

**EXHIBIT 4****As of December 31, 2023**

Department	FY 23-24 Funded Positons	GF Vacancies	Non-GF Vacancies	Total Vacancies	Hiring Freeze Vacancies	Total Funded Vacancies	Vacancy Rate
City Manager's Office	15	1	1	2	0	2	13%
City Attorney's Office	22	4	4	8	0	8	36%
City Clerk	7	1	0	1	0	1	14%
Community Development	72	0	16	16	0	16	22%
Finance & Management Services	69	3	2	5	0	5	7%
Information Technology	24	0	11	11	0	11	46%
Human Resources	32	0	3	3	0	3	9%
Planning & Building	102	11	4	15	0	15	15%
Police Department	640	75	2	77	6	71	12%
Parks, Recreation & Community Services	63	2	3	5	0	5	8%
Library	37	0	0	0	0	0	0%
Public Works	315	7	45	52	0	52	17%
<b>Total</b>	<b>1398</b>	<b>104</b>	<b>91</b>	<b>195</b>	<b>6</b>	<b>189</b>	<b>14%</b>