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COUNTY OF LOS ANGELES

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ACTING CHIEF EXECUTIVE OFFICER

Joseph M. Nicchitta

"To Enrich Lives Through Effective and Caring Service"

February 03, 2026

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

HARD-HIRING FREEZE AND FREEZE ON NON-ESSENTIAL SERVICES, SUPPLIES AND EQUIPMENT PURCHASES (ALL DISTRICTS) (3-VOTES)

SUBJECT

Departmental financial estimates show that at least four County of Los Angeles (County) departments are projecting a deficit at fiscal year-end and many other County departments are projecting minimal or no year-end savings, increasing the risk that more departments will begin to show deficits as the Fiscal Year (FY) progresses.

Additionally, the County faces unusual and unpredictable challenges this FY and in future years. The County must finance its Assembly Bill (AB) 218 settlement payments, including aggregate payments of \$1.2 billion this FY and \$1.2 billion next FY. Additional AB 218 claims against the County are pending and are not part of the preexisting settlements. Federal revenue continues to be frozen, reduced, or delayed, sometimes with little or no notice, with over \$2.4 billion in reductions projected over the next two to three FYs.

In light of these mounting fiscal pressures that will impact the County's budget for the foreseeable future, the Chief Executive Office (CEO) is recommending that the Board of Supervisors (Board) authorize and delegate to the CEO the authority to implement a hard-hiring freeze and freeze on non-essential services, supplies, and equipment purchases, in accordance with Board Policy No. 9.140.

Despite its name, a freeze does not prevent departments from hiring. Rather, the freeze slows down expenditures by requiring departments to go through a central approval process before hiring or promoting, to preserve the County's limited financial resources.

IT IS RECOMMENDED THAT THE BOARD:

1. Approve the implementation of a hard-hiring freeze, effective February 13, 2026, with exemptions for health and safety, mandated, and critical positions, positions used for high-priority service delivery, and/or offset with continuing and stable revenue streams, as determined by the CEO, as well as a freeze on non-essential services, supplies, and equipment purchases, in accordance with Board Policy No. 9.140. The initial list of exemptions is included in the Enclosure.
2. Authorize the Acting Chief Executive Officer, or his designee, to implement and administer the hard-hiring freeze as needed to protect the County's limited resources, as determined by the CEO, including a protocol allowing departments to request exceptions to both freezes on a case-by-case basis for essential services or purchases.
3. Authorize the Acting Chief Executive Officer, or his designee, to work with the Auditor-Controller to freeze appropriation of non-essential purchases of services, supplies, and equipment, including non-essential travel and training, as deemed necessary to protect the County's limited resources, as determined by the CEO.
4. Authorize the Acting Chief Executive Officer, or his designee, to amend the exempt positions list in the Enclosure as necessary to adjust to changing fiscal conditions.
5. Direct the Acting Chief Executive Officer to exempt the Department of Homeless Services and Housing (HSH) from both freezes through September 1, 2026, to ensure adequate hiring onto newly established departmental positions and the ramp-up of contracted services.
6. Direct the Acting Chief Executive Officer to report back at the end of FY 2025-26 with recommendations to terminate or continue the freezes into FY 2026-27 based on then-existing financial conditions.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

County departments report financial estimates to the CEO in the 5th (November), 9th (March), and 11th (May) months of each FY to ensure departmental projections are consistent with Board-approved budgets.

Departments' fifth-month projections show that, without intervention, the County is on track to exceed budgeted net County cost (NCC). Four departments – Sheriff, Public Health (DPH), Public Social Services (DPSS), and Probation – and two non-departmental budget units – Trial Court and Employee Benefits – are projecting a cumulative year-end deficit over \$200.0 million. Across the board, departments are largely projecting reduced or no savings at year-end. This risks more departmental deficits materializing later in the year due to changing conditions such as unexpected cost increases or sudden reductions in revenue, including, but not limited to, freezes of federal funding and termination of federal grants.

This is troubling because departmental deficits and reduced year-end savings could cause a fiscal “chain reaction” that could jeopardize the County’s long-term financial health. Departmental deficits must be covered with available one-time fund balance at the close of the FY. The County budgets one-time fund balance for critical needs. For example, the County is relying on available fund balance at the end of this FY to finance a portion of the County’s AB 218 settlement payments due next FY. Insufficient fund balance at year-end for critical needs resulting from departmental deficits

could cause the County to turn to reserves to pay for operating costs or AB 218 settlement payments, which could threaten the County's bond ratings, leading to increased operating costs overall at a time when financial pressures are mounting.

ANALYSIS OF FIFTH-MONTH FINANCIAL PROJECTIONS

At the fifth-month mark of the current FY, the countywide projections reflect a weaker outlook compared to the same period last year. When accounting for year-end fund balance needed to fund a portion of the County's AB 218 settlement payments, the FY 2025-26 fifth-month projections reflect a deficit exceeding \$312.0 million. Historically, before the need to find additional funding to cover the AB 218 settlement payments, the fifth-month projections reflected a countywide surplus, making the current year deficit especially concerning.

While it is not unusual for the Sheriff's Department to report a deficit at the fifth month, this year's projected deficit of \$97.9 million is higher than in prior years at the same point in the FY. More concerning this year is that departments that typically report balanced budgets or modest surpluses in the fifth month are now projecting deficits. These include Probation with a \$7.5 million deficit, DPH with a \$20.8 million deficit, and DPSS with a \$43.4 million deficit. Further, DPH submitted their fifth-month projections reflecting a \$20.8 million deficit and shortly after submission, that amount grew by an additional \$18.6 million to a revised deficit of \$39.4 million. This is a sign that the numbers are volatile and can change quickly. It also grows the County's overall projected deficit to over \$331.0 million.

In addition, several departments are reporting reduced variances in appropriation compared to the same period in FY 2024-25, while others are experiencing lower than anticipated revenue receipts. Together, these trends indicate limited capacity to offset cost increases as the FY progresses.

These growing departmental deficits are placing increased pressure on the County's year-end fund balance. At a minimum, \$125.0 million in year-end fund balance is required to continue current programs and services. Adding to this pressure in FY 2025-26 is the need for an additional \$300.0 million in year-end fund balance to help meet the \$1.2 billion in AB 218 settlement payments. Absent sufficient fund balance, the County may be required to tap into other reserves to meet these obligations. Furthermore, limited fund balance will constrain the availability of one-time funding in FY 2026-27, including carryover requests to sustain existing one-time programs, capital projects, and critical information technology projects.

INTERNAL AND EXTERNAL FISCAL PRESSURES

The County continues to face unprecedented fiscal pressures and uncertainty in the upcoming FYs due to multiple challenges. Of immediate concern are the AB 218 settlements that will strain finances for the near and long term. Beyond these existing settlements, the potential for additional AB 218 claims remains unknown and represents an ongoing source of fiscal risk for the County. Additionally, the potential policy changes at the federal level could pause or end federal funding for County-administered programs.

Other significant challenges include slow growth in local housing sales and property losses from the devastating January 2025 Wildfires (Wildfires) in Altadena and Pacific Palisades, which may limit property tax revenue growth. Property taxes make up the largest share of locally generated revenues, which fund the NCC portion of the County budget. In addition, wildfire-related expenditures are encumbering already limited resources. The ability of property owners affected by the Wildfires to delay payment of certain property taxes may create additional short-term revenue

pressures.

Additionally, far reaching federal actions are impacting the County and will continue to do so for the coming years. While we cannot determine a specific loss amount, realistic estimates easily extend into the billions of dollars when added up over years. The County has already experienced serious financial disruptions, and they are bound to worsen. Under the One Big Beautiful Bill Act (OBBA), the County immediately lost green infrastructure and supplemental nutritional assistance educational funding. By FY 2027-28, the statute will have cut about \$1.0 billion of additional funds—cuts targeted primarily at programs that serve the health and social services needs of residents (CalFresh and Medi-Cal).

Separately, the County has lost millions in federal grants with more at risk. Since last March, the federal government has cut or reallocated public health and urban security grant funding, among others. It has attempted to freeze all federal funding that does not provide direct benefits to recipients (again, OBBBA cuts payments for direct benefits or their administration). It has also attempted to alter or impose the terms and conditions associated with existing grants.

New risks arise frequently. In the past month, the federal government has threatened to withhold an additional \$10.0 billion in childcare and family assistance funding across five states—including Temporary Assistance to Needy Families (known as California Work Opportunity and Responsibility to Kids in California)—representing another \$1.0 billion to the County alone. Federal authority to restrict those funds is in pending litigation and so far courts have suspended some of those cuts, but it's not clear for how long. Were the Supreme Court to overturn the lower court injunctions, a flood of losses would swiftly sweep through the County's coffers. Finally, the federal government has begun to look at withholding mandatory entitlements, like Medicaid, in certain states and reenforced its intention to exert financial pressure on counties like Los Angeles to attain cooperation for immigration enforcement and other priorities. The likelihood of imminent, significant losses, necessitates action.

RECOMMENDATIONS

The above challenges necessitate proactive measures to mitigate both known and anticipated impacts on the County budget, as well as better position us to deal with unknown impacts.

Direcives 1, 2, and 3 would authorize the Acting Chief Executive Officer to implement a hard-hiring freeze effective February 13, 2026, with exemptions for health and safety, mandated, and critical positions, positions used for high-priority service delivery, and/or offset with continuing and stable revenue streams, as determined by the CEO and as reflected in the Enclosure, as well as a freeze on non-essential services, supplies, and equipment purchases, in accordance with Board Policy No. 9.140.

A hard-hiring freeze does not prevent hiring. Rather, the freeze slows down expenditures by requiring departments to go through a central approval process before hiring or promoting, to preserve the County's limited financial resources.

Departments will be able to request an exception to the hiring freeze from the CEO through a streamlined process that was successfully developed and deployed during the COVID 19 pandemic hiring freeze. Promotions and interdepartmental transfers of employees are also subject to this hiring freeze and will require CEO review and approval before proceeding. For revenue-generating positions, departments must provide a justification explaining why the position cannot be filled by reallocating existing non revenue offset staff and whether the position has an immediate impact on

revenue. The departments must also confirm that the revenue stream is not currently threatened by federal actions.

The CEO will work collaboratively with each department to establish hiring and spending plans designed to achieve targeted savings goals, as necessary, rather than implementing an across the-board approach. This review will enable the County to account for the operational needs and expenditure patterns of individual departments, while continuing critical programs and services. A predetermined hiring and spending plan will also streamline processing exceptions to the hiring freeze.

Directive 4 would authorize the Acting Chief Executive Officer to amend the list of exempt positions in the Enclosure as needed based on changing financial conditions.

Directive 5 would direct the Acting Chief Executive Officer to exempt HSH from both freezes through September 1, 2026, to ensure adequate hiring onto newly established departmental positions and the ramp-up of contracted services.

Directive 6 would direct the Acting Chief Executive Officer to report back at the end of FY 2025-26 with recommendations to terminate or continue the freezes into FY 2026-27 based on then existing financial conditions.

Implementation of Strategic Plan Goals

The recommended actions are consistent with the County Strategic Plan, specifically North Star 3 – Realize Tomorrow’s Government Today by strengthening our internal controls and processes while being cognizant of efficiency to continue good stewardship of the public trust and fiscal responsibility. Approval of these recommendations will ensure fiscal sustainability through proactive and prudent fiscal practices.

FISCAL IMPACT/FINANCING

Implementing the hiring and non-essential spending freezes will help the County manage its finances during this period of heightened budgetary uncertainty. The CEO monitors the financial performance of the departments on a bi-monthly basis throughout the FY and will estimate the amount of savings resulting from the hiring freeze as part of our fiscal forecast.

Our latest analysis, reflecting data and estimates five months into the FY, indicates that four departments and two non-departmental budget units are projecting deficits and others are reflecting smaller surpluses compared to prior years. These projected deficits and reduced surpluses are contributing to a lower estimated fund balance at fiscal year-end, creating challenges in achieving the savings necessary to fund existing AB 218 settlement obligations.

Accordingly, by curbing new hiring and reducing discretionary expenditures, the County can contain operating costs and preserve financial reserves, while ensuring that core services continue without disruption. Without appropriate spending controls, coupled with the uncertainty around the revenue impacts and other pressures, the situation could devolve into a fiscal crisis requiring more drastic measures, such as layoffs or significant service cuts.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Under Board Policy No. 9.140, “Hard-Hiring Freeze and Freeze on Non-Essential Services, Supplies,

and Equipment Purchases," the Board may impose such freezes during periods of budgetary uncertainty. A freeze may also be instituted due to State and/or federal budget cuts that impact County-administered programs or delays in reimbursement from outside entities that would have a serious impact upon the County's cash flow.

Per Board Policy No. 9.140, the CEO is responsible for administering these freezes and providing guidelines and procedures to departments on requesting approvals to hire and purchase non-essential services, supplies, and equipment when a freeze is in place. As outlined above, the hiring freeze will exempt certain classes of positions (e.g., critical health and safety positions) of high priority services provided to County residents during times of crisis.

The Board successfully implemented similar measures during the 2008 Great Recession and the COVID-19 pandemic in 2020, demonstrating that these actions are effective tools for managing economic stress while preserving essential operations, including minimizing, forestalling, or avoiding layoffs.

There are also two County departments that are currently operating with a hard-hiring freeze. On October 1, 2019, the Board directed the CEO to implement a hard-hiring freeze for the Sheriff. On April 28, 2020, the Board extended the freeze to include sworn personnel. This required Sheriff to seek approval from the CEO for hiring and promotions, even for sworn positions. On December 1, 2024, given Sheriff's ongoing efforts and compliance with hiring protocols, and to better address attrition and reduce the administrative burden, the Sheriff's hiring freeze was revised to only include new hires. The hiring freeze for new hires remains in effect, and Sheriff continues to adhere to County protocols.

On March 31, 2020, the Board adopted a hard-hiring freeze for the Probation Juvenile Institutions Services budget unit that remains in effect, and Probation continues to adhere to County protocols. Probation's positions on the Exempt Positions List are subject to the hiring freeze if housed in the Probation Juvenile Institutions Services budget unit.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

By controlling discretionary spending and new hiring, the County will preserve reserves, remain financially stable, manage budgetary risks, and continue to meet its current obligations, thereby safeguarding core services.

The Honorable Board of Supervisors
2/3/2026
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Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Nicchitta".

Joseph M. Nicchitta
Acting Chief Executive Officer

JMN:JG:MRM
YR:cg

Enclosures

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller

EXEMPT POSITIONS LIST			
as of January 2026			
DEPARTMENT	ITEM	DESCRIPTION	REASON FOR EXEMPTION
Aging and Disabilities	9051	Social Worker	Provides direct client services
Agricultural Commissioner/Weights & Measures	0004	Agricultural Inspector Aid	Revenue generating positions for state and other governmental contracts
Agricultural Commissioner/Weights & Measures	0005	Associate Agricultural/Weights and Measures Inspector	Revenue generating positions for state and other governmental contracts; supports unclaimed gas tax reimbursement
Agricultural Commissioner/Weights & Measures	0007	Agricultural/Weights & Measures Inspector I	Revenue generating positions for state and other governmental contracts; supports unclaimed gas tax reimbursement
Agricultural Commissioner/Weights & Measures	0009	Agricultural/Weights & Measures Inspector II	Revenue generating positions for state and other governmental contracts; supports unclaimed gas tax reimbursement
Agricultural Commissioner/Weights & Measures	0011	Agricultural/Weights & Measures Inspector III	Revenue generating positions for state and other governmental contracts; supports unclaimed gas tax reimbursement
Agricultural Commissioner/Weights & Measures	0034	Senior Weed Abatement Worker	Provides critical services for brush clearance
Agricultural Commissioner/Weights & Measures	0038	Weed and Pest Abatement Worker	Provides critical services for brush clearance
Agricultural Commissioner/Weights & Measures	0044	Pest Control Worker	Provides critical services to mitigate the spread of disease
Alternate Public Defender	9254	Deputy Alternate Public Defender I	Critical for case processing
Alternate Public Defender	9255	Deputy Alternate Public Defender II	Critical for case processing
Alternate Public Defender	9256	Deputy Alternate Public Defender III	Critical for case processing
Alternate Public Defender	9257	Deputy Alternate Public Defender IV	Critical for case processing
Alternate Public Defender	2901	Investigator II, PD (PD & APD share classification)	Critical for case processing
Alternate Public Defender	2902	Investigator III, PD (PD & APD share classification)	Critical for case processing
Animal Care and Control	2986	Registered Veterinary Technician	Provides critical services at the Animal Care Centers
Animal Care and Control	2987	Supervising Registered Veterinary Technician	Provides critical services at the Animal Care Centers
Animal Care and Control	2980	Veterinarian	Provides critical services at the Animal Care Centers
Assessor	1359	Ownership Services Technician I	Provides support to appraiser series; revenue generating
Assessor	1360	Ownership Services Technician II	Provides support to appraiser series; revenue generating
Assessor	1361	Ownership Services Specialist	Provides support to appraiser series; revenue generating
Assessor	1362	Ownership Services Supervisor I	Provides support to appraiser series; revenue generating
Assessor	1363	Ownership Services Supervisor II	Provides support to appraiser series; revenue generating
Assessor	1958	Appraiser Assistant	Revenue generating position
Assessor	1962	Appraiser	Revenue generating position
Assessor	1965	Appraiser Specialist I	Revenue generating position
Assessor	1968	Supervising Appraiser	Revenue generating position
Assessor	1970	Principal Appraiser	Revenue generating position
Assessor	1974	Chief Appraiser	Revenue generating position
Assessor	1978	Assistant Property Assessment Specialist	Revenue generating position
Assessor	1979	Property Assessment Specialist	Revenue generating position
Assessor	1980	Senior Property Assessment Specialist	Revenue generating position
Assessor	1981	Principal Property Assessment Specialist	Revenue generating position
Assessor	4411	Geographic Info System Technician II	Provides appraiser with key data (maps, zoning, and land use) for assessments
Assessor	4412	Supervising Geographic Info System Technician	Provides appraiser with key data (maps, zoning, and land use) for assessments
Assessor	4413	Geographic Info Systems Analyst	Provides appraiser with key data (maps, zoning, and land use) for assessments

EXEMPT POSITIONS LIST			
as of January 2026			
DEPARTMENT	ITEM	DESCRIPTION	REASON FOR EXEMPTION
Assessor	4414	Senior Geographic Info System Analyst	Provides appraiser with key data (maps, zoning, and land use) for assessments
Assessor	4415	Principal Geographic Info System Analyst	Provides appraiser with key data (maps, zoning, and land use) for assessments
Assessor	4416	Geographic Info Systems Specialist	Provides appraiser with key data (maps, zoning, and land use) for assessments
Assessor	4417	Geographic Info System Manager I	Provides appraiser with key data (maps, zoning, and land use) for assessments
Assessor	4418	Geographic Info System Manager II	Provides appraiser with key data (maps, zoning, and land use) for assessments
Assessor	4419	Geographic Info System Technician I	Provides appraiser with key data (maps, zoning, and land use) for assessments
Chief Executive Office - OEM	--	All Classifications	Provides operations support in times of emergency
Child Support Services	1614	Child Support Officer II	Provides direct client services
Child Support Services	1615	Child Support Officer III	Provides direct client services
Child Support Services	1616	Supervising Child Support Officer	Provides direct client services
Child Support Services	1618	Head Child Support Officer	Provides direct client services
Children and Family Services	8993	Adoptions Assistant	Provides direct client services
Children and Family Services	8995	Human Services Aide	Provides direct client services
Children and Family Services	9071	Children's Social Worker I	Provides direct client services
Children and Family Services	9072	Children's Social Worker II	Provides direct client services
Children and Family Services	9073	Children's Social Worker III	Provides direct client services
Children and Family Services	9074	Supvg Children's Social Worker	Provides direct client services
Children and Family Services	9177	Eligibility Worker III	Provides direct client services
Children and Family Services	9178	Eligibility Worker I	Provides direct client services
Children and Family Services	9179	Eligibility Worker II	Provides direct client services
Children and Family Services	9181	Eligibility Supervisor	Provides direct client services
District Attorney	9272	Deputy District Attorney II	Critical for case processing
District Attorney	9273	Deputy District Attorney III	Critical for case processing
District Attorney	9274	Deputy District Attorney IV	Critical for case processing
District Attorney	2889	Investigator, DA	Critical for case processing
District Attorney	2890	Senior Investigator, DA	Critical for case processing
District Attorney	2891	Sergeant, DA	Critical for case processing
District Attorney	2894	Lieutenant, DA	Critical for case processing
Fire		All Classifications	Special District funded
Health Services	DHS	All Classifications	DHS has implemented a hiring freeze for all units (except for ICHS, JCHS, and Community Programs, due to DOJ Consent Decree, Probation receivership, and homelessness declaration) w/ no blanket exemptions. DHS is fully revenue offset and those that are not offset are either in support of DOJ, subject to or at risk of decrees and/or in support of homeless emergency implementation.
Internal Services	7193	Stationary Engineer Helper	Maintain compliance with Article 15 - BU 401 MOU staffing levels
Internal Services	7198	Stationary Engineer II	Maintain compliance with Article 15 - BU 401 MOU staffing levels
Internal Services	7200	Stationary Engineer Controls Specialist	Monitors energy plant equipment performance
Internal Services	7202	Assistant Chief Stationary Engineer	Supervises energy plant personnel and operations 24/7 operation
Internal Services	7203	Chief Stationary Engineer	Supervises energy plant personnel and operations 24/7 operation
Medical Examiner	5476	Physician Specialist (Forensic Pathologist)	Mission critical to public health; mass casualty readiness
Mental Health		All Classifications	All exempt as all classifications are fully revenue offset and support homeless emergency implementation
Probation	--	--	Probation is already subject to a Board-approved hard hiring freeze for the Probation Juvenile Institutions Services budget unit and will continue adhere to those protocols; Probation's remaining positions will be subject to this hard hiring freeze
Public Defender	9246	Deputy Public Defender I	Critical for case processing

EXEMPT POSITIONS LIST			
as of January 2026			
DEPARTMENT	ITEM	DESCRIPTION	REASON FOR EXEMPTION
Public Defender	9248	Deputy Public Defender II	Critical for case processing
Public Defender	9251	Deputy Public Defender III	Critical for case processing
Public Defender	9252	Deputy Public Defender IV	Critical for case processing
Public Defender	2901	Investigator II, PD	Critical for case processing
Public Defender	2902	Investigator III, PD	Critical for case processing
Public Health	1270	Assistant Public Health Registrar	Public Health and Safety
Public Health	1272	Public Health Registrar	Public Health and Safety
Public Health	1274	Senior Public Health Registrar	Public Health and Safety
Public Health	4895	Clinical Laboratory Scientist I	Public Health and Safety
Public Health	4896	Clinical Laboratory Scientist II	Public Health and Safety
Public Health	4902	Laboratory Quality Control Coordinator	Public Health and Safety
Public Health	4919	Clinical Microbiologist I	Public Health and Safety
Public Health	4922	Clinical Chemist	Public Health and Safety
Public Health	4926	Clinical Chemist Supervisor I	Public Health and Safety
Public Health	4931	Milk Technician	Public Health and Safety
Public Health	4948	Toxicology Technician	Public Health and Safety
Public Health	4976	Laboratory Assistant	Public Health and Safety
Public Health	4998	PH Microbiologist Trainee	Public Health and Safety
Public Health	4999	PH Microbiologist I	Public Health and Safety
Public Health	5000	PH Microbiologist II	Public Health and Safety
Public Health	5001	PH Microbiologist Supvr I	Public Health and Safety
Public Health	5004	PH Microbiologist Supvr II	Public Health and Safety
Public Health	5298	Clinical Nursing Director I	Public Health and Safety
Public Health	5299	Clinical Nursing Director II	Public Health and Safety
Public Health	5350	Medical Services Coordinator, CCS	Provides critical service authorizations for CCS providers
Public Health	5455	Physician Specialist (MegaFlex)	Public Health and Safety
Public Health	5457	Chief Physician I	Public Health and Safety
Public Health	5458	Chief Physician II	Public Health and Safety
Public Health	5459	Chief Physician III	Public Health and Safety
Public Health	5513	Clinical Pharmacist	Public Health and Safety
Public Health	5644	Public Health Investigator Trainee	Public Health and Safety
Public Health	5645	Public Health Investigator	Public Health and Safety
Public Health	5646	Supvg Public Health Investigator	Public Health and Safety
Public Health	5798	Radiologic Technologist	Public Health and Safety
Public Health	EH	All Classifications	Environmental Health (EH) classifications are fully revenue offset through fees and one-time funding in the EH trust fund; DPH operates this program within available flexibility afforded by the one-time EH trust fund that requires diligent DPH oversight
Public Health	HFID	All Classifications	Health Facilities Inspection Division (HFID) classifications are fully revenue offset and support State-mandated health facility inspections
Public Health	SAPC	All Classifications	Substance Abuse Prevention and Control (SAPC) classifications are fully revenue offset and support homeless emergency implementation
Public Works	0391	Tree Trimmer	Provides and maintains critical infrastructure support
Public Works	0394	Tree Trimmer Working Supervisor	Provides and maintains critical infrastructure support
Public Works	2445	Dispatcher I	Provides and maintains critical infrastructure support

EXEMPT POSITIONS LIST			
as of January 2026			
DEPARTMENT	ITEM	DESCRIPTION	REASON FOR EXEMPTION
Public Works	2447	Dispatcher II	Provides and maintains critical infrastructure support
Public Works	3034	Safety Inspector	Classifications applicable to Altadena One-Stop/Calabasas Field Office or direct services for rebuild efforts
Public Works	3684	Traffic Technician I	Provides and maintains critical infrastructure support
Public Works	3685	Traffic Technician II	Provides and maintains critical infrastructure support
Public Works	3686	Traffic Signal Electrician, Pw	Provides and maintains critical infrastructure support
Public Works	3743	Regional Sewer Maintenance Superintendent	Provides and maintains critical infrastructure support
Public Works	3859	Engrg Testing Tech	Provides and maintains critical infrastructure support
Public Works	4161	Building Permit Technician I	Classifications applicable to Altadena One-Stop/Calabasas Field Office or direct services for rebuild efforts
Public Works	4162	Building Permit Technician II	Classifications applicable to Altadena One-Stop/Calabasas Field Office or direct services for rebuild efforts
Public Works	4167	Building Engineering Inspector Aid	Classifications applicable to Altadena One-Stop/Calabasas Field Office or direct services for rebuild efforts
Public Works	4169	Building Inspector I	Classifications applicable to Altadena One-Stop/Calabasas Field Office or direct services for rebuild efforts
Public Works	4171	Building Engineering Inspector	Classifications applicable to Altadena One-Stop/Calabasas Field Office or direct services for rebuild efforts
Public Works	4173	Building Inspector II	Classifications applicable to Altadena One-Stop/Calabasas Field Office or direct services for rebuild efforts
Public Works	4175	Sr Building Engineering Inspector	Classifications applicable to Altadena One-Stop/Calabasas Field Office or direct services for rebuild efforts
Public Works	4177	Building Inspector III	Classifications applicable to Altadena One-Stop/Calabasas Field Office or direct services for rebuild efforts
Public Works	4179	Building Inspector IV	Classifications applicable to Altadena One-Stop/Calabasas Field Office or direct services for rebuild efforts
Public Works	4195	Construction Inspector	Provides and maintains critical infrastructure support
Public Works	4197	Senior Construction Inspector	Provides and maintains critical infrastructure support
Public Works	4199	Head Construction Inspector	Provides and maintains critical infrastructure support
Public Works	4203	Supervisor Contract Construction	Provides and maintains critical infrastructure support
Public Works	4213	Waste Control Engineering Inspector	Provides and maintains critical infrastructure support
Public Works	5907	Flood Control Construction Supervisor	Provides and maintains critical infrastructure support
Public Works	5909	Construction Superintendent	Provides and maintains critical infrastructure support
Public Works	5922	Public Works Laborer	Provides and maintains critical infrastructure support
Public Works	5923	Public Works Maintenance Worker	Provides and maintains critical infrastructure support
Public Works	5924	Public Works Crew Leader	Provides and maintains critical infrastructure support
Public Works	5948	Road Maintenance Supervisor	Provides and maintains critical infrastructure support
Public Works	5950	Road Maintenance Superintendent	Provides and maintains critical infrastructure support
Public Works	5968	Sewer Maintenance Supervisor	Provides and maintains critical infrastructure support
Public Works	6051	Heavy Truck Driver	Provides and maintains critical infrastructure support
Public Works	6349	Helper, Electrical	Provides and maintains critical infrastructure support
Public Works	6471	Electrician	Provides and maintains critical infrastructure support
Public Works	6477	Electrician Working Supervisor	Provides and maintains critical infrastructure support
Public Works	6480	Electrician Supervisor	Provides and maintains critical infrastructure support
Public Works	6490	Assistant Electro-Mechanic	Provides and maintains critical infrastructure support
Public Works	6492	Electro-Mechanic	Provides and maintains critical infrastructure support
Public Works	6495	Electro-Mechanic Working Supervisor	Provides and maintains critical infrastructure support
Public Works	6498	Electro-Mechanic Supervisor	Provides and maintains critical infrastructure support
Public Works	7180	Assistant Dam Operator	Provides and maintains critical infrastructure support
Public Works	7183	Dam Operator	Provides and maintains critical infrastructure support
Public Works	7222	Asst Wastewater Treatment Plant Operator	Provides and maintains critical infrastructure support
Public Works	7224	Wastewater Treatment Plant Operator	Provides and maintains critical infrastructure support
Public Works	7227	Wastewater Treatment Plant Opr Supv	Provides and maintains critical infrastructure support
Public Works	7269	Plumber	Provides and maintains critical infrastructure support

EXEMPT POSITIONS LIST			
as of January 2026			
DEPARTMENT	ITEM	DESCRIPTION	REASON FOR EXEMPTION
Public Works	7270	Senior Plumber	Provides and maintains critical infrastructure support
Public Works	7275	Plumber Supervisor	Provides and maintains critical infrastructure support
Public Works	7322	Driller	Provides and maintains critical infrastructure support
Public Works	7323	Senior Driller	Provides and maintains critical infrastructure support
Public Works	7324	Driller Supervisor	Provides and maintains critical infrastructure support
Public Works	7365	Utility Tractor Operator	Provides and maintains critical infrastructure support
Public Works	7371	Hoist Operator	Provides and maintains critical infrastructure support
Public Works	7374	Power Equipment Operator	Provides and maintains critical infrastructure support
Public Works	7378	Heavy Power Equipment Operator	Provides and maintains critical infrastructure support
Public Works	7379	Heavy Power Equipment Oiler	Provides and maintains critical infrastructure support
Public Works	7384	Power Sweeper Operator	Provides and maintains critical infrastructure support
Public Works	7433	Power Equipment Technician	Provides and maintains critical infrastructure support
Public Works	7434	Heavy Stationary Equipment Mechanic	Provides and maintains critical infrastructure support
Public Works	7436	Power Equip Tech Working Supervisor	Provides and maintains critical infrastructure support
Public Works	7847	Water Service Helper I	Provides and maintains critical infrastructure support
Public Works	7848	Water Service Helper II	Provides and maintains critical infrastructure support
Public Works	7849	Water Service Worker	Provides and maintains critical infrastructure support
Public Works	7852	Senior Water Service Worker	Provides and maintains critical infrastructure support
Public Works	7856	Water Service Supervisor	Provides and maintains critical infrastructure support
Public Works	7857	Regional Water Service Superintendent	Provides and maintains critical infrastructure support
Regional Planning	4430	Regional Planner	Classifications applicable to Altadena One-Stop/Coastal Development Unit/W. Area Zoning Enforcement Unit or direct services for rebuild efforts
Regional Planning	4431	Senior Regional Planner	Classifications applicable to Altadena One-Stop/Coastal Development Unit/W. Area Zoning Enforcement Unit or direct services for rebuild efforts
Regional Planning	4435	Principal Regional Planner	Classifications applicable to Altadena One-Stop/Coastal Development Unit/W. Area Zoning Enforcement Unit or direct services for rebuild efforts
Regional Planning	4441	Supervising Regional Planner	Classifications applicable to Altadena One-Stop/Coastal Development Unit/W. Area Zoning Enforcement Unit or direct services for rebuild efforts
Registrar-Recorder/County Clerk	9304H	Clerk, Nc	Required to administer all State/Federal mandated elections
Registrar-Recorder/County Clerk	9312F/H	Election Assistant I, Nc	Required to administer all State/Federal mandated elections
Registrar-Recorder/County Clerk	9313F/H	Election Assistant II, Nc	Required to administer all State/Federal mandated elections
Registrar-Recorder/County Clerk	9315F/H	Election Assistant III, Nc	Required to administer all State/Federal mandated elections
Sheriff	--	All Classifications	Sheriff is already subject to a Board-approved hard hiring freeze for new hires and will adhere to those protocols
Departments with No Exempted Items			
Arts and Culture			
Auditor-Controller			
Beaches and Harbors			
Board of Supervisors			
Consumer and Business Affairs			
County Counsel			
Economic Opportunity			

EXEMPT POSITIONS LIST			
as of January 2026			
DEPARTMENT	ITEM	DESCRIPTION	REASON FOR EXEMPTION
Human Resources			
Independent Defense Counsel Office			
Justice, Care and Opportunities Department			
Library			
Military and Veterans Affairs			
Museum of Art			
Museum of Natural History			
Parks and Recreation			
Public Social Services			
Treasurer and Tax Collector			
Trial Courts			
Youth Development			