

**SEVENTH 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, on August 23, 2022, the City Council adopted Resolution No. 2022-52 amending the Plan and modifying the cost-of-living adjustments for Key and Management Employees (“First Amendment to the Plan”);

WHEREAS, on November 29, 2022, the City Council adopted Resolution No. 2022-92 amending the Plan and modifying employee retirement contributions to CalPERS for Key and Management Employees (“Second Amendment to the Plan”);

WHEREAS, on April 11, 2023, the City Council adopted Resolution No. 2023-19 amending the Plan and adjusting the salary schedules and modifying the language related to employee retirement contributions to CalPERS for Key and Management Safety Employees (“Third Amendment to the Plan”);

WHEREAS, on November 28, 2023, the City Council adopted Resolution No. 2023-82 amending the Plan and modifying certain positions and titles for Key and Management Employees (“Fourth Amendment to the Plan”);

WHEREAS, on December 12, 2023, the City Council adopted Resolution No. 2023-85 approving revised salary schedules for Key and Management Employees;

WHEREAS, on August 27, 2024, the City Council adopted Resolution No. 2024-60 amending the Plan and extending previously modified language related to employee retirement contributions to CalPERS for Key and Management Employees and providing lump sum bonuses to eligible Key and Management Employees (“Fifth Amendment to the Plan”);

WHEREAS, on November 12, 2024, the City Council adopted Resolution No. 2024-82 amending the Plan and extending eligibility for Scholastic Achievement Pay to sworn employees covered by the Key and Management Plan (“Sixth Amendment to the Plan”);

WHEREAS, the City Council wishes to further amend the Plan to clarify the eligibility of Scholastic Achievement Pay for sworn police Key and Management Employees; 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:

Section 1. The Compensation section of the Plan is amended to include the following language to Section J. Scholastic Achievement Pay – Public Safety:

“J. SCHOLASTIC ACHIEVEMENT PAY – PUBLIC SAFETY

1. Police Safety

Absent an Employment Agreement or Resolution to the contrary, Key and Management police safety employees are entitled to additional compensation in the form of Scholastic Achievement Pay as follows:

BA/BS – 7% MA/MS/JD – 8.5%

The parties agree that to the extent permitted by law, the Scholastic Achievement Pay in this section is special compensation and shall be reported to CalPERS as such.”

Section 2. 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.