

**City Of Kirkland
2022 Employee Data**



1. Employee Demographics: All Benefited Employees

All employee data is self-reported by the employee and was gathered at the time of hire. When reviewing the data, it is important to note that this includes all employees who were active in 2022. There may be more than one employee in the same role within the same year.

	City Attorney's Office	City Council	City Manager's Office	Finance & Administration	Human Resources	Information Technology	Municipal Court	Parks & Community Services	Planning & Building	Public Works	RCR	Total	% of Total	Police COMM	Police NON-COMM	Fire	Total	% of Total	% City of Kirkland Resident Census 2022
Gender of Employees																			
Female	3	3	15	34	9	13	19	29	39	37	5	206	44.02%	15	25	16	262	34.75%	
Male	1	4	10	16	3	23	7	39	37	120	1	261	55.77%	98	19	113	491	65.12%	
Other	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%	
Not Disclosed	0	0	0	0	1	0	0	0	0	0	0	1	0.21%	0	0	0	1	0.13%	
Total	4	7	25	50	13	36	26	68	76	157	6	468		113	44	129	754		
Race of Employees																			
American Indian/Alaska Native	0	0	0	0	0	0	0	1	0	1	0	2	0.43%	0	0	0	2	0.27%	0.50%
Asian	0	0	1	9	3	4	0	2	7	11	0	37	7.91%	5	2	6	50	6.63%	16.10%
Black	0	0	0	2	1	1	0	0	4	4	0	12	2.56%	5	2	4	23	3.05%	1.70%
Hispanic	0	0	1	4	2	1	2	8	2	2	0	22	4.70%	4	2	0	28	3.71%	7.50%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	2	3	3	0	8	1.71%	4	1	1	14	1.86%	0.10%
Two or More Races	0	0	0	1	0	1	1	1	4	4	0	12	2.56%	3	0	3	18	2.39%	7.90%
White	4	7	21	32	6	27	22	54	55	132	6	366	78.21%	88	37	114	605	80.24%	71.20%
Not Disclosed	0	0	2	2	1	2	1	0	1	0	0	9	1.92%	4	0	1	14	1.86%	0.00%
Total	4	7	25	50	13	36	26	68	76	157	6	468		113	44	129	754		
Ethnicity of Employees																			
No, Not Hispanic or Latino	4	7	23	46	11	35	23	60	73	155	6	443	94.66%	109	42	128	722	95.76%	
Yes, Hispanic, or Latino	0	0	2	4	2	1	3	8	3	2	0	25	5.34%	4	2	1	32	4.24%	
Total	4	7	25	50	13	36	26	68	76	157	6	468		113	44	129	754		
Age of Employees																			
Under 20	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%	
20-29	0	0	2	3	1	8	8	8	11	15	0	56	11.97%	20	7	11	94	12.47%	
30-39	1	0	6	13	4	13	4	18	22	50	4	135	28.85%	44	10	46	235	31.17%	
40-49	0	2	4	13	6	5	4	16	16	45	0	111	23.72%	26	15	33	185	24.54%	
50-59	1	2	9	13	2	8	8	19	11	32	2	107	22.86%	14	14	32	167	22.15%	
60-69	2	2	4	8	0	2	2	7	16	14	0	57	12.18%	2	4	7	70	9.28%	
70-79	0	1	0	0	0	0	0	0	0	1	0	2	0.43%	1	0	0	3	0.40%	
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%	
Total	4	7	25	50	13	36	26	68	76	157	6	468		107	50	129	754		
Income of Employees																			
Less than \$50,000	0	7	0	1	0	3	3	1	0	2	0	17	3.63%	0	0	0	17	2.25%	
\$50,001 - \$70,000	0	0	2	10	0	1	8	11	3	18	0	53	11.32%	0	14	1	68	9.02%	
\$70,001 - \$90,000	0	0	8	20	3	5	9	21	18	37	1	122	26.07%	5	22	32	181	24.01%	
\$90,001 - \$110,000	1	0	3	9	7	9	4	27	26	46	3	135	28.85%	24	6	53	218	28.91%	
\$110,001 - \$130,000	0	0	5	5	2	8	0	5	20	26	1	72	15.38%	61	0	18	151	20.03%	
\$130,001 - \$150,000	0	0	3	2	0	7	0	1	4	17	1	35	7.48%	14	0	17	66	8.75%	
\$150,001 - \$170,000	0	0	0	1	0	2	1	1	4	9	0	18	3.85%	6	2	3	29	3.85%	
\$170,001 - \$190,000	2	0	0	1	0	0	0	0	0	1	0	4	0.85%	0	0	3	7	0.93%	
\$190,001 - \$210,000	1	0	0	0	0	0	1	0	0	0	0	2	0.43%	2	0	1	5	0.66%	
More than \$210,001	0	0	4	1	1	1	0	1	1	1	0	10	2.14%	1	0	1	12	1.59%	
Total	4	7	25	50	13	36	26	68	76	157	6	468		113	44	129	754		
Income by Race																			
	American Indian/Alaska Native	Asian	Black	Hispanic	Native Hawaiian/Pacific Island	Two or	White	Not Disclosed	Total	% of Total									
<\$50,000	0	0	0	1	0	0	15	1	17	2.25%									
\$50,001 - \$70,000	0	7	1	8	0	2	48	2	68	9.02%									
\$70,001 - \$90,000	0	17	7	8	5	6	131	7	181	24.01%									
\$90,001 - \$110,000	2	8	8	5	2	6	184	3	218	28.91%									
\$110,001 - \$130,000	0	8	6	3	5	2	127	0	151	20.03%									
\$130,001 - \$150,000	0	5	1	2	0	2	55	1	66	8.75%									
\$150,001 - \$170,000	0	2	0	0	2	0	25	0	29	3.85%									
\$170,001 - \$190,000	0	1	0	0	0	0	6	0	7	0.93%									
\$190,001 - \$210,000	0	0	0	0	0	0	4	0	4	0.53%									
\$210,001 - \$230,000	0	2	0	1	0	0	8	0	11	1.46%									
>\$230,001	0	0	0	0	0	0	2	0	2	0.27%									
Total	2	50	23	28	14	18	605	14	754										

2. Employee Demographics: City Managers & Directors

Data includes City Manager and Deputy City Managers, Directors and Deputy Directors, and Public Safety Chiefs and Deputy Chiefs.

	City Attorney's Office	City Council	City Manager's Office	Finance & Administration	Human Resources	Information Technology	Municipal Court	Parks & Community Services	Planning & Building	Public Works	RCR	Total	% of Total	Police COMM	Fire	Total	% of Total
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	Fire		
Female	0	0	2	0	1	1	1	1	1	1	0	8	44.44%	1	0	9	36.00%
Male	1	0	2	2	0	0	1	1	2	1	0	10	55.56%	2	4	16	64.00%
Other	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
Not Disclosed	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
Total	1	0	4	2	1	1	2	2	3	2	0	18		3	4	25	
Race of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	Fire		
American Indian/Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
Asian	0	0	0	1	1	1	0	0	0	0	0	3	16.67%	0	0	3	12.00%
Black	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
Hispanic	0	0	1	0	0	0	0	0	0	0	0	1	5.56%	0	0	1	4.00%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
Two or More Races	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
White	1	0	3	1	0	0	2	2	3	2	0	14	77.78%	3	4	21	84.00%
Not Disclosed	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
Total	1	0	4	2	1	1	2	2	3	2	0	18		3	4	25	
Ethnicity of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	Fire		
No, Not Hispanic or Latino	1	0	3	2	1	1	2	2	3	2	0	17	94.44%	3	4	24	96.00%
Yes, Hispanic, or Latino	0	0	1	0	0	0	0	0	0	0	0	1	5.56%	0	0	1	4.00%
Total	1	0	4	2	1	1	2	2	3	2	0	18		3	4	25	
Age of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	Fire		
Under 20	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
20-29	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
30-39	0	0	0	0	0	0	0	0	1	0	0	1	5.56%	0	0	1	4.00%
40-49	0	0	0	0	1	0	0	1	1	0	0	3	16.67%	2	0	5	20.00%
50-59	0	0	3	1	0	1	1	1	0	1	0	8	44.44%	1	3	12	48.00%
60-69	1	0	1	1	0	0	1	0	1	1	0	6	33.33%	0	1	7	28.00%
70-79	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
Total	1	0	4	2	1	1	2	2	3	2	0	18		3	4	25	
Income of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	Fire		
Less than \$50,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
\$50,001 - \$70,000	0	0	0	0	0	0	0	0	1	0	0	1	5.56%	0	0	1	4.00%
\$70,001 - \$90,000	0	0	0	0	0	0	0	1	1	0	0	2	11.11%	0	0	2	8.00%
\$90,001 - \$110,000	0	0	0	1	0	0	1	0	0	0	0	2	11.11%	0	0	2	8.00%
\$110,001 - \$130,000	0	0	0	0	0	0	1	0	0	1	0	2	11.11%	2	3	7	28.00%
\$130,001 - \$150,000	1	0	1	1	1	1	0	1	1	1	0	8	44.44%	0	0	8	32.00%
\$150,001 - \$170,000	0	0	2	0	0	0	0	0	0	0	0	2	11.11%	1	1	4	16.00%
\$170,001 - \$190,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
\$190,001 - \$210,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
More than \$210,001	0	0	1	0	0	0	0	0	0	0	0	1	5.56%	0	0	1	4.00%
Total	1	0	4	2	1	1	2	2	3	2	0	18		3	4	25	
Income by Race	American Indian/Alaska Native	Asian	Black	Hispanic	Native Hawaiian/Pacific Island	Two or	White	Not Disclosed	Total	% of Total							
<\$50,000	0	0	0	0	0	0	0	0	0	0.00%							
\$50,001 - \$70,000	0	0	0	0	0	0	0	0	0	0.00%							
\$70,001 - \$90,000	0	0	0	0	0	0	0	0	0	0.00%							
\$90,001 - \$110,000	0	0	0	0	0	0	0	0	0	0.00%							
\$110,001 - \$130,000	0	0	0	0	0	0	0	0	0	0.00%							
\$130,001 - \$150,000	0	0	0	0	0	0	1	0	1	4.00%							
\$150,001 - \$170,000	0	0	0	0	0	0	3	0	3	12.00%							
\$170,001 - \$190,000	0	1	0	0	0	0	3	0	4	16.00%							
\$190,001 - \$210,000	0	0	0	0	0	0	4	0	4	16.00%							
\$210,001 - \$230,000	0	2	0	1	0	0	8	0	11	44.00%							
>\$230,001	0	0	0	0	0	0	2	0	2	8.00%							
Total	0	3	0	1	0	0	21	0	25								

3. Employee Demographics: Managers & Supervisors

	City Attorney's Office	City Council	City Manager's Office	Finance & Administration	Human Resources	Information Technology	Municipal Court	Parks & Community Services	Planning & Building	Public Works	RCR	Total	% of Total	Police COMM	Police NON-COMM	Fire	Total	% of Total
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
Female	0	0	3	3	1	2	1	7	6	2	1	26	41.94%	3	0	3	32	46.38%
Male	0	0	1	4	0	3	0	5	7	16	0	36	58.06%	1	0	0	37	53.62%
Other	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Not Disclosed	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	0	0	4	7	1	5	1	12	13	18	1	62		4	0	3	69	
Race of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	PD NON-COMM	Fire		
American Indian/Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Asian	0	0	0	0	0	0	0	0	2	1	0	3	4.84%	0	0	0	3	4.35%
Black	0	0	0	0	0	0	0	0	1	1	0	2	3.23%	0	0	1	2	2.90%
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	0	2	1	0	3	4.84%	0	0	0	3	4.35%
Two or More Races	0	0	0	0	0	0	0	0	1	0	0	1	1.61%	0	0	0	1	1.45%
White	0	0	3	7	1	5	1	12	7	15	1	52	83.87%	4	0	2	59	85.51%
Not Disclosed	0	0	1	0	0	0	0	0	0	0	0	1	1.61%	0	0	0	1	1.45%
Total	0	0	4	7	1	5	1	12	13	18	1	62		4	0	3	69	
Ethnicity of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
No, Not Hispanic or Latino	0	0	3	7	1	5	1	12	13	18	1	61	98.39%	4	0	3	68	98.55%
Yes, Hispanic, or Latino	0	0	1	0	0	0	0	0	0	0	0	1	1.61%	0	0	0	1	1.45%
Total	0	0	4	7	1	5	1	12	13	18	1	62		4	0	3	69	
Age of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	PD NON-COMM	Fire		
Under 20	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
20-29	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
30-39	0	0	1	4	1	2	0	3	3	4	0	18	29.03%	0	0	0	18	26.09%
40-49	0	0	3	2	0	0	0	3	2	4	0	14	22.58%	1	0	1	16	23.19%
50-59	0	0	0	0	0	3	0	6	4	8	1	22	35.48%	2	0	1	25	36.23%
60-69	0	0	0	1	0	0	1	0	4	2	0	8	12.90%	1	0	1	10	14.49%
70-79	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	0	0	4	7	1	5	1	12	13	18	1	62		4	0	3	69	
Income of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
Less than \$50,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
\$50,001 - \$70,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
\$70,001 - \$90,000	0	0	0	0	0	0	0	0	2	0	0	2	3.23%	0	0	0	2	2.90%
\$90,001 - \$110,000	0	0	0	3	0	0	1	7	2	0	0	13	20.97%	2	0	1	16	23.19%
\$110,001 - \$130,000	0	0	1	1	1	1	0	4	3	3	0	14	22.58%	0	0	0	14	20.29%
\$130,001 - \$150,000	0	0	3	2	0	2	0	1	3	6	1	18	29.03%	0	0	0	18	26.09%
\$150,001 - \$170,000	0	0	0	1	0	2	0	0	3	9	0	15	24.19%	2	0	1	18	26.09%
\$170,001 - \$190,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	1	1	1.45%
\$190,001 - \$210,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
More than \$210,001	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	0	0	4	7	1	5	1	12	13	18	1	62		4	0	3	69	
Income by Race	American Indian/Alaska Native	Asian	Black	Hispanic	Native Hawaiian/Pacific Island	Two or	White	Not Disclosed	Total	% of Total								
<\$50,000	0	0	0	0	0	0	0	0	0	0.00%								
\$50,001 - \$70,000	0	0	0	0	0	0	0	0	0	0.00%								
\$70,001 - \$90,000	0	0	0	0	1	0	1	0	2	2.90%								
\$90,001 - \$110,000	0	0	2	0	0	1	13	0	16	23.19%								
\$110,001 - \$130,000	0	0	0	0	1	0	13	0	14	20.29%								
\$130,001 - \$150,000	0	1	1	0	0	0	15	1	18	26.09%								
\$150,001 - \$170,000	0	2	0	0	1	0	15	0	18	26.09%								
\$170,001 - \$190,000	0	0	0	0	0	0	1	0	1	1.45%								
\$190,001 - \$210,000	0	0	0	0	0	0	0	0	0	0.00%								
\$210,001 - \$230,000	0	0	0	0	0	0	0	0	0	0.00%								
>\$230,001	0	0	0	0	0	0	0	0	0	0.00%								
Total	0	3	3	0	3	1	58	1	69									

5. Employee Demographics: New Hires

All data here is based on new employees to the City and does not include promotions, rehires, transfers, or contingents.

	City Attorney's Office	City Council	City Manager's Office	Finance & Administration	Human Resources	Information Technology	Municipal Court	Parks & Community Services	Planning & Building	Public Works	RCR	Total	% of Total	Police COMM	Police NON-COMM	Fire	Total	% of Total
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
Female	0	0	5	8	3	1	6	4	7	5	4	43	54.43%	1	0	3	47	41.59%
Male	0	0	2	1	1	8	1	5	4	13	1	36	45.57%	7	6	17	66	58.41%
Other	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Not Disclosed	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	0	0	7	9	4	9	7	9	11	18	5	79		8	6	20	113	
Race of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
American Indian/Alaska Native	0	0	0	0	0	0	0	1	0	0	0	1	1.27%	0	0	0	1	0.88%
Asian	0	0	1	4	1	0	0	1	2	3	0	12	15.19%	2	0	1	15	13.27%
Black	0	0	0	1	0	1	0	0	0	3	0	5	6.33%	0	1	2	8	7.08%
Hispanic	0	0	0	0	1	1	2	1	0	0	0	5	6.33%	1	1	0	7	6.19%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	1	1	0.88%
Two or More Races	0	0	0	0	0	0	0	0	3	0	0	3	3.80%	0	0	2	5	4.42%
White	0	0	4	2	2	5	4	6	5	12	5	45	56.96%	2	4	14	65	57.52%
Not Disclosed	0	0	2	2	0	2	1	0	1	0	0	8	10.13%	3	0	0	11	9.73%
Total	0	0	7	9	4	9	7	9	11	18	5	79		8	6	20	113	
Ethnicity of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
No, Not Hispanic or Latino	0	0	6	9	3	8	4	8	11	18	5	72	91.14%	1	1	20	94	83.19%
Yes, Hispanic, or Latino	0	0	1	0	1	1	3	1	0	0	0	7	8.86%	7	5	0	19	16.81%
Total	0	0	7	9	4	9	7	9	11	18	5	79		8	6	20	113	
Age of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
Under 20	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
20-29	0	0	1	0	1	3	6	2	6	2	0	21	26.58%	8	0	8	37	32.74%
30-39	0	0	2	5	1	4	1	3	4	8	3	31	39.24%	0	4	11	46	40.71%
40-49	0	0	3	3	1	2	0	3	1	5	0	18	22.78%	0	1	0	19	16.81%
50-59	0	0	1	1	1	0	0	1	0	2	2	8	10.13%	0	1	1	10	8.85%
60-69	0	0	0	0	0	0	0	0	0	1	0	1	1.27%	0	0	0	1	0.88%
70-79	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	0	0	7	9	4	9	7	9	11	18	5	79		8	6	20	113	
Income of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
Less than \$50,000	0	0	0	0	0	1	2	0	0	1	0	4	5.06%	0	0	0	4	3.54%
\$50,001 - \$70,000	0	0	2	2	0	0	3	4	1	4	0	16	20.25%	0	3	0	19	16.81%
\$70,001 - \$90,000	0	0	1	4	2	3	2	2	4	3	0	21	26.58%	4	3	18	46	40.71%
\$90,001 - \$110,000	0	0	0	2	0	4	0	3	6	4	3	22	27.85%	4	0	1	27	23.89%
\$110,001 - \$130,000	0	0	2	1	2	0	0	0	0	3	1	9	11.39%	0	0	0	9	7.96%
\$130,001 - \$150,000	0	0	2	0	0	1	0	0	0	2	1	6	7.59%	0	0	0	6	5.31%
\$150,001 - \$170,000	0	0	0	0	0	0	0	0	0	1	0	1	1.27%	0	0	0	1	0.88%
\$170,001 - \$190,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
\$190,001 - \$210,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	1	1	0.88%
More than \$210,001	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	0	0	7	9	4	9	7	9	11	18	5	79		8	6	20	113	
Income by Race	American Indian/Alaska Native	Asian	Black	Hispanic	Native Hawaiian/Pacific Island	Two or	White	Not Disclosed	Total	% of Total								
<\$50,000	0	0	0	1	0	0	2	1	4	3.54%								
\$50,001 - \$70,000	0	3	1	2	0	0	11	2	19	16.81%								
\$70,001 - \$90,000	0	9	4	2	1	2	23	5	46	40.71%								
\$90,001 - \$110,000	1	1	2	1	0	3	17	2	27	23.89%								
\$110,001 - \$130,000	0	1	1	1	0	0	6	0	9	7.96%								
\$130,001 - \$150,000	0	1	0	0	0	0	4	1	6	5.31%								
\$150,001 - \$170,000	0	0	0	0	0	0	1	0	1	0.88%								
\$170,001 - \$190,000	0	0	0	0	0	0	0	0	0	0.00%								
\$190,001 - \$210,000	0	0	0	0	0	0	1	0	1	0.88%								
\$210,001 - \$230,000	0	0	0	0	0	0	0	0	0	0.00%								
>\$230,001	0	0	0	0	0	0	0	0	0	0.00%								
Total	1	15	8	7	1	5	65	11	113									

6. Employee Demographics: Separated Employees

This data does not include contingent separations.

	City Attorney's Office	City Council	City Manager's Office	Finance & Administration	Human Resources	Information Technology	Municipal Court	Parks & Community Services	Planning & Building	Public Works	RCR	Total	% of Total	Police COMM	Police NON-COMM	Fire	Total	% of Total
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
Female	0	0	2	5	3	0	3	3	6	3	0	25	43.10%	0	2	1	28	35.44%
Male	0	0	1	4	0	5	1	5	6	11	0	33	56.90%	8	3	7	51	64.56%
Other	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Not Disclosed	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	0	0	3	9	3	5	4	8	12	14	0	58		8	5	8	79	
Race of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
American Indian/Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Asian	0	0	0	3	0	0	0	0	1	0	0	4	6.90%	0	0	0	4	5.06%
Black	0	0	0	0	1	0	0	0	0	0	0	1	1.72%	0	0	1	2	2.53%
Hispanic	0	0	0	2	0	1	0	0	0	1	0	4	6.90%	0	0	0	4	5.06%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	0	1	0	0	1	1.72%	1	0	0	2	2.53%
Two or More Races	0	0	0	0	0	0	1	0	0	0	0	1	1.72%	0	0	0	1	1.27%
White	0	0	3	4	2	4	3	8	10	13	0	47	81.03%	6	5	7	65	82.28%
Not Disclosed	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1	0	0	1	1.27%
Total	0	0	3	9	3	5	4	8	12	14	0	58		8	5	8	79	
Ethnicity of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
No, Not Hispanic or Latino	0	0	3	7	3	4	4	8	12	13	0	54	93.10%	8	5	8	75	94.94%
Yes, Hispanic, or Latino	0	0	0	2	0	1	0	0	0	1	0	4	6.90%	0	0	0	4	5.06%
Total	0	0	3	9	3	5	4	8	12	14	0	58		8	5	8	79	
Age of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
Under 20	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
20-29	0	0	0	0	0	2	1	0	1	1	0	5	8.62%	2	1	1	9	11.39%
30-39	0	0	0	4	2	0	1	3	5	3	0	18	31.03%	2	1	4	25	31.65%
40-49	0	0	0	5	0	1	0	0	2	4	0	12	20.69%	0	1	1	14	17.72%
50-59	0	0	1	0	1	2	2	2	2	4	0	14	24.14%	2	2	2	20	25.32%
60-69	0	0	2	0	0	0	0	3	2	2	0	9	15.52%	2	0	0	11	13.92%
70-79	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	0	0	3	9	3	5	4	8	12	14	0	58		8	5	8	79	
Income of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
Less than \$50,000	0	0	0	0	0	0	0	1	0	0	0	1	1.72%	0	0	0	1	1.27%
\$50,001 - \$70,000	0	0	0	3	0	1	4	0	2	4	0	14	24.14%	0	3	0	17	21.52%
\$70,001 - \$90,000	0	0	2	5	0	2	0	6	5	5	0	25	43.10%	1	2	3	31	39.24%
\$90,001 - \$110,000	0	0	0	1	2	0	0	1	2	3	0	9	15.52%	4	0	2	15	18.99%
\$110,001 - \$130,000	0	0	0	0	1	2	0	0	2	2	0	7	12.07%	2	0	1	10	12.66%
\$130,001 - \$150,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
\$150,001 - \$170,000	0	0	0	0	0	0	0	0	1	0	0	1	1.72%	1	0	0	2	2.53%
\$170,001 - \$190,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	2	2	2.53%
\$190,001 - \$210,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
More than \$210,001	0	0	1	0	0	0	0	0	0	0	0	1	1.72%	0	0	0	1	1.27%
Total	0	0	3	9	3	5	4	8	12	14	0	58		8	5	8	79	
Income by Race	American Indian/Alaska Native	Asian	Black	Hispanic	Native Hawaiian/Pacific Island	Two or	White	Not Disclosed	Total	% of Total								
<\$50,000	0	0	0	0	0	0	1	0	1	1.27%								
\$50,001 - \$70,000	0	0	0	3	0	1	13	0	17	21.52%								
\$70,001 - \$90,000	0	3	1	1	1	0	24	1	31	39.24%								
\$90,001 - \$110,000	0	1	1	0	0	0	13	0	15	18.99%								
\$110,001 - \$130,000	0	0	0	0	1	0	9	0	10	12.66%								
\$130,001 - \$150,000	0	0	0	0	0	0	0	0	0	0.00%								
\$150,001 - \$170,000	0	0	0	0	0	0	2	0	2	2.53%								
\$170,001 - \$190,000	0	0	0	0	0	0	2	0	2	2.53%								
\$190,001 - \$210,000	0	0	0	0	0	0	0	0	0	0.00%								
\$210,001 - \$230,000	0	0	0	0	0	0	1	0	1	1.27%								
>\$230,001	0	0	0	0	0	0	0	0	0	0.00%								
Total	0	4	2	4	2	1	65	1	79									

7. Employee Demographics: Contingents

Contingents are non-benefited employees including on-calls, interns, and seasonals.

	City Attorney's Office	City Council	City Manager's Office	Finance & Administration	Human Resources	Information Technology	Municipal Court	Parks & Community Services	Planning & Building	Public Works	RCR	Total	% of Total	Police COMM	Police NON-COMM	Fire	Total	% of Total
Gender of Employees																		
Female	0	0	0	1	2	2	2	56	4	0	0	67	51.15%	0	0	0	67	51.15%
Male	0	0	0	0	2	0	0	56	4	0	0	62	47.33%	0	0	0	62	47.33%
Other	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Not Disclosed	0	0	0	0	0	0	0	2	0	0	0	2	1.53%	0	0	0	2	1.53%
Total	0	0	0	1	4	2	2	114	8	0	0	131		0	0	0	131	
Race of Employees																		
American Indian/Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Asian	0	0	0	0	0	0	0	12	0	0	0	12	9.16%	0	0	0	12	9.16%
Black	0	0	0	0	0	0	0	1	0	0	0	1	0.76%	0	0	0	1	0.76%
Hispanic	0	0	0	0	0	0	0	2	1	0	0	3	2.29%	0	0	0	3	2.29%
Native Hawaiian/Pacific Island	0	0	0	0	0	1	0	4	1	0	0	6	4.58%	0	0	0	6	4.58%
Two or More Races	0	0	0	0	0	0	0	12	0	0	0	12	9.16%	0	0	0	12	9.16%
White	0	0	0	1	2	1	1	80	6	0	0	91	69.47%	0	0	0	91	69.47%
Not Disclosed	0	0	0	0	2	0	1	3	0	0	0	6	4.58%	0	0	0	6	4.58%
Total	0	0	0	1	4	2	2	114	8	0	0	131		0	0	0	131	
Ethnicity of Employees																		
No, Not Hispanic or Latino	0	0	0	1	4	2	2	110	7	0	0	126	96.18%	0	0	0	126	96.18%
Yes, Hispanic, or Latino	0	0	0	0	0	0	0	4	1	0	0	5	3.82%	0	0	0	5	3.82%
Total	0	0	0	1	4	2	2	114	8	0	0	131		0	0	0	131	
Age of Employees																		
Under 20	0	0	0	0	0	0	0	38	0	0	0	38	29.01%	0	0	0	38	29.01%
20-29	0	0	0	0	2	0	2	43	2	0	0	49	37.40%	0	0	0	49	37.40%
30-39	0	0	0	0	1	0	0	13	1	0	0	15	11.45%	0	0	0	15	11.45%
40-49	0	0	0	0	0	1	0	9	3	0	0	13	9.92%	0	0	0	13	9.92%
50-59	0	0	0	0	1	1	0	3	0	0	0	5	3.82%	0	0	0	5	3.82%
60-69	0	0	0	1	0	0	0	4	1	0	0	6	4.58%	0	0	0	6	4.58%
70-79	0	0	0	0	0	0	0	4	1	0	0	5	3.82%	0	0	0	5	3.82%
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	0	0	0	1	4	2	2	114	8	0	0	131		0	0	0	131	

8. Employee Demographics: Contingent Hires

	City Attorney's Office	City Council	City Manager's Office	Finance & Administration	Human Resources	Information Technology	Municipal Court	Parks & Community Services	Planning & Building	Public Works	RCR	Total	% of Total	Police COMM	Police NON-COMM	Fire	Total	% of Total
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
Female	0	0	0	1	1	0	2	35	2	0	0	41	47.13%	0	0	0	41	47.13%
Male	0	0	0	0	1	0	0	43	0	0	0	44	50.57%	0	0	0	44	50.57%
Other	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Not Disclosed	0	0	0	0	0	0	0	2	0	0	0	2	2.30%	0	0	0	2	2.30%
Total	0	0	0	1	2	0	2	80	2	0	0	87		0	0	0	87	
Race of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
American Indian/Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Asian	0	0	0	0	0	0	0	9	0	0	0	9	10.34%	0	0	0	9	10.34%
Black	0	0	0	0	0	0	0	1	0	0	0	1	1.15%	0	0	0	1	1.15%
Hispanic	0	0	0	0	0	0	0	1	0	0	0	1	1.15%	0	0	0	1	1.15%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Two or More Races	0	0	0	0	0	0	0	8	0	0	0	8	9.20%	0	0	0	8	9.20%
White	0	0	0	1	0	0	1	58	2	0	0	62	71.26%	0	0	0	62	71.26%
Not Disclosed	0	0	0	0	2	0	1	3	0	0	0	6	6.90%	0	0	0	6	6.90%
Total	0	0	0	1	2	0	2	80	2	0	0	87		0	0	0	87	
Ethnicity of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
No, Not Hispanic or Latino	0	0	0	1	2	0	2	78	2	0	0	85	97.70%	0	0	0	85	97.70%
Yes, Hispanic, or Latino	0	0	0	0	0	0	0	2	0	0	0	2	2.30%	0	0	0	2	2.30%
Total	0	0	0	1	2	0	2	80	2	0	0	87		0	0	0	87	
Age of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
Under 20	0	0	0	0	0	0	0	36	0	0	0	36	41.38%	0	0	0	36	41.38%
20-29	0	0	0	0	0	0	2	30	0	0	0	32	36.78%	0	0	0	32	36.78%
30-39	0	0	0	0	1	0	0	6	0	0	0	7	8.05%	0	0	0	7	8.05%
40-49	0	0	0	0	0	0	0	4	2	0	0	6	6.90%	0	0	0	6	6.90%
50-59	0	0	0	0	1	0	0	2	0	0	0	3	3.45%	0	0	0	3	3.45%
60-69	0	0	0	1	0	0	0	2	0	0	0	3	3.45%	0	0	0	3	3.45%
70-79	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	0	0	0	1	2	0	2	80	2	0	0	87		0	0	0	87	

9. Employee Demographics: Contingent Separations

	City Attorney's Office	City Council	City Manager's Office	Finance & Administration	Human Resources	Information Technology	Municipal Court	Parks & Community Services	Planning & Building	Public Works	RCR	Total	% of Total	Police COMM	Police NON-COMM	Fire	Total	% of Total
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
Female	0	0	0	0	1	1	1	33	2	0	0	38	48.72%	0	0	0	38	48.72%
Male	0	0	0	0	1	0	0	37	0	0	0	38	48.72%	0	0	0	38	48.72%
Other	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Not Disclosed	0	0	0	0	0	0	0	2	0	0	0	2	2.56%	0	0	0	2	2.56%
Total	0	0	0	0	2	1	1	72	2	0	0	78		0	0	0	78	
Race of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
American Indian/Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Asian	0	0	0	0	0	0	0	8	0	0	0	8	10.26%	0	0	0	8	10.26%
Black	0	0	0	0	0	0	0	1	0	0	0	1	1.28%	0	0	0	1	1.28%
Hispanic	0	0	0	0	0	0	0	1	0	0	0	1	1.28%	0	0	0	1	1.28%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Two or More Races	0	0	0	0	0	0	0	6	0	0	0	6	7.69%	0	0	0	6	7.69%
White	0	0	0	0	2	1	1	53	2	0	0	59	75.64%	0	0	0	59	75.64%
Not Disclosed	0	0	0	0	0	0	0	3	0	0	0	3	3.85%	0	0	0	3	3.85%
Total	0	0	0	0	2	1	1	72	2	0	0	78		0	0	0	78	
Ethnicity of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
No, Not Hispanic or Latino	0	0	0	0	2	1	1	69	2	0	0	75	96.15%	0	0	0	75	96.15%
Yes, Hispanic, or Latino	0	0	0	0	0	0	0	3	0	0	0	3	3.85%	0	0	0	3	3.85%
Total	0	0	0	0	2	1	1	72	2	0	0	78		0	0	0	78	
Age of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
Under 20	0	0	0	0	0	0	0	28	0	0	0	28	35.90%	0	0	0	28	35.90%
20-29	0	0	0	0	2	0	1	37	1	0	0	41	52.56%	0	0	0	41	52.56%
30-39	0	0	0	0	0	0	0	5	1	0	0	6	7.69%	0	0	0	6	7.69%
40-49	0	0	0	0	0	0	0	1	0	0	0	1	1.28%	0	0	0	1	1.28%
50-59	0	0	0	0	0	1	0	1	0	0	0	2	2.56%	0	0	0	2	2.56%
60-69	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
70-79	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	0	0	0	0	2	1	1	72	2	0	0	78		0	0	0	78	