

# Agenda Report

April 25, 2011

**TO:** Honorable Mayor and City Council  
**FROM:** Mary Ellen Schubel, Interim Director of Human Resources  
**SUBJECT: EQUAL OPPORTUNITY IN EMPLOYMENT ANNUAL REPORT  
January 1, 2010 – December 31, 2010**

## **RECOMMENDATION:**

The Equal Opportunity in Employment Annual Report is submitted for information only. This report is based on the calendar year 2010 and reflects all individuals employed in regular full-time positions during the reporting period of January 1 through December 31, 2010.

## **EXECUTIVE SUMMARY:**

Pasadena is truly a diverse workforce as there is no single race that makes up the majority of our workforce. The demographic statistics of the City's municipal organization indicate an ethnically diverse workforce, generally reflective of the community which it serves. For calendar year 2010 the City was comprised of 31.5% White, 20.2% Black, 33.2% Hispanic, 12.4% Asian, 0.3% Native American and 0.4% Armenian employees. With respect to gender, 35.4% of the City's full-time employees are female, while 64.6% are male. Females continue to be under-represented in the Skilled Crafts and Service/Maintenance classifications (Public Works and Water & Power), as well as in Protective Services (sworn Police and Fire) fields which are traditionally male- dominated and which make up a sizable portion of the City's workforce.

The City is committed to pursuing strategies to ensure 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; however significant outreach efforts were made in 2010 to ensure diverse applicant pools for recruitments to fill all positions. While the percentage of female applicants for jobs traditionally held by males has remained low, staff is committed to continuing recruiting efforts aimed at attracting females into those fields over the long term, while recognizing that positive results are likely to occur incrementally, and that the demographics for the City of Pasadena mirror those of comparable agencies.

This report uses data developed by the U.S. Census Bureau specifically for the purpose of preparing the Equal Opportunity in Employment reports that are required to be filed with the Federal office every two years. The data and this report use the ethnic terminology and employment categories established by the United States Equal Employment Opportunity Commission.

**BACKGROUND:**

The following Table I illustrates the City's full-time workforce, as well as the RBOC and PCOC, by gender and ethnicity, as it compares to the City of Pasadena's available labor pool.

<b>Table I</b>				
<b>U.S. Census Bureau Data City of Pasadena Available Labor Market (2000)</b>		<b>City Full-Time Regular Workforce As of December 31, 2010</b>	<b>RBOC Regular Workforce As of December 31, 2010</b>	<b>PCOC Regular Workforce As of December 31, 2010</b>
		<b>1867 Employees</b>	<b>20 Employees</b>	<b>70 Employees</b>
Female	51.5%	660 (35.4%)	8 (40%)	31 (44.3%)
Male	48.5%	1207 (64.6%)	12 (60%)	39 (55.7%)
White	39.0%	588 (31.5%)	6 (30%)	26 (37.1%)
Black	14.0%	378 (20.2%)	5 (25%)	15 (21.4%)
Hispanic	33.0%	619 (33.2%)	8 (40%)	24 (34.3%)
Asian	10.0%	231 (12.4%)	1 (5%)	3 (4.3%)
Armenian	No Data	37 (2.0%)		
Native American	0.2%	6 (0.3%)		
Other*	3.8%	8 (0.4%)		2 (2.9%)
<b>TOTAL MINORITIES</b>	<b>61.0%</b>	<b>1271(68.1%)</b>	<b>14 (70%)</b>	<b>42 (60.0%)</b>

\*Employees listed as "Other" are not counted as minority employees by the U.S. Census Bureau.

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<b>Table I</b>				
<b>U.S. Census Bureau Data City of Pasadena Population (2000)</b>		<b>City Full- Time Regular Workforce As of December 31, 2010</b>	<b>RBOC Regular Workforce As of December 31, 2010</b>	<b>PCOC Regular Workforce As of December 31, 2010</b>
		<b>1867 Employees</b>	<b>20 Employees</b>	<b>70 Employees</b>
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\*Employees listed as "Other" are not counted as minority employees by the U.S. Census Bureau.

**RECRUITMENT – NEW HIRES AND PROMOTIONS:**

The City hired 40 full-time regular employees during calendar year 2010, with the departments of City Attorney, Information Technology, Finance, Health, Housing, Human Resources, Human Services, Planning, Public Works, Transportation and Water & Power. Of those new hires, 60.0% are non-white minorities, and 45.0% are female. Despite continued outreach by the Human Resources Department, Police and Fire Departments, only 8.8% of applicants for Firefighter Trainee and Police Trainee were female. The same trend is apparent in the low number of female applicants for jobs traditionally held by males in Public Works and Water & Power. These demographics mirror the demographics of comparable agencies in the surrounding area.

New Hires are summarized in Table II below.

<b>Table II</b>	
<b>New Hires: 1/1/10 – 12/31/10</b>	
<b>40 employees</b>	
Female	18 (45.0%)
Male	22 (55.0%)
White	11 (27.5%)
Black	5 (12.5%)
Hispanic	13 (32.5%)
Asian	6 (15.0%)
Armenian	0
Native American	0
Other	5 (12.5%)
Total Minorities	24 (60.0%)

During calendar year 2010, the City promoted 68 employees from within, of whom 61.8% are non-white minorities and 26.5% are females. These numbers include temporary employees in training positions who then successfully competed for a full-time regular position. Promotions of existing staff are reflective of the ethnic makeup of the City organization as a whole, which for promotions is the available labor pool, and also the overall ethnic population of the City of Pasadena.

Promotions are summarized in Table III below.

<b>Table III</b>	
<b>Promotions: 1/1/10 – 12/31/10</b>	
<b>68 employees</b>	
Female	18 (26.5%)
Male	50 (73.5%)
White	26 (38.2%)
Black	14 (20.6%)
Hispanic	20 (29.4%)
Asian	7 (10.3%)
Armenian	1 (1.5%)
Native American	0
Other	0
Total Minorities	42 (61.8%)

CORRECTED

Table IV below provides a comparison of the ethnic and gender composition of the City of Pasadena workforce and the U.S. Census Bureau data for the past four years. This table demonstrates that Black individuals have consistently been employed at a significantly higher rate than their representation in the community, and that non-white minorities have consistently comprised the major portion of the City's workforce.

Preliminary data forthcoming from the 2010 Census indicates that the population of Pasadena has increased by approximately 2.4%, with the largest increases in the availability of Asians and Hispanics in the local labor market.

<b>Table IV</b>					
<b>U.S. Census Bureau Data City of Pasadena Available Labor Market (2000)</b>		<b>City Full-Time Regular Workforce As of December 31, 2007  2020 Employees</b>	<b>City Full-Time Regular Workforce As of December 31, 2008  2005 Employees</b>	<b>City Full-Time Regular Workforce As of December 31, 2009  1948 Employees</b>	<b>City Full-Time Regular Workforce As of December 31, 2010  1867 Employees</b>
Female	51.5%	37.1%	36.3%	35.7%	35.4%
Male	48.5%	62.9%	63.7%	64.3%	64.6%
White	39.0%	33.4%	33.0%	31.9%	31.5%
Black	14.0%	21.4%	21.1%	20.8%	20.2%
Hispanic	33.0%	31.0%	32.0%	32.7%	33.2%
Asian	10.0%	11.6%	11.7%	12.0%	12.4%
Native American	0.2%	0.3%	0.3%	0.3%	0.3%
Armenian	0.0%	1.9%	1.9%	2.0%	2.0%
Other*	3.8%	0.3%	0.0%	0.3%	0.4%
<b>TOTAL MINORITIES</b>	<b>61.0%</b>	<b>66.3%</b>	<b>67.0%</b>	<b>68.1%</b>	<b>68.1%</b>

\*Employees listed as "Other" are not counted as minority employees by the U.S. Census Bureau.

**UTILIZATION ANALYSIS:**

Utilization analysis refers to a breakdown of the City's workforce by ethnicity and gender and by level in the organization, which is compared to the availability of qualified individuals of various ethnic and gender groups in the local labor market.

Table IV below provides a comparison of the ethnic and gender composition of the City of Pasadena workforce and the U.S. Census Bureau data for the past four years. This table demonstrates that Black individuals have consistently been employed at a significantly higher rate than their representation in the community, and that non-white minorities have consistently comprised the major portion of the City's workforce.

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Male	48.5%	62.9%	63.7%	64.3%	64.6%
White	39.0%	33.4%	33.0%	31.9%	31.5%
Black	14.0%	21.4%	21.1%	20.8%	20.2%
Hispanic	33.0%	31.0%	32.0%	32.7%	33.2%
Asian	10.0%	11.6%	11.7%	12.0%	12.4%
Native American	0.2%	0.3%	0.3%	0.3%	0.3%
Armenian	0.0%	1.9%	1.9%	2.0%	2.0%
Other*	3.8%	0.3%	0.0%	0.3%	0.4%
<b>TOTAL MINORITIES</b>	<b>64.6%</b>	<b>66.3%</b>	<b>67.0%</b>	<b>68.1%</b>	<b>68.1%</b>

\*Employees listed as "Other" are not counted as minority employees by the U.S. Census Bureau.

**UTILIZATION ANALYSIS:**

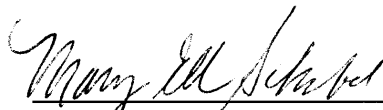
Utilization analysis refers to a breakdown of the City's workforce by ethnicity and gender and by level in the organization, which is compared to the availability of qualified individuals of various ethnic and gender groups in the local labor market.

Exhibit I provides the ethnic and gender breakdown of the City's workforce arranged in groupings that generally follow the City's bargaining units. Exhibits II, II-A and II-B compare the demographics of the City's full-time, regular workforce with the demographics of qualified individuals in the labor markets using the traditional Federal job categories (i.e., "officials and administrators", "protective", "paraprofessional", "professional", "technicians", "administrative", "skilled", and "service and maintenance"). Demographics are also shown for the Rose Bowl Operating Company and the Pasadena Center Operating Company,

**FISCAL IMPACT:**

There is no fiscal impact associated with receiving this report.

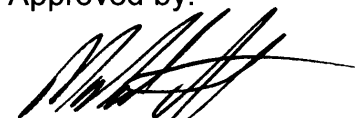
Respectfully submitted,



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Mary Ellen Schubel  
Interim Director  
Department of Human Resources

Approved by:



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MICHAEL J. BECK  
City Manager

Attachments:

- Attachment A – Exhibit I
- Attachment B – Exhibit II
- Attachment C – Exhibit II-A
- Attachment D – Exhibit II-B



**EXHIBIT I: All individuals Employed During the Period January 1 through December 31, 2010**

Group	Number of Employees	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
Executive	19	52.6%	21.1%	15.8%	10.5%	0.0%	0.0%	0.0%	47.4%	63.2%	36.8%
Management	596	38.5%	17.8%	20.1%	20.8%	0.5%	2.0%	0.3%	61.2%	55.0%	45.0%
Sworn Fire Non-Mgmt	162	45.1%	15.4%	28.4%	7.4%	0.6%	3.1%	0.0%	54.9%	93.2%	6.8%
Sworn Police Non-Mgmt	230	39.6%	15.2%	34.8%	8.7%	0.0%	1.7%	0.0%	60.4%	85.7%	14.3%
Non-Mgmt Office & Tech	359	15.9%	21.7%	49.3%	8.6%	0.6%	3.3%	0.6%	83.5%	21.2%	78.8%
Non-Mgmt Maintenance & Skilled	501	25.5%	26.0%	38.5%	8.4%	0.0%	0.8%	0.8%	73.7%	88.4%	11.6%

City of Pasadena Utilization	1867	31.5%	20.2%	33.2%	12.4%	0.3%	2.0%	0.4%	68.1%	64.6%	35.4%
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City of Pasadena Availability		39.0%	14.0%	33.0%	10.0%	0.2%	0.0%	3.8%	61.0%	48.5%	51.5%
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Executive: Includes Department Directors appointed by the City Manager and the 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 PPOA and PPSA.

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

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

**EXHIBIT II: AVAILABILITY VS. UTILIZATION**  
**All individuals Employed During the Period January 1 through December 31, 2010**

**Officials and Administrators: 70 Employees**

Occupations in which employees set broad policies, exercise overall responsibility for execution of those policies, or direct individual departments of the agency's operations.

	American							Total Minority	Male	Female
	White	Black	Hispanic	Asian	Native American	Armenian	Other			
<b>City Utilization</b>	52.9%	17.1%	15.7%	11.4%	0.0%	2.9%	0.0%	47.1%	72.9%	27.1%
Availability	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	3.7%	35.5%	58.1%	41.9%

**Professionals: 462 Employees**

Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.

	American							Total Minority	Male	Female
	White	Black	Hispanic	Asian	Native American	Armenian	Other			
<b>City Utilization</b>	38.1%	16.1%	19.0%	24.5%	0.2%	1.9%	0.2%	61.7%	49.8%	50.2%
Availability	66.7%	8.9%	11.9%	12.0%	0.4%	N/A	0.1%	33.2%	52.3%	47.7%

**Paraprofessionals: 70 Employees**

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status.

	American							Total Minority	Male	Female
	White	Black	Hispanic	Asian	Native American	Armenian	Other			
<b>City Utilization</b>	8.6%	31.3%	54.3%	2.9%	0.0%	2.9%	0.0%	91.4%	58.6%	41.4%
Availability	52.6%	10.0%	18.3%	18.7%	0.0%	N/A	0.0%	47.4%	59.0%	41.0%

**Technicians: 117 Employees**

Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>City Utilization</b>	32.5%	13.7%	36.7%	14.5%	0.9%	1.7%	0.0%	67.5%	65.8%	34.2%
Availability	44.0%	20.8%	18.4%	13.2%	0.0%	N/A	3.6%	52.4%	57.2%	42.8%

**Sworn Protective: 395 Employees**

Occupations in which workers are entrusted with public safety, security and protection from destructive forces.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>City Utilization</b>	42.0%	15.4%	31.9%	8.1%	0.3%	2.3%	0.0%	58.0%	88.9%	11.1%
Availability	22.1%	30.8%	33.1%	8.7%	0.5%	N/A	0.0%	73.1%	73.0%	27.0%

**Administrative: 343 Employees**

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>City Utilization</b>	14.6%	21.6%	49.8%	9.3%	0.6%	3.2%	0.9%	84.5%	16.9%	83.1%
Availability	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	0.0%	54.9%	37.2%	62.8%

**Skilled: 225 Employees**

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>City Utilization</b>	37.8%	20.4%	30.7%	9.8%	0.4%	0.0%	0.9%	61.3%	97.8%	2.2%
Availability	28.2%	10.4%	53.1%	4.3%	0.3%	N/A	3.7%	68.1%	89.4%	10.6%

**Service and Maintenance: 185 Employees**

Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public, or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>City Utilization</b>	16.2%	39.5%	39.5%	2.6%	0.0%	1.1%	1.1%	82.7%	96.8%	3.2%
Availability	16.3%	13.5%	61.5%	5.9%	0.3%	N/A	2.5%	81.2%	63.0%	37.0%

**EXHIBIT II-A: AVAILABILITY VS. UTILIZATION-ROSE BOWL OPERATING COMPANY**  
**All Individuals Employed During the Period January 1 through December 31, 2010**

**Officials and Administrators: 3 Employees**

Occupations in which employees set broad policies, exercise overall responsibility for execution of those policies, or direct individual departments of the agency's operations.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>RBOC Utilization</b>	<b>66.7%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>33.3%</b>	<b>100.0%</b>	<b>0.0%</b>
<i>Availability</i>	<i>60.8%</i>	<i>9.3%</i>	<i>12.7%</i>	<i>13.1%</i>	<i>0.4%</i>	<i>0.0%</i>	<i>3.7%</i>	<i>35.5%</i>	<i>100.0%</i>	<i>0.00%</i>

**Professionals: 9 Employees**

Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>RBOC Utilization</b>	<b>44.4%</b>	<b>11.1%</b>	<b>33.3%</b>	<b>11.2%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>55.6%</b>	<b>44.4%</b>	<b>55.6%</b>
<i>Availability</i>	<i>66.7%</i>	<i>8.9%</i>	<i>11.9%</i>	<i>12.0%</i>	<i>0.4%</i>	<i>0.0%</i>	<i>0.1%</i>	<i>33.2%</i>	<i>52.3%</i>	<i>47.7%</i>

**Paraprofessionals: 1 Employee**

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>RBOC Utilization</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<i>Availability</i>	<i>52.6%</i>	<i>10%</i>	<i>18.3%</i>	<i>18.7%</i>	<i>0.4%</i>	<i>N/A</i>	<i>0.0%</i>	<i>47.4%</i>	<i>59.0%</i>	<i>41.0%</i>

**Administrative: 2 Employees**

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>RBOC Utilization</b>	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
<i>Availability</i>	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	3.6%	54.9%	37.2%	62.8%

**Skilled: 2 Employees**

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>RBOC Utilization</b>	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%
<i>Availability</i>	28.2%	10.0%	53.0%	4.0%	0.3%	N/A	3.8%	67.3%	89.4%	10.6%

**Service and Maintenance: 3 Employees**

Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>RBOC Utilization</b>	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%
<i>Availability</i>	16.3%	13.5%	61.5%	5.9%	0.3%	N/A	2.5%	81.2%	63.5%	36.5%

**EXHIBIT II-B: AVAILABILITY VS. UTILIZATION-PASADENA CENTER OPERATING COMPANY**  
**All Individuals Employed During the Period January 1 through December 31, 2010**

**Officials and Administrators: 12 Employees**

Occupations in which employees set broad policies, exercise overall responsibility for execution of those policies, or direct individual departments of the agency's operations.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>PCOC Utilization</b>	<b>66.7%</b>	<b>16.7%</b>	<b>8.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>8.3%</b>	<b>25.0%</b>	<b>50.0%</b>	<b>50.0%</b>
<i>Availability</i>	60.8%	9.3%	12.7%	13.1%	0.4%	N/A	3.7%	39.2%	58.1%	41.9%

**Professionals: 16 Employees**

Occupations which require specialized and theoretical knowledge, which is usually acquired through college training or through work experience and other training which provides comparable knowledge.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>PCOC Utilization</b>	<b>62.5%</b>	<b>12.5%</b>	<b>12.5%</b>	<b>6.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>6.3%</b>	<b>31.3%</b>	<b>31.3%</b>	<b>68.8%</b>
<i>Availability</i>	66.7%	8.9%	11.9%	12.0%	0.4%	N/A	0.1%	33.3%	52.3%	47.7%

**Administrative: 7 Employees**

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>PCOC Utilization</b>	<b>28.6%</b>	<b>14.3%</b>	<b>57.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>71.4%</b>	<b>0.0%</b>	<b>100.0%</b>
<i>Availability</i>	41.5%	16.4%	28.8%	9.3%	0.4%	N/A	3.6%	58.5%	37.2%	62.8%

**Protective: 10 Employees**

Occupations in which workers are entrusted with public safety, security and protection from destructive forces.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>PCOC Utilization</b>	0.0%	50.0%	40.0%	10.0%	0.0%	0.0%	0.0%	100.0%	90.0%	10.0%
<i>Availability</i>	22.1%	30.8%	33.1%	8.7%	0.5%	N/A	4.8%	73.1%	73.0%	27.0%

**Skilled: 4 Employees**

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>PCOC Utilization</b>	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	0.0%
<i>Availability</i>	28.2%	10.0%	53.0%	4.0%	0.3%	N/A	0.0%	67.3%	89.4%	10.4%

**Service and Maintenance: 21 Employees**

Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public, or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
<b>PCOC Utilization</b>	19.0%	23.8%	52.4%	4.8%	0.0%	0.0%	0.0%	81.0%	71.4%	28.6%
<i>Availability</i>	16.3%	14.0%	62.0%	5.9%	0.3%	N/A	0.0%	82.2%	59.3%	40.7%