

# AB 2561 Vacancy Rates Public Hearing



BOARD MEETING

May 20, 2025

# Agenda



- 01 AB 2561 Background
- 02 AB 2561 Requirements
- 03 Vacancy Status
- 04 Recruitment Process
- 05 Retention Efforts

# AB 2561 Background

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On September 22, 2024, Governor Newsom signed AB 2561 into law to amend the Meyers-Milias-Brown Act and create a new obligation for public agencies to publicly address the status of their vacancies.

California Assembly Bill 2561 requires public agencies to annually assess and address their vacancy rates to increase transparency and accountability. This law mandates a public hearing to discuss these vacancy rates and the agency's plans to address them.

Effective January 1, 2025

- Adds Section 3502.3 to the Government Code
- Applies to all public agencies subject to Meyers-Milias-Brown Act (“MMBA”)

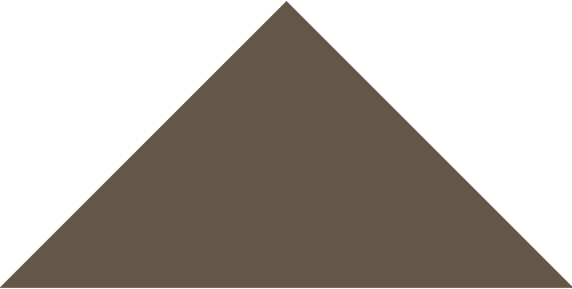
# AB 2561 Requirements

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Presentation at a public hearing at least once per fiscal year before adopting an annual budget.

Required information for presentation:

- “Status” of vacancies
- “Recruitment and retention efforts”
- Identify any necessary changes to policies, procedures, and recruitment activities that “may lead to obstacles in the hiring process”
- Must allow the recognized employee organization for a bargaining unit to make a presentation at the hearing



# Vacancy Status

FISCAL YEAR 24/25 = 152 BUDGETED POSITIONS

Currently 6 vacancies:


- 1 Risk Reduction Officer (AFSCME)
- 1 Fire Inspector (IAFF, District 10)
- 1 Deputy Fire Marshal (IAFF, District 10)
- 3 Firefighter/Engineer (IAFF, District 10)

# Vacancy Rate

LABOR GROUP	AUTHORIZED FTE	VACANT FTE	VACANCY RATE
AFSCME	15.00	1.00	6.7%
Fire Chief	1.00	-	0.0%
IAFF - D10	111.00	5.00	4.5%
IAFF - D13	7.00	-	0.0%
Unrepresented Chief Officers	5.00		0.0%
Unrepresented Management & Confidential	13.00		0.0%
<b>Total</b>	<b>152.00</b>	<b>6.00</b>	<b>3.9%</b>







# Recruitment



**MENLO PARK**  
FIRE PROTECTION DISTRICT

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ABOUT US

FIRE PREVENTION

OPERATIONS

TRANSPARENCY

HOW DO I?

Human Resources Division

Job Opportunities

Labor Relations Information

Job Descriptions

Salaries and Benefits


Resource Center

Careers at Menlo Fire Protection District

Careers at Menlo Fire Protection District


If you are interested in joining Menlo Park Fire Protection District, sign up to receive job alert emails when we post new positions!

Firefighter Roadmap:




Menlo Park Fire Protection District

FIREFIGHTER ROADMAP




Education & Certificates

- EMT or Paramedic License (National Registry or CA)
- AHA Basic Life Support (BLS) for the Healthcare Provider Certificate




Sign-up for Job Alerts!



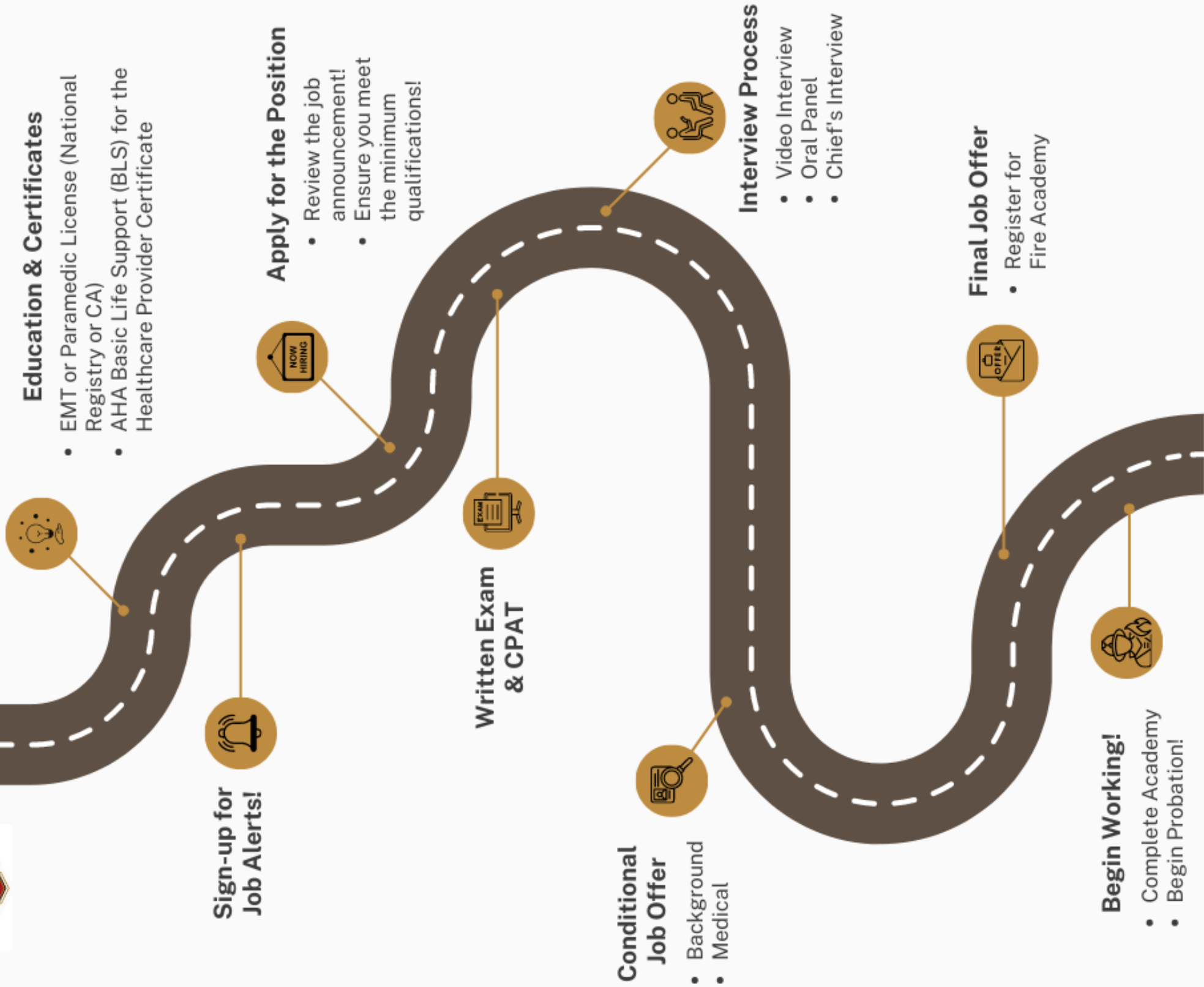
Apply for the Position

- Review the job announcement!
- Ensure you meet the minimum





# Menlo Park Fire Protection District FIREFIGHTER ROADMAP



# Recruitment



# Retention

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- Competitive pay and benefits package
- Flexible combined paid time off plan
- Residency Stipend
- Post-Employment Medical Contributions
- Employee wellness programs and counseling services
- Training and career development
- Annual Cost of Living (COLA) assessment to ensure competitive pay
- 4x10 work schedule option for 40 hour classifications
- Remote work opportunities for applicable positions
- We promote a positive workplace culture with activities like teambuilding events, potlucks, annual employee recognition luncheon and monthly birthday celebrations



Thank You

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