

ATTACHMENT A

AB 2561 PRESENTATION

Status of City of Newport Beach Vacancies and
Recruitment and Retention Efforts

February 10, 2026



CITY OF
NEWPORT BEACH



VACANCY INFORMATION – BARGAINING UNITS

Full-Time Position Vacancy

Bargaining Unit	Budgeted Positions (FTE for FY '25-'26)	Positions Filled	Vacancies (#)	Vacancies (%)
City Employees Association	98	93	5	5%
League Employees Association	106	102	4	4%
Fire Association	125	123	2	2%
Fire Management Association	6	6	0	0%
Lifeguard Management Association	14	14	0	0%
Police Association	199	190	9	5%
Police Management Association	33	32	1	3%
Professional and Technical Employees Association	91	88	3	3%
Total	672	648	24	4%

Unrepresented Group	Budgeted Positions (FTE for FY '25-'26)	Positions Filled	Vacancies (#)	Vacancies (%)
Key & Management	107	94	13	12%

Vacancy (Position Control) January 2026



RECRUITMENT AND RETENTION

Recruitment Highlights for Fiscal Year 2025-2026

- **Online Job Interest Cards Received:** 2,506 cards
- **Job Applications Received:** 6,351 applications
- **Recruitments Opened:** 52 recruitments
- **New Employees Hired:** 58 employees
- **Promotions/Appointments:** 48 employees

RECRUITMENT AND RETENTION

City Competitive Benefits	
Work Schedules Offered	5/40, 9/80, 4/10
Salary Adjustments	Cost of living salary increases (*MOU Driven)
Retirement Benefits	California Public Employees Retirement System (CalPERS), Retiree Health Savings (RHS) Plan
Deferred Compensation (457 Plan)	Optional participation. City-Paid contributions (*MOU driven)
Paid Time Off	Flex leave program
Paid Holidays	12 observed holidays and one floating holiday annually
Medical Plans	12 medical plan options including dental & vision plans
Cafeteria Plan	Medical plan participants receive a monthly cafeteria allowance
Medical Opt-Out	Eligible employees may receive a opt-out cafeteria allowance
Bereavement Leave	40 hours of paid leave
Life Insurance	City-paid policy up to \$50,000 in coverage
Disability Insurance	City-paid benefit
Employee Assistance Program (EAP)	City-paid benefit
Tuition Reimbursement	Up to \$2,000 per fiscal year

Benefits may slightly differ per BU, refer to MOU.



RECRUITMENT AND RETENTION

Bargaining Unit Competitive Benefits	
City Employees Association	<ul style="list-style-type: none">The City matches Deferred Compensation contributions up to a maximum of \$30 per month. Additional City matching based on years of service.
Professional and Technical Employees Association	<ul style="list-style-type: none">80 hours of telecommuting per year.Longevity pay up to 2%, based on years of full-time service.
Employees League	<ul style="list-style-type: none">The City contributes \$25 per month to Deferred Compensation for eligible members.
Fire Association/Fire Management Association	<ul style="list-style-type: none">The City matches Deferred Compensation contributions up to 1.5% of base salary for safety members in the 2%@50 or 2.7@57 retirement benefit tiers.Longevity pay up to 10% for safety members and up to 3.5% for non-safety members, based on years of service.
Lifeguard Management Association	<ul style="list-style-type: none">Longevity pay up to 2.5%, based on years of service.The City provides \$500 annually for full-time members for sun protection materials.
Police Association/Police Management Association	<ul style="list-style-type: none">The City contributes 2% of base salary to Deferred Compensation for all members.Longevity pay up to 5% for non-safety Police Association members, based on years of full-time service.Longevity pay up to 3% for Police Management Association members, based on continuous years of full-time service.

