

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: June 10, 2024

To: The Honorable Members of the Personnel, Audits and Hiring Committee

From: DANA H. BROWN, General Manager
Personnel Department



Subject: **CF 17-1098 PERSONNEL DEPARTMENT'S OVERVIEW
OF SUBMITTED SUCCESSION PLANS -REVISED**

RECOMMENDATION

That the City Council receive and file this report.

BACKGROUND

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

DISCUSSION

In compliance with Mayor Garcetti's Executive Directive No. 15 ("ED 15"), the Personnel Department assisted all City Departments with the development and submission of annual updates of their Equitable Workforce and Service Restorations Plans, which were due for submission on February 9, 2024. As part of these efforts, a form of questions was distributed to all City Departments/Offices in order to ensure that all aspects requested by Mayor Garcetti in ED 15 were addressed.

The Personnel Department analyzed the updated plans submitted in for FY 24-25 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 on recommendations from the previous report that are related to succession planning, training, contactless government, knowledge transfer, a diverse workforce, and telecommuting. As a result of this analysis, the Citywide Summary Report of Equitable Workforce and Service Restoration Plans has been prepared (**Attachment A**). It should be noted that all Plans submitted may be found online by visiting the Workforce Planning Website at <https://sites.google.com/view/cityofla-workforce-planning/home>.

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



CITY OF LOS ANGELES



EQUITABLE **WORKFORCE** & SERVICE **RESTORATION**

24|25

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JUNE 2024

EWSR 24 | 25

CITY OF LOS ANGELES EQUITABLE WORKFORCE & SERVICE RESTORATION 2024 - 2025

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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 previous Equitable Workforce and Service Restoration Report for FY 2023-2024 included **six recommendations** to assist departments in addressing matters related to process improvement, hiring, attrition, and DEI initiatives. Please see below for an update on each recommendation based on information collected from 41 City departments as of February 2024:

1. Prepare City departments and employees to conduct routine in-depth needs analyses for **process improvement** through an online training course provided by the Personnel Department, and expand targeted recruitment efforts for critical classifications.
 - **Update:** 100% (41 of 41) of responding Departments state that they identify operational, organizational, and/or workforce-related issues and implement process improvements to address them.
2. Continue to improve and expand the **LA Local Hire Programs** (Targeted Local Hire and Bridge to Jobs), including the development of a “City 101” training to assist employees with navigating the civil service promotional process, while also focusing on increasing utilization from City departments; thus, create additional opportunities for underserved and underrepresented communities.
 - **Update:** The Targeted Local Hire and Bridge to Jobs programs continue to expand and added new classifications in 2023. More information can be found in Section IV.
3. Collaborate with ITA to develop a digital toolkit of resources and experts to guide departments with implementing methods of **“contactless” government** that suit their needs, making sure to provide resources for online privacy/security and maintaining options to address technology gaps and the digital divide that may exist among constituents and various communities.
 - **Update:** 100% (41 of 41) of responding Departments state that they have digitized services, operations, and/or procedures in order to create a contactless government.
4. Implement an ongoing, continuous, and proactive **Knowledge Transfer Strategy**, including expanding the use of the City’s Knowledge Transfer Course through an intentional partnership with department management and encouraging sharing of knowledge/best practices across City Departments.
 - **Update:** 100% (41 of 41) of responding Departments state that they utilize a Knowledge Transfer Strategy to ensure seamless transitions when workforce changes occur.
5. Explore implementing all practices of **diversity, equity and inclusion** (“DEI”), seek to establish and utilize committees focused on DEI to address the unique challenges that departments face, and increase outreach to underrepresented populations.
 - **Update:** 100% (41 of 41) of responding Departments state that they are committed to upholding the principles of diversity, equity, and inclusion for employees and the public.
6. Offer permanent flexible options of **telecommuting** (full-time, hybrid, occasional) to all eligible employees where possible, while implementing methods to maintain engagement, collaboration and communication.
 - **Update:** Update: 100% (41 of 41) of responding Departments state that they provide permanent, flexible telecommuting options to their eligible employees.

II. BACKGROUND & SOURCES

The Personnel Department and the Office of the Mayor developed the [2024-25 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 41 City departments responded to the FY 2024-2025 Form.

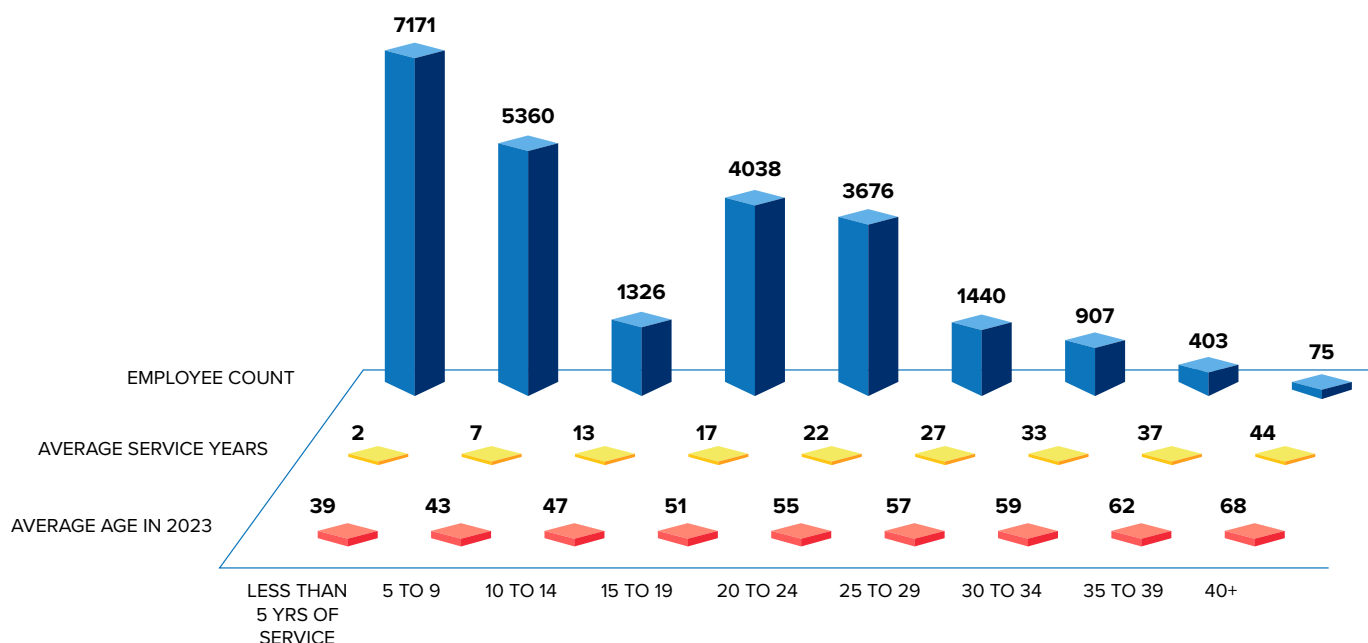
WORKFORCE ASSESSMENT DATA SOURCE

- Retirement eligibility as of June 30, 2023 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).

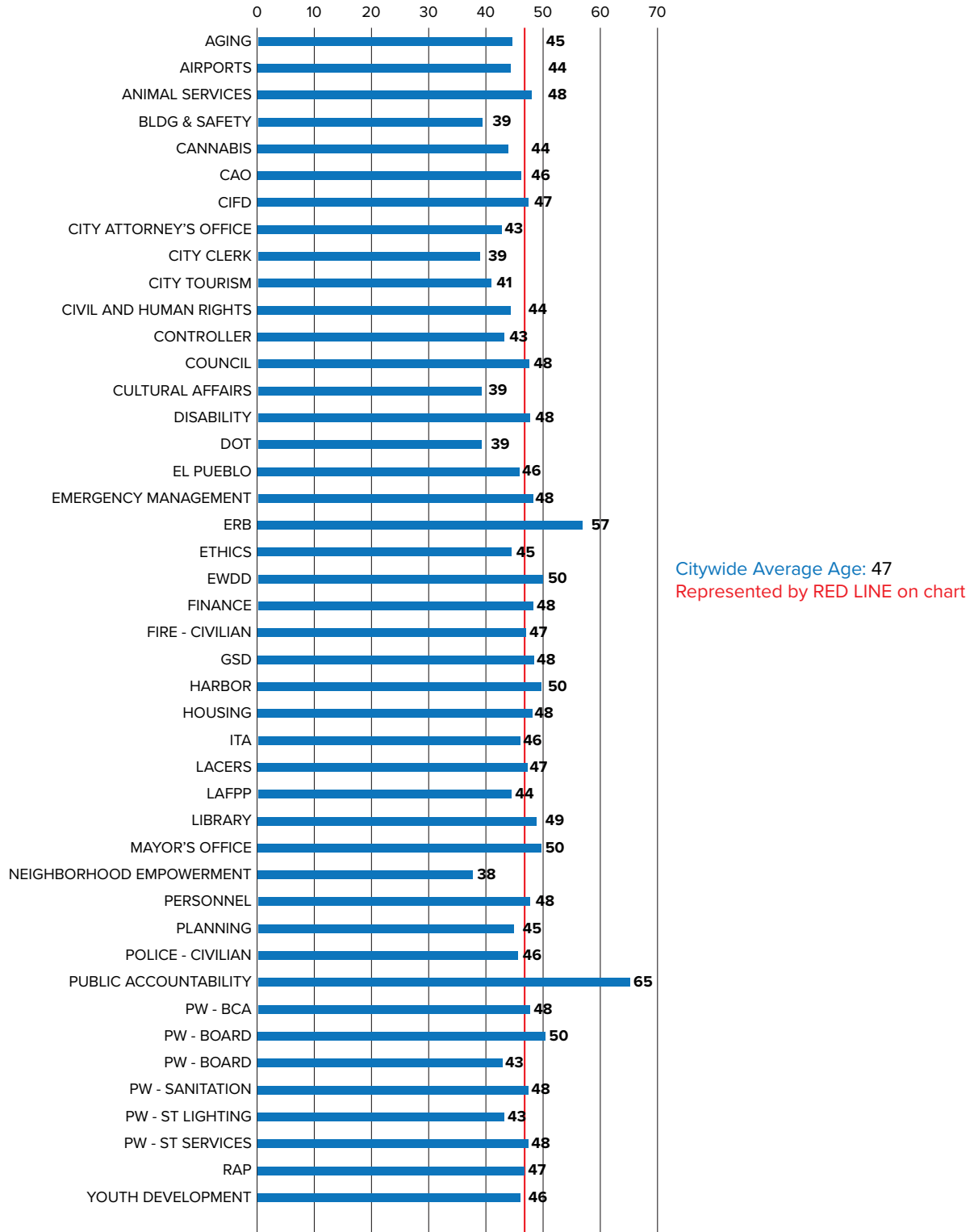


Compared to June 2022, this data has largely remained consistent across the categories. However, due to increased hiring, there is a 10% increase in the number of employees with less than 10 years of experience (June 2022 - 11,359, June 2023 - 12,531), which highlights the ongoing importance of ensuring City departments continue to utilize a Knowledge Transfer Strategy. 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

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 old.

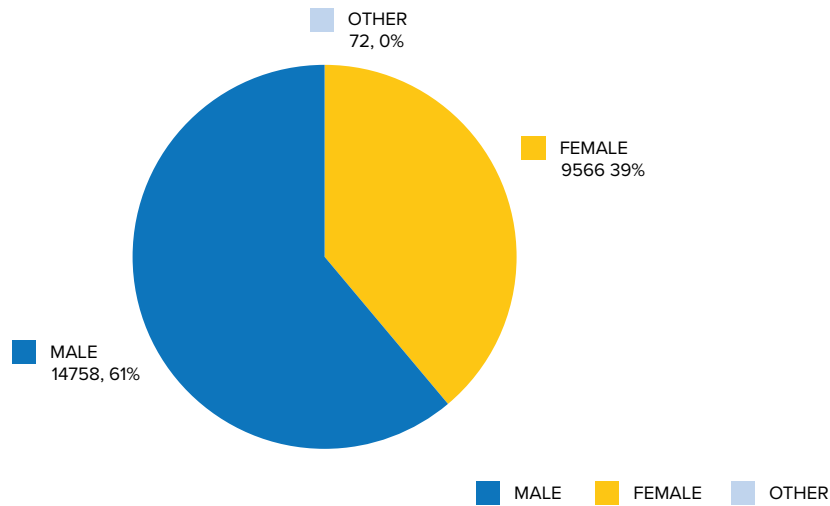


III. WORKFORCE ASSESSMENT

C. CITY EMPLOYEES BY GENDER

The chart below indicates the breakdown of employees by gender, which remains unchanged from 2022.

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



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



III. WORKFORCE ASSESSMENT

D. CRITICAL CLASSIFICATIONS

The [2024-25 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.

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

	CLASS	CLASS CODE	# OF DEPTS
1	Management Analyst	9184	24
2	Accountant	1513	23
3	Accounting Clerk	1223	19
4	Senior Management Analyst	9171	15
5	Systems Analyst	1596	15
6	Administrative Clerk	1358	12
7	Senior Administrative Clerk	1368	11
8	Management Assistant	1539	10
9	Senior Accountant	1523	10
10	Systems Programmer	1455	9
11	Payroll Supervisor	1170	8
12	Assistant General Manager	varies	7
13	Executive Administrative Assistant	1117	7
14	Principal Accountant	1525	7
15	Senior Systems Analyst	1597	7
16	Data Analyst	1779	6
17	Departmental Chief Accountant	1593	6
18	Commission Executive Assistant	7246	5
19	Director of Systems	9375	5
20	General Manager	varies	5
21	Maintenance and Construction Helper	3115	5
22	Personnel Analyst	1731	5
23	Principal Clerk	1201	5
24	Programmer Analyst	1431	5
25	Auditor	1517	4
26	Chief Management Analyst	9182	4
27	Senior Personnel Analyst	9167	4
28	Senior Project Coordinator	1538	4
29	Truck Operator	3583	4
30	Architectural Associate	7926	3
31	Carpenter	3344	3
32	Cement Finisher	3353	3
33	Civil Engineering Associate	7246	3
34	Communications Information Representative	1461	3
35	Electrical Engineer	7539	3
36	Electrical Engineering Associate	7525	3
37	Equipment Mechanic	3711	3
38	Landscape Architect	7929	3
39	Landscape Architectural Associate	7933	3
40	Procurement Analyst	1859	3
41	Real Estate Officer	1960	3
42	Warehouse and Toolroom Worker	1832	3
43	Welder	3796	3

III. WORKFORCE ASSESSMENT

D. CRITICAL CLASSIFICATIONS (CONT'D)

The following is a list of the most common strategies used by departments to address hard to fill vacancies:

1. **Develop focused recruitment strategies** in partnership with labor, educational institutions, community-based organizations or other relevant parties (51%, 21/41 departments)
2. **Revise the responsibilities and minimum qualifications for an existing class** to expand the candidate pool and/or make the position more attractive to candidates (51%, 21/41 departments)
3. **Create a training/apprenticeship programs** to create a pipeline for a journey-level class (37%, 15/41 departments)
4. **Discontinue the use of an existing class and create a new class** that is better suited to the Department's needs and attract more qualified candidates (29%, 12/41 departments)

The Personnel Department Civilian Recruitment Section has recently implemented several approaches for hard-to-fill classifications:

1. **New bulletin section under salary to showcase non-salary benefits, including telecommuting, when applicable.** The recruitment team developed a non-salary benefits section that can be included on hard-to-fill examination bulletins. This was done for Nurse Manager and will be more widely rolled out in the coming weeks, including for classifications where a hybrid telecommuting option is available (e.g., Workers' Compensation Analyst).
2. **Embedded videos within an online job posting with an invitation to apply from a supervisor.** We recently embedded an "invitation to apply" video for the new Helicopter Mechanic bulletin, and have plans to do the same for other hard-to-fill classifications. These brief videos add more of a personal touch to the job opportunity and allow a small peek into the work setting.
3. **Increased focus on more unique and richer social media campaigns for hard-to-fill classifications.** To accomplish this, we conduct a site visit to learn more about the job/work environment, interview current incumbents, and take photos/videos (which are turned into posts and videos across our social media accounts). This type of content allows us to showcase the purpose of the job, the work environment, and previews the culture of a department for a particular classification.
4. **Send targeted recruitment campaigns through NeoGov Attract.** This candidate relationship management (CRM) tool allows the recruitment team to identify and email campaigns to potential applicants for specific job opportunities (including hard to fill positions) based on their reported interests, work experience, and education to match them with jobs within the City of Los Angeles. The CRM tool has had a positive impact on applications the Personnel Department has received.

IV. LA LOCAL HIRE PROGRAMS

The Targeted Local Hire (“TLH”) and Bridge to Jobs (“BRIDGE”) programs provide full-time employment opportunities with the City of Los Angeles for traditionally underserved and under-employed communities. While neither program requires prior work experience or specialized education to qualify, BRIDGE requires a high school diploma or equivalent because the program includes semi-skilled positions. The TLH and BRIDGE programs have been successful in creating civil service job opportunities through the use of a non-traditional civil service examination consisting of on-the-job training (“OJT”) and program performance reviews. Since the launch of the programs, 38 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.

TARGETED LOCAL HIRE (TLH)

Since the inception of the program on February 2, 2017 through February 29, 2024, a total of **2,105 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) *Added to TLH in 2023
- Street Services Worker I (4150-1)
- Tree Surgeon Assistant (3151)
- Warehouse and Toolroom Worker I (1832-1)

BRIDGE TO JOBS (BRIDGE)

Since the inception of the program on February 14, 2020 through February 29, 2024, a total of **306 individuals** have been hired into the following BRIDGE training programs:

- Accounting Clerk (1223)
- Cement Finisher Worker (3353) *Added to BRIDGE in 2023
- Communications Information Representative I (1461-1)
- Community Services Representative (9053)
- Electrical Craft Helper (3799)
- Field Engineering Aide (7228)
- Inspector Trainee (4212)
- Maintenance and Construction Helper (3115) *Added to BRIDGE in 2023
- Traffic Painter and Sign Poster (3421)*Added to BRIDGE in 2023

The City is currently working on adding Security Officer (3181) to BRIDGE.

V. PREPARATION FOR THE 2028 OLYMPICS

Los Angeles will be hosting the Summer Olympics for the third time in July 2028. Although the Olympic Games only take place over a period of two weeks, a monumental amount of resources, personnel, time, and planning are needed to coordinate such a large-scale event. In order to support the international affair, the City will need to continue hiring and recruitment efforts to fill current and new positions, as well as utilize process improvement and knowledge sharing strategies identified in previous reports. Departments were surveyed for their current and anticipated involvement to support the 2028 Olympics and provided the following responses:

- **44% of departments** (18/41) already have one or more existing positions dedicated to supporting the 2028 Olympics and/or anticipate one or more new positions to support the Olympics.
- **32% of departments** (13/41) do not have existing positions to support the Olympics nor do they anticipate utilizing existing or new positions in the future to support the Olympics.
- **24% of departments** (10/41) do not have existing positions at this time supporting the Olympics, but it is still being determined if positions will be needed in the future to support the Olympics.

VI. CONCLUSION

A challenge that the City is currently facing is the Prioritized Critical Hiring (PCH) process which was enacted on January 26, 2024, and limits departments to filling only critical or essential positions. Since it is anticipated that this will create a reduction in hiring in 2024, it is imperative that the City continues to be dedicated to innovating process improvements for the current workforce by investing in programs such as PerformLA. This program, which is run by the Personnel Department, provides training, coaching, and project facilitation to help employees continuously improve their service delivery for residents and within government (i.e. Personnel, GSD, ITA). It is modeled after the City and County of Denver's successful Peak Academy program, which has identified over \$64M in hard and soft cost savings since its inception ten years ago. Another opportunity that would be interesting to explore are the different roles that Artificial Intelligence (AI) can play in various departments, and how the City can harness this emerging technology to increase efficiency for City workers and improve quality of service to City residents.

APPENDIX

FY 2024 - 2025 EWSR FORM



ATTACHMENT 1:

2024-2025 EQUITABLE WORKFORCE AND SERVICE RESTORATION FORM

Introduction:

Mayor Garcetti'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.

Please complete the [Equitable Workforce and Service Restoration Form](#) ("Form"). A Google Document copy of the questions can also be seen [here](#). **The Office of the Mayor and Personnel Department request that all City departments complete and submit this form no later than **FRIDAY, FEBRUARY 9, 2024 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. Please contact your assigned Analyst should you have any questions or concerns.

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

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

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

Section I: Recap of Previous Recommendations

1a. Does your Department identify operational, organizational, and/or workforce-related issues and implement process improvements to address them?

- Yes
- No

1b. Does your Department have digitized services, operations, and/or procedures in order to create a contactless government?

- Yes
- No

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1c. Does your Department utilize a Knowledge Transfer Strategy to ensure there are seamless transitions when workforce changes occur?

- Yes
- No

1d. Is your Department committed to upholding the principles of diversity, equity, and inclusion for employees and the public?

- Yes
- No

1e. Does your Department offer telecommuting options (full-time, hybrid, or occasional) for at least some of your employees?

- Yes
- No

Section II: Critical Classifications & Retirements

2. Please list the classifications that are hard to fill and critical to your Department's operations. For purposes of this Workforce Planning form, the term "critical classifications" refers to classifications that would create a critical shortage, undue hardship, or otherwise negatively impact departmental operations if left vacant.

- Accountant
- Accounting Clerk
- Accounting Records Supervisor
- Administrative Analyst
- Administrative Assistant
- Administrative Clerk
- Airport Police Officer
- Animal Care Technician
- Animal Control Officer
- Applications Programmer
- Aquatic Facility Manager
- Architectural Associate
- Archivist
- Art Curator
- Arts Instructor
- Arts Manager
- Assistant General Manager
- Auditor
- Benefits Analyst
- Benefits Specialist
- Bindery Equipment Operator

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- Building Civil Engineer
- Building Construction and Maintenance Superintendent
- Building Electrical Engineer
- Building Maintenance Distribution Supervisor
- Building Mechanical Engineer
- Building Operating Engineer
- Carpenter
- Cement Finisher
- Chief Administrative Analyst
- Chief Benefits Analyst
- Chief Custodian Supervisor
- Chief Inspector
- Chief Investment Officer
- Chief Management Analyst
- Chief Zoning Administrator
- Civil Engineer
- Civil Engineering Associate
- Commission Executive Assistant
- Communications Electrician
- Communications Engineering Associate
- Communications Information Representative
- Community Arts Director
- Community Housing Programs Manager
- Custodian
- Customer Service Specialist
- 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
- Principal Storekeeper
- Printing Press Operator
- Procurement Analyst
- Procurement Supervisor
- Programmer Analyst
- Project Assistant
- Property Manager
- Property Officer
- Public Information Director

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FY 2024 - 2025 EWSR FORM

- Real Estate Officer
- Recreation Coordinator
- Recreation Facility Director
- Refuse Collection Truck Operator
- Rehabilitation Construction Specialist
- Risk and Insurance Assistant
- Safety Engineer
- Security Officer
- Senior Accountant
- Senior Administrative Analyst
- Senior Administrative Clerk
- Senior Auditor
- Senior Benefits Analyst
- Senior Custodian
- Senior Gardener
- Senior Housing Inspector
- Senior Labor Relations Specialist
- Senior Librarian
- Senior Management Analyst
- Senior Personnel Analyst
- Senior Project Coordinator
- Senior Real Estate Officer
- Senior Recreation Director
- Senior Storekeeper
- Senior Systems Analyst
- Special Investigator
- Storekeeper
- Street Lighting Electrician
- Street Services Investigator
- Street Services Superintendent
- Street Services Supervisor
- Structural Engineer
- Structural Engineering Associate
- Supervising Occupational Health Nurse
- Supply Services Manager
- Supply Services Payment Clerk
- Systems Analyst
- Systems Programmer
- Tax Auditor
- Tax Compliance Officer
- Tree Surgeon
- Tree Surgeon Supervisor
- Truck Operator
- Warehouse and Toolroom Worker
- Wastewater Collection Worker
- Wastewater Treatment Operator
- Welder
- Other: _____

FY 2024 - 2025 EWSR FORM

3a. Besides attempting to fill critical vacancies through the civil service process and TLH/BRIDGE programs, what alternative strategies does your Department utilize for hard to fill positions? Please choose all that apply.

- Tweak the responsibilities and minimum qualifications for an existing class to open up the candidate pool and/or make the position more attractive to candidates
- Discontinue the use of an existing class and create a new class that is better suited to the Department's needs and attract more qualified candidates
- Create a training/apprenticeship program to create a pipeline for a journey-level class
- Develop focused recruitment strategies in partnership with labor, educational institutions, community-based organizations or other relevant parties
- N/A - My department does not utilize alternative hiring strategies for hard to fill positions
- Other

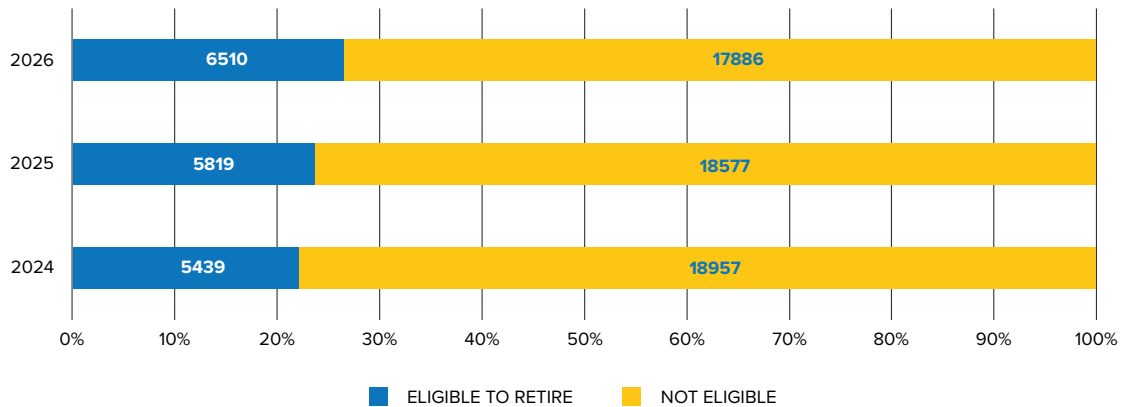
3b. Please describe the strategies identified in the previous question, including which strategies have been successful or not. If this does not apply, please type N/A.

Section III: Preparation for the 2028 Olympics

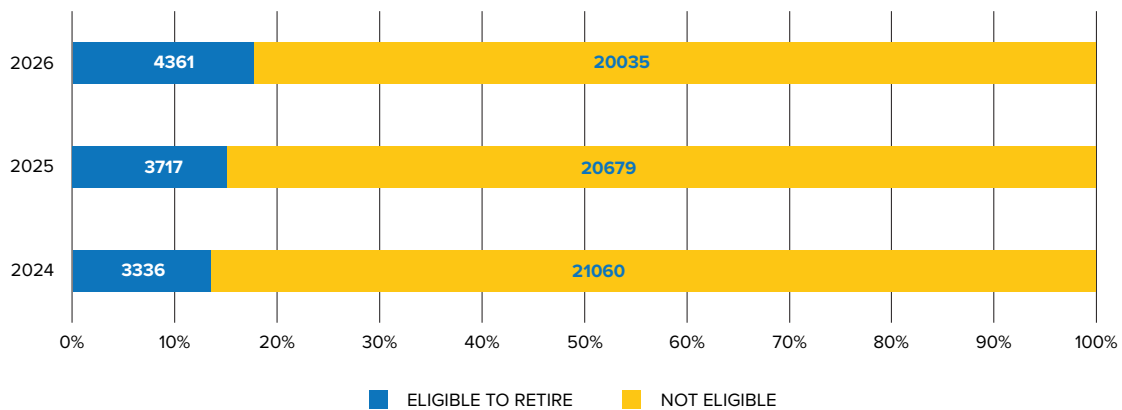
4. How many existing positions and new positions will be dedicated to support the 2028 Olympics? Please include the number of positions and classifications.

APPENDIX

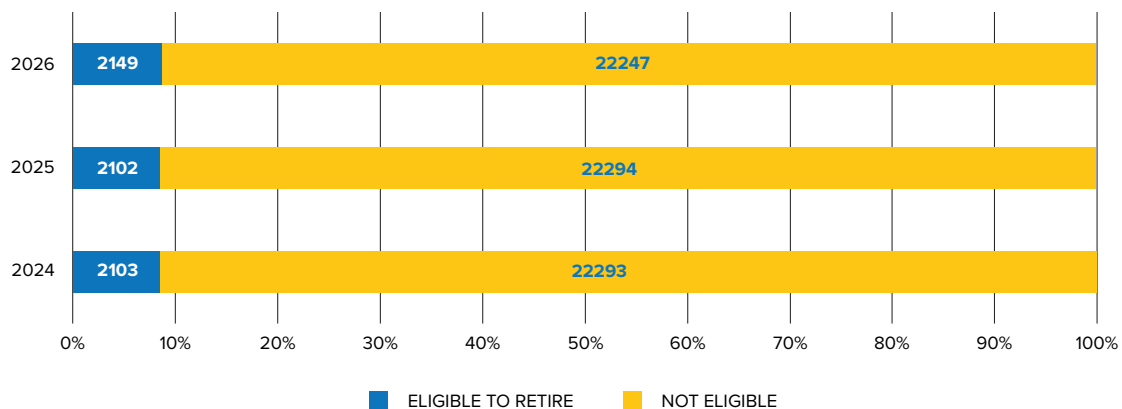
CITYWIDE RETIREMENT ELIGIBILITY BY YEAR (24,396 FULL-TIME EMPLOYEES)



CITYWIDE RETIREMENT ELIGIBILITY (NORMAL) BY YEAR (24,396 FULL-TIME EMPLOYEES)



CITYWIDE RETIREMENT ELIGIBILITY (EARLY) BY YEAR (24,396 FULL-TIME EMPLOYEES)



APPENDIX

RETIREMENT ELIGIBILITY VS ACTUAL RETIREMENT

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

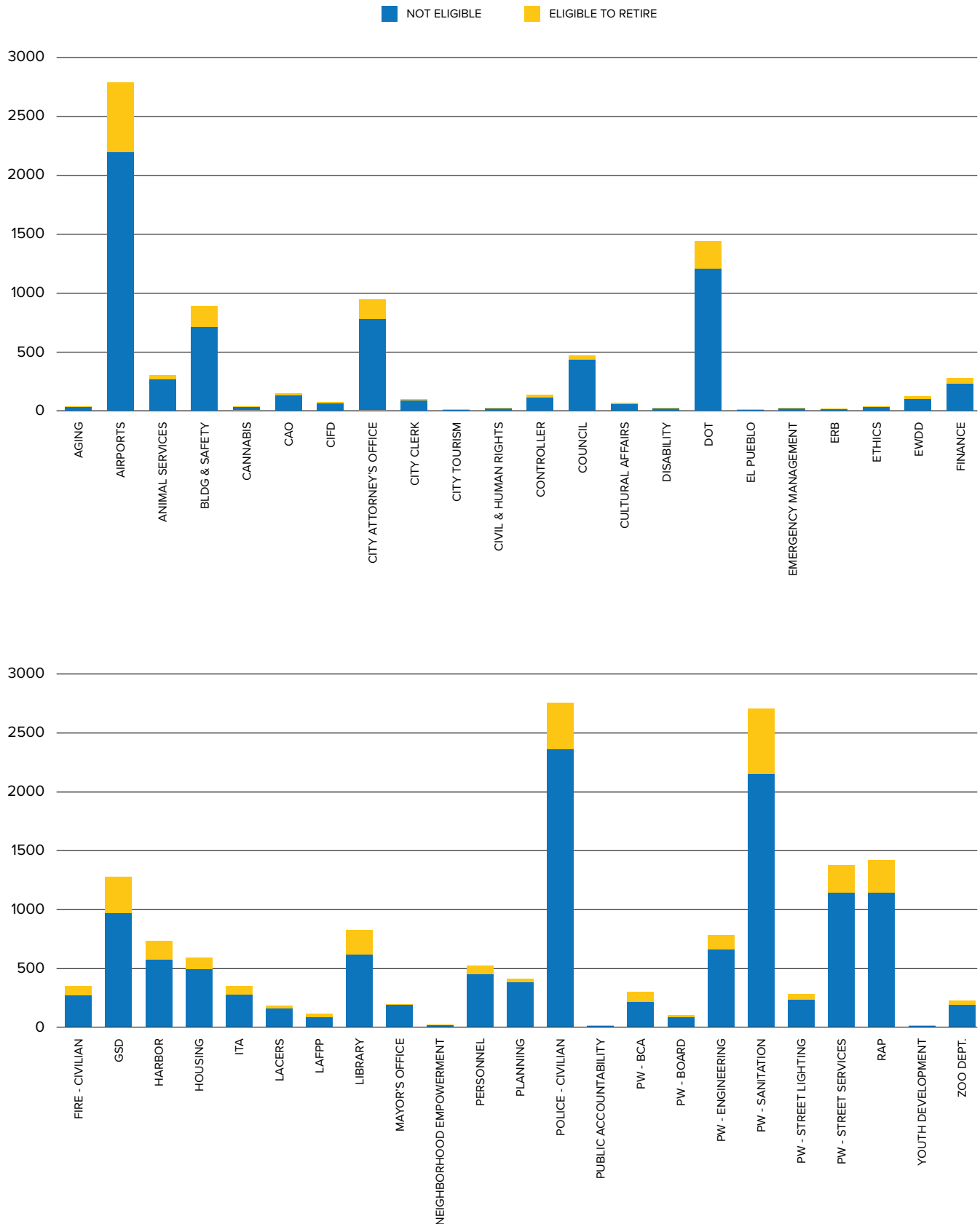
SOURCE:

*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.

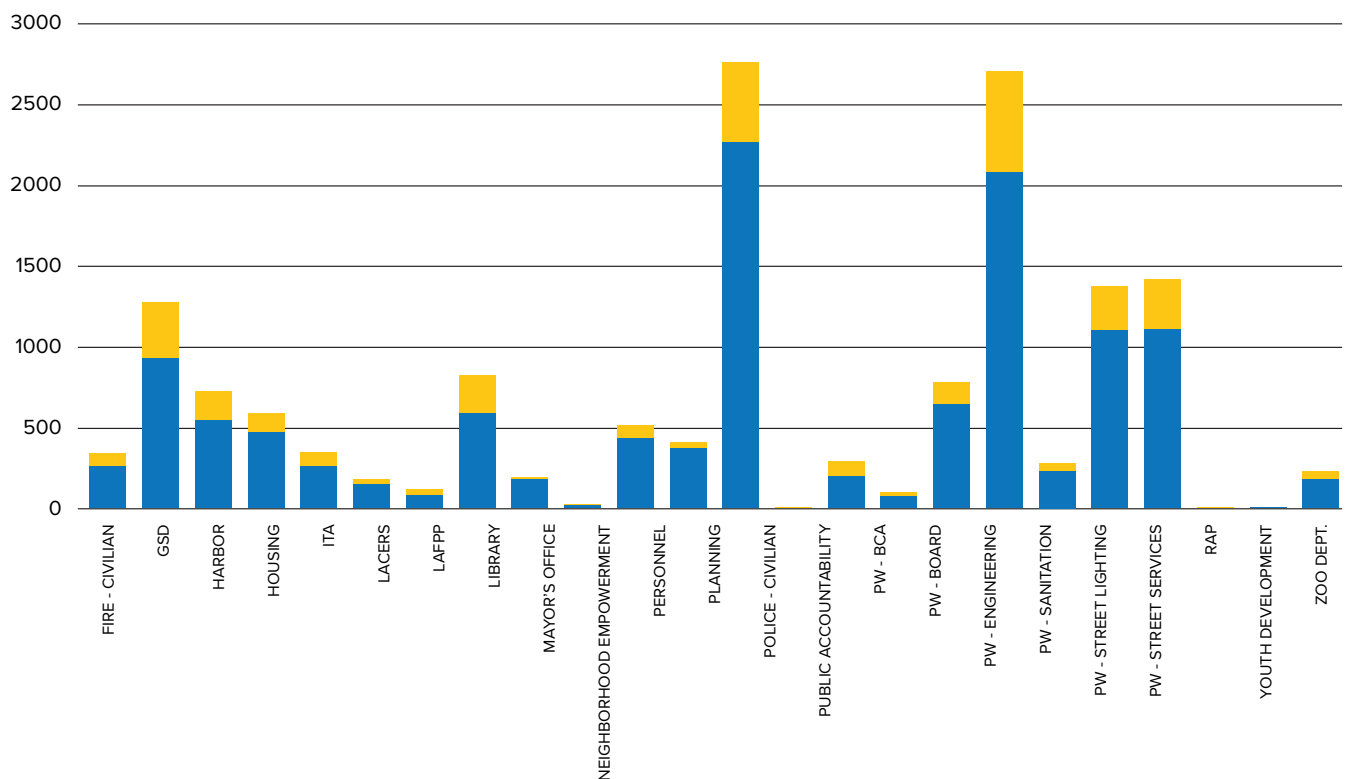
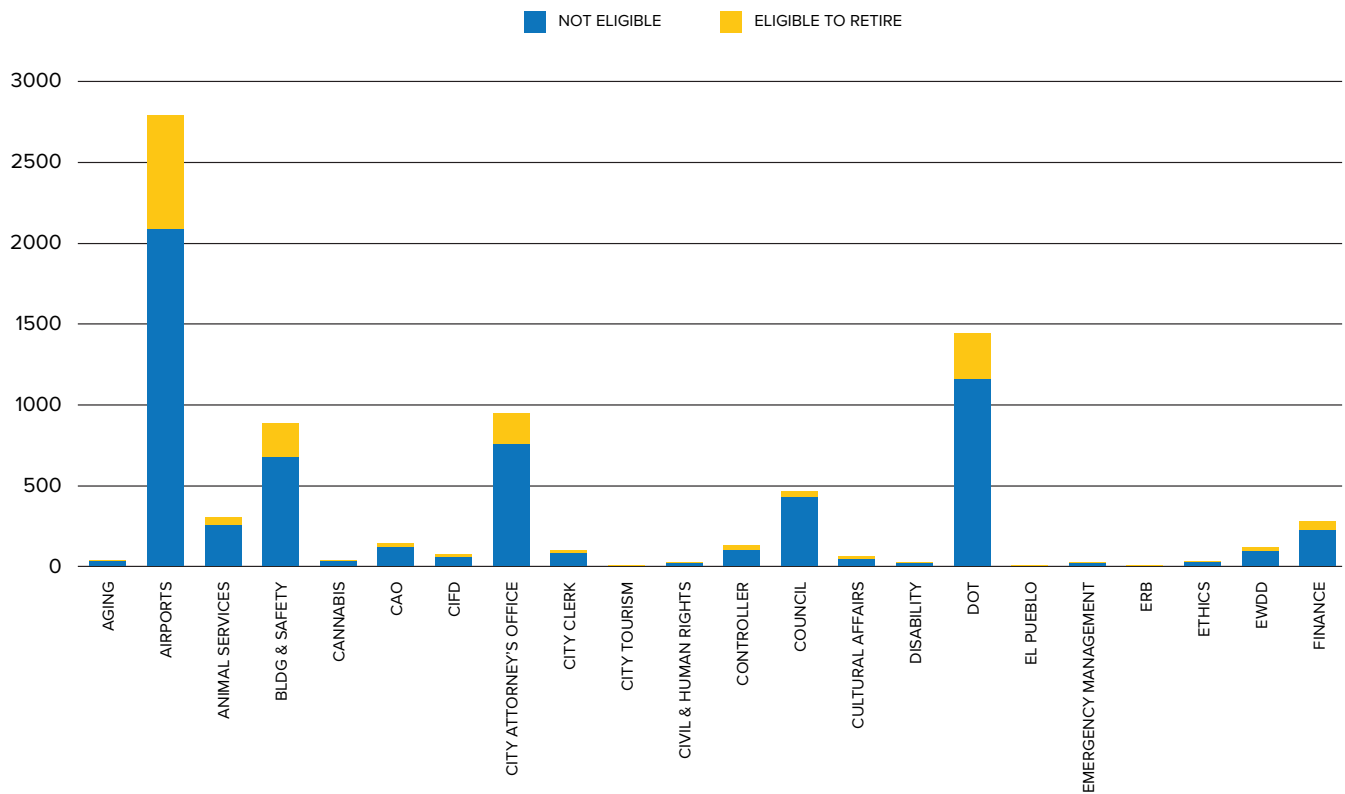
APPENDIX

EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPARTMENT 2024



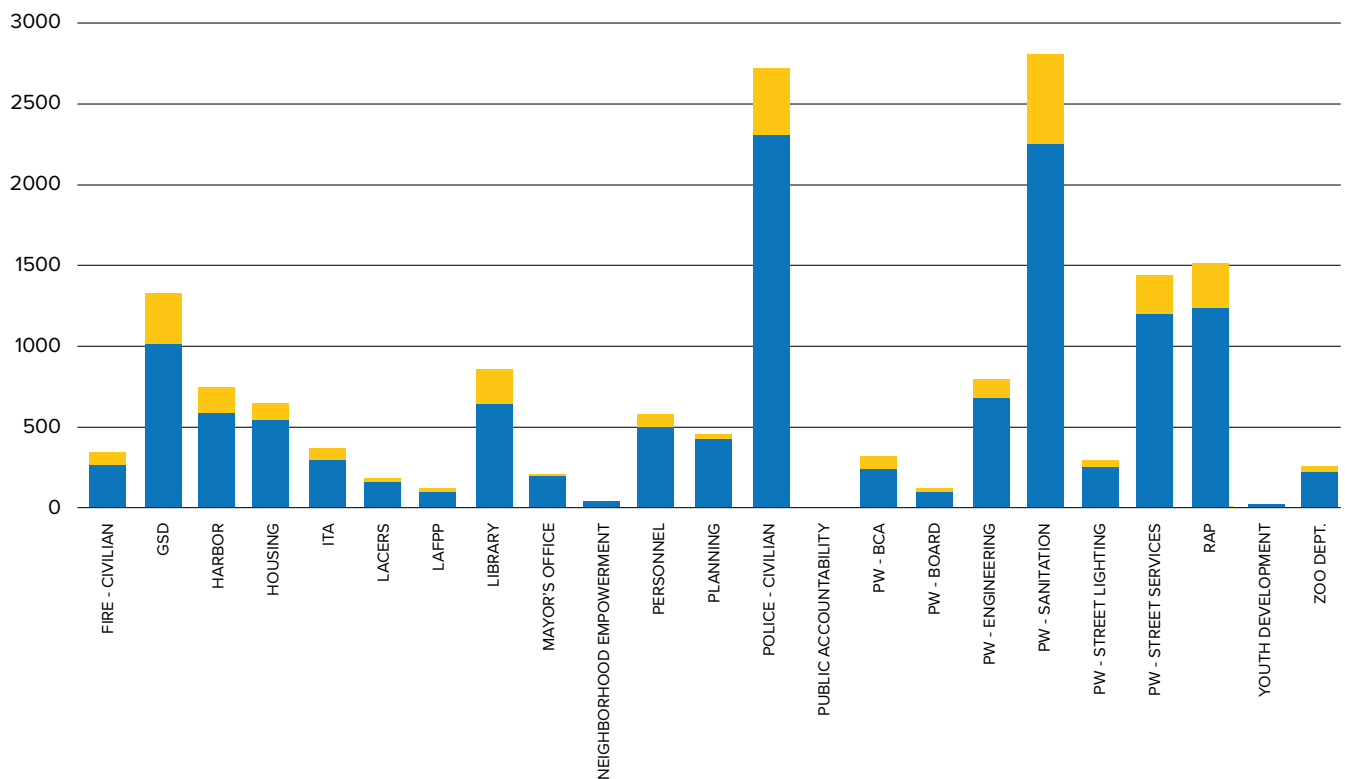
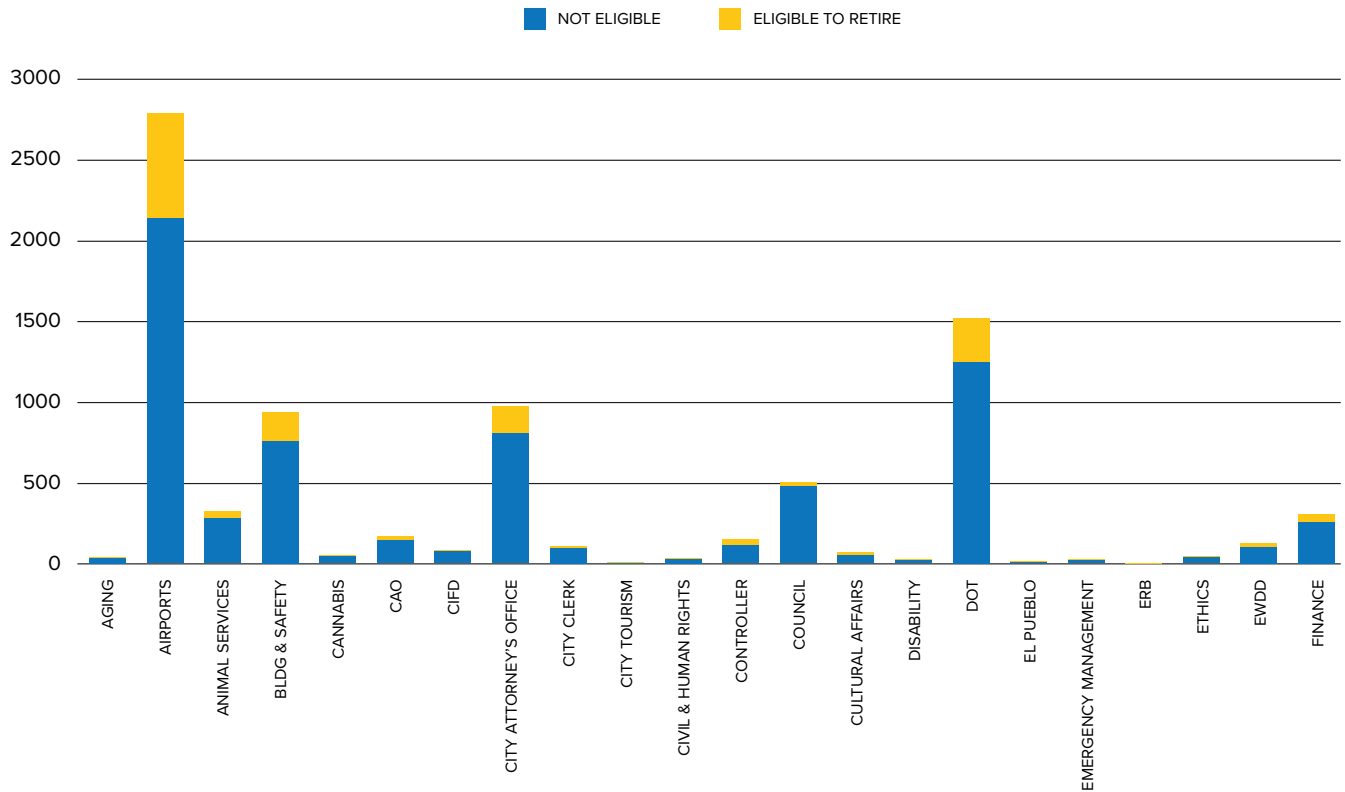
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EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPARTMENT 2025



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EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPARTMENT 2026



APPENDIX

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%	18
ACCOUNTANT	134	14	10%	15	11%	16	12%	7
ACCOUNTING CLERK	247	39	16%	45	18%	50	20%	13
ACCOUNTING CLERK ASSISTANT	5		0%		0%		0%	6
ACCOUNTING CLERK TRAINEE	60		0%		0%		0%	2
ACCOUNTING REC SUPVR I	3		0%		0%		0%	18
ACCOUNTING REC SUPVR II	8	2	25%	3	38%	4	50%	20
ADMIN ANALYST	9	1	11%	1	11%	1	11%	8
ADMIN DEPUTY CONTROLLER	4		0%		0%		0%	1
ADMIN HEARING OFCR	7		0%		0%		0%	8
ADMIN INTERN	15		0%		0%		0%	1
ADMINISTRATIVE CLERK	1014	129	13%	140	14%	161	16%	11
ADVANCE PRACTICE PROVIDER	10	3	30%	4	40%	4	40%	9
AGRICUL LAND DEVELOPER	1	1	100%	1	100%	1	100%	20
AIR COND MECH SUPVR	9	2	22%	4	44%	4	44%	13
AIR COND MECH SUPVR I	2		0%		0%	1	50%	25
AIR COND MECH SUPVR II	1		0%		0%		0%	15
AIR COND MECHANIC	41	6	15%	7	17%	10	24%	11
AIRP ENVRNMTL MGR II	3	2	67%	2	67%	2	67%	26
AIRP MAINTENANCE SUPT	13	3	23%	3	23%	6	46%	22
AIRP MANAGER II	5	2	40%	2	40%	2	40%	26
AIRP MANAGER III	8	4	50%	4	50%	5	63%	25
AIRP PUB/COMM REL DIR I	1		0%		0%		0%	25
AIRPORT ENGINEER I	8	1	13%	1	13%	1	13%	19
AIRPORT ENGINEER II	4	1	25%	1	25%	1	25%	24
AIRPORT GUIDE II	16	3	19%	3	19%	4	25%	16
AIRPORT INFO SPEC I	4	1	25%	1	25%	2	50%	16
AIRPORT INFO SPEC II	6		0%		0%	1	17%	17
AIRPORT LABOR RELATIONS ADVOCATE II	3		0%		0%		0%	7
AIRPORT PLANNER	3		0%		0%		0%	17
AIRPORT POLICE CAPTAIN	6		0%		0%	1	17%	24
AIRPORT POLICE CHIEF	1		0%		0%		0%	4
AIRPORT POLICE COMMANDER	2		0%		0%		0%	27
AIRPORT POLICE LT	10	4	40%	4	40%	4	40%	28
AIRPORT POLICE OFCR I	1		0%		0%		0%	0
AIRPORT POLICE OFCR II	134	7	5%	9	7%	11	8%	16
AIRPORT POLICE OFCR III	137	10	7%	14	10%	19	14%	20
AIRPORT POLICE SGT	59	4	7%	5	8%	8	14%	22
AIRPORTS MTCE SUPVR I	5		0%		0%		0%	17
AIRPORTS MTCE SUPVR II	6	4	67%	4	67%	4	67%	21
AIRPORTS MTCE SUPVR III	15	3	20%	4	27%	6	40%	20
ANIMAL CARE ASSISTANT	13		0%		0%		0%	1
ANIMAL CARE TECH	122	9	7%	11	9%	13	11%	13
ANIMAL CARE TECH SUPV	12		0%		0%	1	8%	18
ANIMAL COLLECTN CURATOR	1		0%		0%		0%	9
ANIMAL CONTROL OFCR	51	5	10%	6	12%	6	12%	13
ANIMAL KEEPER	80	6	8%	6	8%	9	11%	11
ANIMAL LIC CANVASSER	2		0%		0%		0%	4
AQUARIST I	5	1	20%	1	20%	1	20%	19
AQUARIST II	2	1	50%	1	50%	1	50%	29

APPENDIX

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
		#	%	#	%	#	%	
AQUARIUM EDUCATOR I	6		0%		0%		0%	9
AQUARIUM EDUCATOR II	2		0%		0%		0%	22
AQUATIC DIRECTOR	4		0%		0%		0%	21
AQUATIC FACILITY MGR I	24		0%	1	4%	1	4%	9
AQUATIC FACILITY MGR II	18	1	6%	1	6%	3	17%	18
AQUATIC FACILITY MGR III	4		0%	1	25%	1	25%	25
ARCHITECT	10	1	10%	1	10%	1	10%	9
ARCHITECTURAL ASSOC I	15		0%		0%		0%	1
ARCHITECTURAL ASSOC II	9		0%		0%		0%	8
ARCHITECTURAL ASSOC IV	4	1	25%	2	50%	2	50%	16
ARCHITECTURAL DRFT TECH	1		0%		0%		0%	16
ARCHMST I	1		0%		0%		0%	6
ARCHIVIST II	1	1	100%	1	100%	1	100%	22
ARCHTRL DRAFT TECH	1		0%		0%		0%	5
ARPT SUPT OF OPER I	18		0%		0%		0%	5
ARPT SUPT OF OPER II	58	8	14%	9	16%	10	17%	14
ARPT SUPT OF OPER III	32	8	25%	8	25%	8	25%	19
ART CENTER DIRECTOR I	5		0%		0%		0%	19
ART CENTER DIRECTOR II	2	1	50%	1	50%	1	50%	9
ART CENTER DIRECTOR III	1	1	100%	1	100%	1	100%	37
ART CURATOR	2		0%		0%		0%	0
ART INSTRUCTOR I	6		0%		0%		0%	5
ARTS ASSOCIATE	7		0%		0%		0%	7
ARTS MANAGER I	5		0%		0%	1	20%	15
ARTS MANAGER II	8	1	13%	1	13%	1	13%	13
ARTS MANAGER III	4	1	25%	1	25%	2	50%	26
ASPHALT PLANT OPER I	3		0%		0%		0%	5
ASPHALT PLANT OPER II	2		0%		0%		0%	16
ASPHALT PLANT SUPVR	1		0%		0%	1	100%	29
ASSISTANT AIRPORT MANAGER	3		0%		0%		0%	21
ASST EXEC DIRECTOR CANNABIS DEPT	1		0%		0%		0%	17
ASSISTANT GM AIRPORTS	7	1	14%	2	29%	2	29%	9
ASSOC ZONING ADMINSTR	10	2	20%	2	20%	3	30%	23
ASSOCIATE COMMUNITY OFFICER	2		0%		0%		0%	1
ASST AIRPORT POL CHIEF	2	1	50%	1	50%	1	50%	33
ASST CH GRANTS ADMINSTR	7	1	14%	1	14%	1	14%	13
ASST CH LEGIS ANALYST	5	3	60%	3	60%	3	60%	33
ASST CITY ADMIN OFFICER	5	2	40%	2	40%	3	60%	23
ASST CITY ATTORNEY	47	16	34%	18	38%	20	43%	23
ASST CITY ATTY	6	1	17%	1	17%	1	17%	21
ASST CITY LIBRARIAN	1		0%		0%		0%	8
ASST DEP SUP OF BLDG II	8	2	25%	2	25%	3	38%	24
ASST DIR BUR CONTR ADMN	1		0%		0%		0%	16
ASST DIR BUR OF ST LTG	2		0%		0%		0%	24
ASST DIR BUR OF ST SVCS	3		0%		0%		0%	23
ASST DIR BUR SANITATION	6	4	67%	4	67%	4	67%	32
ASST DIR OF FINANCE	2		0%		0%		0%	23
ASST ENVIRONMNTL COMPLIANCE INSPCTR	13	1	8%	1	8%	1	8%	4
ASST EXEC DIR DEPT ON DISABILITY	1		0%		0%		0%	1
ASST GARDENER	23		0%		0%		0%	3

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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
		#	%	#	%	#	%	
ASST GM ANIMAL REGULATN	2		0%		0%		0%	24
ASST GM CIVIL HUMAN RT EQ DEPT	2		0%		0%		0%	12
ASST GM COMMNTY INVTMNT FOR FAMILIES DEPT	2		0%		0%		0%	12
ASST GM CONVENTION CTR	1		0%		0%		0%	6
ASST GM CULTURAL AFFAIR	1		0%		0%		0%	15
ASST GM DEPT OF AGING	1		0%		0%		0%	26
ASST GM EL PUEBLO HIST	1		0%		0%		0%	17
ASST GM EMERG PREP DEPT	1		0%		0%		0%	14
ASST GM EWDD	2		0%		0%		0%	16
ASST GM GEN SVCS DEPT	4	2	50%	2	50%	2	50%	27
ASST GM INFO TECH AGENCY	3	1	33%	1	33%	1	33%	26
ASST GM LA HOUSING DEPT	4	1	25%	1	25%	1	25%	18
ASST GM PENSION	4	1	25%	1	25%	1	25%	26
ASST GM PERSONNEL DEPT	4		0%		0%		0%	17
ASST GM REC & PARKS	4	2	50%	2	50%	2	50%	22
ASST GM TRANSPORTATION	3	1	33%	1	33%	1	33%	30
ASST INSPECTOR GENERAL	3		0%		0%		0%	15
ASST INSPECTOR I	5		0%		0%		0%	2
ASST INSPECTOR II	9		0%		0%		0%	1
ASST INSPECTOR III	19		0%		0%		0%	6
ASST INSPECTOR IV	5		0%		0%		0%	5
ASST SNGL SYS ELECTRCN	6	1	17%	1	17%	1	17%	9
ASST ST LTG ELECTRCN	24	1	4%	1	4%	1	4%	7
ASST TREE SURGEON	1		0%		0%		0%	6
ASTRONOMICAL LECTURER	1		0%		0%		0%	16
ASTRONOMICAL OBSERVER	1		0%		0%		0%	0
AUDIO VISUAL TECH	5	1	20%	1	20%	1	20%	11
AUDITOR I	11	2	18%	2	18%	2	18%	5
AUDITOR II	6		0%		0%		0%	4
AUTO BODY BLDR/REPAIRER	21	4	19%	4	19%	4	19%	9
AUTO BODY REPR SUPVR II	2		0%		0%		0%	15
AUTO PAINTER	10	4	40%	4	40%	4	40%	12
AUTOMOTIVE DISPATCHR I	2		0%		0%		0%	7
AUTOMOTIVE DISPATCHR II	1	1	100%	1	100%	1	100%	18
AUTOMOTIVE SUPERVISOR	26	6	23%	6	23%	8	31%	15
AVIONICS SPECIALIST	4		0%		0%		0%	12
BACKGROUND INVESTGN MGR	1		0%		0%		0%	21
BACKGROUND INVESTGR I	31	5	16%	6	19%	7	23%	6
BACKGROUND INVESTGR II	9	2	22%	2	22%	2	22%	7
BACKGROUND INVESTGR III	2	1	50%	1	50%	1	50%	12
BANNING RES MUSEUM DIR	1	1	100%	1	100%	1	100%	27
BENEFITS ANALYST	39	3	8%	4	10%	4	10%	15
BENEFITS SPECIALIST	63	8	13%	8	13%	10	16%	14
BINDERY EQUIPMT OPER I	3	1	33%	1	33%	2	67%	24
BINDERY WORKER	1	1	100%	1	100%	1	100%	15
BLD MECH ENGR I	4	2	50%	2	50%	2	50%	26
BLD MECH ENGR II	2		0%		0%		0%	9
BOAT CAPTAIN I	1		0%		0%		0%	3
BOAT CAPTAIN I - HARBOR	4	1	25%	1	25%	1	25%	17
BOAT CAPTAIN II	2		0%		0%		0%	13

APPENDIX

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
			#	%	#	%	#	%	
1	BUILD CIVIL ENGR I	11	1	9%	1	9%	1	9%	17
2	BUILD CIVIL ENGR II	6		0%		0%		0%	18
3	BUILD CON & MT GN SUPI	1		0%		0%		0%	23
4	BUILD CON & MT GN SUPII	2		0%		0%	2	100%	16
5	BUILD CON & MT SUPT	7	2	29%	2	29%	2	29%	18
6	BUILD ELECTRCL ENGR I	5	1	20%	1	20%	1	20%	16
7	BUILD ELECTRCL ENGR II	2	1	50%	1	50%	1	50%	26
8	BUILD INSPECTOR	58	5	9%	5	9%	11	19%	7
9	BUILD MAINT DIST SUPVR	11	3	27%	3	27%	4	36%	17
10	BUILD MECH INSPECTOR	167	21	13%	23	14%	27	16%	8
11	BUILD OPERATING ENGR	12	1	8%	1	8%	2	17%	10
12	BUILD OPERATING ENGR - AIRPORT	16	3	19%	4	25%	5	31%	9
13	BUILD REPAIRER SUPVR	8	1	13%	3	38%	4	50%	17
14	BUILDING REPAIRER I	10	2	20%	2	20%	3	30%	9
15	BUS OPERATOR	40	5	13%	6	15%	7	18%	11
16	BUS OPERATOR SUPVR	6	1	17%	1	17%	2	33%	13
17	CABINET MAKER	1	1	100%	1	100%	1	100%	16
18	CABLE TV PRODUCT MGR II	2		0%		0%		0%	5
19	CABLE TV PRODUCT MGR III	1	1	100%	1	100%	1	100%	23
20	CARPENTER	68	9	13%	12	18%	14	21%	9
21	CARPENTER SUPVR	4	2	50%	2	50%	2	50%	20
22	CARPET LAYER	2		0%		0%		0%	12
23	CEMENT FINISHER	109	6	6%	8	7%	10	9%	10
24	CEMENT FINISHER SUPVR	2		0%		0%		0%	19
25	CEMENT FINISHER WORKER	16	2	13%	2	13%	2	13%	8
26	CH ADMIN ANALYST	11	3	27%	3	27%	4	36%	25
27	CH AIRPORT PLAN I	1		0%		0%		0%	20
28	CH AIRPORT PLAN II	3	1	33%	1	33%	1	33%	24
29	CH AIRPORTS ENGR II	1	1	100%	1	100%	1	100%	35
30	CH ASST CITY ATTY	6	2	33%	2	33%	3	50%	21
31	CH BENEFITS ANALYST	6	1	17%	1	17%	1	17%	26
32	CH BUILD OPERATNG ENGR	3		0%		0%		0%	19
33	CH CLERK	8	2	25%	2	25%	3	38%	25
34	CH CLERK PERSONNEL	1	1	100%	1	100%	1	100%	23
35	CH CLERK POLICE	4	3	75%	3	75%	3	75%	33
36	CH COMMUNICATIONS OPER	2		0%		0%		0%	21
37	CH CONSTR INSPECTOR	7	4	57%	6	86%	6	86%	32
38	CH CUSTODIAN SUPVR I	2	1	50%	1	50%	1	50%	28
39	CH CUSTODIAN SUPVR II	1	1	100%	1	100%	1	100%	33
40	CH DEPUTY CONTROLLER	1		0%		0%		0%	5
41	CH ENV COMP INSPECT II	2	1	50%	1	50%	1	50%	30
42	CH ENV COMP INSPECTOR I	8	1	13%	1	13%	1	13%	17
43	CH FINANCIAL OFFICER	2	1	50%	1	50%	1	50%	30
44	CH FORENSIC CHEMIST I	3	1	33%	1	33%	1	33%	23
45	CH FORENSIC CHEMIST II	1		0%		0%		0%	27
46	CH GRANTS ADMINISTRATOR	1		0%		0%		0%	7
47	CH HARBOR ENGINEER	1	1	100%	1	100%	1	100%	40
48	CH INFORMATION OFFICER	2	1	50%	1	50%	1	50%	17
49	CH INFORMATION SECURITY OFC	2		0%		0%		0%	24
50	CH INSPECTOR	11	5	45%	5	45%	5	45%	23

APPENDIX

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
		#	%	#	%	#	%	
CH INTERNAL AUDITOR	2		0%		0%		0%	5
CH INVESTMENT OFCR	3	2	67%	2	67%	2	67%	21
CH LEGISLATIVE ANALYST	1	1	100%	1	100%	1	100%	42
CH MANAGEMENT ANALYST	46	13	28%	13	28%	17	37%	25
CH OF OPERATIONS II	19	5	26%	5	26%	6	32%	20
CH OF POLICE	1		0%		0%		0%	5
CH OF STAFF MAYOR	1		0%		0%		0%	1
CH OF TRANSIT PROGRAMS	1		0%		0%		0%	21
CH PARK RANGER	1		0%		0%		0%	4
CH PERSONNEL ANALYST	5		0%		0%		0%	17
CH POLICE PSYCHOLOGIST	1		0%		0%		0%	20
CH PORT PILOT II	2	2	100%	2	100%	2	100%	23
CH PRKG ENFORCE OPERTNS	1		0%		0%	1	100%	8
CH REAL ESTATE OFCR II	1	1	100%	1	100%	1	100%	20
CH SECURITY OFFICER I	1		0%		0%		0%	17
CH ST SVC INVEST I	1	1	100%	1	100%	1	100%	30
CH ST SVC INVEST II	1	1	100%	1	100%	1	100%	36
CH TRANSP INVESTIGATOR	1		0%		0%		0%	22
CH VETERINARIAN	2		0%		0%		0%	9
CH ZONING ADMINSTR	1		0%		0%		0%	22
CHANNEL TRAFFIC COORD	1	1	100%	1	100%	1	100%	31
CHEMIST I	8		0%		0%		0%	4
CHEMIST II	24	5	21%	5	21%	5	21%	11
CHIEF PHYSICIAN	1		0%		0%	1	100%	21
CHIEF TAX COMPLIANCE OFFICER I	3		0%		0%		0%	22
CHIEF TAX COMPLIANCE OFFICER II	3		0%		0%		0%	22
CHILD CARE ASSOCIATE II	7	1	14%	1	14%	1	14%	12
CHILD CARE CENTER DIR	11	3	27%	3	27%	3	27%	15
CHILD CARE PROGRAM MGR	1		0%		0%		0%	13
CITY ADMIN OFFICER	1		0%		0%		0%	17
CITY ATTORNEY	1		0%		0%		0%	1
CITY ATTY ACCTG CLERK	5		0%		0%		0%	2
CITY ATTY ADMIN CRD I	8		0%		0%		0%	7
CITY ATTY ADMIN CRD II	40	2	5%	2	5%	4	10%	14
CITY ATTY ADMIN CRD III	24	2	8%	2	8%	3	13%	17
CITY ATTY ADMIN CRD IV	8	1	13%	2	25%	3	38%	17
CITY ATTY CH ADMIN ASST	1	1	100%	1	100%	1	100%	36
CITY ATTY CH INVESTGTR	1		0%		0%		0%	0
CITY ATTY FINANCIAL MGR	1		0%		0%		0%	23
CITY ATTY INVESTGTR I	7		0%		0%		0%	4
CITY ATTY INVESTGTR II	10		0%		0%		0%	14
CITY ATTY INVESTGTR III	1		0%		0%	1	100%	9
CITY CLERK	1	1	100%	1	100%	1	100%	36
CITY ENGINEER	1		0%		0%	1	100%	30
CITY FOREST OFFICER	1		0%		0%		0%	4
CITY LIBRARIAN	1		0%		0%		0%	11
CITY PLANNER	100	4	4%	5	5%	5	5%	10
CITY PLANNING ASSOC	67	3	4%	3	4%	3	4%	7
CIV ENGRG ASSOC/PM I	1		0%		0%		0%	8
CIVIL ENG DRFT TECH-ARP	1	1	100%	1	100%	1	100%	17

APPENDIX

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
		#	%	#	%	#	%	
CIVIL ENGINEER	107	8	7%	10	9%	12	11%	15
CIVIL ENGINEER AIRPORTS	4		0%	1	25%	1	25%	19
CIVIL ENGINEER/PM I	2		0%		0%	1	50%	19
CIVIL ENGRG ASSOC I	90		0%		0%		0%	2
CIVIL ENGRG ASSOC II	166	12	7%	12	7%	13	8%	8
CIVIL ENGRG ASSOC III	81	8	10%	8	10%	8	10%	10
CIVIL ENGRG ASSOC IV	41	8	20%	10	24%	12	29%	20
CIVIL ENGRG DRAFT TECH	19	7	37%	7	37%	8	42%	14
CLERK	1		0%		0%		0%	16
COMMISSION EXEC ASST I	5	1	20%	1	20%	1	20%	22
COMMISSION EXEC ASST II	12	3	25%	4	33%	5	42%	25
COMMNTY ARTS DIRECTOR	1		0%		0%		0%	0
COMMNTY HSG PROGRMS MGR	5	1	20%	1	20%	1	20%	13
COMMUN CABLE WORKER	1	1	100%	1	100%	1	100%	20
COMMUN ELECTRICIAN	97	23	24%	25	26%	27	28%	11
COMMUN ELECTRICIAN SUPV	8	3	38%	3	38%	5	63%	23
COMMUN ENGINEER	10	4	40%	6	60%	7	70%	23
COMMUN ENGRG ASSOC I	10		0%		0%		0%	2
COMMUN ENGRG ASSOC II	6	3	50%	4	67%	4	67%	26
COMMUN ENGRG ASSOC III	1		0%		0%		0%	15
COMMUN ENGRG ASSOC IV	9	4	44%	4	44%	4	44%	20
COMMUN INFO REP I	14		0%		0%		0%	2
COMMUN INFO REP II	108	9	8%	9	8%	9	8%	8
COMMUN INFO REP III	88	3	3%	6	7%	9	10%	11
COMMUN INFO REP ASST	8		0%		0%		0%	1
COMMUN INFO REP TRAINEE	23		0%		0%		0%	1
COMMUNITY SERV REP TRAINEE	4		0%		0%		0%	1
COMNTY AFFRS ADVOCATE	8	1	13%	3	38%	3	38%	16
COMNTY PROGRM ASST II	14		0%		0%		0%	9
COMNTY PROGRM ASST III	5		0%		0%	1	20%	13
COMNTY PROGRM DIRECTOR	2		0%		0%		0%	11
COMPLIANCE PROGRAM MANAGER I	7	2	29%	2	29%	2	29%	23
COMPLIANCE PROGRAM MANAGER II	2		0%	1	50%	1	50%	24
COMPUTER GRAPHIC ART II	1		0%		0%		0%	23
CONSTR & MAINT SUPV I	3	1	33%	1	33%	1	33%	12
CONSTR & MAINT SUPV II	13	7	54%	7	54%	9	69%	23
CONSTR EQUIP SERV WORKR	7		0%		0%	2	29%	14
CONSTR ESTIMATOR	10		0%		0%		0%	5
CONSTR INSPECTOR	142	22	15%	23	16%	25	18%	10
CONTR AUDIT ANALYST I	3		0%		0%		0%	3
CONTR AUDIT ANALYST II	1		0%		0%		0%	1
CONTRACT ADMINISTRATOR	2	1	50%	1	50%	1	50%	29
CONTRL SYS ENG ASSC II	2	1	50%	1	50%	1	50%	16
CONTRL SYS ENG ASSC III	4	3	75%	3	75%	3	75%	27
CONTROL SYS ENGINEER I	2	2	100%	2	100%	2	100%	27
CONTROLLER	1		0%		0%		0%	1
CONTROLLER AIDE VI	4		0%		0%		0%	1
CONTROLLER AIDE VII	3		0%		0%		0%	1
CONV CTR BLDG SUPT II	1		0%		0%		0%	10
COOK I	1		0%		0%		0%	3

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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 II	1	1	100%	1	100%	1	100%	15
CORRECTIONAL NURSE II	21	3	14%	4	19%	5	24%	9
CORRECTIONAL NURSE III	4		0%		0%		0%	13
COUNCIL AIDE I	6		0%		0%		0%	2
COUNCIL AIDE II	33		0%		0%		0%	1
COUNCIL AIDE III	100		0%		0%	1	1%	2
COUNCIL AIDE IV	94	1	1%	1	1%	1	1%	4
COUNCIL AIDE V	65	2	3%	2	3%	2	3%	6
COUNCIL AIDE VI	49	2	4%	4	8%	4	8%	7
COUNCIL AIDE VII	88	1	1%	1	1%	1	1%	9
COUNCIL MEMBER	13	2	15%	2	15%	2	15%	8
COUNCLPH/VOICEMAIL TECH	1	1	100%	1	100%	1	100%	27
CRIME & INTEL ANALYST I	27	1	4%	1	4%	1	4%	7
CRIME & INTEL ANALYST II	34	4	12%	5	15%	6	18%	15
CRIMINALIST I	23		0%		0%		0%	3
CRIMINALIST II	88	5	6%	6	7%	7	8%	13
CRIMINALIST III	20		0%	1	5%	1	5%	18
CUST SERV SPECIALIST I	36	5	14%	5	14%	5	14%	12
CUST SERV SPECIALIST II	6		0%		0%		0%	13
CUSTODIAL SVCS ASST	41		0%		0%		0%	2
CUSTODIAL SVCS ASST - AIRPORT	5		0%		0%		0%	1
CUSTODIAN	183	57	31%	62	34%	71	39%	16
CUSTODIAN - HARBOR	10	3	30%	5	50%	5	50%	14
CUSTODIAN AIRPORT	427	107	25%	115	27%	124	29%	12
CUSTODIAN SUPERVISOR	52	6	12%	8	15%	9	17%	18
DATA ANALYST I	4		0%		0%		0%	6
DATA ANALYST II	1	1	100%	1	100%	1	100%	33
DATA BASE ARCHITECT	21	4	19%	4	19%	6	29%	17
DATA PROCESS TECH I	1		0%		0%		0%	2
DATA PROCESS TECH II	1		0%		0%		0%	6
DECK HAND	2		0%		0%		0%	9
DECK HAND - HARBOR	4		0%		0%		0%	13
DEFINED CONTRIBUTION PLAN MGR	1		0%		0%		0%	18
DELIVERY DRIVER I	16	2	13%	2	13%	2	13%	10
DELIVERY DRIVER II	13	3	23%	3	23%	3	23%	16
DELIVERY DRIVER III	5	1	20%	1	20%	1	20%	20
DEPARTMENTAL AUDIT MGR	4	3	75%	3	75%	4	100%	21
DEPT CHIEF ACCT I	1		0%		0%		0%	16
DEPT CHIEF ACCT II	2		0%		0%	1	50%	28
DEPT CHIEF ACCT III	5	2	40%	3	60%	3	60%	20
DEPT CHIEF ACCT IV	11	3	27%	3	27%	4	36%	20
Deputy City Attorney III	2		0%		0%		0%	11
Deputy City Attorney IV	1		0%		0%		0%	7
DEPUTY CITY ATTY I	41		0%		0%		0%	4
DEPUTY CITY ATTY II	74		0%		0%		0%	6
DEPUTY CITY ATTY III	239	25	10%	28	12%	33	14%	12
DEPUTY CITY ATTY IV	113	27	24%	29	26%	31	27%	20
DEPUTY CITY ENGINEER I	2	1	50%	1	50%	1	50%	31
DEPUTY CITY ENGINEER II	1	1	100%	1	100%	1	100%	23
DEPUTY DIR OF PLANNING	4		0%		0%		0%	23

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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 G M AIRPT / 1	7	1	14%	2	29%	2	29%	18
DEPUTY G M AIRPT / 2	2		0%		0%		0%	13
DEPUTY MAYOR	16	1	6%	1	6%	3	19%	5
DEPUTY SUPT OF BLDG I	4	1	25%	1	25%	1	25%	27
DEPUTY SUPT OF BLDG II	1		0%		0%		0%	28
DETENTION OFFICER	301	11	4%	12	4%	15	5%	8
DEVELPMNT & MRKTNG DIR	2		0%		0%		0%	14
DIR BUR OF SANITATION	1		0%		0%		0%	24
DIR BUR OF ST LIGHTING	1		0%		0%		0%	16
DIR BUR OF ST SERVICES	1	1	100%	1	100%	1	100%	37
DIR CASH MGMT SERVICES	1	1	100%	1	100%	1	100%	34
DIR ENFORCEMENT OPER	3	1	33%	1	33%	2	67%	27
DIR OF AIRPRTS ADMIN SN	2	1	50%	1	50%	2	100%	24
DIR OF AIRPRTS SFTY OFC	1		0%		0%		0%	2
DIR OF AUDITING	1		0%		0%		0%	6
DIR OF COMMUNICATN SVCS	1		0%	1	100%	1	100%	22
DIR OF FIELD OPERATIONS	3		0%		0%	1	33%	18
DIR OF FIN ANAL & REPORT	1		0%		0%		0%	24
DIR OF FINANCE	1		0%		0%		0%	19
DIR OF FLEET SERVICES	1	1	100%	1	100%	1	100%	37
DIR OF HOUSING	5		0%		0%	1	20%	15
DIR OF MATL TESTNG SVCS	1	1	100%	1	100%	1	100%	37
DIR OF MTCE AIRPORTS II	4	2	50%	2	50%	2	50%	29
DIR OF PLANNING	1	1	100%	1	100%	1	100%	34
DIR OF POLICE TRANSP I	1	1	100%	1	100%	1	100%	24
DIR OF POLICE TRANSP II	1		0%	1	100%	1	100%	30
DIR OF PORT CON & MT I	1		0%		0%		0%	22
DIR OF PORT CON & MT II	1		0%		0%		0%	24
DIR OF PORT MRKTNG I	1		0%		0%		0%	21
DIR OF PORT MRKTNG II	1	1	100%	1	100%	1	100%	22
DIR OF PORT OPERATIONS	1	1	100%	1	100%	1	100%	20
DIR OF PRINTING SVCS	1		0%		0%	1	100%	29
DIR OF SYSTEMS	12	2	17%	2	17%	4	33%	25
DIRECTOR OF AIRPORT MARKETING	1		0%		0%		0%	4
DIR OF AUTOMATED PEOPLE MOVER SYSTEMS	1		0%		0%		0%	1
DISTR SUPV ANIMAL SERVICES	3		0%		0%	1	33%	22
DIVISION LIBRARIAN	4	1	25%	1	25%	1	25%	27
DRILL RIG OPERATOR	3	1	33%	1	33%	1	33%	20
DUP MACH OPERATOR	7		0%		0%		0%	14
ELECTRCL CRAFT HELPER	40	5	13%	5	13%	5	13%	7
ELECTRCL ENGRG ASSC I	10		0%		0%		0%	2
ELECTRCL ENGRG ASSC II	13		0%		0%		0%	5
ELECTRCL ENGRG ASSC III	8		0%		0%		0%	8
ELECTRCL ENGRG ASSC IV	8	5	63%	5	63%	5	63%	26
ELECTRCL INSPECTOR	36	1	3%	1	3%	1	3%	4
ELECTRICAL CRAFT HELPER ASST	22		0%		0%		0%	2
ELECTRICAL CRAFT HELPER TRAINEE	20		0%		0%		0%	3
ELECTRICIAN	65	11	17%	11	17%	12	18%	9
ELECTRICIAN SUPV	12	2	17%	3	25%	3	25%	12
ELEVATOR MECHANIC	25	5	20%	5	20%	6	24%	13

APPENDIX

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
		#	%	#	%	#	%	
ELEVATOR MECHANIC HLPR	12	1	8%	1	8%	1	8%	7
ELEVATOR REPAIR SUPV I	4	2	50%	2	50%	2	50%	21
ELEVATOR REPAIR SUPV II	2		0%		0%		0%	10
EMER MED SERV EDUCATOR	4		0%		0%		0%	5
EMERGENCY MGT COORD I	30	2	7%	2	7%	2	7%	11
EMERGENCY MGT COORD II	7		0%		0%		0%	10
EMS ADVANCED PROVIDER	4		0%		0%		0%	4
EMS ADVANCED PROVIDER SPRVISOR	1		0%		0%		0%	8
ENGINEER OF SURVEYS	1		0%		0%	1	100%	10
ENGRG DESIGNER I	1	1	100%	1	100%	1	100%	24
ENGRG DESIGNER II	6	2	33%	2	33%	2	33%	26
ENGRG DESIGNER-AIRPORT	1		0%		0%		0%	15
ENGRG GEOLGST ASSOC I	2		0%		0%		0%	2
ENGRG GEOLGST ASSOC III	4		0%		0%		0%	12
ENGRG GEOLGST ASSOC IV	1	1	100%	1	100%	1	100%	18
ENGRG GEOLOGIST I	3	1	33%	1	33%	1	33%	12
ENGRG GEOLOGIST II	2	1	50%	1	50%	1	50%	17
ENGRG GEOLOGIST III	1	1	100%	1	100%	1	100%	34
ENV COMPLIANCE INSP	123	17	14%	19	15%	21	17%	10
ENVIRN AFFRS OFC	17	4	24%	5	29%	5	29%	20
ENVIRN AFFRS OFC/PM II	1		0%		0%		0%	22
ENVIRN AFFRS OFC/PM III	1		0%		0%		0%	25
ENVIRONMENTAL SPEC I	4		0%		0%		0%	9
ENVIRONMENTAL SPEC II	33	2	6%	3	9%	4	12%	8
ENVIRONMENTAL SPEC III	21	1	5%	1	5%	2	10%	12
ENVIRONMENTAL SUPVR I	13		0%		0%		0%	10
ENVIRONMENTAL SUPVR II	17	4	24%	5	29%	7	41%	17
ENVRMNTL ENGINEER	29	9	31%	9	31%	9	31%	19
ENVRMNTL ENGRG ASSC I	60	1	2%	1	2%	1	2%	2
ENVRMNTL ENGRG ASSC II	63	11	17%	11	17%	11	17%	10
ENVRMNTL ENGRG ASSC III	39	8	21%	8	21%	9	23%	13
ENVRMNTL ENGRG ASSC IV	7	4	57%	4	57%	4	57%	22
EQUINE KEEPER	2		0%		0%		0%	21
EQUIP REPAIR SUPVR	11	2	18%	2	18%	2	18%	21
EQUIP SPECIALIST I	11	1	9%	1	9%	1	9%	11
EQUIP SPECIALIST II	6	2	33%	2	33%	2	33%	22
EQUIP.OPER. & LABOR	1		0%		0%		0%	1
EQUIPMENT MECHANIC- HARBOR	5		0%		0%		0%	4
EQUIPMENT SUPERVISOR	6	2	33%	3	50%	3	50%	25
EQUIPMNT MECHANIC	301	46	15%	55	18%	65	22%	9
EQUIPMNT OPERATOR	142	32	23%	35	25%	38	27%	18
EQUIPMNT SUPERINTENDENT	4	2	50%	2	50%	3	75%	29
EQUIPMNT SUPERVISOR	2	1	50%	1	50%	1	50%	19
ERGONOMIST	1		0%		0%		0%	10
ETHICS OFFICER II	6		0%		0%		0%	12
ETHICS OFFICER III	2		0%		0%		0%	11
EVENT ATTENDANT	1		0%		0%		0%	25
EXAMR OF QUESTD DOCS II	1		0%		0%	1	100%	29
EXEC ADMIN ASST II	79	19	24%	19	24%	23	29%	23
EXEC ADMIN ASST III	33	12	36%	13	39%	16	48%	26

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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
		#	%	#	%	#	%	
EXEC ASST AIRPORTS	5	2	40%	2	40%	3	60%	26
EXEC ASST CITY ATTORNEY	1		0%		0%		0%	28
EXEC DIR EMPL REL BOARD	1		0%		0%		0%	7
EXEC DIR POLICE COMMSN	1	1	100%	1	100%	1	100%	20
EXEC DIRECTOR CITY ETH COMM	1		0%		0%		0%	32
EXEC LEGAL SECRETARY I	3	1	33%	1	33%	1	33%	23
EXEC LEGAL SECRETARY II	2	2	100%	2	100%	2	100%	24
EXEC OFCR CITY CLERK	1		0%		0%	1	100%	29
EXEC DIRECTOR - OFFICE OF P.A.	1	1	100%	1	100%	1	100%	12
EXEC DIR CIVIL HUMAN RIGHTS & EQUITY	1		0%		0%		0%	26
EXEC DIRECTOR CONVENTION CTR	1	1	100%	1	100%	1	100%	23
EXEC DIR, DEPARTMENT ON DISABILITY	1		0%		0%		0%	18
EXEC DIR, YOUTH DEVELOPMENT DEPT	1		0%		0%		0%	23
EXHIBIT PREPARATOR	1		0%		0%		0%	7
FIELD ENGINEER AIDE	23	3	13%	4	17%	6	26%	8
FIELD ENGINEERING AIDE ASSISTANT	1		0%		0%		0%	1
FIELD ENGINEERING AIDE TRAINEE	4		0%		0%		0%	1
FINANCE DEV OFFICER I	27	4	15%	4	15%	5	19%	12
FINANCE DEV OFFICER II	11	3	27%	5	45%	5	45%	22
FINANCE SPECIALIST III	5		0%		0%		0%	13
FINANCE SPECIALIST IV	2	1	50%	1	50%	1	50%	25
FINANCE SPECIALIST V	2		0%		0%		0%	20
FINANCIAL ANALYST II	4	1	25%	1	25%	1	25%	13
FINANCIAL MANAGER I	7	3	43%	3	43%	3	43%	14
FINANCIAL MANAGER II	2		0%		0%	1	50%	23
FINANCIAL MGMT SPEC II	1	1	100%	1	100%	1	100%	27
FINANCIAL MGMT SPEC III	3	1	33%	1	33%	2	67%	19
FINANCIAL MGMT SPEC IV	2		0%		0%	1	50%	28
FINANCIAL MGMT SPEC V	5	1	20%	1	20%	1	20%	20
FINGERPRNT IDEN EXP I	9	1	11%	1	11%	2	22%	12
FINGERPRNT IDEN EXP II	1		0%		0%		0%	18
FINGERPRNT IDEN EXP III	2		0%		0%	1	50%	29
FIRE ADMINISTRATOR	1		0%		0%		0%	14
FIRE PROT ENGINEER	1		0%		0%		0%	27
FIRE PROT ENGR ASSC I	1		0%		0%		0%	3
FIRE PROT ENGR ASSC II	4		0%		0%		0%	12
FIRE PROT ENGR ASSC IV	6		0%		0%		0%	11
FIRE PSYCHOLOGIST	2		0%		0%		0%	9
FIRE SPECIAL INVESTIGATOR	12	2	17%	2	17%	3	25%	13
FIRE SPRINKLER INSP	12	2	17%	2	17%	2	17%	9
FIREARMS EXAMINER	2	1	50%	1	50%	1	50%	24
FIREFIGHTER III	3		0%	1	33%	2	67%	31
FIRST DEPUTY GM HARBOR	4	2	50%	2	50%	2	50%	26
FISCAL SYSTEMS SPEC I	23	6	26%	6	26%	8	35%	19
FISCAL SYSTEMS SPEC II	20	3	15%	3	15%	5	25%	23
FLOOR FINISHER I	1	1	100%	1	100%	1	100%	19
FORENSIC PRNT SPEC I	8		0%		0%		0%	8
FORENSIC PRNT SPEC II	14		0%		0%		0%	15
FORENSIC PRNT SPEC III	30	2	7%	3	10%	5	17%	17
FORENSIC PRNT SPEC IV	10		0%		0%		0%	17

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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
			#	%	#	%	#	%	
1	GALLERY ATTENDANT	1		0%		0%		0%	2
2	GARAGE ATTENDANT	51	6	12%	7	14%	7	14%	7
3	GARDENER CARETAKER	413	81	20%	89	22%	104	25%	13
4	GEN AUTOMOTIVE SUPVR	3		0%		0%		0%	21
5	GEN MGR COMMNTY INVSTMT FOR FAMILIES DEPT	1		0%		0%		0%	20
6	GEN MGR DEPT OF HOUSING	1		0%		0%		0%	3
7	GENERAL MANAGER AIRPORTS	1		0%		0%		0%	7
8	GENERAL MANAGER ANIMAL SERVICES	1		0%		0%		0%	0
9	GEN MGR CULTURAL AFFAIRS	1		0%		0%		0%	22
10	GEN MGR DEPARTMENT OF AGING	1	1	100%	1	100%	1	100%	27
11	GEN MGR DEPT OF GEN SERVICES	1	1	100%	1	100%	1	100%	30
12	GEN MGR DEPT OF TRANSPORTATION	2		0%		0%		0%	5
13	GEN MGR EL PUEBLO HISTORICAL MONUMENT	1	1	100%	1	100%	1	100%	13
14	GEN MGR EMERGENCY MANAGEMENT DEPT	1	1	100%	1	100%	1	100%	31
15	GEN MGR HARBOR DEPARTMENT	1		0%		0%	1	100%	9
16	GEN MGR INFORMATION TECHNOLOGY AGENCY	1		0%		0%		0%	19
17	GENERAL MANAGER LACERS	1		0%		0%		0%	33
18	GEN MGR NEIGHBORHOOD EMPOWERMENT I	1		0%		0%		0%	7
19	GENERAL MANAGER PENSIONS	1		0%		0%		0%	22
20	GEN MGR PERSONNEL DEPARTMENT	1	1	100%	1	100%	1	100%	36
21	GEN MGR RECREATION AND PARKS	1		0%		0%		0%	28
22	GEN MANAGER ZOO DEPARTMENT	1	1	100%	1	100%	1	100%	35
23	GEOGRAPHIC INFOSYSTEMS CHIEF	3	1	33%	1	33%	1	33%	26
24	GEO INFOSYSTEMS SPECIALIST	75	5	7%	5	7%	7	9%	9
25	GEO INFO SYSTEMS SUPERVISOR I	19	1	5%	1	5%	4	21%	17
26	GEO INFOSYSTEMS SUPERVISOR II	10		0%		0%		0%	15
27	GEOTECH ENGINEER I	3		0%		0%	1	33%	7
28	GEOTECH ENGINEER II	4		0%		0%		0%	17
29	GEOTECH ENGINEER III	2	2	100%	2	100%	2	100%	20
30	GM EWDD	1		0%		0%		0%	4
31	GOLF MANAGER	1		0%		0%	1	100%	35
32	GOLF STARTER	16	1	6%	1	6%	1	6%	7
33	GOLF STARTER SUPVSR I	7	1	14%	1	14%	1	14%	13
34	GOLF STARTER SUPVSR II	2		0%		0%		0%	20
35	GRAPHICS DESIGNER I	9		0%		0%		0%	7
36	GRAPHICS DESIGNER II	17	1	6%	1	6%	1	6%	7
37	GRAPHICS DESIGNER III	8		0%		0%		0%	11
38	GRAPHICS DESIGNER II-ARPT	3		0%		0%		0%	23
39	GRAPHICS SUPERVISOR I	6		0%		0%		0%	14
40	GRAPHICS SUPERVISOR II	3		0%		0%		0%	19
41	HARBOR ENGINEER I	9	2	22%	2	22%	5	56%	27
42	HARBOR ENGINEER II	4	3	75%	3	75%	3	75%	30
43	HARBOR PLAN/RESCH DR I	1		0%		0%		0%	15
44	HARBOR PLAN/RESCH DR II	2		0%		0%		0%	9
45	HARBOR PLN/ECON ANAL II	3	1	33%	1	33%	1	33%	18
46	HARBOR PUB&COMM REL DIR	1		0%		0%		0%	17
47	HAZARDOUS MATERIALS SPECIALIST	1		0%		0%		0%	1
48	HAZARDOUS MATERIALS SUPERVISOR	1		0%		0%		0%	8
49	HEAD CUSTODIAN SUPVR	7	1	14%	4	57%	4	57%	21
50	HEARING OFCR CITY ATTY	7	2	29%	2	29%	2	29%	18

APPENDIX

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
		#	%	#	%	#	%	
HEARING REPORTER	5	1	20%	2	40%	3	60%	21
HEATING/REFRIG INSP	12	2	17%	2	17%	4	33%	8
HEAVY DUTY EQUIP MECH	121	14	12%	16	13%	18	15%	9
HEAVY DUTY TRUCK OPER	135	10	7%	11	8%	13	10%	9
HELICOPTER MECH	30	5	17%	6	20%	7	23%	12
HELICOPTER MECH SUPV I	6		0%	1	17%	1	17%	21
HELICOPTER MECH SUPV II	2	1	50%	1	50%	1	50%	26
HISTORIC SITE CURATOR	2		0%		0%		0%	23
HOUSING INSPECTOR	68	14	21%	17	25%	21	31%	13
HOUSING INVESTIGATOR I	21		0%		0%		0%	6
HOUSING INVESTIGATOR II	5		0%		0%	1	20%	10
HOUSING PLNG/ECON ANLST	4		0%		0%		0%	7
HUMAN REL ADVOCATE	10		0%		0%		0%	5
HUMAN RESOURCES ASST	15		0%		0%		0%	2
HYPERION TRMT PLNT MGR	1	1	100%	1	100%	1	100%	35
INDEP ASSESSOR FIRE COMM	1		0%		0%		0%	8
INDUST COMRCL FIN OFRI	3		0%		0%		0%	12
INDUST COMRCL FIN OFRII	1		0%		0%		0%	21
INDUSTRIAL HYGIENIST	4		0%		0%		0%	9
INFO SVCS SPECIALIST	2		0%		0%		0%	5
INFO SYS OPER MGR I	1	1	100%	1	100%	1	100%	24
INFO SYS OPER MGR II	2	2	100%	2	100%	2	100%	36
INFO SYSTEM MGR I	17	2	12%	2	12%	4	24%	21
INFO SYSTEM MGR II	14	3	21%	3	21%	5	36%	24
INSPECTOR GENERAL	1		0%		0%		0%	16
INSPECTOR OF PUB WORKS	1	1	100%	1	100%	1	100%	38
INSPECTOR TRAINEE I	31		0%		0%		0%	1
INSPECTOR TRAINEE II	3		0%		0%		0%	13
INSPECTOR TRAINEE III	6		0%		0%		0%	1
INSTRUMENT MECH	26	10	38%	10	38%	11	42%	14
INSTRUMENT MECH - AIRPORT	11	2	18%	2	18%	2	18%	12
INSTRUMENT MECH SUPV	5	1	20%	1	20%	1	20%	17
INSTRUMENT MECH SUPV - AIRPORT	3	1	33%	1	33%	1	33%	16
INTERIM EXEC DIR CANNABIS DEPT	1		0%		0%		0%	10
INTERNAL AUDITOR II	4	1	25%	1	25%	1	25%	15
INTERNAL AUDITOR III	5	1	20%	1	20%	1	20%	13
INTERNAL AUDITOR IV	5		0%		0%		0%	14
INVESTMENT OFFICER I	6		0%		0%		0%	7
INVESTMENT OFFICER II	6	3	50%	3	50%	3	50%	18
INVESTMENT OFFICER III	3		0%		0%		0%	11
IRRIGATION SPECIALIST	33	5	15%	7	21%	8	24%	17
IT SPECIALIST	22		0%		0%		0%	1
LABOR RELATIONS SPECIALIST	4		0%		0%		0%	19
LABOR SUPERVISOR	3	2	67%	2	67%	2	67%	28
LABORATORY TECH I	29	1	3%	1	3%	1	3%	1
LABORATORY TECH II	19	4	21%	4	21%	6	32%	13
LAND SURVEYING ASST	27	3	11%	3	11%	3	11%	8
LANDSCAPE ARCH ASSC I	6	2	33%	2	33%	2	33%	9
LANDSCAPE ARCH ASSC II	10		0%		0%		0%	7
LANDSCAPE ARCH ASSC III	3	1	33%	1	33%	1	33%	14

APPENDIX

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
		#	%	#	%	#	%	
LANDSCAPE ARCH ASSC IV	1		0%		0%		0%	5
LANDSCAPE ARCH I	8	2	25%	2	25%	2	25%	11
LANDSCAPE ARCH II	5	2	40%	2	40%	2	40%	15
LANDSCAPE ARCH/PM I	1		0%		0%		0%	18
LEGAL ASSISTANT I	10		0%	1	10%	1	10%	10
LEGAL ASSISTANT II	10	2	20%	2	20%	2	20%	18
LEGAL CLERK I	11		0%		0%		0%	1
LEGAL CLERK II	41	1	2%	1	2%	1	2%	7
LEGAL SECRETARY I	33		0%		0%		0%	3
LEGAL SECRETARY II	56	11	20%	13	23%	17	30%	15
LEGAL SECRETARY III	20	7	35%	7	35%	7	35%	20
LEGISLATIVE ANALYST I	10	2	20%	2	20%	2	20%	12
LEGISLATIVE ANALYST II	8		0%		0%		0%	9
LEGISLATIVE ANALYST III	6	1	17%	1	17%	1	17%	16
LEGISLATIVE ANALYST IV	8	1	13%	1	13%	1	13%	19
LEGISLATIVE ANALYST V	2	1	50%	1	50%	1	50%	28
LEGISLATIVE ASST	10	2	20%	2	20%	4	40%	23
LEGISLATIVE REP	6		0%		0%		0%	14
LIBRARIAN I	46		0%		0%		0%	4
LIBRARIAN II	173	38	22%	42	24%	46	27%	14
LIBRARIAN III	46	12	26%	12	26%	13	28%	18
LIBRARY ASST I	49	12	24%	13	27%	14	29%	20
LIBRARY ASST II	9	4	44%	4	44%	5	56%	24
LICENSED VOC NURSE	3		0%		0%		0%	3
LIGHT EQUIP OPERATOR	17	5	29%	6	35%	6	35%	22
LOCKSMITH	10	3	30%	4	40%	4	40%	12
MACHINIST	9	2	22%	2	22%	2	22%	6
MACHINIST - HARBOR	2		0%		0%		0%	2
MACHINIST SUPERVISOR	1	1	100%	1	100%	1	100%	16
MACHINIST SUPVR II	1	1	100%	1	100%	1	100%	21
MAINT & CONSTR HELPER	55	9	16%	9	16%	10	18%	12
MAINTENANCE ASST	58		0%		0%		0%	2
MAINTENANCE LABORER	471	69	15%	82	17%	90	19%	13
MAINTENANCE LABORER ASSISTANT	1		0%		0%		0%	19
MANAGEMENT AIDE	52	2	4%	4	8%	4	8%	16
MANAGEMENT ANALYST	663	88	13%	99	15%	119	18%	15
MANAGEMENT ANALYST I	1		0%		0%	1	100%	5
MANAGEMENT ASSISTANT	302	2	1%	2	1%	2	1%	4
MARINE AQUAR CURATOR II	3		0%		0%		0%	9
MARINE AQUAR EXH DIR	1		0%		0%		0%	4
MARINE AQUAR PROG DIR	1		0%		0%		0%	19
MARINE ENVIRON MGR I	2		0%		0%		0%	22
MARINE ENVRNMTL SUPVR	5		0%		0%	1	20%	13
MARITIME MUSEUM CURATOR	1		0%		0%		0%	7
MARITIME MUSEUM DIR	1		0%		0%		0%	25
MARKETING MANAGER	1		0%		0%		0%	13
MASONRY WORKER	6	1	17%	2	33%	3	50%	22
MATL TST ENGINEER I	1	1	100%	1	100%	1	100%	35
MATL TST ENGINEER II	1		0%		0%		0%	23
MATL TST ENGRG ASSC I	6		0%		0%		0%	10

APPENDIX

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
		#	%	#	%	#	%	
MATL TST ENGRG ASSC II	13	7	54%	7	54%	7	54%	23
MATL TST ENGRG ASSC III	4		0%		0%		0%	7
MATL TST ENGRG ASSC IV	3		0%		0%		0%	21
MATL TST TECHNICIAN II	37	4	11%	4	11%	4	11%	8
MAYOR	1		0%		0%		0%	1
MAYORAL AIDE I	4		0%		0%		0%	1
MAYORAL AIDE II	12		0%		0%		0%	2
MAYORAL AIDE III	15		0%		0%		0%	1
MAYORAL AIDE IV	50		0%		0%		0%	2
MAYORAL AIDE V	38		0%		0%	1	3%	5
MAYORAL AIDE VI	26	1	4%	1	4%	2	8%	6
MAYORAL AIDE VII	23		0%		0%		0%	5
MAYORAL AIDE VIII	15	1	7%	1	7%	1	7%	9
MECH ENGRG ASSC I	14		0%		0%		0%	1
MECH ENGRG ASSC II	11	1	9%	1	9%	2	18%	7
MECH ENGRG ASSC III	8		0%		0%		0%	12
MECH ENGRG ASSC IV	4	1	25%	1	25%	1	25%	17
MECH ENGRG DRAFTG TECH	1		0%		0%		0%	4
MECH HELPER	33	4	12%	4	12%	4	12%	10
MECH REPAIR GEN SUPVR	2	2	100%	2	100%	2	100%	26
MECH REPAIR SUPVR	1		0%		0%	1	100%	33
MECH REPAIRER	28	5	18%	6	21%	8	29%	14
MED SERVS ADMIN	1	1	100%	1	100%	1	100%	19
MEDICAL ASSISTANT	2		0%		0%		0%	14
MEDICAL RECORDS SUPVR	1		0%		0%	1	100%	17
MEM BD OF PUBLIC WORKS	5	1	20%	1	20%	2	40%	7
MESSENGER CLERK	3	2	67%	2	67%	2	67%	22
MOTION PICTURE & TELEVISION MGR	1	1	100%	1	100%	1	100%	31
MOTOR SWEEPER OPERATOR	76	21	28%	24	32%	27	36%	17
MUNICIPAL POLICE CAPTAIN I	1	1	100%	1	100%	1	100%	38
MUNICIPAL POLICE OFFICER III	16		0%		0%	3	19%	23
MUNICIPAL POLICE SERGEANT	1		0%		0%		0%	26
NEWS SECRETARY	1		0%		0%		0%	28
NUTRITIONIST	2		0%		0%		0%	12
OBSERVATORY DIRECTOR I	1	1	100%	1	100%	1	100%	17
OBSERVATORY DIRECTOR II	1	1	100%	1	100%	1	100%	36
OBSERVATORY PROG SUPRV	1	1	100%	1	100%	1	100%	34
OCCUPATIONAL HLTH NURSE	4		0%		0%		0%	4
OCCUPATIONAL PSYCHOL II	5		0%		0%		0%	13
OCCUPATIONAL PSYCHOL III	1		0%		0%		0%	8
OFFICE ENGRG TECH I	4		0%		0%		0%	1
OFFICE ENGRG TECH II	19	8	42%	8	42%	8	42%	13
OFFICE ENGRG TECH III	18	4	22%	4	22%	4	22%	14
OFFICE SVCS ASSISTANT	85		0%		0%	1	1%	1
OFFICE TRAINEE ADMIN CLERK	149		0%		0%		0%	1
OFFICE TRAINEE DELIVERY DRIVER	1		0%		0%		0%	0
PAINTER	51	5	10%	5	10%	8	16%	9
PAINTER II	4	1	25%	1	25%	1	25%	10
PAINTER SUPVR	4	3	75%	3	75%	3	75%	26
PAINTER SUPVR II HARBOR	1		0%		0%		0%	15

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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
		#	%	#	%	#	%	
PARALEGAL I	19		0%		0%		0%	7
PARALEGAL II	35	6	17%	7	20%	9	26%	15
PARALEGAL III	5	3	60%	3	60%	4	80%	22
PARK MAINT SUPVR	41	8	20%	8	20%	8	20%	21
PARK MAINT SUPVR/AP	1		0%		0%		0%	23
PARK RANGER	23	1	4%	1	4%	2	9%	9
PARK SERVICES ATT I	10		0%		0%		0%	5
PARK SERVICES ATT II	13	1	8%	1	8%	1	8%	8
PARK SERVICES SUPVR	2		0%		0%		0%	21
PARKG MTR TECH SPV I	5	2	40%	2	40%	2	40%	20
PARKG MTR TECH SPV II	1	1	100%	1	100%	1	100%	34
PARKING ATTENDANT I	18	6	33%	7	39%	7	39%	22
PARKING ATTENDANT II	9	4	44%	4	44%	5	56%	23
PARKING ENFORCE MGR II	2	1	50%	1	50%	1	50%	27
PARKING MANAGER I	3	1	33%	1	33%	1	33%	17
PARKING MANAGER II	1		0%	1	100%	1	100%	25
PARKING MTR TECHNICIAN	16	5	31%	6	38%	7	44%	11
PARKING SERVICES SUPV	1		0%		0%	1	100%	28
PAYROLL ANALYST	2	2	100%	2	100%	2	100%	31
PAYROLL SUPERVISOR	30	9	30%	10	33%	11	37%	23
PERFORM ARTS PRG CRD I	2	1	50%	1	50%	1	50%	1
PERFORM ARTS PRG CRD II	1		0%		0%		0%	24
PERS RECORDS SUPV	24		0%	1	4%	1	4%	16
PERS RESEARCH ANLYST I	9		0%		0%		0%	2
PERS RESEARCH ANLYST II	2		0%		0%		0%	1
PERSONNEL ANALYST	58	3	5%	3	5%	4	7%	10
PERSONNEL DIR I	7	1	14%	1	14%	1	14%	23
PERSONNEL DIR II	5		0%	1	20%	1	20%	24
PERSONNEL DIR III	6	1	17%	1	17%	2	33%	29
PHARMACIST I	1		0%		0%		0%	4
PHOTOGRAPHER I	2	1	50%	1	50%	1	50%	10
PHOTOGRAPHER II	4	2	50%	2	50%	2	50%	18
PHOTOGRAPHER III	18	2	11%	2	11%	4	22%	10
PHYSICIAN I	2	1	50%	1	50%	1	50%	16
PHYSICIAN II	1		0%	1	100%	1	100%	29
PILE DRIVER SUPERVISOR	1		0%		0%	1	100%	22
PILE DRIVER WORKER I	8		0%	1	13%	1	13%	7
PILE DRIVER WORKER II	1		0%		0%		0%	7
PIPEFITTER	10	2	20%	2	20%	3	30%	15
PLANNING ASSISTANT	100	1	1%	1	1%	1	1%	3
PLANT EQUIPMNT TRAINEE	41	1	2%	1	2%	1	2%	2
PLASTERER	1		0%		0%		0%	25
PLAYGROUND EQUIP SUPVR	1	1	100%	1	100%	1	100%	23
PLUMBER	66	11	17%	14	21%	14	21%	10
PLUMBER SUPERVISOR	14	4	29%	4	29%	5	36%	18
PLUMBING INSPECTOR	22		0%		0%		0%	6
POL SURVLLNCE SPEC I	13	2	15%	2	15%	2	15%	16
POL SURVLLNCE SPEC II	1		0%		0%		0%	34
POLICE ADMIN I	8	1	13%	1	13%	3	38%	24
POLICE ADMIN II	3	1	33%	2	67%	2	67%	27

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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 ADMIN III	2		0%		0%		0%	14
POLICE CAPTAIN I	1		0%		0%		0%	27
POLICE DETECTIVE I	1		0%		0%		0%	23
POLICE LIEUTENANT I	1		0%		0%		0%	27
POLICE OFFICER I	1		0%		0%		0%	1
POLICE OFFICER II	11		0%		0%		0%	21
POLICE OFFICER III	4		0%		0%		0%	21
POLICE PERFORM AUD II	9		0%		0%		0%	8
POLICE PERFORM AUD III	20	1	5%	2	10%	5	25%	15
POLICE PERFORM AUD IV	4	2	50%	2	50%	2	50%	13
POLICE PSYCHOLOGIST I	11	3	27%	3	27%	4	36%	14
POLICE PSYCHOLOGIST II	1		0%		0%		0%	6
POLICE SERGEANT I	1		0%		0%		0%	21
POLICE SERGEANT II	1		0%		0%		0%	25
POLICE SERVICE ASST	1		0%		0%		0%	1
POLICE SERVICE REP I	51		0%		0%		0%	1
POLICE SERVICE REP II	275	12	4%	15	5%	21	8%	14
POLICE SERVICE REP III	142	8	6%	11	8%	24	17%	21
POLICE SPECIAL INVESTIGATOR	20	3	15%	4	20%	4	20%	11
POLYGRAPH EXAMINER I	3		0%		0%		0%	16
POLYGRAPH EXAMINER II	4		0%		0%		0%	5
POLYGRAPH EXAMINER III	3		0%		0%		0%	6
POLYGRAPH EXAMINER IV	1		0%		0%		0%	16
PORT ELECTRICAL MECH SUPV	3	1	33%	1	33%	2	67%	17
PORT ELECTRICAL MECHANIC	16	4	25%	6	38%	6	38%	13
PORT MAINTENANCE SUPV	3		0%		0%		0%	17
PORT MARKETING MANAGER	2	1	50%	1	50%	1	50%	10
PORT PILOT I	2		0%		0%		0%	1
PORT PILOT II	11	1	9%	1	9%	1	9%	8
PORT POLICE OFFICER II	1	1	100%	1	100%	1	100%	41
PORT POLICE OFFICER III	4		0%		0%	1	25%	24
PORT POLICE SERGEANT	2	1	50%	2	100%	2	100%	25
PORT WARDEN I	1		0%		0%		0%	1
PORTFOLIO MANAGER I	4	2	50%	2	50%	2	50%	9
PORTFOLIO MANAGER II	1		0%		0%		0%	8
POWER SHOVEL OPERATOR	1		0%		0%	1	100%	8
PR ACCOUNTANT I	19	8	42%	8	42%	8	42%	17
PR ACCOUNTANT II	36	6	17%	7	19%	10	28%	17
PR ANIMAL KEEPER	1		0%		0%		0%	19
PR ARCHITECT	1		0%		0%		0%	4
PR CITY PLANNER	14	2	14%	2	14%	3	21%	19
PR CIVIL ENGINEER	16	7	44%	7	44%	7	44%	25
PR CIVIL ENGR DRAF TEC	3		0%		0%		0%	10
PR CIVIL ENGR/PM III	1	1	100%	1	100%	1	100%	34
PR CLERK	57	9	16%	9	16%	14	25%	19
PR CLERK CITY ATTY I	2		0%		0%		0%	18
PR CLERK CITY ATTY II	15	7	47%	7	47%	7	47%	23
PR CLERK POLICE I	19	4	21%	4	21%	4	21%	17
PR CLERK POLICE II	30	6	20%	7	23%	8	27%	25
PR COMMUNICATIONS OPER	5	1	20%	2	40%	2	40%	18

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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
		#	%	#	%	#	%	
PR CONSTR INSPECTOR	20	8	40%	9	45%	10	50%	23
PR DEPUTY CONTROLLER	1		0%		0%		0%	9
PR DETENTION OFCR	33	2	6%	3	9%	4	12%	22
PR ENVRMNTL ENGR	5	2	40%	3	60%	3	60%	26
PR FINGPRT ID EXPERT I	1	1	100%	1	100%	1	100%	24
PR FINGPRT ID EXPERT II	1		0%		0%		0%	24
PR FORENSIC PRINT SPC	1	1	100%	1	100%	1	100%	34
PR GROUNDS MAINT SUPVII	8	2	25%	2	25%	3	38%	25
PR INSPECTOR	24	9	38%	10	42%	12	50%	22
PR LIBRARIAN I	12	2	17%	2	17%	4	33%	23
PR LIBRARIAN II	3	1	33%	1	33%	1	33%	23
PR PARK SVCS ATTENDANT	4		0%		0%	1	25%	25
PR PHOTOGRAPHER	1		0%		0%		0%	28
PR PROJECT COORDINATOR	19	2	11%	2	11%	2	11%	10
PR PROPERTY OFFICER	6		0%		0%	1	17%	18
PR PUBLIC RELATIONS REP	15	1	7%	2	13%	3	20%	12
PR REC SUPERVISOR I	6	1	17%	1	17%	1	17%	27
PR REC SUPERVISOR II	4	4	100%	4	100%	4	100%	36
PR SECURITY OFFICER	8		0%	1	13%	2	25%	21
PR STOREKEEPER	7	1	14%	1	14%	1	14%	16
PR TAX AUDITOR	3	1	33%	1	33%	1	33%	15
PR TAX COMPLIANCE OFCR	8		0%	1	13%	1	13%	22
PR TRANSP ENGINEER	6	2	33%	3	50%	5	83%	32
PR WORKERS COMP ANALYST	3	2	67%	2	67%	2	67%	22
PRE-PRESS OPERATOR I	2		0%		0%		0%	5
PRIMA PROGRAM MANAGER	1		0%		0%		0%	28
PRINTING PRESS OPER I	2		0%		0%		0%	19
PROCUREMENT ANALYST II	17	1	6%	1	6%	1	6%	9
PROCUREMENT SUPERVISOR	6	2	33%	2	33%	2	33%	19
PROGRAM AIDE	3		0%		0%		0%	9
PROGRAMMER/ANALYST II	3		0%		0%		0%	1
PROGRAMMER/ANALYST III	37	2	5%	2	5%	2	5%	6
PROGRAMMER/ANALYST IV	38	8	21%	8	21%	8	21%	13
PROGRAMMER/ANALYST V	33	5	15%	6	18%	6	18%	16
PROJECT ASSISTANT	25	3	12%	3	12%	4	16%	10
PROJECT COORDINATOR	50	2	4%	2	4%	2	4%	9
PROPERTY MANAGER I	4		0%		0%		0%	9
PROPERTY MANAGER II	3		0%		0%		0%	22
PROPERTY MANAGER III	6	2	33%	2	33%	2	33%	24
PROPERTY MANAGER IV	2	1	50%	1	50%	1	50%	28
PROPERTY OFFICER	73	6	8%	6	8%	7	10%	9
PUB INFO DIRECTOR I	17	4	24%	4	24%	4	24%	12
PUB INFO DIRECTOR II	9		0%		0%		0%	13
PUB RELATIONS SPEC I	8		0%		0%		0%	8
PUB RELATIONS SPEC II	13		0%		0%	1	8%	4
PUBLIC SAFETY EMPLOYEE REL MGR	1		0%		0%		0%	16
PUBLIC SAFETY RISK MANAGER	1		0%		0%		0%	11
REAL ESTATE ASSOC II	1		0%		0%		0%	3
REAL ESTATE OFCR - HARBOR	3		0%		0%		0%	7
REAL ESTATE OFFICER	3		0%		0%		0%	6

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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
		#	%	#	%	#	%	
REAL ESTATE OFFICER I	6	1	17%	1	17%	1	17%	11
REAL ESTATE TRAINEE	1		0%		0%		0%	16
RECREATION COORDINATOR	150	7	5%	7	5%	9	6%	11
RECREATION FAC DIR	94	6	6%	7	7%	8	9%	17
RECREATION SUPERVISOR	13	4	31%	5	38%	5	38%	26
REF COLL SUPERVISOR	60	12	20%	12	20%	14	23%	20
REF COLL TRUCK OPER II	712	97	14%	107	15%	122	17%	12
REF CREW FIELD INSTR	19	2	11%	3	16%	3	16%	18
REHAB CONSTR SPEC I	13	2	15%	2	15%	2	15%	6
REHAB CONSTR SPEC II	14	5	36%	5	36%	6	43%	17
REHAB CONSTR SPEC III	5	2	40%	2	40%	2	40%	23
REHAB PROJECT COORD I	1	1	100%	1	100%	1	100%	27
REHAB PROJECT COORD II	1		0%	1	100%	1	100%	30
REPROGRAPHICS OPERATOR I	1	1	100%	1	100%	1	100%	17
REPROGRAPHICS SUPVR I	1	1	100%	1	100%	1	100%	23
REVENUE MANAGER	1		0%		0%		0%	7
RIDESHARE PROGM ADMNSTR	1		0%		0%		0%	20
RISK & INSURANCE ASST	8	1	13%	2	25%	3	38%	23
RISK MANAGER I	4		0%		0%		0%	14
RISK MANAGER II	10	4	40%	4	40%	5	50%	22
RISK MANAGER III	1		0%		0%		0%	26
RISK MGT/PREV PROG MGR	1		0%		0%		0%	22
RISK MGT/PREV PROG SPEC	2	1	50%	2	100%	2	100%	31
ROOFER	13	4	31%	5	38%	5	38%	15
ROOFER SUPVR	2		0%		0%	1	50%	18
SAFETY ADMINISTRATOR	2		0%	1	50%	1	50%	18
SAFETY ENGINEER	10	1	10%	1	10%	1	10%	14
SAFETY ENGR ELEVATORS	13	1	8%	1	8%	1	8%	9
SAFETY ENGR PRESS VES	7	1	14%	1	14%	1	14%	7
SAFETY ENGRG ASSC I	2		0%		0%		0%	2
SAFETY ENGRG ASSC II	6	2	33%	2	33%	2	33%	12
SANITATION SOLID RESOURCES MGR I	10	4	40%	4	40%	6	60%	28
SANITATION SOLID RESOURCES MGR II	8	3	38%	3	38%	4	50%	27
SANITATION WSTWATER MGR I	7	3	43%	4	57%	4	57%	28
SANITATION WSTWATER MGR II	7	2	29%	2	29%	3	43%	22
SANITATION WSTWATER MGR III	5	4	80%	4	80%	4	80%	34
SECOND DEPUTY GM HARBOR	2		0%		0%		0%	13
SECRETARY	119	21	18%	25	21%	33	28%	19
SECURITY AIDE	2	1	50%	1	50%	1	50%	22
SECURITY OFFICER	445	69	16%	75	17%	82	18%	13
SENIOR BENEFITS ANALYST I	15		0%		0%	1	7%	16
SENIOR BENEFITS ANALYST II	12	4	33%	5	42%	5	42%	26
SENIOR LEGISLATIVE ASSISTANT	1		0%		0%		0%	14
SENIOR PORT ELECTRICAL MECHANIC	4	3	75%	3	75%	4	100%	21
SENIOR WATER BIOLOGIST	1		0%	1	100%	1	100%	22
SENIOR WATER MICROBIOLOGIST	1		0%		0%		0%	24
SERVICE COORDINATOR	6		0%		0%	1	17%	16
SHEET METAL SUPVR	1	1	100%	1	100%	1	100%	24
SHEET METAL WORKER	6		0%		0%		0%	12
SHIFT SUPT W/W TRMT I	8	3	38%	3	38%	3	38%	22

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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
		#	%	#	%	#	%	
SHIFT SUPT W/W TRMT II	3	2	67%	2	67%	2	67%	27
SHIP CARPENTER	3	2	67%	2	67%	2	67%	15
SIGN PAINTER	4	3	75%	3	75%	3	75%	15
SIGN SHOP SUPERVISOR	2	1	50%	1	50%	2	100%	26
SIGNAL SYS SUPT	1		0%		0%		0%	24
SIGNAL SYSTEM ELECTRCN	72	9	13%	11	15%	14	19%	11
SIGNAL SYSTEM SUPVR I	11	4	36%	4	36%	5	45%	17
SIGNAL SYSTEM SUPVR II	3	1	33%	1	33%	1	33%	31
SOCIAL WORKER I	3		0%		0%		0%	2
SOCIAL WORKER II	2		0%		0%		0%	12
SOCIAL WORKER III	1		0%		0%		0%	1
SOLID RESOURCE SUPT	13	4	31%	4	31%	5	38%	25
SOLID WSTE DISP SUPT II	2	1	50%	2	100%	2	100%	33
SPECIAL EVENTS COORDINATOR	2		0%		0%		0%	13
SPECIAL INVESTIGATOR I	19		0%		0%		0%	7
SPECIAL INVESTIGATOR II	10		0%		0%	1	10%	5
SR ACCOUNTANT I	35	4	11%	4	11%	6	17%	11
SR ACCOUNTANT II	77	19	25%	22	29%	27	35%	12
SR ADMIN ANALYST I	19		0%		0%		0%	8
SR ADMIN ANALYST II	24	1	4%	2	8%	2	8%	14
SR ADMINISTRATIVE CLERK	710	124	17%	138	19%	158	22%	17
SR ADMINISTRATIVE CLERK III	4	1	25%	1	25%	2	50%	25
SR AIRPORT ENGINEER I	4	2	50%	2	50%	2	50%	27
SR AIRPORT PLANNER	1	1	100%	1	100%	1	100%	19
SR ANIMAL CNTRL OFCR I	8		0%		0%		0%	20
SR ANIMAL CNTRL OFCR II	2		0%		0%		0%	16
SR ANIMAL KEEPER	9		0%		0%		0%	13
SR ARCHITECT	7	1	14%	1	14%	1	14%	17
SR ARCHITECT DRAFT TECH	2	1	50%	1	50%	1	50%	14
SR ASST CITY ATTY	14	3	21%	3	21%	4	29%	22
SR AUDITOR	15	3	20%	3	20%	3	20%	12
SR AUTOMOTIVE SUPVR	7	2	29%	2	29%	2	29%	21
SR AVIONICS SPECIALIST	1		0%		0%		0%	19
SR BUILD INSPECTOR	21	17	81%	17	81%	19	90%	22
SR BUILD MECH INSPECTR	41	18	44%	19	46%	21	51%	18
SR BUILD OPERATING ENG	5	3	60%	3	60%	3	60%	21
SR BUILD OPERATNG ENGR	4	3	75%	3	75%	3	75%	19
SR CARPENTER	17	4	24%	4	24%	7	41%	12
SR CHEMIST	15	5	33%	6	40%	6	40%	15
SR CITY PLANNER	32	1	3%	2	6%	2	6%	15
SR CIVIL ENGINEER	57	8	14%	9	16%	12	21%	20
SR CIVIL ENGR DRAFT TEC	7	1	14%	1	14%	1	14%	12
SR COMMUN ELECTRCN SUPV	3	1	33%	1	33%	2	67%	28
SR COMMUN ELECTRICIAN	18	3	17%	3	17%	4	22%	19
SR COMMUN ENGINEER	12	5	42%	6	50%	7	58%	27
SR COMMUN OPERATOR I	7		0%		0%		0%	12
SR COMMUN OPERATOR II	9	2	22%	2	22%	2	22%	22
SR COMPUTER OPERATOR II	1	1	100%	1	100%	1	100%	41
SR CONSTR ESTIMATOR	5	1	20%	1	20%	1	20%	9
SR CONSTR INSPECTOR	71	25	35%	29	41%	34	48%	19

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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
		#	%	#	%	#	%	
SR CONTR AUDIT ANLYST I	3		0%		0%		0%	0
SR CRIME & INTEL ANLST	3		0%		0%		0%	14
SR CUSTODIAN AIRPORT	20		0%		0%		0%	11
SR CUSTODIAN I	17	4	24%	4	24%	4	24%	15
SR CUSTODIAN II	17	1	6%	1	6%	2	12%	14
SR DATA PROCESS TECH I	1	1	100%	1	100%	1	100%	30
SR DETENTION OFFICER	81	7	9%	8	10%	8	10%	17
SR DUP MACHINE OPERATOR	1	1	100%	1	100%	1	100%	35
SR ELECTR ENGR DRFT TEC	1	1	100%	1	100%	1	100%	37
SR ELECTRLCL INSPECTOR	11	6	55%	6	55%	6	55%	18
SR ELECTRICIAN	11	3	27%	3	27%	3	27%	13
SR ENV COMPLIANCE INSP	44	8	18%	9	20%	10	23%	14
SR ENVRMNTL ENGINEER	18	10	56%	11	61%	11	61%	26
SR EQUIPMENT MECHANIC	27	3	11%	4	15%	5	19%	16
SR EVENT ATTENDANT	1		0%		0%		0%	24
SR FIRE PROT ENGINEER	1	1	100%	1	100%	1	100%	31
SR FIRE SPRINKLER INSP	4	2	50%	2	50%	3	75%	23
SR FIRE STATISTICAL ANALYST	1		0%		0%		0%	8
SR FORENSIC PRINT SPEC	8	1	13%	2	25%	2	25%	26
SR GARDENER	111	15	14%	18	16%	22	20%	15
SR HEATING/REFRIG INSP	5	1	20%	1	20%	2	40%	21
SR HOUSING INSPECTOR	30	10	33%	11	37%	13	43%	20
SR HSG INVESTIGATOR I	6		0%	1	17%	1	17%	16
SR HSG INVESTIGATOR II	2		0%		0%		0%	16
SR HSG PLNG/ECON ANLYST	1		0%		0%		0%	15
SR HVY DUTY EQUIP MECH	8	2	25%	2	25%	2	25%	16
SR LABOR REL SPEC I	2		0%		0%		0%	21
SR LABOR REL SPEC II	5	1	20%	1	20%	1	20%	18
SR LABOR REL SPEC III	1		0%		0%		0%	25
SR LEGAL ASSISTANT	3	1	33%	1	33%	1	33%	26
SR LEGAL CLERK I	9	1	11%	1	11%	1	11%	10
SR LEGAL CLERK II	4	1	25%	1	25%	1	25%	24
SR LIBRARIAN	93	20	22%	24	26%	26	28%	18
SR MGMT ANALYST I	258	37	14%	41	16%	49	19%	18
SR MGMT ANALYST II	173	34	20%	36	21%	41	24%	22
SR PAINTER	6	3	50%	3	50%	3	50%	13
SR PAINTER II	1		0%		0%		0%	4
SR PARK MAINT SUPVR	12	2	17%	3	25%	4	33%	23
SR PARK RANGER I	6	1	17%	1	17%	1	17%	14
SR PARK RANGER II	2	1	50%	1	50%	2	100%	31
SR PARK SERVICES ATTND	11		0%		0%		0%	14
SR PARKG ATTENDANT I	2		0%	1	50%	1	50%	25
SR PERSONNEL ANALYST I	92	11	12%	12	13%	15	16%	18
SR PERSONNEL ANALYST II	39	10	26%	10	26%	12	31%	23
SR PHOTOGRAPHER I	2	2	100%	2	100%	2	100%	29
SR PHOTOGRAPHER II	1		0%		0%		0%	26
SR PLUMBER	12	2	17%	3	25%	3	25%	17
SR PLUMBING INSPECTOR	8	3	38%	3	38%	3	38%	16
SR POLICE SERV REP I	51	1	2%	1	2%	5	10%	22
SR POLICE SERV REP II	9	1	11%	3	33%	3	33%	28

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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
		#	%	#	%	#	%	
SR PROJECT ASSISTANT	16	2	13%	2	13%	3	19%	10
SR PROJECT COORDINATOR	55	4	7%	4	7%	5	9%	10
SR PROPERTY OFFICER	13	2	15%	2	15%	2	15%	15
SR REAL ESTATE OFFICER	19	6	32%	6	32%	8	42%	17
SR RECREATION DIR	68	9	13%	10	15%	12	18%	25
SR ROOFER	3		0%	1	33%	1	33%	11
SR SAFETY ENG ELEVATORS	5	3	60%	3	60%	3	60%	18
SR SAFETY ENG PRESS VES	1		0%		0%		0%	9
SR SECURITY OFFICER	44	14	32%	15	34%	15	34%	20
SR ST SVC INVEST II	8	1	13%	1	13%	3	38%	24
SR STOREKEEPER	20	5	25%	5	25%	6	30%	16
SR STOREKEEPER II	1	1	100%	1	100%	1	100%	23
SR STREET LTG ENGINEER	1		0%		0%		0%	17
SR STRUCTURAL ENGINEER	6	3	50%	3	50%	3	50%	22
SR SURVEY SUPERVISOR	3	1	33%	1	33%	1	33%	22
SR SYSTEMS ANALYST I	72	14	19%	14	19%	16	22%	18
SR SYSTEMS ANALYST II	65	12	18%	16	25%	20	31%	22
SR TAX AUDITOR	20	3	15%	4	20%	4	20%	17
SR TITLE EXAMINER	1		0%		0%		0%	5
SR TRAFFIC SUPV I	65	13	20%	15	23%	18	28%	21
SR TRAFFIC SUPV II	13	6	46%	6	46%	6	46%	28
SR TRAFFIC SUPV III	4	4	100%	4	100%	4	100%	36
SR TRANSP ENGINEER	18	8	44%	8	44%	8	44%	26
SR TRANSP INVESTIGATOR	6	2	33%	2	33%	2	33%	30
SR W/W TREATMENT OPER	9	1	11%	1	11%	1	11%	15
SR WINDOW CLEANER	2		0%		0%	1	50%	17
SR WITNESS SERVICE COORDINATOR	2	1	50%	1	50%	1	50%	28
SR WORKERS COMP ANALYST	12	2	17%	2	17%	2	17%	10
ST LTG CONTRUCTION & MAINT SUPT I	4	2	50%	2	50%	2	50%	26
ST LTG CONTRUCTION & MAINT SUPT II	1	1	100%	1	100%	1	100%	34
ST LTG ELECTRCN	37	3	8%	4	11%	6	16%	12
ST LTG ELECTRCN SUPV	14	4	29%	4	29%	4	29%	18
ST LTG ENGINEER	7	3	43%	5	71%	5	71%	29
ST LTG ENGINEER/PM1	2	2	100%	2	100%	2	100%	34
ST LTG ENGRG ASSC I	9		0%		0%		0%	1
ST LTG ENGRG ASSC II	38	4	11%	5	13%	5	13%	10
ST LTG ENGRG ASSC III	14	1	7%	3	21%	3	21%	15
ST LTG ENGRG ASSC IV	3	1	33%	2	67%	2	67%	26
ST SVC INVESTIGATOR	39	7	18%	7	18%	8	21%	17
ST SVCS GEN SUPT I	4		0%		0%	1	25%	25
ST SVCS GEN SUPT II	3	2	67%	2	67%	3	100%	34
ST SVCS SUPT I	19	4	21%	5	26%	8	42%	24
ST SVCS SUPT II	6	3	50%	3	50%	3	50%	30
ST SVCS SUPVR I	30	11	37%	13	43%	13	43%	24
ST SVCS SUPVR II	25	7	28%	7	28%	8	32%	23
ST SVCS WORKER I	62		0%	1	2%	3	5%	7
ST SVCS WORKER II	20	2	10%	2	10%	2	10%	10
ST SVCS WORKER III	1	1	100%	1	100%	1	100%	27
ST TREE SUPT I	6	3	50%	3	50%	3	50%	23
ST TREE SUPT II	1		0%		0%		0%	24

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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
		#	%	#	%	#	%	
STAFF ASST TO GEN MGR HARBOR	1		0%		0%		0%	22
STOREKEEPER I	2		0%		0%		0%	7
STOREKEEPER II	73	10	14%	12	16%	12	16%	11
STORES SUPERVISOR	2	1	50%	2	100%	2	100%	34
STREET SERVICES ASSISTANT	1		0%		0%		0%	1
STRUCTRL ENGRG ASSC I	37		0%		0%		0%	1
STRUCTRL ENGRG ASSC II	84	5	6%	5	6%	6	7%	9
STRUCTRL ENGRG ASSC III	35	3	9%	3	9%	3	9%	11
STRUCTRL ENGRG ASSC IV	15	1	7%	1	7%	2	13%	19
STRUCTURAL ENGINEER	10		0%		0%		0%	9
SUPT OF PLANNING & CONSTRUCTION	1		0%		0%		0%	19
SUPPLY SERVICES PAYMENT CLERK	29	8	28%	9	31%	10	34%	17
SUPPLY SVCS MANAGER I	1		0%		0%		0%	29
SUPPLY SVCS MANAGER II	1	1	100%	1	100%	1	100%	36
SUPT OF BUILDING	1	1	100%	1	100%	1	100%	37
SUPT OF R/P OPERATIONS	7	1	14%	3	43%	3	43%	29
SUPVSG CRIMINALIST	18	1	6%	1	6%	1	6%	18
SUPVSG OCCUP HLTH NURSE	1		0%	1	100%	1	100%	10
SUPVSG TRANS PLANNR I	17	1	6%	2	12%	4	24%	13
SUPVSG TRANS PLANNR II	5		0%	1	20%	1	20%	15
SURVEY PARTY CHIEF I	26	6	23%	7	27%	8	31%	13
SURVEY PARTY CHIEF II	13	2	15%	2	15%	4	31%	18
SURVEY SUPERVISOR	2		0%		0%		0%	22
SYSTEMS AIDE	3		0%		0%	1	33%	19
SYSTEMS ANALYST	188	16	9%	18	10%	21	11%	9
SYSTEMS PROGRAMMER I	33	1	3%	1	3%	1	3%	10
SYSTEMS PROGRAMMER II	58	7	12%	8	14%	11	19%	17
SYSTEMS PROGRAMMER III	42	8	19%	9	21%	13	31%	21
TAX AUDITOR I	13		0%		0%		0%	1
TAX AUDITOR II	45	3	7%	4	9%	6	13%	12
TAX COMPLNCE AIDE	5		0%		0%		0%	16
TAX COMPLNCE OFCR II	32	5	16%	5	16%	5	16%	16
TAX COMPLNCE OFCR III	17	1	6%	2	12%	3	18%	20
TAX COMPLNCE OFFCR I	11		0%		0%		0%	5
TAX RENEWAL ASST II	1		0%		0%		0%	21
TAXICAB ADMINISTRATOR	1		0%		0%		0%	14
TELECOM PLN & UTIL OFCR	1	1	100%	1	100%	1	100%	28
TELECOM REG OFFICER I	1		0%		0%		0%	7
TELEVISION ENGINEER	2		0%		0%		0%	1
TEMPORARY PARAMEDIC	2		0%		0%		0%	6
TILE SETTER	2	1	50%	1	50%	1	50%	18
TIRE REPAIRER	9	2	22%	2	22%	2	22%	11
TIRE REPAIRER SUPVR	1		0%		0%		0%	18
TITLE EXAMINER	3		0%		0%		0%	4
TRAF MANAGER	10	3	30%	3	30%	3	30%	15
TRAF MARK/SIGN SUPT I	6	3	50%	3	50%	3	50%	20
TRAF MARK/SIGN SUPT II	3	2	67%	2	67%	2	67%	32
TRAF MARK/SIGN SUPT III	1		0%		0%		0%	19
TRAF OFFICER I	31		0%		0%		0%	0
TRAF OFFICER II	530	49	9%	55	10%	66	12%	13

APPENDIX

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
		#	%	#	%	#	%	
TRAF PAINT SIGN POST I	9		0%		0%		0%	4
TRAF PAINT SIGN POST II	33	5	15%	6	18%	7	21%	11
TRAF PNT SIGN POST III	19	3	16%	3	16%	3	16%	17
TRANSITIONAL WORKER	13	4	31%	4	31%	5	38%	15
TRANSP ENGINEER	50	7	14%	8	16%	14	28%	22
TRANSP ENGRG AIDE I	9	4	44%	4	44%	6	67%	24
TRANSP ENGRG AIDE II	6	3	50%	3	50%	4	67%	23
TRANSP ENGRG ASSC I	67		0%		0%		0%	1
TRANSP ENGRG ASSC II	80	9	11%	9	11%	12	15%	10
TRANSP ENGRG ASSC III	51	11	22%	12	24%	13	25%	18
TRANSP ENGRG ASSC IV	9	1	11%	1	11%	2	22%	23
TRANSP INVESTIGATOR	10	1	10%	1	10%	1	10%	16
TRANSP PLANNING ASSC I	2		0%		0%		0%	4
TRANSP PLANNING ASSC II	36	3	8%	3	8%	3	8%	8
TREASURY ACCOUNTANT	6	1	17%	1	17%	1	17%	12
TREE SURGEON	100	6	6%	6	6%	6	6%	7
TREE SURGEON ASST	38	2	5%	2	5%	2	5%	5
TREE SURGEON SUPVSR I	39	6	15%	8	21%	8	21%	15
TREE SURGEON SUPVSR II	12	3	25%	4	33%	4	33%	20
TRUCK OPERATOR	58	4	7%	5	9%	6	10%	6
UPHOLSTERER	3	1	33%	1	33%	1	33%	11
UTILITY RATES & POLICY SPECIALIST II	1	1	100%	1	100%	1	100%	9
UTILITY RATES & POLICY SPECIALIST III	1	1	100%	1	100%	1	100%	20
VETERINARIAN II	4		0%		0%	2	50%	9
VETERINARY TECHNICIAN	32	4	13%	4	13%	4	13%	11
VIDEO PRODUCTION COORD	2		0%		0%		0%	7
VIDEO TECHNICIAN II	4		0%		0%		0%	11
VOCATNL WORKER ANIMAL CARE TECHNICIAN	19		0%		0%		0%	1
VOCATNL WRKR ANIMAL LICENSE CANVASSER	1		0%		0%		0%	0
VOCATNL WORKER CUSTODIAN	18		0%		0%		0%	1
VOCATNL WORKER CUSTODIAN - AIRPORT	32		0%		0%		0%	1
VOCATNL WORKER GARAGE ATTENDANT	6		0%		0%		0%	3
VOCATNL WORKER GARDENER CARETAKER	66	1	2%	1	2%	1	2%	3
VOCATIONAL WORKER I	26		0%		0%		0%	1
VOCATNL WORKER MAINTENANCE LABORER	80	1	1%	1	1%	2	3%	2
VOCATNL WORKER STREET SVCS WORKER	1		0%		0%		0%	2
VOC WRKR WAREHOUSE & TOOLROOM WORKER	4		0%		0%		0%	0
VOLUNTEER COORDINATOR	2		0%		0%		0%	10
W/WTR COLL SUPERVISOR	15	5	33%	5	33%	5	33%	20
W/WTR COLL WORKER I	24		0%		0%		0%	2
W/WTR COLL WORKER II	161	21	13%	25	16%	28	17%	12
W/WTR TRMT ELEC I	26	2	8%	3	12%	3	12%	5
W/WTR TRMT ELEC II	6	2	33%	2	33%	3	50%	11
W/WTR TRMT ELEC SUPVR	5	1	20%	1	20%	1	20%	15
W/WTR TRMT LAB MGR I	3	1	33%	1	33%	1	33%	23
W/WTR TRMT LAB MGR II	2	2	100%	2	100%	2	100%	32
W/WTR TRMT LAB MGR III	1	1	100%	1	100%	1	100%	35
W/WTR TRMT MECH	53	11	21%	12	23%	13	25%	14
W/WTR TRMT MECH SUPVR	4		0%		0%		0%	14
W/WTR TRMT OPER I	61	11	18%	12	20%	12	20%	10

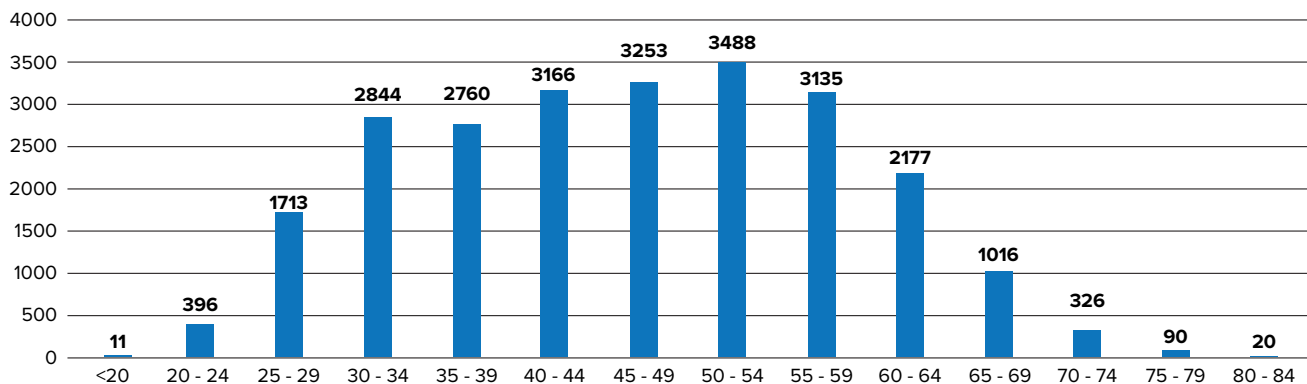
APPENDIX

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)

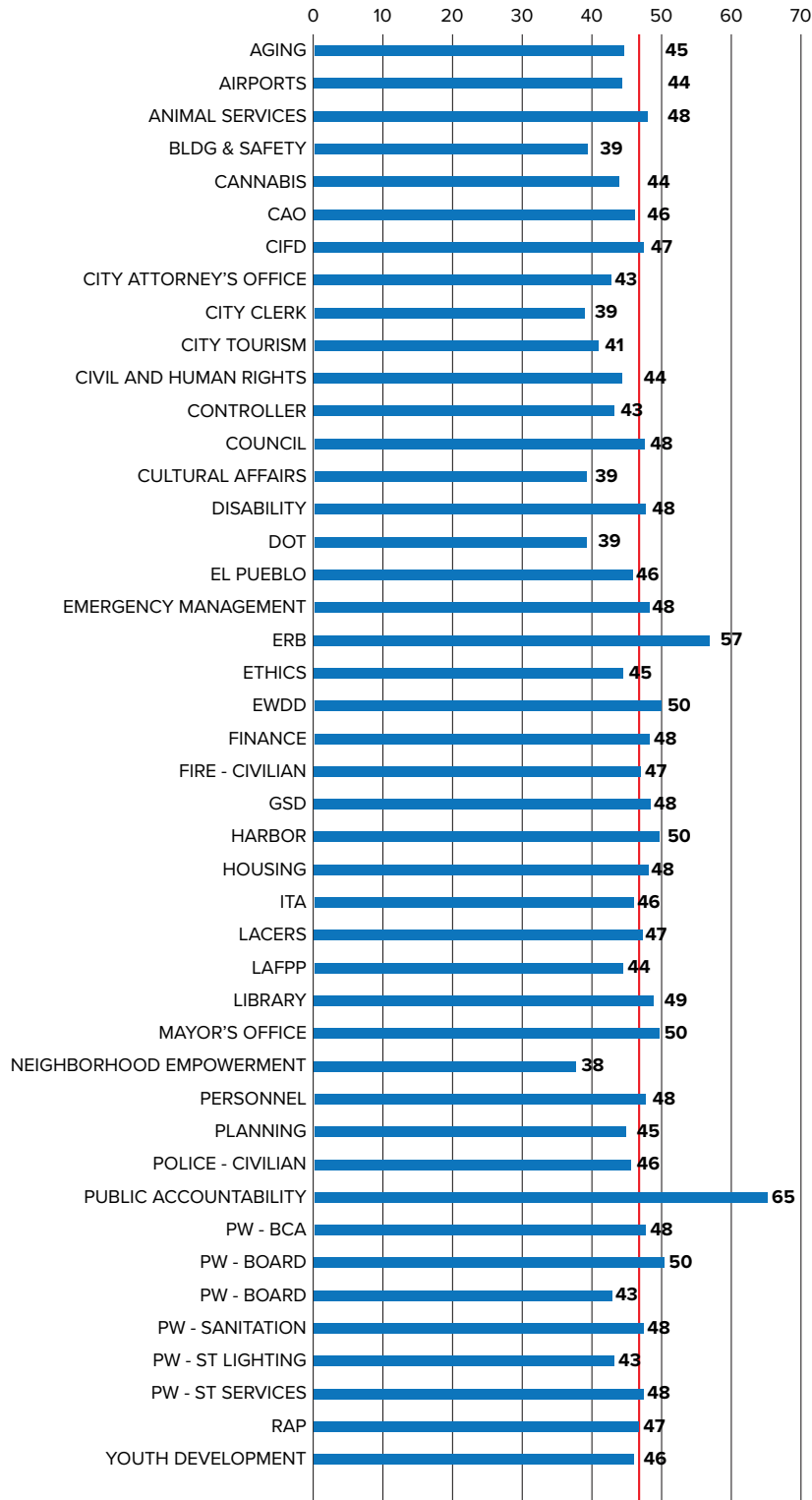
JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026		AVG SERVICE YEARS
		#	%	#	%	#	%	
W/WTR TRMT OPER II	20	3	15%	4	20%	4	20%	18
W/WTR TRMT OPER III	35	11	31%	11	31%	11	31%	15
WAREHOUSE & T/R WKR I	21	3	14%	3	14%	3	14%	8
WAREHOUSE & T/R WKR II	22	4	18%	4	18%	5	23%	12
WATER BIOLOGIST I	5		0%		0%		0%	2
WATER BIOLOGIST II	10		0%		0%		0%	11
WATER BIOLOGIST III	3		0%		0%		0%	12
WATER MICROBIOLOGIST II	2		0%		0%		0%	17
WELDER	42	4	10%	4	10%	4	10%	9
WELDER SUPERVISOR	4	1	25%	1	25%	1	25%	17
WHARFINGER I	7		0%		0%		0%	15
WHARFINGER II	3		0%		0%		0%	19
WINDOW CLEANER	1		0%		0%		0%	8
WINDOW CLEANER/AIRPORT	15	2	13%	2	13%	3	20%	13
WITNESS SERVICE COORDINATOR	38	4	11%	4	11%	4	11%	10
WORKERS COMP ADMNTR I	2	1	50%	1	50%	1	50%	23
WORKERS COMP ADMNTR II	1		0%		0%		0%	10
WORKERS COMP ANALYST	27	8	30%	8	30%	10	37%	15
WORKERS COMP CLAIMS AST	11	2	18%	3	27%	3	27%	13
XRAY AND LAB TECH II	1	1	100%	1	100%	1	100%	35
ZOO ASST GM	1	1	100%	1	100%	1	100%	34
ZOO CURATOR	2		0%		0%	1	50%	25
ZOO CURATOR OF EDUC II	8		0%		0%		0%	4
ZOO CURATOR OF EDUC III	3		0%		0%		0%	12
ZOO CURATOR OF EDUC IV	1		0%		0%		0%	8
ZOO CURATOR OF REPTILES	1		0%		0%		0%	29
ZOO NUTRITIONIST	1		0%		0%		0%	5
ZOO REGISTRAR	1		0%		0%		0%	24
ZOO RESEARCH & CONSERVATION DIR	2	1	50%	1	50%	1	50%	21
ZOO VETERINARIAN II	1		0%		0%		0%	8
ZOO VETERINARIAN III	1		0%		0%		0%	6

CITY EMPLOYEES BY AGE



APPENDIX

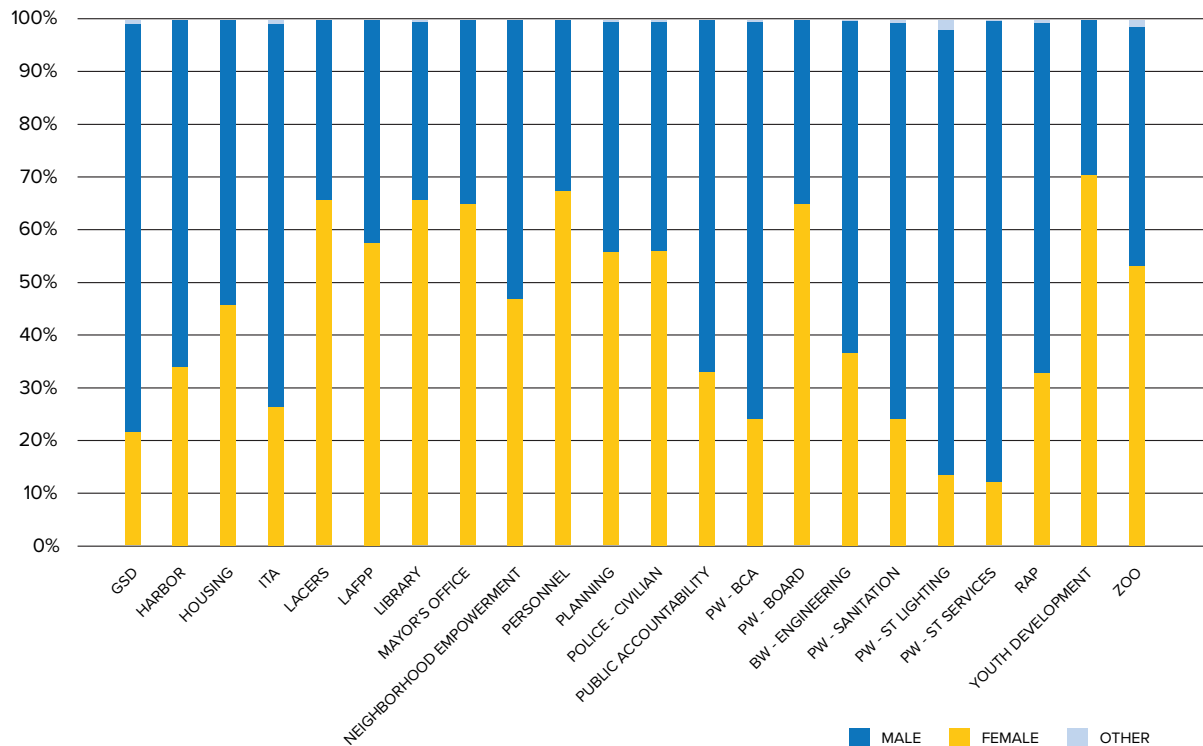
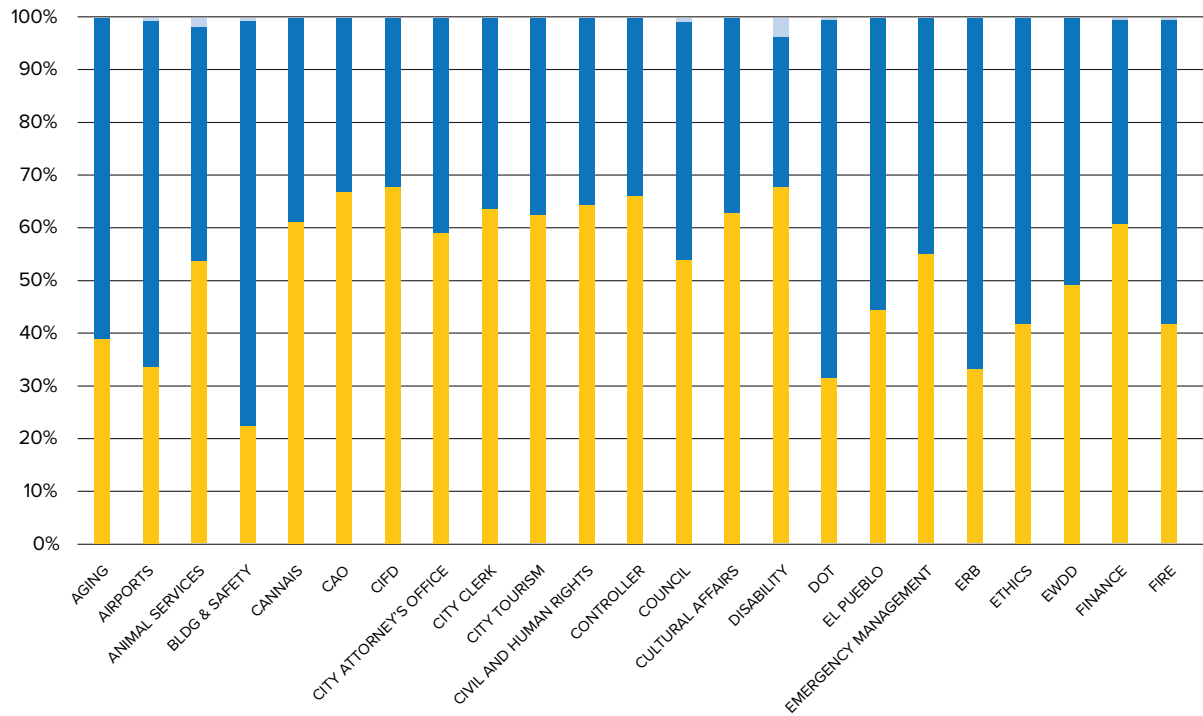
AVERAGE AGE BY DEPARTMENT



Citywide Average Age: 47
Represented by RED LINE on chart

APPENDIX

GENDER BY DEPARTMENT



APPENDIX

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
	#	%	#	%	#	%	
CHILD CARE CENTER DIR	11	100%		0%		0%	11
EXEC ADMIN ASST III	33	100%		0%		0%	33
EXEC ADMIN ASST II	77	97%	2	3%		0%	79
SECRETARY	115	97%	4	3%		0%	119
PERS RECORDS SUPV	23	96%	1	4%		0%	24
HUMAN RESOURCES ASST	14	93%	1	7%		0%	15
PR CLERK CITY ATTY II	14	93%	1	7%		0%	15
ENVIRONMENTAL SUPVR I	12	92%	1	8%		0%	13
COMMISSION EXEC ASST II	11	92%	1	8%		0%	12
WORKERS COMP CLAIMS AST	10	91%	1	9%		0%	11
LEGAL SECRETARY III	18	90%	2	10%		0%	20
WITNESS SERVICE COORDINATOR	34	89%	4	11%		0%	38
PR CLERK POLICE II	26	87%	4	13%		0%	30
FORENSIC PRNT SPEC II	12	86%	2	14%		0%	14
SR ADMIN ANALYST I	16	84%	3	16%		0%	19
POLICE SERVICE REP II	231	84%	44	16%		0%	275
SR WORKERS COMP ANALYST	10	83%	2	17%		0%	12
LIBRARIAN I	36	78%	8	17%	2	4%	46
LEGAL SECRETARY II	46	82%	10	18%		0%	56
SR PERSONNEL ANALYST II	32	82%	7	18%		0%	39
DEPT CHIEF ACCT IV	9	82%	2	18%		0%	11
CORRECTIONAL NURSE II	17	81%	4	19%		0%	21
CUST SERV SPECIALIST I	29	81%	7	19%		0%	36
COMMUN INFO REP II	87	81%	21	19%		0%	108
LIBRARIAN III	37	80%	9	20%		0%	46
LEGAL ASSISTANT II	8	80%	2	20%		0%	10
MAYORAL AIDE VIII	12	80%	3	20%		0%	15
PAYROLL SUPERVISOR	24	80%	6	20%		0%	30

APPENDIX

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 CRAFT HELPER TRAINEE		0%	17	85%	3	15%	20
INSTRUMENT MECH - AIRPORT		0%	10	91%	1	9%	11
SR BUILD INSPECTOR		0%	20	95%	1	5%	21
W/WTR TRMT ELEC I		0%	25	96%	1	4%	26
SR BUILD MECH INSPECTR		0%	40	98%	1	2%	41
AIRPORT POLICE LT		0%	10	100%		0%	10
AUTO PAINTER		0%	10	100%		0%	10
BUILDING REPAIRER I		0%	10	100%		0%	10
LOCKSMITH		0%	10	100%		0%	10
PIPEFITTER		0%	10	100%		0%	10
EQUIP SPECIALIST I		0%	11	100%		0%	11
MECH ENGRG ASSC II		0%	11	100%		0%	11
POLICE OFFICER II		0%	11	100%		0%	11
PORT PILOT II		0%	11	100%		0%	11
SR ELECTRICIAN		0%	11	100%		0%	11
BUILD OPERATING ENGR		0%	12	100%		0%	12
ELEVATOR MECHANIC HLPR		0%	12	100%		0%	12
FIRE SPRINKLER INSP		0%	12	100%		0%	12
SR PLUMBER		0%	12	100%		0%	12
TREE SURGEON SUPVSR II		0%	12	100%		0%	12
AIRP MAINTENANCE SUPT		0%	13	100%		0%	13
CONSTR & MAINT SUPV II		0%	13	100%		0%	13
DELIVERY DRIVER II		0%	13	100%		0%	13
POL SURVLLNCE SPEC I		0%	13	100%		0%	13
ROOFER		0%	13	100%		0%	13
SAFETY ENGR ELEVATORS		0%	13	100%		0%	13
SOLID RESOURCE SUPT		0%	13	100%		0%	13
SURVEY PARTY CHIEF II		0%	13	100%		0%	13
PLUMBER SUPERVISOR		0%	14	100%		0%	14
ST LTG ELECTRCN SUPV		0%	14	100%		0%	14
W/WTR COLL SUPERVISOR		0%	15	100%		0%	15
WINDOW CLEANER/AIRPORT		0%	15	100%		0%	15
BUILD OPERATING ENGR - AIRPORT		0%	16	100%		0%	16
PORT ELECTRICAL MECHANIC		0%	16	100%		0%	16
SR CARPENTER		0%	17	100%		0%	17
REF CREW FIELD INSTR		0%	19	100%		0%	19
TRAF PNT SIGN POST III		0%	19	100%		0%	19
PR CONSTR INSPECTOR		0%	20	100%		0%	20
W/WTR TRMT OPER II		0%	20	100%		0%	20
AUTO BODY BLDR/REPAIRER		0%	21	100%		0%	21
ELECTRICAL CRAFT HELPER ASST		0%	22	100%		0%	22
PLUMBING INSPECTOR		0%	22	100%		0%	22
WAREHOUSE & T/R WKR II		0%	22	100%		0%	22
ASST ST LTG ELECTRCN		0%	24	100%		0%	24
W/WTR COLL WORKER I		0%	24	100%		0%	24
ELEVATOR MECHANIC		0%	25	100%		0%	25
AUTOMOTIVE SUPERVISOR		0%	26	100%		0%	26
INSTRUMENT MECH		0%	26	100%		0%	26
SR EQUIPMENT MECHANIC		0%	27	100%		0%	27
MECH REPAIRER		0%	28	100%		0%	28

APPENDIX

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
	#	%	#	%	#	%	
MECH HELPER		0%	33	100%		0%	33
ST LTG ELECTRCN		0%	37	100%		0%	37
TREE SURGEON SUPVSR I		0%	39	100%		0%	39
ELECTRCL CRAFT HELPER		0%	40	100%		0%	40
AIR COND MECHANIC		0%	41	100%		0%	41
WELDER		0%	42	100%		0%	42
W/WTR TRMT MECH		0%	53	100%		0%	53
CARPENTER		0%	68	100%		0%	68
HEAVY DUTY EQUIP MECH		0%	121	100%		0%	121
EQUIPMNT MECHANIC	1	0%	300	100%		0%	301
SIGNAL SYSTEM ELECTRCN	1	1%	71	99%		0%	72
EQUIPMNT OPERATOR	2	1%	140	99%		0%	142
HEAVY DUTY TRUCK OPER	2	1%	133	99%		0%	135
PLUMBER	1	2%	65	98%		0%	66
ELECTRICIAN	1	2%	64	98%		0%	65
MAINT & CONSTR HELPER	1	2%	54	98%		0%	55
W/WTR COLL WORKER II	3	2%	158	98%		0%	161
GARAGE ATTENDANT	1	2%	50	98%		0%	51
PAINTER	1	2%	50	98%		0%	51
TREE SURGEON	2	2%	97	97%	1	1%	100
STOREKEEPER II	2	3%	71	97%		0%	73
IRRIGATION SPECIALIST	1	3%	32	97%		0%	33
SYSTEMS PROGRAMMER I	1	3%	32	97%		0%	33
COMMUN ELECTRICIAN	3	3%	93	96%	1	1%	97
HELICOPTER MECH	1	3%	29	97%		0%	30
TRUCK OPERATOR	2	3%	56	97%		0%	58
REF COLL TRUCK OPER II	25	4%	686	96%	1	0%	712
LAND SURVEYING ASST	1	4%	26	96%		0%	27
PR INSPECTOR	1	4%	23	96%		0%	24
CEMENT FINISHER	5	5%	103	94%	1	1%	109
ST SVCS SUPT I	1	5%	18	95%		0%	19
BUILD MECH INSPECTOR	9	5%	158	95%		0%	167
ARPT SUPT OF OPER I	1	6%	17	94%		0%	18
SR COMMUN ELECTRICIAN	1	6%	17	94%		0%	18
ELECTRCL INSPECTOR	2	6%	34	94%		0%	36
W/WTR TRMT OPER III	2	6%	33	94%		0%	35
TRAF PAINT SIGN POST II	2	6%	31	94%		0%	33
CEMENT FINISHER WORKER	1	6%	14	88%	1	6%	16
MUNICIPAL POLICE OFFICER III	1	6%	15	94%		0%	16
PARKING MTR TECHNICIAN	1	6%	15	94%		0%	16
PR CIVIL ENGINEER	1	6%	15	94%		0%	16
W/WTR TRMT OPER I	4	7%	57	93%		0%	61
AIRPORTS MTCE SUPVR III	1	7%	14	93%		0%	15
SR HOUSING INSPECTOR	2	7%	28	93%		0%	30
ST SVCS SUPVR I	2	7%	28	93%		0%	30
MAINTENANCE ASST	4	7%	54	93%		0%	58
CONSTR INSPECTOR	10	7%	131	92%	1	1%	142
SR CONSTR INSPECTOR	5	7%	66	93%		0%	71
REHAB CONSTR SPEC II	1	7%	13	93%		0%	14
ST LTG ENGRG ASSC III	1	7%	13	93%		0%	14

APPENDIX

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
	#	%	#	%	#	%	
HOUSING INSPECTOR	5	7%	63	93%		0%	68
ELECTRCL ENGRG ASSC II	1	8%	12	92%		0%	13
MATL TST ENGRG ASSC II	1	8%	12	92%		0%	13
REHAB CONSTR SPEC I	1	8%	12	92%		0%	13
TREE SURGEON ASST	3	8%	35	92%		0%	38
ST SVCS SUPVR II	2	8%	23	92%		0%	25
MATL TST TECHNICIAN II	3	8%	34	92%		0%	37
ELECTRICIAN SUPV	1	8%	11	92%		0%	12
HEATING/REFRIG INSP	1	8%	11	92%		0%	12
REF COLL SUPERVISOR	5	8%	55	92%		0%	60
BUILD INSPECTOR	5	9%	53	91%		0%	58
BUILD CIVIL ENGR I	1	9%	10	91%		0%	11
BUILD MAINT DIST SUPVR	1	9%	10	91%		0%	11
CH INSPECTOR	1	9%	10	91%		0%	11
EQUIP REPAIR SUPVR	1	9%	10	91%		0%	11
SIGNAL SYSTEM SUPVR I	1	9%	10	91%		0%	11
WAREHOUSE & T/R WKR I	2	10%	19	90%		0%	21
PLANT EQUIPMNT TRAINEE	4	10%	37	90%		0%	41
COMMUN ENGRG ASSOC I	1	10%	9	90%		0%	10
ARPT SUPT OF OPER II	6	10%	52	90%		0%	58
MOTOR SWEEPER OPERATOR	8	11%	68	89%		0%	76
PROGRAMMER/ANALYST III	4	11%	32	86%	1	3%	37
SR TRANSP ENGINEER	2	11%	16	89%		0%	18
VOC WRKR MAINTENANCE LABORER	9	11%	64	80%	7	9%	80
ST SVCS WORKER I	7	11%	55	89%		0%	62
SURVEY PARTY CHIEF I	3	12%	23	88%		0%	26
LIGHT EQUIP OPERATOR	2	12%	15	88%		0%	17
GOLF STARTER	2	13%	14	88%		0%	16
FIELD ENGINEER AIDE	3	13%	20	87%		0%	23
AIRPORT POLICE OFCR III	18	13%	119	87%		0%	137
IT SPECIALIST	3	14%	19	86%		0%	22
SYSTEMS PROGRAMMER II	8	14%	50	86%		0%	58
SR ASST CITY ATTY	2	14%	12	86%		0%	14
ST SVCS WORKER II	3	15%	17	85%		0%	20
MAINTENANCE LABORER	72	15%	399	85%		0%	471
ARPT SUPT OF OPER III	5	16%	27	84%		0%	32
ASST INSPECTOR III	3	16%	16	84%		0%	19
TRANSP ENGINEER	8	16%	42	84%		0%	50
FIRE SPECIAL INVESTIGATOR	2	17%	10	83%		0%	12
SR COMMUN ENGINEER	2	17%	10	83%		0%	12
SR PARK MAINT SUPVR	2	17%	10	83%		0%	12
INFO SYSTEM MGR I	3	18%	14	82%		0%	17
TRANSP ENGRG ASSC III	9	18%	42	82%		0%	51
STRUCTRL ENGRG ASSC II	15	18%	69	82%		0%	84
AIRPORT POLICE OFCR II	24	18%	110	82%		0%	134
SYSTEMS ANALYST	34	18%	154	82%		0%	188
SR ELECTRCL INSPECTOR	2	18%	9	82%		0%	11
PROGRAMMER/ANALYST V	6	18%	27	82%		0%	33
DELIVERY DRIVER I	3	19%	13	81%		0%	16
GARDENER CARETAKER	78	19%	335	81%		0%	413

APPENDIX

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
	#	%	#	%	#	%	
INSPECTOR TRAINEE I	6	19%	25	81%		0%	31
PARK MAINT SUPVR	8	20%	33	80%		0%	41
CITY ATTY INVESTGTR II	2	20%	8	80%		0%	10
COMMUN ENGINEER	2	20%	8	80%		0%	10
SAFETY ENGINEER	2	20%	8	80%		0%	10
SPECIAL INVESTIGATOR II	2	20%	8	80%		0%	10
TRANSP INVESTIGATOR	2	20%	8	80%		0%	10
SR STOREKEEPER	4	20%	16	80%		0%	20

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	3		0%		0%		0%
ACCOUNTING CLERK	1		0%		0%		0%
ADMINISTRATIVE CLERK	3		0%		0%		0%
ASST GM DEPT OF AGING	1		0%		0%		0%
AUDITOR I	1	1	100%	1	100%	1	100%
COMNTY PROGRM ASST III	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
GENERAL MANAGER DEPARTMENT OF AGING	1	1	100%	1	100%	1	100%
MANAGEMENT ANALYST	6	1	17%	1	17%	1	17%
MANAGEMENT ASSISTANT	6		0%		0%		0%
NUTRITIONIST	1		0%		0%		0%
PR ACCOUNTANT II	1	1	100%	1	100%	1	100%
PROJECT COORDINATOR	1		0%		0%		0%
SOCIAL WORKER I	3		0%		0%		0%
SOCIAL WORKER II	1		0%		0%		0%
SR ACCOUNTANT II	1		0%	1	100%	1	100%
SR ADMINISTRATIVE CLERK	1		0%		0%		0%
SR AUDITOR	1		0%		0%		0%
SR MGMT ANALYST I	4		0%		0%		0%
SR MGMT ANALYST II	2		0%		0%		0%
SR SYSTEMS ANALYST I	1		0%		0%		0%
TOTAL	41	4	10%	5	12%	5	12%

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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	9		0%		0%		0%
ACCOUNTING CLERK	39	7	18%	8	21%	10	26%
ACCOUNTING CLERK TRAINEE	3		0%		0%		0%
ACCOUNTING REC SUPVR II	1		0%	1	100%	1	100%
ADMIN INTERN	5		0%		0%		0%
ADMINISTRATIVE CLERK	50	4	8%	4	8%	5	10%
AIR COND MECH SUPVR I	2		0%		0%	1	50%
AIR COND MECHANIC	12	1	8%	1	8%	3	25%
AIRP ENVRNMTL MGR II	3	2	67%	2	67%	2	67%
AIRP MAINTENANCE SUPT	13	3	23%	3	23%	6	46%
AIRP MANAGER II	5	2	40%	2	40%	2	40%
AIRP MANAGER III	8	4	50%	4	50%	5	63%
AIRP PUB/COMM REL DIR I	1		0%		0%		0%
AIRPORT ENGINEER I	8	1	13%	1	13%	1	13%
AIRPORT ENGINEER II	4	1	25%	1	25%	1	25%
AIRPORT GUIDE II	16	3	19%	3	19%	4	25%
AIRPORT INFO SPEC I	4	1	25%	1	25%	2	50%
AIRPORT INFO SPEC II	6		0%		0%	1	17%
AIRPORT LABOR RELATIONS ADVOCATE II	3		0%		0%		0%
AIRPORT PLANNER	3		0%		0%		0%
AIRPORT POLICE CAPTAIN	6		0%		0%	1	17%
AIRPORT POLICE CHIEF	1		0%		0%		0%
AIRPORT POLICE COMMANDER	2		0%		0%		0%
AIRPORT POLICE LT	10	4	40%	4	40%	4	40%
AIRPORT POLICE OFCR I	1		0%		0%		0%
AIRPORT POLICE OFCR II	134	7	5%	9	7%	11	8%
AIRPORT POLICE OFCR III	137	10	7%	14	10%	19	14%
AIRPORT POLICE SGT	59	4	7%	5	8%	8	14%
AIRPORTS MTCE SUPVR I	5		0%		0%		0%
AIRPORTS MTCE SUPVR II	6	4	67%	4	67%	4	67%
AIRPORTS MTCE SUPVR III	15	3	20%	4	27%	6	40%
ARCHITECT	1		0%		0%		0%
ARCHITECTURAL ASSOC II	1		0%		0%		0%
ARPT SUPT OF OPER I	18		0%		0%		0%
ARPT SUPT OF OPER II	58	8	14%	9	16%	10	17%
ARPT SUPT OF OPER III	32	8	25%	8	25%	8	25%
ARTS MANAGER II	1		0%		0%		0%
ARTS MANAGER III	1		0%		0%		0%
ASSISTANT AIRPORT MANAGER	3		0%		0%		0%
ASSISTANT GM AIRPORTS	7	1	14%	2	29%	2	29%
ASST AIRPORT POL CHIEF	2	1	50%	1	50%	1	50%
BUILD OPERATING ENGR - AIRPORT	16	3	19%	4	25%	5	31%
BUILDING REPAIRER I	4	1	25%	1	25%	2	50%
BUS OPERATOR	40	5	13%	6	15%	7	18%
BUS OPERATOR SUPVR	6	1	17%	1	17%	2	33%
CARPENTER	16	1	6%	1	6%	3	19%
CARPET LAYER	2		0%		0%		0%
CEMENT FINISHER	3		0%		0%		0%
CEMENT FINISHER WORKER	4	1	25%	1	25%	1	25%
CH AIRPORT PLAN I	1		0%		0%		0%

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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 #	%
CH AIRPORT PLAN II	3	1	33%	1	33%	1	33%
CH AIRPORTS ENGR II	1	1	100%	1	100%	1	100%
CH BUILD OPERATNG ENGR	1		0%		0%		0%
CH COMMUNICATIONS OPER	1		0%		0%		0%
CH CONSTR INSPECTOR	2	1	50%	1	50%	1	50%
CH INFORMATION OFFICER	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	7	3	43%	3	43%	5	71%
CH OF OPERATIONS II	19	5	26%	5	26%	6	32%
CITY PLANNER	1		0%		0%		0%
CIVIL ENG DRFT TECH-ARP	1	1	100%	1	100%	1	100%
CIVIL ENGINEER AIRPORTS	4		0%	1	25%	1	25%
CIVIL ENGRG ASSOC II	13		0%		0%		0%
CIVIL ENGRG ASSOC III	3		0%		0%		0%
CIVIL ENGRG ASSOC IV	10		0%		0%	2	20%
COMMISSION EXEC ASST I	1		0%		0%		0%
COMMISSION EXEC ASST II	1		0%		0%		0%
COMMUN CABLE WORKER	1	1	100%	1	100%	1	100%
COMMUN ELECTRICIAN	11	2	18%	4	36%	4	36%
COMMUN ELECTRICIAN SUPV	1		0%		0%		0%
COMMUN ENGINEER	2	1	50%	2	100%	2	100%
COMMUN ENGRG ASSOC I	1		0%		0%		0%
COMMUN ENGRG ASSOC II	1		0%		0%		0%
COMMUN ENGRG ASSOC III	1		0%		0%		0%
COMMUN ENGRG ASSOC IV	5	2	40%	2	40%	2	40%
COMMUN INFO REP III	38	2	5%	3	8%	3	8%
COMNTY PROGRAM DIRECTOR	1		0%		0%		0%
CONSTR & MAINT SUPV I	1		0%		0%		0%
CONSTR EQUIP SERV WORKR	5		0%		0%	1	20%
CONSTR ESTIMATOR	3		0%		0%		0%
CONSTR INSPECTOR	24	5	21%	5	21%	5	21%
CRIME & INTEL ANALYST II	1		0%		0%		0%
CUSTODIAL SVCS ASST	1		0%		0%		0%
CUSTODIAL SVCS ASST - AIRPORT	5		0%		0%		0%
CUSTODIAN AIRPORT	427	107	25%	115	27%	124	29%
CUSTODIAN SUPERVISOR	33	4	12%	5	15%	6	18%
DATA BASE ARCHITECT	1	1	100%	1	100%	1	100%
DELIVERY DRIVER II	2		0%		0%		0%
DELIVERY DRIVER III	2		0%		0%		0%
DEPARTMENTAL AUDIT MGR	1	1	100%	1	100%	1	100%
DEPT CHIEF ACCT IV	3	2	67%	2	67%	3	100%
DEPUTY G M AIRPT / 1	7	1	14%	2	29%	2	29%
DEPUTY G M AIRPT / 2	2		0%		0%		0%
DIR OF AIRPRTS ADMINSN	2	1	50%	1	50%	2	100%
DIR OF AIRPRTS SFTY OFC	1		0%		0%		0%
DIR OF MTCE AIRPORTS II	4	2	50%	2	50%	2	50%
DIRECTOR OF AIRPORT MARKETING	1		0%		0%		0%
DIR OF AUTOMATED PEOPLE MOVER SYSTEMS	1		0%		0%		0%
ELECTRCL CRAFT HELPER	6	1	17%	1	17%	1	17%
ELECTRCL ENGRG ASSC II	2		0%		0%		0%
ELECTRCL ENGRG ASSC III	2		0%		0%		0%

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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 #	%
ELECTRCL ENGRG ASSC IV	2		0%		0%		0%
ELECTRICIAN	25	4	16%	4	16%	4	16%
ELECTRICIAN SUPV	2	1	50%	1	50%	1	50%
ELEVATOR MECHANIC	15	3	20%	3	20%	4	27%
ELEVATOR MECHANIC HLPR	9		0%		0%		0%
ELEVATOR REPAIR SUPV I	3	2	67%	2	67%	2	67%
ELEVATOR REPAIR SUPV II	1		0%		0%		0%
EMERGENCY MGT COORD I	3		0%		0%		0%
EMERGENCY MGT COORD II	2		0%		0%		0%
ENGRG DESIGNER-AIRPORT	1		0%		0%		0%
ENVIRN AFFRS OFC	2		0%		0%		0%
ENVIRONMENTAL SPEC II	8		0%		0%		0%
ENVIRONMENTAL SPEC III	6		0%		0%		0%
ENVIRONMENTAL SUPVR II	5	2	40%	2	40%	2	40%
EQUIP REPAIR SUPVR	1		0%		0%		0%
EQUIP SPECIALIST II	1		0%		0%		0%
EQUIPMNT MECHANIC	10	1	10%	1	10%	2	20%
EQUIPMNT OPERATOR	12	2	17%	2	17%	2	17%
EXEC ADMIN ASST II	12	3	25%	3	25%	3	25%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
EXEC ASST AIRPORTS	5	2	40%	2	40%	3	60%
FINANCE SPECIALIST III	1		0%		0%		0%
FINANCIAL ANALYST II	1	1	100%	1	100%	1	100%
FINANCIAL MANAGER I	2	2	100%	2	100%	2	100%
FINANCIAL MANAGER II	2		0%		0%	1	50%
FISCAL SYSTEMS SPEC II	4		0%		0%		0%
GARAGE ATTENDANT	5		0%		0%		0%
GARDENER CARETAKER	27	2	7%	3	11%	7	26%
GENERAL MANAGER AIRPORTS	1		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS SPECIALIST	3		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR I	1		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR II	1		0%		0%		0%
GRAPHICS DESIGNR II-ARPT	3		0%		0%		0%
GRAPHICS SUPERVISOR I	1		0%		0%		0%
HEAVY DUTY EQUIP MECH	12	2	17%	2	17%	3	25%
HEAVY DUTY TRUCK OPER	12	1	8%	1	8%	1	8%
HUMAN RESOURCES ASST	2		0%		0%		0%
INFO SYSTEM MGR I	4	1	25%	1	25%	2	50%
INFO SYSTEM MGR II	5		0%		0%	2	40%
INSTRUMENT MECH - AIRPORT	11	2	18%	2	18%	2	18%
INSTRUMENT MECH SUPV - AIRPORT	3	1	33%	1	33%	1	33%
INTERNAL AUDITOR II	1	1	100%	1	100%	1	100%
INTERNAL AUDITOR III	1		0%		0%		0%
IRRIGATION SPECIALIST	1		0%		0%		0%
LAND SURVEYING ASST	2		0%		0%		0%
LEGISLATIVE REP	4		0%		0%		0%
LOCKSMITH	4	2	50%	3	75%	3	75%
MAINT & CONSTR HELPER	8	2	25%	2	25%	2	25%
MAINTENANCE LABORER	66	21	32%	26	39%	27	41%
MANAGEMENT AIDE	8	1	13%	1	13%	1	13%

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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 #	%
MANAGEMENT ANALYST	74	12	16%	13	18%	16	22%
MANAGEMENT ASSISTANT	25	1	4%	1	4%	1	4%
MECH ENGRG ASSC III	1		0%		0%		0%
MECH ENGRG ASSC IV	1		0%		0%		0%
MECH HELPER	5	1	20%	1	20%	1	20%
MECH REPAIRER	5	2	40%	2	40%	3	60%
MOTOR SWEEPER OPERATOR	4	1	25%	2	50%	2	50%
OCCUPATIONAL HLTH NURSE	1		0%		0%		0%
OFFICE SVCS ASSISTANT	1		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	2		0%		0%		0%
PAINTER	10	1	10%	1	10%	1	10%
PARK MAINT SUPVR/AP	1		0%		0%		0%
PARKING MANAGER I	1		0%		0%		0%
PARKING MANAGER II	1		0%	1	100%	1	100%
PAYROLL SUPERVISOR	2	2	100%	2	100%	2	100%
PERS RECORDS SUPV	2		0%		0%		0%
PERSONNEL ANALYST	3		0%		0%	1	33%
PERSONNEL DIR III	1		0%		0%	1	100%
PIPEFITTER	1		0%		0%		0%
PLANNING ASSISTANT	1		0%		0%		0%
PLASTERER	1		0%		0%		0%
PLUMBER	17	3	18%	5	29%	5	29%
PLUMBER SUPERVISOR	2		0%		0%	1	50%
PR ACCOUNTANT I	2		0%		0%		0%
PR ACCOUNTANT II	2		0%		0%		0%
PR CIVIL ENGR/PM III	1	1	100%	1	100%	1	100%
PR CLERK	8	1	13%	1	13%	2	25%
PR COMMUNICATIONS OPER	3	1	33%	2	67%	2	67%
PR CONSTR INSPECTOR	4	1	25%	1	25%	2	50%
PR PUBLIC RELATIONS REP	2		0%		0%		0%
PR SECURITY OFFICER	5		0%	1	20%	2	40%
PROCUREMENT ANALYST II	3		0%		0%		0%
PROCUREMENT SUPERVISOR	2		0%		0%		0%
PROGRAMMER/ANALYST II	1		0%		0%		0%
PROGRAMMER/ANALYST V	6		0%		0%		0%
PROPERTY MANAGER I	1		0%		0%		0%
PROPERTY MANAGER II	2		0%		0%		0%
PROPERTY MANAGER III	3	2	67%	2	67%	2	67%
PROPERTY MANAGER IV	1	1	100%	1	100%	1	100%
PUB INFO DIRECTOR I	2		0%		0%		0%
PUB INFO DIRECTOR II	3		0%		0%		0%
PUB RELATIONS SPEC II	4		0%		0%		0%
REAL ESTATE OFFICER I	6	1	17%	1	17%	1	17%
RIDESHARE PROGM ADMNSTR	1		0%		0%		0%
RISK & INSURANCE ASST	4	1	25%	2	50%	3	75%
RISK MANAGER I	1		0%		0%		0%
RISK MANAGER II	2	1	50%	1	50%	1	50%
ROOFER	2		0%		0%		0%
SAFETY ADMINISTRATOR	1		0%	1	100%	1	100%
SAFETY ENGINEER	1		0%		0%		0%

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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 #	%
SAFETY ENGRG ASSC I	1		0%		0%		0%
SECRETARY	13	3	23%	4	31%	6	46%
SECURITY OFFICER	330	55	17%	60	18%	64	19%
SIGN PAINTER	1	1	100%	1	100%	1	100%
SIGN SHOP SUPERVISOR	1		0%		0%	1	100%
SPECIAL EVENTS COORDINATOR	1		0%		0%		0%
SPECIAL INVESTIGATOR II	2		0%		0%		0%
SR ACCOUNTANT I	3	1	33%	1	33%	1	33%
SR ACCOUNTANT II	6	2	33%	2	33%	3	50%
SR ADMINISTRATIVE CLERK	60	12	20%	14	23%	17	28%
SR AIRPORT ENGINEER I	4	2	50%	2	50%	2	50%
SR AIRPORT PLANNER	1	1	100%	1	100%	1	100%
SR ARCHITECT	1		0%		0%		0%
SR AUDITOR	3		0%		0%		0%
SR BUILD OPERATING ENG	5	3	60%	3	60%	3	60%
SR CARPENTER	3		0%		0%	1	33%
SR COMMUN ELECTRICIAN	2	1	50%	1	50%	1	50%
SR COMMUN ENGINEER	5	2	40%	2	40%	3	60%
SR COMMUN OPERATOR II	6	2	33%	2	33%	2	33%
SR CONSTR ESTIMATOR	1		0%		0%		0%
SR CONSTR INSPECTOR	12	2	17%	3	25%	5	42%
SR CUSTODIAN AIRPORT	20		0%		0%		0%
SR ELECTRICIAN	4	2	50%	2	50%	2	50%
SR GARDENER	2		0%		0%		0%
SR HVY DUTY EQUIP MECH	2	1	50%	1	50%	1	50%
SR MGMT ANALYST I	26	5	19%	6	23%	7	27%
SR MGMT ANALYST II	39	9	23%	10	26%	13	33%
SR PAINTER	1		0%		0%		0%
SR PARK MAINT SUPVR	1		0%	1	100%	1	100%
SR PERSONNEL ANALYST I	9		0%		0%	1	11%
SR PERSONNEL ANALYST II	4	1	25%	1	25%	1	25%
SR PLUMBER	2		0%		0%		0%
SR REAL ESTATE OFFICER	8	1	13%	1	13%	3	38%
SR SECURITY OFFICER	35	10	29%	11	31%	11	31%
SR STOREKEEPER	1		0%		0%		0%
SR SYSTEMS ANALYST I	4	2	50%	2	50%	2	50%
SR SYSTEMS ANALYST II	7	1	14%	1	14%	2	29%
SR TRANSP ENGINEER	1	1	100%	1	100%	1	100%
SR WINDOW CLEANER	2		0%		0%	1	50%
ST SVCS WORKER I	1		0%		0%		0%
ST SVCS WORKER II	1		0%		0%		0%
STOREKEEPER II	7	2	29%	2	29%	2	29%
STRUCTRL ENGRG ASSC IV	2		0%		0%		0%
SUPVSG TRANS PLANNR II	1		0%		0%		0%
SURVEY PARTY CHIEF II	1		0%		0%		0%
SYSTEMS ANALYST	11	1	9%	1	9%	1	9%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
SYSTEMS PROGRAMMER II	3		0%		0%		0%
SYSTEMS PROGRAMMER III	16	2	13%	3	19%	6	38%
TELECOM PLN & UTIL OFCR	1	1	100%	1	100%	1	100%

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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 #	%
TILE SETTER	2	1	50%	1	50%	1	50%
TRAF PAINT SIGN POST II	5		0%		0%		0%
TRAF PNT SIGN POST III	7	1	14%	1	14%	1	14%
TRANSITIONAL WORKER	2	1	50%	1	50%	1	50%
TRANSP ENGRG ASSC IV	2		0%		0%		0%
UPHOLSTERER	2		0%		0%		0%
VOC WORKER CUSTODIAN - AIRPORT	32		0%		0%		0%
VOC WORKER GARDENER CARETAKER	4		0%		0%		0%
VOC WORKER MAINTENANCE LABORER	2		0%		0%		0%
VOLUNTEER COORDINATOR	1		0%		0%		0%
WAREHOUSE & T/R WKR II	9	2	22%	2	22%	2	22%
WELDER	2	1	50%	1	50%	1	50%
WELDER SUPERVISOR	1		0%		0%		0%
WINDOW CLEANER/AIRPORT	15	2	13%	2	13%	3	20%
WORKERS COMP ANALYST	5	1	20%	1	20%	3	60%
WORKERS COMP CLAIMS AST	1		0%		0%		0%
TOTAL	2778	465	17%	524	19%	629	23%

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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	1		0%		0%		0%
ADMINISTRATIVE CLERK	28	6	21%	6	21%	7	25%
ANIMAL CARE ASSISTANT	13		0%		0%		0%
ANIMAL CARE TECH	122	9	7%	11	9%	13	11%
ANIMAL CARE TECH SUPV	12		0%		0%	1	8%
ANIMAL CONTROL OFCR	51	5	10%	6	12%	6	12%
ANIMAL LIC CANVASSER	2		0%		0%		0%
ASST GM ANIMAL REGULATN	2		0%		0%		0%
CH VETERINARIAN	1		0%		0%		0%
DIR OF FIELD OPERATIONS	3		0%		0%	1	33%
DISTR SUPV ANIMAL SERVICES	3		0%		0%	1	33%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%	1	100%
GENERAL MANAGER ANIMAL SERVICES	1		0%		0%		0%
MANAGEMENT ANALYST	2		0%		0%		0%
OFFICE SVCS ASSISTANT	5		0%		0%		0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PR CLERK	1		0%		0%		0%
PUB INFO DIRECTOR I	1		0%		0%		0%
PUB RELATIONS SPEC II	1		0%		0%		0%
SR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SR ADMINISTRATIVE CLERK	6	1	17%	1	17%	1	17%
SR ANIMAL CNTRL OFCR I	8		0%		0%		0%
SR ANIMAL CNTRL OFCR II	2		0%		0%		0%
SR MGMT ANALYST II	1		0%		0%		0%
SR SYSTEMS ANALYST II	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	1		0%		0%		0%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
VETERINARIAN II	4		0%		0%	2	50%
VETERINARY TECHNICIAN	28	4	14%	4	14%	4	14%
VOC WORKER ANIMAL CARE TECHNICIAN	19		0%		0%		0%
VOC WORKER ANIMAL LICENSE CANVASSER	1		0%		0%		0%
VOLUNTEER COORDINATOR	1		0%		0%		0%
TOTAL	327	28	9%	31	9%	40	12%

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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	4		0%		0%		0%
ACCOUNTING CLERK	20	2	10%	3	15%	3	15%
ACCOUNTING REC SUPVR I	1		0%		0%		0%
ACCOUNTING REC SUPVR II	1	1	100%	1	100%	1	100%
ADMINISTRATIVE CLERK	68	3	4%	3	4%	3	4%
ARCHITECT	1		0%		0%		0%
ARCHITECTURAL ASSOC I	8		0%		0%		0%
ASST DEP SUP OF BLDG II	8	2	25%	2	25%	3	38%
ASST INSPECTOR I	5		0%		0%		0%
ASST INSPECTOR II	6		0%		0%		0%
ASST INSPECTOR III	2		0%		0%		0%
ASST INSPECTOR IV	5		0%		0%		0%
BLD MECH ENGR II	2		0%		0%		0%
BUILD CIVIL ENGR I	11	1	9%	1	9%	1	9%
BUILD CIVIL ENGR II	6		0%		0%		0%
BUILD ELECTRCL ENGR I	1		0%		0%		0%
BUILD INSPECTOR	58	5	9%	5	9%	11	19%
BUILD MECH INSPECTOR	167	21	13%	23	14%	27	16%
CH CLERK	2	1	50%	1	50%	1	50%
CH INSPECTOR	8	3	38%	3	38%	3	38%
CH MANAGEMENT ANALYST	1	1	100%	1	100%	1	100%
DATA BASE ARCHITECT	1		0%		0%		0%
DELIVERY DRIVER I	1		0%		0%		0%
DEPT CHIEF ACCT IV	1		0%		0%		0%
DEPUTY SUPT OF BLDG I	4	1	25%	1	25%	1	25%
DEPUTY SUPT OF BLDG II	1		0%		0%		0%
DIR OF SYSTEMS	1		0%		0%		0%
ELECTRCL ENGRG ASSC I	5		0%		0%		0%
ELECTRCL ENGRG ASSC II	8		0%		0%		0%
ELECTRCL ENGRG ASSC III	3		0%		0%		0%
ELECTRCL ENGRG ASSC IV	3	3	100%	3	100%	3	100%
ELECTRCL INSPECTOR	33	1	3%	1	3%	1	3%
ENGRG GEOLGST ASSOC I	1		0%		0%		0%
ENGRG GEOLGST ASSOC III	1		0%		0%		0%
ENGRG GEOLOGIST I	2	1	50%	1	50%	1	50%
ENGRG GEOLOGIST II	1	1	100%	1	100%	1	100%
ENVIRN AFFRS OFC	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SPEC II	3		0%	1	33%	1	33%
ENVIRONMENTAL SPEC III	1		0%		0%		0%
ENVIRONMENTAL SUPVR I	1		0%		0%		0%
ENVIRONMENTAL SUPVR II	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST II	2	1	50%	1	50%	2	100%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
FIRE SPRINKLER INSP	12	2	17%	2	17%	2	17%
GEOGRAPHIC INFO SYSTEMS SPECIALIST	1		0%		0%		0%
GEOTECH ENGINEER I	2		0%		0%	1	50%
GEOTECH ENGINEER II	1		0%		0%		0%
GEOTECH ENGINEER III	1	1	100%	1	100%	1	100%
GRAPHICS DESIGNER II	1		0%		0%		0%
HEATING/REFRIG INSP	12	2	17%	2	17%	4	33%

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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 #	%
INDUSTRIAL HYGIENIST	1		0%		0%		0%
INSPECTOR TRAINEE I	4		0%		0%		0%
IT SPECIALIST	1		0%		0%		0%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ANALYST	6		0%		0%		0%
MANAGEMENT ASSISTANT	5		0%		0%		0%
MECH ENGRG ASSC I	9		0%		0%		0%
MECH ENGRG ASSC II	8	1	13%	1	13%	2	25%
MECH ENGRG ASSC III	4		0%		0%		0%
MECH ENGRG ASSC IV	3	1	33%	1	33%	1	33%
OFFICE ENGRG TECH I	4		0%		0%		0%
OFFICE ENGRG TECH II	9	4	44%	4	44%	4	44%
OFFICE ENGRG TECH III	8	2	25%	2	25%	2	25%
OFFICE SVCS ASSISTANT	5		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	20		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PLUMBING INSPECTOR	22		0%		0%		0%
PR ACCOUNTANT I	2	1	50%	1	50%	1	50%
PR CLERK	6	1	17%	1	17%	2	33%
PR INSPECTOR	16	9	56%	9	56%	11	69%
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	1		0%		0%		0%
PUB INFO DIRECTOR II	1		0%		0%		0%
PUB RELATIONS SPEC I	1		0%		0%		0%
SAFETY ENGR ELEVATORS	13	1	8%	1	8%	1	8%
SAFETY ENGR PRESS VES	7	1	14%	1	14%	1	14%
SECRETARY	1		0%		0%		0%
SR ACCOUNTANT I	3	1	33%	1	33%	1	33%
SR ACCOUNTANT II	2		0%		0%		0%
SR ADMINISTRATIVE CLERK	25	6	24%	7	28%	7	28%
SR ARCHITECT	1		0%		0%		0%
SR BUILD INSPECTOR	21	17	81%	17	81%	19	90%
SR BUILD MECH INSPECTR	41	18	44%	19	46%	21	51%
SR ELECTRCL INSPECTOR	8	4	50%	4	50%	4	50%
SR FIRE SPRINKLER INSP	4	2	50%	2	50%	3	75%
SR HEATING/REFRIG INSP	5	1	20%	1	20%	2	40%
SR MGMT ANALYST II	3		0%		0%		0%
SR PLUMBING INSPECTOR	8	3	38%	3	38%	3	38%
SR SAFETY ENG ELEVATORS	5	3	60%	3	60%	3	60%
SR SAFETY ENG PRESS VES	1		0%		0%		0%
SR STRUCTURAL ENGINEER	2	1	50%	1	50%	1	50%
SR SYSTEMS ANALYST I	1		0%		0%		0%
SR SYSTEMS ANALYST II	3		0%		0%		0%
STOREKEEPER II	1		0%		0%		0%
STRUCTRL ENGRG ASSC I	32		0%		0%		0%
STRUCTRL ENGRG ASSC II	70	5	7%	5	7%	6	9%
STRUCTRL ENGRG ASSC III	20	2	10%	2	10%	2	10%
STRUCTRL ENGRG ASSC IV	10	1	10%	1	10%	2	20%

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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 #	%
STRUCTURAL ENGINEER	2		0%		0%		0%
SUPT OF BUILDING	1	1	100%	1	100%	1	100%
SYSTEMS AIDE	1		0%		0%		0%
SYSTEMS ANALYST	9		0%		0%		0%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
SYSTEMS PROGRAMMER II	2		0%		0%	1	0%
SYSTEMS PROGRAMMER III	1	1	0%	1	0%	1	100%
WAREHOUSE & T/R WKR I	2		50%		50%		50%
TOTAL	940	144	15%	150	16%	178	19%

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	5		0%		0%		0%
ASST EXEC DIRECTOR CANNABIS DEPT	1		0%		0%		0%
ASST CH GRANTS ADMINSTR	1		0%		0%		0%
CH MANAGEMENT ANALYST	3		0%		0%		0%
COMMISSION EXEC ASST I	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
INTERIM EXEC DIRECTOR CANNABIS DEPT	1		0%		0%		0%
MANAGEMENT ANALYST	11	1	9%	1	9%	1	9%
MANAGEMENT ASSISTANT	11		0%		0%		0%
OFFICE SVCS ASSISTANT	1		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	2		0%		0%		0%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PUB INFO DIRECTOR I	1		0%		0%		0%
PUB RELATIONS SPEC I	3		0%		0%		0%
SR ACCOUNTANT I	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	2		0%		0%		0%
SR MGMT ANALYST I	6	1	17%	1	17%	1	17%
SR PROJECT COORDINATOR	1		0%		0%		0%
TOTAL	54	2	4%	2	4%	2	4%

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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%
ACCOUNTING CLERK ASSISTANT	1		0%		0%		0%
ADMIN ANALYST	9	1	11%	1	11%	1	11%
ADMINISTRATIVE CLERK	3		0%		0%		0%
ASST CITY ADMIN OFFICER	5	2	40%	2	40%	3	60%
CH ADMIN ANALYST	11	3	27%	3	27%	4	36%
CH CLERK	1		0%		0%	1	100%
CITY ADMIN OFFICER	1		0%		0%		0%
ENVIRN AFFRS OFC	2		0%		0%		0%
EXEC ADMIN ASST II	2	1	50%	1	50%	1	50%
EXEC ADMIN ASST III	1		0%		0%		0%
FINANCE SPECIALIST III	4		0%		0%		0%
FINANCE SPECIALIST IV	2	1	50%	1	50%	1	50%
FINANCE SPECIALIST V	2		0%		0%		0%
LABOR RELATIONS SPECIALIST	4		0%		0%		0%
MANAGEMENT ANALYST	14	1	7%	1	7%	1	7%
MANAGEMENT ASSISTANT	6		0%		0%		0%
OFFICE SVCS ASSISTANT	2		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	2		0%		0%		0%
PERS RECORDS SUPV	1		0%		0%		0%
PR PROJECT COORDINATOR	3		0%		0%		0%
PRIMA PROGRAM MANAGER	1		0%		0%		0%
PROJECT ASSISTANT	5		0%		0%		0%
PROJECT COORDINATOR	2		0%		0%		0%
RISK & INSURANCE ASST	3		0%		0%		0%
RISK MANAGER I	2		0%		0%		0%
RISK MANAGER II	3	1	33%	1	33%	2	67%
SECRETARY	1		0%		0%		0%
SR ADMIN ANALYST I	19		0%		0%		0%
SR ADMIN ANALYST II	24	1	4%	2	8%	2	8%
SR ADMINISTRATIVE CLERK	3	1	33%	1	33%	1	33%
SR LABOR REL SPEC I	2		0%		0%		0%
SR LABOR REL SPEC II	5	1	20%	1	20%	1	20%
SR LABOR REL SPEC III	1		0%		0%		0%
SR MGMT ANALYST I	1		0%		0%		0%
SR MGMT ANALYST II	6	1	17%	1	17%	1	17%
SR PROJECT COORDINATOR	9	2	22%	2	22%	2	22%
SR SYSTEMS ANALYST II	1		0%		0%		0%
SYSTEMS ANALYST	3		0%		0%		0%
TOTAL	172	16	9%	17	10%	21	12%

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

COMMUNITY INVESTMENT FOR FAMILIES JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	4	1	25%	1	25%	1	25%
ACCOUNTING CLERK	1		0%		0%		0%
ADMINISTRATIVE CLERK	5		0%		0%		0%
ASST CH GRANTS ADMINSTR	3	1	33%	1	33%	1	33%
ASST GM COMMUNITY INVESTMENT FOR FAMILIES DEPT	2		0%		0%		0%
AUDITOR I	2		0%		0%		0%
CH MANAGEMENT ANALYST	2	1	50%	1	50%	1	50%
ENVIRONMENTAL SUPVR I	1		0%		0%		0%
EXEC ADMIN ASST II	2		0%		0%		0%
GEN MGR COMMUNITY INVESTMENT FOR FAMILIES DEPT	1		0%		0%		0%
HUMAN REL ADVOCATE	1		0%		0%		0%
INTERNAL AUDITOR III	1		0%		0%		0%
MANAGEMENT ANALYST	26	2	8%	2	8%	3	12%
MANAGEMENT ASSISTANT	10		0%		0%		0%
OFFICE SVCS ASSISTANT	1		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	2		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PR ACCOUNTANT I	1	1	100%	1	100%	1	100%
PROGRAM AIDE	1		0%		0%		0%
PROJECT ASSISTANT	2		0%		0%		0%
PROJECT COORDINATOR	2		0%		0%		0%
PUB INFO DIRECTOR I	1		0%		0%		0%
SR ACCOUNTANT II	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	1		0%		0%		0%
SR AUDITOR	1		0%		0%		0%
SR MGMT ANALYST I	3	1	33%	1	33%	1	33%
SR MGMT ANALYST II	4		0%		0%		0%
SR PROJECT ASSISTANT	1	1	100%	1	100%	1	100%
SR PROJECT COORDINATOR	5		0%		0%		0%
SR SYSTEMS ANALYST I	1		0%		0%		0%
SYSTEMS ANALYST	1		0%		0%		0%
TOTAL	90	8	9%	8	9%	9	10%

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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 #	%
ASST CITY ATTORNEY	47	16	34%	18	38%	20	43%
ASST CITY ATTY	6	1	17%	1	17%	1	17%
CH ASST CITY ATTY	6	2	33%	2	33%	3	50%
CITY ATTORNEY	1		0%		0%		0%
CITY ATTY ACCTG CLERK	5		0%		0%		0%
CITY ATTY ADMIN CRD I	8		0%		0%		0%
CITY ATTY ADMIN CRD II	40	2	5%	2	5%	4	10%
CITY ATTY ADMIN CRD III	24	2	8%	2	8%	3	13%
CITY ATTY ADMIN CRD IV	8	1	13%	2	25%	3	38%
CITY ATTY CH ADMIN ASST	1	1	100%	1	100%	1	100%
CITY ATTY CH INVESTGTR	1		0%		0%		0%
CITY ATTY FINANCIAL MGR	1		0%		0%		0%
CITY ATTY INVESTGTR I	7		0%		0%		0%
CITY ATTY INVESTGTR II	10		0%		0%		0%
CITY ATTY INVESTGTR III	1		0%		0%	1	100%
Deputy City Attorney III	2		0%		0%		0%
Deputy City Attorney IV	1		0%		0%		0%
DEPUTY CITY ATTY I	41		0%		0%		0%
DEPUTY CITY ATTY II	74		0%		0%		0%
DEPUTY CITY ATTY III	239	25	10%	28	12%	33	14%
DEPUTY CITY ATTY IV	113	27	24%	29	26%	31	27%
EXEC ASST CITY ATTORNEY	1		0%		0%		0%
EXEC LEGAL SECRETARY I	3	1	33%	1	33%	1	33%
EXEC LEGAL SECRETARY II	2	2	100%	2	100%	2	100%
HEARING OFCR CITY ATTY	7	2	29%	2	29%	2	29%
LEGAL ASSISTANT I	10		0%	1	10%	1	10%
LEGAL ASSISTANT II	10	2	20%	2	20%	2	20%
LEGAL CLERK I	11		0%		0%		0%
LEGAL CLERK II	41	1	2%	1	2%	1	2%
LEGAL SECRETARY I	33		0%		0%		0%
LEGAL SECRETARY II	56	11	20%	13	23%	17	30%
LEGAL SECRETARY III	20	7	35%	7	35%	7	35%
NEWS SECRETARY	1		0%		0%		0%
PARALEGAL I	19		0%		0%		0%
PARALEGAL II	35	6	0%	7	0%	9	26%
PARALEGAL III	5	3	0%	3	0%	4	80%
PR CLERK CITY ATTY I	2		0%		0%		0%
PR CLERK CITY ATTY II	15	7	0%	7	0%	7	47%
SR ASST CITY ATTY	14	3	21%	3	21%	4	29%
SR LEGAL ASSISTANT	3	1	33%	1	33%	1	33%
SR LEGAL CLERK I	9	1	11%	1	11%	1	11%
SR LEGAL CLERK II	4	1	25%	1	25%	1	25%
SR WITNESS SERVICE COORDINATOR	2	1	50%	1	50%	1	50%
WITNESS SERVICE COORDINATOR	38	4	11%	4	11%	4	11%
TOTAL	977	130	13%	142	15%	165	17%

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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 #	%
ACCOUNTANT	1		0%		0%		0%
ACCOUNTING CLERK	6		0%	1	17%	1	17%
ACCOUNTING CLERK TRAINEE	5		0%		0%		0%
ACCOUNTING REC SUPVR I	2		0%		0%		0%
ACCOUNTING REC SUPVR II	2		0%		0%		0%
ADMINISTRATIVE CLERK	6		0%		0%		0%
ARCHIVIST II	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	3		0%		0%		0%
CITY CLERK	1	1	100%	1	100%	1	100%
DATA ANALYST I	1		0%		0%		0%
DIR OF SYSTEMS	1		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
EXEC OFCR CITY CLERK	1		0%		0%	1	100%
GRAPHICS DESIGNER II	1		0%		0%		0%
LEGISLATIVE ASST	10	2	20%	2	20%	4	40%
MANAGEMENT AIDE	3		0%		0%		0%
MANAGEMENT ANALYST	9		0%		0%	1	11%
MANAGEMENT ASSISTANT	3		0%		0%		0%
OFFICE SVCS ASSISTANT	2		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	1		0%		0%		0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PERS RECORDS SUPV	1		0%		0%		0%
PR CLERK	4		0%		0%		0%
PROGRAM AIDE	2		0%		0%		0%
PROGRAMMER/ANALYST III	2		0%		0%		0%
PROGRAMMER/ANALYST IV	1		0%		0%		0%
PROGRAMMER/ANALYST V	1		0%		0%		0%
PROJECT ASSISTANT	1		0%		0%		0%
PROJECT COORDINATOR	6		0%		0%		0%
SENIOR LEGISLATIVE ASSISTANT	1		0%		0%		0%
SR ACCOUNTANT I	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	9	1	11%	2	22%	2	22%
SR MGMT ANALYST I	4		0%		0%		0%
SR MGMT ANALYST II	4	1	25%	1	25%	1	25%
SR PERSONNEL ANALYST I	1		0%		0%		0%
SR PERSONNEL ANALYST II	1		0%		0%		0%
SR PROJECT COORDINATOR	4		0%		0%	1	25%
SR SYSTEMS ANALYST II	1		0%		0%		0%
SYSTEMS PROGRAMMER I	2		0%		0%		0%
SYSTEMS PROGRAMMER II	1		0%		0%		0%
WAREHOUSE & T/R WKR II	1		0%		0%		0%
TOTAL	110	7	6%	9	8%	14	13%

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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 CTR	1		0%		0%		0%
COMMISSION EXEC ASST II	1		0%		0%	1	100%
CONV CTR BLDG SUPT II	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%	1	100%
EXECUTIVE DIRECTOR CONVENTION CTR	1	1	100%	1	100%	1	100%
SR MGMT ANALYST II	2		0%		0%		0%
TOTAL	8	1	13%	1	13%	3	38%

CIVIL AND HUMAN RIGHTS		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ADMINISTRATIVE CLERK	2		0%		0%		0%
ASST GM CIVIL HUMAN RT EQ DEPT	2		0%		0%		0%
COMNTY AFFRS ADVOCATE	2		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
EXECUTIVE DIRECTOR CIVIL HUMAN	1		0%		0%		0%
HUMAN REL ADVOCATE	8		0%		0%		0%
MANAGEMENT ANALYST	1		0%		0%		0%
MANAGEMENT ASSISTANT	2		0%		0%		0%
PROJECT COORDINATOR	2		0%		0%		0%
SPECIAL INVESTIGATOR I	4		0%		0%		0%
SPECIAL INVESTIGATOR II	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	1		0%		0%		0%
SR MGMT ANALYST II	1		0%		0%		0%
SR PROJECT COORDINATOR	3		0%		0%		0%
TOTAL	31	1	3%	1	3%	1	3%

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

CONTROLLER'S OFFICE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	11	1	9%	1	9%	1	9%
ACCOUNTING CLERK	8		0%		0%		0%
ACCOUNTING CLERK TRAINEE	4		0%		0%		0%
ADMIN DEPUTY CONTROLLER	4		0%		0%		0%
ADMINISTRATIVE CLERK	5		0%		0%		0%
CH DEPUTY CONTROLLER	1		0%		0%		0%
CH INTERNAL AUDITOR	2		0%		0%		0%
CH MANAGEMENT ANALYST	2	1	50%	1	50%	1	50%
CONTR AUDIT ANALYST I	3		0%		0%		0%
CONTR AUDIT ANALYST II	1		0%		0%		0%
CONTROLLER	1		0%		0%		0%
CONTROLLER AIDE VI	4		0%		0%		0%
CONTROLLER AIDE VII	3		0%		0%		0%
DIR OF AUDITING	1		0%		0%		0%
DIR OF FIN ANAL &REPORT	1		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
FINANCIAL MGMT SPEC II	1	1	100%	1	100%	1	100%
FINANCIAL MGMT SPEC III	3	1	33%	1	33%	2	67%
FINANCIAL MGMT SPEC IV	2		0%		0%	1	50%
FINANCIAL MGMT SPEC V	5	1	20%	1	20%	1	20%
FISCAL SYSTEMS SPEC I	16	5	31%	5	31%	7	44%
FISCAL SYSTEMS SPEC II	10	1	10%	1	10%	2	20%
INTERNAL AUDITOR II	3		0%		0%		0%
INTERNAL AUDITOR III	1	1	100%	1	100%	1	100%
INTERNAL AUDITOR IV	3		0%		0%		0%
IT SPECIALIST	1		0%		0%		0%
MANAGEMENT ANALYST	1		0%		0%		0%
MANAGEMENT ASSISTANT	2		0%		0%		0%
OFFICE SVCS ASSISTANT	2		0%		0%		0%
PAYROLL ANALYST	2	2	100%	2	100%	2	100%
PAYROLL SUPERVISOR	1		0%		0%		0%
PR ACCOUNTANT I	2		0%		0%		0%
PR ACCOUNTANT II	8	2	25%	2	25%	3	38%
PR DEPUTY CONTROLLER	1		0%		0%		0%
SPECIAL INVESTIGATOR II	1		0%		0%		0%
SR ACCOUNTANT I	2		0%		0%	1	50%
SR ACCOUNTANT II	9	1	11%	1	11%	1	11%
SR ADMINISTRATIVE CLERK	1	1	100%	1	100%	1	100%
SR CONTR AUDIT ANALYST I	3		0%		0%		0%
SR MGMT ANALYST I	2	1	50%	1	50%	1	50%
SR MGMT ANALYST II	1	1	100%	1	100%	1	100%
SR SYSTEMS ANALYST I	1		0%		0%		0%
SR SYSTEMS ANALYST II	3	2	67%	2	67%	2	67%
SYSTEMS ANALYST	7	1	14%	1	14%	1	14%
WAREHOUSE & T/R WKR II	1	1	100%	1	100%	1	100%
TOTAL	148	24	16%	24	16%	31	21%

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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%
ASST CH LEGIS ANALYST	5	3	60%	3	60%	3	60%
CH LEGISLATIVE ANALYST	1	1	100%	1	100%	1	100%
CLERK	1		0%		0%		0%
COUNCIL AIDE I	6		0%		0%		0%
COUNCIL AIDE II	33		0%		0%		0%
COUNCIL AIDE III	100		0%		0%	1	1%
COUNCIL AIDE IV	94	1	1%	1	1%	1	1%
COUNCIL AIDE V	65	2	3%	2	3%	2	3%
COUNCIL AIDE VI	49	2	4%	4	8%	4	8%
COUNCIL AIDE VII	88	1	1%	1	1%	1	1%
COUNCIL MEMBER	13	2	15%	2	15%	2	15%
EXEC ADMIN ASST II	3	2	67%	2	67%	2	67%
LEGISLATIVE ANALYST I	10	2	20%	2	20%	2	20%
LEGISLATIVE ANALYST II	8		0%		0%		0%
LEGISLATIVE ANALYST III	6	1	17%	1	17%	1	17%
LEGISLATIVE ANALYST IV	8	1	13%	1	13%	1	13%
LEGISLATIVE ANALYST V	2	1	50%	1	50%	1	50%
MANAGEMENT ASSISTANT	8		0%		0%		0%
PHOTOGRAPHER II	2	1	50%	1	50%	1	50%
SECRETARY	1		0%		0%		0%
TOTAL	505	20	4%	22	4%	23	5%

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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 ASSISTANT	1		0%		0%		0%
ADMINISTRATIVE CLERK	6	1	17%	1	17%	2	33%
ARCHITECTURAL ASSOC II	1		0%		0%		0%
ART CENTER DIRECTOR I	5		0%		0%		0%
ART CENTER DIRECTOR II	2	1	50%	1	50%	1	50%
ART CENTER DIRECTOR III	1	1	100%	1	100%	1	100%
ART CURATOR	2		0%		0%		0%
ART INSTRUCTOR I	6		0%		0%		0%
ARTS ASSOCIATE	7		0%		0%		0%
ARTS MANAGER I	5		0%		0%	1	20%
ARTS MANAGER II	7	1	14%	1	14%	1	14%
ARTS MANAGER III	3	1	33%	1	33%	2	67%
ASST GM CULTURAL AFFAIR	1		0%		0%		0%
COMMNTY ARTS DIRECTOR	1		0%		0%		0%
DEVELPMNT & MRKTNG DIR	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
EXHIBIT PREPARATOR	1		0%		0%		0%
GALLERY ATTENDANT	1		0%		0%		0%
GENERAL MANAGER CULTURAL AFFAIRS	1		0%		0%		0%
MANAGEMENT ANALYST	2		0%		0%		0%
MANAGEMENT ASSISTANT	2		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	1		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERFORM ARTS PRG CRD I	2	1	50%	1	50%	1	50%
PERFORM ARTS PRG CRD II	1		0%		0%		0%
PR ACCOUNTANT I	1	1	100%	1	100%	1	100%
PUB INFO DIRECTOR I	1		0%		0%		0%
SR ACCOUNTANT II	1		0%		0%		0%
SR MGMT ANALYST I	2		0%		0%		0%
SR MGMT ANALYST II	1	1	100%	1	100%	1	100%
SR PROJECT COORDINATOR	1		0%		0%		0%
TOTAL	70	8	11%	8	11%	11	16%

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

DEPARTMENT ON DISABILITY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	1		0%		0%		0%
ADMINISTRATIVE CLERK	2		0%		0%		0%
ASST EXEC DIR DEPT ON DISABILITY	1		0%		0%		0%
COMNTY PROGRM ASST II	2		0%		0%		0%
EMERGNCY MGT COORD I	1		0%		0%		0%
EXEC DIR, DEPT ON DISABILITY	1		0%		0%		0%
GRAPHICS DESIGNER II	1		0%		0%		0%
MANAGEMENT ANALYST	8	1	13%	2	25%	2	25%
PR PROJECT COORDINATOR	3		0%		0%		0%
PR PUBLIC RELATIONS REP	1		0%		0%		0%
PROJECT COORDINATOR	3	2	67%	2	67%	2	67%
SR ACCOUNTANT I	1		0%		0%	1	100%
SR ADMINISTRATIVE CLERK	1		0%		0%		0%
SR MGMT ANALYST II	1		0%		0%		0%
SR PROJECT COORDINATOR	1		0%		0%		0%
TOTAL	28	3	11%	4	14%	5	18%

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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	3		0%		0%	1	33%
ACCOUNTING CLERK	5		0%	1	20%	1	20%
ACCOUNTING CLERK TRAINEE	6		0%		0%		0%
ADMIN HEARING OFCR	7		0%		0%		0%
ADMINISTRATIVE CLERK	33	1	3%	1	3%	2	6%
ASST GM TRANSPORTATION	3	1	33%	1	33%	1	33%
ASST SIGNL SYS ELECTRCN	6	1	17%	1	17%	1	17%
CEMENT FINISHER	4		0%		0%		0%
CH MANAGEMENT ANALYST	2	1	50%	1	50%	1	50%
CH OF TRANSIT PROGRAMS	1		0%		0%		0%
CH PRKG ENFORCE OPERTNS	1		0%		0%	1	100%
CH TRANSP INVESTIGATOR	1		0%		0%		0%
CIVIL ENGRG DRAFT TECH	8	5	63%	5	63%	5	63%
COMMUN INFO REP III	25		0%	2	8%	5	20%
COMMUN INFO REP TRAINEE	5		0%		0%		0%
COMNTY AFFRS ADVOCATE	1		0%		0%		0%
DATA BASE ARCHITECT	1	1	100%	1	100%	1	100%
DEPT CHIEF ACCT IV	1	1	100%	1	100%	1	100%
DIR OF SYSTEMS	1	1	100%	1	100%	1	100%
ELECTRCL CRAFT HELPER	3		0%		0%		0%
ELECTRICAL CRAFT HELPER ASST	6		0%		0%		0%
ELECTRICAL CRAFT HELPER TRAINEE	4		0%		0%		0%
EMERGNCY MGT COORD I	2		0%		0%		0%
ENVIRN AFFRS OFC	1		0%		0%		0%
EQUIP REPAIR SUPVR	1	1	100%	1	100%	1	100%
EQUIP SPECIALIST I	5	1	20%	1	20%	1	20%
EXEC ADMIN ASST II	2		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
FISCAL SYSTEMS SPEC I	1		0%		0%		0%
GEN AUTOMOTIVE SUPVR	1		0%		0%		0%
GM DEPARTMENT OF TRANSPORTATION	2		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS SPECIALIST	6		0%		0%		0%
GRAPHICS DESIGNER II	2	1	50%	1	50%	1	50%
IT SPECIALIST	1		0%		0%		0%
MAINTENANCE ASST	6		0%		0%		0%
MAINTENANCE LABORER	34	3	9%	4	12%	4	12%
MANAGEMENT ANALYST	24	5	21%	6	25%	7	29%
MANAGEMENT ANALYST I	1		0%		0%	1	100%
MANAGEMENT ASSISTANT	6		0%		0%		0%
MECH REPAIRER	3		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	4		0%		0%		0%
PAINTER	1		0%		0%	1	100%
PARKG MTR TECH SPV I	5	2	40%	2	40%	2	40%
PARKG MTR TECH SPV II	1	1	100%	1	100%	1	100%
PARKING ENFORCE MGR II	2	1	50%	1	50%	1	50%
PARKING MTR TECHNICIAN	16	5	31%	6	38%	7	44%
PAYROLL SUPERVISOR	1		0%		0%		0%
PR ACCOUNTANT II	3		0%		0%		0%
PR PROJECT COORDINATOR	1		0%		0%		0%
PR TRANSP ENGINEER	6	2	33%	3	50%	5	83%

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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 #	%
PROJECT ASSISTANT	1	1	100%	1	100%	1	100%
PUB INFO DIRECTOR II	1		0%		0%		0%
RISK MANAGER II	1	1	100%	1	100%	1	100%
SIGN PAINTER	1		0%		0%		0%
SIGN SHOP SUPERVISOR	1	1	100%	1	100%	1	100%
SIGNAL SYS SUPT	1		0%		0%		0%
SIGNAL SYSTEM ELECTRCN	72	9	13%	11	15%	14	19%
SIGNAL SYSTEM SUPVR I	11	4	36%	4	36%	5	45%
SIGNAL SYSTEM SUPVR II	3	1	33%	1	33%	1	33%
SR ACCOUNTANT I	2		0%		0%		0%
SR ACCOUNTANT II	8	1	13%	1	13%	2	25%
SR ADMINISTRATIVE CLERK	24	5	21%	6	25%	8	33%
SR CIVIL ENGR DRAFT TEC	2		0%		0%		0%
SR COMMUN OPERATOR II	3		0%		0%		0%
SR MGMT ANALYST I	17	2	12%	3	18%	3	18%
SR MGMT ANALYST II	6	1	17%	1	17%	1	17%
SR STOREKEEPER	2		0%		0%		0%
SR SYSTEMS ANALYST I	2		0%		0%		0%
SR SYSTEMS ANALYST II	3		0%		0%	2	67%
SR TRAFFIC SUPV I	65	13	20%	15	23%	18	28%
SR TRAFFIC SUPV II	13	6	46%	6	46%	6	46%
SR TRAFFIC SUPV III	4	4	100%	4	100%	4	100%
SR TRANSP ENGINEER	17	7	41%	7	41%	7	41%
SR TRANSP INVESTIGATOR	6	2	33%	2	33%	2	33%
STOREKEEPER I	2		0%		0%		0%
SUPVSG TRANS PLANNR I	17	1	6%	2	12%	4	24%
SUPVSG TRANS PLANNR II	4		0%	1	25%	1	25%
SYSTEMS ANALYST	6		0%		0%		0%
TAXICAB ADMINISTRATOR	1		0%		0%		0%
TRAF MARK/SIGN SUPT I	6	3	50%	3	50%	3	50%
TRAF MARK/SIGN SUPT II	3	2	67%	2	67%	2	67%
TRAF MARK/SIGN SUPT III	1		0%		0%		0%
TRAF OFFICER I	31		0%		0%		0%
TRAF OFFICER II	530	49	9%	55	10%	66	12%
TRAF PAINT SIGN POST I	9		0%		0%		0%
TRAF PAINT SIGN POST II	26	5	19%	6	23%	7	27%
TRAF PNT SIGN POST III	12	2	17%	2	17%	2	17%
TRANSITIONAL WORKER	1	1	100%	1	100%	1	100%
TRANSP ENGINEER	47	7	15%	8	17%	14	30%
TRANSP ENGRG AIDE I	9	4	44%	4	44%	6	67%
TRANSP ENGRG AIDE II	6	3	50%	3	50%	4	67%
TRANSP ENGRG ASSC I	67		0%		0%		0%
TRANSP ENGRG ASSC II	80	9	11%	9	11%	12	15%
TRANSP ENGRG ASSC III	51	11	22%	12	24%	13	25%
TRANSP ENGRG ASSC IV	7	1	14%	1	14%	2	29%
TRANSP INVESTIGATOR	10	1	10%	1	10%	1	10%
TRANSP PLANNING ASSC I	2		0%		0%		0%
TRANSP PLANNING ASSC II	36	3	8%	3	8%	3	8%
VOCATIONAL WORKER MAINT LABORER	24	1	4%	1	4%	1	4%
TOTAL	1520	196	13%	220	14%	272	18%

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

EL PUEBLO - LA HISTORICAL MONUMENT		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	1		0%		0%		0%
ASST GM EL PUEBLO HIST	1	1	0%	1	0%	1	0%
GM EL PUEBLO HISTORICAL MONUMENT	1		100%		100%		100%
MANAGEMENT ASSISTANT	2		0%		0%		0%
PR PUBLIC RELATIONS REP	1		0%		0%		0%
SR ACCOUNTANT II	1		0%		0%		0%
SR MGMT ANALYST I	1		0%		0%		0%
TOTAL	9	1	11%	1	11%	1	11%

EMERGENCY MANAGEMENT DEPT.		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 EMERG PREP DEPT	1		0%		0%		0%
EMERGENCY MGT COORD I	16	2	13%	2	13%	2	13%
EMERGENCY MGT COORD II	4		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
GM EMERGENCY MANAGEMENT DEPARTMENT	1	1	100%	1	100%	1	100%
PR PROJECT COORDINATOR	1		0%		0%		0%
PUB RELATIONS SPEC II	1		0%		0%		0%
SR MGMT ANALYST II	1	1	100%	1	100%	1	100%
SR PROJECT COORDINATOR	2		0%		0%		0%
TOTAL	29	5	17%	5	17%	5	17%

EMPLOYEE RELATIONS BOARD		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
COMMISSION EXEC ASST I	1	1	100%	1	100%	1	100%
EXEC DIR EMPL REL BOARD	1	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
TOTAL	3	1	33%	1	33%	1	33%

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 DIRECTOR CITY ETH COMM	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%
SPECIAL INVESTIGATOR I	5		0%		0%		0%
SPECIAL INVESTIGATOR II	4		0%		0%		0%
SR AUDITOR	2	1	50%	1	50%	1	50%
SR MGMT ANALYST I	6		0%		0%		0%
TOTAL	43	2	5%	2	5%	2	5%

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

ECONOMIC WORKFORCE DEV DEPT JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	3		0%		0%		0%
ACCOUNTING CLERK	5	1	20%	1	20%	1	20%
ADMINISTRATIVE CLERK	8	2	25%	2	25%	2	25%
ASST CH GRANTS ADMINSTR	3		0%		0%		0%
ASST GM EWDD	2		0%		0%		0%
AUDITOR II	2		0%		0%		0%
CH GRANTS ADMINISTRATOR	1		0%		0%		0%
CH MANAGEMENT ANALYST	1		0%		0%		0%
COMMISSION EXEC ASST II	1	1	100%	1	100%	1	100%
COMNTY PROGRAM ASST III	1		0%		0%		0%
DEPT CHIEF ACCT III	1		0%		0%		0%
FISCAL SYSTEMS SPEC II	1		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS SPECIALIST	1		0%		0%		0%
GM EWDD	1		0%		0%		0%
INDUST COMRCL FIN OFRI	3		0%		0%		0%
INDUST COMRCL FIN OFRII	1		0%		0%		0%
INTERNAL AUDITOR III	1		0%		0%		0%
MANAGEMENT ANALYST	11	1	9%	1	9%	2	18%
MANAGEMENT ASSISTANT	11		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	3		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PR ACCOUNTANT I	1	1	100%	1	100%	1	100%
PR PROJECT COORDINATOR	2		0%		0%		0%
PROJECT ASSISTANT	2		0%		0%		0%
PROJECT COORDINATOR	7		0%		0%		0%
PROPERTY MANAGER II	1		0%		0%		0%
REHAB CONSTR SPEC III	1		0%		0%		0%
SECRETARY	1		0%		0%	1	100%
SR ACCOUNTANT I	1		0%		0%		0%
SR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SR ADMINISTRATIVE CLERK	1		0%		0%		0%
SR AUDITOR	3	1	33%	1	33%	1	33%
SR MGMT ANALYST I	4		0%		0%		0%
SR MGMT ANALYST II	3		0%		0%		0%
SR PROJECT ASSISTANT	15	1	7%	1	7%	2	13%
SR PROJECT COORDINATOR	11	2	18%	2	18%	2	18%
SR REAL ESTATE OFFICER	1		0%		0%		0%
SR SYSTEMS ANALYST II	1		0%		0%		0%
SYSTEMS ANALYST	3		0%	1	33%	1	33%
SYSTEMS PROGRAMMER II	1	1	100%	1	100%	1	100%
TOTAL	122	12	10%	13	11%	16	13%

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

OFFICE OF FINANCE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	4		0%		0%		0%
ACCOUNTING CLERK	16	4	25%	4	25%	4	25%
ADMINISTRATIVE CLERK	8		0%		0%		0%
ASST DIR OF FINANCE	2		0%		0%		0%
CH INVESTMENT OFCR	1	1	100%	1	100%	1	100%
CHIEF TAX COMPLIANCE OFFICER I	3		0%		0%		0%
CHIEF TAX COMPLIANCE OFFICER II	3		0%		0%		0%
CUST SERV SPECIALIST I	36	5	14%	5	14%	5	14%
CUST SERV SPECIALIST II	6		0%		0%		0%
DEPT CHIEF ACCT III	1		0%	1	100%	1	100%
DIR CASH MGMT SERVICES	1	1	100%	1	100%	1	100%
DIR OF FINANCE	1		0%		0%		0%
DIR OF SYSTEMS	1		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
FINANCIAL MANAGER I	1		0%		0%		0%
FISCAL SYSTEMS SPEC I	3	1	33%	1	33%	1	33%
IT SPECIALIST	3		0%		0%		0%
MANAGEMENT ANALYST	6	2	33%	2	33%	2	33%
OFFICE SVCS ASSISTANT	3		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	1		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%		0%
PR ACCOUNTANT II	1		0%		0%		0%
PR CLERK	5	1	20%	1	20%	1	20%
PR TAX AUDITOR	3	1	33%	1	33%	1	33%
PR TAX COMPLIANCE OFCR	8		0%	1	13%	1	13%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROGRAMMER/ANALYST V	2		0%		0%		0%
REVENUE MANAGER	1		0%		0%		0%
SR ACCOUNTANT II	3		0%		0%	1	33%
SR ADMINISTRATIVE CLERK	8	3	38%	3	38%	3	38%
SR MGMT ANALYST I	4		0%		0%		0%
SR MGMT ANALYST II	4	1	25%	1	25%	1	25%
SR SYSTEMS ANALYST I	2		0%		0%		0%
SR SYSTEMS ANALYST II	2		0%	1	50%	1	50%
SR TAX AUDITOR	20	3	15%	4	20%	4	20%
SYSTEMS ANALYST	3	1	33%	1	33%	1	33%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
SYSTEMS PROGRAMMER II	2		0%		0%		0%
SYSTEMS PROGRAMMER III	1		0%		0%		0%
TAX AUDITOR I	13		0%		0%		0%
TAX AUDITOR II	45	3	7%	4	9%	6	13%
TAX COMPLNCE AIDE	5		0%		0%		0%
TAX COMPLNCE OFCR II	32	5	16%	5	16%	5	16%
TAX COMPLNCE OFCR III	17	1	6%	2	12%	3	18%
TAX COMPLNCE OFFCR I	11		0%		0%		0%
TAX RENEWAL ASST II	1		0%		0%		0%
TREASURY ACCOUNTANT	6	1	17%	1	17%	1	17%
TOTAL	309	37	12%	43	14%	47	15%

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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 #	%
ACCOUNTANT	3		0%		0%		0%
ACCOUNTING CLERK	16	3	19%	4	25%	4	25%
ADMINISTRATIVE CLERK	28	3	11%	3	11%	3	11%
AUTO BODY BLDR/REPAIRER	5	2	40%	2	40%	2	40%
AUTO PAINTER	3	2	67%	2	67%	2	67%
AUTOMOTIVE SUPERVISOR	1		0%		0%		0%
CARPENTER	1		0%		0%		0%
CH INFORMATION OFFICER	1		0%		0%		0%
CH MANAGEMENT ANALYST	1	1	100%	1	100%	1	100%
COMMISSION EXEC ASST II	1	1	100%	1	100%	1	100%
COMMUN ELECTRICIAN	7	2	29%	2	29%	2	29%
DATA BASE ARCHITECT	2		0%		0%		0%
DELIVERY DRIVER II	1	1	100%	1	100%	1	100%
DEPT CHIEF ACCT III	1		0%		0%		0%
EMER MED SERV EDUCATOR	4		0%		0%		0%
EMS ADVANCED PROVIDER	4		0%		0%		0%
EMS ADVANCED PROVIDER SUPERVISOR	1		0%		0%		0%
ENGRG GEOLGST ASSOC IV	1	1	100%	1	100%	1	100%
EQUIP REPAIR SUPVR	5	1	20%	1	20%	1	20%
EQUIP SPECIALIST II	1	1	100%	1	100%	1	100%
EQUIPMNT MECHANIC	19	3	16%	3	16%	4	21%
EQUIPMNT SUPERINTENDENT	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST II	3	1	33%	1	33%	1	33%
EXEC ADMIN ASST III	1		0%		0%		0%
FIRE ADMINISTRATOR	1		0%		0%		0%
FIRE PROT ENGINEER	1		0%		0%		0%
FIRE PROT ENGR ASSC I	1		0%		0%		0%
FIRE PROT ENGR ASSC II	4		0%		0%		0%
FIRE PROT ENGR ASSC IV	6		0%		0%		0%
FIRE PSYCHOLOGIST	2		0%		0%		0%
FIRE SPECIAL INVESTIGATOR	12	2	17%	2	17%	3	25%
FIREFIGHTER III	3		0%	1	33%	2	67%
FISCAL SYSTEMS SPEC I	1		0%		0%		0%
FISCAL SYSTEMS SPEC II	1	1	100%	1	100%	1	100%
GARAGE ATTENDANT	2		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS SPECIALIST	4	1	25%	1	25%	1	25%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR I	1		0%		0%		0%
HAZARDOUS MATERIALS SPECIALIST	1		0%		0%		0%
HAZARDOUS MATERIALS SUPERVISOR	1		0%		0%		0%
HEAVY DUTY EQUIP MECH	28	3	11%	4	14%	4	14%
INDEP ASSESSOR FIRE COMM	1		0%		0%		0%
INDUSTRIAL HYGIENIST	1		0%		0%		0%
INFO SYSTEM MGR II	1	1	100%	1	100%	1	100%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ANALYST	15	4	27%	4	27%	4	27%
MANAGEMENT ASSISTANT	3		0%		0%		0%
MECH HELPER	5		0%		0%		0%
MECH REPAIRER	2		0%		0%	1	50%
OFFICE SVCS ASSISTANT	1		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	5		0%		0%		0%

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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 #	%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERS RECORDS SUPV	1		0%		0%		0%
PERSONNEL ANALYST	2		0%		0%		0%
PERSONNEL DIR II	1		0%	1	100%	1	100%
PHARMACIST I	1		0%		0%		0%
PHOTOGRAPHER II	1		0%		0%		0%
PR ACCOUNTANT II	1		0%		0%		0%
PR CLERK	1		0%		0%		0%
PROGRAMMER/ANALYST IV	8	1	13%	1	13%	1	13%
PROGRAMMER/ANALYST V	3		0%		0%		0%
PUBLIC SAFETY EMPLOYEE REL MGR	1		0%		0%		0%
PUBLIC SAFETY RISK MANAGER	1		0%		0%		0%
RISK MGT/PREV PROG MGR	1		0%		0%		0%
RISK MGT/PREV PROG SPEC	2	1	50%	2	100%	2	100%
SECRETARY	14	2	14%	2	14%	2	14%
SR ACCOUNTANT I	1		0%		0%		0%
SR ACCOUNTANT II	2	1	50%	1	50%	1	50%
SR ADMINISTRATIVE CLERK	23	6	26%	6	26%	8	35%
SR AUDITOR	1		0%		0%		0%
SR AUTOMOTIVE SUPVR	1		0%		0%		0%
SR CARPENTER	1	1	100%	1	100%	1	100%
SR COMMUN ELECTRICIAN	4	1	25%	1	25%	1	25%
SR EQUIPMENT MECHANIC	1		0%		0%		0%
SR FIRE PROT ENGINEER	1	1	100%	1	100%	1	100%
SR FIRE STATISTICAL ANALYST	1		0%		0%		0%
SR HVY DUTY EQUIP MECH	2		0%		0%		0%
SR MGMT ANALYST I	13	5	38%	5	38%	5	38%
SR MGMT ANALYST II	3	1	33%	1	33%	1	33%
SR PERSONNEL ANALYST I	4	1	25%	2	50%	2	50%
SR PROJECT COORDINATOR	3		0%		0%		0%
SR STOREKEEPER	1		0%		0%		0%
SR SYSTEMS ANALYST I	2		0%		0%	1	50%
SR SYSTEMS ANALYST II	4	1	25%	3	75%	3	75%
STOREKEEPER II	3		0%		0%		0%
SYSTEMS ANALYST	6	1	17%	1	17%	1	17%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
SYSTEMS PROGRAMMER II	5	1	20%	1	20%	1	20%
SYSTEMS PROGRAMMER III	1	1	100%	1	100%	1	100%
TEMPORARY PARAMEDIC	2		0%		0%		0%
TIRE REPAIRER	1	1	100%	1	100%	1	100%
WAREHOUSE & T/R WKR I	1		0%		0%		0%
TOTAL	342	61	18%	69	20%	76	22%

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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	13	2	15%	2	15%	2	15%
ACCOUNTING CLERK	10		0%		0%		0%
ACCOUNTING CLERK TRAINEE	2		0%		0%		0%
ADMINISTRATIVE CLERK	20	2	10%	3	15%	3	15%
AIR COND MECH SUPVR	6	1	17%	3	50%	3	50%
AIR COND MECHANIC	13	1	8%	1	8%	1	8%
ASST GM GEN SVCS DEPT	4	2	50%	2	50%	2	50%
AUDITOR I	1	1	100%	1	100%	1	100%
AUTO BODY BLDR/REPAIRER	6	1	17%	1	17%	1	17%
AUTO BODY REPR SUPVR II	1		0%		0%		0%
AUTO PAINTER	3	1	33%	1	33%	1	33%
AUTOMOTIVE DISPATCHER I	1		0%		0%		0%
AUTOMOTIVE SUPERVISOR	17	3	18%	3	18%	5	29%
BINDERY EQUIPMT OPER I	3	1	33%	1	33%	2	67%
BINDERY WORKER	1	1	100%	1	100%	1	100%
BUILD CON & MT GN SUPI	1		0%		0%		0%
BUILD CON & MT GN SUPII	2		0%		0%	2	100%
BUILD CON & MT SUPT	6	1	17%	1	17%	1	17%
BUILD MAINT DIST SUPVR	11	3	27%	3	27%	4	36%
BUILD OPERATING ENGR	6		0%		0%		0%
BUILD REPAIRER SUPVR	5		0%		0%	1	20%
BUILDING REPAIRER I	1		0%		0%		0%
CABINET MAKER	1	1	100%	1	100%	1	100%
CARPENTER	7	3	43%	3	43%	3	43%
CARPENTER SUPVR	1		0%		0%		0%
CH BUILD OPERATING ENGR	1		0%		0%		0%
CH CUSTODIAN SUPVR I	1	1	100%	1	100%	1	100%
CH CUSTODIAN SUPVR II	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	4	1	25%	1	25%	3	75%
CHEMIST II	3		0%		0%		0%
CONSTR & MAINT SUPV II	6	2	33%	2	33%	3	50%
CONSTR EQUIP SERV WORKR	2		0%		0%	1	50%
CONSTR ESTIMATOR	4		0%		0%		0%
CUSTODIAL SVCS ASST	32		0%		0%		0%
CUSTODIAN	153	49	32%	52	34%	61	40%
CUSTODIAN SUPERVISOR	18	2	11%	3	17%	3	17%
DATA BASE ARCHITECT	1		0%		0%		0%
DELIVERY DRIVER I	12	2	17%	2	17%	2	17%
DELIVERY DRIVER III	1	1	100%	1	100%	1	100%
DEPT CHIEF ACCT III	1	1	100%	1	100%	1	100%
DIR OF FLEET SERVICES	1	1	100%	1	100%	1	100%
DIR OF MATL TESTNG SVCS	1	1	100%	1	100%	1	100%
DIR OF PRINTING SVCS	1		0%		0%	1	100%
DRILL RIG OPERATOR	3	1	33%	1	33%	1	33%
DUP MACH OPERATOR	6		0%		0%		0%
ELECTRCL CRAFT HELPER	6		0%		0%		0%
ELECTRICIAN	19	2	11%	2	11%	2	11%
ELECTRICIAN SUPV	7		0%	1	14%	1	14%
ELEVATOR MECHANIC	8	2	25%	2	25%	2	25%
ELEVATOR MECHANIC HLPR	3	1	33%	1	33%	1	33%
ELEVATOR REPAIR SUPV I	1		0%		0%		0%
ELEVATOR REPAIR SUPV II	1		0%		0%		0%

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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 #	%
ELEVATOR REPAIR SUPV I	1		0%		0%		0%
ELEVATOR REPAIR SUPV II	1		0%		0%		0%
EMERGENCY MGT COORD II	1		0%		0%		0%
EQUIP REPAIR SUPVR	3		0%		0%		0%
EQUIP SPECIALIST I	4		0%		0%		0%
EQUIP SPECIALIST II	2		0%		0%		0%
EQUIPMNT MECHANIC	184	27	15%	33	18%	38	21%
EQUIPMNT OPERATOR	1	1	100%	1	100%	1	100%
EQUIPMNT SUPERINTENDENT	3	1	33%	1	33%	2	67%
EVENT ATTENDANT	1		0%		0%		0%
EXEC ADMIN ASST II	4		0%		0%	1	25%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
GARAGE ATTENDANT	28	4	14%	5	18%	5	18%
GARDENER CARETAKER	2		0%		0%		0%
GEN AUTOMOTIVE SUPVR	2		0%		0%		0%
GM DEPARTMENT OF GENERAL SERVICES	1	1	100%	1	100%	1	100%
HEAD CUSTODIAN SUPVR	7	1	14%	4	57%	4	57%
HEAVY DUTY EQUIP MECH	69	8	12%	8	12%	9	13%
HELICOPTER MECH	30	5	17%	6	20%	7	23%
HELICOPTER MECH SUPV I	6		0%	1	17%	1	17%
HELICOPTER MECH SUPV II	2	1	50%	1	50%	1	50%
LABOR SUPERVISOR	1	1	100%	1	100%	1	100%
LOCKSMITH	4	1	25%	1	25%	1	25%
MACHINIST	2	2	100%	2	100%	2	100%
MAINT & CONSTR HELPER	2		0%		0%		0%
MAINTENANCE LABORER	9	2	22%	2	22%	2	22%
MANAGEMENT ANALYST	22	4	18%	4	18%	4	18%
MANAGEMENT ASSISTANT	9		0%		0%		0%
MATL TST ENGINEER I	1	1	100%	1	100%	1	100%
MATL TST ENGINEER II	1		0%		0%		0%
MATL TST ENGRG ASSC I	6		0%		0%		0%
MATL TST ENGRG ASSC II	13	7	54%	7	54%	7	54%
MATL TST ENGRG ASSC III	4		0%		0%		0%
MATL TST ENGRG ASSC IV	2		0%		0%		0%
MATL TST TECHNICIAN II	34	4	12%	4	12%	4	12%
MECH HELPER	4		0%		0%		0%
MECH REPAIRER	1		0%		0%		0%
MESSENGER CLERK	2	1	50%	1	50%	1	50%
OFFICE SVCS ASSISTANT	4		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	3		0%		0%		0%
PAINTER	3		0%		0%	1	33%
PAINTER SUPVR	1	1	100%	1	100%	1	100%
PARKING ATTENDANT I	18	6	33%	7	39%	7	39%
PARKING ATTENDANT II	9	4	44%	4	44%	5	56%
PARKING MANAGER I	2	1	50%	1	50%	1	50%
PARKING SERVICES SUPV	1		0%		0%	1	100%
PAYROLL SUPERVISOR	1		0%		0%		0%
PLUMBER	13	2	15%	3	23%	3	23%
PLUMBER SUPERVISOR	6	3	50%	3	50%	3	50%
PR ACCOUNTANT II	2		0%		0%		0%
PR CLERK	2	2	100%	2	100%	2	100%
PR STOREKEEPER	6	1	17%	1	17%	1	17%

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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	2	100%	2	100%	2	100%
ACCOUNTING CLERK	11	1	9%	1	9%	1	9%
ACCOUNTING CLERK TRAINEE	2		0%		0%		0%
ACCOUNTING REC SUPVR II	1		0%		0%		0%
ADMIN INTERN	1		0%		0%		0%
ADMINISTRATIVE CLERK	8		0%		0%		0%
AIR COND MECH SUPVR II	1		0%		0%		0%
AIR COND MECHANIC	4	2	50%	2	50%	3	75%
ARCHITECT	1		0%		0%		0%
ARCHITECTURAL ASSOC I	1		0%		0%		0%
ARCHTRL DRAFT TECH	1		0%		0%		0%
AUDIO VISUAL TECH	2		0%		0%		0%
BOAT CAPTAIN I	1		0%		0%		0%
BOAT CAPTAIN I - HARBOR	4	1	25%	1	25%	1	25%
BOAT CAPTAIN II	1		0%		0%		0%
BUILD ELECTRCL ENGR I	1		0%		0%		0%
BUILD ELECTRCL ENGR II	1		0%		0%		0%
BUILD OPERATING ENGR	4	1	25%	1	25%	2	50%
CARPENTER	6		0%	1	17%	1	17%
CARPENTER SUPVR	1	1	100%	1	100%	1	100%
CH BUILD OPERATNG ENGR	1		0%		0%		0%
CH CLERK	2		0%		0%		0%
CH CONSTR INSPECTOR	1	1	100%	1	100%	1	100%
CH HARBOR ENGINEER	1	1	100%	1	100%	1	100%
CH INFORMATION SECURITY OFC	1		0%		0%		0%
CH MANAGEMENT ANALYST	3		0%		0%		0%
CH PORT PILOT II	2	2	100%	2	100%	2	100%
CIVIL ENGINEER	13	1	8%	1	8%	1	8%
CIVIL ENGRG ASSOC I	5		0%		0%		0%
CIVIL ENGRG ASSOC II	9	1	11%	1	11%	1	11%
CIVIL ENGRG ASSOC III	8	2	25%	2	25%	2	25%
CIVIL ENGRG ASSOC IV	7	4	57%	4	57%	4	57%
COMMISSION EXEC ASST II	1		0%		0%		0%
COMMUN INFO REP III	7		0%		0%		0%
COMNTY AFFRS ADVOCATE	1	1	100%	1	100%	1	100%
CONSTR & MAINT SUPV I	1	1	100%	1	100%	1	100%
CONSTR & MAINT SUPV II	2	1	50%	1	50%	1	50%
CONSTR ESTIMATOR	1		0%		0%		0%
CONSTR INSPECTOR	2		0%		0%		0%
CUSTODIAL SVCS ASST	4		0%		0%		0%
CUSTODIAN - HARBOR	10	3	30%	5	50%	5	50%
DATA BASE ARCHITECT	2		0%		0%		0%
DECK HAND	1		0%		0%		0%
DECK HAND - HARBOR	4		0%		0%		0%
DELIVERY DRIVER II	1		0%		0%		0%
DELIVERY DRIVER III	1		0%		0%		0%
DEPARTMENTAL AUDIT MGR	1	1	100%	1	100%	1	100%
DEPT CHIEF ACCT IV	1		0%		0%		0%
DIR OF PORT CON & MT I	1		0%		0%		0%
DIR OF PORT CON & MT II	1		0%		0%		0%

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

HARBOR		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
DIR OF PORT MRKTNG I	1		0%		0%		0%
DIR OF PORT MRKTNG II	1	1	100%	1	100%	1	100%
DIR OF PORT OPERATIONS	1	1	100%	1	100%	1	100%
DUP MACH OPERATOR	1		0%		0%		0%
ELECTRCL CRAFT HELPER	2		0%		0%		0%
ELECTRCL ENGRG ASSC I	2		0%		0%		0%
ELECTRCL ENGRG ASSC II	1		0%		0%		0%
ELECTRCL ENGRG ASSC III	1		0%		0%		0%
ELECTRCL INSPECTOR	1		0%		0%		0%
ELECTRICIAN	2	1	50%	1	50%	1	50%
ELEVATOR MECHANIC	2		0%		0%		0%
EMERGENCY MGT COORD I	2		0%		0%		0%
ENVIRN AFFRS OFC	1		0%	1	100%	1	100%
ENVIRONMENTAL SPEC II	1		0%		0%		0%
ENVIRONMENTAL SPEC III	7	1	14%	1	14%	1	14%
EQUIP REPAIR SUPVR	1		0%		0%		0%
EQUIP SPECIALIST II	1		0%		0%		0%
EQUIPMENT MECHANIC- HARBOR	5		0%		0%		0%
EQUIPMNT OPERATOR	2	1	50%	1	50%	1	50%
EQUIPMNT SUPERVISOR	1		0%		0%		0%
EXEC ADMIN ASST II	3		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
FIELD ENGINEER AIDE	2		0%		0%		0%
FINANCIAL ANALYST II	2		0%		0%		0%
FINANCIAL MANAGER I	4	1	25%	1	25%	1	25%
FIRST DEPUTY GM HARBOR	4	2	50%	2	50%	2	50%
FISCAL SYSTEMS SPEC I	1		0%		0%		0%
FISCAL SYSTEMS SPEC II	1	1	100%	1	100%	1	100%
GARAGE ATTENDANT	2		0%		0%		0%
GARDENER CARETAKER	24	7	29%	7	29%	8	33%
GENERAL MANAGER HARBOR DEPARTMENT	1		0%		0%	1	100%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR I	1		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR II	1		0%		0%		0%
GRAPHICS DESIGNER III	2		0%		0%		0%
GRAPHICS SUPERVISOR I	1		0%		0%		0%
GRAPHICS SUPERVISOR II	1		0%		0%		0%
HARBOR ENGINEER I	9	2	22%	2	22%	5	56%
HARBOR ENGINEER II	4	3	75%	3	75%	3	75%
HARBOR PLAN/RESCH DR I	1		0%		0%		0%
HARBOR PLAN/RESCH DR II	2		0%		0%		0%
HARBOR PLN/ECON ANAL II	3	1	33%	1	33%	1	33%
HARBOR PUB&COMM REL DIR	1		0%		0%		0%
HEAVY DUTY EQUIP MECH	9	1	11%	2	22%	2	22%
HEAVY DUTY TRUCK OPER	2		0%		0%		0%
INFO SYS OPER MGR I	1	1	100%	1	100%	1	100%
INFO SYS OPER MGR II	1	1	100%	1	100%	1	100%
INFO SYSTEM MGR I	1		0%		0%		0%
INFO SYSTEM MGR II	1		0%		0%		0%
INTERNAL AUDITOR III	1		0%		0%		0%
IRRIGATION SPECIALIST	1		0%		0%		0%

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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 #	%
LAND SURVEYING ASST	4	2	50%	2	50%	2	50%
LANDSCAPE ARCH I	1		0%		0%		0%
LEGISLATIVE REP	2		0%		0%		0%
LOCKSMITH	1		0%		0%		0%
MACHINIST - HARBOR	2		0%		0%		0%
MACHINIST SUPERVISOR	1	1	100%	1	100%	1	100%
MAINT & CONSTR HELPER	10	1	10%	1	10%	1	10%
MAINTENANCE LABORER	18	2	11%	2	11%	2	11%
MAINTENANCE LABORER ASSISTANT	1		0%		0%		0%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ANALYST	28	3	11%	5	18%	7	25%
MANAGEMENT ASSISTANT	5		0%		0%		0%
MARINE ENVIRON MGR I	2		0%		0%		0%
MARINE ENVRNMTL SUPVR	5		0%		0%	1	20%
MASONRY WORKER	1		0%		0%	1	100%
MATL TST ENGRG ASSC IV	1		0%		0%		0%
MATL TST TECHNICIAN II	3		0%		0%		0%
MECH ENGRG ASSC I	1		0%		0%		0%
MECH ENGRG ASSC III	2		0%		0%		0%
MECH ENGRG DRAFTG TECH	1		0%		0%		0%
MECH REPAIR GEN SUPVR	1	1	100%	1	100%	1	100%
MECH REPAIRER	1		0%		0%		0%
MOTOR SWEEPER OPERATOR	1		0%		0%		0%
OFFICE SVCS ASSISTANT	2		0%		0%		0%
PAINTER II	4	1	25%	1	25%	1	25%
PAINTER SUPVR II HARBOR	1		0%		0%		0%
PARK MAINT SUPVR	3	1	33%	1	33%	1	33%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERS RECORDS SUPV	1		0%		0%		0%
PERSONNEL ANALYST	2		0%		0%		0%
PERSONNEL DIR III	1		0%		0%		0%
PILE DRIVER SUPERVISOR	1		0%		0%	1	100%
PILE DRIVER WORKER I	8		0%	1	13%	1	13%
PILE DRIVER WORKER II	1		0%		0%		0%
PLANNING ASSISTANT	4		0%		0%		0%
PLUMBER	7	2	29%	2	29%	2	29%
PLUMBER SUPERVISOR	1		0%		0%		0%
PORT ELECTRICAL MECH SUPV	3	1	33%	1	33%	2	67%
PORT ELECTRICAL MECHANIC	16	4	25%	6	38%	6	38%
PORT MAINTENANCE SUPV	3		0%		0%		0%
PORT MARKETING MANAGER	2	1	50%	1	50%	1	50%
PORT PILOT I	2		0%		0%		0%
PORT PILOT II	11	1	9%	1	9%	1	9%
PORT POLICE OFFICER II	1	1	100%	1	100%	1	100%
PORT POLICE OFFICER III	4		0%		0%	1	25%
PORT POLICE SERGEANT	2	1	50%	2	100%	2	100%
PORT WARDEN I	1		0%		0%		0%
PR ACCOUNTANT I	1		0%		0%		0%
PR ACCOUNTANT II	3		0%		0%	1	33%
PR CIVIL ENGR DRAF TEC	1		0%		0%		0%

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

HARBOR		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PR CLERK	7	1	14%	1	14%	2	29%
PR CONSTR INSPECTOR	3	2	67%	2	67%	2	67%
PR PUBLIC RELATIONS REP	3		0%	1	33%	1	33%
PR 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 I	1		0%		0%		0%
PROPERTY MANAGER III	3		0%		0%		0%
PROPERTY MANAGER IV	1		0%		0%		0%
PUB INFO DIRECTOR I	1	1	100%	1	100%	1	100%
PUB INFO DIRECTOR II	1		0%		0%		0%
REAL ESTATE ASSOC II	1		0%		0%		0%
REAL ESTATE OFCR - HARBOR	3		0%		0%		0%
REAL ESTATE TRAINEE	1		0%		0%		0%
RISK & INSURANCE ASST	1		0%		0%		0%
RISK MANAGER I	1		0%		0%		0%
RISK MANAGER II	1		0%		0%		0%
RISK MANAGER III	1		0%		0%		0%
ROOFER	7	3	43%	3	43%	3	43%
ROOFER SUPVR	1		0%		0%		0%
SAFETY ENGINEER	1		0%		0%		0%
SECOND DEPUTY GM HARBOR	2		0%		0%		0%
SECRETARY	6		0%		0%		0%
SECURITY OFFICER	32	4	13%	4	13%	4	13%
SENIOR PORT ELECTRICAL MECHANIC	4	3	75%	3	75%	4	100%
SHEET METAL WORKER	1		0%		0%		0%
SHIP CARPENTER	3	2	67%	2	67%	2	67%
SR ACCOUNTANT I	3		0%		0%		0%
SR ACCOUNTANT II	3	1	33%	1	33%	1	33%
SR ADMINISTRATIVE CLERK	33	4	12%	4	12%	4	12%
SR ADMINISTRATIVE CLERK III	4	1	25%	1	25%	2	50%
SR ARCHITECT	1		0%		0%		0%
SR ARCHITECT DRAFT TECH	1		0%		0%		0%
SR AUTOMOTIVE SUPVR	1		0%		0%		0%
SR CARPENTER	2	1	50%	1	50%	1	50%
SR CIVIL ENGINEER	9	1	11%	1	11%	1	11%
SR CIVIL ENGR DRAFT TEC	2		0%		0%		0%
SR COMMUN ENGINEER	2	1	50%	2	100%	2	100%
SR CONSTR INSPECTOR	8	2	25%	2	25%	2	25%
SR DUP MACHINE OPERATOR	1	1	100%	1	100%	1	100%
SR ELECTR ENGR DRFT TEC	1	1	100%	1	100%	1	100%
SR ELECTRCL INSPECTOR	1		0%		0%		0%
SR ELECTRICIAN	3		0%		0%		0%
SR GARDENER	2		0%		0%		0%
SR HVY DUTY EQUIP MECH	2		0%		0%		0%
SR MGMT ANALYST I	21	3	14%	3	14%	3	14%
SR MGMT ANALYST II	11	2	18%	2	18%	2	18%
SR PAINTER II	1		0%		0%		0%

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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 #	%
SR PERSONNEL ANALYST I	2		0%		0%		0%
SR PERSONNEL ANALYST II	1		0%		0%		0%
SR PLUMBER	3	1	33%	1	33%	1	33%
SR PROJECT COORDINATOR	1		0%		0%		0%
SR REAL ESTATE OFFICER	3	1	33%	1	33%	1	33%
SR ROOFER	2		0%	1	50%	1	50%
SR SECURITY OFFICER	6	3	50%	3	50%	3	50%
SR STOREKEEPER	1	1	100%	1	100%	1	100%
SR STRUCTURAL ENGINEER	1	1	100%	1	100%	1	100%
SR SURVEY SUPERVISOR	1		0%		0%		0%
SR SYSTEMS ANALYST I	2	1	50%	1	50%	1	50%
SR SYSTEMS ANALYST II	1		0%		0%		0%
ST SVCS WORKER I	1		0%	1	100%	1	100%
ST SVCS WORKER II	1		0%		0%		0%
STAFF ASSISTANT TO GEN MGR HARBOR	1		0%		0%		0%
STOREKEEPER II	2		0%		0%		0%
SURVEY PARTY CHIEF I	1		0%		0%		0%
SURVEY PARTY CHIEF II	4		0%		0%		0%
SYSTEMS ANALYST	4		0%		0%		0%
SYSTEMS PROGRAMMER I	2	1	50%	1	50%	1	50%
SYSTEMS PROGRAMMER II	6		0%		0%	1	17%
SYSTEMS PROGRAMMER III	5	1	20%	1	20%	1	20%
TIRE REPAIRER	1		0%		0%		0%
TRAF MANAGER	10	3	30%	3	30%	3	30%
TRAF PAINT SIGN POST II	2		0%		0%		0%
TRANSP ENGINEER	2		0%		0%		0%
TREE SURGEON	2	1	50%	1	50%	1	50%
TREE SURGEON ASST	1		0%		0%		0%
TREE SURGEON SUPVSR I	1	1	100%	1	100%	1	100%
VIDEO PRODUCTION COORD	1		0%		0%		0%
VOCATIONAL WORKER GARDENER CARETAKER	2		0%		0%		0%
WAREHOUSE & T/R WKR II	2		0%		0%		0%
WELDER	3		0%		0%		0%
WHARFINGER I	7		0%		0%		0%
WHARFINGER II	3		0%		0%		0%
TOTAL	747	126	17%	141	19%	160	21%

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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	15	1	7%	1	7%	1	7%
ACCOUNTING CLERK	12	3	25%	3	25%	3	25%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ADMINISTRATIVE CLERK	54	5	9%	6	11%	6	11%
ARCHITECTURAL ASSOC IV	1		0%	1	100%	1	100%
ASST GM LA HOUSING DEPT	4	1	25%	1	25%	1	25%
ASST INSPECTOR II	3		0%		0%		0%
ASST INSPECTOR III	12		0%		0%		0%
AUDITOR I	1		0%		0%		0%
CH INSPECTOR	3	2	67%	2	67%	2	67%
CH MANAGEMENT ANALYST	1		0%		0%		0%
COMMNTY HSG PROGRMS MGR	5	1	20%	1	20%	1	20%
COMMUN INFO REP I	4		0%		0%		0%
COMMUN INFO REP II	4	1	25%	1	25%	1	25%
COMMUN INFO REP III	1		0%		0%		0%
CONSTR ESTIMATOR	1		0%		0%		0%
DATA BASE ARCHITECT	1		0%		0%	1	100%
DEPT CHIEF ACCT I	1		0%		0%		0%
DEPT CHIEF ACCT IV	1		0%		0%		0%
DIR ENFORCEMENT OPER	3	1	33%	1	33%	2	67%
DIR OF HOUSING	5		0%		0%	1	20%
DIR OF SYSTEMS	1		0%		0%		0%
EMERGNCY MGT COORD I	1		0%		0%		0%
ENVIRN AFFRS OFC	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SPEC I	2		0%		0%		0%
ENVIRONMENTAL SPEC II	1		0%		0%		0%
ENVIRONMENTAL SUPVR I	1		0%		0%		0%
EXEC ADMIN ASST II	3		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
FINANCE DEV OFFICER I	27	4	15%	4	15%	5	19%
FINANCE DEV OFFICER II	11	3	27%	5	45%	5	45%
GEN MGR DEPT OF HOUSING	1		0%		0%		0%
GRAPHICS DESIGNER I	1		0%		0%		0%
HOUSING INSPECTOR	68	14	21%	17	25%	21	31%
HOUSING INVESTIGATOR I	21		0%		0%		0%
HOUSING INVESTIGATOR II	5		0%		0%	1	20%
HOUSING PLNG/ECON ANLST	4		0%		0%		0%
INFO SYSTEM MGR I	1		0%		0%		0%
INSPECTOR TRAINEE I	10		0%		0%		0%
INSPECTOR TRAINEE II	3		0%		0%		0%
INTERNAL AUDITOR IV	1		0%		0%		0%
MANAGEMENT AIDE	10	1	10%	1	10%	1	10%
MANAGEMENT ANALYST	72	4	6%	4	6%	4	6%
MANAGEMENT ASSISTANT	57		0%		0%		0%
OFFICE SVCS ASSISTANT	7		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	16		0%		0%		0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PR ACCOUNTANT I	3	1	33%	1	33%	1	33%
PR ACCOUNTANT II	1		0%		0%		0%
PR CLERK	2		0%		0%		0%

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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 #	%
PR INSPECTOR	8		0%	1	13%	1	13%
PR PROJECT COORDINATOR	1		0%		0%		0%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROGRAMMER/ANALYST IV	3		0%		0%		0%
PROGRAMMER/ANALYST V	1		0%		0%		0%
PROJECT ASSISTANT	3	1	33%	1	33%	1	33%
PROJECT COORDINATOR	1		0%		0%		0%
PUB INFO DIRECTOR I	1		0%		0%		0%
PUB RELATIONS SPEC I	1		0%		0%		0%
REHAB CONSTR SPEC I	13	2	15%	2	15%	2	15%
REHAB CONSTR SPEC II	14	5	36%	5	36%	6	43%
REHAB CONSTR SPEC III	4	2	50%	2	50%	2	50%
REHAB PROJECT COORD I	1	1	100%	1	100%	1	100%
REHAB PROJECT COORD II	1		0%	1	100%	1	100%
SECRETARY	4	2	50%	2	50%	2	50%
SR ACCOUNTANT I	4	1	25%	1	25%	1	25%
SR ACCOUNTANT II	5	2	40%	2	40%	2	40%
SR ADMINISTRATIVE CLERK	33	4	12%	4	12%	4	12%
SR HOUSING INSPECTOR	30	10	33%	11	37%	13	43%
SR HSG INVESTIGATOR I	6		0%	1	17%	1	17%
SR HSG INVESTIGATOR II	2		0%		0%		0%
SR HSG PLNG/ECON ANALYST	1		0%		0%		0%
SR MGMT ANALYST I	15		0%		0%		0%
SR MGMT ANALYST II	8	1	13%	1	13%	1	13%
SR PROJECT COORDINATOR	3		0%		0%		0%
SR SYSTEMS ANALYST I	1		0%		0%		0%
SR SYSTEMS ANALYST II	3	1	33%	1	33%	1	33%
STOREKEEPER II	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	7	1	14%	1	14%	2	29%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
WAREHOUSE & T/R WKR I	1	1	100%	1	100%	1	100%
TOTAL	644	79	12%	90	14%	103	16%

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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	3		0%		0%		0%
ADMINISTRATIVE CLERK	3		0%		0%		0%
ASST GM INFO TECH AGENCY	3	1	33%	1	33%	1	33%
AVIONICS SPECIALIST	4		0%		0%		0%
CABLE TV PRODUCT MGR II	2		0%		0%		0%
CABLE TV PRODUCT MGR III	1	1	100%	1	100%	1	100%
CH COMMUNICATIONS OPER	1		0%		0%		0%
CH INFORMATION SECURITY OFC	1		0%		0%		0%
CHANNEL TRAFFIC COORD	1	1	100%	1	100%	1	100%
COMMUN ELECTRICIAN	56	13	23%	13	23%	14	25%
COMMUN ELECTRICIAN SUPV	5	2	40%	2	40%	3	60%
COMMUN ENGINEER	8	3	38%	4	50%	5	63%
COMMUN ENGRG ASSOC I	9		0%		0%		0%
COMMUN ENGRG ASSOC II	5	3	60%	4	80%	4	80%
COMMUN ENGRG ASSOC IV	3	2	67%	2	67%	2	67%
COMMUN INFO REP II	35	2	6%	2	6%	2	6%
COMMUN INFO REP III	2		0%		0%		0%
COMMUNICATIONS INFO REP ASST	3		0%		0%		0%
COMMUNICATIONS INFO REP TRAINEE	4		0%		0%		0%
COMPUTER GRAPHIC ART II	1		0%		0%		0%
COUNCLPH/VOICEMAIL TECH	1	1	100%	1	100%	1	100%
DATA BASE ARCHITECT	5		0%		0%	1	20%
DATA PROCESS TECH I	1		0%		0%		0%
DATA PROCESS TECH II	1		0%		0%		0%
DIR OF COMMUNICATN SVCS	1		0%	1	100%	1	100%
DIR OF SYSTEMS	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%	1	100%
GM INFORMATION TECHNOLOGY AGENCY	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%
INFO SVCS SPECIALIST	2		0%		0%		0%
INFO SYS OPER MGR II	1	1	100%	1	100%	1	100%
INFO SYSTEM MGR I	11	1	9%	1	9%	2	18%
INFO SYSTEM MGR II	4	1	25%	1	25%	1	25%
IT SPECIALIST	15		0%		0%		0%
MANAGEMENT ANALYST	5		0%		0%		0%
MANAGEMENT ASSISTANT	4		0%		0%		0%
PR ACCOUNTANT II	2		0%	1	50%	1	50%
PR COMMUNICATIONS OPER	1		0%		0%		0%
PROGRAMMER/ANALYST III	15	2	13%	2	13%	2	13%
PROGRAMMER/ANALYST IV	14	4	29%	4	29%	4	29%
PROGRAMMER/ANALYST V	9	4	44%	4	44%	4	44%
SR ACCOUNTANT II	1		0%	1	100%	1	100%
SR ADMINISTRATIVE CLERK	5		0%	1	20%	1	20%
SR AVIONICS SPECIALIST	1		0%		0%		0%
SR COMMUN ELECTRCN SUPV	3	1	33%	1	33%	2	67%

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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 #	%
SR COMMUN ELECTRICIAN	7		0%		0%		0%
SR COMMUN ENGINEER	3	1	33%	1	33%	1	33%
SR COMMUN OPERATOR I	5		0%		0%		0%
SR COMPUTER OPERATOR II	1	1	100%	1	100%	1	100%
SR DATA PROCESS TECH I	1	1	100%	1	100%	1	100%
SR MGMT ANALYST I	3		0%		0%		0%
SR MGMT ANALYST II	2	1	50%	1	50%	1	50%
SR SYSTEMS ANALYST I	2	2	100%	2	100%	2	100%
SR SYSTEMS ANALYST II	4	2	50%	2	50%	2	50%
SYSTEMS ANALYST	28		0%		0%		0%
SYSTEMS PROGRAMMER I	6		0%		0%		0%
SYSTEMS PROGRAMMER II	22	4	18%	5	23%	5	23%
SYSTEMS PROGRAMMER III	14	2	14%	2	14%	2	14%
TELECOM REG OFFICER I	1		0%		0%		0%
TELEVISION ENGINEER	2		0%		0%		0%
TRANSITIONAL WORKER	1		0%		0%	1	100%
VIDEO TECHNICIAN II	3		0%		0%		0%
TOTAL	366	59	16%	66	18%	74	20%

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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	7		0%	1	14%	1	14%
ACCOUNTING CLERK	4	1	25%	1	25%	1	25%
ACCOUNTING CLERK TRAINEE	6		0%		0%		0%
ADMINISTRATIVE CLERK	13	1	8%	1	8%	1	8%
ASST GM PENSION	2	1	50%	1	50%	1	50%
BENEFITS ANALYST	20	1	5%	2	10%	2	10%
BENEFITS SPECIALIST	43	4	9%	4	9%	5	12%
CH BENEFITS ANALYST	4	1	25%	1	25%	1	25%
CH INVESTMENT OFCR	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	1		0%		0%		0%
COMMISSION EXEC ASST II	1		0%		0%		0%
DEPARTMENTAL AUDIT MGR	1		0%		0%	1	100%
DEPT CHIEF ACCT IV	1		0%		0%		0%
DEVELPMNT & MRKTNG DIR	1		0%		0%		0%
EXEC ADMIN ASST II	2		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
FISCAL SYSTEMS SPEC II	1		0%		0%		0%
GENERAL MANAGER LACERS	1		0%		0%		0%
INFO SYSTEM MGR II	1		0%		0%		0%
INVESTMENT OFFICER I	4		0%		0%		0%
INVESTMENT OFFICER II	3	1	33%	1	33%	1	33%
INVESTMENT OFFICER III	2		0%		0%		0%
MANAGEMENT ANALYST	6	1	17%	1	17%	1	17%
MANAGEMENT ASSISTANT	4		0%		0%		0%
OFFICE SVCS ASSISTANT	1		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	4		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERSONNEL ANALYST	1		0%		0%		0%
PERSONNEL DIR I	1	1	100%	1	100%	1	100%
PR ACCOUNTANT I	2		0%		0%		0%
PROGRAMMER/ANALYST V	1		0%		0%		0%
PUB INFO DIRECTOR I	1		0%		0%		0%
SENIOR BENEFITS ANALYST I	13		0%		0%	1	8%
SENIOR BENEFITS ANALYST II	5	2	40%	3	60%	3	60%
SR ACCOUNTANT II	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	8		0%		0%		0%
SR MGMT ANALYST I	1	1	100%	1	100%	1	100%
SR MGMT ANALYST II	1		0%		0%		0%
SR PERSONNEL ANALYST I	1		0%		0%		0%
SR PROJECT COORDINATOR	1		0%		0%		0%
SR SYSTEMS ANALYST I	1		0%		0%		0%
SR SYSTEMS ANALYST II	1	1	0%	1	0%	1	100%
SYSTEMS ANALYST	1		0%		0%		0%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
SYSTEMS PROGRAMMER II	1		0%		0%		0%
SYSTEMS PROGRAMMER III	1		0%		0%		0%
TOTAL	179	18	10%	21	12%	24	13%

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

FIRE & POLICE PENSIONS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	8	1	13%	1	13%	1	13%
ADMINISTRATIVE CLERK	7	1	14%	1	14%	1	14%
ASST GM PENSION	2		0%		0%		0%
BENEFITS ANALYST	13	1	8%	1	8%	1	8%
BENEFITS SPECIALIST	16	3	19%	3	19%	4	25%
CH BENEFITS ANALYST	1		0%		0%		0%
CH INVESTMENT OFCR	1		0%		0%		0%
CH MANAGEMENT ANALYST	1		0%		0%		0%
COMMISSION EXEC ASST II	1	1	100%	1	100%	1	100%
DEPARTMENTAL AUDIT MGR	1	1	100%	1	100%	1	100%
DEPT CHIEF ACCT IV	1		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
GENERAL MANAGER PENSIONS	1		0%		0%		0%
INFO SYSTEM MGR II	1	1	100%	1	100%	1	100%
INTERNAL AUDITOR IV	1		0%		0%		0%
INVESTMENT OFFICER I	2		0%		0%		0%
INVESTMENT OFFICER II	3	2	67%	2	67%	2	67%
INVESTMENT OFFICER III	1		0%		0%		0%
MANAGEMENT ANALYST	8		0%		0%		0%
MANAGEMENT ASSISTANT	9		0%		0%		0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PR ACCOUNTANT I	1		0%		0%		0%
PR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SECRETARY	1	1	100%	1	100%	1	100%
SENIOR BENEFITS ANALYST I	1		0%		0%		0%
SENIOR BENEFITS ANALYST II	6	2	33%	2	33%	2	33%
SR ACCOUNTANT II	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	12	2	17%	2	17%	3	25%
SR MGMT ANALYST II	1		0%		0%		0%
SR PERSONNEL ANALYST I	1		0%		0%	1	100%
SR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SR SYSTEMS ANALYST II	2		0%		0%		0%
SYSTEMS ANALYST	6	1	17%	1	17%	2	33%
SYSTEMS PROGRAMMER I	3		0%		0%		0%
SYSTEMS PROGRAMMER II	1		0%		0%		0%
TOTAL	121	21	17%	21	17%	25	21%

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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 #	%
ACCOUNTING CLERK	6	2	33%	2	33%	3	50%
ADMINISTRATIVE CLERK	278	61	22%	67	24%	76	27%
ASST CITY LIBRARIAN	1		0%		0%		0%
CH MANAGEMENT ANALYST	2	2	100%	2	100%	2	100%
CITY LIBRARIAN	1		0%		0%		0%
COMMISSION EXEC ASST II	1		0%		0%		0%
COMMUNITY SERV REP TRAINEE	4		0%		0%		0%
COMNTY PROGRM ASST II	12		0%		0%		0%
COMNTY PROGRM ASST III	2		0%		0%		0%
DELIVERY DRIVER II	9	2	22%	2	22%	2	22%
DELIVERY DRIVER III	1		0%		0%		0%
DEPT CHIEF ACCT II	1		0%		0%	1	100%
DIR OF SYSTEMS	1		0%		0%		0%
DIVISION LIBRARIAN	4	1	25%	1	25%	1	25%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
GRAPHICS DESIGNER III	2		0%		0%		0%
LIBRARIAN I	46		0%		0%		0%
LIBRARIAN II	173	38	22%	42	24%	46	27%
LIBRARIAN III	46	12	26%	12	26%	13	28%
LIBRARY ASST I	49	12	24%	13	27%	14	29%
LIBRARY ASST II	9	4	44%	4	44%	5	56%
MANAGEMENT AIDE	1		0%		0%		0%
MANAGEMENT ANALYST	6	1	17%	1	17%	2	33%
MANAGEMENT ASSISTANT	5		0%		0%		0%
MESSENGER CLERK	1	1	100%	1	100%	1	100%
OFFICE SVCS ASSISTANT	4		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	19		0%		0%		0%
OFFICE TRAINEE DELIVERY DRIVER	1		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERS RECORDS SUPV	1		0%		0%		0%
PERSONNEL DIR III	1		0%		0%		0%
PR ACCOUNTANT I	2	2	100%	2	100%	2	100%
PR CLERK	1		0%		0%		0%
PR LIBRARIAN I	12	2	17%	2	17%	4	33%
PR LIBRARIAN II	3	1	33%	1	33%	1	33%
PR PUBLIC RELATIONS REP	2	1	50%	1	50%	1	50%
PUB INFO DIRECTOR I	1	1	100%	1	100%	1	100%
PUB INFO DIRECTOR II	1		0%		0%		0%
PUB RELATIONS SPEC II	5		0%		0%	1	20%
SECRETARY	3		0%	1	33%	1	33%
SOCIAL WORKER II	1		0%		0%		0%
SOCIAL WORKER III	1		0%		0%		0%
SR ACCOUNTANT II	1		0%		0%		0%
SR EVENT ATTENDANT	1		0%		0%		0%
SR LIBRARIAN	93	20	22%	24	26%	26	28%
SR MGMT ANALYST I	1		0%		0%		0%
SR MGMT ANALYST II	4	1	25%	1	25%	1	25%
SR PERSONNEL ANALYST I	1		0%		0%		0%
SR PERSONNEL ANALYST II	1	1	100%	1	100%	1	100%

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

LIBRARY		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SR PROJECT COORDINATOR	1		0%		0%		0%
SR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SR SYSTEMS ANALYST II	3		0%		0%		0%
SYSTEMS ANALYST	14	1	7%	1	7%	1	7%
SYSTEMS PROGRAMMER I	3		0%		0%		0%
SYSTEMS PROGRAMMER II	3		0%		0%	1	33%
WAREHOUSE & T/R WKR II	1		0%		0%		0%
TOTAL	852	168	20%	184	22%	209	25%

MAYOR'S OFFICE		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
CH OF STAFF MAYOR	1		0%		0%		0%
DEPUTY MAYOR	16	1	6%	1	6%	3	19%
MAYOR	1		0%		0%		0%
MAYORAL AIDE I	4		0%		0%		0%
MAYORAL AIDE II	12		0%		0%		0%
MAYORAL AIDE III	15		0%		0%		0%
MAYORAL AIDE IV	50		0%		0%		0%
MAYORAL AIDE V	38		0%		0%	1	3%
MAYORAL AIDE VI	26	1	4%	1	4%	2	8%
MAYORAL AIDE VII	23		0%		0%		0%
MAYORAL AIDE VIII	15	1	7%	1	7%	1	7%
TOTAL	201	3	1%	3	1%	7	3%

NEIGHBORHOOD EMPOWERMENT		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
COMMISSION EXEC ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
GM NEIGHBORHOOD EMPOWERMENT I	1		0%		0%		0%
MANAGEMENT ANALYST	2		0%		0%		0%
OFFICE SVCS ASSISTANT	3		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	1		0%		0%		0%
PR PROJECT COORDINATOR	1		0%		0%		0%
PROJECT ASSISTANT	5		0%		0%		0%
PROJECT COORDINATOR	15		0%		0%		0%
SR MGMT ANALYST II	1		0%		0%		0%
SR PROJECT COORDINATOR	3		0%		0%		0%
SR SYSTEMS ANALYST I	1		0%		0%		0%
TOTAL	36	0	0%	0	0%	0	0%

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

PERSONNEL DEPARTMENT JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024 ELIGIBLE TO RETIRE		2025 ELIGIBLE TO RETIRE		2026 ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
ACCOUNTANT	1		0%		0%		0%
ACCOUNTING CLERK	6	1	17%	1	17%	1	17%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ACCOUNTING REC SUPVR II	1		0%		0%		0%
ADMIN INTERN	8		0%		0%		0%
ADMINISTRATIVE CLERK	51	2	4%	2	4%	3	6%
ADVANCE PRACTICE PROVIDER	10	3	30%	4	40%	4	40%
ASST GM PERSONNEL DEPT	4		0%		0%		0%
BACKGROUND INVESTGN MGR	1		0%		0%		0%
BACKGROUND INVESTGR I	30	5	17%	6	20%	7	23%
BACKGROUND INVESTGR II	8	2	25%	2	25%	2	25%
BACKGROUND INVESTGR III	2	1	50%	1	50%	1	50%
BENEFITS ANALYST	6	1	17%	1	17%	1	17%
BENEFITS SPECIALIST	4	1	25%	1	25%	1	25%
CH BENEFITS ANALYST	1		0%		0%		0%
CH CLERK PERSONNEL	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	1		0%		0%		0%
CH PERSONNEL ANALYST	5		0%		0%		0%
CHIEF PHYSICIAN	1		0%		0%	1	100%
CORRECTIONAL NURSE II	21	3	14%	4	19%	5	24%
CORRECTIONAL NURSE III	4		0%		0%		0%
DEFINED CONTRIBUTION PLAN MANAGER	1		0%		0%		0%
ERGONOMIST	1		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
GEN MANAGER PERSONNEL DEPARTMENT	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 ASST	10		0%		0%		0%
LICENSED VOC NURSE	3		0%		0%		0%
MANAGEMENT AIDE	3		0%		0%		0%
MANAGEMENT ANALYST	19	2	11%	2	11%	2	11%
MANAGEMENT ASSISTANT	18		0%		0%		0%
MED SERVS ADMIN	1	1	100%	1	100%	1	100%
MEDICAL ASSISTANT	2		0%		0%		0%
MEDICAL RECORDS SUPVR	1		0%		0%	1	100%
OCCUPATIONAL HLTH NURSE	3		0%		0%		0%
OCCUPATIONAL PSYCHOL II	5		0%		0%		0%
OCCUPATIONAL PSYCHOLIII	1		0%		0%		0%
OFFICE SVCS ASSISTANT	7		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	19		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERS RECORDS SUPV	15		0%	1	7%	1	7%
PERS RESEARCH ANLYST I	9		0%		0%		0%
PERS RESEARCH ANLYST II	2		0%		0%		0%
PERSONNEL ANALYST	40	1	3%	1	3%	1	3%
PERSONNEL DIR I	6		0%		0%		0%
PERSONNEL DIR II	4		0%		0%		0%

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

PERSONNEL DEPARTMENT JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PERSONNEL DIR III	3	1	33%	1	33%	1	33%
PHYSICIAN I	2	1	50%	1	50%	1	50%
PHYSICIAN II	1		0%	1	100%	1	100%
PR ACCOUNTANT I	1	1	100%	1	100%	1	100%
PR ACCOUNTANT II	2		0%		0%		0%
PR CLERK	3		0%		0%		0%
PR WORKERS COMP ANALYST	3	2	67%	2	67%	2	67%
PROGRAMMER/ANALYST IV	2		0%		0%		0%
PUB INFO DIRECTOR I	1	1	100%	1	100%	1	100%
SAFETY ADMINISTRATOR	1		0%		0%		0%
SAFETY ENGINEER	3		0%		0%		0%
SAFETY ENGRG ASSC I	1		0%		0%		0%
SECRETARY	1		0%		0%		0%
SENIOR BENEFITS ANALYST I	1		0%		0%		0%
SENIOR BENEFITS ANALYST II	1		0%		0%		0%
SPECIAL INVESTIGATOR I	2		0%		0%		0%
SPECIAL INVESTIGATOR II	2		0%		0%	1	50%
SR ADMINISTRATIVE CLERK	49	4	8%	4	8%	4	8%
SR MGMT ANALYST I	6		0%		0%	1	17%
SR MGMT ANALYST II	2		0%		0%		0%
SR PERSONNEL ANALYST I	61	7	11%	7	11%	7	11%
SR PERSONNEL ANALYST II	23	4	17%	4	17%	5	22%
SR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SR SYSTEMS ANALYST II	2		0%		0%		0%
SR WORKERS COMP ANALYST	12	2	17%	2	17%	2	17%
SUPVSG OCCUP HLTH NURSE	1		0%	1	100%	1	100%
SYSTEMS PROGRAMMER II	1		0%		0%		0%
SYSTEMS PROGRAMMER III	1		0%		0%		0%
WORKERS COMP ADMNTR I	2	1	50%	1	50%	1	50%
WORKERS COMP ADMNTR II	1		0%		0%		0%
WORKERS COMP ANALYST	22	7	32%	7	32%	7	32%
WORKERS COMP CLAIMS AST	10	2	20%	3	30%	3	30%
XRAY AND LAB TECH II	1	1	100%	1	100%	1	100%
TOTAL	572	60	10%	67	12%	75	13%

CITY PLANNING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1		0%		0%		0%
ACCOUNTING CLERK	1		0%		0%		0%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ADMINISTRATIVE CLERK	20		0%		0%		0%
ASSOC ZONING ADMINSTR	10	2	20%	2	20%	3	30%
CH CLERK	1		0%		0%		0%
CH MANAGEMENT ANALYST	1		0%		0%		0%
CH ZONING ADMINSTR	1		0%		0%		0%

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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 #	%
CITY PLANNER	99	4	4%	5	5%	5	5%
CITY PLANNING ASSOC	67	3	4%	3	4%	3	4%
COMMISSION EXEC ASST I	1		0%		0%		0%
COMMISSION EXEC ASST II	1		0%		0%		0%
DATA ANALYST I	1		0%		0%		0%
DATA ANALYST II	1	1	100%	1	100%	1	100%
DEPUTY DIR OF PLANNING	4		0%		0%		0%
DIR OF PLANNING	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SPEC III	1		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	2	1	50%	1	50%	1	50%
GEOGRAPHIC INFO SYSTEMS CHIEF	1	1	100%	1	100%	1	100%
GEOGRAPHIC INFOSYSTEMS SPECIALIST	17	1	6%	1	6%	2	12%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR I	6		0%		0%	2	33%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR II	2		0%		0%		0%
GRAPHICS DESIGNER I	2		0%		0%		0%
GRAPHICS DESIGNER II	3		0%		0%		0%
GRAPHICS DESIGNER III	2		0%		0%		0%
GRAPHICS SUPERVISOR I	1		0%		0%		0%
GRAPHICS SUPERVISOR II	1		0%		0%		0%
MANAGEMENT AIDE	2		0%		0%		0%
MANAGEMENT ANALYST	4	1	25%	1	25%	1	25%
MANAGEMENT ASSISTANT	1		0%		0%		0%
OFFICE ENGRG TECH III	1		0%		0%		0%
OFFICE SVCS ASSISTANT	7		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	5		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PLANNING ASSISTANT	95	1	1%	1	1%	1	1%
PR ACCOUNTANT II	1		0%		0%		0%
PR CITY PLANNER	14	2	14%	2	14%	3	21%
PR CLERK	1		0%		0%		0%
PROGRAMMER/ANALYST III	1		0%		0%		0%
PROJECT ASSISTANT	1		0%		0%	1	100%
PUB INFO DIRECTOR I	1		0%		0%		0%
PUB INFO DIRECTOR II	1		0%		0%		0%
PUB RELATIONS SPEC I	1		0%		0%		0%
PUB RELATIONS SPEC II	1		0%		0%		0%
SR ACCOUNTANT I	1		0%		0%		0%
SR ACCOUNTANT II	2		0%		0%		0%
SR ADMINISTRATIVE CLERK	10	2	20%	2	20%	2	20%
SR ARCHITECT	1		0%		0%		0%
SR CITY PLANNER	32	1	3%	2	6%	2	6%
SR MGMT ANALYST I	4		0%		0%		0%
SR MGMT ANALYST II	2		0%		0%		0%
SR SYSTEMS ANALYST I	2		0%		0%		0%
SR SYSTEMS ANALYST II	1		0%		0%		0%
SYSTEMS ANALYST	4		0%		0%		0%
SYSTEMS PROGRAMMER I	3		0%		0%		0%
SYSTEMS PROGRAMMER II	1		0%		0%		0%
TOTAL	451	21	5%	23	5%	29	6%

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

POLICE DEPT. - CIVILIAN JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	3		0%		0%		0%
ACCOUNTING CLERK	11	2	18%	2	18%	2	18%
ACCOUNTING CLERK ASSISTANT	2		0%		0%		0%
ACCOUNTING CLERK TRAINEE	9		0%		0%		0%
ADMINISTRATIVE CLERK	168	23	14%	25	15%	31	18%
ASSOCIATE COMMUNITY OFFICER	2		0%		0%		0%
ASST INSPECTOR GENERAL	3		0%		0%		0%
AUDIO VISUAL TECH	2		0%		0%		0%
AUTO BODY BLDR/REPAIRER	10	1	10%	1	10%	1	10%
AUTO BODY REPR SUPVR II	1		0%		0%		0%
AUTO PAINTER	4	1	25%	1	25%	1	25%
AUTOMOTIVE DISPATCHR I	1		0%		0%		0%
AUTOMOTIVE DISPATCHR II	1	1	100%	1	100%	1	100%
AUTOMOTIVE SUPERVISOR	8	3	38%	3	38%	3	38%
BACKGROUND INVESTGR I	1		0%		0%		0%
BACKGROUND INVESTGR II	1		0%		0%		0%
CH CLERK POLICE	4	3	75%	3	75%	3	75%
CH FORENSIC CHEMIST I	3	1	33%	1	33%	1	33%
CH FORENSIC CHEMIST II	1		0%		0%		0%
CH OF POLICE	1		0%		0%		0%
CH POLICE PSYCHOLOGIST	1		0%		0%		0%
CH SECURITY OFFICER I	1		0%		0%		0%
COMMISSION EXEC ASST I	1		0%		0%		0%
COMMISSION EXEC ASST II	1		0%	1	100%	1	100%
COMMUN ELECTRICIAN	20	4	20%	4	20%	5	25%
COMMUN ELECTRICIAN SUPV	2	1	50%	1	50%	2	100%
COMMUN ENGRG ASSOC IV	1		0%		0%		0%
COMMUN INFO REP III	1		0%		0%		0%
CRIME & INTEL ANALYST I	27	1	4%	1	4%	1	4%
CRIME & INTEL ANALYST II	33	4	12%	5	15%	6	18%
CRIMINALIST I	23		0%		0%		0%
CRIMINALIST II	88	5	6%	6	7%	7	8%
CRIMINALIST III	20		0%	1	5%	1	5%
CUSTODIAL SVCS ASST	1		0%		0%		0%
CUSTODIAN	1		0%		0%		0%
DATA BASE ARCHITECT	3		0%		0%		0%
DEPT CHIEF ACCT III	1	1	100%	1	100%	1	100%
DETENTION OFFICER	301	11	4%	12	4%	15	5%
DIR OF POLICE TRANSP I	1	1	100%	1	100%	1	100%
DIR OF POLICE TRANSP II	1		0%	1	100%	1	100%
DIR OF SYSTEMS	2		0%		0%	1	50%
EQUINE KEEPER	2		0%		0%		0%
EQUIPMNT MECHANIC	88	15	17%	18	20%	21	24%
EXAMR OF QUESTD DOCS II	1		0%		0%	1	100%
EXEC ADMIN ASST II	19	7	37%	7	37%	9	47%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
EXEC DIR POLICE COMMSN	1	1	100%	1	100%	1	100%
FINGERPRNT IDEN EXP I	9	1	11%	1	11%	2	22%
FINGERPRNT IDEN EXP II	1		0%		0%		0%
FINGERPRNT IDEN EXP III	2		0%		0%	1	50%

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

POLICE DEPT. - CIVILIAN JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
FIREARMS EXAMINER	2	1	50%	1	50%	1	50%
FORENSIC PRNT SPEC I	8		0%		0%		0%
FORENSIC PRNT SPEC II	14		0%		0%		0%
FORENSIC PRNT SPEC III	30	2	7%	3	10%	5	17%
FORENSIC PRNT SPEC IV	10		0%		0%		0%
GARAGE ATTENDANT	14	2	14%	2	14%	2	14%
GARDENER CARETAKER	2		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS SPECIALIST	2	1	50%	1	50%	1	50%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR I	1		0%		0%		0%
GRAPHICS DESIGNER II	2		0%		0%		0%
HEARING REPORTER	4	1	25%	2	50%	3	75%
HEAVY DUTY EQUIP MECH	2		0%		0%		0%
INFO SYSTEM MGR II	1		0%		0%		0%
INSPECTOR GENERAL	1		0%		0%		0%
LABORATORY TECH I	11	1	9%	1	9%	1	9%
LABORATORY TECH II	1		0%		0%		0%
MAINT & CONSTR HELPER	2		0%		0%		0%
MAINTENANCE ASST	1		0%		0%		0%
MAINTENANCE LABORER	3		0%		0%		0%
MANAGEMENT AIDE	20		0%	2	10%	2	10%
MANAGEMENT ANALYST	101	16	16%	17	17%	24	24%
MANAGEMENT ASSISTANT	22	1	5%	1	5%	1	5%
MECH REPAIRER	1	1	100%	1	100%	1	100%
MUNICIPAL POLICE CAPTAIN I	1	1	100%	1	100%	1	100%
MUNICIPAL POLICE OFFICER III	16		0%		0%	3	19%
MUNICIPAL POLICE SERGEANT	1		0%		0%		0%
NUTRITIONIST	1		0%		0%		0%
OFFICE SVCS ASSISTANT	18		0%		0%	1	6%
OFFICE TRAINEE ADMIN CLERK	17		0%		0%		0%
PAINTER	1		0%		0%		0%
PARK MAINT SUPVR	1		0%		0%		0%
PAYROLL SUPERVISOR	2		0%	1	50%	1	50%
PERSONNEL ANALYST	9	2	22%	2	22%	2	22%
PHOTOGRAPHER II	1	1	100%	1	100%	1	100%
PHOTOGRAPHER III	18	2	11%	2	11%	4	22%
POL SURVLLNCE SPEC I	13	2	15%	2	15%	2	15%
POL SURVLLNCE SPEC II	1		0%		0%		0%
POLICE ADMIN I	8	1	13%	1	13%	3	38%
POLICE ADMIN II	3	1	33%	2	67%	2	67%
POLICE ADMIN III	2		0%		0%		0%
POLICE CAPTAIN I	1		0%		0%		0%
POLICE DETECTIVE I	1		0%		0%		0%
POLICE LIEUTENANT I	1		0%		0%		0%
POLICE OFFICER I	1		0%		0%		0%
POLICE OFFICER II	11		0%		0%		0%
POLICE OFFICER III	4		0%		0%		0%
POLICE PERFORM AUD II	9		0%		0%		0%
POLICE PERFORM AUD III	20	1	5%	2	10%	5	25%
POLICE PERFORM AUD IV	4	2	50%	2	50%	2	50%
POLICE PSYCHOLOGIST I	11	3	27%	3	27%	4	36%

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

POLICE DEPT. - CIVILIAN JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
POLICE PSYCHOLOGIST II	1		0%		0%		0%
POLICE SERGEANT I	1		0%		0%		0%
POLICE SERGEANT II	1		0%		0%		0%
POLICE SERVICE ASST	1		0%		0%		0%
POLICE SERVICE REP I	51		0%		0%		0%
POLICE SERVICE REP II	275	12	4%	15	5%	21	8%
POLICE SERVICE REP III	142	8	6%	11	8%	24	17%
POLICE SPECIAL INVESTIGATOR	20	3	15%	4	20%	4	20%
POLYGRAPH EXAMINER I	3		0%		0%		0%
POLYGRAPH EXAMINER II	4		0%		0%		0%
POLYGRAPH EXAMINER III	3		0%		0%		0%
POLYGRAPH EXAMINER IV	1		0%		0%		0%
PR ACCOUNTANT II	2		0%		0%		0%
PR CLERK POLICE I	19	4	21%	4	21%	4	21%
PR CLERK POLICE II	30	6	20%	7	23%	8	27%
PR DETENTION OFCR	33	2	6%	3	9%	4	12%
PR FINGPRT ID EXPERT I	1	1	100%	1	100%	1	100%
PR FINGPRT ID EXPERT II	1		0%		0%		0%
PR FORENSIC PRINT SPC	1	1	100%	1	100%	1	100%
PR PHOTOGRAPHER	1		0%		0%		0%
PR PROJECT COORDINATOR	2	2	100%	2	100%	2	100%
PR PROPERTY OFFICER	6		0%		0%	1	17%
PR PUBLIC RELATIONS REP	1		0%		0%		0%
PR SECURITY OFFICER	2		0%		0%		0%
PR STOREKEEPER	1		0%		0%		0%
PROGRAMMER/ANALYST IV	2	1	50%	1	50%	1	50%
PROGRAMMER/ANALYST V	2	1	50%	1	50%	1	50%
PROPERTY OFFICER	73	6	8%	6	8%	7	10%
PUB INFO DIRECTOR I	1		0%		0%		0%
SAFETY ENGINEER	1		0%		0%		0%
SAFETY ENGRG ASSC II	1		0%		0%		0%
SECRETARY	51	10	20%	11	22%	16	31%
SECURITY AIDE	2	1	50%	1	50%	1	50%
SECURITY OFFICER	80	10	13%	11	14%	14	18%
SR ACCOUNTANT II	5	2	40%	2	40%	2	40%
SR ADMINISTRATIVE CLERK	231	38	16%	44	19%	50	22%
SR AUDITOR	1		0%		0%		0%
SR AUTOMOTIVE SUPVR	1		0%		0%		0%
SR COMMUN ELECTRICIAN	5	1	20%	1	20%	2	40%
SR COMMUN ENGINEER	2	1	50%	1	50%	1	50%
SR CRIME & INTEL ANLST	3		0%		0%		0%
SR DETENTION OFFICER	81	7	9%	8	10%	8	10%
SR EQUIPMENT MECHANIC	22	3	14%	4	18%	5	23%
SR FORENSIC PRINT SPEC	8	1	13%	2	25%	2	25%
SR MGMT ANALYST I	25	4	16%	5	20%	8	32%
SR MGMT ANALYST II	17	6	35%	6	35%	6	35%
SR PERSONNEL ANALYST I	10	2	20%	2	20%	3	30%
SR PERSONNEL ANALYST II	6	2	33%	2	33%	3	50%
SR PHOTOGRAPHER I	1	1	100%	1	100%	1	100%
SR PHOTOGRAPHER II	1		0%		0%		0%

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

POLICE DEPT. - CIVILIAN		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SR POLICE SERV REP I	51	1	2%	1	2%	5	10%
SR POLICE SERV REP II	9	1	11%	3	33%	3	33%
SR PROPERTY OFFICER	13	2	15%	2	15%	2	15%
SR SECURITY OFFICER	3	1	33%	1	33%	1	33%
SR STOREKEEPER	2	5	0%	5	0%	5	0%
SR SYSTEMS ANALYST I	14		36%		36%		36%
SR SYSTEMS ANALYST II	7	1	0%	1	0%	1	0%
STOREKEEPER II	6	1	17%		17%	1	17%
SUPVSG CRIMINALIST	18	5	6%	6	6%	6	6%
SYSTEMS AIDE	1		0%		0%		100%
SYSTEMS ANALYST	24		21%		25%		25%
SYSTEMS PROGRAMMER I	3	1	0%	1	0%	1	0%
SYSTEMS PROGRAMMER II	2	1	0%	1	0%	1	0%
SYSTEMS PROGRAMMER III	1		100%		100%		100%
UPHOLSTERER	1		100%		100%		100%
VOCATIONAL WORKER GARAGE ATTENDANT	6		0%		0%		0%
WAREHOUSE & T/R WKR I	3		0%		0%		0%
WAREHOUSE & T/R WKR II	2		0%		0%		0%
TOTAL	2722	285	10%	328	12%	421	15%

PUBLIC ACCOUNTABILITY		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
EXECUTIVE DIRECTOR - OFFICE OF P.A.	1	1	100%	1	100%	1	100%
UTILITY RATES & POLICY SPECIALIST II	1		0%	1	100%	1	100%
UTILITY RATES & POLICY SPECIALIST III	1	1	100%	1	100%	1	100%
TOTAL	3	2	67%	3	100%	3	100%

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

PW - CONTRACT ADMINISTRATION		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	1		0%		0%		0%
ACCOUNTING CLERK TRAINEE	2		0%		0%		0%
ADMINISTRATIVE CLERK	3	1	33%	1	33%	1	33%
ASST DIR BUR CONTR ADMN	1		0%		0%		0%
ASST INSPECTOR III	5		0%		0%		0%
CH CONSTR INSPECTOR	4	2	50%	4	100%	4	100%
CH MANAGEMENT ANALYST	1		0%		0%		0%
CIVIL ENGINEER	1	1	100%	1	100%	1	100%
COMMUN INFO REP II	3		0%		0%		0%
COMPLIANCE PROGRAM MANAGER I	7	2	29%	2	29%	2	29%
COMPLIANCE PROGRAM MANAGER II	2		0%	1	50%	1	50%
CONSTR INSPECTOR	116	17	15%	18	16%	20	17%
DATA BASE ARCHITECT	1	1	100%	1	100%	1	100%
ELECTRCL INSPECTOR	2		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1	1	100%	1	100%	1	100%
INSPECTOR OF PUB WORKS	1	1	100%	1	100%	1	100%
INSPECTOR TRAINEE I	17		0%		0%		0%
INSPECTOR TRAINEE III	6		0%		0%		0%
MANAGEMENT ANALYST	30	2	7%	3	10%	4	13%
MANAGEMENT ASSISTANT	4		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	4		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PR CLERK	1		0%		0%	1	100%
PR CONSTR INSPECTOR	13	5	38%	6	46%	6	46%
SPECIAL INVESTIGATOR I	8		0%		0%		0%
SR ADMINISTRATIVE CLERK	7	2	29%	2	29%	2	29%
SR CONSTR INSPECTOR	51	21	41%	24	47%	27	53%
SR ELECTRCL INSPECTOR	2	2	100%	2	100%	2	100%
SR MGMT ANALYST I	6	1	17%	1	17%	2	33%
SR MGMT ANALYST II	1		0%		0%		0%
SR SYSTEMS ANALYST I	4		0%		0%		0%
SR SYSTEMS ANALYST II	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	3	1	33%	1	33%	1	33%
TOTAL	311	61	20%	70	23%	78	25%

APPENDIX

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	23	3	13%	3	13%	3	13%
ACCOUNTING CLERK	2		0%		0%		0%
ADMINISTRATIVE CLERK	4		0%		0%		0%
ARCHITECTURAL ASSOC IV	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	1		0%		0%		0%
CITY FOREST OFFICER	1		0%		0%		0%
DEPT CHIEF ACCT II	1		0%		0%		0%
DEPT CHIEF ACCT IV	1		0%		0%		0%
ENVIRN AFFRS OFC/PM III	1		0%		0%		0%
ENVIRONMENTAL SPEC II	3		0%		0%	1	33%
ENVIRONMENTAL SUPVR II	2		0%		0%	1	50%
EXEC ADMIN ASST II	2	1	50%	1	50%	1	50%
FISCAL SYSTEMS SPEC I	1		0%		0%		0%
MANAGEMENT ANALYST	7		0%		0%		0%
MEM BD OF PUBLIC WORKS	5	1	20%	1	20%	2	40%
MOTION PICTURE & TELEVISION MANAGER	1	1	100%	1	100%	1	100%
OFFICE TRAINEE ADMIN CLERK	2		0%		0%		0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PR ACCOUNTANT II	3		0%		0%	1	33%
PR CLERK	2		0%		0%		0%
PR PROJECT COORDINATOR	2		0%		0%		0%
PROGRAMMER/ANALYST IV	1		0%		0%		0%
PROJECT ASSISTANT	1		0%		0%		0%
PROJECT COORDINATOR	4		0%		0%		0%
RISK MANAGER II	1		0%		0%		0%
SR ACCOUNTANT I	6		0%		0%		0%
SR ACCOUNTANT II	13	4	31%	4	31%	5	38%
SR ADMINISTRATIVE CLERK	4	1	25%	1	25%	1	25%
SR ENVRMNTL ENGINEER	1		0%		0%		0%
SR MGMT ANALYST I	9		0%		0%	1	11%
SR MGMT ANALYST II	3	1	33%	1	33%	1	33%
SR SYSTEMS ANALYST II	1		0%		0%		0%
STOREKEEPER II	2		0%	1	50%	1	50%
TOTAL	112	14	13%	15	13%	21	19%

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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%
ADMINISTRATIVE CLERK	3	1	33%	1	33%	1	33%
ARCHITECT	7	1	14%	1	14%	1	14%
ARCHITECTURAL ASSOC I	4		0%		0%		0%
ARCHITECTURAL ASSOC II	5		0%		0%		0%
ARCHITECTURAL ASSOC IV	2		0%		0%		0%
ARCHITECTURAL DRFT TECH	1		0%		0%		0%
BLD MECH ENGR I	3	1	33%	1	33%	1	33%
BUILD ELECTRCL ENGR I	2	1	50%	1	50%	1	50%
BUILD ELECTRCL ENGR II	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	1	1	100%	1	100%	1	100%
CH REAL ESTATE OFCR II	1	1	100%	1	100%	1	100%
CITY ENGINEER	1		0%		0%	1	100%
CIV ENGRG ASSOC/PM I	1		0%		0%		0%
CIVIL ENGINEER	74	4	5%	5	7%	7	9%
CIVIL ENGINEER/PM I	2		0%		0%	1	50%
CIVIL ENGRG ASSOC I	72		0%		0%		0%
CIVIL ENGRG ASSOC II	120	5	4%	5	4%	6	5%
CIVIL ENGRG ASSOC III	57	5	9%	5	9%	5	9%
CIVIL ENGRG ASSOC IV	19	3	16%	4	21%	4	21%
CIVIL ENGRG DRAFT TECH	4		0%		0%		0%
COMNTY AFFRS ADVOCATE	1		0%	1	100%	1	100%
CONSTR ESTIMATOR	1		0%		0%		0%
CONTRACT ADMINISTRATOR	1		0%		0%		0%
CONTROL SYS ENGINEER I	1	1	100%	1	100%	1	100%
DATA ANALYST I	1		0%		0%		0%
DEPUTY CITY ENGINEER I	2	1	50%	1	50%	1	50%
DEPUTY CITY ENGINEER II	1	1	100%	1	100%	1	100%
DIR OF SYSTEMS	1		0%		0%	1	100%
ELECTRCL ENGRG ASSC I	2		0%		0%		0%
ELECTRCL ENGRG ASSC II	2		0%		0%		0%
ELECTRCL ENGRG ASSC III	2		0%		0%		0%
ELECTRCL ENGRG ASSC IV	1		0%		0%		0%
EMERGENCY MGT COORD I	1		0%		0%		0%
ENGINEER OF SURVEYS	1		0%		0%	1	100%
ENGRG DESIGNER I	1	1	100%	1	100%	1	100%
ENGRG DESIGNER II	6	2	33%	2	33%	2	33%
ENGRG GEOLGST ASSOC I	1		0%		0%		0%
ENGRG GEOLGST ASSOC III	3		0%		0%		0%
ENGRG GEOLOGIST I	1		0%		0%		0%
ENGRG GEOLOGIST II	1		0%		0%		0%
ENGRG GEOLOGIST III	1	1	100%	1	100%	1	100%
ENVIRN AFFRS OFC	2		0%		0%		0%
ENVIRONMENTAL SPEC I	1		0%		0%		0%
ENVIRONMENTAL SPEC II	2		0%		0%		0%
ENVIRONMENTAL SPEC III	1		0%		0%		0%
ENVIRONMENTAL SUPVR I	5		0%		0%		0%
ENVIRONMENTAL SUPVR II	2	1	50%	1	50%	1	50%
ENVRMNTL ENGINEER	3		0%		0%		0%
ENVRMNTL ENGRG ASSC I	1		0%		0%		0%

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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 #	%
ENVRMNTL ENGRG ASSC II	1		0%		0%		0%
ENVRMNTL ENGRG ASSC III	4	1	25%	1	25%	1	25%
ENVRMNTL ENGRG ASSC IV	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST II	2		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
FIELD ENGINEER AIDE	9		0%		0%		0%
FIELD ENGINEERING AIDE ASSISTANT	1		0%		0%		0%
FIELD ENGINEERING AIDE TRAINEE	2		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS CHIEF	1		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS SPECIALIST	15	1	7%	1	7%	2	13%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR I	5	1	20%	1	20%	2	40%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR II	5		0%		0%		0%
GEOTECH ENGINEER I	1		0%		0%		0%
GEOTECH ENGINEER II	3		0%		0%		0%
GEOTECH ENGINEER III	1	1	100%	1	100%	1	100%
IT SPECIALIST	1		0%		0%		0%
LAND SURVEYING ASST	21	1	5%	1	5%	1	5%
LANDSCAPE ARCH ASSC II	2		0%		0%		0%
LANDSCAPE ARCH ASSC III	2		0%		0%		0%
LANDSCAPE ARCH I	2	1	50%	1	50%	1	50%
LANDSCAPE ARCH II	1	1	100%	1	100%	1	100%
MANAGEMENT ANALYST	21	3	14%	5	24%	5	24%
MANAGEMENT ASSISTANT	8		0%		0%		0%
MECH ENGRG ASSC I	2		0%		0%		0%
MECH ENGRG ASSC II	3		0%		0%		0%
MECH ENGRG ASSC III	1		0%		0%		0%
OFFICE ENGRG TECH II	3	1	33%	1	33%	1	33%
OFFICE ENGRG TECH III	4	1	25%	1	25%	1	25%
OFFICE TRAINEE ADMIN CLERK	2		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PR ARCHITECT	1		0%		0%		0%
PR CIVIL ENGINEER	13	6	46%	6	46%	6	46%
PR CIVIL ENGR DRAF TEC	2		0%		0%		0%
PR CLERK	4	2	50%	2	50%	2	50%
PR PROJECT COORDINATOR	1		0%		0%		0%
PROGRAMMER/ANALYST III	3		0%		0%		0%
PROGRAMMER/ANALYST IV	2		0%		0%		0%
PROGRAMMER/ANALYST V	2		0%		0%		0%
PROPERTY MANAGER I	1		0%		0%		0%
REAL ESTATE OFFICER	2		0%		0%		0%
REPROGRAPHICS OPERATOR I	1	1	100%	1	100%	1	100%
REPROGRAPHICS SUPVR I	1	1	100%	1	100%	1	100%
SECRETARY	5		0%		0%		0%
SR ADMINISTRATIVE CLERK	29	7	24%	9	31%	9	31%
SR ARCHITECT	3	1	33%	1	33%	1	33%
SR ARCHITECT DRAFT TECH	1	1	100%	1	100%	1	100%
SR CIVIL ENGINEER	40	5	13%	6	15%	9	23%
SR CIVIL ENGR DRAFT TEC	3	1	33%	1	33%	1	33%
SR CONSTR ESTIMATOR	3	1	33%	1	33%	1	33%
SR ENVRMNTL ENGINEER	2	1	50%	1	50%	1	50%

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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 #	%
SR MGMT ANALYST I	11	3	27%	3	27%	3	27%
SR MGMT ANALYST II	3		0%		0%		0%
SR PROJECT COORDINATOR	1		0%		0%		0%
SR REAL ESTATE OFFICER	3	1	33%	1	33%	1	33%
SR STRUCTURAL ENGINEER	3	1	33%	1	33%	1	33%
SR SURVEY SUPERVISOR	2	1	50%	1	50%	1	50%
SR SYSTEMS ANALYST I	4	1	25%	1	25%	1	25%
SR SYSTEMS ANALYST II	3	1	33%	1	33%	1	33%
SR TITLE EXAMINER	1		0%		0%		0%
STRUCTRL ENGRG ASSC I	5		0%		0%		0%
STRUCTRL ENGRG ASSC II	12		0%		0%		0%
STRUCTRL ENGRG ASSC III	13	1	8%	1	8%	1	8%
STRUCTRL ENGRG ASSC IV	3		0%		0%		0%
STRUCTURAL ENGINEER	8		0%		0%		0%
SURVEY PARTY CHIEF I	25	6	24%	7	28%	8	32%
SURVEY PARTY CHIEF II	8	2	25%	2	25%	4	50%
SURVEY SUPERVISOR	2		0%		0%		0%
SYSTEMS AIDE	1		0%		0%		0%
SYSTEMS ANALYST	6	2	33%	2	33%	2	33%
SYSTEMS PROGRAMMER II	1		0%		0%		0%
TITLE EXAMINER	2		0%		0%		0%
TOTAL	793	92	12%	101	13%	116	15%

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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	28	7	25%	8	29%	10	36%
ACCOUNTING CLERK TRAINEE	8		0%		0%		0%
ACCOUNTING REC SUPVR II	2	1	50%	1	50%	2	100%
ADMINISTRATIVE CLERK	71	8	11%	8	11%	9	13%
AGRICUL LAND DEVELOPER	1	1	100%	1	100%	1	100%
AIR COND MECH SUPVR	1		0%		0%		0%
AIR COND MECHANIC	3	1	33%	1	33%	1	33%
ASST DIR BUR SANITATION	6	4	67%	4	67%	4	67%
ASST ENVIRONMENTAL COMPLIANCE INSPECTOR	13	1	8%	1	8%	1	8%
ASST GARDENER	3		0%		0%		0%
AUDITOR II	1		0%		0%		0%
BLD MECH ENGR I	1	1	100%	1	100%	1	100%
BOAT CAPTAIN II	1		0%		0%		0%
BUILD ELECTRCL ENGR I	1		0%		0%		0%
BUILD OPERATING ENGR	2		0%		0%		0%
BUILD REPAIRER SUPVR	2	1	50%	2	100%	2	100%
BUILDING REPAIRER I	1		0%		0%		0%
CARPENTER	5		0%	1	20%	1	20%
CARPENTER SUPVR	1	1	100%	1	100%	1	100%
CH CLERK	2	1	50%	1	50%	1	50%
CH CUSTODIAN SUPVR I	1		0%		0%		0%
CH ENV COMP INSPECT II	2	1	50%	1	50%	1	50%
CH ENV COMP INSPECTOR I	8	1	13%	1	13%	1	13%
CH FINANCIAL OFFICER	1		0%		0%		0%
CH MANAGEMENT ANALYST	2		0%		0%		0%
CHEMIST I	8		0%		0%		0%
CHEMIST II	21	5	24%	5	24%	5	24%
CIVIL ENGINEER	6	1	17%	1	17%	1	17%
CIVIL ENGRG ASSOC II	14	6	43%	6	43%	6	43%
CIVIL ENGRG ASSOC III	4	1	25%	1	25%	1	25%
CIVIL ENGRG ASSOC IV	2	1	50%	1	50%	1	50%
CIVIL ENGRG DRAFT TECH	1	1	100%	1	100%	1	100%
COMMUN ELECTRICIAN	2	1	50%	1	50%	1	50%
COMMUN INFO REP I	10		0%		0%		0%
COMMUN INFO REP II	61	5	8%	5	8%	5	8%
COMMUN INFO REP III	13	1	8%	1	8%	1	8%
COMMUNICATIONS INFO REP ASST	5		0%		0%		0%
COMMUNICATIONS INFO REP TRAINEE	13		0%		0%		0%
COMNTY AFFRS ADVOCATE	1		0%	1	100%	1	100%
COMNTY PROGRM ASST III	1		0%		0%	1	100%
CONSTR & MAINT SUPV II	1	1	100%	1	100%	1	100%
CONTRL SYS ENG ASSC II	2	1	50%	1	50%	1	50%
CONTRL SYS ENG ASSC III	4	3	75%	3	75%	3	75%
CONTROL SYS ENGINEER I	1	1	100%	1	100%	1	100%
CUSTODIAL SVCS ASST	1		0%		0%		0%
CUSTODIAN	15	5	33%	6	40%	6	40%
DATA BASE ARCHITECT	3	1	33%	1	33%	1	33%
DECK HAND	1		0%		0%		0%
DELIVERY DRIVER I	3		0%		0%		0%
DIR BUR OF SANITATION	1		0%		0%		0%

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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 #	%
DIR OF SYSTEMS	1		0%		0%		0%
ELECTRCL CRAFT HELPER	1	1	100%	1	100%	1	100%
ELECTRCL ENGRG ASSC I	1		0%		0%		0%
ELECTRCL ENGRG ASSC IV	1	1	100%	1	100%	1	100%
ELECTRICIAN	1	1	100%	1	100%	1	100%
EMERGENCY MGT COORD I	1		0%		0%		0%
ENV COMPLIANCE INSP	123	17	14%	19	15%	21	17%
ENVIRN AFFRS OFC	7	2	29%	2	29%	2	29%
ENVIRONMENTAL SPEC II	15	2	13%	2	13%	2	13%
ENVIRONMENTAL SPEC III	4		0%		0%	1	25%
ENVIRONMENTAL SUPVR I	5		0%		0%		0%
ENVIRONMENTAL SUPVR II	6		0%	1	17%	2	33%
ENVRMNTL ENGINEER	25	9	36%	9	36%	9	36%
ENVRMNTL ENGRG ASSC I	58	1	2%	1	2%	1	2%
ENVRMNTL ENGRG ASSC II	58	11	19%	11	19%	11	19%
ENVRMNTL ENGRG ASSC III	35	7	20%	7	20%	8	23%
ENVRMNTL ENGRG ASSC IV	6	3	50%	3	50%	3	50%
EQUIP.OPER. & LABOR	1		0%		0%		0%
EQUIPMENT SUPERVISOR	5	2	40%	2	40%	2	40%
EQUIPMNT OPERATOR	28	6	21%	6	21%	7	25%
EQUIPMNT SUPERVISOR	1	1	100%	1	100%	1	100%
EXEC ADMIN ASST II	4	1	25%	1	25%	1	25%
EXEC ADMIN ASST III	1		0%		0%		0%
GARDENER CARETAKER	14	4	29%	4	29%	6	43%
GEOGRAPHIC INFO SYSTEMS CHIEF	1		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS SPECIALIST	15		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR I	3		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR 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 OPER	15	1	7%	1	7%	2	13%
HYPERION TRMT PLNT MGR	1	1	100%	1	100%	1	100%
INDUSTRIAL HYGIENIST	2		0%		0%		0%
INSTRUMENT MECH	25	10	40%	10	40%	11	44%
INSTRUMENT MECH SUPV	4	1	25%	1	25%	1	25%
IRRIGATION SPECIALIST	1	1	100%	1	100%	1	100%
LABOR SUPERVISOR	1	1	100%	1	100%	1	100%
LABORATORY TECH I	18		0%		0%		0%
LABORATORY TECH II	18	4	22%	4	22%	6	33%
LANDSCAPE ARCH ASSC III	1	1	100%	1	100%	1	100%
MACHINIST	6		0%		0%		0%
MACHINIST SUPVR II	1	1	100%	1	100%	1	100%
MAINT & CONSTR HELPER	6	2	33%	2	33%	2	33%
MAINTENANCE ASST	44		0%		0%		0%
MAINTENANCE LABORER	253	28	11%	33	13%	38	15%
MANAGEMENT AIDE	2		0%		0%		0%
MANAGEMENT ANALYST	68	16	24%	16	24%	17	25%
MANAGEMENT ASSISTANT	32		0%		0%		0%
MARKETING MANAGER	1		0%		0%		0%

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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 #	%
MECH ENGRG ASSC I	2		0%		0%		0%
MECH HELPER	11	2	18%	2	18%	2	18%
OFFICE ENGRG TECH II	6	3	50%	3	50%	3	50%
OFFICE ENGRG TECH III	1		0%		0%		0%
OFFICE SVCS ASSISTANT	1		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	5		0%		0%		0%
PAINTER	15		0%		0%	1	7%
PAINTER SUPVR	1	1	100%	1	100%	1	100%
PARK MAINT SUPVR	2	1	50%	1	50%	1	50%
PAYROLL SUPERVISOR	2	1	50%	1	50%	2	100%
PIPEFITTER	9	2	22%	2	22%	3	33%
PLANT EQUIPMNT TRAINEE	41	1	2%	1	2%	1	2%
PLUMBER	4		0%		0%		0%
PLUMBER SUPERVISOR	1		0%		0%		0%
PR CIVIL ENGINEER	1		0%		0%		0%
PR CLERK	7	1	14%	1	14%	2	29%
PR COMMUNICATIONS OPER	1		0%		0%		0%
PR ENVRMNTL ENGR	5	2	40%	3	60%	3	60%
PR PUBLIC RELATIONS REP	3		0%		0%	1	33%
PROGRAMMER/ANALYST III	4		0%		0%		0%
PROGRAMMER/ANALYST IV	1		0%		0%		0%
PROGRAMMER/ANALYST V	1		0%	1	100%	1	100%
PROJECT ASSISTANT	1		0%		0%		0%
PUB INFO DIRECTOR I	2	1	50%	1	50%	1	50%
PUB INFO DIRECTOR II	1		0%		0%		0%
PUB RELATIONS SPEC II	1		0%		0%		0%
REF COLL SUPERVISOR	60	12	20%	12	20%	14	23%
REF COLL TRUCK OPER II	712	97	14%	107	15%	122	17%
REF CREW FIELD INSTR	19	2	11%	3	16%	3	16%
SAFETY ENGINEER	1		0%		0%		0%
SAFETY ENGRG ASSC II	4	2	50%	2	50%	2	50%
SANITATION SOLID RESOURCES MGR I	10	4	40%	4	40%	6	60%
SANITATION SOLID RESOURCES MGR II	8	3	38%	3	38%	4	50%
SANITATION WSTWATER MGR I	4	2	50%	2	50%	2	50%
SANITATION WSTWATER MGR II	3	2	67%	2	67%	2	67%
SANITATION WSTWATER MGR III	3	3	100%	3	100%	3	100%
SECRETARY	10	3	30%	3	30%	3	30%
SENIOR WATER BIOLOGIST	1		0%	1	100%	1	100%
SENIOR WATER MICROBIOLOGIST	1		0%		0%		0%
SERVICE COORDINATOR	1		0%		0%		0%
SHEET METAL WORKER	1		0%		0%		0%
SHIFT SUPT W/W TRMT I	8	3	38%	3	38%	3	38%
SHIFT SUPT W/W TRMT II	3	2	67%	2	67%	2	67%
SOLID RESOURCE SUPT	13	4	31%	4	31%	5	38%
SOLID WSTE DISP SUPT II	2	1	50%	2	100%	2	100%
SR ADMINISTRATIVE CLERK	60	12	20%	12	20%	17	28%
SR AUDITOR	2		0%		0%		0%
SR BUILD OPERATNG ENGR	1	1	100%	1	100%	1	100%
SR CARPENTER	1	1	100%	1	100%	1	100%
SR CHEMIST	14	4	29%	5	36%	5	36%

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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 #	%
SR CIVIL ENGINEER	3	1	33%	1	33%	1	33%
SR COMMUN OPERATOR I	2		0%		0%		0%
SR CUSTODIAN I	3		0%		0%		0%
SR ENV COMPLIANCE INSP	44	8	18%	9	20%	10	23%
SR ENVRMNTL ENGINEER	15	9	60%	10	67%	10	67%
SR GARDENER	2	1	50%	1	50%	1	50%
SR MGMT ANALYST I	25	6	24%	6	24%	7	28%
SR MGMT ANALYST II	10	2	20%	2	20%	2	20%
SR PAINTER	2	1	50%	1	50%	1	50%
SR PERSONNEL ANALYST I	1	1	100%	1	100%	1	100%
SR PHOTOGRAPHER I	1	1	100%	1	100%	1	100%
SR PLUMBER	5		0%	1	20%	1	20%
SR SYSTEMS ANALYST I	9		0%		0%		0%
SR SYSTEMS ANALYST II	4		0%	1	25%	1	25%
SR W/W TREATMENT OPER	9	1	11%	1	11%	1	11%
STRUCTRL ENGRG ASSC III	1		0%		0%		0%
SYSTEMS ANALYST	16		0%		0%	1	6%
SYSTEMS PROGRAMMER I	3		0%		0%		0%
SYSTEMS PROGRAMMER II	5	1	20%	1	20%	2	40%
SYSTEMS PROGRAMMER III	1	1	100%	1	100%	1	100%
TRANSITIONAL WORKER	5	1	20%	1	20%	1	20%
TREE SURGEON ASST	1	1	100%	1	100%	1	100%
TRUCK OPERATOR	1		0%		0%		0%
VIDEO TECHNICIAN II	1		0%		0%		0%
VOCATIONAL WORKER CUSTODIAN	2		0%		0%		0%
VOCATIONAL WORKER GARDENER CARETAKER	4		0%		0%		0%
VOCATIONAL WORKER MAINTENANCE LABORER	29		0%		0%		0%
W/WTR COLL SUPERVISOR	3	2	67%	2	67%	2	67%
W/WTR COLL WORKER I	3		0%		0%		0%
W/WTR COLL WORKER II	10	3	30%	3	30%	4	40%
W/WTR TRMT ELEC I	21	1	5%	2	10%	2	10%
W/WTR TRMT ELEC II	6	2	33%	2	33%	3	50%
W/WTR TRMT ELEC SUPVR	4	1	25%	1	25%	1	25%
W/WTR TRMT LAB MGR I	3	1	33%	1	33%	1	33%
W/WTR TRMT LAB MGR II	2	2	100%	2	100%	2	100%
W/WTR TRMT LAB MGR III	1	1	100%	1	100%	1	100%
W/WTR TRMT MECH	46	9	20%	10	22%	11	24%
W/WTR TRMT MECH SUPVR	4		0%		0%		0%
W/WTR TRMT OPER I	58	10	17%	11	19%	11	19%
W/WTR TRMT OPER II	20	3	15%	4	20%	4	20%
W/WTR TRMT OPER III	34	11	32%	11	32%	11	32%
WATER BIOLOGIST I	5		0%		0%		0%
WATER BIOLOGIST II	10		0%		0%		0%
WATER BIOLOGIST III	3		0%		0%		0%
WATER MICROBIOLOGIST II	2		0%		0%		0%
WELDER	2		0%		0%		0%
WELDER SUPERVISOR	1	1	100%	1	100%	1	100%
WINDOW CLEANER	1		0%		0%		0%
TOTAL	2801	454	16%	491	18%	552	20%

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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	1	1	100%	1	100%	1	100%
ASST DIR BUR OF ST LTG	2		0%		0%		0%
ASST ST LTG ELECTRCN	24	1	4%	1	4%	1	4%
CEMENT FINISHER	2		0%		0%		0%
CEMENT FINISHER SUPVR	1		0%		0%		0%
CEMENT FINISHER WORKER	2		0%		0%		0%
CIVIL ENGRG ASSOC II	1		0%		0%		0%
CIVIL ENGRG ASSOC III	1		0%		0%		0%
CIVIL ENGRG DRAFT TECH	6	1	17%	1	17%	2	33%
DIR BUR OF ST LIGHTING	1		0%		0%		0%
ELECTRCL CRAFT HELPER	20	1	5%	1	5%	1	5%
ELECTRICAL CRAFT HELPER ASST	15		0%		0%		0%
ELECTRICAL CRAFT HELPER TRAINEE	16		0%		0%		0%
EXEC ADMIN ASST II	1	1	100%	1	100%	1	100%
GEOGRAPHIC INFO SYSTEMS SPECIALIST	4	1	25%	1	25%	1	25%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR I	1		0%		0%		0%
MAINT & CONSTR HELPER	2		0%		0%		0%
MAINTENANCE ASST	2		0%		0%		0%
MANAGEMENT ANALYST	2		0%		0%		0%
MANAGEMENT ASSISTANT	4		0%		0%		0%
MECH HELPER	2		0%		0%		0%
OFFICE ENGRG TECH II	1		0%		0%		0%
OFFICE ENGRG TECH III	3		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	3		0%		0%		0%
PAINTER	1		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PR PROJECT COORDINATOR	2		0%		0%		0%
PROJECT COORDINATOR	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	2		0%		0%		0%
SR MGMT ANALYST I	4		0%		0%		0%
SR MGMT ANALYST II	2		0%		0%		0%
SR PAINTER	1		0%		0%		0%
SR PROJECT COORDINATOR	1		0%		0%		0%
SR STOREKEEPER	1		0%		0%		0%
SR STREET LTG ENGINEER	1		0%		0%		0%
SR SYSTEMS ANALYST I	3		0%		0%	1	33%
SR SYSTEMS ANALYST II	2		0%		0%		0%
ST LTG CONTRUCTION & MAINT SUPT I	4	2	50%	2	50%	2	50%
ST LTG CONTRUCTION & MAINT SUPT II	1	1	100%	1	100%	1	100%
ST LTG ELECTRCN	37	3	8%	4	11%	6	16%
ST LTG ELECTRCN SUPV	14	4	29%	4	29%	4	29%
ST LTG ENGINEER	7	3	43%	5	71%	5	71%
ST LTG ENGINEER/PM1	2	2	100%	2	100%	2	100%
ST LTG ENGRG ASSC I	9		0%		0%		0%
ST LTG ENGRG ASSC II	38	4	11%	5	13%	5	13%
ST LTG ENGRG ASSC III	14	1	7%	3	21%	3	21%
ST LTG ENGRG ASSC IV	3	1	33%	2	67%	2	67%
STOREKEEPER II	2		0%		0%		0%

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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 #	%
STRUCTRL ENGRG ASSC II	2		0%		0%		0%
STRUCTRL ENGRG ASSC III	1		0%		0%		0%
SYSTEMS ANALYST	2		0%		0%		0%
VOC WORKER MAINTENANCE LABORER	4		0%		0%		0%
VOC WRKR WAREHOUSE & TOOLROOM WRKR	2		0%		0%		0%
WELDER	6		0%		0%		0%
TOTAL	291	28	10%	35	12%	39	13%

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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	8		0%		0%		0%
ACCOUNTING CLERK ASSISTANT	1		0%		0%		0%
ACCOUNTING CLERK TRAINEE	3		0%		0%		0%
ADMINISTRATIVE CLERK	18		0%	1	6%	1	6%
ASPHALT PLANT OPER I	3		0%		0%		0%
ASPHALT PLANT OPER II	2		0%		0%		0%
ASPHALT PLANT SUPVR	1		0%		0%	1	100%
ASST DIR BUR OF ST SVCS	3		0%		0%		0%
ASST GARDENER	2		0%		0%		0%
ASST TREE SURGEON	1		0%		0%		0%
CARPENTER	18	2	11%	2	11%	2	11%
CEMENT FINISHER	95	6	6%	8	8%	10	11%
CEMENT FINISHER WORKER	6	1	17%	1	17%	1	17%
CH MANAGEMENT ANALYST	1		0%		0%		0%
CH ST SVC INVEST I	1	1	100%	1	100%	1	100%
CH ST SVC INVEST II	1	1	100%	1	100%	1	100%
CIVIL ENGINEER	13	1	8%	2	15%	2	15%
CIVIL ENGRG ASSOC I	12		0%		0%		0%
CIVIL ENGRG ASSOC II	8		0%		0%		0%
CIVIL ENGRG ASSOC III	8		0%		0%		0%
CIVIL ENGRG ASSOC IV	3		0%	1	33%	1	33%
COMMUN INFO REP II	3		0%		0%		0%
COMMUN INFO REP III	1		0%		0%		0%
COMNTY AFFRS ADVOCATE	1		0%		0%		0%
CONSTR & MAINT SUPV I	1		0%		0%		0%
CONTRACT ADMINISTRATOR	1	1	100%	1	100%	1	100%
DIR BUR OF ST SERVICES	1	1	100%	1	100%	1	100%
ELECTRCL CRAFT HELPER	1	1	100%	1	100%	1	100%
ELECTRICAL CRAFT HELPER ASST	1		0%		0%		0%
ELECTRICIAN	2		0%		0%		0%
ENVIRONMENTAL SPEC I	1		0%		0%		0%
ENVRMNTL ENGINEER	1		0%		0%		0%
ENVRMNTL ENGRG ASSC I	1		0%		0%		0%
ENVRMNTL ENGRG ASSC II	4		0%		0%		0%
EQUIP SPECIALIST II	1	1	100%	1	100%	1	100%
EQUIPMENT SUPERVISOR	1		0%	1	100%	1	100%
EQUIPMNT OPERATOR	87	21	24%	24	28%	26	30%
EXEC ADMIN ASST III	1		0%		0%		0%
FIELD ENGINEER AIDE	12	3	25%	4	33%	6	50%
FIELD ENGINEERING AIDE TRAINEE	2		0%		0%		0%
FISCAL SYSTEMS SPEC II	2		0%		0%	1	50%
GARDENER CARETAKER	7	1	14%	1	14%	1	14%
GEOGRAPHIC INFO SYSTEMS SPECIALIST	6		0%		0%		0%
GRAPHICS DESIGNER II	3		0%		0%		0%
HEAVY DUTY EQUIP MECH	1		0%		0%		0%
HEAVY DUTY TRUCK OPER	106	8	8%	9	8%	10	9%
INSTRUMENT MECH	1		0%		0%		0%
INSTRUMENT MECH SUPV	1		0%		0%		0%
IRRIGATION SPECIALIST	1		0%		0%		0%
LABOR SUPERVISOR	1		0%		0%		0%

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

PW - STREET SERVICES JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
LANDSCAPE ARCH ASSC I	5	2	40%	2	40%	2	40%
LANDSCAPE ARCH ASSC II	6		0%		0%		0%
LANDSCAPE ARCH ASSC IV	1		0%		0%		0%
LANDSCAPE ARCH I	4		0%		0%		0%
LANDSCAPE ARCH II	3		0%		0%		0%
LIGHT EQUIP OPERATOR	6	4	67%	4	67%	4	67%
MAINT & CONSTR HELPER	19	2	11%	2	11%	3	16%
MAINTENANCE ASST	3		0%		0%		0%
MAINTENANCE LABORER	81	11	14%	13	16%	15	19%
MANAGEMENT ANALYST	18	1	6%	2	11%	3	17%
MANAGEMENT ASSISTANT	6		0%		0%		0%
MASONRY WORKER	2		0%		0%		0%
MECH HELPER	6	1	17%	1	17%	1	17%
MECH REPAIRER	2	1	50%	1	50%	1	50%
MOTOR SWEEPER OPERATOR	70	20	29%	22	31%	25	36%
OFFICE ENGRG TECH III	1	1	100%	1	100%	1	100%
OFFICE SVCS ASSISTANT	6		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	3		0%		0%		0%
PARK MAINT SUPVR	1		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PLUMBER	6	2	33%	2	33%	2	33%
PLUMBER SUPERVISOR	1		0%		0%		0%
POWER SHOVEL OPERATOR	1		0%		0%	1	100%
PR CIVIL ENGINEER	2	1	50%	1	50%	1	50%
PR CLERK	1		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 WSTWATER MGR I	3	1	33%	2	67%	2	67%
SANITATION WSTWATER MGR II	4		0%		0%	1	25%
SANITATION WSTWATER MGR III	2	1	50%	1	50%	1	50%
SECRETARY	1		0%		0%		0%
SERVICE COORDINATOR	3		0%		0%		0%
SR ACCOUNTANT I	1		0%		0%		0%
SR ADMINISTRATIVE CLERK	17	3	18%	3	18%	3	18%
SR CARPENTER	5		0%		0%	1	20%
SR CIVIL ENGINEER	5	1	20%	1	20%	1	20%
SR GARDENER	1		0%		0%		0%
SR MGMT ANALYST I	9	1	11%	1	11%	1	11%
SR MGMT ANALYST II	4		0%		0%	1	25%
SR PROJECT COORDINATOR	1		0%		0%		0%
SR ST SVC INVEST II	8	1	13%	1	13%	3	38%
SR SYSTEMS ANALYST I	2		0%		0%		0%
SR SYSTEMS ANALYST II	1		0%		0%		0%
ST SVC INVESTIGATOR	39	7	18%	7	18%	8	21%
ST SVCS GEN SUPT I	4		0%		0%	1	25%
ST SVCS GEN SUPT II	3	2	67%	2	67%	3	100%
ST SVCS SUPT I	19	4	21%	5	26%	8	42%
ST SVCS SUPT II	6	3	50%	3	50%	3	50%

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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 #	%
ST SVCS SUPVR I	30	11	37%	13	43%	13	43%
ST SVCS SUPVR II	25	7	28%	7	28%	8	32%
ST SVCS WORKER I	60		0%		0%	2	3%
ST SVCS WORKER II	16	1	6%	1	6%	1	6%
ST SVCS WORKER III	1	1	100%	1	100%	1	100%
ST TREE SUPT I	6	3	50%	3	50%	3	50%
ST TREE SUPT II	1		0%		0%		0%
STREET SERVICES ASSISTANT	1		0%		0%		0%
SYSTEMS ANALYST	7		0%		0%		0%
TRANSITIONAL WORKER	1		0%		0%		0%
TRANSP ENGINEER	1		0%		0%		0%
TREE SURGEON	79	3	4%	3	4%	3	4%
TREE SURGEON ASST	31	1	3%	1	3%	1	3%
TREE SURGEON SUPVSR I	33	4	12%	5	15%	5	15%
TREE SURGEON SUPVSR II	11	2	18%	3	27%	3	27%
TRUCK OPERATOR	45	2	4%	3	7%	3	7%
VOCATNL WRKR GARDENER CARETAKER	4		0%		0%		0%
VOCATNL WRKR MAINTENANCE LABORER	21		0%		0%	1	5%
VOCATNL WRKR STREET SVCS WORKER	1		0%		0%		0%
VOC WRKR WAREHOUSE & TOOLROOM WRKR	2		0%		0%		0%
W/WTR COLL SUPERVISOR	12	3	25%	3	25%	3	25%
W/WTR COLL WORKER I	21		0%		0%		0%
W/WTR COLL WORKER II	151	18	12%	22	15%	24	16%
W/WTR TRMT ELEC I	5	1	20%	1	20%	1	20%
W/WTR TRMT ELEC SUPVR	1		0%		0%		0%
W/WTR TRMT MECH	7	2	29%	2	29%	2	29%
W/WTR TRMT OPER I	3	1	33%	1	33%	1	33%
W/WTR TRMT OPER III	1		0%		0%		0%
WELDER	2		0%		0%		0%
TOTAL	1437	180	13%	207	14%	241	17%

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

RECREATION AND PARKS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	12	3	25%	3	25%	3	25%
ACCOUNTING CLERK	12	2	17%	2	17%	2	17%
ADMINISTRATIVE CLERK	25	3	12%	3	12%	3	12%
AIR COND MECH SUPVR	2	1	50%	1	50%	1	50%
AIR COND MECHANIC	8		0%	1	13%	1	13%
AQUARIST I	4	1	25%	1	25%	1	25%
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 MGR I	24		0%	1	4%	1	4%
AQUATIC FACILITY MGR II	18	1	6%	1	6%	3	17%
AQUATIC FACILITY MGR III	4		0%	1	25%	1	25%
ARCHITECTURAL ASSOC I	2		0%		0%		0%
ARCHITECTURAL ASSOC II	2		0%		0%		0%
ARCHIVIST I	1		0%		0%		0%
ASST GARDENER	17		0%		0%		0%
ASST GM REC & PARKS	4	2	50%	2	50%	2	50%
ASTRONOMICAL LECTURER	1		0%		0%		0%
ASTRONOMICAL OBSERVER	1		0%		0%		0%
AUDITOR I	2		0%		0%		0%
BANNING RES MUSEUM DIR	1	1	100%	1	100%	1	100%
BUILD CON & MT SUPT	1	1	100%	1	100%	1	100%
BUILD REPAIRER SUPVR	1		0%	1	100%	1	100%
BUILDING REPAIRER I	4	1	25%	1	25%	1	25%
CARPENTER	13	1	8%	2	15%	2	15%
CARPENTER SUPVR	1		0%		0%		0%
CEMENT FINISHER	3		0%		0%		0%
CEMENT FINISHER SUPVR	1		0%		0%		0%
CEMENT FINISHER WORKER	4		0%		0%		0%
CH FINANCIAL OFFICER	1	1	100%	1	100%	1	100%
CH MANAGEMENT ANALYST	4	1	25%	1	25%	1	25%
CH PARK RANGER	1		0%		0%		0%
CHILD CARE ASSOCIATE II	7	1	14%	1	14%	1	14%
CHILD CARE CENTER DIR	11	3	27%	3	27%	3	27%
CHILD CARE PROGRAM MGR	1		0%		0%		0%
CIVIL ENGRG ASSOC I	1		0%		0%		0%
CIVIL ENGRG ASSOC II	1		0%		0%		0%
COMMISSION EXEC ASST II	1		0%		0%		0%
COMMUN ELECTRICIAN	1	1	100%	1	100%	1	100%
COMMUN INFO REP II	2	1	50%	1	50%	1	50%
COMNTY PROGRM DIRECTOR	1		0%		0%		0%
CONSTR & MAINT SUPV II	4	3	75%	3	75%	4	100%
COOK I	1		0%		0%		0%
COOK II	1	1	100%	1	100%	1	100%
CUSTODIAN	1		0%		0%		0%
DEPT CHIEF ACCT IV	1		0%		0%		0%
DIR OF SYSTEMS	1		0%		0%		0%
ELECTRCL CRAFT HELPER	1	1	100%	1	100%	1	100%
ELECTRCL ENGRG ASSC IV	1	1	100%	1	100%	1	100%

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

RECREATION AND PARKS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ELECTRICIAN	15	3	20%	3	20%	3	20%
ELECTRICIAN SUPV	2		0%		0%		0%
EMERGENCY MGT COORD I	2		0%		0%		0%
ENVIRONMENTAL SPEC III	1		0%		0%		0%
ENVIRONMENTAL SUPVR II	1		0%		0%		0%
EQUIP SPECIALIST I	2		0%		0%		0%
EQUIPMNT OPERATOR	11	1	9%	1	9%	1	9%
EXEC ADMIN ASST II	2	1	50%	1	50%	1	50%
EXEC ADMIN ASST III	1		0%		0%		0%
FINANCIAL ANALYST II	1		0%		0%		0%
FLOOR FINISHER I	1	1	100%	1	100%	1	100%
GARDENER CARETAKER	324	66	20%	73	23%	80	25%
GEN MANAGER RECREATION AND PARKS	1		0%		0%		0%
GEOGRAPHIC INFO SYSTEMS SPECIALIST	1		0%		0%		0%
GOLF MANAGER	1		0%		0%	1	100%
GOLF STARTER	16	1	6%	1	6%	1	6%
GOLF STARTER SUPVSR I	7	1	14%	1	14%	1	14%
GOLF STARTER SUPVSR II	2		0%		0%		0%
GRAPHICS DESIGNER I	3		0%		0%		0%
HISTORIC SITE CURATOR	2		0%		0%		0%
HUMAN RESOURCES ASST	3		0%		0%		0%
IRRIGATION SPECIALIST	27	3	11%	5	19%	6	22%
LANDSCAPE ARCH ASSC I	1		0%		0%		0%
LANDSCAPE ARCH ASSC II	2		0%		0%		0%
LANDSCAPE ARCH I	1	1	100%	1	100%	1	100%
LANDSCAPE ARCH II	1	1	100%	1	100%	1	100%
LIGHT EQUIP OPERATOR	9	1	11%	2	22%	2	22%
LOCKSMITH	1		0%		0%		0%
MACHINIST	1		0%		0%		0%
MAINT & CONSTR HELPER	5	2	40%	2	40%	2	40%
MAINTENANCE LABORER	5	2	40%	2	40%	2	40%
MANAGEMENT ANALYST	13	4	31%	4	31%	4	31%
MANAGEMENT ASSISTANT	12		0%		0%		0%
MARINE AQUAR CURATOR II	3		0%		0%		0%
MARINE AQUAR EXH DIR	1		0%		0%		0%
MARINE AQUAR PROG DIR	1		0%		0%		0%
MARITIME MUSEUM CURATOR	1		0%		0%		0%
MARITIME MUSEUM DIR	1		0%		0%		0%
MASONRY WORKER	2	1	50%	2	100%	2	100%
MECH REPAIR GEN SUPVR	1	1	100%	1	100%	1	100%
MECH REPAIR SUPVR	1		0%		0%	1	100%
MECH REPAIRER	11		0%	1	9%	1	9%
MOTOR SWEEPER OPERATOR	1		0%		0%		0%
OBSERVATORY DIRECTOR I	1	1	100%	1	100%	1	100%
OBSERVATORY DIRECTOR II	1	1	100%	1	100%	1	100%
OBSERVATORY PROG SUPRV	1	1	100%	1	100%	1	100%
OFFICE SVCS ASSISTANT	1		0%		0%		0%
OFFICE TRAINEE ADMIN CLERK	3		0%		0%		0%
PAINTER	18	3	17%	3	17%	3	17%
PAINTER SUPVR	2	1	50%	1	50%	1	50%

APPENDIX

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

RECREATION AND PARKS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2024		2025		2026	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PARK MAINT SUPVR	34	6	18%	6	18%	6	18%
PARK RANGER	23	1	4%	1	4%	2	9%
PARK SERVICES ATT I	2		0%		0%		0%
PARK SERVICES ATT II	8		0%		0%		0%
PARK SERVICES SUPVR	2		0%		0%		0%
PAYROLL SUPERVISOR	1		0%		0%		0%
PERS RECORDS SUPV	1		0%		0%		0%
PERSONNEL ANALYST	1		0%		0%		0%
PHOTOGRAPHER I	2	1	50%	1	50%	1	50%
PLAYGROUND EQUIP SUPVR	1	1	100%	1	100%	1	100%
PLUMBER	17	1	6%	1	6%	1	6%
PLUMBER SUPERVISOR	3	1	33%	1	33%	1	33%
PR ACCOUNTANT II	3	2	67%	2	67%	2	67%
PR CLERK	1		0%		0%		0%
PR GROUNDS MAINT SUPVII	8	2	25%	2	25%	3	38%
PR PARK SVCS ATTENDANT	4		0%		0%	1	25%
PR REC SUPERVISOR I	6	1	17%	1	17%	1	17%
PR REC SUPERVISOR II	4	4	100%	4	100%	4	100%
PROGRAMMER/ANALYST III	4		0%		0%		0%
PROGRAMMER/ANALYST V	1		0%		0%		0%
PROJECT ASSISTANT	1		0%		0%		0%
PROJECT COORDINATOR	3		0%		0%		0%
PUB INFO DIRECTOR I	1		0%		0%		0%
PUB RELATIONS SPEC I	1		0%		0%		0%
RECREATION COORDINATOR	150	7	5%	7	5%	9	6%
RECREATION FAC DIR	94	6	6%	7	7%	8	9%
RECREATION SUPERVISOR	13	4	31%	5	38%	5	38%
RISK MANAGER II	1		0%		0%		0%
SAFETY ENGINEER	1	1	100%	1	100%	1	100%
SAFETY ENGRG ASSC II	1		0%		0%		0%
SECRETARY	5		0%	1	20%	1	20%
SECURITY OFFICER	3		0%		0%		0%
SERVICE COORDINATOR	2		0%		0%	1	50%
SIGN PAINTER	2	2	100%	2	100%	2	100%
SPECIAL EVENTS COORDINATOR	1		0%		0%		0%
SR ACCOUNTANT I	2		0%		0%		0%
SR ACCOUNTANT II	5	1	20%	1	20%	2	40%
SR ADMINISTRATIVE CLERK	14	2	14%	2	14%	2	14%
SR AUDITOR	1	1	100%	1	100%	1	100%
SR CARPENTER	3	1	33%	1	33%	2	67%
SR ELECTRICIAN	1	1	100%	1	100%	1	100%
SR GARDENER	102	14	14%	17	17%	21	21%
SR MGMT ANALYST I	6		0%		0%		0%
SR MGMT ANALYST II	7	1	14%	2	29%	2	29%
SR PAINTER	1	1	100%	1	100%	1	100%
SR PARK MAINT SUPVR	10	2	20%	1	20%	3	30%
SR PARK RANGER I	6	1	17%	2	17%	1	17%
SR PARK RANGER II	2	1	50%	1	50%	2	100%
SR PARK SERVICES ATTND	9		0%		0%		0%
SR PERSONNEL ANALYST I	1		0%		0%		0%

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

RECREATION AND PARKS		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SR PERSONNEL ANALYST II	2	1	50%	1	50%	1	50%
SR PLUMBER	1		0%		0%		0%
SR PROJECT COORDINATOR	2		0%		0%		0%
SR RECREATION DIR	68	9	13%	10	15%	12	18%
SR ROOFER	1		0%		0%		0%
ST SVCS WORKER II	2	1	50%	1	50%	1	50%
SUPT OF PLANNING AND CONSTRUCTION	1		0%		0%		0%
SUPT OF R/P OPERATIONS	7	1	14%	3	43%	3	43%
SYSTEMS ANALYST	8	1	13%	1	13%	1	13%
SYSTEMS PROGRAMMER I	1		0%		0%		0%
SYSTEMS PROGRAMMER II	1		0%		0%		0%
TRANSITIONAL WORKER	1	1	100%	1	100%	1	100%
TREE SURGEON	19	2	11%	2	11%	2	11%
TREE SURGEON ASST	5		0%		0%		0%
TREE SURGEON SUPVSR I	5	1	20%	2	40%	2	40%
TREE SURGEON SUPVSR II	1	1	100%	1	100%	1	100%
TRUCK OPERATOR	2		0%		0%		0%
VIDEO PRODUCTION COORD	1		0%		0%		0%
VOC WORKER GARDENER CARETAKER	48	1	2%	1	2%	1	2%
WELDER	2	1	50%	1	50%	1	50%
TOTAL	1504	215	14%	243	16%	273	18%

YOUTH DEVELOPMENT		2024		2025		2026	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ADMINISTRATIVE CLERK	1		0%		0%		0%
COMMUNICATIONS INFO REP TRAINEE	1		0%		0%		0%
COMNTY AFFRS ADVOCATE	1		0%		0%		0%
EXEC DIR, YOUTH DEV DEPT	1		0%		0%		0%
HUMAN REL ADVOCATE	1		0%		0%		0%
MANAGEMENT ANALYST	6		0%		0%		0%
OFFICE SVCS ASSISTANT	1		0%		0%		0%
PR PUBLIC RELATIONS REP	1		0%		0%		0%
PROJECT COORDINATOR	1		0%		0%		0%
SR MGMT ANALYST I	2		0%		0%		0%
SR PROJECT COORDINATOR	1		0%		0%		0%
TOTAL	17	0	0%	0	0%	0	0%

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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	3	1	33%	1	33%	1	33%
ACCOUNTING CLERK TRAINEE	1		0%		0%		0%
ADMIN INTERN	1		0%		0%		0%
ADMINISTRATIVE CLERK	3		0%		0%		0%
AIR COND MECHANIC	1	1	100%	1	100%	1	100%
ANIMAL COLLECTN CURATOR	1		0%		0%		0%
ANIMAL KEEPER	80	6	8%	6	8%	9	11%
AQUARIST I	1		0%		0%		0%
AQUARIST II	1		0%		0%		0%
ASST GARDENER	1		0%		0%		0%
AUDIO VISUAL TECH	1	1	100%	1	100%	1	100%
CARPENTER	2	2	100%	2	100%	2	100%
CEMENT FINISHER	2		0%		0%		0%
CH VETERINARIAN	1		0%		0%		0%
CUSTODIAL SVCS ASST	2		0%		0%		0%
CUSTODIAN	13	3	23%	4	31%	4	31%
CUSTODIAN SUPERVISOR	1		0%		0%		0%
DATA ANALYST I	1		0%		0%		0%
ELECTRICIAN	1		0%		0%	1	100%
ELECTRICIAN SUPV	1	1	100%	1	100%	1	100%
EMERGENCY MGT COORD I	1		0%		0%		0%
ENVIRN AFFRS OFC/PM II	1		0%		0%		0%
EQUIPMNT OPERATOR	1		0%		0%		0%
EXEC ADMIN ASST II	1		0%		0%		0%
EXEC ADMIN ASST III	1		0%		0%		0%
GARDENER CARETAKER	13	1	8%	1	8%	2	15%
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 ARCH/PM I	1		0%		0%		0%
LIGHT EQUIP OPERATOR	2		0%		0%		0%
MAINT & CONSTR HELPER	1		0%		0%		0%
MAINTENANCE ASST	2		0%		0%		0%
MAINTENANCE LABORER	2		0%		0%		0%
MANAGEMENT ANALYST	1		0%		0%		0%
MASONRY WORKER	1		0%		0%		0%
MECH REPAIRER	2	1	50%	1	50%	1	50%
PAINTER	2	1	50%	1	50%	1	50%
PARK SERVICES ATT I	8		0%		0%		0%
PARK SERVICES ATT II	5	1	20%	1	20%	1	20%
PERS RECORDS SUPV	1		0%		0%		0%
PLUMBER	2	1	50%	1	50%	1	50%
PR ANIMAL KEEPER	1		0%		0%		0%
PR PUBLIC RELATIONS REP	1		0%		0%		0%
PUB INFO DIRECTOR I	1		0%		0%		0%
PUB RELATIONS SPEC I	1		0%		0%		0%
SHEET METAL WORKER	1		0%		0%		0%
SR ACCOUNTANT I	2	1	50%	1	50%	1	50%

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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 #	%
SR ADMINISTRATIVE CLERK	8	1	13%	1	13%	1	13%
SR ANIMAL KEEPER	9		0%		0%		0%
SR CARPENTER	1		0%		0%		0%
SR ELECTRICIAN	1		0%		0%		0%
SR GARDENER	2		0%		0%		0%
SR MGMT ANALYST I	1		0%		0%		0%
SR MGMT ANALYST II	2	1	50%	1	50%	1	50%
SR PAINTER	1	1	100%	1	100%	1	100%
SR PARK MAINT SUPVR	1		0%		0%		0%
SR PARK SERVICES ATTND	2		0%		0%		0%
SR PERSONNEL ANALYST II	1	1	100%	1	100%	1	100%
SR PLUMBER	1	1	100%	1	100%	1	100%
SR SYSTEMS ANALYST I	1		0%		0%		0%
SR SYSTEMS ANALYST II	1		0%		0%	1	100%
STOREKEEPER II	1		0%		0%		0%
SYSTEMS ANALYST	2		0%		0%		0%
TRANSITIONAL WORKER	1		0%		0%		0%
TRUCK OPERATOR	3		0%		0%		0%
VETERINARY TECHNICIAN	4		0%		0%		0%
VOCATIONAL WORKER CUSTODIAN	1		0%		0%		0%
VOCTNL WORKER GARDENER CARETAKER	4		0%		0%		0%
ZOO ASST GM	1	1	100%	1	100%	1	100%
ZOO CURATOR	2		0%		0%	1	50%
ZOO CURATOR OF EDUC II	8		0%		0%		0%
ZOO CURATOR OF EDUC III	3		0%		0%		0%
ZOO CURATOR OF EDUC IV	1		0%		0%		0%
ZOO CURATOR OF REPTILES	1		0%		0%		0%
ZOO NUTRITIONIST	1		0%		0%		0%
ZOO REGISTRAR	1		0%		0%		0%
ZOO RESEARCH & CONSERVTN DIRCTR	2	1	50%	1	50%	1	50%
ZOO VETERINARIAN II	1		0%		0%		0%
ZOO VETERINARIAN III	1		0%		0%		0%
TOTAL	249	30	12%	31	12%	38	15%

PERFORMLA OVERVIEW



PERFORMLA OVERVIEW

OVERVIEW

In 2014, the Personnel Department began a program called PerformLA. This program, which was later run out of Mayor Garcetti's office, was modeled after the City and County of Denver's Peak Academy, which provides training, coaching, and project facilitation to help employees continuously improve their service delivery for residents and within government (i.e. Personnel, GSD, ITA). ***The City and County of Denver started Peak Academy in 2011 and since then have trained 12,000 employees and realized \$64.7M in both hard and soft cost savings. The average savings realized from an innovation is \$17,000.***

The core principles behind the tools are:

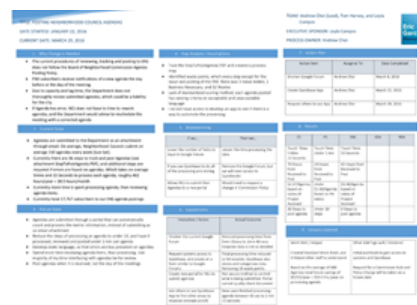
- It's important to build a culture of continuous improvement, where all employees consistently evaluate how they deliver their services and find ways to do better;
- Services should be designed with the customer (or end user) in mind, not from what is easiest or most convenient for employees;
- Employees who do the work (as opposed to management), know best about which improvements need to be made and are the ultimate owners for making those changes stick;
- It's important to make processes and service delivery visible in order to reduce waste (i.e. wait times, extra staff time, extra physical resources); and
- Metrics and data are critical to understanding what's actually happening and in order to make improvements or adjustments that are impactful.

Approximately 1,000 employees across the City of Los Angeles were trained on continuous improvement tools, which are based on Lean Methodology and Design Thinking.

EXAMPLES OF TOOLS

A3: A problem solving tool that walks employees through a disciplined process for understanding their services, why they deliver them, how they are delivered today, and what would be ideal in the future. It can also serve as an innovation tracking tool.

This A3 was created by a Neighborhood Empowerment employee who was looking at ways to reduce errors made in posting Commission meeting agendas.



PROCESS MAP: A Process Map is a diagram that visually displays a series of events or steps that occur within a given process, which are great visual aids that enable members of the team to understand and achieve standard work and continuous improvement. Employees are encouraged to create a current state map (typically as a team and with post-it notes) first and then develop an anticipated future state map based on their innovations.



Employees at Neighborhood Empowerment created this process map to understand all of the steps required for Neighborhood Councils to finalize a lease. The pink post-its are all areas where the team identified waste.

PERFORMLA OVERVIEW



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