

AB 2561 PRESENTATION

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

May 13, 2025



CITY OF
NEWPORT BEACH

VACANCY INFORMATION – BARGAINING UNITS

Full-Time Position Vacancy

Bargaining Unit	Budgeted Positions (FTE for FY '24-'25)	Positions Filled	Vacancies (#)	Vacancies (%)
City Employees Association	99	96	3	3%
League Employees Association	106	104	2	2%
Fire Association	125	119	6	5%
Fire Management Association	4	4	0	0%
Lifeguard Management Association	11	11	0	0%
Police Association	199	189	10	5%
Police Management Association	33	33	0	0%
Professional and Technical Employees Association	92	90	2	2%
Total	669	646	23	3%

Unrepresented Group	Budgeted Positions (FTE for FY '24-'25)	Positions Filled	Vacancies (#)	Vacancies (%)
Key & Management	103	99	4	4%

Vacancy (Position Control) 1st Quarter, 2025.



RECRUITMENT AND RETENTION

Recruitment Highlights for Fiscal Year 2024-2025

- **Online Job Interest Cards Received:** 2,662 cards
- **Job Applications Received:** 6,581 applications
- **Recruitments Opened:** 48 recruitments
- **New Employees Hired:** 90 employees
- **Promotions/Appointments:** 47 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, Laborer's International Union of North America (LIUNA)
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	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	80 hours of telecommuting per year.
Employees League	The City contributes \$25 per month to Deferred Compensation for eligible members.
Fire Association/Fire Management Association	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.
Police Association/ Police Management Association	The City contributes 2% of base salary to Deferred Compensation for all members.