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**Amendment No. 3 to Employment Agreement
Between City of Newport and Spencer R. Nebel**

THIS AMENDMENT No. 3 is to the Employment Agreement for City Manager services (Agreement) between City of Newport, an Oregon municipal corporation (City) and Spencer R. Nebel (Nebel), dated November 5, 2013.

Recitals:

1. Following Nebel's annual performance evaluation on December 4, 2023 under Section 4 of the Agreement, the City Council passed a motion at the March 4, 2024 regular meeting to adjust Nebel's annual compensation from a current salary of \$159,091 to \$180,000 (\$15,000 per month) effective January 1, 2024.
2. The adjusted compensation is at the top of the salary range currently advertised by the City for the city manager position (\$150,000 to \$180,000), with Nebel's retirement set for July 8, 2024.

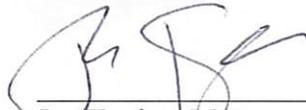
Terms of Amendment No. 3:

City and Nebel agree to amend the Agreement, as provided for in Section 13, as follows, effective on the date of the last signature below:

- A. Effective January 1, 2024, Nebel's annual compensation is a salary of \$180,000 (\$15,000 per month), which will not be subject to annual cost of living salary adjustments (COLAs) under Section 4 of the Agreement.

Except as expressly set forth herein, all provisions of the Agreement shall continue and remain in full force and effect.

City of Newport



Jan Kaplan, Mayor

Date: 3/19/24

Spencer R. Nebel



Spencer R. Nebel, City Manager

Date: 3/19/24

Attest:



Erik Glover,
City Recorder

3-19-2024
Date