

Exhibit C

Fire Chief Salary Schedule Adjustment

The City of Newport Beach  
Key & Management Position - Executive Management, Safety

Effective July 12, 2025:

4% Cost-of-Living Adjustment (COLA) + Additional 5% Equity Adjustment<sup>1</sup>

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Fire Chief	01C	Low	\$ 94.03	\$ 16,298	\$ 195,580
Fire Chief	01C	Mid	\$ 121.05	\$ 20,982	\$ 251,785
Fire Chief	01C	High	\$ 148.07	\$ 25,666	\$ 307,989

Effective July 11, 2026: 4% Cost-of-Living Adjustment (COLA)<sup>1</sup>

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Fire Chief	01C	Low	\$ 97.79	\$ 16,950	\$ 203,403
Fire Chief	01C	Mid	\$ 125.89	\$ 21,821	\$ 261,856
Fire Chief	01C	High	\$ 153.99	\$ 26,692	\$ 320,309

Effective July 10, 2027: 4% Cost-of-Living Adjustment (COLA)<sup>1</sup>

POSITION	GRADE	RANGE	HOURLY RATE	MONTHLY RATE	ANNUAL SALARY
Fire Chief	01C	Low	\$ 101.70	\$ 17,628	\$ 211,539
Fire Chief	01C	Mid	\$ 130.93	\$ 22,694	\$ 272,330
Fire Chief	01C	High	\$ 160.15	\$ 27,760	\$ 333,121

<sup>1</sup> Salary adjustments for the Fire Chief classification shall occur at the same time and be the same percentage as the salary adjustments received by the Fire Management Association employees during the term of the Key & Management Compensation Plan.

Hourly rates are rounded to the nearest hundredth. Monthly and annual salaries are rounded to the nearest whole dollar.  
Actual rates may vary slightly due to rounding.