

ENCORE PROGRAM

Connecting LA County retirees with County Departments looking to address temporary needs that require unique and specialized skills.

Our Program

The Encore Program, administered by the LA County Department of Human Resources, is a service that aims to connect retirees with unique and specialized skills and experience with departments looking to fill temporary assignments using the 120-day temporary rehire policy.

How does it work



Submit your application

Retirees interested in being included in the Encore Registry submit their application via [GovernmentJobs.com](https://www.governmentjobs.com).



Departments identify need

When departments decide to canvass retirees to address a temporary need requiring unique skills, they may reach out to Encore to request help identifying potential candidates.



Review Encore Registry

Encore will review the registry to identify retirees that possess the skills and requirements needed to address the department's need.



Connect Departments with Retirees

Encore will provide the department with the information of qualified candidates so they may review and contact those they are interested in interviewing.

Who you are

Retiree Criteria

- A Los Angeles County retiree interested in returning to work on a temporary basis
- Have not received unemployment insurance in the last 12 months
- Are not receiving LACERA benefits as a contract employee
- *([Click here to open PPG 505 for more details on each of the above items and for additional requirement information.](#))*

Possess Unique Skills

Possess one of the following countywide unique skills and experience:

- Accounting / Auditing
- Budgeting / Finance
- Communications, Public Relations & Marketing
- Contracts / Procurement
- Emergency Management
- Executive Management
- Human Resources
- Information Technology / Cybersecurity
- Planning (Facilities / Capital Projects)
- Data & Statistical Analysis
- Workplace Safety / Accident Prevention



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FREQUENTLY ASKED QUESTIONS

What can I expect after applying?

Retirees who apply may be contacted if and when a department has an interest in discussing an upcoming emergency need for which they are considering hiring a retiree to address.

Retiree information will be kept in this registry and shared with departments based a retiree's experience relevant to their hiring needs. This is not an eligible list or exam, this is a registry intended to capture and maintain information from retirees that are interested in being contacted when a 120-day assignment, relevant to their experience, becomes available.

Do all departments use the Encore Program?

If a County Department wants to hire a retiree temporarily and needs help identifying potential candidates, they can contact our program. The program will find knowledgeable retirees and provide their information to the department.

In some cases, however, departments may not need our registry to identify retirees best suited for their assignment or may not have a need for a 120-day assignment.

Do I need to be part of the registry to be considered for 120-day assignments?

No, some departments may not need our assistance with identifying retirees suited for their urgent need. In those cases, they conduct their own search separate from the Encore Registry. This is most common when the urgent need is associated with skills and experience unique to that department.

The Encore program is focused on skills applicable across all county departments and is a resource available to departments should they need help finding candidates.

How soon after retirement can a retiree apply to the registry?

Retirees are encouraged to apply as soon as retirement is complete, however, departments will follow established policy related to hiring retirees including evaluating if the 180-day wait period will need to be observed.

How is salary determined?

A retiree may be placed at any step (not necessarily the first step) of the salary range for the position, as determined by the Department Head, provided the salary does not exceed the retiree's previous salary and does not exceed the maximum step of the salary range of the classification assigned.

The exact position, step, and pay will be shared during the rehire process.

