



Budget Office

CITY OF PHILADELPHIA

April 26, 2022

The Honorable Darrell Clarke
City Council President
City Hall, Room 490
Philadelphia, PA 19107

Dear Council President Clarke,

This letter is in response to questions raised by Councilmembers during the FY23 Council Budget Hearings scheduled for the Office of Innovation and Technology. At the hearing, the following questions were asked:

- **Councilmember Parker: How much of the wage increase is going towards new hiring or employees and how much is raises for current employees?**

The FY23 Class 100 increase of \$5,449,784 includes \$446,415 in wage increases and \$2,581,909 for new positions. It also includes a reinstatement of \$2,500,000 of Class 100 funding that was reduced in FY22 due to a delay in the hiring of new OPAL positions. In addition, these increases are offset by a \$78,540 reduction due to one-time COVID-19 vaccines bonuses in FY22.

- **Councilmember Gilmore Richardson: What is the timeline for the Smart City Director?**

OIT has posted the position on SmartRecruiters and made repeated posts on social media channels that OIT is hiring for this role. The position is anticipated to be open until mid-May. At that time, OIT will review candidates and begin the interviewing process with a goal of having a new Smart City Director onboard early to mid-Summer 2022.

- **Councilmember Gilmore Richardson: Send us a list of all entry-level positions – from last 3 years, and where you hired from. Work with OHR to look at the specs of those positions to make sure they align with middle career positions.**

Please see Attachment A

- **Council President Clarke: Cameras for short dumping - moving the locations. City council approved money to move those cameras. Find out what the issue is with getting those cameras moved. Provide more information about how camera systems are being used to address short dumping?**

The OIT VSS team researched and tested mobile or movable cameras for the last 2 years and recently selected a model we believe meets Streets and Police program requirements. Mobile cameras have an added cost that stationery equipment does not for ongoing monthly service costs totaling \$40 per device per month.

The cameras were procured by the VSS Program Manager based on direction from Streets for their Short Dumping program. Currently there are 188 cameras installed an uploaded into Genetec, the video



Budget Office

CITY OF PHILADELPHIA

management system (VMS). The Product Manager (OIT) will coordinate with Streets regarding their next order of cameras and model selected.

- **Councilmember Gauthier: How are OIT and Streets coordinating camera placement to address short dumping and gun violence?**

Like the PPD VSS program, Short Dumping camera locations are selected by the Streets department. Streets works in cooperation with City Council providing notification to Police once locations are determined. The OIT VSS field team installs the Short Dumping cameras along with uploading them into Genetec (VMS).

OIT can only state the cameras are utilized to analyze activity and identify details in investigating criminal activity. Details as to how placement of cameras directly ties to gun violence reduction, commercial corridor safety, and/or responding to short dumping would have to be asked of Police, Commerce and Streets directly.

Please contact my office for further information.

Thank you,

Mark Wheeler
Chief Information Officer
Office of Innovation and Technology



ATTACHMENT A

OIT - Entry Level Hires

1/1/19 - 3/31/22

Employee Category Name	Job	# of Positions Hired	Base Salary	Recruitment	Career Progression
Exempt General	I626.It Administrative Analyst	8	\$50,000	Applied via SmartRecruiters	Career progression can lead to other opportunities within OIT or other City Departments
Exempted by the Civil Service Commission	T400.Technology Apprentice	3	\$31,200	Applied via SmartRecruiters	Career progression outlined with OHR
Exempt General	D043.Data Analyst	2	\$50,000	Applied via SmartRecruiters	Career progression can lead to other opportunities within OIT or other City Departments
Exempt General	T069.Technical Support Specialist	10	\$50,000	Applied via SmartRecruiters	Career progression can lead to other opportunities within OIT or other City Departments
Exempt General	A927.Associate Business Analyst	1	\$55,000	Applied via SmartRecruiters	Career progression can lead to other opportunities within OIT or other City Departments
Civil Service	1E70.Information Technology Trainee	4	\$44,573	Hired from Civil Service eligible list	Career progression outlined with OHR
Civil Service	1D22.Computer Operator	2	\$45,199	Hired from Civil Service eligible list	Career progression outlined with OHR
Exempt General	I640.It Platform Engineer	2	\$51,250	Applied via SmartRecruiters	Career progression can lead to other opportunities within OIT or other City Departments
Exempt General	U661.Utility Specialist	1	\$50,000	Applied via SmartRecruiters	Career progression can lead to other opportunities within OIT or other City Departments
Exempt General	A906.Associate Web Producer	1	\$51,250	Applied via SmartRecruiters	Career progression can lead to other opportunities within OIT or other City Departments



Budget Office

CITY OF PHILADELPHIA

Exempt General	I637.It Financial Analyst	2	\$60,000	Applied via SmartRecruiters	Career progression can lead to other opportunities within OIT or other City Departments
Exempt General	I662.IT Specialist 1	1	\$60,000	Applied via SmartRecruiters	Career progression can lead to other opportunities within OIT or other City Departments
Exempt General	O082.Office Administrator	1	\$41,000	Applied via SmartRecruiters	Career progression can lead to other opportunities within OIT or other City Departments



Budget Office

CITY OF PHILADELPHIA

April 26, 2022

The Honorable Darrell Clarke
City Council President
City Hall, Room 490
Philadelphia, PA 19107

Dear Council President Clarke,

This letter is in response to questions raised by Councilmembers during the FY23 Council Budget Hearings scheduled for the Department of Commerce. At the hearing, the following questions were asked:

- **Councilmember Brooks: How much would it cost to reinstate the model employer program?**

The City's Model Employer Program was instituted as a pilot project for the 10 City Departments in the Managing Directors Office (MDO). It was primarily funded with a grant from the Lenfest Foundation. The grant covered the cost of training materials, a curriculum development consultant, case management, a job placement consultant, and miscellaneous materials. The grant for Year 1 was \$250,000 and for Year 2 was \$300,000. The pilot was designed to provide training and placement for 200 participants into permanent civil service jobs.

To reinstate the program, as a continuation of the pilot size of 200 participants over two years, the costs of the program would be a minimum of \$300,000 a year plus designated staff to administer the project.

Reinstating the project would include:

- The integration of the Office of Human Resources for recruitment, retention, and promotion of the program in addition to cross department coordination.
- An analysis and intention to focus on Civil Service positions that are in high demand and will have a pathway for participants to move up their career ladder as the best opportunity for employment and entry into city government jobs.
- Implementation of an RFP process for external consultants for training and case management services to support the trainees and the program scope.

- **Councilmember Parker: Can you give me that info for all CDCs being funded by the City?**

Commerce is committed to supporting the operational capacity of community-based organizations that provide economic development activities in our neighborhoods. Especially in areas that cannot sustain a Special Services District (aka Business Improvement District), we seek to provide funding to support staffing dedicated to economic development. 48 organizations benefit from the City's CDC Tax Credit Program and Commerce's sister program, CDC Economic Development Support Grants. Additionally, 14 organizations that manage some of the busiest corridors in the city receive contracts dedicated to supporting Corridor Management staff. And 38 organizations receive funding to administer Taking Care of Business Cleaning Programs. When combined, these programs provide over \$11 million in operational funding to 61 different organizations. A full chart of these investments is provided below.



Budget Office

CITY OF PHILADELPHIA

Commerce is currently reviewing applications for Corridor Safety Enhancement Grants and will announce another \$600k of awards to community organizations in the coming weeks.

CD	Community Based Organization	Special Services Districts	CDC Tax Credit Prog (CY 2022)	CDC Support Grant	Targeted Corridor Mgmt Program (CDBG + NFS)	PHL TCB Clean Corridors	TOTAL BY ORG
2,3	ACANA			62,500	175,000	275,000	\$512,500
3,4	Achievability		100,000		80,000	163,000	\$343,000
4,8	Allegheny West Foundation		100,000			150,000	\$250,000
5,7	Asociacion Puertorriquenos En Marcha		100,000				\$100,000
5	Beech Interplex, Inc.		85,000		48,410	71,250	\$204,660
4	Business Assoc. West Parkside					95,000	\$95,000
5,8	Called to Serve CDC			75,000		180,000	\$255,000
3	Centennial Parkside CDC			50,000		54,000	\$104,000
1,2,5	Center City District	YES					\$0
8	Chestnut Hill CDC & BID	YES	85,000				\$85,000
4	City Ave SSD	YES					\$0
1-10	Community Design Collaborative		100,000				\$100,000
6	Riverfront North Partnership		100,000				\$100,000
1	Delaware River Waterfront Corp		85,000				\$85,000
2	Diversified Community Services			50,000		135,000	\$185,000
4	East Falls Development Corporation		100,000			25,000	\$125,000
1	East Passyunk Avenue BID	YES	85,000				\$85,000
9	Enon CDC					715,150	\$715,150
7	Nueva Esperanza Housing & Econ Developmt		85,000		80,000	120,000	\$285,000
5	Fairmount CDC		85,000			62,000	\$147,000
1,5,7	Fishtown-Kensington Area BID	YES	100,000			75,000	\$175,000
5	Francisville Neighborhood Development Corp		100,000			50,000	\$150,000
7	Frankford CDC		100,000		150,000	190,000	\$440,000
8	Germantown United CDC		100,000		150,000	153,000	\$403,000
7	HACE		85,000		125,000	105,000	\$315,000
1,7	Impact Services	YES	100,000		80,000	400,000	\$580,000
3	LA21					165,000	\$165,000
5	Lower North Philadelphia CDC					43,000	\$43,000
4	Manayunk Dev Corp	YES	100,000				\$100,000
6	Mayfair BID	YES	100,000				\$100,000



Budget Office

CITY OF PHILADELPHIA

8	Mount Airy BID	YES					\$0
8	Mount Airy CDC		85,000				\$85,000
1,5,7	New Kensington CDC				200,000	240,500	\$440,500
8	Nicetown Community Development Corp.		100,000				\$100,000
8,9	North 5th Street Revitalization Project			75,000	150,000	115,000	\$340,000
5,8	North Broad Renaissance					285,000	\$285,000
1	Northern Libs SSD	YES	100,000				\$100,000
5	One Day at a Time - for North Phil					45,000	\$45,000
1	Old City District	YES	100,000				\$100,000
6,9,10	Oxford Circle Christian CDC			75,000		285,000	\$360,000
1	Passyunk Avenue Revitalization Corp (PARC)			50,000		251,600	\$301,600
3	People's Emergency Center (PEC)		100,000		90,000		\$190,000
1-10	Phila Assoc of Community Development Corps		100,000				\$100,000
1	Philadelphia Chinatown Development Corp.		85,000			110,000	\$195,000
1	PRIDE	YES				23,000	\$23,000
5	Project H.O.M.E.		85,000				\$85,000
8	Ready, Willing and Able - for Lower Germantown					50,000	\$50,000
4	Roxborough Development Corp.	YES	100,000				\$100,000
2,3,5	Schuylkill River Development Corp.		85,000				\$85,000
1	SEAMAAC, Inc.		100,000			81,000	\$181,000
5	South Kensington Community Partners					70,000	\$70,000
2	South of South Neighborhood Association		100,000				\$100,000
1	South Street Headhouse District	YES	100,000				\$100,000
2,3	Southwest CDC		100,000				\$100,000
5	Spring Garden CDC		85,000			60,000	\$145,000
6	Tacony CDC		85,000		80,000	87,400	\$252,400
3	The Enterprise Center		100,000	62,500	80,000	240,000	\$482,500
1	United Merchants of S. 9th St					85,000	\$85,000
3	University City District	YES	100,000				\$100,000
5	Village of Arts & Humanities		85,000		75,000	135,000	\$295,000
8	Watts Facility Solutions - for NW Phila					109,750	\$109,750
4	Wynnefield Overbrook Revitalization Corp.		100,000			123,000	\$223,000
	Total # Orgs	15	40	8	14	38	61
	Total Amount of Awards		\$3,790,00	\$500,000	\$1,563,410	\$5,622,650	\$11,476,060



Budget Office

CITY OF PHILADELPHIA

Please contact my office for further information.

Thank you,

Anne Nadol
Commerce Director



Budget Office

CITY OF PHILADELPHIA

May 2, 2022

The Honorable Darrell Clarke
City Council President
City Hall, Room 490
Philadelphia, PA 19107

Dear Council President Clarke,

This letter is in response to questions raised by Councilmembers during the Committee of the Whole for the Office of Human Resources. The following questions were asked:

- **CM Gilmore-Richardson: Workforce development - Can you speak about the tools to recruit, retain, and diversify workforce?**

We have several broad strategies including working with community partnerships and local educational institutions, reviewing educational and certification requirements to identify various pathways to Civil Service employment, creating new and more inclusive pathways for applicants, and evaluating our assessment instruments to assure they are not acting as a barrier in of themselves. An example of changing requirements is highlighted by aligning training and experience requirements for entry level trades classes with the PSD CTE programs; over the last year 68% of new hires in these positions have been diverse. Civil Service titles that are now aligned with the programs include Office Clerk, Trades Helper (carpentry, machinist, mechanical & electrical), Engineering Aide Trainee, Engineering Aide 1, Electronic Technician Trainee, Automotive Apprentice (Auto Body; Auto Repair), Public Works Maintenance Trainee, and Grounds Maintenance Worker 1.

We are excited that over the course of the next year we will have dedicated staff to further engage various stakeholders. The newly budgeted positions will allow us to stand up a central recruiting unit for the first time in many years. Our intention is to build stronger partnerships and establish a presence at schools and community organizations, increase communication, drive a greater presence on social media, and work more closely with departments to create more comprehensive recruitment strategies. In addition to the new staff, we recently received a grant for the CAO Innovation Fund that will allow us to deepen our partnership with the Free Library and purchase a Mobile Lab to expand our recruitment efforts in neighborhoods.

During our workforce planning process we are also using data more to drive decisions. Though our analytic capacity is limited, we now have a dedicated professional with extensive experience in our hiring service process to assist in planning. We will also be evaluating new hires more closely and the changing certification rules to ease their impact.

- **CM Gilmore-Richardson: Please speak to partnerships with education institutions to create pipelines for City employments - wants list and outcomes.**

We currently connect with organizations including Career Link, JEVS, Congreso, etc., sharing our job announcements with them and meeting with representatives to discuss opportunities. Below is a list that provides a little more detail.



Budget Office

CITY OF PHILADELPHIA

- **Free Library of Philadelphia:** Priority areas, 19122 Ramonita Rodriguez Library, 19133 Kensington Library, Lillian Marrero, 19134 Richmond Library, McPherson Library, 19121 – Cecil B. Moore Library, Widener Library, 19140 Nicetown Tioga
- **Partners for Skill Trades:** Philadelphia School District CTE, Programs (Edison, Randolph, Swenson, etc.); Orleans Technical Institute; Pennsylvania College of Technology; Career Link
- **Partners in Science and Medicine:** Community College of Philadelphia, University of Sciences, working on HBCUs for STEM and Psychology for example
- **Partners for Veterans:** Veterans Multi-Service Center, Department of Veteran Affairs Philadelphia Office of Employment Readiness
- **Partners for Bilingual & Multicultural:** Congreso & Esperanza and currently establishing relationships with the Asian American and Pacific Islander organizations

- **CM Parker: Please provide responses for each department in one document:**

1. **The number of vacancies per Department.**

Please see attached Appendix A for this information.

2. **The percentage of positions vacant per Department.**

Please see attached Appendix A for this information.

3. **If you have it, the average age of employees per Department compared to the average age of private sector employees in Philadelphia.**

Please see attached Appendices B for a Bureau of Labor Statistics (BLS) report that includes average age by occupation. This report does not align with the report by department as shown in Appendix C, but below are several correlating occupations.

Occupation	Age per BLS	Age per City
Correctional Officer	38.2	46
Firefighters	39.7	43
Police Officer	40.5	45
Skilled Trades	56	49 (approx. 50% of workforce is over 50)

4. **If you have it, the estimates for soon-to-be-retirees for the next 4 to 5 years per Department.**

Along with showing the average age of employees in each City department, Appendix C also shows the percent of employees eligible for pension in five years. In addition, Appendix D shows the number of current City employees enrolled in DROP. Finally, Appendix E provides an overview of employee resignations and retirements from the City of Philadelphia from FY2018 to FY2022 YTD.



Budget Office

CITY OF PHILADELPHIA

- 5. I am very concerned about our City's ability to remain a competitive employer in this new, post-COVID world. We already have an aging workforce, and many younger workers are less interested in taking a lower-paying government job in exchange for more security and a pension. Instead, younger workers will happily take the higher salary now, along with more flexibility and hybrid, or even remote work. What are we doing to shore up our City's current and future workforce?**

The City has developed its key branding pillars as an employer that appeal to a variety of audiences. And we know that younger workers are interested in making an impact on their communities through their careers as well as work-life balance including paid time off and wellness programs. In these two areas, the City is competitive with other employers. We are engaging with students thru virtual information sessions and trying to connect more in-person as things open post pandemic with onsite visits and career fairs to expose our youth to careers in City government.

Please contact my office for further information.

Thank you,

Michael Zaccagni
Director
Office of Human Resources

Appendix A

City of Philadelphia
Fiscal Year 2023 Operating Budget
FY 2023-2027 Five Year Plan
General Fund Full-Time Positions

Department	Filled Positions 6/30/21	FY 2022 Adopted Budget	December 2021 Increment	FY 2023 Proposed Budget	Vacant Positions Based on FY22 Adopted	Percentage Vacant as of FY22 Adopted
Auditing	118	135	116	135	17	13%
Board of Ethics	9	10	8	12	1	10%
Board of Revision of Taxes	15	16	14	16	1	6%
City Commissioners	137	106	124	169	(31)	n/a
City Council	182	186	180	185	4	2%
City Treasurer	16	18	17	19	2	11%
Civil Service Commission	1	2	2	2	1	50%
Commerce	37	51	32	82	14	27%
<i>District Attorney Civilian</i>	520	508	541	547	(12)	n/a
<i>District Attorney Uniform</i>	35	32	35	36	(3)	n/a
District Attorney - Total	555	540	576	583	(15)	n/a
Finance	119	134	117	134	15	11%
<i>Fire Civilian</i>	114	177	109	169	63	36%
<i>Fire Uniform</i>	2,564	3,191	2,602	3,199	627	20%
Fire - Total ¹	2,678	3,368	2,711	3,368	690	20%
First Judicial District	1,773	1,822	1,719	1,719	49	3%
Fleet Services	268	315	266	318	47	15%
Free Library	634	715	633	961	81	11%
Human Relations Commission	32	33	30	33	1	3%
Human Services	427	533	438	535	107	20%
Labor	26	39	25	44	13	33%
Law **	127	180	171	198	53	29%
Licenses & Inspections	373	425	347	425	52	12%
L&I-Board of Building Standards	1	1	0	1	0	0%
L&I-Board of L & I Review	2	2	2	2	0	0%
Managing Director	291	457	297	537	166	36%
Mayor	61	62	56	64	1	2%
Mayor - Office of the Chief Administrative Officer	59	77	60	92	18	23%
Office of Children and Families	3	3	3	3	0	0%
Mural Arts Program	8	10	8	10	2	20%
Office of Behavioral Health and Intellectual Disability	23	47	28	53	24	51%

City of Philadelphia
Fiscal Year 2023 Operating Budget
FY 2023-2027 Five Year Plan
General Fund Full-Time Positions

Department	Filled Positions 6/30/21	FY 2022 Adopted Budget	December 2021 Increment	FY 2023 Proposed Budget	Vacant Positions Based on FY22 Adopted	Percentage Vacant as of FY22 Adopted
Office of Human Resources	75	78	73	84	3	4%
Office of Innovation & Technology	313	364	308	397	51	14%
Office of Inspector General	18	19	17	25	1	5%
Office of Property Assessment	183	222	186	225	39	18%
Office of Homeless Services	127	166	125	149	39	23%
Office of Sustainability	8	12	11	15	4	33%
Parks & Recreation	644	763	616	787	119	16%
Planning & Development	55	62	53	74	7	11%
<i>Police Civilian</i>	816	924	809	927	108	12%
<i>Police Uniform</i>	6,053	6,380	5,938	6,380	327	5%
Police - Total	6,869	7,304	6,747	7,307	435	6%
Prisons	1,620	2,186	1,497	2,186	566	26%
Procurement	35	42	35	51	7	17%
Public Health	716	822	710	835	106	13%
Public Property	142	156	142	156	14	9%
Records	51	54	51	60	3	6%
Register of Wills	70	71	69	73	1	1%
Revenue	386	399	342	399	13	3%
Sheriff	367	428	354	565	61	14%
Streets	1,941	2,045	2,011	2,234	104	5%
TOTAL GENERAL FUND	21,595	24,480	21,327	25,322	2886	12%

Note: The Proposed Budget position counts represent the maximum level of positions during the year. Attrition lowers the position count throughout the year. **Departmental position adjustments from various departments to Law.**

¹ The number of positions shown for the Fire department includes all positions to achieve minimum staffing. PFD does not expect to on-board all budgeted positions in the proposed budget and will use overtime to meet minimum staffing requirements instead.

**HOUSEHOLD DATA
ANNUAL AVERAGES**

Appendix B

11b. Employed persons by detailed occupation and age

[Numbers in thousands]

Occupation	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Total employed.....	152,581	5,266	13,409	34,578	32,734	30,554	25,912	10,127	42.2
Management, professional, and related occupations.....	64,744	420	3,267	15,222	15,625	14,238	11,394	4,579	43.8
Management, business, and financial operations occupations.....	27,864	100	1,052	5,726	6,783	6,603	5,411	2,189	45.5
Management occupations.....	18,986	74	573	3,413	4,728	4,704	3,863	1,630	46.5
Chief executives.....	1,664	1	4	157	388	446	464	204	51.6
General and operations managers.....	1,085	2	30	258	303	272	173	47	43.4
Legislators.....	21	0	1	3	3	3	6	6	–
Advertising and promotions managers. ...	72	0	7	34	15	7	5	2	34.2
Marketing managers.....	576	1	27	189	167	108	59	23	39.7
Sales managers.....	537	2	9	94	144	148	114	26	46.2
Public relations and fundraising managers.....	100	0	5	16	30	26	18	5	44.4
Administrative services managers.....	60	0	1	9	16	12	18	4	47.1
Facilities managers.....	146	1	0	18	38	34	46	10	50.2
Computer and information systems managers.....	715	2	9	113	209	212	149	21	45.7
Financial managers.....	1,307	2	37	281	347	301	269	70	44.8
Compensation and benefits managers. ...	16	0	0	4	4	5	3	0	–
Human resources managers.....	273	2	3	45	75	74	58	17	45.8
Training and development managers.....	55	1	1	17	12	12	10	2	43.8
Industrial production managers.....	256	0	7	31	72	85	48	14	46.9
Purchasing managers.....	232	0	1	57	49	53	60	13	46.7
Transportation, storage, and distribution managers.....	314	3	14	61	79	77	64	16	45.2
Farmers, ranchers, and other agricultural managers.....	875	3	27	106	122	143	194	281	56.0
Construction managers.....	999	2	29	205	247	251	196	69	45.7
Education and childcare administrators...	956	1	27	137	268	264	196	62	47.0
Architectural and engineering managers.....	178	0	2	23	55	53	38	6	46.4
Food service managers.....	1,133	28	152	268	243	219	165	57	40.0
Funeral home managers.....	9	0	0	0	1	3	0	4	–
Entertainment and recreation managers.....	43	1	2	5	11	12	8	4	–
Lodging managers.....	116	0	4	27	25	24	25	11	46.1
Medical and health services managers...	791	0	14	146	186	228	174	44	47.2
Natural sciences managers.....	21	0	0	3	7	6	4	0	–
Postmasters and mail superintendents. ...	16	0	0	4	3	6	3	0	–
Property, real estate, and community association managers.....	780	1	24	135	169	162	177	111	48.7
Social and community service managers.....	391	0	22	73	100	86	80	28	45.9
Emergency management directors.....	13	0	1	3	3	2	4	0	–
Personal service managers, all other.....	1	0	0	0	0	0	0	0	–
Managers, all other.....	5,235	19	113	892	1,335	1,370	1,035	469	46.8
Business and financial operations occupations.....	8,878	26	479	2,312	2,055	1,899	1,548	559	43.1
Agents and business managers of artists, performers, and athletes.....	40	0	2	8	10	9	8	3	–
Buyers and purchasing agents, farm products.....	11	0	1	5	2	0	2	2	–
Wholesale and retail buyers, except farm products.....	159	2	9	39	31	40	29	10	44.6

**HOUSEHOLD DATA
ANNUAL AVERAGES**

11b. Employed persons by detailed occupation and age — Continued

[Numbers in thousands]

Occupation	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Purchasing agents, except wholesale, retail, and farm products.....	223	0	14	56	43	37	60	13	46.3
Claims adjusters, appraisers, examiners, and investigators.....	330	0	16	79	72	81	73	8	44.9
Compliance officers.....	291	0	6	53	70	77	69	15	47.6
Cost estimators.....	127	0	2	27	27	29	29	13	47.2
Human resources workers.....	871	2	59	267	217	177	121	29	40.5
Compensation, benefits, and job analysis specialists.....	67	0	0	12	19	23	10	3	45.2
Training and development specialists.....	166	0	7	38	45	36	32	7	43.3
Logisticians.....	132	0	9	29	25	41	22	5	45.0
Project management specialists.....	769	2	19	197	207	190	119	34	43.4
Management analysts.....	1,001	3	41	231	231	204	186	105	44.8
Meeting, convention, and event planners.....	116	3	7	36	30	22	11	8	40.1
Fundraisers.....	93	0	4	20	28	23	10	8	42.7
Market research analysts and marketing specialists.....	400	3	51	150	83	57	42	15	35.1
Business operations specialists, all other.....	584	6	39	170	138	105	93	33	41.0
Accountants and auditors.....	1,630	1	88	428	365	342	297	108	43.4
Property appraisers and assessors.....	80	0	5	13	10	17	20	15	50.0
Budget analysts.....	61	0	0	15	12	13	20	2	48.5
Credit analysts.....	38	0	4	7	8	9	9	0	—
Financial and investment analysts.....	343	1	29	112	73	72	44	13	39.9
Personal financial advisors.....	535	2	30	124	124	110	95	51	44.2
Insurance underwriters.....	128	0	7	23	28	33	31	6	46.8
Financial examiners.....	16	0	0	1	6	3	5	1	—
Credit counselors and loan officers.....	440	1	25	125	98	98	69	23	42.4
Tax examiners and collectors, and revenue agents.....	63	0	2	8	16	17	13	7	48.0
Tax preparers.....	101	0	3	26	18	15	17	23	48.9
Other financial specialists.....	61	0	2	12	16	17	12	1	45.2
Professional and related occupations.....	36,880	320	2,215	9,496	8,842	7,634	5,983	2,390	42.6
Computer and mathematical occupations...	5,688	28	347	1,693	1,489	1,135	815	181	40.7
Computer and information research scientists.....	41	0	2	20	9	4	4	1	—
Computer systems analysts.....	464	2	17	125	127	92	83	18	42.3
Information security analysts.....	152	2	9	30	45	33	21	13	42.9
Computer programmers.....	444	5	19	108	115	95	82	20	43.4
Software developers.....	1,932	4	122	700	523	338	205	40	38.6
Software quality assurance analysts and testers.....	74	0	2	15	27	15	10	5	42.7
Web developers.....	81	1	3	36	22	9	8	1	38.5
Web and digital interface designers.....	64	1	8	19	20	9	3	4	37.1
Computer support specialists.....	660	6	62	180	139	140	110	23	41.1
Database administrators and architects...	111	0	1	31	19	32	27	1	45.7
Network and computer systems administrators.....	212	1	5	49	57	54	38	8	44.1
Computer network architects.....	102	0	0	14	39	30	16	2	45.0
Computer occupations, all other.....	889	6	68	204	230	200	151	30	42.2
Actuaries.....	29	0	2	14	1	8	4	0	—
Mathematicians.....	0	0	0	0	0	0	0	0	—
Operations research analysts.....	141	0	6	35	38	33	24	5	42.6
Statisticians.....	45	0	1	16	9	13	5	1	—

**HOUSEHOLD DATA
ANNUAL AVERAGES**

11b. Employed persons by detailed occupation and age — Continued

[Numbers in thousands]

Occupation	2021								Median age
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	
Other mathematical science occupations.....	245	0	19	96	67	31	23	9	37.0
Architecture and engineering occupations..	3,235	9	197	910	746	640	561	173	42.0
Architects, except landscape and naval..	212	0	4	49	45	46	47	21	46.3
Landscape architects.....	27	0	1	7	6	5	5	2	—
Surveyors, cartographers, and photogrammetrists.....	41	0	1	7	11	11	9	2	—
Aerospace engineers.....	129	0	9	39	26	19	30	6	41.9
Agricultural engineers.....	8	0	0	2	4	1	1	0	—
Bioengineers and biomedical engineers..	15	0	3	5	4	1	2	0	—
Chemical engineers.....	75	0	7	17	15	17	15	4	45.1
Civil engineers.....	431	0	35	138	97	79	58	24	39.7
Computer hardware engineers.....	88	0	1	36	27	11	8	5	38.2
Electrical and electronics engineers.....	299	0	9	80	65	68	63	13	43.7
Environmental engineers.....	33	0	2	7	5	10	7	2	—
Industrial engineers, including health and safety.....	216	0	11	66	55	45	32	7	41.5
Marine engineers and naval architects. .	12	0	1	4	2	5	1	0	—
Materials engineers.....	43	1	4	13	8	8	6	2	—
Mechanical engineers.....	354	0	31	110	87	59	55	12	40.0
Mining and geological engineers, including mining safety engineers.....	8	0	0	2	4	2	0	0	—
Nuclear engineers.....	11	0	0	0	8	0	3	1	—
Petroleum engineers.....	16	0	0	4	6	1	4	1	—
Engineers, all other.....	666	0	35	200	145	140	110	37	41.8
Architectural and civil drafters.....	32	0	1	11	7	5	3	4	—
Other drafters.....	93	0	5	23	31	18	12	4	41.5
Electrical and electronic engineering technologists and technicians.....	74	2	5	8	16	13	20	9	49.0
Other engineering technologists and technicians, except drafters.....	293	3	26	66	59	68	62	11	43.3
Surveying and mapping technicians.....	57	0	5	17	14	9	8	5	39.9
Life, physical, and social science occupations.....	1,640	9	119	501	353	304	248	106	41.0
Agricultural and food scientists.....	32	0	3	15	4	4	5	1	—
Biological scientists.....	94	0	4	28	21	16	18	6	42.6
Conservation scientists and foresters. . .	22	0	1	8	6	4	2	1	—
Medical scientists.....	121	0	4	31	31	27	20	8	43.4
Life scientists, all other.....	8	0	0	6	2	0	0	0	—
Astronomers and physicists.....	22	0	0	7	5	3	3	4	—
Atmospheric and space scientists.....	11	0	1	1	3	5	1	0	—
Chemists and materials scientists.....	94	0	5	28	19	15	20	8	43.0
Environmental scientists and specialists, including health.....	40	0	1	10	8	13	6	2	—
Geoscientists and hydrologists, except geographers.....	42	0	0	14	15	5	8	0	—
Physical scientists, all other.....	370	0	21	119	108	67	39	16	39.9
Economists.....	21	0	1	5	6	2	4	3	—
Survey researchers.....	1	0	0	0	1	0	0	0	—
Clinical and counseling psychologists. . .	13	0	0	2	3	3	3	2	—
School psychologists.....	58	0	1	22	16	12	4	3	38.3
Other psychologists.....	149	0	3	30	29	34	27	27	48.6
Sociologists.....	2	0	0	0	1	1	0	0	—
Urban and regional planners.....	28	0	2	5	6	2	11	2	—

**HOUSEHOLD DATA
ANNUAL AVERAGES**

11b. Employed persons by detailed occupation and age — Continued

[Numbers in thousands]

Occupation	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Miscellaneous social scientists and related workers.....	54	0	3	19	7	16	6	2	39.6
Agricultural and food science technicians.....	30	0	2	12	5	5	2	3	—
Biological technicians.....	18	1	2	7	1	2	5	1	—
Chemical technicians.....	48	0	7	16	5	12	5	2	—
Environmental science and geoscience technicians.....	15	0	0	8	2	2	2	0	—
Nuclear technicians.....	2	0	0	1	1	0	0	0	—
Social science research assistants.....	6	0	2	2	1	1	1	0	—
Other life, physical, and social science technicians.....	269	6	47	91	34	42	38	11	34.6
Occupational health and safety specialists and technicians.....	72	2	7	17	14	11	19	3	44.0
Community and social service occupations.....	2,777	14	140	662	648	580	490	244	44.2
Substance abuse and behavioral disorder counselors.....	121	0	8	54	25	13	12	9	35.1
Educational, guidance, and career counselors and advisors.....	362	2	22	87	95	83	54	19	42.5
Marriage and family therapists.....	44	0	1	9	12	9	9	3	—
Mental health counselors.....	212	0	7	57	56	43	33	16	42.7
Rehabilitation counselors.....	11	0	0	2	3	2	3	1	—
Counselors, all other.....	250	6	22	61	49	46	42	25	43.4
Child, family, and school social workers.....	54	1	2	12	15	14	8	2	43.9
Healthcare social workers.....	77	0	2	17	22	16	11	9	44.7
Mental health and substance abuse social workers.....	15	0	0	5	4	2	0	4	—
Social workers, all other.....	681	0	35	178	175	152	113	29	42.8
Probation officers and correctional treatment specialists.....	88	0	1	17	19	30	18	3	45.9
Social and human service assistants.....	194	3	10	46	43	43	35	14	43.9
Other community and social service specialists.....	100	1	13	26	22	16	16	6	39.7
Clergy.....	404	0	7	55	87	80	96	79	50.6
Directors, religious activities and education.....	67	0	2	13	13	15	19	4	46.7
Religious workers, all other.....	96	0	10	22	7	17	21	20	52.0
Legal occupations.....	1,805	5	46	368	444	382	354	207	46.4
Lawyers.....	1,085	1	1	204	308	230	204	137	46.5
Judicial law clerks.....	24	0	0	14	3	2	3	2	—
Judges, magistrates, and other judicial workers.....	77	0	4	5	16	23	14	15	53.1
Paralegals and legal assistants.....	431	3	31	98	87	87	95	30	45.0
Title examiners, abstractors, and searchers.....	107	1	3	25	19	24	27	9	48.3
Legal support workers, all other.....	80	1	6	22	11	15	12	13	45.0
Education, training, and library occupations.....	8,946	120	610	1,989	2,121	2,064	1,446	596	43.2
Postsecondary teachers.....	1,154	1	24	167	260	261	274	166	49.4
Preschool and kindergarten teachers.....	613	16	87	164	139	114	71	22	38.5
Elementary and middle school teachers.....	3,260	8	132	757	881	880	458	144	43.2
Secondary school teachers.....	940	2	32	229	241	263	139	33	43.0
Special education teachers.....	362	0	8	82	100	89	68	15	44.0

**HOUSEHOLD DATA
ANNUAL AVERAGES**

11b. Employed persons by detailed occupation and age — Continued

[Numbers in thousands]

Occupation	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Tutors.....	168	19	53	35	13	14	17	17	28.7
Other teachers and instructors.....	737	24	68	139	178	129	118	81	43.1
Archivists, curators, and museum technicians.....	62	2	5	18	9	6	13	9	45.0
Librarians and media collections specialists.....	158	0	3	29	32	34	40	20	49.9
Library technicians.....	38	2	1	5	6	2	15	6	—
Teaching assistants.....	1,309	43	190	337	219	240	209	71	39.1
Other educational instruction and library workers.....	145	1	6	26	42	31	25	14	45.6
Arts, design, entertainment, sports, and media occupations.....	3,151	82	236	858	678	520	495	281	41.4
Artists and related workers.....	286	3	17	84	54	49	48	31	43.3
Commercial and industrial designers.....	11	0	1	2	4	2	2	0	—
Fashion designers.....	33	0	4	14	9	3	3	0	—
Floral designers.....	50	2	5	6	9	6	19	3	49.7
Graphic designers.....	271	3	22	78	71	42	43	11	39.9
Interior designers.....	123	0	4	35	24	17	28	15	44.8
Merchandise displayers and window trimmers.....	27	2	5	7	3	5	4	2	—
Other designers.....	389	0	21	120	87	68	59	33	41.1
Actors.....	45	2	4	13	8	6	4	8	—
Producers and directors.....	182	1	13	49	44	45	15	16	41.3
Athletes and sports competitors.....	37	1	4	13	6	6	2	6	—
Coaches and scouts.....	235	37	27	57	53	24	24	13	34.6
Umpires, referees, and other sports officials.....	17	8	3	0	0	2	0	4	—
Dancers and choreographers.....	11	1	5	2	3	0	0	0	—
Music directors and composers.....	52	0	2	14	12	8	9	7	42.7
Musicians and singers.....	127	3	11	28	19	20	18	28	44.2
Disc jockeys, except radio.....	15	0	1	0	6	4	2	0	—
Entertainers and performers, sports and related workers, all other.....	43	1	4	14	5	11	3	5	—
Broadcast announcers and radio disc jockeys.....	18	0	1	1	5	4	5	2	—
News analysts, reporters, and journalists.....	79	0	11	28	15	8	9	8	34.9
Public relations specialists.....	122	0	5	35	30	26	20	5	41.9
Editors.....	105	2	5	30	14	17	23	13	45.4
Technical writers.....	71	0	5	13	13	15	20	5	49.5
Writers and authors.....	261	0	8	72	57	41	49	33	44.8
Interpreters and translators.....	93	4	5	14	25	19	16	11	45.2
Court reporters and simultaneous captioners.....	28	0	0	3	1	8	12	4	—
Media and communication workers, all other.....	30	1	3	8	8	4	7	0	—
Broadcast, sound, and lighting technicians.....	87	4	7	23	21	14	14	4	39.9
Photographers.....	192	3	17	60	49	33	21	11	39.6
Television, video, and film camera operators and editors.....	108	2	16	34	22	14	15	4	36.2
Media and communication equipment workers, all other.....	1	0	0	0	1	0	0	0	—
Healthcare practitioners and technical occupations.....	9,639	52	522	2,515	2,365	2,010	1,573	602	42.7
Chiropractors.....	59	0	0	14	9	16	13	8	49.4

**HOUSEHOLD DATA
ANNUAL AVERAGES**

11b. Employed persons by detailed occupation and age — Continued

[Numbers in thousands]

Occupation	2021								Median age
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	
Dentists.....	167	0	0	34	48	29	35	21	46.6
Dietitians and nutritionists.....	117	0	4	30	30	19	28	6	43.9
Optometrists.....	37	0	0	7	12	7	11	1	—
Pharmacists.....	352	0	10	106	111	64	42	19	41.4
Emergency medicine physicians.....	24	0	0	2	14	4	2	2	—
Radiologists.....	26	0	0	5	5	7	4	4	—
Other physicians.....	921	0	1	206	230	214	167	104	46.2
Surgeons.....	59	0	0	8	18	15	12	6	46.7
Physician assistants.....	165	0	2	63	57	26	8	8	39.4
Podiatrists.....	8	0	0	1	1	1	3	1	—
Audiologists.....	17	0	0	7	4	2	1	2	—
Occupational therapists.....	135	0	1	54	29	18	27	6	41.8
Physical therapists.....	273	1	7	86	74	54	41	10	41.2
Radiation therapists.....	15	0	0	3	5	5	1	1	—
Recreational therapists.....	18	0	3	5	2	4	4	1	—
Respiratory therapists.....	117	0	6	23	26	23	34	5	47.7
Speech-language pathologists.....	187	0	9	65	46	37	22	8	41.1
Exercise physiologists.....	6	0	1	3	0	1	0	1	—
Therapists, all other.....	242	0	12	85	59	37	32	17	39.6
Veterinarians.....	104	0	0	25	26	25	14	14	45.2
Registered nurses.....	3,201	5	162	824	773	712	540	184	43.1
Nurse anesthetists.....	35	0	0	6	11	12	4	2	—
Nurse midwives.....	8	0	0	2	1	2	3	0	—
Nurse practitioners.....	237	0	0	46	88	66	30	7	43.5
Acupuncturists.....	24	0	0	1	5	3	8	8	—
Healthcare diagnosing or treating practitioners, all other.....	13	0	0	2	2	5	3	1	—
Clinical laboratory technologists and technicians.....	369	4	38	104	77	67	58	21	40.5
Dental hygienists.....	207	0	7	48	49	58	34	11	44.8
Cardiovascular technologists and technicians.....	61	2	5	13	10	14	14	3	47.2
Diagnostic medical sonographers.....	88	0	4	20	24	24	13	2	42.0
Radiologic technologists and technicians.....	226	0	8	57	60	47	44	10	43.4
Magnetic resonance imaging technologists.....	47	0	1	7	12	12	10	3	—
Nuclear medicine technologists and medical dosimetrists.....	39	0	1	7	10	13	7	1	—
Emergency medical technicians.....	145	5	36	51	22	15	14	2	30.8
Paramedics.....	96	0	5	32	28	22	6	4	38.5
Pharmacy technicians.....	342	11	51	107	79	47	36	11	36.1
Psychiatric technicians.....	73	1	21	21	14	10	3	3	30.7
Surgical technologists.....	113	1	8	33	32	24	13	3	39.8
Veterinary technologists and technicians.....	129	2	32	46	29	8	9	3	31.8
Dietetic technicians and ophthalmic medical technicians.....	66	9	11	11	14	8	8	5	35.0
Licensed practical and licensed vocational nurses.....	533	6	45	121	113	114	106	29	43.8
Medical records specialists.....	207	3	9	41	47	52	40	16	46.3
Opticians, dispensing.....	50	0	4	11	10	10	12	4	45.2
Miscellaneous health technologists and technicians.....	177	2	9	44	31	37	38	15	45.4

**HOUSEHOLD DATA
ANNUAL AVERAGES**

11b. Employed persons by detailed occupation and age — Continued

[Numbers in thousands]

Occupation	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Other healthcare practitioners and technical occupations.....	105	0	7	31	17	21	19	9	42.6
Service occupations.....	24,403	2,159	3,374	5,314	4,456	4,142	3,538	1,420	38.3
Healthcare support occupations.....	4,887	125	666	1,133	912	909	818	324	40.8
Home health aides.....	570	10	47	86	110	128	140	50	47.2
Personal care aides.....	1,411	35	149	272	249	272	276	158	45.0
Nursing assistants.....	1,248	51	197	285	210	246	200	59	39.2
Orderlies and psychiatric aides.....	55	1	14	16	7	6	6	5	34.5
Occupational therapy assistants and aides.....	41	0	7	17	5	6	5	0	—
Physical therapist assistants and aides.....	74	1	11	20	18	14	10	1	39.7
Massage therapists.....	166	0	11	47	33	30	32	12	43.5
Dental assistants.....	323	7	55	106	61	49	35	10	34.4
Medical assistants.....	561	5	85	182	135	91	52	11	36.4
Medical transcriptionists.....	45	0	15	10	6	7	4	3	—
Pharmacy aides.....	35	1	8	11	7	5	4	1	—
Veterinary assistants and laboratory animal caretakers.....	78	9	28	23	8	8	2	2	26.7
Phlebotomists.....	114	0	22	29	25	20	13	4	37.5
Other healthcare support workers.....	164	3	18	29	38	28	40	8	43.7
Protective service occupations.....	2,987	101	241	786	663	620	407	171	41.0
First-line supervisors of correctional officers.....	38	0	0	7	13	13	5	0	—
First-line supervisors of police and detectives.....	92	0	0	12	30	37	11	2	45.1
First-line supervisors of firefighting and prevention workers.....	44	0	0	1	13	19	11	1	—
First-line supervisors of security workers.....	75	0	1	10	18	25	15	5	46.0
First-line supervisors of protective service workers, all other.....	5	0	0	2	0	1	0	1	—
Firefighters.....	294	2	21	88	94	57	27	5	39.7
Fire inspectors.....	30	0	2	3	8	9	6	2	—
Bailiffs.....	21	0	1	0	3	5	8	4	—
Correctional officers and jailers.....	297	2	35	96	64	64	32	3	38.2
Detectives and criminal investigators.....	130	0	1	35	43	27	18	6	43.1
Fish and game wardens.....	6	0	1	3	2	1	0	0	—
Parking enforcement workers.....	15	0	1	5	3	1	4	1	—
Police officers.....	753	2	37	237	189	189	76	23	40.5
Animal control workers.....	6	0	0	1	3	2	0	0	—
Private detectives and investigators.....	95	0	4	26	21	19	17	7	43.6
Security guards and gambling surveillance officers.....	844	18	113	227	133	125	148	80	41.0
Crossing guards and flaggers.....	51	1	2	5	9	4	11	19	57.6
Transportation security screeners.....	46	0	3	15	10	14	3	1	—
School bus monitors.....	28	2	1	5	3	1	8	8	—
Other protective service workers.....	117	74	18	9	4	6	4	3	21.2
Food preparation and serving related occupations.....	7,370	1,505	1,477	1,560	1,050	817	724	236	29.2
Chefs and head cooks.....	402	5	25	108	110	77	63	13	41.5
First-line supervisors of food preparation and serving workers.....	480	41	97	138	80	65	49	10	31.8
Cooks.....	1,905	294	267	394	333	303	240	74	34.9
Food preparation workers.....	872	191	152	146	119	99	125	40	31.0
Bartenders.....	362	4	66	140	79	33	27	13	32.1

**HOUSEHOLD DATA
ANNUAL AVERAGES**

11b. Employed persons by detailed occupation and age — Continued

[Numbers in thousands]

Occupation	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Fast food and counter workers.....	775	309	207	130	56	27	33	12	22.3
Waiters and waitresses.....	1,631	340	490	378	181	122	86	34	25.3
Food servers, nonrestaurant.....	172	28	29	36	29	25	19	7	32.3
Dining room and cafeteria attendants and bartender helpers.....	243	83	36	35	22	22	34	11	26.4
Dishwashers.....	243	56	42	34	33	29	35	14	30.8
Hosts and hostesses, restaurant, lounge, and coffee shop.....	282	151	66	22	8	15	13	7	21.4
Food preparation and serving related workers, all other.....	2	2	0	0	0	0	0	0	—
Building and grounds cleaning and maintenance occupations.....	5,482	214	443	989	1,132	1,134	1,125	445	44.6
First-line supervisors of housekeeping and janitorial workers.....	338	0	5	47	73	84	102	26	50.3
First-line supervisors of landscaping, lawn service, and groundskeeping workers....	233	1	9	49	52	57	49	16	46.8
Janitors and building cleaners.....	2,113	81	170	352	389	424	479	218	46.4
Maids and housekeeping cleaners.....	1,357	38	78	228	311	317	298	87	45.5
Pest control workers.....	119	4	17	28	23	18	22	7	39.8
Landscaping and groundskeeping workers.....	1,211	86	147	255	262	213	163	84	39.6
Tree trimmers and pruners.....	98	3	14	28	20	17	9	7	37.4
Other grounds maintenance workers.....	13	1	2	4	2	3	1	0	—
Personal care and service occupations.....	3,676	214	546	847	699	662	465	244	38.6
Supervisors of personal care and service workers.....	250	1	16	57	69	55	29	24	42.0
Animal trainers.....	54	2	9	15	7	12	7	2	37.3
Animal caretakers.....	272	21	63	87	40	24	30	8	30.2
Gambling services workers.....	66	0	6	13	14	20	9	3	44.2
Ushers, lobby attendants, and ticket takers.....	29	7	7	6	1	2	0	5	—
Other entertainment attendants and related workers.....	192	48	59	24	14	18	8	20	23.8
Embalmers, crematory operators, and funeral attendants.....	14	0	1	3	6	2	2	1	—
Morticians, undertakers, and funeral arrangers.....	30	0	1	2	7	9	8	3	—
Barbers.....	103	1	7	30	28	20	12	5	40.8
Hairdressers, hairstylists, and cosmetologists.....	713	7	74	178	167	132	100	55	41.4
Manicurists and pedicurists.....	247	6	17	54	62	65	35	8	41.6
Skincare specialists.....	90	1	9	33	15	19	12	2	37.8
Other personal appearance workers.....	26	2	6	5	8	2	3	1	—
Baggage porters, bellhops, and concierges.....	84	3	14	19	16	11	17	5	41.3
Tour and travel guides.....	42	3	9	7	6	6	3	9	—
Childcare workers.....	974	80	173	191	151	180	138	62	37.7
Exercise trainers and group fitness instructors.....	223	4	19	76	54	42	17	12	37.7
Recreation workers.....	139	24	28	25	17	18	19	8	32.4
Residential advisors.....	26	0	9	5	6	4	1	0	—
Personal care and service workers, all other.....	101	3	19	17	13	21	17	12	43.0
Sales and office occupations.....	30,166	1,495	3,442	6,539	5,649	5,586	5,214	2,242	41.5
Sales and related occupations.....	14,369	1,010	1,739	2,912	2,643	2,536	2,347	1,181	40.9

**HOUSEHOLD DATA
ANNUAL AVERAGES**

11b. Employed persons by detailed occupation and age — Continued

[Numbers in thousands]

Occupation	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
First-line supervisors of retail sales workers.....	3,058	28	223	738	664	648	536	222	43.3
First-line supervisors of non-retail sales workers.....	1,184	10	50	213	278	288	236	109	46.3
Cashiers.....	2,601	665	632	420	257	239	249	141	25.3
Counter and rental clerks.....	81	6	9	19	14	11	17	5	40.0
Parts salespersons.....	124	6	16	22	23	20	21	15	44.0
Retail salespersons.....	2,750	250	538	572	376	354	417	242	35.8
Advertising sales agents.....	104	0	6	32	26	19	13	8	40.9
Insurance sales agents.....	600	2	36	120	137	121	121	62	45.7
Securities, commodities, and financial services sales agents.....	243	1	17	60	59	47	43	16	42.7
Travel agents.....	56	0	3	10	9	8	13	12	52.1
Sales representatives of services, except advertising, insurance, financial services, and travel.....	565	6	34	154	135	127	86	23	41.8
Sales representatives, wholesale and manufacturing.....	1,216	6	50	241	287	295	249	87	45.9
Models, demonstrators, and product promoters.....	30	1	3	7	3	1	11	6	—
Real estate brokers and sales agents.....	1,170	1	42	180	257	255	252	182	49.1
Sales engineers.....	41	0	2	5	14	10	4	7	—
Telemarketers.....	33	1	7	8	7	5	4	1	—
Door-to-door sales workers, news and street vendors, and related workers.....	104	1	10	15	25	26	17	10	45.1
Sales and related workers, all other.....	410	26	61	99	71	61	58	34	38.2
Office and administrative support occupations.....	15,797	485	1,703	3,627	3,006	3,050	2,866	1,060	42.1
First-line supervisors of office and administrative support workers.....	1,217	4	32	227	270	321	281	81	47.8
Switchboard operators, including answering service.....	8	0	0	3	1	2	3	0	—
Telephone operators.....	23	2	4	4	6	3	3	3	—
Communications equipment operators, all other.....	5	0	0	2	2	0	0	0	—
Bill and account collectors.....	97	1	12	25	17	15	18	9	42.2
Billing and posting clerks.....	483	2	34	107	108	100	106	26	44.3
Bookkeeping, accounting, and auditing clerks.....	1,097	11	56	170	183	252	277	149	50.0
Gambling cage workers.....	15	0	1	3	2	3	5	1	—
Payroll and timekeeping clerks.....	153	0	4	33	44	28	34	11	44.4
Procurement clerks.....	29	0	1	8	9	4	6	1	—
Tellers.....	215	6	43	67	40	24	30	6	33.6
Financial clerks, all other.....	92	2	9	26	21	18	13	4	39.8
Brokerage clerks.....	9	0	0	1	5	0	2	0	—
Correspondence clerks.....	7	0	1	2	1	1	2	0	—
Court, municipal, and license clerks.....	77	0	3	19	19	14	18	6	44.7
Credit authorizers, checkers, and clerks....	41	1	2	13	6	8	8	2	—
Customer service representatives.....	2,512	217	418	672	429	359	311	107	34.6
Eligibility interviewers, government programs.....	60	0	0	11	21	13	12	3	44.2
File Clerks.....	161	8	12	35	31	24	37	13	43.8
Hotel, motel, and resort desk clerks.....	119	7	31	34	17	12	13	6	32.0
Interviewers, except eligibility and loan....	203	7	35	56	37	35	21	13	38.0
Library assistants, clerical.....	88	6	13	15	8	13	22	10	48.2
Loan interviewers and clerks.....	144	0	6	51	22	34	26	5	41.2

**HOUSEHOLD DATA
ANNUAL AVERAGES**

11b. Employed persons by detailed occupation and age — Continued

[Numbers in thousands]

Occupation	2021								Median age
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	
New accounts clerks.....	12	0	0	3	4	1	2	1	—
Order clerks.....	112	4	13	32	22	13	20	7	39.6
Human resources assistants, except payroll and timekeeping.....	38	1	1	7	6	13	8	2	—
Receptionists and information clerks.....	1,215	58	232	307	199	177	169	73	36.3
Reservation and transportation ticket agents and travel clerks.....	93	3	10	22	15	19	18	5	41.7
Information and record clerks, all other.....	107	1	13	27	18	21	18	9	40.9
Cargo and freight agents.....	10	0	0	5	1	1	2	1	—
Couriers and messengers.....	837	41	152	231	163	123	95	32	35.3
Public safety telecommunicators.....	88	0	7	34	13	20	10	3	39.9
Dispatchers, except police, fire, and ambulance.....	189	2	16	47	43	35	36	9	42.7
Meter readers, utilities.....	33	0	3	4	10	6	9	1	—
Postal service clerks.....	105	0	5	22	15	33	19	10	46.7
Postal service mail carriers.....	273	2	12	52	78	60	61	8	44.4
Postal service mail sorters, processors, and processing machine operators.....	82	0	5	19	15	12	23	8	46.1
Production, planning, and expediting clerks.....	212	1	12	61	54	41	29	13	41.4
Shipping, receiving, and inventory clerks. ...	615	16	96	140	124	124	84	32	39.8
Weighers, measurers, checkers, and samplers, recordkeeping.....	49	1	7	11	11	6	11	2	—
Executive secretaries and executive administrative assistants.....	223	0	13	45	37	72	42	15	48.5
Legal secretaries and administrative assistants.....	49	1	2	8	6	14	15	3	—
Medical secretaries and administrative assistants.....	58	2	3	9	8	16	14	6	50.3
Secretaries and administrative assistants, except legal, medical, and executive.....	2,009	22	125	352	359	477	481	193	48.5
Data entry keyers.....	220	6	37	59	40	35	32	12	37.4
Word processors and typists.....	37	0	2	4	9	8	7	8	—
Desktop publishers.....	1	0	0	1	0	0	0	0	—
Insurance claims and policy processing clerks.....	257	4	20	78	56	41	47	11	40.6
Mail clerks and mail machine operators, except postal service.....	53	3	8	13	6	8	11	4	40.1
Office clerks, general.....	1,249	40	141	252	224	240	243	109	42.8
Office machine operators, except computer.....	27	4	6	8	5	1	3	1	—
Proofreaders and copy markers.....	10	0	0	2	0	4	3	1	—
Statistical assistants.....	45	0	1	11	15	11	7	1	—
Office and administrative support workers, all other.....	639	2	44	179	151	135	100	27	41.1
Natural resources, construction, and maintenance occupations.....	13,959	367	1,239	3,246	3,362	2,778	2,253	714	41.6
Farming, fishing, and forestry occupations....	1,061	60	122	222	215	186	165	92	41.4
First-line supervisors of farming, fishing, and forestry workers.....	49	0	1	10	12	9	11	6	—
Agricultural inspectors.....	10	0	1	3	1	3	2	0	—
Animal breeders.....	12	0	0	5	0	1	3	2	—
Graders and sorters, agricultural products..	53	0	8	13	11	10	10	1	40.0
Miscellaneous agricultural workers.....	835	57	100	170	171	142	124	71	40.8
Fishing and hunting workers.....	31	2	0	5	7	7	4	6	—
Forest and conservation workers.....	21	0	5	5	3	3	3	1	—

**HOUSEHOLD DATA
ANNUAL AVERAGES**

11b. Employed persons by detailed occupation and age — Continued

[Numbers in thousands]

Occupation	2021								Median age
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	
Logging workers.....	51	1	6	11	10	12	7	5	43.8
Construction and extraction occupations.....	8,057	207	722	1,904	2,108	1,571	1,188	358	40.9
First-line supervisors of construction trades and extraction workers.....	650	3	20	126	186	159	123	33	44.6
Boilermakers.....	21	0	0	4	4	9	4	0	—
Brickmasons, blockmasons, and stonemasons.....	97	3	11	16	25	21	13	8	42.2
Carpenters.....	1,230	30	113	281	332	241	169	64	40.8
Carpet, floor, and tile installers and finishers.....	156	4	12	33	45	33	22	7	41.2
Cement masons, concrete finishers, and terrazzo workers.....	67	2	4	17	21	16	7	0	40.1
Construction laborers.....	2,165	93	237	479	575	402	287	92	39.8
Construction equipment operators.....	360	2	27	83	91	70	74	12	43.1
Drywall installers, ceiling tile installers, and tapers.....	155	3	9	43	44	37	16	3	39.2
Electricians.....	845	17	77	195	216	164	131	45	41.4
Glaziers.....	53	1	6	17	13	3	10	2	35.0
Insulation workers.....	48	2	2	13	13	12	5	2	—
Painters and paperhangers.....	556	11	34	143	163	100	86	20	41.5
Pipelayers.....	37	1	2	14	10	8	1	2	—
Plumbers, pipefitters, and steamfitters.....	587	5	52	166	135	121	83	24	40.6
Plasterers and stucco masons.....	22	0	5	5	6	3	3	1	—
Reinforcing iron and rebar workers.....	10	0	1	3	2	2	1	0	—
Roofers.....	221	6	26	67	59	39	20	3	36.7
Sheet metal workers.....	125	5	12	37	29	16	22	4	38.8
Structural iron and steel workers.....	41	0	5	11	14	5	4	1	—
Solar photovoltaic installers.....	23	0	3	10	6	2	2	0	—
Helpers, construction trades.....	71	10	21	21	8	7	4	1	27.8
Construction and building inspectors.....	103	0	6	16	18	19	30	13	50.3
Elevator and escalator installers and repairers.....	38	0	0	8	11	10	8	0	—
Fence erectors.....	41	4	8	11	10	3	3	1	—
Hazardous materials removal workers.....	27	1	4	9	2	4	4	2	—
Highway maintenance workers.....	99	0	5	22	20	18	25	9	46.4
Rail-track laying and maintenance equipment operators.....	15	1	0	3	3	5	3	0	—
Septic tank servicers and sewer pipe cleaners.....	11	0	1	4	3	1	0	1	—
Miscellaneous construction and related workers.....	26	1	3	5	5	7	4	2	—
Derrick, rotary drill, and service unit operators, oil and gas.....	21	0	2	3	8	5	3	0	—
Excavating and loading machine and dragline operators, surface mining.....	4	1	0	1	0	2	1	0	—
Earth drillers, except oil and gas.....	27	1	0	8	3	9	4	3	—
Explosives workers, ordnance handling experts, and blasters.....	14	0	0	2	3	5	4	0	—
Underground mining machine operators....	33	0	2	10	6	6	8	1	—
Roustabouts, oil and gas.....	3	0	0	2	1	0	0	0	—
Other extraction workers.....	55	2	8	17	18	6	5	0	36.4
Installation, maintenance, and repair occupations.....	4,840	100	396	1,120	1,039	1,021	900	265	42.9
First-line supervisors of mechanics, installers, and repairers.....	222	0	3	34	51	51	69	14	49.6

**HOUSEHOLD DATA
ANNUAL AVERAGES**

11b. Employed persons by detailed occupation and age — Continued

[Numbers in thousands]

Occupation	2021								Median age
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	
Computer, automated teller, and office machine repairers.....	176	1	12	44	48	35	23	12	41.1
Radio and telecommunications equipment installers and repairers.....	155	5	16	28	28	43	27	8	43.2
Avionics technicians.....	5	0	0	1	1	1	3	0	—
Electric motor, power tool, and related repairers.....	21	0	0	6	8	2	4	0	—
Electrical and electronics installers and repairers, transportation equipment.....	1	0	0	0	0	0	0	0	—
Electrical and electronics repairers, industrial and utility.....	13	0	0	5	1	2	3	0	—
Electronic equipment installers and repairers, motor vehicles.....	9	0	2	4	2	1	1	0	—
Audiovisual equipment installers and repairers.....	22	0	1	7	6	3	4	0	—
Security and fire alarm systems installers...	72	1	7	21	16	11	10	5	39.8
Aircraft mechanics and service technicians.....	150	1	6	37	31	36	36	4	46.0
Automotive body and related repairers.....	123	4	15	22	17	32	23	10	47.4
Automotive glass installers and repairers...	28	1	2	12	6	3	4	1	—
Automotive service technicians and mechanics.....	864	33	98	219	174	159	138	42	40.1
Bus and truck mechanics and diesel engine specialists.....	362	12	33	96	73	70	59	19	40.2
Heavy vehicle and mobile equipment service technicians and mechanics.....	248	3	21	60	58	59	38	10	41.9
Small engine mechanics.....	43	3	3	8	7	14	7	2	—
Miscellaneous vehicle and mobile equipment mechanics, installers, and repairers.....	84	8	16	20	17	12	12	0	33.2
Control and valve installers and repairers...	20	0	0	4	3	5	7	0	—
Heating, air conditioning, and refrigeration mechanics and installers.....	445	6	41	99	118	80	79	21	41.9
Home appliance repairers.....	49	1	6	7	17	8	5	5	—
Industrial and refractory machinery mechanics.....	429	3	16	96	86	106	95	27	46.9
Maintenance and repair workers, general...	614	9	33	116	124	143	141	47	46.4
Maintenance workers, machinery.....	29	0	5	4	2	7	9	2	—
Millwrights.....	48	0	1	7	15	13	11	1	—
Electrical power-line installers and repairers.....	125	1	15	45	27	22	15	1	37.4
Telecommunications line installers and repairers.....	134	0	10	37	37	28	15	7	40.4
Precision instrument and equipment repairers.....	68	0	4	19	14	12	12	6	44.2
Wind turbine service technicians.....	11	0	1	6	4	0	0	0	—
Coin, vending, and amusement machine servicers and repairers.....	29	0	4	3	6	8	7	2	—
Commercial divers.....	2	0	0	1	0	2	0	0	—
Locksmiths and safe repairers.....	30	0	1	6	7	5	6	4	—
Manufactured building and mobile home installers.....	1	0	0	0	0	0	0	0	—
Riggers.....	6	0	0	0	0	2	1	2	—
Helpers--installation, maintenance, and repair workers.....	19	3	2	3	1	4	5	1	—
Other installation, maintenance, and repair workers.....	182	5	19	42	34	43	32	8	42.4

**HOUSEHOLD DATA
ANNUAL AVERAGES**

11b. Employed persons by detailed occupation and age — Continued

[Numbers in thousands]

Occupation	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Production, transportation, and material moving occupations.....	19,309	825	2,087	4,257	3,644	3,810	3,514	1,172	42.0
Production occupations.....	7,950	206	710	1,772	1,661	1,685	1,534	383	43.0
First-line supervisors of production and operating workers.....	767	1	22	156	178	204	165	41	45.9
Aircraft structure, surfaces, rigging, and systems assemblers.....	6	0	1	0	2	0	2	0	—
Electrical, electronics, and electromechanical assemblers.....	110	1	6	27	15	23	31	7	46.8
Engine and other machine assemblers.....	7	0	1	1	1	0	2	1	—
Structural metal fabricators and fitters.....	13	1	0	1	5	3	2	1	—
Other assemblers and fabricators.....	957	34	106	228	175	212	161	41	41.5
Bakers.....	229	11	30	46	46	46	36	15	41.7
Butchers and other meat, poultry, and fish processing workers.....	246	12	31	58	49	36	48	13	40.6
Food and tobacco roasting, baking, and drying machine operators and tenders. ...	9	1	1	2	1	0	4	0	—
Food batchmakers.....	93	11	16	17	18	13	16	3	36.6
Food cooking machine operators and tenders.....	8	1	3	2	0	1	0	0	—
Food processing workers, all other.....	144	5	14	35	32	28	25	5	41.5
Computer numerically controlled tool operators and programmers.....	90	1	5	24	19	18	23	1	44.0
Forming machine setters, operators, and tenders, metal and plastic.....	25	1	3	6	1	4	10	1	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic.....	70	0	3	23	15	9	15	3	42.7
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic.....	32	0	10	4	5	5	5	2	—
Other machine tool setters, operators, and tenders, metal and plastic.....	8	0	0	2	0	1	4	1	—
Machinists.....	323	3	29	68	70	57	79	17	44.4
Metal furnace operators, tenders, pourers, and casters.....	17	1	1	9	2	5	0	0	—
Model makers and patternmakers, metal and plastic.....	1	0	1	0	1	0	0	0	—
Molders and molding machine setters, operators, and tenders, metal and plastic.....	29	0	1	4	11	7	5	1	—
Tool and die makers.....	43	4	1	4	6	9	14	4	—
Welding, soldering, and brazing workers. ...	555	19	76	128	119	110	89	14	40.0
Other metal workers and plastic workers. ...	335	6	29	70	72	72	75	10	43.7
Prepress technicians and workers.....	17	0	0	6	2	6	1	1	—
Printing press operators.....	143	3	10	26	35	29	32	7	44.7
Print binding and finishing workers.....	8	0	0	0	2	1	4	0	—
Laundry and dry-cleaning workers.....	116	3	3	16	20	30	32	12	50.4
Pressers, textile, garment, and related materials.....	17	0	1	2	7	2	4	2	—
Sewing machine operators.....	120	1	5	17	33	27	27	10	47.3
Shoe and leather workers.....	18	0	0	6	4	2	5	1	—
Tailors, dressmakers, and sewers.....	58	0	1	12	7	9	17	13	54.1
Textile machine setters, operators, and tenders.....	12	0	0	4	1	4	3	0	—
Upholsterers.....	20	0	1	4	3	5	6	1	—

**HOUSEHOLD DATA
ANNUAL AVERAGES**

11b. Employed persons by detailed occupation and age — Continued

[Numbers in thousands]

Occupation	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Other textile, apparel, and furnishings workers.....	14	1	0	2	4	3	4	1	—
Cabinetmakers and bench carpenters.....	67	2	8	10	11	17	15	4	45.2
Furniture finishers.....	11	0	1	3	1	4	2	1	—
Sawing machine setters, operators, and tenders, wood.....	26	3	1	6	4	8	2	3	—
Woodworking machine setters, operators, and tenders, except sawing.....	16	1	1	2	4	6	2	0	—
Other woodworkers.....	22	1	2	5	4	4	3	3	—
Power plant operators, distributors, and dispatchers.....	32	0	1	7	9	3	10	1	—
Stationary engineers and boiler operators..	66	0	2	10	6	15	27	5	52.7
Water and wastewater treatment plant and system operators.....	99	2	7	16	26	17	26	5	45.6
Miscellaneous plant and system operators.....	37	0	1	10	14	6	5	1	—
Chemical processing machine setters, operators, and tenders.....	72	3	2	21	14	21	9	2	42.8
Crushing, grinding, polishing, mixing, and blending workers.....	76	2	10	16	15	18	13	3	41.1
Cutting workers.....	53	1	6	11	9	12	11	2	45.5
Extruding, forming, pressing, and compacting machine setters, operators, and tenders.....	25	0	1	6	10	2	5	1	—
Furnace, kiln, oven, drier, and kettle operators and tenders.....	13	0	1	3	1	3	4	1	—
Inspectors, testers, sorters, samplers, and weighers.....	829	20	71	204	163	183	145	42	42.2
Jewelers and precious stone and metal workers.....	51	0	3	10	7	13	12	6	50.5
Dental and ophthalmic laboratory technicians and medical appliance technicians.....	73	1	9	18	17	10	13	4	39.9
Packaging and filling machine operators and tenders.....	253	9	35	49	51	62	39	8	41.4
Painting workers.....	153	1	13	38	44	35	18	5	41.1
Photographic process workers and processing machine operators.....	21	0	1	4	6	3	7	0	—
Adhesive bonding machine operators and tenders.....	11	0	0	4	3	0	3	0	—
Etchers and engravers.....	2	0	0	0	0	1	1	0	—
Molders, shapers, and casters, except metal and plastic.....	21	0	2	6	3	5	4	1	—
Paper goods machine setters, operators, and tenders.....	16	0	2	5	3	3	2	1	—
Tire builders.....	8	0	0	1	3	3	0	1	—
Helpers--production workers.....	53	8	12	6	7	11	6	4	35.6
Other production equipment operators and tenders.....	6	0	2	1	2	1	1	0	—
Other production workers.....	1,178	30	105	291	260	240	203	49	41.4
Transportation and material moving occupations.....	11,359	619	1,377	2,486	1,983	2,125	1,980	789	41.2
Supervisors of transportation and material moving workers.....	355	3	22	94	66	87	68	13	44.5
Aircraft pilots and flight engineers.....	158	2	5	28	40	36	39	7	45.7
Air traffic controllers and airfield operations specialists.....	31	0	0	8	11	4	5	2	—

**HOUSEHOLD DATA
ANNUAL AVERAGES**

11b. Employed persons by detailed occupation and age — Continued

[Numbers in thousands]

Occupation	2021								Median age
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	
Flight attendants.....	105	0	4	26	15	26	24	9	47.8
Ambulance drivers and attendants, except emergency medical technicians.....	7	0	5	1	0	0	0	0	—
Bus drivers, school.....	276	1	5	22	34	54	100	59	55.6
Bus drivers, transit and intercity.....	241	1	2	31	35	61	68	42	53.3
Driver/sales workers and truck drivers.....	3,487	74	218	658	690	813	748	286	46.3
Shuttle drivers and chauffeurs.....	57	0	1	7	8	15	8	18	56.2
Taxi drivers.....	337	3	19	85	65	73	61	32	44.1
Motor vehicle operators, all other.....	163	2	8	23	22	21	46	40	53.3
Locomotive engineers and operators.....	39	0	0	5	10	14	8	2	—
Railroad conductors and yardmasters.....	39	0	0	6	13	12	8	1	—
Other rail transportation workers.....	14	0	0	5	3	4	1	1	—
Sailors and marine oilers.....	18	1	3	9	1	2	0	2	—
Ship and boat captains and operators.....	26	0	4	6	3	7	4	2	—
Ship engineers.....	3	0	0	0	2	1	1	0	—
Parking attendants.....	71	8	11	14	13	11	11	4	38.2
Transportation service attendants.....	89	14	24	18	11	10	9	4	28.0
Transportation inspectors.....	36	0	1	3	5	13	12	2	—
Passenger attendants.....	17	1	3	1	2	3	2	6	—
Other transportation workers.....	30	1	3	8	7	4	6	1	—
Crane and tower operators.....	56	1	3	9	14	14	13	2	46.1
Conveyor, dredge, and hoist and winch operators.....	35	1	2	12	4	5	8	4	—
Industrial truck and tractor operators.....	623	9	56	182	116	138	100	22	40.9
Cleaners of vehicles and equipment.....	301	39	49	72	50	40	37	15	33.7
Laborers and freight, stock, and material movers, hand.....	2,161	165	389	562	372	326	259	88	35.0
Machine feeders and offbearers.....	22	2	9	3	4	1	2	2	—
Packers and packagers, hand.....	742	81	154	185	103	109	76	34	32.0
Stockers and order fillers.....	1,652	205	357	365	230	192	224	77	31.9
Pumping station operators.....	16	0	0	3	5	5	2	2	—
Refuse and recyclable material collectors...	87	4	9	21	17	15	17	6	40.9
Other material moving workers.....	66	2	11	16	12	10	11	6	39.1

NOTE: Median age represents the midpoint in the age distribution such that half of workers are younger and half are older. Updated population controls are introduced annually with the release of January data. Effective with January 2020 data, occupations reflect the introduction of the 2018 Census occupational classification system, derived from the 2018 Standard Occupational Classification (SOC). No historical data have been revised. Data for 2020 are not strictly comparable with earlier years. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 50,000).

Appendix C

Department	Number of Employees	Current Average Age of Employees	% of Employees Currently Pension Eligible	Average Age of Employees in 5 Years	% of Employees Eligible in 5 Years
BOE Board of Ethics	10	46	20.00%	51	20.00%
BPR Board of Pensions Retiremt	49	47	22.45%	52	38.78%
BRT Board of Revision of Taxes	13	61	53.85%	66	61.54%
CAO Ofc of Chief Admin Officer	65	42	6.15%	47	12.31%
CEO Community Empowerment Ofc	30	44	6.67%	49	20.00%
CHR Phila Comsn on Hum Relatns	31	45	12.90%	50	19.35%
CLR City Controller	111	44	13.51%	49	22.52%
CMS City Commissioners	118	46	13.56%	51	24.58%
COM Commerce	600	48	13.67%	53	26.17%
CSC Civil Service Commission	2	40	0.00%	45	50.00%
CTO City Treasurer	17	39	0.00%	44	11.76%
DAO District Attorney	594	38	6.23%	43	12.79%
DBH Behav Hlth ID Svcs	230	50	16.96%	55	30.00%
DFS Dept of Fleet Services	320	47	15.63%	52	30.31%
DHS Dept of Human Services	1333	47	14.63%	52	25.51%
DPD Planning and Development	89	47	14.61%	52	26.97%
DPH Health	855	47	12.87%	52	23.98%
DPP Public Property	132	50	21.21%	55	34.09%
FIN Finance	185	46	14.05%	51	25.95%
FJD 1st Judicial District PA	2117	45	14.93%	50	26.83%
FLP Free Library of Phila	680	48	17.65%	53	29.12%
LAW Law Dept	313	44	10.86%	49	21.09%
LNI Licenses and Inspections	358	49	11.17%	54	25.98%
LRB L and I Review Board	1	60	100.00%	65	100.00%
MAP Mural Arts Program	5	35	0.00%	40	0.00%
MAY Mayor	66	39	4.55%	44	10.61%
MDO Managing Director Office	580	43	6.90%	48	17.07%
MOE Mayors Office of Education	47	40	2.13%	45	8.51%
MOS Office of Sustainability	11	34	0.00%	39	0.00%
OHR Office of Human Resources	74	47	13.51%	52	25.68%
OIG Ofc of Inspector General	17	39	0.00%	44	0.00%
OIT Ofc of Innovation and Tech	472	45	13.35%	50	23.94%
OLR Office of Labor	28	44	14.29%	49	17.86%
OPA Ofc of Property Assessment	169	53	23.08%	58	33.73%
OSH Ofc of Homeless Services	113	49	15.93%	54	32.74%
PCC City Council	189	47	15.34%	52	31.22%
PFD Fire	2758	43	26.65%	48	38.80%
PPD Police	7563	45	30.89%	50	45.79%
PPR Parks and Recreation	684	46	15.06%	51	26.17%
PPS Prisons	1439	46	9.59%	51	25.16%
PRO Procurement	39	48	10.26%	53	28.21%
PWD Water	2097	47	15.12%	52	28.14%
REC Records	46	51	17.39%	56	36.96%

Department	Number of Employees	Current Average Age of Employees	% of Employees Currently Pension Eligible	Average Age of Employees in 5 Years	% of Employees Pension Eligible in 5 Years
REV Revenue	479	48	13.15%	53	25.89%
ROW Register of Wills	69	48	15.94%	53	27.54%
SHF Sheriff	346	46	10.69%	51	23.41%
STS Streets	2051	43	7.70%	48	16.77%
Grand Total	27595	45	19.09%	50	31.72%

Appendix D

Employees Currently Enrolled in DROP by Year of Anticipated Retirement							DROP Retirements by Year of Separation						
	2022	2023	2024	2025	2026	Total		2018	2019	2020	2021	2022	Total
BPR Board of Pensions Retirement	1	1	2	1	1	6	BPR Board of Pensions Retirement	1	2	1	1		5
BOE Board of Ethics	1					1	BOE Board of Ethics						0
CAO Ofc of Chief Admin Officer		1				1	CAO Ofc of Chief Admin Officer				1		1
CEO Community Empowerment Ofc		1				1	CEO Community Empowerment Ofc			1	1		2
CHR Phila Comsn on Hum Relatns				1		1	CHR Phila Comsn on Hum Relatns	1		1	2		4
CLR City Controller		1	1	2		4	CLR City Controller	2	3	2	4		11
CMS City Commissioners	2		3	3		8	CMS City Commissioners		4	2	2		8
COM Commerce	1	11	27	11	3	53	COM Commerce	13	16	24	21	2	76
CSC Civil Service Commission						0	CSC Civil Service Commission			1			1
DAO District Attorney	1	2	4	5		12	DAO District Attorney	4	1	7	8	2	22
DBH Behav Hlth ID Svcs	3	6	5	4	2	20	DBH Behav Hlth ID Svcs	5	11	13	12	2	43
DFS Dept of Fleet Services	5	2	11	10	2	30	DFS Dept of Fleet Services	3	4	5	24	3	39
DHS Dept of Human Services	19	22	31	37	4	113	DHS Dept of Human Services	23	36	30	49	8	146
DPD Planning and Development			3	2		5	DPD Planning and Development	2	2	2	3	1	10
DPH Health	8	15	15	23	1	62	DPH Health	12	17	14	17	1	61
DPP Public Property	3	2	6	6	2	19	DPP Public Property	3	3	3	2	1	12
FIN Finance	1	7	2	3	1	14	FIN Finance	2	3	2	3		10
FJD 1st Judicial District PA	12	27	53	33	5	130	FJD 1st Judicial District PA	31	36	48	57	13	185
FLP Free Library of Phila	7	13	5	11	5	41	FLP Free Library of Phila	8	16	21	18	1	64
LAW Law Dept		3	4	3	1	11	LAW Law Dept		2	5	3	3	13
LNI Licenses and Inspections	1	7	5	8	1	22	LNI Licenses and Inspections	8	5	1	14	3	31
MAP Mural Arts Program						0	MAP Mural Arts Program				1		1
MAY Mayor						0	MAY Mayor				2		2
MDO Managing Director Office	1	2	5	4		12	MDO Managing Director Office	2	4	5	4	2	17
OHR Office of Human Resources		1	2	1		4	OHR Office of Human Resources	2	1		1		4
OIG Ofc of Inspector General						0	OIG Ofc of Inspector General		1				1
OIT Ofc of Innovation and Tech	3	5	8	8	1	25	OIT Ofc of Innovation and Tech	4	8	8	4	4	28
OLR Office of Labor		1	2			3	OLR Office of Labor			1			1
OPA Ofc of Property Assessment	2	3	4	1		10	OPA Ofc of Property Assessment		2		2		4
OSH Ofc of Homeless Services	1	4	2	2		9	OSH Ofc of Homeless Services	4	3	6	3		16
PCC City Council	2	1	2	3		8	PCC City Council		2	3	2	1	8
PFD Fire	20	27	62	42	16	167	PFD Fire	33	35	32	37	10	147
PPD Police	111	167	295	339	78	990	PPD Police	119	115	152	165	38	589
PPR Parks and Recreation	11	11	15	15	3	55	PPR Parks and Recreation	8	13	13	23	3	60
PPS Prisons	18	17	22	32	3	92	PPS Prisons	38	45	67	61	5	216
PRO Procurement	1	1		1		3	PRO Procurement		1	1	2		4
PWD Water	27	35	37	52	9	160	PWD Water	38	43	61	58	12	212
REC Records		1			1	2	REC Records			1	1		2
REP City Representative						0	REP City Representative			1			1
REV Revenue	8	8	6	11	1	34	REV Revenue	12	14	12	11	4	53
ROW Register of Wills	1			2		3	ROW Register of Wills	1	2	1		1	5

Employees Currently Enrolled in DROP by Year of Anticipated Retirement

	2022	2023	2024	2025	2026	Total
SHF Sheriff	7	4	8	9	1	29
STS Streets	11	20	27	29	3	90
Grand Total	289	429	674	714	144	2250

DROP Retirements by Year of Separation

	2018	2019	2020	2021	2022	Total
SHF Sheriff	12	6	10	6	1	35
STS Streets	28	42	42	30	7	149
Grand Total	419	498	599	655	128	2299

Appendix E

City of Philadelphia - Retirement and Resignations from FY2018 to FY2022

Row Labels	DROP Retirement					DROP Retirement Total	Non-DROP Retirement					Non-DROP Retirement Total	Other					Other Total	Resignation					Resignation Total	Total All						
	2018	2019	2020	2021	2022		2018	2019	2020	2021	2022		2018	2019	2020	2021	2022		2018	2019	2020	2021	2022		2018	2019	2020	2021	2022		
BOE Board of Ethics								1				1					0		1	1	2				4	1	2	2	0	0	
BPR Board of Pensions Retiremt	1	2	1	1		5		1				1					0		1		1	1			3	2	3	2	2	0	
BRT Board of Revision of Taxes						0		2				2		1	2	2	1		1			1	1		3	1	3	0	1	1	
CAO Ofc of Chief Admin Officer				1		1	2					2	1	1	2	2	6			6	4	6	1		17	3	7	6	9	1	
CEO Community Empowerment Ofc			1	1		2						0	1	1	1	3			6	2	3	4	1		16	7	2	5	6	1	
CHR Phila Comsn on Hum Relatns	1		1	2		4	1		1			2		1		1			2	1		1		4	4	2	2	3	0		
CLR City Controller	2	3	2	4		11	1	3	1			5	6	1	2	1	10		3	6	3	7	2		21	12	13	8	12	2	
CMS City Commissioners		4	2	2		8	5	1		3		9	6	3	12	7	2		2	4	4	10	3		23	13	12	18	22	5	
COM Commerce	13	16	24	21	2	76	7	10	6	67	1	91	31	12	15	17	75		27	23	26	31	5		112	78	61	71	136	8	
CSC Civil Service Commission			1			1						0					0								0	0	0	1	0	0	
CTO City Treasurer						0						0	1		1	1	3		1	2	1	3			7	2	2	2	4	0	
DAO District Attorney	4	1	7	8	2	22	1	4	2	2	3	12	13	6	3	2	24		85	63	59	150	28		385	103	74	71	162	33	
DBH Behav Hlth ID Svcs	5	11	13	12	2	43	1	2		8		11	3	1	4	2	10		3	4	1	9	3		20	12	18	18	31	5	
DFS Dept of Fleet Services	3	4	5	24	3	39	2	1	2	3		8	7	7	4	13	4		3	6	10	16	3		38	15	18	21	56	10	
DHS Dept of Human Services	23	36	30	49	8	146	10	11	10	9	3	43	43	38	38	54	10	183		41	48	27	56	15		187	117	133	105	168	36
DPD Planning and Development	2	2	2	3	1	10	1	1		1	1	4	2	1		1	4			5	2	5			12	5	9	4	10	2	
DPH Health	12	17	14	17	1	61	5	10	12	7	2	36	22	18	28	23	6	97		23	35	35	40	12		145	62	80	89	87	21
DPP Public Property	3	3	3	2	1	12	1	2	1	1	1	6	1	3	12	8	2	26			3	1	3	1		8	5	11	17	14	5
FIN Finance	2	3	2	3		10	1	5		2		8	41	31	31	43	15	161		6	3	6	7	3		25	50	42	39	55	18
FJD 1st Judicial District PA	31	36	48	57	13	185	22	20	36	30	15	123	42	38	35	61	8	184		113	105	71	152	51		492	208	199	190	300	87
FLP Free Library of Phila	8	16	21	18	1	64	10	11	11	11	4	47	10	9	9	4	2	34		14	21	20	15	4		74	42	57	61	48	11
LAW Law Dept		2	5	3	3	13	3	3	4	1	1	12	3		3	1	3	10		26	20	13	37	7		103	32	25	25	42	14
LNI Licenses and Inspections	8	5	1	14	3	31	3	5	3	2	1	14	1	6	8	8		23		17	13	4	20	2		56	29	29	16	44	6
MAP Mural Arts Program				1		1						0	1		1	1	1	4			1	1	2			4	1	1	2	4	1
MAY Mayor				2		2	1	2	2			5		2	3			5		4	8	12	11	1		36	5	12	17	13	1
MDO Managing Director Office	2	4	5	4	2	17	4	10	12	4		30	14	16	97	11	6	144		36	45	52	74	16		223	56	75	166	93	24
MOE Mayors Office of Education						0						0	2		1		3		5	6	2	10	3			26	7	6	3	10	3
MOS Office of Sustainability						0						0						0			3	4	1			8	0	3	4	1	0
OAC Ofc Arts Culture Creativ E						0						0			7			7		1						1	1	0	7	0	0
OHR Office of Human Resources	2	1		1		4		2		1		3	2	1			1	4		5	2		2			9	9	6	0	4	1
OIG Ofc of Inspector General		1				1			1			1						0		2	2	1	1			6	2	3	2	1	0
OIT Ofc of Innovation and Tech	4	8	8	4	4	28	2	2	2	3		9	7	5	15	7	1	35		18	27	14	32	6		97	31	42	39	46	11
OLR Office of Labor			1			1						0			1	1		2		2	2	2	4	1		11	2	2	4	5	1
OPA Ofc of Property Assessment		2		2		4			6	6	1	13	2	3	1	2		8		6	3		3	1		13	8	8	7	13	2
OSH Ofc of Homeless Services	4	3	6	3		16	3	4	5	2	2	16	4	4	2	4		14			7		5	1		13	11	18	13	14	3
PCC City Council		2	3	2	1	8	1	2	6	3		12	5	4	25	10	1	45		9	25	9	16	5		64	15	33	43	31	7
PFD Fire	33	35	32	37	10	147	7	14	14	13	4	52	18	39	16	14	5	92		19	18	24	19	2		82	77	106	86	83	21
PPD Police	119	115	152	165	38	589	57	102	64	109	23	355	65	76	64	72	12	289		147	183	125	262	53		770	388	476	405	608	126
PPR Parks and Recreation	8	13	13	23	3	60	8	12	7	10	4	41	15	6	9	14	3	47		14	17	19	19	4		73	45	48	48	66	14
PPS Prisons	38	45	67	61	5	216	13	27	31	48	11	130	33	39	51	66	6	195		50	96	97	271	35		549	134	207	246	446	57
PRO Procurement		1	1	2		4						0	2		3	3		8		2	1		2			5	4	2	4	7	0
PWD Water	38	43	61	58	12	212	17	8	22	17	5	69	30	34	24	50	19	157		46	58	28	49	19		200	131	143	135	174	55
REC Records			1	1		2	1				1	2	1	2		2		5			1	1				2	2	3	2	3	1
REP City Representative			1			1						0			2			2			1					1	0	1	3	0	0
REV Revenue	12	14	12	11	4	53	4	6	5	6	4	25	8	11	5	6	2	32		13	19	11	16	5		64	37	50	33	39	15
ROW Register of Wills	1	2	1		1	5			8			8		4	19	2	2	27			1	3	10	2		16	1	7	31	12	5
SHF Sheriff	12	6	10	6	1	35	4	3	8	7	2	24	2	3	21	10	1	37		9	6	7	17	6		45	27	18	46	40	10
STS Streets	28	42	42	30	7	149	19	14	11	15	3	62	41	58	38	83	32	252		40	56	36	72	10		214	128	170	127	200	52
Grand Total	419	498	599	655	128	2299	217	301	293	391	92	1294	486	484	613	607	144	2334	803	959	741	1472	312	4287	1925	2242	2246	3125	676		