

CAMBRIA COMMUNITY SERVICES DISTRICT

TO: Board of Directors

AGENDA NO. **7.A**

FROM: Matthew McElhenie, General Manager

Meeting Date: June 11, 2026

Subject: Public Hearing and Discussion Regarding the Status of District Job Vacancies and Recruitment and Retention Efforts in Accordance with Assembly Bill 2561

FISCAL IMPACT:

There is no direct fiscal impact from holding the public hearing. However, potential strategies to improve recruitment and retention may have future budget implications.

DISCUSSION:

Assembly Bill (AB) 2561 requires all California public agencies to evaluate and address challenges related to workforce recruitment and retention. The bill mandates that each public agency governing body hold a public hearing to gather community feedback on hiring challenges, employee retention, and the impact of workforce limitations on service delivery.

The Cambria Community Services District provides water, wastewater, fire protection, emergency services, parks, recreation, and open space for our community in a safe, cost-effective, and environmentally sensitive manner. Like many public agencies across the state, CCSD is experiencing significant challenges in attracting and retaining qualified staff. CCSD currently has vacancies for the following position:

- Reserve Firefighter — however, recruitment for this position is not open at this time.

Additionally, we are anticipating vacancies in the following positions due to internal promotions: Fire Engineer, Firefighter, and SAFER Firefighter.

Contributing Factors:

- Competitive Job Market: Other public and private sector employers offer higher compensation packages and career advancement opportunities, making it difficult to attract talent to Cambria.
- High Cost of Living: Housing availability and affordability in the Cambria area are ongoing deterrents for prospective candidates.
- Limited Career Advancement: As a small agency, CCSD has fewer opportunities for upward mobility, which can hinder long-term retention.
- Budget Constraints: Financial limitations affect the District’s ability to offer competitive salaries and benefits.

It is recommended that the Board of Directors conduct a public hearing, as required by Assembly Bill (AB) 2561, to receive input from the community on the challenges related to the recruitment and

retention of qualified personnel and discuss potential solutions to support the continued delivery of essential services.

ATTACHMENTS: