



# AGENDA STAFF REPORT

Control: 26001294

**MEETING DATE:** 05/19/2026

**LEGAL ENTITY TAKING ACTION:** Board of Supervisors

**BOARD OF SUPERVISORS DISTRICT(S):** All Districts

**SUBMITTING AGENCY/DEPARTMENT:** County Executive Office

**DEPARTMENT CONTACT PERSON(S):** Jamie Newton, 714-834-2836  
Susie Baker, 714-834-2832

**SUBJECT:** 2025 Annual Recruitment and Vacancy Report - Assembly Bill 2561

<b>CEO CONCUR</b>	<b>COUNTY COUNSEL REVIEW</b>	<b>CLERK OF THE BOARD</b>
Concur	No Legal Objection	DISCUSSION
		3 Votes Board Majority

<b>Budgeted:</b> N/A	<b>Current Year Cost:</b> N/A	<b>Annual Cost:</b> N/A
<b>Staffing Impact:</b> No		<b>Sole Source:</b> No
<b>Current Fiscal Year</b>	<b>Funding Source:</b> N/A	<b>County Audit in Last 3</b>
<b>Revenue:</b> N/A		<b>years:</b> No
<b>Levine Act Review</b>		
<b>Completed?</b> N/A		
<b>Prior Board Action:</b> N/A		

**RECOMMENDED ACTION(S):**

1. Conduct public hearing on May 19, 2026, in accordance with Government Code Section 3502.3, Assembly Bill 2561.
2. Receive and file the Annual Recruitment and Vacancy Report Presentation for Calendar Year 2025.

**SUMMARY:**

This public hearing is to present the County of Orange’s Calendar Year 2025 data on vacancies, recruitment, and retention efforts to support strategic workforce planning and reinforce the County’s goal of being an employer of choice.

**BACKGROUND INFORMATION:**

The Governor signed Assembly Bill (AB) 2561 on September 22, 2024. Codified as Government Code Section 3502.3, the bill requires local agencies to present the status of vacancies and recruitment and retention efforts at a public hearing at least once per fiscal year and entitles the recognized employee organization to present at the hearing.

The Government Code section also requires if the number of job vacancies within a single bargaining unit meets or exceeds 20% of the total number of authorized full-time positions, the bill would require the public agency, upon request of the recognized employee organization to include specified information during the public hearing. There are 15 bargaining units at the County represented by 8 unions/employee associations.; none of the County bargaining units meet the threshold of a 20% vacancy.

As of December 31, 2025, the County’s overall average vacancy rate is 8.26%. This represents a 2.54% decrease from last year’s countywide vacancy rate of 10.8% for full-time represented staff. A year-over-year comparison between 2024 vacancy rates and those reported in 2025 are broken down by bargaining unit as follows:

<b>Bargaining Unit (Union)</b>	<b>Vacancy Rate 2024</b>	<b>Vacancy Rate 2025</b>	<b>Difference</b>
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

**FINANCIAL IMPACT:**

There is no financial impact associated with this item.

**STAFFING IMPACT:**

N/A

**REVIEWING AGENCIES/DEPARTMENTS:**

N/A

**ATTACHMENTS:**

Attachment A - AB 2561 Presentation

Attachment B - GOV CODE 3502.3