

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.

MEETING OF __5/23/2005

AGENDA ITEM NO. 10.B.

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.

Calif. State Dep pop.	dena Population ot. of Finance Data 133,936	City Full-Time Regular Workforce As of December 31, 2004 1876 employees
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
TOTAL MINORITIES	81,451 (61%)	1219 (65%)

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:

New Hires: 1/1/04 – 12/31/04 126 total										
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	1 (170)									
Other										

Promotions: 1/1/04 – 12/31/04 84 total										
Female	28 (33%)									
Male	56 (67%)									
White	24 (29%)									
Black	17 (20%)									
Hispanic	36 (43%)									
Asian	6 (7%)									
Armenian	5 (170)									
Native American										
Other	1 (1%)									

FISCAL IMPACT

There is no fiscal impact from this report.

Respectfully Submitted

CYNTHIA J. KURTZ

City Manager

Prepared By:

KARYN S. EZELL

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				E1	THNIC G	ROUPS				GEN	NDER
	555555555555555	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
O & A 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%	PAR
No. of Employees	10	4	2	3	1	0	0	0	6	5	50% 5
PROFESSIONALS 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%	500	720
No. of Employees	8	4	4	0	0	0	0	0	4	25% 2	75% 6
PARA-PROF. 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%				
No. of Employees	2	2	0	0	0	0	0	0	0% 0	50% 1	50%
ADMINISTRATIVE Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%
Utilization No. of Employees	9	22% 2	22% 2	33% 3	22% 2	0% 0	0% 0	0	78% 7	0% 0	100% 9
TOTAL EMPLOYEES:	29	12	8	6	3	0	0	0	17	8	21

AVAILABILITY VS. UTILIZATION

Full-Time Regular Employees

CITY CLERK

Key: EDD = Data obtained from the Employment Development Department

CATEGORY				<u> </u>	NICGRO	DUPS				GEN	IDER
	************	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
O & A Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%
Utilization No. of Employees	1	100.0% 1	0.0% 0	0. 0% 0	0.0 % 0	0.0% 0	6. 0% 0	0	0.0% 0	0.0% 0	100:0%
PROFESSIONALS											
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%		777 6567	Am	
No. of Employees	4	1	1	2	0	0	0	0	75.0% 3	25.0%	75.0%
ADMINISTRATIVE 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%		77 007		
No. of Employees	9	2	4	3	0	0	0	0	77.8% 7	22.2% 2	77.8% 7
TOTAL EMPLOYEES:	14	4	5	5	0	0	0	0	10	3	11

AVAILABILITY VS. UTILIZATION

Full-Time Regular Employees

CITY MANAGER

Key: EDD = Data obtained from the Employment Development Department

CATEGORY				ETH	NICGRO	UPS				GEI	NDER
***************************************		White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
O & A Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%
Utilization No. of Employees	_ 2	50% 1	0% 0	50% 1	0% 0	0% 0	G% O	0	50% 1	50% 1	50%
PROFESSIONALS Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%
Utilization No. of Employees	3	33 ,3%	33,3 % 1	33.3% 1	0.0% 0	0.0% 0	0.0% 0	0	66.7% 2	0.0% 0	100.0% 3
ADMINISTRATIVE Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%
Utilization No. of Employees	4	0.0% 0	25.0% 1	75.0% 3	0.0% 0	0.0%	0. 0% 0	0	100.0%	0.0% 0	100.0%
PARA-PROF. 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
TECHNICIAN Availability	EDD	44.0%	20.8%	18.4%	13.2%	0.0%	N/A	N/A	52.4%	57.2%	42.8%
Utilization No. of Employees	1	0% 0	0% 0	0% 0	0% 1	0% 0	0% 0	0	0% 1	0% 0	100% 1
TOTAL EMPLOYEES:	10	2	2	5	1	0	0	0	8	1	9

DEPARTMENT OF FINANCE

Key: EDD = Data obtained from the Employment Development Department

CATEGORY				ETH	NIC GR	DUPS			1	GE	NDER
						Native			Total	OLI	IDEK
200000000000000000000000000000000000000	***************************************	White	Black	Hispanic	Asian	American	Armenian	Other	Minority	Male	Female
O&A											
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%				******************
No. of Employees	6	4	0	0	1	0	19.77	0	33.3%	66.7%	33.3%
PROFESSIONALS							<u> </u>	U	2	4	2
Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	25.00/	-a aa/	
·			511.70	11.070	13.270	0.276	IN/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
TECHNICIANS											
Availability	EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%
1.1408		000000000000000000000000000000000000000	000000000000000000000000000000000000000							33.373	11.070
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
PARA-PROF.											
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%	000000000000000000000000000000000000000	000000000000000000000000000000000000000	***************************************				
No. of Employees	3	O.D.A	- - 33.3% 1	33.3% 1	0 0% 0	0.0%	33.3%		100.0%	33.3%	66.7%
ADMINISTRATIVE						0	1	0	3	1	2
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.40/	N1/A	N./A			
,		11.075	10.470	20.076	9.5%	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%	
No. of Employees	39	9	10	14	5	0	1	0	30	121. 4 %	84, 6% 33
SKILLED											
Availability	EDD	28.2%	10.0%	53.0%	4.0%	0.3%	N/A	N/A	67.3%	89.4%	10.4%
	i	.,							07.070	03.470	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	00	0	2	0	0	0	0	2	2	0
SERVICE MAINT											
Availability	EDD	16.3%	14.0%	62.0%	5.9%	0.3%	N/A	N/A	82.2%	59.3%	40.7%
Utilization	ļ			000000000000000000000000000000000000000	555555555555555				[
No. of Employees	1	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	-	100.0%	100.0%	0.0%
or Employees		0	0	11	0	0	0	0	1	11	0
TOTAL		41	28	32	20	0	_				
EMPLOYEES:	134	71	20	32	28	0	5		93	51	83

FIRE DEPARTMENT

Key: EDD = Data obtained from the Employment Development Department

CATEGORY				ETH	NICGRO	DUPS				GENDER	
0 & A	99000000000000	White	Black	Hispanic	Aslan	Native American	Armenian	Other	Total Minority	Male	Female
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	0	1	0.0%
PROFESSIONALS 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	2	3
PROTECTIVE SERVICE Availability	EDD	22.1%	30.8%	33.1%	8.7%	0.5%	N/A	N/A	73.1%	73.0%	27.0%
Utilization No. of Employees	165	53.3% 88	16,4% 27	24.2% 40	4.2% 7	0:6%	12%	_	46.7%	96.4%	3.6%
ADMINISTRATIVE				40		1	2	0	77	159	6
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%
Utilization No. of Employees	9	0.0% 0	33.3% 3	55.6% 5	11.1% 1	13.0% 0	0.0%	0	100.0%	22.2%	77.8%
TOTAL EMPLOYEES:	180	92	31	45	8	1	3		9 88	164	7 16

HEALTH DEPARTMENT

Key: EDD = Data obtained from the Employment Development Department

CATEGORY				ETH	NIC GR	DUPS				NDER	
	888888888888	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
O & A 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%		85.7%	28.6%	71.4%
No. of Employees	7	11	11	0	5	0	0	0	6	2	5
PROFESSIONALS Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%
Utilization No. of Employees	40	27.5% 11	12.5% 5	32.5% 13	25.0% 10	0.0%	0.0%		70.0%	15.0%	85.0%
TECHNICIANS				13	10	0	0	1	28	6	34
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%	ea as	
No. of Employees	4	1	0	3	0	0	0	0	3	50.0%	50.0%
PARA-PROFESSIONAL										2	2
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%	813%	0.0%	0.0%	0.0%	330000000000000000000000000000000000000	es es es es es	00000	190000 <u>00000000000</u>
No. of Employees	16	1	2	13	0	0	0	0	93.8% 15	25.0%	75.0%
ADMINISTRATIVE									10	4	12
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%			000000000000000000000000000000000000000	
No. of Employees	19	1	4	13	1	0	0	0	94.7% 18	5.3%	94.7%
TOTAL EMPLOYEES:	86	15	12	42	16	0	0	1	70	1	71

HUMAN RESOURCES DEPARTMENT

Key: EDD = Data obtained from the Employment Development Department

CATEGORY				ЕТН	NIC GRO	DUPS	-			GE	NDER
		White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
O & A 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	00	0	0	1	0	0	1	2	2
PROFESSIONALS Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%
Utilization No. of Employees	9	44. 4% 4	55. 6% 5	0.0% 0	0. 0% 0	0 0% 0	0.0% 0	0	55.6% 5	11.1%	88.9%
ADMINISTRATIVE 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%	*****************	0000 242 0022000000	000000 <u>00000000000</u>	
No. of Employees	10	2	2	4	2	0	0	0	80.0% 8	10.0% 1	90.0% 9
TOTAL EMPLOYEES:	23	9	7	4	2	1	0	0	14	4	19

HUMAN SERVICES AND RECREATION DEPARTMENT

Key: EDD = Data obtained from the Employment Development Department

CATEGORY				ETH	NICGRO	DUPS				GEN	IDER
		White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
O & A 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%		
No. of Employees	4	11	3	0	0	0	0	0	3	50.0% 2	50.0% 2
PROFESSIONALS Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	33.3%	52.0%	48.0%
Utilization No. of Employees	26	26.9 % 7	34.6% 9	38.5% 10	0.0 % 0	0.0% 0	0.0%		73,1%	50.0%	50.0%
PARA-PROFESSIONAL				10		U	0		19	13	13
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	32	6.3% 2	50.0% 16	37.5% 12	3.1%	0.0%	3.1%		93.8%	43.8%	56.3%
ADMINISTRATIVE			- 10	12	1	0	1		30	14	18
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%	333333333333333333333333333333333333333	n a cina		*************
No. of Employees	19	3	4	10	1	0	1	0	84.2% 16	21.1% 4	78.9% 15
TOTAL EMPLOYEES:	81	13	32	32	2	0	2	0	68	33	48

INFORMATION SERVICES DEPARTMENT

Key: EDD = Data obtained from the Employment Development Department

CATEGORY				ETH	NICGRO	OUPS				GEN	NDER
0 & A		White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
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%			000002020000000000000000000000000000000	
No. of Employees	3	2	0	1	0	0	0.0%	0	33.3% 1	33,3%	66.7%
PROFESSIONALS										11	2
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%	4.8%	0.0%	0.0%		33.3%	5707070 373270325 23250000	tooocasianoonyuunnii
No. of Employees	42	28	5	7	2	0	0	0	33.3% 14	16.7% 7	83.3%
PROTECTIVE SERVICE									14		35
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%		450.66/		500000 <u>00000</u>
No. of Employees	4	0	3	0	0	0	1	0	100.0% 4	100.0% 4	0.0%
ADMINISTRATIVE									4	4	0
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%	44 22	00000202020202020
No. of Employees	40	10	11	11	4	0	3	1	7∡5% 29	20.0% 8	80.0%
SERV. MAINTNCE.										- 0	32
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%	***************************************		000000000000000000000000000000000000000	20000002000000000000
No. of Employees	1_	1	0	0	0	0	0	0	0.0%	100.0%	0,0% 0
TOTAL EMPLOYEES:	90	41	19	19	6	0	4	1	48	21	69

PLANNING AND DEVELOPMENT DEPARTMENT

Key: EDD = Data obtained from the Employment Development Department

CATEGORY	CATEGORY ETHNIC GROUPS									GE			
		White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority				
O & A Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%			
Utilization No. of Employees	6	33.3% 2	33. 3%	16.7% 1	0.0%	0.0%	16.7% 1	0	66.7% 4	83.3%	***************************************		
PROFESSIONALS Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%		
Utilization No. of Employees	78	50.0% 39	19,2% 15	17.9% 14	9.0%	0.0%	2.6% 2	1	48.7% 38	79.5% 62	20.5%		
PARA-PROFESSIONAL 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	2	0 .0% 0	100.0%	0.0 % 0	0.0%	9.0% 0	0.0% 0	0	100.0% 2	0.0%	100.0%		
TECHNICIANS Availability	EDD	F2 C0/	40.00							0	2		
•	בטט	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%		
Utilization No. of Employees	22	27.3% 6	36,4% 8	22.7% 5	13 .6%	0.0%	0.0%	_	72.7%	72.7%	27.3%		
ADMINISTRATIVE				3	3	0	0	0	16	16	6		
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%		
Utilization No. of Employees	43	9.3% 4	27 .9 % 12	48.8% 21	14.0% 6	0.0%	0.0%	0	90.7% 39	9.3%	90.7%		
SERVICE MAINT. 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	2	0		
TOTAL EMPLOYEES:	153	51	39	43	16	0	3	1	101	89	64		

POLICE DEPARTMENT

Key: EDD = Data obtained from the Employment Development Department

CATEGORY	CATEGORY ETHNIC GROUPS										
-						Native		<u> </u>	Total	GENDER	
5 <u>17</u> 5225555555555555555555555555555555555	000000000000000000000000000000000000000	White	Black	Hispanic	Asian	American	Armenian	Other	Minority	Male	Female
O & A										, maio	Terriale
Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%
1.1411:41									00.070	00.170	41.570
Utilization No. of Employees	6	33,3%	16.7%	16.7%	16.7%	0.0%	16.7%		66.7%	83.3%	16.7%
	0	2	1	1	1	0	11	0	4	5	1
PROFESSIONALS											
Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48.0%
Utilization											10.070
No. of Employees	23	39.1% 9	26.1%	21.7%	13.0%	0.0%	0.0%		60.9%	30.4%	69.6%
		9	6	5	3	0	0	0	14	7	16
TECHNICIANS											
Availability	EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%
Utilization			000000000000000000000000000000000000000	***************************************					111175	00.070	41.0%
No. of Employees	45	51.1%	8.9%	40.0%	0.0%	0.0%	0.0%		48.9%	24.4%	75.6%
***************************************	45	23	4	18	0	0	0	0	22	11	34
PROTECTIVE Availability											
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%	000000000000000000000000000000000000000	700000000000000000000000000000000000000	WARANTA AND AND AND AND AND AND AND AND AND AN						
No. of Employees	267	4 ⊍.126 107	18.0%	33,3%	7.5%	0.0%	1.1%		59,9%	81.6%	18.4%
ADMINISTRATIVE	201	107	48	89	20	0	3	0	160	218	49
Availability											
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.9%	37.2%	62.8%
Utilization	l.		***************************************	***************************************	SSSSSSSSSSSSSSSSSSSSSSSSSSSSSSSSSSSSSS						2.0,0
No. of Employees	27	11,1 % 3	11.1%	48.1%	25.9%	0.0%	3.7%		88.9%	18.5%	81.5%
***************************************	21	3	3	13	7	0	1	0	24	5	22
SKILLED CRAFT								7			
Availability	EDD	28.2%	10%	53%	4%	0.3%	N/A	N/A·	68.1%	89.4%	10.4%
Utilization		66.7%	100000000000000000000000000000000000000	100020202000000000000000000000000000000	~~~~~			ji			10.470
No. of Employees	3	2	0.0%	33.3%	0.0%	0.0%	0.0%		33.3%	100.0%	0.0%
	3		0	1	0	0	0	0	1	3	0
SERV. MAINTNCE.						ľ	\neg				
Availability	EDD	16.3%	14.0%	62.0%	6.0%	0.3%	N/A	N/A	82.3%	59.3%	40.7%
I Itiliaatiaa	5.5							,	-2.5/0	33.370	40.770
Utilization No. of Employees		0.0%	0.0%	100.0%	0.0%	0.0%	0.0%		100.0%	100.0%	0.0%
ito. or Employees	4	0	0	4	0	0	0	0	4	4	0
TOTAL		440									
EMPLOYEES:	375	146	62	131	31	0	5	0	229	253	122
	3/3										

DEPARTMENT OF PUBLIC WORKS

Key: EDD = Data obtained from the Employment Development Department

White Black Hispanic Asian American American Othor Minority Male Female	CATEGORY				ETHNIC	GROUP			<u> </u>			
O.S.A. Color								T		Total	GENDER	
Date	<u></u>	55500000000000	White	Black	Hispanic	Asian	American	Armenian	Other	II .	Male	Female
Utilization												
No. of Employees	Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	35.5%	58.1%	41.9%
No. of Employees 7 4 2 0 1 0 0 0 0 3 6 1 PROPESSIONALS Availability EDD 60.6% 8.7% 11.5% 15.2% 0.2% N/A N/A 35.6% 52.0% 48.0% Utilization No. of Employees 74 31 12 12 14 2 1 2 41 57 17 TECHNICIANS Availability EDD 52.6% 10.0% 18.3% 18.7% 0.4% N/A N/A N/A 47.4% 59.0% 41.0% Utilization No. of Employees 15 8 0 7 0 0 0 0 7 12 3 PROTECTIVE SERVICE Availability EDD 50.0% 10.0% 10.0% 0.0% 0.0% N/A N/A N/A 30.0% 60.0% 20.0% Utilization No. of Employees 7 1 4 2 0 0 0 0 6 3 4 PROTECTIVE SERVICE Availability EDD 52.6% 10.0% 18.3% 18.7% 0.4% N/A N/A N/A 47.4% 59.0% 41.0% Utilization No. of Employees 7 1 4 2 0 0 0 0 6 3 4 PRARA-PROF. Availability EDD 52.6% 10.0% 18.3% 18.7% 0.4% N/A N/A N/A 47.4% 59.0% 41.0% Utilization No. of Employees 4 1 0 2 1 0 0 0 3 0 4 Availability EDD 52.6% 10.0% 18.3% 18.7% 0.4% N/A N/A N/A N/A 54.9% 57.1% Availability EDD 41.5% 16.4% 28.8% 9.3% 0.4% N/A N/A N/A 54.9% 37.2% 62.8% Utilization No. of Employees 26 7 12 4 1 0 0 0 3 0 4 Availability EDD 28.2% 10.0% 53.% 48.9% 9.3% 0.4% N/A N/A N/A 54.9% 37.2% 62.8% Utilization No. of Employees 4 1 0 0 0 0 3 0 4 Availability EDD 28.2% 10.0% 53.% 48.0% 9.3% 0.4% N/A N/A N/A 54.9% 37.2% 62.8% Utilization No. of Employees 4 1 0 0 0 1 0 0 0 3 0 4 Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 4 2 0 0 1 0 0 2 0 19 3 23 SERV. MAINT. Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 127 14 64 45 3 0 0 1 0 113 123 123 TOTAL 90 103 86 20 2 5 5 2 20.6% 55.0% 55.0%			57.1%	28.6%	0.0%	14.3%	0.0%	0.0%		43.092	65 7m	4 4 70/
PROFESSIONALS Availability EDD 60.6% 8.7% 11.5% 15.2% 0.2% N/A N/A 35.6% 52.0% 48.0% Utilization No. of Employees 74 31 12 12 14 2 1 2 41 57 17 TECHNICIANS 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 15 8 0 7 0 0 0 0 7 12 3 PROTECTIVE SERVICE Availability EDD 50.0% 10.0% 18.3% 18.7% 0.0% 0.0% 50.0% 55.7% 42.9% 57.1% No. of Employees 7 1 4 2 0 0 0 0 7 12 3 TABLE SERVICE Availability EDD 52.6% 10.0% 18.3% 18.7% 0.0% 0.0% N/A N/A N/A 30.0% 60.0% 20.0% Utilization No. of Employees 7 1 4 2 0 0 0 0 55.7% 42.9% 57.1% Availability EDD 52.6% 10.0% 18.3% 18.7% 0.4% N/A N/A N/A 47.4% 59.0% 41.0% Utilization No. of Employees 7 1 4 2 0 0 0 0 0 55.7% 42.9% 57.1% Availability EDD 52.6% 10.0% 18.3% 18.7% 0.4% N/A N/A N/A 47.4% 59.0% 41.0% Utilization No. of Employees 2 1 0 0 0 0 3 0 4 Abdishistrative Availability EDD 41.5% 16.4% 28.8% 9.3% 0.0% 0.0% 17.7% 75.0% 0.0% 11.0% Availability EDD 41.5% 16.4% 28.8% 9.3% 0.0% 77.8% 73.1% 11.5% 88.5% SKILLED GRAFT Availability EDD 26.2% 10.0% 53.4% 35.4% 0.0% 0.0% 21.5% 50.0% 97.9% 21.4% Availability EDD 16.3% 14.0% 62.0% 6.0% 0.0% 0.0% 1.0 0 2 0 19 3 23 SKILLED GRAFT Availability EDD 16.3% 14.0% 62.0% 6.0% 0.0% 0.0% 0.0% 50.0% 97.9% 21.4% Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 48 24 9 14 0 0 0 1 0 24 47 1 Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 48 24 9 14 0 0 0 1 0 24 47 1 Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 48 24 9 14 0 0 0 1 0 0 103 3 23 SKILLED GRAFT Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 127 14 64 45 3 0 0 1 0 0 113 123 4	***************************************	7	4	2	0	openenananananananan		decementarios de la companya del companya de la companya del companya de la compa	0	4. NN.00000000000000000		Average 2000
Utilization No. of Employees 74 31 12 12 14 2 1 1 2 41 57 177 TECHNICIANS Availability EDD 52.6% 10.0% 18.3% 18.7% 0.4% N/A N/A N/A 47.4% 59.0% 41.0% 10.0% 10.0% 0.0% 0.0% 146.7% 80.0% 20.0% N/A N/A N/A 47.4% 59.0% 41.0% 10.0% 10.0% 0.0% 0.0% 146.7% 80.0% 20.0% 10.0% 0.0% 0.0% 0.0% 146.7% 80.0% 20.0% 10.0% 0.0% 0.0% 0.0% 146.7% 80.0% 20.0% 10.0% 0.0% 0.0% 0.0% 146.7% 80.0% 20.0% 10.0% 0.0% 0.0% 0.0% 146.7% 80.0% 20.0% 10.0% 0.0% 0.0% 0.0% 0.0% 146.7% 80.0% 20.0% 10.0% 0.0% 0.0% 0.0% 0.0% 0.0% 146.7% 80.0% 20.0% 10.0% 0.0% 0.0% 0.0% 0.0% 146.7% 80.0% 20.0% 10.0% 0.0% 0.0% 0.0% 0.0% 146.7% 80.0% 20.0% 10.0% 0.0% 0.0% 0.0% 0.0% 146.7% 80.0% 20.0% 10.0% 0.0% 0.0% 0.0% 0.0% 146.7% 80.0% 20.0% 10.0% 0.0% 0.0% 0.0% 0.0% 146.7% 80.0% 20.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% 0.0											 	
Utilization No. of Employees 74 31 12 12 14 2 1 2 41 57 17 17 17 17 17 18 18 1	Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	35.6%	52.0%	48 D0/
No. of Employees 74 31 12 12 14 2 1 2 41 57 17 TECHNICIANS 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 15 8 0 7 0 0 0 0 0 7 12 3 PROTECTIVE SERVICE Availability EDD 50.0% 10.0% 0.0% 0.0% N/A N/A 30.0% 60.0% 20.0% Utilization No. of Employees 7 1 4 2 0 0 0 0 0 6 3 42.9% 57.1% PARA-PROF. 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 4 1 0 2 1 0 0 0 0 3 0 0 4 Ability 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 4 1 0 2 1 0 0 0 0 3 0 0 4 Ability EDD 41.5% 16.4% 28.8% 9.3% 0.4% N/A N/A 54.9% 37.2% 62.8% Utilization No. of Employees 26 7 12 4 1 0 0 0 0 3 0 0 4 Availability EDD 41.5% 16.4% 28.8% 9.3% 0.4% N/A N/A 54.9% 37.2% 62.8% Utilization No. of Employees 26 7 12 4 1 0 0 2 1 0 19 3 23 SKILLED GRAFT Availability EDD 28.2% 10% 53% 4% 0.3% N/A N/A N/A 68.1% 89.4% 10.4% SERV. MAINT. Availability EDD 16.3% 14.0% 62.0% 6.0% 0.0% 0.0% 0.0% 59.0% 59.0% 40.7% SERV. MAINT. 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% 0.0% 0.0% 59.0% 59.9% 3.1% No. of Employees 127 14 64 45 3 0 1 0 0 1 0 113 123 4 TOTAL 90 103 86 20 2 5 5 2 2.86 96.9% 3.1% No. of Employees 127 14 64 45 3 0 1 0 0 1 0 113 123 4	Utilization		41.9%	16.2%	16.2%	18.9%	2 7%	4 792			1	
TECHNICIANS 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 15 8 0 7 0 0 0 0 0 7 12 3 PROTECTIVE SERVICE Availability EDD 50.0% 10.0% 0.0% 20.0% 0.0% N/A N/A N/A 30.0% 60.0% 20.0% Utilization No. of Employees 7 1 4 2 0 0 0 0 0 6 3 4 PARALPRO: 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 4 1 0 2 0 0 0 0 6 3 4 ADMINISTRATVE No. of Employees 4 1 0 2 1 0 0 0 3 0 4 ADMINISTRATVE No. of Employees 26 7 12 4 1 0 2 0 0 0 3 0 4 ADMINISTRATVE No. of Employees 4 1 0 2 1 0 0 0 3 0 4 AVailability EDD 28.2% 15.4% 3.8% 0.0% 7.7% 7.3% 73.1% 11.5% 88.5% No. of Employees 48 24 9 14 0 0 1 0 2 0 19 3 23 SKILLED GRAFT Availability EDD 16.3% 14.0% 62.0% 6.0% 0.0% 0.0% 150.0% 97.9% 2.1% SERV. MAINT Availability EDD 16.3% 14.0% 62.0% 6.0% 0.0% 0.0% 0.0% 0.0% 97.9% 2.1% SERV. MAINT Availability EDD 16.3% 35.4% 35.4% 2.4% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	No. of Employees	74	31		n <mark>e</mark> nnananesses	aprilia de la compressión de l	*	Assessment and control of	2	*************	**********	
Utilization No. of Employees 15 8 0.0% 46.7% 0.0% 0.0% 0.0% 0.0% 46.7% 90.0% 20.0% 0.0% 0.0% 0.0% 12 3 3 3 3 0.0% 14.0% 14.0% 15.0% 16.7% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 12 3 3 3 0.0% 14.0% 14.0% 15.0% 16.4% 15.4	TECHNICIANS						 			41	5/	1/
Utilization S3.3% 0.0% 46.7% 0.0% 0.0% 0.0% 0.0% 46.7% 0.0% 0.0% 0.0% 0.0% 46.7% 0.0	Availability	EDD	52.6%	10.0%	18.3%	18.7%	0.4%	NI/A	NI/A	47.40/	50.00/	
No. of Employees 15 8 0 7 0 0 0 0 0 7 12 3 PROTECTIVE SERVICE Availability EDD 50.0% 10.0% 0.0% 20.0% 0.0% N/A N/A 30.0% 60.0% 20.0% Utilization No. of Employees 7 1 4 2 0 0 0 0 0 6 3 42 4 9 14 0 0 0 1 0 24 47 1 SERV. MAINT. Availability EDD 10.3% 18.3% 18.3% 29.2% 0.0% 0.0% 7/A N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 4 1 0 0 0 0 1 0 113 123 44 TOTAL 90 103 86 20 2 5 5 2 2 315 0.0% 56.9% 3.1% No. of Employees 127 14 64 45 3 0 1 0 0 1 113 123 44					10.075	10.770	0.470	IN/A	IN/A	47.4%	59.0%	41.0%
No. of Employees 15 8 0 7 0 0 0 0 7 12 3 PROTECTIVE SERVICE Availability EDD 50.0% 10.0% 0.0% 20.0% 0.0% N/A N/A 30.0% 60.0% 20.0% 10.0% 0.0% 0.0% 0.0% N/A N/A 30.0% 60.0% 20.0% 10.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%			53.3%	0.0%	48.7%	0.0%	0.0%	0.0%		46 74	90 No2	20.09/
Availability EDD 50.0% 10.0% 0.0% 20.0% 0.0% N/A N/A 30.0% 60.0% 57.1% 28.6% 0.0% 0.0% 0.0% 95.7% 42.9% 57.1% N/A PARA_PROF. Availability EDD 52.6% 10.0% 18.3% 18.7% 0.4% N/A N/A N/A 47.4% 59.0% 41.0% 10.0% N/A N/A N/A 47.4% 59.0% 41.0% 10.0% N/A N/A N/A 59.0% 10.0		15	8	0	7	0	The common commo	*	0	economica de la companya de la comp	• • • • • • • • • • • • • • • • • • • •	annonne de la company de la co
Utilization No. of Employees 7 1 4 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0												
No. of Employees	Availability	FDD	50.0%	10.0%	0.0%	20.0%	0.0%	N/A	N/A	30.0%	60.0%	20.0%
No. of Employees	Utilization		4 # 39/			000000000000000000000000000000000000000	1 -100000000000000000000000000000000000	000000000000000000000000000000000000000				
PARA_PROF. 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 4 1 0 2 1 0 0 75.0% 0.0% 100.0% ADMINISTRATIVE Availability EDD 41.5% 16.4% 28.8% 9.3% 0.4% N/A N/A 54.9% 37.2% 62.8% Utilization No. of Employees 26.9% 46.2% 15.4% 3.8% 0.0% 7.7% 0 73.1% 11.5% 88.5% SKILLED CRAFT Availability EDD 28.2% 10% 53% 4% 0.3% N/A N/A 89.4% 10.4% Utilization No. of Employees 48 24 9 14 0 0 1 0 24 47 1 SERV MAINT. Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A 89.0% 96.9% 31.%		7	**********************	general and a second	·	province and a second contraction of the sec	a construction	***********		85.7%	42.9%	57.1%
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 4 1 0 2 1 0 0 0 3 0 4 ADMINISTRATIVE Availability EDD 41.5% 16.4% 28.8% 9.3% 0.4% N/A N/A 54.9% 37.2% 62.8% Utilization No. of Employees 26 7 12 4 1 0 2 0 19 3 23 SKILLED GRAFT Availability EDD 28.2% 10% 53% 4% 0.3% N/A N/A 68.1% 89.4% 10.4% Utilization No. of Employees 48 24 9 14 0 0 1 0 2 0 19 3 23 SERV. MAINT. Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 48 24 9 14 0 0 0 1 0 24 477 1 SERV. MAINT. Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 127 14 64 45 3 0 1 0 113 123 4		•		 		0	0	0	0	6	3	4
Utilization No. of Employees 4 1 0 2 1 0 0 0 0 3 0 0 4 ADMINISTRATIVE Availability EDD 41.5% 16.4% 28.8% 9.3% 0.4% N/A N/A N/A 54.9% 37.2% 62.8% Utilization No. of Employees 26 7 12 4 1 0 2 0 19 3 23 SKILLED GRAFT Availability EDD 28.2% 10% 53% 4% 0.3% N/A N/A N/A 68.1% 89.4% 10.4% Utilization No. of Employees 48 24 9 14 0 0 1 0 24 47 1 SERV MAINT. Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 48 24 9 14 0 0 1 0 24 47 1 Utilization No. of Employees 48 24 9 14 0 0 1 0 24 47 1 Utilization No. of Employees 10.3% 14.0% 62.0% 6.0% 0.3% N/A N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 11.0% 50.4% 35.4% 2.4% 0.0% 0.8% 0.8% 69.0% 36.9% 3.1% TOTAL 90 103 86 20 2 5 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		FDD	52.6%	10.0%	19 20/	40.70/	0.40/					
No. of Employees 4 1 0 2 1 0 0 0 0 3 0 4 ADMINISTRATIVE Availability EDD 41.5% 16.4% 28.8% 9.3% 0.4% N/A N/A N/A 54.9% 37.2% 62.8% 10.0% No. of Employees 26 7 12 4 1 0 2 0 19 3 23 SKILLED CRAFT Availability EDD 28.2% 10% 53% 4% 0.0% 7.7% N/A N/A 68.1% 89.4% 10.4% 10.4% 10.0 0 1 0 2 0 19 3 23 SKILLED CRAFT Availability EDD 28.2% 10% 53% 4% 0.0% 2.1% 50.0% 97.9% 2.1% SERV MAINT. Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A N/A 82.3% 59.3% 40.7% 11.0% 50.4% 35.4% 2.4% 0.0% 0.8% 89.6% 96.9% 3.1% No. of Employees 127 14 64 45 3 0 1 0 113 123 4	•		02.070	10.0%	10.3%	10.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%
No. of Employees 4 1 0 2 1 0 0 0 3 0 4 ADMINISTRATIVE Availability EDD 41.5% 16.4% 28.8% 9.3% 0.4% N/A N/A 54.9% 37.2% 62.8% Utilization No. of Employees 26 7 12 4 1 0 2 0 19 3 23 SKILLED CRAFT Availability EDD 28.2% 10% 53% 4% 0.3% N/A N/A 68.1% 89.4% 10.4% Utilization No. of Employees 48 24 9 14 0 0 1 0 2 500% 97.9% 21% SERV MAINT. Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 127 14 64 45 3 0 1 0 113 123 4 TOTAL 90 103 86 20 2 5 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Utilization		25.0%	0.0%	50.0%	JE NO	D 092	a na	***************************************		300000 <u>0</u> 00 <u>0</u> 0000000000	50050505050505050
ADMINISTRATIVE Availability EDD 41.5% 16.4% 28.8% 9.3% 0.4% N/A N/A 54.9% 37.2% 62.8% Utilization No. of Employees 26 7 12 4 1 0 2 0 19 3 23 SKILLED CRAFT Availability EDD 28.2% 10% 53% 4% 0.3% N/A N/A 68.1% 89.4% 10.4% Utilization No. of Employees 48 24 9 14 0 0 1 0 2 0 97.9% 21% SERV MAINT Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 127 14 64 45 3 0 1 0 113 123 4 TOTAL 90 103 86 20 2 5 2 34 36 354	No. of Employees	4	1	NNANNAGGGGGGGGGGG	**********	enconcerno con contrata de la contrata del contrata del contrata de la contrata del la contrata de la contrata del la contrata de la contrata	***********	www.www.coccocced	۸	www.cooccoocco	::::::::::::::::::::::::::::::::::::::	600000000000000000000000000000000000000
Utilization 26.9% 46.2% 15.4% 3.8% 0.0% 77% 73.1% 11.5% 88.5% 88.5% 12 4 1 0 2 0 19 3 23 23 23 23 24 24 25 26 26 26 26 26 26 26	ADMINISTRATIVE										U	4
Utilization 26.9% 46.2% 15.4% 3.8% 0.0% 77% 73.1% 11.5% 88.5% No. of Employees 26 7 12 4 1 0 2 0 19 3 23 SKILLED CRAFT 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 0 24 47 1 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% 89.0% 96.9% 3.1% No. of Employees 127 14 64 45 3	Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	54.0%	27.20/	62.00/
No. of Employees 26 7 12 4 1 0 2 0 19 3 23 SKILLED CRAFT EDD 28.2% 10% 53% 4% 0.3% N/A N/A 68.1% 89.4% 10.4% Utilization No. of Employees 48 24 9 14 0 0 1 0 24 47 1 SERV MAINT. 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% 89.0% 96.9% 3.1% No. of Employees 127 14 64 45 3 0 1 0 11.3 123 4 TOTAL 90 103 86 20 2 5 2 216 254 57								,.	11//	34.376	31.2%	62.8%
SKILLED CRAFT Availability EDD 28.2% 10% 53% 4% 0.3% N/A N/A R9.4% 10.4% Utilization No. of Employees 48 24 9 14 0 0 1 0 24 47 1 SERV MAINT Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 127 14 64 45 3 0 1 0 1 0 21 13 123 4 TOTAL 90 103 86 20 2 5 2 5 2 216 254 577			on on the second of the second	46.2%	15.4%	3.8%	0.0%	77%		73 1%	11 5%	98 504
Availability EDD 28.2% 10% 53% 4% 0.3% N/A N/A 68.1% 89.4% 10.4% Utilization No. of Employees 48 24 9 14 0 0 1 0 24 47 1 SERV MAINT. Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 127 14 64 45 3 0 1 0 1 0 21 13 123 4 TOTAL 90 103 86 20 2 5 2 5 2 216 254 577		26	7	12	4	1	0	2	0			**********
Utilization 50.0% 18.8% 29.2% 0.0% 8.0% 2.1% 50.0% 97.9% 2.1% No. of Employees 48 24 9 14 0 0 1 0 24 47 1 SERV MAINT. Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 127 14 64 45 3 0 1 0 113 123 4 TOTAL 90 103 86 20 2 5 2 216 254 57												
Utilization 50.0% 16.8% 29.2% 0.0% 0.0% 2.1% 50.0% 97.9% 2.1% No. of Employees 48 24 9 14 0 0 1 0 24 47 1 SERV MAINT. Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 11.0% 50.4% 35.4% 2.4% 0.0% 0.8% 89.0% 96.9% 3.1% TOTAL 90 103 86 20 2 5 2 216 254 57	Availability	EDD	28.2%	10%	53%	4%	0.3%	N/A	N/A	68.1%	89.4%	10.4%
No. of Employees 48 24 9 14 0 0 1 0 24 47 1 SERV MAINT. Availability EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 11.0% 50.4% 35.4% 2.4% 0.0% 0.8% 89.0% 96.9% 3.1% TOTAL 90 103 86 20 2 5 2 216 254 57	Utilization		EA AW		30000202020202020	200000000000000000000000000000000000000	***************************************					
SERV MAINT EDD 16.3% 14.0% 62.0% 6.0% 0.3% N/A N/A 82.3% 59.3% 40.7% Utilization No. of Employees 127 14 64 45 3 0 1 0 113 123 4 TOTAL 90 103 86 20 2 5 2 216 254 57		48		aranannan na maranan ar	anno anti-		· · · · · · · · · · · · · · · · · · ·	orania anti-		50.0%	97.9%	2.1%
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% 59.4% 35.4% 2.4% 0.0% 0.8% 89.0% 96.9% 3.1% No. of Employees 127 14 64 45 3 0 1 0 113 123 4 TOTAL 90 103 86 20 2 5 2 216 254 57		70		9	14	0	0	1	0	24	47	1
Utilization No. of Employees 127 14 64 45 3 0 1 0 113 123 4 TOTAL 90 103 86 20 2 5 2 216 254 57		FDD	16 3%	14.0%	62.00/	0.004						
No. of Employees 127 14 64 45 3 0 1 0 113 123 4 TOTAL 90 103 86 20 2 5 2 216 254 57	······ ·		10.570	14.076	02.0%	6.0%	0.3%	N/A	N/A	82.3%	59.3%	40.7%
No. of Employees 127 14 64 45 3 0 1 0 113 123 4 TOTAL 90 103 86 20 2 5 2 216 254 57	Utilization		11.0%	50.4%	35.4%	2 404	0.00	es cons			20000202020202020	5555555555555555555
TOTAL 90 103 86 20 2 5 2 216 254 57	No. of Employees	127	***********	Committee of the Commit		errorrorrorrorrorrorrorrorrorrorrorrorro		onocconocinativa activa (p.)		orana ana ana ana ana ana ana ana ana	nnananananananananan	000000000000000000000000000000000000000
										113	123	4
			90	103	86	20	2	5	2	216	254	
	EMPLOYEES:	308				_	-	•	_	∠10	251	5/

DEPARTMENT OF TRANSPORTATION

Key: EDD = Data obtained from the Employment Development Department

CATEGORY	ATEGORY ETHNIC GROUPS										
08A		White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	GENDER Male	Female
Availability	EDD	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	N/A	34.3%	58.1%	41.9%
Utilization No. of Employees	2	50.0% <u>.</u> 1	50.0% 1	0.0% 0	0.0% 0	0.0%. 0	0.0% 0	0	50.0% 1	50,0%	50.0%
PROFESSIONALS Availability	EDD	60.6%	8.7%	11.5%	15.2%	0.2%	N/A	N/A	33.3%	52.0%	48.0%
Utilization No. of Employees	21	42. 9 % 9	9.5% 2	10.0% 4	28.6% 6	0.0% 0	0:0% 0	0	57.1% 12	57.1% 12	42.9% 9
TECHNICIANS 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 ADMINISTRATIVE	2	0.0% 0	50 <u>.0%</u> 1	0.0%	50.0% 1	0.0% 0	0.0% 0	0	-100.0% 2	100.0% 2	0.0% 0
Availability	EDD	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	N/A	53.7%	37.2%	62.8%
Utilization No. of Employees SKILLED CRAFT	13	46.2% 6	15.4% 2	30.8% 4	7.7% 1	0.0% 0	0.0% 0	0	53.8% 7	7.7% 1	92.3% 12
Availability	EDD	28.2%	10%	53%	4%	0.3%	N/A	N/A	68.1%	89.4%	10.4%
Utilization No. of Employees	2	50.0% 1	50.0% 1	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0	50.0% 1	100.0% 2	0.0% 0
TOTAL EMPLOYEES:	40	17	7	. 8	8	0	0	0	23	18	22

DEPARTMENT OF WATER and POWER

Key: EDD = Data obtained from the Employment Development Department

CATEGORY		ETHNIC	GROUP	s					GENDER			
		14/1 14				Native			Total			
	500000000000000000000000000000000000000	White	Black	Hispanic	Asian	American	Armenian	Other	Minority	Male	Female	
O & A					i							
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%	88.9%		
No. of Employees	9	5	1	1	2	0	0	0	44.470	8	11.1% 1	
PROFESSIONALS					_					0		
Availability	EDD	66.7%	8.9%	11.9%	12.0%	0.4%	N/A	N/A	33.3%	52.3%	47.70/	
•			1	11.070	12.070	0.470	11//	11//	33.370	J2.3 /0	47.7%	
Utilization		35.4%	18.3%	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	
TECHNICIANS												
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%	37%	0.0%		70.4%	81,5%	18.5%	
No. of Employees	27	8	7	7	4	1	0	0	19	22	5	
PARA-PROF.												
Availability	EDD	52.6%	10.0%	18.3%	18.7%	0.4%	N/A	N/A	47.4%	59.0%	41.0%	
1109 - 2		000000202020020000000	000000000000000000000000000000000000000	000000000000000000000000000000000000000	**********							
Utilization		33.3%	33.3%	0.0%	33,3%	0.0%	0.0%		66.7%	0.0%	100.0%	
No. of Employees	3	11	1	0	1	0	0	0	2	0	3	
ADMINISTRATIVE												
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%	en e	***	000000000000000000000000000000000000000	60000000000000000000000	0000 <u>000000000000000000000000000000000</u>	000000000000000000000000000000000000000	000000000000000000000000000000000000000	
No. of Employees	48	12	8	24	2,1% 1	2,1% 1	2.1% 1	4	72.9%	22.9%	77.1%	
SKILLED CRAFT					<u> </u>		<u> </u>	1	35	11	37	
Availability	EDD	39.0%	6.8%	46.3%	7.3%	0.5%	N/A	NI/A	04.00/	00.00/		
, , , , , , , , , , , , , , , , , , ,		05.070	0.070	40.570	1.376	0.5%	IN/A	N/A	61.0%	89.0%	11.0%	
Utilization		44.4%	23.3%	23.3%	9.0%	0.0%	0.0%		55.6%	97.7%	2.3%	
No. of Employees	133	59	31	31	12	0	0	0	74	130	3	
SERV. MAINT.										100	-	
Availability	EDD	16.3%	14.0%	62.0%	6.0%	0.3%	N/A	N/A	76.9%	59.3%	40.7%	
	1					- 1 - 1 - 1		,, .	7 0.0 70	00.070	40.770	
Utilization		28,8%	40.4%	25.0%	14.3%	0.0%	0.0%	II I	71.2%	96.2%	3.8%	
No. of Employees	52	15	21	13	3	00	0	0	37	50	2	
TOTAL		129	84	87	50	2	1	1	224	288	66	
EMPLOYEES:	354											