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September 18, 2026

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

From: Joseph M. Nicchitta
Chief Executive Officer

ASSEMBLY BILL 2561 - LOCAL PUBLIC EMPLOYEES: VACANT POSITIONS - FISCAL YEAR 2026-27 PUBLIC HEARING

On September 22, 2026, the Board of Supervisors (Board) will conduct its annual public hearing regarding the status of County of Los Angeles (County) vacancies and recruitment and retention efforts pursuant to Assembly Bill 2561 (AB 2561). The attached 2026 AB 2561 Public Hearing Report provides the information required by the legislation and additional context regarding the fiscal, operational, organizational, and labor-market conditions affecting County vacancies.

AB 2561 REQUIREMENTS

AB 2561 (McKinnor) became effective January 1, 2025. The legislation requires the County to present the status of vacancies and recruitment and retention efforts at a public hearing at least once each fiscal year before adoption of the final budget. At the hearing, the County must also identify any changes to policies, procedures, or recruitment activities that may address obstacles in the hiring process. Recognized employee organizations are entitled to make presentations during the hearing.

If vacancies within a single bargaining unit equal or exceed 20 percent of its authorized full-time positions, the County must, at the request of the recognized employee organization representing that unit, present the number of vacancies and applicants, the average number of days required to complete the hiring process from the date a position is posted, and opportunities to improve compensation and other working conditions.

2026 AB 2561 REPORT

The attached report (Attachment A) was prepared by the Chief Executive Office and the Department of Human Resources in consultation with affected departments. It presents Countywide workforce measures and detailed vacancy, recruitment, time-to-hire, and retention information for bargaining units with vacancy rates at or above the statutory threshold of 20 percent. The report also includes departmental explanations of vacancy challenges and strategies to address the classifications and occupations contributing most significantly to reported vacancy rates.

Supporting attachments provide vacancy and retention rates for all bargaining units (Attachment B) and for those meeting or exceeding the 20 percent vacancy threshold (Attachment C). For bargaining units meeting this threshold, the attachments also detail traditional recruitment activity (Attachment D), emergency recruitment activity (Attachment E), and time-to-hire and placement statistics (Attachment F). Vacancy and retention data cover the period from September 1, 2025, through August 30, 2026. Recruitment, time-to-hire, and placement data cover Fiscal Year (FY) 2025–26, from July 1, 2025, through June 30, 2026.

FISCAL YEAR 2026-27 PUBLIC HEARING AND FINAL BUDGET

The County's annual budget process consists of the Recommended Budget, Final Changes, and Supplemental Changes phases. Pursuant to County Code section 4.12.100.B, the budget resulting from Supplemental Changes constitutes the County's final budget for the fiscal year.

The AB 2561 public hearing is scheduled for September 22, 2026, before the Board's anticipated consideration of the Fiscal Year 2026-27 Supplemental Budget on September 29, 2026. The attached report will serve as the basis for the County's presentation and the Board's review of County vacancies and recruitment and retention efforts for the current fiscal year.

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

JMN:JG:KLW
SSW:rfm

Attachments

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

COUNTYWIDE WORKFORCE OVERVIEW

For this reporting period of Fiscal Year (FY) 2026-27, the County's workforce remains steady in size even as departments navigate fiscal limitations, hiring controls, and evolving service demands. As of August 30, 2026, the County maintained roughly 113,200 authorized full-time positions and employed about 97,500 full-time staff, including approximately 83,250 represented employees. Countywide, the vacancy rate as of August 30, 2026, stood at 13.9 percent and the retention rate at 94.1 percent. In the last year, the County recorded roughly 16,000 appointments, including approximately 6,400 external hires and 9,600 internal hires. Internal appointments included about 6,900 promotions, 780 lateral transfers, and 1,900 classification changes and other job changes. This internal movement supports retention by allowing employees to advance or change roles while remaining in County service and helps departments meet changing workforce needs.

Hiring continued, even while departments implemented 8.5 percent budget curtailments in FY 2025-26, a Countywide hard hiring freeze implemented on February 3, 2026, position reductions, and other workforce controls in response to broader fiscal pressures and funding uncertainty. The hiring freeze provides fiscal control, rather than a complete prohibition on hiring; exemptions and exceptions remain available for public health and safety, mandated services, other critical functions, and qualifying positions supported by stable funding. Accordingly, some vacancies reflect deliberate funding, salary savings, classification, reassignment, or deletion decisions rather than an active inability to recruit.

Where departments are actively seeking to fill vacant positions, the data identify more concentrated recruitment issues in behavioral health and other specialized clinical occupations, public safety and correctional work, institutional support functions, and classifications affected by limited labor market supply, specialized qualifications, background requirements, compensation, or working conditions. This report therefore considers the unadjusted vacancy rate, along with position status, applicant flow, hiring activity, retention, internal movement, and the circumstances affecting the occupations and departments where vacancies are concentrated.

STATUS OF VACANCIES

Approximately 85 percent of County employees are represented by 25 recognized employee organizations and grouped into 64 bargaining units (Attachment B). Of these bargaining units, 11 currently have vacancy rates at or above the 20 percent threshold established by AB 2561 (Attachment C). These bargaining units include positions in health, mental health, public safety, social work, and institutional support services, and span various County departments.

Under AB 2561, job vacancies within a bargaining unit are compared with the total number of authorized full-time positions. For this report, the County's methodology included first calculating an unadjusted vacancy rate (dividing all vacant authorized full-time positions by the total number of authorized

full-time positions). To provide additional context, the County also calculated an adjusted vacancy rate excluding from the vacancy count positions that were frozen or had pending hires as of the reporting date. Across the 11 bargaining units meeting or exceeding the 20 percent vacancy rate expressed in AB 2561, vacancy adjustments included 1,062 frozen positions and 95 pending hires. After these adjustments, three bargaining units remained at or above 20 percent.

Table 1. Bargaining Units at or Above 20 Percent Based on Unadjusted Vacancy Rate

BARGAINING UNIT	AUTHORIZED FULL-TIME POSITIONS	VACANCIES	UNADJUSTED VACANCY RATE	VACANCY ADJUSTMENTS	ADJUSTED VACANCY RATE
702	381	129	33.9%	—	33.9%
701	2,956	981	33.2%	—	33.2%
703	143	38	26.6%	—	26.6%
211	422	128	30.3%	62	15.6%
201	637	130	20.4%	16	17.9%
711	3,407	764	22.4%	169	17.5%
621	2,560	585	22.9%	262	12.6%
729	1,280	324	25.3%	155	13.2%
331	691	249	36.0%	169	11.6%
341	1,697	420	24.8%	240	10.6%
325	329	114	34.7%	84	9.1%

A vacant authorized position does not necessarily represent an unmet staffing need or an unsuccessful recruitment. Departments generally have an operational incentive to fill positions that are needed, funded, and approved to be filled because those positions support service delivery and distribute workload. However, vacancies may remain open for practical reasons, including ordinary turnover, pending appointments, newly authorized positions, hiring controls, funding or revenue limitations, salary savings, classification or organizational review, changing service demands, or anticipated reallocation or deletion. A vacancy indicates recruitment or hiring concern when a department needs and is approved to fill the position but cannot attract, qualify, or appoint enough candidates.

These position management decisions at the department level also occur within substantial fiscal constraints at the County level. The County continues to face severe budgetary challenges, including the need to fund an approximately $4.8 billion settlement arising from Assembly Bill (AB) 218, while more than 6,000 additional AB 218 claims remain pending. Additionally, the federal administration's new policy changes have jeopardized hundreds of millions of federal dollars that support vital County services and programs. Changes to rules governing eligibility and work requirements for federal assistance under Medicaid and the Supplemental Nutrition Assistance Program food assistance program are impacting administrative budgets and decreasing the availability of benefits for low-income individuals and families who then must turn to the County for assistance. The County also anticipates an estimated $662.2 million reduction in federal support for its public hospital and health care system in FY 2026–27. Finally, there are more than $2.1 billion in unmet

departmental funding requests as of the FY 26-27 Recommended Budget. Together with slowing revenue growth and rising operating costs, these obligations constrain the resources available to support existing position allocations and require continued fiscal discipline to preserve essential services and maintain adequate reserves.

In response to these conditions, on February 3, 2026, the Board adopted a Countywide hard hiring freeze and restrictions on nonessential services, supplies, and equipment. The hiring freeze is an approval and position management control process rather than a complete prohibition on hiring. Exemptions and exceptions remain available for positions supporting public health and safety, mandated services, other critical or high-priority functions, and qualifying positions supported by stable funding. Some departments, including LA Health Services, Public Health, and Public Social Services, operated under similar controls before the Countywide freeze. Accordingly, vacancies affected by these measures may reflect deliberate fiscal and workforce decisions rather than difficulty attracting or appointing qualified candidates.

For those positions departments seek to fill, recruitment conditions vary by department, occupation, and work environment. The County's AB 2561 review focused on departments accounting for a significant share of vacancies in bargaining units meeting the 20 percent threshold, such as LA Health Services, Mental Health, Probation, Sheriff, and Public Social Services. Departmental discussions and supporting data help distinguish active recruitment challenges from intentional fiscal controls, organizational changes, classification reviews, and other position management decisions.

The following sections describe the principal vacancy concentrations and the strategies departments are using in response.

Health, Mental Health, and Public Health

The County's Health departments compete with one another and with outside employers for licensed and specialized professionals in limited labor markets. The national shortage of health professionals is well documented, particularly in behavioral health services. As of December 2025, the federal Health Resources and Services Administration reported that 137 million people lived in a designated Mental Health Professional Shortage Area.[1] Flexible practice models also affect competition for psychiatrists: an American Medical Association survey found that 85.9 percent of psychiatrists provided video visits in 2024, and 68.2 percent delivered more than one-fifth of their weekly visits through video or audio-only telehealth.[2] County positions requiring in-person, field-based, or correctional work must compete with these alternative practice settings.

[1] U.S. Health Resources and Services Administration, *State of the Behavioral Health Workforce, 2025*, December 2025.

[2] American Medical Association, *New Data Details How Telehealth Use Varies by Physician Specialty*, December 8, 2025.

Behavioral Health (Specialized Clinical Positions)
Bargaining Unit 325, Mental Health Psychiatrists/Dental Professionals, had 114 vacancies of 329 authorized full-time positions, an unadjusted vacancy rate of 34.7 percent. After 84 vacancy adjustments, the adjusted vacancy rate was 9.1 percent. Mental Health Psychiatrist positions accounted for most vacancies in the bargaining unit, with 110 vacancies: 70 of the 240 positions in the Department of Mental Health and 40 of the 54 positions in Correctional Health Services.

These vacancies reflect a limited national and statewide supply of psychiatrists, strong competition among health systems, and the specialized demands of County service. Correctional assignments require in-person work, extensive background review, and operational restrictions that can make the positions less attractive than jobs offering greater schedule or location flexibility. Mental Health reports similar competition for field-based assignments when candidates have access to telepsychiatry or office-based opportunities. Current strategies include academic and residency partnerships, early offers to graduating physicians, professional outreach, Critical Shortage Rates, assignment incentives, benefit and loan repayment options, and more direct matching of candidates with hiring managers.

Bargaining Unit 341, Health Science Professionals, had 420 vacancies of 1,697 authorized full-time positions, and an unadjusted vacancy rate of 24.8 percent. After 240 vacancy adjustments, the adjusted rate was 10.6 percent. Vacancies are concentrated in selected classifications, particularly Clinical Psychologist II positions in Mental Health and Health Services, as well as several therapy, laboratory, and behavioral science classifications. Departments identify specialized qualifications, compensation, limited candidate pools, and preferences for flexible work as recurring barriers. In response, they are pursuing academic and early career recruitment partnerships, expanded training placements, revised class specifications, noncompetitive examinations, Emergency Hiring Authority where appropriate, and targeted compensation measures.

Regulatory and Health Financial Support Positions (Non-Clinical)
Bargaining Unit 331, Health Investigative and Supportive Services, had 249 vacancies of 691 authorized full-time positions, an unadjusted rate of 36.0 percent. After 169 vacancy adjustments, the adjusted rate was 11.6 percent. Environmental Health Specialist II and III positions accounted for 197 of the unit's vacancies. Public Health identifies State-mandated education, registration, training, and examination requirements as constraints on the number of candidates eligible for appointment. Entry into the profession requires specified science coursework, State registration, fees, and additional training and examination requirements for full certification, creating time and cost hurdles for prospective candidates.

Funding is also a central factor because many positions rely on fee revenue, and Public Health reports that current fees do not support all existing staffing allocations. The department reports that fees have remained unchanged since 2018 while salary, benefit, indirect, and other operating costs have increased, limiting its ability to fill vacant positions without adding to existing budget pressures. Public Health has used

trust fund resources to help sustain staffing but projects that those resources could be depleted by FY 2028–29.

Public Health continues to recruit for fee-supported positions as resources and training academies become available. The department is conducting a fee review and evaluating classifications that could perform field investigation and inspection work without the Registered Environmental Health Specialist certification. These actions are intended to align staffing with sustainable funding and broaden access to work that does not require the full licensed scope.

Bargaining Unit 729, Health Financial Support Services, had 324 vacancies of 1,280 authorized full-time positions, an unadjusted vacancy rate of 25.3 percent. After 155 vacancy adjustments, the adjusted rate was 13.2 percent. Vacancies are concentrated in the Patient Resources Worker and Patient Financial Services classifications. LA Health Services and Mental Health report that some positions are being intentionally held while the departments assess service delivery, organizational structures, classification alignment, and future staffing needs in light of federal policy changes.

Social Workers
Bargaining Unit 711, Social Workers, had 764 vacancies of 3,407 authorized full-time positions, an unadjusted rate of 22.4 percent. After 169 vacancy adjustments, the adjusted rate was 17.5 percent. The largest concentrations of vacancies were 322 GAIN Services Worker positions in Public Social Services, 179 Community Health Worker positions in Mental Health, and 153 Social Worker positions in social services departments.

The bargaining unit vacancy rate reflects a combination of active recruitment, program implementation, funding, and position management decisions. Public Social Services has held GAIN Services Worker positions following reductions in CalWORKs Single Allocation funding and while preparing to transition two GAIN regions from a contractor to the department. The department is assessing the staffing needed for that transition and plans to offer existing employees transfer opportunities before determining the remaining external hiring need; even so, it has opened an examination in preparation for hiring. GAIN Services Coordinator positions are being held during a classification review. These department-managed holds are not fully reflected in the formal adjusted position count.

Other departments are using emergency appointments, targeted examinations and job fairs, career pipeline partnerships, and placements of former Los Angeles Homeless Services Authority employees. Mental Health, meanwhile, held a number of Community Health Worker positions while finalizing funding and program structures and establishing appropriate supervisory capacity. These examples show that a bargaining unit vacancy rate can be influenced by a combination of factors; in this case, active recruitment challenges, program implementation planning, and position management decisions contributed to the vacancy rate.

Public Safety

Public safety recruitment conditions extend beyond the County. The Public Policy Institute of California reported that the statewide sworn officer count was 77,200 in 2024, and that surveyed agencies most frequently identified competition from other agencies, pay, and unqualified applicants as hiring concerns.[3] Nationally, the U.S. Bureau of Labor Statistics projects approximately 7,900 openings annually for probation officers and correctional treatment specialists.[4] A national juvenile justice workforce survey similarly found that more than 60 percent of responding local probation agencies experienced moderate or severe difficulty hiring staff, while more than 45 percent reported comparable retention challenges. Agencies continued to identify competition, insufficient numbers of qualified applicants, and compensation as prominent recruitment barriers.[5] Against this broader backdrop, the Probation and Sheriff's Departments continue to recruit for critical classifications, while minimum qualifications, examinations, background requirements, and the demands of correctional and public safety work substantially narrow the number of applicants who ultimately qualify for appointment.

Probation

Bargaining Units 701, Deputy Probation Officers; 702, Supervising Probation Officers; and 703, Probation Directors collectively had 1,148 vacancies of 3,480 authorized full-time positions, and all three remained above 20 percent after vacancy adjustments were considered. The largest concentrations included Deputy Probation Officer II, Field; Detention Services Officer; Supervising Deputy Probation Officer; Group Supervisor, Nights; Deputy Probation Officer II, Residential Treatment/Detention Services; and related institutional and transportation classifications.

Recent recruitment data also illustrate why application volume alone may not reflect the number of candidates available for appointment. Probation reported that only five of 339 applications for a recent Deputy Probation Officer II lateral recruitment met the applicable requirements, with two candidates in the background check process. By contrast, a recent open competitive recruitment for Supervising Deputy Probation Officer produced an eligibility list of 149 candidates. The department paused hiring from that list while divisions reviewed caseloads and work allocation to determine future staffing needs. The two results reflect different issues: one recruitment produced a limited qualified pool, while the other produced candidates before the department was ready to fill the positions.

Probation is also consolidating or revising several classifications to align duties, qualifications, promotional pathways, and cross-functional assignments with its service model. Recruitment and retention efforts include targeted digital advertising, professional and academic outreach, financial incentives, open competitive recruitment, training, leadership development, and internal advancement.

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[3] Public Policy Institute of California, *Understanding Trends in Law Enforcement Staffing*, April 2026.

[4] U.S. Bureau of Labor Statistics, *Probation Officers and Correctional Treatment Specialists, Occupational Outlook Handbook*, accessed September 2026.

[5] Council of State Governments Justice Center, Center for Juvenile Justice Reform, and University of Cincinnati Corrections Institute, *Systems in Crisis*, October 2023.

Sheriff

Bargaining Unit 621, Custody Assistants/Corrections Officers, had 585 vacancies of 2,560 authorized full-time positions, an unadjusted vacancy rate of 22.9 percent. After considering 262 vacancy adjustments, the adjusted rate was 12.6 percent. Custody Assistant positions accounted for 286 vacancies, and Public Response Dispatcher II positions accounted for 81. Other vacancies reflected organizational changes, salary savings decisions, academy or placement timing, and positions tied to planned personnel actions rather than immediate competitive recruitment. The department intentionally held Dispatcher positions during a reorganization and later received 80 new positions to implement its Computer-Aided Dispatch system. Recruitment is now being prioritized for the positions needed to staff and launch that system. The department is holding Security Assistant positions for the planned placement of employees affected by expiring Security Officer contracts.

Where the Sheriff's Department has experienced difficulty recruiting, the department reports that competition from neighboring agencies, lengthy background requirements, and candidate attrition remain substantial barriers. Approximately half of applicants appear for scheduled testing while only about four of every 100 applicants ultimately clear the background process. Current strategies include recruitment videos, outreach through colleges, trade schools, veterans' organizations, and workforce partners, streamlined onboarding where feasible, training and career path development, and approved hiring freeze exceptions for critical civilian classifications.

Institutional Support and Custodial Services

Bargaining Unit 201, Building Custodians and Services, had 130 vacancies of 637 authorized full-time positions, an unadjusted rate of 20.4 percent. After 16 vacancy adjustments, the adjusted rate was 17.9 percent. Custodian vacancies are concentrated in Health Services, Internal Services, Sheriff, and Probation. Several departments have active eligible lists or approved hiring freeze exceptions and are proceeding with hiring, while others are evaluating positions because the underlying classification or work has changed.

Bargaining Unit 211, Institutional Support Services Employees, had 128 vacancies of 422 authorized full-time positions, an unadjusted rate of 30.3 percent and an adjusted rate of 15.6 percent after 62 vacancy adjustments. The unit spans several departments and includes Central Services Technicians, Cooks, Laundry Workers, Pharmacy Helpers, Institutional Laborers, and other support classifications. The largest concentration was 40 Central Services Technician II vacancies in LA Health Services of 110 authorized full-time positions; other vacancies are distributed across classifications in correctional, health, and institutional environments.

Departments report difficulty identifying interested and qualified candidates willing to work nontraditional schedules, perform physically demanding duties in institutional and correctional settings, and complete applicable background requirements. Competition from jobs with fewer preemployment requirements may make other opportunities more accessible, while some health support series also face salary compression following implementation of Senate Bill 525 in 2024. This legislation

established a separate minimum wage framework specifically for healthcare workers in California. Departments are using targeted examinations and outreach, educational and workforce partnerships, eligible list management, hiring freeze exceptions, career path and classification review, recruitment videos and social media, and incentives, where supported by a defined recruitment or operational need.

COUNTYWIDE RECRUITMENT AND HIRING STRATEGIES

Countywide, more than 500 recruitments are currently open, including 360 competitive, 38 promotional, and 115 transfer opportunities. Many of these recruitments have been opened for classifications in bargaining units with vacancy rates at or above the 20 percent threshold established in AB 2561 (Attachments D and E). For FY 2025-26, the County received 454,851 applications for open recruitments Countywide. These figures demonstrate the significant scale of the County's recruitment activity and continued candidate interest in County employment, but application volume does not establish how many applicants meet minimum qualifications, complete examinations and background requirements, remain interested in the available assignment, and are ultimately available for appointment. As such, application volume is not sufficient to measure recruitment effectiveness, although it remains useful as an indicator of candidate interest and recruitment reach.

To assess how efficiently that interest translates into appointments, the County tracks two related measures: time-to-hire and placement time. Time-to-hire follows the applicant from application through the start date and may include examination time and months on an eligibility list before a department has an available or authorized vacancy. For FY 2025-26, the Countywide average time to hire was 253 days. Placement time begins when a department decides to fill a position and ends when the selected employee starts work; it more directly reflects candidate consideration, selection, pre-employment review, and onboarding once a department is prepared and authorized to fill the position. The Countywide average placement time was 111 days. Neither measure is complete on its own. Reviewing both, together with applicant outcomes at each stage, provides a clearer basis for identifying where recruitment pipelines narrow or slow and where targeted intervention may be appropriate.

Recruitment Pipelines

Within the 11 bargaining units reviewed in this report, DHR recorded 16,411 applications among the eight units with reportable application data and 681 hires across 10 departments (Attachment F). Ten of the 11 impacted bargaining units had reportable hiring time data. Each bargaining unit's time-to-hire and placement time results were weighted based on the individual hires within that unit; the subsequent average across the 10 reporting units was a simple average of those unit-level results. That average was 271 days for time-to-hire and 181 days for placement. With time-to-hire ranging from 128 to 479 days and placement time ranging from 45 to 388 days, results varied substantially by unit and reflect differences in occupations, departments, recruitment types, candidate requirements, onboarding processes, and required background clearances.

This variation supports targeted rather than uniform interventions. Because recruitment barriers differ considerably by occupation and operating environment, no single intervention fits all classifications. The County uses a decentralized structure for its recruitment practices. As a result, line departments are authorized to conduct their own recruitments rather than relying on DHR for such work, as the in-depth knowledge about the applicant pool, recruitment methods and venues most likely to reach potential applicants, and detailed understanding of job requirements for technical department-specific jobs resides within those departments. DHR estimates that approximately 70 percent of all County recruitments are conducted by line departments, with the remainder conducted by DHR. Regardless of the entity conducting a recruitment, departments and DHR use academic and professional partnerships, digital and social media outreach, targeted job fairs, recruitment videos, continuous filing, revised or specialized examinations, and earlier engagement with qualified candidates to strengthen recruitment pipelines. Additional strategies address procedural delays, urgent staffing needs, and classification or compensation issues that may affect the conversion of qualified applicants into employees.

Table 2. FY 2025-26 Recruitment and Hiring Measures for Bargaining Units Reviewed

BARGAINING UNIT	APPLICATIONS	HIRES*	AVERAGE TIME-TO-HIRE (DAYS)*	AVERAGE PLACEMENT TIME (DAYS)
201	—	27	327	160
211	917	25	283	161
325	261	33	208	388
331	1,111	67	128	107
341	865	59	231	199
621	1,183	91	282	243
701	747	2	396	243
702	56	2	479	60
703	—	—	—	—
711	7,771	299	128	45
729	3,500	76	246	207
Total/reported average	16,411	681	271	181

Note: A dash indicates that no reportable data were available for the measure.
**For classifications with vacancy rates exceeding 20%.*

Civil Service and Hiring Reform

Since the 2025 AB 2561 report, the County has continued implementing reforms to the Civil Service Rules and related hiring practices to improve departments' ability to quickly fill vacancies. In April 2026, the Board approved revisions to Civil Service Rules 6, 7, 8, 10, and 11 governing applications, examinations, eligible lists, certification, and appointment. The revisions expanded the number of candidates

departments may consider from eligible lists, replaced the default five-band structure with three broader bands, provided greater flexibility in the duration and use of eligible lists, expanded promotional pathways for temporary and recurrent employees, and clarified when noncompetitive examinations may be used. The County will evaluate whether these changes expand candidate access and reduce avoidable delays while preserving merit-based hiring.

One of these reforms expanded the County's ability to use noncompetitive recruitment under Civil Service Rule 8. Noncompetitive recruitment is particularly useful when the number of vacancies equals or exceeds the available qualified candidate pool because all candidates who meet the established requirements can be considered without a traditional scored examination. Civil Service Rule 8 also permits this approach when competitive testing is not practicable because of the knowledge, skills, and abilities associated with the work, providing an additional option for classifications where traditional competitive testing may not effectively support hiring needs. Departments have begun applying this approach to selected hard-to-fill health classifications, including Speech Pathologist and Physical Therapist positions. As implementation continues, the County will assess whether these reforms improve the progression of qualified applicants to appointment, reduce avoidable delays, and measurably improve hiring outcomes.

Emergency Hiring

Alongside these broader civil service reforms, Civil Service Rule 13.04 emergency hiring authority can accelerate appointments by allowing a department to select a qualified applicant without first completing the full competitive examination process. Emergency appointments are subject to DHR approval and may not exceed 90 days; during that period, the appointee must qualify through the applicable civil service examination to remain in the position. The County currently has five emergency hiring programs addressing high vacancy rates, homelessness, fire recovery, Probation staffing, and correctional health staffing. Collectively, these authorities have produced 4,062 appointments, with an average time-to-hire of 55 days.

In direct response to AB 2561, DHR permits departments to seek emergency hiring authority when a classification's vacancy rate reaches 17.5 percent and proactively notifies departments when the rate reaches 15 percent. These thresholds are below the statute's 20 percent reporting threshold and are intended to prompt earlier intervention. The high vacancy emergency hiring authority has resulted in 52 hires across five departments, with an average time-to-hire of 45 days.

Classification and Compensation

Departments and the Chief Executive Office also review whether classification or compensation contributes to a persistent vacancy. Available responses include updated class specifications, new or consolidated classifications, reclassification of positions whose duties have changed, special step placement, Critical Shortage Rates, assignment incentives, and targeted recruitment or retention bonuses. Compensation solutions, while helpful, do not on their own guarantee improvement in recruitment outcomes. These tools are most effective when tied to a defined labor market or operational challenge and combined with appropriate improvements to recruitment, examination, onboarding, supervision, and the work environment.

As one example of a targeted occupational strategy, the Behavioral Health Services Act (BHSA) provides workforce tools that may support recruitment and retention in behavioral health positions that are difficult to fill, including psychiatrists. These tools include recruitment and retention incentives, psychiatric training support, and locally administered loan repayment programs. Current State guidance allows loan repayment of up to $240,000 for qualifying licensed practitioners with prescribing privileges who commit to employment in a county behavioral health delivery system.[6] Implementation of the 2026–2030 workforce plan began in July 2026, so outcome data are not yet available.[7] These potential recruitment benefits should be considered along with BHSA's increased focus on serving individuals with significant and complex behavioral health needs, including justice-involved and unhoused populations, which may increase demand for psychiatrists in public behavioral health settings that already compete for a limited pool of qualified professionals.

RETENTION

The Countywide retention rate increased from 90.8 percent in 2025 to 94.1 percent as of August 30, 2026, an improvement of 3.3 percentage points. The measure represents the percentage of full-time employees who remained in County employment and held a full-time position from one year to the next. As of August 30, 2026, the County recorded 6,097 full-time employee separations. About 93.1 percent of separations were voluntary, of which 55.4 percent were due to retirement.

Retention also varied among the 11 bargaining units in this report, from 84.9 percent to 92.0 percent, with five units at or above 90 percent. These results indicate that elevated unadjusted vacancy rates are not uniformly attributable to turnover; in several units, funding constraints, new allocations, classification review, or operational decisions materially affect the vacancy rate. Where departments identify specific retention concerns, responses include career development and training, internal mobility, scheduling flexibility where operationally feasible, and targeted assignment or compensation measures.

The County's retention experience is directionally consistent with broader public sector employment patterns. The U.S. Bureau of Labor Statistics reported that public sector employees had a median tenure of 6.2 years in January 2024, compared with 3.5 years for private sector employees.[8] For the County, tenure-at-turnover data indicate that a substantial share of departures occurs after long service. With 16,825 employee separations over the last three years, the employee-weighted average tenure at separation was 17.8 years, and the median was 18 years. Nearly 47 percent

[6] California Department of Health Care Services, *Behavioral Health Services Act County Policy Manual*, Chapter 7, section A.4.5, "Loan Repayment," Maximum Repayment Amount, accessed September 12, 2026.
[7] Department of Health Care Access and Information, Final BHSA 2026–2030 Workforce Education and Training Plan, June 2026.
[8] U.S. Bureau of Labor Statistics, *Employee Tenure in 2024*, USDL-24-1971, September 26, 2024, p. 2 and Table 5.

involved employees with at least 20 years of service, including 39.5 percent with at least 25 years.

Internal mobility is another measure of workforce continuity. The County's size and range of occupations provide employees with opportunities to advance or change roles while remaining in County service, contributing to employment longevity. While internal movement does not, on its own, reduce the County's overall vacancy rate because it shifts vacancies by filling one and creating another, it supports retention through career development and advancement. Organizationally, it preserves institutional knowledge and lets departments draw on experienced employees to meet changing workforce needs. The County's broader employment framework, including retention strategies such as compensation and benefits, career development and training opportunities, and flexible or supportive work programs, such as telework and alternative work schedules, where operationally appropriate, may also help employees continue County service as their professional and personal circumstances evolve over time.

The County's high retention rate, long tenure among employees at the time of separation, and substantial internal mobility opportunities demonstrate strong workforce continuity. Although departments may need more targeted strategies where trends or conditions affecting particular classifications and assignments warrant additional attention, the data do not indicate broad Countywide retention challenges.

CONCLUSION

Overall, the 2026 review reflects a broadly stable County workforce and does not support a single Countywide explanation for vacancies. Eleven bargaining units met or exceeded the 20 percent threshold set forth in AB 2561, and three remained at or above 20 percent after vacancy adjustments were applied. In several units, vacancies were materially affected by fiscal controls, department-managed holds, funding limitations, newly authorized positions, classification or organizational review, salary savings decisions, or pending hires.

Where positions are available and approved to fill yet remain vacant, most departments face identifiable recruitment issues, including limited qualified candidate pools, specialized licensing or minimum requirements, lengthy background processes, assignment conditions, and competition for selected occupations. The County is addressing these conditions through targeted recruitment, academic partnerships, civil service reform, emergency and noncompetitive hiring, classification review, focused compensation tools, and career development and retention strategies.

Several bargaining units identified in this report, including the Institutional Support Services Employees, Mental Health Psychiatrists/Dental Professionals, Deputy Probation Officers, Supervising Deputy Probation Officers, and Probation Directors, were also identified in the prior-year review. Their recurrence supports the need for a more focused examination of the recruitment pipelines for positions the County is actively seeking to fill. Consistent with the County's decentralized recruitment and

examination structure, departments will continue to lead recruitment for their workforces, with DHR evaluating opportunities to provide more specialized assistance.

As a next step, DHR will assess how it may supplement departmental efforts through specialized sourcing, market outreach, and candidate identification for those professional classifications requiring a degree, license, certification, or specialized training. For nonprofessional and institutional classifications, DHR is working with departments to examine candidate sourcing, candidate progression through each stage of the hiring process, examination and background requirements, assignment conditions, and other factors affecting hiring, and to develop targeted recruitment approaches responsive to the needs of each department. DHR will also continue to leverage recently available tools to address hiring for critical jobs, including use of emergency authorities for filling high-vacancy classifications and changes to civil service rules that enable faster and more effective hiring practices.

This work will inform a more structured Countywide approach to bargaining units with recurring elevated vacancy rates. As the approach develops, DHR and departments will identify appropriate measures to evaluate results, which may include the number of qualified applicants, the percentage who progress through each stage of the hiring process, time-to-hire, placement time, and total appointments. Continued review of these measures, together with position status and retention data, will help the County determine where centralized assistance, process improvements, labor market strategies, or operational changes are most likely to improve staffing outcomes.

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	Vacancy Adjustments (Frozen and Pending Hires)	Adjusted Vacancy Rate	Retention Rate
Los Angeles County Association of Environmental Health Specialists	331	Health Investigative & Support Services	691	249	36.03%	169	11.58%	90.02%
UAPD	325	Mental Health Psychiatrists/Dental Professionals	329	114	34.65%	84	9.12%	89.73%
Supervising Deputy Probation Officers Association	702	Supervising Deputy Probation Officers	381	129	33.86%	0	33.86%	84.88%
AFSCME Local 685	701	Deputy Probation Officers	2,956	981	33.19%	0	33.19%	88.75%
SEIU	211	Institutional Support Services	422	128	30.33%	62	15.64%	86.62%
AFSCME Local 1967	703	Probation Directors	143	38	26.57%	0	26.57%	88.79%
SEIU	729	Health Financial Support Services	1,280	324	25.31%	155	13.20%	91.58%
SEIU	341	Health Science Professionals	1,697	420	24.75%	240	10.61%	91.75%
PPOA	621	Corrections Officers	2,560	585	22.85%	262	12.62%	91.99%
SEIU	711	Social Workers	3,407	764	22.42%	169	17.46%	91.44%
SEIU	201	Building Custodians	637	130	20.41%	16	17.90%	89.17%
SEIU	221	Paramedical Technical	6,037	1,135	18.80%	160	16.15%	92.94%
CAPE	511	Engineering Technician's	772	141	18.26%	2	18.01%	88.64%
PPOA	612	Supv. Peace Officers	1,917	347	18.10%	30	16.54%	91.03%
AFSCME Local 2712	721	Psychiatric Social Workers	1,919	332	17.30%	36	15.42%	90.48%
SEIU	122	Supervising Administrative, Technical and Staff Services	1,002	173	17.27%	12	16.07%	86.80%
SEIU	111	Clerical and Office Services	12,231	2,107	17.23%	300	14.77%	91.17%
SEIU	312	Supervising Registered Nurses	680	116	17.06%	20	14.12%	90.71%
SEIU	121	Administrative, Technical and Staff Services	7,114	1,183	16.63%	94	15.31%	90.61%
ALADS	611	Peace Officers	8,939	1,476	16.51%	224	14.01%	92.85%
SEIU	431	Artisan and Blue Collar Employees	2,451	398	16.24%	49	14.24%	88.75%

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	Vacancy Adjustments (Frozen and Pending Hires)	Adjusted Vacancy Rate	Retention Rate
CAPE	131	Appraisers Non-Supervisory	547	83	15.17%	0	15.17%	95.44%
SEIU	112	Supv. Clerical and Office Services	1,395	206	14.77%	14	13.76%	88.54%
AFSCME Local 119	421	Automotive and Equipment Maintenance and Repair	262	38	14.50%	3	13.36%	89.78%
SEIU	342	Supervisory Health Science Professional	398	57	14.32%	16	10.30%	89.46%
SEIU	311	Registered Nurses	7,672	1,075	14.01%	254	10.70%	92.20%
Int Union of Operating Eng	401	Plant Operating Engineers	203	28	13.79%	2	12.81%	91.07%
SEIU	722	Medical Social Workers	1,098	148	13.48%	8	12.75%	92.60%
Fire Fighters Local 1014	604	Supervising Fire Specialist	38	5	13.16%	0	13.16%	84.38%
SEIU	432	Supervisory Artisan and Blue Collar Employees	499	65	13.03%	9	11.22%	85.75%
SEIU	222	Supervising Paramedical Health	131	17	12.98%	1	12.21%	94.35%
UAPD	324	Physicians and Veterinarians	1,245	160	12.85%	34	10.12%	95.11%
Trades Council	411	Building Trades and Skilled Craftsmen	1,330	161	12.11%	27	10.08%	92.45%
PPOA	631	Coroner Investigators	60	7	11.67%	3	6.67%	87.50%
SEIU	811	Librarians	522	59	11.30%	2	10.92%	96.32%
Fire Fighters Local 1014	603	Fire Specialists	231	26	11.26%	0	11.26%	90.77%
CAPE	512	Supervising Engineering Technicians	295	33	11.19%	0	11.19%	89.49%
Fire Fighters Local 1014	602	Supervisory Fire Fighters	733	81	11.05%	0	11.05%	90.95%
AFSCME Local 1083	725	Supervising Child Support Specialists	115	12	10.43%	0	10.43%	96.94%
CAPE	501	Professional Engineers	914	91	9.96%	0	9.96%	93.37%
AFSCME Local 830	821	Agricultural Weights & Measures Inspectors	249	24	9.64%	5	7.63%	93.98%
AFSME Local 3511	724	Supv.Professional Social Workers	512	47	9.18%	2	8.79%	94.26%

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	Vacancy Adjustments (Frozen and Pending Hires)	Adjusted Vacancy Rate	Retention Rate
Trades Council	412	Supervisory Building and Construction Trades and Operating Engineer	227	20	8.81%	0	8.81%	93.81%
SEIU	777	Supvg. Social Workers	1,326	113	8.52%	1	8.45%	93.31%
SEIU	723	Children's Social Workers	4,453	374	8.40%	0	8.40%	94.79%
PPOA	614	Criminalists/Forensic Identification Specialists	186	14	7.53%	4	5.38%	94.55%
UAPD	301	Pharmacists	379	27	7.12%	2	6.60%	97.50%
AFSCME Local 1271	321	Physician Assistants and Senior Physician Assistants	107	7	6.54%	0	6.54%	98.57%
CAPE	502	Supervising Professional Engineers	180	11	6.11%	0	6.11%	89.73%
CAPE	132	Supervisory Appraisers	140	8	5.71%	0	5.71%	94.12%
Lifeguard Assoc	641	Beach Lifeguards	133	7	5.26%	0	5.26%	92.75%
Assoc of Deputy Das	801	Deputy District Attorneys	840	41	4.88%	0	4.88%	94.02%
Fire Fighters Local 1014	601	Fire Fighters	2,591	117	4.52%	0	4.52%	93.00%
Program Managers Association	804	Program Managers, CSSD	31	1	3.23%	0	3.23%	93.75%
Interns and Residents	323	Interns and Resident Physicians	1,545	30	1.94%	6	1.55%	71.17%
Lifeguard Assoc	642	Supervisory Beach Lifeguards	63	1	1.59%	0	1.59%	92.19%
SEIU	732	Supv. Social Services Investigators	1,207	9	0.75%	0	0.75%	92.95%
PPOA	632	Supervising Coroner Investigators	11	0	0.00%	0	0.00%	88.89%
Child Support Attnys Assoc	802	Child Support Attorneys	80	0	0.00%	0	0.00%	96.15%
SEIU	731	Social Services Investigators	7,398	-9	-0.12%	0	-0.12%	92.99%
LA County Fire Department Association of Chiefs	605	Chief Officers, Fire	114	-3	-2.63%	0	-2.63%	96.61%
Assoc of PD Investigators	613	Public Defender Investigators	107	-4	-3.74%	0	-3.74%	97.12%
DPD Union	803	Deputy Public Defenders	636	-30	-4.72%	0	-4.72%	91.56%

COUNTY OF LOS ANGELES
AB 2561 - LOCAL PUBLIC EMPLOYEES: VACANT POSITIONS
BARGAINING UNITS WITH VACANCY RATES AT OR ABOVE 20%

ATTACHMENT C

Union	Bargaining Unit	Bargaining Unit Description	Authorized FTEs	Vacant Positions	Vacancies > 1 Year	Frozen	Pending Hires	Vacancy Adjustments	Vacancy Rate	Adjusted Vacancy Rate	Retention Rate
Supervising Deputy Probation Officer Association	702	Supervising Deputy Probation Officers	381	129	68	0	0	0	33.86%	33.86%	84.88%
AFSCME Local 685	701	Deputy Probation Officers	2,956	981	726	0	0	0	33.19%	33.19%	88.75%
AFSCME Local 1967	703	Probation Directors	143	38	18	0	0	0	26.57%	26.57%	88.79%
SEIU	201	Building Custodians	637	130	65	13	3	16	20.41%	17.90%	89.17%
SEIU	711	Social Workers	3,407	764	500	166	3	169	22.42%	17.46%	91.44%
SEIU	211	Institutional Support Services	422	128	90	43	19	62	30.33%	15.64%	86.62%
SEIU	729	Health Financial Support Services	1,280	324	222	152	3	155	25.31%	13.20%	91.58%
PPOA	621	Corrections Officers	2,560	585	293	202	60	262	22.85%	12.62%	91.99%
Los Angeles County Association of Environmental Health Specialists	331	Health Investigative & Support Services	691	249	172	169	0	169	36.03%	11.58%	90.02%
SEIU	341	Health Science Professionals	1,697	420	306	236	4	240	24.75%	10.61%	91.75%
UAPD	325	Mental Health Psychiatrists/Dental Professionals	329	114	92	81	3	84	34.65%	9.12%	89.73%

COUNTY OF LOS ANGELES
AB 2561 - LOCAL PUBLIC EMPLOYEES: VACANT POSITIONS
TRADITIONAL RECRUITMENTS FOR BARGAINING UNITS WITH VACANCY RATES AT OR ABOVE 20%

ATTACHMENT D

Exam No.	Job Title	Exam Type (OC, IP, DP)	Filing Start Date	Filing End Date	Currently Open? (Yes/No)	Apps Received	Apps Qualified	# of Eligibles	Promulgation Date	Expiration Date
Y4767O	Dental Specialist (Various Specialties)	OC	08/05/26	Continuous	Yes	14	8	8	9/1/26	9/1/27
Y9188D	Patient Financial Services Control Worker (Non-Megaflex)	DP	05/01/25	5/15/25	No	62	62	62	7/16/25	7/16/26
Y9193Y	Patient Financial Services Worker	OC	07/25/24	11/6/25	No	142	142	142	9/24/24	9/25/25
PH4382C	Industrial Hygienist	OC	08/06/24	12/12/25	No	63	10	10	5/22/25	5/22/26
B4735E	Mental Health Psychiatrist	OC	02/04/20	Continuous	Yes	345	342	314	9/4/26	9/4/27
J6395C	Assistant Cook	DP	06/30/25	7/14/25	No	4	3	3	8/8/25	2/8/26
P6763B-R	Institutional Helper	OC	06/13/25	6/27/25	No	1,001	944	398	7/29/25	7/29/26
Y6832O	Laundry Worker	OC	03/11/25	3/11/25	No	92	92	92	4/15/25	4/21/26
Y5083J	Central Services Technician II	OC	05/28/26	Continuous	Yes	15	14	14	8/12/26	8/12/27
J6836M	Senior Laundry Worker	DP	02/20/25	3/5/25	No	2	2	2	3/19/25	9/19/25
F6399G	Senior Cook	OC	06/29/26	Continuous	Yes	60	59	20	9/1/26	9/1/27
J6399V	Senior Cook	OC	07/09/26	Continuous	Yes	14	14	13	7/29/26	2/21/27
Y6834W	Intermediate Laundry Worker	OC	05/28/26	Continuous	Yes	52	41	37	6/12/26	9/8/27
Y6766G	Institutional Laborer	OC	07/08/25	7/10/25	No	73	73	73	7/23/25	8/12/26
Y4763G	Dentist	OC	08/21/18	5/1/26	No	336	336	282	4/9/26	4/9/27
PH5668D	Environmental Health Technician	OC	03/01/24	5/27/26	No	1,300	514	484	7/9/26	7/9/27
PH5772E	Radiation Protection Specialist	OC	02/22/24	5/29/25	No	36	11	11	2/27/25	2/27/27
Y5772A	Radiation Protection Specialist	OC	09/06/24	5/1/26	No	21	21	21	6/1/26	6/1/27
PH5774E	Senior Radiation Protection Specialist	OC	03/31/23	5/29/25	No	31	8	8	2/8/24	2/7/25

COUNTY OF LOS ANGELES
AB 2561 - LOCAL PUBLIC EMPLOYEES: VACANT POSITIONS
TRADITIONAL RECRUITMENTS FOR BARGAINING UNITS WITH VACANCY RATES AT OR ABOVE 20%

ATTACHMENT D

Exam No.	Job Title	Exam Type (OC, IP, DP)	Filing Start Date	Filing End Date	Currently Open? (Yes/No)	Apps Received	Apps Qualified	# of Eligibles	Promulgation Date	Expiration Date
J6774N	Custodian	OC	03/18/25	3/26/25	No	631	558	558	9/24/25	9/24/26
b8695I	Clinical Psychologist I	OC	06/02/26	Continuous	Yes	35	26	26	6/26/26	8/27/27
Y8695D	Clinical Psychologist I	OC	06/03/26	Continuous	Yes	9	6	6	8/19/26	8/19/27
b8694B	Clinical Psychology Intern	OC	08/24/26	Continuous	Yes	10	2	2	8/24/26	8/28/27
Y4920C	Clinical Microbiologist II	OC	03/06/26	5/1/26	No	3	3	3	4/3/26	6/3/27
Y8972A	Research Analyst II, Behavioral Sciences	OC	07/31/24	3/21/25	No	43	43	43	8/22/24	4/7/26
F8972C	Research Analyst II, Behavioral Sciences	OC	02/28/20	5/27/26	No	1,939	96	96	4/2/20	8/12/27
PH8972G	Research Analyst II, Behavioral Sciences	OC	08/09/24	5/29/25	No	650	214	214	8/22/24	5/21/26
Y8697I	Clinical Psychologist II	OC	06/03/26	Continuous	Yes	9	5	5	7/17/26	7/17/27
b8697N	Clinical Psychologist II	OC	06/02/26	Continuous	Yes	9	7	7	6/22/26	8/31/27
Y5887H	Speech Pathologist I - Noncompetitive	OC	08/27/26	Continuous	Yes	6	Not yet available			
Y5889M	Speech Pathologist II	OC	05/25/26	Continuous	Yes	11	10	10	6/30/26	8/25/27
Y5837I	Physical Therapist I	OC	07/08/26	Continuous	Yes	44	34	34	7/21/26	8/14/27
PH5837D	Physical Therapist I	OC	05/08/24	5/22/26	No	107	71	71	9/11/25	8/3/27
Y4850I	Senior Health Educator	DP	01/21/22	3/20/25	No	5	5	5	4/13/22	8/29/26
b5872A	Recreation Therapist II	OC	03/19/26	5/6/26	No	12	3	3	4/21/26	5/8/27
J8700R	Law Enforcement Psychologist, Sheriff	OC	01/05/24	5/15/26	No	28	25	25	2/27/24	5/1/27
F8973D	Research Analyst III, Behavioral Sciences	OC	12/02/21	5/27/26	No	633	82	82	2/15/22	7/15/27
PH8973F	Research Analyst III, Behavioral Sciences	OC	08/09/24	5/29/25	No	414	166	166	8/22/24	6/9/26

COUNTY OF LOS ANGELES
AB 2561 - LOCAL PUBLIC EMPLOYEES: VACANT POSITIONS
TRADITIONAL RECRUITMENTS FOR BARGAINING UNITS WITH VACANCY RATES AT OR ABOVE 20%

ATTACHMENT D

Exam No.	Job Title	Exam Type (OC, IP, DP)	Filing Start Date	Filing End Date	Currently Open? (Yes/No)	Apps Received	Apps Qualified	# of Eligibles	Promulgation Date	Expiration Date
Y5861A	Occupational Therapy Instructor	OC	01/20/23	5/1/26	No	36	36	36	3/13/23	4/13/27
Y4896V	Clinical Laboratory Scientist II	OC	05/28/26	Continuous	Yes	73	63	63	6/18/26	3/4/27
PH4803D	Nutritionist II	OC	06/12/23	11/7/25	No	100	30	21	11/20/23	12/5/26
PH5856D	Occupational Therapist I	OC	05/20/24	5/22/26	No	216	146	146	6/25/24	6/2/27
Y5856J	Occupational Therapist I	OC	07/08/26	Continuous	Yes	64	47	47	7/21/26	8/24/27
b5857B	Occupational Therapist II	OC	03/15/23	5/27/26	No	86	63	63	5/2/23	8/11/27
Y5857J	Occupational Therapist II	OC	02/18/16	5/1/26	No	304	215	215	3/17/16	5/20/27
Y5839J	Physical Therapist II	OC	06/11/15	5/1/26	No	400	256	256	2/23/16	5/26/27
J2453H	Supervising Public Response Dispatcher	DP	02/23/26	3/6/26	No	12	12	12	5/6/26	11/6/26
J2452E	Public Response Dispatcher Specialist	DP	04/02/25	4/15/25	No	15	8	8	6/6/25	12/6/25
J2827X	Security Assistant, Sheriff	OC	01/10/25	6/26/25	No	271	271	271	1/15/24	1/15/25
J2749F	Custody Assistant, Sheriff	OC	01/10/25	Continuous	Yes	3,452	3434	2919	9/8/26	9/8/27
J2745V	Law Enforcement Technician	OC	09/16/24	5/27/26	No	320	319	319	6/29/26	12/27/26
F8607T-L	Deputy Probation Officer II (Field) Lateral	OC	06/26/25	Continuous	Yes	394	5	5	6/2/26	6/2/27
F8609T-TC	Deputy Probation Officer II - Treatment and Counseling	OC	06/09/26	Continuous	Yes	235	109	45	8/27/26	8/27/27
F8610K	Supervising Deputy Probation Officer	OC	03/23/26	Continuous	Yes	321	226	149	7/16/26	7/16/27
T8999E	Supervising Transportation Worker, DCS	OC	06/22/26	7/6/26	No	65	19	16	8/5/26	1/27/27
49165A	Gain Services Worker	OC	06/04/26	6/17/26	No	2,445	136	0	9/3/26	9/2/27
Y8103H	Community Health Worker - Correctional Health	OC	03/14/26	4/13/26	No	111	111	111	5/29/26	5/29/27

COUNTY OF LOS ANGELES
AB 2561 - LOCAL PUBLIC EMPLOYEES: VACANT POSITIONS
TRADITIONAL RECRUITMENTS FOR BARGAINING UNITS WITH VACANCY RATES AT OR ABOVE 20%

ATTACHMENT D

Exam No.	Job Title	Exam Type (OC, IP, DP)	Filing Start Date	Filing End Date	Currently Open? (Yes/No)	Apps Received	Apps Qualified	# of Eligibles	Promulgation Date	Expiration Date
F8105C	Senior Community Health Worker	OC	07/20/26	8/3/26	No	272	125	Not yet available		
AG9051B	Social Worker	DP	04/29/26	Continuous	Yes	105	18	18	8/5/26	2/1/27
49051S	Social Worker	DP	05/29/26	Continuous	Yes	89	26	24	8/28/26	8/27/27
N9008A	Appeals Hearing Specialist	IP	11/12/25	11/25/25	No	701	486	194	7/2/26	1/1/27
49008G	Appeals Hearing Specialist	DP	09/08/26	9/21/26	No	1,022	Not yet available			
W6774H	Conserje	OC	02/07/25	2/21/25	No	150	134	134	2/26/25	2/26/26
PH9192B	Patient Resources Worker	OC	09/08/26	Continuous	Yes	312	Not yet available			
Y9192U	Patient Resources Worker	OC	10/23/24	5/27/25	No	364	364	350	11/14/24	5/15/25

COUNTY OF LOS ANGELES
AB 2561 - LOCAL PUBLIC EMPLOYEES: VACANT POSITIONS
EMERGENCY HIRING FOR BARGAINING UNITS WITH VACANCY RATES AT OR ABOVE 20%

ATTACHMENT E

Exam No.	Job Title	Exam Type (OC, IP, DP)	Exam Type (Traditional, Emergency)	Filing Start Date	Filing End Date	Currently Open? (Yes/No)	Apps Received
PH5672G-EA	Environmental Health Specialist III - Emergency Appointment	OC	Emergency	09/01/26	Continuous	Yes	4
B9193C-EA	Patient Financial Services Worker/Emergency Appointment Homelessness	OC	Emergency	09/17/25	Continuous	Yes	852
Y4735C-DOJ	Mental Health Psychiatrist/Correctional Health	OC	Emergency	07/26/24	Continuous	Yes	7
F6416A-HE	Intermediate Food Service Worker	OC	Emergency	09/02/26	9/25/26	Yes	96
J6416S-HE	Intermediate Food Service Worker	OC	Emergency	06/17/26	Continuous	Yes	91
F6396F-HE	Cook	OC	Emergency	06/09/26	7/9/26	No	117
PH5670I-EA	Environmental Health Specialist I (Temporary/Emergency Appointment Homelessness)	OC	Emergency	10/11/24	Continuous	Yes	478
PH5671G-EA	Environmental Health Specialist II/ Emergency Appointment Homelessness	OC	Emergency	09/01/26	Continuous	Yes	6
JC8697A-EA	Clinical Psychologist II	OC	Emergency	05/08/26	5/28/26	No	3
PH8697B-EA	Clinical Psychologist II / Emergency Appointment Homelessness	OC	Emergency	08/13/26	Continuous	Yes	2
Y5872N-DOJ	Recreation Therapist II/Correctional Health	OC	Emergency	11/20/23	Continuous	Yes	9
F8620A-PB	Probation Director	OC	Emergency	03/15/24	4/2/24	No	212

COUNTY OF LOS ANGELES
AB 2561 - LOCAL PUBLIC EMPLOYEES: VACANT POSITIONS
EMERGENCY HIRING FOR BARGAINING UNITS WITH VACANCY RATES AT OR ABOVE 20%

ATTACHMENT E

Exam No.	Job Title	Exam Type (OC, IP, DP)	Exam Type (Traditional, Emergency)	Filing Start Date	Filing End Date	Currently Open? (Yes/No)	Apps Received
F8103C-PB	Community Health Worker - Emergency Appointment (Homelessness)	OC	Emergency	02/11/26	2/25/26	No	83
b8103E-EA	Community Health Worker - Emergency Appointment (Homelessness)	OC	Emergency	02/11/26	2/25/26	No	83
AG8103A-HE	Community Health Worker - Emergency Appointment (Homelessness)	OC	Emergency	03/18/26	3/20/26	No	27
HH8103B-EA	Community Health Worker - Emergency Appointment (Homelessness)	OC	Emergency	07/07/26	7/14/26	No	416
T8103D-EA	Community Health Worker - Emergency Appointment (Homelessness)	OC	Emergency	03/18/26	3/20/26	No	22
b8105E-EA	Senior Community Health Worker / Emergency Appointments Homelessness	OC	Emergency	09/17/24	Continuous	Yes	846
B9192K-EA	Patient Resources Worker/ Emergency Appointment Homelessness	OC	Emergency	04/02/26	Continuous	Yes	1,190

COUNTY OF LOS ANGELES
AB 2561 - LOCAL PUBLIC EMPLOYEES: VACANT POSITIONS
TIME TO HIRE/PLACEMENT TIME FOR BARGAINING UNITS WITH VACANCY RATES AT OR ABOVE 20%

ATTACHMENT F

Bargaining Unit	Bargaining Unit Description	Total Applications	Total Hires*	Average Time to Hire*	Average Placement Time	Departments that Hired
201	Building Custodians	None Reported	27	327	160	Health Services; Internal Services; Parks & Recreation; Sheriff
211	Institutional Support Services	917	25	283	161	Health Services; Probation; Sheriff
325	Mental Health Psychiatrists/Dental Professionals	261	33	208	388	Health Services; Mental Health
331	Los Angeles County Association Of Environmental Health Specialists	1,111	67	128	107	Public Health
341	Health Science Professionals	865	59	231	199	Health Services; Mental Health; Public Health
621	Corrections Officers	1,183	91	282	243	Sheriff
701	Deputy Probation Officers	747	2	396	243	Probation
702	Supervising Deputy Probation Officers	56	2	479	60	Children & Family Services
703	Probation Directors	None Reported				
711	Social Workers	7,771	299	128	45	Aging and Disabilities; Children & Family Services; Health Services; Mental Health; Public Social Services
729	Health Financial Support Services	3,500	76	246	207	Health Services; Mental Health
Grand Total/Average		16,411	681	271	181	10 Departments

Fiscal Year 2025-26
**For classifications with vacancy rates exceeding 20%*