



Sunnyvale

AB2561 Vacancy Rates Public Hearing

City Council Meeting
May 19, 2026



What is AB2561?

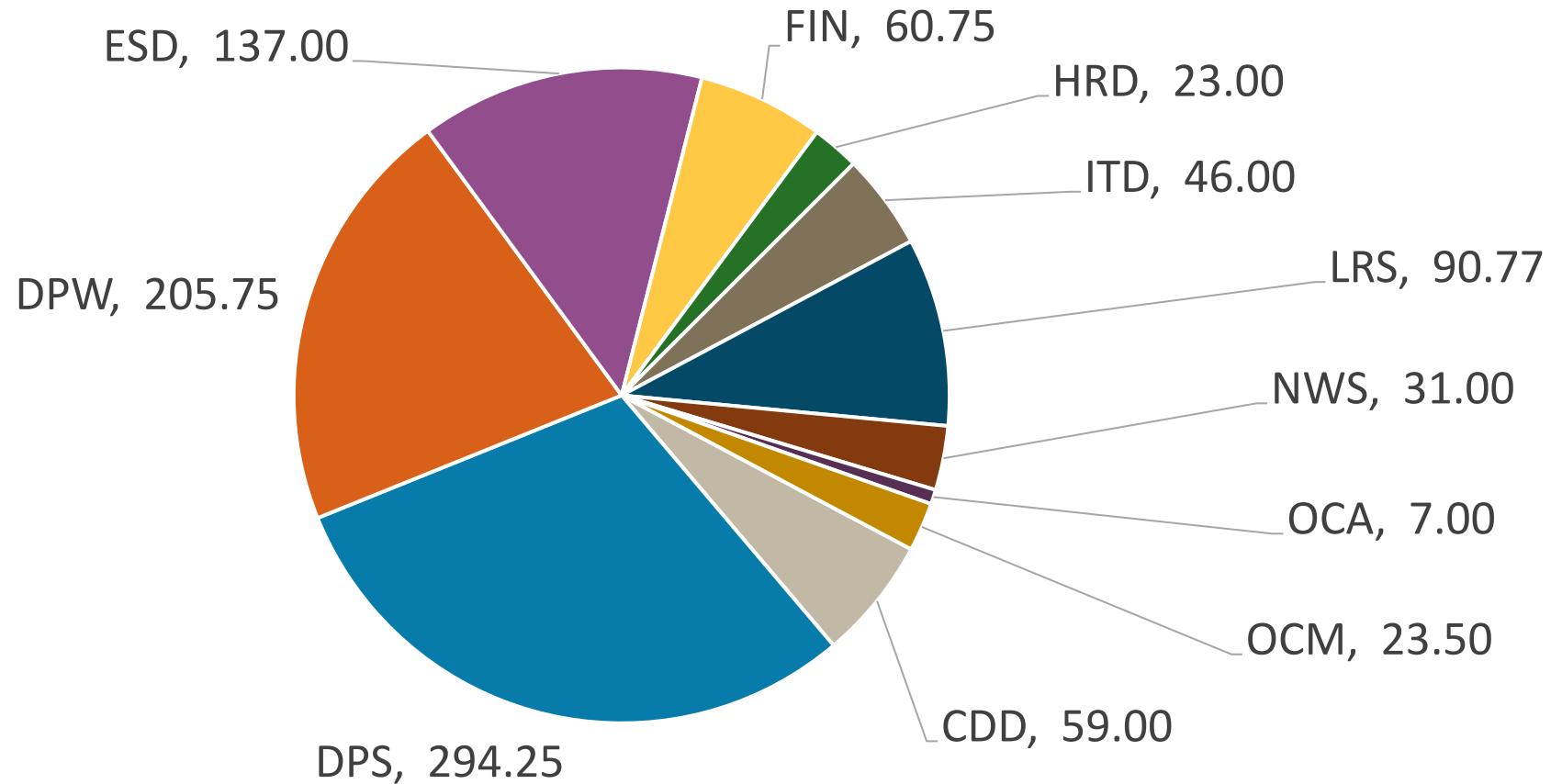
- Assembly Bill 2561 requires that, on an annual basis, public agencies assess and address vacancy rates.
 1. Track job vacancies;
 2. Present information on the status of the vacancies and recruitment and retention efforts at least once per fiscal year; and
 3. Identify any policies, procedures, and 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 in Finance and OCM

Authorized Full-Time Equivalent (FTE)

Excludes Casual/Temporary



As of 4/14/2026

Total FTE: 978.02

New Hires and Promotions (Historical Trends)



Vacancy Rates by Department (as of 4/14/2026)

Department	Authorized FTE	Vacant FTE	Vacancy Rate
Community Development	59.00	5.00	8.5%
Public Safety	294.25	8.75	3.1%
Public Works	205.75	12.50	6.3%
Environmental Services	137.00	16.00	11.7%
Finance	60.75	3.00	4.9%
Human Resources	23.00	0.00	0.0%
Information Technology	46.00	7.00	15.2%
Library & Recreation Services	90.77	12.45	14.4%
NOVA Workforce Services	31.00	3.00	9.7%
Office of the City Attorney	7.00	0.00	0.0%
Office of the City Manager	23.50	4.00	16.7%
TOTAL	978.02	71.70	7.6%

Vacancy Rates by Bargaining Unit

As of 4/14/2026

Bargaining Unit	Authorized FTE	Vacant FTE	Vacancy Rate
Communication Officers' Association (COA)	20.00	2.00	10.0%
Confidential	32.00	1.00	3.1%
Public Safety Managers' Association (PSMA)	10.00	0.00	0.0%
Public Safety Officers' Association (PSOA)	193.00	0.00	0.0%
Sunnyvale Employee Association/IFPTE Local 21 (SEA)	560.00	53.00	9.5%
Service Employee International Union, Local 521 (SEIU)	31.02	5.70	18.4%
Sunnyvale Managers' Association (SMA)	106.00	8.00	7.5%
Unrepresented Management	26.00	2.00	7.7%
TOTAL	978.02	71.70	7.6%

Recruitment Efforts – Job Fair Attendance



Recommendation

Alternatives

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

Staff Recommendation

- Accept Vacancy Report and Conduct Public Hearing