

ATTACHMENT E

UTILIZATION BY EEO4 CATEGORY – CITY OF PASADENA

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

Officials and Administrators: 78 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	53.8%	12.8%	21.8%	11.5%	0.0%	0.0%	0.0%	0.0%	46.2%	67.9%	28.2%
Availability	49.1%	7.0%	18.4%	22.7%	0.1%	0.2%	2.4%	No Data	50.8%	53.2%	46.8%

Professionals: 486 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	35.2%	10.9%	25.3%	26.3%	0.0%	0.0%	2.1%	0.2%	64.6%	50.4%	49.6%
Availability	48.7%	6.7%	15.7%	25.6%	0.1%	0.1%	3.2%	No Data	51.4%	50.2%	49.8%

Technicians: 124 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	27.4%	8.1%	49.2%	13.7%	0.0%	0.8%	0.8%	0.0%	72.6%	66.1%	33.9%
Availability	28.8%	8.7%	40.9%	18.1%	0.0%	0.0%	3.4%	No Data	71.1%	52.4%	47.6%

Sworn Protective: 383 Employees

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

	White	Black	Hispanic	Asian	Native Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	41.3%	13.8%	33.2%	9.9%	0.0%	0.3%	1.6%	0.0%	58.7%	89.3%	10.7%
Availability	26.7%	27.1%	31.0%	11.4%	0.0%	0.0%	3.8%	No Data	73.3%	74.3%	25.7%

Administrative: 349 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	16.9%	16.0%	55.9%	10.0%	0.0%	0.3%	0.6%	0.3%	82.8%	22.9%	77.1%
Availability	31.4%	12.1%	38.7%	14.2%	0.2%	0.0%	3.4%	No Data	68.6%	38.4%	61.5%

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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	27.4%	16.0%	45.2%	10.0%	0.0%	0.0%	1.4%	0.0%	72.6%	100.0%	0.0%
Availability	32.0%	5.3%	56.0%	3.5%	0.9%	0.0%	2.5%	No Data	68.2%	87.5%	12.5%

Service and Maintenance: 188 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	7.4%	30.9%	57.4%	1.6%	0.0%	0.0%	1.6%	1.1%	91.5%	97.3%	2.7%
Availability	16.6%	9.0%	66.3%	5.7%	0.6%	0.3%	1.5%	No Data	83.4%	57.6%	42.4%

UTILIZATION BY EEO4 CATEGORY – CITY OF PASADENA**All individuals employed during the period January 1 - December 31, 2022****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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	54.1%	10.8%	23.0%	12.2%	0.0%	0.0%	0.0%	0.0%	45.9%	68.9%	31.1%
Availability	49.1%	7.0%	18.4%	22.7%	0.1%	0.2%	2.4%	No Data	50.8%	53.2%	46.8%

Professionals: 523 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	32.7%	9.9%	27.3%	27.2%	0.0%	0.0%	2.5%	0.4%	66.9%	51.2%	48.8%
Availability	48.7%	6.7%	15.7%	25.6%	0.1%	0.1%	3.2%	No Data	51.4%	50.2%	49.8%

Technicians: 125 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	23.2%	7.2%	54.4%	14.4%	0.0%	0.8%	0.0%	0.0%	76.8%	67.2%	32.8%
Availability	28.8%	8.7%	40.9%	18.1%	0.0%	0.0%	3.4%	No Data	71.1%	52.4%	47.6%

Sworn Protective: 376 Employees

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

	White	Black	Hispanic	Asian	Native Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	40.2%	13.6%	34.0%	9.6%	0.3%	0.3%	1.9%	0.3%	59.6%	88.6%	11.4%
Availability	26.7%	27.1%	31.0%	11.4%	0.0%	0.0%	3.8%	No Data	73.3%	74.3%	25.7%

Administrative: 363 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	16.8%	16.5%	53.7%	10.5%	0.0%	0.6%	1.4%	0.6%	82.6%	22.9%	77.1%
Availability	31.4%	12.1%	38.7%	14.2%	0.2%	0.0%	3.4%	No Data	68.6%	38.4%	61.5%

Skilled: 229 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	24.0%	16.6%	46.7%	10.9%	0.0%	0.0%	1.7%	0.0%	76.0%	100.0%	0.0%
Availability	32.0%	5.3%	56.0%	3.5%	0.9%	0.0%	2.5%	No Data	68.2%	87.5%	12.5%

Service and Maintenance: 193 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	7.3%	30.1%	58.5%	1.6%	0.0%	0.0%	1.6%	1.0%	91.7%	97.4%	2.6%
Availability	16.6%	9.0%	66.3%	5.7%	0.6%	0.3%	1.5%	No Data	83.4%	57.6%	42.4%

UTILIZATION BY EEO4 CATEGORY – CITY OF PASADENA**All individuals employed during the period January 1 - December 31, 2023****Officials and Administrators: 79 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	49.4%	12.7%	22.8%	13.9%	0.0%	0.0%	0.0%	1.3%	49.4%	65.8%	34.2%
Availability	49.1%	7.0%	18.4%	22.7%	0.1%	0.2%	2.4%	No Data	50.8%	53.2%	46.8%

Professionals: 542 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	33.4%	8.9%	28.0%	26.8%	0.0%	0.0%	2.4%	0.6%	66.1%	52.4%	47.6%
Availability	48.7%	6.7%	15.7%	25.6%	0.1%	0.1%	3.2%	No Data	51.4%	50.2%	49.8%

Technicians: 124 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	19.4%	8.1%	54.8%	16.1%	0.0%	0.8%	0.8%	0.0%	80.6%	68.5%	31.5%
Availability	28.8%	8.7%	40.9%	18.1%	0.0%	0.0%	3.4%	No Data	71.1%	52.4%	47.6%

Sworn Protective: 376 Employees

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

	White	Black	Hispanic	Asian	Native Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	37.8%	13.0%	36.7%	9.6%	0.3%	0.3%	2.1%	0.3%	62.0%	88.6%	11.4%
Availability	26.7%	27.1%	31.0%	11.4%	0.0%	0.0%	3.8%	No Data	73.3%	74.3%	25.7%

Administrative: 368 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	17.4%	16.3%	56.0%	8.4%	0.0%	0.5%	1.4%	0.0%	82.6%	22.3%	77.7%
Availability	31.4%	12.1%	38.7%	14.2%	0.2%	0.0%	3.4%	No Data	68.6%	38.4%	61.5%

Skilled: 227 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	23.8%	16.3%	47.1%	11.5%	0.0%	0.0%	1.3%	0.0%	76.2%	100.0%	0.0%
Availability	32.0%	5.3%	56.0%	3.5%	0.9%	0.0%	2.5%	No Data	68.2%	87.5%	12.5%

Service and Maintenance: 196 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	6.6%	30.1%	58.7%	1.5%	0.0%	0.0%	2.0%	1.0%	92.3%	97.4%	2.6%
Availability	16.6%	9.0%	66.3%	5.7%	0.6%	0.3%	1.5%	No Data	83.4%	57.6%	42.4%

UTILIZATION BY EEO4 CATEGORY – CITY OF PASADENA**All individuals employed during the period January 1 - December 31, 2024****Officials and Administrators: 73 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	52.1%	13.7%	23.3%	9.6%	0.0%	0.0%	1.4%	0.0%	47.9%	64.4%	35.6%
Availability	49.1%	7.0%	18.4%	22.7%	0.1%	0.2%	2.4%	No Data	50.8%	53.2%	46.8%

Professionals: 514 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	30.5%	8.4%	28.8%	29.8%	0.0%	0.0%	2.5%	0.0%	69.5%	52.1%	47.9%
Availability	48.7%	6.7%	15.7%	25.6%	0.1%	0.1%	3.2%	No Data	51.4%	50.2%	49.8%

Technicians: 201 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	17.4%	11.9%	54.7%	14.4%	0.0%	1.0%	0.5%	0.0%	82.6%	57.7%	42.3%
Availability	28.8%	8.7%	40.9%	18.1%	0.0%	0.0%	3.4%	No Data	71.1%	52.4%	47.6%

Sworn Protective: 357 Employees

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

	White	Black	Hispanic	Asian	Native Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	38.1%	12.6%	38.1%	9.0%	0.3%	0.3%	1.7%	0.0%	61.9%	88.2%	11.8%
Availability	26.7%	27.1%	31.0%	11.4%	0.0%	0.0%	3.8%	No Data	73.3%	74.3%	25.7%

Administrative: 277 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	15.5%	16.6%	58.8%	6.5%	0.0%	0.0%	2.5%	0.0%	84.5%	20.6%	79.4%
Availability	31.4%	12.1%	38.7%	14.2%	0.2%	0.0%	3.4%	No Data	68.6%	38.4%	61.5%

Skilled: 211 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	22.7%	15.2%	49.8%	11.4%	0.0%	0.0%	0.9%	0.0%	77.3%	100.0%	0.0%
Availability	32.0%	5.3%	56.0%	3.5%	0.9%	0.0%	2.5%	No Data	68.2%	87.5%	12.5%

Service and Maintenance: 176 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female
City Utilization	6.3%	28.4%	61.4%	1.1%	0.0%	0.0%	2.3%	0.6%	93.2%	98.3%	1.7%
Availability	16.6%	9.0%	66.3%	5.7%	0.6%	0.3%	1.5%	No Data	83.4%	57.6%	42.4%

UTILIZATION BY EEO4 CATEGORY – CITY OF PASADENA**All individuals employed during the period January 1 - December 31, 2025****Officials and Administrators: 84 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female	NB
City Utilization	52.4%	13.1%	22.6%	10.7%	0.0%	0.0%	1.2%	0.0%	47.6%	64.3%	35.7%	0.0%
Availability	49.1%	7.0%	18.4%	22.7%	0.1%	0.2%	2.4%	No Data	50.8%	53.2%	46.8%	No Data

Professionals: 570 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female	NB
City Utilization	29.1%	8.6%	31.2%	28.4%	0.0%	0.0%	2.6%	0.0%	70.9%	51.2%	48.8%	0.0%
Availability	48.7%	6.7%	15.7%	25.6%	0.1%	0.1%	3.2%	No Data	51.4%	50.2%	49.8%	No Data

Technicians: 210 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female	NB
City Utilization	17.6%	12.4%	54.3%	13.8%	0.0%	1.0%	1.0%	0.0%	82.4%	58.6%	41.0%	0.5%
Availability	28.8%	8.7%	40.9%	18.1%	0.0%	0.0%	3.4%	No Data	71.1%	52.4%	47.6%	No Data

Sworn Protective: 383 Employees

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

	White	Black	Hispanic	Asian	Native Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female	NB
City Utilization	36.6%	12.3%	39.2%	9.1%	0.3%	0.3%	2.4%	0.0%	63.4%	88.3%	11.8%	0.0%
Availability	26.7%	27.1%	31.0%	11.4%	0.0%	0.0%	3.8%	No Data	73.3%	74.3%	25.7%	No Data

Administrative: 307 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female	NB
City Utilization	17.3%	15.3%	56.7%	7.2%	0.0%	0.7%	2.9%	0.0%	82.7%	23.8%	76.2%	0.0%
Availability	31.4%	12.1%	38.7%	14.2%	0.2%	0.0%	3.4%	No Data	68.6%	38.4%	61.5%	No Data

Skilled: 220 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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female	NB
City Utilization	20.9%	14.6%	52.3%	11.4%	0.0%	0.0%	0.9%	0.0%	79.1%	99.1%	0.9%	0.0%
Availability	32.0%	5.3%	56.0%	3.5%	0.9%	0.0%	2.5%	No Data	68.2%	87.5%	12.5%	No Data

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 Hawaiian/ Pacific Islander	American Indian/Alaska Native	Two or More Races	Declined to State	Total Minority	Male	Female	NB
City Utilization	7.1%	27.9%	61.4%	1.0%	0.0%	0.0%	2.0%	0.5%	92.4%	98.0%	2.0%	0.0%
Availability	16.6%	9.0%	66.3%	5.7%	0.6%	0.3%	1.5%	No Data	83.4%	57.6%	42.4%	No Data