REPORT FROM

THE PERSONNEL DEPARTMENT

TO: Personnel, Audits and Hiring Committee	DATE 6/26/23
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, Audits and Hiring 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 March 31, 2023. 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 22-23 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 2023, 2024, and 2025; and (2) provide recommendations for succession planning, training, contactless government, knowledge transfer, a diverse workforce, and telecommuting based on shared 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.

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General Manager

PERSONNEL DEPARTMENT

CITY OF LOS ANGELES

EQUITABLE WORKFORCE & SERVICE RESTORATION

2023 - 2024

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JUNE 2023

CITY OF LOS ANGELES

EQUITABLE WORKFORCE & SERVICE RESTORATION

2023 - 2024

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I. EXECUTIVE SUMMARY

On April 28, 2016 Mayor Garcetti issued **Executive Directive 15: Equitable Workforce and Service Restoration** ("ED-15") instructing departments to prepare and annually update an Equitable Workforce and Service Restoration Plan ("Plan") to address front-line services, succession planning, and technology needs.

This report provides a summary and breakdown of citywide challenges, practices, and goals as reported by the City departments in the following areas:

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

This report also includes **six recommendations** to assist departments in addressing matters related to process improvement, hiring, attrition, and DEI initiatives. In order to research, develop, and implement these recommendations, additional resources and funding would be required:

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.

I. EXECUTIVE SUMMARY (Cont'd)

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.

II. BACKGROUND & SOURCES

The Personnel Department and the Office of the Mayor developed the **2023-24 Equitable Workforce and Service Restoration Form** ("Form"). 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 the complete department response for this year and previous years are available online on the **Workforce Planning website**.

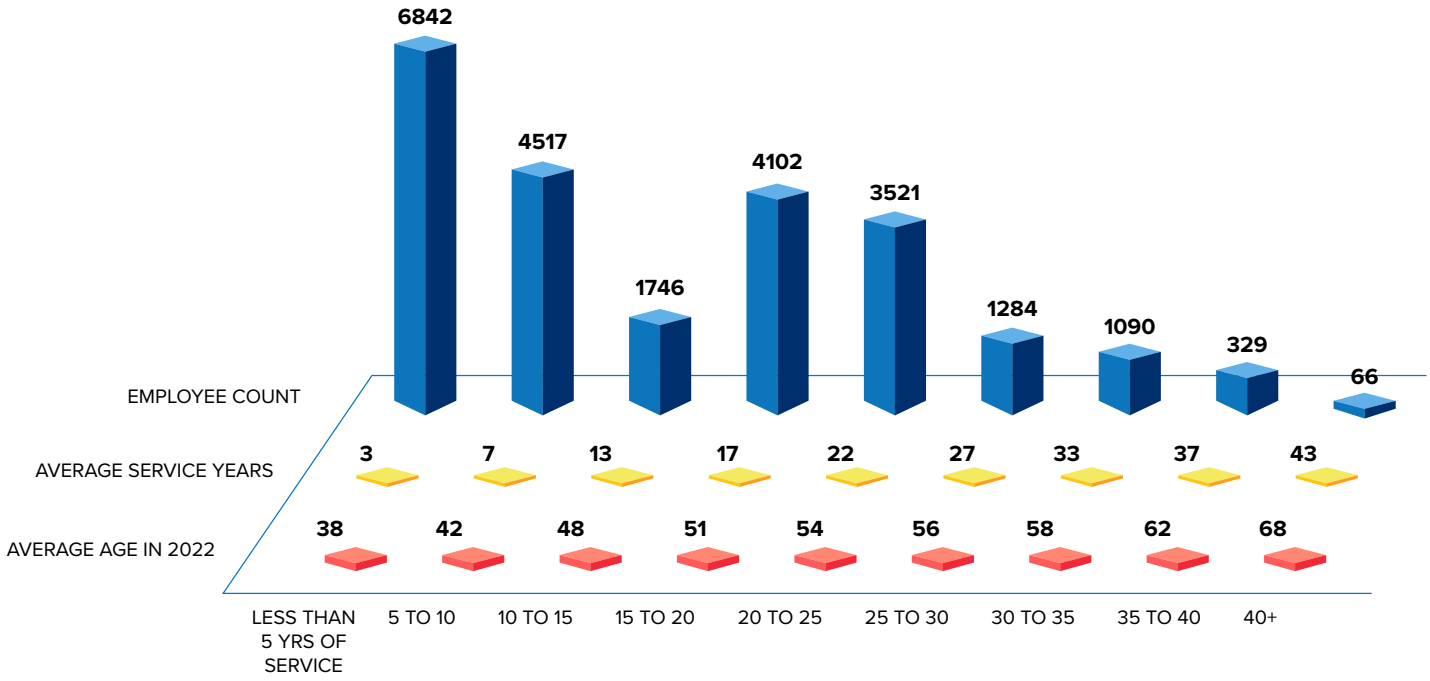
WORKFORCE ASSESSMENT DATA SOURCE

- Retirement eligibility as of June 30, 2022 was provided by LACERS.

III. WORKFORCE ASSESSMENT

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

The chart below breaks down the employee count, average number of service years, and the average age for each band of years of service (e.g., employees with less than 5 years of service, those with 5-9 years of service, and so forth).

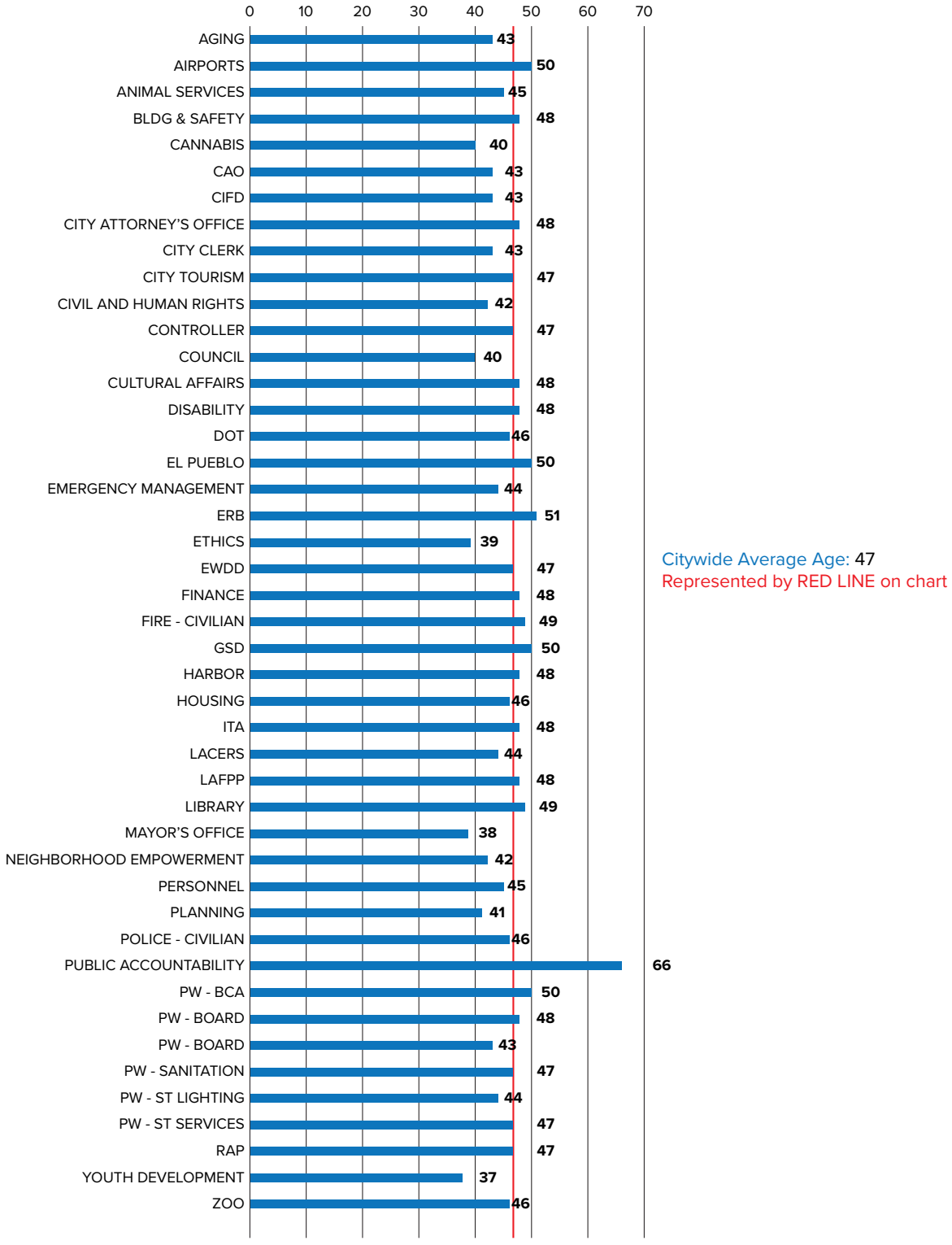


Compared to June 2021, this data has largely remained consistent across the categories. There has been a 1% increase in the percentage of employees with less than 10 years of experience (June 2021 - 47%, June 2022 - 48%); therefore, Knowledge Transfer efforts continue to be imperative to the successful operations for departments since such a large portion of the workforce is relatively new to City service. The significant dip in employees with 10 - 14 years of service is attributed to the 2008 recession and the resulting hiring freeze and layoffs, as well as to the Separation Incentive Program (SIP) of 2021.

III. WORKFORCE ASSESSMENT (Cont'd)

II. CITY EMPLOYEES BY AGE

The chart below indicates the average age by department. The citywide average remains the same as previous years at 47 years old.

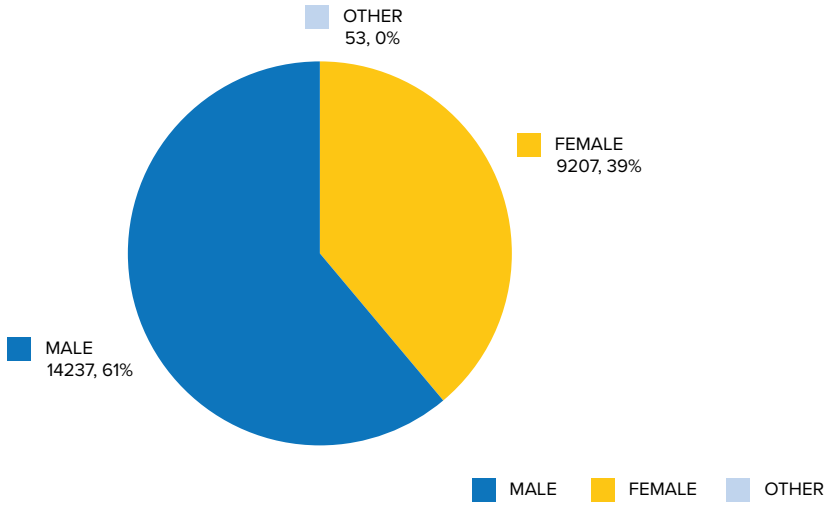


III. WORKFORCE ASSESSMENT (Cont'd)

III. CITY EMPLOYEES BY GENDER

The June 2022 chart below introduces a third category labeled as Other, for those who identify as nonbinary or did not disclose their gender for an unknown reason. Since only 53 employees were identified as Other, this category made up less than 1% of the City workforce, and the male and female percentages remain unchanged from June 2021.

As can be seen in the Appendix, many job classifications still tend to be heavily dominated by one gender. While over 90% of clerical classifications (e.g., Secretary, Executive Administrative Assistant) are occupied by females, the same trend can be found with males in classifications involving manual labor, building, and construction trades (e.g., Carpenter, Tree Surgeon). Continued targeted recruitment efforts and resources are needed to narrow the gender gap for these classifications.



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

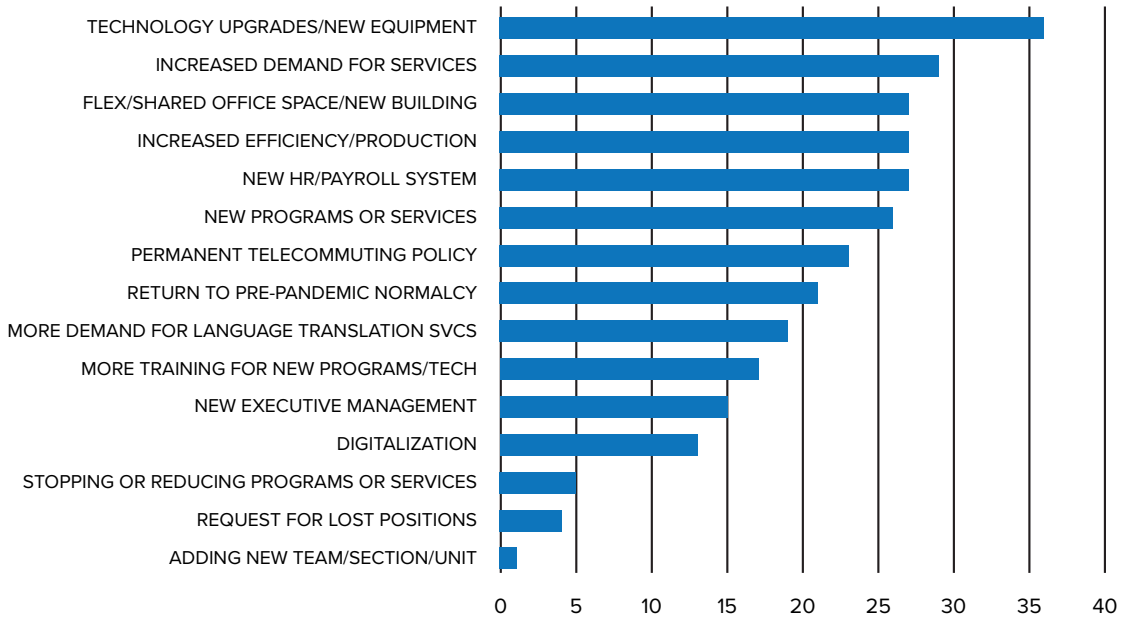
IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS

A. ORGANIZATIONAL, OPERATIONAL, AND WORKFORCE CHANGES

The City of Los Angeles' ("City") workforce has significantly changed since the start of the COVID-19 pandemic, over three years ago. City Departments are determining what their 'future of work' will look like, whether that means returning to the office or having a telecommuting policy that meets the needs of their constituents while also taking into account the needs of their workforce, an increased demand for services, organizational changes, or a combination of various factors. The pandemic highlighted the need for City departments to reimagine their operational, organizational, and workforce trends. In accordance with **Mayor Garcetti's Executive Directive 15: Equitable Workforce and Service Restoration**, 41 City departments updated their Equitable Workforce and Service Restoration Plans by responding to the **2023-24 Equitable Workforce and Service Restoration Form** ("Form").

NO. OF DEPARTMENTS EXPECTING OPERATIONAL CHANGES IN FY 23-24

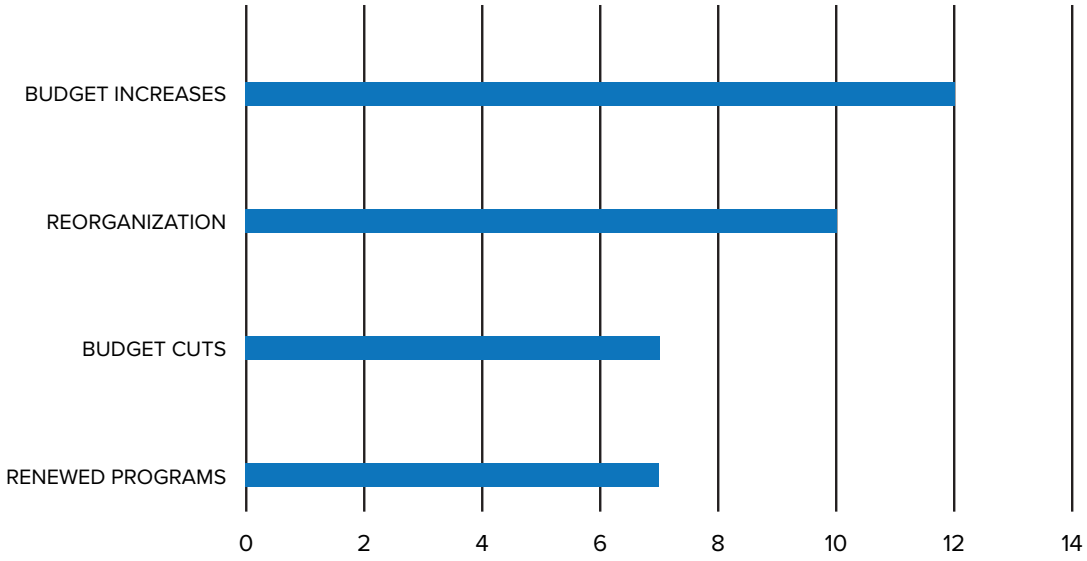
Of the 41 City departments that submitted the updated Form, 92% (38 of 41) reported that operational changes will impact the departments in FY 23-24, including technology upgrades, new equipment, flex/shared office space, new buildings, increased efficiency/production, new HR/payroll system, and a permanent telecommuting policy. The chart titled "No. of Departments Expecting Operational Changes in FY 23-24" shows the number of responding City departments that expect one or more of the operational changes indicated, with 94% (36 of 38) of responding departments anticipate technological upgrades and new equipment and 76% (29 of 38) anticipate an increased demand for services.



IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

NO. OF DEPARTMENTS EXPECTING ORGANIZATIONAL CHANGES IN FY 23-24

Approximately 51% of responding City departments (21 of 41) expect organizational changes in FY 23-24. Of these departments, 57% (12 of 21) expect budget increases, 47% (10 of 21) expect a department reorganization, 33% (7 of 21) expect budget cuts, and 33% (7 of 21) expect having renewed programs.



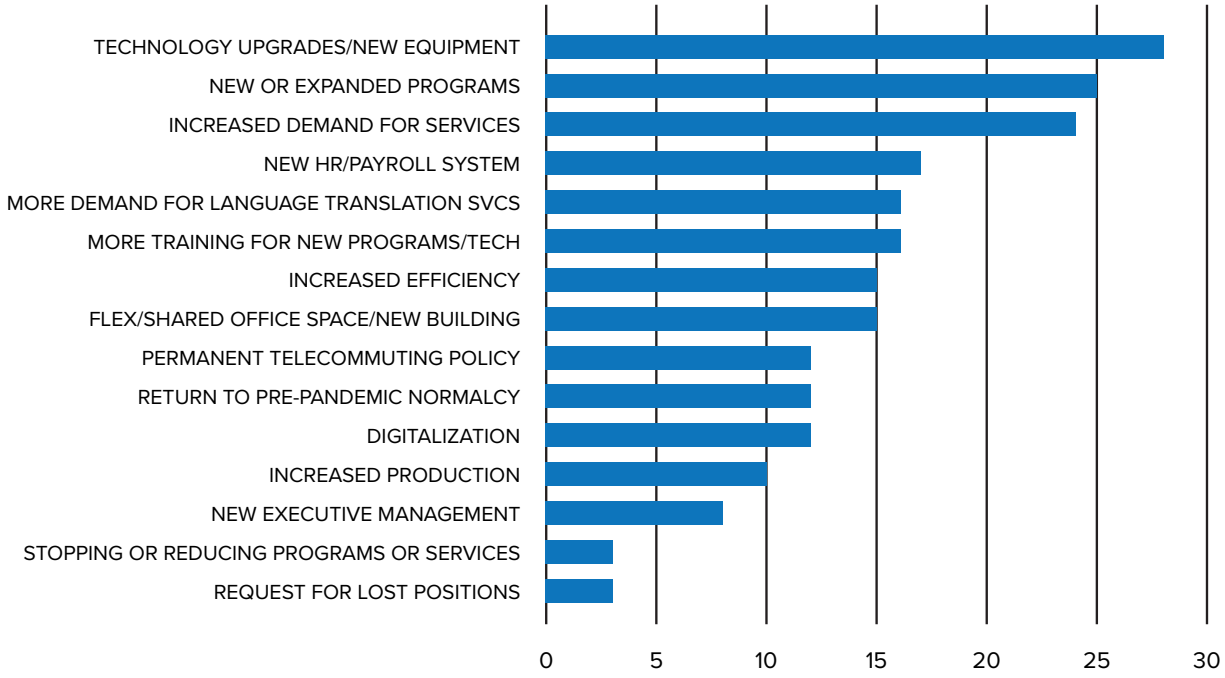
NO. OF DEPARTMENTS EXPECTING WORKFORCE CHANGES IN FY 23-24

Additionally, approximately 90% of responding departments (37 of 41) also expect workforce changes in FY 23-24. Of the departments that expect workforce changes, 94% of departments (35 of 37) anticipate having new hires and/or increase in staffing levels, 72% (27 of 37) expect losing employees to promotional opportunities, and 67% (25 of 37) anticipate workforce changes due to retirements.

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

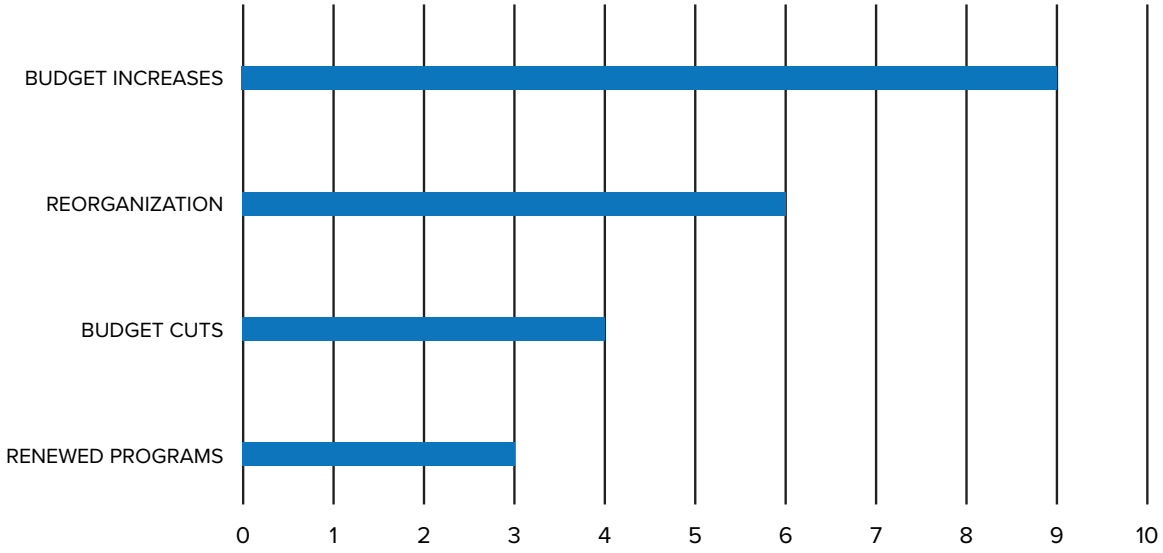
NO. OF DEPARTMENTS EXPECTING OPERATIONAL CHANGES IN FY 24-25

As City departments continue to plan for the near future, 75% of responding departments (31 of 41) expect operational changes in FY 24-25. Of these departments, 90% (28 of 31) expect that the department will upgrade technology and bring in new equipment, 83% (26 of 31) anticipate new or expanded programs, and 80% (25 or 31) expect an increased demand for services.



NO. OF DEPARTMENTS EXPECTING ORGANIZATIONAL CHANGES IN FY 24-25

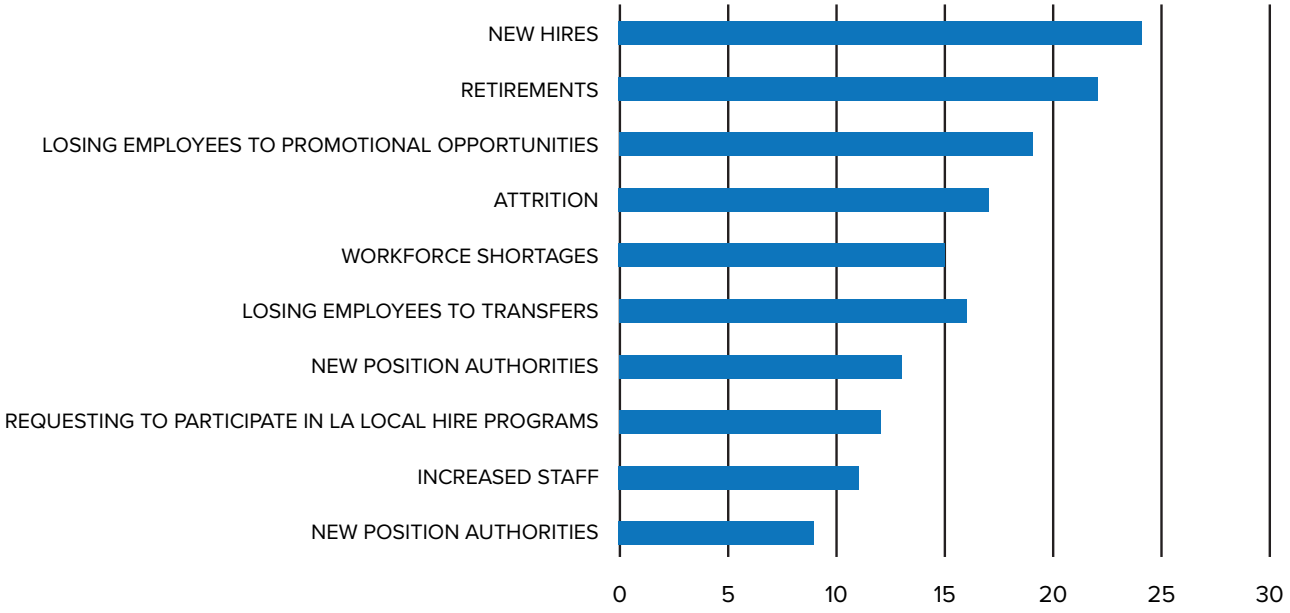
Approximately 41% of responding departments (17 of 41) also expect organizational changes in FY 24-25. Of these departments, 52% (9 or 17) expect budget increases and 35% (6 or 17) expect reorganization.



IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

NO. OF DEPARTMENTS EXPECTING WORKFORCE CHANGES IN FY 24-25

Approximately 68% of responding departments (28 of 41) also expect workforce changes in FY 24-25. Of these departments, 85% (24 of 28) anticipate having new hires, 78% (22 of 28) expect workforce changes due to retirement, and 67% (19 or 28) anticipate losing employees to promotional opportunities.



BEST PRACTICES

TELECOMMUTING

The COVID-19 pandemic has disrupted the traditional workplace model, forcing the City to rethink the policies on remote work. Three years later, City departments and employees are preparing for what their new workplace environment will look like. For many City departments, the vision is a hybrid model that combines remote work and time in the office. As the City continues to think about the pre-pandemic normalcy, telecommuting policies are being developed and finalized to attract and retain City employees while maintaining employee productivity and morale. Some examples include:

- **The Department of Transportation** is working on a permanent telecommuting policy for approximately 400 staff members who are currently telecommuting. As part of the telecommuting policy, the department plans to offer a hybrid/part-time schedule which will allow employees to work away from the City worksite at a safe alternate work location, 1-4 days per week on an established recurring schedule.
- **The Los Angeles Zoo Department** has implemented a permanent telecommuting policy, which allows employees to work a hybrid/part-time schedule.
- **The Office of the City Administrative Officer (CAO)** has implemented a permanent telecommuting policy that allows employees to work a hybrid schedule based on the functions of their position and needs of the department. The telecommuting policy requires CAO staff to be in the office two days per week. Exceptions are granted to the policy to allow only one day of in-office work to the extent possible and based on employee need. The policy allows for telecommuting and in-office days to be “swapped” within the same calendar week with approval of the supervisor to allow maximum flexibility for staff.

TECHNOLOGY

Technological advancements have entirely shaped the way the City conducts business by making processes more efficient, integrated and streamlined. Not only has technology changed the way we communicate, but it has also helped the City enable remote work, stay organized, increase productivity and collaboration, improve efficiencies, and keep information more secure. Many departments are currently upgrading their technology or anticipate technological changes in the FY 2023-24. Some examples include:

- **The Los Angeles Police Department** will increase the use of mobile phones for Officers in the field to allow them to complete administrative duties while in the field.
- **The Aging Department** is seeking to revamp their Aging Client Tracking System that will provide numerous benefits including improved efficiency, enhanced customer experiences, better data management, increased competitiveness, and improved decision-making capabilities.

BEST PRACTICES (Cont'd)

TECHNOLOGY (Cont'd)

- **The Community Investment for Families Department** will continue to issue laptops and cell phones to all employees and transition their files to a cloud-based network.
- **The Library Department** will be participating in the PERKS/Viatron project to digitize employees' personnel folders.
- City departments will continue to enter and transfer City employees' information into the Human Resources and Payroll (HRP) system, Workday. **The Personnel Department** is currently implementing the new phases of Workday and will continue to assist citywide staff on the transition of this system.

SERVICES

As the City of Los Angeles recovers from the COVID-19 pandemic, the economic shift has undoubtedly accelerated the demand for City services. The following City departments are monitoring these demands and have started discussions to proactively approach these services:

- **The Los Angeles City Employee Retirement System Department (LACERS)** anticipates that the volume of Member calls/contacts to the Member Service Center will increase as more Members retire and consider their options through their retirement. LACERS is determining whether the City's return to in-office phase will increase City retirement applications.
- **The Department of Neighborhood Empowerment** anticipates an increased demand for services such as roster teams, election awareness and engagement, Neighborhood Council introductions, training, outreach, and social media engagements.
- **The Recreation and Parks Department** anticipates an increased demand for senior services and a youth sports program which will be funded by the Olympic Committee 2028.
- **The Public Works Bureau of Engineering** will be responsible for the increased demand for services to address the City's housing and infrastructure needs.
- **The Los Angeles Housing Department** is implementing the new tenant protection ordinances adopted by City Council in connection with the end of Covid-19 renter protections. This work will require: increase staffing, resources for eviction defense, tenant anti-harassment work, investigation of illegal eviction claims, as well as administering programs designed to assist "mom and pop" landlords.
- As the City continues to grow in size and attempts to hire, the demands of services for the **CAO** will continue to increase as they receive more requests to review the administrative and policy matters of positions/classifications.

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

B. CRITICAL CLASSES & RETIREMENTS

RETIREMENTS

The City of Los Angeles , along with most public and private sectors, are experiencing the impact of the retirement of the baby boomer generation. This generation includes individuals born between 1946 and 1964, with the youngest being 59 and the oldest turning 77 this year. Also commonly referred to as the "silver tsunami", this retirement wave has been anticipated for quite some time and will continue to impact the workforce in the near future. In fact, according to the **IPMA-HR State and Local Workforce Report of 2022**, 41% of survey respondents believe the largest anticipated number of potential retirements will take place in the next few years, with 22% believing it is happening right now.

According to the same report [1], city governments like the City of Los Angeles face unique challenges related to retirements compared to the private sector, as employees tend to be older and have longer tenures in local government than in the private sector. This further makes the retirement of long term government workers far more impactful, as these employees are taking with them years of institutional knowledge and experience.

In addition to an aging workforce, The City experienced higher than average retirements in FY 20-21 due to SIP, with a total of 2,035 City employees retiring, as seen in the chart below.

RETIREMENT ELIGIBILITY VS. ACTUAL RETIREMENTS

FISCAL YEAR	(A) TOTAL (#) CITY WORKFORCE ACTIVE IN LACERS	(B) TOTAL (#) FT CITY WORKFORCE ELIGIBLE FOR EARLY/NORMAL RETIREMENT	(B) / (A) PERCENTAGE (%) FT CITY WORKFORCE ELIGIBLE FOR EARLY/NORMAL RETIREMENT	(C) TOTAL (#) FT CITY WORKFORCE ACTUALLY RETIRED	(C) / (A) PERCENTAGE (%) FT CITY WORKFORCE ACTUALLY RETIRED	(C) / (B) 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%	636	2.76%	11.01%
2022-2023	23,497	5,819	24.76%	TBD	TBD	TBD

SOURCE: Data for column (A) and (C) for fiscal years 2013-2014 through 2018 - 2019 are as reported in LACERS Actuarial Valuation Reports (Section 3, Supplemental Information, Exhibit C, Reconciliation of Member Data). Data for 2019-2020 through 2022-2023 is as provided by LACERS to the Personnel Department.

*Data for column (B) is as provided by LACERS to the Personnel Department.

[1] https://media.pshra.org/wp-content/uploads/2023/03/13230839/state-and-local-workforce-report-2022.pdf

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

RETIREMENTS (Cont'd)

Although it appears that the percentage of City employees eligible for retirement has decreased over the years, the percentage of City employees who actually retire each fiscal year has steadily increased (when disregarding the SIP spike in FY 2020-2021), and it is expected that the percentage of retirees will continue to increase in the coming years.

2023-24 Equitable Workforce and Service Restoration Form ("Form") asked departments how they dealt with Service and/or Disability Retirements in FY 2021 - 2022/2022 - 2023. Approximately 70% of departments (29 of 41) stated that they were able to backfill positions in order to maintain services with the experienced retirements. Approximately 68% of department indicated utilizing reallocation and reassignment of duties (28 of 41), 61% reported providing "Acting" roles (25 of 41), 53% applied emergency appointments (22 of 41) and promotions (22 of 41) , and 51% used Overtime (21 of 41). 14% of departments responded with N/A (6 of41).

In addition to retirements and SIP, the COVID-19 pandemic also served as a catalyst for the brought upon opportunities for telework and "The Great Resignation", a term used to describe the 4.4 million resignations seen in America in 2021, specifically amongst MIllennials and Generation Z, in September 2021. [2]

As the City loses institutional knowledge from a retiring older workforce and wrestles with attracting, training, and retaining the younger generation, it is important for the City to identify critical classifications and identify ways to consistently fill vacancies and ensure an ongoing and consistent knowledge transfer mechanism is in place to ensure knowledge is being transferred from senior level employees to the rest of the workforce.

CRITICAL CLASSIFICATIONS

The 2023-24 Equitable Workforce and Service Restoration Form ("Form") defines "critical classifications" as those that would create a critical shortage, undue hardship, or otherwise negatively impact departmental operations if left vacant.

To ensure the City's success, it is crucial for critical classifications to be fully staffed, and the Personnel Department is dedicated to providing departments with support on their hiring needs. By gathering and identifying a list of critical classifications, we can be proactive in ensuring there are eligible lists available and/or alternative pathways to fill vacancies expeditiously , continue City services and operations, and prepare for retirements, resignations, or any potential increases in demand.

In analyzing the responses provided by 41 departments to the Form, 41 classifications were considered critical by at least three responding departments.

[2] FY 2022-23 EWSR Report, https://drive.google.com/file/d/1nGVmBdtwD4hJhmiYdsfChWwGp_vkNwwB/view])

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

CRITICAL CLASSIFICATIONS (Cont'd)

Below is a chart of the 41 classifications deemed critical:

	CLASS	CLASS CODE	# OF DEPTS
1	Management Analyst	9184	24
2	Senior Management Analyst	9171	18
3	Accountant	1513	16
4	Management Assistant	1539	15
5	Systems Analyst	1596	15
6	Accounting Clerk	1223	13
7	Systems Programmer	1455	11
8	Senior Systems Analyst	1597	9
9	Senior Accountant	1523	9
10	Senior Administrative Clerk	1368	9
11	Administrative Clerk	1358	8
12	Department Chief Accountant	1593	7
13	Senior Personnel Analyst	9167	7
14	Assistant General Manager	*Varies*	7
15	Communications Information Representative	1461	6
16	Personal Analyst	1731	6
17	Programmer Analyst	1431	6
18	Principal Accountant	1525	6
19	Auditor	1517	5
20	General Manager	*Varies*	5
21	Applications Programmer	1429	5
22	Executive Administrative Assistant	1117	5
23	Data Analyst	1779	4
24	Fiscal Systems Specialist	1555	4
25	Chief Management Analyst	9182	4
26	Payroll Supervisor	1170	4
27	Director of Systems	9375	4
28	Maintenance and Construction Helper	3115	4
29	Civil Engineering Associate	7246	4
30	Carpenter	3344	4
31	Maintenance Laborer	3112	3
32	Public Information Director	1800	3
33	Commission Executive Assistant	7246	4
34	Civil Engineer	7237	3
35	Equipment Mechanic	3711	3
36	Equipment Operator	3525	3
37	Security Officer	3181	3
38	Electrical Engineering Associate	7525	3
39	Truck Operator	3583	3
40	Environmental Specialist	7310	3
41	Custodian	3156	3

According to the table above, the following "class series" were mentioned by the most departments as the most critical classifications:

- Management Analyst series (#1,#2 and #4)
- Accounting series (#3, #6, #9)
- Systems Programmer series (#5, #7, #8)
- Administrative Clerk series (#10, #11)

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

ATTRITION

Additionally, last year, departments reported attrition as a result of employee transfers to other departments. This form asked departments to list classifications that experienced attrition due to transfer to another department in FY 2021 - 2022 and/or 2022-2023.

A chart of the top 10 classifications that experienced attrition is below.

CLASSIFICATION	DEPTS. (out of 41)	# OF DEPTS
Management Analyst	21	51%
Administrative Clerk	14	36%
Management Assistant	13	31%
Senior Management Analyst	11	26%
Senior Administrative Clerk	10	24%
Accountant	10	24%
Systems Analyst	9	21%
Accounting Clerk	9	21%
Personnel Analyst	5	12%
Senior Personnel Analyst	5	12%

Many of these classifications correlate with the top classifications that departments deem critical:

CRITICAL CLASSIFICATIONS	CLASSES EXPERIENCING ATTRITION
Management Analyst (24/41)	Management Analyst (21/41)
Senior Management Analyst (18/41)	Administrative Clerk (14/41)
Accountant (16/41)	Management Assistant (13/41)
Management Assistant (15/41)	Senior Administrative Clerk (11/41)
Systems Analyst (15/41)	Systems Analyst (9/41)
Accounting Clerk (13/41)	Accounting Clerk (9/41)

Furthermore, departments were asked to provide information on new classifications they believe are required in order to meet new and evolving operational department needs.

Responses to this question ranged from wanting to propose new classifications as a way to having more "entry-level" opportunities, classifications to address higher level duties and opportunities for promotion, wanting new classifications to replace existing classes both as a way to mitigate attrition and to better specialize classes to their specific needs, revisions and updates to existing classifications to broaden scopes, and to provide promotional opportunities.
17 departments responded with N/A.

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

HIRING CHALLENGES

The top five hiring barriers faced by departments are as follows:

1. Candidates do not respond to certifications/invitations to interview (78 % of departments, 32 of 41)
2. Small candidate pools (73% of departments, 30 of 41)
3. Hiring from a shared eligible list for a classification that is used by multiple departments (60% of departments, 25 of 41)
4. Time it takes to request a new civil service exam to when the eligible list is established (58% of departments, 24 of 41)
5. Uncompetitive salary/pay compared to other public/private organizations (53% of departments 22 of 41)

In addition to the aging workforce, the public sector struggles with slow recruitment practices. This is especially noted in department responses to a question in the Form, as 32 out of 41 departments reported candidates not responding to certifications or invitations to interview is their primary hiring barrier. This could be due to many reasons, but sluggish hiring is likely a leading factor (as candidates could have found another job, looked elsewhere, etc.).

A few departments also mentioned other recruitment and selection challenges they face, including: adapting and training staff to utilize new technology, such as a new human resources and payroll system, the Civil Service exams are not reflective of the work being done, a lack of advancement opportunities for a specific class, and the difficulty in filling positions with unique skills with non-exempt staff.

RECRUITMENT & RETENTION

When it comes to hiring, the Personnel department is actively engaging the local community through multiple job fairs with community agencies, colleges, and even high schools, as a way to cast the net into a wide, diverse pool of potential candidates and developing new pipelines of talent. In fact, the Personnel Department has partnered with the Public Works Bureaus in planning and hosting job fairs, with more events on the horizon as a result of its success. This also provides alternative ways to expedite the hiring process by providing an opportunity for on-site interviews for certain classifications, same day conditional job offers, and on-site fingerprinting and medical evaluations, just to name a few.

Social Media and technology is also actively being utilized through the use of QR codes, updated websites and email lists, updated branding, and posting on social media accounts, which is necessary to connect to the younger demographic according to several sources. [3]

[3] https://media.pshra.org/wp-content/uploads/2023/03/13230839/state-and-local-workforce-report-2022.pdf

BEST PRACTICES/RECOMMENDATIONS

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

As the City continues to recover from the consequences of the Separation Incentive Program, early/normal retirements, and the COVID-19 pandemic, one point is certainly clear: there are vacancies to be filled, many of which are critical. In order to better prepare the future of the workforce and keep positions filled, it is essential that departments thoroughly map out processes to identify inefficiencies and implement process improvements (e.g., using Miro.com for digital process mapping), while also hiring well-rounded employees, maintaining a strong candidate pool particularly for the critical classifications, expediting recruitment, utilizing multiple hiring pathways, retaining new and current staff, and ensuring that accurate institutional knowledge is being shared for successful succession integration.

The Personnel Department is implementing the following solutions:

- **Process Improvement Training Course**. This is an ongoing project and more details will be provided once the training course is developed.
- **Aspire to Hire**. As stated in the 2022-2023 report, Aspire to Hire is an initiative to identify areas that can be expedited in the recruitment and hiring process, including ensuring exams are in place for critical classifications. This is ongoing, and the Personnel Department will inform departments as soon as more information is gathered on next steps.
- **LA Local Hire Program**. This includes Targeted Local Hire and Bridge to Jobs, which are both alternative options for filling vacancies for a few of the critical classifications mentioned, such as Accounting Clerk, Administrative Clerk, and Communications Information Representative. These programs are also continuously growing, and regularly consider other classifications that can be added. The LA Local Hire program has partnered with Spark Hire, an online platform that assists organizations in modernizing the hiring process by utilizing one-way video interviews. This platform will allow departments to review online, recorded interviews at their convenience and make selections quicker.
- **LA Local Hire One-Day Hiring Events**. The Personnel Department will be partnering with key departments who have a high vacancy rate in at least one of the classifications that are currently part of the LA Local Hire Programs to host one-day hiring events. During the one-day hiring events, candidates in the candidate pool will be randomly selected and invited to participate in interviews. Selected candidates will receive a same-day conditional job offer, complete the fingerprinting and medical review process on the same day immediately following their interview; thus completing all major hiring processes in one day. The goal is to fill all vacancies within the classification in one day.

BEST PRACTICES (Cont'd)

Recommendation #1 (Cont'd)

- **Career Pathways/LA Fellowship Program (CF #22-1156)**. The Personnel Department is partnering with the Economic Workforce and Development Department and other departments to create an alternative pathway for Management Assistant hiring, which is one of the critical classifications identified above. The program will include on-the-job training and will be supplemented by "City 101" classroom training to prepare participants for a successful career with the City (this is the same City 101 Training referenced in Recommendation #1). It is anticipated that Career Pathways/LA will commence in FY 2023-2024.
- **Apprenticeship Programs**. The Personnel Department is working with multiple City departments to implement several apprenticeship programs for classes which require in-depth training, education, and/or certification, and historically experience challenges in recruitment, selection, and retention. These classes include Equipment Mechanic, Helicopter Mechanic, Building Operating Engineer, and Electrician. The programs will provide apprentices the opportunity to gain the training needed to transition into civil service positions without needing prior experience to apply, and will also build another career pipeline for existing City employees.
- **Workforce Equity Demonstration Project (WED)**. The Personnel Department is coordinating with the Public Works Bureaus and the Los Angeles Black Worker Center to recruit, hire, train, and mentor workers from disadvantaged populations, similar to the TLH and BRIDGE programs. WED provides participants with the experience needed to qualify for civil service opportunities, such as Refuse Collection Truck Operator, Assistant Environmental Compliance Inspector, and Wastewater Collection Worker. Since the first WED cohort commenced in Fall 2022, the program will continue to be evaluated in upcoming years.
- **Part-Time/Exempt Hiring Pathway**. The Personnel Department has partnered with American Federation of State, County, and Municipal Employees (AFSCME) and Council 36/Service Employees International Union Local 721 (Local 721) to establish an alternative pathway into full-time civil service careers for existing long-term, part-time and/or exempt City employees in specific entry-level classifications such as Office Trainee and Vocational Worker. This alternative pathway provides long-term, part-time and/or exempt City employees on-the-job training which will prepare them to qualify for the existing parallel 'Assistant' classifications. Upon successful completion of the probationary period in one of the 'Assistant' classifications, employees will be offered a transfer via Charter Section 1014 from the 'Assistant' classification to the parallel targeted Civil Service classification. This part-time/exempt hiring pathway does not guarantee a full-time position for all part-time and/or exempt City employees, but rather an opportunity to participate in this alternative pathway should they meet the criteria and if the employing City department has the full-time position authority available and budget resources to hire the employee as a regular, civil service employee in one of the classifications represented by AFSCME or Local 721.

BEST PRACTICES (Cont'd)

OTHER RECOMMENDATIONS

Regarding attrition, a few actions can be taken to help manage the loss of employees and institutional knowledge. As mentioned in the prior EWSR FY 2022-2023 form, a strong **IT infrastructure**, strong **training** programs (either provided by specific divisions or found through Cornerstone, such as the Professional Skills Catalog), **knowledge transfer** and a **knowledge management system** (department specific or utilizing the City's Knowledge Transfer Course), can help support departments during these transitional periods. It's also important to be proactive rather than reactive, and continuously train and consider Knowledge Transfer as part of daily tasks. Further information regarding Knowledge Transfer will be provided later in this report.

Along with continuous retirements, **recruitment** is more important now than ever. With recruitment comes the youngest of Millennials and oldest of Generation Z who are now entering the workforce in droves. As of 2022, the City matches the federal workforce figure that only 8.1% of the federal workforce was under the age of 30, which is in stark contrast to the 23% found in the private sector, therefore making it of utmost importance to make the City an attractive employer. This disparity highlights that the City needs to engage in a concerted effort to better attract younger workers to address the vacancy rate.

According to an article by **Deloitte Insights**, the "Great Resignation" was the shifting values of millions of individual workers. Employee wants, interests, and expectations have changed. Many employees either sought a new job or were applying to jobs that matched their values, including: flexibility, better compensation/work-life balance, entrepreneurial, focus on well-being, and work that makes a difference. Many of these changes have been met by the private sector, while many local governments have struggled to address these gaps. So what can be done?

This article shares the following ways to "level the playing field":

1. **Providing more flexibility**. This includes alternative work options such as working from home, flexible work schedules, non permanent workstations, among other arrangements. This also includes expanding the hiring pool to older workers. In fact, many retired individuals in their 60s and 70s said they'd be willing to return to work if they had more flexible schedules - which could prove helpful as a way to transfer knowledge and experience to new employees or promoted employees that take their place.
2. **A welcome work environment**. A workplace that emphasizes empathic and inclusive behaviors is an important aspect for many employees. With stress and burnout increasing after the pandemic (many times due to employees needing to do the work of many due to retirements and hiring freezes), it is valuable to ensure workers feel respected and heard.
3. **Increasing compensation**. This article shares that government wage is further behind than the private sector, and this negatively impacts new hire interest as well as retention, which aggravates the hiring challenges that the City is currently facing.

BEST PRACTICES (Cont'd)

OTHER RECOMMENDATIONS (Cont'd)

4. **Providing opportunities for growth and development**. For many workers, particularly Millennials and Gen Z, continuous learning is an important aspect of job satisfaction. Offering opportunities to engage in different types of work in order to increase their skill level and improve novelty to their workplace. This can be done via rotation and offering employees to engage in projects they are interested in.

5. **Well being and other non-traditional benefits**. Many benefits are a "one size fits all". Though compensation still seems to be the biggest factor, benefits can be a deciding factor between two jobs with similar compensation. Allowing choice can go a long way. Examples of these include flexible hours, stipends to cover transportation, improved or new mental health coverage, sabbaticals, pet-friendly accommodations, and/or tuition reimbursements, among many others. Allowing employees to choose "rewards" can increase commitment, interest, and fulfillment.

6. **Being purposeful and impactful**. In order to become attractive to the incoming workforce, government agencies need to improve their "brand". This article suggests talking up the good work that is done in order to attract younger workers. An example given in the article spotlights the City of Denver, who launched a campaign called "Be a part of the city that you love" to foster a sense of pride in the individuals who worked for the government. This led to a 19% increase in applications.

A few more tips include:

- **Be genuine and connect with the candidate**. Though Generation Z tends to be more tech-focused, being timely in the hiring process, straightforward, and direct goes a long way.
- **Listen to Gen Z and be open to their ideas**. 45% of Gen Z workers shared being hesitant in working with baby boomers, which can be addressed by listening, engaging with their ideas, and providing constructive feedback.
- **Prioritize diversity, inclusion, and equity**
- **Communicate the department's values and mission**

BEST PRACTICES (Cont'd)

OTHER RECOMMENDATIONS (Cont'd)

Technology is also very important to the younger generation. According to the **IPMA-HR State and Local Workforce Report of 2022**, social media was the top recruitment method (59%) used by organizations. The City actively posts across multiple social media accounts and implements technology (such as QR codes) into many of their recruitment efforts and therefore is acclimating well to the new workforce.

When it comes to retaining current civil service employees, a survey by **McKinsey & Company** surveyed workers globally to understand what would make them stay, leave, or return to their jobs over the next three to six months. In this survey, civil servants reported that the top three reasons for staying in a current role were: compensation, meaningful work, and workplace flexibility.

Though compensation can not immediately be changed, the City must continue to be creative if it wants to retain their employees. Departments should consider evaluating how to implement one or a few of these tips or suggestions within their divisions in order to become more attractive to the incoming generation and protect themselves from future attrition. Providing different benefits also helps with attrition due to transfer opportunities, as they can provide competitive advantages for departments that wish to retain their employees.

If the City can continue to build purposeful work, provide opportunities for increased flexibility when able, connect with candidates, continue to develop ways to recruit more quickly, and provide a variety of benefits, we can work towards filling vacancies and creating a stronger City workforce.

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

C. LA LOCAL HIRE PROGRAMS

As part of the Mayor's larger initiative to create a more equitable workforce and restore City services, the Targeted Local Hire ("TLH") and Bridge to Jobs ("BRIDGE") program provides an alternative pathway for individuals who have generally faced significant barriers to employment to enter Civil Service. The TLH and BRIDGE programs have been successful in creating civil service job opportunities through the use of a non-traditional civil service examination consisting of on-the-job training ("OJT"). Since the launch of the programs, many City departments have participated and supported the programs and have achieved significant results from the program hires.

TARGETED LOCAL HIRE (TLH)

As of March 2023, a total of **1,686** 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 392 positions through the TLH Program in FY 23-24. Estimates were submitted by City departments in March 2023; therefore, they do not reflect additional positions approved during the FY 23-24 budget.

Additionally, the City is working towards expanding TLH to include alternative pathways into the following classification:

- Mechanical Helper (3771)

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

BRIDGE TO JOBS (BRIDGE)

The City is also working towards expanding the alternative pathways into semi-skilled classifications through the BRIDGE Program. As of March 2023, a total of **152** individuals have been hired into the training program for either Accounting Clerk (1223), Communications Information Representative I (1461-1), Electrical Craft Helper (3799), Field Engineering Aide (7228), Community Services Representative (9053) or Inspector Trainee (4212). Additionally, the City is working towards expanding BRIDGE to include alternative pathways into the following classifications:

- Traffic Painter and Sign Poster (3421)
- Maintenance and Construction Helper (3115)
- Cement Finisher Worker (3353)

City departments anticipate filling an additional 174 positions through BRIDGE in FY 23-24. Estimates were submitted by City departments in March 2023; therefore, they do not reflect additional positions approved during the FY 23-24 budget.

City departments also recommended the following classifications for inclusion into either the TLH Program or the BRIDGE Program: Management Aide, Systems Aide, Project Assistant, Data Analyst, and Human Relations Advocate.

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 underserved and underrepresented communities.

Personnel Department staff will continue to analyze recommended classification(s) submitted by City departments in order to determine if the classification fits the parameters of the existing alternative pathways. The Personnel Department is working with the Economic Workforce and Development Department and other partners to develop a "City 101" training course which will cover topics such as City organization, procedures, Civil Service processes, and other areas which will prepare participants for a successful career with the City. Additionally, Personnel Department staff will expand outreach efforts and increase engagement of local residents by participating in more job fairs in partnership with various Council Offices and City departments. Participating in hiring events will give the Program an opportunity to increase brand awareness and reach potential applicants who lack resources and knowledge about the LA Local Hire Program career pathways. The Personnel Department will continue ongoing recruitment efforts and post job fair events on the Program website in order to increase applicants' opportunities to obtain full-time employment with the City.

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

D. CONTACTLESS GOVERNMENT

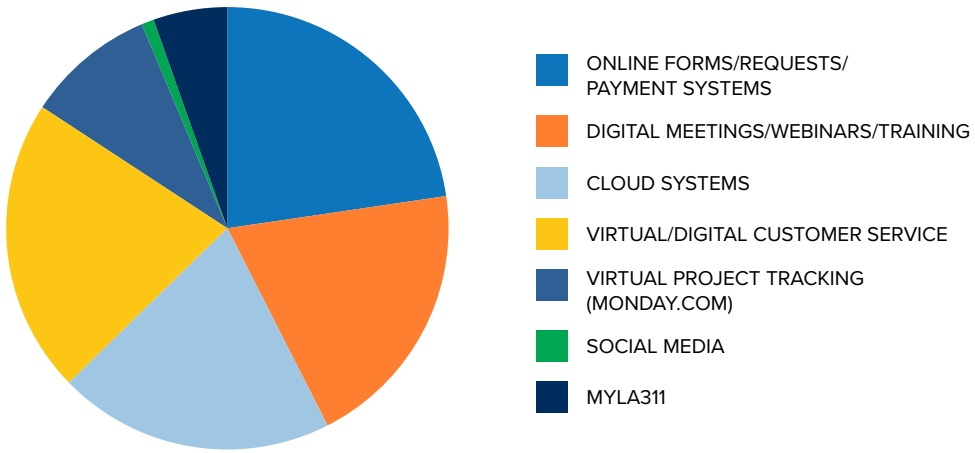
As part of the City's ongoing effort to improve customer service and public health, and in congruence with Mayor Garcetti's **Executive Directive 29: Contactless and People-Centered City Initiative**, the City continues to provide services with a "contactless" option, meaning Angelenos are not required 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.

2023-24 Equitable Workforce and Service Restoration Form ("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.

NO. OF DEPARTMENTS WITH DIGITIZED SERVICES, OPERATIONS & PROCEDURES



IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

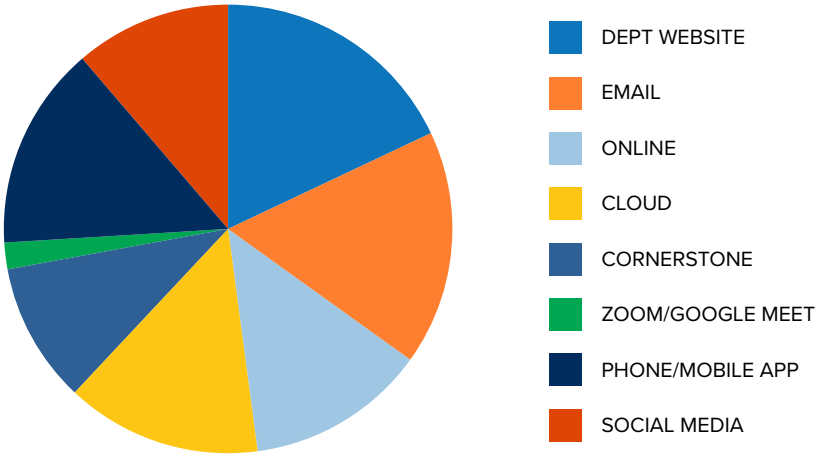
D. CONTACTLESS GOVERNMENT (Cont'd)

90% of departments (37 of 41) reported that they provide online forms and utilize electronic request systems for constituents to use to request services and pay any outstanding fees; 85% of departments (35 of 41) reported that they provide virtual and digital customer service to the community through email, chat, virtual meetings, QR codes for digital check in and information sharing, and online documents; and 80% of departments (33 of 41) reported that they utilized cloud systems such as Google Drive and Microsoft Collaboration tools to share files with the public and to collaborate with coworkers on shared documents. One department noted that they are currently migrating all documents from a shared server to Google Drive. 78% of departments (32 of 41) reported that they utilize digital platforms to hold meetings, webinars, and provide a range of training programs and videos through platforms like Gyrus and Niche Academy. 39% of departments (16 of 41) reported that they conducted virtual project tracking, through programs such as Monday.com. 22% of departments (9 of 41) reported that they specifically utilize MyLA311 for the public to make requests to their department. One department reported utilizing Social Media to interact with the community and respond to any inquiries.

Some specific implementations that departments are utilizing include conducting virtual job interviews through SparkHire, Airtable and Asana to centralize workflow and collaborate digitally, QLess for virtual queues, and monitoring hotlines for public requests and complaints.

The Department of Cultural Affairs specifically uses Airtable and Asana and also uses Slideroom to review grants and responses to RFPs. Doing this reduces time and paper usage. The department has also moved to an online ticketing system, utilizing already established platforms like Eventbrite, and began implementing virtual tours of historic sites during the pandemic to increase accessibility. Finally, the department is moving towards using the City's Universal Cashiering System for electronic permits.

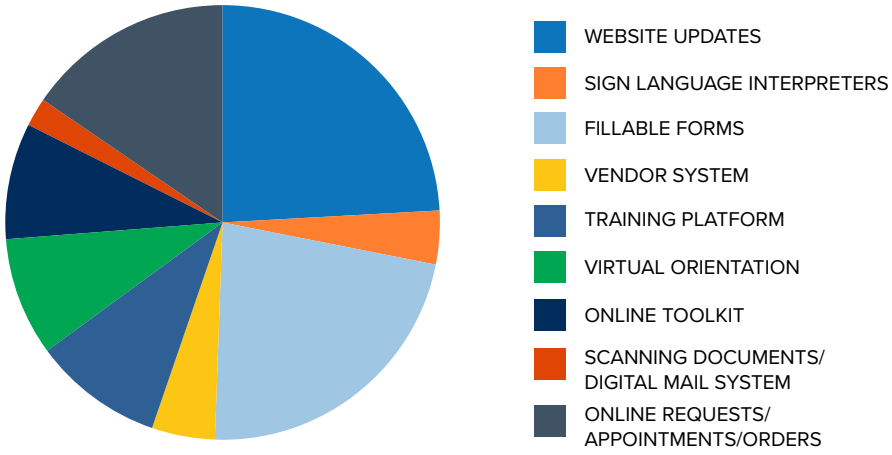
HOW ARE PEOPLE ACCESSING THESE SERVICES



IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

D. CONTACTLESS GOVERNMENT (Cont'd)

NO. OF DEPARTMENTS WORKING ON DIGITIZING SERVICES, OPERATIONS & PROCEDURES



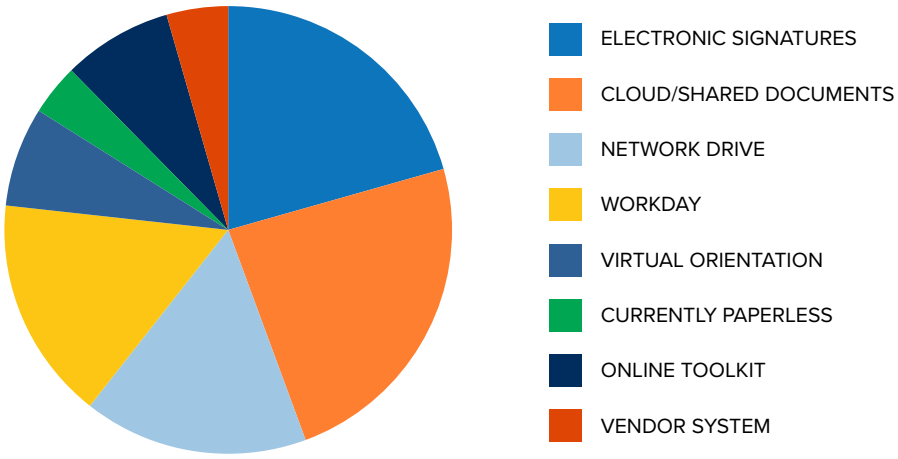
61% of departments (25 out of 41) reported that they are currently working on making updates to their website; 56% (23 out of 41) reported that they are currently working on making fillable forms; 39% (16 of 41) reported that they are currently developing an online system for constituents to place orders, request appointments, and make requests for services; 24% (10 of 41) reported developing an online training platform; 22% (9 of 41) reported developing an online virtual orientation while another 22% (9 of 41) reported developing an online toolkit; 12% (5 of 41) reported developing a system specifically for their vendors to use, and 10% (4 of 41) reported working on a system to digitize sign language interpretation. Finally, one department reported that they are currently scanning documents and another noted that they are developing a digital mailing system.

Some additional digitization implementations that departments reported wanting to do include providing more success metrics on their website, utilizing ArcGIS and ArcMap to help the public locate offices, creating a universal cashiering business center, and making language more accessible through the use of platforms such as Monsido.

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

D. CONTACTLESS GOVERNMENT (Cont'd)

NO. OF DEPARTMENTS REDUCING PAPER-BASED DOCUMENTS/WORKFLOWS



In order to reduce paper based workflows and documents, 85% of departments (35 of 41) reported utilizing digital forms, folders and cloud systems; 73% (30 of 41) reported that they allow electronic signatures; 61% (25 of 41) reported that they provided laptops to their employees; 59% (24 of 41) reported utilizing files on a network drive while another 59% noted the use of Workday to eliminate paperwork; 29% (12 of 41) reported using an online toolkit and 27% (11 of 41) reported the use of a virtual orientation; 15% (6 of 41) reported the use of a vendor system to limit paper use; and 12% (5 of 41) reported that they are currently paperless.

Some departments highlighted the use of ViaTron to have all of their physical documents digitized into a shared drive or cloud based drive. In addition, the remote Evaluation Management System (EMS) was highlighted as a means to allow interview raters complete and submit candidate evaluations online. Finally, the integration of Workday and PERKS has provided a repository for digital records that have previously been kept in hard copy.

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.

Demand for digital and contactless services has grown by 20% in the U.S., according to the consulting firm McKinsey, and the City of Los Angeles has responded by drastically increasing digitization. PwC found that before the pandemic, 63% of business leaders had concerns regarding maintaining productivity while employees work from home, but that concern dropped to 26% in recent months. Increased emphasis must be placed on redesigning systems and processes that were meant solely for work in the office, such as performance management, supervision, teaming, etc. Organizations must leverage the benefits of AI to address these needs. Part of this effort includes addressing the technology gap that many low income communities that lack internet access face. As the City moves to more contactless services, budgets must provide funds that provide greater access to technology, while simultaneously strengthening privacy and security. [4]

The Personnel Department recommends that departments continue to 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. 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. 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. 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.

In the long term, the City of Los Angeles should aim to move beyond contactless services. Trends show that there is growing need and benefit to providing proactive service delivery. This includes providing automatic delivery of benefits and services without requiring constituents to apply for them.

[4] https://www.governing.com/next/contactless-government-10-ways-to-keep-momentum-going.html?utm_term=READ%20MORE&utm_campaign=With%20Trump%20Defeated%2C%20Why%20Are%20Democrats%20So%20Downcast&utm_content=email&utm_source=Act-On%20Software&utm_medium=email

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

E. KNOWLEDGE TRANSFER

As discussed earlier, many individuals are retiring or preparing to retire due to the aging workforce. Though this is being experienced throughout all job sectors, the public sector will likely experience this more intensely due to the fact that public sector employees, particularly government workers, tend to be older and have a longer tenure than their private sector counterparts. Therefore it is of utmost importance to ensure that retiring employees are sharing and passing on their knowledge to their staff in order to prevent disruptions to services provided to Los Angelenos.

Knowledge transfer is a process in which experts share their knowledge and expertise with their peers. Without a proper knowledge transfer system, organizations face potential risks such as the loss of unique knowledge held by retiring employees or turnover, safety incidents, errors due to insufficient knowledge, slower integration, reworking, and more. If a proper system is in place, organizations can prevent employees from learning the wrong skill, minimize mistakes, avoid overwhelming staff through streamlined training, and improve efficiency. [5]

Knowledge Transfer includes both explicit and tacit knowledge. Explicit knowledge is information that can more easily be transferred through written words such as manuals, aids, policies and procedures. Tacit knowledge is knowledge that is more difficult to transfer, sometimes referred to as "know how", "know why", and "know when". This includes more intuitive knowledge, experiences, and skills gained over time, and is acquired through practice, context, and experience. As mentioned in the City's Knowledge Transfer training, the key concern is to ensure that critical, high priority transfer of knowledge happens faster, with less uncertainty and with greater predictability and consistency. As explicit knowledge is already written and shared, we must find ways to pass tacit knowledge down to current and incoming employees, as tacit knowledge is also necessary in order to fully understand explicit knowledge. [6] [7]

TOP KNOWLEDGE TRANSFER METHODS USED BY CITY DEPARTMENTS.

The FY 2023-2024 Equitable Workforce and Service Restoration Form ("Form") asked departments to provide information regarding their knowledge transfer methods that they find effective for seamless transfer of assignments and responsibilities.
Approximately 83% of departments responded with "Data saved to accessible drive" and On-the-Job Training (34 of 41) as the top method(s) for knowledge transfer. This was closely followed by "Mentorship program", mentioned by 78% of departments (32 of 41), "Standard policies and procedures" mentioned by 76% of departments (31 of 41), and training opportunities/events/orientations, mentioned by 73% of departments (30 of 41).

There are a variety of ways knowledge can be captured and transferred, including, but not limited to: manuals, online training, cross-training, 120-day retiree appointments, among others. Departments were asked about 16 different knowledge capture and transfer methods, and requested they identify methods they currently use for Office and Field employees as well as the effectiveness of each method.

[5] FY 2022-23 EWSR Report, https://drive.google.com/file/d/1nGVmBdtwD4hJhmiYdsfChWwGp_vkNwwB/view

[6] https://www.scirp.org/journal/paperinformation.aspx?paperid=94749

[7] https://www.ipma-hr.org/stay-informed/hr-news-issues/hr-news-article/passing-it-on

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

TOP KNOWLEDGE TRANSFER METHODS USED BY CITY DEPARTMENTS. (Cont'd)

This table summarizes the top 5 methods currently used by City departments to transfer assignments and responsibilities for both Office and Field employees and how many departments consider them "good" or "very effective".

OFFICE EMPLOYEES	# OF DEPTS	FIELD EMPLOYEES	# OF DEPTS
Online Training	39	Meetings to share Info/ Best practices	25
Meetings to share Info/ Best practices	38	Encouraging Career Advancement	24
Encouraging Career Advancement	37	Classroom Training (In-House, City provided)	22
Job Shadowing, One-on-One training	34	Online Training	22
Conferences/Workshops/ External Training	34	Job Shadowing, One-on-One training	21

INSTITUTIONALIZING KNOWLEDGE TRANSFER METHODS

When asked to elaborate on how the effectiveness of these were measured, and how the Department is institutionalizing these methods as part of regular duties and operations to ensure that these methods are being carried out and utilized, most departments provided detailed responses. However, a few that stand out are as follows:

- **The Department of Neighborhood Empowerment** shares that training opportunities are always available for any staff member looking to increase their knowledge. They state that this training also creates "backups" for each office responsibility. They also report they utilize cross-training, mentorship, and standard policies and procedures to help develop backup staff in each role.
- **The Public Works Bureau of Street Lighting** shares they contracted with Franklin & Covey for employee training on various topics in order to equip and train employees, new supervisors, and promote employee advancement. For Engineering staff, there are regularly scheduled training sessions on technical subjects. The Bureau also provides a rotation program for Engineering Associates and encourages them to transfer within the Bureau to promote cross-training and learn various aspects of Street Lighting Work in order to be more well-rounded and ready for promotional opportunities.
- **The City Clerk shares that for their Neighborhood Business Improvement Division**, process maps are shared with staff for review and edits in an effort to capture improvements, which are then shared with incoming staff. Staff is encouraged to record live demonstrations to show a process in action, and attendees are encouraged to ask questions and suggest process improvements, if applicable.

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

INSTITUTIONALIZING KNOWLEDGE TRANSFER METHODS (Cont'd)

- **The Office of the City Administrative Officer** provides an annual training program, centralized electronic training and reference materials including recordings of past training, a job rotation program, cross-training, and has designated back-ups for positions. They also employ retired Charter Section 1164(b) employees whose focus is Knowledge Transfer.
- **The Planning Department** shares that their knowledge transfer methods were developed based on best practices or feedback from staff through voluntary surveys after training. This feedback shapes their future training and methods and is passed down from supervisor to supervisor to institutionalize knowledge transfer training.
- **The Public Works Bureau of Sanitation** shares among other things, they have a mentorship coordinator that trains new mentors in house, with a focus on Environmental Engineering Associates. This mentorship includes mentors advising mentees on passing a required exam, individual meetings and confidential, networking, etc. Mentees are given the opportunity to evaluate their Mentor at mid-point and end of program to identify gaps in mentoring skills and assess future opportunities to improve the program. An additional mentorship program is in process for Administrative Services Personnel. They also have a General Training Section in the Industrial Safety and Compliance Division that coordinates training with each of their 24 Division Training Coordinators.
- **The City Tourism Department** keeps an updated assignment list with back-up liaisons. The back-up individuals are immersed in the task and activity to provide seamless knowledge transfer. An example they provide is when they hired a Management Assistant in 2019 to allow for a transfer of knowledge from the Management Assistant who was going to retire in 2020.

CITY'S KNOWLEDGE TRANSFER COURSE

According to the City's Knowledge Transfer Course, specifically the Knowledge Transfer Methods Worksheet, there are a variety of methods and strategies that can be used to collect and capture knowledge. The resource material from the course can be found on **Cornerstone** and the **Workforce Planning website**. By identifying, collecting, and "storing" knowledge, we can improve the department's long-term resilience with maintaining and cultivating the City's workforce talent. Though certain knowledge is best shared in a specific way (i.e. desk manuals used for sharing step-by-step instructions) it's also important to consider specific employees' preferred learning style and ways to integrate that into learning. Referencing the City's knowledge transfer training, the examples of learning styles are Read (reading documentation), Show (watching someone do the work), Talk (discussing best practices and explaining how something is done), and Do (trying the work yourself).

Interestingly, the Form asked departments whether they were currently utilizing the Online Training Course, *A City of Los Angeles Training Course - Knowledge Transfer*, created by the Personnel Department with funding by the Innovation and Performance Commission. This training was created and made available to departments in October 2020 and was created in response to the FY 20-21 Knowledge Transfer study.

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

CITY'S KNOWLEDGE TRANSFER COURSE (Cont'd)

However, the responses from these questions indicate that approximately 19% of departments (8 of 41) currently utilize this training for Office Employees, and approximately 9% (4 of 41) for Field employees. 66% of departments (27 of 41) for Office employees indicated "Interested, Not implemented", with approximately 41% of departments (17 of 41) choosing "Interested, Not Implemented" for field employees. Lastly, 39% of departments (16 of 41) reported that this is "Not Applicable" for Field Employees.

OTHER KNOWLEDGE TRANSFER METHODS

Departments were asked to share if they utilized other knowledge capture and transfer methods that differ from the sixteen (16) that were listed. 80% of departments responded with "N/A" (33 of 41).

A few departments provided additional information:

- **The General Services Department's** Custodial Services compiles historical emails documenting a resolution to an issue or where the responsibility lies with specific tasks. They share this is important when and where there is a change in management, as the new management must learn the process/procedures of their new division.
- **The Department of Transportation** shares that they have a succession planning google form that they review with staff who are leaving the department. They try to transcribe as many processes and procedures as able.
- **The Public Works Bureau of Street Services** shares that they administer the Street Maintenance Technology Program, a college-accredited training program in partnership with the Los Angeles Trade Technical College, which helps prepare StreetsLA employees and other students for careers in public works street maintenance operations and leadership.

ORGANIZATION OF INFORMATION/RESOURCES

Departments were also asked how they organize information and resources, which helps in the seamless transfer of assignments and responsibilities. The top 5 methods used to organize this information is through the use of Google Drive and Google Apps (34 of 41), on the job training (33 of 41) and Staff Meetings (32 of 41), Training, (30 of 41), Email (29 of 41) and Manuals (29 of 41). An example is as follows:

- **The Community Investment for Families Department** shares three methods to capture and transfer job knowledge. The first method is job training, where supervisors train and develop subordinate staff on their current job duties as well as the supervisor's duties as part of the department's succession planning process. The second method involves periodic staff reassignment, and the third method involves preparing and maintaining updated job descriptions and job manuals for certain job classifications.

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

ACCESSIBILITY OF INFORMATION

Departments were asked how they ensure that the most up to date information is consistently accessible when it comes to job assignments and responsibilities. The top method showed that approximately 83% of departments used communicating with their staff virtually, in person, or phone calls (34 of 41) as their way of ensuring information was accessible. This was followed by 66% of departments (27 of 41) stating Email, 63% of departments (26 of 41) stating Training, 63% of departments stating Position descriptions (26 of 41), and 53% of departments (22 of 41) stating the Personnel website.

- **The Public Works Bureau of Street Services** hires candidates from the Targeted Local Hire and Bridge to Jobs programs to promote on-the-job training for entry level positions. Divisions also provide cross-training, mentoring, job shadowing, and job rotations. Street Services also utilizes tenured or retired City employees to serve as instructors for its Street Maintenance Technology Program classes to train students for careers in street maintenance operations and leadership.

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.

Knowledge Transfer and Management is identifying, capturing, and sharing knowledge that helps an organization succeed and survive wherever there is turnover, retirements, and loss of employees with institutional knowledge. As was recommended in the 2019 EWSR report and the FY 2022-2023 EWSR report, it is of vital importance that Knowledge Transfer and Management is integrated as part of an employee's everyday tasks and as part of their organization's culture, in order to be proactive when there are changes in staff. This will also better prepare current staff for training incoming staff on learning processes and procedures in a more organized and efficient way.

Compared to last year's survey, only one additional department is utilizing the City's Knowledge Transfer Course (8 departments compared to last year's 7), even though 32 departments expressed an interest in the 2019 EWSR report. Furthermore, data collected showed that only 4 departments utilized this training for Field employees, compared to the 8 departments for Office employees.

It is important to note that this training, and Knowledge Transfer in general, is meant for everyone. Data from this form indicates that 3 of 41 departments believe this training is not applicable to Office employees, while 16 of 41 departments believe it is not applicable to Field Employees.

It is essential for all departments to utilize a knowledge transfer system (whether it is the City created one or not) regardless of the type of work the employee may do as everyone can benefit. The City's Knowledge Transfer Course (resource material can be found on **Cornerstone** and the **Workforce Planning website** shares an example of how this can work for a field employee. The mentioned strategy is a Demonstration/Video, and the example of the successful use of this method is "A group of street services workers at X department watch a video of an employee using the proper tools and safety precautions to perform curb cuts".

It is recommended that the Personnel Department follow up with departments - especially those that indicated they are interested in the training but have not yet implemented it - to make sure staff is aware of the training and support departments in encouraging staff to take the training course.

According to an article by Steve Trautman [8], whose research influenced the City Knowledge Transfer training, having a knowledge transfer process as part of the regular, day-to-day workforce culture will provide a much smoother experience when employees transition into new roles.

[8] https://stevetrautman.com/blog/knowledge-transfer-in-your-workplace-12-transitions-made-easier-for-employees-today-and-tomorrow/

BEST PRACTICES (Cont'd)

Recommendation #4 (Cont'd)

Folding in knowledge transfer assignments into regular duties provides employees with knowledge on current tasks, ensures the required skills that need to be passed down are being learned in a timely manner, measures an employees skill set consistently, and provides support if needed. This can also assist with transitions being less of a confusing and stressful time for all employees, as knowledge was being consistently transferred and captured preemptively.

Transitions aren't only tied to retirements, other types of transitions include technology rollouts (such as the Workday implementation - the initial employees who learn this will share these new skills with the rest of the employees), reorganization of teams, promotions and resignations, rapid growth and hiring, etc. According to Trautman, transitions do not have to be a stressful or frustrating experience if it is well thought out and if the KT process is integrated into the work culture. [8]

A few suggestions on how to incorporate this into day to day more examples can be found in the City's Knowledge Transfer course.

- Create a supporting learning environment, encourage new ideas and sharing amongst the team
- Encourage knowledge sharing among the team, such consider what needs to be prioritized
- Ensure all employees have their "Air, Food, and Water" (meaning foundational tools, resources, access, and general information to survive in their roles)
- When training, focus on the most critical information that needs to be shared first. "What is the least amount of information necessary to make sure they succeed at this task?"
- Have employees write out a list of regular, ongoing duties along with their timelines
- Maintain and update instructions for complex or division-specific processes.
- Consider utilizing the "5 Minute Meeting Agenda" when teaching a new skill

You may find more information in the Knowledge Transfer Training.

The Personnel department encourages that all employees engage in a consistent Knowledge Transfer process. There are numerous approaches to Knowledge Transfer, including utilizing the City's Knowledge Transfer Course and those systems in place with many departments, and it is recommended that these be used intentionally and consistently. A few suggestions on how to start this are participating in and providing mentorship programs, coaching, short structured meetings, a recorded demonstration showcasing a specific skill set, and many others.

Last but not certainly not least, it Important to remember to recognize and reward employees who share knowledge with others! This can include writing about their assistance in a performance review or commendation, acknowledging their work in a meeting or with the team, offering a small gift, or even a simple thank you - celebrating success and assistance is always appreciated.

[8] https://stevetrautman.com/blog/knowledge-transfer-in-your-workplace-12-transitions-made-easier-for-employees-today-and-tomorrow/

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

F. DIVERSITY, EQUITY, AND INCLUSION IN THE WORKPLACE

In today's social climate, many employers are looking to increase diversity, equity, and inclusion in the workplace. These efforts tend to fall in line with the social expectations of the geographic areas and industries in which they operate, as there has been a steady increase in social awareness surrounding diversity and equality. While employers are making efforts to increase diversity, equity, and inclusion, the question of the purpose of these efforts is brought forth. In their article for the Harvard Business Review, Lily Zheng outlines focal points for effective DEI efforts, stating to "identify DEI challenges before prescribing DEI solutions" and "measure not only inputs, but outcomes". [9] If the goal of these efforts is to create a stronger, more diverse and welcoming workforce for the long term, then the outcomes of DEI initiatives must be tracked and analyzed to ensure that the goals are substantially met instead of superficially appearing to meet goals.

In their HR 20/20 Report, the International Public Management Association for Human Resources (IPMA-HR) notes that "traditionally HR has been concerned with making sure everyone is treated the same even though that means that one group may be advantaged more than another by a program, policy, or practice". [10]

Additionally, IPMA-HR points out that "true diversity also includes communities of people that are not traditionally considered protected classes but who bring different perspectives to the organization" [11], and also states that "inclusion takes intentional effort to ensure all people have a sense of belonging in the workplace". [12] This further supports the idea that the outcomes of DEI initiatives must be regularly tracked and analyzed to make sure that the efforts being made will lead towards long-term, sustainable change.

The City of Los Angeles, as an employer, is committed to increasing diversity, equity, and inclusion in the workplace in a substantial, measurable way. Diversity can be defined as the representation of different groups in the workplace. Equity is the fair treatment of all, with consideration for each person's circumstances rather than a "one-size fits all" approach. Inclusion in the workplace is how those in the workforce experience their workplace, and how they are able to contribute in a meaningful way. [13]

On June 19, 2020, Mayor Eric Garcetti signed **Executive Directive No. 27: Racial Equity in City Government** in support of "ongoing efforts to ensure fairness, diversity, equal opportunity, and transparency in City government." In order to track DEI efforts being made within the City of Los Angeles, City Departments were surveyed through the yearly Equitable Workforce and Service Restoration (EWSR) plan. The EWSR plans from forty-one City Departments were analyzed to determine what efforts are currently being made toward achieving the goal of creating a more diverse and inclusive workplace. City Departments were asked to provide the tangible goals that they set surrounding diversity, equity, and inclusion.

[9] https://hbr.org/2022/12/the-failure-of-the-dei-industrial-complex

[10] https://media.pshra.org/wp-content/uploads/2023/03/13230838/ipma-hr-hr2020-report.pdf

[11] https://hbr.org/2022/12/the-failure-of-the-dei-industrial-complex

[12] https://media.pshra.org/wp-content/uploads/2023/03/13230838/ipma-hr-hr2020-report.pdf

[13] https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-diversity-equity-and-inclusion

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

F. DIVERSITY, EQUITY, AND INCLUSION IN THE WORKPLACE (Cont'd)

When asked about tangible goals across all City Departments surrounding DEI, 85% of City Departments responded that they utilize the Targeted Local Hire and Bridge to Jobs programs (35 of 41), 68% reported using targeted recruitment efforts (28 of 41), 66% of Departments track and report gender and ethnicity data (27 of 41), 61% of departments say they are fostering a culture that promotes DEI (25 of 41), and 61% of departments state that managers are made up individuals of diverse backgrounds (25 of 41). Managers and leaders were identified as those who are most commonly responsible for making sure each Department's DEI goals were being met.

DIVERSITY

The most widespread practices utilized in ensuring diversity at all classification levels in the City of Los Angeles is demonstrating DEI with 22% of departments reporting (9 of 41), 17% of departments creating diverse interview panels (7 of 41), 19% of departments training employees (8 of 41), and 14% of departments hiring through the Targeted Local Hire and Bridge to Jobs Programs, which target underserved communities that have traditionally faced employment barriers (6 of 41). 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 being utilized by 28% of departments (11 of 41), 22% of departments modeling behavior by upper management (9 of 41), 17% utilizing online platforms to exchange ideas (7 of 41), and 14% creating diverse committees by including a variety of individuals from different divisions and levels of the City (6 of 41). 95% of City Departments (39 of 41) believe they are absolutely committed to supporting a diverse workforce through a variety of practices.

EQUITY

City Departments were surveyed on what practices they use to ensure equitable access to a variety of opportunities and resources for all employees. In order to ensure equitable access to career advancement opportunities for all employees, 80% of City Departments utilize email notifications (33 of 41), 71% use performance evaluations (29 of 41), and 68% announce vacancies and job postings at staff meetings (28 of 41). 68% of City Departments (28 of 41) will also inform employees on, and encourage them to compete in, the competitive Civil Service exam process whenever opportunities are available. A follow up question about the employee evaluation process shows that 85% of Departments use probationary evaluations (25 of 29), 73% use informal check-ins (21 of 29), and 71% conduct annual evaluations (20 of 29). In order to effectively score evaluations, Departments train their supervisors using methods such as the CORE Supervisory Training, pre-recorded trainings, and assistance from other supervisors or Personnel staff. Lastly, in order to ensure that worksites and resources are available to all individuals, including those with mental or physical disabilities, 85% of City Departments indicated the utilization of reasonable accommodations (35 of 41), 73% adhere to ADA policies (30 of 41), and 71% use the Personnel Department's Office of Workplace Equity website (29 of 41).

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

INCLUSION

The final area of focus that City Departments were surveyed on is the ongoing efforts being made towards a more inclusive workplace. Of the surveyed Departments, 93% believe they are absolutely committed to fostering an experience of inclusion and belonging for all employees. When asked how they are actively working towards creating a safe and supportive workplace for all, 83% of Departments (34 of 41) indicated they used empathy and listening from leadership and trainings such as Equal Employment Opportunity, 80% (33 of 41) use flexible scheduling and/or work environments, and 78% (32 of 41) of Departments provide reasonable accommodations and inform employees of resources such as MyVoiceLA. When asked what is being done to foster a sense of inclusion among employees, the most common responses included using online meetings, in-person meetings, and opportunities for cross-training or new projects. The top responses Departments provided when asked what they are doing to foster engagement within their departments remained as online and in-person meetings. Other common responses included hosting social events, providing a comfortable workspace, and showcasing highlights of Department initiatives or employees.

BEST PRACTICES/RECOMMENDATIONS

Recommendation #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.

Through the EWSR form, City Departments were able to elaborate on some of their responses to certain questions asked in the form. While each Department has its own unique scope and set of challenges, common applications of DEI efforts included adhering to Racial Equity plans, performing specialized outreach, and utilizing either the Targeted Local Hire or Bridge to Jobs programs. Many City Departments highlighted the diversity on their interview panels and management as part of their efforts towards achieving their diversity goals. Some departments, such as the **Zoo**, provide on-going training on inclusivity, LGBTQIA+ and intersectionality, as well as administering evaluations in both English and Spanish. The **CAO** has their Equity, Performance Management, and Innovation Group to incorporate equity measures into City services including budgeting and capital planning. Other departments, such as the **Information Technology Agency** and the **Public Works Board** perform targeted recruitment through actions such as the development of recruitment videos in conjunction with groups such as City View channel 35, as well as going to recruit in person at historically black colleges and universities and other minority colleges.

Outside of the City of Los Angeles, organizations are working towards increasing DEI initiatives through a combination of best practices and unique solutions. For example, the City of San Francisco has implemented "de-identification", which is where their Department of Human Resources "removes names, addresses, and schools attended from permanent civil service applications, to reduce implicit bias impacts in the interview selection process, thereby providing greater opportunity for those who may have been unfairly screened out in the past". [14] Additionally, the City of New York has created their 55-a Program, where a "qualified person with a disability who is hired under the 55-a Program is not required to take a competitive examination". [15]

[14] https://sfdhr.org/diversity-equity-and-inclusion

[15] https://www.nyc.gov/site/dcas/employment/55-a-program.page

SOURCES:
https://hbr.org/2022/12/the-failure-of-the-dei-industrial-complex
https://media.pshra.org/wp-content/uploads/2023/03/13230838/ipma-hr-hr2020-report.pdf
https://sfdhr.org/diversity-equity-and-inclusion
https://sfdhr.org/sites/default/files/documents/Resources/2018-October-De-Identification.pdf
https://www.nyc.gov/site/dcas/employment/55-a-program.page

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

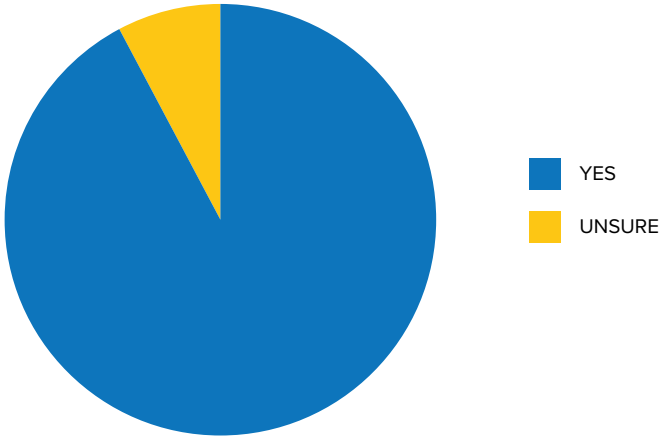
G. TELECOMMUTING

In response to the COVID-19 pandemic, the City adopted and implemented an emergency telecommuting policy in order to maintain continuity of services, operations and procedures during the pandemic. On February 28, 2023, Governor Gavin Newsom terminated the state's COVID-19 State of Emergency for COVID-19. Departments still have the option of implementing their own telecommuting policy, and the Personnel Department expects to release guidelines for a permanent City-wide telecommuting policy in the near future.

Departments have reported a variety of positive outcomes from telecommuting, ranging from increased productivity and efficiency to improved employee morale. **2023-24 Equitable Workforce and Service Restoration Form** ("Form"), 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.

CONTINUED TELECOMMUTING

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



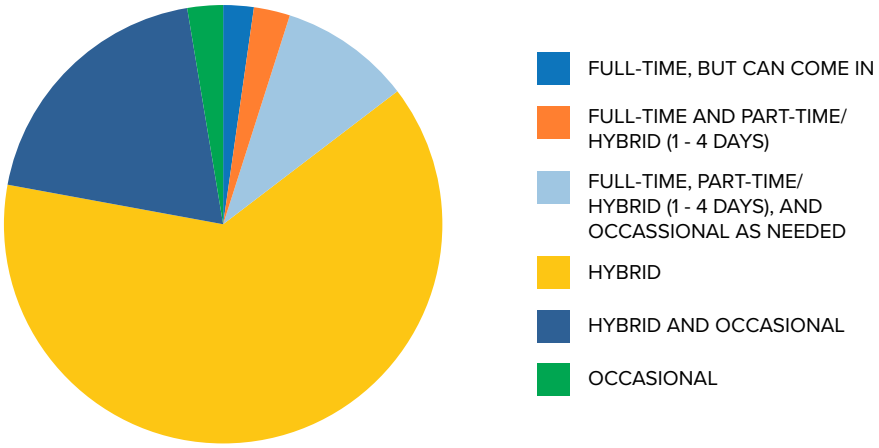
In this year's "Form", 93% of departments (38 of 41) again reported that they will continue some type of telecommuting post COVID-19, while 7% of departments (3 of 41) reported that they are currently unsure if they will or not. Of those that are unsure, one department noted that they are awaiting the City-wide telecommuting policy to be published. Another department noted that the final policy is subject to approval from their General Manager, however, most employees in the department are not able to carry out work remotely. The third department that reported being unsure of continuing a telecommuting policy post COVID-19 noted that they must continue to evaluate and assess what work arrangements maintain the safest environment when serving their clients.

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

TYPES OF TELECOMMUTING POLICIES

One example of a current telecommuting policy was provided by the **CAO**. The CAO's telecommuting policy requires CAO staff to be in the office two days per week and provides the opportunity to telecommute for the remaining three weekdays. Exceptions are granted to the policy to allow only one day of in-office work to the extent possible and based on employee need. Telecommuting and in-office days can be "swapped" within the same calendar week with approval of the supervisor to allow maximum flexibility for staff. Some staff choose to come into the office more frequently than the required minimum days, and staff may be required to come in more frequently if they have an in-person meeting (e.g., City Council) that requires their presence. Only two CAO employees, the Office's receptionist and back-up, are not currently eligible to telecommute due to the nature of their work responsibilities.

TYPE OF TELECOMMUTING POLICY OFFERED



A vast majority of departments are currently offering some form of hybrid telecommuting policy. 63% (26 of 41) reported that they offer a hybrid telecommuting schedule in which employees may telecommute one to four days each week. An additional 20% of departments (8 of 41) reported that they also offer a hybrid telecommuting schedule while also offering occasional telecommuting in which employees can telecommute on a case by case basis. An additional 10% of departments (4 of 41) offer hybrid and occasional telecommuting schedules, as well as full time schedules. One department offers just full time telecommuting schedules, another offers just occasional schedules, and a third department offers both full time and hybrid telecommuting schedules.

IV. EWSR PLAN CITYWIDE ANALYSIS & RECOMMENDATIONS (Cont'd)

PERSONNEL DEPARTMENT TELECOMMUTING SURVEY

The Personnel Department administered a **survey** to its Division Chiefs in February 2023 and found that 51% of its employees (225 of 442) reported that given the choice, they would prefer a 100% remote work schedule. 19% (82 of 442) reported that they would prefer 1 day a week in the office, 12% (54 of 442) reported that they would prefer 2 days a week in the office, 5% (24 of 442) reported that they would prefer 3 days a week in the office, another 5% reported that they would prefer full time in the office, 3% (13 of 442) reported that they would prefer 4 days in the office, and 4.5% (20 of 442) did not make a preference selection. In addition, 68% of respondents (300 of 442) felt that they were more productive working remotely than in the office, while only 7% (32 of 442) felt that they were more productive in the office.

Findings also suggested that since telecommuting began, communication with supervisors has largely stayed the same or increased. In addition, 90% of respondents stated productivity has either increased or stayed the same, 49% indicated that work-related stress has decreased, and 43% indicated that non-work related stress has decreased. Overall, two-thirds or more of all respondents reported that work-life balance is better, they are less stressed, their health and wellness has improved, and that they can successfully complete their regular work duties from home. Concurrently, 94% of supervisors affirmed that their team's productivity has either increased or stayed the same, and over 93% reported that their staff adjusted well to working from home and continues to produce quality work.

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. 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." Some of this concern includes creating "inequitable outcomes in the workplace, and possibly negatively impact morale." 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. Greater productivity has resulted from a combination of less time spent commuting, more energy due to higher morale/less stress/better health/more sleep, efficiencies resulting from online meetings, empowerment through autonomous work, and more. Research found that in 2021, productivity did not drop among Federal employees that were telecommuting. These studies also showed that it is essential to evaluate employee performance based on quality of work, not time spent in the office. [16] One study showed that 77% of remote workers were more productive working from home than in the office and tended to produce more innovation. [17]

Cost savings related to office materials, resources, and vehicle expenses/rising gas prices are another major benefit for both employers and employees. The Office of Personnel Management found that federal agencies saved over $180 million due to telecommuting in 2020. [18] In California alone, taxpayers saved $22.5 million due to relinquished office leases, with that number expected to increase to $85 million in the next few years. In addition, one study showed that employees themselves can save up to $11,000 annually on expenses normally spent on transportation, meals, and attire. Providing telecommuting is an alternative way to offer more money to employees in the place of increased salaries. Aside from this, telecommuting has drastically reduced California's carbon footprint [19], and for every 50 million people that telecommute, 95,000 traffic injuries and deaths are prevented every year, which saves over $11 billion.

[16] https://www.americancityandcounty.com/2021/11/23/the-new-normal-how-state-and-local-governments-can-benefit-from-virtual-desktop-as-a-service-to-support-remote-workforce/

[17] https://www.govpilot.com/blog/hybrid-government-work-culture-remote-and-in-person

[18] https://policylab.rutgers.edu/expanding-telework-beyond-pandemics-potential-benefits-and-challenges-for-the-new-jersey-telework-pilot-program/

[19] https://calmatters.org/commentary/2022/03/california-should-embrace-telework-for-state-employees/

BEST PRACTICES (Cont'd)

Recommendation #5 (Cont'd)

Additionally, telecommuting addresses concerns over diversity, equity and inclusion (DEI). Telecommuting allows for a greater diversity of employees and removes obstacles for those that are low income or those that have disabilities such as lack of access to transportation and resources. Those with neurodiverse conditions may require equipment that they have at home, and telework provides an avenue to accommodate these qualified employees. This allows organizations to employ exceptional, passionate and dedicated individuals from anywhere in the world that are otherwise limited in finding employment. By removing barriers, organizations will strengthen their workforce. [20]

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. 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. In addition, it is essential that organizations provide strong IT infrastructures in order to buoy managers that are not fluent in IT skills. Given these circumstances, organizations saw recruitment and retention improve between 2019 and 2022. [21]

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/nonwork discussions, initiated by questions of the day or discussion points. 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 set times to meet in person to maintain a strong social capital. 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. 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, since not all employees are able to telecommute, it is essential to provide managerial support to bolster and motivate those that are required to work in the office regularly. Finally, establishing a regular telecommuting policy will prepare departments for any future local or global disruptions to work.

[20] https://www.route-fifty.com/management/2022/02/three-reasons-governments-must-embrace-remote-work/361941/

[21] https://pshra.org/federal-workers-say-telework-has-a-positive-effect-on-productivity/

V. CONCLUSION

While the City continues to experience the effects of the COVID-19 pandemic, including the 2020 hiring freeze, SIP, and smaller candidate pools across civil service exams, the increasing demand for City operations and services as we return to the "new normal" means that the City needs to meet the moment to address the issues concerning recruitment, selection, retention, attrition, and changes to the organization, operations, and workforce. The recommendations and best practices that were highlighted in this report can provide insights for departments as they strategize on the best approaches to address these matters.

Please see the table below which summarizes our recommendations:

RECOMMENDATION	EXAMPLES/BEST PRACTICES
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**	Use Miro.com or a similar process mapping platform to identify and address inefficiencies in processes; Utilize LA Local Hire and other alternative employment programs; Focus recruitment efforts on target groups, including Generation Z.
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 underserved and underrepresented communities.**	Make recommendations to Personnel regarding classifications that fit the parameters of LA Local Hire programs.

RECOMMENDATION	EXAMPLES/BEST PRACTICES
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**	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); Utilizing cloud (Google Drive, mobile apps, social media, Cornerstone); Virtual workspaces; Virtual interviews; 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; Virtual project tracking (Monday.com); Virtual orientations
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.**	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); Feedback surveys after trainings are administered; Meetings to share best practices; Rotations; Temporary reassignments; Conferences/ workshops/ webinars; Third-party training; Special projects; Attending official City/Council meetings; Updating position descriptions; Establish individualized training methods; Build in regular time for knowledge transfer; Exit surveys; Collect documents (e.g., emails) regarding past important issues to share with incoming management; Mentorship program; Process maps

RECOMMENDATION	EXAMPLES/BEST PRACTICES
Recommendation #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.**	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; Performance evaluations; 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; Flexible scheduling and/or work environment; Highlighting employee achievements
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.**	Reference Personnel Department's Emergency COVID-19 Telecommuting Process; Allow flexible schedules; 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

APPENDIX

FY 23-24 EWSR FORM QUESTIONS

ATTACHMENT 1:

2023-2024 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: (FY 23-24 EWSR Form Questions.pdf). **The Office of the Mayor and Personnel Department requests that all City departments complete and submit this form no later than FRIDAY, MARCH 31, 2023 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

1a. Please describe the operational, organizational, and/or workforce changes that your Department anticipates in FY 2023-2024. Please choose all that apply. If your Department does not anticipate any changes, please choose "N/A".

- ☐ New or expanded programs/services/responsibilities
- ☐ Stopping or reducing programs/services
- ☐ New equipment

FY 23-24 EWSR FORM QUESTIONS

- ☐ Technology upgrades
- ☐ Increased efficiency
- ☐ Increased production
- ☐ Increased demand for services
- ☐ Increased demand for language translation services
- ☐ Increased demand for training/upskilling for new programs/technologies
- ☐ Adding new team/section/unit
- ☐ Permanent telecommuting policy
- ☐ Request lost positions from SIP
- ☐ Digitalization
- ☐ Return to pre-pandemic normalcy (e.g., in-person meetings, front counter service)
- ☐ Flex/shared office space
- ☐ New building
- ☐ New executives
- ☐ New HR/payroll system
- ☐ Reorganization
- ☐ Budget cuts
- ☐ Budget increases
- ☐ Renewed programs
- ☐ Retirements
- ☐ Attrition
- ☐ New hires
- ☐ Workforce shortages
- ☐ Losing employees to transfers
- ☐ Losing employees to promotional opportunities
- ☐ New position authorities
- ☐ Lack of work space for staff
- ☐ Requesting to participate in the Targeted Local Hire and/or Bridge to Jobs programs
- ☐ Increased staff
- ☐ N/A
- ☐ Other: _____

1b. Please provide a brief description and/or examples of each change checked off in the previous question. If your Department does not anticipate any changes, please enter “N/A”.

2a. Please describe the operational, organizational, and/or workforce changes that your Department anticipates in FY 2024-2025. Please choose all that apply. If your Department does not anticipate any changes, please choose “N/A”.

**See checkbox list from Question #1a*

FY 23-24 EWSR FORM QUESTIONS

2b. Please provide a brief description and/or examples of each change checked off in the previous question. If your Department does not anticipate any changes, please enter “N/A”.

Section II: Critical Classifications & Retirements

3a. 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.

- ☐ Accountant
- ☐ Accounting Clerk
- ☐ Accounting Records Supervisor
- ☐ Administrative Analyst
- ☐ Administrative Assistant
- ☐ Administrative Clerk
- ☐ Airport Police Officer
- ☐ Animal Care Technician
- ☐ Animal Control Officer
- ☐ Applications Programmer
- ☐ Aquatic Facility Manager
- ☐ Architectural Associate
- ☐ Archivist
- ☐ Art Curator
- ☐ Arts Instructor
- ☐ Arts Manager
- ☐ Assistant General Manager
- ☐ Auditor
- ☐ Benefits Analyst
- ☐ Benefits Specialist
- ☐ Bindery Equipment Operator
- ☐ Building Civil Engineer
- ☐ Building Construction and Maintenance Superintendent
- ☐ Building Electrical Engineer
- ☐ Building Maintenance Distribution Supervisor
- ☐ Building Mechanical Engineer
- ☐ Building Operating Engineer
- ☐ Carpenter
- ☐ Cement Finisher
- ☐ Chief Administrative Analyst
- ☐ Chief Benefits Analyst
- ☐ Chief Custodian Supervisor

FY 23-24 EWSR FORM QUESTIONS

- ☐ Chief Inspector
- ☐ Chief Investment Officer
- ☐ Chief Management Analyst
- ☐ Chief Zoning Administrator
- ☐ Civil Engineer
- ☐ Civil Engineering Associate
- ☐ Commission Executive Assistant
- ☐ Communications Electrician
- ☐ Communications Engineering Associate
- ☐ Communications Information Representative
- ☐ Community Arts Director
- ☐ Community Housing Programs Manager
- ☐ Custodian
- ☐ Customer Service Specialist
- ☐ Data Analyst
- ☐ Delivery Driver
- ☐ Department Chief Accountant
- ☐ Departmental Audit Manager
- ☐ Detention Officer
- ☐ Development and Marketing Director
- ☐ Director of Enforcement Operations
- ☐ Director of Housing
- ☐ Director of Systems
- ☐ Division Librarian
- ☐ Duplicating Machine Operator
- ☐ Electrical Craft Helper
- ☐ Electrical Engineer
- ☐ Electrical Engineering Associate
- ☐ Elevator Mechanic
- ☐ Equipment Mechanic
- ☐ Equipment Operator
- ☐ Ethics Officer
- ☐ Executive Administrative Assistant
- ☐ Executive Director Convention Center
- ☐ Exhibit Preparator
- ☐ Finance Development Officer
- ☐ Finance Specialist
- ☐ Fiscal Systems Specialist
- ☐ Gallery Attendant
- ☐ Garage Attendant

FY 23-24 EWSR FORM QUESTIONS

- ☐ Gardener Caretaker
- ☐ General Manager
- ☐ Head Custodian Supervisor
- ☐ Heavy Duty Equipment Mechanic
- ☐ Heavy Duty Truck Operator
- ☐ Information Systems Manager
- ☐ Internal Auditor
- ☐ Investment Officer
- ☐ Irrigation Specialist
- ☐ Landscape Architect
- ☐ Landscape Architectural Associate
- ☐ Librarian
- ☐ Library Assistant
- ☐ Light Equipment Operator
- ☐ Maintenance and Construction Helper
- ☐ Maintenance Laborer
- ☐ Management Analyst
- ☐ Management Assistant
- ☐ Materials Testing Engineer Associate
- ☐ Materials Testing Technician
- ☐ Mechanical Engineering Associate
- ☐ Motor Sweeper Operator
- ☐ Occupational Health Nurse
- ☐ Park Maintenance Supervisor
- ☐ Park Ranger
- ☐ Payroll Analyst
- ☐ Payroll Supervisor
- ☐ Performing Arts Director
- ☐ Performing Arts Program Coordinator
- ☐ Personnel Analyst
- ☐ Physician
- ☐ Police Service Representative
- ☐ Port Electrical Mechanic
- ☐ Port Pilot
- ☐ Pre-Press Operator
- ☐ Principal Accountant
- ☐ Principal Clerk
- ☐ Principal Inspector
- ☐ Principal Librarian
- ☐ Principal Storekeeper

FY 23-24 EWSR FORM QUESTIONS

- ☐ Printing Press Operator
- ☐ Procurement Analyst
- ☐ Procurement Supervisor
- ☐ Programmer Analyst
- ☐ Project Assistant
- ☐ Property Manager
- ☐ Property Officer
- ☐ Public Information Director
- ☐ Real Estate Officer
- ☐ Recreation Coordinator
- ☐ Recreation Facility Director
- ☐ Refuse Collection Truck Operator
- ☐ Rehabilitation Construction Specialist
- ☐ Risk and Insurance Assistant
- ☐ Safety Engineer
- ☐ Security Officer
- ☐ Senior Accountant
- ☐ Senior Administrative Analyst
- ☐ Senior Administrative Clerk
- ☐ Senior Auditor
- ☐ Senior Benefits Analyst
- ☐ Senior Custodian
- ☐ Senior Gardener
- ☐ Senior Housing Inspector
- ☐ Senior Labor Relations Specialist
- ☐ Senior Librarian
- ☐ Senior Management Analyst
- ☐ Senior Personnel Analyst
- ☐ Senior Project Coordinator
- ☐ Senior Real Estate Officer
- ☐ Senior Recreation Director
- ☐ Senior Storekeeper
- ☐ Senior Systems Analyst
- ☐ Special Investigator
- ☐ Storekeeper
- ☐ Street Lighting Electrician
- ☐ Street Services Investigator
- ☐ Street Services Superintendent
- ☐ Street Services Supervisor
- ☐ Structural Engineer

FY 23-24 EWSR FORM QUESTIONS

- ☐ Structural Engineering Associate
- ☐ Supervising Occupational Health Nurse
- ☐ Supply Services Manager
- ☐ Supply Services Payment Clerk
- ☐ Systems Analyst
- ☐ Systems Programmer
- ☐ Tax Auditor
- ☐ Tax Compliance Officer
- ☐ Tree Surgeon
- ☐ Tree Surgeon Supervisor
- ☐ Truck Operator
- ☐ Warehouse and Toolroom Worker
- ☐ Wastewater Collection Worker
- ☐ Wastewater Treatment Operator
- ☐ Welder
- ☐ Other: _____

3b. Please list the most common barriers of hiring that your Department faces. Please choose all that apply. If your Department does not experience difficulties in hiring, please choose “N/A”.

- ☐ Budget limitations
- ☐ Small candidate pools
- ☐ Candidates do not respond to certifications/invitations to interview
- ☐ Hiring from a shared eligible list for a classification that is used by multiple departments
- ☐ Uncompetitive salary/pay compared to other public/private organizations
- ☐ Time it takes to request a new civil service exam to when the eligible list is established
- ☐ Lengthy and/or rigorous background check
- ☐ Undesirable work environment (e.g., high stress tasks, large volume of work, dangerous assignments)
- ☐ COVID-19 vaccine requirement
- ☐ Department and/or the nature of a job do not allow any telecommuting
- ☐ Minimum requirements for classification do not reflect the current needs of the job/work
- ☐ Classification titles need to be updated to make job more attractive
- ☐ N/A
- ☐ Other: _____

4. How did your Department deal with the actual retirements in FY 2021-2022 and/or 2022-2023? Please choose all that apply. Please enter “N/A” if your Department did not experience any actual retirements in FY 2021-2022 and/or 2022-2023.

- ☐ Backfilled

FY 23-24 EWSR FORM QUESTIONS

- ☐ Reorganization
- ☐ Reallocation/reassignment of duties
- ☐ Reduced services
- ☐ Training
- ☐ Cross-training
- ☐ Transfers
- ☐ “Acting” roles
- ☐ Emergency appointments
- ☐ Promotions
- ☐ Substitute authority/”in-lieu”
- ☐ Job shadowing opportunities
- ☐ Pay grade advancement
- ☐ Overtime
- ☐ Work backlogs
- ☐ As-needed staff
- ☐ 120-day authorities
- ☐ Contracted work
- ☐ N/A
- ☐ Other: _____

5a. Please list the classifications that experienced attrition due to transfer to another department in FY 2022 - 2023 and/or 2022-2023.

- ☐ Accountant
- ☐ Accounting Clerk
- ☐ Administrative Analyst
- ☐ Administrative Clerk
- ☐ Airport Guide
- ☐ Animal Care Assistant
- ☐ Animal Control Officer
- ☐ Applications Programmer
- ☐ Assistant Inspector
- ☐ Assistant Street Lighting Electrician
- ☐ Benefits Specialist
- ☐ Auto Body Builder and Repairer
- ☐ Building Inspector
- ☐ Building Mechanical Inspector
- ☐ Building Repairer
- ☐ Carpenter
- ☐ Cement Finisher

FY 23-24 EWSR FORM QUESTIONS

- ☐ Cement Finisher Worker
- ☐ Chief Management Analyst
- ☐ City Planner
- ☐ City Planning Associate
- ☐ Civil Engineer
- ☐ Civil Engineering Associate
- ☐ Civil Engineering Draft Technician
- ☐ Communications Electrician
- ☐ Communications Engineering Associate
- ☐ Communications Information Representative
- ☐ Community Program Assistant
- ☐ Construction Equipment Service Worker
- ☐ Construction Estimator
- ☐ Construction Inspector
- ☐ Crime and Intelligence Analyst
- ☐ Custodian
- ☐ Data Analyst
- ☐ Database Architect
- ☐ Delivery Driver
- ☐ Departmental Chief Accountant
- ☐ Electrical Craft Helper
- ☐ Electrical Engineering Associate
- ☐ Electrician
- ☐ Elevator Mechanic Helper
- ☐ Emergency Management Coordinator
- ☐ Environmental Engineer
- ☐ Environmental Specialist
- ☐ Equipment Mechanic
- ☐ Equipment Operator
- ☐ Event Attendant
- ☐ Executive Administrative Assistant
- ☐ Field Engineering Aide
- ☐ Finance Development Officer
- ☐ Forensic Print Specialist
- ☐ Garage Attendant
- ☐ Gardener Caretaker
- ☐ Geographic Information Systems Specialist
- ☐ Hearing Reporter
- ☐ Heavy Duty Equipment Mechanic
- ☐ Heavy Duty Truck Operator

FY 23-24 EWSR FORM QUESTIONS

- ☐ Housing Inspector
- ☐ Information Services Specialist
- ☐ Information Systems Manager
- ☐ Instrument Mechanic
- ☐ Laboratory Technician
- ☐ Legislative Analyst
- ☐ Librarian
- ☐ Locksmith
- ☐ Maintenance and Construction Helper
- ☐ Maintenance Laborer
- ☐ Management Aide
- ☐ Management Analyst
- ☐ Management Assistant
- ☐ Materials Testing Technician
- ☐ Mechanical Helper
- ☐ Mechanical Repairer
- ☐ Messenger Clerk
- ☐ Motor Sweep Operator
- ☐ Office Engineering Technician
- ☐ Painter
- ☐ Payroll Supervisor
- ☐ Personnel Records Supervisor
- ☐ Personnel Analyst
- ☐ Planning Assistant
- ☐ Plumber
- ☐ Police Officer
- ☐ Principal Accountant
- ☐ Principal Clerk
- ☐ Programmer Analyst
- ☐ Property Manager
- ☐ Property Officer
- ☐ Public Information Director
- ☐ Public Relations Specialist
- ☐ Real Estate Officer
- ☐ Rehabilitation Construction Specialist
- ☐ Risk Manager
- ☐ Safety Engineering Associate
- ☐ Secretary
- ☐ Security Officer
- ☐ Senior Accountant

FY 23-24 EWSR FORM QUESTIONS

- ☐ Senior Administrative Analyst
- ☐ Senior Administrative Clerk
- ☐ Senior Auditor
- ☐ Senior Carpenter
- ☐ Senior Civil Engineer
- ☐ Senior Communications Engineer
- ☐ Senior Custodian
- ☐ Senior Data Processing Technician
- ☐ Senior Labor Relations Specialist
- ☐ Senior Management Analyst
- ☐ Senior Personnel Analyst
- ☐ Senior Real Estate Officer
- ☐ Senior Systems Analyst
- ☐ Senior Title Examiner
- ☐ Service Coordinator
- ☐ Signal Systems Electrician
- ☐ Storekeeper
- ☐ Street Lighting Electrician
- ☐ Street Services Superintendent
- ☐ Street Services Worker
- ☐ Structural Engineering Associate
- ☐ Systems Aide
- ☐ Systems Analyst
- ☐ Systems Programmer
- ☐ Tax Compliance Officer
- ☐ Tree Surgeon
- ☐ Truck Operator
- ☐ Warehouse and Toolroom Worker
- ☐ Wastewater Treatment Electrician
- ☐ Wastewater Treatment Mechanic
- ☐ Welder
- ☐ Other: _____

5b. Please describe the need for new classification(s) that are required in order to meet new/evolving operational needs in your department. Please include the proposed classification title(s) along with a brief description. For example, Data Scientist to develop and implement a set of techniques or analytics applications to transform raw data into meaningful information using data-oriented programming languages and visualization software.

Section III: LA Local Hire Programs

FY 23-24 EWSR FORM QUESTIONS

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 FY 2023-2024, 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 being considered for addition to BRIDGE.

- ☐ Accounting Clerk
- ☐ Animal Keeper*
- ☐ Bindery Worker*
- ☐ Cement Finisher Worker*
- ☐ Communications Electrician*
- ☐ Communications Information Representative
- ☐ Community Services Representative
- ☐ Computer Support Technician*
- ☐ Electrical Craft Helper

FY 23-24 EWSR FORM QUESTIONS

- ☐ Equipment Operator*
- ☐ Field Engineering Aide
- ☐ Inspector Trainee
- ☐ Maintenance and Construction Helper*
- ☐ Mechanical Helper*
- ☐ Network Support Technician*
- ☐ Special Investigator*
- ☐ Traffic Painter and Sign Poster*
- ☐ 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 FY 2023-2024, 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 both general recommendations to improve the programs and 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

13a. 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. Please choose all that apply.

- ☐ N/A - Department was created during the pandemic, so all services/operations/procedures are virtual/digitized.
- ☐ Electronic requests or online forms
- ☐ Virtual counters/virtual customer service
- ☐ Cell phone/phone lines
- ☐ Emails
- ☐ Use of laptops
- ☐ Information materials
- ☐ Digital and visual recordings of meetings/webinars

FY 23-24 EWSR FORM QUESTIONS

- ☐ QR codes
- ☐ Remote desktop access
- ☐ Virtual educational programs
- ☐ MyLA311
- ☐ Project tracking (e.g., Monday.com)
- ☐ Cloud/Google Drive
- ☐ Other: _____

13b. Please provide a brief description and/or examples of each item checked off in the previous question. If applicable, include a description of the training/upskilling needed for new and emerging programs/technologies. If this does not apply to your department, please enter “N/A”.

14a. 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). Please choose all that apply.

- ☐ Department website
- ☐ Email
- ☐ Phone
- ☐ Social media
- ☐ Online
- ☐ Cloud/Google Drive
- ☐ Cornerstone
- ☐ Zoom/WebEx/Google Meet/Microsoft Teams
- ☐ Mobile apps
- ☐ Intranet
- ☐ Other: _____

14b. Please provide a brief description and/or examples of each item checked off in the previous question. If this does not apply to your department, please enter “N/A”.

15a. Please describe the services, operations, and/or procedures that your Department is working to digitize in order to create a contactless government. Please choose all that apply.

- ☐ N/A - Department was created during the pandemic, so all services/operations/procedures are virtual/digitized.
- ☐ Website changes
- ☐ Sign language interpreters
- ☐ Fillable forms/applications
- ☐ Emails
- ☐ Online toolkit/software

FY 23-24 EWSR FORM QUESTIONS

- ☐ Training platform
- ☐ Fee payments/online orders/appointments/requests
- ☐ Developing new system
- ☐ System for vendors
- ☐ Virtual orientation
- ☐ Other: _____

15b. Please provide a brief description (name of the service/operation/procedure, steps being taken to digitize) and estimated date of completion for each item checked off in the previous question. If this does not apply to your department, please enter “N/A”.

16a. 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 choose all that apply.

- ☐ N/A - Currently paperless
- ☐ Assigned laptops
- ☐ VPN
- ☐ Mobile phones
- ☐ Online toolkit/software
- ☐ Electronic signatures
- ☐ Digital forms/documents
- ☐ Workday
- ☐ Automation
- ☐ Cloud-based drive (e.g., Google Drive, box.com, Monday.com)
- ☐ Network drive (e.g., Department shared drive)
- ☐ System for vendors
- ☐ Virtual orientation
- ☐ Web applications
- ☐ Digital personnel folders
- ☐ Other: _____

16b. Please provide a brief description of each item checked off in the previous question, your department’s progress towards these efforts, and an estimate of how much documentation still needs to be scanned. If this does not apply to your department, please enter “N/A”.

Section V: Knowledge Transfer

17a. 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. Please choose all that apply.

- ☐ Data saved to accessible drive

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- ☐ Tracking system for projects/assignments
- ☐ Weekly management/team/staff/cross-bureau/division-wide meetings
- ☐ Job shadowing
- ☐ Manuals
- ☐ Mentorship program
- ☐ Standard policies and procedures
- ☐ Training opportunities/events/orientations
- ☐ Unit dedicated to training
- ☐ Cross-training
- ☐ 120-day appointments
- ☐ On-the-job training
- ☐ Supervision
- ☐ Library with recorded trainings, info, etc.
- ☐ Rotations/reassignments
- ☐ Loan program
- ☐ Other: _____

17b. Please provide a brief description of each system/method checked off in the previous question and describe how the effectiveness of each item is measured. In your response, please indicate how your Department is INSTITUTIONALIZING these methods as part of regular duties and operations to ensure that these methods are being carried out and utilized? If this does not apply to your department, please enter “N/A”.

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

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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

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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.

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- 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

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- 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

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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

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- 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

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- 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

FY 23-24 EWSR FORM QUESTIONS

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

34a. Office Employee: Attending Council Meetings
- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

34b. Field Employees: Attending Council Meetings
- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

34c. How effective do you believe this method to be? Please choose from the following.
- Not at all
- Slightly
- Satisfactory
- Good
- Very Effective

35a. Office Employee: Retiring supervisor/manager trains staff
- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Applicable

35b. Field Employees: Retiring supervisor/manager trains staff

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

35c. How effective do you believe this method to be? Please choose from the following.

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

36a. Office Employee: One team member leads training for entire staff

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

36b. Field Employees: One team member leads training for entire staff

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

36c. How effective do you believe this method to be? Please choose from the following.

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

37a. Office Employee: Staff luncheon

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

37b. Field Employees: Staff luncheon

- Currently Utilize

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

37c. How effective do you believe this method to be? Please choose from the following.

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

38. 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.

39a. Please briefly describe how your Department organizes information and resources to enable seamless transfers of assignments and responsibilities. Please choose all that apply.

- ☐ Google Drive/Google apps
- ☐ Cloud-based drives (not Google drive)
- ☐ Network drive (e.g., Departmental shared drives)
- ☐ Toolkit
- ☐ File/archive paper documents
- ☐ Standard operating procedure documents (SOPs)
- ☐ Training
- ☐ Online system/Intranet
- ☐ Department website
- ☐ Staff meetings
- ☐ Email
- ☐ Knowledge depository
- ☐ Manuals
- ☐ Position description review
- ☐ Rotations
- ☐ Tenured employees
- ☐ On-the-job training
- ☐ Other: _____

39b. Please provide a brief description of each item checked off in the previous question. If this does not apply to your department, please enter "N/A".

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40a. Please briefly describe how your Department ensures that the most up-to-date information is consistently accessible with regard to job assignments and responsibilities. Please choose all that apply.

- ☐ Personnel website
- ☐ Department website
- ☐ Position descriptions
- ☐ Cloud/Google Drive
- ☐ Network drive (e.g., Departmental shared drive)
- ☐ Google Drive/Google apps
- ☐ Toolkit
- ☐ Online system
- ☐ Manuals
- ☐ Email
- ☐ Network drive
- ☐ Communication via virtual meetings, in-person meetings, or phone calls
- ☐ Memos
- ☐ Training
- ☐ One-on-one performance evaluations
- ☐ Attending conferences
- ☐ Academic journals
- ☐ Other: _____

40b. Please provide a brief description of each item checked off in the previous question. If this does not apply to your department, please enter “N/A”.

Section VI: Diversity Equity & Inclusion in the Workplace

41a. Please briefly describe any tangible goals the Department has surrounding diversity, equity, and inclusion (DEI). Please choose all that apply.

- ☐ Best practices
- ☐ Working with the City’s Office of Workplace Equity on equity-related matters
- ☐ Outreach to organizations
- ☐ Outreach to employees
- ☐ Outreach to diverse communities for hiring (targeted recruitment)
- ☐ Recruitment efforts (e.g., videos, college visits)
- ☐ Diverse management
- ☐ Disparity analysis
- ☐ Tracking and reporting gender and ethnicity data
- ☐ Hire individuals responsible for implementing strategies for diversity and equity

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- ☐ Surveys to gather feedback on DEI issues
- ☐ Update or expand City services, programs, internships, etc.
- ☐ Staff training on DEI and accessibility
- ☐ Webpage
- ☐ Gender inclusivity (e.g., pronouns, gender neutral bathrooms)
- ☐ Implement ADA tools
- ☐ Targeted Local Hire and Bridge to Jobs programs
- ☐ Racial Equity Committee
- ☐ Neutral party hiring
- ☐ Mentoring program
- ☐ Budgeting
- ☐ Fostering a culture that promotes DEI
- ☐ Other: _____

41b. Please provide a brief description of each item checked off in the previous question. If this does not apply to your department, please enter “N/A”.

41c. Who is responsible for making sure these DEI goals are met?

- ☐ Staff
- ☐ Personnel
- ☐ Work group tasked with DEI-related assignments/issues
- ☐ Managers
- ☐ Leaders/Department Heads/General Managers

42. Do you believe your Department is committed to supporting a diverse workforce?

- Absolutely
- Somewhat
- No
- 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 #42 please answer the following questions:

42a. Please briefly describe how your Department actively ensures representation of people of diverse backgrounds and identities at all classification levels of the Department. Please choose all that apply.

- ☐ Using, demonstrating, and modeling DEI
- ☐ Diverse interview panels
- ☐ Outreach to organizations for underrepresented groups
- ☐ Aiding in creating new job classes

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- ☐ Training employees
- ☐ Establishing core team that is tasked with exploring DEI issues
- ☐ Informing employees of promotional opportunities
- ☐ Advertising vacancies via multiple channels (social media, non-profit, community organizations, etc.)
- ☐ Including questions in interview process on working with diverse populations
- ☐ Utilize Targeted Local Hire and Bridge to Jobs programs for hiring
- ☐ Diverse management
- ☐ Participate in diversity committees/associations
- ☐ Targeted recruitment of underrepresented groups
- ☐ New recruitment events (e.g., newly added universities, academic conferences)
- ☐ Tracking and reporting gender and ethnicity data
- ☐ Other: _____

42b. Please provide a brief description of each item checked off in the previous question. If this does not apply to your department, please enter “N/A”.

42c. Please briefly explain whether and how your Department champions diversity of ideas. Please choose all that apply.

- ☐ Model behavior; practice what is preached
- ☐ One-on-one meetings with manager and/or GM
- ☐ Online platform to exchange ideas
- ☐ Collaborate with employee organizations (e.g., women’s organization)
- ☐ Create teams focused on DEI
- ☐ Survey members of communities/stakeholders to gather feedback
- ☐ Survey employees to gather feedback on experience in the workplace related to DEI
- ☐ Partner with vendors and organizations to implement improvements
- ☐ Create DEI-related committee that includes a variety of staff/divisions/departments
- ☐ Interdepartmental transfers
- ☐ Volunteer at DEI events
- ☐ Audit systems to ensure equity and equality
- ☐ Encourage diverse hiring by empowering supervisors
- ☐ Other: _____

42d. Please provide a brief description of each item checked off in the previous question. If this does not apply to your department, please enter “N/A”.

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

- Absolutely

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- Somewhat
- No
- 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 #43 please answer the following questions:

43a. 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. Please choose all that apply.

- ☐ Empathy and listening from leadership
- ☐ Flexible schedule and/or work environments
- ☐ Training (e.g., EEO)
- ☐ Multilingual signage
- ☐ Personnel assistance
- ☐ Inform employees of MyVoiceLA and other resources
- ☐ Enforce policies
- ☐ Pronoun usage
- ☐ Acknowledgements
- ☐ Weekly announcements, updates, employment opportunities, etc
- ☐ Mentoring/peer-led training
- ☐ Reasonable accommodations
- ☐ Orientations
- ☐ Staff teams/organizations dedicated to DEI
- ☐ Create/update documents/notices to reinforce DEI principles and practices
- ☐ Staff lunches
- ☐ Other: _____

43b. Please provide a brief description of each item checked off in the previous question. If this does not apply to your department, please enter "N/A".

43c. Please briefly describe what steps your Department is taking to foster **engagement** (passion for work and commitment to organization). Please choose all that apply.

- ☐ Online meetings
- ☐ In-person meetings
- ☐ Engagement survey
- ☐ Social events (e.g., holiday gathering, picnic)
- ☐ Open Q&A sessions

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- ☐ Opportunities for cross-training or new projects
- ☐ Committee
- ☐ Showcase highlights of Department initiatives/employees
- ☐ Department memorabilia, trinkets, tokens
- ☐ New employee orientation
- ☐ Flexible work schedule
- ☐ Tuition reimbursement
- ☐ Employee recognition/awards
- ☐ Opportunity to meet or attend Q&A sessions with executives
- ☐ Comfortable workspace
- ☐ Other: _____

43d. Please provide a brief description of each item checked off in the previous question. If this does not apply to your department, please enter “N/A”.

43e. Please briefly describe what steps your Department is taking to foster **inclusion** (sense of belonging, and support from management) among your employees. Please choose all that apply.

- ☐ Online meetings
- ☐ In-person meetings
- ☐ Engagement survey
- ☐ Social events (e.g., holiday gathering, picnic)
- ☐ Open Q&A sessions
- ☐ Opportunities for cross-training or new projects
- ☐ Committee
- ☐ Showcase highlights of Department initiatives/employees
- ☐ Department memorabilia, trinkets, tokens
- ☐ Training
- ☐ Seminars
- ☐ Flexible work schedule
- ☐ Inclusive displays/graphics/posts
- ☐ Mentoring
- ☐ Other: _____

43f. Please provide a brief description of each item checked off in the previous question. If this does not apply to your department, please enter “N/A”.

43g. Please briefly describe how your Department is providing mentorship and training opportunities to its employees. Please choose all that apply.

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- ☐ N/A - not yet implemented
- ☐ Mentorship program
- ☐ Departmental emails
- ☐ Cornerstone/online training
- ☐ Informal mentorship
- ☐ Job shadowing
- ☐ Conferences and professional committees
- ☐ Support staff seeking opportunities
- ☐ Manuals
- ☐ New employee orientation/peer-led orientation
- ☐ Mandatory training program
- ☐ Cross-training
- ☐ Lunches with speakers
- ☐ Open house events
- ☐ Tuition reimbursement
- ☐ Help prepare employees for promotional opportunities (e.g., interview preparation)
- ☐ Training and leadership courses
- ☐ Other: _____

43h. Please provide a brief description of each item checked off in the previous question. Please also state which employees do or do not have access to these opportunities. If this does not apply to your department, please enter “N/A”.

43i. Please list and describe any Department-sponsored employee resource groups/affinity groups.

44. Do you believe your Department is committed to engaging in equitable and accessible practices for all employees

Equitable and Accessible Practices: If you answered “absolutely” or “I’m not sure” to question #44 (Do you believe your Department is committed to engaging in equitable and accessible practices for all employees?) please answer the following questions:

44a. Briefly describe the methods your Department utilizes to ensure career advancement opportunities are transparent to all employees. Please choose all that apply.

- ☐ Website
- ☐ Email notifications
- ☐ Intranet
- ☐ Announce vacancies and job postings at staff meetings
- ☐ One-on-one meetings to discuss career interests, goals,and training needs
- ☐ Department guidance on study material/mock interviews/etc for opportunities

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- ☐ Inform employees on the civil service exam process and encourage employees to compete
- ☐ Inform and encourage employees to seek internal and external advancement opportunities
- ☐ Inform and encourage employees to seek educational certificates or training (e.g., for upskilling)
- ☐ Regular communication via email/posting boards
- ☐ Performance evaluations
- ☐ Mock interviews
- ☐ Mentoring
- ☐ Other: _____

44b. Please provide a brief description of each item checked off in the previous question. If this does not apply to your department, please enter “N/A”.

44c. Which employee groups might require more targeted methods to ensure transparency and access?

44d. Briefly describe your Department’s employee evaluation processes (both formal and informal). Please choose all that apply.

- ☐ Probationary evaluations
- ☐ Annual evaluations
- ☐ Informal check-ins
- ☐ N/A - No evaluations are conducted
- ☐ Other: _____

44e. Briefly describe any training that supervisors receive on how to complete employee evaluations. Please choose all that apply.

- ☐ Assistance from Personnel staff
- ☐ Assistance from supervisor
- ☐ Recorded trainings
- ☐ CORE Supervisory Training
- ☐ Other: _____

44f. Briefly describe how you would evaluate individuals in supervisory roles for their exercise of equitable and inclusive practices.

44g. Briefly describe how you ensure your Departmental worksite(s) and resources are accessible to all individuals, including those with mental and/or physical disabilities. Please choose all that apply.

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- ☐ Personnel Dept's Office of Workplace Equity website (e.g., MyVoiceLA, reasonable accommodations, medical leave information)
- ☐ Employee portal
- ☐ Administrative manual
- ☐ Cornerstone
- ☐ Staff meetings
- ☐ Periodically evaluate accessibility practices
- ☐ Sensory Inclusive Certification
- ☐ Adheres to ADA/FEHA
- ☐ Reasonable accommodations
- ☐ Walk-throughs of office
- ☐ Adheres to Personnel policies
- ☐ Online meetings
- ☐ Adheres to OSHA
- ☐ LiveWell/EAP
- ☐ Other: _____

44h. Please provide a brief description of each item checked off in the previous question. If this does not apply to your department, please enter "N/A".

Section VII: Telecommuting Program

45. 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) since the form was completed. If there are no employees telecommuting at that time or if the number is different from the total number of employees that have telecommuted to date, then departments should provide the total number of employees that have telecommuted to date and provide the time period.

46. 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 #46 please answer the following question:

46a. Please briefly describe why your Department will not continue to use a Telecommuting program or is unsure about continuing. Please choose all that apply.

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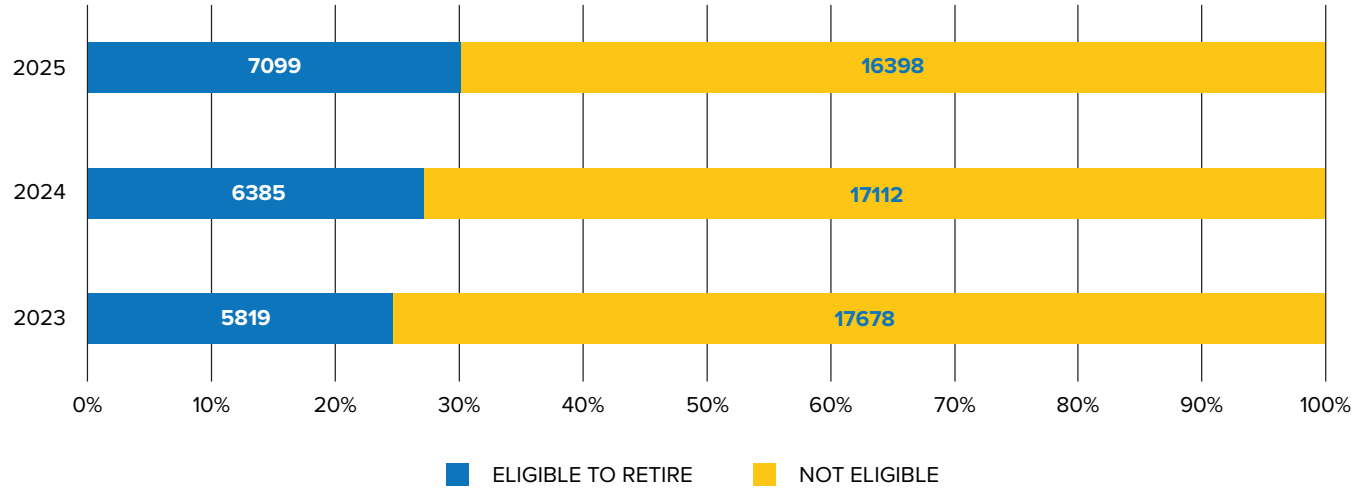
- ☐ Unsure - final policy is subject to Department head
- ☐ Most employees cannot carry out work remotely
- ☐ Employee productivity decreased while working remotely
- ☐ Employee engagement decreased while working remotely
- ☐ Other: _____

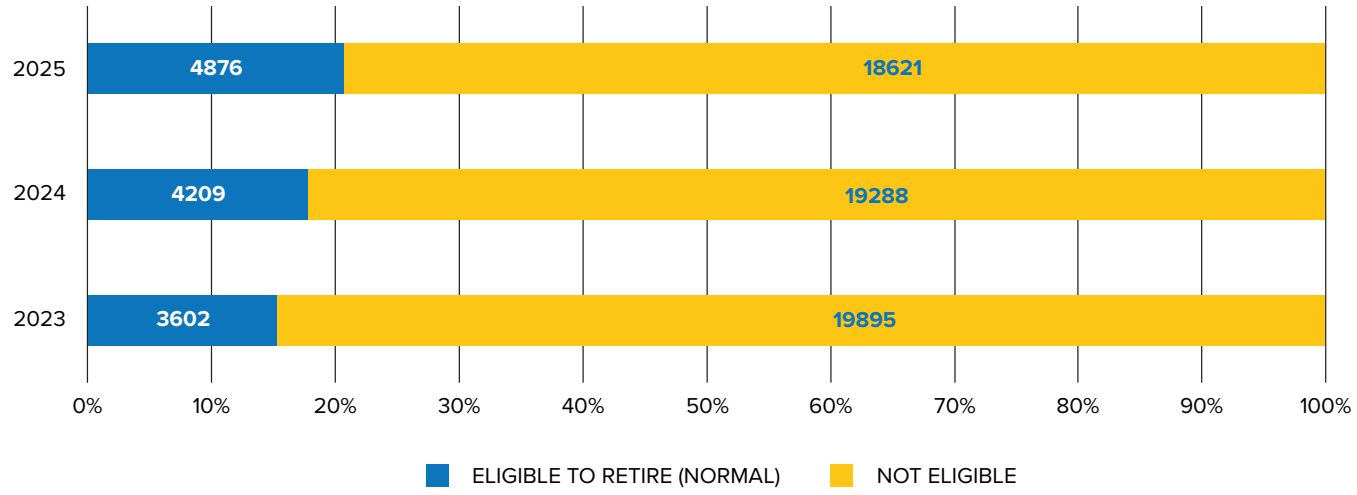
47. Which of the following telecommuting schedules does your Department plan to offer as part of your telecommuting program, if applicable? Select all that apply.

- ☐ 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.

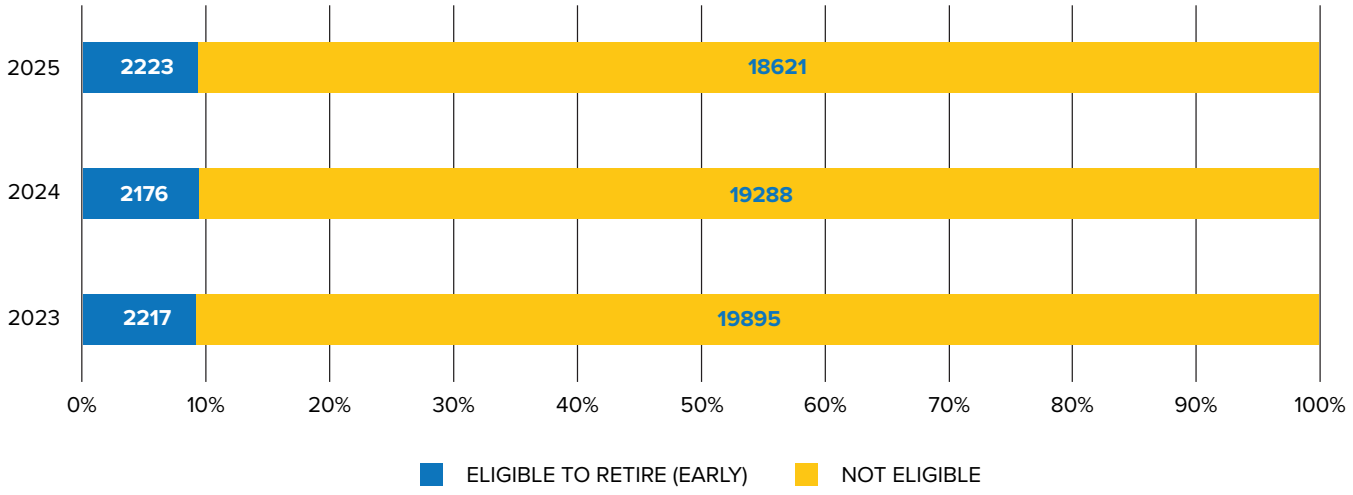
CITYWIDE ELIGIBILITY TO RETIRE BY YEAR
23,497 FULL-TIME EMPLOYEES



CITYWIDE ELIGIBILITY (NORMAL) TO RETIRE BY YEAR
23,497 FULL-TIME EMPLOYEES



CITYWIDE ELIGIBILITY (EARLY) TO RETIRE BY YEAR
23,497 FULL-TIME EMPLOYEES



RETIREMENT ELIGIBILITY vs ACTUAL RETIREMENT

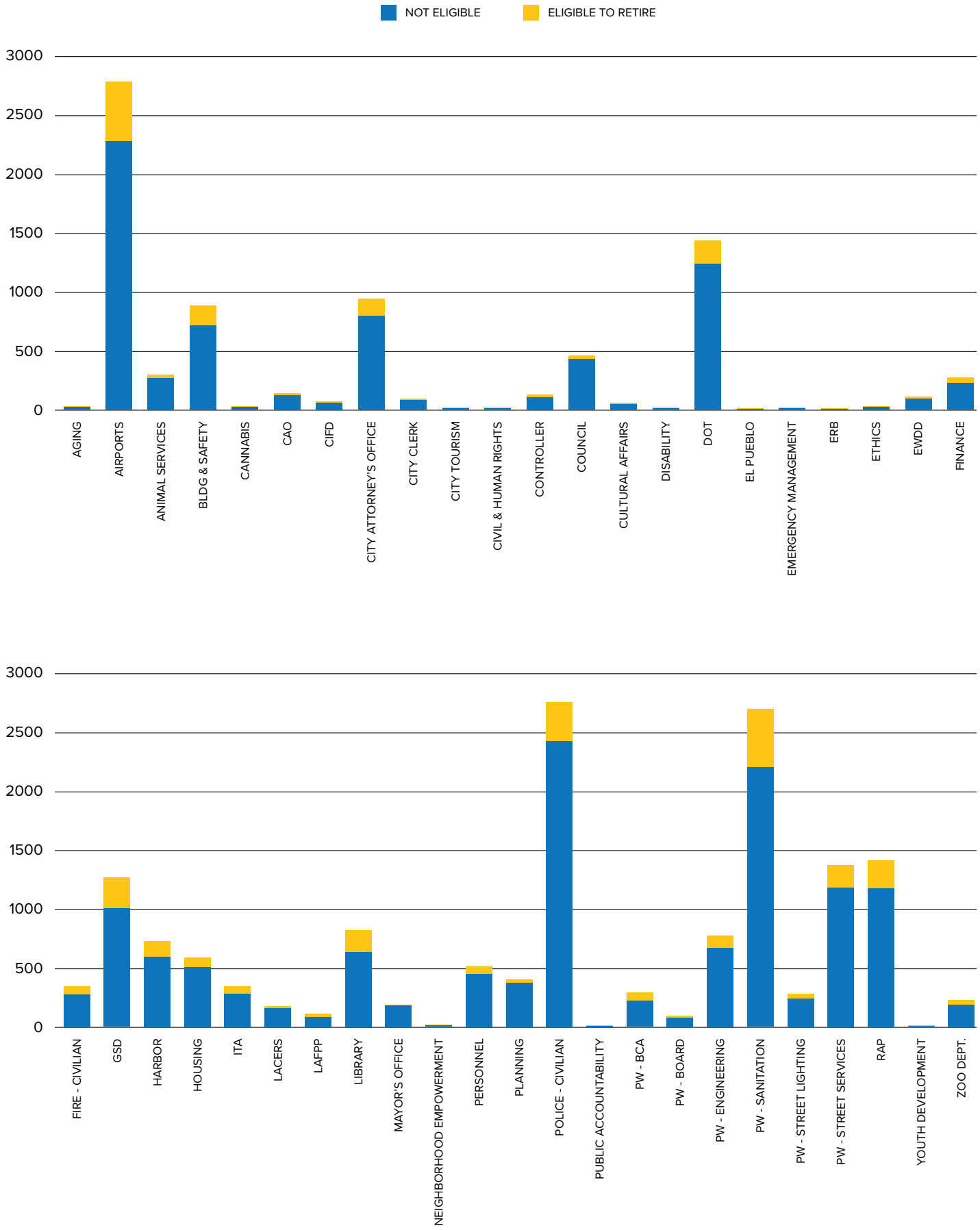
FISCAL YEAR	(A) TOTAL (#) CITY WORKFORCE ACTIVE IN LACERS	(B) TOTAL (#) FT CITY WORKFORCE ELIGIBLE FOR EARLY/NORMAL RETIREMENT	(B) / (A) PERCENTAGE (%) FT CITY WORKFORCE ELIGIBLE FOR EARLY/NORMAL RETIREMENT	(C) TOTAL (#) FT CITY WORKFORCE ACTUALLY RETIRED	(C) / (A) PERCENTAGE (%) FT CITY WORKFORCE ACTUALLY RETIRED	(C) / (B) 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%	636	2.76%	11.01%
2022-2023	23,497	5,819	24.76%	TBD	TBD	TBD

SOURCE:

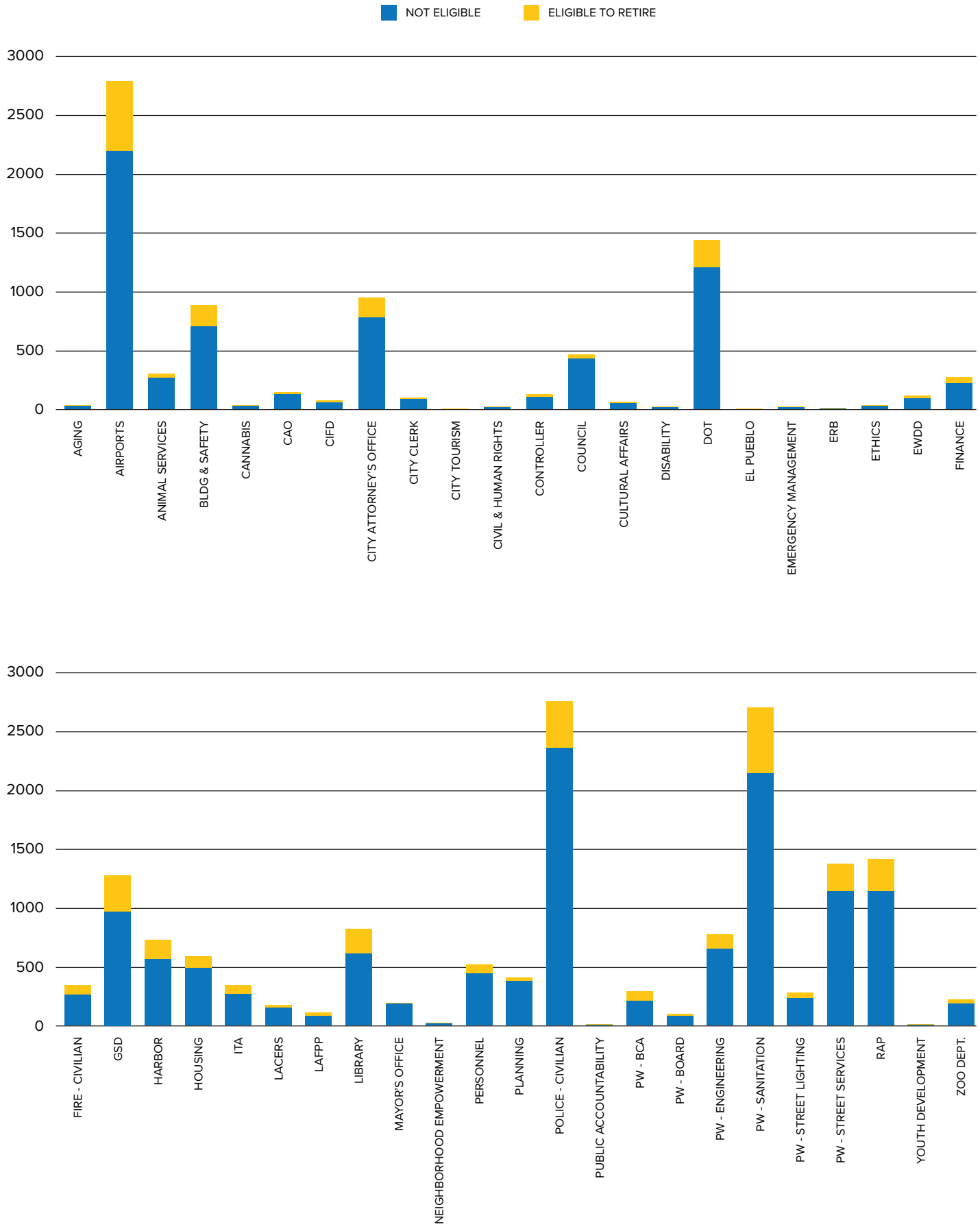
Data for column (A) and (C) for fiscal years 2013-2014 through 2018 - 2019 are as reported in LACERS Actuarial Valuation Reports (Section 3, Supplemental Information, Exhibit C, Reconciliation of Member Data). Data for 2019-2020 through 2022-2023 is as provided by LACERS to the Personnel Department.

*Data for column (B) is as provided by LACERS to the Personnel Department.

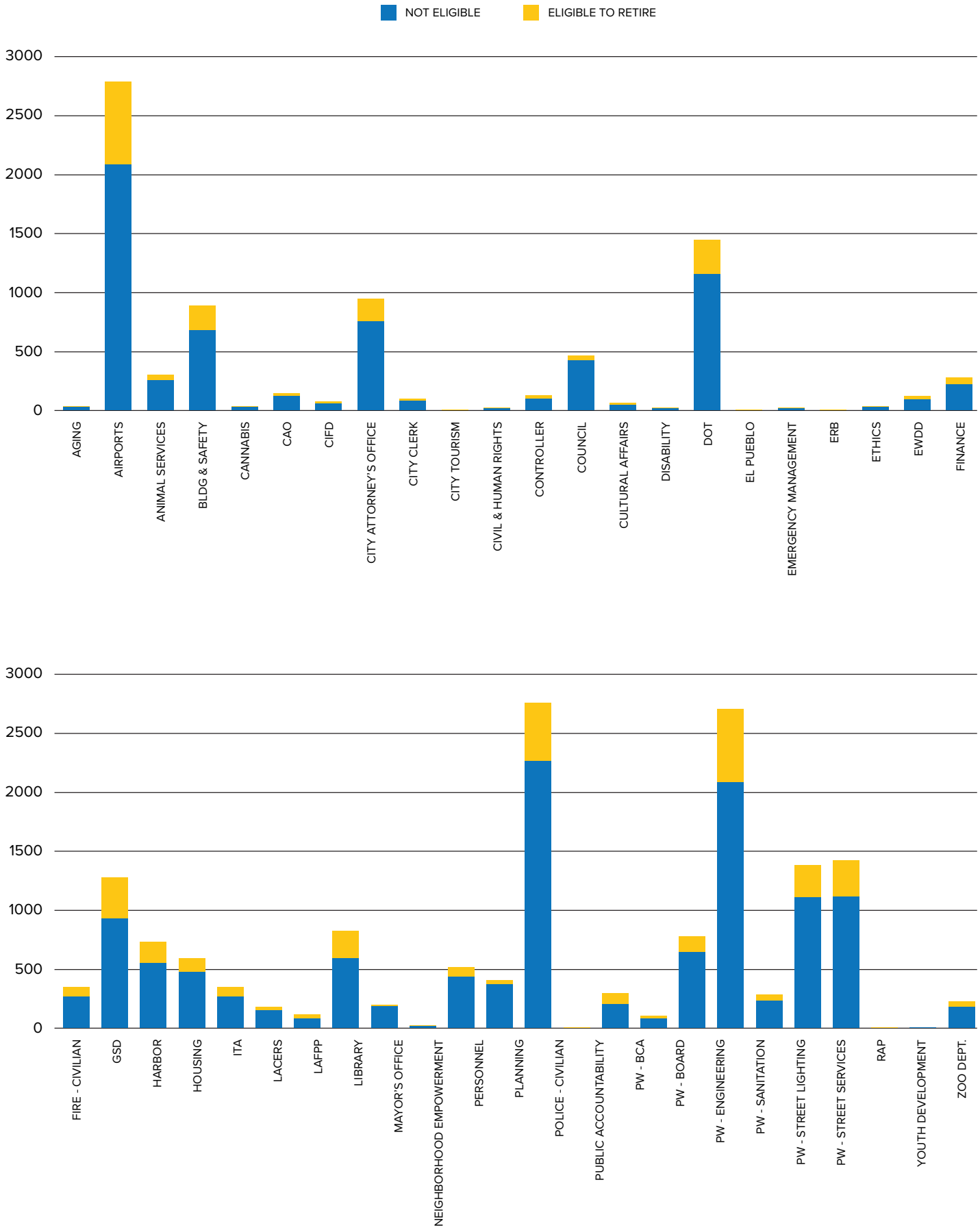
EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPARTMENT 2023



EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPARTMENT 2024



EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPARTMENT 2025



CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
311 DIRECTOR	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**17**
ACCOUNTANT	148	17	11%	18	12%	20	14%	7
ACCOUNTING CLERK	247	41	17%	50	20%	56	23%	14
ACCOUNTING CLERK TRAINEE	28		0%		0%		0%	2
ACCOUNTING REC SUPVR I	2		0%		0%		0%	12
ACCOUNTING REC SUPVR II	8	2	25%	3	38%	4	50%	18
ADMIN ANALYST	14	1	7%	1	7%	1	7%	6
ADMIN DEPUTY CONTROLLER	4		0%		0%		0%	8
ADMIN HEARING OFCR	7		0%		0%		0%	6
ADMIN INTERN	9		0%		0%		0%	1
ADMINISTRATIVE CLERK	1045	139	13%	154	15%	176	17%	11
ADVANCE PRACTICE PROVIDER	10	3	30%	4	40%	4	40%	8
AGRICUL LAND DEVELOPER	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**19**
AIR COND MECH SUPVR	8	2	25%	4	50%	4	50%	13
AIR COND MECH SUPVR I	1		0%		0%		0%	20
AIR COND MECH SUPVR II	2	1	50%	1	50%	1	50%	24
AIR COND MECHANIC	43	7	16%	8	19%	12	28%	10
AIRP ENVRNMTL MGR II	**3**	**3**	**100%**	**3**	**100%**	**3**	**100%**	**30**
AIRP MAINTENANCE SUPT	9	1	11%	1	11%	4	44%	23
AIRP MANAGER II	3	1	33%	1	33%	1	33%	25
AIRP MANAGER III	7	4	57%	4	57%	5	71%	25
AIRP PUB/COMM REL DIR I	2		0%		0%		0%	24
AIRP PUB/COMM REL DIR II	2		0%		0%		0%	6
AIRPORT ENGINEER I	5	1	20%	1	20%	1	20%	21
AIRPORT ENGINEER II	4	1	25%	1	25%	1	25%	23
AIRPORT GUIDE I	1		0%		0%		0%	1
AIRPORT GUIDE II	18	4	22%	4	22%	5	28%	15
AIRPORT INFO SPEC I	4	1	25%	1	25%	2	50%	15
AIRPORT INFO SPEC II	6		0%		0%	1	17%	16
AIRPORT LABOR RELATIONS ADVOCATE I	2		0%		0%		0%	13
AIRPORT LABOR RELATIONS ADVOCATE II	3		0%		0%		0%	6
AIRPORT PLANNER	3		0%		0%		0%	16
AIRPORT POLICE CAPTAIN	5	1	20%	1	20%	2	40%	27
AIRPORT POLICE CHIEF	1		0%		0%		0%	3
AIRPORT POLICE COMMANDER	2		0%		0%		0%	26
AIRPORT POLICE LT	15	6	40%	6	40%	6	40%	26
AIRPORT POLICE OFCR II	142	8	6%	14	10%	16	11%	16
AIRPORT POLICE OFCR III	147	8	5%	15	10%	21	14%	19
AIRPORT POLICE SGT	57	6	11%	7	12%	10	18%	21
AIRPORTS MTCE SUPVR I	7	1	14%	1	14%	1	14%	16
AIRPORTS MTCE SUPVR II	7	4	57%	4	57%	4	57%	19
AIRPORTS MTCE SUPVR III	17	2	12%	4	24%	7	41%	18
ANIMAL CARE ASSISTANT	5		0%		0%		0%	1
ANIMAL CARE TECH	120	9	8%	12	10%	14	12%	13
ANIMAL CARE TECH SUPV	12		0%		0%	1	8%	17
ANIMAL COLLECTN CURATOR	1		0%		0%		0%	8
ANIMAL CONTROL OFCR	59	5	8%	7	12%	8	14%	13
ANIMAL KEEPER	72	7	10%	7	10%	11	15%	12
ANIMAL LIC CANVASSER	4		0%		0%		0%	3
APPLICATIONS PROGRAMMER	15		0%		0%		0%	2

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
AQUARIST I	5	1	20%	1	20%	1	20%	18
AQUARIST II	2	1	50%	1	50%	1	50%	28
AQUARIUM EDUCATOR I	4	1	25%	1	25%	1	25%	12
AQUARIUM EDUCATOR II	2		0%		0%		0%	21
AQUATIC DIRECTOR	4		0%		0%		0%	19
AQUATIC FACILITY MGR I	14		0%	1	7%	1	7%	10
AQUATIC FACILITY MGR II	19	2	11%	2	11%	4	21%	20
AQUATIC FACILITY MGRIII	3		0%	1	33%	1	33%	22
ARCHITECT	9	1	11%	1	11%	1	11%	14
ARCHITECT ASSOC/PM I	1		0%		0%		0%	21
ARCHITECTURAL ASSOC I	6		0%		0%		0%	2
ARCHITECTURAL ASSOC II	11	1	9%	1	9%	1	9%	8
ARCHITECTURAL ASSOC III	1		0%		0%		0%	4
ARCHITECTURAL ASSOC IV	3		0%	1	33%	1	33%	11
ARCHITECTURAL DRFT TECH	1		0%		0%		0%	15
ARCHIVIST I	1		0%		0%		0%	5
ARCHIVIST II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**21**
ARPT SUPT OF OPER I	20		0%		0%		0%	6
ARPT SUPT OF OPER II	56	10	18%	11	20%	12	21%	13
ARPT SUPT OF OPER III	29	8	28%	8	28%	8	28%	19
ART CENTER DIRECTOR I	3		0%		0%		0%	17
ART CENTER DIRECTOR II	2	1	50%	1	50%	1	50%	8
ART CENTER DIRECTOR III	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**36**
ART INSTRUCTOR I	7		0%		0%		0%	6
ART INSTRUCTOR II	1		0%		0%		0%	17
ARTS ASSOCIATE	7		0%		0%		0%	6
ARTS MANAGER I	6		0%		0%	1	17%	12
ARTS MANAGER II	7		0%	1	14%	1	14%	13
ARTS MANAGER III	4	1	25%	1	25%	2	50%	25
ASPHALT PLANT OPER I	3		0%		0%		0%	4
ASPHALT PLANT OPER II	2		0%		0%		0%	15
ASPHALT PLANT SUPVR	1		0%		0%	1	100%	28
ASSISTANT AIRPORT MANAGER	3		0%		0%		0%	18
ASST EXEC DIR CANNABIS DEPARTMENT	1		0%		0%		0%	16
ASSISTANT GM AIRPORTS	6	1	17%	2	33%	2	33%	9
ASSOC ZONING ADMINSTR	6	2	33%	2	33%	3	50%	28
ASSOCIATE COMMUNITY OFFICER	3		0%		0%		0%	2
ASST AIRPORT POL CHIEF	2		0%	1	50%	1	50%	32
ASST CH GRANTS ADMINSTR	5	1	20%	1	20%	1	20%	14
ASST CH LEGIS ANALYST	3	2	67%	2	67%	2	67%	37
ASST CITY ADMIN OFFICER	5	2	40%	2	40%	3	60%	22
ASST CITY ATTORNEY	53	18	34%	22	42%	24	45%	22
ASST CITY ATTY	5	2	40%	2	40%	2	40%	21
ASST CITY LIBRARIAN	1		0%		0%		0%	7
ASST DEP SUP OF BLDG II	7	2	29%	2	29%	3	43%	24
ASST DIR BUR CONTR ADMN	1		0%		0%		0%	15
ASST DIR BUR OF ST LTG	2	1	50%	1	50%	1	50%	28
ASST DIR BUR OF ST SVCS	3		0%		0%		0%	23
ASST DIR BUR SANITATION	6	4	67%	4	67%	4	67%	31
ASST DIR OF FINANCE	2		0%		0%		0%	22

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
ASST ENVIRONMENTAL COMPLIANCE INSPECTOR	34	1	3%	2	6%	2	6%	3
ASST GARDENER	26		0%		0%		0%	3
ASST GM ANIMAL REGULATN	1		0%		0%		0%	24
ASST GM COMMUNITY INVESTMENT FOR FAMILIES DEPT	2	1	50%	1	50%	1	50%	17
ASST GM CONVENTION CTR	1		0%		0%		0%	5
ASST GM DEPT OF AGING	1		0%		0%		0%	25
ASST GM EL PUEBLO HIST	1		0%		0%		0%	16
ASST GM EMERG PREP DEPT	1		0%		0%		0%	13
ASST GM EWDD	2		0%		0%		0%	15
ASST GM GEN SVCS DEPT	**4**	**3**	**75%**	**3**	**75%**	**3**	**75%**	**31**
ASST GM INFO TECH AGENCY	4	2	50%	2	50%	2	50%	28
ASST GM LA HOUSING DEPT	4	1	25%	1	25%	1	25%	17
ASST GM PENSION	3	1	33%	2	67%	2	67%	28
ASST GM PERSONNEL DEPT	4		0%		0%		0%	18
ASST GM REC & PARKS	2	1	50%	1	50%	1	50%	28
ASST GM TRANSPORTATION	4	1	25%	1	25%	1	25%	23
ASST INSPECTOR GENERAL	2		0%		0%		0%	14
ASST INSPECTOR II	16		0%		0%		0%	3
ASST INSPECTOR III	8		0%		0%		0%	4
ASST INSPECTOR IV	26		0%		0%		0%	4
ASST SIGNL SYS ELECTRCN	13	1	8%	1	8%	1	8%	6
ASST ST LTG ELECTRCN	31	1	3%	1	3%	2	6%	7
ASST TREE SURGEON	8		0%		0%		0%	4
ASTRONOMICAL LECTURER	1		0%		0%		0%	15
AUDIO VISUAL TECH	6	2	33%	2	33%	2	33%	11
AUDITOR I	4	2	50%	2	50%	2	50%	11
AUDITOR II	13	2	15%	2	15%	2	15%	6
AUTO BODY BLDR/REPAIRER	22	4	18%	4	18%	4	18%	8
AUTO BODY REPR SUPVR II	2		0%		0%		0%	14
AUTO PAINTER	8	4	50%	4	50%	4	50%	15
AUTOMOTIVE DISPATCHR II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**17**
AUTOMOTIVE SUPERVISOR	19	4	21%	4	21%	6	32%	15
AVIONICS SPECIALIST	5		0%		0%		0%	12
BACKGROUND INVESTGN MGR	1		0%		0%		0%	20
BACKGROUND INVESTGR I	30	5	17%	5	17%	6	20%	6
BACKGROUND INVESTGR II	8	2	25%	3	38%	3	38%	8
BACKGROUND INVESTGR III	3	1	33%	1	33%	1	33%	9
BANNING RES MUSEUM DIR	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**26**
BENEFITS ANALYST	41	3	7%	4	10%	4	10%	13
BENEFITS SPECIALIST	58	8	14%	9	16%	11	19%	14
BINDERY EQUIPMT OPER I	5	3	60%	3	60%	4	80%	21
BINDERY WORKER	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**14**
BLD MECH ENGR I	6	2	33%	2	33%	2	33%	20
BOAT CAPTAIN I	1		0%		0%		0%	6
BOAT CAPTAIN I - HARBOR	4	1	25%	1	25%	1	25%	16
BOAT CAPTAIN II	2		0%		0%		0%	12
BUILD CIVIL ENGR I	11	1	9%	1	9%	1	9%	16
BUILD CIVIL ENGR II	8	1	13%	1	13%	1	13%	19
BUILD CON & MT GN SUPI	1		0%		0%		0%	22
BUILD CON & MT GN SUPII	2		0%		0%	2	100%	15

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
BUILD CON & MT SUPT	7	1	14%	2	29%	2	29%	17
BUILD ELECTRCL ENGR I	4	1	25%	1	25%	1	25%	17
BUILD ELECTRCL ENGR II	2	1	50%	1	50%	1	50%	25
BUILD INSPECTOR	37	7	19%	7	19%	14	38%	10
BUILD MAINT DIST SUPVR	10	3	30%	3	30%	4	40%	16
BUILD MECH INSPECTOR	149	25	17%	27	18%	31	21%	9
BUILD OPERATING ENGR	14	4	29%	4	29%	5	36%	12
BUILD OPERATING ENGR - AIRPORT	13	3	23%	4	31%	5	38%	10
BUILD REPAIRER SUPVR	6	1	17%	3	50%	4	67%	19
BUILDING REPAIRER I	11	2	18%	2	18%	2	18%	9
BUILDING REPAIRER II	1		0%		0%		0%	0
BUS OPERATOR	33	4	12%	7	21%	8	24%	13
BUS OPERATOR SUPVR	6	1	17%	1	17%	2	33%	14
CABINET MAKER	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**15**
CABLE TV PRODUCT MGR II	2		0%		0%		0%	4
CABLE TV PRODUCT MGR III	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**22**
CARPENTER	64	8	13%	12	19%	14	22%	9
CARPENTER SUPVR	4	1	25%	2	50%	2	50%	19
CARPET LAYER	1		0%		0%		0%	5
CEMENT FINISHER	104	8	8%	10	10%	13	13%	10
CEMENT FINISHER SUPVR	2		0%		0%		0%	18
CEMENT FINISHER WORKER	21	2	10%	2	10%	2	10%	5
CH ADMIN ANALYST	9	3	33%	3	33%	3	33%	26
CH AIRPORT PLAN I	1		0%		0%		0%	19
CH AIRPORT PLAN II	3	1	33%	1	33%	1	33%	23
CH ASST CITY ATTY	4	1	25%	1	25%	2	50%	18
CH BENEFITS ANALYST	5	1	20%	1	20%	1	20%	26
CH BUILD OPERATNG ENGR	3		0%		0%		0%	18
CH CLERK	8	2	25%	2	25%	2	25%	21
CH CLERK PERSONNEL	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**22**
CH CLERK POLICE	**4**	**2**	**50%**	**3**	**75%**	**3**	**75%**	**32**
CH COMMUNICATIONS OPER	2		0%		0%		0%	20
CH CONSTR INSPECTOR	**7**	**3**	**43%**	**7**	**100%**	**7**	**100%**	**32**
CH CUSTODIAN SUPVR I	2	1	50%	1	50%	1	50%	27
CH CUSTODIAN SUPVR II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**32**
CH DEPUTY CONTROLLER	1		0%		0%		0%	14
CH ENV COMP INSPECT II	**3**	**3**	**100%**	**3**	**100%**	**3**	**100%**	**37**
CH ENV COMP INSPECTOR I	10	1	10%	1	10%	1	10%	17
CH FINANCIAL OFFICER	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**34**
CH FORENSIC CHEMIST I	4	2	50%	2	50%	2	50%	24
CH FORENSIC CHEMIST II	1		0%		0%		0%	26
CH GRANTS ADMINISTRATOR	1		0%		0%		0%	6
CH HARBOR ENGINEER	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**37**
CH INFORMATION OFFICER	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**32**
CH INFORMATION SECURITY OFC	3		0%		0%		0%	22
CH INSPECTOR	11	3	27%	5	45%	5	45%	22
CH INTERNAL AUDITOR	1		0%		0%		0%	24
CH INVESTMENT OFCR	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**25**
CH LEGISLATIVE ANALYST	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**40**
CH MANAGEMENT ANALYST	45	13	29%	14	31%	16	36%	24

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
CH OF OPERATIONS II	19	5	26%	5	26%	6	32%	19
CH OF POLICE	1		0%		0%		0%	4
CH OF STAFF MAYOR	2		0%		0%		0%	14
CH OF TRANSIT PROGRAMS	1		0%		0%		0%	21
CH PARK RANGER	1		0%		0%		0%	3
CH PERSONNEL ANALYST	4		0%		0%		0%	16
CH POLICE PSYCHOLOGIST	1		0%		0%		0%	19
CH PORT PILOT II	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**29**
CH PRKG ENFORCE OPERTNS	1		0%		0%	1	100%	7
CH REAL ESTATE OFCR II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**19**
CH SECURITY OFFICER I	1		0%		0%		0%	16
CH ST SVC INVEST I	**1**		**0%**	**1**	**100%**	**1**	**100%**	**29**
CH ST SVC INVEST II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**35**
CH TRANSP INVESTIGATOR	1		0%		0%		0%	21
CH VETERINARIAN	2		0%		0%		0%	8
CH ZONING ADMINSTR	1		0%		0%		0%	21
CHANNEL TRAFFIC COORD	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**30**
CHEMIST I	4		0%		0%		0%	4
CHEMIST II	25	5	20%	5	20%	5	20%	10
CHIEF PHYSICIAN	1		0%		0%	1	100%	20
CHIEF TAX COMPLIANCE OFFICER I	3		0%		0%		0%	21
CHIEF TAX COMPLIANCE OFFICER II	3		0%		0%		0%	21
CHILD CARE ASSOCIATE II	7	1	14%	1	14%	1	14%	10
CHILD CARE CENTER DIR	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**30**
CITY ADMIN OFFICER	1		0%		0%		0%	16
CITY ATTORNEY	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**21**
CITY ATTY ACCTG CLERK	6		0%	1	17%	1	17%	6
CITY ATTY ADMIN CRD I	4		0%		0%		0%	13
CITY ATTY ADMIN CRD II	35	2	6%	2	6%	4	11%	13
CITY ATTY ADMIN CRD III	18	3	17%	3	17%	4	22%	21
CITY ATTY ADMIN CRD IV	6		0%	1	17%	3	50%	24
CITY ATTY CH ADMIN ASST	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**33**
CITY ATTY CH INVESTGTR	1		0%		0%		0%	16
CITY ATTY FINANCIAL MGR	1		0%		0%		0%	22
CITY ATTY INVESTGTR I	7		0%		0%		0%	6
CITY ATTY INVESTGTR II	9		0%		0%		0%	11
CITY ATTY INVESTGTR III	1		0%		0%	1	100%	8
CITY CLERK	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**35**
CITY ENGINEER	1		0%		0%	1	100%	29
CITY FOREST OFFICER	1		0%		0%		0%	3
CITY LIBRARIAN	1		0%		0%		0%	10
CITY PLANNER	104	4	4%	5	5%	5	5%	10
CITY PLANNING ASSOC	36	3	8%	3	8%	4	11%	9
CIV ENGRG ASSOC/PM I	1		0%		0%		0%	7
CIVIL ENG DRFT TECH-ARP	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**16**
CIVIL ENGINEER	127	9	7%	13	10%	15	12%	15
CIVIL ENGINEER AIRPORTS	5		0%	1	20%	1	20%	17
CIVIL ENGINEER/PM I	3		0%		0%	1	33%	15
CIVIL ENGRG ASSOC I	68		0%		0%		0%	1
CIVIL ENGRG ASSOC II	182	14	8%	14	8%	15	8%	8

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
CIVIL ENGRG ASSOC III	75	9	12%	9	12%	9	12%	11
CIVIL ENGRG ASSOC IV	41	9	22%	12	29%	14	34%	20
CIVIL ENGRG DRAFT TECH	24	6	25%	7	29%	8	33%	13
CLERK	1		0%		0%		0%	15
COMMISSION EXEC ASST I	6	2	33%	2	33%	2	33%	20
COMMISSION EXEC ASST II	11	3	27%	4	36%	5	45%	26
COMMNTY HSG PROGRMS MGR	7	1	14%	1	14%	1	14%	11
COMMUN CABLE WORKER	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**19**
COMMUN ELECTRICIAN	89	22	25%	26	29%	29	33%	12
COMMUN ELECTRICIAN SUPV	7	3	43%	4	57%	5	71%	23
COMMUN ENGINEER	10	3	30%	5	50%	6	60%	26
COMMUN ENGRG ASSOC I	12		0%		0%		0%	1
COMMUN ENGRG ASSOC II	10	3	30%	5	50%	5	50%	19
COMMUN ENGRG ASSOC III	**4**	**3**	**75%**	**3**	**75%**	**3**	**75%**	**16**
COMMUN ENGRG ASSOC IV	10	4	40%	5	50%	5	50%	21
COMMUN INFO REP I	1		0%		0%		0%	0
COMMUN INFO REP II	108	9	8%	9	8%	9	8%	7
COMMUN INFO REP III	83	3	4%	5	6%	8	10%	11
COMMUN INFO REPRESENTATIVE ASST	13		0%		0%		0%	1
COMMUN INFO REPRESENTATIVE TRAINEE	10		0%		0%		0%	0
COMNTY AFFRS ADVOCATE	8	1	13%	3	38%	3	38%	13
COMNTY PROGRM ASST II	13		0%		0%		0%	7
COMNTY PROGRM ASST III	3		0%		0%		0%	10
COMNTY PROGRM DIRECTOR	2		0%		0%		0%	21
COMNTY/ADMN SUP WKR III	1		0%		0%		0%	0
COMPLIANCE PROGRAM MANAGER I	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**31**
COMPLIANCE PROGRAM MANAGER II	2		0%	1	50%	1	50%	23
COMPUTER GRAPHIC ART II	1		0%		0%		0%	22
CONSTR & MAINT SUPT	1		0%		0%	1	100%	28
CONSTR & MAINT SUPV I	3	2	67%	2	67%	2	67%	12
CONSTR & MAINT SUPV II	14	6	43%	8	57%	10	71%	21
CONSTR EQUIP SERV WORKR	6		0%		0%	2	33%	15
CONSTR ESTIMATOR	8		0%		0%		0%	6
CONSTR INSPECTOR	147	24	16%	27	18%	31	21%	11
CONTR AUDIT ANALYST I	3		0%		0%		0%	3
CONTR AUDIT ANALYST II	1		0%		0%		0%	0
CONTRACT ADMINISTRATOR	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**35**
CONTRL SYS ENG ASSC II	3	2	67%	2	67%	2	67%	20
CONTRL SYS ENG ASSC III	**4**	**3**	**75%**	**3**	**75%**	**3**	**75%**	**26**
CONTROL SYS ENGINEER I	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**26**
CONTROLLER AIDE IV	1		0%		0%		0%	0
CONTROLLER AIDE V	2		0%		0%		0%	6
CONTROLLER AIDE VII	2		0%		0%		0%	4
CONV CTR BLDG SUPT II	1		0%		0%		0%	3
COOK I	1		0%		0%		0%	2
COOK II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**13**
CORRECTIONAL NURSE II	20	3	15%	4	20%	5	25%	9
CORRECTIONAL NURSE III	5		0%		0%		0%	10
COUNCIL AIDE I	1		0%		0%		0%	0
COUNCIL AIDE II	45		0%		0%		0%	2

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
COUNCIL AIDE III	93		0%	1	1%	2	2%	3
COUNCIL AIDE IV	91	2	2%	2	2%	2	2%	4
COUNCIL AIDE V	50	2	4%	2	4%	3	6%	6
COUNCIL AIDE VI	49	4	8%	6	12%	6	12%	9
COUNCIL AIDE VII	76	4	5%	5	7%	6	8%	11
COUNCIL MEMBER	14	4	29%	5	36%	5	36%	15
COUNCLPH/VOICEMAIL TECH	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**26**
CRIME & INTEL ANLYST I	26	1	4%	1	4%	1	4%	8
CRIME & INTEL ANLYST II	32	5	16%	6	19%	7	22%	14
CRIMINALIST I	10		0%		0%		0%	3
CRIMINALIST II	95	4	4%	6	6%	7	7%	12
CRIMINALIST III	19	1	5%	2	11%	2	11%	17
CUST SERV SPECIALIST I	40	6	15%	6	15%	6	15%	13
CUST SERV SPECIALIST II	5		0%		0%		0%	14
CUSTODIAL SVCS ASST	10		0%		0%		0%	3
CUSTODIAL SVCS ASST - AIRPORT	32		0%		0%		0%	2
CUSTODIAN	182	56	31%	62	34%	71	39%	15
CUSTODIAN - HARBOR	8	3	38%	5	63%	5	63%	18
CUSTODIAN AIRPORT	378	113	30%	123	33%	133	35%	13
CUSTODIAN SUPERVISOR	48	6	13%	9	19%	10	21%	18
DATA ANALYST I	3		0%		0%		0%	10
DATA ANALYST II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**32**
DATA BASE ARCHITECT	23	3	13%	5	22%	7	30%	16
DATA PROCESS TECH I	1		0%		0%		0%	1
DATA PROCESS TECH II	2		0%		0%		0%	10
DECK HAND	3		0%		0%		0%	6
DECK HAND - HARBOR	4		0%		0%		0%	12
DELIVERY DRIVER I	17	3	18%	3	18%	3	18%	9
DELIVERY DRIVER II	14	1	7%	3	21%	3	21%	14
DELIVERY DRIVER III	5	1	20%	1	20%	1	20%	19
DEPARTMENTAL AUDIT MGR	3	1	33%	2	67%	3	100%	22
DEPT CHIEF ACCT I	2		0%		0%		0%	15
DEPT CHIEF ACCT II	2		0%		0%	1	50%	27
DEPT CHIEF ACCT III	5	1	20%	3	60%	3	60%	17
DEPT CHIEF ACCT IV	8	2	25%	4	50%	4	50%	21
DEPUTY CITY ATTORNEY III	1		0%		0%		0%	9
DEPUTY CITY ATTORNEY IV	1		0%		0%		0%	7
DEPUTY CITY ATTY I	45		0%		0%		0%	4
DEPUTY CITY ATTY II	70		0%		0%		0%	5
DEPUTY CITY ATTY III	216	25	12%	30	14%	34	16%	12
DEPUTY CITY ATTY IV	125	29	23%	33	26%	36	29%	19
DEPUTY CITY ENGINEER I	3	1	33%	1	33%	1	33%	29
DEPUTY CITY ENGINEER II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**22**
DEPUTY DIR OF PLANNING	4		0%		0%		0%	22
DEPUTY G M AIRPT / 1	7	1	14%	2	29%	2	29%	17
DEPUTY G M AIRPT / 2	2	1	50%	1	50%	1	50%	20
DEPUTY MAYOR	10		0%		0%	1	10%	8
DEPUTY SUPT OF BLDG I	5	1	20%	1	20%	1	20%	25
DEPUTY SUPT OF BLDG II	1		0%		0%		0%	27
DETENTION OFFICER	289	11	4%	13	4%	16	6%	8

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
DEVELPMNT & MRKTNG DIR	1		0%		0%		0%	20
DIR BUR OF SANITATION	1		0%		0%		0%	23
DIR BUR OF ST LIGHTING	1		0%		0%		0%	15
DIR BUR OF ST SERVICES06	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**36**
DIR CASH MGMT SERVICES	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**33**
DIR ENFORCEMENT OPER	3	1	33%	1	33%	2	67%	26
DIR OF AIRPRTS ADMINSN	2	1	50%	1	50%	2	100%	23
DIR OF AIRPRTS OPERATNS	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**26**
DIR OF AIRPRTS SFTY OFC	1		0%		0%		0%	1
DIR OF AUDITING	1		0%		0%		0%	5
DIR OF COMMUNICATN SVCS	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**39**
DIR OF FIELD OPERATIONS	3		0%		0%	1	33%	17
DIR OF FIN ANAL &REPORT	1		0%		0%		0%	23
DIR OF FINANCE	1		0%		0%		0%	18
DIR OF FLEET SERVICES	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**36**
DIR OF HOUSING	1		0%		0%	1	100%	16
DIR OF MATL TESTNG SVCS	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**36**
DIR OF MTCE AIRPORTS I	4	2	50%	2	50%	2	50%	28
DIR OF PLANNING	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**33**
DIR OF POLICE TRANSP II	**1**		**0%**	**1**	**100%**	**1**	**100%**	**29**
DIR OF PORT CON & MT II	2	1	50%	1	50%	1	50%	30
DIR OF PORT MRKTNG I	1		0%		0%		0%	20
DIR OF PORT MRKTNG II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**21**
DIR OF PORT OPERATIONS	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**19**
DIR OF PRINTING SVCS	1		0%		0%	1	100%	28
DIR OF SYSTEMS	12	2	17%	2	17%	4	33%	24
DIRECTOR OF AIRPORT MARKETING	1		0%		0%		0%	3
DISTR SUPV ANIMAL SERVICES	2		0%		0%		0%	23
DIVISION LIBRARIAN	4	1	25%	1	25%	1	25%	26
DRILL RIG OPERATOR	3	1	33%	1	33%	1	33%	19
DUP MACH OPERATOR	7		0%		0%		0%	13
ELECTRCL CRAFT HELPER	69	6	9%	6	9%	6	9%	5
ELECTRCL ENGRG ASSC I	9		0%		0%		0%	1
ELECTRCL ENGRG ASSC II	17		0%		0%		0%	4
ELECTRCL ENGRG ASSC III	7		0%		0%		0%	8
ELECTRCL ENGRG ASSC IV	8	5	63%	5	63%	5	63%	25
ELECTRCL INSPECTOR	32	2	6%	2	6%	2	6%	4
ELECTRIC PUMP PLT OPR	1		0%		0%		0%	17
ELECTRICIAN	67	13	19%	13	19%	14	21%	10
ELECTRICIAN SUPV	11	2	18%	3	27%	3	27%	13
ELEVATOR MECHANIC	22	4	18%	4	18%	5	23%	13
ELEVATOR MECHANIC HLPR	14	1	7%	2	14%	2	14%	8
ELEVATOR REPAIR SUPV I	3	2	67%	2	67%	2	67%	24
ELEVATOR REPAIR SUPV II	2		0%		0%		0%	8
EMER MED SERVS EDUCATOR	5		0%		0%		0%	4
EMERGNCY MGT COORD I	26	2	8%	2	8%	2	8%	12
EMERGNCY MGT COORD II	5		0%		0%		0%	9
EMS ADVANCED PROVIDER	5		0%		0%		0%	3
EMS ADVANCED PROVIDER SUPERVISOR	1		0%		0%		0%	7
ENGINEER OF SURVEYS	1		0%		0%	1	100%	9

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
ENGRG DESIGNER I	2	1	50%	1	50%	1	50%	21
ENGRG DESIGNER II	6	2	33%	2	33%	2	33%	23
ENGRG DESIGNER-AIRPORT	1		0%		0%		0%	14
ENGRG GEOLGST ASSOC I	2		0%		0%		0%	1
ENGRG GEOLGST ASSOC II	1		0%		0%		0%	4
ENGRG GEOLGST ASSOC III	4		0%		0%		0%	12
ENGRG GEOLGST ASSOC IV	**1**		**0%**	**1**	**100%**	**1**	**100%**	**17**
ENGRG GEOLOGIST I	2	1	50%	1	50%	1	50%	12
ENGRG GEOLOGIST II	2	1	50%	1	50%	1	50%	16
ENGRG GEOLOGIST III	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**33**
ENV COMPLIANCE INSP	120	22	18%	23	19%	26	22%	11
ENVIRN AFFRS OFC	12	4	33%	5	42%	5	42%	21
ENVIRN AFFRS OFC/PM II	1		0%		0%		0%	21
ENVIRN AFFRS OFC/PM III	1		0%		0%		0%	24
ENVIRONMENTAL SPEC I	5		0%		0%		0%	2
ENVIRONMENTAL SPEC II	31	3	10%	4	13%	4	13%	10
ENVIRONMENTAL SPEC III	26	2	8%	2	8%	3	12%	14
ENVIRONMENTAL SUPVR I	8		0%		0%		0%	10
ENVIRONMENTAL SUPVR II	9	3	33%	4	44%	6	67%	19
ENVIRONMENTAL TECHNICIAN	1		0%		0%		0%	0
ENVRMNTL ENGINEER	31	13	42%	14	45%	15	48%	22
ENVRMNTL ENGR/PM I	1		0%		0%		0%	9
ENVRMNTL ENGRG ASSC I	37	1	3%	1	3%	1	3%	2
ENVRMNTL ENGRG ASSC II	68	11	16%	12	18%	12	18%	10
ENVRMNTL ENGRG ASSC III	38	9	24%	9	24%	10	26%	14
ENVRMNTL ENGRG ASSC IV	8	4	50%	4	50%	4	50%	19
EQUINE KEEPER	3	1	33%	1	33%	1	33%	19
EQUIP REPAIR SUPVR	10	3	30%	3	30%	3	30%	23
EQUIP SPECIALIST I	9	1	11%	1	11%	1	11%	16
EQUIP SPECIALIST II	6	2	33%	2	33%	2	33%	19
EQUIPMENT MECHANIC- HARBOR	3		0%		0%		0%	4
EQUIPMENT SUPERVISOR	**4**	**2**	**50%**	**3**	**75%**	**3**	**75%**	**31**
EQUIPMNT MECHANIC	284	50	18%	64	23%	74	26%	10
EQUIPMNT OPERATOR	146	31	21%	39	27%	42	29%	17
EQUIPMNT SUPERINTENDENT	4	2	50%	2	50%	3	75%	28
EQUIPMNT SUPERVISOR	2	1	50%	1	50%	1	50%	18
ERGONOMIST	1		0%		0%		0%	9
ETHICS OFFICER II	6		0%		0%		0%	11
ETHICS OFFICER III	2		0%		0%		0%	10
EVENT ATTENDANT	1		0%		0%		0%	24
EXAMR OF QUESTD DOCS II	1		0%		0%	1	100%	28
EXEC ADMIN ASST II	66	19	29%	20	30%	22	33%	23
EXEC ADMIN ASST III	31	15	48%	17	55%	20	65%	29
EXEC ASST AIRPORTS	6	3	50%	3	50%	4	67%	28
EXEC DIR DEPT DISABILTY	1		0%		0%		0%	9
EXEC DIR EMPL REL BOARD	1		0%		0%		0%	6
EXEC DIR EXPO PK COMPLX	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**21**
EXEC DIR POLICE COMMSN	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**19**
EXEC DIR YOUTH DEVELOPMENT DEPT	1		0%		0%		0%	22
EXEC DIRECTOR CITY ETH COMM	1		0%		0%		0%	31

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
EXEC LEGAL SECRETARY I	2	1	50%	1	50%	1	50%	21
EXEC LEGAL SECRETARY II	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**23**
EXEC OFCR CITY CLERK	1		0%		0%	1	100%	28
EXECUTIVE DIRECTOR - OFFICE OF P.A.	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**11**
EXECUTIVE DIRECTOR CANNABIS DEPT	1		0%		0%		0%	9
EXECUTIVE DIRECTOR CIVIL HUMAN RIGHTS & EQUITY	1		0%		0%		0%	25
EXECUTIVE DIRECTOR CONVENTION CTR	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**22**
EXHIBIT PREPARATOR	1		0%		0%		0%	5
FIELD ENGINEER AIDE	34	3	9%	4	12%	6	18%	5
FIELD ENGINEERING AIDE TRAINEE	2		0%		0%		0%	2
FINANCE DEV OFFICER I	24	3	13%	6	25%	7	29%	15
FINANCE DEV OFFICER II	8		0%	3	38%	3	38%	21
FINANCE SPECIALIST III	2		0%		0%		0%	18
FINANCE SPECIALIST IV	2	1	50%	1	50%	1	50%	21
FINANCE SPECIALIST V	2		0%		0%		0%	19
FINANCIAL ANALYST II	3	1	33%	1	33%	1	33%	16
FINANCIAL MANAGER I	5	1	20%	1	20%	1	20%	10
FINANCIAL MANAGER II	3	1	33%	1	33%	1	33%	18
FINANCIAL MGMT SPEC II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**26**
FINANCIAL MGMT SPEC III	3	1	33%	1	33%	2	67%	18
FINANCIAL MGMT SPEC IV	3		0%		0%	1	33%	26
FINANCIAL MGMT SPEC V	4	1	25%	1	25%	1	25%	17
FINGERPRNT IDEN EXP I	10	1	10%	1	10%	2	20%	11
FINGERPRNT IDEN EXP II	3		0%		0%		0%	15
FINGERPRNT IDEN EXP III	2	1	50%	1	50%	2	100%	24
FIRE ADMINISTRATOR	1		0%		0%		0%	13
FIRE PROT ENGINEER	1		0%		0%		0%	26
FIRE PROT ENGR ASSC I	1		0%		0%		0%	2
FIRE PROT ENGR ASSC II	2		0%		0%		0%	6
FIRE PROT ENGR ASSC III	1		0%		0%		0%	8
FIRE PROT ENGR ASSC IV	5		0%		0%		0%	11
FIRE PSYCHOLOGIST	2		0%		0%		0%	8
FIRE SPECIAL INVESTIGATOR	10	2	20%	2	20%	4	40%	13
FIRE SPRINKLER INSP	12	1	8%	2	17%	2	17%	8
FIREARMS EXAMINER	2	1	50%	1	50%	1	50%	23
FIRST DEPUTY GM HARBOR	4	2	50%	2	50%	2	50%	26
FISCAL SYSTEMS SPEC I	25	6	24%	6	24%	8	32%	20
FISCAL SYSTEMS SPEC II	18	3	17%	4	22%	7	39%	22
FLOOR FINISHER I	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**19**
FORENSIC PRNT SPEC I	3		0%		0%		0%	12
FORENSIC PRNT SPEC II	21		0%	1	5%	2	10%	13
FORENSIC PRNT SPEC III	30	3	10%	3	10%	5	17%	17
FORENSIC PRNT SPEC IV	7		0%		0%		0%	18
GALLERY ATTENDANT	1		0%		0%		0%	3
GARAGE ATTENDANT	53	6	11%	7	13%	7	13%	7
GARDENER CARETAKER	398	91	23%	100	25%	116	29%	13
GEN AUTOMOTIVE SUPVR	3		0%		0%		0%	20
GEN MGR AIRPORTS	1		0%		0%		0%	6
GEN MGR ANIMAL SERVICES	1		0%		0%		0%	23
GEN MGR COMMNITY INVESTMNT FOR FAMILIES DEPT	1		0%		0%		0%	19

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
GEN MGR CULTURAL AFFAIR	1		0%		0%		0%	21
GEN MGR DEPT OF AGING	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**26**
GEN MGR DEPT OF HOUSING	1		0%		0%		0%	2
GEN MGR EL PUEBLO HIST	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**12**
GEN MGR EMERG PREP DEPT	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**30**
GEN MGR GENERAL SVCS	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**29**
GEN MGR HARBOR DEPT	1		0%		0%	1	100%	8
GEN MGR INFO TECH AGNCY	1		0%		0%		0%	18
GEN MGR L A ZOO	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**33**
GEN MGR NEIBRHD EMPWMNT	1		0%		0%	1	100%	8
GEN MGR PERSONNEL DEPT	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**35**
GEN MGR TRANSPORTATION	2		0%		0%		0%	10
GENERAL MANAGER LAFPP	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**33**
GEOGRAPHIC INFO SYSTEMS CHIEF	3	1	33%	1	33%	1	33%	25
GEOGRAPHIC INFO SYSTEMS SPECIALIST	66	5	8%	5	8%	7	11%	9
GEOGRAPHIC INFO SYSTEMS SUPERVISOR I	21	2	10%	2	10%	5	24%	17
GEOGRAPHIC INFO SYSTEMS SUPERVISOR II	9		0%		0%		0%	14
GEOTECH ENGINEER I	3		0%		0%	1	33%	6
GEOTECH ENGINEER II	4		0%		0%		0%	16
GEOTECH ENGINEER III	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**19**
GM EWDD	1		0%		0%		0%	3
GM-LACERS	1		0%		0%		0%	32
GOLF STARTER	17	1	6%	1	6%	1	6%	7
GOLF STARTER SUPVSR I	6	1	17%	1	17%	1	17%	17
GOLF STARTER SUPVSR II	1		0%		0%	1	100%	34
GRAPHICS DESIGNER I	7		0%		0%		0%	8
GRAPHICS DESIGNER II	13		0%	1	8%	1	8%	8
GRAPHICS DESIGNER III	6		0%		0%		0%	10
GRAPHICS DESIGNRII-ARPT	3		0%		0%		0%	22
GRAPHICS SUPERVISOR I	6		0%		0%		0%	15
GRAPHICS SUPERVISOR II	2		0%		0%		0%	18
HARBOR ENGINEER I	9	3	33%	3	33%	6	67%	27
HARBOR ENGINEER II	**4**	**2**	**50%**	**3**	**75%**	**3**	**75%**	**29**
HARBOR PLAN/RESCH DR I	1		0%		0%		0%	14
HARBOR PLAN/RESCH DR II	1		0%		0%		0%	16
HARBOR PLN/ECON ANAL II	3	1	33%	1	33%	1	33%	17
HARBOR PUB&COMM REL DIR	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**23**
HAZARDOUS MATERIALS SPECIALIST	1		0%		0%		0%	0
HEAD CUSTODIAN SUPVR	5	1	20%	3	60%	3	60%	23
HEARING OFCR CITY ATTY	7	2	29%	2	29%	2	29%	17
HEARING REPORTER	6	1	17%	2	33%	3	50%	17
HEATING/REFRIG INSP	10	3	30%	3	30%	5	50%	12
HEAVY DUTY EQUIP MECH	106	14	13%	19	18%	21	20%	10
HEAVY DUTY TRUCK OPER	136	11	8%	13	10%	15	11%	9
HELICOPTER MECH	30	4	13%	6	20%	7	23%	11
HELICOPTER MECH SUPV I	7	1	14%	2	29%	2	29%	21
HELICOPTER MECH SUPV II	2	1	50%	1	50%	1	50%	25
HISTORIC SITE CURATOR	2		0%		0%		0%	22
HOUSING INSPECTOR	77	13	17%	18	23%	22	29%	13
HOUSING INVESTIGATOR I	21		0%		0%		0%	8

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
HOUSING INVESTIGATOR II	5		0%	1	20%	2	40%	18
HOUSING PLNG/ECON ANLST	5		0%		0%		0%	6
HUMAN REL ADVOCATE	8	1	13%	2	25%	2	25%	11
HYPERION TRMT PLNT MGR	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**34**
INDEP ASSESSOR FIRE COMM	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**15**
INDUST COMRCL FIN OFRI	2		0%		0%		0%	14
INDUST COMRCL FIN OFRII	1		0%		0%		0%	20
INDUSTRIAL HYGIENIST	4		0%		0%		0%	8
INFO SVCS SPECIALIST	2		0%		0%		0%	4
INFO SYS OPER MGR I	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**23**
INFO SYS OPER MGR II	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**35**
INFO SYSTEM MGR I	12	2	17%	2	17%	4	33%	23
INFO SYSTEM MGR II	13	4	31%	4	31%	5	38%	24
INSPECTOR GENERAL	1		0%		0%		0%	15
INSPECTOR OF PUB WORKS06	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**37**
INSPECTOR TRAINEE I	7		0%		0%		0%	0
INSTRUMENT MECH	24	10	42%	11	46%	11	46%	14
INSTRUMENT MECH - AIRPORT	10	1	10%	1	10%	1	10%	11
INSTRUMENT MECH SUPV	5	1	20%	1	20%	1	20%	16
INSTRUMENT MECH SUPV - AIRPORT	4	2	50%	2	50%	2	50%	15
INTERIM GEN MGR REC & PARKS	1		0%		0%		0%	27
INTERIM GENERAL MANAGER LAFPP	1		0%		0%		0%	21
INTERNAL AUDITOR II	5	1	20%	1	20%	1	20%	13
INTERNAL AUDITOR III	6	1	17%	1	17%	2	33%	13
INTERNAL AUDITOR IV	7		0%		0%	2	29%	17
INVESTMENT OFFICER I	5		0%		0%		0%	8
INVESTMENT OFFICER II	9	3	33%	3	33%	3	33%	13
INVESTMENT OFFICER III	3		0%		0%		0%	7
IRRIGATION SPECIALIST	24	5	21%	7	29%	7	29%	20
LABOR SUPERVISOR	3	2	67%	2	67%	2	67%	27
LABORATORY TECH I	14	1	7%	1	7%	1	7%	3
LABORATORY TECH II	25	4	16%	4	16%	6	24%	10
LAND SURVEYING ASST	25	3	12%	3	12%	4	16%	7
LANDSCAPE ARCH ASSC I	5	2	40%	2	40%	2	40%	11
LANDSCAPE ARCH ASSC II	10	1	10%	1	10%	1	10%	9
LANDSCAPE ARCH ASSC III	6	2	33%	2	33%	2	33%	9
LANDSCAPE ARCH ASSC IV	1		0%		0%		0%	5
LANDSCAPE ARCH I	4		0%	1	25%	1	25%	13
LANDSCAPE ARCH II	5	1	20%	1	20%	1	20%	15
LANDSCAPE ARCH/PM I	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**31**
LEGAL ASSISTANT I	14	1	7%	1	7%	1	7%	11
LEGAL ASSISTANT II	9	2	22%	2	22%	2	22%	19
LEGAL CLERK I	11		0%		0%		0%	1
LEGAL CLERK II	41	1	2%	1	2%	1	2%	7
LEGAL SECRETARY I	18		0%		0%		0%	2
LEGAL SECRETARY II	69	11	16%	13	19%	17	25%	12
LEGAL SECRETARY III	19	7	37%	7	37%	7	37%	22
LEGISLATIVE ANALYST I	7	2	29%	2	29%	2	29%	12
LEGISLATIVE ANALYST II	8	1	13%	1	13%	1	13%	12
LEGISLATIVE ANALYST III	4	1	25%	1	25%	1	25%	21

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
LEGISLATIVE ANALYST IV	7		0%		0%		0%	16
LEGISLATIVE ANALYST V	4	1	25%	2	50%	2	50%	26
LEGISLATIVE ASST	11	2	18%	2	18%	4	36%	21
LEGISLATIVE REP	6		0%		0%		0%	14
LIBRARIAN I	32		0%		0%		0%	3
LIBRARIAN II	183	37	20%	45	25%	49	27%	13
LIBRARIAN III	41	11	27%	12	29%	13	32%	17
LIBRARY ASST I	49	15	31%	16	33%	17	35%	19
LIBRARY ASST II	8	4	50%	4	50%	5	63%	23
LICENSED VOC NURSE	4		0%		0%		0%	3
LIGHT EQUIP OPERATOR	20	7	35%	8	40%	8	40%	23
LOCKSMITH	10	1	10%	4	40%	4	40%	11
MACHINIST	10	4	40%	4	40%	4	40%	7
MACHINIST SUPERVISOR	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**15**
MACHINIST SUPVR II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**20**
MAINT & CONSTR HELPER	52	9	17%	9	17%	11	21%	11
MAINTENANCE ASST	42	2	5%	2	5%	2	5%	4
MAINTENANCE LABORER	481	74	15%	91	19%	100	21%	12
MAINTENANCE LABORER ASSISTANT	5	1	20%	1	20%	1	20%	9
MANAGEMENT AIDE	35	2	6%	3	9%	3	9%	18
MANAGEMENT ANALYST	667	96	14%	114	17%	135	20%	14
MANAGEMENT ASSISTANT	282	2	1%	2	1%	2	1%	4
MARINE AQUAR CURATOR II	3		0%		0%		0%	5
MARINE AQUAR EXH DIR	1		0%		0%		0%	3
MARINE AQUAR PROG DIR	1		0%		0%		0%	18
MARINE ENVIRON MGR I	2		0%		0%		0%	21
MARINE ENVRNMTL SUPVR	4		0%		0%	1	25%	14
MARITIME MUSEUM CURATOR	1		0%		0%		0%	6
MARITIME MUSEUM DIR	1		0%		0%		0%	24
MARKETING MANAGER	1		0%		0%		0%	12
MASONRY WORKER	6		0%	2	33%	3	50%	21
MATL TST ENGINEER I	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**34**
MATL TST ENGINEER II	2	1	50%	1	50%	1	50%	26
MATL TST ENGRG ASSC I	2	1	50%	1	50%	1	50%	20
MATL TST ENGRG ASSC II	19	7	37%	7	37%	7	37%	19
MATL TST ENGRG ASSC III	1		0%		0%		0%	6
MATL TST TECHNICIAN I	5	1	20%	1	20%	1	20%	4
MATL TST TECHNICIAN II	35	5	14%	5	14%	5	14%	11
MAYOR	1		0%		0%		0%	21
MAYORAL AIDE I	18		0%		0%		0%	2
MAYORAL AIDE II	21		0%		0%		0%	3
MAYORAL AIDE III	19		0%		0%		0%	3
MAYORAL AIDE IV	18		0%		0%		0%	3
MAYORAL AIDE V	39		0%		0%	1	3%	4
MAYORAL AIDE VI	32	1	3%	1	3%	3	9%	7
MAYORAL AIDE VII	24		0%		0%		0%	7
MAYORAL AIDE VIII	11	1	9%	1	9%	2	18%	11
MECH ENGRG ASSC I	7		0%		0%		0%	1
MECH ENGRG ASSC II	9	1	11%	1	11%	2	22%	8
MECH ENGRG ASSC III	9		0%		0%		0%	10

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
MECH ENGRG ASSC IV	4	1	25%	1	25%	1	25%	16
MECH ENGRG DRAFTG TECH	1		0%		0%		0%	3
MECH HELPER	50	4	8%	4	8%	4	8%	7
MECH REPAIR GEN SUPVR	3	2	67%	2	67%	2	67%	24
MECH REPAIR SUPVR	1		0%		0%	1	100%	32
MECH REPAIRER	24	5	21%	6	25%	8	33%	15
MED SERVS ADMIN	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**18**
MEDICAL ASSISTANT	3		0%		0%		0%	14
MEDICAL RECORDS SUPVR	1		0%		0%	1	100%	16
MEM BD OF PUBLIC WORKS	5		0%	1	20%	2	40%	6
MESSENGER CLERK	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**32**
MOTION PICTURE AND TELEVISION MANAGER	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**30**
MOTOR SWEEPER OPERATOR	80	22	28%	26	33%	29	36%	16
MUNICIPAL POLICE CAPTAIN I	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**37**
MUNICIPAL POLICE OFFICER III	16		0%		0%	3	19%	22
MUNICIPAL POLICE SERGEANT	2		0%		0%	1	50%	26
NEWS SECRETARY	1		0%		0%		0%	27
NURSE MANAGER	1		0%		0%		0%	2
NUTRITIONIST	2		0%		0%		0%	8
OBSERVATORY DIRECTOR I	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**16**
OBSERVATORY DIRECTOR II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**35**
OBSERVATORY PROG SUPRV	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**33**
OCCUPATIONAL HLTH NURSE	3		0%		0%		0%	5
OCCUPATIONAL PSYCHOL II	5		0%		0%		0%	10
OCCUPATIONAL PSYCHOLIII	1		0%		0%		0%	7
OFFICE ENGRG TECH I	11		0%		0%		0%	2
OFFICE ENGRG TECH II	15	7	47%	8	53%	8	53%	16
OFFICE ENGRG TECH III	15	4	27%	4	27%	4	27%	13
OFFICE SVCS ASSISTANT	63		0%		0%		0%	1
OFFICE TRAINEE ADMIN CLERK	84		0%		0%		0%	1
PAINTER	43	5	12%	5	12%	7	16%	9
PAINTER	1		0%		0%	1	100%	6
PAINTER II	4	1	25%	1	25%	1	25%	7
PAINTER SUPVR	**3**	**3**	**100%**	**3**	**100%**	**3**	**100%**	**31**
PAINTER SUPVR II HARBOR	1		0%		0%		0%	14
PARALEGAL I	23		0%		0%		0%	7
PARALEGAL II	25	7	28%	8	32%	10	40%	18
PARALEGAL III	5	3	60%	3	60%	4	80%	21
PARK MAINT SUPVR	44	11	25%	11	25%	11	25%	20
PARK RANGER	22	1	5%	1	5%	2	9%	10
PARK SERVICES ATT I	8		0%		0%		0%	6
PARK SERVICES ATT II	15	2	13%	2	13%	2	13%	11
PARK SERVICES SUPVR	2		0%		0%		0%	20
PARKG MTR TECH SPV I	3	2	67%	2	67%	2	67%	26
PARKG MTR TECH SPV II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**33**
PARKING ATTENDANT I	17	4	24%	7	41%	7	41%	21
PARKING ATTENDANT II	11	4	36%	4	36%	5	45%	22
PARKING ENFORCE MGR II	2	1	50%	1	50%	1	50%	26
PARKING MANAGER I	2	1	50%	1	50%	1	50%	12
PARKING MANAGER II	**1**		**0%**	**1**	**100%**	**1**	**100%**	**24**

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
PARKING MTR TECHNICIAN	15	5	33%	6	40%	8	53%	11
PARKING SERVICES SUPV	1		0%		0%		0%	22
PAYROLL SUPERVISOR	26	9	35%	11	42%	11	42%	23
PERFORM ARTS PRG CRD I	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**1**
PERFORM ARTS PRG CRD II	1		0%		0%		0%	23
PERS RECORDS SUPV	23	1	4%	2	9%	2	9%	18
PERS RESEARCH ANLYST I	7		0%		0%		0%	1
PERS RESEARCH ANLYST II	5		0%		0%		0%	5
PERSONNEL ANALYST	41	4	10%	4	10%	5	12%	13
PERSONNEL DIR I	9	1	11%	1	11%	1	11%	22
PERSONNEL DIR II	4	1	25%	1	25%	1	25%	26
PERSONNEL DIR III	7	2	29%	2	29%	3	43%	29
PHARMACIST I	1		0%		0%		0%	3
PHOTOGRAPHER I	2	1	50%	1	50%	1	50%	9
PHOTOGRAPHER II	5	2	40%	3	60%	3	60%	19
PHOTOGRAPHER III	18	4	22%	4	22%	6	33%	11
PHYSICIAN I	2	1	50%	1	50%	1	50%	15
PHYSICIAN II	**1**		**0%**	**1**	**100%**	**1**	**100%**	**28**
PILE DRIVER SUPERVISOR	1		0%		0%	1	100%	21
PILE DRIVER WORKER I	8		0%	1	13%	1	13%	6
PILE DRIVER WORKER II	1		0%		0%		0%	6
PIPEFITTER	15	2	13%	2	13%	4	27%	11
PLANNING ASSISTANT	92	1	1%	1	1%	1	1%	4
PLANT EQUIPMNT TRAINEE	19	1	5%	1	5%	1	5%	2
PLASTERER	1		0%		0%		0%	24
PLAYGROUND EQUIP SUPVR	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**22**
PLUMBER	76	13	17%	17	22%	18	24%	11
PLUMBER SUPERVISOR	11	4	36%	4	36%	5	45%	20
PLUMBING INSPECTOR	18		0%		0%		0%	6
POL SURVLLNCE SPEC I	13	2	15%	2	15%	2	15%	15
POL SURVLLNCE SPEC II	1		0%		0%		0%	33
POLICE ADMIN I	7	1	14%	2	29%	3	43%	25
POLICE ADMIN II	2	1	50%	1	50%	1	50%	25
POLICE ADMIN III	2		0%		0%		0%	13
POLICE PERFORM AUD II	11	1	9%	1	9%	1	9%	10
POLICE PERFORM AUD III	19	1	5%	2	11%	4	21%	14
POLICE PERFORM AUD IV	4	1	25%	2	50%	2	50%	12
POLICE PSYCHOLOGIST I	10	3	30%	3	30%	4	40%	17
POLICE PSYCHOLOGIST II	2	1	50%	1	50%	1	50%	20
POLICE SERVICE REP I	58		0%		0%		0%	1
POLICE SERVICE REP II	324	19	6%	22	7%	30	9%	13
POLICE SERVICE REP III	154	13	8%	16	10%	32	21%	21
POLICE SPECIAL INVESTIGATOR	20	3	15%	4	20%	4	20%	10
POLICE TRAINING ADMNSTR	1		0%		0%		0%	22
POLYGRAPH EXAMINER I	1		0%		0%		0%	6
POLYGRAPH EXAMINER II	4		0%		0%		0%	3
POLYGRAPH EXAMINER III	2		0%		0%		0%	5
POLYGRAPH EXAMINER IV	1		0%		0%		0%	15
PORT ELECTRICAL MECH SUPV	2	1	50%	1	50%	2	100%	16
PORT ELECTRICAL MECHANIC	14	3	21%	5	36%	5	36%	12

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
PORT MAINTENANCE SUPV	2		0%		0%		0%	21
PORT MARKETING MANAGER	**1**		**0%**	**1**	**100%**	**1**	**100%**	**19**
PORT PILOT II	12	2	17%	2	17%	2	17%	8
PORT POLICE OFFICER II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**40**
PORT POLICE OFFICER III	4		0%		0%	1	25%	23
PORT POLICE SERGEANT	**2**	**1**	**50%**	**2**	**100%**	**2**	**100%**	**24**
PORTFOLIO MANAGER I	3	1	33%	2	67%	2	67%	11
PORTFOLIO MANAGER II	1		0%		0%		0%	7
POWER SHOVEL OPERATOR	1		0%		0%	1	100%	7
PR ACCOUNTANT I	11	4	36%	5	45%	5	45%	15
PR ACCOUNTANT II	37	9	24%	11	30%	14	38%	18
PR ANIMAL KEEPER	2		0%		0%		0%	11
PR ARCHITECT	1		0%		0%		0%	3
PR CITY PLANNER	10	1	10%	1	10%	2	20%	18
PR CIVIL ENGINEER	20	10	50%	10	50%	10	50%	25
PR CIVIL ENGR DRAF TEC	2		0%		0%		0%	10
PR CIVIL ENGR/PM III	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**33**
PR CLERK	45	9	20%	11	24%	17	38%	20
PR CLERK CITY ATTY I	2		0%		0%		0%	17
PR CLERK CITY ATTY II	**16**	**12**	**75%**	**12**	**75%**	**12**	**75%**	**28**
PR CLERK POLICE I	8	3	38%	3	38%	3	38%	23
PR CLERK POLICE II	29	8	28%	9	31%	10	34%	26
PR COMMUNICATIONS OPER	3	1	33%	2	67%	2	67%	25
PR CONSTR INSPECTOR	16	8	50%	8	50%	9	56%	25
PR DEPUTY CONTROLLER	1		0%		0%		0%	8
PR DETENTION OFCR	35	4	11%	5	14%	6	17%	21
PR ENVRMNTL ENGR	**4**	**1**	**25%**	**3**	**75%**	**3**	**75%**	**26**
PR FINGPRT ID EXPERT I	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**23**
PR FINGPRT ID EXPERT II	1		0%		0%		0%	23
PR FORENSIC PRINT SPC	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**33**
PR GROUNDS MAINT SUPVII	8	3	38%	3	38%	4	50%	26
PR INSPECTOR	23	8	35%	10	43%	12	52%	21
PR LIBRARIAN I	14	3	21%	3	21%	5	36%	22
PR LIBRARIAN II	3	1	33%	1	33%	1	33%	22
PR PARK SVCS ATTENDANT	5		0%		0%	1	20%	22
PR PHOTOGRAPHER	1		0%		0%		0%	27
PR PROJECT COORDINATOR	10		0%		0%		0%	8
PR PROPERTY OFFICER	5		0%		0%	1	20%	20
PR PUBLIC RELATIONS REP	12	1	8%	2	17%	3	25%	12
PR REC SUPERVISOR I	6	3	50%	4	67%	4	67%	31
PR REC SUPERVISOR II	3	2	67%	2	67%	2	67%	30
PR SECURITY OFFICER	7		0%	1	14%	2	29%	20
PR STOREKEEPER	6	1	17%	1	17%	1	17%	17
PR TAX AUDITOR	3	1	33%	1	33%	1	33%	14
PR TAX COMPLIANCE OFCR	8		0%	1	13%	1	13%	21
PR TRANSP ENGINEER	5	1	20%	2	40%	4	80%	30
PR WORKERS COMP ANALYST	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**31**
PRE-PRESS OPERATOR I	2		0%		0%		0%	4
PRIMA PROGRAM MANAGER	1		0%		0%		0%	27
PRINTING PRESS OPER I	2		0%		0%		0%	18

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
PROCUREMENT ANALYST II	13	1	8%	1	8%	1	8%	15
PROCUREMENT SUPERVISOR	6	3	50%	4	67%	4	67%	23
PROGRAM AIDE	3		0%		0%		0%	9
PROGRAMMER/ANALYST II	1		0%		0%		0%	1
PROGRAMMER/ANALYST III	37	2	5%	2	5%	2	5%	6
PROGRAMMER/ANALYST IV	34	10	29%	10	29%	10	29%	15
PROGRAMMER/ANALYST V	36	5	14%	7	19%	7	19%	15
PROJECT ASSISTANT	17	3	18%	3	18%	4	24%	14
PROJECT COORDINATOR	38	2	5%	2	5%	2	5%	9
PROPERTY MANAGER I	3		0%		0%		0%	15
PROPERTY MANAGER II	3		0%		0%		0%	21
PROPERTY MANAGER III	7	3	43%	3	43%	3	43%	24
PROPERTY MANAGER IV	1		0%		0%		0%	22
PROPERTY OFFICER	68	6	9%	6	9%	7	10%	9
PUB INFO DIRECTOR I	10	4	40%	4	40%	4	40%	17
PUB INFO DIRECTOR II	6		0%		0%		0%	13
PUB RELATIONS SPEC I	6		0%		0%		0%	7
PUB RELATIONS SPEC II	14		0%		0%	1	7%	4
PUBLIC SAFETY RISK MANAGER	1		0%		0%		0%	10
REAL ESTATE ASSOC II	1		0%		0%		0%	1
REAL ESTATE OFCR - HARBOR	2		0%		0%		0%	4
REAL ESTATE OFFICER	6	1	17%	1	17%	1	17%	12
REAL ESTATE OFFICER I	5	1	20%	1	20%	1	20%	11
RECREATION COORDINATOR	141	7	5%	8	6%	10	7%	10
RECREATION FAC DIR	103	5	5%	8	8%	9	9%	16
RECREATION SUPERVISOR	18	5	28%	6	33%	6	33%	25
REF COLL SUPERVISOR	50	13	26%	13	26%	14	28%	21
REF COLL TRUCK OPER II	717	110	15%	126	18%	143	20%	12
REF CREW FIELD INSTR	14	2	14%	3	21%	3	21%	18
REHAB CONSTR SPEC I	8	1	13%	1	13%	1	13%	10
REHAB CONSTR SPEC II	13	6	46%	6	46%	7	54%	18
REHAB CONSTR SPEC III	5	1	20%	1	20%	2	40%	21
REHAB PROJECT COORD I	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**26**
REHAB PROJECT COORD II	**1**		**0%**	**1**	**100%**	**1**	**100%**	**29**
REPROGRAPHICS OPERATOR I	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**16**
REPROGRAPHICS SUPVR I	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**22**
REVENUE MANAGER	1		0%		0%		0%	6
RIDESHARE PROGM ADMNSTR	1		0%		0%		0%	19
RISK & INSURANCE ASST	8	1	13%	2	25%	3	38%	21
RISK MANAGER I	5		0%	1	20%	1	20%	16
RISK MANAGER II	10	3	30%	3	30%	4	40%	18
RISK MANAGER III	2	1	50%	1	50%	1	50%	28
RISK MGT/PREV PROG MGR	1		0%		0%		0%	21
RISK MGT/PREV PROG SPEC	**2**	**1**	**50%**	**2**	**100%**	**2**	**100%**	**30**
ROOFER	15	4	27%	6	40%	6	40%	14
ROOFER SUPVR	2		0%		0%	1	50%	17
SAFETY ADMINISTRATOR	2		0%	1	50%	1	50%	17
SAFETY ENGINEER	10	1	10%	1	10%	1	10%	13
SAFETY ENGR ELEVATORS	13	1	8%	1	8%	1	8%	8
SAFETY ENGR PRESS VES	5	1	20%	2	40%	2	40%	12

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
SAFETY ENGRG ASSC I	2		0%		0%		0%	2
SAFETY ENGRG ASSC II	6	2	33%	2	33%	2	33%	11
SANITATION SOLID RESOURCES MGR I	7	2	29%	3	43%	4	57%	25
SANITATION SOLID RESOURCES MGR II	9	5	56%	5	56%	6	67%	28
SANITATION WSTWATER MGR I	9	3	33%	4	44%	4	44%	25
SANITATION WSTWATER MGR II	8	3	38%	3	38%	4	50%	23
SANITATION WSTWATER MGR III	**6**	**5**	**83%**	**5**	**83%**	**5**	**83%**	**33**
SECOND DEPUTY GM HARBOR	1		0%		0%		0%	18
SECRETARY	127	21	17%	29	23%	37	29%	19
SECURITY AIDE	2	1	50%	1	50%	1	50%	21
SECURITY OFFICER	456	70	15%	80	18%	87	19%	13
SENIOR BENEFITS ANALYST I	19		0%	2	11%	3	16%	19
SENIOR BENEFITS ANALYST II	11	4	36%	5	45%	5	45%	26
SENIOR LEGISLATIVE ASSISTANT	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**35**
SENIOR PORT ELECTRICAL MECHANIC	5	3	60%	3	60%	4	80%	19
SENIOR WATER BIOLOGIST	3		0%	1	33%	1	33%	18
SERVICE COORDINATOR	5		0%		0%	1	20%	17
SHEET METAL SUPVR	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**23**
SHEET METAL WORKER	7	1	14%	1	14%	1	14%	15
SHIFT SUPT W/W TRMT I	8	2	25%	3	38%	3	38%	21
SHIFT SUPT W/W TRMT II	3	2	67%	2	67%	2	67%	26
SHIP CARPENTER	3	2	67%	2	67%	2	67%	14
SIGN PAINTER	5	3	60%	3	60%	3	60%	11
SIGN SHOP SUPERVISOR	2	1	50%	1	50%	2	100%	25
SIGNAL SYS SUPT	1		0%		0%		0%	23
SIGNAL SYSTEM ELECTRCN	62	10	16%	13	21%	16	26%	12
SIGNAL SYSTEM SUPVR I	9	3	33%	4	44%	5	56%	19
SIGNAL SYSTEM SUPVR II	2	1	50%	1	50%	1	50%	36
SOCIAL WORKER I	3		0%		0%		0%	1
SOCIAL WORKER II	1		0%		0%		0%	7
SOLID RESOURCE SUPT	13	5	38%	5	38%	6	46%	26
SOLID WSTE DISP SUPT II	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**32**
SPECIAL INVESTIGATOR I	6		0%		0%		0%	5
SPECIAL INVESTIGATOR II	5		0%		0%	1	20%	8
SPECIAL PROG ASST III	1		0%		0%		0%	5
SR ACCOUNTANT I	37	3	8%	4	11%	5	14%	9
SR ACCOUNTANT II	70	25	36%	30	43%	35	50%	14
SR ADMIN ANALYST I	16		0%		0%		0%	10
SR ADMIN ANALYST II	22		0%	1	5%	2	9%	15
SR ADMINISTRATIVE CLERK	777	139	18%	164	21%	185	24%	17
SR ADMINISTRATIVE CLERK III	4	1	25%	1	25%	2	50%	23
SR AIRPORT ENGINEER I	**4**	**3**	**75%**	**3**	**75%**	**3**	**75%**	**30**
SR AIRPORT ENGINEER II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**34**
SR AIRPORT PLANNER	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**18**
SR ANIMAL CNTRL OFCR I	6		0%		0%		0%	21
SR ANIMAL CNTRL OFCR II	2		0%		0%	1	50%	16
SR ANIMAL KEEPER	8		0%		0%		0%	12
SR ARCHITECT	4	1	25%	1	25%	1	25%	18
SR ARCHITECT DRAFT TECH	2	1	50%	1	50%	1	50%	13
SR ASST CITY ATTY	14	5	36%	5	36%	5	36%	25

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
SR AUDITOR	13	2	15%	2	15%	2	15%	13
SR AUTOMOTIVE SUPVR	4	1	25%	2	50%	2	50%	20
SR AVIONICS SPECIALIST	1		0%		0%		0%	18
SR BUILD INSPECTOR	**21**	**17**	**81%**	**17**	**81%**	**19**	**90%**	**21**
SR BUILD MECH INSPECTR	41	22	54%	23	56%	25	61%	19
SR BUILD OPERATING ENG	5	3	60%	3	60%	3	60%	20
SR BUILD OPERATNG ENGR	**3**	**3**	**100%**	**3**	**100%**	**3**	**100%**	**19**
SR CARPENTER	18	3	17%	5	28%	8	44%	12
SR CHEMIST	13	4	31%	5	38%	5	38%	15
SR CITY PLANNER	35	2	6%	3	9%	3	9%	14
SR CIVIL ENGINEER	28	10	36%	12	43%	14	50%	26
SR CIVIL ENGR DRAFT TEC	4	1	25%	1	25%	1	25%	10
SR COMMUN ELECTRCN SUPV	3	1	33%	1	33%	2	67%	27
SR COMMUN ELECTRICIAN	17	2	12%	2	12%	3	18%	18
SR COMMUN ENGINEER	**10**	**6**	**60%**	**8**	**80%**	**9**	**90%**	**28**
SR COMMUN OPERATOR I	7		0%		0%		0%	12
SR COMMUN OPERATOR II	9	2	22%	3	33%	3	33%	23
SR COMPUTER OPERATOR II	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**38**
SR CONSTR ENGINEER	1		0%		0%		0%	15
SR CONSTR ESTIMATOR	5	1	20%	1	20%	1	20%	8
SR CONSTR INSPECTOR	66	29	44%	33	50%	36	55%	20
SR CONTR AUDIT ANLYST III	2		0%		0%		0%	4
SR CRIME & INTEL ANLST	3		0%		0%		0%	13
SR CUSTODIAN AIRPORT	21		0%		0%		0%	10
SR CUSTODIAN I	20	4	20%	4	20%	4	20%	13
SR CUSTODIAN II	23	2	9%	2	9%	3	13%	12
SR DATA PROCESS TECH I	4	1	25%	1	25%	2	50%	12
SR DETENTION OFFICER	73	5	7%	8	11%	8	11%	17
SR DUP MACHINE OPERATOR	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**34**
SR ELECTR ENGR DRFT TEC	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**36**
SR ELECTRCL INSPECTOR	12	7	58%	7	58%	7	58%	18
SR ELECTRICIAN	11	4	36%	4	36%	4	36%	14
SR ENV COMPLIANCE INSP	34	8	24%	9	26%	10	29%	16
SR ENVRMNTL ENGINEER	20	11	55%	12	60%	12	60%	25
SR EQUIPMENT MECHANIC	31	6	19%	7	23%	8	26%	15
SR EVENT ATTENDANT	1		0%		0%		0%	23
SR FIRE PROT ENGINEER	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**30**
SR FIRE SPRINKLER INSP	4	2	50%	2	50%	3	75%	22
SR FIRE STATISTICAL ANALYST	2		0%		0%		0%	6
SR FORENSIC PRINT SPEC	8	1	13%	3	38%	3	38%	27
SR GARDENER	64	18	28%	20	31%	23	36%	21
SR HEARING OFFICER	1		0%		0%		0%	23
SR HEATING/REFRIG INSP	6	2	33%	2	33%	3	50%	22
SR HOUSING INSPECTOR	25	10	40%	11	44%	13	52%	20
SR HSG INVESTIGATOR I	5		0%	1	20%	1	20%	15
SR HSG INVESTIGATOR II	2		0%		0%		0%	15
SR HSG PLNG/ECON ANLYST	2		0%		0%		0%	16
SR HVY DUTY EQUIP MECH	10	3	30%	3	30%	3	30%	17
SR LABOR REL SPEC I	2		0%		0%		0%	15
SR LABOR REL SPEC II	5	1	20%	1	20%	1	20%	17

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
SR LABOR REL SPEC III	1		0%		0%		0%	24
SR LEGAL ASSISTANT	3	1	33%	1	33%	1	33%	25
SR LEGAL CLERK I	10	1	10%	2	20%	2	20%	14
SR LEGAL CLERK II	4	1	25%	1	25%	1	25%	23
SR LIBRARIAN	97	24	25%	28	29%	30	31%	18
SR MECH REPAIRER	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**36**
SR MGMT ANALYST I	257	39	15%	46	18%	54	21%	18
SR MGMT ANALYST II	157	39	25%	42	27%	48	31%	23
SR PAINTER	**4**	**3**	**75%**	**3**	**75%**	**3**	**75%**	**16**
SR PARK MAINT SUPVR	11	2	18%	3	27%	4	36%	22
SR PARK RANGER I	6	2	33%	2	33%	2	33%	19
SR PARK RANGER II	2	1	50%	1	50%	2	100%	30
SR PARK SERVICES ATTND	9		0%		0%		0%	14
SR PARKG ATTENDANT I	3		0%	1	33%	2	67%	25
SR PERSONNEL ANALYST I	81	14	17%	17	21%	19	23%	19
SR PERSONNEL ANALYST II	34	10	29%	11	32%	13	38%	23
SR PHOTOGRAPHER I	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**28**
SR PHOTOGRAPHER II	1		0%		0%		0%	25
SR PLUMBER	6	3	50%	3	50%	3	50%	23
SR PLUMBING INSPECTOR	9	3	33%	3	33%	4	44%	14
SR POLICE SERV REP I	49	2	4%	3	6%	7	14%	22
SR POLICE SERV REP II	7	2	29%	3	43%	3	43%	29
SR PROJECT ASSISTANT	19	2	11%	2	11%	3	16%	10
SR PROJECT COORDINATOR	47	7	15%	7	15%	8	17%	10
SR PROPERTY OFFICER	12	2	17%	2	17%	2	17%	15
SR REAL ESTATE OFFICER	21	4	19%	5	24%	7	33%	14
SR RECREATION DIR	65	9	14%	9	14%	11	17%	24
SR ROOFER	2		0%		0%		0%	8
SR SAFETY ENG ELEVATORS	5	3	60%	3	60%	3	60%	17
SR SAFETY ENG PRESS VES	3	1	33%	1	33%	1	33%	16
SR SECURITY OFFICER	54	17	31%	19	35%	19	35%	18
SR ST SVC INVEST II	7	1	14%	1	14%	3	43%	23
SR STOREKEEPER	20	6	30%	6	30%	7	35%	16
SR STREET LTG ENGINEER	3	2	67%	2	67%	2	67%	28
SR STRUCTURAL ENGINEER	7	3	43%	3	43%	3	43%	19
SR SURVEY SUPERVISOR	3	1	33%	1	33%	1	33%	21
SR SYSTEMS ANALYST I	73	13	18%	14	19%	16	22%	18
SR SYSTEMS ANALYST II	58	11	19%	16	28%	19	33%	23
SR TAX AUDITOR	13	4	31%	4	31%	4	31%	17
SR TITLE EXAMINER	2	1	50%	1	50%	1	50%	8
SR TRAFFIC SUPV I	44	12	27%	16	36%	18	41%	24
SR TRAFFIC SUPV II	13	6	46%	6	46%	6	46%	27
SR TRAFFIC SUPV III	**5**	**5**	**100%**	**5**	**100%**	**5**	**100%**	**35**
SR TRANSP ENGINEER	**15**	**12**	**80%**	**12**	**80%**	**12**	**80%**	**30**
SR TRANSP INVESTIGATOR	6	2	33%	2	33%	2	33%	27
SR W/W TREATMENT OPER	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**35**
SR WINDOW CLEANER	2		0%		0%	1	50%	16
SR WITNESS SERVICE COORDINATOR	2	1	50%	1	50%	1	50%	27
SR WORKERS COMP ANALYST	10	3	30%	3	30%	3	30%	13
ST LIGHTING CONTRUCTION & MAINT SUPT I	3	2	67%	2	67%	2	67%	29

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
ST LTG CONTRUCTION & MAINT SUPT II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**33**
ST LTG ELECTRCN	29	4	14%	5	17%	6	21%	13
ST LTG ELECTRCN SUPV	13	4	31%	4	31%	4	31%	17
ST LTG ENGINEER	7	3	43%	5	71%	5	71%	28
ST LTG ENGINEER/PM1	**4**	**3**	**75%**	**3**	**75%**	**3**	**75%**	**28**
ST LTG ENGRG ASSC I	2		0%		0%		0%	1
ST LTG ENGRG ASSC II	42	4	10%	5	12%	5	12%	9
ST LTG ENGRG ASSC III	13	2	15%	4	31%	4	31%	18
ST LTG ENGRG ASSC IV	3	1	33%	2	67%	2	67%	25
ST SVC INVESTIGATOR	33	7	21%	8	24%	9	27%	18
ST SVCES WORKER I	1		0%		0%		0%	1
ST SVCS GEN SUPT I	3	1	33%	1	33%	2	67%	29
ST SVCS GEN SUPT II	3	2	67%	2	67%	3	100%	33
ST SVCS SUPT I	22	3	14%	7	32%	10	45%	24
ST SVCS SUPT II	6	2	33%	2	33%	2	33%	26
ST SVCS SUPVR I	33	10	30%	15	45%	15	45%	23
ST SVCS SUPVR II	26	9	35%	9	35%	10	38%	22
ST SVCS WORKER I	59		0%		0%	2	3%	6
ST SVCS WORKER II	24	4	17%	4	17%	4	17%	11
ST SVCS WORKER III	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**26**
ST TREE SUPT I	6	3	50%	3	50%	3	50%	22
ST TREE SUPT II	1		0%		0%		0%	23
STAFF ASSISTANT TO GEN MGR HARBOR	1		0%		0%		0%	21
STOREKEEPER I	1		0%		0%		0%	3
STOREKEEPER II	74	13	18%	15	20%	15	20%	11
STORES SUPERVISOR	**2**	**1**	**50%**	**2**	**100%**	**2**	**100%**	**33**
STREET SERVICES ASSISTANT	4		0%		0%		0%	1
STRUCTRL ENGRG ASSC I	33		0%		0%		0%	1
STRUCTRL ENGRG ASSC II	90	6	7%	6	7%	7	8%	8
STRUCTRL ENGRG ASSC III	29	2	7%	3	10%	3	10%	11
STRUCTRL ENGRG ASSC IV	18	3	17%	3	17%	4	22%	19
STRUCTURAL ENGINEER	7		0%		0%		0%	11
STUDENT PROF WORKER	1		0%		0%		0%	0
SUPT OF PLANNING AND CONSTRUCTION	1		0%		0%		0%	18
SUPPLY SERVICES PAYMENT CLERK	26	8	31%	9	35%	10	38%	17
SUPPLY SVCS MANAGER I	1		0%		0%		0%	28
SUPPLY SVCS MANAGER II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**35**
SUPT OF BUILDING	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**36**
SUPT OF R/P OPERATIONS	7	2	29%	3	43%	3	43%	26
SUPVSG CRIMINALIST	14	1	7%	1	7%	1	7%	18
SUPVSG OCCUP HLTH NURSE	**1**		**0%**	**1**	**100%**	**1**	**100%**	**9**
SUPVSG TRANS PLANNR I	18	1	6%	2	11%	4	22%	12
SUPVSG TRANS PLANNR II	7		0%	1	14%	1	14%	17
SURVEY PARTY CHIEF I	20	6	30%	7	35%	7	35%	15
SURVEY PARTY CHIEF II	14	2	14%	2	14%	4	29%	17
SURVEY SUPERVISOR	1		0%		0%		0%	21
SYSTEMS AIDE	5		0%	1	20%	2	40%	21
SYSTEMS ANALYST	181	20	11%	22	12%	26	14%	10
SYSTEMS ANALYST	2		0%		0%		0%	6
SYSTEMS PROGRAMMER I	35	1	3%	2	6%	2	6%	10

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
SYSTEMS PROGRAMMER II	55	7	13%	8	15%	12	22%	17
SYSTEMS PROGRAMMER III	40	9	23%	9	23%	14	35%	22
TAX AUDITOR	1		0%		0%		0%	7
TAX AUDITOR I	5		0%		0%		0%	2
TAX AUDITOR II	51	3	6%	5	10%	7	14%	12
TAX COMPLNCE OFCR II	23	5	22%	7	30%	7	30%	20
TAX COMPLNCE OFCR III	17	1	6%	1	6%	2	12%	18
TAX COMPLNCE OFFCR I	19		0%		0%		0%	6
TAX RENEWAL ASST II	1		0%		0%		0%	20
TAXICAB ADMINISTRATOR	1		0%		0%		0%	13
TELECOM PLANNER	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**44**
TELECOM PLN & UTIL OFCR	2	1	50%	1	50%	1	50%	24
TELECOM REG OFFICER I	1		0%		0%		0%	6
TILE SETTER	2	1	50%	1	50%	1	50%	18
TIRE REPAIRER	9	2	22%	2	22%	2	22%	10
TIRE REPAIRER SUPVR	1		0%		0%		0%	17
TITLE EXAMINER	3		0%		0%		0%	3
TRAF MANAGER	7	1	14%	2	29%	2	29%	15
TRAF MARK/SIGN SUPT I	7	3	43%	3	43%	3	43%	19
TRAF MARK/SIGN SUPT II	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**36**
TRAF MARK/SIGN SUPT III	1		0%		0%		0%	18
TRAF OFFICER I	65		0%		0%		0%	2
TRAF OFFICER II	524	53	10%	61	12%	73	14%	13
TRAF PAINT SIGN POST I	17		0%		0%		0%	5
TRAF PAINT SIGN POST II	36	5	14%	6	17%	7	19%	10
TRAF PNT SIGN POST III	19	2	11%	3	16%	3	16%	16
Transitional Worker	13	4	31%	4	31%	4	31%	14
TRANSP ENGINEER	46	6	13%	8	17%	14	30%	23
TRANSP ENGRG AIDE I	12	5	42%	6	50%	8	67%	23
TRANSP ENGRG AIDE II	4	2	50%	2	50%	3	75%	22
TRANSP ENGRG ASSC I	50		0%		0%		0%	1
TRANSP ENGRG ASSC II	80	10	13%	10	13%	13	16%	10
TRANSP ENGRG ASSC III	58	9	16%	11	19%	12	21%	16
TRANSP ENGRG ASSC IV	8	1	13%	1	13%	3	38%	23
TRANSP INVESTIGATOR	8	1	13%	1	13%	1	13%	17
TRANSP PLANNING ASSC I	2		0%		0%		0%	3
TRANSP PLANNING ASSC II	38	2	5%	2	5%	3	8%	7
TREASURY ACCOUNTANT	5	1	20%	1	20%	1	20%	13
TREE SURGEON	91	5	5%	5	5%	5	5%	7
TREE SURGEON ASST	20	2	10%	2	10%	2	10%	7
TREE SURGEON SUPVSR I	39	7	18%	10	26%	10	26%	15
TREE SURGEON SUPVSR II	13	3	23%	4	31%	4	31%	19
TRUCK OPERATOR	34	4	12%	6	18%	7	21%	10
UPHOLSTERER	3	1	33%	1	33%	1	33%	10
UTILITY RATES & POLICY SPECIALIST II	2		0%	1	50%	1	50%	5
UTILITY RATES & POLICY SPECIALIST III	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**19**
VETERINARIAN II	4		0%		0%	2	50%	8
VETERINARY TECHNICIAN	33	5	15%	5	15%	5	15%	10
VIDEO PRODUCTION COORD	3		0%		0%		0%	5
VIDEO TECHNICIAN II	3		0%		0%		0%	14

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

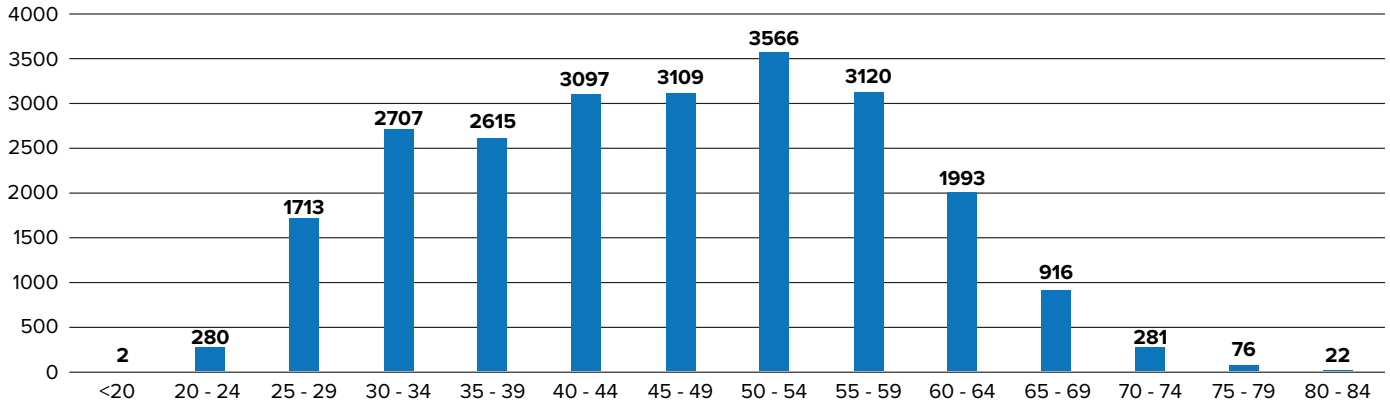
JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
VOCATIONAL WORKER ANIMAL CARE TECHNICIAN	7		0%		0%		0%	1
VOCATIONAL WORKER CUSTODIAN	15		0%		0%		0%	0
VOCATIONAL WORKER CUSTODIAN - AIRPORT	60		0%		0%		0%	1
VOCATIONAL WORKER CUSTODIAN - HARBOR	2		0%		0%		0%	0
VOCATIONAL WORKER GARAGE ATTENDANT	1		0%		0%		0%	0
VOCATIONAL WORKER GARDENER CARETAKER	89	3	3%	5	6%	6	7%	4
VOCATIONAL WORKER I	25		0%		0%		0%	2
VOCATIONAL WORKER MAINTENANCE LABORER	16		0%		0%		0%	1
VOCATIONAL WORKER STREET SERVICES WORKER	2		0%		0%		0%	1
VOCATIONAL WORKER TREE SURGEON ASST	1		0%		0%		0%	14
VOLUNTEER COORDINATOR	3		0%		0%		0%	7
W/WTR COLL SUPERVISOR	15	5	33%	5	33%	5	33%	19
W/WTR COLL WORKER I	26		0%		0%		0%	2
W/WTR COLL WORKER I	4	1	25%	1	25%	1	25%	4
W/WTR COLL WORKER II	157	22	14%	29	18%	32	20%	12
W/WTR TRMT ELEC I	30	3	10%	4	13%	4	13%	6
W/WTR TRMT ELEC I	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**2**
W/WTR TRMT ELEC II	4	2	50%	2	50%	3	75%	13
W/WTR TRMT ELEC SUPVR	4		0%	1	25%	1	25%	15
W/WTR TRMT LAB MGR I	4	2	50%	2	50%	2	50%	24
W/WTR TRMT LAB MGR II	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**31**
W/WTR TRMT LAB MGR III	**2**	**2**	**100%**	**2**	**100%**	**2**	**100%**	**36**
W/WTR TRMT MECH	55	11	20%	13	24%	14	25%	14
W/WTR TRMT MECH SUPVR	3		0%		0%		0%	15
W/WTR TRMT OPER I	72	11	15%	13	18%	13	18%	9
W/WTR TRMT OPER II	25	6	24%	7	28%	7	28%	17
W/WTR TRMT OPER III	36	12	33%	13	36%	13	36%	16
WAREHOUSE & T/R WKR I	18	3	17%	4	22%	4	22%	10
WAREHOUSE & T/R WKR II	24	4	17%	5	21%	6	25%	12
WATER BIOLOGIST II	11		0%		0%		0%	10
WATER BIOLOGIST III	2		0%		0%		0%	14
WATER MICROBIOLOGIST II	3		0%		0%		0%	18
WELDER	50	5	10%	5	10%	5	10%	8
WELDER SUPERVISOR	4	2	50%	2	50%	2	50%	16
WHARFINGER I	7		0%		0%		0%	13
WHARFINGER II	3		0%		0%		0%	18
WINDOW CLEANER	1		0%		0%		0%	7
WINDOW CLEANER/AIRPORT	10	2	20%	2	20%	3	30%	18
WITNESS SERVICE COORDINATOR	39	3	8%	4	10%	4	10%	9
WORKERS COMP ADMNTR I	2	1	50%	1	50%	1	50%	22
WORKERS COMP ADMNTR II	1		0%		0%		0%	9
WORKERS COMP ANALYST	32	9	28%	10	31%	12	38%	12
WORKERS COMP CLAIMS AST	9	2	22%	3	33%	3	33%	18
XRAY AND LAB TECH II	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**34**
ZOO ASST GM	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**	**33**
ZOO CURATOR	2		0%		0%	1	50%	24
ZOO CURATOR OF BIRDS	1		0%		0%		0%	16
ZOO CURATOR OF EDUC II	6		0%		0%		0%	4
ZOO CURATOR OF EDUC III	3		0%		0%		0%	11
ZOO CURATOR OF EDUC IV	1		0%		0%		0%	7

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE AS OF JUNE 30th - 2023, 2024, 2025

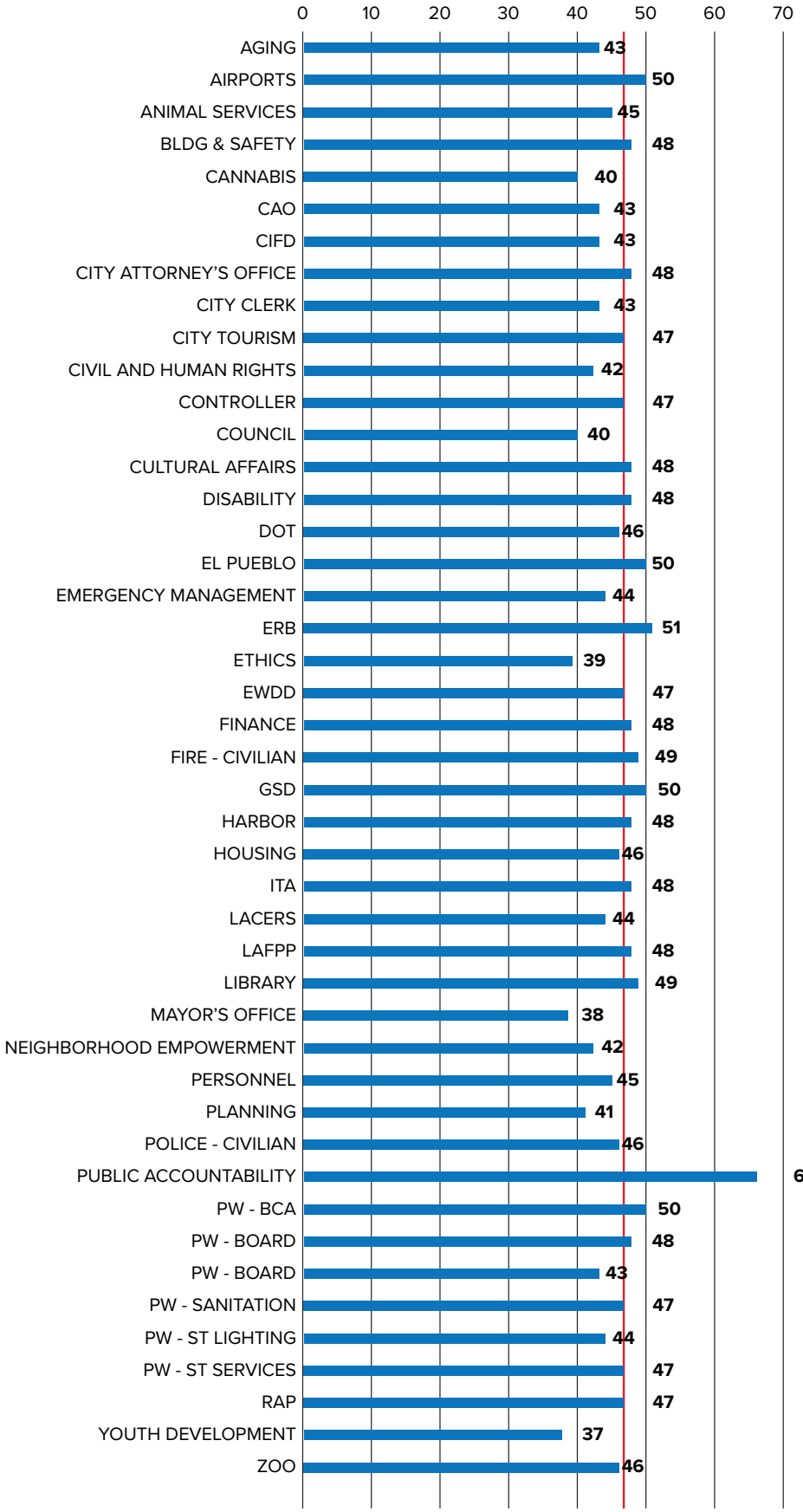
(Job Classification paygrades with 75%+ eligibility in 2024 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023		2024		2025		AVG SERVICE YEARS
		#	%	#	%	#	%	
ZOO CURATOR OF REPTILES	1		0%		0%		0%	28
ZOO NUTRITIONIST	1		0%		0%		0%	4
ZOO REGISTRAR	1		0%		0%		0%	23
ZOO RESEARCH AND CONSERVATION DIR	2	1	50%	1	50%	1	50%	20
ZOO VETERINARIAN II	2		0%		0%		0%	6
ZOO VETERINARIAN III	1		0%		0%		0%	13

CITY EMPLOYEES BY AGE

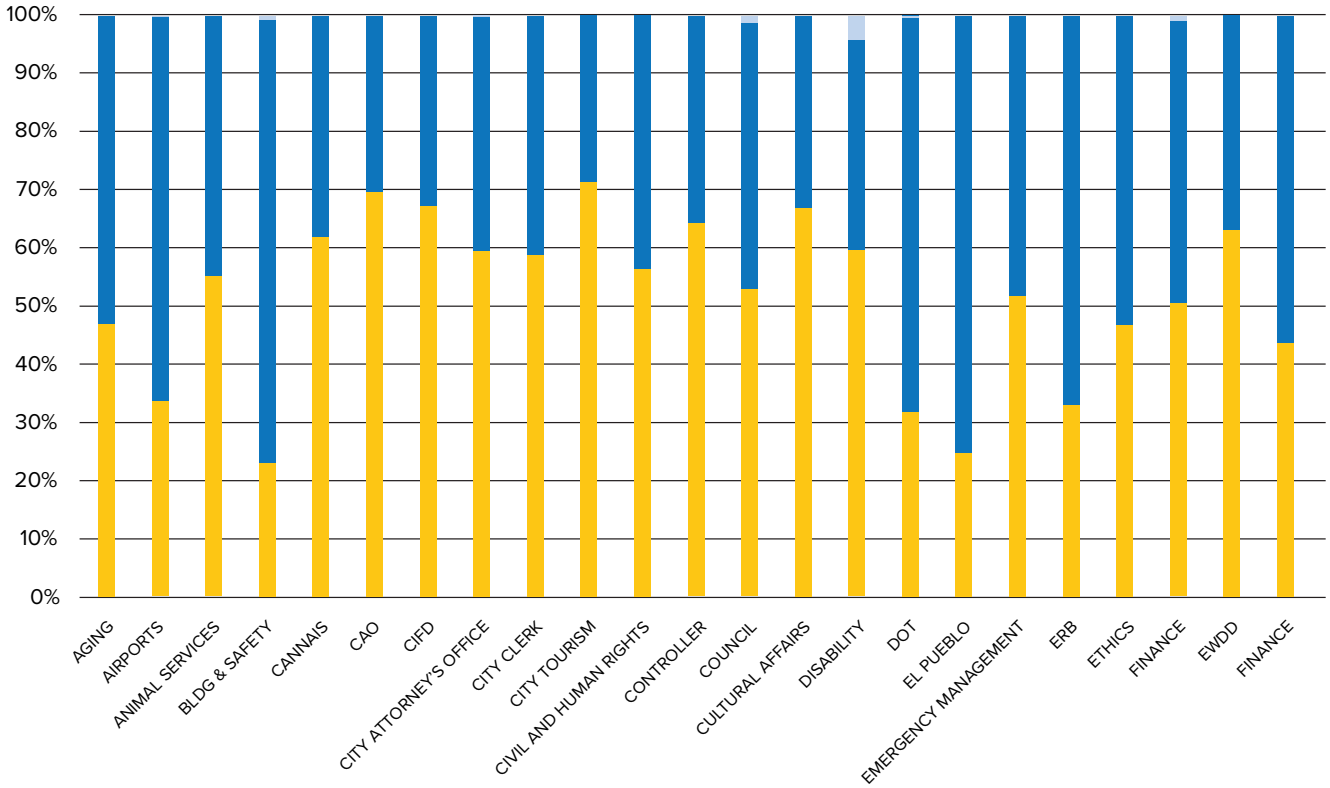


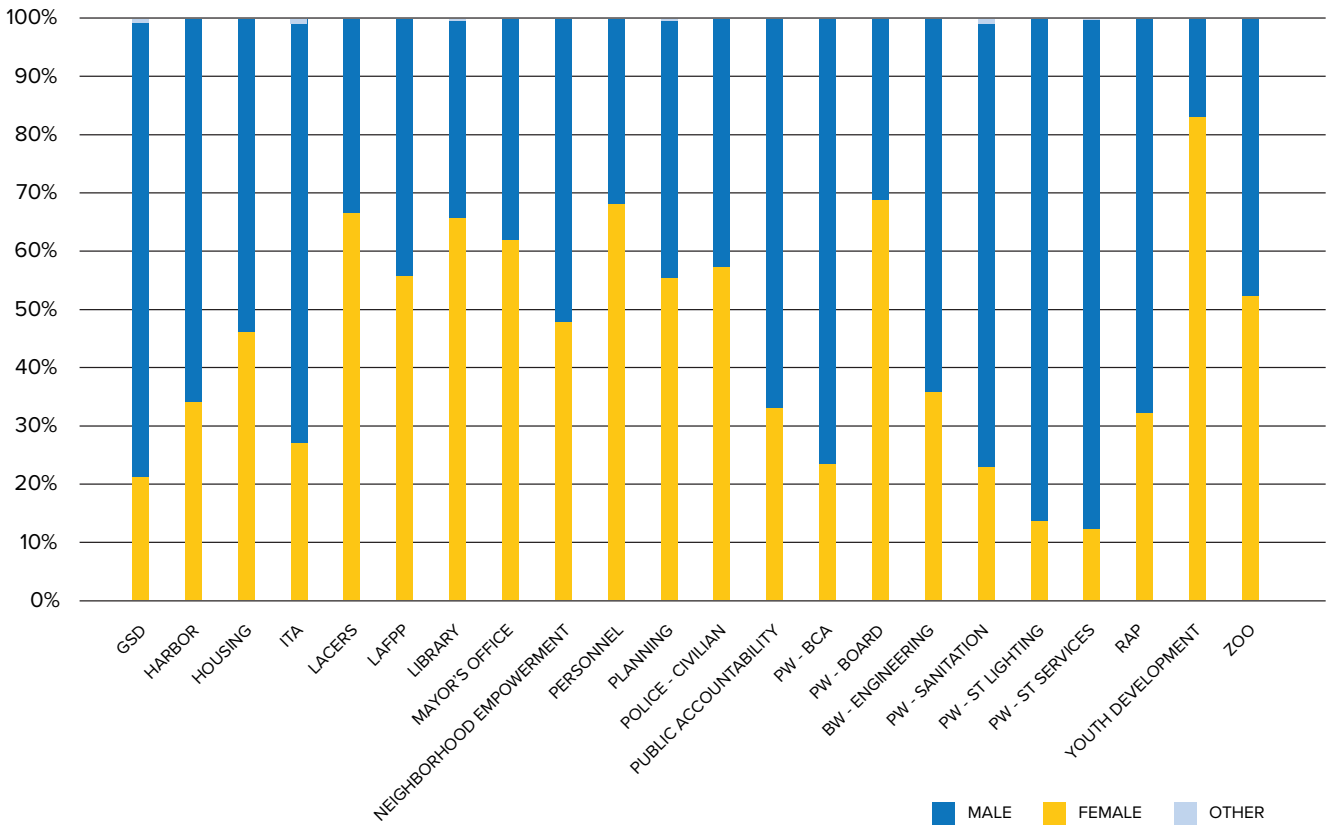
AVERAGE AGE BY DEPARTMENT



Citywide Average Age: 47
Represented by RED 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 #	FEMALE %	MALE #	MALE %	TOTAL NUMBER
EXEC ADMIN ASST III	31	100%		**0%**	31
EXEC ADMIN ASST II	64	97%	2	**3%**	66
SECRETARY	123	97%	4	**3%**	127
PR CLERK CITY ATTY II	15	94%	1	**6%**	16
COMMISSION EXEC ASST II	10	91%	1	**9%**	11
COMMUNICATIONS INFO REP TRAINEE	9	90%	1	**10%**	10
SR WORKERS COMP ANALYST	9	90%	1	**10%**	10
LEGAL SECRETARY III	17	89%	2	**11%**	19
WITNESS SERVICE COORDINATOR	34	87%	5	**13%**	39
PERS RECORDS SUPV	20	87%	3	**13%**	23
PR CLERK POLICE II	25	86%	4	**14%**	29
LEGAL ASSISTANT I	12	86%	2	**14%**	14
BENEFITS SPECIALIST	49	84%	9	**16%**	58
POLICE SERVICE REP II	271	84%	53	**16%**	324
PR ACCOUNTANT I	9	82%	2	**18%**	11
SENIOR BENEFITS ANALYST II	9	82%	2	**18%**	11
SR ADMIN ANALYST I	13	81%	3	**19%**	16
WORKERS COMP ANALYST	26	81%	6	**19%**	32
FORENSIC PRNT SPEC II	17	81%	4	**19%**	21
SUPPLY SERVICES PAYMENT CLERK	21	81%	5	**19%**	26
LIBRARIAN III	33	80%	8	**20%**	41
CORRECTIONAL NURSE II	16	80%	4	**20%**	20
CRIMINALIST I	8	80%	2	**20%**	10
PR CLERK	36	80%	9	**20%**	45
SR LEGAL CLERK I	8	80%	2	**20%**	10
COMMUN INFO REP II	86	80%	22	**20%**	108

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 #	FEMALE %	MALE #	MALE %	TOTAL NUMBER
AIR COND MECHANIC		0%	43	100%	43
ASST ST LTG ELECTRCN		0%	31	100%	31
AUTO BODY BLDR/REPAIRER		0%	22	100%	22
AUTOMOTIVE SUPERVISOR		0%	19	100%	19
BUILD OPERATING ENGR - AIRPORT		0%	13	100%	13
BUILDING REPAIRER I		0%	11	100%	11
CARPENTER		0%	64	100%	64
COMMUN ENGRG ASSOC I		0%	12	100%	12
CONSTR & MAINT SUPV II		0%	14	100%	14
DELIVERY DRIVER II		0%	14	100%	14
ELECTRCL CRAFT HELPER		0%	69	100%	69
ELEVATOR MECHANIC		0%	22	100%	22
ELEVATOR MECHANIC HLPR		0%	14	100%	14
FIRE SPRINKLER INSP		0%	12	100%	12
INSTRUMENT MECH		0%	24	100%	24
INSTRUMENT MECH - AIRPORT		0%	10	100%	10
LOCKSMITH		0%	10	100%	10
MACHINIST		0%	10	100%	10
MAINT & CONSTR HELPER		0%	52	100%	52
MECH HELPER		0%	50	100%	50
MECH REPAIRER		0%	24	100%	24
PARKING MTR TECHNICIAN		0%	15	100%	15
PIPEFITTER		0%	15	100%	15
PLUMBER SUPERVISOR		0%	11	100%	11
PLUMBING INSPECTOR		0%	18	100%	18
POL SURVLLNCE SPEC I		0%	13	100%	13
PORT ELECTRICAL MECHANIC		0%	14	100%	14
PORT PILOT II		0%	12	100%	12
PR CONSTR INSPECTOR		0%	16	100%	16
REF CREW FIELD INSTR		0%	14	100%	14
ROOFER		0%	15	100%	15
SAFETY ENGR ELEVATORS		0%	13	100%	13
SOLID RESOURCE SUPT		0%	13	100%	13
SR BUILD INSPECTOR		0%	21	100%	21
SR BUILD MECH INSPECTR		0%	41	100%	41
SR CARPENTER		0%	18	100%	18
SR ELECTRICIAN		0%	11	100%	11
SR EQUIPMENT MECHANIC		0%	31	100%	31
SR HVY DUTY EQUIP MECH		0%	10	100%	10
ST LTG ELECTRCN		0%	29	100%	29
ST LTG ELECTRCN SUPV		0%	13	100%	13
SURVEY PARTY CHIEF II		0%	14	100%	14
TRAF PNT SIGN POST III		0%	19	100%	19
TREE SURGEON SUPVSR I		0%	39	100%	39
TREE SURGEON SUPVSR II		0%	13	100%	13
VOCATIONAL WORKER MAINTENANCE LABORER		0%	16	100%	16
W/WTR COLL SUPERVISOR		0%	15	100%	15
W/WTR COLL WORKER I		0%	26	100%	26
W/WTR TRMT MECH		0%	55	100%	55
W/WTR TRMT OPER II		0%	25	100%	25
WAREHOUSE & T/R WKR II		0%	24	100%	24
WELDER		0%	50	100%	50

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
	#	%	#	%	
WINDOW CLEANER/AIRPORT		0%	10	100%	10
HEAVY DUTY EQUIP MECH		0%	105	99%	106
TRAF PAINT SIGN POST I		0%	16	94%	17
ASST SIGNL SYS ELECTRCN		0%	12	92%	13
EQUIPMNT MECHANIC	1	0%	281	99%	284
TREE SURGEON	1	1%	90	99%	91
PLUMBER	1	1%	75	99%	76
STOREKEEPER II	1	1%	73	99%	74
EQUIPMNT OPERATOR	2	1%	143	98%	146
ELECTRICIAN	1	1%	65	97%	67
SIGNAL SYSTEM ELECTRCN	1	2%	61	98%	62
GARAGE ATTENDANT	1	2%	48	91%	53
W/WTR COLL WORKER II	3	2%	154	98%	157
HEAVY DUTY TRUCK OPER	3	2%	133	98%	136
PAINTER	1	2%	42	98%	43
REF COLL TRUCK OPER II	22	3%	681	95%	717
ELECTRCL INSPECTOR	1	3%	31	97%	32
HELICOPTER MECH	1	3%	29	97%	30
W/WTR TRMT ELEC I	1	3%	28	93%	30
COMMUN ELECTRICIAN	3	3%	86	97%	89
ST SVCS SUPVR II	1	4%	25	96%	26
LAND SURVEYING ASST	1	4%	24	96%	25
BUILD MECH INSPECTOR	6	4%	139	93%	149
IRRIGATION SPECIALIST	1	4%	23	96%	24
PR INSPECTOR	1	4%	22	96%	23
ST SVCS SUPT I	1	5%	21	95%	22
CEMENT FINISHER WORKER	1	5%	20	95%	21
CEMENT FINISHER	5	5%	99	95%	104
SURVEY PARTY CHIEF I	1	5%	19	95%	20
PLANT EQUIPMNT TRAINEE	1	5%	18	95%	19
BUILD INSPECTOR	2	5%	35	95%	37
TRAF PAINT SIGN POST II	2	6%	34	94%	36
W/WTR TRMT OPER I	4	6%	68	94%	72
WAREHOUSE & T/R WKR I	1	6%	17	94%	18
AIRPORTS MTCE SUPVR III	1	6%	16	94%	17
ELECTRCL ENGRG ASSC II	1	6%	16	94%	17
SR COMMUN ELECTRICIAN	1	6%	16	94%	17
TRUCK OPERATOR	2	6%	32	94%	34
MUNICIPAL POLICE OFFICER III	1	6%	15	94%	16
HOUSING INSPECTOR	5	6%	72	94%	77
AIRPORT POLICE LT	1	7%	14	93%	15
CONSTR INSPECTOR	10	7%	137	93%	147
ARPT SUPT OF OPER II	4	7%	52	93%	56
BUILD OPERATING ENGR	1	7%	13	93%	14
SR CONSTR INSPECTOR	5	8%	61	92%	66
REHAB CONSTR SPEC II	1	8%	12	92%	13
ST LTG ENGRG ASSC III	1	8%	12	92%	13
REF COLL SUPERVISOR	4	8%	46	92%	50
SR HOUSING INSPECTOR	2	8%	23	92%	25
W/WTR TRMT OPER III	3	8%	33	92%	36

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
	#	%	#	%	
BUILD CIVIL ENGR I	1	**9%**	10	91%	11
CH INSPECTOR	1	**9%**	10	91%	11
ELECTRICIAN SUPV	1	**9%**	10	91%	11
PARK RANGER	2	**9%**	20	91%	22
ST SVCS SUPVR I	3	**9%**	30	91%	33
SYSTEMS PROGRAMMER II	5	**9%**	50	91%	55
BUILD MAINT DIST SUPVR	1	**10%**	9	90%	10
EQUIP REPAIR SUPVR	1	**10%**	9	90%	10
HEATING/REFRIG INSP	1	**10%**	9	90%	10
LIGHT EQUIP OPERATOR	2	**10%**	18	90%	20
MOTOR SWEEPER OPERATOR	8	**10%**	72	90%	80
PR CIVIL ENGINEER	2	**10%**	18	90%	20
SR COMMUN ENGINEER	1	**10%**	9	90%	10
MATL TST ENGRG ASSC II	2	**11%**	17	89%	19
SYSTEMS PROGRAMMER I	4	**11%**	31	89%	35
ST SVCS WORKER I	7	**12%**	52	88%	59
MAINTENANCE ASST	5	**12%**	37	88%	42
ST SVCS WORKER II	3	**13%**	21	88%	24
AIRPORT POLICE OFCR III	19	**13%**	128	87%	147
APPLICATIONS PROGRAMMER	2	**13%**	13	87%	15
SR TRANSP ENGINEER	2	**13%**	13	87%	15
VOCATIONAL WORKER CUSTODIAN	2	**13%**	12	80%	15
ARPT SUPT OF OPER I	4	**13%**	16	80%	20
COMMUN ENGRG ASSOC IV	2	**13%**	8	80%	10
CUSTODIAL SVCS ASST	2	**13%**	8	80%	10
FIRE SPECIAL INVESTIGATOR	2	**13%**	8	80%	10
LANDSCAPE ARCH ASSC II	2	**13%**	8	80%	10
OFFICE ENGRG TECH III	3	**13%**	12	80%	15
PR DETENTION OFCR	7	**13%**	28	80%	35
SAFETY ENGINEER	2	**13%**	8	80%	10
SR STOREKEEPER	4	**13%**	16	80%	20
PROGRAMMER/ANALYST III	5	**14%**	32	86%	37
ARPT SUPT OF OPER III	4	**14%**	25	86%	29
MATL TST TECHNICIAN II	5	**14%**	30	86%	35
MAINTENANCE LABORER	69	**14%**	412	86%	481
FIELD ENGINEER AIDE	5	**15%**	29	85%	34
TREE SURGEON ASST	3	**15%**	17	85%	20
TRANSP ENGINEER	7	**15%**	39	85%	46
ASST GARDENER	4	**15%**	22	85%	26
TRANSP ENGRG ASSC III	9	**16%**	49	84%	58
SR ELECTRCL INSPECTOR	2	**17%**	10	83%	12
STRUCTRL ENGRG ASSC II	15	**17%**	75	83%	90
SYSTEMS ANALYST	31	**17%**	148	82%	181
SR GARDENER	11	**17%**	53	83%	64
AIRPORT POLICE OFCR II	25	**18%**	117	82%	142
DELIVERY DRIVER I	3	**18%**	14	82%	17
GOLF STARTER	3	**18%**	14	82%	17
PARK MAINT SUPVR	8	**18%**	36	82%	44
SR PARK MAINT SUPVR	2	**18%**	9	82%	11
ASST INSPECTOR II	3	**19%**	13	81%	16
GARDENER CARETAKER	76	**19%**	322	81%	398
PROGRAMMER/ANALYST V	7	**19%**	29	81%	36

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

AGING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTANT	3		0%		0%		0%
ACCOUNTING CLERK	1		0%		0%		0%
ADMINISTRATIVE CLERK	2		0%		0%		0%
ASST GM DEPT OF AGING	1		0%		0%		0%
AUDITOR I	1	1	100%	1	100%	1	100%
COMNTY PROGRM ASST III	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
GEN MGR DEPT OF AGING	1	1	100%	1	100%	1	100%
MANAGEMENT ANALYST	5	1	20%	1	20%	1	20%
MANAGEMENT ASSISTANT	5		0%		0%		0%
NUTRITIONIST	1		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	1		0%		0%		0%
PR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SECRETARY	1		0%		0%		0%
SOCIAL WORKER I	3		0%		0%		0%
SOCIAL WORKER II	1		0%		0%		0%
SR ACCOUNTANT II	1		0%	1	100%	1	100%
SR ADMINISTRATIVE CLERK	1		0%		0%		0%
SR AUDITOR	1		0%		0%		0%
SR MGMT ANALYST I	2		0%				0%
SR MGMT ANALYST II	2		0%		0%		0%
TOTAL	**36**	**4**	**11%**	**5**	**14%**	**5**	**14%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTANT	14	1	7%	1	7%	1	7%
ACCOUNTING CLERK	41	10	24%	11	27%	13	32%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ACCOUNTING REC SUPVR II	1		0%	1	100%	1	100%
ADMINISTRATIVE CLERK	60	3	5%	3	5%	5	8%
AIR COND MECH SUPVR I	1		0%		0%		0%
AIR COND MECH SUPVR II	1	1	100%	1	100%	1	100%
AIR COND MECHANIC	14	2	14%	2	14%	5	36%
AIRP ENVRNMTL MGR II	3	3	100%	3	100%	3	100%
AIRP MAINTENANCE SUPT	9	1	11%	1	11%	4	44%
AIRP MANAGER II	3	1	33%	1	33%	1	33%
AIRP MANAGER III	7	4	57%	4	57%	5	71%
AIRP PUB/COMM REL DIR I	2		0%		0%		0%
AIRP PUB/COMM REL DIR II	2		0%		0%		0%
AIRPORT ENGINEER I	5	1	20%	1	20%	1	20%
AIRPORT ENGINEER II	4	1	25%	1	25%	1	25%
AIRPORT GUIDE I	1		0%		0%		0%
AIRPORT GUIDE II	18	4	22%	4	22%	5	28%
AIRPORT INFO SPEC I	4	1	25%	1	25%	2	50%
AIRPORT INFO SPEC II	6		0%		0%	1	17%
AIRPORT LABOR RELATIONS ADVOCATE I	2		0%		0%		0%
AIRPORT LABOR RELATIONS ADVOCATE II	3		0%		0%		0%
AIRPORT PLANNER	3		0%		0%		0%
AIRPORT POLICE CAPTAIN	5	1	20%	1	20%	2	40%
AIRPORT POLICE CHIEF	1		0%		0%		0%
AIRPORT POLICE COMMANDER	2		0%		0%		0%
AIRPORT POLICE LT	15	6	40%	6	40%	6	40%
AIRPORT POLICE OFCR II	142	8	6%	14	10%	16	11%
AIRPORT POLICE OFCR III	147	8	5%	15	10%	21	14%
AIRPORT POLICE SGT	57	6	11%	7	12%	10	18%
AIRPORTS MTCE SUPVR I	7	1	14%	1	14%	1	14%
AIRPORTS MTCE SUPVR II	7	4	57%	4	57%	4	57%
AIRPORTS MTCE SUPVR III	17	2	12%	4	24%	7	41%
ARCHITECTURAL ASSOC II	1		0%		0%		0%
ARCHITECTURAL ASSOC IV	1		0%		0%		0%
ARPT SUPT OF OPER I	20		0%		0%		0%
ARPT SUPT OF OPER II	56	10	18%	11	20%	12	21%
ARPT SUPT OF OPER III	29	8	28%	8	28%	8	28%
ARTS MANAGER II	1		0%		0%		0%
ARTS MANAGER III	1		0%		0%		0%
ASSISTANT AIRPORT MANAGER	3		0%		0%		0%
ASSISTANT GM AIRPORTS	6	1	17%	2	33%	2	33%
ASST AIRPORT POL CHIEF	2		0%	1	50%	1	50%
ASST INSPECTOR IV	4		0%		0%		0%
AUDITOR II	1	1	100%	1	100%	1	100%
BUILD OPERATING ENGR - AIRPORT	13	3	23%	4	31%	5	38%
BUILDING REPAIRER I	3	1	33%	1	33%	1	33%
BUS OPERATOR	33	4	12%	7	21%	8	24%
BUS OPERATOR SUPVR	6	1	17%	1	17%	2	33%
CARPENTER	12	1	8%	1	8%	3	25%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 %	2024 ELIGIBLE TO RETIRE #	2024 %	2025 ELIGIBLE TO RETIRE #	2025 %
CARPET LAYER	1		0%		0%		0%
CEMENT FINISHER	3		0%		0%		0%
CEMENT FINISHER WORKER	3	1	33%	1	33%	1	33%
CH AIRPORT PLAN I	1		0%		0%		0%
CH AIRPORT PLAN II	3	1	33%	1	33%	1	33%
CH BUILD OPERATNG ENGR	1		0%		0%		0%
CH COMMUNICATIONS OPER	1		0%		0%		0%
CH CONSTR INSPECTOR	1		0%	1	100%	1	100%
CH INFORMATION OFFICER	1	1	100%	1	100%	1	100%
CH INFORMATION SECURITY OFC	1		0%		0%		0%
CH MANAGEMENT ANALYST	5	3	60%	4	80%	4	80%
CH OF OPERATIONS II	19	5	26%	5	26%	6	32%
CITY PLANNER	1		0%		0%		0%
CIVIL ENG DRFT TECH-ARP	1	1	100%	1	100%	1	100%
CIVIL ENGINEER AIRPORTS	5		0%	1	20%	1	20%
CIVIL ENGRG ASSOC I	1		0%		0%		0%
CIVIL ENGRG ASSOC II	15		0%		0%		0%
CIVIL ENGRG ASSOC III	4		0%		0%		0%
CIVIL ENGRG ASSOC IV	11		0%		0%	2	18%
COMMISSION EXEC ASST II	1		0%		0%		0%
COMMUN CABLE WORKER	1	1	100%	1	100%	1	100%
COMMUN ELECTRICIAN	9	2	22%	4	44%	4	44%
COMMUN ELECTRICIAN SUPV	1		0%		0%		0%
COMMUN ENGINEER	3	2	67%	3	100%	3	100%
COMMUN ENGRG ASSOC I	1		0%		0%		0%
COMMUN ENGRG ASSOC II	2		0%		0%		0%
COMMUN ENGRG ASSOC III	1		0%		0%		0%
COMMUN ENGRG ASSOC IV	7	2	29%	3	43%	3	43%
COMMUN INFO REP III	33	2	6%	3	9%	3	9%
COMNTY PROGRM DIRECTOR	1		0%		0%		0%
COMNTY/ADMN SUP WKR III	1		0%		0%		0%
CONSTR & MAINT SUPV I	2	1	50%	1	50%	1	50%
CONSTR EQUIP SERV WORKR	3		0%		0%		0%
CONSTR ESTIMATOR	2		0%		0%		0%
CONSTR INSPECTOR	19	5	26%	6	32%	7	37%
CUSTODIAL SVCS ASST	1		0%		0%		0%
CUSTODIAL SVCS ASST - AIRPORT	32		0%		0%		0%
CUSTODIAN AIRPORT	378	113	30%	123	33%	133	35%
CUSTODIAN SUPERVISOR	32	4	13%	5	16%	6	19%
DATA BASE ARCHITECT	2	1	50%	2	100%	2	100%
DELIVERY DRIVER II	2		0%		0%		0%
DELIVERY DRIVER III	2		0%		0%		0%
DEPARTMENTAL AUDIT MGR	1		0%	1	100%	1	100%
DEPT CHIEF ACCT IV	2	1	50%	2	100%	2	100%
DEPUTY G M AIRPT / 1	7	1	14%	2	29%	2	29%
DEPUTY G M AIRPT / 2	2	1	50%	1	50%	1	50%
DIR OF AIRPRTS ADMINSN	2	1	50%	1	50%	2	100%
DIR OF AIRPRTS OPERATNS	2	2	100%	2	100%	2	100%
DIR OF AIRPRTS SFTY OFC	1		0%		0%		0%
DIR OF MTCE AIRPORTS I	4	2	50%	2	50%	2	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
DIRECTOR OF AIRPORT MARKETING	1		0%		0%		0%
ELECTRCL CRAFT HELPER	5	1	20%	1	20%	1	20%
ELECTRCL ENGRG ASSC II	4		0%		0%		0%
ELECTRCL ENGRG ASSC III	1		0%		0%		0%
ELECTRCL ENGRG ASSC IV	2		0%		0%		0%
ELECTRICIAN	25	4	16%	4	16%	4	16%
ELECTRICIAN SUPV	2	1	50%	1	50%	1	50%
ELEVATOR MECHANIC	13	2	15%	2	15%	3	23%
ELEVATOR MECHANIC HLPR	11	1	9%	1	9%	1	9%
ELEVATOR REPAIR SUPV I	3	2	67%	2	67%	2	67%
ELEVATOR REPAIR SUPV II	1		0%		0%		0%
EMERGNCY MGT COORD I	3		0%		0%		0%
ENGRG DESIGNER-AIRPORT	1		0%		0%		0%
ENVIRN AFFRS OFC	1		0%		0%		0%
ENVIRONMENTAL SPEC II	5	1	20%	1	20%	1	20%
ENVIRONMENTAL SPEC III	10	1	10%	1	10%	1	10%
ENVIRONMENTAL SUPVR II	3	1	33%	1	33%	1	33%
EQUIP REPAIR SUPVR	1		0%		0%		0%
EQUIP SPECIALIST II	1		0%		0%		0%
EQUIPMNT MECHANIC	10	1	10%	1	10%	2	20%
EQUIPMNT OPERATOR	12	3	25%	3	25%	3	25%
EXEC ADMIN ASST II	11	3	27%	3	27%	3	27%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
EXEC ASST AIRPORTS	6	3	50%	3	50%	4	67%
FINANCE SPECIALIST III	1		0%		0%		0%
FINANCIAL ANALYST II	1	1	100%	1	100%	1	100%
FINANCIAL MANAGER II	1		0%		0%		0%
FISCAL SYSTEMS SPEC I	1		0%		0%		0%
FISCAL SYSTEMS SPEC II	5		0%		0%	1	20%
GARAGE ATTENDANT	6		0%		0%		0%
GARDENER CARETAKER	31	3	10%	4	13%	8	26%
GEN MGR AIRPORTS	1		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	2		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	1		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	1		0%		0%		0%
GRAPHICS DESIGNRII-ARPT	3		0%		0%		0%
GRAPHICS SUPERVISOR I	1		0%		0%		0%
HEAVY DUTY EQUIP MECH	8	1	13%	2	25%	3	38%
HEAVY DUTY TRUCK OPER	13	1	8%	1	8%	1	8%
INFO SYSTEM MGR I	4	1	25%	1	25%	2	50%
INFO SYSTEM MGR II	5	1	20%	1	20%	2	40%
INSTRUMENT MECH - AIRPORT	10	1	10%	1	10%	1	10%
INSTRUMENT MECH SUPV - AIRPORT	4	2	50%	2	50%	2	50%
INTERNAL AUDITOR II	1	1	100%	1	100%	1	100%
INTERNAL AUDITOR III	1		0%		0%		0%
INTERNAL AUDITOR IV	2		0%		0%	2	100%
IRRIGATION SPECIALIST	1		0%		0%		0%
LAND SURVEYING ASST	2		0%		0%		0%
LEGISLATIVE REP	3		0%		0%		0%
LOCKSMITH	4	1	25%	3	75%	3	75%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
MAINT & CONSTR HELPER	9	2	22%	2	22%	3	33%
MAINTENANCE LABORER	75	25	33%	32	43%	34	45%
MANAGEMENT AIDE	5	1	20%	1	20%	1	20%
MANAGEMENT ANALYST	75	13	17%	14	19%	17	23%
MANAGEMENT ASSISTANT	17	1	6%	1	6%	1	6%
MECH ENGRG ASSC III	1		0%		0%		0%
MECH ENGRG ASSC IV	1		0%		0%		0%
MECH HELPER	11	1	9%	1	9%	1	9%
MECH REPAIRER	4	2	50%	2	50%	3	75%
MOTOR SWEEPER OPERATOR	4	1	25%	2	50%	2	50%
OCCUPATIONAL HLTH NURSE	1		0%		0%		0%
OFFICE SVCS ASSISTANT	1		0%		0%		0%
PAINTER	12	1	8%	1	8%	1	8%
PARKING MANAGER I	1		0%		0%		0%
PARKING MANAGER II	1		0%	1	100%	1	100%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PERS RECORDS SUPV	2		0%		0%		0%
PERSONNEL ANALYST	3		0%		0%	1	33%
PERSONNEL DIR III	1		0%		0%	1	100%
PIPEFITTER	1		0%		0%		0%
PLASTERER	1		0%		0%		0%
PLUMBER	20	3	15%	5	25%	6	30%
PLUMBER SUPERVISOR	2		0%		0%	1	50%
PR ACCOUNTANT I	1		0%		0%		0%
PR ACCOUNTANT II	3	2	67%	2	67%	2	67%
PR CIVIL ENGR/PM III	1	1	100%	1	100%	1	100%
PR CLERK	7	2	29%	3	43%	4	57%
PR COMMUNICATIONS OPER	2	1	50%	2	100%	2	100%
PR CONSTR INSPECTOR	3	1	33%	1	33%	2	67%
PR PUBLIC RELATIONS REP	1		0%		0%		0%
PR SECURITY OFFICER	5		0%	1	20%	2	40%
PROCUREMENT ANALYST II	2		0%		0%		0%
PROCUREMENT SUPERVISOR	1		0%		0%		0%
PROGRAMMER/ANALYST V	6		0%		0%		0%
PROPERTY MANAGER I	1		0%		0%		0%
PROPERTY MANAGER II	2		0%		0%		0%
PROPERTY MANAGER III	4	3	75%	3	75%	3	75%
PUB INFO DIRECTOR I	1		0%		0%		0%
PUB INFO DIRECTOR II	1		0%		0%		0%
PUB RELATIONS SPEC II	3		0%		0%		0%
REAL ESTATE OFFICER I	5	1	20%	1	20%	1	20%
RIDESHARE PROGM ADMNSTR	1		0%		0%		0%
RISK & INSURANCE ASST	5	1	20%	2	40%	3	60%
RISK MANAGER I	2		0%	1	50%	1	50%
RISK MANAGER II	2		0%		0%		0%
ROOFER	2		0%		0%		0%
SAFETY ADMINISTRATOR	1		0%	1	100%	1	100%
SAFETY ENGINEER	1		0%		0%		0%
SECRETARY	15	1	7%	4	27%	6	40%
SECURITY OFFICER	335	56	17%	64	19%	68	20%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
SIGN PAINTER	2	1	50%	1	50%	1	50%
SIGN SHOP SUPERVISOR	1		0%		0%	1	100%
SPECIAL INVESTIGATOR II	1		0%		0%		0%
SR ACCOUNTANT II	8	3	38%	3	38%	4	50%
SR ADMINISTRATIVE CLERK	67	13	19%	16	24%	18	27%
SR AIRPORT ENGINEER I	4	3	75%	3	75%	3	75%
SR AIRPORT ENGINEER II	1	1	100%	1	100%	1	100%
SR AIRPORT PLANNER	1	1	100%	1	100%	1	100%
SR AUDITOR	3		0%		0%		0%
SR BUILD OPERATING ENG	5	3	60%	3	60%	3	60%
SR CARPENTER	3		0%		0%	1	33%
SR CIVIL ENGINEER	1	1	100%	1	100%	1	100%
SR COMMUN ELECTRICIAN	2	1	50%	1	50%	1	50%
SR COMMUN ENGINEER	5	3	60%	3	60%	4	80%
SR COMMUN OPERATOR II	6	2	33%	3	50%	3	50%
SR CONSTR ESTIMATOR	1		0%		0%		0%
SR CONSTR INSPECTOR	8	2	25%	2	25%	2	25%
SR CUSTODIAN AIRPORT	21		0%		0%		0%
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%
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	29	6	21%	7	24%	8	28%
SR MGMT ANALYST II	33	11	33%	12	36%	15	45%
SR PARK MAINT SUPVR	1		0%	1	100%	1	100%
SR PERSONNEL ANALYST I	8		0%		0%	1	13%
SR PERSONNEL ANALYST II	4	1	25%	1	25%	1	25%
SR PLUMBER	2	1	50%	1	50%	1	50%
SR REAL ESTATE OFFICER	8	1	13%	1	13%	3	38%
SR SECURITY OFFICER	39	11	28%	13	33%	13	33%
SR STOREKEEPER	1		0%		0%		0%
SR SYSTEMS ANALYST I	5	2	40%	2	40%	2	40%
SR SYSTEMS ANALYST II	8	1	13%	1	13%	2	25%
SR TRANSP ENGINEER	1	1	100%	1	100%	1	100%
SR WINDOW CLEANER	2		0%		0%	1	50%
ST SVCS WORKER I	1		0%		0%		0%
ST SVCS WORKER II	2		0%		0%		0%
STOREKEEPER I	1		0%		0%		0%
STOREKEEPER II	6	2	33%	2	33%	2	33%
STRUCTRL ENGRG ASSC IV	3		0%		0%		0%
STUDENT PROF WORKER	1		0%		0%		0%
SUPVSG TRANS PLANNR II	2		0%		0%		0%
SURVEY PARTY CHIEF II	1		0%		0%		0%
SYSTEMS ANALYST	6	1	17%	1	17%	1	17%
SYSTEMS ANALYST	1		0%		0%		0%
SYSTEMS PROGRAMMER I	3		0%		0%		0%
SYSTEMS PROGRAMMER II	4		0%		0%		0%
SYSTEMS PROGRAMMER III	16	2	13%	2	13%	6	38%
TELECOM PLANNER	1	1	100%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
TELECOM PLN & UTIL OFCR	2	1	50%	1	50%	1	50%
TILE SETTER	2	1	50%	1	50%	1	50%
TRAF PAINT SIGN POST II	6		0%		0%		0%
TRAF PNT SIGN POST III	6	1	17%	1	17%	1	17%
TRANSITIONAL WORKER	3	2	67%	2	67%	2	67%
TRANSP ENGINEER	1		0%		0%		0%
TRANSP ENGRG ASSC IV	2		0%		0%	1	50%
UPHOLSTERER	2		0%		0%		0%
VOCATIONAL WORKER CUSTODIAN - AIRPORT	60		0%		0%		0%
VOLUNTEER COORDINATOR	1		0%		0%		0%
WAREHOUSE & T/R WKR II	8	1	13%	2	25%	2	25%
WELDER	2	1	50%	1	50%	1	50%
WELDER SUPERVISOR	1		0%		0%		0%
WINDOW CLEANER/AIRPORT	10	2	20%	2	20%	3	30%
WORKERS COMP ANALYST	5	1	20%	1	20%	3	60%
TOTAL	**2791**	**500**	**18%**	**592**	**21%**	**700**	**25%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

ANIMAL SERVICES JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTANT	1		0%		0%		0%
ACCOUNTING CLERK	2		0%		0%		0%
ADMINISTRATIVE CLERK	27	6	22%	6	22%	7	26%
ANIMAL CARE ASSISTANT	5		0%		0%		0%
ANIMAL CARE TECH	120	9	8%	12	10%	14	12%
ANIMAL CARE TECH SUPV	12		0%		0%	1	8%
ANIMAL CONTROL OFCR	59	5	8%	7	12%	8	14%
ANIMAL LIC CANVASSER	4		0%		0%		0%
ASST GM ANIMAL REGULATN	1		0%		0%		0%
CH VETERINARIAN	1		0%		0%		0%
DIR OF FIELD OPERATIONS	3		0%		0%	1	33%
DISTR SUPV ANIMAL SERVICES	2		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%	1	100%
GEN MGR ANIMAL SERVICES	1		0%		0%		0%
MANAGEMENT ANALYST	1		0%		0%		0%
OFFICE SVCS ASSISTANT	1		0%		0%		0%
PAYROLL SUPERVISOR	1		0%	1	100%	1	100%
PR CLERK	1		0%		0%		0%
PUB INFO DIRECTOR I	1		0%		0%		0%
PUB RELATIONS SPEC II	1		0%		0%		0%
SR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SR ADMINISTRATIVE CLERK	4	1	25%	1	25%	1	25%
SR ANIMAL CNTRL OFCR I	6		0%		0%		0%
SR ANIMAL CNTRL OFCR II	2		0%		0%	1	50%
SR MGMT ANALYST II	1		0%		0%		0%
SR SYSTEMS ANALYST II	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	1		0%		0%		0%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
VETERINARIAN II	4		0%			2	50%
VETERINARY TECHNICIAN	28	5	18%	5		5	18%
VOCATIONAL WORKER ANIMAL CARE TECHNICIAN	7		0%		0%		0%
VOLUNTEER COORDINATOR	1		0%		0%		0%
TOTAL	**303**	**28**	**9%**	**34**	**11%**	**44**	**15%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

BUILDING AND SAFETY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTANT	5		0%		0%		0%
ACCOUNTING CLERK	17	2	12%	4	24%	4	24%
ACCOUNTING REC SUPVR I	1		0%		0%		0%
ACCOUNTING REC SUPVR II	1	1	100%	1	100%	1	100%
ADMINISTRATIVE CLERK	78	5	6%	5	6%	5	6%
APPLICATIONS PROGRAMMER	2		0%		0%		0%
ASST DEP SUP OF BLDG II	7	2	29%	2	29%	3	43%
ASST INSPECTOR II	8		0%		0%		0%
ASST INSPECTOR III	1		0%		0%		0%
ASST INSPECTOR IV	18		0%		0%		0%
BLD MECH ENGR I	2		0%		0%		0%
BUILD CIVIL ENGR I	11	1	9%	1	9%	1	9%
BUILD CIVIL ENGR II	8	1	13%	1	13%	1	13%
BUILD INSPECTOR	37	7	19%	7	19%	14	38%
BUILD MECH INSPECTOR	149	25	17%	27	18%	31	21%
CH CLERK	2	1	50%	1	50%	1	50%
CH INSPECTOR	8	1	13%	3	38%	3	38%
CH MANAGEMENT ANALYST	1		0%		0%		0%
DATA BASE ARCHITECT	1		0%		0%		0%
DEPUTY SUPT OF BLDG I	5	1	20%	1	20%	1	20%
DEPUTY SUPT OF BLDG II	1		0%		0%		0%
DIR OF SYSTEMS	1		0%		0%		0%
ELECTRCL ENGRG ASSC I	5		0%		0%		0%
ELECTRCL ENGRG ASSC II	9		0%		0%		0%
ELECTRCL ENGRG ASSC III	4		0%		0%		0%
ELECTRCL ENGRG ASSC IV	3	3	100%	3	100%	3	100%
ELECTRCL INSPECTOR	32	2	6%	2	6%	2	6%
ENGRG GEOLGST ASSOC I	1		0%		0%		0%
ENGRG GEOLGST ASSOC III	2		0%		0%		0%
ENGRG GEOLOGIST I	1	1	100%	1	100%	1	100%
ENGRG GEOLOGIST II	1	1	100%	1	100%	1	100%
ENVIRN AFFRS OFC	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SPEC II	4		0%	1	25%	1	25%
ENVIRONMENTAL SPEC III	1		0%		0%		0%
ENVIRONMENTAL SUPVR II	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST II	2	1	50%	1	50%	2	100%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
FIRE SPRINKLER INSP	12	1	8%	2	17%	2	17%
GEOTECH ENGINEER I	2		0%		0%	1	50%
GEOTECH ENGINEER II	1		0%		0%		0%
GEOTECH ENGINEER III	1	1	100%	1	100%	1	100%
HEATING/REFRIG INSP	10	3	30%	3	30%	5	50%
INDUSTRIAL HYGIENIST	1		0%		0%		0%
MANAGEMENT ANALYST	8		0%		0%		0%
MANAGEMENT ASSISTANT	6		0%		0%		0%
MECH ENGRG ASSC I	5		0%		0%		0%
MECH ENGRG ASSC II	7	1	14%	1	14%	2	29%
MECH ENGRG ASSC III	4		0%		0%		0%
MECH ENGRG ASSC IV	3	1	33%	1	33%	1	33%
OFFICE ENGRG TECH I	11		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

BUILDING AND SAFETY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
OFFICE ENGRG TECH II	7	4	57%	4	57%	4	57%
OFFICE ENGRG TECH III	5	2	40%	2	40%	2	40%
OFFICE SVCS ASSISTANT	4		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	11		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PLUMBING INSPECTOR	18		0%		0%		0%
PR CLERK	4	1	25%	1	25%	2	50%
PR INSPECTOR	15	8	53%	9	60%	11	73%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROGRAMMER/ANALYST IV	2	1	50%	1	50%	1	50%
PROGRAMMER/ANALYST V	1		0%		0%		0%
SAFETY ENGR ELEVATORS	13	1	8%	1	8%	1	8%
SAFETY ENGR PRESS VES	5	1	20%	2	40%	2	40%
SECRETARY	1		0%		0%		0%
SR ACCOUNTANT I	3	1	33%	1	33%	1	33%
SR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SR ADMINISTRATIVE CLERK	32	7	22%	8	25%	8	25%
SR BUILD INSPECTOR	21	17	81%	17	81%	19	90%
SR BUILD MECH INSPECTR	41	22	54%	23	56%	25	61%
SR ELECTRCL INSPECTOR	9	5	56%	5	56%	5	56%
SR FIRE SPRINKLER INSP	4	2	50%	2	50%	3	75%
SR HEATING/REFRIG INSP	6	2	33%	2	33%	3	50%
SR MGMT ANALYST I	3		0%		0%		0%
SR MGMT ANALYST II	3		0%		0%		0%
SR PLUMBING INSPECTOR	9	3	33%	3	33%	4	44%
SR SAFETY ENG ELEVATORS	5	3	60%	3	60%	3	60%
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	3		0%		0%		0%
SR SYSTEMS ANALYST II	2	1	50%	1	50%	1	50%
STOREKEEPER II	1		0%		0%		0%
STRUCTRL ENGRG ASSC I	28		0%		0%		0%
STRUCTRL ENGRG ASSC II	78	6	8%	6	8%	7	9%
STRUCTRL ENGRG ASSC III	14	1	7%	2	14%	2	14%
STRUCTRL ENGRG ASSC IV	12	3	25%	3	25%	4	33%
SUPT OF BUILDING	1	1	100%	1	100%	1	100%
SYSTEMS AIDE	1		0%		0%		0%
SYSTEMS ANALYST	8		0%		0%		0%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
SYSTEMS PROGRAMMER III	3	1	33%	1	33%	2	67%
WAREHOUSE & T/R WKR I	2	1	50%	1	50%	1	50%
TOTAL	**888**	**162**	**18%**	**175**	**20%**	**205**	**23%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

CANNABIS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ADMINISTRATIVE CLERK	5		0%		0%		0%
ASSISTANT EXECUTIVE DIRECTOR CANNABIS DEPARTMENT	1		0%		0%		0%
COMMISSION EXEC ASST I	1		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
EXECUTIVE DIRECTOR CANNABIS DEPARTMENT	1		0%		0%		0%
MANAGEMENT ANALYST	6		0%	1	17%	1	17%
MANAGEMENT ASSISTANT	10		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	1		0%		0%		0%
PR PROJECT COORDINATOR	1		0%		0%		0%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PUB RELATIONS SPEC I	3		0%		0%		0%
SR ACCOUNTANT I	1		0%		0%		0%
SR MGMT ANALYST I	2	1	50%	1	50%	1	50%
SR MGMT ANALYST II	1		0%		0%		0%
TOTAL	**37**	**1**	**3%**	**2**	**5%**	**2**	**5%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

CAO JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTING CLERK	4		0%		0%		0%
ACCOUNTING CLERK TRAINEE	2		0%		0%		0%
ADMIN ANALYST	14	1	7%	1	7%	1	7%
ADMINISTRATIVE CLERK	3		0%		0%		0%
ASST CITY ADMIN OFFICER	5	2	40%	2	40%	3	60%
CH ADMIN ANALYST	9	3	33%	3	33%	3	33%
CITY ADMIN OFFICER	1		0%		0%		0%
EXEC ADMIN ASST II	2	1	50%	1	50%	1	50%
EXEC ADMIN ASST III	1		0%		0%		0%
FINANCE SPECIALIST III	1		0%		0%		0%
FINANCE SPECIALIST IV	2	1	50%	1	50%	1	50%
FINANCE SPECIALIST V	2		0%		0%		0%
MANAGEMENT ANALYST	12	2	17%	2	17%	2	17%
MANAGEMENT ASSISTANT	3		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	1		0%		0%		0%
PR CLERK	1		0%		0%	1	100%
PR PROJECT COORDINATOR	2		0%		0%		0%
PRIMA PROGRAM MANAGER	1		0%		0%		0%
PROJECT ASSISTANT	1		0%				0%
PROJECT COORDINATOR	1		0%				0%
RISK & INSURANCE ASST	2		0%				0%
RISK MANAGER I	2		0%				0%
RISK MANAGER II	3	1	33%	1		2	67%
RISK MANAGER III	1	1	100%	1		1	100%
SECRETARY	1		0%				0%
SR ADMIN ANALYST I	16		0%				0%
SR ADMIN ANALYST II	22		0%	1		2	9%
SR ADMINISTRATIVE CLERK	4	1	25%	1	25%	1	25%
SR LABOR REL SPEC I	2		0%		0%		0%
SR LABOR REL SPEC II	5	1	20%	1	20%	1	20%
SR LABOR REL SPEC III	1		0%		0%		0%
SR MGMT ANALYST I	4		0%		0%		0%
SR MGMT ANALYST II	6	1	17%	1	17%	1	17%
SR PROJECT COORDINATOR	6	1	17%	1	17%	1	17%
SR SYSTEMS ANALYST II	1		0%		0%		0%
SYSTEMS ANALYST	2		0%		0%		0%
TOTAL	**146**	**16**	**11%**	**17**	**12%**	**21**	**14%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

COMMUNITY INVESTMENT FOR FAMILIES JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTANT	3	1	33%	1	33%	1	33%
ASST CH GRANTS ADMINSTR	2	1	50%	1	50%	1	50%
ASST GM COMMUNITY INVESTMENT FOR FAMILIES DEPT	2	1	50%	1	50%	1	50%
AUDITOR II	2		0%		0%		0%
CH MANAGEMENT ANALYST	3	1	33%	1	33%	1	33%
ENVIRONMENTAL SPEC I	2		0%		0%		0%
ENVIRONMENTAL SUPVR I	1		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
GEN MGR COMMUNITY INVESTMENT FOR FAMILIES DEPT	1		0%		0%		0%
INTERNAL AUDITOR III	1		0%		0%		0%
MANAGEMENT ANALYST	24	3	13%	3	13%	3	13%
MANAGEMENT ASSISTANT	3		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	7		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PR ACCOUNTANT II	1		0%	1	100%	1	100%
PROGRAM AIDE	1		0%		0%		0%
PROJECT ASSISTANT	2		0%		0%		0%
PROJECT COORDINATOR	2		0%		0%		0%
SECRETARY	1		0%				0%
SR ACCOUNTANT I	1		0%				0%
SR ACCOUNTANT II	1		0%	1		1	100%
SR ADMINISTRATIVE CLERK	1		0%				0%
SR MGMT ANALYST I	4	1	25%	1		1	25%
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%
SR SYSTEMS ANALYST I	1		0%		0%		0%
SYSTEMS ANALYST	1		0%		0%		0%
TOTAL	**77**	**10**	**13%**	**12**	**16%**	**12**	**16%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

CITY ATTORNEY'S OFFICE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ASST CITY ATTORNEY	53	18	34%	22	42%	24	45%
ASST CITY ATTY	5	2	40%	2	40%	2	40%
CH ASST CITY ATTY	4	1	25%	1	25%	2	50%
CITY ATTORNEY	1	1	100%	1	100%	1	100%
CITY ATTY ACCTG CLERK	6		0%	1	17%	1	17%
CITY ATTY ADMIN CRD I	4		0%		0%		0%
CITY ATTY ADMIN CRD II	35	2	6%	2	6%	4	11%
CITY ATTY ADMIN CRD III	18	3	17%	3	17%	4	22%
CITY ATTY ADMIN CRD IV	6		0%	1	17%	3	50%
CITY ATTY CH ADMIN ASST	2	2	100%	2	100%	2	100%
CITY ATTY CH INVESTGTR	1		0%		0%		0%
CITY ATTY FINANCIAL MGR	1		0%		0%		0%
CITY ATTY INVESTGTR I	7		0%		0%		0%
CITY ATTY INVESTGTR II	9		0%		0%		0%
CITY ATTY INVESTGTR III	1		0%		0%	1	100%
Deputy City Attorney III	1		0%		0%		0%
Deputy City Attorney IV	1		0%		0%		0%
DEPUTY CITY ATTY I	45		0%		0%		0%
DEPUTY CITY ATTY II	70		0%		0%		0%
DEPUTY CITY ATTY III	216	25	12%	30	14%	34	16%
DEPUTY CITY ATTY IV	125	29	23%	33	26%	36	29%
EXEC LEGAL SECRETARY I	2	1	50%	1	50%	1	50%
EXEC LEGAL SECRETARY II	2	2	100%	2	100%	2	100%
HEARING OFCR CITY ATTY	7	2	29%	2	29%	2	29%
LEGAL ASSISTANT I	14	1	7%	1	7%	1	7%
LEGAL ASSISTANT II	9	2	22%	2	22%	2	22%
LEGAL CLERK I	11		0%		0%		0%
LEGAL CLERK II	41	1	2%	1	2%	1	2%
LEGAL SECRETARY I	18		0%		0%		0%
LEGAL SECRETARY II	69	11	16%	13	19%	17	25%
LEGAL SECRETARY III	19	7	37%	7	37%	7	37%
NEWS SECRETARY	1		0%		0%		0%
PARALEGAL I	23		0%		0%		0%
PARALEGAL II	25	7	28%	8	32%	10	40%
PARALEGAL III	5	3	0%	3	0%	4	80%
PR CLERK CITY ATTY I	2		0%		0%		0%
PR CLERK CITY ATTY II	16	12	0%	12	0%	12	75%
SR ASST CITY ATTY	14	5	0%	5	0%	5	36%
SR HEARING OFFICER	1		0%		0%		0%
SR LEGAL ASSISTANT	3	1	33%	1	33%	1	33%
SR LEGAL CLERK I	10	1	10%	2	20%	2	20%
SR LEGAL CLERK II	4	1	25%	1	25%	1	25%
SR WITNESS SERVICE COORDINATOR	2	1	50%	1	50%	1	50%
WITNESS SERVICE COORDINATOR	39	3	8%	4	10%	4	10%
TOTAL	**948**	**144**	**15%**	**164**	**17%**	**187**	**20%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

OFFICE OF THE CITY CLERK JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTANT	1		0%		0%		0%
ACCOUNTING CLERK	6		0%	1	17%	1	17%
ACCOUNTING CLERK TRAINEE	3		0%		0%		0%
ACCOUNTING REC SUPVR I	1		0%		0%		0%
ACCOUNTING REC SUPVR II	2		0%		0%		0%
ADMINISTRATIVE CLERK	7		0%		0%		0%
APPLICATIONS PROGRAMMER	1		0%		0%		0%
ARCHIVIST II	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	2		0%		0%		0%
CITY CLERK	1	1	100%	1	100%	1	100%
DIR OF SYSTEMS	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
EXEC OFCR CITY CLERK	1		0%		0%	1	100%
GRAPHICS DESIGNER I	1		0%		0%		0%
LEGISLATIVE ASST	11	2	18%	2	18%	4	36%
MANAGEMENT AIDE	2		0%		0%		0%
MANAGEMENT ANALYST	9		0%		0%	1	11%
MANAGEMENT ASSISTANT	3		0%		0%		0%
OFFICE SVCS ASSISTANT	1		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PR CLERK	4		0%		0%		0%
PROGRAM AIDE	2		0%		0%		0%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROGRAMMER/ANALYST IV	1		0%		0%		0%
PROGRAMMER/ANALYST V	1		0%		0%		0%
PROJECT ASSISTANT	1		0%		0%		0%
PROJECT COORDINATOR	5		0%		0%		0%
SENIOR LEGISLATIVE ASSISTANT	1	1	100%	1	100%	1	100%
SR ACCOUNTANT I	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	8	1	13%	2	25%	2	25%
SR MGMT ANALYST I	5	1	20%	1	20%	1	20%
SR MGMT ANALYST II	3	1	33%	1	33%	1	33%
SR PERSONNEL ANALYST I	1		0%		0%		0%
SR PERSONNEL ANALYST II	1		0%		0%		0%
SR PROJECT COORDINATOR	4		0%		0%	1	25%
SR SYSTEMS ANALYST II	1		0%		0%		0%
SYSTEMS ANALYST	1		0%		0%		0%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
SYSTEMS PROGRAMMER II	1		0%		0%		0%
WAREHOUSE & T/R WKR II	1		0%		0%		0%
TOTAL	**100**	**8**	**8%**	**10**	**10%**	**15**	**15%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

CITY ETHICS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 %	2024 ELIGIBLE TO RETIRE #	2024 %	2025 ELIGIBLE TO RETIRE #	2025 %
AUDITOR I	2		0%		0%		0%
AUDITOR II	3		0%		0%		0%
ETHICS OFFICER II	6		0%		0%		0%
ETHICS OFFICER III	2		0%		0%		0%
EXEC DIRECTOR CITY ETH COMM	1		0%		0%		0%
MANAGEMENT ANALYST	6	1	17%	1	17%	1	17%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROJECT ASSISTANT	1		0%		0%		0%
SPECIAL INVESTIGATOR I	4		0%		0%		0%
SR AUDITOR	2	1	50%	1	50%	1	50%
SR MGMT ANALYST I	6		0%		0%		0%
TOTAL	**34**	**2**	**6%**	**2**	**6%**	**2**	**6%**

CITY TOURISM JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 %	2024 ELIGIBLE TO RETIRE #	2024 %	2025 ELIGIBLE TO RETIRE #	2025 %
ASST GM CONVENTION CTR	1		0%		0%		0%
COMMISSION EXEC ASST II	1		0%		0%	1	100%
CONV CTR BLDG SUPT II	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%	1	100%
EXECUTIVE DIRECTOR CONVENTION CTR	1	1	100%	1	100%	1	100%
SR MGMT ANALYST I	1		0%		0%		0%
SR MGMT ANALYST II	1		0%		0%		0%
TOTAL	**7**	**1**	**14%**	**1**	**14%**	**3**	**43%**

CIVIL AND HUMAN RIGHTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 %	2024 ELIGIBLE TO RETIRE #	2024 %	2025 ELIGIBLE TO RETIRE #	2025 %
CH MANAGEMENT ANALYST	1		0%		0%		0%
COMMISSION EXEC ASST II	1		0%		0%		0%
COMNTY AFFRS ADVOCATE	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%	1	100%	1	100%
EXECUTIVE DIRECTOR CIVIL HUMAN AND EQUITY	1		0%		0%		0%
HUMAN REL ADVOCATE	6		0%		0%		0%
MANAGEMENT ANALYST	1		0%		0%		0%
MANAGEMENT ASSISTANT	1		0%		0%		0%
OFFICE SVCS ASSISTANT	2		0%		0%		0%
PROJECT COORDINATOR	2		0%		0%		0%
SPECIAL INVESTIGATOR I	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	1	1	100%	1	100%	1	100%
SR PROJECT COORDINATOR	4		0%		0%		0%
TOTAL	**23**	**1**	**4%**	**2**	**9%**	**2**	**9%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

CONTROLLER'S OFFICE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 %	2024 ELIGIBLE TO RETIRE #	2024 %	2025 ELIGIBLE TO RETIRE #	2025 %
ACCOUNTANT	11	1	9%	1	9%	1	9%
ACCOUNTING CLERK	9		0%		0%		0%
ADMIN DEPUTY CONTROLLER	4		0%		0%		0%
ADMINISTRATIVE CLERK	2		0%		0%		0%
APPLICATIONS PROGRAMMER	1		0%		0%		0%
CH DEPUTY CONTROLLER	1		0%		0%		0%
CH INTERNAL AUDITOR	1	1	0%	1	0%	1	0%
CH MANAGEMENT ANALYST	2		50%		50%		50%
CONTR AUDIT ANALYST I	3		0%		0%		0%
CONTR AUDIT ANALYST II	1		0%		0%		0%
CONTROLLER AIDE IV	1		0%		0%		0%
CONTROLLER AIDE V	2		0%		0%		0%
CONTROLLER AIDE VII	2		0%		0%		0%
DIR OF AUDITING	1		0%		0%		0%
DIR OF FIN ANAL &REPORT	1	1	0%	1	0%	1	0%
EXEC ADMIN ASST III	1	1	0%	1	0%	2	0%
FINANCIAL MGMT SPEC II	1		100%		100%	1	100%
FINANCIAL MGMT SPEC III	3	1	33%	1	33%	1	67%
FINANCIAL MGMT SPEC IV	3	1	0%	1	0%	2	33%
FINANCIAL MGMT SPEC V	4		25%		25%		25%
FISCAL SYSTEMS SPEC I	15	1	27%	1	27%	1	40%
FISCAL SYSTEMS SPEC II	7		14%		14%		29%
INTERNAL AUDITOR II	3		0%		0%		0%
INTERNAL AUDITOR III	2		50%		50%		50%
INTERNAL AUDITOR IV	3		0%		0%		0%
MANAGEMENT ANALYST	1		0%		0%		0%
MANAGEMENT ASSISTANT	4	2	0%	2	0%	3	0%
OFFICE SVCS ASSISTANT	2		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	1		0%		0%		0%
PR ACCOUNTANT I	2		0%		0%		0%
PR ACCOUNTANT II	8	1	25%	1	25%	1	38%
PR DEPUTY CONTROLLER	1		0%		0%		0%
SPECIAL INVESTIGATOR II	1		0%		0%		0%
SR ACCOUNTANT I	7	1	0%	1	0%	1	0%
SR ACCOUNTANT II	3	1	33%	1	33%	1	33%
SR ADMINISTRATIVE CLERK	1		0%		100%		100%
SR AUDITOR	1	1	0%	1	0%	1	0%
SR CONTR AUDIT ANLYST III	2		0%		0%	1	0%
SR MGMT ANALYST I	2	1	50%	1	50%	1	50%
SR MGMT ANALYST II	1		100%		100%		100%
SR SYSTEMS ANALYST I	1		0%		0%		0%
SR SYSTEMS ANALYST II	3		67%		67%		67%
SYSTEMS ANALYST	6		17%		17%		17%
SYSTEMS PROGRAMMER II	1		0%		0%		100%
WAREHOUSE & T/R WKR II	1		100%		100%		100%
TOTAL	**133**	**20**	**15%**	**21**	**16%**	**28**	**21%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

COUNCIL JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ADMINISTRATIVE CLERK	2		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%
COUNCIL AIDE I	1		0%		0%		0%
COUNCIL AIDE II	45		0%		0%		0%
COUNCIL AIDE III	93		0%	1	1%	2	2%
COUNCIL AIDE IV	91	2	2%	2	2%	2	2%
COUNCIL AIDE V	50	2	4%	2	4%	3	6%
COUNCIL AIDE VI	49	4	8%	6	12%	6	12%
Council Aide VII	76	4	5%	5	7%	6	8%
COUNCIL MEMBER	14	4	29%	5	36%	5	36%
LEGISLATIVE ANALYST I	7	2	29%	2	29%	2	29%
LEGISLATIVE ANALYST II	8	1	13%	1	13%	1	13%
LEGISLATIVE ANALYST III	4	1	25%	1	25%	1	25%
LEGISLATIVE ANALYST IV	7		0%		0%		0%
LEGISLATIVE ANALYST V	4	1	25%	2	50%	2	50%
MANAGEMENT ASSISTANT	5		0%		0%		0%
PHOTOGRAPHER II	2	1	50%	1	50%	1	50%
SECRETARY	2	1	50%	1	50%	1	50%
SR ADMINISTRATIVE CLERK	1	1	100%	1	100%	1	100%
TOTAL	**466**	**27**	**6%**	**33**	**7%**	**36**	**8%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

CULTURAL AFFAIRS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTANT	2		0%		0%		0%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ADMINISTRATIVE CLERK	8	1	13%	1	13%	2	25%
ARCHITECTURAL ASSOC II	1		0%		0%		0%
ART CENTER DIRECTOR I	3		0%		0%		0%
ART CENTER DIRECTOR II	2	1	50%	1	50%	1	50%
ART CENTER DIRECTOR III	1	1	100%	1	100%	1	100%
ART INSTRUCTOR I	7		0%		0%		0%
ART INSTRUCTOR II	1		0%		0%		0%
ARTS ASSOCIATE	7		0%		0%		0%
ARTS MANAGER I	6		0%		0%	1	17%
ARTS MANAGER II	6		0%	1	17%	1	17%
ARTS MANAGER III	3	1	33%	1	33%	2	67%
DEVELPMNT & MRKTNG DIR	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
EXHIBIT PREPARATOR	1		0%		0%		0%
GALLERY ATTENDANT	1		0%		0%		0%
GEN MGR CULTURAL AFFAIR	1		0%		0%		0%
MANAGEMENT ANALYST	2		0%		0%		0%
PERFORM ARTS PRG CRD I	1	1	100%	1	100%	1	100%
PERFORM ARTS PRG CRD II	1		0%		0%		0%
PR ACCOUNTANT I	1	1	100%	1	100%	1	100%
PUB INFO DIRECTOR I	1		0%		0%		0%
SR ACCOUNTANT II	1		0%		0%		0%
SR MGMT ANALYST I	2		0%		0%		0%
SR MGMT ANALYST II	1	1	100%	1	100%	1	100%
SR PROJECT COORDINATOR	1		0%		0%		0%
TOTAL	**64**	**7**	**11%**	**8**	**13%**	**11**	**17%**

DEPARTMENT ON DISABILITY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTING CLERK	1		0%		0%		0%
ADMINISTRATIVE CLERK	2		0%		0%		0%
COMNTY PROGRM ASST II	1		0%		0%		0%
EMERGNCY MGT COORD I	1		0%		0%		0%
EXEC DIR DEPT DISABILTY	1		0%		0%		0%
MANAGEMENT ANALYST	7	1	14%	1	14%	1	14%
PR PROJECT COORDINATOR	1		0%		0%		0%
PR PUBLIC RELATIONS REP	1		0%		0%		0%
PROJECT COORDINATOR	3	2	67%	2	67%	2	67%
SR ACCOUNTANT I	1		0%		0%	1	100%
SR ADMINISTRATIVE CLERK	1		0%		0%		0%
SR MGMT ANALYST II	1		0%		0%		0%
SR PROJECT COORDINATOR	3		0%		0%		0%
SYSTEMS ANALYST	1		0%		0%		0%
TOTAL	**25**	**3**	**12%**	**3**	**12%**	**4**	**16%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

DEPARTMENT OF TRANSPORTATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTANT	4		0%		0%	1	25%
ACCOUNTING CLERK	3		0%		0%		0%
ADMIN HEARING OFCR	7		0%		0%		0%
ADMINISTRATIVE CLERK	38	1	3%	1	3%	2	5%
APPLICATIONS PROGRAMMER	2		0%		0%		0%
ASST GM TRANSPORTATION	4	1	25%	1	25%	1	25%
ASST SIGNL SYS ELECTRCN	13	1	8%	1	8%	1	8%
CEMENT FINISHER	3		0%		0%		0%
CH MANAGEMENT ANALYST	3	1	33%	1	33%	1	33%
CH OF TRANSIT PROGRAMS	1		0%		0%		0%
CH PRKG ENFORCE OPERTNS	1		0%		0%	1	100%
CH TRANSP INVESTIGATOR	1		0%		0%		0%
CIVIL ENGRG DRAFT TECH	8	4	50%	5	63%	5	63%
COMMUN INFO REP III	25		0%	1	4%	4	16%
COMNTY AFFRS ADVOCATE	1		0%		0%		0%
DATA BASE ARCHITECT	1	1	100%	1	100%	1	100%
DEPT CHIEF ACCT IV	1		0%	1	100%	1	100%
ELECTRCL CRAFT HELPER	6		0%		0%		0%
EMERGNCY MGT COORD I	2		0%		0%		0%
ENVIRN AFFRS OFC	1		0%		0%		0%
EQUIP REPAIR SUPVR	1	1	100%	1	100%	1	100%
EQUIP SPECIALIST I	3	1	33%	1	33%	1	33%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
FISCAL SYSTEMS SPEC I	1		0%		0%		0%
GEN AUTOMOTIVE SUPVR	1		0%		0%		0%
GEN MGR TRANSPORTATION	2		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	2		0%		0%		0%
GRAPHICS DESIGNER II	3		0%	1	33%	1	33%
MAINTENANCE LABORER	36	3	8%	4	11%	4	11%
MANAGEMENT ANALYST	28	6	21%	8	29%	9	32%
MANAGEMENT ASSISTANT	3		0%		0%		0%
MECH REPAIRER	2		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	1		0%		0%		0%
PAINTER	1		0%		0%	1	100%
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	15	5	33%	6	40%	8	53%
PAYROLL SUPERVISOR	1		0%		0%		0%
PR ACCOUNTANT II	2		0%		0%		0%
PR PROJECT COORDINATOR	1		0%		0%		0%
PR TRANSP ENGINEER	5	1	20%	2	40%	4	80%
PROJECT ASSISTANT	1	1	100%	1	100%	1	100%
PUB INFO DIRECTOR II	1		0%		0%		0%
RISK MANAGER II	1	1	100%	1	100%	1	100%
SIGN SHOP SUPERVISOR	1	1	100%	1	100%	1	100%
SIGNAL SYS SUPT	1		0%		0%		0%
SIGNAL SYSTEM ELECTRCN	62	10	16%	13	21%	16	26%
SIGNAL SYSTEM SUPVR I	9	3	33%	4	44%	5	56%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

DEPARTMENT OF TRANSPORTATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
SIGNAL SYSTEM SUPVR II	2	1	50%	1	50%	1	50%
SR ACCOUNTANT I	2		0%		0%		0%
SR ACCOUNTANT II	9	1	11%	1	11%	2	22%
SR ADMINISTRATIVE CLERK	24	5	21%	6	25%	8	33%
SR COMMUN OPERATOR II	3		0%		0%		0%
SR MGMT ANALYST I	12	2	17%	3	25%	4	33%
SR MGMT ANALYST II	4	1	25%	1	25%	1	25%
SR STOREKEEPER	1		0%		0%		0%
SR SYSTEMS ANALYST I	1		0%		0%		0%
SR SYSTEMS ANALYST II	2		0%		0%	1	50%
SR TRAFFIC SUPV I	44	12	27%	16	36%	18	41%
SR TRAFFIC SUPV II	13	6	46%	6	46%	6	46%
SR TRAFFIC SUPV III	5	5	100%	5	100%	5	100%
SR TRANSP ENGINEER	13	11	85%	11	85%	11	85%
SR TRANSP INVESTIGATOR	6	2	33%	2	33%	2	33%
SUPVSG TRANS PLANNR I	18	1	6%	2	11%	4	22%
SUPVSG TRANS PLANNR II	5		0%	1	20%	1	20%
SYSTEMS ANALYST	3		0%		0%		0%
TAXICAB ADMINISTRATOR	1		0%		0%		0%
TRAF MARK/SIGN SUPT I	7	3	43%	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%
TRAF OFFICER I	65		0%		0%		0%
TRAF OFFICER II	523	53	10%	61	12%	73	14%
TRAF PAINT SIGN POST I	17		0%		0%		0%
TRAF PAINT SIGN POST II	28	5	18%	6	21%	7	25%
TRAF PNT SIGN POST III	13	1	8%	2	15%	2	15%
Transitional Worker	1	1	100%	1	100%	1	100%
TRANSP ENGINEER	43	6	14%	8	19%	14	33%
TRANSP ENGRG AIDE I	12	5	42%	6	50%	8	67%
TRANSP ENGRG AIDE II	4	2	50%	2	50%	3	75%
TRANSP ENGRG ASSC I	50		0%		0%		0%
TRANSP ENGRG ASSC II	80	10	13%	10	13%	13	16%
TRANSP ENGRG ASSC III	58	9	16%	11	19%	12	21%
TRANSP ENGRG ASSC IV	6	1	17%	1	17%	2	33%
TRANSP INVESTIGATOR	8	1	13%	1	13%	1	13%
TRANSP PLANNING ASSC I	2		0%		0%		0%
TRANSP PLANNING ASSC II	38	2	5%	2	5%	3	8%
TOTAL	**1443**	**195**	**14%**	**231**	**16%**	**284**	**20%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

EL PUEBLO - LA HISTORICAL MONUMENT JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTANT	1		0%		0%		0%
ADMINISTRATIVE CLERK	1		0%		0%		0%
ASST GM EL PUEBLO HIST	1		0%		0%		0%
GEN MGR EL PUEBLO HIST	1	1	100%	1	100%	1	100%
		1		1		1	
POLICE SERVICE REP II	1		0%		0%		0%
PR PUBLIC RELATIONS REP	1		0%		0%		0%
TOTAL	**6**	**2**	**33%**	**2**	**33%**	**2**	**33%**

EMERGENCY PREPAREDNESS DEPT. JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTING CLERK	1		0%		0%		0%
ASST GM EMERG PREP DEPT	1		0%		0%		0%
EMERGNCY MGT COORD I	12	2	17%	2	17%	2	17%
EMERGNCY MGT COORD II	4		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
GEN MGR EMERG PREP DEPT	1	1	100%	1	100%	1	100%
MANAGEMENT ANALYST	1		0%		0%		0%
PR PROJECT COORDINATOR	1		0%		0%		0%
PUB RELATIONS SPEC II	1		0%		0%		0%
SR MGMT ANALYST II	1	1	100%	1	100%	1	100%
SR PROJECT COORDINATOR	1		0%		0%		0%
TOTAL	**25**	**5**	**20%**	**5**	**20%**	**5**	**20%**

EMPLOYEE RELATIONS BOARD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
COMMISSION EXEC ASST I	1	1	100%	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**	**1**	**33%**	**1**	**33%**	**1**	**33%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

ECONOMIC WORKFOCE DEVELOPMENT DEPT. JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTANT	2		0%		0%		0%
ACCOUNTING CLERK	3	1	33%	1	33%	1	33%
ADMINISTRATIVE CLERK	4	2	50%	2	50%	2	50%
ASST CH GRANTS ADMINSTR	3		0%		0%		0%
ASST GM EWDD	2		0%		0%		0%
AUDITOR II	4		0%		0%		0%
CH GRANTS ADMINISTRATOR	1		0%		0%		0%
COMMISSION EXEC ASST II	1	1	100%	1	100%	1	100%
COMNTY PROGRM ASST III	1		0%		0%		0%
FISCAL SYSTEMS SPEC II	1		0%	1	100%	1	100%
GM EWDD	1		0%		0%		0%
HUMAN REL ADVOCATE	2	1	50%	2	100%	2	100%
INDUST COMRCL FIN OFRI	2		0%		0%		0%
INDUST COMRCL FIN OFRII	1		0%		0%		0%
INTERNAL AUDITOR III	1		0%		0%		0%
MANAGEMENT ANALYST	16	2	13%	3	19%	3	19%
MANAGEMENT ASSISTANT	9		0%		0%		0%
OFFICE SVCS ASSISTANT	4		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	2		0%		0%		0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PR ACCOUNTANT I	1		0%		0%		0%
PR ACCOUNTANT II	1	1	100%	1	100%	1	100%
PR PROJECT COORDINATOR	1		0%		0%		0%
PROJECT ASSISTANT	2		0%		0%		0%
PROJECT COORDINATOR	3		0%		0%		0%
REHAB CONSTR SPEC III	1		0%		0%		0%
SECRETARY	1		0%		0%	1	100%
SR ACCOUNTANT I	1		0%		0%		0%
SR ACCOUNTANT II	2	1	50%	1	50%	1	50%
SR ADMINISTRATIVE CLERK	1		0%		0%		0%
SR AUDITOR	1	1	100%	1	100%	1	100%
SR MGMT ANALYST I	4			1		1	
SR MGMT ANALYST II	5			1		1	
SR PROJECT ASSISTANT	18	1		1		2	
SR PROJECT COORDINATOR	11	3		3		3	
SR REAL ESTATE OFFICER	1		0%		0%		0%
SR SYSTEMS ANALYST II	1		0%		0%		0%
SYSTEMS ANALYST	3		0%	1	33%	1	33%
SYSTEMS PROGRAMMER II	1	1	100%	1	100%	1	100%
TOTAL	**120**	**16**	**13%**	**22**	**18%**	**24**	**20%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

OFFICE OF FINANCE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTANT	3		0%		0%		0%
ACCOUNTING CLERK	11	4	36%	4	36%	4	36%
ADMINISTRATIVE CLERK	10	1	10%	1	10%	1	10%
ASST DIR OF FINANCE	2		0%		0%		0%
CH INVESTMENT OFCR	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	2	1	50%	1	50%	1	50%
CHIEF TAX COMPLIANCE OFFICER I	3		0%		0%		0%
CHIEF TAX COMPLIANCE OFFICER II	3		0%		0%		0%
CUST SERV SPECIALIST I	40	6	15%	6	15%	6	15%
CUST SERV SPECIALIST II	5		0%		0%		0%
DEPT CHIEF ACCT III	1		0%	1	100%	1	100%
DIR CASH MGMT SERVICES	1	1	100%	1	100%	1	100%
DIR OF FINANCE	1		0%		0%		0%
DIR OF SYSTEMS	1		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
FINANCIAL MANAGER I	1		0%		0%		0%
FISCAL SYSTEMS SPEC I	2	1	50%	1	50%	1	50%
MANAGEMENT ANALYST	5	1	20%	1	20%	2	40%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PORTFOLIO MANAGER I	3	1	33%	2	67%	2	67%
PORTFOLIO MANAGER II	1		0%		0%		0%
PR ACCOUNTANT II	1		0%		0%		0%
PR CLERK	3	1	33%	1	33%	1	33%
PR TAX AUDITOR	3	1	33%	1	33%	1	33%
PR TAX COMPLIANCE OFCR	8		0%	1	13%	1	13%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROGRAMMER/ANALYST V	1		0%		0%		0%
REVENUE MANAGER	1		0%		0%		0%
SR ACCOUNTANT II	3		0%		0%	1	33%
SR ADMINISTRATIVE CLERK	9	4	44%	4	44%	4	44%
SR MGMT ANALYST I	2		0%		0%		0%
SR MGMT ANALYST II	2	1	50%	1	50%	1	50%
SR SYSTEMS ANALYST I	2		0%		0%		0%
SR SYSTEMS ANALYST II	2		0%	1	50%	1	50%
SR TAX AUDITOR	13	4	31%	4	31%	4	31%
SYSTEMS ANALYST	3	1	33%	1	33%	1	33%
SYSTEMS PROGRAMMER II	2		0%		0%		0%
TAX AUDITOR	1		0%		0%		0%
TAX AUDITOR I	5		0%		0%		0%
TAX AUDITOR II	51	3	6%	5	10%	7	14%
TAX COMPLNCE OFCR II	23	5	22%	7	30%	7	30%
TAX COMPLNCE OFCR III	17	1	6%	1	6%	2	12%
TAX COMPLNCE OFFCR I	19		0%		0%		0%
TAX RENEWAL ASST II	1		0%		0%		0%
TRAF OFFICER II	1		0%		0%		0%
TREASURY ACCOUNTANT	5	1	20%	1	20%	1	20%
TOTAL	**278**	**40**	**14%**	**48**	**17%**	**53**	**19%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

FIRE DEPARTMENT - CIVILIAN JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTANT	2		0%		0%		0%
ACCOUNTING CLERK	19	3	16%	4	21%	4	21%
ADMINISTRATIVE CLERK	32	3	9%	3	9%	3	9%
AUDITOR II	1		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%
CARPENTER	1		0%		0%		0%
CH MANAGEMENT ANALYST	1	1	100%	1	100%	1	100%
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%
DELIVERY DRIVER II	1		0%	1	100%	1	100%
DEPT CHIEF ACCT III	1		0%		0%		0%
EMER MED SERVS EDUCATOR	5		0%		0%		0%
EMS ADVANCED PROVIDER	5		0%		0%		0%
EMS ADVANCED PROVIDER SUPERVISOR	1		0%		0%		0%
ENGRG GEOLGST ASSOC IV	1		0%	1	100%	1	100%
ENVIRONMENTAL TECHNICIAN	1		0%		0%		0%
EQUIP REPAIR SUPVR	4	1	25%	1	25%	1	25%
EQUIP SPECIALIST II	1	1	100%	1	100%	1	100%
EQUIPMNT MECHANIC	18	4	22%	4	22%	5	28%
EQUIPMNT SUPERINTENDENT	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST II	2	1	50%	1	50%	1	50%
EXEC ADMIN ASST III	1		0%		0%		0%
FIRE ADMINISTRATOR	1		0%		0%		0%
FIRE PROT ENGINEER	1		0%		0%		0%
FIRE PROT ENGR ASSC I	1		0%		0%		0%
FIRE PROT ENGR ASSC II	2		0%		0%		0%
FIRE PROT ENGR ASSC III	1		0%		0%		0%
FIRE PROT ENGR ASSC IV	5		0%		0%		0%
FIRE PSYCHOLOGIST	2		0%		0%		0%
FIRE SPECIAL INVESTIGATOR	10	2	20%	2	20%	4	40%
FISCAL SYSTEMS SPEC I	1		0%		0%		0%
FISCAL SYSTEMS SPEC II	1	1	100%	1	100%	1	100%
GARAGE ATTENDANT	2		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%
HAZARDOUS MATERIALS SPECIALIST	1		0%		0%		0%
HEAVY DUTY EQUIP MECH	26	2	8%	4	15%	4	15%
INDEP ASSESSOR FIRE COMM	1	1	100%	1	100%	1	100%
INDUSTRIAL HYGIENIST	1		0%		0%		0%
INFO SYSTEM MGR II	1	1	100%	1	100%	1	100%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ANALYST	17	3	18%	4	24%	4	24%
MANAGEMENT ASSISTANT	2		0%		0%		0%
MECH HELPER	7		0%		0%		0%
MECH REPAIRER	2		0%		0%	1	50%
OFFICE TRAINEE ADMIN CLERK	5		0%		0%		0%
PAYROLL SUPERVISOR	2	1	50%	1	50%	1	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

FIRE DEPARTMENT - CIVILIAN JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
PERSONNEL ANALYST	2	1	50%	1	50%	1	50%
PERSONNEL DIR II	1	1	100%	1	100%	1	100%
PHARMACIST I	1		0%		0%		0%
PHOTOGRAPHER II	1		0%		0%		0%
PR ACCOUNTANT II	1		0%		0%		0%
PROGRAMMER/ANALYST III	4		0%		0%		0%
PROGRAMMER/ANALYST IV	5	1	20%	1	20%	1	20%
PROGRAMMER/ANALYST V	4		0%		0%		0%
PUBLIC SAFETY RISK MANAGER	1		0%		0%		0%
RISK MGT/PREV PROG MGR	1		0%		0%		0%
RISK MGT/PREV PROG SPEC	2	1	50%	2	100%	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%
SR ACCOUNTANT II	3	1	33%	1	33%	1	33%
SR ADMINISTRATIVE CLERK	28	8	29%	9	32%	11	39%
SR AUDITOR	1		0%		0%		0%
SR CARPENTER	1	1	100%	1	100%	1	100%
SR COMMUN ELECTRICIAN	3		0%		0%		0%
SR EQUIPMENT MECHANIC	1		0%		0%		0%
SR FIRE PROT ENGINEER	1	1	100%	1	100%	1	100%
SR FIRE STATISTICAL ANALYST	2		0%		0%		0%
SR HVY DUTY EQUIP MECH	2		0%		0%		0%
SR MGMT ANALYST I	13	5	38%	5	38%	5	38%
SR MGMT ANALYST II	2	2	100%	2	100%	2	100%
SR PERSONNEL ANALYST I	3		0%	1	33%	1	33%
SR PERSONNEL ANALYST II	2	1	50%	2	100%	2	100%
SR PROJECT COORDINATOR	2		0%		0%		0%
SR STOREKEEPER	1		0%		0%		0%
SR SYSTEMS ANALYST I	4	1	25%	1	25%	2	50%
SR SYSTEMS ANALYST II	4	1	25%	3	75%	3	75%
STOREKEEPER II	4		0%		0%		0%
SYSTEMS ANALYST	7	2	29%	2	29%	2	29%
SYSTEMS PROGRAMMER I	1		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 I	1		0%		0%		0%
WAREHOUSE & T/R WKR II	1		0%		0%		0%
WELDER	1		0%		0%		0%
TOTAL	**348**	**67**	**19%**	**79**	**23%**	**86**	**25%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

GSD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTANT	13	3	23%	3	23%	3	23%
ACCOUNTING CLERK	8		0%		0%		0%
ADMINISTRATIVE CLERK	22	2	9%	3	14%	3	14%
AIR COND MECH SUPVR	5	1	20%	3	60%	3	60%
AIR COND MECHANIC	11	1	9%	1	9%	1	9%
ASST GM GEN SVCS DEPT	4	3	75%	3	75%	3	75%
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%
AUTO PAINTER	3	1	33%	1	33%	1	33%
AUTOMOTIVE SUPERVISOR	16	3	19%	3	19%	5	31%
BINDERY EQUIPMT OPER I	5	3	60%	3	60%	4	80%
BINDERY WORKER	1	1	100%	1	100%	1	100%
BUILD CON & MT GN SUPI	1		0%		0%		0%
BUILD CON & MT GN SUPII	2		0%		0%	2	100%
BUILD CON & MT SUPT	6		0%	1	17%	1	17%
BUILD MAINT DIST SUPVR	10	3	30%	3	30%	4	40%
BUILD OPERATING ENGR	8	2	25%	2	25%	2	25%
BUILD REPAIRER SUPVR	3		0%		0%	1	33%
BUILDING REPAIRER I	1		0%		0%		0%
BUILDING REPAIRER II	1		0%		0%		0%
CABINET MAKER	1	1	100%	1	100%	1	100%
CARPENTER	5	3	60%	3	60%	3	60%
CARPENTER SUPVR	1		0%		0%		0%
CH BUILD OPERATNG ENGR	1		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	5	1	20%	1	20%	3	60%
CHEMIST II	1		0%		0%		0%
CONSTR & MAINT SUPV II	6	1	17%	2	33%	3	50%
CONSTR EQUIP SERV WORKR	3		0%		0%	2	67%
CONSTR ESTIMATOR	3		0%		0%		0%
CUSTODIAL SVCS ASST	7		0%		0%		0%
CUSTODIAN	151	48	32%	52	34%	61	40%
CUSTODIAN SUPERVISOR	15	2	13%	4	27%	4	27%
DATA BASE ARCHITECT	1		0%		0%		0%
DELIVERY DRIVER I	13	3	23%	3	23%	3	23%
DELIVERY DRIVER III	1	1	100%	1	100%	1	100%
DEPT CHIEF ACCT III	1		0%	1	100%	1	100%
DIR OF FLEET SERVICES	1	1	100%	1	100%	1	100%
DIR OF MATL TESTNG SVCS	1	1	100%	1	100%	1	100%
DIR OF PRINTING SVCS	1		0%		0%	1	100%
DRILL RIG OPERATOR	3	1	33%	1	33%	1	33%
DUP MACH OPERATOR	6		0%		0%		0%
ELECTRCL CRAFT HELPER	5		0%		0%		0%
ELECTRICIAN	20	3	15%	3	15%	3	15%
ELECTRICIAN SUPV	7		0%	1	14%	1	14%
ELEVATOR MECHANIC	7	2	29%	2	29%	2	29%
ELEVATOR MECHANIC HLPR	3		0%	1	33%	1	33%
ELEVATOR REPAIR SUPV II	1		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

GSD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
EMERGNCY MGT COORD II	1		0%		0%		0%
EQUIP REPAIR SUPVR	3	1	33%	1	33%	1	33%
EQUIP SPECIALIST I	4		0%		0%		0%
EQUIP SPECIALIST II	2		0%		0%		0%
EQUIPMNT MECHANIC	176	30	17%	39	22%	44	25%
EQUIPMNT OPERATOR	1	1	100%	1	100%	1	100%
EQUIPMNT SUPERINTENDENT	3	1	33%	1	33%	2	67%
EVENT ATTENDANT	1		0%		0%		0%
EXEC ADMIN ASST II	3		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
FISCAL SYSTEMS SPEC I	1		0%		0%		0%
GARAGE ATTENDANT	28	4	14%	5	18%	5	18%
GARDENER CARETAKER	2		0%		0%		0%
GEN AUTOMOTIVE SUPVR	2		0%		0%		0%
GEN MGR GENERAL SVCS	1	1	100%	1	100%	1	100%
HEAD CUSTODIAN SUPVR	5	1	20%	3	60%	3	60%
HEAVY DUTY EQUIP MECH	61	10	16%	10	16%	11	18%
HELICOPTER MECH	30	4	13%	6	20%	7	23%
HELICOPTER MECH SUPV I	7	1	14%	2	29%	2	29%
HELICOPTER MECH SUPV II	2	1	50%	1	50%	1	50%
LABOR SUPERVISOR	1	1	100%	1	100%	1	100%
LOCKSMITH	4		0%	1	25%	1	25%
MACHINIST	3	3	100%	3	100%	3	100%
MAINT & CONSTR HELPER	2		0%		0%		0%
MAINTENANCE ASST	4	2	50%	2	50%	2	50%
MAINTENANCE LABORER	7		0%		0%		0%
MANAGEMENT ANALYST	19	4	21%	5	26%	5	26%
MANAGEMENT ASSISTANT	17		0%		0%		0%
MATL TST ENGINEER I	1	1	100%	1	100%	1	100%
MATL TST ENGINEER II	1		0%		0%		0%
MATL TST ENGRG ASSC I	2	1	50%	1	50%	1	50%
MATL TST ENGRG ASSC II	18	7	39%	7	39%	7	39%
MATL TST ENGRG ASSC III	1		0%		0%		0%
MATL TST TECHNICIAN I	4		0%		0%		0%
MATL TST TECHNICIAN II	30	4	13%	4	13%	4	13%
MECH HELPER	3		0%		0%		0%
MECH REPAIRER	1		0%		0%		0%
MESSENGER CLERK	1	1	100%	1	100%	1	100%
OFFICE SVCS ASSISTANT	3		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	2		0%		0%		0%
PAINTER	1		0%		0%		0%
PAINTER	1		0%		0%	1	100%
PAINTER SUPVR	1	1	100%	1	100%	1	100%
PARKING ATTENDANT I	17	4	24%	7	41%	7	41%
PARKING ATTENDANT II	11	4	36%	4	36%	5	45%
PARKING MANAGER I	1	1	100%	1	100%	1	100%
PARKING SERVICES SUPV	1		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PLUMBER	15	2	13%	3	20%	3	20%
PLUMBER SUPERVISOR	5	3	60%	3	60%	3	60%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

GSD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
PR ACCOUNTANT II	2	1	50%	1	50%	1	50%
PR CLERK	2	2	100%	2	100%	2	100%
PR STOREKEEPER	5	1	20%	1	20%	1	20%
PRE-PRESS OPERATOR I	2		0%		0%		0%
PRINTING PRESS OPER I	2		0%		0%		0%
PROCUREMENT ANALYST II	11	1	9%	1	9%	1	9%
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%
REAL ESTATE OFFICER	3		0%		0%		0%
ROOFER	4	1	25%	2	50%	2	50%
ROOFER SUPVR	1		0%		0%	1	100%
SAFETY ENGINEER	1		0%		0%		0%
SECRETARY	3		0%		0%		0%
SHEET METAL SUPVR	1	1	100%	1	100%	1	100%
SHEET METAL WORKER	1		0%		0%		0%
SIGN PAINTER	1		0%		0%		0%
SPECIAL PROG ASST III	1		0%		0%		0%
SR ACCOUNTANT I	1		0%		0%		0%
SR ACCOUNTANT II	5	2	40%	3	60%	3	60%
SR ADMINISTRATIVE CLERK	25	6	24%	6	24%	7	28%
SR AUTOMOTIVE SUPVR	1	1	100%	1	100%	1	100%
SR BUILD OPERATNG ENGR	2	2	100%	2	100%	2	100%
SR CARPENTER	1		0%		0%		0%
SR CONSTR ESTIMATOR	1		0%		0%		0%
SR CUSTODIAN I	16	4	25%	4	25%	4	25%
SR CUSTODIAN II	23	2	9%	2	9%	3	13%
SR ELECTRICIAN	2	1	50%	1	50%	1	50%
SR EQUIPMENT MECHANIC	5		0%		0%		0%
SR HVY DUTY EQUIP MECH	3	2	67%	2	67%	2	67%
SR MGMT ANALYST I	16	2	13%	4	25%	4	25%
SR MGMT ANALYST II	8	2	25%	2	25%	3	38%
SR PARKG ATTENDANT I	3		0%	1	33%	2	67%
SR REAL ESTATE OFFICER	5	3	60%	3	60%	3	60%
SR STOREKEEPER	12	4	33%	4	33%	5	42%
SR SYSTEMS ANALYST I	3		0%		0%		0%
SR SYSTEMS ANALYST II	2	1	50%	1	50%	1	50%
STOREKEEPER II	51	9	18%	10	20%	10	20%
STORES SUPERVISOR	2	1	50%	2	100%	2	100%
SUPPLY SERVICES PAYMENT CLERK	26	8	31%	9	35%	10	38%
SUPPLY SVCS MANAGER I	1		0%		0%		0%
SUPPLY SVCS MANAGER II	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	4		0%		0%		0%
TIRE REPAIRER	7	1	14%	1	14%	1	14%
TIRE REPAIRER SUPVR	1		0%		0%		0%
TITLE EXAMINER	1		0%		0%		0%
TRUCK OPERATOR	7	2	29%	2	29%	3	43%
VOCATIONAL WORKER CUSTODIAN	11		0%		0%		0%
VOCATIONAL WORKER I	25		0%		0%		0%
W/WTR TRMT LAB MGR I	1	1	100%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

GSD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
WAREHOUSE & T/R WKR I	10	1	10%	1	10%	1	10%
WAREHOUSE & T/R WKR II	7	1	14%	1	14%	2	29%
WELDER	29	3	10%	3	10%	3	10%
WELDER SUPERVISOR	2	1	50%	1	50%	1	50%
TOTAL	**1277**	**261**	**20%**	**304**	**24%**	**345**	**27%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTANT	4	2	50%	2	50%	2	50%
ACCOUNTING CLERK	12	1	8%	1	8%	1	8%
ACCOUNTING REC SUPVR II	1		0%		0%		0%
ADMINISTRATIVE CLERK	8		0%		0%		0%
AIR COND MECH SUPVR II	1		0%		0%		0%
AIR COND MECHANIC	4	2	50%	2	50%	3	75%
ARCHITECT	1		0%		0%		0%
ARCHITECTURAL ASSOC I	1		0%		0%		0%
ARCHITECTURAL ASSOC II	1		0%		0%		0%
ARCHITECTURAL ASSOC III	1		0%		0%		0%
ASST GARDENER	2		0%		0%		0%
AUDIO VISUAL TECH	2		0%		0%		0%
BOAT CAPTAIN I - HARBOR	4	1	25%	1	25%	1	25%
BOAT CAPTAIN II	1		0%		0%		0%
BUILD ELECTRCL ENGR I	1		0%		0%		0%
BUILD ELECTRCL ENGR II	1		0%		0%		0%
BUILD OPERATING ENGR	4	1	25%	1	25%	2	50%
CARPENTER	6		0%	1	17%	1	17%
CARPENTER SUPVR	1		0%	1	100%	1	100%
CH BUILD OPERATNG ENGR	1		0%		0%		0%
CH CLERK	3	1	33%	1	33%	1	33%
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%
CH MANAGEMENT ANALYST	2		0%		0%		0%
CH PORT PILOT II	2	2	100%	2	100%	2	100%
CIVIL ENGINEER	16	2	13%	2	13%	2	13%
CIVIL ENGRG ASSOC I	3		0%		0%		0%
CIVIL ENGRG ASSOC II	10	1	10%	1	10%	1	10%
CIVIL ENGRG ASSOC III	9	2	22%	2	22%	2	22%
CIVIL ENGRG ASSOC IV	8	4	50%	5	63%	5	63%
COMMISSION EXEC ASST II	1		0%		0%		0%
COMMUN INFO REP III	7		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%
CUSTODIAL SVCS ASST	1		0%		0%		0%
CUSTODIAN - HARBOR	8	3	38%	5	63%	5	63%
DATA BASE ARCHITECT	2		0%		0%		0%
DECK HAND	2		0%		0%		0%
DECK HAND - HARBOR	4		0%		0%		0%
DELIVERY DRIVER II	1		0%		0%		0%
DELIVERY DRIVER III	1		0%		0%		0%
DEPT CHIEF ACCT IV	1		0%		0%		0%
DIR OF PORT CON & MT II	2	1	50%	1	50%	1	50%
DIR OF PORT MRKTNG I	1		0%		0%		0%
DIR OF PORT MRKTNG II	1	1	100%	1	100%	1	100%
DIR OF PORT OPERATIONS	1	1	100%	1	100%	1	100%
DUP MACH OPERATOR	1		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ELECTRCL CRAFT HELPER	2		0%		0%		0%
ELECTRCL ENGRG ASSC I	2		0%		0%		0%
ELECTRCL ENGRG ASSC II	2		0%		0%		0%
ELECTRICIAN	5	2	40%	2	40%	2	40%
ELEVATOR MECHANIC	2		0%		0%		0%
EMERGNCY MGT COORD I	2		0%		0%		0%
ENVIRN AFFRS OFC	1		0%	1	100%	1	100%
ENVIRONMENTAL SPEC II	3		0%		0%		0%
ENVIRONMENTAL SPEC III	7	1	14%	1	14%	1	14%
EQUIP REPAIR SUPVR	1		0%		0%		0%
EQUIP SPECIALIST II	1		0%		0%		0%
EQUIPMENT MECHANIC- HARBOR	3		0%		0%		0%
EQUIPMNT OPERATOR	2	1	50%	1	50%	1	50%
EQUIPMNT SUPERVISOR	1		0%		0%		0%
EXEC ADMIN ASST II	2		0%		0%		0%
EXEC ADMIN ASST III	1		0%	1	100%	1	100%
FIELD ENGINEER AIDE	1		0%		0%		0%
FINANCIAL ANALYST II	1		0%		0%		0%
FINANCIAL MANAGER I	4	1	25%	1	25%	1	25%
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%
FISCAL SYSTEMS SPEC II	1	1	100%	1	100%	1	100%
GARAGE ATTENDANT	1		0%		0%		0%
GARDENER CARETAKER	21	7	33%	7	33%	8	38%
GEN MGR HARBOR DEPT	1		0%		0%	1	100%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	1		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	1		0%		0%		0%
GRAPHICS DESIGNER III	2		0%		0%		0%
GRAPHICS SUPERVISOR I	1		0%		0%		0%
GRAPHICS SUPERVISOR II	1		0%		0%		0%
HARBOR ENGINEER I	9	3	33%	3	33%	6	67%
HARBOR ENGINEER II	4	2	50%	3	75%	3	75%
HARBOR PLAN/RESCH DR I	1		0%		0%		0%
HARBOR PLAN/RESCH DR II	1		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%	3	38%	3	38%
HEAVY DUTY TRUCK OPER	3		0%		0%		0%
INFO SYS OPER MGR I	1	1	100%	1	100%	1	100%
INFO SYS OPER MGR II	1	1	100%	1	100%	1	100%
INFO SYSTEM MGR I	1		0%		0%		0%
INFO SYSTEM MGR II	1		0%		0%		0%
LAND SURVEYING ASST	4	2	50%	2	50%	2	50%
LANDSCAPE ARCH I	1		0%		0%		0%
LEGISLATIVE REP	3		0%		0%		0%
LOCKSMITH	1		0%		0%		0%
MACHINIST SUPERVISOR	1	1	100%	1	100%	1	100%
MAINT & CONSTR HELPER	9	1	11%	1	11%	1	11%
MAINTENANCE LABORER	18	1	6%	3	17%	3	17%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
MAINTENANCE LABORER ASSISTANT	5	1	20%	1	20%	1	20%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ANALYST	35	3	9%	6	17%	8	23%
MANAGEMENT ASSISTANT	4		0%		0%		0%
MARINE ENVIRON MGR I	2		0%		0%		0%
MARINE ENVRNMTL SUPVR	4		0%		0%	1	25%
MASONRY WORKER	1		0%		0%	1	100%
MATL TST ENGINEER II	1	1	100%	1	100%	1	100%
MATL TST ENGRG ASSC II	1		0%		0%		0%
MATL TST TECHNICIAN II	5	1	20%	1	20%	1	20%
MECH ENGRG ASSC III	2		0%		0%		0%
MECH ENGRG DRAFTG TECH	1		0%		0%		0%
MECH HELPER	1		0%		0%		0%
MECH REPAIR GEN SUPVR	2	1	50%	1	50%	1	50%
MECH REPAIRER	1		0%		0%		0%
MOTOR SWEEPER OPERATOR	1		0%		0%		0%
PAINTER II	4	1	25%	1	25%	1	25%
PAINTER SUPVR II HARBOR	1		0%		0%		0%
PARK MAINT SUPVR	3	1	33%	1	33%	1	33%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERSONNEL ANALYST	1		0%		0%		0%
PERSONNEL DIR III	1		0%		0%		0%
PILE DRIVER SUPERVISOR	1		0%		0%	1	100%
PILE DRIVER WORKER I	8		0%	1	13%	1	13%
PILE DRIVER WORKER II	1		0%		0%		0%
PLANNING ASSISTANT	1		0%		0%		0%
PLUMBER	7	2	29%	2	29%	2	29%
PLUMBER SUPERVISOR	1		0%		0%		0%
PORT ELECTRICAL MECH SUPV	2	1	50%	1	50%	2	100%
PORT ELECTRICAL MECHANIC	14	3	21%	5	36%	5	36%
PORT MAINTENANCE SUPV	2		0%		0%		0%
PORT MARKETING MANAGER	1		0%	1	100%	1	100%
PORT PILOT II	12	2	17%	2	17%	2	17%
PORT POLICE OFFICER II	1	1	100%	1	100%	1	100%
PORT POLICE OFFICER III	4		0%		0%	1	25%
PORT POLICE SERGEANT	2	1	50%	2	100%	2	100%
PR ACCOUNTANT II	3		0%		0%	1	33%
PR CIVIL ENGR DRAF TEC	1		0%		0%		0%
PR CLERK	6	1	17%	2	33%	3	50%
PR CONSTR INSPECTOR	2	1	50%	1	50%	1	50%
PR PUBLIC RELATIONS REP	3		0%	1	33%	1	33%
PR SECURITY OFFICER	1		0%		0%		0%
PROCUREMENT SUPERVISOR	2	1	50%	2	100%	2	100%
PROGRAMMER/ANALYST II	1		0%		0%		0%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROGRAMMER/ANALYST IV	3	2	67%	2	67%	2	67%
PROGRAMMER/ANALYST V	3		0%		0%		0%
PROPERTY MANAGER I	1		0%		0%		0%
PROPERTY MANAGER III	3		0%		0%		0%
PROPERTY MANAGER IV	1		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
PUB INFO DIRECTOR I	1	1	100%	1	100%	1	100%
PUB INFO DIRECTOR II	1		0%		0%		0%
REAL ESTATE ASSOC II	1		0%		0%		0%
REAL ESTATE OFCR - HARBOR	2		0%		0%		0%
RISK & INSURANCE ASST	1		0%		0%		0%
RISK MANAGER I	1		0%		0%		0%
RISK MANAGER II	1		0%		0%		0%
RISK MANAGER III	1		0%		0%		0%
ROOFER	8	3	38%	4	50%	4	50%
ROOFER SUPVR	1		0%		0%		0%
SAFETY ENGINEER	1		0%		0%		0%
SECOND DEPUTY GM HARBOR	1		0%		0%		0%
SECRETARY	3		0%		0%		0%
SECURITY OFFICER	30	4	13%	4	13%	4	13%
SENIOR PORT ELECTRICAL MECHANIC	5	3	60%	3	60%	4	80%
SHEET METAL WORKER	2		0%		0%		0%
SHIP CARPENTER	3	2	67%	2	67%	2	67%
SR ACCOUNTANT I	1		0%		0%		0%
SR ACCOUNTANT II	2	1	50%	1	50%	1	50%
SR ADMINISTRATIVE CLERK	40	3	8%	4	10%	4	10%
SR ADMINISTRATIVE CLERK III	4	1	25%	1	25%	2	50%
SR ARCHITECT	1		0%		0%		0%
SR ARCHITECT DRAFT TECH	1		0%		0%		0%
SR AUTOMOTIVE SUPVR	1		0%		0%		0%
SR CARPENTER	3	1	33%	2	67%	2	67%
SR CIVIL ENGINEER	8	1	13%	1	13%	1	13%
SR CIVIL ENGR DRAFT TEC	2		0%		0%		0%
SR COMMUN ENGINEER	2	1	50%	2	100%	2	100%
SR CONSTR INSPECTOR	8	3	38%	3	38%	3	38%
SR CUSTODIAN I	1		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		0%		0%		0%
SR ELECTRICIAN	3		0%		0%		0%
SR GARDENER	3		0%		0%		0%
SR HVY DUTY EQUIP MECH	2		0%		0%		0%
SR MGMT ANALYST I	14	1	7%	1	7%	1	7%
SR MGMT ANALYST II	13	2	15%	2	15%	2	15%
SR PERSONNEL ANALYST I	3	1	33%	1	33%	1	33%
SR PERSONNEL ANALYST II	1		0%		0%		0%
SR PLUMBER	1	1	100%	1	100%	1	100%
SR REAL ESTATE OFFICER	5		0%	1	20%	1	20%
SR ROOFER	2		0%		0%		0%
SR SECURITY OFFICER	6	3	50%	3	50%	3	50%
SR STOREKEEPER	1	1	100%	1	100%	1	100%
SR STRUCTURAL ENGINEER	1	1	100%	1	100%	1	100%
SR SURVEY SUPERVISOR	1		0%		0%		0%
SR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SR SYSTEMS ANALYST II	1		0%		0%		0%
SR TRANSP ENGINEER	1		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ST SVCS WORKER II	1		0%		0%		0%
STAFF ASSISTANT TO GEN MGR HARBOR	1		0%		0%		0%
STOREKEEPER II	1		0%		0%		0%
SURVEY PARTY CHIEF II	4		0%		0%		0%
SYSTEMS ANALYST	1		0%		0%		0%
SYSTEMS PROGRAMMER I	4	1	25%	1	25%	1	25%
SYSTEMS PROGRAMMER II	4		0%		0%	1	25%
SYSTEMS PROGRAMMER III	5	1	20%	1	20%	1	20%
TIRE REPAIRER	1		0%		0%		0%
TRAF MANAGER	7	1	14%	2	29%	2	29%
TRAF PAINT SIGN POST II	2		0%		0%		0%
Transitional Worker	1		0%		0%		0%
TRANSP ENGINEER	1		0%		0%		0%
TREE SURGEON	2	1	50%	1	50%	1	50%
TREE SURGEON ASST	1		0%		0%		0%
TREE SURGEON SUPVSR I	1	1	100%	1	100%	1	100%
VIDEO PRODUCTION COORD	1		0%		0%		0%
VOCATIONAL WORKER CUSTODIAN - HARBOR	2		0%		0%		0%
VOCATIONAL WORKER GARAGE ATTENDANT	1		0%		0%		0%
VOCATIONAL WORKER GARDENER CARETAKER	1		0%		0%		0%
WAREHOUSE & T/R WKR II	3		0%		0%		0%
WELDER	3		0%		0%		0%
WHARFINGER I	7		0%		0%		0%
WHARFINGER II	3		0%		0%		0%
TOTAL	**731**	**129**	**18%**	**158**	**22%**	**177**	**24%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

HOUSING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTANT	15	1	7%	1	7%	2	13%
ACCOUNTING CLERK	14	4	29%	4	29%	4	29%
ADMINISTRATIVE CLERK	62	6	10%	8	13%	8	13%
ARCHITECTURAL ASSOC IV	1		0%	1	100%	1	100%
ASST GM LA HOUSING DEPT	4	1	25%	1	25%	1	25%
ASST INSPECTOR II	8		0%		0%		0%
ASST INSPECTOR III	7		0%		0%		0%
CH INSPECTOR	3	2	67%	2	67%	2	67%
CH MANAGEMENT ANALYST	1		0%		0%		0%
COMMNTY HSG PROGRMS MGR	7	1	14%	1	14%	1	14%
COMMUN INFO REP I	1		0%		0%		0%
COMMUN INFO REP II	4	1	25%	1	25%	1	25%
COMMUN INFO REP III	1		0%		0%		0%
CONSTR ESTIMATOR	1		0%		0%		0%
DATA BASE ARCHITECT	1		0%		0%	1	100%
DEPT CHIEF ACCT I	1		0%		0%		0%
DEPT CHIEF ACCT III	1		0%		0%		0%
DEPT CHIEF ACCT IV	1	1	100%	1	100%	1	100%
DIR ENFORCEMENT OPER	3	1	33%	1	33%	2	67%
DIR OF HOUSING	1		0%		0%	1	100%
DIR OF SYSTEMS	1		0%		0%		0%
EMERGNCY MGT COORD I	1		0%		0%		0%
ENVIRN AFFRS OFC	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SPEC I	1		0%		0%		0%
ENVIRONMENTAL SPEC III	1		0%		0%		0%
EXEC ADMIN ASST II	3	1	33%	1	33%	1	33%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
FINANCE DEV OFFICER I	24	3	13%	6	25%	7	29%
FINANCE DEV OFFICER II	8		0%	3	38%	3	38%
GEN MGR DEPT OF HOUSING	1		0%		0%		0%
HOUSING INSPECTOR	77	13	17%	18	23%	22	29%
HOUSING INVESTIGATOR I	21		0%		0%		0%
HOUSING INVESTIGATOR II	5		0%	1	20%	2	40%
HOUSING PLNG/ECON ANLST	5		0%		0%		0%
INTERNAL AUDITOR IV	1		0%		0%		0%
MANAGEMENT AIDE	4	1	25%	1	25%	1	25%
MANAGEMENT ANALYST	78	3	4%	3	4%	4	5%
MANAGEMENT ASSISTANT	39		0%		0%		0%
MATL TST TECHNICIAN I	1	1	100%	1	100%	1	100%
OFFICE SVCS ASSISTANT	2		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	6		0%		0%		0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PR ACCOUNTANT I	2	1	50%	2	100%	2	100%
PR ACCOUNTANT II	1		0%		0%		0%
PR CLERK	1		0%		0%		0%
PR INSPECTOR	8		0%	1	13%	1	13%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROGRAMMER/ANALYST IV	3		0%		0%		0%
PROGRAMMER/ANALYST V	2		0%		0%		0%
PROJECT ASSISTANT	3	1	33%	1	33%	1	33%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

HOUSING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
PROJECT COORDINATOR	2		0%		0%		0%
PUB RELATIONS SPEC I	1		0%		0%		0%
REHAB CONSTR SPEC I	8	1	13%	1	13%	1	13%
REHAB CONSTR SPEC II	13	6	46%	6	46%	7	54%
REHAB CONSTR SPEC III	4	1	25%	1	25%	2	50%
REHAB PROJECT COORD I	1	1	100%	1	100%	1	100%
REHAB PROJECT COORD II	1		0%	1	100%	1	100%
SECRETARY	4	2	50%	2	50%	2	50%
SR ACCOUNTANT I	3	1	33%	1	33%	1	33%
SR ACCOUNTANT II	4	2	50%	2	50%	2	50%
SR ADMINISTRATIVE CLERK	37	3	8%	4	11%	4	11%
SR AUDITOR	1		0%		0%		0%
SR HOUSING INSPECTOR	25	10	40%	11	44%	13	52%
SR HSG INVESTIGATOR I	5		0%	1	20%	1	20%
SR HSG INVESTIGATOR II	2		0%		0%		0%
SR HSG PLNG/ECON ANLYST	2		0%		0%		0%
SR MGMT ANALYST I	17		0%		0%		0%
SR MGMT ANALYST II	7	1	14%	1	14%	1	14%
SR PROJECT COORDINATOR	3	1	33%	1	33%	1	33%
SR SYSTEMS ANALYST I	1		0%		0%		0%
SR SYSTEMS ANALYST II	4		0%	1	25%	1	25%
STOREKEEPER II	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	6	1	17%	1	17%	2	33%
WAREHOUSE & T/R WKR I	1	1	100%	1	100%	1	100%
TOTAL	**593**	**77**	**13%**	**99**	**17%**	**115**	**19%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

ITA JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
311 DIRECTOR	1	1	100%	1	100%	1	100%
ACCOUNTANT	1		0%		0%		0%
ACCOUNTING CLERK	3		0%		0%		0%
ADMINISTRATIVE CLERK	4		0%		0%		0%
APPLICATIONS PROGRAMMER	8		0%		0%		0%
ASST GM INFO TECH AGENCY	4	2	50%	2	50%	2	50%
AVIONICS SPECIALIST	5		0%		0%		0%
CABLE TV PRODUCT MGR II	2		0%		0%		0%
CABLE TV PRODUCT MGR III	1	1	100%	1	100%	1	100%
CH COMMUNICATIONS OPER	1		0%		0%		0%
CH INFORMATION SECURITY OFC	1		0%		0%		0%
CH MANAGEMENT ANALYST	1		0%		0%		0%
CHANNEL TRAFFIC COORD	1	1	100%	1	100%	1	100%
COMMUN ELECTRICIAN	53	12	23%	13	25%	15	28%
COMMUN ELECTRICIAN SUPV	4	2	50%	3	75%	3	75%
COMMUN ENGINEER	7	1	14%	2	29%	3	43%
COMMUN ENGRG ASSOC I	11		0%		0%		0%
COMMUN ENGRG ASSOC II	8	3	38%	5	63%	5	63%
COMMUN ENGRG ASSOC III	3	3	100%	3	100%	3	100%
COMMUN ENGRG ASSOC IV	2	2	100%	2	100%	2	100%
COMMUN INFO REP II	32	2	6%	2	6%	2	6%
COMMUN INFO REP III	3		0%		0%		0%
COMMUN INFO REP ASST	1		0%		0%		0%
COMMUN INFO REP TRAINEE	3		0%		0%		0%
COMPUTER GRAPHIC ART II	1		0%		0%		0%
COUNCLPH/VOICEMAIL TECH	1	1	100%	1	100%	1	100%
DATA ANALYST I	1		0%		0%		0%
DATA BASE ARCHITECT	5		0%		0%	1	20%
DATA PROCESS TECH I	1		0%		0%		0%
DATA PROCESS TECH II	2		0%		0%		0%
DIR OF COMMUNICATN SVCS	1	1	100%	1	100%	1	100%
DIR OF SYSTEMS	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%	1	100%
GEN MGR INFO TECH AGNCY	1		0%		0%		0%
GRAPHICS DESIGNER II	1		0%		0%		0%
GRAPHICS SUPERVISOR I	1		0%		0%		0%
INFO SVCS SPECIALIST	2		0%		0%		0%
INFO SYS OPER MGR II	1	1	100%	1	100%	1	100%
INFO SYSTEM MGR I	7	1	14%	1	14%	2	29%
INFO SYSTEM MGR II	3	1	33%	1	33%	1	33%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ANALYST	5		0%		0%		0%
MANAGEMENT ASSISTANT	1		0%		0%		0%
PR ACCOUNTANT I	1		0%		0%		0%
PR ACCOUNTANT II	1		0%	1	100%	1	100%
PROGRAMMER/ANALYST III	17	2	12%	2	12%	2	12%
PROGRAMMER/ANALYST IV	8	4	50%	4	50%	4	50%
PROGRAMMER/ANALYST V	13	4	31%	5	38%	5	38%
PUB RELATIONS SPEC II	1		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

ITA JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
SR ACCOUNTANT II	1		0%	1	100%	1	100%
SR ADMINISTRATIVE CLERK	4		0%	1	25%	1	25%
SR AVIONICS SPECIALIST	1		0%		0%		0%
SR COMMUN ELECTRCN SUPV	3	1	33%	1	33%	2	67%
SR COMMUN ELECTRICIAN	7		0%		0%		0%
SR COMMUN ENGINEER	2	1	50%	2	100%	2	100%
SR COMMUN OPERATOR I	5		0%		0%		0%
SR COMPUTER OPERATOR II	2	2	100%	2	100%	2	100%
SR DATA PROCESS TECH I	4	1	25%	1	25%	2	50%
SR MGMT ANALYST I	2		0%		0%		0%
SR MGMT ANALYST II	2	1	50%	1	50%	1	50%
SR SYSTEMS ANALYST I	3	2	67%	2	67%	2	67%
SR SYSTEMS ANALYST II	3	1	33%	1	33%	1	33%
SYSTEMS ANALYST	22		0%		0%		0%
SYSTEMS PROGRAMMER I	11		0%	1	9%	1	9%
SYSTEMS PROGRAMMER II	21	3	14%	4	19%	4	19%
SYSTEMS PROGRAMMER III	12	2	17%	2	17%	2	17%
TELECOM REG OFFICER I	1		0%		0%		0%
Transitional Worker	2		0%		0%		0%
VIDEO PRODUCTION COORD	1		0%		0%		0%
VIDEO TECHNICIAN II	2		0%		0%		0%
TOTAL	**350**	**60**	**17%**	**72**	**21%**	**80**	**23%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

LACERS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTANT	7		0%	1	14%	1	14%
ACCOUNTING CLERK	10	1	10%	1	10%	1	10%
ACCOUNTING CLERK TRAINEE	6		0%		0%		0%
ADMINISTRATIVE CLERK	15	1	7%	1	7%	1	7%
ASST GM PENSION	2		0%	1	50%	1	50%
BENEFITS ANALYST	20	1	5%	2	10%	2	10%
BENEFITS SPECIALIST	38	4	11%	4	11%	5	13%
CH BENEFITS ANALYST	2	1	50%	1	50%	1	50%
CH INVESTMENT OFCR	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	1		0%		0%		0%
COMMISSION EXEC ASST II	1		0%		0%		0%
DEPARTMENTAL AUDIT MGR	1		0%		0%	1	100%
DEPT CHIEF ACCT I	1		0%		0%		0%
EXEC ADMIN ASST II	2		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
FISCAL SYSTEMS SPEC II	1		0%		0%		0%
GM-LACERS	1		0%		0%		0%
INFO SYSTEM MGR II	1		0%		0%		0%
INTERNAL AUDITOR III	1		0%		0%	1	100%
INVESTMENT OFFICER I	3		0%		0%		0%
INVESTMENT OFFICER II	5	1	20%	1	20%	1	20%
INVESTMENT OFFICER III	2		0%		0%		0%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ANALYST	6	1	17%	1	17%	1	17%
MANAGEMENT ASSISTANT	4		0%		0%		0%
OFFICE SVCS ASSISTANT	2		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	2		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERSONNEL ANALYST	1		0%		0%		0%
PR ACCOUNTANT I	1		0%		0%		0%
PROGRAMMER/ANALYST IV	1		0%		0%		0%
SENIOR BENEFITS ANALYST I	13		0%	1	8%	2	15%
SENIOR BENEFITS ANALYST II	5	2	40%	3	60%	3	60%
SR ACCOUNTANT I	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	9		0%		0%		0%
SR MGMT ANALYST I	2	1	50%	1	50%	1	50%
SR PERSONNEL ANALYST I	1		0%		0%		0%
SR PERSONNEL ANALYST II	1	1	100%	1	100%	1	100%
SR PROJECT COORDINATOR	1		0%		0%		0%
SR SYSTEMS ANALYST I	1		0%		0%		0%
SR SYSTEMS ANALYST II	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	2		0%		0%		0%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
SYSTEMS PROGRAMMER II	1		0%		0%		0%
SYSTEMS PROGRAMMER III	1		0%		0%		0%
TOTAL	**181**	**17**	**9%**	**22**	**12%**	**26**	**14%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

FIRE & POLICE PENSIONS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTANT	7	2	29%	2	29%	2	29%
ADMINISTRATIVE CLERK	8	1	13%	1	13%	1	13%
ASST GM PENSION	1	1	100%	1	100%	1	100%
BENEFITS ANALYST	14	1	7%	1	7%	1	7%
BENEFITS SPECIALIST	16	4	25%	4	25%	5	31%
CH BENEFITS ANALYST	3		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 IV	1		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	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%
INTERIM GENERAL MANAGER LAFPP	1		0%		0%		0%
INTERNAL AUDITOR II	1		0%		0%		0%
INTERNAL AUDITOR IV	1		0%		0%		0%
INVESTMENT OFFICER I	2		0%		0%		0%
INVESTMENT OFFICER II	4	2	50%	2	50%	2	50%
INVESTMENT OFFICER III	1		0%		0%		0%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ANALYST	4		0%		0%		0%
MANAGEMENT ASSISTANT	3		0%		0%		0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SECRETARY	1	1	100%	1	100%	1	100%
SENIOR BENEFITS ANALYST I	4		0%	1	25%	1	25%
SENIOR BENEFITS ANALYST II	6	2	33%	2	33%	2	33%
SR ACCOUNTANT II	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	10	3	30%	3	30%	4	40%
SR MGMT ANALYST II	1		0%		0%		0%
SR PERSONNEL ANALYST I	2		0%		0%	1	50%
SR PERSONNEL ANALYST II	2	1	50%	1	50%	1	50%
SR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SR SYSTEMS ANALYST II	2		0%		0%		0%
SYSTEMS ANALYST	6	1	17%	1	17%	2	33%
SYSTEMS PROGRAMMER I	3		0%		0%		0%
SYSTEMS PROGRAMMER II	1		0%		0%		0%
TOTAL	**118**	**27**	**23%**	**28**	**24%**	**32**	**27%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

LIBRARY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTANT	3		0%		0%		0%
ACCOUNTING CLERK	6	2	33%	2	33%	3	50%
ADMINISTRATIVE CLERK	286	66	23%	74	26%	83	29%
ASST CITY LIBRARIAN	1		0%		0%		0%
CH MANAGEMENT ANALYST	2	2	100%	2	100%	2	100%
CITY LIBRARIAN	1		0%		0%		0%
COMMISSION EXEC ASST II	1		0%		0%		0%
COMNTY PROGRM ASST II	12		0%		0%		0%
COMNTY PROGRM ASST III	1		0%		0%		0%
DELIVERY DRIVER II	10	1	10%	2	20%	2	20%
DELIVERY DRIVER III	1		0%		0%		0%
DEPT CHIEF ACCT II	1		0%		0%	1	100%
DIR OF SYSTEMS	1		0%		0%		0%
DIVISION LIBRARIAN	4	1	25%	1	25%	1	25%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
GRAPHICS DESIGNER III	2		0%		0%		0%
LIBRARIAN I	32		0%		0%		0%
LIBRARIAN II	183	37	20%	45	25%	49	27%
LIBRARIAN III	41	11	27%	12	29%	13	32%
LIBRARY ASST I	49	15	31%	16	33%	17	35%
LIBRARY ASST II	8	4	50%	4	50%	5	63%
MANAGEMENT ANALYST	4	1	25%	1	25%	2	50%
MANAGEMENT ASSISTANT	3		0%		0%		0%
MESSENGER CLERK	1	1	100%	1	100%	1	100%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERS RECORDS SUPV	1		0%		0%		0%
PERSONNEL DIR III	1		0%		0%		0%
PR ACCOUNTANT I	2	2	100%	2	100%	2	100%
PR LIBRARIAN I	14	3	21%	3	21%	5	36%
PR LIBRARIAN II	3	1	33%	1	33%	1	33%
PR PUBLIC RELATIONS REP	1	1	100%	1	100%	1	100%
PROGRAMMER/ANALYST IV	1		0%		0%		0%
PUB INFO DIRECTOR I	1	1	100%	1	100%	1	100%
PUB INFO DIRECTOR II	1		0%		0%		0%
PUB RELATIONS SPEC II	6		0%		0%	1	17%
SECRETARY	3		0%	1	33%	1	33%
SR ADMINISTRATIVE CLERK	2		0%		0%		0%
SR EVENT ATTENDANT	1		0%		0%		0%
SR LIBRARIAN	97	24	25%	28	29%	30	31%
SR MGMT ANALYST II	3	1	33%	1	33%	1	33%
SR PERSONNEL ANALYST I	2	1	50%	1	50%	1	50%
SR PERSONNEL ANALYST II	1	1	100%	1	100%	1	100%
SR PROJECT COORDINATOR	1		0%		0%		0%
SR STOREKEEPER	1	1	100%	1	100%	1	100%
SR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SR SYSTEMS ANALYST II	3		0%		0%		0%
SYSTEMS ANALYST	13	1	8%	1	8%	2	15%
SYSTEMS ANALYST	1		0%		0%		0%
SYSTEMS PROGRAMMER I	3		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

LIBRARY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
SYSTEMS PROGRAMMER II	4	1	25%	1	25%	2	50%
WAREHOUSE & T/R WKR I	1		0%		0%		0%
WAREHOUSE & T/R WKR II	1	1	100%	1	100%	1	100%
TOTAL	**827**	**182**	**22%**	**206**	**25%**	**232**	**28%**

MAYOR'S OFFICE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
CH OF STAFF MAYOR	2		0%		0%		0%
DEPUTY MAYOR	10		0%		0%	1	10%
MAYOR	1		0%		0%		0%
MAYORAL AIDE I	18		0%		0%		0%
MAYORAL AIDE II	21		0%		0%		0%
MAYORAL AIDE III	19		0%		0%		0%
MAYORAL AIDE IV	18		0%		0%		0%
MAYORAL AIDE V	39		0%		0%	1	3%
MAYORAL AIDE VI	32	1	3%	1	3%	3	9%
MAYORAL AIDE VII	24		0%		0%		0%
MAYORAL AIDE VIII	11	1	9%	1	9%	2	18%
TOTAL	**195**	**2**	**1%**	**2**	**1%**	**7**	**4%**

DEPT. OF NEIGHBORHOOD EMPOWERMENT JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
GEN MGR NEIBRHD EMPWMNT	1		0%		0%	1	100%
PR PROJECT COORDINATOR	1		0%		0%		0%
PROJECT ASSISTANT	2		0%		0%		0%
PROJECT COORDINATOR	14		0%		0%		0%
SR ACCOUNTANT I	1	1	100%	1	100%	1	100%
SR MGMT ANALYST II	1		0%		0%		0%
SR PROJECT COORDINATOR	3		0%		0%		0%
SR SYSTEMS ANALYST I	1		0%		0%		0%
TOTAL	**25**	**1**	**4%**	**1**	**4%**	**2**	**8%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PERSONNEL JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTANT	1		0%		0%		0%
ACCOUNTING CLERK	5	1	20%	1	20%	1	20%
ACCOUNTING REC SUPVR II	1		0%		0%		0%
ADMIN INTERN	8		0%		0%		0%
ADMINISTRATIVE CLERK	51	2	4%	2	4%	3	6%
ADVANCE PRACTICE PROVIDER	10	3	30%	4	40%	4	40%
ASST GM PERSONNEL DEPT	4		0%		0%		0%
BACKGROUND INVESTGN MGR	1		0%		0%		0%
BACKGROUND INVESTGR I	24	5	21%	5	21%	6	25%
BACKGROUND INVESTGR II	7	1	14%	2	29%	2	29%
BACKGROUND INVESTGR III	3	1	33%	1	33%	1	33%
BENEFITS ANALYST	7	1	14%	1	14%	1	14%
BENEFITS SPECIALIST	4		0%	1	25%	1	25%
CH CLERK	1		0%		0%		0%
CH CLERK PERSONNEL	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	3		0%		0%		0%
CH PERSONNEL ANALYST	4		0%		0%		0%
CHIEF PHYSICIAN	1		0%		0%	1	100%
CORRECTIONAL NURSE II	20	3	15%	4	20%	5	25%
CORRECTIONAL NURSE III	5		0%		0%		0%
ERGONOMIST	1		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
GEN MGR PERSONNEL DEPT	1	1	100%	1	100%	1	100%
GRAPHICS DESIGNER I	1		0%		0%		0%
GRAPHICS DESIGNER II	1		0%		0%		0%
GRAPHICS DESIGNER III	1		0%		0%		0%
HEARING REPORTER	1		0%		0%		0%
INDUSTRIAL HYGIENIST	1		0%		0%		0%
LICENSED VOC NURSE	4		0%		0%		0%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ANALYST	26	3	12%	3	12%	3	12%
MANAGEMENT ASSISTANT	24		0%		0%		0%
MED SERVS ADMIN	1	1	100%	1	100%	1	100%
MEDICAL ASSISTANT	3		0%		0%		0%
MEDICAL RECORDS SUPVR	1		0%		0%	1	100%
NURSE MANAGER	1		0%		0%		0%
OCCUPATIONAL HLTH NURSE	2		0%		0%		0%
OCCUPATIONAL PSYCHOL II	5		0%		0%		0%
OCCUPATIONAL PSYCHOLIII	1		0%		0%		0%
OFFICE SVCS ASSISTANT	9		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	8		0%		0%		0%
PERS RECORDS SUPV	16		0%	1	6%	1	6%
PERS RESEARCH ANLYST I	7		0%		0%		0%
PERS RESEARCH ANLYST II	5		0%		0%		0%
PERSONNEL ANALYST	23	1	4%	1	4%	1	4%
PERSONNEL DIR I	8	1	13%	1	13%	1	13%
PERSONNEL DIR II	3		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%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PERSONNEL JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
PR ACCOUNTANT II	2		0%		0%		0%
PR CLERK	2		0%		0%		0%
PR PROJECT COORDINATOR	1		0%		0%		0%
PR WORKERS COMP ANALYST	1	1	100%	1	100%	1	100%
PROGRAMMER/ANALYST IV	3	1	33%	1	33%	1	33%
PUB INFO DIRECTOR I	1	1	100%	1	100%	1	100%
SAFETY ADMINISTRATOR	1		0%		0%		0%
SAFETY ENGINEER	3		0%		0%		0%
SAFETY ENGRG ASSC I	1		0%		0%		0%
SECRETARY	1		0%		0%		0%
SENIOR BENEFITS ANALYST I	2		0%		0%		0%
SPECIAL INVESTIGATOR I	1		0%		0%		0%
SPECIAL INVESTIGATOR II	2		0%		0%	1	50%
SR ACCOUNTANT I	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	41	2	5%	3	7%	3	7%
SR MGMT ANALYST I	6		0%		0%		0%
SR MGMT ANALYST II	2		0%		0%		0%
SR PERSONNEL ANALYST I	51	8	16%	10	20%	10	20%
SR PERSONNEL ANALYST II	17	3	18%	3	18%	4	24%
SR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SR SYSTEMS ANALYST II	2		0%		0%		0%
SR WORKERS COMP ANALYST	10	3	30%	3	30%	3	30%
SUPVSG OCCUP HLTH NURSE	1		0%	1	100%	1	100%
SYSTEMS ANALYST	1		0%		0%		0%
SYSTEMS PROGRAMMER II	1		0%		0%		0%
WORKERS COMP ADMNTR I	2	1	50%	1	50%	1	50%
WORKERS COMP ADMNTR II	1		0%		0%		0%
WORKERS COMP ANALYST	27	8	30%	9	33%	9	33%
WORKERS COMP CLAIMS AST	9	2	22%	3	33%	3	33%
XRAY AND LAB TECH II	1	1	100%	1	100%	1	100%
TOTAL	**520**	**59**	**11%**	**71**	**14%**	**78**	**15%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

CITY PLANNING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTANT	2		0%		0%		0%
ACCOUNTING CLERK	1		0%		0%		0%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ADMINISTRATIVE CLERK	10		0%		0%		0%
APPLICATIONS PROGRAMMER	1		0%		0%		0%
ARCHITECT	1		0%		0%		0%
ASSOC ZONING ADMINSTR	6	2	33%	2	33%	3	50%
CH CLERK	1		0%		0%		0%
CH MANAGEMENT ANALYST	1		0%		0%		0%
CH ZONING ADMINSTR	1		0%		0%		0%
CITY PLANNER	103	4	4%	5	5%	5	5%
CITY PLANNING ASSOC	36	3	8%	3	8%	4	11%
COMMISSION EXEC ASST I	3	1	33%	1	33%	1	33%
DATA ANALYST I	2		0%		0%		0%
DATA ANALYST II	1	1	100%	1	100%	1	100%
DEPUTY DIR OF PLANNING	4		0%		0%		0%
DIR OF PLANNING	1	1	100%	1	100%	1	100%
DIR OF SYSTEMS	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SPEC II	1		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	15	1	7%	1	7%	2	13%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	8		0%		0%	2	25%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	1		0%		0%		0%
GRAPHICS DESIGNER II	4		0%		0%		0%
GRAPHICS DESIGNER III	1		0%		0%		0%
GRAPHICS SUPERVISOR I	1		0%		0%		0%
GRAPHICS SUPERVISOR II	1		0%		0%		0%
MANAGEMENT ANALYST	4	1	25%	1	25%	1	25%
MANAGEMENT ASSISTANT	5		0%		0%		0%
OFFICE ENGRG TECH III	1		0%		0%		0%
OFFICE SVCS ASSISTANT	6		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	7		0%		0%		0%
PLANNING ASSISTANT	91	1	1%	1	1%	1	1%
PR ACCOUNTANT II	1		0%		0%		0%
PR CITY PLANNER	10	1	10%	1	10%	2	20%
PROJECT ASSISTANT	1		0%		0%	1	100%
PUB INFO DIRECTOR I	1		0%		0%		0%
PUB INFO DIRECTOR II	1		0%		0%		0%
PUB RELATIONS SPEC I	1		0%		0%		0%
PUB RELATIONS SPEC II	1		0%		0%		0%
SECRETARY	1		0%		0%		0%
SR ACCOUNTANT I	3		0%		0%		0%
SR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SR ADMINISTRATIVE CLERK	13	2	15%	2	15%	2	15%
SR CITY PLANNER	35	2	6%	3	9%	3	9%
SR MGMT ANALYST I	2		0%		0%		0%
SR MGMT ANALYST II	2		0%		0%		0%
SR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SYSTEMS ANALYST	7		0%		0%		0%
SYSTEMS PROGRAMMER II	2		0%		0%		0%
TOTAL	**410**	**25**	**6%**	**27**	**7%**	**34**	**8%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

POLICE DEPARTMENT - CIVILIAN JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTANT	4		0%		0%		0%
ACCOUNTING CLERK	15	2	13%	3	20%	3	20%
ACCOUNTING CLERK TRAINEE	6		0%		0%		0%
ADMINISTRATIVE CLERK	165	25	15%	28	17%	34	21%
ASSOCIATE COMMUNITY OFFICER	3		0%		0%		0%
ASST INSPECTOR GENERAL	2		0%		0%		0%
AUDIO VISUAL TECH	3	1	33%	1	33%	1	33%
AUTO BODY BLDR/REPAIRER	10	1	10%	1	10%	1	10%
AUTO BODY REPR SUPVR II	1		0%		0%		0%
AUTO PAINTER	2	1	50%	1	50%	1	50%
AUTOMOTIVE DISPATCHR II	1	1	100%	1	100%	1	100%
AUTOMOTIVE SUPERVISOR	2	1	50%	1	50%	1	50%
BACKGROUND INVESTGR I	6		0%		0%		0%
BACKGROUND INVESTGR II	1	1	100%	1	100%	1	100%
CH CLERK POLICE	4	2	50%	3	75%	3	75%
CH FORENSIC CHEMIST I	4	2	50%	2	50%	2	50%
CH FORENSIC CHEMIST II	1		0%		0%		0%
CH OF POLICE	1		0%		0%		0%
CH POLICE PSYCHOLOGIST	1		0%		0%		0%
CH SECURITY OFFICER I	1		0%		0%		0%
COMMISSION EXEC ASST I	1		0%		0%		0%
COMMISSION EXEC ASST II	1		0%	1	100%	1	100%
COMMUN ELECTRICIAN	20	4	20%	5	25%	6	30%
COMMUN ELECTRICIAN SUPV	2	1	50%	1	50%	2	100%
COMMUN ENGRG ASSOC IV	1		0%		0%		0%
COMMUN INFO REP III	1		0%		0%		0%
CRIME & INTEL ANLYST I	26	1	4%	1	4%	1	4%
CRIME & INTEL ANLYST II	32	5	16%	6	19%	7	22%
CRIMINALIST I	10		0%		0%		0%
CRIMINALIST II	95	4	4%	6	6%	7	7%
CRIMINALIST III	19	1	5%	2	11%	2	11%
CUSTODIAN	1		0%		0%		0%
DATA BASE ARCHITECT	3		0%		0%		0%
DEPT CHIEF ACCT III	1	1	100%	1	100%	1	100%
DETENTION OFFICER	289	11	4%	13	4%	16	6%
DIR OF POLICE TRANSP II	1		0%	1	100%	1	100%
DIR OF SYSTEMS	2		0%		0%	1	50%
EQUINE KEEPER	3	1	33%	1	33%	1	33%
EQUIPMNT MECHANIC	80	15	19%	20	25%	23	29%
EXAMR OF QUESTD DOCS II	1		0%		0%	1	100%
EXEC ADMIN ASST II	17	6	35%	7	41%	8	47%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
EXEC DIR POLICE COMMSN	1	1	100%	1	100%	1	100%
FINGERPRNT IDEN EXP I	10	1	10%	1	10%	2	20%
FINGERPRNT IDEN EXP II	3		0%		0%		0%
FINGERPRNT IDEN EXP III	2	1	50%	1	50%	2	100%
FIREARMS EXAMINER	2	1	50%	1	50%	1	50%
FISCAL SYSTEMS SPEC I	1		0%		0%		0%
FORENSIC PRNT SPEC I	3		0%		0%		0%
FORENSIC PRNT SPEC II	21		0%	1	5%	2	10%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

POLICE DEPARTMENT - CIVILIAN JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
FORENSIC PRNT SPEC III	30	3	10%	3	10%	5	17%
FORENSIC PRNT SPEC IV	7		0%		0%		0%
GARAGE ATTENDANT	16	2	13%	2	13%	2	13%
GARDENER CARETAKER	1		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	2	1	50%	1	50%	1	50%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	1		0%		0%		0%
GRAPHICS DESIGNER I	1		0%		0%		0%
GRAPHICS DESIGNER II	1		0%		0%		0%
HEARING REPORTER	5	1	20%	2	40%	3	60%
HEAVY DUTY EQUIP MECH	2		0%		0%		0%
INFO SYSTEM MGR II	1		0%		0%		0%
INSPECTOR GENERAL	1		0%		0%		0%
LABORATORY TECH I	11	1	9%	1	9%	1	9%
LABORATORY TECH II	1		0%		0%		0%
MAINT & CONSTR HELPER	2		0%		0%		0%
MAINTENANCE LABORER	1		0%		0%		0%
MANAGEMENT AIDE	14		0%	1	7%	1	7%
MANAGEMENT ANALYST	105	21	20%	23	22%	30	29%
MANAGEMENT ASSISTANT	31	1	3%	1	3%	1	3%
MECH REPAIRER	1	1	100%	1	100%	1	100%
MUNICIPAL POLICE CAPTAIN I	1	1	100%	1	100%	1	100%
MUNICIPAL POLICE OFFICER III	16		0%		0%	3	19%
MUNICIPAL POLICE SERGEANT	2		0%		0%	1	50%
NUTRITIONIST	1		0%		0%		0%
OFFICE SVCS ASSISTANT	22		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	20		0%		0%		0%
PAINTER	1		0%		0%		0%
PARK MAINT SUPVR	1		0%		0%		0%
PAYROLL SUPERVISOR	3	1	33%	2	67%	2	67%
PERS RECORDS SUPV	1		0%		0%		0%
PERSONNEL ANALYST	9	2	22%	2	22%	2	22%
PHOTOGRAPHER II	2	1	50%	2	100%	2	100%
PHOTOGRAPHER III	18	4	22%	4	22%	6	33%
POL SURVLLNCE SPEC I	13	2	15%	2	15%	2	15%
POL SURVLLNCE SPEC II	1		0%		0%		0%
POLICE ADMIN I	7	1	14%	2	29%	3	43%
POLICE ADMIN II	2	1	50%	1	50%	1	50%
POLICE ADMIN III	2		0%		0%		0%
POLICE PERFORM AUD II	11	1	9%	1	9%	1	9%
POLICE PERFORM AUD III	19	1	5%	2	11%	4	21%
POLICE PERFORM AUD IV	4	1	25%	2	50%	2	50%
POLICE PSYCHOLOGIST I	10	3	30%	3	30%	4	40%
POLICE PSYCHOLOGIST II	2	1	50%	1	50%	1	50%
POLICE SERVICE REP I	58		0%		0%		0%
POLICE SERVICE REP II	323	18	6%	21	7%	29	9%
POLICE SERVICE REP III	154	13	8%	16	10%	32	21%
POLICE SPECIAL INVESTIGATOR	20	3	15%	4	20%	4	20%
POLICE TRAINING ADMNSTR	1		0%		0%		0%
POLYGRAPH EXAMINER I	1		0%		0%		0%
POLYGRAPH EXAMINER II	4		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

POLICE DEPARTMENT - CIVILIAN JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
POLYGRAPH EXAMINER III	2		0%		0%		0%
POLYGRAPH EXAMINER IV	1		0%		0%		0%
PR ACCOUNTANT II	2		0%		0%		0%
PR CLERK POLICE I	8	3	38%	3	38%	3	38%
PR CLERK POLICE II	29	8	28%	9	31%	10	34%
PR DETENTION OFCR	35	4	11%	5	14%	6	17%
PR FINGPRT ID EXPERT I	1	1	100%	1	100%	1	100%
PR FINGPRT ID EXPERT II	1		0%		0%		0%
PR FORENSIC PRINT SPC	1	1	100%	1	100%	1	100%
PR PHOTOGRAPHER	1		0%		0%		0%
PR PROPERTY OFFICER	5		0%		0%	1	20%
PR PUBLIC RELATIONS REP	1		0%		0%		0%
PR SECURITY OFFICER	1		0%		0%		0%
PR STOREKEEPER	1		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%	7	10%
PUB INFO DIRECTOR I	1		0%		0%		0%
SAFETY ENGINEER	1		0%		0%		0%
SAFETY ENGRG ASSC II	1		0%		0%		0%
SECRETARY	54	12	22%	14	26%	19	35%
SECURITY AIDE	2	1	50%	1	50%	1	50%
SECURITY OFFICER	90	10	11%	12	13%	15	17%
SR ACCOUNTANT I	2		0%		0%		0%
SR ACCOUNTANT II	4	3	75%	3	75%	3	75%
SR ADMINISTRATIVE CLERK	255	46	18%	54	21%	61	24%
SR AUDITOR	1		0%		0%		0%
SR AUTOMOTIVE SUPVR	2		0%	1	50%	1	50%
SR COMMUN ELECTRICIAN	5	1	20%	1	20%	2	40%
SR COMMUN ENGINEER	1	1	100%	1	100%	1	100%
SR CRIME & INTEL ANLST	3		0%		0%		0%
SR DETENTION OFFICER	73	5	7%	8	11%	8	11%
SR EQUIPMENT MECHANIC	24	5	21%	6	25%	7	29%
SR FORENSIC PRINT SPEC	8	1	13%	3	38%	3	38%
SR MGMT ANALYST I	31	7	23%	7	23%	10	32%
SR MGMT ANALYST II	19	7	37%	7	37%	8	42%
SR PERSONNEL ANALYST I	6	1	17%	1	17%	1	17%
SR PERSONNEL ANALYST II	5	2	40%	2	40%	3	60%
SR PHOTOGRAPHER I	1	1	100%	1	100%	1	100%
SR PHOTOGRAPHER II	1		0%		0%		0%
SR POLICE SERV REP I	49	2	4%	3	6%	7	14%
SR POLICE SERV REP II	7	2	29%	3	43%	3	43%
SR PROJECT COORDINATOR	3	2	67%	2	67%	2	67%
SR PROPERTY OFFICER	12	2	17%	2	17%	2	17%
SR SECURITY OFFICER	9	3	33%	3	33%	3	33%
SR STOREKEEPER	2		0%		0%		0%
SR SYSTEMS ANALYST I	11	2	18%	3	27%	3	27%
SR SYSTEMS ANALYST II	5		0%		0%		0%
STOREKEEPER II	5	1	20%	1	20%	1	20%
SUPVSG CRIMINALIST	14	1	7%	1	7%	1	7%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

POLICE DEPARTMENT - CIVILIAN JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
SYSTEMS AIDE	2		0%	1	50%	2	100%
SYSTEMS ANALYST	29	7	24%	8	28%	8	28%
SYSTEMS PROGRAMMER I	3		0%		0%		0%
SYSTEMS PROGRAMMER II	2		0%		0%		0%
SYSTEMS PROGRAMMER III	1	1	100%	1	100%	1	100%
UPHOLSTERER	1	1	100%	1	100%	1	100%
VOCATIONAL WORKER CUSTODIAN	1		0%		0%		0%
VOCATIONAL WORKER GARDENER CARETAKER	2		0%		0%		0%
VOCATIONAL WORKER MAINTENANCE LABORER	1		0%		0%		0%
WAREHOUSE & T/R WKR I	1		0%		0%		0%
WAREHOUSE & T/R WKR II	2		0%		0%		0%
TOTAL	**2760**	**329**	**12%**	**392**	**14%**	**489**	**18%**

PUBLIC ACCOUNTABILITY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
EXECUTIVE DIRECTOR - OFFICE OF P.A.	1	1	100%	1	100%	1	100%
UTILITY RATES & POLICY SPECIALIST II	1		0%	1	100%	1	100%
UTILITY RATES & POLICY SPECIALIST III	1	1	100%	1	100%	1	100%
TOTAL	**3**	**2**	**67%**	**3**	**100%**	**3**	**100%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PW - CONTRACT ADMINISTRATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTING CLERK	1		0%		0%		0%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ADMINISTRATIVE CLERK	4	1	25%	1	25%	1	25%
ASST DIR BUR CONTR ADMN	1		0%		0%		0%
ASST INSPECTOR IV	4		0%		0%		0%
CH CONSTR INSPECTOR	5	2	40%	5	100%	5	100%
CH MANAGEMENT ANALYST	1		0%		0%		0%
CIVIL ENGINEER	1	1	100%	1	100%	1	100%
COMMUN INFO REP II	3		0%		0%		0%
COMPLIANCE PROGRAM MANAGER I	2	2	100%	2	100%	2	100%
COMPLIANCE PROGRAM MANAGER II	2		0%	1	50%	1	50%
CONSTR INSPECTOR	128	19	15%	21	16%	24	19%
DATA BASE ARCHITECT	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
INSPECTOR OF PUB WORKS06	1	1	100%	1	100%	1	100%
INSPECTOR TRAINEE I	7		0%		0%		0%
MANAGEMENT ANALYST	20	3	15%	4	20%	6	30%
MANAGEMENT ASSISTANT	22		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PR CLERK	1		0%		0%	1	100%
PR CONSTR INSPECTOR	11	6	55%	6	55%	6	55%
SR ADMINISTRATIVE CLERK	8	2	25%	2	25%	2	25%
SR CONSTR INSPECTOR	50	24	48%	28	56%	31	62%
SR ELECTRCL INSPECTOR	2	2	100%	2	100%	2	100%
SR MGMT ANALYST I	8	1	13%	1	13%	2	25%
SR SYSTEMS ANALYST I	4		0%		0%		0%
SR SYSTEMS ANALYST II	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	6	2	33%	2	33%	2	33%
TOTAL	**297**	**69**	**23%**	**80**	**27%**	**90**	**30%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PW - BOARD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTANT	28	3	11%	3	11%	3	11%
ACCOUNTING CLERK	3		0%		0%		0%
ADMINISTRATIVE CLERK	3		0%		0%		0%
CH MANAGEMENT ANALYST	1		0%		0%		0%
CITY FOREST OFFICER	1		0%		0%		0%
DEPT CHIEF ACCT II	1		0%		0%		0%
DEPT CHIEF ACCT IV	1		0%		0%		0%
ENVIRN AFFRS OFC/PM III	1		0%		0%		0%
ENVIRONMENTAL SUPVR II	1		0%		0%	1	100%
EXEC ADMIN ASST II	2	1	50%	1	50%	1	50%
FISCAL SYSTEMS SPEC I	1		0%		0%		0%
MANAGEMENT ANALYST	5		0%		0%		0%
MANAGEMENT ASSISTANT	4		0%		0%		0%
MEM BD OF PUBLIC WORKS	5		0%	1	20%	2	40%
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%	1	33%
PR CLERK	1		0%		0%		0%
PR PROJECT COORDINATOR	1		0%		0%		0%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROJECT COORDINATOR	3		0%		0%		0%
RISK MANAGER II	1		0%		0%		0%
SR ACCOUNTANT I	1		0%		0%		0%
SR ACCOUNTANT II	13	5	38%	6	46%	7	54%
SR ADMINISTRATIVE CLERK	4	1	25%	1	25%	1	25%
SR ENVRMNTL ENGINEER	1		0%		0%		0%
SR MGMT ANALYST I	8		0%		0%	1	13%
SR MGMT ANALYST II	3	1	33%	1	33%	1	33%
SR SYSTEMS ANALYST II	1		0%		0%		0%
STOREKEEPER II	2		0%	1	50%	1	50%
UTILITY RATES & POLICY SPECIALIST II	1		0%		0%		0%
TOTAL	**103**	**13**	**13%**	**16**	**16%**	**21**	**20%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PW - ENGINEERING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 %	2024 ELIGIBLE TO RETIRE #	2024 %	2025 ELIGIBLE TO RETIRE #	2025 %
ACCOUNTING CLERK	3	1	33%	1	33%	1	33%
ADMINISTRATIVE CLERK	4	1	25%	1	25%	1	25%
ARCHITECT	7	1	14%	1	14%	1	14%
ARCHITECT ASSOC/PM I	1		0%		0%		0%
ARCHITECTURAL ASSOC I	3		0%		0%		0%
ARCHITECTURAL ASSOC II	6	1	17%	1	17%	1	17%
ARCHITECTURAL ASSOC IV	1		0%		0%		0%
ARCHITECTURAL DRFT TECH	1		0%		0%		0%
BLD MECH ENGR I	3	1	33%	1	33%	1	33%
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		0%		0%	1	100%
CIV ENGRG ASSOC/PM I	1		0%		0%		0%
CIVIL ENGINEER	96	5	5%	8	8%	10	10%
CIVIL ENGINEER/PM I	3		0%		0%	1	33%
CIVIL ENGRG ASSOC I	56		0%		0%		0%
CIVIL ENGRG ASSOC II	127	6	5%	6	5%	7	6%
CIVIL ENGRG ASSOC III	53	6	11%	6	11%	6	11%
CIVIL ENGRG ASSOC IV	18	4	22%	5	28%	5	28%
CIVIL ENGRG DRAFT TECH	6		0%		0%		0%
COMNTY AFFRS ADVOCATE	1		0%	1	100%	1	100%
CONSTR ESTIMATOR	1		0%		0%		0%
CONTROL SYS ENGINEER I	1	1	100%	1	100%	1	100%
DATA BASE ARCHITECT	1		0%		0%		0%
DEPUTY CITY ENGINEER I	3	1	33%	1	33%	1	33%
DEPUTY CITY ENGINEER II	1	1	100%	1	100%	1	100%
DIR OF SYSTEMS	1		0%		0%	1	100%
ELECTRCL ENGRG ASSC I	1		0%		0%		0%
ELECTRCL ENGRG ASSC II	2		0%		0%		0%
ELECTRCL ENGRG ASSC III	2		0%		0%		0%
ELECTRCL ENGRG ASSC IV	1		0%		0%		0%
ENGINEER OF SURVEYS	1		0%		0%	1	100%
ENGRG DESIGNER I	2	1	50%	1	50%	1	50%
ENGRG DESIGNER II	6	2	33%	2	33%	2	33%
ENGRG GEOLGST ASSOC I	1		0%		0%		0%
ENGRG GEOLGST ASSOC II	1		0%		0%		0%
ENGRG GEOLGST ASSOC III	2		0%		0%		0%
ENGRG GEOLOGIST I	1		0%		0%		0%
ENGRG GEOLOGIST II	1		0%		0%		0%
ENGRG GEOLOGIST III	1	1	100%	1	100%	1	100%
ENVIRN AFFRS OFC	2		0%		0%		0%
ENVIRONMENTAL SPEC I	1		0%		0%		0%
ENVIRONMENTAL SPEC II	5		0%		0%		0%
ENVIRONMENTAL SPEC III	1		0%		0%		0%
ENVIRONMENTAL SUPVR I	4		0%		0%		0%
ENVIRONMENTAL SUPVR II	1	1	100%	1	100%	1	100%
ENVRMNTL ENGINEER	5	1	20%	1	20%	2	40%
ENVRMNTL ENGR/PM I	1		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PW - ENGINEERING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ENVRMNTL ENGRG ASSC II	2		0%		0%		0%
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	2	1	50%	1	50%	1	50%
EXEC ADMIN ASST III	1		0%		0%		0%
FIELD ENGINEER AIDE	20		0%		0%		0%
FIELD ENGINEERING AIDE TRAINEE	2		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	1		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	15	1	7%	1	7%	2	13%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	5	1	20%	1	20%	2	40%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	5		0%		0%		0%
GEOTECH ENGINEER I	1		0%		0%		0%
GEOTECH ENGINEER II	3		0%		0%		0%
GEOTECH ENGINEER III	1	1	100%	1	100%	1	100%
LAND SURVEYING ASST	19	1	5%	1	5%	2	11%
LANDSCAPE ARCH ASSC II	2		0%		0%		0%
LANDSCAPE ARCH ASSC III	3		0%		0%		0%
LANDSCAPE ARCH I	1		0%	1	100%	1	100%
LANDSCAPE ARCH II	1	1	100%	1	100%	1	100%
MANAGEMENT ANALYST	20	3	15%	5	25%	5	25%
MANAGEMENT ASSISTANT	5		0%		0%		0%
MECH ENGRG ASSC II	2		0%		0%		0%
MECH ENGRG ASSC III	2		0%		0%		0%
OFFICE ENGRG TECH II	4	1	25%	1	25%	1	25%
OFFICE ENGRG TECH III	4	1	25%	1	25%	1	25%
PAYROLL SUPERVISOR	1		0%		0%		0%
PR ARCHITECT	1		0%		0%		0%
PR CIVIL ENGINEER	16	8	50%	8	50%	8	50%
PR CIVIL ENGR DRAF TEC	1		0%		0%		0%
PR CLERK	4	1	25%	1	25%	1	25%
PROGRAMMER/ANALYST III	2		0%		0%		0%
PROGRAMMER/ANALYST IV	3		0%		0%		0%
PROGRAMMER/ANALYST V	1		0%		0%		0%
PROPERTY MANAGER I	1		0%		0%		0%
REAL ESTATE OFFICER	3	1	33%	1	33%	1	33%
REPROGRAPHICS OPERATOR I	1	1	100%	1	100%	1	100%
REPROGRAPHICS SUPVR I	1	1	100%	1	100%	1	100%
SAFETY ENGRG ASSC I	1		0%		0%		0%
SECRETARY	4		0%		0%		0%
SR ADMINISTRATIVE CLERK	32	9	28%	12	38%	12	38%
SR ARCHITECT	3	1	33%	1	33%	1	33%
SR ARCHITECT DRAFT TECH	1	1	100%	1	100%	1	100%
SR CIVIL ENGINEER	16	6	38%	8	50%	10	63%
SR CIVIL ENGR DRAFT TEC	2	1	50%	1	50%	1	50%
SR CONSTR ENGINEER	1		0%		0%		0%
SR CONSTR ESTIMATOR	3	1	33%	1	33%	1	33%
SR ENVRMNTL ENGINEER	4	2	50%	2	50%	2	50%
SR MGMT ANALYST I	13	3	23%	3	23%	3	23%
SR MGMT ANALYST II	3		0%		0%		0%
SR PROJECT COORDINATOR	1		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PW - ENGINEERING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
SR REAL ESTATE OFFICER	2		0%		0%		0%
SR STRUCTURAL ENGINEER	3	1	33%	1	33%	1	33%
SR SURVEY SUPERVISOR	2	1	50%	1	50%	1	50%
SR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SR SYSTEMS ANALYST II	2	1	50%	1	50%	1	50%
SR TITLE EXAMINER	2	1	50%	1	50%	1	50%
STRUCTRL ENGRG ASSC I	5		0%		0%		0%
STRUCTRL ENGRG ASSC II	10		0%		0%		0%
STRUCTRL ENGRG ASSC III	13	1	8%	1	8%	1	8%
STRUCTRL ENGRG ASSC IV	3		0%		0%		0%
STRUCTURAL ENGINEER	7		0%		0%		0%
SURVEY PARTY CHIEF I	20	6	30%	7	35%	7	35%
SURVEY PARTY CHIEF II	9	2	22%	2	22%	4	44%
SURVEY SUPERVISOR	1		0%		0%		0%
SYSTEMS AIDE	2		0%		0%		0%
SYSTEMS ANALYST	4	2	50%	2	50%	2	50%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
TITLE EXAMINER	2		0%		0%		0%
TOTAL	**781**	**104**	**13%**	**118**	**15%**	**133**	**17%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTING CLERK	30	6	20%	8	27%	11	37%
ACCOUNTING REC SUPVR II	2	1	50%	1	50%	2	100%
ADMINISTRATIVE CLERK	82	7	9%	7	9%	8	10%
AGRICUL LAND DEVELOPER	1	1	100%	1	100%	1	100%
AIR COND MECH SUPVR	1		0%		0%		0%
AIR COND MECHANIC	4	1	25%	1	25%	1	25%
ASST DIR BUR SANITATION	6	4	67%	4	67%	4	67%
ASST ENVIRONMENTAL COMPLIANCE INSPECTOR	34	1	3%	2	6%	2	6%
AUDITOR II	1		0%		0%		0%
BLD MECH ENGR I	1	1	100%	1	100%	1	100%
BOAT CAPTAIN I	1		0%		0%		0%
BOAT CAPTAIN II	1		0%		0%		0%
BUILD ELECTRCL ENGR I	1		0%		0%		0%
BUILD OPERATING ENGR	1		0%		0%		0%
BUILD REPAIRER SUPVR	2	1	50%	2	100%	2	100%
BUILDING REPAIRER I	1		0%		0%		0%
CARPENTER	4		0%	1	25%	1	25%
CARPENTER SUPVR	1	1	100%	1	100%	1	100%
CH CUSTODIAN SUPVR I	1		0%		0%		0%
CH ENV COMP INSPECT II	3	3	100%	3	100%	3	100%
CH ENV COMP INSPECTOR I	10	1	10%	1	10%	1	10%
CH MANAGEMENT ANALYST	2		0%		0%		0%
CHEMIST I	4		0%		0%		0%
CHEMIST II	24	5	21%	5	21%	5	21%
CIVIL ENGINEER	3		0%		0%		0%
CIVIL ENGRG ASSOC II	17	7	41%	7	41%	7	41%
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	64	5	8%	5	8%	5	8%
COMMUN INFO REP III	12	1	8%	1	8%	1	8%
COMMUN INFO REP ASST	12		0%		0%		0%
COMMUN INFO REP TRAINEE	7		0%		0%		0%
COMNTY AFFRS ADVOCATE	1		0%	1	100%	1	100%
CONSTR & MAINT SUPT	1		0%		0%	1	100%
CONSTR & MAINT SUPV II	1	1	100%	1	100%	1	100%
CONTRL SYS ENG ASSC II	3	2	67%	2	67%	2	67%
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	1		0%		0%		0%
CUSTODIAN	17	5	29%	6	35%	6	35%
DATA BASE ARCHITECT	3		0%	1	33%	1	33%
DECK HAND	1		0%		0%		0%
DELIVERY DRIVER I	4		0%		0%		0%
DIR BUR OF SANITATION	1		0%		0%		0%
DIR OF SYSTEMS	1		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	1	1	100%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
EMERGNCY MGT COORD I	1		0%		0%		0%
ENV COMPLIANCE INSP	120	22	18%	23	19%	26	22%
ENVIRN AFFRS OFC	5	2	40%	2	40%	2	40%
ENVIRONMENTAL SPEC II	12	2	17%	2	17%	2	17%
ENVIRONMENTAL SPEC III	5		0%		0%	1	20%
ENVIRONMENTAL SUPVR I	2		0%		0%		0%
ENVIRONMENTAL SUPVR II	3		0%	1	33%	2	67%
ENVRMNTL ENGINEER	26	12	46%	13	50%	13	50%
ENVRMNTL ENGRG ASSC I	35	1	3%	1	3%	1	3%
ENVRMNTL ENGRG ASSC II	63	11	17%	12	19%	12	19%
ENVRMNTL ENGRG ASSC III	34	8	24%	8	24%	9	26%
ENVRMNTL ENGRG ASSC IV	7	3	43%	3	43%	3	43%
EQUIPMENT SUPERVISOR	4	2	50%	3	75%	3	75%
EQUIPMNT OPERATOR	31	6	19%	7	23%	8	26%
EQUIPMNT SUPERVISOR	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST II	4	1	25%	1	25%	1	25%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
GARDENER CARETAKER	19	5	26%	5	26%	7	37%
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	1		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	16		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	2		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	1		0%		0%		0%
GRAPHICS DESIGNER I	1		0%		0%		0%
GRAPHICS DESIGNER II	1		0%		0%		0%
GRAPHICS SUPERVISOR I	2		0%		0%		0%
HEAVY DUTY TRUCK OPER	16	1	6%	1	6%	2	13%
HYPERION TRMT PLNT MGR	1	1	100%	1	100%	1	100%
INDUSTRIAL HYGIENIST	1		0%		0%		0%
INSTRUMENT MECH	23	10	43%	11	48%	11	48%
INSTRUMENT MECH SUPV	4	1	25%	1	25%	1	25%
IRRIGATION SPECIALIST	1	1	100%	1	100%	1	100%
LABOR SUPERVISOR	1	1	100%	1	100%	1	100%
LABORATORY TECH I	3		0%		0%		0%
LABORATORY TECH II	24	4	17%	4	17%	6	25%
LANDSCAPE ARCH ASSC II	1	1	100%	1	100%	1	100%
LANDSCAPE ARCH I	1		0%		0%		0%
MACHINIST	7	1	14%	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	36		0%		0%		0%
MAINTENANCE LABORER	247	31	13%	36	15%	41	17%
MANAGEMENT AIDE	2		0%		0%		0%
MANAGEMENT ANALYST	69	16	23%	17	25%	18	26%
MANAGEMENT ASSISTANT	25		0%		0%		0%
MARKETING MANAGER	1		0%		0%		0%
MECH ENGRG ASSC I	2		0%		0%		0%
MECH HELPER	19	2	11%	2	11%	2	11%
OFFICE ENGRG TECH II	4	2	50%	3	75%	3	75%
OFFICE ENGRG TECH III	1		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	1		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
PAINTER	13		0%		0%	1	8%
PAINTER SUPVR	1	1	100%	1	100%	1	100%
PARK MAINT SUPVR	2	1	50%	1	50%	1	50%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PERS RECORDS SUPV	2	1	50%	1	50%	1	50%
PIPEFITTER	14	2	14%	2	14%	4	29%
PLANT EQUIPMNT TRAINEE	19	1	5%	1	5%	1	5%
PLUMBER	7	1	14%	2	29%	2	29%
PLUMBER SUPERVISOR	1		0%		0%		0%
PR CIVIL ENGINEER	1		0%		0%		0%
PR CLERK	7	1	14%	1	14%	2	29%
PR COMMUNICATIONS OPER	1		0%		0%		0%
PR ENVRMNTL ENGR	4	1	25%	3	75%	3	75%
PR PUBLIC RELATIONS REP	3		0%		0%	1	33%
PROGRAMMER/ANALYST III	2		0%		0%		0%
PROGRAMMER/ANALYST IV	1		0%		0%		0%
PROGRAMMER/ANALYST V	1		0%	1	100%	1	100%
PROJECT ASSISTANT	1		0%		0%		0%
PUB INFO DIRECTOR I	1	1	100%	1	100%	1	100%
PUB INFO DIRECTOR II	1		0%		0%		0%
PUB RELATIONS SPEC II	1		0%		0%		0%
REF COLL SUPERVISOR	50	13	26%	13	26%	14	28%
REF COLL TRUCK OPER II	717	110	15%	126	18%	143	20%
REF CREW FIELD INSTR	14	2	14%	3	21%	3	21%
SAFETY ENGINEER	1		0%		0%		0%
SAFETY ENGRG ASSC II	4	2	50%	2	50%	2	50%
SANITATION SOLID RESOURCES MGR I	7	2	29%	3	43%	4	57%
SANITATION SOLID RESOURCES MGR II	9	5	56%	5	56%	6	67%
SANITATION WSTWATER MGR I	5	2	40%	2	40%	2	40%
SANITATION WSTWATER MGR II	4	3	75%	3	75%	3	75%
SANITATION WSTWATER MGR III	4	4	100%	4	100%	4	100%
SECRETARY	8	3	38%	4	50%	4	50%
SENIOR WATER BIOLOGIST	3		0%	1	33%	1	33%
SHEET METAL WORKER	2		0%		0%		0%
SHIFT SUPT W/W TRMT I	8	2	25%	3	38%	3	38%
SHIFT SUPT W/W TRMT II	3	2	67%	2	67%	2	67%
SOLID RESOURCE SUPT	13	5	38%	5	38%	6	46%
SOLID WSTE DISP SUPT II	2	2	100%	2	100%	2	100%
SR ADMINISTRATIVE CLERK	67	15	22%	16	24%	22	33%
SR AUDITOR	2		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	13	4	31%	5	38%	5	38%
SR CIVIL ENGINEER	1	1	100%	1	100%	1	100%
SR COMMUN OPERATOR I	2		0%		0%		0%
SR CUSTODIAN I	3		0%		0%		0%
SR ENV COMPLIANCE INSP	34	8	24%	9	26%	10	29%
SR ENVRMNTL ENGINEER	15	9	60%	10	67%	10	67%
SR GARDENER	2	1	50%	1	50%	1	50%
SR MGMT ANALYST I	27	6	22%	7	26%	8	30%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
SR MGMT ANALYST II	8	1	13%	1	13%	1	13%
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	1		0%		0%		0%
SR SYSTEMS ANALYST I	6		0%		0%		0%
SR SYSTEMS ANALYST II	4		0%	1	25%	1	25%
SR W/W TREATMENT OPER	1	1	100%	1	100%	1	100%
ST SVCES WORKER I	1		0%		0%		0%
STRUCTRL ENGRG ASSC III	1		0%		0%		0%
SYSTEMS ANALYST	19		0%		0%	1	5%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
SYSTEMS PROGRAMMER II	5	1	20%	1	20%	2	40%
SYSTEMS PROGRAMMER III	1	1	100%	1	100%	1	100%
Transitional Worker	4		0%		0%		0%
TREE SURGEON ASST	1	1	100%	1	100%	1	100%
TRUCK OPERATOR	1		0%		0%		0%
VIDEO TECHNICIAN II	1		0%		0%		0%
VOCATIONAL WORKER CUSTODIAN	2		0%		0%		0%
VOCATIONAL WORKER MAINTENANCE LABORER	7		0%		0%		0%
W/WTR COLL SUPERVISOR	3	2	67%	2	67%	2	67%
W/WTR COLL WORKER I	1		0%		0%		0%
W/WTR COLL WORKER I	4	1	25%	1	25%	1	25%
W/WTR COLL WORKER II	8	1	13%	2	25%	3	38%
W/WTR TRMT ELEC I	23	2	9%	3	13%	3	13%
W/WTR TRMT ELEC I	1	1	100%	1	100%	1	100%
W/WTR TRMT ELEC II	4	2	50%	2	50%	3	75%
W/WTR TRMT ELEC SUPVR	3		0%	1	33%	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	46	9	20%	11	24%	12	26%
W/WTR TRMT MECH SUPVR	3		0%		0%		0%
W/WTR TRMT OPER I	70	11	16%	12	17%	12	17%
W/WTR TRMT OPER II	25	6	24%	7	28%	7	28%
W/WTR TRMT OPER III	35	12	34%	13	37%	13	37%
WATER BIOLOGIST II	11		0%		0%		0%
WATER BIOLOGIST III	2		0%		0%		0%
WATER MICROBIOLOGIST II	3		0%		0%		0%
WELDER	4		0%		0%		0%
WELDER SUPERVISOR	1	1	100%	1	100%	1	100%
WINDOW CLEANER	1		0%		0%		0%
TOTAL	**2705**	**492**	**18%**	**553**	**20%**	**616**	**23%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PW - STREET LIGHTING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 %	2024 ELIGIBLE TO RETIRE #	2024 %	2025 ELIGIBLE TO RETIRE #	2025 %
ACCOUNTING CLERK	1		0%	1	100%	1	100%
ADMINISTRATIVE CLERK	2	1	50%	1	50%	1	50%
ASST DIR BUR OF ST LTG	2	1	50%	1	50%	1	50%
ASST ST LTG ELECTRCN	31	1	3%	1	3%	2	6%
CEMENT FINISHER	3		0%		0%		0%
CEMENT FINISHER SUPVR	1		0%		0%		0%
CEMENT FINISHER WORKER	4		0%		0%		0%
CIVIL ENGRG ASSOC II	1		0%		0%		0%
CIVIL ENGRG ASSOC III	1		0%		0%		0%
CIVIL ENGRG DRAFT TECH	9	1	11%	1	11%	2	22%
DIR BUR OF ST LIGHTING	1		0%		0%		0%
ELECTRCL CRAFT HELPER	46	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%
MAINT & CONSTR HELPER	4		0%		0%		0%
MAINTENANCE LABORER	2		0%		0%		0%
MANAGEMENT ANALYST	3		0%		0%		0%
MANAGEMENT ASSISTANT	7		0%		0%		0%
MECH HELPER	2		0%		0%		0%
OFFICE ENGRG TECH III	3		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	2	1	50%	1	50%	1	50%
SR MGMT ANALYST I	4		0%		0%		0%
SR MGMT ANALYST II	3		0%		0%		0%
SR STOREKEEPER	1		0%		0%		0%
SR STREET LTG ENGINEER	3	2	67%	2	67%	2	67%
SR SYSTEMS ANALYST I	3		0%		0%	1	33%
SR SYSTEMS ANALYST II	1		0%		0%		0%
ST LIGHTING CONTRUCTION & MAINT SUPT I	3	2	67%	2	67%	2	67%
ST LIGHTING CONTRUCTION & MAINT SUPT II	1	1	100%	1	100%	1	100%
ST LTG ELECTRCN	29	4	14%	5	17%	6	21%
ST LTG ELECTRCN SUPV	13	4	31%	4	31%	4	31%
ST LTG ENGINEER	7	3	43%	5	71%	5	71%
ST LTG ENGINEER/PM1	4	3	75%	3	75%	3	75%
ST LTG ENGRG ASSC I	2		0%		0%		0%
ST LTG ENGRG ASSC II	42	4	10%	5	12%	5	12%
ST LTG ENGRG ASSC III	13	2	15%	4	31%	4	31%
ST LTG ENGRG ASSC IV	3	1	33%	2	67%	2	67%
STOREKEEPER II	2		0%		0%		0%
STRUCTRL ENGRG ASSC II	2		0%		0%		0%
STRUCTRL ENGRG ASSC III	1		0%		0%		0%
SYSTEMS ANALYST	2		0%		0%		0%
VOCATIONAL WORKER MAINTENANCE LABORER	4		0%		0%		0%
WELDER	7		0%		0%		0%
TOTAL	**283**	**36**	**13%**	**44**	**16%**	**48**	**17%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PW - STREET SERVICES JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTING CLERK	6		0%		0%		0%
ACCOUNTING CLERK TRAINEE	4		0%		0%		0%
ADMINISTRATIVE CLERK	20		0%	1	5%	1	5%
ASPHALT PLANT OPER I	3		0%		0%		0%
ASPHALT PLANT OPER II	2		0%		0%		0%
ASPHALT PLANT SUPVR	1		0%		0%	1	100%
ASST DIR BUR OF ST SVCS	3		0%		0%		0%
ASST TREE SURGEON	8		0%		0%		0%
CARPENTER	24	2	8%	2	8%	2	8%
CEMENT FINISHER	90	7	8%	9	10%	12	13%
CEMENT FINISHER WORKER	14	1	7%	1	7%	1	7%
CH MANAGEMENT ANALYST	1		0%		0%		0%
CH ST SVC INVEST I	1		0%	1	100%	1	100%
CH ST SVC INVEST II	1	1	100%	1	100%	1	100%
CIVIL ENGINEER	10	1	10%	2	20%	2	20%
CIVIL ENGRG ASSOC I	7		0%		0%		0%
CIVIL ENGRG ASSOC II	11		0%		0%		0%
CIVIL ENGRG ASSOC III	4		0%		0%		0%
CIVIL ENGRG ASSOC IV	3		0%	1	33%	1	33%
COMMUN INFO REP II	3		0%		0%		0%
COMMUN INFO REP III	1		0%		0%		0%
COMNTY AFFRS ADVOCATE	1		0%		0%		0%
CONTRACT ADMINISTRATOR	1	1	100%	1	100%	1	100%
DIR BUR OF ST SERVICES06	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%
ELECTRICIAN	3		0%		0%		0%
ENVIRONMENTAL SPEC I	1		0%		0%		0%
ENVRMNTL ENGRG ASSC I	2		0%		0%		0%
ENVRMNTL ENGRG ASSC II	3		0%		0%		0%
ENVRMNTL ENGRG ASSC III	1		0%		0%		0%
EQUIP SPECIALIST II	1	1	100%	1	100%	1	100%
EQUIPMNT OPERATOR	90	20	22%	26	29%	28	31%
EXEC ADMIN ASST III	1		0%		0%		0%
FIELD ENGINEER AIDE	13	3	23%	4	31%	6	46%
FISCAL SYSTEMS SPEC I	1	1	100%	1	100%	1	100%
FISCAL SYSTEMS SPEC II	2		0%		0%	1	50%
GARDENER CARETAKER	9	1	11%	1	11%	2	22%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	5		0%		0%		0%
GRAPHICS DESIGNER II	1		0%		0%		0%
HEAVY DUTY EQUIP MECH	1		0%		0%		0%
HEAVY DUTY TRUCK OPER	104	9	9%	11	11%	12	12%
INSTRUMENT MECH	1		0%		0%		0%
INSTRUMENT MECH SUPV	1		0%		0%		0%
IRRIGATION SPECIALIST	1		0%		0%		0%
LABOR SUPERVISOR	1		0%		0%		0%
LANDSCAPE ARCH ASSC I	3	2	67%	2	67%	2	67%
LANDSCAPE ARCH ASSC II	6		0%		0%		0%
LANDSCAPE ARCH ASSC III	1		0%		0%		0%
LANDSCAPE ARCH ASSC IV	1		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PW - STREET SERVICES JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
LANDSCAPE ARCH I	1		0%		0%		0%
LANDSCAPE ARCH II	4		0%		0%		0%
LIGHT EQUIP OPERATOR	5	4	80%	4	80%	4	80%
MAINT & CONSTR HELPER	18	2	11%	2	11%	3	17%
MAINTENANCE ASST	1		0%		0%		0%
MAINTENANCE LABORER	88	12	14%	14	16%	16	18%
MANAGEMENT ANALYST	20	1	5%	2	10%	3	15%
MANAGEMENT ASSISTANT	4		0%		0%		0%
MASONRY WORKER	2		0%		0%		0%
MECH HELPER	7	1	14%	1	14%	1	14%
MECH REPAIRER	3	1	33%	1	33%	1	33%
MOTOR SWEEPER OPERATOR	74	21	28%	24	32%	27	36%
OFFICE ENGRG TECH III	1	1	100%	1	100%	1	100%
OFFICE SVCS ASSISTANT	2		0%		0%		0%
PARK MAINT SUPVR	1		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PLUMBER	9	2	22%	2	22%	2	22%
POWER SHOVEL OPERATOR	1		0%		0%	1	100%
PR CIVIL ENGINEER	3	2	67%	2	67%	2	67%
PR CLERK	1		0%		0%		0%
PROJECT COORDINATOR	1		0%		0%		0%
RISK MANAGER II	1	1	100%	1	100%	1	100%
SAFETY ENGINEER	1		0%		0%		0%
SANITATION WSTWATER MGR I	4	1	25%	2	50%	2	50%
SANITATION WSTWATER MGR II	4		0%		0%	1	25%
SANITATION WSTWATER MGR III	2	1	50%	1	50%	1	50%
SECRETARY	1		0%		0%		0%
SERVICE COORDINATOR	3		0%		0%		0%
SR ACCOUNTANT I	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	16	2	13%	3	19%	3	19%
SR CARPENTER	5		0%		0%	1	20%
SR CIVIL ENGINEER	2	1	50%	1	50%	1	50%
SR HVY DUTY EQUIP MECH	1		0%		0%		0%
SR MGMT ANALYST I	9		0%	1	11%	1	11%
SR MGMT ANALYST II	4		0%		0%	1	25%
SR ST SVC INVEST II	7	1	14%	1	14%	3	43%
SR SYSTEMS ANALYST I	4		0%		0%		0%
ST SVC INVESTIGATOR	33	7	21%	8	24%	9	27%
ST SVCS GEN SUPT I	3	1	33%	1	33%	2	67%
ST SVCS GEN SUPT II	3	2	67%	2	67%	3	100%
ST SVCS SUPT I	22	3	14%	7	32%	10	45%
ST SVCS SUPT II	6	2	33%	2	33%	2	33%
ST SVCS SUPVR I	33	10	30%	15	45%	15	45%
ST SVCS SUPVR II	26	9	35%	9	35%	10	38%
ST SVCS WORKER I	58		0%		0%	2	3%
ST SVCS WORKER II	19	3	16%	3	16%	3	16%
ST SVCS WORKER III	1	1	100%	1	100%	1	100%
ST TREE SUPT I	6	3	50%	3	50%	3	50%
ST TREE SUPT II	1		0%		0%		0%
STREET SERVICES ASSISTANT	4		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

PW - STREET SERVICES JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
SYSTEMS ANALYST	7		0%		0%		0%
Transitional Worker	1		0%		0%		0%
TRANSP ENGINEER	1		0%		0%		0%
TREE SURGEON	73	2	3%	2	3%	2	3%
TREE SURGEON ASST	15	1	7%	1	7%	1	7%
TREE SURGEON SUPVSR I	32	5	16%	7	22%	7	22%
TREE SURGEON SUPVSR II	11	2	18%	3	27%	3	27%
TRUCK OPERATOR	20	2	10%	4	20%	4	20%
VOCATIONAL WORKER MAINTENANCE LABORER	3		0%		0%		0%
VOCATIONAL WORKER STREET SERVICES WORKER	2		0%		0%		0%
W/WTR COLL SUPERVISOR	12	3	25%	3	25%	3	25%
W/WTR COLL WORKER I	25		0%		0%		0%
W/WTR COLL WORKER II	149	21	14%	27	18%	29	19%
W/WTR TRMT ELEC I	7	1	14%	1	14%	1	14%
W/WTR TRMT ELEC SUPVR	1		0%		0%		0%
W/WTR TRMT MECH	9	2	22%	2	22%	2	22%
W/WTR TRMT OPER I	2		0%	1	50%	1	50%
W/WTR TRMT OPER III	1		0%		0%		0%
WAREHOUSE & T/R WKR I	2		0%	1	50%	1	50%
WELDER	2		0%		0%		0%
TOTAL	**1379**	**186**	**13%**	**233**	**17%**	**268**	**19%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

DEPT. OF RECREATION & PARKS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTANT	10	3	30%	3	30%	3	30%
ACCOUNTING CLERK	8	2	25%	2	25%	2	25%
ADMINISTRATIVE CLERK	17	4	24%	4	24%	4	24%
AIR COND MECH SUPVR	2	1	50%	1	50%	1	50%
AIR COND MECHANIC	9		0%	1	11%	1	11%
AQUARIST I	4	1	25%	1	25%	1	25%
AQUARIST II	1	1	100%	1	100%	1	100%
AQUARIUM EDUCATOR I	4	1	25%	1	25%	1	25%
AQUARIUM EDUCATOR II	2		0%		0%		0%
AQUATIC DIRECTOR	4		0%		0%		0%
AQUATIC FACILITY MGR I	14		0%	1	7%	1	7%
AQUATIC FACILITY MGR II	19	2	11%	2	11%	4	21%
AQUATIC FACILITY MGRIII	3		0%	1	33%	1	33%
ARCHITECTURAL ASSOC I	2		0%		0%		0%
ARCHITECTURAL ASSOC II	2		0%		0%		0%
ARCHIVIST I	1		0%		0%		0%
ASST GARDENER	21		0%		0%		0%
ASST GM REC & PARKS	2	1	50%	1	50%	1	50%
ASTRONOMICAL LECTURER	1		0%		0%		0%
AUDITOR II	1	1	100%	1	100%	1	100%
BANNING RES MUSEUM DIR	1	1	100%	1	100%	1	100%
BUILD CON & MT SUPT	1	1	100%	1	100%	1	100%
BUILD OPERATING ENGR	1	1	100%	1	100%	1	100%
BUILD REPAIRER SUPVR	1		0%	1	100%	1	100%
BUILDING REPAIRER I	5	1	20%	1	20%	1	20%
CARPENTER	10		0%	2	20%	2	20%
CARPENTER SUPVR	1		0%		0%		0%
CEMENT FINISHER	3	1	33%	1	33%	1	33%
CEMENT FINISHER SUPVR	1		0%		0%		0%
CH CLERK	1		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%
CHILD CARE ASSOCIATE II	7	1	14%	1	14%	1	14%
CHILD CARE CENTER DIR	2	2	100%	2	100%	2	100%
CIVIL ENGINEER	1		0%		0%		0%
CIVIL ENGRG ASSOC I	1		0%		0%		0%
CIVIL ENGRG ASSOC II	1		0%		0%		0%
COMMISSION EXEC ASST II	1		0%		0%		0%
COMMUN ELECTRICIAN	1	1	100%	1	100%	1	100%
COMMUN INFO REP II	2	1	50%	1	50%	1	50%
COMNTY PROGRM DIRECTOR	1		0%		0%		0%
CONSTR & MAINT SUPV II	5	3	60%	4	80%	5	100%
COOK I	1		0%		0%		0%
COOK II	1	1	100%	1	100%	1	100%
CUSTODIAN	1		0%		0%		0%
DEPT CHIEF ACCT IV	1		0%		0%		0%
DIR OF SYSTEMS	1		0%		0%		0%
ELECTRCL CRAFT HELPER	1	1	100%	1	100%	1	100%
ELECTRCL ENGRG ASSC I	1		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

DEPT. OF RECREATION & PARKS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ELECTRCL ENGRG ASSC IV	1	1	100%	1	100%	1	100%
ELECTRICIAN	12	3	25%	3	25%	3	25%
ELECTRICIAN SUPV	1		0%		0%		0%
EMERGNCY MGT COORD I	3		0%		0%		0%
ENVIRONMENTAL SPEC II	1		0%		0%		0%
ENVIRONMENTAL SPEC III	1		0%		0%		0%
ENVIRONMENTAL SUPVR I	1		0%		0%		0%
EQUIP SPECIALIST I	2		0%		0%		0%
EQUIPMNT OPERATOR	9		0%	1	11%	1	11%
EXEC ADMIN ASST II	3	2	67%	2	67%	2	67%
EXEC DIR EXPO PK COMPLX	1	1	100%	1	100%	1	100%
FINANCIAL ANALYST II	1		0%		0%		0%
FLOOR FINISHER I	1	1	100%	1	100%	1	100%
GARDENER CARETAKER	299	71	24%	79	26%	86	29%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	1		0%		0%		0%
GOLF STARTER	17	1	6%	1	6%	1	6%
GOLF STARTER SUPVSR I	6	1	17%	1	17%	1	17%
GOLF STARTER SUPVSR II	1		0%		0%	1	100%
GRAPHICS DESIGNER I	3		0%		0%		0%
HISTORIC SITE CURATOR	2		0%		0%		0%
INTERIM GEN MGR REC & PARKS	1		0%		0%		0%
IRRIGATION SPECIALIST	20	3	15%	5	25%	5	25%
LANDSCAPE ARCH ASSC I	2		0%		0%		0%
LANDSCAPE ARCH ASSC II	1		0%		0%		0%
LANDSCAPE ARCH ASSC III	2	2	100%	2	100%	2	100%
LIGHT EQUIP OPERATOR	13	3	23%	4	31%	4	31%
LOCKSMITH	1		0%		0%		0%
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%
MANAGEMENT ANALYST	17	3	18%	4	24%	4	24%
MANAGEMENT ASSISTANT	13		0%		0%		0%
MARINE AQUAR CURATOR II	3		0%		0%		0%
MARINE AQUAR EXH DIR	1		0%		0%		0%
MARINE AQUAR PROG DIR	1		0%		0%		0%
MARITIME MUSEUM CURATOR	1		0%		0%		0%
MARITIME MUSEUM DIR	1		0%		0%		0%
MASONRY WORKER	2		0%	2	100%	2	100%
MECH REPAIR GEN SUPVR	1	1	100%	1	100%	1	100%
MECH REPAIR SUPVR	1		0%		0%	1	100%
MECH REPAIRER	9		0%	1	11%	1	11%
MOTOR SWEEPER OPERATOR	1		0%		0%		0%
OBSERVATORY DIRECTOR I	1	1	100%	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	1		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	6		0%		0%		0%
PAINTER	14	3	21%	3	21%	3	21%
PAINTER SUPVR	1	1	100%	1	100%	1	100%
PARK MAINT SUPVR	37	9	24%	9	24%	9	24%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

DEPT. OF RECREATION & PARKS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
PARK RANGER	22	1	5%	1	5%	2	9%
PARK SERVICES ATT I	2		0%		0%		0%
PARK SERVICES ATT II	10	1	10%	1	10%	1	10%
PARK SERVICES SUPVR	2		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERS RECORDS SUPV	1		0%		0%		0%
PERSONNEL ANALYST	2		0%		0%		0%
PERSONNEL DIR III	1	1	100%	1	100%	1	100%
PHOTOGRAPHER I	2	1	50%	1	50%	1	50%
PLAYGROUND EQUIP SUPVR	1	1	100%	1	100%	1	100%
PLUMBER	16	2	13%	2	13%	2	13%
PLUMBER SUPERVISOR	2	1	50%	1	50%	1	50%
PR ACCOUNTANT II	3	1	33%	1	33%	1	33%
PR GROUNDS MAINT SUPVII	8	3	38%	3	38%	4	50%
PR PARK SVCS ATTENDANT	4		0%		0%	1	25%
PR REC SUPERVISOR I	6	3	50%	4	67%	4	67%
PR REC SUPERVISOR II	3	2	67%	2	67%	2	67%
PROGRAMMER/ANALYST III	4		0%		0%		0%
PROGRAMMER/ANALYST V	1		0%		0%		0%
PROJECT ASSISTANT	1		0%		0%		0%
PROJECT COORDINATOR	2		0%		0%		0%
PUB INFO DIRECTOR I	1		0%		0%		0%
RECREATION COORDINATOR	141	7	5%	8	6%	10	7%
RECREATION FAC DIR	103	5	5%	8	8%	9	9%
RECREATION SUPERVISOR	18	5	28%	6	33%	6	33%
RISK MANAGER II	1		0%		0%		0%
ROOFER	1		0%		0%		0%
SAFETY ENGINEER	1	1	100%	1	100%	1	100%
SAFETY ENGRG ASSC II	1		0%		0%		0%
SECRETARY	7		0%	1	14%	1	14%
SECURITY OFFICER	1		0%		0%		0%
SERVICE COORDINATOR	2		0%		0%	1	50%
SIGN PAINTER	2	2	100%	2	100%	2	100%
SR ACCOUNTANT I	2		0%		0%		0%
SR ACCOUNTANT II	6	2	33%	2	33%	3	50%
SR ADMINISTRATIVE CLERK	21	2	10%	2	10%	2	10%
SR CARPENTER	3		0%	1	33%	2	67%
SR ELECTRICIAN	1	1	100%	1	100%	1	100%
SR GARDENER	54	17	31%	19	35%	22	41%
SR MGMT ANALYST I	6	1	17%	1	17%	1	17%
SR MGMT ANALYST II	5	1	20%	2	40%	2	40%
SR PAINTER	1	1	100%	1	100%	1	100%
SR PARK MAINT SUPVR	9	2	22%	2	22%	3	33%
SR PARK RANGER I	6	2	33%	2	33%	2	33%
SR PARK RANGER II	2	1	50%	1	50%	2	100%
SR PARK SERVICES ATTND	7		0%		0%		0%
SR PERSONNEL ANALYST I	2	1	50%	1	50%	1	50%
SR PLUMBER	1		0%		0%		0%
SR RECREATION DIR	65	9	14%	9	14%	11	17%
ST SVCS WORKER II	2	1	50%	1	50%	1	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

DEPT. OF RECREATION & PARKS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
SUPERINTENDENT OF PLANNING & CONSTRUCTION	1		0%		0%		0%
SUPT OF R/P OPERATIONS	7	2	29%	3	43%	3	43%
SYSTEMS ANALYST	7	1	14%	1	14%	1	14%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
SYSTEMS PROGRAMMER II	1		0%		0%		0%
Transitional Worker	1	1	100%	1	100%	1	100%
TREE SURGEON	16	2	13%	2	13%	2	13%
TREE SURGEON ASST	3		0%		0%		0%
TREE SURGEON SUPVSR I	6	1	17%	2	33%	2	33%
TREE SURGEON SUPVSR II	2	1	50%	1	50%	1	50%
TRUCK OPERATOR	3		0%		0%		0%
VIDEO PRODUCTION COORD	1		0%		0%		0%
VOCATIONAL WORKER GARDENER CARETAKER	86	3	3%	5	6%	6	7%
VOCATIONAL WORKER TREE SURGEON ASST	1		0%		0%		0%
VOLUNTEER COORDINATOR	1		0%		0%		0%
WELDER	2	1	50%	1	50%	1	50%
TOTAL	**1420**	**237**	**17%**	**275**	**19%**	**304**	**21%**

YOUTH DEVELOPMENT JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE		2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
COMNTY AFFRS ADVOCATE	1		0%		0%		0%
EXEC DIR YOUTH DEVELOPMENT DEPARTMENT	1		0%		0%		0%
MANAGEMENT ANALYST	3		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	1		0%		0%		0%
TOTAL	**6**	**0**	**0%**	**0**	**0%**	**0**	**0%**

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

ZOO JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
ACCOUNTANT	1		0%		0%		0%
ACCOUNTING CLERK	3	1	33%	1	33%	1	33%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ADMIN INTERN	1		0%		0%		0%
ADMINISTRATIVE CLERK	1		0%		0%		0%
AIR COND MECHANIC	1	1	100%	1	100%	1	100%
ANIMAL COLLECTN CURATOR	1		0%		0%		0%
ANIMAL KEEPER	72	7	10%	7	10%	11	15%
AQUARIST I	1		0%		0%		0%
AQUARIST II	1		0%		0%		0%
ASST GARDENER	3		0%		0%		0%
AUDIO VISUAL TECH	1	1	100%	1	100%	1	100%
BUILDING REPAIRER I	1		0%		0%		0%
CARPENTER	2	2	100%	2	100%	2	100%
CEMENT FINISHER	2		0%		0%		0%
CH VETERINARIAN	1		0%		0%		0%
CUSTODIAN	12	3	25%	4	33%	4	33%
CUSTODIAN SUPERVISOR	1		0%		0%		0%
ELECTRICIAN	1		0%		0%	1	100%
ELECTRICIAN SUPV	1	1	100%	1	100%	1	100%
EMERGNCY MGT COORD I	1		0%		0%		0%
ENVIRN AFFRS OFC/PM II	1		0%		0%		0%
EQUIPMNT OPERATOR	1		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
GARDENER CARETAKER	16	4	25%	4	25%	5	31%
GEN MGR L A ZOO	1	1	100%	1	100%	1	100%
GRAPHICS DESIGNER II	1		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	2		0%		0%		0%
MAINTENANCE ASST	1		0%		0%		0%
MAINTENANCE LABORER	1		0%		0%		0%
MANAGEMENT AIDE	1		0%		0%		0%
MASONRY WORKER	1		0%		0%		0%
MECH REPAIRER	1	1	100%	1	100%	1	100%
OFFICE SVCS ASSISTANT	1		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	1		0%		0%		0%
PAINTER	1	1	100%	1	100%	1	100%
PARK SERVICES ATT I	6		0%		0%		0%
PARK SERVICES ATT II	5	1	20%	1	20%	1	20%
PERSONNEL DIR I	1		0%		0%		0%
PLUMBER	2	1	50%	1	50%	1	50%
PR ANIMAL KEEPER	2		0%		0%		0%
PR PARK SVCS ATTENDANT	1		0%		0%		0%
PR PUBLIC RELATIONS REP	1		0%		0%		0%
PUB RELATIONS SPEC I	1		0%		0%		0%
SHEET METAL WORKER	1		0%		0%		0%
SR ACCOUNTANT I	2		0%	1	50%	1	50%
SR ADMINISTRATIVE CLERK	7		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2023, 2024, 2025

ZOO JOB CLASSIFICATION TITLE	TOTAL NUMBER	2023 ELIGIBLE TO RETIRE #	2023 ELIGIBLE TO RETIRE %	2024 ELIGIBLE TO RETIRE #	2024 ELIGIBLE TO RETIRE %	2025 ELIGIBLE TO RETIRE #	2025 ELIGIBLE TO RETIRE %
SR ANIMAL KEEPER	8		0%		0%		0%
SR CARPENTER	1		0%		0%		0%
SR ELECTRICIAN	1		0%		0%		0%
SR GARDENER	2		0%		0%		0%
SR MGMT ANALYST II	2	1	50%	1	50%	1	50%
SR PAINTER	1	1	100%	1	100%	1	100%
SR PARK MAINT SUPVR	1		0%		0%		0%
SR PARK SERVICES ATTND	2		0%		0%		0%
SR PERSONNEL ANALYST I	1	1	100%	1	100%	1	100%
SR PLUMBER	1	1	100%	1	100%	1	100%
SR SYSTEMS ANALYST I	1		0%		0%		0%
SR SYSTEMS ANALYST II	1		0%		0%	1	100%
STOREKEEPER II	1		0%		0%		0%
SYSTEMS ANALYST	3		0%		0%		0%
TRUCK OPERATOR	3		0%		0%		0%
VETERINARY TECHNICIAN	5		0%		0%		0%
VOCATIONAL WORKER CUSTODIAN	1		0%		0%		0%
VOCATIONAL WORKER MAINTENANCE LABORER	1		0%		0%		0%
ZOO ASST GM	1	1	100%	1	100%	1	100%
ZOO CURATOR	2		0%		0%	1	50%
ZOO CURATOR OF BIRDS	1		0%		0%		0%
ZOO CURATOR OF EDUC II	6		0%		0%		0%
ZOO CURATOR OF EDUC III	3		0%		0%		0%
ZOO CURATOR OF EDUC IV	1		0%		0%		0%
ZOO CURATOR OF REPTILES	1		0%		0%		0%
ZOO NUTRITIONIST	1		0%		0%		0%
ZOO REGISTRAR	1		0%		0%		0%
ZOO RESEARCH AND CONSERVATION DIRECTOR	2	1	50%	1	50%	1	50%
ZOO VETERINARIAN II	2		0%		0%		0%
ZOO VETERINARIAN III	1		0%		0%		0%
TOTAL	**230**	**34**	**15%**	**36**	**16%**	**44**	**19%**

TCW
JW MARRIOTT
hotel INDIGO