



REPORT
FROM

THE PERSONNEL
DEPARTMENT

TO: Personnel, Audits and Hiring Committee	DATE 08/18/26
REFERENCE: 2018 Eligible Retirees / To-Be-Vacated Management Positions / Preparing Successors	COUNCIL FILE CF 17-1098
SUBJECT: PERSONNEL DEPARTMENT'S OVERVIEW OF SUBMITTED SUCCESSION PLANS	

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

BACKGROUND:

The Council motion by Councilmember Koretz and seconded by Councilmember Englander on September 26, 2017, instructed the Personnel Department to report with an overview on succession plans. The motion directed the department to highlight critical areas where developing successor staff is essential, particularly for upcoming management vacancies. Additionally, it instructed the Personnel Department to provide recommendations for building a pool of qualified candidates for key positions and facilitating knowledge transfer from retiring employees.

DISCUSSION:

In compliance with Mayor Garcetti's Executive Directive No. 15 (ED 15), the Personnel Department assisted all City departments in developing and submitting annual updates for their Equitable Workforce and Service Restoration Plans, which were due on March 27, 2026. A questionnaire was distributed to all City departments and offices to ensure all requirements under ED 15 were addressed.

The Personnel Department analyzed the updated plans submitted for fiscal year (FY) 2026-2027 to: (1) identify citywide classifications that are at risk of being severely impacted by potential retirements based on the number of employees eligible for early or regular retirement as of June 2026, 2027, and 2028; and (2) provide updates related to workforce assessment, operational, organizational and or workforce changes, LA Local Hire Programs, knowledge transfer, the future of work and artificial intelligence (AI), employee training, departures, and exit reviews. Based on this analysis, the Personnel Department prepared the *Citywide Summary Report of Equitable Workforce and Service Restoration Plans* (Attachment A). All submitted plans are accessible online via the Workforce Planning Website: <https://sites.google.com/view/cityofla-workforce-planning/home>.

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

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CITY OF LOS ANGELES

EWSD

EQUITABLE WORKFORCE & SERVICE RESTORATION

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EWSR 26 ▶ 27

EQUITABLE WORKFORCE & SERVICE RESTORATION

PREPARED BY

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WORKFORCE DEVELOPMENT SECTION



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I. EXECUTIVE SUMMARY

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

The ***Equitable Workforce and Service Restoration Report*** from **FY 2024-2025** focused on innovations and process improvements, with an emphasis on Artificial Intelligence (AI) and how the City could harness emerging AI technologies. The subsequent report from **FY 2025-2026** focused on recruitment, retention, and how the City could improve the current workforce while maintaining and providing ongoing services.

The current report for **FY 2026-2027** provides a summary and breakdown of the current citywide challenges, practices, and goals as reported by **41 City departments** in the following areas:

- A. Workforce Assessment and Critical Classifications
- B. Operational, Organizational and/or Workforce Changes
- C. LA Local Hire Programs
- D. Knowledge Transfer
- E. Future of Work and AI
- F. Employee Training, Employee Departures, and Exit Reviews

II. BACKGROUND & SOURCES

The Personnel Department and the Office of the Mayor developed the [2026-27 Equitable Workforce and Service Restoration Form](#) (“EWSR 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 2026-2027** Form.

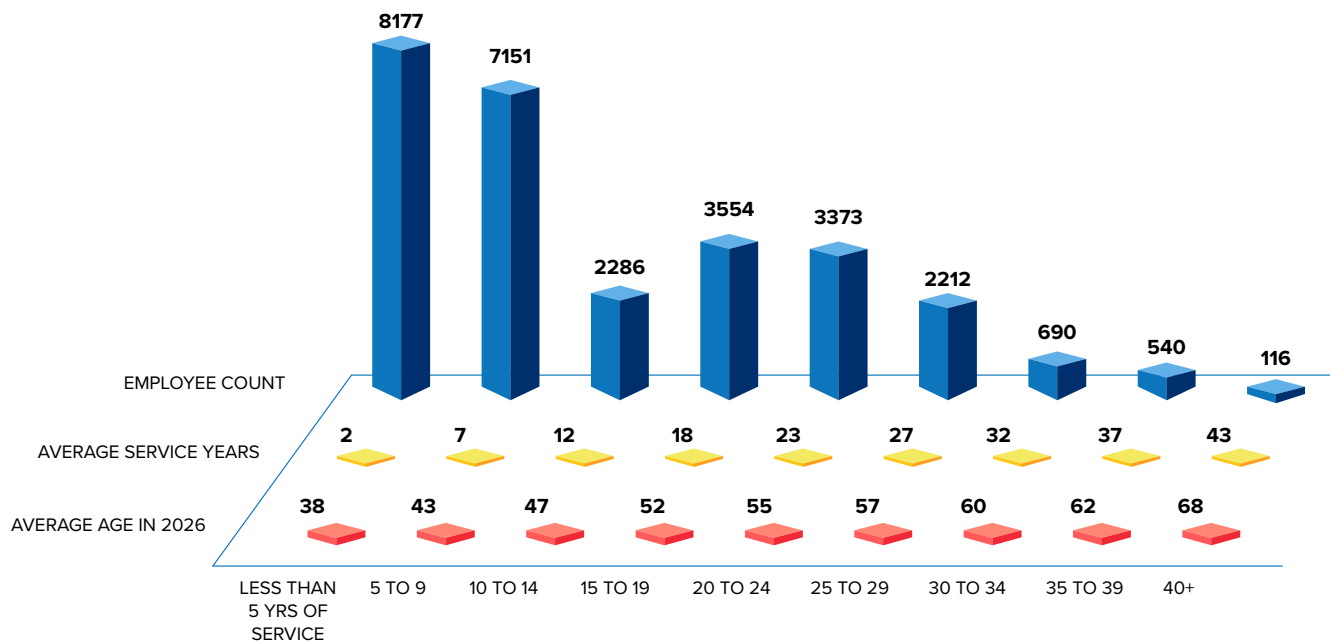
WORKFORCE ASSESSMENT DATA SOURCE

- Retirement eligibility as of June 30, 2026 was provided by LACERS.

III. WORKFORCE ASSESSMENT

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

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



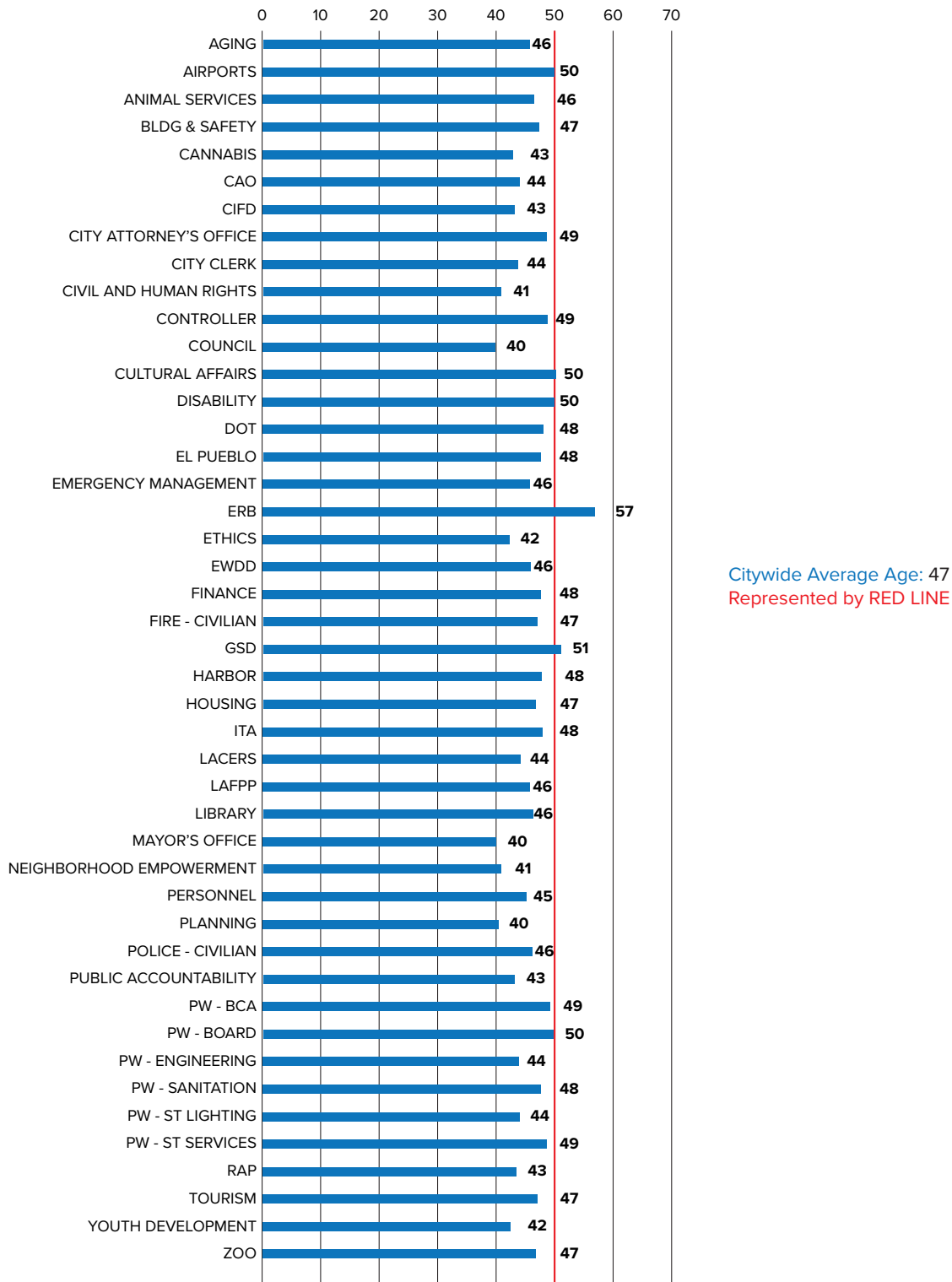
The data has remained consistent across the categories. There is a sizable increase compared to the previous year in the number of employees with 9 service years or less (October 2024 - 13,071, June 2026 - 15,328), representing a 17.3% rise.

The most significant increase related to employee count is employees with less than 5 years of service (October 2024 - 6,913, June 2026 - 8,177), with an increase of 1,264 employees. There is a minimal decrease seen in employee count within the ranges of 5-19, 20-24, and 30-34 years of service, which highlights the importance of retaining tenured employees, along with continued institutional knowledge, innovation, competitive salaries/benefits and promotional opportunities.

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

B. CITY EMPLOYEES BY AGE

The chart below indicates the average age by department. The citywide average is consistent with previous years at 47 years of age. The Employee Relations Board has the highest average age at 57 years of age. The Department of City Planning, Council, and the Mayor's Office have the lowest average age at 40 years of age.



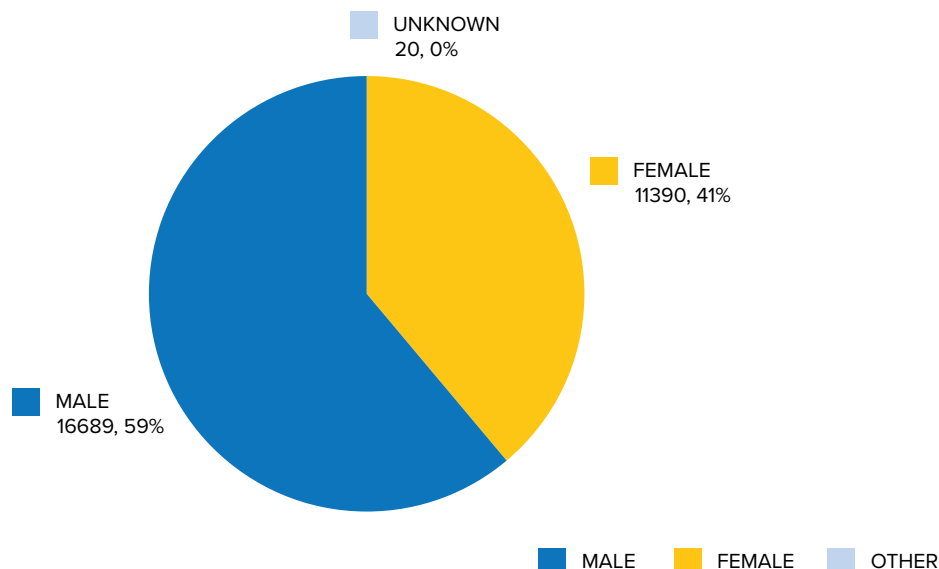
C. CITY EMPLOYEES BY GENDER

As detailed in the Appendix, significant gender imbalances persist across numerous job classifications. Over 90% of clerical positions, such as Secretary or Executive Administrative Assistant, are filled by employees identifying as females. Conversely, employees identifying as males occupy more than 90% of roles within manual labor, building, and construction trades, including classifications like Cement Finisher Worker and Tree Surgeon.

The third category is labeled as 'Unknown', for those who did not disclose gender information. Since only 20 employees were identified as 'Unknown', this category made up less than 1% of the City workforce, and the male and female percentages remain roughly the same from October 2024.

Due to limited staffing in the Civilian Recruitment Section of the Personnel Department, the City is currently unable to engage in many proactive or targeted recruitment activities. In previous years, recruitment efforts to help address gender gaps in certain job classifications included outreach to gender-specific professional and community organizations whose members may meet the minimum qualifications for City recruitments. Recruitment staff also developed social media and recruitment materials featuring diverse employee representation to promote an inclusive workplace and encourage qualified individuals from underrepresented groups to consider employment opportunities.

If Recruitment staffing returns to previous levels, staff can develop targeted recruitment plans for job classifications where gender gaps have been identified. Strategies may include establishing partnerships with educational institutions, trade schools, apprenticeship programs, veterans' organizations, and professional associations to increase awareness of civil service career opportunities among qualified candidates from underrepresented genders. Recruitment staff will also increase participation in career fairs and community outreach events and strengthen long-term recruitment pipelines by engaging middle school and high school students through career awareness presentations that encourage exploration of non-traditional career paths.



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

D. CRITICAL CLASSES

The [2026-27 EWSR Form](#) defines “critical classifications” as those that would create a critical shortage, undue hardship, or otherwise negatively impact departmental operations if left vacant.

Based on the responses to the Form, 44 classifications were considered critical by at least three responding departments:

	CLASS	CLASS CODE	# OF DEPTS
1	Accountant	1513	21
2	Management Analyst	9184	17
3	Senior Management Analyst	9171	14
4	Systems Analyst	1596	13
5	Senior Systems Analyst	1597	12
6	Accounting Clerk	1223	11
7	Administrative Clerk	1358	11
8	Senior Accountant	1523	10
9	Assistant General Manager	varies	9
10	Executive Administrative Assistant	1117	8
11	Senior Administrative Clerk	1368	8
12	Management Assistant	1539	8
13	Chief Management Analyst	9182	8
14	Civil Engineer	7237	8
15	General Manager	varies	7
16	Principal Accountant	1525	7
17	Payroll Supervisor	1170	6
18	Departmental Chief Accountant	1593	5
19	Programmer Analyst	1431	5
20	Equipment Mechanic	3711	5
21	System Administrator	1455	4
22	Personnel Analyst	1731	4
23	Fiscal Systems Specialist	1555	4
24	Commission Executive Assistant	7246	4
25	Maintenance and Construction Helper	3115	4
26	Equipment Operator	3525	4
27	Internal Auditor	1625	4
28	Auditor	1517	4
29	Heavy Duty Truck Operator	3584	4
30	Truck Operator	3583	4
31	Data Analyst	1779	4
32	Senior Personnel Analyst	9167	3
33	Director of Systems	9375	3
34	Civil Engineering Associate	7246	3
35	IT Specialist	1429	3
36	Gardener Caretaker	3141	3
37	Electrical Craft Helper	3799	3
38	Environmental Specialist	7310	3
39	Electrician	3863	3
40	Carpenter	3344	3
41	Information Systems Manager	1409	3
42	Real Estate Officer	1960	3
43	Tree Surgeon	3114	3
44	Cement Finisher	3353	3

D. CRITICAL CLASSES (Cont'd)

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

1. **Limited candidate pool** (39%, 16 out of the 41 departments)
2. **Competing compensation with proprietary departments** (27%, 11 out of the 41 departments)
3. **Length of the hiring process** (12%, 5 out of the 41 departments)

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

1. **Knowledge transfer** (39%, 16 out of the 41 departments)
2. **Lack of time or dedicated training groups** (34%, 14 out of the 41 departments)
3. **No challenges faced** (29%, 12 out of the 41 departments)

IV. OPERATIONAL, ORGANIZATIONAL, AND/OR WORKFORCE CHANGES

The following is a list of the most common operational, organizational, and/or workforce changes that departments anticipate in **FY 2026-2027**.

- **New hires** (78%, 32 out of 41 departments)
- **Retirements** (73%, 30 out of 41 departments)
- **Losing employees to promotional opportunities** (73%, 30 out of 41 departments)
- **Attrition** (73%, 30 out of 41 departments)
- **Increased demand for services** (63%, 26 out of 41 departments)

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

- Staff and workforce shortages due to **retirements** (73%, 30 out of 41 departments), leading to a knowledge drain that creates a need for consistent onboarding and “reactive” operations
- Filling current and new positions with **new hires** (78%, 32 out of 41 departments), especially for specialized needs. Some notable responses include the Los Angeles Fire Department (LAFD) noting that additional positions were requested due to the aftermath of the 2025 Palisades fires, and the Board of Public Works highlighting the need for specialized staff with a background and experience in oil, petroleum, natural gas, and related safety. One role specified by the Board of Public Works is Petroleum Administrator.
- City departments anticipate an **increased demand for services** (63%, 26 out of 41 departments) due to a variety of factors. Departments such as Cultural Affairs, General Services, and Planning mentioned the 2028 Olympic Games as one of the factors driving the increase in demand for services. The LAFD and the Department of Building and Safety noted that the impacts of the 2025 Palisades fires are a factor for increased demand.

IV. OPERATIONAL, ORGANIZATIONAL, AND/OR WORKFORCE CHANGES (Cont'd)

- **Budget cuts/financial challenges** makes it difficult to backfill positions and purchase new equipment (56%, 23 out of 41 departments)
- **Attrition** due to promotions and/or other job opportunities (73%, 30 out of 41 departments)

Overall, it is evident that retirements, new hires, attrition (transfers, promotions, other job opportunities) and increased demand for services are changes departments anticipate in the next fiscal year. Current responses to events such as the 2025 Palisades fires, as well as preparation for future events such as the 2028 Olympics, are leading to an increased demand for services for many departments. Departments should explore new technologies and continue to implement currently available technologies in order to keep up with the increasing demands for services, while dealing with attrition and budget cuts.

While departments face many challenges with changes to their workforce, the Personnel Department is actively exploring ways to support departments through various means including but not limited to: testing innovations, new training programs, and alternative pathways to civil service careers such as the LA Local Hire programs.

V. LA LOCAL HIRE PROGRAMS

The Targeted Local Hire (“TLH”) and Bridge to Jobs (“BTJ”) programs create alternative hiring pathways into full-time, civil service employment opportunities with the City of Los Angeles, with special outreach efforts to reach historically underserved and under-employed communities. While neither program requires prior work experience or specialized education to apply, BTJ requires a high school diploma (or equivalent) or a certification approved by the City because the BTJ is designed to prepare individuals for semi-skilled City careers. The TLH and BTJ programs have been successful in creating civil service job opportunities through the use of a non-traditional civil service examination consisting of on-the-job training (“OJT”) and program performance reviews. Since the launch of the programs, 37 City departments have used one or both programs. The LA Local Hire programs are evaluated on a continuous basis to identify more classifications that are appropriate to be added to the programs.

The LA Local Hire programs provide an ongoing pipeline and expedited hiring process for departments to fill vacancies. The expedited hiring process allows departments to fill vacancies quickly from a pool of qualified candidates. This pipeline directly assists departments with some of the workforce changes described in Section IV. Additionally, the LA Local Hire programs assist departments with filling vacant positions in an expedited manner for critical classifications identified in Section III, such as Accounting Clerk for BTJ and Administrative Clerk for TLH.

A. TARGETED LOCAL HIRE (TLH)

Since the inception of the program on February 2, 2017 through April 30, 2026, a total of **2,338** individuals have been hired through the TLH Program into training programs that lead to one of the following civil service classifications:

- Administrative Clerk (1358)
- Animal Care Technician (4310)
- Animal License Canvasser (4330)
- Custodian (3156)
- Delivery Driver I (1121-1)
- Garage Attendant (3531)
- Gardener Caretaker (3141)
- Maintenance Laborer (3112)
- Mechanical Helper (3771)
- Street Services Worker I (4150-1)
- Tree Surgeon Assistant (3151)
- Warehouse and Toolroom Worker I (1832-1)

B. BRIDGE TO JOBS (BTJ)

Since the inception of the program on February 14, 2020 through April 30, 2026, a total of **475** individuals have been hired into the following BTJ training programs:

- Accounting Clerk (1223)
- Cement Finisher Worker (3353)
- Communications Electrician (3686) *Added to BTJ in 2025
- Communications Information Representative I (1461-1)
- Community Services Representative (9053)
- Customer Service Specialist (1229)
- Electrical Craft Helper (3799)
- Field Engineering Aide (7228)
- Inspector Trainee (4212)
- Investigator Trainee (0608)
- Maintenance and Construction Helper (3115)
- Security Officer (3181) *Added to BTJ in 2024
- Traffic Painter and Sign Poster (3421)

The Personnel Department consistently engages with other departments in ongoing conversations to identify potential classifications that would benefit from being added to the LA Local Hire programs. The City is currently considering Elevator Mechanic Helper (3860) as a classification to be added to BTJ.

VI. KNOWLEDGE TRANSFER

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

Departments detailed the methods they currently employ for capturing institutional knowledge and transitioning assignments, responsibilities and duties from one staff member to another as part of the FY 26-27 report. The following are the most common methods departments are currently utilizing:

- **Data saved to accessible drive** (95%, 39 out of 41 departments)
- **Manuals** (83%, 34 out of 41 departments)
- **Weekly management/team/staff meetings** (80%, 33 out of 41 departments)
- **On-the-job training** (80%, 33 out of 41 departments)
- **Supervision** (78%, 32 out of 41 departments)
- **Tracking system for projects/assignments** (76%, 31 out of 41 departments)

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

- **Public Works - Bureau of Sanitation:** “Team meetings and individual mentoring have proven successful for knowledge transfer. Implementation of “micro” training modules (YouTube, Tik Tok, etc.) could be implemented to address challenges. In addition, a knowledge library could be created.”
- **Cultural Affairs:** “The Department uses various in-person methods of knowledge transfer, including mentorship, job shadowing, meetings, and other training methods to enable transfers of assignments and responsibilities. The Department is interested in implementing a system Department wide that will provide additional support and better structure to enable the seamless transfers of assignments and responsibilities.”
- **Airports:** “Managers and supervisors emphasized the need to strengthen knowledge transfer as experienced staff exit the workforce, particularly by expanding on-the-job training and mentoring and creating dedicated time to document processes. Without additional capacity to capture and standardize institutional knowledge, remaining staff may be less prepared to assume critical duties, increasing the risk of inconsistency and delays. Current effective approaches rely on structured, policy-driven frameworks—such as Administrative Manual updates—supported by cross-unit coordination, consistent documentation, and supervised on-the-job learning, with peer guidance, team briefings, and hands-on casework reinforcing day-to-day competency. To address ongoing challenges (including institutional knowledge loss and variability across units), LAWA is looking to create simple, centralized reference libraries for high-volume processes (e.g., checklists, templates, and decision pathways), formalizing short role-specific micro-trainings and shadowing when duties shift, and using sub-authorities and a centralized team to maintain SOPs and manuals to improve continuity during vacancies or turnover.”

VI. KNOWLEDGE TRANSFER (Cont'd)

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

OFFICE EMPLOYEES	NO. OF DEPTS USING METHOD	“GOOD” or “VERY EFFECTIVE”	FIELD EMPLOYEES (I.E. NON-DESK EMPLOYEES)	NO. OF DEPTS USING METHOD	“GOOD” or “VERY EFFECTIVE”
Online Training	39	25	Job Shadowing, One-on-One Training	22	20
Encouraging Career Development	39	34	Classroom Training (In-House, City Provided)	22	20
Meetings to Share Info/Best Practices	38	33	Meetings to Share Info/Best Practices	22	19
Manuals: Desk/Procedures/Standard Operating	36	28	Encouraging Career Advancement	22	20
Job Shadowing, One-on-One Training	35	33	Manuals: Desk/Procedures/Standard Operating	21	19

A key aspect of knowledge capture and transfer is ensuring that information is organized in a manner that is easily accessible to employees. This includes ensuring that there are established structures for information to flow through. The following is a list of the primary flow of knowledge capture and transfer within departments:

- **Departmental leadership** (90%, 37 out of 41 departments)
- **Individual-to-Team** (90%, 37 out of 41 departments)
- **Documentation/Standard Operating Procedures** (85%, 35 out of 41 departments)

The following is a list of the critical roles identified for capturing and transferring knowledge by departments:

- **Department Management/Supervisors** (93%, 38 out of 41 departments)
- **Individual Employees** (90%, 37 out of 41 departments)

Organizational knowledge, experience and expertise is consistently lost due to retirements, turnover, attrition or any time an employee separates from their employing City department; therefore, knowledge capture and transfer is critical to ensure the successful continuation of critical services and operations without disruptions to the City of Los Angeles. Skill and knowledge gaps will arise as a part of knowledge transfer, therefore a primary goal should be to identify gaps in knowledge or skills. Departments reported that gaps are typically identified through performance assessments, observations, and project outcomes. One currently available training platform available to City departments is Cornerstone, however:

- 24 Departments responded that they **currently utilize** Cornerstone for knowledge transfer training (59%)
- 13 Departments responded that they **do not utilize** Cornerstone for knowledge transfer training (32%)
- 4 Departments responded that they **were unaware of the availability** of Cornerstone for knowledge transfer training (10%)

VII. FUTURE OF WORK AND A.I.

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

- **GenAI tool (e.g. Google Gemini, ChatGPT, etc.) for composing emails, documents, interview questions and researching topics** (73%, 30 out of 41 departments)
- **AI language translation tool (e.g. Google Translate) to translate text in another language** (51%, 21 out of 41 departments)

The following is a list of the most common responses for the AI tools that departments plan and envision using next fiscal year:

- **Document Analysis** (61%, 25 out of 41 departments)
- **Programming/Code Generation** (37%, 15 out of 41 departments)

The following is a list of the most common benefits departments reported experiencing as a result of using AI tools:

- **Written content is more eloquently written, fewer mistakes, and produced more quickly** (66%, 27 out of 41 departments)
- **Efficiency with processing large amounts of documents for reporting** (59%, 24 out of 41 departments)

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

- **Staff may produce output from tools without understanding or verifying sources** (61%, 25 out of 41 departments)
- **AI Tools providing inaccurate information** (54%, 22 out of 41 departments)

Language translation stands out as a notable example of AI usage within the City. 51% (21 out of 41) departments reported current use of AI-driven translation tools, with notable examples including Information Technology Agency, Cannabis Regulation, Airports, General Services, and Recreation and Parks. Recognizing this trend is essential, as it underscores the ongoing efforts by departments to leverage technology to improve City services, as well as the commitment to support the goal of providing equitable access across the community.

VIII. EMPLOYEE TRAINING, EMPLOYEE DEPARTURES, AND EXIT REVIEWS

EMPLOYEE TRAINING

The training of employees is vital to the operations of City departments. As departments lose employees to attrition, new and current employees must be trained in an efficient manner to ensure there are no interruptions to the services provided by departments. Departments were surveyed on the methods that are utilized to train new and existing employees.

The following is a summary of the most common methods departments reported currently using to train employees:

- **In-person training** (95%, 39 out of 41 departments)
- **Process notes/manuals** (89%, 36 out of 41 departments)
- **Online training, such as Cornerstone or video tutorials** (34%, 14 out of 41 departments)

The following is a summary of the most common barriers departments face regarding employee training:

- **Limited/Insufficient time** (85%, 35 out of 41 departments)
- **Staffing/Turnover** (83%, 34 out of 41 departments)
- **Lack of resources** (68%, 28 out of 41 departments)

Within the City, 40 Departments (98% of responses) state that Management and Supervisors are directly responsible for ensuring employees are properly trained. Departments were also surveyed on the methods they utilize to evaluate the effectiveness of their training methods. The following is a list of the most common methods departments use to measure the effectiveness of the trainings they provide to employees:

- **Informal feedback** (89%, 36 out of 41 departments)
- **Exit interviews** (56%, 23 out of 41 departments)
- **Surveying employees** (53%, 22 out of 41 departments)
- **Regular evaluations** (51%, 21 out of 41 departments)

Each of the above methods identified by responding departments can measure effectiveness of training individually, however departments may utilize multiple methods in conjunction with each other to truly capture the effectiveness of their training methods. In addition to the above measures of effectiveness, departments are encouraged to continue to explore other methods to measure effectiveness such as tracking of metrics where possible, to ensure they are accurately assessing their training techniques.

EMPLOYEE DEPARTURES

As staff members depart from departments through retirement, transfers, promotions, or general attrition, departments inevitably lose critical institutional knowledge. This loss of knowledge underscores the need of a formal transition process to capture and pass on essential job expertise to incoming employees. Based on survey results, the following is a list of the most methods departments use to manage employee departures and capture knowledge:

- **Exit interviews** (71%, 29 out of 41 departments)
- **One-on-one meetings** (54%, 22 out of 41 departments)
- **Offboarding checklists** (49%, 20 out of 41 departments)
- **Online forms/exit surveys** (37%, 15 out of 41 departments)

While 78% of responding departments identified the above methods as “Standard Practice” (32 out of 41 departments), only four (4) departments identified the methods as “Mandatory”. This suggests that while departments are making an effort to capture the knowledge of departing employees, the implementation and accountability of these efforts may vary widely between individual departments.

The following is a list of the most common responses for how departments record and capture job knowledge from a departing employee:

- **Written documentation/manuals** (83%, 34 out of 41 departments)
- **Shared databases (tools, resources, drives)** (68%, 28 out of 41 departments)
- **Handover meetings** (66%, 27 out of 41 departments)
- **Job shadowing or training sessions** (56%, 23 out of 41 departments)

The following is a list of how departments rate the effectiveness of methods for capturing knowledge from departing employees:

- **Somewhat effective** (46%, 19 out of 41 departments)
- **Very effective** (12%, 5 out of 41 departments)

Departments also provided information on the frequency of utilization of the documented knowledge:

- **Sometimes** (51%, 21 out of 41 departments)
- **Frequently** (24%, 10 out of 41 departments)
- **Always** (10%, 4 out of 41 departments)

IX. CONCLUSION

The City of Los Angeles' ("City") workforce has been impacted by economic shifts, past natural disasters such as the 2025 Palisades fire, and anticipation and preparation for major events in the future such as the 2028 Olympics. The City has also experienced challenges related to budget constraints, an increase in the demand for services, in part due to major events, and attrition within the workforce.

Since it is anticipated that departments will be impacted by the increase in demand for services, departments are encouraged to strategize on how to leverage the current technologies and programs available to the City. Based on best practices reported by some departments, this may include:

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

The Personnel Department will play a key role in supporting departments to address the increased demand for services in the upcoming fiscal year. This may include:

- Creating a centralized, one-stop-shop for knowledge capture processes that departments can utilize. This will allow departments to bring new employees into the workforce with minimal impacts to current operations.
- Continuing to expand the LA Local Hire programs by exploring additional on-the-job training models for critical classifications. This may include expanding the available classifications in the LA Local Hire programs, or leveraging apprenticeships and other alternative pathways.

▶ **APPENDIX**

FY 2026-2027 EWSR FORM



ATTACHMENT 1:

2026-2027 EQUITABLE WORKFORCE AND SERVICE RESTORATION FORM

Introduction:

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

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

In an effort to simplify the process, the Office of the Mayor and Personnel Department have developed the following Form as a substitute for the narrative and "Summary of Plan Updates" that were used in the previous years. A copy of the questions can also be seen [here](#). **The Office of the Mayor and Personnel Department requests that all City departments complete and submit this form no later than FRIDAY, MARCH 27, 2026 at 5:00 P.M.**

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

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

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

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

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

1a. Please select the operational, organizational, and/or workforce changes that your Department anticipates in **FY 2026-2027**. Please choose all that apply. If your Department does not anticipate any changes, please choose "Not Applicable". If you select "other," please specify.

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- ☐ New or expanded programs/services/responsibilities
- ☐ Stopping or reducing programs/services
- ☐ New equipment
- ☐ Technology upgrades
- ☐ Increased efficiency
- ☐ Increased production
- ☐ Increased demand for services
- ☐ Increased demand for language translation services
- ☐ Increased demand for training/upskilling for new programs/technologies
- ☐ Adding new team/section/unit
- ☐ Permanent telecommuting policy
- ☐ Request lost positions from SIP
- ☐ Digitalization
- ☐ Return to pre-pandemic normalcy (e.g., in-person meetings, front counter service)
- ☐ Flex/shared office space
- ☐ New building
- ☐ New executives
- ☐ Reorganization
- ☐ Budget cuts
- ☐ Budget increases
- ☐ Renewed programs
- ☐ Retirements
- ☐ Attrition
- ☐ New hires
- ☐ Workforce shortages
- ☐ Losing employees to transfers
- ☐ Losing employees to promotional opportunities
- ☐ New position authorities
- ☐ Lack of work space for staff
- ☐ Requesting to participate in the Targeted Local Hire and/or Bridge to Jobs programs
- ☐ Recruit individuals with skills not usually found at the City
- ☐ Lack of access to a full range of Digital tools, including artificial intelligence
- ☐ Decrease in resources and training
- ☐ Increased Staff
- ☐ Not Applicable
- ☐ Other: _____

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

Section II: Critical Classifications, Retirements, & Attrition

2a. Please select the classifications that are hard-to-fill and critical to your Department's operations. For purposes of this Workforce Planning form, the term "critical classifications" refers to classifications that would create a critical shortage, undue hardship, or otherwise negatively impact departmental operations if left vacant. Please choose all that apply. If you select "other," please specify.

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

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

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

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

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

2b. Please select the most common barriers of hiring that your Department faces. Please choose all that apply. If your Department does not experience difficulties in hiring, please choose "Not Applicable". If you select "other," please specify.

- ☐ Budget limitations
- ☐ PCH Process
- ☐ Small candidate pools
- ☐ Candidates do not respond to certifications/invitations to interview
- ☐ Hiring from a shared eligible list for a classification that is used by multiple departments
- ☐ Uncompetitive salary/pay compared to other public/private organizations
- ☐ Time it takes to request a new civil service exam to when the eligible list is established
- ☐ Lengthy and/or rigorous background check
- ☐ Undesirable work environment (e.g., high stress tasks, large volume of work, dangerous assignments)
- ☐ Department and/or the nature of a job does not allow any telecommuting
- ☐ Minimum requirements for classification do not reflect the current needs of the job/work
- ☐ Job skills/experience not matching existing classifications or not available among current workforce
- ☐ Difficulties to hire mid and senior level management roles
- ☐ Problem with progression in some career ladders
- ☐ Classification titles need to be updated to make job more attractive
- ☐ Not Applicable
- ☐ Other: _____

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3. How did your Department deal with the actual retirements in **FY 2023-2024** and/or **2024-2025**? Please choose all that apply. Please enter "Not Applicable" if your Department did not experience any actual retirements in **FY 2023-2024 and/or 2024-2025**. If you select "other," please specify.

- ☐ Backfilled
- ☐ Reorganization
- ☐ Reallocation/reassignment of duties
- ☐ Reduced services
- ☐ Training
- ☐ Cross-training
- ☐ Transfers
- ☐ "Acting" roles
- ☐ Emergency appointments
- ☐ Promotions
- ☐ Substitute authority/"in-lieu"
- ☐ Job shadowing opportunities
- ☐ Pay grade advancement
- ☐ Overtime
- ☐ Work backlogs
- ☐ As-needed staff
- ☐ 120-day authorities
- ☐ Contracted work
- ☐ Not Applicable
- ☐ Other: _____

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

5. Of the following factors, which of the following may have contributed to employee attrition in your Department? Please choose all that apply. If you select "other," please specify.

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

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6a. Please list any specialized roles or classes utilized by your department. If your Department does not have any specialized roles or classes, please enter "Not Applicable".

6b. What challenges, if any, has your Department faced when attempting to fill these specialized roles? If your Department does not experience these challenges, please enter "Not Applicable".

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

Section III: LA Local Hire Programs

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

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

8. Please select the TLH classifications used by your Department.

- ☐ Administrative Clerk
- ☐ Animal Care Technician
- ☐ Animal License Canvasser
- ☐ Custodian
- ☐ Delivery Driver
- ☐ Garage Attendant
- ☐ Gardener Caretaker
- ☐ Maintenance Laborer
- ☐ Street Services Worker
- ☐ Tree Surgeon Assistant
- ☐ Warehouse & Toolroom Worker
- ☐ Mechanical Helper
- ☐ Not Applicable

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9. Please select the BRIDGE classifications used by your Department. Please note that classifications marked with an asterisk (*) are currently being considered for addition to BRIDGE.

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

10. The Personnel Department is always looking for ways to improve and expand the TLH Program, Bridge to Jobs Program, Alternative Pathway for Part-Time/Exempt Employees (APPTE) or exploring apprenticeship programs that may be used at the City. Examples may include adding new classifications that align with departmental needs, improvements on efficiency, standardizing processes, including new technology, or anything that would refine the programs. Please feel free to submit both general recommendations to improve the programs and recommendations for entry-level or semi-skilled classifications that may be a good fit for any of the Programs. For purposes of this form, entry-level refers to classifications that require one (1) year or less of work experience and semi-skilled refers to classifications requiring less than five (5) years of work experience with no specific educational requirements or where educational requirements can be substituted with work experience.

Section IV: Knowledge Transfer

11a. Please select the method that your Department is currently utilizing to seamlessly transfer assignments and responsibilities using a knowledge capture and transfer system or method that is effective. Please choose all that apply. If you select "other," please specify.

- ☐ Data saved to accessible drive
- ☐ Tracking system for projects/assignments
- ☐ Weekly management/team/staff/cross-bureau/division-wide meetings
- ☐ Job shadowing
- ☐ Manuals
- ☐ Mentorship program
- ☐ Standard policies and procedures

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- ☐ Training opportunities/events/orientations
- ☐ Unit dedicated to training
- ☐ Cross-training
- ☐ 120-day appointments
- ☐ On-the-job training
- ☐ Allocated Training Time
- ☐ Supervision
- ☐ Library with recorded trainings, info, etc.
- ☐ Rotations/reassignments
- ☐ Loan program
- ☐ Other: _____

11b. Please provide a brief description of each system/method checked off in the previous question and specify how the effectiveness of each item is measured. In your response, please indicate how your Department is including these methods as part of regular duties and operations to ensure that these methods are being carried out and utilized. If this does not apply to your department, please enter "Not Applicable".

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

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

12a. Office Employees - Online Training Course titled: "A City of Los Angeles Training Course - Knowledge Transfer".

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

12b. Field Employees - Online Training Course titled: "A City of Los Angeles Training Course - Knowledge Transfer".

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

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12c. How effective do you believe this method to be? Please choose from the following.

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

13a. Office Employees - Manuals: Desk Manual/Procedures Manual/Standard Operating Manuals.

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

13b. Field Employees - Manuals: Desk Manual/Procedures Manual/Standard Operating Manuals.

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

13c. How effective do you believe this method to be? Please choose from the following.

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

14a. Office Employee: Job Shadowing, One-on-one training.

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

14b. Field Employee: Job Shadowing, One-on-one training.

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

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14c. How effective do you believe this method to be? Please choose from the following.

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

15a. Office Employee: Rotation, Reassignments, Temporary Assignments.

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

15b. Field Employee: Rotation, Reassignments, Temporary Assignments.

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

15c. How effective do you believe this method to be? Please choose from the following.

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

16a. Office Employee: Classroom Training (In-House, City provided)

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

16b. Field Employee: Classroom Training (In-House, City provided)

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

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

- Not at all

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- Slightly
- Satisfactory
- Good
- Very Effective

17a. Office Employee: Online training

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

17b. Field Employee: Online training

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

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

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

18a. Office Employee: Conferences/Workshops/External Training (non-City)

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

18b. Field Employee: Conferences/Workshops/External Training (non-City)

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

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

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

19a. Office Employee: Mentoring

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

19b. Field Employee: Mentoring

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

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

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

20a. Office Employee: Demonstrations/Videos

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

20b. Field Employees: Demonstrations/Videos

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

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

- Not at all
- Slightly

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- Satisfactory
- Good
- Very Effective

21a. Office Employee: Loan back transfer of incumbent and/or sub-authority for position.

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

21b. Field Employees: Loan back transfer of incumbent and/or sub-authority for position.

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

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

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

22a. Office Employee: 120-Day Retirees

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

22b. Field Employees: 120-Day Retirees

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

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

- Not at all
- Slightly
- Satisfactory
- Good

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- Very Effective

23a. Office Employee: Leadership Academy/Program

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

23b. Field Employee: Leadership Academy/Program

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

23c. How effective do you believe this method to be? Please choose from the following.

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

24a. Office Employee: Meetings to share info/best practices

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

24b. Field Employees: Meetings to share info/best practices

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

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

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

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25a. Office Employee: Encouraging Career Advancement

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

25b. Field Employees: Encouraging Career Advancement

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

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

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

26a. Office Employee: Department Training Website

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

26b. Field Employees: Department Training Website

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

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

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

27a. Office Employee: Knowledge Management Software

- Currently Utilize

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

27b. Field Employees: Knowledge Management Software

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

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

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

28a. Office Employee: Attending Council Meetings

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

28b. Field Employees: Attending Council Meetings

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

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

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

29a. Office Employee: Retiring supervisor/manager trains staff

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

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- Not Interested
- Not Applicable

29b. Field Employees: Retiring supervisor/manager trains staff

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

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

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

30a. Office Employee: One team member leads training for entire staff

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

30b. Field Employees: One team member leads training for entire staff

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

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

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

31a. Office Employee: Staff luncheon

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

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31b. Field Employees: Staff luncheon

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

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

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

32. Please indicate the current number of employees who have either completed or are currently enrolled in the Google Super User training sessions offered by ITA. Additionally, provide potential uses from the training your Department would be interested in exploring for the purposes of furthering knowledge transfer and succession planning.

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

Section V: Knowledge Management (Capture, Transfer and Training)

34. How does knowledge **capture and transfer** primarily flow within your department? Please choose all that apply. If you select "other," please specify.

- ☐ Departmental leadership, such as policy updates, established standards, and clear expectations from the top down
- ☐ Cross-departmental, such as the sharing and translation of information across departments
- ☐ Peer-to-peer, such as mentoring or job shadowing
- ☐ Individuals to team, such as internal presentations, demonstrations, and team meetings
- ☐ Individuals to systems, such as documentation, SOPs , templates, checklists
- ☐ Systems to individual, such as historical decisions or standard processes
- ☐ Other: _____

35. Which departmental roles **capture and transfer** critical knowledge? Please choose all that apply. If you select "other," please specify.

- ☐ Department Management/Supervisor
- ☐ Individual Employees

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- ☐ Training or HR Coordinator
- ☐ Assigned subject matter experts
- ☐ Other: _____

36. How does your department ensure that employees are held accountable for the effective **capture and transfer** of critical knowledge? Please choose all that apply. If you select "other," please specify.

- ☐ Assigned coordinator that is responsible for knowledge transfer
- ☐ Integrate knowledge transfer into core processes
- ☐ Make knowledge capture part of the job
- ☐ Measure and track knowledge transfer
- ☐ Include knowledge transfer into feedback and evaluations
- ☐ Other: _____

37. What challenges does your department face in capturing and transferring critical knowledge? Please choose all that apply. If you select "other," please specify.

- ☐ Staffing and turnover
- ☐ Lack of centralized system
- ☐ Lack of communication and collaboration
- ☐ Do not have appropriate tools or platforms
- ☐ Lack of consistency across sections
- ☐ Limited time
- ☐ Other: _____

38. Given current departmental knowledge management practices, what successful methods exist for knowledge transfer, and what new strategies should we implement to address current challenges in this area?

39. Does your department have key individuals in critical or specialized roles who possess essential institutional knowledge? If so, please specify and describe the role.

40. How effectively can employees access and apply the knowledge required for their jobs?

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

41. How does your department integrate knowledge capture into its daily operations? Please choose all that apply. If you select "other," please specify.

- ☐ Knowledge sharing sessions

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- ☐ Use AI to record and summarize the essential points (eg. Google Gemini)
- ☐ Use collaborative tools such as Google Workspace or SharePoint
- ☐ Include performance review criteria for knowledge capture in evaluations
- ☐ Create manuals, guides, and reports to document best practices, processes, and lessons learned.
- ☐ Other: _____

42. How does your department integrate knowledge transfer into its daily operations? Please choose all that apply. If you select "other," please specify.

- ☐ Standard Operating Procedures (SOPs) Detailed manuals and checklists (job aids) for frequently repeated tasks.
- ☐ Job Shadowing: An employee follows an experienced lead to observe how they approach technical problems, run meetings, or engage with partners.
- ☐ On the job training
- ☐ Mentoring
- ☐ Cross training or job rotation
- ☐ Other: _____

43. How does your department **identify skill gaps** between new employees and experienced staff with institutional knowledge?

44. What strategies are used to **address skill gaps** between new employees and experienced staff with institutional knowledge?

45. Does your Department currently utilize available knowledge transfer **training** through Cornerstone?

- ☐ Yes
- ☐ No
- ☐ I was not aware of trainings available through Cornerstone

46. What proactive steps is your department taking to encourage staff participation in cornerstone **training**, even though it is not required?

47. Is there an assigned coordinator responsible for monitoring and tracking cornerstone course completion? If so, can you briefly describe their class title, role and how this is being done?

48. Which critical knowledge areas within your department currently suffer from inadequate or outdated documentation?

49. Based on anticipated retirements or departures, which knowledge areas require immediate attention to capture and transfer?

FY 2026-2027 EWSR FORM

50. What are some suggested ways City Departments could strengthen responsibility for knowledge transfer? For instance, does your Department utilize a formal process, such as a close-out checklist or a knowledge transfer document, when positions transition?

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

51a. Please select AI Tools *currently* in use by your department. Please choose all that apply. If you select "other," please specify.

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

51b. Please select AI Tools your department *plans and envisions using* next fiscal year. Please choose all that apply. If you select "other," please specify.

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

52. Please select how your department uses AI tools to support ongoing services during the fiscal emergency. Please choose all that apply. If you select "other," please specify.

- ☐ Customer Service
- ☐ Data Analysis
- ☐ Data Visualization
- ☐ Coding/Script Writing
- ☐ Drafting Documents

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- ☐ Reviewing Documents
- ☐ Task Automation
- ☐ Video Creation
- ☐ Other: _____

53a. Please select *benefits* your department has experienced as a result of utilizing AI tools. Please choose all that apply. If you select "other," please specify.

- ☐ Staff can better present ideas after reviewing with GenAI tool.
- ☐ Language translation
- ☐ Processing large amounts of documents for summary reporting and analysis.
- ☐ Provide analysis of large data sets to identify issues, trends, and assist in future planning.
- ☐ Written content is more eloquently written, fewer mistakes, and produced more quickly.
- ☐ Time to research new technologies is reduced.
- ☐ Enhanced cybersecurity threat and fraud detection.
- ☐ Not Applicable
- ☐ Other: _____

53b. Please select *challenges* your department has experienced as a result utilizing AI tools. Please choose all that apply. If you select "other," please specify.

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

53c. Based on your responses to 53b, please provide more information about what support your Department and staff would like to see to assist with overcoming these challenges.

Section VII: Employee Training

54. What training methods does your department use to ensure all employees are trained effectively and efficiently? Please choose all that apply. If you select "other," please specify.

- ☐ In-person trainings
- ☐ Process notes/manuals
- ☐ Online training (Cornerstone, video tutorials)
- ☐ Job shadowing

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- ☐ Onboarding
- ☐ Check-ins/Following up on trainings
- ☐ Integrating trainings into performance evaluations
- ☐ Not Applicable
- ☐ Other: _____

55. What are the biggest challenges in your Department with training employees? Please choose all that apply. If you select "other," please specify.

- ☐ Staffing and turnover
- ☐ Limited time constraints
- ☐ Limited resources
- ☐ Limited opportunities offered
- ☐ Unaware of available resources
- ☐ Not Applicable
- ☐ Other: _____

56. What recommendations do you have to ensure the training of employees in the current fiscal environment? If you do not have any recommendations, please enter "Not Applicable".

57. Please specify role(s) within your department responsible for ensuring effective and efficient delivery of employee training? Please choose all that apply. If you select "other," please specify.

- ☐ Department Management/Supervisor
- ☐ Training or HR Coordinator
- ☐ Individual Employees
- ☐ Client Services/HR Services
- ☐ Other: _____

58. How does your Department ensure that employees receive the training they need to perform their roles effectively? Please choose all that apply. If you select "other," please specify.

- ☐ Regular evaluations (*assessing both individual and team skill gaps*)
- ☐ Surveying employees
- ☐ Informal feedback sessions/discussions with employees
- ☐ Formal feedback sessions/discussions with employees
- ☐ Exit interview
- ☐ Tracking of metrics
- ☐ Other: _____

59. How does your Department ensure that employees receive ongoing learning opportunities? Please choose all that apply. If you select "other," please specify.

- ☐ Actively offer training opportunities (*hands-on, cross training between teams, technical courses*)

FY 2026-2027 EWSR FORM

- ☐ Connect employees with new training and development initiatives as they become available
- ☐ Regularly assess and identify training opportunities that foster professional development
- ☐ Share newsletters/correspondence with training groups across the City
- ☐ Provide continuous access to training, workshops, and courses
- ☐ Other: _____

Section VIII: Employee Departures and Exit Reviews

60. When an employee exits the department, what methodologies are used to implement and manage knowledge transfer? Please choose all that apply. If you select "other," please specify.

- ☐ Exit survey (online forms)
- ☐ Exit interviews (in person, by phone or video)
- ☐ One-on-one meetings
- ☐ Offboarding checklist
- ☐ Other: _____

61. Are these methodologies conducted as a standard or required practice by the department? Please choose all that apply. If you select "other," please specify.

- ☐ Standard practice
- ☐ Mandatory
- ☐ I don't know
- ☐ Other: _____

62. What efforts are being made to formally record processes, policies, and procedures before an employee exits the department? Please choose all that apply. If you select "other," please specify.

- ☐ Written documentation / manuals
- ☐ Handover meetings to review and discuss
- ☐ Job shadowing or training sessions
- ☐ Use of shared database with tools and resources, management systems and drives
- ☐ Video recordings of tasks/processes shared via Google Drive
- ☐ Other: _____

63. How effective are exit interviews in capturing knowledge that is useful for the team or department? Please choose all that apply.

- ☐ Very Effective
- ☐ Effective
- ☐ Somewhat Effective
- ☐ Ineffective

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- ☐ Very Ineffective
- ☐ Not Applicable

64. How frequently is the knowledge documented during an employee's exit process actually utilized by the remaining team or the successor(s)? Please choose all that apply.

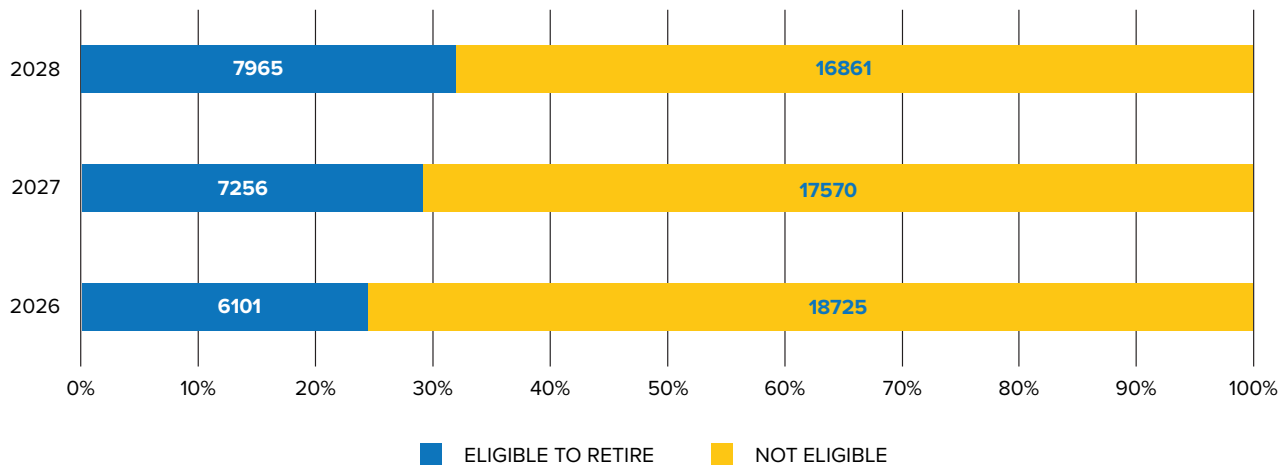
- ☐ Always
- ☐ Frequently
- ☐ Sometimes
- ☐ Rarely
- ☐ Never
- ☐ Not Applicable

65. How can we strengthen exit interviews as a tool for passing critical knowledge?

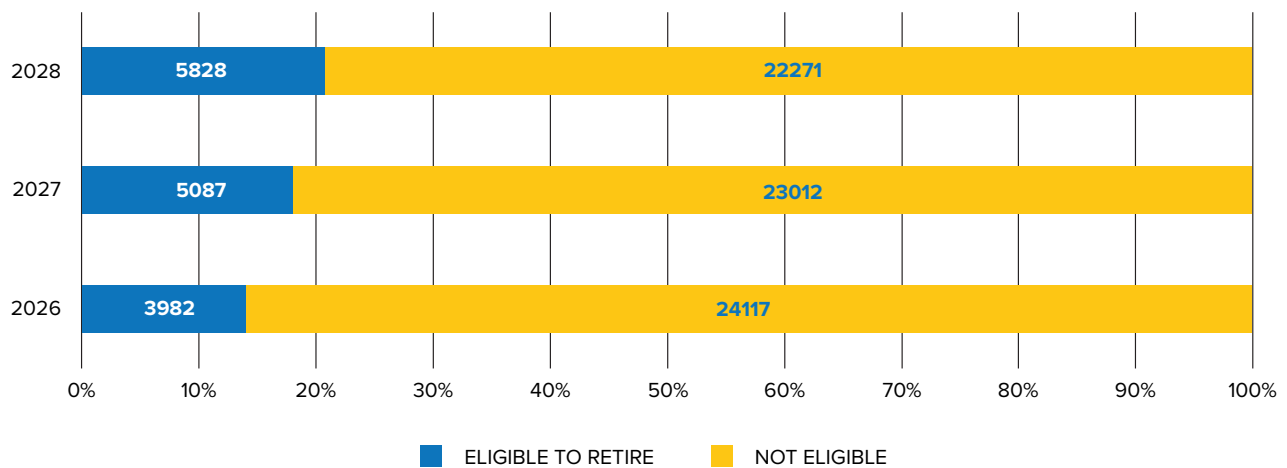
66. How can we enhance exit reviews to better support knowledge transfer?

CITYWIDE RETIREMENT ELIGIBILITY BY YEAR

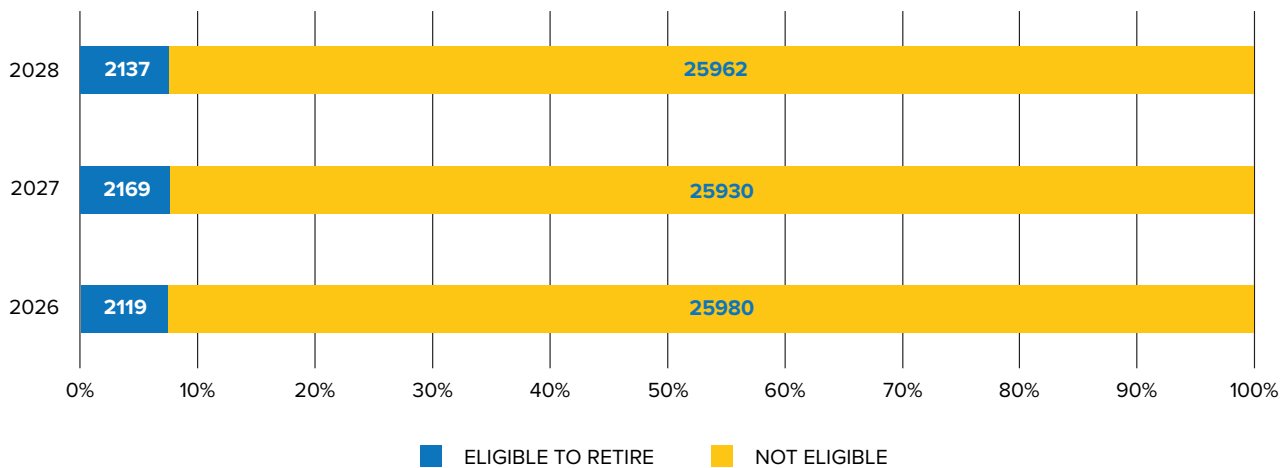
28,009 FULL-TIME EMPLOYEES

**CITYWIDE RETIREMENT ELIGIBILITY (NORMAL) BY YEAR**

28,009 FULL-TIME EMPLOYEES

**CITYWIDE RETIREMENT ELIGIBILITY (EARLY) BY YEAR**

28,009 FULL-TIME EMPLOYEES



RETIREMENT ELIGIBILITY VS ACTUAL RETIREMENT

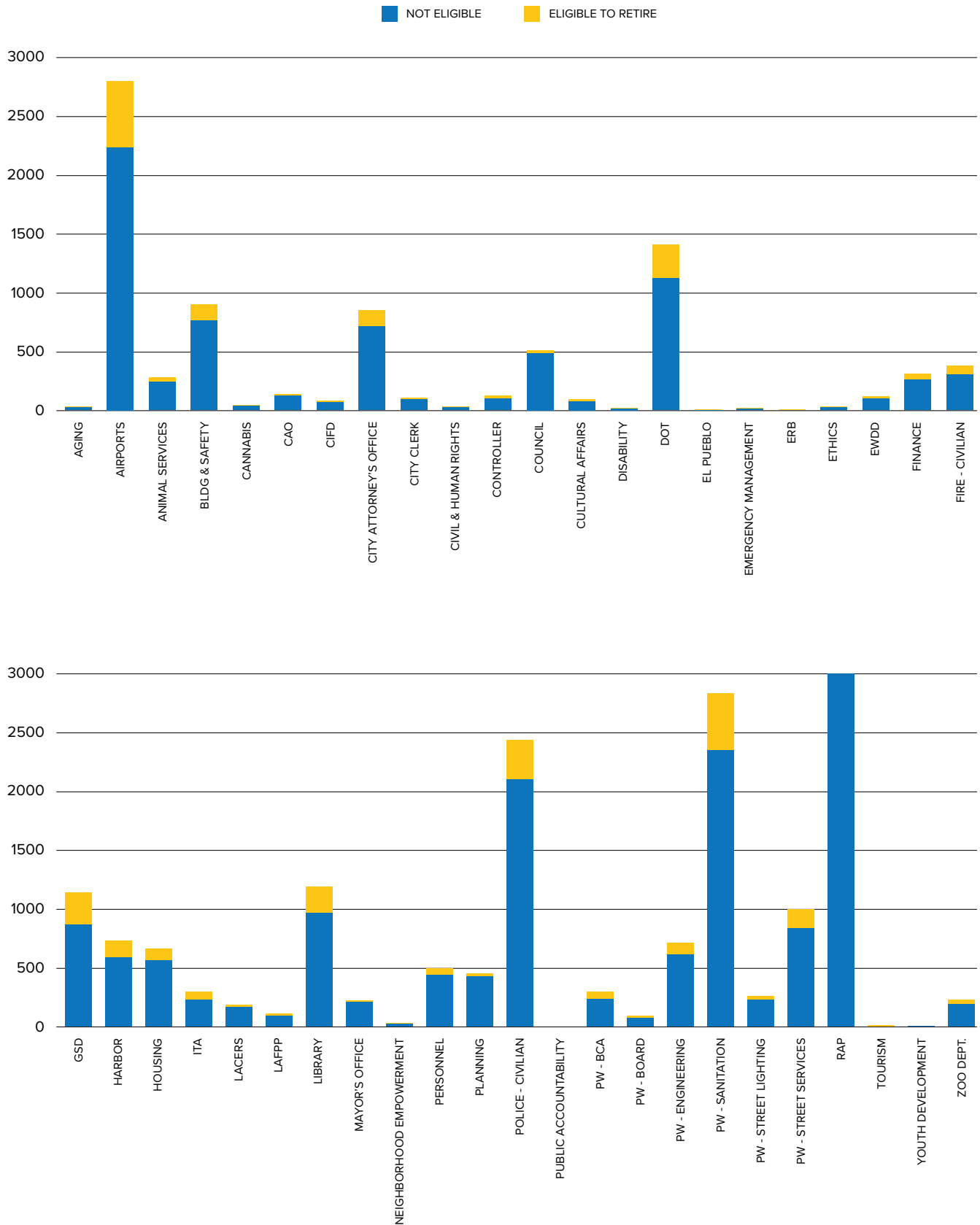
FISCAL YEAR	(A) TOTAL (#) CITY WORKFORCE ACTIVE IN LACERS	(B) TOTAL (#) FT CITY WORKFORCE ELIGIBLE FOR EARLY/NORMAL RETIREMENT	(B) / (A) PERCENTAGE (%) FT CITY WORKFORCE ELIGIBLE FOR EARLY/NORMAL RETIREMENT	(C) TOTAL (#) FT CITY WORKFORCE ACTUALLY RETIRED	(C) / (A) PERCENTAGE (%) FT CITY WORKFORCE ACTUALLY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

SOURCE:

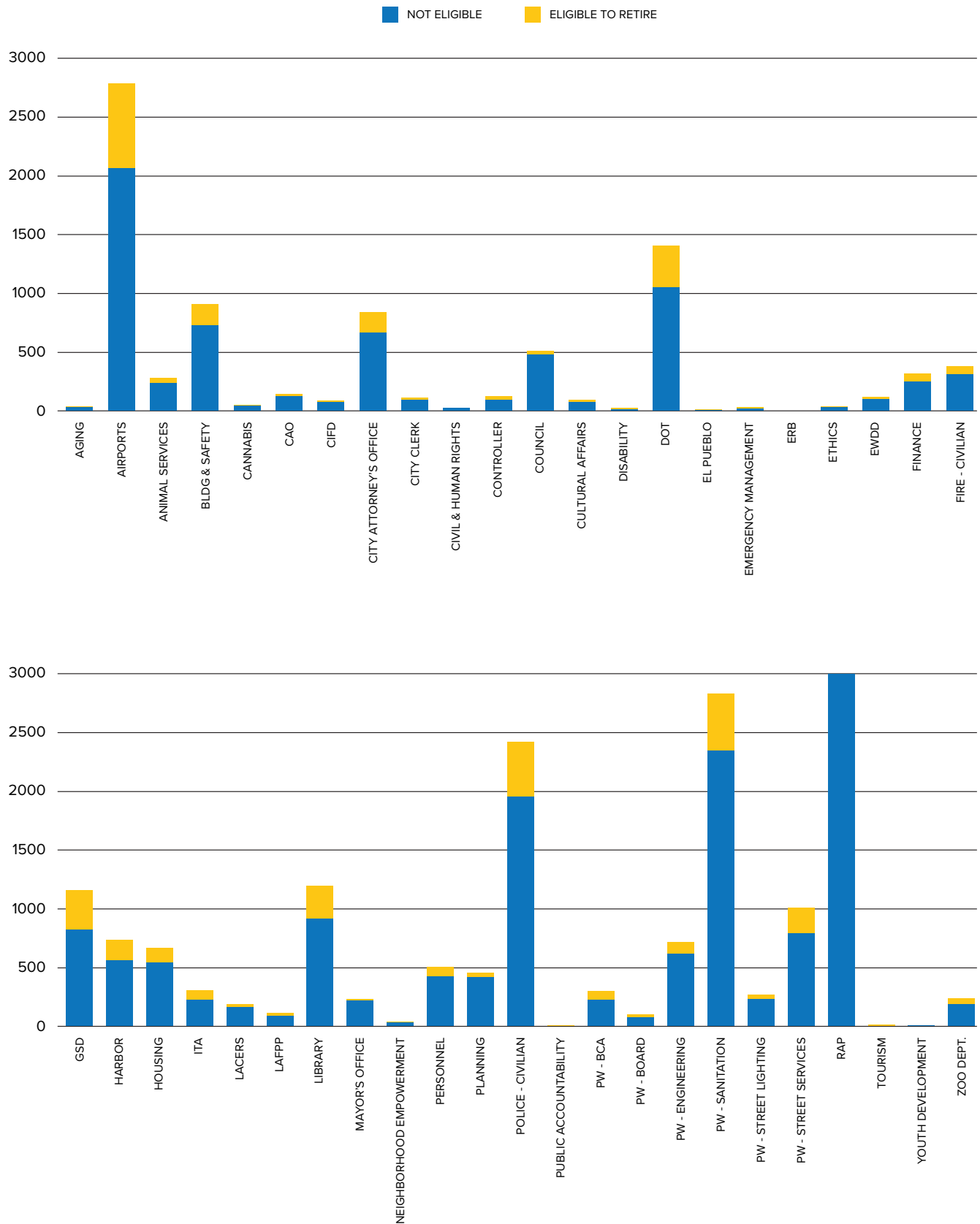
*Data for column (A) and (C) for fiscal years 2013-2014 through 2018 - 2019 are as reported in LACERS Actuarial Valuation Reports (Section 3, Supplemental Information, Exhibit C, Reconciliation of Member Data). Data for 2019-2020 and beyond is as provided by LACERS to the Personnel Department.

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

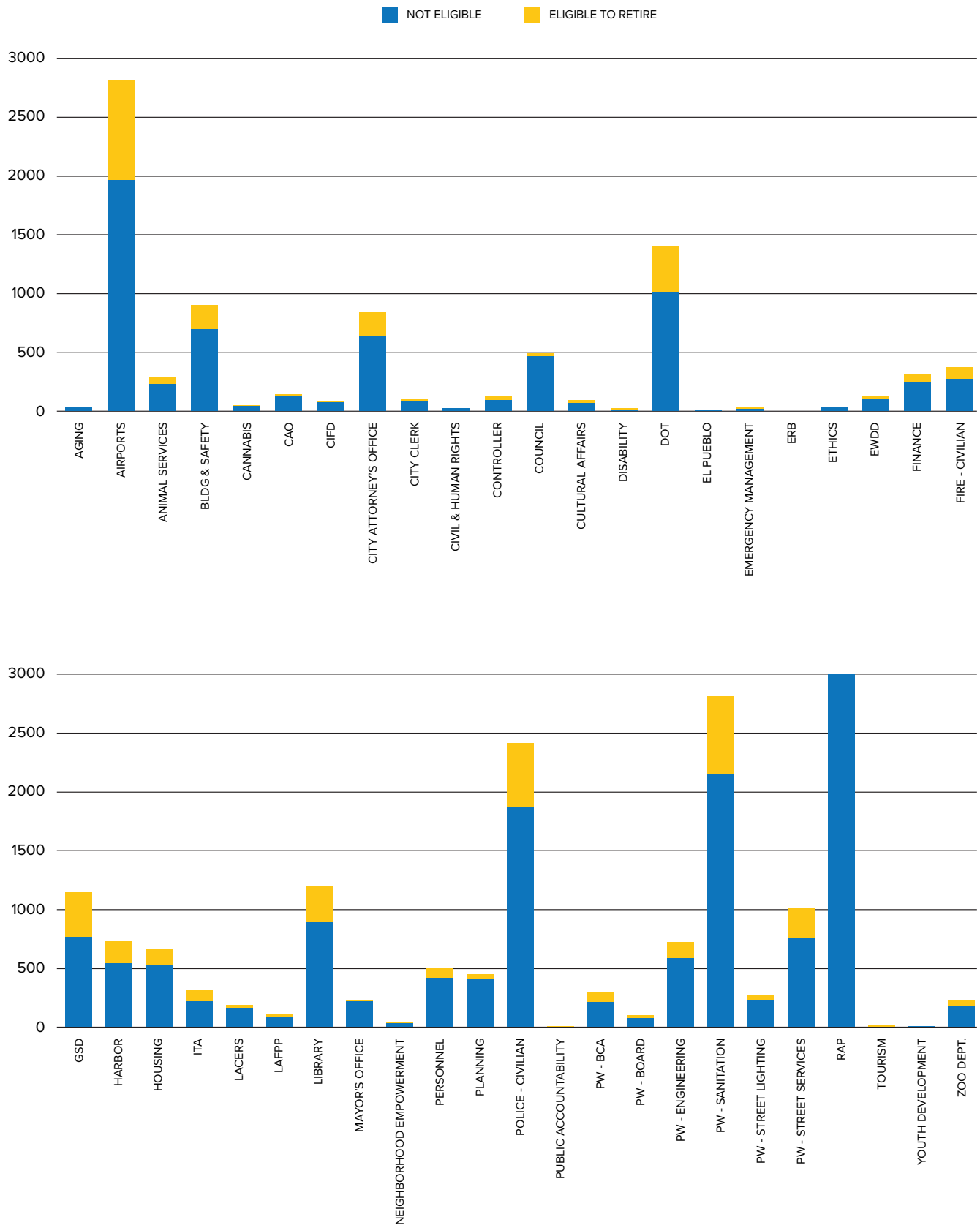
EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPARTMENT 2026



EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPARTMENT 2027



EMPLOYEES ELIGIBLE TO RETIRE (NORMAL) BY DEPARTMENT 2028



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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
ACCOUNTANT	149	11	7%	17	11%	22	15%	6
ACCOUNTING CLERK	266	46	17%	56	21%	66	25%	13
ACCOUNTING CLERK ASSISTANT	18	0	0%	0	0%	0	0%	3
ACCOUNTING CLERK TRAINEE	37	0	0%	0	0%	0	0%	3
ACCOUNTING RECORDS SUPERVISOR I	4	0	0%	0	0%	0	0%	20
ACCOUNTING RECORDS SUPERVISOR II	6	1	17%	1	17%	1	17%	17
ADMIN CLERK	8	1	13%	1	13%	1	13%	6
ADMIN INTERN	2	0	0%	0	0%	0	0%	1
ADMINISTRATIVE ANALYST	12	1	8%	1	8%	1	8%	9
ADMINISTRATIVE CLERK	1461	173	12%	217	15%	247	17%	10
ADMINISTRATIVE DEPUTY CONTROLLER	4	0	0%	0	0%	0	0%	2
ADMINISTRATIVE HEARING EXAMINER	6	0	0%	0	0%	0	0%	9
ADMINISTRATIVE INTERN I	8	0	0%	0	0%	0	0%	3
ADMINISTRATIVE INTERN II	13	0	0%	0	0%	0	0%	5
ADVANCE PRACTICE PROVIDER	12	3	25%	3	25%	3	25%	9
ADV PRACTICE PROVIDER CORRECTIONAL CARE I, II	1	0	0%	0	0%	0	0%	0
AGRICULTURAL LAND DEVELOPER	1	1	100%	1	100%	1	100%	22
AIR CONDITIONING MECHANIC	45	9	20%	12	27%	13	29%	11
AIR CONDITIONING MECHANIC SUPERVISOR	7	1	14%	1	14%	2	29%	13
AIR CONDITIONING MECHANIC SUPERVISOR I	3	1	33%	2	67%	2	67%	18
AIR CONDITIONING MECHANIC SUPERVISOR II	2	0	0%	0	0%	1	50%	20
AIRPORT AIDE	2	0	0%	0	0%	0	0%	3
AIRPORT ENGINEER I	11	0	0%	0	0%	0	0%	17
AIRPORT FINANCIAL ADVISOR II	2	0	0%	0	0%	0	0%	20
AIRPORT FINANCIAL ADVISOR III	4	4	100%	4	100%	4	100%	37
AIRPORT GUIDE	5	2	40%	3	60%	3	60%	3
AIRPORT GUIDE I	47	16	34%	17	36%	17	36%	13
AIRPORT GUIDE II	22	5	23%	6	27%	7	32%	16
AIRPORT INFORMATION SPECIALIST I	5	2	40%	2	40%	2	40%	17
AIRPORT INFORMATION SPECIALIST II	6	0	0%	0	0%	0	0%	15
AIRPORT LABOR RELATIONS ADVOCATE II	3	0	0%	0	0%	0	0%	9
AIRPORT PLANNER	3	0	0%	0	0%	0	0%	18
AIRPORT POLICE CAPTAIN	5	1	20%	1	20%	1	20%	27
AIRPORT POLICE CHIEF	1	0	0%	0	0%	0	0%	6
AIRPORT POLICE COMMANDER	2	0	0%	0	0%	1	50%	29
AIRPORT POLICE LIEUTENANT	16	5	31%	5	31%	6	38%	27
AIRPORT POLICE OFFICER II	110	7	6%	12	11%	16	15%	18
AIRPORT POLICE OFFICER III	122	15	12%	23	19%	28	23%	22
AIRPORT POLICE SERGEANT	62	8	13%	11	18%	16	26%	23
AIRPORT SUPERINT OF OPERATIONS I	18	0	0%	1	6%	2	11%	6
AIRPORT SUPERINT OF OPERATIONS II	50	7	14%	9	18%	12	24%	16
AIRPORT SUPERINT OF OPERATIONS III	31	6	19%	7	23%	8	26%	19
AIRPORTS ADMINISTRATOR	4	2	50%	2	50%	2	50%	25
AIRPORTS ENVIRONMENTAL MANAGER I	1	0	0%	0	0%	0	0%	27
AIRPORTS ENVIRONMENTAL MANAGER II	2	1	50%	1	50%	1	50%	25
AIRPORTS MAINTENANCE SUPERINT	13	6	46%	8	62%	9	69%	21
AIRPORTS MAINTENANCE SUPERVISOR I	9	3	33%	5	56%	6	67%	18
AIRPORTS MAINTENANCE SUPERVISOR II	9	2	22%	3	33%	3	33%	16
AIRPORTS MAINTENANCE SUPERVISOR III	15	4	27%	7	47%	8	53%	20
AIRPORTS MANAGER II	5	0	0%	1	20%	1	20%	20

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
AIRPORTS MANAGER III	5	2	40%	2	40%	2	40%	25
AIRPORTS PUBLIC & COMM RELATIONS DIR I	1	0	0%	0	0%	0	0%	26
AIRPORTS PUBLIC & COMM RELATIONS DIR II	2	0	0%	0	0%	0	0%	11
ANIMAL CARE ASSISTANT	5	0	0%	0	0%	0	0%	2
ANIMAL CARE TECHNICIAN	133	10	8%	11	8%	14	11%	13
ANIMAL CARE TECHNICIAN SUPERVISOR	11	1	9%	2	18%	2	18%	19
ANIMAL COLLECTION CURATOR	1	0	0%	0	0%	0	0%	0
ANIMAL CONTROL OFFICER	46	6	13%	9	20%	12	26%	15
ANIMAL KEEPER	90	7	8%	11	12%	14	16%	10
APPLICATIONS PROGRAMMER	1	0	0%	0	0%	0	0%	10
AQUARIST I	11	0	0%	0	0%	0	0%	7
AQUARIST II	2	1	50%	1	50%	1	50%	31
AQUARIUM EDUCATOR I	6	0	0%	0	0%	0	0%	13
AQUARIUM EDUCATOR II	2	0	0%	0	0%	0	0%	24
AQUATIC DIRECTOR	3	1	33%	1	33%	1	33%	25
AQUATIC FACILITY MANAGER I	26	1	4%	2	8%	2	8%	10
AQUATIC FACILITY MANAGER II	17	2	12%	3	18%	3	18%	20
AQUATIC FACILITY MANAGER III	6	1	17%	1	17%	1	17%	25
AQUATIC FACILITY MGR I	1	0	0%	0	0%	0	0%	4
ARCHITECT	11	1	9%	1	9%	1	9%	7
ARCHITECTURAL ASSOCIATE I	30	0	0%	0	0%	0	0%	1
ARCHITECTURAL ASSOCIATE II	17	0	0%	0	0%	0	0%	6
ARCHITECTURAL ASSOCIATE IV	4	2	50%	2	50%	2	50%	18
ARCHIVIST I	1	0	0%	0	0%	0	0%	8
ART CENTER DIRECTOR I	4	0	0%	0	0%	0	0%	20
ART CENTER DIRECTOR II	4	1	25%	1	25%	1	25%	13
ART CENTER DIRECTOR III	2	2	100%	2	100%	2	100%	25
ART CURATOR	2	0	0%	0	0%	0	0%	2
ART INSTRUCTOR	16	2	13%	2	13%	3	19%	4
ARTS ASSOCIATE	5	0	0%	0	0%	0	0%	2
ARTS EDUCATION COORDINATOR I	8	0	0%	1	13%	2	25%	6
ARTS MANAGER I	5	0	0%	0	0%	1	20%	9
ARTS MANAGER II	9	2	22%	2	22%	2	22%	16
ARTS MANAGER III	4	3	75%	3	75%	3	75%	28
ASPHALT PLANT OPERATOR I	3	0	0%	0	0%	0	0%	7
ASPHALT PLANT OPERATOR II	2	0	0%	0	0%	1	50%	18
ASPHALT PLANT SUPERVISOR	1	1	100%	1	100%	1	100%	31
ASSISTANT AIRPORT MANAGER	2	0	0%	0	0%	1	50%	22
ASSISTANT AIRPORT POLICE CHIEF	2	0	0%	1	50%	2	100%	29
ASSISTANT CHIEF GRANTS ADMINISTRATOR	5	0	0%	0	0%	0	0%	12
ASSISTANT CHIEF LEGISLATIVE ANALYST	4	2	50%	2	50%	2	50%	31
ASSISTANT CITY ADMINISTRATIVE OFFICER	4	3	75%	3	75%	3	75%	29
ASSISTANT CITY ATTORNEY	56	17	30%	20	36%	20	36%	22
ASSISTANT CITY LIBRARIAN	1	0	0%	0	0%	1	100%	10
ASSISTANT DEPUTY SUPERINT OF BUILDINGS II	8	2	25%	4	50%	4	50%	25
ASSISTANT DIRECTOR OF FINANCE	3	0	0%	1	33%	1	33%	23
ASSISTANT DIR, BUREAU OF SANITATION	3	2	67%	3	100%	3	100%	31
ASSISTANT DIR, BUREAU OF ST LIGHTING	2	0	0%	0	0%	0	0%	26
ASSISTANT DIR, BUREAU OF ST SERVICES	4	1	25%	3	75%	3	75%	29
ASSISTANT ENVIRONMENTAL COMPLIANCE INSPECTOR	3	0	0%	0	0%	0	0%	2

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
ASSISTANT EXEC DIR, CANNABIS DEPT	1	0	0%	0	0%	0	0%	19
ASSISTANT GARDENER	16	0	0%	0	0%	0	0%	4
ASSISTANT GEN MGR ANIMAL REGULATION	1	0	0%	0	0%	0	0%	27
ASSISTANT GEN MGR CULTURAL AFFAIRS	1	0	0%	0	0%	0	0%	17
ASSISTANT GEN MGR RECREATION & PARKS	4	1	25%	1	25%	1	25%	25
ASSISTANT GEN MGR TRANSPORTATION	5	1	20%	1	20%	1	20%	19
ASSISTANT GEN MGR, AIRPORTS	5	2	40%	2	40%	2	40%	16
ASSISTANT GEN MGR, CONVENTION CTR	1	0	0%	0	0%	0	0%	8
ASSISTANT GEN MGR, LACERS	1	1	100%	1	100%	1	100%	32
ASSISTANT GEN MGR, PERSONNEL DEPT	3	0	0%	0	0%	1	33%	24
ASSISTANT GM AIRPORTS	1	0	0%	0	0%	0	0%	3
ASSISTANT INSPECTOR GENERAL	3	0	0%	0	0%	0	0%	14
ASSISTANT INSPECTOR II	5	0	0%	0	0%	0	0%	6
ASSISTANT INSPECTOR ILL	14	0	0%	0	0%	0	0%	2
ASSISTANT INSPECTOR IV	12	0	0%	0	0%	1	8%	5
ASSISTANT PARK SERVICES ATTENDANT I	177	10	6%	13	7%	16	9%	4
ASSISTANT PARK SERVICES ATTENDANT II	59	4	7%	4	7%	4	7%	7
ASSISTANT SIGNAL SYSTEMS ELECTRICIAN	11	1	9%	1	9%	1	9%	7
ASSISTANT STREET LIGHTING ELECTRICIAN	21	1	5%	1	5%	1	5%	9
ASSISTANT TREE SURGEON	3	0	0%	0	0%	0	0%	4
ASSOCIATE COMMUNITY OFFICER	1	0	0%	0	0%	0	0%	1
ASSOCIATE ZONING ADMINISTRATOR	9	2	22%	2	22%	2	22%	22
ASST DIR, BUREAU OF CONTRACT ADMINISTRATION	2	1	50%	1	50%	1	50%	21
ASST EXEC DIR DEPT ON DISABILITY	1	0	0%	0	0%	0	0%	3
ASST GM COMM INVESTMENT FOR FAMILIES DEPT	2	0	0%	0	0%	1	50%	14
ASST GM EMERGENCY MGMT DEPT	1	0	0%	0	0%	0	0%	8
ASST GM EWDD	3	0	0%	0	0%	0	0%	20
ASST GM GENERAL SERVICES DEPT	4	2	50%	2	50%	2	50%	28
ASST GM LOS ANGELES FIRE & POLICE PENSIONS	2	0	0%	1	50%	1	50%	27
ASST GM LOS ANGELES HOUSING DEPT	4	1	25%	1	25%	1	25%	24
ASST GM, CIVIL, HUMAN RIGHTS & EQUITY	1	0	0%	0	0%	0	0%	14
ASST GM, ITA	3	0	0%	2	67%	2	67%	27
ASST PARK SERV ATT II	6	0	0%	0	0%	0	0%	3
ASST PARK SVCS ATTND I	6	0	0%	0	0%	0	0%	4
ASST PARK SVCS ATTND II	2	0	0%	0	0%	0	0%	8
ASTRONOMICAL LECTURER	1	0	0%	0	0%	1	100%	18
ASTRONOMICAL OBSERVER	1	0	0%	0	0%	0	0%	2
AUDIO VISUAL TECHNICIAN	4	0	0%	0	0%	0	0%	3
AUDITOR I	8	2	25%	2	25%	2	25%	7
AUDITOR II	13	0	0%	0	0%	0	0%	4
AUTO BODY BLDR/REPAIRER	1	0	0%	1	100%	1	100%	10
AUTO BODY BUILDER AND REPAIRER	22	4	18%	5	23%	6	27%	10
AUTO BODY REPAIRER SUPERVISOR II	2	0	0%	0	0%	0	0%	13
AUTO PAINTER	9	4	44%	4	44%	5	56%	15
AUTOMOTIVE DISPATCHER I	1	0	0%	1	100%	1	100%	10
AUTOMOTIVE DISPATCHER II	2	1	50%	2	100%	2	100%	15
AUTOMOTIVE SUPERVISOR	25	7	28%	7	28%	7	28%	16
AVIONICS SPECIALIST	4	0	0%	1	25%	1	25%	15
BACKGROUND INVESTIGATION MANAGER	1	0	0%	0	0%	0	0%	8
BACKGROUND INVESTIGATOR I	30	6	20%	7	23%	8	27%	7

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
BACKGROUND INVESTIGATOR II	7	2	29%	3	43%	3	43%	7
BACKGROUND INVESTIGATOR III	3	0	0%	1	33%	1	33%	6
BANNING RESIDENCE MUSEUM DIR	1	1	100%	1	100%	1	100%	29
BENEFITS ANALYST	48	4	8%	7	15%	8	17%	14
BENEFITS SPECIALIST	74	7	9%	9	12%	12	16%	12
BINDERY EQUIPMENT OPERATOR I	2	2	100%	2	100%	2	100%	28
BINDERY EQUIPMENT OPERATOR II	1	0	0%	1	100%	1	100%	22
BOAT CAPTAIN I	6	1	17%	1	17%	1	17%	13
BOAT CAPTAIN II	2	0	0%	0	0%	0	0%	15
BUILD MECH INSPECTOR	3	1	33%	1	33%	1	33%	7
BUILDING CIVIL ENGINEER I	6	0	0%	1	17%	1	17%	17
BUILDING CIVIL ENGINEER II	11	0	0%	1	9%	1	9%	19
BUILDING CONSTRUCTION & MAINT SUPT	6	2	33%	3	50%	4	67%	22
BUILDING CONSTRUCTION & MAINT GN SUP	1	0	0%	1	100%	1	100%	25
BUILDING CONSTRUCTION & MAINT GN SUP II	2	2	100%	2	100%	2	100%	18
BUILDING ELECTRICAL ENGINEER I	6	1	17%	1	17%	1	17%	19
BUILDING ELECTRICAL ENGINEER II	3	1	33%	1	33%	1	33%	21
BUILDING INSPECTOR	37	5	14%	10	27%	11	30%	7
BUILDING MAINT DISTRICT SUPERVISOR	10	2	20%	2	20%	2	20%	16
BUILDING MECHANICAL ENGINEER I	4	2	50%	2	50%	2	50%	28
BUILDING MECHANICAL ENGINEER II	2	0	0%	0	0%	0	0%	11
BUILDING MECHANICAL INSPECTOR	168	18	11%	33	20%	41	24%	8
BUILDING OPERATING ENGINEER	14	2	14%	3	21%	6	43%	11
BUILDING OPERATING ENGINEER - AIRPORT	12	3	25%	4	33%	5	42%	10
BUILDING REPAIRER I	9	3	33%	3	33%	3	33%	13
BUILDING REPAIRER II	1	0	0%	0	0%	0	0%	3
BUILDING REPAIRER SUPERVISOR	7	3	43%	4	57%	5	71%	18
BUS OPERATOR	41	4	10%	11	27%	12	29%	11
BUS OPERATOR SUPERVISOR	6	3	50%	4	67%	5	83%	15
CABINET MAKER	1	1	100%	1	100%	1	100%	18
CABLE TELEVISION PRODUCTION MGR II	2	0	0%	0	0%	0	0%	7
CABLE TELEVISION PRODUCTION MGR III	1	1	100%	1	100%	1	100%	25
CAMP MANAGER	1	0	0%	0	0%	0	0%	28
CARPENTER	67	11	16%	14	21%	16	24%	10
CARPENTER SUPERVISOR	4	1	25%	1	25%	1	25%	12
CARPET LAYER	2	0	0%	0	0%	1	50%	14
CEMENT FINISHER	100	9	9%	17	17%	20	20%	11
CEMENT FINISHER SUPERVISOR	2	1	50%	1	50%	1	50%	28
CEMENT FINISHER WORKER	16	0	0%	1	6%	1	6%	3
CHANNEL TRAFFIC COORDINATOR	1	1	100%	1	100%	1	100%	33
CHEMIST I	12	0	0%	0	0%	0	0%	3
CHEMIST I, II	1	0	0%	0	0%	0	0%	1
CHEMIST II	17	4	24%	6	35%	6	35%	11
CHEMIST III	10	2	20%	2	20%	3	30%	15
CHIEF ADMINISTRATIVE ANALYST	11	2	18%	3	27%	3	27%	23
CHIEF AIRPORT PLANNER I	2	0	0%	0	0%	0	0%	9
CHIEF AIRPORT PLANNER II	2	0	0%	0	0%	0	0%	25
CHIEF AIRPORTS ENGINEER I	1	0	0%	0	0%	0	0%	22
CHIEF AIRPORTS ENGINEER II	2	1	50%	1	50%	1	50%	28
CHIEF ASSISTANT CITY ATTORNEY	8	3	38%	3	38%	4	50%	20

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
CHIEF BENEFITS ANALYST	5	0	0%	0	0%	1	20%	27
CHIEF BUILDING OPERATING ENGINEER	2	0	0%	2	100%	2	100%	22
CHIEF BUILDING OPERATING ENGINEER - AIRPORT	1	0	0%	0	0%	0	0%	20
CHIEF CLERK	6	3	50%	4	67%	4	67%	26
CHIEF CLERK PERSONNEL	2	1	50%	1	50%	1	50%	23
CHIEF CLERK POLICE	4	2	50%	2	50%	2	50%	33
CHIEF COMMUNICATIONS OPERATOR	2	0	0%	1	50%	1	50%	23
CHIEF CONSTRUCTION INSPECTOR I	8	2	25%	3	38%	3	38%	26
CHIEF CUSTODIAN SUPERVISOR I	2	2	100%	2	100%	2	100%	30
CHIEF CUSTODIAN SUPERVISOR II	1	1	100%	1	100%	1	100%	35
CHIEF DEPUTY CONTROLLER	1	0	0%	0	0%	0	0%	3
CHIEF ELECTION CLERK	1	0	0%	0	0%	0	0%	4
CHIEF ENVIRONMENTAL COMPLIANCE INSPECTOR I	4	0	0%	0	0%	0	0%	17
CHIEF ENVIRONMENTAL COMPLIANCE INSPECTOR II	3	0	0%	0	0%	0	0%	17
CHIEF FINANCIAL OFFICER	3	2	67%	2	67%	2	67%	33
CHIEF FORENSIC CHEMIST I	4	1	25%	1	25%	1	25%	24
CHIEF FORENSIC CHEMIST II	1	0	0%	1	100%	1	100%	29
CHIEF GRANTS ADMINISTRATOR	3	0	0%	0	0%	1	33%	14
CHIEF HARBOR ENGINEER	2	1	50%	1	50%	1	50%	34
CHIEF HUMAN RESOURCE SPECIALIST	5	0	0%	0	0%	0	0%	19
CHIEF INFORMATION OFFICER	2	1	50%	1	50%	1	50%	19
CHIEF INFORMATION SECURITY OFFICER	3	1	33%	1	33%	1	33%	18
CHIEF INSPECTOR	8	4	50%	4	50%	5	63%	23
CHIEF INTERNAL AUDITOR	2	0	0%	0	0%	0	0%	9
CHIEF INVESTMENT OFFICER	3	2	67%	2	67%	2	67%	23
CHIEF LEGISLATIVE ANALYST	1	1	100%	1	100%	1	100%	44
CHIEF LEGISLATIVE REPRESENTATIVE	2	1	50%	1	50%	1	50%	19
CHIEF MANAGEMENT ANALYST	57	12	21%	17	30%	20	35%	24
CHIEF OF OPERATIONS II	19	5	26%	7	37%	7	37%	22
CHIEF OF POLICE	1	0	0%	0	0%	0	0%	1
CHIEF OF STAFF, MAYOR	2	0	0%	0	0%	0	0%	1
CHIEF OF TRANSIT PROGRAMS	1	0	0%	0	0%	0	0%	23
CHIEF PARK RANGER	1	0	0%	0	0%	0	0%	6
CHIEF PARKING ENFORCEMENT OPERATIONS	1	1	100%	1	100%	1	100%	11
CHIEF PHYSICIAN	1	1	100%	1	100%	1	100%	23
CHIEF POLICE PSYCHOLOGIST	1	0	0%	0	0%	0	0%	22
CHIEF PORT PILOT	2	2	100%	2	100%	2	100%	25
CHIEF REAL ESTATE OFFICER II	1	1	100%	1	100%	1	100%	22
CHIEF SECURITY OFFICER I	1	0	0%	0	0%	0	0%	19
CHIEF STREET SERVICES INVESTIGATOR I	2	1	50%	2	100%	2	100%	31
CHIEF STREET SERVICES INVESTIGATOR II	1	1	100%	1	100%	1	100%	38
CHIEF TAX COMPLIANCE OFFICER I	3	0	0%	1	33%	1	33%	24
CHIEF TAX COMPLIANCE OFFICER II	3	1	33%	1	33%	1	33%	24
CHIEF TRANSPORTATION INVESTIGATOR	1	0	0%	0	0%	0	0%	24
CHIEF VETERINARIAN	2	0	0%	0	0%	0	0%	11
CHIEF ZONING ADMINISTRATOR	1	0	0%	0	0%	0	0%	24
CHILD CARE ASSOCIATE II	13	2	15%	3	23%	4	31%	10
CHILD CARE CENTER DIRECTOR II	8	4	50%	4	50%	4	50%	21
CHILD CARE PROGRAM MANAGER	1	0	0%	0	0%	0	0%	15
CITY ADMINISTRATIVE OFFICER	1	0	0%	0	0%	0	0%	19

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
CITY ATTORNEY	1	0	0%	0	0%	0	0%	3
CITY ATTORNEY ACCOUNTING CLERK	4	0	0%	0	0%	0	0%	5
CITY ATTORNEY ADMINISTRATIVE COORD I	11	0	0%	0	0%	0	0%	5
CITY ATTORNEY ADMINISTRATIVE COORD II	41	5	12%	8	20%	13	32%	17
CITY ATTORNEY ADMINISTRATIVE COORD III	24	3	13%	4	17%	4	17%	18
CITY ATTORNEY ADMINISTRATIVE COORD IV	7	1	14%	1	14%	1	14%	15
CITY ATTORNEY CHIEF ADMINISTRATIVE ASST	1	1	100%	1	100%	1	100%	23
CITY ATTORNEY CHIEF INVESTIGATOR	1	0	0%	0	0%	0	0%	14
CITY ATTORNEY FINANCIAL MANAGER	1	0	0%	0	0%	0	0%	25
CITY ATTORNEY INVESTIGATOR I	5	0	0%	0	0%	0	0%	6
CITY ATTORNEY INVESTIGATOR II	12	0	0%	3	25%	4	33%	14
CITY ATTORNEY INVESTIGATOR III	1	1	100%	1	100%	1	100%	11
CITY CLERK	1	0	0%	0	0%	0	0%	26
CITY FOREST OFFICER	1	0	0%	0	0%	0	0%	6
CITY LIBRARIAN	1	0	0%	0	0%	1	100%	13
CITY PLANNER	101	2	2%	3	3%	3	3%	11
CITY PLANNING ASSOCIATE	53	1	2%	2	4%	2	4%	8
CIVIL ENGINEER	119	8	7%	10	8%	10	8%	15
CIVIL ENGINEER - AIRPORT	3	1	33%	1	33%	1	33%	24
CIVIL ENGINEER/PMI	4	1	25%	1	25%	1	25%	15
CIVIL ENGINEERING ASSOCIATE I	58	0	0%	1	2%	1	2%	3
CIVIL ENGINEERING ASSOCIATE II	197	14	7%	15	8%	15	8%	9
CIVIL ENGINEERING ASSOCIATE III	55	8	15%	9	16%	9	16%	13
CIVIL ENGINEERING ASSOCIATE IV	38	9	24%	11	29%	12	32%	19
CIVIL ENGINEERING DRAFT TECHNICIAN	15	7	47%	8	53%	8	53%	18
CIVIL ENGINEERING DRAFT TECHNICIAN - AIRPORT	1	1	100%	1	100%	1	100%	19
CIVIL ENGINEERING DRAFT TECHNICIAN - HARBOR	1	0	0%	0	0%	0	0%	2
CLERK	1	0	0%	0	0%	0	0%	18
COMMERCIAL RIDESHARE & MOBILITY ADMIN	1	0	0%	0	0%	0	0%	16
COMMISSION EXECUTIVE ASSISTANT I	6	1	17%	1	17%	2	33%	20
COMMISSION EXECUTIVE ASSISTANT II	13	4	31%	5	38%	5	38%	23
COMMUN ELECTRICIAN	1	0	0%	0	0%	0	0%	2
COMMUN INFO REP I, II, III	1	0	0%	0	0%	0	0%	7
COMMUN INFO REP II	1	0	0%	0	0%	0	0%	4
COMMUN INFO REPRESENTATIVE ASST	5	0	0%	0	0%	0	0%	4
COMMUNICATIONS CABLE WORKER	1	1	100%	1	100%	1	100%	22
COMMUNICATIONS ELECTRICIAN	87	24	28%	30	34%	32	37%	13
COMMUNICATIONS ELECTRICIAN SUPERVISOR	6	2	33%	2	33%	2	33%	19
COMMUNICATIONS ENGINEER	8	6	75%	6	75%	6	75%	25
COMMUNICATIONS ENGINEERING ASSOC I	4	0	0%	0	0%	0	0%	4
COMMUNICATIONS ENGINEERING ASSOC II	11	3	27%	3	27%	4	36%	14
COMMUNICATIONS ENGINEERING ASSOC IV	8	2	25%	4	50%	4	50%	20
COMMUNICATIONS INFORMATION REP I	12	0	0%	1	8%	1	8%	4
COMMUNICATIONS INFORMATION REP II	129	8	6%	10	8%	11	9%	8
COMMUNICATIONS INFORMATION REP III	83	5	6%	8	10%	9	11%	11
COMMUNICATIONS INFORMATION REP TRAINEE	6	0	0%	0	0%	0	0%	1
COMMUNITY AFFAIRS ADVOCATE	9	3	33%	3	33%	3	33%	17
COMMUNITY & ADMINISTRATIVE SUPPORT WORKER II	3	0	0%	1	33%	1	33%	6
COMMUNITY & ADMINISTRATIVE SUPPORT WORKER III	4	1	25%	1	25%	1	25%	7
COMMUNITY ARTS DIRECTOR	1	0	0%	0	0%	0	0%	2

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
COMMUNITY HOUSING PROGRAMS MGR	5	2	40%	2	40%	2	40%	15
COMMUNITY POLICE AIDE	1	0	0%	0	0%	0	0%	2
COMMUNITY PROGRAM ASSISTANT II	14	0	0%	0	0%	1	7%	11
COMMUNITY PROGRAM ASSISTANT III	5	1	20%	1	20%	1	20%	18
COMMUNITY PROGRAM DIRECTOR	1	0	0%	0	0%	0	0%	2
COMMUNITY SERVICES REP	4	0	0%	0	0%	0	0%	3
COMMUNITY SERVICES REP ASSISTANT	3	0	0%	0	0%	0	0%	2
COMNTY PROGRM ASST I	1	0	0%	0	0%	0	0%	0
COMNTY/ADMN SUP WKR II	1	0	0%	0	0%	0	0%	1
COMPLIANCE PROGRAM MANAGER I	4	1	25%	1	25%	2	50%	25
COMPLIANCE PROGRAM MANAGER II	2	1	50%	1	50%	1	50%	26
COMPUTER GRAPHIC ARTIST II	1	0	0%	0	0%	0	0%	25
CONSTR ESTIMATOR	1	0	0%	0	0%	0	0%	5
CONSTRUCTION & MAINT SUPERVISOR I	3	2	67%	2	67%	2	67%	15
CONSTRUCTION & MAINT SUPERVISOR II	14	7	50%	9	64%	9	64%	21
CONSTRUCTION EQUIPMENT SERVICE WORKER	7	2	29%	4	57%	4	57%	16
CONSTRUCTION ESTIMATOR	6	0	0%	1	17%	1	17%	8
CONSTRUCTION INSPECTOR	113	14	12%	25	22%	30	27%	11
CONSTRUCTION INSPECTOR - AIRPORT	25	4	16%	4	16%	4	16%	9
CONTRACT ADMINISTRATOR	1	0	0%	0	0%	0	0%	24
CONTROL SYSTEMS ENGINEER I	2	2	100%	2	100%	2	100%	29
CONTROL SYSTEMS ENGINEERING ASSOC II	3	1	33%	1	33%	2	67%	13
CONTROL SYSTEMS ENGINEERING ASSOC III	4	3	75%	3	75%	3	75%	29
CONTROLLER	1	0	0%	0	0%	0	0%	3
CONTROLLER AIDE V	1	0	0%	0	0%	0	0%	0
CONTROLLER AIDE VI	3	0	0%	0	0%	0	0%	3
CONTROLLER AIDE VII	3	0	0%	0	0%	0	0%	3
CONTROLLER AUDIT ANALYST I	3	0	0%	0	0%	0	0%	9
CONVENTION CTR BLDG SUPERINT II	1	0	0%	0	0%	0	0%	12
COOK I	2	1	50%	1	50%	1	50%	5
COOK II	1	1	100%	1	100%	1	100%	17
CORRECTIONAL NURSE II	21	2	10%	2	10%	2	10%	8
CORRECTIONAL NURSE III	4	0	0%	1	25%	1	25%	15
COUNCIL AIDE I	10	0	0%	0	0%	0	0%	1
COUNCIL AIDE II	45	0	0%	0	0%	0	0%	2
COUNCIL AIDE III	91	0	0%	0	0%	0	0%	2
COUNCIL AIDE IV	127	2	2%	2	2%	5	4%	4
COUNCIL AIDE V	64	1	2%	2	3%	2	3%	7
COUNCIL AIDE VI	43	5	12%	6	14%	6	14%	10
COUNCIL AIDE VII	78	2	3%	3	4%	3	4%	10
COUNCIL MEMBER	13	2	15%	2	15%	2	15%	11
COUNCILPHONE & VOICEMAIL TECHNICIAN	1	1	100%	1	100%	1	100%	29
CRIME & INTEL ANLYST I	1	0	0%	0	0%	0	0%	2
CRIME & INTELLIGENCE ANALYST I	25	0	0%	0	0%	0	0%	8
CRIME & INTELLIGENCE ANALYST II	32	4	13%	4	13%	4	13%	15
CRIMINALIST I	1	0	0%	0	0%	0	0%	8
CRIMINALIST II	107	6	6%	7	7%	7	7%	13
CRIMINALIST III	19	0	0%	3	16%	3	16%	19
CROSSING GUARD	111	65	59%	71	64%	74	67%	17
CURATOR OF GRIFFITH OBSERVATORY	1	0	0%	0	0%	0	0%	0

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

AS OF JUNE 30th - 2026, 2027, 2028

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JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
CUST SERV SPECIALIST I	1	0	0%	0	0%	0	0%	4
CUSTODIAL SERVICES ASSISTANT	1	0	0%	0	0%	0	0%	1
CUSTODIAL SERVICES ASST - AIRPORT	39	0	0%	0	0%	0	0%	1
CUSTODIAL SERVICES ASST - HARBOR	2	0	0%	0	0%	0	0%	1
CUSTODIAL SVCS ASST	2	0	0%	0	0%	0	0%	2
CUSTODIAN	224	66	29%	78	35%	85	38%	14
CUSTODIAN - AIRPORT	426	115	27%	137	32%	159	37%	12
CUSTODIAN - HARBOR	15	5	33%	5	33%	5	33%	12
CUSTODIAN AIRPORT	5	0	0%	0	0%	0	0%	4
CUSTODIAN SUPERVISOR	50	7	14%	11	22%	15	30%	18
CUSTOMER SERVICE SPECIALIST I	30	3	10%	4	13%	5	17%	14
CUSTOMER SERVICE SPECIALIST II	4	1	25%	2	50%	2	50%	20
CUSTOMER SERVICE SPECIALIST TRAINEE	26	0	0%	0	0%	0	0%	3
CYBER SECURITY ANALYST I	10	0	0%	0	0%	0	0%	9
CYBER SECURITY ANALYST II	8	0	0%	2	25%	2	25%	18
DATA ANALYST I	8	0	0%	0	0%	0	0%	5
DATA ANALYST II	2	1	50%	1	50%	1	50%	18
DATA BASE ARCHITECT	18	3	17%	4	22%	4	22%	17
DATA PROCESSING TECHNICIAN I	1	0	0%	0	0%	0	0%	4
DAY CAMP DIRECTOR II	1	0	0%	0	0%	0	0%	2
DECK HAND	1	0	0%	0	0%	0	0%	19
DECK HAND - HARBOR	4	0	0%	1	25%	1	25%	15
DEFINED CONTRIBUTION PLAN MGR	1	0	0%	0	0%	0	0%	20
DELIVERY DRIVER ASSISTANT	2	0	0%	0	0%	0	0%	17
DELIVERY DRIVER I	12	1	8%	1	8%	2	17%	11
DELIVERY DRIVER II	13	4	31%	5	38%	6	46%	18
DELIVERY DRIVER III	5	0	0%	1	20%	1	20%	15
DEPARTMENTAL AUDIT MANAGER	2	1	50%	1	50%	1	50%	20
DEPARTMENTAL CHIEF ACCOUNTANT I	1	0	0%	0	0%	0	0%	9
DEPARTMENTAL CHIEF ACCOUNTANT II	2	0	0%	0	0%	0	0%	22
DEPARTMENTAL CHIEF ACCOUNTANT III	3	2	67%	2	67%	2	67%	22
DEPARTMENTAL CHIEF ACCOUNTANT IV	11	3	27%	4	36%	6	55%	20
DEPUTY CITY ATTORNEY I	28	0	0%	0	0%	0	0%	3
DEPUTY CITY ATTORNEY II	66	0	0%	0	0%	1	2%	7
DEPUTY CITY ATTORNEY III	245	30	12%	39	16%	45	18%	12
DEPUTY CITY ATTORNEY IV	106	19	18%	26	25%	35	33%	20
DEPUTY CITY ATTY III	1	0	0%	0	0%	0	0%	4
DEPUTY CITY ENGINEER I	2	1	50%	1	50%	1	50%	27
DEPUTY CITY ENGINEER II	1	1	100%	1	100%	1	100%	25
DEPUTY DIRECTOR OF PLANNING	5	0	0%	1	20%	1	20%	24
DEPUTY GEN MANAGER AIRPORTS I	9	1	11%	2	22%	2	22%	12
DEPUTY GEN MANAGER AIRPORTS II	4	0	0%	0	0%	0	0%	16
DEPUTY MAYOR	17	2	12%	2	12%	3	18%	5
DEPUTY SUPERINT OF BUILDINGS I	3	0	0%	1	33%	1	33%	28
DEPUTY SUPERINT OF BUILDINGS II	1	0	0%	1	100%	1	100%	30
DETENTION OFFICER	316	9	3%	10	3%	13	4%	8
DEVELOPMENT & MARKETING DIRECTOR	3	0	0%	0	0%	0	0%	11
DIRECTOR BUREAU OF SANITATION	1	0	0%	0	0%	0	0%	26
DIRECTOR BUREAU OF ST LIGHTING	1	0	0%	0	0%	0	0%	18
DIRECTOR BUREAU OF ST SERVICES	1	1	100%	1	100%	1	100%	39

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
DIRECTOR CASH MGMT SERVICES	1	1	100%	1	100%	1	100%	36
DIRECTOR ENFORCEMENT OPERATIONS	3	2	67%	2	67%	2	67%	29
DIRECTOR OF AIRPORT OPERATIONS	1	0	0%	0	0%	0	0%	0
DIRECTOR OF AIRPORTS ADMINISTRATION	3	3	100%	3	100%	3	100%	29
DIRECTOR OF AUDITING	1	0	0%	0	0%	0	0%	8
DIRECTOR OF AUTOMATED PEOPLE MOVER SYSTEMS	1	0	0%	0	0%	0	0%	3
DIRECTOR OF COMMUNICATIONS SERVICES	2	1	50%	1	50%	1	50%	21
DIRECTOR OF FIELD OPERATIONS	3	1	33%	1	33%	2	67%	20
DIRECTOR OF FINANCE	1	0	0%	0	0%	0	0%	21
DIRECTOR OF FINANCIAL ANALYSIS & REPORTING	1	0	0%	1	100%	1	100%	26
DIRECTOR OF FLEET SERVICES	1	1	100%	1	100%	1	100%	34
DIRECTOR OF HOUSING	5	0	0%	0	0%	0	0%	14
DIRECTOR OF MAINTENANCE AIRPORTS I	1	0	0%	1	100%	1	100%	27
DIRECTOR OF MAINTENANCE AIRPORTS II	4	3	75%	3	75%	3	75%	28
DIRECTOR OF MATERIAL TESTING SERVICES	1	1	100%	1	100%	1	100%	39
DIRECTOR OF PLANNING	1	1	100%	1	100%	1	100%	36
DIRECTOR OF POLICE TRANSPORTATION I	1	1	100%	1	100%	1	100%	26
DIRECTOR OF PORT CONSTR & MAINT II	2	0	0%	0	0%	0	0%	25
DIRECTOR OF PORT MARKETING I	1	0	0%	0	0%	0	0%	23
DIRECTOR OF PORT MARKETING II	1	1	100%	1	100%	1	100%	24
DIRECTOR OF PORT OPERATIONS	1	1	100%	1	100%	1	100%	22
DIRECTOR OF SYSTEMS	14	4	29%	4	29%	5	36%	27
DISTRICT SUPERVISOR ANIMAL SERVICES	4	0	0%	1	25%	1	25%	24
DIVISION LIBRARIAN	3	0	0%	0	0%	1	33%	27
DRILL RIG OPERATOR	3	1	33%	1	33%	1	33%	22
DUPLICATING MACHINE OPERATOR	7	0	0%	2	29%	2	29%	13
ELECTRCL CRAFT HELPER	1	1	100%	1	100%	1	100%	6
ELECTRICAL CRAFT HELPER	97	5	5%	5	5%	5	5%	5
ELECTRICAL ENGINEERING ASSOCIATE I	16	0	0%	0	0%	0	0%	2
ELECTRICAL ENGINEERING ASSOCIATE II	9	0	0%	1	11%	1	11%	5
ELECTRICAL ENGINEERING ASSOCIATE III	5	0	0%	0	0%	0	0%	8
ELECTRICAL ENGINEERING ASSOCIATE IV	7	4	57%	4	57%	4	57%	25
ELECTRICAL INSPECTOR	30	1	3%	2	7%	2	7%	6
ELECTRICIAN	68	14	21%	16	24%	18	26%	10
ELECTRICIAN SUPERVISOR	12	3	25%	3	25%	4	33%	15
ELEVATOR MECHANIC	21	6	29%	10	48%	10	48%	17
ELEVATOR MECHANIC HELPER	10	2	20%	3	30%	3	30%	9
ELEVATOR REPAIR SUPERVISOR I	4	2	50%	3	75%	3	75%	23
ELEVATOR REPAIR SUPERVISOR II	2	0	0%	0	0%	0	0%	12
EMERG PREPARE COORD/ I, II	1	0	0%	0	0%	0	0%	8
EMERGENCY MANAGEMENT COORD I	31	0	0%	2	6%	2	6%	10
EMERGENCY MANAGEMENT COORD II	8	2	25%	2	25%	2	25%	18
EMERGENCY MEDICAL SERVICES EDUCATOR	5	1	20%	2	40%	2	40%	5
EMS ADVANCED PROVIDER	11	0	0%	0	0%	0	0%	2
EMS ADVANCED PROVIDER SUPERVISOR	1	0	0%	0	0%	0	0%	10
ENGINEER OF SURVEYS	1	1	100%	1	100%	1	100%	12
ENGINEERING DESIGNER - AIRPORT	1	0	0%	0	0%	1	100%	17
ENGINEERING DESIGNER I	2	1	50%	1	50%	1	50%	16
ENGINEERING DESIGNER II	6	2	33%	3	50%	3	50%	28
ENGINEERING GEOLOGIST ASSOCIATE I	1	0	0%	0	0%	0	0%	1

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
ENGINEERING GEOLOGIST ASSOCIATE II	2	0	0%	0	0%	0	0%	4
ENGINEERING GEOLOGIST ASSOCIATE III	4	0	0%	0	0%	0	0%	14
ENGINEERING GEOLOGIST ASSOCIATE IV	1	1	100%	1	100%	1	100%	20
ENGINEERING GEOLOGIST I	3	1	33%	1	33%	1	33%	14
ENGINEERING GEOLOGIST II	2	1	50%	1	50%	1	50%	19
ENGINEERING GEOLOGIST III	1	1	100%	1	100%	1	100%	36
ENVIRONMENTAL AFFAIRS OFFICER	17	4	24%	7	41%	7	41%	21
ENVIRONMENTAL AFFAIRS OFFICER/PMII	1	0	0%	0	0%	0	0%	24
ENVIRONMENTAL AFFAIRS OFFICER/PMIII	1	0	0%	0	0%	0	0%	27
ENVIRONMENTAL COMPLIANCE INSPECTOR	156	14	9%	17	11%	20	13%	9
ENVIRONMENTAL ENGINEER	46	8	17%	8	17%	8	17%	16
ENVIRONMENTAL ENGINEERING ASSOC I	22	1	5%	1	5%	1	5%	4
ENVIRONMENTAL ENGINEERING ASSOC II	81	9	11%	10	12%	10	12%	9
ENVIRONMENTAL ENGINEERING ASSOC III	24	4	17%	4	17%	4	17%	13
ENVIRONMENTAL ENGINEERING ASSOC IV	5	2	40%	2	40%	2	40%	20
ENVIRONMENTAL SPECIALIST I	2	0	0%	0	0%	0	0%	4
ENVIRONMENTAL SPECIALIST II	41	2	5%	7	17%	7	17%	7
ENVIRONMENTAL SPECIALIST III	21	1	5%	2	10%	2	10%	10
ENVIRONMENTAL SUPERVISOR I	9	0	0%	0	0%	0	0%	15
ENVIRONMENTAL SUPERVISOR II	21	7	33%	8	38%	8	38%	17
ENVR ENGR ASSOC I, II, III, IV	1	1	100%	1	100%	1	100%	13
EQUINE KEEPER	2	0	0%	0	0%	0	0%	10
EQUIP MECHANIC	2	0	0%	1	50%	1	50%	4
EQUIPMENT MECHANIC	274	51	19%	62	23%	74	27%	10
EQUIPMENT MECHANIC - HARBOR	5	0	0%	0	0%	0	0%	7
EQUIPMENT OPERATOR	133	29	22%	39	29%	49	37%	17
EQUIPMENT REPAIR SUPERVISOR	13	2	15%	4	31%	4	31%	22
EQUIPMENT SPECIALIST I	8	1	13%	1	13%	1	13%	17
EQUIPMENT SPECIALIST II	6	2	33%	3	50%	3	50%	22
EQUIPMENT SUPERINTENDENT	3	2	67%	3	100%	3	100%	30
EQUIPMENT SUPERVISOR	8	4	50%	6	75%	6	75%	26
EQUIPMNT MECHANIC	3	0	0%	0	0%	0	0%	4
EQUIPMNT OPERATOR	3	1	33%	1	33%	1	33%	15
ERGONOMIST	1	0	0%	1	100%	1	100%	12
ETHICS OFFICER II	7	0	0%	1	14%	2	29%	12
ETHICS OFFICER III	2	0	0%	1	50%	1	50%	13
EVENT ATTENDANT	8	0	0%	0	0%	0	0%	16
EVENT ATTENDANT I, II, III	2	1	50%	1	50%	1	50%	6
EVENT ATTENDANT II	7	3	43%	4	57%	4	57%	15
EXEC DIR CIVIL, HUMAN RIGHTS & EQUITY DEPT	1	0	0%	0	0%	1	100%	28
EXEC DIR OF THE CHARTER REFORM COMMISSION	1	0	0%	0	0%	0	0%	0
EXEC DIR OFFICE OF PUBLIC ACCOUNTABILITY	1	0	0%	0	0%	0	0%	0
EXECUTIVE ADMINISTRATIVE ASST II	58	13	22%	18	31%	21	36%	23
EXECUTIVE ADMINISTRATIVE ASST III	30	12	40%	13	43%	16	53%	26
EXECUTIVE DIRECTOR CANNABIS DEPT	1	0	0%	0	0%	0	0%	12
EXECUTIVE DIRECTOR CONVENTION CTR	1	1	100%	1	100%	1	100%	25
EXECUTIVE DIRECTOR DEPT ON DISABILITY	1	0	0%	1	100%	1	100%	20
EXECUTIVE DIRECTOR EXPOSITION PARK COMPLEX	1	1	100%	1	100%	1	100%	39
EXECUTIVE DIRECTOR POLICE COMMISSION	1	0	0%	0	0%	0	0%	21
EXECUTIVE DIRECTOR YOUTH DEVELOPMENT DEPT	1	0	0%	1	100%	1	100%	25

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
EXECUTIVE LEGAL SECRETARY I	2	1	50%	1	50%	1	50%	28
EXECUTIVE LEGAL SECRETARY II	2	1	50%	1	50%	1	50%	18
EXECUTIVE OFFICER CITY CLERK	1	0	0%	0	0%	0	0%	24
EXECUTIVE OFFICER CITY ETHICS COMMISSION	1	0	0%	1	100%	1	100%	34
EXHIBIT PREPARATOR	1	0	0%	0	0%	0	0%	9
FIELD ENGINEERING AIDE	28	5	18%	6	21%	7	25%	7
FIELD ENGINEERING AIDE TRAINEE	3	0	0%	0	0%	0	0%	1
FINANCE DEVELOPMENT OFFICER I	29	5	17%	6	21%	6	21%	13
FINANCE DEVELOPMENT OFFICER II	9	4	44%	5	56%	6	67%	23
FINANCE SPECIALIST III	1	0	0%	0	0%	0	0%	21
FINANCE SPECIALIST IV	3	0	0%	0	0%	0	0%	17
FINANCE SPECIALIST V	2	0	0%	0	0%	0	0%	22
FINANCIAL ANALYST II	6	1	17%	1	17%	1	17%	11
FINANCIAL MANAGEMENT SPECIALIST III	3	1	33%	1	33%	1	33%	18
FINANCIAL MANAGEMENT SPECIALIST IV	3	0	0%	0	0%	1	33%	21
FINANCIAL MANAGEMENT SPECIALIST V	5	1	20%	1	20%	1	20%	22
FINANCIAL MANAGER I	2	1	50%	1	50%	1	50%	21
FINANCIAL MANAGER II	6	1	17%	2	33%	2	33%	18
FINGERPRINT IDENTIFICATION EXPERT I	10	1	10%	1	10%	1	10%	9
FINGERPRINT IDENTIFICATION EXPERT II	3	1	33%	1	33%	1	33%	22
FINGERPRINT IDENTIFICATION EXPERT III	1	0	0%	0	0%	1	100%	28
FIRE ADMINISTRATOR	1	1	100%	1	100%	1	100%	34
FIRE CHIEF (INTERIM)	1	0	0%	0	0%	0	0%	1
FIRE PROT ENGR ASSC IV	1	0	0%	0	0%	0	0%	8
FIRE PROTECTION ENGINEER	1	0	0%	0	0%	0	0%	29
FIRE PROTECTION ENGINEERING ASSOC II	5	0	0%	0	0%	0	0%	12
FIRE PROTECTION ENGINEERING ASSOC IV	5	0	0%	0	0%	0	0%	14
FIRE PSYCHOLOGIST	2	0	0%	0	0%	0	0%	11
FIRE SPECIAL INVESTIGATOR	11	3	27%	7	64%	8	73%	16
FIRE SPRINKLER INSPECTOR	11	2	18%	2	18%	2	18%	9
FIREARMS EXAMINER	2	1	50%	1	50%	2	100%	26
FIREFIGHTER I	1	0	0%	0	0%	0	0%	2
FIREFIGHTER III	2	1	50%	2	100%	2	100%	34
FIRST DEPUTY GEN MANAGER HARBOR	4	2	50%	2	50%	2	50%	28
FISCAL SYSTEMS SPECIALIST I	26	8	31%	9	35%	13	50%	21
FISCAL SYSTEMS SPECIALIST II	22	5	23%	6	27%	9	41%	22
FORENSIC PRINT SPECIALIST I	2	0	0%	0	0%	0	0%	8
FORENSIC PRINT SPECIALIST II	13	0	0%	2	15%	2	15%	14
FORENSIC PRINT SPECIALIST III	33	4	12%	5	15%	6	18%	18
FORENSIC PRINT SPECIALIST IV	9	0	0%	0	0%	1	11%	19
GALLERY ATTENDANT	2	0	0%	0	0%	0	0%	3
GARAGE ASSISTANT	3	0	0%	0	0%	0	0%	1
GARAGE ATTENDANT	45	4	9%	5	11%	6	13%	8
GARDENER CARETAKER	431	80	19%	97	23%	117	27%	12
GEN MGR COMM INVESTMENT FOR FAMILIES DEPT	1	0	0%	0	0%	0	0%	22
GEN MGR DEPT OF NEIBRHD EMPWMNT (INTERIM)	1	0	0%	0	0%	0	0%	1
GEN MGR EWDD	1	0	0%	0	0%	0	0%	6
GENERAL AUTOMOTIVE SUPERVISOR	5	0	0%	1	20%	2	40%	21
GENERAL MANAGER AIRPORTS	1	0	0%	0	0%	0	0%	2
GENERAL MANAGER ANIMAL SERVICES	1	0	0%	0	0%	0	0%	26

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
GENERAL MANAGER CULTURAL AFFAIRS	1	0	0%	0	0%	0	0%	24
GENERAL MANAGER DEPT OF AGING	1	1	100%	1	100%	1	100%	29
GENERAL MANAGER DEPT OF GENERAL SERVICES	1	1	100%	1	100%	1	100%	32
GENERAL MANAGER DEPT OF TRANSPORTATION	1	0	0%	0	0%	0	0%	21
GENERAL MANAGER EMERGENCY MGMT DEPT	1	1	100%	1	100%	1	100%	33
GENERAL MANAGER HARBOR DEPT	1	1	100%	1	100%	1	100%	11
GENERAL MANAGER ITA	1	0	0%	0	0%	0	0%	21
GENERAL MANAGER LACERS (INTERIM)	1	0	0%	0	0%	0	0%	24
GENERAL MANAGER LOS ANGELES HOUSING DEPT	1	0	0%	0	0%	0	0%	4
GENERAL MANAGER NEIGHBORHOOD EMPOWERMENT	1	0	0%	0	0%	1	100%	5
GENERAL MANAGER PENSIONS	1	0	0%	0	0%	0	0%	24
GENERAL MANAGER PERSONNEL DEPT	1	0	0%	0	0%	0	0%	8
GENERAL MANAGER RECREATION & PARKS	1	0	0%	0	0%	0	0%	30
GENERAL MANAGER ZOO DEPT	1	1	100%	1	100%	1	100%	37
GEOGRAPHIC INFO SPEC	1	0	0%	0	0%	0	0%	12
GEOGRAPHIC INFORMATION SPECIALIST	68	6	9%	9	13%	12	18%	10
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	4	1	25%	1	25%	1	25%	24
GEOGRAPHIC INFORMATION SYSTEMS SUPERV I	21	4	19%	4	19%	4	19%	17
GEOGRAPHIC INFORMATION SYSTEMS SUPERV II	12	0	0%	0	0%	0	0%	17
GEOTECHNICAL ENGINEER I	2	0	0%	0	0%	0	0%	8
GEOTECHNICAL ENGINEER II	4	0	0%	0	0%	0	0%	19
GEOTECHNICAL ENGINEER III	2	2	100%	2	100%	2	100%	22
GOLF MANAGER	1	1	100%	1	100%	1	100%	37
GOLF STARTER	15	1	7%	3	20%	4	27%	9
GOLF STARTER SUPERVISOR I	6	1	17%	1	17%	1	17%	16
GOLF STARTER SUPERVISOR II	2	0	0%	0	0%	0	0%	14
GRAPHICS DESIGNER I	9	0	0%	0	0%	0	0%	8
GRAPHICS DESIGNER II	17	1	6%	1	6%	2	12%	9
GRAPHICS DESIGNER II - AIRPORT	3	0	0%	0	0%	0	0%	25
GRAPHICS DESIGNER III	7	1	14%	2	29%	2	29%	13
GRAPHICS SUPERVISOR I	7	0	0%	0	0%	1	14%	14
GRAPHICS SUPERVISOR II	4	0	0%	0	0%	0	0%	22
HARBOR ENGINEER I	8	3	38%	3	38%	3	38%	28
HARBOR ENGINEER II	5	4	80%	4	80%	4	80%	31
HARBOR PLANNING & RESEARCH DIR I	1	0	0%	0	0%	0	0%	17
HARBOR PLANNING & RESEARCH DIR II	2	0	0%	0	0%	0	0%	11
HARBOR PLANNING/ECONOMIC ANALYST II	2	0	0%	0	0%	0	0%	17
HARBOR SPECIAL EVENTS COORD	2	0	0%	0	0%	0	0%	11
HAZARDOUS MATERIALS SPECIALIST	1	0	0%	0	0%	0	0%	8
HAZARDOUS MATERIALS SUPERVISOR	1	0	0%	0	0%	0	0%	10
HEAD CUSTODIAN SUPERVISOR	6	3	50%	4	67%	4	67%	23
HEARING OFFICER CITY ATTORNEY	6	3	50%	4	67%	4	67%	21
HEARING REPORTER	5	2	40%	2	40%	2	40%	19
HEATING & REFRIGERATION INSPECTOR	7	1	14%	2	29%	2	29%	5
HEAVY DUTY EQUIP MECH	3	0	0%	0	0%	0	0%	3
HEAVY DUTY EQUIPMENT MECHANIC	116	16	14%	21	18%	22	19%	10
HEAVY DUTY TRUCK OPERATOR	114	13	11%	18	16%	23	20%	10
HELICOPTER MECHANIC	27	5	19%	5	19%	7	26%	13
HELICOPTER MECHANIC SUPERVISOR I	6	1	17%	1	17%	1	17%	20
HELICOPTER MECHANIC SUPERVISOR II	2	1	50%	2	100%	2	100%	29

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
HISTORIC SITE CURATOR	2	0	0%	0	0%	1	50%	25
HOUSING INSPECTOR	94	19	20%	25	27%	27	29%	11
HOUSING INVESTIGATOR I	24	1	4%	1	4%	1	4%	6
HOUSING INVESTIGATOR II	6	0	0%	0	0%	0	0%	9
HOUSING PLANNING/ECONOMIC ANALYST	8	0	0%	0	0%	0	0%	4
HUMAN RELATIONS ADVOCATE	9	0	0%	0	0%	0	0%	6
HUMAN RESOURCES ASSISTANT	3	0	0%	0	0%	0	0%	3
INDEPENDENT ASSESSOR FIRE COMMISSION	1	0	0%	1	100%	1	100%	10
INDUSTRIAL COMMERCIAL FINANCE OFFICER I	3	0	0%	0	0%	0	0%	14
INDUSTRIAL COMMERCIAL FINANCE OFFICER II	1	0	0%	0	0%	0	0%	23
INDUSTRIAL HYGIENIST	4	0	0%	1	25%	1	25%	11
INFORMATION SERVICES SPECIALIST	2	0	0%	0	0%	0	0%	6
INFORMATION SYSTEMS MANAGER I	20	5	25%	6	30%	6	30%	24
INFORMATION SYSTEMS MANAGER II	14	4	29%	5	36%	5	36%	26
INFORMATION SYSTEMS OPERATIONS MGR II	1	1	100%	1	100%	1	100%	43
INSPECTOR GENERAL	1	0	0%	0	0%	0	0%	1
INSPECTOR OF PUBLIC WORKS	1	1	100%	1	100%	1	100%	40
INSPECTOR TRAINEE I	3	0	0%	0	0%	0	0%	1
INSPECTOR TRAINEE II	5	0	0%	0	0%	0	0%	2
INSPECTOR TRAINEE III	7	0	0%	0	0%	0	0%	8
INSPECTOR TRAINEE IV	21	0	0%	0	0%	0	0%	3
INSTRUMENT MECHANIC	24	8	33%	9	38%	10	42%	14
INSTRUMENT MECHANIC - AIRPORT	10	1	10%	3	30%	3	30%	12
INSTRUMENT MECHANIC SUPERVISOR	3	1	33%	1	33%	1	33%	19
INSTRUMENT MECHANIC SUPERVISOR - AIRPORT	2	1	50%	1	50%	1	50%	18
INTERNAL AUDITOR II	6	1	17%	1	17%	1	17%	12
INTERNAL AUDITOR III	7	1	14%	1	14%	1	14%	13
INTERNAL AUDITOR IV	6	0	0%	0	0%	1	17%	15
INVESTMENT OFFICER I	6	0	0%	0	0%	0	0%	6
INVESTMENT OFFICER II	7	2	29%	2	29%	2	29%	15
INVESTMENT OFFICER III	4	1	25%	1	25%	1	25%	19
IRRIGATION SPECIALIST	34	6	18%	8	24%	10	29%	18
IT SPECIALIST	8	0	0%	0	0%	0	0%	2
LABOR RELATIONS SPECIALIST	3	0	0%	0	0%	0	0%	15
LABOR SUPERVISOR	1	0	0%	0	0%	0	0%	21
LABORATORY TECH I	1	0	0%	0	0%	0	0%	1
LABORATORY TECHNICIAN I	14	1	7%	1	7%	1	7%	2
LABORATORY TECHNICIAN II	24	6	25%	6	25%	6	25%	12
LAND SURVEYING ASSISTANT	22	3	14%	3	14%	5	23%	10
LAND SURVEYING ASST	1	0	0%	0	0%	0	0%	0
LANDSCAPE ARCHITECT I	7	2	29%	2	29%	2	29%	13
LANDSCAPE ARCHITECT I/PMI	1	0	0%	0	0%	0	0%	20
LANDSCAPE ARCHITECT II	6	2	33%	2	33%	3	50%	16
LANDSCAPE ARCHITECTURAL ASSOC I	7	2	29%	2	29%	2	29%	8
LANDSCAPE ARCHITECTURAL ASSOC II	10	0	0%	0	0%	0	0%	8
LANDSCAPE ARCHITECTURAL ASSOC III	7	1	14%	2	29%	2	29%	11
LANDSCAPE ARCHITECTURAL ASSOC IV	1	0	0%	0	0%	0	0%	7
LEGAL ASSISTANT I	10	2	20%	2	20%	2	20%	11
LEGAL ASSISTANT II	10	1	10%	2	20%	4	40%	17
LEGAL CLERK I	4	0	0%	0	0%	0	0%	2

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
LEGAL CLERK II	45	0	0%	0	0%	0	0%	5
LEGAL SECRETARY I	20	0	0%	1	5%	1	5%	5
LEGAL SECRETARY II	76	12	16%	15	20%	18	24%	12
LEGAL SECRETARY III	21	8	38%	9	43%	10	48%	21
LEGISLATIVE ANALYST I	11	2	18%	2	18%	3	27%	13
LEGISLATIVE ANALYST II	10	0	0%	0	0%	0	0%	10
LEGISLATIVE ANALYST III	4	0	0%	0	0%	0	0%	11
LEGISLATIVE ANALYST IV	8	1	13%	1	13%	1	13%	20
LEGISLATIVE ANALYST V	4	1	25%	2	50%	2	50%	27
LEGISLATIVE ASSISTANT	10	4	40%	4	40%	4	40%	24
LEGISLATIVE REPRESENTATIVE	4	0	0%	0	0%	0	0%	7
LEGISLATIVE REPRESENTATIVE - HARBOR	3	0	0%	0	0%	0	0%	14
LIBRARIAN I	50	0	0%	0	0%	0	0%	4
LIBRARIAN I, II, III	6	0	0%	0	0%	0	0%	3
LIBRARIAN II	209	45	22%	57	27%	61	29%	14
LIBRARIAN III	44	10	23%	12	27%	13	30%	19
LIBRARY ASSISTANT I	37	9	24%	12	32%	14	38%	21
LIBRARY ASSISTANT II	16	5	31%	5	31%	7	44%	24
LICENSED VOCATIONAL NURSE	3	0	0%	0	0%	0	0%	5
LIFEGUARD RECRUIT	2	0	0%	0	0%	0	0%	1
LIGHT EQUIPMENT OPERATOR	17	6	35%	8	47%	8	47%	24
LOCKER ROOM ATTENDANT	68	4	6%	4	6%	4	6%	4
LOCKSMITH	11	3	27%	3	27%	3	27%	11
MACHINIST	9	2	22%	2	22%	3	33%	7
MACHINIST - HARBOR	2	0	0%	0	0%	0	0%	14
MACHINIST SUPERVISOR - HARBOR	1	1	100%	1	100%	1	100%	18
MAINT & CONSTR HELPER	2	1	50%	1	50%	1	50%	9
MAINT LABORER	1	0	0%	0	0%	0	0%	6
MAINTENANCE & CONSTRUCTION HELPER	56	7	13%	8	14%	10	18%	11
MAINTENANCE & CONST HELPER ASST	8	0	0%	0	0%	0	0%	1
MAINTENANCE ASSISTANT	13	0	0%	0	0%	0	0%	1
MAINTENANCE LABORER	546	81	15%	98	18%	112	21%	12
MANAGEMENT AIDE	51	1	2%	4	8%	6	12%	16
MANAGEMENT ANALYST	828	104	13%	130	16%	156	19%	15
MANAGEMENT ASSISTANT	269	3	1%	6	2%	7	3%	4
MANAGEMENT ASST	2	0	0%	0	0%	0	0%	4
MARINE AQUARIUM CURATOR II	2	0	0%	0	0%	0	0%	14
MARINE AQUARIUM EXHIBIT DIRECTOR	1	0	0%	0	0%	0	0%	6
MARINE AQUARIUM PROGRAM DIR	1	0	0%	0	0%	0	0%	21
MARINE ENVIRONMENTAL MANAGER I	1	0	0%	0	0%	0	0%	26
MARINE ENVIRONMENTAL MANAGER II	1	0	0%	0	0%	0	0%	23
MARINE ENVIRONMENTAL SUPERVISOR	3	1	33%	1	33%	1	33%	13
MARITIME MUSEUM CURATOR	1	0	0%	0	0%	0	0%	13
MARITIME MUSEUM DIRECTOR	1	0	0%	0	0%	1	100%	27
MARKETING MANAGER	1	0	0%	0	0%	0	0%	15
MASONRY WORKER	5	3	60%	4	80%	4	80%	22
MATERIALS TESTING ENGINEER I	2	1	50%	1	50%	1	50%	23
MATERIALS TESTING ENGINEER II	2	0	0%	0	0%	0	0%	18
MATERIALS TESTING ENGINEERING ASSOC I	7	0	0%	0	0%	0	0%	8
MATERIALS TESTING ENGINEERING ASSOC II	14	5	36%	5	36%	5	36%	19

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
MATERIALS TESTING ENGINEERING ASSOC IV	5	0	0%	0	0%	0	0%	17
MATERIALS TESTING TECHNICIAN I	1	0	0%	0	0%	0	0%	2
MATERIALS TESTING TECHNICIAN II	37	3	8%	4	11%	4	11%	7
MAYOR	1	0	0%	0	0%	0	0%	3
MAYORAL AIDE I	3	0	0%	0	0%	0	0%	3
MAYORAL AIDE II	5	0	0%	0	0%	0	0%	2
MAYORAL AIDE III	21	0	0%	0	0%	0	0%	2
MAYORAL AIDE IV	51	0	0%	0	0%	1	2%	3
MAYORAL AIDE V	52	1	2%	1	2%	1	2%	4
MAYORAL AIDE VI	26	1	4%	3	12%	3	12%	7
MAYORAL AIDE VII	33	0	0%	0	0%	0	0%	6
MAYORAL AIDE VIII	18	1	6%	3	17%	4	22%	10
MECH ENGRG ASSC III	1	0	0%	0	0%	0	0%	17
MECH HELPER	3	0	0%	0	0%	0	0%	9
MECHANICAL ENGINEERING ASSOCIATE	3	0	0%	0	0%	0	0%	1
MECHANICAL ENGINEERING ASSOCIATE II	17	2	12%	2	12%	2	12%	7
MECHANICAL ENGINEERING ASSOCIATE III	8	0	0%	1	13%	1	13%	9
MECHANICAL ENGINEERING ASSOCIATE IV	5	1	20%	1	20%	1	20%	19
MECHANICAL ENGINEERING DRAFTING TECHNICIAN	1	0	0%	0	0%	0	0%	6
MECHANICAL HELPER	30	1	3%	2	7%	3	10%	6
MECHANICAL REPAIR GEN SUPERVISOR	2	1	50%	1	50%	1	50%	14
MECHANICAL REPAIR SUPERVISOR	1	0	0%	0	0%	0	0%	7
MECHANICAL REPAIRER	24	7	29%	9	38%	10	42%	16
MEDICAL ASSISTANT	2	0	0%	1	50%	1	50%	16
MEDICAL RECORDS SUPERVISOR	1	1	100%	1	100%	1	100%	18
MEDICAL SERVICES ADMINISTRATOR	1	1	100%	1	100%	1	100%	21
MEMBER BOARD OF PUBLIC WORKS	5	0	0%	0	0%	0	0%	5
MESSANGER CLERK	312	27	9%	35	11%	38	12%	7
MOTOR SWEEPER OPERATOR	97	18	19%	24	25%	29	30%	14
MUNICIPAL POLICE OFFICER III	13	2	15%	6	46%	6	46%	25
MUNICIPAL POLICE SERGEANT	1	0	0%	0	0%	1	100%	28
MUSEUM GUIDE	71	7	10%	9	13%	9	13%	6
NEWS SECRETARY	1	1	100%	1	100%	1	100%	30
NURSE MANAGER	1	0	0%	0	0%	0	0%	3
NUTRITIONIST	3	0	0%	0	0%	0	0%	10
OBSERVATORY DIRECTOR I	1	1	100%	1	100%	1	100%	19
OBSERVATORY DIRECTOR II	1	1	100%	1	100%	1	100%	38
OBSERVATORY PROGRAM SUPERVISOR	1	1	100%	1	100%	1	100%	36
OCCUPATIONAL HEALTH NURSE	3	0	0%	0	0%	0	0%	7
OCCUPATIONAL PSYCHOLOGIST II	5	0	0%	0	0%	0	0%	15
OCCUPATIONAL PSYCHOLOGIST III	1	0	0%	0	0%	0	0%	10
OFFICE ENGINEERING TECHNICIAN I	7	0	0%	0	0%	0	0%	0
OFFICE ENGINEERING TECHNICIAN II	15	5	33%	6	40%	6	40%	13
OFFICE ENGINEERING TECHNICIAN III	20	4	20%	4	20%	4	20%	15
OFFICE SERVICES ASSISTANT	43	0	0%	0	0%	0	0%	2
OFFICE TRAINEE ADMIN CLERK	2	0	0%	0	0%	0	0%	0
OFFICE TRAINEE ADMINISTRATIVE CLERK	33	0	0%	0	0%	0	0%	2
OFFICE TRAINEE DELIVERY DRIVER	1	0	0%	0	0%	0	0%	1
OPEN WATER LIFEGUARD I	39	0	0%	0	0%	0	0%	3
OPEN WATER LIFEGUARD II	34	1	3%	1	3%	1	3%	8

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
OPEN WTR LIFEGUARD I	4	0	0%	0	0%	0	0%	2
OPEN WTR LIFEGUARD II	1	0	0%	0	0%	0	0%	3
PAINTER	45	5	11%	6	13%	7	16%	10
PAINTER II	5	1	20%	1	20%	1	20%	8
PAINTER SUPERVISOR	1	0	0%	0	0%	0	0%	25
PAINTER SUPERVISOR II HARBOR	1	0	0%	0	0%	0	0%	17
PAINTER SUPVR	1	0	0%	0	0%	0	0%	8
PARALEGAL I	13	0	0%	0	0%	1	8%	8
PARALEGAL II	39	9	23%	10	26%	10	26%	17
PARALEGAL III	3	2	67%	2	67%	3	100%	20
PARK ACTIVITY MONITOR	29	0	0%	0	0%	2	7%	6
PARK MAINTENANCE SUPERVISOR	35	8	23%	9	26%	11	31%	24
PARK RANGER	26	2	8%	2	8%	2	8%	10
PARK SERVICES ATT I, II	1	0	0%	0	0%	0	0%	5
PARK SERVICES ATTENDANT I	8	0	0%	0	0%	0	0%	8
PARK SERVICES ATTENDANT II	14	0	0%	1	7%	1	7%	8
PARK SERVICES SUPERVISOR	1	0	0%	0	0%	0	0%	25
PARKING ATTENDANT	33	15	45%	18	55%	20	61%	22
PARKING ENFORCEMENT MANAGER II	2	1	50%	1	50%	1	50%	29
PARKING MANAGER I	2	1	50%	1	50%	1	50%	15
PARKING MANAGER II	2	1	50%	1	50%	1	50%	26
PARKING METER TECHNICIAN	16	7	44%	8	50%	8	50%	12
PARKING METER TECHNICIAN SUPERVISOR I	2	1	50%	1	50%	1	50%	27
PARKING METER TECHNICIAN SUPERVISOR II	1	1	100%	1	100%	1	100%	36
PARKING SERVICES SUPERVISOR	1	1	100%	1	100%	1	100%	30
PATROL LIFEGUARD I, II	3	0	0%	0	0%	0	0%	7
PAYROLL ANALYST	3	2	67%	2	67%	2	67%	25
PAYROLL SUPERVISOR	29	9	31%	10	34%	10	34%	23
PERFORMANCE ARTS DIRECTOR	1	0	0%	0	0%	0	0%	7
PERFORMANCE ARTS PROGRAM COORD I	4	1	25%	1	25%	1	25%	4
PERFORMANCE ARTS PROGRAM COORD II	1	0	0%	0	0%	0	0%	26
PERS RECORDS SUPV	1	0	0%	0	0%	0	0%	27
PERSONNEL ANALYST	63	3	5%	4	6%	4	6%	12
PERSONNEL DIRECTOR I	9	0	0%	2	22%	2	22%	23
PERSONNEL DIRECTOR II	4	0	0%	0	0%	1	25%	25
PERSONNEL DIRECTOR III	8	4	50%	5	63%	5	63%	29
PERSONNEL RECORDS SUPERVISOR	16	1	6%	1	6%	2	13%	17
PERSONNEL RESEARCH ANALYST I	16	0	0%	0	0%	0	0%	3
PERSONNEL RESEARCH ANALYST II	5	0	0%	0	0%	0	0%	3
PHARMACIST I	1	0	0%	0	0%	0	0%	6
PHOTOGRAPHER I	2	1	50%	1	50%	1	50%	12
PHOTOGRAPHER II	4	1	25%	1	25%	2	50%	13
PHOTOGRAPHER III	21	3	14%	5	24%	5	24%	10
PHYSICIAN I	1	1	100%	1	100%	1	100%	30
PHYSICIAN II	1	0	0%	0	0%	0	0%	6
PILE DRIVER SUPERVISOR	1	1	100%	1	100%	1	100%	24
PILE DRIVER WORKER I	8	1	13%	2	25%	2	25%	9
PILE DRIVER WORKER II	1	0	0%	0	0%	0	0%	9
PIPEFITTER	14	2	14%	5	36%	5	36%	10
PLANNING ASSISTANT	116	0	0%	0	0%	1	1%	4

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

AS OF JUNE 30th - 2026, 2027, 2028

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JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
PLANT EQUIPMENT TRAINEE	17	1	6%	1	6%	1	6%	3
PLASTERER	1	0	0%	0	0%	0	0%	27
PLAYGROUND EQUIPMENT SUPERVISOR	1	1	100%	1	100%	1	100%	25
PLUMBER	87	10	11%	18	21%	23	26%	9
PLUMBER SUPERVISOR	12	5	42%	6	50%	6	50%	21
PLUMBING INSPECTOR	18	2	11%	3	17%	3	17%	9
POLICE ADMINISTRATOR I	7	2	29%	2	29%	2	29%	24
POLICE ADMINISTRATOR II	2	1	50%	1	50%	1	50%	23
POLICE ADMINISTRATOR III	1	0	0%	0	0%	0	0%	27
POLICE CAPTAIN II	1	0	0%	1	100%	1	100%	29
POLICE DETECTIVE I	1	0	0%	0	0%	0	0%	25
POLICE LIEUTENANT I	1	0	0%	1	100%	1	100%	29
POLICE OFFICER I	10	0	0%	0	0%	0	0%	6
POLICE OFFICER II	11	0	0%	1	9%	1	9%	23
POLICE OFFICER III	3	0	0%	1	33%	1	33%	24
POLICE PERFORMANCE AUDITOR II	7	0	0%	0	0%	0	0%	8
POLICE PERFORMANCE AUDITOR III	21	5	24%	5	24%	6	29%	16
POLICE PERFORMANCE AUDITOR IV	4	2	50%	3	75%	3	75%	15
POLICE PSYCHOLOGIST I	11	2	18%	2	18%	2	18%	11
POLICE PSYCHOLOGIST II	1	0	0%	0	0%	0	0%	8
POLICE SERGEANT I	2	0	0%	0	0%	0	0%	22
POLICE SERGEANT II	1	0	0%	0	0%	0	0%	27
POLICE SERVICE ASSISTANT	3	0	0%	0	0%	0	0%	2
POLICE SERVICE REP	2	0	0%	0	0%	0	0%	3
POLICE SERVICE REP I	4	0	0%	0	0%	0	0%	1
POLICE SERVICE REP II	6	0	0%	0	0%	0	0%	8
POLICE SERVICE REP III	2	0	0%	0	0%	0	0%	12
POLICE SERVICE REPRESENTATIVE I	150	0	0%	0	0%	0	0%	1
POLICE SERVICE REPRESENTATIVE II	235	14	6%	24	10%	29	12%	14
POLICE SERVICE REPRESENTATIVE III	147	18	12%	27	18%	33	22%	22
POLICE SPECIAL INVESTIGATOR	18	4	22%	6	33%	6	33%	12
POLICE STUDENT WORKER	1	0	0%	0	0%	0	0%	2
POLICE SURVEILLANCE SPECIALIST II	9	2	22%	3	33%	4	44%	20
POLICE SURVEILLANCE SPECIALIST III	3	0	0%	0	0%	0	0%	14
POLICE SURVEILLANCE SPECIALIST IV	1	0	0%	1	100%	1	100%	36
POLICE TRAINING ADMINISTRATOR	1	0	0%	0	0%	0	0%	0
POLYGRAPH EXAMINER II	7	0	0%	1	14%	1	14%	12
POLYGRAPH EXAMINER III	3	0	0%	0	0%	0	0%	8
POLYGRAPH EXAMINER IV	1	0	0%	1	100%	1	100%	18
POOL LIFEGUARD	92	1	1%	1	1%	1	1%	2
PORT ELECTRICAL MECHANIC	18	5	28%	5	28%	5	28%	11
PORT ELECTRICAL MECHANICAL SUPERVISOR	3	2	67%	3	100%	3	100%	19
PORT MAINTENANCE SUPERVISOR	3	0	0%	0	0%	0	0%	19
PORT MARKETING MANAGER	3	1	33%	1	33%	1	33%	15
PORT PILOT I	3	0	0%	0	0%	0	0%	1
PORT PILOT II	13	1	8%	1	8%	1	8%	8
PORT POLICE OFFICER III	2	1	50%	1	50%	1	50%	29
PORT POLICE SERGEANT	2	2	100%	2	100%	2	100%	27
PORT WARDEN I	1	0	0%	0	0%	0	0%	3
PORTFOLIO MANAGER I	4	2	50%	2	50%	2	50%	11

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

AS OF JUNE 30th - 2026, 2027, 2028

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JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
PORTFOLIO MANAGER II	1	1	100%	1	100%	1	100%	10
POWER SHOVEL OPERATOR	1	1	100%	1	100%	1	100%	10
PR ACCOUNTANT I, II	1	1	100%	1	100%	1	100%	19
PRE-PRESS OPERATOR I	1	0	0%	0	0%	0	0%	6
PRINCIPAL ACCOUNTANT I	13	2	15%	4	31%	4	31%	11
PRINCIPAL ACCOUNTANT II	40	12	30%	19	48%	21	53%	19
PRINCIPAL ANIMAL KEEPER	1	0	0%	0	0%	0	0%	21
PRINCIPAL ARCHITECT	2	0	0%	0	0%	0	0%	8
PRINCIPAL CITY PLANNER	12	3	25%	3	25%	3	25%	21
PRINCIPAL CIVIL ENGINEER	20	6	30%	6	30%	6	30%	25
PRINCIPAL CIVIL ENGINEER PM III	2	1	50%	1	50%	1	50%	28
PRINCIPAL CIVIL ENGINEERING DRAFT TECHNICIAN	4	0	0%	2	50%	2	50%	11
PRINCIPAL CLERK	52	10	19%	11	21%	13	25%	21
PRINCIPAL CLERK CITY ATTORNEY I	2	0	0%	0	0%	0	0%	20
PRINCIPAL CLERK CITY ATTORNEY II	13	6	46%	7	54%	7	54%	23
PRINCIPAL CLERK POLICE I	13	1	8%	3	23%	4	31%	20
PRINCIPAL CLERK POLICE II	24	7	29%	9	38%	10	42%	25
PRINCIPAL COMMUNICATIONS OPERATOR	11	1	9%	1	9%	1	9%	17
PRINCIPAL CONSTRUCTION INSPECTOR	22	10	45%	12	55%	12	55%	23
PRINCIPAL DEPUTY CONTROLLER	1	0	0%	0	0%	0	0%	11
PRINCIPAL DETENTION OFFICER	33	2	6%	6	18%	7	21%	22
PRINCIPAL ELECTION CLERK	4	0	0%	1	25%	1	25%	4
PRINCIPAL ENVIRONMENTAL ENGINEER	3	1	33%	1	33%	1	33%	21
PRINCIPAL FINGERPRINT IDENTIFICATION EXPERT I	1	1	100%	1	100%	1	100%	26
PRINCIPAL FINGERPRINT IDENTIFICATION EXPERT II	1	0	0%	1	100%	1	100%	26
PRINCIPAL FORENSIC PRINT SPECIALIST	1	1	100%	1	100%	1	100%	36
PRINCIPAL GROUNDS MAINT SUPERVISOR II	8	1	13%	3	38%	3	38%	24
PRINCIPAL INSPECTOR	31	14	45%	16	52%	18	58%	22
PRINCIPAL LIBRARIAN I	14	4	29%	5	36%	5	36%	20
PRINCIPAL LIBRARIAN II	3	0	0%	1	33%	1	33%	25
PRINCIPAL PARK SERVICES ATTENDANT	5	2	40%	2	40%	2	40%	25
PRINCIPAL PHOTOGRAPHER	1	0	0%	0	0%	1	100%	30
PRINCIPAL PROJECT COORDINATOR	18	1	6%	3	17%	3	17%	11
PRINCIPAL PROPERTY OFFICER	5	0	0%	0	0%	0	0%	18
PRINCIPAL PUBLIC RELATIONS REP	18	3	17%	4	22%	4	22%	12
PRINCIPAL RECREATION SUPERVISOR I	6	3	50%	3	50%	3	50%	29
PRINCIPAL RECREATION SUPERVISOR II	7	2	29%	2	29%	2	29%	29
PRINCIPAL SECURITY OFFICER	10	2	20%	4	40%	4	40%	23
PRINCIPAL STOREKEEPER	4	1	25%	2	50%	2	50%	21
PRINCIPAL TAX AUDITOR	3	1	33%	1	33%	1	33%	17
PRINCIPAL TAX COMPLIANCE OFFICER	7	1	14%	1	14%	1	14%	25
PRINCIPAL TRANSPORTATION ENGINEER	6	4	67%	4	67%	5	83%	31
PRINCIPAL WORKERS COMPENSATION ANALYST	3	2	67%	2	67%	2	67%	24
PRINTING PRESS OPERATOR I	1	0	0%	0	0%	0	0%	22
PRINTING SERVICES SUPERINTENDENT	2	0	0%	1	50%	2	100%	15
PROCESS SAFETY ENGINEER	1	0	0%	0	0%	0	0%	0
PROCUREMENT ANALYST I	1	0	0%	0	0%	0	0%	3
PROCUREMENT ANALYST II	22	1	5%	1	5%	3	14%	11
PROCUREMENT SUPERVISOR	4	1	25%	1	25%	1	25%	19
PROGRAM AIDE	4	0	0%	0	0%	0	0%	10

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
PROGRAMMER/ANALYST I	1	0	0%	0	0%	0	0%	0
PROGRAMMER/ANALYST II	3	0	0%	0	0%	0	0%	1
PROGRAMMER/ANALYST III	36	2	6%	2	6%	2	6%	7
PROGRAMMER/ANALYST IV	45	9	20%	9	20%	10	22%	10
PROGRAMMER/ANALYST V	33	6	18%	8	24%	11	33%	17
PROJECT ASSISTANT	51	5	10%	5	10%	6	12%	6
PROJECT COORDINATOR	42	3	7%	7	17%	9	21%	11
PROPERTY MANAGER I	5	0	0%	0	0%	1	20%	8
PROPERTY MANAGER II	2	0	0%	0	0%	0	0%	14
PROPERTY MANAGER III	6	0	0%	1	17%	1	17%	24
PROPERTY MANAGER IV	3	1	33%	1	33%	1	33%	26
PROPERTY OFFICER	70	7	10%	12	17%	15	21%	11
PUB RELATIONS SPC I, II	1	0	0%	0	0%	0	0%	5
PUBLIC INFORMATION DIRECTOR I	14	3	21%	3	21%	3	21%	14
PUBLIC INFORMATION DIRECTOR II	10	1	10%	2	20%	2	20%	15
PUBLIC RELATIONS SPECIALIST I	3	0	0%	0	0%	0	0%	2
PUBLIC RELATIONS SPECIALIST II	16	1	6%	1	6%	1	6%	4
PUBLIC SAFETY RISK MANAGER	1	0	0%	0	0%	0	0%	13
REAL ESTATE ASSOCIATE II	1	0	0%	0	0%	0	0%	1
REAL ESTATE OFFICER	8	1	13%	1	13%	1	13%	5
REAL ESTATE OFFICER - AIRPORT	2	1	50%	1	50%	1	50%	16
REAL ESTATE OFFICER - HARBOR	4	0	0%	0	0%	0	0%	3
REAL ESTATE TRAINEE	1	0	0%	0	0%	0	0%	7
RECORDS MANAGEMENT OFFICER	1	1	100%	1	100%	1	100%	24
RECREATION ASSISTANT	1033	90	9%	103	10%	112	11%	7
RECREATION ASST	64	2	3%	2	3%	2	3%	5
RECREATION ASST. A, B, C	16	0	0%	0	0%	0	0%	4
RECREATION COORDINATOR	144	6	4%	10	7%	13	9%	11
RECREATION FACILITY DIRECTOR	92	9	10%	15	16%	18	20%	19
RECREATION INSTRUCTOR	53	8	15%	12	23%	14	26%	8
RECREATION INSTRUCTOR C, D, E, F, H, J	1	0	0%	0	0%	0	0%	7
RECREATION SUPERVISOR	19	4	21%	4	21%	4	21%	26
REF COLL TRUCK OPER II	4	2	50%	2	50%	2	50%	15
REFUSE COLLECTION SUPERVISOR	51	11	22%	14	27%	15	29%	22
REFUSE COLLECTION TRUCK OPERATOR II	722	87	12%	115	16%	144	20%	12
REFUSE CREW FIELD INSTRUCTOR	19	3	16%	5	26%	5	26%	21
REHABILITATION CONSTRUCTION SPECIALIST I	14	1	7%	1	7%	1	7%	5
REHABILITATION CONSTRUCTION SPECIALIST II	10	2	20%	2	20%	2	20%	15
REHABILITATION CONSTRUCTION SPECIALIST III	5	2	40%	3	60%	4	80%	25
REHABILITATION PROJECT COORDINATOR I	1	1	100%	1	100%	1	100%	29
REHABILITATION PROJECT COORDINATOR II	1	1	100%	1	100%	1	100%	32
RELIEF CORR NURSE I, II, III, IV	1	0	0%	0	0%	0	0%	1
REPROGRAPHICS OPERATOR I	1	1	100%	1	100%	1	100%	19
REPROGRAPHICS SUPERVISOR I	1	1	100%	1	100%	1	100%	25
REVENUE MANAGER	1	0	0%	0	0%	0	0%	9
RIDESHARE PROGRAM ADMINISTRATOR	1	0	0%	0	0%	0	0%	22
RISK AND INSURANCE ASSISTANT	8	4	50%	4	50%	4	50%	23
RISK MANAGEMENT & PREVENTION PROGRAM MGR	1	0	0%	0	0%	0	0%	24
RISK MANAGEMENT & PREVENTION PROGRAM SPECIALIST	2	1	50%	1	50%	1	50%	17
RISK MANAGER I	2	0	0%	0	0%	0	0%	9

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
RISK MANAGER I, II, III	1	0	0%	0	0%	0	0%	5
RISK MANAGER II	13	4	31%	4	31%	5	38%	22
RISK MANAGER III	2	0	0%	0	0%	0	0%	24
ROOFER	15	4	27%	7	47%	8	53%	13
ROOFER SUPERVISOR	3	1	33%	1	33%	1	33%	16
SAFETY ADMINISTRATOR	1	0	0%	1	100%	1	100%	9
SAFETY ENGINEER	9	1	11%	2	22%	3	33%	15
SAFETY ENGINEER ELEVATORS	9	0	0%	1	11%	2	22%	8
SAFETY ENGINEER PRESSURE VESSELS	3	0	0%	0	0%	0	0%	3
SAFETY ENGINEERING ASSOCIATE I	1	0	0%	0	0%	0	0%	4
SAFETY ENGINEERING ASSOCIATE II	6	2	33%	2	33%	2	33%	14
SANITATION SOLID RESOURCES MGR I	11	6	55%	7	64%	7	64%	28
SANITATION SOLID RESOURCES MGR II	10	5	50%	5	50%	6	60%	28
SANITATION WASTEWATER MANAGER I	12	3	25%	3	25%	4	33%	24
SANITATION WASTEWATER MANAGER II	6	2	33%	2	33%	2	33%	22
SANITATION WASTEWATER MANAGER III	4	3	75%	3	75%	3	75%	35
SEASONAL POOL MANAGER I	90	0	0%	0	0%	0	0%	4
SEASONAL POOL MANAGER II	25	0	0%	1	4%	1	4%	7
SEASONAL POOL MGR I	6	0	0%	0	0%	0	0%	3
SEASONAL POOL MGR II	2	0	0%	0	0%	0	0%	5
SECOND DEPUTY GEN MGR HARBOR	2	0	0%	0	0%	0	0%	14
SECRETARY	99	26	26%	32	32%	35	35%	20
SECURITY AIDE	3	2	67%	2	67%	2	67%	23
SECURITY OFFICER	514	86	17%	98	19%	112	22%	12
SECURITY OFFICER TRAINEE	98	2	2%	2	2%	2	2%	3
SENIOR ACCOUNTANT I	27	4	15%	5	19%	5	19%	12
SENIOR ACCOUNTANT II	78	25	32%	30	38%	33	42%	13
SENIOR ADMINISTRATIVE ANALYST I	22	0	0%	0	0%	0	0%	9
SENIOR ADMINISTRATIVE ANALYST II	22	0	0%	1	5%	1	5%	15
SENIOR ADMINISTRATIVE CLERK	640	136	21%	179	28%	202	32%	18
SENIOR ADMINISTRATIVE CLERK III	3	2	67%	2	67%	2	67%	27
SENIOR AIRPORT ENGINEER I	5	2	40%	3	60%	3	60%	27
SENIOR AIRPORT ENGINEER II	2	1	50%	2	100%	2	100%	29
SENIOR AIRPORT PLANNER	2	1	50%	1	50%	1	50%	21
SENIOR ANIMAL CONTROL OFFICER I	8	0	0%	1	13%	2	25%	21
SENIOR ANIMAL CONTROL OFFICER II	2	0	0%	0	0%	0	0%	22
SENIOR ANIMAL KEEPER	8	1	13%	1	13%	1	13%	14
SENIOR ARCHITECT	8	1	13%	2	25%	2	25%	19
SENIOR ARCHITECT DRAFTING TECHNICIAN	2	1	50%	1	50%	2	100%	21
SENIOR ASSISTANT CITY ATTORNEY	11	4	36%	6	55%	7	64%	26
SENIOR AUDITOR	11	2	18%	4	36%	5	45%	14
SENIOR AUTOMOTIVE SUPERVISOR	7	2	29%	2	29%	2	29%	23
SENIOR AVONICS SPECIALIST	1	0	0%	0	0%	0	0%	25
SENIOR BENEFITS ANALYST I	26	2	8%	3	12%	3	12%	16
SENIOR BENEFITS ANALYST II	10	2	20%	2	20%	2	20%	24
SENIOR BUILDING INSPECTOR	32	15	47%	19	59%	20	63%	16
SENIOR BUILDING MECHANICAL INSPECTOR	32	12	38%	14	44%	14	44%	17
SENIOR BUILDING OPERATING ENGINEER	5	2	40%	2	40%	2	40%	13
SENIOR BUILDING OPERATING ENGINEER - AIRPORT	5	3	60%	3	60%	3	60%	20
SENIOR CARPENTER	15	7	47%	9	60%	9	60%	14

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
SENIOR CHEMIST	14	6	43%	6	43%	6	43%	18
SENIOR CITY PLANNER	34	2	6%	2	6%	2	6%	16
SENIOR CIVIL ENGINEER	57	8	14%	8	14%	10	18%	20
SENIOR CIVIL ENGINEERING DRAFTING TECHNICIAN	6	1	17%	2	33%	2	33%	15
SENIOR COMMUNICATIONS ELECTRICIAN	17	3	18%	5	29%	6	35%	20
SENIOR COMMUNICATIONS ELECTRICIAN SUPVSR	3	2	67%	2	67%	2	67%	30
SENIOR COMMUNICATIONS ENGINEER	11	7	64%	8	73%	8	73%	28
SENIOR COMMUNICATIONS OPERATOR I	4	0	0%	0	0%	1	25%	16
SENIOR COMMUNICATIONS OPERATOR II	8	1	13%	1	13%	1	13%	19
SENIOR COMPUTER OPERATOR II	1	1	100%	1	100%	1	100%	43
SENIOR CONSTRUCTION ENGINEER	2	0	0%	0	0%	0	0%	19
SENIOR CONSTRUCTION ESTIMATOR	3	0	0%	1	33%	2	67%	8
SENIOR CONSTRUCTION INSPECTOR	46	20	43%	22	48%	22	48%	21
SENIOR CONSTRUCTION INSPECTOR - AIRPORT	12	6	50%	6	50%	7	58%	17
SENIOR CONTROLLER AUDIT ANALYST I	2	0	0%	0	0%	0	0%	2
SENIOR CRIME & INTELLIGENCE ANALYST	2	0	0%	0	0%	0	0%	12
SENIOR CUSTODIAN I	13	2	15%	3	23%	5	38%	14
SENIOR CUSTODIAN I - AIRPORT	21	0	0%	1	5%	2	10%	11
SENIOR CUSTODIAN II	20	2	10%	3	15%	6	30%	14
SENIOR CYBER SECURITY ANALYST I	2	0	0%	0	0%	0	0%	6
SENIOR DETENTION OFFICER	88	5	6%	7	8%	12	14%	17
SENIOR DUPLICATING MACHINE OPERATOR	2	1	50%	1	50%	1	50%	28
SENIOR ELECTION CLERK	3	0	0%	0	0%	0	0%	3
SENIOR ELECTRICAL ENGINEERING DRAFTING TECHNICIAN	1	1	100%	1	100%	1	100%	39
SENIOR ELECTRICAL INSPECTOR	14	6	43%	6	43%	7	50%	14
SENIOR ELECTRICIAN	10	2	20%	2	20%	2	20%	13
SENIOR ENVIRONMENTAL COMPLIANCE INSPECTOR	44	8	18%	10	23%	10	23%	14
SENIOR ENVIRONMENTAL ENGINEER	18	9	50%	9	50%	9	50%	25
SENIOR EQUIPMENT MECHANIC	26	4	15%	6	23%	8	31%	18
SENIOR EVENT ATTENDANT	1	0	0%	0	0%	0	0%	26
SENIOR FIRE SPRINKLER INSPECTOR	6	2	33%	3	50%	3	50%	17
SENIOR FIRE STATISTICAL ANALYST	3	0	0%	0	0%	0	0%	4
SENIOR FORENSIC PRINT SPECIALIST	6	1	17%	1	17%	1	17%	26
SENIOR GARDENER	118	24	20%	33	28%	37	31%	15
SENIOR HEARING OFFICER	2	0	0%	0	0%	0	0%	26
SENIOR HEATING & REFRIGERATION INSPECTOR	7	3	43%	4	57%	4	57%	18
SENIOR HEAVY DUTY EQUIPMENT MECHANIC	7	2	29%	2	29%	3	43%	18
SENIOR HOUSING INSPECTOR	37	13	35%	17	46%	19	51%	20
SENIOR HOUSING INVESTIGATOR I	7	3	43%	3	43%	3	43%	17
SENIOR HOUSING INVESTIGATOR II	2	0	0%	0	0%	0	0%	18
SENIOR HOUSING PLANNING & ECONOMIC ANALYST	2	0	0%	0	0%	0	0%	11
SENIOR LABOR RELATIONS SPECIALIST II	7	0	0%	0	0%	0	0%	19
SENIOR LABOR RELATIONS SPECIALIST III	1	0	0%	0	0%	1	100%	27
SENIOR LEGAL ASSISTANT	3	1	33%	2	67%	2	67%	28
SENIOR LEGAL CLERK I	8	1	13%	1	13%	1	13%	15
SENIOR LEGAL CLERK II	2	0	0%	0	0%	0	0%	16
SENIOR LEGISLATIVE ASSISTANT	1	0	0%	0	0%	0	0%	10
SENIOR LIBRARIAN	96	18	19%	24	25%	27	28%	17
SENIOR MANAGEMENT ANALYST I	235	39	17%	47	20%	51	22%	19
SENIOR MANAGEMENT ANALYST II	177	29	16%	43	24%	55	31%	22

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
SENIOR MECHANICAL REPAIRER	1	0	0%	0	0%	0	0%	6
SENIOR PAINTER	2	2	100%	2	100%	2	100%	24
SENIOR PAINTER II	1	0	0%	1	100%	1	100%	20
SENIOR PARK MAINT SUPERVISOR	13	2	15%	2	15%	3	23%	22
SENIOR PARK RANGER I	6	1	17%	1	17%	1	17%	18
SENIOR PARK RANGER II	2	2	100%	2	100%	2	100%	34
SENIOR PARK SERVICES ATTENDANT	8	0	0%	0	0%	0	0%	15
SENIOR PARKING ATTENDANT I	4	2	50%	2	50%	2	50%	27
SENIOR PERSONNEL ANALYST I	87	11	13%	15	17%	18	21%	19
SENIOR PERSONNEL ANALYST II	42	11	26%	13	31%	15	36%	22
SENIOR PHOTOGRAPHER I	2	2	100%	2	100%	2	100%	31
SENIOR PHOTOGRAPHER II	2	0	0%	0	0%	1	50%	18
SENIOR PLUMBER	10	3	30%	3	30%	4	40%	20
SENIOR PLUMBING INSPECTOR	11	1	9%	3	27%	5	45%	13
SENIOR POLICE SERVICES REP I	46	4	9%	10	22%	13	28%	24
SENIOR POLICE SERVICES REP II	9	1	11%	3	33%	5	56%	27
SENIOR PORT ELECTRICAL MECHANIC	5	4	80%	4	80%	4	80%	20
SENIOR PROJECT ASSISTANT	16	3	19%	4	25%	4	25%	9
SENIOR PROJECT COORDINATOR	50	1	2%	1	2%	1	2%	10
SENIOR PROPERTY OFFICER	14	2	14%	3	21%	3	21%	16
SENIOR REAL ESTATE OFFICER	19	5	26%	6	32%	8	42%	16
SENIOR RECREATION DIRECTOR	56	11	20%	14	25%	17	30%	25
SENIOR RESIDENTIAL CAMP COUNSELOR	1	0	0%	0	0%	0	0%	18
SENIOR ROOFER	1	1	100%	1	100%	1	100%	21
SENIOR SAFETY ENGINEER ELEVATORS	6	0	0%	0	0%	2	33%	12
SENIOR SAFETY ENGINEER PRESSURE VESSELS	2	0	0%	0	0%	0	0%	14
SENIOR SECURITY OFFICER	47	12	26%	13	28%	18	38%	19
SENIOR STOREKEEPER	18	7	39%	11	61%	12	67%	19
SENIOR STREET LIGHTING ENGINEER	3	2	67%	2	67%	2	67%	30
SENIOR STREET SERVICES INVESTIGATOR II	7	2	29%	2	29%	2	29%	23
SENIOR STRUCTURAL ENGINEER	8	3	38%	3	38%	3	38%	20
SENIOR SURVEY SUPERVISOR	3	1	33%	2	67%	2	67%	24
SENIOR SYSTEMS ANALYST I	70	13	19%	17	24%	17	24%	19
SENIOR SYSTEMS ANALYST II	61	15	25%	19	31%	21	34%	23
SENIOR TAX AUDITOR	20	4	20%	5	25%	5	25%	19
SENIOR TITLE EXAMINER	1	0	0%	0	0%	0	0%	3
SENIOR TRAFFIC SUPERVISOR I	63	15	24%	19	30%	22	35%	22
SENIOR TRAFFIC SUPERVISOR II	11	5	45%	7	64%	7	64%	27
SENIOR TRAFFIC SUPERVISOR III	5	3	60%	4	80%	4	80%	33
SENIOR TRANSPORTATION ENGINEER	15	5	33%	7	47%	7	47%	27
SENIOR TRANSPORTATION INVESTIGATOR	6	2	33%	4	67%	4	67%	32
SENIOR WASTEWATER TREATMENT OPERATOR	8	0	0%	1	13%	1	13%	16
SENIOR WATER BIOLOGIST	1	1	100%	1	100%	1	100%	24
SENIOR WATER MICROBIOLOGIST	1	0	0%	0	0%	0	0%	26
SENIOR WINDOW CLEANER	2	1	50%	1	50%	1	50%	19
SENIOR WITNESS SERVICE COORDINATOR	1	0	0%	0	0%	0	0%	19
SENIOR WORKERS COMPENSATION ANALYST	11	2	18%	2	18%	2	18%	12
SERVICE COORDINATOR	7	1	14%	1	14%	1	14%	16
SHEET METAL SUPERVISOR	1	1	100%	1	100%	1	100%	26
SHEET METAL WORKER	6	0	0%	0	0%	1	17%	14

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
SHIFT SUPERINT WASTEWATER TREATMENT I	6	2	33%	2	33%	3	50%	22
SHIFT SUPERINT WASTEWATER TREATMENT II	3	1	33%	1	33%	1	33%	17
SHIP CARPENTER	2	1	50%	1	50%	1	50%	17
SIGN PAINTER	6	3	50%	3	50%	3	50%	10
SIGN SHOP SUPERVISOR	2	1	50%	1	50%	1	50%	14
SIGNAL SYS ELECTRICIAN	1	0	0%	0	0%	0	0%	11
SIGNAL SYSTEM ELECTRICIAN	74	10	14%	12	16%	14	19%	11
SIGNAL SYSTEM SUPERVISOR I	9	3	33%	3	33%	3	33%	17
SIGNAL SYSTEM SUPERVISOR II	3	1	33%	2	67%	2	67%	33
SOCIAL WORKER I	3	0	0%	0	0%	0	0%	5
SOCIAL WORKER II	3	0	0%	0	0%	0	0%	12
SOCIAL WORKER III	2	0	0%	0	0%	0	0%	2
SOLID RESOURCES SUPERINTENDENT	13	2	15%	3	23%	5	38%	25
SOLID WASTE DISPOSAL SUPERINTENDENT II	2	2	100%	2	100%	2	100%	35
SPECIAL INVESTIGATOR I	18	0	0%	0	0%	0	0%	8
SPECIAL INVESTIGATOR II	9	1	11%	2	22%	2	22%	7
SPECIAL PROG ASST II	13	4	31%	5	38%	6	46%	6
SPECIAL PROGRAM ASSISTANT II	593	116	20%	129	22%	144	24%	6
SPECIAL PROGRAM ASSISTANT III	6	1	17%	1	17%	2	33%	13
SR ADMIN CLERK	3	1	33%	1	33%	1	33%	13
SR ADMINISTRATIVE CLERK	2	0	0%	0	0%	0	0%	11
SR BUILD MECH INSPECTR	1	0	0%	0	0%	0	0%	9
SR BUILD OPERATING ENG	1	1	100%	1	100%	1	100%	19
SR CUSTODIAN I, II	1	1	100%	1	100%	1	100%	27
SR GARDENER	1	0	0%	1	100%	1	100%	8
SR LIBRARIAN	1	0	0%	0	0%	0	0%	7
SR PAINTER	1	0	0%	0	0%	0	0%	5
SR PAINTER II	1	0	0%	0	0%	0	0%	5
SR POLICE SERV REP I, II	1	0	0%	0	0%	0	0%	8
SR SYSTEMS ANALYST I	1	0	0%	0	0%	0	0%	6
SR WORKERS COMP ANALYST	1	0	0%	0	0%	0	0%	7
ST SVCS SUPT I	1	1	100%	1	100%	1	100%	32
ST SVCS WORKER I	1	0	0%	0	0%	0	0%	2
STAFF ASSIST TO GEN MGR HARBOR	1	0	0%	0	0%	0	0%	19
STOREKEEPER	61	8	13%	12	20%	13	21%	11
STOREKEEPER II	1	0	0%	0	0%	0	0%	2
STOREKEEPER M	12	2	17%	2	17%	2	17%	13
STORES SUPERVISOR	2	1	50%	1	50%	1	50%	31
STREET LIGHTING CONSTR & MAINT SUPT I	3	2	67%	2	67%	2	67%	30
STREET LIGHTING CONSTR & MAINT SUPT II	1	1	100%	1	100%	1	100%	32
STREET LIGHTING ELECTRICIAN	36	3	8%	5	14%	5	14%	13
STREET LIGHTING ELECTRICIAN SUPERVISOR	15	4	27%	4	27%	6	40%	19
STREET LIGHTING ENGINEER	3	1	33%	1	33%	1	33%	26
STREET LIGHTING ENGINEER/PMI	2	1	50%	1	50%	1	50%	31
STREET LIGHTING ENGINEERING ASSOC I	1	0	0%	0	0%	0	0%	3
STREET LIGHTING ENGINEERING ASSOC II	43	4	9%	5	12%	6	14%	11
STREET LIGHTING ENGINEERING ASSOC III	13	1	8%	1	8%	1	8%	13
STREET LIGHTING ENGINEERING ASSOC IV	3	2	67%	2	67%	2	67%	28
STREET SERVICES GEN SUPERINTENDENT I	4	1	25%	2	50%	3	75%	28
STREET SERVICES GEN SUPERINTENDENT II	2	2	100%	2	100%	2	100%	34

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
STREET SERVICES INVESTIGATOR	28	3	11%	4	14%	6	21%	18
STREET SERVICES SUPERINTENDENT I	18	6	33%	8	44%	9	50%	25
STREET SERVICES SUPERINTENDENT II	6	2	33%	4	67%	4	67%	27
STREET SERVICES SUPERVISOR I	43	11	26%	17	40%	18	42%	19
STREET SERVICES SUPERVISOR II	33	5	15%	7	21%	7	21%	20
STREET SERVICES WORKER I	48	2	4%	4	8%	5	10%	8
STREET SERVICES WORKER II	12	1	8%	1	8%	5	42%	12
STREET SERVICES WORKER III	1	1	100%	1	100%	1	100%	28
STREET TREE SUPERINTENDENT I	6	3	50%	3	50%	4	67%	25
STREET TREE SUPERINTENDENT II	1	0	0%	0	0%	0	0%	26
STRUCTURAL ENGINEER	6	0	0%	0	0%	0	0%	14
STRUCTURAL ENGINEERING ASSOCIATE	17	0	0%	0	0%	0	0%	3
STRUCTURAL ENGINEERING ASSOCIATE II	102	5	5%	5	5%	5	5%	9
STRUCTURAL ENGINEERING ASSOCIATE III	34	3	9%	3	9%	4	12%	13
STRUCTURAL ENGINEERING ASSOCIATE IV	14	4	29%	5	36%	6	43%	22
STUDENT ENGINEER-4 YR. ENGINEERING EDUCATION	1	0	0%	0	0%	0	0%	1
STUDENT PROF WORKER	1	0	0%	0	0%	0	0%	6
STUDENT PROFESSIONAL WORKER	1	0	0%	0	0%	0	0%	0
STUDENT WORKER	1	0	0%	0	0%	0	0%	0
SUPERINTENDENT OF BUILDING	1	1	100%	1	100%	1	100%	39
SUPERINTENDENT OF PLANNING & CONSTR	1	0	0%	0	0%	0	0%	21
SUPERINTENDENT OF REC & PARKS OPERATIONS	8	4	50%	4	50%	4	50%	30
SUPERVISING CRIMINALIST	17	1	6%	1	6%	1	6%	20
SUPERVISING OCCUPATIONAL HEALTH NURSE	1	0	0%	0	0%	0	0%	1
SUPERVISING TRANSPORTATION PLANNER I	18	4	22%	4	22%	4	22%	14
SUPERVISING TRANSPORTATION PLANNER II	6	1	17%	1	17%	1	17%	15
SUPPLY SERVICES MANAGER I	1	0	0%	1	100%	1	100%	31
SUPPLY SERVICES MANAGER II	1	1	100%	1	100%	1	100%	38
SUPPLY SERVICES PAYMENT CLERK	28	8	29%	8	29%	9	32%	17
SURVEY PARTY CHIEF I	21	7	33%	9	43%	11	52%	15
SURVEY PARTY CHIEF II	13	4	31%	6	46%	6	46%	19
SURVEY SUPERVISOR	4	0	0%	0	0%	0	0%	16
SWIM POOL CLERK I, II	2	0	0%	0	0%	0	0%	4
SWIMMING POOL CLERK I	74	3	4%	3	4%	5	7%	4
SYSTEMS ADMINISTRATOR I	30	1	3%	2	7%	3	10%	11
SYSTEMS ADMINISTRATOR II	54	10	19%	14	26%	17	31%	18
SYSTEMS ADMINISTRATOR III	45	12	27%	14	31%	19	42%	21
SYSTEMS AIDE	2	1	50%	1	50%	1	50%	19
SYSTEMS ANALYST	198	18	9%	24	12%	29	15%	9
SYSTEMS ANALYST I, II	1	0	0%	0	0%	0	0%	12
SYSTEMS PROGRAMMER III	1	0	0%	0	0%	0	0%	8
TAX AUDITOR	1	0	0%	0	0%	0	0%	7
TAX AUDITOR II	51	6	12%	7	14%	7	14%	13
TAX COMPLIANCE AIDE	2	0	0%	0	0%	0	0%	14
TAX COMPLIANCE OFFICER I	3	0	0%	0	0%	0	0%	1
TAX COMPLIANCE OFFICER I, II, III	1	0	0%	0	0%	0	0%	5
TAX COMPLIANCE OFFICER II	49	3	6%	6	12%	8	16%	14
TAX COMPLIANCE OFFICER III	18	3	17%	6	33%	6	33%	20
TAX RENEWAL ASSISTANT II	1	0	0%	0	0%	0	0%	22
TELECOMMS PLANNING & UTILIZATION OFCR	1	1	100%	1	100%	1	100%	30

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

AS OF JUNE 30th - 2026, 2027, 2028

(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
TELECOMMS REGULATORY OFCR I	1	0	0%	0	0%	0	0%	9
TELESCOPE DEMONSTRATOR	5	0	0%	0	0%	0	0%	8
TELEVISION ENGINEER	2	0	0%	0	0%	0	0%	3
THEATER TECH C	1	0	0%	0	0%	0	0%	4
THEATER TECHNICIAN C	1	0	0%	0	0%	0	0%	3
TIRE REPAIRER	8	2	25%	2	25%	2	25%	10
TIRE REPAIRER SUPVR	1	0	0%	0	0%	0	0%	18
TITLE EXAMINER	3	0	0%	0	0%	2	67%	5
TRAF MANAGER	1	0	0%	0	0%	0	0%	2
TRAF OFFICER I, II	3	0	0%	0	0%	0	0%	7
TRAF OFFICER II	6	0	0%	0	0%	0	0%	3
TRAF PAINT SIGN POST II	1	1	100%	1	100%	1	100%	18
TRAFFIC MANAGER	7	2	29%	3	43%	3	43%	20
TRAFFIC MARKING & SIGNING SUPERINT I	4	1	25%	1	25%	1	25%	22
TRAFFIC MARKING & SIGNING SUPERINT II	3	2	67%	2	67%	3	100%	34
TRAFFIC MARKING & SIGNING SUPERINT III	1	0	0%	0	0%	0	0%	21
TRAFFIC OFFICER I	1	0	0%	0	0%	0	0%	1
TRAFFIC OFFICER II	502	50	10%	79	16%	86	17%	13
TRAFFIC PAINTER AND SIGN POSTER I	5	1	20%	1	20%	1	20%	9
TRAFFIC PAINTER AND SIGN POSTER II	22	3	14%	4	18%	5	23%	12
TRAFFIC PAINTER AND SIGN POSTER III	23	4	17%	5	22%	6	26%	18
TRANSITIONAL WORKER	12	2	17%	2	17%	2	17%	9
TRANSPORTATION ENGINEER	45	11	24%	13	29%	14	31%	23
TRANSPORTATION ENGINEERING AIDE I	7	5	71%	5	71%	5	71%	26
TRANSPORTATION ENGINEERING AIDE II	5	4	80%	5	100%	5	100%	25
TRANSPORTATION ENGINEERING ASSOC	32	0	0%	0	0%	0	0%	2
TRANSPORTATION ENGINEERING ASSOC II	107	11	10%	12	11%	13	12%	9
TRANSPORTATION ENGINEERING ASSOC III	59	12	20%	15	25%	15	25%	17
TRANSPORTATION ENGINEERING ASSOC IV	11	1	9%	2	18%	2	18%	22
TRANSPORTATION INVESTIGATOR	9	0	0%	1	11%	1	11%	17
TRANSPORTATION PLANNING ASSOC II	40	2	5%	2	5%	2	5%	9
TREASURY ACCOUNTANT	6	1	17%	2	33%	2	33%	14
TREE SURGEON	92	4	4%	6	7%	9	10%	8
TREE SURGEON ASSISTANT	34	1	3%	1	3%	1	3%	5
TREE SURGEON ASST	2	0	0%	0	0%	0	0%	3
TREE SURGEON SUPERVISOR I	46	7	15%	9	20%	9	20%	15
TREE SURGEON SUPERVISOR II	13	3	23%	4	31%	5	38%	21
TRUCK OPERATOR	27	5	19%	6	22%	8	30%	11
TRUCK OPERATOR/ ONE MAN	1	1	100%	1	100%	1	100%	12
UPHOLSTERER	2	1	50%	1	50%	1	50%	16
UTILITY RATES & POLICY SPECIALIST I	1	0	0%	0	0%	0	0%	0
UTILITY RATES & POLICY SPECIALIST II	1	0	0%	0	0%	0	0%	0
UTILITY RATES & POLICY SPECIALIST III	2	0	0%	0	0%	0	0%	0
VETERINARIAN II	4	2	50%	2	50%	2	50%	11
VETERINARY TECHNICIAN	33	4	12%	5	15%	6	18%	12
VIDEO PRODUCTION COORD	1	0	0%	0	0%	0	0%	6
VIDEO PRODUCTION COORDINATOR	2	0	0%	0	0%	0	0%	7
VIDEO TECHNICIAN II	5	0	0%	1	20%	1	20%	11
VOCATIONAL WORKER ANIMAL CARE TECHNICIAN	8	0	0%	0	0%	0	0%	1
VOCATIONAL WORKER CUSTODIAN - AIRPORT	61	0	0%	0	0%	0	0%	1

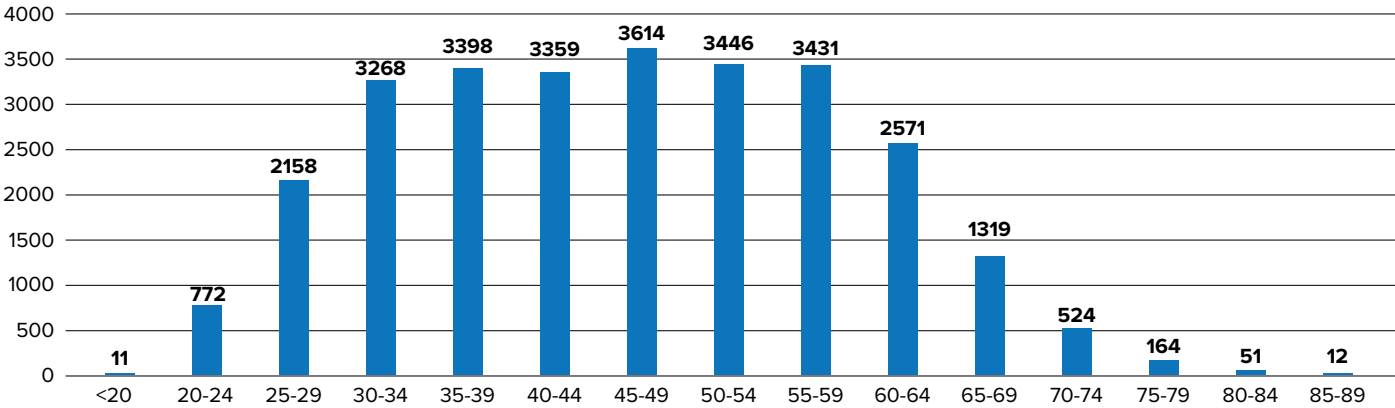
CITYWIDE ELIGIBILITY TO RETIRE (NORMAL) BY JOB CLASSIFICATION AND PAYGRADE

AS OF JUNE 30th - 2026, 2027, 2028

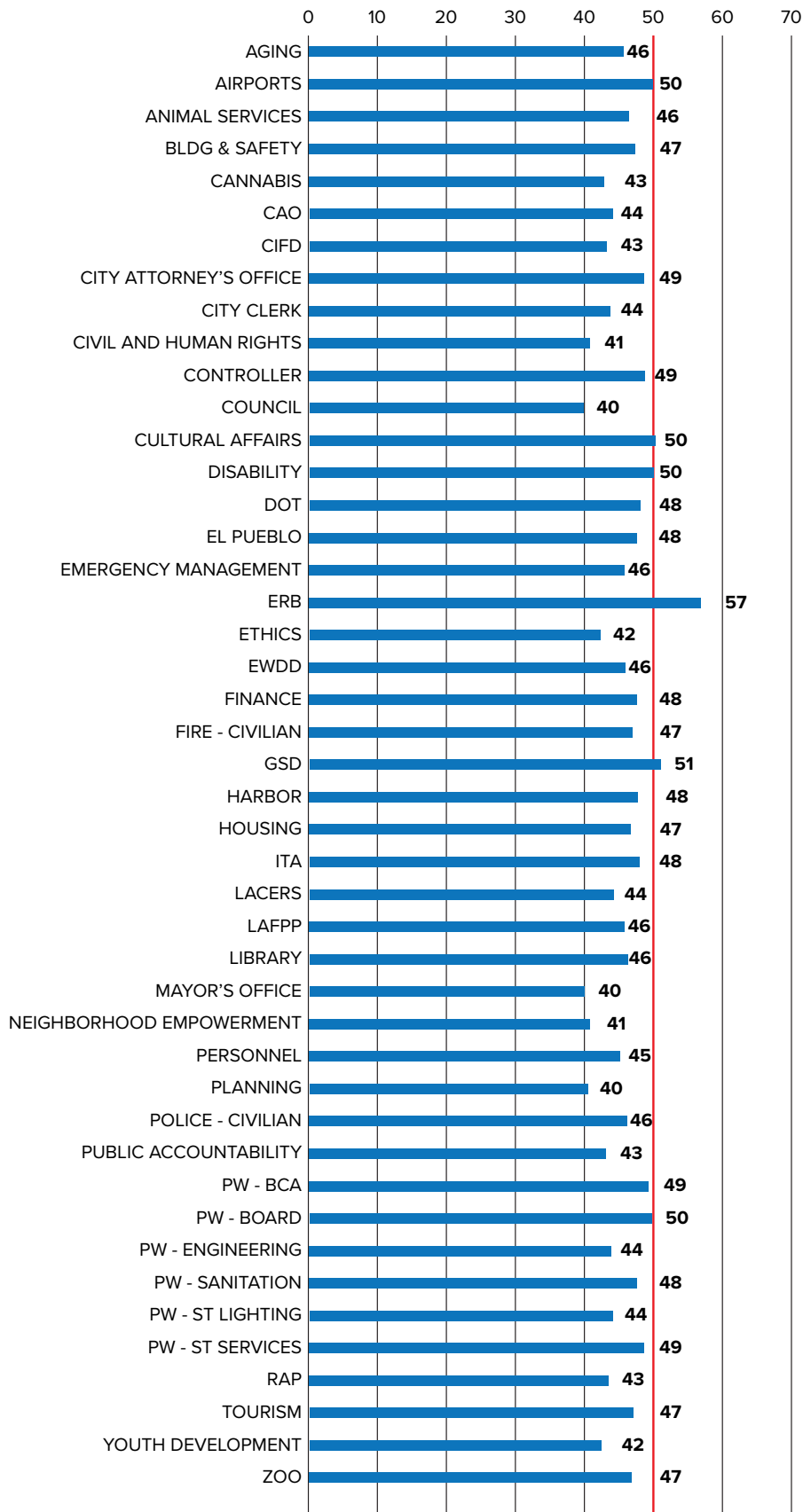
(Job Classification paygrades with 75%+ eligibility in 2027 highlighted for emphasis)

JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028		AVG SERVICE YEARS
		#	%	#	%	#	%	
VOCATIONAL WORKER GARAGE ATTENDANT	2	0	0%	0	0%	0	0%	2
VOCATIONAL WORKER GARDENER CARETAKER	26	1	4%	1	4%	1	4%	3
VOCATIONAL WORKER I	1	0	0%	0	0%	0	0%	5
VOCATIONAL WORKER II	3	0	0%	0	0%	0	0%	1
VOCATIONAL WORKER MAINTENANCE LABORER	15	1	7%	1	7%	1	7%	2
VOCATIONAL WRKR WRHOUSE & TOOLRM WRKR	1	0	0%	0	0%	0	0%	1
VOLUNTEER COORDINATOR	1	0	0%	0	0%	0	0%	0
W/WTR COLL WORKER I	3	0	0%	0	0%	0	0%	1
W/WTR COLL WORKER II	5	1	20%	1	20%	1	20%	5
WAREHOUSE & TOOLROOM ASSIST	2	0	0%	0	0%	0	0%	1
WAREHOUSE & TOOLROOM WORKER I	18	5	28%	6	33%	6	33%	10
WAREHOUSE & TOOLROOM WORKER II	19	4	21%	5	26%	5	26%	14
WASTEWATER CONVEYANCE OPERATOR I	23	0	0%	0	0%	0	0%	2
WASTEWATER CONVEYANCE OPERATOR II	142	20	14%	25	18%	30	21%	13
WASTEWATER CONVEYANCE SUPERVISOR	16	2	13%	3	19%	4	25%	18
WASTEWATER TREATMENT ELECTRICAL SPVSR	4	1	25%	1	25%	1	25%	17
WASTEWATER TREATMENT ELECTRICIAN I	38	2	5%	3	8%	4	11%	7
WASTEWATER TREATMENT ELECTRICIAN II	6	4	67%	4	67%	4	67%	13
WASTEWATER TREATMENT LABORATORY MGR I	3	0	0%	0	0%	0	0%	17
WASTEWATER TREATMENT LABORATORY MGR III	2	2	100%	2	100%	2	100%	35
WASTEWATER TREATMENT MECHANIC	48	8	17%	10	21%	12	25%	14
WASTEWATER TREATMENT MECHANIC SPVSR	5	0	0%	0	0%	1	20%	17
WASTEWATER TREATMENT OPERATOR I	84	10	12%	11	13%	11	13%	9
WASTEWATER TREATMENT OPERATOR II	25	3	12%	4	16%	6	24%	17
WASTEWATER TREATMENT OPERATOR III	37	6	16%	7	19%	9	24%	13
WATER BIOLOGIST II	13	0	0%	0	0%	0	0%	11
WATER BIOLOGIST III	3	0	0%	0	0%	0	0%	14
WATER MICROBIOLOGIST II	1	0	0%	0	0%	0	0%	17
WELDER	53	4	8%	5	9%	5	9%	8
WELDER SUPERVISOR	4	1	25%	2	50%	2	50%	16
WELDER SUPERVISOR VI	1	0	0%	0	0%	0	0%	21
WHARFINGER I	7	0	0%	1	14%	1	14%	13
WHARFINGER II	3	0	0%	0	0%	0	0%	16
WILDLAND HAND CREW TECHNICIAN	48	0	0%	0	0%	0	0%	0
WINDOW CLEANER	14	2	14%	4	29%	5	36%	15
WITNESS SERVICE COORDINATOR	33	1	3%	1	3%	4	12%	10
WORKERS COMP ADMINISTRATOR I	2	1	50%	1	50%	1	50%	25
WORKERS COMP ADMINISTRATOR II	1	0	0%	0	0%	0	0%	17
WORKERS' COMP ANALYST	23	7	30%	9	39%	11	48%	15
WORKERS' COMP CLAIMS ASSISTANT	10	1	10%	3	30%	4	40%	13
X-RAY & LABORATORY TECHNICIAN II	1	1	100%	1	100%	1	100%	37
ZOO ASSISTANT GENERAL MANAGER	2	1	50%	1	50%	1	50%	19
ZOO CURATOR	2	1	50%	1	50%	2	100%	27
ZOO CURATOR OF BIRDS	1	0	0%	0	0%	0	0%	19
ZOO CURATOR OF EDUCATION II	8	0	0%	0	0%	0	0%	7
ZOO CURATOR OF EDUCATION III	3	0	0%	0	0%	0	0%	14
ZOO CURATOR OF EDUCATION IV	1	0	0%	0	0%	0	0%	10
ZOO CURATOR OF REPTILES	1	0	0%	0	0%	0	0%	18
ZOO NUTRITIONIST	1	0	0%	0	0%	0	0%	7
ZOO REGISTRAR	1	0	0%	0	0%	0	0%	26
ZOO RESEARCH & CONSERVATION DIR	2	1	50%	1	50%	1	50%	23
ZOO VETERINARIAN II	2	0	0%	0	0%	0	0%	6
ZOO VETERINARIAN III	1	0	0%	0	0%	0	0%	8
(BLANK)	12	5	42%	7	58%	7	58%	5

CITY EMPLOYEES BY AGE

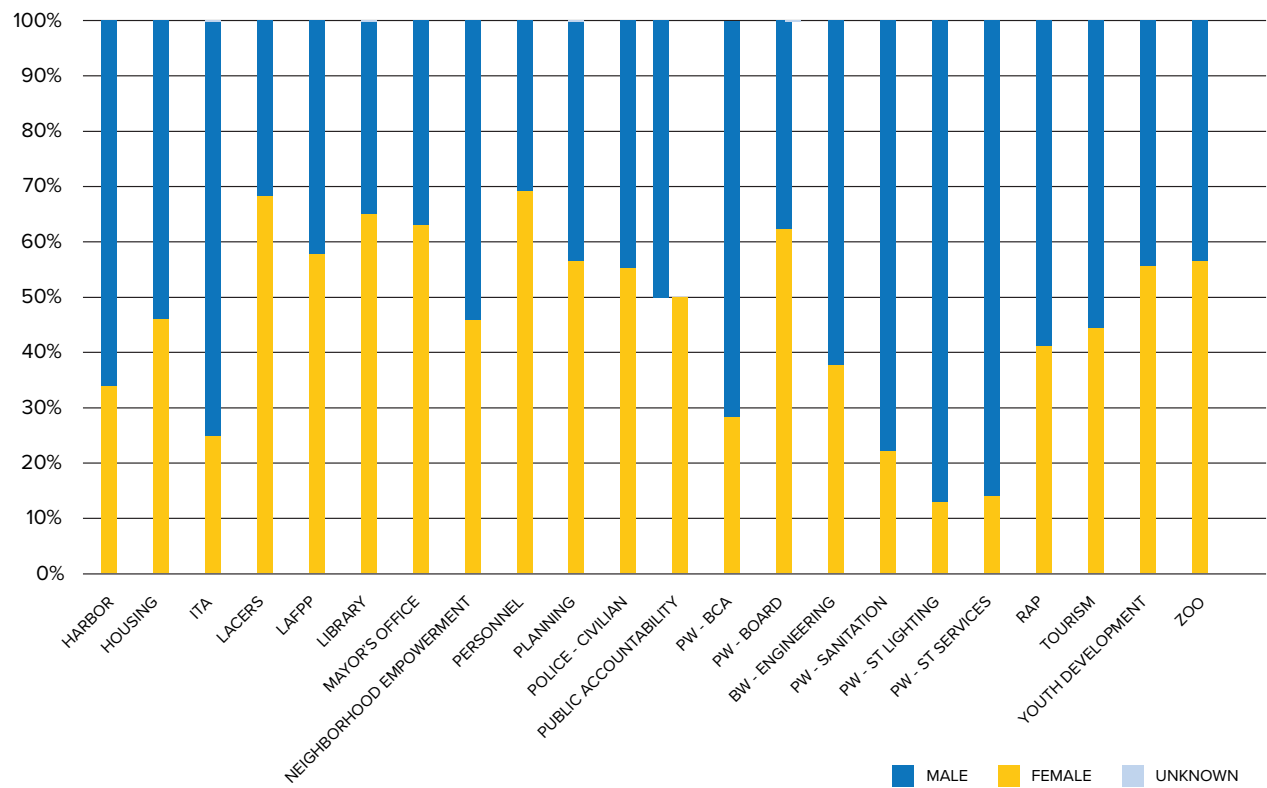
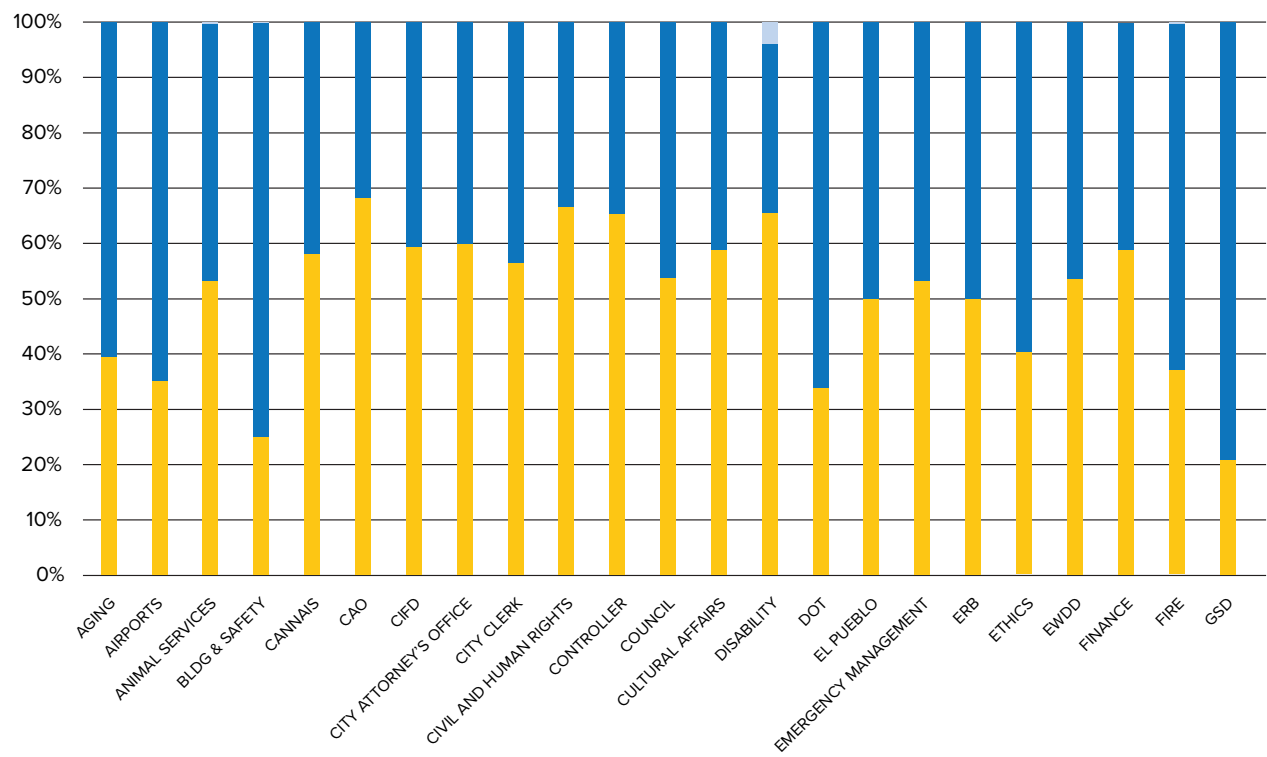


AVERAGE AGE BY DEPARTMENT



Citywide Average Age: 47
Represented by RED LINE

GENDER BY DEPARTMENT



JOB CLASSIFICATIONS WITH LOW PERCENTAGE OF MALE INCUMBENTS

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

JOB CLASSIFICATION TITLE	FEMALE		MALE		OTHER		TOTAL NUMBER
	#	%	#	%	#	%	
PUBLIC INFORMATION DIRECTOR II	8	80%	2	20%		0%	10
WORKERS' COMPENSATION CLAIMS ASST	8	80%	2	20%		0%	10
COMMUNICATIONS INFORMATION REP II	104	81%	25	19%		0%	129
CORRECTIONAL NURSE II	17	81%	4	19%		0%	21
BENEFITS ANALYST	39	81%	9	19%		0%	48
LEGAL SECRETARY II	62	82%	14	18%		0%	76
CHIEF ADMINISTRATIVE ANALYST	9	82%	2	18%		0%	11
LIBRARIAN III	35	80%	8	18%	1	2%	44
OFFICE TRAINEE ADMINISTRATIVE CLERK	27	82%	6	18%		0%	33
SENIOR ADMINISTRATIVE ANALYST I	18	82%	4	18%		0%	22
SUPPLY SERVICES PAYMENT CLERK	23	82%	5	18%		0%	28
CHILD CARE ASSOCIATE II	11	85%	2	15%		0%	13
PRINCIPAL CLERK POLICE I	11	85%	2	15%		0%	13
LEGAL SECRETARY III	18	86%	3	14%		0%	21
PRINCIPAL LIBRARIAN I	12	86%	2	14%		0%	14
POLICE SERVICE REPRESENTATIVE II	202	86%	33	14%		0%	235
LIBRARIAN I	43	86%	7	14%		0%	50
LEGAL ASSISTANT II	9	90%	1	10%		0%	10
SENIOR WORKERS COMPENSATION ANALYST	10	91%	1	9%		0%	11
WITNESS SERVICE COORDINATOR	30	91%	3	9%		0%	33
COMMISSION EXECUTIVE ASSISTANT II	12	92%	1	8%		0%	13
PRINCIPAL CLERK CITY ATTORNEY II	12	92%	1	8%		0%	13
PERSONNEL RECORDS SUPERVISOR	15	94%	1	6%		0%	16
SECRETARY	95	96%	4	4%		0%	99
EXECUTIVE ADMINISTRATIVE ASST II	56	97%	2	3%		0%	58
EXECUTIVE ADMINISTRATIVE ASST III	30	100%		0%		0%	30

JOB CLASSIFICATIONS WITH LOW PERCENTAGE OF FEMALE INCUMBENTS

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

JOB CLASSIFICATION TITLE	FEMALE		MALE		OTHER		TOTAL NUMBER
	#	%	#	%	#	%	
CYBER SECURITY ANALYST I	2	20%	8	80%		0%	10
GOLF STARTER	3	20%	12	80%		0%	15
OFFICE ENGINEERING TECHNICIAN II	3	20%	12	80%		0%	15
PRINCIPAL CIVIL ENGINEER	4	20%	16	80%		0%	20
PROGRAMMER/ANALYST IV	9	20%	36	80%		0%	45
AIRPORT POLICE SERGEANT	12	19%	50	81%		0%	62
ASSISTANT GARDENER	3	19%	13	81%		0%	16
STRUCTURAL ENGINEERING ASSOC II	19	19%	83	81%		0%	102
FIRE SPECIAL INVESTIGATOR	2	18%	9	82%		0%	11
SENIOR COMMUNICATIONS ENGINEER	2	18%	9	82%		0%	11
STREET SERVICES INVESTIGATOR	5	18%	23	82%		0%	28
STRUCTURAL ENGINEERING ASSOC III	6	18%	28	82%		0%	34
CITY ATTORNEY INVESTIGATOR II	2	17%	10	83%		0%	12
TRANSITIONAL WORKER	2	17%	10	83%		0%	12
AIRPORT POLICE OFFICER II	18	16%	92	84%		0%	110
CHIEF OF OPERATIONS II	3	16%	16	84%		0%	19
MAINTENANCE LABORER	86	16%	460	84%		0%	546
AIRPORTS MAINTENANCE SUPERINT	2	15%	11	85%		0%	13
SENIOR PARK MAINT SUPERVISOR	2	15%	11	85%		0%	13
VOC WORKER GARDENER CARETAKER	4	15%	22	85%		0%	26
SYSTEMS ANALYST	30	15%	168	85%		0%	198
SENIOR ELECTRICAL INSPECTOR	2	14%	12	86%		0%	14
SURVEY PARTY CHIEF I	3	14%	18	86%		0%	21
AIRPORT POLICE OFFICER III	17	14%	105	86%		0%	122
PROGRAMMER/ANALYST III	5	14%	30	83%		3%	36
LAND SURVEYING ASSISTANT	3	14%	19	86%		0%	22
TRANSPORTATION ENGINEER	6	13%	39	87%		0%	45
AIRPORT SUPERINT OF OPERATIONS III	4	13%	27	87%		0%	31
AIRPORT POLICE LIEUTENANT	2	13%	14	88%		0%	16
STREET SERVICES WORKER I	6	13%	42	88%		0%	48
AIRPORT SUPERINT OF OPERATIONS II	6	12%	44	88%		0%	50
SR COMMUNICATIONS ELECTRICIAN	2	12%	15	88%		0%	17
MOTOR SWEEPER OPERATOR	11	11%	86	89%		0%	97
AIRPORT SUPERINT OF OPERATIONS I	2	11%	16	89%		0%	18
STREET SERVICES SUPERINTENDENT I	2	11%	16	89%		0%	18
WAREHOUSE & TOOLROOM WORKER I	2	11%	16	89%		0%	18
WASTEWATER TREATMENT OPERATOR I	9	11%	74	89%		0%	83
MATERIALS TESTING TECHNICIAN II	4	11%	33	89%		0%	37
REHABILITATION CONSTR SPECIALIST II	1	10%	9	90%		0%	10
SENIOR ELECTRICIAN	1	10%	9	90%		0%	10
SYSTEMS ADMINISTRATOR I	3	10%	27	90%		0%	30
REFUSE COLLECTION SUPERVISOR	5	10%	46	90%		0%	51
SYSTEMS ADMINISTRATOR II	5	9%	49	91%		0%	54
AIRPORT ENGINEER I	1	9%	10	91%		0%	11
BUILDING CIVIL ENGINEER II	1	9%	10	91%		0%	11
PRINCIPAL CONSTRUCTION INSPECTOR	2	9%	20	91%		0%	22
TRAFFIC PAINTER AND SIGN POSTER II	2	9%	20	91%		0%	22
TRANSPORTATION ENGINEERING ASSOC IV	1	9%	10	91%		0%	11
ELECTRICIAN SUPERVISOR	1	8%	11	92%		0%	12
STREET SERVICES WORKER II	1	8%	11	92%		0%	12

JOB CLASSIFICATIONS WITH LOW PERCENTAGE OF FEMALE INCUMBENTS

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

JOB CLASSIFICATION TITLE	FEMALE		MALE		OTHER		TOTAL NUMBER
	#	%	#	%	#	%	
SENIOR HOUSING INSPECTOR	3	8%	34	92%		0%	37
CONSTRUCTION INSPECTOR - AIRPORT	2	8%	23	92%		0%	25
CONSTRUCTION INSPECTOR	9	8%	103	91%	1	1%	113
EQUIPMENT REPAIR SUPERVISOR	1	8%	12	92%		0%	13
MUNICIPAL POLICE OFFICER III	1	8%	12	92%		0%	13
ST LIGHTING ENGINEERING ASSOC III	1	8%	12	92%		0%	13
TRUCK OPERATOR	2	7%	25	93%		0%	27
FIELD ENGINEERING AIDE	2	7%	26	93%		0%	28
MATERIALS TESTING ENGINEERING ASSOC II	1	7%	13	93%		0%	14
REHABILITATION CONSTR SPECIALIST I	1	7%	13	93%		0%	14
STREET SERVICES SUPERVISOR I	3	7%	40	93%		0%	43
AIRPORTS MAINT SUPERVISOR III	1	7%	14	93%		0%	15
SENIOR TRANSPORTATION ENGINEER	1	7%	14	93%		0%	15
BUILDING MECHANICAL INSPECTOR	11	7%	157	93%		0%	168
SENIOR CONSTRUCTION INSPECTOR	3	7%	43	93%		0%	46
PRINCIPAL INSPECTOR	2	6%	29	94%		0%	31
CEMENT FINISHER WORKER	1	6%	15	94%		0%	16
PARKING METER TECHNICIAN	1	6%	15	94%		0%	16
WASTEWATER CONVEYANCE SUPERVISOR	1	6%	15	94%		0%	16
LIGHT EQUIPMENT OPERATOR	1	6%	16	94%		0%	17
TREE SURGEON ASSISTANT	2	6%	32	94%		0%	34
BUILDING INSPECTOR	2	5%	35	95%		0%	37
WASTEWATER TREATMENT OPERATOR III	2	5%	35	95%		0%	37
HOUSING INSPECTOR	5	5%	89	95%		0%	94
WILDLAND HAND CREW TECHNICIAN	2	4%	46	96%		0%	48
CEMENT FINISHER	4	4%	96	96%		0%	100
HELICOPTER MECHANIC	1	4%	26	96%		0%	27
MAINT & CONSTRUCTION HELPER	2	4%	54	96%		0%	56
REFUSE COLLECTION TRUCK OPERATOR II	25	3%	697	97%		0%	722
ELECTRICAL INSPECTOR	1	3%	29	97%		0%	30
STOREKEEPER	2	3%	59	97%		0%	61
SENIOR BUILDING INSPECTOR	1	3%	30	94%	1	3%	32
STREET SERVICES SUPERVISOR II	1	3%	32	97%		0%	33
EQUIPMENT OPERATOR	4	3%	129	97%		0%	133
IRRIGATION SPECIALIST	1	3%	33	97%		0%	34
WASTEWATER TREATMENT ELECTRICIAN I	1	3%	37	97%		0%	38
COMMUNICATIONS ELECTRICIAN	2	2%	85	98%		0%	87
PLUMBER	2	2%	85	98%		0%	87
GARAGE ATTENDANT	1	2%	44	98%		0%	45
TREE SURGEON	2	2%	90	98%		0%	92
WELDER	1	2%	52	98%		0%	53
HEAVY DUTY TRUCK OPERATOR	2	2%	112	98%		0%	114
SIGNAL SYSTEM ELECTRICIAN	1	1%	73	99%		0%	74
WASTEWATER CONVEYANCE OPERATOR II	1	1%	141	99%		0%	142
EQUIPMENT MECHANIC	1	0%	273	100%		0%	274
AIR CONDITIONING MECHANIC		0%	45	100%		0%	45
ASST SIGNAL SYSTEMS ELECTRICIAN		0%	11	100%		0%	11
ASST STREET LIGHTING ELECTRICIAN		0%	21	100%		0%	21
AUTO BODY BUILDER AND REPAIRER		0%	22	100%		0%	22
AUTOMOTIVE SUPERVISOR		0%	25	100%		0%	25

JOB CLASSIFICATIONS WITH LOW PERCENTAGE OF FEMALE INCUMBENTS

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

JOB CLASSIFICATION TITLE	FEMALE		MALE		OTHER		TOTAL NUMBER
	#	%	#	%	#	%	
BUILDING MAINT DISTRICT SUPERVSR		0%	10	100%		0%	10
BUILDING OPERATING ENGINEER		0%	14	100%		0%	14
BUILDING OPERATING ENGINEER - AIRPORT		0%	12	100%		0%	12
CARPENTER		0%	67	100%		0%	67
CONSTR & MAINT SUPERVISOR II		0%	14	100%		0%	14
DELIVERY DRIVER II		0%	13	100%		0%	13
ELECTRICAL CRAFT HELPER		0%	97	100%		0%	97
ELECTRICIAN		0%	68	100%		0%	68
ELEVATOR MECHANIC		0%	21	100%		0%	21
ELEVATOR MECHANIC HELPER		0%	10	100%		0%	10
FIRE SPRINKLER INSPECTOR		0%	11	100%		0%	11
HEAVY DUTY EQUIPMENT MECHANIC		0%	116	100%		0%	116
INSTRUMENT MECHANIC		0%	24	100%		0%	24
INSTRUMENT MECHANIC - AIRPORT		0%	10	100%		0%	10
LOCKSMITH		0%	11	100%		0%	11
MAINTENANCE ASSISTANT		0%	13	100%		0%	13
MECHANICAL HELPER		0%	30	100%		0%	30
MECHANICAL REPAIRER		0%	24	100%		0%	24
PAINTER		0%	45	100%		0%	45
PIPEFITTER		0%	14	100%		0%	14
PLANT EQUIPMENT TRAINEE		0%	17	100%		0%	17
PLUMBER SUPERVISOR		0%	12	100%		0%	12
PLUMBING INSPECTOR		0%	18	100%		0%	18
POLICE OFFICER II		0%	11	100%		0%	11
PORT ELECTRICAL MECHANIC		0%	18	100%		0%	18
PORT PILOT II		0%	13	100%		0%	13
REFUSE CREW FIELD INSTRUCTOR		0%	19	100%		0%	19
ROOFER		0%	15	100%		0%	15
SANITATION WASTEWATER MGR I		0%	12	100%		0%	12
SENIOR ASSISTANT CITY ATTORNEY		0%	11	100%		0%	11
SENIOR BLDG MECHANICAL INSPECTOR		0%	31	97%	1	3%	32
SENIOR CARPENTER		0%	15	100%		0%	15
SENIOR CONSTR INSPECTOR - AIRPORT		0%	12	100%		0%	12
SENIOR EQUIPMENT MECHANIC		0%	26	100%		0%	26
SENIOR PLUMBER		0%	10	100%		0%	10
SENIOR PLUMBING INSPECTOR		0%	11	100%		0%	11
SOLID RESOURCES SUPERINTENDENT		0%	13	100%		0%	13
STOREKEEPER M		0%	12	100%		0%	12
STREET LIGHTING ELECTRICIAN		0%	36	100%		0%	36
ST LIGHTING ELECTRICIAN SUPERVISOR		0%	15	100%		0%	15
SURVEY PARTY CHIEF II		0%	13	100%		0%	13
TRAFFIC PAINTER AND SIGN POSTER III		0%	23	100%		0%	23
TREE SURGEON SUPERVISOR I		0%	46	100%		0%	46
TREE SURGEON SUPERVISOR II		0%	13	100%		0%	13
VOCATIONAL WORKER MAINT LABORER		0%	15	100%		0%	15
WAREHOUSE & TOOLROOM WORKER II		0%	19	100%		0%	19
WASTEWATER CONVEYANCE OPERATOR I		0%	23	100%		0%	23
WASTEWATER TREATMENT MECHANIC		0%	48	100%		0%	48
WASTEWATER TREATMENT OPERATOR II		0%	25	100%		0%	25
WINDOW CLEANER		0%	14	100%		0%	14

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

AGING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	4	0	0	0	0%	0	0%
ADMINISTRATIVE CLERK	3	0	0%	0	0%	0	0%
AUDITOR I	1	1	100%	1	100%	1	100%
GENERAL MANAGER DEPT OF AGING	1	1	100%	1	100%	1	100%
MANAGEMENT ANALYST	5	1	20%	1	20%	1	20%
MANAGEMENT ASSISTANT	7	0	0%	0	0%	0	0%
NUTRITIONIST	2	0	0%	0	0%	0	0%
PRINCIPAL ACCOUNTANT II	1	1	100%	1	100%	1	100%
PROJECT ASSISTANT	1	0	0%	0	0%	0	0%
PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SENIOR ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
SENIOR AUDITOR	1	0	0%	0	0%	1	100%
SENIOR MANAGEMENT ANALYST I	4	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	3	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST II	1	0	0%	0	0%	0	0%
SOCIAL WORKER I	3	0	0%	0	0%	0	0%
SOCIAL WORKER II	2	0	0%	0	0%	0	0%
SOCIAL WORKER III	1	0	0%	0	0%	0	0%
GRAND TOTAL	43	5	12%	5	12%	6	14%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	12	0	0	0	0%	0	0%
ACCOUNTING CLERK	45	10	22%	11	24%	13	29%
ACCOUNTING CLERK ASSISTANT	1	0	0%	0	0%	0	0%
ACCOUNTING CLERK TRAINEE	4	0	0%	0	0%	0	0%
ACCOUNTING RECORDS SUPERVISOR II	2	1	50%	1	50%	1	50%
ADMINISTRATIVE CLERK	69	3	4%	8	12%	11	16%
ADMINISTRATIVE INTERN II	3	0	0%	0	0%	0	0%
AIR CONDITIONING MECHANIC	16	3	19%	4	25%	5	31%
AIR CONDITIONING MECHANIC SUPERVSR I	2	1	50%	2	100%	2	100%
AIR CONDITIONING MECHANIC SUPERVSR II	1	0	0%	0	0%	0	0%
AIRPORT AIDE	2	0	0%	0	0%	0	0%
AIRPORT ENGINEER I	11	0	0%	0	0%	0	0%
AIRPORT FINANCIAL ADVISOR II	2	0	0%	0	0%	0	0%
AIRPORT FINANCIAL ADVISOR III	4	4	100%	4	100%	4	100%
AIRPORT GUIDE	5	2	40%	3	60%	3	60%
AIRPORT GUIDE I	47	16	34%	17	36%	17	36%
AIRPORT GUIDE II	22	5	23%	6	27%	7	32%
AIRPORT INFORMATION SPECIALIST I	5	2	40%	2	40%	2	40%
AIRPORT INFORMATION SPECIALIST II	6	0	0%	0	0%	0	0%
AIRPORT LABOR RELATIONS ADVOCATE II	3	0	0%	0	0%	0	0%
AIRPORT PLANNER	3	0	0%	0	0%	0	0%
AIRPORT POLICE CAPTAIN	5	1	20%	1	20%	1	20%
AIRPORT POLICE CHIEF	1	0	0%	0	0%	0	0%
AIRPORT POLICE COMMANDER	2	0	0%	0	0%	1	50%
AIRPORT POLICE LIEUTENANT	16	5	31%	5	31%	6	38%
AIRPORT POLICE OFFICER II	110	7	6%	12	11%	16	15%
AIRPORT POLICE OFFICER III	122	15	12%	23	19%	28	23%
AIRPORT POLICE SERGEANT	62	8	13%	11	18%	16	26%
AIRPORT SPRINTENDENT OF OPERATIONS I	18	0	0%	1	6%	2	11%
AIRPORT SPRINTENDENT OF OPERATIONS II	50	7	14%	9	18%	12	24%
AIRPORT SPRINTENDENT OF OPERATIONS III	31	6	19%	7	23%	8	26%
AIRPORTS ADMINISTRATOR	4	2	50%	2	50%	2	50%
AIRPORTS ENVIRONMENTAL MANAGER I	1	0	0%	0	0%	0	0%
AIRPORTS ENVIRONMENTAL MANAGER II	2	1	50%	1	50%	1	50%
AIRPORTS MAINTENANCE SUPERINTENDENT	13	6	46%	8	62%	9	69%
AIRPORTS MAINTENANCE SUPERVISOR I	9	3	33%	5	56%	6	67%
AIRPORTS MAINTENANCE SUPERVISOR II	9	2	22%	3	33%	3	33%
AIRPORTS MAINTENANCE SUPERVISOR III	15	4	27%	7	47%	8	53%
AIRPORTS MANAGER II	5	0	0%	1	20%	1	20%
AIRPORTS MANAGER III	5	2	40%	2	40%	2	40%
AIRPORTS PUBLIC & COMM RELATIONS DIR I	1	0	0%	0	0%	0	0%
AIRPORTS PUBLIC & COMM RELATIONS DIR II	2	0	0%	0	0%	0	0%
ARCHITECTURAL ASSOCIATE II	1	0	0%	0	0%	0	0%
ARTS ASSOCIATE	1	0	0%	0	0%	0	0%
ARTS MANAGER II	1	0	0%	0	0%	0	0%
ARTS MANAGER III	1	0	0%	0	0%	0	0%
ASSISTANT AIRPORT MANAGER	2	0	0%	0	0%	1	50%
ASSISTANT AIRPORT POLICE CHIEF	2	0	0%	1	50%	2	100%
ASSISTANT GENERAL MANAGER, AIRPORTS	5	2	40%	2	40%	2	40%
ASSISTANT GM AIRPORTS	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ASSISTANT INSPECTOR IV	7	0	0%	0	0%	0	0%
AUDITOR I	3	0	0%	0	0%	0	0%
AUDITOR II	1	0	0%	0	0%	0	0%
AUTOMOTIVE SUPERVISOR	1	0	0%	0	0%	0	0%
BUILDING OPERATING ENGINEER - AIRPORT	12	3	25%	4	33%	5	42%
BUILDING REPAIRER I	5	2	40%	2	40%	2	40%
BUS OPERATOR	41	4	10%	11	27%	12	29%
BUS OPERATOR SUPERVISOR	6	3	50%	4	67%	5	83%
CARPENTER	13	2	15%	3	23%	4	31%
CARPENTER SUPERVISOR	1	0	0%	0	0%	0	0%
CARPET LAYER	2	0	0%	0	0%	1	50%
CEMENT FINISHER	3	0	0%	0	0%	1	33%
CEMENT FINISHER WORKER	4	0	0%	1	25%	1	25%
CHIEF AIRPORT PLANNER I	2	0	0%	0	0%	0	0%
CHIEF AIRPORT PLANNER II	2	0	0%	0	0%	0	0%
CHIEF AIRPORTS ENGINEER I	1	0	0%	0	0%	0	0%
CHIEF AIRPORTS ENGINEER II	2	1	50%	1	50%	1	50%
CHIEF BLDG OPERATING ENGINEER - AIRPORT	1	0	0%	0	0%	0	0%
CHIEF COMMUNICATIONS OPERATOR	1	0	0%	1	100%	1	100%
CHIEF CONSTRUCTION INSPECTOR	2	1	50%	2	100%	2	100%
CHIEF INFORMATION OFFICER	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	11	6	55%	6	55%	7	64%
CHIEF OF OPERATIONS II	19	5	26%	7	37%	7	37%
CIVIL ENGINEER - AIRPORT	3	1	33%	1	33%	1	33%
CIVIL ENGINEERING ASSOCIATE I	2	0	0%	0	0%	0	0%
CIVIL ENGINEERING ASSOCIATE II	10	0	0%	0	0%	0	0%
CIVIL ENGINEERING ASSOCIATE III	4	0	0%	0	0%	0	0%
CIVIL ENGINEERING ASSOCIATE IV	9	2	22%	4	44%	4	44%
CIVIL ENGINEERING DRAFT TECHNICIAN - AIRPORT	1	1	100%	1	100%	1	100%
COMMISSION EXECUTIVE ASSISTANT I	1	0	0%	0	0%	1	100%
COMMISSION EXECUTIVE ASSISTANT II	2	0	0%	1	50%	1	50%
COMMUNICATIONS CABLE WORKER	1	1	100%	1	100%	1	100%
COMMUNICATIONS ELECTRICIAN	10	3	30%	4	40%	4	40%
COMMUNICATIONS ELECTRICIAN SUPERVISOR	1	0	0%	0	0%	0	0%
COMMUNICATIONS ENGINEER	3	3	100%	3	100%	3	100%
COMMUNICATIONS ENGINEERING ASSOC II	2	0	0%	0	0%	0	0%
COMMUNICATIONS ENGINEERING ASSOC IV	5	1	20%	2	40%	2	40%
COMMUNICATIONS INFORMATION REP II	1	0	0%	0	0%	0	0%
COMMUNICATIONS INFORMATION REP III	37	4	11%	5	14%	5	14%
COMMUNITY PROGRAM DIRECTOR	1	0	0%	0	0%	0	0%
CONSTR ESTIMATOR	1	0	0%	0	0%	0	0%
CONSTRUCTION & MAINTENANCE SUPERVISOR I	2	1	50%	1	50%	1	50%
CONSTRUCTION EQUIPMENT SERVICE WORKER	6	1	17%	3	50%	3	50%
CONSTRUCTION ESTIMATOR	1	0	0%	0	0%	0	0%
CONSTRUCTION INSPECTOR - AIRPORT	25	4	16%	4	16%	4	16%
CRIME & INTELLIGENCE ANALYST II	1	0	0%	0	0%	0	0%
CUSTODIAL SERVICES ASSISTANT - AIRPORT	39	0	0%	0	0%	0	0%
CUSTODIAN - AIRPORT	426	115	27%	137	32%	159	37%
CUSTODIAN AIRPORT	5	0	0%	0	0%	0	0%
CUSTODIAN SUPERVISOR	32	5	16%	8	25%	10	31%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
DATA ANALYST I	2	0	0%	0	0%	0	0%
DATA BASE ARCHITECT	1	1	100%	1	100%	1	100%
DELIVERY DRIVER II	2	1	50%	1	50%	1	50%
DELIVERY DRIVER III	2	0	0%	0	0%	0	0%
DEPARTMENTAL AUDIT MANAGER	1	1	100%	1	100%	1	100%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1	1	100%	1	100%	1	100%
DEPUTY GENERAL MANAGER AIRPORTS I	9	1	11%	2	22%	2	22%
DEPUTY GENERAL MANAGER AIRPORTS II	4	0	0%	0	0%	0	0%
DIRECTOR OF AIRPORT OPERATIONS	1	0	0%	0	0%	0	0%
DIRECTOR OF AIRPORTS ADMINISTRATION	3	3	100%	3	100%	3	100%
DIR OF AUTOMATED PEOPLE MOVER SYSTEMS	1	0	0%	0	0%	0	0%
DIRECTOR OF MAINTENANCE AIRPORTS I	1	0	0%	1	100%	1	100%
DIRECTOR OF MAINTENANCE AIRPORTS II	4	3	75%	3	75%	3	75%
ELECTRCL CRAFT HELPER	1	1	100%	1	100%	1	100%
ELECTRICAL CRAFT HELPER	6	1	17%	1	17%	1	17%
ELECTRICAL ENGINEERING ASSOCIATE I	1	0	0%	0	0%	0	0%
ELECTRICAL ENGINEERING ASSOCIATE II	1	0	0%	0	0%	0	0%
ELECTRICAL ENGINEERING ASSOCIATE IV	3	0	0%	0	0%	0	0%
ELECTRICIAN	30	6	20%	7	23%	8	27%
ELECTRICIAN SUPERVISOR	3	1	33%	1	33%	2	67%
ELEVATOR MECHANIC	14	5	36%	7	50%	7	50%
ELEVATOR MECHANIC HELPER	7	1	14%	2	29%	2	29%
ELEVATOR REPAIR SUPERVISOR I	3	2	67%	3	100%	3	100%
ELEVATOR REPAIR SUPERVISOR II	1	0	0%	0	0%	0	0%
EMERGENCY MANAGEMENT COORDINATOR I	5	0	0%	0	0%	0	0%
EMERGENCY MANAGEMENT COORDINATOR II	1	0	0%	0	0%	0	0%
ENGINEERING DESIGNER - AIRPORT	1	0	0%	0	0%	1	100%
ENVIRONMENTAL AFFAIRS OFFICER	2	0	0%	0	0%	0	0%
ENVIRONMENTAL SPECIALIST II	13	0	0%	1	8%	1	8%
ENVIRONMENTAL SPECIALIST III	4	0	0%	0	0%	0	0%
ENVIRONMENTAL SUPERVISOR II	8	2	25%	2	25%	2	25%
EQUIPMENT MECHANIC	10	2	20%	3	30%	3	30%
EQUIPMENT OPERATOR	16	0	0%	1	6%	3	19%
EQUIPMENT REPAIR SUPERVISOR	2	0	0%	1	50%	1	50%
EQUIPMENT SPECIALIST II	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	9	1	11%	2	22%	2	22%
FINANCIAL ANALYST II	1	1	100%	1	100%	1	100%
FINANCIAL MANAGER II	4	1	25%	2	50%	2	50%
FISCAL SYSTEMS SPECIALIST I	1	0	0%	0	0%	0	0%
FISCAL SYSTEMS SPECIALIST II	5	0	0%	0	0%	0	0%
GARAGE ATTENDANT	6	0	0%	0	0%	0	0%
GARDENER CARETAKER	39	6	15%	7	18%	9	23%
GENERAL AUTOMOTIVE SUPERVISOR	1	0	0%	0	0%	0	0%
GENERAL MANAGER AIRPORTS	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SPECIALIST	3	0	0%	0	0%	1	33%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR I	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR II	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II - AIRPORT	3	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR II	1	0	0%	0	0%	0	0%
HARBOR SPECIAL EVENTS COORDINATOR	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
HEAVY DUTY EQUIP MECH	2	0	0%	0	0%	0	0%
HEAVY DUTY EQUIPMENT MECHANIC	13	3	23%	3	23%	3	23%
HEAVY DUTY TRUCK OPERATOR	14	0	0%	0	0%	0	0%
HUMAN RESOURCES ASSISTANT	1	0	0%	0	0%	0	0%
INFORMATION SYSTEMS MANAGER I	5	2	40%	2	40%	2	40%
INFORMATION SYSTEMS MANAGER II	5	2	40%	2	40%	2	40%
INSTRUMENT MECHANIC - AIRPORT	10	1	10%	3	30%	3	30%
INSTRUMENT MECHANIC SUPERVISOR - AIRPORT	2	1	50%	1	50%	1	50%
INTERNAL AUDITOR II	1	1	100%	1	100%	1	100%
INTERNAL AUDITOR III	1	0	0%	0	0%	0	0%
INTERNAL AUDITOR IV	1	0	0%	0	0%	0	0%
IRRIGATION SPECIALIST	2	0	0%	0	0%	1	50%
LAND SURVEYING ASSISTANT	2	0	0%	0	0%	0	0%
LEGISLATIVE REPRESENTATIVE	4	0	0%	0	0%	0	0%
LOCKSMITH	5	2	40%	2	40%	2	40%
MAINTENANCE & CONSTRUCTION HELPER	14	3	21%	4	29%	4	29%
MAINTENANCE ASSISTANT	2	0	0%	0	0%	0	0%
MAINTENANCE LABORER	56	20	36%	25	45%	30	54%
MANAGEMENT AIDE	12	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	115	14	12%	19	17%	24	21%
MANAGEMENT ASSISTANT	34	2	6%	3	9%	3	9%
MECHANICAL ENGINEERING ASSOCIATE III	1	0	0%	0	0%	0	0%
MECHANICAL ENGINEERING ASSOCIATE IV	2	0	0%	0	0%	0	0%
MECHANICAL HELPER	6	0	0%	0	0%	1	17%
MECHANICAL REPAIRER	3	3	100%	3	100%	3	100%
MOTOR SWEEPER OPERATOR	6	1	17%	1	17%	1	17%
OCCUPATIONAL HEALTH NURSE	1	0	0%	0	0%	0	0%
OFFICE SERVICES ASSISTANT	1	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	2	0	0%	0	0%	0	0%
PAINTER	14	1	7%	2	14%	2	14%
PARKING MANAGER I	1	0	0%	0	0%	0	0%
PARKING MANAGER II	1	1	100%	1	100%	1	100%
PAYROLL SUPERVISOR	2	2	100%	2	100%	2	100%
PERSONNEL ANALYST	5	1	20%	1	20%	1	20%
PERSONNEL DIRECTOR III	1	1	100%	1	100%	1	100%
PIPEFITTER	1	0	0%	1	100%	1	100%
PLANNING ASSISTANT	2	0	0%	0	0%	0	0%
PLASTERER	1	0	0%	0	0%	0	0%
PLUMBER	23	3	13%	6	26%	8	35%
PLUMBER SUPERVISOR	1	1	100%	1	100%	1	100%
PRINCIPAL ACCOUNTANT II	6	0	0%	0	0%	1	17%
PRINCIPAL CIVIL ENGINEER PM III	1	1	100%	1	100%	1	100%
PRINCIPAL CLERK	10	1	10%	1	10%	1	10%
PRINCIPAL COMMUNICATIONS OPERATOR	3	1	33%	1	33%	1	33%
PRINCIPAL CONSTRUCTION INSPECTOR	7	2	29%	4	57%	4	57%
PRINCIPAL PUBLIC RELATIONS REPRESENTATIVE	3	0	0%	1	33%	1	33%
PRINCIPAL SECURITY OFFICER	7	2	29%	3	43%	3	43%
PROCUREMENT ANALYST I	1	0	0%	0	0%	0	0%
PROCUREMENT ANALYST II	9	0	0%	0	0%	1	11%
PROCUREMENT SUPERVISOR	2	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	4	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	5	0	0%	0	0%	1	20%
PROPERTY MANAGER I	2	0	0%	0	0%	1	50%
PROPERTY MANAGER II	1	0	0%	0	0%	0	0%
PROPERTY MANAGER III	2	0	0%	1	50%	1	50%
PROPERTY MANAGER IV	2	1	50%	1	50%	1	50%
PUBLIC INFORMATION DIRECTOR II	3	0	0%	1	33%	1	33%
PUBLIC RELATIONS SPECIALIST II	2	0	0%	0	0%	0	0%
REAL ESTATE OFFICER - AIRPORT	2	1	50%	1	50%	1	50%
RIDESHARE PROGRAM ADMINISTRATOR	1	0	0%	0	0%	0	0%
RISK AND INSURANCE ASSISTANT	4	4	100%	4	100%	4	100%
RISK MANAGER I, II, III	1	0	0%	0	0%	0	0%
RISK MANAGER II	3	1	33%	1	33%	1	33%
ROOFER	2	0	0%	1	50%	1	50%
SAFETY ENGINEERING ASSOCIATE I	1	0	0%	0	0%	0	0%
SECRETARY	8	3	38%	3	38%	3	38%
SECURITY OFFICER	344	58	17%	69	20%	78	23%
SECURITY OFFICER TRAINEE	70	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT I	2	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT II	6	2	33%	2	33%	2	33%
SENIOR ADMINISTRATIVE CLERK	58	13	22%	15	26%	17	29%
SENIOR AIRPORT ENGINEER I	5	2	40%	3	60%	3	60%
SENIOR AIRPORT ENGINEER II	2	1	50%	2	100%	2	100%
SENIOR AIRPORT PLANNER	2	1	50%	1	50%	1	50%
SENIOR ARCHITECT	2	0	0%	0	0%	0	0%
SENIOR AUDITOR	1	0	0%	0	0%	0	0%
SENIOR BLDG OPERATING ENGINEER - AIRPORT	5	3	60%	3	60%	3	60%
SENIOR CARPENTER	2	1	50%	2	100%	2	100%
SENIOR COMMUNICATIONS ELECTRICIAN	2	1	50%	1	50%	1	50%
SENIOR COMMUNICATIONS ENGINEER	5	3	60%	3	60%	3	60%
SENIOR COMMUNICATIONS OPERATOR II	6	1	17%	1	17%	1	17%
SENIOR CONSTRUCTION ESTIMATOR	1	0	0%	0	0%	1	100%
SENIOR CONSTRUCTION INSPECTOR - AIRPORT	12	6	50%	6	50%	7	58%
SENIOR CUSTODIAN I - AIRPORT	21	0	0%	1	5%	2	10%
SENIOR ELECTRICIAN	2	2	100%	2	100%	2	100%
SENIOR EQUIPMENT MECHANIC	1	0	0%	1	100%	1	100%
SENIOR GARDENER	4	0	0%	0	0%	0	0%
SENIOR HEAVY DUTY EQUIPMENT MECHANIC	1	1	100%	1	100%	1	100%
SENIOR MANAGEMENT ANALYST I	19	5	26%	5	26%	5	26%
SENIOR MANAGEMENT ANALYST II	39	4	10%	9	23%	14	36%
SENIOR MECHANICAL REPAIRER	1	0	0%	0	0%	0	0%
SENIOR PARK MAINTENANCE SUPERVISOR	1	1	100%	1	100%	1	100%
SENIOR PERSONNEL ANALYST I	8	0	0%	1	12%	1	13%
SENIOR PERSONNEL ANALYST II	7	1	14%	1	14%	2	29%
SENIOR PLUMBER	3	1	33%	1	33%	1	33%
SENIOR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SENIOR REAL ESTATE OFFICER	7	1	14%	2	29%	4	57%
SENIOR SECURITY OFFICER	40	10	25%	11	28%	14	35%
SENIOR STOREKEEPER	1	0	0%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

AIRPORTS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR SYSTEMS ANALYST I	5	1	20%	1	20%	1	20%
SENIOR SYSTEMS ANALYST II	7	2	29%	3	43%	3	43%
SENIOR TRANSPORTATION ENGINEER	1	1	100%	1	100%	1	100%
SENIOR WINDOW CLEANER	2	1	50%	1	50%	1	50%
SIGN PAINTER	3	1	33%	1	33%	1	33%
SIGN SHOP SUPERVISOR	1	1	100%	1	100%	1	100%
SPECIAL INVESTIGATOR II	3	0	0%	0	0%	0	0%
SR ADMIN CLERK	1	0	0%	0	0%	0	0%
SR BUILD OPERATING ENG	1	1	100%	1	100%	1	100%
STOREKEEPER	7	2	29%	2	29%	2	29%
STREET SERVICES WORKER I	2	0	0%	0	0%	0	0%
STREET SERVICES WORKER II	2	0	0%	0	0%	0	0%
STRUCTURAL ENGINEERING ASSOCIATE III	1	0	0%	0	0%	0	0%
STRUCTURAL ENGINEERING ASSOCIATE IV	1	0	0%	0	0%	0	0%
SURVEY PARTY CHIEF II	1	1	100%	1	100%	1	100%
SYSTEMS ADMINISTRATOR I	4	0	0%	0	0%	1	25%
SYSTEMS ADMINISTRATOR II	3	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR III	14	4	29%	4	29%	5	36%
SYSTEMS ANALYST	11	2	18%	2	18%	2	18%
SYSTEMS ANALYST I, II	1	0	0%	0	0%	0	0%
SYSTEMS PROGRAMMER III	1	0	0%	0	0%	0	0%
TELECOMMUNICATNS PLANNING & UTILIZATION OFCR	1	1	100%	1	100%	1	100%
TRAFFIC PAINTER AND SIGN POSTER II	5	0	0%	1	20%	2	40%
TRAFFIC PAINTER AND SIGN POSTER III	7	1	14%	2	29%	3	43%
TRANSITIONAL WORKER	3	1	33%	1	33%	1	33%
TRANSPORTATION ENGINEERING ASSOC IV	2	0	0%	0	0%	0	0%
UPHOLSTERER	1	0	0%	0	0%	0	0%
VOCATIONAL WORKER CUSTODIAN - AIRPORT	61	0	0%	0	0%	0	0%
VOCATIONAL WORKER GARDENER CARETAKER	7	0	0%	0	0%	0	0%
VOCATIONAL WORKER MAINTENANCE LABORER	8	0	0%	0	0%	0	0%
WAREHOUSE AND TOOLROOM WORKER I	1	0	0%	0	0%	0	0%
WAREHOUSE AND TOOLROOM WORKER II	8	2	25%	3	38%	3	38%
WELDER	3	1	33%	1	33%	1	33%
WELDER SUPERVISOR	1	0	0%	1	100%	1	100%
WINDOW CLEANER	13	2	15%	4	31%	5	38%
WORKERS' COMPENSATION ANALYST	6	3	50%	3	50%	3	50%
WORKERS' COMPENSATION CLAIMS ASSIST	1	0	0%	0	0%	0	0%
GRAND TOTAL	3125	557	18%	720	23%	841	27%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

ANIMAL SERVICES JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1	0	0	0	0%	0	0%
ACCOUNTING CLERK	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	31	6	19%	7	23%	8	26%
ANIMAL CARE ASSISTANT	5	0	0%	0	0%	0	0%
ANIMAL CARE TECHNICIAN	133	10	8%	11	8%	14	11%
ANIMAL CARE TECHNICIAN SUPERVISOR	11	1	9%	2	18%	2	18%
ANIMAL CONTROL OFFICER	46	6	13%	9	20%	12	26%
ASSIST GEN MGR ANIMAL REGULATION	1	0	0%	0	0%	0	0%
CHIEF VETERINARIAN	1	0	0%	0	0%	0	0%
DIRECTOR OF FIELD OPERATIONS	3	1	33%	1	33%	2	67%
DISTRICT SUPERVISOR ANIMAL SERVICES	4	0	0%	1	25%	1	25%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
GENERAL MANAGER ANIMAL SERVICES	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	2	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	1	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	2	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PRINCIPAL CLERK	1	0	0%	0	0%	0	0%
PUBLIC INFORMATION DIRECTOR I	1	0	0%	0	0%	0	0%
PUBLIC RELATIONS SPECIALIST II	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT II	1	1	100%	1	100%	1	100%
SENIOR ADMINISTRATIVE CLERK	6	1	17%	1	17%	1	17%
SENIOR ANIMAL CONTROL OFFICER I	8	0	0%	1	12%	2	25%
SENIOR ANIMAL CONTROL OFFICER II	2	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	1	0	0%	0	0%	1	100%
SENIOR SYSTEMS ANALYST II	1	1	100%	1	100%	1	100%
SYSTEMS ADMINISTRATOR I	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	1	0	0%	0	0%	0	0%
TRANSITIONAL WORKER	1	0	0%	0	0%	0	0%
VETERINARIAN II	4	2	50%	2	50%	2	50%
VETERINARY TECHNICIAN	28	4	14%	5	18%	5	18%
VOCATIONAL WORKER ANIMAL CARE TECHNICIAN	8	0	0%	0	0%	0	0%
VOLUNTEER COORDINATOR	1	0	0%	0	0%	0	0%
GRAND TOTAL	312	34	11%	43	14%	53	17%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

BUILDING & SAFETY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	5	0	0	0	0%	1	20%
ACCOUNTING CLERK	19	2	11%	2	11%	3	16%
ACCOUNTING CLERK TRAINEE	1	0	0%	0	0%	0	0%
ACCOUNTING RECORDS SUPERVISOR I	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	87	4	5%	6	7%	9	10%
APPLICATIONS PROGRAMMER	1	0	0%	0	0%	0	0%
ARCHITECT	2	0	0%	0	0%	0	0%
ARCHITECTURAL ASSOCIATE I	25	0	0%	0	0%	0	0%
ARCHITECTURAL ASSOCIATE II	6	0	0%	0	0%	0	0%
ASST DEPUTY SUPERINT OF BUILDINGS II	8	2	25%	4	50%	4	50%
ASSISTANT INSPECTOR II	2	0	0%	0	0%	0	0%
ASSISTANT INSPECTOR ILL	11	0	0%	0	0%	0	0%
ASSISTANT INSPECTOR IV	1	0	0%	0	0%	0	0%
BUILD MECH INSPECTOR	3	1	33%	1	33%	1	33%
BUILDING CIVIL ENGINEER I	6	0	0%	1	17%	1	17%
BUILDING CIVIL ENGINEER II	11	0	0%	1	9%	1	9%
BUILDING ELECTRICAL ENGINEER I	3	0	0%	0	0%	0	0%
BUILDING INSPECTOR	37	5	14%	10	27%	11	30%
BUILDING MECHANICAL ENGINEER II	2	0	0%	0	0%	0	0%
BUILDING MECHANICAL INSPECTOR	168	18	11%	33	20%	41	24%
CHIEF CLERK	1	1	100%	1	100%	1	100%
CHIEF INSPECTOR	6	3	50%	3	50%	4	67%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
DATA BASE ARCHITECT	2	0	0%	0	0%	0	0%
DELIVERY DRIVER I	1	0	0%	0	0%	0	0%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1	0	0%	0	0%	0	0%
DEPUTY SUPERINTENDENT OF BUILDINGS I	3	0	0%	1	33%	1	33%
DEPUTY SUPERINTENDENT OF BUILDINGS II	1	0	0%	1	100%	1	100%
DIRECTOR OF SYSTEMS	1	0	0%	0	0%	0	0%
ELECTRICAL ENGINEERING ASSOCIATE I	9	0	0%	0	0%	0	0%
ELECTRICAL ENGINEERING ASSOCIATE II	4	0	0%	0	0%	0	0%
ELECTRICAL ENGINEERING ASSOCIATE III	2	0	0%	0	0%	0	0%
ELECTRICAL ENGINEERING ASSOCIATE IV	2	2	100%	2	100%	2	100%
ELECTRICAL INSPECTOR	28	1	4%	2	7%	2	7%
ENGINEERING GEOLOGIST ASSOCIATE I	1	0	0%	0	0%	0	0%
ENGINEERING GEOLOGIST ASSOCIATE II	1	0	0%	0	0%	0	0%
ENGINEERING GEOLOGIST ASSOCIATE III	1	0	0%	0	0%	0	0%
ENGINEERING GEOLOGIST I	2	1	50%	1	50%	1	50%
ENGINEERING GEOLOGIST II	1	1	100%	1	100%	1	100%
ENVIRONMENTAL AFFAIRS OFFICER	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SPECIALIST II	3	0	0%	1	33%	1	33%
ENVIRONMENTAL SPECIALIST III	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SUPERVISOR I	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SUPERVISOR II	1	1	100%	1	100%	1	100%
FIRE SPRINKLER INSPECTOR	11	2	18%	2	18%	2	18%
GEOGRAPHIC INFORMATION SPECIALIST	2	0	0%	0	0%	0	0%
GEOTECHNICAL ENGINEER I	1	0	0%	0	0%	0	0%
GEOTECHNICAL ENGINEER II	1	0	0%	0	0%	0	0%
GEOTECHNICAL ENGINEER III	1	1	100%	1	100%	1	100%
GRAPHICS DESIGNER II	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

BUILDING & SAFETY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE		ELIGIBLE TO RETIRE		ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
HEATING & REFRIGERATION INSPECTOR	7	1	14%	2	29%	2	29%
INDUSTRIAL HYGIENIST	1	0	0%	1	100%	1	100%
MANAGEMENT AIDE	2	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	11	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	6	0	0%	0	0%	0	0%
MANAGEMENT ASST	1	0	0%	0	0%	0	0%
MECH ENGRG ASSC III	1	0	0%	0	0%	0	0%
MECHANICAL ENGINEERING ASSOCIATE I	3	0	0%	0	0%	0	0%
MECHANICAL ENGINEERING ASSOCIATE II	14	2	14%	2	14%	2	14%
MECHANICAL ENGINEERING ASSOCIATE III	2	0	0%	0	0%	0	0%
MECHANICAL ENGINEERING ASSOCIATE IV	3	1	33%	1	33%	1	33%
OFFICE ENGINEERING TECHNICIAN I	7	0	0%	0	0%	0	0%
OFFICE ENGINEERING TECHNICIAN II	6	2	33%	2	33%	2	33%
OFFICE ENGINEERING TECHNICIAN III	11	2	18%	2	18%	2	18%
OFFICE SERVICES ASSISTANT	6	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMIN CLERK	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	2	0	0%	0	0%	0	0%
PLUMBING INSPECTOR	18	2	11%	3	17%	3	17%
PRINCIPAL ACCOUNTANT I	2	1	50%	1	50%	1	50%
PRINCIPAL ARCHITECT	1	0	0%	0	0%	0	0%
PRINCIPAL CLERK	5	1	20%	1	20%	1	20%
PRINCIPAL INSPECTOR	20	11	55%	11	55%	13	65%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	3	1	33%	1	33%	1	33%
PROGRAMMER/ANALYST V	1	0	0%	0	0%	0	0%
PUBLIC INFORMATION DIRECTOR II	1	0	0%	0	0%	0	0%
PUBLIC RELATIONS SPECIALIST II	1	0	0%	0	0%	0	0%
SAFETY ENGINEER	1	0	0%	0	0%	0	0%
SAFETY ENGINEER ELEVATORS	9	0	0%	1	11%	2	22%
SAFETY ENGINEER PRESSURE VESSELS	3	0	0%	0	0%	0	0%
SECRETARY	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT I	2	1	50%	1	50%	1	50%
SENIOR ACCOUNTANT II	2	1	50%	1	50%	1	50%
SENIOR ADMINISTRATIVE CLERK	29	7	24%	7	24%	9	31%
SENIOR ARCHITECT	2	0	0%	0	0%	0	0%
SENIOR BUILDING INSPECTOR	32	15	47%	19	59%	20	63%
SENIOR BUILDING MECHANICAL INSPECTOR	32	12	38%	14	44%	14	44%
SENIOR ELECTRICAL INSPECTOR	10	4	40%	4	40%	5	50%
SENIOR FIRE SPRINKLER INSPECTOR	6	2	33%	3	50%	3	50%
SENIOR HEATING & REFRIGERATION INSPECTOR	7	3	43%	4	57%	4	57%
SENIOR MANAGEMENT ANALYST I	1	1	100%	1	100%	1	100%
SENIOR MANAGEMENT ANALYST II	2	0	0%	0	0%	0	0%
SENIOR PLUMBING INSPECTOR	11	1	9%	3	27%	5	45%
SENIOR SAFETY ENGINEER ELEVATORS	6	0	0%	0	0%	2	33%
SENIOR SAFETY ENGINEER PRESSURE VESSELS	2	0	0%	0	0%	0	0%
SENIOR STRUCTURAL ENGINEER	3	1	33%	1	33%	1	33%
SENIOR SYSTEMS ANALYST I	3	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST II	4	1	25%	1	25%	1	25%
SR ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
SR BUILD MECH INSPECTR	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

BUILDING & SAFETY		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
STRUCTURAL ENGINEERING ASSOCIATE I	16	0	0%	0	0%	0	0%
STRUCTURAL ENGINEERING ASSOCIATE II	86	5	6%	5	6%	5	6%
STRUCTURAL ENGINEERING ASSOCIATE III	20	2	10%	2	10%	2	10%
STRUCTURAL ENGINEERING ASSOCIATE IV	10	4	40%	4	40%	5	50%
SUPERINTENDENT OF BUILDING	1	1	100%	1	100%	1	100%
SYSTEMS ADMINISTRATOR I	2	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR II	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR III	2	0	0%	0	0%	0	0%
SYSTEMS AIDE	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	9	0	0%	0	0%	1	11%
WAREHOUSE AND TOOLROOM WORKER I	2	1	50%	1	50%	1	50%
GRAND TOTAL	948	132	14%	176	19%	204	22%

CANNABIS		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	1	0	0	0	0%	0	0%
ADMINISTRATIVE CLERK	3	0	0%	0	0%	0	0%
ASSISTANT EXEC DIR, CANNABIS DEPT	1	0	0%	0	0%	0	0%
CHIEF MANAGEMENT ANALYST	2	0	0%	1	50%	1	50%
COMMISSION EXECUTIVE ASSISTANT I	1	0	0%	0	0%	0	0%
COMMUNITY AFFAIRS ADVOCATE	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	1	100%	1	100%
EXECUTIVE DIRECTOR CANNABIS DEPT	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	22	1	5%	1	5%	1	5%
MANAGEMENT ASSISTANT	2	0	0%	0	0%	0	0%
PRINCIPAL PUBLIC RELATIONS REPRESENTATIVE	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
PUBLIC INFORMATION DIRECTOR I	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT I	1	0	0%	0	0%	0	0%
SENIOR ADMINISTRATIVE CLERK	2	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	6	1	17%	1	17%	1	17%
SENIOR MANAGEMENT ANALYST II	1	0	0%	0	0%	0	0%
SPECIAL INVESTIGATOR I	2	0	0%	0	0%	0	0%
GRAND TOTAL	50	2	4%	4	8%	4	8%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

CAO JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	5	0	0	0	0%	1	20%
ACCOUNTING CLERK ASSISTANT	1	0	0%	0	0%	0	0%
ADMINISTRATIVE ANALYST	12	1	8%	1	8%	1	8%
ADMINISTRATIVE CLERK	7	0	0%	0	0%	0	0%
ASSISTANT CITY ADMINISTRATIVE OFFICER	4	3	75%	3	75%	3	75%
CHIEF ADMINISTRATIVE ANALYST	11	2	18%	3	27%	3	27%
CHIEF CLERK	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
CITY ADMINISTRATIVE OFFICER	1	0	0%	0	0%	0	0%
ENVIRONMENTAL AFFAIRS OFFICER	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1	0	0%	0	0%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	0	0%	0	0%
FINANCE SPECIALIST III	1	0	0%	0	0%	0	0%
FINANCE SPECIALIST IV	3	0	0%	0	0%	0	0%
FINANCE SPECIALIST V	2	0	0%	0	0%	0	0%
LABOR RELATIONS SPECIALIST	3	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	12	1	8%	2	17%	2	17%
MANAGEMENT ASSISTANT	2	0	0%	0	0%	0	0%
PERSONNEL RECORDS SUPERVISOR	1	0	0%	0	0%	0	0%
PRINCIPAL PROJECT COORDINATOR	3	0	0%	0	0%	0	0%
RISK AND INSURANCE ASSISTANT	2	0	0%	0	0%	0	0%
RISK MANAGER I	2	0	0%	0	0%	0	0%
RISK MANAGER II	3	1	33%	1	33%	1	33%
RISK MANAGER III	1	0	0%	0	0%	0	0%
SENIOR ADMINISTRATIVE ANALYST I	22	0	0%	0	0%	0	0%
SENIOR ADMINISTRATIVE ANALYST II	22	0	0%	1	5%	1	5%
SENIOR ADMINISTRATIVE CLERK	2	0	0%	1	50%	1	50%
SENIOR LABOR RELATIONS SPECIALIST II	7	0	0%	0	0%	0	0%
SENIOR LABOR RELATIONS SPECIALIST III	1	0	0%	0	0%	1	100%
SENIOR MANAGEMENT ANALYST I	3	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	6	0	0%	1	17%	1	17%
SENIOR PROJECT COORDINATOR	10	1	10%	1	10%	1	10%
SENIOR SYSTEMS ANALYST II	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	3	0	0%	0	0%	0	0%
GRAND TOTAL	158	10	6%	15	9%	18	11%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

CIFD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	4	0	0	0	0%	0	0%
ACCOUNTING CLERK	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	8	0	0%	0	0%	0	0%
ASST CHIEF GRANTS ADMINISTRATOR	1	0	0%	0	0%	0	0%
ASST GM COMM INVESTMENT FOR FAMILIES DEPT	2	0	0%	0	0%	1	50%
AUDITOR I	1	0	0%	0	0%	0	0%
AUDITOR II	1	0	0%	0	0%	0	0%
CHIEF MANAGEMENT ANALYST	3	0	0%	0	0%	0	0%
DEPARTMENTAL CHIEF ACCOUNTANT III	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SPECIALIST II	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SUPERVISOR II	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1	0	0%	0	0%	0	0%
GM COMM INVESTMENT FOR FAMILIES DEPT	1	0	0%	0	0%	0	0%
HUMAN RELATIONS ADVOCATE	1	0	0%	0	0%	0	0%
INTERNAL AUDITOR III	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	23	1	4%	1	4%	1	4%
MANAGEMENT ASSISTANT	7	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PRINCIPAL ACCOUNTANT I	3	1	33%	1	33%	1	33%
PROGRAM AIDE	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	1	0	0%	0	0%	0	0%
PROJECT ASSISTANT	2	0	0%	0	0%	0	0%
PROJECT COORDINATOR	2	0	0%	0	0%	0	0%
PUBLIC INFORMATION DIRECTOR I	1	0	0%	0	0%	0	0%
SENIOR AUDITOR	1	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	8	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	5	3	60%	3	60%	3	60%
SENIOR PROJECT ASSISTANT	1	1	100%	1	100%	1	100%
SENIOR PROJECT COORDINATOR	5	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST II	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	1	0	0%	0	0%	0	0%
GRAND TOTAL	91	6	7%	6	7%	7	8%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

CITY ATTORNEY'S OFFICE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ASSISTANT CITY ATTORNEY	56	17	0.303571	20	36%	20	36%
CHIEF ASSISTANT CITY ATTORNEY	8	3	38%	3	38%	4	50%
CITY ATTORNEY	1	0	0%	0	0%	0	0%
CITY ATTORNEY ACCOUNTING CLERK	4	0	0%	0	0%	0	0%
CITY ATTORNEY ADMINISTRATIVE COORD I	11	0	0%	0	0%	0	0%
CITY ATTORNEY ADMINISTRATIVE COORD II	41	5	12%	8	20%	13	32%
CITY ATTORNEY ADMINISTRATIVE COORD III	24	3	12%	4	17%	4	17%
CITY ATTORNEY ADMINISTRATIVE COORD IV	7	1	14%	1	14%	1	14%
CITY ATTORNEY CHIEF ADMINISTRATIVE ASST	1	1	100%	1	100%	1	100%
CITY ATTORNEY CHIEF INVESTIGATOR	1	0	0%	0	0%	0	0%
CITY ATTORNEY FINANCIAL MANAGER	1	0	0%	0	0%	0	0%
CITY ATTORNEY INVESTIGATOR I	5	0	0%	0	0%	0	0%
CITY ATTORNEY INVESTIGATOR II	12	0	0%	3	25%	4	33%
CITY ATTORNEY INVESTIGATOR III	1	1	100%	1	100%	1	100%
DEPUTY CITY ATTORNEY I	28	0	0%	0	0%	0	0%
DEPUTY CITY ATTORNEY II	66	0	0%	0	0%	1	2%
DEPUTY CITY ATTORNEY III	245	30	12%	39	16%	45	18%
DEPUTY CITY ATTORNEY IV	106	19	18%	26	25%	35	33%
DEPUTY CITY ATTY III	1	0	0%	0	0%	0	0%
EXECUTIVE LEGAL SECRETARY I	2	1	50%	1	50%	1	50%
EXECUTIVE LEGAL SECRETARY II	2	1	50%	1	50%	1	50%
HEARING OFFICER CITY ATTORNEY	6	3	50%	4	67%	4	67%
LEGAL ASSISTANT I	10	2	20%	2	20%	2	20%
LEGAL ASSISTANT II	10	1	10%	2	20%	4	40%
LEGAL CLERK I	4	0	0%	0	0%	0	0%
LEGAL CLERK II	45	0	0%	0	0%	0	0%
LEGAL SECRETARY I	20	0	0%	1	5%	1	5%
LEGAL SECRETARY II	76	12	16%	15	20%	18	24%
LEGAL SECRETARY III	21	8	38%	9	43%	10	48%
NEWS SECRETARY	1	1	100%	1	100%	1	100%
PARALEGAL I	13	0	0%	0	0%	1	8%
PARALEGAL II	39	9	23%	10	26%	10	26%
PARALEGAL III	3	2	67%	2	67%	3	100%
PRINCIPAL CLERK CITY ATTORNEY I	2	0	0%	0	0%	0	0%
PRINCIPAL CLERK CITY ATTORNEY II	13	6	46%	7	54%	7	54%
SENIOR ASSISTANT CITY ATTORNEY	11	4	36%	6	55%	7	64%
SENIOR HEARING OFFICER	2	0	0%	0	0%	0	0%
SENIOR LEGAL ASSISTANT	3	1	33%	2	67%	2	67%
SENIOR LEGAL CLERK I	8	1	12%	1	12%	1	13%
SENIOR LEGAL CLERK II	2	0	0%	0	0%	0	0%
SENIOR WITNESS SERVICE COORDINATOR	1	0	0%	0	0%	0	0%
WITNESS SERVICE COORDINATOR	33	1	3%	1	3%	4	12%
GRAND TOTAL	946	133	14%	171	18%	206	22%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

CITY CLERK JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	2	0	0	0	0%	0	0%
ACCOUNTING CLERK	5	1	20%	1	20%	1	20%
ACCOUNTING CLERK ASSISTANT	2	0	0%	0	0%	0	0%
ACCOUNTING CLERK TRAINEE	4	0	0%	0	0%	0	0%
ACCOUNTING RECORDS SUPERVISOR I	2	0	0%	0	0%	0	0%
ACCOUNTING RECORDS SUPERVISOR II	2	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	9	0	0%	0	0%	0	0%
CHIEF ELECTION CLERK	1	0	0%	0	0%	0	0%
CHIEF MANAGEMENT ANALYST	3	0	0%	1	33%	1	33%
CITY CLERK	1	0	0%	0	0%	0	0%
DIRECTOR OF SYSTEMS	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	0	0%	0	0%
EXECUTIVE OFFICER CITY CLERK	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	1	0	0%	0	0%	0	0%
LEGISLATIVE ASSISTANT	10	4	40%	4	40%	4	40%
MANAGEMENT AIDE	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	13	1	8%	1	8%	1	8%
MANAGEMENT ASSISTANT	3	0	0%	0	0%	0	0%
OFFICE SERVICES ASSISTANT	2	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PERSONNEL ANALYST	1	0	0%	0	0%	0	0%
PERSONNEL DIRECTOR I	1	0	0%	1	100%	1	100%
PERSONNEL RECORDS SUPERVISOR	1	0	0%	0	0%	0	0%
PRINCIPAL CLERK	2	0	0%	0	0%	0	0%
PRINCIPAL ELECTION CLERK	4	0	0%	1	25%	1	25%
PROGRAM AIDE	2	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST III	2	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	1	0	0%	0	0%	0	0%
PROJECT ASSISTANT	4	0	0%	0	0%	0	0%
PROJECT COORDINATOR	5	0	0%	0	0%	0	0%
RECORDS MANAGEMENT OFFICER	1	1	100%	1	100%	1	100%
SENIOR ACCOUNTANT I	1	0	0%	1	100%	1	100%
SENIOR ADMINISTRATIVE CLERK	8	1	12%	1	12%	1	13%
SENIOR ELECTION CLERK	3	0	0%	0	0%	0	0%
SENIOR LEGISLATIVE ASSISTANT	1	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	3	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	3	0	0%	0	0%	0	0%
SENIOR PERSONNEL ANALYST II	1	0	0%	0	0%	0	0%
SENIOR PROJECT COORDINATOR	3	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST II	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR I	2	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR III	1	0	0%	0	0%	0	0%
WAREHOUSE AND TOOLROOM WORKER II	1	0	0%	0	0%	0	0%
GRAND TOTAL	117	9	8%	13	11%	13	11%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

CIVIL & HUMAN RIGHTS		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ADMINISTRATIVE CLERK	1	0	0	0	0%	0	0%
ASST GM, CIVIL, HUMAN RIGHTS & EQUITY	1	0	0%	0	0%	0	0%
COMMUNITY AFFAIRS ADVOCATE	2	0	0%	0	0%	0	0%
EXEC DIR CIVIL, HUMAN RIGHTS & EQUITY DEPT	1	0	0%	0	0%	1	100%
HUMAN RELATIONS ADVOCATE	7	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	3	0	0%	0	0%	0	0%
PRINCIPAL PROJECT COORDINATOR	2	0	0%	0	0%	0	0%
PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
PUBLIC INFORMATION DIRECTOR I	1	0	0%	0	0%	0	0%
SENIOR ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	1	0	0%	0	0%	0	0%
SENIOR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SPECIAL INVESTIGATOR I	4	0	0%	0	0%	0	0%
SPECIAL INVESTIGATOR II	1	0	0%	0	0%	0	0%
GRAND TOTAL	27	0	0%	0	0%	1	4%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

CONTROLLER JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	13	1	0.076923	2	15%	3	23%
ACCOUNTING CLERK	10	0	0%	0	0%	1	10%
ACCOUNTING CLERK TRAINEE	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	7	0	0%	0	0%	0	0%
ADMINISTRATIVE DEPUTY CONTROLLER	4	0	0%	0	0%	0	0%
CHIEF DEPUTY CONTROLLER	1	0	0%	0	0%	0	0%
CHIEF INTERNAL AUDITOR	2	0	0%	0	0%	0	0%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
CONTROLLER	1	0	0%	0	0%	0	0%
CONTROLLER AIDE V	1	0	0%	0	0%	0	0%
CONTROLLER AIDE VI	3	0	0%	0	0%	0	0%
CONTROLLER AIDE VII	3	0	0%	0	0%	0	0%
CONTROLLER AUDIT ANALYST I	3	0	0%	0	0%	0	0%
DIRECTOR OF AUDITING	1	0	0%	0	0%	0	0%
DIR OF FINANCIAL ANALYSIS & REPORTING	1	0	0%	1	100%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1	0	0%	0	0%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	0	0%	0	0%
FINANCIAL MANAGEMENT SPECIALIST III	3	1	33%	1	33%	1	33%
FINANCIAL MANAGEMENT SPECIALIST IV	3	0	0%	0	0%	1	33%
FINANCIAL MANAGEMENT SPECIALIST V	5	1	20%	1	20%	1	20%
FISCAL SYSTEMS SPECIALIST I	16	5	31%	6	38%	8	50%
FISCAL SYSTEMS SPECIALIST II	9	3	33%	3	33%	4	44%
INTERNAL AUDITOR II	3	0	0%	0	0%	0	0%
INTERNAL AUDITOR III	2	1	50%	1	50%	1	50%
INTERNAL AUDITOR IV	3	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	3	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	2	0	0%	0	0%	0	0%
PAYROLL ANALYST	3	2	67%	2	67%	2	67%
PRINCIPAL ACCOUNTANT I	4	0	0%	1	25%	1	25%
PRINCIPAL ACCOUNTANT II	4	1	25%	3	75%	3	75%
PRINCIPAL DEPUTY CONTROLLER	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT I	3	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT II	6	1	17%	1	17%	1	17%
SENIOR ADMINISTRATIVE CLERK	1	1	100%	1	100%	1	100%
SENIOR CONTROLLER AUDIT ANALYST I	2	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	2	1	50%	1	50%	1	50%
SENIOR MANAGEMENT ANALYST II	1	1	100%	1	100%	1	100%
SENIOR SYSTEMS ANALYST I	1	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST II	1	1	100%	1	100%	1	100%
SPECIAL INVESTIGATOR II	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR II	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	8	1	12%	2	25%	2	25%
WAREHOUSE AND TOOLROOM WORKER II	1	1	100%	1	100%	1	100%
GRAND TOTAL	144	23	16%	30	21%	37	26%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

COUNCIL JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ADMINISTRATIVE CLERK	4	0	0	0	0%	1	25%
ASSISTANT CHIEF LEGISLATIVE ANALYST	4	2	50%	2	50%	2	50%
CHIEF LEGISLATIVE ANALYST	1	1	100%	1	100%	1	100%
CLERK	1	0	0%	0	0%	0	0%
COUNCIL AIDE I	10	0	0%	0	0%	0	0%
COUNCIL AIDE II	45	0	0%	0	0%	0	0%
COUNCIL AIDE III	91	0	0%	0	0%	0	0%
COUNCIL AIDE IV	127	2	2%	2	2%	5	4%
COUNCIL AIDE V	64	1	2%	2	3%	2	3%
COUNCIL AIDE VI	43	5	12%	6	14%	6	14%
COUNCIL AIDE VII	78	2	3%	3	4%	3	4%
COUNCIL MEMBER	13	2	15%	2	15%	2	15%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	2	1	50%	1	50%	1	50%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
LEGISLATIVE ANALYST I	11	2	18%	2	18%	3	27%
LEGISLATIVE ANALYST II	10	0	0%	0	0%	0	0%
LEGISLATIVE ANALYST III	4	0	0%	0	0%	0	0%
LEGISLATIVE ANALYST IV	8	1	12%	1	12%	1	13%
LEGISLATIVE ANALYST V	4	1	25%	2	50%	2	50%
MANAGEMENT ASSISTANT	4	0	0%	0	0%	0	0%
PHOTOGRAPHER II	2	1	50%	1	50%	1	50%
STUDENT WORKER	1	0	0%	0	0%	0	0%
GRAND TOTAL	528	22	4%	26	5%	31	6%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

CULTURAL AFFAIRS		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	3	0	0	0	0%	0	0%
ADMINISTRATIVE CLERK	11	1	9%	1	9%	1	9%
ARCHITECT	1	0	0%	0	0%	0	0%
ART CENTER DIRECTOR I	4	0	0%	0	0%	0	0%
ART CENTER DIRECTOR II	4	1	25%	1	25%	1	25%
ART CENTER DIRECTOR III	2	2	100%	2	100%	2	100%
ART CURATOR	2	0	0%	0	0%	0	0%
ART INSTRUCTOR	16	2	12%	2	12%	3	19%
ARTS ASSOCIATE	4	0	0%	0	0%	0	0%
ARTS EDUCATION COORDINATOR I	8	0	0%	1	12%	2	25%
ARTS MANAGER I	5	0	0%	0	0%	1	20%
ARTS MANAGER II	8	2	25%	2	25%	2	25%
ARTS MANAGER III	3	3	100%	3	100%	3	100%
ASST GEN MANAGER CULTURAL AFFAIRS	1	0	0%	0	0%	0	0%
COMMUNITY & ADMINISTRATIVE SUPPORT WORKER II	1	0	0%	0	0%	0	0%
COMMUNITY ARTS DIRECTOR	1	0	0%	0	0%	0	0%
DEVELOPMENT & MARKETING DIRECTOR	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	0	0%	0	0%
EXHIBIT PREPARATOR	1	0	0%	0	0%	0	0%
GALLERY ATTENDANT	2	0	0%	0	0%	0	0%
GENERAL MANAGER CULTURAL AFFAIRS	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	2	0	0%	1	50%	1	50%
MANAGEMENT ASSISTANT	2	0	0%	0	0%	0	0%
OFFICE SERVICES ASSISTANT	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PERFORMANCE ARTS DIRECTOR	1	0	0%	0	0%	0	0%
PERFORMANCE ARTS PROGRAM COORD I	4	1	25%	1	25%	1	25%
PERFORMANCE ARTS PROGRAM COORD II	1	0	0%	0	0%	0	0%
PRINCIPAL ACCOUNTANT II	1	1	100%	1	100%	1	100%
PROJECT ASSISTANT	1	1	100%	1	100%	1	100%
PUBLIC INFORMATION DIRECTOR I	1	0	0%	0	0%	0	0%
RECREATION ASSISTANT	2	0	0%	0	0%	1	50%
SENIOR ACCOUNTANT II	1	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	2	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	1	1	100%	1	100%	1	100%
SENIOR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
GRAND TOTAL	102	15	15%	17	17%	21	21%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

DISABILITY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1	0	0	0	0%	1	100%
ADMINISTRATIVE CLERK	3	0	0%	0	0%	0	0%
ASST EXEC DIR DEPT ON DISABILITY	1	0	0%	0	0%	0	0%
COMMUNITY PROGRAM ASSISTANT II	1	0	0%	0	0%	0	0%
COMMUNITY PROGRAM ASSISTANT III	1	0	0%	0	0%	0	0%
EMERGENCY MANAGEMENT COORDINATOR I	1	0	0%	0	0%	0	0%
EXEC DIR DEPARTMENT ON DISABILITY	1	0	0%	1	100%	1	100%
MANAGEMENT ANALYST	8	2	25%	3	38%	3	38%
PRINCIPAL PROJECT COORDINATOR	4	0	0%	0	0%	0	0%
PRINCIPAL PUBLIC RELATIONS REP	1	0	0%	0	0%	0	0%
PROJECT COORDINATOR	3	2	67%	2	67%	3	100%
SENIOR ACCOUNTANT I	1	1	100%	1	100%	1	100%
SENIOR MANAGEMENT ANALYST I	1	1	100%	1	100%	1	100%
SENIOR MANAGEMENT ANALYST II	1	0	0%	0	0%	0	0%
SENIOR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
GRAND TOTAL	29	6	21%	8	28%	10	34%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

DOT JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	6	1	0.166667	1	17%	1	17%
ACCOUNTING CLERK	6	2	33%	2	33%	2	33%
ACCOUNTING CLERK ASSISTANT	3	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	39	2	5%	2	5%	5	13%
ADMINISTRATIVE HEARING EXAMINER	6	0	0%	0	0%	0	0%
ASSISTANT GEN MGR TRANSPORTATION	5	1	20%	1	20%	1	20%
ASSISTANT SIGNAL SYSTEMS ELECTRICIAN	11	1	9%	1	9%	1	9%
CEMENT FINISHER	3	0	0%	0	0%	0	0%
CHIEF MANAGEMENT ANALYST	2	1	50%	1	50%	1	50%
CHIEF OF TRANSIT PROGRAMS	1	0	0%	0	0%	0	0%
CHIEF PARKING ENFORCEMENT OPERATIONS	1	1	100%	1	100%	1	100%
CHIEF TRANSPORTATION INVESTIGATOR	1	0	0%	0	0%	0	0%
CIVIL ENGINEERING DRAFT TECHNICIAN	8	5	62%	5	62%	5	63%
COMMERCIAL RIDESHARE & MOBILITY ADMINISTRATOR	1	0	0%	0	0%	0	0%
COMMUN INFO REP I, II, III	1	0	0%	0	0%	0	0%
COMMUNICATIONS INFORMATION REP III	21	1	5%	2	10%	3	14%
COMMUNITY & ADMINISTRATIVE SUPPORT WORKER II	1	0	0%	0	0%	0	0%
COMMUNITY & ADMINISTRATIVE SUPPORT WORKER III	2	0	0%	0	0%	0	0%
COMNTY/ADMN SUP WKR II	1	0	0%	0	0%	0	0%
CROSSING GUARD	111	65	59%	71	64%	74	67%
DATA ANALYST I	2	0	0%	0	0%	0	0%
DEPARTMENTAL CHIEF ACCOUNTANT II	1	0	0%	0	0%	0	0%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1	1	100%	1	100%	1	100%
DIRECTOR OF SYSTEMS	1	1	100%	1	100%	1	100%
ELECTRICAL CRAFT HELPER	13	0	0%	0	0%	0	0%
EMERGENCY MANAGEMENT COORDINATOR I	2	0	0%	0	0%	0	0%
ENVIRONMENTAL AFFAIRS OFFICER	1	0	0%	0	0%	0	0%
EQUIPMENT REPAIR SUPERVISOR	1	0	0%	0	0%	0	0%
EQUIPMENT SPECIALIST I	2	1	50%	1	50%	1	50%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
FISCAL SYSTEMS SPECIALIST II	1	0	0%	0	0%	0	0%
GENERAL AUTOMOTIVE SUPERVISOR	1	0	0%	1	100%	1	100%
GEN MGR DEPT OF TRANSPORTATION	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SPECIALIST	4	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER I	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	2	1	50%	1	50%	1	50%
IT SPECIALIST	1	0	0%	0	0%	0	0%
MAINTENANCE ASSISTANT	1	0	0%	0	0%	0	0%
MAINTENANCE LABORER	42	3	7%	5	12%	6	14%
MANAGEMENT ANALYST	25	6	24%	7	28%	9	36%
MANAGEMENT ASSISTANT	5	0	0%	0	0%	0	0%
MECHANICAL HELPER	1	0	0%	0	0%	0	0%
MECHANICAL REPAIRER	3	0	0%	0	0%	0	0%
PARKING ENFORCEMENT MANAGER II	2	1	50%	1	50%	1	50%
PARKING METER TECHNICIAN	16	7	44%	8	50%	8	50%
PARKING METER TECHNICIAN SUPERVISOR I	2	1	50%	1	50%	1	50%
PARKING METER TECHNICIAN SUPERVISOR II	1	1	100%	1	100%	1	100%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PRINCIPAL ACCOUNTANT II	1	0	0%	1	100%	1	100%
PRINCIPAL CLERK	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

DOT		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PRINCIPAL COMMUNICATIONS OPERATOR	1	0	0%	0	0%	0	0%
PRINCIPAL PROJECT COORDINATOR	1	0	0%	1	100%	1	100%
PRINCIPAL TRANSPORTATION ENGINEER	6	4	67%	4	67%	5	83%
PROJECT ASSISTANT	3	1	33%	1	33%	1	33%
PUBLIC INFORMATION DIRECTOR II	1	0	0%	0	0%	0	0%
RISK MANAGER II	1	1	100%	1	100%	1	100%
SAFETY ENGINEER	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT II	10	3	30%	4	40%	5	50%
SENIOR ADMINISTRATIVE CLERK	21	8	38%	10	48%	10	48%
SENIOR CIVIL ENGINEERING DRAFTING TECHNICIAN	2	0	0%	1	50%	1	50%
SENIOR COMMUNICATIONS OPERATOR II	2	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	15	2	13%	3	20%	4	27%
SENIOR MANAGEMENT ANALYST II	5	1	20%	1	20%	1	20%
SENIOR STOREKEEPER	1	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST I	2	0	0%	1	50%	1	50%
SENIOR SYSTEMS ANALYST II	2	0	0%	0	0%	0	0%
SENIOR TRAFFIC SUPERVISOR I	63	15	24%	19	30%	22	35%
SENIOR TRAFFIC SUPERVISOR II	11	5	45%	7	64%	7	64%
SENIOR TRAFFIC SUPERVISOR III	5	3	60%	4	80%	4	80%
SENIOR TRANSPORTATION ENGINEER	13	4	31%	6	46%	6	46%
SENIOR TRANSPORTATION INVESTIGATOR	6	2	33%	4	67%	4	67%
SIGN SHOP SUPERVISOR	1	0	0%	0	0%	0	0%
SIGNAL SYS ELECTRICIAN	1	0	0%	0	0%	0	0%
SIGNAL SYSTEM ELECTRICIAN	74	10	14%	12	16%	14	19%
SIGNAL SYSTEM SUPERVISOR I	9	3	33%	3	33%	3	33%
SIGNAL SYSTEM SUPERVISOR II	3	1	33%	2	67%	2	67%
STOREKEEPER	2	0	0%	0	0%	0	0%
SUPERVISING TRANSPORTATION PLANNER I	18	4	22%	4	22%	4	22%
SUPERVISING TRANSPORTATION PLANNER II	6	1	17%	1	17%	1	17%
SYSTEMS ANALYST	6	0	0%	0	0%	0	0%
TRAF OFFICER I, II	3	0	0%	0	0%	0	0%
TRAF OFFICER II	6	0	0%	0	0%	0	0%
TRAF PAINT SIGN POST II	1	1	100%	1	100%	1	100%
TRAFFIC MARKING & SIGNING SUPERINTENDENT I	4	1	25%	1	25%	1	25%
TRAFFIC MARKING & SIGNING SUPERINTENDENT II	3	2	67%	2	67%	3	100%
TRAFFIC MARKING & SIGNING SUPERINTENDENT III	1	0	0%	0	0%	0	0%
TRAFFIC OFFICER I	1	0	0%	0	0%	0	0%
TRAFFIC OFFICER II	502	50	10%	79	16%	86	17%
TRAFFIC PAINTER AND SIGN POSTER I	5	1	20%	1	20%	1	20%
TRAFFIC PAINTER AND SIGN POSTER II	15	3	20%	3	20%	3	20%
TRAFFIC PAINTER AND SIGN POSTER III	16	3	19%	3	19%	3	19%
TRANSPORTATION ENGINEER	44	11	25%	13	30%	14	32%
TRANSPORTATION ENGINEERING AIDE I	7	5	71%	5	71%	5	71%
TRANSPORTATION ENGINEERING AIDE II	5	4	80%	5	100%	5	100%
TRANSPORTATION ENGINEERING ASSOC I	32	0	0%	0	0%	0	0%
TRANSPORTATION ENGINEERING ASSOC II	107	11	10%	12	11%	13	12%
TRANSPORTATION ENGINEERING ASSOC III	59	12	20%	15	25%	15	25%
TRANSPORTATION ENGINEERING ASSOC IV	9	1	11%	2	22%	2	22%
TRANSPORTATION INVESTIGATOR	9	0	0%	1	11%	1	11%
TRANSPORTATION PLANNING ASSOCIATE II	40	2	5%	2	5%	2	5%
VOCATIONAL WORKER MAINTENANCE LABORER	1	1	100%	1	100%	1	100%
GRAND TOTAL	1531	280	18%	352	23%	380	25%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

EL PUEBLO		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	2	0	0	0	0%	0	0%
ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
COMMUNITY & ADMINISTRATIVE SUPPORT WORKER III	1	1	100%	1	100%	1	100%
MANAGEMENT ASSISTANT	1	0	0%	0	0%	0	0%
MUSEUM GUIDE	1	1	100%	1	100%	1	100%
PRINCIPAL PUBLIC RELATIONS REP	1	0	0%	0	0%	0	0%
PROJECT ASSISTANT	2	0	0%	0	0%	0	0%
REAL ESTATE OFFICER	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT II	1	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	1	0	0%	1	100%	1	100%
GRAND TOTAL	12	2	17%	3	25%	3	25%

EMERGENCY MANAGEMENT		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	1	0	0	0	0%	0	0%
ASST GM EMERGENCY MANAGEMENT DEPT	1	0	0%	0	0%	0	0%
EMERG PREPARE COORD/ I, II	1	0	0%	0	0%	0	0%
EMERGENCY MANAGEMENT COORDINATOR I	16	0	0%	1	6%	1	6%
EMERGENCY MANAGEMENT COORDINATOR II	4	1	25%	1	25%	1	25%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
GEN MANAGER EMERGENCY MANAGEMENT DEPT	1	1	100%	1	100%	1	100%
GEOGRAPHIC INFORMATION SPECIALIST	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	1	0	0%	1	100%	1	100%
PUBLIC RELATIONS SPECIALIST II	1	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	1	1	100%	1	100%	1	100%
SENIOR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
GRAND TOTAL	30	4	13%	6	20%	6	20%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

ERB JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
COMMISSION EXECUTIVE ASSISTANT I	1	1	1	1	100%	1	100%
SENIOR ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
GRAND TOTAL	2	1	50%	1	50%	1	50%

ETHICS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
AUDITOR I	1	0	0	0	0%	0	0%
AUDITOR II	6	0	0%	0	0%	0	0%
ETHICS OFFICER II	7	0	0%	1	14%	2	29%
ETHICS OFFICER III	2	0	0%	1	50%	1	50%
EXEC OFFICER CITY ETHICS COMMISSION	1	0	0%	1	100%	1	100%
MANAGEMENT ANALYST	7	1	14%	1	14%	1	14%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
PROJECT ASSISTANT	1	0	0%	0	0%	0	0%
SENIOR AUDITOR	2	1	50%	1	50%	1	50%
SENIOR MANAGEMENT ANALYST I	6	0	0%	0	0%	0	0%
SPECIAL INVESTIGATOR I	6	0	0%	0	0%	0	0%
SPECIAL INVESTIGATOR II	2	0	0%	0	0%	0	0%
GRAND TOTAL	42	2	5%	5	12%	6	14%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

EWDD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	4	0	0	0	0%	0	0%
ACCOUNTING CLERK	2	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	8	2	25%	2	25%	2	25%
ASSISTANT CHIEF GRANTS ADMINISTRATOR	3	0	0%	0	0%	0	0%
ASST GM EWDD	3	0	0%	0	0%	0	0%
AUDITOR II	3	0	0%	0	0%	0	0%
CHIEF GRANTS ADMINISTRATOR	3	0	0%	0	0%	1	33%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
COMMISSION EXECUTIVE ASSISTANT II	1	1	100%	1	100%	1	100%
COMMUNITY & ADMINISTRATIVE SUPPORT WORKER III	1	0	0%	0	0%	0	0%
COMMUNITY PROGRAM ASSISTANT III	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	0	0%	1	100%
FISCAL SYSTEMS SPECIALIST II	1	0	0%	0	0%	1	100%
GEN MGR EWDD	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SPECIALIST	1	0	0%	0	0%	0	0%
INDUSTRIAL COMMERCIAL FINANCE OFFICER I	3	0	0%	0	0%	0	0%
INDUSTRIAL COMMERCIAL FINANCE OFFICER II	1	0	0%	0	0%	0	0%
INTERNAL AUDITOR III	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	24	2	8%	3	12%	3	13%
MANAGEMENT ASSISTANT	7	0	0%	0	0%	1	14%
OFFICE SERVICES ASSISTANT	2	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PRINCIPAL ACCOUNTANT II	2	2	100%	2	100%	2	100%
PRINCIPAL PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	1	0	0%	0	0%	0	0%
PROJECT ASSISTANT	3	0	0%	0	0%	0	0%
PROJECT COORDINATOR	7	0	0%	1	14%	2	29%
PROPERTY MANAGER III	1	0	0%	0	0%	0	0%
REHABILITATION CONSTRUCTION SPECIALIST III	1	0	0%	1	100%	1	100%
SENIOR ACCOUNTANT II	3	1	33%	3	100%	3	100%
SENIOR ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
SENIOR AUDITOR	2	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	8	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	4	0	0%	0	0%	2	50%
SENIOR PROJECT ASSISTANT	15	2	13%	3	20%	3	20%
SENIOR PROJECT COORDINATOR	12	0	0%	0	0%	0	0%
SENIOR REAL ESTATE OFFICER	1	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST II	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR II	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	3	1	33%	1	33%	1	33%
GRAND TOTAL	140	12	9%	18	13%	25	18%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

FINANCE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	3	0	0%	0	0%	0	0%
ACCOUNTING CLERK	13	3	23%	3	23%	3	23%
ADMINISTRATIVE CLERK	16	0	0%	1	6%	1	6%
ASSISTANT DIRECTOR OF FINANCE	3	0	0%	1	33%	1	33%
CHIEF INVESTMENT OFFICER	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	1	0	0%	1	100%	1	100%
CHIEF TAX COMPLIANCE OFFICER I	3	0	0%	1	33%	1	33%
CHIEF TAX COMPLIANCE OFFICER II	3	1	33%	1	33%	1	33%
COMMUNICATIONS INFORMATION REP I	1	0	0%	0	0%	0	0%
COMMUNICATIONS INFORMATION REP II	1	0	0%	0	0%	0	0%
CUST SERV SPECIALIST I	1	0	0%	0	0%	0	0%
CUSTOMER SERVICE SPECIALIST I	30	3	10%	4	13%	5	17%
CUSTOMER SERVICE SPECIALIST II	4	1	25%	2	50%	2	50%
CUSTOMER SERVICE SPECIALIST TRAINEE	26	0	0%	0	0%	0	0%
DIRECTOR CASH MANAGEMENT SERVICES	1	1	100%	1	100%	1	100%
DIRECTOR OF FINANCE	1	0	0%	0	0%	0	0%
DIRECTOR OF SYSTEMS	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1	0	0%	1	100%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	2	0	0%	0	0%	0	0%
FINANCIAL MANAGER II	1	0	0%	0	0%	0	0%
FISCAL SYSTEMS SPECIALIST I	4	1	25%	1	25%	3	75%
INFORMATION SYSTEMS MANAGER II	1	0	0%	1	100%	1	100%
MANAGEMENT ANALYST	14	3	21%	3	21%	3	21%
MANAGEMENT ASSISTANT	6	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PORTFOLIO MANAGER I	4	2	50%	2	50%	2	50%
PORTFOLIO MANAGER II	1	1	100%	1	100%	1	100%
PRINCIPAL ACCOUNTANT II	1	0	0%	0	0%	0	0%
PRINCIPAL CLERK	4	1	25%	2	50%	2	50%
PRINCIPAL TAX AUDITOR	3	1	33%	1	33%	1	33%
PRINCIPAL TAX COMPLIANCE OFFICER	7	1	14%	1	14%	1	14%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	2	0	0%	0	0%	1	50%
REVENUE MANAGER	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT II	4	1	25%	1	25%	1	25%
SENIOR ADMINISTRATIVE CLERK	8	2	25%	2	25%	2	25%
SENIOR MANAGEMENT ANALYST I	3	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	4	1	25%	1	25%	1	25%
SENIOR SYSTEMS ANALYST I	2	0	0%	1	50%	1	50%
SENIOR SYSTEMS ANALYST II	2	1	50%	2	100%	2	100%
SENIOR TAX AUDITOR	20	4	20%	5	25%	5	25%
SYSTEMS ADMINISTRATOR I	2	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR II	2	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR III	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	2	1	50%	1	50%	1	50%
TAX AUDITOR	1	0	0%	0	0%	0	0%
TAX AUDITOR II	51	6	12%	7	14%	7	14%
TAX COMPLIANCE AIDE	2	0	0%	0	0%	0	0%
TAX COMPLIANCE OFFICER I	3	0	0%	0	0%	0	0%
TAX COMPLIANCE OFFICER I, II, III	1	0	0%	0	0%	0	0%
TAX COMPLIANCE OFFICER II	49	3	6%	6	12%	8	16%
TAX COMPLIANCE OFFICER III	18	3	17%	6	33%	6	33%
TAX RENEWAL ASSISTANT II	1	0	0%	0	0%	0	0%
TREASURY ACCOUNTANT	6	1	17%	2	33%	2	33%
GRAND TOTAL	345	43	12%	63	18%	69	20%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

FIRE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	20	4	0.2	6	30%	7	35%
ADMINISTRATIVE CLERK	33	2	6%	2	6%	2	6%
ADMINISTRATIVE INTERN II	1	0	0%	0	0%	0	0%
AUTO BODY BLDR/REPAIRER	1	0	0%	1	100%	1	100%
AUTO BODY BUILDER AND REPAIRER	5	2	40%	3	60%	4	80%
AUTO BODY REPAIRER SUPERVISOR II	1	0	0%	0	0%	0	0%
AUTO PAINTER	2	2	100%	2	100%	2	100%
AUTOMOTIVE SUPERVISOR	1	0	0%	0	0%	0	0%
CARPENTER	1	0	0%	0	0%	0	0%
CHIEF INFORMATION OFFICER	1	0	0%	0	0%	0	0%
CHIEF MANAGEMENT ANALYST	1	1	100%	1	100%	1	100%
COMMISSION EXECUTIVE ASSISTANT II	1	0	0%	0	0%	0	0%
COMMUNICATIONS ELECTRICIAN	7	2	29%	2	29%	2	29%
DATA BASE ARCHITECT	2	0	0%	0	0%	0	0%
DELIVERY DRIVER II	1	1	100%	1	100%	1	100%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1	0	0%	0	0%	0	0%
EMERGENCY MEDICAL SERVICES EDUCATOR	5	1	20%	2	40%	2	40%
EMS ADVANCED PROVIDER	11	0	0%	0	0%	0	0%
EMS ADVANCED PROVIDER SUPERVISOR	1	0	0%	0	0%	0	0%
ENGINEERING GEOLOGIST ASSOCIATE IV	1	1	100%	1	100%	1	100%
EQUIPMENT MECHANIC	21	4	19%	4	19%	5	24%
EQUIPMENT REPAIR SUPERVISOR	4	1	25%	1	25%	1	25%
EQUIPMENT SPECIALIST I	1	0	0%	0	0%	0	0%
EQUIPMENT SPECIALIST II	1	0	0%	0	0%	0	0%
EQUIPMENT SUPERINTENDENT	1	1	100%	1	100%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	2	1	50%	1	50%	2	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	0	0%	0	0%
FIRE ADMINISTRATOR	1	1	100%	1	100%	1	100%
FIRE CHIEF (INTERIM)	1	0	0%	0	0%	0	0%
FIRE PROT ENGR ASSC IV	1	0	0%	0	0%	0	0%
FIRE PROTECTION ENGINEER	1	0	0%	0	0%	0	0%
FIRE PROTECTION ENGINEERING ASSOCIATE II	5	0	0%	0	0%	0	0%
FIRE PROTECTION ENGINEERING ASSOCIATE IV	5	0	0%	0	0%	0	0%
FIRE PSYCHOLOGIST	2	0	0%	0	0%	0	0%
FIRE SPECIAL INVESTIGATOR	11	3	27%	7	64%	8	73%
FIREFIGHTER I	1	0	0%	0	0%	0	0%
FIREFIGHTER III	2	1	50%	2	100%	2	100%
FISCAL SYSTEMS SPECIALIST I	1	0	0%	0	0%	0	0%
FISCAL SYSTEMS SPECIALIST II	1	1	100%	1	100%	1	100%
GARAGE ATTENDANT	2	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SPECIALIST	4	1	25%	1	25%	1	25%
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	1	0	0%	0	0%	0	0%
HAZARDOUS MATERIALS SPECIALIST	1	0	0%	0	0%	0	0%
HAZARDOUS MATERIALS SUPERVISOR	1	0	0%	0	0%	0	0%
HEAVY DUTY EQUIPMENT MECHANIC	27	4	15%	6	22%	7	26%
INDEPENDENT ASSESSOR FIRE COMMISSION	1	0	0%	1	100%	1	100%
INDUSTRIAL HYGIENIST	1	0	0%	0	0%	0	0%
INFORMATION SYSTEMS MANAGER II	1	1	100%	1	100%	1	100%
MACHINIST	1	0	0%	0	0%	0	0%
MANAGEMENT AIDE	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	21	3	14%	3	14%	3	14%
MANAGEMENT ASSISTANT	3	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

FIRE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
MECHANICAL HELPER	4	0	0%	1	25%	1	25%
MECHANICAL REPAIRER	2	0	0%	1	50%	1	50%
OFFICE SERVICES ASSISTANT	1	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PERSONNEL ANALYST	2	0	0%	0	0%	0	0%
PERSONNEL DIRECTOR III	1	0	0%	0	0%	0	0%
PERSONNEL RECORDS SUPERVISOR	3	0	0%	0	0%	0	0%
PHARMACIST I	1	0	0%	0	0%	0	0%
PHOTOGRAPHER II	1	0	0%	0	0%	1	100%
PRINCIPAL ACCOUNTANT II	1	0	0%	0	0%	0	0%
PRINCIPAL CLERK	1	0	0%	0	0%	0	0%
PROCESS SAFETY ENGINEER	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST II	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	6	1	17%	1	17%	2	33%
PROGRAMMER/ANALYST V	3	0	0%	0	0%	0	0%
PUBLIC SAFETY RISK MANAGER	1	0	0%	0	0%	0	0%
RISK MANAGEMENT & PREVENTION PROGRAM MGR	1	0	0%	0	0%	0	0%
RISK MANAGEMENT & PREVENTION PROGRAM SPECIALIST	2	1	50%	1	50%	1	50%
SECRETARY	13	2	15%	2	15%	3	23%
SENIOR ACCOUNTANT II	3	1	33%	1	33%	1	33%
SENIOR ADMINISTRATIVE CLERK	23	7	30%	7	30%	9	39%
SENIOR AUDITOR	1	0	0%	1	100%	1	100%
SENIOR AUTOMOTIVE SUPERVISOR	1	0	0%	0	0%	0	0%
SENIOR CARPENTER	1	1	100%	1	100%	1	100%
SENIOR COMMUNICATIONS ELECTRICIAN	4	1	25%	1	25%	1	25%
SENIOR EQUIPMENT MECHANIC	1	0	0%	0	0%	0	0%
SENIOR FIRE STATISTICAL ANALYST	3	0	0%	0	0%	0	0%
SENIOR HEAVY DUTY EQUIPMENT MECHANIC	3	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	13	5	38%	5	38%	6	46%
SENIOR MANAGEMENT ANALYST II	4	1	25%	1	25%	1	25%
SENIOR PERSONNEL ANALYST I	5	2	40%	3	60%	3	60%
SENIOR PERSONNEL ANALYST II	1	0	0%	0	0%	0	0%
SENIOR PROJECT COORDINATOR	2	0	0%	0	0%	0	0%
SENIOR STOREKEEPER	1	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST I	3	2	67%	2	67%	2	67%
SENIOR SYSTEMS ANALYST II	4	2	50%	2	50%	2	50%
SHEET METAL WORKER	1	0	0%	0	0%	0	0%
SR ADMIN CLERK	1	0	0%	0	0%	0	0%
SR ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
STOREKEEPER	3	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR II	6	2	33%	2	33%	2	33%
SYSTEMS ADMINISTRATOR III	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	5	0	0%	1	20%	1	20%
TIRE REPAIRER	1	1	100%	1	100%	1	100%
WAREHOUSE AND TOOLROOM WORKER I	2	1	50%	1	50%	1	50%
WAREHOUSE AND TOOLROOM WORKER II	1	0	0%	0	0%	0	0%
WELDER	1	0	0%	0	0%	0	0%
WILDLAND HAND CREW TECHNICIAN	48	0	0%	0	0%	0	0%
GRAND TOTAL	417	69	17%	87	21%	99	24%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

GSD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	12	1	0.083333	2	17%	2	17%
ACCOUNTING CLERK	11	0	0%	1	9%	2	18%
ADMINISTRATIVE CLERK	25	2	8%	2	8%	3	12%
AIR CONDITIONING MECHANIC	15	1	7%	3	20%	3	20%
AIR CONDITIONING MECHANIC SUPERVISOR	5	1	20%	1	20%	2	40%
ASST GM GENERAL SERVICES DEPARTMENT	4	2	50%	2	50%	2	50%
AUDITOR I	1	1	100%	1	100%	1	100%
AUTO BODY BUILDER AND REPAIRER	6	1	17%	1	17%	1	17%
AUTO BODY REPAIRER SUPERVISOR II	1	0	0%	0	0%	0	0%
AUTO PAINTER	3	1	33%	1	33%	1	33%
AUTOMOTIVE DISPATCHER II	1	0	0%	1	100%	1	100%
AUTOMOTIVE SUPERVISOR	16	4	25%	4	25%	4	25%
BINDERY EQUIPMENT OPERATOR I	2	2	100%	2	100%	2	100%
BINDERY EQUIPMENT OPERATOR II	1	0	0%	1	100%	1	100%
BUILDING CONSTRUCTION & MAINT SUPT	5	1	20%	2	40%	3	60%
BUILDING CONSTRUCTION & MAINTENANCE GN SUP I	1	0	0%	1	100%	1	100%
BUILDING CONSTRUCTION & MAINTENANCE GN SUP II	2	2	100%	2	100%	2	100%
BUILDING MAINTENANCE DISTRICT SUPERVISOR	10	2	20%	2	20%	2	20%
BUILDING OPERATING ENGINEER	7	0	0%	0	0%	1	14%
BUILDING REPAIRER II	1	0	0%	0	0%	0	0%
BUILDING REPAIRER SUPERVISOR	4	1	25%	2	50%	3	75%
CABINET MAKER	1	1	100%	1	100%	1	100%
CARPENTER	5	2	40%	2	40%	2	40%
CARPENTER SUPERVISOR	1	0	0%	0	0%	0	0%
CHEMIST II	3	1	33%	1	33%	1	33%
CHIEF BUILDING OPERATING ENGINEER	1	0	0%	1	100%	1	100%
CHIEF CUSTODIAN SUPERVISOR I	1	1	100%	1	100%	1	100%
CHIEF CUSTODIAN SUPERVISOR II	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	7	2	29%	3	43%	3	43%
CONSTRUCTION & MAINTENANCE SUPERVISOR II	7	3	43%	4	57%	4	57%
CONSTRUCTION EQUIPMENT SERVICE WORKER	1	1	100%	1	100%	1	100%
CONSTRUCTION ESTIMATOR	2	0	0%	0	0%	0	0%
CUSTODIAL SVCS ASST	2	0	0%	0	0%	0	0%
CUSTODIAN	188	54	29%	63	34%	70	37%
CUSTODIAN SUPERVISOR	17	2	12%	3	18%	5	29%
DELIVERY DRIVER ASSISTANT	2	0	0%	0	0%	0	0%
DELIVERY DRIVER I	8	1	12%	1	12%	2	25%
DELIVERY DRIVER III	1	0	0%	0	0%	0	0%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1	1	100%	1	100%	1	100%
DIRECTOR OF FLEET SERVICES	1	1	100%	1	100%	1	100%
DIRECTOR OF MATERIAL TESTING SERVICES	1	1	100%	1	100%	1	100%
DRILL RIG OPERATOR	3	1	33%	1	33%	1	33%
DUPLICATING MACHINE OPERATOR	6	0	0%	2	33%	2	33%
ELECTRICAL CRAFT HELPER	4	1	25%	1	25%	1	25%
ELECTRICIAN	16	2	12%	3	19%	3	19%
ELECTRICIAN SUPERVISOR	5	1	20%	1	20%	1	20%
ELEVATOR MECHANIC	5	1	20%	3	60%	3	60%
ELEVATOR MECHANIC HELPER	3	1	33%	1	33%	1	33%
ELEVATOR REPAIR SUPERVISOR I	1	0	0%	0	0%	0	0%
ELEVATOR REPAIR SUPERVISOR II	1	0	0%	0	0%	0	0%
EMERGENCY MANAGEMENT COORDINATOR II	2	1	50%	1	50%	1	50%
EQUIP MECHANIC	2	0	0%	1	50%	1	50%
EQUIPMENT MECHANIC	170	32	19%	38	22%	45	26%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

GSD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
EQUIPMENT OPERATOR	1	1	100%	1	100%	1	100%
EQUIPMENT REPAIR SUPERVISOR	6	1	17%	2	33%	2	33%
EQUIPMENT SPECIALIST I	3	0	0%	0	0%	0	0%
EQUIPMENT SPECIALIST II	2	1	50%	2	100%	2	100%
EQUIPMENT SUPERINTENDENT	2	1	50%	2	100%	2	100%
EQUIPMNT MECHANIC	2	0	0%	0	0%	0	0%
EVENT ATTENDANT	1	0	0%	0	0%	0	0%
EVENT ATTENDANT I, II, III	1	0	0%	0	0%	0	0%
EVENT ATTENDANT II	7	3	43%	4	57%	4	57%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	4	1	25%	1	25%	1	25%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	0	0%	1	100%
FISCAL SYSTEMS SPECIALIST I	1	1	100%	1	100%	1	100%
GARAGE ASSISTANT	1	0	0%	0	0%	0	0%
GARAGE ATTENDANT	21	4	19%	4	19%	4	19%
GENERAL AUTOMOTIVE SUPERVISOR	2	0	0%	0	0%	1	50%
GEN MANAGER DEPT OF GENERAL SERVICES	1	1	100%	1	100%	1	100%
HEAD CUSTODIAN SUPERVISOR	6	3	50%	4	67%	4	67%
HEAVY DUTY EQUIP MECH	1	0	0%	0	0%	0	0%
HEAVY DUTY EQUIPMENT MECHANIC	65	8	12%	10	15%	10	15%
HELICOPTER MECHANIC	27	5	19%	5	19%	7	26%
HELICOPTER MECHANIC SUPERVISOR I	6	1	17%	1	17%	1	17%
HELICOPTER MECHANIC SUPERVISOR II	2	1	50%	2	100%	2	100%
HUMAN RESOURCES ASSISTANT	1	0	0%	0	0%	0	0%
INFORMATION SYSTEMS MANAGER I	1	0	0%	0	0%	0	0%
LOCKSMITH	3	1	33%	1	33%	1	33%
MACHINIST	3	2	67%	2	67%	2	67%
MAINTENANCE & CONSTRUCTION HELPER	5	1	20%	1	20%	1	20%
MAINTENANCE LABORER	6	2	33%	2	33%	2	33%
MANAGEMENT ANALYST	24	2	8%	3	12%	4	17%
MANAGEMENT ASSISTANT	10	0	0%	0	0%	0	0%
MATERIALS TESTING ENGINEER I	2	1	50%	1	50%	1	50%
MATERIALS TESTING ENGINEER II	1	0	0%	0	0%	0	0%
MATERIALS TESTING ENGINEERING ASSOC I	7	0	0%	0	0%	0	0%
MATERIALS TESTING ENGINEERING ASSOC II	14	5	36%	5	36%	5	36%
MATERIALS TESTING ENGINEERING ASSOC IV	4	0	0%	0	0%	0	0%
MATERIALS TESTING TECHNICIAN II	33	3	9%	3	9%	3	9%
MECHANICAL HELPER	3	0	0%	0	0%	0	0%
MECHANICAL REPAIRER	1	0	0%	0	0%	0	0%
MESSANGER CLERK	2	1	50%	2	100%	2	100%
OFFICE TRAINEE DELIVERY DRIVER	1	0	0%	0	0%	0	0%
PARKING ATTENDANT	33	15	45%	18	55%	20	61%
PARKING MANAGER I	1	1	100%	1	100%	1	100%
PARKING MANAGER II	1	0	0%	0	0%	0	0%
PARKING SERVICES SUPERVISOR	1	1	100%	1	100%	1	100%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PLUMBER	16	3	19%	3	19%	4	25%
PLUMBER SUPERVISOR	5	2	40%	2	40%	2	40%
PRE-PRESS OPERATOR I	1	0	0%	0	0%	0	0%
PRINCIPAL ACCOUNTANT II	3	0	0%	0	0%	0	0%
PRINCIPAL STOREKEEPER	3	1	33%	2	67%	2	67%
PRINTING PRESS OPERATOR I	1	0	0%	0	0%	0	0%
PRINTING SERVICES SUPERINTENDENT	2	0	0%	1	50%	2	100%
PROCUREMENT ANALYST II	12	1	8%	1	8%	2	17%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

GSD JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PROCUREMENT SUPERVISOR	2	1	50%	1	50%	1	50%
PROGRAMMER/ANALYST V	1	0	0%	0	0%	0	0%
PROPERTY MANAGER I	2	0	0%	0	0%	0	0%
REAL ESTATE OFFICER	5	0	0%	0	0%	0	0%
RISK MANAGER II	1	0	0%	0	0%	0	0%
ROOFER	3	1	33%	2	67%	2	67%
ROOFER SUPERVISOR	1	1	100%	1	100%	1	100%
SENIOR ACCOUNTANT II	7	4	57%	4	57%	5	71%
SENIOR ADMINISTRATIVE CLERK	15	4	27%	4	27%	4	27%
SENIOR AUTOMOTIVE SUPERVISOR	4	2	50%	2	50%	2	50%
SENIOR BUILDING OPERATING ENGINEER	3	1	33%	1	33%	1	33%
SENIOR CARPENTER	1	0	0%	0	0%	0	0%
SENIOR CHEMIST	1	1	100%	1	100%	1	100%
SENIOR CUSTODIAN I	10	2	20%	3	30%	5	50%
SENIOR CUSTODIAN II	20	2	10%	3	15%	6	30%
SENIOR DUPLICATING MACHINE OPERATOR	1	0	0%	0	0%	0	0%
SENIOR ELECTRICIAN	3	0	0%	0	0%	0	0%
SENIOR EQUIPMENT MECHANIC	4	0	0%	0	0%	1	25%
SENIOR HEAVY DUTY EQUIPMENT MECHANIC	1	1	100%	1	100%	1	100%
SENIOR MANAGEMENT ANALYST I	10	2	20%	3	30%	3	30%
SENIOR MANAGEMENT ANALYST II	9	1	11%	2	22%	2	22%
SENIOR PARKING ATTENDANT I	4	2	50%	2	50%	2	50%
SENIOR REAL ESTATE OFFICER	4	3	75%	3	75%	3	75%
SENIOR STOREKEEPER	11	6	55%	9	82%	9	82%
SENIOR SYSTEMS ANALYST I	3	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST II	2	2	100%	2	100%	2	100%
SHEET METAL SUPERVISOR	1	1	100%	1	100%	1	100%
SHEET METAL WORKER	2	0	0%	0	0%	1	50%
SIGN PAINTER	1	0	0%	0	0%	0	0%
SR CUSTODIAN I, II	1	1	100%	1	100%	1	100%
STOREKEEPER	38	3	8%	7	18%	7	18%
STOREKEEPER II	1	0	0%	0	0%	0	0%
STOREKEEPER M	12	2	17%	2	17%	2	17%
STORES SUPERVISOR	2	1	50%	1	50%	1	50%
SUPPLY SERVICES MANAGER I	1	0	0%	1	100%	1	100%
SUPPLY SERVICES MANAGER II	1	1	100%	1	100%	1	100%
SUPPLY SERVICES PAYMENT CLERK	28	8	29%	8	29%	9	32%
SYSTEMS ANALYST	7	1	14%	1	14%	1	14%
TIRE REPAIRER	7	1	14%	1	14%	1	14%
TIRE REPAIRER SUPVR	1	0	0%	0	0%	0	0%
TITLE EXAMINER	1	0	0%	0	0%	1	100%
TRANSITIONAL WORKER	1	0	0%	0	0%	0	0%
TRUCK OPERATOR	5	3	60%	4	80%	4	80%
VOCATIONAL WORKER I	1	0	0%	0	0%	0	0%
VOC WORKER WAREHOUSE & TOOLROOM WORKER	1	0	0%	0	0%	0	0%
WAREHOUSE AND TOOLROOM WORKER I	6	1	17%	2	33%	2	33%
WAREHOUSE AND TOOLROOM WORKER II	3	1	33%	1	33%	1	33%
WELDER	31	2	6%	2	6%	2	6%
WELDER SUPERVISOR	1	0	0%	0	0%	0	0%
WELDER SUPERVISOR VI	1	0	0%	0	0%	0	0%
(BLANK)	4	2	50%	2	50%	2	50%
GRAND TOTAL	1252	272	22%	336	27%	379	30%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1	0	0	0	0%	0	0%
ACCOUNTING CLERK	10	1	10%	2	20%	2	20%
ACCOUNTING CLERK ASSISTANT	1	0	0%	0	0%	0	0%
ACCOUNTING CLERK TRAINEE	2	0	0%	0	0%	0	0%
ACCOUNTING RECORDS SUPERVISOR II	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	21	0	0%	0	0%	0	0%
AIR CONDITIONING MECHANIC	5	3	60%	3	60%	3	60%
AIR CONDITIONING MECHANIC SUPERVISOR II	1	0	0%	0	0%	1	100%
ARCHITECT	1	0	0%	0	0%	0	0%
ARCHITECTURAL ASSOCIATE II	3	0	0%	0	0%	0	0%
AUDIO VISUAL TECHNICIAN	1	0	0%	0	0%	0	0%
BOAT CAPTAIN I	5	1	20%	1	20%	1	20%
BOAT CAPTAIN II	1	0	0%	0	0%	0	0%
BUILDING ELECTRICAL ENGINEER I	1	0	0%	0	0%	0	0%
BUILDING ELECTRICAL ENGINEER II	1	0	0%	0	0%	0	0%
BUILDING OPERATING ENGINEER	4	2	50%	3	75%	4	100%
BUILDING REPAIRER SUPERVISOR	1	0	0%	0	0%	0	0%
CARPENTER	6	1	17%	1	17%	2	33%
CARPENTER SUPERVISOR	1	1	100%	1	100%	1	100%
CHIEF BUILDING OPERATING ENGINEER	1	0	0%	1	100%	1	100%
CHIEF CONSTRUCTION INSPECTOR	1	0	0%	0	0%	0	0%
CHIEF HARBOR ENGINEER	2	1	50%	1	50%	1	50%
CHIEF INFORMATION SECURITY OFFICER	1	0	0%	0	0%	0	0%
CHIEF MANAGEMENT ANALYST	2	0	0%	0	0%	0	0%
CHIEF PORT PILOT	2	2	100%	2	100%	2	100%
CIVIL ENGINEER	11	0	0%	0	0%	0	0%
CIVIL ENGINEERING ASSOCIATE I	15	0	0%	1	7%	1	7%
CIVIL ENGINEERING ASSOCIATE II	10	1	10%	1	10%	1	10%
CIVIL ENGINEERING ASSOCIATE III	4	2	50%	2	50%	2	50%
CIVIL ENGINEERING ASSOCIATE IV	6	4	67%	4	67%	5	83%
CIVIL ENGINEERING DRAFT TECHNICIAN - HARBOR	1	0	0%	0	0%	0	0%
COMMISSION EXECUTIVE ASSISTANT II	1	0	0%	0	0%	0	0%
COMMUN INFO REPRESENTATIVE ASSISTANT	1	0	0%	0	0%	0	0%
COMMUNICATIONS ENGINEERING ASSOCIATE I	1	0	0%	0	0%	0	0%
COMMUNICATIONS INFORMATION REP III	8	0	0%	0	0%	0	0%
COMMUNICATIONS INFORMATION REP TRAINEE	2	0	0%	0	0%	0	0%
COMMUNITY AFFAIRS ADVOCATE	1	1	100%	1	100%	1	100%
CONSTRUCTION & MAINTENANCE SUPERVISOR I	1	1	100%	1	100%	1	100%
CONSTRUCTION & MAINTENANCE SUPERVISOR II	2	1	50%	2	100%	2	100%
CONSTRUCTION ESTIMATOR	1	0	0%	0	0%	0	0%
CONSTRUCTION INSPECTOR	3	0	0%	0	0%	1	33%
CUSTODIAL SERVICES ASSISTANT - HARBOR	2	0	0%	0	0%	0	0%
CUSTODIAN - HARBOR	15	5	33%	5	33%	5	33%
CYBER SECURITY ANALYST I	2	0	0%	0	0%	0	0%
CYBER SECURITY ANALYST II	4	0	0%	2	50%	2	50%
DATA BASE ARCHITECT	2	0	0%	0	0%	0	0%
DECK HAND	1	0	0%	0	0%	0	0%
DECK HAND - HARBOR	4	0	0%	1	25%	1	25%
DELIVERY DRIVER II	1	0	0%	0	0%	0	0%
DELIVERY DRIVER III	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1	0	0%	1	100%	1	100%
DIR OF PORT CONSTRUCTION & MAINTENANCE II	2	0	0%	0	0%	0	0%
DIRECTOR OF PORT MARKETING I	1	0	0%	0	0%	0	0%
DIRECTOR OF PORT MARKETING II	1	1	100%	1	100%	1	100%
DIRECTOR OF PORT OPERATIONS	1	1	100%	1	100%	1	100%
DUPLICATING MACHINE OPERATOR	1	0	0%	0	0%	0	0%
ELECTRICAL CRAFT HELPER	1	0	0%	0	0%	0	0%
ELECTRICAL ENGINEERING ASSOCIATE I	2	0	0%	0	0%	0	0%
ELECTRICAL ENGINEERING ASSOCIATE II	2	0	0%	1	50%	1	50%
ELECTRICAL ENGINEERING ASSOCIATE III	1	0	0%	0	0%	0	0%
ELECTRICAL INSPECTOR	1	0	0%	0	0%	0	0%
ELECTRICIAN	4	1	25%	1	25%	1	25%
ELECTRICIAN SUPERVISOR	1	0	0%	0	0%	0	0%
ELEVATOR MECHANIC	2	0	0%	0	0%	0	0%
EMERGENCY MANAGEMENT COORDINATOR I	1	0	0%	0	0%	0	0%
ENGINEERING DESIGNER I	1	0	0%	0	0%	0	0%
ENVIRONMENTAL AFFAIRS OFFICER	1	0	0%	1	100%	1	100%
ENVIRONMENTAL SPECIALIST II	2	0	0%	0	0%	0	0%
ENVIRONMENTAL SPECIALIST III	10	1	10%	1	10%	1	10%
EQUIPMENT MECHANIC - HARBOR	5	0	0%	0	0%	0	0%
EQUIPMENT OPERATOR	3	0	0%	0	0%	0	0%
EQUIPMENT SPECIALIST II	1	0	0%	0	0%	0	0%
EQUIPMENT SUPERVISOR	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	3	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
FIELD ENGINEERING AIDE	4	0	0%	0	0%	0	0%
FINANCIAL ANALYST II	4	0	0%	0	0%	0	0%
FINANCIAL MANAGER I	2	1	50%	1	50%	1	50%
FINANCIAL MANAGER II	1	0	0%	0	0%	0	0%
FIRST DEPUTY GENERAL MANAGER HARBOR	4	2	50%	2	50%	2	50%
FISCAL SYSTEMS SPECIALIST I	1	0	0%	0	0%	0	0%
FISCAL SYSTEMS SPECIALIST II	1	1	100%	1	100%	1	100%
GARAGE ATTENDANT	3	0	0%	0	0%	0	0%
GARDENER CARETAKER	26	5	19%	7	27%	8	31%
GENERAL MANAGER HARBOR DEPARTMENT	1	1	100%	1	100%	1	100%
GEOGRAPHIC INFO SYSTEMS SUPERVISOR II	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER III	2	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR I	1	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR II	1	0	0%	0	0%	0	0%
HARBOR ENGINEER I	8	3	38%	3	38%	3	38%
HARBOR ENGINEER II	5	4	80%	4	80%	4	80%
HARBOR PLANNING AND RESEARCH DIRECTOR I	1	0	0%	0	0%	0	0%
HARBOR PLANNING AND RESEARCH DIRECTOR II	2	0	0%	0	0%	0	0%
HARBOR PLANNING/ECONOMIC ANALYST II	2	0	0%	0	0%	0	0%
HEAVY DUTY EQUIPMENT MECHANIC	8	1	12%	2	25%	2	25%
HEAVY DUTY TRUCK OPERATOR	3	0	0%	0	0%	0	0%
INFORMATION SYSTEMS MANAGER I	3	0	0%	0	0%	0	0%
INFORMATION SYSTEMS MANAGER II	1	0	0%	0	0%	0	0%
INTERNAL AUDITOR III	1	0	0%	0	0%	0	0%
LAND SURVEYING ASSISTANT	4	2	50%	2	50%	2	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
LANDSCAPE ARCHITECT I	1	0	0%	0	0%	0	0%
LEGISLATIVE REPRESENTATIVE - HARBOR	3	0	0%	0	0%	0	0%
LOCKSMITH	2	0	0%	0	0%	0	0%
MACHINIST - HARBOR	2	0	0%	0	0%	0	0%
MACHINIST SUPERVISOR - HARBOR	1	1	100%	1	100%	1	100%
MAINTENANCE & CONSTRUCTION HELPER	7	1	14%	1	14%	1	14%
MAINTENANCE ASSISTANT	2	0	0%	0	0%	0	0%
MAINTENANCE LABORER	25	4	16%	5	20%	6	24%
MANAGEMENT AIDE	6	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	37	5	14%	5	14%	5	14%
MANAGEMENT ASSISTANT	4	0	0%	0	0%	0	0%
MARINE ENVIRONMENTAL MANAGER I	1	0	0%	0	0%	0	0%
MARINE ENVIRONMENTAL MANAGER II	1	0	0%	0	0%	0	0%
MARINE ENVIRONMENTAL SUPERVISOR	3	1	33%	1	33%	1	33%
MASONRY WORKER	1	1	100%	1	100%	1	100%
MATERIALS TESTING ENGINEER II	1	0	0%	0	0%	0	0%
MATERIALS TESTING ENGINEERING ASSOCIATE IV	1	0	0%	0	0%	0	0%
MATERIALS TESTING TECHNICIAN II	4	0	0%	1	25%	1	25%
MECHANICAL ENGINEERING ASSOCIATE II	1	0	0%	0	0%	0	0%
MECHANICAL ENGINEERING ASSOCIATE III	2	0	0%	0	0%	0	0%
MECHANICAL ENGINEERING DRAFTING TECHNICIAN	1	0	0%	0	0%	0	0%
MECHANICAL HELPER	2	0	0%	0	0%	0	0%
MECHANICAL REPAIR GENERAL SUPERVISOR	2	1	50%	1	50%	1	50%
MECHANICAL REPAIRER	1	0	0%	0	0%	0	0%
MOTOR SWEEPER OPERATOR	1	0	0%	0	0%	0	0%
OFFICE SERVICES ASSISTANT	1	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
PAINTER II	5	1	20%	1	20%	1	20%
PAINTER SUPERVISOR II HARBOR	1	0	0%	0	0%	0	0%
PARK MAINTENANCE SUPERVISOR	2	1	50%	1	50%	1	50%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PERSONNEL DIRECTOR III	1	0	0%	0	0%	0	0%
PILE DRIVER SUPERVISOR	1	1	100%	1	100%	1	100%
PILE DRIVER WORKER I	8	1	12%	2	25%	2	25%
PILE DRIVER WORKER II	1	0	0%	0	0%	0	0%
PLANNING ASSISTANT	3	0	0%	0	0%	0	0%
PLUMBER	8	1	12%	2	25%	3	38%
PLUMBER SUPERVISOR	1	0	0%	0	0%	0	0%
PORT ELECTRICAL MECHANIC	18	5	28%	5	28%	5	28%
PORT ELECTRICAL MECHANICAL SUPERVISOR	3	2	67%	3	100%	3	100%
PORT MAINTENANCE SUPERVISOR	3	0	0%	0	0%	0	0%
PORT MARKETING MANAGER	3	1	33%	1	33%	1	33%
PORT PILOT I	3	0	0%	0	0%	0	0%
PORT PILOT II	13	1	8%	1	8%	1	8%
PORT POLICE OFFICER III	2	1	50%	1	50%	1	50%
PORT POLICE SERGEANT	2	2	100%	2	100%	2	100%
PORT WARDEN I	1	0	0%	0	0%	0	0%
PRINCIPAL ACCOUNTANT II	3	2	67%	3	100%	3	100%
PRINCIPAL CIVIL ENGINEERING DRAFT TECHNICIAN	2	0	0%	1	50%	1	50%
PRINCIPAL CLERK	8	2	25%	2	25%	3	38%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PRINCIPAL CONSTRUCTION INSPECTOR	2	2	100%	2	100%	2	100%
PRINCIPAL GROUNDS MAINTENANCE SUPERVISOR II	1	0	0%	1	100%	1	100%
PRINCIPAL PUBLIC RELATIONS REP	2	1	50%	1	50%	1	50%
PRINCIPAL SECURITY OFFICER	1	0	0%	1	100%	1	100%
PROGRAMMER/ANALYST II	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST III	3	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	2	1	50%	1	50%	1	50%
PROGRAMMER/ANALYST V	2	0	0%	0	0%	0	0%
PROPERTY MANAGER II	1	0	0%	0	0%	0	0%
PROPERTY MANAGER III	3	0	0%	0	0%	0	0%
PROPERTY MANAGER IV	1	0	0%	0	0%	0	0%
PUBLIC INFORMATION DIRECTOR I	1	1	100%	1	100%	1	100%
PUBLIC INFORMATION DIRECTOR II	1	0	0%	0	0%	0	0%
PUBLIC RELATIONS SPECIALIST I	2	0	0%	0	0%	0	0%
REAL ESTATE ASSOCIATE II	1	0	0%	0	0%	0	0%
REAL ESTATE OFFICER - HARBOR	4	0	0%	0	0%	0	0%
RISK AND INSURANCE ASSISTANT	2	0	0%	0	0%	0	0%
RISK MANAGER II	2	0	0%	0	0%	1	50%
RISK MANAGER III	1	0	0%	0	0%	0	0%
ROOFER	6	3	50%	4	67%	5	83%
ROOFER SUPERVISOR	1	0	0%	0	0%	0	0%
SAFETY ENGINEER	1	0	0%	1	100%	1	100%
SECOND DEPUTY GEN MANAGER HARBOR	2	0	0%	0	0%	0	0%
SECRETARY	5	0	0%	0	0%	0	0%
SECURITY OFFICER	31	5	16%	5	16%	6	19%
SECURITY OFFICER TRAINEE	6	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT II	4	0	0%	0	0%	0	0%
SENIOR ADMINISTRATIVE CLERK	29	4	14%	7	24%	7	24%
SENIOR ADMINISTRATIVE CLERK III	3	2	67%	2	67%	2	67%
SENIOR ARCHITECT	1	0	0%	0	0%	0	0%
SENIOR AUTOMOTIVE SUPERVISOR	1	0	0%	0	0%	0	0%
SENIOR CARPENTER	2	1	50%	2	100%	2	100%
SENIOR CIVIL ENGINEER	12	2	17%	2	17%	3	25%
SENIOR CIVIL ENGINEERING DRAFTING TECHNICIAN	1	0	0%	0	0%	0	0%
SENIOR COMMUNICATIONS ENGINEER	1	1	100%	1	100%	1	100%
SENIOR CONSTRUCTION INSPECTOR	8	2	25%	2	25%	2	25%
SENIOR DUPLICATING MACHINE OPERATOR	1	1	100%	1	100%	1	100%
SENIOR ELECTRICAL ENGINEERING DRAFTING TECHNICIAN	1	1	100%	1	100%	1	100%
SENIOR ELECTRICAL INSPECTOR	1	0	0%	0	0%	0	0%
SENIOR ELECTRICIAN	2	0	0%	0	0%	0	0%
SENIOR GARDENER	3	0	0%	0	0%	0	0%
SENIOR HEAVY DUTY EQUIPMENT MECHANIC	2	0	0%	0	0%	1	50%
SENIOR MANAGEMENT ANALYST I	16	3	19%	3	19%	3	19%
SENIOR MANAGEMENT ANALYST II	14	1	7%	2	14%	4	29%
SENIOR PAINTER II	1	0	0%	1	100%	1	100%
SENIOR PERSONNEL ANALYST I	4	0	0%	0	0%	0	0%
SENIOR PERSONNEL ANALYST II	1	0	0%	0	0%	0	0%
SENIOR PLUMBER	2	1	50%	1	50%	1	50%
SENIOR PORT ELECTRICAL MECHANIC	5	4	80%	4	80%	4	80%
SENIOR REAL ESTATE OFFICER	5	1	20%	1	20%	1	20%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

HARBOR JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR ROOFER	1	1	100%	1	100%	1	100%
SENIOR SECURITY OFFICER	5	2	40%	2	40%	3	60%
SENIOR STOREKEEPER	1	1	100%	1	100%	1	100%
SENIOR STRUCTURAL ENGINEER	1	1	100%	1	100%	1	100%
SENIOR SURVEY SUPERVISOR	1	0	0%	1	100%	1	100%
SENIOR SYSTEMS ANALYST I	2	1	50%	1	50%	1	50%
SENIOR SYSTEMS ANALYST II	1	0	0%	0	0%	0	0%
SENIOR TRANSPORTATION ENGINEER	1	0	0%	0	0%	0	0%
SHEET METAL WORKER	1	0	0%	0	0%	0	0%
SHIP CARPENTER	2	1	50%	1	50%	1	50%
SR PAINTER II	1	0	0%	0	0%	0	0%
STAFF ASSISTANT TO GEN MGR HARBOR	1	0	0%	0	0%	0	0%
STOREKEEPER	1	0	0%	0	0%	0	0%
STREET SERVICES WORKER I	1	0	0%	0	0%	0	0%
STREET SERVICES WORKER II	1	0	0%	0	0%	0	0%
STRUCTURAL ENGINEERING ASSOCIATE II	1	0	0%	0	0%	0	0%
SURVEY PARTY CHIEF II	5	0	0%	1	20%	1	20%
SYSTEMS ADMINISTRATOR I	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR II	5	1	20%	2	40%	2	40%
SYSTEMS ADMINISTRATOR III	4	2	50%	2	50%	2	50%
SYSTEMS ANALYST	8	0	0%	0	0%	0	0%
TRAF MANAGER	1	0	0%	0	0%	0	0%
TRAFFIC MANAGER	7	2	29%	3	43%	3	43%
TRAFFIC PAINTER AND SIGN POSTER II	2	0	0%	0	0%	0	0%
TRANSPORTATION ENGINEER	1	0	0%	0	0%	0	0%
TREE SURGEON	2	1	50%	1	50%	1	50%
TREE SURGEON ASSISTANT	1	0	0%	0	0%	0	0%
TREE SURGEON SUPERVISOR I	1	1	100%	1	100%	1	100%
VIDEO PRODUCTION COORDINATOR	1	0	0%	0	0%	0	0%
VOCATIONAL WORKER GARAGE ATTENDANT	1	0	0%	0	0%	0	0%
VOCATIONAL WORKER II	1	0	0%	0	0%	0	0%
WAREHOUSE AND TOOLROOM ASSISTANT	2	0	0%	0	0%	0	0%
WAREHOUSE AND TOOLROOM WORKER II	2	0	0%	0	0%	0	0%
WELDER	3	0	0%	0	0%	0	0%
WHARFINGER I	7	0	0%	1	14%	1	14%
WHARFINGER II	3	0	0%	0	0%	0	0%
(BLANK)	2	0	0%	0	0%	0	0%
GRAND TOTAL	810	138	17%	174	21%	191	24%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

HOUSING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	15	1	0.066667	1	7%	2	13%
ACCOUNTING CLERK	9	3	33%	3	33%	4	44%
ACCOUNTING CLERK TRAINEE	2	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	76	5	7%	6	8%	7	9%
ARCHITECTURAL ASSOCIATE IV	1	1	100%	1	100%	1	100%
ASSISTANT CHIEF GRANTS ADMINISTRATOR	1	0	0%	0	0%	0	0%
ASSISTANT INSPECTOR II	3	0	0%	0	0%	0	0%
ASSISTANT INSPECTOR ILL	3	0	0%	0	0%	0	0%
ASST GM LOS ANGELES HOUSING DEPT	4	1	25%	1	25%	1	25%
CHIEF INSPECTOR	2	1	50%	1	50%	1	50%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
COMMUNICATIONS INFORMATION REP I	1	0	0%	0	0%	0	0%
COMMUNICATIONS INFORMATION REP II	8	0	0%	1	12%	1	13%
COMMUNICATIONS INFORMATION REP III	1	0	0%	0	0%	0	0%
COMMUNITY HOUSING PROGRAMS MGR	5	2	40%	2	40%	2	40%
CONSTRUCTION ESTIMATOR	1	0	0%	1	100%	1	100%
DATA BASE ARCHITECT	1	0	0%	0	0%	0	0%
DEPARTMENTAL CHIEF ACCOUNTANT I	1	0	0%	0	0%	0	0%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1	0	0%	0	0%	0	0%
DIRECTOR ENFORCEMENT OPERATIONS	3	2	67%	2	67%	2	67%
DIRECTOR OF HOUSING	5	0	0%	0	0%	0	0%
DIRECTOR OF SYSTEMS	1	0	0%	0	0%	0	0%
EMERGENCY MANAGEMENT COORDINATOR I	1	0	0%	0	0%	0	0%
ENVIRONMENTAL AFFAIRS OFFICER	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SPECIALIST I	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SPECIALIST II	1	0	0%	1	100%	1	100%
ENVIRONMENTAL SUPERVISOR I	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	3	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	0	0%	0	0%
FINANCE DEVELOPMENT OFFICER I	29	5	17%	6	21%	6	21%
FINANCE DEVELOPMENT OFFICER II	9	4	44%	5	56%	6	67%
FISCAL SYSTEMS SPECIALIST II	1	0	0%	0	0%	1	100%
GEN MGR LOS ANGELES HOUSING DEPT	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER I	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	1	0	0%	0	0%	0	0%
HOUSING INSPECTOR	94	19	20%	25	27%	27	29%
HOUSING INVESTIGATOR I	24	1	4%	1	4%	1	4%
HOUSING INVESTIGATOR II	6	0	0%	0	0%	0	0%
HOUSING PLANNING/ECONOMIC ANALYST	8	0	0%	0	0%	0	0%
INFORMATION SYSTEMS MANAGER I	1	0	0%	0	0%	0	0%
INSPECTOR TRAINEE I	2	0	0%	0	0%	0	0%
INSPECTOR TRAINEE II	3	0	0%	0	0%	0	0%
INSPECTOR TRAINEE III	7	0	0%	0	0%	0	0%
INTERNAL AUDITOR IV	1	0	0%	0	0%	1	100%
MANAGEMENT AIDE	7	1	14%	1	14%	2	29%
MANAGEMENT ANALYST	100	6	6%	11	11%	14	14%
MANAGEMENT ASSISTANT	42	0	0%	0	0%	0	0%
MATERIALS TESTING TECHNICIAN I	1	0	0%	0	0%	0	0%
OFFICE SERVICES ASSISTANT	7	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	5	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

HOUSING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PRINCIPAL ACCOUNTANT I	3	0	0%	0	0%	0	0%
PRINCIPAL ACCOUNTANT II	1	0	0%	0	0%	0	0%
PRINCIPAL CLERK	2	0	0%	0	0%	0	0%
PRINCIPAL INSPECTOR	11	3	27%	5	45%	5	45%
PROGRAMMER/ANALYST II	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST III	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	3	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	1	0	0%	0	0%	0	0%
PROJECT ASSISTANT	7	1	14%	1	14%	1	14%
PROJECT COORDINATOR	2	0	0%	0	0%	0	0%
PUBLIC INFORMATION DIRECTOR I	1	0	0%	0	0%	0	0%
PUBLIC RELATIONS SPECIALIST I	1	0	0%	0	0%	0	0%
REHABILITATION CONSTRUCTION SPECIALIST I	14	1	7%	1	7%	1	7%
REHABILITATION CONSTRUCTION SPECIALIST II	10	2	20%	2	20%	2	20%
REHABILITATION CONSTRUCTION SPECIALIST III	4	2	50%	2	50%	3	75%
REHABILITATION PROJECT COORDINATOR I	1	1	100%	1	100%	1	100%
REHABILITATION PROJECT COORDINATOR II	1	1	100%	1	100%	1	100%
SECRETARY	3	1	33%	1	33%	1	33%
SENIOR ACCOUNTANT I	5	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT II	4	3	75%	3	75%	3	75%
SENIOR ADMINISTRATIVE CLERK	35	3	9%	6	17%	6	17%
SENIOR HOUSING INSPECTOR	37	13	35%	17	46%	19	51%
SENIOR HOUSING INVESTIGATOR I	7	3	43%	3	43%	3	43%
SENIOR HOUSING INVESTIGATOR II	2	0	0%	0	0%	0	0%
SENIOR HOUSING PLANNING & ECONOMIC ANALYST	2	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	22	1	5%	2	9%	2	9%
SENIOR MANAGEMENT ANALYST II	8	0	0%	1	12%	1	13%
SENIOR PROJECT COORDINATOR	2	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST I	1	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST II	4	1	25%	1	25%	2	50%
STOREKEEPER	1	1	100%	1	100%	1	100%
SYSTEMS ADMINISTRATOR I	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	7	2	29%	2	29%	2	29%
WAREHOUSE AND TOOLROOM WORKER I	1	1	100%	1	100%	1	100%
GRAND TOTAL	711	94	13%	122	17%	138	19%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

ITA JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1	0	0	0	0%	0	0%
ACCOUNTING CLERK	2	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	2	0	0%	0	0%	0	0%
ASST GM, ITA	3	0	0%	2	67%	2	67%
AVIONICS SPECIALIST	4	0	0%	1	25%	1	25%
CABLE TELEVISION PRODUCTION MANAGER II	2	0	0%	0	0%	0	0%
CABLE TELEVISION PRODUCTION MANAGER III	1	1	100%	1	100%	1	100%
CHANNEL TRAFFIC COORDINATOR	1	1	100%	1	100%	1	100%
CHIEF COMMUNICATIONS OPERATOR	1	0	0%	0	0%	0	0%
CHIEF INFORMATION SECURITY OFFICER	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
COMMUNICATIONS ELECTRICIAN	49	12	24%	17	35%	19	39%
COMMUNICATIONS ELECTRICIAN SUPERVISOR	4	1	25%	1	25%	1	25%
COMMUNICATIONS ENGINEER	5	3	60%	3	60%	3	60%
COMMUNICATIONS ENGINEERING ASSOC I	3	0	0%	0	0%	0	0%
COMMUNICATIONS ENGINEERING ASSOC II	9	3	33%	3	33%	4	44%
COMMUNICATIONS ENGINEERING ASSOC IV	2	1	50%	1	50%	1	50%
COMMUNICATIONS INFORMATION REP I	2	0	0%	1	50%	1	50%
COMMUNICATIONS INFORMATION REP II	30	2	7%	2	7%	2	7%
COMMUNICATIONS INFORMATION REP III	2	0	0%	0	0%	0	0%
COMPUTER GRAPHIC ARTIST II	1	0	0%	0	0%	0	0%
COUNCILPHONE & VOICEMAIL TECHNICIAN	1	1	100%	1	100%	1	100%
CYBER SECURITY ANALYST I	6	0	0%	0	0%	0	0%
CYBER SECURITY ANALYST II	4	0	0%	0	0%	0	0%
DATA BASE ARCHITECT	5	1	20%	2	40%	2	40%
DATA PROCESSING TECHNICIAN I	1	0	0%	0	0%	0	0%
DIRECTOR OF COMMUNICATIONS SERVICES	2	1	50%	1	50%	1	50%
DIRECTOR OF SYSTEMS	1	1	100%	1	100%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
FISCAL SYSTEMS SPECIALIST II	1	0	0%	1	100%	1	100%
GENERAL MANAGER ITA	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	1	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR I	1	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR II	1	0	0%	0	0%	0	0%
INFORMATION SERVICES SPECIALIST	2	0	0%	0	0%	0	0%
INFORMATION SYSTEMS MANAGER I	8	2	25%	3	38%	3	38%
INFORMATION SYSTEMS MANAGER II	4	1	25%	1	25%	1	25%
INFORMATION SYSTEMS OPERATIONS MGR II	1	1	100%	1	100%	1	100%
IT SPECIALIST	4	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	7	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	1	0	0%	0	0%	0	0%
PRINCIPAL ACCOUNTANT II	1	1	100%	1	100%	1	100%
PRINCIPAL COMMUNICATIONS OPERATOR	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST III	11	2	18%	2	18%	2	18%
PROGRAMMER/ANALYST IV	15	4	27%	4	27%	4	27%
PROGRAMMER/ANALYST V	9	4	44%	5	56%	6	67%
PUBLIC RELATIONS SPECIALIST II	1	0	0%	0	0%	0	0%
SENIOR ADMINISTRATIVE CLERK	3	0	0%	0	0%	0	0%
SENIOR AVIONICS SPECIALIST	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

ITA JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR COMMUNICATIONS ELECTRICIAN	6	0	0%	2	33%	2	33%
SENIOR COMMUNICATIONS ELECTRICIAN SUPERVISOR	3	2	67%	2	67%	2	67%
SENIOR COMMUNICATIONS ENGINEER	3	2	67%	3	100%	3	100%
SENIOR COMMUNICATIONS OPERATOR I	4	0	0%	0	0%	1	25%
SENIOR COMPUTER OPERATOR II	1	1	100%	1	100%	1	100%
SENIOR CYBER SECURITY ANALYST I	2	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	4	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	1	1	100%	1	100%	1	100%
SENIOR SYSTEMS ANALYST I	3	2	67%	2	67%	2	67%
SENIOR SYSTEMS ANALYST II	3	1	33%	1	33%	1	33%
STUDENT PROF WORKER	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR I	5	1	20%	1	20%	1	20%
SYSTEMS ADMINISTRATOR II	20	4	20%	6	30%	8	40%
SYSTEMS ADMINISTRATOR III	14	2	14%	3	21%	5	36%
SYSTEMS ANALYST	36	0	0%	0	0%	2	6%
TELECOMMUNICATIONS REGULATORY OFFICER I	1	0	0%	0	0%	0	0%
TELEVISION ENGINEER	2	0	0%	0	0%	0	0%
VIDEO TECHNICIAN II	4	0	0%	1	25%	1	25%
GRAND TOTAL	335	61	18%	81	24%	92	27%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

LACERS JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	6	1	0.166667	1	17%	1	17%
ACCOUNTING CLERK	4	1	25%	1	25%	1	25%
ACCOUNTING CLERK ASSISTANT	2	0	0%	0	0%	0	0%
ACCOUNTING CLERK TRAINEE	8	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	21	1	5%	1	5%	2	10%
ASSISTANT GENERAL MANAGER, LACERS	1	1	100%	1	100%	1	100%
BENEFITS ANALYST	29	1	3%	3	10%	3	10%
BENEFITS SPECIALIST	47	3	6%	4	9%	6	13%
CHIEF BENEFITS ANALYST	3	0	0%	0	0%	1	33%
CHIEF INVESTMENT OFFICER	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
COMMISSION EXECUTIVE ASSISTANT II	1	0	0%	0	0%	0	0%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1	0	0%	0	0%	0	0%
DEVELOPMENT & MARKETING DIRECTOR	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	2	0	0%	1	50%	1	50%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
FISCAL SYSTEMS SPECIALIST II	1	0	0%	0	0%	0	0%
GENERAL MANAGER LACERS (INTERIM)	1	0	0%	0	0%	0	0%
INFORMATION SYSTEMS MANAGER II	1	0	0%	0	0%	0	0%
INTERNAL AUDITOR II	1	0	0%	0	0%	0	0%
INTERNAL AUDITOR III	1	0	0%	0	0%	0	0%
INVESTMENT OFFICER I	5	0	0%	0	0%	0	0%
INVESTMENT OFFICER II	3	1	33%	1	33%	1	33%
INVESTMENT OFFICER III	2	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	7	1	14%	1	14%	1	14%
MANAGEMENT ASSISTANT	1	0	0%	0	0%	0	0%
OFFICE SERVICES ASSISTANT	3	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	5	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PERSONNEL ANALYST	2	0	0%	0	0%	0	0%
PRINCIPAL ACCOUNTANT II	2	0	0%	1	50%	1	50%
PROGRAMMER/ANALYST V	1	0	0%	0	0%	0	0%
PUBLIC INFORMATION DIRECTOR I	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT II	1	0	0%	0	0%	0	0%
SENIOR ADMINISTRATIVE CLERK	7	0	0%	0	0%	0	0%
SENIOR BENEFITS ANALYST I	18	2	11%	3	17%	3	17%
SENIOR BENEFITS ANALYST II	5	2	40%	2	40%	2	40%
SENIOR MANAGEMENT ANALYST I	1	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	1	0	0%	0	0%	0	0%
SENIOR PERSONNEL ANALYST II	2	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST I	1	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST II	1	1	100%	1	100%	1	100%
SYSTEMS ADMINISTRATOR I	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR II	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR III	1	0	0%	0	0%	1	100%
SYSTEMS ANALYST	1	0	0%	0	0%	0	0%
GRAND TOTAL	208	17	8%	23	11%	28	13%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

LAFPP JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	8	0	0	0	0%	1	13%
ADMINISTRATIVE CLERK	8	1	12%	1	12%	1	13%
ASST GM LOS ANGELES FIRE & POLICE PENSIONS	2	0	0%	1	50%	1	50%
BENEFITS ANALYST	13	3	23%	4	31%	5	38%
BENEFITS SPECIALIST	22	3	14%	4	18%	5	23%
CHIEF BENEFITS ANALYST	1	0	0%	0	0%	0	0%
CHIEF INVESTMENT OFFICER	1	0	0%	0	0%	0	0%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
COMMISSION EXECUTIVE ASSISTANT II	1	0	0%	0	0%	0	0%
DEPARTMENTAL AUDIT MANAGER	1	0	0%	0	0%	0	0%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1	0	0%	0	0%	1	100%
DIRECTOR OF SYSTEMS	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1	0	0%	1	100%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	0	0%	0	0%
GENERAL MANAGER PENSIONS	1	0	0%	0	0%	0	0%
INTERNAL AUDITOR II	1	0	0%	0	0%	0	0%
INTERNAL AUDITOR IV	1	0	0%	0	0%	0	0%
INVESTMENT OFFICER I	1	0	0%	0	0%	0	0%
INVESTMENT OFFICER II	4	1	25%	1	25%	1	25%
INVESTMENT OFFICER III	2	1	50%	1	50%	1	50%
MANAGEMENT ANALYST	11	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	2	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PRINCIPAL ACCOUNTANT I	1	0	0%	1	100%	1	100%
PRINCIPAL ACCOUNTANT II	1	1	100%	1	100%	1	100%
SECRETARY	1	1	100%	1	100%	1	100%
SENIOR ACCOUNTANT II	1	0	0%	0	0%	0	0%
SENIOR ADMINISTRATIVE CLERK	10	3	30%	3	30%	3	30%
SENIOR BENEFITS ANALYST I	5	0	0%	0	0%	0	0%
SENIOR BENEFITS ANALYST II	4	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	4	0	0%	1	25%	1	25%
SENIOR MANAGEMENT ANALYST II	1	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST I	2	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST II	2	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR I	2	0	0%	1	50%	1	50%
SYSTEMS ADMINISTRATOR II	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	5	1	20%	1	20%	1	20%
GRAND TOTAL	126	16	13%	23	18%	27	21%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

LIBRARY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	1	0	0	0	0%	0	0%
ACCOUNTING CLERK	7	3	43%	4	57%	4	57%
ACCOUNTING CLERK TRAINEE	1	0	0%	0	0%	0	0%
ADMIN CLERK	4	1	25%	1	25%	1	25%
ADMINISTRATIVE CLERK	329	78	24%	94	29%	100	30%
ASSISTANT CITY LIBRARIAN	1	0	0%	0	0%	1	100%
CHIEF MANAGEMENT ANALYST	2	1	50%	1	50%	1	50%
CITY LIBRARIAN	1	0	0%	0	0%	1	100%
COMMISSION EXECUTIVE ASSISTANT II	1	1	100%	1	100%	1	100%
COMMUNITY PROGRAM ASSISTANT II	13	0	0%	0	0%	1	8%
COMMUNITY PROGRAM ASSISTANT III	2	0	0%	0	0%	0	0%
COMMUNITY SERVICES REPRESENTATIVE	4	0	0%	0	0%	0	0%
COMMUNITY SERVICES REPRESENTATIVE ASST	3	0	0%	0	0%	0	0%
COMNTY PROGRM ASST I	1	0	0%	0	0%	0	0%
DATA ANALYST I	1	0	0%	0	0%	0	0%
DELIVERY DRIVER II	9	2	22%	3	33%	4	44%
DELIVERY DRIVER III	1	0	0%	1	100%	1	100%
DEPARTMENTAL CHIEF ACCOUNTANT III	1	1	100%	1	100%	1	100%
DIRECTOR OF SYSTEMS	1	0	0%	0	0%	0	0%
DIVISION LIBRARIAN	3	0	0%	0	0%	1	33%
EVENT ATTENDANT	7	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
GRAPHICS DESIGNER III	1	0	0%	1	100%	1	100%
GRAPHICS SUPERVISOR I	1	0	0%	0	0%	0	0%
IT SPECIALIST	1	0	0%	0	0%	0	0%
LIBRARIAN I	50	0	0%	0	0%	0	0%
LIBRARIAN I, II, III	6	0	0%	0	0%	0	0%
LIBRARIAN II	209	45	22%	57	27%	61	29%
LIBRARIAN III	44	10	23%	12	27%	13	30%
LIBRARY ASSISTANT I	37	9	24%	12	32%	14	38%
LIBRARY ASSISTANT II	16	5	31%	5	31%	7	44%
MANAGEMENT AIDE	2	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	8	1	12%	1	12%	1	13%
MANAGEMENT ASSISTANT	4	0	0%	0	0%	0	0%
MESSENGER CLERK	310	26	8%	33	11%	36	12%
OFFICE TRAINEE ADMINISTRATIVE CLERK	16	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PERSONNEL ANALYST	2	0	0%	0	0%	0	0%
PERSONNEL DIRECTOR III	1	1	100%	1	100%	1	100%
PERSONNEL RECORDS SUPERVISOR	1	0	0%	0	0%	1	100%
PHOTOGRAPHER II	1	0	0%	0	0%	0	0%
PRINCIPAL ACCOUNTANT II	1	1	100%	1	100%	1	100%
PRINCIPAL LIBRARIAN I	14	4	29%	5	36%	5	36%
PRINCIPAL LIBRARIAN II	3	0	0%	1	33%	1	33%
PRINCIPAL PUBLIC RELATIONS REPRESENTATIVE	2	1	50%	1	50%	1	50%
PUB RELATIONS SPC I, II	1	0	0%	0	0%	0	0%
PUBLIC INFORMATION DIRECTOR I	1	1	100%	1	100%	1	100%
PUBLIC INFORMATION DIRECTOR II	1	0	0%	0	0%	0	0%
PUBLIC RELATIONS SPECIALIST II	6	1	17%	1	17%	1	17%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

LIBRARY JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SECRETARY	3	1	33%	1	33%	1	33%
SENIOR ACCOUNTANT II	2	0	0%	1	50%	2	100%
SENIOR EVENT ATTENDANT	1	0	0%	0	0%	0	0%
SENIOR GARDENER	1	0	0%	0	0%	0	0%
SENIOR LIBRARIAN	96	18	19%	24	25%	27	28%
SENIOR MANAGEMENT ANALYST I	1	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	3	1	33%	1	33%	1	33%
SENIOR PERSONNEL ANALYST I	2	0	0%	0	0%	0	0%
SENIOR PERSONNEL ANALYST II	1	1	100%	1	100%	1	100%
SENIOR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SENIOR SYSTEMS ANALYST II	3	0	0%	0	0%	0	0%
SOCIAL WORKER II	1	0	0%	0	0%	0	0%
SOCIAL WORKER III	1	0	0%	0	0%	0	0%
SR LIBRARIAN	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR I	2	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR II	2	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR III	3	1	33%	2	67%	2	67%
SYSTEMS ANALYST	14	1	7%	1	7%	1	7%
WAREHOUSE AND TOOLROOM WORKER I	1	0	0%	0	0%	0	0%
WAREHOUSE AND TOOLROOM WORKER II	1	0	0%	0	0%	0	0%
(BLANK)	1	1	100%	1	100%	1	100%
GRAND TOTAL	1279	218	17%	272	21%	300	23%

MAYOR'S OFFICE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
CHIEF LEGISLATIVE REPRESENTATIVE	2	1	0.5	1	50%	1	50%
CHIEF OF STAFF, MAYOR	2	0	0%	0	0%	0	0%
DEPUTY MAYOR	17	2	12%	2	12%	3	18%
EXEC DIR OF THE CHARTER REFORM COMMISSION	1	0	0%	0	0%	0	0%
MAYOR	1	0	0%	0	0%	0	0%
MAYORAL AIDE I	3	0	0%	0	0%	0	0%
MAYORAL AIDE II	5	0	0%	0	0%	0	0%
MAYORAL AIDE III	21	0	0%	0	0%	0	0%
MAYORAL AIDE IV	51	0	0%	0	0%	1	2%
MAYORAL AIDE V	52	1	2%	1	2%	1	2%
MAYORAL AIDE VI	26	1	4%	3	12%	3	12%
MAYORAL AIDE VII	33	0	0%	0	0%	0	0%
MAYORAL AIDE VIII	18	1	6%	3	17%	4	22%
STUDENT PROFESSIONAL WORKER	1	0	0%	0	0%	0	0%
GRAND TOTAL	233	6	3%	10	4%	13	6%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

NEIGHBORHOOD EMPOWERMENT		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	1	0	0	0	0%	0	0%
ADMINISTRATIVE CLERK	3	0	0%	0	0%	0	0%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
COMMISSION EXECUTIVE ASSISTANT II	1	0	0%	0	0%	0	0%
GEN MGR DEPT OF NEIBRHD EMPWMNT (INTERIM)	1	0	0%	0	0%	0	0%
GEN MGR NEIGHBORHOOD EMPOWERMENT	1	0	0%	0	0%	1	100%
MANAGEMENT ANALYST	2	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMIN CLERK	1	0	0%	0	0%	0	0%
PRINCIPAL PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
PROJECT ASSISTANT	6	0	0%	0	0%	0	0%
PROJECT COORDINATOR	13	1	8%	2	15%	2	15%
SENIOR ACCOUNTANT I	1	1	100%	1	100%	1	100%
SENIOR PROJECT COORDINATOR	4	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST I	1	0	0%	0	0%	0	0%
GRAND TOTAL	37	2	5%	3	8%	4	11%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PERSONNEL JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	7	0	0	0	0%	0	0%
ACCOUNTING CLERK TRAINEE	1	0	0%	0	0%	0	0%
ACCOUNTING RECORDS SUPERVISOR II	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	82	1	1%	1	1%	2	2%
ADMINISTRATIVE INTERN I	1	0	0%	0	0%	0	0%
ADMINISTRATIVE INTERN II	1	0	0%	0	0%	0	0%
ADVANCE PRACTICE PROVIDER	12	3	25%	3	25%	3	25%
ADV PRACTICE PROVIDER CORRECTIONAL CARE I, II	1	0	0%	0	0%	0	0%
ASST GEN MANAGER, PERSONNEL DEPT	3	0	0%	0	0%	1	33%
BACKGROUND INVESTIGATION MANAGER	1	0	0%	0	0%	0	0%
BACKGROUND INVESTIGATOR I	27	6	22%	7	26%	8	30%
BACKGROUND INVESTIGATOR II	6	2	33%	2	33%	2	33%
BACKGROUND INVESTIGATOR III	3	0	0%	1	33%	1	33%
BENEFITS ANALYST	6	0	0%	0	0%	0	0%
BENEFITS SPECIALIST	5	1	20%	1	20%	1	20%
CHIEF BENEFITS ANALYST	1	0	0%	0	0%	0	0%
CHIEF CLERK PERSONNEL	2	1	50%	1	50%	1	50%
CHIEF HUMAN RESOURCE SPECIALIST	5	0	0%	0	0%	0	0%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
CHIEF PHYSICIAN	1	1	100%	1	100%	1	100%
CORRECTIONAL NURSE II	21	2	10%	2	10%	2	10%
CORRECTIONAL NURSE III	4	0	0%	1	25%	1	25%
CYBER SECURITY ANALYST I	2	0	0%	0	0%	0	0%
DATA ANALYST II	1	0	0%	0	0%	0	0%
DEFINED CONTRIBUTION PLAN MANAGER	1	0	0%	0	0%	0	0%
ERGONOMIST	1	0	0%	1	100%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1	0	0%	1	100%	1	100%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	0	0%	0	0%
GENERAL MANAGER PERSONNEL DEPT	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER I	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER III	1	0	0%	0	0%	0	0%
HEARING REPORTER	1	0	0%	0	0%	0	0%
HUMAN RESOURCES ASSISTANT	1	0	0%	0	0%	0	0%
LICENSED VOCATIONAL NURSE	3	0	0%	0	0%	0	0%
MANAGEMENT AIDE	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	25	1	4%	2	8%	3	12%
MANAGEMENT ASSISTANT	16	0	0%	0	0%	0	0%
MEDICAL ASSISTANT	2	0	0%	1	50%	1	50%
MEDICAL RECORDS SUPERVISOR	1	1	100%	1	100%	1	100%
MEDICAL SERVICES ADMINISTRATOR	1	1	100%	1	100%	1	100%
NURSE MANAGER	1	0	0%	0	0%	0	0%
OCCUPATIONAL HEALTH NURSE	2	0	0%	0	0%	0	0%
OCCUPATIONAL PSYCHOLOGIST II	5	0	0%	0	0%	0	0%
OCCUPATIONAL PSYCHOLOGIST III	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PERS RECORDS SUPV	1	0	0%	0	0%	0	0%
PERSONNEL ANALYST	37	1	3%	2	5%	2	5%
PERSONNEL DIRECTOR I	8	0	0%	1	12%	1	13%
PERSONNEL DIRECTOR II	4	0	0%	0	0%	1	25%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PERSONNEL JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PERSONNEL DIRECTOR III	3	1	33%	2	67%	2	67%
PERSONNEL RECORDS SUPERVISOR	8	1	12%	1	12%	1	13%
PERSONNEL RESEARCH ANALYST I	16	0	0%	0	0%	0	0%
PERSONNEL RESEARCH ANALYST II	5	0	0%	0	0%	0	0%
PHYSICIAN I	1	1	100%	1	100%	1	100%
PHYSICIAN II	1	0	0%	0	0%	0	0%
PRINCIPAL ACCOUNTANT II	2	0	0%	0	0%	0	0%
PRINCIPAL CLERK	3	0	0%	0	0%	0	0%
PRINCIPAL WORKERS COMPENSATION ANALYST	3	2	67%	2	67%	2	67%
PROGRAMMER/ANALYST IV	2	0	0%	0	0%	0	0%
PUBLIC INFORMATION DIRECTOR I	1	1	100%	1	100%	1	100%
RELIEF CORR NURSE I, II, III, IV	1	0	0%	0	0%	0	0%
SAFETY ADMINISTRATOR	1	0	0%	1	100%	1	100%
SAFETY ENGINEER	3	0	0%	0	0%	1	33%
SAFETY ENGINEERING ASSOCIATE II	1	0	0%	0	0%	0	0%
SECRETARY	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT I	1	0	0%	0	0%	0	0%
SENIOR ADMINISTRATIVE CLERK	38	4	11%	5	13%	6	16%
SENIOR BENEFITS ANALYST I	3	0	0%	0	0%	0	0%
SENIOR BENEFITS ANALYST II	1	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	6	1	17%	1	17%	1	17%
SENIOR MANAGEMENT ANALYST II	2	0	0%	1	50%	1	50%
SENIOR PERSONNEL ANALYST I	55	6	11%	7	13%	8	15%
SENIOR PERSONNEL ANALYST II	20	4	20%	6	30%	6	30%
SENIOR SYSTEMS ANALYST I	2	1	50%	1	50%	1	50%
SENIOR SYSTEMS ANALYST II	2	0	0%	0	0%	0	0%
SENIOR WORKERS COMPENSATION ANALYST	11	2	18%	2	18%	2	18%
SPECIAL INVESTIGATOR II	2	1	50%	2	100%	2	100%
SR ADMIN CLERK	1	1	100%	1	100%	1	100%
SR WORKERS COMP ANALYST	1	0	0%	0	0%	0	0%
SUPERVISING OCCUPATIONAL HEALTH NURSE	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR II	1	0	0%	1	100%	1	100%
SYSTEMS ADMINISTRATOR III	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	3	0	0%	0	0%	0	0%
WORKERS COMPENSATION ADMINISTRATOR I	2	1	50%	1	50%	1	50%
WORKERS COMPENSATION ADMINISTRATOR II	1	0	0%	0	0%	0	0%
WORKERS' COMPENSATION ANALYST	17	4	24%	6	35%	8	47%
WORKERS' COMPENSATION CLAIMS ASST	9	1	11%	3	33%	4	44%
X-RAY AND LABORATORY TECHNICIAN II	1	1	100%	1	100%	1	100%
GRAND TOTAL	547	54	10%	76	14%	87	16%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PLANNING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	3	0	0	0	0%	0	0%
ACCOUNTING CLERK	2	0	0%	1	50%	1	50%
ADMIN CLERK	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	29	0	0%	0	0%	0	0%
ASSOCIATE ZONING ADMINISTRATOR	9	2	22%	2	22%	2	22%
AUDITOR I	1	0	0%	0	0%	0	0%
CHIEF CLERK	1	0	0%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
CHIEF ZONING ADMINISTRATOR	1	0	0%	0	0%	0	0%
CITY FOREST OFFICER	1	0	0%	0	0%	0	0%
CITY PLANNER	101	2	2%	3	3%	3	3%
CITY PLANNING ASSOCIATE	52	1	2%	2	4%	2	4%
COMMISSION EXECUTIVE ASSISTANT I	2	0	0%	0	0%	0	0%
COMMISSION EXECUTIVE ASSISTANT II	1	0	0%	0	0%	0	0%
DATA ANALYST I	1	0	0%	0	0%	0	0%
DATA ANALYST II	1	1	100%	1	100%	1	100%
DEPUTY DIRECTOR OF PLANNING	5	0	0%	1	20%	1	20%
DIRECTOR OF PLANNING	1	1	100%	1	100%	1	100%
DIRECTOR OF SYSTEMS	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SPECIALIST II	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SPECIALIST III	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	2	1	50%	1	50%	1	50%
GEOGRAPHIC INFO SPEC	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SPECIALIST	15	2	13%	3	20%	3	20%
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	1	1	100%	1	100%	1	100%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	6	2	33%	2	33%	2	33%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	3	0	0%	0	0%	0	0%
GRAPHICS DESIGNER I	2	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	3	0	0%	0	0%	0	0%
GRAPHICS DESIGNER III	1	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR I	2	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR II	1	0	0%	0	0%	0	0%
IT SPECIALIST	2	0	0%	0	0%	0	0%
MANAGEMENT AIDE	1	0	0%	1	100%	1	100%
MANAGEMENT ANALYST	6	1	17%	1	17%	1	17%
MANAGEMENT ASSISTANT	10	0	0%	0	0%	0	0%
OFFICE ENGINEERING TECHNICIAN III	1	0	0%	0	0%	0	0%
OFFICE SERVICES ASSISTANT	4	0	0%	0	0%	0	0%
OFFICE TRAINEE ADMINISTRATIVE CLERK	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	1	100%	1	100%
PLANNING ASSISTANT	111	0	0%	0	0%	1	1%
PRINCIPAL ACCOUNTANT II	1	0	0%	0	0%	0	0%
PRINCIPAL CITY PLANNER	12	3	25%	3	25%	3	25%
PRINCIPAL CLERK	1	0	0%	0	0%	1	100%
PROJECT ASSISTANT	1	1	100%	1	100%	1	100%
PUBLIC INFORMATION DIRECTOR I	1	0	0%	0	0%	0	0%
PUBLIC INFORMATION DIRECTOR II	1	0	0%	0	0%	0	0%
SECRETARY	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT I	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PLANNING		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE		ELIGIBLE TO RETIRE		ELIGIBLE TO RETIRE	
		#	%	#	%	#	%
SENIOR ACCOUNTANT II	2	0	0%	0	0%	0	0%
SENIOR ADMINISTRATIVE CLERK	10	1	10%	2	20%	2	20%
SENIOR ARCHITECT	1	0	0%	1	100%	1	100%
SENIOR CITY PLANNER	34	2	6%	2	6%	2	6%
SENIOR MANAGEMENT ANALYST I	2	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	2	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST I	3	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST II	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR I	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR II	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR III	1	0	0%	0	0%	1	100%
SYSTEMS ANALYST	2	0	0%	1	50%	1	50%
GRAND TOTAL	470	21	4%	32	7%	35	7%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

POLICE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	2	0	0	1	50%	1	50%
ACCOUNTING CLERK	18	1	6%	2	11%	3	17%
ACCOUNTING CLERK TRAINEE	5	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	181	30	17%	37	20%	42	23%
ASSISTANT INSPECTOR GENERAL	3	0	0%	0	0%	0	0%
ASSOCIATE COMMUNITY OFFICER	1	0	0%	0	0%	0	0%
AUDIO VISUAL TECHNICIAN	3	0	0%	0	0%	0	0%
AUDITOR II	1	0	0%	0	0%	0	0%
AUTO BODY BUILDER AND REPAIRER	11	1	9%	1	9%	1	9%
AUTO PAINTER	4	1	25%	1	25%	2	50%
AUTOMOTIVE DISPATCHER I	1	0	0%	1	100%	1	100%
AUTOMOTIVE DISPATCHER II	1	1	100%	1	100%	1	100%
AUTOMOTIVE SUPERVISOR	7	3	43%	3	43%	3	43%
BACKGROUND INVESTIGATOR I	3	0	0%	0	0%	0	0%
BACKGROUND INVESTIGATOR II	1	0	0%	1	100%	1	100%
CHIEF CLERK POLICE	4	2	50%	2	50%	2	50%
CHIEF FORENSIC CHEMIST I	4	1	25%	1	25%	1	25%
CHIEF FORENSIC CHEMIST II	1	0	0%	1	100%	1	100%
CHIEF INFORMATION SECURITY OFFICER	1	0	0%	0	0%	0	0%
CHIEF OF POLICE	1	0	0%	0	0%	0	0%
CHIEF POLICE PSYCHOLOGIST	1	0	0%	0	0%	0	0%
CHIEF SECURITY OFFICER I	1	0	0%	0	0%	0	0%
COMMISSION EXECUTIVE ASSISTANT I	1	0	0%	0	0%	0	0%
COMMISSION EXECUTIVE ASSISTANT II	1	1	100%	1	100%	1	100%
COMMUN ELECTRICIAN	1	0	0%	0	0%	0	0%
COMMUN INFO REPRESENTATIVE ASST	4	0	0%	0	0%	0	0%
COMMUNICATIONS ELECTRICIAN	18	5	28%	5	28%	5	28%
COMMUNICATIONS ELECTRICIAN SUPERVISOR	1	1	100%	1	100%	1	100%
COMMUNICATIONS ENGINEERING ASSOCIATE IV	1	0	0%	1	100%	1	100%
COMMUNICATIONS INFORMATION REP I	1	0	0%	0	0%	0	0%
COMMUNICATIONS INFORMATION REP III	1	0	0%	0	0%	0	0%
COMMUNICATIONS INFORMATION REP TRAINEE	1	0	0%	0	0%	0	0%
COMMUNITY POLICE AIDE	1	0	0%	0	0%	0	0%
CRIME & INTEL ANALYST I	1	0	0%	0	0%	0	0%
CRIME & INTELLIGENCE ANALYST I	25	0	0%	0	0%	0	0%
CRIME & INTELLIGENCE ANALYST II	31	4	13%	4	13%	4	13%
CRIMINALIST I	1	0	0%	0	0%	0	0%
CRIMINALIST II	107	6	6%	7	7%	7	7%
CRIMINALIST III	19	0	0%	3	16%	3	16%
CUSTODIAN	2	0	0%	1	50%	1	50%
DATA BASE ARCHITECT	2	0	0%	0	0%	0	0%
DEPARTMENTAL CHIEF ACCOUNTANT III	1	1	100%	1	100%	1	100%
DETENTION OFFICER	316	9	3%	10	3%	13	4%
DIRECTOR OF POLICE TRANSPORTATION I	1	1	100%	1	100%	1	100%
DIRECTOR OF SYSTEMS	2	1	50%	1	50%	1	50%
EQUINE KEEPER	2	0	0%	0	0%	0	0%
EQUIPMENT MECHANIC	73	13	18%	17	23%	21	29%
EQUIPMNT MECHANIC	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	14	6	43%	6	43%	6	43%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

POLICE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
EXEC DIRECTOR POLICE COMMISSION	1	0	0%	0	0%	0	0%
FINGERPRINT IDENTIFICATION EXPERT I	10	1	10%	1	10%	1	10%
FINGERPRINT IDENTIFICATION EXPERT II	3	1	33%	1	33%	1	33%
FINGERPRINT IDENTIFICATION EXPERT III	1	0	0%	0	0%	1	100%
FIREARMS EXAMINER	2	1	50%	1	50%	2	100%
FORENSIC PRINT SPECIALIST I	2	0	0%	0	0%	0	0%
FORENSIC PRINT SPECIALIST II	13	0	0%	2	15%	2	15%
FORENSIC PRINT SPECIALIST III	33	4	12%	5	15%	6	18%
FORENSIC PRINT SPECIALIST IV	9	0	0%	0	0%	1	11%
GARAGE ASSISTANT	2	0	0%	0	0%	0	0%
GARAGE ATTENDANT	13	0	0%	1	8%	2	15%
GARDENER CARETAKER	2	0	0%	0	0%	1	50%
GENERAL AUTOMOTIVE SUPERVISOR	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	2	0	0%	0	0%	0	0%
HEARING REPORTER	4	2	50%	2	50%	2	50%
HEAVY DUTY EQUIPMENT MECHANIC	2	0	0%	0	0%	0	0%
INFORMATION SYSTEMS MANAGER II	1	0	0%	0	0%	0	0%
INSPECTOR GENERAL	1	0	0%	0	0%	0	0%
LABORATORY TECHNICIAN I	6	1	17%	1	17%	1	17%
LABORATORY TECHNICIAN II	1	0	0%	0	0%	0	0%
MAINTENANCE & CONSTRUCTION HELPER	2	0	0%	0	0%	0	0%
MAINTENANCE LABORER	3	0	0%	0	0%	0	0%
MANAGEMENT AIDE	13	0	0%	2	15%	3	23%
MANAGEMENT ANALYST	87	17	20%	24	28%	30	34%
MANAGEMENT ASSISTANT	22	1	5%	2	9%	2	9%
MUNICIPAL POLICE OFFICER III	13	2	15%	6	46%	6	46%
MUNICIPAL POLICE SERGEANT	1	0	0%	0	0%	1	100%
NUTRITIONIST	1	0	0%	0	0%	0	0%
OFFICE SERVICES ASSISTANT	8	0	0%	0	0%	0	0%
PAINTER	1	0	0%	0	0%	0	0%
PARK MAINTENANCE SUPERVISOR	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	2	1	50%	1	50%	1	50%
PERSONNEL ANALYST	11	1	9%	1	9%	1	9%
PHOTOGRAPHER III	21	3	14%	5	24%	5	24%
POLICE ADMINISTRATOR I	7	2	29%	2	29%	2	29%
POLICE ADMINISTRATOR II	2	1	50%	1	50%	1	50%
POLICE ADMINISTRATOR III	1	0	0%	0	0%	0	0%
POLICE CAPTAIN II	1	0	0%	1	100%	1	100%
POLICE DETECTIVE I	1	0	0%	0	0%	0	0%
POLICE LIEUTENANT I	1	0	0%	1	100%	1	100%
POLICE OFFICER I	10	0	0%	0	0%	0	0%
POLICE OFFICER II	11	0	0%	1	9%	1	9%
POLICE OFFICER III	3	0	0%	1	33%	1	33%
POLICE PERFORMANCE AUDITOR II	7	0	0%	0	0%	0	0%
POLICE PERFORMANCE AUDITOR III	21	5	24%	5	24%	6	29%
POLICE PERFORMANCE AUDITOR IV	4	2	50%	3	75%	3	75%
POLICE PSYCHOLOGIST I	11	2	18%	2	18%	2	18%
POLICE PSYCHOLOGIST II	1	0	0%	0	0%	0	0%
POLICE SERGEANT I	2	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

POLICE JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
POLICE SERGEANT II	1	0	0%	0	0%	0	0%
POLICE SERVICE ASSISTANT	3	0	0%	0	0%	0	0%
POLICE SERVICE REP	2	0	0%	0	0%	0	0%
POLICE SERVICE REP I	4	0	0%	0	0%	0	0%
POLICE SERVICE REP II	6	0	0%	0	0%	0	0%
POLICE SERVICE REP III	2	0	0%	0	0%	0	0%
POLICE SERVICE REPRESENTATIVE I	150	0	0%	0	0%	0	0%
POLICE SERVICE REPRESENTATIVE II	235	14	6%	24	10%	29	12%
POLICE SERVICE REPRESENTATIVE III	147	18	12%	27	18%	33	22%
POLICE SPECIAL INVESTIGATOR	18	4	22%	6	33%	6	33%
POLICE STUDENT WORKER	1	0	0%	0	0%	0	0%
POLICE SURVEILLANCE SPECIALIST II	9	2	22%	3	33%	4	44%
POLICE SURVEILLANCE SPECIALIST III	3	0	0%	0	0%	0	0%
POLICE SURVEILLANCE SPECIALIST IV	1	0	0%	1	100%	1	100%
POLICE TRAINING ADMINISTRATOR	1	0	0%	0	0%	0	0%
POLYGRAPH EXAMINER II	7	0	0%	1	14%	1	14%
POLYGRAPH EXAMINER III	3	0	0%	0	0%	0	0%
POLYGRAPH EXAMINER IV	1	0	0%	1	100%	1	100%
PRINCIPAL ACCOUNTANT II	2	0	0%	1	50%	1	50%
PRINCIPAL CLERK POLICE I	13	1	8%	3	23%	4	31%
PRINCIPAL CLERK POLICE II	24	7	29%	9	38%	10	42%
PRINCIPAL DETENTION OFFICER	33	2	6%	6	18%	7	21%
PRINCIPAL FINGERPRINT IDENTIFICATION EXPERT I	1	1	100%	1	100%	1	100%
PRINCIPAL FINGERPRINT IDENTIFICATION EXPERT II	1	0	0%	1	100%	1	100%
PRINCIPAL FORENSIC PRINT SPECIALIST	1	1	100%	1	100%	1	100%
PRINCIPAL PHOTOGRAPHER	1	0	0%	0	0%	1	100%
PRINCIPAL PROJECT COORDINATOR	1	1	100%	1	100%	1	100%
PRINCIPAL PROPERTY OFFICER	5	0	0%	0	0%	0	0%
PRINCIPAL PUBLIC RELATIONS REPRESENTATIVE	1	0	0%	0	0%	0	0%
PRINCIPAL SECURITY OFFICER	2	0	0%	0	0%	0	0%
PRINCIPAL STOREKEEPER	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	4	2	50%	2	50%	2	50%
PROGRAMMER/ANALYST V	2	1	50%	2	100%	2	100%
PROPERTY OFFICER	70	7	10%	12	17%	15	21%
PUBLIC INFORMATION DIRECTOR I	1	0	0%	0	0%	0	0%
PUBLIC INFORMATION DIRECTOR II	1	0	0%	0	0%	0	0%
SECRETARY	42	14	33%	18	43%	20	48%
SECURITY AIDE	3	2	67%	2	67%	2	67%
SECURITY OFFICER	81	20	25%	21	26%	24	30%
SECURITY OFFICER TRAINEE	22	2	9%	2	9%	2	9%
SENIOR ACCOUNTANT I	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT II	4	2	50%	2	50%	2	50%
SENIOR ADMINISTRATIVE CLERK	207	44	21%	64	31%	74	36%
SENIOR AUTOMOTIVE SUPERVISOR	1	0	0%	0	0%	0	0%
SENIOR COMMUNICATIONS ELECTRICIAN	5	1	20%	1	20%	2	40%
SENIOR COMMUNICATIONS ENGINEER	2	1	50%	1	50%	1	50%
SENIOR CRIME & INTELLIGENCE ANALYST	2	0	0%	0	0%	0	0%
SENIOR DETENTION OFFICER	88	5	6%	7	8%	12	14%
SENIOR EQUIPMENT MECHANIC	20	4	20%	5	25%	6	30%
SENIOR FORENSIC PRINT SPECIALIST	6	1	17%	1	17%	1	17%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

POLICE		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR MANAGEMENT ANALYST I	18	6	33%	6	33%	6	33%
SENIOR MANAGEMENT ANALYST II	17	5	29%	6	35%	7	41%
SENIOR PERSONNEL ANALYST I	8	2	25%	3	38%	5	63%
SENIOR PERSONNEL ANALYST II	6	3	50%	3	50%	4	67%
SENIOR PHOTOGRAPHER I	1	1	100%	1	100%	1	100%
SENIOR PHOTOGRAPHER II	2	0	0%	0	0%	1	50%
SENIOR POLICE SERVICES REPRESENTATIVE I	46	4	9%	10	22%	13	28%
SENIOR POLICE SERVICES REPRESENTATIVE II	9	1	11%	3	33%	5	56%
SENIOR PROPERTY OFFICER	14	2	14%	3	21%	3	21%
SENIOR SECURITY OFFICER	2	0	0%	0	0%	1	50%
SENIOR STOREKEEPER	2	0	0%	0	0%	1	50%
SENIOR SYSTEMS ANALYST I	10	3	30%	4	40%	4	40%
SENIOR SYSTEMS ANALYST II	6	0	0%	1	17%	2	33%
SR POLICE SERV REP I, II	1	0	0%	0	0%	0	0%
STOREKEEPER	4	1	25%	1	25%	2	50%
SUPERVISING CRIMINALIST	17	1	6%	1	6%	1	6%
SYSTEMS ADMINISTRATOR I	2	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR II	2	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR III	1	1	100%	1	100%	1	100%
SYSTEMS AIDE	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	20	5	25%	7	35%	8	40%
UPHOLSTERER	1	1	100%	1	100%	1	100%
VOCATIONAL WORKER GARAGE ATTENDANT	1	0	0%	0	0%	0	0%
WAREHOUSE AND TOOLROOM WORKER I	2	1	50%	1	50%	1	50%
WAREHOUSE AND TOOLROOM WORKER II	2	0	0%	0	0%	0	0%
GRAND TOTAL	2701	331	12%	463	17%	548	20%

PUBLIC ACCOUNTABILITY		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
EXEC DIR OFFICE OF PUBLIC ACCOUNTABILITY	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1	1	100%	1	100%	1	100%
UTILITY RATES AND POLICY SPECIALIST I	1	0	0%	0	0%	0	0%
UTILITY RATES AND POLICY SPECIALIST II	1	0	0%	0	0%	0	0%
UTILITY RATES AND POLICY SPECIALIST III	2	0	0%	0	0%	0	0%
GRAND TOTAL	6	1	17%	1	17%	1	17%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PW - BCA		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	2	0	0	0	0%	0	0%
ACCOUNTING CLERK TRAINEE	5	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	6	1	17%	1	17%	1	17%
ASSISTANT INSPECTOR IV	4	0	0%	0	0%	1	25%
ASST DIR, BUREAU OF CONTRACT ADMINISTRATION	2	1	50%	1	50%	1	50%
CHIEF CONSTRUCTION INSPECTOR	5	1	20%	1	20%	1	20%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	1	100%
CIVIL ENGINEER	1	1	100%	1	100%	1	100%
COMMUNICATIONS INFORMATION REP II	3	0	0%	0	0%	0	0%
COMMUNITY AFFAIRS ADVOCATE	1	0	0%	0	0%	0	0%
COMPLIANCE PROGRAM MANAGER I	4	1	25%	1	25%	2	50%
COMPLIANCE PROGRAM MANAGER II	2	1	50%	1	50%	1	50%
CONSTRUCTION INSPECTOR	110	14	13%	25	23%	29	26%
DATA BASE ARCHITECT	1	1	100%	1	100%	1	100%
ELECTRICAL INSPECTOR	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
INSPECTOR OF PUBLIC WORKS	1	1	100%	1	100%	1	100%
INSPECTOR TRAINEE I	1	0	0%	0	0%	0	0%
INSPECTOR TRAINEE II	2	0	0%	0	0%	0	0%
INSPECTOR TRAINEE IV	21	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	39	5	13%	5	13%	6	15%
MANAGEMENT ASSISTANT	19	0	0%	1	5%	1	5%
MANAGEMENT ASST	1	0	0%	0	0%	0	0%
PRINCIPAL CLERK	1	1	100%	1	100%	1	100%
PRINCIPAL CONSTRUCTION INSPECTOR	13	6	46%	6	46%	6	46%
SENIOR ADMINISTRATIVE CLERK	6	1	17%	1	17%	1	17%
SENIOR CONSTRUCTION INSPECTOR	38	18	47%	20	53%	20	53%
SENIOR ELECTRICAL INSPECTOR	3	2	67%	2	67%	2	67%
SENIOR MANAGEMENT ANALYST I	8	1	12%	1	12%	1	13%
SENIOR MANAGEMENT ANALYST II	2	1	50%	1	50%	1	50%
SENIOR SYSTEMS ANALYST I	4	0	0%	0	0%	0	0%
SPECIAL INVESTIGATOR I	6	0	0%	0	0%	0	0%
SYSTEMS ANALYST	5	0	0%	0	0%	0	0%
GRAND TOTAL	319	58	18%	72	23%	80	25%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PW - BOARD		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	32	4	0.125	7	22%	7	22%
ACCOUNTING CLERK	2	0	0%	1	50%	1	50%
ADMINISTRATIVE CLERK	6	0	0%	0	0%	0	0%
ARCHITECTURAL ASSOCIATE IV	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
DEPARTMENTAL CHIEF ACCOUNTANT II	1	0	0%	0	0%	0	0%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1	0	0%	0	0%	0	0%
ENVIRONMENTAL AFFAIRS OFFICER	1	0	0%	1	100%	1	100%
ENVIRONMENTAL AFFAIRS OFFICER/PM III	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SPECIALIST II	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SUPERVISOR II	2	1	50%	1	50%	1	50%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	1	0	0%	0	0%	0	0%
FISCAL SYSTEMS SPECIALIST I	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	6	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	1	0	0%	0	0%	0	0%
MEMBER BOARD OF PUBLIC WORKS	5	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	1	100%	1	100%	1	100%
PRINCIPAL ACCOUNTANT II	3	1	33%	1	33%	2	67%
PRINCIPAL CLERK	2	0	0%	0	0%	0	0%
PRINCIPAL PROJECT COORDINATOR	2	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	1	0	0%	0	0%	0	0%
PROJECT COORDINATOR	4	0	0%	2	50%	2	50%
RISK MANAGER II	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT I	5	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT II	10	2	20%	3	30%	3	30%
SENIOR ADMINISTRATIVE CLERK	2	1	50%	1	50%	1	50%
SENIOR ENVIRONMENTAL ENGINEER	1	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	5	1	20%	1	20%	1	20%
SENIOR MANAGEMENT ANALYST II	3	1	33%	1	33%	1	33%
SENIOR SYSTEMS ANALYST II	1	0	0%	1	100%	1	100%
STOREKEEPER	2	1	50%	1	50%	1	50%
GRAND TOTAL	106	15	14%	24	23%	25	24%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PW - ENGINEERING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	2	1	0.5	1	50%	1	50%
ACCOUNTING CLERK TRAINEE	2	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	8	1	12%	1	12%	1	13%
ARCHITECT	6	1	17%	1	17%	1	17%
ARCHITECTURAL ASSOCIATE I	5	0	0%	0	0%	0	0%
ARCHITECTURAL ASSOCIATE II	4	0	0%	0	0%	0	0%
ARCHITECTURAL ASSOCIATE IV	2	0	0%	0	0%	0	0%
BUILDING ELECTRICAL ENGINEER I	1	1	100%	1	100%	1	100%
BUILDING ELECTRICAL ENGINEER II	2	1	50%	1	50%	1	50%
BUILDING MECHANICAL ENGINEER I	3	1	33%	1	33%	1	33%
CHIEF FINANCIAL OFFICER	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	2	0	0%	0	0%	1	50%
CHIEF REAL ESTATE OFFICER II	1	1	100%	1	100%	1	100%
CIVIL ENGINEER	87	6	7%	8	9%	8	9%
CIVIL ENGINEER/PMI	4	1	25%	1	25%	1	25%
CIVIL ENGINEERING ASSOCIATE I	34	0	0%	0	0%	0	0%
CIVIL ENGINEERING ASSOCIATE II	147	7	5%	8	5%	8	5%
CIVIL ENGINEERING ASSOCIATE III	35	4	11%	5	14%	5	14%
CIVIL ENGINEERING ASSOCIATE IV	18	2	11%	2	11%	2	11%
CIVIL ENGINEERING DRAFT TECHNICIAN	3	0	0%	0	0%	0	0%
COMMUNITY AFFAIRS ADVOCATE	1	1	100%	1	100%	1	100%
CONSTRUCTION ESTIMATOR	1	0	0%	0	0%	0	0%
CONTRACT ADMINISTRATOR	1	0	0%	0	0%	0	0%
CONTROL SYSTEMS ENGINEER I	1	1	100%	1	100%	1	100%
DATA ANALYST I	1	0	0%	0	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%
DIRECTOR OF SYSTEMS	1	1	100%	1	100%	1	100%
ELECTRICAL ENGINEERING ASSOCIATE I	2	0	0%	0	0%	0	0%
ELECTRICAL ENGINEERING ASSOCIATE II	2	0	0%	0	0%	0	0%
ELECTRICAL ENGINEERING ASSOCIATE III	2	0	0%	0	0%	0	0%
EMERGENCY MANAGEMENT COORDINATOR I	1	0	0%	0	0%	0	0%
ENGINEER OF SURVEYS	1	1	100%	1	100%	1	100%
ENGINEERING DESIGNER I	1	1	100%	1	100%	1	100%
ENGINEERING DESIGNER II	6	2	33%	3	50%	3	50%
ENGINEERING GEOLOGIST ASSOCIATE II	1	0	0%	0	0%	0	0%
ENGINEERING GEOLOGIST ASSOCIATE III	3	0	0%	0	0%	0	0%
ENGINEERING GEOLOGIST I	1	0	0%	0	0%	0	0%
ENGINEERING GEOLOGIST II	1	0	0%	0	0%	0	0%
ENGINEERING GEOLOGIST III	1	1	100%	1	100%	1	100%
ENVIRONMENTAL AFFAIRS OFFICER	2	0	0%	1	50%	1	50%
ENVIRONMENTAL ENGINEER	7	0	0%	0	0%	0	0%
ENVIRONMENTAL ENGINEERING ASSOC I	2	0	0%	0	0%	0	0%
ENVIRONMENTAL ENGINEERING ASSOC II	1	0	0%	0	0%	0	0%
ENVIRONMENTAL ENGINEERING ASSOC III	1	1	100%	1	100%	1	100%
ENVIRONMENTAL ENGINEERING ASSOC IV	1	1	100%	1	100%	1	100%
ENVIRONMENTAL SPECIALIST II	6	0	0%	0	0%	0	0%
ENVIRONMENTAL SPECIALIST III	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SUPERVISOR I	4	0	0%	0	0%	0	0%
ENVIRONMENTAL SUPERVISOR II	2	1	50%	1	50%	1	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PW - ENGINEERING		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	2	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	0	0%	1	100%
FIELD ENGINEERING AIDE	11	0	0%	1	9%	2	18%
FIELD ENGINEERING AIDE TRAINEE	3	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SPECIALIST	12	2	17%	3	25%	4	33%
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	6	2	33%	2	33%	2	33%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	5	0	0%	0	0%	0	0%
GEOTECHNICAL ENGINEER I	1	0	0%	0	0%	0	0%
GEOTECHNICAL ENGINEER II	3	0	0%	0	0%	0	0%
GEOTECHNICAL ENGINEER III	1	1	100%	1	100%	1	100%
INFORMATION SYSTEMS MANAGER I	1	1	100%	1	100%	1	100%
LAND SURVEYING ASSISTANT	16	1	6%	1	6%	3	19%
LAND SURVEYING ASST	1	0	0%	0	0%	0	0%
LANDSCAPE ARCHITECT I	2	1	50%	1	50%	1	50%
LANDSCAPE ARCHITECT II	1	1	100%	1	100%	1	100%
LANDSCAPE ARCHITECTURAL ASSOCIATE II	2	0	0%	0	0%	0	0%
LANDSCAPE ARCHITECTURAL ASSOCIATE III	2	0	0%	1	50%	1	50%
MANAGEMENT ANALYST	25	3	12%	4	16%	5	20%
MANAGEMENT ASSISTANT	7	0	0%	0	0%	0	0%
MECHANICAL ENGINEERING ASSOCIATE II	2	0	0%	0	0%	0	0%
MECHANICAL ENGINEERING ASSOCIATE III	3	0	0%	1	33%	1	33%
OFFICE ENGINEERING TECHNICIAN II	3	1	33%	1	33%	1	33%
OFFICE ENGINEERING TECHNICIAN III	3	1	33%	1	33%	1	33%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PRINCIPAL ARCHITECT	1	0	0%	0	0%	0	0%
PRINCIPAL CIVIL ENGINEER	16	5	31%	5	31%	5	31%
PRINCIPAL CIVIL ENGINEER PM III	1	0	0%	0	0%	0	0%
PRINCIPAL CIVIL ENGINEERING DRAFT TECHNICIAN	2	0	0%	1	50%	1	50%
PRINCIPAL CLERK	4	2	50%	2	50%	2	50%
PRINCIPAL PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST I	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST III	4	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	2	0	0%	0	0%	0	0%
PROPERTY MANAGER I	1	0	0%	0	0%	0	0%
REAL ESTATE OFFICER	2	1	50%	1	50%	1	50%
REAL ESTATE TRAINEE	1	0	0%	0	0%	0	0%
REPROGRAPHICS OPERATOR I	1	1	100%	1	100%	1	100%
REPROGRAPHICS SUPERVISOR I	1	1	100%	1	100%	1	100%
SAFETY ENGINEER	1	0	0%	0	0%	0	0%
SECRETARY	4	0	0%	1	25%	1	25%
SENIOR ADMINISTRATIVE CLERK	28	7	25%	14	50%	16	57%
SENIOR ARCHITECT	2	1	50%	1	50%	1	50%
SENIOR ARCHITECT DRAFTING TECHNICIAN	2	1	50%	1	50%	2	100%
SENIOR CIVIL ENGINEER	35	4	11%	4	11%	4	11%
SENIOR CIVIL ENGINEERING DRAFTING TECHNICIAN	3	1	33%	1	33%	1	33%
SENIOR CONSTRUCTION ENGINEER	2	0	0%	0	0%	0	0%
SENIOR CONSTRUCTION ESTIMATOR	2	0	0%	1	50%	1	50%
SENIOR ENVIRONMENTAL ENGINEER	2	1	50%	1	50%	1	50%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PW - ENGINEERING		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR MANAGEMENT ANALYST I	9	2	22%	2	22%	3	33%
SENIOR MANAGEMENT ANALYST II	5	1	20%	1	20%	1	20%
SENIOR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SENIOR REAL ESTATE OFFICER	2	0	0%	0	0%	0	0%
SENIOR STRUCTURAL ENGINEER	4	1	25%	1	25%	1	25%
SENIOR SURVEY SUPERVISOR	2	1	50%	1	50%	1	50%
SENIOR SYSTEMS ANALYST I	3	1	33%	1	33%	1	33%
SENIOR SYSTEMS ANALYST II	2	0	0%	0	0%	0	0%
SENIOR TITLE EXAMINER	1	0	0%	0	0%	0	0%
STRUCTURAL ENGINEER	6	0	0%	0	0%	0	0%
STRUCTURAL ENGINEERING ASSOCIATE I	1	0	0%	0	0%	0	0%
STRUCTURAL ENGINEERING ASSOCIATE II	13	0	0%	0	0%	0	0%
STRUCTURAL ENGINEERING ASSOCIATE III	11	1	9%	1	9%	2	18%
STRUCTURAL ENGINEERING ASSOCIATE IV	3	0	0%	1	33%	1	33%
SURVEY PARTY CHIEF I	21	7	33%	9	43%	11	52%
SURVEY PARTY CHIEF II	7	3	43%	4	57%	4	57%
SURVEY SUPERVISOR	4	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR II	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	7	1	14%	1	14%	1	14%
TITLE EXAMINER	2	0	0%	0	0%	1	50%
GRAND TOTAL	765	98	13%	123	16%	138	18%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	30	10	0.333333	11	37%	11	37%
ACCOUNTING CLERK ASSISTANT	4	0	0%	0	0%	0	0%
ACCOUNTING CLERK TRAINEE	1	0	0%	0	0%	0	0%
ACCOUNTING RECORDS SUPERVISOR I	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	81	9	11%	14	17%	14	17%
AGRICULTURAL LAND DEVELOPER	1	1	100%	1	100%	1	100%
AIR CONDITIONING MECHANIC	3	1	33%	1	33%	1	33%
AIR CONDITIONING MECHANIC SUPERVISOR	1	0	0%	0	0%	0	0%
ASSISTANT DIRECTOR, BUREAU OF SANITATION	3	2	67%	3	100%	3	100%
ASST ENVIRONMENTAL COMPLIANCE INSPECTOR	3	0	0%	0	0%	0	0%
AUDITOR II	1	0	0%	0	0%	0	0%
BOAT CAPTAIN I	1	0	0%	0	0%	0	0%
BOAT CAPTAIN II	1	0	0%	0	0%	0	0%
BUILDING ELECTRICAL ENGINEER I	1	0	0%	0	0%	0	0%
BUILDING MECHANICAL ENGINEER I	1	1	100%	1	100%	1	100%
BUILDING OPERATING ENGINEER	2	0	0%	0	0%	1	50%
BUILDING REPAIRER SUPERVISOR	1	1	100%	1	100%	1	100%
CARPENTER	5	1	20%	1	20%	1	20%
CHEMIST I	12	0	0%	0	0%	0	0%
CHEMIST I, II	1	0	0%	0	0%	0	0%
CHEMIST II	14	3	21%	5	36%	5	36%
CHEMIST III	10	2	20%	2	20%	3	30%
CHIEF CLERK	2	1	50%	1	50%	1	50%
CHIEF CUSTODIAN SUPERVISOR I	1	1	100%	1	100%	1	100%
CHIEF ENVIRONMENTAL COMPLIANCE INSPECTOR I	4	0	0%	0	0%	0	0%
CHIEF ENVIRONMENTAL COMPLIANCE INSPECTOR II	3	0	0%	0	0%	0	0%
CHIEF FINANCIAL OFFICER	1	0	0%	0	0%	0	0%
CHIEF MANAGEMENT ANALYST	2	0	0%	1	50%	1	50%
CIVIL ENGINEER	6	1	17%	1	17%	1	17%
CIVIL ENGINEERING ASSOCIATE II	14	6	43%	6	43%	6	43%
CIVIL ENGINEERING ASSOCIATE III	6	2	33%	2	33%	2	33%
CIVIL ENGINEERING ASSOCIATE IV	3	1	33%	1	33%	1	33%
CIVIL ENGINEERING DRAFT TECHNICIAN	1	1	100%	1	100%	1	100%
COMMUN INFO REP II	1	0	0%	0	0%	0	0%
COMMUNICATIONS ELECTRICIAN	2	1	50%	1	50%	1	50%
COMMUNICATIONS INFORMATION REP I	7	0	0%	0	0%	0	0%
COMMUNICATIONS INFORMATION REP II	81	6	7%	7	9%	8	10%
COMMUNICATIONS INFORMATION REP III	12	0	0%	1	8%	1	8%
COMMUNICATIONS INFORMATION REP TRAINEE	3	0	0%	0	0%	0	0%
COMMUNITY AFFAIRS ADVOCATE	1	1	100%	1	100%	1	100%
COMMUNITY PROGRAM ASSISTANT III	1	1	100%	1	100%	1	100%
CONSTRUCTION & MAINTENANCE SUPERVISOR II	1	1	100%	1	100%	1	100%
CONTROL SYSTEMS ENGINEER I	1	1	100%	1	100%	1	100%
CONTROL SYSTEMS ENGINEERING ASSOC II	3	1	33%	1	33%	2	67%
CONTROL SYSTEMS ENGINEERING ASSOC III	4	3	75%	3	75%	3	75%
CUSTODIAN	17	6	35%	6	35%	6	35%
DATA BASE ARCHITECT	2	0	0%	0	0%	0	0%
DELIVERY DRIVER I	3	0	0%	0	0%	0	0%
DIRECTOR BUREAU OF SANITATION	1	0	0%	0	0%	0	0%
DIRECTOR OF SYSTEMS	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ELECTRICAL CRAFT HELPER	1	1	100%	1	100%	1	100%
ELECTRICAL ENGINEERING ASSOCIATE IV	1	1	100%	1	100%	1	100%
EMERGENCY MANAGEMENT COORDINATOR I	1	0	0%	0	0%	0	0%
ENVIRONMENTAL AFFAIRS OFFICER	7	2	29%	2	29%	2	29%
ENVIRONMENTAL COMPLIANCE INSPECTOR	156	14	9%	17	11%	20	13%
ENVIRONMENTAL ENGINEER	39	8	21%	8	21%	8	21%
ENVIRONMENTAL ENGINEERING ASSOC I	20	1	5%	1	5%	1	5%
ENVIRONMENTAL ENGINEERING ASSOC II	80	9	11%	10	12%	10	13%
ENVIRONMENTAL ENGINEERING ASSOC III	23	3	13%	3	13%	3	13%
ENVIRONMENTAL ENGINEERING ASSOC IV	4	1	25%	1	25%	1	25%
ENVIRONMENTAL SPECIALIST I	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SPECIALIST II	11	1	9%	3	27%	3	27%
ENVIRONMENTAL SPECIALIST III	3	0	0%	1	33%	1	33%
ENVIRONMENTAL SUPERVISOR I	2	0	0%	0	0%	0	0%
ENVIRONMENTAL SUPERVISOR II	6	2	33%	2	33%	2	33%
ENVR ENGR ASSOC I, II, III, IV	1	1	100%	1	100%	1	100%
EQUIPMENT OPERATOR	27	5	19%	7	26%	9	33%
EQUIPMENT SUPERVISOR	6	3	50%	5	83%	5	83%
EXECUTIVE ADMINISTRATIVE ASSISTANT II	4	2	50%	2	50%	2	50%
GARDENER CARETAKER	18	2	11%	2	11%	3	17%
GEOGRAPHIC INFORMATION SPECIALIST	15	1	7%	1	7%	1	7%
GEOGRAPHIC INFORMATION SYSTEMS CHIEF	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	5	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR II	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER I	2	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	1	0	0%	0	0%	0	0%
GRAPHICS SUPERVISOR I	2	0	0%	0	0%	1	50%
HEAVY DUTY EQUIPMENT MECHANIC	1	0	0%	0	0%	0	0%
HEAVY DUTY TRUCK OPERATOR	12	3	25%	3	25%	5	42%
INDUSTRIAL HYGIENIST	2	0	0%	0	0%	0	0%
INSTRUMENT MECHANIC	24	8	33%	9	38%	10	42%
INSTRUMENT MECHANIC SUPERVISOR	3	1	33%	1	33%	1	33%
LABOR SUPERVISOR	1	0	0%	0	0%	0	0%
LABORATORY TECH I	1	0	0%	0	0%	0	0%
LABORATORY TECHNICIAN I	8	0	0%	0	0%	0	0%
LABORATORY TECHNICIAN II	23	6	26%	6	26%	6	26%
LANDSCAPE ARCHITECTURAL ASSOCIATE III	1	1	100%	1	100%	1	100%
MACHINIST	4	0	0%	0	0%	1	25%
MAINT LABORER	1	0	0%	0	0%	0	0%
MAINTENANCE & CONSTRUCTION HELPER	4	0	0%	0	0%	0	0%
MAINTENANCE ASSISTANT	8	0	0%	0	0%	0	0%
MAINTENANCE LABORER	348	43	12%	51	15%	57	16%
MANAGEMENT AIDE	3	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	90	19	21%	19	21%	24	27%
MANAGEMENT ASSISTANT	15	0	0%	0	0%	0	0%
MARKETING MANAGER	1	0	0%	0	0%	0	0%
MECH HELPER	3	0	0%	0	0%	0	0%
MECHANICAL HELPER	12	1	8%	1	8%	1	8%
MECHANICAL REPAIRER	1	0	0%	0	0%	0	0%
OFFICE ENGINEERING TECHNICIAN II	5	2	40%	3	60%	3	60%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PW - SANITATION		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
OFFICE ENGINEERING TECHNICIAN III	2	1	50%	1	50%	1	50%
PAINTER	12	1	8%	1	8%	2	17%
PARK MAINTENANCE SUPERVISOR	2	1	50%	1	50%	1	50%
PAYROLL SUPERVISOR	2	2	100%	2	100%	2	100%
PERSONNEL RECORDS SUPERVISOR	2	0	0%	0	0%	0	0%
PIPEFITTER	13	2	15%	4	31%	4	31%
PLANT EQUIPMENT TRAINEE	17	1	6%	1	6%	1	6%
PLUMBER	9	0	0%	2	22%	2	22%
PLUMBER SUPERVISOR	1	1	100%	1	100%	1	100%
PRINCIPAL CIVIL ENGINEER	1	0	0%	0	0%	0	0%
PRINCIPAL CLERK	4	1	25%	1	25%	1	25%
PRINCIPAL COMMUNICATIONS OPERATOR	6	0	0%	0	0%	0	0%
PRINCIPAL ENVIRONMENTAL ENGINEER	3	1	33%	1	33%	1	33%
PRINCIPAL PUBLIC RELATIONS REP	3	1	33%	1	33%	1	33%
PROGRAMMER/ANALYST III	6	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	1	1	100%	1	100%	1	100%
PROJECT ASSISTANT	11	1	9%	1	9%	1	9%
PUBLIC INFORMATION DIRECTOR I	1	0	0%	0	0%	0	0%
PUBLIC INFORMATION DIRECTOR II	1	1	100%	1	100%	1	100%
PUBLIC RELATIONS SPECIALIST II	4	0	0%	0	0%	0	0%
REF COLL TRUCK OPER II	4	2	50%	2	50%	2	50%
REFUSE COLLECTION SUPERVISOR	51	11	22%	14	27%	15	29%
REFUSE COLLECTION TRUCK OPERATOR II	722	87	12%	115	16%	144	20%
REFUSE CREW FIELD INSTRUCTOR	19	3	16%	5	26%	5	26%
SAFETY ENGINEERING ASSOCIATE II	4	2	50%	2	50%	2	50%
SANITATION SOLID RESOURCES MANAGER I	11	6	55%	7	64%	7	64%
SANITATION SOLID RESOURCES MANAGER II	10	5	50%	5	50%	6	60%
SANITATION WASTEWATER MANAGER I	12	3	25%	3	25%	4	33%
SANITATION WASTEWATER MANAGER II	6	2	33%	2	33%	2	33%
SANITATION WASTEWATER MANAGER III	4	3	75%	3	75%	3	75%
SECRETARY	10	3	30%	3	30%	3	30%
SENIOR ADMINISTRATIVE CLERK	54	19	35%	21	39%	22	41%
SENIOR AUDITOR	2	0	0%	1	50%	1	50%
SENIOR BUILDING OPERATING ENGINEER	1	1	100%	1	100%	1	100%
SENIOR CARPENTER	1	1	100%	1	100%	1	100%
SENIOR CHEMIST	13	5	38%	5	38%	5	38%
SENIOR CIVIL ENGINEER	3	0	0%	0	0%	1	33%
SENIOR CUSTODIAN I	3	0	0%	0	0%	0	0%
SENIOR ENVIRONMENTAL COMPLIANCE INSPECTOR	44	8	18%	10	23%	10	23%
SENIOR ENVIRONMENTAL ENGINEER	15	8	53%	8	53%	8	53%
SENIOR GARDENER	3	1	33%	1	33%	2	67%
SENIOR MANAGEMENT ANALYST I	20	5	25%	7	35%	7	35%
SENIOR MANAGEMENT ANALYST II	12	2	17%	3	25%	4	33%
SENIOR PAINTER	1	1	100%	1	100%	1	100%
SENIOR PERSONNEL ANALYST I	1	1	100%	1	100%	1	100%
SENIOR PHOTOGRAPHER I	1	1	100%	1	100%	1	100%
SENIOR PLUMBER	4	1	25%	1	25%	2	50%
SENIOR SYSTEMS ANALYST I	8	1	12%	1	12%	1	13%
SENIOR SYSTEMS ANALYST II	4	1	25%	1	25%	1	25%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PW - SANITATION JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR WASTEWATER TREATMENT OPERATOR	8	0	0%	1	12%	1	13%
SENIOR WATER BIOLOGIST	1	1	100%	1	100%	1	100%
SENIOR WATER MICROBIOLOGIST	1	0	0%	0	0%	0	0%
SERVICE COORDINATOR	1	0	0%	0	0%	0	0%
SHEET METAL WORKER	1	0	0%	0	0%	0	0%
SHIFT SUPERINTENDENT WASTEWATER TREATMENT I	6	2	33%	2	33%	3	50%
SHIFT SUPERINTENDENT WASTEWATER TREATMENT II	3	1	33%	1	33%	1	33%
SOLID RESOURCES SUPERINTENDENT	13	2	15%	3	23%	5	38%
SOLID WASTE DISPOSAL SUPERINTENDENT II	2	2	100%	2	100%	2	100%
SR SYSTEMS ANALYST I	1	0	0%	0	0%	0	0%
STRUCTURAL ENGINEERING ASSOCIATE III	1	0	0%	0	0%	0	0%
STUDENT ENGINEER-4 YR. ENGINEERING EDUCATION	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR I	3	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR II	5	1	20%	1	20%	2	40%
SYSTEMS ADMINISTRATOR III	1	1	100%	1	100%	1	100%
SYSTEMS ANALYST	17	1	6%	1	6%	1	6%
TRANSITIONAL WORKER	5	0	0%	0	0%	0	0%
VIDEO TECHNICIAN II	1	0	0%	0	0%	0	0%
VOCATIONAL WORKER II	1	0	0%	0	0%	0	0%
VOCATIONAL WORKER MAINTENANCE LABORER	6	0	0%	0	0%	0	0%
W/WTR COLL WORKER I	3	0	0%	0	0%	0	0%
W/WTR COLL WORKER II	5	1	20%	1	20%	1	20%
WASTEWATER CONVEYANCE OPERATOR I	23	0	0%	0	0%	0	0%
WASTEWATER CONVEYANCE OPERATOR II	142	20	14%	25	18%	30	21%
WASTEWATER CONVEYANCE SUPERVISOR	16	2	12%	3	19%	4	25%
WASTEWATER TREATMENT ELECTRICAL SUPERVISOR	4	1	25%	1	25%	1	25%
WASTEWATER TREATMENT ELECTRICIAN I	38	2	5%	3	8%	4	11%
WASTEWATER TREATMENT ELECTRICIAN II	6	4	67%	4	67%	4	67%
WASTEWATER TREATMENT LABORATORY MGR I	3	0	0%	0	0%	0	0%
WASTEWATER TREATMENT LABORATORY MGR III	2	2	100%	2	100%	2	100%
WASTEWATER TREATMENT MECHANIC	48	8	17%	10	21%	12	25%
WASTEWATER TREATMENT MECHANIC SUPERVISOR	5	0	0%	0	0%	1	20%
WASTEWATER TREATMENT OPERATOR I	84	10	12%	11	13%	11	13%
WASTEWATER TREATMENT OPERATOR II	25	3	12%	4	16%	6	24%
WASTEWATER TREATMENT OPERATOR III	37	6	16%	7	19%	9	24%
WATER BIOLOGIST II	13	0	0%	0	0%	0	0%
WATER BIOLOGIST III	3	0	0%	0	0%	0	0%
WATER MICROBIOLOGIST II	1	0	0%	0	0%	0	0%
WELDER	4	0	0%	0	0%	0	0%
WELDER SUPERVISOR	1	1	100%	1	100%	1	100%
WINDOW CLEANER	1	0	0%	0	0%	0	0%
(BLANK)	5	2	40%	4	80%	4	80%
GRAND TOTAL	3063	477	16%	572	19%	654	21%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PW - STREET LIGHTING JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	1	1	1	1	100%	1	100%
ACCOUNTING CLERK ASSISTANT	3	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	5	1	20%	1	20%	1	20%
ASST DIR BUREAU OF STREET LIGHTING	2	0	0%	0	0%	0	0%
ASST STREET LIGHTING ELECTRICIAN	21	1	5%	1	5%	1	5%
CEMENT FINISHER	3	0	0%	0	0%	0	0%
CEMENT FINISHER SUPERVISOR	1	0	0%	0	0%	0	0%
CIVIL ENGINEERING ASSOCIATE II	1	0	0%	0	0%	0	0%
CIVIL ENGINEERING DRAFT TECHNICIAN	3	1	33%	2	67%	2	67%
DIRECTOR BUREAU OF STREET LIGHTING	1	0	0%	0	0%	0	0%
ELECTRICAL CRAFT HELPER	70	1	1%	1	1%	1	1%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	1	100%	1	100%	1	100%
GEOGRAPHIC INFORMATION SPECIALIST	3	0	0%	0	0%	1	33%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	1	0	0%	0	0%	0	0%
INFORMATION SYSTEMS MANAGER I	1	0	0%	0	0%	0	0%
MAINT & CONSTR HELPER	1	0	0%	0	0%	0	0%
MAINTENANCE & CONSTRUCTION HELPER	1	0	0%	0	0%	1	100%
MAINTENANCE LABORER	2	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	4	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	5	0	0%	0	0%	0	0%
MECHANICAL HELPER	1	0	0%	0	0%	0	0%
OFFICE ENGINEERING TECHNICIAN II	1	0	0%	0	0%	0	0%
OFFICE ENGINEERING TECHNICIAN III	3	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PRINCIPAL CLERK	1	1	100%	1	100%	1	100%
PRINCIPAL PROJECT COORDINATOR	2	0	0%	1	50%	1	50%
PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	3	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	2	0	0%	0	0%	0	0%
SENIOR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SENIOR STOREKEEPER	1	0	0%	0	0%	0	0%
SENIOR STREET LIGHTING ENGINEER	3	2	67%	2	67%	2	67%
SENIOR SYSTEMS ANALYST I	3	0	0%	1	33%	1	33%
SENIOR SYSTEMS ANALYST II	1	0	0%	0	0%	0	0%
SR PAINTER	1	0	0%	0	0%	0	0%
STOREKEEPER	2	0	0%	0	0%	0	0%
STREET LIGHTING CONSTRUCTION & MAINT SUPT I	3	2	67%	2	67%	2	67%
STREET LIGHTING CONSTRUCTION & MAINT SUPT II	1	1	100%	1	100%	1	100%
STREET LIGHTING ELECTRICIAN	36	3	8%	5	14%	5	14%
STREET LIGHTING ELECTRICIAN SUPERVISOR	15	4	27%	4	27%	6	40%
STREET LIGHTING ENGINEER	3	1	33%	1	33%	1	33%
STREET LIGHTING ENGINEER/PMI	2	1	50%	1	50%	1	50%
STREET LIGHTING ENGINEERING ASSOC I	1	0	0%	0	0%	0	0%
STREET LIGHTING ENGINEERING ASSOC II	43	4	9%	5	12%	6	14%
STREET LIGHTING ENGINEERING ASSOC III	13	1	8%	1	8%	1	8%
STREET LIGHTING ENGINEERING ASSOC IV	3	2	67%	2	67%	2	67%
STRUCTURAL ENGINEERING ASSOCIATE II	2	0	0%	0	0%	0	0%
STRUCTURAL ENGINEERING ASSOCIATE III	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	2	0	0%	0	0%	0	0%
WAREHOUSE AND TOOLROOM WORKER I	1	0	0%	0	0%	0	0%
WELDER	6	0	0%	0	0%	0	0%
WELDER SUPERVISOR	1	0	0%	0	0%	0	0%
GRAND TOTAL	290	28	10%	34	12%	39	13%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PW - STREET SERVICES		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	10	0	0	0	0%	0	0%
ACCOUNTING CLERK ASSISTANT	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	22	1	5%	2	9%	2	9%
ASPHALT PLANT OPERATOR I	3	0	0%	0	0%	0	0%
ASPHALT PLANT OPERATOR II	2	0	0%	0	0%	1	50%
ASPHALT PLANT SUPERVISOR	1	1	100%	1	100%	1	100%
ASSISTANT DIR BUREAU OF STREET SERVICES	4	1	25%	3	75%	3	75%
ASSISTANT TREE SURGEON	3	0	0%	0	0%	0	0%
CARPENTER	20	2	10%	3	15%	3	15%
CEMENT FINISHER	84	8	10%	16	19%	17	20%
CEMENT FINISHER WORKER	10	0	0%	0	0%	0	0%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
CHIEF STREET SERVICES INVESTIGATOR I	2	1	50%	2	100%	2	100%
CHIEF STREET SERVICES INVESTIGATOR II	1	1	100%	1	100%	1	100%
CIVIL ENGINEER	13	0	0%	0	0%	0	0%
CIVIL ENGINEERING ASSOCIATE I	7	0	0%	0	0%	0	0%
CIVIL ENGINEERING ASSOCIATE II	13	0	0%	0	0%	0	0%
CIVIL ENGINEERING ASSOCIATE III	6	0	0%	0	0%	0	0%
CIVIL ENGINEERING ASSOCIATE IV	2	0	0%	0	0%	0	0%
COMMUNICATIONS INFORMATION REP II	3	0	0%	0	0%	0	0%
COMMUNICATIONS INFORMATION REP III	1	0	0%	0	0%	0	0%
COMMUNITY AFFAIRS ADVOCATE	1	0	0%	0	0%	0	0%
DIRECTOR BUREAU OF STREET SERVICES	1	1	100%	1	100%	1	100%
ELECTRICAL CRAFT HELPER	1	0	0%	0	0%	0	0%
ELECTRICIAN	3	1	33%	1	33%	1	33%
ENVIRONMENTAL SPECIALIST II	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SUPERVISOR I	1	0	0%	0	0%	0	0%
EQUIPMENT OPERATOR	74	22	30%	28	38%	31	42%
EQUIPMENT SPECIALIST II	1	1	100%	1	100%	1	100%
EQUIPMENT SUPERVISOR	1	1	100%	1	100%	1	100%
EQUIPMNT OPERATOR	3	1	33%	1	33%	1	33%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	0	0%	0	0%
FIELD ENGINEERING AIDE	13	5	38%	5	38%	5	38%
FISCAL SYSTEMS SPECIALIST I	1	1	100%	1	100%	1	100%
FISCAL SYSTEMS SPECIALIST II	1	0	0%	0	0%	0	0%
GARDENER CARETAKER	8	0	0%	1	12%	2	25%
GEOGRAPHIC INFORMATION SPECIALIST	5	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SYSTEMS SUPERVISOR I	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER II	3	0	0%	0	0%	1	33%
HEAVY DUTY TRUCK OPERATOR	85	10	12%	15	18%	18	21%
IRRIGATION SPECIALIST	1	0	0%	0	0%	0	0%
LANDSCAPE ARCHITECT I	3	0	0%	0	0%	0	0%
LANDSCAPE ARCHITECT II	4	0	0%	0	0%	1	25%
LANDSCAPE ARCHITECTURAL ASSOCIATE I	7	2	29%	2	29%	2	29%
LANDSCAPE ARCHITECTURAL ASSOCIATE II	5	0	0%	0	0%	0	0%
LANDSCAPE ARCHITECTURAL ASSOCIATE III	4	0	0%	0	0%	0	0%
LANDSCAPE ARCHITECTURAL ASSOCIATE IV	1	0	0%	0	0%	0	0%
LIGHT EQUIPMENT OPERATOR	4	2	50%	2	50%	2	50%
MAINT & CONSTR HELPER	1	1	100%	1	100%	1	100%
MAINTENANCE & CONSTRUCTION HELPER	16	1	6%	1	6%	2	13%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PW - STREET SERVICES		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
MAINTENANCE & CONST HELPER ASST	8	0	0%	0	0%	0	0%
MAINTENANCE LABORER	58	8	14%	9	16%	10	17%
MANAGEMENT AIDE	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	17	4	24%	4	24%	4	24%
MANAGEMENT ASSISTANT	3	0	0%	0	0%	0	0%
MASONRY WORKER	2	1	50%	2	100%	2	100%
MECHANICAL REPAIRER	2	1	50%	2	100%	2	100%
MOTOR SWEEPER OPERATOR	89	17	19%	23	26%	28	31%
OFFICE SERVICES ASSISTANT	1	0	0%	0	0%	0	0%
PARK MAINTENANCE SUPERVISOR	1	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PLUMBER	10	1	10%	1	10%	2	20%
PLUMBER SUPERVISOR	1	0	0%	0	0%	0	0%
POWER SHOVEL OPERATOR	1	1	100%	1	100%	1	100%
PRINCIPAL CIVIL ENGINEER	2	1	50%	1	50%	1	50%
PRINCIPAL CLERK	2	0	0%	0	0%	0	0%
PROCUREMENT ANALYST II	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST V	1	0	0%	0	0%	0	0%
PROJECT COORDINATOR	2	0	0%	0	0%	0	0%
RISK MANAGER II	1	1	100%	1	100%	1	100%
SAFETY ENGINEER	1	0	0%	0	0%	0	0%
SECRETARY	1	0	0%	1	100%	1	100%
SENIOR ACCOUNTANT I	1	0	0%	0	0%	0	0%
SENIOR ADMINISTRATIVE CLERK	13	3	23%	4	31%	6	46%
SENIOR CARPENTER	4	1	25%	1	25%	1	25%
SENIOR CIVIL ENGINEER	7	2	29%	2	29%	2	29%
SENIOR GARDENER	1	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST I	7	1	14%	1	14%	1	14%
SENIOR MANAGEMENT ANALYST II	3	1	33%	2	67%	2	67%
SENIOR PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
SENIOR STREET SERVICES INVESTIGATOR II	7	2	29%	2	29%	2	29%
SENIOR SYSTEMS ANALYST I	3	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST II	1	0	0%	0	0%	0	0%
SERVICE COORDINATOR	3	0	0%	0	0%	0	0%
ST SVCS SUPT I	1	1	100%	1	100%	1	100%
ST SVCS WORKER I	1	0	0%	0	0%	0	0%
STREET SERVICES GEN SUPERINTENDENT I	4	1	25%	2	50%	3	75%
STREET SERVICES GEN SUPERINTENDENT II	2	2	100%	2	100%	2	100%
STREET SERVICES INVESTIGATOR	28	3	11%	4	14%	6	21%
STREET SERVICES SUPERINTENDENT I	18	6	33%	8	44%	9	50%
STREET SERVICES SUPERINTENDENT II	6	2	33%	4	67%	4	67%
STREET SERVICES SUPERVISOR I	43	11	26%	17	40%	18	42%
STREET SERVICES SUPERVISOR II	33	5	15%	7	21%	7	21%
STREET SERVICES WORKER I	45	2	4%	4	9%	5	11%
STREET SERVICES WORKER II	8	1	12%	1	12%	5	63%
STREET SERVICES WORKER III	1	1	100%	1	100%	1	100%
STREET TREE SUPERINTENDENT I	6	3	50%	3	50%	4	67%
STREET TREE SUPERINTENDENT II	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	6	0	0%	0	0%	0	0%
TRANSITIONAL WORKER	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

PW - STREET SERVICES		2026		2027		2028	
JOB CLASSIFICATION TITLE	TOTAL NUMBER	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
TREE SURGEON	78	2	3%	3	4%	6	8%
TREE SURGEON ASSISTANT	28	1	4%	1	4%	1	4%
TREE SURGEON ASST	2	0	0%	0	0%	0	0%
TREE SURGEON SUPERVISOR I	38	5	13%	7	18%	7	18%
TREE SURGEON SUPERVISOR II	11	3	27%	4	36%	5	45%
TRUCK OPERATOR	18	2	11%	2	11%	4	22%
TRUCK OPERATOR/ ONE MAN	1	1	100%	1	100%	1	100%
VOCATIONAL WORKER II	1	0	0%	0	0%	0	0%
WAREHOUSE AND TOOLROOM WORKER I	2	0	0%	0	0%	0	0%
WELDER	1	0	0%	0	0%	0	0%
GRAND TOTAL	1101	161	15%	218	20%	256	23%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

RAP JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTANT	11	2	0.181818	2	18%	2	18%
ACCOUNTING CLERK	12	2	17%	2	17%	3	25%
ADMIN CLERK	3	0	0%	0	0%	0	0%
ADMIN INTERN	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	212	22	10%	26	12%	30	14%
ADMINISTRATIVE INTERN I	7	0	0%	0	0%	0	0%
ADMINISTRATIVE INTERN II	8	0	0%	0	0%	0	0%
AIR CONDITIONING MECHANIC	6	1	17%	1	17%	1	17%
AIR CONDITIONING MECHANIC SUPERVISOR	1	0	0%	0	0%	0	0%
AIR CONDITIONING MECHANIC SUPERVISOR I	1	0	0%	0	0%	0	0%
AQUARIST I	9	0	0%	0	0%	0	0%
AQUARIST II	1	1	100%	1	100%	1	100%
AQUARIUM EDUCATOR I	6	0	0%	0	0%	0	0%
AQUARIUM EDUCATOR II	2	0	0%	0	0%	0	0%
AQUATIC DIRECTOR	3	1	33%	1	33%	1	33%
AQUATIC FACILITY MANAGER I	26	1	4%	2	8%	2	8%
AQUATIC FACILITY MANAGER II	17	2	12%	3	18%	3	18%
AQUATIC FACILITY MANAGER III	6	1	17%	1	17%	1	17%
AQUATIC FACILITY MGR I	1	0	0%	0	0%	0	0%
ARCHITECT	1	0	0%	0	0%	0	0%
ARCHITECTURAL ASSOCIATE II	3	0	0%	0	0%	0	0%
ARCHIVIST I	1	0	0%	0	0%	0	0%
ASSISTANT GARDENER	16	0	0%	0	0%	0	0%
ASSISTANT GEN MGR RECREATION & PARKS	4	1	25%	1	25%	1	25%
ASSISTANT PARK SERVICES ATTENDANT I	177	10	6%	13	7%	16	9%
ASSISTANT PARK SERVICES ATTENDANT II	59	4	7%	4	7%	4	7%
ASST PARK SERV ATT II	4	0	0%	0	0%	0	0%
ASST PARK SVCS ATTND I	6	0	0%	0	0%	0	0%
ASST PARK SVCS ATTND II	2	0	0%	0	0%	0	0%
ASTRONOMICAL LECTURER	1	0	0%	0	0%	1	100%
ASTRONOMICAL OBSERVER	1	0	0%	0	0%	0	0%
BANNING RESIDENCE MUSEUM DIRECTOR	1	1	100%	1	100%	1	100%
BUILDING CONSTRUCTION & MAINT SUPT	1	1	100%	1	100%	1	100%
BUILDING OPERATING ENGINEER	1	0	0%	0	0%	0	0%
BUILDING REPAIRER I	4	1	25%	1	25%	1	25%
BUILDING REPAIRER SUPERVISOR	1	1	100%	1	100%	1	100%
CAMP MANAGER	1	0	0%	0	0%	0	0%
CARPENTER	15	1	7%	2	13%	2	13%
CARPENTER SUPERVISOR	1	0	0%	0	0%	0	0%
CEMENT FINISHER	5	1	20%	1	20%	1	20%
CEMENT FINISHER SUPERVISOR	1	1	100%	1	100%	1	100%
CEMENT FINISHER WORKER	2	0	0%	0	0%	0	0%
CHIEF CLERK	1	0	0%	0	0%	0	0%
CHIEF FINANCIAL OFFICER	1	1	100%	1	100%	1	100%
CHIEF MANAGEMENT ANALYST	4	1	25%	1	25%	1	25%
CHIEF PARK RANGER	1	0	0%	0	0%	0	0%
CHILD CARE ASSOCIATE II	13	2	15%	3	23%	4	31%
CHILD CARE CENTER DIRECTOR II	8	4	50%	4	50%	4	50%
CHILD CARE PROGRAM MANAGER	1	0	0%	0	0%	0	0%
CITY PLANNING ASSOCIATE	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

RAP JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
CIVIL ENGINEER	1	0	0%	0	0%	0	0%
CIVIL ENGINEERING ASSOCIATE II	2	0	0%	0	0%	0	0%
COMMISSION EXECUTIVE ASSISTANT II	1	0	0%	0	0%	0	0%
COMMUNICATIONS ELECTRICIAN	1	1	100%	1	100%	1	100%
COMMUNICATIONS INFORMATION REP II	2	0	0%	0	0%	0	0%
CONSTRUCTION & MAINT SUPERVISOR II	3	2	67%	2	67%	2	67%
COOK I	2	1	50%	1	50%	1	50%
COOK II	1	1	100%	1	100%	1	100%
CURATOR OF GRIFFITH OBSERVATORY	1	0	0%	0	0%	0	0%
CUSTODIAN	1	0	0%	0	0%	0	0%
DAY CAMP DIRECTOR II	1	0	0%	0	0%	0	0%
DEPARTMENTAL CHIEF ACCOUNTANT IV	1	0	0%	0	0%	1	100%
DIRECTOR OF SYSTEMS	1	0	0%	0	0%	1	100%
ELECTRICAL CRAFT HELPER	1	1	100%	1	100%	1	100%
ELECTRICAL ENGINEERING ASSOCIATE I	2	0	0%	0	0%	0	0%
ELECTRICAL ENGINEERING ASSOCIATE IV	1	1	100%	1	100%	1	100%
ELECTRICIAN	14	3	21%	3	21%	4	29%
ELECTRICIAN SUPERVISOR	2	0	0%	0	0%	0	0%
EMERGENCY MANAGEMENT COORDINATOR I	2	0	0%	0	0%	0	0%
EMERGENCY MANAGEMENT COORDINATOR II	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SPECIALIST II	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SPECIALIST III	1	0	0%	0	0%	0	0%
ENVIRONMENTAL SUPERVISOR II	1	0	0%	1	100%	1	100%
EQUIPMENT OPERATOR	11	1	9%	2	18%	5	45%
EQUIPMENT SPECIALIST I	2	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	0	0%	0	0%
EXEC DIR EXPOSITION PARK COMPLEX	1	1	100%	1	100%	1	100%
FINANCIAL ANALYST II	1	0	0%	0	0%	0	0%
GARDENER CARETAKER	320	65	20%	78	24%	92	29%
GENERAL MANAGER RECREATION & PARKS	1	0	0%	0	0%	0	0%
GEOGRAPHIC INFORMATION SPECIALIST	3	0	0%	1	33%	1	33%
GOLF MANAGER	1	1	100%	1	100%	1	100%
GOLF STARTER	15	1	7%	3	20%	4	27%
GOLF STARTER SUPERVISOR I	6	1	17%	1	17%	1	17%
GOLF STARTER SUPERVISOR II	2	0	0%	0	0%	0	0%
GRAPHICS DESIGNER I	2	0	0%	0	0%	0	0%
GRAPHICS DESIGNER III	1	1	100%	1	100%	1	100%
HARBOR SPECIAL EVENTS COORDINATOR	1	0	0%	0	0%	0	0%
HISTORIC SITE CURATOR	2	0	0%	0	0%	1	50%
IRRIGATION SPECIALIST	29	5	17%	7	24%	8	28%
LANDSCAPE ARCHITECT I	1	1	100%	1	100%	1	100%
LANDSCAPE ARCHITECT II	1	1	100%	1	100%	1	100%
LANDSCAPE ARCHITECTURAL ASSOCIATE II	3	0	0%	0	0%	0	0%
LIFEGUARD RECRUIT	2	0	0%	0	0%	0	0%
LIGHT EQUIPMENT OPERATOR	12	4	33%	6	50%	6	50%
LOCKER ROOM ATTENDANT	68	4	6%	4	6%	4	6%
LOCKSMITH	1	0	0%	0	0%	0	0%
MACHINIST	1	0	0%	0	0%	0	0%
MAINTENANCE & CONSTRUCTION HELPER	7	1	14%	1	14%	1	14%
MAINTENANCE LABORER	4	1	25%	1	25%	1	25%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

RAP JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
MANAGEMENT ANALYST	23	3	13%	3	13%	4	17%
MANAGEMENT ASSISTANT	10	0	0%	0	0%	0	0%
MARINE AQUARIUM CURATOR II	2	0	0%	0	0%	0	0%
MARINE AQUARIUM EXHIBIT DIRECTOR	1	0	0%	0	0%	0	0%
MARINE AQUARIUM PROGRAM DIRECTOR	1	0	0%	0	0%	0	0%
MARITIME MUSEUM CURATOR	1	0	0%	0	0%	0	0%
MARITIME MUSEUM DIRECTOR	1	0	0%	0	0%	1	100%
MASONRY WORKER	1	1	100%	1	100%	1	100%
MECHANICAL HELPER	1	0	0%	0	0%	0	0%
MECHANICAL REPAIR SUPERVISOR	1	0	0%	0	0%	0	0%
MECHANICAL REPAIRER	9	2	22%	2	22%	3	33%
MOTOR SWEEPER OPERATOR	1	0	0%	0	0%	0	0%
MUSEUM GUIDE	70	6	9%	8	11%	8	11%
OBSERVATORY DIRECTOR I	1	1	100%	1	100%	1	100%
OBSERVATORY DIRECTOR II	1	1	100%	1	100%	1	100%
OBSERVATORY PROGRAM SUPERVISOR	1	1	100%	1	100%	1	100%
OFFICE SERVICES ASSISTANT	6	0	0%	0	0%	0	0%
OPEN WATER LIFEGUARD I	39	0	0%	0	0%	0	0%
OPEN WATER LIFEGUARD II	34	1	3%	1	3%	1	3%
OPEN WTR LIFEGUARD I	4	0	0%	0	0%	0	0%
OPEN WTR LIFEGUARD II	1	0	0%	0	0%	0	0%
PAINTER	17	2	12%	2	12%	2	12%
PAINTER SUPERVISOR	1	0	0%	0	0%	0	0%
PAINTER SUPVR	1	0	0%	0	0%	0	0%
PARK ACTIVITY MONITOR	29	0	0%	0	0%	2	7%
PARK MAINTENANCE SUPERVISOR	29	6	21%	7	24%	9	31%
PARK RANGER	26	2	8%	2	8%	2	8%
PARK SERVICES ATTENDANT I	2	0	0%	0	0%	0	0%
PARK SERVICES ATTENDANT II	10	0	0%	0	0%	0	0%
PARK SERVICES SUPERVISOR	1	0	0%	0	0%	0	0%
PATROL LIFEGUARD I, II	3	0	0%	0	0%	0	0%
PAYROLL SUPERVISOR	1	0	0%	0	0%	0	0%
PERSONNEL ANALYST	3	0	0%	0	0%	0	0%
PERSONNEL DIRECTOR III	1	1	100%	1	100%	1	100%
PHOTOGRAPHER I	2	1	50%	1	50%	1	50%
PLAYGROUND EQUIPMENT SUPERVISOR	1	1	100%	1	100%	1	100%
PLUMBER	19	1	5%	3	16%	3	16%
PLUMBER SUPERVISOR	3	1	33%	2	67%	2	67%
POOL LIFEGUARD	92	1	1%	1	1%	1	1%
PR ACCOUNTANT I, II	1	1	100%	1	100%	1	100%
PRINCIPAL ACCOUNTANT II	3	1	33%	2	67%	2	67%
PRINCIPAL CIVIL ENGINEER	1	0	0%	0	0%	0	0%
PRINCIPAL GROUNDS MAINT SUPERVISOR II	7	1	14%	2	29%	2	29%
PRINCIPAL PARK SERVICES ATTENDANT	4	2	50%	2	50%	2	50%
PRINCIPAL PUBLIC RELATIONS REP	2	0	0%	0	0%	0	0%
PRINCIPAL RECREATION SUPERVISOR I	6	3	50%	3	50%	3	50%
PRINCIPAL RECREATION SUPERVISOR II	7	2	29%	2	29%	2	29%
PROGRAM AIDE	1	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST III	2	0	0%	0	0%	0	0%
PROGRAMMER/ANALYST IV	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

RAP JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
PROGRAMMER/ANALYST V	1	0	0%	0	0%	0	0%
PROJECT ASSISTANT	9	0	0%	0	0%	1	11%
PROJECT COORDINATOR	1	0	0%	0	0%	0	0%
PUBLIC INFORMATION DIRECTOR I	1	0	0%	0	0%	0	0%
RECREATION ASSISTANT	1031	90	9%	103	10%	111	11%
RECREATION ASST	64	2	3%	2	3%	2	3%
RECREATION ASST. A, B, C	16	0	0%	0	0%	0	0%
RECREATION COORDINATOR	144	6	4%	10	7%	13	9%
RECREATION FACILITY DIRECTOR	92	9	10%	15	16%	18	20%
RECREATION INSTRUCTOR	53	8	15%	12	23%	14	26%
RECREATION INSTRUCTOR C, D, E, F, H, J	1	0	0%	0	0%	0	0%
RECREATION SUPERVISOR	19	4	21%	4	21%	4	21%
RISK MANAGER II	1	0	0%	0	0%	0	0%
ROOFER	4	0	0%	0	0%	0	0%
ROOFER SUPERVISOR	1	0	0%	0	0%	0	0%
SAFETY ENGINEER	1	1	100%	1	100%	1	100%
SAFETY ENGINEERING ASSOCIATE II	1	0	0%	0	0%	0	0%
SEASONAL POOL MANAGER I	90	0	0%	0	0%	0	0%
SEASONAL POOL MANAGER II	25	0	0%	1	4%	1	4%
SEASONAL POOL MGR I	6	0	0%	0	0%	0	0%
SEASONAL POOL MGR II	2	0	0%	0	0%	0	0%
SECRETARY	5	1	20%	1	20%	1	20%
SECURITY OFFICER	58	3	5%	3	5%	4	7%
SENIOR ACCOUNTANT I	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT II	5	2	40%	2	40%	2	40%
SENIOR ADMINISTRATIVE CLERK	14	2	14%	2	14%	3	21%
SENIOR AUDITOR	1	1	100%	1	100%	1	100%
SENIOR BUILDING OPERATING ENGINEER	1	0	0%	0	0%	0	0%
SENIOR CARPENTER	3	2	67%	2	67%	2	67%
SENIOR ELECTRICIAN	2	0	0%	0	0%	0	0%
SENIOR GARDENER	104	23	22%	31	30%	34	33%
SENIOR MANAGEMENT ANALYST I	3	0	0%	0	0%	1	33%
SENIOR MANAGEMENT ANALYST II	8	1	12%	2	25%	2	25%
SENIOR PARK MAINTENANCE SUPERVISOR	11	1	9%	1	9%	2	18%
SENIOR PARK RANGER I	6	1	17%	1	17%	1	17%
SENIOR PARK RANGER II	2	2	100%	2	100%	2	100%
SENIOR PARK SERVICES ATTENDANT	7	0	0%	0	0%	0	0%
SENIOR PERSONNEL ANALYST I	3	0	0%	0	0%	0	0%
SENIOR PERSONNEL ANALYST II	2	1	50%	1	50%	1	50%
SENIOR PLUMBER	1	0	0%	0	0%	0	0%
SENIOR PROJECT COORDINATOR	3	0	0%	0	0%	0	0%
SENIOR RECREATION DIRECTOR	56	11	20%	14	25%	17	30%
SENIOR RESIDENTIAL CAMP COUNSELOR	1	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST I	1	0	0%	0	0%	0	0%
SERVICE COORDINATOR	2	1	50%	1	50%	1	50%
SIGN PAINTER	2	2	100%	2	100%	2	100%
SPECIAL PROG ASST II	13	4	31%	5	38%	6	46%
SPECIAL PROGRAM ASSISTANT II	585	113	19%	125	21%	140	24%
SPECIAL PROGRAM ASSISTANT III	6	1	17%	1	17%	2	33%
SR GARDENER	1	0	0%	1	100%	1	100%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

RAP JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
STREET SERVICES WORKER II	1	0	0%	0	0%	0	0%
SUPERINT OF PLANNING & CONST	1	0	0%	0	0%	0	0%
SUPERINT OF REC & PARKS OPERATIONS	8	4	50%	4	50%	4	50%
SWIM POOL CLERK I, II	2	0	0%	0	0%	0	0%
SWIMMING POOL CLERK I	74	3	4%	3	4%	5	7%
SYSTEMS ADMINISTRATOR I	1	0	0%	0	0%	0	0%
SYSTEMS ADMINISTRATOR II	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	8	1	12%	2	25%	3	38%
TELESCOPE DEMONSTRATOR	5	0	0%	0	0%	0	0%
THEATER TECH C	1	0	0%	0	0%	0	0%
THEATER TECHNICIAN C	1	0	0%	0	0%	0	0%
TRANSITIONAL WORKER	1	1	100%	1	100%	1	100%
TREE SURGEON	12	1	8%	2	17%	2	17%
TREE SURGEON ASSISTANT	5	0	0%	0	0%	0	0%
TREE SURGEON SUPERVISOR I	7	1	14%	1	14%	1	14%
TREE SURGEON SUPERVISOR II	2	0	0%	0	0%	0	0%
TRUCK OPERATOR	2	0	0%	0	0%	0	0%
VIDEO PRODUCTION COORD	1	0	0%	0	0%	0	0%
VIDEO PRODUCTION COORDINATOR	1	0	0%	0	0%	0	0%
VOCATIONAL WRKR GARDENER CARETAKER	19	1	5%	1	5%	1	5%
WELDER	3	1	33%	2	67%	2	67%
GRAND TOTAL	4325	508	12%	606	14%	693	16%

TOURISM JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	1	0	0	0	0%	0	0%
ASST GEN MGR, CONVENTION CENTER	1	0	0%	0	0%	0	0%
COMMISSION EXECUTIVE ASSISTANT II	1	1	100%	1	100%	1	100%
CONVENTION CENTER BLDG SUPERINT II	1	0	0%	0	0%	0	0%
EVENT ATTENDANT I, II, III	1	1	100%	1	100%	1	100%
EXEC DIRECTOR CONVENTION CENTER	1	1	100%	1	100%	1	100%
MANAGEMENT ASSISTANT	1	0	0%	0	0%	0	0%
SENIOR MANAGEMENT ANALYST II	2	0	0%	0	0%	0	0%
GRAND TOTAL	9	3	33%	3	33%	3	33%

YOUTH DEVELOPMENT JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ADMINISTRATIVE CLERK	1	0	0	0	0%	0	0%
COMMUNITY AFFAIRS ADVOCATE	1	0	0%	0	0%	0	0%
DATA ANALYST I	1	0	0%	0	0%	0	0%
EXEC DIR YOUTH DEVELOPMENT DEPT	1	0	0%	1	100%	1	100%
HUMAN RELATIONS ADVOCATE	1	0	0%	0	0%	0	0%
MANAGEMENT ANALYST	2	0	0%	0	0%	0	0%
PRINCIPAL PUBLIC RELATIONS REP	1	0	0%	0	0%	0	0%
SERVICE COORDINATOR	1	0	0%	0	0%	0	0%
GRAND TOTAL	9	0	0%	1	11%	1	11%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

ZOO JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
ACCOUNTING CLERK	3	1	0.333333	1	33%	1	33%
ADMIN INTERN	1	0	0%	0	0%	0	0%
ADMINISTRATIVE CLERK	3	0	0%	1	33%	1	33%
ANIMAL COLLECTION CURATOR	1	0	0%	0	0%	0	0%
ANIMAL KEEPER	90	7	8%	11	12%	14	16%
AQUARIST I	2	0	0%	0	0%	0	0%
AQUARIST II	1	0	0%	0	0%	0	0%
ASST PARK SERV ATT II	2	0	0%	0	0%	0	0%
CARPENTER	2	2	100%	2	100%	2	100%
CEMENT FINISHER	2	0	0%	0	0%	1	50%
CHIEF MANAGEMENT ANALYST	1	0	0%	0	0%	0	0%
CHIEF VETERINARIAN	1	0	0%	0	0%	0	0%
COMMUNITY & ADMINISTRATIVE SUPPORT WORKER II	1	0	0%	1	100%	1	100%
CONSTRUCTION & MAINT SUPERVISOR II	1	0	0%	0	0%	0	0%
CUSTODIAL SERVICES ASSISTANT	1	0	0%	0	0%	0	0%
CUSTODIAN	16	6	38%	8	50%	8	50%
CUSTODIAN SUPERVISOR	1	0	0%	0	0%	0	0%
DEVELOPMENT & MARKETING DIRECTOR	1	0	0%	0	0%	0	0%
ELECTRICIAN	1	1	100%	1	100%	1	100%
ELECTRICIAN SUPERVISOR	1	1	100%	1	100%	1	100%
EMERGENCY MANAGEMENT COORDINATOR I	1	0	0%	1	100%	1	100%
ENVIRONMENTAL AFFAIRS OFFICER/PMII	1	0	0%	0	0%	0	0%
EQUIPMENT OPERATOR	1	0	0%	0	0%	0	0%
EXECUTIVE ADMINISTRATIVE ASSISTANT III	1	0	0%	0	0%	0	0%
GARDENER CARETAKER	18	2	11%	2	11%	2	11%
GENERAL MANAGER ZOO DEPARTMENT	1	1	100%	1	100%	1	100%
GRAPHICS DESIGNER II	1	0	0%	0	0%	0	0%
GRAPHICS DESIGNER III	1	0	0%	0	0%	0	0%
IRRIGATION SPECIALIST	2	1	50%	1	50%	1	50%
LANDSCAPE ARCHITECT I/PMI	1	0	0%	0	0%	0	0%
LIGHT EQUIPMENT OPERATOR	1	0	0%	0	0%	0	0%
MAINTENANCE LABORER	2	0	0%	0	0%	0	0%
MANAGEMENT AIDE	1	0	0%	0	0%	0	0%
MANAGEMENT ASSISTANT	1	0	0%	0	0%	0	0%
MASONRY WORKER	1	0	0%	0	0%	0	0%
MECHANICAL REPAIRER	2	1	50%	1	50%	1	50%
PAINTER	1	1	100%	1	100%	1	100%
PARK SERVICES ATT I, II	1	0	0%	0	0%	0	0%
PARK SERVICES ATTENDANT I	6	0	0%	0	0%	0	0%
PARK SERVICES ATTENDANT II	4	0	0%	1	25%	1	25%
PLUMBER	2	1	50%	1	50%	1	50%
PRINCIPAL ANIMAL KEEPER	1	0	0%	0	0%	0	0%
PRINCIPAL PARK SERVICES ATTENDANT	1	0	0%	0	0%	0	0%
PRINCIPAL PUBLIC RELATIONS REP	1	0	0%	0	0%	0	0%
SECRETARY	1	0	0%	0	0%	0	0%
SENIOR ACCOUNTANT I	1	1	100%	1	100%	1	100%
SENIOR ADMINISTRATIVE CLERK	7	0	0%	0	0%	0	0%
SENIOR ANIMAL KEEPER	8	1	12%	1	12%	1	13%
SENIOR CARPENTER	1	0	0%	0	0%	0	0%
SENIOR ELECTRICIAN	1	0	0%	0	0%	0	0%

RETIREMENT ELIGIBILITY BY DEPARTMENT, BY CLASSIFICATION

2026, 2027, 2028

ZOO JOB CLASSIFICATION TITLE	TOTAL NUMBER	2026		2027		2028	
		ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%	ELIGIBLE TO RETIRE #	%
SENIOR GARDENER	2	0	0%	1	50%	1	50%
SENIOR MANAGEMENT ANALYST I	1	0	0%	1	100%	1	100%
SENIOR PAINTER	1	1	100%	1	100%	1	100%
SENIOR PARK MAINTENANCE SUPERVISOR	1	0	0%	0	0%	0	0%
SENIOR PARK SERVICES ATTENDANT	1	0	0%	0	0%	0	0%
SENIOR PERSONNEL ANALYST I	1	0	0%	0	0%	0	0%
SENIOR PERSONNEL ANALYST II	1	1	100%	1	100%	1	100%
SENIOR SYSTEMS ANALYST I	1	0	0%	0	0%	0	0%
SENIOR SYSTEMS ANALYST II	1	1	100%	1	100%	1	100%
SHEET METAL WORKER	1	0	0%	0	0%	0	0%
SPECIAL PROGRAM ASSISTANT II	8	3	38%	4	50%	4	50%
STOREKEEPER	1	0	0%	0	0%	0	0%
SYSTEMS ANALYST	1	0	0%	0	0%	0	0%
TRUCK OPERATOR	2	0	0%	0	0%	0	0%
VETERINARY TECHNICIAN	5	0	0%	0	0%	1	20%
WELDER	1	0	0%	0	0%	0	0%
ZOO ASSISTANT GENERAL MANAGER	2	1	50%	1	50%	1	50%
ZOO CURATOR	2	1	50%	1	50%	2	100%
ZOO CURATOR OF BIRDS	1	0	0%	0	0%	0	0%
ZOO CURATOR OF EDUCATION II	8	0	0%	0	0%	0	0%
ZOO CURATOR OF EDUCATION III	3	0	0%	0	0%	0	0%
ZOO CURATOR OF EDUCATION IV	1	0	0%	0	0%	0	0%
ZOO CURATOR OF REPTILES	1	0	0%	0	0%	0	0%
ZOO NUTRITIONIST	1	0	0%	0	0%	0	0%
ZOO REGISTRAR	1	0	0%	0	0%	0	0%
ZOO RESEARCH & CONSERVATION DIR	2	1	50%	1	50%	1	50%
ZOO VETERINARIAN II	2	0	0%	0	0%	0	0%
ZOO VETERINARIAN III	1	0	0%	0	0%	0	0%
GRAND TOTAL	258	36	14%	49	19%	55	21%

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