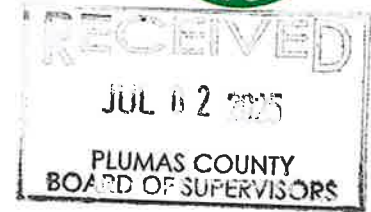


2024-2025 Plumas County Civil Grand Jury



June 26, 2025

Plumas County Board of Supervisors
520 Main Street Room 309
Quincy, California 95971



Re: Plumas County Civil Grand Jury Reports:

- Jobs Jobs Jobs ! F2 – F9 and R1- R5
- CRV – It Is Your Money F1- F4 and R1– R4

Report Date: June 30, 2025

Dear Plumas County Board of Supervisors:

Enclosed please find a copy of the above reports by the 2024-2025 Plumas County Civil Grand Jury.

Attached are excerpts from Penal Code sections 933 and 933.05. Please note that subdivision (f) of Penal Code section 933.05 specifically prohibits any disclosure of the contents of a grand jury report by a public agency or its officers or governing body prior to its release to the public, which will occur 5 days after the date of this letter.

Penal Code section 933.05 requires that you respond separately to specified Findings and Recommendations contained in the report. Penal Code section 933.05 mandates the content and format of responses. Penal Code section 933 mandates the deadline for responses.

You are required to submit your response within 60 days as follows:

Hard copy to: Judge Douglas Prouty,
Plumas County Superior Court
520 Main Street Room 104
Quincy, California 95971

Please also send a hard copy or electronic copy of your response to:

Don Bliss, Foreperson,
2024-2025 Plumas County Civil Grand Jury
P.O. Box 784
Quincy, California 95971

P.O. Box 784, Quincy, California 95971

2024-2025 Plumas County Civil Grand Jury



Responses are public records. Your entity must maintain a copy of your response.

Should you have any questions, please contact me at 1 (530) 927-9921 or at the above address.

Sincerely,

Don Bliss, Foreperson,

2024-2025 Plumas County Civil Grand Jury

Enclosures: Grand jury report and Penal Code sections 933 and 933.05 (excerpts)

§ 933. Findings and Recommendations (Excerpt)

No later than 90 days after the grand jury submits a final report on the operations of any public agency subject to its reviewing authority, the governing body of the public agency shall comment to the presiding judge of the superior court on the findings and recommendations pertaining to matters under the control of the governing body, and every elected county officer or agency head for which the grand jury has responsibility pursuant to Section 914.1 shall comment within 60 days to the presiding judge of the superior court, with an information copy sent to the board of supervisors, on the findings and recommendations pertaining to matters under the control of that county officer or agency head and any agency or agencies which that officer or agency head supervises or controls. In any city and county, the mayor shall also comment on the findings and recommendations. All of these comments and reports shall forthwith be submitted to the presiding judge of the superior court who impaneled the grand jury. A copy of all responses to grand jury reports shall be placed on file with the clerk of the public agency and the office of the county clerk, or the mayor when applicable, and shall remain on file in those offices.

As used in this section, "agency" includes a department.

§ 933.05. Responses to Findings (Excerpt)

- (a) For purposes of subdivision (b) of Section 933, as to **each** grand jury **finding**, the responding person or entity shall indicate one of the following:
- (1) The respondent agrees with the finding.
 - (2) The respondent disagrees wholly or partially with the finding, in which case the response shall specify the portion of the finding that is disputed and shall include an explanation of the reasons therefor.
- (b) For purposes of subdivision (b) of Section 933, as to **each** grand jury **recommendation**, the responding person or entity shall report one of the following actions:
- (1) The recommendation has been implemented, with a summary regarding the implemented action.
 - (2) The recommendation has not yet been implemented, but will be implemented in the future, with a timeframe for implementation.
 - (3) The recommendation requires further analysis, with an explanation and the scope and parameters of an analysis or study, and a timeframe for the matter to be prepared for discussion by the officer or head of the agency or department being investigated or reviewed, including the governing body of the public agency when applicable. This timeframe shall not exceed six months from the date of publication of the grand jury report.
 - (4) The recommendation will not be implemented because it is not warranted or is not reasonable, with an explanation therefor.
- (c) However, if a finding or recommendation of the grand jury addresses budgetary or personnel matters of a county agency or department headed by an elected officer, both the agency or department head and the board of supervisors shall respond if requested by the grand jury, but the response of the board of supervisors shall address only those budgetary or personnel matters over which it has some decision making authority. The response of the elected agency or department head shall address all aspects of the findings or recommendations affecting his or her agency or department.
- (f) *** A grand jury shall provide to the affected agency a copy of the portion of the grand jury report relating to that person or entity two working days prior to its public release and after the approval of the presiding judge. No officer, agency, department, or governing body of a public agency shall disclose any contents of the report prior to the public release of the final report. (*Emphasis added.*)

Jobs Jobs Jobs !



SUMMARY

Several departments in Plumas County are understaffed, which results in issues of overworked employees, those who fill positions without the necessary qualifications, and those in key positions who lack leadership skills.

The Plumas County Civil Grand Jury (PCCGJ) decided to investigate key job positions that are unfilled and determine areas for improvement that could lead to the hiring of qualified individuals. Two major areas became the focus of the investigation, those being the Human Resources (HR) hiring process and the applicability of the current job descriptions.

It was determined that the following impact/issues exist with the current hiring process:

- Job applications go through a pre-screening process and not all applications are shared with the Hiring Manager.
- Revisions to new or changed job descriptions are routed to various reviewers, causing lengthy delays in the process.
- Job postings on the Plumas County website need to be approved by the Board of Supervisors (BOS), with prior approval of new/revised job descriptions by the BOS.
- Due to the hiring process, the posting of a few key job openings has taken over a year from the beginning of the process. One department's request for 2 entry level positions is still 'in progress' and overall, it may be up to 2 years before applications are received, let alone anyone hired. Unfilled vacancies have burdened others with heavier workloads.
- The current process does not allow for an overlap of employees when a known employee has a planned retirement date. There is a loss of knowledge sharing between the incoming employee and the retired employee.

To further worsen the current hiring problems, the Director of HR was placed on Administrative Leave on May 17, 2022, at which time the Chief Administrative Officer became acting Interim Director of HR. Following this, the Chief Administrative Officer was placed on Administrative Leave on January 21, 2025.

BACKGROUND

In Fall 2024, the PCCGJ became interested in investigating the Plumas County HR hiring process and considered reviewing open job postings and related job descriptions as a starting point. A few events led to this interest. In October 2024, the PCCGJ met with the Plumas County DA. It was noted that Plumas County employed several consultants. The (higher) consulting fees had an impact on the budget and meant that Plumas County money was going outside of Plumas County (e.g., MRG Consulting LLC was hired as HR consultants and Clifton, Larson & Allen was hired as accounting consultants). In other cases, contractors with higher pay rates were hired as temporary employees for positions that remained unfilled for lengthy periods. Also in October 2024, during a meeting with the Chief Administrative Officer, it was noted that Plumas County has an overall vacancy rate of 20-25% and that Plumas County salaries are up to 20% or more lower than equivalent positions in other counties. This led the PCCGJ to question the current job descriptions and whether they adequately represented the open positions. In November 2024, in a meeting with a SAS Systems Administrator from the Plumas County IT Department, it was noted that key positions are unfilled and that job descriptions are outdated.

In December 2024, there were 32 open positions across 13 departments. The PCCGJ decided to investigate key open positions in the following departments: Auditor's/Controllers Office, Planning Department, Public Works Department, and the Sheriff's Department.

The Building Department was added to the investigation after a preliminary discussion with the Director of the Building Department and concerns that were voiced regarding the hiring process.

The following discussion section represents the findings and recommendations based on interviews with the heads of those departments.

METHODOLOGY

- Interviews with Plumas County Departmental Heads for the following: Auditor/Controller, Planning and Building Departments, Public Works Department, Sheriff's Department
- Telephone interviews with HR employee and Chief Administrative Officer (Interim Director of Human Resources)
- Review of Chief Administrative Officer's report dated April 2, 2024, for recommendations made by Clifton, Larson & Allen on the problems and risks in Plumas County's financial reporting
- Review of Personnel Rules for Plumas County

- Plumas County HR website for information on hiring process and rules governing changes to job descriptions

A combination of sources of information was used to verify statements made during interviews and to corroborate facts and inform the findings and recommendations included in this report.

DISCUSSION

Job Descriptions for Plumas County Auditor/Controller's Office

The 2023-24 PCCGJ noted in their report that the Auditor/Controller Office has insufficient staffing. This is due in part to COVID, the Dixie Fire and the departure of the previous Auditor. Since 2022, the Auditor's office has completed financial audits and single audits for Fiscal Years 2020-21 and 2021-22. The Auditor's Office is working diligently to complete the 2022-23 and 2023-24 audits. The late filing of audited financial statements and late Single Audits to the State Controller's Office has caused delays in federal funds that will not be released until the Single Audit is published. The late filing decreases the credit rating of the County and can also affect the County's ability to secure funding for future projects. The Assistant Auditor/Controller position has been open since December 2022, which makes it difficult to complete the required audits. The primary duty of this position is the year-end process and preparation of the financial statements, including the audits, as well as supervising the other employees in this office. Upon reviewing the job description and hiring practices in Plumas County, several issues became apparent.

1a The job description for Assistant Auditor/Controller requires five years of experience and the equivalent of a four-year degree.

2a All job applications are screened by the HR Department, but the Auditor/Controller doesn't see applications of applicants who might be capable of doing the job but don't meet the training/education requirements, such as former employees in that department.

3a Changes to the Job Description require a resolution passed by the BOS, and this process must start with HR in January of each year.

Job Descriptions for Plumas County Public Works Department

Transportation Planning and Road Department Engineering are important functions of the Public Works department and hiring is often needed at various levels due to employee turnover.

Open positions for Associate Engineer and Principal Transportation Planner have remained unfilled for 17 and 5 months respectively.

Initially, the position of Associate Engineer was to be advertised as Assistant/Associate Engineer and based on experience. However, only the higher level was advertised because the job description for Assistant Engineer needed to be revised. The Transportation position

was to be advertised as an entry-level Transportation Planner position to hire someone to overlap with the Principal Transportation Planner who will be retiring. Similarly, the job description for Transportation Planner needed to be revised and, due to delays, the only option was to advertise the position as Principal Transportation Planner.

During the revisions of the above-mentioned entry-level job descriptions, there were delays in the process that subsequently delayed the approvals. The process began in January 2024; however, delays were incurred during the process by both MRG (HR consulting firm) and the Chief Administrative Officer (interim HR Director). Both were, at times, not immediately responsive to emails, which delayed the MRG report and the processing of the job descriptions.

The job descriptions were finally approved by the union in October 2024 and are still pending approval by the BOS. It is possible that approval may take place in February 2025; however, this means that the job description approval process will have taken over a year. This lengthy approval process places an increased workload on others in Public Works and creates a need for hiring consultants. Once the job descriptions are approved, they can be advertised on the Plumas County website for applicants to apply. It may take well over a year to fill positions that were recognized in January 2024.

Employee turnover is particularly true for maintenance workers. If applicants do not have a required commercial license, Public Works has been willing to provide training for maintenance workers to obtain the required commercial license. Once licensed, however, applicants often seek opportunities with higher pay both in and outside of Plumas County.

There is a need to fill and support the above positions for long-term stability.

In doing this, issues and delays due to the Plumas County's current hiring practices need to be addressed first.

Upon reviewing the Public Works job descriptions and hiring practices, the following became apparent:

1b The Public Works Department has job openings for Associate Engineer (posted 8/17/2023) and Principal Transportation Planner (posted 9/3/2024). There have been no applicants in over 1 year for the Associate Engineer position.

2b The planned positions of Assistant Engineer and Transportation Planner could not be advertised until the related job descriptions were revised and approved. The approval process for these positions was lengthy and there were many handoffs during the review process, which caused delays.

3b The Principal Transportation Planner is retiring at the end of March 2025, and a replacement is needed. The BOS approved the Public Works Director's request for an overlap period to train the entry-level Transportation Planner. Delays with approval and advertising the position made the overlap impossible before the current employee retires. Therefore, no training or knowledge sharing will take place.

4b Consultants were hired due to delays in approving job descriptions and posting new positions. Consultants came from outside of Plumas County.

Job Descriptions for Plumas County Building Department

The Building Department has had several personnel changes resulting in job openings. Two key positions are open, a building inspector and a building plan inspector. Three permit tech positions also need to be filled.

Job descriptions are current; however, there are positions that could be filled with current employees with cross training.

Upon reviewing the Building Department's job descriptions and hiring practices, the following became apparent:

1c The Department Head is also working as an inspector, as well as performing his administrative duties, thus potentially causing delays in services.

2c The paperwork for accepting resignations and retirements to pass to the HR department is cumbersome and time-consuming.

3c The duties of a building inspector are regulated; however, it is noted that not every applicant needs to have experience to become an inspector.

4c At the present time, applicants rarely come before the manager if they do not have the necessary skills/education as listed in the job description.

Job Descriptions for Plumas County Sheriff's Department

The meeting with the Under Sheriff and members of the PCCGJ covered several key points.

The Sheriff's Office has been chronically understaffed. The Under Sheriff stated that in 31 years of service, he can only remember a period of six months during his tenure that the department was fully staffed. Currently, eight of the current ten positions are filled. These funded allocated positions require BOS approval each time they are vacated, creating delays in application and filling of said positions. Hiring and retention continue to be a problem due to low wages and limited amenities in the area.

Transitioning to the new jail facility, many job descriptions and policy changes were required to accommodate the duties of multiple personnel and procedures. This was accomplished with the help of Prentice Long LLC. Going forward, the department is also implementing a Digital Management System (DMS). This system will allow all authorized personnel to access current policies that are updated anytime there are legislative and/or regulatory changes by notification to supervisory personnel who will then update, inform/educate, and sign off as reviewed by all pertinent personnel.

It must be noted that this process/system (DMS) may be an appropriate model for other county departments.

The office has additional issues because their IT person retired, leaving a big gap due to the complexities of communications and the emergency notification system.

1d The Sheriff's Department is chronically short staffed, especially in the classifications of Deputies and Dispatchers. Deputies often cover dispatches in addition to their regular hours on patrol duty.

2d Retirement of a Sergeant of 29 service years as well as a Dispatcher of 28 service years and the only IT Officer with 20+ service years has left a large deficit because of experience and Plumas County specific expertise.

3d The process of replacing allocated positions does not allow for a replacement in specialized positions to overlap to provide experienced specific training by the outgoing employee.

4d The hiring process is improving. However, the screening process required by HR and MRG is completed before the Sheriff sees all applications. This process may exclude otherwise successful candidates for other positions. It may prevent candidates that do not qualify for the job they applied for from being recognized as qualified for a similar but different position. Currently these candidates are rejected and would have to start the hiring process over if they were not persistent or discouraged.

5d The policy for replacing an allocated position requiring BOS approval slows the hiring process even further.

6d Policy and procedures throughout the department have historically been on a server, which is labor intensive to maintain and requires additional documentation. The help of Prentice and Long and the implementation of the DMS have been extremely helpful in maintaining compliance with current laws and regulations.

FINDINGS

- F1. Required experience and education requirements for some positions are too high, resulting in candidates with potential to be eliminated early in the process (e.g., Auditor/Controller office position requires both experience and a four-year degree in accounting).
- F2. New or changes to Job Descriptions require approval by the BOS. The approval process is lengthy and entails several reviews and handoffs. The process must start in HR and can only be requested once a year (in January). This results in a delay of up to 12 months or more before otherwise qualified candidates can be considered for open positions (e.g., in Auditor/Controller's Office, Public Works Department, Sheriff's Department).

- F3. Reclassification of Job Descriptions follow the same path as above (Finding 2) and require labor intensive documentation and review.
- F4. The process of filling vacated positions (e.g., Sheriff's Department) are hindered by the requirement of the department to go to the BOS to fill positions already allocated that are vacated regardless of the reason the position was vacated.
- F5. Department heads do not see applications that may meet the requirements of an open position but have been disqualified during the screening process in HR (e.g., Auditor/Controller Office, Public Works Department, Building Department, Sheriff's Department).
- F6. The Hiring Process does not include a succession plan, which would allow an overlap of incoming employees with those leaving (e.g., due to retirement) and would facilitate training and knowledge sharing (e.g., Public Works - Transportation Manager, Building Department - Building Inspector, Sheriff's Department - IT Officer, Deputy Sargent, Dispatcher).
- F7. Several positions in Plumas County have remained unfilled for months/years, resulting in increased workloads for fellow employees and/or the need to hire consultants (e.g., Auditor/Controller Office, Public Works Department, Sheriff's Department).
- F8. Low salaries and limited amenities in the rural community of Plumas County continue to be the main reasons why positions remain unfilled.
- F9. This investigation has been hindered by lack of HR leadership and by lack of collaboration between Departmental Heads. In particular, HR accountability and responsiveness were impeded when the Director of HR was placed on Administrative Leave on May 17, 2022, and the Chief Administrative Officer (as acting interim Director of HR) was placed on Administrative Leave on January 21, 2025.

RECOMMENDATIONS

- R1. The PCCGJ recommends that the Auditor/Controller request a change to the Job Description for the Assistant Auditor/Controller position to allow experience to supersede the degree requirement. This is to take place no later than September 30, 2025. (F1)
- R2. The PCCGJ recommends that all applications are shared with the respective Hiring Manager and that the Hiring Manager is allowed to determine where experience can supersede a degree requirement. It is also recommended that the Hiring Manager

update current job descriptions with 'experience supersedes the degree requirement' where applicable. This is to take place no later than October 31, 2025. (F2) In addition, it is recommended that 'Rule 9 Application Procedure' in the Personnel Rules document be updated as follows:

9.04 Disqualification of Applicants

(2) Suggested wording change: The applicant fails to meet the minimum qualifications, except in cases where an applicant's experience supersedes a degree requirement.

- R3. The PCCGJ recommends that the BOS amend the Personnel Rules to allow more frequent changes to Job Descriptions. Changes in Job Descriptions should not require the extensive review and approval process as changes in Job Classification. It is recommended that approval for changes in Job Descriptions is limited to approval by HR and not the BOS. It is noted that this recommendation does not apply to job descriptions that include reclassification or when licensing/certification requirements change. The BOS will still review/approve those. This is to take place no later than October 31, 2025. (F3, F4)
- R4. The PCCGJ recommends that the BOS create a policy based on resolution of #SC 24-891, which will allow for succession planning, training and overlap in each department based on the discretion of the department head without additional BOS approval when upcoming vacancies are known. This is to take place no later than October 31, 2025. (F5)
- R5. The PCCGJ recommends that HR and the BOS place greater effort on recruitment for open Plumas County positions. This is to take place no later than October 31, 2025. (F6, F7) The following are suggested:
- Increase multimedia exposure for unfilled positions (e.g., county websites, job fairs, social media).
 - Share all applications with the Hiring Manager (Recommendation 2) to increase the likelihood of filling positions with qualified internal candidates.
 - Offer training for internal candidates to assist with meeting position requirements.
 - Create more entry level positions, which enables building expertise within the department.

REQUEST FOR RESPONSES

REQUIRED RESPONSES

Pursuant to Penal Code section 933.05, the following responses are required from Plumas County Officials:

- Plumas County Board of Supervisors F2 through F9 and R1 through R5

- Plumas County Auditor/Controller F1 through F3 and F5 through F7 and F9 and R1

INVITED RESPONSES:

- HR Interim Director
- Plumas County Sheriff
- Plumas County Public Works Manager

BIBLIOGRAPHY

Plumas County, Employment Opportunities: <https://www.plumascounty.us/jobs.aspx>

Personnel Rules of Plumas County:

<https://www.plumascounty.us/DocumentCenter/View/26935/Personnel-Rules-of-Plumas-County---Updated-8-4-2020?bidId=>

CRV – It's Your Money



SUMMARY

The Plumas County Civil Grand Jury (PCCGJ) elected to review the Plumas County California Redemption Value (CRV) program. For Plumas County, the CRV program is administered by the Plumas County Public Works Solid Waste Division. There were previous investigations and reports on the problems with the CRV program in Plumas County, but the PCCGJ decided an investigation of the present status of the CRV program was needed. Investigations for this report included reviewing available facilities as well as facilities that should be available. Preliminary investigation indicates buyback facilities are available that are not listed on the Public Works Solid Waste website. A review of the service provider contracts reveals that there are other facilities that should be available but are not available. The Public Works Solid Waste Division has not acted to enforce the contracts for the additional facilities listed in the contracts.

BACKGROUND

California Beverage Container Recycling and Litter Reduction Act (AB 2020) also known as the “Bottle Bill”, was enacted in 1986 and implemented in 1987. California is currently one of 10 states in the United States with a Bottle Bill. This was updated by SB 1013 in 2018, with certain provisions becoming operative in 2014.

The original Bottle Bill created the recycling deposit system used today. The Bottle Bill requires California consumers to pay a CRV fee when they purchase designated beverages. Consumers could receive CRV refunds when they redeem containers at a recycling center or certain retailers.

Eligible beverage containers in the original CRV act were packaged in:

- Aluminum
- Glass
- Plastic
- Bi metal

Any packaged drink container or container purchased at a store with the letters CRV printed anywhere on the container requires paying a CRV deposit at the checkout line. According to the Bottle Bill, California sought to achieve an 80% recycling rate for all CRV containers sold in the state. The state anticipated that not all CRV containers would be returned for refund, thus generating revenue to be deposited into the Beverage Container Fund (BCF). The unclaimed CRV deposits in the BCF are managed by Cal Recycle. These funds were supposed to be used to subsidize the state's recycling infrastructure.

The Bottle Bill required stores that sell CRV-labeled beverages to buy back the CRV empties. Stores could also pay a fine in lieu of the buy-back requirement. However, they were exempt if there is a California State certified redemption center within a one-mile radius (five miles for rural locations). A study in 2020 revealed that even after many buy-back centers had closed, the remaining buy-back centers still accounted for more than twice the number of returned containers as retail stores.

Consumer advocates argued that with the lack of local redemption centers, the Bottle Bill's exemption fine for stores is hurting consumers. The argument was that without readily available redemption centers, the CRV deposit becomes akin to a tax. According to advocates, working class communities that depend on the money from recycling to pay bills are hurt the most.

The California Bottle Bill has since been updated in 2018, pursuant SB 1013, and broadened the scope to additional container types such as the following:

- All non-alcoholic beverages
 - Carbonated and non-carbonated fruit drinks, soft drinks, or water
 - Coffee and tea beverages
 - 100% fruit juice (less than 46 ounces)
 - 100% vegetable juice (16 ounces or less)
- Beer and malt beverages
- Wine coolers and distilled spirits coolers
- Distilled spirits in all containers, including bladders, boxes, and pouches (all sizes)
- Wine in all containers, including bladders, boxes, and pouches (all sizes)
- 100% fruit juice (46 ounces or greater)

- 100% vegetable juice (greater than 16 ounces)

As of January 1, 2025, SB 1013 will require grocery stores with no nearby recycling centers to be responsible for taking back empty beverage containers in lieu of paying a fine. When a CRV buy-back facility is available, businesses are required to post the location of the CRV redemption centers at its entrances.

METHODOLOGY

Interviews

The CRV committee of the Plumas County Civil Grand Jury interviewed the Director of Plumas County Public Works and the Plumas County Public Works Solid Waste Coordinator, the designated employee responsible for the Plumas County Solid Waste program.

Members of CRV committee communicated via phone, emails, and text with solid waste service providers- Waste Management (WMD) and Intermountain Disposal (IMD) and their legal representatives with regards to their contracts pertaining to CRV.

Site Visits

Site visits by members of the CRV committee were made to various businesses involved in selling CRV products throughout Plumas County. Businesses included Safeway, Sav-Mor, Holiday Market, and Grocery Outlet, to name a few.

DISCUSSION

Plumas County Solid Waste Division website provides information on solid waste and redemption center locations. However, a review of the information indicates some of the pertinent information on the website has not been updated since June 12, 2023, as shown in Appendix A. The California Cal Recycle Buy Back Centers website shows the new facilities in Plumas County (see APPENDIX B).

Currently, residents in areas without a recycling center are supposed to have the option of returning their bottles and cans to retailers. The stores are supposed to be recyclers of last resort. However, they are unable to process large quantities of CRV creating an inconvenience for the consumer.

The Solid Waste Coordinator (SWC) is the designated coordinator whose job it is to oversee solid waste operations. The SWC's responsibilities include interfacing with WMD and IMD. According to contracts with WMD and IMD (see APPENDIX C), these solid waste service providers are responsible for CRV facilities in specified locations if no private operations are available.

WMD has not been contacted by the Plumas County Solid Waste division concerning their contract obligations. Waste Management conducted an extensive investigation and determined that there has not been a request from Plumas County regarding this issue.

IMD acknowledges the contract requirement and is working on rectifying the deficiency. IMD indicated they had not been contacted by the Plumas County Public Works Solid Waste division concerning their obligations under the current contract.

A review of CalRecycle's website provides information on grants and loans that are available such as: Recycling Market Development Zone (RMDZ) loan program and Beverage Container Recycling Loan Program. Currently, Plumas County is not taking advantage of these programs.

Observation visits were made to various Plumas County business locations that sell CRV products. The CRV committee discovered that the signs required by the Bottle Bill were not always plainly posted and if posted were not accurate. Some signs had not been updated consistent with the current Bottle Bill and redemption facility status.

FINDINGS

- F1. The CRV portion of the Plumas County Public Works Solid Waste Division web page has not been updated since June 2023, resulting in incorrect information on site locations.
- F2. Site visits to markets disclosed that signs at the markets were either nonexistent or had not been updated to reflect current information on site locations.
- F3. The CalRecycle website lists many recycling grants that are available, however Plumas County has not applied for the grants.
- F4. Public Works Solid Waste Division has not enforced sections of the solid waste contracts pertaining to CRV, consequently the communities are being underserved.

RECOMMENDATIONS

Based on interviews and reviews of contracts, improvements in the administration of the Solid Waste CRV program should be made.

- R1. The PCCGJ recommends that the Plumas County Public Works Solid Waste Division website be reviewed and updated. This is to take place no later than October 31, 2025. (F1)
- R2. The PCCGJ recommends that the Plumas County Solid Waste Division explore options with the appropriate State agency for bringing retail stores into compliance with current Bottle Bill signage requirements. This is to take place no later than October 31, 2025. (F2)

- R3. The PCCGJ recommends that the Plumas County Public Works Solid Waste Division apply for available grants that would benefit Plumas County recycling efforts. This is to take place no later than October 31, 2025. (F3)
- R4. The PCCGJ recommends that the Plumas County Public Works Solid Waste Division review enforce existing with WMD and IMD and to ensure compliance with CRV. This is to take place no later than October 31, 2025. (F4)

REQUEST FOR RESPONSES

REQUIRED RESPONSES

Pursuant to Penal Code 933 and 933.05, the Civil Grand Jury requests responses as follows:

- Plumas County Board of Supervisors F1 through F4 and R1 through R4

INVITED RESPONSES:

- Plumas County Public Works

BIBLIOGRAPHY

State of California Recycling website: <https://calrecycle.ca.gov/>

Plumas County Solids Waste website: <https://www.plumascounty.us/177/Solid-Waste-Recycling>

The Press Democrat website: <https://www.pressdemocrat.com/article/news/california-bottle-bill-at-a-glance/>

The KQED website: <https://www.kqed.org/news/11961915/cashing-in-on-californias-broken-bottle-deposit-system>

The KPBS website: <https://www.kpbs.org/news/environment/2024/06/20/californias-unclaimed-bottle-deposits-820m-recycling-centers-close>

The Bottle Bill Resource Guide website: <https://www.bottlebill.org/index.php/current-and-proposed-laws/usa/california>

The NBC Bay Area website: <https://www.nbcbayarea.com/news/local/cash-in-the-can-californias-recycling-run-around/20550571/>

APPENDIX A: Plumas County Public Works Solid Waste Page

From the Solid Waste website:

Current available "Buy-Back" Centers in Plumas County (06/12/2023):

Greenville Transfer Station

300 Greenville Dump Road
Greenville, CA

Public Works website: <https://www.plumascounty.us/2113/Buy-Back-Centers>

APPENDIX B: California CalRecycle Buy Back Centers in Plumas County

Program Name	Facility County	Facility Address	Facility City	Facility State	Facility Postal Code	Operation Begin Date	Rural
Feather River Disposal	Plumas	300 Greenville Dump Rd.	Greenville	CA	95947	5/1/2017	Y
Quincy Recycler	Plumas	435 N. Mill Creek Rd	Quincy	CA	95971	10/4/2023	Y
Grizzly Creek Services	Plumas	225 Taylor Ave	Portola	CA	96122	3/24/2025	Y

<https://www2.calrecycle.ca.gov/BevContainer/CertifiedPrograms/RecyclersProcessors/>

APPENDIX C: Plumas County Solid Waste Contracts

Waste Management Contract

Section 5.03

C. California Redemption Value (CRV) Recycling. Contractor shall, within ninety (90) Calendar days of notification by County of the need for such services, provide redemption services for customers who self-haul their CRV recyclable materials to a redemption facility operated by Contractor within their Service Area in the following population centers of Plumas County, where such redemption services are not offered by other recycling contractors:

1. Chester - Lake Almanor Basin
2. Greenville - Indian Valley
3. Quincy – American Valley

Intermountain Disposal Contractor

Section 5.03

C. California Redemption Value (CRV) Recycling. Contractor shall, within ninety (90) Calendar days of notification by County of the need for such services, provide redemption services for customers who self-haul their CRV recyclable materials to a redemption facility operated by Contractor within their Service Area in the following population centers of Plumas County, where such redemption services are not offered by other recycling contractors:

1. Delleker
2. Graeagle