



Citywide Workforce Data Analysis

FY15-16

Table of Contents

- 1. Workforce Characteristics..... 1
 - 1.1. Employee Data Defined 1
 - 1.2. Employees by Major Service Area (MSA)..... 1
 - 1.3. Employees by Job Code – Top 100 Job Codes..... 3
 - 1.4. Citywide Average Age and Years of Service 5
 - 1.5. Average Age and Years of Service by Department 5
 - 1.6. Average Age and Length of Service by Employee Group..... 6
- 2. Citywide Employees by Generation – FY2015-2016 6
 - 2.1. Summary 6
 - 2.2. City Employees by Generation..... 6
 - 2.3. Average Years of Service by Generation..... 6
 - 2.4. Generations in the 10 Largest Departments..... 7
 - 2.5. Miscellaneous vs. Safety Employees by Generation..... 7
 - 2.6. Top 10 Job Codes Held by Millennials..... 7
 - 2.7. Top 10 Job Codes Held by Baby Boomers..... 7
- 3. New Hires – FY2015-16..... 8
 - 3.1. Summary 8
 - 3.2. New Hires by MSA..... 8
 - 3.3. New Hires by Department 9
- 4. Separations – FY2015-16 10
 - 4.1. Summary 10
 - 4.2. Separations by Reason (Voluntary and Involuntary) 10
 - 4.3. Voluntary Separations..... 10
 - 4.4. Involuntary Separations..... 11
 - 4.5. Average Age and Years of Service at Separation 11
- 5. Retirement Milestones 12
 - 5.1. Summary 12
 - 5.2. Retirement Milestones by Major Service Area 12
 - 5.3. Retirement Milestones by Department – Miscellaneous Employees..... 13
 - 5.4. Retirement Milestones by Department – Safety Personnel 14
 - 5.5. Retirement Milestones – By Union 15
 - 5.6. Retirement Milestones - Top 100 Job Codes 16

1. Workforce Characteristics

1.1. Employee Data Defined

This section examines workforce demographics for City employees as of July 1, 2016. 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 employees¹.

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.

In instances where age, years or service or retirement eligibility data is so discrete that it would identify specific employees, data has been redacted and only provided in larger aggregate form.

Data Source: eMerge PeopleSoft, as of July 1, 2016.

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.

¹ This report does not include temporary exempt staff. This differs from the FY13-14 Workforce Data Analysis Report, which included temporary exempt (TEX) staff with full-time schedules. The change was made in order to align the dataset with DHR's 2015 Workforce Demographics Report.

Major Service Area	Total Employees	% of Total
Community Health		
Public Health	5,482	19.19%
Community Health Total	5,482	19.19%
Culture & Recreation		
Academy of Sciences	7	0.02%
Arts Commission	33	0.12%
Asian Art Museum	49	0.17%
Fine Arts Museum	88	0.31%
Public Library	803	2.81%
Recreation and Park Commission	706	2.47%
War Memorial	51	0.18%
Culture & Recreation Total	1,737	6.08%
General Administration & Finance		
Assessor / Recorder	139	0.49%
Board of Supervisors	58	0.20%
City Attorney	290	1.02%
City Planning	181	0.63%
Civil Service Commission	5	0.02%
Controller	238	0.83%
Elections	31	0.11%
Ethics Commission	12	0.04%
General Services Agency - City Admin	683	2.39%
General Services Agency - Technology	204	0.71%
Health Service System	45	0.16%
Human Resources	148	0.52%
Mayor	113	0.40%
Retirement System	81	0.28%
Treasurer/Tax Collector	174	0.61%
General Administration & Finance Total	2,402	8.41%
Human Welfare & Neighborhood Development		
Child Support Services	82	0.29%
Children and Families Commission	12	0.04%
Children; Youth & Their Families	37	0.13%
Department of the Status of Women	4	0.01%
Environment	68	0.24%
Human Rights Commission	7	0.02%
Human Services	1,930	6.76%
Rent Arbitration Board	27	0.09%
Human Welfare & Neighborhood Development Total	2,167	7.58%
Public Protection		
Adult Probation	131	0.46%
Department of Emergency Management	233	0.82%
District Attorney	271	0.95%
Fire Department	1,656	5.80%
Juvenile Probation	198	0.69%
Police	2,881	10.08%
Public Defender	160	0.56%
Sheriff	945	3.31%
Public Protection Total	6,475	22.66%
Public Works, Transportation & Commerce		
Airport Commission	1,464	5.12%
Board of Appeals	5	0.02%
Department of Building Inspection	255	0.89%
Economic and Workforce Development	95	0.33%
General Services Agency - Public Works	1,009	3.53%
Hetch Hetchy	271	0.95%
Municipal Transportation Agency	5,345	18.71%
Port	222	0.78%
Public Utilities Commission	607	2.12%
Wastewater Enterprise	432	1.51%
Water Department	603	2.11%
Public Works, Transportation & Commerce Total	10,308	36.08%
Total	28,571	100.00%

1.3. Employees by Job Code – Top 100 Job Codes

Rank	Job Code & Title	Total Employees	% of Total	Cumulative %
1	9163 Transit Operator	2,489	8.71%	8.71%
2	Q002, 03, 04 Police Officer	1,730	6.06%	14.77%
3	H002 Firefighter	836	2.93%	17.69%
4	2320 Registered Nurse	716	2.51%	20.20%
5	2708 Custodian	655	2.29%	22.49%
6	8304 Deputy Sheriff	527	1.84%	24.34%
7	2303 Patient Care Assistant	487	1.70%	26.04%
8	2905 HSA Sr Eligibility Worker	484	1.69%	27.73%
9	Q050, 51, 52 Sergeant	439	1.54%	29.27%
10	H003 EMT/Paramedic/Firefighter	366	1.28%	30.55%
11	8177 Attorney (Civil/Criminal)	349	1.22%	31.77%
12	2736 Porter	304	1.06%	32.84%
13	8214 Parking Control Officer	286	1.00%	33.84%
14	7514 General Laborer	285	1.00%	34.84%
15	1406 Senior Clerk	254	0.89%	35.73%
16	3417 Gardener	242	0.85%	36.57%
17	7371 Electrical Transit System Mech	234	0.82%	37.39%
18	3602 Library Page	234	0.82%	38.21%
19	9209 Community Police Services Aide	225	0.79%	39.00%
20	2430 Medical Evaluations Assistant	222	0.78%	39.77%
21	1823 Senior Administrative Analyst	214	0.75%	40.52%
22	9139 Transit Supervisor	205	0.72%	41.24%
23	2940 Protective Services Worker	193	0.68%	41.92%
24	H020 Lieutenant, Fire Suppression	188	0.66%	42.57%
25	5207 Assoc Engineer	184	0.64%	43.22%
26	1404 Clerk	179	0.63%	43.85%
27	2312 Licensed Vocational Nurse	175	0.61%	44.46%
28	1824 Pr Administrative Analyst	165	0.58%	45.04%
29	1426 Senior Clerk Typist	161	0.56%	45.60%
30	7318 Electronic Maintenance Tech	157	0.55%	46.15%
31	5203 Assistant Engineer	157	0.55%	46.70%
32	7381 Automotive Mechanic	156	0.55%	47.24%
33	3630 Librarian 1	156	0.55%	47.79%
34	7334 Stationary Engineer	153	0.54%	48.33%
35	1822 Administrative Analyst	149	0.52%	48.85%
36	0923 Manager II	148	0.52%	49.36%
37	5241 Engineer	148	0.52%	49.88%
38	2918 HSA Social Worker	142	0.50%	50.38%
39	2604 Food Service Worker	138	0.48%	50.86%
40	8238 Public SafetyComm Disp	135	0.47%	51.34%
41	1632 Senior Account Clerk	135	0.47%	51.81%
42	0931 Manager III	128	0.45%	52.26%
43	0922 Manager I	127	0.44%	52.70%
44	7355 Truck Driver	126	0.44%	53.14%
45	2587 Health Worker 3	123	0.43%	53.57%
46	7372 Stationary Eng, Sewage Plant	120	0.42%	53.99%
47	2586 Health Worker 2	119	0.42%	54.41%
48	2302 Nursing Assistant	110	0.39%	54.79%
49	7410 Automotive Service Worker	108	0.38%	55.17%
50	2930 Behavioral Health Clinician	108	0.38%	55.55%

Top 100 Job Codes (continued)

Rank	Job Code & Title	Total Employees	% of Total	Cumulative %
51	1654 Accountant III	106	0.37%	55.92%
52	1244 Senior Personnel Analyst	105	0.37%	56.29%
53	1054 IS Business Analyst-Principal	103	0.36%	56.65%
54	9102 Transit Car Cleaner	100	0.35%	57.00%
55	8444 Deputy Probation Officer	98	0.34%	57.34%
56	2328 Nurse Practitioner	96	0.34%	57.68%
57	1043 IS Engineer-Senior	95	0.33%	58.01%
58	0932 Manager IV	95	0.33%	58.34%
59	1053 IS Business Analyst-Senior	93	0.33%	58.67%
60	7346 Painter	90	0.32%	58.98%
61	Q060, 61, 62 Lieutenant	90	0.32%	59.30%
62	2232 Senior Physician Specialist	90	0.32%	59.61%
63	1408 Principal Clerk	89	0.31%	59.92%
64	2920 Medical Social Worker	89	0.31%	60.24%
65	1842 Management Assistant	88	0.31%	60.54%
66	3610 Library Assistant	87	0.30%	60.85%
67	1820 Junior Administrative Analyst	83	0.29%	61.14%
68	5201 Junior Engineer	81	0.28%	61.42%
69	1093 IT Operations Support Admn III	81	0.28%	61.71%
70	0933 Manager V	80	0.28%	61.99%
71	8300 Sheriff's Cadet	80	0.28%	62.27%
72	2913 Program Specialist	80	0.28%	62.55%
73	1241 Personnel Analyst	80	0.28%	62.83%
74	7345 Electrician	79	0.28%	63.10%
75	5211 Eng/Arch/Landscape Arch Sr	76	0.27%	63.37%
76	3616 Library Technical Assistant 1	75	0.26%	63.63%
77	2903 Hospital Eligibility Worker	75	0.26%	63.89%
78	2908 Sen Hospital Eligibility Wrkr	75	0.26%	64.16%
79	8226 Museum Guard	71	0.25%	64.40%
80	8306 Senior Deputy Sheriff	69	0.24%	64.65%
81	2593 Health Program Coordinator 3	69	0.24%	64.89%
82	2907 Eligibility Worker Supervisor	69	0.24%	65.13%
83	2409 Pharmacy Technician	68	0.24%	65.37%
84	6318 Construction Inspector	67	0.23%	65.60%
85	2322 Nurse Manager	65	0.23%	65.83%
86	1042 IS Engineer-Journey	65	0.23%	66.06%
87	0941 Manager VI	64	0.22%	66.28%
88	1428 Unit Clerk	64	0.22%	66.50%
89	7313 Automotive Machinist	64	0.22%	66.73%
90	1052 IS Business Analyst	64	0.22%	66.95%
91	7344 Carpenter	63	0.22%	67.17%
92	H030 Captain, Fire Suppression	63	0.22%	67.39%
93	1840 Junior Management Assistant	63	0.22%	67.61%
94	1044 IS Engineer-Principal	62	0.22%	67.83%
95	1657 Accountant IV	62	0.22%	68.05%
96	1446 Secretary 2	62	0.22%	68.27%
97	2931 Marriage, Family & Child Cnslr	62	0.22%	68.48%
98	1324 Customer Service Agent	60	0.21%	68.69%
99	1630 Account Clerk	60	0.21%	68.90%
100	9704 Employment & Training Spec 3	60	0.21%	69.11%
100	1424 Clerk Typist	60	0.21%	69.32%
100	7388 Utility Plumber	60	0.21%	69.53%
Total for Top 100 Job Classes		19,866		
Total Employees		28,571		

1.4. Citywide Average Age and Years of Service

Average of Age	Average of YOS
47.00	12.47

1.5. Average Age and Years of Service by Department

Department	Total Employees	Average Age	Average YOS
Academy of Sciences	7	--	--
Adult Probation	131	44.95	12.69
Airport Commission	1,464	49.88	11.98
Arts Commission	33	44.48	9.70
Asian Art Museum	49	48.49	10.50
Assessor / Recorder	139	48.68	11.35
Board of Appeals	5	--	--
Board of Supervisors	58	39.05	7.84
Child Support Services	82	48.17	13.03
Children and Families Commission	12	46.19	8.82
Children; Youth & Their Families	37	40.31	7.80
City Attorney	290	49.52	13.20
City Planning	181	43.02	9.39
Civil Service Commission	5	--	--
Controller	238	43.05	8.85
Department of Building Inspection	255	51.26	12.84
Department of Emergency Management	233	44.21	13.13
Department of the Status of Women	4	--	--
District Attorney	271	43.67	10.11
Economic and Workforce Development	95	41.72	6.61
Elections	31	41.28	9.95
Environment	68	43.22	8.66
Ethics Commission	12	43.03	10.45
Fine Arts Museum	88	49.68	10.62
Fire Department	1,656	44.46	13.97
General Services Agency - City Admin	683	48.82	11.44
General Services Agency - Public Works	1,009	47.15	12.82
General Services Agency - Technology	204	47.71	11.04
Health Service System	45	51.20	10.74
Hetch Hetchy	271	48.62	11.57
Human Resources	148	43.35	8.75
Human Rights Commission	7	--	--
Human Services	1,930	46.69	11.71
Juvenile Probation	198	50.02	18.14
Mayor	113	43.84	9.11
Municipal Transportation Agency	5,345	48.68	12.19
Police	2,881	41.64	12.02
Port	222	50.57	14.91
Public Defender	160	43.89	11.27
Public Health	5,482	47.83	12.53
Public Library	803	46.45	13.65
Public Utilities Commission	607	47.89	13.08
Recreation and Park Commission	706	48.07	12.95
Rent Arbitration Board	27	51.77	15.05
Retirement System	81	50.98	12.19
Sheriff	945	44.47	14.22
Treasurer/Tax Collector	174	47.64	10.59
War Memorial	51	53.18	15.71
Wastewater Enterprise	432	50.63	14.82
Water Department	603	50.52	15.60
Citywide	28,571	47.00	12.47

1.6. Average Age and Length of Service by Employee Group

Employee Group	Total Employees	Average Age	Average YOS
Miscellaneous	23,614	47.86	12.26
Safety	4,957	42.88	13.48
Citywide	28,571	47.00	12.47

2. Citywide Employees by Generation – FY2015-2016

2.1. Summary

This section examines workforce generations for City employees as of July 1, 2016. The City has five distinct “generations” working side-by-side:

Generation Name ²	Years Born
Traditionalists/Maturers	1928-1945
Baby Boomers	1946-1964
Generation Xers	1965-1980
Millennial Generation	1981-2000
Generation Z	2001-present

2.2. City Employees by Generation

Generation	Total Employees	% of Total
Traditionalists	153	0.54%
Baby Boomers	10,782	37.74%
Gen X	12,330	43.16%
Millenials	5,302	18.56%
Gen Z	4	0.01%
Citywide	28,571	100.00%

2.3. Average Years of Service by Generation

Generation	Average YOS
Traditionalists	21.96
Baby Boomers	18.11
Gen X	11.08
Millenials	3.97
Gen Z	0.13
Citywide	12.47

² The generation designations are terms commonly used in the human resources community, see the International Public Management Association for Human Resources Report, “2016 Cross-Generational Benchmarking Report,” 4-5.

2.4. Generations in the 10 Largest Departments

Department	Total Employees	Traditionalists	Baby Boomers	Gen X	Millenials	Gen Z
Public Health	5,482	0.55%	40.46%	42.39%	16.60%	0.00%
Municipal Transportation Agency	5,345	0.49%	43.76%	41.93%	13.83%	0.00%
Police	2,881	0.07%	19.23%	47.80%	32.91%	0.00%
Human Services	1,930	0.88%	35.65%	44.25%	19.22%	0.00%
Fire Department	1,656	0.06%	24.46%	54.83%	20.65%	0.00%
Airport Commission	1,464	1.16%	48.91%	37.36%	12.57%	0.00%
General Services Agency - Public Works	1,009	0.59%	41.72%	36.47%	21.21%	0.00%
Sheriff	945	0.00%	26.24%	51.85%	21.90%	0.00%
Public Library	803	1.00%	34.37%	43.84%	20.80%	0.00%
Recreation and Park Commission	706	0.00%	44.05%	39.24%	16.15%	0.57%

2.5. Miscellaneous vs. Safety Employees by Generation

Employee Type	Traditionalists	Baby Boomers	Gen X	Millenials	Gen Z
Miscellaneous	0.52%	34.15%	34.07%	13.90%	0.01%
Safety	0.01%	3.59%	9.09%	4.66%	0.00%
Citywide	0.54%	37.74%	43.16%	18.56%	0.01%

2.6. Top 10 Job Codes Held by Millennials

Job Code	Total Employees
Q002 Police Officer	562
9163 Transit Operator	399
H002 Firefighter	193
Q003 Police Officer 2	161
H003 EMT/Paramedic/Firefighter	134
2320 Registered Nurse	125
2905 HSA Sr Eligibility Worker	120
3602 Library Page	91
2430 Medical Evaluations Assistant	88
5203 Assistant Engineer	88
Total for Top 10 Job Codes	1,961
Total Millenials	5,302

2.7. Top 10 Job Codes Held by Baby Boomers

Job Code	Total Employees
9163 Transit Operator	966
2708 Custodian	404
2320 Registered Nurse	281
H002 Firefighter	178
2736 Porter	161
Q004 Police Officer 3	155
2303 Patient Care Assistant	150
2905 HSA Sr Eligibility Worker	138
8304 Deputy Sheriff	128
7514 General Laborer	121
Grand Total	2,682
Total Baby Boomers	10,782

3. New Hires – FY2015-16

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

Major Service Area	Misc New Hires
Community Health	460
Culture & Recreation	161
General Administration & Finance	254
Human Welfare & Neighborhood Development	183
Public Protection	211
Public Works, Transportation & Commerce	708
Total Miscellaneous New Hires	1,977

Major Service Area	Safety New Hires
Public Protection	457
Total Safety New Hires	457

3.3. New Hires by Department

Department	Misc New Hires
Academy of Sciences	1
Adult Probation	6
Airport Commission	99
Arts Commission	3
Asian Art Museum	1
Assessor / Recorder	16
Board of Appeals	1
Board of Supervisors	7
Child Support Services	8
Children; Youth & Their Families	3
City Attorney	25
City Planning	16
Controller	29
Department of Building Inspection	26
Department of Emergency Management	18
Department of the Status of Women	2
District Attorney	31
Economic and Workforce Development	13
Elections	4
Environment	11
Ethics Commission	2
Fine Arts Museum	9
Fire Department	6
General Services Agency - City Admin	41
General Services Agency - Public Works	63
General Services Agency - Technology	29
Health Service System	6
Hetch Hetchy	8
Human Resources	36
Human Rights Commission	2
Human Services	157
Juvenile Probation	7
Mayor	7
Municipal Transportation Agency	444
Police	64
Port	8
Public Defender	21
Public Health	460
Public Library	70
Public Utilities Commission	22
Recreation and Park Commission	48
Retirement System	9
Sheriff	58
Treasurer/Tax Collector	27
War Memorial	8
Wastewater Enterprise	21
Water Department	24
Total Miscellaneous New Hires	1,977

Department	Safety New Hires
Adult Probation	2
District Attorney	3
Fire Department	155
Juvenile Probation	2
Police	295
Total Public Safety New Hires	457

4. Separations – FY2015-16

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.

4.2. Separations by Reason (Voluntary and Involuntary)

Termination Reason	Miscellaneous	Safety	Total
Retirement	802	130	932
Service Retirement	777	126	903
Vested Retirement	16	0	16
Disability Retirement	9	4	13
Termination	1,104	145	1,249
Death	191	27	218
Dismissal of Permanent Employee	37	7	44
Medical Release - Non Punitive	25	1	26
Release	58	2	60
Release fr Probation-NonDiscip	142	41	183
Resign - Satisfactory Service	651	67	718
Other (termination reasons used for <25 employees)	70	9	79
Total	1,976	284	2,260

4.3. Voluntary Separations

Voluntary separations are as those that are voluntary on the part of the employee, such as retirement, resign-satisfactory service, resign-unsatisfactory service, and never reported for work. Voluntary separations are divided into two categories: retirements and terminations. Voluntary separations that are not due to retirement are categorized as terminations.

Voluntary Action	Miscellaneous		Safety	
	Total	% of Total	Total	% of Total
Retirement	802	54.34%	130	64.68%
Termination	674	45.66%	71	35.32%
Total Voluntary Terminations	1,476		201	

4.4. Involuntary Separations

Involuntary separations 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.

Involuntary Action	Miscellaneous		Safety	
	Total	% of Total	Total	% of Total
Automatic Resignation	5	1.00%	0	0.00%
Death	191	38.20%	27	32.53%
Dismissal of Permanent Employee	37	7.40%	7	8.43%
End of Holdover Status	21	4.20%	0	0.00%
Legal Limit - Temporary Time	11	2.20%	0	0.00%
Medical Release - Non Punitive	25	5.00%	1	1.20%
Release	58	11.60%	2	2.41%
Release - Settlement Agrmt	2	0.40%	0	0.00%
Release fr Probation-NonDiscip	142	28.40%	41	49.40%
Release from Probation-Discip	6	1.20%	4	4.82%
Term - Non-Holdover Layoff	2	0.40%	0	0.00%
Termination - Non SFER Retiree	0	0.00%	1	1.20%
Total Involuntary Terminations	500		83	

4.5. Average Age and Years of Service at Separation

Action	Miscellaneous		Safety	
	Average Age	Average of YOS	Average Age	Average of YOS
Retirement	62.98	24.52	56.69	27.24
Termination	46.60	9.94	39.60	8.84
Overall Average	53.25	15.86	47.45	17.29

5. Retirement Milestones

5.1. 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.

In instances where age, years of service or retirement eligibility data is so discrete that it would identify specific employees, data has been redacted and only provided in larger aggregate form.

5.2. Retirement Milestones by Major Service Area

Major Service Area	Total Employees	Miscellaneous		Safety	
		Eligible	% Eligible	Eligible	% Eligible
Community Health	5,482	1,161	21.18%		
Culture & Recreation	1,737	371	21.36%		
General Administration & Finance	2,402	409	17.03%		
Human Welfare & Neighborhood Development	2,167	412	19.01%		
Public Protection	6,475	247	3.81%	1,275	19.69%
Public Works, Transportation & Commerce	10,308	2,254	21.87%		
Total	28,571	4,854	16.99%	1,275	4.46%

5.3. Retirement Milestones by Department – Miscellaneous Employees

Department	Total Employees	Misc Eligible	% of Total
Academy of Sciences	7	0	0.00%
Adult Probation	131	4	3.05%
Airport Commission	1,464	290	19.81%
Arts Commission	33	5	15.15%
Asian Art Museum	49	7	14.29%
Assessor / Recorder	139	31	22.30%
Board of Appeals	5	-	-
Board of Supervisors	58	-	-
Child Support Services	82	15	18.29%
Children and Families Commission	12	0	0.00%
Children; Youth & Their Families	37	2	5.41%
City Attorney	290	71	24.48%
City Planning	181	16	8.84%
Civil Service Commission	5	-	-
Controller	238	19	7.98%
Department of Building Inspection	255	66	25.88%
Department of Emergency Management	233	35	15.02%
Department of the Status of Women	4	-	-
District Attorney	271	33	12.18%
Economic and Workforce Development	95	5	5.26%
Elections	31	-	-
Environment	68	9	13.24%
Ethics Commission	12	0	0.00%
Fine Arts Museum	88	12	13.64%
Fire Department	1,656	22	1.33%
General Services Agency - City Admin	683	137	20.06%
General Services Agency - Public Works	1,009	216	21.41%
General Services Agency - Technology	204	38	18.63%
Health Service System	45	10	22.22%
Hetch Hetchy	271	56	20.66%
Human Resources	148	18	12.16%
Human Rights Commission	7	-	-
Human Services	1,930	378	19.59%
Juvenile Probation	198	16	8.08%
Mayor	113	13	11.50%
Municipal Transportation Agency	5,345	1,117	20.90%
Police	2,881	98	3.40%
Port	222	63	28.38%
Public Defender	160	16	10.00%
Public Health	5,482	1,161	21.18%
Public Library	803	184	22.91%
Public Utilities Commission	607	133	21.91%
Recreation and Park Commission	706	147	20.82%
Rent Arbitration Board	27	7	25.93%
Retirement System	81	18	22.22%
Sheriff	945	23	2.43%
Treasurer/Tax Collector	174	34	19.54%
War Memorial	51	16	31.37%
Wastewater Enterprise	432	127	29.40%
Water Department	603	180	29.85%
Total	28,571	4,854	16.99%

5.4. Retirement Milestones by Department – Safety Personnel

Department	Total Employees	Eligible	% of Total
Adult Probation	131	28	21.37%
District Attorney	271	7	2.58%
Fire Department	1,656	475	28.68%
Juvenile Probation	198	76	38.38%
Police	2,881	441	15.31%
Public Defender	160	3	1.88%
Sheriff	945	245	25.93%
Total	6,242	1,275	20.43%

5.5. Retirement Milestones - By Union

Union	Total Employees	Miscellaneous		Safety	
		Eligible	% of Total	Eligible	% of Total
Auto Machinist, Lodge 1414	396	97	24.49%	0	0.00%
BrickLayers, Local 3	5	-	-	-	-
Carpenters, Local 22	86	27	31.40%	0	0.00%
Carpet, Linoleum & Soft Tile	3	-	-	-	-
Cement Masons, Local 300 (580)	26	-	-	-	-
Electrical Workers, Local 6	747	189	25.30%	0	0.00%
Firefighters Unit 1, Local 798	1,546	0	0.00%	442	28.59%
Firefighters Unit 2, Local 798	41	0	0.00%	27	65.85%
Glaziers, Local 718	7	-	-	-	-
Hod Carriers, Local 36	5	-	-	-	-
Indv. Employment Contract-MTA	1	-	-	-	-
Iron Workers, Local 377	13	-	-	-	-
Laborers Int, Local 261	792	159	20.08%	0	0.00%
Local 21, SFAPP	350	69	19.71%	0	0.00%
Mgt. Unrepresented Employees	65	5	7.69%	0	0.00%
Misc. Unrepresented Employees	10	2	20.00%	0	0.00%
Municipal Attorneys Assoc SF	419	79	18.85%	0	0.00%
Municipal Exec Assoc - Fire	6	-	-	-	-
Municipal Exec Assoc - Police	6	-	-	-	-
Municipal Exec Assoc-Misc	1,014	243	23.96%	7	0.69%
Operating Engineers, Local 3	55	16	29.09%	0	0.00%
Physician/Dentists 11-AA, UAPD	10	3	30.00%	0	0.00%
Physician/Dentists 8-CC, UAPD	141	38	26.95%	0	0.00%
Pile Drivers, Local 34	15	-	-	-	-
Plumbers, Local 38	267	87	32.58%	0	0.00%
POA	2,332	-	-	438	18.78%
Prof & Tech Eng, Local 21	3,967	722	18.20%	0	0.00%
Roofers, Local 40	7	-	-	-	-
SEIU 1021	3,384	606	17.91%	0	0.00%
SEIU 1021 Staff & Per Diem RNs	882	207	23.47%	0	0.00%
SEIU H-1 Paramedics	2	-	-	-	-
SEIU Local 1021	6,973	1,471	21.10%	52	0.75%
SF Bldg Insptors, Carp - 6332	2	-	-	-	-
SF Building Inspectors-6331/33	63	20	31.75%	0	0.00%
SF City Workers United	101	18	17.82%	0	0.00%
SF Deputy Sheriffs Assn	685	0	0.00%	192	28.03%
SF Probation Off Assoc	116	0	0.00%	38	32.76%
SF Sheriff's Managers and Supv	84	0	0.00%	40	47.62%
SFDA Investigators Assn	32	0	0.00%	7	21.88%
SFIPOA, Op Eng, Local 3	1	-	-	-	-
Sheet Metal Workers, Local 104	25	12	48.00%	0	0.00%
Stationary Engineers, Local 39	515	165	32.04%	0	0.00%
Sup Probation Ofcr, Op Eng 3	27	2	7.41%	10	37.04%
Teamsters Local 856 Multi-Unit	93	11	11.83%	12	12.90%
Teamsters Local 856 Spv Nurses	80	27	33.75%	0	0.00%
Teamsters, Local 853	134	33	24.63%	0	0.00%
Theatrical Stage Emp, Local 16	23	2	8.70%	0	0.00%
TWU Local 200	299	101	33.78%	0	0.00%
TWU Local 250-A TranFareInsp	39	-	-	-	-
TWU Local 250-A, AutoServWrkr	108	26	24.07%	0	0.00%
TWU Local 250-A, Misc	80	20	25.00%	0	0.00%
TWU Local 250-A, TransitOpr	2,489	379	15.23%	0	0.00%
Unrepresented Contract Rte FBP	2	-	-	-	-
Total	28,571	4,854	16.99%	1,275	4.46%

5.6. Retirement Milestones - Top 100 Job Codes

Rank	Job Code & Title	Total Employees	Eligible	% of Total	Cumulative %
1	9163 Transit Operator	2,489	379	6.18%	6.18%
2	Q002, 03, 04 Police Officer	1,730	242	3.95%	10.13%
3	H002 Firefighter	836	223	3.64%	13.77%
4	2320 Registered Nurse	716	178	2.90%	16.67%
5	2708 Custodian	655	138	2.25%	18.93%
6	8304 Deputy Sheriff	527	162	2.64%	21.57%
7	2303 Patient Care Assistant	487	29	0.47%	22.04%
8	2905 HSA Sr Eligibility Worker	484	66	1.08%	23.12%
9	Q050, 51, 52 Sergeant	439	106	1.73%	24.85%
10	H003 EMT/Paramedic/Firefighter	366	57	0.93%	25.78%
11	8177 Attorney (Civil/Criminal)	349	51	0.83%	26.61%
12	2736 Porter	304	74	1.21%	27.82%
13	8214 Parking Control Officer	286	83	1.35%	29.17%
14	7514 General Laborer	285	57	0.93%	30.10%
15	1406 Senior Clerk	254	34	0.55%	30.66%
16	3417 Gardener	242	43	0.70%	31.36%
17	7371 Electrical Transit System Mech	234	48	0.78%	32.14%
18	3602 Library Page	234	27	0.44%	32.58%
19	9209 Community Police Services Aide	225	32	0.52%	33.10%
20	2430 Medical Evaluations Assistant	222	7	0.11%	33.22%
21	1823 Senior Administrative Analyst	214	19	0.31%	33.53%
22	9139 Transit Supervisor	205	73	1.19%	34.72%
23	2940 Protective Services Worker	193	31	0.51%	35.23%
24	H020 Lieutenant, Fire Suppression	188	74	1.21%	36.43%
25	5207 Assoc Engineer	184	18	0.29%	36.73%
26	1404 Clerk	179	25	0.41%	37.13%
27	2312 Licensed Vocational Nurse	175	35	0.57%	37.71%
28	1824 Pr Administrative Analyst	165	23	0.38%	38.08%
29	1426 Senior Clerk Typist	161	79	1.29%	39.37%
30	7318 Electronic Maintenance Tech	157	48	0.78%	40.15%
31	5203 Assistant Engineer	157	17	0.28%	40.43%
32	7381 Automotive Mechanic	156	36	0.59%	41.02%
33	3630 Librarian 1	156	37	0.60%	41.62%
34	7334 Stationary Engineer	153	42	0.69%	42.31%
35	1822 Administrative Analyst	149	13	0.21%	42.52%
36	0923 Manager II	148	39	0.64%	43.16%
37	5241 Engineer	148	41	0.67%	43.82%
38	2918 HSA Social Worker	142	18	0.29%	44.12%
39	2604 Food Service Worker	138	29	0.47%	44.59%
40	8238 Public SafetyComm Disp	135	12	0.20%	44.79%
41	1632 Senior Account Clerk	135	23	0.38%	45.16%
42	0931 Manager III	128	27	0.44%	45.60%
43	0922 Manager I	127	29	0.47%	46.08%
44	7355 Truck Driver	126	30	0.49%	46.57%
45	2587 Health Worker 3	123	24	0.39%	46.96%
46	7372 Stationary Eng, Sewage Plant	120	35	0.57%	47.53%
47	2586 Health Worker 2	119	24	0.39%	47.92%
48	2302 Nursing Assistant	110	70	1.14%	49.06%
49	7410 Automotive Service Worker	108	26	0.42%	49.49%
50	2930 Behavioral Health Clinician	108	20	0.33%	49.81%

Retirement Milestones – Top 100 Job Codes (continued)

Rank	Job Code & Title	Total Employees	Eligible	% of Total	Cumulative %
51	1654 Accountant III	106	11	0.18%	49.99%
52	1244 Senior Personnel Analyst	105	22	0.36%	50.35%
53	1054 IS Business Analyst-Principal	103	22	0.36%	50.71%
54	9102 Transit Car Cleaner	100	32	0.52%	51.23%
55	8444 Deputy Probation Officer	98	38	0.62%	51.85%
56	2328 Nurse Practitioner	96	15	0.24%	52.10%
57	1043 IS Engineer-Senior	95	13	0.21%	52.31%
58	0932 Manager IV	95	41	0.67%	52.98%
59	1053 IS Business Analyst-Senior	93	9	0.15%	53.12%
60	7346 Painter	90	15	0.24%	53.37%
61	Q060, 61, 62 Lieutenant	90	46	0.75%	54.12%
62	2232 Senior Physician Specialist	90	23	0.38%	54.50%
63	1408 Principal Clerk	89	26	0.42%	54.92%
64	2920 Medical Social Worker	89	18	0.29%	55.21%
65	1842 Management Assistant	88	14	0.23%	55.44%
66	3610 Library Assistant	87	17	0.28%	55.72%
67	1820 Junior Administrative Analyst	83	3	0.05%	55.77%
68	5201 Junior Engineer	81	-	-	-
69	1093 IT Operations Support Admn III	81	21	0.34%	56.13%
70	0933 Manager V	80	12	0.20%	56.32%
71	8300 Sheriff's Cadet	80	-	-	-
72	2913 Program Specialist	80	26	0.42%	56.76%
73	1241 Personnel Analyst	80	4	0.07%	56.83%
74	7345 Electrician	79	19	0.31%	57.14%
75	5211 Eng/Arch/Landscape Arch Sr	76	32	0.52%	57.66%
76	3616 Library Technical Assistant 1	75	27	0.44%	58.10%
77	2903 Hospital Eligibility Worker	75	19	0.31%	58.41%
78	2908 Sen Hospital Eligibility Wrkr	75	26	0.42%	58.84%
79	8226 Museum Guard	71	13	0.21%	59.05%
80	8306 Senior Deputy Sheriff	69	29	0.47%	59.52%
81	2593 Health Program Coordinator 3	69	20	0.33%	59.85%
82	2907 Eligibility Worker Supervisor	69	22	0.36%	60.21%
83	2409 Pharmacy Technician	68	5	0.08%	60.29%
84	6318 Construction Inspector	67	18	0.29%	60.58%
85	2322 Nurse Manager	65	22	0.36%	60.94%
86	1042 IS Engineer-Journey	65	11	0.18%	61.12%
87	0941 Manager VI	64	15	0.24%	61.36%
88	1428 Unit Clerk	64	15	0.24%	61.61%
89	7313 Automotive Machinist	64	7	0.11%	61.72%
90	1052 IS Business Analyst	64	10	0.16%	61.89%
91	7344 Carpenter	63	17	0.28%	62.16%
92	H030 Captain, Fire Suppression	63	26	0.42%	62.59%
93	1840 Junior Management Assistant	63	2	0.03%	62.62%
94	1044 IS Engineer-Principal	62	13	0.21%	62.83%
95	1657 Accountant IV	62	5	0.08%	62.91%
96	1446 Secretary 2	62	32	0.52%	63.44%
97	2931 Marriage, Family & Child Cnslr	62	8	0.13%	63.57%
98	1324 Customer Service Agent	60	3	0.05%	63.62%
99	1630 Account Clerk	60	14	0.23%	63.84%
100	1424 Clerk Typist	60	25	0.41%	64.25%
100	7388 Utility Plumber	60	14	0.23%	64.48%
100	9704 Employment & Training Spec 3	60	14	0.23%	64.71%
	Top 100 Job Codes Eligible for Retirement		3,964		
	Total Employees Eligible for Retirement		6,129		