



WORKFORCE DEMOGRAPHICS

2006
THROUGH
2019

REPORT DATE:

SEPTEMBER 21, 2020



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Workforce Demographics Update 2006 to 2019

Executive Summary

September 21, 2020

Introduction

Human Resources has completed the City's workforce demographics report for the calendar years 2006 through 2019. This update covers the last fourteen years of employee demographic information. As in the case with previous demographic reports, the data being provided follows federal and state reporting guidelines for race/ethnicity reporting. The reporting categories are Asian/Pacific Islander, Black, Hispanic, Native American, White, Other, and Two or More. In addition to the federal and state guidelines, the Armenian and Not Specified categories have also been included in this report. While the Armenian reporting category is included as part of the White reporting category for federal and state guidelines, the current City policy is to track the Armenian category separately for reporting purposes.

The demographic information contained in this report has been prepared for each calendar year beginning in 2006 through 2019. A total of 10 schedules have been prepared that reflect the City's workforce demographics in a variety of ways.

Significant Changes Within the Organization

In FY 2012-13, the City offered retirement incentives as part of budget balancing strategies. The retirements were effective August 2012. In 2011, the Community Development Department was created as part of an organizational realignment. It consists of the previous Community Planning and Community Redevelopment and Housing Departments. In July 2017, the Innovation

Performance & Audit Department was created also as part of an organizational realignment. It consists of the Internal Audit Section that was previously part of the Administrative Services Department and several individuals from the Community Development Department.

Methodology Used

In order to consistently report information and to provide an accurate representation of the City's workforce demographics over a range of reporting periods, several assumptions were made.

- **Salaried employees must work 1,040 hours in a year:** salaried employees must work at least 1,040 hours in a calendar year to be included in the demographic information. This threshold helps ensure that either employees who retired during the year or new employees hired during the year that worked 50% or more of the available hours are included in the headcount. Employees meeting this threshold may include active, retired, and separated employees that worked the required minimum number of hours and are not counted as an hourly employee in this report. Employees that did not meet the minimum hour threshold have not been included in the overall headcount regardless of their employment status.
- **Hourly employees must work 100 hours in a year:** for an hourly employee to be included in the demographic information, the employee must work 100 hours or more in a calendar year. This threshold

helps ensure that seasonal employees who worked during the year are included in the workforce demographics. Employees that meet this threshold include active, retired, and separated employees that worked the required minimum number of hours and are not counted as a salaried employee in this report. Hourly employees that did not meet the minimum hour threshold have not been included in the overall headcount regardless of their employment status.

- **Employees are assigned to the last department worked:** employees are reported in the Department in which they worked at the end of the calendar year or before they were separated from their employment. This assumption impacts departments where an employee is working for part of a year and then transfers to another department. The overall impact is statistically minor, but due to the complexities in programming no proration was made between departments.

Comparison of Headcounts

The methodology used in creating the demographics report was developed several years ago as a result of a collaborative effort by the City Manager’s Office, Human Resources, and Internal Audit. This management team recognized that there was no standard method to report workforce demographics. As such, the management team considered various options that would best represent the demographics of the City’s employees over a given amount of time, and decided to report the demographics as a

representation of the City’s workforce over a 12-month period rather than to limit the headcount reporting to one given day. This method ensures that (1) employees who work close to a full year will be included in the report, and (2) seasonal hourly employees who work a small percentage of the year will also be included. The employees included in the demographics statistics have a direct relationship to their contribution to the City for the period reported.

Summary

The total City workforce was fairly constant from 2006 to 2011. The salaried workforce peaked in 2008 and has decreased ever since. A 11.2% decrease in the workforce can be seen during the fourteen years reported. The workforce numbers for the past fourteen years is summarized in the table below.

Total Workforce

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Salaried	1,740	1,737	1,785	1,766	1,751	1,722	1,640	1,469	1,486	1,406	1,417	1,402	1,423	1,450
Hourly	557	499	479	460	493	511	551	541	525	531	530	538	582	589
Total	2,297	2,236	2,264	2,226	2,244	2,233	2,191	2,010	2,011	1,937	1,947	1,940	2,005	2,039

However, the racial/ethnic composition of the City’s workforce has continued to shift as the result of the yearly changes to the City’s workforce.

Race/Ethnicity Composition

Some of the noticeable trends from 2006 to 2019 include:

- The Armenian category had the highest percentage increase among all reporting categories over the last 14 years. Since 2006, the total number of Armenian employees increased 48.1%, from 291 to 431. For salaried employees, the total number of Armenians increased 79.4%, from 136 in 2006 to 244 in 2019.
- The Asian/Pacific Islander workforce decreased 1% since 2006 from 193 to 191. For salaried employees, the total number of Asian/Pacific Islander employees decreased 10.9%, from 156 to 139.
- The Black workforce decreased 26.9% since 2006, from 93 employees to 68. For salaried employees, the decrease was 27.1%, from 70 to 51.
- The Hispanic workforce increased 5.6% since 2006, from 620 employees to 655. For salaried employees, the total number of Hispanic employees decreased by 2.8%, from 465 to 452 employees.
- The White workforce has continued to decrease for the past 14 years, from 1,060 employees in 2006 to 669 employees in 2019 (36.9%). For salaried employees, the percentage decrease was 38.6%, from 893 to 548 employees.

- The “Two or More” ethnicity category was added by the Federal Government as part of the available categories included in the 2017 EEO-4 survey and is now available to be selected by employees. This category will be reported in this report and going forward.
- For the first time in this report, employees who have selected to not specify their ethnicities are being reported.

Gender Composition

The gender composition of the workforce over the last 14 years shows a significant decrease in males and an increase in the percentage share of females. In 2006, out of 2,297 employees, there were 728 (31.7%) females and 1,569 (68.3%) males. In 2019, out of 2,039 employees, there were 657 (32.22%) females and 1,382 (67.78%) males. Even though the total number of employees decreased by 258, the percentage share of female employees increased from 31.7% to 32.22% (See Schedule 3-1).

The gender composition for each department in 2019 is summarized in the following table.

Gender Composition in 2019

Department	Total Department		Management Positions	
	Female	Male	Female	Male
<i>Departments with higher % in female employees (listed high to low in female %)</i>				
City Attorney	83.3%	16.7%	81.8%	18.2%
City Treasurer	80.0%	20.0%	50.0%	50.0%
Human Resources	73.9%	26.1%	75.0%	25.0%
Administrative Services	71.8%	28.2%	66.7%	33.3%
Library	64.1%	35.9%	57.1%	42.9%
Innovation Performance & Audit	63.6%	36.4%	100.0%	0.0%
City Clerk	55.6%	44.4%	0.0%	100.0%
<i>Departments with higher % in male employees (listed high to low in male %)</i>				
Fire Department	11.1%	88.9%	12.5%	87.5%
Information Services	13.6%	86.4%	20.0%	80.0%
Public Works	16.7%	83.3%	14.3%	85.7%
GWP	22.1%	77.9%	24.6%	75.4%
Police Department	29.3%	70.7%	20.0%	80.0%
Community Services and Parks	40.1%	59.9%	61.9%	38.1%
Community Development	45.2%	54.8%	29.0%	71.0%
Management Services	48.0%	52.0%	33.3%	66.7%

The higher percentage of males to females in the workforce is attributed to a large number of positions that women have historically not applied for. These types of positions are primarily found in the Fire, Information Services, Public Works, GWP, and Police Departments. The opposite effect is true for other departments such as City Attorney, City Treasurer, and Human Resources. There are significantly higher percentages of females than males in these departments. It should also be noted that women in these departments occupy positions at all levels including entry level and management. There are also more women than men in the management positions in the departments with significantly higher percentage of females (See Schedule 6-1 and 7-1).

Conclusion

The change in the City’s workforce demographics composition will continue to be an evolving process that will be subject to the dynamics of employees retiring, employees separating from service, and additional new positions being made available. The trends noted have been and will continue to be gradual as evidenced by the large number of employees who have been with the City for over 14 years.

Total Employees By Race/Ethnicity

	Race/Ethnicity	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Armenian	291	12.7%	291	13.0%	315	13.9%	329	14.8%	353	15.7%	362	16.2%	349	15.9%	343	17.1%	347	17.3%	355	18.3%	356	18.3%	393	20.3%	410	20.4%	431	21.1%	48.1%
	Asian/Pacific Islander	193	8.4%	189	8.5%	200	8.8%	192	8.6%	204	9.1%	202	9.0%	201	9.2%	191	9.5%	190	9.4%	180	9.3%	184	9.5%	173	8.9%	177	8.8%	191	9.4%	-1.0%
	Black	93	4.0%	87	3.9%	89	3.9%	90	4.0%	86	3.8%	92	4.1%	85	3.9%	72	3.6%	71	3.5%	67	3.5%	73	3.7%	67	3.5%	68	3.4%	68	3.3%	-26.9%
	Hispanic	620	27.0%	617	27.6%	631	27.9%	610	27.4%	632	28.2%	623	27.9%	625	28.5%	598	29.8%	617	30.7%	594	30.7%	618	31.7%	619	31.9%	645	32.2%	655	32.1%	5.6%
	Native American/Alaskan	15	0.7%	13	0.6%	12	0.5%	12	0.5%	8	0.4%	9	0.4%	9	0.4%	10	0.5%	11	0.5%	7	0.4%	9	0.5%	9	0.5%	9	0.4%	12	0.6%	-20.0%
	Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	0.3%	6	0.3%	6	0.3%	N/A
	Other	25	1.1%	20	0.9%	22	1.0%	19	0.9%	10	0.4%	12	0.5%	6	0.3%	4	0.2%	4	0.2%	3	0.2%	3	0.2%	3	0.2%	8	0.4%	5	0.2%	-80.0%
	Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%	2	0.1%	2	0.1%	N/A
	White	1,060	46.1%	1,019	45.6%	995	43.9%	974	43.8%	951	42.4%	933	41.8%	916	41.8%	792	39.4%	771	38.3%	731	37.7%	704	36.2%	669	34.5%	680	33.9%	669	32.8%	-36.9%
Grand Total		2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	2,011	100.0%	1,937	100.0%	1,947	100.0%	1,940	100.0%	2,005	100.0%	2,039	100.0%	-11.2%

Type	Race/Ethnicity	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Hourly	Armenian	155	27.8%	143	28.7%	150	31.3%	157	34.1%	168	34.1%	171	33.5%	159	28.9%	152	28.1%	148	28.2%	156	29.4%	145	27.4%	174	32.3%	188	32.3%	187	31.7%	20.6%
	Asian/Pacific Islander	37	6.6%	31	6.2%	33	6.9%	28	6.1%	34	6.9%	39	7.6%	42	7.6%	46	8.5%	40	7.6%	44	8.3%	48	9.1%	43	8.0%	46	7.9%	52	8.8%	40.5%
	Black	23	4.1%	20	4.0%	21	4.4%	17	3.7%	15	3.0%	19	3.7%	21	3.8%	18	3.3%	20	3.8%	21	4.0%	20	3.8%	21	3.9%	20	3.4%	17	2.9%	-26.1%
	Hispanic	155	27.8%	141	28.3%	138	28.8%	122	26.5%	142	28.8%	132	25.8%	152	27.6%	160	29.6%	165	31.4%	158	29.8%	180	34.0%	174	32.3%	193	33.2%	203	34.5%	31.0%
	Native American/Alaskan	3	0.5%	1	0.2%	2	0.4%	2	0.4%	1	0.2%	2	0.4%	2	0.4%	3	0.6%	1	0.2%	2	0.4%	1	0.2%	2	0.3%	3	0.5%	3	0.5%	0.0%
	Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	N/A
	Other	17	3.1%	11	2.2%	7	1.5%	4	0.9%	1	0.2%	3	0.6%	1	0.2%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	3	0.6%	8	1.4%	4	0.7%	-76.5%
	Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	N/A
	White	167	30.0%	152	30.5%	128	26.7%	130	28.3%	132	26.8%	145	28.4%	174	31.6%	163	30.1%	148	28.2%	151	28.4%	135	25.5%	120	22.3%	123	21.1%	121	20.5%	-27.5%
Hourly Total		557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	525	100.0%	531	100.0%	530	100.0%	538	100.0%	582	100.0%	589	100.0%	5.7%

Type	Race/Ethnicity	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Salaried	Armenian	136	7.8%	148	8.5%	165	9.2%	172	9.7%	185	10.6%	191	11.1%	190	11.6%	191	13.0%	199	13.4%	199	14.2%	211	14.9%	219	15.6%	222	15.6%	244	16.8%	79.4%
	Asian/Pacific Islander	156	9.0%	158	9.1%	167	9.4%	164	9.3%	170	9.7%	163	9.5%	159	9.7%	145	9.9%	150	10.1%	136	9.7%	136	9.6%	130	9.3%	131	9.2%	139	9.6%	-10.9%
	Black	70	4.0%	67	3.9%	68	3.8%	73	4.1%	71	4.1%	73	4.2%	64	3.9%	54	3.7%	51	3.4%	46	3.3%	53	3.7%	46	3.3%	48	3.4%	51	3.5%	-27.1%
	Hispanic	465	26.7%	476	27.4%	493	27.6%	488	27.6%	490	28.0%	491	28.5%	473	28.8%	438	29.8%	452	30.4%	436	31.0%	438	30.9%	445	31.7%	452	31.8%	452	31.2%	-2.8%
	Native American/Alaskan	12	0.7%	12	0.7%	10	0.6%	10	0.6%	7	0.4%	7	0.4%	7	0.4%	8	0.5%	8	0.5%	6	0.4%	7	0.5%	8	0.6%	7	0.5%	9	0.6%	-25.0%
	Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.3%	5	0.4%	5	0.3%	N/A
	Other	8	0.5%	9	0.5%	15	0.8%	15	0.8%	9	0.5%	9	0.5%	5	0.3%	4	0.3%	3	0.2%	3	0.2%	3	0.2%	0	0.0%	0	0.0%	1	0.1%	-87.5%
	Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	N/A
	White	893	51.3%	867	49.9%	867	48.6%	844	47.8%	819	46.8%	788	45.8%	742	45.2%	629	42.8%	623	41.9%	580	41.3%	569	40.2%	549	39.2%	557	39.1%	548	37.8%	-38.6%
Salaried Total		1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	1,640	100.0%	1,469	100.0%	1,486	100.0%	1,406	100.0%	1,417	100.0%	1,402	100.0%	1,423	100.0%	1,450	100.0%	-16.7%

Total Employees By Level

	Level	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total Employees	Executive	18	0.8%	18	0.8%	19	0.8%	18	0.8%	18	0.8%	17	0.8%	17	0.8%	17	0.8%	19	0.9%	17	0.9%	18	0.9%	18	0.9%	17	0.8%	17	0.8%	-5.6%
	Management/Supervisor	245	10.7%	251	11.2%	256	11.3%	251	11.3%	279	12.4%	284	12.7%	278	12.7%	249	12.4%	260	12.9%	247	12.8%	254	13.0%	230	11.9%	240	12.0%	246	12.1%	0.4%
	Technical/Professional	141	6.1%	134	6.0%	141	6.2%	139	6.2%	111	4.9%	109	4.9%	95	4.3%	87	4.3%	76	3.8%	73	3.8%	76	3.9%	75	3.9%	76	3.8%	75	3.7%	-46.8%
	Supervisor Non-Mid-Management	145	6.3%	156	7.0%	162	7.2%	158	7.1%	155	6.9%	154	6.9%	148	6.8%	142	7.1%	136	6.8%	135	7.0%	140	7.2%	128	6.6%	127	6.3%	128	6.3%	-11.7%
	Non-Manager	1,748	76.1%	1,677	75.0%	1,686	74.5%	1,660	74.6%	1,681	74.9%	1,669	74.7%	1,653	75.4%	1,515	75.4%	1,520	75.6%	1,465	75.6%	1,459	74.9%	1,489	76.8%	1,545	77.1%	1,573	77.1%	-10.0%
Total		2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	2,011	100.0%	1,937	100.0%	1,947	100.0%	1,940	100.0%	2,005	100.0%	2,039	100.0%	-11.2%

Type	Level	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%					
Total Hourly	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	27	5.5%	34	6.7%	34	6.2%	32	5.9%	24	4.6%	24	4.5%	27	5.1%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	N/A
	Technical/Professional	39	7.0%	37	7.4%	32	6.7%	32	7.0%	1	0.2%	0	0.0%	5	0.9%	6	1.1%	3	0.6%	4	0.8%	5	0.9%	5	0.9%	3	0.5%	3	0.5%	-92.3%		
	Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	1	0.2%	2	0.4%	2	0.4%	2	0.4%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Non-Manager	518	93.0%	462	92.6%	447	93.3%	428	93.0%	464	94.1%	475	93.0%	511	92.7%	500	92.4%	496	94.5%	501	94.4%	497	93.8%	532	98.9%	578	99.3%	586	99.5%	13.1%		
Total Hourly Total		557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	525	100.0%	531	100.0%	530	100.0%	538	100.0%	582	100.0%	589	100.0%	5.7%		

Type	Level	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total Salaried	Executive	18	1.0%	18	1.0%	19	1.1%	18	1.0%	18	1.0%	17	1.0%	17	1.0%	16	1.1%	19	1.3%	17	1.2%	18	1.3%	18	1.3%	17	1.2%	17	1.2%	-5.6%
	Management/Supervisor	245	14.1%	251	14.5%	256	14.3%	251	14.2%	252	14.4%	250	14.5%	244	14.9%	217	14.8%	236	15.9%	223	15.9%	227	16.0%	229	16.3%	239	16.8%	246	17.0%	0.4%
	Technical/Professional	102	5.9%	97	5.6%	109	6.1%	107	6.1%	110	6.3%	109	6.3%	90	5.5%	81	5.5%	73	4.9%	69	4.9%	71	5.0%	70	5.0%	73	5.1%	72	5.0%	-29.4%
	Supervisor Non-Mid-Management	145	8.3%	156	9.0%	162	9.1%	158	8.9%	154	8.8%	152	8.8%	147	9.0%	140	9.5%	134	9.0%	133	9.5%	139	9.8%	128	9.1%	127	8.9%	128	8.8%	-11.7%
	Non-Manager	1,230	70.7%	1,215	69.9%	1,239	69.4%	1,232	69.8%	1,217	69.5%	1,194	69.3%	1,142	69.8%	1,015	69.1%	1,024	68.9%	964	68.6%	962	67.9%	957	68.3%	967	68.0%	987	68.1%	-19.8%
Total Salaried Total		1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	1,640	100.0%	1,469	100.0%	1,486	100.0%	1,406	100.0%	1,417	100.0%	1,402	100.0%	1,423	100.0%	1,450	100.0%	-16.7%

**Total Hourly Employees
By Race/Ethnicity and Level**

Type	Race/Ethnicity	Level	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019			
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
Hourly	Armenian	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.8%	4	0.8%	4	0.7%	4	0.7%	3	0.6%	4	0.8%	4	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
		Technical/Professional	5	0.9%	4	0.8%	5	1.0%	6	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
		Non-Manager	150	26.9%	139	27.9%	145	30.3%	151	32.8%	164	33.3%	167	32.7%	155	28.1%	148	27.4%	145	27.6%	152	28.6%	141	26.6%	174	32.3%	188	32.3%	187	31.7%	187	31.7%	24.7%	
	Armenian Total			155	27.8%	143	28.7%	150	31.3%	157	34.1%	168	34.1%	171	33.5%	159	28.9%	152	28.1%	148	28.2%	156	29.4%	145	27.4%	174	32.3%	188	32.3%	187	31.7%	20.6%		
	Asian/Pacific Islander	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	1.4%	7	1.4%	6	1.1%	4	0.7%	2	0.4%	2	0.4%	2	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
		Technical/Professional	3	0.5%	4	0.8%	5	1.0%	4	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	-66.7%	
		Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
	Asian/Pacific Islander Total			37	6.6%	31	6.2%	33	6.9%	28	6.1%	34	6.9%	39	7.6%	42	7.6%	46	8.5%	40	7.6%	44	8.3%	48	9.1%	43	8.0%	46	7.9%	52	8.8%	40.5%		
	Black	Technical/Professional	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	N/A	
		Non-Manager	23	4.1%	19	3.8%	21	4.4%	17	3.7%	15	3.0%	19	3.7%	21	3.8%	18	3.3%	20	3.8%	20	3.8%	19	3.6%	20	3.7%	20	3.4%	17	2.9%	17	2.9%	-26.1%	
	Black Total			23	4.1%	20	4.0%	21	4.4%	17	3.7%	15	3.0%	19	3.7%	21	3.8%	18	3.3%	20	3.8%	21	4.0%	20	3.8%	21	3.9%	20	3.4%	17	2.9%	-26.1%		
	Hispanic	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
		Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.4%	3	0.6%	3	0.5%	3	0.6%	3	0.6%	2	0.4%	4	0.8%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	N/A	
		Technical/Professional	4	0.7%	4	0.8%	2	0.4%	1	0.2%	1	0.2%	0	0.0%	2	0.4%	2	0.4%	2	0.4%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	-100.0%	
		Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
	Hispanic Total			151	27.1%	137	27.5%	136	28.4%	121	26.3%	139	28.2%	129	25.2%	147	26.7%	154	28.5%	160	30.5%	154	29.0%	175	33.0%	172	32.0%	192	33.0%	203	34.5%	34.4%		
	Native American/Alaskan	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
		Technical/Professional	2	0.4%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
		Non-Manager	1	0.2%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	2	0.4%	0	0.0%	1	0.2%	1	0.2%	2	0.3%	3	0.5%	3	0.5%	200.0%	
	Native American/Alaskan Total			3	0.5%	1	0.2%	2	0.4%	2	0.4%	1	0.2%	2	0.4%	2	0.4%	2	0.4%	3	0.6%	1	0.2%	2	0.4%	1	0.2%	2	0.3%	3	0.5%	0.0%		
	Not Specified	Non-Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	N/A	
	Not Specified Total			0	0.0%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	N/A																				
	Other	Technical/Professional	1	0.2%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
		Non-Manager	16	2.9%	10	2.0%	6	1.3%	3	0.7%	1	0.2%	3	0.6%	1	0.2%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	3	0.6%	8	1.4%	4	0.7%	-75.0%	
	Other Total			17	3.1%	11	2.2%	7	1.5%	4	0.9%	1	0.2%	3	0.6%	1	0.2%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	3	0.6%	8	1.4%	4	0.7%	-76.5%		
	Two or More	Non-Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	N/A	
	Two or More Total			0	0.0%	1	0.2%	1	0.2%	1	0.2%	N/A																						
White	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	13	2.6%	19	3.7%	20	3.6%	20	3.7%	15	2.9%	15	2.8%	16	3.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A		
	Technical/Professional	24	4.3%	22	4.4%	18	3.8%	19	4.1%	0	0.0%	0	0.0%	3	0.5%	4	0.7%	1	0.2%	2	0.4%	2	0.4%	2	0.4%	2	0.3%	2	0.3%	2	0.3%	-91.7%		
	Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	1	0.2%	2	0.4%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A		
	Non-Manager	143	25.7%	130	26.1%	110	23.0%	111	24.1%	118	23.9%	124	24.3%	150	27.2%	137	25.3%	131	25.0%	134	25.2%	117	22.1%	118	21.9%	121	20.8%	119	20.2%	119	20.2%	-16.8%		
White Total			167	30.0%	152	30.5%	128	26.7%	130	28.3%	132	26.8%	145	28.4%	174	31.6%	163	30.1%	148	28.2%	151	28.4%	135	25.5%	120	22.3%	123	21.1%	121	20.5%	-27.5%			
Hourly Total			557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	525	100.0%	531	100.0%	530	100.0%	538	100.0%	582	100.0%	589	100.0%	5.7%			

**Total Salaried Employees
By Race/Ethnicity and Level**

Type	Race/Ethnicity	Level	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Salaried	Armenian	Executive	3	0.2%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	2	0.1%	3	0.2%	4	0.3%	5	0.3%	5	0.4%	6	0.4%	7	0.5%	7	0.5%	7	0.5%	133.3%		
		Management/Supervisor	9	0.5%	14	0.8%	14	0.8%	15	0.8%	17	1.0%	19	1.1%	26	1.6%	27	1.8%	34	2.3%	32	2.3%	33	2.3%	35	2.5%	40	2.8%	47	3.2%	422.2%		
		Technical/Professional	21	1.2%	20	1.2%	27	1.5%	28	1.6%	30	1.7%	29	1.7%	20	1.2%	22	1.5%	19	1.3%	17	1.2%	20	1.4%	21	1.5%	23	1.6%	22	1.5%	4.8%		
		Supervisor Non-Mid-Management	3	0.2%	8	0.5%	10	0.6%	12	0.7%	10	0.6%	10	0.6%	10	0.6%	10	0.7%	8	0.5%	13	0.9%	12	0.8%	8	0.6%	8	0.6%	4	0.3%	33.3%		
	Non-Manager	100	5.7%	103	5.9%	111	6.2%	114	6.5%	125	7.1%	131	7.6%	131	8.0%	128	8.7%	133	9.0%	132	9.4%	140	9.9%	148	10.6%	144	10.1%	164	11.3%	64.0%			
	Armenian Total			136	7.8%	148	8.5%	165	9.2%	172	9.7%	185	10.6%	191	11.1%	190	11.6%	191	13.0%	199	13.4%	199	14.2%	211	14.9%	219	15.6%	222	15.6%	244	16.8%	79.4%	
	Asian/Pacific Islander	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	0	0.0%	N/A
		Management/Supervisor	26	1.5%	22	1.3%	23	1.3%	23	1.3%	25	1.4%	26	1.5%	24	1.5%	23	1.6%	28	1.9%	30	2.1%	28	2.0%	28	2.0%	30	2.1%	32	2.2%	32	2.2%	23.1%
		Technical/Professional	10	0.6%	12	0.7%	16	0.9%	15	0.8%	16	0.9%	16	0.9%	16	1.0%	13	0.9%	11	0.7%	11	0.8%	12	0.8%	11	0.8%	10	0.7%	9	0.6%	-10.0%		
		Supervisor Non-Mid-Management	11	0.6%	12	0.7%	13	0.7%	12	0.7%	15	0.9%	17	1.0%	17	1.0%	17	1.2%	14	0.9%	11	0.8%	10	0.7%	10	0.7%	11	0.8%	10	0.7%	-9.1%		
	Non-Manager	109	6.3%	112	6.4%	115	6.4%	114	6.5%	114	6.5%	104	6.0%	102	6.2%	92	6.3%	96	6.5%	83	5.9%	85	6.0%	80	5.7%	79	5.6%	88	6.1%	-19.3%			
	Asian/Pacific Islander Total			156	9.0%	158	9.1%	167	9.4%	164	9.3%	170	9.7%	163	9.5%	159	9.7%	145	9.9%	150	10.1%	136	9.7%	136	9.6%	130	9.3%	131	9.2%	139	9.6%	-10.9%	
	Black	Executive	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Management/Supervisor	13	0.7%	13	0.7%	12	0.7%	11	0.6%	11	0.6%	12	0.7%	11	0.7%	8	0.5%	6	0.4%	6	0.4%	7	0.5%	4	0.3%	6	0.4%	7	0.5%	7	0.5%	-46.2%
		Technical/Professional	10	0.6%	9	0.5%	9	0.5%	9	0.5%	10	0.6%	9	0.5%	7	0.4%	7	0.4%	7	0.5%	7	0.5%	8	0.6%	6	0.4%	7	0.5%	5	0.3%	-50.0%		
		Supervisor Non-Mid-Management	7	0.4%	8	0.5%	9	0.5%	9	0.5%	7	0.4%	6	0.3%	4	0.2%	3	0.2%	3	0.2%	4	0.3%	4	0.3%	5	0.4%	3	0.2%	6	0.4%	-14.3%		
	Non-Manager	40	2.3%	37	2.1%	37	2.1%	43	2.4%	42	2.4%	45	2.6%	41	2.5%	35	2.4%	34	2.3%	29	2.1%	34	2.4%	32	2.3%	30	2.1%	33	2.3%	-17.5%			
	Black Total			70	4.0%	67	3.9%	68	3.8%	73	4.1%	71	4.1%	73	4.2%	64	3.9%	54	3.7%	51	3.4%	46	3.3%	53	3.7%	46	3.3%	48	3.4%	51	3.5%	-27.1%	
	Hispanic	Executive	2	0.1%	2	0.1%	1	0.1%	0	0.0%	1	0.1%	3	0.2%	4	0.2%	3	0.2%	4	0.3%	4	0.3%	4	0.3%	3	0.2%	3	0.2%	2	0.1%	0.0%		
		Management/Supervisor	34	2.0%	36	2.1%	38	2.1%	39	2.2%	36	2.1%	35	2.0%	37	2.3%	33	2.2%	33	2.2%	29	2.1%	31	2.2%	38	2.7%	38	2.7%	41	2.8%	20.6%		
		Technical/Professional	13	0.7%	14	0.8%	15	0.8%	16	0.9%	16	0.9%	16	0.9%	9	0.5%	9	0.6%	12	0.8%	12	0.9%	14	1.0%	14	1.0%	14	1.0%	16	1.1%	23.1%		
		Supervisor Non-Mid-Management	17	1.0%	25	1.4%	29	1.6%	29	1.6%	33	1.9%	32	1.9%	33	2.0%	37	2.5%	39	2.6%	36	2.6%	37	2.6%	31	2.2%	30	2.1%	31	2.1%	82.4%		
	Non-Manager	399	22.9%	399	23.0%	410	23.0%	404	22.9%	404	23.1%	405	23.5%	390	23.8%	356	24.2%	364	24.5%	355	25.2%	352	24.8%	359	25.6%	369	25.9%	362	25.0%	-9.3%			
	Hispanic Total			465	26.7%	476	27.4%	493	27.6%	488	27.6%	490	28.0%	491	28.5%	473	28.8%	438	29.8%	452	30.4%	436	31.0%	438	30.9%	445	31.7%	452	31.8%	452	31.2%	-2.8%	
	Native American/Alaskan	Executive	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Management/Supervisor	2	0.1%	2	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	2	0.1%	1	0.1%	1	0.1%	2	0.1%	1	0.1%	1	0.1%	-50.0%		
		Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	N/A		
Non-Manager		10	0.6%	10	0.6%	8	0.4%	8	0.5%	6	0.3%	6	0.3%	6	0.4%	6	0.4%	6	0.4%	5	0.4%	6	0.4%	6	0.4%	5	0.4%	7	0.5%	-30.0%			
Native American/Alaskan Total			12	0.7%	12	0.7%	10	0.6%	10	0.6%	7	0.4%	7	0.4%	7	0.4%	8	0.5%	8	0.5%	6	0.4%	7	0.5%	8	0.6%	7	0.5%	9	0.6%	-25.0%		
Not Specified	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	N/A	
	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%	2	0.1%	1	0.1%	N/A			
	Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	N/A			
	Non-Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	2	0.1%	2	0.1%	N/A			
Not Specified Total			0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.3%	5	0.4%	5	0.3%	N/A		
Other	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
	Management/Supervisor	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	2	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
	Technical/Professional	1	0.1%	1	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0.0%			
	Non-Manager	5	0.3%	6	0.3%	11	0.6%	12	0.7%	6	0.3%	6	0.3%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
Other Total			8	0.5%	9	0.5%	15	0.8%	15	0.8%	9	0.5%	9	0.5%	5	0.3%	4	0.3%	3	0.2%	3	0.2%	3	0.2%	0	0.0%	0	0.0%	1	0.1%	-87.5%		
Two or More		Non-Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	N/A		
Two or More Total			0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	N/A		

Total Employees By Gender and Level

Gender	Level	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Female	Executive	5	0.7%	4	0.6%	4	0.6%	2	0.3%	3	0.4%	3	0.4%	3	0.5%	3	0.5%	3	0.5%	2	0.3%	2	0.3%	3	0.5%	3	0.5%	3	0.5%	-40.0%
	Management/Supervisor	80	11.0%	79	11.3%	79	11.5%	81	12.0%	84	12.4%	85	12.6%	88	13.9%	78	13.3%	85	14.5%	79	13.6%	84	14.4%	80	13.2%	86	13.6%	84	12.8%	5.0%
	Technical/Professional	66	9.1%	67	9.6%	64	9.3%	66	9.8%	55	8.1%	53	7.9%	42	6.7%	43	7.3%	39	6.7%	37	6.4%	36	6.2%	36	5.9%	39	6.2%	43	6.5%	-34.8%
	Supervisor Non-Mid-Management Non-Manager	20	2.7%	27	3.9%	28	4.1%	27	4.0%	29	4.3%	27	4.0%	26	4.1%	24	4.1%	23	3.9%	27	4.6%	26	4.5%	21	3.5%	17	2.7%	15	2.3%	-25.0%
Female Total		728	100.0%	699	100.0%	688	100.0%	676	100.0%	679	100.0%	674	100.0%	631	100.0%	587	100.0%	586	100.0%	582	100.0%	584	100.0%	607	100.0%	632	100.0%	657	100.0%	-9.8%

Gender	Level	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Male	Executive	13	0.8%	14	0.9%	15	1.0%	16	1.0%	15	1.0%	14	0.9%	14	0.9%	14	1.0%	16	1.1%	15	1.1%	16	1.2%	15	1.1%	14	1.0%	14	1.0%	7.7%
	Management/Supervisor	165	10.5%	172	11.2%	177	11.2%	170	11.0%	195	12.5%	199	12.8%	190	12.2%	171	12.0%	175	12.3%	168	12.4%	170	12.5%	150	11.3%	154	11.2%	162	11.7%	-1.8%
	Technical/Professional	75	4.8%	67	4.4%	77	4.9%	73	4.7%	56	3.6%	56	3.6%	53	3.4%	44	3.1%	37	2.6%	36	2.7%	40	2.9%	39	2.9%	37	2.7%	32	2.3%	-57.3%
	Supervisor Non-Mid-Management Non-Manager	125	8.0%	129	8.4%	134	8.5%	131	8.5%	126	8.1%	127	8.1%	122	7.8%	118	8.3%	113	7.9%	108	8.0%	114	8.4%	107	8.0%	110	8.0%	113	8.2%	-9.6%
Male Total		1,191	75.9%	1,155	75.1%	1,173	74.4%	1,160	74.8%	1,173	75.0%	1,163	74.6%	1,181	75.7%	1,076	75.6%	1,084	76.1%	1,028	75.9%	1,023	75.1%	1,022	76.7%	1,058	77.1%	1,061	76.8%	-10.9%

Total	Level	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Executive	18	0.8%	18	0.8%	19	0.8%	18	0.8%	18	0.8%	17	0.8%	17	0.8%	17	0.8%	19	0.9%	17	0.9%	18	0.9%	18	0.9%	17	0.8%	17	0.8%	-5.6%
	Management/Supervisor	245	10.7%	251	11.2%	256	11.3%	251	11.3%	279	12.4%	284	12.7%	278	12.7%	249	12.4%	260	12.9%	247	12.8%	254	13.0%	230	11.9%	240	12.0%	246	12.1%	0.4%
	Technical/Professional	141	6.1%	134	6.0%	141	6.2%	139	6.2%	111	4.9%	109	4.9%	95	4.3%	87	4.3%	76	3.8%	73	3.8%	76	3.9%	75	3.9%	76	3.8%	75	3.7%	-46.8%
	Supervisor Non-Mid-Management Non-Manager	145	6.3%	156	7.0%	162	7.2%	158	7.1%	155	6.9%	154	6.9%	148	6.8%	142	7.1%	136	6.8%	135	7.0%	140	7.2%	128	6.6%	127	6.3%	128	6.3%	-11.7%
Grand Total		2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	2,011	100.0%	1,937	100.0%	1,947	100.0%	1,940	100.0%	2,005	100.0%	2,039	100.0%	-11.2%

Total	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Female	728	31.7%	699	31.3%	688	30.4%	676	30.4%	679	30.3%	674	30.2%	631	28.8%	587	29.2%	586	29.1%	582	30.0%	584	30.0%	607	31.3%	632	31.5%	657	32.2%	-9.8%
	Male	1,569	68.3%	1,537	68.7%	1,576	69.6%	1,550	69.6%	1,565	69.7%	1,559	69.8%	1,560	71.2%	1,423	70.8%	1,425	70.9%	1,355	70.0%	1,363	70.0%	1,333	68.7%	1,373	68.5%	1,382	67.8%	-11.9%
Grand Total		2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	2,011	100.0%	1,937	100.0%	1,947	100.0%	1,940	100.0%	2,005	100.0%	2,039	100.0%	-11.2%

Total Hourly Employees By Gender and Level

Type	Gender	Level	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Female	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	4.4%	14	6.8%	12	6.3%	9	4.8%	6	3.2%	6	2.9%	6	2.9%	1	0.4%	1	0.4%	0	0.0%	N/A
		Technical/Professional	16	6.3%	17	7.4%	10	4.8%	11	5.6%	1	0.5%	0	0.0%	2	1.0%	2	1.1%	1	0.5%	1	0.5%	2	1.0%	2	0.9%	1	0.4%	2	0.8%	-87.5%
		Non-Manager	236	93.7%	212	92.6%	198	95.2%	185	94.4%	192	94.6%	192	92.8%	177	92.7%	176	94.1%	183	96.3%	203	96.7%	197	96.1%	221	98.7%	243	99.2%	251	99.2%	6.4%
		Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.5%	1	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
Female Total			252	100.0%	229	100.0%	208	100.0%	196	100.0%	203	100.0%	207	100.0%	191	100.0%	187	100.0%	190	100.0%	210	100.0%	205	100.0%	224	100.0%	245	100.0%	253	100.0%	0.4%

Type	Gender	Level	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Hourly	Male	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A		
		Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	18	6.2%	20	6.6%	22	6.1%	23	6.5%	18	5.4%	18	5.6%	21	6.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Technical/Professional	23	7.5%	20	7.4%	22	8.1%	21	8.0%	0	0.0%	0	0.0%	3	0.8%	4	1.1%	2	0.6%	3	0.9%	3	0.9%	3	1.0%	2	0.6%	1	0.3%	-95.7%		
		Non-Manager	282	92.5%	250	92.6%	249	91.9%	243	92.0%	272	93.8%	283	93.1%	334	92.8%	324	91.5%	313	93.4%	298	92.8%	300	92.3%	311	99.0%	335	99.4%	335	99.7%	18.8%		
Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.3%	2	0.6%	2	0.6%	2	0.6%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A		
Male Total			305	100.0%	270	100.0%	271	100.0%	264	100.0%	290	100.0%	304	100.0%	360	100.0%	354	100.0%	335	100.0%	321	100.0%	325	100.0%	314	100.0%	337	100.0%	336	100.0%	10.2%		

Type	Level	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Hourly Total	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	27	5.5%	34	6.7%	34	6.2%	32	5.9%	24	4.8%	24	4.5%	27	5.1%	1	0.2%	1	0.2%	0	0.0%	N/A	
	Technical/Professional	39	7.0%	37	7.4%	32	6.7%	32	7.0%	1	0.2%	0	0.0%	5	0.9%	6	1.1%	3	0.6%	4	0.8%	5	0.9%	5	0.9%	3	0.5%	3	0.5%	-92.3%	
	Non-Manager	518	93.0%	462	92.6%	447	93.3%	428	93.0%	464	94.1%	475	93.0%	511	92.7%	500	92.4%	496	94.5%	501	94.4%	497	93.8%	532	98.9%	578	99.3%	586	99.5%	13.1%	
Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	1	0.2%	2	0.4%	2	0.4%	2	0.4%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	N/A		
Hourly Total			557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	525	100.0%	531	100.0%	530	100.0%	538	100.0%	582	100.0%	589	100.0%	5.7%

Total Salaried Employees By Gender and Level

Type	Gender	Level	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	Executive	5	1.1%	4	0.9%	4	0.8%	2	0.4%	3	0.6%	3	0.6%	3	0.7%	3	0.8%	3	0.8%	2	0.5%	2	0.5%	3	0.8%	3	0.8%	3	0.7%	-40.0%
		Management/Supervisor	80	16.8%	79	16.8%	79	16.5%	81	16.9%	75	15.8%	71	15.2%	76	17.3%	69	17.3%	79	19.9%	73	19.6%	78	20.6%	79	20.6%	85	22.0%	84	20.8%	5.0%
		Technical/Professional	50	10.5%	50	10.6%	54	11.3%	55	11.5%	54	11.3%	53	11.3%	40	9.1%	41	10.3%	38	9.6%	36	9.7%	34	9.0%	34	8.9%	38	9.8%	41	10.1%	-18.0%
		Supervisor Non-Mid-Management	20	4.2%	27	5.7%	28	5.8%	27	5.6%	28	5.9%	26	5.6%	26	5.9%	24	6.0%	23	5.8%	27	7.3%	26	6.9%	21	5.5%	17	4.4%	15	3.7%	-25.0%
		Non-Manager	321	67.4%	310	66.0%	315	65.6%	315	65.6%	316	66.4%	314	67.2%	295	67.0%	263	65.8%	253	63.9%	234	62.9%	239	63.1%	246	64.2%	244	63.0%	261	64.6%	-18.7%
Female Total			476	100.0%	470	100.0%	480	100.0%	480	100.0%	476	100.0%	467	100.0%	440	100.0%	400	100.0%	396	100.0%	372	100.0%	379	100.0%	383	100.0%	387	100.0%	404	100.0%	-15.1%

Type	Gender	Level	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Male	Executive	13	1.0%	14	1.1%	15	1.1%	16	1.2%	15	1.2%	14	1.1%	14	1.2%	13	1.2%	16	1.5%	15	1.5%	16	1.5%	15	1.5%	14	1.4%	14	1.3%	7.7%
		Management/Supervisor	165	13.1%	172	13.6%	177	13.6%	170	13.2%	177	13.9%	179	14.3%	168	14.0%	148	13.8%	157	14.4%	150	14.5%	149	14.4%	150	14.7%	154	14.9%	162	15.5%	-1.8%
		Technical/Professional	52	4.1%	47	3.7%	55	4.2%	52	4.0%	56	4.4%	56	4.5%	50	4.2%	40	3.7%	35	3.2%	33	3.2%	37	3.6%	36	3.5%	35	3.4%	31	3.0%	-40.4%
		Supervisor Non-Mid-Management	125	9.9%	129	10.2%	134	10.3%	131	10.2%	126	9.9%	126	10.0%	121	10.1%	116	10.9%	111	10.2%	106	10.3%	113	10.9%	107	10.5%	110	10.6%	113	10.8%	-9.6%
		Non-Manager	909	71.9%	905	71.4%	924	70.8%	917	71.3%	901	70.7%	880	70.1%	847	70.6%	752	70.3%	771	70.7%	730	70.6%	723	69.7%	711	69.8%	723	69.8%	726	69.4%	-20.1%
Male Total			1,264	100.0%	1,267	100.0%	1,305	100.0%	1,286	100.0%	1,275	100.0%	1,255	100.0%	1,200	100.0%	1,069	100.0%	1,090	100.0%	1,034	100.0%	1,038	100.0%	1,019	100.0%	1,036	100.0%	1,046	100.0%	-17.2%

Type	Level	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried Total	Executive	18	1.0%	18	1.0%	19	1.1%	18	1.0%	18	1.0%	17	1.0%	17	1.0%	16	1.1%	19	1.3%	17	1.2%	18	1.3%	18	1.3%	17	1.2%	17	1.2%	-5.6%
	Management/Supervisor	245	14.1%	251	14.5%	256	14.3%	251	14.2%	252	14.4%	250	14.5%	244	14.9%	217	14.8%	236	15.9%	223	15.9%	227	16.0%	229	16.3%	239	16.8%	246	17.0%	0.4%
	Technical/Professional	102	5.9%	97	5.6%	109	6.1%	107	6.1%	110	6.3%	109	6.3%	90	5.5%	81	5.5%	73	4.9%	69	4.9%	71	5.0%	70	5.0%	73	5.1%	72	5.0%	-29.4%
	Supervisor Non-Mid-Management	145	8.3%	156	9.0%	162	9.1%	158	8.9%	154	8.8%	152	8.8%	147	9.0%	140	9.5%	134	9.0%	133	9.5%	139	9.8%	128	9.1%	127	8.9%	128	8.8%	-11.7%
	Non-Manager	1,230	70.7%	1,215	69.9%	1,239	69.4%	1,232	69.8%	1,217	69.5%	1,194	69.3%	1,142	69.6%	1,015	69.1%	1,024	68.9%	964	68.6%	962	67.9%	957	68.3%	967	68.0%	987	68.1%	-19.8%
Salaried Total		1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	1,640	100.0%	1,469	100.0%	1,486	100.0%	1,406	100.0%	1,417	100.0%	1,402	100.0%	1,423	100.0%	1,450	100.0%	-16.7%

Total Employees By Gender and Race/Ethnicity

	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Female	728	31.7%	699	31.3%	688	30.4%	676	30.4%	679	30.3%	674	30.2%	631	28.8%	587	29.2%	586	29.1%	582	30.0%	584	30.0%	607	31.3%	632	31.5%	657	32.2%	-9.8%
	Male	1,569	68.3%	1,537	68.7%	1,576	69.6%	1,550	69.6%	1,565	69.7%	1,559	69.8%	1,560	71.2%	1,423	70.8%	1,425	70.9%	1,355	70.0%	1,363	70.0%	1,333	68.7%	1,373	68.5%	1,382	67.8%	-11.9%
Grand Total		2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	2,011	100.0%	1,937	100.0%	1,947	100.0%	1,940	100.0%	2,005	100.0%	2,039	100.0%	-11.2%

	Gender	Race/Ethnicity	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Female	Armenian	158	6.9%	154	6.9%	160	7.1%	167	7.5%	174	7.8%	177	7.9%	171	7.8%	171	8.5%	180	9.0%	187	9.7%	182	9.3%	201	10.4%	211	10.5%	226	11.1%	43.0%
		Asian/Pacific Islander	71	3.1%	65	2.9%	64	2.8%	62	2.8%	68	3.0%	62	2.8%	60	2.7%	57	2.8%	58	2.9%	52	2.7%	57	2.9%	52	2.7%	54	2.7%	61	3.0%	-14.1%
		Black	23	1.0%	20	0.9%	20	0.9%	22	1.0%	24	1.1%	28	1.3%	23	1.0%	19	0.9%	17	0.8%	16	0.8%	18	0.9%	17	0.9%	16	0.8%	17	0.8%	-26.1%
		Hispanic	173	7.5%	177	7.9%	179	7.9%	164	7.4%	169	7.5%	167	7.5%	156	7.1%	146	7.3%	141	7.0%	137	7.1%	147	7.6%	161	8.3%	168	8.4%	178	8.7%	2.9%
		Native American/Alaskan	5	0.2%	3	0.1%	3	0.1%	3	0.1%	2	0.1%	3	0.1%	3	0.1%	3	0.1%	4	0.2%	2	0.1%	3	0.2%	2	0.1%	2	0.1%	2	0.1%	-60.0%
		Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%	3	0.1%	3	0.1%	N/A
		Other	9	0.4%	10	0.4%	10	0.4%	7	0.3%	5	0.2%	6	0.3%	3	0.1%	3	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	5	0.2%	2	0.1%	-77.8%
		Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.0%	1	0.0%	N/A
	White	289	12.6%	270	12.1%	252	11.1%	251	11.3%	237	10.6%	231	10.3%	215	9.8%	188	9.4%	184	9.1%	186	9.6%	175	9.0%	169	8.7%	172	8.6%	167	8.2%	-42.2%	
	Female Total		728	31.7%	699	31.3%	688	30.4%	676	30.4%	679	30.3%	674	30.2%	631	28.8%	587	29.2%	586	29.1%	582	30.0%	584	30.0%	607	31.3%	632	31.5%	657	32.2%	-9.8%
	Male	Armenian	133	5.8%	137	6.1%	155	6.8%	162	7.3%	179	8.0%	185	8.3%	178	8.1%	172	8.6%	167	8.3%	168	8.7%	174	8.9%	192	9.9%	199	9.9%	205	10.1%	54.1%
		Asian/Pacific Islander	122	5.3%	124	5.5%	136	6.0%	130	5.8%	136	6.1%	140	6.3%	141	6.4%	134	6.7%	132	6.6%	128	6.6%	127	6.5%	121	6.2%	123	6.1%	130	6.4%	6.6%
		Black	70	3.0%	67	3.0%	69	3.0%	68	3.1%	62	2.8%	64	2.9%	62	2.8%	53	2.6%	54	2.7%	51	2.6%	55	2.8%	50	2.6%	52	2.6%	51	2.5%	-27.1%
		Hispanic	447	19.5%	440	19.7%	452	20.0%	446	20.0%	463	20.6%	456	20.4%	469	21.4%	452	22.5%	476	23.7%	457	23.6%	471	24.2%	458	23.6%	477	23.8%	477	23.4%	6.7%
		Native American/Alaskan	10	0.4%	10	0.4%	9	0.4%	9	0.4%	6	0.3%	6	0.3%	6	0.3%	7	0.3%	7	0.3%	5	0.3%	6	0.3%	7	0.4%	7	0.3%	10	0.5%	0.0%
		Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.2%	3	0.1%	3	0.1%	N/A
		Other	16	0.7%	10	0.4%	12	0.5%	12	0.5%	5	0.2%	6	0.3%	3	0.1%	1	0.0%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	3	0.1%	3	0.1%	-81.3%
Two or More		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.0%	1	0.0%	N/A	
White	771	33.6%	749	33.5%	743	32.8%	723	32.5%	714	31.8%	702	31.4%	701	32.0%	604	30.0%	587	29.2%	545	28.1%	529	27.2%	500	25.8%	508	25.3%	502	24.6%	-34.9%		
Male Total		1,569	68.3%	1,537	68.7%	1,576	69.6%	1,550	69.6%	1,565	69.7%	1,559	69.8%	1,560	71.2%	1,423	70.8%	1,425	70.9%	1,355	70.0%	1,363	70.0%	1,333	68.7%	1,373	68.5%	1,382	67.8%	-11.9%	
Grand Total		2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	2,011	100.0%	1,937	100.0%	1,947	100.0%	1,940	100.0%	2,005	100.0%	2,039	100.0%	-11.2%	

Total Hourly Employees By Gender and Race/Ethnicity

Type	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Hourly	Female	252	45.2%	229	45.9%	208	43.4%	196	42.6%	203	41.2%	207	40.5%	191	34.7%	187	34.6%	190	36.2%	210	39.5%	205	38.7%	224	41.6%	245	42.1%	253	43.0%	0.4%
	Male	305	54.8%	270	54.1%	271	56.6%	264	57.4%	290	58.8%	304	59.5%	360	65.3%	354	65.4%	335	63.8%	321	60.5%	325	61.3%	314	58.4%	337	57.9%	336	57.0%	10.2%
Hourly Total		557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	525	100.0%	531	100.0%	530	100.0%	538	100.0%	582	100.0%	589	100.0%	5.7%

Type	Gender	Race/Ethnicity	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
Hourly	Female	Armenian	83	14.9%	76	15.2%	75	15.7%	78	17.0%	76	15.4%	80	15.7%	74	13.4%	70	12.9%	75	14.3%	82	15.4%	71	13.4%	85	15.8%	96	16.5%	100	17.0%	20.5%	
		Asian/Pacific Islander	18	3.2%	13	2.6%	10	2.1%	8	1.7%	10	2.0%	11	2.2%	11	2.0%	13	2.4%	12	2.3%	13	2.4%	19	3.6%	15	2.8%	17	2.9%	17	2.9%	-5.6%	
		Black	5	0.9%	5	1.0%	4	0.8%	4	0.9%	6	1.2%	9	1.8%	7	1.3%	7	1.3%	8	1.5%	7	1.3%	7	1.3%	8	1.5%	5	0.9%	4	0.7%	-20.0%	
		Hispanic	56	10.1%	57	11.4%	56	11.7%	45	9.8%	49	9.9%	42	8.2%	43	7.8%	44	8.1%	40	7.6%	42	7.9%	48	9.1%	57	10.6%	62	10.7%	71	12.1%	26.8%	
		Native American/Alaskan	2	0.4%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	1	0.2%	2	0.4%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
		Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	N/A	
		Other	5	0.9%	4	0.8%	3	0.6%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.4%	5	0.9%	2	0.3%	-60.0%	
		White	83	14.9%	74	14.8%	59	12.3%	60	13.0%	62	12.6%	63	12.3%	55	10.0%	52	9.6%	53	10.1%	66	12.4%	59	11.1%	57	10.6%	59	10.1%	58	9.8%	-30.1%	
	Female Total		252	45.2%	229	45.9%	208	43.4%	196	42.6%	203	41.2%	207	40.5%	191	34.7%	187	34.6%	190	36.2%	210	39.5%	205	38.7%	224	41.6%	245	42.1%	253	43.0%	0.4%	
	Male	Armenian	72	12.9%	67	13.4%	75	15.7%	79	17.2%	92	18.7%	91	17.8%	85	15.4%	82	15.2%	73	13.9%	74	13.9%	74	14.0%	89	16.5%	92	15.8%	87	14.8%	20.8%	
		Asian/Pacific Islander	19	3.4%	18	3.6%	23	4.8%	20	4.3%	24	4.9%	28	5.5%	31	5.6%	33	6.1%	28	5.3%	31	5.8%	29	5.5%	28	5.2%	29	5.0%	35	5.9%	84.2%	
		Black	18	3.2%	15	3.0%	17	3.5%	13	2.8%	9	1.8%	10	2.0%	14	2.5%	11	2.0%	12	2.3%	14	2.6%	13	2.5%	13	2.4%	15	2.6%	13	2.2%	-27.8%	
		Hispanic	99	17.8%	84	16.8%	82	17.1%	77	16.7%	93	18.9%	90	17.6%	109	19.8%	116	21.4%	125	23.8%	116	21.8%	132	24.9%	117	21.7%	131	22.5%	132	22.4%	33.3%	
		Native American/Alaskan	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	2	0.3%	3	0.5%	200.0%	
		Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	N/A	
		Other	12	2.2%	7	1.4%	4	0.8%	4	0.9%	1	0.2%	2	0.4%	1	0.2%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	1	0.2%	3	0.5%	2	0.3%	-83.3%	
		Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	N/A	
		White	84	15.1%	78	15.6%	69	14.4%	70	15.2%	70	14.2%	82	16.0%	119	21.6%	111	20.5%	95	18.1%	85	16.0%	76	14.3%	63	11.7%	64	11.0%	63	10.7%	-25.0%	
		Male Total		305	54.8%	270	54.1%	271	56.6%	264	57.4%	290	58.8%	304	59.5%	360	65.3%	354	65.4%	335	63.8%	321	60.5%	325	61.3%	314	58.4%	337	57.9%	336	57.0%	10.2%
		Hourly Total		557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	525	100.0%	531	100.0%	530	100.0%	538	100.0%	582	100.0%	589	100.0%	5.7%

Total Salaried Employees By Gender and Race/Ethnicity

Type	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Salaried	Female	476	27.4%	470	27.1%	480	26.9%	480	27.2%	476	27.2%	467	27.1%	440	26.8%	400	27.2%	396	26.6%	372	26.5%	379	26.7%	383	27.3%	387	27.2%	404	27.9%	-15.1%
	Male	1,264	72.6%	1,267	72.9%	1,305	73.1%	1,286	72.8%	1,275	72.8%	1,255	72.9%	1,200	73.2%	1,069	72.8%	1,090	73.4%	1,034	73.5%	1,038	73.3%	1,019	72.7%	1,036	72.8%	1,046	72.1%	-17.2%
Salaried Total		1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	1,640	100.0%	1,469	100.0%	1,486	100.0%	1,406	100.0%	1,417	100.0%	1,402	100.0%	1,423	100.0%	1,450	100.0%	-16.7%

Type	Gender	Race/Ethnicity	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
Salaried	Female	Armenian	75	4.3%	78	4.5%	85	4.8%	89	5.0%	98	5.6%	97	5.6%	97	5.9%	101	6.9%	105	7.1%	105	7.5%	111	7.8%	116	8.3%	115	8.1%	126	8.7%	68.0%	
		Asian/Pacific Islander	53	3.0%	52	3.0%	54	3.0%	54	3.1%	58	3.3%	51	3.0%	49	3.0%	44	3.0%	46	3.1%	39	2.8%	38	2.7%	37	2.6%	37	2.6%	44	3.0%	-17.0%	
		Black	18	1.0%	15	0.9%	16	0.9%	18	1.0%	18	1.0%	19	1.1%	16	1.0%	12	0.8%	9	0.6%	9	0.6%	11	0.8%	9	0.6%	11	0.8%	13	0.9%	-27.8%	
		Hispanic	117	6.7%	120	6.9%	123	6.9%	119	6.7%	120	6.9%	125	7.3%	113	6.9%	102	6.9%	101	6.8%	95	6.8%	99	7.0%	104	7.4%	106	7.4%	107	7.4%	-8.5%	
		Native American/Alaskan	3	0.2%	3	0.2%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	-33.3%	
		Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%	2	0.1%	N/A	
		Other	4	0.2%	6	0.3%	7	0.4%	7	0.4%	5	0.3%	5	0.3%	3	0.2%	3	0.2%	2	0.1%	2	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
		Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	N/A	
		White	206	11.8%	196	11.3%	193	10.8%	191	10.8%	175	10.0%	168	9.8%	160	9.8%	136	9.3%	131	8.8%	120	8.5%	116	8.2%	112	8.0%	113	7.9%	109	7.5%	-47.1%	
		Female Total		476	27.4%	470	27.1%	480	26.9%	480	27.2%	476	27.2%	467	27.1%	440	26.8%	400	27.2%	396	26.6%	372	26.5%	379	26.7%	383	27.3%	387	27.2%	404	27.9%	-15.1%
	Male	Armenian	61	3.5%	70	4.0%	80	4.5%	83	4.7%	87	5.0%	94	5.5%	93	5.7%	90	6.1%	94	6.3%	94	6.7%	100	7.1%	103	7.3%	107	7.5%	118	8.1%	93.4%	
		Asian/Pacific Islander	103	5.9%	106	6.1%	113	6.3%	110	6.2%	112	6.4%	112	6.5%	110	6.7%	101	6.9%	104	7.0%	97	6.9%	98	6.9%	93	6.6%	94	6.6%	95	6.6%	-7.8%	
		Black	52	3.0%	52	3.0%	52	2.9%	55	3.1%	53	3.0%	54	3.1%	48	2.9%	42	2.9%	42	2.8%	37	2.6%	42	3.0%	37	2.6%	38	2.6%	38	2.6%	-26.9%	
		Hispanic	348	20.0%	356	20.5%	370	20.7%	369	20.9%	370	21.1%	366	21.3%	360	22.0%	336	22.9%	351	23.6%	341	24.3%	339	23.9%	341	24.3%	346	24.3%	345	23.8%	-0.9%	
		Native American/Alaskan	9	0.5%	9	0.5%	8	0.4%	8	0.5%	5	0.3%	5	0.3%	5	0.3%	6	0.4%	6	0.4%	4	0.3%	5	0.4%	6	0.4%	5	0.4%	7	0.5%	-22.2%	
		Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%	3	0.2%	3	0.2%	N/A	
		Other	4	0.2%	3	0.2%	8	0.4%	8	0.5%	4	0.2%	4	0.2%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	1	0.1%	-75.0%	
		White	687	39.5%	671	38.6%	674	37.8%	653	37.0%	644	36.8%	620	36.0%	582	35.5%	493	33.6%	492	33.1%	460	32.7%	453	32.0%	437	31.2%	444	31.2%	439	30.3%	-36.1%	
		Male Total		1,264	72.6%	1,267	72.9%	1,305	73.1%	1,286	72.8%	1,275	72.8%	1,255	72.9%	1,200	73.2%	1,069	72.8%	1,090	73.4%	1,034	73.5%	1,038	73.3%	1,019	72.7%	1,036	72.8%	1,046	72.1%	-17.2%
		Salaried Total		1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	1,640	100.0%	1,469	100.0%	1,486	100.0%	1,406	100.0%	1,417	100.0%	1,402	100.0%	1,423	100.0%	1,450	100.0%	-16.7%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Administrative Services	Hourly	Armenian	8	15.1%	8	15.4%	5	9.3%	3	7.5%	1	2.2%	1	2.2%	1	2.1%	1	2.4%	2	5.4%	5	11.6%	1	2.2%	3	7.7%	0	0.0%	0	0.0%	-100.0%		
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.4%	1	2.7%	1	2.3%	1	2.2%	0	0.0%	0	0.0%	1	2.6%	N/A		
		Hispanic	2	3.8%	2	3.8%	4	7.4%	1	2.5%	3	6.7%	3	6.7%	2	4.3%	1	2.4%	1	2.7%	2	4.7%	2	4.3%	1	2.6%	0	0.0%	0	0.0%	-100.0%		
		White	0	0.0%	1	1.9%	1	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	4.8%	1	2.7%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Hourly Total	10	18.9%	11	21.2%	10	18.5%	4	10.0%	4	8.9%	4	8.9%	3	6.4%	5	11.9%	5	13.5%	9	20.9%	4	8.7%	4	10.3%	0	0.0%	1	2.6%	-90.0%		
	Salaried	Armenian	4	7.5%	5	9.6%	4	7.4%	5	12.5%	6	13.3%	7	15.6%	7	14.9%	8	19.0%	9	24.3%	9	20.9%	13	28.3%	14	35.9%	12	36.4%	12	30.8%	200.0%		
		Asian/Pacific Islander	13	24.5%	11	21.2%	13	24.1%	12	30.0%	14	31.1%	13	28.9%	14	29.8%	11	26.2%	8	21.6%	11	25.6%	13	28.3%	9	23.1%	10	30.3%	13	33.3%	0.0%		
		Black	0	0.0%	0	0.0%	1	1.9%	1	2.5%	1	2.2%	1	2.2%	1	2.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Hispanic	8	15.1%	8	15.4%	8	14.8%	5	12.5%	9	20.0%	9	20.0%	9	19.1%	8	19.0%	8	21.6%	6	14.0%	8	17.4%	5	12.8%	6	18.2%	7	17.9%	-12.5%		
		Other	0	0.0%	0	0.0%	1	1.9%	1	2.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	1	2.2%	0	0.0%	0	0.0%	1	2.6%	N/A		
		White	18	34.0%	17	32.7%	17	31.5%	12	30.0%	11	24.4%	11	24.4%	13	27.7%	10	23.8%	7	18.9%	7	16.3%	7	15.2%	6	15.4%	4	12.1%	4	10.3%	-77.8%		
		Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.6%	1	3.0%	1	2.6%	N/A		
		Salaried Total	43	81.1%	41	78.8%	44	81.5%	36	90.0%	41	91.1%	41	91.1%	44	93.6%	37	88.1%	32	86.5%	34	79.1%	42	91.3%	35	89.7%	33	100.0%	38	97.4%	-11.6%		

Department	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Armenian	12	22.6%	13	25.0%	9	16.7%	8	20.0%	7	15.6%	8	17.8%	8	17.0%	9	21.4%	11	29.7%	14	32.6%	14	30.4%	17	43.6%	12	36.4%	12	30.8%	0.0%		
	Asian/Pacific Islander	13	24.5%	11	21.2%	13	24.1%	12	30.0%	14	31.1%	13	28.9%	14	29.8%	12	28.6%	9	24.3%	12	27.9%	14	30.4%	9	23.1%	10	30.3%	14	35.9%	7.7%		
	Black	0	0.0%	0	0.0%	1	1.9%	1	2.5%	1	2.2%	1	2.2%	1	2.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Hispanic	10	18.9%	10	19.2%	12	22.2%	6	15.0%	12	26.7%	12	26.7%	11	23.4%	9	21.4%	9	24.3%	8	18.6%	10	21.7%	6	15.4%	6	18.2%	7	17.9%	-30.0%		
	Other	0	0.0%	0	0.0%	1	1.9%	1	2.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	1	2.2%	0	0.0%	0	0.0%	1	2.6%	N/A		
	White	18	34.0%	18	34.6%	18	33.3%	12	30.0%	11	24.4%	11	24.4%	13	27.7%	12	28.6%	8	21.6%	8	18.6%	7	15.2%	6	15.4%	4	12.1%	4	10.3%	-77.8%		
	Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.6%	1	3.0%	1	2.6%	N/A		
	Total	53	100.0%	52	100.0%	54	100.0%	40	100.0%	45	100.0%	45	100.0%	47	100.0%	42	100.0%	37	100.0%	43	100.0%	46	100.0%	39	100.0%	33	100.0%	39	100.0%	-26.4%		

Effective 2/16/15, the Internal Audit function moved from the Management Services Department to the Administrative Services Department.

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
City Attorney	Hourly	Armenian	1	4.3%	0	0.0%	0	0.0%	0	0.0%	2	8.0%	2	8.7%	0	0.0%	0	0.0%	1	5.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.6%	N/A
		Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	1	4.3%	2	10.5%	2	10.5%	1	5.3%	2	10.0%	2	10.5%	1	5.6%	0	0.0%	1	5.6%	N/A
		Hourly Total	1	4.3%	0	0.0%	0	0.0%	0	0.0%	4	16.0%	3	13.0%	2	10.5%	2	10.5%	2	10.5%	2	10.5%	2	10.0%	2	10.5%	1	5.6%	0	0.0%	2	11.1%	100.0%
	Salaried	Armenian	2	8.7%	2	10.0%	3	14.3%	4	19.0%	4	16.0%	4	17.4%	4	21.1%	4	21.1%	4	21.1%	4	20.0%	4	20.0%	4	21.1%	4	22.2%	4	23.5%	4	22.2%	100.0%
		Asian/Pacific Islander	1	4.3%	1	5.0%	1	4.8%	1	4.8%	1	4.0%	1	4.3%	2	10.5%	2	10.5%	2	10.5%	2	10.0%	2	10.5%	2	11.1%	1	5.9%	1	5.6%	0.0%		
		Black	2	8.7%	2	10.0%	2	9.5%	2	9.5%	2	8.0%	2	8.7%	1	5.3%	1	5.3%	1	5.3%	1	5.0%	1	5.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	4	17.4%	4	20.0%	5	23.8%	5	23.8%	5	20.0%	5	21.7%	3	15.8%	3	15.8%	3	15.8%	4	20.0%	4	21.1%	4	22.2%	4	23.5%	5	27.8%	25.0%		
		White	13	56.5%	11	55.0%	10	47.6%	9	42.9%	9	36.0%	8	34.8%	7	36.8%	7	36.8%	7	36.8%	7	35.0%	6	31.6%	7	38.9%	8	47.1%	6	33.3%	6	33.3%	-53.8%
	Salaried Total	22	95.7%	20	100.0%	21	100.0%	21	100.0%	21	84.0%	20	87.0%	17	89.5%	17	89.5%	17	89.5%	18	90.0%	17	89.5%	17	94.4%	17	100.0%	16	88.9%	16	88.9%	-27.3%	

Department	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Armenian	3	13.0%	2	10.0%	3	14.3%	4	19.0%	6	24.0%	6	26.1%	4	21.1%	4	21.1%	5	26.3%	4	20.0%	4	21.1%	4	22.2%	4	23.5%	4	22.2%	4	22.2%	33.3%
	Asian/Pacific Islander	1	4.3%	1	5.0%	1	4.8%	1	4.8%	1	4.0%	1	4.3%	2	10.5%	2	10.5%	2	10.5%	2	10.0%	2	10.5%	2	11.1%	1	5.9%	2	11.1%	1	5.6%	100.0%
	Black	2	8.7%	2	10.0%	2	9.5%	2	9.5%	2	8.0%	2	8.7%	1	5.3%	1	5.3%	1	5.3%	1	5.0%	1	5.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Hispanic	4	17.4%	4	20.0%	5	23.8%	5	23.8%	5	24.0%	5	21.7%	3	15.8%	3	15.8%	3	15.8%	4	20.0%	4	21.1%	4	22.2%	4	23.5%	5	27.8%	4	22.2%	25.0%
	White	13	56.5%	11	55.0%	10	47.6%	9	42.9%	10	40.0%	9	39.1%	9	47.4%	9	47.4%	8	42.1%	8	42.1%	9	45.0%	8	44.4%	8	47.1%	7	38.9%	8	44.4%	-46.2%
Total	23	100.0%	20	100.0%	21	100.0%	21	100.0%	25	100.0%	23	100.0%	19	100.0%	19	100.0%	19	100.0%	20	100.0%	19	100.0%	19	100.0%	18	100.0%	17	100.0%	18	100.0%	-21.7%	

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Clerk	Hourly	Armenian	1	7.7%	1	7.7%	1	9.1%	2	11.8%	1	8.3%	4	23.5%	2	20.0%	2	18.2%	1	12.5%	3	27.3%	0	0.0%	2	18.2%	1	16.7%	2	22.2%	100.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	9.1%	0	0.0%	1	11.1%	N/A
		Hispanic	0	0.0%	0	0.0%	0	0.0%	1	5.9%	1	8.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	14.3%	1	9.1%	0	0.0%	0	0.0%	N/A
		White	1	7.7%	1	7.7%	0	0.0%	4	23.5%	0	0.0%	2	11.8%	0	0.0%	2	18.2%	1	12.5%	3	27.3%	0	0.0%	2	18.2%	0	0.0%	0	0.0%	-100.0%
	Hourly Total		2	15.4%	2	15.4%	1	9.1%	7	41.2%	2	16.7%	7	41.2%	2	20.0%	4	36.4%	2	25.0%	6	54.5%	1	14.3%	6	54.5%	1	16.7%	3	33.3%	-50.0%
	Salaried	Armenian	2	15.4%	2	15.4%	2	18.2%	2	11.8%	2	16.7%	2	11.8%	2	20.0%	2	18.2%	2	25.0%	2	18.2%	3	42.9%	3	27.3%	3	50.0%	4	44.4%	100.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	5.9%	1	8.3%	1	5.9%	1	10.0%	1	9.1%	1	12.5%	1	9.1%	1	14.3%	1	9.1%	1	16.7%	1	11.1%	N/A
		Black	1	7.7%	1	7.7%	1	9.1%	1	5.9%	1	8.3%	1	5.9%	1	10.0%	1	9.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	5	38.5%	5	38.5%	4	36.4%	3	17.6%	4	33.3%	4	23.5%	2	20.0%	1	9.1%	1	12.5%	1	9.1%	1	14.3%	1	9.1%	1	16.7%	1	11.1%	-80.0%
White		3	23.1%	3	23.1%	3	27.3%	3	17.6%	2	16.7%	2	11.8%	2	20.0%	2	18.2%	2	25.0%	1	9.1%	1	14.3%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
Salaried Total		11	84.6%	11	84.6%	10	90.9%	10	58.8%	10	83.3%	10	58.8%	8	80.0%	7	63.6%	6	75.0%	5	45.5%	6	85.7%	5	45.5%	5	83.3%	6	66.7%	-45.5%	

Department	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Armenian	3	23.1%	3	23.1%	3	27.3%	4	23.5%	3	25.0%	6	35.3%	4	40.0%	4	36.4%	3	37.5%	5	45.5%	3	42.9%	5	45.5%	4	66.7%	6	66.7%	100.0%
	Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	5.9%	1	8.3%	2	11.8%	1	10.0%	1	9.1%	1	12.5%	1	9.1%	1	14.3%	1	9.1%	1	16.7%	1	11.1%	N/A
	Black	1	7.7%	1	7.7%	1	9.1%	1	5.9%	1	8.3%	1	5.9%	1	10.0%	1	9.1%	0	0.0%	0	0.0%	0	0.0%	1	9.1%	0	0.0%	1	11.1%	0.0%
	Hispanic	5	38.5%	5	38.5%	4	36.4%	4	23.5%	5	41.7%	4	23.5%	2	20.0%	1	9.1%	1	12.5%	1	9.1%	2	28.6%	2	18.2%	1	16.7%	1	11.1%	-80.0%
	White	4	30.8%	4	30.8%	3	27.3%	7	41.2%	2	16.7%	4	23.5%	2	20.0%	4	36.4%	3	37.5%	4	36.4%	1	14.3%	2	18.2%	0	0.0%	0	0.0%	-100.0%
Total		13	100.0%	13	100.0%	11	100.0%	17	100.0%	12	100.0%	17	100.0%	10	100.0%	11	100.0%	8	100.0%	11	100.0%	7	100.0%	11	100.0%	6	100.0%	9	100.0%	-30.8%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019			
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
City Treasurer	Hourly	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
		Hourly Total	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%																				
	Salaried	Armenian	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	2	28.6%	1	20.0%	2	40.0%	2	40.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	N/A	
		Asian/Pacific Islander	2	40.0%	2	40.0%	1	20.0%	2	40.0%	2	50.0%	2	40.0%	2	28.6%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	-50.0%	
		Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	1	14.3%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	N/A	
		White	3	60.0%	3	60.0%	3	60.0%	3	60.0%	2	50.0%	2	40.0%	2	28.6%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
	Salaried Total	5	100.0%	5	100.0%	5	100.0%	5	100.0%	4	100.0%	5	100.0%	7	100.0%	4	80.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	0.0%		

Department	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Armenian	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	2	28.6%	2	40.0%	2	40.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	N/A		
	Asian/Pacific Islander	2	40.0%	2	40.0%	1	20.0%	2	40.0%	2	50.0%	2	40.0%	2	28.6%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	-50.0%
	Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	1	14.3%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	N/A
	White	3	60.0%	3	60.0%	3	60.0%	3	60.0%	2	50.0%	2	40.0%	2	28.6%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
Total		5	100.0%	5	100.0%	5	100.0%	5	100.0%	4	100.0%	5	100.0%	7	100.0%	5	100.0%	0.0%														

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2011 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Development	Hourly	Armenian	5	3.5%	5	4.0%	10	8.7%	10	7.9%	13	10.2%	14	10.2%	15	10.9%	12	9.0%	13	9.6%	160.0%
		Asian/Pacific Islander	1	0.7%	2	1.6%	2	1.7%	2	1.6%	1	0.8%	2	1.5%	2	1.5%	0	0.0%	0	0.0%	-100.0%
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	N/A
		Hispanic	3	2.1%	2	1.6%	4	3.5%	3	2.4%	1	0.8%	6	4.4%	7	5.1%	7	5.3%	5	3.7%	66.7%
		Native American/Alaskan	1	0.7%	1	0.8%	1	0.9%	1	0.8%	1	0.8%	1	0.7%	1	0.7%	1	0.8%	1	0.7%	0.0%
		White	7	4.9%	8	6.4%	5	4.3%	7	5.5%	10	7.8%	7	5.1%	3	2.2%	2	1.5%	2	1.5%	-71.4%
	Hourly Total		17	12.0%	18	14.4%	22	19.1%	23	18.1%	26	20.3%	30	21.9%	28	20.4%	25	18.8%	21	15.6%	23.5%
	Salaried	Armenian	25	17.6%	19	15.2%	20	17.4%	24	18.9%	28	21.9%	29	21.2%	31	22.6%	31	23.3%	36	26.7%	44.0%
		Asian/Pacific Islander	9	6.3%	6	4.8%	4	3.5%	5	3.9%	7	5.5%	7	5.1%	7	5.1%	7	5.3%	7	5.2%	-22.2%
		Black	8	5.6%	6	4.8%	3	2.6%	3	2.4%	4	3.1%	5	3.6%	5	3.6%	5	3.8%	6	4.4%	-25.0%
		Hispanic	31	21.8%	28	22.4%	26	22.6%	27	21.3%	25	19.5%	24	17.5%	23	16.8%	24	18.0%	25	18.5%	-19.4%
		White	52	36.6%	48	38.4%	40	34.8%	45	35.4%	38	29.7%	42	30.7%	42	30.7%	40	30.1%	39	28.9%	-25.0%
		Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	1	0.8%	1	0.7%	N/A
	Salaried Total		125	88.0%	107	85.6%	93	80.9%	104	81.9%	102	79.7%	107	78.1%	109	79.6%	108	81.2%	114	84.4%	-8.8%

Department	Ethnic Group	2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2011 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Community Development	Armenian	30	21.1%	24	19.2%	30	26.1%	34	26.8%	41	32.0%	43	31.4%	46	33.6%	43	32.3%	49	36.3%	63.3%
	Asian/Pacific Islander	10	7.0%	8	6.4%	6	5.2%	7	5.5%	8	6.3%	9	6.6%	9	6.6%	9	6.8%	7	5.2%	-30.0%
	Black	8	5.8%	6	4.8%	3	2.6%	3	2.4%	4	3.1%	5	3.6%	5	3.6%	6	4.5%	6	4.4%	-25.0%
	Hispanic	34	23.9%	30	24.0%	30	26.1%	30	23.6%	26	20.3%	30	21.9%	30	21.9%	31	23.3%	30	22.2%	-11.8%
	Native American/Alaskan	1	0.7%	1	0.8%	1	0.9%	1	0.8%	1	0.8%	1	0.7%	1	0.7%	1	0.8%	1	0.7%	0.0%
	White	59	41.5%	56	44.8%	45	39.1%	52	40.9%	48	37.5%	49	35.8%	45	32.8%	42	31.6%	41	30.4%	-30.5%
	Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	1	0.8%	1	0.7%	N/A
Total		142	100.0%	125	100.0%	115	100.0%	127	100.0%	128	100.0%	137	100.0%	137	100.0%	133	100.0%	135	100.0%	-4.9%

*This department was created in 2011 as the result of the organizational realignment. It consists of the previous Community Planning and Community Redevelopment and Housing Departments.
Effective 7/1/13, Economic Development function moved from the Community Development Department to the Management Services Department.
Effective 1/1/15, the Transit function moved from the Public Work Department to the Community Development Department.
Effective 7/1/16, Economic Development function moved from the Management Services Department to the Community Development Department.
Effective 4/1/18, the Transit function moved from the Community Development Department to the Public Works Department.*

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		%Increase / Decrease from 2006 to 2010
			#	%	#	%	#	%	#	%	#	%	
Community Planning	Hourly	Armenian	5	4.5%	2	1.9%	1	1.0%	3	3.0%	3	3.0%	-40.0%
		Asian/Pacific Islander	2	1.8%	1	1.0%	1	1.0%	0	0.0%	0	0.0%	-100.0%
		Black	1	0.9%	1	1.0%	2	2.0%	1	1.0%	0	0.0%	-100.0%
		Hispanic	4	3.6%	4	3.8%	2	2.0%	2	2.0%	3	3.0%	-25.0%
		White	8	7.3%	8	7.7%	7	6.9%	6	6.0%	4	4.0%	-50.0%
		Hourly Total	20	18.2%	16	15.4%	13	12.7%	12	12.0%	10	10.1%	-50.0%
	Salaried	Armenian	11	10.0%	12	11.5%	14	13.7%	12	12.0%	12	12.1%	9.1%
		Asian/Pacific Islander	5	4.5%	6	5.8%	7	6.9%	7	7.0%	7	7.1%	40.0%
		Black	3	2.7%	3	2.9%	2	2.0%	2	2.0%	3	3.0%	0.0%
		Hispanic	17	15.5%	18	17.3%	19	18.6%	19	19.0%	19	19.2%	11.8%
		Native American/Alaskan	1	0.9%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	1	0.9%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	52	47.3%	47	45.2%	47	46.1%	48	48.0%	48	48.5%	-7.7%
	Salaried Total	90	81.8%	88	84.6%	89	87.3%	88	88.0%	89	89.9%	-1.1%	

Department	Ethnic Group	2006		2007		2008		2009		2010		%Increase / Decrease from 2006 to 2010
		#	%	#	%	#	%	#	%	#	%	
Total	Armenian	16	14.5%	14	13.5%	15	14.7%	15	15.0%	15	15.2%	-6.3%
	Asian/Pacific Islander	7	6.4%	7	6.7%	8	7.8%	7	7.0%	7	7.1%	0.0%
	Black	4	3.6%	4	3.8%	4	3.9%	3	3.0%	3	3.0%	-25.0%
	Hispanic	21	19.1%	22	21.2%	21	20.6%	21	21.0%	22	22.2%	4.8%
	Native American/Alaskan	1	0.9%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Other	1	0.9%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	White	60	54.5%	55	52.9%	54	52.9%	54	54.0%	52	52.5%	-13.3%
Total	110	100.0%	104	100.0%	102	100.0%	100	100.0%	99	100.0%	-10.0%	

Effective 1/1/10, the Building and Safety function moved from the Public Works Department to the Community Planning Department.

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		%Increase / Decrease from 2006 to 2010
			#	%	#	%	#	%	#	%	#	%	
Community Redevelopment & Housing	Hourly	Armenian	0	0.0%	0	0.0%	2	5.3%	1	2.5%	0	0.0%	N/A
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.5%	N/A
		Hispanic	1	2.7%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Native American/Alaskan	1	2.7%	1	2.9%	1	2.6%	1	2.5%	1	2.5%	0.0%
		Hourly Total	2	5.4%	2	5.7%	3	7.9%	2	5.0%	2	5.0%	0.0%
	Salaried	Armenian	11	29.7%	11	31.4%	12	31.6%	15	37.5%	14	35.0%	27.3%
		Asian/Pacific Islander	0	0.0%	0	0.0%	1	2.6%	1	2.5%	1	2.5%	N/A
		Black	3	8.1%	3	8.6%	4	10.5%	4	10.0%	4	10.0%	33.3%
		Hispanic	13	35.1%	11	31.4%	11	28.9%	11	27.5%	12	30.0%	-7.7%
		White	8	21.6%	8	22.9%	7	18.4%	7	17.5%	7	17.5%	-12.5%
Salaried Total	35	94.6%	33	94.3%	35	92.1%	38	95.0%	38	95.0%	8.6%		

Department	Ethnic Group	2006		2007		2008		2009		2010		%Increase / Decrease from 2006 to 2010
		#	%	#	%	#	%	#	%	#	%	
Total	Armenian	11	29.7%	11	31.4%	14	36.8%	16	40.0%	14	35.0%	27.3%
	Asian/Pacific Islander	0	0.0%	0	0.0%	1	2.6%	1	2.5%	2	5.0%	N/A
	Black	3	8.1%	3	8.6%	4	10.5%	4	10.0%	4	10.0%	33.3%
	Hispanic	14	37.8%	12	34.3%	11	28.9%	11	27.5%	12	30.0%	-14.3%
	Native American/Alaskan	1	2.7%	1	2.9%	1	2.6%	1	2.5%	1	2.5%	0.0%
	White	8	21.6%	8	22.9%	7	18.4%	7	17.5%	7	17.5%	-12.5%
Total		37	100.0%	35	100.0%	38	100.0%	40	100.0%	40	100.0%	8.1%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Services & Parks	Hourly	Armenian	74	16.7%	62	15.4%	68	17.1%	83	21.0%	97	22.7%	98	23.2%	96	24.9%	88	24.8%	90	24.3%	92	24.9%	90	23.7%	107	26.6%	112	27.3%	112	27.1%	51.4%
		Asian/Pacific Islander	13	2.9%	11	2.7%	11	2.8%	9	2.3%	14	3.3%	16	3.8%	16	4.1%	20	5.6%	17	4.6%	20	5.4%	22	5.8%	24	6.0%	24	5.9%	25	6.0%	92.3%
		Black	15	3.4%	14	3.5%	15	3.8%	13	3.3%	10	2.3%	13	3.1%	12	3.1%	12	3.4%	16	4.3%	18	4.9%	16	4.2%	17	4.2%	15	3.7%	13	3.1%	-13.3%
		Hispanic	105	23.8%	98	24.3%	102	25.7%	89	22.5%	95	22.2%	88	20.9%	92	23.8%	97	27.3%	106	28.6%	114	30.8%	119	31.4%	119	29.6%	118	28.8%	119	28.7%	13.3%
		Native American/Alaskan	1	0.2%	0	0.0%	1	0.3%	1	0.3%	0	0.0%	1	0.2%	1	0.3%	1	0.3%	2	0.5%	0	0.0%	1	0.3%	0	0.0%	1	0.2%	1	0.2%	0.0%
		Other	9	2.0%	7	1.7%	5	1.3%	3	0.8%	1	0.2%	3	0.7%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.7%	5	1.2%	3	0.7%	-66.7%
		White	70	15.8%	58	14.4%	48	12.1%	46	11.6%	54	12.6%	55	13.0%	50	13.0%	42	11.8%	45	12.1%	41	11.1%	45	11.9%	43	10.7%	42	10.2%	49	11.8%	-30.0%
	Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	N/A	
	Hourly Total		287	64.9%	250	62.0%	250	63.0%	244	61.8%	271	63.5%	274	64.9%	268	69.4%	260	73.2%	276	74.4%	285	77.0%	293	77.3%	313	77.9%	318	77.6%	323	78.0%	12.5%
	Salaried	Armenian	20	4.5%	22	5.5%	24	6.0%	27	6.8%	30	7.0%	29	6.9%	25	6.5%	25	7.0%	25	6.7%	23	6.2%	22	5.8%	24	6.0%	25	6.1%	25	6.0%	25.0%
		Asian/Pacific Islander	11	2.5%	11	2.7%	11	2.8%	11	2.8%	10	2.3%	9	2.1%	7	1.8%	6	1.7%	6	1.6%	4	1.1%	4	1.1%	4	1.0%	4	1.0%	4	1.0%	-63.6%
		Black	8	1.8%	6	1.5%	5	1.3%	6	1.5%	10	2.3%	9	2.1%	8	2.1%	6	1.7%	6	1.6%	6	1.6%	6	1.6%	6	1.5%	6	1.5%	8	1.9%	0.0%
		Hispanic	58	13.1%	59	14.6%	56	14.1%	58	14.7%	58	13.6%	55	13.0%	47	12.2%	42	11.8%	44	11.9%	40	10.8%	41	10.8%	44	10.9%	46	11.2%	44	10.6%	-24.1%
		Native American/Alaskan	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	1	0.2%	1	0.2%	0	0.0%	1	0.3%	2	0.5%	2	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
White	56	12.7%	53	13.2%	51	12.8%	48	12.2%	46	10.8%	44	10.4%	31	8.0%	16	4.5%	14	3.8%	12	3.2%	13	3.4%	11	2.7%	11	2.7%	10	2.4%	-82.1%		
Salaried Total		155	35.1%	153	38.0%	147	37.0%	151	38.2%	156	36.5%	148	35.1%	118	30.6%	95	26.8%	95	25.6%	85	23.0%	86	22.7%	89	22.1%	92	22.4%	91	22.0%	-41.3%	

Department	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	94	21.3%	84	20.8%	92	23.2%	110	27.8%	127	29.7%	127	30.1%	121	31.3%	113	31.8%	115	31.0%	115	31.1%	112	29.6%	131	32.6%	137	33.4%	137	33.1%	45.7%
	Asian/Pacific Islander	24	5.4%	22	5.5%	22	5.5%	20	5.1%	24	5.6%	25	5.9%	23	6.0%	26	7.3%	23	6.2%	24	6.5%	26	6.9%	28	7.0%	28	6.8%	29	7.0%	20.8%
	Black	23	5.2%	20	5.0%	20	5.0%	19	4.8%	20	4.7%	22	5.2%	20	5.2%	18	5.1%	22	5.9%	24	6.5%	22	5.8%	23	5.7%	21	5.1%	21	5.1%	-8.7%
	Hispanic	163	36.9%	157	39.0%	158	39.8%	147	37.2%	153	35.8%	143	33.9%	139	36.0%	139	39.2%	150	40.4%	154	41.6%	160	42.2%	163	40.5%	164	40.0%	163	39.4%	0.0%
	Native American/Alaskan	2	0.5%	1	0.2%	1	0.3%	1	0.3%	0	0.0%	1	0.2%	1	0.3%	1	0.3%	2	0.5%	0	0.0%	1	0.3%	0	0.0%	1	0.2%	1	0.2%	-50.0%
	Other	10	2.3%	8	2.0%	5	1.3%	4	1.0%	3	0.7%	5	1.2%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.7%	5	1.2%	3	0.7%	-70.0%
	White	126	28.5%	111	27.5%	99	24.9%	94	23.8%	100	23.4%	99	23.5%	81	21.0%	58	16.3%	59	15.9%	53	14.3%	58	15.3%	54	13.4%	53	12.9%	59	14.3%	-53.2%
Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	N/A	
Total		442	100.0%	403	100.0%	397	100.0%	395	100.0%	427	100.0%	422	100.0%	386	100.0%	355	100.0%	371	100.0%	370	100.0%	379	100.0%	402	100.0%	410	100.0%	414	100.0%	-6.3%

Effective 9/16/13, the Project Management function moved from the Community Services & Parks Department to the Public Works Department.

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Fire Department	Hourly	Armenian	2	0.9%	1	0.4%	3	1.2%	3	1.3%	3	1.2%	3	1.2%	4	1.4%	5	1.8%	2	0.8%	3	1.2%	4	1.6%	4	1.7%	7	2.6%	5	2.0%	150.0%	
		Asian/Pacific Islander	4	1.7%	2	0.8%	3	1.2%	3	1.3%	2	0.8%	2	0.8%	6	2.1%	9	3.3%	3	1.1%	5	1.9%	4	1.6%	4	1.7%	7	2.6%	4	1.6%	0.0%	
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	4	1.4%	3	1.1%	2	0.8%	3	1.2%	3	1.2%	2	0.9%	2	0.7%	1	0.4%	N/A	
		Hispanic	0	0.0%	0	0.0%	1	0.4%	2	0.8%	10	4.0%	8	3.2%	19	6.5%	22	8.1%	23	8.7%	17	6.6%	22	8.7%	18	7.8%	28	10.4%	29	11.5%	N/A	
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	N/A	
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
	White	2	0.9%	5	2.1%	3	1.2%	6	2.5%	13	5.1%	25	9.9%	52	17.9%	47	17.3%	39	14.8%	38	14.7%	28	11.0%	13	5.7%	22	8.2%	16	6.3%	700.0%		
	Hourly Total			8	3.4%	8	3.4%	10	4.1%	14	5.9%	29	11.5%	39	15.4%	85	29.2%	86	31.6%	70	26.6%	66	25.6%	61	24.0%	41	17.8%	67	24.9%	56	22.2%	600.0%
	Salaried	Armenian	4	1.7%	6	2.5%	8	3.3%	8	3.4%	11	4.3%	11	4.3%	12	4.1%	11	4.0%	12	4.6%	11	4.3%	14	5.5%	14	6.1%	13	4.8%	16	6.3%	300.0%	
		Asian/Pacific Islander	12	5.1%	12	5.1%	11	4.5%	10	4.2%	12	4.7%	10	4.0%	9	3.1%	9	3.3%	9	3.4%	9	3.5%	10	3.9%	9	3.9%	11	4.1%	11	4.4%	-8.3%	
Black		6	2.6%	6	2.5%	7	2.9%	7	3.0%	6	2.4%	6	2.4%	6	2.1%	6	2.2%	6	2.3%	5	1.9%	5	2.0%	5	2.2%	7	2.6%	6	2.4%	0.0%		
Hispanic		35	14.9%	35	14.8%	35	14.3%	34	14.4%	36	14.2%	34	13.4%	35	12.0%	31	11.4%	35	13.3%	36	14.0%	38	15.0%	38	16.5%	43	16.0%	42	16.7%	20.0%		
Native American/Alaskan		1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	0.0%		
Other		0	0.0%	0	0.0%	3	1.2%	3	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
White	169	71.9%	169	71.3%	170	69.4%	159	67.4%	158	62.5%	152	60.1%	143	49.1%	128	47.1%	130	49.4%	130	50.4%	125	49.2%	122	53.0%	127	47.2%	120	47.6%	-29.0%			
Salaried Total			227	96.6%	229	96.6%	235	95.9%	222	94.1%	224	88.5%	214	84.6%	206	70.8%	186	68.4%	193	73.4%	192	74.4%	193	76.0%	189	82.2%	202	75.1%	196	77.8%	-13.7%	
Grand Total			235	100.0%	237	100.0%	245	100.0%	236	100.0%	253	100.0%	253	100.0%	291	100.0%	272	100.0%	263	100.0%	258	100.0%	254	100.0%	230	100.0%	269	100.0%	252	100.0%	7.2%	

Department	Sworn	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Fire Department	Non-Sworn	Armenian	5	2.1%	5	2.1%	8	3.3%	8	3.4%	9	3.6%	9	3.6%	11	3.8%	11	4.0%	9	3.4%	9	3.5%	11	4.3%	10	4.3%	12	4.5%	12	4.8%	140.0%	
		Asian/Pacific Islander	11	4.7%	9	3.8%	9	3.7%	9	3.8%	8	3.2%	7	2.8%	10	3.4%	13	4.8%	6	2.3%	8	3.1%	7	2.8%	6	2.6%	10	3.7%	7	2.8%	-36.4%	
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	4	1.4%	3	1.1%	2	0.8%	3	1.2%	3	1.2%	2	0.9%	3	1.1%	1	0.4%	N/A	
		Hispanic	6	2.6%	5	2.1%	7	2.9%	8	3.4%	16	6.3%	14	5.5%	27	9.3%	27	9.9%	28	10.6%	22	8.5%	28	11.0%	25	10.9%	38	14.1%	39	15.5%	550.0%	
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	N/A	
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
	White	30	12.8%	32	13.5%	30	12.2%	29	12.3%	36	14.2%	48	19.0%	73	25.1%	70	25.7%	62	23.6%	62	24.0%	49	19.3%	32	13.9%	42	15.6%	34	13.5%	13.3%		
	Non-Sworn Total			52	22.1%	51	21.5%	54	22.0%	54	22.9%	70	27.7%	79	31.2%	125	43.0%	124	45.6%	108	41.1%	104	40.3%	98	38.6%	75	32.6%	106	39.4%	94	37.3%	80.8%
	Sworn	Armenian	1	0.4%	2	0.8%	3	1.2%	3	1.3%	5	2.0%	5	2.0%	5	1.7%	5	1.8%	5	1.9%	5	1.9%	7	2.8%	8	3.5%	8	3.0%	9	3.6%	800.0%	
		Asian/Pacific Islander	5	2.1%	5	2.1%	5	2.0%	4	1.7%	6	2.4%	5	2.0%	5	1.7%	5	1.8%	6	2.3%	6	2.3%	7	2.8%	7	3.0%	8	3.0%	8	3.2%	60.0%	
Black		6	2.6%	6	2.5%	7	2.9%	7	3.0%	6	2.4%	6	2.4%	6	2.1%	6	2.2%	6	2.3%	5	1.9%	5	2.0%	5	2.2%	6	2.2%	6	2.4%	0.0%		
Hispanic		29	12.3%	30	12.7%	29	11.8%	28	11.9%	30	11.9%	28	11.1%	27	9.3%	26	9.6%	30	11.4%	31	12.0%	32	12.6%	31	13.5%	33	12.3%	32	12.7%	10.3%		
Native American/Alaskan		1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	0.0%		
Other		0	0.0%	0	0.0%	3	1.2%	3	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
White	141	60.0%	142	59.9%	143	58.4%	136	57.6%	135	53.4%	129	51.0%	122	41.9%	105	38.6%	107	40.7%	106	41.1%	104	40.9%	103	44.8%	107	39.8%	102	40.5%	-27.7%			
Sworn Total			183	77.9%	186	78.5%	191	78.0%	182	77.1%	183	72.3%	174	68.8%	166	57.0%	148	54.4%	155	58.9%	154	59.7%	156	61.4%	155	67.4%	163	60.6%	158	62.7%	-13.7%	
Grand Total			235	100.0%	237	100.0%	245	100.0%	236	100.0%	253	100.0%	253	100.0%	291	100.0%	272	100.0%	263	100.0%	258	100.0%	254	100.0%	230	100.0%	269	100.0%	252	100.0%	7.2%	

Department	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	6	2.6%	7	3.0%	11	4.5%	11	4.7%	14	5.5%	14	5.5%	16	5.5%	16	5.9%	14	5.3%	14	5.4%	18	7.1%	18	7.8%	20	7.4%	21	8.3%	250.0%
	Asian/Pacific Islander	16	6.8%	14	5.9%	14	5.7%	13	5.5%	14	5.5%	12	4.7%	15	5.2%	18	6.6%	12	4.6%	14	5.4%	14	5.5%	13	5.7%	18	6.7%	15	6.0%	-6.3%
	Black	6	2.6%	6	2.5%	7	2.9%	7	3.0%	7	2.8%	7	2.8%	10	3.4%	9	3.3%	8	3.0%	8	3.1%	7	3.0%	7	3.0%	9	3.3%	7	2.8%	16.7%
	Hispanic	35	14.9%	35	14.8%	36	14.7%	36	15.3%	46	18.2%	42	16.6%	54	18.6%	53	19.5%	58	22.1%	53	20.5%	60	23.6%	56	24.3%	71	28.4%	71	28.2%	102.9%
	Native American/Alaskan	1	0.4%	1	0.4%	1																								

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GWP	Hourly	Armenian	3	0.8%	4	1.0%	4	1.0%	6	1.5%	4	1.0%	5	1.2%	6	1.5%	1	0.3%	3	0.9%	2	0.7%	3	1.0%	3	1.1%	3	1.0%	1	0.3%	-66.7%
		Asian/Pacific Islander	0	0.0%	2	0.5%	4	1.0%	4	1.0%	5	1.2%	7	1.7%	6	1.5%	3	1.0%	4	1.2%	4	1.4%	4	1.4%	1	0.4%	2	0.7%	2	0.7%	N/A
		Black	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	3	0.7%	3	0.8%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	1	0.4%	2	0.7%	0	0.0%	N/A
		Hispanic	2	0.5%	2	0.5%	2	0.5%	2	0.5%	3	0.7%	3	0.7%	6	1.5%	6	1.9%	5	1.5%	2	0.7%	4	1.4%	3	1.1%	9	3.1%	10	3.3%	400.0%
		White	12	3.1%	10	2.6%	8	2.0%	10	2.5%	10	2.5%	8	1.9%	8	2.0%	5	1.6%	4	1.2%	3	1.0%	3	1.0%	3	1.1%	4	1.4%	5	1.7%	-58.3%
	Hourly Total		17	4.4%	18	4.7%	19	4.7%	23	5.7%	23	5.7%	26	6.3%	29	7.3%	16	5.1%	17	5.2%	11	3.7%	14	4.7%	11	4.0%	20	6.8%	18	5.9%	5.9%
	Salaried	Armenian	20	5.2%	21	5.5%	25	6.2%	27	6.7%	31	7.7%	35	8.5%	33	8.3%	32	10.3%	32	9.8%	33	11.2%	31	10.5%	29	10.4%	31	10.6%	36	11.9%	80.0%
		Asian/Pacific Islander	40	10.3%	40	10.4%	40	10.0%	38	9.5%	42	10.4%	43	10.4%	40	10.1%	36	11.6%	42	12.9%	36	12.2%	35	11.8%	33	11.9%	32	11.0%	36	11.9%	-10.0%
		Black	21	5.4%	21	5.5%	21	5.2%	22	5.5%	23	5.7%	23	5.6%	21	5.3%	13	4.2%	14	4.3%	11	3.7%	15	5.1%	10	3.6%	9	3.1%	12	4.0%	-42.9%
		Hispanic	102	26.4%	104	27.0%	105	26.2%	104	25.9%	105	25.9%	110	26.6%	107	27.0%	91	29.3%	95	29.2%	85	28.9%	83	28.0%	84	30.2%	90	30.8%	87	28.7%	-14.7%
		Native American/Alaskan	5	1.3%	5	1.3%	5	1.2%	5	1.2%	3	0.7%	3	0.7%	3	0.8%	3	1.0%	3	0.9%	2	0.7%	3	1.0%	3	1.1%	3	1.0%	4	1.3%	-20.0%
		Other	3	0.8%	2	0.5%	2	0.5%	5	1.2%	4	1.0%	4	1.0%	3	0.8%	2	0.6%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	179	46.3%	174	45.2%	184	45.9%	178	44.3%	174	43.0%	170	41.1%	160	40.4%	118	37.9%	121	37.2%	115	39.1%	114	38.5%	106	38.1%	104	35.6%	107	35.3%	-40.2%
	Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.7%	3	1.0%	3	1.0%	N/A	
Salaried Total		370	95.6%	367	95.3%	382	95.3%	379	94.3%	382	94.3%	388	93.7%	367	92.7%	295	94.9%	308	94.8%	283	96.3%	282	95.3%	267	96.0%	272	93.2%	285	94.1%	-23.0%	

Department	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	23	5.9%	25	6.5%	29	7.2%	33	8.2%	35	8.6%	40	9.7%	39	9.8%	33	10.6%	35	10.8%	35	11.9%	34	11.5%	32	11.5%	34	11.6%	37	12.2%	60.9%
	Asian/Pacific Islander	40	10.3%	42	10.9%	44	11.0%	42	10.4%	47	11.6%	50	12.1%	46	11.6%	39	12.5%	46	14.2%	40	13.6%	39	13.2%	34	12.2%	34	11.6%	38	12.5%	-5.0%
	Black	21	5.4%	21	5.5%	22	5.5%	23	5.7%	24	5.9%	26	6.3%	24	6.1%	14	4.5%	15	4.6%	11	3.7%	15	5.1%	11	4.0%	11	3.8%	12	4.0%	-42.9%
	Hispanic	104	26.9%	106	27.5%	107	26.7%	106	26.4%	108	26.7%	113	27.3%	113	28.5%	97	31.2%	100	30.8%	87	29.6%	87	29.4%	87	31.3%	99	33.9%	97	32.0%	-6.7%
	Native American/Alaskan	5	1.3%	5	1.3%	5	1.2%	5	1.2%	3	0.7%	3	0.7%	3	0.8%	3	1.0%	3	0.9%	2	0.7%	3	1.0%	3	1.1%	3	1.0%	4	1.3%	-20.0%
	Other	3	0.8%	2	0.5%	2	0.5%	5	1.2%	4	1.0%	4	1.0%	3	0.8%	2	0.6%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	White	191	49.4%	184	47.8%	192	47.9%	188	46.8%	184	45.4%	178	43.0%	168	42.4%	123	39.5%	125	38.5%	118	40.1%	117	39.5%	109	39.2%	108	37.0%	112	37.0%	-41.4%
Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.7%	3	1.0%	3	1.0%	N/A	
Grand Total		387	100.0%	385	100.0%	401	100.0%	402	100.0%	405	100.0%	414	100.0%	396	100.0%	311	100.0%	325	100.0%	294	100.0%	296	100.0%	278	100.0%	292	100.0%	303	100.0%	-21.7%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Human Resources	Hourly	Armenian	2	6.1%	2	6.7%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	1	3.7%	2	8.0%	2	8.0%	2	8.7%	0	0.0%	0	0.0%	0	0.0%	2	8.7%	0.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.2%	1	4.5%	1	5.0%	1	4.3%	N/A
		Hispanic	1	3.0%	1	3.3%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	1	4.0%	1	4.3%	1	4.2%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	1	3.0%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	1	3.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	1	3.7%	1	4.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Hourly Total		5	15.2%	5	16.7%	3	9.7%	3	10.0%	2	7.4%	2	7.1%	2	7.4%	4	16.0%	4	16.0%	3	13.0%	2	8.3%	1	4.5%	1	5.0%	3	13.0%	-40.0%
	Salaried	Armenian	9	27.3%	8	26.7%	9	29.0%	9	30.0%	10	37.0%	10	35.7%	10	37.0%	10	40.0%	9	36.0%	9	39.1%	11	45.8%	12	54.5%	10	50.0%	11	47.8%	22.2%
		Asian/Pacific Islander	1	3.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	2	7.1%	2	7.4%	2	8.0%	2	8.0%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Black	1	3.0%	1	3.3%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	7	21.2%	7	23.3%	8	25.8%	7	23.3%	7	25.9%	7	25.0%	7	25.9%	5	20.0%	6	24.0%	5	21.7%	5	20.8%	4	18.2%	4	20.0%	4	17.4%	-42.9%
		Other	0	0.0%	0	0.0%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Salaried Total		10	30.3%	8	26.7%	8	25.8%	8	26.7%	7	25.9%	7	25.0%	6	22.2%	4	16.0%	4	16.0%	5	21.7%	6	25.0%	5	22.7%	5	25.0%	5	21.7%	-50.0%
	Total		28	84.8%	25	83.3%	28	90.3%	27	90.0%	25	92.6%	26	92.9%	25	92.6%	21	84.0%	21	84.0%	20	87.0%	22	91.7%	21	95.5%	19	95.0%	20	87.0%	-28.6%

Department	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	11	33.3%	10	33.3%	10	32.3%	10	33.3%	11	40.7%	11	39.3%	11	40.7%	12	48.0%	11	44.0%	11	47.8%	11	45.8%	12	54.5%	10	50.0%	13	56.5%	18.2%
	Asian/Pacific Islander	1	3.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	2	7.1%	2	7.4%	2	8.0%	2	8.0%	1	4.3%	1	4.2%	1	4.5%	1	5.0%	1	4.3%	0.0%
	Black	1	3.0%	1	3.3%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Hispanic	8	24.2%	8	26.7%	9	29.0%	8	26.7%	7	25.9%	7	25.0%	7	25.9%	6	24.0%	7	28.0%	6	26.1%	6	25.0%	4	18.2%	4	20.0%	4	17.4%	-50.0%
	Other	1	3.0%	1	3.3%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
Total		33	100.0%	30	100.0%	31	100.0%	30	100.0%	27	100.0%	28	100.0%	27	100.0%	25	100.0%	25	100.0%	23	100.0%	24	100.0%	22	100.0%	20	100.0%	23	100.0%	-30.3%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Information Services	Hourly	Armenian	3	4.8%	3	4.7%	4	6.5%	3	5.1%	4	6.8%	5	7.6%	5	7.1%	5	7.7%	2	3.6%	2	4.5%	3	7.3%	2	4.4%	0	0.0%	1	2.3%	-66.7%		
		Asian/Pacific Islander	3	4.8%	2	3.1%	2	3.2%	2	3.4%	4	6.8%	5	7.6%	5	7.1%	4	6.2%	2	3.6%	2	4.5%	1	2.4%	1	2.2%	1	2.3%	3	6.8%	0.0%		
		Black	0	0.0%	0	0.0%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A		
		Hispanic	3	4.8%	2	3.1%	3	4.8%	2	3.4%	3	5.1%	6	9.1%	6	8.6%	5	7.7%	4	7.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	2	4.5%	-33.3%
		Other	2	3.2%	1	1.6%	1	1.6%	1	1.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	4	6.3%	7	10.9%	2	3.2%	5	8.5%	3	5.1%	3	4.5%	5	7.1%	5	7.7%	2	3.6%	2	4.5%	2	4.9%	3	6.7%	2	4.7%	1	2.3%	-75.0%		
		Hourly Total	15	23.8%	15	23.4%	13	21.0%	13	22.0%	14	23.7%	19	28.8%	21	30.0%	19	29.2%	10	17.9%	6	13.6%	6	14.6%	6	13.3%	4	9.3%	7	15.9%	-53.3%		
	Salaried	Armenian	7	11.1%	7	10.9%	6	9.7%	5	8.5%	7	11.9%	7	10.6%	8	11.4%	8	12.3%	8	14.3%	7	15.9%	8	19.5%	10	22.2%	11	25.6%	11	25.0%	57.1%		
		Asian/Pacific Islander	5	7.9%	7	10.9%	6	9.7%	6	10.2%	7	11.9%	6	9.1%	8	11.4%	8	12.3%	9	16.1%	4	9.1%	3	7.3%	5	11.1%	5	11.6%	4	9.1%	-20.0%		
		Black	4	6.3%	4	6.3%	4	6.5%	4	6.8%	3	5.1%	3	4.5%	2	2.9%	3	4.6%	3	5.4%	2	4.5%	4	9.8%	2	4.4%	2	4.7%	2	4.5%	-50.0%		
		Hispanic	12	19.0%	10	15.6%	10	16.1%	8	13.6%	6	10.2%	7	10.6%	6	8.6%	6	9.2%	5	8.9%	6	13.6%	6	14.6%	8	17.8%	7	16.3%	8	18.2%	-33.3%		
		Other	0	0.0%	0	0.0%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A		
		White	20	31.7%	21	32.8%	22	35.5%	23	39.0%	22	37.3%	24	36.4%	25	35.7%	21	32.3%	21	37.5%	19	43.2%	14	34.1%	14	31.1%	14	32.6%	12	27.3%	-40.0%		
	Salaried Total	48	76.2%	49	76.6%	49	79.0%	46	78.0%	45	76.3%	47	71.2%	49	70.0%	46	70.8%	46	82.1%	38	86.4%	35	85.4%	39	86.7%	39	90.7%	37	84.1%	-22.9%			

Department	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	10	15.9%	10	15.6%	10	16.1%	8	13.6%	11	18.6%	12	18.2%	13	18.6%	13	20.0%	10	17.9%	9	20.5%	11	26.8%	12	26.7%	11	25.6%	12	27.3%	20.0%
	Asian/Pacific Islander	8	12.7%	9	14.1%	8	12.9%	8	13.6%	11	18.6%	11	16.7%	13	18.6%	12	18.5%	11	19.6%	6	13.6%	4	9.8%	6	13.3%	6	14.0%	7	15.9%	-12.5%
	Black	4	6.3%	4	6.3%	5	8.1%	4	6.8%	3	5.1%	3	4.5%	2	2.9%	3	4.6%	3	5.4%	2	4.5%	4	9.8%	2	4.4%	2	4.7%	2	4.5%	-50.0%
	Hispanic	15	23.8%	12	18.8%	13	21.0%	10	16.9%	9	15.3%	13	19.7%	12	17.1%	11	16.9%	9	16.1%	6	13.6%	6	14.6%	8	17.8%	8	18.6%	10	22.7%	-33.3%
	Other	2	3.2%	1	1.6%	2	3.2%	1	1.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	White	24	38.1%	28	43.8%	24	38.7%	28	47.5%	25	42.4%	27	40.9%	30	42.9%	26	40.0%	23	41.1%	21	47.7%	16	39.0%	17	37.8%	16	37.2%	13	29.5%	-45.8%
	Total	63	100.0%	64	100.0%	62	100.0%	59	100.0%	59	100.0%	66	100.0%	70	100.0%	65	100.0%	56	100.0%	44	100.0%	41	100.0%	45	100.0%	43	100.0%	44	100.0%	-30.2%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2017		2018		2019		%Increase / Decrease from 2017 to 2019
			#	%	#	%	#	%	
Innovation Performance & Audit	Hourly	Asian/Pacific Islander	0	0.0%	0	0.0%	1	9.1%	N/A
		White	1	20.0%	2	28.6%	4	36.4%	300.0%
	Hourly Total		1	20.0%	2	28.6%	5	45.5%	400.0%
	Salaried	Armenian	1	20.0%	2	28.6%	2	18.2%	100.0%
		Asian/Pacific Islander	3	60.0%	3	42.9%	3	27.3%	0.0%
		White	0	0.0%	0	0.0%	1	9.1%	N/A
	Salaried Total		4	80.0%	5	71.4%	6	54.5%	50.0%

Department	Ethnic Group	2017		2018		2019		%Increase / Decrease from 2017 to 2019
		#	%	#	%	#	%	
Total	Armenian	1	20.0%	2	28.6%	2	18.2%	100.0%
	Asian/Pacific Islander	3	60.0%	3	42.9%	4	36.4%	33.3%
	White	1	20.0%	2	28.6%	5	45.5%	400.0%
	Total	5	100.0%	7	100.0%	11	100.0%	120.0%

This department was created in 2017 as the result of the organizational realignment. It consists of the Internal Audit function in the Administrative Services Department and several employees from the Community Development Department.

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Library	Hourly	Armenian	42	23.7%	47	27.0%	51	29.1%	42	26.8%	42	27.8%	38	27.5%	32	24.4%	28	24.1%	22	19.1%	25	22.3%	21	19.4%	27	22.5%	38	25.7%	33	22.8%	-21.4%
		Asian/Pacific Islander	13	7.3%	12	6.9%	11	6.3%	9	5.7%	8	5.3%	7	5.1%	7	5.3%	7	6.0%	9	7.8%	8	7.1%	9	8.3%	8	6.7%	8	5.4%	10	6.9%	-23.1%
		Black	2	1.1%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	1	0.7%	-50.0%
		Hispanic	17	9.6%	16	9.2%	13	7.4%	11	7.0%	13	8.6%	12	8.7%	12	9.2%	11	9.5%	11	9.6%	10	8.9%	11	10.2%	13	10.8%	18	12.2%	21	14.5%	23.5%
		Other	2	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.4%	1	0.7%	-50.0%
		White	46	26.0%	42	24.1%	38	21.7%	35	22.3%	31	20.5%	24	17.4%	23	17.6%	21	18.1%	24	20.9%	24	21.4%	23	21.3%	30	25.0%	36	24.3%	35	24.1%	-23.9%
		Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	N/A
	Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%	1	0.7%	1	0.7%	N/A	
	Hourly Total		122	68.9%	118	67.8%	114	65.1%	98	62.4%	95	62.9%	81	58.7%	74	56.5%	67	57.8%	66	57.4%	67	59.8%	65	60.2%	80	66.7%	103	69.6%	102	70.3%	-16.4%
	Salaried	Armenian	3	1.7%	4	2.3%	6	3.4%	6	3.8%	7	4.6%	7	5.1%	8	6.1%	7	6.0%	8	7.0%	7	6.3%	7	6.5%	7	5.8%	7	4.7%	6	4.1%	100.0%
		Asian/Pacific Islander	11	6.2%	11	6.3%	12	6.9%	11	7.0%	11	7.3%	11	8.0%	11	8.4%	9	7.8%	9	7.8%	9	8.0%	9	8.3%	9	7.5%	9	6.1%	9	6.2%	-18.2%
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.9%	1	0.9%	0	0.0%	1	0.7%	1	0.7%	N/A
		Hispanic	5	2.8%	6	3.4%	7	4.0%	7	4.5%	7	4.6%	7	5.1%	7	5.3%	6	5.2%	5	4.3%	5	4.5%	5	4.6%	5	4.2%	6	4.1%	5	3.4%	0.0%
		Native American/Alaskan	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	1	0.9%	1	0.9%	1	0.9%	1	0.9%	1	0.8%	1	0.7%	1	0.7%	0.0%
Other		0	0.0%	2	1.1%	3	1.7%	3	1.9%	2	1.3%	2	1.4%	1	0.8%	1	0.9%	1	0.9%	1	0.9%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	N/A	
White		35	19.8%	32	18.4%	32	18.3%	31	19.7%	28	18.5%	29	21.0%	29	22.1%	25	21.6%	25	21.7%	21	18.8%	19	17.6%	17	14.2%	20	13.5%	20	13.8%	-42.9%	
Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%	1	0.7%	1	0.7%	N/A		
Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%	1	0.7%	1	0.7%	N/A		
Salaried Total		55	31.1%	56	32.2%	61	34.9%	59	37.6%	56	37.1%	57	41.3%	57	43.5%	49	42.2%	49	42.6%	45	40.2%	43	39.8%	40	33.3%	45	30.4%	43	29.7%	-21.8%	

Department	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	45	25.4%	51	29.3%	57	32.6%	48	30.6%	49	32.5%	45	32.6%	40	30.5%	35	30.2%	30	26.1%	32	28.6%	28	25.9%	34	28.3%	45	30.4%	39	26.9%	-13.3%
	Asian/Pacific Islander	24	13.6%	23	13.2%	23	13.1%	20	12.7%	19	12.6%	18	13.0%	18	13.7%	16	13.8%	18	15.7%	17	15.2%	18	16.7%	17	14.2%	17	11.5%	19	13.1%	-20.8%
	Black	2	1.1%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.9%	2	1.9%	0	0.0%	1	0.7%	2	1.4%	0.0%
	Hispanic	22	12.4%	22	12.6%	20	11.4%	18	11.5%	20	13.2%	19	13.8%	19	14.5%	17	14.7%	16	13.9%	15	13.4%	16	14.8%	18	15.0%	24	16.2%	26	17.9%	18.2%
	Native American/Alaskan	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	1	0.9%	1	0.9%	1	0.9%	1	0.9%	1	0.8%	1	0.7%	1	0.7%	0.0%
	Other	2	1.1%	2	1.1%	3	1.7%	3	1.9%	2	1.3%	2	1.4%	1	0.8%	1	0.9%	1	0.9%	1	0.9%	1	0.9%	0	0.0%	2	1.4%	1	0.7%	-50.0%
	White	81	45.8%	74	42.5%	70	40.0%	66	42.0%	59	39.1%	53	38.4%	52	39.7%	46	39.7%	49	42.6%	45	40.2%	42	38.9%	47	39.2%	56	37.8%	55	37.9%	-32.1%
	Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.7%	1	0.7%	1	0.7%	N/A
Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%	1	0.7%	1	0.7%	N/A	
Total		177	100.0%	174	100.0%	175	100.0%	157	100.0%	151	100.0%	138	100.0%	131	100.0%	116	100.0%	115	100.0%	112	100.0%	108	100.0%	120	100.0%	148	100.0%	145	100.0%	-18.1%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Management Services	Hourly	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.3%	0	0.0%	1	3.8%	2	7.7%	1	5.9%	2	10.5%	2	7.7%	4	15.4%	3	12.0%	N/A
		Hispanic	0	0.0%	0	0.0%	0	0.0%	1	3.1%	0	0.0%	0	0.0%	1	4.2%	0	0.0%	0	0.0%	0	0.0%	2	10.5%	3	11.5%	3	11.5%	3	12.0%	N/A
		White	0	0.0%	0	0.0%	1	3.7%	1	3.1%	1	3.8%	1	4.3%	3	12.5%	5	19.2%	2	7.7%	4	23.5%	3	15.8%	3	11.5%	1	3.8%	1	4.0%	N/A
		Hourly Total	0	0.0%	0	0.0%	1	3.7%	2	6.3%	1	3.8%	2	8.7%	4	16.7%	6	23.1%	4	15.4%	5	29.4%	7	36.8%	8	30.8%	8	30.8%	7	28.0%	N/A
	Salaried	Armenian	4	15.4%	6	22.2%	6	22.2%	6	18.8%	6	23.1%	5	21.7%	6	25.0%	7	26.9%	7	26.9%	5	29.4%	6	31.6%	7	26.9%	8	30.8%	10	40.0%	150.0%
		Asian/Pacific Islander	3	11.5%	2	7.1%	2	7.4%	3	9.4%	3	11.5%	2	8.7%	2	8.3%	2	7.7%	3	11.5%	1	5.9%	1	5.3%	2	7.7%	1	4.0%	1	4.0%	-66.7%
		Black	1	3.8%	1	3.6%	1	3.7%	1	3.1%	1	3.8%	1	4.3%	1	4.2%	3	11.5%	2	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	2	7.7%	2	7.1%	1	3.7%	4	12.5%	1	3.8%	1	4.3%	2	8.3%	1	3.8%	3	11.5%	3	17.6%	2	10.5%	5	19.2%	4	15.4%	4	16.0%	100.0%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.8%	1	3.8%	1	5.9%	1	5.3%	1	3.8%	1	3.8%	1	4.0%	N/A
		Other	2	7.7%	2	7.1%	1	3.7%	0	0.0%	1	3.8%	1	4.3%	1	4.2%	1	3.8%	1	3.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	14	53.8%	15	53.6%	15	55.6%	16	50.0%	13	50.0%	11	47.8%	8	33.3%	5	19.2%	5	19.2%	2	11.8%	2	10.5%	3	11.5%	3	11.5%	2	8.0%	-85.7%
		Salaried Total	26	100.0%	28	100.0%	26	96.3%	30	93.8%	25	96.2%	21	91.3%	20	83.3%	20	76.9%	22	84.6%	12	70.6%	12	63.2%	18	69.2%	18	69.2%	18	72.0%	-30.8%

Department	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	4	15.4%	6	21.4%	6	22.2%	6	18.8%	6	23.1%	6	26.1%	6	25.0%	8	30.8%	9	34.6%	6	35.3%	8	42.1%	9	34.6%	12	46.2%	13	52.0%	225.0%
	Asian/Pacific Islander	3	11.5%	2	7.1%	2	7.4%	3	9.4%	3	11.5%	2	8.7%	2	8.3%	2	7.7%	3	11.5%	1	5.9%	1	5.3%	2	7.7%	1	4.0%	1	4.0%	-66.7%
	Black	1	3.8%	1	3.6%	1	3.7%	1	3.1%	1	3.8%	1	4.3%	1	4.2%	3	11.5%	2	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Hispanic	2	7.7%	2	7.1%	1	3.7%	5	15.6%	1	3.8%	1	4.3%	3	12.5%	1	3.8%	3	11.5%	3	17.6%	4	21.1%	8	30.8%	7	26.9%	7	28.0%	250.0%
	Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.8%	1	3.8%	1	5.9%	1	5.3%	1	3.8%	1	3.8%	1	4.0%	N/A
	Other	2	7.7%	2	7.1%	1	3.7%	0	0.0%	1	3.8%	1	4.3%	1	4.2%	1	3.8%	1	3.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	White	14	53.8%	15	53.6%	16	59.3%	17	53.1%	14	53.8%	12	52.2%	11	45.8%	10	38.5%	7	26.9%	6	35.3%	5	26.3%	6	23.1%	4	15.4%	3	12.0%	-78.6%
Total	26	100.0%	28	100.0%	27	100.0%	32	100.0%	26	100.0%	23	100.0%	24	100.0%	26	100.0%	26	100.0%	17	100.0%	19	100.0%	26	100.0%	26	100.0%	25	100.0%	-3.8%	

Effective 7/1/13, Economic Development function moved from the Community Development Department to the Management Services Department.
 Effective 2/16/15, the Internal Audit function moved from the Management Services Department to the Administrative Services Department.
 Effective 7/1/16, Economic Development function moved from the Management Services Department to the Community Development Department.

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Police Department	Hourly	Armenian	6	1.5%	8	2.0%	6	1.5%	4	1.0%	3	0.8%	3	0.8%	4	1.1%	5	1.4%	4	1.1%	2	0.6%	3	0.8%	3	0.8%	2	0.6%	4	1.1%	-33.3%
		Asian/Pacific Islander	2	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.3%	2	0.6%	2	0.6%	1	0.3%	1	0.3%	-50.0%
		Hispanic	9	2.2%	10	2.5%	8	2.0%	6	1.6%	5	1.4%	5	1.4%	6	1.7%	7	1.9%	6	1.7%	9	2.5%	10	2.8%	7	2.0%	6	1.7%	10	2.8%	11.1%
		Other	2	0.5%	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	19	4.7%	13	3.3%	14	3.5%	12	3.1%	10	2.7%	16	4.4%	17	4.7%	20	5.5%	18	5.0%	18	5.0%	15	4.2%	13	3.6%	7	2.0%	5	1.4%	-73.7%
	Hourly Total		38	9.4%	33	8.3%	29	7.3%	22	5.7%	18	4.9%	24	6.6%	27	7.4%	32	8.8%	29	8.0%	30	8.4%	30	8.4%	25	7.0%	16	4.6%	20	5.6%	-47.4%
	Salaried	Armenian	16	3.9%	18	4.5%	19	4.8%	20	5.2%	20	5.4%	21	5.8%	24	6.6%	26	7.2%	30	8.3%	32	8.9%	33	9.3%	35	9.8%	34	9.8%	37	10.3%	131.3%
		Asian/Pacific Islander	29	7.1%	31	7.8%	35	8.8%	34	8.8%	33	9.0%	31	8.5%	32	8.8%	33	9.1%	32	8.8%	32	8.9%	31	8.7%	29	8.1%	29	8.4%	30	8.4%	3.4%
		Black	9	2.2%	9	2.3%	10	2.5%	11	2.8%	8	2.2%	9	2.5%	7	1.9%	8	2.2%	6	1.7%	6	1.7%	6	1.7%	5	1.4%	6	1.7%	7	2.0%	-22.2%
		Hispanic	95	23.4%	95	23.8%	100	25.0%	100	25.9%	100	27.2%	101	27.7%	99	27.3%	95	26.2%	98	27.0%	101	28.4%	106	29.6%	98	28.3%	101	28.2%	107	28.2%	6.3%
		Native American/Alaskan	1	0.2%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	0	0.0%	0	0.0%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
White	218	53.7%	213	53.3%	205	51.3%	197	51.0%	189	51.4%	179	49.0%	174	47.9%	169	46.6%	168	46.3%	160	44.6%	155	43.5%	158	44.1%	163	47.1%	163	45.5%	-25.2%		
Salaried Total		368	90.6%	367	91.8%	371	92.8%	364	94.3%	350	95.1%	341	93.4%	336	92.6%	331	91.2%	334	92.0%	329	91.6%	326	91.6%	333	93.0%	330	95.4%	338	94.4%	-8.2%	
Grand Total			406	100.0%	400	100.0%	400	100.0%	386	100.0%	368	100.0%	365	100.0%	363	100.0%	363	100.0%	359	100.0%	356	100.0%	358	100.0%	346	100.0%	358	100.0%	-11.8%		

Department	Sworn	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Police Department	Non-Sworn	Armenian	10	2.5%	12	3.0%	12	3.0%	11	2.8%	10	2.7%	8	2.2%	11	3.0%	12	3.3%	13	3.6%	12	3.3%	13	3.7%	14	3.9%	13	3.8%	15	4.2%	50.0%
		Asian/Pacific Islander	18	4.4%	16	4.0%	16	4.0%	16	4.1%	16	4.3%	14	3.8%	16	4.4%	15	4.1%	16	4.4%	16	4.5%	14	3.9%	13	3.6%	12	3.5%	13	3.6%	-27.8%
		Black	2	0.5%	2	0.5%	2	0.5%	3	0.8%	0	0.0%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	2	0.6%	3	0.8%	0.0%
		Hispanic	43	10.6%	45	11.3%	43	10.8%	37	9.6%	37	10.1%	38	10.4%	38	10.5%	38	10.5%	34	9.4%	38	10.6%	39	11.0%	39	10.9%	32	9.2%	28	10.6%	-11.6%
		Other	2	0.5%	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	White	75	18.5%	70	17.5%	66	16.5%	64	16.6%	62	16.8%	67	18.4%	69	19.0%	71	19.6%	68	18.7%	63	17.5%	61	17.1%	57	15.9%	53	15.3%	49	13.7%	-34.7%	
	Non-Sworn Total		150	36.9%	147	36.8%	140	35.0%	131	33.9%	125	34.0%	128	35.1%	135	37.2%	137	37.7%	132	36.4%	130	36.2%	128	36.0%	124	34.6%	111	32.1%	117	32.7%	-22.0%
	Sworn	Armenian	12	3.0%	14	3.5%	13	3.3%	13	3.4%	13	3.5%	16	4.4%	17	4.7%	19	5.2%	21	5.8%	22	6.1%	23	6.5%	24	6.7%	23	6.6%	26	7.3%	116.7%
		Asian/Pacific Islander	13	3.2%	15	3.8%	19	4.8%	18	4.7%	17	4.6%	17	4.7%	16	4.4%	18	5.0%	17	4.7%	17	4.7%	19	5.3%	18	5.0%	18	5.0%	18	5.0%	38.5%
		Black	7	1.7%	7	1.8%	8	2.0%	8	2.1%	8	2.2%	8	2.2%	6	1.7%	7	1.9%	5	1.4%	5	1.4%	4	1.1%	5	1.4%	5	1.4%	5	1.4%	-28.6%
		Hispanic	61	15.0%	60	15.0%	65	16.3%	69	17.9%	68	18.5%	68	18.6%	67	18.5%	64	17.6%	70	19.3%	70	19.5%	72	20.2%	74	20.7%	72	20.8%	73	20.4%	19.7%
		Native American/Alaskan	1	0.2%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
Other		0	0.0%	0	0.0%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
White	162	39.9%	156	39.0%	153	38.3%	145	37.6%	137	37.2%	128	35.1%	122	33.6%	118	32.5%	118	32.5%	115	32.0%	109	30.6%	114	31.8%	117	33.8%	119	33.2%	-26.5%		
Sworn Total		256	63.1%	253	63.3%	260	65.0%	255	66.1%	243	66.0%	237	64.9%	228	62.8%	226	62.3%	231	63.6%	229	63.8%	228	64.0%	234	65.4%	235	67.9%	241	67.3%	-5.9%	
Grand Total			406	100.0%	400	100.0%	400	100.0%	386	100.0%	368	100.0%	365	100.0%	363	100.0%	363	100.0%	359	100.0%	356	100.0%	358	100.0%	346	100.0%	358	100.0%	-11.8%		

Department	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2006 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Armenian	22	5.4%	26	6.5%	25	6.3%	24	6.2%	23	6.3%	24	6.6%	28	7.7%	31	8.5%	34	9.4%	34	9.5%	36	10.1%	38	10.6%	36	10.4%	41	11.5%	86.4%
	Asian/Pacific Islander	31	7.6%	31	7.8%	35	8.8%	34	8.8%	33	9.0%	31	8.5%	32	8.8%	33	9.1%	33	9.1%	33	9.2%	33	9.3%	31	8.7%	30	8.7%	31	8.7%	0.0%
	Black	9	2.2%	9	2.3%	10	2.5%	11	2.8%	8	2.2%	9	2.5%	7	1.9%	8	2.2%	6	1.7%	6	1.7%	6	1.7%	5	1.4%	6	1.7%	7	2.0%	-22.2%
	Hispanic	104	25.6%	105	26.3%	108	27.0%	106	27.5%	105	28.5%	106	29.0%	105	28.9%	102	28.1%	104	28.7%	108	30.1%	111	31.2%	113	31.6%	104	30.1%	111	31.0%	6.7%
	Native American/Alaskan	1	0.2%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Other	2	0.5%	2	0.5%	2	0.5%	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
White	237	58.4%	226	56.5%	219	54.8%	209	54.1%	199	54.1%	195	53.4%	191	52.6%	189	52.1%	186	51.2%	178	49.6%	170	47.8%	171	47.8%	170	49.1%	168	46.9%	-29.1%	

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Public Works	Hourly	Armenian	8	2.8%	5	1.7%	4	1.4%	6	2.0%	7	2.3%	5	1.7%	3	1.0%	3	1.1%	7	2.6%	6	2.4%	4	1.6%	6	2.5%	9	3.6%	11	4.3%	37.5%
		Asian/Pacific Islander	0	0.0%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	2	0.8%	2	0.8%	0	0.0%	0	0.0%	3	1.2%	N/A
		Black	5	1.7%	4	1.4%	1	0.3%	1	0.3%	2	0.7%	2	0.7%	2	0.7%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	-80.0%		
		Hispanic	11	3.8%	5	1.7%	2	0.7%	4	1.3%	5	1.7%	4	1.4%	6	2.0%	6	2.1%	5	1.8%	2	0.8%	2	0.8%	2	0.8%	3	1.2%	4	1.6%	-63.6%
		Native American/Alaskan	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	White	4	1.4%	6	2.1%	5	1.7%	4	1.3%	4	1.3%	2	0.7%	5	1.7%	6	2.1%	3	1.1%	5	2.0%	7	2.7%	5	2.0%	5	2.0%	2	0.8%	-50.0%	
	Hourly Total		30	10.5%	21	7.3%	13	4.4%	16	5.2%	18	5.9%	13	4.5%	16	5.4%	17	6.0%	17	6.3%	15	5.9%	15	5.9%	13	5.3%	17	6.8%	21	8.1%	-30.0%
	Salaried	Armenian	23	8.0%	24	8.4%	26	8.8%	26	8.5%	25	8.3%	28	9.6%	30	10.2%	30	10.5%	27	10.0%	27	10.7%	27	10.5%	25	10.2%	28	11.2%	31	12.0%	34.8%
		Asian/Pacific Islander	23	8.0%	23	8.0%	26	8.8%	26	8.5%	25	8.3%	23	7.9%	23	7.8%	21	7.4%	21	7.7%	18	7.1%	19	7.4%	16	6.6%	16	6.4%	18	7.0%	-21.7%
		Black	11	3.8%	10	3.5%	9	3.1%	11	3.6%	9	3.0%	10	3.4%	10	3.4%	10	3.5%	10	3.7%	10	4.0%	10	3.9%	13	5.3%	12	4.8%	9	3.5%	-18.2%
		Hispanic	102	35.5%	112	39.2%	124	42.0%	123	40.2%	121	39.9%	119	40.8%	120	40.7%	122	42.8%	121	44.6%	120	47.4%	119	46.5%	117	48.0%	118	47.2%	118	45.7%	15.7%
		Native American/Alaskan	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	1	0.4%	1	0.4%	2	0.8%	1	0.4%	2	0.8%	0.0%
		Other	1	0.3%	1	0.3%	2	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
White	95	33.1%	93	32.5%	93	31.5%	102	33.3%	103	34.0%	97	33.2%	94	31.9%	83	29.1%	73	26.9%	62	24.5%	65	25.4%	58	23.8%	58	23.2%	59	22.9%	-37.9%		
Salaried Total		257	89.5%	265	92.7%	282	95.6%	290	94.8%	285	94.1%	279	95.5%	279	94.6%	268	94.0%	254	93.7%	238	94.1%	241	94.1%	231	94.7%	233	93.2%	237	91.9%	-7.8%	

Department	Ethnic Group	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase/ Decrease from 2006 to 2019	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	Armenian	31	10.8%	29	10.1%	30	10.2%	32	10.5%	32	10.6%	33	11.3%	33	11.2%	33	11.6%	34	12.5%	33	13.0%	31	12.1%	31	12.7%	37	14.8%	42	16.3%	35.5%	
	Asian/Pacific Islander	23	8.0%	24	8.4%	27	9.2%	27	8.9%	25	8.3%	23	7.9%	23	7.8%	21	7.4%	22	8.1%	20	7.9%	21	8.2%	16	6.6%	16	6.4%	21	8.1%	-8.7%	
	Black	16	5.6%	14	4.9%	10	3.4%	12	3.9%	11	3.6%	12	4.1%	12	4.1%	12	4.2%	11	4.1%	10	4.0%	10	3.9%	13	5.3%	12	4.8%	10	3.9%	-37.5%	
	Hispanic	113	39.4%	117	40.9%	126	42.7%	127	41.5%	126	41.6%	123	42.1%	126	42.7%	128	44.9%	126	46.5%	122	48.2%	121	47.3%	119	48.8%	121	48.4%	122	47.3%	8.0%	
	Native American/Alaskan	3	1.0%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	1	0.4%	1	0.4%	2	0.8%	1	0.4%	2	0.8%	-33.3%	
	Other	2	0.7%	1	0.3%	2	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	99	34.5%	99	34.6%	98	33.2%	106	34.6%	107	35.3%	99	33.9%	99	33.6%	89	31.2%	76	28.0%	67	26.5%	72	28.1%	63	25.8%	63	25.2%	61	23.6%	-38.4%		
Total		287	100.0%	286	100.0%	295	100.0%	306	100.0%	303	100.0%	292	100.0%	295	100.0%	285	100.0%	271	100.0%	253	100.0%	256	100.0%	244	100.0%	250	100.0%	258	100.0%	-10.1%	

**Total Employees
By Department and Gender**

Department	Gender	Type	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Administrative Services	Female	Hourly	8	15.1%	9	17.3%	8	14.8%	3	7.5%	3	6.7%	3	6.7%	2	4.3%	4	9.5%	4	10.8%	7	16.3%	2	4.3%	3	7.7%	0	0.0%	0	0.0%	-100.0%
		Salaries	28	52.8%	26	50.0%	28	51.9%	25	62.5%	27	60.0%	26	57.8%	24	51.1%	20	47.6%	20	54.1%	22	51.2%	27	58.7%	24	61.5%	23	69.7%	28	71.8%	0.0%
	Female Total	36	67.9%	35	67.3%	36	66.7%	28	70.0%	30	66.7%	29	64.4%	26	55.3%	24	57.1%	24	64.9%	29	67.4%	29	63.0%	27	69.2%	23	69.7%	28	71.8%	-22.2%	
	Male	2	3.8%	2	3.8%	2	3.7%	1	2.5%	1	2.2%	1	2.2%	1	2.1%	1	2.4%	1	2.7%	2	4.7%	2	4.3%	1	2.6%	0	0.0%	1	2.6%	-50.0%	
	Salaries	15	28.3%	15	28.8%	16	29.6%	11	27.5%	14	31.1%	15	33.3%	20	42.6%	17	40.5%	12	32.4%	12	27.9%	15	32.6%	11	28.2%	10	30.3%	10	25.6%	-33.3%	
	Male Total	17	32.1%	17	32.7%	18	33.3%	12	30.0%	15	33.3%	16	35.6%	21	44.7%	18	42.9%	13	35.4%	14	32.6%	17	37.0%	12	30.8%	10	30.3%	11	28.2%	-35.3%	
Grand Total		53	100.0%	52	100.0%	54	100.0%	40	100.0%	45	100.0%	45	100.0%	47	100.0%	42	100.0%	37	100.0%	43	100.0%	46	100.0%	39	100.0%	33	100.0%	39	100.0%	-26.4%	

Effective 2/16/15, the Internal Audit function moved from the Management Services Department to the Administrative Services Department.

Department	Gender	Type	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Attorney	Female	Hourly	1	4.3%	0	0.0%	0	0.0%	0	0.0%	4	16.0%	3	13.0%	1	5.3%	2	10.5%	2	10.5%	2	10.0%	1	5.3%	1	5.6%	0	0.0%	2	11.1%	100.0%
		Salaries	14	60.9%	13	65.0%	15	71.4%	16	76.2%	16	64.0%	16	69.6%	13	68.4%	13	68.4%	14	70.0%	14	70.0%	14	73.7%	13	72.2%	12	70.6%	13	72.2%	-7.1%
	Female Total	15	65.2%	13	65.0%	15	71.4%	16	76.2%	20	80.0%	19	82.6%	14	73.7%	15	78.9%	15	78.9%	16	80.0%	15	78.9%	14	77.8%	12	70.6%	15	83.3%	0.0%	
	Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.3%	0	0.0%	0	0.0%	0	0.0%	N/A	
	Salaries	8	34.8%	7	35.0%	6	28.6%	5	23.8%	5	20.0%	4	17.4%	4	21.1%	4	21.1%	4	21.1%	4	20.0%	3	15.8%	4	22.2%	5	29.4%	3	16.7%	-62.5%	
	Male Total	8	34.8%	7	35.0%	6	28.6%	5	23.8%	5	20.0%	4	17.4%	4	21.1%	4	21.1%	4	21.1%	4	20.0%	4	21.1%	4	22.2%	5	29.4%	3	16.7%	-62.5%	
Grand Total		23	100.0%	20	100.0%	21	100.0%	21	100.0%	25	100.0%	23	100.0%	19	100.0%	19	100.0%	19	100.0%	20	100.0%	19	100.0%	18	100.0%	17	100.0%	18	100.0%	-21.7%	

Department	Gender	Type	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Clerk	Female	Hourly	2	15.4%	1	7.7%	0	0.0%	4	23.5%	1	8.3%	5	29.4%	1	10.0%	3	27.3%	1	12.5%	3	27.3%	1	14.3%	5	45.5%	1	16.7%	1	11.1%	-50.0%
		Salaries	8	61.5%	8	61.5%	7	63.6%	7	41.2%	7	58.3%	7	41.2%	6	60.0%	4	36.4%	3	37.5%	3	27.3%	3	42.9%	2	18.2%	3	50.0%	4	44.4%	-50.0%
	Female Total	10	76.9%	9	69.2%	7	63.6%	11	64.7%	8	66.7%	12	70.6%	7	70.0%	7	63.6%	4	50.0%	6	54.5%	4	57.1%	7	63.6%	4	66.7%	5	55.6%	-50.0%	
	Male	0	0.0%	1	7.7%	1	9.1%	3	17.6%	1	8.3%	2	11.8%	1	10.0%	1	9.1%	1	12.5%	3	27.3%	0	0.0%	1	9.1%	0	0.0%	2	22.2%	N/A	
	Salaries	3	23.1%	3	23.1%	3	27.3%	3	17.6%	3	25.0%	3	17.6%	2	20.0%	3	27.3%	3	37.5%	2	18.2%	3	42.9%	3	27.3%	2	33.3%	2	22.2%	-33.3%	
	Male Total	3	23.1%	4	30.8%	4	36.4%	6	35.3%	4	33.3%	5	29.4%	3	30.0%	4	36.4%	4	50.0%	5	45.5%	3	42.9%	4	36.4%	2	33.3%	4	44.4%	33.3%	
Grand Total		13	100.0%	13	100.0%	11	100.0%	17	100.0%	12	100.0%	17	100.0%	10	100.0%	11	100.0%	8	100.0%	11	100.0%	7	100.0%	11	100.0%	6	100.0%	9	100.0%	-30.8%	

Department	Gender	Type	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Treasurer	Female	Hourly	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Salaries	3	60.0%	3	60.0%	3	60.0%	4	80.0%	3	75.0%	4	80.0%	4	57.1%	3	60.0%	4	80.0%	4	80.0%	4	80.0%	4	80.0%	4	80.0%	4	80.0%	33.3%
	Female Total	3	60.0%	3	60.0%	3	60.0%	4	80.0%	3	75.0%	4	80.0%	4	57.1%	4	80.0%	33.3%													
	Male	2	40.0%	2	40.0%	2	40.0%	1	20.0%	1	25.0%	1	20.0%	3	42.9%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	-50.0%	
	Salaries	2	40.0%	2	40.0%	2	40.0%	1	20.0%	1	25.0%	1	20.0%	3	42.9%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	-50.0%	
	Male Total	2	40.0%	2	40.0%	2	40.0%	1	20.0%	1	25.0%	1	20.0%	3	42.9%	1	20.0%	-50.0%													
Grand Total		5	100.0%	5	100.0%	5	100.0%	5	100.0%	4	100.0%	5	100.0%	7	100.0%	5	100.0%	0.0%													

**Total Employees
By Department and Gender**

Department	Gender	Type	2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2011 to 2019	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Community Development	Female	Hourly	9	6.3%	9	7.2%	12	10.4%	12	9.4%	11	8.6%	14	10.2%	12	8.8%	12	9.0%	10	7.4%	11.1%	
		Salaries	57	40.1%	46	36.8%	39	33.9%	46	36.2%	46	35.9%	48	35.0%	51	37.2%	49	36.8%	51	37.8%	-10.5%	
	Female Total	66	46.5%	55	44.0%	51	44.3%	58	45.7%	57	44.5%	62	45.3%	63	46.0%	61	45.9%	61	45.2%	61	45.2%	-7.6%
	Male	Hourly	8	5.6%	9	7.2%	10	8.7%	11	8.7%	15	11.7%	16	11.7%	16	11.7%	13	9.8%	11	8.1%	37.5%	
		Salaries	68	47.9%	61	48.8%	54	47.0%	58	45.7%	56	43.8%	59	43.1%	58	42.3%	59	44.4%	63	46.7%	63	46.7%
Male Total	76	53.5%	70	56.0%	64	55.7%	69	54.3%	71	55.5%	75	54.7%	74	54.0%	72	54.1%	74	54.8%	74	54.8%	-2.6%	
Grand Total			142	100.0%	125	100.0%	115	100.0%	127	100.0%	128	100.0%	137	100.0%	133	100.0%	135	100.0%	135	100.0%	-4.9%	

This department was created in 2011 as the result of the organizational realignment. It consists of the previous Community Planning and Community Redevelopment & Housing Departments.
 Effective 7/1/13, Economic Development function moved from the Community Development Department to the Management Services Department.
 Effective 1/1/15, the Transit function moved from the Public Work Department to the Community Development Department.
 Effective 7/1/16, Economic Development function moved from the Management Services Department to the Community Development Department.
 Effective 4/1/18, the Transit function moved from Community Development Department to the Public Works Department.

Department	Gender	Type	2006		2007		2008		2009		2010		% Increase / Decrease from 2006 to 2010
			#	%	#	%	#	%	#	%	#	%	
Community Planning	Female	Hourly	8	7.3%	6	5.8%	4	3.9%	5	5.0%	5	5.1%	-37.5%
		Salaries	32	29.1%	33	31.7%	35	34.3%	33	33.0%	32	32.3%	0.0%
	Female Total	40	36.4%	39	37.5%	39	38.2%	38	38.0%	37	37.4%	-7.5%	
	Male	Hourly	12	10.9%	10	9.6%	9	8.8%	7	7.0%	5	5.1%	-58.3%
		Salaries	58	52.7%	55	52.9%	54	52.9%	55	55.0%	57	57.6%	-1.7%
Male Total	70	63.6%	65	62.5%	63	61.8%	62	62.0%	62	62.6%	-11.4%		
Grand Total			110	100.0%	104	100.0%	102	100.0%	100	100.0%	99	100.0%	-10.0%

Effective 1/1/10, the Building and Safety function moved from the Public Works Department to the Community Planning Department.
 This department was combined with Community Redevelopment & Housing into the new Community Development Department in 2011 as the result of the organizational realignment.

Department	Gender	Type	2006		2007		2008		2009		2010		% Increase / Decrease from 2006 to 2010
			#	%	#	%	#	%	#	%	#	%	
Community Redevelopment & Housing	Female	Hourly	0	0.0%	0	0.0%	1	2.6%	1	2.5%	0	0.0%	N/A
		Salaries	22	59.5%	22	62.9%	23	60.5%	24	60.0%	26	65.0%	18.2%
	Female Total	22	59.5%	22	62.9%	24	63.2%	25	62.5%	26	65.0%	18.2%	
	Male	Hourly	2	5.4%	2	5.7%	2	5.3%	1	2.5%	2	5.0%	0.0%
		Salaries	13	35.1%	11	31.4%	12	31.6%	14	35.0%	12	30.0%	-7.7%
Male Total	15	40.5%	13	37.1%	14	36.8%	15	37.5%	14	35.0%	-6.7%		
Grand Total			37	100.0%	35	100.0%	38	100.0%	40	100.0%	40	100.0%	8.1%

This department was combined with Community Planning into the new Community Development Department in 2011 as the result of the organizational realignment.

Department	Gender	Type	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Community Services & Parks	Female	Hourly	116	26.2%	99	24.6%	93	23.4%	89	22.5%	96	22.5%	97	23.0%	89	23.1%	87	24.5%	95	25.6%	103	27.8%	105	27.7%	123	30.6%	133	32.4%	133	32.1%	14.7%
		Salaries	58	13.1%	54	13.4%	51	12.8%	53	13.4%	53	12.4%	48	11.4%	39	10.1%	36	10.1%	34	9.2%	32	8.6%	32	8.4%	34	8.5%	37	9.0%	33	8.0%	-43.1%
	Female Total	174	39.4%	153	38.0%	144	36.3%	142	35.9%	149	34.9%	145	34.4%	128	33.2%	123	34.6%	129	34.8%	135	36.5%	137	36.1%	157	39.1%	170	41.5%	166	40.1%	-4.6%	
	Male	Hourly	171	38.7%	151	37.5%	157	39.5%	155	39.2%	175	41.0%	177	41.9%	179	46.4%	173	48.7%	181	48.8%	182	49.2%	188	49.6%	190	47.3%	185	45.1%	190	45.9%	11.1%
		Salaries	97	21.9%	99	24.6%	96	24.2%	98	24.8%	103	24.1%	100	23.7%	79	20.5%	59	16.6%	61	16.4%	53	14.3%	54	14.2%	55	13.7%	55	13.4%	58	14.0%	-40.2%
Male Total	268	60.6%	250	62.0%	253	63.7%	253	64.1%	278	65.1%	277	65.6%	258	66.8%	232	65.4%	242	65.2%	235	63.5%	242	63.9%	245	60.9%	240	58.5%	248	59.9%	-7.5%		
Grand Total			442	100.0%	403	100.0%	397	100.0%	395	100.0%	427	100.0%	422	100.0%	386	100.0%	355	100.0%	371	100.0%	370	100.0%	379	100.0%	402	100.0%	410	100.0%	414	100.0%	-6.3%

Effective 9/16/13, the Project Management function moved from the Community Services & Parks Department to the Public Works Department.

**Total Employees
By Department and Gender**

Department	Gender	Type	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Fire Department	Female	Hourly	1	0.4%	3	1.3%	3	1.2%	3	1.3%	6	2.4%	9	3.6%	5	1.7%	5	1.8%	6	2.3%	8	3.1%	7	2.8%	3	1.3%	6	2.2%	4	1.6%	300.0%
		Salariated	24	10.2%	23	9.7%	22	9.0%	22	9.3%	22	8.7%	21	8.3%	20	6.9%	18	6.6%	20	7.6%	19	7.4%	20	7.9%	21	9.1%	24	8.9%	24	9.5%	0.0%
	Female Total		25	10.6%	26	11.0%	25	10.2%	25	10.6%	28	11.1%	30	11.9%	25	8.6%	23	8.5%	26	9.9%	27	10.5%	27	10.6%	24	10.4%	30	11.2%	28	11.1%	12.0%
	Male	Hourly	7	3.0%	5	2.1%	7	2.9%	11	4.7%	23	9.1%	30	11.9%	80	27.5%	81	29.8%	64	24.3%	58	22.5%	54	21.3%	38	16.5%	61	22.7%	52	20.6%	642.9%
		Salariated	203	86.4%	206	86.9%	213	86.9%	200	84.7%	202	79.8%	193	76.3%	186	63.9%	168	61.8%	173	65.8%	173	67.1%	173	68.1%	168	73.0%	178	66.2%	172	68.3%	-15.3%
Male Total		210	89.4%	211	89.0%	220	89.8%	211	89.4%	225	88.9%	223	88.1%	266	91.4%	249	91.5%	237	90.1%	231	89.5%	227	89.4%	206	89.6%	239	88.8%	224	88.9%	6.7%	
Grand Total			235	100.0%	237	100.0%	245	100.0%	236	100.0%	253	100.0%	253	100.0%	291	100.0%	272	100.0%	263	100.0%	258	100.0%	254	100.0%	230	100.0%	269	100.0%	252	100.0%	7.2%

Department	Gender	Type	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GWP	Female	Hourly	3	0.8%	3	0.8%	3	0.7%	5	1.2%	6	1.5%	6	1.4%	7	1.8%	1	0.3%	2	0.6%	2	0.7%	2	0.7%	5	1.8%	7	2.4%	5	1.7%	66.7%
		Salariated	63	16.3%	61	15.8%	62	15.5%	68	16.9%	72	17.8%	73	17.6%	72	18.2%	60	19.3%	60	18.5%	57	19.4%	57	19.3%	55	19.8%	56	19.2%	62	20.5%	-1.6%
	Female Total		66	17.1%	64	16.6%	65	16.2%	73	18.2%	78	19.3%	79	19.1%	77	19.9%	61	19.6%	62	19.1%	59	20.1%	59	19.9%	60	21.6%	63	21.6%	67	22.1%	1.5%
	Male	Hourly	14	3.6%	15	3.9%	16	4.0%	18	4.5%	17	4.2%	20	4.8%	22	5.6%	15	4.8%	15	4.6%	9	3.1%	12	4.1%	6	2.2%	13	4.5%	13	4.3%	-7.1%
		Salariated	307	79.3%	306	79.5%	320	79.8%	311	77.4%	310	76.5%	315	76.1%	295	74.5%	235	75.6%	248	76.3%	226	76.9%	225	76.0%	212	76.3%	216	74.0%	223	73.6%	-27.4%
Male Total		321	82.9%	321	83.4%	336	83.8%	329	81.8%	327	80.7%	335	80.9%	317	80.1%	250	80.4%	263	80.9%	235	79.9%	237	80.1%	218	78.4%	229	78.4%	236	77.9%	-26.5%	
Grand Total			387	100.0%	385	100.0%	401	100.0%	402	100.0%	405	100.0%	414	100.0%	396	100.0%	311	100.0%	325	100.0%	294	100.0%	296	100.0%	278	100.0%	292	100.0%	303	100.0%	-21.7%

Department	Gender	Type	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Human Resources	Female	Hourly	4	12.1%	5	16.7%	3	9.7%	3	10.0%	2	7.4%	2	7.1%	2	7.4%	4	16.0%	4	16.0%	3	13.0%	2	8.3%	1	4.5%	1	5.0%	2	8.7%	-50.0%
		Salariated	22	66.7%	20	66.7%	22	71.0%	21	70.0%	20	74.1%	20	71.4%	19	70.4%	16	64.0%	16	64.0%	15	65.2%	16	66.7%	15	68.2%	14	70.0%	15	65.2%	-31.8%
	Female Total		26	78.8%	25	83.3%	25	80.6%	24	80.0%	22	81.5%	22	78.6%	21	77.8%	20	80.0%	20	80.0%	18	78.3%	18	75.0%	16	72.7%	15	75.0%	17	73.9%	-34.6%
	Male	Hourly	1	3.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.3%	0.0%
		Salariated	6	18.2%	5	16.7%	6	19.4%	6	20.0%	5	18.5%	6	21.4%	6	22.2%	5	20.0%	5	20.0%	5	21.7%	6	25.0%	6	27.3%	5	25.0%	5	21.7%	-16.7%
Male Total		7	21.2%	5	16.7%	6	19.4%	6	20.0%	5	18.5%	6	21.4%	6	22.2%	5	20.0%	5	20.0%	5	21.7%	6	25.0%	6	27.3%	5	25.0%	6	26.1%	-14.3%	
Grand Total			33	100.0%	30	100.0%	31	100.0%	30	100.0%	27	100.0%	28	100.0%	27	100.0%	25	100.0%	25	100.0%	23	100.0%	24	100.0%	22	100.0%	20	100.0%	23	100.0%	-30.3%

Department	Gender	Type	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Information Services	Female	Hourly	5	7.9%	5	7.8%	5	8.1%	5	8.5%	5	8.5%	7	10.6%	7	10.0%	6	9.2%	5	8.9%	3	6.8%	2	4.9%	2	4.4%	0	0.0%	0	0.0%	-100.0%
		Salariated	11	17.5%	12	18.8%	12	19.4%	10	16.9%	8	13.6%	8	12.1%	8	11.4%	8	12.3%	8	14.3%	6	13.6%	5	12.2%	6	13.3%	6	14.0%	6	13.6%	-45.5%
	Female Total		16	25.4%	17	26.6%	17	27.4%	15	25.4%	13	22.0%	15	22.7%	14	21.4%	14	21.5%	13	23.2%	9	20.5%	7	17.1%	8	17.8%	6	14.0%	6	13.6%	-62.5%
	Male	Hourly	10	15.9%	10	15.6%	8	12.9%	8	13.6%	9	15.3%	12	18.2%	14	20.0%	13	20.0%	5	8.9%	3	6.8%	4	9.8%	4	8.9%	4	9.3%	7	15.9%	-30.0%
		Salariated	37	58.7%	37	57.8%	37	59.7%	36	61.0%	37	62.7%	39	59.1%	41	58.6%	38	58.5%	38	67.9%	32	72.7%	30	73.2%	33	73.3%	33	76.7%	31	70.5%	-16.2%
Male Total		47	74.6%	47	73.4%	45	72.6%	44	74.6%	46	78.0%	51	77.3%	55	78.6%	51	78.5%	43	76.8%	35	79.5%	34	82.9%	37	82.2%	37	86.0%	38	86.4%	-19.1%	
Grand Total			63	100.0%	64	100.0%	62	100.0%	59	100.0%	59	100.0%	66	100.0%	70	100.0%	65	100.0%	56	100.0%	44	100.0%	41	100.0%	45	100.0%	43	100.0%	44	100.0%	-30.2%

Department	Gender	Type	2017		2018		2019		% Increase / Decrease from 2017 to 2019
			#	%	#	%	#	%	
Innovation Performance & Audit	Female	Hourly	0	0.0%	0	0.0%	3	27.3%	N/A
		Salariated	3	60.0%	4	57.1%	4	36.4%	33.3%
	Female Total		3	60.0%	4	57.1%	7	63.6%	133.3%
	Male	Hourly	1	20.0%	2	28.6%	2	18.2%	100.0%
		Salariated	1	20.0%	1	14.3%	2	18.2%	100.0%
Male Total		2	40.0%	3	42.9%	4	36.4%	100.0%	
Grand Total			5	100.0%	7	100.0%	11	100.0%	120.0%

This department was created in 2017 as the result of the organizational realignment. It consists of the Internal Audit function in the Administrative Services Department and several employees from the Community Development Department.

**Total Employees
By Department and Gender**

Department	Gender	Type	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Library	Female	Hourly	69	39.0%	68	39.1%	66	37.7%	59	37.6%	57	37.7%	51	37.0%	49	37.4%	41	35.3%	41	35.7%	45	40.2%	44	40.7%	53	44.2%	69	46.6%	68	46.9%	-1.4%
		Salariated	32	18.1%	34	19.5%	37	21.1%	35	22.3%	33	21.9%	33	23.9%	35	26.7%	30	25.9%	30	26.1%	28	25.0%	27	25.0%	24	20.0%	29	19.6%	25	17.2%	-21.9%
	Female Total		101	57.1%	102	58.6%	103	58.9%	94	59.9%	90	59.6%	84	60.9%	84	64.1%	71	61.2%	71	61.7%	73	65.2%	71	65.7%	77	64.2%	98	66.2%	93	64.1%	-7.9%
	Male	Hourly	53	29.9%	50	28.7%	48	27.4%	39	24.8%	38	25.2%	30	21.7%	25	19.1%	26	22.4%	25	21.7%	22	19.6%	21	19.4%	27	22.5%	34	23.0%	34	23.4%	-35.8%
		Salariated	23	13.0%	22	12.6%	24	13.7%	24	15.3%	23	15.2%	24	17.4%	22	16.8%	19	16.4%	19	16.5%	17	15.2%	16	14.8%	16	13.3%	16	10.8%	18	12.4%	-21.7%
Male Total		76	42.9%	72	41.4%	72	41.1%	63	40.1%	61	40.4%	54	39.1%	47	35.9%	45	38.8%	44	38.3%	39	34.8%	37	34.3%	43	35.8%	50	33.8%	52	35.9%	-31.6%	
Grand Total			177	100.0%	174	100.0%	175	100.0%	157	100.0%	151	100.0%	138	100.0%	131	100.0%	116	100.0%	115	100.0%	112	100.0%	108	100.0%	120	100.0%	148	100.0%	145	100.0%	-18.1%

Department	Gender	Type	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Management Services	Female	Hourly	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	16.7%	4	15.4%	3	11.5%	2	11.8%	3	15.8%	2	7.7%	4	15.4%	4	16.0%	N/A
		Salariated	16	61.5%	18	64.3%	16	59.3%	18	56.3%	17	65.4%	15	65.2%	15	62.5%	13	50.0%	12	46.2%	4	23.5%	5	26.3%	7	26.9%	7	26.9%	8	32.0%	-50.0%
	Female Total		16	61.5%	18	64.3%	16	59.3%	18	56.3%	17	65.4%	15	65.2%	19	79.2%	17	65.4%	15	57.7%	6	35.3%	8	42.1%	9	34.6%	11	42.3%	12	48.0%	-25.0%
	Male	Hourly	0	0.0%	0	0.0%	1	3.7%	2	6.3%	1	3.8%	2	8.7%	0	0.0%	2	7.7%	1	3.8%	3	17.6%	4	21.1%	6	23.1%	4	15.4%	3	12.0%	N/A
		Salariated	10	38.5%	10	35.7%	10	37.0%	12	37.5%	8	30.8%	6	26.1%	5	20.8%	7	26.9%	10	38.5%	8	47.1%	7	36.8%	11	42.3%	11	42.3%	10	40.0%	0.0%
Male Total		10	38.5%	10	35.7%	11	40.7%	14	43.8%	9	34.6%	8	34.8%	5	20.8%	9	34.6%	11	42.3%	11	64.7%	11	57.9%	17	65.4%	15	57.7%	13	52.0%	30.0%	
Grand Total			26	100.0%	28	100.0%	27	100.0%	32	100.0%	26	100.0%	23	100.0%	24	100.0%	26	100.0%	26	100.0%	17	100.0%	19	100.0%	26	100.0%	26	100.0%	25	100.0%	-3.8%

Effective 7/1/13, Economic Development function moved from the Community Development Department to the Management Services Department.

Effective 2/16/15, the Internal Audit function moved from the Management Services Department to the Administrative Services Department.

Effective 7/1/16, Economic Development function moved from the Management Services Department to the Community Development Department.

Department	Gender	Type	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Police Department	Female	Hourly	26	6.4%	24	6.0%	17	4.3%	13	3.4%	10	2.7%	11	3.0%	13	3.6%	13	3.6%	13	3.6%	15	4.2%	18	5.1%	11	3.1%	7	2.0%	12	3.4%	-53.8%
		Salariated	107	26.4%	104	26.0%	106	26.5%	106	27.5%	104	28.3%	102	27.9%	102	28.1%	101	27.8%	98	27.0%	94	26.2%	94	26.4%	98	27.4%	90	26.0%	93	26.0%	-13.1%
	Female Total		133	32.8%	128	32.0%	123	30.8%	119	30.8%	114	31.0%	113	31.0%	115	31.7%	114	31.4%	111	30.6%	109	30.4%	112	31.5%	109	30.4%	97	28.0%	105	29.3%	-21.1%
	Male	Hourly	12	3.0%	9	2.3%	12	3.0%	9	2.3%	8	2.2%	13	3.6%	14	3.9%	19	5.2%	16	4.4%	15	4.2%	12	3.4%	14	3.9%	9	2.6%	8	2.2%	-33.3%
		Salariated	261	64.3%	263	65.8%	265	66.3%	258	66.8%	246	66.8%	239	65.5%	234	64.5%	230	63.4%	236	65.0%	235	65.5%	232	65.2%	235	65.6%	240	69.4%	245	68.4%	-6.1%
Male Total		273	67.2%	272	68.0%	277	69.3%	267	69.2%	254	69.0%	252	69.0%	248	68.3%	249	68.6%	252	69.4%	250	69.6%	244	68.5%	249	69.6%	249	72.0%	253	70.7%	-7.3%	
Grand Total			406	100.0%	400	100.0%	400	100.0%	386	100.0%	368	100.0%	365	100.0%	363	100.0%	363	100.0%	363	100.0%	359	100.0%	356	100.0%	358	100.0%	346	100.0%	358	100.0%	-11.8%

Department	Gender	Type	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Public Works	Female	Hourly	9	3.1%	6	2.1%	5	1.7%	6	2.0%	8	2.6%	4	1.4%	2	0.7%	4	1.4%	2	0.7%	6	2.4%	4	1.6%	3	1.2%	5	2.0%	9	3.5%	0.0%
		Salariated	36	12.5%	39	13.6%	41	13.9%	38	12.4%	36	11.9%	37	12.7%	37	12.5%	39	13.7%	32	11.8%	28	11.1%	27	10.5%	26	10.7%	29	11.6%	34	13.2%	-5.6%
	Female Total		45	15.7%	45	15.7%	46	15.6%	44	14.4%	44	14.5%	41	14.0%	39	13.2%	43	15.1%	34	12.5%	34	13.4%	31	12.1%	29	11.9%	34	13.6%	43	16.7%	-4.4%
	Male	Hourly	21	7.3%	15	5.2%	8	2.7%	10	3.3%	10	3.3%	14	4.7%	9	3.1%	14	4.7%	13	4.6%	15	5.5%	9	3.6%	11	4.3%	10	4.1%	12	4.7%	-42.9%
		Salariated	221	77.0%	226	79.0%	241	81.7%	252	82.4%	249	82.2%	242	82.9%	242	82.0%	229	80.4%	222	81.9%	210	83.0%	214	83.6%	205	84.0%	204	81.6%	203	78.7%	-8.1%
Male Total		242	84.3%	241	84.3%	249	84.4%	262	85.6%	259	85.5%	251	86.0%	242	86.8%	242	84.9%	237	87.5%	219	86.6%	225	87.9%	215	88.1%	216	86.4%	215	83.3%	-11.2%	
Grand Total			287	100.0%	286	100.0%	295	100.0%	306	100.0%	303	100.0%	292	100.0%	295	100.0%	285	100.0%	271	100.0%	253	100.0%	256	100.0%	244	100.0%	250	100.0%	258	100.0%	-10.1%

Effective 1/1/10, the Building and Safety function moved from the Public Works Department to the Community Planning Department.

Effective 9/16/13, the Project Management function moved from the Community Services & Parks Department to the Public Works Department.

Effective 1/1/15, the Transit function moved from the Public Work Department to the Community Development Department.

Effective 4/1/18, the Transit function moved from Community Development Department to the Public Works Department.

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Administrative Services	Executive	Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.6%	N/A
		Male	1	1.9%	0	0.0%	1	1.9%	1	2.5%	1	2.2%	1	2.2%	1	2.1%	1	2.4%	1	2.7%	1	2.3%	1	2.2%	1	2.6%	1	3.0%	0	0.0%	0	0.0%	-100.0%
	Executive Total		1	1.9%	0	0.0%	1	1.9%	1	2.5%	1	2.2%	1	2.2%	1	2.1%	1	2.4%	1	2.7%	1	2.3%	1	2.2%	1	2.6%	1	3.0%	1	2.6%	0	0.0%	0.0%
	Management/Supervisor	Female	8	15.1%	8	15.4%	9	16.7%	8	20.0%	6	13.3%	6	13.3%	6	12.8%	7	16.7%	7	18.9%	11	25.6%	8	17.4%	7	17.9%	7	21.2%	7	17.9%	7	17.9%	-12.5%
		Male	4	7.5%	6	11.5%	6	11.1%	4	10.0%	6	13.3%	7	15.6%	9	19.1%	7	16.7%	6	16.2%	7	16.3%	7	15.2%	6	15.4%	5	15.2%	4	10.3%	4	10.3%	0.0%
	Management/Supervisor Total		12	22.6%	14	26.9%	15	27.8%	12	30.0%	12	26.7%	13	28.9%	15	31.9%	14	33.3%	13	35.1%	18	41.9%	15	32.6%	13	33.3%	12	36.4%	11	28.2%	8	20.5%	-8.3%
	Technical/Professional	Female	1	1.9%	1	1.9%	2	3.7%	2	5.0%	2	4.4%	2	4.4%	2	4.3%	2	4.8%	3	8.1%	2	4.7%	3	6.5%	2	5.1%	2	6.1%	6	15.4%	500.0%		
		Male	1	1.9%	0	0.0%	0	0.0%	0	0.0%	1	2.2%	0	0.0%	3	6.4%	2	4.8%	1	2.7%	0	0.0%	2	4.3%	1	2.6%	0	0.0%	2	5.1%	100.0%		
	Technical/Professional Total		2	3.8%	1	1.9%	2	3.7%	2	5.0%	3	6.7%	2	4.4%	5	10.6%	4	9.5%	4	10.8%	2	4.7%	5	10.9%	3	7.7%	2	6.1%	8	20.5%	300.0%		
	Supervisor Non-Mid-Management	Female	0	0.0%	1	1.9%	1	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Supervisor Non-Mid-Management Total		0	0.0%	1	1.9%	1	1.9%	0	0.0%	0	0.0%	N/A																				
	Non-Manager	Female	27	50.9%	25	48.1%	24	44.4%	18	45.0%	22	48.9%	21	46.7%	18	38.3%	15	35.7%	14	37.8%	16	37.2%	18	39.1%	18	46.2%	14	42.4%	14	35.9%	14	35.9%	-48.1%
		Male	11	20.8%	11	21.2%	11	20.4%	7	17.5%	7	15.6%	8	17.6%	8	17.0%	8	19.0%	5	13.5%	6	14.0%	7	15.2%	4	10.3%	4	12.1%	5	12.8%	5	12.8%	-54.5%
Non-Manager Total		38	71.7%	36	69.2%	35	64.8%	25	62.5%	29	64.4%	29	64.4%	26	55.3%	23	54.8%	19	51.4%	22	51.2%	25	54.3%	22	56.4%	18	54.5%	19	48.7%	-50.0%			
Grand Total		53	100.0%	52	100.0%	54	100.0%	40	100.0%	45	100.0%	45	100.0%	47	100.0%	42	100.0%	37	100.0%	43	100.0%	46	100.0%	39	100.0%	33	100.0%	39	100.0%	-26.4%			

Effective 2/16/15, the Internal Audit function moved from the Management Services Department to the Administrative Services Department.

Department	Level	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
City Attorney	Executive	Female	1	4.3%	1	5.0%	1	4.8%	1	4.8%	1	4.0%	2	8.7%	1	5.3%	1	5.3%	1	5.3%	1	5.0%	1	5.3%	1	5.6%	1	5.9%	1	5.6%	0.0%		
		Male	1	4.3%	1	5.0%	1	4.8%	1	4.8%	1	4.0%	2	8.7%	1	5.3%	1	5.3%	1	5.3%	1	5.0%	1	5.3%	1	5.6%	1	5.9%	1	5.6%	0.0%		
	Executive Total		1	4.3%	1	5.0%	1	4.8%	1	4.8%	1	4.0%	2	8.7%	1	5.3%	1	5.3%	1	5.3%	1	5.0%	1	5.3%	1	5.6%	1	5.9%	1	5.6%	0.0%		
	Management/Supervisor	Female	7	30.4%	7	35.0%	7	33.3%	7	33.3%	8	32.0%	9	39.1%	8	42.1%	9	47.4%	10	52.6%	10	50.0%	10	52.6%	9	50.0%	9	52.9%	9	50.0%	9	50.0%	28.6%
		Male	6	26.1%	5	25.0%	5	23.8%	4	19.0%	4	16.0%	2	8.7%	2	10.5%	2	10.5%	2	10.5%	2	10.0%	3	15.8%	2	11.1%	2	11.8%	1	5.6%	1	5.6%	-83.3%
	Management/Supervisor Total		13	56.5%	12	60.0%	12	57.1%	11	52.4%	12	48.0%	11	47.8%	10	52.6%	11	57.9%	12	63.2%	12	60.0%	13	68.4%	11	61.1%	11	64.7%	10	55.6%	-23.1%		
	Technical/Professional	Female	2	8.7%	2	10.0%	3	14.3%	4	19.0%	3	12.0%	2	8.7%	1	5.3%	1	5.3%	0	0.0%	0	0.0%	0	0.0%	1	5.6%	1	5.9%	2	11.1%	0.0%		
		Male	1	4.3%	1	5.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.3%	1	5.3%	1	5.3%	1	5.0%	0	0.0%	0	0.0%	2	11.8%	1	5.6%	0.0%		
	Technical/Professional Total		3	13.0%	3	15.0%	3	14.3%	4	19.0%	3	12.0%	2	8.7%	2	10.5%	2	10.5%	1	5.3%	1	5.0%	0	0.0%	2	11.1%	3	17.6%	3	16.7%	0.0%		
	Non-Manager	Female	6	26.1%	4	20.0%	5	23.8%	5	23.8%	9	36.0%	8	34.8%	5	26.3%	5	26.3%	5	26.3%	6	30.0%	5	26.3%	4	22.2%	2	11.8%	4	22.2%	4	22.2%	-33.3%
	Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
Non-Manager Total		6	26.1%	4	20.0%	5	23.8%	5	23.8%	9	36.0%	8	34.8%	6	26.3%	5	26.3%	5	26.3%	6	30.0%	5	26.3%	4	22.2%	2	11.8%	4	22.2%	-33.3%			
Grand Total		23	100.0%	20	100.0%	21	100.0%	21	100.0%	25	100.0%	23	100.0%	19	100.0%	19	100.0%	19	100.0%	20	100.0%	19	100.0%	18	100.0%	17	100.0%	18	100.0%	-21.7%			

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
City Clerk	Executive	Male	1	7.7%	1	7.7%	1	9.1%	1	5.9%	1	8.3%	1	5.9%	1	10.0%	1	9.1%	1	12.5%	1	9.1%	1	14.3%	1	9.1%	1	16.7%	1	11.1%	0.0%		
	Executive Total		1	7.7%	1	7.7%	1	9.1%	1	5.9%	1	8.3%	1	5.9%	1	10.0%	1	9.1%	1	12.5%	1	9.1%	1	14.3%	1	9.1%	1	16.7%	1	11.1%	0.0%		
	Management/Supervisor	Female	1	7.7%	2	15.4%	2	18.2%	2	11.8%	1	8.3%	2	11.8%	1	10.0%	2	18.2%	0	0.0%	1	9.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Management/Supervisor Total		1	7.7%	2	15.4%	2	18.2%	2	11.8%	1	8.3%	2	11.8%	1	10.0%	2	18.2%	0	0.0%	1	9.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Technical/Professional	Female	0	0.0%	1	7.7%	0	0.0%	1	5.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Technical/Professional	Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	9.1%	1	12.5%	1	9.1%	1	14.3%	1	9.1%	1	16.7%	1	11.1%	N/A		
	Technical/Professional Total		0	0.0%	1	7.7%	0	0.0%	1	5.9%	0	0.0%	0	0.0%	0	0.0%	1	9.1%	1	12.5%	1	9.1%	1	14.3%	1	9.1%	1	16.7%	1	11.1%	N/A		
	Supervisor Non-Mid-Management	Female	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Supervisor Non-Mid-Management Total		1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Non-Manager	Female	8	61.5%	6	46.2%	5	45.5%	8	47.1%	7	58.3%	10	58.8%	6	60.0%	5	45.5%	4	50.0%	5	45.5%	4	57.1%	7	63.6%	4	66.7%	5	55.6%	-37.5%		
	Non-Manager	Male	2	15.4%	3	23.1%	3	27.3%	5	29.4%	3	25.0%	4	23.5%	2	20.0%	2	18.2%	2	25.0%	3	27.3%	1	14.3%	2	18.2%	0	0.0%	2	22.2%	0.0%		
	Non-Manager Total		10	76.9%	9	69.2%	8	72.7%	13	76.5%	10	83.3%	14	82.4%	8	80.0%	7	63.6%	6	75.0%	8	72.7%	5	71.4%	9	81.8%	4	66.7%	7	77.8%	-30.0%		
Grand Total		13	100.0%	13	100.0%	11	100.0%	17	100.0%	12	100.0%	17	100.0%	10	100.0%	11	100.0%	8	100.0%	11	100.0%	7	100.0%	11	100.0%	6	100.0%	9	100.0%	-30.8%			

Department	Level	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Treasurer	Executive	Male	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	25.0%	1	20.0%	1	14.3%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	0.0%
	Executive Total		1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	25.0%	1	20.0%	1	14.3%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	0.0%
	Management/Supervisor	Female	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	25.0%	1	20.0%	1	14.3%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	0.0%
	Management/Supervisor Total		1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	25.0%	1	20.0%	1	14.3%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	0.0%
	Non-Manager	Female	2	40.0%	2	40.0%	2	40.0%	3	60.0%	2	50.0%	3	60.0%	3	42.9%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	50.0%
	Non-Manager	Male	1	20.0%	1	20.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	2	28.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
Non-Manager Total		3	60.0%	3	60.0%	3	60.0%	3	60.0%	2	50.0%	3	60.0%	5	71.4%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	0.0%	
Grand Total		5	100.0%	5	100.0%	5	100.0%	5	100.0%	4	100.0%	5	100.0%	7	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	0.0%	

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2011		2012		2013		2014		2015		2016		2017		2018		2019		%Increase / Decrease from 2011 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Development	Executive	Male	1	0.7%	2	1.6%	1	0.9%	1	0.8%	1	0.8%	1	0.7%	1	0.7%	1	0.8%	1	0.7%	0.0%
	Executive Total		1	0.7%	2	1.6%	1	0.9%	1	0.8%	1	0.8%	1	0.7%	1	0.7%	1	0.8%	1	0.7%	0.0%
	Management/Supervisor	Female	11	7.7%	11	8.8%	7	6.1%	11	8.7%	11	8.6%	13	9.5%	13	9.5%	11	8.3%	9	6.7%	-18.2%
	Management/Supervisor	Male	21	14.8%	21	16.8%	18	15.7%	24	18.9%	22	17.2%	21	15.3%	17	12.4%	18	13.5%	21	15.6%	0.0%
	Management/Supervisor Total		32	22.5%	32	25.6%	25	21.7%	35	27.6%	33	25.8%	34	24.8%	30	21.9%	29	21.8%	30	22.2%	-6.3%
	Technical/Professional	Female	13	9.2%	8	6.4%	7	6.1%	9	7.1%	10	7.8%	9	6.6%	9	6.6%	10	7.5%	11	8.1%	-15.4%
	Technical/Professional	Male	8	5.6%	8	6.4%	7	6.1%	5	3.9%	9	7.0%	12	8.8%	7	5.1%	6	4.5%	7	5.2%	-12.5%
	Technical/Professional Total		21	14.8%	16	12.8%	14	12.2%	14	11.0%	19	14.8%	21	15.3%	16	11.7%	16	12.0%	18	13.3%	-14.3%
	Supervisor Non-Mid-Management	Female	3	2.1%	2	1.6%	1	0.9%	1	0.8%	1	0.8%	1	0.7%	1	0.7%	1	0.8%	1	0.7%	-66.7%
	Supervisor Non-Mid-Management Total		3	2.1%	2	1.6%	1	0.9%	1	0.8%	1	0.8%	1	0.7%	1	0.7%	1	0.8%	1	0.7%	-66.7%
	Non-Manager	Female	39	27.5%	34	27.2%	36	31.3%	37	29.1%	35	27.3%	39	28.5%	40	29.2%	39	29.3%	40	29.6%	2.6%
	Non-Manager	Male	46	32.4%	39	31.2%	38	33.0%	39	30.7%	39	30.5%	41	29.9%	49	35.8%	47	35.3%	45	33.3%	-2.2%
	Non-Manager Total		85	59.9%	73	58.4%	74	64.3%	76	59.8%	74	57.8%	80	58.4%	89	65.0%	86	64.7%	85	63.0%	0.0%
	Grand Total		142	100.0%	125	100.0%	115	100.0%	127	100.0%	128	100.0%	137	100.0%	137	100.0%	133	100.0%	135	100.0%	-4.9%

*This department was created in 2011 as the result of the organizational realignment. It consists of the previous Community Planning and Community Redevelopment & Housing Departments.
 Effective 7/1/13, Economic Development function moved from the Community Development Department to the Management Services Department.
 Effective 1/1/15, the Transit function moved from the Public Work Department to the Community Development Department.
 Effective 7/1/16, Economic Development function moved from the Management Services Department to the Community Development Department.
 Effective 4/1/18, the Transit function moved from Community Development Department to the Public Works Department.*

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2006		2007		2008		2009		2010		%Increase / Decrease from 2006 to 2010
			#	%	#	%	#	%	#	%	#	%	
Community Planning	Executive	Female	1	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Male	0	0.0%	1	1.0%	1	1.0%	1	1.0%	1	1.0%	N/A
	Executive Total		1	0.9%	1	1.0%	1	1.0%	1	1.0%	1	1.0%	0.0%
	Management/Supervisor	Female	5	4.5%	6	5.8%	7	6.9%	7	7.0%	8	8.1%	60.0%
		Male	13	11.8%	13	12.5%	13	12.7%	13	13.0%	13	13.1%	0.0%
	Management/Supervisor Total		18	16.4%	19	18.3%	20	19.6%	20	20.0%	21	21.2%	16.7%
	Technical/Professional	Female	8	7.3%	6	5.8%	5	4.9%	5	5.0%	3	3.0%	-62.5%
		Male	8	7.3%	6	5.8%	8	7.8%	9	9.0%	8	8.1%	0.0%
	Technical/Professional Total		16	14.5%	12	11.5%	13	12.7%	14	14.0%	11	11.1%	-31.3%
	Supervisor Non-Mid-Management		3	2.7%	3	2.9%	3	2.9%	3	3.0%	3	3.0%	0.0%
	Supervisor Non-Mid-Management Total		3	2.7%	3	2.9%	3	2.9%	3	3.0%	3	3.0%	0.0%
	Non-Manager	Female	23	20.9%	24	23.1%	24	23.5%	23	23.0%	23	23.2%	0.0%
		Male	49	44.5%	45	43.3%	41	40.2%	39	39.0%	40	40.4%	-18.4%
Non-Manager Total		72	65.5%	69	66.3%	65	63.7%	62	62.0%	63	63.6%	-12.5%	
Grand Total			110	100.0%	104	100.0%	102	100.0%	100	100.0%	99	100.0%	-10.0%

Effective 1/1/10, the Building and Safety function moved from the Public Works Department to the Community Planning Department.
This department was combined with Community Redevelopment & Housing into the new Community Development Department in 2011 as the result of the organizational realignment.

Department	Level	Gender	2006		2007		2008		2009		2010		%Increase / Decrease from 2006 to 2010
			#	%	#	%	#	%	#	%	#	%	
Community Redevelopmen t & Housing	Executive	Male	1	2.7%	1	2.9%	1	2.6%	1	2.5%	1	2.5%	0.0%
		Executive Total		1	2.7%	1	2.9%	1	2.6%	1	2.5%	1	2.5%
	Management/Supervisor	Female	2	5.4%	2	5.7%	2	5.3%	2	5.0%	3	7.5%	50.0%
		Male	6	16.2%	4	11.4%	5	13.2%	6	15.0%	8	20.0%	33.3%
	Management/Supervisor Total		8	21.6%	6	17.1%	7	18.4%	8	20.0%	11	27.5%	37.5%
	Technical/Professional	Female	7	18.9%	6	17.1%	8	21.1%	8	20.0%	9	22.5%	28.6%
		Male	3	8.1%	3	8.6%	4	10.5%	3	7.5%	1	2.5%	-66.7%
	Technical/Professional Total		10	27.0%	9	25.7%	12	31.6%	11	27.5%	10	25.0%	0.0%
	Non-Manager	Female	13	35.1%	14	40.0%	14	36.8%	15	37.5%	14	35.0%	7.7%
		Male	5	13.5%	5	14.3%	4	10.5%	5	12.5%	4	10.0%	-20.0%
Non-Manager Total		18	48.6%	19	54.3%	18	47.4%	20	50.0%	18	45.0%	0.0%	
Grand Total			37	100.0%	35	100.0%	38	100.0%	40	100.0%	40	100.0%	8.1%

This department was combined with Community Planning into the new Community Development Department in 2011 as the result of the organizational realignment.

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Services & Parks	Executive	Female	1	0.2%	1	0.2%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Male	1	0.2%	1	0.2%	1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	2	0.5%	1	0.2%	1	0.2%	1	0.2%	0.0%
	Executive Total		2	0.5%	2	0.5%	2	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	2	0.5%	1	0.2%	1	0.2%	1	0.2%	-50.0%
	Management/Supervisor	Female	17	3.8%	13	3.2%	13	3.3%	13	3.3%	15	3.5%	13	3.1%	15	3.9%	12	3.4%	12	3.2%	11	3.0%	15	4.0%	12	3.0%	13	3.2%	13	3.1%	-23.5%
		Male	13	2.9%	12	3.0%	14	3.5%	13	3.3%	18	4.2%	17	4.0%	16	4.1%	14	3.9%	14	3.8%	13	3.5%	13	3.4%	7	1.7%	6	1.5%	7	1.7%	-46.2%
	Management/Supervisor Total		30	6.8%	25	6.2%	27	6.8%	26	6.6%	33	7.7%	30	7.1%	31	8.0%	26	7.3%	26	7.0%	24	6.5%	28	7.4%	19	4.7%	19	4.6%	20	4.8%	-33.3%
	Technical/Professional	Female	18	4.1%	17	4.2%	15	3.8%	16	4.1%	15	3.5%	12	2.8%	9	2.3%	9	2.5%	8	2.2%	8	2.2%	5	1.3%	6	1.5%	6	1.5%	3	0.7%	-83.3%
		Male	11	2.5%	12	3.0%	11	2.8%	10	2.5%	13	3.0%	13	3.1%	9	2.3%	4	1.1%	3	0.8%	3	0.8%	3	0.8%	3	0.7%	1	0.2%	1	0.2%	-90.9%
	Technical/Professional Total		29	6.6%	29	7.2%	26	6.5%	26	6.6%	28	6.6%	25	5.9%	18	4.7%	13	3.7%	11	3.0%	11	3.0%	8	2.1%	9	2.2%	7	1.7%	4	1.0%	-86.2%
	Supervisor Non-Mid-Management	Female	1	0.2%	5	1.2%	5	1.3%	6	1.5%	6	1.4%	6	1.4%	5	1.3%	5	1.4%	5	1.3%	7	1.9%	7	1.8%	4	1.0%	4	1.0%	3	0.7%	200.0%
		Male	5	1.1%	8	2.0%	9	2.3%	9	2.3%	5	1.2%	5	1.2%	5	1.3%	3	0.8%	3	0.8%	2	0.5%	2	0.5%	3	0.7%	3	0.7%	2	0.5%	-60.0%
	Supervisor Non-Mid-Management Total		6	1.4%	13	3.2%	14	3.5%	15	3.8%	11	2.6%	11	2.6%	10	2.6%	8	2.3%	8	2.2%	9	2.4%	9	2.4%	7	1.7%	7	1.7%	5	1.2%	-16.7%
Non-Manager	Female	137	31.0%	117	29.0%	110	27.7%	107	27.1%	113	26.5%	114	27.0%	99	25.6%	97	27.3%	104	28.0%	109	29.5%	110	29.0%	135	33.6%	147	35.9%	147	35.5%	7.3%	
	Male	238	53.8%	217	53.8%	218	54.9%	220	55.7%	241	56.4%	241	57.1%	227	58.8%	210	59.2%	221	59.6%	216	58.4%	222	58.6%	231	57.5%	229	55.9%	237	57.2%	-0.4%	
Non-Manager Total		375	84.8%	334	82.9%	328	82.6%	327	82.8%	354	82.9%	355	84.1%	326	84.5%	307	86.5%	325	87.6%	325	87.8%	332	87.6%	366	91.0%	376	91.7%	384	92.8%	2.4%	
Grand Total		442	100.0%	403	100.0%	397	100.0%	395	100.0%	427	100.0%	422	100.0%	386	100.0%	355	100.0%	371	100.0%	370	100.0%	379	100.0%	402	100.0%	410	100.0%	414	100.0%	-6.3%	

Effective 9/16/13, the Project Management function moved from the Community Services & Parks Department to the Public Works Department.

Department	Level	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Fire Department	Executive	Male	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.3%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	0.0%
	Executive Total		1	0.4%	1	0.3%	1	0.4%	0.0%																						
	Management/Supervisor	Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	1	0.3%	2	0.7%	2	0.8%	2	0.8%	4	1.6%	3	1.3%	3	1.1%	2	0.8%	N/A
		Male	12	5.1%	11	4.6%	10	4.1%	10	4.2%	13	5.1%	13	5.1%	12	4.1%	14	5.1%	14	5.3%	10	3.9%	13	5.1%	12	5.2%	11	4.1%	13	5.2%	8.3%
	Management/Supervisor Total		12	5.1%	11	4.6%	10	4.1%	10	4.2%	14	5.5%	14	5.5%	13	4.5%	16	5.9%	16	6.1%	12	4.7%	17	6.7%	15	6.5%	14	5.2%	15	6.0%	25.0%
	Technical/Professional	Female	2	0.9%	3	1.3%	3	1.2%	3	1.3%	2	0.8%	2	0.8%	1	0.3%	2	0.7%	1	0.4%	2	0.8%	1	0.4%	1	0.4%	0	0.0%	0	0.0%	-100.0%
		Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	N/A
	Technical/Professional Total		2	0.9%	3	1.3%	3	1.2%	3	1.3%	2	0.8%	2	0.8%	2	0.7%	3	1.1%	2	0.8%	3	1.2%	2	0.8%	2	0.9%	1	0.4%	1	0.4%	-50.0%
	Supervisor Non-Mid-Management	Female	2	0.9%	2	0.8%	3	1.2%	3	1.3%	3	1.2%	3	1.2%	4	1.4%	3	1.1%	3	1.1%	3	1.2%	3	1.2%	3	1.3%	3	1.1%	3	1.2%	50.0%
		Male	42	17.9%	44	18.6%	42	17.1%	40	16.9%	40	15.8%	38	15.0%	40	13.7%	37	13.6%	38	14.4%	40	15.5%	41	16.1%	40	17.4%	43	16.0%	41	16.3%	-2.4%
	Supervisor Non-Mid-Management Total		44	18.7%	46	19.4%	45	18.4%	43	18.2%	43	17.0%	41	16.2%	44	15.1%	40	14.7%	41	15.6%	43	16.7%	44	17.3%	43	18.7%	46	17.1%	44	17.5%	0.0%
	Non-Manager	Female	21	8.9%	21	8.9%	19	7.8%	19	8.1%	22	8.7%	24	9.5%	19	6.5%	16	5.9%	20	7.6%	20	7.8%	19	7.5%	17	7.4%	24	8.9%	23	9.1%	9.5%
	Male	155	66.0%	155	65.4%	167	68.2%	160	67.8%	171	67.6%	171	67.6%	212	72.9%	196	72.1%	183	69.6%	179	69.4%	171	67.3%	152	66.1%	183	68.0%	168	66.7%	8.4%	
Non-Manager Total		176	74.9%	176	74.3%	186	75.9%	179	75.8%	193	76.3%	195	77.1%	231	79.4%	212	77.9%	203	77.2%	199	77.1%	190	74.8%	169	73.5%	207	77.0%	191	75.8%	8.5%	
Grand Total		235	100.0%	237	100.0%	245	100.0%	236	100.0%	253	100.0%	253	100.0%	291	100.0%	272	100.0%	263	100.0%	258	100.0%	254	100.0%	230	100.0%	269	100.0%	252	100.0%	7.2%	

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GWP	Executive	Male	1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.4%	1	0.3%	1	0.3%	0.0%
	Executive Total		1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.4%	1	0.3%	1	0.3%	0.0%
	Management/Supervisor	Female	11	2.8%	10	2.6%	9	2.2%	9	2.2%	9	2.2%	9	2.2%	10	2.5%	6	1.9%	10	3.1%	9	3.1%	9	3.0%	12	4.3%	16	5.5%	16	5.3%	45.5%
	Management/Supervisor	Male	52	13.4%	56	14.5%	58	14.5%	56	13.9%	61	15.1%	65	15.7%	58	14.6%	46	14.8%	49	15.1%	49	16.7%	45	15.2%	44	15.8%	50	17.1%	48	15.8%	-7.7%
	Management/Supervisor Total		63	16.3%	66	17.1%	67	16.7%	65	16.2%	70	17.3%	74	17.9%	68	17.2%	52	16.7%	59	18.2%	58	19.7%	54	18.2%	56	20.1%	66	22.6%	64	21.1%	1.6%
	Technical/Professional	Female	2	0.5%	5	1.3%	5	1.2%	6	1.5%	6	1.5%	6	1.4%	5	1.3%	5	1.6%	4	1.2%	4	1.4%	5	1.7%	2	0.7%	3	1.0%	3	1.0%	50.0%
	Technical/Professional	Male	22	5.7%	21	5.5%	24	6.0%	21	5.2%	16	4.0%	16	3.9%	14	3.5%	10	3.2%	10	3.1%	4	1.4%	3	1.0%	4	1.4%	4	1.4%	5	1.7%	-77.3%
	Technical/Professional Total		24	6.2%	26	6.8%	29	7.2%	27	6.7%	22	5.4%	22	5.3%	19	4.8%	15	4.8%	14	4.3%	8	2.7%	8	2.7%	6	2.2%	7	2.4%	8	2.6%	-66.7%
	Supervisor Non-Mid-Management	Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.5%	2	0.5%	2	0.5%	2	0.6%	2	0.6%	2	0.7%	2	0.7%	2	0.7%	0	0.0%	0	0.0%	N/A
	Supervisor Non-Mid-Management	Male	27	7.0%	26	6.8%	29	7.2%	30	7.5%	27	6.7%	29	7.0%	28	7.1%	22	7.1%	20	6.2%	16	5.4%	19	6.4%	16	5.8%	14	4.8%	18	5.9%	-33.3%
	Supervisor Non-Mid-Management Total		27	7.0%	26	6.8%	29	7.2%	30	7.5%	29	7.2%	31	7.5%	30	7.6%	24	7.7%	22	6.8%	18	6.1%	21	7.1%	18	6.5%	14	4.8%	18	5.9%	-33.3%
	Non-Manager	Female	53	13.7%	49	12.7%	51	12.7%	58	14.4%	61	15.1%	62	15.0%	62	15.7%	48	15.4%	46	14.2%	44	15.0%	43	14.5%	44	15.8%	44	15.1%	48	15.8%	-9.4%
	Non-Manager	Male	219	56.6%	217	56.4%	224	55.9%	221	55.0%	222	54.8%	224	54.1%	216	54.5%	171	55.0%	183	56.3%	165	56.1%	169	57.1%	153	55.0%	160	54.8%	164	54.1%	-25.1%
Non-Manager Total		272	70.3%	266	69.1%	275	68.6%	279	69.4%	283	69.9%	286	69.1%	278	70.2%	219	70.4%	229	70.5%	209	71.1%	212	71.6%	197	70.9%	204	69.9%	212	70.0%	-22.1%	
Grand Total		387	100.0%	385	100.0%	401	100.0%	402	100.0%	405	100.0%	414	100.0%	396	100.0%	311	100.0%	325	100.0%	294	100.0%	296	100.0%	278	100.0%	292	100.0%	303	100.0%	-21.7%	

Department	Level	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Human Resources	Executive	Male	0	0.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	1	3.7%	1	4.0%	1	4.0%	1	4.3%	1	4.2%	1	4.5%	1	5.0%	1	4.3%	N/A
	Executive Total		0	0.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	1	3.7%	1	4.0%	1	4.0%	1	4.3%	1	4.2%	1	4.5%	1	5.0%	1	4.3%	N/A
	Management/Supervisor	Female	3	9.1%	5	16.7%	6	19.4%	6	20.0%	7	25.9%	7	25.0%	6	22.2%	5	20.0%	6	24.0%	4	17.4%	4	16.7%	4	18.2%	4	20.0%	3	13.0%	0.0%
	Management/Supervisor	Male	2	6.1%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	1	3.7%	1	4.0%	3	12.0%	2	8.7%	1	4.2%	1	4.5%	0	0.0%	0	0.0%	-100.0%
	Management/Supervisor Total		5	15.2%	6	20.0%	7	22.6%	7	23.3%	8	29.6%	8	28.6%	7	25.9%	6	24.0%	9	36.0%	6	26.1%	5	20.8%	5	22.7%	4	20.0%	3	13.0%	-40.0%
	Technical/Professional	Female	10	30.3%	8	26.7%	7	22.6%	7	23.3%	5	18.5%	5	17.9%	4	14.8%	2	8.0%	2	8.0%	3	13.0%	5	20.8%	5	22.7%	4	20.0%	5	21.7%	-50.0%
	Technical/Professional	Male	3	9.1%	2	6.7%	2	6.5%	2	6.7%	1	3.7%	2	7.4%	2	7.4%	2	8.0%	0	0.0%	1	4.3%	2	8.3%	2	9.1%	2	10.0%	2	8.7%	-33.3%
	Technical/Professional Total		13	39.4%	10	33.3%	9	29.0%	9	30.0%	6	22.2%	7	25.0%	6	22.2%	4	16.0%	2	8.0%	4	17.4%	7	29.2%	7	31.8%	6	30.0%	7	30.4%	-46.2%
	Non-Manager	Female	13	39.4%	12	40.0%	12	38.7%	11	36.7%	10	37.0%	10	35.7%	11	40.7%	13	52.0%	12	48.0%	11	47.8%	9	37.5%	7	31.8%	7	35.0%	9	39.1%	-30.8%
	Non-Manager	Male	2	6.1%	1	3.3%	2	6.5%	2	6.7%	2	7.4%	2	7.1%	2	7.4%	1	4.0%	1	4.0%	1	4.3%	2	8.3%	2	9.1%	2	10.0%	3	13.0%	50.0%
Non-Manager Total		15	45.5%	13	43.3%	14	45.2%	13	43.3%	12	44.4%	12	42.9%	13	48.1%	14	56.0%	13	52.0%	12	52.2%	11	45.8%	9	40.9%	9	45.0%	12	52.2%	-20.0%	
Grand Total		33	100.0%	30	100.0%	31	100.0%	30	100.0%	27	100.0%	28	100.0%	27	100.0%	25	100.0%	25	100.0%	23	100.0%	24	100.0%	22	100.0%	20	100.0%	23	100.0%	-30.3%	

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Information Services	Executive	Female	1	1.6%	1	1.6%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Male	0	0.0%	0	0.0%	0	0.0%	1	1.7%	1	1.7%	1	1.5%	1	1.4%	1	1.5%	1	1.8%	1	2.3%	1	2.4%	1	2.2%	1	2.3%	1	2.3%	N/A
	Executive Total		1	1.6%	1	1.6%	1	1.6%	1	1.7%	1	1.7%	1	1.5%	1	1.4%	1	1.5%	1	1.8%	1	2.3%	1	2.4%	1	2.2%	1	2.3%	1	2.3%	0.0%
	Management/Supervisor	Female	1	1.6%	1	1.6%	1	1.6%	1	1.7%	3	5.1%	4	6.1%	3	4.3%	2	3.1%	2	3.6%	1	2.3%	1	2.4%	1	2.2%	1	2.3%	3	6.8%	200.0%
		Male	6	9.5%	7	10.9%	6	9.7%	5	8.5%	10	16.9%	14	21.2%	15	21.4%	12	18.5%	10	17.9%	9	20.5%	8	19.5%	6	13.3%	6	14.0%	11	25.0%	83.3%
	Management/Supervisor Total		7	11.1%	8	12.5%	7	11.3%	6	10.2%	13	22.0%	18	27.3%	18	25.7%	14	21.5%	12	21.4%	10	22.7%	9	22.0%	7	15.6%	7	16.3%	14	31.8%	100.0%
	Technical/Professional	Female	6	9.5%	7	10.9%	5	8.1%	6	10.2%	2	3.4%	2	3.0%	2	2.9%	4	6.2%	4	7.1%	4	9.1%	4	9.8%	4	8.9%	4	9.3%	2	4.5%	-66.7%
		Male	11	17.5%	10	15.6%	11	17.7%	13	22.0%	7	11.9%	9	13.6%	8	11.4%	8	12.3%	8	14.3%	8	18.2%	8	19.5%	9	20.0%	9	20.9%	3	6.8%	-72.7%
	Technical/Professional Total		17	27.0%	17	26.6%	16	25.8%	19	32.2%	9	15.3%	11	16.7%	10	14.3%	12	18.5%	12	21.4%	12	27.3%	12	29.3%	13	28.9%	13	30.2%	5	11.4%	-70.6%
	Non-Manager	Female	8	12.7%	8	12.5%	10	16.1%	8	13.6%	8	13.6%	9	13.6%	10	14.3%	8	12.3%	7	12.5%	4	9.1%	2	4.9%	3	6.7%	1	2.3%	1	2.3%	-87.5%
		Male	30	47.6%	30	46.9%	28	45.2%	25	42.4%	28	47.5%	27	40.9%	31	44.3%	30	46.2%	24	42.9%	17	38.6%	17	41.5%	21	46.7%	21	48.8%	23	52.3%	-23.3%
	Non-Manager Total		38	60.3%	38	59.4%	38	61.3%	33	55.9%	36	61.0%	36	54.5%	41	58.6%	38	58.5%	31	55.4%	21	47.7%	19	46.3%	24	53.3%	22	51.2%	24	54.5%	-36.8%
Grand Total			63	100.0%	64	100.0%	62	100.0%	59	100.0%	59	100.0%	66	100.0%	70	100.0%	65	100.0%	56	100.0%	44	100.0%	41	100.0%	45	100.0%	43	100.0%	44	100.0%	-30.2%

Department	Level	Gender	2017		2018		2019		% Increase / Decrease from 2017 to 2019
			#	%	#	%	#	%	
Innovation Performance & Audit	Executive	Female	1	20.0%	1	14.3%	1	9.1%	0.0%
		Executive Total		1	20.0%	1	14.3%	1	9.1%
	Management/Supervisor	Female	1	20.0%	1	14.3%	1	9.1%	0.0%
		Management/Supervisor Total		1	20.0%	1	14.3%	1	9.1%
	Technical/Professional	Female	1	20.0%	2	28.6%	3	27.3%	200.0%
		Male	2	40.0%	3	42.9%	3	27.3%	50.0%
	Technical/Professional Total		3	60.0%	5	71.4%	6	54.5%	100.0%
Non-Manager	Female	0	0.0%	0	0.0%	2	18.2%	N/A	
	Male	0	0.0%	0	0.0%	1	9.1%	N/A	
Non-Manager Total		0	0.0%	0	0.0%	3	27.3%	N/A	
Grand Total			5	100.0%	7	100.0%	11	100.0%	120.0%

This department was created in 2017 as the result of the organizational realignment. It consists of the Internal Audit function in the Administrative Services Department and several employees from the Community Development Department.

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Library	Executive	Female	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	1	0.9%	1	0.9%	1	0.9%	1	0.9%	1	0.8%	1	0.7%	0	0.0%	-100.0%
		Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	N/A
	Executive Total		1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	1	0.9%	1	0.9%	1	0.9%	1	0.9%	1	0.8%	1	0.7%	1	0.7%	0.0%
	Management/Supervisor	Female	12	6.8%	12	6.9%	11	6.3%	11	7.0%	10	6.6%	11	8.0%	12	9.2%	9	7.8%	10	8.7%	8	7.1%	8	7.4%	6	5.0%	9	6.1%	8	5.5%	-33.3%
		Male	3	1.7%	3	1.7%	3	1.7%	3	1.9%	3	2.0%	3	2.2%	4	3.1%	5	4.3%	5	4.3%	5	4.5%	5	4.6%	5	4.2%	5	3.4%	5	3.4%	66.7%
	Management/Supervisor Total		15	8.5%	15	8.6%	14	8.0%	14	8.9%	13	8.6%	14	10.1%	16	12.2%	14	12.1%	15	13.0%	13	11.6%	13	12.0%	11	9.2%	14	9.5%	13	9.0%	-13.3%
	Technical/Professional	Female	0	0.0%	1	0.6%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Male	2	1.1%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Technical/Professional Total		2	1.1%	2	1.1%	2	1.1%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	0	0.0%	-100.0%												
	Supervisor Non-Mid-Management		1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	1	0.9%	1	0.9%	1	0.9%	1	0.9%	1	0.8%	0	0.0%	0	0.0%	-100.0%
Supervisor Non-Mid-Management Total		1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	1	0.9%	1	0.9%	1	0.9%	1	0.9%	1	0.8%	0	0.0%	0	0.0%	-100.0%	
Non-Manager	Female	87	49.2%	87	50.0%	89	50.9%	81	51.6%	78	51.7%	71	51.4%	70	53.4%	60	51.7%	59	51.3%	63	56.3%	61	56.5%	69	57.5%	88	59.5%	85	58.6%	-2.3%	
	Male	71	40.1%	68	39.1%	68	38.9%	59	37.6%	57	37.7%	50	36.2%	42	32.1%	40	34.5%	39	33.9%	34	30.4%	32	29.6%	38	31.7%	45	30.4%	46	31.7%	-35.2%	
Non-Manager Total		158	89.3%	155	89.1%	157	89.7%	140	89.2%	135	89.4%	121	87.7%	112	85.5%	100	86.2%	98	85.2%	97	86.6%	93	86.1%	107	89.2%	133	89.9%	131	90.3%	-17.1%	
Grand Total			177	100.0%	174	100.0%	175	100.0%	157	100.0%	151	100.0%	138	100.0%	131	100.0%	116	100.0%	115	100.0%	112	100.0%	108	100.0%	120	100.0%	148	100.0%	145	100.0%	-18.1%

Department	Level	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Management Services	Executive	Female	1	3.8%	1	3.6%	1	3.7%	1	3.1%	2	7.7%	2	8.7%	2	8.3%	2	7.7%	2	7.7%	1	5.9%	1	5.3%	1	3.8%	1	3.8%	1	4.0%	0.0%
		Male	3	11.5%	3	10.7%	3	11.1%	2	6.3%	2	7.7%	1	4.3%	2	8.3%	3	11.5%	4	15.4%	3	17.6%	3	15.8%	3	11.5%	3	11.5%	2	8.0%	-33.3%
	Executive Total		4	15.4%	4	14.3%	4	14.8%	3	9.4%	4	15.4%	3	13.0%	4	16.7%	5	19.2%	6	23.1%	4	23.5%	4	21.1%	4	15.4%	4	15.4%	3	12.0%	-25.0%
	Management/Supervisor	Female	3	11.5%	4	14.3%	2	7.4%	4	12.5%	2	7.7%	2	8.7%	3	12.5%	4	15.4%	4	15.4%	1	5.9%	1	5.3%	0	0.0%	1	3.8%	2	8.0%	-33.3%
		Male	3	11.5%	5	17.9%	5	18.5%	6	18.8%	4	15.4%	3	13.0%	1	4.2%	3	11.5%	2	7.7%	2	11.8%	2	10.5%	3	11.5%	4	15.4%	4	16.0%	33.3%
	Management/Supervisor Total		6	23.1%	9	32.1%	7	25.9%	10	31.3%	6	23.1%	5	21.7%	4	16.7%	7	26.9%	6	23.1%	3	17.6%	3	15.8%	3	11.5%	5	19.2%	6	24.0%	0.0%
	Technical/Professional	Female	6	23.1%	6	21.4%	5	18.5%	4	12.5%	4	15.4%	5	21.7%	6	25.0%	6	23.1%	5	19.2%	1	5.9%	1	5.3%	2	7.7%	2	7.7%	2	8.0%	-66.7%
		Male	1	3.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.8%	1	3.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Technical/Professional Total		7	26.9%	6	21.4%	5	18.5%	4	12.5%	4	15.4%	5	21.7%	6	25.0%	7	26.9%	6	23.1%	1	5.9%	1	5.3%	2	7.7%	2	7.7%	2	8.0%	-71.4%
	Non-Manager	Female	6	23.1%	7	25.0%	8	29.6%	9	28.1%	9	34.6%	6	26.1%	8	33.3%	5	19.2%	4	15.4%	3	17.6%	5	26.3%	6	23.1%	7	26.9%	7	28.0%	16.7%
Male		3	11.5%	2	7.1%	3	11.1%	6	18.8%	3	11.5%	4	17.4%	2	8.3%	2	7.7%	4	15.4%	6	35.3%	6	31.6%	11	42.3%	8	30.8%	7	28.0%	133.3%	
Non-Manager Total		9	34.6%	9	32.1%	11	40.7%	15	46.9%	12	46.2%	10	43.5%	10	41.7%	7	26.9%	8	30.8%	9	52.9%	11	57.9%	17	65.4%	15	57.7%	14	56.0%	55.6%	
Grand Total			26	100.0%	28	100.0%	27	100.0%	32	100.0%	26	100.0%	23	100.0%	24	100.0%	26	100.0%	26	100.0%	17	100.0%	19	100.0%	26	100.0%	26	100.0%	25	100.0%	-3.8%

Effective 7/1/13, Economic Development function moved from the Community Development Department to the Management Services Department.
 Effective 2/16/15, the Internal Audit function moved from the Management Services Department to the Administrative Services Department.
 Effective 7/1/16, Economic Development function moved from the Management Services Department to the Community Development Department.

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Police Department	Executive	Male	1	0.2%	1	0.3%	1	0.3%	2	0.5%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	0.0%
	Executive Total		1	0.2%	1	0.3%	1	0.3%	2	0.5%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	0.0%
	Management/Supervisor	Female	6	1.5%	5	1.3%	5	1.3%	6	1.6%	7	1.9%	6	1.6%	8	2.2%	6	1.7%	6	1.7%	6	1.7%	7	2.0%	7	2.0%	6	1.7%	5	1.4%	5	1.4%	-16.7%
	Management/Supervisor	Male	17	4.2%	19	4.8%	18	4.5%	15	3.9%	16	4.3%	18	4.9%	18	5.0%	20	5.5%	20	5.5%	20	5.6%	23	6.5%	19	5.3%	18	5.2%	19	5.3%	19	5.3%	-11.8%
	Management/Supervisor Total		23	5.7%	24	6.0%	23	5.8%	21	5.4%	23	6.3%	24	6.6%	26	7.2%	26	7.2%	26	7.2%	26	7.2%	30	8.4%	26	7.3%	24	6.9%	24	6.7%	24	6.7%	4.3%
	Technical/Professional	Female	1	0.2%	1	0.3%	2	0.5%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	2	0.6%	2	0.6%	2	0.6%	2	0.6%	2	0.6%	2	0.6%	2	0.6%	2	0.6%	100.0%
	Technical/Professional	Male	2	0.5%	3	0.8%	6	1.5%	6	1.6%	3	0.8%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Technical/Professional Total		3	0.7%	4	1.0%	8	2.0%	7	1.8%	4	1.1%	2	0.5%	2	0.6%	3	0.8%	3	0.8%	3	0.8%	2	0.6%	2	0.6%	2	0.6%	2	0.6%	2	0.6%	-33.3%
	Supervisor Non-Mid-Management	Female	9	2.2%	12	3.0%	12	3.0%	11	2.8%	11	3.0%	9	2.5%	9	2.5%	10	2.8%	9	2.5%	11	3.1%	10	2.8%	9	2.5%	7	2.0%	7	2.0%	7	2.0%	-22.2%
	Supervisor Non-Mid-Management	Male	40	9.9%	40	10.0%	43	10.8%	41	10.6%	43	11.7%	45	12.3%	41	11.3%	46	12.7%	42	11.6%	40	11.1%	42	11.8%	41	11.5%	41	11.8%	43	12.0%	43	12.0%	7.5%
	Supervisor Non-Mid-Management Total		49	12.1%	52	13.0%	55	13.8%	52	13.5%	54	14.7%	54	14.8%	50	13.8%	56	15.4%	51	14.0%	51	14.2%	52	14.6%	50	14.0%	48	13.9%	50	14.0%	2.0%		
	Non-Manager	Female	117	28.8%	110	27.5%	104	26.0%	101	26.2%	95	25.8%	97	26.6%	97	26.7%	96	26.4%	94	25.9%	90	25.1%	93	26.1%	91	25.4%	82	23.7%	91	25.4%	91	25.4%	-22.2%
Non-Manager	Male	213	52.5%	209	52.3%	209	52.3%	203	52.6%	191	51.9%	187	51.2%	187	51.5%	181	49.9%	188	51.8%	188	52.4%	178	50.0%	188	52.5%	189	54.6%	190	53.1%	190	53.1%	-10.8%	
Non-Manager Total		330	81.3%	319	79.8%	313	78.3%	304	78.8%	286	77.7%	284	77.8%	284	78.2%	277	76.3%	282	77.7%	278	77.4%	271	76.1%	279	77.9%	271	78.3%	281	78.5%	281	78.5%	-14.8%	
Grand Total		406	100.0%	400	100.0%	400	100.0%	386	100.0%	368	100.0%	365	100.0%	363	100.0%	363	100.0%	363	100.0%	363	100.0%	359	100.0%	356	100.0%	358	100.0%	346	100.0%	358	100.0%	-11.8%	

Department	Level	Gender	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2006 to 2019		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Public Works	Executive	Male	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	0	0.0%	1	0.4%	0.0%		
	Executive Total		1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	0	0.0%	1	0.4%	0.0%		
	Management/Supervisor	Female	3	1.0%	3	1.0%	4	1.4%	4	1.3%	3	1.0%	3	1.0%	3	1.0%	6	2.1%	4	1.6%	3	1.2%	3	1.2%	4	1.6%	4	1.6%	5	1.9%	66.7%		
	Management/Supervisor	Male	28	9.8%	30	10.5%	33	11.2%	34	11.1%	38	12.5%	35	12.0%	33	11.2%	29	10.2%	26	9.6%	27	10.7%	29	11.3%	28	11.5%	29	11.6%	29	11.2%	29	11.2%	3.6%
	Management/Supervisor Total		31	10.8%	33	11.5%	37	12.5%	38	12.4%	41	13.5%	38	13.0%	36	12.2%	35	12.3%	30	11.1%	30	11.9%	32	12.5%	32	13.1%	33	13.2%	34	13.2%	9.7%		
	Technical/Professional	Female	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.1%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	3	1.2%	4	1.6%	4	1.6%	33.3%
	Technical/Professional	Male	10	3.5%	8	2.8%	10	3.4%	8	2.6%	5	1.7%	6	2.1%	5	1.7%	6	2.1%	5	1.8%	7	2.8%	8	3.1%	8	3.3%	8	3.2%	6	2.3%	6	2.3%	-40.0%
	Technical/Professional Total		13	4.5%	11	3.8%	13	4.4%	11	3.6%	8	2.6%	9	3.1%	8	2.7%	9	3.2%	6	2.2%	8	3.2%	9	3.5%	9	3.7%	11	4.4%	10	3.9%	-23.1%		
	Supervisor Non-Mid-Management	Female	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	2	0.7%	2	0.7%	2	0.8%	2	0.8%	1	0.4%	2	0.8%	1	0.4%	1	0.4%	-66.7%
	Supervisor Non-Mid-Management	Male	11	3.8%	11	3.8%	11	3.7%	11	3.6%	11	3.6%	10	3.4%	8	2.7%	10	3.5%	10	3.7%	10	4.0%	10	3.9%	7	2.9%	9	3.6%	9	3.5%	9	3.5%	-18.2%
	Supervisor Non-Mid-Management Total		14	4.9%	14	4.9%	14	4.7%	14	4.6%	14	4.6%	13	4.5%	11	3.7%	12	4.2%	12	4.4%	12	4.7%	12	4.7%	8	3.3%	11	4.4%	10	3.9%	-28.6%		
	Non-Manager	Female	36	12.5%	36	12.6%	36	12.2%	34	11.1%	35	11.6%	32	11.0%	30	10.2%	32	11.2%	27	10.0%	28	11.1%	25	9.8%	23	9.4%	25	10.0%	33	12.8%	33	12.8%	-8.3%
Non-Manager	Male	192	66.9%	191	66.8%	194	65.8%	208	68.0%	204	67.3%	199	68.2%	210	71.2%	197	69.1%	195	72.0%	174	68.8%	177	69.1%	171	70.1%	170	68.0%	170	65.9%	170	65.9%	-11.5%	
Non-Manager Total		228	79.4%	227	79.4%	230	78.0%	242	79.1%	239	78.9%	231	79.1%	240	81.4%	229	80.4%	222	81.9%	202	79.8%	202	79.8%	194	79.5%	195	78.0%	203	78.7%	203	78.7%	-11.0%	
Grand Total		287	100.0%	286	100.0%	295	100.0%	306	100.0%	303	100.0%	292	100.0%	295	100.0%	285	100.0%	271	100.0%	253	100.0%	256	100.0%	244	100.0%	250	100.0%	258	100.0%	258	100.0%	-10.1%	

Effective 1/1/10, the Building and Safety function moved from the Public Works Department to the Community Planning Department.
 Effective 9/16/13, the Project Management function moved from the Community Services & Parks Department to the Public Works Department.
 Effective 1/1/15, the Transit function moved from the Public Work Department to the Community Development Department.
 Effective 4/1/18, the Transit function moved from Community Development Department to the Public Works Department.

Retired Employees By Race/Ethnicity

	Race/Ethnicity	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2008 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Armenian	0	0.0%	0	0.0%	2	3.8%	3	5.9%	4	7.1%	3	3.9%	5	2.8%	1	3.2%	3	4.6%	2	4.4%	2	3.7%	3	5.8%	1	2.1%	1	2.0%	N/A
	Asian/Pacific Islander	4	6.5%	1	2.6%	3	5.8%	2	3.9%	2	3.6%	3	3.9%	13	7.4%	0	0.0%	4	6.2%	3	6.7%	8	14.8%	4	7.8%	3	6.4%	5	10.0%	25.0%
	Black	1	1.6%	5	12.8%	1	1.9%	2	3.9%	1	1.8%	5	6.6%	10	5.7%	1	3.2%	3	4.6%	2	4.4%	3	5.6%	1	2.0%	0	0.0%	4	8.0%	300.0%
	Hispanic	10	16.1%	5	12.8%	11	21.2%	13	25.5%	8	14.3%	7	9.2%	39	22.2%	5	16.1%	16	24.6%	10	22.2%	13	24.1%	17	33.3%	14	29.8%	11	22.0%	10.0%
	Native American/Alaskan	0	0.0%	0	0.0%	2	3.8%	1	2.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.1%	0	0.0%	N/A
	Other	0	0.0%	1	2.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	White	47	75.8%	27	69.2%	33	63.5%	30	58.8%	41	73.2%	58	76.3%	109	61.9%	24	77.4%	39	60.0%	28	62.2%	28	51.9%	25	49.0%	28	59.6%	29	58.0%	-38.3%
Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.0%	0	0.0%	0	0.0%	N/A	
Total		62	100.0%	39	100.0%	52	100.0%	51	100.0%	56	100.0%	76	100.0%	176	100.0%	31	100.0%	65	100.0%	45	100.0%	54	100.0%	51	100.0%	47	100.0%	50	100.0%	-19.4%

Retirement incentives were offered for budget balancing strategies effective August 2012.

Type	Race/Ethnicity	2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		% Increase / Decrease from 2008 to 2019
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Hourly	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.8%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	1	2.2%	0	0.0%	2	3.9%	0	0.0%	0	0.0%	N/A
	Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	6.0%	N/A
	Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.8%	0	0.0%	0	0.0%	0	0.0%	1	1.5%	1	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.5%	2	4.4%	1	1.9%	1	2.0%	0	0.0%	0	0.0%	N/A
	White	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	3.6%	2	2.6%	3	1.7%	1	3.2%	1	1.5%	1	2.2%	0	0.0%	0	0.0%	0	0.0%	1	2.0%	N/A
Hourly Total		0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	7.1%	3	3.9%	4	2.3%	1	3.2%	3	4.6%	5	11.1%	1	1.9%	3	5.9%	0	0.0%	4	8.0%	N/A
Salaried	Armenian	0	0.0%	0	0.0%	2	3.8%	3	5.9%	3	5.4%	2	2.6%	5	2.8%	1	3.2%	3	4.6%	1	2.2%	2	3.7%	1	2.0%	1	2.1%	1	2.0%	N/A
	Asian/Pacific Islander	4	6.5%	1	2.6%	3	5.8%	2	3.9%	2	3.6%	3	3.9%	12	6.8%	0	0.0%	4	6.2%	3	6.7%	8	14.8%	4	7.8%	3	6.4%	2	4.0%	-50.0%
	Black	1	1.6%	5	12.8%	1	1.9%	2	3.9%	0	0.0%	5	6.6%	10	5.7%	1	3.2%	2	3.1%	1	2.2%	3	5.6%	1	2.0%	0	0.0%	4	8.0%	300.0%
	Hispanic	10	16.1%	5	12.8%	11	21.2%	13	25.5%	8	14.3%	7	9.2%	39	22.2%	5	16.1%	15	23.1%	8	17.8%	12	22.2%	16	31.4%	14	29.8%	11	22.0%	10.0%
	Native American/Alaskan	0	0.0%	0	0.0%	2	3.8%	1	2.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.1%	0	0.0%	N/A
	Other	0	0.0%	1	2.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	White	47	75.8%	27	69.2%	33	63.5%	30	58.8%	39	69.6%	56	73.7%	106	60.2%	23	74.2%	38	58.5%	27	60.0%	28	51.9%	25	49.0%	28	59.6%	28	56.0%	-40.4%
Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.0%	0	0.0%	0	0.0%	N/A	
Salaried Total		62	100.0%	39	100.0%	52	100.0%	51	100.0%	52	92.9%	73	96.1%	172	97.7%	30	96.8%	62	95.4%	40	88.9%	53	98.1%	48	94.1%	47	100.0%	46	92.0%	-25.8%
Total Employees		62	100.0%	39	100.0%	52	100.0%	51	100.0%	56	100.0%	76	100.0%	176	100.0%	31	100.0%	65	100.0%	45	100.0%	54	100.0%	51	100.0%	47	100.0%	50	100.0%	-19.4%

The percentage column is calculated using the percent of column total whereas in prior reports, this column was calculated using the percent of grand total.

**Total Employees
By Length of Service
As of December 31, 2019**

	Ethnic Group	0-5		6-10		11-15		16-20		21-25		26-30		30-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	Armenian	260	29.0%	43	24.9%	66	16.5%	48	17.0%	7	5.7%	3	3.4%	2	3.4%	2	13.3%	431	21.1%
	Asian/Pacific Islander	79	8.8%	18	10.4%	46	11.5%	23	8.1%	7	5.7%	11	12.4%	5	8.5%	2	13.3%	191	9.4%
	Black	29	3.2%	3	1.7%	18	4.5%	6	2.1%	8	6.6%	4	4.5%	0	0.0%	0	0.0%	68	3.3%
	Hispanic	305	34.0%	43	24.9%	143	35.8%	85	30.0%	30	24.6%	26	29.2%	20	33.9%	3	20.0%	655	32.1%
	Native American/Alaskan	4	0.4%	1	0.6%	2	0.5%	3	1.1%	1	0.8%	0	0.0%	0	0.0%	1	6.7%	12	0.6%
	Other	5	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	0.2%
	White	213	23.7%	65	37.6%	122	30.5%	116	41.0%	69	56.6%	45	50.6%	32	54.2%	7	46.7%	669	32.8%
	Not Specified	2	0.2%	0	0.0%	2	0.5%	2	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	0.3%
Two or More	1	0.1%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%	
Total		898	100.0%	173	100.0%	400	100.0%	283	100.0%	122	100.0%	89	100.0%	59	100.0%	15	100.0%	2,039	100.0%

Type	Ethnic Group	0-5		6-10		11-15		16-20		21-25		26-30		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%				
Hourly	Armenian	166	33.9%	11	27.5%	7	19.4%	1	8.3%	1	16.7%	1	50.0%	0	0.0%	187	31.7%
	Asian/Pacific Islander	40	8.2%	6	15.0%	4	11.1%	2	16.7%	0	0.0%	0	0.0%	0	0.0%	52	8.8%
	Black	14	2.9%	2	5.0%	0	0.0%	1	8.3%	0	0.0%	0	0.0%	0	0.0%	17	2.9%
	Hispanic	171	35.0%	10	25.0%	15	41.7%	4	33.3%	3	50.0%	0	0.0%	0	0.0%	203	34.5%
	Native American/Alaskan	2	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	25.0%	3	0.5%
	Other	4	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.7%
	White	90	18.4%	11	27.5%	10	27.8%	4	33.3%	2	33.3%	1	50.0%	3	75.0%	121	20.5%
	Not Specified	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%
Two or More	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	
Hourly Total		489	100.0%	40	100.0%	36	100.0%	12	100.0%	6	100.0%	2	100.0%	4	100.0%	589	100.0%

Type	Ethnic Group	0-5		6-10		11-15		16-20		21-25		26-30		30-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%				
Salaried	Armenian	94	23.0%	32	24.1%	59	16.2%	47	17.3%	6	5.2%	2	2.3%	2	3.4%	2	18.2%	244	16.8%
	Asian/Pacific Islander	39	9.5%	12	9.0%	42	11.5%	21	7.7%	7	6.0%	11	12.6%	5	8.5%	2	18.2%	139	9.6%
	Black	15	3.7%	1	0.8%	18	4.9%	5	1.8%	8	6.9%	4	4.6%	0	0.0%	0	0.0%	51	3.5%
	Hispanic	134	32.8%	33	24.8%	128	35.2%	81	29.9%	27	23.3%	26	29.9%	20	33.9%	3	27.3%	452	31.2%
	Native American/Alaskan	2	0.5%	1	0.8%	2	0.5%	3	1.1%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	9	0.6%
	Other	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
	White	123	30.1%	54	40.6%	112	30.8%	112	41.3%	67	57.8%	44	50.6%	32	54.2%	4	36.4%	548	37.8%
	Not Specified	1	0.2%	0	0.0%	2	0.5%	2	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	0.3%
Two or More	0	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	
Salaried Total		409	100.0%	133	100.0%	364	100.0%	271	100.0%	116	100.0%	87	100.0%	59	100.0%	11	100.0%	1,450	100.0%

The percentage column is calculated using the percent of column total whereas in prior reports, this column was calculated using the percent of grand total.

**Total Employees
By Length of Service & Age Group
As of December 31, 2019**

	Age Range	0-5		6-10		11-15		16-20		21-25		26-30		30-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	20 and under	111	12.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	111	5.4%
	21-25	202	22.5%	6	3.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	208	10.2%
	26-30	209	23.3%	30	17.3%	5	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	244	12.0%
	31-35	158	17.6%	33	19.1%	41	10.3%	2	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	234	11.5%
	36-40	77	8.6%	35	20.2%	94	23.5%	21	7.4%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	228	11.2%
	41-45	42	4.7%	19	11.0%	94	23.5%	84	29.7%	12	9.8%	0	0.0%	0	0.0%	0	0.0%	251	12.3%
	46-50	32	3.6%	14	8.1%	68	17.0%	70	24.7%	44	36.1%	8	9.0%	1	1.7%	0	0.0%	237	11.6%
	51-55	23	2.6%	11	6.4%	39	9.8%	40	14.1%	38	31.1%	40	44.9%	21	35.6%	1	6.7%	213	10.4%
	56-60	23	2.6%	12	6.9%	27	6.8%	38	13.4%	20	16.4%	29	32.6%	23	39.0%	6	40.0%	178	8.7%
	61+	21	2.3%	13	7.5%	32	8.0%	28	9.9%	7	5.7%	12	13.5%	14	23.7%	8	53.3%	135	6.6%
Total		898	100.0%	173	100.0%	400	100.0%	283	100.0%	122	100.0%	89	100.0%	59	100.0%	15	100.0%	2,039	100.0%

Type	Age Range	0-5		6-10		11-15		16-20		21-25		26-30		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%				
Hourly	20 and under	110	22.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	110	18.7%
	21-25	166	33.9%	6	15.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	172	29.2%
	26-30	80	16.4%	14	35.0%	5	13.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	99	16.8%
	31-35	48	9.8%	2	5.0%	5	13.9%	2	16.7%	0	0.0%	0	0.0%	0	0.0%	57	9.7%
	36-40	24	4.9%	2	5.0%	5	13.9%	2	16.7%	0	0.0%	0	0.0%	0	0.0%	33	5.6%
	41-45	12	2.5%	0	0.0%	5	13.9%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	18	3.1%
	46-50	13	2.7%	5	12.5%	4	11.1%	1	8.3%	1	16.7%	1	50.0%	0	0.0%	25	4.2%
	51-55	11	2.2%	0	0.0%	1	2.8%	1	8.3%	0	0.0%	1	50.0%	0	0.0%	14	2.4%
	56-60	16	3.3%	4	10.0%	3	8.3%	2	16.7%	2	33.3%	0	0.0%	0	0.0%	27	4.6%
	61+	9	1.8%	7	17.5%	8	22.2%	4	33.3%	2	33.3%	0	0.0%	4	100.0%	34	5.8%
Hourly Total		489	100.0%	40	100.0%	36	100.0%	12	100.0%	6	100.0%	2	100.0%	4	100.0%	589	100.0%

Type	Age Range	0-5		6-10		11-15		16-20		21-25		26-30		30-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%				
Salaried	20 and under	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
	21-25	36	8.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	36	2.5%
	26-30	129	31.5%	16	12.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	145	10.0%
	31-35	110	26.9%	31	23.3%	36	9.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	177	12.2%
	36-40	53	13.0%	33	24.8%	89	24.5%	19	7.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	195	13.4%
	41-45	30	7.3%	19	14.3%	89	24.5%	84	31.0%	11	9.5%	0	0.0%	0	0.0%	0	0.0%	233	16.1%
	46-50	19	4.6%	9	6.8%	64	17.6%	69	25.5%	43	37.1%	7	8.0%	1	1.7%	0	0.0%	212	14.6%
	51-55	12	2.9%	11	8.3%	38	10.4%	39	14.4%	38	32.8%	39	44.8%	21	35.6%	1	9.1%	199	13.7%
	56-60	7	1.7%	8	6.0%	24	6.6%	36	13.3%	18	15.5%	29	33.3%	23	39.0%	6	54.5%	151	10.4%
	61+	12	2.9%	6	4.5%	24	6.6%	24	8.9%	5	4.3%	12	13.8%	14	23.7%	4	36.4%	101	7.0%
Salaried Total		409	100.0%	133	100.0%	364	100.0%	271	100.0%	116	100.0%	87	100.0%	59	100.0%	11	100.0%	1,450	100.0%

The percentage column is calculated using the percent of column total whereas in prior reports, this column was calculated using the percent of grand total.

**Total Employees
By Age Grouping
As of December 31, 2019**

	Ethnic Group	20 and under		21-25		26-30		31-35		36-40		41-45		46-50		51-55		56-60		61+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	Armenian	70	63.1%	72	34.6%	64	26.2%	49	20.9%	44	19.3%	52	20.7%	30	12.7%	16	7.5%	16	9.0%	18	13.3%	431	21.1%
	Asian/Pacific Islander	6	5.4%	9	4.3%	21	8.6%	25	10.7%	26	11.4%	19	7.6%	26	11.0%	22	10.3%	21	11.8%	16	11.9%	191	9.4%
	Black	0	0.0%	5	2.4%	7	2.9%	8	3.4%	7	3.1%	6	2.4%	9	3.8%	9	4.2%	10	5.6%	7	5.2%	68	3.3%
	Hispanic	19	17.1%	82	39.4%	88	36.1%	76	32.5%	80	35.1%	80	31.9%	81	34.2%	69	32.4%	50	28.1%	30	22.2%	655	32.1%
	Native American/Alaskan	0	0.0%	1	0.5%	1	0.4%	0	0.0%	1	0.4%	1	0.4%	3	1.3%	3	1.4%	1	0.6%	1	0.7%	12	0.6%
	Other	1	0.9%	1	0.5%	2	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	5	0.2%
	White	15	13.5%	38	18.3%	60	24.6%	76	32.5%	69	30.3%	89	35.5%	87	36.7%	93	43.7%	79	44.4%	63	46.7%	669	32.8%
	Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	3	1.2%	1	0.4%	1	0.5%	0	0.0%	0	0.0%	6	0.3%
	Two or More	0	0.0%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%
Total		111	100.0%	208	100.0%	244	100.0%	234	100.0%	228	100.0%	251	100.0%	237	100.0%	213	100.0%	178	100.0%	135	100.0%	2,039	100.0%

Type	Ethnic Group	20 and under		21-25		26-30		31-35		36-40		41-45		46-50		51-55		56-60		61+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Hourly	Armenian	70	63.6%	65	37.8%	20	20.2%	9	15.8%	7	21.2%	4	22.2%	5	20.0%	5	35.7%	1	3.7%	1	2.9%	187	31.7%
	Asian/Pacific Islander	6	5.5%	9	5.2%	8	8.1%	9	15.8%	6	18.2%	0	0.0%	3	12.0%	1	7.1%	6	22.2%	4	11.8%	52	8.8%
	Black	0	0.0%	5	2.9%	2	2.0%	4	7.0%	0	0.0%	0	0.0%	3	12.0%	1	7.1%	1	3.7%	1	2.9%	17	2.9%
	Hispanic	19	17.3%	69	40.1%	46	46.5%	21	36.8%	12	36.4%	9	50.0%	10	40.0%	4	28.6%	8	29.6%	5	14.7%	203	34.5%
	Native American/Alaskan	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	1	5.6%	0	0.0%	0	0.0%	0	0.0%	1	2.9%	3	0.5%
	Other	1	0.9%	1	0.6%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.7%	0	0.0%	4	0.7%
	White	14	12.7%	23	13.4%	20	20.2%	14	24.6%	8	24.2%	3	16.7%	4	16.0%	3	21.4%	10	37.0%	22	64.7%	121	20.5%
	Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%
	Two or More	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%
Hourly Total		110	100.0%	172	100.0%	99	100.0%	57	100.0%	33	100.0%	18	100.0%	25	100.0%	14	100.0%	27	100.0%	34	100.0%	589	100.0%

Type	Ethnic Group	20 and under		21-25		26-30		31-35		36-40		41-45		46-50		51-55		56-60		61+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Salaried	Armenian	0	0.0%	7	19.4%	44	30.3%	40	22.6%	37	19.0%	48	20.6%	25	11.8%	11	5.5%	15	9.9%	17	16.8%	244	16.8%
	Asian/Pacific Islander	0	0.0%	0	0.0%	13	9.0%	16	9.0%	20	10.3%	19	8.2%	23	10.8%	21	10.6%	15	9.9%	12	11.9%	139	9.6%
	Black	0	0.0%	0	0.0%	5	3.4%	4	2.3%	7	3.6%	6	2.6%	6	2.8%	8	4.0%	9	6.0%	6	5.9%	51	3.5%
	Hispanic	0	0.0%	13	36.1%	42	29.0%	55	31.1%	68	34.9%	71	30.5%	71	33.5%	65	32.7%	42	27.8%	25	24.8%	452	31.2%
	Native American/Alaskan	0	0.0%	1	2.8%	0	0.0%	0	0.0%	1	0.5%	0	0.0%	3	1.4%	3	1.5%	1	0.7%	0	0.0%	9	0.6%
	Other	0	0.0%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
	White	1	100.0%	15	41.7%	40	27.6%	62	35.0%	61	31.3%	86	36.9%	83	39.2%	90	45.2%	69	45.7%	41	40.6%	548	37.8%
	Not Specified	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.5%	2	0.9%	1	0.5%	1	0.5%	0	0.0%	0	0.0%	5	0.3%
	Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Salaried Total		1	100.0%	36	100.0%	145	100.0%	177	100.0%	195	100.0%	233	100.0%	212	100.0%	199	100.0%	151	100.0%	101	100.0%	1,450	100.0%

The percentage column is calculated using the percent of column total whereas in prior reports, this column was calculated using the percent of grand total.