985
Library Assistant P/T	70	7	\$ 36.85	\$ 6,388	\$ 76,656
Library Assistant P/T	70	8	\$ 38.69	\$ 6,707	\$ 80,479
Library Assistant P/T	70	9	\$ 40.63	\$ 7,042	\$ 84,503
Library Clerk I P/T	05A	1	\$ 21.43	\$ 3,714	\$ 44,565
Library Clerk I P/T	05A	2	\$ 22.50	\$ 3,900	\$ 46,804
Library Clerk I P/T	05A	3	\$ 23.63	\$ 4,095	\$ 49,143
Library Clerk I P/T	05A	4	\$ 24.82	\$ 4,303	\$ 51,633
Library Clerk I P/T	05A	5	\$ 26.04	\$ 4,514	\$ 54,173
Library Clerk I P/T	05A	6	\$ 27.33	\$ 4,737	\$ 56,839
Library Clerk I P/T	05A	7	\$ 28.69	\$ 4,973	\$ 59,680
Library Clerk I P/T	05A	8	\$ 30.13	\$ 5,223	\$ 62,673
Library Clerk I P/T	05A	9	\$ 31.64	\$ 5,484	\$ 65,807
Library Clerk II P/T	20	1	\$ 22.61	\$ 3,919	\$ 47,030
Library Clerk II P/T	20	2	\$ 23.76	\$ 4,118	\$ 49,419
Library Clerk II P/T	20	3	\$ 24.93	\$ 4,322	\$ 51,859
Library Clerk II P/T	20	4	\$ 26.23	\$ 4,546	\$ 54,550
Library Clerk II P/T	20	5	\$ 27.53	\$ 4,772	\$ 57,266
Library Clerk II P/T	20	6	\$ 28.89	\$ 5,007	\$ 60,083
Library Clerk II P/T	20	7	\$ 30.31	\$ 5,254	\$ 63,050
Library Clerk II P/T	20	8	\$ 31.86	\$ 5,522	\$ 66,270

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 10, 2027: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Library Clerk II P/T	20	9	\$ 33.45	\$ 5,799	\$ 69,583
Library Page P/T	30A	1	\$ 18.44	\$ 3,196	\$ 38,353
Library Page P/T	30A	2	\$ 19.36	\$ 3,355	\$ 40,265
Library Page P/T	30A	3	\$ 20.33	\$ 3,523	\$ 42,279
Library Page P/T	30A	4	\$ 21.34	\$ 3,699	\$ 44,392
Library Page P/T	30A	5	\$ 22.40	\$ 3,883	\$ 46,601
Library Page P/T	30A	6	\$ 23.52	\$ 4,078	\$ 48,931
Library Page P/T	30A	7	\$ 24.70	\$ 4,281	\$ 51,378
Lifeguard Cadet P/T, Unrep*	02A	1	\$ 18.90	\$ 3,276	\$ 39,312
Lifeguard Trainee P/T, Unrep*	01	1	\$ 16.90	\$ 2,929	\$ 35,152
Literacy Coordinator P/T	12A	1	\$ 32.73	\$ 5,673	\$ 68,080
Literacy Coordinator P/T	12A	2	\$ 34.35	\$ 5,954	\$ 71,450
Literacy Coordinator P/T	12A	3	\$ 36.09	\$ 6,256	\$ 75,072
Literacy Coordinator P/T	12A	4	\$ 37.87	\$ 6,564	\$ 78,769
Literacy Coordinator P/T	12A	5	\$ 39.82	\$ 6,902	\$ 82,818
Literacy Coordinator P/T	12A	6	\$ 41.79	\$ 7,243	\$ 86,917
Literacy Coordinator P/T	12A	7	\$ 43.88	\$ 7,606	\$ 91,269
Literacy Coordinator P/T	12A	8	\$ 46.06	\$ 7,983	\$ 95,795
Literacy Coordinator P/T	12A	9	\$ 48.36	\$ 8,382	\$ 100,585
Maintenance Aide P/T	84	1	\$ 19.54	\$ 3,386	\$ 40,636
Maintenance Aide P/T	84	2	\$ 20.53	\$ 3,559	\$ 42,703
Maintenance Aide P/T	84	3	\$ 21.56	\$ 3,737	\$ 44,839
Maintenance Aide P/T	84	4	\$ 22.63	\$ 3,923	\$ 47,080
Maintenance Aide P/T	84	5	\$ 23.77	\$ 4,120	\$ 49,434
Maintenance Aide P/T	84	6	\$ 24.95	\$ 4,325	\$ 51,906
Maintenance Worker P/T	25H	1	\$ 28.26	\$ 4,899	\$ 58,787
Maintenance Worker P/T	25H	2	\$ 29.67	\$ 5,143	\$ 61,712
Maintenance Worker P/T	25H	3	\$ 31.12	\$ 5,394	\$ 64,727
Maintenance Worker P/T	25H	4	\$ 32.67	\$ 5,662	\$ 67,949
Maintenance Worker P/T	25H	5	\$ 34.34	\$ 5,953	\$ 71,436
Maintenance Worker P/T	25H	6	\$ 36.08	\$ 6,253	\$ 75,042
Maintenance Worker P/T	25H	7	\$ 37.83	\$ 6,556	\$ 78,677
Maintenance Worker P/T	25H	8	\$ 39.74	\$ 6,889	\$ 82,667
Maintenance Worker P/T	25H	9	\$ 41.73	\$ 7,233	\$ 86,800
Management Analyst P/T	12B	1	\$ 45.50	\$ 7,887	\$ 94,639
Management Analyst P/T	12B	2	\$ 47.83	\$ 8,291	\$ 99,489
Management Analyst P/T	12B	3	\$ 50.19	\$ 8,700	\$ 104,397
Management Analyst P/T	12B	4	\$ 52.65	\$ 9,126	\$ 109,515
Management Analyst P/T	12B	5	\$ 55.31	\$ 9,588	\$ 115,053
Management Analyst P/T	12B	6	\$ 58.11	\$ 10,072	\$ 120,859
Management Analyst P/T	12B	7	\$ 60.98	\$ 10,570	\$ 126,845
Management Analyst P/T	12B	8	\$ 64.03	\$ 11,099	\$ 133,190
Management Analyst P/T	12B	9	\$ 67.24	\$ 11,654	\$ 139,850
Management Analyst, Assistant P/T	37A	1	\$ 41.46	\$ 7,187	\$ 86,244
Management Analyst, Assistant P/T	37A	2	\$ 43.52	\$ 7,543	\$ 90,511
Management Analyst, Assistant P/T	37A	3	\$ 45.68	\$ 7,918	\$ 95,016
Management Analyst, Assistant P/T	37A	4	\$ 47.99	\$ 8,318	\$ 99,818
Management Analyst, Assistant P/T	37A	5	\$ 50.44	\$ 8,743	\$ 104,915

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 10, 2027: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Management Analyst, Assistant P/T	37A	6	\$ 52.89	\$ 9,168	\$ 110,012
Management Analyst, Assistant P/T	37A	7	\$ 55.58	\$ 9,635	\$ 115,614
Management Analyst, Assistant P/T	37A	8	\$ 58.36	\$ 10,116	\$ 121,393
Management Analyst, Assistant P/T	37A	9	\$ 61.28	\$ 10,622	\$ 127,463
Management Analyst, Senior P/T	06A	1	\$ 52.33	\$ 9,070	\$ 108,846
Management Analyst, Senior P/T	06A	2	\$ 54.95	\$ 9,525	\$ 114,298
Management Analyst, Senior P/T	06A	3	\$ 57.70	\$ 10,001	\$ 120,013
Management Analyst, Senior P/T	06A	4	\$ 60.59	\$ 10,502	\$ 126,020
Management Analyst, Senior P/T	06A	5	\$ 63.61	\$ 11,026	\$ 132,318
Management Analyst, Senior P/T	06A	6	\$ 66.80	\$ 11,578	\$ 138,936
Management Analyst, Senior P/T	06A	7	\$ 70.13	\$ 12,156	\$ 145,876
Management Analyst, Senior P/T	06A	8	\$ 73.65	\$ 12,766	\$ 153,195
Management Analyst, Senior P/T	06A	9	\$ 77.33	\$ 13,405	\$ 160,854
Marketing Specialist P/T	02B	1	\$ 32.74	\$ 5,675	\$ 68,105
Marketing Specialist P/T	02B	2	\$ 34.38	\$ 5,958	\$ 71,501
Marketing Specialist P/T	02B	3	\$ 36.09	\$ 6,256	\$ 75,072
Marketing Specialist P/T	02B	4	\$ 37.92	\$ 6,572	\$ 78,870
Marketing Specialist P/T	02B	5	\$ 39.79	\$ 6,897	\$ 82,768
Marketing Specialist P/T	02B	6	\$ 41.76	\$ 7,239	\$ 86,868
Marketing Specialist P/T	02B	7	\$ 43.87	\$ 7,604	\$ 91,243
Marketing Specialist P/T	02B	8	\$ 46.07	\$ 7,985	\$ 95,821
Marketing Specialist P/T	02B	9	\$ 48.37	\$ 8,384	\$ 100,612
Paralegal P/T	92	1	\$ 40.79	\$ 7,071	\$ 84,853
Paralegal P/T	92	2	\$ 42.82	\$ 7,423	\$ 89,073
Paralegal P/T	92	3	\$ 45.00	\$ 7,799	\$ 93,593
Paralegal P/T	92	4	\$ 47.26	\$ 8,191	\$ 98,292
Paralegal P/T	92	5	\$ 49.60	\$ 8,598	\$ 103,170
Paralegal P/T	92	6	\$ 52.08	\$ 9,026	\$ 108,318
Paralegal P/T	92	7	\$ 54.67	\$ 9,475	\$ 113,705
Paralegal P/T	92	8	\$ 57.40	\$ 9,949	\$ 119,393
Paralegal P/T	92	9	\$ 60.27	\$ 10,447	\$ 125,362
Park Patrol Officer P/T	89	1	\$ 24.55	\$ 4,255	\$ 51,054
Park Patrol Officer P/T	89	2	\$ 25.78	\$ 4,468	\$ 53,619
Park Patrol Officer P/T	89	3	\$ 27.06	\$ 4,690	\$ 56,285
Park Patrol Officer P/T	89	4	\$ 28.43	\$ 4,927	\$ 59,127
Park Patrol Officer P/T	89	5	\$ 29.83	\$ 5,170	\$ 62,045
Park Patrol Officer P/T	89	6	\$ 31.32	\$ 5,429	\$ 65,147
Permit Technician II P/T	92A	1	\$ 40.41	\$ 7,004	\$ 84,050
Permit Technician II P/T	92A	2	\$ 42.43	\$ 7,355	\$ 88,259
Permit Technician II P/T	92A	3	\$ 44.56	\$ 7,723	\$ 92,675
Permit Technician II P/T	92A	4	\$ 46.81	\$ 8,113	\$ 97,357
Permit Technician II P/T	92A	5	\$ 49.09	\$ 8,508	\$ 102,099
Permit Technician II P/T	92A	6	\$ 51.62	\$ 8,948	\$ 107,375
Permit Technician II P/T	92A	7	\$ 54.12	\$ 9,380	\$ 112,561
Permit Technician II P/T	92A	8	\$ 56.91	\$ 9,864	\$ 118,370
Permit Technician II P/T	92A	9	\$ 59.75	\$ 10,357	\$ 124,289
Planner, Assistant P/T	35B	1	\$ 40.41	\$ 7,004	\$ 84,050
Planner, Assistant P/T	35B	2	\$ 42.43	\$ 7,355	\$ 88,259

Exhibit B  
*Part-Time Employees Association of Newport Beach*  
 MOU Term: August 23, 2025 - June 30, 2028  
**Effective July 10, 2027: Salary Adjustments**

<b>POSITION TITLES</b>	<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY RATE</b>	<b>ANNUAL SALARY</b>
Planner, Assistant P/T	35B	3	\$ 44.56	\$ 7,723	\$ 92,675
Planner, Assistant P/T	35B	4	\$ 46.81	\$ 8,113	\$ 97,357
Planner, Assistant P/T	35B	5	\$ 49.09	\$ 8,508	\$ 102,099
Planner, Assistant P/T	35B	6	\$ 51.62	\$ 8,948	\$ 107,375
Planner, Assistant P/T	35B	7	\$ 54.12	\$ 9,380	\$ 112,561
Planner, Assistant P/T	35B	8	\$ 56.91	\$ 9,864	\$ 118,370
Planner, Assistant P/T	35B	9	\$ 59.75	\$ 10,357	\$ 124,289
Planner, Principal P/T	27	1	\$ 59.59	\$ 10,328	\$ 123,942
Planner, Principal P/T	27	2	\$ 62.59	\$ 10,850	\$ 130,197
Planner, Principal P/T	27	3	\$ 65.69	\$ 11,386	\$ 136,632
Planner, Principal P/T	27	4	\$ 69.01	\$ 11,962	\$ 143,546
Planner, Principal P/T	27	5	\$ 72.45	\$ 12,558	\$ 150,700
Planner, Principal P/T	27	6	\$ 76.08	\$ 13,187	\$ 158,243
Planner, Principal P/T	27	7	\$ 79.88	\$ 13,845	\$ 166,143
Planner, Principal P/T	27	8	\$ 83.89	\$ 14,541	\$ 174,494
Planner, Principal P/T	27	9	\$ 88.09	\$ 15,268	\$ 183,219
Planning Technician P/T	34	1	\$ 36.75	\$ 6,369	\$ 76,434
Planning Technician P/T	34	2	\$ 38.61	\$ 6,693	\$ 80,316
Planning Technician P/T	34	3	\$ 40.52	\$ 7,024	\$ 84,287
Planning Technician P/T	34	4	\$ 42.55	\$ 7,375	\$ 88,496
Planning Technician P/T	34	5	\$ 44.71	\$ 7,750	\$ 93,001
Planning Technician P/T	34	6	\$ 46.89	\$ 8,128	\$ 97,535
Planning Technician P/T	34	7	\$ 49.27	\$ 8,540	\$ 102,485
Planning Technician P/T	34	8	\$ 51.72	\$ 8,965	\$ 107,583
Planning Technician P/T	34	9	\$ 54.31	\$ 9,413	\$ 112,961
Police Cadet P/T	40	1	\$ 19.89	\$ 3,448	\$ 41,374
Police Cadet P/T	40	2	\$ 20.89	\$ 3,620	\$ 43,443
Police Cadet P/T	40	3	\$ 21.93	\$ 3,801	\$ 45,615
Police Cadet P/T	40	4	\$ 23.03	\$ 3,991	\$ 47,896
Police Cadet P/T	40	5	\$ 24.18	\$ 4,191	\$ 50,291
Police Cadet P/T	40	6	\$ 25.39	\$ 4,400	\$ 52,805
Police Community Services Officer P/T	05C	1	\$ 32.06	\$ 5,556	\$ 66,675
Police Community Services Officer P/T	05C	2	\$ 33.63	\$ 5,830	\$ 69,959
Police Community Services Officer P/T	05C	3	\$ 35.33	\$ 6,124	\$ 73,487
Police Community Services Officer P/T	05C	4	\$ 37.10	\$ 6,431	\$ 77,177
Police Community Services Officer P/T	05C	5	\$ 38.93	\$ 6,748	\$ 80,976
Police Community Services Officer P/T	05C	6	\$ 40.89	\$ 7,087	\$ 85,047
Police Community Services Officer P/T	05C	7	\$ 42.96	\$ 7,447	\$ 89,361
Police Community Services Officer P/T	05C	8	\$ 45.11	\$ 7,819	\$ 93,829
Police Crime Analyst, Senior P/T	03A	1	\$ 41.80	\$ 7,246	\$ 86,946
Police Crime Analyst, Senior P/T	03A	2	\$ 43.88	\$ 7,605	\$ 91,262
Police Crime Analyst, Senior P/T	03A	3	\$ 46.07	\$ 7,985	\$ 95,820
Police Crime Analyst, Senior P/T	03A	4	\$ 48.35	\$ 8,381	\$ 100,569
Police Crime Analyst, Senior P/T	03A	5	\$ 50.79	\$ 8,804	\$ 105,644
Police Crime Analyst, Senior P/T	03A	6	\$ 53.32	\$ 9,242	\$ 110,908
Police Crime Analyst, Senior P/T	03A	7	\$ 56.00	\$ 9,706	\$ 116,472
Police Crime Analyst, Senior P/T	03A	8	\$ 58.80	\$ 10,191	\$ 122,295
Police Crime Prevention Specialist P/T	12	1	\$ 39.66	\$ 6,875	\$ 82,497

Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 10, 2027: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Police Crime Prevention Specialist P/T	12	2	\$ 41.63	\$ 7,216	\$ 86,594
Police Crime Prevention Specialist P/T	12	3	\$ 43.73	\$ 7,580	\$ 90,963
Police Crime Prevention Specialist P/T	12	4	\$ 45.92	\$ 7,960	\$ 95,522
Police Crime Prevention Specialist P/T	12	5	\$ 48.22	\$ 8,358	\$ 100,298
Police Crime Prevention Specialist P/T	12	6	\$ 50.61	\$ 8,772	\$ 105,264
Police Crime Prevention Specialist P/T	12	7	\$ 53.16	\$ 9,215	\$ 110,583
Police Crime Prevention Specialist P/T	12	8	\$ 55.82	\$ 9,676	\$ 116,112
Police Custody Officer P/T	02	1	\$ 36.40	\$ 6,309	\$ 75,712
Police Custody Officer P/T	02	2	\$ 38.19	\$ 6,619	\$ 79,429
Police Custody Officer P/T	02	3	\$ 40.12	\$ 6,954	\$ 83,446
Police Custody Officer P/T	02	4	\$ 42.11	\$ 7,300	\$ 87,598
Police Custody Officer P/T	02	5	\$ 44.23	\$ 7,666	\$ 91,994
Police Custody Officer P/T	02	6	\$ 46.42	\$ 8,046	\$ 96,553
Police Custody Officer P/T	02	7	\$ 48.75	\$ 8,451	\$ 101,410
Police Custody Officer P/T	02	8	\$ 51.19	\$ 8,873	\$ 106,480
Police Dispatcher P/T	70A	1	\$ 37.08	\$ 6,427	\$ 77,123
Police Dispatcher P/T	70A	2	\$ 38.92	\$ 6,746	\$ 80,949
Police Dispatcher P/T	70A	3	\$ 40.86	\$ 7,083	\$ 84,992
Police Dispatcher P/T	70A	4	\$ 42.94	\$ 7,442	\$ 89,308
Police Dispatcher P/T	70A	5	\$ 45.06	\$ 7,811	\$ 93,731
Police Dispatcher P/T	70A	6	\$ 47.32	\$ 8,202	\$ 98,426
Police Dispatcher P/T	70A	7	\$ 49.68	\$ 8,611	\$ 103,337
Police Dispatcher P/T	70A	8	\$ 52.17	\$ 9,042	\$ 108,504
Police Reserve P/T	01A	1	\$ 37.60	\$ 6,518	\$ 78,211
Police Reserve P/T	01A	2	\$ 39.48	\$ 6,843	\$ 82,121
Police Reserve P/T	01A	3	\$ 41.46	\$ 7,186	\$ 86,227
Police Reserve P/T	01A	4	\$ 43.53	\$ 7,545	\$ 90,539
Police Reserve P/T	01A	5	\$ 45.70	\$ 7,922	\$ 95,066
Police Reserve P/T	01A	6	\$ 47.99	\$ 8,318	\$ 99,819
Police Reserve P/T	01A	7	\$ 50.39	\$ 8,734	\$ 104,810
Police Reserve P/T	01A	8	\$ 52.91	\$ 9,171	\$ 110,050
Police Reserve P/T	01A	9	\$ 55.55	\$ 9,629	\$ 115,553
Pool Lifeguard P/T	80	1	\$ 18.06	\$ 3,131	\$ 37,574
Pool Lifeguard P/T	80	2	\$ 18.98	\$ 3,290	\$ 39,485
Pool Lifeguard P/T	80	3	\$ 19.93	\$ 3,455	\$ 41,460
Pool Lifeguard P/T	80	4	\$ 20.93	\$ 3,628	\$ 43,533
Pool Lifeguard P/T	80	5	\$ 21.98	\$ 3,809	\$ 45,709
Pool Lifeguard P/T	80	6	\$ 23.07	\$ 4,000	\$ 47,994
Pool Lifeguard, Senior P/T	86	1	\$ 22.60	\$ 3,917	\$ 47,005
Pool Lifeguard, Senior P/T	86	2	\$ 23.75	\$ 4,116	\$ 49,394
Pool Lifeguard, Senior P/T	86	3	\$ 24.92	\$ 4,319	\$ 51,834
Pool Lifeguard, Senior P/T	86	4	\$ 26.19	\$ 4,540	\$ 54,475
Pool Lifeguard, Senior P/T	86	5	\$ 27.53	\$ 4,772	\$ 57,266
Pool Lifeguard, Senior P/T	86	6	\$ 28.91	\$ 5,011	\$ 60,129
Pool Swim Instructor P/T	85A	1	\$ 18.41	\$ 3,192	\$ 38,303
Pool Swim Instructor P/T	85A	2	\$ 19.35	\$ 3,353	\$ 40,239
Pool Swim Instructor P/T	85A	3	\$ 20.31	\$ 3,521	\$ 42,252
Pool Swim Instructor P/T	85A	4	\$ 21.32	\$ 3,695	\$ 44,339



Exhibit B

Part-Time Employees Association of Newport Beach

MOU Term: August 23, 2025 - June 30, 2028

Effective July 10, 2027: Salary Adjustments

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Pool Swim Instructor P/T	85A	5	\$ 22.38	\$ 3,879	\$ 46,552
Pool Swim Instructor P/T	85A	6	\$ 23.50	\$ 4,073	\$ 48,879
Pool Swim Instructor Trainee P/T*	01	1	\$ 16.90	\$ 2,929	\$ 35,152
Public Works Technical Aide P/T	75	1	\$ 21.09	\$ 3,656	\$ 43,872
Public Works Technical Aide P/T	75	2	\$ 22.20	\$ 3,849	\$ 46,185
Public Works Technical Aide P/T	75	3	\$ 23.30	\$ 4,039	\$ 48,470
Public Works Technical Aide P/T	75	4	\$ 24.43	\$ 4,234	\$ 50,808
Public Works Technical Aide P/T	75	5	\$ 25.67	\$ 4,449	\$ 53,393
Public Works Technical Aide P/T	75	6	\$ 26.95	\$ 4,672	\$ 56,062
Records Specialist P/T	17	1	\$ 32.77	\$ 5,680	\$ 68,156
Records Specialist P/T	17	2	\$ 34.40	\$ 5,963	\$ 71,551
Records Specialist P/T	17	3	\$ 36.13	\$ 6,262	\$ 75,148
Records Specialist P/T	17	4	\$ 37.93	\$ 6,575	\$ 78,895
Records Specialist P/T	17	5	\$ 39.83	\$ 6,904	\$ 82,843
Records Specialist P/T	17	6	\$ 41.82	\$ 7,249	\$ 86,993
Records Specialist P/T	17	7	\$ 43.92	\$ 7,612	\$ 91,344
Records Specialist P/T	17	8	\$ 46.10	\$ 7,991	\$ 95,896
Records Specialist P/T	17	9	\$ 48.41	\$ 8,391	\$ 100,691
Recreation Coordinator P/T	56	1	\$ 31.87	\$ 5,523	\$ 66,280
Recreation Coordinator P/T	56	2	\$ 33.47	\$ 5,801	\$ 69,616
Recreation Coordinator P/T	56	3	\$ 35.12	\$ 6,088	\$ 73,059
Recreation Coordinator P/T	56	4	\$ 36.92	\$ 6,400	\$ 76,802
Recreation Coordinator P/T	56	5	\$ 38.75	\$ 6,717	\$ 80,599
Recreation Coordinator P/T	56	6	\$ 40.69	\$ 7,053	\$ 84,640
Recreation Coordinator P/T	56	7	\$ 42.75	\$ 7,410	\$ 88,924
Recreation Coordinator P/T	56	8	\$ 44.84	\$ 7,772	\$ 93,264
Recreation Coordinator P/T	56	9	\$ 47.08	\$ 8,161	\$ 97,927
Recreation Coordinator, Assistant P/T	06	1	\$ 24.90	\$ 4,315	\$ 51,783
Recreation Coordinator, Assistant P/T	06	2	\$ 26.14	\$ 4,531	\$ 54,374
Recreation Coordinator, Assistant P/T	06	3	\$ 27.46	\$ 4,760	\$ 57,115
Recreation Coordinator, Assistant P/T	06	4	\$ 28.83	\$ 4,996	\$ 59,957
Recreation Coordinator, Assistant P/T	06	5	\$ 30.26	\$ 5,246	\$ 62,950
Recreation Coordinator, Assistant P/T	06	6	\$ 31.76	\$ 5,506	\$ 66,069
Recreation Coordinator, Assistant P/T	06	7	\$ 33.36	\$ 5,782	\$ 69,388
Recreation Coordinator, Assistant P/T	06	8	\$ 35.00	\$ 6,067	\$ 72,808
Recreation Coordinator, Assistant P/T	06	9	\$ 36.75	\$ 6,371	\$ 76,449
Recreation Leader P/T	45	1	\$ 17.68	\$ 3,064	\$ 36,769
Recreation Leader P/T	45	2	\$ 18.60	\$ 3,223	\$ 38,680
Recreation Leader P/T	45	3	\$ 19.53	\$ 3,385	\$ 40,615
Recreation Leader P/T	45	4	\$ 20.50	\$ 3,554	\$ 42,645
Recreation Leader P/T	45	5	\$ 21.53	\$ 3,731	\$ 44,778
Recreation Leader P/T	45	6	\$ 22.60	\$ 3,918	\$ 47,017
Recreation Leader, Senior P/T	55A	1	\$ 19.50	\$ 3,381	\$ 40,566
Recreation Leader, Senior P/T	55A	2	\$ 20.53	\$ 3,559	\$ 42,704
Recreation Leader, Senior P/T	55A	3	\$ 21.55	\$ 3,735	\$ 44,817
Recreation Leader, Senior P/T	55A	4	\$ 22.59	\$ 3,915	\$ 46,979
Recreation Leader, Senior P/T	55A	5	\$ 23.74	\$ 4,114	\$ 49,369
Recreation Leader, Senior P/T	55A	6	\$ 24.92	\$ 4,320	\$ 51,837

Exhibit B  
*Part-Time Employees Association of Newport Beach*  
 MOU Term: August 23, 2025 - June 30, 2028  
**Effective July 10, 2027: Salary Adjustments**

POSITION TITLES	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Recreation Supervisor P/T	04A	1	\$ 36.43	\$ 6,315	\$ 75,776
Recreation Supervisor P/T	04A	2	\$ 38.27	\$ 6,633	\$ 79,599
Recreation Supervisor P/T	04A	3	\$ 40.15	\$ 6,960	\$ 83,522
Recreation Supervisor P/T	04A	4	\$ 42.16	\$ 7,308	\$ 87,697
Recreation Supervisor P/T	04A	5	\$ 44.29	\$ 7,677	\$ 92,124
Recreation Supervisor P/T	04A	6	\$ 46.48	\$ 8,056	\$ 96,676
Recreation Supervisor P/T	04A	7	\$ 48.85	\$ 8,467	\$ 101,605
Recreation Supervisor P/T	04A	8	\$ 51.28	\$ 8,888	\$ 106,660
Recreation Supervisor P/T	04A	9	\$ 53.84	\$ 9,333	\$ 111,993
Review Officer P/T	95	1	\$ 39.24	\$ 6,801	\$ 81,611
Review Officer P/T	95	2	\$ 41.18	\$ 7,138	\$ 85,660
Review Officer P/T	95	3	\$ 43.24	\$ 7,495	\$ 89,936
Review Officer P/T	95	4	\$ 45.41	\$ 7,872	\$ 94,462
Review Officer P/T	95	5	\$ 47.69	\$ 8,265	\$ 99,186
Senior Services Shuttle Driver P/T	05D	1	\$ 27.23	\$ 4,719	\$ 56,629
Senior Services Shuttle Driver P/T	05D	2	\$ 28.55	\$ 4,948	\$ 59,378
Senior Services Shuttle Driver P/T	05D	3	\$ 30.04	\$ 5,207	\$ 62,481
Senior Services Shuttle Driver P/T	05D	4	\$ 31.53	\$ 5,465	\$ 65,584
Senior Services Shuttle Driver P/T	05D	5	\$ 33.08	\$ 5,734	\$ 68,806
Senior Services Shuttle Driver P/T	05D	6	\$ 34.73	\$ 6,020	\$ 72,234
Senior Services Shuttle Driver P/T	05D	7	\$ 36.48	\$ 6,322	\$ 75,869
Senior Services Shuttle Driver P/T	05D	8	\$ 38.32	\$ 6,643	\$ 79,712
Senior Services Shuttle Driver P/T	05D	9	\$ 40.24	\$ 6,975	\$ 83,697
Utilities Specialist P/T	60	1	\$ 31.74	\$ 5,502	\$ 66,027
Utilities Specialist P/T	60	2	\$ 33.35	\$ 5,781	\$ 69,367
Utilities Specialist P/T	60	3	\$ 35.00	\$ 6,066	\$ 72,796
Utilities Specialist P/T	60	4	\$ 36.75	\$ 6,369	\$ 76,431
Utilities Specialist P/T	60	5	\$ 38.56	\$ 6,684	\$ 80,214
Utilities Specialist P/T	60	6	\$ 40.55	\$ 7,029	\$ 84,352
Utilities Specialist P/T	60	7	\$ 42.54	\$ 7,374	\$ 88,489
Utilities Specialist P/T	60	8	\$ 44.67	\$ 7,744	\$ 92,923
Utilities Specialist P/T	60	9	\$ 46.91	\$ 8,131	\$ 97,569

\*Position is tied to minimum wage. Lifeguard Cadet is \$2.00/hr more than Lifeguard Trainee.

Hourly rates are rounded to the nearest hundredth. Monthly and annual salaries are rounded to the nearest whole dollar.

Actual rates may vary slightly due to rounding.