

# Agenda Report

DATE: May 23, 2005

TO: CITY COUNCIL

FROM: CITY MANAGER

SUBJECT: EQUAL OPPORTUNITY IN EMPLOYMENT ANNUAL REPORT:  
January 1, 2004 – December 31, 2004

## RECOMMENDATION

It is recommended that the City Council receive and file the Equal Opportunity in Employment Annual Report. This report is based on the calendar year, and reflects all individuals employed in regular full-time positions during the reporting period of January 1 through December 31, 2004.

## EXECUTIVE SUMMARY

The City's employment trends reflect continued success in maintaining an ethnically diverse workforce, reflective of the community which it serves. An analysis using the most recent Census data supplied by the Economic Development Department from the year 2000 compares the ethnic composition of the available workforce in the community at large with the ethnic composition of the City of Pasadena's 1876 full-time employees. Overall, non-white minorities represent 65% of the full-time workforce. The statistics for Calendar year 2004 reflect that Black individuals were employed in almost all job categories at a rate substantially greater than is represented in the Community. With respect to gender, 34% of the City's full-time employees are female, while 66% are male. Females continue to be under-represented in the Skilled Crafts (Public Works and Water and Power), Service Maintenance (Public Works and Water and Power), and Protective Services (i.e., Police and Fire) fields, which are traditionally male-dominated, and which comprise a sizeable portion of the City's workforce.

Due to anticipated budget concerns, a hiring review process designed to fill only essential vacancies was in place throughout the reporting period of January 1, 2004 through December 31, 2004. The City hired 126 full-time regular employees, 65% of whom are non-white minorities. Eighty four current employees were promoted, and of those promoted, 70% are non-white minorities.

The City continues to pursue strategies for ensuring that qualified, under-represented groups have access and opportunity for entry into all fields. The legal prohibitions established by Proposition 209 against targeted recruitments limit the City's ability to actively seek out candidates of a particular group. The City remains committed to recruiting efforts aimed at attracting more females into "non-traditional" fields over the long-term, while recognizing that positive results are likely to come incrementally.

The following chart illustrates the City's full-time workforce, by gender and ethnicity, as it compares to the City of Pasadena's population at large. 35% are White; 29% are Hispanic; 24% are Black; 10% are Asian; 1.4% are Armenian; and .3% are Native American. Of the 1876 full-time regular employees, 34% are female, and 66% are male. Comparison data for the City of Pasadena's population is based on the 2000 Census.

<b>City of Pasadena Population Calif. State Dept. of Finance Data pop.133,936</b>		<b>City Full-Time Regular Workforce As of December 31, 2004 1876 employees</b>
Female	68,441 (51%)	641 (34%)
Male	65,495 (48%)	1235 (66%)
White	52,381 (39%)	657 (35%)
Hispanic	44,734 (33%)	553 (29%)
Black	18,711 (14%)	444 (24%)
Asian	13,253 (10%)	190 (10%)
Armenian	No Data	26 (1.4%)
Native American	324 (0.2%)	6 (0.3%)
Other	302 (0.2%)	6 (0.3%)
Two or more races	4,127 (3%)	N/A
Undeclared	104 (0.8%)	N/A
<b>TOTAL</b>	<b>81,451 (61%)</b>	<b>1219 (65%)</b>
<b>MINORITIES</b>		

#### **UTILIZATION ANALYSIS:**

The City analyzes the diversity of the City workforce by comparing the utilization and availability data within the eight job categories established by the Equal Employment Opportunity Commission (commonly referred to as "EEO-4 categories"). "Utilization" refers to the City's actual workforce by ethnicity and gender, versus the "Availability" of those ethnic and gender groups in the local labor market. Table #1 provides an analysis of Utilization and Availability by department.

#### **RECRUITMENT – NEW HIRES AND PROMOTIONS:**

The City hired 126 full-time regular employees, with the greatest number being hired in the Water and Power Department. Of those new hires, 63% percent are non-white

minorities, and 40% are female. Despite continued outreach by Human Resources and the hiring Departments, no increase has been made in the area of hiring females into non-traditional jobs. Although almost 2000 applications were received for the position of Fire Fighter, only 5% of the applications received were from female applicants. The same percentage of female applicants holds true for the ongoing and continuous process to hire Police Officers, in that approximately 5 out of every 100 applicants are female.

During the reporting period the City promoted 84 employees, of whom 70% are minorities and 33% are females. These numbers illustrate the City's continued commitment to maintaining the ethnic diversity of the workforce. Promotions of existing staff are reflective of the ethnic makeup of the City organization, which for promotions is the available labor pool, and also the overall ethnic population of the City of Pasadena. New Hires and promotions are summarized in the charts below:

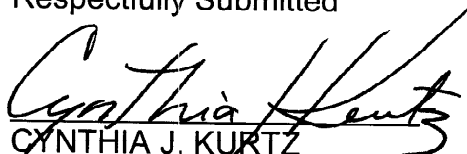
<b>New Hires: 1/1/04 – 12/31/04</b>	
<b>126 total</b>	
Female	50 (40%)
Male	76 (60%)
White	46 (36.5%)
Black	26 (21%)
Hispanic	37 (29%)
Asian	16 (12.5%)
Armenian	1 (1%)
Native American	
Other	

<b>Promotions: 1/1/04 – 12/31/04</b>	
<b>84 total</b>	
Female	28 (33%)
Male	56 (67%)
White	24 (29%)
Black	17 (20%)
Hispanic	36 (43%)
Asian	6 (7%)
Armenian	
Native American	
Other	1 (1%)


**FISCAL IMPACT**

There is no fiscal impact from this report.

Respectfully Submitted

  
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City Manager

Prepared By:

  
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Director of Human Resources

**TABLE 1**  
**AVAILABILITY VS. UTILIZATION**  
Full-Time Regular Employees

**CITY ATTORNEY**

Key: EDD = Data obtained from the Employment Development Department

CATEGORY	ETHNIC GROUPS							Total Minority	GENDER		
	White	Black	Hispanic	Asian	Native American	Armenian	Other		Male	Female	
<b>O &amp; A</b>											
Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%
Utilization		40%	20%	30%	10%	0%	0%		60%	50%	50%
No. of Employees	10	4	2	3	1	0	0	0	6	5	5
<b>PROFESSIONALS</b>											
Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%
Utilization		50%	50%	0%	0%	0%	0%		0%	25%	75%
No. of Employees	8	4	4	0	0	0	0	0	4	2	6
<b>PARA-PROF.</b>											
Availability	EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%
Utilization		100%	0%	0%	0%	0%	0%		0%	50%	50%
No. of Employees	2	2	0	0	0	0	0	0	0	1	1
<b>ADMINISTRATIVE</b>											
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%
Utilization		22%	22%	33%	22%	0%	0%		78%	0%	100%
No. of Employees	9	2	2	3	2	0	0	0	7	0	9
<b>TOTAL EMPLOYEES:</b>	<b>29</b>	<b>12</b>	<b>8</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>8</b>	<b>21</b>

**AVAILABILITY VS. UTILIZATION**  
Full-Time Regular Employees

**CITY CLERK**

Key: EDD = Data obtained from the Employment Development Department

CATEGORY		ETHNIC GROUPS						GENDER			
		White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>O &amp; A</b>											
Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%
Utilization		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	100.0%
No. of Employees	1	1	0	0	0	0	0	0	0	0	1
<b>PROFESSIONALS</b>											
Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%
Utilization		25.0%	25.0%	50.0%	0.0%	0.0%	0.0%		75.0%	25.0%	75.0%
No. of Employees	4	1	1	2	0	0	0	0	3	1	3
<b>ADMINISTRATIVE</b>											
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%
Utilization		22.2%	44.4%	33.3%	0.0%	0.0%	0.0%		77.8%	22.2%	77.8%
No. of Employees	9	2	4	3	0	0	0	0	7	2	7
<b>TOTAL EMPLOYEES:</b>	<b>14</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>3</b>	<b>11</b>

**AVAILABILITY VS. UTILIZATION**  
Full-Time Regular Employees

**CITY MANAGER**

Key: EDD = Data obtained from the Employment Development Department

CATEGORY		ETHNIC GROUPS						GENDER			
		White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>O &amp; A</b>											
Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%
Utilization		50%	0%	50%	0%	0%	0%	0%	50%	50%	50%
No. of Employees	2	1	0	1	0	0	0	0	1	1	1
<b>PROFESSIONALS</b>											
Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%
Utilization		33.3%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	100.0%
No. of Employees	3	1	1	1	0	0	0	0	2	0	3
<b>ADMINISTRATIVE</b>											
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%
Utilization		0.0%	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
No. of Employees	4	0	1	3	0	0	0	0	4	0	4
<b>PARA-PROF.</b>											
Availability	EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%
Utilization											
No. of Employees	0	0	0	0	0	0	0	0	0	0	0
<b>TECHNICIAN</b>											
Availability	EDD	44.0%	20.8%	18.4%	13.2%	0.0%	N/A	N/A	52.4%	57.2%	42.8%
Utilization		0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
No. of Employees	1	0	0	0	1	0	0	0	1	0	1
<b>TOTAL EMPLOYEES:</b>	<b>10</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>1</b>	<b>9</b>

AVAILABILITY VS. UTILIZATION  
Full-Time Regular Employees

DEPARTMENT OF FINANCE

Key: EDD = Data obtained from the Employment Development Department

CATEGORY		ETHNIC GROUPS						Total	GENDER		
		White	Black	Hispanic	Asian	Native American	Armenian	Minority	Male	Female	
<b>Q &amp; A</b>											
Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%
Utilization		66.7%	0.0%	0.0%	16.7%	0.0%	16.7%	33.3%	66.7%	33.3%	
No. of Employees	6	4	0	0	1	0	1	0	2	4	2
<b>PROFESSIONALS</b>											
Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%
Utilization		38.6%	18.6%	14.3%	27.1%	0.0%	1.4%	61.4%	41.4%	58.6%	
No. of Employees	70	27	13	10	19	0	1	0	43	29	41
<b>TECHNICIANS</b>											
Availability	EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%
Utilization		7.7%	30.8%	30.8%	23.1%	0.0%	7.7%	92.3%	61.5%	38.5%	
No. of Employees	13	1	4	4	3	0	1	0	12	8	5
<b>PARA-PROF.</b>											
Availability	EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%
Utilization		0.0%	33.3%	33.3%	0.0%	0.0%	33.3%	100.0%	33.3%	66.7%	
No. of Employees	3		1	1	0	0	1	0	3	1	2
<b>ADMINISTRATIVE</b>											
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%
Utilization		23.1%	25.6%	35.9%	12.8%	0.0%	2.6%	76.9%	15.4%	84.6%	
No. of Employees	39	9	10	14	5	0	1	0	30	6	33
<b>SKILLED</b>											
Availability	EDD	28.2%	10.0%	53.0%	4.0%	0.3%	N/A	N/A	67.3%	89.4%	10.4%
Utilization		0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
No. of Employees	2	0	0	2	0	0	0	0	2	2	0
<b>SERVICE MAINT.</b>											
Availability	EDD	16.3%	14.0%	62.0%	5.9%	0.3%	N/A	N/A	82.2%	59.3%	40.7%
Utilization		0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
No. of Employees	1	0	0	1	0	0	0	0	1	1	0
<b>TOTAL EMPLOYEES:</b>	<b>134</b>	<b>41</b>	<b>28</b>	<b>32</b>	<b>28</b>	<b>0</b>	<b>5</b>	<b>93</b>	<b>51</b>	<b>83</b>	



AVAILABILITY VS. UTILIZATION  
Full-Time Regular Employees

**FIRE DEPARTMENT**

Key: EDD = Data obtained from the Employment Development Department

CATEGORY	ETHNIC GROUPS							Total Minority	GENDER		
	White	Black	Hispanic	Asian	Native American	Armenian	Other		Male	Female	
<b>O &amp; A</b>											
Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%
Utilization		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	
No. of Employees	1	1	0	0	0	0	0	0	1	0	
<b>PROFESSIONALS</b>											
Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	50.9%	49.1%
Utilization		60.0%	20.0%	0.0%	0.0%	0.0%	20.0%	40.0%	40.0%	60.0%	
No. of Employees	5	3	1	0	0	0	1	0	2	3	
<b>PROTECTIVE SERVICE</b>											
Availability	EDD	22.1%	30.8%	33.1%	8.7%	0.5%	N/A	N/A	73.1%	73.0%	27.0%
Utilization		53.3%	16.4%	24.2%	4.2%	0.6%	1.2%	46.7%	96.4%	3.6%	
No. of Employees	165	88	27	40	7	1	2	0	77	159	6
<b>ADMINISTRATIVE</b>											
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%
Utilization		0.0%	33.3%	55.6%	11.1%	0.0%	0.0%	100.0%	22.2%	77.8%	
No. of Employees	9	0	3	5	1	0	0	0	9	2	7
<b>TOTAL EMPLOYEES:</b>	<b>180</b>	<b>92</b>	<b>31</b>	<b>45</b>	<b>8</b>	<b>1</b>	<b>3</b>	<b>88</b>	<b>164</b>	<b>16</b>	

AVAILABILITY VS. UTILIZATION  
Full-Time Regular Employees

**HEALTH DEPARTMENT**

Key: EDD = Data obtained from the Employment Development Department

CATEGORY		ETHNIC GROUPS						Total Minority	GENDER		
		White	Black	Hispanic	Asian	Native American	Armenian		Other	Male	Female
<b>O &amp; A</b>											
Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%
Utilization		14.3%	14.3%	0.0%	71.4%	0.0%	0.0%		65.7%	28.6%	71.4%
No. of Employees	7	1	1	0	5	0	0	0	6	2	5
<b>PROFESSIONALS</b>											
Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%
Utilization		27.5%	12.5%	32.5%	25.0%	0.0%	0.0%		70.0%	15.0%	85.0%
No. of Employees	40	11	5	13	10	0	0	1	28	6	34
<b>TECHNICIANS</b>											
Availability	EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%
Utilization		25.0%	0.0%	75.0%	0.0%	0.0%	0.0%		75.0%	50.0%	50.0%
No. of Employees	4	1	0	3	0	0	0	0	3	2	2
<b>PARA-PROFESSIONAL</b>											
Availability	EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%
Utilization		6.3%	12.5%	81.3%	0.0%	0.0%	0.0%		93.8%	25.0%	75.0%
No. of Employees	16	1	2	13	0	0	0	0	15	4	12
<b>ADMINISTRATIVE</b>											
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%
Utilization		5.3%	21.1%	68.4%	5.3%	0.0%	0.0%		94.7%	5.3%	94.7%
No. of Employees	19	1	4	13	1	0	0	0	18	1	18
<b>TOTAL EMPLOYEES:</b>	<b>86</b>	<b>15</b>	<b>12</b>	<b>42</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>70</b>	<b>15</b>	<b>71</b>

AVAILABILITY VS. UTILIZATION  
Full-Time Regular Employees

**HUMAN RESOURCES DEPARTMENT**

Key: EDD = Data obtained from the Employment Development Department

CATEGORY		ETHNIC GROUPS						GENDER			
		White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>O &amp; A</b>											
Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%
Utilization		75.0%	0.0%	0.0%	0.0%	25.0%	0.0%		25.0%	50.0%	50.0%
No. of Employees	4	3	0	0	0	1	0	0	1	2	2
<b>PROFESSIONALS</b>											
Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%
Utilization		44.4%	55.6%	0.0%	0.0%	0.0%	0.0%		55.6%	11.1%	88.9%
No. of Employees	9	4	5	0	0	0	0	0	5	1	8
<b>ADMINISTRATIVE</b>											
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%
Utilization		20.0%	20.0%	40.0%	20.0%	0.0%	0.0%		80.0%	10.0%	90.0%
No. of Employees	10	2	2	4	2	0	0	0	8	1	9
<b>TOTAL EMPLOYEES:</b>	<b>23</b>	<b>9</b>	<b>7</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>4</b>	<b>19</b>

AVAILABILITY VS. UTILIZATION  
Full-Time Regular Employees

**HUMAN SERVICES AND RECREATION DEPARTMENT**

Key: EDD = Data obtained from the Employment Development Department

CATEGORY	ETHNIC GROUPS							Total Minority	GENDER		
	White	Black	Hispanic	Asian	Native American	Armenian	Other		Male	Female	
<b>O &amp; A</b>											
Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%
Utilization		25.0%	75.0%	0.0%	0.0%	0.0%	0.0%		75.0%	50.0%	50.0%
No. of Employees	4	1	3	0	0	0	0	0	3	2	2
<b>PROFESSIONALS</b>											
Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	33.3%	52.0%	48.0%
Utilization		26.9%	34.6%	38.5%	0.0%	0.0%	0.0%		73.1%	50.0%	50.0%
No. of Employees	26	7	9	10	0	0	0	0	19	13	13
<b>PARA-PROFESSIONAL</b>											
Availability	EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%
Utilization		6.3%	50.0%	37.5%	3.1%	0.0%	3.1%		93.8%	43.8%	56.3%
No. of Employees	32	2	16	12	1	0	1	0	30	14	18
<b>ADMINISTRATIVE</b>											
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	53.7%	37.2%	62.8%
Utilization		15.8%	21.1%	52.6%	5.3%	0.0%	5.3%		84.2%	21.1%	78.9%
No. of Employees	19	3	4	10	1	0	1	0	16	4	15
<b>TOTAL EMPLOYEES:</b>	<b>81</b>	<b>13</b>	<b>32</b>	<b>32</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>68</b>	<b>33</b>	<b>48</b>

AVAILABILITY VS. UTILIZATION  
Full Time Regular Employees

**INFORMATION SERVICES DEPARTMENT**

Key: EDD = Data obtained from the Employment Development Department

CATEGORY		ETHNIC GROUPS						Total Minority	GENDER			
		White	Black	Hispanic	Asian	Native American	Armenian		Other	Male	Female	
<b>O &amp; A</b>												
Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%	
Utilization		66.7%	0.0%	33.3%	0.0%	0.0%	0.0%		33.3%	33.3%	66.7%	
No. of Employees	3	2	0	1	0	0	0	0	1	1	2	
<b>PROFESSIONALS</b>												
Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%	
Utilization		66.7%	11.9%	16.7%	4.6%	0.0%	0.0%		33.3%	16.7%	83.3%	
No. of Employees	42	28	5	7	2	0	0	0	14	7	35	
<b>PROTECTIVE SERVICE</b>												
Availability	EDD	50.0%	10.0%	0.0%	20.0%	0.0%	N/A	N/A	30.0%	60.0%	20.0%	
Utilization		0.0%	75.0%	0.0%	0.0%	0.0%	25.0%		100.0%	100.0%	0.0%	
No. of Employees	4	0	3	0	0	0	1	0	4	4	0	
<b>ADMINISTRATIVE</b>												
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%	
Utilization		25.0%	27.5%	27.5%	10.0%	0.0%	7.5%		72.5%	20.0%	80.0%	
No. of Employees	40	10	11	11	4	0	3	1	29	8	32	
<b>SERV. MAINTNCE.</b>												
Availability	EDD	16.3%	14.0%	62.0%	6.0%	0.3%	N/A	N/A	82.3%	59.3%	40.7%	
Utilization		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	100.0%	0.0%	
No. of Employees	1	1	0	0	0	0	0	0	0	1	0	
<b>TOTAL EMPLOYEES:</b>		90	41	19	19	6	0	4	1	48	21	69

AVAILABILITY VS. UTILIZATION  
Full-Time Regular Employees

**PLANNING AND DEVELOPMENT  
DEPARTMENT**

Key: EDD = Data obtained from the Employment Development Department

CATEGORY	ETHNIC GROUPS							Total Minority	GENDER		
	White	Black	Hispanic	Asian	Native American	Armenian	Other		Male	Female	
<b>O &amp; A</b>											
Availability EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%	
Utilization	33.3%	33.3%	16.7%	0.0%	0.0%	16.7%		66.7%	83.3%	16.7%	
No. of Employees	6	2	2	1	0	0	1	0	4	5	
<b>PROFESSIONALS</b>											
Availability EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%	
Utilization	50.0%	19.2%	17.9%	9.0%	0.0%	2.6%		48.7%	79.5%	20.5%	
No. of Employees	78	39	15	14	7	0	2	1	38	62	
<b>PARA-PROFESSIONAL</b>											
Availability EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%	
Utilization	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%		100.0%	0.0%	100.0%	
No. of Employees	2	0	2	0	0	0	0	0	2	0	
<b>TECHNICIANS</b>											
Availability EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%	
Utilization	27.3%	36.4%	22.7%	13.6%	0.0%	0.0%		72.7%	72.7%	27.3%	
No. of Employees	22	6	8	5	3	0	0	0	16	6	
<b>ADMINISTRATIVE</b>											
Availability EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%	
Utilization	9.3%	27.9%	48.8%	14.0%	0.0%	0.0%		90.7%	9.3%	90.7%	
No. of Employees	43	4	12	21	6	0	0	0	39	4	
<b>SERVICE MAINT.</b>											
Availability EDD	16.3%	14.0%	62.0%	6.0%	0.3%	N/A	N/A	82.3%	59.3%	40.7%	
Utilization	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%		100.0%	100.0%	0.0%	
No. of Employees	2	0	0	2	0	0	0	0	2	0	
<b>TOTAL EMPLOYEES:</b>	<b>153</b>	<b>51</b>	<b>39</b>	<b>43</b>	<b>16</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>101</b>	<b>89</b>	<b>64</b>

AVAILABILITY VS. UTILIZATION  
Full-Time Regular Employee

**POLICE DEPARTMENT**

Key: EDD = Data obtained from the Employment Development Department

CATEGORY	ETHNIC GROUPS							GENDER			
	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female	
<b>O &amp; A</b>											
Availability EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%	
Utilization	33.3%	16.7%	16.7%	16.7%	0.0%	16.7%		66.7%	83.3%	16.7%	
No. of Employees	6	2	1	1	0	1	0	4	5	1	
<b>PROFESSIONALS</b>											
Availability EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%	
Utilization	39.1%	26.1%	21.7%	13.0%	0.0%	0.0%		60.9%	30.4%	69.6%	
No. of Employees	23	9	6	5	3	0	0	14	7	16	
<b>TECHNICIANS</b>											
Availability EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%	
Utilization	51.1%	8.9%	40.0%	0.0%	0.0%	0.0%		48.9%	24.4%	75.6%	
No. of Employees	45	23	4	18	0	0	0	22	11	34	
<b>PROTECTIVE</b>											
Availability EDD	22.1%	30.8%	33.1%	8.7%	0.5%	N/A	N/A	73.1%	73.0%	27.0%	
Utilization	40.1%	18.0%	33.3%	7.5%	0.0%	1.1%		59.9%	81.6%	18.4%	
No. of Employees	267	107	48	89	20	3	0	160	218	49	
<b>ADMINISTRATIVE</b>											
Availability EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%	
Utilization	11.1%	11.1%	46.1%	25.9%	0.0%	3.7%		88.9%	18.5%	81.5%	
No. of Employees	27	3	3	13	7	0	1	24	5	22	
<b>SKILLED CRAFT</b>											
Availability EDD	28.2%	10%	53%	4%	0.3%	N/A	N/A	68.1%	89.4%	10.4%	
Utilization	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%		33.3%	100.0%	0.0%	
No. of Employees	3	2	0	1	0	0	0	1	3	0	
<b>SERV. MAINTNCE.</b>											
Availability EDD	16.3%	14.0%	62.0%	6.0%	0.3%	N/A	N/A	82.3%	59.3%	40.7%	
Utilization	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%		100.0%	100.0%	0.0%	
No. of Employees	4	0	0	4	0	0	0	4	4	0	
<b>TOTAL EMPLOYEES:</b>	375	146	62	131	31	0	5	0	229	253	122

AVAILABILITY VS. UTILIZATION  
Full-Time Regular Employees

DEPARTMENT OF PUBLIC WORKS

Key: EDD = Data obtained from the Employment Development Department

CATEGORY	ETHNIC GROUPS							GENDER			
	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female	
<b>O &amp; A</b>											
Availability EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%	
Utilization	57.1%	28.6%	0.0%	14.3%	0.0%	0.0%		42.9%	85.7%	14.3%	
No. of Employees	7	4	2	0	1	0	0	3	6	1	
<b>PROFESSIONALS</b>											
Availability EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%	
Utilization	41.9%	16.2%	16.2%	18.9%	2.7%	1.4%		55.4%	77.0%	23.0%	
No. of Employees	74	31	12	12	2	1	2	41	57	17	
<b>TECHNICIANS</b>											
Availability EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%	
Utilization	53.3%	0.0%	48.7%	0.0%	0.0%	0.0%		46.7%	80.0%	20.0%	
No. of Employees	15	8	0	7	0	0	0	7	12	3	
<b>PROTECTIVE SERVICE</b>											
Availability EDD	50.0%	10.0%	0.0%	20.0%	0.0%	N/A	N/A	30.0%	60.0%	20.0%	
Utilization	14.3%	57.1%	28.6%	0.0%	0.0%	0.0%		85.7%	42.9%	57.1%	
No. of Employees	7	1	4	2	0	0	0	6	3	4	
<b>PARA-PROF.</b>											
Availability EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%	
Utilization	25.0%	0.0%	50.0%	25.0%	0.0%	0.0%		75.0%	0.0%	100.0%	
No. of Employees	4	1	0	2	1	0	0	3	0	4	
<b>ADMINISTRATIVE</b>											
Availability EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%	
Utilization	26.9%	46.2%	15.4%	3.6%	0.0%	7.7%		73.1%	11.5%	88.5%	
No. of Employees	26	7	12	4	1	0	2	19	3	23	
<b>SKILLED CRAFT</b>											
Availability EDD	28.2%	10%	53%	4%	0.3%	N/A	N/A	68.1%	89.4%	10.4%	
Utilization	50.0%	18.8%	29.2%	0.0%	0.0%	2.1%		50.0%	97.9%	2.1%	
No. of Employees	48	24	9	14	0	0	1	24	47	1	
<b>SERV. MAINT.</b>											
Availability EDD	16.3%	14.0%	62.0%	6.0%	0.3%	N/A	N/A	82.3%	59.3%	40.7%	
Utilization	11.0%	50.4%	35.4%	2.4%	0.0%	0.8%		88.0%	96.9%	3.1%	
No. of Employees	127	14	64	45	3	0	1	113	123	4	
<b>TOTAL EMPLOYEES:</b>	<b>308</b>	<b>90</b>	<b>103</b>	<b>86</b>	<b>20</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>216</b>	<b>251</b>	<b>57</b>



AVAILABILITY VS. UTILIZATION  
Full-Time Regular Employees

DEPARTMENT OF TRANSPORTATION

Key: EDD = Data obtained from the Employment Development Department

CATEGORY	ETHNIC GROUPS							Total Minority	GENDER		
	White	Black	Hispanic	Asian	Native American	Armenian	Other		Male	Female	
<b>O &amp; A</b>											
Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	34.3%	58.1%	41.9%
Utilization		50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	50.0%	
<b>No. of Employees</b>	<b>2</b>	1	1	0	0	0	0	0	1	1	1
<b>PROFESSIONALS</b>											
Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	33.3%	52.0%	48.0%
Utilization		42.9%	9.5%	19.0%	28.6%	0.0%	0.0%	57.1%	57.1%	42.9%	
<b>No. of Employees</b>	<b>21</b>	9	2	4	6	0	0	0	12	12	9
<b>TECHNICIANS</b>											
Availability	EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%
Utilization		0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
<b>No. of Employees</b>	<b>2</b>	0	1	0	1	0	0	0	2	2	0
<b>ADMINISTRATIVE</b>											
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	53.7%	37.2%	62.8%
Utilization		46.2%	15.4%	30.8%	7.7%	0.0%	0.0%	53.8%	7.7%	92.3%	
<b>No. of Employees</b>	<b>13</b>	6	2	4	1	0	0	0	7	1	12
<b>SKILLED CRAFT</b>											
Availability	EDD	28.2%	10%	53%	4%	0.3%	N/A	N/A	68.1%	89.4%	10.4%
Utilization		50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	0.0%	
<b>No. of Employees</b>	<b>2</b>	1	1	0	0	0	0	0	1	2	0
<b>TOTAL EMPLOYEES:</b>	<b>40</b>	17	7	8	8	0	0	0	23	18	22

AVAILABILITY VS. UTILIZATION  
Full Time Regular Employees

**DEPARTMENT OF WATER and POWER**

Key: EDD = Data obtained from the Employment Development Department

CATEGORY		ETHNIC GROUPS						Total Minority	GENDER		
		White	Black	Hispanic	Asian	Native American	Armenian		Other	Male	Female
<b>O &amp; A</b>											
Availability	EDD	65.5%	8.4%	13.3%	12.3%	0.3%	N/A	N/A	34.3%	54.5%	45.5%
Utilization		55.6%	11.1%	11.1%	22.2%	0.0%	0.0%	44.4%	66.9%	11.1%	
No. of Employees	9	5	1	1	2	0	0	0	4	8	1
<b>PROFESSIONALS</b>											
Availability	EDD	66.7%	8.9%	11.9%	12.0%	0.4%	N/A	N/A	33.3%	52.3%	47.7%
Utilization		35.4%	16.3%	13.4%	32.9%	0.0%	0.0%	64.6%	81.7%	18.3%	
No. of Employees	82	29	15	11	27	0	0	0	53	67	15
<b>TECHNICIANS</b>											
Availability	EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%
Utilization		29.6%	25.9%	25.9%	14.8%	3.7%	0.0%	70.4%	81.5%	18.5%	
No. of Employees	27	8	7	7	4	1	0	0	19	22	5
<b>PARA-PROF</b>											
Availability	EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%
Utilization		33.3%	33.3%	0.0%	33.3%	0.0%	0.0%	66.7%	0.0%	100.0%	
No. of Employees	3	1	1	0	1	0	0	0	2	0	3
<b>ADMINISTRATIVE</b>											
Availability	EDD	46.3%	14.4%	26.8%	11.9%	0.4%	N/A	N/A	53.7%	28.3%	71.7%
Utilization		25.0%	16.7%	50.0%	2.1%	2.1%	2.1%	72.9%	22.9%	77.1%	
No. of Employees	48	12	8	24	1	1	1	1	35	11	37
<b>SKILLED CRAFT</b>											
Availability	EDD	39.0%	6.8%	46.3%	7.3%	0.5%	N/A	N/A	61.0%	89.0%	11.0%
Utilization		44.4%	23.3%	23.3%	9.0%	0.0%	0.0%	56.6%	97.7%	2.3%	
No. of Employees	133	59	31	31	12	0	0	0	74	130	3
<b>SERV. MAINT.</b>											
Availability	EDD	16.3%	14.0%	62.0%	6.0%	0.3%	N/A	N/A	76.9%	59.3%	40.7%
Utilization		28.8%	40.4%	25.0%	14.3%	0.0%	0.0%	71.2%	96.2%	3.8%	
No. of Employees	52	15	21	13	3	0	0	0	37	50	2
<b>TOTAL EMPLOYEES:</b>	<b>354</b>	<b>129</b>	<b>84</b>	<b>87</b>	<b>50</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>224</b>	<b>288</b>	<b>66</b>