

CITY OF NEWPORT BEACH

Recreation & Senior Services Director





The City of Newport Beach is one of Southern California's most picturesque and popular beach communities. Located in the center of coastal Orange County – with Los Angeles to the north and San Diego to the south – Newport Beach offers one of the best climates in the nation. Newport Beach is also known for its fine residential neighborhoods, strong business community, quality school system, vast recreational opportunities, beautiful beaches, excellent dining, and world class shopping districts.

Newport Beach has a permanent population of approximately 86,000 residents and hosts hundreds of thousands of visitors. Newport Harbor is located in the heart of the City, where more than 9,000 boats are docked. The Bay and City's eight miles of ocean beaches offer outstanding fishing, swimming, surfing, and other aquatic sports activities. Several high ranking universities, including University of California - Irvine are located within a 30-mile radius.

Additional community attractions include the historic Balboa Pavilion, Fashion Island/Newport Center, the Resort at Pelican Hill, and Crystal Cove State Park.

City Government

As a charter city, Newport Beach is governed by a seven-member City Council, operating under a council/manager form of government with a FY 2025-26 operating budget of approximately \$463 million. The City employs 782 full-time employees and over 450 part-time and seasonal employees. Newport Beach has a history of impressive financial strength and a AAA implied General Obligation rating with three major rating agencies.

The Position

The Recreation & Senior Services Director is an at-will position that reports to the City Manager and plans, organizes, directs and coordinates comprehensive recreation and senior services including animal shelter services; serves as a member of the City Manager's executive management team; and provides highly responsible and professional staff assistance to the City Manager and City Council. The Director manages an operating budget of approximately \$16 million.

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RECREATION & SENIOR SERVICES DIRECTOR

The Ideal Candidate

The ideal candidate will have considerable experience in recreational programming for all ages and park development and be able to coordinate, lead and balance the interests of a wide range of boards, commissions, committees, community partnerships and other groups; protect the interests of the City while treating customers and staff in a respectful and equitable manner; and support and demonstrate the City's adopted Organizational Values and Behaviors.

This position requires seven (7) years of increasingly responsible professional level public and Recreation and Senior Services experience, including at least three (3) years of management and supervisory experience. Education equivalent to completion of a bachelor's degree (120 units) in recreation administration, public administration, or a closely related field.



The Selection Process

Please visit www.newportbeachca.gov to apply online and to view the full description of the position and requirements. Along with the online application, candidates must include a cover letter and resume.

The selection process will begin with a complete evaluation of the application and supplemental materials. Candidates deemed the most qualified as reflected in their application materials will be invited to an oral interview and presentation assessments that is tentatively scheduled for **Wednesday, June 17, 2026**. Testing will measure the candidate's combination of experience, training, knowledge, education, skills, abilities and other characteristics. The selected candidate will undergo an extensive background process including criminal history, driving record, military record, civil records check, past & current employers, education and reference checks. Please contact Human Resources at (949) 644-3256 if you have any questions.

The final filing date for this recruitment is
Friday, May 29, 2026 at 5:00 p.m.

Apply at
NEWPORTBEACHCA.GOV/JOBS

The City of Newport Beach is an equal opportunity employer and does not discriminate on the basis of any class protected by law.

Compensation Package

RECREATION & SENIOR SERVICES DIRECTOR SALARY: \$180,638–\$284,491 annually

Placement in the range will depend on qualifications and experience. Total employee contributions towards retirement and benefits are a minimum of 10.45%. This is an at-will exempt position. Although unrepresented, the compensation and benefits associated with this position are outlined in the Key & Management Compensation Plan which includes the following competitive benefits package:



RETIREMENT:

California Public Employee Retirement System (CalPERS) plan, which offers reciprocity between agencies. Classic tier II employees who have been in the CalPERS system and are new to the City of Newport Beach, will receive a 2% @ 60 formula. Employees new to the City and CalPERS, and who do not belong to a reciprocal agency of CalPERS, will receive the tier III formula of 2% @ 62. Employees are required to contribute 8% of pensionable income towards their retirement benefit. Deductions are made on a pre-tax basis.



CAFETERIA PLAN:

The City offers a variety of CalPERS PPO and HMO medical plans, Delta PPO and HMO dental plans and VSP vision plans. A monthly cafeteria allowance of \$2,025 is provided to purchase medical, dental and vision insurance (plus an additional \$162 monthly contribution if participating in a medical plan). No cash back is provided if an employee elects medical coverage which costs less than the City's monthly contribution. Those wishing to opt out of medical coverage receive an opt-out allowance of \$500 per month upon submission of proof of alternate group medical insurance coverage.



EXECUTIVE MANAGEMENT PHYSICAL:

Up to \$1,000 per year.



TECHNOLOGY ALLOWANCE:

\$80 monthly smart phone plan and equipment stipend.



WORK SCHEDULE:

Optional 9/80 work schedule with alternating Fridays off.



FLEX LEAVE:

This is a combination of sick and vacation leave which is earned at a rate of 8.77 hours per pay period (228 hours per year), with a maximum of 9.69 hours per pay period (252 hours per year) based on years of City service.



ADMINISTRATIVE LEAVE:

Up to 80 hours per calendar year at the discretion of the City Manager. This leave has no cash value and does not carry over from one calendar year to the next.



HOLIDAYS:

Equivalent to 13 paid holidays per year which includes one floating holiday.



AUTOMOBILE ALLOWANCE:

\$400 per month.



EMPLOYEE ASSISTANCE PROGRAM:

This is a City-paid benefit which provides confidential counseling on work and life issues.



LIFE INSURANCE:

\$50,000 in City-paid coverage. Supplemental life insurance is available at the employee's expense and payroll deductions are made on a post-tax basis. Maximum supplemental life insurance coverage is \$500,000.



DISABILITY INSURANCE:

Up to 66.67% of covered wages up to a maximum benefit of \$1,847 weekly for short-term disability after a 30-calendar day waiting period and \$15,000 monthly for long-term disability after a 180-calendar day waiting period.



RETIREE MEDICAL BENEFIT:

Employees are required to contribute 1% of salary for this benefit through a pre-tax payroll deduction. City-paid contributions based on age and years of service occur after five years of full-time service. Account funds may be used after separation from the City for reimbursement of eligible medical expenses.



MEDICARE:

Federal mandate requires all employees hired or rehired by any government agency on or after April 1, 1986 to participate in Medicare. The City matches the employee's Medicare contribution, which is 1.45% of salary. Enrollment and deduction amounts are subject to change based on negotiated terms and additional laws.



FLEXIBLE SPENDING ACCOUNT:

Optional. Maximum pre-tax election per calendar year is \$3,400 for medical and \$7,500 per household for dependent care.



401(a) DEFINED CONTRIBUTION PLAN:

An annual city contribution equal to 2% of base pay.



SECTION 457 DEFERRED COMPENSATION PLAN:

Optional participation. No City matching.



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100 Civic Center Drive ▪ Newport Beach, CA 92660 ▪ newportbeachca.gov

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