

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 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.

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

+

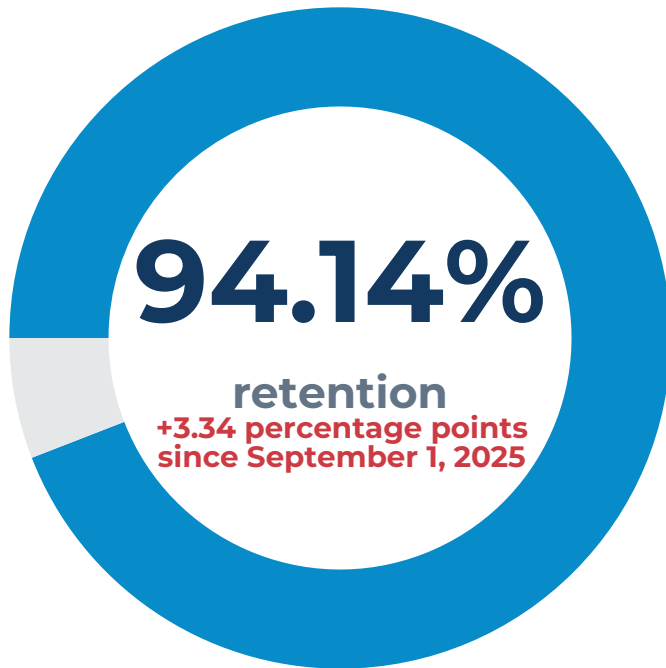
9,600

Internal Appointments



16,000

Hires/Appointments

**6,097**Full-time employee
separations

As of August 30, 2026

18 yearsMedian 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.

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.

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.

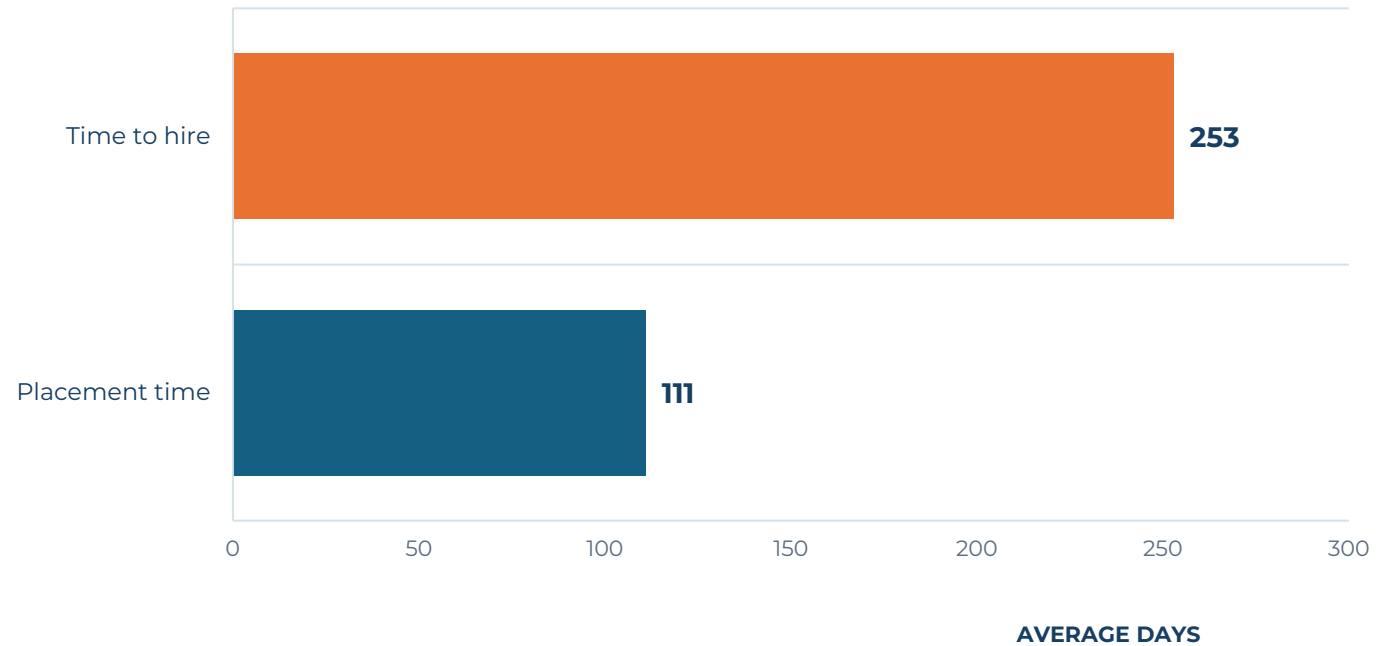
500+

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%.

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

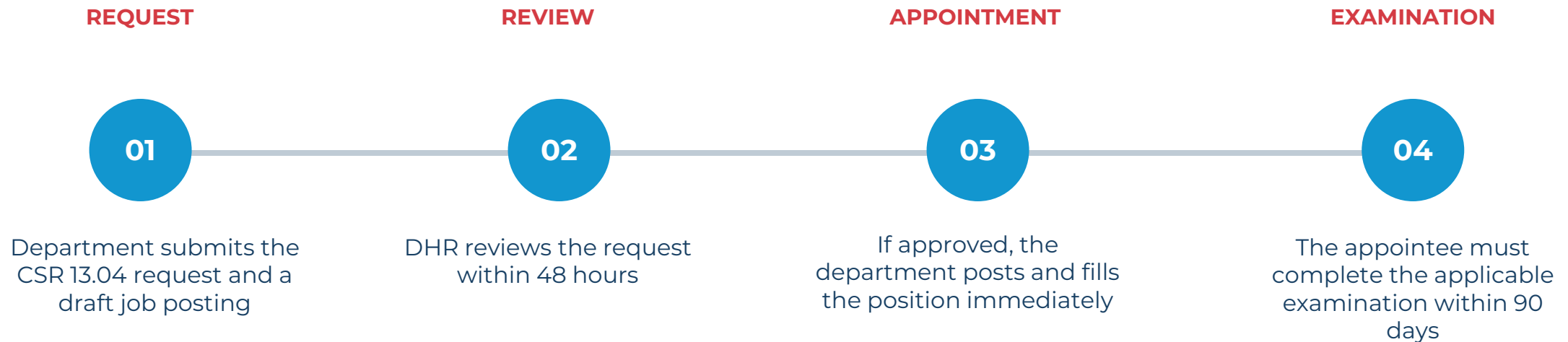
Greater flexibility in examinations, certification, eligibility lists, appointments, and selected noncompetitive recruitments

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.

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



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

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

01

**More candidates
available for
consideration**

02

**Three broader
candidate bands**

03

**More flexible eligible
lists**

04

**Expanded promotional
pathways**

Professional Classifications

Specialized sourcing and
market outreach

Countywide Approach

Proactive monitoring and
focused support for
elevated vacancy rates

Institutional Classifications

Strengthen sourcing,
candidate pipelines &
hiring support

Outcome Metrics

Qualified applicants,
hiring time, and
appointments



Questions?