

May 22, 2026



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

Friday, May 22, 2026

At 11:00 a.m., 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 22, 2026

Page 2

**Vacancy Details**

As of May 1, 2026, the following are the number of vacancies by bargaining unit:

<b>BARGAINING UNIT</b>	<b>FY 25/26 Approved Budget</b>	<b>TOTAL VACANCIES</b>
<b>Operating Engineers, Local 3</b>		
Roadway Services Supervisor	4	0
Roadway Services Technician	14	0
Bridge Patrol Officer	22	5
Chief Operating Engineer	1	0
Operating Engineer	6	1
<b>Total</b>	<b>47</b>	<b>6</b>
<b>% of Vacancy</b>		<b>12.77%</b>

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

<b>International Brotherhood of Teamsters, Local 856</b>		
Dispatcher I	9	1
Dispatcher Part-Time	2	0
Transportation Field Supervisor	10	0
Ferry Operations Supervisor	5	0
Operations Supervisor Seasonal	2	-
Customer Relations Assistant	6	0
Bridge Sergeant	10	0
Bridge Lieutenant	3	0
<b>Total</b>	<b>47</b>	<b>1</b>
<b>% of Vacancy</b>		<b>2.13%</b>

<b>International Brotherhood of Electrical Workers, Local 6</b>		
Chief Electrician	1	0
Communications/Elec. Technician	4	1
Communications/Elec. Supervisor	1	0
Electrician	7	1
<b>Total</b>	<b>13</b>	<b>2</b>
<b>% of Vacancy</b>		<b>15.38%</b>

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

May 22, 2026

Page 3

BARGAINING UNIT	FY 25/26 Approved Budget	TOTAL VACANCIES
<b>United Association Of Journeyman &amp; Apprentices of the Plumbing &amp; Pipe Fitting Industry, Local 38</b>		
Chief Plumber	1	0
<b>Total</b>	<b>1</b>	<b>0</b>
<b>% of Vacancy</b>		<b>0.00%</b>

<b>Public Employees Union, Local 1</b>		
Bridge Painter	29	1
Chief Bridge Painter	4	0
Lead House Painter	1	0
House Painter	1	0
Paint Laborer	5	0
Paint Apprentice ( <i>succession planning based hiring</i> )	4	0
<b>Total</b>	<b>44</b>	<b>1</b>
<b>% of Vacancy</b>		<b>2.27%</b>

<b>International Assoc. of Bridge, Structural, Ornamental, Reinforced Ironworwkers, Riggers &amp; Machinery Movers, Local 377</b>		
Apprentice Ironworker	3	0
Ironworker	15	0
Pusher Ironworker	3	0
<b>Total</b>	<b>21</b>	<b>0</b>
<b>% of Vacancy</b>		<b>0.00%</b>

<b>International Association of Machinists &amp; Aerospace Workers, AFL-CIO, Machinists Automotive Trades District Lodge 190, Peninsula Auto Mechanics Local Lodge 1414</b>		
Body Fender Mechanic	2	0
Chief Mechanic	1	0
Heavy Duty Mechanic	3	0
Mechanic Leader- Trainer	1	0
Automotive Painter	1	0
Chief Mechanic Body and Bus	1	1
Body & Fender Mechanic	4	1
Building Maintenance Mechanic	4	0
Building Maintenance Mechanic-Provisional ( <i>project based hiring</i> )	2	0
Chief Mechanic	3	0
Welder Mechanic	1	0
Chief Building Maintenance Mechanic	1	1
Machinist	1	0

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

May 22, 2026

Page 4

**International Association of Machinists & Aerospace Workers, AFL-CIO, Machinists  
Automotive Trades District Lodge 190, Peninsula Auto Mechanics Local Lodge 1414  
(CONTINUED)**

<b>BARGAINING UNIT</b>	<b>FY 25/26 Approved Budget</b>	<b>TOTAL VACANCIES</b>
Maintenance Trainer Bus	1	0
Mechanic ( <i>4 slots are allotted for apprentices</i> )	26	6
Mechanic Apprentice ( <i>Succession planning based hiring</i> )	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	9	0
Ferry Mechanic (Provisional) ( <i>project based hiring</i> )	1	0
Ferry Mechanic Lead	3	0
Ferry Working Foreman Mechanic	2	0
<b>Total</b>	<b>82</b>	<b>10</b>
<b>% of Vacancy</b>		<b>12.20%</b>

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

<b>Cement Masons Union, Local 580</b>		
Cement Mason	1	1
<b>Total</b>	<b>1</b>	<b>1</b>
<b>% of Vacancy</b>		<b>100.00%</b>

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

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

May 22, 2026

Page 5

BARGAINING UNIT	FY 25/26 Approved Budget	TOTAL VACANCIES
<b>Amalgamated Transit Union, Local 1575</b>		
Bus Operators Full-Time	275	99
Bus Operators Part-Time	5	5
Office Assistant	1	0
Office Coordinator	3	0
Operations Analyst	1	1
Operations & Schedules Analyst	1	0
Schedules Analyst	1	1
Senior Operations Analyst	1	0
Apprenticeship Coordinator	1	0
<b>Total</b>	<b>289</b>	<b>106</b>
<b>% of Vacancy</b>		<b>36.68%</b>

<b>Inlandboatmen’s Union of the Pacific</b>		
Deckhand	22	2
Deckhand Baseball ( <i>seasonal hiring</i> )	2	-
Deckhand Lead	11	1
Maintenance Deckhand	1	0
Seasonal Deckhand ( <i>seasonal hiring</i> )	3	-
Seasonal Deckhand Lead ( <i>seasonal hiring</i> )	2	-
Terminal Assistant	8	0
Terminal Assistant Seasonal Sausalito ( <i>seasonal hiring</i> )	2	-
<b>Total</b>	<b>51</b>	<b>3</b>
<b>% of Vacancy</b>		<b>5.88%</b>

<b>Marine Engineers’ Beneficial Association, AFL-CIO</b>		
Mate	4	0
Safety & Training Vessel Master	1	0
Seasonal Vessel Master ( <i>seasonal hiring</i> )	1	-
Supervising Vessel Master	1	0
Vessel Master	12	1
Vessel Master Baseball ( <i>seasonal hiring</i> )	1	-
<b>Total</b>	<b>20</b>	<b>1</b>
<b>% of Vacancy</b>		<b>5.00%</b>

<b>International Federation of Professional and Technical Engineers, Local 21, AFL-CIO</b>		
Human Resource Coordinator	1	0
Network Administrator	1	1
Senior Desktop Systems Administrator	1	0
Senior Network Administrator	1	0
<b>BARGAINING UNIT</b>	<b>FY 25/26 Approved Budget</b>	<b>TOTAL VACANCIES</b>

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

**May 22, 2026**

**Page 6**

<b>International Federation of Professional and Technical Engineers, Local 21, AFL-CIO (CONTINUED)</b>		
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	4	1
Associate Steel Inspector	3	0
Facilities Engineer	1	1
Senior Civil Engineer	16	2
Senior Electrical Engineer	1	1
Senior Engineer	1	0
Senior Engineering Contracts Assistant	4	1
Senior Engineering Design Technician	1	0
Senior Engineering Document Control Assistant	4	0
Senior Mechanical Engineer	1	1
Senior Steel Inspector	1	1
Accounting Specialist	2	0
<b>Total</b>	<b>51</b>	<b>9</b>
<b>% of Vacancy</b>		<b>18.00%</b>

With the exception of the Bus Operator classification, the classifications that have vacancies in excess of 20% are classifications that only have few or even one person in the classification (Cement Mason, Communications/Electrician Technician, Chief Mechanic Body and Bus, Body and Fender Mechanic, Chief Building Maintenance Mechanic, Storekeeper, Network Administrator, Associate Engineering Inspector, Senior Electrical Engineer, Senior Engineering Contracts Assistant, Office Coordinator and Senior Steel Inspector, Operations Analyst, Schedules Analyst). Several of these positions are currently in the recruitment process.

District staff continue to actively evaluate staffing needs and recruitment efforts across all departments and bargaining units to ensure continuity of operations and support long-term operational objectives. While some classifications have experienced recruitment challenges due to a limited pool of qualified candidates, specialized skill requirements, and competitive labor market conditions, staff continue to pursue a variety of recruitment and outreach strategies to attract candidates with the experience and technical expertise necessary to support District operations.

In the interim, departments are utilizing existing staff resources, operational adjustments, and cross-functional support to maintain service delivery and meet current operational demands while recruitment efforts continue. Vacancy levels and operational impacts are regularly monitored, and staffing strategies are adjusted as business needs, labor market conditions, and service requirements evolve, with continued consideration given to the District’s limited financial resources.

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

May 22, 2026

Page 7

The higher-than-typical Bus Operator vacancy rate is intentional due to the District operating fewer bus trips due to reduced customer demand for bus service post pandemic. In response to realigned scheduling and decreased demand, in the proposed FY 26/27 budget, staff is recommending that 90 of the positions be eliminated. After the elimination of the vacancies, the remaining positions are 185 full-time and 5 part-time bus operators.

**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 primary source of funding 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.

During the morning commute southbound Bridge traffic is still down about 25 percent compared to pre-pandemic traffic. Less Bridge traffic results in less toll funding available to operate the District's bus and ferry service. Accordingly, the District has been aggressively reducing expenses, including offering less commute transit service.

**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.
- Conducts targeted outreach to prospective candidates for hard-to-fill or specialized positions.
- Creation of 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 career 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.

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

May 22, 2026

Page 8

The District shared 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](mailto: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**

Public notification activities related to this hearing included:

- A Notice of Public Hearing was posted to the District’s website on April 28, 2026.
- 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, 2026.
- 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.