

# **Mammoth Lakes Town Council**

## **Agenda Action Sheet**

**Title:** Public hearing in accordance with the addition of Government Code Section 3502.3 to the Meyers-Milias-Brown Act (“MMBA”), and under Assembly Bill (“AB”) 2561, to present on the status of vacancies, recruitment, and retention efforts prior to the adoption of the fiscal year 2025-26 budget.

**Council Meeting Date:** 4/2/2025

**Prepared by:** Amanda Pelham, Human Resources Manager

**Recommended Motion:** Conduct public hearing as required by the addition of Government Code Section 3502.3 to the MMBA under AB 2561. No action is required following the public hearing, with the exception of recording the Town of Mammoth Lakes has fulfilled the requirement to conduct the hearing.

**Summary:** In accordance with the addition of Government Code Section 3502.3 to the Meyers-Milias-Brown Act (“MMBA”), and under Assembly Bill (“AB”) 2561, a public agency must present on the status of vacancies, recruitment, and retention efforts at a public hearing before their governing body prior to the adoption of a final budget for the fiscal year.

Per AB 2561, if the number of current vacancies exceeds 20% of the total authorized full-time positions in a particular bargaining unit, the recognized employee organizations shall be entitled to make a presentation before the governing board of the public agency (Town Council) during the same public hearing. Currently, there are no vacancies in the Mammoth Lakes Police Officers’ Association (“MLPOA”) and Mammoth Lakes Police Supervisory Association (“MLPSA”), two vacancies in the General Employees’ Association (“GEA”), two vacancies in the Management Employees’ Association (“MEA”), and one vacancy in the Public Works Employees’ Association (“PWEA”); none of the vacancies represent a percentage exceeding 20%.

AB 2561 also requires that during the hearing, the public agency must identify any necessary changes to policies, procedures, and recruitment activities that may lead to hiring obstacles. Staff have not identified any necessary changes to policies and procedures that may present obstacles in the hiring process, and the Town continues to take steps in support of recruitment and retention. Continued efforts include: migration to a new Applicant Tracking System (NEOGOV) in October 2024; adjustments in classification and compensation through the budget process; proven leader in total compensation; sustained investment in employee development, special programs, and training opportunities; maintenance of a professional work environment by providing state-of-the-art equipment, and construction of new Civic Center facility; alternative work schedules, and a focus on employee work/life balance.