



SFMTA

Job Vacancy Reporting (AB 2561)

SFMTA Board of Directors
April 21, 2026

Presentation Topics

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



Assembly Bill (AB) 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

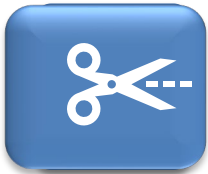
Hiring & Budget Constraints



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



Future funding dependent on November 2026 ballot measures



Public-Facing and Revenue-Generating positions prioritized (Transit Operator, Parking Control Officer, Senior Parking Control Officer, School Crossing Guard)



Vacancy & Recruitment Data

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

***Note: FTE excludes off-budget/PSF, part-time/as-needed, temporary, apprenticeships and unrepresented employees**

Bargaining Unit	Budgeted FTE*	% Filled	% Vacant
Local 250-A, TWU, Transit Operators	2494	97%	3%
Local 1021, SEIU	1085	88%	12%
Local 6, Electrical Workers	569	82%	18%
Local 21, IFPTE	406	82%	18%
Local 200, TWU	389	90%	10%
Local 1414, Auto Machinist	346	84%	16%
MEA Municipal Exec Assoc, Misc	173	87%	13%
Local 250-A, TWU, Auto Service Workers	89	90%	10%
Local 261, Laborers	79	82%	18%
Local 250-A, TWU, Transit Fare Inspectors	76	78%	22%
Local 39, Stationary Engineers	60	68%	32%
SF City Workers United	26	85%	15%
Local 856, Teamsters, Multi	22	73%	27%
Local 853, 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 3, Operating Engineers	3	100%	0%
Local 38, Plumbers	3	100%	0%
GRAND TOTAL	5867	90%	10%

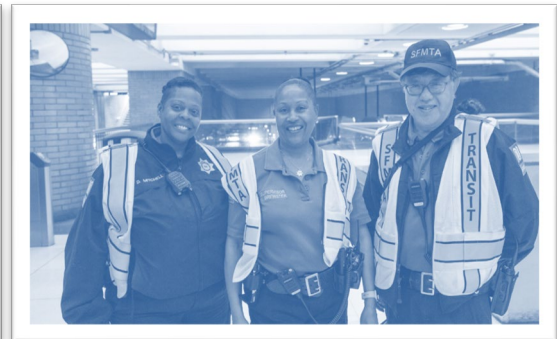
Data compiled as of December 31, 2025

Local 250A TWU Transit Fare Inspectors Vacancies

Job Class	Filled #	Filled %	Vacant #	Vacant %
9132 Transit Fare Inspector	59	78%	17	22%

Transit Fare Inspector

- Current Eligible List: Adopted August 2025 with 324 eligibles
- Planning to fill all vacancies in coming months
- Historical average tenure of **5 years**



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	20	83%	4	17%
7335 Senior Stationary Engineer	4	67%	2	33%
7472 Wire Rope Cable Maint Mechanic	9	69%	4	31%
7473 WireRopeCable Maint Mech Train	0	0%	6	100%

Eligibles List Status

- Buildings and Grounds Maintenance Supervisor: 23 eligibles
- Chief Stationary Engineer: 21 eligibles
- Maintenance Planner: 66 eligibles
- Senior Stationary Engineer: 41 eligibles
- Wire Rope Cable Maintenance Mechanic: No list; awaiting training completion from 7473s
- Wire Rope Cable Maintenance Mechanic Trainee: 8 eligibles

Hiring Projections

- 7120 and 7334 are projected priority positions by Transit and will be requested for approval before other positions listed
- 7335: One position anticipated to be hired in April 2026
- 7473: Proceeding with filling two positions (May 2026 projection)



Local 856 Vacancies

Job Class	Filled #	Filled %	Vacant #	Vacant %
7444 Parking Meter Repairer	16	73%	6	27%

Parking Meter Repairer

- Current eligible list with 41 eligibles remaining (Adopted June 2025)



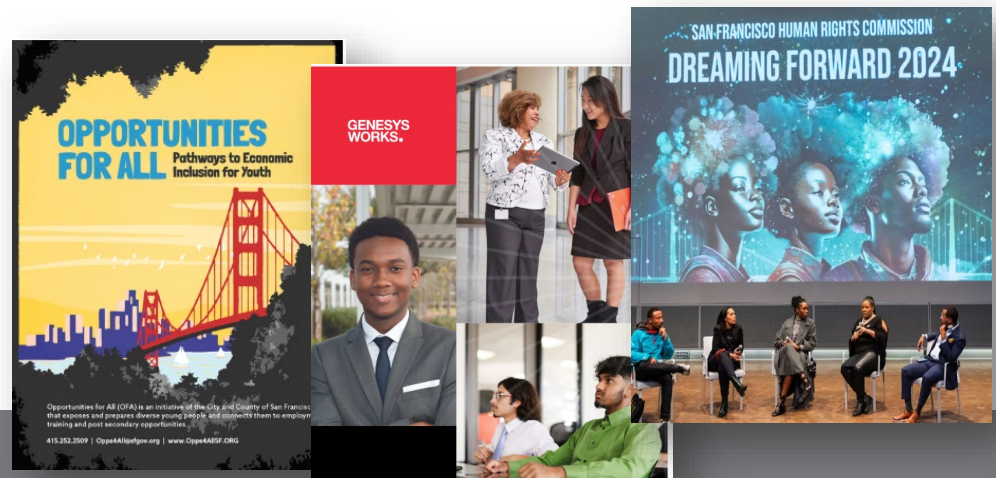
Recruitment & Retention Efforts

- Pipeline Development
- Retention Incentives

Pipeline Development

FY 25 / 26 Strategic partnerships to build pipelines for future talent

NEW INTERNSHIPS/APPRENTICES:	ADDITIONAL YOUTH PROGRAMS
<u>5</u> Pre-Apprentice Automotive Mechanics	<u>17</u> Public Service Trainees (9910)
<u>13</u> Student Design Trainees (538X) Planning & Engineering Summer Interns	<u>8</u> Muni Transit Ambassador Trainees



Retention Incentives

Bargaining Incentives

- Improvements to bonus & incentives
- Citywide general wage increases
- Internal wage adjustments
- Overhead Line sign-on bonus and referral incentives
- Upcoming 2027 Contract negotiations

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



Next Steps

Next Steps



Continue to hire key positions (e.g., Operators, PCOs, Senior PCOs, School Crossing Guards)



Hire other key positions



Create eligible lists based on hiring priorities



Continue work on hiring efficiency improvements



Reviewing and updating websites on hiring process



Reallocate HR staff to other teams to meet business needs



AB2561 Report for FY26-27



Looking to become a professional Transit Operator?





Thank you