

EXHIBIT K

THIRD AMENDMENT TO CITY OF NEWPORT BEACH KEY AND MANAGEMENT COMPENSATION PLAN

WHEREAS, on January 25, 2022, the City Council adopted Resolution No. 2022-10 adopting a Key and Management Compensation Plan ("Plan") for the period of January 1, 2022, through December 31, 2025;

WHEREAS, to aid in the recruitment and retention of valuable employees, the Council wishes to amend the Plan; and

WHEREAS, this amendment will not be binding until it is approved by the City Council.

NOW, THEREFORE, the City Council of the City of Newport Beach wishes to amend the Plan as follows:

1. The Compensation section of the Plan is hereby amended to add the following to Subsection A., Salary, which shall read as follows:

Safety:

Key and Management safety employees will receive the following adjustments as provided in Appendix A:

Cost-of-living adjustments for the Police Chief classification shall occur at the same time and be the same percentage as cost-of-living adjustments received by the Police Management Association employees during the term of this Plan. Cost-of-living adjustments for the Police Chief may be modified by the City Council through an individual employment agreement approved by the City Council, in a City Council approved Key & Management Compensation Plan, as amended, or in a Resolution adopted by the City Council.

Cost-of-living adjustments for the Assistant Police Chief classification shall be tied to the cost-of-living adjustments received by Police Management Association employees during the term of this Plan.

Cost-of-living adjustments for the Fire Chief classification shall occur at the same time and be the same percentage as the base salary increases received by the Fire Management Association employees during the term of this Plan. Cost-of-living adjustments for the Fire Chief may be modified by the City Council through an individual employment agreement approved by the City Council, in a City Council approved Key & Management Compensation Plan, as amended, or in a Resolution adopted by the City Council.

Cost-of-living adjustments for the Assistant Fire Chief classification shall be tied to the cost-of-living adjustments outlined in the Key & Management Compensation Plan during the term of this Plan.

Cost-of-living adjustments for the Assistant Chief, Lifeguard Operations classification shall be tied to the cost-of-living adjustments received by Lifeguard Management Association Battalion Chiefs during the term of this Plan.

Salary Schedule Adjustment

Effective the pay period which includes July 1, 2023, the City will add a new top step (“New Top Step”) to the salary schedules for all positions, except Executive Management positions, which shall be five percent (5%) more than the current top step (“Current Top Step”). The first step for all positions covered by the Plan currently in effect is not being eliminated.

With the following exception, step advancement through the salary ranges is unaffected by the addition of the New Top Step:

Employees who have been at the Current Top Step for longer than 12 months as of June 30, 2023, will advance to the New Top Step in the pay period which includes July 1, 2023.

Effective the pay period which includes July 1, 2023, the City will add five percent (5%) to the top of the salary ranges for Executive Management positions. The bottom of the salary ranges for Executive Management positions will not change. As noted below, advancement through the salary range for Executive Management positions is not automatic; rather, movement is at the discretion of the City Manager.

2. The Compensation section of the Plan is hereby amended to replace to Subsection B, Range Advancement, which shall read as follows:

Advancement through the salary range varies depending on the Group to which the employees is assigned:

Executive Management – No steps; movement at the discretion of the City Manager.

Administrative Management – Six-step range with eligibility for merit step increases on an annual basis.

Administrative Management – Safety – Six-step range with eligibility for merit step increases on an annual basis.

Division Management – Six-step range with eligibility for merit step increases on an annual basis.

Confidential – Nine-step range with eligibility for merit step increases on an annual basis, excluding the Management Fellow position which consists of one step.

Salary steps are placed in five percent (5%) increments within the range for Administrative Management, Administrative Management – Safety, Division Management, and Confidential groups.

3. The Benefits section of the Plan is hereby amended to add the following to Subsection C., Retirement Benefits, 1.b. Employee Contributions, which shall read as follows:

Safety:

A. Police Safety

Absent an Employment Agreement or Resolution to the contrary, the employee contribution for police safety members will depend on what Tier the employee is in as defined above.

Tier I and Tier II members will contribute the full statutory member contribution, equal to 9% of compensation earnable, plus an additional 5.6% of compensation earnable toward retirement costs as permitted under Government Code §20516(f), for a total contribution of 14.6%.

Temporary Reduction. Effective the pay period that includes January 1, 2023, Tier I and Tier II employees shall contribute the full statutory member contribution, equal to 9% plus an additional 4.1% of compensation earnable toward retirement costs as permitted under Government Code §20516(f), for a total contribution of 13.1%. This reduction in the employee contribution rate sunsets at the end of the last full pay period in December 2024. Accordingly, effective the pay period that includes January 1, 2025, Tier I and Tier II employees shall contribute the full statutory member contribution, equal to 9% of compensation earnable, plus an additional 5.6% of compensation earnable toward retirement costs as permitted under Government Code §20516(f), for a total contribution of 14.6%.

Tier III members: In addition to the statutorily required 50% contribution of total normal costs (“member contribution rate”), Tier III members shall contribute an additional percentage of pensionable compensation toward retirement costs as cost sharing pursuant to Government Code §20516(f), so that their total contribution is 14.6%.

Temporary Reduction. Effective the pay period that includes January 1, 2023, the minimum statutory employee contribution for employees in Tier III is subject to the provisions of PEPRA and equals 50% of the “total normal cost”. Tier III employees shall make an additional contribution of pensionable compensation toward retirement pursuant to Government Code section 20516(f) for a total employee contribution that is no less than 13.1% of pensionable compensation (i.e., Tier III employees pay the greater of 13.1% or 50% of the “total normal cost”). This reduction in the employee contribution rate sunsets at the end of the last full pay period in December 2024. Accordingly, effective the pay period that includes January 1, 2025, the minimum statutory employee contribution for employees in Tier III is subject to the provisions of PEPRA and equals 50% of the “total normal “cost.” Tier III employees shall make an additional contribution of pensionable compensation toward retirement pursuant to Government Code §20516(f) for a total employee contribution that is no less than 14.6% of pensionable compensation (i.e., Tier III employees pay the greater of 14.6% or 50% of the “total normal cost”).

If, in future fiscal years the member contribution rate for safety employees in Tier III shall become greater or less, as determined by CalPERS valuations, the additional contribution made by the employee under Government Code §20516(f) will be increased or decreased accordingly so that

the total employee contribution equals 14.6% of pensionable compensation. Provided however, that the employee contribution shall never fall below the statutorily required contribution.

Effective the pay period that includes January 1, 2023, the CalPERS retirement contributions for Key and Management police safety employees shall be as noted above and shall not be tied to the retirement contributions required by members of the Police Management Association. Effective the pay period that includes January 1, 2025, the CalPERS retirement contributions for the Key and Management police safety employees shall be tied to the retirement contributions required by members of the Police Management Association. If there are future changes to those employee retirement contributions, as set forth in a council-approved MOU or side letter agreement, the same changes shall be made for Key and Management police safety employees.

B. Fire Safety

Absent an Employment Agreement or Resolution to the contrary, the employee contribution for fire safety members will depend on what Tier the employee is in as defined above.

Tier I and **Tier II** members will contribute the full statutory member contribution, equal to 9% of compensation earnable, plus an additional 4.5% of compensation earnable toward retirement costs as permitted under Government Code §20516(f), for a total contribution of 13.5%.

Temporary Reduction. Effective the pay period that includes January 1, 2023, Tier I and Tier II employees shall contribute the full statutory member contribution, equal to 9% plus an additional 3% of compensation earnable toward retirement costs as permitted under Government Code §20516(f), for a total contribution of 12%. This reduction in the employee contribution rate sunsets at the end of the last full pay period in December 2024. Accordingly, effective the pay period that includes January 1, 2025, Tier I and Tier II employees shall contribute the full statutory member contribution, equal to 9% of compensation earnable, plus an additional 4.5% of compensation earnable toward retirement costs as permitted under Government Code §20516(f), for a total contribution of 13.5%.

Tier III members: In addition to the statutorily required 50% contribution of total normal costs (“member contribution rate”), Tier III members shall contribute an additional percentage of pensionable compensation toward retirement costs as cost sharing pursuant to Government Code §20516(f), so that their total contribution is 13.5%.

Temporary Reduction. Effective the pay period that includes January 1, 2023, the minimum statutory employee contribution for employees in Tier III is subject to the provisions of PEPRA and equals 50% of the “total normal cost”. Tier III employees shall make an additional contribution of pensionable compensation toward retirement pursuant to Government Code section 20516(f) for a total employee contribution that is no less than 12% of pensionable compensation (i.e., Tier III employees pay the greater of 12% or 50% of the “total normal cost”). This reduction in the employee contribution rate sunsets at the end of the last full pay period in December 2024. Accordingly, effective the pay period that includes January 1, 2025, the minimum statutory employee contribution for employees in Tier III is subject to the provisions of PEPRA and equals

50% of the “total normal “cost.” Tier III employees shall make an additional contribution of pensionable compensation toward retirement pursuant to Government Code §20516(f) for a total employee contribution that is no less than 13.5% of pensionable compensation (i.e., Tier III employees pay the greater of 13.5% or 50% of the “total normal cost”).

If, in future fiscal years the member contribution rate for safety employees in Tier III shall become greater or less, as determined by CalPERS valuations, the additional contribution made by the employee under Government Code §20516(f) will be increased or decreased accordingly so that the total employee contribution equals 13.5% of pensionable compensation. Provided however, that the employee contribution shall never fall below the statutorily required contribution.

Effective the pay period that includes January 1, 2023, the CalPERS retirement contributions for Key and Management fire safety employees shall be as noted above and shall not be tied to the retirement contributions required by members of the Fire Management Association. Effective the pay period that includes January 1, 2025, the CalPERS retirement contributions for the Key and Management fire safety employees shall be tied to the retirement contributions required by members of the Fire Management Association. If there are future changes to those employee retirement contributions, as set forth in a council-approved MOU or side letter agreement, the same changes shall be made for Key and Management fire safety employees.

C. Assistant Chief, Lifeguard Operations

The employee contribution for the Assistant Chief of Lifeguard Operations will depend on what Tier the employee is in as defined above.

Tier I and Tier II members will contribute the full statutory member contribution, equal to 9% of compensation earnable, plus an additional 4.6% of compensation earnable toward retirement costs as permitted under Government Code §20516(f), for a total contribution of 13.6%.

Temporary Reduction. Effective the pay period that includes January 1, 2023, Tier I and Tier II employees shall contribute the full statutory member contribution, equal to 9% plus an additional 3.1% of compensation earnable toward retirement costs as permitted under Government Code §20516(f), for a total contribution of 12.1%. This reduction in the employee contribution rate sunsets at the end of the last full pay period in December 2024. Accordingly, effective the pay period that includes January 1, 2025, Tier I and Tier II employees shall contribute the full statutory member contribution, equal to 9% of compensation earnable, plus an additional 4.6% of compensation earnable toward retirement costs as permitted under Government Code §20516(f), for a total contribution of 13.6%.

Tier III members: In addition to the statutorily required 50% contribution of total normal costs (“member contribution rate”), Tier III members shall contribute an additional percentage of pensionable compensation toward retirement costs as cost sharing pursuant to Government Code §20516(f), so that their total contribution is 13.6%.

Temporary Reduction. Effective the pay period that includes January 1, 2023, the minimum statutory employee contribution for employees in Tier III is subject to the provisions of PEPRA and equals 50% of the “total normal cost”. Tier III employees shall make an additional contribution of pensionable compensation toward retirement pursuant to Government Code section 20516(f) for a total employee contribution that is no less than 12.1% of pensionable compensation (i.e., Tier III employees pay the greater of 12.1% or 50% of the “total normal cost”). This reduction in the employee contribution rate sunsets at the end of the last full pay period in December 2024. Accordingly, effective the pay period that includes January 1, 2025, the minimum statutory employee contribution for employees in Tier III is subject to the provisions of PEPRA and equals 50% of the “total normal “cost.” Tier III employees shall make an additional contribution of pensionable compensation toward retirement pursuant to Government Code §20516(f) for a total employee contribution that is no less than 13.6% of pensionable compensation (i.e., Tier III employees pay the greater of 13.6% or 50% of the “total normal cost”).

If, in future fiscal years the member contribution rate for safety employees in Tier III shall become greater or less, as determined by CalPERS valuations, the additional contribution made by the employee under Government Code §20516(f) will be increased or decreased accordingly so that the total employee contribution equals 13.6% of pensionable compensation. Provided however, that the employee contribution shall never fall below the statutorily required contribution.

Effective the pay period that includes January 1, 2023, the CalPERS retirement contributions for the Assistant Chief of Lifeguard Operations classification shall be as noted above and shall not be tied to the retirement contributions required by members of the Lifeguard Management Association. Effective the pay period that includes January 1, 2025, the CalPERS retirement contributions for the Assistant Chief of Lifeguard Operations classification shall be tied to the retirement contributions required by members of the Lifeguard Management Association. If there are future changes to those employee retirement contributions, as set forth in a council-approved MOU or side letter agreement, the same changes shall be made for the Assistant Chief of Lifeguard Operations.

4. Appendix A of the Plan is replaced in its entirety with Appendix A to this Plan Amendment, which is attached hereto and incorporated herein by this reference.

5. Except as expressly modified herein, all other terms and provisions set forth in the Plan shall remain unchanged and shall be in full force and effect.

Attachment: Appendix A – Salary Schedule

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Administrative Manager	04B	1	\$ 53.29	\$ 9,237	\$ 110,842
Administrative Manager	04B	2	\$ 55.99	\$ 9,705	\$ 116,460
Administrative Manager	04B	3	\$ 58.73	\$ 10,180	\$ 122,154
Administrative Manager	04B	4	\$ 61.68	\$ 10,692	\$ 128,299
Administrative Manager	04B	5	\$ 64.77	\$ 11,227	\$ 134,720
Administrative Manager	04B	6	\$ 68.01	\$ 11,788	\$ 141,456
Administrative Manager ¹	99	1	\$ 78.13	\$ 13,542	\$ 162,502
Assistant, Administrative (K&M)	05	1	\$ 32.07	\$ 5,558	\$ 66,695
Assistant, Administrative (K&M)	05	2	\$ 33.67	\$ 5,836	\$ 70,032
Assistant, Administrative (K&M)	05	3	\$ 35.35	\$ 6,127	\$ 73,518
Assistant, Administrative (K&M)	05	4	\$ 37.14	\$ 6,438	\$ 77,255
Assistant, Administrative (K&M)	05	5	\$ 38.94	\$ 6,749	\$ 80,993
Assistant, Administrative (K&M)	05	6	\$ 40.93	\$ 7,094	\$ 85,131
Assistant, Administrative (K&M)	05	7	\$ 42.98	\$ 7,450	\$ 89,396
Assistant, Administrative (K&M)	05	8	\$ 45.15	\$ 7,826	\$ 93,910
Assistant, Administrative (K&M)	05	9	\$ 47.41	\$ 8,217	\$ 98,606
Assistant, Executive	08A	1	\$ 35.24	\$ 6,108	\$ 73,292
Assistant, Executive	08A	2	\$ 37.00	\$ 6,413	\$ 76,955
Assistant, Executive	08A	3	\$ 38.82	\$ 6,728	\$ 80,742
Assistant, Executive	08A	4	\$ 40.77	\$ 7,067	\$ 84,805
Assistant, Executive	08A	5	\$ 42.86	\$ 7,429	\$ 89,145
Assistant, Executive	08A	6	\$ 44.92	\$ 7,786	\$ 93,434
Assistant, Executive	08A	7	\$ 47.25	\$ 8,190	\$ 98,275
Assistant, Executive	08A	8	\$ 49.59	\$ 8,595	\$ 103,141
Assistant, Executive	08A	9	\$ 52.07	\$ 9,025	\$ 108,298
Budget Analyst	15B	1	\$ 41.12	\$ 7,128	\$ 85,533
Budget Analyst	15B	2	\$ 43.17	\$ 7,483	\$ 89,796
Budget Analyst	15B	3	\$ 45.33	\$ 7,857	\$ 94,286
Budget Analyst	15B	4	\$ 47.57	\$ 8,246	\$ 98,952
Budget Analyst	15B	5	\$ 49.94	\$ 8,656	\$ 103,868
Budget Analyst	15B	6	\$ 52.46	\$ 9,093	\$ 109,111
Budget Analyst	15B	7	\$ 55.05	\$ 9,542	\$ 114,503
Budget Analyst	15B	8	\$ 57.84	\$ 10,025	\$ 120,297
Budget Analyst	15B	9	\$ 60.73	\$ 10,526	\$ 126,312
Budget Analyst, Senior	25	1	\$ 47.57	\$ 8,246	\$ 98,952
Budget Analyst, Senior	25	2	\$ 49.94	\$ 8,656	\$ 103,868

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Budget Analyst, Senior	25	3	\$ 52.47	\$ 9,095	\$ 109,136
Budget Analyst, Senior	25	4	\$ 55.05	\$ 9,542	\$ 114,503
Budget Analyst, Senior	25	5	\$ 57.84	\$ 10,025	\$ 120,297
Budget Analyst, Senior	25	6	\$ 60.72	\$ 10,524	\$ 126,293
Budget Analyst, Senior	25	7	\$ 63.76	\$ 11,051	\$ 132,614
Budget Analyst, Senior	25	8	\$ 66.96	\$ 11,607	\$ 139,286
Budget Analyst, Senior	25	9	\$ 70.31	\$ 12,187	\$ 146,250
City Attorney, Assistant	22A	Low	\$ 74.24	\$ 12,868	\$ 154,419
City Attorney, Assistant	22A	Mid	\$ 95.57	\$ 16,566	\$ 198,793
City Attorney, Assistant	22A	High	\$ 116.91	\$ 20,264	\$ 243,168
City Attorney, Deputy	16E	1	\$ 71.68	\$ 12,424	\$ 149,093
City Attorney, Deputy	16E	2	\$ 75.27	\$ 13,047	\$ 156,568
City Attorney, Deputy	16E	3	\$ 79.04	\$ 13,699	\$ 164,394
City Attorney, Deputy	16E	4	\$ 82.99	\$ 14,385	\$ 172,621
City Attorney, Deputy	16E	5	\$ 87.10	\$ 15,098	\$ 181,174
City Attorney, Deputy	16E	6	\$ 91.46	\$ 15,853	\$ 190,233
City Clerk, Assistant	71	1	\$ 43.85	\$ 7,601	\$ 91,217
City Clerk, Assistant	71	2	\$ 46.05	\$ 7,982	\$ 95,787
City Clerk, Assistant	71	3	\$ 48.35	\$ 8,381	\$ 100,576
City Clerk, Assistant	71	4	\$ 50.77	\$ 8,801	\$ 105,610
City Clerk, Assistant	71	5	\$ 53.31	\$ 9,241	\$ 110,888
City Clerk, Assistant	71	6	\$ 55.98	\$ 9,703	\$ 116,435
City Clerk, Assistant	71	7	\$ 58.77	\$ 10,188	\$ 122,250
City Clerk, Assistant	71	8	\$ 61.72	\$ 10,699	\$ 128,384
City Clerk, Assistant	71	9	\$ 64.81	\$ 11,234	\$ 134,803
City Clerk, Deputy	07	1	\$ 33.68	\$ 5,838	\$ 70,057
City Clerk, Deputy	07	2	\$ 35.36	\$ 6,129	\$ 73,543
City Clerk, Deputy	07	3	\$ 37.15	\$ 6,440	\$ 77,281
City Clerk, Deputy	07	4	\$ 38.98	\$ 6,756	\$ 81,068
City Clerk, Deputy	07	5	\$ 40.94	\$ 7,096	\$ 85,157
City Clerk, Deputy	07	6	\$ 42.99	\$ 7,452	\$ 89,421
City Clerk, Deputy	07	7	\$ 45.17	\$ 7,830	\$ 93,961
City Clerk, Deputy	07	8	\$ 47.40	\$ 8,217	\$ 98,601
City Clerk, Deputy	07	9	\$ 49.77	\$ 8,628	\$ 103,531
City Engineer, Assistant	15A	1	\$ 73.42	\$ 12,725	\$ 152,705
City Engineer, Assistant	15A	2	\$ 77.07	\$ 13,359	\$ 160,305

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 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
City Engineer, Assistant	15A	3	\$ 80.93	\$ 14,028	\$ 168,331
City Engineer, Assistant	15A	4	\$ 84.98	\$ 14,730	\$ 176,759
City Engineer, Assistant	15A	5	\$ 89.23	\$ 15,466	\$ 185,589
City Engineer, Assistant	15A	6	\$ 93.69	\$ 16,239	\$ 194,868
City Manager, Assistant	17A	Low	\$ 86.86	\$ 15,056	\$ 180,673
City Manager, Assistant	17A	Mid	\$ 111.83	\$ 19,383	\$ 232,596
City Manager, Assistant	17A	High	\$ 136.79	\$ 23,710	\$ 284,520
City Manager, Deputy	11E	Low	\$ 67.99	\$ 11,785	\$ 141,418
City Manager, Deputy	11E	Mid	\$ 81.90	\$ 14,195	\$ 170,343
City Manager, Deputy	11E	High	\$ 95.80	\$ 16,606	\$ 199,268
City Traffic Engineer	15E	1	\$ 73.42	\$ 12,725	\$ 152,705
City Traffic Engineer	15E	2	\$ 77.07	\$ 13,359	\$ 160,305
City Traffic Engineer	15E	3	\$ 80.93	\$ 14,028	\$ 168,331
City Traffic Engineer	15E	4	\$ 84.98	\$ 14,730	\$ 176,759
City Traffic Engineer	15E	5	\$ 89.23	\$ 15,466	\$ 185,589
City Traffic Engineer	15E	6	\$ 93.69	\$ 16,239	\$ 194,868
Civil Engineer, Principal	13	1	\$ 69.89	\$ 12,115	\$ 145,381
Civil Engineer, Principal	13	2	\$ 73.39	\$ 12,721	\$ 152,655
Civil Engineer, Principal	13	3	\$ 77.05	\$ 13,355	\$ 160,255
Civil Engineer, Principal	13	4	\$ 80.90	\$ 14,023	\$ 168,282
Civil Engineer, Principal	13	5	\$ 84.96	\$ 14,726	\$ 176,709
Civil Engineer, Principal	13	6	\$ 89.20	\$ 15,462	\$ 185,545
Civil Engineer, Senior (K&M)	04A	1	\$ 54.33	\$ 9,417	\$ 112,998
Civil Engineer, Senior (K&M)	04A	2	\$ 57.02	\$ 9,883	\$ 118,592
Civil Engineer, Senior (K&M)	04A	3	\$ 59.87	\$ 10,378	\$ 124,537
Civil Engineer, Senior (K&M)	04A	4	\$ 62.86	\$ 10,896	\$ 130,757
Civil Engineer, Senior (K&M)	04A	5	\$ 66.02	\$ 11,444	\$ 137,329
Civil Engineer, Senior (K&M)	04A	6	\$ 69.32	\$ 12,015	\$ 144,177
Civil Engineer, Senior (K&M)	04A	7	\$ 72.78	\$ 12,615	\$ 151,376
Civil Engineer, Senior (K&M)	04A	8	\$ 76.42	\$ 13,246	\$ 158,951
Civil Engineer, Senior (K&M)	04A	9	\$ 80.24	\$ 13,908	\$ 166,898
Community Develop. Director	15H	Low	\$ 82.41	\$ 14,285	\$ 171,417
Community Develop. Director	15H	Mid	\$ 106.10	\$ 18,390	\$ 220,686
Community Develop. Director	15H	High	\$ 129.79	\$ 22,496	\$ 269,955
Community Develop. Director, Deputy	17	1	\$ 77.21	\$ 13,384	\$ 160,606
Community Develop. Director, Deputy	17	2	\$ 81.04	\$ 14,046	\$ 168,557

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Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Community Develop. Director, Deputy	17	3	\$ 85.10	\$ 14,751	\$ 177,010
Community Develop. Director, Deputy	17	4	\$ 89.36	\$ 15,489	\$ 185,865
Community Develop. Director, Deputy	17	5	\$ 93.84	\$ 16,266	\$ 195,195
Community Develop. Director, Deputy	17	6	\$ 98.54	\$ 17,080	\$ 204,955
Emergency Medical Svcs Division Chief	02D	1	\$ 67.54	\$ 11,707	\$ 140,490
Emergency Medical Svcs Division Chief	02D	2	\$ 70.92	\$ 12,293	\$ 147,513
Emergency Medical Svcs Division Chief	02D	3	\$ 74.45	\$ 12,905	\$ 154,862
Emergency Medical Svcs Division Chief	02D	4	\$ 78.19	\$ 13,553	\$ 162,638
Emergency Medical Svcs Division Chief	02D	5	\$ 82.10	\$ 14,230	\$ 170,764
Emergency Medical Svcs Division Chief	02D	6	\$ 86.20	\$ 14,942	\$ 179,302
Finance Director, Deputy	17C	1	\$ 77.21	\$ 13,384	\$ 160,606
Finance Director, Deputy	17C	2	\$ 81.04	\$ 14,046	\$ 168,557
Finance Director, Deputy	17C	3	\$ 85.10	\$ 14,751	\$ 177,010
Finance Director, Deputy	17C	4	\$ 89.36	\$ 15,489	\$ 185,865
Finance Director, Deputy	17C	5	\$ 93.84	\$ 16,266	\$ 195,195
Finance Director, Deputy	17C	6	\$ 98.54	\$ 17,080	\$ 204,955
Finance Director/City Treasurer	15C	Low	\$ 82.41	\$ 14,285	\$ 171,417
Finance Director/City Treasurer	15C	Mid	\$ 106.10	\$ 18,390	\$ 220,686
Finance Director/City Treasurer	15C	High	\$ 129.79	\$ 22,496	\$ 269,955
Finance Manager	16	1	\$ 68.24	\$ 11,829	\$ 141,944
Finance Manager	16	2	\$ 71.67	\$ 12,422	\$ 149,068
Finance Manager	16	3	\$ 75.26	\$ 13,045	\$ 156,543
Finance Manager	16	4	\$ 79.01	\$ 13,695	\$ 164,343
Finance Manager	16	5	\$ 82.94	\$ 14,377	\$ 172,521
Finance Manager	16	6	\$ 87.09	\$ 15,096	\$ 181,147
Fire Chief, Assistant	01B	1	\$ 92.07	\$ 15,959	\$ 191,502
Fire Chief, Assistant	01B	2	\$ 96.67	\$ 16,756	\$ 201,076
Fire Chief, Assistant	01B	3	\$ 101.51	\$ 17,594	\$ 211,134
Fire Chief, Assistant	01B	4	\$ 106.57	\$ 18,473	\$ 221,675
Fire Chief, Assistant	01B	5	\$ 111.89	\$ 19,394	\$ 232,726
Fire Chief, Assistant	01B	6	\$ 117.48	\$ 20,364	\$ 244,362
Fire Marshal	02E	1	\$ 67.54	\$ 11,707	\$ 140,490
Fire Marshal	02E	2	\$ 70.92	\$ 12,293	\$ 147,513
Fire Marshal	02E	3	\$ 74.45	\$ 12,905	\$ 154,862
Fire Marshal	02E	4	\$ 78.19	\$ 13,553	\$ 162,638
Fire Marshal	02E	5	\$ 82.10	\$ 14,230	\$ 170,764

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The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
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Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Fire Marshal	02E	6	\$ 86.20	\$ 14,942	\$ 179,302
Fiscal Specialist (K&M)	01A	1	\$ 31.10	\$ 5,391	\$ 64,689
Fiscal Specialist (K&M)	01A	2	\$ 32.68	\$ 5,665	\$ 67,975
Fiscal Specialist (K&M)	01A	3	\$ 34.30	\$ 5,945	\$ 71,336
Fiscal Specialist (K&M)	01A	4	\$ 36.01	\$ 6,241	\$ 74,898
Fiscal Specialist (K&M)	01A	5	\$ 37.84	\$ 6,559	\$ 78,710
Fiscal Specialist (K&M)	01A	6	\$ 39.69	\$ 6,879	\$ 82,548
Fiscal Specialist (K&M)	01A	7	\$ 41.70	\$ 7,228	\$ 86,737
Fiscal Specialist (K&M)	01A	8	\$ 43.77	\$ 7,588	\$ 91,051
Fiscal Specialist (K&M)	01A	9	\$ 45.96	\$ 7,967	\$ 95,604
Harbormaster	77	Low	\$ 52.53	\$ 9,106	\$ 109,271
Harbormaster	77	Mid	\$ 67.63	\$ 11,723	\$ 140,675
Harbormaster	77	High	\$ 82.73	\$ 14,340	\$ 172,078
Human Resources Analyst	16A	1	\$ 42.09	\$ 7,295	\$ 87,540
Human Resources Analyst	16A	2	\$ 44.15	\$ 7,652	\$ 91,829
Human Resources Analyst	16A	3	\$ 46.38	\$ 8,039	\$ 96,469
Human Resources Analyst	16A	4	\$ 48.73	\$ 8,447	\$ 101,360
Human Resources Analyst	16A	5	\$ 51.13	\$ 8,863	\$ 106,352
Human Resources Analyst	16A	6	\$ 53.69	\$ 9,306	\$ 111,669
Human Resources Analyst	16A	7	\$ 56.39	\$ 9,774	\$ 117,288
Human Resources Analyst	16A	8	\$ 59.21	\$ 10,263	\$ 123,157
Human Resources Analyst	16A	9	\$ 62.17	\$ 10,776	\$ 129,315
Human Resources Analyst, Senior	20A	1	\$ 46.44	\$ 8,050	\$ 96,594
Human Resources Analyst, Senior	20A	2	\$ 48.80	\$ 8,459	\$ 101,511
Human Resources Analyst, Senior	20A	3	\$ 51.23	\$ 8,879	\$ 106,553
Human Resources Analyst, Senior	20A	4	\$ 53.80	\$ 9,325	\$ 111,895
Human Resources Analyst, Senior	20A	5	\$ 56.45	\$ 9,784	\$ 117,413
Human Resources Analyst, Senior	20A	6	\$ 59.28	\$ 10,276	\$ 123,308
Human Resources Analyst, Senior	20A	7	\$ 62.21	\$ 10,784	\$ 129,403
Human Resources Analyst, Senior	20A	8	\$ 65.35	\$ 11,327	\$ 135,924
Human Resources Analyst, Senior	20A	9	\$ 68.62	\$ 11,893	\$ 142,720
Human Resources Director	11B	Low	\$ 77.96	\$ 13,513	\$ 162,161
Human Resources Director	11B	Mid	\$ 100.37	\$ 17,398	\$ 208,776
Human Resources Director	11B	High	\$ 122.78	\$ 21,283	\$ 255,391
Human Resources Manager	02C	1	\$ 67.54	\$ 11,707	\$ 140,490
Human Resources Manager	02C	2	\$ 70.92	\$ 12,293	\$ 147,513

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Human Resources Manager	02C	3	\$ 74.45	\$ 12,905	\$ 154,862
Human Resources Manager	02C	4	\$ 78.19	\$ 13,553	\$ 162,638
Human Resources Manager	02C	5	\$ 82.10	\$ 14,230	\$ 170,764
Human Resources Manager	02C	6	\$ 86.20	\$ 14,942	\$ 179,302
Human Resources Specialist I	03	1	\$ 31.87	\$ 5,525	\$ 66,294
Human Resources Specialist I	03	2	\$ 33.46	\$ 5,800	\$ 69,605
Human Resources Specialist I	03	3	\$ 35.13	\$ 6,089	\$ 73,067
Human Resources Specialist I	03	4	\$ 36.86	\$ 6,390	\$ 76,678
Human Resources Specialist I	03	5	\$ 38.72	\$ 6,712	\$ 80,541
Human Resources Specialist I	03	6	\$ 40.64	\$ 7,044	\$ 84,530
Human Resources Specialist I	03	7	\$ 42.71	\$ 7,404	\$ 88,844
Human Resources Specialist I	03	8	\$ 44.79	\$ 7,763	\$ 93,158
Human Resources Specialist I	03	9	\$ 47.03	\$ 8,151	\$ 97,816
Human Resources Specialist II	08	1	\$ 35.24	\$ 6,108	\$ 73,292
Human Resources Specialist II	08	2	\$ 37.00	\$ 6,413	\$ 76,955
Human Resources Specialist II	08	3	\$ 38.82	\$ 6,728	\$ 80,742
Human Resources Specialist II	08	4	\$ 40.77	\$ 7,067	\$ 84,805
Human Resources Specialist II	08	5	\$ 42.86	\$ 7,429	\$ 89,145
Human Resources Specialist II	08	6	\$ 44.92	\$ 7,786	\$ 93,434
Human Resources Specialist II	08	7	\$ 47.25	\$ 8,190	\$ 98,275
Human Resources Specialist II	08	8	\$ 49.59	\$ 8,595	\$ 103,141
Human Resources Specialist II	08	9	\$ 52.07	\$ 9,025	\$ 108,298
IT Manager	15D	1	\$ 73.48	\$ 12,736	\$ 152,830
IT Manager	15D	2	\$ 77.15	\$ 13,373	\$ 160,481
IT Manager	15D	3	\$ 81.00	\$ 14,040	\$ 168,482
IT Manager	15D	4	\$ 85.05	\$ 14,742	\$ 176,910
IT Manager	15D	5	\$ 89.31	\$ 15,480	\$ 185,764
IT Manager	15D	6	\$ 93.78	\$ 16,254	\$ 195,052
IT Supervisor	97	1	\$ 64.15	\$ 11,120	\$ 133,442
IT Supervisor	97	2	\$ 67.34	\$ 11,672	\$ 140,064
IT Supervisor	97	3	\$ 70.71	\$ 12,256	\$ 147,076
IT Supervisor	97	4	\$ 74.27	\$ 12,873	\$ 154,480
IT Supervisor	97	5	\$ 77.97	\$ 13,515	\$ 162,178
IT Supervisor	97	6	\$ 81.87	\$ 14,191	\$ 170,287
Library Services Director	11C	Low	\$ 77.96	\$ 13,513	\$ 162,161
Library Services Director	11C	Mid	\$ 100.37	\$ 17,398	\$ 208,776

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Library Services Director	11C	High	\$ 122.78	\$ 21,283	\$ 255,391
Library Services Manager	10D	1	\$ 61.82	\$ 10,715	\$ 128,575
Library Services Manager	10D	2	\$ 64.89	\$ 11,248	\$ 134,971
Library Services Manager	10D	3	\$ 68.16	\$ 11,814	\$ 141,769
Library Services Manager	10D	4	\$ 71.57	\$ 12,406	\$ 148,867
Library Services Manager	10D	5	\$ 75.15	\$ 13,026	\$ 156,317
Library Services Manager	10D	6	\$ 78.91	\$ 13,678	\$ 164,133
Management Analyst	12	1	\$ 38.13	\$ 6,609	\$ 79,312
Management Analyst	12	2	\$ 40.08	\$ 6,948	\$ 83,376
Management Analyst	12	3	\$ 42.06	\$ 7,291	\$ 87,489
Management Analyst	12	4	\$ 44.12	\$ 7,648	\$ 91,778
Management Analyst	12	5	\$ 46.36	\$ 8,035	\$ 96,419
Management Analyst	12	6	\$ 48.69	\$ 8,440	\$ 101,285
Management Analyst	12	7	\$ 51.11	\$ 8,858	\$ 106,301
Management Analyst	12	8	\$ 53.66	\$ 9,302	\$ 111,619
Management Analyst	12	9	\$ 56.35	\$ 9,767	\$ 117,200
Management Analyst, Senior	06	1	\$ 43.85	\$ 7,601	\$ 91,217
Management Analyst, Senior	06	2	\$ 46.05	\$ 7,982	\$ 95,787
Management Analyst, Senior	06	3	\$ 48.35	\$ 8,381	\$ 100,576
Management Analyst, Senior	06	4	\$ 50.77	\$ 8,801	\$ 105,610
Management Analyst, Senior	06	5	\$ 53.31	\$ 9,241	\$ 110,888
Management Analyst, Senior	06	6	\$ 55.98	\$ 9,703	\$ 116,435
Management Analyst, Senior	06	7	\$ 58.77	\$ 10,188	\$ 122,250
Management Analyst, Senior	06	8	\$ 61.72	\$ 10,699	\$ 128,384
Management Analyst, Senior	06	9	\$ 64.81	\$ 11,234	\$ 134,803
Management Fellow	26	1	\$ 26.52	\$ 4,596	\$ 55,157
Paralegal	30	1	\$ 34.19	\$ 5,926	\$ 71,110
Paralegal	30	2	\$ 35.89	\$ 6,221	\$ 74,647
Paralegal	30	3	\$ 37.71	\$ 6,536	\$ 78,435
Paralegal	30	4	\$ 39.60	\$ 6,864	\$ 82,372
Paralegal	30	5	\$ 41.57	\$ 7,205	\$ 86,461
Paralegal	30	6	\$ 43.64	\$ 7,565	\$ 90,775
Paralegal	30	7	\$ 45.81	\$ 7,941	\$ 95,290
Paralegal	30	8	\$ 48.10	\$ 8,338	\$ 100,056
Paralegal	30	9	\$ 50.51	\$ 8,755	\$ 105,059
Payroll Coordinator	30B	1	\$ 35.18	\$ 6,097	\$ 73,170

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Payroll Coordinator	30B	2	\$ 36.92	\$ 6,400	\$ 76,796
Payroll Coordinator	30B	3	\$ 38.77	\$ 6,721	\$ 80,646
Payroll Coordinator	30B	4	\$ 40.74	\$ 7,062	\$ 84,744
Payroll Coordinator	30B	5	\$ 42.74	\$ 7,408	\$ 88,891
Payroll Coordinator	30B	6	\$ 44.91	\$ 7,784	\$ 93,412
Payroll Coordinator	30B	7	\$ 47.08	\$ 8,161	\$ 97,932
Payroll Coordinator	30B	8	\$ 49.42	\$ 8,567	\$ 102,800
Payroll Coordinator	30B	9	\$ 51.89	\$ 8,995	\$ 107,940
Planner, Principal	27	1	\$ 49.94	\$ 8,656	\$ 103,868
Planner, Principal	27	2	\$ 52.46	\$ 9,093	\$ 109,111
Planner, Principal	27	3	\$ 55.05	\$ 9,542	\$ 114,503
Planner, Principal	27	4	\$ 57.84	\$ 10,025	\$ 120,297
Planner, Principal	27	5	\$ 60.72	\$ 10,524	\$ 126,293
Planner, Principal	27	6	\$ 63.76	\$ 11,051	\$ 132,614
Planner, Principal	27	7	\$ 66.94	\$ 11,603	\$ 139,235
Planner, Principal	27	8	\$ 70.30	\$ 12,186	\$ 146,234
Planner, Principal	27	9	\$ 73.82	\$ 12,795	\$ 153,545
Planning Manager	11	1	\$ 63.96	\$ 11,087	\$ 133,040
Planning Manager	11	2	\$ 67.16	\$ 11,641	\$ 139,687
Planning Manager	11	3	\$ 70.50	\$ 12,220	\$ 146,634
Planning Manager	11	4	\$ 74.02	\$ 12,830	\$ 153,959
Planning Manager	11	5	\$ 77.74	\$ 13,476	\$ 161,709
Planning Manager	11	6	\$ 81.63	\$ 14,150	\$ 169,795
Police Support Svcs Administrator	28	1	\$ 75.26	\$ 13,045	\$ 156,543
Police Support Svcs Administrator	28	2	\$ 79.02	\$ 13,697	\$ 164,368
Police Support Svcs Administrator	28	3	\$ 82.98	\$ 14,383	\$ 172,596
Police Support Svcs Administrator	28	4	\$ 87.12	\$ 15,100	\$ 181,199
Police Support Svcs Administrator	28	5	\$ 91.47	\$ 15,854	\$ 190,254
Police Support Svcs Administrator	28	6	\$ 96.04	\$ 16,647	\$ 199,767
Public Information Manager	14	1	\$ 68.24	\$ 11,829	\$ 141,944
Public Information Manager	14	2	\$ 71.67	\$ 12,422	\$ 149,068
Public Information Manager	14	3	\$ 75.26	\$ 13,045	\$ 156,543
Public Information Manager	14	4	\$ 79.01	\$ 13,695	\$ 164,343
Public Information Manager	14	5	\$ 82.94	\$ 14,377	\$ 172,521
Public Information Manager	14	6	\$ 87.09	\$ 15,096	\$ 181,147
Public Information Specialist	07B	1	\$ 33.68	\$ 5,838	\$ 70,057

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Public Information Specialist	07B	2	\$ 35.36	\$ 6,129	\$ 73,543
Public Information Specialist	07B	3	\$ 37.15	\$ 6,440	\$ 77,281
Public Information Specialist	07B	4	\$ 38.98	\$ 6,756	\$ 81,068
Public Information Specialist	07B	5	\$ 40.94	\$ 7,096	\$ 85,157
Public Information Specialist	07B	6	\$ 42.99	\$ 7,452	\$ 89,421
Public Information Specialist	07B	7	\$ 45.17	\$ 7,830	\$ 93,961
Public Information Specialist	07B	8	\$ 47.40	\$ 8,217	\$ 98,601
Public Information Specialist	07B	9	\$ 49.77	\$ 8,628	\$ 103,531
Public Works Director	15G	Low	\$ 82.41	\$ 14,285	\$ 171,417
Public Works Director	15G	Mid	\$ 106.10	\$ 18,390	\$ 220,686
Public Works Director	15G	High	\$ 129.79	\$ 22,496	\$ 269,955
Public Works Director, Deputy/City Engineer	29A	1	\$ 90.54	\$ 15,694	\$ 188,323
Public Works Director, Deputy/City Engineer	29A	2	\$ 95.07	\$ 16,479	\$ 197,754
Public Works Director, Deputy/City Engineer	29A	3	\$ 99.81	\$ 17,301	\$ 207,611
Public Works Director, Deputy/City Engineer	29A	4	\$ 104.81	\$ 18,166	\$ 217,996
Public Works Director, Deputy/City Engineer	29A	5	\$ 110.05	\$ 19,076	\$ 228,907
Public Works Director, Deputy/City Engineer	29A	6	\$ 115.55	\$ 20,029	\$ 240,352
Public Works Director, Deputy/Municipal Ops	17B	1	\$ 77.21	\$ 13,384	\$ 160,606
Public Works Director, Deputy/Municipal Ops	17B	2	\$ 81.04	\$ 14,046	\$ 168,557
Public Works Director, Deputy/Municipal Ops	17B	3	\$ 85.10	\$ 14,751	\$ 177,010
Public Works Director, Deputy/Municipal Ops	17B	4	\$ 89.36	\$ 15,489	\$ 185,865
Public Works Director, Deputy/Municipal Ops	17B	5	\$ 93.84	\$ 16,266	\$ 195,195
Public Works Director, Deputy/Municipal Ops	17B	6	\$ 98.54	\$ 17,080	\$ 204,955
Public Works Finance/Admin Manager	14A	1	\$ 68.24	\$ 11,829	\$ 141,944
Public Works Finance/Admin Manager	14A	2	\$ 71.67	\$ 12,422	\$ 149,068
Public Works Finance/Admin Manager	14A	3	\$ 75.26	\$ 13,045	\$ 156,543
Public Works Finance/Admin Manager	14A	4	\$ 79.01	\$ 13,695	\$ 164,343
Public Works Finance/Admin Manager	14A	5	\$ 82.94	\$ 14,377	\$ 172,521
Public Works Finance/Admin Manager	14A	6	\$ 87.09	\$ 15,096	\$ 181,147
Purchasing & Contracts Administrator	19A	1	\$ 47.57	\$ 8,246	\$ 98,952
Purchasing & Contracts Administrator	19A	2	\$ 49.94	\$ 8,656	\$ 103,868
Purchasing & Contracts Administrator	19A	3	\$ 52.47	\$ 9,095	\$ 109,136
Purchasing & Contracts Administrator	19A	4	\$ 55.05	\$ 9,542	\$ 114,503
Purchasing & Contracts Administrator	19A	5	\$ 57.84	\$ 10,025	\$ 120,297
Purchasing & Contracts Administrator	19A	6	\$ 60.72	\$ 10,524	\$ 126,293
Purchasing & Contracts Administrator	19A	7	\$ 63.76	\$ 11,051	\$ 132,614

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Purchasing & Contracts Administrator	19A	8	\$ 66.96	\$ 11,607	\$ 139,286
Purchasing & Contracts Administrator	19A	9	\$ 70.31	\$ 12,187	\$ 146,250
Real Property Administrator	19B	1	\$ 47.57	\$ 8,246	\$ 98,952
Real Property Administrator	19B	2	\$ 49.94	\$ 8,656	\$ 103,868
Real Property Administrator	19B	3	\$ 52.47	\$ 9,095	\$ 109,136
Real Property Administrator	19B	4	\$ 55.05	\$ 9,542	\$ 114,503
Real Property Administrator	19B	5	\$ 57.84	\$ 10,025	\$ 120,297
Real Property Administrator	19B	6	\$ 60.72	\$ 10,524	\$ 126,293
Real Property Administrator	19B	7	\$ 63.76	\$ 11,051	\$ 132,614
Real Property Administrator	19B	8	\$ 66.96	\$ 11,607	\$ 139,286
Real Property Administrator	19B	9	\$ 70.31	\$ 12,187	\$ 146,250
Recreation & Senior Svcs Director	11D	Low	\$ 77.96	\$ 13,513	\$ 162,161
Recreation & Senior Svcs Director	11D	Mid	\$ 100.37	\$ 17,398	\$ 208,776
Recreation & Senior Svcs Director	11D	High	\$ 122.78	\$ 21,283	\$ 255,391
Recreation & Senior Svcs Director, Deputy	15	1	\$ 73.48	\$ 12,736	\$ 152,830
Recreation & Senior Svcs Director, Deputy	15	2	\$ 77.15	\$ 13,373	\$ 160,481
Recreation & Senior Svcs Director, Deputy	15	3	\$ 81.00	\$ 14,040	\$ 168,482
Recreation & Senior Svcs Director, Deputy	15	4	\$ 85.05	\$ 14,742	\$ 176,910
Recreation & Senior Svcs Director, Deputy	15	5	\$ 89.31	\$ 15,480	\$ 185,764
Recreation & Senior Svcs Director, Deputy	15	6	\$ 93.78	\$ 16,254	\$ 195,052
Recreation & Senior Svcs Manager	05A	1	\$ 54.63	\$ 9,469	\$ 113,626
Recreation & Senior Svcs Manager	05A	2	\$ 57.35	\$ 9,941	\$ 119,294
Recreation & Senior Svcs Manager	05A	3	\$ 60.25	\$ 10,443	\$ 125,314
Recreation & Senior Svcs Manager	05A	4	\$ 63.27	\$ 10,968	\$ 131,610
Recreation & Senior Svcs Manager	05A	5	\$ 66.41	\$ 11,511	\$ 138,132
Recreation & Senior Svcs Manager	05A	6	\$ 69.73	\$ 12,087	\$ 145,038
Revenue Manager	16D	1	\$ 71.68	\$ 12,424	\$ 149,093
Revenue Manager	16D	2	\$ 75.27	\$ 13,047	\$ 156,568
Revenue Manager	16D	3	\$ 79.04	\$ 13,699	\$ 164,394
Revenue Manager	16D	4	\$ 82.99	\$ 14,385	\$ 172,621
Revenue Manager	16D	5	\$ 87.10	\$ 15,098	\$ 181,174
Revenue Manager	16D	6	\$ 91.46	\$ 15,853	\$ 190,233
Superintendent	10A	1	\$ 61.82	\$ 10,715	\$ 128,575
Superintendent	10A	2	\$ 64.89	\$ 11,248	\$ 134,971
Superintendent	10A	3	\$ 68.16	\$ 11,814	\$ 141,769
Superintendent	10A	4	\$ 71.57	\$ 12,406	\$ 148,867

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective July 1, 2023 - Additional Step

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Superintendent	10A	5	\$ 75.15	\$ 13,026	\$ 156,317
Superintendent	10A	6	\$ 78.91	\$ 13,678	\$ 164,133
Systems and Administration Manager	07A	1	\$ 57.84	\$ 10,025	\$ 120,297
Systems and Administration Manager	07A	2	\$ 60.72	\$ 10,524	\$ 126,293
Systems and Administration Manager	07A	3	\$ 63.76	\$ 11,051	\$ 132,614
Systems and Administration Manager	07A	4	\$ 66.94	\$ 11,603	\$ 139,235
Systems and Administration Manager	07A	5	\$ 70.30	\$ 12,186	\$ 146,234
Systems and Administration Manager	07A	6	\$ 73.82	\$ 12,795	\$ 153,545
Utilities Director	11F	Low	\$ 77.96	\$ 13,513	\$ 162,161
Utilities Director	11F	Mid	\$ 100.37	\$ 17,398	\$ 208,776
Utilities Director	11F	High	\$ 122.78	\$ 21,283	\$ 255,391
Water Operations Superintendent	10B	1	\$ 64.91	\$ 11,250	\$ 135,004
Water Operations Superintendent	10B	2	\$ 68.13	\$ 11,810	\$ 141,720
Water Operations Superintendent	10B	3	\$ 71.57	\$ 12,405	\$ 148,857
Water Operations Superintendent	10B	4	\$ 75.15	\$ 13,026	\$ 156,311
Water Operations Superintendent	10B	5	\$ 78.91	\$ 13,678	\$ 164,133
Water Operations Superintendent	10B	6	\$ 82.86	\$ 14,362	\$ 172,339

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.

¹Y-Rated 10/27/2018 from Harbor Resources Manager. The additional annual step does not apply to this salary range. For pay band salary ranges (low, mid, high), the high point is increased five percent (5%) to account for the additional step.

The following Key & Management positions have salary schedules tied to the listed safety management groups.

K & M Positions	Employee Group
Fire Chief	Fire Management
Lifeguard Operations, Assistant Chief	Lifeguard Management
Police Chief	Police Management
Police Chief, Assistant	Police Management

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Administrative Manager	04B	1	\$ 54.89	\$ 9,514	\$ 114,167
Administrative Manager	04B	2	\$ 57.67	\$ 9,996	\$ 119,954
Administrative Manager	04B	3	\$ 60.49	\$ 10,485	\$ 125,819
Administrative Manager	04B	4	\$ 63.53	\$ 11,012	\$ 132,148
Administrative Manager	04B	5	\$ 66.71	\$ 11,563	\$ 138,762
Administrative Manager	04B	6	\$ 70.05	\$ 12,142	\$ 145,700
Administrative Manager ¹	99	1	\$ 80.47	\$ 13,542	\$ 167,386
Assistant, Administrative (K&M)	05	1	\$ 33.03	\$ 5,725	\$ 68,696
Assistant, Administrative (K&M)	05	2	\$ 34.68	\$ 6,011	\$ 72,133
Assistant, Administrative (K&M)	05	3	\$ 36.41	\$ 6,310	\$ 75,724
Assistant, Administrative (K&M)	05	4	\$ 38.26	\$ 6,631	\$ 79,573
Assistant, Administrative (K&M)	05	5	\$ 40.11	\$ 6,952	\$ 83,422
Assistant, Administrative (K&M)	05	6	\$ 42.16	\$ 7,307	\$ 87,685
Assistant, Administrative (K&M)	05	7	\$ 44.27	\$ 7,673	\$ 92,078
Assistant, Administrative (K&M)	05	8	\$ 46.50	\$ 8,061	\$ 96,728
Assistant, Administrative (K&M)	05	9	\$ 48.83	\$ 8,464	\$ 101,564
Assistant, Executive	08A	1	\$ 36.29	\$ 6,291	\$ 75,491
Assistant, Executive	08A	2	\$ 38.11	\$ 6,605	\$ 79,263
Assistant, Executive	08A	3	\$ 39.98	\$ 6,930	\$ 83,164
Assistant, Executive	08A	4	\$ 41.99	\$ 7,279	\$ 87,350
Assistant, Executive	08A	5	\$ 44.14	\$ 7,652	\$ 91,819
Assistant, Executive	08A	6	\$ 46.27	\$ 8,020	\$ 96,237
Assistant, Executive	08A	7	\$ 48.66	\$ 8,435	\$ 101,223
Assistant, Executive	08A	8	\$ 51.07	\$ 8,853	\$ 106,235
Assistant, Executive	08A	9	\$ 53.63	\$ 9,296	\$ 111,547
Budget Analyst	15B	1	\$ 42.36	\$ 7,342	\$ 88,099
Budget Analyst	15B	2	\$ 44.47	\$ 7,708	\$ 92,490
Budget Analyst	15B	3	\$ 46.69	\$ 8,093	\$ 97,115
Budget Analyst	15B	4	\$ 49.00	\$ 8,493	\$ 101,921
Budget Analyst	15B	5	\$ 51.43	\$ 8,915	\$ 106,984
Budget Analyst	15B	6	\$ 54.03	\$ 9,365	\$ 112,384
Budget Analyst	15B	7	\$ 56.70	\$ 9,828	\$ 117,939
Budget Analyst	15B	8	\$ 59.57	\$ 10,326	\$ 123,906
Budget Analyst	15B	9	\$ 62.55	\$ 10,842	\$ 130,102
Budget Analyst, Senior	25	1	\$ 49.00	\$ 8,493	\$ 101,921
Budget Analyst, Senior	25	2	\$ 51.43	\$ 8,915	\$ 106,984

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Budget Analyst, Senior	25	3	\$ 54.04	\$ 9,367	\$ 112,410
Budget Analyst, Senior	25	4	\$ 56.70	\$ 9,828	\$ 117,939
Budget Analyst, Senior	25	5	\$ 59.57	\$ 10,326	\$ 123,906
Budget Analyst, Senior	25	6	\$ 62.54	\$ 10,840	\$ 130,081
Budget Analyst, Senior	25	7	\$ 65.67	\$ 11,383	\$ 136,592
Budget Analyst, Senior	25	8	\$ 68.97	\$ 11,955	\$ 143,464
Budget Analyst, Senior	25	9	\$ 72.42	\$ 12,553	\$ 150,637
City Attorney, Assistant	22A	Low	\$ 76.47	\$ 13,254	\$ 159,052
City Attorney, Assistant	22A	Mid	\$ 98.44	\$ 17,063	\$ 204,757
City Attorney, Assistant	22A	High	\$ 120.41	\$ 20,872	\$ 250,463
City Attorney, Deputy	16E	1	\$ 73.83	\$ 12,797	\$ 153,566
City Attorney, Deputy	16E	2	\$ 77.53	\$ 13,439	\$ 161,265
City Attorney, Deputy	16E	3	\$ 81.41	\$ 14,110	\$ 169,325
City Attorney, Deputy	16E	4	\$ 85.48	\$ 14,817	\$ 177,799
City Attorney, Deputy	16E	5	\$ 89.72	\$ 15,551	\$ 186,609
City Attorney, Deputy	16E	6	\$ 94.20	\$ 16,328	\$ 195,940
City Clerk, Assistant	71	1	\$ 45.17	\$ 7,829	\$ 93,954
City Clerk, Assistant	71	2	\$ 47.43	\$ 8,222	\$ 98,660
City Clerk, Assistant	71	3	\$ 49.80	\$ 8,633	\$ 103,593
City Clerk, Assistant	71	4	\$ 52.30	\$ 9,065	\$ 108,778
City Clerk, Assistant	71	5	\$ 54.91	\$ 9,518	\$ 114,215
City Clerk, Assistant	71	6	\$ 57.66	\$ 9,994	\$ 119,927
City Clerk, Assistant	71	7	\$ 60.54	\$ 10,493	\$ 125,918
City Clerk, Assistant	71	8	\$ 63.57	\$ 11,020	\$ 132,235
City Clerk, Assistant	71	9	\$ 66.75	\$ 11,571	\$ 138,847
City Clerk, Deputy	07	1	\$ 34.69	\$ 6,013	\$ 72,158
City Clerk, Deputy	07	2	\$ 36.42	\$ 6,312	\$ 75,750
City Clerk, Deputy	07	3	\$ 38.27	\$ 6,633	\$ 79,599
City Clerk, Deputy	07	4	\$ 40.14	\$ 6,958	\$ 83,500
City Clerk, Deputy	07	5	\$ 42.17	\$ 7,309	\$ 87,711
City Clerk, Deputy	07	6	\$ 44.28	\$ 7,675	\$ 92,103
City Clerk, Deputy	07	7	\$ 46.53	\$ 8,065	\$ 96,780
City Clerk, Deputy	07	8	\$ 48.83	\$ 8,463	\$ 101,559
City Clerk, Deputy	07	9	\$ 51.27	\$ 8,886	\$ 106,637
City Engineer, Assistant	15A	1	\$ 75.62	\$ 13,107	\$ 157,286
City Engineer, Assistant	15A	2	\$ 79.38	\$ 13,760	\$ 165,114

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
City Engineer, Assistant	15A	3	\$ 83.36	\$ 14,448	\$ 173,381
City Engineer, Assistant	15A	4	\$ 87.53	\$ 15,172	\$ 182,062
City Engineer, Assistant	15A	5	\$ 91.90	\$ 15,930	\$ 191,156
City Engineer, Assistant	15A	6	\$ 96.50	\$ 16,726	\$ 200,714
City Manager, Assistant	17A	Low	\$ 89.47	\$ 15,508	\$ 186,093
City Manager, Assistant	17A	Mid	\$ 115.18	\$ 19,964	\$ 239,574
City Manager, Assistant	17A	High	\$ 140.89	\$ 24,421	\$ 293,055
City Manager, Deputy	11E	Low	\$ 70.03	\$ 12,138	\$ 145,660
City Manager, Deputy	11E	Mid	\$ 84.35	\$ 14,621	\$ 175,453
City Manager, Deputy	11E	High	\$ 98.68	\$ 17,104	\$ 205,246
City Traffic Engineer	15E	1	\$ 75.62	\$ 13,107	\$ 157,286
City Traffic Engineer	15E	2	\$ 79.38	\$ 13,760	\$ 165,114
City Traffic Engineer	15E	3	\$ 83.36	\$ 14,448	\$ 173,381
City Traffic Engineer	15E	4	\$ 87.53	\$ 15,172	\$ 182,062
City Traffic Engineer	15E	5	\$ 91.90	\$ 15,930	\$ 191,156
City Traffic Engineer	15E	6	\$ 96.50	\$ 16,726	\$ 200,714
Civil Engineer, Principal	13	1	\$ 71.99	\$ 12,478	\$ 149,742
Civil Engineer, Principal	13	2	\$ 75.59	\$ 13,103	\$ 157,234
Civil Engineer, Principal	13	3	\$ 79.36	\$ 13,755	\$ 165,062
Civil Engineer, Principal	13	4	\$ 83.33	\$ 14,444	\$ 173,330
Civil Engineer, Principal	13	5	\$ 87.51	\$ 15,168	\$ 182,011
Civil Engineer, Principal	13	6	\$ 91.88	\$ 15,926	\$ 191,111
Civil Engineer, Senior (K&M)	04A	1	\$ 55.96	\$ 9,699	\$ 116,388
Civil Engineer, Senior (K&M)	04A	2	\$ 58.73	\$ 10,179	\$ 122,150
Civil Engineer, Senior (K&M)	04A	3	\$ 61.67	\$ 10,689	\$ 128,273
Civil Engineer, Senior (K&M)	04A	4	\$ 64.75	\$ 11,223	\$ 134,680
Civil Engineer, Senior (K&M)	04A	5	\$ 68.00	\$ 11,787	\$ 141,449
Civil Engineer, Senior (K&M)	04A	6	\$ 71.40	\$ 12,375	\$ 148,502
Civil Engineer, Senior (K&M)	04A	7	\$ 74.96	\$ 12,993	\$ 155,917
Civil Engineer, Senior (K&M)	04A	8	\$ 78.71	\$ 13,643	\$ 163,719
Civil Engineer, Senior (K&M)	04A	9	\$ 82.65	\$ 14,325	\$ 171,905
Community Develop. Director	15H	Low	\$ 84.88	\$ 14,713	\$ 176,559
Community Develop. Director	15H	Mid	\$ 109.28	\$ 18,942	\$ 227,306
Community Develop. Director	15H	High	\$ 133.68	\$ 23,171	\$ 278,054
Community Develop. Director, Deputy	17	1	\$ 79.53	\$ 13,785	\$ 165,424
Community Develop. Director, Deputy	17	2	\$ 83.47	\$ 14,468	\$ 173,614

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Community Develop. Director, Deputy	17	3	\$ 87.65	\$ 15,193	\$ 182,320
Community Develop. Director, Deputy	17	4	\$ 92.04	\$ 15,953	\$ 191,441
Community Develop. Director, Deputy	17	5	\$ 96.66	\$ 16,754	\$ 201,051
Community Develop. Director, Deputy	17	6	\$ 101.49	\$ 17,592	\$ 211,104
Emergency Medical Svcs Division Chief	02D	1	\$ 69.57	\$ 12,059	\$ 144,704
Emergency Medical Svcs Division Chief	02D	2	\$ 73.05	\$ 12,662	\$ 151,938
Emergency Medical Svcs Division Chief	02D	3	\$ 76.69	\$ 13,292	\$ 159,508
Emergency Medical Svcs Division Chief	02D	4	\$ 80.54	\$ 13,960	\$ 167,517
Emergency Medical Svcs Division Chief	02D	5	\$ 84.56	\$ 14,657	\$ 175,887
Emergency Medical Svcs Division Chief	02D	6	\$ 88.79	\$ 15,390	\$ 184,682
Finance Director, Deputy	17C	1	\$ 79.53	\$ 13,785	\$ 165,424
Finance Director, Deputy	17C	2	\$ 83.47	\$ 14,468	\$ 173,614
Finance Director, Deputy	17C	3	\$ 87.65	\$ 15,193	\$ 182,320
Finance Director, Deputy	17C	4	\$ 92.04	\$ 15,953	\$ 191,441
Finance Director, Deputy	17C	5	\$ 96.66	\$ 16,754	\$ 201,051
Finance Director, Deputy	17C	6	\$ 101.49	\$ 17,592	\$ 211,104
Finance Director/City Treasurer	15C	Low	\$ 84.88	\$ 14,713	\$ 176,559
Finance Director/City Treasurer	15C	Mid	\$ 109.28	\$ 18,942	\$ 227,306
Finance Director/City Treasurer	15C	High	\$ 133.68	\$ 23,171	\$ 278,054
Finance Manager	16	1	\$ 70.29	\$ 12,184	\$ 146,203
Finance Manager	16	2	\$ 73.82	\$ 12,795	\$ 153,540
Finance Manager	16	3	\$ 77.52	\$ 13,437	\$ 161,239
Finance Manager	16	4	\$ 81.38	\$ 14,106	\$ 169,274
Finance Manager	16	5	\$ 85.43	\$ 14,808	\$ 177,696
Finance Manager	16	6	\$ 89.70	\$ 15,548	\$ 186,581
Fire Chief, Assistant	01B	1	\$ 94.83	\$ 16,437	\$ 197,247
Fire Chief, Assistant	01B	2	\$ 99.57	\$ 17,259	\$ 207,108
Fire Chief, Assistant	01B	3	\$ 104.55	\$ 18,122	\$ 217,468
Fire Chief, Assistant	01B	4	\$ 109.77	\$ 19,027	\$ 228,325
Fire Chief, Assistant	01B	5	\$ 115.24	\$ 19,976	\$ 239,708
Fire Chief, Assistant	01B	6	\$ 121.01	\$ 20,974	\$ 251,693
Fire Marshal	02E	1	\$ 69.57	\$ 12,059	\$ 144,704
Fire Marshal	02E	2	\$ 73.05	\$ 12,662	\$ 151,938
Fire Marshal	02E	3	\$ 76.69	\$ 13,292	\$ 159,508
Fire Marshal	02E	4	\$ 80.54	\$ 13,960	\$ 167,517
Fire Marshal	02E	5	\$ 84.56	\$ 14,657	\$ 175,887

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Fire Marshal	02E	6	\$ 88.79	\$ 15,390	\$ 184,682
Fiscal Specialist (K&M)	01A	1	\$ 32.03	\$ 5,552	\$ 66,629
Fiscal Specialist (K&M)	01A	2	\$ 33.66	\$ 5,834	\$ 70,014
Fiscal Specialist (K&M)	01A	3	\$ 35.32	\$ 6,123	\$ 73,476
Fiscal Specialist (K&M)	01A	4	\$ 37.09	\$ 6,429	\$ 77,145
Fiscal Specialist (K&M)	01A	5	\$ 38.98	\$ 6,756	\$ 81,072
Fiscal Specialist (K&M)	01A	6	\$ 40.88	\$ 7,085	\$ 85,024
Fiscal Specialist (K&M)	01A	7	\$ 42.95	\$ 7,445	\$ 89,339
Fiscal Specialist (K&M)	01A	8	\$ 45.09	\$ 7,815	\$ 93,783
Fiscal Specialist (K&M)	01A	9	\$ 47.34	\$ 8,206	\$ 98,472
Harbormaster	77	Low	\$ 54.11	\$ 9,379	\$ 112,549
Harbormaster	77	Mid	\$ 69.66	\$ 12,075	\$ 144,895
Harbormaster	77	High	\$ 85.21	\$ 14,770	\$ 177,241
Human Resources Analyst	16A	1	\$ 43.35	\$ 7,514	\$ 90,166
Human Resources Analyst	16A	2	\$ 45.47	\$ 7,882	\$ 94,584
Human Resources Analyst	16A	3	\$ 47.77	\$ 8,280	\$ 99,363
Human Resources Analyst	16A	4	\$ 50.19	\$ 8,700	\$ 104,401
Human Resources Analyst	16A	5	\$ 52.66	\$ 9,129	\$ 109,542
Human Resources Analyst	16A	6	\$ 55.30	\$ 9,585	\$ 115,019
Human Resources Analyst	16A	7	\$ 58.08	\$ 10,067	\$ 120,807
Human Resources Analyst	16A	8	\$ 60.99	\$ 10,571	\$ 126,852
Human Resources Analyst	16A	9	\$ 64.04	\$ 11,100	\$ 133,195
Human Resources Analyst, Senior	20A	1	\$ 47.83	\$ 8,291	\$ 99,492
Human Resources Analyst, Senior	20A	2	\$ 50.27	\$ 8,713	\$ 104,556
Human Resources Analyst, Senior	20A	3	\$ 52.76	\$ 9,146	\$ 109,749
Human Resources Analyst, Senior	20A	4	\$ 55.41	\$ 9,604	\$ 115,252
Human Resources Analyst, Senior	20A	5	\$ 58.14	\$ 10,078	\$ 120,935
Human Resources Analyst, Senior	20A	6	\$ 61.06	\$ 10,584	\$ 127,007
Human Resources Analyst, Senior	20A	7	\$ 64.08	\$ 11,107	\$ 133,285
Human Resources Analyst, Senior	20A	8	\$ 67.31	\$ 11,667	\$ 140,002
Human Resources Analyst, Senior	20A	9	\$ 70.67	\$ 12,250	\$ 147,002
Human Resources Director	11B	Low	\$ 80.30	\$ 13,919	\$ 167,025
Human Resources Director	11B	Mid	\$ 103.38	\$ 17,920	\$ 215,039
Human Resources Director	11B	High	\$ 126.47	\$ 21,921	\$ 263,052
Human Resources Manager	02C	1	\$ 69.57	\$ 12,059	\$ 144,704
Human Resources Manager	02C	2	\$ 73.05	\$ 12,662	\$ 151,938

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Human Resources Manager	02C	3	\$ 76.69	\$ 13,292	\$ 159,508
Human Resources Manager	02C	4	\$ 80.54	\$ 13,960	\$ 167,517
Human Resources Manager	02C	5	\$ 84.56	\$ 14,657	\$ 175,887
Human Resources Manager	02C	6	\$ 88.79	\$ 15,390	\$ 184,682
Human Resources Specialist I	03	1	\$ 32.83	\$ 5,690	\$ 68,283
Human Resources Specialist I	03	2	\$ 34.47	\$ 5,974	\$ 71,693
Human Resources Specialist I	03	3	\$ 36.18	\$ 6,272	\$ 75,259
Human Resources Specialist I	03	4	\$ 37.97	\$ 6,582	\$ 78,979
Human Resources Specialist I	03	5	\$ 39.88	\$ 6,913	\$ 82,957
Human Resources Specialist I	03	6	\$ 41.86	\$ 7,255	\$ 87,065
Human Resources Specialist I	03	7	\$ 43.99	\$ 7,626	\$ 91,509
Human Resources Specialist I	03	8	\$ 46.13	\$ 7,996	\$ 95,953
Human Resources Specialist I	03	9	\$ 48.44	\$ 8,396	\$ 100,750
Human Resources Specialist II	08	1	\$ 36.29	\$ 6,291	\$ 75,491
Human Resources Specialist II	08	2	\$ 38.11	\$ 6,605	\$ 79,263
Human Resources Specialist II	08	3	\$ 39.98	\$ 6,930	\$ 83,164
Human Resources Specialist II	08	4	\$ 41.99	\$ 7,279	\$ 87,350
Human Resources Specialist II	08	5	\$ 44.14	\$ 7,652	\$ 91,819
Human Resources Specialist II	08	6	\$ 46.27	\$ 8,020	\$ 96,237
Human Resources Specialist II	08	7	\$ 48.66	\$ 8,435	\$ 101,223
Human Resources Specialist II	08	8	\$ 51.07	\$ 8,853	\$ 106,235
Human Resources Specialist II	08	9	\$ 53.63	\$ 9,296	\$ 111,547
IT Manager	15D	1	\$ 75.68	\$ 13,118	\$ 157,415
IT Manager	15D	2	\$ 79.47	\$ 13,775	\$ 165,295
IT Manager	15D	3	\$ 83.43	\$ 14,461	\$ 173,537
IT Manager	15D	4	\$ 87.60	\$ 15,185	\$ 182,217
IT Manager	15D	5	\$ 91.99	\$ 15,945	\$ 191,337
IT Manager	15D	6	\$ 96.59	\$ 16,742	\$ 200,904
IT Supervisor	97	1	\$ 66.08	\$ 11,454	\$ 137,445
IT Supervisor	97	2	\$ 69.36	\$ 12,022	\$ 144,266
IT Supervisor	97	3	\$ 72.83	\$ 12,624	\$ 151,489
IT Supervisor	97	4	\$ 76.50	\$ 13,260	\$ 159,115
IT Supervisor	97	5	\$ 80.31	\$ 13,920	\$ 167,043
IT Supervisor	97	6	\$ 84.32	\$ 14,616	\$ 175,395
Library Services Director	11C	Low	\$ 80.30	\$ 13,919	\$ 167,025
Library Services Director	11C	Mid	\$ 103.38	\$ 17,920	\$ 215,039

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Library Services Director	11C	High	\$ 126.47	\$ 21,921	\$ 263,052
Library Services Manager	10D	1	\$ 63.67	\$ 11,036	\$ 132,432
Library Services Manager	10D	2	\$ 66.84	\$ 11,585	\$ 139,020
Library Services Manager	10D	3	\$ 70.20	\$ 12,168	\$ 146,022
Library Services Manager	10D	4	\$ 73.72	\$ 12,778	\$ 153,333
Library Services Manager	10D	5	\$ 77.41	\$ 13,417	\$ 161,006
Library Services Manager	10D	6	\$ 81.28	\$ 14,088	\$ 169,057
Management Analyst	12	1	\$ 39.27	\$ 6,808	\$ 81,691
Management Analyst	12	2	\$ 41.29	\$ 7,156	\$ 85,877
Management Analyst	12	3	\$ 43.32	\$ 7,509	\$ 90,114
Management Analyst	12	4	\$ 45.45	\$ 7,878	\$ 94,532
Management Analyst	12	5	\$ 47.75	\$ 8,276	\$ 99,312
Management Analyst	12	6	\$ 50.16	\$ 8,694	\$ 104,323
Management Analyst	12	7	\$ 52.64	\$ 9,124	\$ 109,490
Management Analyst	12	8	\$ 55.27	\$ 9,581	\$ 114,968
Management Analyst	12	9	\$ 58.04	\$ 10,060	\$ 120,716
Management Analyst, Senior	06	1	\$ 45.17	\$ 7,829	\$ 93,954
Management Analyst, Senior	06	2	\$ 47.43	\$ 8,222	\$ 98,660
Management Analyst, Senior	06	3	\$ 49.80	\$ 8,633	\$ 103,593
Management Analyst, Senior	06	4	\$ 52.30	\$ 9,065	\$ 108,778
Management Analyst, Senior	06	5	\$ 54.91	\$ 9,518	\$ 114,215
Management Analyst, Senior	06	6	\$ 57.66	\$ 9,994	\$ 119,927
Management Analyst, Senior	06	7	\$ 60.54	\$ 10,493	\$ 125,918
Management Analyst, Senior	06	8	\$ 63.57	\$ 11,020	\$ 132,235
Management Analyst, Senior	06	9	\$ 66.75	\$ 11,571	\$ 138,847
Management Fellow	26	1	\$ 27.31	\$ 4,734	\$ 56,811
Paralegal	30	1	\$ 35.21	\$ 6,104	\$ 73,244
Paralegal	30	2	\$ 36.96	\$ 6,407	\$ 76,886
Paralegal	30	3	\$ 38.84	\$ 6,732	\$ 80,788
Paralegal	30	4	\$ 40.79	\$ 7,070	\$ 84,844
Paralegal	30	5	\$ 42.81	\$ 7,421	\$ 89,055
Paralegal	30	6	\$ 44.95	\$ 7,791	\$ 93,498
Paralegal	30	7	\$ 47.19	\$ 8,179	\$ 98,148
Paralegal	30	8	\$ 49.55	\$ 8,588	\$ 103,058
Paralegal	30	9	\$ 52.02	\$ 9,018	\$ 108,210
Payroll Coordinator	30B	1	\$ 36.23	\$ 6,280	\$ 75,365

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Payroll Coordinator	30B	2	\$ 38.03	\$ 6,592	\$ 79,100
Payroll Coordinator	30B	3	\$ 39.94	\$ 6,922	\$ 83,066
Payroll Coordinator	30B	4	\$ 41.96	\$ 7,274	\$ 87,286
Payroll Coordinator	30B	5	\$ 44.02	\$ 7,630	\$ 91,558
Payroll Coordinator	30B	6	\$ 46.26	\$ 8,018	\$ 96,215
Payroll Coordinator	30B	7	\$ 48.50	\$ 8,406	\$ 100,870
Payroll Coordinator	30B	8	\$ 50.91	\$ 8,824	\$ 105,884
Payroll Coordinator	30B	9	\$ 53.45	\$ 9,265	\$ 111,178
Planner, Principal	27	1	\$ 51.43	\$ 8,915	\$ 106,984
Planner, Principal	27	2	\$ 54.03	\$ 9,365	\$ 112,384
Planner, Principal	27	3	\$ 56.70	\$ 9,828	\$ 117,939
Planner, Principal	27	4	\$ 59.57	\$ 10,326	\$ 123,906
Planner, Principal	27	5	\$ 62.54	\$ 10,840	\$ 130,081
Planner, Principal	27	6	\$ 65.67	\$ 11,383	\$ 136,592
Planner, Principal	27	7	\$ 68.95	\$ 11,951	\$ 143,412
Planner, Principal	27	8	\$ 72.41	\$ 12,552	\$ 150,621
Planner, Principal	27	9	\$ 76.03	\$ 13,179	\$ 158,152
Planning Manager	11	1	\$ 65.88	\$ 11,419	\$ 137,031
Planning Manager	11	2	\$ 69.17	\$ 11,990	\$ 143,877
Planning Manager	11	3	\$ 72.61	\$ 12,586	\$ 151,033
Planning Manager	11	4	\$ 76.24	\$ 13,215	\$ 158,578
Planning Manager	11	5	\$ 80.08	\$ 13,880	\$ 166,561
Planning Manager	11	6	\$ 84.08	\$ 14,574	\$ 174,889
Police Support Svcs Administrator	28	1	\$ 77.52	\$ 13,437	\$ 161,239
Police Support Svcs Administrator	28	2	\$ 81.39	\$ 14,108	\$ 169,299
Police Support Svcs Administrator	28	3	\$ 85.47	\$ 14,814	\$ 177,774
Police Support Svcs Administrator	28	4	\$ 89.73	\$ 15,553	\$ 186,635
Police Support Svcs Administrator	28	5	\$ 94.21	\$ 16,330	\$ 195,961
Police Support Svcs Administrator	28	6	\$ 98.92	\$ 17,147	\$ 205,760
Public Information Manager	14	1	\$ 70.29	\$ 12,184	\$ 146,203
Public Information Manager	14	2	\$ 73.82	\$ 12,795	\$ 153,540
Public Information Manager	14	3	\$ 77.52	\$ 13,437	\$ 161,239
Public Information Manager	14	4	\$ 81.38	\$ 14,106	\$ 169,274
Public Information Manager	14	5	\$ 85.43	\$ 14,808	\$ 177,696
Public Information Manager	14	6	\$ 89.70	\$ 15,548	\$ 186,581
Public Information Specialist	07B	1	\$ 34.69	\$ 6,013	\$ 72,158

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Public Information Specialist	07B	2	\$ 36.42	\$ 6,312	\$ 75,750
Public Information Specialist	07B	3	\$ 38.27	\$ 6,633	\$ 79,599
Public Information Specialist	07B	4	\$ 40.14	\$ 6,958	\$ 83,500
Public Information Specialist	07B	5	\$ 42.17	\$ 7,309	\$ 87,711
Public Information Specialist	07B	6	\$ 44.28	\$ 7,675	\$ 92,103
Public Information Specialist	07B	7	\$ 46.53	\$ 8,065	\$ 96,780
Public Information Specialist	07B	8	\$ 48.83	\$ 8,463	\$ 101,559
Public Information Specialist	07B	9	\$ 51.27	\$ 8,886	\$ 106,637
Public Works Director	15G	Low	\$ 84.88	\$ 14,713	\$ 176,559
Public Works Director	15G	Mid	\$ 109.28	\$ 18,942	\$ 227,306
Public Works Director	15G	High	\$ 133.68	\$ 23,171	\$ 278,054
Public Works Director, Deputy/City Engineer	29A	1	\$ 93.26	\$ 16,164	\$ 193,972
Public Works Director, Deputy/City Engineer	29A	2	\$ 97.93	\$ 16,974	\$ 203,686
Public Works Director, Deputy/City Engineer	29A	3	\$ 102.81	\$ 17,820	\$ 213,840
Public Works Director, Deputy/City Engineer	29A	4	\$ 107.95	\$ 18,711	\$ 224,536
Public Works Director, Deputy/City Engineer	29A	5	\$ 113.35	\$ 19,648	\$ 235,774
Public Works Director, Deputy/City Engineer	29A	6	\$ 119.02	\$ 20,630	\$ 247,563
Public Works Director, Deputy/Municipal Ops	17B	1	\$ 79.53	\$ 13,785	\$ 165,424
Public Works Director, Deputy/Municipal Ops	17B	2	\$ 83.47	\$ 14,468	\$ 173,614
Public Works Director, Deputy/Municipal Ops	17B	3	\$ 87.65	\$ 15,193	\$ 182,320
Public Works Director, Deputy/Municipal Ops	17B	4	\$ 92.04	\$ 15,953	\$ 191,441
Public Works Director, Deputy/Municipal Ops	17B	5	\$ 96.66	\$ 16,754	\$ 201,051
Public Works Director, Deputy/Municipal Ops	17B	6	\$ 101.49	\$ 17,592	\$ 211,104
Public Works Finance/Admin Manager	14A	1	\$ 70.29	\$ 12,184	\$ 146,203
Public Works Finance/Admin Manager	14A	2	\$ 73.82	\$ 12,795	\$ 153,540
Public Works Finance/Admin Manager	14A	3	\$ 77.52	\$ 13,437	\$ 161,239
Public Works Finance/Admin Manager	14A	4	\$ 81.38	\$ 14,106	\$ 169,274
Public Works Finance/Admin Manager	14A	5	\$ 85.43	\$ 14,808	\$ 177,696
Public Works Finance/Admin Manager	14A	6	\$ 89.70	\$ 15,548	\$ 186,581
Purchasing & Contracts Administrator	19A	1	\$ 49.00	\$ 8,493	\$ 101,921
Purchasing & Contracts Administrator	19A	2	\$ 51.43	\$ 8,915	\$ 106,984
Purchasing & Contracts Administrator	19A	3	\$ 54.04	\$ 9,367	\$ 112,410
Purchasing & Contracts Administrator	19A	4	\$ 56.70	\$ 9,828	\$ 117,939
Purchasing & Contracts Administrator	19A	5	\$ 59.57	\$ 10,326	\$ 123,906
Purchasing & Contracts Administrator	19A	6	\$ 62.54	\$ 10,840	\$ 130,081
Purchasing & Contracts Administrator	19A	7	\$ 65.67	\$ 11,383	\$ 136,592

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Purchasing & Contracts Administrator	19A	8	\$ 68.97	\$ 11,955	\$ 143,464
Purchasing & Contracts Administrator	19A	9	\$ 72.42	\$ 12,553	\$ 150,637
Real Property Administrator	19B	1	\$ 49.00	\$ 8,493	\$ 101,921
Real Property Administrator	19B	2	\$ 51.43	\$ 8,915	\$ 106,984
Real Property Administrator	19B	3	\$ 54.04	\$ 9,367	\$ 112,410
Real Property Administrator	19B	4	\$ 56.70	\$ 9,828	\$ 117,939
Real Property Administrator	19B	5	\$ 59.57	\$ 10,326	\$ 123,906
Real Property Administrator	19B	6	\$ 62.54	\$ 10,840	\$ 130,081
Real Property Administrator	19B	7	\$ 65.67	\$ 11,383	\$ 136,592
Real Property Administrator	19B	8	\$ 68.97	\$ 11,955	\$ 143,464
Real Property Administrator	19B	9	\$ 72.42	\$ 12,553	\$ 150,637
Recreation & Senior Svcs Director	11D	Low	\$ 80.30	\$ 13,919	\$ 167,025
Recreation & Senior Svcs Director	11D	Mid	\$ 103.38	\$ 17,920	\$ 215,039
Recreation & Senior Svcs Director	11D	High	\$ 126.47	\$ 21,921	\$ 263,052
Recreation & Senior Svcs Director, Deputy	15	1	\$ 75.68	\$ 13,118	\$ 157,415
Recreation & Senior Svcs Director, Deputy	15	2	\$ 79.47	\$ 13,775	\$ 165,295
Recreation & Senior Svcs Director, Deputy	15	3	\$ 83.43	\$ 14,461	\$ 173,537
Recreation & Senior Svcs Director, Deputy	15	4	\$ 87.60	\$ 15,185	\$ 182,217
Recreation & Senior Svcs Director, Deputy	15	5	\$ 91.99	\$ 15,945	\$ 191,337
Recreation & Senior Svcs Director, Deputy	15	6	\$ 96.59	\$ 16,742	\$ 200,904
Recreation & Senior Svcs Manager	05A	1	\$ 56.27	\$ 9,753	\$ 117,035
Recreation & Senior Svcs Manager	05A	2	\$ 59.07	\$ 10,239	\$ 122,873
Recreation & Senior Svcs Manager	05A	3	\$ 62.05	\$ 10,756	\$ 129,074
Recreation & Senior Svcs Manager	05A	4	\$ 65.17	\$ 11,297	\$ 135,558
Recreation & Senior Svcs Manager	05A	5	\$ 68.40	\$ 11,856	\$ 142,275
Recreation & Senior Svcs Manager	05A	6	\$ 71.82	\$ 12,449	\$ 149,389
Revenue Manager	16D	1	\$ 73.83	\$ 12,797	\$ 153,566
Revenue Manager	16D	2	\$ 77.53	\$ 13,439	\$ 161,265
Revenue Manager	16D	3	\$ 81.41	\$ 14,110	\$ 169,325
Revenue Manager	16D	4	\$ 85.48	\$ 14,817	\$ 177,799
Revenue Manager	16D	5	\$ 89.72	\$ 15,551	\$ 186,609
Revenue Manager	16D	6	\$ 94.20	\$ 16,328	\$ 195,940
Superintendent	10A	1	\$ 63.67	\$ 11,036	\$ 132,432
Superintendent	10A	2	\$ 66.84	\$ 11,585	\$ 139,020
Superintendent	10A	3	\$ 70.20	\$ 12,168	\$ 146,022
Superintendent	10A	4	\$ 73.72	\$ 12,778	\$ 153,333

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 13, 2024 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Superintendent	10A	5	\$ 77.41	\$ 13,417	\$ 161,006
Superintendent	10A	6	\$ 81.28	\$ 14,088	\$ 169,057
Systems and Administration Manager	07A	1	\$ 59.57	\$ 10,326	\$ 123,906
Systems and Administration Manager	07A	2	\$ 62.54	\$ 10,840	\$ 130,081
Systems and Administration Manager	07A	3	\$ 65.67	\$ 11,383	\$ 136,592
Systems and Administration Manager	07A	4	\$ 68.95	\$ 11,951	\$ 143,412
Systems and Administration Manager	07A	5	\$ 72.41	\$ 12,552	\$ 150,621
Systems and Administration Manager	07A	6	\$ 76.03	\$ 13,179	\$ 158,152
Utilities Director	11F	Low	\$ 80.30	\$ 13,919	\$ 167,025
Utilities Director	11F	Mid	\$ 103.38	\$ 17,920	\$ 215,039
Utilities Director	11F	High	\$ 126.47	\$ 21,921	\$ 263,052
Water Operations Superintendent	10B	1	\$ 66.85	\$ 11,588	\$ 139,054
Water Operations Superintendent	10B	2	\$ 70.18	\$ 12,164	\$ 145,971
Water Operations Superintendent	10B	3	\$ 73.71	\$ 12,777	\$ 153,323
Water Operations Superintendent	10B	4	\$ 77.40	\$ 13,417	\$ 161,000
Water Operations Superintendent	10B	5	\$ 81.28	\$ 14,088	\$ 169,057
Water Operations Superintendent	10B	6	\$ 85.34	\$ 14,792	\$ 177,509

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.

¹Y-Rated 10/27/2018 from Harbor Resources Manager. The additional annual step does not apply to this salary range. For pay band salary ranges (low, mid, high), the high point is increased five percent (5%) to account for the additional step.

The following Key & Management positions have salary schedules tied to the listed safety management groups.

K & M Positions	Employee Group
Fire Chief	Fire Management
Lifeguard Operations, Assistant Chief	Lifeguard Management
Police Chief	Police Management
Police Chief, Assistant	Police Management

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Administrative Manager	04B	1	\$ 56.53	\$ 9,799	\$ 117,592
Administrative Manager	04B	2	\$ 59.40	\$ 10,296	\$ 123,553
Administrative Manager	04B	3	\$ 62.30	\$ 10,799	\$ 129,593
Administrative Manager	04B	4	\$ 65.44	\$ 11,343	\$ 136,113
Administrative Manager	04B	5	\$ 68.71	\$ 11,910	\$ 142,925
Administrative Manager	04B	6	\$ 72.15	\$ 12,506	\$ 150,071
Administrative Manager ¹	99	1	\$ 82.89	\$ 13,542	\$ 172,407
Assistant, Administrative (K&M)	05	1	\$ 34.02	\$ 5,896	\$ 70,757
Assistant, Administrative (K&M)	05	2	\$ 35.72	\$ 6,191	\$ 74,297
Assistant, Administrative (K&M)	05	3	\$ 37.50	\$ 6,500	\$ 77,995
Assistant, Administrative (K&M)	05	4	\$ 39.40	\$ 6,830	\$ 81,960
Assistant, Administrative (K&M)	05	5	\$ 41.31	\$ 7,160	\$ 85,925
Assistant, Administrative (K&M)	05	6	\$ 43.42	\$ 7,526	\$ 90,316
Assistant, Administrative (K&M)	05	7	\$ 45.60	\$ 7,903	\$ 94,840
Assistant, Administrative (K&M)	05	8	\$ 47.90	\$ 8,302	\$ 99,629
Assistant, Administrative (K&M)	05	9	\$ 50.29	\$ 8,718	\$ 104,611
Assistant, Executive	08A	1	\$ 37.38	\$ 6,480	\$ 77,755
Assistant, Executive	08A	2	\$ 39.25	\$ 6,803	\$ 81,641
Assistant, Executive	08A	3	\$ 41.18	\$ 7,138	\$ 85,659
Assistant, Executive	08A	4	\$ 43.25	\$ 7,497	\$ 89,970
Assistant, Executive	08A	5	\$ 45.47	\$ 7,881	\$ 94,574
Assistant, Executive	08A	6	\$ 47.66	\$ 8,260	\$ 99,124
Assistant, Executive	08A	7	\$ 50.12	\$ 8,688	\$ 104,260
Assistant, Executive	08A	8	\$ 52.61	\$ 9,119	\$ 109,422
Assistant, Executive	08A	9	\$ 55.24	\$ 9,574	\$ 114,894
Budget Analyst	15B	1	\$ 43.63	\$ 7,562	\$ 90,742
Budget Analyst	15B	2	\$ 45.80	\$ 7,939	\$ 95,265
Budget Analyst	15B	3	\$ 48.09	\$ 8,336	\$ 100,028
Budget Analyst	15B	4	\$ 50.47	\$ 8,748	\$ 104,978
Budget Analyst	15B	5	\$ 52.98	\$ 9,183	\$ 110,194
Budget Analyst	15B	6	\$ 55.65	\$ 9,646	\$ 115,756
Budget Analyst	15B	7	\$ 58.40	\$ 10,123	\$ 121,477
Budget Analyst	15B	8	\$ 61.36	\$ 10,635	\$ 127,624
Budget Analyst	15B	9	\$ 64.43	\$ 11,167	\$ 134,005

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Budget Analyst, Senior	25	1	\$ 50.47	\$ 8,748	\$ 104,978
Budget Analyst, Senior	25	2	\$ 52.98	\$ 9,183	\$ 110,194
Budget Analyst, Senior	25	3	\$ 55.66	\$ 9,649	\$ 115,782
Budget Analyst, Senior	25	4	\$ 58.40	\$ 10,123	\$ 121,477
Budget Analyst, Senior	25	5	\$ 61.36	\$ 10,635	\$ 127,624
Budget Analyst, Senior	25	6	\$ 64.42	\$ 11,165	\$ 133,984
Budget Analyst, Senior	25	7	\$ 67.64	\$ 11,724	\$ 140,690
Budget Analyst, Senior	25	8	\$ 71.04	\$ 12,314	\$ 147,768
Budget Analyst, Senior	25	9	\$ 74.59	\$ 12,930	\$ 155,156
City Attorney, Assistant	22A	Low	\$ 78.76	\$ 13,652	\$ 163,823
City Attorney, Assistant	22A	Mid	\$ 101.39	\$ 17,575	\$ 210,900
City Attorney, Assistant	22A	High	\$ 124.03	\$ 21,498	\$ 257,977
City Attorney, Deputy	16E	1	\$ 76.04	\$ 13,181	\$ 158,173
City Attorney, Deputy	16E	2	\$ 79.86	\$ 13,842	\$ 166,103
City Attorney, Deputy	16E	3	\$ 83.85	\$ 14,534	\$ 174,405
City Attorney, Deputy	16E	4	\$ 88.04	\$ 15,261	\$ 183,133
City Attorney, Deputy	16E	5	\$ 92.41	\$ 16,017	\$ 192,208
City Attorney, Deputy	16E	6	\$ 97.03	\$ 16,818	\$ 201,818
City Clerk, Assistant	71	1	\$ 46.53	\$ 8,064	\$ 96,772
City Clerk, Assistant	71	2	\$ 48.86	\$ 8,468	\$ 101,620
City Clerk, Assistant	71	3	\$ 51.30	\$ 8,892	\$ 106,701
City Clerk, Assistant	71	4	\$ 53.87	\$ 9,337	\$ 112,041
City Clerk, Assistant	71	5	\$ 56.56	\$ 9,803	\$ 117,641
City Clerk, Assistant	71	6	\$ 59.39	\$ 10,294	\$ 123,525
City Clerk, Assistant	71	7	\$ 62.35	\$ 10,808	\$ 129,695
City Clerk, Assistant	71	8	\$ 65.48	\$ 11,350	\$ 136,202
City Clerk, Assistant	71	9	\$ 68.76	\$ 11,918	\$ 143,012
City Clerk, Deputy	07	1	\$ 35.73	\$ 6,194	\$ 74,323
City Clerk, Deputy	07	2	\$ 37.51	\$ 6,502	\$ 78,022
City Clerk, Deputy	07	3	\$ 39.42	\$ 6,832	\$ 81,987
City Clerk, Deputy	07	4	\$ 41.35	\$ 7,167	\$ 86,005
City Clerk, Deputy	07	5	\$ 43.43	\$ 7,529	\$ 90,342
City Clerk, Deputy	07	6	\$ 45.61	\$ 7,906	\$ 94,867
City Clerk, Deputy	07	7	\$ 47.92	\$ 8,307	\$ 99,683

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
City Clerk, Deputy	07	8	\$ 50.29	\$ 8,717	\$ 104,606
City Clerk, Deputy	07	9	\$ 52.81	\$ 9,153	\$ 109,836
City Engineer, Assistant	15A	1	\$ 77.89	\$ 13,500	\$ 162,005
City Engineer, Assistant	15A	2	\$ 81.76	\$ 14,172	\$ 170,068
City Engineer, Assistant	15A	3	\$ 85.86	\$ 14,882	\$ 178,583
City Engineer, Assistant	15A	4	\$ 90.16	\$ 15,627	\$ 187,524
City Engineer, Assistant	15A	5	\$ 94.66	\$ 16,408	\$ 196,891
City Engineer, Assistant	15A	6	\$ 99.39	\$ 17,228	\$ 206,736
City Manager, Assistant	17A	Low	\$ 92.15	\$ 15,973	\$ 191,676
City Manager, Assistant	17A	Mid	\$ 118.64	\$ 20,563	\$ 246,761
City Manager, Assistant	17A	High	\$ 145.12	\$ 25,154	\$ 301,847
City Manager, Deputy	11E	Low	\$ 72.13	\$ 12,503	\$ 150,030
City Manager, Deputy	11E	Mid	\$ 86.88	\$ 15,060	\$ 180,717
City Manager, Deputy	11E	High	\$ 101.64	\$ 17,617	\$ 211,404
City Traffic Engineer	15E	1	\$ 77.89	\$ 13,500	\$ 162,005
City Traffic Engineer	15E	2	\$ 81.76	\$ 14,172	\$ 170,068
City Traffic Engineer	15E	3	\$ 85.86	\$ 14,882	\$ 178,583
City Traffic Engineer	15E	4	\$ 90.16	\$ 15,627	\$ 187,524
City Traffic Engineer	15E	5	\$ 94.66	\$ 16,408	\$ 196,891
City Traffic Engineer	15E	6	\$ 99.39	\$ 17,228	\$ 206,736
Civil Engineer, Principal	13	1	\$ 74.15	\$ 12,853	\$ 154,234
Civil Engineer, Principal	13	2	\$ 77.86	\$ 13,496	\$ 161,951
Civil Engineer, Principal	13	3	\$ 81.74	\$ 14,168	\$ 170,014
Civil Engineer, Principal	13	4	\$ 85.83	\$ 14,877	\$ 178,530
Civil Engineer, Principal	13	5	\$ 90.13	\$ 15,623	\$ 187,471
Civil Engineer, Principal	13	6	\$ 94.64	\$ 16,404	\$ 196,844
Civil Engineer, Senior (K&M)	04A	1	\$ 57.63	\$ 9,990	\$ 119,880
Civil Engineer, Senior (K&M)	04A	2	\$ 60.49	\$ 10,485	\$ 125,814
Civil Engineer, Senior (K&M)	04A	3	\$ 63.52	\$ 11,010	\$ 132,121
Civil Engineer, Senior (K&M)	04A	4	\$ 66.69	\$ 11,560	\$ 138,720
Civil Engineer, Senior (K&M)	04A	5	\$ 70.04	\$ 12,141	\$ 145,692
Civil Engineer, Senior (K&M)	04A	6	\$ 73.54	\$ 12,746	\$ 152,957
Civil Engineer, Senior (K&M)	04A	7	\$ 77.21	\$ 13,383	\$ 160,594
Civil Engineer, Senior (K&M)	04A	8	\$ 81.07	\$ 14,053	\$ 168,631

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach

Key & Management Compensation Plan Salary Schedule Adjustment

Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Civil Engineer, Senior (K&M)	04A	9	\$ 85.13	\$ 14,755	\$ 177,062
Community Develop. Director	15H	Low	\$ 87.43	\$ 15,155	\$ 181,856
Community Develop. Director	15H	Mid	\$ 112.56	\$ 19,510	\$ 234,126
Community Develop. Director	15H	High	\$ 137.69	\$ 23,866	\$ 286,395
Community Develop. Director, Deputy	17	1	\$ 81.92	\$ 14,199	\$ 170,387
Community Develop. Director, Deputy	17	2	\$ 85.97	\$ 14,902	\$ 178,822
Community Develop. Director, Deputy	17	3	\$ 90.28	\$ 15,649	\$ 187,790
Community Develop. Director, Deputy	17	4	\$ 94.80	\$ 16,432	\$ 197,184
Community Develop. Director, Deputy	17	5	\$ 99.56	\$ 17,257	\$ 207,083
Community Develop. Director, Deputy	17	6	\$ 104.54	\$ 18,120	\$ 217,437
Emergency Medical Svcs Division Chief	02D	1	\$ 71.66	\$ 12,420	\$ 149,045
Emergency Medical Svcs Division Chief	02D	2	\$ 75.24	\$ 13,041	\$ 156,497
Emergency Medical Svcs Division Chief	02D	3	\$ 78.99	\$ 13,691	\$ 164,293
Emergency Medical Svcs Division Chief	02D	4	\$ 82.95	\$ 14,379	\$ 172,542
Emergency Medical Svcs Division Chief	02D	5	\$ 87.10	\$ 15,097	\$ 181,164
Emergency Medical Svcs Division Chief	02D	6	\$ 91.45	\$ 15,852	\$ 190,222
Finance Director, Deputy	17C	1	\$ 81.92	\$ 14,199	\$ 170,387
Finance Director, Deputy	17C	2	\$ 85.97	\$ 14,902	\$ 178,822
Finance Director, Deputy	17C	3	\$ 90.28	\$ 15,649	\$ 187,790
Finance Director, Deputy	17C	4	\$ 94.80	\$ 16,432	\$ 197,184
Finance Director, Deputy	17C	5	\$ 99.56	\$ 17,257	\$ 207,083
Finance Director, Deputy	17C	6	\$ 104.54	\$ 18,120	\$ 217,437
Finance Director/City Treasurer	15C	Low	\$ 87.43	\$ 15,155	\$ 181,856
Finance Director/City Treasurer	15C	Mid	\$ 112.56	\$ 19,510	\$ 234,126
Finance Director/City Treasurer	15C	High	\$ 137.69	\$ 23,866	\$ 286,395
Finance Manager	16	1	\$ 72.40	\$ 12,549	\$ 150,589
Finance Manager	16	2	\$ 76.03	\$ 13,179	\$ 158,146
Finance Manager	16	3	\$ 79.84	\$ 13,840	\$ 166,076
Finance Manager	16	4	\$ 83.82	\$ 14,529	\$ 174,352
Finance Manager	16	5	\$ 87.99	\$ 15,252	\$ 183,027
Finance Manager	16	6	\$ 92.39	\$ 16,015	\$ 192,178
Fire Chief, Assistant	01B	1	\$ 97.68	\$ 16,930	\$ 203,165
Fire Chief, Assistant	01B	2	\$ 102.56	\$ 17,777	\$ 213,322
Fire Chief, Assistant	01B	3	\$ 107.69	\$ 18,666	\$ 223,992

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Fire Chief, Assistant	01B	4	\$ 113.06	\$ 19,598	\$ 235,175
Fire Chief, Assistant	01B	5	\$ 118.70	\$ 20,575	\$ 246,899
Fire Chief, Assistant	01B	6	\$ 124.64	\$ 21,604	\$ 259,244
Fire Marshal	02E	1	\$ 71.66	\$ 12,420	\$ 149,045
Fire Marshal	02E	2	\$ 75.24	\$ 13,041	\$ 156,497
Fire Marshal	02E	3	\$ 78.99	\$ 13,691	\$ 164,293
Fire Marshal	02E	4	\$ 82.95	\$ 14,379	\$ 172,542
Fire Marshal	02E	5	\$ 87.10	\$ 15,097	\$ 181,164
Fire Marshal	02E	6	\$ 91.45	\$ 15,852	\$ 190,222
Fiscal Specialist (K&M)	01A	1	\$ 32.99	\$ 5,719	\$ 68,628
Fiscal Specialist (K&M)	01A	2	\$ 34.67	\$ 6,010	\$ 72,114
Fiscal Specialist (K&M)	01A	3	\$ 36.38	\$ 6,307	\$ 75,680
Fiscal Specialist (K&M)	01A	4	\$ 38.20	\$ 6,622	\$ 79,459
Fiscal Specialist (K&M)	01A	5	\$ 40.15	\$ 6,959	\$ 83,504
Fiscal Specialist (K&M)	01A	6	\$ 42.10	\$ 7,298	\$ 87,575
Fiscal Specialist (K&M)	01A	7	\$ 44.24	\$ 7,668	\$ 92,019
Fiscal Specialist (K&M)	01A	8	\$ 46.44	\$ 8,050	\$ 96,596
Fiscal Specialist (K&M)	01A	9	\$ 48.76	\$ 8,452	\$ 101,426
Harbormaster	77	Low	\$ 55.73	\$ 9,660	\$ 115,926
Harbormaster	77	Mid	\$ 71.75	\$ 12,437	\$ 149,242
Harbormaster	77	High	\$ 87.77	\$ 15,213	\$ 182,558
Human Resources Analyst	16A	1	\$ 44.65	\$ 7,739	\$ 92,871
Human Resources Analyst	16A	2	\$ 46.84	\$ 8,118	\$ 97,421
Human Resources Analyst	16A	3	\$ 49.20	\$ 8,529	\$ 102,344
Human Resources Analyst	16A	4	\$ 51.70	\$ 8,961	\$ 107,533
Human Resources Analyst	16A	5	\$ 54.24	\$ 9,402	\$ 112,828
Human Resources Analyst	16A	6	\$ 56.96	\$ 9,872	\$ 118,470
Human Resources Analyst	16A	7	\$ 59.82	\$ 10,369	\$ 124,431
Human Resources Analyst	16A	8	\$ 62.82	\$ 10,888	\$ 130,658
Human Resources Analyst	16A	9	\$ 65.96	\$ 11,433	\$ 137,191
Human Resources Analyst, Senior	20A	1	\$ 49.27	\$ 8,540	\$ 102,477
Human Resources Analyst, Senior	20A	2	\$ 51.78	\$ 8,974	\$ 107,693
Human Resources Analyst, Senior	20A	3	\$ 54.35	\$ 9,420	\$ 113,042
Human Resources Analyst, Senior	20A	4	\$ 57.07	\$ 9,892	\$ 118,709

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Human Resources Analyst, Senior	20A	5	\$ 59.89	\$ 10,380	\$ 124,564
Human Resources Analyst, Senior	20A	6	\$ 62.89	\$ 10,901	\$ 130,817
Human Resources Analyst, Senior	20A	7	\$ 66.00	\$ 11,440	\$ 137,283
Human Resources Analyst, Senior	20A	8	\$ 69.33	\$ 12,017	\$ 144,202
Human Resources Analyst, Senior	20A	9	\$ 72.79	\$ 12,618	\$ 151,412
Human Resources Director	11B	Low	\$ 82.71	\$ 14,336	\$ 172,036
Human Resources Director	11B	Mid	\$ 106.49	\$ 18,458	\$ 221,490
Human Resources Director	11B	High	\$ 130.26	\$ 22,579	\$ 270,944
Human Resources Manager	02C	1	\$ 71.66	\$ 12,420	\$ 149,045
Human Resources Manager	02C	2	\$ 75.24	\$ 13,041	\$ 156,497
Human Resources Manager	02C	3	\$ 78.99	\$ 13,691	\$ 164,293
Human Resources Manager	02C	4	\$ 82.95	\$ 14,379	\$ 172,542
Human Resources Manager	02C	5	\$ 87.10	\$ 15,097	\$ 181,164
Human Resources Manager	02C	6	\$ 91.45	\$ 15,852	\$ 190,222
Human Resources Specialist I	03	1	\$ 33.81	\$ 5,861	\$ 70,331
Human Resources Specialist I	03	2	\$ 35.50	\$ 6,154	\$ 73,844
Human Resources Specialist I	03	3	\$ 37.27	\$ 6,460	\$ 77,516
Human Resources Specialist I	03	4	\$ 39.11	\$ 6,779	\$ 81,348
Human Resources Specialist I	03	5	\$ 41.08	\$ 7,121	\$ 85,446
Human Resources Specialist I	03	6	\$ 43.11	\$ 7,473	\$ 89,677
Human Resources Specialist I	03	7	\$ 45.31	\$ 7,855	\$ 94,254
Human Resources Specialist I	03	8	\$ 47.52	\$ 8,236	\$ 98,831
Human Resources Specialist I	03	9	\$ 49.89	\$ 8,648	\$ 103,773
Human Resources Specialist II	08	1	\$ 37.38	\$ 6,480	\$ 77,755
Human Resources Specialist II	08	2	\$ 39.25	\$ 6,803	\$ 81,641
Human Resources Specialist II	08	3	\$ 41.18	\$ 7,138	\$ 85,659
Human Resources Specialist II	08	4	\$ 43.25	\$ 7,497	\$ 89,970
Human Resources Specialist II	08	5	\$ 45.47	\$ 7,881	\$ 94,574
Human Resources Specialist II	08	6	\$ 47.66	\$ 8,260	\$ 99,124
Human Resources Specialist II	08	7	\$ 50.12	\$ 8,688	\$ 104,260
Human Resources Specialist II	08	8	\$ 52.61	\$ 9,119	\$ 109,422
Human Resources Specialist II	08	9	\$ 55.24	\$ 9,574	\$ 114,894
IT Manager	15D	1	\$ 77.95	\$ 13,511	\$ 162,137
IT Manager	15D	2	\$ 81.85	\$ 14,188	\$ 170,254

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
IT Manager	15D	3	\$ 85.93	\$ 14,895	\$ 178,743
IT Manager	15D	4	\$ 90.23	\$ 15,640	\$ 187,684
IT Manager	15D	5	\$ 94.75	\$ 16,423	\$ 197,077
IT Manager	15D	6	\$ 99.49	\$ 17,244	\$ 206,931
IT Supervisor	97	1	\$ 68.06	\$ 11,797	\$ 141,569
IT Supervisor	97	2	\$ 71.44	\$ 12,383	\$ 148,594
IT Supervisor	97	3	\$ 75.02	\$ 13,003	\$ 156,033
IT Supervisor	97	4	\$ 78.79	\$ 13,657	\$ 163,888
IT Supervisor	97	5	\$ 82.72	\$ 14,338	\$ 172,054
IT Supervisor	97	6	\$ 86.85	\$ 15,055	\$ 180,657
Library Services Director	11C	Low	\$ 82.71	\$ 14,336	\$ 172,036
Library Services Director	11C	Mid	\$ 106.49	\$ 18,458	\$ 221,490
Library Services Director	11C	High	\$ 130.26	\$ 22,579	\$ 270,944
Library Services Manager	10D	1	\$ 65.58	\$ 11,367	\$ 136,405
Library Services Manager	10D	2	\$ 68.84	\$ 11,933	\$ 143,191
Library Services Manager	10D	3	\$ 72.31	\$ 12,534	\$ 150,403
Library Services Manager	10D	4	\$ 75.93	\$ 13,161	\$ 157,934
Library Services Manager	10D	5	\$ 79.73	\$ 13,820	\$ 165,836
Library Services Manager	10D	6	\$ 83.72	\$ 14,511	\$ 174,128
Management Analyst	12	1	\$ 40.45	\$ 7,012	\$ 84,142
Management Analyst	12	2	\$ 42.53	\$ 7,371	\$ 88,453
Management Analyst	12	3	\$ 44.62	\$ 7,735	\$ 92,817
Management Analyst	12	4	\$ 46.81	\$ 8,114	\$ 97,368
Management Analyst	12	5	\$ 49.18	\$ 8,524	\$ 102,291
Management Analyst	12	6	\$ 51.66	\$ 8,954	\$ 107,453
Management Analyst	12	7	\$ 54.22	\$ 9,398	\$ 112,775
Management Analyst	12	8	\$ 56.93	\$ 9,868	\$ 118,417
Management Analyst	12	9	\$ 59.78	\$ 10,361	\$ 124,337
Management Analyst, Senior	06	1	\$ 46.53	\$ 8,064	\$ 96,772
Management Analyst, Senior	06	2	\$ 48.86	\$ 8,468	\$ 101,620
Management Analyst, Senior	06	3	\$ 51.30	\$ 8,892	\$ 106,701
Management Analyst, Senior	06	4	\$ 53.87	\$ 9,337	\$ 112,041
Management Analyst, Senior	06	5	\$ 56.56	\$ 9,803	\$ 117,641
Management Analyst, Senior	06	6	\$ 59.39	\$ 10,294	\$ 123,525

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Management Analyst, Senior	06	7	\$ 62.35	\$ 10,808	\$ 129,695
Management Analyst, Senior	06	8	\$ 65.48	\$ 11,350	\$ 136,202
Management Analyst, Senior	06	9	\$ 68.76	\$ 11,918	\$ 143,012
Management Fellow	26	1	\$ 28.13	\$ 4,876	\$ 58,516
Paralegal	30	1	\$ 36.27	\$ 6,287	\$ 75,441
Paralegal	30	2	\$ 38.07	\$ 6,599	\$ 79,193
Paralegal	30	3	\$ 40.01	\$ 6,934	\$ 83,211
Paralegal	30	4	\$ 42.01	\$ 7,282	\$ 87,389
Paralegal	30	5	\$ 44.10	\$ 7,644	\$ 91,727
Paralegal	30	6	\$ 46.30	\$ 8,025	\$ 96,303
Paralegal	30	7	\$ 48.60	\$ 8,424	\$ 101,093
Paralegal	30	8	\$ 51.03	\$ 8,846	\$ 106,149
Paralegal	30	9	\$ 53.58	\$ 9,288	\$ 111,457
Payroll Coordinator	30B	1	\$ 37.32	\$ 6,469	\$ 77,626
Payroll Coordinator	30B	2	\$ 39.17	\$ 6,789	\$ 81,473
Payroll Coordinator	30B	3	\$ 41.13	\$ 7,130	\$ 85,558
Payroll Coordinator	30B	4	\$ 43.22	\$ 7,492	\$ 89,905
Payroll Coordinator	30B	5	\$ 45.34	\$ 7,859	\$ 94,305
Payroll Coordinator	30B	6	\$ 47.64	\$ 8,258	\$ 99,101
Payroll Coordinator	30B	7	\$ 49.95	\$ 8,658	\$ 103,896
Payroll Coordinator	30B	8	\$ 52.43	\$ 9,088	\$ 109,061
Payroll Coordinator	30B	9	\$ 55.05	\$ 9,543	\$ 114,514
Planner, Principal	27	1	\$ 52.98	\$ 9,183	\$ 110,194
Planner, Principal	27	2	\$ 55.65	\$ 9,646	\$ 115,756
Planner, Principal	27	3	\$ 58.40	\$ 10,123	\$ 121,477
Planner, Principal	27	4	\$ 61.36	\$ 10,635	\$ 127,624
Planner, Principal	27	5	\$ 64.42	\$ 11,165	\$ 133,984
Planner, Principal	27	6	\$ 67.64	\$ 11,724	\$ 140,690
Planner, Principal	27	7	\$ 71.02	\$ 12,310	\$ 147,714
Planner, Principal	27	8	\$ 74.59	\$ 12,928	\$ 155,139
Planner, Principal	27	9	\$ 78.32	\$ 13,575	\$ 162,896
Planning Manager	11	1	\$ 67.86	\$ 11,762	\$ 141,142
Planning Manager	11	2	\$ 71.25	\$ 12,349	\$ 148,194
Planning Manager	11	3	\$ 74.79	\$ 12,964	\$ 155,564

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Planning Manager	11	4	\$ 78.53	\$ 13,611	\$ 163,335
Planning Manager	11	5	\$ 82.48	\$ 14,296	\$ 171,557
Planning Manager	11	6	\$ 86.60	\$ 15,011	\$ 180,135
Police Support Svcs Administrator	28	1	\$ 79.84	\$ 13,840	\$ 166,076
Police Support Svcs Administrator	28	2	\$ 83.84	\$ 14,532	\$ 174,378
Police Support Svcs Administrator	28	3	\$ 88.03	\$ 15,259	\$ 183,107
Police Support Svcs Administrator	28	4	\$ 92.42	\$ 16,020	\$ 192,234
Police Support Svcs Administrator	28	5	\$ 97.04	\$ 16,820	\$ 201,840
Police Support Svcs Administrator	28	6	\$ 101.89	\$ 17,661	\$ 211,932
Public Information Manager	14	1	\$ 72.40	\$ 12,549	\$ 150,589
Public Information Manager	14	2	\$ 76.03	\$ 13,179	\$ 158,146
Public Information Manager	14	3	\$ 79.84	\$ 13,840	\$ 166,076
Public Information Manager	14	4	\$ 83.82	\$ 14,529	\$ 174,352
Public Information Manager	14	5	\$ 87.99	\$ 15,252	\$ 183,027
Public Information Manager	14	6	\$ 92.39	\$ 16,015	\$ 192,178
Public Information Specialist	07B	1	\$ 35.73	\$ 6,194	\$ 74,323
Public Information Specialist	07B	2	\$ 37.51	\$ 6,502	\$ 78,022
Public Information Specialist	07B	3	\$ 39.42	\$ 6,832	\$ 81,987
Public Information Specialist	07B	4	\$ 41.35	\$ 7,167	\$ 86,005
Public Information Specialist	07B	5	\$ 43.43	\$ 7,529	\$ 90,342
Public Information Specialist	07B	6	\$ 45.61	\$ 7,906	\$ 94,867
Public Information Specialist	07B	7	\$ 47.92	\$ 8,307	\$ 99,683
Public Information Specialist	07B	8	\$ 50.29	\$ 8,717	\$ 104,606
Public Information Specialist	07B	9	\$ 52.81	\$ 9,153	\$ 109,836
Public Works Director	15G	Low	\$ 87.43	\$ 15,155	\$ 181,856
Public Works Director	15G	Mid	\$ 112.56	\$ 19,510	\$ 234,126
Public Works Director	15G	High	\$ 137.69	\$ 23,866	\$ 286,395
Public Works Director, Deputy/City Engineer	29A	1	\$ 96.05	\$ 16,649	\$ 199,792
Public Works Director, Deputy/City Engineer	29A	2	\$ 100.86	\$ 17,483	\$ 209,797
Public Works Director, Deputy/City Engineer	29A	3	\$ 105.89	\$ 18,355	\$ 220,255
Public Works Director, Deputy/City Engineer	29A	4	\$ 111.19	\$ 19,273	\$ 231,272
Public Works Director, Deputy/City Engineer	29A	5	\$ 116.75	\$ 20,237	\$ 242,847
Public Works Director, Deputy/City Engineer	29A	6	\$ 122.59	\$ 21,249	\$ 254,990
Public Works Director, Deputy/Municipal Ops	17B	1	\$ 81.92	\$ 14,199	\$ 170,387

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Public Works Director, Deputy/Municipal Ops	17B	2	\$ 85.97	\$ 14,902	\$ 178,822
Public Works Director, Deputy/Municipal Ops	17B	3	\$ 90.28	\$ 15,649	\$ 187,790
Public Works Director, Deputy/Municipal Ops	17B	4	\$ 94.80	\$ 16,432	\$ 197,184
Public Works Director, Deputy/Municipal Ops	17B	5	\$ 99.56	\$ 17,257	\$ 207,083
Public Works Director, Deputy/Municipal Ops	17B	6	\$ 104.54	\$ 18,120	\$ 217,437
Public Works Finance/Admin Manager	14A	1	\$ 72.40	\$ 12,549	\$ 150,589
Public Works Finance/Admin Manager	14A	2	\$ 76.03	\$ 13,179	\$ 158,146
Public Works Finance/Admin Manager	14A	3	\$ 79.84	\$ 13,840	\$ 166,076
Public Works Finance/Admin Manager	14A	4	\$ 83.82	\$ 14,529	\$ 174,352
Public Works Finance/Admin Manager	14A	5	\$ 87.99	\$ 15,252	\$ 183,027
Public Works Finance/Admin Manager	14A	6	\$ 92.39	\$ 16,015	\$ 192,178
Purchasing & Contracts Administrator	19A	1	\$ 50.47	\$ 8,748	\$ 104,978
Purchasing & Contracts Administrator	19A	2	\$ 52.98	\$ 9,183	\$ 110,194
Purchasing & Contracts Administrator	19A	3	\$ 55.66	\$ 9,649	\$ 115,782
Purchasing & Contracts Administrator	19A	4	\$ 58.40	\$ 10,123	\$ 121,477
Purchasing & Contracts Administrator	19A	5	\$ 61.36	\$ 10,635	\$ 127,624
Purchasing & Contracts Administrator	19A	6	\$ 64.42	\$ 11,165	\$ 133,984
Purchasing & Contracts Administrator	19A	7	\$ 67.64	\$ 11,724	\$ 140,690
Purchasing & Contracts Administrator	19A	8	\$ 71.04	\$ 12,314	\$ 147,768
Purchasing & Contracts Administrator	19A	9	\$ 74.59	\$ 12,930	\$ 155,156
Real Property Administrator	19B	1	\$ 50.47	\$ 8,748	\$ 104,978
Real Property Administrator	19B	2	\$ 52.98	\$ 9,183	\$ 110,194
Real Property Administrator	19B	3	\$ 55.66	\$ 9,649	\$ 115,782
Real Property Administrator	19B	4	\$ 58.40	\$ 10,123	\$ 121,477
Real Property Administrator	19B	5	\$ 61.36	\$ 10,635	\$ 127,624
Real Property Administrator	19B	6	\$ 64.42	\$ 11,165	\$ 133,984
Real Property Administrator	19B	7	\$ 67.64	\$ 11,724	\$ 140,690
Real Property Administrator	19B	8	\$ 71.04	\$ 12,314	\$ 147,768
Real Property Administrator	19B	9	\$ 74.59	\$ 12,930	\$ 155,156
Recreation & Senior Svcs Director	11D	Low	\$ 82.71	\$ 14,336	\$ 172,036
Recreation & Senior Svcs Director	11D	Mid	\$ 106.49	\$ 18,458	\$ 221,490
Recreation & Senior Svcs Director	11D	High	\$ 130.26	\$ 22,579	\$ 270,944
Recreation & Senior Svcs Director, Deputy	15	1	\$ 77.95	\$ 13,511	\$ 162,137
Recreation & Senior Svcs Director, Deputy	15	2	\$ 81.85	\$ 14,188	\$ 170,254

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach

Key & Management Compensation Plan Salary Schedule Adjustment

Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Recreation & Senior Svcs Director, Deputy	15	3	\$ 85.93	\$ 14,895	\$ 178,743
Recreation & Senior Svcs Director, Deputy	15	4	\$ 90.23	\$ 15,640	\$ 187,684
Recreation & Senior Svcs Director, Deputy	15	5	\$ 94.75	\$ 16,423	\$ 197,077
Recreation & Senior Svcs Director, Deputy	15	6	\$ 99.49	\$ 17,244	\$ 206,931
Recreation & Senior Svcs Manager	05A	1	\$ 57.95	\$ 10,045	\$ 120,546
Recreation & Senior Svcs Manager	05A	2	\$ 60.85	\$ 10,547	\$ 126,559
Recreation & Senior Svcs Manager	05A	3	\$ 63.92	\$ 11,079	\$ 132,946
Recreation & Senior Svcs Manager	05A	4	\$ 67.13	\$ 11,635	\$ 139,625
Recreation & Senior Svcs Manager	05A	5	\$ 70.45	\$ 12,212	\$ 146,544
Recreation & Senior Svcs Manager	05A	6	\$ 73.98	\$ 12,823	\$ 153,871
Revenue Manager	16D	1	\$ 76.04	\$ 13,181	\$ 158,173
Revenue Manager	16D	2	\$ 79.86	\$ 13,842	\$ 166,103
Revenue Manager	16D	3	\$ 83.85	\$ 14,534	\$ 174,405
Revenue Manager	16D	4	\$ 88.04	\$ 15,261	\$ 183,133
Revenue Manager	16D	5	\$ 92.41	\$ 16,017	\$ 192,208
Revenue Manager	16D	6	\$ 97.03	\$ 16,818	\$ 201,818
Superintendent	10A	1	\$ 65.58	\$ 11,367	\$ 136,405
Superintendent	10A	2	\$ 68.84	\$ 11,933	\$ 143,191
Superintendent	10A	3	\$ 72.31	\$ 12,534	\$ 150,403
Superintendent	10A	4	\$ 75.93	\$ 13,161	\$ 157,934
Superintendent	10A	5	\$ 79.73	\$ 13,820	\$ 165,836
Superintendent	10A	6	\$ 83.72	\$ 14,511	\$ 174,128
Systems and Administration Manager	07A	1	\$ 61.36	\$ 10,635	\$ 127,624
Systems and Administration Manager	07A	2	\$ 64.42	\$ 11,165	\$ 133,984
Systems and Administration Manager	07A	3	\$ 67.64	\$ 11,724	\$ 140,690
Systems and Administration Manager	07A	4	\$ 71.02	\$ 12,310	\$ 147,714
Systems and Administration Manager	07A	5	\$ 74.59	\$ 12,928	\$ 155,139
Systems and Administration Manager	07A	6	\$ 78.32	\$ 13,575	\$ 162,896
Utilities Director	11F	Low	\$ 82.71	\$ 14,336	\$ 172,036
Utilities Director	11F	Mid	\$ 106.49	\$ 18,458	\$ 221,490
Utilities Director	11F	High	\$ 130.26	\$ 22,579	\$ 270,944
Water Operations Superintendent	10B	1	\$ 68.86	\$ 11,935	\$ 143,226
Water Operations Superintendent	10B	2	\$ 72.28	\$ 12,529	\$ 150,350
Water Operations Superintendent	10B	3	\$ 75.92	\$ 13,160	\$ 157,922

EXHIBIT K: Third Amendment to the Key and Management Compensation Plan

The City of Newport Beach
 Key & Management Compensation Plan Salary Schedule Adjustment
 Compensation Plan Term: January 1, 2022 - December 31, 2025 (Appendix A)

Effective January 11, 2025 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	STEP	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY
Water Operations Superintendent	10B	4	\$ 79.73	\$ 13,819	\$ 165,830
Water Operations Superintendent	10B	5	\$ 83.72	\$ 14,511	\$ 174,128
Water Operations Superintendent	10B	6	\$ 87.90	\$ 15,236	\$ 182,835

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.

¹Y-Rated 10/27/2018 from Harbor Resources Manager. The additional annual step does not apply to this salary range. For pay band salary ranges (low, mid, high), the high point is increased five percent (5%) to account for the additional step.

The following Key & Management positions have salary schedules tied to the listed safety management groups.

K & M Positions	Employee Group
Fire Chief	Fire Management
Lifeguard Operations, Assistant Chief	Lifeguard Management
Police Chief	Police Management
Police Chief, Assistant	Police Management