

**EXHIBIT 1: AVAILABILITY vs. UTILIZATION BY GROUP CODE – CITY OF PASADENA (revised)**  
**All individuals employed during the period January 1 - December 31, 2017**

Group	Number of Employees	White	Black	Hispanic	Asian	Native American	Armenian	Declined to State	Total Minority	Male	Female
<b>Executive</b>	18	38.9%	16.7%	22.2%	16.7%	0%	5.6%	0%	61.1%	77.8%	22.2%
<b>Management</b>	618	32.2%	12.8%	24.8%	23.8%	0.2%	2.9%	3.4%	64.4%	53.9%	46.1%
<b>Sworn Fire Non-Mgmt</b>	148	45.9%	17.6%	24.3%	8.1%	0.7%	2.7%	0.7%	54.1%	94.6%	5.4%
<b>Sworn Police Non-Mgmt</b>	216	38.9%	12.5%	37.5%	8.8%	0%	1.4%	0.9%	60.2%	86.6%	13.4%
<b>Non-Mgmt Office and Technical</b>	361	16.1%	17.2%	52.4%	8.6%	0.6%	3.3%	1.9%	82.3%	32.4%	67.6%
<b>Non-Mgmt Maintenance and Skilled</b>	459	20.3%	24.2%	46.2%	6.1%	0%	0.9%	2.4%	77.3%	91.9%	8.1%
<b>Total</b>	<b>1,820</b>	<b>28.0%</b>	<b>16.9%</b>	<b>37.1%</b>	<b>13.2%</b>	<b>0.2%</b>	<b>2.3%</b>	<b>2.3%</b>	<b>69.8%</b>	<b>66.6%</b>	<b>33.4%</b>
<b>Pasadena Population</b>		42.2%	9.4%	32.7%	13.3%	0.3%	No Data	No Data	56.9%	54.3%	45.7%

Executive: Includes Department Directors appointed by the City Manager and Executives appointed by the City Council

Management: Includes employees represented by PMA, PFMA, and all unrepresented management employees

Sworn Fire Non-Management: Includes employees represented by PFFA

Sworn Police Non-Management: Includes employees represented by the PPOA

Non-Mgmt Office and Technical: Includes employees represented by LIUNA and all related unrepresented non-management employees

Non-Mgmt Maintenance and Skilled: Includes employees represented by AFSCME, SEIU, IBEW, IUOE, and all related unrepresented non-management employees

Employees who identify as *Two or More Races* are represented in the *Declined to State* column, but are included in the *Total Minority* percentage.