



REPORT
FROM

THE PERSONNEL
DEPARTMENT

TO: Personnel and Animal Welfare Committee	DATE July 22, 2022
REFERENCE: 2018 Eligible Retirees / To-Be-Vacated Management Positions / Preparing Successors	COUNCIL FILE CF 17-1098
SUBJECT: PERSONNEL DEPARTMENT'S OVERVIEW OF SUBMITTED SUCCESSION PLANS	

RECOMMENDATION: That the Personnel and Animal Welfare Committee receive and file this report regarding updated succession plan information submitted to date by all City departments.

BACKGROUND:

The Council motion by Councilmember Koretz and seconded by Councilmember Englander on September 26, 2017, instructed the Personnel Department to report with an overview of succession plans submitted to date, and to highlight areas of concern where the identification and development of successor staff will be critical, especially in to-be-vacated management positions. The motion further instructed the Personnel Department to include recommendations that will ensure the development of a pool of qualified candidates for key positions, and recommendations to facilitate knowledge transfer from experienced employees before they retire.

DISCUSSION:

In compliance with Mayor Garcetti's Executive Directive No. 15 ("ED 15"), the Personnel Department assisted all City Departments with the development and submission of annual updates of their Equitable Workforce and Service Restorations Plans, which were due for submission on February 25, 2022. As part of these efforts, a form of questions was distributed to all City Departments/Offices in order to ensure that all aspects requested by Mayor Garcetti in ED 15 were addressed.

The Personnel Department analyzed the updated plans submitted in FY 21-22 to: (1) identify City-wide classifications that are at risk of being severely impacted by potential retirements based on the number of early and/or regular retirement eligible employees as of June 2022, 2023, and 2024; and (2) provide recommendations for succession planning, training, a changing workforce and knowledge-transfer based on common City-wide themes. As a result of this analysis, the Citywide Summary Report of Equitable Workforce and Service Restoration Plans has been prepared (**Attachment A**). It should be noted that all Plans submitted may be found online by visiting the Workforce Planning Website at <https://sites.google.com/view/cityofla-workforce-planning/home>.

In addition to providing these reports and recommendations, the Personnel Department is actively collaborating with departments by providing assistance which includes establishing and maintaining necessary eligible lists with qualified candidates to fulfill the staffing needs of departments and providing avenues to deliver training and employee development tools.

DANA H. BROWN
General Manager



CITY OF LOS ANGELES EQUITABLE WORKFORCE

& SERVICE RESTORATION

2022 - 2023

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JUNE 2022

CITY OF LOS ANGELES
EQUITABLE WORKFORCE
& SERVICE RESTORATION
2022 - 2023

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I. EXECUTIVE SUMMARY

Mayor Garcetti's [Executive Directive 15: Equitable Workforce and Service Restoration](#) ("ED-15") issued on April 28, 2016, instructed each General Manager or Head of Department/Office to prepare an Equitable Workforce and Service Restoration Plan ("Plan") to address front-line services, succession planning, and technology needs.

This report provides a detailed analysis and summary of citywide workforce challenges and priority objectives as reported by City of Los Angeles ("City") departments that submitted an updated [Equitable Workforce and Restoration Form](#) ("EWSR Form") for Fiscal Year ("FY") 2022-23. Six (6) main recommendations are proposed in this report to assist departments to address the following:

- A. Operational, Organizational, and/or Workforce Changes
- B. Critical Classifications & Retirements
- C. LA Local Hire Programs
- D. Contactless Government and Office of the Future
- E. Knowledge Transfer
- F. Diversity Equity & Inclusion (DEI) in the Workplace
- G. Telecommuting Program

Recommendations are as follows:

1. Prepare City departments and employees to conduct routine in-depth needs analyses for process improvement through an online training course provided by the Personnel Department, and expand targeted recruitment efforts for critical classifications
2. Continue to improve and expand the LA Local Hire Programs (Targeted Local Hire and Bridge to Jobs), including the development of a "City 101" training to assist employees with navigating the civil service promotional process, while also focusing on increasing utilization from City departments; thus, create additional opportunities for underserved and underrepresented communities
3. Collaborate with ITA to develop a digital toolkit of resources and experts to guide departments with implementing methods of "contactless" government that suit their needs, making sure to provide resources for online privacy/security and maintaining options to address technology gaps and the digital divide that may exist among constituents and various communities
4. Implement an ongoing, continuous, and proactive Knowledge Transfer Strategy, including expanding the use of the City's Knowledge Transfer Course through an intentional partnership with department management and encouraging sharing of knowledge/best practices across City departments
5. Explore implementing all practices of diversity, equity and inclusion ("DEI"), seek to establish and utilize committees focused on DEI to address the unique challenges that departments face, and increase outreach to underrepresented populations
6. Offer permanent flexible options of telecommuting (full-time, hybrid, occasional) to all eligible employees where possible, while implementing methods to maintain engagement, collaboration and communication. See [Personnel Department guides](#) for tips and resources.

Continued recommendations:

1. Continue development of the Leadership Academy
2. Continue process of City Charter employment provisions review

In order to research, develop, and implement these recommendations additional resources and funding may be required.

This report also provides detailed charts and assessments of the City of Los Angeles' workforce as of June 30, 2021. Current data shows a much larger percentage of workers with less experience than in previous years, accentuating the need to focus efforts on the recommendations offered above.

II. BACKGROUND & SOURCES

For FY 22-23, the Office of the Mayor and Personnel Department developed the Equitable Workforce and Service Restoration Form. Responses to the Form were received from departments in February 2022. The Personnel Department reviewed and analyzed the responses to compile the data found in this report. A copy of the Form is included in this report's Appendix, with complete department responses for this year and previous years available online at: sites.google.com/view/cityofla-workforce-planning/completed-plans

WORKFORCE ASSESSMENT DATA SOURCE

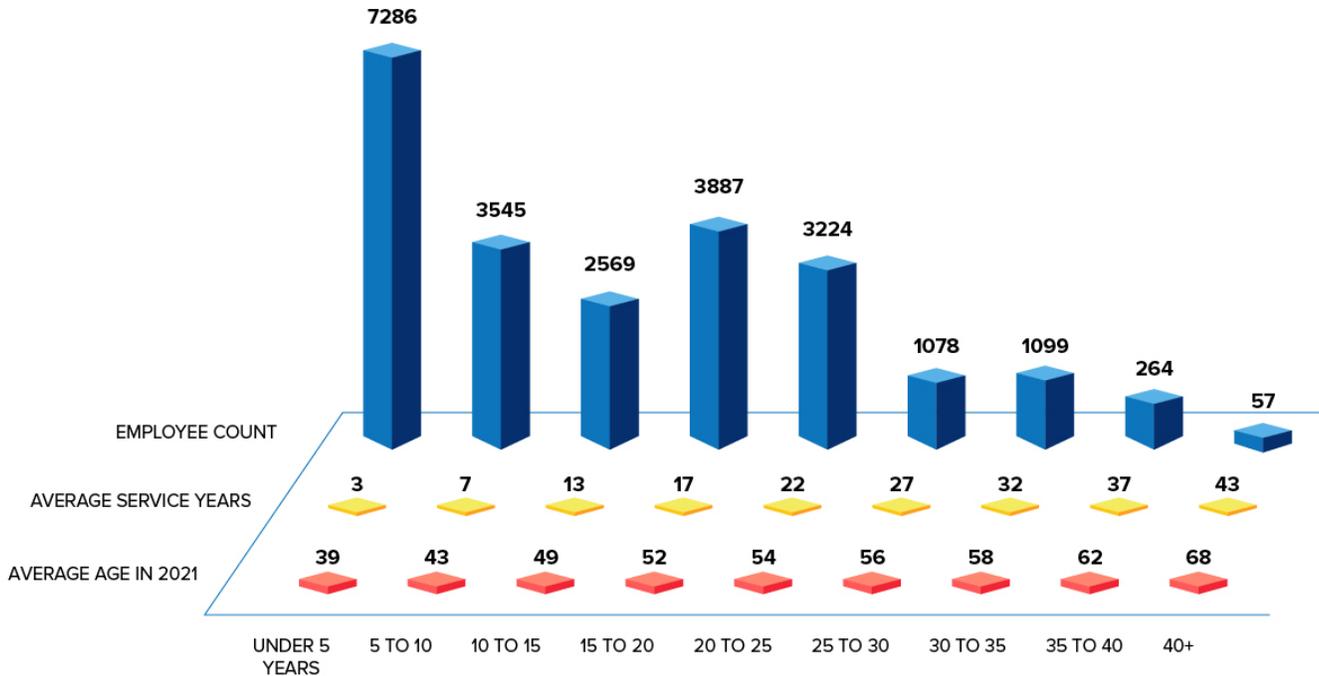
- Retirement eligibility data as of June 30, 2021 was provided by LACERS to the Personnel Department.
 - LACERS Actuarial Reports: www.lacers.org/post/actuarial-valuation-reports
-

III. WORKFORCE ASSESSMENT

i. CITY EMPLOYEES BY RETIREMENT ELIGIBILITY, AGE, AND SERVICE

Below is a bird’s-eye view of the City’s workforce by age and service year as of June 2021:

CITY EMPLOYEES BY RETIREMENT ELIGIBILITY, AGE, AND SERVICE



In June 2021, the average City employee was 47 years of age¹ with approximately 13² years of service. Approximately 47% of the City’s workforce had 10 or less years of experience, which is a 12% increase from 2018. The chart above breaks down this information further, categorizing by the number of years of service. The count of employees with at least five but less than 10 service years, and at least 10 but less than 15 years of service, is markedly low compared to employees with less than 5 years of service. In addition, the last four categories all dropped in employee count since 2021, reflecting a higher than usual rate of retirement. This together suggests a growing need for training and knowledge transfer.

¹ Average City employee age was determined from data provided by LACERS, as shown in the Average Age of Department table included in the Appendix.

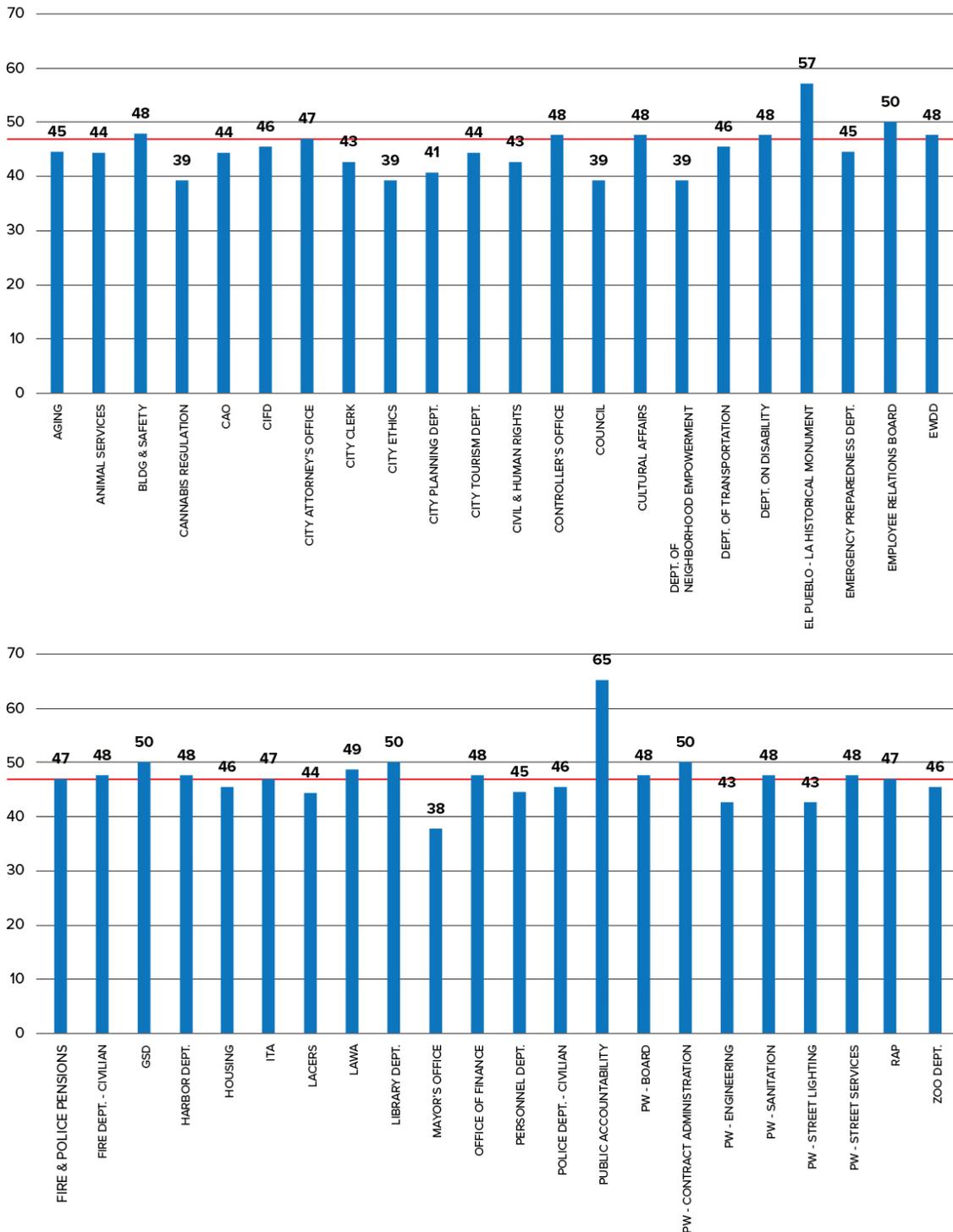
² Average years of service was determined from data provided by LACERS, as shown in the Citywide Eligibility to Retire (Normal) table included in the Appendix.

ii. CITY EMPLOYEES BY AGE

The chart below depicts the average age by City departments. The citywide average age has remained relatively stable at 47 years of age. While there are fewer City employees in older age cohorts than in previous years, there remains to be plenty of opportunities for knowledge transfer from the City's most experienced employees.

CITY EMPLOYEES BY AGE

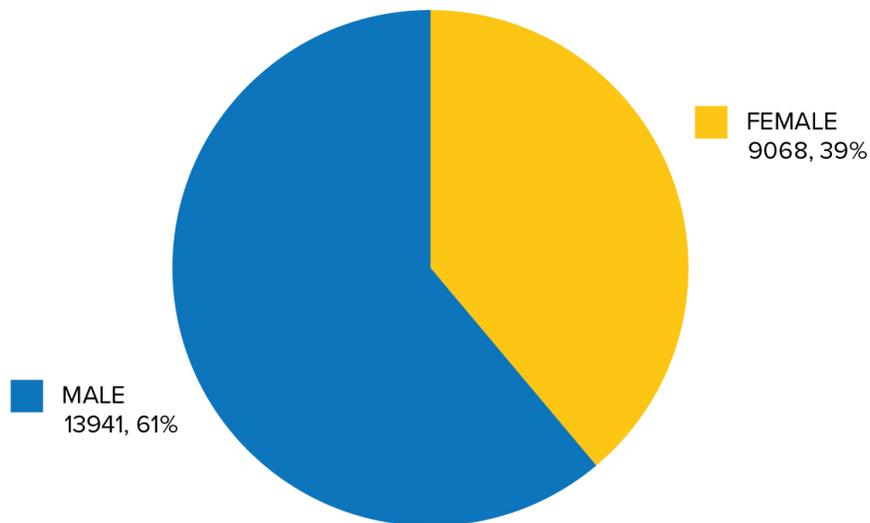
Citywide Average Age: 47 - Represented by RED LINE on chart



iii. CITY EMPLOYEES BY GENDER

As of June 2021, the citywide employee gender breakdown is 39% female and 61% male. In 2018, the breakdown was 41% female and 59% male.

CITY EMPLOYEES BY GENDER



Job classifications with the largest inequities in gender employment can be found in the Appendix. As in previous years, classifications with a majority of employees identifying as female tend to be clerical classifications, such as Executive Administrative Assistants, Legal Assistants and Secretaries, etc. Meanwhile, employees identifying as male continue to predominantly be employed in classifications requiring manual labor, building or construction trades. The City continues to employ targeted recruitment efforts to address significant gender disparities, however these numbers suggest more effort, resources, and innovative approaches may be needed to increase gender diversity in these classifications.

Additional reports related to citywide retirement eligibility, retirement eligibility by department, age, and gender are included in this report's Appendix.

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS

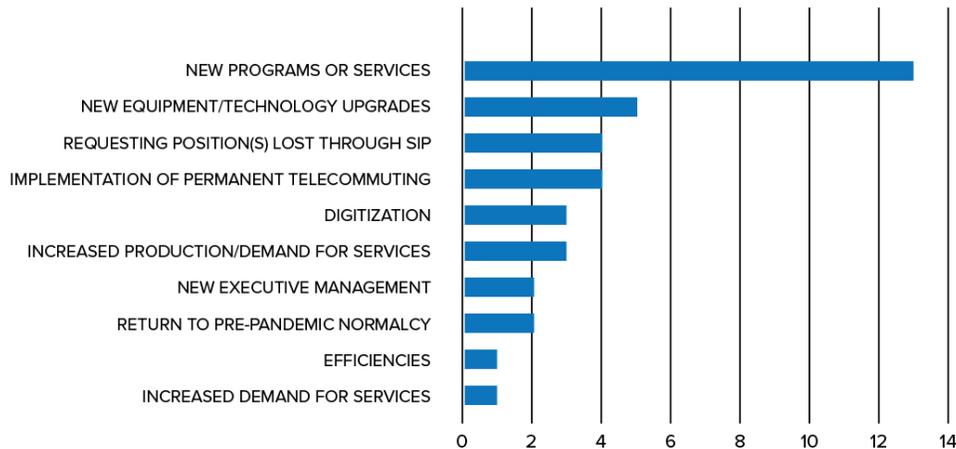
A. OPERATIONAL, ORGANIZATIONAL, AND/OR WORKFORCE CHANGES

The City of Los Angeles has faced and persevered through difficult times in its history; however, few adversities have caused the everlasting impact that the COVID-19 Pandemic has. Unlike a natural disaster or other act of nature, which may cause chaos but allow the City to recuperate, the COVID-19 pandemic has lingered for over two years, causing devastating impacts, but also presenting opportunities for the City and its workforce to rise to the occasion.

In order to continue providing services, in spite of the immense challenges brought on by the COVID-19 Pandemic, City departments have demonstrated exceptional grit by making the necessary organizational, operational and workforce adjustments in order to continue providing uninterrupted services to Angelenos when they needed it the most.

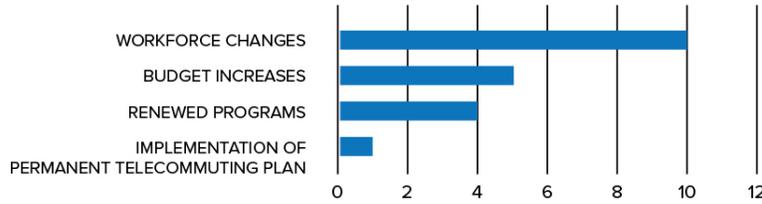
In accordance with Mayor Garcetti’s [Executive Directive 15: Equitable Workforce and Service Restoration](#), 39 City departments updated their Equitable Workforce and Service Restoration Plans by responding to the [2022-23 Equitable Workforce and Service Restoration Form](#). Of the 39 City departments that submitted the updated Form, 62% (24 of 39) reported operational changes that will impact their departments in FY 22-23, including new programs, services, and strategies, new equipment and technological upgrades, process digitization, implementing efficiencies, and increased demand for services and production. The chart titled “No. of Departments Expecting Operational Changes in FY 2022-23” shows the number of responding City departments that expect one or more of the operational changes indicated, with 33% (13 of 39) of responding City departments reporting anticipated operational changes which include new programs, mandates, services, and/or increased responsibilities.

NO. OF DEPARTMENTS EXPECTING OPERATIONAL CHANGES IN FY 2022-23



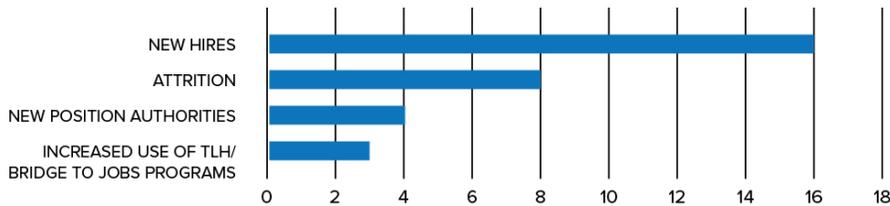
Additionally, approximately 44% of responding City departments (17 of 39) expect organizational changes in FY 22-23. Of these departments, 59% (10 of 17) expect workforce changes, 30% (5 of 17) expect budget increases, and 24% (4 of 17) expect renewed programs.

NO. OF DEPARTMENTS EXPECTING ORGANIZATIONAL CHANGES IN FY 2022-23



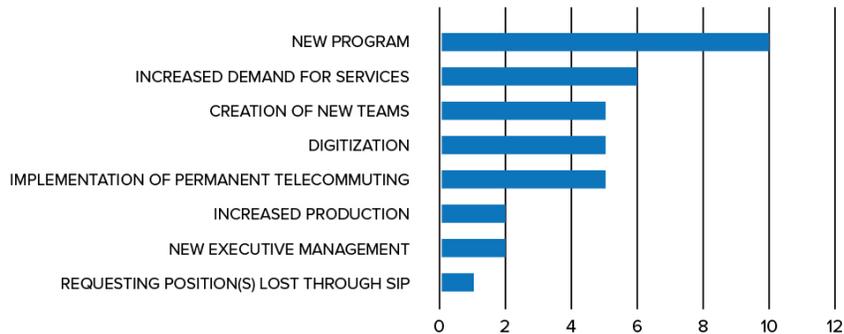
Approximately 64% of responding departments (25 of 39) also expect workforce changes in FY 22-23. Specifically, 64% of departments that expect workforce changes (16 of 25) anticipate having new hires and/or an increase in staffing levels in FY 22-23, 32% (8 of 25) expect retirements, and 16% (4 of 25) anticipate receiving new positions authorities through the budget process.

NO. OF DEPARTMENTS EXPECTING WORKFORCE CHANGES IN FY 2022-23



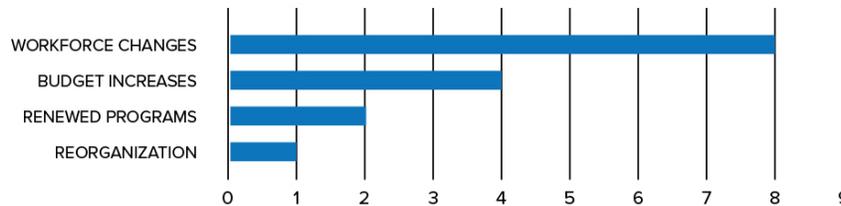
As City departments continue to plan for the near future, 49% of responding City departments (19 of 39) expect operational changes in FY 23-24. Of these departments, 53% (10 of 19) expect new programs, and 32% (6 of 19) expect an increase in demand for their services.

NO. OF DEPARTMENTS EXPECTING OPERATIONAL CHANGES IN FY 2023-24



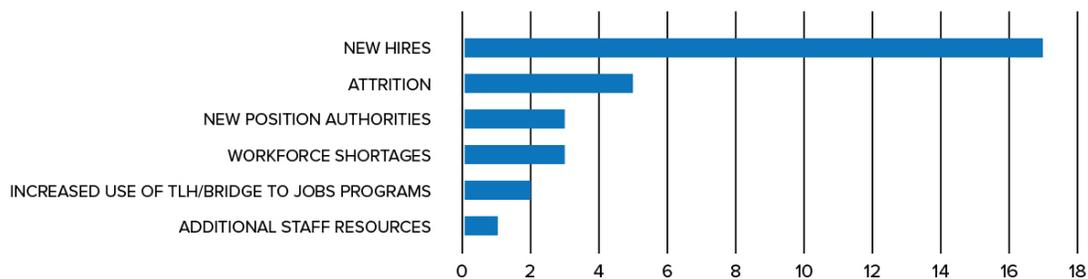
Approximately 31% of responding departments (12 of 39) also expect organizational changes in FY 23-24. Of these departments, 67% expect changes in staffing (8 of 17), and 24% expect budget increases (4 out of 17).

NO. OF DEPARTMENTS EXPECTING ORGANIZATIONAL CHANGES IN FY 2023-24



Approximately 59% of responding departments (23 out of 39) also expect workforce changes in FY 23-24. Of these departments, 74% (17 of 23) anticipate having new hires and 26% (5 of 23) expect attrition in FY 23-24.

NO. OF DEPARTMENTS EXPECTING WORKFORCE CHANGES IN FY 2023-24



BEST PRACTICES

The COVID-19 Pandemic has brought many lessons and has had many lasting impacts on the way that the City conducts business. The United States Federal Emergency Management Agency (“FEMA”) has highlighted online resource hubs as a best practice for local and state governments to communicate and provide services to its constituents. Also among FEMA’s best practices is providing online surveys and allowing residents to submit requests for services online³.

Clearly, a move towards digitizing government is more critical now than ever before. Fortunately, a number of City departments are actively working towards a digital government that allows its residents and constituents to access City services without having to physically step into a City facility. Some noteworthy examples include the following:

- The Office of the City Clerk is actively scanning documents and focusing on expediting the process.
- Building and Safety implemented the Electronic Plan Check (ePlan), which allows for limited types of projects to be submitted online in a digital format.

³ https://www.fema.gov/sites/default/files/2020-07/fema_covid_bp_gov-engagement-with-citizens.pdf

BEST PRACTICES

- General Services is upgrading their technology to utilize Electronic Fund Transfer (EFT) payments to replace traditional checks, which will save the City money by reducing the costs associated with generating and mailing paper checks. The EFT program will help modernize how the City pays its bills.
- Community Investment for Families has transitioned their files to a cloud-based network.

As the City moves towards a digital government, it is clear that the way work is performed by City employees is also transforming. During the COVID-19 Pandemic, many City employees had to telecommute and find a way to work remotely due to safety concerns. As a result, many City departments were able to digitize work processes. For many, this creates an opportunity to reimagine the way we work. Many City departments are preparing for a post COVID-19 workplace where a permanent telecommuting policy helps attract and retain City employees. Some examples include:

- The Department of Cultural Affairs will implement a telecommuting policy in FY 22-23 that will allow for hybrid work schedules.
- The Los Angeles Fire and Police Pensions will continue with hybrid work operations and incorporate in-person services in FY 22-23. Additionally, relationship building tools will be utilized to support staff connectivity and collaboration, and promote community and culture across the department despite the mix of asynchronous and synchronous work.
- The Los Angeles World Airports is working towards implementing a permanent telecommuting policy in FY 22-23.
- The Office of the City Clerk has implemented a telecommuting policy that allows employees to work remotely based on the functions of their positions and the needs of the department.

The last couple of years have also spotlighted the need for diversity, equity, and inclusion in the workplace. Many City departments are taking an active role in ensuring that their departments are being intentional about creating diverse workplaces where City employees reflect the rich diversity of the City of Los Angeles and they feel included, valued, and safe to share thoughts and ideas. Some examples include:

- The Office of the City Administrative Officer is creating a new Division focused on equity.
- The Civil + Human Rights and Equity Department has created an Office of Racial Equity with a 5-year action plan to address long standing inequities and racism in the City; several new positions are anticipated to be requested in the final version of the action plan.
- The Department of Cultural Affairs is continuing to move in the direction of using non-binary language and pursue opportunities for professional development for its staff.
- The Los Angeles Fire Department has proposed the establishment of a diversity, equity and inclusion (DEI) Bureau comprised of a DEI Bureau Commander's Office, a Workforce Effectiveness Section (WES) and an Ombudsman Section. The goal of the WES will be to provide diversity and inclusion resources throughout the employee lifecycle through mentorship and quality assurance efforts. The goal of the Ombudsman Section is to utilize mediation and conciliation to help prevent interpersonal conflicts from becoming complaints, grievances, or lawsuits.

BEST PRACTICES

The following City departments have also actively created opportunities to hire diverse candidates through programs that create alternative pathways for individuals from under-served communities:

- The Department of Neighborhood Empowerment is actively seeking ways to increase their participation in the Targeted Local Hire Program and the Bridge to Jobs Program.
- The Los Angeles Library Department is creating the Library Experience Office and consulted with the Personnel Department in order to find a way to connect this new Office to the Bridge to Jobs Program. As a result, the classification of Community Services Representative will be added to the Bridge to Jobs Program and hires from under-served and under-represented communities are expected to be on boarded in FY 22-23.
- The Public Works Bureau of Engineering will continue recruitment and succession planning efforts, which include Engineering's On-Campus Recruitment, Internship, Mentorship, and Training Programs.
- The Public Works Bureau of Street Lighting is applying for various grants that may increase staffing numbers and provide opportunities for local hires.

B. CRITICAL CLASSIFICATIONS & RETIREMENTS

CRITICAL CLASSIFICATIONS

The "Form" defines "critical classifications" as those that have been difficult to fill and would create a critical shortage, undue hardship, or otherwise negatively impact departmental operations if left vacant.

For the City to be successful, it is essential that critical classifications be at full strength, and the Personnel Department is committed to having a collaborative and communicative relationship with departments in order to support hiring needs. In collecting and identifying critical classification information, we can be proactive and ensure there are eligible lists available for these classifications in order to fill current vacancies, upcoming vacancies, continue City services and operations, and prepare for retirements or potential increases in need.

In analyzing the data provided by 39 departments, 168 classifications were considered critical by at least one department. Of those 168 classifications, 40 were identified as critical by at least two departments.

Below is a chart of the classifications that at least two departments consider critical.

CLASS	CLASS CODE	# OF DEPTS.
Management Analyst	9184	17
Senior Management Analyst	9171	12
Accountant	1513	11
Accounting Clerk	1223	8
Administrative Clerk	1358	8
Senior Accountant	1523	8
Programmer Analyst	1431	7
Department Chief Accountant	1593	6
Senior Systems Analyst	1597	6
Principal Accountant	1525	5
Director of Systems	9375	4
Executive Administrative Assistant	1117	4
Assistant General Manager	N/A	3
Management Assistant	1539	3
Senior Administrative Clerk	1368	3
Systems Analyst	1596	3
Truck Operator	3583	3
Benefits Specialist	1203	2
Benefits Analyst	9108	2
Building Construction & Maintenance Superintendent	3124	2
Chief Benefits Analyst	9151	2
Chief Investment Officer	9147	2
Chief Management Analyst	9182	2
Civil Engineer	7237	2
Civil Engineering Associate	7246	2
Commission Executive Assistant	9734	2
Custodian	3156	2
Development & Marketing Director	1806	2
Electrical Engineering Associate	7525	2
Finance Specialist	1552	2
Fiscal Systems Specialist	1555	2
Maintenance & Construction Helper	3115	2
Payroll Supervisor	1170	2
Personnel Analyst	1731	2
Security Officer	3181	2
Senior Personnel Analyst	9167	2
Senior Project Coordinator	1538	2
SPECIAL INVESTIGATOR	0602	2
Structural Engineering Associate	7957	2
Systems Programmer	1455	2

CRITICAL CLASSIFICATIONS (Cont'd)

The Management Analyst series and the Accounting series were named as critical classes by the most departments. Attached in the Appendix is a chart showing all critical classifications listed with their eligible dates and alternative pathways as of April 20, 2022.

In addition to departments providing information on the above critical classifications, a few departments shared their thoughts on why they believe certain classifications have been difficult to fill:

- Certain classes are specific to a few departments, and as such there are not enough skilled and experienced individuals from within the City to fill these positions.
- Lack of active/viable lists of candidates.
- High level of demand and competition across the City.
- Recruitment process takes too much time and candidates find positions elsewhere.

RETIREMENTS

According to retirement eligibility data provided by LACERS, FY 20-21 experienced higher than average retirements due to the adoption of the Separation Incentive Program (SIP), with a total of 2,035 City employees retiring. In comparison, FY 19-20 had 799 retirements, FY 18-19 had 700 retirements, and FY 17-18 had 892 retirements. A chart with retirement data beginning FY 13-14 can be seen below.

RETIREMENT ELIGIBILITY vs ACTUAL RETIREMENTS

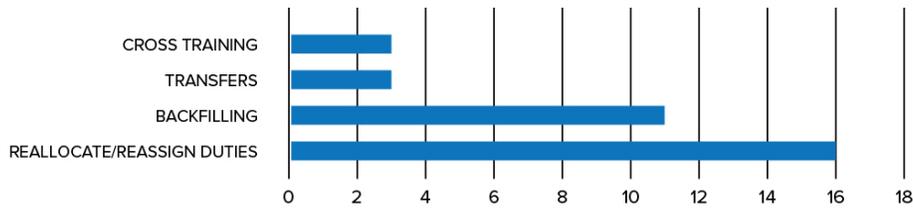
FISCAL YEAR	(A)	(B)	(B) / (A)	(C)
	TOTAL (#) CITY WORKFORCE ACTIVE IN LACERS	TOTAL (#) FT CITY WORKFORCE ELIGIBLE FOR EARLY/NORMAL RETIREMENT	PERCENTAGE (%) FT CITY WORKFORCE ELIGIBLE FOR EARLY/NORMAL RETIREMENT	TOTAL (#) FT CITY WORKFORCE ACTUALLY RETIRED
2013-2014	24,009	6,405	26.68%	679
2014-2015	23,895	6,891	28.84%	655
2015-2016	24,446	7,480	30.60%	754
2016-2017	25,457	8,294	32.58%	902
2017-2018	26,042	8,673	33.30%	892
2018-2019	26,632	8,502	31.92%	700
2019-2020	25,262	7,780	30.80%	799
2020-2021	25,447	7,034	27.64%	2,035
2021-2022	23,009	5,778	25.11%	TBD

*Data for columns (A) and (C) for fiscal years 13-14 through 18-19 are as reported in LACERS Actuarial Valuation Reports (Section 3, Supplemental Information, Exhibit C, Reconciliation of Member Data). Data for FY 19-20 through FY 21-22 is as provided by LACERS to the Personnel Department

RETIREMENTS (Cont'd)

In the EWSR Form for FY 22-23, Departments were asked how they managed their sections with the retirements experienced in FY 20-21 and FY 21-22. 41% of responding departments (16 of 39), stated that in order to maintain services, they had to reallocate and/or reassign duties and employees. This required current employees to take on additional work and responsibilities of the retired staff. 28% of departments (11 of 39) reported backfilling positions, 8% (3 of 39) reported utilizing the City’s internal and interdepartmental transfer process, and 8% reported utilizing training/cross-training in an effort to minimize the loss of institutional knowledge that comes from retirements and transfers.

HOW DEPARTMENTS DEALT WITH RETIREMENTS FY 20-21 & 21-22



Departments also reported attrition as a result of employees transferring to other departments and struggling with retention. Departments reported that losing employees through retirements and transfers can be very frustrating, particularly after going through lengthy hiring processes and providing in-depth training. The following are the top five classifications that experienced the highest levels of attrition in FY 20-21 and FY 21-22 as reported by City departments:

CLASS	CLASS CODE	# OF DEPTS.
Management Analyst	9184	17
Administrative Clerk	1358	16
Management Assistant	1539	11
Systems Analyst	1596	8
Accounting Clerk	1223	7

Departments that experiences high attritions rates due to employee transfers, reported that in the majority of cases, employees transferred to the departments listed below.

DEPARTMENT	# OF DEPTS
DWP	17
LAHD	16
LAPD	11
RAP	9
LAWA	8

BEST PRACTICES/RECOMMENDATIONS

According to a 2022 report titled “The “Great Resignation”: Causes, Consequences, and Creative HR Management Strategies”, the United States experienced what has come to be known as the “Great Resignation”, with 4.4 million Americans resigning from their jobs in September 2021.⁴ Additionally, “over 40% of U.S. workers are actively searching for a new job or plan to soon.”⁵ Younger generations, including Millennials and Generation Z, are more likely than their older counterparts to be actively searching for a new job at this time. Workers in professional and business services, technology, and administrative roles were found to be actively searching for a job which encompasses quite a few roles within the City. This is important for the City to take note of because in order to attract and retain employees from both younger and older generations, efforts must be made to continually increase the City’s attractiveness in this competitive landscape by offering the incentives that the newer generations are seeking, as well as fulfilling the values that they look for in an employer.

One essential tool to attract a wider range of competitive applicants, which many City departments have offered their employees during the pandemic, are more flexible/remote work schedules. Research has shown that many employees are likely to resign if hybrid or remote work is not offered, as employees have become accustomed to this schedule and have found it important in having work-life balance; as a result, more and more employers are offering such work schedules.⁶ As more employees work remotely, it is essential to provide time for both virtual and in-person socialization and team-building events. In addition, providing proper employee support is essential for retention. Aside from ensuring a healthy work-life balance, strengthening the City’s Employee and Family Assistance Program (EFAP) and expanding its use and resources would be of great value. Ensuring a strong IT infrastructure, providing strong training programs (aided with the use of the myriad of courses on Cornerstone, such as the [Professional Skills Catalog](#)) and knowledge transfer (through cross-training, 120-day retiree appointments, or the [City’s Knowledge Transfer Course](#)), instilling a collaborative work culture, providing enough resources for paid leave, and having the flexibility to hire interns or support staff are all essential to ensuring employees are properly supported in their roles.⁴ Finally, departments should seek to utilize exit surveys where possible to discover areas where they can improve retention. Implementing and strengthening these practices will prepare the City against ramifications from any future local or worldwide events.

Recommendation #1 : Prepare City departments and employees to conduct routine in-depth needs analyses for process improvement through an online training course provided by the Personnel Department, and expand targeted recruitment efforts for critical classifications

In order to address concerns about the City’s hiring process, such as it being too lengthy, or not resulting in enough viable candidates, especially for competitive classifications such as Management Analyst or Systems Analyst, the Personnel Department has embarked on an initiative known as “Aspire to Hire”, which is an in-depth review and analysis of hiring processes and practices. One of the goals of the “Aspire to Hire” initiative is to identify areas that can be expedited in the recruitment and hiring process, including ensuring exams are in place for critical classifications. Each Division and Section in the department that is involved in recruitment and hiring was tasked with developing a process map and identifying areas of improvement, innovations, and solutions. The Targeted Local Hire Program and Bridge to Jobs

⁴ <https://www.scirp.org/journal/paperinformation.aspx?paperid=116228>

⁵ <https://www.shrm.org/hr-today/news/hr-news/pages/deconstructing-the-great-resignation.aspx>

⁶ <https://www.scirp.org/journal/paperinformation.aspx?paperid=116228>

Program are also options for expedited hiring for particular classifications, such as Accounting Clerk, which has been identified as a critical classification. Efforts are underway to find ways to strengthen, improve, and expedite the hiring processes in these programs and expand them by adding classifications that may add value to the program and the department. Additionally, Personnel Department staff is continually exploring methods and practices that may make identified classifications more attractive to prospective candidates through targeted recruitment events and direct marketing.

City departments may benefit from conducting routine in-depth needs analyses aimed at making their processes more efficient. Personnel can aid departments with this by developing an interactive online course that can be accessed at the convenience of the department. This course can guide departments on how to approach conducting needs analyses and potentially provide instructors and resources to jump start their process improvement. Funding would be required to implement this recommendation.

C. LA LOCAL HIRE PROGRAMS

The City is intentional about creating alternative pathways that allow under-served and under-represented communities to gain access to rewarding City careers. Through partnerships with the City's Work-Source Centers and a coordinated network of partnerships with community-based organizations, the City performs special outreach efforts to recruit, hire, and train communities that have traditionally faced employment barriers through the use of a non-traditional civil service examination consisting of on-the-job training ("OJT").

The City currently achieves its goal of creating alternative pathways into entry-level unskilled jobs through the Targeted Local Hire ("TLH") Program, which launched in February 2017. As of May 2022, a total of 1,309 individuals have been hired through the TLH Program into training programs that lead to one of the following civil service classifications:

- Administrative Clerk (1358)
- Animal Care Technician (4310)
- Animal License Canvasser (4330)
- Custodian (3156)
- Delivery Driver I (1121-1)
- Garage Attendant (3531)
- Gardener Caretaker (3141)
- Maintenance Laborer (3112)
- Street Services Worker I (4150-1)
- Tree Surgeon Assistant (3151)
- Warehouse and Toolroom Worker I (1832-1)

City departments anticipate filling an additional 192-341 positions through the TLH Program in FY 22-23. Furthermore, some departments such as the General Services Department anticipate filling 50% of their vacancies in eligible classifications through the TLH Program. Estimates were submitted by City departments in February 2022; therefore, they do not reflect additional positions approved during the FY 22-23 budget.

The City is also working towards expanding the alternative pathways into semi-skilled classifications through the Bridge to Jobs (“BRIDGE”) Program, which was implemented in February 2020. Despite the City’s budget crisis and hiring freeze of 2020, City departments embraced and supported the BRIDGE Program as soon as the hiring moratorium was lifted. As of May 2022, a total of 35 individuals have been hired into the training program for either Accounting Clerk (1223) or Communications Information Representative I (1461-1). Additionally, the City is working towards expanding BRIDGE to include alternative pathways into the following classifications:

- Community Services Representative (9053)
- Electrical Craft Helper (3799)
- Field Engineering Aide (7228)
- Inspector Trainee (4212)

City departments anticipate filling an additional 77-83 positions through BRIDGE in FY 22-23. Estimates were submitted by City departments in February 2022; therefore, they do not reflect additional positions approved during the FY 22-23 budget.

City departments also recommended the following classifications for inclusion into either the TLH Program or the BRIDGE Program: Bindery Worker, Community and Administrative Support Workers, Customer Service Specialist, Gallery Attendant, Maintenance and Construction Helper, and Wastewater Collection Worker.

BEST PRACTICES/RECOMMENDATIONS

Recommendation #2: Continue to improve and expand the LA Local Hire Programs (Targeted Local Hire and Bridge to Jobs), including the development of a "City 101" training to assist employees with navigating the civil service promotional process, while also focusing on increasing utilization from City departments; thus, create additional opportunities for under-served and under-represented communities

Personnel Department staff will analyze each recommended classification in order to determine if they fit the parameters of the existing alternative pathways. If classifications are deemed eligible for either the TLH Program or the BRIDGE Program, Personnel staff will begin discussions with relevant stakeholders to ensure that there is support in creating alternative pathways into the recommended classifications; thus, expanding the opportunities for individuals in the candidate pools to gain access to valuable City careers. Additionally, Personnel Department staff will explore developing a "City 101" training course to assist City employees with identifying career development and promotional opportunities, as well as how to prepare for such opportunities.

D. CONTACTLESS GOVERNMENT

As part of the City’s ongoing customer service improvements and to improve public health, the City is moving more services online and improving the online experience. The City’s goal, in congruence with Mayor Garcetti’s [Executive Directive 29: Contactless and People-Centered City Initiative](#), is to provide services with a “contactless” option, meaning Angelenos are not required to visit a City’s public facility or counter in order to access services. The City approaches this work from a “people-centered” perspective, which means that accessing services should be quick, clear, and consistent in order to save the public and our partners’ time, frustration, and uncertainty.

The EWSR for FY 22-23 Form collected information on the ongoing effort of City departments to digitize as many City processes as possible; thus the movement towards creating a “contactless government”. For purposes of this report, “contactless government” refers to making critical services available online to allow for better customer service, preserve public health, improve equity, and expand Angelenos’ access to City government. In order to share the current work and effort from City departments to be adaptable and meet the growing workforce trends in “contactless government”, the Personnel Department is highlighting best practices and recommendations related to digitization as reported by City departments.

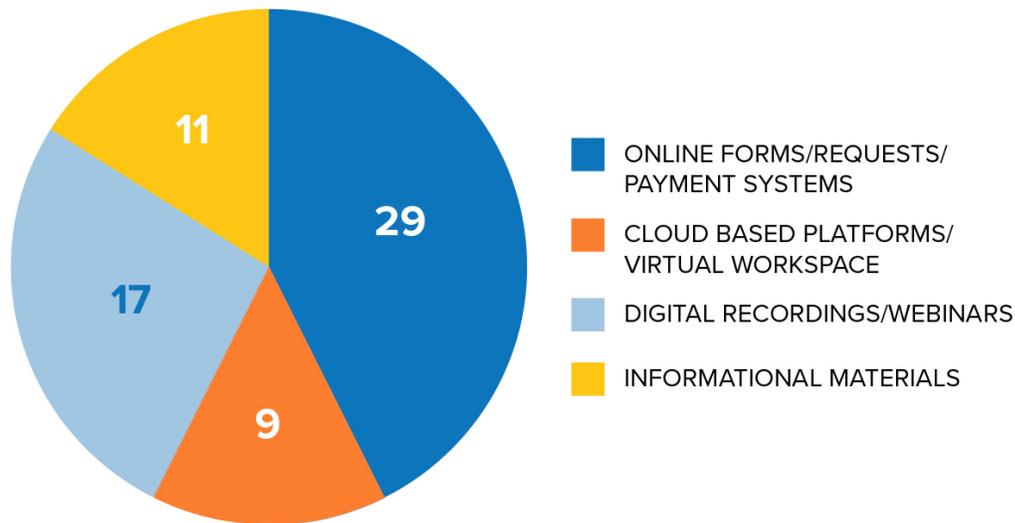
City departments reported a number of different services, operations, and procedures that have been digitized in order to create a contactless government. The most commonly reported operations that have been digitized are forms/service requests and payment systems for both vendors and the public. Departments also reported digitizing informational materials, training and educational materials, and utilizing cloud-based platforms such as Google Drive, Google Meets, Zoom, and various mobile apps to create a virtual workspace. Examples of such are highlighted below:

- LAWA’s Collaboration Toolkit - A new cloud-based collaboration strategy to ensure flexibility, security, and collaboration for everyone in the department. The toolkit includes Microsoft 365 applications, as well as a suite of other apps and online services for cloud file storage, secure communication, and collaboration. Many other departments have implemented a similar toolkit, utilizing such programs as Planner, OneDrive, Exchange, SharePoint, Yammer, Box.com, Adobe Sign, DocuSign, Microsoft Teams, PagerTiger, MailChimp, Airtable, Asana, Slideroom and Monday.com.
- LAWA has enhanced digitization in procurement by allowing for digital signatures and creating a concession and retail ordering platform.
- City Clerk has implemented similar processes for approving invoices, and Building & Safety utilizes the ePermit and ePlanLA platforms for their processes.
- The Police Department established the Community Online Reporting System (CORS) for the reporting of certain non-emergency crimes. The public may also make complaints via the Complaint hotline, email, an online form, or through LAPD’s social media accounts. Online platforms such as these for the public and vendors have been crucial for departments, especially during the pandemic.
- The Police Department also created a QR code where the public can find an online survey requesting responses on the relationship between the community and law enforcement. Other departments, such as the Zoo and LAFPP, have developed QR codes as well which guide the public to online informational material, pamphlets, appointment check-in, ticket purchasing and/or facility maps.

D. CONTACTLESS GOVERNMENT (Cont'd)

- In an effort to make formerly in-person community programs contactless, the Library transitioned its programs online through Zoom, Facebook Live, and YouTube Live. Other departments, such as Community Investment for Families, have done the same for town hall meetings, classes/workshops, coaching meetings, and conferences.
- LACERS provides virtual webinars and seminars for members to be informed on their retirement. Other departments, such as Cannabis Regulation and General Services, reported developing online videos and training videos to provide information to the public, vendors, and partners. Cannabis Regulation implemented a Learning Management System during the pandemic which provides training courses and content for Social Equity Applicants to understand the DCR regulatory framework. General Services transitioned its vendor support operations by creating a variety of support videos for vendors to use and reference when submitting bids, making changes to their account, submitting invoices to the City and more. This is all done through their Vendor-Self Services platform, which was developed in 2017

NO. OF DEPARTMENTS WITH DIGITIZED SERVICES, OPERATIONS, AND/OR PROCEDURES



67% of departments (26 of 39) reported that constituents and City employees can access their digitized services through the department's website and intranet page. Other methods of access include cloud-based systems like Google Drive, mobile apps, email, social media, Zoom and Cornerstone.

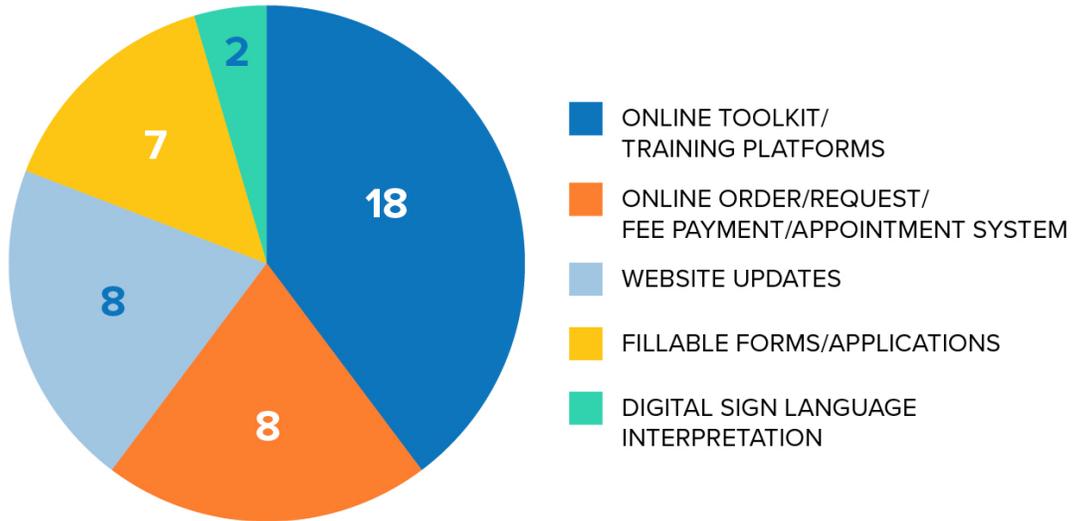
77% of departments (28 of 39) also reported a number of similar services, operations and procedures currently being digitized. These include creating an online toolkit and/or training platform, making additions to their website, creating fillable forms and payment/order/appointment systems for the public and vendors, as well as creating a digital sign language interpretation system. For example:

- General Services is in the process of developing training, support and marketing videos for their Supply Services Division. This includes an online ethics course aimed to train staff in the principles of ethics in procurement.
- General Services is also currently developing a Digital Storefront which will allow customers to place online orders, print requirements and art files, and improve efficiency with regard to viewing proofs and correcting errors.

D. CONTACTLESS GOVERNMENT (Cont'd)

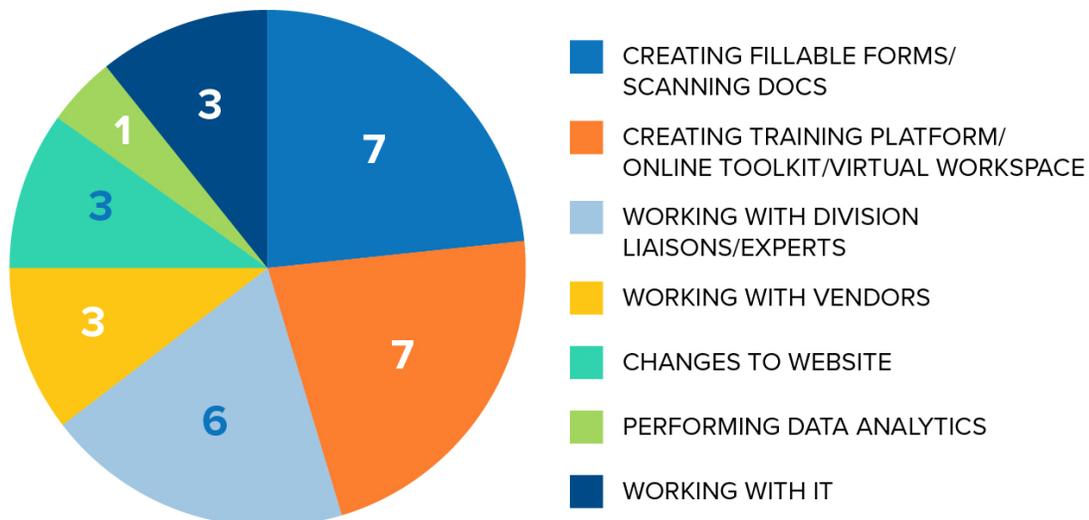
- Building and Safety is developing their Universal Cashiering Business Center, which is a centralized online system for customers to pay fees, as well as a new online system for customers to modify existing permit applications.

NO. OF DEPARTMENTS CURRENTLY DIGITIZING SERVICES, OPERATIONS, AND/OR PROCEDURES



In order to digitize these services, operations and procedures, departments have been working with their staff, HR/Personnel Liaisons, vendors, consultants and IT staff for assistance. Department staff has been working diligently creating fillable forms through software like Adobe, scanning documents and personnel folders, developing the information and layouts for online training platforms, online toolkits, and virtual workspaces, and conducting data analysis on the effectiveness of these new systems.

NO. OF DEPARTMENTS TAKING THE STEPS INDICATED TO DIGITIZE SERVICES, OPERATIONS, AND/OR PROCEDURES

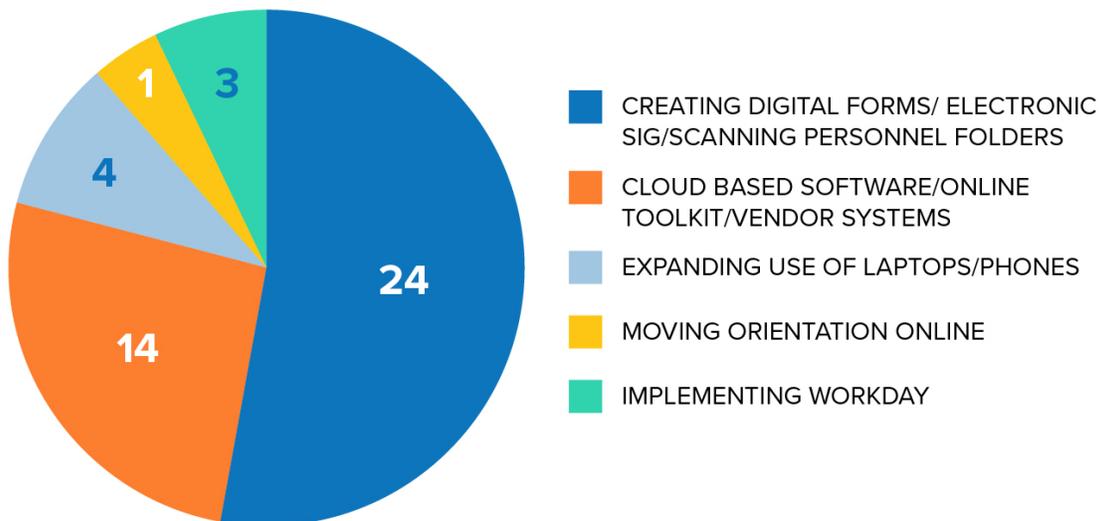


D. CONTACTLESS GOVERNMENT (Cont'd)

Part of the transition to a contactless government is identifying and reducing unnecessary paper based employee-to-employee workflows and scanning historical documents so they are available online for digital workflows. In order to meet this effort, 92% of departments (36 of 39) have reported taking one of the following steps: creating digital forms for complaints/requests, utilizing electronic signatures, scanning personnel folders, developing online toolkits and vendor systems, utilizing cloud based applications, expanding use of laptops, tablets, and smart phones, and moving training and orientation presentations online. For example:

- LACERS is currently seeking to budget for a due diligence study to build a system of record inside their document management system, which would house all retiree information and applications. If successful, all applications would be submitted online, ported into the system of record, and retained for immediate pull down and use, all while completely eliminating the need for paper waste or paper handling from employee-to-employee.
- Personnel staff has been working to implement Workday as the future system for human resources and payroll management. Personnel is currently assisting citywide staff transition to this new system, which will transform our processes, eliminate more paper-based processes, and elevate the experience for every City employee. Personnel has also implemented the use of CityGrows to eliminate paper-based processes.
- General Services is also working to eliminate paper usage by uploading all leases, licenses, and other critical documents in their Asset Management System.
- City Clerk is seeking funds to digitize City Council files dating back to 1980 and records dating back to 1827.

NO. OF DEPARTMENTS REDUCING UNNECESSARY PAPER WORKFLOWS AND HOW



BEST PRACTICES/RECOMMENDATIONS

Recommendation #3: Collaborate with ITA to develop a digital toolkit of resources and experts to guide departments with implementing methods of “contactless” government that suit their needs, making sure to provide resources for online privacy/security and maintaining options to address technology gaps and the digital divide that may exist among constituents and various communities

The Personnel Department recommends that departments review their procedures and seek to digitize as many processes as possible to increase contactless services and operations for the benefit of the public, partners, and staff. A number of examples and online platforms were highlighted above that may assist departments in considering what they can adopt in pursuit of creating and supporting the City’s contactless government. Undoubtedly, many of these processes have improved department efficiency and overall satisfaction from staff, partners and the public alike. For example, many government bodies across the Country have found that moving public meetings online has increased convenience and citizen interaction.⁷ However, as the City moves toward more online services, it is essential to maintain options that address technology gaps and the digital divide, even as more and more individuals choose online services over traditional means.⁵ Nonetheless, the City must continue to prioritize online privacy and security, and budget for growing technological needs.

In order to aid departments in this process, Personnel can collaborate with ITA to develop a digital toolkit of resources and experts that can serve as a central hub for departments aiming to make more of their processes and services “contactless,” making sure to maintain a high level of security integrity. Departments can work with IT liaisons to determine what the best steps to take are based on their needs. IT liaisons and experts can provide departments with recommendations for resources and software that would best suit their services and customers. This would help alleviate the anxiety and uncertainty associated with the endless software options on the market. Implementing this recommendation would require additional funding, however, it is expected that departments would save funds by investing in more cost-efficient software that improve their services and operations.

E. KNOWLEDGE TRANSFER

In the EWSR Form for FY 19-20, the Personnel Department gathered data regarding classifications that were at risk of being impacted by potential retirements and about different methods used for knowledge transfer. In the [FY 20-21 Knowledge Transfer study](#), 86% of departments (32 of 37) reported an interest in having a Knowledge Transfer Toolkit while 76% of departments (28 of 37) indicated interest in knowledge management training and support.

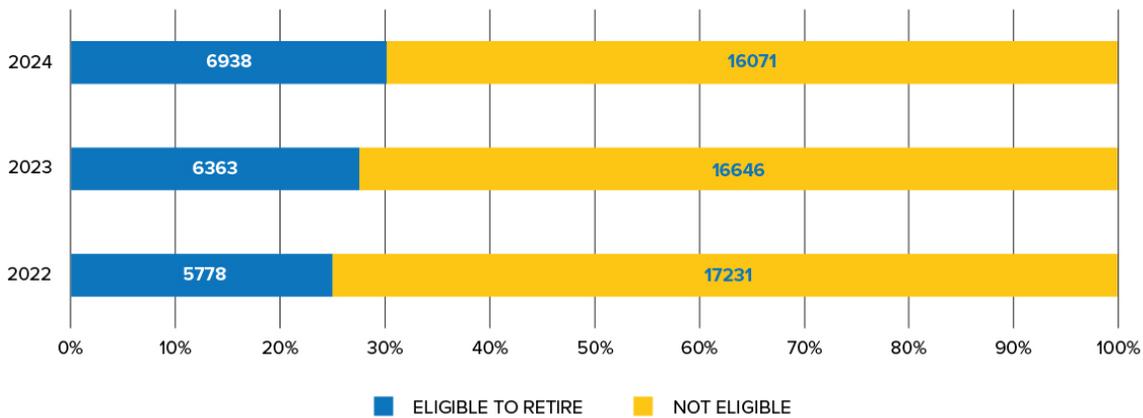
In order to address the City’s need for knowledge capture and transfer, an interactive online [Knowledge Transfer Course](#) was developed by the Personnel Department and funded by the Innovation and Performance Commission, which was made available to City departments on October 2020. This interactive course provides practical training, guidance, and tools to departments, hiring managers, supervisors and employees on how to create a knowledge transfer strategy through the use of worksheets, checklists, templates, among other items. It is essential that departments implement a knowledge transfer system, as recommended by the [Knowledge Transfer Course](#), in order to capture the institutional and tacit knowledge that may be lost as a result of attrition and retirements.

⁷ <https://www.govtech.com/gov-experience/fostering-contactless-government-beyond-the-pandemic.html>

E. KNOWLEDGE TRANSFER (Cont'd)

Citywide Retirement eligibility remains relatively high (30% of employees will be eligible for retirement by 2024), however it would be reasonable to assume this rate may stagnate or drop in the following years due to new hires filling vacancies left by the high rate of retirements in the last few years. While 30% retirement eligibility is a significant drop from a few years ago, the City is currently dealing with the institutional and tacit knowledge that may have recently been lost as a result of SIP. Additionally, departments report the great impacts that the loss of knowledge has on their operations when employees transfer to other City departments. The chart below shows that retirement eligibility is about 25% in 2022, and is expected to grow to around 30% in 2024.

CITYWIDE RETIREMENT ELIGIBILITY BY YEAR
23,009 FULL-TIME EMPLOYEES



Knowledge capture and transfer, and knowledgeable employees sharing wisdom and experience with co-workers, continues to be of utmost importance in order to train the current and future generations of City workforce. There are a variety of methods to transfer knowledge, including but not limited to job shadowing, manuals, cross-training, 120-day retiree appointments. In order to capture the myriad of knowledge capture and transfer methods used by City departments, the EWSR Form for FY 22-23 requested that departments identify the methods currently being used, as well as the effectiveness of each method for employees that work in an office environment and for employees who work in the field. The table below summarizes the top five methods used to transfer assignments and responsibilities for both Office and Field employees, as well as the number of City departments that rated the method as either “good” or “very effective”.

OFFICE EMPLOYEES	NO. OF DEPTS. UTILIZING THIS METHOD	“GOOD” OR “VERY EFFECTIVE”
Online Training	33	30
Encouraging Career Advancement	32	29
Job shadowing, One-on-One Training	32	33
Meetings to share info/ best practices	31	32
Conferences/ Workshops	29	27

FIELD EMPLOYEES	NO. OF DEPTS. UTILIZING THIS METHOD	“GOOD” OR “VERY EFFECTIVE”
Encouraging Career Advancement	24	29
Job shadowing, One-on-One Training	22	33
Meetings to share info/ best practices	22	32
Rotation, Reassignments, Temporary Assignments	20	31
Online Training	20	30

E. KNOWLEDGE TRANSFER (Cont'd)

Highlighted below are a number of City departments who are making intentional efforts to capture and transfer knowledge in order to create a seamless transfer of assignments, knowledge, and responsibilities:

- The Bureau of Street Lighting contracted with Franklin & Covey for employee training in order to equip and train new supervisors, and promote employee advancement.
- The Bureau of Street Lighting provides a rotation program and encourages them to transfer within the Bureau and to provide cross-training. The Bureau also offers “acting” opportunities to train at a higher level. Supervisors are sent to third-party training to build their skill sets. The Bureau also hires part-time custodians that receive on-the-job experience and training; these employees are given an opportunity to compete for full-time opportunities.
- General Services has required all sections to develop and finalize desktop procedure manuals. GSD has also utilized focus groups so that different sections of the department can get together, transfer knowledge and share ideas on how to improve coordination and processes between the various sections. The department also provides training sessions as part of its weekly meetings, work rotations, and special projects utilized to transfer assignments. Effectiveness is measured on the employees’ feedback and assignments completed.
- The Police Department offers loan programs wherein an employee is loaned to a specific division for a period of time to learn about its processes. This also provides them with succession opportunities. The policy activating this program has been drafted and is pending review and publication by the Office of Constitutional Policing and Policy (OCPD).
- Building and Safety noted that they suggest attending official City meetings, Cultural Affairs and Personnel implement “micro” training sessions (wherein one staff member conducts the research and presentation of the finding to the rest of the staff), and the Office of Finance participates in interdepartmental training opportunities.
- The City Administrative Officer provides centralized electronic training and reference materials, a job rotation program, cross training, have designated back-ups for positions, and employ retired Charter Section 1164(b) employees whose focus is in knowledge transfer.

Departments were also asked how they organize information and resources, which helps in the seamless transfer of assignments and responsibilities. The top three methods reported include utilizing Google Drive and Google Apps (36% or 14 of 39 departments), training (36% or 14 of 39 departments) and online systems or department intranet sites (i.e. Building and Safety’s Code Enforcement Information System (CEIS)) (23% or 9 of 39 departments).

Departments reported that they maintain information and stay up to date by communicating with staff virtually, in-person or via email (28% or 11 of 29 departments), utilizing the shared drive (23% or 9 of 29 departments), and updating and maintaining position descriptions (23% or 9 of 39 departments).

BEST PRACTICES/RECOMMENDATIONS

Recommendation #4: Implement an ongoing, continuous, and proactive Knowledge Transfer Strategy, including expanding the use of the City's Knowledge Transfer Course through an intentional partnership with department management and encouraging sharing of knowledge/best practices across City departments

As was recommended in the 2019 EWSR report, it would benefit all Departments to implement a continuous Knowledge Transfer Strategy as a part of an employee's primary duty, rather than used reactively only when there are retirements, attrition, or turnover. Currently, only seven departments are utilizing the [City's Knowledge Transfer Course](#), even though 32 departments expressed interest in it in the 2019 EWSR report. The [City's Knowledge Transfer Course](#) provides step-by-step guidance on how to begin a Knowledge Transfer Strategy and includes templates, such as fillable worksheets. Departments have access to this toolkit and may utilize it as a starting point, customize it to their needs, and ensure employees maintain and update their Knowledge Transfer Strategy on a continuous and ongoing basis as part of their regularly assigned duties and responsibilities.

It is essential to provide knowledge transfer methods and efforts to upskill/reskill as doing this has shown to aid drastically in employee retention. A 2022 study of 5,000 employees and 500 companies found that 68% of workers say they would stay with their employer if they make an effort to upskill them, and 65% would stay if there was an effort to reskill them.⁸ The City has an established culture of career development and advancement, which encourages employees to seek promotional opportunities; thus, increasing their job knowledge. City departments may greatly benefit from investing in an ongoing strategy to upskill and reskill their employees, which will result in attracting and retaining the workforce.

Some best practices include identifying learning preferences, needs, mentors and the appropriate learning environment early in an employee's career, and establishing regular ongoing practices for knowledge transfer.⁹ Departments should seek to continually identify knowledge of value and how it can be transferred, reserving time during regular work hours to engage in meaningful knowledge transfer activities, communicating and supporting shared goals, and recognizing/rewarding knowledge sharing behavior.¹⁰ If departments commit to utilizing a continuous Knowledge Transfer Strategy, which may include the City's Knowledge Transfer Course and other methods appropriate for the unique needs of the department's workforce, the City will be better prepared to face attrition and retirements, as well as retaining employees who feel supported in their career and personal development.

In an effort to be more intentional with this approach, Personnel can work with department management and training coordinators to assign the Knowledge Transfer Course to all employees on a regular basis. Employees can be instructed to update their knowledge transfer materials biannually as a part of their regular assignments to ensure knowledge transfer activities are ongoing, continuous, and proactive. Establishing this intentional partnership with departments would expand the awareness and use of knowledge transfer tactics in the City of Los Angeles.

⁸ <https://www.shrm.org/resourcesandtools/hr-topics/organizational-and-employee-development/pages/employees-fear-employers-dont-offer-enough-career-skills-development.aspx>

⁹ https://www2.gov.bc.ca/assets/gov/careers/managers-supervisors/knowledge-transfer/knowledge_transfer_manager_guide.pdf

¹⁰ <https://www2.gov.bc.ca/gov/content/careers-myhr/managers-supervisors/succession-management-bc-public-service/knowledge-transfer/knowledge-transfer-best-practices>

F. DIVERSITY EQUITY & INCLUSION IN THE WORKPLACE

The City currently utilizes Equal Employment Opportunity (EEO) policies to prevent discrimination and harassment in the workplace. Additionally, the City actively embraces diversity of people, ideas, talents, and experiences and fosters a strong organization by providing all employees with resources such as MyVoiceLA and trainings on EEO, diversity and equality, implicit bias, and anti-harassment.

The City committed to maintaining and strengthening diversity, equity, and inclusion (DEI) among City employees. On June 19, 2020, Mayor Garcetti signed [Executive Directive 27: Racial Equity in City Government](#) in support of “ongoing efforts to ensure fairness, diversity, equal opportunity, and transparency in City government.” The three major areas where the City achieves its goals are through the workforce, the operations of the departments, and the services provided by departments.

Responses to the EWSR Form for FY 22-23 show that 36 departments reported that they are “absolutely” committed to supporting a diverse workforce, fostering an experience of inclusion and belonging, and engaging in equitable and accessible practices. The most common tangible goals across all City departments surrounding DEI include hiring and promoting (39% or 14 of 36 departments), committing to best practices in the workplace (17% or 6 of 36 departments), establishing and utilizing a Racial Equity Committee (19% or 7 of 36 departments), increased recruitment efforts (17% or 6 of 36 departments), and training staff on diversity, equity, inclusion, and accessibility (31% or 11 of 36 departments).

DIVERSITY

The most widespread practices across City Departments utilized in ensuring diversity at all classification levels is demonstrating DEI (22% or 8 of 36 departments), creating diverse interview panels (17% or 6 of 36 departments), training employees (19% or 7 of 36 departments), and hiring through the Targeted Local Hire and Bridge to Jobs Programs (14% or 5 of 36 departments). Additionally, many departments indicated that they are welcoming to all individuals from diverse backgrounds and identities. Departments champion diversity of ideas through many different practices, with the most common including open door policies or one-on-one’s with management (28% or 10 of 36 departments), modeling behavior by upper management (22% or 8 of 36 departments), utilizing online platforms to exchange ideas (17% or 6 of 36 departments), and creating diverse committees by including a variety of individuals from different divisions and levels of the City (14% or 5 of 36 departments).

EQUITY

City departments implement various practices to increase equity in opportunity for all employees, such as promotions. These practices include sending email notifications and posting on message boards (50% or 18 of 36 departments), encouraging all employees to seek out both internal and external promotional opportunities (25% or 9 of 36 departments), and providing guidance on civil service exam study materials (25% or 9 of 36 departments). 31% of departments (11 of 36) identified certain classifications that may require additional targeted recruitment methods to ensure transparency and access, such as Social Workers, Community Program Assistants, and clerical classes.

Standardized, job-related performance evaluations are another practice that promotes equity throughout the City. 64% of departments (23 of 36) utilize standardized annual evaluations of their employees, with 25% of departments (9 of 36) indicating the use of additional evaluations for those serving a probationary period. For employees who are in supervisory roles, five departments utilize the CORE Supervisory Training and complete informal check-ins to ensure supervisors adhere to the equity goals of the Department.

EQUITY (Cont'd)

Finally, departments ensure equitable access for all individuals, whether fully-abled or otherwise, by working with outside agencies to ensure all facilities and services are compliant with the American with Disability Act (ADA). Specific examples of ensuring equally accessible facilities as indicated by departments include keeping hallways clear, implementing automated doors, and ensuring new construction on new facilities comply with ADA standards. Overall, 53% of departments (19 of 36) stated that they adhere to ADA standards, 28% of departments (10 of 36) reported consistently evaluating their accessibility practices, and 17% of departments (6 of 36) reported utilizing reasonable accommodations.

INCLUSION

While diversity and equity are essential, City departments continue to create a safe and inclusive workplace where employees of all backgrounds have a sense of belonging and are able to participate and achieve their potential. The departments' mission towards creating a more safe and supportive workplace includes training staff (53% or 19 of 36 departments), enforcement of policies (25% or 9 of 36 departments), utilizing gender neutral signage and language (31% or 11 of 36 departments), and having leadership that is empathetic and open to listening to their employees (17% or 6 of 36 departments). Furthermore, departments foster engagement through online meetings (31% or 11 of 36 departments) and in-person meetings (28% or 10 of 36 departments), social events (31% or 11 of 36 departments), offering opportunities for new projects or cross training (17% or 6 of 36 departments), and surveying employees (14% or 5 of 36 departments). Finally, 83% of departments (30 of 36) indicated that they provide mentorship and training opportunities to their employees. These opportunities are provided through job shadowing, utilizing Cornerstone or other platforms for online training, and ongoing support to staff seeking promotional and transfer opportunities.

BEST PRACTICES/RECOMMENDATIONS

Recommendation #5: Explore implementing all practices of DEI, seek to establish and utilize committees focused on DEI to address the unique challenges that departments face, and increase outreach to underrepresented populations

While City departments are committed to achieving goals around diversity, equity, and inclusion, each department approaches their goals in ways that address the unique challenges they face. For example, departments such as the Controller's Office, Library, Personnel, Police, and Public Works have an officer dedicated to ensuring that DEI goals are met. Other Departments, such as LAWA, have created dedicated groups that work on addressing various subject matters surrounding diversity, equity, and inclusion. For example, the Racial Equity Core Group was developed to include a DEI manager and several subgroups.

While the City strives to foster a culture of diversity, equity, and inclusion, the scope of services provided by the City departments requires unique strategies depending on the operations and services provided.¹¹ For example, the services provided by departments such as LACERS differ significantly from the services provided by the Public Works Bureaus. Despite the operational and service differences between departments, it is recommended that individual departments establish and utilize groups or committees focused on diversity, equity, and inclusion in order to address the unique challenges each department may face.¹²

¹¹ <https://www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/how-to-develop-a-diversity-and-inclusion-initiative.aspx>

¹² <https://www.qualtrics.com/experience-management/employee/dei/>

BEST PRACTICES/RECOMMENDATIONS (Cont'd)

As an organization, the City can achieve its DEI goals through increased outreach to underrepresented populations.¹³ Individual departments currently perform specialized outreach through programs such as the promotion of internship opportunities as done by ITA and the Library Department's Diversity and Inclusion Apprenticeship summer program. Finally, City departments can utilize alternative pathways to full-time positions through programs such as the Targeted Local Hire and Bridge to Jobs programs, as well as develop other programs with a focus on targeted outreach.

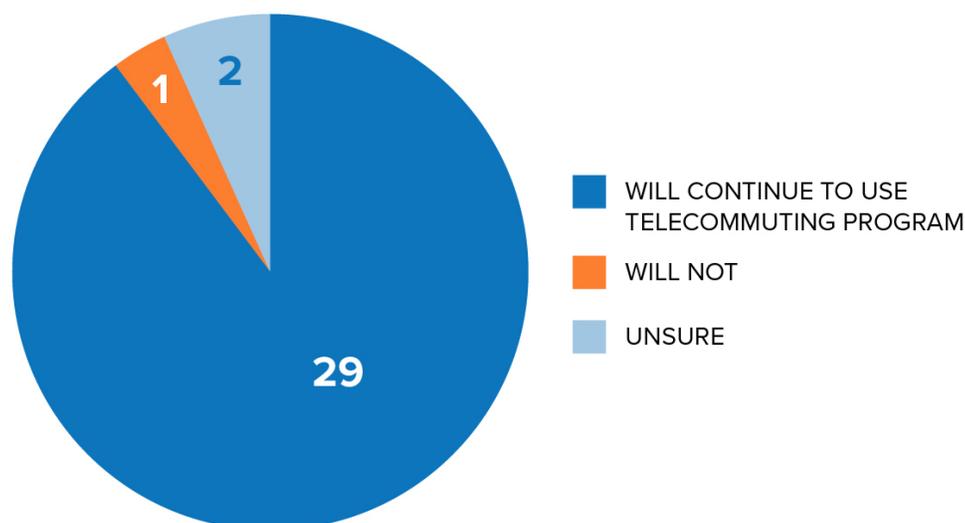
One example that can be utilized comes from the City of San Francisco, where the focus was directed towards recruitment, training, reporting, and communication.¹⁴ This directive covers general areas of focus due to the establishment of DEI "is not a one-size-fits-all approach, and the definitions and principles that are adopted need to reflect what works for that organization."¹⁵

G. TELECOMMUTING PROGRAM

In response to the COVID-19 pandemic, the City has adopted and implemented an emergency telecommuting policy in order to maintain continuity of services, operations and procedures during the pandemic. While remote work poses some challenges, departments have reported a variety of positive outcomes from telecommuting, ranging from increased productivity and efficiency to improved employee morale.

In response to the EWSR Form for FY 22-23, 92% of departments (36 of 39) reported that they plan to continue the use of such a telecommuting program post COVID-19, 5% of departments (2 of 39) reported that they are unsure at this time, and 3% of departments (1 of 39) reported that they will not continue use of a telecommuting program due to a majority of workforce duties requiring employees in the field or office. The departments that are currently unsure of continuing a telecommuting program reported that this is because they are either awaiting approval of the City-wide telecommuting policy or are awaiting management approval.

NO. OF DEPARTMENTS PLANNING TO CONTINUE TELECOMMUTING POST COVID-19



¹³ <https://www2.deloitte.com/us/en/insights/industry/public-sector/government-trends/2021/government-diversity-equity.html>

¹⁴ <https://sfdhr.org/sites/default/files/documents/Resources/Executive-Directive-18-02.pdf>

¹⁵ https://academic.oup.com/jid/article/220/Supplement_2/S30/5552351

G. TELECOMMUTING PROGRAM (Cont'd)

87% of departments (34 of 39) reported that they would offer a hybrid or part-time telecommuting program, in which employees work away from the City worksite at a safe alternate work location, 1-4 days per week on an established recurring schedule. 36% of departments (14 of 39) reported that they would offer an occasional telecommuting program, in which employees work away from the City worksite at a safe alternative work location on an infrequent or case-by-case basis. 33% of departments (13 of 39) reported that they would offer full-time telecommuting, in which employees work away from the City worksite at a safe alternate work location on a full-time basis but are expected to be available for in-person training or meetings, as needed. 8% of departments (3 of 39) reported that they are currently unsure what type of telecommuting program they would offer, and 5% of departments (2 of 39) reported that this question is not-applicable as a majority of their workforce duties require employees in the field or office or they are awaiting program approval from management.

BEST PRACTICES/RECOMMENDATIONS

Recommendation #6: Offer permanent flexible options of telecommuting (full-time, hybrid, occasional) to all eligible employees where possible, while implementing methods to maintain engagement, collaboration and communication. See [Personnel Department guides](#) for tips and resources.

The Personnel Department recommends that departments continue to provide flexible options for telecommuting to all eligible employees where possible. Departments should continue to utilize the agreements, materials and guidelines for the [Emergency COVID-19 Telecommuting Process](#) provided on the Personnel Department website until a citywide policy is available. Once a citywide policy is available, departments should seek to establish their own departmental policy to meet their unique operational and organizational needs.

Reports show that a major obstacle towards telecommuting is managerial resistance.¹⁶ A report on telework in Los Angeles County conducted by the Mineta Transportation Institute found that “executives saw the benefits of using flexible work to their advantage as a negotiating tool for recruitment, promotion, retention and motivation, but they often worried about the costs of training and potential culture change.”¹⁷ Some of this concern includes creating “inequitable outcomes in the workplace, and possibly negatively impact morale.”³ However, even before the COVID-19 Pandemic, organizations were reporting “greater productivity, lower costs, more options for finding and retaining qualified staff, and improved employee health” from telecommuting.¹⁸ Greater productivity has resulted from a combination of less time spent commuting, more energy due to higher morale/less stress/better health/more sleep,¹⁹ efficiencies resulting from online meetings, empowerment through autonomous work, and more.²⁰ Cost savings related to office materials, resources, and vehicle expenses/rising gas prices are another major benefit for both employers and employees. Most importantly, employees have reported improved physical and mental health outcomes due to telecommuting. Offering telecommuting also has shown to improve employee retention, provides for a greater pool of applicants for employers, and is an essential tool to attract high level employees in a competitive landscape.¹⁸ This is particularly important given the fact that “24% of all jobs in the US and Canada are now permanent remote roles” and this number is only expected to grow.²¹

¹⁶ <https://transweb.sjsu.edu/research/1860-Flexible-Workplaces-South-Bay>

¹⁷ <https://theconversation.com/telecommuters-create-positive-change-so-why-arent-employers-more-flexible-about-people-working-from-home-127488>

¹⁸ <https://www.govtech.com/pcio/survey-telecommuting-boosts-worker-productivity.html>

¹⁹ <https://www.cdc.gov/media/releases/2016/p0215-enough-sleep.html>

²⁰ <https://econofact.org/is-remote-work-working-out>

²¹ <https://www.theladders.com/wp-content/uploads/Ladders-Inc-Q1-2022-Quarterly-Work-Report.pdf>

BEST PRACTICES/RECOMMENDATIONS (Cont'd)

There is also the concern that expanding telecommuting will result in a loss of social capital in the workplace and will negatively impact training. There are ways to address these concerns, however. One such method is “Virtual Coworking” in which small teams join an online meeting together while working on their own tasks. This can facilitate real time discussions, feedback, and build social capital. This can be used in collaboration with “Virtual Watercoolers” in which teams establish a channel for personal/non-work discussions, initiated by questions of the day or discussion points.²² It is essential that teams set regular time to improve communication, ensure there is adequate coordination, and ensure that all team members are being included. Teams should also explore different options for maintaining creative spaces for brainstorming, which likely includes requiring time in the office for everyone to meet in person. It is also important, however, that for some employees, quiet time in one’s own space is the best way to facilitate creativity and productivity. Requiring these employees to return to the office at full-time levels risks reducing their productivity, morale, and could harm retention and recruitment.²³ Concurrently, the opposite can be true, in which some employees require time in the office in order to focus and be more productive. It is essential to provide options that are as flexible as possible for all the varying preferences among staff. In addition, establishing a regular telecommuting policy will prepare departments for any future local or global disruptions to work.

²² <https://fortune.com/2022/04/19/work-from-home-social-capital-remote-work-best-practices/>

²³ <https://disasteravoidanceexperts.com/creating-competitive-advantage-in-returning-to-the-office/>

V. PROGRESS ON FY 19-20 RECOMMENDATIONS

In the FY 19-20 Equitable Workforce and Service Restoration Plan, the Personnel Department made a set of recommendations to improve the City's workforce. Below, please find progress that has been made on these recommendations thus far.

CONTINUED RECOMMENDATION #1:

Continue development of the Leadership Academy

A. LEADERSHIP ACADEMY

The Leadership Academy remains in the development phase, as the Personnel Innovation Recruitment Onboarding Engagement (PIROE) Section of the Personnel Department has been tasked to focus on the Women's Management Academy. The Personnel Department aims to return their focus to the development of the Leadership Academy in the near future.

B. KNOWLEDGE TRANSFER

An interactive online [Knowledge Transfer Course](#) was developed by the Personnel Department (made possible by funding provided by the Innovation and Performance Commission) which was made available to the City on October, 2020. As of May 2022, 947 employees have accessed the course on Cornerstone and 458 have completed it.

C. RECRUITMENT - BRANDING & MODERNIZATION

In late 2019, Personnel's PIROE team developed five designs for a rebranding of the Personnel Department. This included an updated logo and new color schemes. A survey was sent out to the department and a new design was identified. From this selection, a style guide was developed to aid in updating website colors/logos, color schemes on all documents, and email signatures.

In addition, Personnel's mission and values statement was revised to include DEI commitments. Bulletins and job ads were updated to denote that the City of Los Angeles is an Equal Employment Opportunity Employer. Website images and social media ads were updated to represent a diverse workforce, including ethnic and gender under-representation in various fields, and more advertisements on alternative pathways such as the LA Local Hire Programs have been made.

Other departments, such as the Department of Transportation, LACERS, and DONE have conducted rebranding efforts as well. Departments should continue to share and incorporate DEI policies and initiatives in public-facing recruiting content for candidates, and mention these on social media pages/job boards. Departments should also look at advertising DEI policies using videos featuring different HR team members who can explain what the City of LA is doing to advance DEI and how employees take part in DEI initiatives. Video content should include a diverse workforce in different trades (i.e. engineering, construction, arts, etc.).

Branding is a crucial method of improving recruitment and expanding interest in working for the City of Los Angeles, however further research should be conducted to evaluate the benefit of each implementation. Resources and additional positions are needed to enact these efforts.

D. WORK-LIFE INTEGRATION

The Personnel Department was in the final stages of developing a proposal for updates to the 1994 telecommuting policy to increase utilization shortly before the COVID-19 Pandemic began. The proposed updates were instrumental in the development of the [Emergency COVID-19 Telecommuting Process](#). Efforts to develop permanent, flexible telecommuting programs are ongoing.

E. TECHNOLOGY - POSITION DESCRIPTION REVIEW

City classifications and specifications are updated on a continual basis. Efforts continue to develop diverse pipelines into the City's IT-related job series. Any recommendations on potential universities or organizations to partner with are welcomed.

CONTINUED RECOMMENDATION #2:

Continue process of City Charter employment provisions review

F. CITY CHARTER EMPLOYMENT PROVISIONS REVIEW

This effort was placed on hold with the onset of the pandemic and other pressing matters. However, Personnel is currently working on updating aspects of the Civil Service Rules and aims to revisit Charter revisions in the near future.

VI. CONCLUSION

The last several years have provided a variety of challenges for the City of Los Angeles, and with that, new opportunities to refine the processes that work and grow in new and effective ways. As we see those with the most experience leave our workforce, it is essential that we focus on retaining the universe of knowledge they have while also ensuring that we maintain competitive in the marketplace for new, skilled, and diverse employees. We believe that the recommendations and examples provided in this report can guide City departments in to tackling their most pressing operational, organizational, and workforce challenges.

Below, please see a chart for your reference, summarizing our recommendations along with all the examples and best practices provided in this report.

Below, please see a chart for your reference, summarizing our recommendations along with all the examples and best practices provided in this report.

RECOMMENDATION	EXAMPLES/BEST PRACTICES
<p>1. Prepare City departments and employees to conduct routine in-depth needs analyses for process improvement through an online training course provided by the Personnel Department, and expand targeted recruitment efforts for critical classifications</p>	<p>Hold workshops/team meet ups to thoroughly map out processes and identify areas of improvement/inefficiency; Miro.com for digital process mapping; Ensuring exams in place for critical classes; Utilize LA Local Hire Programs; Targeted recruitment events (ex. for women, minorities, engineers, IT, etc.)</p>
<p>2. Continue to improve and expand the LA Local Hire Programs (Targeted Local Hire and Bridge to Jobs), including the development of a "City 101" training to assist employees with navigating the civil service promotional process while also focusing on increase utilization from City departments; thus, create additional opportunities for underserved and underrepresented communities</p>	<p>Make recommendations to Personnel regarding classifications that could fit in the programs</p>
<p>3. Collaborate with ITA to develop a digital toolkit of resources and experts to guide departments with implementing methods of "contactless" government that suit their needs, making sure to provide resources for online privacy/security and maintaining options to address technology gaps and the digital divide that may exist among constituents and various communities</p>	<p>Online resource hubs to communicate with and provide services to constituents; Online system for service requests, orders, complaints; Scanning documents/providing digital fillable versions (informational, training/educational, requests); ePlan; ePermit; EFT payment for citizens and vendors; Utilizing cloud (Google Drive, mobile apps, social media, Cornerstone); Virtual workspaces; Virtual webinars and public meetings; Online educational/training videos; Collaboration Toolkit; Digital signatures; QR codes for informational material, payments, etc.; Digital sign language interpretation; Expand use of laptops, mobile phones, tablets; Workday; CityGrows</p>
<p>4. Implement an ongoing, continuous, and proactive Knowledge Transfer Strategy, including expanding the use of the City's Knowledge Transfer Course through an intentional partnership with department management and encouraging sharing of knowledge/best practices across City departments.</p>	<p>Job shadowing; One-on-one training; Desk manuals; Centralized cloud system with all training and reference materials; Cross-training; 120-day retiree appointments; Loan programs; Online training/Cornerstone (Knowledge Transfer Course, Professional Skills Catalog); Meetings to share best practices; Rotations; Reassignments; Temporary reassignments; Conferences/workshops/webinars; Contracted trainers; Third-party training; Focus groups with individuals from different sections; Special projects; Attending official City/Council meetings; "Micro" training sessions; Updating position descriptions; "5-minute Meeting Agenda"; Establish individualized training methods; Build in regular time for knowledge transfer; Employee and Family Assistance Program; Exit surveys</p>

RECOMMENDATION	EXAMPLES/BEST PRACTICES
<p>5. Explore implementing all practices of diversity, equity and inclusion (“DEI”), seek to establish and utilize committees focused on DEI to address the unique challenges that departments face, and increase outreach to underrepresented populations</p>	<p>Creating division/office focused on DEI; DEI Officer; Use of non-binary/gender-neutral signage and language; DEI training; Utilize LA Local Hire Programs; Targeted recruitment; EEO trainings; MyVoiceLA; Diverse interview panels; Open door policies; One-on-one’s with management; Diverse committees with employees from different divisions/levels; Encourage promotional opportunities; CORE Supervisory Training; ADA compliance; Collaborative meetings; Social events; Cross-training/rotations; Survey employees; Mentorship; Internship/Summer programs; Expand paid leave</p>
<p>6. Offer permanent flexible options of telecommuting (full-time, hybrid, occasional) to all eligible employees where possible, while implementing methods to maintain engagement, collaboration and communication. See Personnel Department guides for tips and resources.</p>	<p>Reference Personnel Department’s Emergency COVID-19 Telecommuting Process; Relationship building tools/events; “Virtual Coworking” and “Virtual Watercoolers”; Scheduled time in office for collaborative meetings/team building; Maintain spaces for those that prefer to be in office; Establish official telecommuting policy</p>

CONTINUED RECOMMENDATIONS
<ol style="list-style-type: none"> 1. Continue development of the Leadership Academy 2. Continue process of City Charter employment provisions review





APPENDIX



FY 22-23 EWSR MEMO

FORM GEN. 160 (Rev. 6-80)

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: December 17th, 2021

To: Heads of All City Departments

From: Wendy G. Macy, General Manager
Personnel Department



Subject: Equitable Workforce and Service Restoration Plan FY 22-23 Update

The Mayor's Executive Directive No. 15 ("ED-15") issued on April 28, 2016, instructed each General Manager or Head of Department/Office to prepare an Equitable Workforce and Service Restoration Plan ("Plan") to address front-line services, succession planning, and technology needs. In addition, ED15 directed that these Plans be updated annually.

The Office of the Mayor and Personnel Department will continue to use the [Equitable Workforce and Service Restoration Form](#) ("Form"), which was created as a substitute for the narrative and "Summary of Plan Updates" that were used in the previous years. To access the Form, please go to the following direct link: <https://forms.gle/J27XAMeHLy5LcR2i8>. A copy of the questions has also been attached for your review (**Attachment 1**). **The Office of the Mayor and Personnel Department requests that all City departments complete and submit this form no later than February 25, 2022 at 5:00 p.m.**

The Personnel Department is committed to working with departments to assist and support them in submitting the Form in a timely manner; therefore, a **Succession Plan Liaison Analyst** will be assigned to further assist with the submission of this Form (**Attachment 2**). Additionally, a [Workforce Planning Website](#) is available to all City departments with additional resources: <https://sites.google.com/view/cityofla-workforce-planning/home>. Please contact your assigned Analyst should you have any questions or concerns.

WGM:zs Attachments

c: Personnel Directors

FY 22-23 EWSR FORM QUESTIONS



ATTACHMENT 1:

2022-2023 EQUITABLE WORKFORCE AND SERVICE RESTORATION FORM

Introduction:

The Mayor's [Executive Directive No. 15](#) ("ED-15") issued on April 28, 2016, instructed each General Manager or Head of Department/Office to prepare an Equitable Workforce and Service Restoration Plan ("Plan") to address front-line services, succession planning, and technology needs. In addition, ED15 directed that these Plans be updated annually.

In an effort to simplify the process, the Office of the Mayor and Personnel Department have developed the following Equitable Workforce and Service Restoration Form ("Form") as a substitute for the narrative and "Summary of Plan Updates" that were used in the previous years. A copy of the questions can also be seen here: (<https://forms.gle/J27XAMeHLy5LcR2i8>). The Office of the Mayor and Personnel Department requests that all City departments complete and submit this form no later than February 25th, 2022 at 5:00 p.m.

The Personnel Department is committed to working with departments to assist and support them in submitting the Form in a timely manner; therefore, a Succession Plan Liaison Analyst will be assigned to further assist with the submission of this Form. You may find your assigned analyst, your previous year's responses and other resources on the [Workforce Planning Website](#), which is available to all City departments. (Direct Link: <https://sites.google.com/view/cityofla-workforce-planning/home>). Please contact your assigned Analyst should you have any questions or concerns.

*PLEASE NOTE: Google Forms automatically saves your progress for 30 days when you're signed in to your Google account. We strongly recommend signing in to your Google account when completing this form to ensure that Google saves your responses as you work.

Please select the department that you are submitting this form on behalf of.

- a. (Response Option: Dropdown list of all departments)

Section I: Operational, Organizational, and/or Workforce Changes

1. Please describe the operational, organizational, and/or workforce changes that your Department anticipates in FY 2022-2023? If your department does not anticipate any changes, please enter "N/A".
2. Please describe the operational, organizational, and/or workforce changes that your Department anticipates in FY 2023-2024? If your department does not anticipate any changes, please enter "N/A".

Section II: Critical Classifications & Retirements

3. Please list the classifications that are hard to fill and critical to your Department's operations. For purposes of this Workforce Planning form, the term "critical classifications" refers to classifications that would create a critical shortage, undue hardship, or otherwise negatively impact departmental operations if left vacant.
4. How did your Department deal with the actual retirements in FY 2020-2021 and/or 2021-2022? Please enter "N/A" if your Department did not experience any actual retirements in FY 2020-2021 and/or 2021-2022.
5. Please list the classifications that experienced attrition due to transfer to another department in FY 2020 - 2021 and/or 2021-2022. Which Departments?

Section III: LA Local Hire Programs

LA Local Hire refers to the City of Los Angeles' efforts to recruit, train and hire new talent from under-served and under-employed communities. There are currently two (2) programs under LA Local Hire: The Targeted Local Hire ("TLH") Program, which is focused on entry-level classifications that require one (1) year or less of work experience and the Bridge to Jobs Program ("BRIDGE"), which is focused on semi-skilled classifications requiring less than five (5) years of work experience with no specific educational requirements.

6. Please select the TLH classifications used by your Department.
 - Administrative Clerk
 - Animal Care Technician
 - Animal License Canvasser
 - Custodian
 - Delivery Driver
 - Garage Attendant
 - Gardener Caretaker
 - Maintenance Laborer
 - Street Services Worker
 - Tree Surgeon Assistant
 - Warehouse & Toolroom Worker
 - Not Applicable
7. Please provide the current number of positions in classifications used by the TLH Program currently authorized to your Department. Please include regular authorized positions, as well as resolution authorities by classification. For example, a total of 40 Administrative Clerk positions.
8. For fiscal year 2022-2023 please provide the anticipated number of positions in classifications used by the TLH Program that your Department expects to fill through this program.

9. Please select the BRIDGE classifications used by your Department. Please note that classifications marked with an asterisk (*) are currently in the salary setting process.

- Accounting Clerk
- Communications Information Representative
- Community Services Representative*
- Electrical Craft Helper*
- Field Engineering Aide
- Inspector Trainee*
- Not Applicable

10. Please provide the current number of positions in classifications used by the Bridge to Jobs Program currently authorized to your Department. Please include regular authorized positions, as well as resolution authorities by classification. For example, a total of 40 Accounting Clerk positions.
11. For fiscal year 2022-2023, please provide the anticipated number of positions in classifications used by the Bridge to Jobs Program that your Department expects to fill through this program.
12. The Personnel Department is always looking for ways to improve and expand the TLH Program and Bridge to Jobs Program. Please feel free to submit recommendations for entry-level or semi-skilled classifications that may be a good fit for either Program. For purposes of this form, entry-level refers to classifications that require one (1) year or less of work experience and semi-skilled refers to classifications requiring less than five (5) years of work experience with no specific educational requirements or where educational requirements can be substituted with work experience.

Section IV: Contactless Government and Office of the Future

13. Please describe the services, operations, and/or procedures that your Department has digitized in order to create a contactless government. For purposes of this Workforce Planning form, the term “contactless government” refers to making critical services available online to allow for better customer service, preserve public health, improve equity, and expand Angelenos’ access to City government.
14. For each service, operation, and/or procedure that your Department has already digitized, please describe how constituents and/or City employees are accessing the service and/or operation (e.g., on the department website).
15. Please describe the services, operations, and/or procedures that your Department is working to digitize in order to create a contactless government. Please include the name

of the service, operation and/or procedure; a brief description; the steps being taken to digitize; and an estimated date of completion.

16. Part of the transition to the Office of the Future is identifying and reducing unnecessary paper based employee-to-employee workflows and scanning historical documents so they are available online for digital workflows. Please describe what your department has done towards these efforts and provide an estimate of how much documentation still needs to be scanned.

Section V: Knowledge Transfer

17. Please briefly describe the method that your Department is currently utilizing to seamlessly transfer assignments and responsibilities using a knowledge capture and transfer system or method that is effective. Briefly describe the system or method and how effectiveness is measured.

Please indicate your Department's current status, overall utilization, and effectiveness with the following Knowledge Capture and Transfer Methods. Each question is asked for Office and Field Employees. If one is not applicable, choose "Not Applicable".

- 18a. Office Employees - Online Training Course titled: "A City of Los Angeles Training Course - Knowledge Transfer"

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

- 18b. Field Employees - Online Training Course titled: "A City of Los Angeles Training Course - Knowledge Transfer"

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

- 18c. How effective do you believe this method to be? Please choose from the following.

- Not at all
- Slightly
- Satisfactory
- Good
- Very Effective

- 19a. Office Employees - Manuals: Desk Manual/Procedures Manual/Standard Operating Manuals

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

19b. Field Employees - Manuals: Desk Manual/Procedures Manual/Standard Operating Manuals

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

19c. How effective do you believe this method to be? Please choose from the following.

- Not at all
- Slightly
- Satisfactory
- Good
- Very Effective

20a. Office Employee: Job Shadowing, One-on-one training.

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

20b. Field Employee: Job Shadowing, One-on-one training.

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

20c. How effective do you believe this method to be? Please choose from the following.

- Not at all
- Slightly
- Satisfactory
- Good
- Very Effective

21a. Office Employee: Rotation, Reassignments, Temporary Assignments.

- Currently Utilize

- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

21b. Field Employee: Rotation, Reassignments, Temporary Assignments.

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

21c. How effective do you believe this method to be? Please choose from the following.

- Not at all
- Slightly
- Satisfactory
- Good
- Very Effective

22a. Office Employee: Classroom Training (In-House, City provided)

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

22b. Field Employee: Classroom Training (In-House, City provided)

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

22c. How effective do you believe this method to be? Please choose from the following.

- Not at all
- Slightly
- Satisfactory
- Good
- Very Effective

23a. Office Employee: Online training

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented

- Not Interested
 - Not Applicable
- 23b. Field Employee: Online training
- Currently Utilize
 - In Progress of Implementation
 - Interested, Not Implemented
 - Not Interested
 - Not Applicable
- 23c. How effective do you believe this method to be? Please choose from the following.
- Not at all
 - Slightly
 - Satisfactory
 - Good
 - Very Effective
- 24a. Office Employee: Conferences/Workshops/External Training (non-City)
- Currently Utilize
 - In Progress of Implementation
 - Interested, Not Implemented
 - Not Interested
 - Not Applicable
- 24b. Field Employee: Conferences/Workshops/External Training (non-City)
- Currently Utilize
 - In Progress of Implementation
 - Interested, Not Implemented
 - Not Interested
 - Not Applicable
- 24c. How effective do you believe this method to be? Please choose from the following.
- Not at all
 - Slightly
 - Satisfactory
 - Good
 - Very Effective
- 25a. Office Employee: Mentoring
- Currently Utilize
 - In Progress of Implementation
 - Interested, Not Implemented
 - Not Interested
 - Not Applicable

25b. Field Employee: Mentoring

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

25c. How effective do you believe this method to be? Please choose from the following.

- Not at all
- Slightly
- Satisfactory
- Good
- Very Effective

26a. Office Employee: Demonstrations/Videos

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

26b. Field Employees: Demonstrations/Videos

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

26c. How effective do you believe this method to be? Please choose from the following.

- Not at all
- Slightly
- Satisfactory
- Good
- Very Effective

27a. Office Employee: Loan back transfer of incumbent and/or sub-authority for position.

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

27b. Field Employees: Loan back transfer of incumbent and/or sub-authority for position.

- Currently Utilize

- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

27c. How effective do you believe this method to be? Please choose from the following.

- Not at all
- Slightly
- Satisfactory
- Good
- Very Effective

28a. Office Employee: 120-day Retirees

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

28b. Field Employees: 120-day Retirees

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

28c. How effective do you believe this method to be? Please choose from the following.

- Not at all
- Slightly
- Satisfactory
- Good
- Very Effective

29a. Office Employee: Leadership Academy/Program

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

29b. Field Employee: Leadership Academy/Program

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented

- Not Interested
- Not Applicable

29c. How effective do you believe this method to be? Please choose from the following.

- Not at all
- Slightly
- Satisfactory
- Good
- Very Effective

30a. Office Employee: Meetings to share Info/best practices

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

30b. Field Employees: Meetings to share Info/best practices

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

30c. How effective do you believe this method to be? Please choose from the following.

- Not at all
- Slightly
- Satisfactory
- Good
- Very Effective

31a. Office Employee: Encouraging Career Advancement

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

31b. Field Employees: Encouraging Career Advancement

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

31c. How effective do you believe this method to be? Please choose from the following.

- Not at all
- Slightly
- Satisfactory
- Good
- Very Effective

32a. Office Employee: Department Training Website

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

32b. Field Employees: Department Training Website

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

32c. How effective do you believe this method to be? Please choose from the following.

- Not at all
- Slightly
- Satisfactory
- Good
- Very Effective

33a. Office Employee: Knowledge Management Software

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

33b. Field Employees: Knowledge Management Software

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

33c. How effective do you believe this method to be? Please choose from the following.

- Not at all

- Slightly
- Satisfactory
- Good
- Very Effective

34. Please briefly describe whether your Department utilizes other knowledge capture and transfer methods that differ from the methods that were listed. Please enter "N/A" if your department does not utilize other knowledge capture and transfer methods than those listed.
35. Please briefly describe how your Department organizes information and resources to enable seamless transfers of assignments and responsibilities.
36. Please briefly describe how your Department ensures that the most up-to-date information is consistently accessible with regard to job assignments and responsibilities.

Section VI: Diversity Equity & Inclusion in the Workplace

37. Please briefly describe any tangible goals the Department has surrounding diversity, equity, and inclusion. Who is responsible for making sure these goals are met?
38. Do you believe your Department is committed to supporting a diverse workforce?
- a. Absolutely
 - b. Somewhat
 - c. No
 - d. I'm not sure, but I would like assistance in understanding what this means.

Diversity: If you answered "absolutely" or "I'm not sure" to question #38 please answer the following questions:

- 38a. Please briefly describe how your Department actively ensures representation of people of diverse backgrounds and identities at all classification levels of the Department.
- 38b. Please briefly explain whether and how your Department champions diversity of ideas.
39. Do you believe your Department is committed to fostering an experience of inclusion and belonging for all employees?
- a. Absolutely
 - b. Somewhat
 - c. No
 - d. I'm not sure, but I would like assistance in understanding what this means.

Inclusion and Belonging: If you answered "absolutely" or "I'm not sure" to question #39 please answer the following questions:

39a. Please briefly describe how your Department is actively working towards creating a safe and supportive workplace for people of all backgrounds and with a range of identities. Examples of practices relevant to this inquiry include: adequate training, multilingual signage/communications, consistent enforcement of non-discrimination policies, etc.

39b. Please briefly describe what steps your Department is taking to foster engagement (passion for work and commitment to organization) and inclusion (sense of belonging, and support from management) among your employees.

39c. Please briefly describe how your Department is providing mentorship and training opportunities to its employees. Which employees have access to these opportunities? Which employees might not have access to these opportunities?

39d. Please list and describe any Department-sponsored employee resource groups/affinity groups.

40. Do you believe your Department is committed to fostering an experience of inclusion and belonging for all employees?

Equitable and Accessible Practices: If you answered “absolutely” or “I’m not sure” to question #40 (Do you believe your Department is committed to engaging in equitable and accessible practices for all employees?) please answer the following questions:

40a. Briefly describe the methods your Department utilizes to ensure career advancement opportunities are transparent to all employees. Which employee groups might require more targeted methods to ensure transparency and access?

40b. Briefly describe your Department's employee evaluation processes (both formal and informal) and any training supervisors receive on how to complete them. Please include any information on whether or how you evaluate those in supervisory roles for their exercise of equitable and inclusive practices.

40c. Briefly describe how you ensure your Departmental worksite(s) and resources are accessible to all individuals, including those with mental and/or physical disabilities.

Section VII: Telecommuting Program

41. Please provide the number of employees, along with their classifications, that have or are currently telecommuting on a full-time, hybrid, or occasional basis in your Department (e.g., 10 Management Assistants telecommuting on a full-time basis; 10 Administrative Clerks telecommuting on a part-time basis).

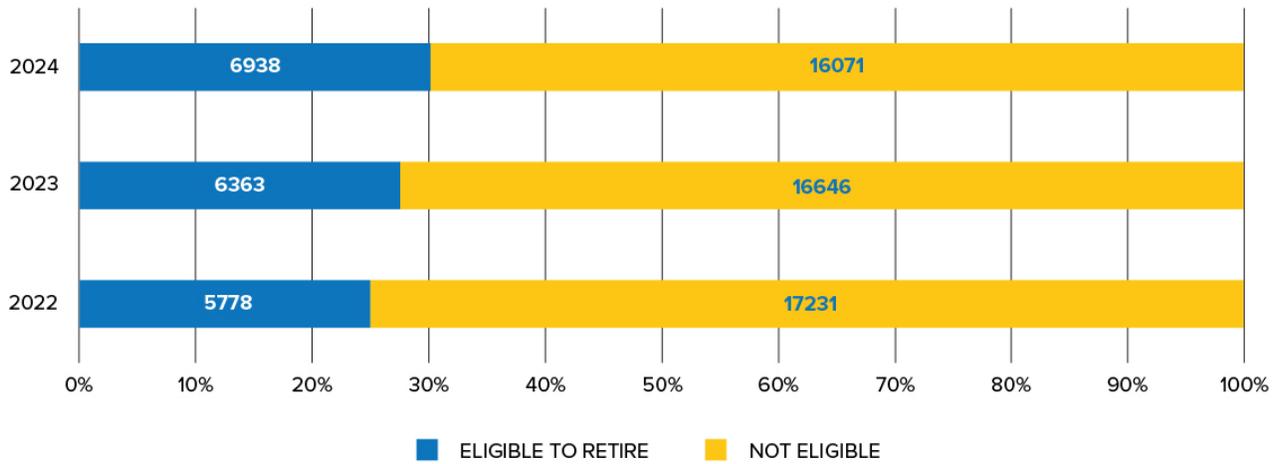
42. Does your Department plan to continue the use of a telecommuting program post COVID-19?
- Yes
 - No
 - Unsure

Telecommuting Program post-COVID If you answered “no” or “unsure” to question #42 please answer the following question:

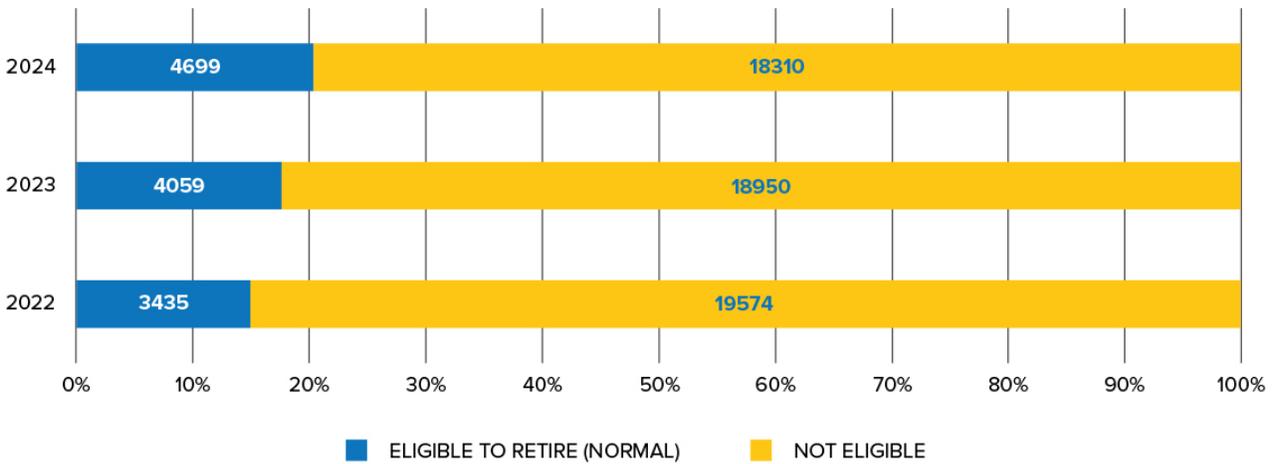
42a. Please briefly describe why your Department will not continue to use a Telecommuting program or is unsure about continuing.

43. Which of the following telecommuting schedules does your Department plan to offer as part of your telecommuting program, if applicable? Select all that apply.
- Full-time Schedule - employees work away from the City worksite at a safe alternate work location on a full-time basis but are expected to be available for in-person training or meetings, as needed.
 - Hybrid/Part-time Schedule - employees work away from the City worksite at a safe alternate work location, 1-4 days per week on an established recurring schedule.
 - Occasional - employees work away from the City worksite at a safe alternative work location on an infrequent or case-by-case basis.
 - Unsure
 - Not applicable - my Department will not offer a Telecommuting Program.
-

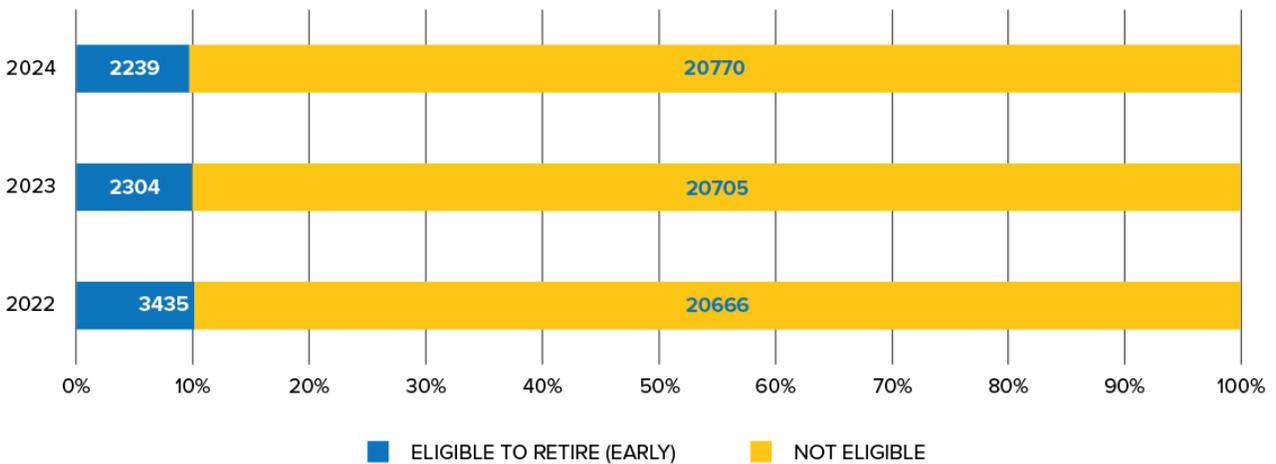
CITYWIDE RETIREMENT ELIGIBILITY BY YEAR
23,009 FULL-TIME EMPLOYEES



CITYWIDE RETIREMENT ELIGIBILITY BY (NORMAL) YEAR
23,009 FULL-TIME EMPLOYEES



CITYWIDE RETIREMENT ELIGIBILITY BY (EARLY) YEAR
23,009 FULL-TIME EMPLOYEES

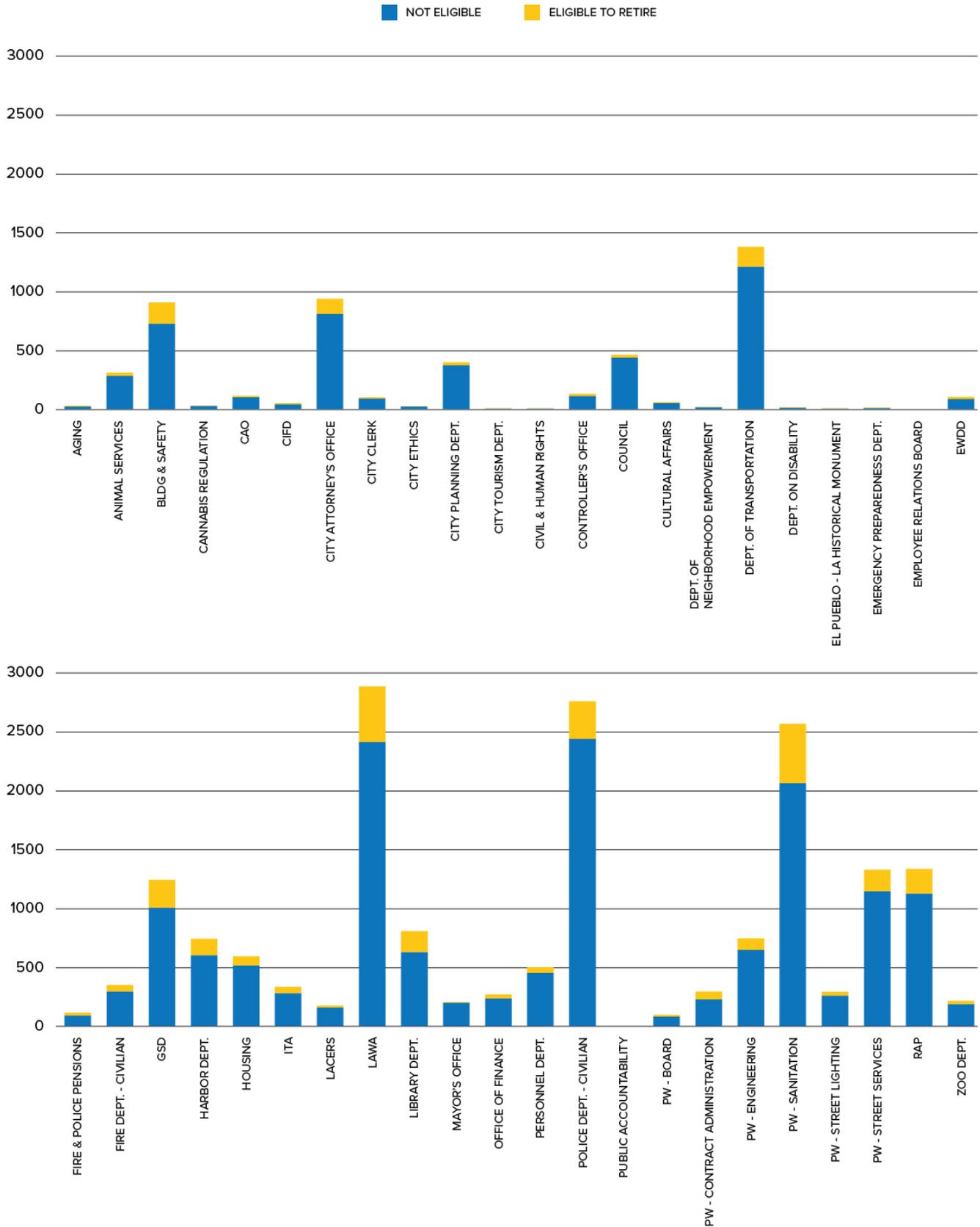


RETIREMENT ELIGIBILITY vs ACTUAL RETIREMENTS

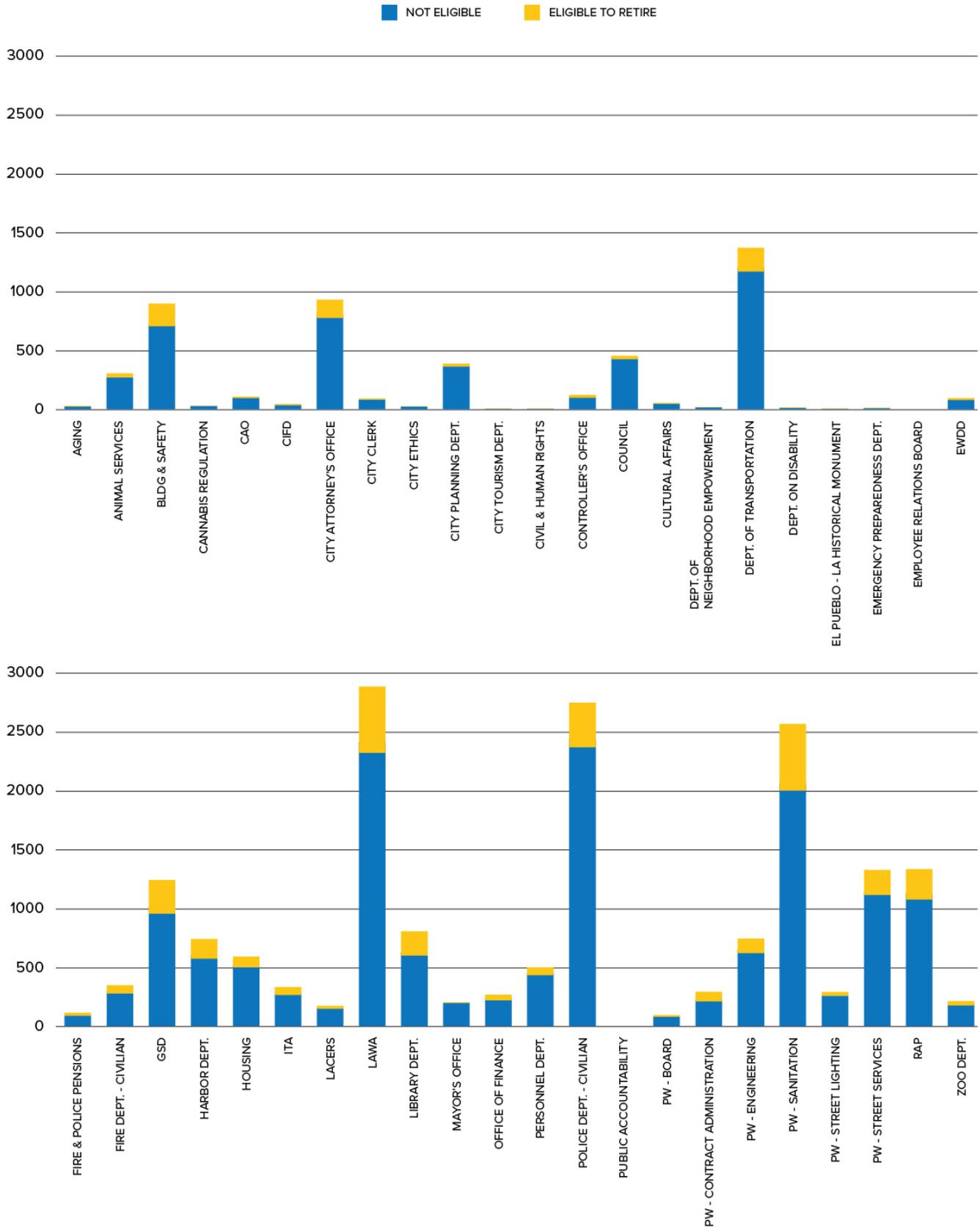
FISCAL YEAR	(A)	(B)	(B) / (A)	(C)	(C) / (A)	(C) / (B)
	TOTAL (#) CITY WORKFORCE ACTIVE IN LACERS	TOTAL (#) FT CITY WORKFORCE ELIGIBLE FOR EARLY/NORMAL RETIREMENT	PERCENTAGE (%) FT CITY WORKFORCE ELIGIBLE FOR EARLY/NORMAL RETIREMENT	TOTAL (#) FT CITY WORKFORCE ACTUALLY RETIRED	PERCENTAGE (%) FT CITY WORKFORCE ACTUALLY RETIRED	PERCENTAGE (%) RETIREMENT ELIGIBLE WHO ACTUALLY RETIRED
2013-2014	24,009	6,405	26.68%	679	2.83%	10.60%
2014-2015	23,895	6,891	28.84%	655	2.74%	9.51%
2015-2016	24,446	7,480	30.60%	754	3.08%	10.08%
2016-2017	25,457	8,294	32.58%	902	3.54%	10.88%
2017-2018	26,042	8,673	33.30%	892	3.43%	10.28%
2018-2019	26,632	8,502	31.92%	700	2.63%	8.23%
2019-2020	25,262	7,780	30.80%	799	3.16%	10.27%
2020-2021	25,447	7,034	27.64%	2,035	8.00%	28.93%
2021-2022	23,009	5,778	25.11%	TBD	TBD	TBD

*Data for columns (A) and (C) for fiscal years 13-14 through 18-19 are as reported in LACERS Actuarial Valuation Reports (Section 3, Supplemental Information, Exhibit C, Reconciliation of Member Data). Data for FY 19-20 through FY 21-22 is as provided by LACERS to the Personnel Department

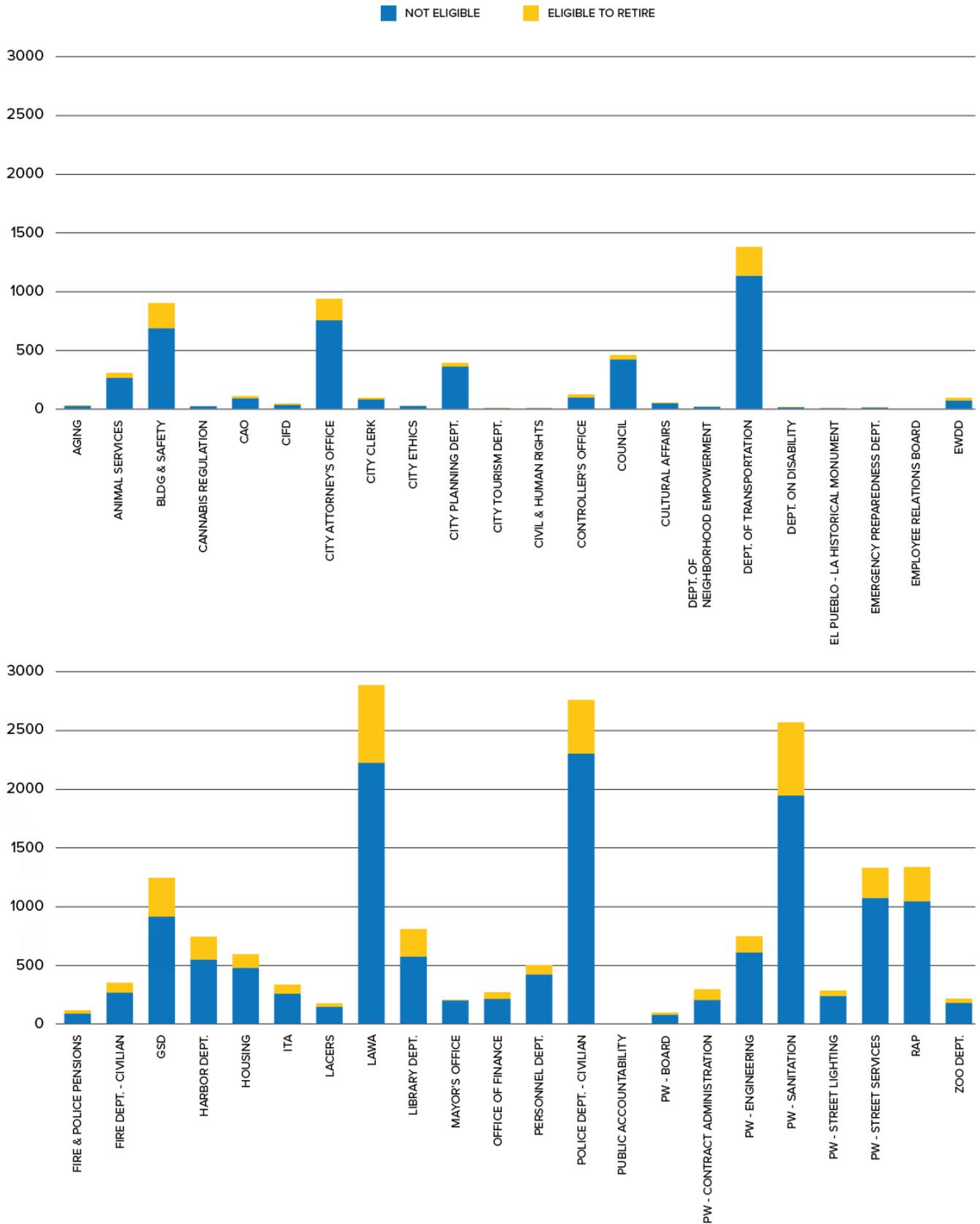
EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPT. 2022



EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPT. 2023



EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPT. 2024



CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
311 DIRECTOR	1	1	100%	1	100%	1	100%	8.25
ACCOUNTANT	169	15	9%	16	9%	17	10%	6.05
ACCOUNTING CLERK	278	44	16%	51	18%	62	22%	13.05
ACCOUNTING REC SUPVR I	4	1	25%	1	25%	1	25%	16.01
ACCOUNTING REC SUPVR II	5	2	40%	2	40%	3	60%	17.97
ADMIN ANALYST	15	1	7%	1	7%	1	7%	5.39
ADMIN DEPUTY CONTROLLER	4		0%		0%		0%	8.71
ADMIN HEARING OFCR	9		0%		0%		0%	4.62
ADMIN INTERN	6		0%		0%		0%	1.40
ADMINISTRATIVE CLERK	1067	138	13%	155	15%	170	16%	9.38
ADVANCE PRACTICE PROVIDER	10	4	40%	4	40%	5	50%	9.33
AGRICUL LAND DEVELOPER	1	1	100%	1	100%	1	100%	17.83
AIR COND MECH SUPVR	6	1	17%	2	33%	3	50%	12.99
AIR COND MECH SUPVR I	2		0%		0%	1	50%	14.29
AIR COND MECH SUPVR II	2	1	50%	1	50%	1	50%	22.03
AIR COND MECHANIC	42	9	21%	9	21%	10	24%	10.05
AIRP ENVRNMTL MGR II	3	1	33%	3	100%	3	100%	29.32
AIRP MAINTENANCE SUPT	12	3	25%	3	25%	3	25%	22.61
AIRP MANAGER II	3	1	33%	1	33%	1	33%	23.90
AIRP MANAGER III	9	3	33%	6	67%	6	67%	26.48
AIRP PUB/COMM REL DIR I	2		0%		0%		0%	22.68
AIRP PUB/COMM REL DIR II	3		0%		0%		0%	11.52
AIRPORT ENGINEER I	5	1	20%	1	20%	1	20%	19.37
AIRPORT ENGINEER II	4		0%	1	25%	1	25%	21.83
AIRPORT GUIDE II	22	2	9%	4	18%	4	18%	10.04
AIRPORT INFO SPEC I	5	1	20%	1	20%	1	20%	10.73
AIRPORT INFO SPEC II	5		0%		0%		0%	15.57
AIRPORT LABOR RELATIONS ADVOCATE I	4		0%		0%		0%	7.37
AIRPORT LABOR RELATIONS ADVOCATE II	1		0%		0%		0%	3.26
AIRPORT PLANNER	2		0%		0%		0%	17.47
AIRPORT POLICE CAPTAIN	7		0%	1	14%	1	14%	25.97
AIRPORT POLICE LT	14	6	43%	6	43%	6	43%	23.32
AIRPORT POLICE OFCR I	2		0%		0%		0%	0.23
AIRPORT POLICE OFCR II	147	7	5%	8	5%	14	10%	14.10
AIRPORT POLICE OFCR III	153	8	5%	12	8%	19	12%	18.29
AIRPORT POLICE SGT	59	5	8%	6	10%	7	12%	19.96
AIRPORTS MTCE SUPVR I	7		0%	1	14%	1	14%	15.26
AIRPORTS MTCE SUPVR II	7	4	57%	4	57%	4	57%	18.12
AIRPORTS MTCE SUPVR III	17	2	12%	2	12%	4	24%	18.03
ANIMAL CARE TECH	128	7	5%	9	7%	12	9%	11.56
ANIMAL CARE TECH SUPV	14	1	7%	1	7%	1	7%	17.32
ANIMAL COLLECTN CURATOR	1		0%		0%		0%	6.94
ANIMAL CONTROL OFCR	60	6	10%	7	12%	9	15%	12.72
ANIMAL KEEPER	79	6	8%	8	10%	8	10%	11.79
ANIMAL LIC CANVASSER	5		0%		0%		0%	1.76
APPLICATIONS PROGRAMMER	19		0%		0%		0%	1.89
AQUARIST I	5		0%	1	20%	1	20%	14.37
AQUARIST II	2	1	50%	1	50%	1	50%	25.91
AQUARIUM EDUCATOR I	5		0%	1	20%	1	20%	12.14
AQUARIUM EDUCATOR II	1		0%		0%		0%	18.32
AQUATIC DIRECTOR	3		0%		0%		0%	18.71
AQUATIC FACILITY MGR I	19	1	5%	1	5%	2	11%	8.34
AQUATIC FACILITY MGR II	20	2	10%	3	15%	3	15%	17.16
AQUATIC FACILITY MGR III	3		0%		0%	1	33%	16.74
ARCHITECT	12	2	17%	2	17%	2	17%	14.38
ARCHITECT ASSOC/PM I	1		0%		0%		0%	20.21
ARCHITECTURAL ASSOC I	4		0%		0%		0%	2.02

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
ARCHITECTURAL ASSOC II	11	1	9%	1	9%	1	9%	7.27
ARCHITECTURAL ASSOC III	1		0%		0%		0%	3.22
ARCHITECTURAL ASSOC IV	1		0%		0%	1	100%	21.67
ARCHITECTURAL DRFT TECH	1		0%		0%		0%	13.81
ARCHIVIST I	2	1	50%	1	50%	1	50%	10.86
ARCHTRL DRAFT TECH	1		0%		0%		0%	3.03
ARPT SUPT OF OPER I	26		0%		0%		0%	4.43
ARPT SUPT OF OPER II	51	8	16%	10	20%	11	22%	13.33
ARPT SUPT OF OPER III	31	8	26%	10	32%	10	32%	17.84
ART CENTER DIRECTOR I	3		0%		0%		0%	16.23
ART CENTER DIRECTOR II	2	1	50%	1	50%	1	50%	6.96
ART CENTER DIRECTOR III	2	1	50%	1	50%	1	50%	18.29
ART INSTRUCTOR I	4		0%		0%		0%	7.16
ART INSTRUCTOR II	1		0%		0%		0%	15.78
ARTS ASSOCIATE	7		0%		0%		0%	8.45
ARTS MANAGER I	7		0%		0%		0%	8.89
ARTS MANAGER II	7		0%		0%	1	14%	12.42
ARTS MANAGER III	4	1	25%	1	25%	1	25%	23.57
ASPHALT PLANT OPER I	2		0%		0%		0%	1.65
ASPHALT PLANT OPER II	2		0%		0%		0%	14.48
ASPHALT PLANT SUPVR	1		0%		0%		0%	27.11
ASSISTANT AIRPORT MANAGER	3		0%		0%		0%	16.59
ASSISTANT EXECUTIVE DIRECTOR CANNABIS DEPARTMENT	2		0%		0%		0%	11.52
ASSISTANT GM AIRPORTS	1		0%		0%		0%	3.03
ASSOC ZONING ADMINSTR	6	2	33%	2	33%	2	33%	26.50
ASSOCIATE COMMUNITY OFFICER	3		0%		0%		0%	1.44
ASST AIRPORT POL CHIEF	3		0%		0%	1	33%	21.86
ASST CH GRANTS ADMINSTR	5	1	20%	1	20%	1	20%	17.59
ASST CH LEGIS ANALYST	3	2	67%	2	67%	2	67%	35.79
ASST CITY ADMIN OFFICER	3		0%	2	67%	2	67%	22.11
ASST CITY ATTORNEY	45	15	33%	17	38%	21	47%	22.10
ASST CITY ATTY	5	2	40%	2	40%	2	40%	20.43
ASST CITY LIBRARIAN	1		0%		0%		0%	6.14
ASST DEP SUP OF BLDG II	8	2	25%	2	25%	2	25%	23.20
ASST DIR BUR CONTR ADMN	1		0%		0%		0%	14.15
ASST DIR BUR OF ST LTG	2	1	50%	1	50%	1	50%	27.20
ASST DIR BUR OF ST SVCS	2		0%		0%		0%	18.65
ASST DIR BUR SANITATION	4	4	100%	4	100%	4	100%	33.41
ASST DIR OF FINANCE	2	1	50%	1	50%	1	50%	25.39
ASST ENVIRONMENTAL COMPLIANCE INSPECTOR	26		0%		0%		0%	2.30
ASST EXEC DIR DEPARTMENT ON DISABILITY	1		0%	1	100%	1	100%	25.35
ASST GARDENER	13	1	8%	1	8%	1	8%	3.03
ASST GM ANIMAL REGULATN	2		0%		0%		0%	22.13
ASST GM COMMUNITY INVESTMENT FOR FAMILIES DEPT	1		0%	1	100%	1	100%	28.53
ASST GM CONVENTION CTR	1		0%		0%		0%	3.72
ASST GM CULTURAL AFFAIR	1		0%		0%		0%	20.13
ASST GM DEPT OF AGING	1		0%		0%		0%	24.54
ASST GM EL PUEBLO HIST	1		0%		0%		0%	15.07
ASST GM EMERG PREP DEPT	1		0%		0%		0%	12.12
ASST GM EWDD	2		0%		0%		0%	11.45
ASST GM GEN SVCS DEPT	4	3	75%	4	100%	4	100%	34.01
ASST GM INFO TECH AGENCY	2	1	50%	1	50%	1	50%	31.23
ASST GM LA HOUSING DEPT	4	1	25%	1	25%	1	25%	14.95
ASST GM PENSION	4	1	25%	1	25%	2	50%	25.12
ASST GM PERSONNEL DEPT	4		0%		0%		0%	16.74
ASST GM REC & PARKS	3		0%	1	33%	1	33%	23.07
ASST GM TRANSPORTATION	4	1	25%	1	25%	1	25%	17.70

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
ASST INSPECTOR GENERAL	3		0%		0%		0%	11.90
ASST INSPECTOR II	23		0%		0%		0%	2.62
ASST INSPECTOR III	20		0%		0%		0%	2.69
ASST INSPECTOR IV	14		0%		0%		0%	3.50
ASST SNGL SYS ELECTRCN	5	1	20%	1	20%	1	20%	12.07
ASST ST LTG ELECTRCN	27	1	4%	1	4%	1	4%	5.86
ASST TREE SURGEON	3		0%		0%		0%	3.12
ASTRONOMICAL LECTURER	1		0%		0%		0%	13.61
AUDIO VISUAL TECH	6	2	33%	2	33%	2	33%	9.95
AUDITOR I	8	2	25%	2	25%	2	25%	7.44
AUDITOR II	9	2	22%	2	22%	2	22%	6.41
AUTO BODY BLDR/REPAIRER	19	4	21%	4	21%	4	21%	8.80
AUTO BODY REPR SUPVR II	2		0%		0%		0%	13.33
AUTO PAINTER	8	4	50%	4	50%	4	50%	13.83
AUTOMOTIVE DISPATCHR I	1		0%		0%		0%	10.12
AUTOMOTIVE DISPATCHR II	1	1	0%	1	100%	1	100%	16.49
AUTOMOTIVE SUPERVISOR	14	3	21%	3	21%	3	21%	15.20
AVIONICS SPECIALIST	5		0%		0%		0%	11.22
BACKGROUND INVESTGR I	33	5	15%	7	21%	8	24%	5.67
BACKGROUND INVESTGR II	8	2	25%	2	25%	2	25%	8.15
BACKGROUND INVESTGR III	2	1	50%	1	50%	1	50%	17.89
BANNING RES MUSEUM DIR	1	1	100%	1	100%	1	100%	25.43
BENEFITS ANALYST	47	6	13%	6	13%	6	13%	12.83
BENEFITS SPECIALIST	59	6	10%	9	15%	11	19%	14.77
BINDERY EQUIPMT OPER I	5	1	20%	3	60%	3	60%	20.76
BINDERY WORKER	1	1	100%	1	100%	1	100%	13.65
BLD MECH ENGR I	3	2	67%	2	67%	2	67%	27.94
BOAT CAPTAIN I	3		0%		0%		0%	9.28
BOAT CAPTAIN I - HARBOR	4		0%	1	25%	1	25%	12.78
BOAT CAPTAIN II	1		0%		0%		0%	10.58
BUILD CIVIL ENGR I	15	1	7%	1	7%	1	7%	16.16
BUILD CIVIL ENGR II	3	1	33%	1	33%	1	33%	22.77
BUILD CON & MT GN SUPV	1		0%		0%		0%	22.17
BUILD CON & MT SUPT	3	1	33%	1	33%	1	33%	19.03
BUILD ELECTRCL ENGR I	6	1	17%	1	17%	1	17%	14.33
BUILD ELECTRCL ENGR II	2	2	100%	2	100%	2	100%	34.36
BUILD INSPECTOR	40	7	18%	8	20%	9	23%	9.75
BUILD MAINT DIST SUPVR	8	2	25%	3	38%	4	50%	16.41
BUILD MECH INSPECTOR	155	28	18%	30	19%	35	23%	8.60
BUILD OPERATING ENGR	14	3	21%	4	29%	4	29%	8.96
BUILD OPERATING ENGR - AIRPORT	15	5	33%	5	33%	6	40%	10.33
BUILD REPAIRER SUPVR	5	1	20%	1	20%	3	60%	13.70
BUILDING REPAIRER I	10	3	30%	3	30%	3	30%	10.85
BUS OPERATOR	38	5	13%	7	18%	10	26%	12.03
BUS OPERATOR SUPVR	6	1	17%	1	17%	1	17%	13.27
CABINET MAKER	1	1	100%	1	100%	1	100%	13.96
CABLE TV PRODUCT MGR II	2		0%		0%		0%	3.20
CABLE TV PRODUCT MGR III	1	1	100%	1	100%	1	100%	21.48
CARPENTER	59	9	15%	9	15%	13	22%	9.00
CARPENTER SUPVR	4	2	50%	2	50%	3	75%	25.55
CARPET LAYER	1		0%		0%		0%	4.26
CEMENT FINISHER	78	5	6%	6	8%	9	12%	11.16
CEMENT FINISHER SUPVR	2		0%		0%		0%	17.49
CEMENT FINISHER WORKER	19	2	11%	3	16%	4	21%	7.91
CH ADMIN ANALYST	11	2	18%	3	27%	3	27%	22.48
CH AIRPORT PLAN I	1		0%		0%		0%	2.07
CH AIRPORT PLAN II	4	1	25%	1	25%	1	25%	18.10

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
CH ASST CITY ATTY	4		0%	1	25%	1	25%	12.82
CH BENEFITS ANALYST	5	2	40%	2	40%	2	40%	26.83
CH BUILD OPERATNG ENGR	3		0%		0%		0%	21.83
CH CLERK	4	2	50%	2	50%	2	50%	24.30
CH CLERK PERSONNEL	1	1	100%	1	100%	1	100%	21.28
CH CLERK POLICE	2	1	50%	2	100%	2	100%	33.54
CH COMMUNICATIONS OPER	2	1	50%	1	50%	1	50%	25.23
CH CONSTR INSPECTOR	7	3	43%	3	43%	7	100%	30.85
CH CUSTODIAN SUPVR I	2	1	50%	1	50%	1	50%	26.29
CH CUSTODIAN SUPVR II	1	1	100%	1	100%	1	100%	30.72
CH DEPUTY CONTROLLER	1	1	100%	1	100%	1	100%	31.64
CH ENV COMP INSPECT II	3	3	100%	3	100%	3	100%	36.53
CH ENV COMP INSPECTOR I	8	3	38%	3	38%	3	38%	22.37
CH FINANCIAL OFFICER	2	1	50%	1	50%	2	100%	31.93
CH FORENSIC CHEMIST I	4	2	50%	2	50%	2	50%	22.11
CH FORENSIC CHEMIST II	1		0%		0%		0%	25.28
CH GRANTS ADMINISTRATOR	1		0%		0%		0%	4.64
CH HARBOR ENGINEER	2	2	100%	2	100%	2	100%	37.93
CH INFORMATION OFFICER	2		0%	1	50%	1	50%	17.91
CH INFORMATION SECURITY OFC	3		0%		0%		0%	20.28
CH INSPECTOR	10	2	20%	2	20%	4	40%	20.48
CH INTERNAL AUDITOR	1		0%		0%		0%	18.60
CH INVESTMENT OFCR	3	1	33%	2	67%	2	67%	15.90
CH LEGISLATIVE ANALYST	1	1	100%	1	100%	1	100%	39.58
CH MANAGEMENT ANALYST	45	13	29%	18	40%	19	42%	23.83
CH OF OPERATIONS II	17	4	24%	4	24%	4	24%	17.87
CH OF POLICE	1		0%		0%		0%	3.34
CH OF STAFF MAYOR	1		0%		0%		0%	20.33
CH PARK RANGER	1		0%		0%		0%	1.80
CH PERSONNEL ANALYST	6	3	50%	3	50%	3	50%	22.56
CH POLICE PSYCHOLOGIST	1		0%		0%		0%	16.76
CH PORT PILOT II	2	2	100%	2	100%	2	100%	27.66
CH REAL ESTATE OFCR II	1	1	100%	1	100%	1	100%	18.48
CH ST SVC INVEST I	1		0%		0%		0%	26.46
CH ST SVC INVEST II	1	1	100%	1	100%	1	100%	33.71
CH TRANSP INVESTIGATOR	1		0%		0%		0%	20.06
CH VETERINARIAN	2		0%		0%		0%	7.38
CH ZONING ADMINSTR	1		0%		0%		0%	19.94
CHANNEL TRAFFIC COORD	1	1	100%	1	100%	1	100%	28.39
CHEMIST I	4		0%		0%		0%	5.30
CHEMIST II	28	7	25%	8	29%	8	29%	10.82
CHIEF PHYSICIAN	1		0%		0%		0%	18.96
CHIEF SPECIAL INVESTIGATOR	1		0%		0%		0%	3.26
CHIEF TAX COMPLIANCE OFFICER I	3		0%		0%		0%	19.80
CHIEF TAX COMPLIANCE OFFICER II	3		0%		0%		0%	19.88
CHILD CARE ASSOCIATE II	6	1	17%	1	17%	1	17%	8.57
CHILD CARE CENTER DIR	2	1	50%	2	100%	2	100%	29.09
CITY ADMIN OFFICER	1		0%		0%		0%	14.99
CITY ATTORNEY	1	1	100%	1	100%	1	100%	20.38
CITY ATTY ACCTG CLERK	5		0%		0%	1	20%	10.03
CITY ATTY ADMIN CRD I	9		0%		0%		0%	8.07
CITY ATTY ADMIN CRD II	35	2	6%	2	6%	2	6%	12.31
CITY ATTY ADMIN CRD III	13		0%	2	15%	2	15%	20.18
CITY ATTY ADMIN CRD IV	5		0%		0%	1	20%	18.98
CITY ATTY CH ADMIN ASST	2	2	100%	2	100%	2	100%	28.29
CITY ATTY CH INVESTGTR	1		0%		0%		0%	3.26
CITY ATTY FINANCIAL MGR	1		0%		0%		0%	20.96

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
CITY ATTY INVESTGTR I	7		0%		0%		0%	4.70
CITY ATTY INVESTGTR II	11		0%		0%		0%	8.28
CITY ATTY INVESTGTR III	1		0%		0%		0%	6.86
CITY CLERK	1	1	100%	1	100%	1	100%	33.98
CITY ENGINEER	1	1	100%	1	100%	1	100%	36.32
CITY FOREST OFFICER	1		0%		0%		0%	2.22
CITY LIBRARIAN	1		0%		0%		0%	9.24
CITY PLANNER	76	5	7%	5	7%	6	8%	10.87
CITY PLANNING ASSOC	53	2	4%	2	4%	3	6%	7.09
CIVIL ENG DRFT TECH-ARP	1	1	100%	1	100%	1	100%	15.26
CIVIL ENGINEER	114	7	6%	10	9%	14	12%	15.05
CIVIL ENGINEER AIRPORTS	5		0%		0%	1	20%	16.34
CIVIL ENGINEER/PM I	4		0%		0%		0%	15.73
CIVL ENGRG ASSOC I	76		0%		0%		0%	1.88
CIVL ENGRG ASSOC II	158	14	9%	15	9%	15	9%	7.61
CIVL ENGRG ASSOC III	81	9	11%	10	12%	10	12%	10.29
CIVL ENGRG ASSOC IV	37	8	22%	9	24%	12	32%	20.13
CIVIL ENGRG DRAFT TECH	24	6	25%	7	29%	8	33%	12.07
CLERK	1		0%		0%		0%	10.74
COMMISSION EXEC ASST I	6	1	17%	2	33%	2	33%	16.77
COMMISSION EXEC ASST II	10	3	30%	3	30%	4	40%	25.45
COMMNTY HSG PROGRMS MGR	5	1	20%	1	20%	1	20%	11.15
COMMUN CABLE WORKER	1	0	0%	1	100%	1	100%	18.06
COMMUN ELECTRICIAN	87	22	25%	24	28%	28	32%	11.76
COMMUN ELECTRICIAN SUPV	9	2	22%	3	33%	4	44%	19.14
COMMUN ENGINEER	11	3	27%	3	27%	5	45%	24.37
COMMUN ENGRG ASSOC I	6		0%		0%		0%	2.74
COMMUN ENGRG ASSOC II	13	3	23%	3	23%	5	38%	15.06
COMMUN ENGRG ASSOC III	4	3	75%	3	75%	3	75%	14.91
COMMUN ENGRG ASSOC IV	12	4	33%	5	42%	6	50%	19.44
COMMUN INFO REP I	2	1	50%	1	50%	1	50%	7.92
COMMUN INFO REP II	121	9	7%	11	9%	11	9%	6.19
COMMUN INFO REP III	82	2	2%	4	5%	7	9%	11.25
COMNTY AFFRS ADVOCATE	6	1	17%	1	17%	3	50%	10.56
COMNTY PROGRM ASST II	11		0%		0%		0%	3.94
COMNTY PROGRM ASST III	3		0%		0%		0%	8.90
COMNTY PROGRM DIRECTOR	2		0%		0%		0%	20.13
COMPLIANCE PROGRAM MANAGER I	3	2	67%	2	67%	2	67%	26.18
COMPLIANCE PROGRAM MANAGER II	2		0%		0%	1	50%	21.99
COMPUTER GRAPHIC ART II	1		0%		0%		0%	21.51
CONSTR & MAINT SUPT	2		0%	1	50%	1	50%	21.36
CONSTR & MAINT SUPV I	4	2	50%	2	50%	2	50%	11.59
CONSTR & MAINT SUPV II	13	2	15%	4	31%	6	46%	18.97
CONSTR EQUIP SERV WORKR	7		0%		0%		0%	14.29
CONSTR ESTIMATOR	8		0%		0%		0%	4.60
CONSTR INSPECTOR	159	30	19%	36	23%	39	25%	10.90
CONTRACT ADMINISTRATOR	2	1	50%	1	50%	1	50%	27.80
CONTRL SYS ENG ASSC I	1		0%		0%		0%	2.88
CONTRL SYS ENG ASSC II	3	1	33%	1	33%	1	33%	19.36
CONTRL SYS ENG ASSC III	5	4	80%	4	80%	4	80%	23.10
CONTROL SYS ENGINEER I	1	1	100%	1	100%	1	100%	36.05
CONTROLLER AIDE IV	2		0%		0%		0%	2.78
CONTROLLER AIDE V	1		0%		0%		0%	7.25
CONTROLLER AIDE VI	3		0%		0%		0%	4.79
CONTROLLER AIDE VII	1		0%		0%		0%	6.33
CONV CTR BLDG SUPT II	1		0%		0%		0%	2.34
CORRECTIONAL NURSE II	17	2	12%	3	18%	4	24%	9.24

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
CORRECTIONAL NURSE III	5		0%		0%		0%	9.28
COUNCIL AIDE I	1		0%		0%		0%	0.04
COUNCIL AIDE II	50		0%		0%		0%	2.26
COUNCIL AIDE III	93	1	1%	1	1%	2	2%	2.60
COUNCIL AIDE IV	90	2	2%	2	2%	2	2%	4.23
COUNCIL AIDE V	48	5	10%	5	10%	6	13%	6.60
COUNCIL AIDE VI	55	2	4%	3	5%	3	5%	7.74
COUNCIL AIDE VII	63	3	5%	4	6%	6	10%	9.68
COUNCIL MEMBER	14	4	29%	4	29%	5	36%	13.48
COUNCLPH/VOICEMAIL TECH	1	1	100%	1	100%	1	100%	25.39
CRIME & INTEL ANLYST I	25		0%	1	4%	1	4%	6.82
CRIME & INTEL ANLYST II	27	5	19%	5	19%	6	22%	14.27
CRIMINALIST I	5		0%		0%		0%	1.97
CRIMINALIST II	94	4	4%	5	5%	7	7%	11.53
CRIMINALIST III	20	1	5%	2	10%	3	15%	17.07
CUST SERV SPECIALIST	1		0%		0%		0%	3.22
CUST SERV SPECIALIST I	41	5	12%	5	12%	5	12%	10.98
CUST SERV SPECIALIST II	5		0%		0%		0%	12.92
CUSTODIAL SVCS ASST	12		0%		0%		0%	2.53
CUSTODIAL SVCS ASST - AIRPORT	6		0%		0%		0%	1.80
CUSTODIAN	187	50	27%	62	33%	68	36%	13.90
CUSTODIAN - HARBOR	13	3	23%	4	31%	6	46%	13.76
CUSTODIAN AIRPORT	399	104	26%	117	29%	128	32%	11.82
CUSTODIAN SUPERVISOR	54	7	13%	8	15%	12	22%	17.31
DATA ANALYST I	3		0%		0%		0%	7.73
DATA ANALYST II	1	1	100%	1	100%	1	100%	23.82
DATA BASE ARCHITECT	24	4	17%	4	17%	6	25%	14.56
DATA PROCESS TECH I	3		0%		0%		0%	6.39
DECK HAND	2		0%		0%		0%	8.17
DECK HAND - HARBOR	4		0%		0%		0%	11.21
DELIVERY DRIVER ASSISTANT	1		0%		0%		0%	0.65
DELIVERY DRIVER I	15	4	27%	4	27%	4	27%	10.20
DELIVERY DRIVER II	13		0%	1	8%	3	23%	13.76
DELIVERY DRIVER III	5	1	20%	1	20%	1	20%	17.55
DEPARTMENTAL AUDIT MGR	4	2	50%	2	50%	3	75%	18.97
DEPT CHIEF ACCT I	1		0%		0%		0%	21.97
DEPT CHIEF ACCT II	2		0%		0%		0%	26.10
DEPT CHIEF ACCT III	6	1	17%	1	17%	3	50%	16.87
DEPT CHIEF ACCT IV	12	5	42%	5	42%	7	58%	21.45
DEPUTY CITY ATTY I	57		0%		0%		0%	3.43
DEPUTY CITY ATTY II	71		0%		0%		0%	5.07
DEPUTY CITY ATTY III	228	21	9%	28	12%	33	14%	12.20
DEPUTY CITY ATTY IV	110	26	24%	35	32%	40	36%	19.70
DEPUTY CITY ENGINEER I	4		0%	1	25%	1	25%	28.17
DEPUTY CITY ENGINEER II	1	1	100%	1	100%	1	100%	20.86
DEPUTY DIR OF PLANNING	4		0%		0%		0%	16.02
DEPUTY G M AIRPT / 1	7	1	14%	1	14%	3	43%	8.37
DEPUTY G M AIRPT / 2	4		0%	1	25%	1	25%	18.58
DEPUTY MAYOR	9		0%		0%		0%	5.26
DEPUTY SUPT OF BLDG I	4	1	25%	1	25%	1	25%	25.07
DEPUTY SUPT OF BLDG II	1		0%		0%		0%	26.00
DETENTION OFFICER	303	10	3%	12	4%	16	5%	7.51
DEVELPMNT & MRKTNG DIR	2	1	50%	1	50%	1	50%	24.58
DIR BUR OF SANITATION	1		0%		0%		0%	8.25
DIR BUR OF ST LIGHTING	1		0%		0%		0%	14.04
DIR BUR OF ST SERVICES	1	1	100%	1	100%	1	100%	35.16
DIR CASH MGMT SERVICES	1	1	100%	1	100%	1	100%	32.06

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE
AS OF JUNE 30th - 2022, 2023, 2024
(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
DIR OF AIRPRTS ADMINSN	1	1	100%	1	100%	1	100%	26.88
DIR OF AIRPRTS OPERATNS	1	1	100%	1	100%	1	100%	20.13
DIR OF AIRPRTS SFTY OFC	1		0%		0%		0%	1.92
DIR OF AUDITING	1		0%		0%		0%	4.14
DIR OF COMMUNICATN SVCS	2	1	50%	1	50%	1	50%	31.29
DIR OF FIELD OPERATIONS	1		0%		0%		0%	10.97
DIR OF FIN ANAL &REPORT	1		0%		0%		0%	21.32
DIR OF FINANCE	1		0%		0%		0%	17.52
DIR OF HOUSING	3		0%		0%	1	33%	11.99
DIR OF MTCE AIRPORTS I	1		0%		0%		0%	16.64
DIR OF PLANNING	1	1	100%	1	100%	1	100%	8.48
DIR OF POLICE TRANSP II	1		0%		0%	1	100%	27.69
DIR OF PORT CON & MT II	2		0%	1	50%	1	50%	29.01
DIR OF PORT MKRTNG I	1	1	100%	1	100%	1	100%	37.08
DIR OF PORT MKRTNG II	1	1	100%	1	100%	1	100%	19.87
DIR OF PORT OPERATIONS	1	1	100%	1	100%	1	100%	17.76
DIR OF PRINTING SVCS	1		0%		0%		0%	26.69
DIR OF SYSTEMS	11	1	9%	2	18%	2	18%	22.92
DIRECTOR OF AIRPORT MARKETING	1		0%		0%		0%	2.26
DISTR SUPV ANIMAL SERVICES	3		0%		0%		0%	23.00
DIVISION LIBRARIAN	4	1	25%	1	25%	1	25%	21.62
DRILL RIG OPERATOR	3	1	33%	1	33%	1	33%	17.78
DUP MACH OPERATOR	8	1	13%	1	13%	1	13%	12.50
ELECTRCL CRAFT HELPER	76	6	8%	6	8%	6	8%	4.92
ELECTRCL ENGRG ASSC I	9		0%		0%		0%	2.18
ELECTRCL ENGRG ASSC II	10	1	10%	1	10%	1	10%	5.77
ELECTRCL ENGRG ASSC III	7		0%		0%		0%	6.68
ELECTRCL ENGRG ASSC IV	7	4	57%	4	57%	4	57%	23.50
ELECTRCL INSPECTOR	35	2	6%	2	6%	2	6%	3.30
ELECTRIC PUMP PLT OPR	1		0%		0%		0%	15.92
ELECTRICIAN	64	8	13%	12	19%	13	20%	9.90
ELECTRICIAN SUPV	9	1	11%	1	11%	2	22%	13.05
ELEVATOR MECHANIC	23	2	9%	5	22%	5	22%	13.07
ELEVATOR MECHANIC HLPR	14		0%	1	7%	2	14%	6.75
ELEVATOR REPAIR SUPV I	3	1	33%	2	67%	2	67%	22.80
ELEVATOR REPAIR SUPV II	2		0%		0%		0%	7.68
EMER MED SVRS EDUCATOR	5		0%		0%		0%	4.06
EMERGNCY MGT COORD I	22	3	14%	3	14%	3	14%	10.11
EMERGNCY MGT COORD II	3		0%		0%		0%	9.54
EMS ADVANCED PROVIDER	5		0%		0%		0%	2.01
EMS ADVANCED PROVIDER SUPERVISOR	1		0%		0%		0%	5.87
ENGINEER OF SURVEYS	1		0%		0%		0%	8.13
ENGRG DESIGNER I	2	1	50%	1	50%	1	50%	19.77
ENGRG DESIGNER II	6	1	17%	2	33%	2	33%	21.74
ENGRG DESIGNER-AIRPORT	1		0%		0%		0%	13.54
ENGRG GEOLGST ASSOC II	1		0%		0%		0%	3.26
ENGRG GEOLGST ASSOC III	4		0%		0%		0%	11.31
ENGRG GEOLGST ASSOC IV	1		0%		0%	1	100%	16.30
ENGRG GEOLOGIST I	3	2	67%	2	67%	2	67%	17.32
ENGRG GEOLOGIST II	2		0%	1	50%	1	50%	14.76
ENGRG GEOLOGIST III	1	1	100%	1	100%	1	100%	32.25
ENV COMPLIANCE INSP	126	22	17%	25	20%	26	21%	10.10
ENVIRN AFFRS OFC	11	4	36%	5	45%	7	64%	24.29
ENVIRN AFFRS OFC/PM II	1		0%		0%		0%	19.84
ENVIRN AFFRS OFC/PM III	1		0%		0%		0%	22.65
ENVIRONMENTAL SPEC II	26	3	12%	3	12%	4	15%	10.01
ENVIRONMENTAL SPEC III	28	2	7%	2	7%	2	7%	11.56

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
ENVIRONMENTAL SUPVR I	5		0%		0%		0%	11.78
ENVIRONMENTAL SUPVR II	14	3	21%	5	36%	6	43%	17.73
ENVRMNTL ENGINEER	37	14	38%	18	49%	19	51%	22.96
ENVRMNTL ENGR/PM I	1		0%		0%		0%	8.40
ENVRMNTL ENGRG ASSC I	15	1	7%	1	7%	1	7%	4.42
ENVRMNTL ENGRG ASSC II	81	12	15%	13	16%	14	17%	9.14
ENVRMNTL ENGRG ASSC III	32	9	28%	10	31%	10	31%	15.50
ENVRMNTL ENGRG ASSC IV	9	5	56%	5	56%	5	56%	20.41
EQUINE KEEPER	3	1	33%	1	33%	1	33%	17.78
EQUIP REPAIR SUPVR	10	3	30%	3	30%	3	30%	21.24
EQUIP SPECIALIST I	9	1	11%	1	11%	1	11%	15.03
EQUIP SPECIALIST II	6	1	17%	2	33%	2	33%	19.64
EQUIPMENT MECHANIC- HARBOR	4		0%		0%		0%	2.38
EQUIPMENT SUPERVISOR	6	3	50%	4	67%	5	83%	29.91
EQUIPMNT MECHANIC	262	46	18%	55	21%	69	26%	10.05
EQUIPMNT OPERATOR	146	32	22%	35	24%	43	29%	16.36
EQUIPMNT SUPERINTENDENT	3	1	33%	1	33%	2	67%	30.88
EQUIPMNT SUPERVISOR	1	1	100%	1	100%	1	100%	18.37
ERGONOMIST	1		0%		0%		0%	8.51
ETHICS OFFICER I	1		0%		0%		0%	3.26
ETHICS OFFICER II	3		0%		0%		0%	15.29
ETHICS OFFICER III	2		0%		0%		0%	9.31
EVENT ATTENDANT	1		0%		0%		0%	18.65
EXAMR OF QUESTD DOCS II	1		0%		0%		0%	26.65
EXEC ADMIN ASST II	65	16	25%	19	29%	23	35%	22.74
EXEC ADMIN ASST III	32	10	31%	15	47%	15	47%	26.86
EXEC ASST AIRPORTS	6	2	33%	2	33%	2	33%	24.13
EXEC ASST CITY ATTORNEY	1		0%		0%	1	100%	8.36
EXEC DIR DEPT DISABILITY	1		0%		0%		0%	8.02
EXEC DIR EMPL REL BOARD	1		0%		0%		0%	3.22
EXEC DIR EXPO PK COMPLX	1	1	100%	1	100%	1	100%	20.25
EXEC DIR POLICE COMMSN	1	1	100%	1	100%	1	100%	17.95
EXEC LEGAL SECRETARY I	5	3	60%	3	60%	3	60%	21.47
EXEC OFCR CITY CLERK	1		0%		0%		0%	26.73
EXEC OFCR CITY ETH COMM	1		0%		0%		0%	29.99
EXECUTIVE DIRECTOR - OFFICE OF P.A.	1	1	100%	1	100%	1	100%	9.74
EXECUTIVE DIRECTOR CANNABIS DEPARTMENT	1		0%		0%		0%	3.34
EXECUTIVE DIRECTOR CIVIL HUMAN RIGHTS & EQUITY	1		0%		0%		0%	23.36
EXECUTIVE DIRECTOR CONVENTION CTR	1		0%	1	100%	1	100%	20.96
EXHIBIT PREPARATOR	1		0%		0%		0%	4.56
FIELD ENGINEER AIDE	39	6	15%	6	15%	7	18%	6.30
FINANCE DEV OFFICER I	24	1	4%	3	13%	6	25%	13.02
FINANCE DEV OFFICER II	7		0%		0%	3	43%	21.25
FINANCE SPECIALIST III	1		0%		0%		0%	15.22
FINANCE SPECIALIST IV	1	1	100%	1	100%	1	100%	25.00
FINANCE SPECIALIST V	2		0%		0%		0%	17.58
FINANCIAL ANALYST II	4	1	25%	1	25%	1	25%	15.40
FINANCIAL MANAGER I	6	1	17%	1	17%	1	17%	8.35
FINANCIAL MANAGER II	4	2	50%	2	50%	2	50%	20.79
FINANCIAL MGMT SPEC II	1	1	100%	1	100%	1	100%	24.85
FINANCIAL MGMT SPEC III	2		0%	1	50%	1	50%	18.35
FINANCIAL MGMT SPEC IV	2		0%		0%		0%	25.76
FINANCIAL MGMT SPEC V	3	1	33%	1	33%	1	33%	16.86
FINGERPRNT IDEN EXP I	13	1	8%	1	8%	1	8%	10.32
FINGERPRNT IDEN EXP II	1	1	100%	1	100%	1	100%	15.57
FINGERPRNT IDEN EXP III	2	1	50%	1	50%	1	50%	22.45
FIRE ADMINISTRATOR	1		0%		0%		0%	10.15

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
FIRE PROT ENGR ASSC I	1		0%		0%		0%	0.81
FIRE PROT ENGR ASSC II	5		0%		0%		0%	5.67
FIRE PROT ENGR ASSC III	1		0%		0%		0%	6.56
FIRE PROT ENGR ASSC IV	2		0%		0%		0%	14.86
FIRE PSYCHOLOGIST	2		0%		0%		0%	3.26
FIRE SPECIAL INVESTIGATOR	8	2	25%	2	25%	2	25%	7.76
FIRE SPRINKLER INSP	12	1	8%	1	8%	2	17%	6.58
FIRE STATISTICAL MANAGER	1		0%		0%		0%	9.28
FIREARMS EXAMINER	2		0%	1	50%	1	50%	22.06
FIRST DEPUTY GM HARBOR	4	2	50%	2	50%	2	50%	25.45
FISCAL SYSTEMS SPEC I	29	4	14%	6	21%	7	24%	19.94
FISCAL SYSTEMS SPEC II	14	2	14%	3	21%	3	21%	21.61
FLOOR FINISHER I	1	1	100%	1	100%	1	100%	19.18
FORENSIC PRNT SPEC I	11		0%		0%		0%	7.37
FORENSIC PRNT SPEC II	21		0%		0%	1	5%	12.62
FORENSIC PRNT SPEC III	26	4	15%	5	19%	5	19%	17.37
FORENSIC PRNT SPEC IV	9		0%	1	11%	1	11%	18.54
GALLERY ATTENDANT	1		0%		0%		0%	2.55
GARAGE ASSISTANT	1		0%		0%		0%	6.67
GARAGE ATTENDANT	54	7	13%	9	17%	10	19%	8.65
GARDENER CARETAKER	392	84	21%	93	24%	102	26%	11.17
GEN AUTOMOTIVE SUPVR	4	1	25%	1	25%	1	25%	20.28
GEN MGR AIRPORTS	1		0%		0%		0%	5.10
GEN MGR ANIMAL SERVICES	1	1	100%	1	100%	1	100%	34.25
GEN MGR COMMUNITY INVESTMENT FOR FAMILIES DEPT	1		0%		0%		0%	17.87
GEN MGR CULTURAL AFFAIR	1		0%		0%		0%	7.32
GEN MGR DEPT OF AGING	1	1	100%	1	100%	1	100%	18.87
GEN MGR DEPT OF HOUSING	1		0%		0%		0%	1.34
GEN MGR EL PUEBLO HIST	1	1	100%	1	100%	1	100%	8.86
GEN MGR EMERG PREP DEPT	1		0%	1	100%	1	100%	29.28
GEN MGR GENERAL SVCS	1	1	100%	1	100%	1	100%	28.34
GEN MGR HARBOR DEPT	1		0%		0%		0%	7.40
GEN MGR INFO TECH AGENCY	1		0%		0%		0%	17.53
GEN MGR L A ZOO	1	1	100%	1	100%	1	100%	32.56
GEN MGR NEIBRHD EMPWMNT	1		0%		0%		0%	2.15
GEN MGR PERSONNEL DEPT	1		0%		0%		0%	6.94
GEN MGR REC & PARKS	1	1	100%	1	100%	1	100%	31.41
GEN MGR TRANSPORTATION	1		0%		0%		0%	7.25
GENERAL MANAGER LAFPP	1	1	100%	1	100%	1	100%	32.06
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	3	1	33%	1	33%	1	33%	23.91
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	63	5	8%	5	8%	5	8%	8.32
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	23	2	9%	2	9%	2	9%	14.73
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	6		0%		0%		0%	13.48
GEOTECH ENGINEER I	3		0%		0%		0%	4.84
GEOTECH ENGINEER II	4		0%		0%		0%	14.80
GEOTECH ENGINEER III	2	2	100%	2	100%	2	100%	18.18
GM EWDD	1		0%		0%		0%	1.76
GM-LACERS	1		0%		0%		0%	24.32
GOLF STARTER	14	1	7%	1	7%	1	7%	6.18
GOLF STARTER SUPVSR I	7	1	14%	1	14%	1	14%	15.60
GOLF STARTER SUPVSR II	1		0%		0%		0%	25.62
GRAPHICS DESIGNER I	5		0%		0%		0%	8.56
GRAPHICS DESIGNER II	12		0%		0%	1	8%	8.69
GRAPHICS DESIGNER III	4		0%		0%		0%	12.22
GRAPHICS DESIGNER II-ARPT	3		0%		0%		0%	19.67
GRAPHICS SUPERVISOR I	7		0%		0%		0%	14.60
GRAPHICS SUPERVISOR II	2		0%		0%		0%	17.03

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
HARBOR ENGINEER I	8	1	13%	2	25%	2	25%	26.34
HARBOR ENGINEER II	4	2	50%	3	75%	4	100%	29.78
HARBOR PLAN/RESCH DR I	1		0%		0%		0%	13.00
HARBOR PLAN/RESCH DR II	1		0%		0%		0%	15.53
HARBOR PLN/ECON ANAL II	3	1	33%	1	33%	1	33%	15.74
HARBOR PUB&COMM REL DIR	2	2	100%	2	100%	2	100%	22.18
HEAD CUSTODIAN SUPVR	5	1	20%	1	20%	3	60%	22.53
HEARING OFCR CITY ATTY	7	2	29%	2	29%	2	29%	14.68
HEARING REPORTER	5	1	20%	1	20%	2	40%	18.90
HEATING/REFRIG INSP	10	3	30%	3	30%	3	30%	10.58
HEAVY DUTY EQUIP MECH	106	12	11%	15	14%	20	19%	9.64
HEAVY DUTY TRUCK OPER	124	10	8%	12	10%	14	11%	7.65
HELICOPTER MECH	31	3	10%	4	13%	6	19%	10.28
HELICOPTER MECH SUPV I	7		0%	1	14%	2	29%	17.26
HELICOPTER MECH SUPV II	2		0%	1	50%	1	50%	24.48
HISTORIC SITE CURATOR	3		0%		0%		0%	21.95
HOUSING INSPECTOR	79	12	15%	15	19%	20	25%	10.71
HOUSING INVESTIGATOR I	25	1	4%	1	4%	1	4%	6.38
HOUSING INVESTIGATOR II	6		0%		0%	1	17%	16.28
HOUSING PLNG/ECON ANLST	5		0%		0%		0%	4.88
HUMAN REL ADVOCATE	6	1	17%	1	17%	2	33%	15.68
HYPERION TRMT PLNT MGR	1	1	100%	1	100%	1	100%	33.40
INDEP ASSESSOR FIRE COMM	1		0%	1	100%	1	100%	14.19
INDUST COMRCL FIN OFRI	3		0%		0%		0%	15.20
INDUSTRIAL HYGIENIST	4		0%		0%		0%	7.84
INFO SVCS SPECIALIST	2		0%		0%		0%	6.27
INFO SYS OPER MGR I	1		0%	1	100%	1	100%	22.20
INFO SYS OPER MGR II	2	1	50%	2	100%	2	100%	34.02
INFO SYSTEM MGR I	8	1	13%	1	13%	1	13%	20.56
INFO SYSTEM MGR II	12	3	25%	3	25%	3	25%	23.60
INSPECTOR GENERAL	1		0%		0%		0%	7.55
INSPECTOR OF PUB WORKS	1	1	100%	1	100%	1	100%	36.51
INSTRUMENT MECH	28	11	39%	11	39%	11	39%	13.47
INSTRUMENT MECH - AIRPORT	10	1	10%	1	10%	1	10%	10.57
INSTRUMENT MECH SUPV	1		0%		0%		0%	22.74
INSTRUMENT MECH SUPV - AIRPORT	4		0%	2	50%	2	50%	14.31
INTERNAL AUDITOR II	5	1	20%	1	20%	1	20%	11.78
INTERNAL AUDITOR III	5	1	20%	1	20%	1	20%	12.40
INTERNAL AUDITOR IV	6		0%		0%		0%	16.16
INVESTMENT OFFICER I	7		0%		0%		0%	5.63
INVESTMENT OFFICER II	7	2	29%	3	43%	3	43%	14.76
INVESTMENT OFFICER III	2		0%		0%		0%	9.30
IRRIGATION SPECIALIST	25	4	16%	5	20%	7	28%	18.24
LABOR SUPERVISOR	3	2	67%	2	67%	2	67%	22.70
LABORATORY TECH I	19	1	5%	1	5%	1	5%	2.57
LABORATORY TECH II	31	4	13%	4	13%	4	13%	8.44
LAND SURVEYING ASST	16	2	13%	4	25%	4	25%	9.56
LANDSCAPE ARCH ASSC I	10	1	10%	2	20%	2	20%	5.92
LANDSCAPE ARCH ASSC II	6	1	17%	1	17%	1	17%	12.51
LANDSCAPE ARCH ASSC III	5	2	40%	2	40%	2	40%	8.70
LANDSCAPE ARCH ASSC IV	1		0%		0%		0%	4.07
LANDSCAPE ARCH I	5		0%		0%	1	20%	10.82
LANDSCAPE ARCH II	5	1	20%	2	40%	2	40%	16.57
LANDSCAPE ARCH/PM I	1	1	100%	1	100%	1	100%	30.04
LEGAL ASSISTANT I	12	1	8%	1	8%	1	8%	12.08
LEGAL ASSISTANT II	9	1	11%	2	22%	2	22%	17.67
LEGAL CLERK I	19		0%		0%		0%	3.24

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
LEGAL CLERK II	30	1	3%	1	3%	1	3%	7.13
LEGAL SECRETARY I	9		0%		0%		0%	2.33
LEGAL SECRETARY II	81	11	14%	12	15%	14	17%	11.64
LEGAL SECRETARY III	18	7	39%	9	50%	9	50%	23.15
LEGISLATIVE ANALYST I	10	2	20%	2	20%	2	20%	10.98
LEGISLATIVE ANALYST II	5	1	20%	1	20%	1	20%	16.40
LEGISLATIVE ANALYST III	5	1	20%	1	20%	1	20%	16.89
LEGISLATIVE ANALYST IV	5		0%		0%		0%	16.97
LEGISLATIVE ANALYST V	4	1	25%	1	25%	2	50%	22.93
LEGISLATIVE ASST	11	2	18%	2	18%	2	18%	19.60
LEGISLATIVE REP	5		0%		0%		0%	12.75
LIBRARIAN I	3		0%		0%		0%	1.00
LIBRARIAN II	220	38	17%	41	19%	51	23%	11.40
LIBRARIAN III	39	10	26%	13	33%	13	33%	16.74
LIBRARY ASST I	46	15	33%	18	39%	19	41%	18.95
LIBRARY ASST II	7	3	43%	4	57%	4	57%	22.43
LICENSED VOC NURSE	3		0%		0%		0%	4.65
LIGHT EQUIP OPERATOR	21	5	24%	8	38%	9	43%	22.09
LOCKSMITH	9	1	11%	1	11%	4	44%	9.89
MACHINIST	10	1	10%	4	40%	4	40%	6.01
MACHINIST SUPERVISOR	1	1	100%	1	100%	1	100%	13.61
MACHINIST SUPVR II	1	1	100%	1	100%	1	100%	8.28
MAINT & CONSTR HELPER	65	9	14%	9	14%	9	14%	9.43
MAINTENANCE ASST	24	2	8%	2	8%	2	8%	3.71
MAINTENANCE LABORER	496	77	16%	82	17%	99	20%	11.48
MANAGEMENT AIDE	31	2	6%	2	6%	3	10%	17.01
MANAGEMENT ANALYST	643	95	15%	113	18%	136	21%	15.06
MANAGEMENT ASSISTANT	308	2	1%	2	1%	3	1%	4.03
MARINE AQUAR CURATOR II	2		0%		0%		0%	8.66
MARINE AQUAR EXH DIR	1		0%		0%		0%	1.65
MARINE AQUAR PROG DIR	1		0%		0%		0%	17.14
MARINE ENVIRON MGR I	2		0%		0%		0%	20.28
MARINE ENVRNMTL SUPVR	2		0%		0%		0%	21.05
MARITIME MUSEUM CURATOR	1		0%		0%		0%	3.28
MARITIME MUSEUM DIR	1		0%		0%		0%	23.13
MARKETING MANAGER	1		0%		0%		0%	10.66
MASONRY WORKER	6		0%		0%	2	33%	19.77
MATL TST ENGINEER II	2	2	100%	2	100%	2	100%	35.53
MATL TST ENGRG ASSC I	7	1	14%	1	14%	1	14%	8.72
MATL TST ENGRG ASSC II	18	7	39%	8	44%	8	44%	20.67
MATL TST ENGRG ASSC III	1	1	100%	1	100%	1	100%	33.17
MATL TST ENGRG ASSC IV	1	1	100%	1	100%	1	100%	35.13
MATL TST TECHNICIAN I	13	1	8%	1	8%	1	8%	2.33
MATL TST TECHNICIAN II	24	5	21%	5	21%	5	21%	14.45
MAYOR	1		0%		0%		0%	20.40
MAYORAL AIDE I	22		0%		0%		0%	1.82
MAYORAL AIDE II	24		0%		0%		0%	4.31
MAYORAL AIDE III	15	1	7%	1	7%	1	7%	4.34
MAYORAL AIDE IV	16		0%		0%		0%	3.61
MAYORAL AIDE V	44	1	2%	1	2%	1	2%	6.27
MAYORAL AIDE VI	33		0%	1	3%	1	3%	6.36
MAYORAL AIDE VII	23		0%		0%		0%	5.26
MAYORAL AIDE VIII	18	1	6%	1	6%	1	6%	9.24
MECH ENGRG ASSC I	4		0%		0%		0%	0.60
MECH ENGRG ASSC II	13	1	8%	1	8%	1	8%	6.01
MECH ENGRG ASSC III	12		0%		0%		0%	9.89
MECH ENGRG ASSC IV	2	1	50%	1	50%	1	50%	23.09

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
MECH ENGRG DRAFTG TECH	1		0%		0%		0%	1.99
MECH HELPER	51	4	8%	5	10%	5	10%	7.26
MECH REPAIR GEN SUPVR	2	1	50%	1	50%	1	50%	27.44
MECH REPAIR SUPVR	1		0%		0%		0%	31.06
MECH REPAIRER	26	7	27%	7	27%	8	31%	14.43
MED SERVS ADMIN	1	1	100%	1	100%	1	100%	16.69
MEDICAL ASSISTANT	3		0%		0%		0%	12.72
MEDICAL RECORDS SUPVR	1		0%		0%		0%	15.38
MEM BD OF PUBLIC WORKS	5		0%		0%	1	20%	5.66
MESSENGER CLERK	3	3	100%	3	100%	3	100%	32.50
MOTION PICTURE AND TELEVISION MANAGER	1	1	100%	1	100%	1	100%	29.16
MOTOR SWEEPER OPERATOR	84	21	25%	24	29%	28	33%	14.39
MUNICIPAL POLICE CAPTAIN I	1	1	100%	1	100%	1	100%	23.39
MUNICIPAL POLICE CAPTAIN II	1		0%		0%		0%	27.75
MUNICIPAL POLICE OFFICER III	17	1	6%	1	6%	1	6%	21.52
MUNICIPAL POLICE SERGEANT	3	1	33%	1	33%	1	33%	27.33
NEWS SECRETARY	1		0%		0%		0%	22.32
NURSE MANAGER	1		0%		0%		0%	0.77
NUTRITIONIST	2		0%		0%		0%	7.23
OBSERVATORY DIRECTOR I	1		0%	1	100%	1	100%	15.03
OBSERVATORY DIRECTOR II	1	1	100%	1	100%	1	100%	34.02
OBSERVATORY PROG SUPRV	1	1	100%	1	100%	1	100%	32.44
OCCUPATIONAL HLTH NURSE	2		0%		0%		0%	5.83
OCCUPATIONAL PSYCHOL II	5		0%		0%		0%	6.81
OCCUPATIONAL PSYCHOLIII	1		0%		0%		0%	6.14
OFFICE ENGRG TECH I	10		0%		0%		0%	1.56
OFFICE ENGRG TECH II	19	6	32%	8	42%	9	47%	15.78
OFFICE ENGRG TECH III	14	6	43%	6	43%	6	43%	16.26
OFFICE SVCS ASSISTANT	47		0%		0%		0%	0.99
OFFICE TRAINEE ADMIN CLERK	33		0%		0%		0%	0.37
PAINTER	45	6	13%	6	13%	6	13%	8.37
PAINTER II	6		0%	1	17%	1	17%	5.09
PAINTER SUPVR	3	3	100%	3	100%	3	100%	21.95
PARALEGAL I	23		0%		0%		0%	4.78
PARALEGAL II	23	7	30%	7	30%	8	35%	17.68
PARALEGAL III	5	3	60%	3	60%	3	60%	20.33
PARK MAINT SUPVR	35	9	26%	10	29%	10	29%	21.63
PARK MAINT SUPVR/AP	1		0%		0%		0%	4.79
PARK RANGER	19	1	5%	1	5%	1	5%	9.74
PARK SERVICES ATT I	7		0%		0%		0%	5.54
PARK SERVICES ATT II	18	3	17%	3	17%	3	17%	8.31
PARK SERVICES SUPVR	1		0%		0%		0%	21.40
PARKG MTR TECH SPV I	3	2	67%	2	67%	2	67%	25.13
PARKG MTR TECH SPV II	1	1	100%	1	100%	1	100%	31.72
PARKING ATTENDANT I	23	5	22%	6	26%	9	39%	19.39
PARKING ATTENDANT II	7	2	29%	3	43%	3	43%	22.22
PARKING ENFORCE MGR II	2	1	50%	1	50%	1	50%	25.43
PARKING MANAGER I	2	1	50%	1	50%	1	50%	11.43
PARKING MANAGER II	2		0%	1	50%	2	100%	24.08
PARKING MTR TECHNICIAN	20	5	25%	6	30%	7	35%	9.97
PARKING SERVICES SUPV	1		0%		0%		0%	21.05
PAYROLL ANALYST	1	1	100%	1	100%	1	100%	31.94
PAYROLL SUPERVISOR	25	10	40%	11	44%	13	52%	23.83
PERFORM ARTS DIRECTOR	1		0%		0%		0%	4.22
PERS RECORDS SUPV	24	1	4%	1	4%	2	8%	18.82
PERS RESEARCH ANLYST I	6		0%		0%		0%	3.04
PERS RESEARCH ANLYST II	2		0%		0%		0%	6.48

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
PERSONNEL ANALYST	52	1	2%	5	10%	5	10%	12.26
PERSONNEL DIR I	1	1	0%	1	100%	1	100%	33.51
PERSONNEL DIR II	5	1	20%	1	20%	1	20%	26.50
PERSONNEL DIR III	6	3	50%	3	50%	3	50%	31.32
PHARMACIST I	1		0%		0%		0%	1.65
PHOTOGRAPHER I	1	1	100%	1	100%	1	100%	16.11
PHOTOGRAPHER II	5	2	40%	2	40%	3	60%	17.89
PHOTOGRAPHER III	17	4	24%	4	24%	4	24%	10.92
PHYSICIAN I	2	1	50%	1	50%	1	50%	13.41
PHYSICIAN II	1		0%		0%	1	100%	27.41
PILE DRIVER SUPERVISOR	1		0%		0%		0%	20.33
PILE DRIVER WORKER I	9		0%		0%	1	11%	6.50
PILE DRIVER WORKER II	1		0%		0%		0%	4.72
PIPEFITTER	16	2	13%	2	13%	2	13%	10.10
PLANNING ASSISTANT	111	1	1%	2	2%	2	2%	3.40
PLANT EQUIPMNT TRAINEE	17	2	12%	2	12%	2	12%	5.05
PLASTERER	1		0%		0%		0%	22.68
PLAYGROUND EQUIP SUPVR	1	1	100%	1	100%	1	100%	20.71
PLUMBER	82	14	17%	16	20%	20	24%	9.99
PLUMBER SUPERVISOR	11	3	27%	4	36%	4	36%	17.53
PLUMBING INSPECTOR	19	1	5%	1	5%	1	5%	6.08
POL SURVLLNCE SPEC I	13	1	8%	2	15%	2	15%	13.03
POL SURVLLNCE SPEC II	1		0%		0%		0%	31.58
POLICE ADMIN I	6	1	17%	3	50%	4	67%	28.42
POLICE ADMIN II	1	1	100%	1	100%	1	100%	33.13
POLICE ADMIN III	2		0%		0%		0%	12.29
POLICE PERFORM AUD II	13	1	8%	1	8%	1	8%	7.70
POLICE PERFORM AUD III	20		0%	1	5%	2	10%	13.27
POLICE PERFORM AUD IV	4	1	25%	1	25%	2	50%	10.92
POLICE PSYCHOLOGIST I	12	3	25%	3	25%	3	25%	15.34
POLICE PSYCHOLOGIST II	2	1	50%	1	50%	1	50%	19.21
POLICE SERVICE REP I	46		0%		0%		0%	1.31
POLICE SERVICE REP II	361	23	6%	29	8%	33	9%	12.73
POLICE SERVICE REP III	147	13	9%	19	13%	23	16%	22.17
POLICE SPECIAL INVESTIGATOR	20	3	15%	3	15%	4	20%	9.03
POLICE TRAINING ADMNSTR	1		0%		0%		0%	21.55
POLYGRAPH EXAMINER I	1		0%		0%		0%	0.19
POLYGRAPH EXAMINER II	3		0%		0%		0%	3.52
POLYGRAPH EXAMINER III	2		0%		0%		0%	8.38
POLYGRAPH EXAMINER IV	1		0%		0%		0%	14.19
PORT ELECTRICAL MECH SUPV	3	2	67%	2	67%	2	67%	14.55
PORT ELECTRICAL MECHANIC	16	4	25%	5	31%	7	44%	12.21
PORT MAINTENANCE SUPV	2		0%		0%		0%	20.56
PORT MARKETING MANAGER	2		0%		0%	1	50%	18.75
PORT PILOT I	3		0%		0%		0%	1.66
PORT PILOT II	10	3	30%	3	30%	3	30%	9.65
PORT POLICE OFFICER I	1		0%		0%		0%	8.32
PORT POLICE OFFICER II	1	1	100%	1	100%	1	100%	39.00
PORT POLICE OFFICER III	4		0%		0%		0%	21.45
PORT POLICE SERGEANT	3		0%	1	33%	2	67%	22.96
PORTFOLIO MANAGER I	3	1	33%	1	33%	2	67%	10.15
PORTFOLIO MANAGER II	1		0%		0%		0%	6.21
POWER SHOVEL OPERATOR	1		0%		0%		0%	6.40
PR ACCOUNTANT I	9	4	44%	4	44%	5	56%	17.58
PR ACCOUNTANT II	31	6	19%	7	23%	8	26%	18.28
PR ANIMAL KEEPER	2		0%		0%		0%	15.51
PR ARCHITECT	1		0%		0%		0%	1.84

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
PR CITY PLANNER	10	1	10%	1	10%	1	10%	17.43
PR CIVIL ENGINEER	18	6	33%	10	56%	10	56%	25.08
PR CIVIL ENGR DRAF TEC	2		0%		0%		0%	9.34
PR CIVIL ENGR/PM III	2		0%	1	50%	1	50%	30.54
PR CLERK	44	8	18%	10	23%	12	27%	20.18
PR CLERK CITY ATTY I	1		0%		0%		0%	19.03
PR CLERK CITY ATTY II	14	10	71%	11	79%	11	79%	28.49
PR CLERK POLICE I	12	3	25%	3	25%	3	25%	21.59
PR CLERK POLICE II	26	8	31%	8	31%	10	38%	25.23
PR COMMUNICATIONS OPER	5	1	20%	1	20%	2	40%	21.47
PR CONSTR INSPECTOR	16	9	56%	9	56%	9	56%	25.68
PR DEPUTY CONTROLLER	1		0%		0%		0%	2.99
PR DETENTION OFCR	28		0%	4	14%	5	18%	21.16
PR ENVRMNTL ENGR	3	2	67%	2	67%	3	100%	30.74
PR FINGPRT ID EXPERT II	1		0%		0%		0%	22.20
PR FORENSIC PRINT SPC	1	1	100%	1	100%	1	100%	31.87
PR GROUNDS MAINT SUPVII	3	2	67%	2	67%	2	67%	31.68
PR INSPECTOR	19	5	26%	8	42%	10	53%	21.90
PR LIBRARIAN I	15	2	13%	3	20%	3	20%	20.69
PR LIBRARIAN II	3	1	33%	1	33%	1	33%	19.49
PR PARK SVCS ATTENDANT	6		0%		0%		0%	18.05
PR PROJECT COORDINATOR	8		0%		0%		0%	5.46
PR PROPERTY OFFICER	5		0%		0%		0%	19.56
PR PUBLIC RELATIONS REP	13	2	15%	3	23%	4	31%	12.31
PR REC SUPERVISOR I	1	1	100%	1	100%	1	100%	37.62
PR REC SUPERVISOR II	3	1	33%	2	67%	2	67%	28.63
PR SECURITY OFFICER	9	1	11%	1	11%	2	22%	18.85
PR STOREKEEPER	6	1	17%	1	17%	1	17%	15.67
PR TAX AUDITOR	3	1	33%	1	33%	1	33%	13.05
PR TAX COMPLIANCE OFCR	3		0%		0%	1	33%	22.88
PR TRANSP ENGINEER	5	1	20%	1	20%	2	40%	28.23
PR WORKERS COMP ANALYST	3	2	67%	2	67%	2	67%	23.89
PRE-PRESS OPERATOR I	2		0%		0%		0%	3.11
PRIMA PROGRAM MANAGER	1		0%		0%		0%	25.92
PRINTING PRESS OPER I	2		0%		0%		0%	17.41
PROCUREMENT ANALYST II	14	1	7%	1	7%	1	7%	12.74
PROCUREMENT SUPERVISOR	6	3	50%	3	50%	4	67%	21.54
PROGRAM AIDE	4		0%		0%		0%	6.76
PROGRAMMER/ANALYST II	3		0%		0%		0%	7.73
PROGRAMMER/ANALYST III	34	1	3%	2	6%	2	6%	5.97
PROGRAMMER/ANALYST IV	42	9	21%	10	24%	11	26%	13.15
PROGRAMMER/ANALYST V	36	7	19%	7	19%	9	25%	16.38
PROJECT ASSISTANT	19	3	16%	3	16%	3	16%	10.80
PROJECT COORDINATOR	35	2	6%	2	6%	2	6%	9.15
PROPERTY MANAGER I	4		0%		0%		0%	10.89
PROPERTY MANAGER II	2		0%		0%		0%	19.79
PROPERTY MANAGER III	9	4	44%	4	44%	4	44%	20.95
PROPERTY MANAGER IV	1		0%		0%		0%	21.17
PROPERTY OFFICER	68	6	9%	6	9%	6	9%	7.65
PUB INFO DIRECTOR I	10	2	20%	3	30%	3	30%	15.80
PUB INFO DIRECTOR II	5		0%		0%		0%	9.95
PUB RELATIONS SPEC I	5		0%		0%		0%	6.76
PUB RELATIONS SPEC II	13		0%		0%		0%	5.76
REAL ESTATE ASSOC II	2		0%		0%		0%	4.10
REAL ESTATE OFCR - HARBOR	2		0%		0%		0%	3.07
REAL ESTATE OFFICER	6	2	33%	2	33%	2	33%	10.46
REAL ESTATE OFFICER I	7	1	14%	1	14%	1	14%	12.18

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
RECORDS MGMT OFFICER	1		0%	1	100%	1	100%	32.24
RECREATION COORDINATOR	166	8	5%	8	5%	9	5%	9.35
RECREATION FAC DIR	83	6	7%	7	8%	10	12%	18.78
RECREATION SUPERVISOR	14	4	29%	5	36%	7	50%	26.37
REF COLL SUPERVISOR	55	13	24%	17	31%	17	31%	20.70
REF COLL TRUCK OPER II	639	111	17%	128	20%	144	23%	12.88
REF CREW FIELD INSTR	15	2	13%	3	20%	4	27%	16.41
REHAB CONSTR SPEC I	6	2	33%	2	33%	2	33%	9.93
REHAB CONSTR SPEC II	11	6	55%	6	55%	6	55%	20.76
REHAB CONSTR SPEC III	5		0%	1	20%	1	20%	18.40
REHAB PROJECT COORD I	1	1	100%	1	100%	1	100%	24.85
REHAB PROJECT COORD II	1		0%		0%	1	100%	27.69
REPROGRAPHICS OPERATOR I	1	1	100%	1	100%	1	100%	15.22
REPROGRAPHICS SUPVR I	1	1	100%	1	100%	1	100%	21.32
REVENUE MANAGER	1		0%		0%		0%	5.23
RIDESHARE PROGM ADMNSTR	1		0%		0%		0%	18.33
RISK & INSURANCE ASST	6	1	17%	1	17%	1	17%	18.15
RISK MANAGER I	4		0%		0%	1	25%	13.80
RISK MANAGER II	9	2	22%	3	33%	3	33%	16.85
RISK MANAGER III	2		0%	1	50%	1	50%	26.69
RISK MGT/PREV PROG MGR	1		0%		0%		0%	5.71
RISK MGT/PREV PROG SPEC	2	1	50%	1	50%	2	100%	14.99
ROOFER	16	4	25%	4	25%	6	38%	13.44
ROOFER SUPVR	1		0%		0%		0%	17.45
SAFETY ADMINISTRATOR	2		0%		0%	1	50%	15.69
SAFETY ENGINEER	10	1	10%	1	10%	2	20%	8.67
SAFETY ENGR ELEVATORS	14	1	7%	1	7%	1	7%	6.16
SAFETY ENGR PRESS VES	7	2	29%	2	29%	3	43%	14.10
SAFETY ENGRG ASSC I	1		0%		0%		0%	2.30
SAFETY ENGRG ASSC II	6	2	33%	2	33%	2	33%	11.97
SANITATION SOLID RESOURCES MGR I	8	3	38%	3	38%	4	50%	27.36
SANITATION WSTWATER MGR I	8	5	63%	5	63%	6	75%	27.63
SANITATION WSTWATER MGR II	5	3	60%	3	60%	3	60%	30.19
SANITATION WSTWATER MGR III	4	4	100%	4	100%	4	100%	34.28
SECOND DEPUTY GM HARBOR	1		0%		0%		0%	17.33
SECRETARY	121	21	17%	23	19%	31	26%	18.61
SECURITY AIDE	2	1	50%	1	50%	1	50%	19.64
SECURITY OFFICER	458	68	15%	81	18%	93	20%	12.47
SENIOR BENEFITS ANALYST I	13	1	8%	1	8%	4	31%	22.01
SENIOR BENEFITS ANALYST II	15	3	20%	6	40%	7	47%	23.76
SENIOR LEGISLATIVE ASSISTANT	1	1	100%	1	100%	1	100%	31.76
SENIOR PORT ELECTRICAL MECHANIC	5	3	60%	3	60%	3	60%	17.91
SENIOR WATER BIOLOGIST	3		0%		0%	1	33%	17.30
SERVICE COORDINATOR	4		0%		0%		0%	13.49
SHEET METAL SUPVR	1		0%	1	100%	1	100%	22.43
SHEET METAL WORKER	8	1	13%	1	13%	1	13%	12.33
SHIFT SUPT W/W TRMT I	8	2	25%	2	25%	3	38%	20.38
SHIFT SUPT W/W TRMT II	2	2	100%	2	100%	2	100%	27.67
SHIP CARPENTER	3	2	67%	2	67%	2	67%	13.49
SIGN PAINTER	5	2	40%	3	60%	3	60%	10.58
SIGN SHOP SUPERVISOR	2	1	50%	1	50%	1	50%	24.31
SIGNAL SYS SUPT	1		0%		0%		0%	21.90
SIGNAL SYSTEM ELECTRCN	69	9	13%	11	16%	16	23%	10.55
SIGNAL SYSTEM SUPVR I	7	2	29%	3	43%	4	57%	19.21
SIGNAL SYSTEM SUPVR II	2	1	50%	1	50%	1	50%	34.84
SOCIAL WORKER I	1		0%		0%		0%	2.19
SOCIAL WORKER II	1		0%		0%		0%	5.87

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
SOLID RESOURCE SUPT	11	3	27%	4	36%	4	36%	24.95
SOLID RESOURCES MGR II	9	5	56%	5	56%	5	56%	27.06
SPECIAL EVENTS COORDINATOR	1		0%		0%		0%	2.15
SPECIAL INVESTIGATOR I	4		0%		0%		0%	3.05
SPECIAL INVESTIGATOR II	7		0%		0%		0%	7.25
SPECIAL PROG ASST III	1		0%		0%		0%	4.26
SR ACCOUNTANT I	20	4	20%	5	25%	6	30%	11.77
SR ACCOUNTANT II	72	28	39%	28	39%	33	46%	13.52
SR ADMIN ANALYST I	6		0%		0%		0%	11.25
SR ADMIN ANALYST II	31	1	3%	1	3%	2	6%	14.79
SR ADMINISTRATIVE CLERK	811	127	16%	158	19%	185	23%	16.01
SR ADMINISTRATIVE CLERK III	5	2	40%	2	40%	2	40%	27.51
SR AIRPORT ENGINEER I	4	0	0%	3	75%	3	75%	28.63
SR AIRPORT ENGINEER II	1	1	100%	1	100%	1	100%	33.48
SR AIRPORT PLANNER	2	1	50%	1	50%	1	50%	2.47
SR ANIMAL CNTRL OFCR I	7		0%		0%		0%	17.49
SR ANIMAL CNTRL OFCR II	2		0%		0%		0%	14.80
SR ANIMAL KEEPER	5		0%		0%		0%	14.23
SR ARCHITECT	3	1	33%	1	33%	1	33%	18.55
SR ARCHITECT DRAFT TECH	2	1	50%	1	50%	1	50%	12.10
SR ASST CITY ATTY	12	5	42%	5	42%	6	50%	25.14
SR AUDITOR	13	1	8%	2	15%	2	15%	12.61
SR AUTOMOTIVE SUPVR	5	1	20%	2	40%	3	60%	21.77
SR AVIONICS SPECIALIST	1		0%		0%		0%	16.99
SR BUILD INSPECTOR	26	19	73%	20	77%	21	81%	20.55
SR BUILD MECH INSPECTR	42	24	57%	28	67%	29	69%	19.52
SR BUILD OPERATING ENG	6	4	67%	4	67%	4	67%	15.10
SR BUILD OPERATNG ENGR	4	2	50%	3	75%	3	75%	15.12
SR CARPENTER	18	2	11%	3	17%	5	28%	10.38
SR CHEMIST	12	5	42%	5	42%	6	50%	18.26
SR CITY PLANNER	25	2	8%	3	12%	4	16%	14.32
SR CIVIL ENGINEER	37	9	24%	14	38%	16	43%	24.43
SR CIVL ENGR DRAFT TEC	2		0%		0%		0%	12.48
SR COMMUN ELECTRCN SUPV	2	1	50%	1	50%	1	50%	29.94
SR COMMUN ELECTRICIAN	14	2	14%	2	14%	2	14%	17.76
SR COMMUN ENGINEER	12	7	58%	8	67%	10	83%	27.38
SR COMMUN OPERATOR I	6		0%		0%		0%	11.95
SR COMMUN OPERATOR II	12	2	17%	2	17%	3	25%	21.93
SR COMPUTER OPERATOR II	2	2	100%	2	100%	2	100%	36.78
SR CONSTR ESTIMATOR	5	1	20%	1	20%	1	20%	6.73
SR CONSTR INSPECTOR	57	24	42%	30	53%	34	60%	21.67
SR CONTR AUDIT ANLYST III	2		0%		0%		0%	3.45
SR CRIME & INTEL ANLST	3		0%		0%		0%	10.57
SR CUSTODIAN AIRPORT	23	1	4%	1	4%	1	4%	10.39
SR CUSTODIAN I	19	3	16%	4	21%	4	21%	12.03
SR CUSTODIAN II	23	3	13%	3	13%	3	13%	12.46
SR DATA PROCESS TECH I	4	1	25%	1	25%	1	25%	10.98
SR DETENTION OFFICER	86	6	7%	6	7%	9	10%	16.48
SR DUP MACHINE OPERATOR	1	1	100%	1	100%	1	100%	32.60
SR ELECTR ENGR DRFT TEC	1	1	100%	1	100%	1	100%	34.82
SR ELECTRCL INSPECTOR	16	11	69%	12	75%	12	75%	20.04
SR ELECTRICIAN	13	5	38%	5	38%	5	38%	12.44
SR ENV COMPLIANCE INSP	27	8	30%	8	30%	9	33%	17.19
SR ENVRMNTL ENGINEER	17	7	41%	10	59%	12	71%	26.54
SR EQUIPMENT MECHANIC	35	8	23%	8	23%	9	26%	14.53
SR EVENT ATTENDANT	1		0%		0%		0%	19.84
SR EXAMR QUESTD DOCUMTS	1		0%		0%		0%	15.38

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
SR FIRE PROT ENGINEER	1		0%	1	100%	1	100%	29.15
SR FIRE SPRINKLER INSP	4	2	50%	2	50%	2	50%	20.62
SR FIRE STATISTICAL ANALYST	2		0%		0%		0%	5.46
SR FORENSIC PRINT SPEC	7	2	29%	2	29%	4	57%	26.58
SR GARDENER	86	17	20%	24	28%	26	30%	18.02
SR HEARING OFFICER	1		0%		0%		0%	22.17
SR HEATING/REFRIG INSP	6	2	33%	2	33%	2	33%	20.81
SR HOUSING INSPECTOR	29	10	34%	11	38%	12	41%	18.89
SR HSG INVESTIGATOR I	5		0%		0%	1	20%	14.27
SR HSG INVESTIGATOR II	1		0%		0%		0%	14.11
SR HSG PLNG/ECON ANLYST	2		0%		0%		0%	15.17
SR HVY DUTY EQUIP MECH	10	3	30%	3	30%	3	30%	15.72
SR LABOR REL SPEC II	6	1	17%	1	17%	1	17%	20.68
SR LEGAL ASSISTANT	4	1	25%	1	25%	1	25%	24.38
SR LEGAL CLERK I	16	5	31%	5	31%	6	38%	16.11
SR LEGAL CLERK II	4	1	25%	1	25%	1	25%	21.95
SR LIBRARIAN	78	22	28%	26	33%	29	37%	17.93
SR MECH REPAIRER	1	1	100%	1	100%	1	100%	34.59
SR MGMT ANALYST I	180	31	17%	45	25%	50	28%	19.60
SR MGMT ANALYST II	138	38	28%	43	31%	45	33%	23.24
SR PAINTER	4	2	50%	3	75%	3	75%	15.26
SR PARK MAINT SUPVR	9	3	33%	4	44%	5	56%	25.70
SR PARK RANGER I	6	2	33%	2	33%	2	33%	16.63
SR PARK RANGER II	2	1	50%	1	50%	1	50%	28.91
SR PARK SERVICES ATTND	6		0%		0%		0%	15.29
SR PARKG ATTENDANT I	2		0%		0%	1	50%	22.48
SR PERSONNEL ANALYST I	92	8	9%	14	15%	18	20%	17.66
SR PERSONNEL ANALYST II	41	12	29%	14	34%	14	34%	22.10
SR PHOTOGRAPHER I	2	2	100%	2	100%	2	100%	27.17
SR PHOTOGRAPHER II	2		0%		0%		0%	24.13
SR PLUMBER	11	4	36%	5	45%	5	45%	18.79
SR PLUMBING INSPECTOR	10	3	30%	3	30%	3	30%	13.56
SR POLICE SERV REP I	43	5	12%	5	12%	6	14%	22.43
SR POLICE SERV REP II	10	2	20%	3	30%	4	40%	26.19
SR PROJECT ASSISTANT	15	2	13%	2	13%	2	13%	12.00
SR PROJECT COORDINATOR	41	7	17%	7	17%	7	17%	11.39
SR PROPERTY OFFICER	9	2	22%	2	22%	2	22%	17.04
SR REAL ESTATE OFFICER	16	3	19%	4	25%	5	31%	14.00
SR RECREATION DIR	51	8	16%	10	20%	10	20%	22.17
SR ROOFER	2		0%		0%		0%	7.73
SR SAFETY ENG ELEVATORS	7	5	71%	5	71%	5	71%	20.70
SR SAFETY ENG PRESS VES	3	1	33%	1	33%	1	33%	15.03
SR SECURITY OFFICER	54	14	26%	18	33%	21	39%	17.58
SR ST SVC INVEST II	4	1	25%	1	25%	1	25%	23.62
SR STOREKEEPER	16	4	25%	6	38%	6	38%	16.70
SR STREET LTG ENGINEER	3	2	67%	2	67%	2	67%	27.36
SR STRUCTURAL ENGINEER	6	3	50%	3	50%	3	50%	18.20
SR SURVEY SUPERVISOR	3	1	33%	1	33%	1	33%	19.90
SR SYSTEMS ANALYST I	52	13	25%	16	31%	17	33%	21.28
SR SYSTEMS ANALYST II	57	13	23%	14	25%	19	33%	21.43
SR TAX AUDITOR	15	5	33%	5	33%	5	33%	16.38
SR TITLE EXAMINER	1	1	100%	1	100%	1	100%	12.89
SR TRAFFIC SUPV I	48	11	23%	14	29%	18	38%	23.17
SR TRAFFIC SUPV II	15	5	33%	8	53%	8	53%	26.60
SR TRAFFIC SUPV III	4	2	50%	3	75%	4	100%	34.27
SR TRANSP ENGINEER	14	9	64%	11	79%	11	79%	28.76
SR TRANSP INVESTIGATOR	4	2	50%	2	50%	2	50%	30.52

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
SR W/W TREATMENT OPER	5	3	60%	3	60%	3	60%	21.34
SR WINDOW CLEANER	2		0%		0%		0%	14.99
SR WITNESS SERVICE COORDINATOR	1	1	100%	1	100%	1	100%	36.13
SR WORKERS COMP ANALYST	9	2	22%	3	33%	3	33%	11.17
ST LIGHTING CONSTRUCTION & MAINT SUPT I	3	2	67%	2	67%	2	67%	26.85
ST LIGHTING CONSTRUCTION & MAINT SUPT II	1	1	100%	1	100%	1	100%	31.64
ST LTG ELECTRCN	31	4	13%	4	13%	5	16%	11.95
ST LTG ELECTRCN SUPV	13	3	23%	4	31%	4	31%	16.47
ST LTG ENGINEER	7	2	29%	3	43%	5	71%	27.18
ST LTG ENGINEER/PM1	4	3	75%	3	75%	3	75%	27.41
ST LTG ENGRG ASSC I	4		0%		0%		0%	3.23
ST LTG ENGRG ASSC II	41	4	10%	4	10%	5	12%	8.09
ST LTG ENGRG ASSC III	14	1	7%	2	14%	4	29%	15.84
ST LTG ENGRG ASSC IV	3		0%	1	33%	2	67%	23.66
ST SVC INVESTIGATOR	38	9	24%	10	26%	11	29%	18.88
ST SVCS GEN SUPT I	2		0%		0%		0%	28.42
ST SVCS GEN SUPT II	3	2	67%	2	67%	2	67%	31.89
ST SVCS SUPT I	5	1	20%	1	20%	3	60%	26.90
ST SVCS SUPT II	9	4	44%	4	44%	4	44%	27.26
ST SVCS SUPVR I	39	12	31%	14	36%	19	49%	21.80
ST SVCS SUPVR II	42	10	24%	12	29%	14	33%	21.02
ST SVCS WORKER I	56		0%		0%		0%	4.60
ST SVCS WORKER II	25	4	16%	4	16%	4	16%	9.71
ST SVCS WORKER III	1	1	100%	1	100%	1	100%	24.81
ST TREE SUPT I	3	3	100%	3	100%	3	100%	24.89
ST TREE SUPT II	1		0%		0%		0%	22.13
STAFF ASSISTANT TO GEN MGR HARBOR	1		0%		0%		0%	20.44
STOREKEEPER I	1		0%		0%		0%	2.42
STOREKEEPER II	69	12	17%	13	19%	15	22%	10.34
STORES SUPERVISOR	2	1	50%	1	50%	2	100%	31.73
STREET SERVICES ASSISTANT	3		0%		0%		0%	1.56
STRUCTRL ENGRG ASSC I	29		0%		0%		0%	1.48
STRUCTRL ENGRG ASSC II	85	6	7%	7	8%	7	8%	8.61
STRUCTRL ENGRG ASSC III	35	1	3%	2	6%	3	9%	9.93
STRUCTRL ENGRG ASSC IV	15	3	20%	3	20%	3	20%	18.63
STRUCTURAL ENGINEER	10	1	10%	1	10%	1	10%	10.59
SUPERINTENDENT OF PLANNING & CONSTRUCTION	1		0%		0%		0%	16.84
SUPPLY SERVICES PAYMENT CLERK	27	7	26%	8	30%	9	33%	16.02
SUPPLY SVCS MANAGER I	2	1	50%	1	50%	1	50%	30.56
SUPPLY SVCS MANAGER II	1		0%		0%		0%	16.87
SUPT OF BUILDING	1	1	100%	1	100%	1	100%	35.21
SUPT OF R/P OPERATIONS	8	1	13%	2	25%	3	38%	24.25
SUPVSG CRIMINALIST	14	2	14%	2	14%	2	14%	17.42
SUPVSG OCCUP HLTH NURSE	1		0%		0%	1	100%	7.36
SUPVSG TRANS PLANNR I	11	1	9%	1	9%	2	18%	14.56
SUPVSG TRANS PLANNR II	6		0%		0%	1	17%	20.15
SURVEY PARTY CHIEF I	28	7	25%	8	29%	9	32%	12.97
SURVEY PARTY CHIEF II	8	2	25%	2	25%	2	25%	20.07
SURVEY SUPERVISOR	1		0%		0%		0%	15.99
SYSTEMS AIDE	6		0%		0%	1	17%	18.50
SYSTEMS ANALYST	178	20	11%	24	13%	26	15%	10.58
SYSTEMS PROGRAMMER I	28	1	4%	1	4%	2	7%	10.94
SYSTEMS PROGRAMMER II	58	8	14%	9	16%	10	17%	17.77
SYSTEMS PROGRAMMER III	36	9	25%	11	31%	11	31%	19.83
TAX AUDITOR II	55	3	5%	5	9%	7	13%	11.49
TAX COMPLNCE AIDE	6	1	17%	2	33%	2	33%	18.39
TAX COMPLNCE OFCR II	35	5	14%	5	14%	7	20%	16.46

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
TAX COMPLNCE OFCR III	13	1	8%	1	8%	1	8%	18.74
TAX COMPLNCE OFFCR I	1		0%		0%		0%	0.38
TAX RENEWAL ASST II	2		0%		0%		0%	18.94
TAXICAB ADMINISTRATOR	1		0%		0%		0%	5.06
TELECOM PLANNER	1	1	100%	1	100%	1	100%	42.65
TELECOM PLN & UTIL OFCR	2	1	50%	1	50%	1	50%	22.79
TILE SETTER	2	1	50%	1	50%	1	50%	16.93
TIRE REPAIRER	9	2	22%	2	22%	2	22%	9.18
TIRE REPAIRER SUPVR	1		0%		0%		0%	15.99
TITLE EXAMINER	3		0%		0%		0%	3.59
TRAF MANAGER	7	2	29%	2	29%	3	43%	15.13
TRAF MARK/SIGN SUPT I	7	2	29%	3	43%	3	43%	18.38
TRAF MARK/SIGN SUPT II	2	2	100%	2	100%	2	100%	34.90
TRAF MARK/SIGN SUPT III	1		0%		0%		0%	17.33
TRAF OFFICER I	39		0%		0%		0%	0.93
TRAF OFFICER II	537	45	8%	61	11%	68	13%	12.05
TRAF PAINT SIGN POST I	27		0%	2	7%	3	11%	5.44
TRAF PAINT SIGN POST II	15	3	20%	3	20%	3	20%	13.40
TRAF PNT SIGN POST III	20	2	10%	2	10%	3	15%	15.88
TRANSITIONAL WORKER	12	4	33%	4	33%	4	33%	13.94
TRANSP ENGINEER	37	6	16%	6	16%	8	22%	23.49
TRANSP ENGRG AIDE I	12	5	42%	5	42%	6	50%	22.07
TRANSP ENGRG AIDE II	5	2	40%	2	40%	2	40%	19.38
TRANSP ENGRG ASSC I	31		0%		0%		0%	2.27
TRANSP ENGRG ASSC II	82	9	11%	12	15%	12	15%	10.46
TRANSP ENGRG ASSC III	50	8	16%	9	18%	11	22%	18.08
TRANSP ENGRG ASSC IV	9	1	11%	1	11%	1	11%	20.20
TRANSP INVESTIGATOR	6	1	17%	1	17%	1	17%	16.93
TRANSP PLANNING ASSC I	1		0%		0%		0%	6.98
TRANSP PLANNING ASSC II	30	2	7%	2	7%	2	7%	9.09
TREASURY ACCOUNTANT	6	1	17%	1	17%	1	17%	10.31
TREE SURGEON	91	5	5%	6	7%	6	7%	7.04
TREE SURGEON ASST	29	2	7%	2	7%	2	7%	5.16
TREE SURGEON SUPVSR I	27	6	22%	6	22%	9	33%	14.85
TREE SURGEON SUPVSR II	13	2	15%	3	23%	4	31%	20.78
TRUCK OPERATOR	40	4	10%	4	10%	6	15%	7.88
UPHOLSTERER	3	1	33%	1	33%	1	33%	8.92
UTILITY RATES & POLICY SPECIALIST II	2		0%		0%	1	50%	3.68
UTILITY RATES & POLICY SPECIALIST III	1		0%	1	100%	1	100%	12.73
VETERINARIAN II	5		0%		0%		0%	9.51
VETERINARY TECHNICIAN	31	5	16%	6	19%	6	19%	11.02
VIDEO PRODUCTION COORD	4		0%		0%		0%	4.50
VIDEO TECHNICIAN II	3		0%		0%		0%	12.70
VOCATIONAL WORKER ANIMAL CARE TECHNICIAN	6		0%		0%		0%	0.24
VOCATIONAL WORKER CUSTODIAN	11		0%		0%		0%	0.71
VOCATIONAL WORKER CUSTODIAN - AIRPORT	41		0%		0%		0%	0.49
VOCATIONAL WORKER GARDENER CARETAKER	38		0%		0%		0%	1.60
VOCATIONAL WORKER I	22		0%		0%		0%	1.86
VOCATIONAL WORKER II	1		0%		0%		0%	2.80
VOCATIONAL WORKER MAINTENANCE LABORER	25		0%		0%		0%	0.49
VOCATIONAL WORKER TREE SURGEON ASST	6		0%		0%		0%	1.52
VOLUNTEER COORDINATOR	3		0%		0%		0%	7.41
W/WTR COLL SUPERVISOR	17	4	24%	6	35%	6	35%	18.47
W/WTR COLL WORKER I	19		0%		0%		0%	2.65
W/WTR COLL WORKER II	154	22	14%	26	17%	34	22%	11.72
W/WTR TRMT ELEC I	24	3	13%	4	17%	5	21%	7.10
W/WTR TRMT ELEC II	5	1	20%	2	40%	2	40%	10.21

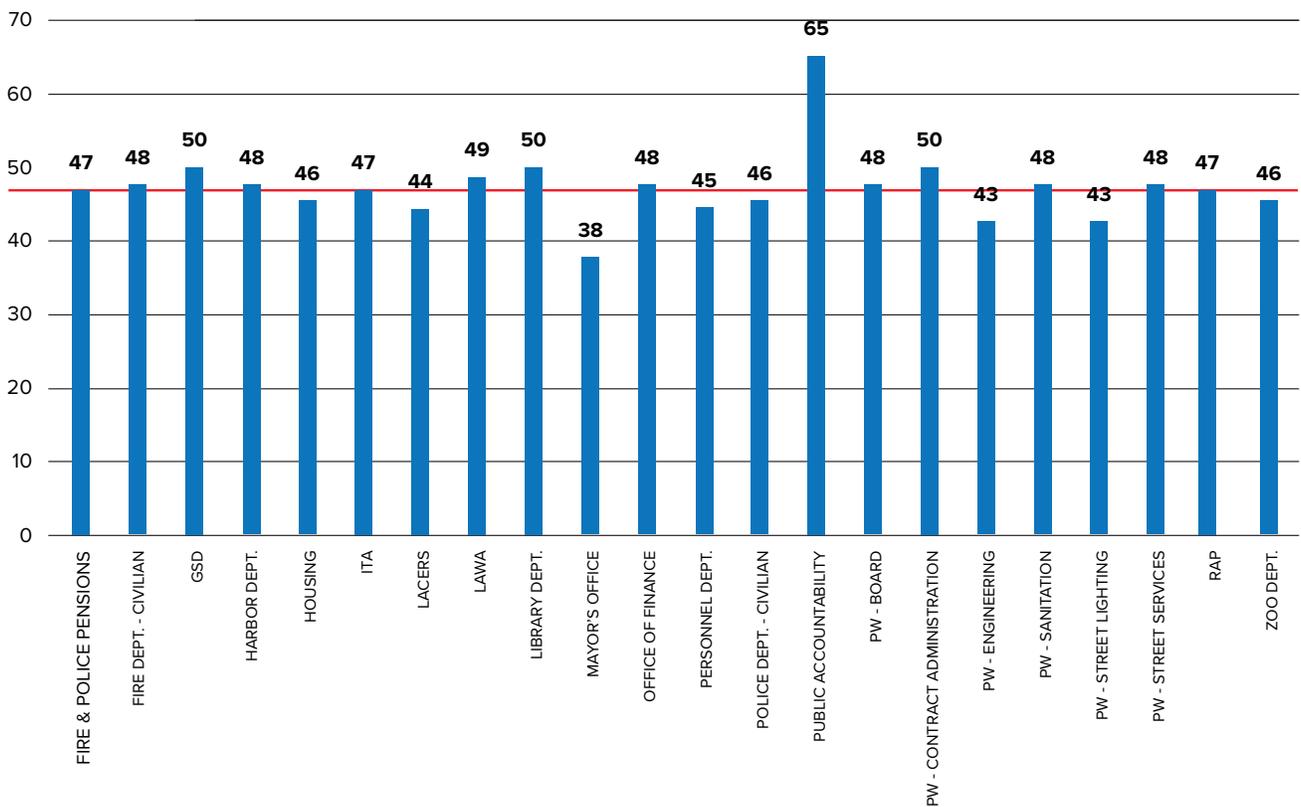
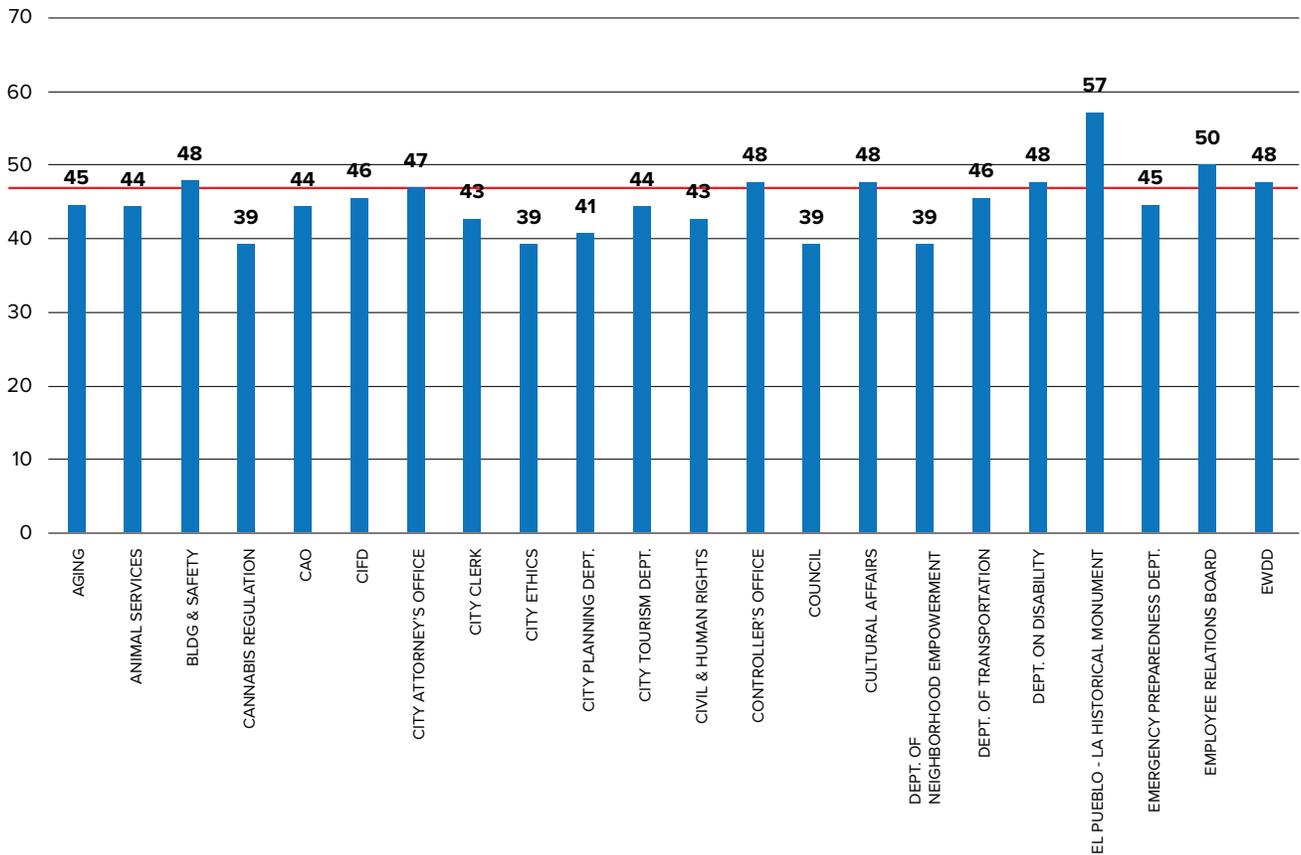
CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2022, 2023, 2024

(Job Classification paygrades with 75%+ and 50%+ eligibility in 2023 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024		AVG. SERVICE YEARS
		#	%	#	%	#	%	
W/WTR TRMT ELEC SUPVR	4		0%		0%	1	25%	12.18
W/WTR TRMT LAB MGR I	3	1	33%	1	33%	1	33%	19.44
W/WTR TRMT LAB MGR II	2	2	100%	2	100%	2	100%	30.03
W/WTR TRMT LAB MGR III	2	2	100%	2	100%	2	100%	34.65
W/WTR TRMT MECH	49	11	22%	11	22%	13	27%	14.14
W/WTR TRMT MECH SUPVR	5		0%		0%		0%	14.13
W/WTR TRMT OPER I	61	11	18%	11	18%	13	21%	8.80
W/WTR TRMT OPER II	22	6	27%	6	27%	7	32%	17.17
W/WTR TRMT OPER III	32	12	38%	12	38%	13	41%	16.72
WAREHOUSE & T/R WKR I	28	4	14%	4	14%	5	18%	7.71
WAREHOUSE & T/R WKR II	22	3	14%	4	18%	5	23%	11.65
WATER BIOLOGIST I	1		0%		0%		0%	4.10
WATER BIOLOGIST II	13	2	15%	2	15%	2	15%	12.62
WATER BIOLOGIST III	1		0%		0%		0%	20.84
WATER MICROBIOLOGIST II	3		0%		0%		0%	15.59
WELDER	50	5	10%	5	10%	5	10%	7.47
WELDER SUPERVISOR	3	1	33%	2	67%	2	67%	18.29
WHARFINGER I	7		0%		0%		0%	12.12
WHARFINGER II	3		0%		0%		0%	16.78
WINDOW CLEANER	1		0%		0%		0%	6.23
WINDOW CLEANER/AIRPORT	10		0%	2	20%	2	20%	17.10
WITNESS SVC COORD	32	2	6%	3	9%	4	13%	10.27
WORKERS COMP ADMNTR II	1		0%		0%		0%	8.32
WORKERS COMP ANALYST	33	8	24%	10	30%	11	33%	11.79
WORKERS COMP CLAIMS AST	9	3	33%	3	33%	4	44%	19.17
XRAY AND LAB TECH II	1	1	100%	1	100%	1	100%	32.79
ZOO ASST GM	1		0%	1	100%	1	100%	32.18
ZOO CURATOR	1		0%		0%		0%	19.87
ZOO CURATOR OF EDUC II	7		0%		0%		0%	2.83
ZOO CURATOR OF EDUC III	3		0%		0%		0%	8.85
ZOO CURATOR OF EDUC IV	1		0%		0%		0%	6.37
ZOO CURATOR OF REPTILES	1		0%		0%		0%	25.84
ZOO NUTRITIONIST	1		0%		0%		0%	3.18
ZOO RESEARCH AND CONSERVATION DIRECTOR	2	1	50%	1	50%	1	50%	19.18
ZOO VETERINARIAN II	2		0%		0%		0%	4.99
ZOO VETERINARIAN III	1		0%		0%		0%	12.31
CITYWIDE TOTAL	23009	3435	15%	4059	18%	4699	20%	

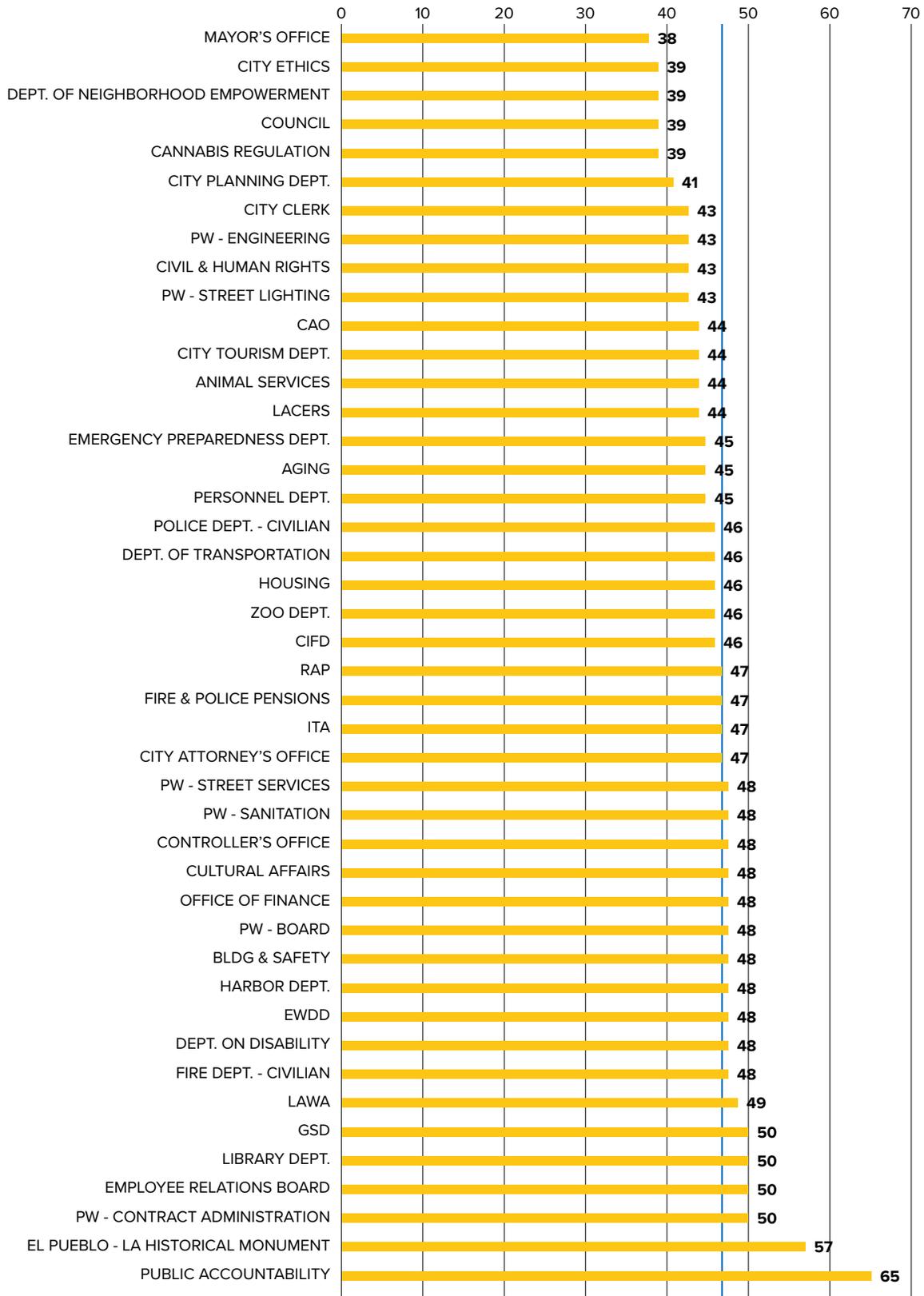
CITY EMPLOYEES BY AGE

Citywide Average Age: 47 - Represented by RED LINE on chart

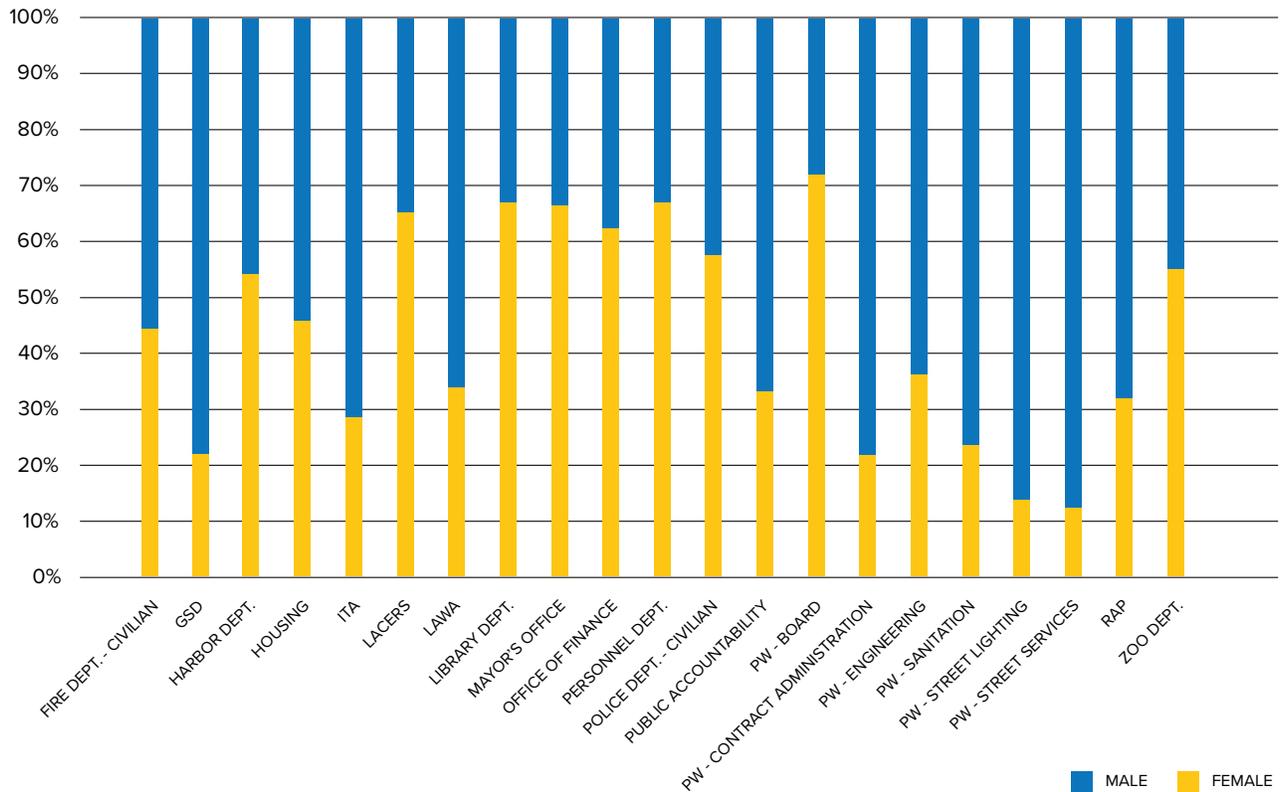
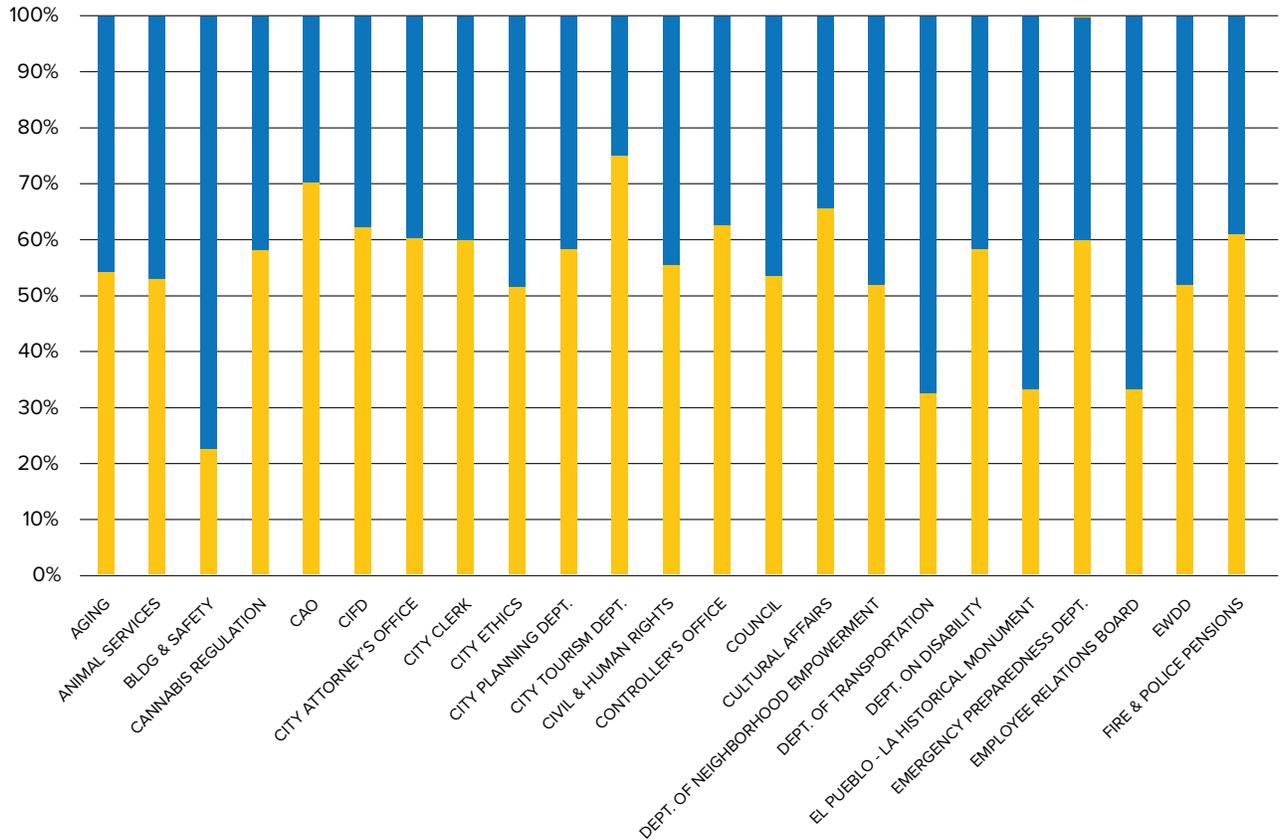


AVERAGE AGE BY DEPARTMENT

Citywide Average Age: 47 - Represented by BLUE LINE on chart



GENDER BY DEPARTMENT



JOB CLASSIFICATIONS WITH LOW PERCENTAGE OF MALE INCUMBENTS
(Classifications with less than 20% male, with 10 or more incumbents in classification)

JOB CLASSIFICATION TITLE	FEMALE		MALE		TOTAL NUMBER
	#	%	#	%	
EXEC ADMIN ASST III	32	100%		0%	32
FORENSIC PRNT SPEC I	11	100%		0%	11
LEGAL ASSISTANT I	12	100%		0%	12
LEGAL SECRETARY III	18	100%		0%	18
EXEC ADMIN ASST II	63	97%	2	3%	65
SECRETARY	117	97%	4	3%	121
MAYORAL AIDE I	21	95%	1	5%	22
PR CLERK CITY ATTY II	13	93%	1	7%	14
COMMISSION EXEC ASST II	9	90%	1	10%	10
PERS RECORDS SUPV	21	88%	3	13%	24
PR CLERK	38	86%	6	14%	44
TAX COMPLNCE OFCR II	30	86%	5	14%	35
PR CLERK POLICE II	22	85%	4	15%	26
WITNESS SVC COORD	27	84%	5	16%	32
PR CLERK POLICE I	10	83%	2	17%	12
SR COMMUN OPERATOR II	10	83%	2	17%	12
POLICE SERVICE REP II	299	83%	62	17%	361
CORRECTIONAL NURSE II	14	82%	3	18%	17
LIBRARIAN III	32	82%	7	18%	39
SUPVSG TRANS PLANNER I	9	82%	2	18%	11
WORKERS COMP ANALYST	27	82%	6	18%	33
BENEFITS SPECIALIST	48	81%	11	19%	59
PR ACCOUNTANT II	25	81%	6	19%	31
PAYROLL SUPERVISOR	20	80%	5	20%	25
PR LIBRARIAN I	12	80%	3	20%	15
PUB INFO DIRECTOR I	8	80%	2	20%	10
SR CITY PLANNER	20	80%	5	20%	25
SR ADMINISTRATIVE CLERK	645	80%	166	20%	811

JOB CLASSIFICATIONS WITH LOW PERCENTAGE OF FEMALE INCUMBENTS

(Classifications with less than 20% male, with 10 or more incumbents in classification)

JOB CLASSIFICATION TITLE	FEMALE		MALE		TOTAL NUMBER
	#	%	#	%	
AIR COND MECHANIC		0%	42	100%	42
AIRP MAINTENANCE SUPT		0%	12	100%	12
ASST ST LTG ELECTRCN		0%	27	100%	27
AUTO BODY BLDR/REPAIRER		0%	19	100%	19
AUTOMOTIVE SUPERVISOR		0%	14	100%	14
BUILD OPERATING ENGR - AIRPORT		0%	15	100%	15
BUILDING REPAIRER I		0%	10	100%	10
CARPENTER		0%	59	100%	59
CONSTR & MAINT SUPV II		0%	13	100%	13
DELIVERY DRIVER II		0%	13	100%	13
ELECTRCL CRAFT HELPER		0%	76	100%	76
ELEVATOR MECHANIC		0%	23	100%	23
ELEVATOR MECHANIC HLPR		0%	14	100%	14
EQUIPMNT MECHANIC		0%	262	100%	262
FIRE SPRINKLER INSP		0%	12	100%	12
HEAVY DUTY EQUIP MECH		0%	106	100%	106
INSTRUMENT MECH		0%	28	100%	28
INSTRUMENT MECH - AIRPORT		0%	10	100%	10
LAND SURVEYING ASST		0%	16	100%	16
MACHINIST		0%	10	100%	10
MAINT & CONSTR HELPER		0%	65	100%	65
MECH HELPER		0%	51	100%	51
MECH REPAIRER		0%	26	100%	26
PARKING MTR TECHNICIAN		0%	20	100%	20
PIPEFITTER		0%	16	100%	16
PLANT EQUIPMNT TRAINEE		0%	17	100%	17
PLUMBER SUPERVISOR		0%	11	100%	11
PLUMBING INSPECTOR		0%	19	100%	19
POL SURVLLNCE SPEC I		0%	13	100%	13
PORT ELECTRICAL MECHANIC		0%	16	100%	16
PORT PILOT II		0%	10	100%	10
PR INSPECTOR		0%	19	100%	19
REF CREW FIELD INSTR		0%	15	100%	15
REHAB CONSTR SPEC II		0%	11	100%	11
ROOFER		0%	16	100%	16
SAFETY ENGR ELEVATORS		0%	14	100%	14
SOLID RESOURCE SUPT		0%	11	100%	11
SR BUILD INSPECTOR		0%	26	100%	26
SR BUILD MECH INSPECTR		0%	42	100%	42
SR CARPENTER		0%	18	100%	18
SR ELECTRICIAN		0%	13	100%	13
SR EQUIPMENT MECHANIC		0%	35	100%	35
SR HVY DUTY EQUIP MECH		0%	10	100%	10
SR PLUMBER		0%	11	100%	11
SR PLUMBING INSPECTOR		0%	10	100%	10
ST LTG ELECTRCN		0%	31	100%	31
ST LTG ELECTRCN SUPV		0%	13	100%	13
TRAF PNT SIGN POST III		0%	20	100%	20
TREE SURGEON SUPVSR I		0%	27	100%	27
TREE SURGEON SUPVSR II		0%	13	100%	13

JOB CLASSIFICATIONS WITH LOW PERCENTAGE OF FEMALE INCUMBENTS

(Classifications with less than 20% male, with 10 or more incumbents in classification)

JOB CLASSIFICATION TITLE	FEMALE		MALE		TOTAL NUMBER
	#	%	#	%	
W/WTR COLL SUPERVISOR		0%	17	100%	17
W/WTR TRMT ELEC I		0%	24	100%	24
W/WTR TRMT MECH		0%	49	100%	49
W/WTR TRMT OPER II		0%	22	100%	22
WELDER		0%	50	100%	50
WINDOW CLEANER/AIRPORT		0%	10	100%	10
TREE SURGEON	1	1%	90	99%	91
PLUMBER	1	1%	81	99%	82
W/WTR COLL WORKER II	2	1%	152	99%	154
EQUIPMNT OPERATOR	2	1%	144	99%	146
SIGNAL SYSTEM ELECTRCN	1	1%	68	99%	69
STOREKEEPER II	1	1%	68	99%	69
ELECTRICIAN	1	2%	63	98%	64
GARAGE ATTENDANT	1	2%	53	98%	54
PAINTER	1	2%	44	98%	45
COMMUN ELECTRICIAN	2	2%	85	98%	87
ST SVCS SUPVR II	1	2%	41	98%	42
HEAVY DUTY TRUCK OPER	3	2%	121	98%	124
ELECTRCL INSPECTOR	1	3%	34	97%	35
REF COLL TRUCK OPER II	20	3%	619	97%	639
HELICOPTER MECH	1	3%	30	97%	31
SURVEY PARTY CHIEF I	1	4%	27	96%	28
WAREHOUSE & T/R WKR I	1	4%	27	96%	28
TRAF PAINT SIGN POST I	1	4%	26	96%	27
CEMENT FINISHER	3	4%	75	96%	78
IRRIGATION SPECIALIST	1	4%	24	96%	25
BUILD MECH INSPECTOR	7	5%	148	95%	155
WAREHOUSE & T/R WKR II	1	5%	21	95%	22
BUILD INSPECTOR	2	5%	38	95%	40
TRUCK OPERATOR	2	5%	38	95%	40
CEMENT FINISHER WORKER	1	5%	18	95%	19
PARK RANGER	1	5%	18	95%	19
SR CONSTR INSPECTOR	3	5%	54	95%	57
W/WTR COLL WORKER I	1	5%	18	95%	19
CONSTR INSPECTOR	9	6%	150	94%	159
AIRPORTS MTCE SUPVR III	1	6%	16	94%	17
MUNICIPAL POLICE OFFICER III	1	6%	16	94%	17
PR CONSTR INSPECTOR	1	6%	15	94%	16
W/WTR TRMT OPER III	2	6%	30	94%	32
HOUSING INSPECTOR	5	6%	74	94%	79
BUILD CIVIL ENGR I	1	7%	14	93%	15
TRAF PAINT SIGN POST II	1	7%	14	93%	15
BUILD OPERATING ENGR	1	7%	13	93%	14
PR DETENTION OFCR	2	7%	26	93%	28
SR COMMUN ELECTRICIAN	1	7%	13	93%	14
SR TRANSP ENGINEER	1	7%	13	93%	14
ST LTG ENGRG ASSC III	1	7%	13	93%	14
SYSTEMS PROGRAMMER I	2	7%	26	93%	28
REF COLL SUPERVISOR	4	7%	51	93%	55
MATL TST TECHNICIAN I	1	8%	12	92%	13

JOB CLASSIFICATIONS WITH LOW PERCENTAGE OF FEMALE INCUMBENTS

(Classifications with less than 20% male, with 10 or more incumbents in classification)

JOB CLASSIFICATION TITLE	FEMALE		MALE		TOTAL NUMBER
	#	%	#	%	
ARPT SUPT OF OPER II	4	8%	47	92%	51
VOCATIONAL WORKER MAINTENANCE LABORER	2	8%	23	92%	25
SR COMMUN ENGINEER	1	8%	11	92%	12
ASST INSPECTOR II	2	9%	21	91%	23
VOCATIONAL WORKER CUSTODIAN	1	9%	10	91%	11
LIGHT EQUIP OPERATOR	2	10%	19	90%	21
MOTOR SWEEPER OPERATOR	8	10%	76	90%	84
W/WTR TRMT OPER I	6	10%	55	90%	61
CH INSPECTOR	1	10%	9	90%	10
ELECTRCL ENGRG ASSC II	1	10%	9	90%	10
EQUIP REPAIR SUPVR	1	10%	9	90%	10
HEATING/REFRIG INSP	1	10%	9	90%	10
FIELD ENGINEER AIDE	4	10%	35	90%	39
ST SVCS SUPVR I	4	10%	35	90%	39
SR HOUSING INSPECTOR	3	10%	26	90%	29
TREE SURGEON ASST	3	10%	26	90%	29
TRANSP ENGINEER	4	11%	33	89%	37
MATL TST ENGRG ASSC II	2	11%	16	89%	18
PR CIVIL ENGINEER	2	11%	16	89%	18
ST SVCS WORKER II	3	12%	22	88%	25
MATL TST TECHNICIAN II	3	13%	21	88%	24
SR ELECTRCL INSPECTOR	2	13%	14	88%	16
ST SVCS WORKER I	7	13%	49	88%	56
ARPT SUPT OF OPER III	4	13%	27	87%	31
AIRPORT POLICE OFCR III	21	14%	132	86%	153
SYSTEMS PROGRAMMER II	8	14%	50	86%	58
AIRPORT POLICE LT	2	14%	12	86%	14
ASST INSPECTOR IV	2	14%	12	86%	14
GOLF STARTER	2	14%	12	86%	14
MAINTENANCE LABORER	74	15%	422	85%	496
SR GARDENER	13	15%	73	85%	86
BACKGROUND INVESTGR I	5	15%	28	85%	33
ARPT SUPT OF OPER I	4	15%	22	85%	26
MECH ENGRG ASSC II	2	15%	11	85%	13
APPLICATIONS PROGRAMMER	3	16%	16	84%	19
COMMUN ENGRG ASSOC IV	2	17%	10	83%	12
TRANSITIONAL WORKER	2	17%	10	83%	12
STRUCTRL ENGRG ASSC I	5	17%	24	83%	29
SYSTEMS ANALYST	32	18%	146	82%	178
AIRPORT POLICE OFCR II	27	18%	120	82%	147
GARDENER CARETAKER	73	19%	319	81%	392
DELIVERY DRIVER I	3	20%	12	80%	15
SAFETY ENGINEER	2	20%	8	80%	10
STRUCTRL ENGRG ASSC II	17	20%	68	80%	85
STRUCTRL ENGRG ASSC IV	3	20%	12	80%	15

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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AGING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	3	0	0%	0	0%	0	0%
ACCOUNTING CLERK	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	2	0	0%	0	0%	0	0%
ASST GM DEPT OF AGING	1	0	0%	0	0%	0	0%
AUDITOR I	1	1	100%	1	100%	1	100%
COMNTY PROGRM ASST III	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
GEN MGR DEPT OF AGING	1	1	100%	1	100%	1	100%
MANAGEMENT ANALYST	6	1	17%	1	17%	1	17%
MANAGEMENT ASSISTANT	5	0	0%	0	0%	0	0%
NUTRITIONIST	1	0	0%	0	0%	0	0%
PR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SECRETARY	1	0	0%	0	0%	0	0%
SOCIAL WORKER I	1	0	0%	0	0%	0	0%
SOCIAL WORKER II	1	0	0%	0	0%	0	0%
SR ACCOUNTANT II	1	0	0%	0	0%	1	100%
SR ADMINISTRATIVE CLERK	2	0	0%	0	0%	0	0%
SR AUDITOR	1	0	0%	0	0%	0	0%
SR MGMT ANALYST I	3	0	0%	0	0%	0	0%
SR MGMT ANALYST II	1	0	0%	0	0%	0	0%
TOTAL	35	4	11%	4	11%	5	14%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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ANIMAL SERVICES							
JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1	0	0%	0	0%	0	0%
ACCOUNTING CLERK	2	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	29	4	14%	6	21%	6	21%
ANIMAL CARE TECH	128	7	5%	9	7%	12	9%
ANIMAL CARE TECH SUPV	14	1	7%	1	7%	1	7%
ANIMAL CONTROL OFCR	60	6	10%	7	12%	9	15%
ANIMAL LIC CANVASSER	5	0	0%	0	0%	0	0%
ASST GM ANIMAL REGULATN	2	0	0%	0	0%	0	0%
CH VETERINARIAN	1	0	0%	0	0%	0	0%
DIR OF FIELD OPERATIONS	1	0	0%	0	0%	0	0%
DISTR SUPV ANIMAL SERVICES	3	0	0%	0	0%	0	0%
EXEC ADMIN ASST II	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
GEN MGR ANIMAL SERVICES	1	1	100%	1	100%	1	100%
MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	1	100%
PR CLERK	1	0	0%	0	0%	0	0%
PUB INFO DIRECTOR I	1	0	0%	0	0%	0	0%
PUB RELATIONS SPEC II	1	0	0%	0	0%	0	0%
SR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SR ADMINISTRATIVE CLERK	5	1	20%	1	20%	1	20%
SR ANIMAL CNTRL OFCR I	7	0	0%	0	0%	0	0%
SR ANIMAL CNTRL OFCR II	2	0	0%	0	0%	0	0%
SR MGMT ANALYST II	1	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST II	1	0	0%	1	100%	1	100%
SYSTEMS ANALYST	1	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER I	1	0	0%	0	0%	0	0%
VETERINARIAN II	5	0	0%	0	0%	0	0%
VETERINARY TECHNICIAN	26	5	19%	6	23%	6	23%
VOCATIONAL WORKER ANIMAL CARE TECHNICIAN	6	0	0%	0	0%	0	0%
VOLUNTEER COORDINATOR	1	0	0%	0	0%	0	0%
TOTAL	311	26	8%	33	11%	39	13%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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DEPT. OF BUILDING & SAFETY		2022		2023		2024	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	7	0	0%	0	0%	0	0%
ACCOUNTING CLERK	18	2	11%	3	17%	5	28%
ACCOUNTING REC SUPVR II	1	1	100%	1	100%	1	100%
ADMINISTRATIVE CLERK	77	5	6%	5	6%	5	6%
APPLICATIONS PROGRAMMER	1	0	0%	0	0%	0	0%
ASST DEP SUP OF BLDG II	8	2	25%	2	25%	2	25%
ASST INSPECTOR II	2	0	0%	0	0%	0	0%
ASST INSPECTOR III	18	0	0%	0	0%	0	0%
ASST INSPECTOR IV	4	0	0%	0	0%	0	0%
BUILD CIVIL ENGR I	15	1	7%	1	7%	1	7%
BUILD CIVIL ENGR II	3	1	33%	1	33%	1	33%
BUILD ELECTRCL ENGR I	1	0	0%	0	0%	0	0%
BUILD ELECTRCL ENGR II	1	1	100%	1	100%	1	100%
BUILD INSPECTOR	40	7	18%	8	20%	9	23%
BUILD MECH INSPECTOR	155	28	18%	30	19%	35	23%
CH CLERK	1	1	100%	1	100%	1	100%
CH INSPECTOR	8	1	13%	1	13%	3	38%
CH MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
DATA BASE ARCHITECT	1	1	100%	1	100%	1	100%
DEPUTY SUPT OF BLDG I	4	1	25%	1	25%	1	25%
DEPUTY SUPT OF BLDG II	1	0	0%	0	0%	0	0%
DIR OF SYSTEMS	1	0	0%	0	0%	0	0%
ELECTRCL ENGRG ASSC I	8	0	0%	0	0%	0	0%
ELECTRCL ENGRG ASSC II	4	0	0%	0	0%	0	0%
ELECTRCL ENGRG ASSC III	4	0	0%	0	0%	0	0%
ELECTRCL ENGRG ASSC IV	3	3	100%	3	100%	3	100%
ELECTRCL INSPECTOR	34	2	6%	2	6%	2	6%
EMERGENCY MGT COORD I	1	0	0%	0	0%	0	0%
ENGRG GEOLGST ASSOC III	2	0	0%	0	0%	0	0%
ENGRG GEOLOGIST I	1	1	100%	1	100%	1	100%
ENGRG GEOLOGIST II	1	0	0%	1	100%	1	100%
ENVIRN AFFRS OFC	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SPEC II	2	0	0%	0	0%	1	50%
ENVIRONMENTAL SPEC III	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SUPVR II	1	0	0%	1	100%	1	100%
EXEC ADMIN ASST II	2	1	50%	1	50%	1	50%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
FIRE SPRINKLER INSP	12	1	8%	1	8%	2	17%
GEOTECH ENGINEER I	2	0	0%	0	0%	0	0%
GEOTECH ENGINEER II	1	0	0%	0	0%	0	0%
GEOTECH ENGINEER III	1	1	100%	1	100%	1	100%
HEATING/REFRIG INSP	10	3	30%	3	30%	3	30%
INDUSTRIAL HYGIENIST	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	8	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	6	0	0%	0	0%	0	0%
MECH ENGRG ASSC I	4	0	0%	0	0%	0	0%
MECH ENGRG ASSC II	9	1	11%	1	11%	1	11%
MECH ENGRG ASSC III	8	0	0%	0	0%	0	0%
MECH ENGRG ASSC IV	1	1	100%	1	100%	1	100%
OFFICE ENGRG TECH I	8	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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DEPT. OF BUILDING & SAFETY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
OFFICE ENGRG TECH II	10	4	40%	5	50%	5	50%
OFFICE ENGRG TECH III	7	4	57%	4	57%	4	57%
OFFICE SVCS ASSISTANT	6	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMIN CLERK	7	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PLUMBING INSPECTOR	19	1	5%	1	5%	1	5%
PR ACCOUNTANT I	1	0	0%	0	0%	0	0%
PR CLERK	6	2	33%	2	33%	2	33%
PR INSPECTOR	12	5	42%	7	58%	8	67%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	2	1	50%	1	50%	1	50%
PROGRAMMER/ANALYST V	1	0	0%	0	0%	0	0%
SAFETY ENGR ELEVATORS	14	1	7%	1	7%	1	7%
SAFETY ENGR PRESS VES	7	2	29%	2	29%	3	43%
SR ACCOUNTANT I	2	1	50%	1	50%	1	50%
SR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SR ADMINISTRATIVE CLERK	31	7	23%	9	29%	10	32%
SR BUILD INSPECTOR	26	19	73%	20	77%	21	81%
SR BUILD MECH INSPECTR	42	24	57%	28	67%	29	69%
SR ELECTRCL INSPECTOR	13	8	62%	9	69%	9	69%
SR FIRE SPRINKLER INSP	4	2	50%	2	50%	2	50%
SR HEATING/REFRIG INSP	6	2	33%	2	33%	2	33%
SR MGMT ANALYST I	2	0	0%	0	0%	0	0%
SR MGMT ANALYST II	2	0	0%	0	0%	0	0%
SR PLUMBING INSPECTOR	10	3	30%	3	30%	3	30%
SR SAFETY ENG ELEVATORS	7	5	71%	5	71%	5	71%
SR SAFETY ENG PRESS VES	3	1	33%	1	33%	1	33%
SR STRUCTURAL ENGINEER	3	1	33%	1	33%	1	33%
SR SYSTEMS ANALYST I	1	1	100%	1	100%	1	100%
SR SYSTEMS ANALYST II	2	1	50%	1	50%	1	50%
STOREKEEPER II	1	0	0%	0	0%	0	0%
STRUCTRL ENGRG ASSC I	26	0	0%	0	0%	0	0%
STRUCTRL ENGRG ASSC II	76	5	7%	6	8%	6	8%
STRUCTRL ENGRG ASSC III	22	1	5%	1	5%	2	9%
STRUCTRL ENGRG ASSC IV	9	3	33%	3	33%	3	33%
STRUCTURAL ENGINEER	1	0	0%	0	0%	0	0%
SUPT OF BUILDING	1	1	100%	1	100%	1	100%
SYSTEMS AIDE	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	8	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER II	1	1	100%	1	100%	1	100%
SYSTEMS PROGRAMMER III	3	1	33%	1	33%	1	33%
WAREHOUSE & T/R WKR I	2	1	50%	1	50%	1	50%
TOTAL	905	177	20%	195	22%	213	24%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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CANNABIS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ADMINISTRATIVE CLERK	5	0	0%	0	0%	0	0%
ASSISTANT EXECUTIVE DIRECTOR CANNABIS DEPT	2	0	0%	0	0%	0	0%
COMMISSION EXEC ASST I	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST II	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
EXECUTIVE DIRECTOR CANNABIS DEPARTMENT	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	5	0	0%	0	0%	1	20%
MANAGEMENT ASSISTANT	7	0	0%	0	0%	0	0%
PR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST II	1	0	0%	0	0%	0	0%
PUB RELATIONS SPEC I	1	0	0%	0	0%	0	0%
SR ACCOUNTANT I	1	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
SR MGMT ANALYST I	1	1	100%	1	100%	1	100%
SR MGMT ANALYST II	1	0	0%	0	0%	0	0%
SR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
TOTAL	31	1	3%	1	3%	2	6%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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CAO JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	5	0	0%	0	0%	0	0%
ADMIN ANALYST	15	1	7%	1	7%	1	7%
ADMINISTRATIVE CLERK	3	0	0%	0	0%	0	0%
ASST CITY ADMIN OFFICER	3	0	0%	2	67%	2	67%
CH ADMIN ANALYST	11	2	18%	3	27%	3	27%
CITY ADMIN OFFICER	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST II	2	1	50%	1	50%	1	50%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
FINANCE SPECIALIST IV	1	1	100%	1	100%	1	100%
FINANCE SPECIALIST V	2	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	5	2	40%	2	40%	2	40%
MANAGEMENT ASSISTANT	2	0	0%	0	0%	0	0%
PR CLERK	1	0	0%	0	0%	0	0%
PR PROJECT COORDINATOR	2	0	0%	0	0%	0	0%
PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
RISK & INSURANCE ASST	2	0	0%	0	0%	0	0%
RISK MANAGER II	3	1	33%	1	33%	1	33%
RISK MANAGER III	1	0	0%	1	100%	1	100%
SECRETARY	1	0	0%	0	0%	0	0%
SR ADMIN ANALYST I	6	0	0%	0	0%	0	0%
SR ADMIN ANALYST II	31	1	3%	1	3%	2	6%
SR ADMINISTRATIVE CLERK	4	1	25%	1	25%	1	25%
SR LABOR REL SPEC II	6	1	17%	1	17%	1	17%
SR MGMT ANALYST II	1	0	0%	0	0%	0	0%
SR PROJECT COORDINATOR	1	1	100%	1	100%	1	100%
SR SYSTEMS ANALYST II	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	2	0	0%	0	0%	0	0%
TOTAL	114	12	11%	16	14%	17	15%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

COMMUNITY INVESTMENT FOR FAMILIES JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	2	1	50%	1	50%	1	50%
ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
ASST CH GRANTS ADMINSTR	1	1	100%	1	100%	1	100%
ASST GM COMMUNITY INVESTMENT FOR FAMILIES DEPT	1	0	0%	1	100%	1	100%
AUDITOR I	2	0	0%	0	0%	0	0%
CH MANAGEMENT ANALYST	3	1	33%	1	33%	1	33%
EXEC ADMIN ASST II	1	0	0%	0	0%	0	0%
GEN MGR COMMUNITY INVESTMENT FOR FAMILIES DEPT	1	0	0%	0	0%	0	0%
MANAGEMENT AIDE	3	1	33%	1	33%	1	33%
MANAGEMENT ANALYST	14	3	21%	3	21%	3	21%
MANAGEMENT ASSISTANT	5	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PR ACCOUNTANT I	1	0	0%	0	0%	1	100%
PR ACCOUNTANT II	1	0	0%	0	0%	0	0%
PROGRAM AIDE	1	0	0%	0	0%	0	0%
PROJECT ASSISTANT	2	0	0%	0	0%	0	0%
PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	1	1	100%	1	100%	1	100%
SR AUDITOR	1	0	0%	0	0%	0	0%
SR MGMT ANALYST I	2	0	0%	1	50%	1	50%
SR MGMT ANALYST II	4	1	25%	1	25%	1	25%
SR PROJECT ASSISTANT	1	1	100%	1	100%	1	100%
SR PROJECT COORDINATOR	3	0	0%	0	0%	0	0%
TOTAL	53	10	19%	12	23%	13	25%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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CITY ATTORNEY'S OFFICE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ASST CITY ATTORNEY	45	15	33%	17	38%	21	47%
ASST CITY ATTY	5	2	40%	2	40%	2	40%
CH ASST CITY ATTY	4	0	0%	1	25%	1	25%
CITY ATTORNEY	1	1	100%	1	100%	1	100%
CITY ATTY ACCTG CLERK	5	0	0%	0	0%	1	20%
CITY ATTY ADMIN CRD I	9	0	0%	0	0%	0	0%
CITY ATTY ADMIN CRD II	35	2	6%	2	6%	2	6%
CITY ATTY ADMIN CRD III	13	0	0%	2	15%	2	15%
CITY ATTY ADMIN CRD IV	5	0	0%	0	0%	1	20%
CITY ATTY CH ADMIN ASST	2	2	100%	2	100%	2	100%
CITY ATTY CH INVESTGTR	1	0	0%	0	0%	0	0%
CITY ATTY FINANCIAL MGR	1	0	0%	0	0%	0	0%
CITY ATTY INVESTGTR I	7	0	0%	0	0%	0	0%
CITY ATTY INVESTGTR II	11	0	0%	0	0%	0	0%
CITY ATTY INVESTGTR III	1	0	0%	0	0%	0	0%
DEPUTY CITY ATTY I	57	0	0%	0	0%	0	0%
DEPUTY CITY ATTY II	71	0	0%	0	0%	0	0%
DEPUTY CITY ATTY III	228	21	9%	28	12%	33	14%
DEPUTY CITY ATTY IV	110	26	24%	35	32%	40	36%
EXEC ASST CITY ATTORNEY	1	0	0%	0	0%	1	100%
EXEC LEGAL SECRETARY I	5	3	60%	3	60%	3	60%
HEARING OFCR CITY ATTY	7	2	29%	2	29%	2	29%
LEGAL ASSISTANT I	12	1	8%	1	8%	1	8%
LEGAL ASSISTANT II	9	1	11%	2	22%	2	22%
LEGAL CLERK I	19	0	0%	0	0%	0	0%
LEGAL CLERK II	30	1	3%	1	3%	1	3%
LEGAL SECRETARY I	9	0	0%	0	0%	0	0%
LEGAL SECRETARY II	81	11	14%	12	15%	14	17%
LEGAL SECRETARY III	18	7	39%	9	50%	9	50%
NEWS SECRETARY	1	0	0%	0	0%	0	0%
PARALEGAL I	23	0	0%	0	0%	0	0%
PARALEGAL II	23	7	30%	7	30%	8	35%
PARALEGAL III	5	3	60%	3	60%	3	60%
PR CLERK CITY ATTY I	1	0	0%	0	0%	0	0%
PR CLERK CITY ATTY II	14	10	0%	11	0%	11	
SR ASST CITY ATTY	12	5	0%	5	0%	6	
SR HEARING OFFICER	1	0	0%	0	0%	0	
SR LEGAL ASSISTANT	4	1	0%	1	0%	1	
SR LEGAL CLERK I	16	5	31%	5	31%	6	38%
SR LEGAL CLERK II	4	1	25%	1	25%	1	25%
SR WITNESS SERVICE COORDINATOR	1	1	100%	1	100%	1	100%
WITNESS SVC COORD	32	2	6%	3	9%	4	13%
TOTAL	939	130	14%	157	17%	180	19%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

OFFICE OF THE CITY CLERK JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	11	0	0%	0	0%	2	18%
ACCOUNTING REC SUPVR I	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	4	0	0%	0	0%	0	0%
APPLICATIONS PROGRAMMER	1	0	0%	0	0%	0	0%
ARCHIVIST I	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	3	1	33%	1	33%	1	33%
CITY CLERK	1	1	100%	1	100%	1	100%
COMMISSION EXEC ASST I	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
EXEC OFCR CITY CLERK	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER I	1	0	0%	0	0%	0	0%
LEGISLATIVE ASST	11	2	18%	2	18%	2	18%
MANAGEMENT AIDE	2	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	13	1	8%	1	8%	1	8%
MANAGEMENT ASSISTANT	2	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMIN CLERK	3	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PR CLERK	1	0	0%	0	0%	0	0%
PROGRAM AIDE	3	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	1	0	0%	0	0%	0	0%
PROJECT ASSISTANT	1	0	0%	0	0%	0	0%
PROJECT COORDINATOR	7	0	0%	0	0%	0	0%
RECORDS MGMT OFFICER	1	0	0%	1	100%	1	100%
SENIOR LEGISLATIVE ASSISTANT	1	1	100%	1	100%	1	100%
SR ACCOUNTANT I	1	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	9	1	11%	1	11%	2	22%
SR MGMT ANALYST I	3	1	33%	2	67%	2	67%
SR MGMT ANALYST II	3	0	0%	0	0%	0	0%
SR PERSONNEL ANALYST I	1	0	0%	0	0%	0	0%
SR PERSONNEL ANALYST II	1	0	0%	0	0%	0	0%
SR PROJECT COORDINATOR	2	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST II	2	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER I	2	0	0%	0	0%	0	0%
WAREHOUSE & T/R WKR II	1	0	0%	0	0%	0	0%
TOTAL	100	9	9%	11	11%	14	14%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

CITY ETHICS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
AUDITOR I	2	0	0%	0	0%	0	0%
AUDITOR II	3	0	0%	0	0%	0	0%
ETHICS OFFICER I	1	0	0%	0	0%	0	0%
ETHICS OFFICER II	3	0	0%	0	0%	0	0%
ETHICS OFFICER III	2	0	0%	0	0%	0	0%
EXEC OFCR CITY ETH COMM	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	7	1	14%	1	14%	1	14%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
PROJECT ASSISTANT	1	0	0%	0	0%	0	0%
SPECIAL INVESTIGATOR I	4	0	0%	0	0%	0	0%
SPECIAL INVESTIGATOR II	1	0	0%	0	0%	0	0%
SR AUDITOR	2	0	0%	1	50%	1	50%
SR MGMT ANALYST I	5	0	0%	0	0%	0	0%
TOTAL	33	1	3%	2	6%	2	6%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

CITY PLANNING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1	0	0%	0	0%	0	0%
ACCOUNTING CLERK	2	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	14	0	0%	0	0%	0	0%
ARCHITECT	1	0	0%	0	0%	0	0%
ASSOC ZONING ADMINSTR	6	2	33%	2	33%	2	33%
CH CLERK	1	0	0%	0	0%	0	0%
CH ZONING ADMINSTR	1	0	0%	0	0%	0	0%
CITY PLANNER	75	5	7%	5	7%	6	8%
CITY PLANNING ASSOC	53	2	4%	2	4%	3	6%
COMMISSION EXEC ASST I	2	1	50%	1	50%	1	50%
COMMISSION EXEC ASST II	1	0	0%	0	0%	0	0%
DATA ANALYST I	2	0	0%	0	0%	0	0%
DATA ANALYST II	1	1	100%	1	100%	1	100%
DEPT CHIEF ACCT I	1	0	0%	0	0%	0	0%
DEPUTY DIR OF PLANNING	4	0	0%	0	0%	0	0%
DIR OF PLANNING	1	1	100%	1	100%	1	100%
DIR OF SYSTEMS	1	0	0%	1	100%	1	100%
ENVIRONMENTAL SPEC II	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST II	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	2	1	50%	1	50%	1	50%
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	1	1	100%	1	100%	1	100%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	14	1	7%	1	7%	1	7%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	7	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	4	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR I	2	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR II	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	5	1	20%	1	20%	1	20%
MANAGEMENT ASSISTANT	3	0	0%	0	0%	0	0%
OFFICE ENGRG TECH III	1	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMIN CLERK	4	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PLANNING ASSISTANT	109	1	1%	2	2%	2	2%
PR CITY PLANNER	10	1	10%	1	10%	1	10%
PROGRAMMER/ANALYST IV	1	0	0%	0	0%	1	100%
PROJECT ASSISTANT	1	0	0%	0	0%	0	0%
PUB INFO DIRECTOR I	1	0	0%	0	0%	0	0%
PUB INFO DIRECTOR II	1	0	0%	0	0%	0	0%
PUB RELATIONS SPEC I	1	0	0%	0	0%	0	0%
PUB RELATIONS SPEC II	1	0	0%	0	0%	0	0%
SR ACCOUNTANT I	3	0	0%	0	0%	0	0%
SR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SR ADMINISTRATIVE CLERK	13	1	8%	2	15%	2	15%
SR CITY PLANNER	25	2	8%	3	12%	4	16%
SR MGMT ANALYST I	2	0	0%	0	0%	0	0%
SR MGMT ANALYST II	2	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST I	2	0	0%	0	0%	0	0%
SYSTEMS ANALYST	7	1	14%	1	14%	1	14%
SYSTEMS PROGRAMMER II	2	0	0%	0	0%	0	0%
TOTAL	397	23	6%	27	7%	31	8%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

CITY TOURISM							
JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ASST GM CONVENTION CTR	1	0	0%	0	0%	0	0%
COMMISSION EXEC ASST II	1	0	0%	0	0%	0	0%
CONV CTR BLDG SUPT II	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
EXECUTIVE DIRECTOR CONVENTION CTR	1	0	0%	1	100%	1	100%
MANAGEMENT ASSISTANT	1	0	0%	0	0%	0	0%
SR MGMT ANALYST I	1	0	0%	0	0%	0	0%
SR MGMT ANALYST II	1	0	0%	0	0%	0	0%
TOTAL	8	0	0%	1	13%	1	13%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

CONTROLLER'S OFFICE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	15	1	7%	1	7%	1	7%
ACCOUNTING CLERK	8	1	13%	1	13%	1	13%
ADMIN DEPUTY CONTROLLER	4	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	2	0	0%	0	0%	0	0%
CH DEPUTY CONTROLLER	1	1	100%	1	100%	1	100%
CH INTERNAL AUDITOR	1	0	0%	0	0%	0	0%
CH MANAGEMENT ANALYST	1	1	100%	1	100%	1	100%
CONTROLLER AIDE IV	2	0	0%	0	0%	0	0%
CONTROLLER AIDE V	1	0	0%	0	0%	0	0%
CONTROLLER AIDE VI	3	0	0%	0	0%	0	0%
CONTROLLER AIDE VII	1	0	0%	0	0%	0	0%
DEPT CHIEF ACCT III	1	0	0%	0	0%	0	0%
DIR OF AUDITING	1	0	0%	0	0%	0	0%
DIR OF FIN ANAL &REPORT	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
FINANCIAL MGMT SPEC II	1	1	100%	1	100%	1	100%
FINANCIAL MGMT SPEC III	2	0	0%	1	50%	1	50%
FINANCIAL MGMT SPEC IV	2	0	0%	0	0%	0	0%
FINANCIAL MGMT SPEC V	3	1	33%	1	33%	1	33%
FISCAL SYSTEMS SPEC I	15	2	13%	3	20%	4	27%
FISCAL SYSTEMS SPEC II	7	0	0%	1	14%	1	14%
INTERNAL AUDITOR II	3	0	0%	0	0%	0	0%
INTERNAL AUDITOR III	3	1	33%	1	33%	1	33%
INTERNAL AUDITOR IV	2	0	0%	0	0%	0	0%
MANAGEMENT AIDE	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	3	0	0%	0	0%	0	0%
PAYROLL ANALYST	1	1	100%	1	100%	1	100%
PR ACCOUNTANT I	2	1	50%	1	50%	1	50%
PR ACCOUNTANT II	7	1	14%	1	14%	1	14%
PR DEPUTY CONTROLLER	1	0	0%	0	0%	0	0%
SPECIAL INVESTIGATOR II	1	0	0%	0	0%	0	0%
SR ACCOUNTANT I	1	0	0%	0	0%	0	0%
SR ACCOUNTANT II	8	1	13%	1	13%	1	13%
SR ADMINISTRATIVE CLERK	2	0	0%	0	0%	1	50%
SR AUDITOR	1	0	0%	0	0%	0	0%
SR CONTR AUDIT ANALYST III	2	0	0%	0	0%	0	0%
SR MGMT ANALYST I	2	1	50%	1	50%	1	50%
SR MGMT ANALYST II	4	1	25%	2	50%	2	50%
SR SYSTEMS ANALYST II	3	2	67%	2	67%	2	67%
SYSTEMS ANALYST	5	0	0%	1	20%	1	20%
SYSTEMS PROGRAMMER II	1	0	0%	0	0%	0	0%
WAREHOUSE & T/R WKR II	1	1	100%	1	100%	1	100%
TOTAL	128	18	14%	23	18%	25	20%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

COUNCIL JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ADMINISTRATIVE CLERK	3	0	0%	0	0%	0	0%
ASST CH LEGIS ANALYST	3	2	67%	2	67%	2	67%
CH LEGISLATIVE ANALYST	1	1	100%	1	100%	1	100%
CLERK	1	0	0%	0	0%	0	0%
COUNCIL AIDE I	1	0	0%	0	0%	0	0%
COUNCIL AIDE II	50	0	0%	0	0%	0	0%
COUNCIL AIDE III	93	1	1%	1	1%	2	2%
COUNCIL AIDE IV	90	2	2%	2	2%	2	2%
COUNCIL AIDE V	48	5	10%	5	10%	6	13%
COUNCIL AIDE VI	55	2	4%	3	5%	3	5%
COUNCIL AIDE VII	63	3	5%	4	6%	6	10%
COUNCIL MEMBER	14	4	29%	4	29%	5	36%
LEGISLATIVE ANALYST I	10	2	20%	2	20%	2	20%
LEGISLATIVE ANALYST II	5	1	20%	1	20%	1	20%
LEGISLATIVE ANALYST III	5	1	20%	1	20%	1	20%
LEGISLATIVE ANALYST IV	5	0	0%	0	0%	0	0%
LEGISLATIVE ANALYST V	4	1	25%	1	25%	2	50%
MANAGEMENT ASSISTANT	7	0	0%	0	0%	0	0%
PHOTOGRAPHER II	2	1	50%	1	50%	1	50%
SECRETARY	2	0	0%	1	50%	1	50%
SR ADMINISTRATIVE CLERK	1	0	0%	1	100%	1	100%
TOTAL	463	26	6%	30	6%	36	8%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

CULTURAL AFFAIRS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	2	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	9	1	11%	1	11%	1	11%
ARCHITECTURAL ASSOC II	1	0	0%	0	0%	0	0%
ART CENTER DIRECTOR I	3	0	0%	0	0%	0	0%
ART CENTER DIRECTOR II	2	1	50%	1	50%	1	50%
ART CENTER DIRECTOR III	2	1	50%	1	50%	1	50%
ART INSTRUCTOR I	4	0	0%	0	0%	0	0%
ART INSTRUCTOR II	1	0	0%	0	0%	0	0%
ARTS ASSOCIATE	6	0	0%	0	0%	0	0%
ARTS MANAGER I	7	0	0%	0	0%	0	0%
ARTS MANAGER II	6	0	0%	0	0%	1	17%
ARTS MANAGER III	3	1	33%	1	33%	1	33%
ASST GM CULTURAL AFFAIR	1	0	0%	0	0%	0	0%
DEVELPMNT & MRKTNG DIR	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
EXHIBIT PREPARATOR	1	0	0%	0	0%	0	0%
GALLERY ATTENDANT	1	0	0%	0	0%	0	0%
GEN MGR CULTURAL AFFAIR	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	3	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PERFORM ARTS DIRECTOR	1	0	0%	0	0%	0	0%
PUB INFO DIRECTOR I	1	0	0%	0	0%	0	0%
SR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SR MGMT ANALYST II	1	1	100%	1	100%	1	100%
SR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
TOTAL	61	6	10%	6	10%	7	11%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

DEPT. ON DISABILITY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ADMINISTRATIVE CLERK	2	0	0%	0	0%	0	0%
ASST EXEC DIR DEPARTMENT ON DISABILITY	1	0	0%	1	100%	1	100%
COMNTY PROGRM ASST II	1	0	0%	0	0%	0	0%
EMERGNCY MGT COORD I	1	0	0%	0	0%	0	0%
EXEC DIR DEPT DISABILTY	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	7	0	0%	1	14%	1	14%
PR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
PROJECT COORDINATOR	4	2	50%	2	50%	2	50%
SR ACCOUNTANT I	1	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
SR MGMT ANALYST II	1	0	0%	0	0%	0	0%
SR PROJECT COORDINATOR	3	0	0%	0	0%	0	0%
TOTAL	24	2	8%	4	17%	4	17%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

DEPT. OF NEIGHBORHOOD EMPOWERMENT JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
GEN MGR NEIBRHD EMPWMNT	1	0	0%	0	0%	0	0%
PR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
PROJECT ASSISTANT	4	0	0%	0	0%	0	0%
PROJECT COORDINATOR	12	0	0%	0	0%	0	0%
SR ACCOUNTANT I	1	0	0%	1	100%	1	100%
SR MGMT ANALYST II	1	0	0%	0	0%	0	0%
SR PROJECT COORDINATOR	3	0	0%	0	0%	0	0%
TOTAL	25	0	0%	1	4%	1	4%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

DEPT. OF TRANSPORTATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	10	0	0%	0	0%	0	0%
ACCOUNTING CLERK	6	0	0%	0	0%	1	17%
ADMIN HEARING OFCR	9	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	31	0	0%	0	0%	0	0%
APPLICATIONS PROGRAMMER	3	0	0%	0	0%	0	0%
ASST GM TRANSPORTATION	4	1	25%	1	25%	1	25%
ASST SIGNL SYS ELECTRCN	5	1	20%	1	20%	1	20%
CEMENT FINISHER	3	0	0%	0	0%	0	0%
CH MANAGEMENT ANALYST	3	1	33%	1	33%	1	33%
CH TRANSP INVESTIGATOR	1	0	0%	0	0%	0	0%
CIVIL ENGRG DRAFT TECH	8	4	50%	4	50%	5	63%
COMMUN INFO REP III	26	0	0%	0	0%	1	4%
COMNTY AFFRS ADVOCATE	1	0	0%	0	0%	0	0%
DEPT CHIEF ACCT IV	1	0	0%	0	0%	1	100%
ELECTRCL CRAFT HELPER	4	0	0%	0	0%	0	0%
EMERGNCY MGT COORD I	1	0	0%	0	0%	0	0%
ENVIRN AFFRS OFC	1	0	0%	0	0%	0	0%
EQUIP REPAIR SUPVR	1	1	100%	1	100%	1	100%
EQUIP SPECIALIST I	3	1	33%	1	33%	1	33%
EQUIP SPECIALIST II	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST II	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
FISCAL SYSTEMS SPEC I	1	0	0%	0	0%	0	0%
GEN MGR TRANSPORTATION	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	3	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	2	0	0%	0	0%	1	50%
MAINTENANCE ASST	11	0	0%	0	0%	0	0%
MAINTENANCE LABORER	29	4	14%	4	14%	5	17%
MANAGEMENT ANALYST	22	5	23%	5	23%	7	32%
MANAGEMENT ASSISTANT	8	0	0%	0	0%	0	0%
MECH REPAIRER	2	0	0%	0	0%	0	0%
OFFICE SVCS ASSISTANT	10	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMIN CLERK	1	0	0%	0	0%	0	0%
PAINTER	1	0	0%	0	0%	0	0%
PARKG MTR TECH SPV I	3	2	67%	2	67%	2	67%
PARKG MTR TECH SPV II	1	1	100%	1	100%	1	100%
PARKING ENFORCE MGR II	2	1	50%	1	50%	1	50%
PARKING MTR TECHNICIAN	20	5	25%	6	30%	7	35%
PLANNING ASSISTANT	1	0	0%	0	0%	0	0%
PR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
PR TRANSP ENGINEER	5	1	20%	1	20%	2	40%
PROJECT ASSISTANT	1	1	100%	1	100%	1	100%
PUB INFO DIRECTOR II	1	0	0%	0	0%	0	0%
RISK MANAGER II	1	1	100%	1	100%	1	100%
SAFETY ENGRG ASSC II	1	0	0%	0	0%	0	0%
SIGN SHOP SUPERVISOR	1	1	100%	1	100%	1	100%
SIGNAL SYS SUPT	1	0	0%	0	0%	0	0%
SIGNAL SYSTEM ELECTRCN	69	9	13%	11	16%	16	23%
SIGNAL SYSTEM SUPVR I	7	2	29%	3	43%	4	57%
SIGNAL SYSTEM SUPVR II	2	1	50%	1	50%	1	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

DEPT. OF TRANSPORTATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SR ACCOUNTANT II	6	1	17%	1	17%	1	17%
SR ADMINISTRATIVE CLERK	25	5	20%	5	20%	5	20%
SR COMMUN OPERATOR II	4	0	0%	0	0%	0	0%
SR MGMT ANALYST I	9	4	44%	4	44%	5	56%
SR MGMT ANALYST II	4	0	0%	0	0%	0	0%
SR STOREKEEPER	1	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST I	1	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST II	2	0	0%	0	0%	0	0%
SR TRAFFIC SUPV I	48	11	23%	14	29%	18	38%
SR TRAFFIC SUPV II	15	5	33%	8	53%	8	53%
SR TRAFFIC SUPV III	4	2	50%	3	75%	4	100%
SR TRANSP ENGINEER	12	8	67%	10	83%	10	83%
SR TRANSP INVESTIGATOR	4	2	50%	2	50%	2	50%
STOREKEEPER II	1	0	0%	0	0%	0	0%
SUPVSG TRANS PLANNR I	11	1	9%	1	9%	2	18%
SUPVSG TRANS PLANNR II	4	0	0%	0	0%	1	25%
SYSTEMS ANALYST	2	0	0%	0	0%	0	0%
TAXICAB ADMINISTRATOR	1	0	0%	0	0%	0	0%
TRAF MARK/SIGN SUPT I	7	2	29%	3	43%	3	43%
TRAF MARK/SIGN SUPT II	2	2	100%	2	100%	2	100%
TRAF MARK/SIGN SUPT III	1	0	0%	0	0%	0	0%
TRAF OFFICER I	39	0	0%	0	0%	0	0%
TRAF OFFICER II	537	45	8%	61	11%	68	13%
TRAF PAINT SIGN POST I	27	0	0%	2	7%	3	11%
TRAF PAINT SIGN POST II	7	3	43%	3	43%	3	43%
TRAF PNT SIGN POST III	13	1	8%	1	8%	2	15%
TRANSITIONAL WORKER	1	1	100%	1	100%	1	100%
TRANSP ENGINEER	35	6	17%	6	17%	8	23%
TRANSP ENGRG AIDE I	12	5	42%	5	42%	6	50%
TRANSP ENGRG AIDE II	5	2	40%	2	40%	2	40%
TRANSP ENGRG ASSC I	31	0	0%	0	0%	0	0%
TRANSP ENGRG ASSC II	82	9	11%	12	15%	12	15%
TRANSP ENGRG ASSC III	50	8	16%	9	18%	11	22%
TRANSP ENGRG ASSC IV	6	1	17%	1	17%	1	17%
TRANSP INVESTIGATOR	6	1	17%	1	17%	1	17%
TRANSP PLANNING ASSC I	1	0	0%	0	0%	0	0%
TRANSP PLANNING ASSC II	30	2	7%	2	7%	2	7%
VOCATIONAL WORKER MAINTENANCE LABORER	3	0	0%	0	0%	0	0%
WAREHOUSE & T/R WKR I	1	0	0%	0	0%	0	0%
TOTAL	1382	171	12%	207	15%	245	18%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

EL PUEBLO - LA HISTORICAL MONUMENT JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	1	1	100%	1	100%	1	100%
ASST GM EL PUEBLO HIST	1	0	0%	0	0%	0	0%
GEN MGR EL PUEBLO HIST	1	1	100%	1	100%	1	100%
POLICE SERVICE REP II	1	1	100%	1	100%	1	100%
PR PUBLIC RELATIONS REP	1	0	0%	0	0%	0	0%
TOTAL	6	3	50%	3	50%	3	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

EMERGENCY PREPAREDNESS DEPT. JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ASST GM EMERG PREP DEPT	1	0	0%	0	0%	0	0%
EMERGENCY MGT COORD I	10	2	20%	2	20%	2	20%
EMERGENCY MGT COORD II	2	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
GEN MGR EMERG PREP DEPT	1	0	0%	1	100%	1	100%
MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
PR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SR MGMT ANALYST II	1	1	100%	1	100%	1	100%
SR PROJECT COORDINATOR	2	0	0%	0	0%	0	0%
TOTAL	20	4	20%	5	25%	5	25%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

EMPLOYEE RELATIONS BOARD		2022		2023		2024	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE		ELIGIBLE TO RETIRE		ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
COMMISSION EXEC ASST I	1	0	0%	1	100%	1	100%
EXEC DIR EMPL REL BOARD	1	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
TOTAL	3	0	0%	1	33%	1	33%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

ECONOMIC WORKFORCE DEVELOPMENT DEPT. JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	3	0	0%	0	0%	0	0%
ACCOUNTING CLERK	2	1	50%	1	50%	1	50%
ADMINISTRATIVE CLERK	4	2	50%	2	50%	2	50%
ASST CH GRANTS ADMINSTR	3	0	0%	0	0%	0	0%
ASST GM EWDD	2	0	0%	0	0%	0	0%
AUDITOR II	2	0	0%	0	0%	0	0%
CH GRANTS ADMINISTRATOR	1	0	0%	0	0%	0	0%
COMMISSION EXEC ASST II	1	1	100%	1	100%	1	100%
COMNTY PROGRM ASST III	1	0	0%	0	0%	0	0%
DEPT CHIEF ACCT IV	2	1	50%	1	50%	1	50%
GM EWDD	1	0	0%	0	0%	0	0%
HUMAN REL ADVOCATE	2	1	50%	1	50%	2	100%
INDUST COMRCL FIN OFRI	3	0	0%	0	0%	0	0%
INTERNAL AUDITOR III	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	17	1	6%	2	12%	4	24%
MANAGEMENT ASSISTANT	5	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMIN CLERK	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	1	100%	1	100%
PR ACCOUNTANT I	1	1	100%	1	100%	1	100%
PR ACCOUNTANT II	1	0	0%	0	0%	0	0%
PROJECT ASSISTANT	2	0	0%	0	0%	0	0%
PROJECT COORDINATOR	3	0	0%	0	0%	0	0%
PROPERTY MANAGER III	1	0	0%	0	0%	0	0%
REHAB CONSTR SPEC III	1	0	0%	0	0%	0	0%
SECRETARY	1	0	0%	0	0%	0	0%
SR ACCOUNTANT II	2	1	50%	1	50%	1	50%
SR ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
SR AUDITOR	1	1	100%	1	100%	1	100%
SR MGMT ANALYST I	3	0	0%	0	0%	1	33%
SR MGMT ANALYST II	1	0	0%	0	0%	0	0%
SR PROJECT ASSISTANT	14	1	7%	1	7%	1	7%
SR PROJECT COORDINATOR	11	3	27%	3	27%	3	27%
SR SYSTEMS ANALYST II	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	3	0	0%	0	0%	1	33%
SYSTEMS PROGRAMMER II	1	0	0%	1	100%	1	100%
TOTAL	100	14	14%	17	17%	22	22%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

FINANCE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	4	0	0%	0	0%	0	0%
ACCOUNTING CLERK	15	4	27%	6	40%	6	40%
ADMINISTRATIVE CLERK	15	1	7%	2	13%	2	13%
ASST DIR OF FINANCE	2	1	50%	1	50%	1	50%
CH INVESTMENT OFCR	1	0	0%	1	100%	1	100%
CH MANAGEMENT ANALYST	1	0	0%	1	100%	1	100%
CHIEF TAX COMPLIANCE OFFICER I	3	0	0%	0	0%	0	0%
CHIEF TAX COMPLIANCE OFFICER II	3	0	0%	0	0%	0	0%
CUST SERV SPECIALIST	1	0	0%	0	0%	0	0%
CUST SERV SPECIALIST I	41	5	12%	5	12%	5	12%
CUST SERV SPECIALIST II	5	0	0%	0	0%	0	0%
DEPT CHIEF ACCT III	1	0	0%	0	0%	1	100%
DIR CASH MGMT SERVICES	1	1	100%	1	100%	1	100%
DIR OF FINANCE	1	0	0%	0	0%	0	0%
DIR OF SYSTEMS	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
FINANCIAL MANAGER I	1	0	0%	0	0%	0	0%
FISCAL SYSTEMS SPEC I	1	1	100%	1	100%	1	100%
MANAGEMENT ANALYST	3	1	33%	1	33%	1	33%
MANAGEMENT ASSISTANT	1	0	0%	0	0%	0	0%
OFFICE SVCS ASSISTANT	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PORTFOLIO MANAGER I	3	1	33%	1	33%	2	67%
PORTFOLIO MANAGER II	1	0	0%	0	0%	0	0%
PR ACCOUNTANT II	1	0	0%	0	0%	0	0%
PR CLERK	3	0	0%	1	33%	1	33%
PR TAX AUDITOR	3	1	33%	1	33%	1	33%
PR TAX COMPLIANCE OFCR	3	0	0%	0	0%	1	33%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	1	0	0%	0	0%	0	0%
REVENUE MANAGER	1	0	0%	0	0%	0	0%
SR ACCOUNTANT II	2	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	7	3	43%	3	43%	3	43%
SR MGMT ANALYST I	1	0	0%	0	0%	0	0%
SR MGMT ANALYST II	1	1	100%	1	100%	1	100%
SR SYSTEMS ANALYST I	1	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST II	2	0	0%	0	0%	1	50%
SR TAX AUDITOR	15	5	33%	5	33%	5	33%
SYSTEMS ANALYST	2	1	50%	1	50%	1	50%
SYSTEMS PROGRAMMER II	2	0	0%	0	0%	0	0%
TAX AUDITOR II	55	3	5%	5	9%	7	13%
TAX COMPLNCE AIDE	6	1	17%	2	33%	2	33%
TAX COMPLNCE OFCR II	35	5	14%	5	14%	7	20%
TAX COMPLNCE OFCR III	13	1	8%	1	8%	1	8%
TAX COMPLNCE OFFCR I	1	0	0%	0	0%	0	0%
TAX RENEWAL ASST II	2	0	0%	0	0%	0	0%
TREASURY ACCOUNTANT	6	1	17%	1	17%	1	17%
TOTAL	272	38	14%	47	17%	55	20%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

FIRE DEPT. - CIVILIAN JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	3	0	0%	0	0%	0	0%
ACCOUNTING CLERK	18	3	17%	3	17%	4	22%
ADMINISTRATIVE CLERK	32	4	13%	4	13%	4	13%
AUDITOR I	1	0	0%	0	0%	0	0%
AUTO BODY BLDR/REPAIRER	6	2	33%	2	33%	2	33%
AUTO PAINTER	3	2	67%	2	67%	2	67%
AUTOMOTIVE SUPERVISOR	1	0	0%	0	0%	0	0%
CARPENTER	1	0	0%	0	0%	0	0%
CH INFORMATION OFFICER	1	0	0%	0	0%	0	0%
CH MANAGEMENT ANALYST	1	1	100%	1	100%	1	100%
CHIEF SPECIAL INVESTIGATOR	1	0	0%	0	0%	0	0%
COMMISSION EXEC ASST II	1	1	100%	1	100%	1	100%
COMMUN ELECTRICIAN	4	2	50%	2	50%	2	50%
DATA BASE ARCHITECT	2	0	0%	0	0%	0	0%
DELIVERY DRIVER II	1	0	0%	0	0%	1	100%
EMER MED SERVS EDUCATOR	5	0	0%	0	0%	0	0%
EMS ADVANCED PROVIDER	5	0	0%	0	0%	0	0%
EMS ADVANCED PROVIDER SUPERVISOR	1	0	0%	0	0%	0	0%
ENGRG GEOLGST ASSOC IV	1	0	0%	0	0%	1	100%
EQUIP REPAIR SUPVR	4	1	25%	1	25%	1	25%
EQUIP SPECIALIST II	1	0	0%	1	100%	1	100%
EQUIPMNT MECHANIC	19	2	11%	4	21%	4	21%
EQUIPMNT SUPERINTENDENT	1	0	0%	0	0%	1	100%
EXEC ADMIN ASST II	2	1	50%	1	50%	1	50%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
FIRE ADMINISTRATOR	1	0	0%	0	0%	0	0%
FIRE PROT ENGR ASSC I	1	0	0%	0	0%	0	0%
FIRE PROT ENGR ASSC II	5	0	0%	0	0%	0	0%
FIRE PROT ENGR ASSC III	1	0	0%	0	0%	0	0%
FIRE PROT ENGR ASSC IV	2	0	0%	0	0%	0	0%
FIRE PSYCHOLOGIST	2	0	0%	0	0%	0	0%
FIRE SPECIAL INVESTIGATOR	8	2	25%	2	25%	2	25%
FIRE STATISTICAL MANAGER	1	0	0%	0	0%	0	0%
FISCAL SYSTEMS SPEC I	1	0	0%	0	0%	0	0%
FISCAL SYSTEMS SPEC II	1	1	100%	1	100%	1	100%
GARAGE ASSISTANT	1	0	0%	0	0%	0	0%
GARAGE ATTENDANT	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	4	1	25%	1	25%	1	25%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	2	1	50%	1	50%	1	50%
HEAVY DUTY EQUIP MECH	27	1	4%	2	7%	4	15%
INDEP ASSESSOR FIRE COMM	1	0	0%	1	100%	1	100%
INDUSTRIAL HYGIENIST	1	0	0%	0	0%	0	0%
INFO SYSTEM MGR II	1	1	100%	1	100%	1	100%
MANAGEMENT AIDE	2	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	14	4	29%	4	29%	5	36%
MANAGEMENT ASSISTANT	6	0	0%	0	0%	0	0%
MECH HELPER	9	1	11%	1	11%	1	11%
MECH REPAIRER	2	0	0%	0	0%	0	0%
OFFICE SVCS ASSISTANT	7	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	2	1	50%	1	50%	1	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

FIRE DEPT. - CIVILIAN JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PERS RECORDS SUPV	1	0	0%	0	0%	0	0%
PERSONNEL ANALYST	3	0	0%	1	33%	1	33%
PERSONNEL DIR II	1	1	100%	1	100%	1	100%
PHARMACIST I	1	0	0%	0	0%	0	0%
PHOTOGRAPHER II	1	0	0%	0	0%	0	0%
PR ACCOUNTANT II	1	0	0%	0	0%	0	0%
PR CLERK	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST III	4	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	6	1	17%	1	17%	1	17%
PROGRAMMER/ANALYST V	4	0	0%	0	0%	0	0%
RISK MGT/PREV PROG MGR	1	0	0%	0	0%	0	0%
RISK MGT/PREV PROG SPEC	2	1	50%	1	50%	2	100%
SECRETARY	15	1	7%	1	7%	1	7%
SHEET METAL WORKER	1	1	100%	1	100%	1	100%
SPECIAL INVESTIGATOR II	1	0	0%	0	0%	0	0%
SR ACCOUNTANT II	2	1	50%	1	50%	1	50%
SR ADMINISTRATIVE CLERK	26	6	23%	8	31%	9	35%
SR AUDITOR	1	0	0%	0	0%	0	0%
SR AUTOMOTIVE SUPVR	1	0	0%	1	100%	1	100%
SR CARPENTER	1	0	0%	1	100%	1	100%
SR COMMUN ELECTRICIAN	3	0	0%	0	0%	0	0%
SR EQUIPMENT MECHANIC	1	0	0%	0	0%	0	0%
SR FIRE PROT ENGINEER	1	0	0%	1	100%	1	100%
SR FIRE STATISTICAL ANALYST	2	0	0%	0	0%	0	0%
SR HVY DUTY EQUIP MECH	2	0	0%	0	0%	0	0%
SR MGMT ANALYST I	12	3	25%	4	33%	4	33%
SR MGMT ANALYST II	2	2	100%	2	100%	2	100%
SR PERSONNEL ANALYST I	4	0	0%	0	0%	2	50%
SR PERSONNEL ANALYST II	2	0	0%	1	50%	1	50%
SR PROJECT COORDINATOR	2	0	0%	0	0%	0	0%
SR STOREKEEPER	1	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST I	6	2	33%	2	33%	2	33%
SR SYSTEMS ANALYST II	4	1	25%	1	25%	3	75%
STOREKEEPER II	4	0	0%	0	0%	0	0%
SYSTEMS ANALYST	5	1	20%	2	40%	2	40%
SYSTEMS PROGRAMMER I	1	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER II	4	1	25%	1	25%	1	25%
SYSTEMS PROGRAMMER III	1	1	100%	1	100%	1	100%
TIRE REPAIRER	1	1	100%	1	100%	1	100%
WAREHOUSE & T/R WKR II	1	0	0%	0	0%	0	0%
WELDER	1	0	0%	0	0%	0	0%
TOTAL	353	56	16%	70	20%	83	24%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

GSD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	12	3	25%	3	25%	3	25%
ACCOUNTING CLERK	8	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	24	1	4%	2	8%	3	13%
AIR COND MECH SUPVR	3	1	33%	1	33%	2	67%
AIR COND MECHANIC	12	2	17%	2	17%	2	17%
ASST GM GEN SVCS DEPT	4	3	75%	4	100%	4	100%
AUDITOR I	1	1	100%	1	100%	1	100%
AUTO BODY BLDR/REPAIRER	6	1	17%	1	17%	1	17%
AUTO BODY REPR SUPVR II	1	0	0%	0	0%	0	0%
AUTO PAINTER	3	1	33%	1	33%	1	33%
AUTOMOTIVE DISPATCHR I	1	0	0%	0	0%	0	0%
AUTOMOTIVE SUPERVISOR	11	2	18%	2	18%	2	18%
BINDERY EQUIPMT OPER I	5	1	20%	3	60%	3	60%
BINDERY WORKER	1	1	100%	1	100%	1	100%
BUILD CON & MT GN SUPII	1	0	0%	0	0%	0	0%
BUILD CON & MT SUPT	3	1	33%	1	33%	1	33%
BUILD MAINT DIST SUPVR	8	2	25%	3	38%	4	50%
BUILD OPERATING ENGR	8	1	13%	2	25%	2	25%
BUILD REPAIRER SUPVR	2	0	0%	0	0%	0	0%
CABINET MAKER	1	1	100%	1	100%	1	100%
CARPENTER	6	4	67%	4	67%	4	67%
CARPENTER SUPVR	1	0	0%	0	0%	0	0%
CH BUILD OPERATNG ENGR	1	0	0%	0	0%	0	0%
CH CUSTODIAN SUPVR I	1	1	100%	1	100%	1	100%
CH CUSTODIAN SUPVR II	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	8	1	13%	2	25%	2	25%
CHEMIST II	2	0	0%	0	0%	0	0%
CONSTR & MAINT SUPV II	7	1	14%	1	14%	2	29%
CONSTR EQUIP SERV WORKR	2	0	0%	0	0%	0	0%
CONSTR ESTIMATOR	3	0	0%	0	0%	0	0%
CUSTODIAL SVCS ASST	5	0	0%	0	0%	0	0%
CUSTODIAN	159	42	26%	53	33%	57	36%
CUSTODIAN SUPERVISOR	19	2	11%	3	16%	6	32%
DATA BASE ARCHITECT	1	0	0%	0	0%	0	0%
DELIVERY DRIVER I	11	3	27%	3	27%	3	27%
DELIVERY DRIVER III	1	1	100%	1	100%	1	100%
DEPT CHIEF ACCT II	1	0	0%	0	0%	0	0%
DEPT CHIEF ACCT III	1	0	0%	0	0%	1	100%
DIR OF PRINTING SVCS	1	0	0%	0	0%	0	0%
DRILL RIG OPERATOR	3	1	33%	1	33%	1	33%
DUP MACH OPERATOR	7	1	14%	1	14%	1	14%
ELECTRCL CRAFT HELPER	3	0	0%	0	0%	0	0%
ELECTRICIAN	18	1	6%	2	11%	2	11%
ELECTRICIAN SUPV	5	0	0%	0	0%	1	20%
ELEVATOR MECHANIC	8	1	13%	3	38%	3	38%
ELEVATOR MECHANIC HLP	2	0	0%	0	0%	1	50%
ELEVATOR REPAIR SUPV II	1	0	0%	0	0%	0	0%
EMERGNCY MGT COORD II	1	0	0%	0	0%	0	0%
EQUIP REPAIR SUPVR	3	1	33%	1	33%	1	33%
EQUIP SPECIALIST I	4	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

GSD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
EQUIP SPECIALIST II	2	0	0%	0	0%	0	0%
EQUIPMNT MECHANIC	149	28	19%	33	22%	42	28%
EQUIPMNT OPERATOR	1	1	100%	1	100%	1	100%
EQUIPMNT SUPERINTENDENT	2	1	50%	1	50%	1	50%
EVENT ATTENDANT	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST II	3	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	0	0%	1	100%	1	100%
FISCAL SYSTEMS SPEC I	1	0	0%	0	0%	0	0%
GARAGE ATTENDANT	27	4	15%	5	19%	6	22%
GARDENER CARETAKER	2	0	0%	0	0%	0	0%
GEN AUTOMOTIVE SUPVR	4	1	25%	1	25%	1	25%
GEN MGR GENERAL SVCS	1	1	100%	1	100%	1	100%
HEAD CUSTODIAN SUPVR	5	1	20%	1	20%	3	60%
HEAVY DUTY EQUIP MECH	60	9	15%	11	18%	11	18%
HELICOPTER MECH	31	3	10%	4	13%	6	19%
HELICOPTER MECH SUPV I	7	0	0%	1	14%	2	29%
HELICOPTER MECH SUPV II	2	0	0%	1	50%	1	50%
LABOR SUPERVISOR	1	1	100%	1	100%	1	100%
LOCKSMITH	4	0	0%	0	0%	1	25%
MACHINIST	3	1	33%	3	100%	3	100%
MAINT & CONSTR HELPER	2	0	0%	0	0%	0	0%
MAINTENANCE ASST	4	2	50%	2	50%	2	50%
MAINTENANCE LABORER	7	0	0%	0	0%	0	0%
MANAGEMENT AIDE	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	22	3	14%	3	14%	4	18%
MANAGEMENT ASSISTANT	13	0	0%	0	0%	0	0%
MATL TST ENGINEER II	1	1	100%	1	100%	1	100%
MATL TST ENGRG ASSC I	7	1	14%	1	14%	1	14%
MATL TST ENGRG ASSC II	17	7	41%	8	47%	8	47%
MATL TST ENGRG ASSC III	1	1	100%	1	100%	1	100%
MATL TST ENGRG ASSC IV	1	1	100%	1	100%	1	100%
MATL TST TECHNICIAN I	12	0	0%	0	0%	0	0%
MATL TST TECHNICIAN II	19	4	21%	4	21%	4	21%
MECH HELPER	2	0	0%	0	0%	0	0%
MESSENGER CLERK	1	1	100%	1	100%	1	100%
OFFICE TRAINEE ADMIN CLERK	2	0	0%	0	0%	0	0%
PAINTER	2	0	0%	0	0%	0	0%
PAINTER SUPVR	1	1	100%	1	100%	1	100%
PARKING ATTENDANT I	23	5	22%	6	26%	9	39%
PARKING ATTENDANT II	7	2	29%	3	43%	3	43%
PARKING MANAGER I	1	1	100%	1	100%	1	100%
PARKING MANAGER II	1	0	0%	1	100%	1	100%
PARKING SERVICES SUPV	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PLUMBER	17	3	18%	3	18%	4	24%
PLUMBER SUPERVISOR	6	2	33%	3	50%	3	50%
PR ACCOUNTANT I	1	0	0%	0	0%	0	0%
PR ACCOUNTANT II	2	1	50%	1	50%	1	50%
PR CLERK	2	1	50%	2	100%	2	100%
PR STOREKEEPER	5	1	20%	1	20%	1	20%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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GSD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PRE-PRESS OPERATOR I	2	0	0%	0	0%	0	0%
PRIMA PROGRAM MANAGER	1	0	0%	0	0%	0	0%
PRINTING PRESS OPER I	2	0	0%	0	0%	0	0%
PROCUREMENT ANALYST II	12	1	8%	1	8%	1	8%
PROCUREMENT SUPERVISOR	3	2	67%	2	67%	2	67%
PROJECT ASSISTANT	1	1	100%	1	100%	1	100%
PROPERTY MANAGER II	1	0	0%	0	0%	0	0%
REAL ESTATE OFFICER	5	1	20%	1	20%	1	20%
ROOFER	4	1	25%	1	25%	2	50%
SAFETY ENGINEER	1	0	0%	0	0%	0	0%
SECRETARY	3	0	0%	0	0%	0	0%
SHEET METAL SUPVR	1	0	0%	1	100%	1	100%
SHEET METAL WORKER	1	0	0%	0	0%	0	0%
SIGN PAINTER	1	0	0%	0	0%	0	0%
SPECIAL PROG ASST III	1	0	0%	0	0%	0	0%
SR ACCOUNTANT I	2	1	50%	1	50%	1	50%
SR ACCOUNTANT II	4	2	50%	2	50%	3	75%
SR ADMINISTRATIVE CLERK	25	6	24%	6	24%	6	24%
SR AUTOMOTIVE SUPVR	1	1	100%	1	100%	1	100%
SR BUILD OPERATING ENGR	3	1	33%	2	67%	2	67%
SR CARPENTER	2	0	0%	0	0%	0	0%
SR CHEMIST	1	1	100%	1	100%	1	100%
SR CONSTR ESTIMATOR	1	0	0%	0	0%	0	0%
SR CUSTODIAN I	15	3	20%	4	27%	4	27%
SR CUSTODIAN II	23	3	13%	3	13%	3	13%
SR ELECTRICIAN	4	1	25%	1	25%	1	25%
SR EQUIPMENT MECHANIC	7	1	14%	1	14%	1	14%
SR HVY DUTY EQUIP MECH	3	2	67%	2	67%	2	67%
SR MGMT ANALYST I	11	2	18%	2	18%	4	36%
SR MGMT ANALYST II	4	2	50%	2	50%	2	50%
SR PARKG ATTENDANT I	2	0	0%	0	0%	1	50%
SR REAL ESTATE OFFICER	4	1	25%	2	50%	2	50%
SR STOREKEEPER	8	3	38%	4	50%	4	50%
SR SYSTEMS ANALYST I	1	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST II	2	1	50%	1	50%	1	50%
STOREKEEPER II	47	8	17%	9	19%	10	21%
STORES SUPERVISOR	2	1	50%	1	50%	2	100%
SUPPLY SERVICES PAYMENT CLERK	27	7	26%	8	30%	9	33%
SUPPLY SVCS MANAGER I	2	1	50%	1	50%	1	50%
SUPPLY SVCS MANAGER II	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	7	0	0%	0	0%	0	0%
TIRE REPAIRER	7	1	14%	1	14%	1	14%
TIRE REPAIRER SUPVR	1	0	0%	0	0%	0	0%
TITLE EXAMINER	1	0	0%	0	0%	0	0%
TRUCK OPERATOR	8	2	25%	2	25%	2	25%
VOCATIONAL WORKER CUSTODIAN	11	0	0%	0	0%	0	0%
VOCATIONAL WORKER I	22	0	0%	0	0%	0	0%
WAREHOUSE & T/R WKR I	18	1	6%	1	6%	1	6%
WAREHOUSE & T/R WKR II	4	1	25%	1	25%	1	25%
WELDER	31	3	10%	3	10%	3	10%
WELDER SUPERVISOR	1	1	100%	1	100%	1	100%
TOTAL	1242	235	19%	284	23%	327	26%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	4	1	25%	1	25%	1	25%
ACCOUNTING CLERK	13	3	23%	3	23%	3	23%
ACCOUNTING REC SUPVR I	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	10	0	0%	0	0%	0	0%
AIR COND MECH SUPVR II	1	0	0%	0	0%	0	0%
AIR COND MECHANIC	4	2	50%	2	50%	2	50%
ARCHITECT	1	0	0%	0	0%	0	0%
ARCHITECTURAL ASSOC I	2	0	0%	0	0%	0	0%
ARCHITECTURAL ASSOC III	1	0	0%	0	0%	0	0%
ARCHTRL DRAFT TECH	1	0	0%	0	0%	0	0%
AUDIO VISUAL TECH	2	0	0%	0	0%	0	0%
BOAT CAPTAIN I	2	0	0%	0	0%	0	0%
BOAT CAPTAIN I - HARBOR	4	0	0%	1	25%	1	25%
BUILD ELECTRCL ENGR I	2	0	0%	0	0%	0	0%
BUILD OPERATING ENGR	4	1	25%	1	25%	1	25%
CARPENTER	7	0	0%	0	0%	1	14%
CARPENTER SUPVR	1	0	0%	0	0%	1	100%
CH BUILD OPERATNG ENGR	1	0	0%	0	0%	0	0%
CH CLERK	1	1	100%	1	100%	1	100%
CH CONSTR INSPECTOR	1	1	100%	1	100%	1	100%
CH HARBOR ENGINEER	2	2	100%	2	100%	2	100%
CH INFORMATION SECURITY OFC	1	0	0%	0	0%	0	0%
CH MANAGEMENT ANALYST	2	0	0%	0	0%	0	0%
CH PORT PILOT II	2	2	100%	2	100%	2	100%
CIVIL ENGINEER	12	1	8%	2	17%	2	17%
CIVIL ENGRG ASSOC I	2	0	0%	0	0%	0	0%
CIVIL ENGRG ASSOC II	11	1	9%	1	9%	1	9%
CIVIL ENGRG ASSOC III	10	2	20%	2	20%	2	20%
CIVIL ENGRG ASSOC IV	7	3	43%	4	57%	5	71%
COMMISSION EXEC ASST II	1	0	0%	0	0%	0	0%
COMMUN ENGRG ASSOC II	1	0	0%	0	0%	0	0%
COMMUN ENGRG ASSOC IV	1	1	100%	1	100%	1	100%
COMMUN INFO REP III	3	0	0%	0	0%	0	0%
COMNTY AFFRS ADVOCATE	2	1	50%	1	50%	1	50%
CONSTR & MAINT SUPV I	1	1	100%	1	100%	1	100%
CONSTR & MAINT SUPV II	2	1	50%	1	50%	1	50%
CONSTR ESTIMATOR	1	0	0%	0	0%	0	0%
CONSTR INSPECTOR	3	1	33%	1	33%	1	33%
CUSTODIAN - HARBOR	13	3	23%	4	31%	6	46%
DATA BASE ARCHITECT	2	1	50%	1	50%	1	50%
DECK HAND	2	0	0%	0	0%	0	0%
DECK HAND - HARBOR	4	0	0%	0	0%	0	0%
DELIVERY DRIVER II	1	0	0%	0	0%	0	0%
DELIVERY DRIVER III	1	0	0%	0	0%	0	0%
DEPARTMENTAL AUDIT MGR	1	1	100%	1	100%	1	100%
DEPT CHIEF ACCT IV	1	0	0%	0	0%	0	0%
DIR OF PORT CON & MT II	2	0	0%	1	50%	1	50%
DIR OF PORT MRKTNG I	1	1	100%	1	100%	1	100%
DIR OF PORT MRKTNG II	1	1	100%	1	100%	1	100%
DIR OF PORT OPERATIONS	1	1	100%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
DUP MACH OPERATOR	1	0	0%	0	0%	0	0%
ELECTRCL CRAFT HELPER	2	0	0%	0	0%	0	0%
ELECTRCL ENGRG ASSC II	2	0	0%	0	0%	0	0%
ELECTRCL INSPECTOR	1	0	0%	0	0%	0	0%
ELECTRICIAN	5	1	20%	2	40%	2	40%
ELEVATOR MECHANIC	2	0	0%	0	0%	0	0%
EMERGENCY MGT COORD I	1	0	0%	0	0%	0	0%
ENVIRN AFFRS OFC	1	0	0%	0	0%	1	100%
ENVIRONMENTAL SPEC II	6	0	0%	0	0%	0	0%
ENVIRONMENTAL SPEC III	7	1	14%	1	14%	1	14%
EQUIP REPAIR SUPVR	1	0	0%	0	0%	0	0%
EQUIP SPECIALIST II	1	0	0%	0	0%	0	0%
EQUIPMENT MECHANIC- HARBOR	4	0	0%	0	0%	0	0%
EQUIPMNT OPERATOR	3	1	33%	1	33%	1	33%
EXEC ADMIN ASST II	4	1	25%	1	25%	2	50%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
FIELD ENGINEER AIDE	2	1	50%	1	50%	1	50%
FINANCIAL ANALYST II	2	0	0%	0	0%	0	0%
FINANCIAL MANAGER I	5	1	20%	1	20%	1	20%
FINANCIAL MANAGER II	2	1	50%	1	50%	1	50%
FIRST DEPUTY GM HARBOR	4	2	50%	2	50%	2	50%
FISCAL SYSTEMS SPEC I	1	0	0%	0	0%	0	0%
FISCAL SYSTEMS SPEC II	1	1	100%	1	100%	1	100%
GARAGE ATTENDANT	3	0	0%	0	0%	0	0%
GARDENER CARETAKER	21	7	33%	7	33%	7	33%
GEN MGR HARBOR DEPT	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	2	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER III	1	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR I	1	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR II	1	0	0%	0	0%	0	0%
HARBOR ENGINEER I	8	1	13%	2	25%	2	25%
HARBOR ENGINEER II	4	2	50%	3	75%	4	100%
HARBOR PLAN/RESCH DR I	1	0	0%	0	0%	0	0%
HARBOR PLAN/RESCH DR II	1	0	0%	0	0%	0	0%
HARBOR PLN/ECON ANAL II	3	1	33%	1	33%	1	33%
HARBOR PUB&COMM REL DIR	2	2	100%	2	100%	2	100%
HEAVY DUTY EQUIP MECH	8	1	13%	1	13%	3	38%
HEAVY DUTY TRUCK OPER	3	0	0%	0	0%	0	0%
INFO SYS OPER MGR I	1	0	0%	1	100%	1	100%
INFO SYS OPER MGR II	1	0	0%	1	100%	1	100%
INFO SYSTEM MGR II	1	0	0%	0	0%	0	0%
LAND SURVEYING ASST	3	0	0%	2	67%	2	67%
LANDSCAPE ARCH I	1	0	0%	0	0%	0	0%
LEGISLATIVE REP	3	0	0%	0	0%	0	0%
LOCKSMITH	1	0	0%	0	0%	0	0%
MACHINIST SUPERVISOR	1	1	100%	1	100%	1	100%
MAINT & CONSTR HELPER	8	1	13%	1	13%	1	13%
MAINTENANCE LABORER	22	3	14%	3	14%	5	23%
MANAGEMENT AIDE	2	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
MANAGEMENT ANALYST	35	2	6%	3	9%	6	17%
MANAGEMENT ASSISTANT	5	0	0%	0	0%	0	0%
MARINE ENVIRON MGR I	2	0	0%	0	0%	0	0%
MARINE ENVRNMTL SUPVR	2	0	0%	0	0%	0	0%
MASONRY WORKER	1	0	0%	0	0%	0	0%
MATL TST ENGINEER II	1	1	100%	1	100%	1	100%
MATL TST ENGRG ASSC II	1	0	0%	0	0%	0	0%
MATL TST TECHNICIAN II	5	1	20%	1	20%	1	20%
MECH ENGRG ASSC II	2	0	0%	0	0%	0	0%
MECH ENGRG DRAFTG TECH	1	0	0%	0	0%	0	0%
MECH HELPER	1	0	0%	0	0%	0	0%
MECH REPAIR GEN SUPVR	1	0	0%	0	0%	0	0%
MECH REPAIRER	1	0	0%	0	0%	0	0%
MOTOR SWEEPER OPERATOR	1	0	0%	0	0%	0	0%
PAINTER II	6	0	0%	1	17%	1	17%
PARK MAINT SUPVR	3	1	33%	1	33%	1	33%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PERSONNEL ANALYST	1	0	0%	0	0%	0	0%
PERSONNEL DIR III	1	1	100%	1	100%	1	100%
PILE DRIVER SUPERVISOR	1	0	0%	0	0%	0	0%
PILE DRIVER WORKER I	9	0	0%	0	0%	1	11%
PILE DRIVER WORKER II	1	0	0%	0	0%	0	0%
PLANNING ASSISTANT	1	0	0%	0	0%	0	0%
PLUMBER	7	1	14%	2	29%	2	29%
PLUMBER SUPERVISOR	1	0	0%	0	0%	0	0%
PORT ELECTRICAL MECH SUPV	3	2	67%	2	67%	2	67%
PORT ELECTRICAL MECHANIC	16	4	25%	5	31%	7	44%
PORT MAINTENANCE SUPV	2	0	0%	0	0%	0	0%
PORT MARKETING MANAGER	2	0	0%	0	0%	1	50%
PORT PILOT I	3	0	0%	0	0%	0	0%
PORT PILOT II	10	3	30%	3	30%	3	30%
PORT POLICE OFFICER I	1	0	0%	0	0%	0	0%
PORT POLICE OFFICER II	1	1	100%	1	100%	1	100%
PORT POLICE OFFICER III	4	0	0%	0	0%	0	0%
PORT POLICE SERGEANT	3	0	0%	1	33%	2	67%
PR ACCOUNTANT II	3	0	0%	0	0%	0	0%
PR CIVIL ENGR DRAF TEC	1	0	0%	0	0%	0	0%
PR CLERK	6	1	17%	1	17%	2	33%
PR CONSTR INSPECTOR	1	1	100%	1	100%	1	100%
PR PUBLIC RELATIONS REP	3	0	0%	0	0%	1	33%
PR SECURITY OFFICER	2	1	50%	1	50%	1	50%
PROCUREMENT SUPERVISOR	2	1	50%	1	50%	2	100%
PROGRAMMER/ANALYST II	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	4	2	50%	2	50%	2	50%
PROGRAMMER/ANALYST V	2	1	50%	1	50%	1	50%
PROPERTY MANAGER I	1	0	0%	0	0%	0	0%
PROPERTY MANAGER III	4	1	25%	1	25%	1	25%
PROPERTY MANAGER IV	1	0	0%	0	0%	0	0%
PUB INFO DIRECTOR I	1	0	0%	1	100%	1	100%
PUB INFO DIRECTOR II	1	0	0%	0	0%	0	0%

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HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
REAL ESTATE ASSOC II	2	0	0%	0	0%	0	0%
REAL ESTATE OFCR - HARBOR	2	0	0%	0	0%	0	0%
RISK & INSURANCE ASST	1	0	0%	0	0%	0	0%
RISK MANAGER I	1	0	0%	0	0%	0	0%
RISK MANAGER II	1	0	0%	0	0%	0	0%
RISK MANAGER III	1	0	0%	0	0%	0	0%
ROOFER	8	3	38%	3	38%	4	50%
ROOFER SUPVR	1	0	0%	0	0%	0	0%
SAFETY ENGINEER	1	0	0%	0	0%	0	0%
SECOND DEPUTY GM HARBOR	1	0	0%	0	0%	0	0%
SECRETARY	3	0	0%	0	0%	0	0%
SECURITY OFFICER	32	5	16%	5	16%	5	16%
SENIOR PORT ELECTRICAL MECHANIC	5	3	60%	3	60%	3	60%
SHEET METAL WORKER	2	0	0%	0	0%	0	0%
SHIP CARPENTER	3	2	67%	2	67%	2	67%
SR ACCOUNTANT II	2	1	50%	1	50%	1	50%
SR ADMINISTRATIVE CLERK	34	1	3%	3	9%	4	12%
SR ADMINISTRATIVE CLERK III	5	2	40%	2	40%	2	40%
SR ARCHITECT	1	0	0%	0	0%	0	0%
SR ARCHITECT DRAFT TECH	1	0	0%	0	0%	0	0%
SR AUTOMOTIVE SUPVR	1	0	0%	0	0%	0	0%
SR CARPENTER	2	1	50%	1	50%	2	100%
SR CIVIL ENGINEER	12	3	25%	4	33%	4	33%
SR CIVIL ENGR DRAFT TEC	1	0	0%	0	0%	0	0%
SR COMMUN ENGINEER	2	1	50%	1	50%	2	100%
SR CONSTR INSPECTOR	8	3	38%	5	63%	5	63%
SR CUSTODIAN I	1	0	0%	0	0%	0	0%
SR DUP MACHINE OPERATOR	1	1	100%	1	100%	1	100%
SR ELECTR ENGR DRFT TEC	1	1	100%	1	100%	1	100%
SR ELECTRCL INSPECTOR	1	1	100%	1	100%	1	100%
SR ELECTRICIAN	3	0	0%	0	0%	0	0%
SR GARDENER	3	0	0%	0	0%	0	0%
SR HVY DUTY EQUIP MECH	2	0	0%	0	0%	0	0%
SR MGMT ANALYST I	11	1	9%	2	18%	2	18%
SR MGMT ANALYST II	13	4	31%	4	31%	4	31%
SR PERSONNEL ANALYST I	4	1	25%	1	25%	1	25%
SR PERSONNEL ANALYST II	2	2	100%	2	100%	2	100%
SR PLUMBER	3	1	33%	2	67%	2	67%
SR REAL ESTATE OFFICER	3	0	0%	0	0%	1	33%
SR ROOFER	2	0	0%	0	0%	0	0%
SR SECURITY OFFICER	6	2	33%	3	50%	3	50%
SR STOREKEEPER	1	0	0%	1	100%	1	100%
SR STRUCTURAL ENGINEER	1	1	100%	1	100%	1	100%
SR SURVEY SUPERVISOR	1	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST I	2	1	50%	1	50%	1	50%
SR SYSTEMS ANALYST II	1	0	0%	0	0%	0	0%
SR TRANSP ENGINEER	1	0	0%	0	0%	0	0%
ST SVCS WORKER I	1	0	0%	0	0%	0	0%
ST SVCS WORKER II	1	0	0%	0	0%	0	0%
STAFF ASSISTANT TO GEN MGR HARBOR	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
STOREKEEPER II	1	0	0%	0	0%	0	0%
SURVEY PARTY CHIEF I	3	0	0%	0	0%	0	0%
SURVEY PARTY CHIEF II	2	1	50%	1	50%	1	50%
SYSTEMS ANALYST	3	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER I	3	1	33%	1	33%	1	33%
SYSTEMS PROGRAMMER II	3	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER III	4	2	50%	2	50%	2	50%
TIRE REPAIRER	1	0	0%	0	0%	0	0%
TRAF MANAGER	7	2	29%	2	29%	3	43%
TRAF PAINT SIGN POST II	2	0	0%	0	0%	0	0%
TRANSITIONAL WORKER	1	0	0%	0	0%	0	0%
TRANSP ENGINEER	1	0	0%	0	0%	0	0%
TREE SURGEON	2	1	50%	1	50%	1	50%
TREE SURGEON ASST	1	0	0%	0	0%	0	0%
TREE SURGEON SUPVSR I	1	1	100%	1	100%	1	100%
VIDEO PRODUCTION COORD	1	0	0%	0	0%	0	0%
VOCATIONAL WORKER II	1	0	0%	0	0%	0	0%
WAREHOUSE & T/R WKR II	3	0	0%	0	0%	0	0%
WELDER	3	0	0%	0	0%	0	0%
WHARFINGER I	7	0	0%	0	0%	0	0%
WHARFINGER II	3	0	0%	0	0%	0	0%
TOTAL	742	137	18%	164	22%	193	26%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

HOUSING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	15	1	7%	1	7%	1	7%
ACCOUNTING CLERK	14	4	29%	4	29%	4	29%
ADMINISTRATIVE CLERK	69	7	10%	7	10%	9	13%
ARCHITECTURAL ASSOC IV	1	0	0%	0	0%	1	100%
ASST CH GRANTS ADMINSTR	1	0	0%	0	0%	0	0%
ASST GM LA HOUSING DEPT	4	1	25%	1	25%	1	25%
ASST INSPECTOR II	17	0	0%	0	0%	0	0%
ASST INSPECTOR III	1	0	0%	0	0%	0	0%
AUDITOR I	1	0	0%	0	0%	0	0%
CH INSPECTOR	2	1	50%	1	50%	1	50%
COMMNTY HSG PROGRMS MGR	5	1	20%	1	20%	1	20%
COMMUN INFO REP II	5	2	40%	2	40%	2	40%
COMMUN INFO REP III	1	0	0%	0	0%	0	0%
CONSTR ESTIMATOR	1	0	0%	0	0%	0	0%
DATA BASE ARCHITECT	1	0	0%	0	0%	0	0%
DEPT CHIEF ACCT III	1	0	0%	0	0%	0	0%
DEPT CHIEF ACCT IV	1	1	100%	1	100%	1	100%
DIR OF HOUSING	3	0	0%	0	0%	1	33%
DIR OF SYSTEMS	1	0	0%	0	0%	0	0%
EMERGNCY MGT COORD I	1	0	0%	0	0%	0	0%
ENVIRN AFFRS OFC	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SPEC III	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST II	3	0	0%	1	33%	1	33%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
FINANCE DEV OFFICER I	24	1	4%	3	13%	6	25%
FINANCE DEV OFFICER II	7	0	0%	0	0%	3	43%
FISCAL SYSTEMS SPEC I	1	1	100%	1	100%	1	100%
GEN MGR DEPT OF HOUSING	1	0	0%	0	0%	0	0%
HOUSING INSPECTOR	79	12	15%	15	19%	20	25%
HOUSING INVESTIGATOR I	25	1	4%	1	4%	1	4%
HOUSING INVESTIGATOR II	6	0	0%	0	0%	1	17%
HOUSING PLNG/ECON ANLST	5	0	0%	0	0%	0	0%
INTERNAL AUDITOR IV	1	0	0%	0	0%	0	0%
MANAGEMENT AIDE	2	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	68	4	6%	4	6%	4	6%
MANAGEMENT ASSISTANT	53	0	0%	0	0%	0	0%
MATL TST TECHNICIAN I	1	1	100%	1	100%	1	100%
OFFICE SVCS ASSISTANT	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PR ACCOUNTANT I	2	1	50%	1	50%	1	50%
PR CLERK	1	0	0%	0	0%	0	0%
PR INSPECTOR	7	0	0%	1	14%	2	29%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	4	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	2	0	0%	0	0%	0	0%
PROJECT ASSISTANT	2	1	50%	1	50%	1	50%
PUB INFO DIRECTOR I	1	0	0%	0	0%	0	0%
PUB RELATIONS SPEC I	1	0	0%	0	0%	0	0%
REHAB CONSTR SPEC I	6	2	33%	2	33%	2	33%
REHAB CONSTR SPEC II	11	6	55%	6	55%	6	55%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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HOUSING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
REHAB CONSTR SPEC III	4	0	0%	1	25%	1	25%
REHAB PROJECT COORD I	1	1	100%	1	100%	1	100%
REHAB PROJECT COORD II	1	0	0%	0	0%	1	100%
SECRETARY	3	3	100%	3	100%	3	100%
SR ACCOUNTANT I	1	1	100%	1	100%	1	100%
SR ACCOUNTANT II	6	2	33%	2	33%	3	50%
SR ADMINISTRATIVE CLERK	39	3	8%	4	10%	5	13%
SR AUDITOR	1	0	0%	0	0%	0	0%
SR HOUSING INSPECTOR	29	10	34%	11	38%	12	41%
SR HSG INVESTIGATOR I	5	0	0%	0	0%	1	20%
SR HSG INVESTIGATOR II	1	0	0%	0	0%	0	0%
SR HSG PLNG/ECON ANALYST	2	0	0%	0	0%	0	0%
SR MGMT ANALYST I	14	2	14%	2	14%	2	14%
SR MGMT ANALYST II	7	2	29%	2	29%	2	29%
SR PROJECT COORDINATOR	2	1	50%	1	50%	1	50%
SR SYSTEMS ANALYST II	4	0	0%	0	0%	1	25%
STOREKEEPER II	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	8	1	13%	1	13%	1	13%
WAREHOUSE & T/R WKR I	1	1	100%	1	100%	1	100%
TOTAL	594	79	13%	89	15%	112	19%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

ITA JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
311 DIRECTOR	1	1	100%	1	100%	1	100%
ACCOUNTANT	1	0	0%	0	0%	0	0%
ACCOUNTING CLERK	3	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	4	0	0%	0	0%	0	0%
APPLICATIONS PROGRAMMER	13	0	0%	0	0%	0	0%
ASST GM INFO TECH AGENCY	2	1	50%	1	50%	1	50%
AVIONICS SPECIALIST	5	0	0%	0	0%	0	0%
CABLE TV PRODUCT MGR II	2	0	0%	0	0%	0	0%
CABLE TV PRODUCT MGR III	1	1	100%	1	100%	1	100%
CH COMMUNICATIONS OPER	1	0	0%	0	0%	0	0%
CH INFORMATION SECURITY OFC	1	0	0%	0	0%	0	0%
CH MANAGEMENT ANALYST	2	0	0%	1	50%	1	50%
CHANNEL TRAFFIC COORD	1	1	100%	1	100%	1	100%
COMMUN ELECTRICIAN	52	13	25%	14	27%	15	29%
COMMUN ELECTRICIAN SUPV	6	1	17%	2	33%	3	50%
COMMUN ENGINEER	8	1	13%	1	13%	2	25%
COMMUN ENGRG ASSOC I	5	0	0%	0	0%	0	0%
COMMUN ENGRG ASSOC II	10	3	30%	3	30%	5	50%
COMMUN ENGRG ASSOC III	3	3	100%	3	100%	3	100%
COMMUN ENGRG ASSOC IV	2	1	50%	2	100%	2	100%
COMMUN INFO REP II	41	2	5%	3	7%	3	7%
COMMUN INFO REP III	2	0	0%	0	0%	0	0%
COMPUTER GRAPHIC ART II	1	0	0%	0	0%	0	0%
COUNCLPH/VOICEMAIL TECH	1	1	100%	1	100%	1	100%
DATA ANALYST I	1	0	0%	0	0%	0	0%
DATA BASE ARCHITECT	6	0	0%	0	0%	0	0%
DATA PROCESS TECH I	3	0	0%	0	0%	0	0%
DIR OF COMMUNICATN SVCS	2	1	50%	1	50%	1	50%
DIR OF SYSTEMS	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
GEN MGR INFO TECH AGENCY	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	1	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR I	1	0	0%	0	0%	0	0%
INFO SVCS SPECIALIST	2	0	0%	0	0%	0	0%
INFO SYS OPER MGR II	1	1	100%	1	100%	1	100%
INFO SYSTEM MGR I	5	1	20%	1	20%	1	20%
INFO SYSTEM MGR II	2	0	0%	0	0%	0	0%
MANAGEMENT AIDE	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	3	1	33%	1	33%	1	33%
MANAGEMENT ASSISTANT	4	0	0%	0	0%	0	0%
PR ACCOUNTANT II	1	0	0%	0	0%	1	100%
PROGRAMMER/ANALYST III	14	1	7%	2	14%	2	14%
PROGRAMMER/ANALYST IV	9	3	33%	4	44%	4	44%
PROGRAMMER/ANALYST V	14	5	36%	5	36%	6	43%
PUB RELATIONS SPEC II	1	0	0%	0	0%	0	0%
SECRETARY	1	0	0%	0	0%	0	0%
SR ACCOUNTANT II	1	0	0%	0	0%	1	100%
SR ADMINISTRATIVE CLERK	2	0	0%	0	0%	0	0%
SR AVIONICS SPECIALIST	1	0	0%	0	0%	0	0%
SR COMMUN ELECTRCN SUPV	2	1	50%	1	50%	1	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

ITA JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SR COMMUN ELECTRICIAN	4	0	0%	0	0%	0	0%
SR COMMUN ENGINEER	3	2	67%	2	67%	3	100%
SR COMMUN OPERATOR I	4	0	0%	0	0%	0	0%
SR COMPUTER OPERATOR II	2	2	100%	2	100%	2	100%
SR DATA PROCESS TECH I	4	1	25%	1	25%	1	25%
SR MGMT ANALYST I	2	0	0%	0	0%	0	0%
SR MGMT ANALYST II	1	0	0%	1	100%	1	100%
SR SYSTEMS ANALYST I	2	1	50%	2	100%	2	100%
SR SYSTEMS ANALYST II	2	1	50%	1	50%	1	50%
SYSTEMS ANALYST	16	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER I	11	0	0%	0	0%	1	9%
SYSTEMS PROGRAMMER II	22	3	14%	3	14%	4	18%
SYSTEMS PROGRAMMER III	12	3	25%	4	33%	4	33%
VIDEO PRODUCTION COORD	2	0	0%	0	0%	0	0%
VIDEO TECHNICIAN II	2	0	0%	0	0%	0	0%
TOTAL	338	57	17%	67	20%	78	23%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

LACERS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	8	0	0%	0	0%	1	13%
ACCOUNTING CLERK	12	1	8%	1	8%	1	8%
ACCOUNTING REC SUPVR I	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	16	2	13%	2	13%	2	13%
ASST GM PENSION	2	0	0%	0	0%	1	50%
BENEFITS ANALYST	28	4	14%	4	14%	4	14%
BENEFITS SPECIALIST	33	4	12%	5	15%	6	18%
CH BENEFITS ANALYST	3	2	67%	2	67%	2	67%
CH INVESTMENT OFCR	1	1	100%	1	100%	1	100%
COMMISSION EXEC ASST II	1	0	0%	0	0%	0	0%
DEPARTMENTAL AUDIT MGR	1	0	0%	0	0%	0	0%
DEPT CHIEF ACCT IV	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST II	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
FISCAL SYSTEMS SPEC I	1	0	0%	0	0%	0	0%
GM-LACERS	1	0	0%	0	0%	0	0%
INFO SYSTEM MGR II	1	0	0%	0	0%	0	0%
INVESTMENT OFFICER I	5	0	0%	0	0%	0	0%
INVESTMENT OFFICER II	3	0	0%	1	33%	1	33%
INVESTMENT OFFICER III	2	0	0%	0	0%	0	0%
MANAGEMENT AIDE	2	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	6	0	0%	1	17%	1	17%
MANAGEMENT ASSISTANT	3	0	0%	0	0%	0	0%
OFFICE SVCS ASSISTANT	2	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMIN CLERK	1	0	0%	0	0%	0	0%
PERS RECORDS SUPV	1	0	0%	0	0%	0	0%
PERSONNEL ANALYST	1	0	0%	0	0%	0	0%
PR ACCOUNTANT II	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	1	0	0%	0	0%	0	0%
SENIOR BENEFITS ANALYST I	8	1	13%	1	13%	2	25%
SENIOR BENEFITS ANALYST II	6	1	17%	3	50%	4	67%
SR ACCOUNTANT II	1	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	11	0	0%	0	0%	0	0%
SR MGMT ANALYST I	2	0	0%	1	50%	1	50%
SR MGMT ANALYST II	1	0	0%	0	0%	0	0%
SR PERSONNEL ANALYST II	1	0	0%	1	100%	1	100%
SR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST II	1	1	0%	1	0%	1	100%
SYSTEMS ANALYST	4	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER II	1	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER III	1	0	0%	0	0%	0	0%
TOTAL	178	18	10%	25	14%	30	17%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

FIRE & POLICE PENSIONS		2022		2023		2024	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	9	2	22%	2	22%	2	22%
ADMINISTRATIVE CLERK	4	1	25%	1	25%	1	25%
ASST GM PENSION	2	1	50%	1	50%	1	50%
BENEFITS ANALYST	13	1	8%	1	8%	1	8%
BENEFITS SPECIALIST	20	2	10%	4	20%	4	20%
CH BENEFITS ANALYST	2	0	0%	0	0%	0	0%
CH INVESTMENT OFCR	1	0	0%	0	0%	0	0%
COMMISSION EXEC ASST II	1	1	100%	1	100%	1	100%
DEPARTMENTAL AUDIT MGR	1	1	100%	1	100%	1	100%
DEPT CHIEF ACCT III	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST II	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	0	0%	1	100%	1	100%
GENERAL MANAGER LAFPP	1	1	100%	1	100%	1	100%
INFO SYSTEM MGR II	1	1	100%	1	100%	1	100%
INTERNAL AUDITOR II	1	0	0%	0	0%	0	0%
INTERNAL AUDITOR IV	1	0	0%	0	0%	0	0%
INVESTMENT OFFICER I	2	0	0%	0	0%	0	0%
INVESTMENT OFFICER II	4	2	50%	2	50%	2	50%
MANAGEMENT AIDE	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	3	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	6	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PR ACCOUNTANT II	1	0	0%	1	100%	1	100%
SECRETARY	1	1	100%	1	100%	1	100%
SENIOR BENEFITS ANALYST I	2	0	0%	0	0%	1	50%
SENIOR BENEFITS ANALYST II	8	2	25%	3	38%	3	38%
SR ACCOUNTANT II	1	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	12	3	25%	3	25%	3	25%
SR MGMT ANALYST II	1	0	0%	0	0%	0	0%
SR PERSONNEL ANALYST II	1	1	100%	1	100%	1	100%
SR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SR SYSTEMS ANALYST II	2	0	0%	0	0%	0	0%
SYSTEMS ANALYST	5	1	20%	1	20%	1	20%
SYSTEMS PROGRAMMER I	3	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER II	1	0	0%	0	0%	0	0%
TOTAL	118	23	19%	28	24%	29	25%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

LAWA JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	10	1	10%	1	10%	1	10%
ACCOUNTING CLERK	50	13	26%	14	28%	15	30%
ACCOUNTING REC SUPVR II	1	0	0%	0	0%	1	100%
ADMIN INTERN	2	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	52	2	4%	2	4%	2	4%
AIR COND MECH SUPVR I	2	0	0%	0	0%	1	50%
AIR COND MECH SUPVR II	1	1	100%	1	100%	1	100%
AIR COND MECHANIC	15	3	20%	3	20%	3	20%
AIRP ENVRNMTL MGR II	3	1	33%	3	100%	3	100%
AIRP MAINTENANCE SUPT	12	3	25%	3	25%	3	25%
AIRP MANAGER II	3	1	33%	1	33%	1	33%
AIRP MANAGER III	9	3	33%	6	67%	6	67%
AIRP PUB/COMM REL DIR I	2	0	0%	0	0%	0	0%
AIRP PUB/COMM REL DIR II	3	0	0%	0	0%	0	0%
AIRPORT ENGINEER I	5	1	20%	1	20%	1	20%
AIRPORT ENGINEER II	4	0	0%	1	25%	1	25%
AIRPORT GUIDE II	22	2	9%	4	18%	4	18%
AIRPORT INFO SPEC I	5	1	20%	1	20%	1	20%
AIRPORT INFO SPEC II	5	0	0%	0	0%	0	0%
AIRPORT LABOR RELATIONS ADVOCATE I	4	0	0%	0	0%	0	0%
AIRPORT LABOR RELATIONS ADVOCATE II	1	0	0%	0	0%	0	0%
AIRPORT PLANNER	2	0	0%	0	0%	0	0%
AIRPORT POLICE CAPTAIN	7	0	0%	1	14%	1	14%
AIRPORT POLICE LT	14	6	43%	6	43%	6	43%
AIRPORT POLICE OFCR I	2	0	0%	0	0%	0	0%
AIRPORT POLICE OFCR II	147	7	5%	8	5%	14	10%
AIRPORT POLICE OFCR III	153	8	5%	12	8%	19	12%
AIRPORT POLICE SGT	59	5	8%	6	10%	7	12%
AIRPORTS MTCE SUPVR I	7	0	0%	1	14%	1	14%
AIRPORTS MTCE SUPVR II	7	4	57%	4	57%	4	57%
AIRPORTS MTCE SUPVR III	17	2	12%	2	12%	4	24%
ARCHITECTURAL ASSOC II	2	0	0%	0	0%	0	0%
ARPT SUPT OF OPER I	26	0	0%	0	0%	0	0%
ARPT SUPT OF OPER II	51	8	16%	10	20%	11	22%
ARPT SUPT OF OPER III	31	8	26%	10	32%	10	32%
ARTS ASSOCIATE	1	0	0%	0	0%	0	0%
ARTS MANAGER II	1	0	0%	0	0%	0	0%
ARTS MANAGER III	1	0	0%	0	0%	0	0%
ASSISTANT AIRPORT MANAGER	3	0	0%	0	0%	0	0%
ASSISTANT GM AIRPORTS	1	0	0%	0	0%	0	0%
ASST AIRPORT POL CHIEF	3	0	0%	0	0%	1	33%
ASST INSPECTOR II	4	0	0%	0	0%	0	0%
ASST INSPECTOR III	1	0	0%	0	0%	0	0%
AUDITOR II	3	1	33%	1	33%	1	33%
BUILD OPERATING ENGR - AIRPORT	15	5	33%	5	33%	6	40%
BUILDING REPAIRER I	3	1	33%	1	33%	1	33%
BUS OPERATOR	38	5	13%	7	18%	10	26%
BUS OPERATOR SUPVR	6	1	17%	1	17%	1	17%
CARPENTER	15	1	7%	1	7%	1	7%
CARPET LAYER	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

LAWA JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
CEMENT FINISHER	3	0	0%	0	0%	0	0%
CEMENT FINISHER WORKER	3	1	33%	1	33%	1	33%
CH AIRPORT PLAN I	1	0	0%	0	0%	0	0%
CH AIRPORT PLAN II	4	1	25%	1	25%	1	25%
CH BUILD OPERATNG ENGR	1	0	0%	0	0%	0	0%
CH COMMUNICATIONS OPER	1	1	100%	1	100%	1	100%
CH CONSTR INSPECTOR	1	0	0%	0	0%	1	100%
CH INFORMATION OFFICER	1	0	0%	1	100%	1	100%
CH INFORMATION SECURITY OFC	1	0	0%	0	0%	0	0%
CH MANAGEMENT ANALYST	7	3	43%	5	71%	6	86%
CH OF OPERATIONS II	17	4	24%	4	24%	4	24%
CITY PLANNER	1	0	0%	0	0%	0	0%
CIVIL ENG DRFT TECH-ARP	1	1	100%	1	100%	1	100%
CIVIL ENGINEER AIRPORTS	5	0	0%	0	0%	1	20%
CIVIL ENGRG ASSOC I	6	0	0%	0	0%	0	0%
CIVIL ENGRG ASSOC II	11	0	0%	0	0%	0	0%
CIVIL ENGRG ASSOC III	3	0	0%	0	0%	0	0%
CIVIL ENGRG ASSOC IV	12	0	0%	0	0%	0	0%
COMMISSION EXEC ASST II	1	0	0%	0	0%	0	0%
COMMUN CABLE WORKER	1	0	0%	1	100%	1	100%
COMMUN ELECTRICIAN	9	1	11%	2	22%	4	44%
COMMUN ELECTRICIAN SUPV	1	0	0%	0	0%	0	0%
COMMUN ENGINEER	3	2	67%	2	67%	3	100%
COMMUN ENGRG ASSOC I	1	0	0%	0	0%	0	0%
COMMUN ENGRG ASSOC II	2	0	0%	0	0%	0	0%
COMMUN ENGRG ASSOC III	1	0	0%	0	0%	0	0%
COMMUN ENGRG ASSOC IV	8	2	25%	2	25%	3	38%
COMMUN INFO REP III	36	1	3%	3	8%	5	14%
COMNTY PROGRM DIRECTOR	1	0	0%	0	0%	0	0%
CONSTR & MAINT SUPV I	2	1	50%	1	50%	1	50%
CONSTR EQUIP SERV WORKR	5	0	0%	0	0%	0	0%
CONSTR ESTIMATOR	2	0	0%	0	0%	0	0%
CONSTR INSPECTOR	22	6	27%	8	36%	9	41%
CRIME & INTEL ANLYST I	1	0	0%	0	0%	0	0%
CUSTODIAL SVCS ASST - AIRPORT	6	0	0%	0	0%	0	0%
CUSTODIAN AIRPORT	399	104	26%	117	29%	128	32%
CUSTODIAN SUPERVISOR	34	5	15%	5	15%	6	18%
DATA BASE ARCHITECT	2	1	50%	1	50%	2	100%
DELIVERY DRIVER II	2	0	0%	0	0%	0	0%
DELIVERY DRIVER III	2	0	0%	0	0%	0	0%
DEPARTMENTAL AUDIT MGR	1	0	0%	0	0%	1	100%
DEPT CHIEF ACCT IV	3	2	67%	2	67%	3	100%
DEPUTY G M AIRPT / 1	7	1	14%	1	14%	3	43%
DEPUTY G M AIRPT / 2	4	0	0%	1	25%	1	25%
DIR OF AIRPRTS ADMINSN	1	1	100%	1	100%	1	100%
DIR OF AIRPRTS OPERATNS	1	1	100%	1	100%	1	100%
DIR OF AIRPRTS SFTY OFC	1	0	0%	0	0%	0	0%
DIR OF MTCE AIRPORTS I	1	0	0%	0	0%	0	0%
DIRECTOR OF AIRPORT MARKETING	1	0	0%	0	0%	0	0%
ELECTRCL CRAFT HELPER	6	1	17%	1	17%	1	17%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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LAWA JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ELECTRCL ENGRG ASSC II	3	0	0%	0	0%	0	0%
ELECTRCL ENGRG ASSC III	1	0	0%	0	0%	0	0%
ELECTRCL ENGRG ASSC IV	2	0	0%	0	0%	0	0%
ELECTRICIAN	25	2	8%	4	16%	5	20%
ELECTRICIAN SUPV	2	1	50%	1	50%	1	50%
ELEVATOR MECHANIC	13	1	8%	2	15%	2	15%
ELEVATOR MECHANIC HLP	12	0	0%	1	8%	1	8%
ELEVATOR REPAIR SUPV I	3	1	33%	2	67%	2	67%
ELEVATOR REPAIR SUPV II	1	0	0%	0	0%	0	0%
EMERGNCY MGT COORD I	4	0	0%	0	0%	0	0%
ENGRG DESIGNER-AIRPORT	1	0	0%	0	0%	0	0%
ENVIRN AFFRS OFC	2	0	0%	1	50%	1	50%
ENVIRONMENTAL SPEC II	4	1	25%	1	25%	1	25%
ENVIRONMENTAL SPEC III	10	1	10%	1	10%	1	10%
ENVIRONMENTAL SUPVR II	6	1	17%	2	33%	2	33%
EQUIP REPAIR SUPVR	1	0	0%	0	0%	0	0%
EQUIPMNT MECHANIC	8	2	25%	2	25%	2	25%
EQUIPMNT OPERATOR	12	5	42%	5	42%	5	42%
EXEC ADMIN ASST II	12	4	33%	4	33%	4	33%
EXEC ASST AIRPORTS	6	2	33%	2	33%	2	33%
FINANCE SPECIALIST III	1	0	0%	0	0%	0	0%
FINANCIAL ANALYST II	1	1	100%	1	100%	1	100%
FINANCIAL MANAGER II	2	1	50%	1	50%	1	50%
FISCAL SYSTEMS SPEC I	3	0	0%	0	0%	0	0%
FISCAL SYSTEMS SPEC II	3	0	0%	0	0%	0	0%
GARAGE ATTENDANT	4	2	50%	2	50%	2	50%
GARDENER CARETAKER	32	3	9%	3	9%	4	13%
GEN MGR AIRPORTS	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	2	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNR II-ARPT	3	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR I	1	0	0%	0	0%	0	0%
HEAVY DUTY EQUIP MECH	8	1	13%	1	13%	2	25%
HEAVY DUTY TRUCK OPER	10	0	0%	1	10%	1	10%
INFO SYSTEM MGR I	3	0	0%	0	0%	0	0%
INFO SYSTEM MGR II	5	1	20%	1	20%	1	20%
INSTRUMENT MECH - AIRPORT	10	1	10%	1	10%	1	10%
INSTRUMENT MECH SUPV - AIRPORT	4	0	0%	2	50%	2	50%
INTERNAL AUDITOR II	1	1	100%	1	100%	1	100%
INTERNAL AUDITOR III	1	0	0%	0	0%	0	0%
INTERNAL AUDITOR IV	2	0	0%	0	0%	0	0%
IRRIGATION SPECIALIST	1	0	0%	0	0%	0	0%
LAND SURVEYING ASST	2	0	0%	0	0%	0	0%
LEGISLATIVE REP	2	0	0%	0	0%	0	0%
LOCKSMITH	4	1	25%	1	25%	3	75%
MAINT & CONSTR HELPER	9	2	22%	2	22%	2	22%
MAINTENANCE LABORER	78	25	32%	26	33%	33	42%
MANAGEMENT AIDE	2	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	94	17	18%	20	21%	23	24%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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LAWA JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
MANAGEMENT ASSISTANT	32	1	3%	1	3%	1	3%
MECH ENGRG ASSC III	1	0	0%	0	0%	0	0%
MECH ENGRG ASSC IV	1	0	0%	0	0%	0	0%
MECH HELPER	12	1	8%	1	8%	1	8%
MECH REPAIRER	5	3	60%	3	60%	3	60%
MOTOR SWEEPER OPERATOR	5	0	0%	1	20%	2	40%
OCCUPATIONAL HLTH NURSE	1	0	0%	0	0%	0	0%
OFFICE SVCS ASSISTANT	1	0	0%	0	0%	0	0%
PAINTER	12	1	8%	1	8%	1	8%
PARK MAINT SUPVR/AP	1	0	0%	0	0%	0	0%
PARKING MANAGER I	1	0	0%	0	0%	0	0%
PARKING MANAGER II	1	0	0%	0	0%	1	100%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PERS RECORDS SUPV	2	0	0%	0	0%	0	0%
PERSONNEL ANALYST	6	0	0%	1	17%	1	17%
PERSONNEL DIR II	1	0	0%	0	0%	0	0%
PIPEFITTER	1	0	0%	0	0%	0	0%
PLASTERER	1	0	0%	0	0%	0	0%
PLUMBER	20	3	15%	3	15%	5	25%
PLUMBER SUPERVISOR	2	0	0%	0	0%	0	0%
PR ACCOUNTANT II	3	2	67%	2	67%	2	67%
PR CIVIL ENGR/PM III	1	0	0%	1	100%	1	100%
PR CLERK	9	2	22%	2	22%	3	33%
PR COMMUNICATIONS OPER	3	1	33%	1	33%	2	67%
PR CONSTR INSPECTOR	3	1	33%	1	33%	1	33%
PR PUBLIC RELATIONS REP	3	1	33%	1	33%	1	33%
PR SECURITY OFFICER	5	0	0%	0	0%	1	20%
PROCUREMENT ANALYST II	2	0	0%	0	0%	0	0%
PROCUREMENT SUPERVISOR	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	3	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	6	0	0%	0	0%	0	0%
PROPERTY MANAGER I	2	0	0%	0	0%	0	0%
PROPERTY MANAGER II	1	0	0%	0	0%	0	0%
PROPERTY MANAGER III	4	3	75%	3	75%	3	75%
PUB INFO DIRECTOR I	1	0	0%	0	0%	0	0%
PUB INFO DIRECTOR II	1	0	0%	0	0%	0	0%
PUB RELATIONS SPEC I	1	0	0%	0	0%	0	0%
PUB RELATIONS SPEC II	3	0	0%	0	0%	0	0%
REAL ESTATE OFFICER I	7	1	14%	1	14%	1	14%
RIDESHARE PROGM ADMNSTR	1	0	0%	0	0%	0	0%
RISK & INSURANCE ASST	3	1	33%	1	33%	1	33%
RISK MANAGER I	3	0	0%	0	0%	1	33%
RISK MANAGER II	1	0	0%	0	0%	0	0%
ROOFER	2	0	0%	0	0%	0	0%
SAFETY ADMINISTRATOR	1	0	0%	0	0%	1	100%
SAFETY ENGINEER	1	0	0%	0	0%	0	0%
SAFETY ENGRG ASSC I	1	0	0%	0	0%	0	0%
SECRETARY	14	1	7%	1	7%	4	29%
SECURITY OFFICER	340	52	15%	63	19%	73	21%
SIGN PAINTER	2	0	0%	1	50%	1	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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LAWA JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SIGN SHOP SUPERVISOR	1	0	0%	0	0%	0	0%
SPECIAL EVENTS COORDINATOR	1	0	0%	0	0%	0	0%
SPECIAL INVESTIGATOR II	2	0	0%	0	0%	0	0%
SR ACCOUNTANT II	9	3	33%	3	33%	3	33%
SR ADMINISTRATIVE CLERK	81	13	16%	15	19%	19	23%
SR AIRPORT ENGINEER I	4	0	0%	3	75%	3	75%
SR AIRPORT ENGINEER II	1	1	100%	1	100%	1	100%
SR AIRPORT PLANNER	2	1	50%	1	50%	1	50%
SR ARCHITECT	1	0	0%	0	0%	0	0%
SR AUDITOR	2	0	0%	0	0%	0	0%
SR BUILD OPERATING ENG	6	4	67%	4	67%	4	67%
SR CARPENTER	4	0	0%	0	0%	0	0%
SR CIVIL ENGINEER	1	0	0%	1	100%	1	100%
SR COMMUN ELECTRICIAN	2	1	50%	1	50%	1	50%
SR COMMUN ENGINEER	6	3	50%	4	67%	4	67%
SR COMMUN OPERATOR II	8	2	25%	2	25%	3	38%
SR CONSTR ESTIMATOR	1	0	0%	0	0%	0	0%
SR CONSTR INSPECTOR	10	3	30%	3	30%	3	30%
SR CUSTODIAN AIRPORT	23	1	4%	1	4%	1	4%
SR ELECTRICIAN	4	2	50%	2	50%	2	50%
SR EQUIPMENT MECHANIC	1	1	100%	1	100%	1	100%
SR GARDENER	3	0	0%	0	0%	0	0%
SR HVY DUTY EQUIP MECH	2	1	50%	1	50%	1	50%
SR MECH REPAIRER	1	1	100%	1	100%	1	100%
SR MGMT ANALYST I	11	2	18%	3	27%	3	27%
SR MGMT ANALYST II	37	14	38%	15	41%	16	43%
SR PARK MAINT SUPVR	1	0	0%	0	0%	1	100%
SR PERSONNEL ANALYST I	10	0	0%	0	0%	0	0%
SR PERSONNEL ANALYST II	6	2	33%	2	33%	2	33%
SR PLUMBER	2	1	50%	1	50%	1	50%
SR REAL ESTATE OFFICER	8	2	25%	2	25%	2	25%
SR SECURITY OFFICER	38	8	21%	11	29%	14	37%
SR STOREKEEPER	2	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST I	4	2	50%	2	50%	2	50%
SR SYSTEMS ANALYST II	9	2	22%	2	22%	2	22%
SR TRANSP ENGINEER	1	1	100%	1	100%	1	100%
SR WINDOW CLEANER	2	0	0%	0	0%	0	0%
ST SVCS WORKER I	2	0	0%	0	0%	0	0%
ST SVCS WORKER II	2	0	0%	0	0%	0	0%
STOREKEEPER I	1	0	0%	0	0%	0	0%
STOREKEEPER II	6	2	33%	2	33%	2	33%
STRUCTRL ENGRG ASSC IV	3	0	0%	0	0%	0	0%
SUPVSG TRANS PLANNR II	2	0	0%	0	0%	0	0%
SURVEY PARTY CHIEF II	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	8	1	13%	1	13%	1	13%
SYSTEMS PROGRAMMER I	1	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER II	7	1	14%	1	14%	1	14%
SYSTEMS PROGRAMMER III	13	0	0%	1	8%	1	8%
TELECOM PLANNER	1	1	100%	1	100%	1	100%
TELECOM PLN & UTIL OFCR	2	1	50%	1	50%	1	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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LAWA JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
TILE SETTER	2	1	50%	1	50%	1	50%
TRAF PAINT SIGN POST II	6	0	0%	0	0%	0	0%
TRAF PNT SIGN POST III	7	1	14%	1	14%	1	14%
TRANSITIONAL WORKER	2	2	100%	2	100%	2	100%
TRANSP ENGRG ASSC IV	3	0	0%	0	0%	0	0%
UPHOLSTERER	2	0	0%	0	0%	0	0%
VOCATIONAL WORKER CUSTODIAN - AIRPORT	41	0	0%	0	0%	0	0%
VOLUNTEER COORDINATOR	1	0	0%	0	0%	0	0%
WAREHOUSE & T/R WKR II	9	0	0%	1	11%	2	22%
WELDER	3	1	33%	1	33%	1	33%
WELDER SUPERVISOR	1	0	0%	0	0%	0	0%
WINDOW CLEANER/AIRPORT	10	0	0%	2	20%	2	20%
WORKERS COMP ANALYST	5	1	20%	1	20%	1	20%
TOTAL	2880	469	16%	560	19%	660	23%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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LIBRARY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	3	0	0%	0	0%	0	0%
ACCOUNTING CLERK	6	1	17%	2	33%	2	33%
ACCOUNTING REC SUPVR I	1	1	100%	1	100%	1	100%
ADMINISTRATIVE CLERK	287	68	24%	74	26%	82	29%
ASST CITY LIBRARIAN	1	0	0%	0	0%	0	0%
CH MANAGEMENT ANALYST	2	2	100%	2	100%	2	100%
CITY LIBRARIAN	1	0	0%	0	0%	0	0%
COMMISSION EXEC ASST II	1	0	0%	0	0%	0	0%
COMNTY PROGRM ASST II	10	0	0%	0	0%	0	0%
COMNTY PROGRM ASST III	1	0	0%	0	0%	0	0%
DELIVERY DRIVER ASSISTANT	1	0	0%	0	0%	0	0%
DELIVERY DRIVER II	9	0	0%	1	11%	2	22%
DELIVERY DRIVER III	1	0	0%	0	0%	0	0%
DEPT CHIEF ACCT IV	1	1	100%	1	100%	1	100%
DEVELOPMNT & MRKTNG DIR	1	1	100%	1	100%	1	100%
DIR OF SYSTEMS	1	0	0%	0	0%	0	0%
DIVISION LIBRARIAN	4	1	25%	1	25%	1	25%
EXEC ADMIN ASST II	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
GRAPHICS DESIGNER III	2	0	0%	0	0%	0	0%
LIBRARIAN I	3	0	0%	0	0%	0	0%
LIBRARIAN II	220	38	17%	41	19%	51	23%
LIBRARIAN III	39	10	26%	13	33%	13	33%
LIBRARY ASST I	46	15	33%	18	39%	19	41%
LIBRARY ASST II	7	3	43%	4	57%	4	57%
MANAGEMENT ANALYST	5	2	40%	2	40%	2	40%
MANAGEMENT ASSISTANT	3	0	0%	0	0%	0	0%
MESSENGER CLERK	2	2	100%	2	100%	2	100%
OFFICE SVCS ASSISTANT	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PERS RECORDS SUPV	1	0	0%	0	0%	0	0%
PERSONNEL DIR III	1	0	0%	0	0%	0	0%
PR ACCOUNTANT I	1	1	100%	1	100%	1	100%
PR LIBRARIAN I	15	2	13%	3	20%	3	20%
PR LIBRARIAN II	3	1	33%	1	33%	1	33%
PR PUBLIC RELATIONS REP	2	1	50%	2	100%	2	100%
PROGRAMMER/ANALYST IV	1	0	0%	0	0%	0	0%
PUB INFO DIRECTOR I	1	0	0%	0	0%	0	0%
PUB RELATIONS SPEC II	5	0	0%	0	0%	0	0%
SECRETARY	3	0	0%	0	0%	1	33%
SR ACCOUNTANT II	2	2	100%	2	100%	2	100%
SR ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
SR EVENT ATTENDANT	1	0	0%	0	0%	0	0%
SR LIBRARIAN	78	22	28%	26	33%	29	37%
SR MGMT ANALYST I	1	1	100%	1	100%	1	100%
SR PERSONNEL ANALYST I	2	0	0%	1	50%	1	50%
SR PERSONNEL ANALYST II	1	1	100%	1	100%	1	100%
SR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SR STOREKEEPER	1	1	100%	1	100%	1	100%
SR SYSTEMS ANALYST I	2	1	50%	1	50%	1	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

LIBRARY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SR SYSTEMS ANALYST II	3	1	33%	1	33%	1	33%
SYSTEMS AIDE	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	12	1	8%	1	8%	1	8%
SYSTEMS PROGRAMMER I	2	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER II	4	1	0%	1	0%	1	
TRANSITIONAL WORKER	1	0	0%	0	0%	0	
WAREHOUSE & T/R WKR II	1	1	100%	1	100%	1	100%
TOTAL	809	184	23%	209	26%	233	29%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

MAYOR'S OFFICE		2022		2023		2024	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE		ELIGIBLE TO RETIRE		ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
CH OF STAFF MAYOR	1	0	0%	0	0%	0	0%
DEPUTY MAYOR	9	0	0%	0	0%	0	0%
MAYOR	1	0	0%	0	0%	0	0%
MAYORAL AIDE I	22	0	0%	0	0%	0	0%
MAYORAL AIDE II	24	0	0%	0	0%	0	0%
MAYORAL AIDE III	15	1	7%	1	7%	1	7%
MAYORAL AIDE IV	16	0	0%	0	0%	0	0%
MAYORAL AIDE V	44	1	2%	1	2%	1	2%
MAYORAL AIDE VI	33	0	0%	1	3%	1	3%
MAYORAL AIDE VII	23	0	0%	0	0%	0	0%
MAYORAL AIDE VIII	18	1	6%	1	6%	1	6%
TOTAL	206	3	1%	4	2%	4	2%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PERSONNEL JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	4	0	0%	0	0%	0	0%
ACCOUNTING CLERK	4	1	25%	1	25%	1	25%
ACCOUNTING REC SUPVR II	1	0	0%	0	0%	0	0%
ADMIN INTERN	3	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	52	0	0%	2	4%	2	4%
ADVANCE PRACTICE PROVIDER	10	4	40%	4	40%	5	50%
ASST GM PERSONNEL DEPT	4	0	0%	0	0%	0	0%
BACKGROUND INVESTGR I	28	5	18%	7	25%	8	29%
BACKGROUND INVESTGR II	7	1	14%	1	14%	1	14%
BACKGROUND INVESTGR III	2	1	50%	1	50%	1	50%
BENEFITS ANALYST	6	1	17%	1	17%	1	17%
BENEFITS SPECIALIST	6	0	0%	0	0%	1	17%
CH CLERK PERSONNEL	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
CH PERSONNEL ANALYST	6	3	50%	3	50%	3	50%
CHIEF PHYSICIAN	1	0	0%	0	0%	0	0%
CORRECTIONAL NURSE II	17	2	12%	3	18%	4	24%
CORRECTIONAL NURSE III	5	0	0%	0	0%	0	0%
ERGONOMIST	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST II	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
GEN MGR PERSONNEL DEPT	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER I	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER III	1	0	0%	0	0%	0	0%
INDUSTRIAL HYGIENIST	1	0	0%	0	0%	0	0%
LICENSED VOC NURSE	3	0	0%	0	0%	0	0%
MANAGEMENT AIDE	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	14	1	7%	2	14%	2	14%
MANAGEMENT ASSISTANT	26	0	0%	0	0%	0	0%
MED SERV ADMIN	1	1	100%	1	100%	1	100%
MEDICAL ASSISTANT	3	0	0%	0	0%	0	0%
MEDICAL RECORDS SUPVR	1	0	0%	0	0%	0	0%
NURSE MANAGER	1	0	0%	0	0%	0	0%
OCCUPATIONAL HLTH NURSE	1	0	0%	0	0%	0	0%
OCCUPATIONAL PSYCHOL II	5	0	0%	0	0%	0	0%
OCCUPATIONAL PSYCHOLIII	1	0	0%	0	0%	0	0%
OFFICE SVCS ASSISTANT	12	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMIN CLERK	3	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PERS RECORDS SUPV	16	0	0%	0	0%	1	6%
PERS RESEARCH ANLYST I	6	0	0%	0	0%	0	0%
PERS RESEARCH ANLYST II	2	0	0%	0	0%	0	0%
PERSONNEL ANALYST	26	0	0%	0	0%	0	0%
PERSONNEL DIR I	1	0	0%	1	100%	1	100%
PERSONNEL DIR II	3	0	0%	0	0%	0	0%
PERSONNEL DIR III	3	1	33%	1	33%	1	33%
PHYSICIAN I	2	1	50%	1	50%	1	50%
PHYSICIAN II	1	0	0%	0	0%	1	100%
PR ACCOUNTANT II	1	0	0%	0	0%	0	0%
PR WORKERS COMP ANALYST	3	2	67%	2	67%	2	67%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PERSONNEL JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PROGRAMMER/ANALYST IV	3	1	33%	1	33%	1	33%
PROJECT ASSISTANT	2	0	0%	0	0%	0	0%
PUB INFO DIRECTOR I	1	1	100%	1	100%	1	100%
SAFETY ADMINISTRATOR	1	0	0%	0	0%	0	0%
SAFETY ENGINEER	3	0	0%	0	0%	0	0%
SECRETARY	1	0	0%	0	0%	0	0%
SENIOR BENEFITS ANALYST I	3	0	0%	0	0%	1	33%
SENIOR BENEFITS ANALYST II	1	0	0%	0	0%	0	0%
SPECIAL INVESTIGATOR II	2	0	0%	0	0%	0	0%
SR ACCOUNTANT II	1	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	45	3	7%	3	7%	5	11%
SR MGMT ANALYST I	1	0	0%	0	0%	0	0%
SR MGMT ANALYST II	1	0	0%	0	0%	0	0%
SR PERSONNEL ANALYST I	59	4	7%	8	14%	9	15%
SR PERSONNEL ANALYST II	21	4	19%	4	19%	4	19%
SR SYSTEMS ANALYST I	1	0	0%	1	100%	1	100%
SR SYSTEMS ANALYST II	2	0	0%	0	0%	0	0%
SR WORKERS COMP ANALYST	9	2	22%	3	33%	3	33%
SUPVSG OCCUP HLTH NURSE	1	0	0%	0	0%	1	100%
SYSTEMS ANALYST	2	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER II	1	0	0%	0	0%	0	0%
WORKERS COMP ADMNTR II	1	0	0%	0	0%	0	0%
WORKERS COMP ANALYST	28	7	25%	9	32%	10	36%
WORKERS COMP CLAIMS AST	9	3	33%	3	33%	4	44%
XRAY AND LAB TECH II	1	1	100%	1	100%	1	100%
TOTAL	502	51	10%	66	13%	79	16%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

POLICE DEPT. - CIVILIAN JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	5	0	0%	0	0%	0	0%
ACCOUNTING CLERK	18	2	11%	2	11%	3	17%
ADMINISTRATIVE CLERK	180	24	13%	26	14%	29	16%
ASSOCIATE COMMUNITY OFFICER	3	0	0%	0	0%	0	0%
ASST INSPECTOR GENERAL	3	0	0%	0	0%	0	0%
AUDIO VISUAL TECH	3	1	33%	1	33%	1	33%
AUTO BODY BLDR/REPAIRER	7	1	14%	1	14%	1	14%
AUTO BODY REPR SUPVR II	1	0	0%	0	0%	0	0%
AUTO PAINTER	2	1	50%	1	50%	1	50%
AUTOMOTIVE DISPATCHR II	1	0	0%	1	100%	1	100%
AUTOMOTIVE SUPERVISOR	2	1	50%	1	50%	1	50%
BACKGROUND INVESTGR I	5	0	0%	0	0%	0	0%
BACKGROUND INVESTGR II	1	1	100%	1	100%	1	100%
CH CLERK POLICE	2	1	50%	2	100%	2	100%
CH FORENSIC CHEMIST I	4	2	50%	2	50%	2	50%
CH FORENSIC CHEMIST II	1	0	0%	0	0%	0	0%
CH OF POLICE	1	0	0%	0	0%	0	0%
CH POLICE PSYCHOLOGIST	1	0	0%	0	0%	0	0%
COMMISSION EXEC ASST I	1	0	0%	0	0%	0	0%
COMMISSION EXEC ASST II	1	0	0%	0	0%	1	100%
COMMUN ELECTRICIAN	19	4	21%	4	21%	5	26%
COMMUN ELECTRICIAN SUPV	2	1	50%	1	50%	1	50%
COMMUN ENGRG ASSOC IV	1	0	0%	0	0%	0	0%
COMMUN INFO REP III	1	0	0%	0	0%	0	0%
CRIME & INTEL ANLYST I	24	0	0%	1	4%	1	4%
CRIME & INTEL ANLYST II	27	5	19%	5	19%	6	22%
CRIMINALIST I	5	0	0%	0	0%	0	0%
CRIMINALIST II	94	4	4%	5	5%	7	7%
CRIMINALIST III	20	1	5%	2	10%	3	15%
CUSTODIAN	1	0	0%	0	0%	0	0%
DATA BASE ARCHITECT	3	0	0%	0	0%	0	0%
DEPT CHIEF ACCT III	1	1	100%	1	100%	1	100%
DETENTION OFFICER	303	10	3%	12	4%	16	5%
DIR OF POLICE TRANSP II	1	0	0%	0	0%	1	100%
DIR OF SYSTEMS	2	0	0%	0	0%	0	0%
EQUINE KEEPER	3	1	33%	1	33%	1	33%
EQUIPMNT MECHANIC	86	14	16%	16	19%	21	24%
EXAMR OF QUESTD DOCS II	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST II	14	2	14%	3	21%	6	43%
EXEC ADMIN ASST III	1	0	0%	1	100%	1	100%
EXEC DIR POLICE COMMSN	1	1	100%	1	100%	1	100%
FINGERPRNT IDEN EXP I	13	1	8%	1	8%	1	8%
FINGERPRNT IDEN EXP II	1	1	100%	1	100%	1	100%
FINGERPRNT IDEN EXP III	2	1	50%	1	50%	1	50%
FIREARMS EXAMINER	2	0	0%	1	50%	1	50%
FISCAL SYSTEMS SPEC I	1	0	0%	0	0%	0	0%
FORENSIC PRNT SPEC I	11	0	0%	0	0%	0	0%
FORENSIC PRNT SPEC II	21	0	0%	0	0%	1	5%
FORENSIC PRNT SPEC III	26	4	15%	5	19%	5	19%
FORENSIC PRNT SPEC IV	9	0	0%	1	11%	1	11%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

POLICE DEPT. - CIVILIAN JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
GARAGE ATTENDANT	19	1	5%	2	11%	2	11%
GARDENER CARETAKER	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	2	1	50%	1	50%	1	50%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	1	0	0%	0	0%	0	0%
HEARING REPORTER	5	1	20%	1	20%	2	40%
HEAVY DUTY EQUIP MECH	2	0	0%	0	0%	0	0%
INFO SYSTEM MGR II	1	0	0%	0	0%	0	0%
INSPECTOR GENERAL	1	0	0%	0	0%	0	0%
LABORATORY TECH I	13	1	8%	1	8%	1	8%
LABORATORY TECH II	2	0	0%	0	0%	0	0%
MAINT & CONSTR HELPER	2	0	0%	0	0%	0	0%
MAINTENANCE LABORER	1	0	0%	0	0%	0	0%
MANAGEMENT AIDE	8	1	13%	1	13%	2	25%
MANAGEMENT ANALYST	106	19	18%	26	25%	28	26%
MANAGEMENT ASSISTANT	22	1	5%	1	5%	1	5%
MECH REPAIRER	1	1	100%	1	100%	1	100%
MUNICIPAL POLICE CAPTAIN I	1	1	100%	1	100%	1	100%
MUNICIPAL POLICE CAPTAIN II	1	0	0%	0	0%	0	0%
MUNICIPAL POLICE OFFICER III	17	1	6%	1	6%	1	6%
MUNICIPAL POLICE SERGEANT	3	1	33%	1	33%	1	33%
NUTRITIONIST	1	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMIN CLERK	6	0	0%	0	0%	0	0%
PAINTER	1	0	0%	0	0%	0	0%
PARK MAINT SUPVR	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	2	1	50%	1	50%	2	100%
PERSONNEL ANALYST	12	1	8%	3	25%	3	25%
PHOTOGRAPHER II	2	1	50%	1	50%	2	100%
PHOTOGRAPHER III	17	4	24%	4	24%	4	24%
POL SURVLLNCE SPEC I	13	1	8%	2	15%	2	15%
POL SURVLLNCE SPEC II	1	0	0%	0	0%	0	0%
POLICE ADMIN I	6	1	17%	3	50%	4	67%
POLICE ADMIN II	1	1	100%	1	100%	1	100%
POLICE ADMIN III	2	0	0%	0	0%	0	0%
POLICE PERFORM AUD II	13	1	8%	1	8%	1	8%
POLICE PERFORM AUD III	20	0	0%	1	5%	2	10%
POLICE PERFORM AUD IV	4	1	25%	1	25%	2	50%
POLICE PSYCHOLOGIST I	12	3	25%	3	25%	3	25%
POLICE PSYCHOLOGIST II	2	1	50%	1	50%	1	50%
POLICE SERVICE REP I	46	0	0%	0	0%	0	0%
POLICE SERVICE REP II	360	22	6%	28	8%	32	9%
POLICE SERVICE REP III	147	13	9%	19	13%	23	16%
POLICE SPECIAL INVESTIGATOR	20	3	15%	3	15%	4	20%
POLICE TRAINING ADMNSTR	1	0	0%	0	0%	0	0%
POLYGRAPH EXAMINER I	1	0	0%	0	0%	0	0%
POLYGRAPH EXAMINER II	3	0	0%	0	0%	0	0%
POLYGRAPH EXAMINER III	2	0	0%	0	0%	0	0%
POLYGRAPH EXAMINER IV	1	0	0%	0	0%	0	0%
PR ACCOUNTANT II	2	0	0%	0	0%	0	0%
PR CLERK POLICE I	12	3	25%	3	25%	3	25%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

POLICE DEPT. - CIVILIAN JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PR CLERK POLICE II	26	8	31%	8	31%	10	38%
PR DETENTION OFCR	28	0	0%	4	14%	5	18%
PR FINGPRT ID EXPERT II	1	0	0%	0	0%	0	0%
PR FORENSIC PRINT SPC	1	1	100%	1	100%	1	100%
PR PROPERTY OFFICER	5	0	0%	0	0%	0	0%
PR PUBLIC RELATIONS REP	1	0	0%	0	0%	0	0%
PR SECURITY OFFICER	2	0	0%	0	0%	0	0%
PR STOREKEEPER	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	3	1	33%	1	33%	1	33%
PROGRAMMER/ANALYST V	2	1	50%	1	50%	1	50%
PROPERTY OFFICER	68	6	9%	6	9%	6	9%
SAFETY ENGINEER	1	0	0%	0	0%	1	100%
SECRETARY	56	12	21%	13	23%	16	29%
SECURITY AIDE	2	1	50%	1	50%	1	50%
SECURITY OFFICER	86	11	13%	13	15%	15	17%
SR ACCOUNTANT II	4	3	75%	3	75%	3	75%
SR ADMINISTRATIVE CLERK	273	40	15%	53	19%	62	23%
SR AUDITOR	1	0	0%	0	0%	0	0%
SR AUTOMOTIVE SUPVR	2	0	0%	0	0%	1	50%
SR COMMUN ELECTRICIAN	5	1	20%	1	20%	1	20%
SR COMMUN ENGINEER	1	1	100%	1	100%	1	100%
SR CRIME & INTEL ANLST	3	0	0%	0	0%	0	0%
SR DETENTION OFFICER	86	6	7%	6	7%	9	10%
SR EQUIPMENT MECHANIC	26	6	23%	6	23%	7	27%
SR EXAMR QUESTD DOCUMTS	1	0	0%	0	0%	0	0%
SR FORENSIC PRINT SPEC	7	2	29%	2	29%	4	57%
SR MGMT ANALYST I	19	4	21%	5	26%	5	26%
SR MGMT ANALYST II	18	5	28%	7	39%	7	39%
SR PERSONNEL ANALYST I	8	0	0%	1	13%	2	25%
SR PERSONNEL ANALYST II	5	2	40%	2	40%	2	40%
SR PHOTOGRAPHER I	1	1	100%	1	100%	1	100%
SR PHOTOGRAPHER II	2	0	0%	0	0%	0	0%
SR POLICE SERV REP I	43	5	12%	5	12%	6	14%
SR POLICE SERV REP II	10	2	20%	3	30%	4	40%
SR PROJECT COORDINATOR	2	2	100%	2	100%	2	100%
SR PROPERTY OFFICER	9	2	22%	2	22%	2	22%
SR SECURITY OFFICER	10	4	40%	4	40%	4	40%
SR STOREKEEPER	1	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST I	11	3	27%	4	36%	5	45%
SR SYSTEMS ANALYST II	4	1	25%	1	25%	1	25%
STOREKEEPER II	4	1	25%	1	25%	1	25%
SUPVSG CRIMINALIST	14	2	14%	2	14%	2	14%
SYSTEMS AIDE	2	0	0%	0	0%	1	50%
SYSTEMS ANALYST	30	7	23%	8	27%	9	30%
SYSTEMS PROGRAMMER I	1	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER II	2	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER III	1	1	100%	1	100%	1	100%
UPHOLSTERER	1	1	100%	1	100%	1	100%
WAREHOUSE & T/R WKR I	3	0	0%	0	0%	0	0%
WAREHOUSE & T/R WKR II	2	0	0%	0	0%	0	0%
TOTAL	2754	314	11%	383	14%	456	17%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PUBLIC ACCOUNTABILITY							
JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
EXECUTIVE DIRECTOR - OFFICE OF P.A.	1	1	100%	1	100%	1	100%
UTILITY RATES & POLICY SPECIALIST II	1	0	0%	0	0%	1	100%
UTILITY RATES & POLICY SPECIALIST III	1	0	0%	1	100%	1	100%
TOTAL	3	1	33%	2	67%	3	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PW - BOARD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	30	2	7%	3	10%	3	10%
ACCOUNTING CLERK	3	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	2	0	0%	0	0%	0	0%
CH MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
CITY FOREST OFFICER	1	0	0%	0	0%	0	0%
DEPT CHIEF ACCT II	1	0	0%	0	0%	0	0%
DEPT CHIEF ACCT IV	1	0	0%	0	0%	0	0%
ENVIRN AFFRS OFC/PM III	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST II	2	1	50%	1	50%	1	50%
FISCAL SYSTEMS SPEC I	2	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	4	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	3	0	0%	0	0%	0	0%
MEM BD OF PUBLIC WORKS	5	0	0%	0	0%	1	20%
MOTION PICTURE AND TELEVISION MANAGER	1	1	100%	1	100%	1	100%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PR ACCOUNTANT II	3	0	0%	0	0%	0	0%
PR CLERK	1	0	0%	0	0%	0	0%
PR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
PROJECT COORDINATOR	2	0	0%	0	0%	0	0%
RISK MANAGER II	1	0	0%	0	0%	0	0%
SR ACCOUNTANT I	4	1	25%	1	25%	1	25%
SR ACCOUNTANT II	13	5	38%	5	38%	6	46%
SR ADMINISTRATIVE CLERK	4	1	25%	1	25%	1	25%
SR MGMT ANALYST I	6	1	17%	1	17%	1	17%
SR MGMT ANALYST II	3	2	67%	2	67%	2	67%
STOREKEEPER II	1	0	0%	0	0%	1	100%
UTILITY RATES & POLICY SPECIALIST II	1	0	0%	0	0%	0	0%
WAREHOUSE & T/R WKR I	1	0	0%	0	0%	0	0%
TOTAL	100	15	15%	16	16%	19	19%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PW - CONTRACT ADMINISTRATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	4	1	25%	1	25%	1	25%
ASST DIR BUR CONTR ADMN	1	0	0%	0	0%	0	0%
ASST INSPECTOR IV	10	0	0%	0	0%	0	0%
CH CONSTR INSPECTOR	5	2	40%	2	40%	5	100%
CH MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
CIVIL ENGINEER	1	1	100%	1	100%	1	100%
COMMUN INFO REP II	3	0	0%	0	0%	0	0%
COMPLIANCE PROGRAM MANAGER I	3	2	67%	2	67%	2	67%
COMPLIANCE PROGRAM MANAGER II	2	0	0%	0	0%	1	50%
CONSTR INSPECTOR	134	23	17%	27	20%	29	22%
DATA BASE ARCHITECT	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST III	1	0	0%	1	100%	1	100%
INSPECTOR OF PUB WORKS	1	1	100%	1	100%	1	100%
MANAGEMENT ANALYST	30	5	17%	5	17%	6	20%
MANAGEMENT ASSISTANT	19	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PR CLERK	1	0	0%	0	0%	0	0%
PR CONSTR INSPECTOR	12	7	58%	7	58%	7	58%
SR ADMINISTRATIVE CLERK	8	1	13%	2	25%	2	25%
SR CONSTR INSPECTOR	39	18	46%	22	56%	26	67%
SR ELECTRCL INSPECTOR	2	2	100%	2	100%	2	100%
SR MGMT ANALYST I	5	1	20%	1	20%	1	20%
SR SYSTEMS ANALYST I	4	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST II	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	6	2	33%	2	33%	2	33%
TOTAL	296	68	23%	78	26%	89	30%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PW - ENGINEERING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	2	1	50%	1	50%	1	50%
ADMINISTRATIVE CLERK	6	1	17%	1	17%	1	17%
ARCHITECT	10	2	20%	2	20%	2	20%
ARCHITECT ASSOC/PM I	1	0	0%	0	0%	0	0%
ARCHITECTURAL ASSOC I	2	0	0%	0	0%	0	0%
ARCHITECTURAL ASSOC II	6	1	17%	1	17%	1	17%
ARCHITECTURAL DRFT TECH	1	0	0%	0	0%	0	0%
BLD MECH ENGR I	2	1	50%	1	50%	1	50%
BUILD ELECTRCL ENGR I	2	1	50%	1	50%	1	50%
BUILD ELECTRCL ENGR II	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	1	1	100%	1	100%	1	100%
CH REAL ESTATE OFCR II	1	1	100%	1	100%	1	100%
CITY ENGINEER	1	1	100%	1	100%	1	100%
CIVIL ENGINEER	90	4	4%	6	7%	9	10%
CIVIL ENGINEER/PM I	4	0	0%	0	0%	0	0%
CIVIL ENGRG ASSOC I	65	0	0%	0	0%	0	0%
CIVIL ENGRG ASSOC II	106	6	6%	7	7%	7	7%
CIVIL ENGRG ASSOC III	57	6	11%	7	12%	7	12%
CIVIL ENGRG ASSOC IV	15	4	27%	4	27%	5	33%
CIVIL ENGRG DRAFT TECH	6	0	0%	1	17%	1	17%
COMNTY AFFRS ADVOCATE	1	0	0%	0	0%	1	100%
CONSTR ESTIMATOR	1	0	0%	0	0%	0	0%
CONTRACT ADMINISTRATOR	1	0	0%	0	0%	0	0%
CONTRL SYS ENG ASSC I	1	0	0%	0	0%	0	0%
CONTRL SYS ENG ASSC III	1	1	100%	1	100%	1	100%
DATA BASE ARCHITECT	1	0	0%	0	0%	0	0%
DEPUTY CITY ENGINEER I	4	0	0%	1	25%	1	25%
DEPUTY CITY ENGINEER II	1	1	100%	1	100%	1	100%
DIR OF SYSTEMS	1	0	0%	0	0%	0	0%
ELECTRCL ENGRG ASSC I	1	0	0%	0	0%	0	0%
ELECTRCL ENGRG ASSC III	2	0	0%	0	0%	0	0%
ELECTRCL ENGRG ASSC IV	1	0	0%	0	0%	0	0%
EMERGNCY MGT COORD I	1	1	100%	1	100%	1	100%
ENGINEER OF SURVEYS	1	0	0%	0	0%	0	0%
ENGRG DESIGNER I	2	1	50%	1	50%	1	50%
ENGRG DESIGNER II	6	1	17%	2	33%	2	33%
ENGRG GEOLGST ASSOC II	1	0	0%	0	0%	0	0%
ENGRG GEOLGST ASSOC III	2	0	0%	0	0%	0	0%
ENGRG GEOLOGIST I	2	1	50%	1	50%	1	50%
ENGRG GEOLOGIST II	1	0	0%	0	0%	0	0%
ENGRG GEOLOGIST III	1	1	100%	1	100%	1	100%
ENVIRN AFFRS OFC	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SPEC II	4	0	0%	0	0%	0	0%
ENVIRONMENTAL SPEC III	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SUPVR I	3	0	0%	0	0%	0	0%
ENVIRONMENTAL SUPVR II	3	2	67%	2	67%	2	67%
ENVRMNTL ENGINEER	5	1	20%	1	20%	1	20%
ENVRMNTL ENGR/PM I	1	0	0%	0	0%	0	0%
ENVRMNTL ENGRG ASSC I	1	0	0%	0	0%	0	0%
ENVRMNTL ENGRG ASSC II	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PW - ENGINEERING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ENVRMNTL ENGRG ASSC III	3	1	33%	1	33%	1	33%
ENVRMNTL ENGRG ASSC IV	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST II	3	1	33%	1	33%	1	33%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
FIELD ENGINEER AIDE	23	1	4%	1	4%	1	4%
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	14	1	7%	1	7%	1	7%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	6	1	17%	1	17%	1	17%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	4	0	0%	0	0%	0	0%
GEOTECH ENGINEER I	1	0	0%	0	0%	0	0%
GEOTECH ENGINEER II	3	0	0%	0	0%	0	0%
GEOTECH ENGINEER III	1	1	100%	1	100%	1	100%
LAND SURVEYING ASST	11	2	18%	2	18%	2	18%
LANDSCAPE ARCH ASSC II	1	0	0%	0	0%	0	0%
LANDSCAPE ARCH ASSC III	3	0	0%	0	0%	0	0%
LANDSCAPE ARCH I	1	0	0%	0	0%	1	100%
LANDSCAPE ARCH II	1	1	100%	1	100%	1	100%
MANAGEMENT ANALYST	17	3	18%	3	18%	5	29%
MANAGEMENT ASSISTANT	6	0	0%	0	0%	1	17%
MECH ENGRG ASSC II	2	0	0%	0	0%	0	0%
MECH ENGRG ASSC III	3	0	0%	0	0%	0	0%
OFFICE ENGRG TECH I	2	0	0%	0	0%	0	0%
OFFICE ENGRG TECH II	4	0	0%	1	25%	1	25%
OFFICE ENGRG TECH III	1	1	100%	1	100%	1	100%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PR ARCHITECT	1	0	0%	0	0%	0	0%
PR CIVIL ENGINEER	16	5	31%	8	50%	8	50%
PR CIVIL ENGR DRAF TEC	1	0	0%	0	0%	0	0%
PR CIVIL ENGR/PM III	1	0	0%	0	0%	0	0%
PR CLERK	4	1	25%	1	25%	1	25%
PROGRAMMER/ANALYST III	3	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	3	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	1	0	0%	0	0%	0	0%
PROPERTY MANAGER I	1	0	0%	0	0%	0	0%
REAL ESTATE OFFICER	1	1	100%	1	100%	1	100%
REPROGRAPHICS OPERATOR I	1	1	100%	1	100%	1	100%
REPROGRAPHICS SUPVR I	1	1	100%	1	100%	1	100%
SECRETARY	4	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	31	10	32%	10	32%	13	42%
SR ARCHITECT	1	1	100%	1	100%	1	100%
SR ARCHITECT DRAFT TECH	1	1	100%	1	100%	1	100%
SR CIVIL ENGINEER	19	4	21%	7	37%	9	47%
SR CIVIL ENGR DRAFT TEC	1	0	0%	0	0%	0	0%
SR CONSTR ESTIMATOR	3	1	33%	1	33%	1	33%
SR ENVRMNTL ENGINEER	5	1	20%	2	40%	2	40%
SR MGMT ANALYST I	14	3	21%	5	36%	5	36%
SR MGMT ANALYST II	3	0	0%	0	0%	0	0%
SR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SR REAL ESTATE OFFICER	1	0	0%	0	0%	0	0%
SR STRUCTURAL ENGINEER	2	1	50%	1	50%	1	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PW - ENGINEERING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ENVRMNTL ENGRG ASSC III	3	1	33%	1	33%	1	33%
ENVRMNTL ENGRG ASSC IV	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST II	3	1	33%	1	33%	1	33%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
FIELD ENGINEER AIDE	23	1	4%	1	4%	1	4%
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	14	1	7%	1	7%	1	7%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	6	1	17%	1	17%	1	17%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	4	0	0%	0	0%	0	0%
GEOTECH ENGINEER I	1	0	0%	0	0%	0	0%
GEOTECH ENGINEER II	3	0	0%	0	0%	0	0%
GEOTECH ENGINEER III	1	1	100%	1	100%	1	100%
LAND SURVEYING ASST	11	2	18%	2	18%	2	18%
LANDSCAPE ARCH ASSC II	1	0	0%	0	0%	0	0%
LANDSCAPE ARCH ASSC III	3	0	0%	0	0%	0	0%
LANDSCAPE ARCH I	1	0	0%	0	0%	1	100%
LANDSCAPE ARCH II	1	1	100%	1	100%	1	100%
MANAGEMENT ANALYST	17	3	18%	3	18%	5	29%
MANAGEMENT ASSISTANT	6	0	0%	0	0%	1	17%
MECH ENGRG ASSC II	2	0	0%	0	0%	0	0%
MECH ENGRG ASSC III	3	0	0%	0	0%	0	0%
OFFICE ENGRG TECH I	2	0	0%	0	0%	0	0%
OFFICE ENGRG TECH II	4	0	0%	1	25%	1	25%
OFFICE ENGRG TECH III	1	1	100%	1	100%	1	100%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PR ARCHITECT	1	0	0%	0	0%	0	0%
PR CIVIL ENGINEER	16	5	31%	8	50%	8	50%
PR CIVIL ENGR DRAF TEC	1	0	0%	0	0%	0	0%
PR CIVIL ENGR/PM III	1	0	0%	0	0%	0	0%
PR CLERK	4	1	25%	1	25%	1	25%
PROGRAMMER/ANALYST III	3	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	3	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	1	0	0%	0	0%	0	0%
PROPERTY MANAGER I	1	0	0%	0	0%	0	0%
REAL ESTATE OFFICER	1	1	100%	1	100%	1	100%
REPROGRAPHICS OPERATOR I	1	1	100%	1	100%	1	100%
REPROGRAPHICS SUPVR I	1	1	100%	1	100%	1	100%
SECRETARY	4	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	31	10	32%	10	32%	13	42%
SR ARCHITECT	1	1	100%	1	100%	1	100%
SR ARCHITECT DRAFT TECH	1	1	100%	1	100%	1	100%
SR CIVIL ENGINEER	19	4	21%	7	37%	9	47%
SR CIVIL ENGR DRAFT TEC	1	0	0%	0	0%	0	0%
SR CONSTR ESTIMATOR	3	1	33%	1	33%	1	33%
SR ENVRMNTL ENGINEER	5	1	20%	2	40%	2	40%
SR MGMT ANALYST I	14	3	21%	5	36%	5	36%
SR MGMT ANALYST II	3	0	0%	0	0%	0	0%
SR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SR REAL ESTATE OFFICER	1	0	0%	0	0%	0	0%
SR STRUCTURAL ENGINEER	2	1	50%	1	50%	1	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PW - ENGINEERING		2022		2023		2024	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE		ELIGIBLE TO RETIRE		ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
SR SURVEY SUPERVISOR	2	1	50%	1	50%	1	50%
SR SYSTEMS ANALYST I	2	1	50%	1	50%	1	50%
SR SYSTEMS ANALYST II	2	1	50%	1	50%	1	50%
SR TITLE EXAMINER	1	1	100%	1	100%	1	100%
STRUCTRL ENGRG ASSC I	3	0	0%	0	0%	0	0%
STRUCTRL ENGRG ASSC II	7	1	14%	1	14%	1	14%
STRUCTRL ENGRG ASSC III	11	0	0%	1	9%	1	9%
STRUCTRL ENGRG ASSC IV	3	0	0%	0	0%	0	0%
STRUCTURAL ENGINEER	9	1	11%	1	11%	1	11%
SURVEY PARTY CHIEF I	25	7	28%	8	32%	9	36%
SURVEY PARTY CHIEF II	5	1	20%	1	20%	1	20%
SURVEY SUPERVISOR	1	0	0%	0	0%	0	0%
SYSTEMS AIDE	2	0	0%	0	0%	0	0%
SYSTEMS ANALYST	5	2	40%	2	40%	2	40%
SYSTEMS PROGRAMMER II	1	0	0%	0	0%	0	0%
TITLE EXAMINER	2	0	0%	0	0%	0	0%
TOTAL	747	103	14%	122	16%	137	18%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	32	5	16%	6	19%	8	25%
ACCOUNTING REC SUPVR II	2	1	50%	1	50%	1	50%
ADMINISTRATIVE CLERK	75	8	11%	10	13%	10	13%
AGRICUL LAND DEVELOPER	1	1	100%	1	100%	1	100%
AIR COND MECH SUPVR	1	0	0%	0	0%	0	0%
AIR COND MECHANIC	2	1	50%	1	50%	1	50%
APPLICATIONS PROGRAMMER	1	0	0%	0	0%	0	0%
ASST DIR BUR SANITATION	4	4	100%	4	100%	4	100%
ASST ENVIRONMENTAL COMPLIANCE INSPECTOR	26	0	0%	0	0%	0	0%
BLD MECH ENGR I	1	1	100%	1	100%	1	100%
BOAT CAPTAIN I	1	0	0%	0	0%	0	0%
BOAT CAPTAIN II	1	0	0%	0	0%	0	0%
BUILD ELECTRCL ENGR I	1	0	0%	0	0%	0	0%
BUILD OPERATING ENGR	1	0	0%	0	0%	0	0%
BUILD REPAIRER SUPVR	2	1	50%	1	50%	2	100%
CARPENTER	5	0	0%	0	0%	1	20%
CARPENTER SUPVR	1	1	100%	1	100%	1	100%
CH CUSTODIAN SUPVR I	1	0	0%	0	0%	0	0%
CH ENV COMP INSPECT II	3	3	100%	3	100%	3	100%
CH ENV COMP INSPECTOR I	8	3	38%	3	38%	3	38%
CH FINANCIAL OFFICER	1	0	0%	0	0%	1	100%
CH MANAGEMENT ANALYST	2	0	0%	0	0%	0	0%
CHEMIST I	4	0	0%	0	0%	0	0%
CHEMIST II	26	7	27%	8	31%	8	31%
CIVIL ENGINEER	2	0	0%	0	0%	0	0%
CIVIL ENGRG ASSOC I	1	0	0%	0	0%	0	0%
CIVIL ENGRG ASSOC II	16	7	44%	7	44%	7	44%
CIVIL ENGRG ASSOC III	4	1	25%	1	25%	1	25%
CIVIL ENGRG ASSOC IV	1	1	100%	1	100%	1	100%
CIVIL ENGRG DRAFT TECH	1	1	100%	1	100%	1	100%
COMMUN ELECTRICIAN	2	1	50%	1	50%	1	50%
COMMUN INFO REP II	69	5	7%	6	9%	6	9%
COMMUN INFO REP III	12	1	8%	1	8%	1	8%
COMNTY AFFRS ADVOCATE	1	0	0%	0	0%	1	100%
CONSTR & MAINT SUPT	1	0	0%	0	0%	0	0%
CONTRL SYS ENG ASSC II	3	1	33%	1	33%	1	33%
CONTRL SYS ENG ASSC III	4	3	75%	3	75%	3	75%
CONTROL SYS ENGINEER I	1	1	100%	1	100%	1	100%
CUSTODIAL SVCS ASST	7	0	0%	0	0%	0	0%
CUSTODIAN	14	6	43%	6	43%	7	50%
DATA BASE ARCHITECT	4	0	0%	0	0%	1	25%
DELIVERY DRIVER I	4	1	25%	1	25%	1	25%
DIR BUR OF SANITATION	1	0	0%	0	0%	0	0%
DIR OF SYSTEMS	1	0	0%	0	0%	0	0%
ELECTRCL CRAFT HELPER	1	1	100%	1	100%	1	100%
ELECTRCL ENGRG ASSC II	1	1	100%	1	100%	1	100%
ELECTRICIAN	1	1	100%	1	100%	1	100%
ENV COMPLIANCE INSP	126	22	17%	25	20%	26	21%
ENVIRN AFFRS OFC	4	2	50%	2	50%	3	75%
ENVIRONMENTAL SPEC II	8	2	25%	2	25%	2	25%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ENVIRONMENTAL SPEC III	6	0	0%	0	0%	0	0%
ENVIRONMENTAL SUPVR I	2	0	0%	0	0%	0	0%
ENVIRONMENTAL SUPVR II	4	0	0%	0	0%	1	25%
ENVRMNTL ENGINEER	32	13	41%	17	53%	18	56%
ENVRMNTL ENGRG ASSC I	14	1	7%	1	7%	1	7%
ENVRMNTL ENGRG ASSC II	75	12	16%	13	17%	14	19%
ENVRMNTL ENGRG ASSC III	28	8	29%	9	32%	9	32%
ENVRMNTL ENGRG ASSC IV	7	3	43%	3	43%	3	43%
EQUIPMENT SUPERVISOR	6	3	50%	4	67%	5	83%
EQUIPMNT OPERATOR	31	8	26%	8	26%	9	29%
EQUIPMNT SUPERVISOR	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST II	3	1	33%	1	33%	1	33%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
GARDENER CARETAKER	18	5	28%	5	28%	5	28%
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	16	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	3	0	0%	0	0%	0	0%
GRAPHICS DESIGNER I	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	1	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR I	2	0	0%	0	0%	0	0%
HEAVY DUTY TRUCK OPER	16	1	6%	1	6%	1	6%
HYPERION TRMT PLNT MGR	1	1	100%	1	100%	1	100%
INDUSTRIAL HYGIENIST	1	0	0%	0	0%	0	0%
INSTRUMENT MECH	26	11	42%	11	42%	11	42%
INSTRUMENT MECH SUPV	1	0	0%	0	0%	0	0%
IRRIGATION SPECIALIST	1	1	100%	1	100%	1	100%
LABOR SUPERVISOR	1	1	100%	1	100%	1	100%
LABORATORY TECH I	6	0	0%	0	0%	0	0%
LABORATORY TECH II	29	4	14%	4	14%	4	14%
LANDSCAPE ARCH ASSC II	1	1	100%	1	100%	1	100%
LANDSCAPE ARCH I	1	0	0%	0	0%	0	0%
LANDSCAPE ARCH II	1	0	0%	1	100%	1	100%
MACHINIST	7	0	0%	1	14%	1	14%
MACHINIST SUPVR II	1	1	100%	1	100%	1	100%
MAINT & CONSTR HELPER	5	2	40%	2	40%	2	40%
MAINTENANCE ASST	9	0	0%	0	0%	0	0%
MAINTENANCE LABORER	247	31	13%	34	14%	39	16%
MANAGEMENT AIDE	2	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	67	15	22%	16	24%	19	28%
MANAGEMENT ASSISTANT	30	0	0%	0	0%	0	0%
MARKETING MANAGER	1	0	0%	0	0%	0	0%
MECH HELPER	19	1	5%	2	11%	2	11%
OFFICE ENGRG TECH II	4	2	50%	2	50%	3	75%
OFFICE ENGRG TECH III	1	0	0%	0	0%	0	0%
OFFICE SVCS ASSISTANT	1	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMIN CLERK	1	0	0%	0	0%	0	0%
PAINTER	13	0	0%	0	0%	0	0%
PAINTER SUPVR	1	1	100%	1	100%	1	100%
PARK MAINT SUPVR	2	1	50%	1	50%	1	50%
PAYROLL SUPERVISOR	2	2	100%	2	100%	2	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PERS RECORDS SUPV	2	1	50%	1	50%	1	50%
PIPEFITTER	15	2	13%	2	13%	2	13%
PLANT EQUIPMNT TRAINEE	17	2	12%	2	12%	2	12%
PLUMBER	8	2	25%	2	25%	3	38%
PR CLERK	6	1	17%	1	17%	1	17%
PR COMMUNICATIONS OPER	2	0	0%	0	0%	0	0%
PR ENVRMNTL ENGR	3	2	67%	2	67%	3	100%
PR PUBLIC RELATIONS REP	3	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST II	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST III	2	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	1	0	0%	0	0%	1	100%
PROJECT ASSISTANT	1	0	0%	0	0%	0	0%
PUB INFO DIRECTOR I	1	1	100%	1	100%	1	100%
PUB INFO DIRECTOR II	1	0	0%	0	0%	0	0%
PUB RELATIONS SPEC II	1	0	0%	0	0%	0	0%
REF COLL SUPERVISOR	55	13	24%	17	31%	17	31%
REF COLL TRUCK OPER II	639	111	17%	128	20%	144	23%
REF CREW FIELD INSTR	15	2	13%	3	20%	4	27%
SAFETY ENGINEER	1	0	0%	0	0%	0	0%
SAFETY ENGRG ASSC II	4	2	50%	2	50%	2	50%
SANITATION SOLID RESOURCES MGR I	8	3	38%	3	38%	4	50%
SANITATION WSTWATER MGR I	5	4	80%	4	80%	4	80%
SANITATION WSTWATER MGR II	2	2	100%	2	100%	2	100%
SANITATION WSTWATER MGR III	4	4	100%	4	100%	4	100%
SECRETARY	8	3	38%	3	38%	4	50%
SENIOR WATER BIOLOGIST	3	0	0%	0	0%	1	33%
SHEET METAL WORKER	3	0	0%	0	0%	0	0%
SHIFT SUPT W/W TRMT I	8	2	25%	2	25%	3	38%
SHIFT SUPT W/W TRMT II	2	2	100%	2	100%	2	100%
SOLID RESOURCE SUPT	11	3	27%	4	36%	4	36%
SOLID RESOURCES MGR II	9	5	56%	5	56%	5	56%
SR ADMINISTRATIVE CLERK	70	13	19%	19	27%	20	29%
SR AUDITOR	2	0	0%	0	0%	0	0%
SR BUILD OPERATNG ENGR	1	1	100%	1	100%	1	100%
SR CARPENTER	1	1	100%	1	100%	1	100%
SR CHEMIST	11	4	36%	4	36%	5	45%
SR CIVIL ENGINEER	3	1	33%	1	33%	1	33%
SR COMMUN OPERATOR I	2	0	0%	0	0%	0	0%
SR CUSTODIAN I	3	0	0%	0	0%	0	0%
SR ENV COMPLIANCE INSP	27	8	30%	8	30%	9	33%
SR ENVRMNTL ENGINEER	12	6	50%	8	67%	10	83%
SR GARDENER	2	1	50%	1	50%	1	50%
SR MGMT ANALYST I	25	3	12%	6	24%	7	28%
SR MGMT ANALYST II	7	1	14%	1	14%	1	14%
SR PAINTER	2	1	50%	1	50%	1	50%
SR PERSONNEL ANALYST I	1	1	100%	1	100%	1	100%
SR PHOTOGRAPHER I	1	1	100%	1	100%	1	100%
SR PLUMBER	4	1	25%	1	25%	1	25%
SR SYSTEMS ANALYST I	4	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SR SYSTEMS ANALYST II	4	0	0%	0	0%	1	25%
SR W/W TREATMENT OPER	5	3	60%	3	60%	3	60%
ST SVCS WORKER I	1	0	0%	0	0%	0	0%
STRUCTRL ENGRG ASSC III	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	20	1	5%	1	5%	1	5%
SYSTEMS PROGRAMMER I	2	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER II	4	1	25%	1	25%	1	25%
SYSTEMS PROGRAMMER III	1	1	100%	1	100%	1	100%
TRANSITIONAL WORKER	5	1	20%	1	20%	1	20%
TREE SURGEON ASST	1	1	100%	1	100%	1	100%
TRUCK OPERATOR	1	0	0%	0	0%	0	0%
VIDEO TECHNICIAN II	1	0	0%	0	0%	0	0%
VOCATIONAL WORKER MAINTENANCE LABORER	22	0	0%	0	0%	0	0%
W/WTR COLL SUPERVISOR	3	1	33%	2	67%	2	67%
W/WTR COLL WORKER I	4	0	0%	0	0%	0	0%
W/WTR COLL WORKER II	10	3	30%	3	30%	4	40%
W/WTR TRMT ELEC I	18	2	11%	3	17%	4	22%
W/WTR TRMT ELEC II	5	1	20%	2	40%	2	40%
W/WTR TRMT ELEC SUPVR	3	0	0%	0	0%	1	33%
W/WTR TRMT LAB MGR I	3	1	33%	1	33%	1	33%
W/WTR TRMT LAB MGR II	2	2	100%	2	100%	2	100%
W/WTR TRMT LAB MGR III	2	2	100%	2	100%	2	100%
W/WTR TRMT MECH	44	9	20%	9	20%	11	25%
W/WTR TRMT MECH SUPVR	4	0	0%	0	0%	0	0%
W/WTR TRMT OPER I	56	11	20%	11	20%	12	21%
W/WTR TRMT OPER II	22	6	27%	6	27%	7	32%
W/WTR TRMT OPER III	31	12	39%	12	39%	13	42%
WATER BIOLOGIST I	1	0	0%	0	0%	0	0%
WATER BIOLOGIST II	13	2	15%	2	15%	2	15%
WATER BIOLOGIST III	1	0	0%	0	0%	0	0%
WATER MICROBIOLOGIST II	3	0	0%	0	0%	0	0%
WELDER	5	0	0%	0	0%	0	0%
WELDER SUPERVISOR	1	0	0%	1	100%	1	100%
WINDOW CLEANER	1	0	0%	0	0%	0	0%
TOTAL	2562	496	19%	556	22%	619	24%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PW - STREET LIGHTING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	3	0	0%	0	0%	1	33%
ADMINISTRATIVE CLERK	5	2	40%	2	40%	2	40%
ASST DIR BUR OF ST LTG	2	1	50%	1	50%	1	50%
ASST ST LTG ELECTRCN	27	1	4%	1	4%	1	4%
CEMENT FINISHER	3	0	0%	0	0%	0	0%
CEMENT FINISHER SUPVR	1	0	0%	0	0%	0	0%
CEMENT FINISHER WORKER	1	0	0%	0	0%	0	0%
CIVIL ENGRG ASSOC II	1	0	0%	0	0%	0	0%
CIVIL ENGRG ASSOC III	1	0	0%	0	0%	0	0%
CIVIL ENGRG DRAFT TECH	9	1	11%	1	11%	1	11%
DIR BUR OF ST LIGHTING	1	0	0%	0	0%	0	0%
ELECTRCL CRAFT HELPER	56	2	4%	2	4%	2	4%
EXEC ADMIN ASST II	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	4	1	25%	1	25%	1	25%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	1	0	0%	0	0%	0	0%
MAINT & CONSTR HELPER	6	0	0%	0	0%	0	0%
MAINTENANCE LABORER	2	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	4	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	4	0	0%	0	0%	0	0%
MECH HELPER	1	0	0%	0	0%	0	0%
OFFICE ENGRG TECH II	1	0	0%	0	0%	0	0%
OFFICE ENGRG TECH III	3	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	2	1	50%	1	50%	1	50%
SR MGMT ANALYST I	3	1	33%	1	33%	1	33%
SR MGMT ANALYST II	2	0	0%	0	0%	0	0%
SR STOREKEEPER	1	0	0%	0	0%	0	0%
SR STREET LTG ENGINEER	3	2	67%	2	67%	2	67%
SR SYSTEMS ANALYST I	3	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST II	1	0	0%	0	0%	0	0%
ST LIGHTING CONSTRUCTION & MAINT SUPT I	3	2	67%	2	67%	2	67%
ST LIGHTING CONSTRUCTION & MAINT SUPT II	1	1	100%	1	100%	1	100%
ST LTG ELECTRCN	31	4	13%	4	13%	5	16%
ST LTG ELECTRCN SUPV	13	3	23%	4	31%	4	31%
ST LTG ENGINEER	7	2	29%	3	43%	5	71%
ST LTG ENGINEER/PM1	4	3	75%	3	75%	3	75%
ST LTG ENGRG ASSC I	4	0	0%	0	0%	0	0%
ST LTG ENGRG ASSC II	41	4	10%	4	10%	5	12%
ST LTG ENGRG ASSC III	14	1	7%	2	14%	4	29%
ST LTG ENGRG ASSC IV	3	0	0%	1	33%	2	67%
STOREKEEPER II	3	0	0%	0	0%	0	0%
STRUCTRL ENGRG ASSC II	2	0	0%	0	0%	0	0%
STRUCTRL ENGRG ASSC III	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	2	0	0%	0	0%	0	0%
WELDER	3	0	0%	0	0%	0	0%
TOTAL	286	34	12%	38	13%	46	16%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PW - STREET SERVICES JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1	0	0%	0	0%	0	0%
ACCOUNTING CLERK	8	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	19	0	0%	0	0%	1	5%
ASPHALT PLANT OPER I	2	0	0%	0	0%	0	0%
ASPHALT PLANT OPER II	2	0	0%	0	0%	0	0%
ASPHALT PLANT SUPVR	1	0	0%	0	0%	0	0%
ASST DIR BUR OF ST SVCS	2	0	0%	0	0%	0	0%
ASST TREE SURGEON	3	0	0%	0	0%	0	0%
CARPENTER	16	2	13%	2	13%	2	13%
CEMENT FINISHER	64	5	8%	6	9%	8	13%
CEMENT FINISHER WORKER	15	1	7%	2	13%	3	20%
CH MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
CH ST SVC INVEST I	1	0	0%	0	0%	0	0%
CH ST SVC INVEST II	1	1	100%	1	100%	1	100%
CIVIL ENGINEER	8	1	13%	1	13%	2	25%
CIVIL ENGRG ASSOC I	2	0	0%	0	0%	0	0%
CIVIL ENGRG ASSOC II	12	0	0%	0	0%	0	0%
CIVIL ENGRG ASSOC III	6	0	0%	0	0%	0	0%
CIVIL ENGRG ASSOC IV	2	0	0%	0	0%	1	50%
COMMUN INFO REP II	3	0	0%	0	0%	0	0%
COMMUN INFO REP III	1	0	0%	0	0%	0	0%
COMNTY AFFRS ADVOCATE	1	0	0%	0	0%	0	0%
CONSTR & MAINT SUPV I	1	0	0%	0	0%	0	0%
CONTRACT ADMINISTRATOR	1	1	100%	1	100%	1	100%
DIR BUR OF ST SERVICES	1	1	100%	1	100%	1	100%
ELECTRCL CRAFT HELPER	3	1	33%	1	33%	1	33%
ELECTRIC PUMP PLT OPR	1	0	0%	0	0%	0	0%
ELECTRICIAN	2	0	0%	0	0%	0	0%
ENVRMNTL ENGRG ASSC II	5	0	0%	0	0%	0	0%
ENVRMNTL ENGRG ASSC III	1	0	0%	0	0%	0	0%
ENVRMNTL ENGRG ASSC IV	1	1	100%	1	100%	1	100%
EQUIP SPECIALIST II	1	1	100%	1	100%	1	100%
EQUIPMNT OPERATOR	89	17	19%	20	22%	26	29%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
FIELD ENGINEER AIDE	14	4	29%	4	29%	5	36%
FISCAL SYSTEMS SPEC I	1	0	0%	1	100%	1	100%
FISCAL SYSTEMS SPEC II	2	0	0%	0	0%	0	0%
GARDENER CARETAKER	9	1	11%	1	11%	1	11%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	3	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	1	0	0%	0	0%	0	0%
HEAVY DUTY EQUIP MECH	1	0	0%	0	0%	0	0%
HEAVY DUTY TRUCK OPER	95	9	9%	10	11%	12	13%
INSTRUMENT MECH	2	0	0%	0	0%	0	0%
IRRIGATION SPECIALIST	1	0	0%	0	0%	0	0%
LABOR SUPERVISOR	1	0	0%	0	0%	0	0%
LANDSCAPE ARCH ASSC I	8	1	13%	2	25%	2	25%
LANDSCAPE ARCH ASSC II	3	0	0%	0	0%	0	0%
LANDSCAPE ARCH ASSC IV	1	0	0%	0	0%	0	0%
LANDSCAPE ARCH I	2	0	0%	0	0%	0	0%
LANDSCAPE ARCH II	3	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PW - STREET SERVICES JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
LIGHT EQUIP OPERATOR	6	3	50%	4	67%	4	67%
MAINT & CONSTR HELPER	29	2	7%	2	7%	2	7%
MAINTENANCE LABORER	102	12	12%	13	13%	15	15%
MANAGEMENT ANALYST	16	1	6%	2	13%	3	19%
MANAGEMENT ASSISTANT	4	0	0%	0	0%	0	0%
MASONRY WORKER	2	0	0%	0	0%	0	0%
MECH HELPER	7	1	14%	1	14%	1	14%
MECH REPAIRER	3	1	33%	1	33%	1	33%
MOTOR SWEEPER OPERATOR	77	21	27%	23	30%	26	34%
OFFICE ENGRG TECH III	1	1	100%	1	100%	1	100%
OFFICE TRAINEE ADMIN CLERK	3	0	0%	0	0%	0	0%
PARK MAINT SUPVR	1	0	0%	0	0%	0	0%
PLUMBER	11	3	27%	3	27%	3	27%
POWER SHOVEL OPERATOR	1	0	0%	0	0%	0	0%
PR CIVIL ENGINEER	2	1	50%	2	100%	2	100%
PR CLERK	1	0	0%	0	0%	0	0%
PROJECT COORDINATOR	4	0	0%	0	0%	0	0%
RISK MANAGER II	1	0	0%	1	100%	1	100%
SAFETY ENGINEER	1	0	0%	0	0%	0	0%
SANITATION WSTWATER MGR I	3	1	33%	1	33%	2	67%
SANITATION WSTWATER MGR II	3	1	33%	1	33%	1	33%
SERVICE COORDINATOR	3	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	16	2	13%	2	13%	3	19%
SR CARPENTER	5	0	0%	0	0%	0	0%
SR CIVIL ENGINEER	2	1	50%	1	50%	1	50%
SR HVY DUTY EQUIP MECH	1	0	0%	0	0%	0	0%
SR MGMT ANALYST I	3	0	0%	0	0%	0	0%
SR MGMT ANALYST II	4	0	0%	0	0%	0	0%
SR PROJECT COORDINATOR	2	0	0%	0	0%	0	0%
SR ST SVC INVEST II	4	1	25%	1	25%	1	25%
SR SYSTEMS ANALYST I	1	0	0%	0	0%	0	0%
ST SVC INVESTIGATOR	38	9	24%	10	26%	11	29%
ST SVCS GEN SUPT I	2	0	0%	0	0%	0	0%
ST SVCS GEN SUPT II	3	2	67%	2	67%	2	67%
ST SVCS SUPT I	5	1	20%	1	20%	3	60%
ST SVCS SUPT II	9	4	44%	4	44%	4	44%
ST SVCS SUPVR I	39	12	31%	14	36%	19	49%
ST SVCS SUPVR II	42	10	24%	12	29%	14	33%
ST SVCS WORKER I	52	0	0%	0	0%	0	0%
ST SVCS WORKER II	20	3	15%	3	15%	3	15%
ST SVCS WORKER III	1	1	100%	1	100%	1	100%
ST TREE SUPT I	3	3	100%	3	100%	3	100%
ST TREE SUPT II	1	0	0%	0	0%	0	0%
STREET SERVICES ASSISTANT	3	0	0%	0	0%	0	0%
SYSTEMS ANALYST	7	0	0%	0	0%	0	0%
TRANSITIONAL WORKER	1	0	0%	0	0%	0	0%
TRANSP ENGINEER	1	0	0%	0	0%	0	0%
TREE SURGEON	70	2	3%	3	4%	3	4%
TREE SURGEON ASST	24	1	4%	1	4%	1	4%
TREE SURGEON SUPVSR I	24	4	17%	4	17%	6	25%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

PW - STREET SERVICES							
JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
TREE SURGEON SUPVSR II	11	1	9%	2	18%	3	27%
TRUCK OPERATOR	25	2	8%	2	8%	4	16%
VOCATIONAL WORKER TREE SURGEON ASST	6	0	0%	0	0%	0	0%
W/WTR COLL SUPERVISOR	14	3	21%	4	29%	4	29%
W/WTR COLL WORKER I	15	0	0%	0	0%	0	0%
W/WTR COLL WORKER II	144	19	13%	23	16%	30	21%
W/WTR TRMT ELEC I	6	1	17%	1	17%	1	17%
W/WTR TRMT ELEC SUPVR	1	0	0%	0	0%	0	0%
W/WTR TRMT MECH	5	2	40%	2	40%	2	40%
W/WTR TRMT MECH SUPVR	1	0	0%	0	0%	0	0%
W/WTR TRMT OPER I	5	0	0%	0	0%	1	20%
W/WTR TRMT OPER III	1	0	0%	0	0%	0	0%
WAREHOUSE & T/R WKR I	2	1	50%	1	50%	2	100%
WELDER	2	0	0%	0	0%	0	0%
TOTAL	1327	180	14%	207	16%	254	19%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
2022, 2023, 2024

DEPT. OF RECREATION & PARKS		2022		2023		2024	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	14	3	21%	3	21%	3	21%
ACCOUNTING CLERK	10	2	20%	2	20%	2	20%
ADMINISTRATIVE CLERK	22	3	14%	4	18%	4	18%
AIR COND MECH SUPVR	2	0	0%	1	50%	1	50%
AIR COND MECHANIC	8	0	0%	0	0%	1	13%
AQUARIST I	4	0	0%	1	25%	1	25%
AQUARIST II	1	1	100%	1	100%	1	100%
AQUARIUM EDUCATOR I	5	0	0%	1	20%	1	20%
AQUARIUM EDUCATOR II	1	0	0%	0	0%	0	0%
AQUATIC DIRECTOR	3	0	0%	0	0%	0	0%
AQUATIC FACILITY MGR I	19	1	5%	1	5%	2	11%
AQUATIC FACILITY MGR II	20	2	10%	3	15%	3	15%
AQUATIC FACILITY MGR III	3	0	0%	0	0%	1	33%
ARCHITECTURAL ASSOC II	2	0	0%	0	0%	0	0%
ARCHIVIST I	1	0	0%	0	0%	0	0%
ASST GARDENER	13	1	8%	1	8%	1	8%
ASST GM REC & PARKS	3	0	0%	1	33%	1	33%
ASTRONOMICAL LECTURER	1	0	0%	0	0%	0	0%
AUDITOR II	1	1	100%	1	100%	1	100%
BANNING RES MUSEUM DIR	1	1	100%	1	100%	1	100%
BUILD OPERATING ENGR	1	1	100%	1	100%	1	100%
BUILD REPAIRER SUPVR	1	0	0%	0	0%	1	100%
BUILDING REPAIRER I	6	2	33%	2	33%	2	33%
CARPENTER	7	0	0%	0	0%	2	29%
CARPENTER SUPVR	1	1	100%	1	100%	1	100%
CEMENT FINISHER	3	0	0%	0	0%	1	33%
CEMENT FINISHER SUPVR	1	0	0%	0	0%	0	0%
CH CLERK	1	0	0%	0	0%	0	0%
CH FINANCIAL OFFICER	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	3	1	33%	1	33%	1	33%
CH PARK RANGER	1	0	0%	0	0%	0	0%
CHILD CARE ASSOCIATE II	6	1	17%	1	17%	1	17%
CHILD CARE CENTER DIR	2	1	50%	2	100%	2	100%
CIVIL ENGINEER	1	0	0%	0	0%	0	0%
CIVIL ENGRG ASSOC II	1	0	0%	0	0%	0	0%
COMMUN ELECTRICIAN	1	1	100%	1	100%	1	100%
COMMUN INFO REP I	2	1	50%	1	50%	1	50%
COMNTY PROGRM DIRECTOR	1	0	0%	0	0%	0	0%
CONSTR & MAINT SUPT	1	0	0%	1	100%	1	100%
CONSTR & MAINT SUPV II	4	0	0%	2	50%	3	75%
CUSTODIAN	1	0	0%	0	0%	0	0%
DEPT CHIEF ACCT IV	1	0	0%	0	0%	0	0%
DIR OF SYSTEMS	1	0	0%	0	0%	0	0%
ELECTRCL CRAFT HELPER	1	1	100%	1	100%	1	100%
ELECTRCL ENGRG ASSC IV	1	1	100%	1	100%	1	100%
ELECTRICIAN	12	3	25%	3	25%	3	25%
ELECTRICIAN SUPV	2	0	0%	0	0%	0	0%
EMERGNCY MGT COORD I	2	0	0%	0	0%	0	0%
ENVIRONMENTAL SPEC II	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SPEC III	2	0	0%	0	0%	0	0%

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DEPT. OF RECREATION & PARKS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
EQUIP SPECIALIST I	2	0	0%	0	0%	0	0%
EQUIPMNT OPERATOR	9	0	0%	0	0%	1	11%
EXEC ADMIN ASST II	4	1	25%	2	50%	2	50%
EXEC ADMIN ASST III	1	0	0%	0	0%	0	0%
EXEC DIR EXPO PK COMPLX	1	1	100%	1	100%	1	100%
FINANCIAL ANALYST II	1	0	0%	0	0%	0	0%
FLOOR FINISHER I	1	1	100%	1	100%	1	100%
GARDENER CARETAKER	292	64	22%	73	25%	81	28%
GEN MGR REC & PARKS	1	1	100%	1	100%	1	100%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	1	0	0%	0	0%	0	0%
GOLF STARTER	14	1	7%	1	7%	1	7%
GOLF STARTER SUPVSR I	7	1	14%	1	14%	1	14%
GOLF STARTER SUPVSR II	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER I	2	0	0%	0	0%	0	0%
HISTORIC SITE CURATOR	3	0	0%	0	0%	0	0%
IRRIGATION SPECIALIST	21	2	10%	3	14%	5	24%
LANDSCAPE ARCH ASSC I	2	0	0%	0	0%	0	0%
LANDSCAPE ARCH ASSC II	1	0	0%	0	0%	0	0%
LANDSCAPE ARCH ASSC III	2	2	100%	2	100%	2	100%
LIGHT EQUIP OPERATOR	14	2	14%	4	29%	5	36%
MAINT & CONSTR HELPER	3	2	67%	2	67%	2	67%
MAINTENANCE LABORER	6	2	33%	2	33%	2	33%
MANAGEMENT AIDE	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	17	2	12%	3	18%	4	24%
MANAGEMENT ASSISTANT	13	0	0%	0	0%	0	0%
MARINE AQUAR CURATOR II	2	0	0%	0	0%	0	0%
MARINE AQUAR EXH DIR	1	0	0%	0	0%	0	0%
MARINE AQUAR PROG DIR	1	0	0%	0	0%	0	0%
MARITIME MUSEUM CURATOR	1	0	0%	0	0%	0	0%
MARITIME MUSEUM DIR	1	0	0%	0	0%	0	0%
MASONRY WORKER	2	0	0%	0	0%	2	100%
MECH REPAIR GEN SUPVR	1	1	100%	1	100%	1	100%
MECH REPAIR SUPVR	1	0	0%	0	0%	0	0%
MECH REPAIRER	11	1	9%	1	9%	2	18%
MOTOR SWEEPER OPERATOR	1	0	0%	0	0%	0	0%
OBSERVATORY DIRECTOR I	1	0	0%	1	100%	1	100%
OBSERVATORY DIRECTOR II	1	1	100%	1	100%	1	100%
OBSERVATORY PROG SUPRV	1	1	100%	1	100%	1	100%
OFFICE SVCS ASSISTANT	5	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMIN CLERK	1	0	0%	0	0%	0	0%
PAINTER	15	4	27%	4	27%	4	27%
PAINTER SUPVR	1	1	100%	1	100%	1	100%
PARK MAINT SUPVR	28	7	25%	8	29%	8	29%
PARK RANGER	19	1	5%	1	5%	1	5%
PARK SERVICES ATT II	12	2	17%	2	17%	2	17%
PARK SERVICES SUPVR	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PERS RECORDS SUPV	1	0	0%	0	0%	0	0%
PERSONNEL ANALYST	2	0	0%	0	0%	0	0%
PERSONNEL DIR III	1	1	100%	1	100%	1	100%

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DEPT. OF RECREATION & PARKS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PHOTOGRAPHER I	1	1	100%	1	100%	1	100%
PLAYGROUND EQUIP SUPVR	1	1	100%	1	100%	1	100%
PLUMBER	17	1	6%	2	12%	2	12%
PLUMBER SUPERVISOR	2	1	50%	1	50%	1	50%
PR ACCOUNTANT II	2	1	50%	1	50%	1	50%
PR GROUNDS MAINT SUPVII	3	2	67%	2	67%	2	67%
PR PARK SVCS ATTENDANT	5	0	0%	0	0%	0	0%
PR REC SUPERVISOR I	1	1	100%	1	100%	1	100%
PR REC SUPERVISOR II	3	1	33%	2	67%	2	67%
PROGRAMMER/ANALYST III	4	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	1	0	0%	0	0%	0	0%
PROJECT ASSISTANT	1	0	0%	0	0%	0	0%
PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
PUB INFO DIRECTOR I	1	0	0%	0	0%	0	0%
PUB RELATIONS SPEC I	1	0	0%	0	0%	0	0%
RECREATION COORDINATOR	166	8	5%	8	5%	9	5%
RECREATION FAC DIR	83	6	7%	7	8%	10	12%
RECREATION SUPERVISOR	14	4	29%	5	36%	7	50%
RISK MANAGER II	1	0	0%	0	0%	0	0%
ROOFER	2	0	0%	0	0%	0	0%
SAFETY ENGINEER	1	1	100%	1	100%	1	100%
SAFETY ENGRG ASSC II	1	0	0%	0	0%	0	0%
SECRETARY	4	0	0%	0	0%	0	0%
SERVICE COORDINATOR	1	0	0%	0	0%	0	0%
SIGN PAINTER	2	2	100%	2	100%	2	100%
SR ACCOUNTANT I	2	0	0%	0	0%	0	0%
SR ACCOUNTANT II	3	2	67%	2	67%	2	67%
SR ADMINISTRATIVE CLERK	18	3	17%	3	17%	4	22%
SR CARPENTER	3	0	0%	0	0%	1	33%
SR ELECTRICIAN	1	1	100%	1	100%	1	100%
SR GARDENER	76	16	21%	23	30%	25	33%
SR MGMT ANALYST I	4	0	0%	1	25%	1	25%
SR MGMT ANALYST II	4	1	25%	1	25%	2	50%
SR PAINTER	1	1	100%	1	100%	1	100%
SR PARK MAINT SUPVR	8	3	38%	4	50%	4	50%
SR PARK RANGER I	6	2	33%	2	33%	2	33%
SR PARK RANGER II	2	1	50%	1	50%	1	50%
SR PARK SERVICES ATTND	4	0	0%	0	0%	0	0%
SR PERSONNEL ANALYST I	2	1	50%	1	50%	1	50%
SR PERSONNEL ANALYST II	1	0	0%	0	0%	0	0%
SR PLUMBER	1	0	0%	0	0%	0	0%
SR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SR RECREATION DIR	51	8	16%	10	20%	10	20%
ST SVCS WORKER II	2	1	50%	1	50%	1	50%
SUPERINTENDENT OF PLANNING AND CONSTRUCTION	1	0	0%	0	0%	0	0%
SUPT OF R/P OPERATIONS	8	1	13%	2	25%	3	38%
SYSTEMS ANALYST	7	1	14%	2	29%	2	29%
SYSTEMS PROGRAMMER I	1	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER II	1	0	0%	0	0%	0	0%
TRANSITIONAL WORKER	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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DEPT. OF RECREATION & PARKS		2022		2023		2024	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	ELIGIBLE TO RETIRE %	ELIGIBLE TO RETIRE #	ELIGIBLE TO RETIRE %	ELIGIBLE TO RETIRE #	ELIGIBLE TO RETIRE %
TREE SURGEON	19	2	11%	2	11%	2	11%
TREE SURGEON ASST	3	0	0%	0	0%	0	0%
TREE SURGEON SUPVSR I	2	1	50%	1	50%	2	100%
TREE SURGEON SUPVSR II	2	1	50%	1	50%	1	50%
TRUCK OPERATOR	4	0	0%	0	0%	0	0%
VIDEO PRODUCTION COORD	1	0	0%	0	0%	0	0%
VOCATIONAL WORKER GARDENER CARETAKER	38	0	0%	0	0%	0	0%
VOLUNTEER COORDINATOR	1	0	0%	0	0%	0	0%
WELDER	2	1	50%	1	50%	1	50%
TOTAL	1335	209	16%	252	19%	289	22%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION
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ZOO JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1	0	0%	0	0%	0	0%
ACCOUNTING CLERK	3	0	0%	1	33%	1	33%
ADMIN INTERN	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
AIR COND MECHANIC	1	1	100%	1	100%	1	100%
ANIMAL COLLECTN CURATOR	1	0	0%	0	0%	0	0%
ANIMAL KEEPER	79	6	8%	8	10%	8	10%
AQUARIST I	1	0	0%	0	0%	0	0%
AQUARIST II	1	0	0%	0	0%	0	0%
AUDIO VISUAL TECH	1	1	100%	1	100%	1	100%
BUILDING REPAIRER I	1	0	0%	0	0%	0	0%
CARPENTER	2	2	100%	2	100%	2	100%
CEMENT FINISHER	2	0	0%	0	0%	0	0%
CH VETERINARIAN	1	0	0%	0	0%	0	0%
CUSTODIAN	12	2	17%	3	25%	4	33%
CUSTODIAN SUPERVISOR	1	0	0%	0	0%	0	0%
ELECTRICIAN	1	0	0%	0	0%	0	0%
ENVIRN AFFRS OFC/PM II	1	0	0%	0	0%	0	0%
EQUIPMNT OPERATOR	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST II	1	0	0%	0	0%	0	0%
EXEC ADMIN ASST III	1	0	0%	1	100%	1	100%
GARDENER CARETAKER	17	4	24%	4	24%	4	24%
GEN MGR L A ZOO	1	1	100%	1	100%	1	100%
GRAPHICS DESIGNER II	1	0	0%	0	0%	0	0%
IRRIGATION SPECIALIST	1	1	100%	1	100%	1	100%
LANDSCAPE ARCH/PM I	1	1	100%	1	100%	1	100%
LIGHT EQUIP OPERATOR	1	0	0%	0	0%	0	0%
MAINT & CONSTR HELPER	1	0	0%	0	0%	0	0%
MAINTENANCE LABORER	2	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	1	0	0%	0	0%	0	0%
MASONRY WORKER	1	0	0%	0	0%	0	0%
MECH REPAIRER	1	1	100%	1	100%	1	100%
PAINTER	1	1	100%	1	100%	1	100%
PARK SERVICES ATT I	7	0	0%	0	0%	0	0%
PARK SERVICES ATT II	6	1	17%	1	17%	1	17%
PERSONNEL ANALYST	1	0	0%	0	0%	0	0%
PLUMBER	2	1	50%	1	50%	1	50%
PR ANIMAL KEEPER	2	0	0%	0	0%	0	0%
PR PARK SVCS ATTENDANT	1	0	0%	0	0%	0	0%
PUB RELATIONS SPEC II	1	0	0%	0	0%	0	0%
SHEET METAL WORKER	1	0	0%	0	0%	0	0%
SR ACCOUNTANT I	1	0	0%	0	0%	1	100%
SR ADMINISTRATIVE CLERK	8	0	0%	0	0%	0	0%
SR ANIMAL KEEPER	5	0	0%	0	0%	0	0%
SR ELECTRICIAN	1	1	100%	1	100%	1	100%
SR GARDENER	2	0	0%	0	0%	0	0%
SR MGMT ANALYST I	2	0	0%	1	50%	1	50%
SR PAINTER	1	0	0%	1	100%	1	100%
SR PARK SERVICES ATTND	2	0	0%	0	0%	0	0%
SR PERSONNEL ANALYST I	1	1	100%	1	100%	1	100%

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ZOO JOB CLASSIFICATION TITLE	TOTAL NUMBER	2022		2023		2024	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SR PLUMBER	1	1	100%	1	100%	1	100%
SR SYSTEMS ANALYST I	1	0	0%	0	0%	0	0%
SR SYSTEMS ANALYST II	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	1	0	0%	0	0%	0	0%
TRUCK OPERATOR	2	0	0%	0	0%	0	0%
VETERINARY TECHNICIAN	5	0	0%	0	0%	0	0%
ZOO ASST GM	1	0	0%	1	100%	1	100%
ZOO CURATOR	1	0	0%	0	0%	0	0%
ZOO CURATOR OF EDUC II	7	0	0%	0	0%	0	0%
ZOO CURATOR OF EDUC III	3	0	0%	0	0%	0	0%
ZOO CURATOR OF EDUC IV	1	0	0%	0	0%	0	0%
ZOO CURATOR OF REPTILES	1	0	0%	0	0%	0	0%
ZOO NUTRITIONIST	1	0	0%	0	0%	0	0%
ZOO RESEARCH AND CONSERVATION DIRECTOR	2	1	50%	1	50%	1	50%
ZOO VETERINARIAN II	2	0	0%	0	0%	0	0%
ZOO VETERINARIAN III	1	0	0%	0	0%	0	0%
TOTAL	218	27	12%	35	16%	37	17%



