



REPORT
FROM

THE PERSONNEL
DEPARTMENT

TO: Personnel and Hiring Committee	DATE 06/27/25
REFERENCE: 2018 Eligible Retirees / To-Be-Vacated Management Positions / Preparing Successors	COUNCIL FILE CF 17-1098
SUBJECT: PERSONNEL DEPARTMENT'S OVERVIEW OF SUBMITTED SUCCESSION PLANS	

RECOMMENDATION: That the Personnel and 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.

City Council Motion (Blumenfield - McOsker), Council File No. 17-1098-S1 has continued to support and advance these efforts by providing guidance on the topics covered in this year's Equitable Workforce and Service Restoration Form ("Form"), including but not limited to training, the utilization of technology in the City's workplace, as well as the Future of Work.

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 28, 2025. As part of these efforts, a form with a variety of questions was distributed to all City Departments.

The Personnel Department analyzed the updated plans submitted for FY 25-26 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 2024, 2025, and 2026; and (2) provide updates related to Workforce Assessment, Operational, Organizational and/or Workforce Changes, LA Local Hire Programs, Knowledge Transfer, Future of Work and AI and Recruitment, Retention and Hiring Challenges. 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/lacity.org/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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JUNE 2025

CITY OF LOS ANGELES

EW

25|26

SR

EQUITABLE WORKFORCE
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EQUITABLE WORKFORCE & SERVICE RESTORATION

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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.

The ***Equitable Workforce and Service Restoration Report*** from **FY 2023-2024** included recommendations to assist departments in addressing matters related to process improvement, hiring, attrition, and DEI initiatives; the following report from **FY 2024-2025** continued to focus on innovation and process improvements, with a strong emphasis on Artificial Intelligence (AI) and how the City can harness this emerging technology.

The current report for **FY 2025-2026** provides a summary and breakdown of the current citywide challenges, practices, and goals as reported by **40 City departments** in the following areas:

- A. Workforce Assessment
- B. Operational, Organizational and/or Workforce Changes
- C. LA Local Hire Programs
- D. Knowledge Transfer
- E. Future of Work and AI
- F. Recruitment, Retention and Hiring Challenges

II. BACKGROUND & SOURCES

The Personnel Department and the Office of the Mayor developed the [2025-26 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, while the complete Department responses for this year and previous years are available online on the Workforce Planning website. A total of **40** City departments responded to the **FY 2025-2026** Form.

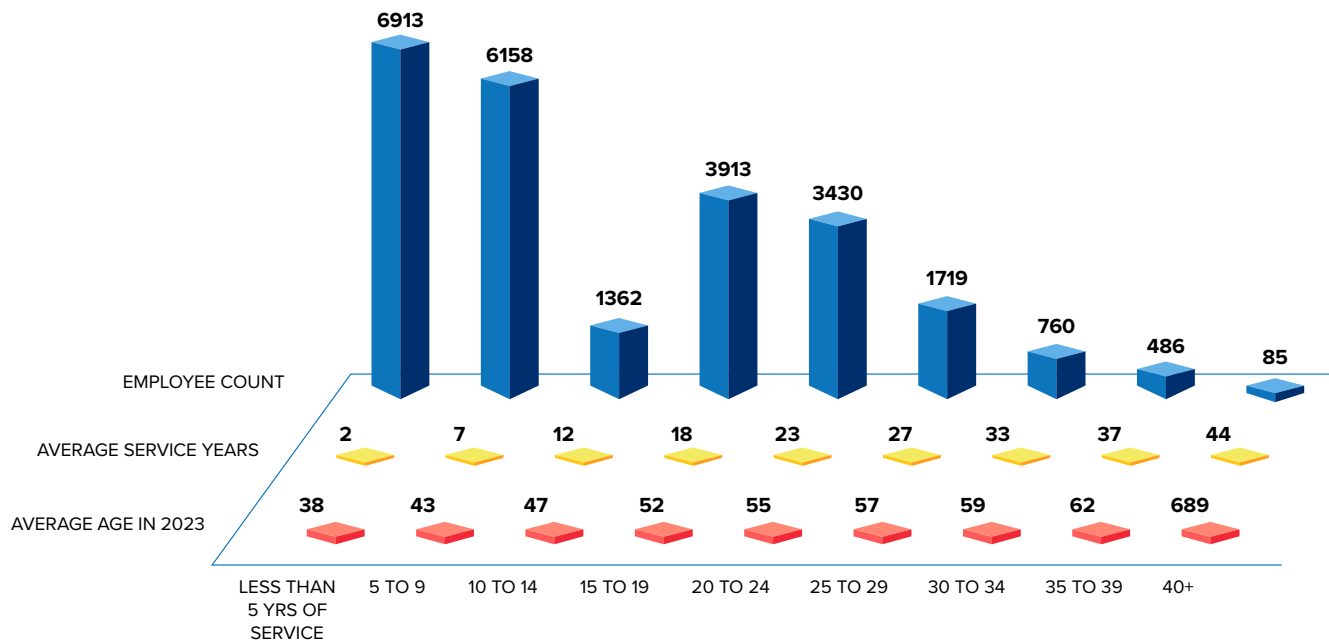
WORKFORCE ASSESSMENT DATA SOURCE

- Retirement eligibility as of June 30, 2024 was provided by LACERS

III. WORKFORCE ASSESSMENT

A. 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).



The data has remained consistent across the categories. There is only a noticeable increase compared to the previous year in the number of employees with 9 service years or less (June 2023 - 12,531, October 2024 - 13,071), representing a 4.3% rise. This may be attributed to the reduction in employee hiring over the past five years, the length of time it takes to hire and/or budget cuts.

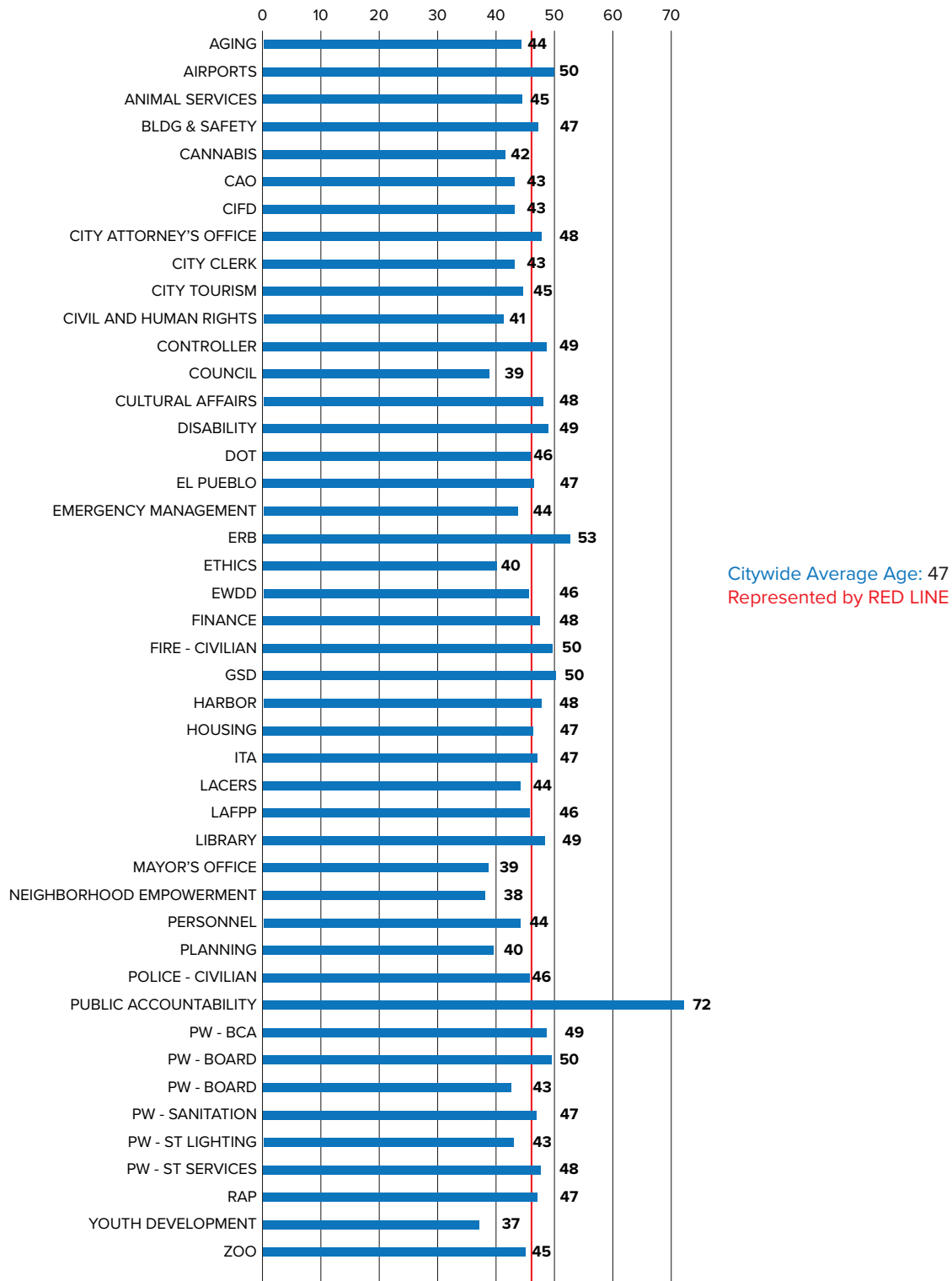
The most significant increase related to employee count is within the range of 5-9 years of service (June 2023 - 5,360, October 2024 - 6,158), with an increase of 798 employees. There is a minimal decrease seen in employee count within the ranges of 5-19, 20-24, and 30-34 years of service, which highlights the importance of retaining tenured employees, along with continued institutional knowledge, innovation, competitive salaries/benefits and promotional opportunities.

The significant dip in employees with 10 - 14 years of service is attributed to the 2008 recession and the resulting hiring freeze and layoffs.

III. WORKFORCE ASSESSMENT (cont'd)

B. 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 of age.



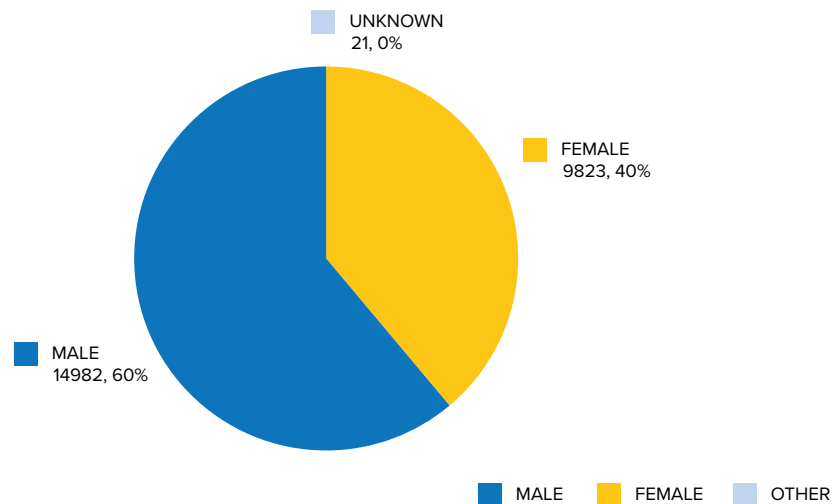
III. WORKFORCE ASSESSMENT (cont'd)

C. CITY EMPLOYEES BY GENDER

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).

The third category is labeled as 'Unknown', for those who did not disclose gender information. Since only 21 employees were identified as 'Unknown', this category made up less than 1% of the City workforce, and the male and female percentages remain roughly the same from June 2024.

The City continues to implement targeted recruitment efforts and resources to narrow the gender gap for these classifications.



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

III. WORKFORCE ASSESSMENT (cont'd)

D. CRITICAL CLASSES

The [2025-26 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.

45 classifications were considered critical by at least three responding departments:

	CLASS	CLASS CODE	# OF DEPTS
1	MANAGEMENT ANALYST	9184	24
2	SENIOR MANAGEMENT ANALYST	9171	22
3	ACCOUNTANT	1513	18
4	ACCOUNTING CLERK	1223	17
5	SYSTEMS ANALYST	1596	16
6	SENIOR SYSTEMS ANALYST	1597	13
7	EXECUTIVE ADMINISTRATIVE ASSISTANT	1117	12
8	ASSISTANT GENERAL MANAGER	varies	11
9	SENIOR ACCOUNTANT	1523	11
10	PAYROLL SUPERVISOR	1170	11
11	DEPARTMENTAL CHIEF ACCOUNTANT	1593	10
12	SENIOR ADMINISTRATIVE CLERK	1368	10
13	ADMINISTRATIVE CLERK	1358	9
14	MANAGEMENT ASSISTANT	1539	9
15	SYSTEM ADMINISTRATOR	1455	9
16	GENERAL MANAGER	varies	8
17	CHIEF MANAGEMENT ANALYST	9182	7
18	PERSONNEL ANALYST	1731	7
19	PROGRAMMER ANALYST	1431	6
20	PRINCIPAL ACCOUNTANT	1525	6
21	SENIOR PERSONNEL ANALYST	9167	6
22	DIRECTOR OF SYSTEMS	9375	6
23	FISCAL SYSTEMS SPECIALIST	1555	5
24	COMMISSION EXECUTIVE ASSISTANT	7246	5
25	MAINTENANCE AND CONSTRUCTION HELPER	3115	5
26	EQUIPMENT MECHANIC	3711	4
27	CIVIL ENGINEERING ASSOCIATE	7246	4
28	EQUIPMENT OPERATOR	3525	4
29	INTERNAL AUDITOR	1625	4
30	AUDITOR	1517	4
31	HEAVY DUTY TRUCK OPERATOR	3584	4
32	ELECTRICAL ENGINEER	7539	3
33	ELECTRICAL ENGINEERING ASSOCIATE	7525	3
34	HEAVY DUTY EQUIPMENT MECHANIC	3743	3
35	WAREHOUSE AND TOOLROOM WORKER	1832	3
36	PRINCIPAL CLERK	1201	3
37	TRUCK OPERATOR	3583	3
38	COMMUNICATIONS INFORMATION REP	1461	3
39	SENIOR REAL ESTATE OFFICER	1961	3
40	CIVIL ENGINEER	7237	3
41	LANDSCAPE ARCHITECT	7929	3
42	LANDSCAPE ARCHITECTURAL ASSOCIATE	7933	3
43	CARPENTER	3344	3
44	GARDENER CARETAKER	3141	3
45	INFORMATION SYSTEMS MANAGER	1409	3

III. WORKFORCE ASSESSMENT (cont'd)

D. CRITICAL CLASSES

The following is a list of the most common challenges departments experience as a result of employee attrition or employee turnover:

1. **Prioritized Critical Hiring (PCH)** (50%, 20 out of the 40 departments)
2. **Loss of institutional knowledge** (35%, 14 out of the 40 departments)
3. **Backlogs, or pauses on programs** (33%, 13 out of the 40 departments)
4. **Increased workload** (33%, 13 out of the 40 departments)

The following is a list of the most common challenges departments face filling specialized roles:

1. **Lack of skilled candidates** (50%, 20 out of the 40 departments)
2. **Competing compensation with proprietary departments** (28%, 11 out of the 40 departments)
3. **Length of the hiring process** (26%, 11 out of the 40 departments)
4. **Limited candidate pool** (23%, 9 out of the 40 departments)

The following is a list of the most common challenges departments face with re-training or capturing and transferring knowledge for specialized roles:

1. **Knowledge transfer** (45%, 18 out of the 40 departments)
2. **No challenges faced** (40%, 16 out of the 40 departments)
3. **Lack of time or dedicated training groups** (33%, 13 out of the 40 departments)

IV. OPERATIONAL, ORGANIZATIONAL, AND/OR WORKFORCE CHANGES

The following is a list of the most common operational, organizational, and/or workforce changes that departments anticipate in **FY 2025-2026**.

- **Attrition; Losing employees to transfers** (75%, 30 out of 40 departments)
- **New hires; Losing employees to promotional opportunities** (72.5%, 29 out of 40 departments)
- **Retirements** (70%, 28 out of 40 departments)
- **Budget Cuts** (62.5%, 25 out of 40 departments)

When asked to describe and/or provide examples of these anticipated changes, the following were the most common responses.

- Staff and workforce shortages due to **retirements** (55%, 22 out of 40 departments)
- Losing employees to **transfers** at proprietary departments or other departments which are not subject to the PCH process and/or offer a higher salary for the same positions. (47.5%, 19 out of 40 departments)
- **Demand for services** due to loss of employees. Demand for services remains the same and/or increases and impacts operational reorganization, as well as reducing and/or stopping services. (47.5%, 19 out of 40 departments)
- **Budget cuts/financial challenges** makes it difficult to backfill positions (42.5%, 17 out of 40 departments)
- **Attrition** due to promotions and/or other job opportunities (42.5%, 17 out of 40 departments)

Overall, it is evident that retirements, attrition (transfers, promotions, other job opportunities) and budget cuts are changes departments anticipate in the next fiscal year. Changes that may result in a loss of employees. With the demand for services unchanged, even increasing as a result of reductions, departments need to start exploring different ways to continue services, such as reorganization as well as reducing and/or stopping services.

V. LOCAL HIRE PROGRAMS

The Targeted Local Hire (“TLH”) and Bridge to Jobs (“BTJ”) programs create alternative hiring pathways into full-time employment opportunities with the City of Los Angeles, with special outreach efforts to reach traditionally underserved and under-employed communities. While neither program requires prior work experience or specialized education to qualify, BTJ requires a high school diploma (or equivalent) or a certification approved by the City because the BTJ is designed to prepare individuals for semi-skilled City careers; however, if candidates do not have a high school diploma (or equivalent), they may choose to take the BTJ Aptitude Test to demonstrate that they have sufficient mathematic and/or reading comprehension skills to successfully complete the on-the-job training program for the semi-skilled classification that they are hired into through BTJ. The TLH and BTJ 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”) and program performance reviews. Since the launch of the programs, **37** City departments have used one or both programs. The LA Local Hire programs are evaluated on a continuous basis to identify more classifications that are appropriate to be added to the programs.

A. TARGETED LOCAL HIRE (TLH)

Since the inception of the program on February 2, 2017 through April 30, 2025, a total of **2,265** 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)
- Mechanical Helper (3771)
- Street Services Worker I (4150-1)
- Tree Surgeon Helper (3151) (Formerly Tree Surgeon Assistant)
- Warehouse and Toolroom Worker I (1832-1)

B. BRIDGE TO JOBS (BTJ)

Since the inception of the program on February 14, 2020 through April 30, 2025, a total of **458** individuals have been hired into the following BTJ training programs:

- Accounting Clerk (1223)
- Cement Finisher Worker (3353)
- Communications Information Representative I (1461-1)
- Community Services Representative (9053)
- Customer Service Specialist (1229)
- Electrical Craft Helper (3799)
- Field Engineering Aide (7228)
- Inspector Trainee (4212)
- Investigator Trainee (0608)
- Maintenance and Construction Helper (3115)
- Security Officer (3181) *Added to BTJ in 2024
- Traffic Painter and Sign Poster (3421)

The City is currently working on adding *Communications Electrician* (3686) to BTJ.

VI. KNOWLEDGE TRANSFER

Knowledge Transfer and Management for purposes of this report is defined as identifying, capturing, and sharing knowledge that helps a City department succeed and continue operations and services despite turnover, retirements, and loss of employees with institutional knowledge.

As part of the FY 25-26 report, departments reported on the knowledge capture and transfer strategies they currently utilize to capture institutional knowledge and transfer assignments and responsibilities from one employee to another. The are the most common methods departments are currently utilizing:

- **Data saved to accessible drive** (92.3%, 37 out of 40 departments)
- **Tracking system for projects/assignments** (82.5%, 33 out of 40 departments)
- **Standard policies and procedures** (82.5%, 33 out of 40 departments)
- **Manuals** (80%, 32 out of 40 departments)
- **Training Opportunities/events/orientations** (75%, 30 out of 40 departments)
- **On-the-job training** (75%, 30 out of 40 departments)

A few noteworthy City departments that should be highlighted for their best practices as it relates to strategies to ensure ongoing knowledge capture and transfer, as well as for measuring the effectiveness of these strategies include:

- **Emergency Management Department:** “Data saved to accessible drive - Creates transparency and access for all appropriate employees for project data. Effectiveness is measured by project quality and success. Tracking system for projects/assignments - Creates measurable metrics and employee accountability. Effectiveness is measured by project milestones being met.”
- **Library:** “The effectiveness of knowledge transfer methods have been measured in various ways, such as through the employee’s ability to ask follow-up questions, meetings with supervisors, supervisory feedback, the employee’s performance on assignments, and through the employee’s overall work performance as documented in probationary and annual performance evaluations. These methods are being institutionalized by integrating them in staff training, policies and procedures, manuals, staff meetings, the creation of applicable programs, etc.”

Departments reported on the types of methodologies that are best suited for employees who work in an office environment versus those who work in the field (i.e., non-desk employees). The table below summarizes the most common methodologies used to transfer institutional knowledge, assignments and responsibilities for both office and field employees (i.e., non-desk employees), the number of departments that rated the method, and whether it was either “Good” or “Very Effective”.

OFFICE EMPLOYEES	NO. OF DEPTS USING METHOD	“GOOD” or “VERY EFFECTIVE”	FIELD EMPLOYEES (I.E. NON-DESK EMPLOYEES)	NO. OF DEPTS USING METHOD	“GOOD” or “VERY EFFECTIVE”
Online Training	38	28	Job Shadowing, One-on-One Training	26	35
Encouraging Career Development	38	33	Encouraging Career Development	26	33
Meetings to Share Info/Best Practices	35	34	Online Training	25	28
Conferences/Workshops/ External Training (non-City)	33	30	Meetings to Share Info/Best Practices	25	34
Job Shadowing, One-on-One Training	32	35	Conferences/Workshops/ External Training (non-City)	21	30

VI. KNOWLEDGE TRANSFER (cont'd)

A key aspect of knowledge capture and transfer is ensuring that information is organized in a manner that is easily accessible to employees. The following is a list of the most common strategies and tools used by City Departments to organize information and resources:

- **Training; Staff Meetings; Email** (87.5%, 35 out of 40 departments)
- **Google Drive/Google Apps** (82.5%, 33 out of 40 departments)
- **Department Website** (80.0%, 32 out of 40 departments)
- **Network Drive (Department shared drive)** (77.5%, 31 out of 40 departments)

City Departments that distinguished themselves for their ongoing effort to create accessible systems that promote sharing of knowledge and data in an organized and successful manner include:

- **Public Works - Bureau of Street Lighting:** “Supervisors are creating access and training newer staff on where to save/find pertinent bureau files, historical data and correspondence that is commonly used by managerial staff for reporting and tracking purposes. The bureau tries to overlap assignments for training and knowledge transfer when possible. In addition, rotations are made on a periodic basis to give staff exposure to different job functions and manuals are regularly created to assist with specific tasks.”
- **Police:** “The Department has a dedicated staff to review, update and change the Department manual and SOPs on an ongoing basis. These reviews happen frequently and require subject matter input with the expectation of planned succession. Additionally, the Department does have a virtual library available on the Departments Intranet that provides a historical accounting of various Department processes and procedures. The Department’s training division also maintains a Department bibliography for reference to various policies and procedures as it relates to various classifications in the Department.”
- **Building and Safety:** “Training (knowledge transfer) is an essential element for transferring assignments and responsibilities effectively. A comprehensive training program (Microsoft Azure remote training, New Horizon remote training), which could include formal sessions, shadowing, or on-the-job instruction, helps ensure the new person understands the expectations, processes, and tools required for the role. Providing ongoing or refresher training helps maintain consistent performance standards and reduces the learning curve when responsibilities change.”

VI. KNOWLEDGE TRANSFER (cont'd)

Organizational knowledge, experience and expertise is consistently lost due to retirements, turnover, attrition or any time an employee separates from their employing City department; therefore, knowledge capture and transfer is critical to ensure the successful continuation of critical services and operations without disruptions to the City of Los Angeles. Knowledge capture and transfer includes the active methods reported above but may also include exit interviews as a strategy to effectively capture knowledge as the employee exits the department. 30 % of responding departments (12 out of 40) reported using exit interviews, 25.6% (15 out of 40) reported using exit surveys and 47.5% (19 out of 40 departments) reported that they do not use any exit strategies for knowledge transfer.

The following departments provide best practices with their use of exit interviews and exit surveys:

- **Emergency Management Department:** Conducts **exit interviews** to capture outgoing staff's observations, best practices, and any necessary knowledge to pass on.
- **City Tourism Department:** Utilizes exit re-assignments and training provided by the soon to be retired employees to ensure transfer of knowledge.
- **Department of Neighborhood Empowerment:** Utilizes a "Staff Transition Document" that we require departing staff complete. Transition document asks the respondent to list assignments, key contacts, recurrent meetings, deliverables, stored information locations, potential issues, and lessons learned.
- **Recreation and Parks:** The **exit interview** primarily focuses on the employee's work experiences in the Department.

VII. FUTURE OF WORK AND AI

Artificial Intelligence technology ("AI") is becoming increasingly popular as it has the potential to automate tasks, analyze data, improve processes and make work more efficient. The City of Los Angeles is no exception in finding ways to leverage AI. The following is a list of the most common responses for AI tools that departments currently use:

- **AI language translation tool (e.g. Google Translate) to translate text in another language** (32.5%, 13 out of 40 departments)
- **GenAI tool (e.g. Google Gemini, ChatGPT, etc.) for composing emails, documents, interview questions and researching topics** (27.5%, 11 out of 40 departments)

There was no variation among the top three responses (37.5%, 15 out of 40 departments) for the AI tools that departments plan and envision using next fiscal year:

- **Customer Support Chat Box (Amazon Lex, Azure AI Bot, Azure AI)**
- **Language Translation**
- **Department does not plan to use AI next fiscal year**

VII. FUTURE OF WORK AND AI (cont'd)

The following is a list of the most common responses for the benefits departments have experienced as a result of using AI tools:

- **Language translation** (32.5%, 13 out of 40 departments)
- **Written content is more eloquently written, fewer mistakes, and produced more quickly** (30%, 12 out of 40 departments)

There was no variation among the top two responses as (25%, 10 out of 40 departments) answered with one of the following:

- **Takes time and special skills to set up and maintain bots**
- **Staff may produce output from tools without understanding or verifying sources**
- **Cost of tools and AI usage**

Overall, it is evident that there is a need to incorporate new technologies such as AI into city operations. A notable example of (AI) use that was identified within responses, in which departments currently use and benefit from is language translation. This is important to recognize because it highlights the frequent need for services and ensures equitable access is being provided.

On June 23, 2025, the ITA Google Team announced the launch of Gemini for Google Workspace (Gemini). City employees now have special access to secured Gemini Tools, offering benefits for work processes such as enhanced communication, streamlined research, improved visualization, and increased collaboration. A number of training resources have been made available to help City employees become familiar with Gemini. It is expected that the use of AI in the City will significantly increase in FY 25-26 with the availability of Gemini.

VIII. RECRUITMENT, RETENTION, AND HIRING CHALLENGES

RECRUITMENT

The following is a list of the most common responses for efforts made by departments, in addition to any centralized efforts done by Personnel Department staff, to **RECRUIT** qualified applicants for positions.

- **Posting positions on social media** (67.5%, 27 out of 40 departments)
- **Posting positions on online job boards** (65%, 26 out of 40 departments)
- **Offering internship opportunities to help provide a pathway for new applicants** (60%, 24 out of 40 departments)

VIII. RECRUITMENT, RETENTION, AND HIRING CHALLENGES (cont'd)

There was no variation in response rate as (50%, 20 out of 40 departments) selected:

- **Posting positions on departmental websites**
- **Participating in job fairs/hiring events**
- **Coordinating with colleges to advertise opportunities to graduating students**

This suggests a strong consensus among what departments are doing to recruit qualified candidates but also an opportunity for innovation and improvements.

The Personnel Department, Civilian Recruitment Section continues to implement various strategies to recruit qualified applicants for positions. The following are examples of these strategies:

- **Posting on public feeds.** Posts all Civil Service opportunities open to the public on social media pages.
- **Utilize career service platforms.** Posts Civil Service and exempt opportunities (as requested) on Handshake and College Central Network to recruit soon-to-graduate students or recent college graduate students.
- **Targeted campaigns for critical and hard to fill positions.** For those positions that are deemed critical and/or hard to fill, sends email campaigns to applicants identified as potentially qualified for a classification based on their previous applications submitted with the City.
- **Advertising various job types.** Advertises for exempt roles, such as executive opportunities and other full-time and part-time positions when requested by the hiring department.

Looking at overall recruitment efforts, the City of Los Angeles continues to actively recruit and support youth aimed at providing employment, education, and career development opportunities. In addition to the strategies listed above, the following approaches were carried out by the Personnel Department Civilian Recruitment section to recruit the youth population:

- **SoCal Trades Tour:** In the 2024-25 fiscal year (October 2024 and March 2025), the recruitment team participated in two weeks of SoCal Trades Tour dates at various high schools within LA County. The purpose of these events was to bridge the gap between skilled trades industries and the next generation of talent by sharing career paths with Juniors and Seniors at high schools throughout LA County. In an effort to participate in the most impactful way, the Recruitment Team partnered with various City Departments that employ skilled trades classifications to attend the events with recruitment team staff.
- **Recruiter Connect Webinar in Partnership with Youth Development Department:** The recruitment team hosted a webinar educating youth about navigating the City's hiring process on January 29, 2025. Topics included how to search for job opportunities, where to find critical information on job postings, such as requirements and test dates and how to subscribe to job opportunities. Nearly 200 unique viewers attended the webinar.
- **2024 Youth Job Fairs:** In 2024, the Recruitment Team attended 23 events that were hosted by local school districts, community colleges, and undergraduate colleges. These events were either exclusively attended by or heavily attended by youth.

VIII. RECRUITMENT, RETENTION, AND HIRING CHALLENGES (cont'd)

Other methods to recruit and hire include engaging with community partners. In March 2025 the Personnel department, civilian recruitment team presented to roughly 20 LAUSD student support and attendance counselors to share information and tools that could be passed on to their students considering various career paths, such as the LA City Job Match tool. In April 2025 the recruitment team attended the UCLA Luskin Day at City Hall event and presented information on City careers during a lunch and learn session.

The Personnel Department, Civilian Recruitment Section lends further support that the primary obstacles in the City's hiring process are the amount of time it can take to go through the Civil Service hiring process and the overwhelming amount of information there is around the hiring process. In response to these obstacles, the Recruitment Team has implemented programming related specifically to helping applicants navigate and understand the hiring process, increase transparency in the hiring process as much as possible, and clearly communicate the often complex processes related to City hiring into practical information. The team has coined this programming "Recruiter Connect" and has offered multiple rounds of one-on-one sessions with interested applicants and launched webinars to reach a wider audience.

RETENTION

The following is a list of the most common responses, with only slight variation in response rate, for efforts departments make to **RETAIN** qualified staff, in addition to any centralized efforts made by the City as a whole.

- **Provide opportunities for ongoing training and development** (85%, 34 out of 40 departments)
- **Actively foster a positive organizational culture** (80%, 32 out of 40 departments)
- **Provide flexible work schedules** (77.5%, 31 out of 40 departments)

In regards to specific engagement items for the Personnel Department, Engagement and Training staff oversee various online trainings and provide available resources for employees. This not only ensures compliance with mandated training, but also encourages departments to take initiative in seeking employee development and organizational learning. The following are some examples of these platforms and/or programs:

- **Cornerstone:** Playlists in Cornerstone, as well as over 4,000 courses in the Professional Skills catalog, both of which are available to all Cornerstone users.
- **AwardCo:** Recognition platform available to full-time Personnel Department employees and offers a platform where employees can recognize each other for their great work.
- **Newsletters:** Engagement and Training staff also engage with Personnel Department employees through monthly newsletters/announcements. Newsletters also include announcements and links to other engagement programs at Personnel.
- **Personnel Allocated Learning (PAL):** The PAL initiative was created to encourage employees to use up to 2 hours per pay period to work on their development.

VIII. RECRUITMENT, RETENTION, AND HIRING CHALLENGES (cont'd)

HIRING CHALLENGES

The most common response for the biggest **OBSTACLES** in the City's hiring process is the length of time it takes to hire as (77.5%, 31 out of 40 departments) indicate it takes so long that qualified candidates find other jobs before they can be hired by the City.

A slight variation in response rate was identified among the selection options listed below.

- **Eligible lists are not available to hire candidates when a position becomes available; there is limited ability for civil service exemptions for positions with unique requirements** (62.5%, 25 out of 40 departments)
- **Applicants see the hiring process as bureaucratic** (60%, 24 out of 40 departments)

Departments were asked to provide recommendations for policy, process and/or procedure enhancements that could *improve recruitment efforts* and bring more qualified applicants for City positions. The top responses are listed below.

- Expediting and/or overhauling the civil service testing process (removing inefficiencies, expediting, streamlining, updating)
- Revising the tests (more relevant and practical of actual duties)
- Rule changes
- Offering competitive salaries

Departments were asked to provide recommendations for policy, process and/or procedure enhancements that could *enhance retention efforts* to retain qualified City employees. The top responses are listed below.

- Offering competitive salaries (includes competitive salaries with private sector and equitable pay with proprietary departments)
- More flexibility in establishing classifications, allocations, exemptions to fill vacancies, position paygrades, advanced step hiring, and exemptions from the Civil Service process based on operational needs.
- Revising tests specific to promotional exams
- Promote better work life balance by offering telecommuting and a flexible work schedules.

IX. CONCLUSION

The City of Los Angeles' ("City") workforce has significantly changed throughout the years due in part to the demographics of the workforce and largely influenced by economic shifts. Currently, the City is experiencing challenges related to budget constraints, which *may* limit departments in hiring, reduce available resources and result in workforce reductions.

Since it is anticipated that this will create a decline in hiring for 2026, departments need to strategize on how to leverage the remaining resources in the adopted budget for FY 25-26. This may include:

- Developing new strategies to maintain and provide ongoing services.
 - Identifying areas for improvement for the current workforce.
 - Continuing to implement knowledge transfer strategies to ensure seamless transitions when workforce changes occur. This includes sharing of knowledge and best practices across City departments.
 - Continuing to explore different ways to incorporate Artificial Intelligence (AI) into city operations, with the goal of improving efficiency and effectiveness, while maintaining integrity of services.
-



APPENDIX

FY 2025 - 2026 EWSR FORM



ATTACHMENT 1:

2025-2026 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.

Furthermore, City Council Motion (Blumenfield - McOsker), Council File No. 17-1098-S1 has continued to support and advance these efforts by providing guidance on the topics covered in this year's Equitable Workforce and Service Restoration Form ("Form"), including but not limited to training, the utilization of technology in the City's workplace, as well as the Future of Work.

In an effort to simplify the process, the Office of the Mayor and Personnel Department have developed the following 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](#). **The Office of the Mayor and Personnel Department requests that all City departments complete and submit this form no later than **FRIDAY, MARCH 28, 2025 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/lacity.org/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 are signed in to your Google account. We strongly recommend signing in to your Google account when completing this form to ensure that your responses are saved 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 select the operational, organizational, and/or workforce changes that your Department anticipates in **FY 2025-2026**. Please choose all that apply. If your Department does not anticipate any changes, please choose "Not Applicable".

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- ☐ New or expanded programs/services/responsibilities
- ☐ Stopping or reducing programs/services
- ☐ New equipment
- ☐ 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
- ☐ 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
- ☐ Recruit individuals with skills not usually found at the City
- ☐ Lack of access to a full range of Digital tools, including artificial intelligence
- ☐ Resources and Training
- ☐ Increased Staff
- ☐ Not Applicable
- ☐ Other: _____

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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 "Not Applicable".

Section II: Critical Classifications, Retirements, & Attrition

2a. Please select 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. Please choose all that apply.

- ☐ Accountant
- ☐ Accounting Clerk
- ☐ Accounting Records Supervisor
- ☐ Administrative Analyst
- ☐ Administrative Assistant
- ☐ Administrative Clerk
- ☐ Airport Police Officer
- ☐ Animal Care Technician
- ☐ Animal Control Officer
- ☐ IT Specialist
- ☐ 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

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- ☐ Chief Custodian Supervisor
- ☐ 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
- ☐ 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

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- ☐ Garage Attendant
- ☐ 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

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- ☐ Principal Storekeeper
- ☐ 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

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

2b. Please select 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 "Not Applicable".

- ☐ Budget limitations
- ☐ PCH Process
- ☐ 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)
- ☐ Department and/or the nature of a job does not allow any telecommuting
- ☐ Minimum requirements for classification do not reflect the current needs of the job/work
- ☐ Job skills/experience not matching existing classifications or not available among current workforce
- ☐ Difficulties to hire mid and senior level management roles
- ☐ Problem with progression in some career ladders
- ☐ Classification titles need to be updated to make job more attractive
- ☐ Not Applicable

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☐ Other: _____

3. How did your Department deal with the actual retirements in **FY 2022-2023** and/or **2023-2024**? Please choose all that apply. Please enter "Not Applicable" if your Department did not experience any actual retirements in **FY 2022-2023 and/or 2023-2024**.

- ☐ Backfilled
- ☐ 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
- ☐ Not Applicable
- ☐ Other: _____

4. What challenges has your department experienced as a result of employee attrition or employee turnover? If your Department does not experience challenges as a result of attrition or turnover, please enter "Not Applicable".

5. Of the following factors, which of the following may have contributed to employee attrition in your Department?

- ☐ Retirements
- ☐ Job Position Elimination (Involuntary)
- ☐ Voluntary
- ☐ Transfer Opportunities
- ☐ Other

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6. What challenges has your Department faced filling specialized roles? If your Department does not experience challenges filling specialized roles, please enter "Not Applicable".

7. What challenges has your Department faced re-training or capturing and transferring knowledge for specialized roles? If your Department does not experience these challenges, please enter "Not Applicable".

Section III: LA Local Hire Programs

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

The Alternative Pathway for Part-Time/Exempt Employees ("APTE") program, focus on increasing full-time civil service employment opportunities for current City employees who are employed as part-time and/or exempt employees in entry-level classifications. Other alternative pathways include training programs that partner with existing apprenticeships to prepare individuals for skilled City careers by combining City on-the-job paid training with formal coursework offered by an educational institution.

8. 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
- ☐ Mechanical Helper
- ☐ Not Applicable

9. 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.

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10. For FY **2025-2026**, please provide the anticipated number of positions in classifications used by the TLH Program that your Department expects to fill through this program.

11. 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
- ☐ Cement Finisher Worker
- ☐ Communications Electrician*
- ☐ Communications Information Representative
- ☐ Community Services Representative
- ☐ Customer Service Specialist
- ☐ Electrical Craft Helper
- ☐ Field Engineering Aide
- ☐ Inspector Trainee
- ☐ Maintenance and Construction Helper
- ☐ Security Officer
- ☐ Traffic Painter and Sign Poster
- ☐ Not Applicable

12. 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.

13. For **FY 2025-2026**, 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.

14. The Personnel Department is always looking for ways to improve and expand the TLH Program, Bridge to Jobs Program, Alternative Pathway for Part-Time/Exempt Employees (APPTE) or exploring apprenticeship programs that may be used at the City. Examples may include adding new classifications that align with departmental needs, improvements on efficiency, standardizing processes, including new technology, or anything that would refine the programs. 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 any of the Programs. 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: Knowledge Transfer

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15a. Please select 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
- ☐ 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: _____

15b. Please provide a brief description of each system/method checked off in the previous question and specify how the effectiveness of each item is measured. In your response, please indicate how your Department is including 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 "Not Applicable".

For example, your department saves process notes to an accessible drive, such as Google Drive, to ensure new and current employees have centralized access, can contribute and/or collaborate and maintain consistency. Your department measures this effectiveness from employee feedback, work productivity and project success.

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".

16a. Office Employees - Online Training Course titled: "A City of Los Angeles Training Course - Knowledge Transfer".

- Currently Utilize
- In Progress of Implementation

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- Interested, Not Implemented
- Not Interested
- Not Applicable

16b. 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

16c. How effective do you believe this method to be? Please choose from the following.

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

17a. Office Employees - Manuals: Desk Manual/Procedures Manual/Standard Operating Manuals.

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

17b. Field Employees - Manuals: Desk Manual/Procedures Manual/Standard Operating Manuals.

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

17c. How effective do you believe this method to be? Please choose from the following.

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

18a. Office Employee: Job Shadowing, One-on-one training.

- Currently Utilize

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

18b. Field Employee: Job Shadowing, One-on-one training.

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

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

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

19a. Office Employee: Rotation, Reassignments, Temporary Assignments.

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

19b. Field Employee: Rotation, Reassignments, Temporary Assignments.

- 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: Classroom Training (In-House, City provided)

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

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- Not Interested
- Not Applicable

20b. Field Employee: Classroom Training (In-House, City provided)

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

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

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

21a. Office Employee: Online training

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

21b. Field Employee: Online training

- 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: Conferences/Workshops/External Training (non-City)

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Available due to budget restraints

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- Not Applicable

22b. Field Employee: Conferences/Workshops/External Training (non-City)

- Currently Utilize
- In Progress of Implementation
- Interested, Not Implemented
- Not Interested
- Not Available due to budget restraints
- Not Applicable

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

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

23a. Office Employee: Mentoring

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

23b. Field Employee: Mentoring

- 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: Demonstrations/Videos

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

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24b. Field Employees: Demonstrations/Videos

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

24c. How effective do you believe this method to be? Please choose from the following.

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

25a. Office Employee: Loan back transfer of incumbent and/or sub-authority for position.

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

25b. 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

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: 120-Day Retirees

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

26b. Field Employees: 120-Day Retirees

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

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

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

27a. Office Employee: Leadership Academy/Program

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

27b. Field Employee: Leadership Academy/Program

- 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: Meetings to share info/best practices

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

28b. Field Employees: Meetings to share info/best practices

- Currently Utilize
- In Progress of Implementation

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- 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: Encouraging Career Advancement

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

29b. Field Employees: Encouraging Career Advancement

- 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: Department Training Website

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

30b. Field Employees: Department Training Website

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

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- 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: Knowledge Management Software

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

31b. Field Employees: Knowledge Management Software

- 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: Attending Council Meetings

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

32b. Field Employees: Attending Council Meetings

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

FY 2025 - 2026 EWSR FORM

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: Retiring supervisor/manager trains staff

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

33b. Field Employees: Retiring supervisor/manager trains staff

- 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: One team member leads training for entire staff

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

34b. Field Employees: One team member leads training for entire staff

- 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.

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

35a. Office Employee: Staff luncheon

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

35b. Field Employees: Staff luncheon

- 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

36. Please briefly describe whether your Department utilizes other knowledge capture and transfer methods that differ from the methods that were listed. Please enter "Not Applicable" if your department does not utilize other knowledge capture and transfer methods than those listed.

37a. Please select how your Department organizes information and resources to enable 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

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- ☐ Department website
- ☐ Staff meetings
- ☐ Email
- ☐ Knowledge depository
- ☐ Manuals
- ☐ Position description review
- ☐ Rotations
- ☐ Tenured employees
- ☐ On-the-job training
- ☐ Other: _____

37b. Please provide a brief description of each item checked off in the previous question. If this does not apply to your department, please enter "Not Applicable".

38a. Please select 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
- ☐ Department Intranet (using Google Sites for example)
- ☐ 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: _____

38b. Please provide a brief description of each item checked off in the previous question. If this does not apply to your department, please enter "Not Applicable".

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39. Please briefly describe whether your Department utilizes an exit survey to effectively capture knowledge transfer in the exit process. Please enter "Not Applicable" if your department does not utilize this process.

Section V: Future of work and the use of Artificial Intelligence (AI) Technology

40a. Please select AI Tools *currently* in use by your department. Please choose all that apply.

- ☐ AI chatbots on department public website
- ☐ AI language translation tool (e.g. Google Translate) to translate text in another language.
- ☐ AI document analysis tool (e.g. UIPath, IBM, Google DocAI) to enhance data analysis and visualization.
- ☐ GenAI tool (e.g. Google Gemini, ChatGPT, etc.) for composing emails, documents, interview questions and researching topics.
- ☐ Github Copilot for IT staff to generate, fix, search, and explain non-private programming code.
- ☐ Our department does not currently utilize AI tools.
- ☐ Other: _____

40b. Please select AI Tools your department *plans and envisions using* next fiscal year. Please choose all that apply.

- ☐ Customer Support Chat Bot (Amazon Lex, Azure AI Bot, Azure AI)
- ☐ Document Analysis (UIPath, IBM, Google DocAI, Adobe Acrobat Pro DC)
- ☐ Project Management tools enhanced by AI (Basecamp, Slack)
- ☐ Productivity Companion (Grammarly, AWS Chatbot, Duet AI)
- ☐ Cybersecurity (Pandora, Crowdstrike, Charlotte AI)
- ☐ Consumer Chat Bot (ChatGPT, Google Gemini, Bing Chat)
- ☐ Image Recognition (AWS Rekognition, Google Cloud Vision)
- ☐ Programming/code generator (Github Copilot)
- ☐ Language Translation
- ☐ Our department does not plan to utilize AI tools in the next fiscal year.
- ☐ Other: _____

41a. Please select *benefits* your department has experienced as a result of utilizing AI tools. Please choose all that apply.

- ☐ Staff can better present ideas after reviewing with GenAI tool.
- ☐ Language translation
- ☐ Processing large amounts of documents for summary reporting and analysis.
- ☐ Provide analysis of large data sets to identify issues, trends, and assist in future planning.

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- ☐ Written content is more eloquently written, fewer mistakes, and produced more quickly.
- ☐ Time to research new technologies is reduced.
- ☐ Enhanced cybersecurity threat and fraud detection.
- ☐ Not Applicable
- ☐ Other: _____

41b. Please select *challenges* your department has experienced as a result utilizing AI tools. Please choose all that apply.

- ☐ Takes time and special skills to set up and maintain bots.
- ☐ Staff may produce output from tools without understanding or verifying sources.
- ☐ Concerns that staff will publish private or sensitive information into an unauthorized AI tool.
- ☐ Cost of tools and AI usage
- ☐ Providing inaccurate information
- ☐ Not Applicable
- ☐ Other: _____

Section VI: Recruitment, Retention and Hiring Challenges

42. What efforts does your department make, in addition to any centralized efforts done by Personnel Department staff, to recruit qualified applicants for positions? Please choose all that apply.

- ☐ Posting positions on online job boards
- ☐ Posting positions in industry publications
- ☐ Posting positions on social media
- ☐ Posting positions on departmental websites
- ☐ Participating in job fairs/hiring events
- ☐ Asking existing City employees to share job postings with qualified contacts
- ☐ Coordinating with colleges to advertise opportunities to graduating students
- ☐ Offering internship opportunities to help provide a pathway for new applicants
- ☐ Partnering with community-based organizations to advertise to specific communities
- ☐ Creating internal/City-specific training programs
- ☐ Creating a department brand that job seekers can identify with
- ☐ Not Applicable
- ☐ Other: _____

43. What efforts does your department make to retain qualified staff, in addition to any centralized efforts made by the City as a whole? Please choose all that apply.

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- ☐ Provide opportunities for ongoing training and development
- ☐ Provide flexible work schedules
- ☐ Implement a proactive employee engagement strategy
- ☐ Actively foster a positive organizational culture
- ☐ Facilitate outside of the office opportunities for employee gatherings
- ☐ Facilitate a mentorship program
- ☐ Conducts exit interviews
- ☐ Create ways to help employees see the value in their work
- ☐ Prioritize employee well-being
- ☐ Recognize and/or reward employees for their contributions
- ☐ Foster relationships at work and among employees
- ☐ Not Applicable
- ☐ Other: _____

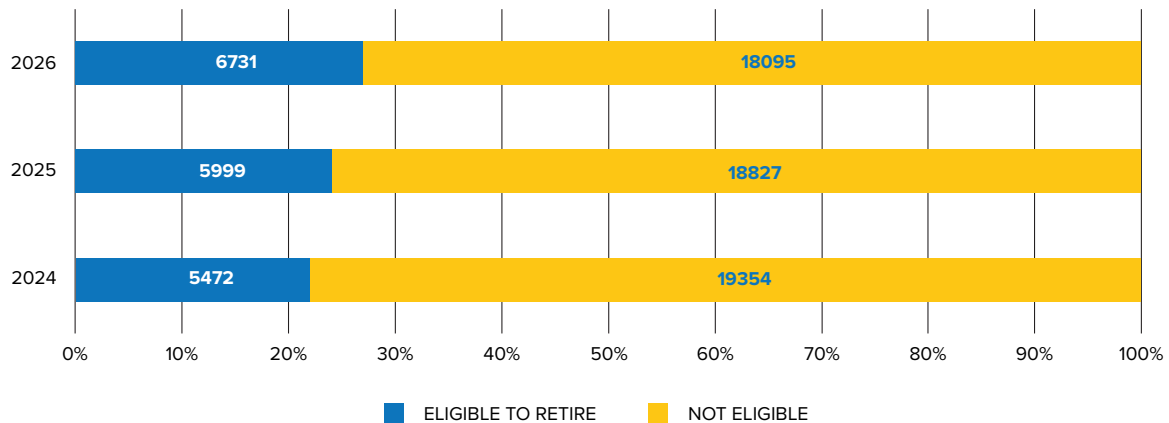
44. What are the biggest obstacles in the City's hiring process? Please choose all that apply.

- ☐ It's so complicated applicants make mistakes in the process are are disqualified from participating in exams they are qualified for
- ☐ It takes so long that qualified candidates find other jobs before they can be hired by the City
- ☐ Applicants don't know positions are available
- ☐ Eligible lists are not available to hire candidates when a position becomes available
- ☐ Limited ability for civil service exemptions for positions with unique requirements
- ☐ Position compensation is not consistent with compensation provided by other agencies and/or the private sector
- ☐ Applicants see the hiring process as bureaucratic
- ☐ Not Applicable
- ☐ Other: _____

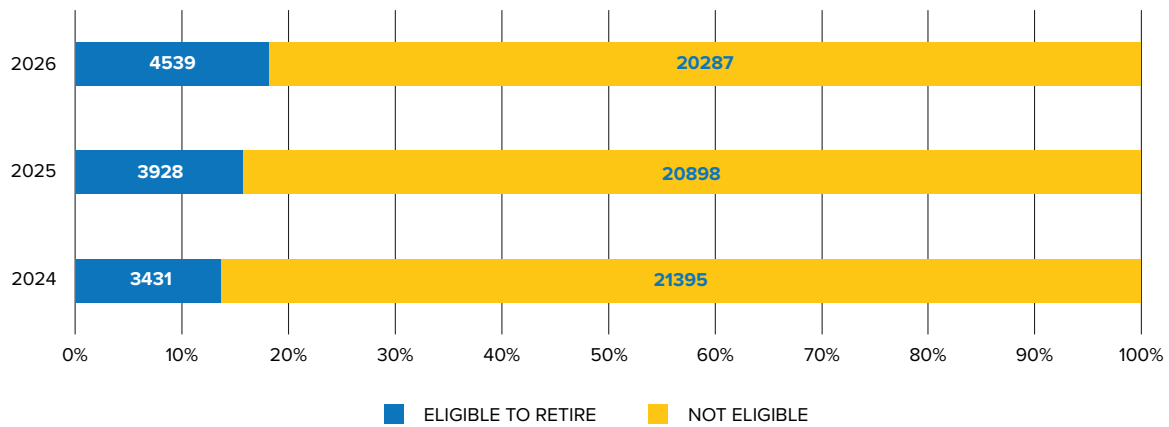
45. What recommendations do you have for Citywide policy, process and/or procedure enhancements that could enhance recruitment efforts and bring more qualified applicants for City positions? If you do not have any recommendations, please enter "Not Applicable".

46. What recommendations do you have for Citywide policy, process and/or procedure enhancements that could enhance retention efforts to retain qualified City employees? Please choose all that apply. If you do not have any recommendations, please enter "Not Applicable".

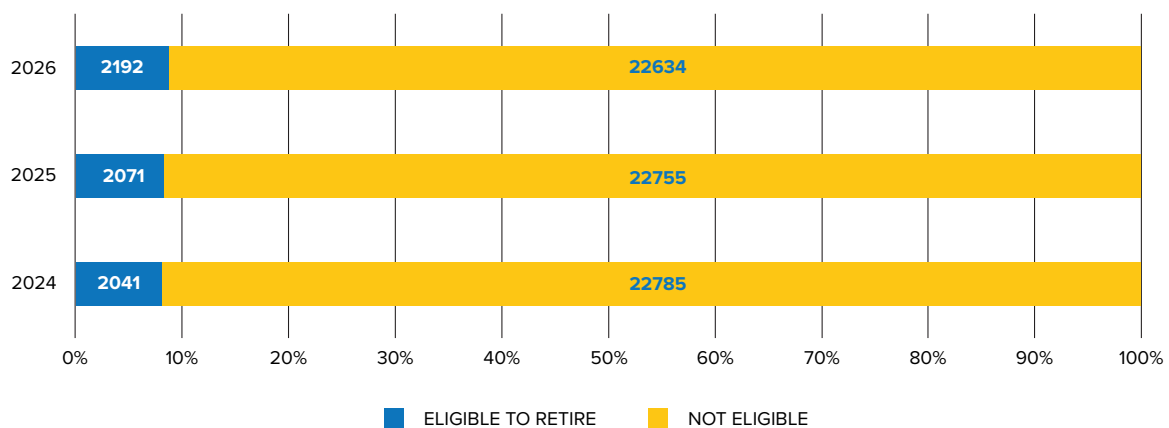
CITYWIDE RETIREMENT ELIGIBILITY BY YEAR (24,826 FULL-TIME EMPLOYEES)



CITYWIDE RETIREMENT ELIGIBILITY BY YEAR (24,826 FULL-TIME EMPLOYEES)



CITYWIDE RETIREMENT ELIGIBILITY BY YEAR (24,826 FULL-TIME EMPLOYEES)



RETIREMENT ELIGIBILITY VS ACTUAL RETIREMENT

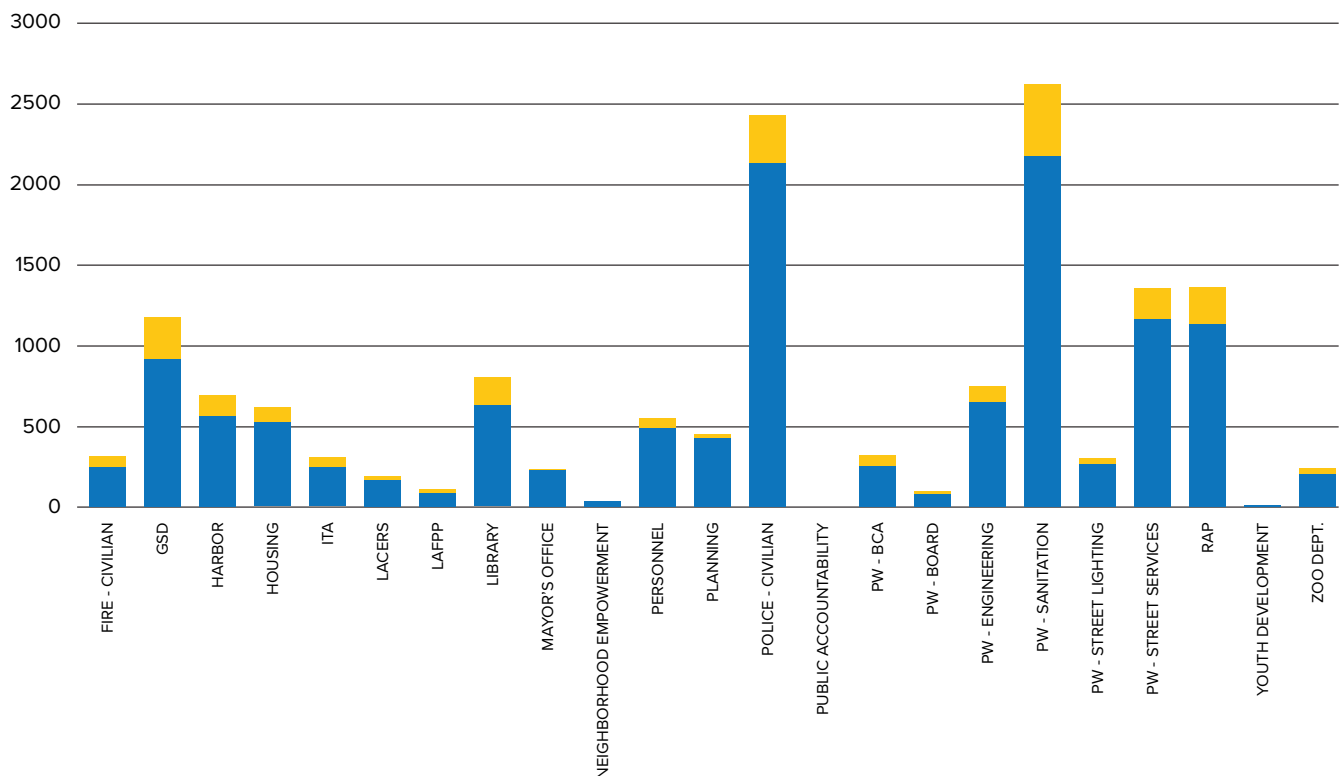
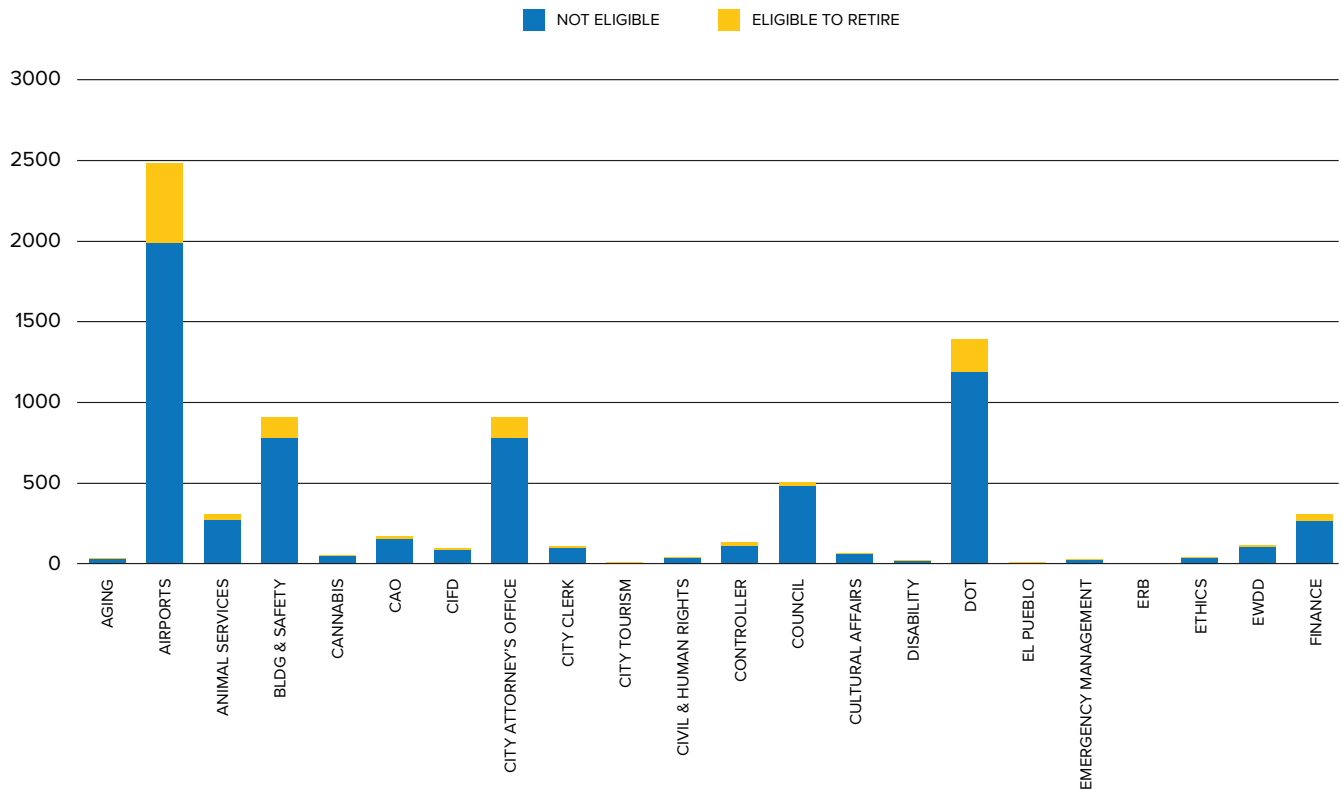
(A)		(B)	(B) / (A)	(C)	(C) / (A)	(C) / (B)
FISCAL YEAR	TOTAL (#) CITY WORKFORCE ACTIVE IN LACERS	TOTAL (#) FT CITY WORKFORCE ELIGIBLE FOR EARLY/NORMAL RETIREMENT	PERCENTAGE (%) FT CITY WORKFORCE ELIGIBLE FOR EARLY/NORMAL RETIREMENT	TOTAL (#) FT CITY WORKFORCE ACTUALLY RETIRED	PERCENTAGE (%) FT CITY WORKFORCE ACTUALLY RETIRED	PERCENTAGE (%) RETIREMENT ELIGIBLE WHO ACTUALLY RETIRED
2013-2014	24,009	6,405	26.68%	679	2.83%	10.60%
2014-2015	23,895	6,891	28.84%	655	2.74%	9.51%
2015-2016	24,446	7,480	30.60%	754	3.08%	10.08%
2016-2017	25,457	8,294	32.58%	902	3.54%	10.88%
2017-2018	26,042	8,673	33.30%	892	3.43%	10.28%
2018-2019	26,632	8,502	31.92%	700	2.63%	8.23%
2019-2020	25,262	7,780	30.80%	799	3.16%	10.27%
2020-2021	25,447	7,034	27.64%	2,035	8.00%	28.93%
2021-2022	23,009	5,778	25.11%	636	2.76%	11.01%
2022-2023	23,497	5,819	24.76%	549	2.34%	9.43%
2023-2024	24,396	5,439	22.9%	721	2.96%	13.26%
2024-2025	24,826	5,472	22.04%	TBD	TBD	TBD

SOURCE:

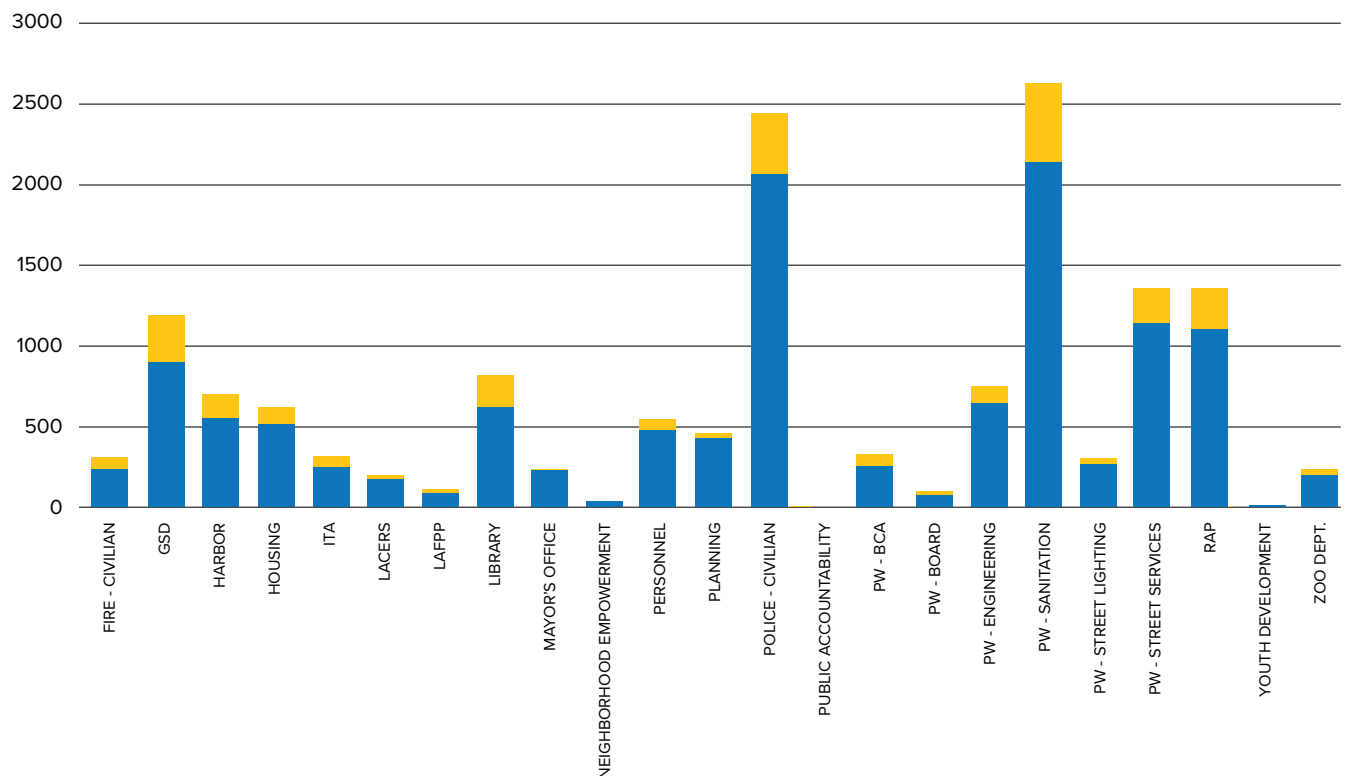
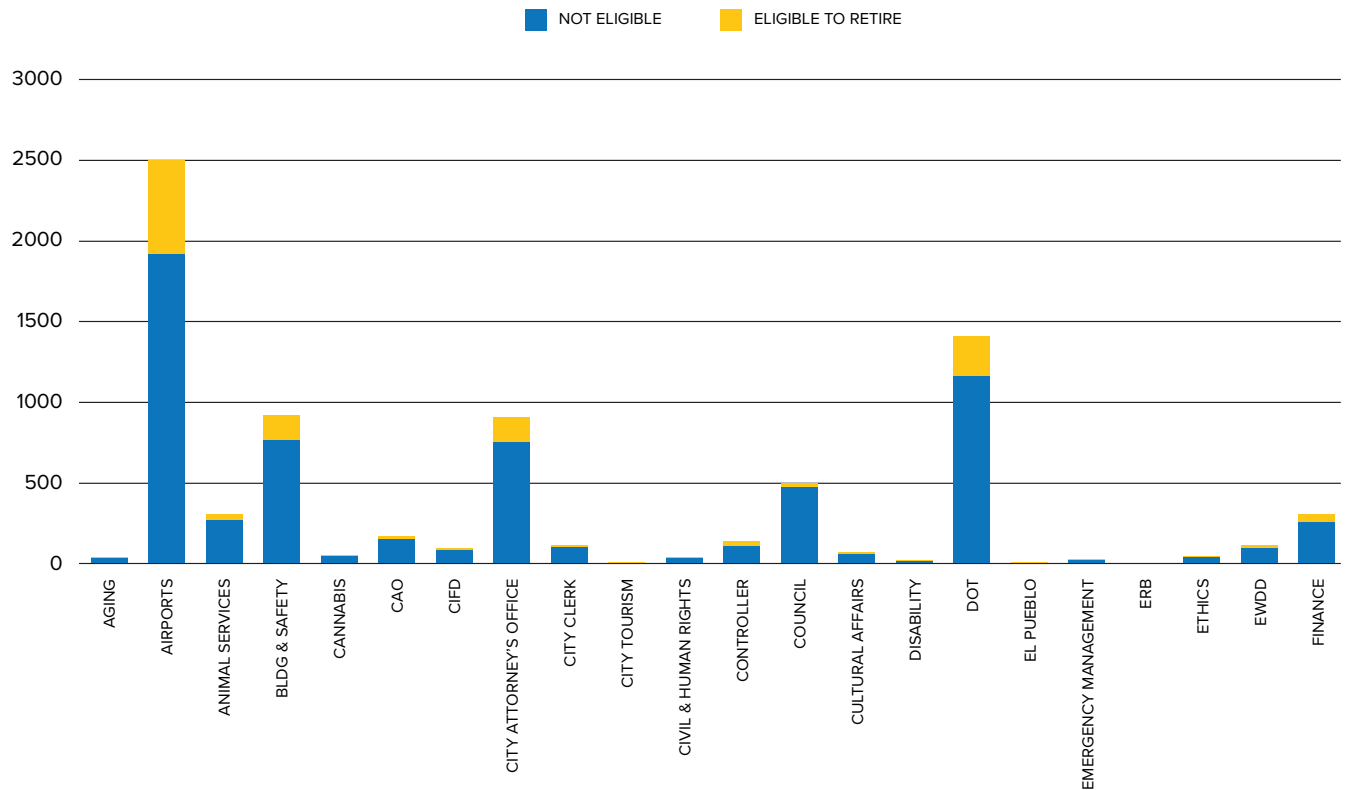
*Data for column (A) and (C) for fiscal years 2013-2014 through 2018 - 2019 are as reported in LACERS Actuarial Valuation Reports (Section 3, Supplemental Information, Exhibit C, Reconciliation of Member Data). Data for 2019-2020 and beyond is as provided by LACERS to the Personnel Department.

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

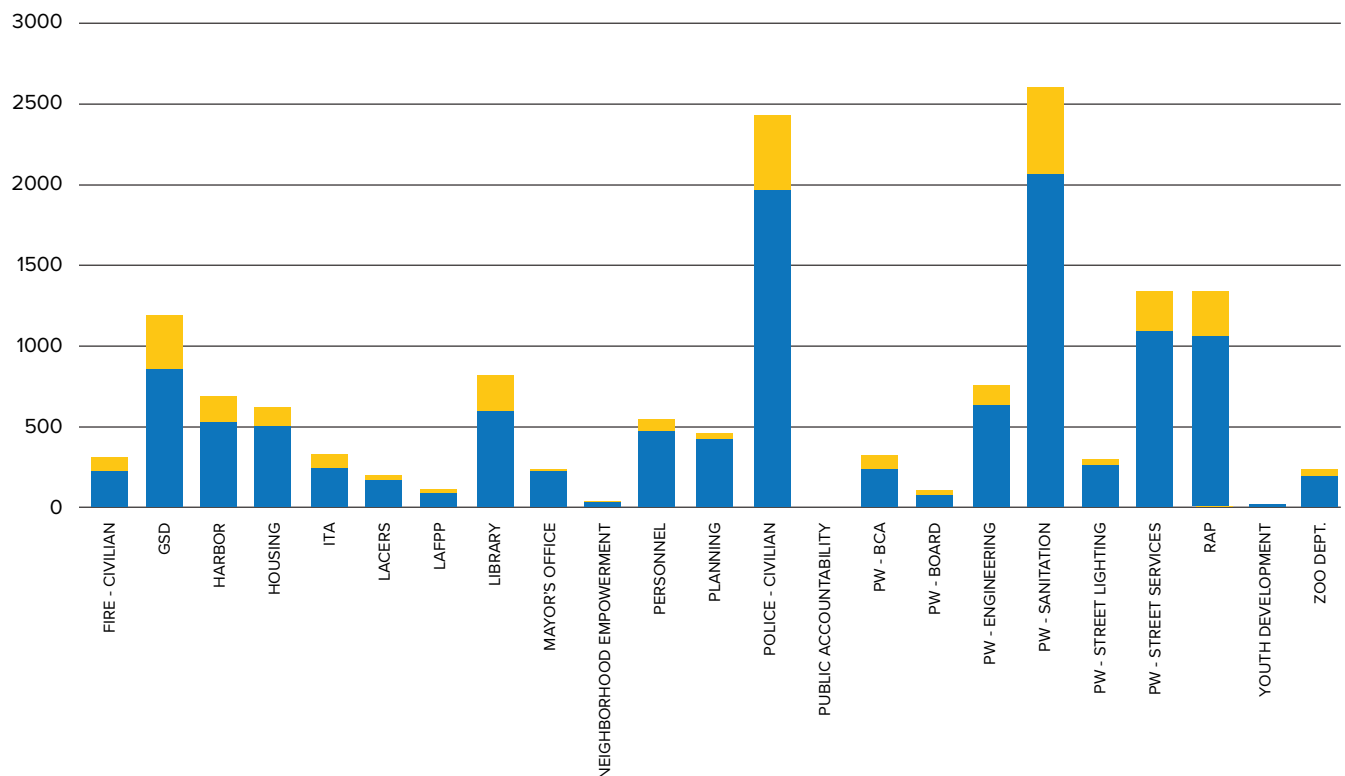
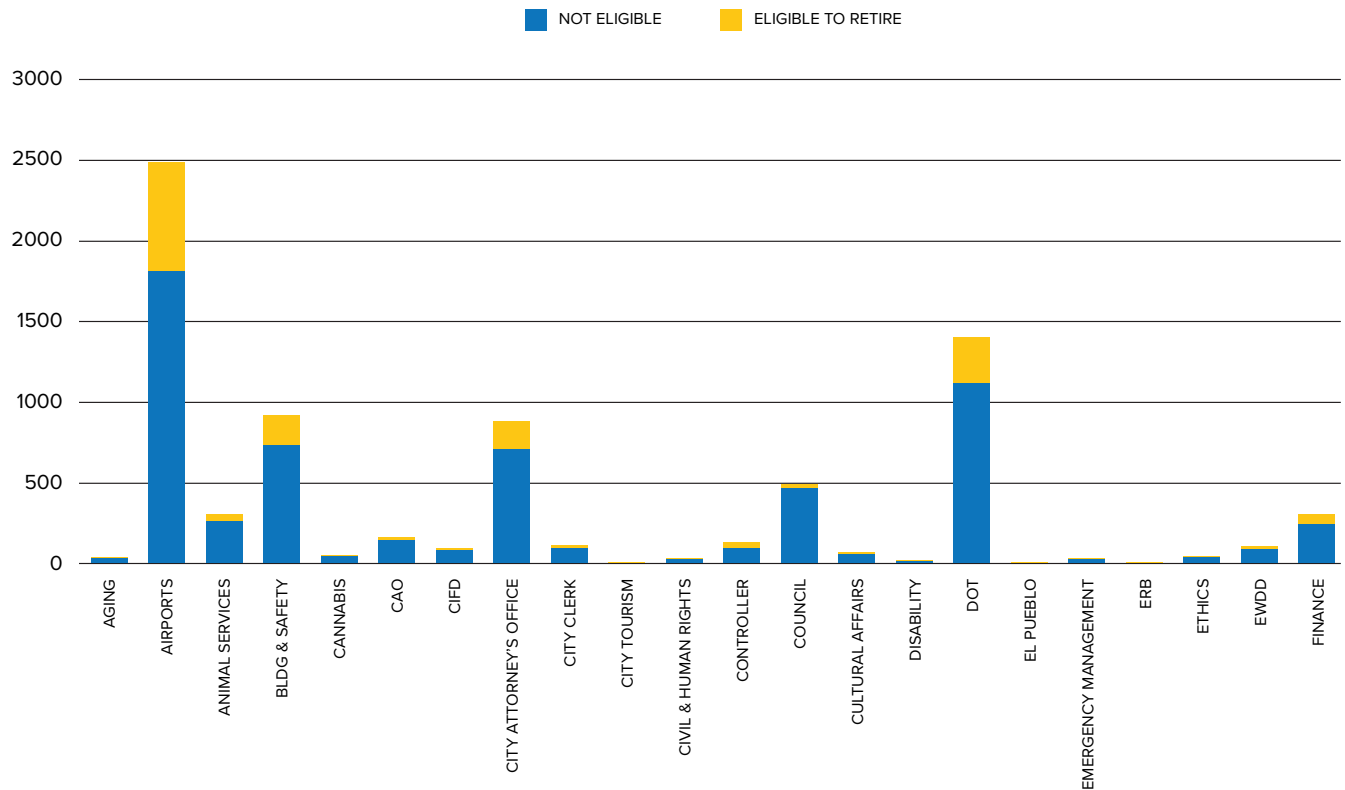
EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPARTMENT 2024



EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPARTMENT 2025



EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPARTMENT 2026



CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024 # %	2025 # %	2026 # %	AVG SERVICE YEARS
311 DIRECTOR	1	1 100%	1 100%	1 100%	19
ACCOUNTANT	140	12 9%	13 9%	18 13%	7
ACCOUNTING CLERK	247	44 18%	47 19%	51 21%	14
ACCOUNTING CLERK ASSISTANT	10	0 0%	0 0%	0 0%	3
ACCOUNTING CLERK TRAINEE	66	0 0%	0 0%	0 0%	2
ACCOUNTING RECORDS SUPERVISOR I	3	0 0%	0 0%	0 0%	19
ACCOUNTING RECORDS SUPERVISOR II	8	3 38%	4 50%	4 50%	21
ADMIN INTERN	2	0 0%	0 0%	0 0%	1
ADMINISTRATIVE ANALYST	15	1 7%	1 7%	1 7%	9
ADMINISTRATIVE CLERK	1089	130 12%	147 13%	169 16%	10
ADMINISTRATIVE DEPUTY CONTROLLER	4	0 0%	0 0%	0 0%	2
ADMINISTRATIVE HEARING OFFICER	5	0 0%	0 0%	0 0%	8
ADMINISTRATIVE INTERN I	2	0 0%	0 0%	0 0%	1
ADMINISTRATIVE INTERN II	17	0 0%	0 0%	0 0%	2
ADVANCE PRACTICE PROVIDER	10	4 40%	4 40%	4 40%	10
AGRICULTURAL LAND DEVELOPER	1	1 100%	1 100%	1 100%	21
AIR CONDITIONING MECHANIC	44	7 16%	10 23%	12 27%	11
AIR CONDITIONING MECHANIC SUPERVISOR	8	2 25%	2 25%	2 25%	13
AIR CONDITIONING MECHANIC SUPERVISOR I	2	0 0%	1 50%	1 50%	26
AIR CONDITIONING MECHANIC SUPERVISOR II	1	0 0%	0 0%	0 0%	16
AIRPORT ENGINEER I	11	0 0%	0 0%	0 0%	15
AIRPORT ENGINEER II	1	1 100%	1 100%	1 100%	33
AIRPORT GUIDE I	7	0 0%	0 0%	1 14%	12
AIRPORT GUIDE II	18	3 17%	4 22%	6 33%	16
AIRPORT INFORMATION SPECIALIST I	4	1 25%	2 50%	2 50%	17
AIRPORT INFORMATION SPECIALIST II	6	0 0%	1 17%	1 17%	16
AIRPORT LABOR RELATIONS ADVOCATE II	3	0 0%	0 0%	0 0%	8
AIRPORT PLANNER	4	0 0%	0 0%	0 0%	16
AIRPORT POLICE CAPTAIN	6	0 0%	1 17%	1 17%	27
AIRPORT POLICE CHIEF	1	0 0%	0 0%	0 0%	5
AIRPORT POLICE COMMANDER	1	0 0%	0 0%	0 0%	24
AIRPORT POLICE LIEUTENANT	15	4 27%	4 27%	5 33%	26
AIRPORT POLICE OFFICER II	128	8 6%	9 7%	14 11%	17
AIRPORT POLICE OFFICER III	127	14 11%	18 14%	20 16%	21
AIRPORT POLICE SERGEANT	61	7 11%	9 15%	10 16%	22
AIRPORT SUPERINTENDENT OF OPERATIONS I	24	0 0%	0 0%	0 0%	5
AIRPORT SUPERINTENDENT OF OPERATIONS II	49	8 16%	9 18%	10 20%	15
AIRPORT SUPERINTENDENT OF OPERATIONS III	33	7 21%	7 21%	7 21%	18
AIRPORTS ENVIRONMENTAL MANAGER I	1	0 0%	0 0%	0 0%	25
AIRPORTS ENVIRONMENTAL MANAGER II	2	1 50%	1 50%	1 50%	24
AIRPORTS MAINTENANCE SUPERINTENDENT	12	2 17%	5 42%	6 50%	23
AIRPORTS MAINTENANCE SUPERVISOR I	8	3 38%	3 38%	3 38%	17
AIRPORTS MAINTENANCE SUPERVISOR II	6	2 33%	3 50%	4 67%	19
AIRPORTS MAINTENANCE SUPERVISOR III	15	3 20%	5 33%	5 33%	19
AIRPORTS MANAGER II	4	0 0%	0 0%	0 0%	18
AIRPORTS MANAGER III	6	1 17%	2 33%	2 33%	21
AIRPORTS PUBLIC & COMM RELATIONS DIRECTOR I	1	0 0%	0 0%	0 0%	25
AIRPORTS PUBLIC & COMM RELATIONS DIRECTOR II	1	0 0%	0 0%	0 0%	6
ANIMAL CARE ASSISTANT	10	0 0%	0 0%	0 0%	1
ANIMAL CARE TECHNICIAN	125	10 8%	11 9%	11 9%	13

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
ANIMAL CARE TECHNICIAN SUPERVISOR	14		0%	1	7%	2	14%	19
ANIMAL COLLECTION CURATOR	1		0%		0%		0%	10
ANIMAL CONTROL OFFICER	51	6	12%	6	12%	8	16%	14
ANIMAL KEEPER	88	6	7%	8	9%	10	11%	10
ANIMAL LIC CANVASSER	1		0%		0%		0%	4
APPLICATIONS PROGRAMMER	1		0%		0%		0%	9
AQUARIST I	5		0%		0%		0%	13
AQUARIST II	2	1	50%	1	50%	1	50%	30
AQUARIUM EDUCATOR I	6		0%		0%		0%	10
AQUARIUM EDUCATOR II	2		0%		0%		0%	23
AQUATIC DIRECTOR	4		0%		0%		0%	16
AQUATIC FACILITY MANAGER I	27	1	4%	1	4%	1	4%	6
AQUATIC FACILITY MANAGER II	11		0%	1	9%	1	9%	19
AQUATIC FACILITY MANAGER III	15	2	13%	3	20%	3	20%	20
ARCHITECT	13	1	8%	1	8%	1	8%	6
ARCHITECTURAL ASSOCIATE I	27		0%		0%		0%	1
ARCHITECTURAL ASSOCIATE II	8		0%		0%		0%	10
ARCHITECTURAL ASSOCIATE IV	4	2	50%	2	50%	2	50%	17
ARCHITECTURAL DRAFTING TECHNICIAN - HARBOR	1		0%		0%		0%	6
ARCHIVIST I	1		0%		0%		0%	7
ARCHIVIST II	1	1	100%	1	100%	1	100%	23
ARPT SUPT OF OPER I	1		0%		0%		0%	0
ARPT SUPT OF OPER II	2		0%		0%		0%	18
ART CENTER DIRECTOR I	5		0%		0%		0%	20
ART CENTER DIRECTOR II	2	1	50%	1	50%	1	50%	10
ART CENTER DIRECTOR III	1	1	100%	1	100%	1	100%	38
ART CURATOR	2		0%		0%		0%	1
ARTS ASSOCIATE	4		0%		0%		0%	8
ARTS EDUCATION COORDINATOR I	8		0%		0%		0%	5
ARTS MANAGER I	8		0%		0%		0%	10
ARTS MANAGER II	8	1	13%	2	25%	2	25%	16
ARTS MANAGER III	4	1	25%	2	50%	3	75%	27
ASPHALT PLANT OPERATOR I	3		0%		0%		0%	6
ASPHALT PLANT OPERATOR II	2		0%		0%		0%	17
ASPHALT PLANT SUPERVISOR	1		0%	1	100%	1	100%	30
ASSISTANT AIRPORT MANAGER	3		0%		0%		0%	22
ASSISTANT AIRPORT POLICE CHIEF	2		0%		0%	1	50%	27
ASSISTANT CHIEF GRANTS ADMINISTRATOR	7	1	14%	1	14%	1	14%	12
ASSISTANT CHIEF LEGISLATIVE ANALYST	4	2	50%	2	50%	2	50%	30
ASSISTANT CITY ADMINISTRATIVE OFFICER	5	2	40%	3	60%	3	60%	24
ASSISTANT CITY ATTORNEY	48	13	27%	15	31%	18	38%	23
ASSISTANT CITY LIBRARIAN	1		0%		0%		0%	9
ASSISTANT DEP. SUPERINTENDENT OF BUILDINGS II	7	1	14%	2	29%	2	29%	24
ASSISTANT DIRECTOR OF FINANCE	2		0%		0%		0%	24
ASSISTANT DIR, BUREAU OF SANITATION	5	3	60%	3	60%	4	80%	32
ASSISTANT DIR, BUREAU OF STREET LIGHTING	2		0%		0%		0%	25
ASSISTANT DIR, BUREAU OF STREET SERVICES	4	1	25%	1	25%	1	25%	28
ASSISTANT ENVIRONMENTAL COMPLIANCE INSPCTR	11	1	9%	1	9%	1	9%	4
ASSISTANT EXEC DIR, CANNABIS DEPARTMENT	1		0%		0%		0%	18
ASSISTANT GARDENER	19		0%		0%		0%	2

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE

AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024 # %	2025 # %	2026 # %	AVG SERVICE YEARS
ASSISTANT GEN MANAGER ANIMAL REGULATION	2	0%	0%	0%	25
ASSISTANT GEN MANAGER CULTURAL AFFAIRS	1	0%	0%	0%	16
ASSISTANT GEN MANAGER RECREATION & PARKS	4	1 25%	1 25%	1 25%	24
ASSISTANT GEN MANAGER TRANSPORTATION	6	2 33%	2 33%	2 33%	20
ASSISTANT GENERAL MANAGER, AIRPORTS	5	1 20%	1 20%	1 20%	11
ASSISTANT GEN MANAGER, CONVENTION CENTER	1	0%	0%	0%	7
ASSISTANT GEN MANAGER, LACERS	2	1 50%	1 50%	1 50%	27
ASSISTANT GEN MANAGER, PERSONNEL DEPT	4	0%	0%	0%	18
ASSISTANT INSPECTOR GENERAL	3	0%	0%	0%	16
ASSISTANT INSPECTOR II	25	0%	0%	0%	1
ASSISTANT INSPECTOR ILL	8	0%	0%	0%	1
ASSISTANT INSPECTOR IV	7	0%	0%	0%	8
ASSISTANT SIGNAL SYSTEMS ELECTRICIAN	3	1 33%	1 33%	1 33%	17
ASSISTANT STREET LIGHTING ELECTRICIAN	19	1 5%	1 5%	1 5%	8
ASSISTANT TREE SURGEON	2	0%	0%	0%	4
ASSOCIATE COMMUNITY OFFICER	2	0%	0%	0%	1
ASSOCIATE ZONING ADMINISTRATOR	10	3 30%	3 30%	3 30%	24
ASST DIR, BUREAU OF CONTRACT ADMIN	1	0%	0%	0%	17
ASST EXEC DIR DEPT ON DISABILITY	1	0%	0%	0%	2
ASST GM COMM INVESTMENT FOR FAMILIES DEPT	2	0%	0%	0%	13
ASST GM EMERGENCY MANAGEMENT DEPT	1	0%	0%	0%	7
ASST GM EWDD	2	0%	0%	0%	17
ASST GM GENERAL SERVICES DEPT	4	1 25%	2 50%	2 50%	27
ASST GM LOS ANGELES FIRE & POLICE PENSIONS	2	0%	0%	0%	26
ASST GM LOS ANGELES HOUSING DEPT	4	1 25%	1 25%	1 25%	19
ASST GM, CIVIL, HUMAN RIGHTS & EQUITY	2	0%	0%	0%	13
ASST GM, EL PUEBLO HISTORICAL MONUMENT	1	0%	0%	0%	18
ASST GM, ITA	3	1 33%	1 33%	2 67%	27
ASTRONOMICAL LECTURER	1	0%	0%	0%	16
ASTRONOMICAL OBSERVER	1	0%	0%	0%	1
AUDIO VISUAL TECHNICIAN	4	1 25%	1 25%	1 25%	10
AUDITOR I	11	2 18%	2 18%	2 18%	6
AUDITOR II	5	0%	0%	0%	4
AUTO BODY BUILDER AND REPAIRER	22	4 18%	4 18%	5 23%	10
AUTO BODY REPAIRER SUPERVISOR II	2	0%	0%	0%	12
AUTO PAINTER	9	4 44%	4 44%	4 44%	14
AUTOMOTIVE DISPATCHER I	1	0%	0%	1 100%	9
AUTOMOTIVE DISPATCHER II	2	1 50%	1 50%	2 100%	14
AUTOMOTIVE SUPERVISOR	26	7 27%	8 31%	8 31%	16
AVIONICS SPECIALIST	4	0%	0%	1 25%	13
BACKGROUND INVESTIGATION MANAGER	2	0%	0%	0%	15
BACKGROUND INVESTIGATOR I	31	6 19%	6 19%	6 19%	6
BACKGROUND INVESTIGATOR II	8	2 25%	2 25%	2 25%	6
BACKGROUND INVESTIGATOR III	2	0%	0%	0%	3
BANNING RESIDENCE MUSEUM DIRECTOR	1	1 100%	1 100%	1 100%	28
BENEFITS ANALYST	39	4 10%	4 10%	6 15%	14
BENEFITS SPECIALIST	73	8 11%	9 12%	9 12%	12
BINDERY EQUIPMENT OPERATOR I	3	1 33%	2 67%	3 100%	25
BOAT CAPTAIN I	5	1 20%	1 20%	1 20%	15
BOAT CAPTAIN II	2	0%	0%	0%	14

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
BUILDING CIVIL ENGINEER I	5	1	20%	1	20%	1	20%	15
BUILDING CIVIL ENGINEER II	12		0%		0%		0%	18
BUILDING CONSTRUCTION & MAINT SUPT	6	2	33%	2	33%	3	50%	21
BUILDING CONSTRUCTION & MAINT GN SUP I	1		0%		0%		0%	24
BUILDING CONSTRUCTION & MAINT GN SUP II	2		0%	2	100%	2	100%	17
BUILDING ELECTRICAL ENGINEER I	5	1	20%	1	20%	1	20%	17
BUILDING ELECTRICAL ENGINEER II	2	1	50%	1	50%	1	50%	27
BUILDING INSPECTOR	39	3	8%	5	13%	7	18%	7
BUILDING MAINT DISTRICT SUPERVISOR	11	2	18%	3	27%	3	27%	17
BUILDING MECHANICAL ENGINEER I	4	2	50%	2	50%	2	50%	27
BUILDING MECHANICAL ENGINEER II	2		0%		0%		0%	10
BUILDING MECHANICAL INSPECTOR	175	17	10%	20	11%	28	16%	7
BUILDING OPERATING ENGINEER	28	5	18%	7	25%	7	25%	11
BUILDING REPAIRER I	10	2	20%	3	30%	3	30%	10
BUILDING REPAIRER SUPERVISOR	8	3	38%	4	50%	4	50%	17
BUS OPERATOR	37	5	14%	6	16%	7	19%	12
BUS OPERATOR SUPERVISOR	6	2	33%	2	33%	3	50%	14
CABINET MAKER	1	1	100%	1	100%	1	100%	17
CABLE TELEVISION PRODUCTION MGR II	2		0%		0%		0%	6
CABLE TELEVISION PRODUCTION MGR III	1	1	100%	1	100%	1	100%	24
CAMP MANAGER	1		0%		0%		0%	27
CARPENTER	73	10	14%	12	16%	13	18%	9
CARPENTER SUPERVISOR	5	2	40%	2	40%	2	40%	17
CARPET LAYER	2		0%		0%		0%	13
CEMENT FINISHER	113	9	8%	11	10%	14	12%	11
CEMENT FINISHER SUPERVISOR	2		0%		0%		0%	20
CEMENT FINISHER WORKER	24	2	8%	2	8%	2	8%	5
CHANNEL TRAFFIC COORDINATOR	1	1	100%	1	100%	1	100%	32
CHEMIST I	11		0%		0%		0%	1
CHEMIST II	17	3	18%	3	18%	4	24%	10
CHEMIST III	10	2	20%	2	20%	2	20%	13
CHIEF ADMINISTRATIVE ANALYST	12	3	25%	3	25%	3	25%	23
CHIEF AIRPORT PLANNER I	1		0%		0%		0%	21
CHIEF AIRPORT PLANNER II	3	1	33%	1	33%	1	33%	25
CHIEF AIRPORTS ENGINEER I	1		0%		0%		0%	21
CHIEF AIRPORTS ENGINEER II	1	1	100%	1	100%	1	100%	36
CHIEF ASSISTANT CITY ATTORNEY	8	2	25%	3	38%	3	38%	20
CHIEF BENEFITS ANALYST	6	1	17%	1	17%	1	17%	27
CHIEF BUILDING OPERATING ENGINEER	3		0%		0%	1	33%	20
CHIEF CLERK	8	2	25%	3	38%	4	50%	26
CHIEF CLERK PERSONNEL	1	1	100%	1	100%	1	100%	24
CHIEF CLERK POLICE	5	3	60%	3	60%	3	60%	33
CHIEF COMMUNICATIONS OPERATOR	2		0%		0%	1	50%	22
CHIEF CONSTRUCTION INSPECTOR	7	6	86%	6	86%	7	100%	33
CHIEF CUSTODIAN SUPERVISOR I	2	1	50%	1	50%	2	100%	29
CHIEF CUSTODIAN SUPERVISOR II	1	1	100%	1	100%	1	100%	34
CHIEF DEPUTY CONTROLLER	1		0%		0%		0%	6
CHIEF ENVIRONMNTL COMPLIANCE INSPECTOR I	9	1	11%	1	11%	1	11%	15
CHIEF ENVIRONMNTL COMPLIANCE INSPECTOR II	3	1	33%	1	33%	1	33%	24
CHIEF FINANCIAL OFFICER	3	2	67%	2	67%	2	67%	32

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024 # %	2025 # %	2026 # %	AVG SERVICE YEARS
CHIEF FORENSIC CHEMIST I	3	1 33%	1 33%	1 33%	24
CHIEF FORENSIC CHEMIST II	1	0%	0%	0%	28
CHIEF GRANTS ADMINISTRATOR	2	0%	0%	0%	15
CHIEF HARBOR ENGINEER	2	1 50%	1 50%	1 50%	33
CHIEF INFORMATION OFFICER	2	1 50%	1 50%	1 50%	18
CHIEF INFORMATION SECURITY OFFICER	2	0%	0%	1 50%	25
CHIEF INSPECTOR	10	4 40%	4 40%	4 40%	22
CHIEF INTERNAL AUDITOR	2	0%	0%	0%	6
CHIEF INVESTMENT OFFICER	3	2 67%	2 67%	2 67%	22
CHIEF LEGISLATIVE ANALYST	1	1 100%	1 100%	1 100%	42
CHIEF MANAGEMENT ANALYST	49	13 27%	14 29%	16 33%	25
CHIEF OF OPERATIONS II	17	4 24%	5 29%	5 29%	21
CHIEF OF STAFF, MAYOR	2	0%	0%	0%	3
CHIEF OF TRANSIT PROGRAMS	1	0%	0%	0%	22
CHIEF PARK RANGER	1	0%	0%	0%	5
CHIEF PARKING ENFORCEMENT OPERATIONS	1	1 100%	1 100%	1 100%	10
CHIEF PERSONNEL ANALYST	5	0%	0%	0%	18
CHIEF PHYSICIAN	1	0%	1 100%	1 100%	22
CHIEF POLICE PSYCHOLOGIST	1	0%	0%	0%	21
CHIEF PORT PILOT II	2	2 100%	2 100%	2 100%	24
CHIEF REAL ESTATE OFFICER II	1	1 100%	1 100%	1 100%	21
CHIEF SECURITY OFFICER I	1	0%	0%	0%	18
CHIEF STREET SERVICES INVESTIGATOR I	2	1 50%	1 50%	2 100%	30
CHIEF STREET SERVICES INVESTIGATOR II	1	1 100%	1 100%	1 100%	37
CHIEF TAX COMPLIANCE OFFICER I	3	0%	0%	0%	23
CHIEF TAX COMPLIANCE OFFICER II	4	0%	0%	1 25%	22
CHIEF TRANSPORTATION INVESTIGATOR	1	0%	0%	0%	23
CHIEF VETERINARIAN	2	0%	0%	0%	10
CHIEF ZONING ADMINISTRATOR	1	0%	0%	0%	23
CHILD CARE ASSOCIATE II	13	1 8%	1 8%	1 8%	8
CHILD CARE CENTER DIR	1	0%	0%	0%	4
CHILD CARE CENTER DIRECTOR II	10	4 40%	4 40%	5 50%	19
CHILD CARE PROGRAM MANAGER	1	0%	0%	0%	14
CITY ADMINISTRATIVE OFFICER	1	0%	0%	0%	18
CITY ATTORNEY	1	0%	0%	0%	2
CITY ATTORNEY ACCOUNTING CLERK	6	0%	0%	0%	2
CITY ATTORNEY ADMIN COORDINATOR I	12	0%	0%	0%	6
CITY ATTORNEY ADMIN COORDINATOR II	38	2 5%	4 11%	4 11%	15
CITY ATTORNEY ADMIN COORDINATOR III	24	1 4%	2 8%	4 17%	17
CITY ATTORNEY ADMIN COORDINATOR IV	7	2 29%	2 29%	2 29%	17
CITY ATTORNEY CHIEF ADMIN ASST	1	1 100%	1 100%	1 100%	37
CITY ATTORNEY CHIEF INVESTIGATOR	1	0%	0%	0%	13
CITY ATTORNEY FINANCIAL MANAGER	1	0%	0%	0%	24
CITY ATTORNEY INVESTIGATOR I	6	0%	0%	0%	5
CITY ATTORNEY INVESTIGATOR II	12	0%	0%	1 8%	13
CITY ATTORNEY INVESTIGATOR III	1	0%	1 100%	1 100%	10
CITY CLERK	1	1 100%	1 100%	1 100%	37
CITY ENGINEER	1	0%	1 100%	1 100%	31
CITY FOREST OFFICER	1	0%	0%	0%	5
CITY LIBRARIAN	1	0%	0%	0%	12

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
CITY PLANNER	104	3	3%	3	3%	3	3%	10
CITY PLANNING ASSOCIATE	53	2	4%	2	4%	3	6%	8
CITY PROCUREMENT OFFICER	1		0%		0%		0%	29
CIVIL ENGINEER	116	11	9%	11	9%	11	9%	15
CIVIL ENGINEERING ASSOCIATE I	77		0%		0%		0%	2
CIVIL ENGINEERING ASSOCIATE II	198	12	6%	13	7%	15	8%	8
CIVIL ENGINEERING ASSOCIATE III	63	7	11%	7	11%	9	14%	12
CIVIL ENGINEERING ASSOCIATE IV	35	8	23%	10	29%	13	37%	21
CIVIL ENGINEERING DRAFT TECHNICIAN	17	8	47%	8	47%	8	47%	15
CLERK	1		0%		0%		0%	17
COMMERCIAL RIDESHARE & MOBILITY ADMIN	1		0%		0%		0%	15
COMMISSION EXECUTIVE ASSISTANT I	5	1	20%	1	20%	1	20%	22
COMMISSION EXECUTIVE ASSISTANT II	12	3	25%	3	25%	4	33%	23
COMMUN INFO REP ASSISTANT	11		0%		0%		0%	1
COMMUNICATIONS CABLE WORKER	1	1	100%	1	100%	1	100%	21
COMMUNICATIONS ELECTRICIAN	92	24	26%	26	28%	30	33%	12
COMMUNICATIONS ELECTRICIAN SUPERVISOR	8	3	38%	5	63%	5	63%	24
COMMUNICATIONS ENGINEER	9	6	67%	7	78%	7	78%	23
COMMUNICATIONS ENGINEERING ASSOC I	9		0%		0%		0%	3
COMMUNICATIONS ENGINEERING ASSOC II	8	4	50%	4	50%	4	50%	21
COMMUNICATIONS ENGINEERING ASSOC III	1		0%		0%		0%	16
COMMUNICATIONS ENGINEERING ASSOC IV	9	3	33%	3	33%	3	33%	20
COMMUNICATIONS INFORMATION REP I	8		0%		0%		0%	2
COMMUNICATIONS INFORMATION REP II	120	8	7%	8	7%	10	8%	8
COMMUNICATIONS INFORMATION REP III	82	4	5%	6	7%	8	10%	12
COMMUNICATIONS INFO REP TRAINEE	24		0%		0%	1	4%	2
COMMUNITY AFFAIRS ADVOCATE	8	3	38%	3	38%	3	38%	18
COMMUNITY ARTS DIRECTOR	1		0%		0%		0%	1
COMMUNITY HOUSING PROGRAMS MGR	4	1	25%	1	25%	1	25%	12
COMMUNITY PROGRAM ASSISTANT II	14		0%		0%		0%	9
COMMUNITY PROGRAM ASSISTANT III	6		0%	1	17%	1	17%	15
COMMUNITY PROGRAM DIRECTOR	2		0%		0%		0%	11
COMMUNITY SERV REP TRAINEE	1		0%		0%		0%	1
COMPLIANCE PROGRAM MANAGER I	5	1	20%	1	20%	1	20%	24
COMPLIANCE PROGRAM MANAGER II	2	1	50%	1	50%	1	50%	25
COMPUTER GRAPHIC ARTIST II	1		0%		0%		0%	24
CONSTRUCTION & MAINTENANCE SUPERVISOR I	2	1	50%	1	50%	1	50%	12
CONSTRUCTION & MAINTENANCE SUPERVISOR II	12	5	42%	5	42%	6	50%	20
CONSTRUCTION EQUIPMENT SERVICE WORKER	7		0%	2	29%	4	57%	15
CONSTRUCTION ESTIMATOR	8		0%		0%	1	13%	6
CONSTRUCTION INSPECTOR	145	20	14%	20	14%	29	20%	11
CONTRACT ADMINISTRATOR	2	1	50%	1	50%	1	50%	30
CONTROL SYSTEMS ENGINEER I	2	2	100%	2	100%	2	100%	28
CONTROL SYSTEMS ENGINEERING ASSOC II	3	1	33%	1	33%	1	33%	12
CONTROL SYSTEMS ENGINEERING ASSOC III	4	3	75%	3	75%	3	75%	28
CONTROLLER	1		0%		0%		0%	2
CONTROLLER AIDE VI	4		0%		0%		0%	2
CONTROLLER AIDE VII	3		0%		0%		0%	2
CONTROLLER AUDIT ANALYST I	3		0%		0%		0%	8
CONVENTION CTR BDG SUPERINTENDENT II	1		0%		0%		0%	11

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
COOK I	1		0%		0%		0%	4
COOK II	1	1	100%	1	100%	1	100%	15
CORRECTIONAL NURSE II	23	3	13%	4	17%	4	17%	9
CORRECTIONAL NURSE III	4		0%		0%		0%	14
COUNCIL AIDE I	4		0%		0%		0%	0
COUNCIL AIDE II	47		0%		0%		0%	2
COUNCIL AIDE III	78		0%		0%		0%	2
COUNCIL AIDE IV	123	1	1%	2	2%	2	2%	4
COUNCIL AIDE V	67	2	3%	2	3%	2	3%	7
COUNCIL AIDE VI	40	3	8%	3	8%	4	10%	10
COUNCIL AIDE VII	89	2	2%	2	2%	4	4%	9
COUNCIL MEMBER	13	2	15%	2	15%	2	15%	9
COUNCILPHONE & VOICEMAIL TECHNICIAN	1	1	100%	1	100%	1	100%	28
CRIME & INTELLIGENCE ANALYST I	27		0%		0%		0%	7
CRIME & INTELLIGENCE ANALYST II	34	5	15%	6	18%	6	18%	15
CRIMINALIST I	14		0%		0%		0%	3
CRIMINALIST II	95	5	5%	6	6%	6	6%	13
CRIMINALIST III	19		0%		0%		0%	18
CUSTODIAL SERVICES ASSISTANT	47	1	2%	1	2%	2	4%	2
CUSTODIAN	653	175	27%	190	29%	212	32%	13
CUSTODIAN SUPERVISOR	49	5	10%	6	12%	7	14%	17
CUSTOMER SERVICE SPECIALIST I	37	5	14%	5	14%	5	14%	14
CUSTOMER SERVICE SPECIALIST II	1		0%		0%		0%	24
CUSTOMER SERVICE SPECIALIST TRAINEE	20		0%		0%		0%	3
DATA ANALYST I	7		0%		0%		0%	4
DATA ANALYST II	1	1	100%	1	100%	1	100%	34
DATA BASE ARCHITECT	21	6	29%	7	33%	8	38%	19
DATA PROCESSING TECHNICIAN I	1		0%		0%		0%	3
DECK HAND	6		0%		0%		0%	13
DEFINED CONTRIBUTION PLAN MANAGER	1		0%		0%		0%	19
DELIVERY DRIVER ASSISTANT	2		0%		0%		0%	1
DELIVERY DRIVER I	13	1	8%	1	8%	1	8%	10
DELIVERY DRIVER II	12	3	25%	3	25%	5	42%	18
DELIVERY DRIVER III	6	1	17%	1	17%	2	33%	17
DEPARTMENTAL AUDIT MANAGER	4	3	75%	3	75%	3	75%	19
DEPARTMENTAL CHIEF ACCOUNTANT I	1		0%		0%		0%	8
DEPARTMENTAL CHIEF ACCOUNTANT II	2		0%		0%		0%	24
DEPARTMENTAL CHIEF ACCOUNTANT III	3	1	33%	2	67%	2	67%	21
DEPARTMENTAL CHIEF ACCOUNTANT IV	12	3	25%	4	33%	4	33%	20
DEPUTY CITY ATTORNEY I	29		0%		0%		0%	2
DEPUTY CITY ATTORNEY II	89		0%		0%		0%	6
DEPUTY CITY ATTORNEY III	253	27	11%	32	13%	37	15%	12
DEPUTY CITY ATTORNEY IV	110	26	24%	27	25%	28	25%	20
DEPUTY CITY ENGINEER I	3	2	67%	2	67%	3	100%	33
DEPUTY CITY ENGINEER II	1	1	100%	1	100%	1	100%	24
DEPUTY DIRECTOR OF PLANNING	5		0%		0%		0%	23
DEPUTY GENERAL MANAGER AIRPORTS I	8	2	25%	2	25%	3	38%	16
DEPUTY GENERAL MANAGER AIRPORTS II	2		0%		0%		0%	14
DEPUTY MAYOR	15	2	13%	3	20%	3	20%	5
DEPUTY SUPERINTENDENT OF BUILDINGS I	4	1	25%	1	25%	1	25%	28

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
DEPUTY SUPERINTENDENT OF BUILDINGS II	1		0%		0%	1	100%	29
DETENTION OFFICER	281	10	4%	13	5%	13	5%	9
DIRECTOR BUREAU OF SANITATION	1		0%		0%		0%	25
DIRECTOR BUREAU OF STREET LIGHTING	1		0%		0%		0%	17
DIRECTOR BUREAU OF STREET SERVICES	1	1	100%	1	100%	1	100%	38
DIRECTOR CASH MANAGEMENT SERVICES	1	1	100%	1	100%	1	100%	35
DIRECTOR ENFORCEMENT OPERATIONS	3	1	33%	2	67%	2	67%	28
DIRECTOR OF AIRPORT MARKETING	2		0%		0%		0%	3
DIRECTOR OF AIRPORTS ADMINISTRATION	2	1	50%	2	100%	2	100%	25
DIRECTOR OF AIRPORTS SAFETY OFFICER	1		0%		0%		0%	2
DIRECTOR OF AUDITING	1		0%		0%		0%	7
DIRECTOR OF AUTOMATED PEOPLE MOVER SYSTEMS	1		0%		0%		0%	2
DIRECTOR OF COMMUNICATIONS SERVICES	1	1	100%	1	100%	1	100%	23
DIRECTOR OF FIELD OPERATIONS	2		0%	1	50%	1	50%	20
DIRECTOR OF FINANCE	1		0%		0%		0%	20
DIRECTOR OF FINANCIAL ANALYSIS & REPORTING	1		0%		0%	1	100%	25
DIRECTOR OF HOUSING	6	1	17%	1	17%	1	17%	16
DIRECTOR OF MAINTENANCE AIRPORTS I	1	1	100%	1	100%	1	100%	24
DIRECTOR OF MAINTENANCE AIRPORTS II	4	2	50%	2	50%	3	75%	30
DIRECTOR OF MATERIAL TESTING SERVICES	1	1	100%	1	100%	1	100%	38
DIRECTOR OF PLANNING	1	1	100%	1	100%	1	100%	35
DIRECTOR OF POLICE TRANSPORTATION I	1	1	100%	1	100%	1	100%	25
DIRECTOR OF POLICE TRANSPORTATION II	1	1	100%	1	100%	1	100%	31
DIRECTOR OF PORT CONSTRUCTION & MAINT I	1		0%		0%		0%	23
DIRECTOR OF PORT CONSTRUCTION & MAINT II	1		0%		0%		0%	25
DIRECTOR OF PORT MARKETING I	1		0%		0%		0%	22
DIRECTOR OF PORT MARKETING II	1	1	100%	1	100%	1	100%	23
DIRECTOR OF PORT OPERATIONS	1	1	100%	1	100%	1	100%	21
DIRECTOR OF SYSTEMS	13	3	23%	4	31%	4	31%	25
DISTRICT SUPERVISOR ANIMAL SERVICES	2		0%		0%		0%	25
DIVISION LIBRARIAN	4	1	25%	1	25%	1	25%	28
DRILL RIG OPERATOR	3	1	33%	1	33%	1	33%	21
DUPLICATING MACHINE OPERATOR	7		0%		0%		0%	15
ELECTRCL INSPECTOR	1		0%		0%		0%	1
ELECTRICAL CRAFT HELPER	55	6	11%	6	11%	7	13%	6
ELECTRICAL CRAFT HELPER ASSISTANT	38		0%		0%		0%	2
ELECTRICAL CRAFT HELPER TRAINEE	16		0%		0%		0%	2
ELECTRICAL ENGINEERING ASSOCIATE I	12		0%		0%		0%	1
ELECTRICAL ENGINEERING ASSOCIATE II	10		0%		0%	1	10%	5
ELECTRICAL ENGINEERING ASSOCIATE III	6		0%		0%		0%	10
ELECTRICAL ENGINEERING ASSOCIATE IV	7	4	57%	4	57%	4	57%	25
ELECTRICAL INSPECTOR	35	1	3%	1	3%	3	9%	5
ELECTRICIAN	63	10	16%	11	17%	14	22%	11
ELECTRICIAN SUPERVISOR	12	3	25%	3	25%	3	25%	14
ELEVATOR MECHANIC	22	4	18%	5	23%	10	45%	15
ELEVATOR MECHANIC HELPER	10	1	10%	1	10%	3	30%	8
ELEVATOR REPAIR SUPERVISOR I	4	2	50%	2	50%	2	50%	21
ELEVATOR REPAIR SUPERVISOR II	2		0%		0%		0%	11
EMERG PREPARE COORD/ I	1		0%		0%		0%	8
EMERGENCY MANAGEMENT COORDINATOR I	31		0%		0%		0%	9

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE

AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024 # %	2025 # %	2026 # %	AVG SERVICE YEARS
EMERGENCY MANAGEMENT COORDINATOR II	7	1 14%	1 14%	2 29%	15
EMERGENCY MEDICAL SERVICES EDUCATOR	5			1 20%	5
EMS ADVANCED PROVIDER	4				4
EMS ADVANCED PROVIDER SUPERVISOR	1				9
ENGINEER OF SURVEYS	1		1 100%	1 100%	11
ENGINEERING DESIGNER - AIRPORT	1				16
ENGINEERING DESIGNER I	2	1 50%	1 50%	1 50%	15
ENGINEERING DESIGNER II	6	2 33%	2 33%	3 50%	27
ENGINEERING GEOLOGIST ASSOCIATE I	1				0
ENGINEERING GEOLOGIST ASSOCIATE II	2				2
ENGINEERING GEOLOGIST ASSOCIATE III	4				13
ENGINEERING GEOLOGIST ASSOCIATE IV	1	1 100%	1 100%	1 100%	19
ENGINEERING GEOLOGIST I	3	1 33%	1 33%	1 33%	13
ENGINEERING GEOLOGIST II	2	1 50%	1 50%	1 50%	18
ENGINEERING GEOLOGIST III	1	1 100%	1 100%	1 100%	35
ENVIRONMENTAL AFFAIRS OFFICER	18	4 22%	4 22%	5 28%	20
ENVIRONMENTAL AFFAIRS OFFICER/PMII	1				23
ENVIRONMENTAL AFFAIRS OFFICER/PMIII	1				26
ENVIRONMENTAL COMPLIANCE INSPECTOR	151	16 11%	17 11%	18 12%	9
ENVIRONMENTAL ENGINEER	48	11 23%	11 23%	11 23%	16
ENVIRONMENTAL ENGINEERING ASSOCIATE I	54	1 2%	1 2%	1 2%	3
ENVIRONMENTAL ENGINEERING ASSOCIATE II	67	10 15%	10 15%	11 16%	10
ENVIRONMENTAL ENGINEERING ASSOCIATE III	24	6 25%	6 25%	6 25%	15
ENVIRONMENTAL ENGINEERING ASSOCIATE IV	5	2 40%	2 40%	2 40%	19
ENVIRONMENTAL SPECIALIST I	6				7
ENVIRONMENTAL SPECIALIST II	33	2 6%	2 6%	5 15%	6
ENVIRONMENTAL SPECIALIST III	21	1 5%	2 10%	3 14%	12
ENVIRONMENTAL SUPERVISOR I	9				13
ENVIRONMENTAL SUPERVISOR II	19	6 32%	7 37%	8 42%	16
ENVR ENGR ASSOC II	2	1 50%	1 50%	1 50%	8
ENVRMNTL ENGRG ASSC I	1				3
ENVRMNTL ENGRG ASSC III	1				15
EQUINE KEEPER	2				22
EQUIPMENT MECHANIC	297	52 18%	62 21%	70 24%	10
EQUIPMENT OPERATOR	140	31 22%	33 24%	44 31%	18
EQUIPMENT REPAIR SUPERVISOR	14	2 14%	2 14%	3 21%	21
EQUIPMENT SPECIALIST I	8	1 13%	1 13%	1 13%	15
EQUIPMENT SPECIALIST II	6	1 17%	1 17%	2 33%	23
EQUIPMENT SUPERINTENDENT	4	3 75%	3 75%	3 75%	30
EQUIPMENT SUPERVISOR	8	4 50%	4 50%	5 63%	24
ERGONOMIST	1				11
ETHICS OFFICER II	6			1 17%	13
ETHICS OFFICER III	2				12
EVENT ATTENDANT	3				16
EXAMINER OF QUESTIONED DOCUMENTS II	1		1 100%	1 100%	29
EXEC DIR CIVIL, HUMAN RIGHTS & EQUITY DEPT	1				27
EXEC DIR OFFICE OF PUBLIC ACCOUNTABILITY	1	1 100%	1 100%	1 100%	13
EXECUTIVE ADMINISTRATIVE ASSISTANT II	67	13 19%	16 24%	21 31%	22
EXECUTIVE ADMINISTRATIVE ASSISTANT III	33	12 36%	14 42%	15 45%	27
EXECUTIVE ASSISTANT AIRPORTS	6	2 33%	3 50%	3 50%	26

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE

AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024 # %	2025 # %	2026 # %	AVG SERVICE YEARS
EXECUTIVE DIRECTOR CANNABIS DEPT	1	0%	0%	0%	11
EXECUTIVE DIRECTOR CONVENTION CENTER	1	1 100%	1 100%	1 100%	24
EXECUTIVE DIRECTOR DEPT ON DISABILITY	1	0%	0%	0%	19
EXECUTIVE DIRECTOR ERB	1	0%	0%	0%	8
EXECUTIVE DIR EXPOSITION PARK COMPLEX	1	1 100%	1 100%	1 100%	38
EXECUTIVE DIRECTOR YOUTH DEVELOPMENT DEPT	1	0%	0%	0%	24
EXECUTIVE LEGAL SECRETARY I	3	1 33%	1 33%	1 33%	21
EXECUTIVE LEGAL SECRETARY II	2	2 100%	2 100%	2 100%	25
EXECUTIVE OFFICER CITY CLERK	1	0%	1 100%	1 100%	30
EXECUTIVE OFFICER CITY ETHICS COMMISSION	1	0%	0%	0%	33
EXHIBIT PREPARATOR	1	0%	0%	0%	7
FIELD ENGINEER AIDE	1	0%	0%	0%	6
FIELD ENGINEERING AIDE	32	6 19%	6 19%	7 22%	7
FIELD ENGINEERING AIDE ASSISTANT	2	0%	0%	0%	2
FINANCE DEVELOPMENT OFFICER I	27	4 15%	5 19%	7 26%	13
FINANCE DEVELOPMENT OFFICER II	11	5 45%	5 45%	5 45%	23
FINANCE SPECIALIST III	2	0%	0%	0%	20
FINANCE SPECIALIST IV	4	1 25%	1 25%	1 25%	19
FINANCE SPECIALIST V	2	0%	0%	0%	20
FINANCIAL ANALYST I	1	0%	0%	0%	5
FINANCIAL ANALYST II	4	1 25%	1 25%	1 25%	14
FINANCIAL MANAGEMENT SPECIALIST III	2	0%	1 50%	1 50%	14
FINANCIAL MANAGEMENT SPECIALIST IV	2	0%	1 50%	1 50%	29
FINANCIAL MANAGEMENT SPECIALIST V	4	1 25%	1 25%	1 25%	25
FINANCIAL MANAGER I	4	2 50%	2 50%	2 50%	16
FINANCIAL MANAGER II	5	0%	1 20%	1 20%	17
FINGERPRINT IDENTIFICATION EXPERT I	9	0%	1 11%	1 11%	8
FINGERPRINT IDENTIFICATION EXPERT II	3	1 33%	1 33%	1 33%	20
FINGERPRINT IDENTIFICATION EXPERT III	2	0%	1 50%	1 50%	30
FIRE ADMINISTRATOR	1	1 100%	1 100%	1 100%	32
FIRE PROT ENGR ASSC IV	1	0%	0%	0%	8
FIRE PROTECTION ENGINEER	1	0%	0%	0%	28
FIRE PROTECTION ENGINEERING ASSOC II	5	0%	0%	0%	11
FIRE PROTECTION ENGINEERING ASSOC III	1	0%	0%	0%	10
FIRE PROTECTION ENGINEERING ASSOC IV	5	0%	0%	0%	13
FIRE PSYCHOLOGIST	3	1 33%	1 33%	1 33%	18
FIRE SPECIAL INVESTIGATOR	12	2 17%	3 25%	5 42%	14
FIRE SPRINKLER INSPECTOR	9	2 22%	2 22%	2 22%	10
FIREARMS EXAMINER	2	1 50%	1 50%	1 50%	25
FIREFIGHTER III	5	1 20%	2 40%	3 60%	21
FIRST DEPUTY GENERAL MANAGER HARBOR	4	2 50%	2 50%	2 50%	26
FISCAL SYSTEMS SPECIALIST I	25	8 32%	10 40%	10 40%	21
FISCAL SYSTEMS SPECIALIST II	24	4 17%	5 21%	7 29%	22
FORENSIC PRINT SPECIALIST I	9	0%	0%	0%	9
FORENSIC PRINT SPECIALIST II	13	0%	0%	1 8%	16
FORENSIC PRINT SPECIALIST III	29	3 10%	5 17%	6 21%	18
FORENSIC PRINT SPECIALIST IV	9	0%	0%	0%	17
GALLERY ATTENDANT	2	0%	0%	0%	1
GARAGE ASSISTANT	1	0%	0%	0%	6
GARAGE ATTENDANT	45	5 11%	5 11%	6 13%	7

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024 # %	2025 # %	2026 # %	AVG SERVICE YEARS
GARDENER CARETAKER	436	80 18%	91 21%	99 23%	12
GEN MGR COMM INVESTMENT FOR FAMILIES DEPT	1	0 0%	0 0%	0 0%	21
GEN MGR DEPT OF NEIBRHD EMPWMNT (INTERIM)	1	0 0%	0 0%	0 0%	0
GEN MGR EWDD	1	0 0%	0 0%	0 0%	5
GENERAL AUTOMOTIVE SUPERVISOR	4	0 0%	0 0%	0 0%	20
GENERAL MANAGER AIRPORTS	1	0 0%	0 0%	0 0%	1
GENERAL MANAGER ANIMAL SERVICES	1	0 0%	0 0%	0 0%	1
GENERAL MANAGER CULTURAL AFFAIRS	1	0 0%	0 0%	0 0%	23
GENERAL MANAGER DEPARTMENT OF AGING	1	1 100%	1 100%	1 100%	28
GENERAL MANAGER DEPT OF GENRL SERVICES	1	1 100%	1 100%	1 100%	31
GENERAL MANGR DEPT OF TRANSPORTATION	1	0 0%	0 0%	0 0%	20
GENRL MANGR EL PUEBLO HISTORICAL MONUMENT	1	1 100%	1 100%	1 100%	18
GENERAL MANAGER EMERGENCY MGMT DEPT	1	1 100%	1 100%	1 100%	32
GENERAL MANAGER HARBOR DEPT	1	1 100%	1 100%	1 100%	10
GENERAL MANAGER ITA	1	0 0%	0 0%	0 0%	20
GENERAL MANAGER LACERS	1	0 0%	0 0%	0 0%	34
GENERAL MANAGER LOS ANGELES HOUSING DEPT	1	0 0%	0 0%	0 0%	4
GENERAL MANAGER PENSIONS	1	0 0%	0 0%	0 0%	23
GENERAL MANAGER PERSONNEL DEPT	1	1 100%	1 100%	1 100%	37
GENERAL MANAGER REC & PARKS	1	0 0%	0 0%	0 0%	29
GENERAL MANAGER ZOO DEPT	1	1 100%	1 100%	1 100%	35
GEOGRAPHIC INFORMATION SPECIALIST	71	6 8%	6 8%	9 13%	9
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	4	1 25%	1 25%	1 25%	23
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	1	0 0%	0 0%	0 0%	0
GEOGRAPHIC INFORMATION SYSTEMS SUPERVSR I	19	1 5%	4 21%	4 21%	16
GEOGRAPHIC INFORMATION SYSTEMS SUPERVSR II	10	0 0%	0 0%	0 0%	16
GEOTECHNICAL ENGINEER I	3	0 0%	1 33%	1 33%	8
GEOTECHNICAL ENGINEER II	4	0 0%	0 0%	0 0%	18
GEOTECHNICAL ENGINEER III	2	2 100%	2 100%	2 100%	21
GOLF MANAGER	1	0 0%	1 100%	1 100%	35
GOLF STARTER	15	0 0%	0 0%	0 0%	8
GOLF STARTER SUPERVISOR I	7	1 14%	1 14%	1 14%	14
GOLF STARTER SUPERVISOR II	1	0 0%	0 0%	0 0%	18
GRAPHICS DESIGNER I	9	0 0%	0 0%	0 0%	7
GRAPHICS DESIGNER II	20	1 5%	1 5%	1 5%	10
GRAPHICS DESIGNER III	7	0 0%	1 14%	1 14%	12
GRAPHICS SUPERVISOR I	7	0 0%	0 0%	0 0%	13
GRAPHICS SUPERVISOR II	4	0 0%	0 0%	0 0%	21
HARBOR ENGINEER I	8	2 25%	3 38%	3 38%	27
HARBOR ENGINEER II	5	4 80%	4 80%	4 80%	30
HARBOR PLANNING AND RESEARCH DIR I	1	0 0%	0 0%	0 0%	16
HARBOR PLANNING AND RESEARCH DIR II	2	0 0%	0 0%	0 0%	10
HARBOR PLANNING/ECONOMIC ANALYST II	3	1 33%	1 33%	1 33%	19
HARBOR PUBLIC & COMMUNICATIONS DIR	1	0 0%	0 0%	0 0%	18
HARBOR SPECIAL EVENTS COORDINATOR	1	0 0%	0 0%	0 0%	21
HAZARDOUS MATERIALS SPECIALIST	1	0 0%	0 0%	0 0%	2
HAZARDOUS MATERIALS SUPERVISOR	1	0 0%	0 0%	0 0%	9
HEAD CUSTODIAN SUPERVISOR	6	3 50%	3 50%	3 50%	22
HEARING OFFICER CITY ATTORNEY	7	3 43%	4 57%	4 57%	19
HEARING REPORTER	6	3 50%	3 50%	3 50%	18

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
HEATING & REFRIGERATION INSPECTOR	9	2	22%	3	33%	3	33%	9
HEAVY DUTY EQUIPMENT MECHANIC	114	14	12%	16	14%	17	15%	9
HEAVY DUTY TRUCK OPERATOR	142	11	8%	11	8%	14	10%	9
HELICOPTER MECHANIC	28	6	21%	6	21%	6	21%	12
HELICOPTER MECHANIC SUPERVISOR I	7	1	14%	1	14%	1	14%	20
HELICOPTER MECHANIC SUPERVISOR II	2	1	50%	1	50%	2	100%	27
HISTORIC SITE CURATOR	2		0%		0%		0%	24
HOUSING INSPECTOR	82	15	18%	19	23%	23	28%	12
HOUSING INVESTIGATOR I	20		0%		0%	1	5%	6
HOUSING INVESTIGATOR II	4		0%	1	25%	1	25%	12
HOUSING PLANNING/ECONOMIC ANALYST	7		0%		0%		0%	5
HUMAN RELATIONS ADVOCATE	10		0%		0%		0%	5
HUMAN RESOURCES ASSISTANT	5		0%		0%		0%	2
INDEPENDENT ASSESSOR FIRE COMMISSION	1		0%		0%	1	100%	9
INDUSTRIAL COMMERCIAL FINANCE OFFICER I	3		0%		0%		0%	13
INDUSTRIAL COMMERCIAL FINANCE OFFICER II	1		0%		0%		0%	22
INDUSTRIAL HYGIENIST	4		0%		0%		0%	10
INFORMATION SERVICES SPECIALIST	2		0%		0%		0%	5
INFORMATION SYSTEMS MANAGER I	18	3	17%	5	28%	5	28%	21
INFORMATION SYSTEMS MANAGER II	17	3	18%	5	29%	5	29%	25
INFORMATION SYSTEMS OPERATIONS MGR I	1	1	100%	1	100%	1	100%	25
INFORMATION SYSTEMS OPERATIONS MGR II	1	1	100%	1	100%	1	100%	42
INSPECTOR GENERAL	1		0%		0%		0%	17
INSPECTOR OF PUBLIC WORKS	1	1	100%	1	100%	1	100%	39
INSPECTOR TRAINEE I	2		0%		0%		0%	0
INSPECTOR TRAINEE II	24		0%		0%		0%	2
INSPECTOR TRAINEE III	3		0%		0%		0%	14
INSPECTOR TRAINEE IV	6		0%		0%		0%	2
INSTRUMENT MECHANIC	40	10	25%	11	28%	13	33%	12
INSTRUMENT MECHANIC SUPERVISOR	6	2	33%	2	33%	2	33%	19
INTERNAL AUDITOR I	1		0%		0%		0%	4
INTERNAL AUDITOR II	6	1	17%	1	17%	1	17%	11
INTERNAL AUDITOR III	7	1	14%	1	14%	1	14%	11
INTERNAL AUDITOR IV	6		0%		0%		0%	13
INVESTMENT OFFICER I	7		0%		0%		0%	5
INVESTMENT OFFICER II	6	2	33%	2	33%	2	33%	14
INVESTMENT OFFICER III	4	1	25%	1	25%	1	25%	17
IRRIGATION SPECIALIST	35	7	20%	7	20%	7	20%	17
IT SPECIALIST	16		0%		0%		0%	2
LABOR RELATIONS SPECIALIST	5		0%		0%		0%	19
LABOR SUPERVISOR	2	1	50%	1	50%	1	50%	26
LABORATORY TECHNICIAN I	16	1	6%	1	6%	1	6%	2
LABORATORY TECHNICIAN II	21	4	19%	6	29%	6	29%	12
LAND SURVEYING ASSISTANT	26	3	12%	3	12%	3	12%	9
LANDSCAPE ARCHITECT ASSOCIATE I	10	2	20%	2	20%	2	20%	6
LANDSCAPE ARCHITECT ASSOCIATE II	11		0%		0%		0%	8
LANDSCAPE ARCHITECT ASSOCIATE III	3	1	33%	1	33%	1	33%	15
LANDSCAPE ARCHITECT ASSOCIATE IV	1		0%		0%		0%	6
LANDSCAPE ARCHITECT I	9	2	22%	2	22%	2	22%	12
LANDSCAPE ARCHITECT II	5	2	40%	2	40%	2	40%	16

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
LEGAL ASSISTANT I	12	2	17%	2	17%	2	17%	10
LEGAL ASSISTANT II	8	2	25%	2	25%	2	25%	20
LEGAL CLERK I	9		0%		0%		0%	1
LEGAL CLERK II	43	1	2%	1	2%	1	2%	5
LEGAL SECRETARY I	33		0%		0%		0%	4
LEGAL SECRETARY II	62	12	19%	13	21%	14	23%	13
LEGAL SECRETARY III	22	7	32%	7	32%	9	41%	19
LEGISLATIVE ANALYST I	8	2	25%	2	25%	2	25%	14
LEGISLATIVE ANALYST II	7		0%		0%		0%	10
LEGISLATIVE ANALYST III	4		0%		0%		0%	16
LEGISLATIVE ANALYST IV	8	1	13%	1	13%	1	13%	21
LEGISLATIVE ANALYST V	2	1	50%	1	50%	1	50%	28
LEGISLATIVE ASSISTANT	10	2	20%	4	40%	4	40%	23
LEGISLATIVE REPRESENTATIVE	7		0%		0%		0%	15
LIBRARIAN I	47		0%		0%		0%	3
LIBRARIAN II	184	40	22%	42	23%	47	26%	14
LIBRARIAN III	44	10	23%	11	25%	13	30%	18
LIBRARY ASSISTANT I	48	10	21%	11	23%	12	25%	20
LIBRARY ASSISTANT II	9	4	44%	5	56%	5	56%	25
LICENSED VOCATIONAL NURSE	3		0%		0%		0%	4
LIGHT EQUIPMENT OPERATOR	17	6	35%	6	35%	6	35%	24
LOCKSMITH	8	3	38%	3	38%	3	38%	12
MACHINIST	11	2	18%	2	18%	2	18%	7
MACHINIST SUPERVISOR - HARBOR	1	1	100%	1	100%	1	100%	16
MAINTENANCE & CONSTRUCTION HELPER	59	8	14%	9	15%	11	19%	11
MAINTENANCE ASSISTANT	27		0%		0%		0%	2
MAINTENANCE LABORER	517	79	15%	87	17%	98	19%	12
MANAGEMENT AIDE	31	2	6%	2	6%	2	6%	17
MANAGEMENT ANALYST	782	90	12%	107	14%	125	16%	14
MANAGEMENT ANALYST II	1	1	100%	1	100%	1	100%	12
MANAGEMENT ASSISTANT	304	2	1%	2	1%	4	1%	4
MARINE AQUARIUM CURATOR II	3		0%		0%		0%	9
MARINE AQUARIUM EXHIBIT DIRECTOR	1		0%		0%		0%	4
MARINE AQUARIUM PROGRAM DIRECTOR	1		0%		0%		0%	20
MARINE ENVIRONMENTAL MANAGER I	2		0%		0%		0%	23
MARINE ENVIRONMENTAL SUPERVISOR	4		0%	1	25%	1	25%	11
MARITIME MUSEUM CURATOR	1		0%		0%		0%	7
MARITIME MUSEUM DIRECTOR	1		0%		0%		0%	26
MARKETING MANAGER	1		0%		0%		0%	13
MASONRY WORKER	6	2	33%	3	50%	4	67%	23
MATERIALS TESTING ENGINEER I	1	1	100%	1	100%	1	100%	36
MATERIALS TESTING ENGINEER II	1		0%		0%		0%	24
MATERIALS TESTING ENGINEERING ASSOC I	5		0%		0%		0%	9
MATERIALS TESTING ENGINEERING ASSOC II	11	5	45%	5	45%	5	45%	22
MATERIALS TESTING ENGINEERING ASSOC III	3		0%		0%		0%	8
MATERIALS TESTING ENGINEERING ASSOC IV	5	1	20%	1	20%	1	20%	21
MATERIALS TESTING TECHNICIAN I	1		0%		0%		0%	1
MATERIALS TESTING TECHNICIAN II	35	3	9%	3	9%	3	9%	8
MAYOR	1		0%		0%		0%	2
MAYORAL AIDE I	4		0%		0%		0%	1

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024 #	2024 %	2025 #	2025 %	2026 #	2026 %	AVG SERVICE YEARS
MAYORAL AIDE II	5		0%		0%		0%	1
MAYORAL AIDE III	21		0%		0%		0%	2
MAYORAL AIDE IV	49		0%		0%		0%	2
MAYORAL AIDE V	56		0%	1	2%	1	2%	3
MAYORAL AIDE VI	33		0%	1	3%	2	6%	6
MAYORAL AIDE VII	39	1	3%	1	3%	1	3%	5
MAYORAL AIDE VIII	15		0%		0%	2	13%	10
MECHANICAL ENGINEERING ASSOCIATE I	9		0%		0%		0%	2
MECHANICAL ENGINEERING ASSOCIATE II	17	2	12%	2	12%	2	12%	6
MECHANICAL ENGINEERING ASSOCIATE III	6		0%		0%	1	17%	12
MECHANICAL ENGINEERING ASSOCIATE IV	5	1	20%	1	20%	1	20%	17
MECHANICAL ENGINEERING DRAFTING TECH	1		0%		0%		0%	5
MECHANICAL HELPER	46	3	7%	3	7%	4	9%	5
MECHANICAL REPAIR GENERAL SUPERVISOR	2	2	100%	2	100%	2	100%	27
MECHANICAL REPAIRER	26	6	23%	7	27%	9	35%	15
MEDICAL ASSISTANT	3		0%		0%	1	33%	10
MEDICAL RECORDS SUPVR	1		0%	1	100%	1	100%	17
MEDICAL SERVICES ADMINISTRATOR	1	1	100%	1	100%	1	100%	20
MEMBER BOARD OF PUBLIC WORKS	4	1	25%	2	50%	2	50%	8
MESSENGER CLERK	3	2	67%	2	67%	3	100%	22
MOTION PICTURE AND TV MANAGER	1	1	100%	1	100%	1	100%	32
MOTOR SWEEPER OPERATOR	103	21	20%	23	22%	23	22%	14
MUNICIPAL POLICE CAPTAIN I	1	1	100%	1	100%	1	100%	39
MUNICIPAL POLICE OFFICER III	16	2	13%	3	19%	5	31%	24
MUNICIPAL POLICE SERGEANT	1		0%		0%		0%	27
NEWS SECRETARY	1		0%		0%	1	100%	29
NUTRITIONIST	3		0%		0%		0%	9
OBSERVATORY DIRECTOR I	1	1	100%	1	100%	1	100%	18
OBSERVATORY DIRECTOR II	1	1	100%	1	100%	1	100%	37
OBSERVATORY PROGRAM SUPERVISOR	1	1	100%	1	100%	1	100%	35
OCCUPATIONAL HEALTH NURSE	4		0%		0%		0%	5
OCCUPATIONAL PSYCHOLOGIST II	5		0%		0%		0%	14
OCCUPATIONAL PSYCHOLOGIST III	1		0%		0%		0%	9
OFFICE ENGINEERING TECHNICIAN I	6		0%		0%		0%	1
OFFICE ENGINEERING TECHNICIAN II	20	7	35%	7	35%	8	40%	12
OFFICE ENGINEERING TECHNICIAN III	18	4	22%	4	22%	4	22%	15
OFFICE SERVICES ASSISTANT	144		0%		0%		0%	3
OFFICE TRAINEE ADMINISTRATIVE CLERK	86		0%		0%		0%	3
OFFICE TRAINEE DELIVERY DRIVER	1		0%		0%		0%	1
ON LEAVE	2		0%		0%		0%	2
PAINTER	49	6	12%	7	14%	7	14%	10
PAINTER II	6	1	17%	1	17%	1	17%	9
PAINTER SUPERVISOR	4	3	75%	3	75%	3	75%	26
PAINTER SUPERVISOR II HARBOR	1		0%		0%		0%	16
PARALEGAL I	19		0%		0%		0%	6
PARALEGAL II	36	8	22%	9	25%	10	28%	16
PARALEGAL III	5	3	60%	4	80%	4	80%	23
PARK MAINTENANCE SUPERVISOR	41	8	20%	8	20%	10	24%	22
PARK RANGER	25	1	4%	2	8%	2	8%	9
PARK SERVICES ATTENDANT I	10		0%		0%		0%	7

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
PARK SERVICES ATTENDANT II	12		0%		0%		0%	6
PARK SERVICES SUPERVISOR	2		0%		0%		0%	23
PARKING ATTENDANT II	34	13	38%	14	41%	15	44%	21
PARKING ENFORCEMENT MANAGER II	2	1	50%	1	50%	1	50%	28
PARKING MANAGER I	2	1	50%	1	50%	1	50%	14
PARKING MANAGER II	2	1	50%	1	50%	1	50%	25
PARKING METER TECHNICIAN	14	5	36%	6	43%	7	50%	11
PARKING METER TECHNICIAN SUPERVISOR I	3	1	33%	1	33%	1	33%	23
PARKING METER TECHNICIAN SUPERVISOR II	1	1	100%	1	100%	1	100%	35
PARKING SERVICES SUPERVISOR	1		0%	1	100%	1	100%	29
PAYROLL ANALYST	2	2	100%	2	100%	2	100%	32
PAYROLL SUPERVISOR	30	11	37%	12	40%	13	43%	24
PERFORMANCE ARTS DIRECTOR	1		0%		0%		0%	6
PERFORMANCE ARTS PROGRAM COORD I	2	1	50%	1	50%	1	50%	2
PERFORMANCE ARTS PROGRAM COORD II	1		0%		0%		0%	25
PERSONNEL ANALYST	52	2	4%	3	6%	3	6%	11
PERSONNEL DIRECTOR I	7	1	14%	1	14%	1	14%	25
PERSONNEL DIRECTOR II	4		0%		0%		0%	24
PERSONNEL DIRECTOR III	7	1	14%	2	29%	5	71%	29
PERSONNEL RECORDS SUPERVISOR	20	1	5%	1	5%	3	15%	17
PERSONNEL RESEARCH ANALYST I	13		0%		0%		0%	2
PERSONNEL RESEARCH ANALYST II	5		0%		0%		0%	2
PHARMACIST I	1		0%		0%		0%	4
PHOTOGRAPHER I	2	1	50%	1	50%	1	50%	11
PHOTOGRAPHER II	4	2	50%	2	50%	2	50%	19
PHOTOGRAPHER III	18	2	11%	3	17%	4	22%	9
PHYSICIAN I	1	1	100%	1	100%	1	100%	29
PHYSICIAN II	1		0%		0%		0%	5
PILE DRIVER SUPERVISOR	1		0%	1	100%	1	100%	23
PILE DRIVER WORKER I	8	1	13%	1	13%	1	13%	8
PILE DRIVER WORKER II	1		0%		0%		0%	8
PIPEFITTER	14	2	14%	3	21%	3	21%	12
PLANNING ASSISTANT	121	1	1%	1	1%	1	1%	3
PLANT EQUIPMENT TRAINEE	26	1	4%	1	4%	1	4%	3
PLASTERER	1		0%		0%		0%	26
PLAYGROUND EQUIPMENT SUPERVISOR	1	1	100%	1	100%	1	100%	24
PLUMBER	84	14	17%	14	17%	18	21%	9
PLUMBER SUPERVISOR	14	4	29%	5	36%	7	50%	19
PLUMBING INSPECTOR	23	1	4%	1	4%	3	13%	7
POLICE ADMINISTRATOR I	8	2	25%	3	38%	3	38%	25
POLICE ADMINISTRATOR II	3	2	67%	2	67%	2	67%	28
POLICE ADMINISTRATOR III	2		0%		0%		0%	15
POLICE CAPTAIN II	1		0%		0%		0%	28
POLICE DETECTIVE I	2		0%		0%		0%	13
POLICE DETECTIVE II	1		0%		0%		0%	2
POLICE LIEUTENANT I	1		0%		0%		0%	28
POLICE OFFICER I	2		0%		0%		0%	9
POLICE OFFICER II	17		0%		0%	1	6%	15
POLICE OFFICER III	4		0%		0%		0%	18
POLICE PERFORMANCE AUDITOR II	7		0%		0%		0%	7

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE

AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
POLICE PERFORMANCE AUDITOR III	21	3	14%	5	24%	5	24%	15
POLICE PERFORMANCE AUDITOR IV	4	2	50%	2	50%	3	75%	14
POLICE PSYCHOLOGIST I	10	2	20%	2	20%	2	20%	12
POLICE PSYCHOLOGIST II	1		0%		0%		0%	7
POLICE SERGEANT I	2		0%		0%		0%	21
POLICE SERGEANT II	1		0%		0%		0%	26
POLICE SERVICE ASSISTANT	1		0%		0%		0%	1
POLICE SERVICE REP	4		0%		0%		0%	4
POLICE SERVICE REPRESENTATIVE I	80		0%		0%		0%	1
POLICE SERVICE REPRESENTATIVE II	263	14	5%	16	6%	24	9%	13
POLICE SERVICE REPRESENTATIVE III	149	10	7%	22	15%	30	20%	21
POLICE SPECIAL INVESTIGATOR	20	4	20%	4	20%	4	20%	11
POLICE SURVEILLANCE SPECIALIST II	10	2	20%	2	20%	2	20%	18
POLICE SURVEILLANCE SPECIALIST III	3		0%		0%		0%	13
POLICE SURVEILLANCE SPECIALIST IV	1		0%		0%	1	100%	34
POLYGRAPH EXAMINER I	2		0%		0%		0%	17
POLYGRAPH EXAMINER II	5		0%		0%	1	20%	8
POLYGRAPH EXAMINER III	3		0%		0%		0%	7
POLYGRAPH EXAMINER IV	1		0%		0%		0%	17
PORT ELECTRICAL MECHANIC	15	5	33%	5	33%	6	40%	13
PORT ELECTRICAL MECHANICAL SUPERVISOR	3	1	33%	2	67%	3	100%	18
PORT MAINTENANCE SUPERVISOR	3		0%		0%		0%	18
PORT MARKETING MANAGER	3	1	33%	1	33%	1	33%	14
PORT PILOT I	2		0%		0%		0%	2
PORT PILOT II	11	1	9%	1	9%	1	9%	8
PORT POLICE OFFICER I	1		0%		0%		0%	6
PORT POLICE OFFICER III	3		0%	1	33%	1	33%	27
PORT POLICE SERGEANT	2	2	100%	2	100%	2	100%	26
PORT WARDEN I	1		0%		0%		0%	2
PORTFOLIO MANAGER I	4	2	50%	2	50%	2	50%	10
PORTFOLIO MANAGER II	1		0%		0%	1	100%	9
POWER SHOVEL OPERATOR	1		0%	1	100%	1	100%	9
PR ACCOUNTANT II	1	1	100%	1	100%	1	100%	19
PR CLERK	1		0%		0%		0%	15
PR PROJECT COORDINATOR	1		0%		0%		0%	7
PR PUBLIC RELATIONS REP	1		0%		0%		0%	2
PRE HIRE	1		0%		0%		0%	2
PRE-PRESS OPERATOR I	2		0%		0%		0%	6
PRINCIPAL ACCOUNTANT I	15	3	20%	3	20%	5	33%	13
PRINCIPAL ACCOUNTANT II	35	8	23%	11	31%	17	49%	19
PRINCIPAL ANIMAL KEEPER	1		0%		0%		0%	20
PRINCIPAL ARCHITECT	2		0%		0%		0%	6
PRINCIPAL CITY PLANNER	14	3	21%	4	29%	5	36%	21
PRINCIPAL CIVIL ENGINEER	19	7	37%	7	37%	7	37%	25
PRINCIPAL CIVIL ENGINEER PM III	2	1	50%	1	50%	1	50%	27
PRINCIPAL CIVIL ENGINEERING DRAFT TECH	4		0%		0%		0%	10
PRINCIPAL CLERK	56	9	16%	14	25%	14	25%	20
PRINCIPAL CLERK CITY ATTORNEY I	2		0%		0%		0%	19
PRINCIPAL CLERK CITY ATTORNEY II	15	7	47%	7	47%	8	53%	23
PRINCIPAL CLERK POLICE I	17	3	18%	3	18%	3	18%	20

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
PRINCIPAL CLERK POLICE II	26	8	31%	9	35%	10	38%	25
PRINCIPAL COMMUNICATIONS OPERATOR	10	2	20%	2	20%	2	20%	19
PRINCIPAL CONSTRUCTION INSPECTOR	23	9	39%	10	43%	11	48%	23
PRINCIPAL DEPUTY CONTROLLER	1		0%		0%		0%	9
PRINCIPAL DETENTION OFFICER	34	2	6%	3	9%	4	12%	22
PRINCIPAL ENVIRONMENTAL ENGINEER	3	1	33%	1	33%	1	33%	20
PRINCIPAL FINGERPRINT IDENTIFICATION EXPERT I	1	1	100%	1	100%	1	100%	25
PRINCIPAL FINGERPRINT IDENTIFICATION EXPERT II	1		0%		0%	1	100%	25
PRINCIPAL FORENSIC PRINT SPECIALIST	1	1	100%	1	100%	1	100%	35
PRINCIPAL GROUNDS MAINTENANCE SUPERVISOR II	7	1	14%	1	14%	2	29%	24
PRINCIPAL INSPECTOR	29	9	31%	13	45%	16	55%	21
PRINCIPAL LIBRARIAN I	14	3	21%	5	36%	6	43%	21
PRINCIPAL LIBRARIAN II	4	1	25%	1	25%	1	25%	23
PRINCIPAL PARK SERVICES ATTENDANT	5		0%	1	20%	2	40%	24
PRINCIPAL PHOTOGRAPHER	1		0%		0%		0%	29
PRINCIPAL PROJECT COORDINATOR	19	2	11%	2	11%	2	11%	10
PRINCIPAL PROPERTY OFFICER	6		0%	1	17%	1	17%	19
PRINCIPAL PUBLIC RELATIONS REPRESENTATIVE	16	2	13%	3	19%	4	25%	12
PRINCIPAL RECREATION SUPERVISOR I	6	3	50%	3	50%	3	50%	29
PRINCIPAL RECREATION SUPERVISOR II	7	2	29%	2	29%	2	29%	29
PRINCIPAL SECURITY OFFICER	10	2	20%	2	20%	2	20%	22
PRINCIPAL STOREKEEPER	5	1	20%	1	20%	2	40%	21
PRINCIPAL TAX AUDITOR	3	1	33%	1	33%	1	33%	16
PRINCIPAL TAX COMPLIANCE OFFICER	7	1	14%	1	14%	1	14%	24
PRINCIPAL TRANSPORTATION ENGINEER	7	3	43%	5	71%	5	71%	31
PRINCIPAL WORKERS COMPENSATION ANALYST	3	2	67%	2	67%	2	67%	23
PRINTING PRESS OPERATOR I	2		0%		0%		0%	20
PROCUREMENT ANALYST II	18	1	6%	1	6%	1	6%	10
PROCUREMENT SUPERVISOR	6	2	33%	2	33%	2	33%	20
PROGRAM AIDE	3		0%		0%		0%	10
PROGRAMMER/ANALYST II	1		0%		0%		0%	0
PROGRAMMER/ANALYST III	39	2	5%	2	5%	2	5%	6
PROGRAMMER/ANALYST IV	42	6	14%	6	14%	9	21%	11
PROGRAMMER/ANALYST V	31	6	19%	6	19%	8	26%	17
PROJECT ASSISTANT	37	3	8%	4	11%	5	14%	7
PROJECT COORDINATOR	52	2	4%	2	4%	5	10%	8
PROPERTY MANAGER I	4		0%		0%		0%	10
PROPERTY MANAGER II	1		0%		0%		0%	28
PROPERTY MANAGER III	6	1	17%	1	17%	1	17%	24
PROPERTY MANAGER IV	3	1	33%	1	33%	1	33%	25
PROPERTY OFFICER	71	7	10%	7	10%	8	11%	10
PUBLIC INFORMATION DIRECTOR I	17	3	18%	3	18%	3	18%	12
PUBLIC INFORMATION DIRECTOR II	8	1	13%	1	13%	1	13%	16
PUBLIC RELATIONS SPECIALIST I	6		0%		0%		0%	3
PUBLIC RELATIONS SPECIALIST II	17		0%	1	6%	1	6%	4
PUBLIC SAFETY RISK MANAGER	1		0%		0%		0%	12
REAL ESTATE ASSOCIATE II	1		0%		0%		0%	3
REAL ESTATE OFFICER	10	1	10%	1	10%	2	20%	7
REAL ESTATE TRAINEE	1		0%		0%		0%	6
RECREATION COORDINATOR	117	5	4%	6	5%	6	5%	10

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
RECREATION FACILITY DIRECTOR	116	10	9%	11	9%	16	14%	17
RECREATION SUPERVISOR	19	4	21%	5	26%	7	37%	27
REFUSE COLLECTION SUPERVISOR	59	12	20%	14	24%	16	27%	22
REFUSE COLLECTION TRUCK OPERATOR	1		0%		0%		0%	8
REFUSE COLLECTION TRUCK OPERATOR II	726	95	13%	105	14%	118	16%	12
REFUSE CREW FIELD INSTRUCTOR	19	3	16%	3	16%	3	16%	19
REHABILITATION CONSTRUCTION SPECIALIST I	17	2	12%	2	12%	2	12%	6
REHABILITATION CONSTRUCTION SPECIALIST II	14	5	36%	6	43%	6	43%	18
REHABILITATION CONSTRUCTION SPECIALIST ILL	5	2	40%	2	40%	2	40%	24
REHABILITATION PROJECT COORDINATOR I	1	1	100%	1	100%	1	100%	28
REHABILITATION PROJECT COORDINATOR II	1	1	100%	1	100%	1	100%	31
REPROGRAPHICS OPERATOR I	1	1	100%	1	100%	1	100%	18
REPROGRAPHICS SUPERVISOR I	1	1	100%	1	100%	1	100%	24
REVENUE MANAGER	1		0%		0%		0%	8
RIDESHARE PROGRAM ADMINISTRATOR	1		0%		0%		0%	21
RISK AND INSURANCE ASSISTANT	6	1	17%	2	33%	2	33%	23
RISK MGMT & PREVENTION PROGRAM MGR	1		0%		0%		0%	22
RISK MGMT & PREVENTION PROGRAM SPECIALIST	2	2	100%	2	100%	2	100%	32
RISK MANAGER I	2		0%		0%		0%	14
RISK MANAGER II	13	4	31%	5	38%	5	38%	22
RISK MANAGER III	2		0%		0%		0%	23
ROOFER	13	4	31%	4	31%	4	31%	14
ROOFER SUPERVISOR	2		0%	1	50%	1	50%	19
SAFETY ADMINISTRATOR	2	1	50%	1	50%	1	50%	19
SAFETY ENGINEER	11	1	9%	1	9%	1	9%	11
SAFETY ENGINEER ELEVATORS	10	1	10%	1	10%	1	10%	8
SAFETY ENGINEER PRESSURE VESSELS	6		0%		0%		0%	6
SAFETY ENGINEERING ASSOCIATE I	1		0%		0%		0%	3
SAFETY ENGINEERING ASSOCIATE II	7	2	29%	2	29%	2	29%	11
SANITATION SOLID RESOURCES MANAGER I	9	3	33%	5	56%	5	56%	28
SANITATION SOLID RESOURCES MANAGER II	7	2	29%	3	43%	3	43%	26
SANITATION WASTEWATER MANAGER I	6	3	50%	3	50%	3	50%	28
SANITATION WASTEWATER MANAGER II	6	1	17%	2	33%	2	33%	21
SANITATION WASTEWATER MANAGER III	5	4	80%	4	80%	4	80%	35
SECOND DEPUTY GEN MANAGER HARBOR	1		0%		0%		0%	7
SECRETARY	119	28	24%	33	28%	39	33%	19
SECURITY AIDE	2	1	50%	1	50%	1	50%	22
SECURITY OFFICER	421	68	16%	74	18%	82	19%	13
SENIOR ACCOUNTANT I	28	2	7%	3	11%	5	18%	10
SENIOR ACCOUNTANT II	83	23	28%	28	34%	33	40%	13
SENIOR ADMINISTRATIVE ANALYST I	19		0%		0%		0%	9
SENIOR ADMINISTRATIVE ANALYST II	21		0%	1	5%	1	5%	15
SENIOR ADMINISTRATIVE CLERK	683	129	19%	144	21%	170	25%	17
SENIOR ADMINISTRATIVE CLERK III	3	1	33%	2	67%	2	67%	26
SENIOR AIRPORT ENGINEER I	6	2	33%	2	33%	2	33%	26
SENIOR AIRPORT ENGINEER II	1	1	100%	1	100%	1	100%	32
SENIOR AIRPORT PLANNER	1	1	100%	1	100%	1	100%	20
SENIOR ANIMAL CONTROL OFFICER I	8		0%		0%	1	13%	22
SENIOR ANIMAL CONTROL OFFICER II	1		0%		0%		0%	17
SENIOR ANIMAL KEEPER	10		0%	1	10%	1	10%	14

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
SENIOR ARCHITECT	7	1	14%	1	14%	2	29%	20
SENIOR ARCHITECT DRAFTING TECHNICIAN	2	1	50%	1	50%	1	50%	19
SENIOR ASSISTANT CITY ATTORNEY	12	3	25%	3	25%	4	33%	24
SENIOR AUDITOR	13	3	23%	3	23%	4	31%	13
SENIOR AUTOMOTIVE SUPERVISOR	7	2	29%	2	29%	2	29%	21
SENIOR AVIONICS SPECIALIST	1		0%		0%		0%	20
SENIOR BENEFITS ANALYST I	22	2	9%	2	9%	2	9%	16
SENIOR BENEFITS ANALYST II	11	4	36%	4	36%	4	36%	25
SENIOR BUILDING INSPECTOR	38	16	42%	21	55%	22	58%	16
SENIOR BUILDING MECHANICAL INSPECTOR	39	16	41%	18	46%	20	51%	17
SENIOR BUILDING OPERATING ENGINEER	9	6	67%	6	67%	6	67%	18
SENIOR CARPENTER	15	6	40%	7	47%	9	60%	14
SENIOR CHEMIST	15	6	40%	6	40%	6	40%	16
SENIOR CITY PLANNER	35	1	3%	1	3%	2	6%	15
SENIOR CIVIL ENGINEER	53	7	13%	10	19%	10	19%	20
SENIOR CIVIL ENGINEERING DRAFTING TECH	7	1	14%	1	14%	1	14%	13
SENIOR COMMUNICATIONS ELECTRICIAN	19	3	16%	4	21%	4	21%	19
SENIOR COMMUNICATIONS ELECTRICIAN SUPVR	3	1	33%	2	67%	2	67%	29
SENIOR COMMUNICATIONS ENGINEER	11	6	55%	7	64%	8	73%	28
SENIOR COMMUNICATIONS OPERATOR I	6		0%		0%		0%	12
SENIOR COMMUNICATIONS OPERATOR II	9	1	11%	1	11%	1	11%	18
SENIOR COMPUTER OPERATOR II	1	1	100%	1	100%	1	100%	41
SENIOR CONSTRUCTION ENGINEER	2		0%		0%		0%	18
SENIOR CONSTRUCTION ESTIMATOR	3		0%		0%		0%	7
SENIOR CONSTRUCTION INSPECTOR	70	29	41%	33	47%	37	53%	20
SENIOR CONTROLLER AUDIT ANALYST I	2		0%		0%		0%	1
SENIOR CRIME & INTELLIGENCE ANALYST	2		0%		0%		0%	11
SENIOR DETENTION OFFICER	84	6	7%	6	7%	7	8%	17
SENIOR DUPLICATING MACHINE OPERATOR	1	1	100%	1	100%	1	100%	35
SENIOR ELECTRICAL ENGINRNG DRAFTING TECH	1	1	100%	1	100%	1	100%	38
SENIOR ELECTRICAL INSPECTOR	10	5	50%	5	50%	6	60%	20
SENIOR ELECTRICIAN	10	2	20%	2	20%	2	20%	12
SENIOR ENVIRONMENTAL COMPLIANCE INSPECTOR	42	9	21%	9	21%	12	29%	14
SENIOR ENVIRONMENTAL ENGINEER	17	10	59%	10	59%	10	59%	26
SENIOR EQUIPMENT MECHANIC	26	3	12%	4	15%	5	19%	17
SENIOR EVENT ATTENDANT	1		0%		0%		0%	25
SENIOR FIRE PROTECTION ENGINEER	1	1	100%	1	100%	1	100%	32
SENIOR FIRE SPRINKLER INSPECTOR	6	2	33%	2	33%	3	50%	16
SENIOR FIRE STATISTICAL ANALYST	3		0%		0%		0%	4
SENIOR FORENSIC PRINT SPECIALIST	8	2	25%	2	25%	3	38%	27
SENIOR GARDENER	116	16	14%	22	19%	27	23%	15
SENIOR HEARING OFFICER	2		0%		0%		0%	25
SENIOR HEATING & REFRIGERATION INSPCTR	7	2	29%	3	43%	3	43%	17
SENIOR HEAVY DUTY EQUIPMENT MECHANIC	7	2	29%	2	29%	2	29%	16
SENIOR HOUSING INSPECTOR	29	12	41%	12	41%	13	45%	21
SENIOR HOUSING INVESTIGATOR I	6	1	17%	1	17%	2	33%	16
SENIOR HOUSING INVESTIGATOR II	2		0%		0%		0%	17
SENIOR HOUSING PLANNING & ECONOMIC ANLYST	3		0%		0%		0%	9
SENIOR LABOR RELATIONS SPECIALIST II	8	1	13%	1	13%	1	13%	20
SENIOR LABOR RELATIONS SPECIALIST III	1		0%		0%		0%	26

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
SENIOR LEGAL ASSISTANT	3	1	33%	1	33%	2	67%	27
SENIOR LEGAL CLERK I	9	1	11%	1	11%	1	11%	13
SENIOR LEGAL CLERK II	3	1	33%	1	33%	1	33%	26
SENIOR LEGISLATIVE ASSISTANT	1		0%		0%		0%	15
SENIOR LIBRARIAN	99	22	22%	24	24%	28	28%	18
SENIOR MANAGEMENT ANALYST I	279	41	15%	47	17%	54	19%	18
SENIOR MANAGEMENT ANALYST II	182	30	16%	35	19%	42	23%	22
SENIOR PAINTER	4	2	50%	2	50%	2	50%	15
SENIOR PAINTER II	1		0%		0%		0%	5
SENIOR PARK MAINTENANCE SUPERVISOR	13	3	23%	4	31%	4	31%	24
SENIOR PARK RANGER I	6	1	17%	1	17%	1	17%	15
SENIOR PARK RANGER II	2	2	100%	2	100%	2	100%	32
SENIOR PARK SERVICES ATTENDANT	9		0%		0%		0%	14
SENIOR PARKING ATTENDANT I	4	2	50%	2	50%	2	50%	26
SENIOR PERSONNEL ANALYST I	86	9	10%	11	13%	13	15%	18
SENIOR PERSONNEL ANALYST II	43	10	23%	11	26%	14	33%	22
SENIOR PHOTOGRAPHER I	2	2	100%	2	100%	2	100%	30
SENIOR PHOTOGRAPHER II	2		0%		0%		0%	17
SENIOR PLUMBER	11	2	18%	2	18%	2	18%	17
SENIOR PLUMBING INSPECTOR	7	2	29%	2	29%	3	43%	17
SENIOR POLICE SERVICES REP I	48		0%	3	6%	8	17%	23
SENIOR POLICE SERVICES REP II	9	2	22%	3	33%	5	56%	29
SENIOR PORT ELECTRICAL MECHANIC	4	3	75%	4	100%	4	100%	22
SENIOR PROJECT ASSISTANT	13	3	23%	3	23%	4	31%	11
SENIOR PROJECT COORDINATOR	51	2	4%	3	6%	3	6%	9
SENIOR PROPERTY OFFICER	14	2	14%	2	14%	3	21%	15
SENIOR REAL ESTATE OFFICER	20	5	25%	6	30%	6	30%	15
SENIOR RECREATION DIRECTOR	68	9	13%	10	15%	13	19%	23
SENIOR ROOFER	3	1	33%	1	33%	1	33%	12
SENIOR SAFETY ENGINEER ELEVATORS	7	1	14%	1	14%	1	14%	13
SENIOR SAFETY ENGINEER PRESSURE VESSELS	2	1	50%	1	50%	1	50%	12
SENIOR SECURITY OFFICER	46	13	28%	13	28%	15	33%	19
SENIOR STOREKEEPER	19	6	32%	7	37%	9	47%	18
SENIOR STREET LIGHTING ENGINEER	3	2	67%	2	67%	2	67%	29
SENIOR STREET SERVICES INVESTIGATOR II	8	1	13%	3	38%	3	38%	23
SENIOR STRUCTURAL ENGINEER	6	3	50%	3	50%	3	50%	23
SENIOR SURVEY SUPERVISOR	3	1	33%	1	33%	1	33%	23
SENIOR SYSTEMS ANALYST I	75	15	20%	16	21%	18	24%	18
SENIOR SYSTEMS ANALYST II	63	13	21%	16	25%	21	33%	22
SENIOR TAX AUDITOR	20	4	20%	4	20%	5	25%	18
SENIOR TRAFFIC SUPERVISOR I	69	16	23%	17	25%	20	29%	21
SENIOR TRAFFIC SUPERVISOR II	14	5	36%	5	36%	7	50%	26
SENIOR TRAFFIC SUPERVISOR III	5	5	100%	5	100%	5	100%	37
SENIOR TRANSPORTATION ENGINEER	15	5	33%	5	33%	6	40%	26
SENIOR TRANSPORTATION INVESTIGATOR	6	2	33%	2	33%	2	33%	31
SENIOR WASTEWATER TREATMENT OPERATOR	8		0%		0%	1	13%	13
SENIOR WATER BIOLOGIST	2	1	50%	1	50%	1	50%	15
SENIOR WATER MICROBIOLOGIST	1		0%		0%		0%	25
SENIOR WINDOW CLEANER - AIRPORT	2		0%	1	50%	1	50%	18
SENIOR WITNESS SERVICE COORDINATOR	2	1	50%	1	50%	1	50%	28

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE

AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
SENIOR WORKERS COMPENSATION ANALYST	11	2	18%	2	18%	2	18%	11
SERVICE COORDINATOR	8		0%	1	13%	1	13%	14
SHEET METAL SUPERVISOR	1	1	100%	1	100%	1	100%	25
SHEET METAL WORKER	5		0%		0%		0%	15
SHIFT SUPT WASTEWATER TREATMENT I	6	2	33%	2	33%	2	33%	21
SHIFT SUPT WASTEWATER TREATMENT II	3	1	33%	1	33%	1	33%	20
SHIP CARPENTER	2	1	50%	1	50%	1	50%	16
SIGN PAINTER	6	3	50%	3	50%	3	50%	11
SIGN SHOP SUPERVISOR	1		0%	1	100%	1	100%	18
SIGNAL SYSTEM ELECTRICIAN	82	9	11%	12	15%	13	16%	10
SIGNAL SYSTEM SUPERVISOR I	11	4	36%	5	45%	5	45%	18
SIGNAL SYSTEM SUPERVISOR II	3	1	33%	1	33%	1	33%	31
SIGNAL SYSTEMS SUPERINTENDENT	1		0%		0%		0%	25
SOCIAL WORKER I	3		0%		0%		0%	3
SOCIAL WORKER II	2		0%		0%		0%	13
SOCIAL WORKER III	2		0%		0%		0%	1
SOLID RESOURCE SUPERINTENDENT	10	1	10%	2	20%	2	20%	24
SOLID WASTE DISPOSAL SUPT II	2	2	100%	2	100%	2	100%	34
SPECIAL INVESTIGATOR I	22		0%		0%		0%	7
SPECIAL INVESTIGATOR II	10		0%	1	10%	1	10%	5
SR CUSTODIAN	1		0%		0%		0%	25
SR CUSTODIAN I	32	4	13%	4	13%	4	13%	12
SR CUSTODIAN II	21	2	10%	2	10%	3	14%	13
STOREKEEPER	9		0%		0%		0%	3
STOREKEEPER I	2		0%		0%		0%	8
STOREKEEPER II	55	8	15%	8	15%	10	18%	11
STOREKEEPER M	13	3	23%	3	23%	3	23%	14
STORES SUPERVISOR	1	1	100%	1	100%	1	100%	35
STREET LTG CONSTRUCTION & MAINT SUPT I	4	2	50%	2	50%	2	50%	28
STREET LTG CONSTRUCTION & MAINT SUPT II	1	1	100%	1	100%	1	100%	31
STREET LTG ELECTRICIAN	41	4	10%	6	15%	7	17%	13
STREET LTG ELECTRICIAN SUPERVISOR	15	4	27%	4	27%	4	27%	18
STREET LTG ENGINEER	4	2	50%	2	50%	2	50%	28
STREET LTG ENGINEERING ASSOCIATE I	7		0%		0%		0%	2
STREET LTG ENGINEERING ASSOCIATE II	37	4	11%	4	11%	4	11%	11
STREET LTG ENGINEERING ASSOCIATE III	14	3	21%	3	21%	3	21%	15
STREET LTG ENGINEERING ASSOCIATE IV	3	2	67%	2	67%	2	67%	27
STREET SERVICES GENERAL SUPT I	4		0%	1	25%	1	25%	26
STREET SERVICES GENERAL SUPT II	2	1	50%	2	100%	2	100%	33
STREET SERVICES INVESTIGATOR	33	5	15%	5	15%	5	15%	16
STREET SERVICES SUPERINTENDENT I	21	7	33%	9	43%	9	43%	25
STREET SERVICES SUPERINTENDENT II	6	1	17%	1	17%	2	33%	26
STREET SERVICES SUPERVISOR I	25	9	36%	9	36%	11	44%	24
STREET SERVICES SUPERVISOR II	21	5	24%	6	29%	8	38%	23
STREET SERVICES WORKER I	50	1	2%	2	4%	3	6%	7
STREET SERVICES WORKER II	15	1	7%	1	7%	1	7%	10
STREET SERVICES WORKER III	1	1	100%	1	100%	1	100%	27
STREET TREE SUPERINTENDENT I	6	3	50%	3	50%	3	50%	24
STREET TREE SUPERINTENDENT II	1		0%		0%		0%	25
STRUCTURAL ENGINEER	8		0%		0%		0%	11

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE

AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
STRUCTURAL ENGINEERING ASSOC I	27		0%		0%		0%	2
STRUCTURAL ENGINEERING ASSOC II	94	5	5%	5	5%	5	5%	8
STRUCTURAL ENGINEERING ASSOC III	34	2	6%	2	6%	2	6%	12
STRUCTURAL ENGINEERING ASSOC IV	17	2	12%	3	18%	4	24%	21
SUPERINTENDENT OF BUILDING	1	1	100%	1	100%	1	100%	38
SUPERINT OF PLANNING & CONSTRUCTION	1		0%		0%		0%	20
SUPERINT OF REC & PARKS OPERATIONS	8	3	38%	4	50%	4	50%	28
SUPERVISING CRIMINALIST	18	1	6%	1	6%	1	6%	19
SUPERVISING TRANSPORTATION PLANNER I	20	4	20%	5	25%	5	25%	12
SUPERVISING TRANSPORTATION PLANNER II	6	1	17%	1	17%	1	17%	14
SUPPLY SERVICES MANAGER I	1		0%		0%		0%	30
SUPPLY SERVICES MANAGER II	1	1	100%	1	100%	1	100%	37
SUPPLY SERVICES PAYMENT CLERK	30	8	27%	9	30%	9	30%	16
SURVEY PARTY CHIEF I	23	6	26%	7	30%	8	35%	13
SURVEY PARTY CHIEF II	14	2	14%	4	29%	5	36%	18
SURVEY SUPERVISOR	3		0%		0%		0%	17
SYSTEMS ADMINISTRATOR I	33	1	3%	1	3%	2	6%	10
SYSTEMS ADMINISTRATOR II	61	8	13%	11	18%	14	23%	17
SYSTEMS ADMINISTRATOR III	48	10	21%	12	25%	13	27%	21
SYSTEMS AIDE	2	1	50%	1	50%	1	50%	18
SYSTEMS ANALYST	203	16	8%	19	9%	21	10%	9
SYSTEMS ANALYST II	2		0%		0%		0%	16
SYSTEMS PROGRAMMER III	1		0%		0%		0%	8
TAX AUDITOR	1		0%		0%		0%	7
TAX AUDITOR I	4		0%		0%		0%	5
TAX AUDITOR II	48	4	8%	6	13%	6	13%	12
TAX COMPLIANCE AIDE	2		0%		0%		0%	13
TAX COMPLIANCE OFFICER I	15		0%		0%		0%	13
TAX COMPLIANCE OFFICER II	42	5	12%	5	12%	7	17%	14
TAX COMPLIANCE OFFICER III	16	2	13%	3	19%	5	31%	20
TAX RENEWAL ASSISTANT II	1		0%		0%		0%	22
TELECOMM PLANNING & UTILIZATION OFCR	1	1	100%	1	100%	1	100%	29
TELECOMM REGULATORY OFFICER I	1		0%		0%		0%	8
TELEVISION ENGINEER	2		0%		0%		0%	2
TILE SETTER	1		0%		0%	1	100%	9
TIRE REPAIRER	8	2	25%	2	25%	2	25%	10
TIRE REPAIRER SUPVR	1		0%		0%		0%	18
TITLE EXAMINER	3		0%		0%		0%	5
TRAFFIC MANAGER	9	2	22%	2	22%	2	22%	18
TRAFFIC MARKING & SIGNING SUPT I	7	3	43%	3	43%	3	43%	19
TRAFFIC MARKING & SIGNING SUPT II	3	2	67%	2	67%	2	67%	33
TRAFFIC MARKING & SIGNING SUPT III	1		0%		0%		0%	20
TRAFFIC OFFICER I	58		0%		0%		0%	1
TRAFFIC OFFICER II	487	48	10%	55	11%	69	14%	13
TRAFFIC PAINTER AND SIGN POSTER I	6		0%		0%		0%	5
TRAFFIC PAINTER AND SIGN POSTER II	24	4	17%	5	21%	5	21%	12
TRAFFIC PAINTER AND SIGN POSTER III	21	3	14%	3	14%	3	14%	18
TRANSITIONAL WORKER	11	4	36%	4	36%	4	36%	14
TRANSPORT ENG ASSOC II	1	1	100%	1	100%	1	100%	15
TRANSPORTATION ENGINEER	48	6	13%	12	25%	16	33%	23

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

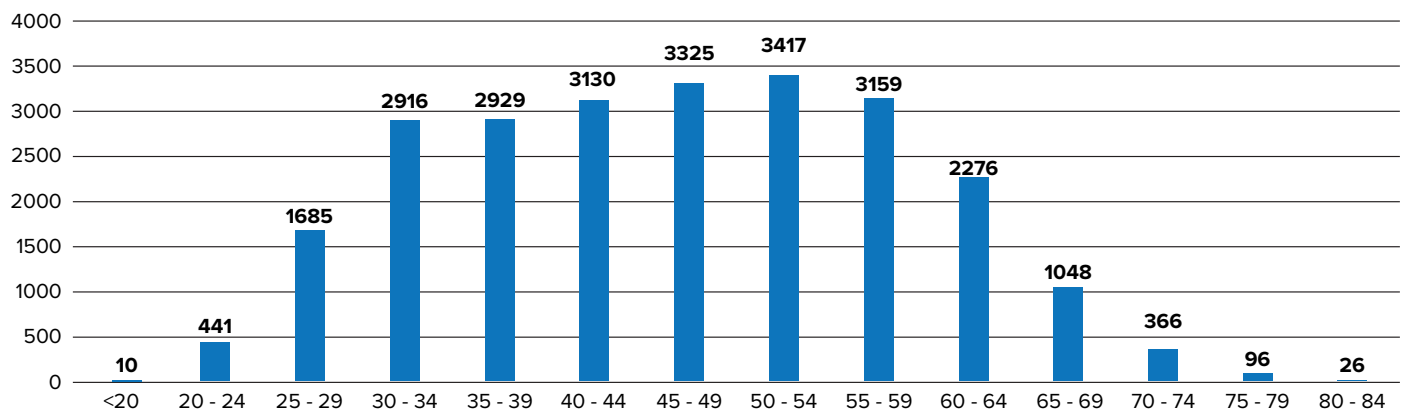
JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
TRANSPORTATION ENGINEERING AIDE I	19	5	26%	7	37%	7	37%	17
TRANSPORTATION ENGINEERING AIDE II	5	2	40%	3	60%	5	100%	23
TRANSPORTATION ENGINEERING ASSOC I	51		0%		0%		0%	1
TRANSPORTATION ENGINEERING ASSOC II	87	9	10%	11	13%	12	14%	9
TRANSPORTATION ENGINEERING ASSOC III	56	11	20%	12	21%	12	21%	17
TRANSPORTATION ENGINEERING ASSOC IV	12	1	8%	2	17%	2	17%	22
TRANSPORTATION INVESTIGATOR	10	1	10%	1	10%	1	10%	17
TRANSPORTATION PLANNING ASSOCIATE I	1		0%		0%		0%	1
TRANSPORTATION PLANNING ASSOCIATE II	41	2	5%	2	5%	2	5%	8
TREASURY ACCOUNTANT	6	1	17%	1	17%	1	17%	13
TREE SURGEON	95	4	4%	4	4%	5	5%	7
TREE SURGEON ASSISTANT	18	1	6%	1	6%	1	6%	7
TREE SURGEON SUPERVISOR I	46	7	15%	7	15%	7	15%	14
TREE SURGEON SUPERVISOR II	13	3	23%	3	23%	4	31%	20
TRUCK OPERATOR	50	5	10%	6	12%	7	14%	7
UPHOLSTERER	3	1	33%	1	33%	1	33%	12
VETERINARIAN II	3	1	33%	2	67%	2	67%	11
VETERINARY TECHNICIAN	32	4	13%	4	13%	4	13%	11
VIDEO PRODUCTION COORDINATOR	2		0%		0%		0%	7
VIDEO TECHNICIAN II	5		0%		0%	1	20%	10
VOCATIONAL WORKER ANIMAL CARE TECH	29		0%		0%		0%	2
VOCATIONAL WORKER CUSTODIAN	34		0%		0%		0%	1
VOCATIONAL WORKER GARAGE ATTENDANT	8		0%		0%		0%	0
VOCATIONAL WORKER GARDENER CARETAKER	12	1	8%	1	8%	1	8%	3
VOCATIONAL WORKER I	8		0%		0%		0%	1
VOCATIONAL WORKER II	24		0%		0%		0%	0
VOCATIONAL WORKER MAINT LABORER	29	1	3%	1	3%	1	3%	2
VOCATIONAL WORKER ST SERVICES WORKER	4		0%		0%		0%	0
VOCATIONAL WORKER TREE SURGEON ASST	1		0%		0%		0%	1
VOC WORKER WAREHS & TOOLRM WORKER	3		0%		0%		0%	0
VOLUNTEER COORDINATOR	1		0%		0%		0%	23
W/WTR COLL SUPERVISOR	1	1	100%	1	100%	1	100%	23
W/WTR COLL WORKER I	4		0%		0%		0%	1
W/WTR COLL WORKER II	7	2	29%	2	29%	2	29%	11
WAREHOUSE & TOOLROOM ASST	6		0%		0%		0%	1
WAREHOUSE & TOOLROOM WORKER I	14	3	21%	3	21%	6	43%	12
WAREHOUSE & TOOLROOM WORKER II	20	4	20%	5	25%	5	25%	12
WASTEWATER CONVEYANCE OPERATOR I	27		0%		0%		0%	1
WASTEWATER CONVEYANCE OPERATOR II	154	21	14%	23	15%	24	16%	12
WASTEWATER CONVEYANCE SUPERVISOR	13	3	23%	3	23%	4	31%	20
WASTEWATER TREATMENT ELECTRICAL SUPERVSR	5	1	20%	1	20%	1	20%	16
WASTEWATER TREATMENT ELECTRICIAN I	39	3	8%	3	8%	3	8%	6
WASTEWATER TREATMENT ELECTRICIAN II	6	3	50%	3	50%	4	67%	12
WASTEWATER TREATMENT LAB MGR I	2		0%		0%		0%	18
WASTEWATER TREATMENT LAB MGR II	2	2	100%	2	100%	2	100%	33
WASTEWATER TREATMENT LAB MGR III	1	1	100%	1	100%	1	100%	36
WASTEWATER TREATMENT MECHANIC	55	13	24%	13	24%	13	24%	15
WASTEWATER TREATMENT MECHANIC SUPERVSR	5		0%		0%		0%	16
WASTEWATER TREATMENT OPERATOR I	65	12	18%	12	18%	13	20%	11
WASTEWATER TREATMENT OPERATOR II	27	4	15%	4	15%	5	19%	15

CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION & PAYGRADE AS OF JUNE 30th - 2024, 2025, 2026

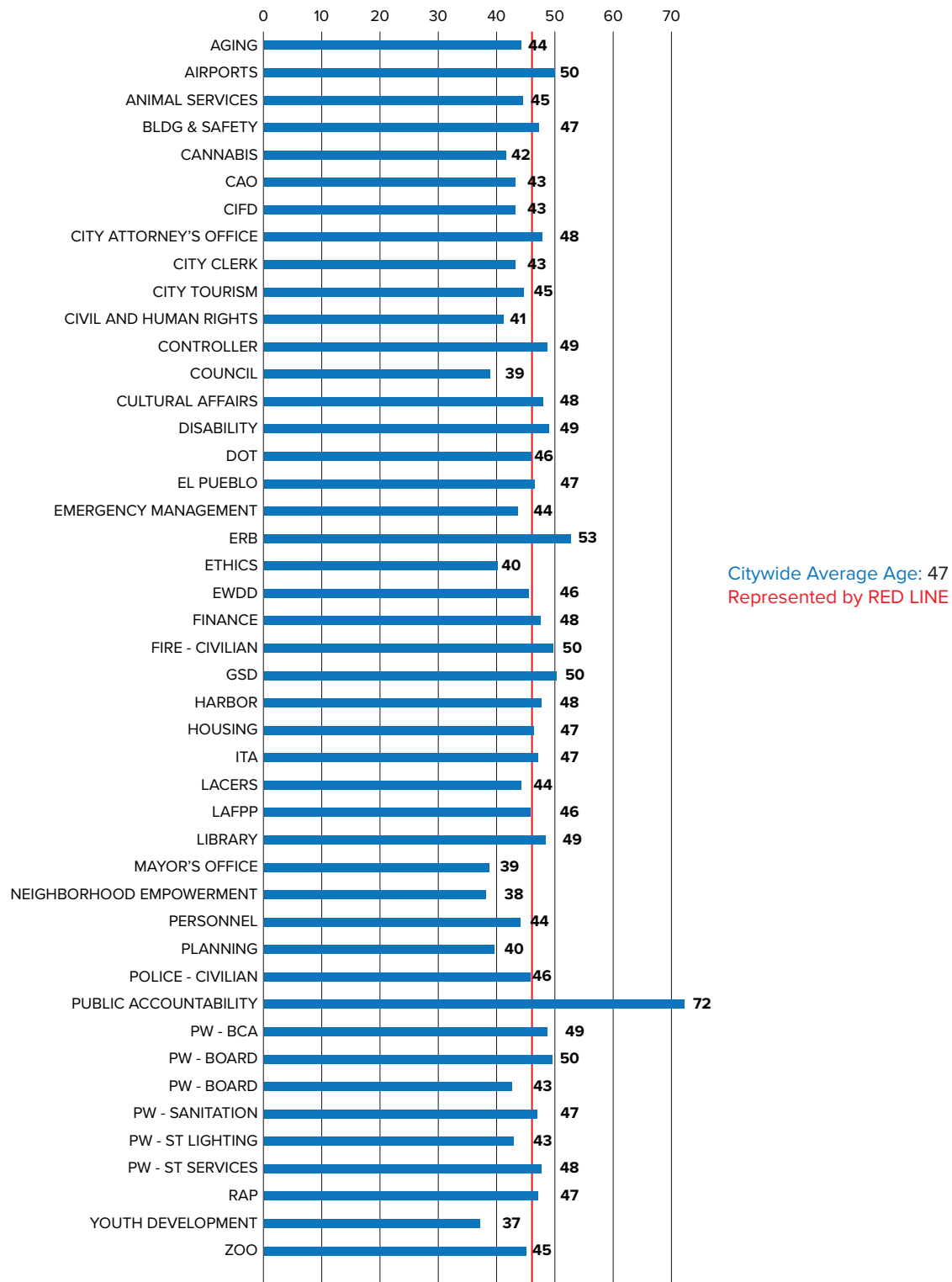
(Job Classification paygrades with 75%+ eligibility in 2025 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
WASTEWATER TREATMENT OPERATOR III	35	8	23%	8	23%	9	26%	14
WATER BIOLOGIST I	5		0%		0%		0%	4
WATER BIOLOGIST II	9		0%		0%		0%	13
WATER BIOLOGIST III	3		0%		0%		0%	13
WATER MICROBIOLOGIST II	2		0%		0%		0%	17
WELDER	52	4	8%	4	8%	4	8%	7
WELDER SUPERVISOR	5	1	20%	1	20%	1	20%	16
WHARFINGER I	7		0%		0%	1	14%	12
WHARFINGER II	2		0%		0%		0%	13
WINDOW CLEANER	15	2	13%	3	20%	3	20%	14
WITNESS SERVICE COORDINATOR	37	2	5%	2	5%	2	5%	9
WORKERS COMP ADMINISTRATOR I	2	1	50%	1	50%	1	50%	23
WORKERS COMP ADMINISTRATOR II	1		0%		0%		0%	11
WORKERS' COMP ANALYST	23	5	22%	7	30%	7	30%	14
WORKERS' COMP CLAIMS ASSISTANT	11	1	9%	1	9%	1	9%	12
X-RAY & LABORATORY TECHNICIAN II	1	1	100%	1	100%	1	100%	36
ZOO ASSISTANT GENERAL MANAGER	2	1	50%	1	50%	1	50%	18
ZOO CURATOR	2		0%	1	50%	1	50%	26
ZOO CURATOR OF BIRDS	1		0%		0%		0%	18
ZOO CURATOR OF EDUCATION II	8		0%		0%		0%	5
ZOO CURATOR OF EDUCATION III	3		0%		0%		0%	13
ZOO CURATOR OF EDUCATION IV	1		0%		0%		0%	9
ZOO NUTRITIONIST	1		0%		0%		0%	6
ZOO REGISTRAR	1		0%		0%		0%	25
ZOO RESEARCH & CONSERVATION DIR	2	1	50%	1	50%	1	50%	22
ZOO VETERINARIAN II	2		0%		0%		0%	4
ZOO VETERINARIAN III	1		0%		0%		0%	7

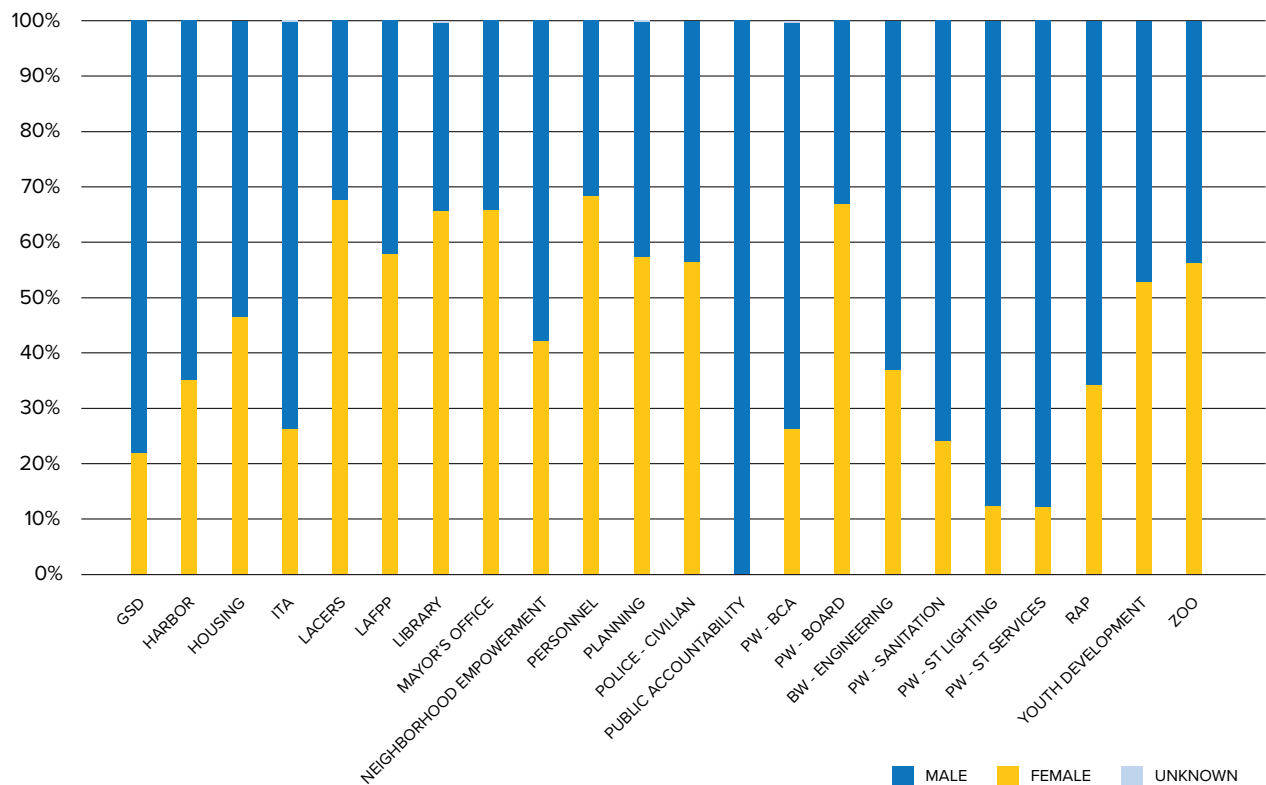
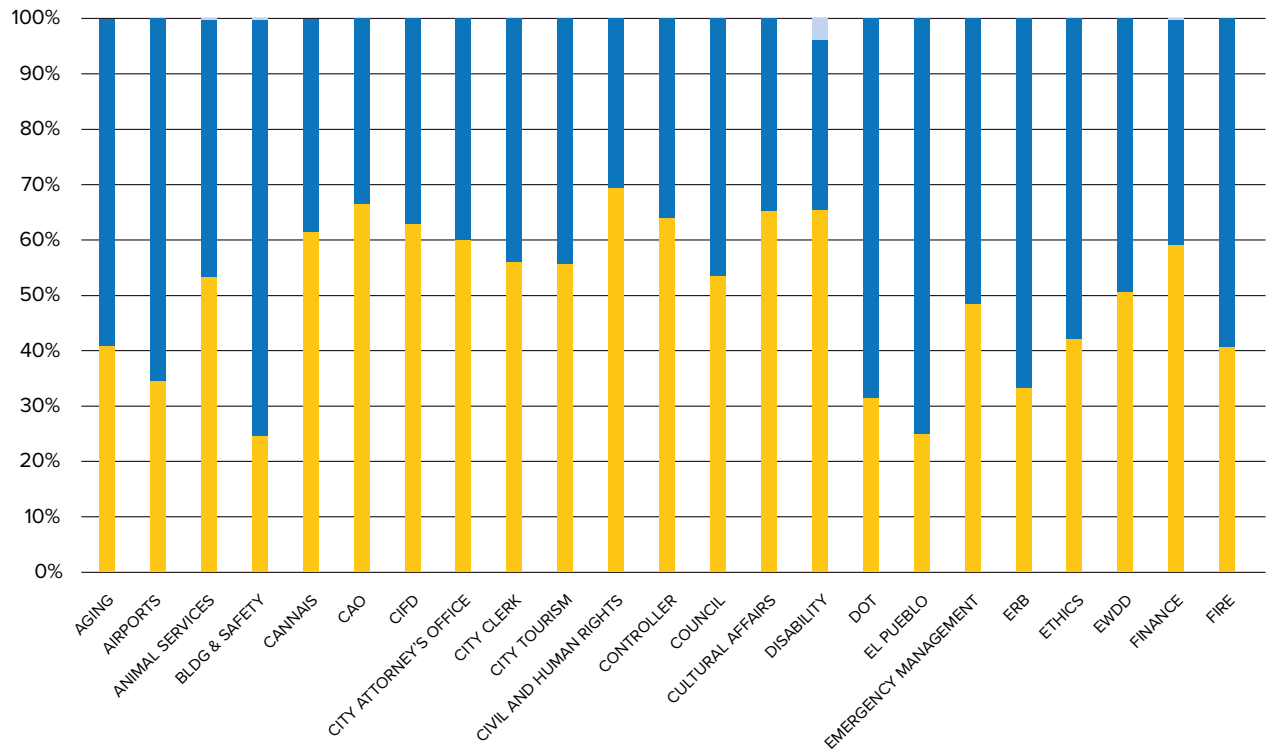
CITY EMPLOYEES BY AGE



AVERAGE AGE BY DEPARTMENT



GENDER BY DEPARTMENT



JOB CLASSIFICATIONS WITH LOW PERCENTAGE OF MALE INCUMBENTS

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

JOB CLASSIFICATION TITLE	FEMALE		MALE		OTHER		TOTAL NUMBER
	#	%	#	%	#	%	
LIBRARIAN III	35	80%	9	20%		0%	44
PRINCIPAL COMMUNICATIONS OPERATOR	8	80%	2	20%		0%	10
SUPPLY SERVICES PAYMENT CLERK	24	80%	6	20%		0%	30
COMMUNICATIONS INFORMATION REP III	66	80%	16	20%		0%	82
COMMUNICATIONS INFORMATION REP II	97	81%	23	19%		0%	120
SENIOR PERSONNEL ANALYST II	35	81%	8	19%		0%	43
COMMUN INFO REPRESENTATIVE ASSISTANT	9	82%	2	18%		0%	11
WORKERS' COMPENSATION CLAIMS ASSISTANT	9	82%	2	18%		0%	11
BENEFITS SPECIALIST	60	82%	13	18%		0%	73
PRINCIPAL CLERK POLICE I	14	82%	3	18%		0%	17
PAYROLL SUPERVISOR	25	83%	5	17%		0%	30
SENIOR ADMINISTRATIVE ANALYST I	16	84%	3	16%		0%	19
CHILD CARE ASSOCIATE II	11	85%	2	15%		0%	13
FORENSIC PRINT SPECIALIST II	11	85%	2	15%		0%	13
MAYORAL AIDE III	18	86%	3	14%		0%	21
LEGAL SECRETARY III	19	86%	3	14%		0%	22
POLICE SERVICE REPRESENTATIVE II	228	87%	35	13%		0%	263
WITNESS SERVICE COORDINATOR	33	89%	4	11%		0%	37
LIBRARIAN I	40	85%	5	11%	2	4%	47
ACCOUNTING CLERK ASSISTANT	9	90%	1	10%		0%	10
SENIOR WORKERS COMPENSATION ANALYST	10	91%	1	9%		0%	11
COMMISSION EXECUTIVE ASSISTANT II	11	92%	1	8%		0%	12
PRINCIPAL CLERK CITY ATTORNEY II	14	93%	1	7%		0%	15
SECRETARY	113	95%	6	5%		0%	119
PERSONNEL RECORDS SUPERVISOR	19	95%	1	5%		0%	20
EXECUTIVE ADMINISTRATIVE ASSISTANT II	65	97%	2	3%		0%	67
CHILD CARE CENTER DIRECTOR II	10	100%		0%		0%	10
EXECUTIVE ADMINISTRATIVE ASSISTANT III	33	100%		0%		0%	33

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		OTHER		TOTAL NUMBER
	#	%	#	%	#	%	
ELECTRICAL ENGINEERING ASSOCIATE II	2	20%	8	80%		0%	10
SENIOR ELECTRICAL INSPECTOR	2	20%	8	80%		0%	10
SPECIAL INVESTIGATOR II	2	20%	8	80%		0%	10
TRANSPORTATION INVESTIGATOR	2	20%	8	80%		0%	10
ASSISTANT INSPECTOR II	5	20%	20	80%		0%	25
PARK RANGER	5	20%	20	80%		0%	25
SECURITY OFFICER	84	20%	336	80%	1	0%	421
AIRPORT POLICE SERGEANT	12	20%	49	80%		0%	61
SAFETY ENGINEER	2	18%	9	82%		0%	11
SENIOR COMMUNICATIONS ENGINEER	2	18%	9	82%		0%	11
STREET SERVICES INVESTIGATOR	6	18%	27	82%		0%	33
STRUCTURAL ENGINEERING ASSOCIATE II	17	18%	77	82%		0%	94
AIRPORT POLICE OFFICER II	23	18%	105	82%		0%	128
CHIEF OF OPERATIONS II	3	18%	14	82%		0%	17
SYSTEMS ANALYST	35	17%	168	83%		0%	203
CITY ATTORNEY INVESTIGATOR II	2	17%	10	83%		0%	12
FIRE SPECIAL INVESTIGATOR	2	17%	10	83%		0%	12
TRANSPORTATION ENGINEER	8	17%	40	83%		0%	48
VOCATIONAL WORKER II	4	17%	20	83%		0%	24
PRINCIPAL CIVIL ENGINEER	3	16%	16	84%		0%	19
SENIOR PARK MAINTENANCE SUPERVISOR	2	15%	11	85%		0%	13
AIRPORT SUPERINTENDENT OF OPERATIONS III	5	15%	28	85%		0%	33
MAINTENANCE LABORER	75	15%	442	85%		0%	517
AIRPORT POLICE LIEUTENANT	2	13%	13	87%		0%	15
GOLF STARTER	2	13%	13	87%		0%	15
STREET SERVICES WORKER II	2	13%	13	87%		0%	15
SURVEY PARTY CHIEF I	3	13%	20	87%		0%	23
IT SPECIALIST	2	13%	14	88%		0%	16
AIRPORT SUPERINTENDENT OF OPERATIONS II	6	12%	43	88%		0%	49
STREET SERVICES WORKER I	6	12%	44	88%		0%	50
MECHANICAL ENGINEERING ASSOCIATE II	2	12%	15	88%		0%	17
REHABILITATION CONSTRUCTION SPECIALIST I	2	12%	15	88%		0%	17
MOTOR SWEEPER OPERATOR	12	12%	91	88%		0%	103
PLANT EQUIPMENT TRAINEE	3	12%	23	88%		0%	26
SYSTEMS ADMINISTRATOR II	7	11%	54	89%		0%	61
MATERIALS TESTING TECHNICIAN II	4	11%	31	89%		0%	35
SENIOR COMMUNICATIONS ELECTRICIAN	2	11%	17	89%		0%	19
PROGRAMMER/ANALYST III	4	10%	34	87%	1	3%	39
CHIEF INSPECTOR	1	10%	9	90%		0%	10
REAL ESTATE OFFICER	1	10%	9	90%		0%	10
SENIOR ELECTRICIAN	1	10%	9	90%		0%	10
STREET SERVICES SUPERINTENDENT I	2	10%	19	90%		0%	21
AIRPORT ENGINEER I	1	9%	10	91%		0%	11
MATERIALS TESTING ENGINEERING ASSOCIATE II	1	9%	10	91%		0%	11
SIGNAL SYSTEM SUPERVISOR I	1	9%	10	91%		0%	11
REFUSE COLLECTION SUPERVISOR	5	8%	54	92%		0%	59
AIRPORT SUPERINTENDENT OF OPERATIONS I	2	8%	22	92%		0%	24
AIRPORTS MAINTENANCE SUPERINTENDENT	1	8%	11	92%		0%	12
BUILDING CIVIL ENGINEER II	1	8%	11	92%		0%	12
ELECTRICIAN SUPERVISOR	1	8%	11	92%		0%	12

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		OTHER		TOTAL NUMBER
	#	%	#	%	#	%	
TRANSPORTATION ENGINEERING ASSOCIATE IV	1	8%	11	92%		0%	12
TRAFFIC PAINTER AND SIGN POSTER II	2	8%	22	92%		0%	24
STREET SERVICES SUPERVISOR I	2	8%	23	92%		0%	25
BUILDING INSPECTOR	3	8%	36	92%		0%	39
WASTEWATER TREATMENT OPERATOR I	5	8%	60	92%		0%	65
CONSTRUCTION INSPECTOR	11	8%	133	92%	1	1%	145
HOUSING INSPECTOR	6	7%	76	93%		0%	82
EQUIPMENT REPAIR SUPERVISOR	1	7%	13	93%		0%	14
PARKING METER TECHNICIAN	1	7%	13	93%		0%	14
REHABILITATION CONSTRUCTION SPECIALIST II	1	7%	13	93%		0%	14
STREET LIGHTING ENGINEERING ASSOCIATE III	1	7%	13	93%		0%	14
PRINCIPAL INSPECTOR	2	7%	27	93%		0%	29
AIRPORTS MAINTENANCE SUPERVISOR III	1	7%	14	93%		0%	15
SENIOR TRANSPORTATION ENGINEER	1	7%	14	93%		0%	15
BUILDING MECHANICAL INSPECTOR	11	6%	164	94%		0%	175
MUNICIPAL POLICE OFFICER III	1	6%	15	94%		0%	16
SYSTEMS ADMINISTRATOR I	2	6%	31	94%		0%	33
LIGHT EQUIPMENT OPERATOR	1	6%	16	94%		0%	17
ELECTRICAL INSPECTOR	2	6%	33	94%		0%	35
SENIOR CONSTRUCTION INSPECTOR	4	6%	66	94%		0%	70
WASTEWATER TREATMENT OPERATOR III	2	6%	33	94%		0%	35
TREE SURGEON ASSISTANT	1	6%	17	94%		0%	18
ASSISTANT GARDENER	1	5%	18	95%		0%	19
STREET SERVICES SUPERVISOR II	1	5%	20	95%		0%	21
EQUIPMENT OPERATOR	2	1%	138	99%		0%	140
HEAVY DUTY TRUCK OPERATOR	2	1%	140	99%		0%	142
WASTEWATER CONVEYANCE OPERATOR II	2	1%	152	99%		0%	154
SIGNAL SYSTEM ELECTRICIAN	1	1%	81	99%		0%	82
EQUIPMENT MECHANIC	1	0%	296	100%		0%	297
AUTOMOTIVE SUPERVISOR		0%	26	100%		0%	26
BUILDING OPERATING ENGINEER		0%	28	100%		0%	28
ELECTRICAL CRAFT HELPER		0%	55	100%		0%	55
ELECTRICAL CRAFT HELPER ASSISTANT		0%	38	100%		0%	38
ELECTRICAL CRAFT HELPER TRAINEE		0%	16	100%		0%	16
ELECTRICIAN		0%	63	100%		0%	63
HEAVY DUTY EQUIPMENT MECHANIC		0%	114	100%		0%	114
INSTRUMENT MECHANIC		0%	40	100%		0%	40
MECHANICAL HELPER		0%	46	100%		0%	46
MECHANICAL REPAIRER		0%	26	100%		0%	26
PIPEFITTER		0%	14	100%		0%	14
PLUMBER SUPERVISOR		0%	14	100%		0%	14
PLUMBING INSPECTOR		0%	23	100%		0%	23
AIR CONDITIONING MECHANIC		0%	44	100%		0%	44
ASSISTANT STREET LIGHTING ELECTRICIAN		0%	19	100%		0%	19
AUTO BODY BUILDER AND REPAIRER		0%	22	100%		0%	22
SENIOR BUILDING MECHANICAL INSPECTOR		0%	38	97%	1	3%	39
BUILDING MAINTENANCE DISTRICT SUPERVISOR		0%	11	100%		0%	11
BUILDING REPAIRER I		0%	10	100%		0%	10
CARPENTER		0%	73	100%		0%	73
CONSTRUCTION & MAINTENANCE SUPERVISOR II		0%	12	100%		0%	12

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		OTHER		TOTAL NUMBER
	#	%	#	%	#	%	
DELIVERY DRIVER II		0%	12	100%		0%	12
SENIOR EQUIPMENT MECHANIC		0%	26	100%		0%	26
ELEVATOR MECHANIC		0%	22	100%		0%	22
ELEVATOR MECHANIC HELPER		0%	10	100%		0%	10
MACHINIST		0%	11	100%		0%	11
POLICE OFFICER II		0%	17	100%		0%	17
POLICE SURVEILLANCE SPECIALIST II		0%	10	100%		0%	10
PORT ELECTRICAL MECHANIC		0%	15	100%		0%	15
PORT PILOT II		0%	11	100%		0%	11
REFUSE CREW FIELD INSTRUCTOR		0%	19	100%		0%	19
STREET LIGHTING ELECTRICIAN		0%	41	100%		0%	41
ROOFER		0%	13	100%		0%	13
SAFETY ENGINEER ELEVATORS		0%	10	100%		0%	10
SENIOR ASSISTANT CITY ATTORNEY		0%	12	100%		0%	12
SENIOR CARPENTER		0%	15	100%		0%	15
SENIOR PLUMBER		0%	11	100%		0%	11
SURVEY PARTY CHIEF II		0%	14	100%		0%	14
SOLID RESOURCE SUPERINTENDENT		0%	10	100%		0%	10
STOREKEEPER M		0%	13	100%		0%	13
STREET LIGHTING ELECTRICIAN SUPERVISOR		0%	15	100%		0%	15
TRAFFIC PAINTER AND SIGN POSTER III		0%	21	100%		0%	21
TREE SURGEON SUPERVISOR I		0%	46	100%		0%	46
TREE SURGEON SUPERVISOR II		0%	13	100%		0%	13
WAREHOUSE AND TOOLROOM WORKER II		0%	20	100%		0%	20
WASTEWATER CONVEYANCE OPERATOR I		0%	27	100%		0%	27
WASTEWATER CONVEYANCE SUPERVISOR		0%	13	100%		0%	13
WASTEWATER TREATMENT MECHANIC		0%	55	100%		0%	55
WASTEWATER TREATMENT OPERATOR II		0%	27	100%		0%	27
WINDOW CLEANER		0%	15	100%		0%	15

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

AGING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	4		0%		0%		0%
ADMINISTRATIVE CLERK	3		0%		0%		0%
AUDITOR I	1	1	100%	1	100%	1	100%
COMMUNITY PROGRAM ASSISTANT III	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
GENERAL MANAGER DEPT OF AGING	1	1	100%	1	100%	1	100%
MANAGEMENT ANALYST	4	1	25%	1	25%	1	25%
MANAGEMENT ASSISTANT	8		0%		0%		0%
NUTRITIONIST	2		0%		0%		0%
PRINCIPAL ACCOUNTANT II	1	1	100%	1	100%	1	100%
PROJECT ASSISTANT	1		0%		0%		0%
PROJECT COORDINATOR	1		0%		0%		0%
SENIOR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SENIOR ADMINISTRATIVE CLERK	1		0%		0%		0%
SENIOR AUDITOR	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	5		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	2		0%		0%		0%
SENIOR SYSTEMS ANALYST II	1		0%		0%		0%
SOCIAL WORKER I	3		0%		0%		0%
SOCIAL WORKER II	1		0%		0%		0%
SOCIAL WORKER III	1		0%		0%		0%
TOTAL	44	5	11%	5	11%	5	11%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	10		0%		0%		0%
ACCOUNTING CLERK	42	8	19%	9	21%	10	24%
ACCOUNTING CLERK TRAINEE	3		0%		0%		0%
ACCOUNTING RECORDS SUPERVISOR II	1	1	100%	1	100%	1	100%
ADMINISTRATIVE CLERK	45	3	7%	3	7%	5	11%
ADMINISTRATIVE INTERN II	10		0%		0%		0%
AIR CONDITIONING MECHANIC	12	1	8%	3	25%	4	33%
AIR CONDITIONING MECHANIC SUPERVISOR I	2		0%	1	50%	1	50%
AIRPORT ENGINEER I	11		0%		0%		0%
AIRPORT ENGINEER II	1	1	100%	1	100%	1	100%
AIRPORT GUIDE I	7		0%		0%	1	14%
AIRPORT GUIDE II	18	3	17%	4	22%	6	33%
AIRPORT INFORMATION SPECIALIST I	4	1	25%	2	50%	2	50%
AIRPORT INFORMATION SPECIALIST II	6		0%	1	17%	1	17%
AIRPORT LABOR RELATIONS ADVOCATE II	3		0%		0%		0%
AIRPORT PLANNER	4		0%		0%		0%
AIRPORT POLICE CAPTAIN	6		0%	1	17%	1	17%
AIRPORT POLICE CHIEF	1		0%		0%		0%
AIRPORT POLICE COMMANDER	1		0%		0%		0%
AIRPORT POLICE LIEUTENANT	15	4	27%	4	27%	5	33%
AIRPORT POLICE OFFICER II	128	8	6%	9	7%	14	11%
AIRPORT POLICE OFFICER III	127	14	11%	18	14%	20	16%
AIRPORT POLICE SERGEANT	61	7	11%	9	15%	10	16%
AIRPORT SUPERINTENDENT OF OPERATIONS I	24		0%		0%		0%
AIRPORT SUPERINTENDENT OF OPERATIONS II	49	8	16%	9	18%	10	20%
AIRPORT SUPERINTENDENT OF OPERATIONS III	33	7	21%	7	21%	7	21%
AIRPORTS ENVIRONMENTAL MANAGER I	1		0%		0%		0%
AIRPORTS ENVIRONMENTAL MANAGER II	2	1	50%	1	50%	1	50%
AIRPORTS MAINTENANCE SUPERINTENDENT	12	2	17%	5	42%	6	50%
AIRPORTS MAINTENANCE SUPERVISOR I	8	3	38%	3	38%	3	38%
AIRPORTS MAINTENANCE SUPERVISOR II	6	2	33%	3	50%	4	67%
AIRPORTS MAINTENANCE SUPERVISOR III	15	3	20%	5	33%	5	33%
AIRPORTS MANAGER II	4		0%		0%		0%
AIRPORTS MANAGER III	6	1	17%	2	33%	2	33%
AIRPORTS PUBLIC & COMM RELATIONS DIR I	1		0%		0%		0%
AIRPORTS PUBLIC & COMM RELATIONS DIR II	1		0%		0%		0%
ARCHITECT	1		0%		0%		0%
ARCHITECTURAL ASSOCIATE II	1		0%		0%		0%
ARPT SUPT OF OPER I	1		0%		0%		0%
ARPT SUPT OF OPER II	2		0%		0%		0%
ARTS ASSOCIATE	1		0%		0%		0%
ARTS MANAGER II	1		0%		0%		0%
ARTS MANAGER III	1		0%		0%		0%
ASSISTANT AIRPORT MANAGER	3		0%		0%		0%
ASSISTANT AIRPORT POLICE CHIEF	2		0%		0%	1	50%
ASSISTANT GENERAL MANAGER, AIRPORTS	5	1	20%	1	20%	1	20%
ASSISTANT INSPECTOR ILL	6		0%		0%		0%
ASSISTANT INSPECTOR IV	1		0%		0%		0%
BUILDING OPERATING ENGINEER	15	4	27%	5	33%	5	33%
BUILDING REPAIRER I	4	1	25%	2	50%	2	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
BUS OPERATOR	37	5	14%	6	16%	7	19%
BUS OPERATOR SUPERVISOR	6	2	33%	2	33%	3	50%
CARPENTER	15	1	7%	3	20%	3	20%
CARPENTER SUPERVISOR	1		0%		0%		0%
CARPET LAYER	2		0%		0%		0%
CEMENT FINISHER	3		0%		0%		0%
CEMENT FINISHER WORKER	3	1	33%	1	33%	1	33%
CHIEF AIRPORT PLANNER I	1		0%		0%		0%
CHIEF AIRPORT PLANNER II	3	1	33%	1	33%	1	33%
CHIEF AIRPORTS ENGINEER I	1		0%		0%		0%
CHIEF AIRPORTS ENGINEER II	1	1	100%	1	100%	1	100%
CHIEF BUILDING OPERATING ENGINEER	1		0%		0%		0%
CHIEF COMMUNICATIONS OPERATOR	1		0%		0%	1	100%
CHIEF CONSTRUCTION INSPECTOR	2	1	50%	1	50%	2	100%
CHIEF INFORMATION OFFICER	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	8	5	63%	5	63%	5	63%
CHIEF OF OPERATIONS II	17	4	24%	5	29%	5	29%
CITY PLANNER	1		0%		0%		0%
CIVIL ENGINEER	3	1	33%	1	33%	1	33%
CIVIL ENGINEERING ASSOCIATE I	2		0%		0%		0%
CIVIL ENGINEERING ASSOCIATE II	13		0%		0%		0%
CIVIL ENGINEERING ASSOCIATE III	3		0%		0%		0%
CIVIL ENGINEERING ASSOCIATE IV	7		0%	2	29%	5	71%
CIVIL ENGINEERING DRAFT TECHNICIAN	1	1	100%	1	100%	1	100%
COMMISSION EXECUTIVE ASSISTANT I	1		0%		0%		0%
COMMISSION EXECUTIVE ASSISTANT II	1		0%		0%		0%
COMMUNICATIONS CABLE WORKER	1	1	100%	1	100%	1	100%
COMMUNICATIONS ELECTRICIAN	10	3	30%	3	30%	4	40%
COMMUNICATIONS ELECTRICIAN SUPERVISOR	1		0%		0%		0%
COMMUNICATIONS ENGINEER	2	2	100%	2	100%	2	100%
COMMUNICATIONS ENGINEERING ASSOCIATE I	1		0%		0%		0%
COMMUNICATIONS ENGINEERING ASSOCIATE II	1		0%		0%		0%
COMMUNICATIONS ENGINEERING ASSOCIATE III	1		0%		0%		0%
COMMUNICATIONS ENGINEERING ASSOCIATE IV	6	2	33%	2	33%	2	33%
COMMUNICATIONS INFORMATION REP II	1		0%		0%		0%
COMMUNICATIONS INFORMATION REP III	32	3	9%	3	9%	4	13%
COMMUNITY PROGRAM DIRECTOR	1		0%		0%		0%
CONSTRUCTION & MAINTENANCE SUPERVISOR I	1		0%		0%		0%
CONSTRUCTION EQUIPMENT SERVICE WORKER	5		0%	1	20%	3	60%
CONSTRUCTION ESTIMATOR	2		0%		0%		0%
CONSTRUCTION INSPECTOR	21	5	24%	5	24%	5	24%
CRIME & INTELLIGENCE ANALYST II	1		0%		0%		0%
CUSTODIAL SERVICES ASSISTANT	21		0%		0%		0%
CUSTODIAN	431	109	25%	116	27%	131	30%
CUSTODIAN SUPERVISOR	31	3	10%	4	13%	5	16%
DATA BASE ARCHITECT	1	1	100%	1	100%	1	100%
DELIVERY DRIVER II	2		0%		0%	1	50%
DELIVERY DRIVER III	2		0%		0%		0%
DEPARTMENTAL AUDIT MANAGER	1	1	100%	1	100%	1	100%
DEPARTMENTAL CHIEF ACCOUNTANT IV	2	1	50%	2	100%	2	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
DEPUTY GENERAL MANAGER AIRPORTS I	8	2	25%	2	25%	3	38%
DEPUTY GENERAL MANAGER AIRPORTS II	2		0%		0%		0%
DIRECTOR OF AIRPORT MARKETING	2		0%		0%		0%
DIRECTOR OF AIRPORTS ADMINISTRATION	2	1	50%	2	100%	2	100%
DIRECTOR OF AIRPORTS SAFETY OFFICER	1		0%		0%		0%
DIRECTOR OF AUTOMATED PEOPLE MOVER SYSTEMS	1		0%		0%		0%
DIRECTOR OF MAINTENANCE AIRPORTS I	1	1	100%	1	100%	1	100%
DIRECTOR OF MAINTENANCE AIRPORTS II	4	2	50%	2	50%	3	75%
ELECTRICAL CRAFT HELPER	6	2	33%	2	33%	2	33%
ELECTRICAL ENGINEERING ASSOCIATE I	1		0%		0%		0%
ELECTRICAL ENGINEERING ASSOCIATE II	1		0%		0%		0%
ELECTRICAL ENGINEERING ASSOCIATE III	2		0%		0%		0%
ELECTRICAL ENGINEERING ASSOCIATE IV	2		0%		0%		0%
ELECTRICIAN	24	4	17%	4	17%	6	25%
ELECTRICIAN SUPERVISOR	2	1	50%	1	50%	1	50%
ELEVATOR MECHANIC	15	3	20%	4	27%	7	47%
ELEVATOR MECHANIC HELPER	7		0%		0%	2	29%
ELEVATOR REPAIR SUPERVISOR I	3	2	67%	2	67%	2	67%
ELEVATOR REPAIR SUPERVISOR II	1		0%		0%		0%
EMERGENCY MANAGEMENT COORDINATOR I	4		0%		0%		0%
EMERGENCY MANAGEMENT COORDINATOR II	2		0%		0%		0%
ENGINEERING DESIGNER - AIRPORT	1		0%		0%		0%
ENVIRONMENTAL AFFAIRS OFFICER	3		0%		0%		0%
ENVIRONMENTAL SPECIALIST II	12		0%		0%		0%
ENVIRONMENTAL SPECIALIST III	5		0%		0%		0%
ENVIRONMENTAL SUPERVISOR II	6	2	33%	2	33%	2	33%
EQUIPMENT MECHANIC	11	1	9%	2	18%	2	18%
EQUIPMENT OPERATOR	12	2	17%	2	17%	2	17%
EQUIPMENT REPAIR SUPERVISOR	1		0%		0%		0%
EQUIPMENT SPECIALIST II	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	11	2	18%	2	18%	2	18%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
EXECUTIVE ASSISTANT AIRPORTS	6	2	33%	3	50%	3	50%
FINANCE SPECIALIST III	1		0%		0%		0%
FINANCIAL ANALYST II	1	1	100%	1	100%	1	100%
FINANCIAL MANAGER I	1	1	100%	1	100%	1	100%
FINANCIAL MANAGER II	3		0%	1	33%	1	33%
FIREFIGHTER III	2		0%		0%		0%
FISCAL SYSTEMS SPECIALIST II	4		0%		0%		0%
GARAGE ATTENDANT	5		0%		0%		0%
GARDENER CARETAKER	33	3	9%	7	21%	8	24%
GENERAL MANAGER AIRPORTS	1		0%		0%		0%
GEOGRAPHIC INFORMATION SPECIALIST	3		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SUPRVSR I	1		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SUPRVSR II	1		0%		0%		0%
GRAPHICS DESIGNER II	3		0%		0%		0%
GRAPHICS SUPERVISOR II	1		0%		0%		0%
HEAVY DUTY EQUIPMENT MECHANIC	12	2	17%	3	25%	3	25%
HEAVY DUTY TRUCK OPERATOR	9		0%		0%		0%
INFORMATION SYSTEMS MANAGER I	4	1	25%	2	50%	2	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
INFORMATION SYSTEMS MANAGER II	5		0%	2	40%	2	40%
INSTRUMENT MECHANIC	13	2	15%	2	15%	2	15%
INSTRUMENT MECHANIC SUPERVISOR	2	1	50%	1	50%	1	50%
INTERNAL AUDITOR II	1	1	100%	1	100%	1	100%
INTERNAL AUDITOR III	1		0%		0%		0%
INTERNAL AUDITOR IV	1		0%		0%		0%
IRRIGATION SPECIALIST	2		0%		0%		0%
LAND SURVEYING ASSISTANT	2		0%		0%		0%
LEGISLATIVE REPRESENTATIVE	4		0%		0%		0%
LOCKSMITH	3	2	67%	2	67%	2	67%
MAINTENANCE & CONSTRUCTION HELPER	10	2	20%	2	20%	4	40%
MAINTENANCE ASSISTANT	2		0%		0%		0%
MAINTENANCE LABORER	67	26	39%	27	40%	31	46%
MANAGEMENT AIDE	6	1	17%	1	17%	1	17%
MANAGEMENT ANALYST	105	14	13%	16	15%	18	17%
MANAGEMENT ASSISTANT	28	1	4%	1	4%	2	7%
MECHANICAL ENGINEERING ASSOCIATE IV	2		0%		0%		0%
MECHANICAL HELPER	7	1	14%	1	14%	1	14%
MECHANICAL REPAIRER	5	2	40%	3	60%	3	60%
MOTOR SWEEPER OPERATOR	4	2	50%	2	50%	2	50%
OCCUPATIONAL HEALTH NURSE	1		0%		0%		0%
OFFICE SERVICES ASSISTANT	1		0%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	4		0%		0%		0%
PAINTER	10	1	10%	1	10%	1	10%
PARK MAINTENANCE SUPERVISOR	1		0%		0%	1	100%
PARKING MANAGER I	1		0%		0%		0%
PARKING MANAGER II	1	1	100%	1	100%	1	100%
PAYROLL SUPERVISOR	2	2	100%	2	100%	2	100%
PERSONNEL ANALYST	4		0%	1	25%	1	25%
PERSONNEL DIRECTOR III	1		0%	1	100%	1	100%
PERSONNEL RECORDS SUPERVISOR	1		0%		0%	1	100%
PIPEFITTER	1		0%		0%		0%
PLANNING ASSISTANT	1		0%		0%		0%
PLASTERER	1		0%		0%		0%
PLUMBER	19	5	26%	5	26%	7	37%
PLUMBER SUPERVISOR	2		0%	1	50%	2	100%
POLICE OFFICER II	1		0%		0%		0%
PR PUBLIC RELATIONS REP	1		0%		0%		0%
PRINCIPAL ACCOUNTANT I	2		0%		0%		0%
PRINCIPAL ACCOUNTANT II	2		0%		0%		0%
PRINCIPAL CIVIL ENGINEER PM III	1	1	100%	1	100%	1	100%
PRINCIPAL CLERK	9		0%	1	11%	1	11%
PRINCIPAL COMMUNICATIONS OPERATOR	4	2	50%	2	50%	2	50%
PRINCIPAL CONSTRUCTION INSPECTOR	7	1	14%	2	29%	3	43%
PRINCIPAL PUBLIC RELATIONS REPRESENTATIVE	1		0%		0%	1	100%
PRINCIPAL SECURITY OFFICER	7	2	29%	2	29%	2	29%
PROCUREMENT ANALYST II	3		0%		0%		0%
PROCUREMENT SUPERVISOR	2		0%		0%		0%
PROGRAMMER/ANALYST III	4		0%		0%		0%
PROGRAMMER/ANALYST V	5		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PROPERTY MANAGER I	1		0%		0%		0%
PROPERTY MANAGER II	1		0%		0%		0%
PROPERTY MANAGER III	2	1	50%	1	50%	1	50%
PROPERTY MANAGER IV	2	1	50%	1	50%	1	50%
PUBLIC INFORMATION DIRECTOR I	1		0%		0%		0%
PUBLIC INFORMATION DIRECTOR II	1		0%		0%		0%
PUBLIC RELATIONS SPECIALIST II	5		0%		0%		0%
REAL ESTATE OFFICER	3	1	33%	1	33%	1	33%
RIDESHARE PROGRAM ADMINISTRATOR	1		0%		0%		0%
RISK AND INSURANCE ASSISTANT	2	1	50%	2	100%	2	100%
RISK MANAGER II	3	1	33%	1	33%	1	33%
ROOFER	2		0%		0%		0%
SAFETY ADMINISTRATOR	1	1	100%	1	100%	1	100%
SAFETY ENGINEER	1		0%		0%		0%
SAFETY ENGINEERING ASSOCIATE I	1		0%		0%		0%
SECRETARY	12	4	33%	5	42%	5	42%
SECURITY OFFICER	321	54	17%	58	18%	64	20%
SENIOR ACCOUNTANT I	1		0%		0%		0%
SENIOR ACCOUNTANT II	7	3	43%	3	43%	3	43%
SENIOR ADMINISTRATIVE CLERK	60	16	27%	18	30%	18	30%
SENIOR AIRPORT ENGINEER I	6	2	33%	2	33%	2	33%
SENIOR AIRPORT ENGINEER II	1	1	100%	1	100%	1	100%
SENIOR AIRPORT PLANNER	1	1	100%	1	100%	1	100%
SENIOR ARCHITECT	1		0%		0%		0%
SENIOR AUDITOR	2		0%		0%		0%
SENIOR BUILDING OPERATING ENGINEER	5	3	60%	3	60%	3	60%
SENIOR CARPENTER	3		0%	1	33%	3	100%
SENIOR COMMUNICATIONS ELECTRICIAN	2	1	50%	1	50%	1	50%
SENIOR COMMUNICATIONS ENGINEER	5	2	40%	3	60%	3	60%
SENIOR COMMUNICATIONS OPERATOR II	7	1	14%	1	14%	1	14%
SENIOR CONSTRUCTION ESTIMATOR	1		0%		0%		0%
SENIOR CONSTRUCTION INSPECTOR	12	3	25%	5	42%	6	50%
SENIOR ELECTRICIAN	3	2	67%	2	67%	2	67%
SENIOR EQUIPMENT MECHANIC	1		0%		0%		0%
SENIOR GARDENER	3		0%		0%		0%
SENIOR HEAVY DUTY EQUIPMENT MECHANIC	2	1	50%	1	50%	1	50%
SENIOR MANAGEMENT ANALYST I	28	6	21%	8	29%	9	32%
SENIOR MANAGEMENT ANALYST II	39	8	21%	10	26%	11	28%
SENIOR PAINTER	1		0%		0%		0%
SENIOR PARK MAINTENANCE SUPERVISOR	1	1	100%	1	100%	1	100%
SENIOR PERSONNEL ANALYST I	7		0%		0%		0%
SENIOR PERSONNEL ANALYST II	4	1	25%	1	25%	1	25%
SENIOR PLUMBER	2		0%		0%		0%
SENIOR REAL ESTATE OFFICER	10	1	10%	2	20%	2	20%
SENIOR SECURITY OFFICER	37	9	24%	9	24%	11	30%
SENIOR STOREKEEPER	1		0%		0%	1	100%
SENIOR SYSTEMS ANALYST I	4	2	50%	2	50%	2	50%
SENIOR SYSTEMS ANALYST II	7	2	29%	2	29%	3	43%
SENIOR TRANSPORTATION ENGINEER	1	1	100%	1	100%	1	100%
SENIOR WINDOW CLEANER - AIRPORT	2		0%	1	50%	1	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SIGN PAINTER	2	1	50%	1	50%	1	50%
SIGN SHOP SUPERVISOR	1		0%	1	100%	1	100%
SPECIAL INVESTIGATOR II	3		0%		0%		0%
SR CUSTODIAN	1		0%		0%		0%
SR CUSTODIAN I	15		0%		0%		0%
STOREKEEPER II	7	2	29%	2	29%	2	29%
STREET SERVICES WORKER I	2		0%		0%		0%
STREET SERVICES WORKER II	1		0%		0%		0%
STRUCTURAL ENGINEERING ASSOCIATE III	1		0%		0%		0%
STRUCTURAL ENGINEERING ASSOCIATE IV	2		0%		0%		0%
SURVEY PARTY CHIEF II	1		0%		0%	1	100%
SYSTEMS ADMINISTRATOR I	4		0%		0%		0%
SYSTEMS ADMINISTRATOR II	4		0%		0%		0%
SYSTEMS ADMINISTRATOR III	18	4	22%	6	33%	6	33%
SYSTEMS ANALYST	10	2	20%	2	20%	2	20%
SYSTEMS ANALYST II	1		0%		0%		0%
SYSTEMS PROGRAMMER III	1		0%		0%		0%
TELECOMM PLANNING & UTILIZATION OFCR	1	1	100%	1	100%	1	100%
TILE SETTER	1		0%		0%	1	100%
TRAFFIC PAINTER AND SIGN POSTER II	5		0%		0%		0%
TRAFFIC PAINTER AND SIGN POSTER III	7	1	14%	1	14%	1	14%
TRANSITIONAL WORKER	2	1	50%	1	50%	1	50%
TRANSPORTATION ENGINEERING ASSOC IV	2		0%		0%		0%
UPHOLSTERER	2		0%		0%		0%
VOCATIONAL WORKER CUSTODIAN	25		0%		0%		0%
VOCATIONAL WORKER GARDENER CARETAKER	3		0%		0%		0%
VOCATIONAL WORKER MAINTENANCE LABORER	1		0%		0%		0%
WAREHOUSE AND TOOLROOM WORKER II	9	2	22%	2	22%	2	22%
WELDER	3	1	33%	1	33%	1	33%
WELDER SUPERVISOR	1		0%		0%		0%
WINDOW CLEANER	14	2	14%	3	21%	3	21%
WORKERS' COMPENSATION ANALYST	6	1	17%	3	50%	3	50%
WORKERS' COMPENSATION CLAIMS ASSISTANT	1		0%		0%		0%
TOTAL	2837	493	17%	580	20%	671	24%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

ANIMAL SERVICES JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1		0%		0%		0%
ACCOUNTING CLERK	2		0%		0%		0%
ADMINISTRATIVE CLERK	28	6	21%	6	21%	6	21%
ANIMAL CARE ASSISTANT	10		0%		0%		0%
ANIMAL CARE TECHNICIAN	125	10	8%	11	9%	11	9%
ANIMAL CARE TECHNICIAN SUPERVISOR	14		0%	1	7%	2	14%
ANIMAL CONTROL OFFICER	51	6	12%	6	12%	8	16%
ANIMAL LIC CANVASSER	1		0%		0%		0%
ASSIST GM ANIMAL REGULATION	2		0%		0%		0%
CARPENTER	1		0%		0%		0%
CHIEF VETERINARIAN	1		0%		0%		0%
DIRECTOR OF FIELD OPERATIONS	2		0%	1	50%	1	50%
DISTRICT SUPERVISOR ANIMAL SERVICES	2		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%	1	100%	1	100%
GENERAL MANAGER ANIMAL SERVICES	1		0%		0%		0%
MANAGEMENT ANALYST	2		0%		0%		0%
MANAGEMENT ASSISTANT	1		0%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	3		0%		0%		0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PRINCIPAL CLERK	1		0%		0%		0%
PUBLIC INFORMATION DIRECTOR I	1		0%		0%		0%
PUBLIC RELATIONS SPECIALIST II	2		0%		0%		0%
SENIOR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SENIOR ADMINISTRATIVE CLERK	6	1	17%	1	17%	1	17%
SENIOR ANIMAL CONTROL OFFICER I	8		0%		0%	1	13%
SENIOR ANIMAL CONTROL OFFICER II	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	1		0%		0%		0%
SENIOR SYSTEMS ANALYST II	1	1	100%	1	100%	1	100%
SYSTEMS ADMINISTRATOR I	1		0%		0%		0%
SYSTEMS ANALYST	1		0%		0%		0%
VETERINARIAN II	3	1	33%	2	67%	2	67%
VETERINARY TECHNICIAN	27	4	15%	4	15%	4	15%
VOCATIONAL WORKER ANIMAL CARE TECH	29		0%		0%		0%
VOLUNTEER COORDINATOR	1		0%		0%		0%
TOTAL	334	31	9%	36	11%	40	12%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

CANNABIS		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ADMINISTRATIVE CLERK	6		0%		0%		0%
ASSIST CHIEF GRANTS ADMINISTRATOR	1		0%		0%		0%
ASSIST EXEC DIR, CANNABIS DEPARTMENT	1		0%		0%		0%
CHIEF MANAGEMENT ANALYST	2		0%		0%		0%
COMMISSION EXECUTIVE ASSISTANT I	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
EXECUTIVE DIRECTOR CANNABIS DEPT	1		0%		0%		0%
MANAGEMENT ANALYST	17		0%		0%		0%
MANAGEMENT ASSISTANT	5		0%		0%		0%
PRINCIPAL PUBLIC RELATIONS REPRESENTATIVE	1		0%		0%		0%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PUBLIC INFORMATION DIRECTOR I	1		0%		0%		0%
PUBLIC RELATIONS SPECIALIST I	1		0%		0%		0%
SENIOR ACCOUNTANT I	1		0%		0%		0%
SENIOR ADMINISTRATIVE CLERK	2		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	8	2	25%	2	25%	2	25%
SENIOR MANAGEMENT ANALYST II	1		0%		0%		0%
TOTAL	52	2	4%	2	4%	2	4%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

CAO JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	5		0%		0%		0%
ADMINISTRATIVE ANALYST	15	1	7%	1	7%	1	7%
ADMINISTRATIVE CLERK	6		0%		0%		0%
ASSISTANT CITY ADMINISTRATIVE OFFICER	5	2	40%	3	60%	3	60%
CHIEF ADMINISTRATIVE ANALYST	12	3	25%	3	25%	3	25%
CHIEF CLERK	1		0%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	1		0%		0%		0%
CITY ADMINISTRATIVE OFFICER	1		0%		0%		0%
CITY PROCUREMENT OFFICER	1		0%		0%		0%
ENVIRONMENTAL AFFAIRS OFFICER	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	2	1	50%	1	50%	1	50%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
FINANCE SPECIALIST III	1		0%		0%		0%
FINANCE SPECIALIST IV	4	1	25%	1	25%	1	25%
FINANCE SPECIALIST V	2		0%		0%		0%
LABOR RELATIONS SPECIALIST	5		0%		0%		0%
MANAGEMENT ANALYST	17	1	6%	1	6%	1	6%
MANAGEMENT ASSISTANT	7		0%		0%		0%
PERSONNEL RECORDS SUPERVISOR	1		0%		0%		0%
PRINCIPAL PROJECT COORDINATOR	2		0%		0%		0%
PROJECT ASSISTANT	3		0%		0%		0%
PROJECT COORDINATOR	2		0%		0%		0%
RISK AND INSURANCE ASSISTANT	3		0%		0%		0%
RISK MANAGER I	2		0%		0%		0%
RISK MANAGER II	3	1	33%	2	67%	2	67%
RISK MANAGER III	1		0%		0%		0%
SECRETARY	1		0%		0%		0%
SENIOR ADMINISTRATIVE ANALYST I	19		0%		0%		0%
SENIOR ADMINISTRATIVE ANALYST II	21		0%	1	5%	1	5%
SENIOR ADMINISTRATIVE CLERK	2		0%		0%	1	50%
SENIOR LABOR RELATIONS SPECIALIST II	8	1	13%	1	13%	1	13%
SENIOR LABOR RELATIONS SPECIALIST III	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	2		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	8	1	13%	1	13%	1	13%
SENIOR PROJECT COORDINATOR	9	2	22%	2	22%	2	22%
SENIOR SYSTEMS ANALYST I	1		0%		0%		0%
SENIOR SYSTEMS ANALYST II	1		0%		0%		0%
SYSTEMS ANALYST	2		0%		0%		0%
TOTAL	179	14	8%	18	10%	19	11%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

COMMUNITY INVESTMENTS FOR FAMILIES JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	3	1	33%	1	33%	1	33%
ACCOUNTING CLERK	1		0%		0%		0%
ADMINISTRATIVE CLERK	7		0%		0%		0%
ASST CHIEF GRANTS ADMINISTRATOR	3	1	33%	1	33%	1	33%
ASST GM COMM INVESTMENT FOR FAMILIES DEPT	2		0%		0%		0%
AUDITOR I	2		0%		0%		0%
CHIEF MANAGEMENT ANALYST	3		0%		0%		0%
DEPARTMENTAL CHIEF ACCOUNTANT III	1		0%		0%		0%
ENVIRONMENTAL SPECIALIST II	1		0%		0%		0%
ENVIRONMENTAL SUPERVISOR II	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	2		0%		0%		0%
GEN MGR COMM INVESTMENT FOR FAMILIES DEPT	1		0%		0%		0%
HUMAN RELATIONS ADVOCATE	1		0%		0%		0%
INTERNAL AUDITOR III	1		0%		0%		0%
MANAGEMENT ANALYST	27	2	7%	3	11%	3	11%
MANAGEMENT ASSISTANT	10		0%		0%		0%
OFFICE SERVICES ASSISTANT	1		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PRINCIPAL ACCOUNTANT I	2	1	50%	1	50%	1	50%
PROGRAM AIDE	1		0%		0%		0%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROJECT ASSISTANT	3		0%		0%		0%
PROJECT COORDINATOR	3		0%		0%		0%
PUBLIC INFORMATION DIRECTOR I	1		0%		0%		0%
SENIOR AUDITOR	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	5		0%		0%	1	20%
SENIOR MANAGEMENT ANALYST II	4	1	25%	1	25%	3	75%
SENIOR PROJECT ASSISTANT	1	1	100%	1	100%	1	100%
SENIOR PROJECT COORDINATOR	5		0%		0%		0%
SENIOR SYSTEMS ANALYST I	1		0%		0%		0%
SYSTEMS ANALYST	1		0%		0%		0%
TOTAL	97	7	7%	8	8%	11	11%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

CITY ATTORNEY'S OFFICE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ASSISTANT CITY ATTORNEY	48	13	27%	15	31%	18	38%
CHIEF ASSISTANT CITY ATTORNEY	8	2	25%	3	38%	3	38%
CITY ATTORNEY	1		0%		0%		0%
CITY ATTORNEY ACCOUNTING CLERK	6		0%		0%		0%
CITY ATTORNEY ADMINISTRATIVE COORD I	12		0%		0%		0%
CITY ATTORNEY ADMINISTRATIVE COORD II	38	2	5%	4	11%	4	11%
CITY ATTORNEY ADMINISTRATIVE COORD III	24	1	4%	2	8%	4	17%
CITY ATTORNEY ADMINISTRATIVE COORD IV	7	2	29%	2	29%	2	29%
CITY ATTORNEY CHIEF ADMINISTRATIVE ASST	1	1	100%	1	100%	1	100%
CITY ATTORNEY CHIEF INVESTIGATOR	1		0%		0%		0%
CITY ATTORNEY FINANCIAL MANAGER	1		0%		0%		0%
CITY ATTORNEY INVESTIGATOR I	6		0%		0%		0%
CITY ATTORNEY INVESTIGATOR II	12		0%		0%	1	8%
CITY ATTORNEY INVESTIGATOR III	1		0%	1	100%	1	100%
DEPUTY CITY ATTORNEY I	29		0%		0%		0%
DEPUTY CITY ATTORNEY II	89		0%		0%		0%
DEPUTY CITY ATTORNEY III	253	27	11%	32	13%	37	15%
DEPUTY CITY ATTORNEY IV	110	26	24%	27	25%	28	25%
EXECUTIVE LEGAL SECRETARY I	3	1	33%	1	33%	1	33%
EXECUTIVE LEGAL SECRETARY II	2	2	100%	2	100%	2	100%
HEARING OFFICER CITY ATTORNEY	7	3	43%	4	57%	4	57%
LEGAL ASSISTANT I	12	2	17%	2	17%	2	17%
LEGAL ASSISTANT II	8	2	25%	2	25%	2	25%
LEGAL CLERK I	9		0%		0%		0%
LEGAL CLERK II	43	1	2%	1	2%	1	2%
LEGAL SECRETARY I	33		0%		0%		0%
LEGAL SECRETARY II	62	12	19%	13	21%	14	23%
LEGAL SECRETARY III	22	7	32%	7	32%	9	41%
NEWS SECRETARY	1		0%		0%	1	100%
PARALEGAL I	19		0%		0%		0%
PARALEGAL II	36	8	22%	9	25%	10	28%
PARALEGAL III	5	3	60%	4	80%	4	80%
PRINCIPAL CLERK CITY ATTORNEY I	2		0%		0%		0%
PRINCIPAL CLERK CITY ATTORNEY II	15	7	47%	7	47%	8	53%
SENIOR ASSISTANT CITY ATTORNEY	12	3	0%	3	0%	4	33%
SENIOR HEARING OFFICER	2		0%		0%		0%
SENIOR LEGAL ASSISTANT	3	1	0%	1	0%	2	67%
SENIOR LEGAL CLERK I	9	1	0%	1	0%	1	11%
SENIOR LEGAL CLERK II	3	1	33%	1	33%	1	33%
SENIOR WITNESS SERVICE COORDINATOR	2	1	50%	1	50%	1	50%
WITNESS SERVICE COORDINATOR	37	2	5%	2	5%	2	5%
TOTAL	994	131	13%	148	15%	168	17%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

OFFICE OF THE CITY CLERK		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	3		0%		0%	1	33%
ACCOUNTING CLERK ASSISTANT	2		0%		0%		0%
ACCOUNTING CLERK TRAINEE	8		0%		0%		0%
ACCOUNTING RECORDS SUPERVISOR I	2		0%		0%		0%
ACCOUNTING RECORDS SUPERVISOR II	2		0%		0%		0%
ADMINISTRATIVE CLERK	9		0%		0%		0%
ARCHIVIST II	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	3		0%		0%	1	33%
CITY CLERK	1	1	100%	1	100%	1	100%
DATA ANALYST I	1		0%		0%		0%
DIRECTOR OF SYSTEMS	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
EXECUTIVE OFFICER CITY CLERK	1		0%	1	100%	1	100%
GRAPHICS DESIGNER II	1		0%		0%		0%
IT SPECIALIST	1		0%		0%		0%
LEGISLATIVE ASSISTANT	10	2	20%	4	40%	4	40%
MANAGEMENT AIDE	3		0%		0%		0%
MANAGEMENT ANALYST	12	1	8%	1	8%	1	8%
MANAGEMENT ASSISTANT	3		0%		0%		0%
OFFICE SERVICES ASSISTANT	3		0%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	3		0%		0%		0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PERSONNEL RECORDS SUPERVISOR	1		0%		0%		0%
PR CLERK	1		0%		0%		0%
PRINCIPAL CLERK	1		0%		0%		0%
PROGRAM AIDE	2		0%		0%		0%
PROGRAMMER/ANALYST III	2		0%		0%		0%
PROGRAMMER/ANALYST V	1		0%		0%		0%
PROJECT ASSISTANT	1		0%		0%		0%
PROJECT COORDINATOR	6		0%		0%		0%
SENIOR ACCOUNTANT I	1		0%		0%	1	100%
SENIOR ADMINISTRATIVE CLERK	7	1	14%	1	14%	1	14%
SENIOR LEGISLATIVE ASSISTANT	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	4		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	4	1	25%	1	25%	1	25%
SENIOR PERSONNEL ANALYST II	2		0%		0%	1	50%
SENIOR PROJECT COORDINATOR	4		0%	1	25%	1	25%
SENIOR SYSTEMS ANALYST II	1		0%		0%		0%
SYSTEMS ADMINISTRATOR I	2		0%		0%		0%
SYSTEMS ADMINISTRATOR III	1		0%		0%		0%
WAREHOUSE AND TOOLROOM WORKER II	1		0%		0%		0%
TOTAL	116	8	7%	12	10%	16	14%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

CITY TOURISM		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	1		0%		0%		0%
ASST GM, CONVENTION CENTER	1		0%		0%		0%
COMMISSION EXECUTIVE ASSISTANT II	1	1	100%	1	100%	1	100%
CONVENTION CENTER BUILDING SUPT II	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
EXECUTIVE DIRECTOR CONVENTION CTR	1	1	100%	1	100%	1	100%
MANAGEMENT ASSISTANT	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	2		0%		0%		0%
TOTAL	9	3	33%	3	33%	3	33%

CIVIL & HUMAN RIGHTS		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ASST GM, CIVIL, HUMAN RIGHTS & EQUITY	2		0%		0%		0%
COMMISSION EXECUTIVE ASSISTANT II	1		0%		0%		0%
COMMUNITY AFFAIRS ADVOCATE	2		0%		0%		0%
EXEC DIR CIVIL, HUMAN RIGHTS & EQUITY DEPT	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
HUMAN RELATIONS ADVOCATE	8		0%		0%		0%
MANAGEMENT ASSISTANT	3		0%		0%		0%
OFFICE SERVICES ASSISTANT	2		0%		0%		0%
PRINCIPAL PROJECT COORDINATOR	2		0%		0%		0%
PROJECT COORDINATOR	1		0%		0%		0%
PUBLIC INFORMATION DIRECTOR I	1		0%		0%		0%
PUBLIC RELATIONS SPECIALIST I	1		0%		0%		0%
SENIOR ADMINISTRATIVE CLERK	2		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	1		0%		0%		0%
SENIOR PROJECT COORDINATOR	2		0%		0%		0%
SPECIAL INVESTIGATOR I	4		0%		0%		0%
SPECIAL INVESTIGATOR II	1		0%		0%		0%
TOTAL	36	1	3%	1	3%	1	3%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

CONTROLLER'S OFFICE		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	14	1	7%	1	7%	1	7%
ACCOUNTING CLERK	6		0%		0%		0%
ACCOUNTING CLERK TRAINEE	5		0%		0%		0%
ADMINISTRATIVE CLERK	6		0%		0%		0%
ADMINISTRATIVE DEPUTY CONTROLLER	4		0%		0%		0%
CHIEF DEPUTY CONTROLLER	1		0%		0%		0%
CHIEF INTERNAL AUDITOR	2		0%		0%		0%
CHIEF MANAGEMENT ANALYST	1		0%		0%		0%
CONTROLLER	1		0%		0%		0%
CONTROLLER AIDE VI	4		0%		0%		0%
CONTROLLER AIDE VII	3		0%		0%		0%
CONTROLLER AUDIT ANALYST I	3		0%		0%		0%
DIRECTOR OF AUDITING	1		0%		0%		0%
DIR OF FINANCIAL ANALYSIS & REPORTING	1		0%		0%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
FINANCIAL MANAGEMENT SPECIALIST III	2		0%	1	50%	1	50%
FINANCIAL MANAGEMENT SPECIALIST IV	2		0%	1	50%	1	50%
FINANCIAL MANAGEMENT SPECIALIST V	4	1	25%	1	25%	1	25%
FISCAL SYSTEMS SPECIALIST I	16	5	31%	7	44%	7	44%
FISCAL SYSTEMS SPECIALIST II	10	2	20%	2	20%	3	30%
INTERNAL AUDITOR II	3		0%		0%		0%
INTERNAL AUDITOR III	2	1	50%	1	50%	1	50%
INTERNAL AUDITOR IV	3		0%		0%		0%
IT SPECIALIST	1		0%		0%		0%
MANAGEMENT ANALYST	3		0%		0%		0%
MANAGEMENT ASSISTANT	2		0%		0%		0%
PAYROLL ANALYST	2	2	100%	2	100%	2	100%
PAYROLL SUPERVISOR	1		0%		0%		0%
PRINCIPAL ACCOUNTANT I	2		0%		0%	1	50%
PRINCIPAL ACCOUNTANT II	7	1	14%	2	29%	5	71%
PRINCIPAL DEPUTY CONTROLLER	1		0%		0%		0%
SENIOR ACCOUNTANT II	10	1	10%	1	10%	1	10%
SENIOR ADMINISTRATIVE CLERK	1	1	100%	1	100%	1	100%
SENIOR CONTROLLER AUDIT ANALYST I	2		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	2	1	50%	1	50%	1	50%
SENIOR MANAGEMENT ANALYST II	1	1	100%	1	100%	1	100%
SENIOR SYSTEMS ANALYST I	1		0%		0%		0%
SENIOR SYSTEMS ANALYST II	3	2	67%	2	67%	2	67%
SPECIAL INVESTIGATOR II	1		0%		0%		0%
SYSTEMS ADMINISTRATOR II	1		0%	1	100%	1	100%
SYSTEMS ANALYST	9	1	11%	1	11%	1	11%
WAREHOUSE AND TOOLROOM WORKER II	1	1	100%	1	100%	1	100%
TOTAL	147	21	14%	27	18%	33	22%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

COUNCIL JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ADMINISTRATIVE CLERK	2		0%		0%		0%
ASSISTANT CHIEF LEGISLATIVE ANALYST	4	2	50%	2	50%	2	50%
CHIEF LEGISLATIVE ANALYST	1	1	100%	1	100%	1	100%
CLERK	1		0%		0%		0%
COUNCIL AIDE I	4		0%		0%		0%
COUNCIL AIDE II	47		0%		0%		0%
COUNCIL AIDE III	78		0%		0%		0%
COUNCIL AIDE IV	123	1	1%	2	2%	2	2%
COUNCIL AIDE V	67	2	3%	2	3%	2	3%
COUNCIL AIDE VI	40	3	8%	3	8%	4	10%
COUNCIL AIDE VII	89	2	2%	2	2%	4	4%
COUNCIL MEMBER	13	2	15%	2	15%	2	15%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	2	2	100%	2	100%	2	100%
LEGISLATIVE ANALYST I	8	2	25%	2	25%	2	25%
LEGISLATIVE ANALYST II	7		0%		0%		0%
LEGISLATIVE ANALYST III	4		0%		0%		0%
LEGISLATIVE ANALYST IV	8	1	13%	1	13%	1	13%
LEGISLATIVE ANALYST V	2	1	50%	1	50%	1	50%
MANAGEMENT ASSISTANT	6		0%		0%		0%
OFFICE SERVICES ASSISTANT	2		0%		0%		0%
PHOTOGRAPHER II	2	1	50%	1	50%	1	50%
SECRETARY	1		0%		0%		0%
TOTAL	511	20	4%	21	4%	24	5%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

CULTURAL AFFAIRS		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1		0%		0%		0%
ACCOUNTING CLERK	1		0%		0%		0%
ADMINISTRATIVE CLERK	8	1	13%	1	13%	1	13%
ART CENTER DIRECTOR I	5		0%		0%		0%
ART CENTER DIRECTOR II	2		0%	1	50%	1	50%
ART CENTER DIRECTOR III	1	1	100%	1	100%	1	100%
ART CURATOR	2	1	50%		0%		0%
ARTS ASSOCIATE	3		0%		0%		0%
ARTS EDUCATION COORDINATOR I	8		0%		0%		0%
ARTS MANAGER I	8		0%		0%		0%
ARTS MANAGER II	7		0%	2	29%	2	29%
ARTS MANAGER III	3	1	33%	2	67%	3	100%
ASSISTANT GM CULTURAL AFFAIRS	1	1	100%		0%		0%
COMMUNITY ARTS DIRECTOR	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
EXHIBIT PREPARATOR	1		0%		0%		0%
GALLERY ATTENDANT	2		0%		0%		0%
GENERAL MANAGER CULTURAL AFFAIRS	1		0%		0%		0%
MANAGEMENT ANALYST	2		0%		0%	1	50%
MANAGEMENT ASSISTANT	2		0%		0%		0%
OFFICE SERVICES ASSISTANT	3		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERFORMANCE ARTS DIRECTOR	1		0%		0%		0%
PERFORMANCE ARTS PROGRAM COORD I	2		0%	1	50%	1	50%
PERFORMANCE ARTS PROGRAM COORD II	1	1	100%		0%		0%
PRINCIPAL ACCOUNTANT II	1		0%	1	100%	1	100%
PUBLIC INFORMATION DIRECTOR I	1	1	100%		0%		0%
SENIOR ACCOUNTANT II	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	2		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	1		0%	1	100%	1	100%
SENIOR PROJECT COORDINATOR	1	1	100%		0%		0%
TOTAL	75	8	11%	10	13%	12	16%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

DEPT. OF BUILDING & SAFETY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	5		0%		0%		0%
ACCOUNTING CLERK	20	2	10%	2	10%	2	10%
ACCOUNTING RECORDS SUPERVISOR I	1		0%		0%		0%
ACCOUNTING RECORDS SUPERVISOR II	1	1	100%	1	100%	1	100%
ADMINISTRATIVE CLERK	77	3	4%	3	4%	6	8%
APPLICATIONS PROGRAMMER	1		0%		0%		0%
ARCHITECT	2		0%		0%		0%
ARCHITECTURAL ASSOCIATE I	18		0%		0%		0%
ASSISTANT DEPUTY SUPT OF BUILDINGS II	7	1	14%	2	29%	2	29%
ASSISTANT INSPECTOR II	21		0%		0%		0%
ASSISTANT INSPECTOR ILL	1		0%		0%		0%
ASSISTANT INSPECTOR IV	1		0%		0%		0%
BUILDING CIVIL ENGINEER I	5	1	20%	1	20%	1	20%
BUILDING CIVIL ENGINEER II	12		0%		0%		0%
BUILDING ELECTRICAL ENGINEER I	1		0%		0%		0%
BUILDING INSPECTOR	39	3	8%	5	13%	7	18%
BUILDING MECHANICAL ENGINEER II	2		0%		0%		0%
BUILDING MECHANICAL INSPECTOR	175	17	10%	20	11%	28	16%
CHIEF CLERK	1	1	100%	1	100%	1	100%
CHIEF INSPECTOR	7	2	29%	2	29%	2	29%
DATA BASE ARCHITECT	2		0%		0%		0%
DELIVERY DRIVER I	1		0%		0%		0%
DEPUTY SUPERINTENDENT OF BUILDINGS I	4	1	25%	1	25%	1	25%
DEPUTY SUPERINTENDENT OF BUILDINGS II	1		0%		0%	1	100%
DIRECTOR OF SYSTEMS	1		0%		0%		0%
ELECTRCL INSPECTOR	1		0%		0%		0%
ELECTRICAL ENGINEERING ASSOCIATE I	6		0%		0%		0%
ELECTRICAL ENGINEERING ASSOCIATE II	4		0%		0%		0%
ELECTRICAL ENGINEERING ASSOCIATE III	1		0%		0%		0%
ELECTRICAL ENGINEERING ASSOCIATE IV	2	2	100%	2	100%	2	100%
ELECTRICAL INSPECTOR	32	1	3%	1	3%	3	9%
ENGINEERING GEOLOGIST ASSOCIATE I	1		0%		0%		0%
ENGINEERING GEOLOGIST ASSOCIATE II	1		0%		0%		0%
ENGINEERING GEOLOGIST ASSOCIATE III	1		0%		0%		0%
ENGINEERING GEOLOGIST I	2	1	50%	1	50%	1	50%
ENGINEERING GEOLOGIST II	1	1	100%	1	100%	1	100%
ENVIRONMENTAL AFFAIRS OFFICER	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SPECIALIST II	3		0%		0%	1	33%
ENVIRONMENTAL SPECIALIST III	1		0%		0%		0%
ENVIRONMENTAL SUPERVISOR I	1		0%		0%		0%
ENVIRONMENTAL SUPERVISOR II	1	1	100%	1	100%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1		0%	1	100%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
FIRE SPRINKLER INSPECTOR	9	2	22%	2	22%	2	22%
GEOGRAPHIC INFORMATION SPECIALIST	2		0%		0%		0%
GEOTECHNICAL ENGINEER I	2		0%	1	50%	1	50%
GEOTECHNICAL ENGINEER II	1		0%		0%		0%
GEOTECHNICAL ENGINEER III	1	1	100%	1	100%	1	100%
GRAPHICS DESIGNER II	1		0%		0%		0%
HEATING & REFRIGERATION INSPECTOR	9	2	22%	3	33%	3	33%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

DEPT. OF BUILDING & SAFETY		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
INDUSTRIAL HYGIENIST	1		0%		0%		0%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ANALYST	10		0%		0%		0%
MANAGEMENT ASSISTANT	8		0%		0%		0%
MECHANICAL ENGINEERING ASSOCIATE I	7		0%		0%		0%
MECHANICAL ENGINEERING ASSOCIATE II	11	2	18%	2	18%	2	18%
MECHANICAL ENGINEERING ASSOCIATE III	3		0%		0%		0%
MECHANICAL ENGINEERING ASSOCIATE IV	3	1	33%	1	33%	1	33%
OFFICE ENGINEERING TECHNICIAN I	6		0%		0%		0%
OFFICE ENGINEERING TECHNICIAN II	11	4	36%	4	36%	4	36%
OFFICE ENGINEERING TECHNICIAN III	8	2	25%	2	25%	2	25%
OFFICE SERVICES ASSISTANT	11		0%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	5		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PLUMBING INSPECTOR	23	1	4%	1	4%	3	13%
PRINCIPAL ACCOUNTANT I	2	1	50%	1	50%	1	50%
PRINCIPAL ARCHITECT	1		0%		0%		0%
PRINCIPAL CLERK	6	1	17%	2	33%	2	33%
PRINCIPAL INSPECTOR	21	9	43%	12	57%	12	57%
PROGRAMMER/ANALYST III	2		0%		0%		0%
PROGRAMMER/ANALYST IV	2	1	50%	1	50%	1	50%
PROGRAMMER/ANALYST V	1		0%		0%		0%
PUBLIC INFORMATION DIRECTOR II	1		0%		0%		0%
PUBLIC RELATIONS SPECIALIST I	1		0%		0%		0%
SAFETY ENGINEER	1		0%		0%		0%
SAFETY ENGINEER ELEVATORS	10	1	10%	1	10%	1	10%
SAFETY ENGINEER PRESSURE VESSELS	6		0%		0%		0%
SECRETARY	1		0%		0%		0%
SENIOR ACCOUNTANT I	2	1	50%	1	50%	2	100%
SENIOR ACCOUNTANT II	1		0%		0%		0%
SENIOR ADMINISTRATIVE CLERK	31	7	23%	7	23%	7	23%
SENIOR ARCHITECT	1		0%		0%		0%
SENIOR BUILDING INSPECTOR	38	16	42%	21	55%	22	58%
SENIOR BUILDING MECHANICAL INSPECTOR	39	16	41%	18	46%	20	51%
SENIOR ELECTRICAL INSPECTOR	7	3	43%	3	43%	4	57%
SENIOR FIRE SPRINKLER INSPECTOR	6	2	33%	2	33%	3	50%
SENIOR HEATING & REFRIGERATION INSPECTOR	7	2	29%	3	43%	3	43%
SENIOR MANAGEMENT ANALYST II	3		0%		0%		0%
SENIOR PLUMBING INSPECTOR	7	2	29%	2	29%	3	43%
SENIOR SAFETY ENGINEER ELEVATORS	7	1	14%	1	14%	1	14%
SENIOR SAFETY ENGINEER PRESSURE VESSELS	2	1	50%	1	50%	1	50%
SENIOR STRUCTURAL ENGINEER	2	1	50%	1	50%	1	50%
SENIOR SYSTEMS ANALYST I	1		0%		0%		0%
SENIOR SYSTEMS ANALYST II	4		0%	1	25%	1	25%
STOREKEEPER II	1		0%		0%		0%
STRUCTURAL ENGINEER	1		0%		0%		0%
STRUCTURAL ENGINEERING ASSOCIATE I	25		0%		0%		0%
STRUCTURAL ENGINEERING ASSOCIATE II	77	5	6%	5	6%	5	6%
STRUCTURAL ENGINEERING ASSOCIATE III	19	1	5%	1	5%	1	5%
STRUCTURAL ENGINEERING ASSOCIATE IV	12	2	17%	3	25%	4	33%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

DEPT. OF BUILDING & SAFETY		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SUPERINTENDENT OF BUILDING	1	1	100%	1	100%	1	100%
SYSTEMS ADMINISTRATOR I	1		0%		0%		0%
SYSTEMS ADMINISTRATOR II	3		0%		0%		0%
SYSTEMS AIDE	1		0%		0%		0%
SYSTEMS ANALYST	10		0%		0%		0%
SYSTEMS ANALYST II	1		0%		0%		0%
WAREHOUSE AND TOOLROOM WORKER I	2	1	50%	1	50%	1	50%
TOTAL	968	130	13%	153	16%	180	19%

DEPARTMENT ON DISABILITY		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ADMINISTRATIVE CLERK	2		0%		0%		0%
ASST EXEC DIR DEPT ON DISABILITY	1		0%		0%		0%
COMMUNITY PROGRAM ASSISTANT III	1		0%		0%		0%
EMERGENCY MANAGEMENT COORD I	1		0%		0%		0%
EXECUTIVE DIRECTOR DEPT ON DISABILITY	1		0%		0%		0%
MANAGEMENT ANALYST	8	2	25%	2	25%	2	25%
OFFICE TRAINEE ADMINISTRATIVE CLERK	1		0%		0%		0%
PR PROJECT COORDINATOR	1		0%		0%		0%
PRINCIPAL PROJECT COORDINATOR	2		0%		0%		0%
PRINCIPAL PUBLIC RELATIONS REP	1		0%		0%		0%
PROJECT COORDINATOR	3	2	67%	2	67%	2	67%
SENIOR ACCOUNTANT I	1		0%	1	100%	1	100%
SENIOR ADMINISTRATIVE CLERK	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	1		0%		0%		0%
SENIOR PROJECT COORDINATOR	1		0%		0%		0%
TOTAL	26	4	15%	5	19%	5	19%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

DEPT. OF TRANSPORTATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	6		0%	1	17%	1	17%
ACCOUNTING CLERK	5	1	20%	1	20%	2	40%
ACCOUNTING CLERK TRAINEE	6		0%		0%		0%
ADMINISTRATIVE CLERK	34	1	3%	2	6%	2	6%
ADMINISTRATIVE HEARING OFFICER	5		0%		0%		0%
ASST GEN MANAGER TRANSPORTATION	6	2	33%	2	33%	2	33%
ASST SIGNAL SYSTEMS ELECTRICIAN	3	1	33%	1	33%	1	33%
CEMENT FINISHER	4		0%		0%	1	25%
CHIEF MANAGEMENT ANALYST	2	1	50%	1	50%	1	50%
CHIEF OF TRANSIT PROGRAMS	1		0%		0%		0%
CHIEF PARKING ENFORCEMENT OPERATIONS	1	1	100%	1	100%	1	100%
CHIEF TRANSPORTATION INVESTIGATOR	1		0%		0%		0%
CIVIL ENGINEERING DRAFT TECHNICIAN	8	5	63%	5	63%	5	63%
COMMERCIAL RIDESHARE & MOBILITY ADMIN	1		0%		0%		0%
COMMUN INFO REPRESENTATIVE ASST	3		0%		0%		0%
COMMUNICATIONS INFORMATION REP III	26	1	4%	3	12%	3	12%
COMMUNICATIONS INFO REP TRAINEE	2		0%		0%		0%
DATA ANALYST I	2		0%		0%		0%
DATA BASE ARCHITECT	1	1	100%	1	100%	1	100%
DEPARTMENTAL CHIEF ACCOUNTANT II	1		0%		0%		0%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1	1	100%	1	100%	1	100%
DIRECTOR OF SYSTEMS	1	1	100%	1	100%	1	100%
ELECTRICAL CRAFT HELPER	5		0%		0%		0%
ELECTRICAL CRAFT HELPER ASSISTANT	3		0%		0%		0%
ELECTRICAL CRAFT HELPER TRAINEE	3		0%		0%		0%
EMERGENCY MANAGEMENT COORDINATOR I	2		0%		0%		0%
ENVIRONMENTAL AFFAIRS OFFICER	1		0%		0%		0%
EQUIPMENT REPAIR SUPERVISOR	1	1	100%	1	100%	1	100%
EQUIPMENT SPECIALIST I	2	1	50%	1	50%	1	50%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	2		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
FISCAL SYSTEMS SPECIALIST II	2		0%		0%		0%
GENERAL AUTOMOTIVE SUPERVISOR	1		0%		0%		0%
GEN MGR DEPT OF TRANSPORTATION	1		0%		0%		0%
GEOGRAPHIC INFORMATION SPECIALIST	4		0%		0%		0%
GRAPHICS DESIGNER I	1		0%		0%		0%
GRAPHICS DESIGNER II	2	1	50%	1	50%	1	50%
IT SPECIALIST	1		0%		0%		0%
MAINTENANCE ASSISTANT	5		0%		0%		0%
MAINTENANCE LABORER	44	4	9%	4	9%	5	11%
MANAGEMENT ANALYST	27	5	19%	6	22%	8	30%
MANAGEMENT ASSISTANT	7		0%		0%		0%
MECHANICAL HELPER	1		0%		0%		0%
MECHANICAL REPAIRER	3		0%		0%		0%
OFFICE SERVICES ASSISTANT	9		0%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	1		0%		0%		0%
PAINTER	1		0%	1	100%	1	100%
PARKING ENFORCEMENT MANAGER II	2	1	50%	1	50%	1	50%
PARKING METER TECHNICIAN	14	5	36%	6	43%	7	50%
PARKING METER TECHNICIAN SUPERVSR I	3	1	33%	1	33%	1	33%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

DEPT. OF TRANSPORTATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PARKING METER TECHNICIAN SUPERVSR II	1	1	100%	1	100%	1	100%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PRINCIPAL ACCOUNTANT II	1		0%		0%		0%
PRINCIPAL CLERK	1		0%		0%		0%
PRINCIPAL COMMUNICATIONS OPERATOR	1		0%		0%		0%
PRINCIPAL PROJECT COORDINATOR	1		0%		0%		0%
PRINCIPAL TRANSPORTATION ENGINEER	7	3	43%	5	71%	5	71%
PROJECT ASSISTANT	1	1	100%	1	100%	1	100%
PUBLIC INFORMATION DIRECTOR II	1		0%		0%		0%
RISK MANAGER II	1	1	100%	1	100%	1	100%
SAFETY ENGINEER	1		0%		0%		0%
SENIOR ACCOUNTANT I	1		0%		0%		0%
SENIOR ACCOUNTANT II	10	2	20%	3	30%	3	30%
SENIOR ADMINISTRATIVE CLERK	23	5	22%	7	30%	9	39%
SENIOR CIVIL ENGINEERING DRAFTING TECH	2		0%		0%		0%
SENIOR COMMUNICATIONS OPERATOR II	2		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	16	2	13%	2	13%	3	19%
SENIOR MANAGEMENT ANALYST II	5	1	20%	1	20%	1	20%
SENIOR STOREKEEPER	2		0%		0%		0%
SENIOR SYSTEMS ANALYST I	2		0%		0%		0%
SENIOR SYSTEMS ANALYST II	3		0%	1	33%	1	33%
SENIOR TRAFFIC SUPERVISOR I	69	16	23%	17	25%	20	29%
SENIOR TRAFFIC SUPERVISOR II	14	5	36%	5	36%	7	50%
SENIOR TRAFFIC SUPERVISOR III	5	5	100%	5	100%	5	100%
SENIOR TRANSPORTATION ENGINEER	13	4	31%	4	31%	5	38%
SENIOR TRANSPORTATION INVESTIGATOR	6	2	33%	2	33%	2	33%
SIGN PAINTER	1		0%		0%		0%
SIGNAL SYSTEM ELECTRICIAN	82	9	11%	12	15%	13	16%
SIGNAL SYSTEM SUPERVISOR I	11	4	36%	5	45%	5	45%
SIGNAL SYSTEM SUPERVISOR II	3	1	33%	1	33%	1	33%
SIGNAL SYSTEMS SUPERINTENDENT	1		0%		0%		0%
STOREKEEPER I	2		0%		0%		0%
SUPERVISING TRANSPORTATION PLANNER I	20	4	20%	5	25%	5	25%
SUPERVISING TRANSPORTATION PLANNER II	6	1	17%	1	17%	1	17%
SYSTEMS ANALYST	6		0%		0%		0%
TRAFFIC MARKING AND SIGNING SUPT I	7	3	43%	3	43%	3	43%
TRAFFIC MARKING AND SIGNING SUPT II	3	2	67%	2	67%	2	67%
TRAFFIC MARKING AND SIGNING SUPT III	1		0%		0%		0%
TRAFFIC OFFICER I	58		0%		0%		0%
TRAFFIC OFFICER II	487	48	10%	55	11%	69	14%
TRAFFIC PAINTER AND SIGN POSTER I	6		0%		0%		0%
TRAFFIC PAINTER AND SIGN POSTER II	17	4	24%	5	29%	5	29%
TRAFFIC PAINTER AND SIGN POSTER III	14	2	14%	2	14%	2	14%
TRANSITIONAL WORKER	1	1	100%	1	100%	1	100%
TRANSPORT ENG ASSOC II	1	1	100%	1	100%	1	100%
TRANSPORTATION ENGINEER	47	6	13%	12	26%	16	34%
TRANSPORTATION ENGINEERING AIDE I	19	5	26%	7	37%	7	37%
TRANSPORTATION ENGINEERING AIDE II	5	2	40%	3	60%	5	100%
TRANSPORTATION ENGINEERING ASSOC I	51		0%		0%		0%
TRANSPORTATION ENGINEERING ASSOC II	87	9	10%	11	13%	12	14%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

DEPT. OF TRANSPORTATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
TRANSPORTATION ENGINEERING ASSOC III	56	11	20%	12	21%	12	21%
TRANSPORTATION ENGINEERING ASSOC IV	10	1	10%	2	20%	2	20%
TRANSPORTATION INVESTIGATOR	10	1	10%	1	10%	1	10%
TRANSPORTATION PLANNING ASSOCIATE I	1		0%		0%		0%
TRANSPORTATION PLANNING ASSOCIATE II	41	2	5%	2	5%	2	5%
VOCATIONAL WORKER MAINT LABORER	9	1	11%	1	11%	1	11%
TOTAL	1522	203	13%	243	16%	280	18%

EL PUEBLO - LA HISTORICAL MONUMENT JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	2		0%		0%		0%
ASST GM, EL PUEBLO HISTORICAL MONUMENT	1		0%		0%		0%
GM EL PUEBLO HISTORICAL MONUMENT	1		0%		0%		0%
MANAGEMENT ANALYST	1	1	100%	1	100%	1	100%
MANAGEMENT ASSISTANT	1		0%		0%		0%
PRINCIPAL PUBLIC RELATIONS REPRESENTATIVE	1		0%		0%		0%
SENIOR ACCOUNTANT II	1		0%		0%		0%
TOTAL	8	1	13%	1	13%	1	13%

EMERGENCY MANAGEMENT DEPT. JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	1		0%		0%		0%
ASST GM EMERGENCY MANAGEMENT DEPT	1		0%		0%		0%
EMERG PREPARE COORD/ I	1		0%		0%		0%
EMERGENCY MANAGEMENT COORD I	16		0%		0%		0%
EMERGENCY MANAGEMENT COORD II	3	1	33%	1	33%	1	33%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
GEN MGR EMERGENCY MANAGEMENT DEPT	1	1	100%	1	100%	1	100%
GEOGRAPHIC INFORMATION SPECIALIST	1		0%		0%		0%
MANAGEMENT ANALYST	1		0%		0%		0%
PRINCIPAL PROJECT COORDINATOR	2		0%		0%		0%
PUBLIC RELATIONS SPECIALIST II	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	1	1	100%	1	100%	1	100%
SENIOR PROJECT COORDINATOR	1		0%		0%		0%
TOTAL	31	4	13%	4	13%	4	13%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

EMPLOYEE RELATIONS BOARD		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
COMMISSION EXECUTIVE ASSISTANT I	1	1	100%	1	100%	1	100%
EXECUTIVE DIRECTOR ERB	1	0	0%	0	0%	0	0%
SENIOR ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
TOTAL	3	1	33%	1	33%	1	33%

CITY ETHICS		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
AUDITOR I	4		0%		0%		0%
AUDITOR II	3		0%		0%		0%
ETHICS OFFICER II	6		0%		0%		0%
ETHICS OFFICER III	2		0%		0%		0%
EXEC OFFICER CITY ETHICS COMMISSION	1		0%		0%		0%
MANAGEMENT ANALYST	8	1	13%	1	13%	1	13%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROJECT ASSISTANT	1		0%		0%		0%
SENIOR AUDITOR	2	1	50%	1	50%	1	50%
SENIOR MANAGEMENT ANALYST I	6		0%		0%		0%
SPECIAL INVESTIGATOR I	8		0%		0%		0%
SPECIAL INVESTIGATOR II	3		0%		0%		0%
TOTAL	45	2	4%	2	4%	2	4%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

ECONOMIC WORKFORCE DEVELOPMENT DEPARTMENT JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	7		0%		0%		0%
ACCOUNTING CLERK	4	1	25%	1	25%	1	25%
ADMINISTRATIVE CLERK	10	2	20%	2	20%	2	20%
ASST GRANTS ADMINISTRATOR	2		0%		0%		0%
ASST GM EWDD	2		0%		0%		0%
CHIEF GRANTS ADMINISTRATOR	2		0%		0%		0%
CHIEF MANAGEMENT ANALYST	2		0%		0%		0%
COMMISSION EXECUTIVE ASSISTANT II	1	1	100%	1	100%	1	100%
COMMUNITY PROGRAM ASSISTANT III	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
FISCAL SYSTEMS SPECIALIST II	1		0%		0%		0%
GEN MGR EWDD	1		0%		0%		0%
GEOGRAPHIC INFORMATION SPECIALIST	1		0%		0%		0%
INDUSTRIAL COMMERCIAL FINANCE OFCR I	3		0%		0%		0%
INDUSTRIAL COMMERCIAL FINANCE OFCR II	1		0%		0%		0%
INTERNAL AUDITOR III	1		0%		0%		0%
MANAGEMENT ANALYST	13	1	8%	2	15%	2	15%
MANAGEMENT ASSISTANT	9		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PRINCIPAL ACCOUNTANT II	1	1	100%	1	100%	1	100%
PRINCIPAL PROJECT COORDINATOR	2		0%		0%		0%
PROJECT ASSISTANT	5		0%		0%		0%
PROJECT COORDINATOR	8		0%		0%		0%
PROPERTY MANAGER III	1		0%		0%		0%
PUBLIC RELATIONS SPECIALIST I	1		0%		0%		0%
REHABILITATION CONSTRUCTION SPECIALIST ILL	1		0%		0%		0%
SECRETARY	1		0%	1	100%	1	100%
SENIOR ACCOUNTANT II	3	1	33%	1	33%	3	100%
SENIOR ADMINISTRATIVE CLERK	1		0%		0%		0%
SENIOR AUDITOR	2		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	6		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	5		0%		0%		0%
SENIOR PROJECT ASSISTANT	12	2	17%	2	17%	3	25%
SENIOR PROJECT COORDINATOR	12		0%		0%		0%
SENIOR REAL ESTATE OFFICER	1		0%		0%		0%
SENIOR SYSTEMS ANALYST II	1		0%		0%		0%
SYSTEMS ADMINISTRATOR II	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	3	1	33%	1	33%	1	33%
TOTAL	130	11	8%	13	10%	16	12%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

OFFICE OF FINANCE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	2		0%		0%		0%
ACCOUNTING CLERK	15	4	27%	4	27%	4	27%
ADMINISTRATIVE CLERK	11		0%		0%	1	9%
ASSISTANT DIRECTOR OF FINANCE	2		0%		0%		0%
CHIEF INVESTMENT OFFICER	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	1		0%		0%	1	100%
CHIEF TAX COMPLIANCE OFFICER I	3		0%		0%		0%
CHIEF TAX COMPLIANCE OFFICER II	4		0%		0%	1	25%
CUSTOMER SERVICE SPECIALIST I	37	5	14%	5	14%	5	14%
CUSTOMER SERVICE SPECIALIST II	1		0%		0%		0%
CUSTOMER SERVICE SPECIALIST TRAINEE	20		0%		0%		0%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1		0%		0%		0%
DIRECTOR CASH MANAGEMENT SERVICES	1	1	100%	1	100%	1	100%
DIRECTOR OF FINANCE	1		0%		0%		0%
DIRECTOR OF SYSTEMS	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1		0%		0%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
FINANCIAL MANAGER II	1		0%		0%		0%
FISCAL SYSTEMS SPECIALIST I	4	1	25%	1	25%	1	25%
INFORMATION SYSTEMS MANAGER II	1		0%		0%		0%
IT SPECIALIST	2		0%		0%		0%
MANAGEMENT ANALYST	5	2	40%	2	40%	2	40%
MANAGEMENT ASSISTANT	1		0%		0%		0%
OFFICE SERVICES ASSISTANT	4		0%		0%		0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PORTFOLIO MANAGER I	4	2	50%	2	50%	2	50%
PORTFOLIO MANAGER II	1		0%		0%	1	100%
PRINCIPAL CLERK	4	1	25%	1	25%	1	25%
PRINCIPAL TAX AUDITOR	3	1	33%	1	33%	1	33%
PRINCIPAL TAX COMPLIANCE OFFICER	7	1	14%	1	14%	1	14%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROGRAMMER/ANALYST V	2		0%		0%		0%
REVENUE MANAGER	1		0%		0%		0%
SENIOR ACCOUNTANT II	3		0%	1	33%	1	33%
SENIOR ADMINISTRATIVE CLERK	8	2	25%	2	25%	2	25%
SENIOR MANAGEMENT ANALYST I	6		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	4	1	25%	1	25%	1	25%
SENIOR SYSTEMS ANALYST I	2		0%		0%		0%
SENIOR SYSTEMS ANALYST II	2	1	50%	1	50%	2	100%
SENIOR TAX AUDITOR	20	4	20%	4	20%	5	25%
SYSTEMS ADMINISTRATOR I	2		0%		0%		0%
SYSTEMS ADMINISTRATOR II	2		0%		0%		0%
SYSTEMS ADMINISTRATOR III	1		0%		0%		0%
SYSTEMS ANALYST	2	1	50%	1	50%	1	50%
TAX AUDITOR	1		0%		0%		0%
TAX AUDITOR I	4		0%		0%		0%
TAX AUDITOR II	48	4	8%	6	13%	6	13%
TAX COMPLIANCE AIDE	2		0%		0%		0%
TAX COMPLIANCE OFFICER I	15						
TAX COMPLIANCE OFFICER II	42	5		5		7	
TAX COMPLIANCE OFFICER III	16	2		3		5	
TAX RENEWAL ASSISTANT II	1		0%		0%		0%
TREASURY ACCOUNTANT	6	1	17%	1	17%	1	17%
TOTAL	332	41	12%	45	14%	56	17%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

FIRE DEPARTMENT JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	20	5	25%	5	25%	6	30%
ADMINISTRATIVE CLERK	28	3	11%	3	11%	3	11%
AUDITOR I	1		0%		0%		0%
AUTO BODY BUILDER AND REPAIRER	6	2	33%	2	33%	3	50%
AUTO BODY REPAIRER SUPERVISOR II	1		0%		0%		0%
AUTO PAINTER	2	2	100%	2	100%	2	100%
AUTOMOTIVE SUPERVISOR	1		0%		0%		0%
CARPENTER	1		0%		0%		0%
CHIEF INFORMATION OFFICER	1		0%		0%		0%
CHIEF MANAGEMENT ANALYST	1	1	100%	1	100%	1	100%
COMMUNICATIONS ELECTRICIAN	7	2	29%	2	29%	2	29%
DATA BASE ARCHITECT	2		0%		0%		0%
DELIVERY DRIVER II	1	1	100%	1	100%	1	100%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1		0%		0%		0%
EMERGENCY MEDICAL SERVICES EDUCATOR	5		0%		0%	1	20%
EMS ADVANCED PROVIDER	4		0%		0%		0%
EMS ADVANCED PROVIDER SUPERVISOR	1		0%		0%		0%
ENGINEERING GEOLOGIST ASSOCIATE IV	1	1	100%	1	100%	1	100%
EQUIPMENT MECHANIC	21	3	14%	4	19%	4	19%
EQUIPMENT REPAIR SUPERVISOR	5	1	20%	1	20%	1	20%
EQUIPMENT SPECIALIST II	1		0%		0%		0%
EQUIPMENT SUPERINTENDENT	1	1	100%	1	100%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	3	1	33%	1	33%	1	33%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
FIRE ADMINISTRATOR	1	1	100%	1	100%	1	100%
FIRE PROT ENGR ASSC IV	1		0%		0%		0%
FIRE PROTECTION ENGINEER	1		0%		0%		0%
FIRE PROTECTION ENGINEERING ASSOC II	5		0%		0%		0%
FIRE PROTECTION ENGINEERING ASSOC III	1		0%		0%		0%
FIRE PROTECTION ENGINEERING ASSOC IV	5		0%		0%		0%
FIRE PSYCHOLOGIST	3	1	33%	1	33%	1	33%
FIRE SPECIAL INVESTIGATOR	12	2	17%	3	25%	5	42%
FIREFIGHTER III	3	1	33%	2	67%	3	100%
FISCAL SYSTEMS SPECIALIST I	1		0%		0%		0%
FISCAL SYSTEMS SPECIALIST II	1	1	100%	1	100%	1	100%
GARAGE ATTENDANT	2		0%		0%		0%
GEOGRAPHIC INFORMATION SPECIALIST	4	1	25%	1	25%	1	25%
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	1		0%		0%		0%
HAZARDOUS MATERIALS SPECIALIST	1		0%		0%		0%
HAZARDOUS MATERIALS SUPERVISOR	1		0%		0%		0%
HEAVY DUTY EQUIPMENT MECHANIC	27	4	15%	4	15%	5	19%
INDEPENDENT ASSESSOR FIRE COMMISSION	1		0%		0%	1	100%
INDUSTRIAL HYGIENIST	1		0%		0%		0%
INFORMATION SYSTEMS MANAGER II	1	1	100%	1	100%	1	100%
MACHINIST	1		0%		0%		0%
MANAGEMENT ANALYST	17	3	18%	3	18%	3	18%
MANAGEMENT ASSISTANT	3		0%		0%		0%
MECHANICAL HELPER	5		0%		0%	1	20%
MECHANICAL REPAIRER	2	1	50%	1	50%	1	50%
OFFICE TRAINEE ADMINISTRATIVE CLERK	3		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

FIRE DEPARTMENT		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERSONNEL ANALYST	2		0%		0%		0%
PERSONNEL DIRECTOR III	1		0%		0%		0%
PERSONNEL RECORDS SUPERVISOR	1		0%		0%		0%
PHARMACIST I	1		0%		0%		0%
PHOTOGRAPHER II	1		0%		0%		0%
PRINCIPAL ACCOUNTANT II	1		0%		0%		0%
PRINCIPAL CLERK	1		0%		0%		0%
PROGRAMMER/ANALYST IV	7		0%		0%	1	14%
PROGRAMMER/ANALYST V	3		0%		0%		0%
PUBLIC INFORMATION DIRECTOR II	1		0%		0%		0%
PUBLIC SAFETY RISK MANAGER	1		0%		0%		0%
RISK MGMT & PREVENTION PROGRAM MGR	1		0%		0%		0%
RISK MGMT & PREVENTION PROGRAM SPECIALIST	2	2	100%	2	100%	2	100%
SECRETARY	13	2	15%	2	15%	2	15%
SENIOR ACCOUNTANT II	3	1	33%	1	33%	1	33%
SENIOR ADMINISTRATIVE CLERK	21	6	29%	7	33%	7	33%
SENIOR AUDITOR	1		0%		0%		0%
SENIOR AUTOMOTIVE SUPERVISOR	1		0%		0%		0%
SENIOR CARPENTER	1	1	100%	1	100%	1	100%
SENIOR COMMUNICATIONS ELECTRICIAN	4	1	25%	1	25%	1	25%
SENIOR EQUIPMENT MECHANIC	1		0%		0%		0%
SENIOR FIRE PROTECTION ENGINEER	1	1	100%	1	100%	1	100%
SENIOR FIRE STATISTICAL ANALYST	3		0%		0%		0%
SENIOR HEAVY DUTY EQUIPMENT MECHANIC	2		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	12	5	42%	5	42%	5	42%
SENIOR MANAGEMENT ANALYST II	4	1	25%	1	25%	1	25%
SENIOR PERSONNEL ANALYST I	5	2	40%	2	40%	3	60%
SENIOR PROJECT COORDINATOR	2		0%		0%		0%
SENIOR STOREKEEPER	1		0%		0%		0%
SENIOR SYSTEMS ANALYST I	3	1	33%	2	67%	2	67%
SENIOR SYSTEMS ANALYST II	3	2	67%	2	67%	2	67%
STOREKEEPER II	3		0%		0%		0%
SYSTEMS ADMINISTRATOR I	1		0%		0%		0%
SYSTEMS ADMINISTRATOR II	5	1	20%	1	20%	2	40%
SYSTEMS ADMINISTRATOR III	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	5		0%		0%		0%
TIRE REPAIRER	1	1	100%	1	100%	1	100%
WAREHOUSE AND TOOLROOM WORKER I	2		0%		0%	1	50%
WAREHOUSE AND TOOLROOM WORKER II	1		0%		0%		0%
TOTAL	344	67	19%	72	21%	85	25%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

GSD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	11	1	9%	1	9%	3	27%
ACCOUNTING CLERK	10		0%		0%		0%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ADMINISTRATIVE CLERK	20	2	10%	2	10%	2	10%
AIR CONDITIONING MECHANIC	15	1	7%	1	7%	2	13%
AIR CONDITIONING MECHANIC SUPERVSR	6	2	33%	2	33%	2	33%
ASST GM GENERAL SERVICES DEPARTMENT	4	1	25%	2	50%	2	50%
AUDITOR I	1	1	100%	1	100%	1	100%
AUTO BODY BUILDER AND REPAIRER	6	1	17%	1	17%	1	17%
AUTO BODY REPAIRER SUPERVISOR II	1		0%		0%		0%
AUTO PAINTER	3	1	33%	1	33%	1	33%
AUTOMOTIVE DISPATCHER II	1		0%		0%	1	100%
AUTOMOTIVE SUPERVISOR	17	4	24%	5	29%	5	29%
BINDERY EQUIPMENT OPERATOR I	3	1	33%	2	67%	3	100%
BUILDING CONSTRUCTION & MAINT SUPT	5	1	20%	1	20%	2	40%
BUILDING CONSTRUCTION & MAINTENANCE GN SUP I	1		0%		0%		0%
BUILDING CONSTRUCTION & MAINTENANCE GN SUP II	2		0%	2	100%	2	100%
BUILDING MAINTENANCE DISTRICT SUP	11	2	18%	3	27%	3	27%
BUILDING OPERATING ENGINEER	7		0%		0%		0%
BUILDING REPAIRER SUPERVISOR	5		0%	1	20%	1	20%
CABINET MAKER	1	1	100%	1	100%	1	100%
CARPENTER	7	2	29%	2	29%	2	29%
CARPENTER SUPERVISOR	1		0%		0%		0%
CHEMIST II	3		0%		0%	1	33%
CHIEF BUILDING OPERATING ENGINEER	1		0%		0%	1	100%
CHIEF CUSTODIAN SUPERVISOR I	1	1	100%	1	100%	1	100%
CHIEF CUSTODIAN SUPERVISOR II	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	5	2	40%	3	60%	3	60%
CONSTRUCTION & MAINTENANCE SUP II	6	1	17%	1	17%	2	33%
CONSTRUCTION EQUIPMENT SERVICE WORKER	2		0%	1	50%	1	50%
CONSTRUCTION ESTIMATOR	3		0%		0%		0%
CUSTODIAL SERVICES ASSISTANT	22		0%		0%	1	5%
CUSTODIAN	177	51	29%	59	33%	64	36%
CUSTODIAN SUPERVISOR	17	2	12%	2	12%	2	12%
DELIVERY DRIVER I	9	1	11%	1	11%	1	11%
DELIVERY DRIVER III	2	1	50%	1	50%	1	50%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1	1	100%	1	100%	1	100%
DIR OF MATERIAL TESTING SERVICES	1	1	100%	1	100%	1	100%
DRILL RIG OPERATOR	3	1	33%	1	33%	1	33%
DUPLICATING MACHINE OPERATOR	6		0%		0%		0%
ELECTRICAL CRAFT HELPER	6		0%		0%	1	17%
ELECTRICIAN	17	2	12%	2	12%	2	12%
ELECTRICIAN SUPERVISOR	6	1	17%	1	17%	1	17%
ELEVATOR MECHANIC	5	1	20%	1	20%	3	60%
ELEVATOR MECHANIC HELPER	3	1	33%	1	33%	1	33%
ELEVATOR REPAIR SUPERVISOR I	1		0%		0%		0%
ELEVATOR REPAIR SUPERVISOR II	1		0%		0%		0%
EMERGENCY MANAGEMENT COORDINATOR II	2		0%		0%	1	50%
EQUIPMENT MECHANIC	178	33	19%	38	21%	44	25%
EQUIPMENT OPERATOR	1	1	100%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

GSD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
EQUIPMENT REPAIR SUPERVISOR	6		0%		0%	1	17%
EQUIPMENT SPECIALIST I	4		0%		0%		0%
EQUIPMENT SPECIALIST II	2		0%		0%	1	50%
EQUIPMENT SUPERINTENDENT	3	2	67%	2	67%	2	67%
EVENT ATTENDANT	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	4	1	25%	1	25%	1	25%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
FISCAL SYSTEMS SPECIALIST I	1	1	100%	1	100%	1	100%
GARAGE ATTENDANT	22	4	18%	4	18%	4	18%
GENERAL AUTOMOTIVE SUPERVISOR	2		0%		0%		0%
GEN MGR DEPT OF GENERAL SERVICES	1	1	100%	1	100%	1	100%
HEAD CUSTODIAN SUPERVISOR	6	3	50%	3	50%	3	50%
HEAVY DUTY EQUIPMENT MECHANIC	64	7	11%	8	13%	8	13%
HELICOPTER MECHANIC	28	6	21%	6	21%	6	21%
HELICOPTER MECHANIC SUPERVISOR I	7	1	14%	1	14%	1	14%
HELICOPTER MECHANIC SUPERVISOR II	2	1	50%	1	50%	2	100%
INFORMATION SYSTEMS MANAGER I	1		0%		0%		0%
LABOR SUPERVISOR	1	1	100%	1	100%	1	100%
LOCKSMITH	3	1	33%	1	33%	1	33%
MACHINIST	3	2	67%	2	67%	2	67%
MAINTENANCE & CONSTRUCTION HELPER	2		0%		0%		0%
MAINTENANCE LABORER	6	2	33%	2	33%	2	33%
MANAGEMENT ANALYST	21	2	10%	2	10%	3	14%
MANAGEMENT ANALYST II	1	1	100%	1	100%	1	100%
MANAGEMENT ASSISTANT	13		0%		0%		0%
MATERIALS TESTING ENGINEER I	1	1	100%	1	100%	1	100%
MATERIALS TESTING ENGINEER II	1		0%		0%		0%
MATERIALS TESTING ENGINEERING ASSOC I	5		0%		0%		0%
MATERIALS TESTING ENGINEERING ASSOC II	11	5	45%	5	45%	5	45%
MATERIALS TESTING ENGINEERING ASSOC III	3		0%		0%		0%
MATERIALS TESTING ENGINEERING ASSOC IV	4	1	25%	1	25%	1	25%
MATERIALS TESTING TECHNICIAN II	31	3	10%	3	10%	3	10%
MECHANICAL HELPER	4		0%		0%		0%
MECHANICAL REPAIRER	1		0%		0%		0%
MESSENGER CLERK	2	1	50%	1	50%	2	100%
OFFICE SERVICES ASSISTANT	3		0%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	4		0%		0%		0%
OFFICE TRAINEE DELIVERY DRIVER	1		0%		0%		0%
ON LEAVE	2		0%		0%		0%
PAINTER	2	1	50%	1	50%	1	50%
PAINTER SUPERVISOR	1	1	100%	1	100%	1	100%
PARKING ATTENDANT II	34	13	38%	14	41%	15	44%
PARKING MANAGER I	1	1	100%	1	100%	1	100%
PARKING MANAGER II	1		0%		0%		0%
PARKING SERVICES SUPERVISOR	1		0%	1	100%	1	100%
PAYROLL SUPERVISOR	1		0%		0%		0%
PLUMBER	17	3	18%	3	18%	4	24%
PLUMBER SUPERVISOR	6	3	50%	3	50%	3	50%
PRE-PRESS OPERATOR I	2		0%		0%		0%
PRINCIPAL ACCOUNTANT II	3		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

GSD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PRINCIPAL CLERK	2	2	100%	2	100%	2	100%
PRINCIPAL STOREKEEPER	4	1	25%	1	25%	2	50%
PRINTING PRESS OPERATOR I	2		0%		0%		0%
PROCUREMENT ANALYST II	14	1	7%	1	7%	1	7%
PROCUREMENT SUPERVISOR	4	2	50%	2	50%	2	50%
PROGRAMMER/ANALYST V	1		0%		0%		0%
PROJECT ASSISTANT	1	1	100%	1	100%	1	100%
PROPERTY MANAGER I	2		0%		0%		0%
REAL ESTATE ASSOCIATE II	1		0%		0%		0%
REAL ESTATE OFFICER	1		0%		0%		0%
RISK MANAGER II	1		0%		0%		0%
ROOFER	3	1	33%	1	33%	1	33%
ROOFER SUPERVISOR	1		0%	1	100%	1	100%
SENIOR ACCOUNTANT II	4	3	75%	3	75%	4	100%
SENIOR ADMINISTRATIVE CLERK	18	4	22%	5	28%	5	28%
SENIOR AUTOMOTIVE SUPERVISOR	4	2	50%	2	50%	2	50%
SENIOR BUILDING OPERATING ENGINEER	3	2	67%	2	67%	2	67%
SENIOR CHEMIST	1	1	100%	1	100%	1	100%
SENIOR ELECTRICIAN	3		0%		0%		0%
SENIOR EQUIPMENT MECHANIC	4		0%		0%		0%
SENIOR HEAVY DUTY EQUIPMENT MECHANIC	1	1	100%	1	100%	1	100%
SENIOR MANAGEMENT ANALYST I	12	3	25%	3	25%	3	25%
SENIOR MANAGEMENT ANALYST II	11	1	9%	2	18%	2	18%
SENIOR PARKING ATTENDANT I	4	2	50%	2	50%	2	50%
SENIOR REAL ESTATE OFFICER	4	3	75%	3	75%	3	75%
SENIOR STOREKEEPER	11	5	45%	6	55%	7	64%
SENIOR SYSTEMS ANALYST I	3		0%		0%		0%
SENIOR SYSTEMS ANALYST II	2	1	50%	1	50%	2	100%
SHEET METAL SUPERVISOR	1	1	100%	1	100%	1	100%
SHEET METAL WORKER	2		0%		0%		0%
SIGN PAINTER	1		0%		0%		0%
SR CUSTODIAN I	14	4	29%	4	29%	4	29%
SR CUSTODIAN II	21	2	10%	2	10%	3	14%
STOREKEEPER	9		0%		0%		0%
STOREKEEPER II	31	3	10%	3	10%	5	16%
STOREKEEPER M	13	3	23%	3	23%	3	23%
STORES SUPERVISOR	1	1	100%	1	100%	1	100%
SUPPLY SERVICES MANAGER I	1		0%		0%		0%
SUPPLY SERVICES MANAGER II	1	1	100%	1	100%	1	100%
SUPPLY SERVICES PAYMENT CLERK	30	8	27%	9	30%	9	30%
SYSTEMS ANALYST	6		0%		0%		0%
TIRE REPAIRER	6	1	17%	1	17%	1	17%
TIRE REPAIRER SUPVR	1		0%		0%		0%
TITLE EXAMINER	1		0%		0%		0%
TRANSITIONAL WORKER	1		0%		0%		0%
TRUCK OPERATOR	7	2	29%	3	43%	4	57%
VOCATIONAL WORKER CUSTODIAN	6		0%		0%		0%
VOCATIONAL WORKER GARAGE ATTENDANT	7		0%		0%		0%
VOCATIONAL WORKER I	4		0%		0%		0%
VOCATIONAL WORKER WAREHS & TOOLRM WORKER	2		0%		0%		0%
WAREHOUSE AND TOOLROOM WORKER I	6	1	17%	1	17%	2	33%
WAREHOUSE AND TOOLROOM WORKER II	4	1	25%	2	50%	2	50%
WELDER	30	2	7%	2	7%	2	7%
WELDER SUPERVISOR	2		0%		0%		0%
TOTAL	1296	258	20%	290	22%	331	26%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	2	1	50%	1	50%	1	50%
ACCOUNTING CLERK	9	1	11%	1	11%	1	11%
ACCOUNTING CLERK TRAINEE	3		0%		0%		0%
ACCOUNTING RECORDS SUPERVISOR II	1		0%		0%		0%
ADMINISTRATIVE CLERK	11		0%		0%		0%
ADMINISTRATIVE INTERN I	1		0%		0%		0%
ADMINISTRATIVE INTERN II	3		0%		0%		0%
AIR CONDITIONING MECHANIC	4	2	50%	3	75%	3	75%
AIR CONDITIONING MECHANIC SUPERVISOR II	1		0%		0%		0%
ARCHITECT	1		0%		0%		0%
ARCHITECTURAL ASSOCIATE I	1		0%		0%		0%
ARCHITECTURAL ASSOCIATE II	1		0%		0%		0%
ARCHITECTURAL DRAFTING TECH - HARBOR	1		0%		0%		0%
ASSISTANT GARDENER	3		0%		0%		0%
AUDIO VISUAL TECHNICIAN	2		0%		0%		0%
BOAT CAPTAIN I	5	1	20%	1	20%	1	20%
BOAT CAPTAIN II	1		0%		0%		0%
BUILDING ELECTRICAL ENGINEER I	1		0%		0%		0%
BUILDING ELECTRICAL ENGINEER II	1		0%		0%		0%
BUILDING OPERATING ENGINEER	4	1	25%	2	50%	2	50%
CARPENTER	7	1	14%	1	14%	1	14%
CARPENTER SUPERVISOR	1	1	100%	1	100%	1	100%
CHIEF BUILDING OPERATING ENGINEER	1		0%		0%		0%
CHIEF CLERK	1		0%		0%		0%
CHIEF CONSTRUCTION INSPECTOR	1	1	100%	1	100%	1	100%
CHIEF HARBOR ENGINEER	2	1	50%	1	50%	1	50%
CHIEF INFORMATION SECURITY OFFICER	1		0%		0%		0%
CHIEF MANAGEMENT ANALYST	2		0%		0%		0%
CHIEF PORT PILOT II	2	2	100%	2	100%	2	100%
CIVIL ENGINEER	9		0%		0%		0%
CIVIL ENGINEERING ASSOCIATE I	8		0%		0%		0%
CIVIL ENGINEERING ASSOCIATE II	10	1	10%	1	10%	1	10%
CIVIL ENGINEERING ASSOCIATE III	8	2	25%	2	25%	2	25%
CIVIL ENGINEERING ASSOCIATE IV	7	4	57%	4	57%	4	57%
CIVIL ENGINEERING DRAFT TECHNICIAN	1		0%		0%		0%
COMMISSION EXECUTIVE ASSISTANT II	1		0%		0%		0%
COMMUNICATIONS ENGINEERING ASSOC I	1		0%		0%		0%
COMMUNICATIONS INFORMATION REP III	7		0%		0%		0%
COMMUNICATIONS INFORMATION REP TRAINEE	2		0%		0%		0%
COMMUNITY AFFAIRS ADVOCATE	1	1	100%	1	100%	1	100%
CONSTRUCTION & MAINTENANCE SUP I	1	1	100%	1	100%	1	100%
CONSTRUCTION & MAINTENANCE SUP II	2	1	50%	1	50%	1	50%
CONSTRUCTION ESTIMATOR	1		0%		0%		0%
CONSTRUCTION INSPECTOR	3		0%		0%		0%
CUSTODIAN	14	5	36%	5	36%	5	36%
DATA BASE ARCHITECT	2		0%		0%		0%
DECK HAND	5		0%		0%		0%
DELIVERY DRIVER II	1		0%		0%		0%
DELIVERY DRIVER III	1		0%		0%		0%
DEPARTMENTAL AUDIT MANAGER	1	1	100%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1		0%		0%		0%
DIR OF PORT CONSTRUCTION & MAINT I	1		0%		0%		0%
DIR OF PORT CONSTRUCTION & MAINT II	1		0%		0%		0%
DIRECTOR OF PORT MARKETING I	1		0%		0%		0%
DIRECTOR OF PORT MARKETING II	1	1	100%	1	100%	1	100%
DIRECTOR OF PORT OPERATIONS	1	1	100%	1	100%	1	100%
DUPLICATING MACHINE OPERATOR	1		0%		0%		0%
ELECTRICAL CRAFT HELPER	1		0%		0%		0%
ELECTRICAL ENGINEERING ASSOCIATE I	3		0%		0%		0%
ELECTRICAL ENGINEERING ASSOCIATE II	2		0%		0%	1	50%
ELECTRICAL ENGINEERING ASSOCIATE III	1		0%		0%		0%
ELECTRICAL INSPECTOR	1		0%		0%		0%
ELECTRICIAN	4	1	25%	1	25%	1	25%
ELECTRICIAN SUPERVISOR	1		0%		0%		0%
ELEVATOR MECHANIC	2		0%		0%		0%
EMERGENCY MANAGEMENT COORDINATOR I	2		0%		0%		0%
ENGINEERING DESIGNER I	1		0%		0%		0%
ENVIRONMENTAL AFFAIRS OFFICER	1		0%		0%		0%
ENVIRONMENTAL SPECIALIST II	1		0%		0%		0%
ENVIRONMENTAL SPECIALIST III	8	1	13%	1	13%	1	13%
EQUIPMENT MECHANIC	3		0%		0%		0%
EQUIPMENT OPERATOR	2	1	50%	1	50%	1	50%
EQUIPMENT REPAIR SUPERVISOR	1		0%		0%		0%
EQUIPMENT SPECIALIST II	1		0%		0%		0%
EQUIPMENT SUPERVISOR	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	3		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
FIELD ENGINEERING AIDE	2		0%		0%		0%
FINANCIAL ANALYST I	1		0%		0%		0%
FINANCIAL ANALYST II	2		0%		0%		0%
FINANCIAL MANAGER I	3	1	33%	1	33%	1	33%
FINANCIAL MANAGER II	1		0%		0%		0%
FIRST DEPUTY GEN MANAGER HARBOR	4	2	50%	2	50%	2	50%
FISCAL SYSTEMS SPECIALIST I	1		0%		0%		0%
FISCAL SYSTEMS SPECIALIST II	1	1	100%	1	100%	1	100%
GARAGE ATTENDANT	2		0%		0%		0%
GARDENER CARETAKER	23	4	17%	5	22%	8	35%
GENERAL MANAGER HARBOR DEPT	1	1	100%	1	100%	1	100%
GEOGRAPHIC INFO SYSTEMS SUPRVSR 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	8	2	25%	3	38%	3	38%
HARBOR ENGINEER II	5	4	80%	4	80%	4	80%
HARBOR PLANNING AND RESEARCH DIR I	1		0%		0%		0%
HARBOR PLANNING AND RESEARCH DIR II	2		0%		0%		0%
HARBOR PLANNING/ECONOMIC ANALYST II	3	1	33%	1	33%	1	33%
HARBOR PUBLIC & COMMUNICATIONS DIR	1		0%		0%		0%
HEAVY DUTY EQUIPMENT MECHANIC	8	1	13%	1	13%	1	13%
HEAVY DUTY TRUCK OPERATOR	1		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
INFORMATION SYSTEMS MANAGER I	1		0%		0%		0%
INFORMATION SYSTEMS MANAGER II	1		0%		0%		0%
INFORMATION SYSTEMS OPERATIONS MGR I	1	1	100%	1	100%	1	100%
INTERNAL AUDITOR II	1		0%		0%		0%
INTERNAL AUDITOR III	1		0%		0%		0%
LAND SURVEYING ASSISTANT	4	2	50%	2	50%	2	50%
LANDSCAPE ARCHITECT I	1		0%		0%		0%
LEGISLATIVE REPRESENTATIVE	3		0%		0%		0%
LOCKSMITH	1		0%		0%		0%
MACHINIST	2		0%		0%		0%
MACHINIST SUPERVISOR - HARBOR	1	1	100%	1	100%	1	100%
MAINTENANCE & CONSTRUCTION HELPER	7	1	14%	1	14%	1	14%
MAINTENANCE LABORER	18	3	17%	3	17%	5	28%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ANALYST	37	4	11%	6	16%	6	16%
MANAGEMENT ASSISTANT	2		0%		0%		0%
MARINE ENVIRONMENTAL MANAGER I	2		0%		0%		0%
MARINE ENVIRONMENTAL SUPERVISOR	4		0%	1	25%	1	25%
MASONRY WORKER	1		0%	1	100%	1	100%
MATERIALS TESTING ENGINEERING ASSOC IV	1		0%		0%		0%
MATERIALS TESTING TECHNICIAN II	4		0%		0%		0%
MECHANICAL ENGINEERING ASSOCIATE I	1		0%		0%		0%
MECHANICAL ENGINEERING ASSOCIATE III	2		0%		0%		0%
MECHANICAL ENGINEERING DRAFTING TECH	1		0%		0%		0%
MECHANICAL HELPER	3		0%		0%		0%
MECHANICAL REPAIR GENERAL SUPERVISOR	1	1	100%	1	100%	1	100%
MECHANICAL REPAIRER	1		0%		0%		0%
MOTOR SWEEPER OPERATOR	1		0%		0%		0%
OFFICE SERVICES ASSISTANT	1		0%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	7		0%		0%		0%
PAINTER II	6	1	17%	1	17%	1	17%
PAINTER SUPERVISOR II HARBOR	1		0%		0%		0%
PARK MAINTENANCE SUPERVISOR	1		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERSONNEL DIRECTOR III	1		0%		0%	1	100%
PERSONNEL RECORDS SUPERVISOR	1		0%		0%		0%
PILE DRIVER SUPERVISOR	1		0%	1	100%	1	100%
PILE DRIVER WORKER I	8	1	13%	1	13%	1	13%
PILE DRIVER WORKER II	1		0%		0%		0%
PLANNING ASSISTANT	3		0%		0%		0%
PLUMBER	8	2	25%	2	25%	3	38%
PLUMBER SUPERVISOR	1		0%		0%		0%
PORT ELECTRICAL MECHANIC	15	5	33%	5	33%	6	40%
PORT ELECTRICAL MECHANICAL SUPERVISOR	3	1	33%	2	67%	3	100%
PORT MAINTENANCE SUPERVISOR	3		0%		0%		0%
PORT MARKETING MANAGER	3	1	33%	1	33%	1	33%
PORT PILOT I	2		0%		0%		0%
PORT PILOT II	11	1	9%	1	9%	1	9%
PORT POLICE OFFICER I	1		0%		0%		0%
PORT POLICE OFFICER III	3		0%	1	33%	1	33%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PORT POLICE SERGEANT	2	2	100%	2	100%	2	100%
PORT WARDEN I	1		0%		0%		0%
PRINCIPAL ACCOUNTANT I	1		0%		0%		0%
PRINCIPAL ACCOUNTANT II	3		0%	1	33%	2	67%
PRINCIPAL CIVIL ENGINEERING DRAFT TECH	2		0%		0%		0%
PRINCIPAL CLERK	8	1	13%		25%	2	25%
PRINCIPAL CONSTRUCTION INSPECTOR	3	2	67%	2	67%	2	67%
PRINCIPAL GROUNDS MAINT SUPERVSR II	1		0%	2	0%	1	100%
PRINCIPAL PUBLIC RELATIONS REP	2	1	50%	1	50%	1	50%
PRINCIPAL SECURITY OFFICER	1		0%		0%		0%
PROGRAMMER/ANALYST II	1		0%		0%		0%
PROGRAMMER/ANALYST III	2		0%		0%		0%
PROGRAMMER/ANALYST IV	2	1	50%	1	50%	1	50%
PROGRAMMER/ANALYST V	2		0%		0%		0%
PROPERTY MANAGER III	3		0%		0%		0%
PROPERTY MANAGER IV	1		0%		0%		0%
PUBLIC INFORMATION DIRECTOR I	1	1	100%	1	100%	1	100%
PUBLIC INFORMATION DIRECTOR II	1		0%		0%		0%
REAL ESTATE OFFICER	4		0%		0%		0%
RISK AND INSURANCE ASSISTANT	1		0%		0%		0%
RISK MANAGER II	2		0%		0%		0%
RISK MANAGER III	1		0%		0%		0%
ROOFER	7	3	43%	3	43%	3	43%
ROOFER SUPERVISOR	1		0%		0%		0%
SAFETY ENGINEER	1		0%		0%		0%
SECOND DEPUTY GEN MANAGER HARBOR	1		0%		0%		0%
SECRETARY	6		0%		0%		0%
SECURITY OFFICER	32	4	13%	4	13%	4	13%
SENIOR ACCOUNTANT I	1		0%		0%		0%
SENIOR ACCOUNTANT II	4	1	25%	1	25%	1	25%
SENIOR ADMINISTRATIVE CLERK	29	4	14%	4	14%	4	14%
SENIOR ADMINISTRATIVE CLERK III	3	1	33%	2	67%	2	67%
SENIOR ARCHITECT	1		0%		0%		0%
SENIOR AUTOMOTIVE SUPERVISOR	1		0%		0%		0%
SENIOR CARPENTER	2	1	50%	1	50%	1	50%
SENIOR CIVIL ENGINEER	12	2	17%	2	17%	2	17%
SENIOR CIVIL ENGINEERING DRAFTING TECH	1		0%		0%		0%
SENIOR COMMUNICATIONS ENGINEER	2	2	100%	2	100%	2	100%
SENIOR CONSTRUCTION INSPECTOR	8	2	25%	2	25%	2	25%
SENIOR DUPLICATING MACHINE OPERATOR	1	1	100%	1	100%	1	100%
SENIOR ELECTRICAL ENGINEERING DRAFTING TECH	1	1	100%	1	100%	1	100%
SENIOR ELECTRICAL INSPECTOR	1		0%		0%		0%
SENIOR ELECTRICIAN	2		0%		0%		0%
SENIOR GARDENER	3		0%		0%		0%
SENIOR HEAVY DUTY EQUIPMENT MECHANIC	2		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	18	3	17%	3	17%	3	17%
SENIOR MANAGEMENT ANALYST II	13	1	8%	1	8%	2	15%
SENIOR PAINTER II	1		0%		0%		0%
SENIOR PERSONNEL ANALYST I	3		0%		0%		0%
SENIOR PERSONNEL ANALYST II	1		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR PLUMBER	3	1	33%	1	33%	1	33%
SENIOR PORT ELECTRICAL MECHANIC	4	3	75%	4	100%	4	100%
SENIOR REAL ESTATE OFFICER	4	1	25%	1	25%	1	25%
SENIOR ROOFER	2	1	50%	1	50%	1	50%
SENIOR SECURITY OFFICER	6	3	50%	3	50%	3	50%
SENIOR STOREKEEPER	1	1	100%	1	100%	1	100%
SENIOR STRUCTURAL ENGINEER	1	1	100%	1	100%	1	100%
SENIOR SURVEY SUPERVISOR	1		0%		0%		0%
SENIOR SYSTEMS ANALYST I	2	1	50%	1	50%	1	50%
SENIOR SYSTEMS ANALYST II	1		0%		0%		0%
SENIOR TRANSPORTATION ENGINEER	1		0%		0%		0%
SHEET METAL WORKER	1		0%		0%		0%
SHIP CARPENTER	2	1	50%	1	50%	1	50%
STOREKEEPER II	1		0%		0%		0%
STREET SERVICES WORKER I	1		0%		0%		0%
STREET SERVICES WORKER II	1		0%		0%		0%
STRUCTURAL ENGINEERING ASSOCIATE I	1		0%		0%		0%
SURVEY PARTY CHIEF II	5		0%		0%		0%
SYSTEMS ADMINISTRATOR I	2	1	50%	1	50%	1	50%
SYSTEMS ADMINISTRATOR II	6		0%	1	17%	1	17%
SYSTEMS ADMINISTRATOR III	6	1	17%	1	17%	1	17%
SYSTEMS ANALYST	7		0%		0%		0%
TIRE REPAIRER	1		0%		0%		0%
TRAFFIC MANAGER	9	2	22%	2	22%	2	22%
TRAFFIC PAINTER AND SIGN POSTER II	2		0%		0%		0%
TRANSPORTATION ENGINEER	1		0%		0%		0%
TREE SURGEON	2	1	50%	1	50%	1	50%
TREE SURGEON ASSISTANT	1		0%		0%		0%
TREE SURGEON SUPERVISOR I	1	1	100%	1	100%	1	100%
VIDEO PRODUCTION COORDINATOR	1		0%		0%		0%
VOCATIONAL WORKER CUSTODIAN	1		0%		0%		0%
VOCATIONAL WORKER GARAGE ATTENDANT	1		0%		0%		0%
VOCATIONAL WORKER GARDENER CARETAKER	1		0%		0%		0%
VOCATIONAL WORKER I	4		0%		0%		0%
WAREHOUSE AND TOOLROOM WORKER II	1		0%		0%		0%
WELDER	4		0%		0%		0%
WHARFINGER I	7		0%		0%	1	14%
WHARFINGER II	2		0%		0%		0%
TOTAL	769	129	17%	145	19%	159	21%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

HOUSING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	14	1	7%	1	7%	1	7%
ACCOUNTING CLERK	9	3	33%	3	33%	3	33%
ACCOUNTING CLERK TRAINEE	2		0%		0%		0%
ADMINISTRATIVE CLERK	70	6	9%	6	9%	6	9%
ARCHITECTURAL ASSOCIATE IV	1	1	100%	1	100%	1	100%
ASSISTANT CHIEF GRANTS ADMINISTRATOR	1		0%		0%		0%
ASSISTANT INSPECTOR II	4		0%		0%		0%
ASSISTANT INSPECTOR ILL	1		0%		0%		0%
ASST GM LOS ANGELES HOUSING DEPT	4	1	25%	1	25%	1	25%
CHIEF INSPECTOR	3	2	67%	2	67%	2	67%
CHIEF MANAGEMENT ANALYST	1		0%		0%		0%
COMMUNICATIONS INFORMATION REP I	1		0%		0%		0%
COMMUNICATIONS INFORMATION REP II	7	1	14%	1	14%	1	14%
COMMUNICATIONS INFORMATION REP III	1		0%		0%		0%
COMMUNITY HOUSING PROGRAMS MANAGER	4	1	25%	1	25%	1	25%
CONSTRUCTION ESTIMATOR	1		0%		0%	1	100%
DATA ANALYST I	1		0%		0%		0%
DATA BASE ARCHITECT	1	1	100%	1	100%	1	100%
DEPARTMENTAL CHIEF ACCOUNTANT I	1		0%		0%		0%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1		0%		0%		0%
DIRECTOR ENFORCEMENT OPERATIONS	3	1	33%	2	67%	2	67%
DIRECTOR OF HOUSING	6	1	17%	1	17%	1	17%
DIRECTOR OF SYSTEMS	1		0%		0%		0%
EMERGENCY MANAGEMENT COORDINATOR I	1		0%		0%		0%
ENVIRONMENTAL AFFAIRS OFFICER	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SPECIALIST I	2		0%		0%		0%
ENVIRONMENTAL SUPERVISOR I	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	3		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
FINANCE DEVELOPMENT OFFICER I	27	4	15%	5	19%	7	26%
FINANCE DEVELOPMENT OFFICER II	11	5	45%	5	45%	5	45%
FISCAL SYSTEMS SPECIALIST II	1		0%		0%		0%
GEN MGR LOS ANGELES HOUSING DEPT	1		0%		0%		0%
GRAPHICS DESIGNER I	1		0%		0%		0%
GRAPHICS DESIGNER II	1		0%		0%		0%
HOUSING INSPECTOR	82	15	18%	19	23%	23	28%
HOUSING INVESTIGATOR I	20		0%		0%	1	5%
HOUSING INVESTIGATOR II	4		0%	1	25%	1	25%
HOUSING PLANNING/ECONOMIC ANALYST	7		0%		0%		0%
INFORMATION SYSTEMS MANAGER I	1		0%		0%		0%
INSPECTOR TRAINEE I	2		0%		0%		0%
INSPECTOR TRAINEE II	9		0%		0%		0%
INSPECTOR TRAINEE III	3		0%		0%		0%
INTERNAL AUDITOR IV	1		0%		0%		0%
MANAGEMENT AIDE	6	1	17%	1	17%	1	17%
MANAGEMENT ANALYST	85	5	6%	5	6%	6	7%
MANAGEMENT ASSISTANT	46		0%		0%		0%
MATERIALS TESTING TECHNICIAN I	1		0%		0%		0%
OFFICE SERVICES ASSISTANT	6		0%		0%		0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

HOUSING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PRINCIPAL ACCOUNTANT I	3		0%		0%		0%
PRINCIPAL ACCOUNTANT II	1		0%		0%		0%
PRINCIPAL CLERK	1		0%		0%		0%
PRINCIPAL INSPECTOR	8		0%	1	13%	4	50%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROGRAMMER/ANALYST IV	4		0%		0%		0%
PROJECT ASSISTANT	12	1	8%	1	8%	1	8%
PROJECT COORDINATOR	2		0%		0%		0%
PUBLIC INFORMATION DIRECTOR I	2		0%		0%		0%
PUBLIC RELATIONS SPECIALIST I	1		0%		0%		0%
REHABILITATION CONSTRUCTION SPECIALIST I	17	2	12%	2	12%	2	12%
REHABILITATION CONSTRUCTION SPECIALIST II	14	5	36%	6	43%	6	43%
REHABILITATION CONSTRUCTION SPECIALIST ILL	4	2	50%	2	50%	2	50%
REHABILITATION PROJECT COORDINATOR I	1	1	100%	1	100%	1	100%
REHABILITATION PROJECT COORDINATOR II	1	1	100%	1	100%	1	100%
SECRETARY	4	2	50%	2	50%	2	50%
SENIOR ACCOUNTANT I	5		0%		0%		0%
SENIOR ACCOUNTANT II	4	2	50%	3	75%	3	75%
SENIOR ADMINISTRATIVE CLERK	32	4	13%	4	13%	4	13%
SENIOR AUDITOR	1	1	100%	1	100%	1	100%
SENIOR HOUSING INSPECTOR	29	12	41%	12	41%	13	45%
SENIOR HOUSING INVESTIGATOR I	6	1	17%	1	17%	2	33%
SENIOR HOUSING INVESTIGATOR II	2		0%		0%		0%
SENIOR HOUSING PLANNING & ECONOMIC ANALYST	3		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	18		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	8	1	13%	1	13%	1	13%
SENIOR PROJECT COORDINATOR	2		0%		0%		0%
SENIOR SYSTEMS ANALYST I	1		0%		0%		0%
SENIOR SYSTEMS ANALYST II	4	1	25%	1	25%	1	25%
STOREKEEPER II	1	1		1		1	
SYSTEMS ADMINISTRATOR I	1						
SYSTEMS ANALYST	7	1	14%	2	29%	2	29%
WAREHOUSE AND TOOLROOM WORKER I	1	1	100%	1	100%	1	100%
TOTAL	664	90	14%	101	15%	115	17%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

ITA JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
311 DIRECTOR	1	1	100%	1	100%	1	100%
ACCOUNTANT	1		0%		0%		0%
ACCOUNTING CLERK	2		0%		0%		0%
ADMINISTRATIVE CLERK	3		0%		0%		0%
ASST GM, ITA	3	1	33%	1	33%	2	67%
AVIONICS SPECIALIST	4		0%		0%	1	25%
CABLE TELEVISION PRODUCTION MGR II	2		0%		0%		0%
CABLE TELEVISION PRODUCTION MGR III	1	1	100%	1	100%	1	100%
CHANNEL TRAFFIC COORDINATOR	1	1	100%	1	100%	1	100%
CHIEF COMMUNICATIONS OPERATOR	1		0%		0%		0%
CHIEF INFORMATION SECURITY OFFICER	1		0%		0%	1	100%
CHIEF MANAGEMENT ANALYST	1		0%		0%		0%
COMMUNICATIONS ELECTRICIAN	52	13	25%	14	27%	17	33%
COMMUNICATIONS ELECTRICIAN SUPERVISOR	5	2	40%	3	60%	3	60%
COMMUNICATIONS ENGINEER	7	4	57%	5	71%	5	71%
COMMUNICATIONS ENGINEERING ASSOC I	7		0%		0%		0%
COMMUNICATIONS ENGINEERING ASSOC II	7	4	57%	4	57%	4	57%
COMMUNICATIONS ENGINEERING ASSOC IV	2	1	50%	1	50%	1	50%
COMMUNICATIONS INFORMATION REP I	6		0%		0%		0%
COMMUNICATIONS INFORMATION REP II	30	2	7%	2	7%	2	7%
COMMUNICATIONS INFORMATION REP III	2		0%		0%	1	50%
COMMUNICATIONS INFO REP TRAINEE	4		0%		0%	1	25%
COMPUTER GRAPHIC ARTIST II	1		0%		0%		0%
COUNCILPHONE & VOICEMAIL TECHNICIAN	1	1	100%	1	100%	1	100%
DATA BASE ARCHITECT	5		0%	1	20%	2	40%
DATA PROCESSING TECHNICIAN I	1		0%		0%		0%
DIRECTOR OF COMMUNICATIONS SERVICES	1	1	100%	1	100%	1	100%
DIRECTOR OF SYSTEMS	1	1	100%	1	100%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%	1	100%	1	100%
FISCAL SYSTEMS SPECIALIST II	1		0%		0%	1	100%
GENERAL MANAGER ITA	1		0%		0%		0%
GRAPHICS DESIGNER II	1		0%		0%		0%
GRAPHICS SUPERVISOR I	1		0%		0%		0%
GRAPHICS SUPERVISOR II	1		0%		0%		0%
INFORMATION SERVICES SPECIALIST	2		0%		0%		0%
INFORMATION SYSTEMS MANAGER I	9	1	11%	2	22%	2	22%
INFORMATION SYSTEMS MANAGER II	6	1	17%	1	17%	1	17%
INFORMATION SYSTEMS OPERATIONS MGR II	1	1	100%	1	100%	1	100%
IT SPECIALIST	9		0%		0%		0%
MANAGEMENT ANALYST	5		0%		0%		0%
MANAGEMENT ASSISTANT	2		0%		0%		0%
PRINCIPAL ACCOUNTANT II	1	1	100%	1	100%	1	100%
PRINCIPAL CLERK	1		0%		0%		0%
PRINCIPAL COMMUNICATIONS OPERATOR	1		0%		0%		0%
PROGRAMMER/ANALYST III	11	2	18%	2	18%	2	18%
PROGRAMMER/ANALYST IV	16	3	19%	3	19%	4	25%
PROGRAMMER/ANALYST V	10	4	40%	4	40%	5	50%
PUBLIC RELATIONS SPECIALIST II	1		0%		0%		0%
SENIOR ADMINISTRATIVE CLERK	4		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

ITA JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR AVIONICS SPECIALIST	1		0%		0%		0%
SENIOR COMMUNICATIONS ELECTRICIAN	7		0%		0%		0%
SENIOR COMMUNICATIONS ELECTRICIAN SUP	3	1	33%	2	67%	2	67%
SENIOR COMMUNICATIONS ENGINEER	2	1	50%	1	50%	2	100%
SENIOR COMMUNICATIONS OPERATOR I	5		0%		0%		0%
SENIOR COMPUTER OPERATOR II	1	1	100%	1	100%	1	100%
SENIOR MANAGEMENT ANALYST I	3		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	1	1	100%	1	100%	1	100%
SENIOR SYSTEMS ANALYST I	3	2	67%	2	67%	2	67%
SENIOR SYSTEMS ANALYST II	3	1	33%	1	33%	1	33%
SYSTEMS ADMINISTRATOR I	6		0%		0%	1	17%
SYSTEMS ADMINISTRATOR II	21	4	19%	4	19%	5	24%
SYSTEMS ADMINISTRATOR III	16	2	13%	2	13%	3	19%
SYSTEMS ANALYST	34		0%		0%		0%
TELECOMMUNICATIONS REGULATORY OFFICER I	1		0%		0%		0%
TELEVISION ENGINEER	2		0%		0%		0%
VIDEO TECHNICIAN II	4		0%		0%	1	25%
TOTAL	352	59	17%	66	19%	83	24%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

LACERS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	6	1	17%	1	17%	1	17%
ACCOUNTING CLERK	5	1	20%	1	20%	1	20%
ACCOUNTING CLERK TRAINEE	12		0%		0%		0%
ADMINISTRATIVE CLERK	11	1	9%	1	9%	1	9%
ASSISTANT GENERAL MANAGER, LACERS	2	1	50%	1	50%	3	50%
BENEFITS ANALYST	20	2	10%	2	10%	4	15%
BENEFITS SPECIALIST	48	3	6%	4	8%	1	8%
CHIEF BENEFITS ANALYST	4	1	25%	1	25%	1	25%
CHIEF INVESTMENT OFFICER	1	1	100%	1	100%		100%
CHIEF MANAGEMENT ANALYST	1		0%		0%	1	0%
COMMISSION EXECUTIVE ASSISTANT II	1		0%		0%		0%
DEPARTMENTAL AUDIT MANAGER	1	1	100%	1	100%	1	100%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1		0%		0%	1	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	2		0%		0%		50%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%		100%
FISCAL SYSTEMS SPECIALIST II	1		0%		0%		0%
GENERAL MANAGER LACERS	1		0%		0%		0%
INFORMATION SYSTEMS MANAGER II	1		0%		0%		0%
INTERNAL AUDITOR II	1		0%		0%	1	0%
INTERNAL AUDITOR III	1		0%		0%		0%
INVESTMENT OFFICER I	5		0%		0%	1	0%
INVESTMENT OFFICER II	3	1	33%	1	33%		33%
INVESTMENT OFFICER III	2		0%		0%		0%
MANAGEMENT ANALYST	6	1	17%	1	17%		17%
MANAGEMENT ASSISTANT	3		0%		0%	1	0%
OFFICE SERVICES ASSISTANT	3		0%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	10		0%		0%	1	0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERSONNEL DIRECTOR I	1	1	100%	1	100%		100%
PRINCIPAL ACCOUNTANT I	1		0%		0%		0%
PRINCIPAL ACCOUNTANT II	1		0%		0%	2	100%
PROGRAMMER/ANALYST V	1		0%		0%	2	0%
PUBLIC INFORMATION DIRECTOR I	1		0%		0%		0%
SENIOR ACCOUNTANT II	1		0%		0%		0%
SENIOR ADMINISTRATIVE CLERK	10		0%		0%		0%
SENIOR BENEFITS ANALYST I	18	2	11%	2	11%		11%
SENIOR BENEFITS ANALYST II	5	2	40%	2	40%		40%
SENIOR MANAGEMENT ANALYST I	3		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	2		0%		0%		0%
SENIOR PERSONNEL ANALYST II	2		0%		0%		0%
SENIOR PROJECT COORDINATOR	1		0%		0%		0%
SENIOR SYSTEMS ANALYST I	1		0%		0%		0%
SENIOR SYSTEMS ANALYST II	1	1	0%	1	0%	1	100%
SYSTEMS ADMINISTRATOR I	1		0%		0%		0%
SYSTEMS ADMINISTRATOR II	1		0%		0%		0%
SYSTEMS ADMINISTRATOR III	1						
SYSTEMS ANALYST	1		0%		0%		0%
TOTAL	207	21	10%	22	11%	25	12%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

FIRE & POLICE PENSIONS		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	7		0%		0%		0%
ADMINISTRATIVE CLERK	9	1	11%	1	11%	1	11%
ASST GM LOS ANGELES FIRE & POLICE PENSIONS	2		0%		0%		0%
BENEFITS ANALYST	13	1	8%	1	8%	2	15%
BENEFITS SPECIALIST	21	4	19%	4	19%	4	19%
CHIEF BENEFITS ANALYST	1		0%		0%		0%
CHIEF INVESTMENT OFFICER	1		0%		0%		0%
CHIEF MANAGEMENT ANALYST	1		0%		0%		0%
COMMISSION EXECUTIVE ASSISTANT II	1		0%		0%		0%
DEPARTMENTAL AUDIT MANAGER	1		0%		0%		0%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1		0%		0%		0%
GENERAL MANAGER PENSIONS	1		0%		0%		0%
INFORMATION SYSTEMS MANAGER II	1	1	100%	1	100%	1	100%
INTERNAL AUDITOR I	1		0%		0%		0%
INTERNAL AUDITOR IV	1		0%		0%		0%
INVESTMENT OFFICER I	2		0%		0%		0%
INVESTMENT OFFICER II	3	1	33%	1	33%	1	33%
INVESTMENT OFFICER III	2	1	50%	1	50%	1	50%
MANAGEMENT ANALYST	10		0%		0%		0%
MANAGEMENT ASSISTANT	1		0%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	2		0%		0%		0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PRINCIPAL ACCOUNTANT I	1		0%		0%	1	100%
PRINCIPAL ACCOUNTANT II	1	1	100%	1	100%	1	100%
SECRETARY	1	1	100%	1	100%	1	100%
SENIOR ACCOUNTANT II	1		0%		0%		0%
SENIOR ADMINISTRATIVE CLERK	6	2	33%	3	50%	3	50%
SENIOR BENEFITS ANALYST I	3		0%		0%		0%
SENIOR BENEFITS ANALYST II	5	2	40%	2	40%	2	40%
SENIOR MANAGEMENT ANALYST I	4		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	1		0%		0%		0%
SENIOR SYSTEMS ANALYST I	4	1	25%	1	25%	1	25%
SENIOR SYSTEMS ANALYST II	2		0%		0%		0%
SYSTEMS ADMINISTRATOR I	3		0%		0%		0%
SYSTEMS ADMINISTRATOR II	1		0%		0%		0%
SYSTEMS ANALYST	4	1	25%	2	50%	2	50%
TOTAL	121	18	15%	20	17%	22	18%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

LIBRARY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1		0%		0%		0%
ACCOUNTING CLERK	7	3	43%	3	43%	3	43%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ADMINISTRATIVE CLERK	265	64	24%	71	27%	81	31%
ASSISTANT CITY LIBRARIAN	1		0%		0%		0%
CHIEF MANAGEMENT ANALYST	2	2	100%	2	100%	2	100%
CITY LIBRARIAN	1		0%		0%		0%
COMMISSION EXECUTIVE ASSISTANT II	1		0%		0%	1	100%
COMMUNITY PROGRAM ASSISTANT II	14		0%		0%		0%
COMMUNITY PROGRAM ASSISTANT III	2		0%		0%		0%
COMMUNITY SERV REP TRAINEE	1		0%		0%		0%
DELIVERY DRIVER ASSISTANT	2		0%		0%		0%
DELIVERY DRIVER II	8	2	25%	2	25%	3	38%
DELIVERY DRIVER III	1		0%		0%	1	100%
DEPARTMENTAL CHIEF ACCOUNTANT III	1		0%	1	100%	1	100%
DIRECTOR OF SYSTEMS	1		0%		0%		0%
DIVISION LIBRARIAN	4	1	25%	1	25%	1	25%
EVENT ATTENDANT	2		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
GRAPHICS DESIGNER III	1		0%		0%		0%
GRAPHICS SUPERVISOR I	1		0%		0%		0%
IT SPECIALIST	1		0%		0%		0%
LIBRARIAN I	47		0%		0%		0%
LIBRARIAN II	184	40	22%	42	23%	47	26%
LIBRARIAN III	44	10	23%	11	25%	13	30%
LIBRARY ASSISTANT I	48	10	21%	11	23%	12	25%
LIBRARY ASSISTANT II	9	4	44%	5	56%	5	56%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ANALYST	7		0%	1	14%	1	14%
MANAGEMENT ASSISTANT	4		0%		0%		0%
MESSENGER CLERK	1	1	100%	1	100%	1	100%
OFFICE SERVICES ASSISTANT	22		0%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	26		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERSONNEL DIRECTOR III	1		0%		0%	1	100%
PERSONNEL RECORDS SUPERVISOR	1		0%		0%		0%
POLICE OFFICER II	1		0%		0%		0%
PRINCIPAL ACCOUNTANT II	1	1	100%	1	100%	1	100%
PRINCIPAL CLERK	1		0%		0%		0%
PRINCIPAL LIBRARIAN I	14	3	21%	5	36%	6	43%
PRINCIPAL LIBRARIAN II	4	1	25%	1	25%	1	25%
PRINCIPAL PUBLIC RELATIONS REPRESENTATIVE	2	1	50%	1	50%	1	50%
PUBLIC INFORMATION DIRECTOR I	1	1	100%	1	100%	1	100%
PUBLIC INFORMATION DIRECTOR II	1		0%		0%		0%
PUBLIC RELATIONS SPECIALIST II	5		0%	1	20%	1	20%
SECRETARY	3	1	33%	1	33%	1	33%
SENIOR ACCOUNTANT II	2		0%		0%	1	50%
SENIOR EVENT ATTENDANT	1		0%		0%		0%
SENIOR GARDENER	1		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

LIBRARY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR LIBRARIAN	99	22	22%	24	24%	28	28%
SENIOR MANAGEMENT ANALYST I	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	4	1	25%	1	25%	1	25%
SENIOR PERSONNEL ANALYST I	1		0%		0%		0%
SENIOR PERSONNEL ANALYST II	1	1	100%	1	100%	1	100%
SENIOR PROJECT COORDINATOR	1		0%		0%		0%
SENIOR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SENIOR SYSTEMS ANALYST II	3		0%		0%		0%
SOCIAL WORKER II	1		0%		0%		0%
SOCIAL WORKER III	1		0%		0%		0%
SYSTEMS ADMINISTRATOR I	1		0%		0%		0%
SYSTEMS ADMINISTRATOR II	4		0%	1	25%	2	50%
SYSTEMS ANALYST	15	1	7%	1	7%	1	7%
VOCATIONAL WORKER WAREHS & TOOLRM WORKER	1		0%		0%		0%
WAREHOUSE AND TOOLROOM WORKER II	1		0%		0%		0%
TOTAL	890	172	19%	192	22%	221	25%

MAYOR'S OFFICE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
CHIEF OF STAFF, MAYOR	2		0%		0%		0%
DEPUTY MAYOR	15	2	13%	3	20%	3	20%
MAYOR	1		0%		0%		0%
MAYORAL AIDE I	4		0%		0%		0%
MAYORAL AIDE II	5		0%		0%		0%
MAYORAL AIDE III	21		0%		0%		0%
MAYORAL AIDE IV	49		0%		0%		0%
MAYORAL AIDE V	56		0%	1	2%	1	2%
MAYORAL AIDE VI	33		0%	1	3%	2	6%
MAYORAL AIDE VII	39	1	3%	1	3%	1	3%
MAYORAL AIDE VIII	15		0%		0%	2	13%
TOTAL	240	3	1%	6	3%	9	4%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

DEPT OF NEIGHBORHOOD EMPOWERMENT JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK ASSISTANT	1		0%		0%		0%
ADMINISTRATIVE CLERK	2		0%		0%		0%
CHIEF MANAGEMENT ANALYST	1		0%		0%		0%
COMMISSION EXECUTIVE ASSISTANT II	1		0%		0%		0%
GM DEPT OF NEIBRHD EMPWMNT (INTERIM)	1		0%		0%		0%
MANAGEMENT ANALYST	2		0%		0%		0%
OFFICE SERVICES ASSISTANT	1		0%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	1		0%		0%		0%
PRINCIPAL PROJECT COORDINATOR	1		0%		0%		0%
PROJECT ASSISTANT	6		0%		0%		0%
PROJECT COORDINATOR	15		0%		0%		0%
SENIOR ACCOUNTANT I	1		0%		0%		0%
SENIOR PROJECT COORDINATOR	4		0%		0%		0%
SENIOR SYSTEMS ANALYST I	1		0%		0%		0%
TOTAL	38	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

PERSONNEL JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1		0%		0%		0%
ACCOUNTING CLERK	8	1	13%	1	13%	1	13%
ACCOUNTING CLERK TRAINEE	2		0%		0%		0%
ACCOUNTING RECORDS SUPERVISOR II	1		0%		0%		0%
ADMIN INTERN	1		0%		0%		0%
ADMINISTRATIVE CLERK	76	2	3%	3	4%	3	4%
ADMINISTRATIVE INTERN I	1		0%		0%		0%
ADMINISTRATIVE INTERN II	4		0%		0%		0%
ADVANCE PRACTICE PROVIDER	10	4	40%	4	40%	4	40%
ASST GEN MANAGER, PERSONNEL DEPT	4		0%		0%		0%
BACKGROUND INVESTIGATION MANAGER	2		0%		0%		0%
BACKGROUND INVESTIGATOR I	29	6	21%	6	21%	6	21%
BACKGROUND INVESTIGATOR II	7	2	29%	2	29%	2	29%
BACKGROUND INVESTIGATOR III	2		0%		0%		0%
BENEFITS ANALYST	6	1	17%	1	17%	1	17%
BENEFITS SPECIALIST	4	1	25%	1	25%	1	25%
CHIEF BENEFITS ANALYST	1		0%		0%		0%
CHIEF CLERK PERSONNEL	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	1		0%		0%		0%
CHIEF PERSONNEL ANALYST	5		0%		0%		0%
CHIEF PHYSICIAN	1		0%	1	100%	1	100%
CORRECTIONAL NURSE II	23	3	13%	4	17%	4	17%
CORRECTIONAL NURSE III	4		0%		0%		0%
DEFINED CONTRIBUTION PLAN MANAGER	1		0%		0%		0%
ERGONOMIST	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1		0%		0%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
GENERAL MANAGER 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%
HUMAN RESOURCES ASSISTANT	3		0%		0%		0%
LICENSED VOCATIONAL NURSE	3		0%		0%		0%
MANAGEMENT ANALYST	35	2	6%	2	6%	2	6%
MANAGEMENT ASSISTANT	16		0%		0%		0%
MEDICAL ASSISTANT	3		0%		0%	1	33%
MEDICAL RECORDS SUPVR	1		0%	1	100%	1	100%
MEDICAL SERVICES ADMINISTRATOR	1	1	100%	1	100%	1	100%
OCCUPATIONAL HEALTH NURSE	3		0%		0%		0%
OCCUPATIONAL PSYCHOLOGIST II	5		0%		0%		0%
OCCUPATIONAL PSYCHOLOGIST III	1		0%		0%		0%
OFFICE SERVICES ASSISTANT	12		0%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	3		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERSONNEL ANALYST	38	1	3%	1	3%	1	3%
PERSONNEL DIRECTOR I	6		0%		0%		0%
PERSONNEL DIRECTOR II	4		0%		0%		0%
PERSONNEL DIRECTOR III	3	1	33%	1	33%	2	67%
PERSONNEL RECORDS SUPERVISOR	11	1	9%	1	9%	2	18%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

PERSONNEL JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PERSONNEL RESEARCH ANALYST I	13		0%		0%		0%
PERSONNEL RESEARCH ANALYST II	5		0%		0%		0%
PHYSICIAN I	1	1	100%	1	100%	1	100%
PHYSICIAN II	1		0%		0%		0%
PRINCIPAL ACCOUNTANT I	1	1	100%	1	100%	1	100%
PRINCIPAL ACCOUNTANT II	2		0%		0%		0%
PRINCIPAL CLERK	3		0%		0%		0%
PRINCIPAL WORKERS COMPENSATION ANALYST	3	2	67%	2	67%	2	67%
PROGRAMMER/ANALYST IV	2		0%		0%		0%
PROJECT COORDINATOR	1		0%		0%		0%
PUBLIC INFORMATION DIRECTOR I	1	1	100%	1	100%	1	100%
SAFETY ADMINISTRATOR	1		0%		0%		0%
SAFETY ENGINEER	3		0%		0%		0%
SAFETY ENGINEERING ASSOCIATE II	1		0%		0%		0%
SECRETARY	1		0%		0%		0%
SENIOR ADMINISTRATIVE CLERK	47	4	9%	4	9%	6	13%
SENIOR BENEFITS ANALYST I	1		0%		0%		0%
SENIOR BENEFITS ANALYST II	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	7		0%	1	14%	1	14%
SENIOR MANAGEMENT ANALYST II	2		0%		0%	1	50%
SENIOR PERSONNEL ANALYST I	57	5	9%	6	11%	7	12%
SENIOR PERSONNEL ANALYST II	24	3	13%	4	17%	6	25%
SENIOR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SENIOR SYSTEMS ANALYST II	2		0%		0%		0%
SENIOR WORKERS COMPENSATION ANALYST	11	2	18%	2	18%	2	18%
SPECIAL INVESTIGATOR I	2		0%		0%		0%
SPECIAL INVESTIGATOR II	2		0%	1	50%	1	50%
SYSTEMS ADMINISTRATOR II	1		0%		0%		0%
SYSTEMS ADMINISTRATOR III	1		0%		0%		0%
SYSTEMS ANALYST	2		0%		0%		0%
WORKERS COMP ADMINISTRATOR I	2	1	50%	1	50%	1	50%
WORKERS COMP ADMINISTRATOR II	1		0%		0%		0%
WORKERS' COMPENSATION ANALYST	17	4	24%	4		4	24%
WORKERS' COMPENSATION CLAIMS ASST	10	1	10%	1		1	10%
X-RAY AND LABORATORY TECHNICIAN II	1	1	100%	1	100%	1	100%
TOTAL	585	55	9%	63	11%	73	12%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

CITY PLANNING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	2		0%		0%		0%
ACCOUNTING CLERK	1		0%		0%		0%
ACCOUNTING CLERK TRAINEE	2		0%		0%		0%
ADMINISTRATIVE CLERK	24		0%		0%		0%
ASSOCIATE ZONING ADMINISTRATOR	10	3	30%	3	30%	3	30%
CHIEF CLERK	1		0%		0%	1	100%
CHIEF MANAGEMENT ANALYST	1		0%		0%		0%
CHIEF ZONING ADMINISTRATOR	1		0%		0%		0%
CITY PLANNER	103	3	3%	3	3%	3	3%
CITY PLANNING ASSOCIATE	53	2	4%	2	4%	3	6%
COMMISSION EXECUTIVE ASSISTANT I	1		0%		0%		0%
COMMISSION EXECUTIVE ASSISTANT II	1		0%		0%		0%
DATA ANALYST I	1		0%		0%		0%
DATA ANALYST II	1	1	100%	1	100%	1	100%
DEPUTY DIRECTOR OF PLANNING	5		0%		0%		0%
DIRECTOR OF PLANNING	1	1	100%	1	100%	1	100%
DIRECTOR OF SYSTEMS	1		0%		0%		0%
ENVIRONMENTAL SPECIALIST III	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	2	1	50%	1	50%	2	100%
GEOGRAPHIC INFORMATION SPECIALIST	15	2	13%	2	13%	3	20%
GEOGRAPHIC INFO SYSTEMS CHIEF	1	1	100%	1	100%	1	100%
GEOGRAPHIC INFO SYSTEMS SUPERVSR I	6		0%	2	33%	2	33%
GEOGRAPHIC INFO SYSTEMS SUPERVSR II	2		0%		0%		0%
GRAPHICS DESIGNER I	2		0%		0%		0%
GRAPHICS DESIGNER II	3		0%		0%		0%
GRAPHICS DESIGNER III	1		0%		0%		0%
GRAPHICS SUPERVISOR I	2		0%		0%		0%
GRAPHICS SUPERVISOR II	1		0%		0%		0%
MANAGEMENT ANALYST	5	1	20%	1	20%	1	20%
MANAGEMENT ASSISTANT	8		0%		0%		0%
OFFICE ENGINEERING TECHNICIAN III	1		0%		0%		0%
OFFICE SERVICES ASSISTANT	4		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%	1	100%
PLANNING ASSISTANT	116	1	1%	1	1%	1	1%
PRINCIPAL ACCOUNTANT II	1		0%		0%		0%
PRINCIPAL CITY PLANNER	14	3	21%	4	29%	5	36%
PRINCIPAL CLERK	1		0%		0%		0%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROJECT ASSISTANT	1		0%	1	100%	1	100%
PUBLIC INFORMATION DIRECTOR I	1		0%		0%		0%
PUBLIC INFORMATION DIRECTOR II	1		0%		0%		0%
PUBLIC RELATIONS SPECIALIST I	1		0%		0%		0%
SECRETARY	1		0%		0%	1	100%
SENIOR ACCOUNTANT I	3		0%		0%		0%
SENIOR ACCOUNTANT II	2		0%		0%		0%
SENIOR ADMINISTRATIVE CLERK	11	2	18%	2	18%	2	18%
SENIOR ARCHITECT	1		0%		0%	1	100%
SENIOR CITY PLANNER	35	1	3%	1	3%	2	6%
SENIOR MANAGEMENT ANALYST I	4		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

CITY PLANNING		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR MANAGEMENT ANALYST II	2		0%		0%		0%
SENIOR SYSTEMS ANALYST I	4		0%		0%		0%
SENIOR SYSTEMS ANALYST II	1		0%		0%		0%
SYSTEMS ADMINISTRATOR I	1		0%		0%		0%
SYSTEMS ADMINISTRATOR II	1		0%		0%		0%
SYSTEMS ADMINISTRATOR III	1		0%		0%		0%
SYSTEMS ANALYST	1		0%		0%		0%
TOTAL	470	22	5%	26	6%	35	7%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

POLICE DEPARTMENT - CIVILIAN		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	2		0%		0%		0%
ACCOUNTING CLERK	14	1	7%	1	7%	1	7%
ACCOUNTING CLERK ASSISTANT	3		0%		0%		0%
ACCOUNTING CLERK TRAINEE	6		0%		0%		0%
ADMINISTRATIVE CLERK	176	22	13%	28	16%	33	19%
ASSISTANT GARDENER	1		0%		0%		0%
ASSISTANT INSPECTOR GENERAL	3		0%		0%		0%
ASSOCIATE COMMUNITY OFFICER	2		0%		0%		0%
AUDIO VISUAL TECHNICIAN	1		0%		0%		0%
AUDITOR II	1		0%		0%		0%
AUTO BODY BUILDER AND REPAIRER	10	1	10%	1	10%	1	10%
AUTO PAINTER	4	1	25%	1	25%	1	25%
AUTOMOTIVE DISPATCHER I	1		0%		0%	1	100%
AUTOMOTIVE DISPATCHER II	1	1	100%	1	100%	1	100%
AUTOMOTIVE SUPERVISOR	8	3	38%	3	38%	3	38%
BACKGROUND INVESTIGATOR I	2		0%		0%		0%
BACKGROUND INVESTIGATOR II	1		0%		0%		0%
CHIEF CLERK POLICE	5	3	60%	3	60%	3	60%
CHIEF FORENSIC CHEMIST I	3	1	33%	1	33%	1	33%
CHIEF FORENSIC CHEMIST II	1		0%		0%		0%
CHIEF POLICE PSYCHOLOGIST	1		0%		0%		0%
CHIEF SECURITY OFFICER I	1		0%		0%		0%
COMMISSION EXECUTIVE ASSISTANT I	1		0%		0%		0%
COMMISSION EXECUTIVE ASSISTANT II	1	1	100%	1	100%	1	100%
COMMUNICATIONS ELECTRICIAN	20	4	20%	5	25%	5	25%
COMMUNICATIONS ELECTRICIAN SUP	2	1	50%	2	100%	2	100%
COMMUNICATIONS ENGINEERING ASSOC IV	1		0%		0%		0%
COMMUNICATIONS INFORMATION REP III	1		0%		0%		0%
COMMUNICATIONS INFO REP TRAINEE	6		0%		0%		0%
CRIME & INTELLIGENCE ANALYST I	27		0%		0%		0%
CRIME & INTELLIGENCE ANALYST II	33	5	15%	6	18%	6	18%
CRIMINALIST I	14		0%		0%		0%
CRIMINALIST II	95	5	5%	6	6%	6	6%
CRIMINALIST III	19		0%		0%		0%
CUSTODIAN	2		0%		0%		0%
DATA BASE ARCHITECT	3	1	33%	1	33%	1	33%
DEPARTMENTAL CHIEF ACCOUNTANT III	1	1	100%	1	100%	1	100%
DETENTION OFFICER	281	10	4%	13	5%	13	5%
DIRECTOR OF POLICE TRANSPORTATION I	1	1	100%	1	100%	1	100%
DIRECTOR OF POLICE TRANSPORTATION II	1	1	100%	1	100%	1	100%
DIRECTOR OF SYSTEMS	2		0%	1	50%	1	50%
EQUINE KEEPER	2		0%		0%		0%
EQUIPMENT MECHANIC	84	15	18%	18	21%	20	24%
EXAMINER OF QUESTIONED DOCUMENTS II	1		0%	1	100%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	16	5	31%	7	44%	8	50%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
FINGERPRINT IDENTIFICATION EXPERT I	9		0%	1	11%	1	11%
FINGERPRINT IDENTIFICATION EXPERT II	3	1	33%	1	33%	1	33%
FINGERPRINT IDENTIFICATION EXPERT III	2		0%	1	50%	1	50%
FIREARMS EXAMINER	2	1	50%	1	50%	1	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

POLICE DEPARTMENT - CIVILIAN		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
FORENSIC PRINT SPECIALIST I	9		0%		0%		0%
FORENSIC PRINT SPECIALIST II	13		0%		0%	1	8%
FORENSIC PRINT SPECIALIST III	29	3	10%	5	17%	6	21%
FORENSIC PRINT SPECIALIST IV	9		0%		0%		0%
GARAGE ASSISTANT	1		0%		0%		0%
GARAGE ATTENDANT	14	1	7%	1	7%	2	14%
GARDENER CARETAKER	2		0%		0%		0%
GENERAL AUTOMOTIVE SUPERVISOR	1		0%		0%		0%
GEOGRAPHIC INFORMATION SPECIALIST	1		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS SUPERVSR I	1		0%		0%		0%
GRAPHICS DESIGNER II	2		0%		0%		0%
HEARING REPORTER	5	3	60%	3	60%	3	60%
HEAVY DUTY EQUIPMENT MECHANIC	2		0%		0%		0%
INFORMATION SYSTEMS MANAGER II	1		0%		0%		0%
INSPECTOR GENERAL	1		0%		0%		0%
LABORATORY TECHNICIAN I	10	1	10%	1	10%	1	10%
LABORATORY TECHNICIAN II	1		0%		0%		0%
MAINTENANCE & CONSTRUCTION HELPER	2		0%		0%		0%
MAINTENANCE LABORER	3		0%		0%		0%
MANAGEMENT AIDE	11		0%		0%		0%
MANAGEMENT ANALYST	107	16	15%	22	21%	27	25%
MANAGEMENT ASSISTANT	26	1	4%	1	4%	2	8%
MUNICIPAL POLICE CAPTAIN I	1	1	100%	1	100%	1	100%
MUNICIPAL POLICE OFFICER III	16	2	13%	3	19%	5	31%
MUNICIPAL POLICE SERGEANT	1		0%		0%		0%
NUTRITIONIST	1		0%		0%		0%
OFFICE SERVICES ASSISTANT	21		0%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	4		0%		0%		0%
PAINTER	1		0%		0%		0%
PARK MAINTENANCE SUPERVISOR	1		0%		0%		0%
PAYROLL SUPERVISOR	2	1	50%	1	50%	1	50%
PERSONNEL ANALYST	7	1	14%	1	14%	1	14%
PHOTOGRAPHER II	1	1	100%	1	100%	1	100%
PHOTOGRAPHER III	18	2	11%	3	17%	4	22%
POLICE ADMINISTRATOR I	8	2	25%	3	38%	3	38%
POLICE ADMINISTRATOR II	3	2	67%	2	67%	2	67%
POLICE ADMINISTRATOR III	2		0%		0%		0%
POLICE CAPTAIN II	1		0%		0%		0%
POLICE DETECTIVE I	2		0%		0%		0%
POLICE DETECTIVE II	1		0%		0%		0%
POLICE LIEUTENANT I	1		0%		0%		0%
POLICE OFFICER I	2		0%		0%		0%
POLICE OFFICER II	15		0%		0%	1	7%
POLICE OFFICER III	4		0%		0%		0%
POLICE PERFORMANCE AUDITOR II	7		0%		0%		0%
POLICE PERFORMANCE AUDITOR III	21	3	14%	5	24%	5	24%
POLICE PERFORMANCE AUDITOR IV	4	2	50%	2	50%	3	75%
POLICE PSYCHOLOGIST I	10	2	20%	2	20%	2	20%
POLICE PSYCHOLOGIST II	1		0%		0%		0%
POLICE SERGEANT I	2		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

POLICE DEPARTMENT - CIVILIAN		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
POLICE SERGEANT II	1		0%		0%		0%
POLICE SERVICE ASSISTANT	1		0%		0%		0%
POLICE SERVICE REP	4		0%		0%		0%
POLICE SERVICE REPRESENTATIVE I	80		0%		0%		0%
POLICE SERVICE REPRESENTATIVE II	263	14	5%	16	6%	24	9%
POLICE SERVICE REPRESENTATIVE III	149	10	7%	22	15%	30	20%
POLICE SPECIAL INVESTIGATOR	20	4	20%	4	20%	4	20%
POLICE SURVEILLANCE SPECIALIST II	10	2	20%	2	20%	2	20%
POLICE SURVEILLANCE SPECIALIST III	3		0%		0%		0%
POLICE SURVEILLANCE SPECIALIST IV	1		0%		0%	1	100%
POLYGRAPH EXAMINER I	2		0%		0%		0%
POLYGRAPH EXAMINER II	5		0%		0%	1	20%
POLYGRAPH EXAMINER III	3		0%		0%		0%
POLYGRAPH EXAMINER IV	1		0%		0%		0%
PRINCIPAL ACCOUNTANT II	2		0%		0%	1	50%
PRINCIPAL CLERK POLICE I	17	3	18%	3	18%	3	18%
PRINCIPAL CLERK POLICE II	26	8	31%	9	35%	10	38%
PRINCIPAL DETENTION OFFICER	34	2	6%	3	9%	4	12%
PRINCIPAL FINGERPRINT IDENTIFICATION EXPERT I	1	1	100%	1	100%	1	100%
PRINCIPAL FINGERPRINT IDENTIFICATION EXPERT II	1		0%		0%	1	100%
PRINCIPAL FORENSIC PRINT SPECIALIST	1	1	100%	1	100%	1	100%
PRINCIPAL PHOTOGRAPHER	1		0%		0%		0%
PRINCIPAL PROJECT COORDINATOR	2	2	100%	2	100%	2	100%
PRINCIPAL PROPERTY OFFICER	6		0%	1	17%	1	17%
PRINCIPAL PUBLIC RELATIONS REPRESENTATIVE	1		0%		0%		0%
PRINCIPAL SECURITY OFFICER	2		0%		0%		0%
PRINCIPAL STOREKEEPER	1		0%		0%		0%
PROGRAMMER/ANALYST IV	5	1	20%	1	20%	2	40%
PROGRAMMER/ANALYST V	2	1	50%	1	50%	2	100%
PROPERTY OFFICER	71	7	10%	7	10%	8	11%
PUBLIC INFORMATION DIRECTOR I	1		0%		0%		0%
SAFETY ENGINEERING ASSOCIATE II	1		0%		0%		0%
SECRETARY	51	14	27%	17	33%	22	43%
SECURITY AIDE	2	1	50%	1	50%	1	50%
SECURITY OFFICER	65	10	15%	12	18%	14	22%
SENIOR ACCOUNTANT I	1		0%		0%		0%
SENIOR ACCOUNTANT II	6	3	50%	3	50%	3	50%
SENIOR ADMINISTRATIVE CLERK	229	41	18%	46	20%	59	26%
SENIOR AUTOMOTIVE SUPERVISOR	1		0%		0%		0%
SENIOR COMMUNICATIONS ELECTRICIAN	6	1	17%	2	33%	2	33%
SENIOR COMMUNICATIONS ENGINEER	2	1	50%	1	50%	1	50%
SENIOR CRIME & INTELLIGENCE ANALYST	2		0%		0%		0%
SENIOR DETENTION OFFICER	84	6	7%	6	7%	7	8%
SENIOR EQUIPMENT MECHANIC	20	3	15%	4	20%	5	25%
SENIOR FORENSIC PRINT SPECIALIST	8	2	25%	2	25%	3	38%
SENIOR MANAGEMENT ANALYST I	30	5	17%	8	27%	10	33%
SENIOR MANAGEMENT ANALYST II	16	4	25%	4	25%	5	31%
SENIOR PERSONNEL ANALYST I	9	1	11%	2	22%	2	22%
SENIOR PERSONNEL ANALYST II	6	3	50%	3	50%	3	50%
SENIOR PHOTOGRAPHER I	1	1	100%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

POLICE DEPARTMENT - CIVILIAN		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR PHOTOGRAPHER II	2		0%		0%		0%
SENIOR POLICE SERVICES REPRESENTATIVE I	48		0%	3	6%	8	17%
SENIOR POLICE SERVICES REPRESENTATIVE II	9	2	22%	3	33%	5	56%
SENIOR PROPERTY OFFICER	14	2	14%	2	14%	3	21%
SENIOR SECURITY OFFICER	3	1	33%	1	33%	1	33%
SENIOR STOREKEEPER	2		0%		0%		0%
SENIOR SYSTEMS ANALYST I	11	4	36%	4	36%	4	36%
SENIOR SYSTEMS ANALYST II	7		0%		0%	1	14%
STOREKEEPER II	6	1	17%	1	17%	1	17%
SUPERVISING CRIMINALIST	18	1	6%	1	6%	1	6%
SYSTEMS ADMINISTRATOR I	3		0%		0%		0%
SYSTEMS ADMINISTRATOR II	2		0%		0%		0%
SYSTEMS ADMINISTRATOR III	1	1	100%	1	100%	1	100%
SYSTEMS AIDE	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	29	5	17%	5	17%	7	24%
UPHOLSTERER	1	1	100%	1	100%	1	100%
WAREHOUSE AND TOOLROOM WORKER I	3		0%		0%	1	33%
WAREHOUSE AND TOOLROOM WORKER II	2		0%		0%		0%
TOTAL	2706	301	11%	373	14%	459	17%

PUBLIC ACCOUNTABILITY		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
EXEC DIR OFFICE OF PUBLIC ACCOUNTABILITY	1	1	100%	1	100%	1	100%
TOTAL	1	1	100%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

PW - CONTRACT ADMINISTRATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	1		0%		0%		0%
ACCOUNTING CLERK ASSISTANT	1		0%		0%		0%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ADMINISTRATIVE CLERK	3	1	33%	1	33%	1	33%
ASSISTANT INSPECTOR IV	5		0%		0%		0%
ASST DIR, BUREAU OF CONTRACT ADMINISTRATION	1		0%		0%		0%
CHIEF CONSTRUCTION INSPECTOR	4	4	100%	4	100%	4	100%
CHIEF MANAGEMENT ANALYST	1		0%		0%		0%
CIVIL ENGINEER	1	1	100%	1	100%	1	100%
COMMUNICATIONS INFORMATION REP II	3		0%		0%		0%
COMMUNITY AFFAIRS ADVOCATE	1		0%		0%		0%
COMPLIANCE PROGRAM MANAGER I	5	1	20%	1	20%	1	20%
COMPLIANCE PROGRAM MANAGER II	2	1	50%	1	50%	1	50%
CONSTRUCTION INSPECTOR	121	15	12%	15	12%	24	20%
DATA BASE ARCHITECT	1	1	100%	1	100%	1	100%
ELECTRICAL INSPECTOR	2		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
INSPECTOR OF PUBLIC WORKS	1	1	100%	1	100%	1	100%
INSPECTOR TRAINEE II	15		0%		0%		0%
INSPECTOR TRAINEE IV	6		0%		0%		0%
MANAGEMENT ANALYST	37	3	8%	4	11%	5	14%
MANAGEMENT ASSISTANT	20		0%		0%		0%
OFFICE SERVICES ASSISTANT	4		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PRINCIPAL CLERK	1		0%	1	100%	1	100%
PRINCIPAL CONSTRUCTION INSPECTOR	13	6	46%	6	46%	6	46%
SENIOR ADMINISTRATIVE CLERK	6	1	17%	1	17%	1	17%
SENIOR CONSTRUCTION INSPECTOR	50	24	48%	26	52%	29	58%
SENIOR ELECTRICAL INSPECTOR	2	2	100%	2	100%	2	100%
SENIOR MANAGEMENT ANALYST I	12	1	8%	1	8%	1	8%
SENIOR MANAGEMENT ANALYST II	2		0%	1	50%	1	50%
SENIOR SYSTEMS ANALYST I	4		0%		0%		0%
SPECIAL INVESTIGATOR I	8		0%		0%		0%
SYSTEMS ANALYST	6	1	17%	1	17%	1	17%
TOTAL	342	64	19%	69	20%	82	24%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

PW - BOARD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	26	3	12%	3	12%	6	23%
ACCOUNTING CLERK	3		0%		0%		0%
ADMINISTRATIVE CLERK	6		0%		0%		0%
ARCHITECTURAL ASSOCIATE IV	1	1	100%	1	100%	1	100%
CITY FOREST OFFICER	1		0%		0%		0%
DEPARTMENTAL CHIEF ACCOUNTANT II	1		0%		0%		0%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1		0%		0%		0%
ENVIRONMENTAL AFFAIRS OFFICER	1		0%		0%		0%
ENVIRONMENTAL AFFAIRS OFFICER/PMIII	1		0%		0%		0%
ENVIRONMENTAL SPECIALIST II	3	1	33%	1	33%	1	33%
ENVIRONMENTAL SUPERVISOR II	2	1	50%	1	50%	1	50%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1		0%		0%		0%
FISCAL SYSTEMS SPECIALIST I	1		0%		0%		0%
MANAGEMENT ANALYST	8		0%		0%		0%
MEMBER BOARD OF PUBLIC WORKS	4	1	25%	2	50%	2	50%
MOTION PICTURE AND TV MANAGER	1	1	100%	1	100%	1	100%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PRINCIPAL ACCOUNTANT II	3		0%	1	33%	1	33%
PRINCIPAL CLERK	2		0%		0%		0%
PRINCIPAL PROJECT COORDINATOR	2		0%		0%		0%
PROGRAMMER/ANALYST IV	1		0%		0%		0%
PROJECT COORDINATOR	4		0%		0%	1	25%
RISK MANAGER II	1		0%		0%		0%
SENIOR ACCOUNTANT I	6		0%		0%		0%
SENIOR ACCOUNTANT II	12	3	25%	4	33%	5	42%
SENIOR ADMINISTRATIVE CLERK	2	1	50%	1	50%	1	50%
SENIOR ENVIRONMENTAL ENGINEER	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	8	1	13%	1	13%	1	13%
SENIOR MANAGEMENT ANALYST II	2	1	50%	1	50%	1	50%
SENIOR SYSTEMS ANALYST II	1		0%		0%	1	100%
STOREKEEPER II	2	1	50%	1	50%	1	50%
TOTAL	109	16	15%	19	17%	25	23%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

PW - ENGINEERING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	2	1	50%	1	50%	1	50%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ADMINISTRATIVE CLERK	6	1	17%	1	17%	1	17%
ARCHITECT	8	1	13%	1	13%	1	13%
ARCHITECTURAL ASSOCIATE I	7		0%		0%		0%
ARCHITECTURAL ASSOCIATE II	4		0%		0%		0%
ARCHITECTURAL ASSOCIATE IV	2		0%		0%		0%
BUILDING ELECTRICAL ENGINEER I	2	1	50%	1	50%	1	50%
BUILDING ELECTRICAL ENGINEER II	1	1	100%	1	100%	1	100%
BUILDING MECHANICAL ENGINEER I	3	1	33%	1	33%	1	33%
CHIEF FINANCIAL OFFICER	1	1	100%	1	100%	1	100%
CHIEF REAL ESTATE OFFICER II	1	1	100%	1	100%	1	100%
CITY ENGINEER	1		0%	1	100%	1	100%
CIVIL ENGINEER	83	7	8%	7	8%	7	8%
CIVIL ENGINEERING ASSOCIATE I	56		0%		0%		0%
CIVIL ENGINEERING ASSOCIATE II	146	5	3%	6	4%	8	5%
CIVIL ENGINEERING ASSOCIATE III	41	4	10%	4	10%	5	12%
CIVIL ENGINEERING ASSOCIATE IV	17	3	18%	3	18%	3	18%
CIVIL ENGINEERING DRAFT TECHNICIAN	3		0%		0%		0%
COMMUNITY AFFAIRS ADVOCATE	1	1	100%	1	100%	1	100%
CONSTRUCTION ESTIMATOR	1		0%		0%		0%
CONTRACT ADMINISTRATOR	1		0%		0%		0%
CONTROL SYSTEMS ENGINEER I	1	1	100%	1	100%	1	100%
DATA ANALYST I	1		0%		0%		0%
DEPUTY CITY ENGINEER I	3	2	67%	2	67%	3	100%
DEPUTY CITY ENGINEER II	1	1	100%	1	100%	1	100%
DIRECTOR OF SYSTEMS	1	1	100%	1	100%	1	100%
ELECTRICAL ENGINEERING ASSOCIATE I	2		0%		0%		0%
ELECTRICAL ENGINEERING ASSOCIATE II	3		0%		0%		0%
ELECTRICAL ENGINEERING ASSOCIATE III	2		0%		0%		0%
ELECTRICAL ENGINEERING ASSOCIATE IV	1		0%		0%		0%
EMERGENCY MANAGEMENT COORDINATOR I	1		0%		0%		0%
ENGINEER OF SURVEYS	1		0%	1	100%	1	100%
ENGINEERING DESIGNER I	1	1	100%	1	100%	1	100%
ENGINEERING DESIGNER II	6	2	33%	2	33%	3	50%
ENGINEERING GEOLOGIST ASSOCIATE II	1		0%		0%		0%
ENGINEERING GEOLOGIST ASSOCIATE III	3		0%		0%		0%
ENGINEERING GEOLOGIST I	1		0%		0%		0%
ENGINEERING GEOLOGIST II	1		0%		0%		0%
ENGINEERING GEOLOGIST III	1	1	100%	1	100%	1	100%
ENVIRONMENTAL AFFAIRS OFFICER	2		0%		0%	1	50%
ENVIRONMENTAL ENGINEER	9		0%		0%		0%
ENVIRONMENTAL ENGINEERING ASSOCIATE I	1		0%		0%		0%
ENVIRONMENTAL ENGINEERING ASSOCIATE II	1		0%		0%		0%
ENVIRONMENTAL ENGINEERING ASSOCIATE III	1	1	100%	1	100%	1	100%
ENVIRONMENTAL ENGINEERING ASSOCIATE IV	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SPECIALIST I	1		0%		0%		0%
ENVIRONMENTAL SPECIALIST II	2		0%		0%		0%
ENVIRONMENTAL SPECIALIST III	1		0%		0%		0%
ENVIRONMENTAL SUPERVISOR I	4		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

PW - ENGINEERING		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ENVIRONMENTAL SUPERVISOR II	2	1	50%	1	50%	1	50%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
FIELD ENGINEER AIDE	1		0%		0%		0%
FIELD ENGINEERING AIDE	15		0%		0%	1	7%
GEOGRAPHIC INFORMATION SPECIALIST	14	2	14%	2	14%	3	21%
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	1		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	1		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	5	1	20%	2	40%	2	40%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	5		0%		0%		0%
GEOTECHNICAL ENGINEER I	1		0%		0%		0%
GEOTECHNICAL ENGINEER II	3		0%		0%		0%
GEOTECHNICAL ENGINEER III	1	1	100%	1	100%	1	100%
INFORMATION SYSTEMS MANAGER I	1	1	100%	1	100%	1	100%
IT SPECIALIST	1		0%		0%		0%
LAND SURVEYING ASSISTANT	20	1	5%	1	5%	1	5%
LANDSCAPE ARCHITECT ASSOCIATE II	2		0%		0%		0%
LANDSCAPE ARCHITECT ASSOCIATE III	2		0%		0%		0%
LANDSCAPE ARCHITECT I	2	1	50%	1	50%	1	50%
LANDSCAPE ARCHITECT II	1	1	100%	1	100%	1	100%
MANAGEMENT ANALYST	21	4	19%	4	19%	5	24%
MANAGEMENT ASSISTANT	7		0%		0%		0%
MECHANICAL ENGINEERING ASSOCIATE I	1		0%		0%		0%
MECHANICAL ENGINEERING ASSOCIATE II	4		0%		0%		0%
MECHANICAL ENGINEERING ASSOCIATE III	1		0%		0%	1	100%
OFFICE ENGINEERING TECHNICIAN II	3	1	33%	1	33%	1	33%
OFFICE ENGINEERING TECHNICIAN III	4	1	25%	1	25%	1	25%
OFFICE SERVICES ASSISTANT	3		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PRINCIPAL ARCHITECT	1		0%		0%		0%
PRINCIPAL CIVIL ENGINEER	15	6	40%	6	40%	6	40%
PRINCIPAL CIVIL ENGINEER PM III	1		0%		0%		0%
PRINCIPAL CIVIL ENGINEERING DRAFT TECHNICIAN	2		0%		0%		0%
PRINCIPAL CLERK	4	2	50%	2	50%	2	50%
PRINCIPAL PROJECT COORDINATOR	1		0%		0%		0%
PROGRAMMER/ANALYST III	3		0%		0%		0%
PROGRAMMER/ANALYST IV	2		0%		0%		0%
PROGRAMMER/ANALYST V	1		0%		0%		0%
PROPERTY MANAGER I	1		0%		0%		0%
REAL ESTATE OFFICER	2		0%		0%	1	50%
REAL ESTATE TRAINEE	1		0%		0%		0%
REPROGRAPHICS OPERATOR I	1	1	100%	1	100%	1	100%
REPROGRAPHICS SUPERVISOR I	1	1	100%	1	100%	1	100%
SAFETY ENGINEER	1		0%		0%		0%
SECRETARY	4		0%		0%		0%
SENIOR ADMINISTRATIVE CLERK	30	9	30%	9	30%	12	40%
SENIOR ARCHITECT	3	1	33%	1	33%	1	33%
SENIOR ARCHITECT DRAFTING TECHNICIAN	2	1	50%	1	50%	1	50%
SENIOR CIVIL ENGINEER	31	2	6%	5	16%	5	16%
SENIOR CIVIL ENGINEERING DRAFTING TECHNICIAN	4	1	25%	1	25%	1	25%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

PW - ENGINEERING		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR CONSTRUCTION ENGINEER	2		0%		0%		0%
SENIOR CONSTRUCTION ESTIMATOR	2		0%		0%		0%
SENIOR ENVIRONMENTAL ENGINEER	2	1	50%	1	50%	1	50%
SENIOR MANAGEMENT ANALYST I	12	3	25%	3	25%	3	25%
SENIOR MANAGEMENT ANALYST II	4		0%		0%		0%
SENIOR PROJECT COORDINATOR	1		0%		0%		0%
SENIOR REAL ESTATE OFFICER	1		0%		0%		0%
SENIOR STRUCTURAL ENGINEER	3	1	33%	1	33%	1	33%
SENIOR SURVEY SUPERVISOR	2	1	50%	1	50%	1	50%
SENIOR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SENIOR SYSTEMS ANALYST II	2		0%		0%		0%
STRUCTURAL ENGINEER	7		0%		0%		0%
STRUCTURAL ENGINEERING ASSOCIATE I	1		0%		0%		0%
STRUCTURAL ENGINEERING ASSOCIATE II	15		0%		0%		0%
STRUCTURAL ENGINEERING ASSOCIATE III	12	1	8%	1	8%	1	8%
STRUCTURAL ENGINEERING ASSOCIATE IV	3		0%		0%		0%
SURVEY PARTY CHIEF I	23	6	26%	7	30%	8	35%
SURVEY PARTY CHIEF II	8	2	25%	4	50%	4	50%
SURVEY SUPERVISOR	3		0%		0%		0%
SYSTEMS ADMINISTRATOR II	1		0%		0%		0%
SYSTEMS ANALYST	6	1	17%	1	17%	1	17%
TITLE EXAMINER	2		0%		0%		0%
TOTAL	793	95	12%	105	13%	120	15%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	26	8	31%	10	38%	10	38%
ACCOUNTING CLERK TRAINEE	8		0%		0%		0%
ACCOUNTING RECORDS SUPERVISOR II	2	1	50%	2	100%	2	100%
ADMINISTRATIVE CLERK	70	7	10%	8	11%	8	11%
AGRICULTURAL LAND DEVELOPER	1	1	100%	1	100%	1	100%
AIR CONDITIONING MECHANIC	3	1	33%	1	33%	1	33%
AIR CONDITIONING MECHANIC SUPERVISOR	1		0%		0%		0%
ASSISTANT DIR, BUREAU OF SANITATION	5	3	60%	3	60%	4	80%
ASSISTANT ENVIRONMENTAL COMPLIANCE INSPECTOR	11	1	9%	1	9%	1	9%
ASSISTANT GARDENER	3		0%		0%		0%
AUDITOR II	1		0%		0%		0%
BOAT CAPTAIN II	1		0%		0%		0%
BUILDING ELECTRICAL ENGINEER I	1		0%		0%		0%
BUILDING MECHANICAL ENGINEER I	1	1	100%	1	100%	1	100%
BUILDING OPERATING ENGINEER	2		0%		0%		0%
BUILDING REPAIRER I	1		0%		0%		0%
BUILDING REPAIRER SUPERVISOR	2	2	100%	2	100%	2	100%
CARPENTER	5	1	20%	1	20%	1	20%
CARPENTER SUPERVISOR	1	1	100%	1	100%	1	100%
CHEMIST I	11		0%		0%		0%
CHEMIST II	14	3	21%	3	21%	3	21%
CHEMIST III	10	2	20%	2	20%	2	20%
CHIEF CLERK	3	1	33%	1	33%	1	33%
CHIEF CUSTODIAN SUPERVISOR I	1		0%		0%	1	100%
CHIEF ENVIRONMENTAL COMPLIANCE INSPECTOR I	9	1	11%	1	11%	1	11%
CHIEF ENVIRONMENTAL COMPLIANCE INSPECTOR II	3	1	33%	1	33%	1	33%
CHIEF FINANCIAL OFFICER	1		0%		0%		0%
CHIEF MANAGEMENT ANALYST	2		0%		0%		0%
CIVIL ENGINEER	8	1	13%	1	13%	1	13%
CIVIL ENGINEERING ASSOCIATE II	14	6	43%	6	43%	6	43%
CIVIL ENGINEERING ASSOCIATE III	3	1	33%	1	33%	2	67%
CIVIL ENGINEERING ASSOCIATE IV	2	1	50%	1	50%	1	50%
CIVIL ENGINEERING DRAFT TECHNICIAN	1	1	100%	1	100%	1	100%
COMMUN INFO REPRESENTATIVE ASST	7		0%		0%		0%
COMMUNICATIONS ELECTRICIAN	2	1	50%	1	50%	1	50%
COMMUNICATIONS INFORMATION REP I	1		0%		0%		0%
COMMUNICATIONS INFORMATION REP II	75	5	7%	5	7%	7	9%
COMMUNICATIONS INFORMATION REP III	12		0%		0%		0%
COMMUNICATIONS INFO REP TRAINEE	10		0%		0%		0%
COMMUNITY AFFAIRS ADVOCATE	1	1	100%	1	100%	1	100%
COMMUNITY PROGRAM ASSISTANT III	1		0%	1	100%	1	100%
CONSTRUCTION & MAINTENANCE SUPVR II	1	1	100%	1	100%	1	100%
CONTROL SYSTEMS ENGINEER I	1	1	100%	1	100%	1	100%
CONTROL SYSTEMS ENGINEERING ASSOC II	3	1	33%	1	33%	1	33%
CONTROL SYSTEMS ENGINEERING ASSOC III	4	3	75%	3	75%	3	75%
CUSTODIAL SERVICES ASSISTANT	2		0%		0%		0%
CUSTODIAN	14	6	43%	6	43%	6	43%
DATA BASE ARCHITECT	3	1	33%	1	33%	1	33%
DECK HAND	1		0%		0%		0%
DELIVERY DRIVER I	3		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
DIRECTOR BUREAU OF SANITATION	1		0%		0%		0%
DIRECTOR OF SYSTEMS	1		0%		0%		0%
ELECTRICAL CRAFT HELPER	1	1	100%	1	100%	1	100%
ELECTRICAL ENGINEERING ASSOCIATE IV	1	1	100%	1	100%	1	100%
EMERGENCY MANAGEMENT COORDINATOR I	1		0%		0%		0%
ENVIRONMENTAL AFFAIRS OFFICER	7	2	29%	2	29%	2	29%
ENVIRONMENTAL COMPLIANCE INSPECTOR	151	16	11%	17	11%	18	12%
ENVIRONMENTAL ENGINEER	38	11	29%	11	29%	11	29%
ENVIRONMENTAL ENGINEERING ASSOC I	51	1	2%	1	2%	1	2%
ENVIRONMENTAL ENGINEERING ASSOC II	62	10	16%	10	16%	11	18%
ENVIRONMENTAL ENGINEERING ASSOC III	23	5	22%	5	22%	5	22%
ENVIRONMENTAL ENGINEERING ASSOC IV	4	1	25%	1	25%	1	25%
ENVIRONMENTAL SPECIALIST I	1		0%		0%		0%
ENVIRONMENTAL SPECIALIST II	11	1	9%	1	9%	3	27%
ENVIRONMENTAL SPECIALIST III	4		0%	1	25%	2	50%
ENVIRONMENTAL SUPERVISOR I	2		0%		0%		0%
ENVIRONMENTAL SUPERVISOR II	6	1	17%	2	33%	2	33%
ENVR ENGR ASSOC II	2	1	50%	1	50%	1	50%
ENVRMNTL ENGRG ASSC I	1		0%		0%		0%
ENVRMNTL ENGRG ASSC III	1		0%		0%		0%
EQUIPMENT OPERATOR	32	4	13%	5	16%	8	25%
EQUIPMENT SUPERVISOR	6	3	50%	3	50%	4	67%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	4	1	25%	1	25%	2	50%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
GARDENER CARETAKER	16	3	19%	5	31%	5	31%
GEOGRAPHIC INFORMATION SPECIALIST	15		0%		0%	1	7%
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	1		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SUPVR I	4		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SUPVR II	1		0%		0%		0%
GRAPHICS DESIGNER I	2		0%		0%		0%
GRAPHICS DESIGNER II	1		0%		0%		0%
GRAPHICS SUPERVISOR I	2		0%		0%		0%
HEAVY DUTY TRUCK OPERATOR	11	2	18%	2	18%	2	18%
INDUSTRIAL HYGIENIST	2		0%		0%		0%
INSTRUMENT MECHANIC	26	8	31%	9	35%	10	38%
INSTRUMENT MECHANIC SUPERVISOR	4	1	25%	1	25%	1	25%
LABORATORY TECHNICIAN I	6		0%		0%		0%
LABORATORY TECHNICIAN II	20	4	20%	6	30%	6	30%
LANDSCAPE ARCHITECT ASSOCIATE III	1	1	100%	1	100%	1	100%
MACHINIST	4		0%		0%		0%
MAINTENANCE & CONSTRUCTION HELPER	6	1	17%	1	17%	1	17%
MAINTENANCE ASSISTANT	6		0%		0%		0%
MAINTENANCE LABORER	283	29	10%	34	12%	37	13%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ANALYST	72	13	18%	14	19%	15	21%
MANAGEMENT ASSISTANT	25		0%		0%		0%
MARKETING MANAGER	1		0%		0%		0%
MECHANICAL ENGINEERING ASSOCIATE II	2		0%		0%		0%
MECHANICAL HELPER	17	2	12%	2	12%	2	12%
OFFICE ENGINEERING TECHNICIAN II	5	2	40%	2	40%	3	60%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
OFFICE ENGINEERING TECHNICIAN III	1		0%		0%		0%
OFFICE SERVICES ASSISTANT	8		0%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	2		0%		0%		0%
PAINTER	14	1	7%	1	7%	1	7%
PAINTER SUPERVISOR	1	1	100%	1	100%	1	100%
PARK MAINTENANCE SUPERVISOR	2	1	50%	1	50%	1	50%
PAYROLL SUPERVISOR	2	1	50%	2	100%	2	100%
PERSONNEL RECORDS SUPERVISOR	2		0%		0%		0%
PIPEFITTER	13	2	15%	3	23%	3	23%
PLANT EQUIPMENT TRAINEE	26	1	4%	1	4%	1	4%
PLUMBER	9		0%		0%		0%
PLUMBER SUPERVISOR	1		0%		0%	1	100%
PRE HIRE	1		0%		0%		0%
PRINCIPAL CIVIL ENGINEER	1		0%		0%		0%
PRINCIPAL CLERK	6	1	17%	2	33%	2	33%
PRINCIPAL COMMUNICATIONS OPERATOR	4		0%		0%		0%
PRINCIPAL ENVIRONMENTAL ENGINEER	3	1	33%	1	33%	1	33%
PRINCIPAL PUBLIC RELATIONS REPRESENTATIVE	3		0%	1	33%	1	33%
PROGRAMMER/ANALYST III	6		0%		0%		0%
PROGRAMMER/ANALYST IV	1		0%		0%		0%
PROGRAMMER/ANALYST V	1	1	100%	1	100%	1	100%
PROJECT ASSISTANT	1		0%		0%	1	100%
PUBLIC INFORMATION DIRECTOR I	1		0%		0%		0%
PUBLIC INFORMATION DIRECTOR II	1	1	100%	1	100%	1	100%
PUBLIC RELATIONS SPECIALIST II	3		0%		0%		0%
REFUSE COLLECTION SUPERVISOR	59	12	20%	14	24%	16	27%
REFUSE COLLECTION TRUCK OPERATOR	1		0%		0%		0%
REFUSE COLLECTION TRUCK OPERATOR II	726	95	13%	105	14%	118	16%
REFUSE CREW FIELD INSTRUCTOR	19	3	16%	3	16%	3	16%
SAFETY ENGINEER	1		0%		0%		0%
SAFETY ENGINEERING ASSOCIATE II	4	2	50%	2	50%	2	50%
SANITATION SOLID RESOURCES MANAGER I	9	3	33%	5	56%	5	56%
SANITATION SOLID RESOURCES MANAGER II	7	2	29%	3	43%	3	43%
SANITATION WASTEWATER MANAGER I	5	2	40%	2	40%	2	40%
SANITATION WASTEWATER MANAGER II	2	1	50%	1	50%	1	50%
SANITATION WASTEWATER MANAGER III	3	3	100%	3	100%	3	100%
SECRETARY	10	3	30%	3	30%	3	30%
SENIOR ADMINISTRATIVE CLERK	58	14	24%	17	29%	21	36%
SENIOR AUDITOR	2		0%		0%	1	50%
SENIOR BUILDING OPERATING ENGINEER	1	1	100%	1	100%	1	100%
SENIOR CARPENTER	1	1	100%	1	100%	1	100%
SENIOR CHEMIST	14	5	36%	5	36%	5	36%
SENIOR CIVIL ENGINEER	4	1	25%	1	25%	1	25%
SENIOR COMMUNICATIONS OPERATOR I	1		0%		0%		0%
SENIOR ENVIRONMENTAL COMPLIANCE INSPECTOR	42	9	21%	9	21%	12	29%
SENIOR ENVIRONMENTAL ENGINEER	14	9	64%	9	64%	9	64%
SENIOR GARDENER	3	1	33%	1	33%	1	33%
SENIOR MANAGEMENT ANALYST I	25	8	32%	8	32%	9	36%
SENIOR MANAGEMENT ANALYST II	10	1	10%	1	10%	1	10%
SENIOR PAINTER	1	1	100%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR PERSONNEL ANALYST I	1	1	100%	1	100%	1	100%
SENIOR PHOTOGRAPHER I	1	1	100%	1	100%	1	100%
SENIOR PLUMBER	5	1	20%	1	20%	1	20%
SENIOR SYSTEMS ANALYST I	9		0%		0%	1	11%
SENIOR SYSTEMS ANALYST II	4	1	25%	1	25%	1	25%
SENIOR WASTEWATER TREATMENT OPERATOR	8		0%		0%	1	13%
SENIOR WATER BIOLOGIST	2	1	50%	1	50%	1	50%
SENIOR WATER MICROBIOLOGIST	1		0%		0%		0%
SERVICE COORDINATOR	1		0%		0%		0%
SHEET METAL WORKER	1		0%		0%		0%
SHIFT SUPT WASTEWATER TREATMENT I	6	2	33%	2	33%	2	33%
SHIFT SUPT WASTEWATER TREATMENT II	3	1	33%	1	33%	1	33%
SOLID RESOURCE SUPERINTENDENT	10	1	10%	2	20%	2	20%
SOLID WASTE DISPOSAL SUPERINTENDENT II	2	2	100%	2	100%	2	100%
SR CUSTODIAN I	3		0%		0%		0%
STRUCTURAL ENGINEERING ASSOCIATE III	1		0%		0%		0%
SYSTEMS ADMINISTRATOR I	3		0%		0%		0%
SYSTEMS ADMINISTRATOR II	6	2	33%	2	33%	2	33%
SYSTEMS ADMINISTRATOR III	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	18		0%	1	6%	1	6%
TRANSITIONAL WORKER	4	1	25%	1	25%	1	25%
VIDEO TECHNICIAN II	1		0%		0%		0%
VOCATIONAL WORKER CUSTODIAN	2		0%		0%		0%
VOCATIONAL WORKER II	13		0%		0%		0%
VOCATIONAL WORKER MAINTENANCE LABORER	19		0%		0%		0%
W/WTR COLL SUPERVISOR	1	1	100%	1	100%	1	100%
W/WTR COLL WORKER I	3		0%		0%		0%
W/WTR COLL WORKER II	2	1	50%	1	50%	1	50%
WASTEWATER CONVEYANCE OPERATOR II	7	1	14%	2	29%	2	29%
WASTEWATER CONVEYANCE SUPERVISOR	2	1	50%	1	50%	1	50%
WASTEWATER TREATMENT ELECTRICAL SUPVR	4	1	25%	1	25%	1	25%
WASTEWATER TREATMENT ELECTRICIAN I	31	2	6%	2	6%	2	6%
WASTEWATER TREATMENT ELECTRICIAN II	6	3	50%	3	50%	4	67%
WASTEWATER TREATMENT LABORATORY MGR I	2		0%		0%		0%
WASTEWATER TREATMENT LABORATORY MGR II	2	2	100%	2	100%	2	100%
WASTEWATER TREATMENT LABORATORY MGR III	1	1	100%	1	100%	1	100%
WASTEWATER TREATMENT MECHANIC	48	11	23%	11	23%	11	23%
WASTEWATER TREATMENT MECHANIC SUPVR	4		0%		0%		0%
WASTEWATER TREATMENT OPERATOR I	63	11	17%	11	17%	11	17%
WASTEWATER TREATMENT OPERATOR II	26	4	15%	4	15%	4	15%
WASTEWATER TREATMENT OPERATOR III	33	8	24%	8	24%	9	27%
WATER BIOLOGIST I	5		0%		0%		0%
WATER BIOLOGIST II	9		0%		0%		0%
WATER BIOLOGIST III	3		0%		0%		0%
WATER MICROBIOLOGIST II	2		0%		0%		0%
WELDER	4		0%		0%		0%
WELDER SUPERVISOR	1	1	100%	1	100%	1	100%
WINDOW CLEANER	1		0%		0%		0%
TOTAL	2834	441	16%	486	17%	538	19%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

PW - STREET LIGHTING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	1	1	100%	1	100%	1	100%
ACCOUNTING CLERK TRAINEE	3		0%		0%		0%
ADMINISTRATIVE CLERK	2	1	50%	1	50%	1	50%
ASSISTANT DIR, BUREAU OF ST LIGHTING	2		0%		0%		0%
ASSISTANT STREET LIGHTING ELECTRICIAN	19	1	5%	1	5%	1	5%
CEMENT FINISHER	3		0%		0%		0%
CEMENT FINISHER SUPERVISOR	1		0%		0%		0%
CIVIL ENGINEERING ASSOCIATE II	1		0%		0%		0%
CIVIL ENGINEERING ASSOCIATE III	1		0%		0%		0%
CIVIL ENGINEERING DRAFT TECHNICIAN	3	1	33%	1	33%	1	33%
DIRECTOR BUREAU OF STREET LIGHTING	1		0%		0%		0%
ELECTRICAL CRAFT HELPER	33	1	3%	1	3%	1	3%
ELECTRICAL CRAFT HELPER ASSISTANT	35		0%		0%		0%
ELECTRICAL CRAFT HELPER TRAINEE	13		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
GEOGRAPHIC INFORMATION SPECIALIST	4	1	25%	1	25%	1	25%
GEOGRAPHIC INFORMATION SYSTEMS SUPVR I	1		0%		0%		0%
INFORMATION SYSTEMS MANAGER I	1		0%		0%		0%
MAINTENANCE & CONSTRUCTION HELPER	4		0%		0%		0%
MAINTENANCE ASSISTANT	2		0%		0%		0%
MANAGEMENT ANALYST	3		0%		0%		0%
MANAGEMENT ASSISTANT	6		0%		0%		0%
MECHANICAL HELPER	4		0%		0%		0%
OFFICE ENGINEERING TECHNICIAN II	1		0%		0%		0%
OFFICE ENGINEERING TECHNICIAN III	3		0%		0%		0%
OFFICE SERVICES ASSISTANT	3		0%		0%		0%
PAINTER	1		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PRINCIPAL CLERK	1	1	100%	1	100%	1	100%
PRINCIPAL PROJECT COORDINATOR	2		0%		0%		0%
PROJECT COORDINATOR	1		0%		0%		0%
SENIOR ADMINISTRATIVE CLERK	2		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	4		0%		0%		0%
SENIOR MANAGEMENT ANALYST II	2		0%		0%		0%
SENIOR PAINTER	1		0%		0%		0%
SENIOR PROJECT COORDINATOR	1		0%		0%		0%
SENIOR STOREKEEPER	1		0%		0%		0%
SENIOR STREET LIGHTING ENGINEER	3	2	67%	2	67%	2	67%
SENIOR SYSTEMS ANALYST I	4	1	25%	1	25%	2	50%
SENIOR SYSTEMS ANALYST II	1		0%		0%		0%
STOREKEEPER II	2		0%		0%		0%
STREET LIGHTING CONSTRUCTION & MAINT SUPT I	4	2	50%	2	50%	2	50%
STREET LIGHTING CONSTRUCTION & MAINT SUPT II	1	1	100%	1	100%	1	100%
STREET LIGHTING ELECTRICIAN	41	4	10%	6	15%	7	17%
STREET LIGHTING ELECTRICIAN SUPERVISOR	15	4	27%	4	27%	4	27%
STREET LIGHTING ENGINEER	4	2	50%	2	50%	2	50%
STREET LIGHTING ENGINEERING ASSOC I	7		0%		0%		0%
STREET LIGHTING ENGINEERING ASSOC II	37	4	11%	4	11%	4	11%
STREET LIGHTING ENGINEERING ASSOC III	14	3	21%	3	21%	3	21%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

PW - STREET LIGHTING		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
STREET LIGHTING ENGINEERING ASSOC IV	3	2	67%	2	67%	2	67%
STRUCTURAL ENGINEERING ASSOCIATE II	2		0%		0%		0%
STRUCTURAL ENGINEERING ASSOCIATE III	1		0%		0%		0%
SYSTEMS ANALYST	2		0%		0%		0%
WAREHOUSE AND TOOLROOM ASSISTANT	2		0%		0%		0%
WELDER	7		0%		0%		0%
WELDER SUPERVISOR	1		0%		0%		0%
TOTAL	320	33	10%	35	11%	37	12%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

PW - STREET SERVICES		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	9		0%		0%		0%
ACCOUNTING CLERK ASSISTANT	2		0%		0%		0%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ADMINISTRATIVE CLERK	22	1	5%	1	5%	1	5%
ASPHALT PLANT OPERATOR I	3		0%		0%		0%
ASPHALT PLANT OPERATOR II	2		0%		0%		0%
ASPHALT PLANT SUPERVISOR	1		0%	1	100%	1	100%
ASSISTANT DIR, BUREAU OF STREET SERVICES	4	1	25%	1	25%	1	25%
ASSISTANT TREE SURGEON	2		0%		0%		0%
CARPENTER	21	2	10%	2	10%	2	10%
CEMENT FINISHER	96	8	8%	10	10%	12	13%
CEMENT FINISHER WORKER	18	1	6%	1	6%	1	6%
CHIEF MANAGEMENT ANALYST	1		0%		0%		0%
CHIEF STREET SERVICES INVESTIGATOR I	2	1	50%	1	50%	2	100%
CHIEF STREET SERVICES INVESTIGATOR II	1	1	100%	1	100%	1	100%
CIVIL ENGINEER	12	1	8%	1	8%	1	8%
CIVIL ENGINEERING ASSOCIATE I	10		0%		0%		0%
CIVIL ENGINEERING ASSOCIATE II	13		0%		0%		0%
CIVIL ENGINEERING ASSOCIATE III	7		0%		0%		0%
CIVIL ENGINEERING ASSOCIATE IV	2		0%		0%		0%
COMMUNICATIONS INFORMATION REP II	3		0%		0%		0%
COMMUNICATIONS INFORMATION REP III	1		0%		0%		0%
COMMUNITY AFFAIRS ADVOCATE	1		0%		0%		0%
CONTRACT ADMINISTRATOR	1	1	100%	1	100%	1	100%
DIRECTOR BUREAU OF STREET SERVICES	1	1	100%	1	100%	1	100%
ELECTRICAL CRAFT HELPER	2	1	50%	1	50%	1	50%
ELECTRICIAN	4		0%		0%	1	25%
ENVIRONMENTAL ENGINEER	1		0%		0%		0%
ENVIRONMENTAL ENGINEERING ASSOCIATE I	2		0%		0%		0%
ENVIRONMENTAL ENGINEERING ASSOCIATE II	4		0%		0%		0%
ENVIRONMENTAL SPECIALIST I	1		0%		0%		0%
ENVIRONMENTAL SUPERVISOR I	1		0%		0%		0%
EQUIPMENT OPERATOR	82	22	27%	23	28%	31	38%
EQUIPMENT SPECIALIST II	1	1	100%	1	100%	1	100%
EQUIPMENT SUPERVISOR	1	1	100%	1	100%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
FIELD ENGINEERING AIDE	15	6	40%	6	40%	6	40%
FIELD ENGINEERING AIDE ASSISTANT	2		0%		0%		0%
FISCAL SYSTEMS SPECIALIST I	1	1	100%	1	100%	1	100%
FISCAL SYSTEMS SPECIALIST II	2		0%	1	50%	1	50%
GARDENER CARETAKER	11		0%		0%		0%
GEOGRAPHIC INFORMATION SPECIALIST	5		0%		0%		0%
GEOGRAPHIC INFORMATION SYSTEMS SUPVR I	1		0%		0%		0%
GRAPHICS DESIGNER II	3		0%		0%		0%
HEAVY DUTY EQUIPMENT MECHANIC	1		0%		0%		0%
HEAVY DUTY TRUCK OPERATOR	121	9	7%	9	7%	12	10%
INSTRUMENT MECHANIC	1		0%		0%	1	100%
IRRIGATION SPECIALIST	1		0%		0%		0%
LABOR SUPERVISOR	1		0%		0%		0%
LANDSCAPE ARCHITECT ASSOCIATE I	10	2	20%	2	20%	2	20%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

PW - STREET SERVICES		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
LANDSCAPE ARCHITECT ASSOCIATE II	6		0%		0%		0%
LANDSCAPE ARCHITECT ASSOCIATE IV	1		0%		0%		0%
LANDSCAPE ARCHITECT I	4		0%		0%		0%
LANDSCAPE ARCHITECT II	3		0%		0%		0%
LIGHT EQUIPMENT OPERATOR	4	2	50%	2	50%	2	50%
MAINTENANCE & CONSTRUCTION HELPER	18	2	11%	3	17%	3	17%
MAINTENANCE ASSISTANT	12		0%		0%		0%
MAINTENANCE LABORER	89	13	15%	15	17%	16	18%
MANAGEMENT ANALYST	19	2	11%	3	16%	5	26%
MANAGEMENT ASSISTANT	5		0%		0%		0%
MASONRY WORKER	2		0%		0%	1	50%
MECHANICAL HELPER	4		0%		0%		0%
MECHANICAL REPAIRER	3	1	33%	1	33%	2	67%
MOTOR SWEEPER OPERATOR	97	19	20%	21	22%	21	22%
OFFICE ENGINEERING TECHNICIAN III	1	1	100%	1	100%	1	100%
OFFICE SERVICES ASSISTANT	3		0%		0%		0%
PARK MAINTENANCE SUPERVISOR	1		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PLUMBER	11	2	18%	2	18%	2	18%
PLUMBER SUPERVISOR	1		0%		0%		0%
POWER SHOVEL OPERATOR	1		0%	1	100%	1	100%
PRINCIPAL CIVIL ENGINEER	2	1	50%	1	50%	1	50%
PRINCIPAL CLERK	2		0%		0%		0%
PROCUREMENT ANALYST II	1		0%		0%		0%
PROJECT COORDINATOR	2		0%		0%		0%
RISK MANAGER II	1	1	100%	1	100%	1	100%
SAFETY ENGINEER	1		0%		0%		0%
SANITATION WASTEWATER MANAGER I	1	1	100%	1	100%	1	100%
SANITATION WASTEWATER MANAGER II	4		0%	1	25%	1	25%
SANITATION WASTEWATER MANAGER III	2	1	50%	1	50%	1	50%
SECRETARY	1		0%		0%		0%
SENIOR ACCOUNTANT I	1		0%		0%		0%
SENIOR ADMINISTRATIVE CLERK	15	3	20%	3	20%	3	20%
SENIOR CARPENTER	4	1	25%	1	25%	1	25%
SENIOR CIVIL ENGINEER	6	2	33%	2	33%	2	33%
SENIOR GARDENER	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	8	1	13%	1	13%	1	13%
SENIOR MANAGEMENT ANALYST II	4		0%	1	25%	1	25%
SENIOR STREET SERVICES INVESTIGATOR II	8	1	13%	3	38%	3	38%
SENIOR SYSTEMS ANALYST I	3		0%		0%		0%
SENIOR SYSTEMS ANALYST II	1		0%		0%		0%
SERVICE COORDINATOR	4		0%		0%		0%
STREET SERVICES GENERAL SUPERINTDT I	4		0%	1	25%	1	25%
STREET SERVICES GENERAL SUPERINTDT II	2	1	50%	2	100%	2	100%
STREET SERVICES INVESTIGATOR	33	5	15%	5	15%	5	15%
STREET SERVICES SUPERINTENDENT I	21	7	33%	9	43%	9	43%
STREET SERVICES SUPERINTENDENT II	6	1	17%	1	17%	2	33%
STREET SERVICES SUPERVISOR I	25	9	36%	9	36%	11	44%
STREET SERVICES SUPERVISOR II	21	5	24%	6	29%	8	38%
STREET SERVICES WORKER I	47	1	2%	2	4%	3	6%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

PW - STREET SERVICES		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
STREET SERVICES WORKER II	12	1	8%	1	8%	1	8%
STREET SERVICES WORKER III	1	1	100%	1	100%	1	100%
STREET TREE SUPERINTENDENT I	6	3	50%	3	50%	3	50%
STREET TREE SUPERINTENDENT II	1		0%		0%		0%
SYSTEMS ANALYST	7		0%		0%		0%
TRANSITIONAL WORKER	1		0%		0%		0%
TREE SURGEON	82	2	2%	2	2%	2	2%
TREE SURGEON ASSISTANT	14	1	7%	1	7%	1	7%
TREE SURGEON SUPERVISOR I	38	5	13%	5	13%	5	13%
TREE SURGEON SUPERVISOR II	11	3	27%	3	27%	4	36%
TRUCK OPERATOR	38	3	8%	3	8%	3	8%
VOCATIONAL WORKER II	11		0%		0%		0%
VOCATIONAL WORKER ST SERVICES WORKER	4		0%		0%		0%
VOCATIONAL WORKER TREE SURGEON ASST	1		0%		0%		0%
W/WTR COLL WORKER I	1		0%		0%		0%
W/WTR COLL WORKER II	5	1	20%	1	20%	1	20%
WAREHOUSE AND TOOLROOM ASSISTANT	4		0%		0%		0%
WASTEWATER CONVEYANCE OPERATOR I	27		0%		0%		0%
WASTEWATER CONVEYANCE OPERATOR II	147	20	14%	21	14%	22	15%
WASTEWATER CONVEYANCE SUPERVISOR	11	2	18%	2	18%	3	27%
WASTEWATER TREATMENT ELECTRICAL SUPVSR	1		0%		0%		0%
WASTEWATER TREATMENT ELECTRICIAN I	8	1	13%	1	13%	1	13%
WASTEWATER TREATMENT MECHANIC	7	2	29%	2	29%	2	29%
WASTEWATER TREATMENT MECHANIC SUPVSR	1		0%		0%		0%
WASTEWATER TREATMENT OPERATOR I	2	1	50%	1	50%	2	100%
WASTEWATER TREATMENT OPERATOR II	1		0%		0%	1	100%
WASTEWATER TREATMENT OPERATOR III	2		0%		0%		0%
WELDER	1		0%		0%		0%
TOTAL	1473	190	13%	213	14%	245	17%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

DEPT. OF RECREATION AND PARKS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	11	3	27%	3	27%	3	27%
ACCOUNTING CLERK	12	2	17%	2	17%	2	17%
ADMINISTRATIVE CLERK	25	3	12%	3	12%	3	12%
AIR CONDITIONING MECHANIC	8	1	13%	1	13%	1	13%
AIR CONDITIONING MECHANIC SUPERVISOR	1		0%		0%		0%
AQUARIST I	3	1	33%		0%		0%
AQUARIST II	1	1	100%	1	100%	1	100%
AQUARIUM EDUCATOR I	6		0%		0%		0%
AQUARIUM EDUCATOR II	2		0%		0%		0%
AQUATIC DIRECTOR	4		0%		0%		0%
AQUATIC FACILITY MANAGER I	27		0%	1	4%	1	4%
AQUATIC FACILITY MANAGER II	11	1	9%	1	9%	1	9%
AQUATIC FACILITY MANAGER III	15		0%	3	20%	3	20%
ARCHITECT	1		0%		0%		0%
ARCHITECTURAL ASSOCIATE I	1		0%		0%		0%
ARCHITECTURAL ASSOCIATE II	2		0%		0%		0%
ARCHIVIST I	1		0%		0%		0%
ASSISTANT GARDENER	10	2	20%		0%		0%
ASSISTANT GM RECREATION & PARKS	4		0%	1	25%	1	25%
ASTRONOMICAL LECTURER	1		0%		0%		0%
ASTRONOMICAL OBSERVER	1		0%		0%		0%
AUDITOR I	2	1	50%		0%		0%
BANNING RESIDENCE MUSEUM DIRECTOR	1	1	100%	1	100%	1	100%
BUILDING CONSTRUCTION & MAINT SUPT	1		0%	1	100%	1	100%
BUILDING REPAIRER I	5	1	20%	1	20%	1	20%
BUILDING REPAIRER SUPERVISOR	1	1	100%	1	100%	1	100%
CAMP MANAGER	1		0%		0%		0%
CARPENTER	14		0%	1	7%	2	14%
CARPENTER SUPERVISOR	1		0%		0%		0%
CEMENT FINISHER	5		0%	1	20%	1	20%
CEMENT FINISHER SUPERVISOR	1	1	100%		0%		0%
CEMENT FINISHER WORKER	3	1	33%		0%		0%
CHIEF CLERK	1		0%		0%		0%
CHIEF FINANCIAL OFFICER	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	5	3	60%	2	40%	2	40%
CHIEF PARK RANGER	1		0%		0%		0%
CHILD CARE ASSOCIATE II	13		0%	1	8%	1	8%
CHILD CARE CENTER DIR	1		0%		0%		0%
CHILD CARE CENTER DIRECTOR II	10		0%	4	40%	5	50%
CHILD CARE PROGRAM MANAGER	1	1	100%		0%		0%
CIVIL ENGINEERING ASSOCIATE I	1	1	100%		0%		0%
CIVIL ENGINEERING ASSOCIATE II	1		0%		0%		0%
COMMISSION EXECUTIVE ASSISTANT II	1	3	300%		0%		0%
COMMUNICATIONS ELECTRICIAN	1		0%	1	100%	1	100%
COMMUNICATIONS INFORMATION REP II	1	1	100%		0%		0%
COMMUNITY PROGRAM DIRECTOR	1		0%		0%		0%
CONSTRUCTION & MAINTENANCE SUPVSR II	2		0%	2	100%	2	100%
COOK I	1		0%		0%		0%
COOK II	1	1	100%	1	100%	1	100%
CUSTODIAN	1	1	100%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

DEPT. OF RECREATION AND PARKS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1	3	300%		0%		0%
DIRECTOR OF SYSTEMS	1		0%		0%		0%
ELECTRICAL CRAFT HELPER	1		0%	1	100%	1	100%
ELECTRICAL ENGINEERING ASSOCIATE IV	1		0%	1	100%	1	100%
ELECTRICIAN	13		0%	3	23%	3	23%
ELECTRICIAN SUPERVISOR	2		0%		0%		0%
EMERGENCY MANAGEMENT COORDINATOR I	2	1	50%		0%		0%
ENVIRONMENTAL SPECIALIST I	1	1	100%		0%		0%
ENVIRONMENTAL SPECIALIST III	1		0%		0%		0%
ENVIRONMENTAL SUPERVISOR II	1		0%		0%	1	100%
EQUIPMENT OPERATOR	10	1	10%	1	10%	1	10%
EQUIPMENT SPECIALIST I	2	66	3300%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
EXEC DIR EXPOSITION PARK COMPLEX	1		0%	1	100%	1	100%
FINANCIAL ANALYST II	1		0%		0%		0%
GARDENER CARETAKER	335	1	0%	73	22%	77	23%
GEN MANAGER RECREATION & PARKS	1	1	100%		0%		0%
GEOGRAPHIC INFORMATION SPECIALIST	2		0%		0%		0%
GOLF MANAGER	1		0%	1	100%	1	100%
GOLF STARTER	15		0%		0%		0%
GOLF STARTER SUPERVISOR I	7		0%	1	14%	1	14%
GOLF STARTER SUPERVISOR II	1	3	300%		0%		0%
GRAPHICS DESIGNER I	2		0%		0%		0%
GRAPHICS DESIGNER III	1		0%	1	100%	1	100%
HARBOR SPECIAL EVENTS COORDINATOR	1	1	100%		0%		0%
HISTORIC SITE CURATOR	2	1	50%		0%		0%
HUMAN RESOURCES ASSISTANT	2	1	50%		0%		0%
IRRIGATION SPECIALIST	30		0%	6	20%	6	20%
LANDSCAPE ARCHITECT ASSOCIATE II	3		0%		0%		0%
LANDSCAPE ARCHITECT I	1	2	200%	1	100%	1	100%
LANDSCAPE ARCHITECT II	1	2	200%	1	100%	1	100%
LIGHT EQUIPMENT OPERATOR	11	4	36%	3	27%	3	27%
LOCKSMITH	1		0%		0%		0%
MACHINIST	1		0%		0%		0%
MAINTENANCE & CONSTRUCTION HELPER	9		0%	2	22%	2	22%
MAINTENANCE LABORER	4		0%	2	50%	2	50%
MANAGEMENT ANALYST	18		0%	4	22%	4	22%
MANAGEMENT ASSISTANT	13		0%		0%		0%
MARINE AQUARIUM CURATOR II	3	1	33%		0%		0%
MARINE AQUARIUM EXHIBIT DIRECTOR	1	1	100%		0%		0%
MARINE AQUARIUM PROGRAM DIRECTOR	1		0%		0%		0%
MARITIME MUSEUM CURATOR	1		0%		0%		0%
MARITIME MUSEUM DIRECTOR	1		0%		0%		0%
MASONRY WORKER	2	1	50%	2	100%	2	100%
MECHANICAL HELPER	1	1	100%		0%		0%
MECHANICAL REPAIR GEN SUPERVISOR	1	1	100%	1	100%	1	100%
MECHANICAL REPAIRER	10		0%	1	10%	2	20%
MOTOR SWEEPER OPERATOR	1		0%		0%		0%
OBSERVATORY DIRECTOR I	1	3	300%	1	100%	1	100%
OBSERVATORY DIRECTOR II	1	1	100%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

DEPT. OF RECREATION AND PARKS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
OBSERVATORY PROGRAM SUPERVISOR	1	6	600%	1	100%	1	100%
OFFICE SERVICES ASSISTANT	13	1	8%		0%		0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	7		0%		0%		0%
PAINTER	18		0%	2	11%	2	11%
PAINTER SUPERVISOR	2		0%	1	50%	1	50%
PARK MAINTENANCE SUPERVISOR	35		0%	7	20%	8	23%
PARK RANGER	25		0%	2	8%	2	8%
PARK SERVICES ATTENDANT I	2		0%		0%		0%
PARK SERVICES ATTENDANT II	9	1	11%		0%		0%
PARK SERVICES SUPERVISOR	2	1	50%		0%		0%
PAYROLL SUPERVISOR	1	1	100%		0%		0%
PERSONNEL ANALYST	1	1	100%		0%		0%
PERSONNEL RECORDS SUPERVISOR	1	2	200%		0%		0%
PHOTOGRAPHER I	2		0%	1	50%	1	50%
PLANNING ASSISTANT	1	2	200%		0%		0%
PLAYGROUND EQUIPMENT SUPERVISOR	1		0%	1	100%	1	100%
PLUMBER	18	1	6%	1	6%	1	6%
PLUMBER SUPERVISOR	3	4	133%	1	33%	1	33%
PR ACCOUNTANT II	1		0%	1	100%	1	100%
PRINCIPAL ACCOUNTANT II	2		0%	1	50%	1	50%
PRINCIPAL CIVIL ENGINEER	1		0%		0%		0%
PRINCIPAL GROUNDS MAINTENANCE SUPVSR II	6		0%	1	17%	1	17%
PRINCIPAL PARK SERVICES ATTENDANT	4		0%	1	25%	2	50%
PRINCIPAL PUBLIC RELATIONS REPRESENTATIVE	2		0%		0%		0%
PRINCIPAL RECREATION SUPERVISOR I	6	7	117%	3	50%	3	50%
PRINCIPAL RECREATION SUPERVISOR II	7	6	86%	2	29%	2	29%
PROGRAMMER/ANALYST III	3	4	133%		0%		0%
PROGRAMMER/ANALYST V	1		0%		0%		0%
PROJECT ASSISTANT	1	1	100%		0%		0%
PROJECT COORDINATOR	3		0%		0%		0%
PUBLIC INFORMATION DIRECTOR I	1		0%		0%		0%
RECREATION COORDINATOR	117		0%	6	5%	6	5%
RECREATION FACILITY DIRECTOR	116		0%	11	9%	16	14%
RECREATION SUPERVISOR	19	2	11%	5	26%	7	37%
RISK MANAGER II	1		0%		0%		0%
ROOFER	1		0%		0%		0%
SAFETY ENGINEER	1	1	100%	1	100%	1	100%
SAFETY ENGINEERING ASSOCIATE II	1	2	200%		0%		0%
SECRETARY	7	1	14%	1	14%	1	14%
SECURITY OFFICER	3	1	33%		0%		0%
SENIOR ACCOUNTANT I	2	1	50%		0%		0%
SENIOR ACCOUNTANT II	5	14	280%	2	40%	2	40%
SENIOR ADMINISTRATIVE CLERK	11		0%	1	9%	2	18%
SENIOR AUDITOR	1	1	100%	1	100%	1	100%
SENIOR CARPENTER	3	1	33%	2	67%	2	67%
SENIOR ELECTRICIAN	1	2	200%		0%		0%
SENIOR GARDENER	103	1	1%	21	20%	26	25%
SENIOR MANAGEMENT ANALYST I	4	1	25%		0%		0%
SENIOR MANAGEMENT ANALYST II	8		0%	1	13%	2	25%
SENIOR PARK MAINTENANCE SUPERVISOR	11		0%	3	27%	3	27%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

DEPT. OF RECREATION AND PARKS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR PARK RANGER I	6	1	17%	1	17%	1	17%
SENIOR PARK RANGER II	2		0%	2	100%	2	100%
SENIOR PARK SERVICES ATTENDANT	8		0%		0%		0%
SENIOR PERSONNEL ANALYST I	2	9	450%		0%		0%
SENIOR PERSONNEL ANALYST II	2		0%	1	50%	1	50%
SENIOR PLUMBER	1	1	100%		0%		0%
SENIOR PROJECT COORDINATOR	3		0%		0%		0%
SENIOR RECREATION DIRECTOR	68	1	1%	10	15%	13	19%
SENIOR ROOFER	1	1	100%		0%		0%
SERVICE COORDINATOR	2		0%	1	50%	1	50%
SIGN PAINTER	2		0%	2	100%	2	100%
STREET SERVICES WORKER II	1	1	100%		0%		0%
SUPERINT OF PLANNING & CONSTRUCTION	1	2	200%		0%		0%
SUPERINT OF RECREATION & PARKS OPERATIONS	8		0%	4	50%	4	50%
SYSTEMS ADMINISTRATOR I	1	1	100%		0%		0%
SYSTEMS ADMINISTRATOR II	1		0%		0%		0%
SYSTEMS ANALYST	8		0%	1	13%	1	13%
TRANSITIONAL WORKER	1		0%	1	100%	1	100%
TREE SURGEON	11		0%	1	9%	2	18%
TREE SURGEON ASSISTANT	3		0%		0%		0%
TREE SURGEON SUPERVISOR I	7		0%	1	14%	1	14%
TREE SURGEON SUPERVISOR II	2	1	50%		0%		0%
TRUCK OPERATOR	2		0%		0%		0%
VIDEO PRODUCTION COORDINATOR	1		0%		0%		0%
VOCATIONAL WORKER GARDENER CARETAKER	8	1	13%	1	13%	1	13%
WELDER	2	1	50%	1	50%	1	50%
TOTAL	1500	215	14%	250	17%	278	19%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

YOUTH DEVELOPMENT		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ADMINISTRATIVE CLERK	2		0%		0%		0%
COMMUN INFO REPRESENTATIVE ASSISTANT	1		0%		0%		0%
COMMUNITY AFFAIRS ADVOCATE	1		0%		0%		0%
DATA ANALYST I	1		0%		0%		0%
EXEC DIR YOUTH DEVELOPMENT DEPT	1		0%		0%		0%
HUMAN RELATIONS ADVOCATE	1		0%		0%		0%
MANAGEMENT ANALYST	5		0%		0%		0%
PRINCIPAL PUBLIC RELATIONS REPRESENTATIVE	1		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	2		0%		0%		0%
SENIOR PROJECT COORDINATOR	1		0%		0%		0%
SERVICE COORDINATOR	1		0%		0%		0%
TOTAL	17	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2024, 2025, 2026

ZOO JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1		0%		0%		0%
ACCOUNTING CLERK	2	1	50%	1	50%	1	50%
ACCOUNTING CLERK ASSISTANT	1		0%		0%		0%
ADMIN INTERN	1		0%		0%		0%
ADMINISTRATIVE CLERK	4		0%		0%	1	25%
AIR CONDITIONING MECHANIC	2	1	50%	1	50%	1	50%
ANIMAL COLLECTION CURATOR	1		0%		0%		0%
ANIMAL KEEPER	88	6	7%	8	9%	10	11%
AQUARIST I	2		0%		0%		0%
AQUARIST II	1		0%		0%		0%
ASSISTANT GARDENER	2		0%		0%		0%
AUDIO VISUAL TECHNICIAN	1	1	100%	1	100%	1	100%
CARPENTER	2	2	100%	2	100%	2	100%
CEMENT FINISHER	2		0%		0%		0%
CHIEF VETERINARIAN	1		0%		0%		0%
CONSTRUCTION & MAINTENANCE SUPVSR II	1		0%		0%		0%
CUSTODIAL SERVICES ASSISTANT	2	1	50%	1	50%	1	50%
CUSTODIAN	14	4	29%	4	29%	6	43%
CUSTODIAN SUPERVISOR	1		0%		0%		0%
ELECTRICIAN	1		0%	1	100%	1	100%
ELECTRICIAN SUPERVISOR	1	1	100%	1	100%	1	100%
EMERGENCY MANAGEMENT COORD I	1		0%		0%		0%
ENVIRONMENTAL AFFAIRS OFFICER/PMII	1		0%		0%		0%
EQUIPMENT OPERATOR	1		0%		0%		0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1		0%		0%		0%
GARDENER CARETAKER	16	1	6%	1	6%	1	6%
GENERAL MANAGER ZOO DEPARTMENT	1	1	100%	1	100%	1	100%
GRAPHICS DESIGNER II	1		0%		0%		0%
GRAPHICS DESIGNER III	1		0%		0%		0%
IRRIGATION SPECIALIST	2	1	50%	1	50%	1	50%
LANDSCAPE ARCHITECT I	1		0%		0%		0%
LIGHT EQUIPMENT OPERATOR	2	1	50%	1	50%	1	50%
MAINTENANCE & CONSTRUCTION HELPER	1		0%		0%		0%
MAINTENANCE LABORER	3		0%		0%		0%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ASSISTANT	2		0%		0%		0%
MASONRY WORKER	1		0%		0%		0%
MECHANICAL REPAIRER	1	1	100%	1	100%	1	100%
OFFICE SERVICES ASSISTANT	1		0%		0%		0%
PAINTER	2	1	50%	1	50%	1	50%
PARK SERVICES ATTENDANT I	8		0%		0%		0%
PARK SERVICES ATTENDANT II	3		0%		0%		0%
PLUMBER	2	1	50%	1	50%	1	50%
PRINCIPAL ANIMAL KEEPER	1		0%		0%		0%
PRINCIPAL PARK SERVICES ATTENDANT	1		0%		0%		0%
PRINCIPAL PUBLIC RELATIONS REP	1		0%		0%		0%
PUBLIC INFORMATION DIRECTOR I	1		0%		0%		0%
SECRETARY	1		0%		0%		0%
SENIOR ACCOUNTANT I	1	1	100%	1	100%	1	100%
SENIOR ACCOUNTANT II	1		0%		0%		0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION 2024, 2025, 2026

ZOO JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR ADMINISTRATIVE CLERK	6		0%		0%		0%
SENIOR ANIMAL KEEPER	10		0%	1	10%	1	10%
SENIOR CARPENTER	1		0%		0%		0%
SENIOR ELECTRICIAN	1		0%		0%		0%
SENIOR GARDENER	2		0%		0%		0%
SENIOR MANAGEMENT ANALYST I	1		0%		0%	1	100%
SENIOR MANAGEMENT ANALYST II	3	1	33%	1	33%	1	33%
SENIOR PAINTER	1	1	100%	1	100%	1	100%
SENIOR PARK MAINTENANCE SUPERVISOR	1		0%		0%		0%
SENIOR PARK SERVICES ATTENDANT	1		0%		0%		0%
SENIOR PERSONNEL ANALYST I	1		0%		0%		0%
SENIOR PERSONNEL ANALYST II	1	1	100%	1	100%	1	100%
SENIOR SYSTEMS ANALYST I	1		0%		0%		0%
SENIOR SYSTEMS ANALYST II	1		0%	1	100%	1	100%
SHEET METAL WORKER	1		0%		0%		0%
STOREKEEPER II	1		0%		0%		0%
SYSTEMS ANALYST	1		0%		0%		0%
TRANSITIONAL WORKER	1		0%		0%		0%
TRUCK OPERATOR	3		0%		0%		0%
VETERINARY TECHNICIAN	5		0%		0%		0%
WELDER	1		0%		0%		0%
ZOO ASSISTANT GENERAL MANAGER	2	1	50%	1	50%	1	50%
ZOO CURATOR	2		0%	1	50%	1	50%
ZOO CURATOR OF BIRDS	1		0%		0%		0%
ZOO CURATOR OF EDUCATION II	8		0%		0%		0%
ZOO CURATOR OF EDUCATION III	3		0%		0%		0%
ZOO CURATOR OF EDUCATION IV	1		0%		0%		0%
ZOO NUTRITIONIST	1		0%		0%		0%
ZOO REGISTRAR	1		0%		0%		0%
ZOO RESEARCH & CONSERVATION DIR	2	1	50%	1	50%	1	50%
ZOO VETERINARIAN II	2		0%		0%		0%
ZOO VETERINARIAN III	1		0%		0%		0%
TOTAL	259	30	12%	36	14%	42	16%

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EQUITABLE WORKFORCE
& SERVICE RESTORATION

