



Agenda Item No. (3)

To: Rules, Policy and Industrial Relations Committee/Committee of the Whole
Meeting of April 23, 2026

From: Kellee J. Hopper, Deputy General Manager, Administration and Development
Denis J. Mulligan, General Manager

Subject: **AUTHORIZE THE SETTING OF A PUBLIC HEARING TO RECEIVE
PUBLIC COMMENT RELATIVE TO ASSEMBLY BILL 2561 – STATUS
OF JOB VACANCIES**

Recommendation

The Rules, Policy and Industrial Relations Committee recommends that the Board of Directors (Board) authorize the setting of a public hearing to receive public comment relative to Assembly Bill 2561. The Committee further recommends that the Board authorize the General Manager to set annual public hearings relative to the requirements of this Assembly Bill. The public hearing would take place on Friday, May 22, 2026, at 11:00 a.m. in the Board Room, Administration Building, Golden Gate Bridge Toll Plaza, San Francisco, CA.

This matter will be presented to the Board of Directors at its April 24, 2026, meeting for appropriate action.

Summary

Effective January 1, 2025, Assembly Bill 2561 (AB 2561) was enacted requiring special districts to take several actions relative to job vacancies. Key parts of this legislation are:

- Special districts must present the status of vacancies, including recruitment and retention efforts at a public hearing at least once per fiscal year.
- At the hearing, identified changes to policies and recruitment efforts that create hiring obstacles.
- At each annual budget adoption, the special district must present the status of vacancies before adopting the final budget.
- Allowing recognized employee organizations for the bargaining unit to make a presentation at the public hearing.

The legislation states that, 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, the special district must provide the following information during the hearing. The items that must be covered include:

- Total number of job vacancies within the bargaining unit
- Total number of applicants for vacant position within the bargaining unit

- Average number of days to complete the hiring process from when a position is posted
- Opportunities to improve compensation and other working conditions.

In accordance with AB 2561 (Gov. Code § 3502.3), the Golden Gate Bridge, Highway and Transportation District (District) will hold a public hearing at least once each fiscal year and provide reports on vacancies, recruitment, and retention efforts. As this is an annual requirement, staff recommends that the Board delegate to the General Manager, the authority to set the public hearing annually for the Board, prior to the implementation of the District's fiscal year budget commencement. Setting of the public hearing will comport with Board Ordinance and regulatory requirements.

Public Comment Process

Public comments on this proposal can 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 the above methods will be considered in the final recommendation. Comments must be received by 4:30 p.m. on Friday, May 22, 2026.

Public Notification

If the proposal to hold this public hearing is approved by the Board, outreach would begin immediately and continue into late May.

Public notification activities will include:

- A Notice of Public Hearing will be posted to the District's website;
- Public hearing notices will be published in local publications (*Marin Independent Journal*, *Santa Rosa Press Democrat*, *San Francisco Chronicle*, *East Bay Times*, and *La Voz*);
- Posters advertising the public hearing will be placed onboard buses and ferries;
- Social media posts on Facebook and Twitter will promote the public hearing; and
- Email blasts will be 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 and determine whether changes or modifications need to be made to the recruiting efforts moving forward. A final recommendation will be brought back the June 26, 2026, Rules, Policy and Industrial Relations Committee meeting and to the full Board on the same day.

Fiscal Impact

The fiscal impact of providing a public hearing and associated outreach is estimated at less than \$10,000 and will be covered by the existing Marketing and Communications Department and District Secretary's Office operating budgets.

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