

ATTACHMENT E

Exhibit D

Assistant Police Chief Salary Schedule Adjustment

The City of Newport Beach
Key & Management Position - Administrative Management, Safety

Effective June 28, 2025:

4% Cost-of-Living Adjustment (COLA) + Additional 11% Equity Adjustment¹

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Police Chief, Assistant	03A	1	\$ 112.44	\$ 19,489	\$ 233,874
Police Chief, Assistant	03A	2	\$ 118.07	\$ 20,466	\$ 245,587
Police Chief, Assistant	03A	3	\$ 123.98	\$ 21,489	\$ 257,870
Police Chief, Assistant	03A	4	\$ 130.18	\$ 22,565	\$ 270,781
Police Chief, Assistant	03A	5	\$ 136.68	\$ 23,691	\$ 284,292
Police Chief, Assistant	03A	6	\$ 143.51	\$ 24,876	\$ 298,506

Effective July 11, 2026: 4% Cost-of-Living Adjustment (COLA)¹

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Police Chief, Assistant	03A	1	\$ 116.94	\$ 20,269	\$ 243,229
Police Chief, Assistant	03A	2	\$ 122.79	\$ 21,284	\$ 255,410
Police Chief, Assistant	03A	3	\$ 128.93	\$ 22,349	\$ 268,184
Police Chief, Assistant	03A	4	\$ 135.39	\$ 23,468	\$ 281,612
Police Chief, Assistant	03A	5	\$ 142.15	\$ 24,639	\$ 295,663
Police Chief, Assistant	03A	6	\$ 149.25	\$ 25,871	\$ 310,446

Effective July 10, 2027: 4% Cost-of-Living Adjustment (COLA)¹

	GRADE	STEP	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Police Chief, Assistant	03A	1	\$ 121.61	\$ 21,080	\$ 252,958
Police Chief, Assistant	03A	2	\$ 127.71	\$ 22,136	\$ 265,627
Police Chief, Assistant	03A	3	\$ 134.09	\$ 23,243	\$ 278,912
Police Chief, Assistant	03A	4	\$ 140.81	\$ 24,406	\$ 292,876
Police Chief, Assistant	03A	5	\$ 147.83	\$ 25,624	\$ 307,490
Police Chief, Assistant	03A	6	\$ 155.22	\$ 26,905	\$ 322,864

¹ Salary adjustments for the Assistant Police Chief classification shall occur at the same time and be the same percentage as the salary adjustments received by the Police Management Association employees during the term of the Key & Management Compensation Plan.

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.