



TITLE

Public Hearing and Acceptance of the AB2561 Vacancy, Recruitment, and Retention Efforts Report for Calendar Year 2025

RECOMMENDATION

Conduct a Public Hearing and receive the Annual Fire District Vacancies, Recruitment, and Retention Efforts Report pursuant to Government Code Section 3502.3 (AB 2561) for 2025.

CONTACT

Cliff Campbell, Acting Fire Chief

BACKGROUND & ANALYSIS

Assembly Bill 2561 (AB 2561), codified in Government Code Section 3502.3, requires local agencies that employ firefighters to present, at a public hearing, information regarding vacancies, recruitment, and retention efforts within the agency.

The purpose of the legislation is to provide transparency regarding firefighter staffing levels, vacancies, recruitment activities, and workforce retention efforts.

The American Canyon Fire Protection District prepared the attached AB 2561 Vacancy, Recruitment, and Retention Efforts Report for calendar year 2025 in compliance with the statutory requirements.

During calendar year 2025, the District experienced two firefighter vacancies, both of which were successfully filled during the reporting period.

- One Firefighter/Paramedic Trainee was sponsored through a regional Fire Academy beginning in February 2025 and transitioned into a full-time Firefighter/Paramedic position effective July 1, 2025.
- A second firefighter recruitment was conducted later in 2025, resulting in a successful hire with a start date of October 27, 2025.

At the conclusion of calendar year 2025, the District had no vacant positions.

The report identifies:

- Total authorized staffing levels
- Vacancy rates by employee group
- Recruitment activities and hiring efforts
- Retention and turnover information
- Recruitment and retention strategies utilized by the District

For calendar year 2025:

- Total Full-Time Equivalent (FTE) Positions: 28
- Agency-Wide Vacancy Rate: 7.14%
- Retention Rate: 96.43%
- Average Turnover Rate: 3.57%

The District continues to focus on maintaining staffing stability through firefighter trainee sponsorships, competitive compensation and benefits, training opportunities, and employee wellness and career development initiatives.

FISCAL IMPACT

There is no direct fiscal impact associated with receiving this report. Costs associated with recruitment, training, and academy sponsorship are included within the District's adopted operating budget.

BOARD PRIORITY PROGRAMS AND PROJECTS

Public Safety: "Ensure American Canyon remains a safe community"

ENVIRONMENTAL REVIEW

None

ATTACHMENTS:

1. [Resolution AB 2561](#)
2. [AB2651 Report Vacancies and Recruitments for 2025](#)