

# CITY OF CUPERTINO

## AB2561 Vacancy Rates Public Hearing

City Council Meeting May 6, 2025



CUPERTINO

# Assembly Bill (AB) 2561

AB 2561 requires that, on an annual basis, public agencies assess and address vacancy rates as well as:

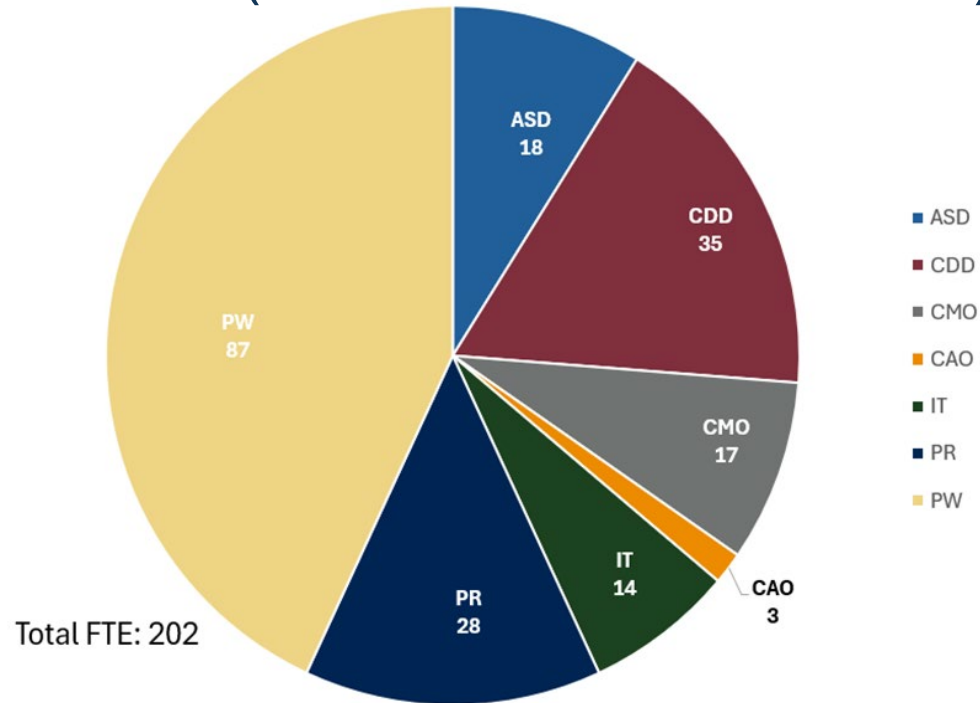
1. Track job vacancies;
2. Present information on the status of the vacancies and recruitment and retention efforts at least once per fiscal year; and
3. Identify any policies, procedures, and recruitment activities that may present obstacles in hiring.
4. Additional Obligations May Apply if the Vacancy Rate in a Bargaining Unit Exceeds 20%.

# City of Cupertino Bargaining Units

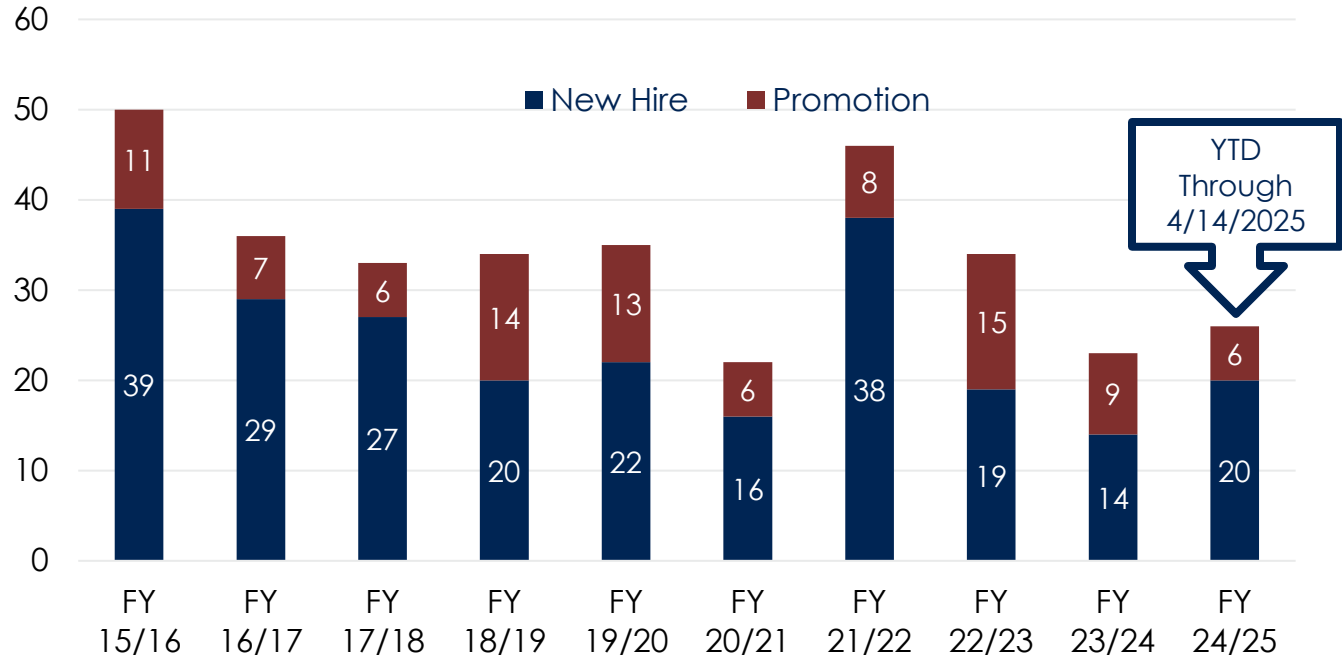
Bargaining Unit	Represented Classifications
Operating Engineers Local No. 3 Union, AFL-CIO (OE3)	Maintenance positions
Cupertino Employees Association/IFPTE Local 21 (CEA)	Professional, paraprofessional, technical, clerical positions
Unrepresented Employees/Appointed Employees	Management, Confidential positions/Appointed by City Council

# Budgeted Full-Time Equivalent (FE)

Full-Time (Excludes Part- Time staff)



# New Hires and Promotions



## Vacancy Rates by Dept. (as of 4/14/25)

Department	Total FTE	Vacant FTE	Vacancy Rate
City Manager's Office	17	2	11.8%
City Attorney's Office	3	1	33.3%
Administrative Services	18	2	11.1%
Community Development	35	6	17.1%
Innovation & Technology	14	0	0%
Parks and Recreation	28	2	7.1%
Public Works	87	8	9.2%
Total	202	21	10.4%

# Vacancy Rates by Bargaining Unit\*

Bargaining Unit	Budgeted FTE	Filled FTE	Vacancy Rate
Operating Engineers Local No. 3 Union, AFL-CIO (OE3)	52	47	9.6%
Cupertino Employees Association/IFPTE Local 21 (CEA)	72	64	11.1%
Unrepresented Employees/Appointed Employees	78	70	10.3%

# Recruitment Processes



## Attracting & Retaining a Talented Workforce



Job  
Opportunities



Job  
Descriptions  
and Salary  
Schedule



Mou's &  
Compensation  
Programs



Benefits



FAQ

The City of Cupertino aims to attract and retain top talent. We offer a challenging, innovative work environment for those passionate about providing excellent municipal services. If this appeals to you, we encourage you to explore our Job Opportunities section, where you'll find information about our application process and important details for prospective employees.

## How To Apply

To apply for a position with the City of Cupertino, complete an official application at [governmentjobs.com/careers/cupertino](https://governmentjobs.com/careers/cupertino). Top candidates will be invited for a departmental interview. For information about careers or volunteer opportunities in Cupertino, contact Human Resources at 408.777.3227.





# Recommendation and Alternatives

## Staff Recommendation

Accept Vacancy Report and Conduct Public Hearing