

Attachments A through C-3
for
2020

EXHIBIT A: AVAILABILITY vs. UTILIZATION BY GROUP CODE – CITY OF PASADENA**All individuals employed during the period January 1 - December 31, 2020**

Group	Number of Employees	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
Executive	18	33.3%	16.7%	27.8%	22.2%	0.0%	0.0%	0.0%	66.7%	61.1%	38.9%
Management	599	34.9%	11.4%	28.9%	23.7%	0.0%	0.7%	0.5%	64.6%	52.3%	47.7%
Sworn Fire Non-Mgmt	150	46.7%	18.7%	23.3%	8.7%	0.7%	2.0%	0.0%	53.3%	94.7%	5.3%
Sworn Police Non-Mgmt	209	39.7%	12.0%	38.8%	9.1%	0.0%	0.5%	0.0%	60.3%	87.1%	12.9%
Non-Mgmt Office & Tech	361	18.6%	16.1%	54.3%	10.2%	0.3%	0.6%	0.0%	81.4%	29.6%	70.4%
Non-Mgmt Maint. & Skilled	446	19.5%	22.4%	48.9%	7.4%	0.0%	1.1%	0.7%	79.8%	93.0%	7.0%
Total	1783	29.3%	15.8%	39.7%	13.9%	0.1%	0.8%	0.3%	70.4%	65.6%	34.4%
Pasadena Population		42.20%	9.40%	32.70%	13.30%	0.30%	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 CouncilManagement: Includes employees represented by PMA, PFMA, and all unrepresented management employeesSworn Fire Non-Management: Includes employees represented by PFFASworn Police Non-Management: Includes employees represented by the PPOANon-Mgmt Office and Technical: Includes employees represented by LIUNA and all related unrepresented non-management employeesNon-Mgmt Maintenance and Skilled: Includes employees represented by AFSCME, SEIU, IBEW, IUOE, and all related unrepresented non-management employees

EXHIBIT B: AVAILABILITY vs. UTILIZATION BY EEO4 CATEGORY – CITY OF PASADENA**All individuals employed during the period January 1 - December 31, 2020****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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	54.1%	13.5%	23.0%	9.5%	0.0%	0.0%	0.0%	45.9%	68.9%	31.1%
Availability	57.9%	8.3%	17.4%	13.7%	0.1%	0.1%	No Data	41.0%	54.9%	45.1%

Professionals: 464 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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	33.2%	11.0%	25.6%	29.1%	0.0%	0.6%	0.4%	66.4%	48.9%	51.1%
Availability	56.1%	6.6%	13.6%	21.7%	0.0%	0.1%	No Data	43.0%	52.2%	47.8%

Technicians: 122 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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	31.1%	9.0%	46.7%	12.3%	0.0%	0.8%	0.0%	68.9%	67.2%	32.8%
Availability	42.7%	15.9%	24.7%	15.3%	0.0%	0.0%	No Data	57.0%	51.4%	48.6%

Sworn Protective: 373 Employees

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

	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	41.3%	15.3%	33.0%	9.1%	0.3%	1.1%	0.0%	58.7%	89.5%	10.5%
Availability	30.0%	22.2%	29.5%	15.5%	0.0%	0.2%	No Data	70.0%	75.4%	24.6%

Administrative: 346 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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	16.2%	16.5%	57.2%	9.0%	0.3%	0.6%	0.3%	83.5%	22.3%	77.7%
Availability	39.3%	12.4%	32.8%	11.8%	0.0%	0.2%	No Data	60.0%	42.6%	57.4%

Skilled: 213 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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	29.1%	16.4%	42.3%	10.8%	0.0%	1.4%	0.0%	70.9%	100.0%	0.0%
Availability	33.6%	7.0%	51.7%	5.8%	0.0%	0.2%	No Data	66.0%	91.4%	8.6%

Service and Maintenance: 191 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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	9.4%	31.9%	54.5%	1.6%	0.0%	1.0%	1.6%	89.0%	97.4%	2.6%
Availability	18.3%	10.0%	66.3%	4.3%	0.1%	0.1%	No Data	82.0%	60.7%	39.3%

EXHIBIT C-1: AVAILABILITY vs. UTILIZATION BY EEO4 CATEGORY – ROSE BOWL OPERATING COMPANY
All individuals employed during the period January 1 - December 31, 2020

Officials and Administrators: 2 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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
RBOC Utilization	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Availability	57.9%	8.3%	17.4%	13.7%	0.1%	0.1%	No Data	41.0%	54.9%	45.1%

Professionals: 22 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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
RBOC Utilization	54.5%	4.5%	31.8%	9.1%	0.0%	0.0%	0.0%	45.5%	45.5%	54.5%
Availability	56.1%	6.6%	13.6%	21.7%	0.0%	0.1%	No Data	43.0%	52.2%	47.8%

Administrative: 5 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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
RBOC Utilization	0.0%	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Availability	39.3%	12.4%	32.8%	11.8%	0.0%	0.2%	No Data	60.0%	42.6%	57.4%

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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
RBOC Utilization	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%
Availability	18.3%	10.0%	66.3%	4.3%	0.1%	0.1%	No Data	82.0%	60.7%	39.3%

EXHIBIT C-2: AVAILABILITY vs. UTILIZATION BY EEO4 CATEGORY – PASADENA CENTER OPERATING COMPANY**All individuals employed during the period January 1 - December 31, 2020****Officials and Administrators: 7 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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
PCOC Utilization	57.1%	0.0%	0.0%	42.9%	0.0%	0.0%	0.0%	42.9%	28.6%	71.4%
Availability	57.9%	8.3%	17.4%	13.7%	0.1%	0.1%	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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
PCOC Utilization	66.7%	11.1%	11.1%	5.6%	0.0%	5.6%	0.0%	33.3%	38.9%	61.1%
Availability	56.1%	6.6%	13.6%	21.7%	0.0%	0.1%	No Data	43.0%	52.2%	47.8%

Technicians: 22 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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
PCOC Utilization	36.4%	9.1%	40.9%	9.1%	0.0%	0.0%	4.5%	59.1%	40.9%	59.1%
Availability	42.7%	15.9%	24.7%	15.3%	0.0%	0.0%	No Data	57.0%	51.4%	48.6%

Administrative: 12 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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
PCOC Utilization	33.3%	0.0%	58.3%	8.3%	0.0%	0.0%	0.0%	66.7%	25.0%	75.0%
Availability	39.3%	12.4%	32.8%	11.8%	0.0%	0.2%	No Data	60.0%	42.6%	57.4%

Skilled: 1 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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
PCOC Utilization	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%	0.0%
Availability	33.6%	7.0%	51.7%	5.8%	0.0%	0.2%	No Data	66.0%	91.4%	8.6%

Service and Maintenance: 105 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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
PCOC Utilization	13.3%	12.4%	60.0%	6.7%	1.0%	5.7%	1.0%	85.7%	51.4%	48.6%
Availability	18.3%	10.0%	66.3%	4.3%	0.1%	0.1%	No Data	82.0%	60.7%	39.3%

EXHIBIT C-3: AVAILABILITY vs. UTILIZATION BY EEO4 CATEGORY – PASADENA MEDIA

All individuals employed during the period January 1 - December 31, 2020

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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
PasMedia Utilization	50.0%	25.0%	0.0%	0.0%	0.0%	25.0%	0.0%	50.0%	75.0%	25.0%
Availability	57.9%	8.3%	17.4%	13.7%	0.1%	0.1%	No Data	41.0%	54.9%	45.1%

Technicians: 7 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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
PasMedia Utilization	57.1%	14.3%	28.6%	0.0%	0.0%	0.0%	0.0%	42.9%	85.7%	14.3%
Availability	42.7%	15.9%	24.7%	15.3%	0.0%	0.0%	No Data	57.0%	51.4%	48.6%

Administrative: 1 Employee

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 or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
PasMedia Utilization	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	100.0%
Availability	39.3%	12.4%	32.8%	11.8%	0.0%	0.2%	No Data	60.0%	42.6%	57.4%