

Annual Vacancy and Turnover Rates by Departments

Dept #	Department	Pay Period of February 7, 2026 - February 20, 2026				2026 FY Average Funded Vacancy Rate					2026 FY Turnover Rate				
		# of Full Time Permanent Positions			Vacancy Rate	Quarter				Fiscal Year	Quarter				Fiscal Year
		Established Positions	Filled Positions	Vacant Positions	All Positions	First	Second	3rd Prelim	Fourth		First	Second	3rd Prelim	Fourth	
88	Animal Care & Control	27	25	2	7.4%	7.5%	10.6%	9.3%		9.2%	0.0%	30.6%	0.0%	12.5%	
22	Budget	15	11	4	26.7%	16.7%	18.7%	25.0%		19.4%	32.9%	29.5%	56.5%	36.6%	
21	CAO's Office	14	11	3	21.4%	33.3%	16.0%	24.5%		23.9%	68.4%	0.0%	68.4%	37.7%	
73	Citizen Service and Response	33	32	1	3.0%	3.5%	2.2%	3.0%		2.9%	0.0%	11.5%	0.0%	4.8%	
8	City Assessor	38	36	2	5.3%	7.0%	7.9%	5.9%		7.1%	0.0%	10.6%	0.0%	4.3%	
10	City Attorney	47	38	9	19.1%	15.6%	18.2%	19.1%		17.5%	21.7%	9.7%	17.1%	15.7%	
9	City Auditor	14	13	1	7.1%	26.2%	17.3%	7.1%		18.1%	82.5%	0.0%	0.0%	26.8%	
4	City Clerk	7	6	1	14.3%	23.8%	14.3%	14.3%		17.6%	0.0%	0.0%	0.0%	0.0%	
2	City Council	9	8	1	11.1%	0.0%	0.0%	2.8%		0.7%	0.0%	0.0%	0.0%	0.0%	
3	City Library	72	67	5	6.9%	0.0%	3.8%	5.6%		2.9%	0.0%	21.3%	19.0%	13.1%	
89	Community Wealth Building	35	30	5	14.3%	8.6%	13.9%	14.3%		12.1%	26.9%	12.3%	21.5%	19.8%	
6	Council Chief of Staff	14	13	1	7.1%	25.0%	13.4%	8.6%		16.5%	0.0%	0.0%	0.0%	0.0%	
36	Economic/Community Development	18	15	3	16.7%	26.9%	20.6%	16.7%		21.9%	0.0%	0.0%	0.0%	0.0%	
87	Emergency Communications	123	113	10	8.1%	7.7%	6.7%	8.3%		7.4%	27.0%	9.8%	5.8%	14.8%	
25	Finance	151	92	59	39.1%	39.1%	39.8%	39.2%		39.4%	14.1%	4.1%	14.2%	10.0%	
42	Fire- non sworn	23	23	0	0.0%	11.4%	5.0%	0.0%		6.1%	0.0%	0.0%	0.0%	0.0%	
s42	Fire- sworn	480	475	5	1.0%	4.4%	4.5%	4.1%		4.4%	8.5%	3.2%	4.3%	5.4%	
r42	Fire Recruits													0.0%	
57	General Services	118	100	18	15.3%	18.6%	17.7%	15.5%		17.5%	9.7%	3.8%	0.0%	4.8%	
38	Housing & Community Development	19	17	2	10.5%	15.8%	10.5%	10.5%		12.4%	26.5%	0.0%	0.0%	9.2%	
12	Human Resources	53	51	2	3.8%	13.2%	5.1%	4.2%		7.8%	0.0%	14.9%	12.9%	9.5%	
20	Information Technology	93	90	3	3.2%	7.0%	4.8%	3.5%		5.2%	0.0%	0.0%	0.0%	0.0%	
11	Inspector General	8	7	1	12.5%	44.4%	33.3%	18.2%		34.0%	86.7%	0.0%	0.0%	26.8%	
56	Intergovernmental Affairs	1	1	0	0.0%	100.0%	0.0%	0.0%		35.3%		0.0%	0.0%	0.0%	
15	Justice Services	144	120	24	16.7%	18.7%	20.0%	18.9%		19.3%	25.7%	25.6%	16.8%	23.6%	
85	Mayor's Office	9	9	0	0.0%	22.2%	3.2%	0.0%		9.2%	0.0%	0.0%	0.0%	0.0%	
34	Minority Business Development	6	6	0	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	
14	Neighborhood and Community Services	49	39	10	20.4%	10.7%	14.6%	17.3%		13.9%	30.6%	17.7%	47.0%	29.1%	
30	Parks & Recreation	225	171	54	24.0%	25.2%	23.0%	23.7%		23.9%	7.7%	8.6%	11.3%	8.9%	
5	Planning & Development Review	144	130	14	9.7%	11.9%	12.8%	9.5%		11.7%	6.8%	8.9%	5.0%	7.2%	
41	Police- non sworn	127	105	22	17.3%	16.3%	15.8%	16.1%		16.0%	16.6%	7.1%	42.4%	18.9%	
s41	Police- sworn	631	553	78	12.4%	12.2%	11.5%	11.8%		11.8%	4.7%	4.6%	9.3%	5.8%	
r41	Police Recruits		30	-30							53.8%	15.7%	46.0%	36.8%	
84	Procurement	35	31	4	11.4%	25.7%	18.8%	11.4%		19.5%	0.0%	0.0%	0.0%	0.0%	
35	Public Utilities	789	644	145	18.4%	19.8%	19.2%	18.2%		19.2%	12.4%	15.8%	10.1%	13.2%	
29	Public Works	383	338	45	11.7%	13.8%	12.9%	11.9%		13.0%	10.3%	4.5%	3.9%	6.4%	
18	Retirement	9	8	1	11.1%	11.1%	11.1%	11.1%		11.1%	0.0%	0.0%	0.0%	0.0%	
27	Social Services	364	336	28	7.7%	8.5%	6.9%	7.3%		7.6%	8.0%	5.6%	3.9%	6.0%	
54	Strategic Commun & Civic Engagement	24	21	3	12.5%	16.7%	15.5%	12.5%		15.2%	0.0%	0.0%	0.0%	0.0%	
53	Sustainability	9	9	0	0.0%	7.4%	0.0%	0.0%		2.6%	52.0%	0.0%	0.0%	17.4%	
	Total	4360	3824	536	12.3%	13.8%	13.2%	12.5%		13.2%	10.6%	8.4%	9.2%	9.4%	
					Rate for FY25	15.5%	15.5%	14.8%	14.7%	15.1%	10.3%	8.3%	13.2%	9.6%	10.3%
					Rate for FY24	16.5%	16.2%	16.0%	15.5%	16.0%	12.0%	9.8%	11.8%	10.3%	11.0%
					Rate for FY23	9.3%	9.4%	9.8%	8.5%	9.2%	14.1%	11.8%	11.3%	11.7%	12.2%
					Rate for FY22	6.1%	8.2%	8.6%	7.6%	7.7%	18.9%	17.5%	14.3%	12.2%	15.7%
	Established Full Time Permanent Positions: Positions established in the City's COREP system.														
	Turnover is based on employees leaving City service and includes resignations, dismissals, deaths, and retirements														
	First Quarter	Pay Periods June 28, 2025 - July 11, 2025 through September 6, 2025 - September 19, 2025													
	Second Quarter	Pay Periods September 20, 2025 - October 3, 2025 through December 13, 2025 - December 26, 2025													
	Third Quarter	Pay Periods December 27, 2025 - January 9, 2026 through March 07, 2026 - March 20, 2026													
	Fourth Quarter	Pay Periods March 21, 2026 - April 3, 2026 through June 13, 2026 - June 26, 2026													