

# EXHIBIT O

## Assistant Chief, Lifeguard Operations Salary Schedule

The City of Newport Beach  
 Assistant Chief, Lifeguard Operations Salary Schedule Adjustment  
 Key & Management Position - Administrative Management, Safety

### Effective July 1, 2023 - 5% Salary Range Adjustment per Resolution 23-\*\*\*

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Assistant Chief, Lifeguard Operations	02	1	\$ 70.86	\$ 12,283	\$ 147,397
Assistant Chief, Lifeguard Operations	02	2	\$ 74.41	\$ 12,897	\$ 154,763
Assistant Chief, Lifeguard Operations	02	3	\$ 78.11	\$ 13,540	\$ 162,475
Assistant Chief, Lifeguard Operations	02	4	\$ 82.03	\$ 14,219	\$ 170,624
Assistant Chief, Lifeguard Operations	02	5	\$ 86.14	\$ 14,930	\$ 179,164
<b>Assistant Chief, Lifeguard Operations</b>	<b>02</b>	<b>6</b>	<b>\$ 90.44</b>	<b>\$ 15,677</b>	<b>\$ 188,122</b>

### Effective January 13, 2024 - 3% Cost-of-Living Adjustment<sup>1</sup>

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Assistant Chief, Lifeguard Operations	02	1	\$ 72.99	\$ 12,652	\$ 151,818
Assistant Chief, Lifeguard Operations	02	2	\$ 76.64	\$ 13,284	\$ 159,406
Assistant Chief, Lifeguard Operations	02	3	\$ 80.46	\$ 13,946	\$ 167,349
Assistant Chief, Lifeguard Operations	02	4	\$ 84.49	\$ 14,645	\$ 175,742
Assistant Chief, Lifeguard Operations	02	5	\$ 88.72	\$ 15,378	\$ 184,539
<b>Assistant Chief, Lifeguard Operations</b>	<b>02</b>	<b>6</b>	<b>\$ 93.16</b>	<b>\$ 16,147</b>	<b>\$ 193,766</b>

### Effective January 11, 2025 - 3% Cost-of-Living Adjustment<sup>1</sup>

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Assistant Chief, Lifeguard Operations	02	1	\$ 75.18	\$ 13,031	\$ 156,373
Assistant Chief, Lifeguard Operations	02	2	\$ 78.94	\$ 13,682	\$ 164,188
Assistant Chief, Lifeguard Operations	02	3	\$ 82.87	\$ 14,364	\$ 172,370
Assistant Chief, Lifeguard Operations	02	4	\$ 87.03	\$ 15,085	\$ 181,015
Assistant Chief, Lifeguard Operations	02	5	\$ 91.38	\$ 15,840	\$ 190,075
<b>Assistant Chief, Lifeguard Operations</b>	<b>02</b>	<b>6</b>	<b>\$ 95.95</b>	<b>\$ 16,632</b>	<b>\$ 199,579</b>

<sup>1</sup>Cost-of-living adjustments for the Assistant Chief, Lifeguard Operations classification shall occur at the same time and be the same percentage as cost-of-living adjustments received by the Lifeguard Management Association Battalion Chiefs 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.