# 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 Kirklan Resider Census 2022
Gender of Employees	CAO	cc	СМО	F & A	HR	<u>IT</u>	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire			
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	CAO	<u>cc</u>	CMO	<u>F &amp; A</u>	HR	<u>IT</u>	MC	PCS	<u>PB</u>	PW	RCR			PD COMM	PD NON-COMM	Fire			
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	CAO	<u>cc</u>	CMO	<u>F &amp; A</u>	HR	<u>IT</u>	MC	PCS	<u>PB</u>	<u>PW</u>	RCR			PD COMM	PD NON-COMM	<u>Fire</u>			
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%	1
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	<u>CAO</u>	<u>cc</u>	CMO	<u>F &amp; A</u>	<u>HR</u>	<u>IT</u>	MC	<u>PCS</u>	<u>PB</u>	<u>PW</u>	RCR			PD COMM	PD NON-COMM	<u>Fire</u>			
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	CAO	cc	СМО	F & A	HR	<u>IT</u>	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire			
Less than \$50,000	0	7	0	1	0	3	3	1	0	2	0	17	3.63%	0	0	0	17	2.25%	1
\$50,001 - \$70,000	0	0	2	10	0	1	8	11	3	18	0	53	11.32%	0	14	1	68	9.02%	1
\$70,001 - \$90,000	0	0	8	20	3	5	9	21	18	37	1	122	26.07%	5	22	32	181	24.01%	ı
\$90,001 - \$110,000	1	0	3	9	7	9	4	27	26	46	3	135	28.85%	24	6	53	218	28.91%	ı
\$110,001 - \$130,000	0	0	5	5	2	8	0	5	20	26	1	72	15.38%	61	0	18	151	20.03%	ı
\$130,001 - \$150,000	0	0	3	2	0	7	0	1	4	17	1	35	7.48%	14	0	17	66	8.75%	ı
\$150,001 - \$170,000	0	0	0	1	0	2	1	1	4	9	0	18	3.85%	6	2	3	29	3.85%	1
\$170,001 - \$190,000	2	0	0	1	0	0	0	0	0	1	0	4	0.85%	0	0	3	7	0.93%	ı
\$190,001 - \$210,000	1	0	0	0	0	0	1	0	0	0	0	2	0.43%	2	0	1	5	0.66%	ı
More than \$210,001	0	0	4	1	1	1	0	1	1	1	0	10	2.14%	1	0	1	12	1.59%	ı
Total	4	7	25	50	13	36	26	68	76	157	6	468		113	44	129	754		1
Jacobson by Dono	American		Di. d		Native Hawaiian/		14/1-71	Not	T 1	0/ -57-1-1									•

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.

Gender of Employees         CAO         CC         CMM           Female         0         0         2           Male         1         0         2           Other         0         0         0           Not Disclosed         0         0         0           Total         1         0         4           Race of Employees         CAO         CC         CMM           American Indian/Alaska Native         0         0         0           Asian         0         0         0         0           Black         0         0         0         0           Hispanic         0         0         0         0           Native Hawaiian/Pacific Island         0         0         0         0           Two or More Races         0         0         0         0           White         1         0         3         0         0           Not Disclosed         0         0         0         0         0           Two or More Races         0         0         0         0         0         0           White         1         0         2         C<	Finance & Hum Administration Resou		Municipal Court	Parks & Community Services	Planning & Building	Public Works	RCR	Total	% of Total	Police COMM	Fire	Total	% of Total
Male         1         0         2           Other         0         0         0         0           Not Disclosed         0         0         0         0           Total         1         0         4           Race of Employees         CAO         CC         CMM           American Indian/Alaska Native         0         0         0         0           Asian         0         0         0         0         0           Black         0         0         0         0         0           Hispanic         0         0         0         0         0           Mative Hawaiian/Pacific Island         0         0         0         0         0           Two or More Races         0         0         0         0         0         0           White         1         0         3         0         0         0         0           White         1         0         0         0         0         0         0         0           Total         1         0         4         0         0         0         0         0         0         0 <t< td=""><td>F&amp;A HI</td><td>IR IT</td><td>MC</td><td>PCS</td><td>PB</td><td><u>PW</u></td><td>RCR</td><td></td><td></td><td>PD COMM</td><td>Fire</td><td></td><td></td></t<>	F&A HI	IR IT	MC	PCS	PB	<u>PW</u>	RCR			PD COMM	Fire		
Other         0         0         0           Not Disclosed         0         0         0           Total         1         0         4           Race of Employees         CAO         CC         CMM           American Indian/Alaska Native         0         0         0           Asian         0         0         0         0           Black         0         0         0         0           Hispanic         0         0         0         0           Value Hawaiian/Pacific Island         0         0         0         0           White         1         0         3         0         0         0           White         1         0         3         0         0         0         0           No, Not Hispanic or Latino         1         0         3         1         4         4         1         0         3         4         4         2         C         CMM         CC         CMM         CMM         1         0         3         4         4         4         2         0         0         0         0         1         1         0         0	0 1	1 1	1	1	1	1	0	8	44.44%	1	0	9	36.00%
Not Disclosed         0         0         0           Total         1         0         4           Race of Employees         CAO         CC         CMM           American Indian/Alaska Native         0         0         0         0           Asian         0         0         0         0         0           Black         0         0         0         0         0           Hispanic         0         0         0         0         0           Native Hawaiian/Pacific Island         0         0         0         0           White         1         0         3         0         0         0           White         1         0         3         3         0         0         0         0           Total         1         0         4         4         4         0         3         3         2         C         CM         CC         CMM           Under 20         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0	2 0	0 0	1	1	2	1	0	10	55.56%	2	4	16	64.00%
Total         1         0         4           Race of Employees         CAO         CC         CMM           American Indian/Alaska Native         0         0         0         0           Asian         0         0         0         0         0           Black         0         0         0         0         0           Hispanic         0         0         0         0         0           Native Hawaiian/Pacific Island         0         0         0         0         0           White         1         0<	0 0	0 0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
Race of Employees         CAO         CC         CMM           American Indian/Alaska Native         0         0         0         0           Asian         0         0         0         0           Black         0         0         0         0           Hispanic         0         0         0         0           Native Hawaiian/Pacific Island         0         0         0         0           Two or More Races         0         0         0         0         0           White         1         0         3         0         0         0         0           Not Disclosed         0 <t< td=""><td>0 0</td><td>0 0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0.00%</td><td>0</td><td>0</td><td>0</td><td>0.00%</td></t<>	0 0	0 0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
American Indian/Alaska Native	2 1	1 1	2	2	3	2	0	18		3	4	25	
American Indian/Alaska Native         0         0         0           Asian         0         0         0         0           Black         0         0         0         0           Hispanic         0         0         0         1           Native Hawaiian/Pacific Island         0         0         0         0           Two or More Races         0         0         0         0           White         1         0         3         0         0         0           Not Disclosed         0         1         1         0         4	F&A HI	IR IT	MC	PCS	PB	PW	RCR			PD COMM	Fire		
Asian 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0		0	0	0	0	0	0	0.00%	0	0	0	0.00%
Black         0         0         0           Hispanic         0         0         1           Native Hawaiian/Pacific Island         0         0         0           Two or More Races         0         0         0           White         1         0         3           Not Disclosed         0         0         0         0           Total         1         0         4         4           Ethnicity of Employees         CAO         CC         CMM           No, Not Hispanic or Latino         1         0         3         3           Yes, Hispanic, or Latino         1         0         1         1           Total         1         0         0         1         1           Age of Employees         CAO         CC         CMM         CC         CMM           Under 20         0	1 1	1 1	0	0	0	0	0	3	16.67%	0	0	3	12.00%
Hispanic 0 0 0 1 Native Hawaiian/Pacific Island 0 0 0 0 Two or More Races 0 0 0 0 0 Two or More Races 0 0 0 0 0 Total 1 0 4 Ethnicity of Employees CAO CC CMM No, Not Hispanic or Latino 1 0 3 Yes, Hispanic, or Latino 0 0 0 1 Total 1 0 4 Age of Employees CAO CC CMM Under 20 0 0 0 0 30-39 0 0 0 0 0 30-39 0 0 0 0 0 50-59 0 0 0 0 0 50-59 0 0 0 0 0 50-59 0 0 0 0 0 50-59 0 0 0 0 0 50-59 0 0 0 0 0 Total 1 0 0 0 Total 1 0 0 0 0 Total 1 0 0 0 0 Solvent 1 1 0 0 0 Solvent 1 0 0 0 0 0 0 0 Solvent 1 0 0 0 0 0 0 0 Solvent 1 0 0 0 0 0 0 0 Solvent 1 0 0 0 0 0 0 0 0 Solvent 1 0 0 0 0 0 0 0 0 0 Solvent 1 0	0 0	0 0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
Native Hawaiian/Pacific Island 0 0 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	5.56%	0	0	1	4.00%
Two or More Races 0 0 0 0 0 White 1 0 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	0.00%	0	0	0	0.00%
White         1         0         3           Not Disclosed         0         0         0         0           Total         1         0         4           Ethnicity of Employees         CAO         CC         CMM           No, Not Hispanic or Latino         1         0         0         1           Yes, Hispanic, or Latino         0         0         1         4           Age of Employees         CAO         CC         CMM           Under 20         0         0         0         0           20-29         0         0         0         0           30-39         0         0         0         0           40-49         0         0         0         0           50-59         0         0         0         0           70-79         0         0         0         0           80-89         0         0         0         0           80-89         0         0         0         0           Total         1         0         4           Income of Employees         CAO         CC         CMM           Less than \$50,000	0 0	•	0	0	0	0	0	ō	0.00%	0	0	o	0.00%
Not Disclosed         0         0         0           Total         1         0         4           Ethnicity of Employees         CAO         CC         CMM           No, Not Hispanic or Latino         1         0         3           Yes, Hispanic, or Latino         0         0         1           Total         1         0         4           Age of Employees         CAO         CC         CMM           Under 20         0         0         0         0           20-29         0         0         0         0           30-39         0         0         0         0           40-49         0         0         0         0           50-59         0         0         3         0           60-69         1         0         0         0           80-89         0         0         0         0           80-89         0         0         0         0           1         4         1         0         4           Income of Employees         CAO         CC         CMM           Less than \$50,000         0         0	1 0		2	2	3	2	0	14	77.78%	3	4	21	84.00%
Total         1         0         4           Ethnicity of Employees         CAO         CC         CMM           No, Not Hispanic or Latino         1         0         3           Yes, Hispanic, or Latino         0         0         1           Total         1         0         4           Age of Employees         CAO         CC         CMM           Under 20         0         0         0         0           20-29         0         0         0         0           30-39         0         0         0         0           40-49         0         0         0         0           50-59         0         0         3         6           60-69         1         0         1         0         1           70-79         0         0         0         0         0         0           80-89         0         0         0         0         0         0         0         0           Total         1         0         4         1         0         4         1         0         4         1         0         0         0	0 0	•	0	0	0	0	0	0	0.00%	0	0	0	0.00%
Ethnicity of Employees         CAO         CC         CMM           No, Not Hispanic or Latino         1         0         3           Yes, Hispanic, or Latino         0         0         1           Total         1         0         4           Age of Employees         CAO         CC         CMM           Under 20         0         0         0           20-29         0         0         0           30-39         0         0         0           40-49         0         0         0           50-59         0         0         3           60-69         1         0         1           70-79         0         0         0           80-89         0         0         0           Total         1         0         4           Income of Employees         CAO         CC         CMM           Less than \$50,000         0         0         0           \$70,001 - \$70,000         0         0         0         0           \$70,001 - \$90,000         0         0         0         0           \$70,001 - \$130,000         0         0	2 1		2	2	3	2	0	18	0.0070	3	4	25	0.0070
No, Not Hispanic or Latino 1 0 3 Yes, Hispanic, or Latino 0 0 0 1 Total 1 0 4 Age of Employees CAO CC CMM Under 20 0 0 0 0 20-29 0 0 0 0 30-39 0 0 0 0 40-49 0 0 0 0 50-59 0 0 0 3 60-69 1 0 1 0 1 70-79 0 0 0 0 0 80-89 0 0 0 0 0 Total 1 0 4 Income of Employees CAO CC CMM Under 20 0 0 0 0 \$50,001 - \$10,000 0 0 0 \$70,001 - \$90,000 0 0 0 \$130,001 - \$150,000 0 0 0 \$130,001 - \$150,000 0 0 0 \$135,001 - \$150,000 0 0 0 \$135,001 - \$170,000 0 0 0 \$1510,001 - \$170,000 0 0 0 \$1510,001 - \$170,000 0 0 0 \$1510,001 - \$170,000 0 0 0 \$1510,001 - \$170,000 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 0 \$1510,001 - \$170,000 0 0 0 0 0 0 \$110,001 - \$170,000 0 0 0 0 0 0 \$110,001 - \$170,000 0 0 0 0 0 0 \$110,001 - \$170,000 0 0 0 0 0 0 \$110,001 - \$170,000 0 0 0 0 0 0 \$110,001 - \$170,000 0 0 0 0 0 0 \$110,001 - \$170,000 0 0 0 0 0 0 \$110,001 - \$170,000 0 0 0 0 0 0 \$110,001 - \$170,000 0 0 0 0 0 0 0 \$110,001 - \$170,000 0 0 0 0 0 0 0 \$110,001 - \$170,000 0 0 0 0 0 0 0 \$110,001 - \$170,000 0 0 0 0 0 0 0 0 \$110,001 - \$170,000 0 0 0 0 0 0 0 0 0 \$110,001 - \$170,000 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	F&A HI		MC	PCS	PB	PW	RCR	10		PD COMM	Fire	23	
Yes, Hispanic, or Latino         0         0         1           Total         1         0         4           Age of Employees         CAO         CC         CMM           Under 20         0         0         0         0           20-29         0         0         0         0           30-39         0         0         0         0           40-49         0         0         0         3           60-69         1         0         1         1         1           70-79         0	2 1		2	2	3	2	0	17	94.44%	3	4	24	96.00%
Total         1         0         4           Age of Employees         CAO         CC         CMM           Under 20         0         0         0         0           20-29         0         0         0         0           30-39         0         0         0         0           40-49         0         0         0         0           50-59         0         0         0         1           70-79         0         0         0         0           80-89         0         0         0         0           Total         1         0         4         1         0         4           Income of Employees         CAO         CC         CMM         CC         CMM           Less than \$50,000         0         0         0         0         0         0           \$70,001 - \$70,000         0         0         0         0         0         0         0           \$70,001 - \$90,000         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0	0 0		0	0	0	0	0	1	5.56%	0	0	1	4.00%
Age of Employees         CAO         CC         CMM           Under 20         0         0         0         0           20-29         0         0         0         0           30-39         0         0         0         0           40-49         0         0         0         0           50-59         0         0         3         6           60-69         1         0         0         0           80-89         0         0         0         0           Total         1         0         4         1           Income of Employees         CAO         CC         CMM           Less than \$50,000         0         0         0         0           \$70,001 - \$70,000         0         0         0         0           \$70,001 - \$90,000         0         0         0         0           \$70,001 - \$130,000         0         0         0         0           \$130,001 - \$170,000         1         0         1         1           \$150,001 - \$170,000         0         0         0         2           \$170,001 - \$190,000         0         0<	2 1		2	2	3	2	0	18	3.30%	3	4	25	4.00%
Under 20 0 0 0 0 0 20-29 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	F&A HI		MC	PCS	PB			19		PD COMM		25	
20-29         0         0         0           30-39         0         0         0         0           40-49         0         0         0         0           50-59         0         0         0         3           60-69         1         0         1         1         1           70-79         0         0         0         0         0         80-89         0	0 0		0	0	0	<u>PW</u> 0	<u>RCR</u> 0	0	0.00%	0	<u>Fire</u> 0	0	0.00%
30-39 0 0 0 0 0 0 40-49 0 0 0 0 0 0 50-59 0 0 0 3 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0		0	0	0	0	0	0	0.00%	0	0	0	0.00%
40-49         0         0         0           50-59         0         0         3           60-69         1         0         1           70-79         0         0         0           80-89         0         0         0           Total         1         0         4           Income of Employees         CAO         CC         CMI           Less than \$50,000         0         0         0         0           \$70,001 - \$70,000         0         0         0         0         0           \$70,001 - \$90,000         1         1         1         1         1         1         1         1         1         1         1         1         1         1         0         1         0				0									
50-59         0         0         3           60-69         1         0         1           70-79         0         0         0           80-89         0         0         0           Total         1         0         4           Income of Employees         CAO         CC         CMM           Less than \$50,000         0         0         0         0           \$50,001 - \$70,000         0         0         0         0         0         0           \$70,001 - \$90,000         1         1         1         0         1         1         1         0         1         1         0         1         1         0         1         1         0         1         1	0 0	•	0		1	0	0	1	5.56%	0 2	0	1 5	4.00% 20.00%
60-69 1 0 1 70-79 0 0 0 0 80-89 0 0 0 0 80-89 0 0 0 0 80-89 0 0 0 0 80-89 0 0 0 0 80-89 0 0 0 0 80-89 0 0 0 0 80-89 0 0 0 0 850,001 - \$70,000 0 0 0 0 850,001 - \$70,000 0 0 0 0 870,001 - \$90,000 0 0 0 0 \$70,001 - \$90,000 0 0 0 0 \$110,001 - \$130,000 0 0 0 \$130,001 - \$150,000 1 0 1 \$1550,001 - \$170,000 0 0 0 2 \$170,001 - \$190,000 0 0 0 0 \$199,001 - \$210,000 0 0 0 0 \$199,001 - \$210,000 0 0 0 0 \$199,001 - \$210,000 0 0 0 0 \$190,001 - \$210,000 0 0 0 0 \$190,001 - \$210,000 0 0 0 0 \$190,001 - \$210,000 0 0 0 0				1	1	0		3	16.67%				
70-79 0 0 0 0 0 0 80-89 0 0 0 0 0 0 7 0 0 0 0 0 0 0 0 0 0 0 0	1 0	-	1	1	0	1	0	8	44.44%	1	3	12	48.00%
80-89         0         0         0           Total         1         0         4           Income of Employees         CAO         CC         CMM           Less than \$50,000         0         0         0         0           \$50,001 - \$70,000         0         0         0         0           \$70,001 - \$90,000         0         0         0         0         0           \$90,001 - \$110,000         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         0         1         1         0         1         0	1 0		1	0	1	1	0	6	33.33%	0	1	7	28.00%
Total         1         0         4           Income of Employees         CAO         CC         CMM           Less than \$50,000         0         0         0         0           \$50,001 - \$70,000         0         0         0         0         0           \$70,001 - \$90,000         3         1         0         1         1         0         1         1         0         1         1         0         1         1         0	0 0		0	0	0	0	0	0	0.00%	0	0	0	0.00%
Income of Employees         CAO         CC         CMM           Less than \$50,000         0         0         0         0           \$50,001 - \$70,000         0         0         0         0         0           \$70,001 - \$90,000         1         1	0 0		0	0	0	0	0	0	0.00%	0	0	0	0.00%
Less than \$50,000 0 0 0 0 0 \$50,001 - \$70,000 0 0 0 0 0 0 \$70,001 - \$90,000 0 0 0 0 0 0 \$70,001 - \$910,000 0 0 0 0 0 \$110,001 - \$130,000 0 0 0 0 \$130,001 - \$150,000 1 0 0 0 2 \$1570,001 - \$190,000 0 0 0 0 2 \$170,001 - \$100,000 0 0 0 0 0 \$190,001 - \$210,000 0 0 0 0 0 \$190,001 - \$210,000 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 1		2	2	3	2	0	18		3	4	25	
\$50,001 - \$70,000	<u>F &amp; A</u> HI		MC	PCS	<u>PB</u>	PW	RCR			PD COMM	Fire		
\$70,001 - \$90,000	0 0		0	0	0	0	0	0	0.00%	0	0	0	0.00%
\$90,001 - \$110,000	0 0		0	0	1	0	0	1	5.56%	0	0	1	4.00%
\$110,001 - \$130,000 0 0 0 \$130,001 - \$150,000 1 0 0 1 \$150,001 - \$170,000 0 0 0 0 \$170,001 - \$170,000 0 0 0 \$190,001 - \$210,000 0 0 0 \$190,001 - \$210,000 0 0 0 0 More than \$210,001 0 0 1	0 0	-	0	1	1	0	0	2	11.11%	0	0	2	8.00%
\$130,001 - \$150,000	1 0		1	0	0	0	0	2	11.11%	0	0	2	8.00%
\$150,001 - \$170,000 0 0 2 \$170,001 - \$190,000 0 0 0 \$190,001 - \$210,000 0 0 0 More than \$210,001 0 0 1	0 0	-	1	0	0	1	0	2	11.11%	2	3	7	28.00%
\$170,001 - \$190,000 0 0 0 \$190,001 - \$210,000 0 0 0 More than \$210,001 0 0 1	1 1		0	1	1	1	0	8	44.44%	0	0	8	32.00%
\$190,001 - \$210,000 0 0 0 More than \$210,001 0 0 1	0 0	0 0	0	0	0	0	0	2	11.11%	1	1	4	16.00%
More than \$210,001 0 0 1	0 0	0 0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
	0 0	0 0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
Total 1 0 4	0 0	0 0	0	0	0	0	0	1	5.56%	0	0	1	4.00%
	2 1	1 1	2	2	3	2	0	18		3	4	25	
	Nati	tive											

Income by Race	American Indian/Alaska	Asian	Black	Hispanic	Native Hawaiian/ Pacific	Two or	White	Not Disclosed	Total	% of Total
	Native				Island					
<\$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 Dempgraphics: Managers & Supervisors

\$210,001 - \$230,000 >\$230,001

Total

	City	City	City	Finance &	Human	Information	Municipal	Parks &	Planning &	Public	DCD	Total	% of	Police	Police	Fine	Total	% of
	Attorney's Office	Council	Manager's Office	Administration	Resources	Technology	Court	Community Services	Building	Works	RCR	Total	Total	сомм	NON-COMM	Fire	Total	Total
Gender of Employees	<u>CAO</u>	<u>cc</u>	СМО	<u>F &amp; A</u>	<u>HR</u>	<u>IT</u>	MC	PCS	<u>PB</u>	<u>PW</u>	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	<u>cc</u>	CMO	<u>F &amp; A</u>	HR	<u>IT</u>	MC	PCS	<u>PB</u>	PW	RCR			<u>PD</u>	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	СМО	F&A	HR	<u>IT</u>	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	СМО	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	0.00%	4	0	3	69	0.0076
Income of Employees	CAO	cc	СМО	F&A	HR	IT	MC	PCS	PB	PW	RCR	02		PD COMM	PD NON-COMM	Fire	- 05	
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 - \$70,000	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%
	0	0	1	1	1	1	0	4	3	3	0	14		0	0	0		20.29%
\$110,001 - \$130,000	0	0	3	2	0	2	0	1	3	6	1	18	22.58%	0	0	0	14	26.09%
\$130,001 - \$150,000	~												29.03%				18	
\$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 Total	0	0	0 4	0 <b>7</b>	0	0 <b>5</b>	0	0 <b>12</b>	0 <b>13</b>	0	0 1	0 62	0.00%	0 <b>4</b>	0 <b>0</b>	0	0 69	0.00%
Total	U	U	4	,	1	3	1	12	15	18		62		4	U	3	69	
<u>Income by Race</u>	American Indian/Alaska	Asian	Black	Hispanic	Native Hawaiian/ Pacific	Two or	White	Not Disclosed	Total	% of Total								
	Native				Island													
<\$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%	1							
\$90,001 - \$110,000	0	0	2	0	0	1	13	0	16	23.19%	1							
\$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%	1							
\$190,001 - \$190,000	0	0	0	0	0	0	0	0	0	0.00%								
\$210,001 - \$210,000	0	0	0	0	0	0	0	0	0	0.00%								

0.00%

0.00%

# 4. Employee Demographics: Non-Supervisory Benefited Employees

	1			1														
	City	City	City	Finance &	Human	Information	Municipal	Parks &	Planning &	Public	DCD		% of	Police	Police	F1		% of
	Attorney's Office	Council	Manager's Office	Administration	Resources	Technology	Court	Community Services	Building	Works	RCR		Total	сомм	NON-COMM	Fire	Total	Total
Gender of Employees	CAO	CC	CMO	F & A	HR	<u>IT</u>	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		1
Female	3	3	10	31	7	10	<u>17</u>	21	32	34	4	172	44.33%	14	22	13	221	33.48%
Male	0	4	7	10	3	20	6	33	28	103	1	215	55.41%	96	18	109	438	66.36%
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	0.26%	0	0	0	1	0.15%
Total	3	7	17	41	11	30	23	54	60	137	5	388		110	40	122	660	
Race of Employees	CAO	<u>cc</u>	CMO	<u>F &amp; A</u>	HR	<u>IT</u>	MC	PCS	<u>PB</u>	PW	RCR			PD COMM	PD NON-COMM	Fire		
American Indian/Alaska Native	0	0	0	0	0	0	0	1	0	1	0	2	0.52%	0	0	0	2	0.30%
Asian	0	0	1	8	2	3	0	2	5	10	0	31	7.99%	5	2	6	44	6.67%
Black	0	0	0	2	1	1	0	0	3	3	0	10	2.58%	5	2	3	20	3.03%
Hispanic	0	0	0	4	2	1	2	8	2	2	0	21	5.41%	4	2	0	27	4.09%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	2	1	2	0	5	1.29%	4	1	1	11	1.67%
Two or More Races	0	0	0	1	0	1	1	1	3	4	0	11	2.84%	3	0	3	17	2.58%
White	3	7	15	24	5	22	19	40	45	115	5	300	77.32%	85	33	108	526	79.70%
Not Disclosed	0 <b>3</b>	0 <b>7</b>	1 17	2 <b>41</b>	1	2	1	0 <b>54</b>	1	0	0	8	2.06%	4	0 <b>40</b>	1 122	13 660	1.97%
Total  Ethnicity of Employees	CAO		CMO		11	30	23 MC	PCS	60 DB	137	5 DCD	388		110 PD COMM	PD NON-COMM	Fire	000	
Ethnicity of Employees	3	<u>CC</u> 7	17	<u>F &amp; A</u> 37	<u>HR</u> 9	<u>IT</u> 29	20	46	<u>РВ</u> 57	<u>PW</u> 135	<u>RCR</u> 5	365	94.07%	106	38	121	630	95.45%
No, Not Hispanic or Latino Yes, Hispanic, or Latino	0	0	0	4	2	1	3	8	3	2	0	23	5.93%	4	2	121	30	4.55%
Total	3	7	17	41	11	30	23	54	60	137	5	388	3.33/6	110	40	122	660	4.55%
Age of Employees	CAO	cc	СМО	F & A	HR	<u>IT</u>	MC	PCS	PB	PW	RCR	300		PD COMM	PD NON-COMM	Fire	000	
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	14.43%	20	7	11	87	14.03%
30-39	1	0	5	9	3	11	4	15	18	46	4	116	29.90%	44	10	46	206	33.23%
40-49	0	2	1	11	5	5	4	12	13	41	0	94	24.23%	25	13	32	151	24.35%
50-59	1	2	6	12	2	4	7	12	7	23	1	77	19.85%	17	8	28	122	19.68%
60-69	1	2	3	6	0	2	0	7	11	11	0	43	11.08%	3	2	5	51	8.23%
70-79	0	1	0	0	0	0	0	0	0	1	0	2	0.52%	1	0	0	3	0.48%
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	3	7	17	41	11	30	23	54	60	137	5	388		110	40	122	620	
Income of Employees	CAO	<u>cc</u>	CMO	<u>F &amp; A</u>	HR	<u>IT</u>	MC	PCS	<u>PB</u>	PW	RCR			PD COMM	PD NON-COMM	Fire		
Less than \$50,000	0	7	0	1	0	3	3	1	0	2	0	17	4.38%	0	0	0	17	2.74%
\$50,001 - \$70,000	0	0	2	10	0	1	8	11	3	18	0	53	13.66%	0	14	1	68	8.71%
\$70,001 - \$90,000	0	0	8	20	3	5	9	21	16	37	1	120	30.93%	5	22	32	179	25.32%
\$90,001 - \$110,000	1	0	3	6	7	9	3	20	24	46	3	122	31.44%	24	4	52	202	31.94%
\$110,001 - \$130,000	0	0	4	4	1	7	0	1	17	23	1	58	14.95%	61	0	18	137	22.10%
\$130,001 - \$150,000	0	0	0	0	0	5	0	0	0	11	0	16	4.12%	14	0	17	47	7.58%
\$150,001 - \$170,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	6	0	2	8	1.29%
\$170,001 - \$190,000	2	0	0	0	0	0	0	0	0	0	0	2 0	0.52% 0.00%	0 0	0	0	2	0.32% 0.00%
\$190,001 - \$210,000 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	3	7	17	41	11	30	23	54	60	137	5	388	0.0078	110	40	122	660	0.0076
1014		•			Native			<u> </u>		20,	ı	300		-110			000	
Income by Deep	American	•	ы .		Hawaiian/	<b>-</b>	144 **	Not	<b>-</b>	0/ -6=								
Income by Race	Indian/Alaska	Asian	Black	Hispanic	Pacific	Two or	White	Disclosed	Total	% of Total								
	Native				Island													
<\$50,000	0	0	0	1	0	0	15	1	17	2.58%								
\$50,001 - \$70,000	0	7	1	8	0	2	48	2	68	10.30%								
\$70,001 - \$90,000	0	17	7	8	4	6	130	7	179	27.12%								
¢00 004   ¢440 000	_	8	6	5	2	5	171	3	202	30.61%								
\$90,001 - \$110,000	2							0	137	20.76%	I							
\$110,001 - \$130,000	0	8	6	3	4	2	114											
\$110,001 - \$130,000 \$130,001 - \$150,000	0 0	8	6	3 2	0	2	39	0	47	7.12%								
\$110,001 - \$130,000 \$130,001 - \$150,000 \$150,001 - \$170,000	0 0 0	8 4 0	6 0 0	3 2 0	0	2 0	39 7	0	47 8	7.12% 1.21%								
\$110,001 - \$130,000 \$130,001 - \$150,000 \$150,001 - \$170,000 \$170,001 - \$190,000	0 0 0	8 4 0 0	6 0 0	3 2 0 0	0 1 0	2 0 0	39 7 2	0 0 0	47 8 2	7.12% 1.21% 0.30%								
\$110,001 - \$130,000 \$130,001 - \$150,000 \$150,001 - \$170,000 \$170,001 - \$190,000 \$190,001 - \$210,000	0 0 0 0	8 4 0 0	6 0 0 0	3 2 0 0	0 1 0 0	2 0 0 0	39 7 2 0	0 0 0	47 8 2 0	7.12% 1.21% 0.30% 0.00%								
\$110,001 - \$130,000 \$130,001 - \$150,000 \$150,001 - \$170,000 \$170,001 - \$190,000 \$190,001 - \$210,000 \$210,001 - \$230,000	0 0 0 0 0	8 4 0 0 0	6 0 0 0 0	3 2 0 0 0	0 1 0 0	2 0 0 0 0	39 7 2 0	0 0 0 0	47 8 2 0	7.12% 1.21% 0.30% 0.00% 0.00%								
\$110,001 - \$130,000 \$130,001 - \$150,000 \$150,001 - \$170,000 \$170,001 - \$190,000 \$190,001 - \$210,000	0 0 0 0	8 4 0 0	6 0 0 0	3 2 0 0	0 1 0 0	2 0 0 0	39 7 2 0	0 0 0	47 8 2 0	7.12% 1.21% 0.30% 0.00%								

# 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.

	Attorney's Office	City Council	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		% of Total
Gender of Employees	CAO	<u>cc</u>	CMO	F & A	HR	<u>IT</u>	MC	PCS	PB	<u>PW</u>	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	СМО	F&A	HR	<u>IT</u>	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	10.13/0	8	6	20	113	3.7370
Ethnicity of Employees	CAO	СС	СМО	F&A	HR	IT	MC	PCS	PB	PW	RCR	73		PD COMM	PD NON-COMM	Fire	113	
	0 0	0	6	9	3	<u>11</u> 8	4	8 8	11	18	5	72	91.14%	1	1	20	94	83.19%
No, Not Hispanic or Latino 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	8.80%	8	6	<b>20</b>	113	10.81%
												79		PD COMM			113	_
Age of Employees	CAO	<u>cc</u>	<u>CMO</u>	<u>F &amp; A</u>	HR 0	<u>IT</u>	MC 0	PCS 0	<u>PB</u>	<u>PW</u>	RCR		0.000/		PD NON-COMM	<u>Fire</u>		0.000/
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	<u>IT</u>	MC	PCS	<u>PB</u>	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%
	_	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
More than \$210,001	0	U	U	0	0													
More than \$210,001 Total	0	0	7	9	4	9	7	9	11	18	5	79	0.0070	8	6	20	113	

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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	<u>F &amp; A</u>	HR	<u>IT</u>	MC	PCS	<u>PB</u>	<u>PW</u>	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	<u>cc</u>	CMO	<u>F &amp; A</u>	<u>HR</u>	<u>IT</u>	MC	PCS	<u>PB</u>	<u>PW</u>	RCR			PD COMM	PD NON-COMM	<u>Fire</u>		
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	<u>cc</u>	CMO	<u>F &amp; A</u>	HR	<u>IT</u>	MC	PCS	<u>PB</u>	<u>PW</u>	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	<u>cc</u>	CMO	<u>F &amp; A</u>	<u>HR</u>	<u>IT</u>	MC	PCS	<u>PB</u>	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	<u>F &amp; A</u>	HR	<u>IT</u>	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	
					Native													
Income by Race	American	Asian	Black	Hispanic	Hawaiian/	Two or	White	Not	Total	% of Total	l							

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	CAO	<u>cc</u>	CMO	<u>F &amp; A</u>	HR	<u>IT</u>	MC	<u>PCS</u>	<u>PB</u>	<u>PW</u>	RCR			PD COMM	PD NON-COMM	Fire		
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	<u>CAO</u>	<u>cc</u>	<u>CMO</u>	<u>F &amp; A</u>	<u>HR</u>	<u>IT</u>	<u>MC</u>	<u>PCS</u>	<u>PB</u>	<u>PW</u>	RCR			PD COMM	PD NON-COMM	<u>Fire</u>		
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	<u>CAO</u>	<u>cc</u>	CMO	<u>F &amp; A</u>	<u>HR</u>	<u>IT</u>	MC	<u>PCS</u>	<u>PB</u>	<u>PW</u>	RCR			PD COMM	PD NON-COMM	Fire		
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	<u>CAO</u>	<u>cc</u>	<u>CMO</u>	<u>F &amp; A</u>	<u>HR</u>	<u>IT</u>	<u>MC</u>	<u>PCS</u>	<u>PB</u>	<u>PW</u>	RCR			PD COMM	PD NON-COMM	<u>Fire</u>		
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 Dempographics: 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	<u>cc</u>	CMO	F & A	HR	<u>IT</u>	MC	PCS	<u>PB</u>	<u>PW</u>	RCR			PD COMM	PD NON-COMM	<u>Fire</u>		
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	<u>CAO</u>	<u>cc</u>	CMO	<u>F &amp; A</u>	<u>HR</u>	<u>IT</u>	<u>MC</u>	<u>PCS</u>	<u>PB</u>	<u>PW</u>	RCR			PD COMM	PD NON-COMM	<u>Fire</u>		
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	<u>cc</u>	<u>CMO</u>	<u>F &amp; A</u>	<u>HR</u>	<u>IT</u>	<u>MC</u>	<u>PCS</u>	<u>PB</u>	<u>PW</u>	RCR			PD COMM	PD NON-COMM	<u>Fire</u>		
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	<u>CAO</u>	<u>cc</u>	<u>CMO</u>	<u>F &amp; A</u>	<u>HR</u>	<u>IT</u>	<u>MC</u>	<u>PCS</u>	<u>PB</u>	<u>PW</u>	RCR			PD COMM	PD NON-COMM	<u>Fire</u>		
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 Dempographics: 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	<u>cc</u>	CMO	<u>F &amp; A</u>	HR	<u>IT</u>	MC	PCS	<u>PB</u>	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	<u>CAO</u>	<u>cc</u>	<u>CMO</u>	<u>F &amp; A</u>	<u>HR</u>	<u>IT</u>	<u>MC</u>	<u>PCS</u>	<u>PB</u>	<u>PW</u>	RCR			PD COMM	PD NON-COMM	<u>Fire</u>		
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	<u>cc</u>	СМО	<u>F &amp; A</u>	<u>HR</u>	<u>IT</u>	MC	<u>PCS</u>	<u>PB</u>	<u>PW</u>	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	<u>CAO</u>	<u>cc</u>	<u>CMO</u>	<u>F &amp; A</u>	<u>HR</u>	<u>IT</u>	<u>MC</u>	<u>PCS</u>	<u>PB</u>	<u>PW</u>	RCR			PD COMM	PD NON-COMM	<u>Fire</u>		
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	