

**ROSS VALLEY FIRE DEPARTMENT  
STAFF REPORT**

For the meeting of January 14, 2026

To: Board of Directors

From: Dan Mahoney, Fire Chief

Subject: Conduct a Public Hearing in Compliance with Assembly Bill 2561 / Government Code §3502.3 and Accept the Annual Report on Staff Vacancies, Recruitment and Retention Efforts as Required Under AB 2561

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**RECOMMENDATION:**

Staff recommends that the Board conduct a public hearing in compliance with Assembly Bill 2561 / Government Code §3502.3 and accept the Annual AB 2561 Report on Staff Vacancies, Recruitment and Retention Efforts

**DISCUSSION:**

Assembly Bill (AB) 2561 was signed into law on September 22, 2024, and added §3502.3 to the California Government Code (Attachment #1). This legislation requires public agencies to present the status of job vacancies and recruitment/retention efforts at a public hearing at least once per fiscal year, and prior to adoption of the agency's final budget. If the number of job vacancies within a single bargaining unit meets or exceeds 20% of the total number of authorized full-time positions, the agency must, upon request of the recognized employee organization, include additional information during the public hearing.

This report is provided in compliance with Government Code §3502.3. As of January 14, 2025, the Ross Valley Fire Department has the following vacancy rates:

Employee Group	Budgeted FTE	Vacancies	Vacancy Rate
International Association of Firefighters Local 1775	30	2 (FF/P)	7%
Ross Valley Fire Chief Officers Association	4	0	0%
Unrepresented	5	0	0%

The International Association of Firefighters Local 1775 has two vacant Firefighter-Paramedic positions. The most recent recruitment resulted in the hiring of two qualified

Firefighter-Paramedics who started on November 17, 2025. The Department will open a new recruitment in mid-January 2026 with the goal of filling two vacancies.

The Ross Valley Fire Department held promotional testing the first two weeks of December resulting in the promotion of a Battalion Chief and subsequent promotion of a Captain. The internal promotion to Captain created the second Firefighter-Paramedic vacancy mentioned previously.

Over the past year, the department has spent considerable time on recruitment efforts and has hired or promoted the following employees between December 1, 2024 and January 14, 2026:

- 6 Firefighter-Paramedics (hired)
- 1 Fire Prevention Inspector (hired)
- 1 Wildfire Preparedness Coordinator (hired)
- 1 Administrative Assistant (hired)
- 1 Battalion Chief (promoted)
- 1 Fire Captain (promoted)

**CONCLUSION:**

The Department continues to persevere in its recruitment efforts with a focus on operational response. Like other agencies in Marin County, Ross Valley Fire Department faces challenges related to high housing costs, long commute distances for non-resident employees and competition with neighboring jurisdictions for salary and benefits.

**FISCAL IMPACT:**

Not applicable.

**ATTACHMENTS:**

Attachment #1 - Assembly Bill 2561 Text