



SFMTA

Administration Division | Human Resources

AB 2561 Vacancy Reporting

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Presentation Topics

- **AB2561 Reporting Requirements**
- **Hiring Challenges**
- **Vacancy & Recruitment Data**
- **Recruitment & Retention Efforts**
- **Next Steps**



Assembly Bill 2561

Applies to all public agencies subject to Meyers-Milias-Brown Act (“MMBA”)

AB 2561 declares that job vacancies are a "widespread and significant" problem for employees, resulting in turnover and burnout that negatively impacts public service.

Effective January 1, 2025, the SFMTA must present annually to the Board of Directors, (prior to the adoption of the final budget):

- Overview of vacancy levels, recruitment and retention
- Identify any obstacles in the hiring process, procedures, and recruitment activities
- Report additional information for bargaining units with vacancy rate of 20% or more, upon request by the union



Hiring Challenges

Challenges to Hiring



External Factors

- Tight labor market
- Regional cost of living
- Demographic shift - lower industry interest in rising generations
- Awareness of SF financial challenges



Internal Factors

- Challenging working conditions
- Work schedules (day, nights, weekends, holidays)
- Safety concerns
- Seniority based time off requests
- Available talent in skilled trades and crafts
- Onsite work requirements
- Limited hiring due to budget constraints



Hiring & Budget Constraints



Hiring **slow down** implemented due to lower budgeted revenues and high budgeted vacancy rate



Phased hiring approach implemented FY24-25 Q3



Removal of 500+ vacant positions from budget for FY25-26



Hiring slow down expected **to continue** in FY25-26



Transit Operator, Transit Fare Inspector and Parking Control Officer staffing will continue to be monitored and prioritized

Next Stop:
A Thriving San Francisco



FY23-24 Annual Report



SFMTA FY 24-25 & FY 25-26 budget

Vacancy & Recruitment Data

Agency Positions

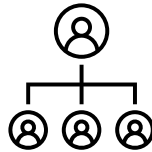
For Vacancy Rates included for **AB2561**, data includes only funded, on-budget, represented, full-time positions, totaling **5915 FTE**, of which **500 FTE (8%)** are vacant.



SF | ASO

Annual Salary Ordinance

—



AB2561 Ineligible
Positions

—



Filled Positions

=



Vacancies

6,473 FTE*

—

557 FTE

—

5415 FTE

=

500 FTE

Positions found ineligible for reporting under AB2561 included off-budget/capital funded, temporary, part-time, unrepresented, and/or apprenticeships.

Source: FY2025-26 Proposed Budget (Tech Phase), June 2025; PeopleSoft Active Position Report & HRDB Filled and Vacant Position Reports pulled June 2025.

*Note: This number does not include budgeted vacancy, which totals -823 FTE in FY25-26.

Agency Vacancy Rates

Vacancy Data:

- Compiled by bargaining unit
- 12 citywide unions
- 8 Service critical unions

Three (3) bargaining units
meet the 20% or higher
threshold:

- Local 250A Transit Fare Inspectors
- Local 39 Stationary Engineers
- Local 856 Teamsters

Bargaining Unit	Budgeted FTE	Filled %	Vacant %
LOCAL 250A TRANSIT OPERATORS	2,522	98%	2%
LOCAL 1021, SEIU	1,108	89%	11%
LOCAL 6, ELECTRICAL WORKERS	569	84%	16%
LOCAL 21, IFPTE	406	84%	16%
TWU LOCAL 200	389	88%	12%
LOCAL 1414, MACHINISTS	345	86%	14%
MEA, MUNICIPAL EXECUTIVES ASSOCIATION	172	88%	12%
TWU LOCAL 250-A, TWU - AUTO SERV WORKER	89	94%	6%
LOCAL 261, LABORERS INTERNATIONAL	79	84%	16%
TWU LOCAL 250-A, TWU - TRANFAREINSP	76	72%	28%
LOCAL 39, STATIONARY ENGINEERS	60	77%	23%
SFCWU, SF CITY WORKERS UNITED	26	96%	4%
LOCAL 856, TEAMSTERS - MULTI-UNIT	22	77%	23%
LOCAL 853, BUILD MATER & CONST TEAMSTERS	18	89%	11%
LOCAL 22, CARPENTERS	17	88%	12%
LOCAL 718, GLAZIERS	8	100%	0%
LOCAL 104, SHEET METAL WORKERS	4	100%	0%
LOCAL 38, PLUMBERS	3	100%	0%
LOCAL 3, OPERATING ENGINEERS	2	100%	0%
GRAND TOTAL	5,915	92%	8%

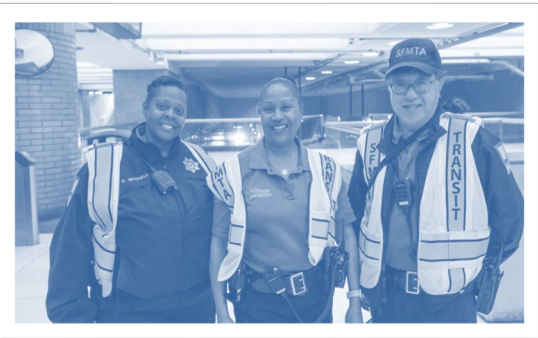
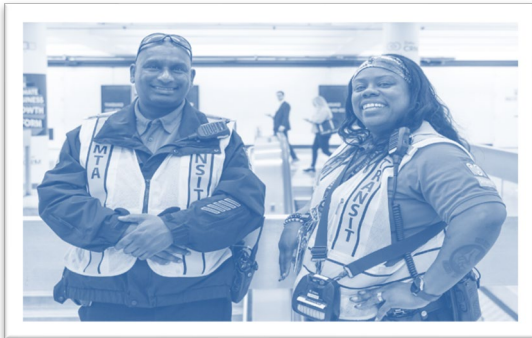
Data compiled as of June 18, 2025

Local 250A TWU Transit Fare Inspectors Vacancies

Job Class	Filled #	Filled %	Vacant #	Vacant %
9132 Transit Fare Inspector	55	72%	21	28%

Transit Fare Inspector

- 31 appointments made in FY 25
 - 12 additional candidates at final hiring stage
- 619 applicants; new list projected to be adopted Sept 2025
- Average tenure of **5 years**
- Doubled the number of inspections with a modest increase in staffing
- Will continue to hire incrementally to monitor fare compliance



Local 39 Vacancies

Job Class	FILLED		VACANT	
	#	%	#	%
7120 Bldgs & Grounds Maint Supt	0	0%	1	100%
7203 Bldg & Grounds Maint Sprv	1	100%	0	0%
7205 Chief Stationary Engineer	2	67%	1	33%
7262 Maintenance Planner	4	80%	1	20%
7286 Wire Rope Cable Maint Sprv	1	100%	0	0%
7334 Stationary Engineer	22	92%	2	8%
7335 Senior Stationary Engineer	5	83%	1	17%
7472 Wire Rope Cable Maint Mechanic	8	73%	3	27%
7473 WireRopeCable Maint Mech Train	3	38%	5	63%

Building and Grounds Maintenance Superintendent

- Recruitment opened June 6, 2025

Chief Stationary Engineer

- Last citywide recruitment was in 2023 with 19 eligibles on list
- No current eligible; would be citywide posting

Maintenance Planner

- Eligible list adopted April 1, 2025
- 75 individuals on list

Wire Rope Maintenance Mechanic and Trainee

- Trainee list established in July 2024 with 8 eligibles
- Two individuals completed training in 2024
 - In process of transitioning individuals to PCS mechanics



Local 856 Vacancies

Job Class	Filled #	Filled %	Vacant #	Vacant %
7444 Parking Meter Repairer	17	77%	5	23%

Parking Meter Repairer

- New job ad opened March 2025
- Eligible list adopted June 2025
 - 41 individuals successful in exam process



Recruitment & Retention Efforts

- Robust Outreach
- Pipeline Development
- Transit Operator Hiring
- Hiring Improvements
- Retention Incentives

Robust Outreach Efforts

Mass distribution of job postings with labor & community partners

Increased social media presence

Aggressive “Careers that Move You” advertisement campaign:

- Rail/Bus Bumper stickers
- Interior Advertisements
- Bus Headways

SF Career Center Engagement

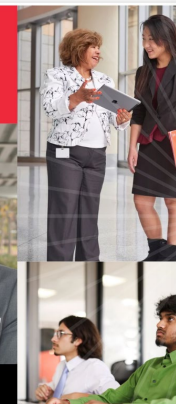
Community - based posting sites



Pipeline Development

FY 25 Strategic partnerships with workforce developers to build pipelines for future talent

NEW INTERNSHIP COHORTS:	ADDITIONAL YOUTH PROGRAMS
<u>9</u> Opportunities for community-based summer 2025 interns	<u>50+</u> Public Service Trainees (9910)
<u>18</u> Student Design Trainees (538X) Planning & Engineering Summer Interns	<u>11</u> high school interns from Genesys Works Bay Area for academic year-long internship
<u>10</u> SFUSD summer interns	<u>25+</u> George Washington High School Automotive students for career exposure across 5 SFMTA facilities



Transit Operator Hiring

Redesigned Recruitment process

Redesigned Exam and Application Process

Created a guide to obtain permit

Strengthened partnership with CityDrive Partners

Revised minimum requirements

Designed specific flyers with in-house events

Established One-Stop Hiring Events

Increased Training Class Sizes

Efforts resulted in **98%** of budgeted positions filled



**Become
a Transit
Operator**

**SIGN-UP
NOW**



Hiring Improvements

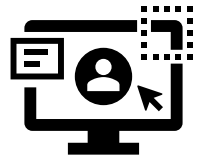
- Revised Minimum Qualifications
- Redesigned interview practices
- Strengthened racial equity and inclusion requirements
- Hiring guidance and training sessions
- Removed barriers to employment
- Streamlined onboarding
- Revisions to Civil Service Rules

Process Improvements



- Citywide Continuous Exams for analyst positions
- On-demand, online testing
- Streamlined application and hiring process
- Online questionnaires for licensed positions

Technology Enhancements



Retention Incentives

Bargaining Incentives

- Improvements to bonus & incentives
- Citywide general wage increases
- Internal wage adjustments

Health & Wellness

- Increased Employer Assistance Program Counseling Sessions
- Improved onsite fitness areas

Employee Recognition

- Station Agent of the Month
- Years of Service Awards
- Safe Driver Awards

Promotional Pathways

- Internal Promotions
- Robust career progression – FY24/25

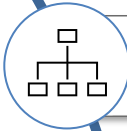


Next Steps

Next Steps



Continue to hire Operators and PCOs



Hire key positions



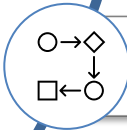
Keep creating eligible lists



Continue work on hiring efficiency improvements



Continuous Exams / Online Testing



Reallocate HR staff to other teams to meet business needs



AB2561 Report for FY25-26 (tentative Spring 2026)



Looking to become a professional Transit Operator?





Thank you

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LOCAL 22, CARPENTERS	17	15	88%	2	12%
LOCAL 718, GLAZIERS	8	8	100%	0	0%
LOCAL 104, SHEET METAL WORKERS	4	4	100%	0	0%
LOCAL 38, PLUMBERS	3	3	100%	0	0%
LOCAL 3, OPERATING ENGINEERS	2	2	100%	0	0%
GRAND TOTAL	5,915	5,416	92%	500	8%