

Exhibit D  
The City of Newport Beach  
City Attorney Salary Schedule Adjustment  
Employment Agreement Term: July 8, 2025 - December 30, 2028

Effective June 28, 2025 - Salary Range Adjustment

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Attorney	18	Low	\$ 99.48	\$ 17,243	\$ 206,911
City Attorney	18	Mid	\$ 127.32	\$ 22,069	\$ 264,832
City Attorney	18	High	\$ 155.17	\$ 26,896	\$ 322,752

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

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Attorney	18	Low	\$ 104.45	\$ 18,105	\$ 217,257
City Attorney	18	Mid	\$ 133.69	\$ 23,173	\$ 278,073
City Attorney	18	High	\$ 162.93	\$ 28,241	\$ 338,890

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

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Attorney	18	Low	\$ 108.63	\$ 18,829	\$ 225,947
City Attorney	18	Mid	\$ 139.04	\$ 24,100	\$ 289,196
City Attorney	18	High	\$ 169.44	\$ 29,370	\$ 352,445

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

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
City Attorney	18	Low	\$ 111.89	\$ 19,394	\$ 232,725
City Attorney	18	Mid	\$ 143.21	\$ 24,823	\$ 297,872
City Attorney	18	High	\$ 174.53	\$ 30,252	\$ 363,019

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.