

Attachment A

Exhibit I

EXHIBIT I: City of Pasadena - All Individuals Employed During the Period January 1 through December 31, 2012

Group	Number of Employees	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
Executive	20	55.0%	25.0%	15.0%	5.0%	0.0%	0.0%	0.0%	45.0%	55%	45%
Management	558	37.3%	15.8%	22.2%	21.1%	0.7%	2.2%	0.7%	62.0%	54.7%	45.3%
Sworn Fire Non-Mgmt	142	42.3%	16.2%	28.9%	8.4%	0.7%	3.5%	0.0%	57.7%	93.7%	6.3%
Sworn Police Non-Mgmt	218	37.2%	15.6%	36.7%	8.7%	0.0%	1.8%	0.0%	62.8%	85.3%	14.7%
Non-Mgmt. Office and Technical	322	16.8%	19.3%	50.6%	9.0%	0.6%	2.8%	0.9%	82.3%	22.0%	78.0%
Non-Mgmt Maintenance and Skilled	502	23.5%	23.9%	42.4%	8.4%	0.0%	1.0%	.08%	75.7%	89.6%	10.4%
Total	1762	30.2%	18.9%	35.4%	12.5%	0.4%	2.0%	0.6%	69.2%	65.6%	34.4%
City of Pasadena		37.0%	10.9%	35.7%	15.0%	0.4%	No Data	1.0%	62%	54.3%	45.7%

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 the PPOA and PPSA

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

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

EXHIBIT I: City of Pasadena - All Individuals Employed During the Period January 1 through December 31, 2013

Group	Number of Employees	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
Executive	18	55.5%	27.8%	11.1%	5.6%	0.0%	0.0%	0.0%	44.5%	61.1%	38.9%
Management	554	35.5%	16.3%	23.1%	21.3	0.5%	2.4%	0.9%	63.6%	54.5%	45.5%
Sworn Fire Non-Mgmt	141	42.6%	15.6%	29.1%	9.2%	0.7%	2.8%	0.0%	57.4%	93.6%	6.4%
Sworn Police Non-Mgmt	214	37.4%	15.0%	36.4%	9.8%	0.0%	1.4%	0.0%	62.6%	85.5%	14.5%
Non-Mgmt. Office and Technical	322	16.8%	18.6%	51.6%	8.7%	0.6%	2.8%	0.9%	82.3%	22.7%	77.3%
Non-Mgmt Maintenance and Skilled	497	23.3%	23.3%	42.9%	8.1%	0.0%	0.8%	1.6%	75.1%	88.5%	11.5%
Total	1746	29.6%	18.6%	36.0%	12.7%	0.3%	1.9%	0.9%	69.5%	65.3%	34.7%
City of Pasadena		37.0%	10.9%	35.7%	15.0%	0.4%	No Data	1.0%	62%	54.3%	45.7%

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 the PPOA and PPSA

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

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

Attachment B

Exhibit II

**EXHIBIT II: CITY OF PASADENA - AVAILABILITY VS. UTILIZATION
All Individuals Employed During the Period January 1 through December 31, 2012**

Officials and Administrators: 59 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
City Utilization	52.5%	17.0%	16.9%	8.5%	0.0%	3.4%	1.7	45.8%	69.5%	30.5%
<i>Availability</i>	1.4%	20.2%	40.7%	34.0%	0.8%	No Data	2.9%	95.7%	54.9%	45.1%

Professionals: 464 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
City Utilization	35.1%	14.4%	24.1%	23.3%	0.2%	2.0%	0.9%	64.0%	48.9	51.1
<i>Availability</i>	56.1%	7.0%	13.6%	22.2%	0.2%	No Data	0.9%	43.1%	52.2%	47.8%

Technicians: 148 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
City Utilization	27.7%	14.9%	41.2%	12.2%	1.3%	2.7%	0.0%	72.3%	67.6%	32.4%
<i>Availability</i>	42.7%	15.9%	24.7%	15.3%	0.0%	No Data	1.4%	55.9%	51.6%	48.4%

Sworn Protective: 363 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
City Utilization	39.7%	15.7%	33.3%	8.5%	0.3%	2.5%	0.0%	60.3%	88.7%	11.3%
<i>Availability</i>	<i>30.1%</i>	<i>23.3%</i>	<i>29.6%</i>	<i>16.5%</i>	<i>0.0%</i>	<i>No Data</i>	<i>0.4%</i>	<i>69.5%</i>	<i>75.3%</i>	<i>24.7%</i>

Administrative: 301 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
City Utilization	15.6%	19.2%	50.5%	10.3%	0.7%	3.0%	0.7%	83.7%	17.9%	82.1%
<i>Availability</i>	<i>39.3%</i>	<i>13.2%</i>	<i>32.8%</i>	<i>12.2%</i>	<i>0.9%</i>	<i>No Data</i>	<i>1.6%</i>	<i>59.1%</i>	<i>42.6%</i>	<i>57.4%</i>

Skilled: 229 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
City Utilization	36.7%	18.8%	33.2%	10.0%	0.4%	0.0%	0.9%	62.4%	99.1%	0.9%
<i>Availability</i>	<i>33.7%</i>	<i>8.1%</i>	<i>51.9%</i>	<i>5.9%</i>	<i>0.4%</i>	<i>No Data</i>	<i>0.0%</i>	<i>66.3%</i>	<i>91.4%</i>	<i>8.6%</i>

Service and Maintenance: 198 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
City Utilization	11.1%	37.9%	46.5%	2.5%	0.0%	1.0%	1.0%	87.9%	93.4%	6.7%
<i>Availability</i>	<i>18.4%</i>	<i>10.5%</i>	<i>66.3%</i>	<i>4.5%</i>	<i>0.3%</i>	<i>No Data</i>	<i>0.1%</i>	<i>81.5%</i>	<i>60.5%</i>	<i>39.5%</i>

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All Individuals Employed During the Period January 1 through December 31, 2013

Officials and Administrators: 60 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
City Utilization	48.3%	21.7%	16.7%	8.3%	0.0%	3.3%	1.7%	50.0%	73.3%	26.7%
<i>Availability</i>	1.4%	20.2%	40.7%	34.0%	0.8%	No Data	2.9%	95.7%	54.9%	45.1%

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.

	White	Black	Hispanic	Asian	Native American	Armenian	Other	Total Minority	Male	Female
City Utilization	33.6%	14.7%	25.3%	23.4%	0.0%	2.2%	0.8%	65.6%	48.0%	52.0%
<i>Availability</i>	56.1%	7.0%	13.6%	22.2%	0.2%	No Data	0.9%	43.1%	52.2%	47.8%

Technicians: 145 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
City Utilization	28.3%	12.4%	43.4%	11.7%	1.4%	2.8%	0.0%	71.7%	68.3%	31.7%
<i>Availability</i>	42.7%	15.9%	24.7%	15.3%	0.0%	No Data	1.4%	55.9%	51.6%	48.4%

Sworn Protective: 358 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
City Utilization	39.9%	15.1%	33.2%	9.5%	0.3%	2.0%	0.0%	60.1%	88.8%	11.2%
<i>Availability</i>	<i>30.1%</i>	<i>23.3%</i>	<i>29.6%</i>	<i>16.5%</i>	<i>0.0%</i>	<i>No Data</i>	<i>0.4%</i>	<i>69.5%</i>	<i>75.3%</i>	<i>24.7%</i>

Administrative: 298 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
City Utilization	15.1%	18.8%	51.3%	10.1%	0.7%	3.0%	1.0%	83.9%	18.1%	81.9%
<i>Availability</i>	<i>39.3%</i>	<i>13.2%</i>	<i>32.8%</i>	<i>12.2%</i>	<i>0.9%</i>	<i>No Data</i>	<i>1.6%</i>	<i>59.1%</i>	<i>42.6%</i>	<i>57.4%</i>

Skilled: 224 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
City Utilization	36.6%	18.7%	32.6%	9.8%	0.5%	0.0%	1.8%	61.6%	99.1%	0.9%
<i>Availability</i>	<i>33.7%</i>	<i>8.1%</i>	<i>51.9%</i>	<i>5.9%</i>	<i>0.4%</i>	<i>No Data</i>	<i>0.0%</i>	<i>66.3%</i>	<i>91.4%</i>	<i>8.6%</i>

Service and Maintenance: 199 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
City Utilization	11.1%	37.2%	46.7%	2.5%	0.0%	0.5%	2.0%	86.9%	91.5%	8.5%
<i>Availability</i>	18.4%	10.5%	66.3%	4.5%	0.3%	No Data	0.1%	81.5%	60.5%	39.5%