COUNTY OF LOS ANGELES
Vacancies, Recruitment, and Retention

2026 AB 2561 Public Hearing

CEO.

Joseph M. Nicchitta
Chief Executive Officer

Lisa Garrett
Director of Personnel

September 22, 2026

AB 2561 REPORTING REQUIREMENTS

AB 2561 requires an annual public hearing on vacancies and recruitment and retention efforts before adoption of the final budget.

- **Countywide workforce measures**
- **Bargaining units at or above 20% vacancy rate**
- **Recruitment and hiring outcomes**
- **Retention and workforce stability**

Recognized employee organizations may present at the public hearing.

CEO.

A LARGE AND STABLE WORKFORCE

97,500

Full-time employees

As of August 30, 2026

13.90%

Countywide vacancy rate

94.14%

Countywide retention

+3.34 percentage points
September 1, 2025 – August 30, 2026

Hiring continued while departments implemented an 8.5 percent budget curtailment, a hard hiring freeze, position reductions, and other operational controls.

6,400
External Hires

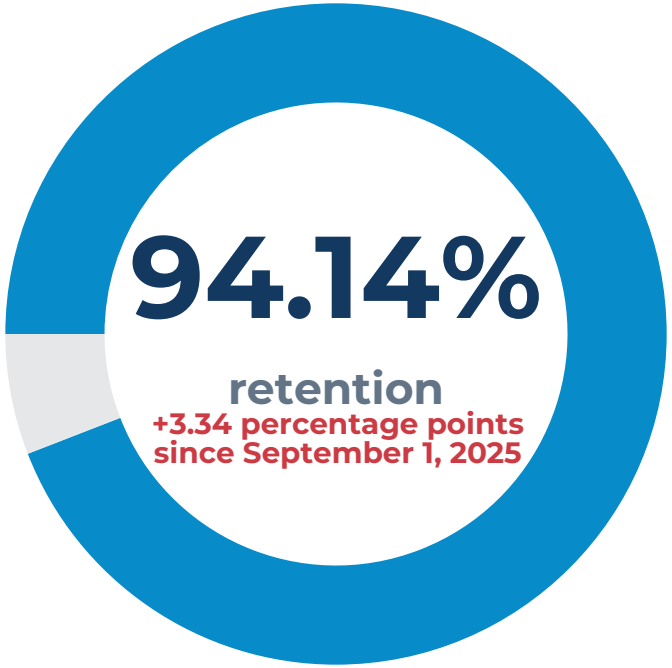
+

9,600
Internal Appointments

→

16,000
Hires/Appointments

HIGH RETENTION AND LONG TENURE



6,097

Full-time employee separations

As of August 30, 2026

18 years

Median tenure at separation

47%

Separated with 20+ years of service

55%

Voluntary separations due to retirement

The data do not indicate broad Countywide retention challenges.

VACANCY RATES IN CONTEXT

11

bargaining units at or above the statutory 20% threshold

→

3

remain at or above 20% after vacancy adjustments

1,157

vacancy adjustments 1,062 frozen + 95 pending hires as of August 30, 2026

The statutory calculation includes every vacant authorized position, even when a position is frozen, held, unfunded, under review, or not currently available to fill.

The adjusted rate includes positions that departments have made offers on, but candidates have not started work, or that departments have elected not to fill.

THREE UNITS REMAIN ABOVE 20% AFTER ADJUSTMENT

Bargaining Unit	Bargaining Unit Description	Authorized Positions	Vacancies	Vacancy Adjustments	Unadjusted Vacancy Rate	Adjusted Vacancy Rate
702	SUPVG DEPUTY PROBATION OFFICERS	381	129	—	33.86%	**33.86%**
701	DEPUTY PROBATION OFFICERS	2,956	981	—	33.19%	**33.19%**
703	PROBATION DIRECTORS	143	38	—	26.57%	**26.57%**
201	BLDG CUSTODIANS AND SERVICES	637	130	16	20.41%	**17.90%**
711	SOCIAL WORKERS	3,407	764	169	22.42%	**17.49%**
211	INSTITUTIONAL SUPPORT SERVICES	422	128	62	30.33%	**15.64%**
729	HEALTH FINANCIAL SUPPORT SERVICES	1,280	324	155	25.31%	**13.20%**
621	CUSTODY ASSTS AND CORRECTIONS OFFICERS	2,560	585	262	22.85%	**12.62%**
331	HEALTH INVESTIGATIVE AND SUPPORT SERVICES	691	249	169	36.03%	**11.58%**
341	HEALTH SCIENCE PROFESSIONALS	1,697	420	240	24.75%	**10.61%**
325	MENTAL HEALTH PSYCHIATRISTS/DENTAL	329	114	84	34.65%	**9.12%**

VACANCIES HAVE DIFFERENT CONTRIBUTING FACTORS

01

Fiscal and position management

Hard hiring freeze and 8.5% curtailments

Funding and salary savings limits

Positions held, redirected, reclassified, or eliminated

02

Program and organizational change

New allocations or pending placements

Service delivery and classification reviews

Department managed holds and planned workforce actions

03

Active recruitment constraints

Limited qualified candidate pools

Licensing, exams, and background requirements

Competition and assignment conditions

A vacancy rate does not, by itself, establish an inability to recruit or hire.

CANDIDATE PIPELINES

PROBATION

5 of 339

lateral applications met the requirements of the recruitment

Two candidates are in the background process.

SHERIFF

4 of 100

applicants ultimately clear the background process

Approximately half of applicants appear for scheduled testing.

BEHAVIORAL HEALTH

110

psychiatrist vacancies in Bargaining Unit 325

County roles compete with limited supply of qualified candidates and more flexible practice settings.

Institutional support roles also face nontraditional schedules, physical demands, operational restrictions, and background requirements.

APPLICATIONS AND HIRING TIME

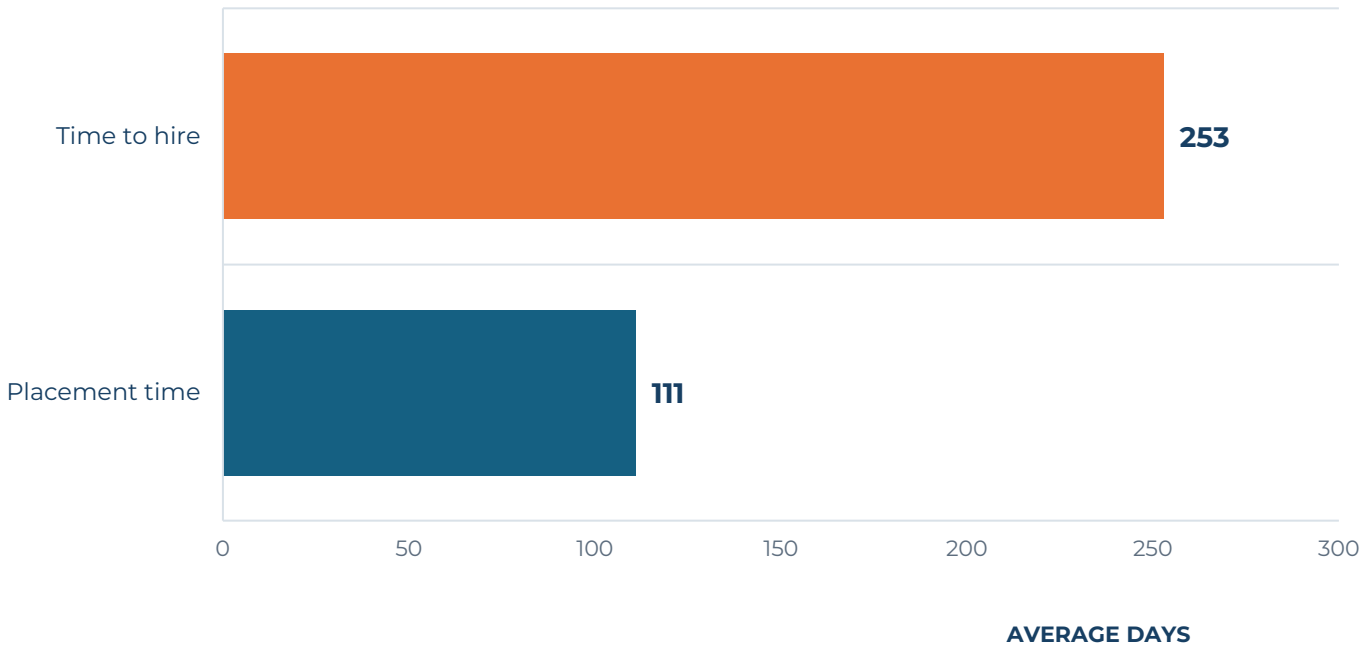
500+

open recruitments

454,851

applications

Fiscal Year 2025-26



Time-to-hire follows the applicant from application through appointment and may include time spent on an eligibility list. Placement time begins when a department initiates active hiring and ends when the employee begins work, therefore it is a subset of the time to hire, and not in addition to.

CEO. APPLICATIONS AND HIRING TIME

Bargaining Unit	Bargaining Unit Description	Authorized Positions	Vacancies	Applications*	Hires*	Average Time-to-Hire*	Average Placement Time*
702	SUPVG DEPUTY PROBATION OFFICERS	381	129	56	2	479	60
701	DEPUTY PROBATION OFFICERS	2,956	981	747	2	396	243
703	PROBATION DIRECTORS	143	38	—	—	—	—
201	BLDG CUSTODIANS AND SERVICES	637	130	—	27	327	160
711	SOCIAL WORKERS	3,407	764	7,771	299	128	45
211	INSTITUTIONAL SUPPORT SERVICES	422	128	917	25	283	161
729	HEALTH FINANCIAL SUPPORT SERVICES	1,280	324	3,500	76	246	207
621	CUSTODY ASSTS AND CORRECTIONS OFFICERS	2,560	585	1,183	91	282	243
331	HEALTH INVESTIGATIVE AND SUPPORT SERVICES	691	249	1,111	67	128	107
341	HEALTH SCIENCE PROFESSIONALS	1,697	420	865	59	231	199
325	MENTAL HEALTH PSYCHIATRISTS/DENTAL	329	114	261	33	208	388

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

TARGETED COUNTY EFFORTS

01	**Recruitment and Pipelines**	Academic and professional partnerships, digital outreach, job fairs, continuous filing, and earlier candidate engagement
02	**Emergency Hiring**	Five programs have produced 4,062 appointments with an average time-to-hire of 55 days. The emergency hiring authority for high vacancy classifications has yielded 52 hires with an average time-to-hire of 45 days.
03	**Civil Service Reform**	Greater flexibility in examinations, certification, eligibility lists, appointments, and selected noncompetitive recruitments
04	**Classification and Compensation**	Class specification review, Critical Shortage Rates, BHSA workforce incentives, and targeted compensation tools

Strategies are selected based on the applicable conditions for each position or classification. There is no uniform solution for hiring challenges.

CEO. EMERGENCY HIRING

Emergency appointments provide a faster path to placement when DHR approves their use.

REQUEST

01

Department submits the CSR 13.04 request and a draft job posting

REVIEW

02

DHR reviews the request within 48 hours

APPOINTMENT

03

If approved, the department posts and fills the position immediately

EXAMINATION

04

The appointee must complete the applicable examination within 90 days

FIVE EMERGENCY HIRING PROGRAMS
4,062 appointments 55-day average time to hire

HIGH VACANCY AUTHORITY
52 hires 45-day average time to hire

CEO.

CIVIL SERVICE RULE REFORM

01

More candidates available for consideration

02

Three broader candidate bands

03

More flexible eligible lists

04

Expanded promotional pathways

FOLLOW-UP FOR RECURRING VACANCIES

Professional Classifications

Specialized sourcing and market outreach

Institutional Classifications

Strengthen sourcing, candidate pipelines & hiring support

Countywide Approach

Proactive monitoring and focused support for elevated vacancy rates

Outcome Metrics

Qualified applicants, hiring time, and appointments

Questions?