

EXHIBIT B: AVAILABILITY vs. UTILIZATION BY EEO4 CATEGORY – CITY OF PASADENA

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

Officials and Administrators: 74 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	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	35.0%	20.0%	25.0%	15.0%	0.0%	5.0%	0.0%	0.0%	65.0%	75.0%	25.0%
Availability	57.9%	8.3%	17.4%	13.7%	0.1%	No Data	0.1%	No Data	41.0%	54.9%	45.1%

Professionals: 482 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	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	31.5%	10.0%	23.9%	26.8%	0.0%	3.1%	1.0%	3.7%	64.7%	50.2%	49.8%
Availability	56.1%	6.6%	13.6%	21.7%	0.0%	No Data	0.1%	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	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	21.7%	15.2%	44.2%	13.0%	0.0%	4.3%	0.0%	1.4%	76.8%	65.9%	34.1%
Availability	42.7%	15.9%	24.7%	15.3%	0.0%	No Data	0.0%	No Data	57.0%	51.4%	48.6%

Sworn Protective: 367 Employees

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

	White	Black	Hispanic	Asian	Native American	Armenian	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	40.3%	15.5%	30.5%	9.0%	0.3%	2.2%	1.6%	0.5%	59.1%	91.0%	9.0%
Availability	30.0%	22.2%	29.5%	15.5%	0.0%	No Data	0.2%	No Data	70.0%	75.4%	24.6%

Administrative: 347 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	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	11.8%	18.7%	55.0%	7.2%	0.0%	2.9%	0.3%	3.7%	84.4%	23.1%	76.9%
Availability	39.3%	12.4%	32.8%	11.8%	0.0%	No Data	0.2%	No Data	60.0%	42.6%	57.4%

Skilled: 219 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	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	32.0%	16.9%	37.4%	8.7%	0.0%	0.0%	0.5%	4.6%	63.5%	99.1%	0.9%
Availability	33.6%	7.0%	51.7%	5.8%	0.0%	No Data	0.2%	No Data	66.0%	91.4%	8.6%

Service and Maintenance: 190 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	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	8.4%	34.2%	54.2%	1.6%	0.0%	0.0%	0.0%	1.6%	90.0%	97.4%	2.6%
Availability	18.3%	10.0%	66.3%	4.3%	0.1%	No Data	0.1%	No Data	82.0%	60.7%	39.3%