



COUNTY OF LOS ANGELES

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, CA 90012
(213) 974-1101 ceo.lacounty.gov

CHIEF EXECUTIVE OFFICER

Fesia A. Davenport

September 18, 2025

To: Supervisor Kathryn Barger, Chair
Supervisor Hilda L. Solis
Supervisor Holly J. Mitchell
Supervisor Lindsey P. Horvath
Supervisor Janice Hahn

From: Fesia A. Davenport
Chief Executive Officer

A handwritten signature in blue ink, appearing to read 'Fesia', is written over the printed name of the Chief Executive Officer.

ASSEMBLY BILL (AB) 2561- LOCAL PUBLIC EMPLOYEES: VACANT POSITIONS

On September 16, 2025, the Board of Supervisors (Board) adopted a motion scheduling a public hearing on September 23, 2025, regarding the status of vacancies, recruitment, and retention, pursuant to Assembly Bill 2561 (AB 2561). This report outlines the requirements of the underlying legislation, provides required data, and adds additional detail and context regarding the status of vacancies, recruitment, and retention.

AB 2561 Legislation

AB 2561 (McKinnor) became effective January 1, 2025. The bill requires the County of Los Angeles (County) to do the following:

- Present the status of vacancies and recruitment and retention efforts during a public hearing before the Board at least once per fiscal year prior to the adoption of the final budget for that fiscal year; and
- During the public hearing, the County must identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process.

The County's recognized unions are entitled under AB 2561 to make a presentation at the public hearing. If the number of job vacancies within a single bargaining unit meets or exceeds 20 percent of the total number of authorized full-time positions, the County must, at the request of the union representing that bargaining unit, provide all the following information during the public hearing:



- The total number of job vacancies within the bargaining unit;
- The total number of applicants for vacant positions within the bargaining unit;
- The average number of days to complete the hiring process from when a position is posted; and
- Opportunities to improve compensation and other working conditions.

My office has worked with affected departments to gather this information proactively and has included it in Attachments A and B.

Attachment A provides a Countywide perspective on vacancies, recruitment, and retention, along with the challenges contributing to staffing gaps and the strategies the County has undertaken in response. It identifies key barriers affecting hiring and retention and highlights the proactive measures implemented by the Department of Human Resources (DHR) and affected departments to address these issues, fill critical vacancies, and ensure the continued delivery of essential services.

Attachment B provides data tables, including vacancy information for all represented bargaining units. It includes vacancy rates, adjusted to remove frozen positions and positions that will be deleted in the final adopted budget due to curtailments. The data also includes bargaining units with vacancy rates that meet or exceed the 20 percent threshold established in AB 2561, as well as pending hires and recruitment data for those threshold bargaining units. Retention rates for each bargaining unit are also provided. This data forms the foundation of the County's AB 2561 presentation for fiscal year 2025-2026.

Presentation for Fiscal Year 2025-2026

As noted above, AB 2561 requires a presentation to be made once per fiscal year prior to the adoption of the final budget for that fiscal year. The County undergoes a three-phase budget process. The first phase occurs in April each year and is known as the "Recommended Budget" phase. The Recommended Budget provides a comprehensive financial plan that outlines departmental expenditure estimates, proposed services for the upcoming fiscal year, and projected revenues. The second phase occurs in June each year and is known as "Final Changes," which reflects a revised financial plan that incorporates adjustments directed by the Board based on policy priorities and operational needs. The last phase occurs in September or October each year and is known as "Supplemental Changes," which results in the adoption of the Final Adopted Budget. Pursuant to County Code Section 4.12.100.B, this is the final budget for the fiscal year.

Accordingly, this fiscal year's Supplemental Budget will be considered by your Board on September 30, 2025, following the public hearing scheduled for September 23, 2025, where the status of vacancies, recruitment, and retention will be presented. Additional detail regarding the AB 2561 presentation is included in the attachments.

Each Supervisor
September 18, 2025
Page 3

If you have any questions, your staff may contact Keisha Lakey-Wright, Employee Relations and Benefits Division at KLakey-Wright@ceo.lacounty.gov.

FAD:JMN
KLW:rfm

Attachments

c: Executive Office, Board of Supervisors
 County Counsel
 Human Resources

Status of Vacancies

Assembly Bill (AB) 2561 framed vacancies as a proxy for diminished service delivery. Section 1(b) of the bill declared that “[h]igh job vacancies impact public service delivery and the workers who are forced to handle heavier workloads, with understaffing leading to burnout and increased turnover that further exacerbate staffing challenges.”

However, vacancies are not monolithic; they do not all share the same root cause or necessarily represent diminished capacity to provide services. Recruitment and retention difficulties account for many County vacancies, particularly for positions requiring specialized skill sets, those with difficult working conditions, those facing strong competition in both public and private labor markets, or occupations that are evolving due to changes in tools, technology, or requisite skills. These challenges may persist despite broad recruitment and retention efforts.

At the same time, vacancies can also reflect strategic departmental decisions about allocating limited funding. Some positions may remain unfilled, intentionally freeing up funding to support high-priority programs, prepare for reorganizations, or address unbudgeted expenditures, such as cost-of-living adjustments, urgent maintenance, and other unplanned costs. Vacancies may also be tied to declining outside revenue streams, leaving positions technically vacant but unfunded. In fact, at a Countywide level, 930 positions will be eliminated in the Supplemental Budget, while over 2,000 additional full-time positions have been frozen due to operational and economic considerations. These vacancies reflect the County’s dynamic environment and illustrate the reality of finite fiscal resources, where departments must make strategic choices about where to allocate those resources. This may involve leaving some positions vacant, despite potential service impacts, in order to fund other priorities.

Other vacancies may be temporary and short-term due to pending hires, where candidates are at various stages of the selection or onboarding process, or they can arise from the normal turnover of a large workforce. Positions may face turnover and become vacant due to natural attrition, including promotions, transfers, and retirements. In the last year, the County has processed over 10,000 promotions, approximately 2,500 transfers, and roughly 8,500 retirements Countywide. Additionally, the creation of new budgeted positions sometimes lead to higher-than-typical vacancies for a short period of time as departments prepare to hire onto these new items.

Recognizing these varied causes, the County assessed vacancies, recruitment, and retention from a quantitative and qualitative perspective. Vacancy levels were reviewed across all bargaining units, with particular attention to those at or above a 20 percent vacancy rate. Hiring data was analyzed, and departments identified recruitment and retention challenges and strategies. This exercise underscored the impact of recruitment and retention challenges such as difficult working conditions,

market competition, specialized skill requirements, and national workforce shortages on vacancy rates, while also highlighting a Countywide effort to fill vacancies through various approaches. More information about targeted areas and vacancy mitigation efforts is provided in the sections that follow.

Bargaining Units with Vacancies Meeting or Exceeding 20 Percent

As of September 1, 2025, the County's overall vacancy rate is 13.6 percent, based on approximately 114,000 full-time positions, divided into represented and non-represented employee groups. Represented employees are organized into 63 bargaining units across 25 unions. Of these units, five meet or exceed the 20 percent threshold established by AB 2561 (Table 1). These bargaining units include classifications in healthcare, behavioral health, probation, and institutional support, spanning multiple County departments.

Table 1

Union	Bargaining Unit	Bargaining Unit Description	Authorized FTEs	Vacant Positions	Vacancy Rate	Adjustments (Pending Hires*, Frozen and Deleted Position)	Adjusted Vacancy Rate
UAPD	325	MENTAL HEALTH PSYCHIATRISTS/DENTAL PROFESSIONALS	333	135	40.5%	35	33.6%
AFSCME Local 685	701	DEPUTY PROBATION OFFICERS	3,207	1,053	32.8%	228	27.7%
SEIU	211	INSTITUTIONAL SUPPORT SERVICES	440	129	29.3%	19	26.1%
Unaffiliated	702	SUPV DEPUTY PROBATION OFFICERS	398	103	25.9%	-	25.9%
AFSCME Local 1967	703	PROBATION DIRECTORS	146	34	23.3%	2	22.2%

Because some bargaining units span multiple departments, the County prioritized discussions with those departments showing the highest vacancy rates within the five bargaining units that meet or exceed the threshold set in AB 2561. This served to maximize the effect of efforts to reduce vacancies by focusing on the areas most impacted. The analysis identified four departments that fell into this category: Health Services, Mental Health, Probation, and Sheriff. With the support of the Department of Human Resources (DHR), these departments have taken steps to increase hiring in target areas, as well as others, with varying degrees of success.

Targeted strategies and mitigating measures have supported incremental progress in reducing some vacancies. To enhance these efforts, DHR developed electronic dashboards to track vacancies, recruitments, and time-to-hire metrics across departments. These dashboards provide visibility into applicant flow and recruitment pipelines, including classifications with high applicant interest, but persistent vacancies.

By integrating vacancy and hiring data, the dashboards have shifted the County from reactive reporting to proactive management. This data-driven foundation enables leaders to anticipate vacancy trends, align resources, and make informed decisions to reduce vacancies and improve hiring outcomes. Recruitment and retention efforts will be discussed in more detail in the following sections.

Recruitment

The County remains committed to proactive recruitment and hiring efforts to ensure sufficient staffing to meet service needs. Recruitment is essential to attracting the right talent to deliver services, support succession planning, reflect the diversity of the communities served, and remain competitive in today's labor market. To achieve this, County departments have worked with DHR to implement strong recruitment practices, including modernized job bulletins, partnerships with educational institutions, and streamlined hiring processes that reinforce the County's position as an employer of choice.

Collectively, between department-administered and DHR-administered recruitments, there are currently about 900 active recruitments Countywide, including those that are open in bargaining units with vacancy rates of 20 percent or more. Over the past year, the County received approximately 522,000 applications, administered over 210,000 civil service exams, and hired over 19,300 employees, reflecting strong interest in County employment. Overall time-to-hire averages 253 days, a number that captures the full applicant journey from application to first day of work. While meaningful, this figure can be misleading because the County maintains eligibility lists year-round across hundreds of classifications, and applicants often remain on these lists for months before a vacancy exists or is authorized to be filled.

In contrast, placement time begins when a department makes the decision to fill a vacancy and ends when the selected candidate starts work. This measure averages 113 days and reflects the steps departments directly manage, including list canvassing, candidate review, background checks, and onboarding. Placement time provides a clearer and more operationally meaningful view of hiring efficiency, demonstrating the time it takes for the department to move candidates into service once a vacancy is ready to be filled. Together, these two measures highlight distinct aspects of the hiring process. Time-to-hire reflects the breadth of the applicant experience, while placement time captures the pace of departmental hiring activity. For evaluating operational performance and comparing progress across organizations of similar scale, placement time offers the more practical and accurate benchmark.

Retention

Retention measures the percentage of employees who remain with the County over time and serves as an indicator of employee satisfaction and engagement. A high

rate of workforce stability reflects not only commitment to the County's public service mission, but also satisfaction with the overall work experience. In this regard, the County maintains a retention rate of 90.8 percent. This high level of retention demonstrates not only the dedication of employees, but also the County's ongoing commitment to supporting and engaging them.

This commitment is evidenced by a wide range of programs and resources available to employees, including workplace and community service initiatives, employee assistance programs, training and development opportunities, remote work access for several job types, awards and service recognition programs, wellness programs, and other supports that reinforce a positive employee experience over the course of the employment life cycle.

In addition, the County's competitive salaries and comprehensive fringe benefits provide a strong foundation for workforce stability. These benefits include, among other things, holidays, leave, life insurance, supplemental retirement and pension contributions, spending accounts, and medical and dental coverage.

Despite the County's high overall retention rate, retention is not uniform across all bargaining units. Bargaining units with vacancy rates of 20 percent or more have experienced retention challenges, including Bargaining Unit 211, for Institutional Support Services, with a retention rate of 86.1 percent, and Bargaining Units 701, 702, and 703 for probation officers, supervisors, and directors with retention rates of 88.4 percent, 89.3 percent, and 86.2 percent, respectively. Each of these bargaining units has a retention rate below the County's overall rate. Retention challenges have contributed to employee turnover and are pronounced in departments with work in carceral environments and correctional facilities, where employees encounter unique working conditions, such as safety restrictions, complex caseloads and client populations, demanding work schedules, and heightened public scrutiny linked to high-profile incidents such as lawsuits and AB 218 claims. Similar challenges are discussed in the next section.

Challenges

Recruitment and retention challenges arise from multiple factors, many of which go beyond applicant numbers. Some recruitments attract thousands of applicants while others remain unfilled because of specialized skills requirements or competition from other employers. For example, the Detention Services Officer classification in Bargaining Unit 701 received more than 3,500 applications, but the bargaining unit continues to have a vacancy rate of 27.7 percent. Delays in filling positions are associated with required assessments and risk management safeguards, such as medical clearances, background checks, and civil service examinations that extend the time-to-hire yet are necessary to ensure workforce readiness and safety.

Competition from the private sector or other public agencies further complicates recruitment and retention, particularly in the healthcare sector. Bargaining Unit 325, which includes Mental Health Psychiatrists, has a vacancy rate of 33.6 percent, one of the highest in the County. While applicants express interest, the highly specialized nature of psychiatric work, licensure requirements, national demand for mental health professionals, and statewide competition with private and nonprofit health systems remain significant hurdles.

Challenges are also evident in Bargaining Unit 211, which has a vacancy rate of 26.1 percent, and includes Central Services Technicians, who are assigned to clean and decontaminate surgical instruments and medical supplies, and clean and prepare equipment for medical procedures. Despite 1,545 applicants, recruitment has been hampered by salary compression resulting from Senate Bill 525, which has raised the minimum wage for healthcare workers. Pay differentials within the classification series have narrowed, discouraging employees from promoting to higher-level roles and complicating the County's ability to fill positions.

Additional barriers include candidates who cannot meet background requirements and declining interest in job roles due to reputational concerns and public scrutiny. Probation classifications in Bargaining Units 701, 702, and 703, representing probation officers, supervisors, and directors, illustrate this dynamic. Demanding working conditions and heightened visibility due to lawsuits linked to AB 218, which expanded the statute of limitations for childhood sexual assault claims, have impacted applicant interest and contributed to low morale, which impacts retention.

While recruitment and retention challenges are complex, they also create opportunities to improve strategies. By analyzing the underlying drivers of vacancies, the County can target solutions more effectively. Departments are implementing targeted measures to attract qualified candidates and strengthen workforce stability in critical areas. These efforts are discussed in the next section.

Strategies

To effectively ensure the County attracts a skilled and diverse workforce, departments, in partnership with DHR, have implemented a range of recruitment and retention approaches designed to expand outreach, modernize hiring practices, and target hard-to-fill positions. These include such efforts as:

- Compensation considerations – Market review and studies, salary incentives, bonuses, and salary range adjustments;
- Streamlined hiring practices - Supplemental questionnaires, facility preference options, and delegated approvals to accelerate recruitment;
- Specialized focus areas - Direct recruitment for hard-to-fill roles such as psychiatrists and correctional health staff; and

- Expanded outreach - Job fairs, community events, social media, and partnerships with schools/universities; and recruitment videos and long-term marketing plans, often developed with external consultants.

The County has regularly implemented measures to address compensation-related barriers when needed. These include classification and compensation studies, targeted pay adjustments, and differentials such as Critical Shortage Rates for hard-to-recruit positions. Recruitment and retention bonuses have also been applied where appropriate. When compensation issues are raised, the Chief Executive Office (CEO) works closely with departments to validate the need for economic enhancements while balancing fiscal responsibility and internal equity considerations. It is essential to note that compensation is not the sole means of addressing recruitment and retention concerns. It can be a significant tool, though not a standalone solution. An example of the successful use of various recruitment and retention strategies, including compensation, has been in Correctional Health Services (CHS) staffing. Early vacancy rates for CHS mental health staffing were reported at 42 percent and have decreased to roughly 16 percent over time due to the use of emergency hiring, job fairs, and expanding marketing efforts. Managers in CHS have consistently pointed to critical shortage bonuses as a significant factor enabling them to hire and retain more staff for work in a jail setting.

Departments and DHR have made measurable improvements in their examination and onboarding processes to accelerate hiring and reduce the time between candidate selection and start date. They have expanded the use of continuous filing exams and are leveraging electronic platforms. These measures have reduced exam wait times and increased candidate pools in hard-to-fill classifications, yielding higher applicant counts and shorter times to establish eligibility lists across multiple bargaining units. Other efforts, such as enhanced collaboration with DHR to streamline the hiring process by creating clear communication and assisting qualified candidates in becoming active hires more quickly, also support the reductions in vacancy rates.

Pre-employment and onboarding practices are also being modernized and streamlined. Departments are adopting standardized checklists and implementing parallel processing of pre-employment requirements, such as same-day hiring events, which consolidate selection and pre-employment activities. For example, Probation, in partnership with DHR, conducted process reviews and refined workflows, implementing improvements such as virtual background interviews, weekend live scanning, and the use of cloud-based technology to facilitate quicker and more secure connections between applicants, references, and investigators. This helped to reduce peace officer background clearance times from 120–150 days to an average of 80 days, including polygraph, medical, and psychological evaluations, for classifications such as Deputy Probation Officers in Bargaining Unit 701.

Additionally, departments have enhanced their recruitment pipelines through increased outreach. Countywide participation in job fairs has expanded, with agencies targeting both general recruitment events and specialized fairs for health care and public safety. Strategic advertising campaigns include the use of social media and professional publications, which have raised awareness of County career opportunities and reached previously untapped candidate pools. Academic partnerships with local colleges, universities, and vocational programs are utilized to create a pipeline of graduates into County employment. For example, clinical internship programs and student worker pathways have not only increased applicant interest but also provided direct feeders into hard-to-recruit positions.

DHR has made concerted efforts to assist departments with recruitment and retention challenges, including leading the way on policy changes and process improvements to make systemic enhancements in the hiring process. For example, completing classification specification revisions to update the minimum requirements of County jobs and modernizing job bulletins to clearly advertise positions and reflect the realities of the job in order to attract ideal internal and external candidates who are both qualified and enthusiastic about work in public service.

Other innovative and effective strategies include the use of Emergency Hiring Authority to address immediate service needs and decrease time to hire. With DHR's support, departments have effectively utilized emergency appointments to meet operational needs in critical classifications such as health professionals, social workers, and correctional staff. For example, emergency hiring for programs such as DOJ Compliance and the Homeless Initiative, as well as for the Fire and Probation Departments, has yielded over 1,600 new hires and enabled departments to maintain service continuity while permanent processes are underway. Use of this hiring authority has served to facilitate a seamless transition into permanent roles once exams and onboarding steps are completed. Building on this success, DHR now partners with departments to trigger Emergency Hiring Authority when vacancy rates reach 17.5 percent, serving as an early warning and intervention tool.

A key element of the County's efforts to strengthen the hiring process is the ongoing reform of Civil Service Rules. DHR has drafted proposed changes to Civil Service Rules governing recruitment, examination, and hiring functions within the County. These updates are designed to modernize the County's merit-based employment system and make it more responsive to the labor market and workforce needs. Proposed reforms include efforts such as, but not limited to:

- Establishing streamlined processes for receiving and accepting applications
 - Allowing more ways to apply for a job, consistent with modern practice and technological advances.
 - Updating applicant requirements to reflect the County's commitment as an inclusive employer. This includes adjusting conviction history standards to

align with Fair Chance practices and adjusting pre-employment medical screening language to reflect the reasonable accommodations process.

- Updating processes for competitive examination
 - Removing prescribed exam parts for all promotional exams to allow hiring departments to appropriately adjust the assessment process based on the unique functions of each role.
 - Removing universally prescribed minimum score or rank to allow hiring departments to determine pass points.
- Expanding the use of non-competitive exams
 - Removing barriers to the temporary appointment of targeted populations and approved by the Director of Personnel, as established by Board directive.
 - Providing options to quickly fill positions that generally have more vacancies than the number of qualified applicants available to fill the County or hiring department need.
- Revising the rules regarding candidate eligibility
 - Providing flexibility in the amount of time that a list can be used.
 - Providing additional clarity on hiring departments' ability to select qualified candidates based on their availability or willingness to work under set conditions (work location, shift, etc.).
 - Allowing greater flexibility in recognizing applicants with military service.
- Improve the candidate certification and appointment process
 - Expanding the minimum number of applicants available for hiring managers to consider for employment.
 - Expanding applicant protections by adding appropriate appeals rights.
 - Removing prescribed age limitations for County employment, to align with current legal protections and existing hiring practices.
 - Reducing the time to reach candidates in lower bands by more quickly removing candidates that express disinterest in the position or fail to respond to requests for interview or selection.

Together, these changes will help reduce hiring delays, broaden opportunities for job seekers, and ensure that departments can more efficiently fill vacancies with well-qualified candidates, while maintaining the integrity of the civil service system. These reforms are currently the subject of protracted negotiations with labor partners.

Summary

While vacancies remain a part of the County's workforce reality, they do not, in and of themselves, signal a problem. Vacancies arise from a range of factors, including retirements, promotions, pending hires, intentional budget management strategies,

ATTACHMENT A

and challenges related to specialized or hard-to-fill roles. These dynamics are expected in a workforce of over 100,000 employees and reflect both the size and complexity of County operations.

At the same time, the County acknowledges the very real challenges that contribute to vacancies in some bargaining units. Hiring processes that involve extensive safeguards, restrictive qualification requirements, competitive job markets, and demanding work environments can extend the time to hire. Recognizing these issues has enabled the County to implement a range of strategies to enhance outreach, streamline recruitment, modernize civil service rules, and provide pathways for applicants to enter critical roles. These strategies demonstrate a forward-looking approach to recruitment and workforce planning.

Notably, the County's high retention rate indicates that, despite the presence of vacancies, employees have chosen to remain with the County and advance their careers in public service. This stability in the workforce underscores both employee commitment to the County and the County's commitment to providing a supportive workplace through competitive salaries, comprehensive benefits, and a range of employee programs.

Taken together, the data make clear that while vacancies present challenges, they are being actively addressed through targeted strategies and systemic reforms. Retention trends confirm that the County does not face a retention problem and that the workforce remains dedicated, stable, and well-positioned to continue delivering essential services to the residents of the County.

COUNTY OF LOS ANGELES
AB 2561 – LOCAL PUBLIC EMPLOYEES: VACANT POSITIONS
ALL REPRESENTED BARGAINING UNITS

ATTACHMENT B

Union	Bargaining Unit	Bargaining Unit Description	Authorized FTEs	Vacant Positions	Vacancy Rate	Adjustments (Pending Hires*, Frozen and Deleted Position)	Adjusted Vacancy Rate	Retention Rate
UAPD	325	MENTAL HEALTH PSYCHIATRISTS/DENTAL PROFESSIONALS	333	135	40.5%	35	33.6%	92.0%
AFSCME Local 685	701	DEPUTY PROBATION OFFICERS	3,207	1,053	32.8%	228	27.7%	88.4%
SEIU	211	INSTITUTIONAL SUPPORT SERVICES	440	129	29.3%	19	26.1%	86.1%
Unaffiliated	702	SUPV DEPUTY PROBATION OFFICERS	398	103	25.9%	-	25.9%	89.3%
AFSCME Local 1967	703	PROBATION DIRECTORS	146	34	23.3%	2	22.2%	86.2%
SEIU	711	SOCIAL WORKERS	3,438	719	20.9%	79	19.1%	90.3%
AFSCME Local 2712	721	PSYCHIATRIC SOCIAL WORKERS	1,933	406	21.0%	48	19.0%	88.6%
SEIU	341	HEALTH SCIENCE PROFESSIONALS	1,722	405	23.5%	110	18.3%	90.2%
PPOA	612	SUPV PEACE OFFICERS	1,949	422	21.7%	84	18.1%	90.3%
SEIU	729	HEALTH FINANCIAL SUPPORT SERVICES	1,324	322	24.3%	104	17.9%	88.9%
CAPE	131	APPRAISERS	547	97	17.7%	-	17.7%	94.4%
SEIU	201	BUILDING CUSTODIANS & SERVICES	709	162	22.8%	45	17.6%	89.3%
PPOA	621	CORRECTIONS OFFICERS	2,709	652	24.1%	229	17.1%	91.5%
Fire Fighters Local 1014	603	FIRE SPECIALIST	231	38	16.5%	-	16.5%	92.3%
CAPE	511	ENGINEERING TECHNICIANS	744	125	16.8%	4	16.4%	89.6%
SEIU	121	ADMINISTRATIVE TECHNICAL & STAFF SERVICES	7,180	1,259	17.5%	111	16.2%	86.9%
Int Union of Operating Eng	401	OPERATING ENGINEERS	203	36	17.7%	4	16.1%	92.9%
Fire Fighters Local 1014	604	SUPV FIRE SPECIALISTS	38	6	15.8%	-	15.8%	93.9%
SEIU	221	PARAMEDICAL TECHNICAL	6,148	1,119	18.2%	185	15.7%	92.0%
SEIU	111	CLERICAL & OFFICE SERVICES	12,613	2,334	18.5%	435	15.6%	87.1%
Teamsters 911	331	HEALTH INVESTIGATIVE AND SUPPORT	708	234	33.1%	148	15.4%	88.6%
CAPE	512	SUPV ENGINEERING TECHNICIANS	321	48	15.0%	-	15.0%	89.1%
AFSCME Local 1083	725	SUPV CHILD SUPPORT OFFICERS	115	17	14.8%	-	14.8%	90.9%
PPOA	631	CORONERS INVESTIGATORS	66	11	16.7%	2	14.1%	96.2%
BARGAINING UNITS WITH VACANCY RATES AT OR BELOW 13.6% (COUNTY AVERAGE VACANCY RATE)								
SEIU	122	SUPV ADMINISTRATIVE TECHNICAL & STAFF SERVICES	971	142	14.6%	12	13.6%	81.7%
AFSCME Local 119	421	AUTOMOTIVE & EQUIPMENT MAINTENANCE AND REPAIR	262	38	14.5%	4	13.2%	91.6%
ALADS	611	PEACE OFFICERS	9,000	1,404	15.6%	282	12.9%	94.5%

COUNTY OF LOS ANGELES
AB 2561 – LOCAL PUBLIC EMPLOYEES: VACANT POSITIONS
ALL REPRESENTED BARGAINING UNITS

ATTACHMENT B

Union	Bargaining Unit	Bargaining Unit Description	Authorized FTEs	Vacant Positions	Vacancy Rate	Adjustments (Pending Hires*, Frozen and Deleted Position)	Adjusted Vacancy Rate	Retention Rate
SEIU	432	SUPV ARTISAN & BLUE COLLAR	502	65	12.9%	1	12.8%	88.7%
UAPD	324	PHYSICIANS	1,259	193	15.3%	37	12.8%	93.1%
SEIU	312	SUPV REGISTERED NURSES	685	100	14.6%	15	12.7%	88.2%
SEIU	431	ARTISAN & BLUE COLLAR	2,467	368	14.9%	73	12.3%	88.8%
SEIU	112	SUPV CLERICAL & OFFICE SERVICES	1,412	182	12.9%	11	12.2%	84.5%
SEIU	722	MEDICAL SOCIAL WORKERS	1,083	136	12.6%	7	12.0%	92.0%
AFSME Local 3511	724	SUPV PROFESSIONAL SOCIAL WORKERS	511	61	11.9%	1	11.8%	90.3%
AFSCME Local 830	821	AGRICULTURAL INSPECTORS	249	29	11.6%	-	11.6%	95.1%
Trades Council	412	SUPV BUILDING TRADES	226	26	11.5%	-	11.5%	87.6%
CAPE	502	SUPV PROFESSIONAL ENGINEERS	181	20	11.0%	-	11.0%	90.3%
SEIU	811	LIBRARIANS	521	58	11.1%	2	10.8%	93.4%
CAPE	501	PROFESSIONAL ENGINEERS	912	96	10.5%	-	10.5%	94.4%
Trades Council	411	BUILDING TRADES & SKILLED CRAFTSMEN	1,322	152	11.5%	18	10.3%	92.5%
SEIU	311	REGISTERED NURSES	7,725	895	11.6%	202	9.2%	92.3%
AFSCME Local 1271	321	PHYSICIANS ASST & SENIOR PHYSICIANS ASST	109	10	9.2%	-	9.2%	95.7%
PPOA	632	SUPV CORONERS INVESTIGATORS	11	1	9.1%	-	9.1%	100.0%
SEIU	342	SUPV HEALTH SCIENCE PROFESSIONALS	408	51	12.5%	16	8.9%	90.3%
SEIU	723	CHILDREN'S SOCIAL WORKERS	4,547	418	9.2%	60	8.0%	93.2%
Fire Fighters Local 1014	602	SUPV FIRE FIGHTERS	724	52	7.2%	-	7.2%	86.0%
SEIU	777	SUPV SOCIAL WORKERS	1,311	79	6.0%	-	6.0%	92.4%
UAPD	301	PHARMACISTS	380	25	6.6%	4	5.6%	95.4%
SEIU	222	SUPV PARAMEDIC-HEALTH	131	9	6.9%	2	5.4%	93.5%
Lifeguard Assoc	642	SUPV BEACH LIFEGUARDS	63	3	4.8%	-	4.8%	93.9%
Child Support Attnys Assoc	802	CHILD SUPPORT ATTORNEY	81	3	3.7%	-	3.7%	91.0%
PPOA	614	CRIMINALISTS	189	22	11.6%	16	3.5%	93.4%
Fire Fighters Local 1014	601	FIRE FIGHTERS	2,477	72	2.9%	-	2.9%	92.3%
CAPE	132	SUPV APPRAISERS	140	3	2.1%	-	2.1%	97.0%

COUNTY OF LOS ANGELES
AB 2561 – LOCAL PUBLIC EMPLOYEES: VACANT POSITIONS
ALL REPRESENTED BARGAINING UNITS

ATTACHMENT B

Union	Bargaining Unit	Bargaining Unit Description	Authorized FTEs	Vacant Positions	Vacancy Rate	Adjustments (Pending Hires*, Frozen and Deleted Position)	Adjusted Vacancy Rate	Retention Rate
Interns and Residents	323	INTERNS & RESIDENT PHYSICIANS	1,541	31	2.0%	7	1.6%	70.0%
Assoc of Deputy Das	801	DEPUTY DISTRICT ATTORNEYS	888	82	9.2%	74	1.0%	92.1%
Assoc of PD Investigators	613	PUBLIC DEFENDER INVESTIGATORS	108	1	0.9%	-	0.9%	89.7%
DPD Union	803	DEPUTY PUBLIC DEFENDERS	695	28	4.0%	22	0.9%	88.6%
Lifeguard Assoc	641	BEACH LIFEGUARDS	133	3	2.3%	2	0.8%	94.2%
Program Managers Association	804	PROGRAM MANAGERS, CSS	31	0	0.0%	-	0.0%	96.6%
SEIU	731	SOCIAL SERVICES INVESTIGATORS	7,459	-232	-3.1%**	61	-4.0%	89.6%
SEIU	732	SUPV SOCIAL SERVICES INVESTIGATORS	1,214	-48	-4.0%**	7	-4.6%	90.9%

*Pending hire data included for bargaining units with vacancy rates at or above 20 percent.

COUNTY OF LOS ANGELES
AB 2561 – LOCAL PUBLIC EMPLOYEES: VACANT POSITIONS
BARGAINING UNITS WITH VACANCY RATES OF 20% OR MORE
RECRUITMENT DATA

ATTACHMENT B

Union	Bargaining Unit	Bargaining Unit Description	Vacancy Rate	Total Applications	Total Hires	Average Time to Hire	Average Placement Time
SEIU	211	INSTITUTIONAL SUPPORT SERVICES	26.1%	6,305	69	209	180
UAPD	325	MENTAL HEALTH PSYCHIATRISTS/DENTAL PROFESSIONALS	33.6%	430	32	177	191
AFSCME Local 685	701	DEPUTY PROBATION OFFICERS	27.7%	8,558	88	432	179
Unaffiliated	702*	SUPV DEPUTY PROBATION OFFICERS	25.9%				
AFSCME Local 1967	703*	PROBATION DIRECTORS	22.2%				
Sum and Averages				15,293	189	273	183

*No recent recruitments. Recruitment efforts have been focused on entry positions (e.g., Detention Services Officer and Deputy Probation Officers)