

May 23, 2025



**PUBLIC HEARING TO RECEIVE COMMENT ON ASSEMBLY BILL 2561 (AB 2561) –
STATUS OF JOB VACANCIES**

Friday, May 23, 2025

At 11:00 am or immediately following conclusion of the Board Meeting
Board Room, Administration Building, Golden Gate Bridge Toll Plaza
San Francisco, CA

Background

In January 2025, the State of California enacted AB 2561 which requires special districts to hold a public hearing to take several actions relative to job vacancies. The new legislation requires the Golden Gate Bridge Highway and Transportation District (District) to:

- present the status of vacancies in the District's many bargaining units, as well as recruitment and retention efforts during a public hearing before the governing board at least once per fiscal year;
- make that presentation to the Board of Directors prior to the adoption of the final annual budget;
- identify during the hearing any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process; and,
- allow the individual bargaining units to make presentations on these topics at the public hearing.

If the number of job vacancies within a single bargaining unit meets or exceeds 20 percent of the total number of authorized full-time positions in the unit, the bargaining unit may request that the District also provide additional information at the Public Hearing about vacancies in that bargaining unit including:

- the total number of job vacancies within the bargaining unit;
- the total number of applicants for vacant positions within the bargaining unit;
- the average number of days to complete the hiring process from when a position is posted; and,
- opportunities to improve compensation and other working conditions.

District Staff reached out to the District's bargaining units to share with them details about the Public Hearing and well as their ability to make a presentation at the hearing.

**PUBLIC HEARING TO RECEIVE COMMENT ON ASSEMBLY BILL 2561 (AB 2561) –
STATUS OF JOB VACANCIES**

May 23, 2025

Page 2

Vacancy Details

As of May 6, 2025, following are the number of vacancies by bargaining unit:

BARGAINING UNIT	FY 24/25 Approved Budget	TOTAL VACANCIES
Operating Engineers, Local 3		
Roadway Services Supervisor	4	0
Roadway Services Technician	14	0
Bridge Patrol Officer	22	0
Chief Operating Engineer	1	0
Operating Engineer	6	0
Total	41	0
% of Vacancy		0.00%

Teamsters, Local 665		
Laneworker FT	4	0
Laneworker PT	3	1
Bus Servicer Leader	2	0
Servicer	20	0
Total	29	1
% of Vacancy		3.45%

International Brotherhood of Teamsters, Local 856		
Dispatcher I	9	1
Dispatcher Part-Time	2	1
Transportation Field Supervisor	10	0
Ferry Operations Supervisor	5	0
Operations Supervisor Seasonal	2	0
Customer Relations Assistant	6	0
Bridge Sergeant	10	0
Bridge Lieutenant	3	0
Total	47	2
% of Vacancy		4.26%

International Brotherhood of Electrical Workers, Local 6		
Chief Electrician	1	0
Communications/Elec. Technician	4	2
Communications/Elec. Supervisor	1	0
Electrician	7	1
Total	13	3
% of Vacancy		23.08%

**PUBLIC HEARING TO RECEIVE COMMENT ON ASSEMBLY BILL 2561 (AB 2561) –
STATUS OF JOB VACANCIES**

May 23, 2025

Page 3

United Association Of Journeyman & Apprentices of the Plumbing & Pipe Fitting Industry, Local 38		
Chief Plumber	1	0
Total	1	0
% of Vacancy		0.00%

Public Employees Union, Local 1		
Bridge Painter	29	2
Chief Bridge Painter	4	0
Lead House Painter	1	0
House Painter	1	0
Paint Laborer	5	0
Paint Apprentice	4	4
Total	44	6
% of Vacancy		13.64%

International Assoc. of Bridge, Structural, Ornamental, Reinforced Ironworkers, Riggers & Machinery Movers, Local 377		
Apprentice Ironworker	3	0
Ironworker	15	1
Pusher Ironworker	3	0
Total	21	1
% of Vacancy		4.76%

International Association of Machinists & Aerospace Workers, AFL-CIO, Machinists Automotive Trades District Lodge 190, Peninsula Auto Mechanics Local Lodge 1414		
Body Fender Mechanic	2	0
Chief Mechanic	1	0
Heavy Duty Mechanic	3	0
Mechanic Leader- Trainer	1	1
Automotive Painter	1	0
Body & Facility Chief Mechanic	1	0
Body & Fender Mechanic	4	1
Building Maintenance Mechanic	4	0
Building Maintenance Mechanic-Provisional	2	1
Chief Mechanic	3	0
Farebox Repair/Welder Mechanic	1	0
Lead Building Maintenance Mechanic	1	1
Machinist	1	0
Maintenance Trainer Bus	1	0
Mechanic	26	5

**PUBLIC HEARING TO RECEIVE COMMENT ON ASSEMBLY BILL 2561 (AB 2561) –
STATUS OF JOB VACANCIES**

May 23, 2025

Page 4

Mechanic Apprentice	4	0
Mechanic (Automotive)	1	0
Mechanic Electronics Technician	3	0
Mechanic Leader (Day)	1	0
Storekeeper	3	1
Storekeeper Chief	1	0
Trimmer	1	0
Marine Storekeeper	1	0
Ferry Mechanic	10	0
Ferry Mechanic Lead	3	0
Ferry Working Foreman Mechanic	1	0
Total	81	10
% of Vacancy		12.35%

United Brotherhood of Carpenters and Joiners of America, Local Union No. 22 and Northern California Carpenters Regional Council		
Carpenter	1	0
Total	1	0
% of Vacancy		0.00%

Cement Masons Union, Local 580		
Cement Mason	1	0
Total	1	0
% of Vacancy		0.00%

Laborers' International Union of North America, Local 261, AFL-CIO		
Chief Laborer	2	0
Laborer	11	0
Total	13	0
% of Vacancy		0.00%

Amalgamated Transit Union, Local 1575		
Bus Operators Full-Time	275	89
Bus Operators Part-Time	5	4
Office Assistant	1	0
Office Coordinator	3	0
Operations Analyst	1	1
Operations Technician	1	0
Schedules Analyst	2	1
Senior Operations Analyst	1	0
Apprenticeship Coordinator	1	0
Total	290	95
% of Vacancy		32.76%

**PUBLIC HEARING TO RECEIVE COMMENT ON ASSEMBLY BILL 2561 (AB 2561) –
STATUS OF JOB VACANCIES**

May 23, 2025

Page 5

Inlandboatmen's Union of the Pacific		
Deckhand	22	4
Deckhand Baseball	2	-
Deckhand Lead	11	0
Maintenance Deckhand	1	0
Seasonal Deckhand	3	0
Seasonal Deckhand Lead	2	-
Terminal Assistant	8	0
Terminal Assistant Seasonal Sausalito	2	0
Total	51	4
% of Vacancy		7.84%

Marine Engineers' Beneficial Association, AFL-CIO		
Mate	4	0
Safety & Training Vessel Master	1	0
Supervising Vessel Master	1	0
Vessel Master	11	0
Vessel Master Baseball	1	-
Seasonal Vessel Master	2	-
Total	20	0
% of Vacancy		0.00%

International Federation of Professional and Technical Engineers, Local 21, AFL-CIO		
Human Resource Coordinator	3	2
Network Administrator	1	0
Senior Desktop Systems Administrator	1	0
Senior Network Administrator	1	0
Senior System Administrator	2	0
System Administrator, PC Support	2	0
Marketing Representative	1	0
Marketing Coordinator	1	0
Art Supervisor	1	0
Associate Engineering Inspectors	3	0
Associate Steel Inspector	3	0
Facilities Engineer	1	1
Senior Civil Engineer	14	0
Senior Electrical Engineer	1	1
Senior Engineer	1	0
Senior Engineering Contracts Assistant	4	0
Senior Engineering Design Technician	1	0
Senior Engineering Document Control Assistant	4	0
Senior Mechanical Engineer	1	1

**PUBLIC HEARING TO RECEIVE COMMENT ON ASSEMBLY BILL 2561 (AB 2561) –
STATUS OF JOB VACANCIES**

May 23, 2025

Page 6

Senior Steel Inspector	0	0
Accounting Specialist	2	0
Total	48	5
% of Vacancy		10.42%

The only two bargaining units that have vacancies in excess of 20% are the Amalgamated Transit Unit, Local No. 1575, primarily within the Bus Operator classification, and the International Brotherhood of Electrical Workers, Local No. 6.

The Electrical Workers' vacancies are primarily due to an employee resignation and an employee retirement. The District is currently in the process of recruiting and hiring replacements for these vacancies.

The Bus Operator vacancy is intentional due to the District, post-pandemic, operating fewer bus trips due to reduced customer demand for bus service.

Why the District has Vacant Positions

The District is primarily self-funded. Golden Gate Bridge tolls are the District's largest source of revenue, fully funding Bridge operations while serving as the principal funding source for our bus and ferry service. Transit fares have historically been our second largest source of operating revenue.

Post-pandemic, the world has changed in ways that affect travel in the Golden Gate Corridor. While recreational and tourist travel have mostly returned, commute travel has not.

Today, there are approximately 150,000 fewer people in downtown San Francisco each weekday as compared to pre-pandemic. In downtown San Francisco, the office vacancy rate is over 37 percent, and the amount of vacant office space is greater than 20 Salesforce Towers.

Today, during the morning commute, Bridge traffic was down by about 25 to 30 percent below pre-pandemic levels, which affects the District's revenues and its ability to fund bus and ferry service.

In response, the District has been aggressively reducing expenses, including by offering less commute transit service. We are currently operating about 20 percent of our pre-pandemic express commute bus service while maintaining our regional bus service, which has returned to near pre-pandemic ridership. We are also operating our service more efficiently.

Our FY 24/25 Adopted Budget contains the positions associated with pre-pandemic Bus and Ferry service levels. However, current customer demand does not warrant providing that much transit service, and the District continues to spend one-time state COVID relief funding (Senate Bill 125) to fund its existing Bus and Ferry Service levels.

While we are operating less transit service today as compared to before the pandemic, at this juncture, the District has chosen not to delete these vacant positions from the budget. Instead of

**PUBLIC HEARING TO RECEIVE COMMENT ON ASSEMBLY BILL 2561 (AB 2561) –
STATUS OF JOB VACANCIES**

May 23, 2025

Page 7

eliminating those positions, we intentionally keep vacant positions in our Bus and Ferry Divisions in hopes that demand will increase to warrant filling the vacancies.

District Outreach Efforts/Working Conditions

The District has an established robust outreach program for its vacancies. In addition to traditional means, like postings on the District's website and other vacancy posting sites, the District utilizes the following methods, depending on need:

- Outreach through under-represented groups such as Canal Alliance and Marin Adult Education) in partnership with Santa Rosa Junior College;
- Creation of a pre-apprenticeship and apprenticeship programs on select positions to establish a sustainable talent pipeline;
- Exterior bus and/or banner advertising;
- Online targeted banner advertising;
- Email outreach on job opportunities distributed to District Career website subscribers;
- Conduct of after-work "*Information Sessions*" with prospective applicants to discuss job opportunities, highlight District benefits, explain the application process, and address questions through Q&A;
- Attendance to career fairs in the region; and
- Provides careers talks and/or facility tours to interested schools and/or universities.

Furthermore, the District strives to offer competitive salaries and benefits to attract highly qualified candidates. The District conducts compensation surveys every three years to ensure salaries and benefits remain competitive with other regional public transit agencies. In terms of benefit features, the District offers several different health care plans, District-funded vision coverage, District-funded dental coverage, voluntary supplemental benefits, and flexible spending account opportunities.

The District shares the findings of the compensation study with the bargaining units, and, if they so choose, they can use this information as the basis to negotiate changes in salary and/or benefits for their members during the negotiation process.

Public Comment Process

The Golden Gate Bridge, Highway and Transportation District (District) is required to hold a public hearing as part of the AB 2561 regulation. Public comments on this proposal may be submitted in several different ways:

1. Attend the public hearing;
2. E-mail publichearing@goldengate.org; and/or,
3. Send written comments to the District Secretary.

All comments are considered equally without regard to the manner in which the comments are submitted. Therefore, individuals do not have to attend the public hearing and provide testimony in person if they have commented through e-mail or written forms. All comments received through

**PUBLIC HEARING TO RECEIVE COMMENT ON ASSEMBLY BILL 2561 (AB 2561) –
STATUS OF JOB VACANCIES**

May 23, 2025

Page 8

the above methods will be considered in the final recommendation. Comments must be received by 4:30 p.m. on Friday, May 23, 2025.

Public Notification

Public notification activities related to this hearing included:

- A Notice of Public Hearing was posted to the District's website on April 28;
- Public hearing notices were published in local publications (*Marin Independent Journal*, *Santa Rosa Press Democrat*, *San Francisco Chronicle* and *La Voz*) on May 1 and again on May 15;
- Social media posts on Facebook and Twitter promoted the public hearing; and,
- Email blasts were sent to customers and community-based organizations.

Printed materials will be available in Spanish, per the District's Language Implementation Plan (LIP).

Next Steps

Following the public hearing, staff will evaluate all comments received. A report of the public hearing will be presented in June and, if necessary, any recommendations will also be presented to the appropriate Committee at that time.