



Citywide Workforce Data Analysis

FY13-14

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1. Workforce Characteristics

1.1. Employee Data Defined

This section examines workforce demographics for City employees as of May 31, 2014. Data includes employees from all City departments, including the Municipal Transportation Agency, but excluding the San Francisco Unified School District and Community College District, the Trial Courts, as well as Board of Supervisor members, commissioners, elected officials, contract employees, and temporary exempt employees with as-needed schedules.

In addition, for retirement purposes, employees are categorized as Safety, Miscellaneous-Safety, or Miscellaneous Employees, based on job classification. Safety Employees include Police Officers, Firefighters, Sheriff, Undersheriff and deputized personnel of the Sheriff's Department. Miscellaneous-Safety Employees include Probation Officers, District Attorney Investigators, and Juvenile Court Counselors. Miscellaneous-Safety Employees are closely affiliated with Safety functions and are included under the category "Safety" for purposes of this report. All other employees are identified as Miscellaneous Employees. Because the hiring process and retirement criteria differ between these groups of employees, their data will often be presented separately.

Data Source: eMerge PeopleSoft, as of May 31, 2014.

1.2. Employees by Major Service Area (MSA)

In order to summarize information about departments, the City's budget and other documents describe data by groupings of departments called major service areas (MSAs), which are categories of services. The following table displays a breakdown of employees by MSA.

Major Service Area	Employee Count	% of Total
COMMUNITY HEALTH	-	0.0%
Public Health	5,922	20.5%
Subtotal	5,922	20.5%
CULTURE & RECREATION	-	0.0%
Academy Of Sciences	13	0.0%
Arts Commission	36	0.1%
Asian Art Museum	51	0.2%
Fine Arts Museum	93	0.3%
Public Library	734	2.5%
Recreation and Park	755	2.6%
War Memorial	53	0.2%
Subtotal	1,735	6.0%
GENERAL ADMINISTRATION & FINANCE	-	0.0%
Administrative Services	681	2.4%
Assessor / Recorder	139	0.5%
Board of Supervisors	67	0.2%
City Attorney	296	1.0%
City Planning	178	0.6%
Civil Service Commission	6	0.0%
Controller's Office	203	0.7%
Department of Technology	213	0.7%
Elections	43	0.1%
Ethics Commission	18	0.1%
Health Service System	43	0.1%
Human Resources	161	0.6%
Mayor's Office	95	0.3%
Retirement Services	91	0.3%
Treasurer/Tax Collector	212	0.7%
Subtotal	2,446	8.5%
HUMAN WELFARE & NEIGHBORHOOD DEVELOPMENT	-	0.0%
Child Support Services	86	0.3%
Children & Families Commission	14	0.0%
Children, Youth & Families	37	0.1%
Department on the Status of Women	5	0.0%
Environment	110	0.4%
Human Rights Commission	11	0.0%
Human Services Agency	2,293	7.9%
Rent Board	32	0.1%
Subtotal	2,588	9.0%
PUBLIC PROTECTION	-	0.0%
Adult Probation	132	0.5%
District Attorney	251	0.9%
Emergency Management	251	0.9%
Fire Department	1,488	5.2%
Juvenile Probation	222	0.8%
Police	2,590	9.0%
Public Defender	158	0.5%
Sheriff	1,009	3.5%
Subtotal	6,101	21.1%
PUBLIC WORKS, TRANSPORTATION & COMMERCE	-	0.0%
Airport	1,456	5.0%
Board of Appeals	5	0.0%
Building Inspection	252	0.9%
Department Of Public Works	1,105	3.8%
Economic & Workforce Development	90	0.3%
Municipal Transportation Agency	4,876	16.9%
Port	219	0.8%
Public Utilities Commission	2,066	7.2%
Subtotal	10,069	34.9%
Total	28,861	100%

1.3. Employees by Job Code – Top 100 Job Codes

Rank	Job Code	Title	#	% of Total	Cumulative %
1	9163	Transit Operator	2,161	7.5%	7.5%
2	Q002, Q003, Q004	Police Officer	1,503	5.2%	12.7%
3	2320	Registered Nurse	1,127	3.9%	16.6%
4	H002	Firefighter	773	2.7%	19.3%
5	2708	Custodian	662	2.3%	21.6%
6	8304	Deputy Sheriff	616	2.1%	23.7%
7	2303	Patient Care Assistant	449	1.6%	25.3%
8	9916	Public Svc Aide-Public Works	429	1.5%	26.7%
9	Q050, Q051, Q052	Sergeant	381	1.3%	28.1%
10	2903	Eligibility Worker	347	1.2%	29.3%
11	8177	Attorney (Civil/Criminal)	340	1.2%	30.4%
12	7514	General Laborer	295	1.0%	31.5%
13	8214	Parking Control Officer	284	1.0%	32.5%
14	H003	EMT/Paramedic/Firefighter	281	1.0%	33.4%
15	2736	Porter	272	0.9%	34.4%
16	3417	Gardener	270	0.9%	35.3%
17	1406	Senior Clerk	255	0.9%	36.2%
18	2905	Senior Eligibility Worker	234	0.8%	37.0%
19	7371	Electrical Transit System Mech	219	0.8%	37.8%
20	9139	Transit Supervisor	203	0.7%	38.5%
21	2940	Protective Services Worker	201	0.7%	39.2%
22	1426	Senior Clerk Typist	197	0.7%	39.8%
23	9209	Community Police Services Aide	194	0.7%	40.5%
24	7334	Stationary Engineer	189	0.7%	41.2%
25	3602	Library Page	189	0.7%	41.8%
26	1404	Clerk	185	0.6%	42.5%
27	H020	Lieutenant, Fire Suppression	179	0.6%	43.1%
28	1823	Senior Administrative Analyst	178	0.6%	43.7%
29	2430	Medical Evaluations Assistant	177	0.6%	44.3%
30	5207	Assoc Engineer	174	0.6%	44.9%
31	2312	Licensed Vocational Nurse	164	0.6%	45.5%
32	1824	Pr Administrative Analyst	157	0.5%	46.0%
33	8238	Public SafetyComm Disp	153	0.5%	46.6%
34	7318	Electronic Maintenance Tech	146	0.5%	47.1%
35	7381	Automotive Mechanic	146	0.5%	47.6%
36	5241	Engineer	145	0.5%	48.1%
37	3630	Librarian 1	145	0.5%	48.6%
38	7355	Truck Driver	144	0.5%	49.1%
39	5203	Asst Engr	140	0.5%	49.6%
40	2604	Food Service Worker	136	0.5%	50.0%
41	2328	Nurse Practitioner	135	0.5%	50.5%
42	7372	Stationary Eng, Sewage Plant	134	0.5%	51.0%
43	1632	Senior Account Clerk	133	0.5%	51.4%
44	2586	Health Worker 2	126	0.4%	51.9%
45	0923	Manager II	124	0.4%	52.3%
46	2587	Health Worker 3	121	0.4%	52.7%
47	0922	Manager I	119	0.4%	53.1%
48	0931	Manager III	117	0.4%	53.5%
49	2302	Nursing Assistant	113	0.4%	53.9%
50	2930	Psychiatric Social Worker	112	0.4%	54.3%

Top 100 Job Codes (continued)

Rank	Job Code	Title	#	% of Total	Cumulative %
51	8444	Deputy Probation Officer	111	0.4%	54.7%
52	2232	Senior Physician Specialist	110	0.4%	55.1%
53	1822	Administrative Analyst	110	0.4%	55.5%
55	1244	Senior Personnel Analyst	109	0.4%	55.8%
56	1408	Principal Clerk	108	0.4%	56.2%
57	7346	Painter	105	0.4%	56.6%
58	7410	Automotive Service Worker	105	0.4%	56.9%
59	2912	Senior Social Worker	95	0.3%	57.3%
60	1424	Clerk Typist	95	0.3%	57.6%
61	Q060, Q061, Q062	Lieutenant	95	0.3%	57.9%
62	0932	Manager IV	94	0.3%	58.2%
63	1054	IS Business Analyst-Principal	93	0.3%	58.6%
64	9102	Transit Car Cleaner	92	0.3%	58.9%
65	7345	Electrician	90	0.3%	59.2%
66	2920	Medical Social Worker	90	0.3%	59.5%
67	3610	Library Assistant	88	0.3%	59.8%
68	5211	Eng/Arch/Landscape Arch Sr	88	0.3%	60.1%
69	8226	Museum Guard	86	0.3%	60.4%
70	1043	IS Engineer-Senior	86	0.3%	60.7%
71	2908	Hospital Eligibility Worker	85	0.3%	61.0%
72	1446	Secretary 2	84	0.3%	61.3%
73	3616	Library Technical Assistant 1	82	0.3%	61.6%
74	1842	Management Assistant	79	0.3%	61.9%
75	1053	IS Business Analyst-Senior	78	0.3%	62.1%
76	2322	Nurse Manager	77	0.3%	62.4%
77	1630	Account Clerk	77	0.3%	62.7%
78	8306	Senior Deputy Sheriff	77	0.3%	62.9%
79	1654	Accountant III	76	0.3%	63.2%
80	1241	Personnel Analyst	72	0.2%	63.4%
81	9910	Public Service Trainee	71	0.2%	63.7%
82	2931	Marriage, Family & Child Cnslr	71	0.2%	63.9%
83	0933	Manager V	69	0.2%	64.2%
84	1652	Accountant II	68	0.2%	64.4%
85	1428	Unit Clerk	68	0.2%	64.6%
86	H030	Captain, Fire Suppression	67	0.2%	64.9%
87	1820	Junior Administrative Analyst	67	0.2%	65.1%
88	1093	IT Operations Support Admn III	67	0.2%	65.3%
89	7313	Automotive Machinist	66	0.2%	65.6%
90	5201	Junior Engineer	65	0.2%	65.8%
91	1324	Customer Service Agent	64	0.2%	66.0%
92	0380, 0381, 0382	Inspector	63	0.2%	66.2%
93	7344	Carpenter	62	0.2%	66.5%
94	2409	Pharmacy Technician	61	0.2%	66.7%
95	1222	Sr Payroll & Personnel Clerk	61	0.2%	66.9%
96	8300	Sheriff's Cadet	61	0.2%	67.1%
97	2910	Social Worker	60	0.2%	67.3%
98	2830	Public Health Nurse	60	0.2%	67.5%
99	7347	Plumber	59	0.2%	67.7%
100	2913	Program Specialist	58	0.2%	67.9%
100	0941	Manager VI	57	0.2%	68.1%
100	1452	Executive Secretary 2	57	0.2%	68.3%
Total for Top 100 Job Classes			19,713		
Total Employees			28,861		

1.4. Citywide Average Age and Length of Service

Characteristic	Years
Citywide Average Age	46.91
Citywide Average Length of Service	12.43

1.5. Average Age and Length of Service by Department

Department	Employee Count	Ave. Age	Ave. LOS
Academy Of Sciences	13	46.8	9.0
Administrative Services	681	48.3	11.7
Adult Probation	132	43.3	11.7
Airport	1,456	49.9	11.7
Arts Commission	36	42.8	8.4
Asian Art Museum	51	47.0	8.5
Assessor / Recorder	139	49.1	11.8
Board of Appeals	5	45.0	12.4
Board of Supervisors	67	38.4	6.6
Building Inspection	252	50.1	12.5
Child Support Services	86	47.9	12.9
Children & Families Commission	14	44.2	6.0
Children, Youth & Families	37	41.7	7.0
City Attorney	296	48.7	12.8
City Planning	178	41.4	8.4
Civil Service Commission	6	45.0	9.7
Controller's Office	203	43.7	8.9
Department Of Public Works	1,105	46.4	11.8
Department of Technology	213	48.2	12.0
Department on the Status of Women	5	37.6	5.8
District Attorney	251	43.3	10.4
Economic & Workforce Development	90	41.0	6.0
Elections	43	44.1	10.3
Emergency Management	251	43.7	12.4
Environment	110	40.6	5.6
Ethics Commission	18	42.1	8.7
Fine Arts Museum	93	50.6	11.5
Fire Department	1,488	44.9	14.4
Health Service System	43	51.4	10.7
Human Resources	161	42.8	9.6
Human Rights Commission	11	43.8	5.5
Human Services Agency	2,293	44.6	9.7
Juvenile Probation	222	49.6	17.0
Mayor's Office	95	43.2	8.9
Municipal Transportation Agency	4,876	49.2	13.1
Police	2,590	42.8	13.4
Port	219	51.1	14.5
Public Defender	158	43.5	11.7
Public Health	5,922	47.5	12.3
Public Library	734	46.5	14.4
Public Utilities Commission	2,066	48.9	13.3
Recreation and Park	755	48.6	13.8
Rent Board	32	52.3	12.5
Retirement Services	91	51.5	12.3
Sheriff	1,009	44.4	13.6
Treasurer/Tax Collector	212	47.7	11.0
War Memorial	53	53.6	16.0
Citywide	28,861	46.9	12.4

1.6. Average Age and Length of Service by Employee Group

Employee Group	Employee Count	Ave. Age	Ave. LOS
Miscellaneous	24,243	47.5	12.1
Safety Personnel	4,618	43.6	14.1
Citywide	28,861	46.9	12.4

2. Citywide Employees by Generation – FY2013-14

2.1. Summary

This section examines workforce generations for City employees as of May 31, 2014. The City has four distinct “generations” working side-by-side:

Generation Name ¹	Years Born
Traditionalists/Maturers	1925-1942
Baby Boomers	1943-1960
Generation Xers	1961-1980
Millennial/Generation Y/Nexters	1981-1999

2.2. City Employees by Generation

Generation	Employee Count	% of Total
Traditionalists	131	0.5%
Baby Boomers	9,322	32.3%
Generation X	15,749	54.6%
Millenials	3,659	12.7%
Citywide Total	28,861	100%

2.3. Average Length of Service by Generation

Generation	Ave. LOS
Traditionalists	21.1
Baby Boomers	18.2
Generation X	11.1
Millenials	3.2
Citywide Average	12.4

¹ The generation designations are terms of art commonly used in the human resources community, see Dennis Doverspike and Alison O’Malley, “When Generations Collide,” 1-2.

2.4. Generations in the 10 Largest Departments

Department	Total				
	Employees	Traditionalists	Baby Boomers	Generation X	Millenials
Public Health	5,922	0.5%	35.5%	51.8%	12.2%
Municipal Transportation Agency	4,876	0.5%	39.4%	52.5%	7.7%
Police	2,590	0.2%	16.1%	63.4%	20.3%
Human Services Agency	2,293	0.5%	27.0%	53.2%	19.3%
Public Utilities Commission	2,068	0.6%	39.3%	51.2%	9.0%
Fire Department	1,488	0.2%	15.7%	74.7%	9.5%
Airport	1,456	0.5%	42.7%	49.8%	7.0%
Department Of Public Works	1,105	0.3%	34.5%	48.1%	17.2%
Sheriff	1,009	0.1%	19.0%	66.0%	14.9%
Recreation and Park	755	0.3%	39.2%	51.5%	9.0%

2.5. Miscellaneous vs. Safety Employees by Generation

Employee Type	Total				
	Employees	Traditionalists	Baby Boomers	Generation X	Millenials
Miscellaneous	24,243	0.5%	35.7%	51.6%	12.2%
Safety	4,618	0.1%	14.7%	70.0%	15.2%
Citywide Total	28,861	0.5%	32.3%	54.6%	12.7%

2.6. Top 10 Job Codes Held by Millennials

Job Code	Job Title	Total Employees
Q002	Police Officer	272
9916	Public Svc Aide-Public Works	200
2320	Registered Nurse	187
9163	Transit Operator	154
Q003	Police Officer 2	110
2903	Eligibility Worker	108
H002	Firefighter	80
3602	Library Page	67
8304	Deputy Sheriff	64
5203	Asst Engr	58
Total for Top 10 Jobcodes		1,300
Total Millenials		3,660

2.7. Top 10 Job Codes Held by Traditionalists

Job Code	Job Title	Total Employees
2232	Senior Physician Specialist	5
2320	Registered Nurse	5
8167	Admin Hearing Examiner	3
2708	Custodian	3
1426	Senior Clerk Typist	3
2586	Health Worker 2	3
Total for Top 10 Jobcodes		22
Total Traditionalists		131

3. New Hires – FY2013-14

3.1. Summary

New hires refer to employees who are new to City service. The following data excludes hires of temporary exempt (TEX) employees as well as movement of existing employees among departments through reassignments, transfers, promotions, demotions, and rehires made within a week of a prior appointment.

3.2. New Hires by MSA

Miscellaneous - New Hires by MSA	
Major Service Area	Employee Count
COMMUNITY HEALTH	222
CULTURE & RECREATION	45
GENERAL ADMINISTRATION & FINANCE	164
HUMAN WELFARE & NEIGHBORHOOD DEVELOPMENT	207
PUBLIC PROTECTION	113
PUBLIC WORKS, TRANSPORTATION & COMMERCE	363
Total Miscellaneous, New Hires	1,114

Safety - New Hires by MSA	
Major Service Area	Employee Count
PUBLIC PROTECTION	159
Total Safety, New Hires	159

3.3. New Hires by Department

Miscellaneous - New Hires by Department	
Department	New Hire Count
Academy Of Sciences	1
Administrative Services	25
Airport	42
Arts Commission	1
Asian Art Museum	1
Assessor / Recorder	7
Board of Supervisors	4
Building Inspection	19
Child Support Services	3
Children & Families Commission	2
Children, Youth & Families	6
City Attorney	21
City Planning	12
Controller's Office	21
Department Of Public Works	29
Department of Technology	15
Department on the Status of Women	2
District Attorney	24
Economic & Workforce Development	7
Elections	1
Emergency Management	15
Environment	3
Ethics Commission	3
Fine Arts Museum	3
Fire Department	3
Health Service System	4
Human Resources	28
Human Rights Commission	3
Human Services Agency	186
Juvenile Probation	2
Mayor's Office	7
Municipal Transportation Agency	214
Police	45
Port	7
Public Defender	7
Public Health	222
Public Library	15
Public Utilities Commission	45
Recreation and Park	23
Rent Board	2
Sheriff	17
Treasurer/Tax Collector	16
War Memorial	1
Total	1,114

Safety - New Hires by Department	
Department	New Hire Count
Adult Probation	4
District Attorney	6
Fire Department	76
Police	72
Sheriff	1
Total	159

4. Separations - FY2013-14

4.1. Summary

Separations reflect the proportion of City employees who leave City employment during the year. These separations can be either voluntary or involuntary. Just as in Section 1, data includes employees from all City departments, including the Municipal Transportation Agency, but excluding the San Francisco Unified School District and Community College District, the Trial Courts, as well as Board of Supervisor members, commissioners, elected officials, contract employees, and temporary exempt employees with as-needed schedules.

4.2. Separations by Reason

Miscellaneous - Separations by Reason	
Separation Reason	Employee Count
Retirement	
Normal Retirement	669
Disability Retirement	7
Termination Total	676
Termination	
Death	145
Dismissal of Permanent Employee	33
Release of Non-PCS Employee (PEX)	47
Release from Probation (Non-Disciplinary)	74
Release from Probation (Disciplinary)	4
Resign - Satisfactory Service	491
Resign - Unsatisfactory Service	17
Other	76
Termination Total	887
Total Separations	1,563

Safety - Separations by Reason	
Separation Reason	Employee Count
Retirement	
Normal Retirement	228
Disability Retirement	1
Retirement Total	229
Termination	
Death	22
Dismissal of Permanent Employee	1
Release from Probation (Non-Disciplinary)	37
Release from Probation (Disciplinary)	1
Resign - Satisfactory Service	42
Resign - Unsatisfactory Service	2
Other	1
Termination Total	106
Total Separations	335

4.3. Voluntary Separations

Voluntary separations are defined as those that are voluntary on the part of the employee. Voluntary separations are divided into two categories: retirements and terminations. Voluntary separations that are not due to retirement are categorized as terminations. The reasons for these terminations are not identified in the data.

Total Voluntary Separations		
Employee Group & Action	#	%
Miscellaneous		
Retirement	676	56.9%
Termination	513	43.1%
Miscellaneous Total	1,189	
Safety		
Retirement	229	83.6%
Termination	45	16.4%
Safety Total	274	

4.4. Involuntary Separations

Involuntary separations are defined as those that are not voluntary on the part of the employee, such as layoff, death, dismissal of a permanent employee, and release from probation.

Total Involuntary Separations		
Employee Group & Action	#	%
Miscellaneous		
Death	145	38.77%
Dismissal of Permanent Employee	33	8.82%
Release of Non-PCS Employee (PEX)	47	12.57%
Release from Probation (Disciplinary)	4	1.07%
Release from Probation (Non-Disciplinary)	74	19.79%
Other	71	18.98%
Miscellaneous Total	374	
Safety		
Death	22	36.07%
Dismissal of Permanent Employee	1	1.64%
Release from Probation (Disciplinary)	1	1.64%
Release from Probation (Non-Disciplinary)	37	60.66%
Safety Total	61	

4.5. Average Age at Separation

Average Age at Separation	
Miscellaneous	Safety
53.3	51.7

Miscellaneous - Average Age at Separation by Action	
Action	Average Age at Separation
Retirement	62.2
Termination	46.5
All Actions	53.3

Safety - Average Age at Separation by Action	
Action	Average Age at Separation
Retirement	56.7
Termination	40.9
All Actions	51.7

5. Retirement Milestones Summary

As mentioned at the beginning of this report, based on the job classification, employees are either Miscellaneous Employees, Safety Employees, or Miscellaneous-Safety Employees based on either the San Francisco Employees Retirement System (SFERS) or the California Public Employees Retirement System (CalPERS) retirement eligibility requirements. The retirement milestone tables in this section display employees who have reached the combinations of age and years of service that define the minimum retirement eligibility requirements.

For Miscellaneous Employees receiving benefits under SFERS, employees hired prior to 2012 are eligible for minimum retirement benefits when they are at least 50 years old and have at least 20 years of service, when they are at least 60 years old and have at least 10 years of service, or when they are at least 65 years old regardless of years of service. Employees hired after 2012 are eligible for minimum retirement benefits when they are at least 53 years old and have at least 20 years of service, when they are at least 60 years old and have at least 10 years of service, or when they are at least 65 years old regardless of years of service.

Police and Fire safety employees hired prior to 1976 and receiving benefits under SFERS are eligible for minimum retirement benefits if they are at least 50 years old with 25 years of service. Police and Fire safety employees hired after 1976 and receiving benefits under SFERS are eligible for minimum retirement benefits if they are at least 50 years old with 5 years of service.

Sheriff safety employees and Miscellaneous-Safety employees under SFERS (Probation Officers, District Attorney Investigators, and Juvenile Court Counselors) hired on or after 2012 are eligible for minimum retirement benefits if they are at least 50 years old with 5 years of service.

For safety personnel receiving benefits under CalPERS, employees are eligible for minimum retirement benefits if they are at least 50 years old with 5 years of service.

5.1. Average Age & Length of Service at Retirement

Reason	Miscellaneous		Safety	
	Ave Age	Ave LOS	Ave Age	Ave LOS
Normal Retirement	62.3	23.7	56.8	28.9
Disability Retirement	54.4	17.0	44.0	18.0
Overall Retirement, Average	62.2	23.6	56.7	28.9

5.2. Retirement Milestones by Major Service Area

MSA	Total # of Employees	Miscellaneous		Safety			
		SFERS		SFERS	CalPERS	Subtotal	Subtotal
		#	%	#	#	#	%
COMMUNITY HEALTH	5,922	1,494	25%				
CULTURE & RECREATION	1,735	435	25%				
GENERAL ADMINISTRATION & FINANCE	2,446	524	21%				
HUMAN WELFARE & NEIGHBORHOOD DEVELOPMENT	2,588	448	17%				
PUBLIC PROTECTION	6,101	305	5%	875	357	1,232	20%
PUBLIC WORKS, TRANSPORTATION & COMMERCE	10,069	2,652	26%				
Total Employees	28,861	5,858	20%	875	357	1,232	4%

5.3. Retirement Milestones by Department - Miscellaneous Employees

Department	Total # of Employees	#	%
Academy Of Sciences	13	1	7.7%
Administrative Services	681	161	23.6%
Adult Probation	29	5	17.2%
Airport	1,456	348	23.9%
Arts Commission	36	8	22.2%
Asian Art Museum	51	6	11.8%
Assessor / Recorder	139	41	29.5%
Board of Appeals	5	1	20.0%
Board of Supervisors	67	3	4.5%
Building Inspection	252	74	29.4%
Child Support Services	86	16	18.6%
Children & Families Commission	14	-	0.0%
Children, Youth & Families	37	2	5.4%
City Attorney	296	77	26.0%
City Planning	178	19	10.7%
Civil Service Commission	6	-	0.0%
Controller's Office	203	30	14.8%
Department Of Public Works	1,105	253	22.9%
Department of Technology	213	58	27.2%
Department on the Status of Women	5	-	0.0%
District Attorney	221	43	19.5%
Economic & Workforce Development	90	6	6.7%
Elections	43	4	9.3%
Emergency Management	251	44	17.5%
Environment	110	12	10.9%
Ethics Commission	18	2	11.1%
Fine Arts Museum	93	22	23.7%
Fire Department	56	23	41.1%
Health Service System	43	11	25.6%
Human Resources	161	34	21.1%
Human Rights Commission	11	2	18.2%
Human Services Agency	2,293	404	17.6%
Juvenile Probation	66	23	34.8%
Mayor's Office	95	15	15.8%
Municipal Transportation Agency	4,876	1,310	26.9%
Police	503	110	21.9%
Port	219	75	34.2%
Public Defender	158	26	16.5%
Public Health	5,922	1,494	25.2%
Public Library	734	176	24.0%
Public Utilities Commission	2,066	585	28.3%
Recreation and Park	755	199	26.4%
Rent Board	32	12	37.5%
Retirement Services	91	25	27.5%
Sheriff	199	31	15.6%
Treasurer/Tax Collector	212	44	20.8%
War Memorial	53	23	43.4%
Total Employees, Miscellaneous	24,243	5,858	24.2%

5.4. Retirement Milestones by Department – Safety Personnel

Department	Total # of Employees	SFERS	CalPERS	Total #	Total %
Adult Probation	103	-	26	26	25.2%
District Attorney	30	-	4	4	13.3%
Fire Department	1,432	409		409	28.6%
Juvenile Probation	156	2	86	88	56.4%
Police	2,087	464		464	22.2%
Sheriff	810	-	241	241	29.8%
Total Employees, Safety	4,618				
Employees Meeting Retirement Milestone		875	357	1,232	26.7%

5.5. Retirement Milestones – By Union

Union	Total # of Employees	Miscellaneous		Safety	
		#	%	#	%
Automotive Machinists, Local 1414	363	135	37.2%	0	0.0%
Bricklayers, Local 3	7	3	42.9%	0	0.0%
Building Inspectors' Association	66	23	34.8%	0	0.0%
Carpenters, Local 22	88	33	37.5%	0	0.0%
Cement Masons, Local 300	38	5	13.2%	0	0.0%
Deputy Probation Officers' Association (DPOA)	130	0	0.0%	44	33.8%
Deputy Sheriffs' Association (DSA)	791	0	0.0%	219	27.7%
District Attorney Investigators' Association (DAIA)	33	1	3.0%	4	12.1%
Electrical Workers, Local 6	730	261	35.8%	0	0.0%
Firefighters' Association, Local 798	1,423	0	0.0%	405	28.5%
Glaziers, Local 718	8	1	12.5%	0	0.0%
Hod Carriers, Local 166	5	1	20.0%	0	0.0%
IATSE, Local 16	19	1	5.3%	0	0.0%
Institutional Police Officers' Association	2	0	0.0%	2	100.0%
Ironworkers, Local 377	14	6	42.9%	0	0.0%
Laborers, Local 261	856	189	22.1%	0	0.0%
Law Librarian and Asst Librarian	2	2	100.0%	0	0.0%
Municipal Attorneys' Association (MAA)	412	87	21.1%	0	0.0%
Municipal Executives' Association (MEA)	972	283	29.1%	15	1.5%
Operating Engineers, Local 3	73	16	21.9%	8	11.0%
Painters, SF Workers United	118	25	21.2%	0	0.0%
Pile Drivers, Local 34	18	3	16.7%	0	0.0%
Plumbers, Local 38	297	103	34.7%	0	0.0%
Police Officers' Association (POA)	2,097	16	0.8%	460	21.9%
Port Director	1	0	0.0%	0	0.0%
Professional and Technical Engineers, Local 21	4,136	888	21.5%	0	0.0%
Roofers, Local 40	8	2	25.0%	0	0.0%
Service Employees' International Union (SEIU), Local 1021	11,769	2754	23.4%	54	0.5%
Sheet Metal Workers, Local 104	33	18	54.5%	0	0.0%
Sheriffs' Supervisory and Management Association (MSA)	32	0	0.0%	11	34.4%
Soft Tile Workers, Local 12	3	-	0.0%	-	0.0%
Stationary Engineers, Local 39	559	204	36.5%	-	0.0%
Teamsters, Local 853	151	41	27.2%	-	0.0%
Teamsters, Local 856	189	61	32.3%	10	5.3%
TWU - Transit Operators	2,161	434	20.1%	-	0.0%
TWU, Local 200	272	123	45.2%	-	0.0%
TWU, Local 250-A	242	65	26.9%	-	0.0%
Union of American Physicians and Dentists (UAPD)	193	50	25.9%	-	0.0%
Unrepresented - Management	63	8	12.7%	-	0.0%
Unrepresented - Miscellaneous	487	16	3.3%	-	0.0%
Total Employees	28,861				
Employees Meeting Retirement Milestone		5,858	20%	1,232	4%

5.6. Retirement Milestones - Top 100 Job Codes

Rank	Job Code	Job Title	#	% of Total	Cumulative %
1	9163	Transit Operator	434	6.1%	6.1%
2	2320	Registered Nurse	288	4.1%	10.2%
3	Q002, Q003, Q004	Police Officer	277	3.9%	14.1%
4	H002	Firefighter	194	2.7%	16.8%
5	2708	Custodian	171	2.4%	19.2%
6	8304	Deputy Sheriff	160	2.3%	21.5%
7	2302	Nursing Assistant	109	1.5%	23.0%
8	2736	Porter	92	1.3%	24.3%
9	1426	Senior Clerk Typist	90	1.3%	25.6%
10	9139	Transit Supervisor	89	1.3%	26.9%
11	2905	Senior Eligibility Worker	79	1.1%	28.0%
12	Q050, Q051, Q052	Sergeant	76	1.1%	29.0%
13	8214	Parking Control Officer	70	1.0%	30.0%
14	7318	Electronic Maintenance Tech	69	1.0%	31.0%
15	3417	Gardener	65	0.9%	31.9%
16	7371	Electrical Transit System Mech	63	0.9%	32.8%
17	H020	Lieutenant, Fire Suppression	60	0.8%	33.7%
18	7334	Stationary Engineer	59	0.8%	34.5%
19	8177	Attorney (Civil/Criminal)	58	0.8%	35.3%
20	7514	General Laborer	57	0.8%	36.1%
21	H003	EMT/Paramedic/Firefighter	54	0.8%	36.9%
22	7372	Stationary Eng, Sewage Plant	47	0.7%	37.5%
23	5211	Eng/Arch/Landscape Arch Sr	46	0.6%	38.2%
24	1446	Secretary 2	45	0.6%	38.8%
25	8444	Deputy Probation Officer	44	0.6%	39.4%
26	0380, 0381, 0382	Inspector	44	0.6%	40.1%
27	Q060, Q061, Q062	Lieutenant	44	0.6%	40.7%
28	7381	Automotive Mechanic	41	0.6%	41.3%
29	0932	Manager IV	40	0.6%	41.8%
30	2312	Licensed Vocational Nurse	39	0.6%	42.4%
31	7355	Truck Driver	39	0.6%	42.9%
32	1632	Senior Account Clerk	38	0.5%	43.5%
33	0931	Manager III	37	0.5%	44.0%
34	3630	Librarian 1	37	0.5%	44.5%
35	2303	Patient Care Assistant	36	0.5%	45.0%
36	5241	Engineer	36	0.5%	45.5%
37	1404	Clerk	35	0.5%	46.0%
38	7410	Automotive Service Worker	35	0.5%	46.5%
39	0922	Manager I	33	0.5%	47.0%
40	0923	Manager II	33	0.5%	47.4%
41	1408	Principal Clerk	33	0.5%	47.9%
42	2604	Food Service Worker	33	0.5%	48.4%
43	8320	Counselor, Juvenile Hall	33	0.5%	48.8%
44	1406	Senior Clerk	32	0.5%	49.3%
45	2322	Nurse Manager	32	0.5%	49.7%
46	2908	Hospital Eligibility Worker	32	0.5%	50.2%
47	1424	Clerk Typist	30	0.4%	50.6%
48	1824	Pr Administrative Analyst	30	0.4%	51.0%
49	2586	Health Worker 2	29	0.4%	51.4%
50	8306	Senior Deputy Sheriff	29	0.4%	51.8%

Retirement Milestones - Top 100 Job Codes (continued)

Rank	Job Code	Job Title	#	% of Total	Cumulative %
51	1450	Executive Secretary 1	28	0.4%	52.2%
52	9102	Transit Car Cleaner	28	0.4%	52.6%
53	1452	Executive Secretary 2	27	0.4%	53.0%
54	2328	Nurse Practitioner	27	0.4%	53.4%
55	2232	Senior Physician Specialist	26	0.4%	53.8%
56	2913	Program Specialist	25	0.4%	54.1%
57	2940	Protective Services Worker	25	0.4%	54.5%
58	9131	Station Agent, Muni Railway	25	0.4%	54.8%
59	1244	Senior Personnel Analyst	24	0.3%	55.2%
60	2587	Health Worker 3	24	0.3%	55.5%
61	2930	Psychiatric Social Worker	24	0.3%	55.8%
62	3616	Library Technical Assistant 1	24	0.3%	56.2%
63	9209	Community Police Services Aide	24	0.3%	56.5%
64	7344	Carpenter	23	0.3%	56.8%
65	7345	Electrician	23	0.3%	57.2%
66	1054	IS Business Analyst-Principal	22	0.3%	57.5%
67	1428	Unit Clerk	22	0.3%	57.8%
68	2903	Eligibility Worker	22	0.3%	58.1%
69	7373	Sr. Stationary Eng, Sew Plant	22	0.3%	58.4%
70	8238	Public SafetyComm Disp	22	0.3%	58.7%
71	H030	Captain, Fire Suppression	22	0.3%	59.0%
72	1823	Senior Administrative Analyst	21	0.3%	59.3%
73	3602	Library Page	21	0.3%	59.6%
74	7215	General Laborer Supervisor 1	21	0.3%	59.9%
75	8207	Bldg & Grounds Patrol Officer	21	0.3%	60.2%
76	5203	Asst Engr	20	0.3%	60.5%
77	0941	Manager VI	19	0.3%	60.8%
78	1222	Sr Payroll & Personnel Clerk	19	0.3%	61.0%
79	2593	Health Program Coordinator 3	19	0.3%	61.3%
80	3286	Recreation Coordinator	19	0.3%	61.6%
81	6318	Construction Inspector	19	0.3%	61.8%
82	6331	Building Inspector	19	0.3%	62.1%
83	7346	Painter	19	0.3%	62.4%
84	H040	Battalion Chief, Fire Suppress	19	0.3%	62.6%
85	2110	Medical Records Clerk	18	0.3%	62.9%
86	2830	Public Health Nurse	18	0.3%	63.1%
87	3610	Library Assistant	18	0.3%	63.4%
88	5207	Assoc Engineer	18	0.3%	63.7%
89	6122	Sr Environmental Hlth Insp	18	0.3%	63.9%
90	8182	Head Atty, Civil & Criminal	18	0.3%	64.2%
91	0933	Manager V	17	0.2%	64.4%
92	1444	Secretary 1	17	0.2%	64.6%
93	2912	Senior Social Worker	17	0.2%	64.9%
94	7313	Automotive Machinist	17	0.2%	65.1%
95	8308	Sheriff's Sergeant	17	0.2%	65.4%
96	8310	Sheriff's Lieutenant	17	0.2%	65.6%
97	1043	IS Engineer-Senior	16	0.2%	65.8%
98	1093	IT Operations Support Admn III	16	0.2%	66.1%
99	2907	Eligibility Worker Supervisor	16	0.2%	66.3%
100	7250	Utility Plumber Supervisor 1	16	0.2%	66.5%
100	7335	Senior Stationary Engineer	16	0.2%	66.7%
100	8226	Museum Guard	16	0.2%	67.0%
100	9210	Airport Police Officer	16	0.2%	67.2%
100	9703	Emp & Training Spec 2	16	0.2%	67.4%
100	H004	Insp, Fire Dept	16	0.2%	67.6%
Top 100 Job Codes Eligible for Retirement			4,795		
Total Employees Eligible for Retirement			7,090		