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Crestline Sanitation District

May 8, 2025

Agenda Item: Public Hearing

TO: Board of Directors

FROM: Dawn Grantham, General Manager

SUBJECT: STATUS UPDATE ON VACANCIES IN COMPLIANCE WITH ASSEMBLY BILL 2561 (2024) – LOCAL PUBLIC EMPLOYEES; VACANT POSITIONS

OVERVIEW

The purpose of this report is to present an update on position vacancies as of January 2025 in compliance with Assembly Bill (AB) 2561 - Local public employees; vacant positions.

BACKGROUND

On September 22, 2024, Governor Newsom signed AB 2561 into law to amend the Meyers-Milias-Brown Act and create a new obligation for public agencies to publicly address the status of their vacancies. As a basis for the new requirements, the California Legislature determined that vacancies are a widespread and can be a significant problem in the public sector. Vacancies require employees to take on heavier workloads, resulting in burnout and increased turnover, which could negatively impact the delivery of public service.

FINDINGS AND ALTERNATIVES

AB 2561 imposed three requirements on local agencies: (1) at least once each fiscal year, an agency's governing board must hold a public hearing and receive the agency's report on the status of vacancies and recruitment and retention efforts; (2) during the hearing, the agency must identify any necessary changes to policies, procedures, and recruitment activities that may lead to hiring obstacles; and, (3) the agency must allow the recognized employee organization for a bargaining unit to make a presentation at the hearing.

As part of the Fiscal Year 2024-25 budget process, the Board of Directors approved a total of 22 positions. Of the 22 fulltime positions, two are vacant (Maintenance II & Assistant General Manager).

AB 2561 also requires that during the hearing, the agency must identify any necessary changes to policies, procedures, and recruitment activities that may lead to hiring obstacles. Staff has not identified any necessary changes to policies and procedures that may present obstacles in the hiring process. The District continues to take steps in support of recruitment and retention. Recent efforts include: adjustments in salaries through the Union negotiations; increase in employer paid medical benefits; training.

FISCAL IMPACT

There is no fiscal impact associated with this status update. Staff will continue with efforts towards filling the remaining vacancy.

RECOMMENDATION

Staff recommends that the Board of Directors note and file this report. If the Board of Directors concurs, the appropriate motion would be as follows:

MOTION: "I move that the Board of Directors receive and file this report."

Prepared by: Dawn Grantham
General Manager

Crestline Sanitation District Customers

