

ATTACHMENT D

Exhibit C

Police Chief Salary Schedule Adjustment

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

Effective June 28, 2025:

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

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Police Chief	02B	Low	\$ 102.11	\$ 17,699	\$ 212,386
Police Chief	02B	Mid	\$ 131.45	\$ 22,785	\$ 273,425
Police Chief	02B	High	\$ 160.80	\$ 27,872	\$ 334,463

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

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Police Chief	02B	Low	\$ 106.19	\$ 18,407	\$ 220,881
Police Chief	02B	Mid	\$ 136.71	\$ 23,697	\$ 284,361
Police Chief	02B	High	\$ 167.23	\$ 28,987	\$ 347,841

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

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Police Chief	02B	Low	\$ 110.44	\$ 19,143	\$ 229,717
Police Chief	02B	Mid	\$ 142.18	\$ 24,645	\$ 295,736
Police Chief	02B	High	\$ 173.92	\$ 30,146	\$ 361,755

¹ Salary adjustments for the 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.