

## ATTACHMENT C

### City of Newport Beach City Attorney Contract

	Current	FY 2025-26	Total
--	---------	------------	-------

#### Key Contract Terms<sup>3</sup>

Base Salary Adjustment		4.00%	
------------------------	--	-------	--

#### Summary of Proposal Cost

##### Baseline Compensation

Base Pay	\$310,339	\$12,414	\$322,753
Performance Bonus	-	8,069	8,069
Pension Contribution	21,475	859	22,335
Cafeteria Plan	20,700	-	20,700
401a Contribution	22,000	15,500	37,500
Other City Paid Benefits <sup>1</sup>	28,206	614	28,820
<b>Total</b>	<b>\$ 402,721</b>	<b>\$ 37,456</b>	<b>\$ 440,176</b>

#### Cumulative Impact on Employee Compensation

Base Salary Increase	4.00%
Total Compensation Increase <sup>2</sup>	9.30%

#### Notes

<sup>1</sup> Includes Medicare, compensated absences, employee assistance program, phone allowances, life insurance, retiree health savings, and disability premium.

<sup>2</sup> Measured based on the total of all pay and benefits.

<sup>3</sup> Reflects upcoming year's contract provisions. Other provisions are tied to K&M, which has not yet been approved by Council.