



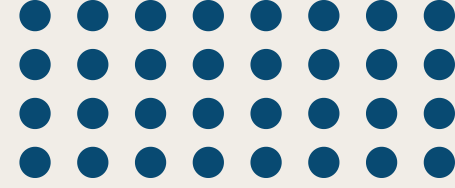
ANNUAL RECRUITMENT AND VACANCY REPORT

2025 Calendar Year

**County Executive Office
Human Resource Services**



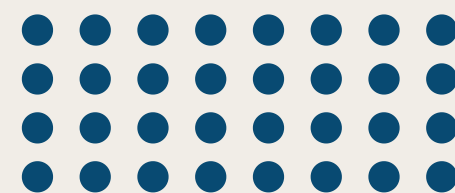
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AB 2561 Background



- California Assembly Bill (AB) 2561, Government Code 3502.3 was implemented on January 1, 2025.
- AB 2561 requires public agencies to track and report vacancy status and recruitment efforts at least once per fiscal year at a public hearing before the governing board, prior to budget adoption.
- Allows labor organizations to present at the hearing.
- If the number of vacancies in any one bargaining unit meet or exceed 20%, the labor organization can request additional information be presented at the hearing.



2025 Vacancy Overview



Budgeted Positions:

18,939

Vacant Positions:

1,687

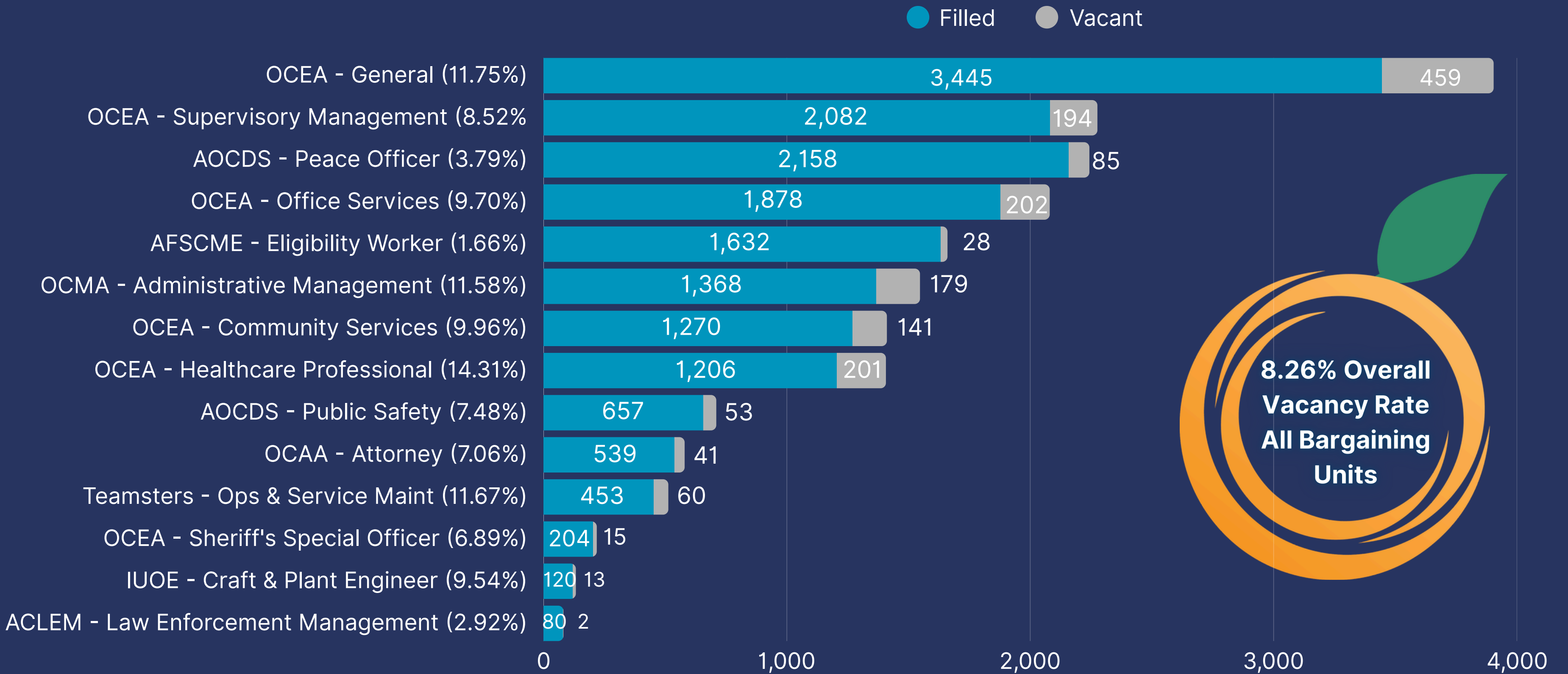
Vacancy Rate:

8.91%

Data is from January 1, 2025, to December 31, 2025, and presented as rounded averages.



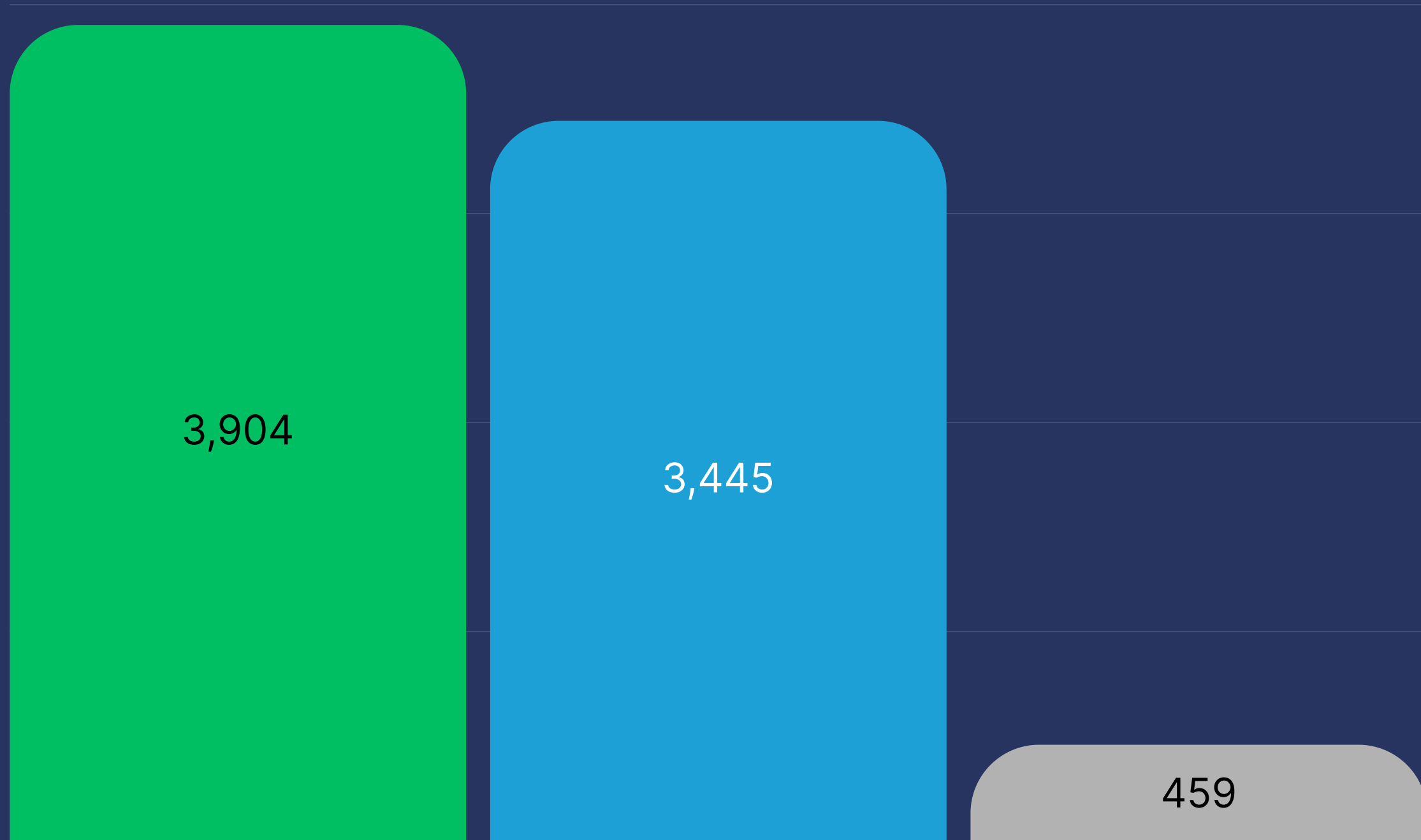
Vacancy Rate by Bargaining Units



Data is from January 1, 2025, to December 31, 2025, and presented as rounded averages.

OCEA - General (GE)

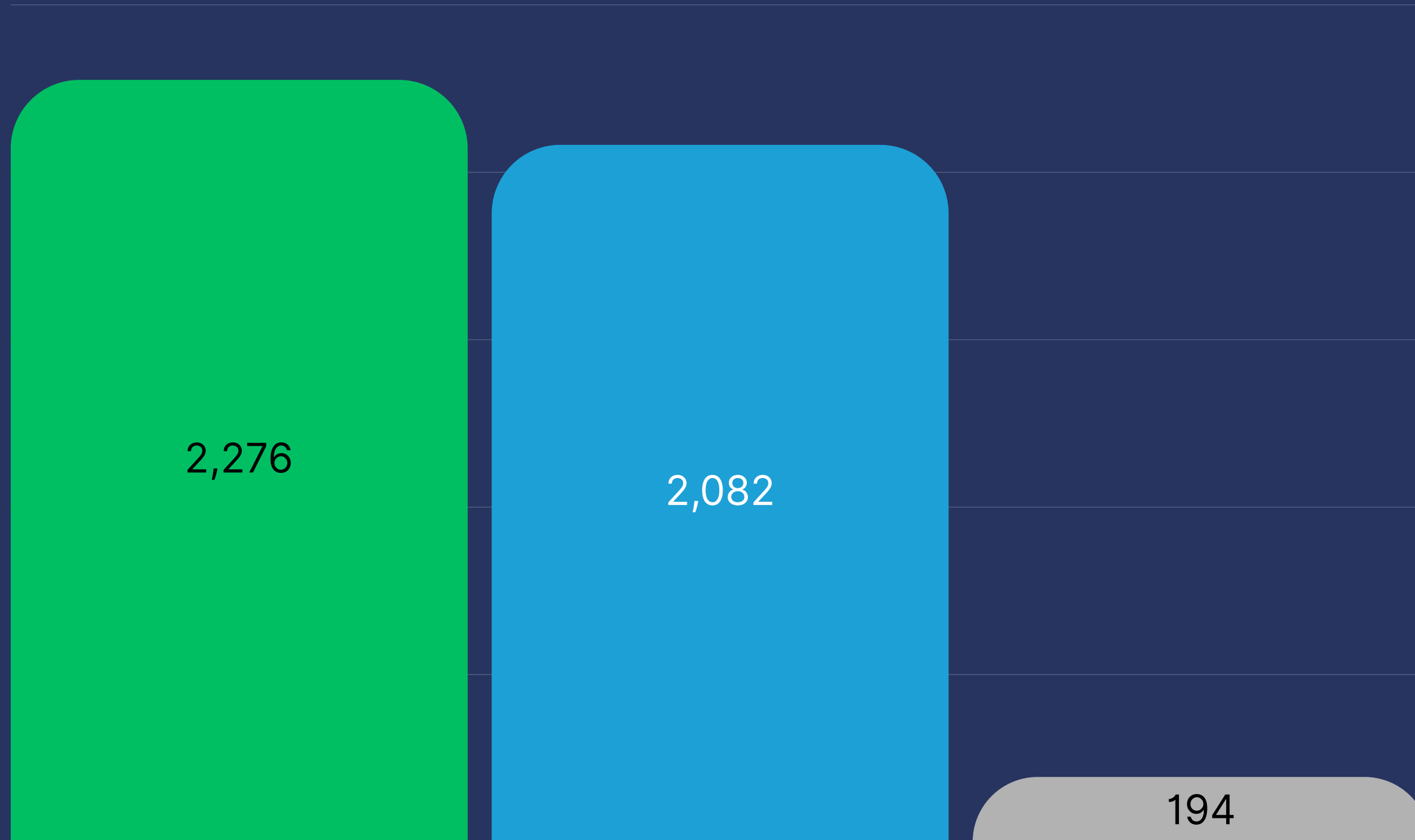
● Budgeted Positions ● Filled Positions ● Vacant Positions



Data is from January 1, 2025, to December 31, 2025, and presented as rounded averages.

OCEA - Supervisory Management (SM)

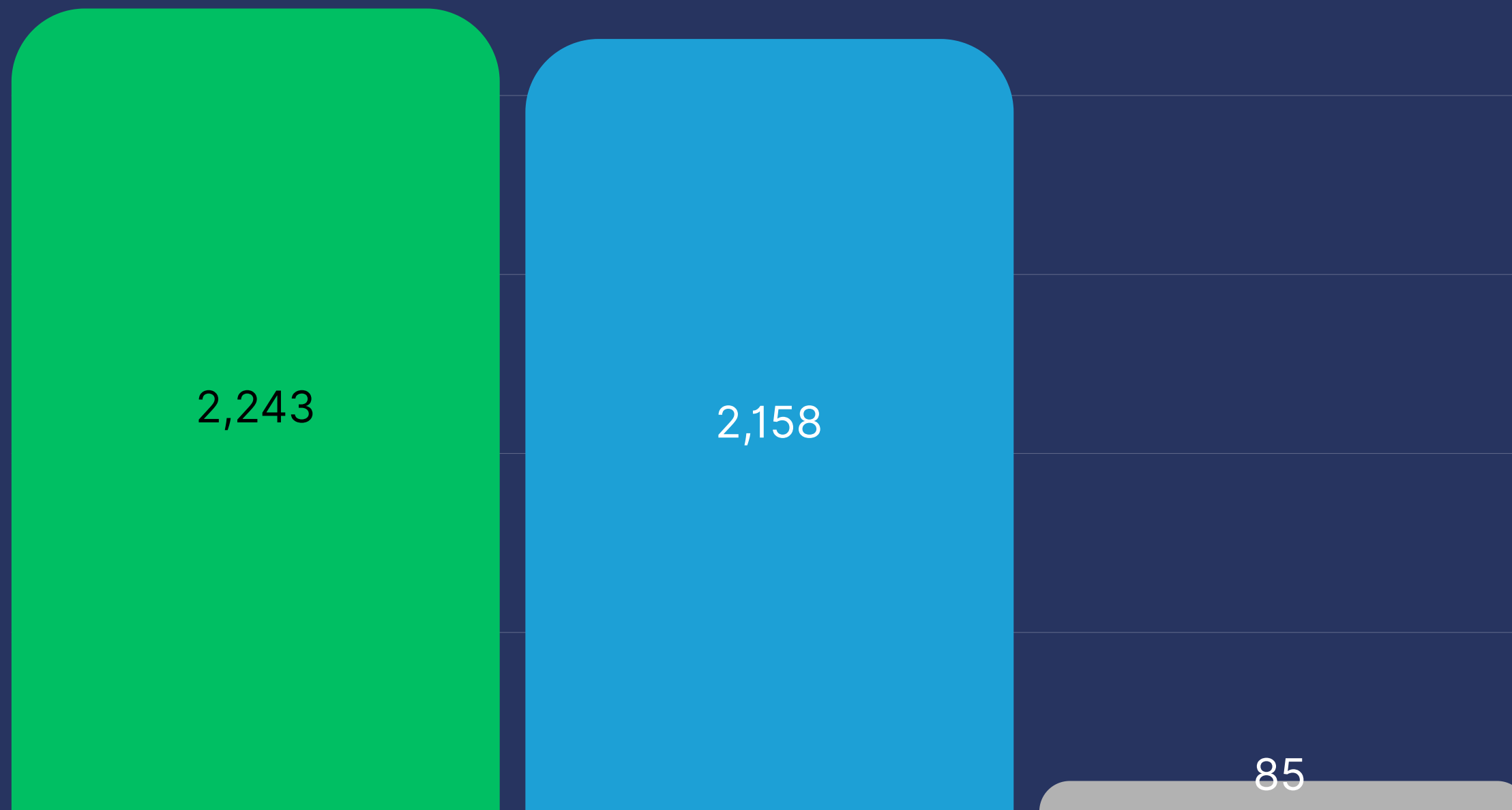
● Budgeted Positions ● Filled Positions ● Vacant Positions



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AOCDS - Peace Officer (PO/SP)

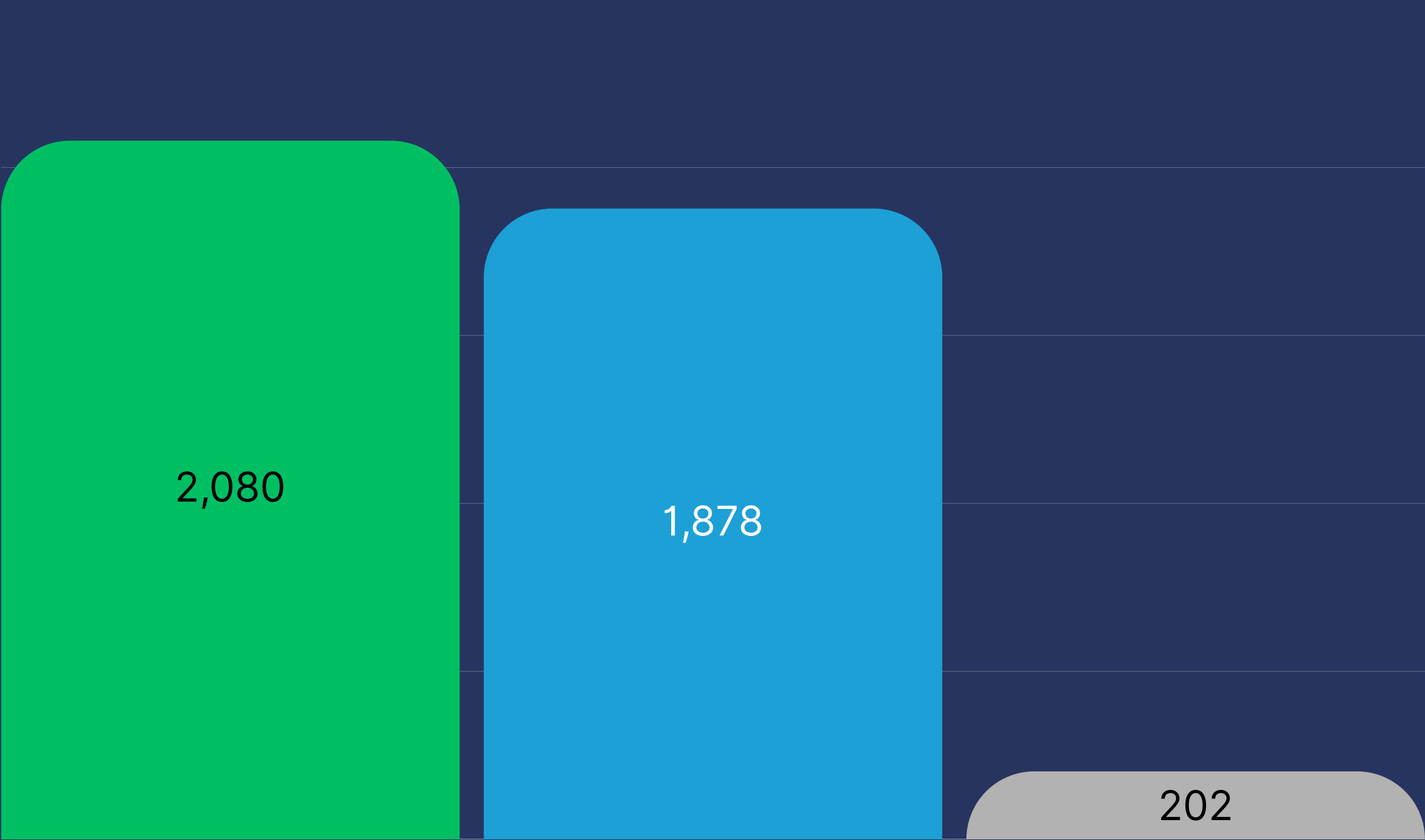
● Budgeted Positions ● Filled Positions ● Vacant Positions



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OCEA - Office Services (CL)

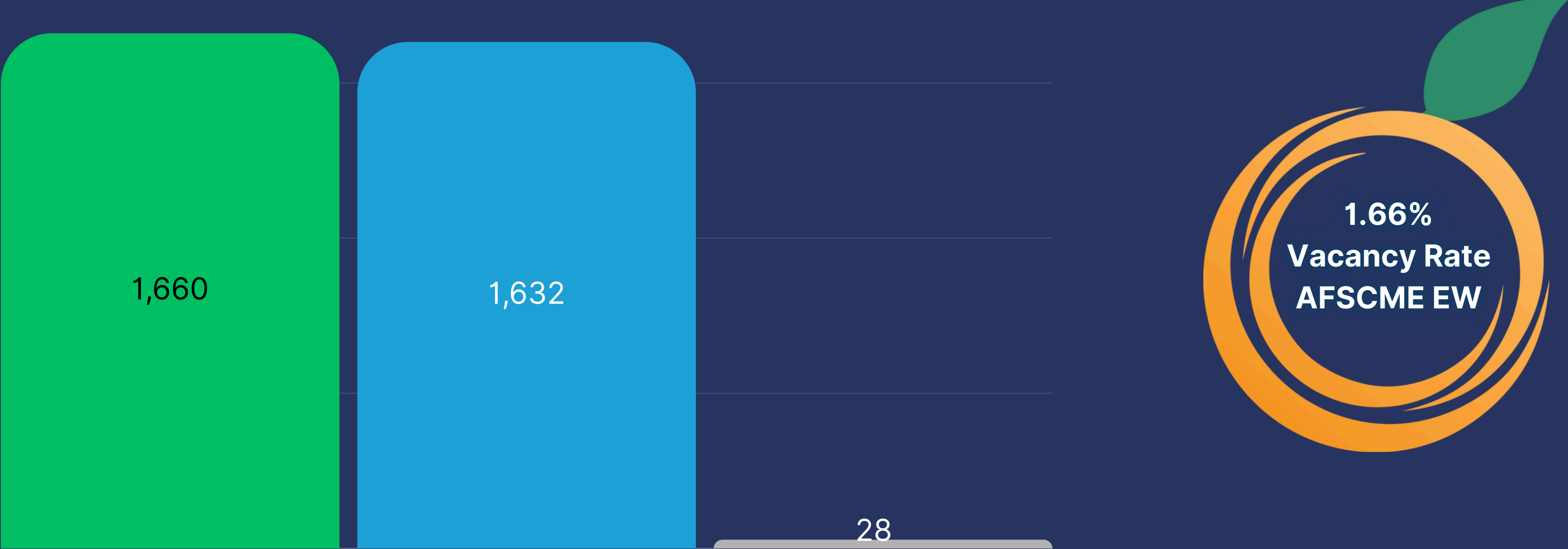
● Budgeted Positions ● Filled Positions ● Vacant Positions



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AFSCME - Eligibility Worker (EW)

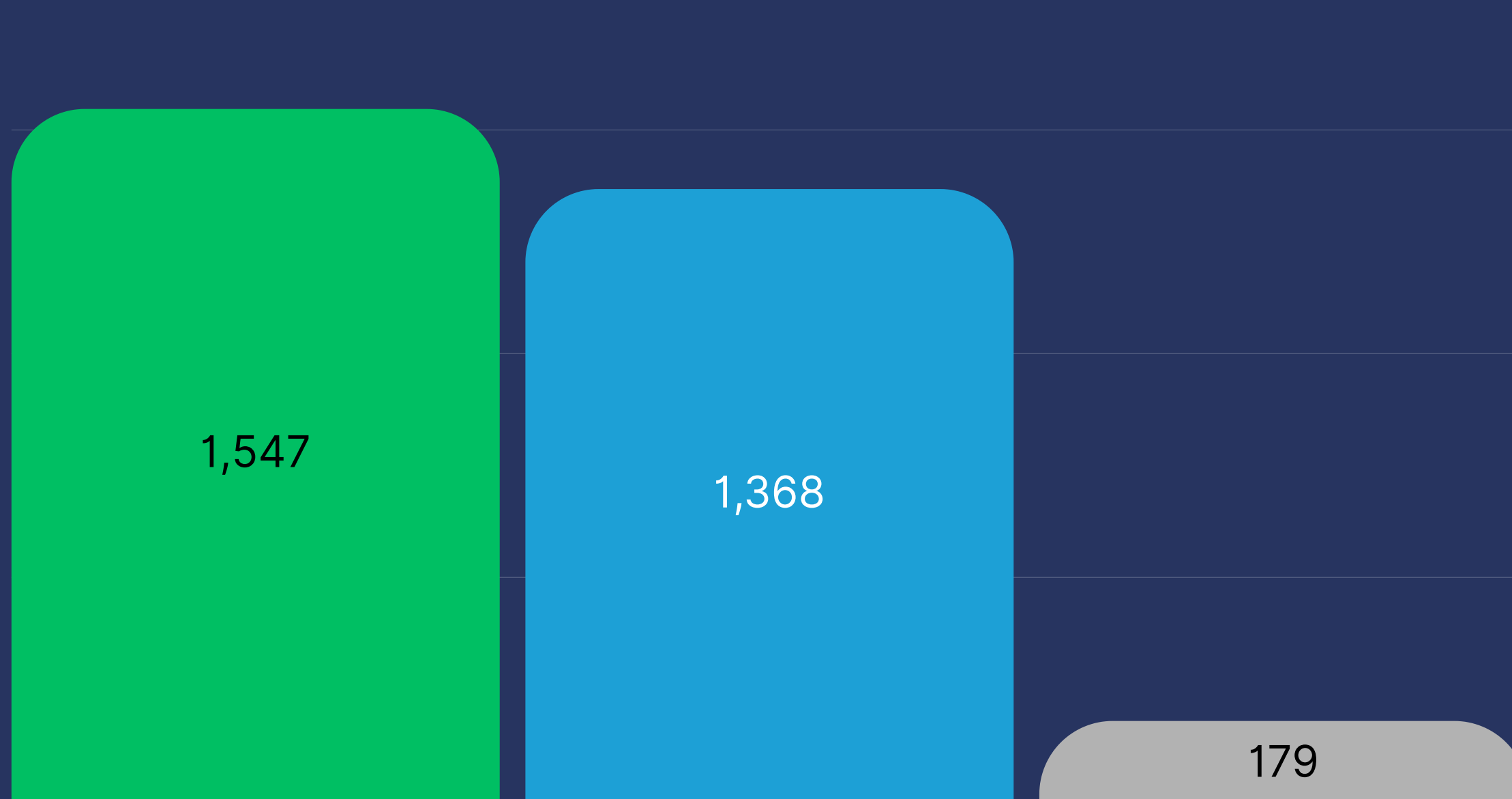
● Budgeted Positions ● Filled Positions ● Vacant Positions



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OCMA - Administrative Management (MA/MP/MT)

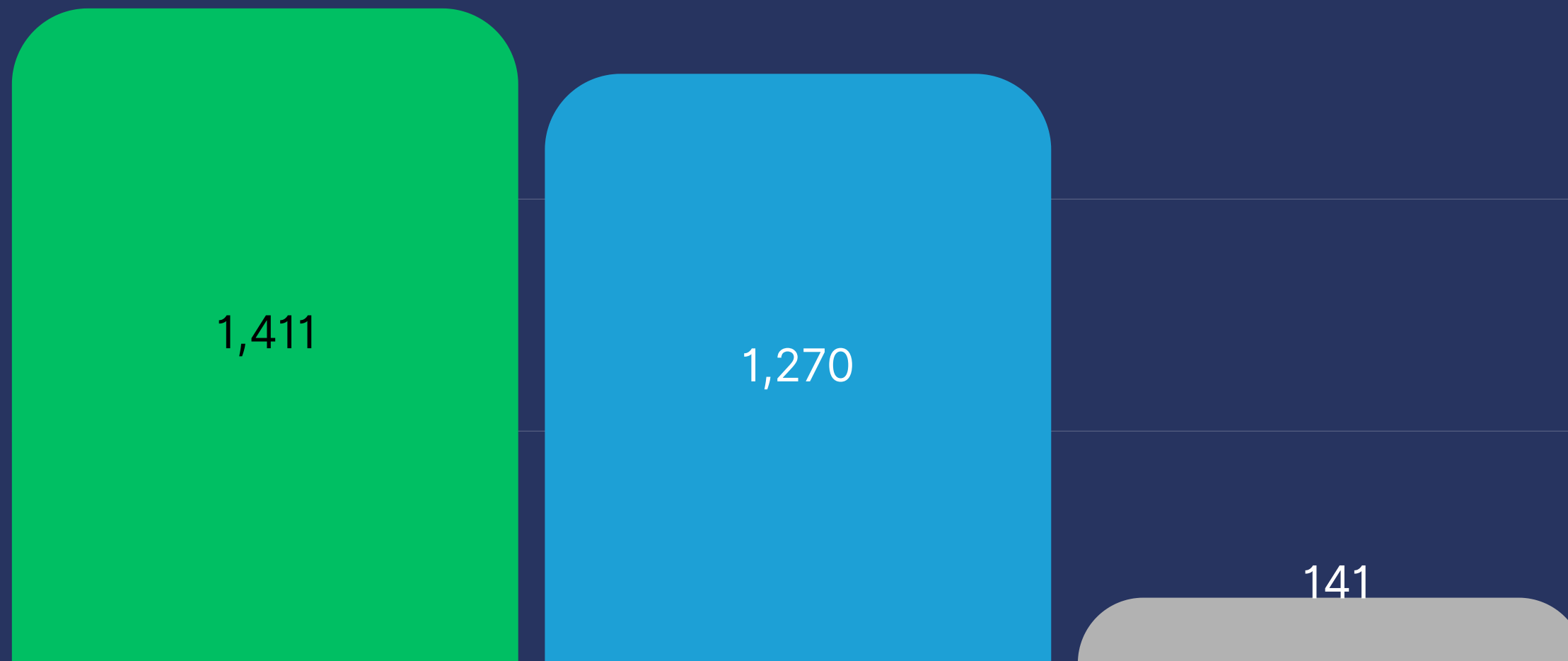
● Budgeted Positions ● Filled Positions ● Vacant Positions



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OCEA - Community Services (CS)

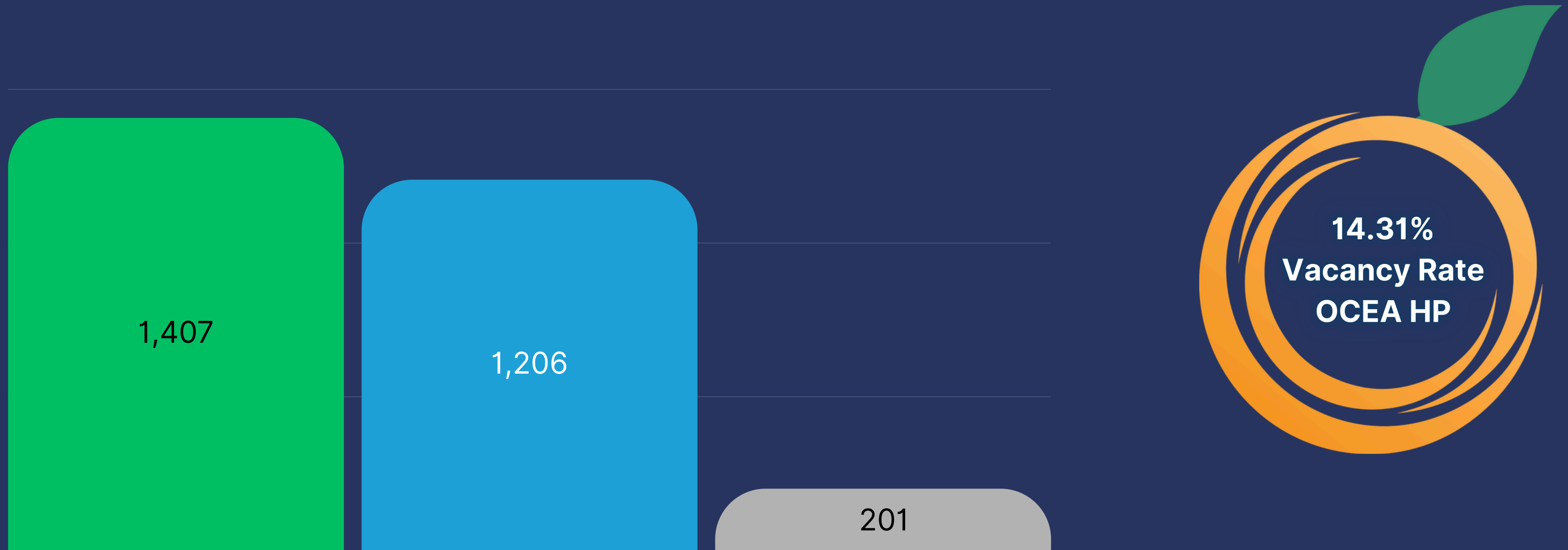
● Budgeted Positions ● Filled Positions ● Vacant Positions



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OCEA - Healthcare Professional (HP)

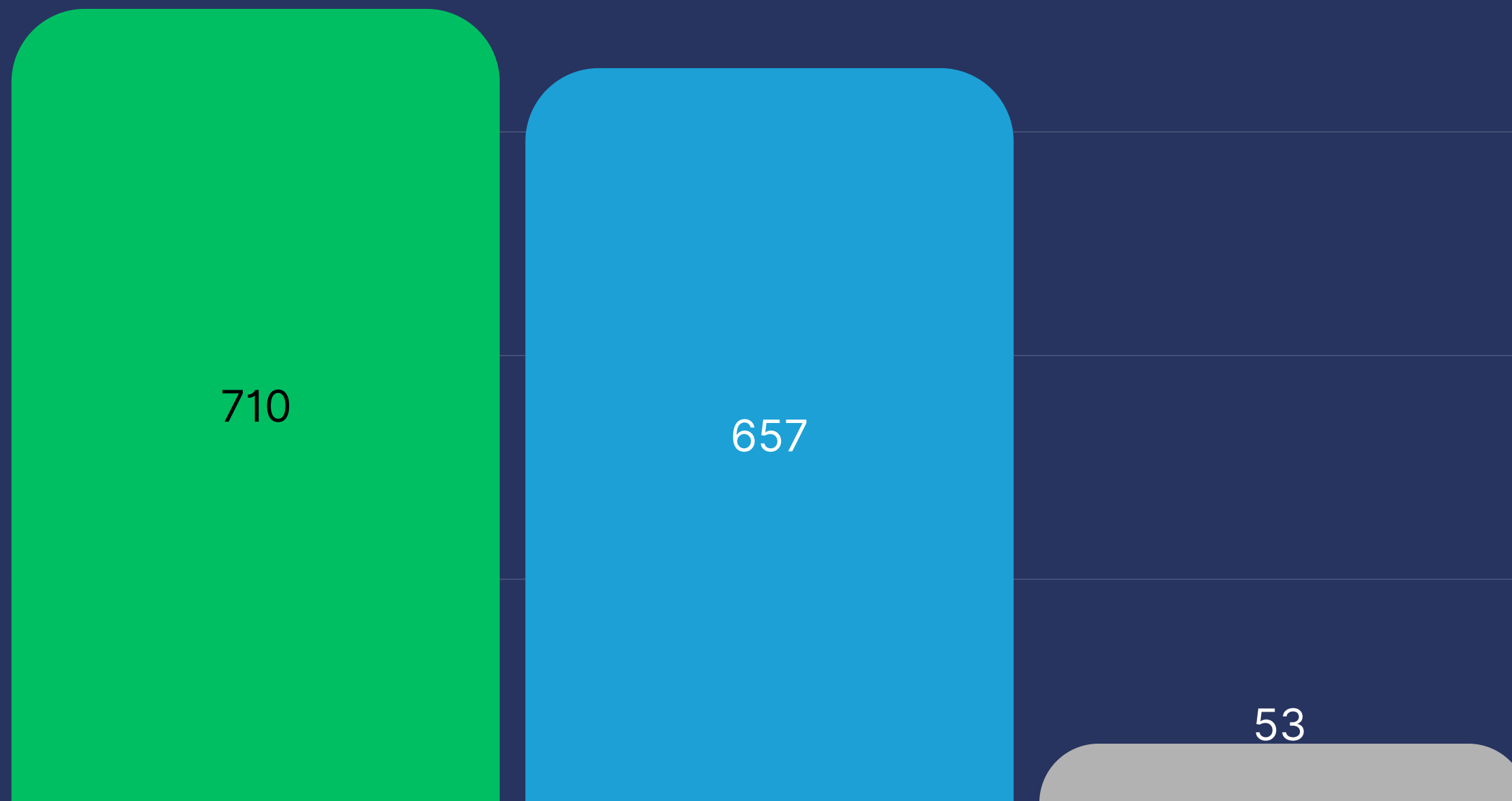
● Budgeted Positions ● Filled Positions ● Vacant Positions



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AOCDS - Public Safety (PS/PM/GS/GM)

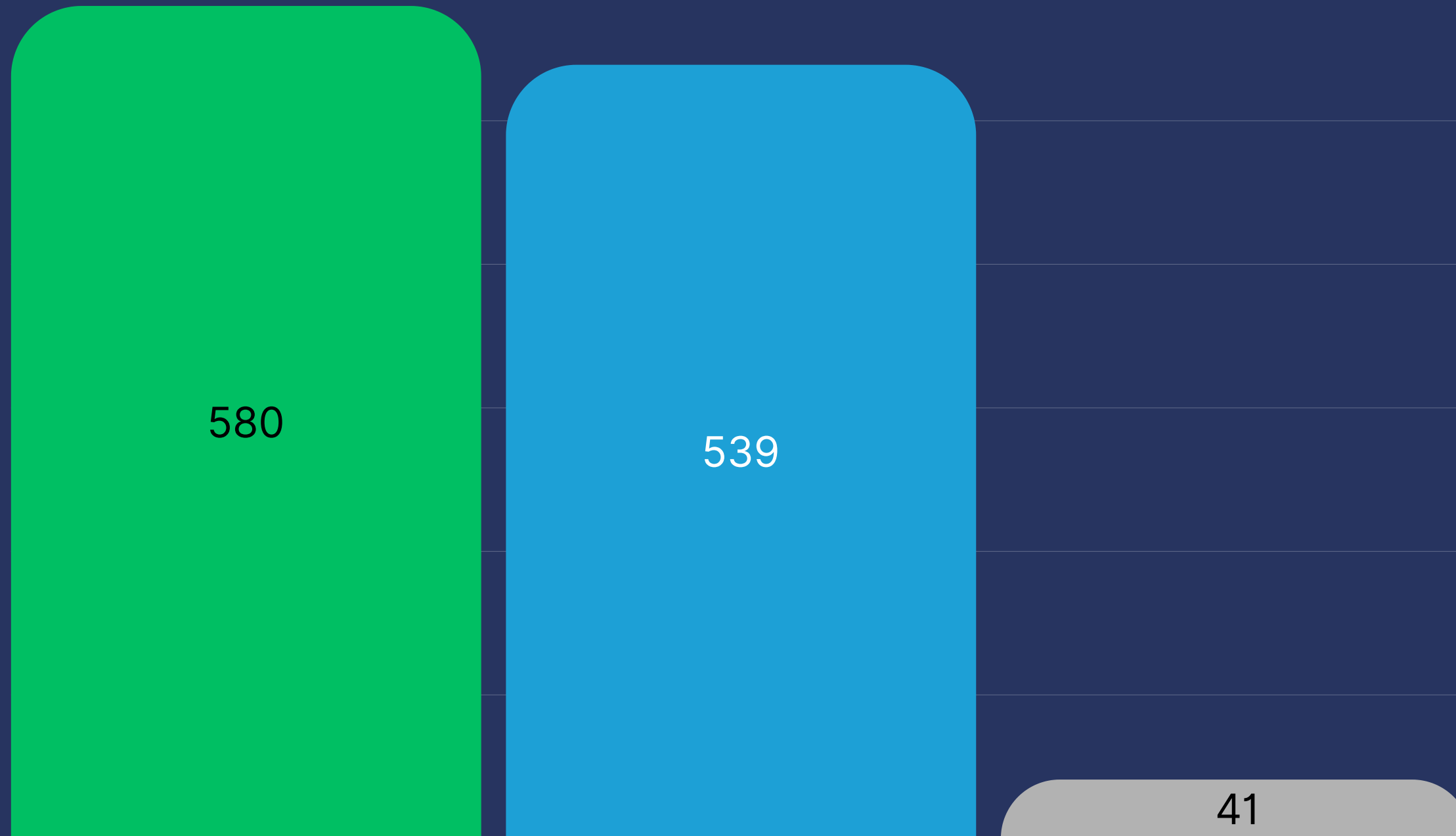
● Budgeted Positions ● Filled Positions ● Vacant Positions



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OCAA - Attorney (AT)

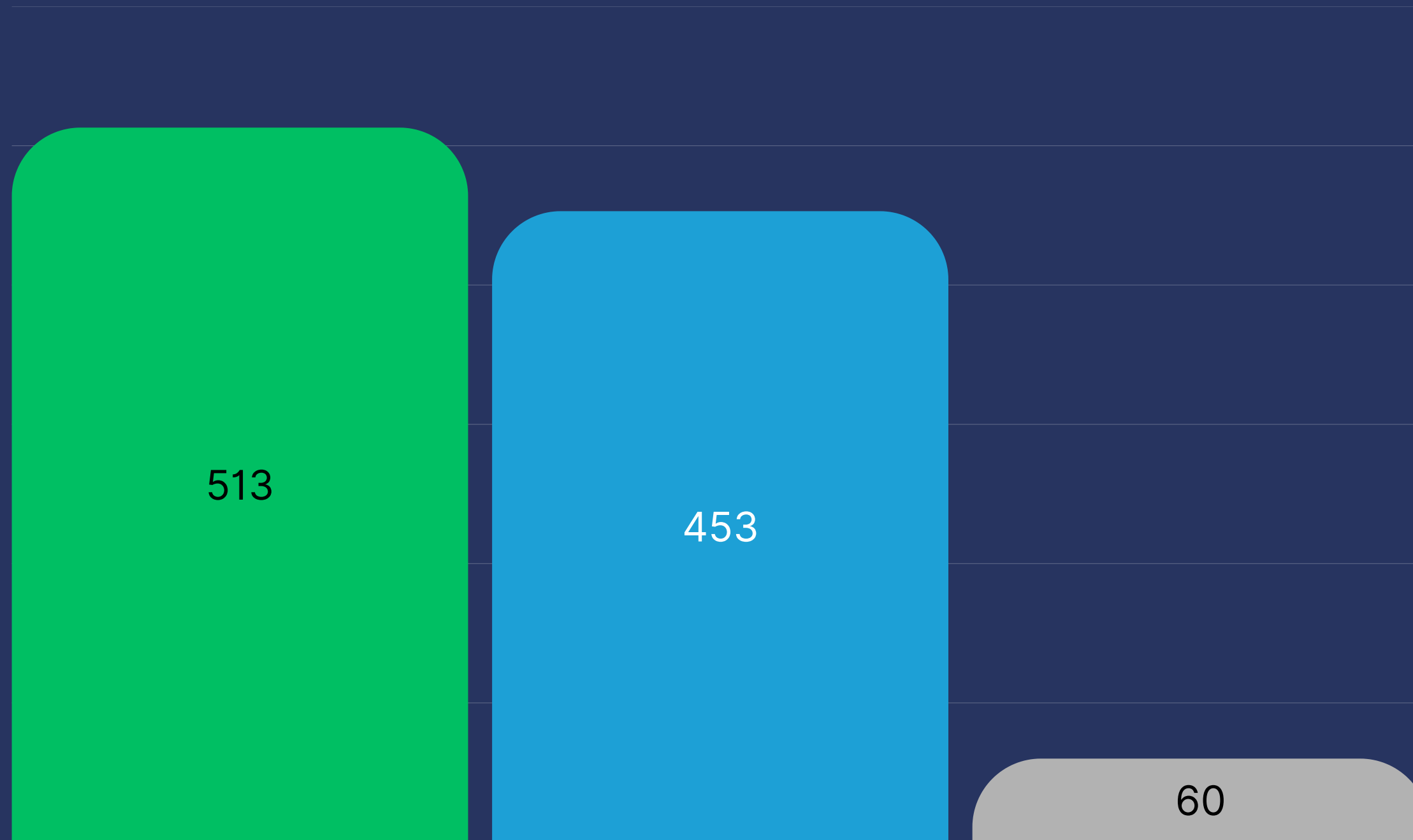
● Budgeted Positions ● Filled Positions ● Vacant Positions



Data is from January 1, 2025, to December 31, 2025, and presented as rounded averages.

Teamsters - Ops & Service Maint (OS)

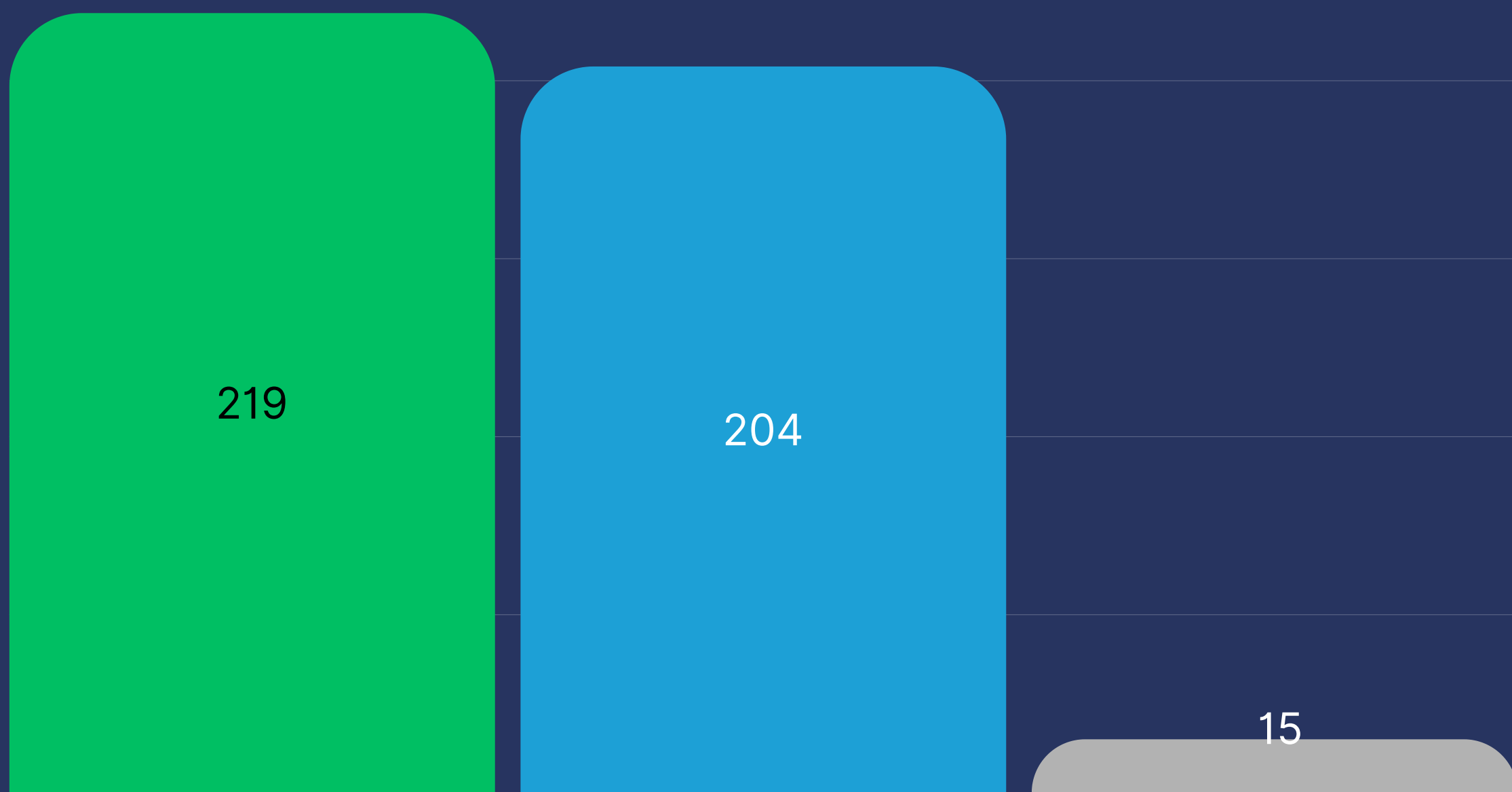
● Budgeted Positions ● Filled Positions ● Vacant Positions



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OCEA - Sheriff's Special Officer (SO)

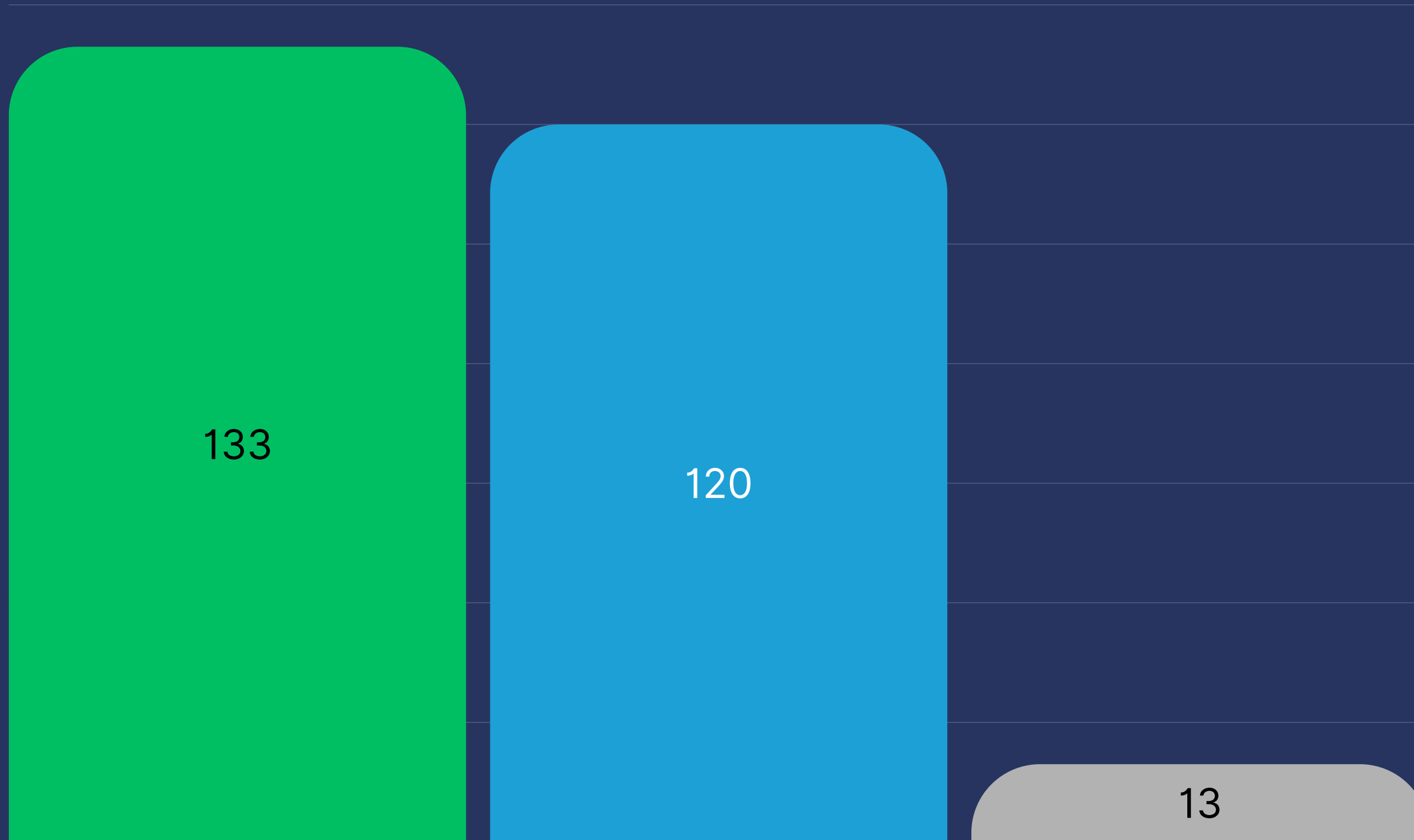
● Budgeted Positions ● Filled Positions ● Vacant Positions



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IUOE - Craft & Plant Engineer (CP)

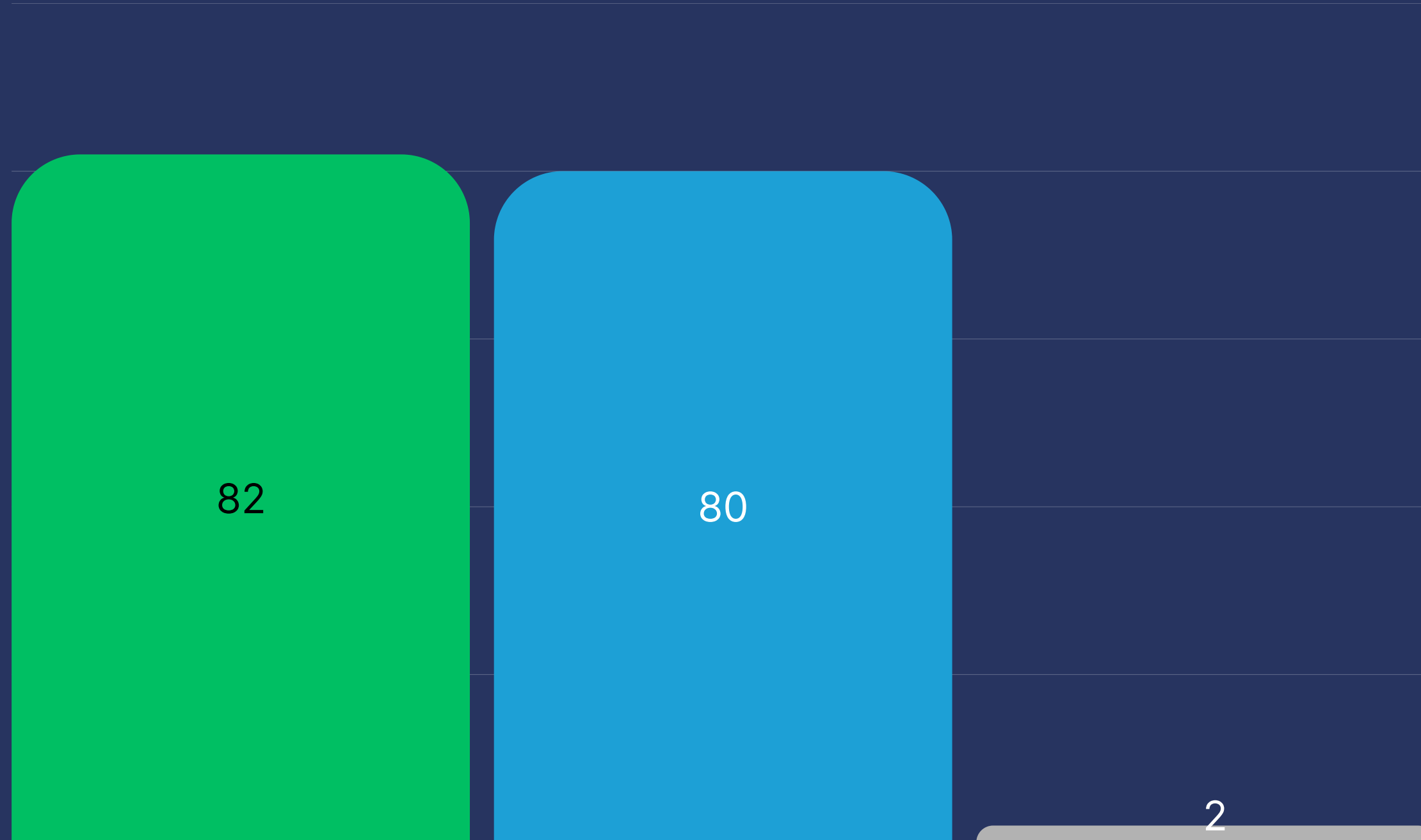
● Budgeted Positions ● Filled Positions ● Vacant Positions



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ACLEM - Law Enforcement Management (ML)

● Budgeted Positions ● Filled Positions ● Vacant Positions

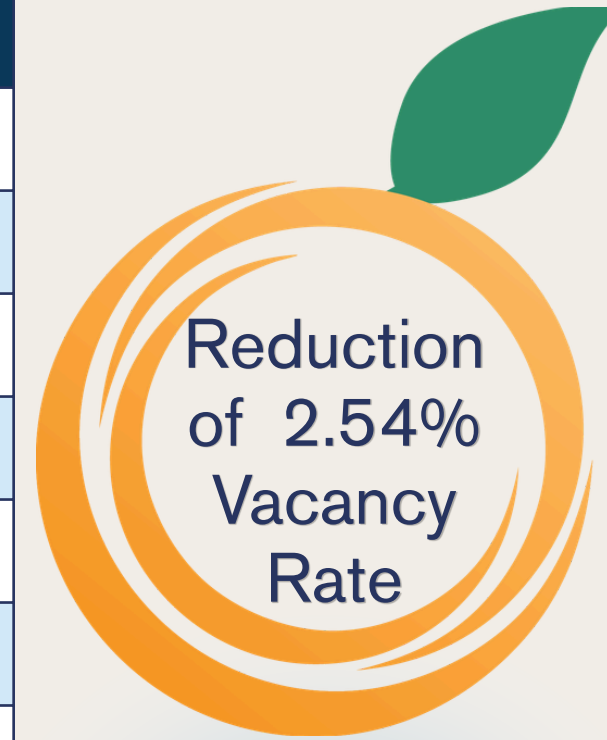


Data is from January 1, 2025, to December 31, 2025, and presented as rounded averages.



Vacancy Rate Comparison

Bargaining Unit (Union)	Vacancy Rate 2024	Vacancy Rate 2025	Difference
Administrative Management Unit (OCMA)	11.44%	11.58%	0.14%
Attorney Unit (OCAA)	6.68%	7.06%	0.38%
Community Services Unit (OCEA)	12.91%	9.96%	-2.95%
County General Unit (OCEA)	13.17%	11.75%	-1.42%
Craft and Plant Engineer Unit (IUOE)	12.52%	9.54%	-2.98%
Eligibility Worker Unit (AFSCME)	3.38%	1.66%	-1.72%
Healthcare Professional Unit (OCEA)	16.41%	14.31%	-2.10%
Law Enforcement Management Unit (ACLEM)	5.31%	2.92%	-2.39%
Office Services Unit (OCEA)	11.54%	9.70%	-1.84%
Operations and Service Maintenance Unit (Teamsters)	12.50%	11.67%	-0.83%
Peace Officer and Supervising Peace Officer Unit (AOCDS)	3.91%	3.79%	-0.12%
Public Safety General & Public Safety Supervisory Unit (AOCDS)	11.84%	7.48%	-4.36%
Sheriff's Special Officer Unit (OCEA)	4.51%	6.89%	2.38%
Supervisory Management Unit (OCEA)	8.27%	8.52%	0.25%
Totals:	10.80%	8.26%	-2.54%



**2024 Overall
Vacancy Rate:
10.8%**

**2025 Overall
Vacancy Rate:
8.26%**

Data is from January 1, 2025, to December 31, 2025, and presented as rounded averages.

Recruitment and Retention Strategies

The County of Orange is dedicated to building a strong, capable workforce to serve our community. Our Human Resource Services team has increased targeted recruitment initiatives and outreach programs over the past year, resulting in a 2.54% decrease in the overall vacancy rate over the past year. Through enhanced outreach programs and streamlined hiring processes, we continue to make meaningful progress in filling critical vacancies and strengthening our recruitment strategies to support our workforce.



Our Commitment in Action

➤ Targeted recruitment campaigns and outreach programs

➤ Employee retention and career development initiatives

➤ Ongoing workforce planning and succession strategies



Recruitment Outreach Events



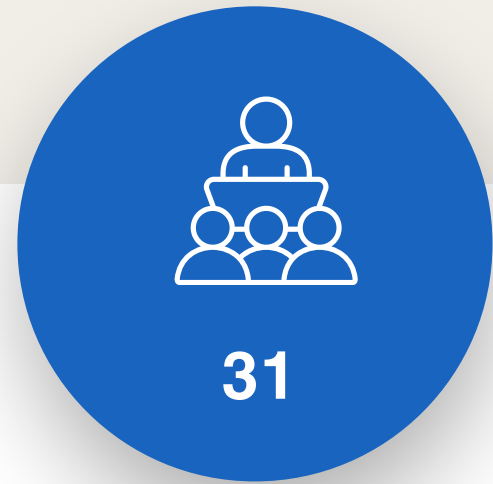
Career Fairs

HRS and several county departments participate in career fair events to promote career and internship opportunities.



Hiring Events

HRS Health Care Agency, OC Community Resources, and Sheriff's Department held innovation hiring events throughout the year.



Speaking Engagements

HRS and several county departments held speaking engagements and information session presentations to promote county career opportunities



On Campus Interviews

District Attorney's office participated in virtual and in person interviews on college campuses.



Networking

HRS participating in networking and industry panel events with 4 university partners throughout the year.

**HRS Social Media
Total Followers:**

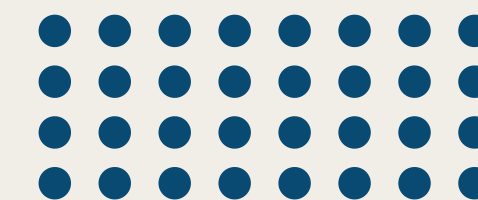
52,000+

HRS Social Media Views:

3.1+ million

**HRS Social Media
Impressions:**

1.1+ million



THANK YOU!

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