

ATTACHMENT D

UTILIZATION BY GROUP CODE – CITY OF PASADENA

All individuals employed during the period January 1 - December 31, 2021

Group	Number of Employees	White	Black	Hispanic	Asian	American Indian/Alaska Native	Native Hawaiian/Pacific Islander	Two or More Races	Declined to State	Total Minority	Male	Female
Executive	19	36.8%	10.5%	31.6%	21.1%	0.0%	0.0%	0.0%	0.0%	63.2%	63.2%	36.8%
Management	619	36.0%	11.5%	28.6%	22.0%	0.0%	0.0%	1.8%	0.2%	63.8%	53.6%	46.4%
Sworn Fire Non-Mgmt	156	46.8%	17.3%	21.8%	10.3%	0.6%	0.0%	3.2%	0.0%	53.2%	94.9%	5.1%
Sworn Police Non-Mgmt	215	39.1%	10.7%	40.0%	9.8%	0.0%	0.0%	0.5%	0.0%	60.9%	86.5%	13.5%
Non-Mgmt Office & Tech	370	18.4%	15.1%	53.5%	11.6%	0.50%	0.0%	0.5%	0.3%	81.3%	30.3%	69.7%
Non-Mgmt Maint. & Skilled	448	18.5%	21.4%	51.1%	7.1%	0.0%	0.0%	1.3%	1.1%	81.0%	93.1%	6.9%
Total	1827	32.6%	14.4%	37.8%	13.6%	0.2%	0.0%	1.2%	0.3%	67.2%	70.25%	29.75%

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

UTILIZATION BY GROUP CODE – CITY OF PASADENA**All individuals employed during the period January 1 - December 31, 2022**

Group	Number of Employees	White	Black	Hispanic	Asian	American Indian/Alaska Native	Native Hawaiian/Pacific Islander	Two or More Races	Declined to State	Total Minority	Male	Female
Executive	16	31.3%	12.5%	37.5%	18.8%	0.0%	0.0%	0.0%	0.0%	68.8%	62.5%	37.5%
Management	659	33.8%	10.6%	30.0%	23.1%	0.0%	0.0%	2.1%	0.3%	65.9%	54.0%	46.0%
Sworn Fire Non-Mgmt	156	45.5%	17.3%	21.8%	10.9%	0.6%	0.6%	3.2%	0.0%	54.5%	94.2%	5.8%
Sworn Police Non-Mgmt	209	37.8%	10.5%	42.1%	8.1%	0.0%	0.0%	1.0%	0.5%	61.7%	84.2%	15.8%
Non-Mgmt Office & Tech	376	17.6%	15.7%	52.7%	11.7%	0.8%	0.0%	1.9%	0.5%	82.7%	29.0%	71.0%
Non-Mgmt Maint. & Skilled	467	16.5%	20.6%	52.9%	8.1%	0.0%	0.0%	1.5%	0.4%	83.1%	93.8%	6.2%
Total	1883	30.41%	14.5%	39.5%	13.4%	0.2%	0.1%	1.6%	0.3%	69.4%	69.62%	30.38%
Pasadena Population												

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UTILIZATION BY GROUP CODE – CITY OF PASADENA**All individuals employed during the period January 1 - December 31, 2023**

Group	Number of Employees	White	Black	Hispanic	Asian	American Indian/Alaska Native	Native Hawaiian/Pacific Islander	Two or More Races	Declined to State	Total Minority	Male	Female
Executive	19	36.8%	21.1%	26.3%	10.5%	0.0%	0.0%	0.0%	5.3%	57.9%	68.4%	31.6%
Management	666	33.5%	9.9%	30.8%	23.3%	0.0%	0.0%	2.1%	0.5%	66.1%	53.6%	46.4%
Sworn Fire Non-Mgmt	148	45.3%	18.2%	20.9%	10.8%	0.7%	0.7%	3.4%	0.0%	54.7%	93.9%	6.1%
Sworn Police Non-Mgmt	208	35.1%	10.1%	44.7%	8.7%	0.0%	0.0%	1.0%	0.5%	64.4%	84.6%	15.4%
Non-Mgmt Office & Tech	386	17.4%	15.3%	54.7%	10.6%	0.8%	0.0%	1.3%	0.0%	82.6%	29.0%	71.0%
Non-Mgmt Maint. & Skilled	485	16.5%	19.8%	53.4%	8.2%	0.0%	0.0%	1.6%	0.4%	83.1%	94.2%	5.8%
Total	1912	30.76%	15.73%	38.47%	12.02%	0.24%	0.11%	1.56%	1.10%	68.14%	70.63%	29.37%
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UTILIZATION BY GROUP CODE – CITY OF PASADENA**All individuals employed during the period January 1 - December 31, 2024**

Group	Number of Employees	White	Black	Hispanic	Asian	American Indian/Alaska Native	Native Hawaiian/Pacific Islander	Two or More Races	Declined to State	Total Minority	Male	Female
Executive	19	47.4%	15.8%	26.3%	10.5%	0.0%	0.0%	0.0%	0.0%	52.6%	68.4%	31.6%
Management	643	30.8%	10.0%	31.9%	25.0%	0.0%	0.0%	2.3%	0.0%	69.2%	53.0%	47.0%
Sworn Fire Non-Mgmt	149	43.6%	17.4%	23.5%	10.1%	0.7%	0.7%	4.0%	0.0%	56.4%	94.0%	6.0%
Sworn Police Non-Mgmt	198	35.4%	9.1%	47.0%	8.6%	0.0%	0.0%	0.0%	0.0%	64.6%	83.3%	16.7%
Non-Mgmt Office & Tech	353	16.1%	15.6%	56.1%	9.9%	0.6%	0.0%	1.7%	0.0%	83.9%	30.0%	70.0%
Non-Mgmt Maint. & Skilled	447	15.4%	18.8%	56.2%	7.8%	0.0%	0.0%	1.6%	0.2%	84.3%	94.4%	5.6%
Total	1809	31.45%	14.44%	40.15%	11.99%	0.21%	0.11%	1.60%	0.04%	68.51%	70.53%	29.47%
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UTILIZATION BY GROUP CODE – CITY OF PASADENA**All individuals employed during the period January 1 - December 31, 2025**

Group	Number of Employees	White	Black	Hispanic	Asian	American Indian/Alaska Native	Native Hawaiian/Pacific Islander	Two or More Races	Declined to State	Total Minority	Male	Female	NB
Executive	21	47.6%	14.3%	28.6%	9.5%	0.0%	0.0%	0.0%	0.0%	52.4%	66.7%	33.3%	0.00%
Management	709	29.9%	10.2%	33.1%	24.4%	0.0%	0.0%	2.4%	0.0%	70.1%	52.5%	47.5%	0.00%
Sworn Fire Non-Mgmt	154	42.2%	17.5%	24.0%	9.7%	0.6%	0.6%	5.2%	0.0%	57.8%	94.8%	5.2%	0.00%
Sworn Police Non-Mgmt	214	34.6%	8.9%	47.2%	9.3%	0.0%	0.0%	0.0%	0.0%	65.4%	83.2%	16.8%	0.00%
Non-Mgmt Office & Tech	387	17.6%	15.0%	53.7%	10.3%	1.0%	0.0%	2.3%	0.0%	82.4%	32.3%	67.4%	0.26%
Non-Mgmt Maint. & Skilled	486	14.6%	18.1%	58.4%	7.0%	0.0%	0.0%	1.6%	0.2%	85.2%	93.8%	6.2%	0.00%
Total	1971	31.08%	13.99%	40.85%	11.72%	0.28%	0.11%	1.93%	0.03%	68.88%	70.54%	29.42%	0.04%
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