

Exhibit C

The City of Newport Beach
City Manager Salary Schedule Adjustment

Effective July 12, 2025 - 5% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Manager	19	Low	\$ 116.37	\$ 20,171	\$ 242,056
City Manager	19	Mid	\$ 145.46	\$ 25,214	\$ 302,564
City Manager	19	High	\$ 174.55	\$ 30,256	\$ 363,071

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

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Manager	19	Low	\$ 121.03	\$ 20,978	\$ 251,739
City Manager	19	Mid	\$ 151.28	\$ 26,222	\$ 314,666
City Manager	19	High	\$ 181.54	\$ 31,466	\$ 377,594

Effective July 10, 2027 - 3% Cost-of-Living Adjustment (COLA)

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Manager	19	Low	\$ 124.66	\$ 21,608	\$ 259,291
City Manager	19	Mid	\$ 155.82	\$ 27,009	\$ 324,106
City Manager	19	High	\$ 186.98	\$ 32,410	\$ 388,922

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.