

Probation Monthly Updates: Focus on Hiring & Recruitment



Guillermo Viera-Rosa, Chief Probation Officer

November 4, 2025



Chief Viera-Rosa

Introductory Remarks

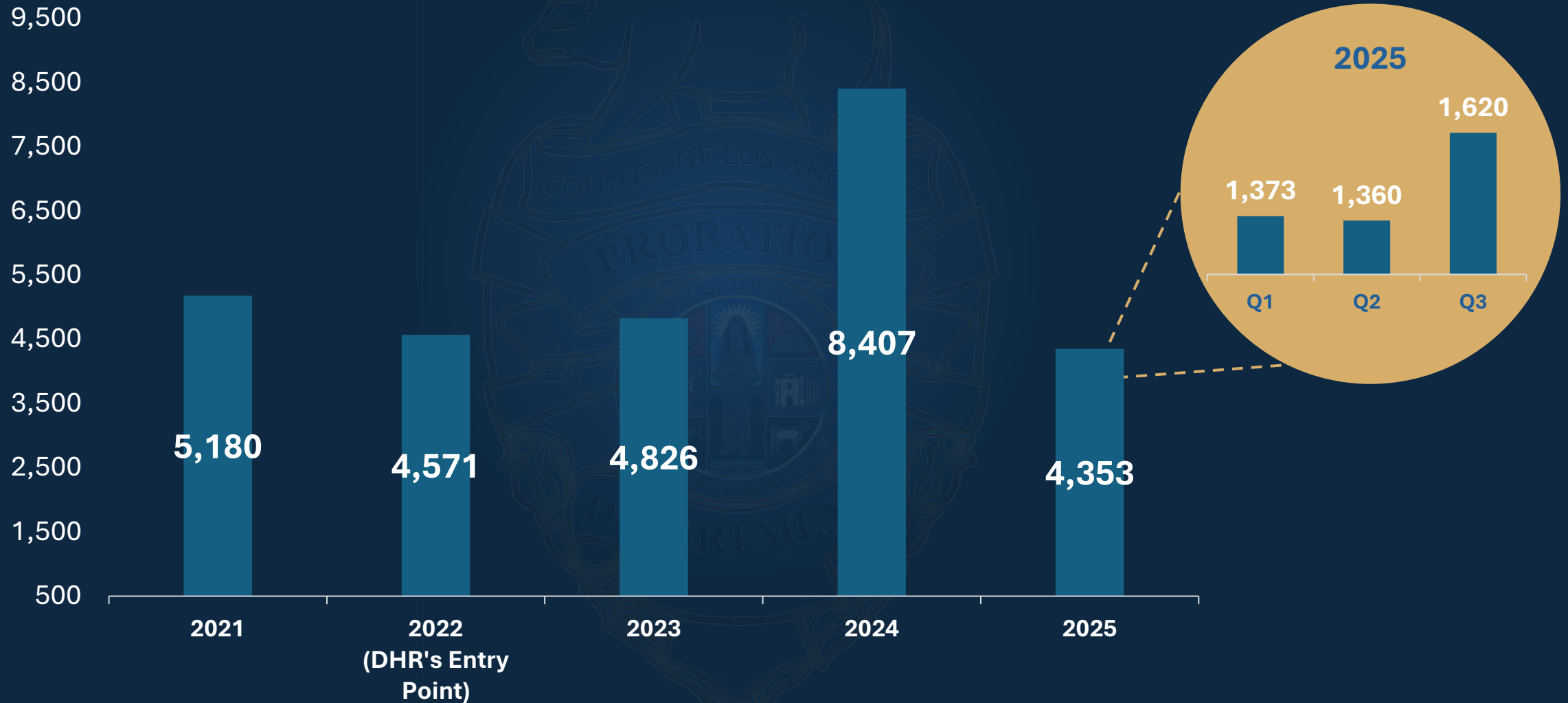


Core Hiring Metrics

- **Contingent Offers**
 - *Number of contingent offers*
- **Background Passing Rate**
 - *Cleared for final offer*
- **Total Hires**
 - *Accepted offer and started academy*
- **Time To Hire**
 - *Application to academy start*
- **Academy Graduation Rate**
 - *Started academy vs graduated*
- **Turnover 1 Year After Academy**
 - *% who left within a year of graduation*

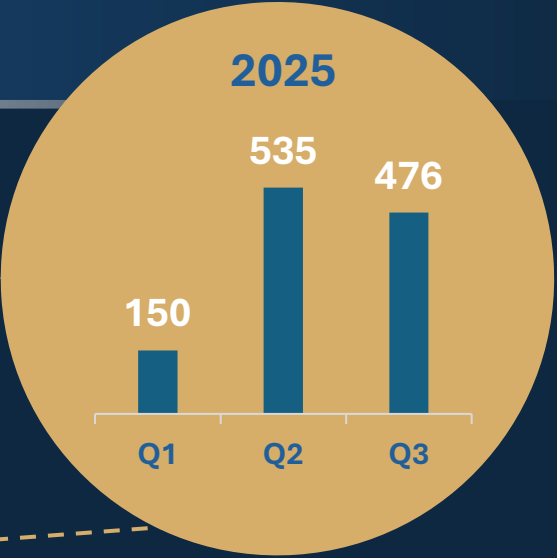


Total Applications



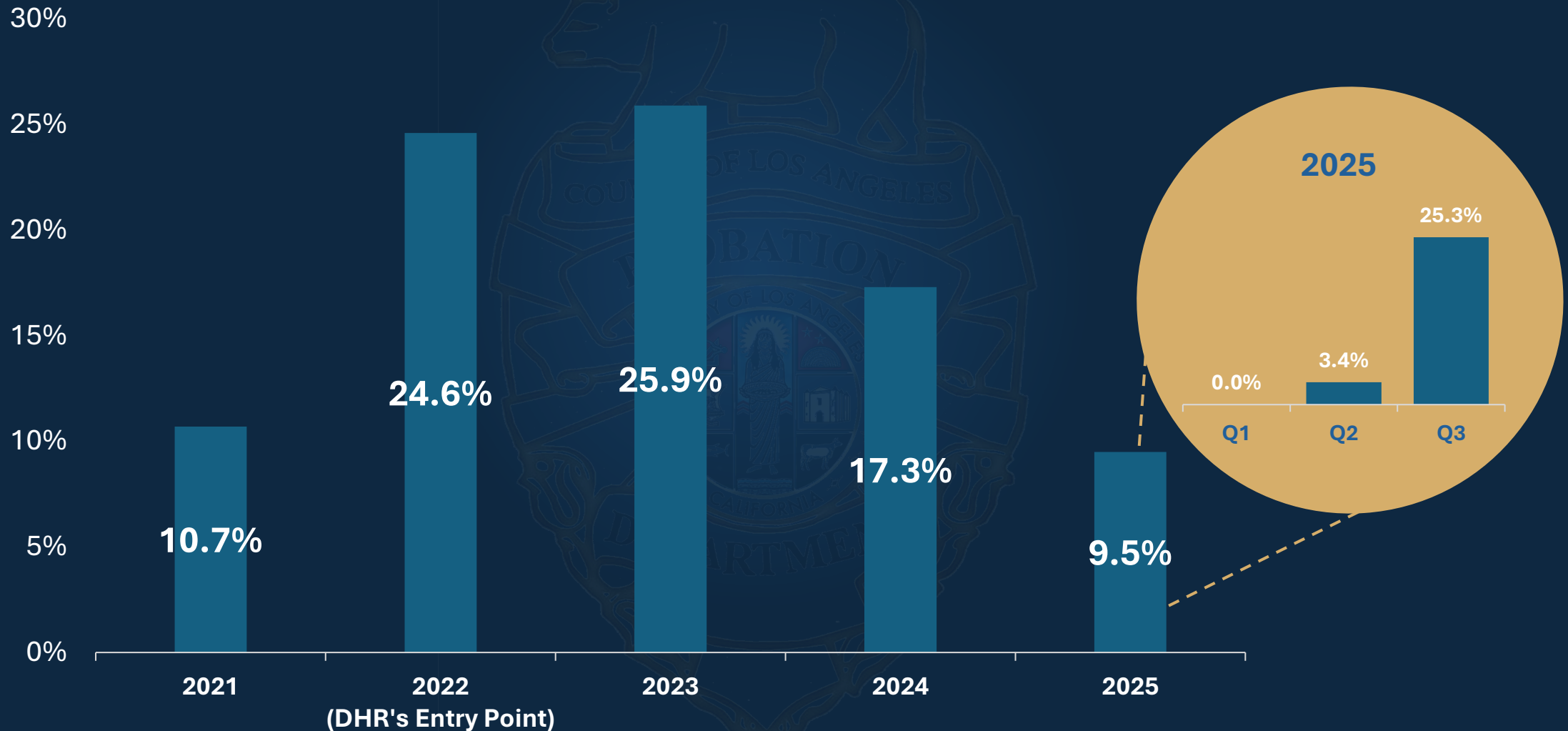


Contingent Job Offers *(conditional offers made)*



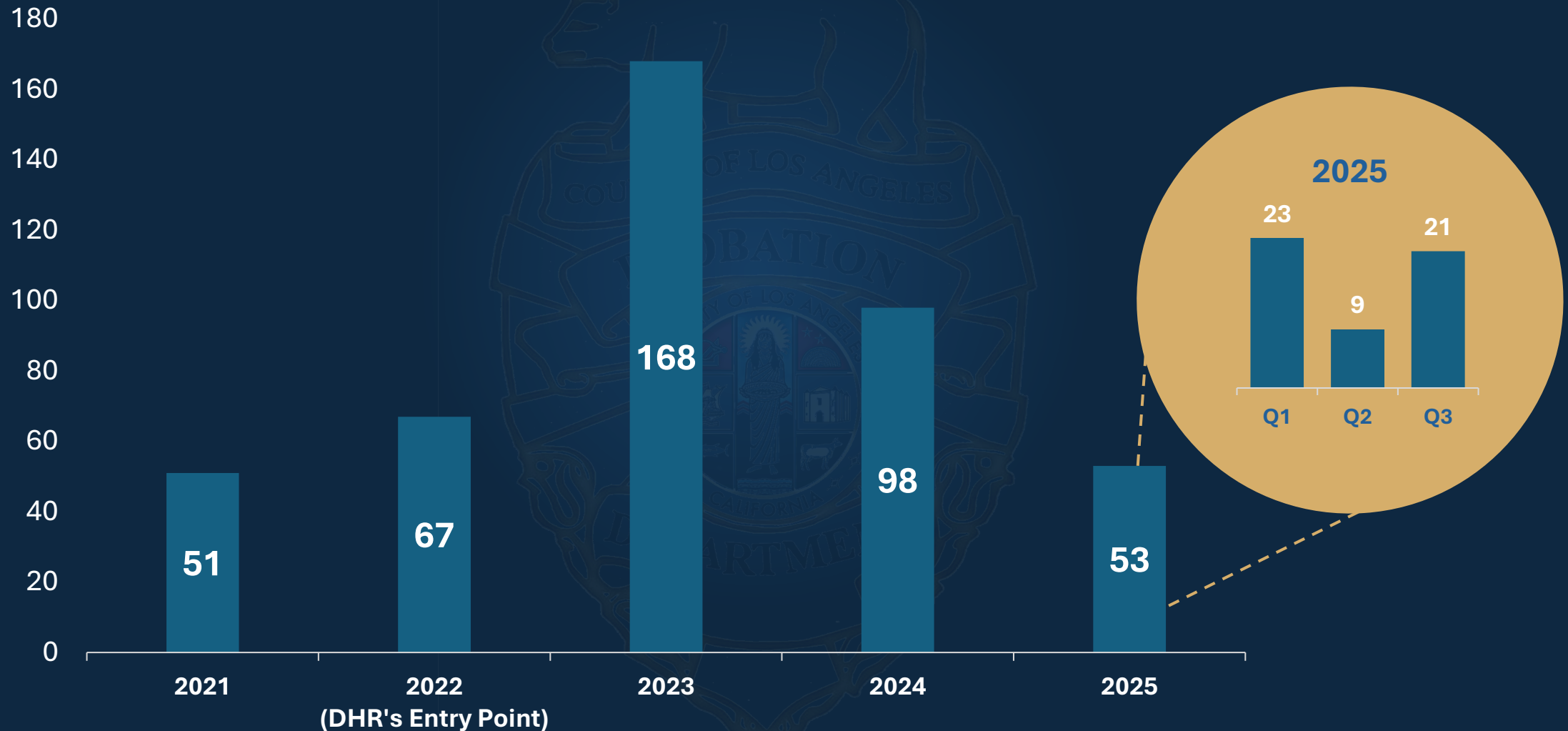


Background Passing Rate *(cleared for final offer)*



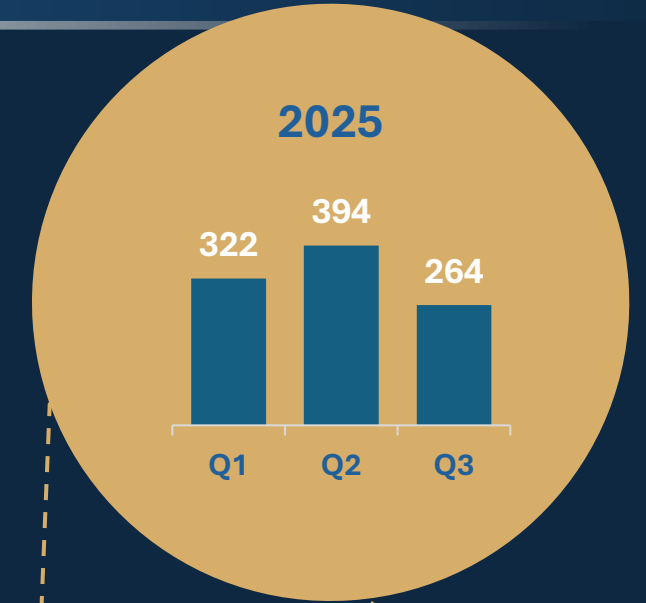


Total Hires *(accepted offer and started academy)*



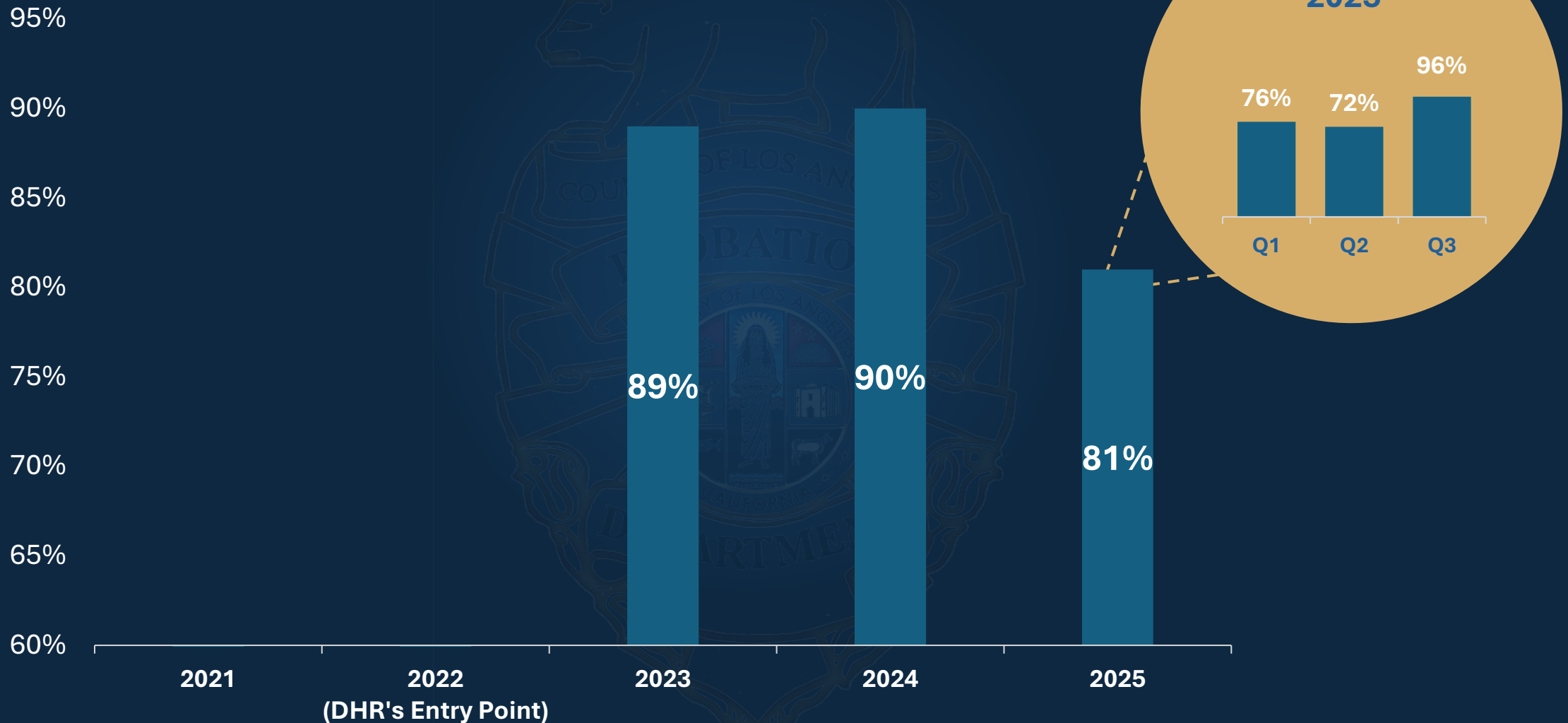


Time to Hire *(days from application to academy start)*



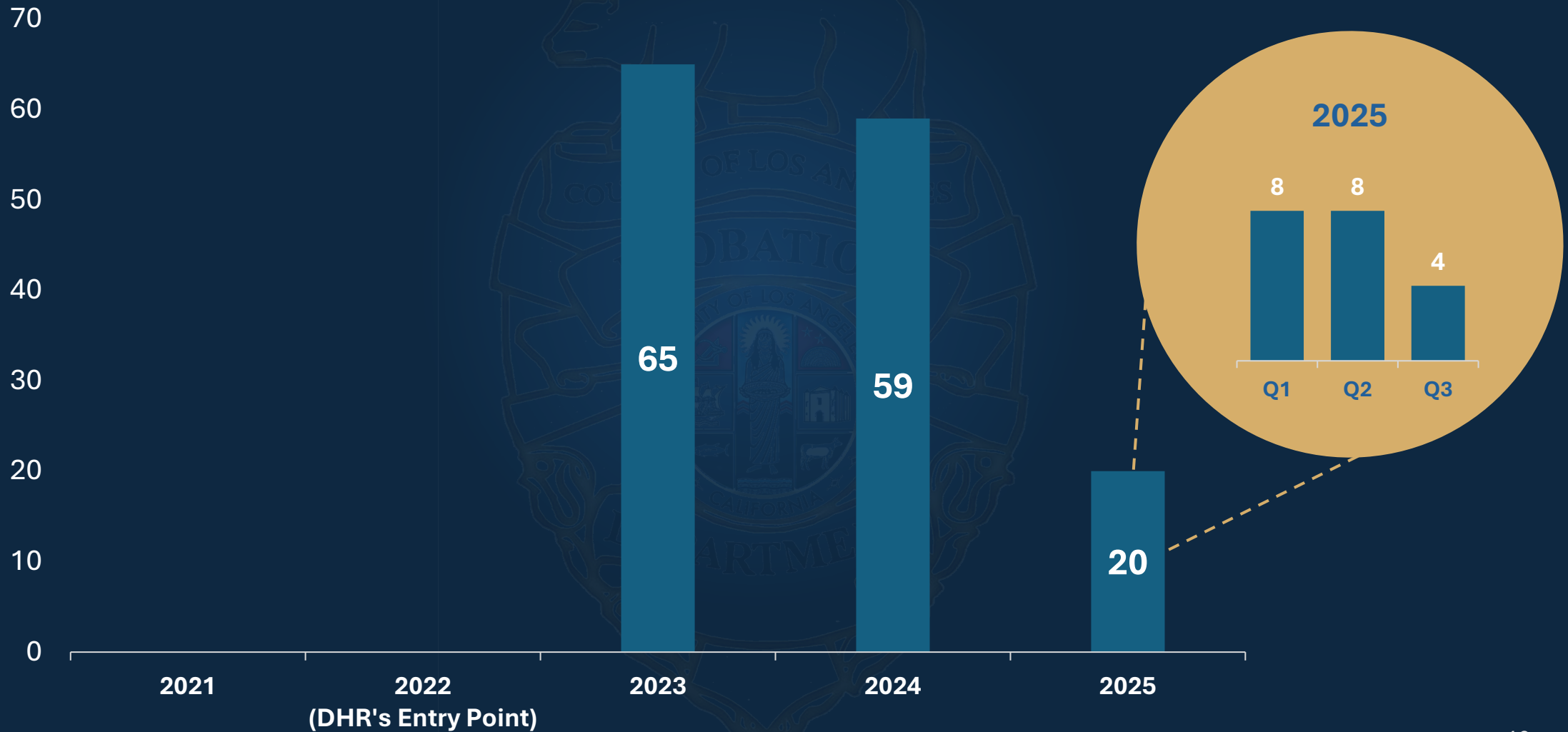


Academy Graduation Rate *(started academy vs graduated)*





Turnover *(number who left within a year of graduation)*





Changes to Recruitment Practices

- Outreach

- **Social Media Ads** – Facebook, Instagram, YouTube, Google Ads, Reddit, TikTok, LinkedIn, and Handshake
- **New “Step-Up” Campaign** – Highlight hiring needs using various digital platforms to increase reach and engagement
- **Job Boards** – Indeed, ZipRecruiter, iHire, Handshake, LinkedIn, NEOGOV Attract - Posting, Smart Sourcing, Direct Emails
- **Landing pages revamped** – Open position, Lateral positions, and Veterans
- **Virtual Career Fairs** (quarterly) – Next one on October 21, 2025
- **In-person Application Sessions** (quarterly) – November 6 and 8, 2025
- **New Video Ads** – October 2025 filming for 2026 New Year debut



Recruitment Examples

Step Up
Be an agent of positive change in someone's life.

DEPUTY PROBATION OFFICER I
RESIDENTIAL TREATMENT/DETENTION SERVICES

Earn **\$65,430 - \$83,515 / year** plus benefits!

Job Responsibilities:
Responsible for the care, safety and control of probation youth in a camp or juvenile hall. Implement supervision program, manages cases and makes recommendations to court, ensures dorm and facility security, while helping probation youth reintegrate into society.

Minimum Requirements:
A Bachelor's degree from an accredited four-year college or university.

License:
A valid California Class C Driver License at the time of appointment, or the ability to utilize an alternate method of transportation.

MAKE A DIFFERENCE AS A DPO I. SCAN THE QR CODE TO APPLY NOW!

BENEFITS
More info on backside

Full Medical, Dental, Life, and Vision coverage for you and your family.
LACERA Pension Retirement AND employee 401(k) dollar-for-dollar match on 407 (b) deferred comp plan.
13 annual paid holidays, plus additional accrual leave benefits.

JOINLACOUNTYPROBATION.COM | (562) 940-2659 | @LACPROBATION

She steps up for LA's youth...

He steps up for a brighter future...

What will you step up for?

Step Up for a Rewarding Career
Become a Deputy Probation Officer.

DO YOU HAVE WHAT IT TAKES TO JOIN US?

Step Up to a Career with Purpose
BECOME A DEPUTY PROBATION OFFICER

COUNTY OF LOS ANGELES PROBATION DEPARTMENT

ROLE MODEL • MENTOR • LEADER • COACH • COUNSELOR • AGENT OF POSITIVE CHANGE

DEPUTY PROBATION OFFICER CAREERS

Step Up & Discover Your Future

Graduating Soon?
Make a career choice that matters with the Los Angeles County Probation Department.

Plan Your Career Now!
Join the largest and most innovative probation department as a Deputy Probation Officer. You'll help individuals rebuild their lives and create safer communities.

Minimum Requirements:
A Bachelor's degree from an accredited four-year college or university.

Earn \$65,430 - \$83,515 per year plus benefits

Why Is This Role Incredible?

- Medical/dental/life/vision
- Pension/retirement
- 13 annual paid holidays
- Additional accrued PTO
- Uniform & allowance
- Bilingual pay eligibility
- Growth opportunities

COUNTY OF LOS ANGELES PROBATION DEPARTMENT

MAKE YOUR CAREER MOVE

JoinLACountyProbation.com

COUNTY OF LOS ANGELES PROBATION DEPARTMENT

Be a Part of the Largest Probation Department in the Nation



Recruitment Examples



COUNTY OF LOS ANGELES
BOARD OF SUPERVISORS

Hilda L. Solis First District
Helen J. Whitt Second District
Lindsay R. Havens Third District

Janice Hahn Fourth District
Kathryn Barger Fifth District

CHIEF PROBATION OFFICER
Catherine Viera Ross



JUVENILE HALL FACILITY
Los Padrinos 7785 Quill Dr., Downey, CA

SECURE YOUTH TREATMENT FACILITY
Barry J. Nidorf 66350 Filbert St., Sylmar, CA
Campus Kilpatrick (Malibu, CA)

CAMP FACILITIES

- Camp Aftershaugh (La Verne, CA)
- Camp Paige (La Verne, CA)
- Camp Rockley (San Dimas, CA)
- Donnelly Kirby Center (Commerce, CA)

AREA OFFICES

- Alhambra
- Antelope Valley
- Ceresville
- Central Adult Investigations
- East Los Angeles
- East San Fernando Valley
- Foothill
- Harbor
- Long Beach
- Lynwood Regional Justice Center
- Pomona Valley
- Rancho Opportunity Center
- Riverside
- Riverview
- San Fernando Valley
- Santa Monica
- South Bay
- South Central
- South Los Angeles
- Valencia
- Van Nuys
- West Los Angeles

HOW TO APPLY TO LA COUNTY PROBATION

Please visit our County of Los Angeles job opportunities page to locate online and view our job listings. Applications must be filed ONLINE ONLY.

www.joinlacountyprobation.com

- Visit our recruitment site to learn about the positions and opportunities.
- Click "Apply Now" to be taken directly to a job posting and application.
- Enter your email and password to login. New users will click the "Create New User" button to create a new profile.

COUNTY OF LOS ANGELES
PROBATION/HR DIVISION
300 E. ARDEN AVENUE, DOWNEY, CA 90242

Xiao-Peng Fu Recruitment Manager
Valentina Sanchez Information Manager

probation.lacounty.gov

For questions about search, contact LACP's Search at (909) 940-2600, search@probation.lacounty.gov or visit www.joinlacounty.gov

VOLUNTEER AND INTERNSHIP OPPORTUNITIES

Volunteers and interns must be 21 years of age when serving in their role, and 18 years of age to serve in a field office. Applicants must be legally authorized to work in the United States under federal law.

- Volunteer Inquiries (909) 940-2600
- College Internship Inquiries (909) 940-2600
- Email: volunteer@probation.lacounty.gov
- Visit: probation.lacounty.gov/volunteer



Step Up
for a Rewarding Career



CAREER OPPORTUNITIES

Rebuild Lives and Provide for
Healthier and Safer Communities



Step Up and Refer a Friend

LACP is now accepting transfer applications for **Deputy Probation Officer II**. Competitive salary up to **\$110,077/year PLUS a \$24,000 hiring bonus!**

Learn more at www.JoinLACountyProbation.com/lateral



BACHELOR'S DEGREE REQUIRED



MILITARY MEMBERS:
**Step Up & Continue
Your Service**



Transition
into a Deputy
Probation
Officer I

BACHELOR'S DEGREE REQUIRED



TRANSPORTATION DEPUTY
U.S. ARMY (20 YEARS MILITARY SERVICE)
6 YEARS OF MILITARY SERVICE

Earn up to **\$83,515 / year** plus government
benefits you and your family can count on!

- ★ Paid Military Leave
- ★ Comprehensive Healthcare
- ★ Deferred Compensation 457 (b)
- ★ Pension - Military Buy Back



MILITARY.JOINLACOUNTYPROBATION.COM

JOIN LACP!

Step Up for LA's Youth

As a **Deputy Probation Officer**, you'll
be a role model, mentor, and guiding
our youth towards a brighter future.

APPLY NOW

BACHELOR'S DEGREE REQUIRED



Step Up
to a New
Career Path

Transfer to LACP as a
Deputy Probation Officer II
and you'll earn up to
**\$110,077/year PLUS a
\$24,000 hiring bonus!**

APPLY NOW

BACHELOR'S DEGREE REQUIRED



Step Up & Discover Your Future



IN-PERSON APPLICATION WORKSHOP

Interested in becoming a
Deputy Probation Officer
but not sure how to apply?



Join us and get hands-on help with your application. Finish
in an hour or less, get your questions answered by HR staff
and Officers, and walk out with a completed application!

Nov. 6 from 4 pm - 8 pm
Nov. 8 from 8 am - 1 pm

LA County Probation Training Center
3300 Sandoval Ave, Pico Rivera, CA (Free Parking)

Bring your ID, resume/work history,
and college diploma/official transcripts

Book your session ahead of time!
Walk-ins welcome.

*Bachelor's Degree Required to Apply

Step Up & Discover Your Future



Virtual CAREER FAIR

OCT. 21 | 12PM-1:15PM PST

Discover a rewarding career with LACP—offering great pay and benefits,
career growth, and job security. Explore our open positions, learn about
the application/hiring process, and hear firsthand from current officers!



REGISTER



Recruitment Options Moving Forward

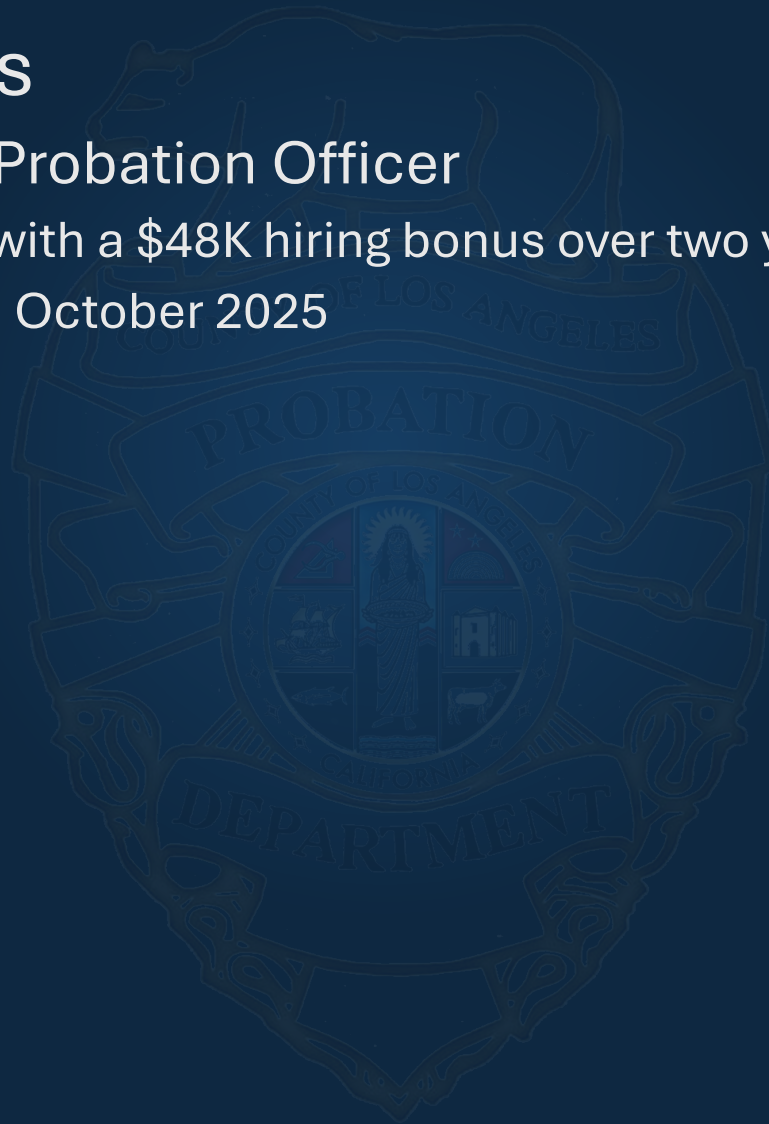
- Evolving Strategies

- Deputy Probation Officer I – Residential Treatment/Detention Services
 - **Open Competitive** Job Posting
 - Recruitment started in November 2024
- Deputy Probation Officer I - Residential Treatment/Detention Services
 - **Lateral** Job Posting with a \$24K hiring bonus over two years
 - Recruitment started in January 2025
- Deputy Probation Officer II - Field
 - **Lateral** Job Posting with a \$24K hiring bonus over two years
 - Recruitment started in June 2025
 - Updated Job Posting with a \$36K hiring bonus over two years



Recruitment Options Moving Forward Cont'd

- Evolving Strategies
 - Supervising Deputy Probation Officer
 - **Lateral** Job Posting with a \$48K hiring bonus over two years
 - Approval received in October 2025





Probation Monthly Updates

?? QUESTIONS ??