

**EXHIBIT A: AVAILABILITY vs. UTILIZATION BY GROUP CODE – CITY OF PASADENA**

**All individuals employed during the period January 1 - December 31, 2018**

Group	Number of Employees	White	Black	Hispanic	Asian	Native American	Armenian	Two or More Races	Declined to State	Total Minority	Male	Female
Executive	20	35.0%	20.0%	25.0%	15.0%	0.0%	5.0%	0.0%	0.0%	65.0%	75.0%	25.0%
Management	608	32.6%	11.3%	25.5%	22.7%	0.0%	3.0%	0.8%	4.1%	63.3%	53.5%	46.5%
Sworn Fire Non-Mgmt	147	44.2%	17.7%	22.4%	8.8%	0.7%	2.7%	3.4%	0.0%	55.8%	95.2%	4.8%
Sworn Police Non-Mgmt	214	37.9%	13.6%	36.0%	9.3%	0.0%	1.9%	0.5%	0.9%	61.2%	88.3%	11.7%
Non-Mgmt Office & Tech	369	14.4%	17.9%	52.8%	8.7%	0.3%	3.3%	0.3%	2.4%	83.2%	29.5%	70.5%
Non-Mgmt Maint. & Skilled	459	20.3%	23.5%	46.4%	6.1%	0.0%	0.7%	0.2%	2.8%	76.9%	91.9%	8.1%
<b>Total</b>	<b>1817</b>	<b>27.4%</b>	<b>16.6%</b>	<b>37.3%</b>	<b>12.9%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.7%</b>	<b>2.7%</b>	<b>70.0%</b>	<b>66.0%</b>	<b>34.0%</b>
Pasadena Population		42.20%	9.40%	32.70%	13.30%	0.30%	No Data	1.2%	No Data	56.90%	54.30%	45.70%

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