

EXHIBIT 1: AVAILABILITY vs. UTILIZATION BY GROUP CODE – CITY OF PASADENA
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
Executive	18	7.0%	16.7%	22.2%	16.7%	0%	5.6%	0%	61.1%	77.8%	22.2%
Management	618	32.2%	12.8%	24.8%	23.8%	0.2%	2.9%	3.4%	64.4%	53.9%	46.1%
Sworn Fire Non-Mgmt	148	45.9%	17.6%	24.3%	8.1%	0.7%	2.7%	0.7%	54.1%	94.6%	5.4%
Sworn Police Non-Mgmt	216	38.9%	12.5%	37.5%	8.8%	0%	1.4%	0.9%	60.2%	86.6%	13.4%
Non-Mgmt Office and Technical	361	16.1%	17.2%	52.4%	8.6%	0.6%	3.3%	1.9%	82.3%	32.4%	67.6%
Non-Mgmt Maintenance and Skilled	459	20.3%	24.2%	46.2%	6.1%	0%	0.9%	2.4%	77.3%	91.9%	8.1%
Total	1,820	28.0%	16.9%	37.1%	13.2%	0.2%	2.3%	2.3%	69.8%	66.6%	33.4%
Pasadena Population		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.

EXHIBIT 2: AVAILABILITY vs. UTILIZATION BY EEO4 CATEGORY – CITY OF PASADENA
All individuals employed during the period January 1 - December 31, 2017

Officials and Administrators: 72 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	Declined to State	Total Minority	Male	Female
City Utilization	52.8%	12.5%	16.7%	12.5%	0%	4.2%	1.4%	45.8%	72.2%	27.8%
Availability	57.9%	8.3%	17.4%	13.7%	0.1%	No Data	No Data	41.0%	54.9%	45.1%

Professionals: 500 Employees

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

	White	Black	Hispanic	Asian	Native American	Armenian	Declined to State	Total Minority	Male	Female
City Utilization	31.4%	11.0%	23.6%	27.4%	0%	3.0%	3.6%	65.0%	50.4%	49.6%
Availability	56.1%	6.6%	13.6%	21.7%	0%	No Data	No Data	43.0%	52.2%	47.8%

Technicians: 138 Employees

Occupations that 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	Declined to State	Total Minority	Male	Female
City Utilization	24.6%	13.8%	41.3%	13.8%	0.7%	5.1%	0.7%	74.6%	69.6%	30.4%
Availability	42.7%	15.9%	24.7%	15.3%	0%	No Data	No Data	57.0%	51.4%	48.6%

Sworn Protective: 368 Employees

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

	White	Black	Hispanic	Asian	Native American	Armenian	Declined to State	Total Minority	Male	Female
City Utilization	41.6%	15.2%	31.8%	8.4%	0.3%	1.9%	0.5%	57.9%	89.7%	10.3%
Availability	30.0%	22.2%	29.5%	15.5%	0%	No Data	No Data	70.0%	75.4%	24.6%

Administrative: 333 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	Declined to State	Total Minority	Male	Female
City Utilization	12.6%	19.2%	55.6%	6.9%	0.6%	2.7%	2.1%	85.3%	24.3%	75.7%
Availability	39.3%	12.4%	32.8%	11.8%	0%	No Data	No Data	60.0%	42.6%	57.4%

Skilled: 212 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	Declined to State	Total Minority	Male	Female
City Utilization	31.1%	17.5%	39.2%	8.5%	0%	0%	3.8%	65.1%	99.5%	0.5%
Availability	33.6%	7.0%	51.7%	5.8%	0%	No Data	No Data	66.0%	91.4%	8.6%

Service and Maintenance: 197 Employees

Occupations in which workers perform duties that 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	Declined to State	Total Minority	Male	Female
City Utilization	9.6%	34.5%	52.3%	1.5%	0%	0.5%	1.5%	88.8%	97.0%	3.0%
Availability	18.3%	10.0%	66.3%	4.3%	0.1%	No Data	No Data	82.0%	60.7%	39.3%

EXHIBIT 2-A: AVAILABILITY vs. UTILIZATION BY EEO4 CATEGORY – ROSE BOWL OPERATING COMPANY
All individuals employed during the period January 1 - December 31, 2017

Officials and Administrators: 5 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	Declined to State	Total Minority	Male	Female
RBOC Utilization	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%
Availability	57.9%	8.3%	17.4%	13.7%	0.1%	No Data	No Data	41.0%	54.9%	45.1%

Professionals: 18 Employees

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

	White	Black	Hispanic	Asian	Native American	Armenian	Declined to State	Total Minority	Male	Female
RBOC Utilization	61.1%	5.6%	22.2%	5.6%	0%	0%	5.6%	33.3%	33.3%	66.7%
Availability	56.1%	6.6%	13.6%	21.7%	0%	No Data	No Data	43.0%	52.2%	47.8%

Administrative: 4 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	Declined to State	Total Minority	Male	Female
RBOC Utilization	0%	50%	50%	0%	0%	0%	0%	100%	0%	100%
Availability	39.3%	12.4%	32.8%	11.8%	0%	No Data	No Data	60.0%	42.6%	57.4%

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	Declined to State	Total Minority	Male	Female
RBOC Utilization	0%	50%	50%	0%	0%	0%	0%	100%	100%	0%
Availability	33.6%	7.0%	51.7%	5.8%	0%	No Data	No Data	66.0%	91.4%	8.6%

Service and Maintenance: 6 Employees

Occupations in which workers perform duties that 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	Declined to State	Total Minority	Male	Female
RBOC Utilization	0%	50%	50%	0%	0%	0%	0%	100%	100%	0%
Availability	18.3%	10.0%	66.3%	4.3%	0.1%	No Data	No Data	82.0%	60.7%	39.3%

EXHIBIT 2-B: AVAILABILITY vs. UTILIZATION BY EEO4 CATEGORY – PASADENA CENTER OPERATING COMPANY

All individuals employed during the period January 1 - December 31, 2017

Officials and Administrators: 4 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	Two or More	Declined to State	Total Minority	Male	Female
PCOC Utilization	75.0%	0%	6.25%	12.5%	0%	6.25%	0%	25.0%	37.5%	32.5%
Availability	57.9%	8.3%	17.4%	13.7%	0.1%	No Data	No Data	41.0%	54.9%	45.1%

Professionals: 12 Employees

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

	White	Black	Hispanic	Asian	Native American	Two or More	Declined to State	Total Minority	Male	Female
PCOC Utilization	33.3%	8.3%	41.7%	8.3%	0%	8.3%	0%	66.7%	25.0%	75.0%
Availability	56.1%	6.6%	13.6%	21.7%	0%	No Data	No Data	43.0%	52.2%	47.8%

Administrative: 20 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	Two or More	Declined to State	Total Minority	Male	Female
PCOC Utilization	45.0%	10.0%	35.0%	5.0%	5.0%	0%	0%	55.0%	20.0%	80.0%
Availability	39.3%	12.4%	32.8%	11.8%	0%	No Data	No Data	60.0%	42.6%	57.4%

Skilled: 5 Technicians

Occupations that 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	Two or More	Declined to State	Total Minority	Male	Female
PCOC Utilization	0%	20.0%	80.0%	0%	0%	0%	0%	100%	100%	0%
Availability	33.6%	7.0%	51.7%	5.8%	0.0%	No Data	No Data	66.0%	91.4%	8.6%

Service and Maintenance: 95 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	Two or More	Declined to State	Total Minority	Male	Female
PCOC Utilization	16.8%	14.7%	53.7%	8.4%	1.1%	5.3%	0%	0%	46.3%	53.7%
Availability	18.3%	10.0%	66.3%	4.3%	0.1%	No Data	No Data	82.0%	60.7%	39.3%

EXHIBIT 2-C: AVAILABILITY vs. UTILIZATION BY EEO4 CATEGORY – PASADENA MEDIA
All individuals employed during the period January 1 - December 31, 2017

Officials and Administrators: 5 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	Two or More Races	Declined to State	Total Minority	Male	Female
Pasadena Media Utilization	40%	20%	0%	0%	0%	40%	0%	60%	60%	40%
Availability	57.9%	8.3%	17.4%	13.7%	0.1%	No Data	No Data	41.0%	54.9%	45.1%

Skilled: 7 Technicians

Occupations that 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	Two or More Races	Declined to State	Total Minority	Male	Female
Pasadena Media Utilization	42.9%	57.1%	0%	0%	0%	0%	0%	57.1%	85.7%	14.3%
Availability	33.6%	7.0%	51.7%	5.8%	0%	No Data	No Data	66.0%	91.4%	8.6%