



Sunnyvale

# AB2561 Vacancy Rates Public Hearing

City Council Meeting  
April 8, 2025



# What is AB2561?

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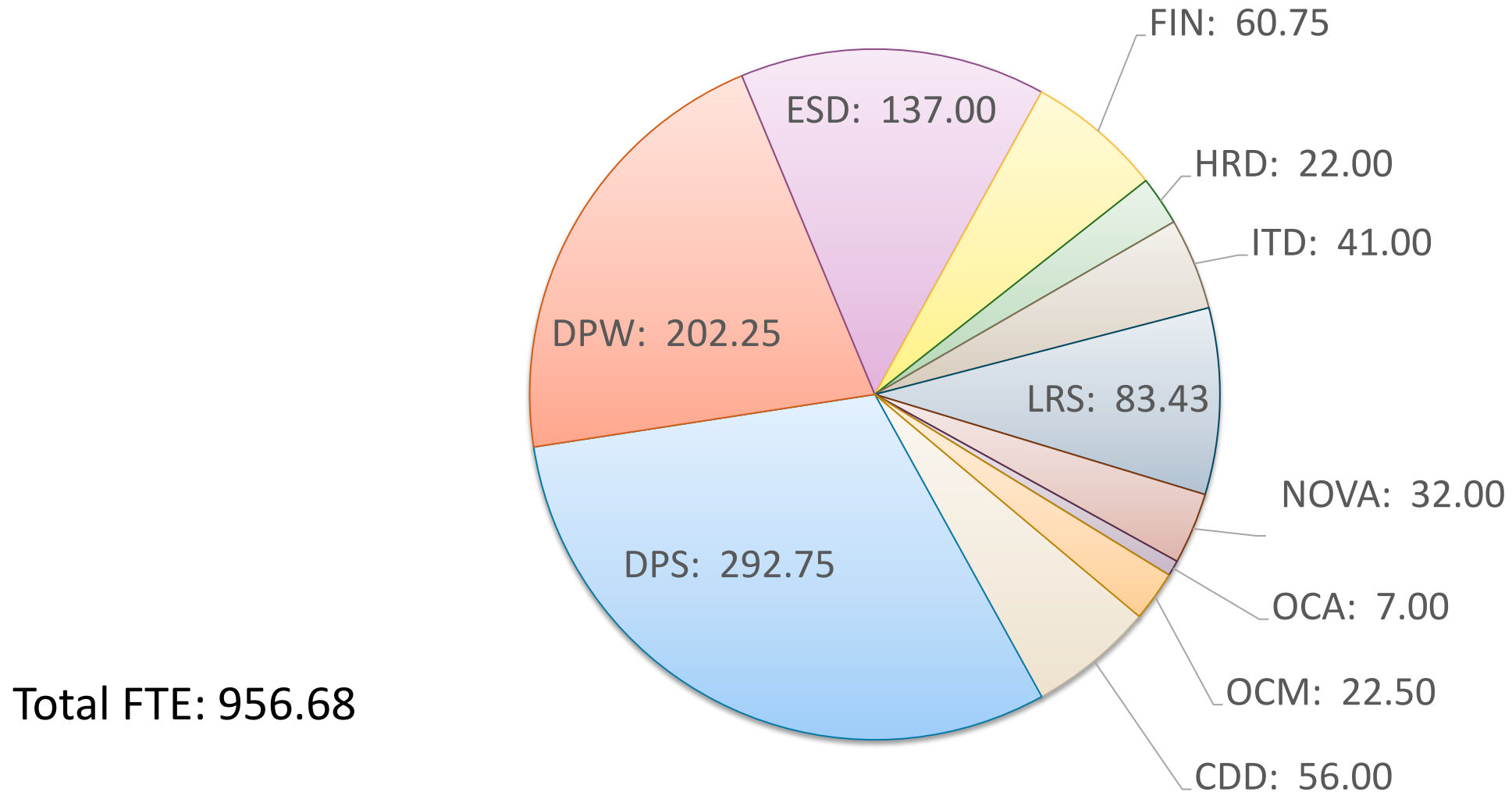
- Assembly Bill 2561 requires that, on an annual basis, public agencies assess and address vacancy rates.
  1. Track job vacancies;
  2. Present information on the status of the vacancies and recruitment and retention efforts at least once per fiscal year; and
  3. Identify any policies, procedures, and recruitment activities that may present obstacles in hiring.
- Additional Obligations May Apply if the Vacancy Rate in a Bargaining Unit Exceeds 20%.

# City of Sunnyvale Bargaining Units

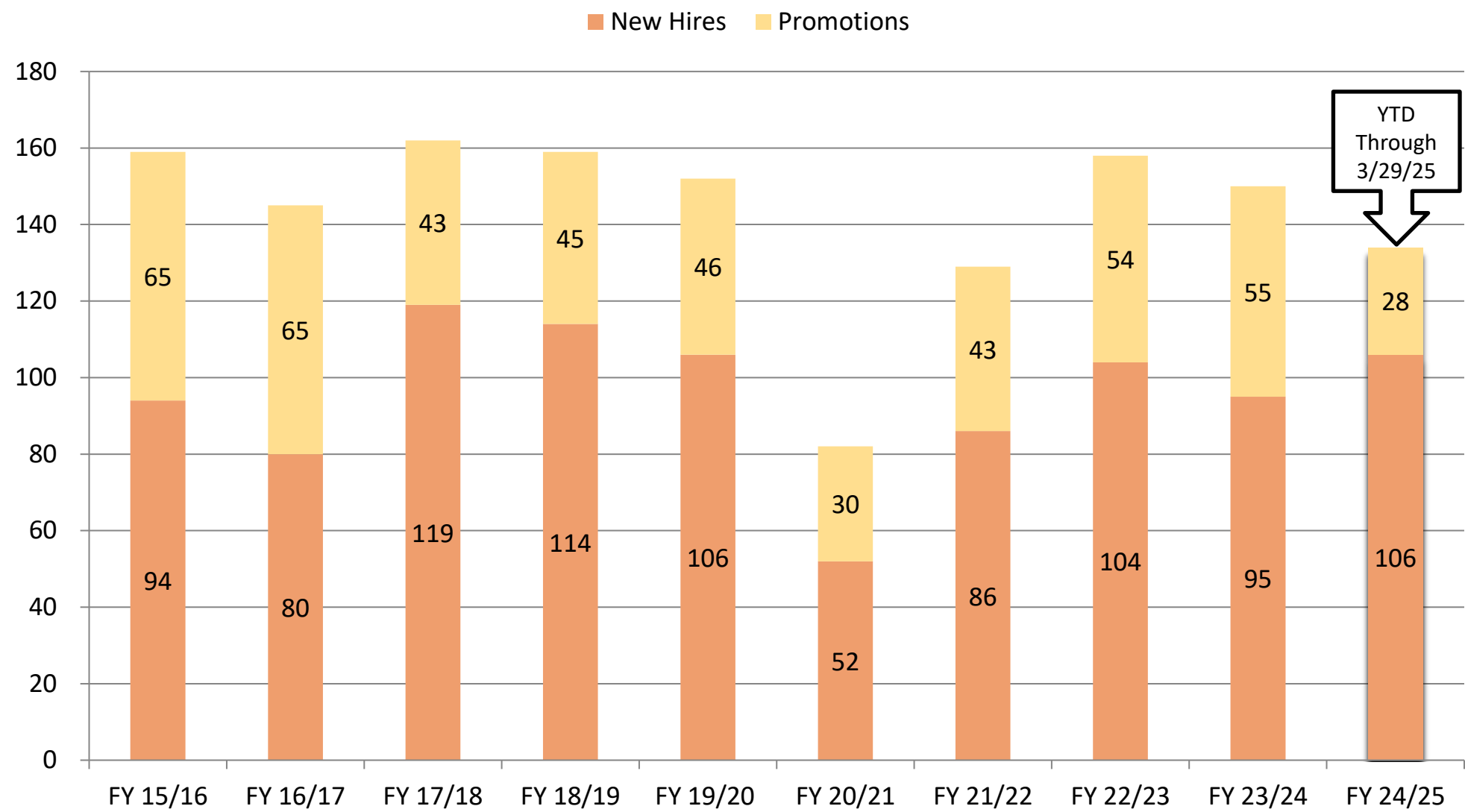
Bargaining Unit	Represented Classifications
Public Safety Officers Association (PSOA)	Public Safety Officers (PSO), Public Safety Lieutenants, PSO-In Training
Public Safety Managers Association (PSMA)	Public Safety Captains, Deputy Chiefs
Communication Officers Association (COA)	Public Safety Dispatchers
Sunnyvale Employees Association/IFPTE Local 21 (SEA)	Professional, paraprofessional, technical, clerical, maintenance positions
Service Employees International Union, Local 521 (SEIU)	Part-time classifications (same/similar classifications as SEA/Local 21)
Sunnyvale Managers' Association (SMA)	Management positions, except City Attorneys, Human Resources, some Finance

# Authorized Full-Time Equivalent (FTE)

Full-Time, Part-Time, Term Limited; Excludes Casual/Temporary



# New Hires and Promotions (Historical Trends)



# Vacancy Rates by Department (as of 4/2/2025)

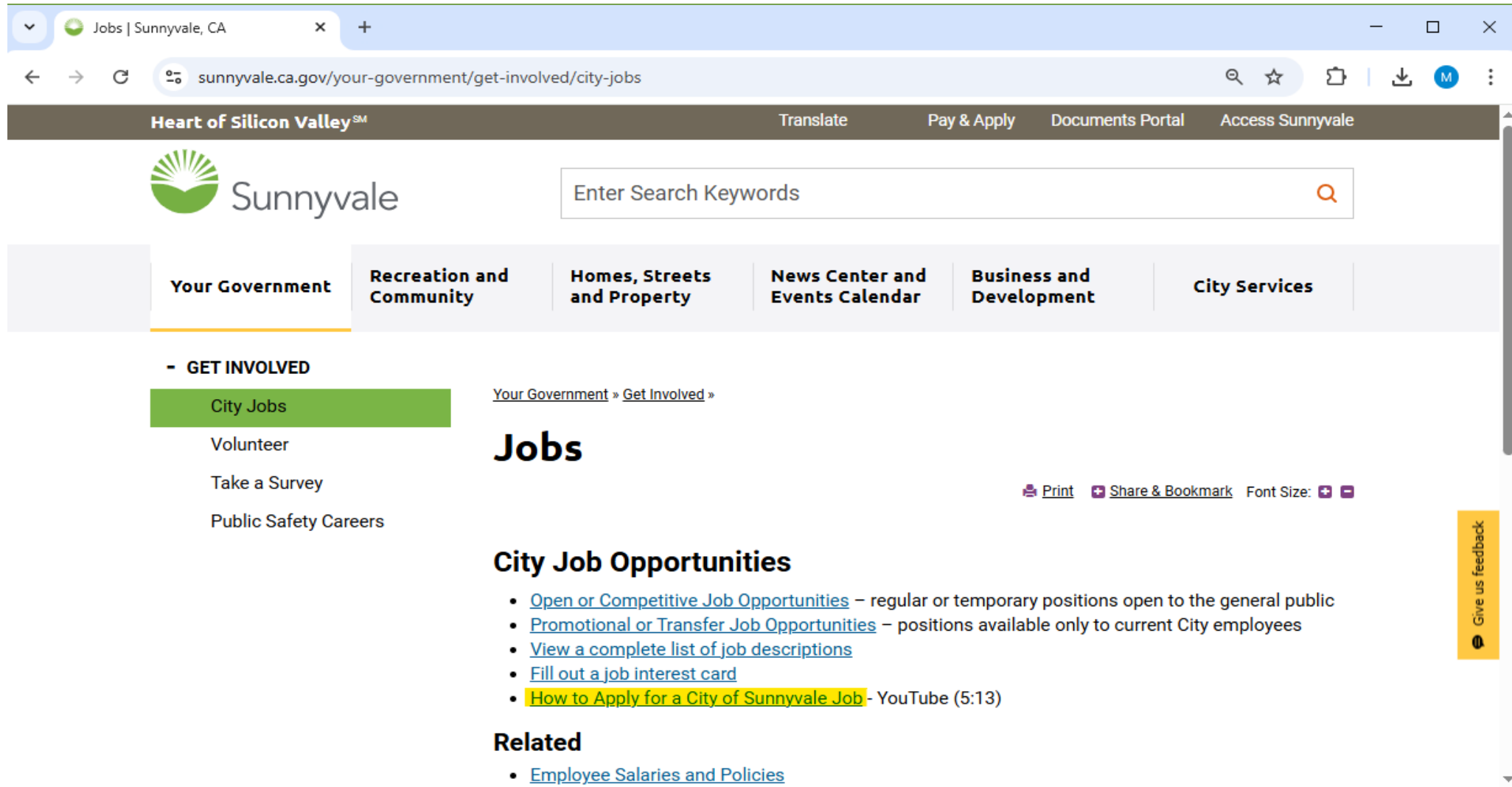
Department	Total FTE	Vacant FTE	Vacancy Rate
Community Development	56.00	3.00	5.4%
Public Safety	293.75	11.25	4.1%
Public Works	202.25	14.00	6.9%
Environmental Services	137.00	14.00	10.2%
Finance	60.75	6.00	9.8%
Human Resources	22.00	0.00	0.0%
Information Technology	40.00	4.00	10.0%
Library & Recreation Services	83.43	9.04	10.8%
NOVA Workforce Services	32.00	1.00	3.1%
Office of the City Attorney	7.00	0.00	0.0%
Office of the City Manager	22.50	1.87	7.6%
<b>TOTAL</b>	<b>956.68</b>	<b>64.16</b>	<b>6.8%</b>

# Vacancy Rates by Bargaining Unit

Data effective April 2, 2025

Bargaining Unit	Budgeted FTE	Filled FTE	Vacancy Rate
Communication Officers' Association (COA)	20	20	0.0%
Public Safety Officers' Association (PSOA)	194	193	0.5%
Public Safety Managers' Association (PSMA)	10	10	0.0%
Sunnyvale Employee Association/IFPTE Local 21 (SEA)	540	493	8.7%
Service Employee International Union, Local 521 (SEIU)	29.68	25.52	14.0%
Sunnyvale Managers' Association (SMA)	106	95	10.4%
Unrepresented Management	26	25	3.8%
Confidential	31	31	0.0%
<b>TOTAL</b>	<b>956.68</b>	<b>892.52</b>	<b>6.8%</b>

# Recruitment Processes



The screenshot shows a web browser window with the address bar displaying "sunnyvale.ca.gov/your-government/get-involved/city-jobs". The page header includes the "Heart of Silicon Valley" logo and navigation links for "Translate", "Pay & Apply", "Documents Portal", and "Access Sunnyvale". The main navigation bar features the Sunnyvale logo and a search bar. Below this, a horizontal menu lists various city services: "Your Government", "Recreation and Community", "Homes, Streets and Property", "News Center and Events Calendar", "Business and Development", and "City Services". The "Your Government" section is expanded, showing a "GET INVOLVED" dropdown with options for "City Jobs", "Volunteer", "Take a Survey", and "Public Safety Careers". The "City Jobs" option is selected, leading to a page titled "Jobs". The page content includes a breadcrumb trail "Your Government » Get Involved »", a "Print" button, a "Share & Bookmark" button, and a "Font Size" selector. The main heading is "City Job Opportunities", followed by a list of links: "Open or Competitive Job Opportunities", "Promotional or Transfer Job Opportunities", "View a complete list of job descriptions", "Fill out a job interest card", and "How to Apply for a City of Sunnyvale Job" (highlighted in yellow). A "Related" section at the bottom lists "Employee Salaries and Policies". A vertical "Give us feedback" button is located on the right side of the page.

Jobs | Sunnyvale, CA

sunnyvale.ca.gov/your-government/get-involved/city-jobs

Heart of Silicon Valley<sup>SM</sup> Translate Pay & Apply Documents Portal Access Sunnyvale

Sunnyvale

Enter Search Keywords

Your Government Recreation and Community Homes, Streets and Property News Center and Events Calendar Business and Development City Services

- GET INVOLVED

City Jobs

Volunteer

Take a Survey

Public Safety Careers

Your Government » Get Involved »

## Jobs

Print Share & Bookmark Font Size: + -

### City Job Opportunities

- [Open or Competitive Job Opportunities](#) – regular or temporary positions open to the general public
- [Promotional or Transfer Job Opportunities](#) – positions available only to current City employees
- [View a complete list of job descriptions](#)
- [Fill out a job interest card](#)
- [How to Apply for a City of Sunnyvale Job](#) - YouTube (5:13)

### Related

- [Employee Salaries and Policies](#)

# Recommendation

## Alternatives

- Accept Vacancy Report and Conduct Public Hearing
- Provide Alternative Direction to Staff

## Staff Recommendation

- Accept Vacancy Report and Conduct Public Hearing