

City Of Kirkland
2023 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 2023. There may be more than one employee in the same role within the same year.

	City Attorney's	City Council	City Manager's	Finance & Administration	Human Resources	Information Technology	Municipal Court	Parks & Community	Planning & Building	Public Works	RCR	Total	% of Total	Police COMM	Police NON-COMM	Fire	Total	% of Total	% City of Kirkland
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire			0.60% 17.20% 1.50% 7.50% 0.10% 8.20% 69.30%
Female	4	3	16	36	7	16	17	32	48	49	11	239	43.53%	16	30	20	305	35.18%	
Male	1	4	14	16	4	24	6	40	40	155	3	307	55.92%	101	20	131	559	64.48%	
Other	0	0	0	1	0	0	0	0	0	1	0	2	0.36%	0	0	0	2	0.23%	
Not Disclosed	0	0	0	0	0	0	0	0	0	1	0	1	0.18%	0	0	0	1	0.12%	
Total	5	7	30	53	11	40	23	72	88	206	14	549		117	50	151	867		
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	2	0	3	0.55%	0	0	0	3	0.35%	
Asian	0	0	1	9	4	4	0	2	10	20	0	50	9.11%	5	2	6	63	7.27%	
Black	0	0	1	2	0	1	0	0	4	4	0	12	2.19%	6	3	3	24	2.77%	
Hispanic	0	0	1	2	2	1	2	11	3	5	1	28	5.10%	4	2	2	36	4.15%	
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	3	2	3	0	8	1.46%	3	1	1	13	1.50%	
Two or More Races	0	0	0	1	0	2	0	4	8	8	0	23	4.19%	5	1	4	33	3.81%	
White	5	7	25	37	4	30	20	51	59	163	13	414	75.41%	90	40	133	677	78.09%	
Not Disclosed	0	0	2	2	1	2	1	0	2	1	0	11	2.00%	4	1	2	18	2.08%	
Total	5	7	30	53	11	40	23	72	88	206	14	549		117	50	151	867		
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	5	7	28	51	9	39	20	61	84	199	13	516	93.99%	112	48	147	823	94.93%	
Yes, Hispanic, or Latino	0	0	2	2	2	1	3	11	4	7	1	33	6.01%	5	2	4	44	5.07%	
Total	5	7	30	53	11	40	23	72	88	206	14	549		117	50	151	867		
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	1	0	1	0.18%	0	0	0	1	0.12%	
20-29	0	0	1	5	1	5	8	11	17	20	1	69	12.57%	23	10	17	119	13.73%	
30-39	2	0	11	13	2	16	3	21	29	71	5	173	31.51%	46	10	58	287	33.10%	
40-49	0	2	6	12	7	9	4	19	18	62	2	141	25.68%	30	15	38	224	25.84%	
50-59	1	2	8	14	1	7	6	17	10	35	5	106	19.31%	16	11	30	163	18.80%	
60-69	2	2	4	9	0	3	1	4	14	16	1	56	10.20%	1	4	8	69	7.96%	
70-79	0	1	0	0	0	0	1	0	0	1	0	3	0.55%	1	0	0	4	0.46%	
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%	
Total	5	7	30	53	11	40	23	72	88	206	14	549		117	50	151	867		
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	7	0	1	0	2	2	0	1	2	0	15	2.73%	0	0	0	15	1.73%	
\$50,001 - \$70,000	0	0	2	11	0	0	7	16	7	38	0	81	14.75%	0	18	1	100	11.53%	
\$70,001 - \$90,000	0	0	10	18	2	4	8	21	26	47	1	137	24.95%	13	25	27	202	23.30%	
\$90,001 - \$110,000	1	0	4	11	6	12	4	27	27	54	6	152	27.69%	19	6	28	205	23.64%	
\$110,001 - \$130,000	0	0	6	6	1	10	0	5	19	32	5	84	15.30%	61	0	52	197	22.72%	
\$130,001 - \$150,000	0	0	4	3	0	9	0	1	4	17	1	39	7.10%	15	0	19	73	8.42%	
\$150,001 - \$170,000	1	0	0	1	1	2	1	1	3	13	1	24	4.37%	1	1	19	45	5.19%	
\$170,001 - \$190,000	2	0	0	1	0	0	0	0	0	1	0	4	0.73%	7	0	4	15	1.73%	
\$190,001 - \$210,000	0	0	0	0	0	0	1	0	0	0	0	1	0.18%	0	0	0	1	0.12%	
More than \$210,001	1	0	4	1	1	1	0	1	1	2	0	12	2.19%	1	0	1	14	1.61%	
Total	5	7	30	53	11	40	23	72	88	206	14	549		117	50	151	867		
	American Indian/ Alaska Native	Asian	Black	Hispanic	Native Hawaiian/ Pacific Island	Two or More Races	White	Not Disclosed	Total	% of Total									
<\$50,000	0	0	0	0	0	0	14	1	15	1.73%									
\$50,001 - \$70,000	0	12	2	11	0	4	68	3	100	11.53%									
\$70,001 - \$90,000	0	17	6	12	3	13	145	6	202	23.30%									
\$90,001 - \$110,000	2	9	7	7	4	9	163	4	205	23.64%									
\$110,001 - \$130,000	1	13	8	3	4	4	161	3	197	22.72%									
\$130,001 - \$150,000	0	3	1	2	1	2	63	1	73	8.42%									
\$150,001 - \$170,000	0	5	0	0	0	1	39	0	45	5.19%									
\$170,001 - \$190,000	0	1	0	0	1	0	13	0	15	1.73%									
\$190,001 - \$210,000	0	0	0	0	0	0	1	0	1	0.12%									
\$210,001 - \$230,000	0	3	0	1	0	0	7	0	11	1.27%									
>\$230,001	0	0	0	0	0	0	3	0	3	0.35%									
Total	3	63	24	36	13	33	677	18	867										

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	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	0	1	1	1	1	1	2	1	10	50.00%	1	0	0	11	42.31%
Male	1	0	2	2	0	0	1	1	1	2	0	10	50.00%	2	0	3	15	57.69%
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	1	0	4	2	1	1	2	2	2	4	1	20		3	0	3	26	
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	1	1	1	0	0	0	1	0	4	20.00%	0	0	0	4	15.38%
Black	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Hispanic	0	0	1	0	0	0	0	0	0	0	0	1	5.00%	0	0	0	1	3.85%
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	0	0	0	0	0	0.00%	0	0	0	0	0.00%
White	1	0	3	1	0	0	2	2	2	3	1	15	75.00%	3	0	3	21	80.77%
Not Disclosed	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	1	0	4	2	1	1	2	2	2	4	1	20		3	0	3	26	
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	1	0	3	2	1	1	2	2	2	4	1	19	95.00%	3	0	3	25	96.15%
Yes, Hispanic, or Latino	0	0	1	0	0	0	0	0	0	0	0	1	5.00%	0	0	0	1	3.85%
Total	1	0	4	2	1	1	2	2	2	4	1	20		3	0	3	26	
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	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
30-39	0	0	0	0	0	0	0	0	1	0	0	1	5.00%	0	0	0	1	3.85%
40-49	0	0	0	0	1	0	0	1	1	1	1	5	25.00%	2	0	0	7	26.92%
50-59	0	0	4	1	0	1	1	1	0	1	0	9	45.00%	1	0	2	12	46.15%
60-69	1	0	0	1	0	0	0	0	0	2	0	4	20.00%	0	0	1	5	19.23%
70-79	0	0	0	0	0	0	1	0	0	0	0	1	5.00%	0	0	0	1	3.85%
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	1	0	4	2	1	1	2	2	2	4	1	20		3	0	3	26	
Income of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire		
\$110,001 - \$130,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
\$130,001 - \$150,000	0	0	0	0	0	0	0	0	1	0	0	1	5.00%	0	0	0	1	3.85%
\$150,001 - \$170,000	0	0	0	0	0	0	1	1	0	1	1	4	20.00%	0	0	0	4	15.38%
\$170,001 - \$190,000	0	0	0	1	0	0	0	0	0	1	0	2	10.00%	2	0	1	5	19.23%
\$190,001 - \$210,000	0	0	0	0	0	0	1	0	0	0	0	1	5.00%	0	0	0	1	3.85%
\$210,001 - \$230,000	1	0	1	1	1	1	0	1	1	2	0	9	45.00%	1	0	2	12	46.15%
\$230,001 - \$250,000	0	0	2	0	0	0	0	0	0	0	0	2	10.00%	0	0	0	2	7.69%
\$250,001 - \$270,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
\$270,001 - \$290,000	0	0	1	0	0	0	0	0	0	0	0	1	5.00%	0	0	0	1	3.85%
More than \$290,001	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	1	0	4	2	1	1	2	2	2	4	1	20		3	0	3	26	
	American Indian/ Alaska Native	Asian	Black	Hispanic	Native Hawaiian/ Pacific Island	Two or More Races	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	3.85%								
\$150,001 - \$170,000	0	0	0	0	0	0	4	0	4	15.38%								
\$170,001 - \$190,000	0	1	0	0	0	0	5	0	6	23.08%								
\$190,001 - \$210,000	0	0	0	0	0	0	1	0	1	3.85%								
\$210,001 - \$230,000	0	3	0	1	0	0	6	0	10	38.46%								
>\$230,001	0	0	0	0	0	0	4	0	4	15.38%								
Total	0	4	0	1	0	0	21	0	26									

3. Employee Demographics: Managers & Supervisors

[illegible]

4. Employee Demographics: Non-Supervisory Benefited Employees

	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	4	3	11	32	5	12	14	26	41	42	8	198	42.76%	15	27	17	257	33.46%
Male	0	4	11	11	4	21	5	34	35	134	3	262	56.59%	98	20	128	508	66.15%
Other	0	0	0	1	0	0	0	0	0	1	0	2	0.43%	0	0	0	2	0.26%
Not Disclosed	0	0	0	0	0	0	0	0	0	1	0	1	0.22%	0	0	0	1	0.13%
Total	4	7	22	44	9	33	19	60	76	178	11	463		113	47	145	768	
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	2	0	3	0.65%	0	0	0	3	0.39%
Asian	0	0	1	8	2	3	0	2	8	18	0	42	9.07%	5	2	6	55	7.16%
Black	0	0	1	2	0	1	0	0	3	3	0	10	2.16%	6	3	2	21	2.73%
Hispanic	0	0	0	2	2	1	2	11	3	5	1	27	5.83%	4	2	2	35	4.56%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	3	1	2	0	6	1.30%	3	1	1	11	1.43%
Two or More Races	0	0	0	1	0	1	0	4	7	7	0	20	4.32%	5	1	4	30	3.91%
White	4	7	19	29	4	25	16	39	52	140	10	345	74.51%	86	37	128	596	77.60%
Not Disclosed	0	0	1	2	1	2	1	0	2	1	0	10	2.16%	4	1	2	17	2.21%
Total	4	7	22	44	9	33	19	60	76	178	11	463		113	47	145	768	
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	4	7	22	42	7	32	16	49	72	171	10	432	93.30%	108	45	141	726	94.53%
Yes, Hispanic, or Latino	0	0	0	2	2	1	3	11	4	7	1	31	6.70%	5	2	4	42	5.47%
Total	4	7	22	44	9	33	19	60	76	178	11	463		113	47	145	768	
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	1	0	1	0.22%	0	0	0	1	0.13%
20-29	0	0	1	5	1	5	8	11	17	20	1	69	14.90%	23	10	17	119	15.49%
30-39	2	0	10	10	2	15	2	18	25	64	5	153	33.05%	46	10	58	267	34.77%
40-49	0	2	3	9	5	6	4	15	17	56	1	118	25.49%	27	15	37	197	25.65%
50-59	1	2	4	13	1	5	5	12	6	25	3	77	16.63%	15	9	27	128	16.67%
60-69	1	2	4	7	0	2	0	4	11	11	1	43	9.29%	1	3	6	53	6.90%
70-79	0	1	0	0	0	0	0	0	0	1	0	2	0.43%	1	0	0	3	0.39%
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	22	44	9	33	19	60	76	178	11	463		113	47	145	768	
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	7	0	1	0	2	2	0	1	2	0	15	3.24%	0	0	0	15	1.95%
\$50,001 - \$70,000	0	0	2	11	0	0	7	16	7	38	0	81	17.49%	0	18	1	100	13.02%
\$70,001 - \$90,000	0	0	10	18	2	4	8	21	26	47	1	137	29.59%	13	25	27	202	26.30%
\$90,001 - \$110,000	1	0	4	10	6	12	2	22	26	53	6	142	30.67%	19	4	27	192	25.00%
\$110,001 - \$130,000	0	0	6	4	1	9	0	1	16	28	4	69	14.90%	61	0	52	182	23.70%
\$130,001 - \$150,000	0	0	0	0	0	6	0	0	0	10	0	16	3.46%	15	0	19	50	6.51%
\$150,001 - \$170,000	1	0	0	0	0	0	0	0	0	0	0	1	0.22%	0	0	18	19	2.47%
\$170,001 - \$190,000	2	0	0	0	0	0	0	0	0	0	0	2	0.43%	5	0	1	8	1.04%
\$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	4	7	22	44	9	33	19	60	76	178	11	463		113	47	145	768	
	American Indian/	Asian	Black	Hispanic	Native Hawaiian/ Pacific Island	Two or More Races	White	Not Disclosed	Total	% of Total								
Income by Race																		
<\$50,000	Alaska Native	0	0	0	0	0	14	1	15	1.95%								
\$50,001 - \$70,000		0	12	2	11	0	68	3	100	13.02%								
\$70,001 - \$90,000		0	17	6	12	3	145	6	202	26.30%								
\$90,001 - \$110,000		2	9	6	7	4	152	4	192	25.00%								
\$110,001 - \$130,000		1	13	7	3	3	149	3	182	23.70%								
\$130,001 - \$150,000		0	2	0	2	0	44	0	50	6.51%								
\$150,001 - \$170,000		0	2	0	0	0	17	0	19	2.47%								
\$170,001 - \$190,000		0	0	0	0	1	7	0	8	1.04%								
\$190,001 - \$210,000		0	0	0	0	0	0	0	0	0.00%								
\$210,001 - \$230,000		0	0	0	0	0	0	0	0	0.00%								
>\$230,001		0	0	0	0	0	0	0	0	0.00%								
Total		3	55	21	35	11	30	596	17	768								

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	1	6	1	2	1	5	10	7	5	38	42.70%	1	6	5	50	35.71%
Male	0	0	2	3	1	2	0	3	8	27	2	48	53.93%	10	4	25	87	62.14%
Other	0	0	0	1	0	0	0	0	0	1	0	2	2.25%	0	0	0	2	1.43%
Not Disclosed	0	0	0	0	0	0	0	0	0	1	0	1	1.12%	0	0	0	1	0.71%
Total	0	0	3	10	2	4	1	8	18	36	7	89		11	10	30	140	
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	1	0	1	1.12%	0	0	0	1	0.71%
Asian	0	0	0	3	1	0	0	0	3	6	0	13	14.61%	0	0	0	13	9.29%
Black	0	0	0	0	0	0	0	0	0	1	0	1	1.12%	1	1	0	3	2.14%
Hispanic	0	0	0	0	0	1	0	1	1	3	1	7	7.87%	0	0	2	9	6.43%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	1	0	0	0	1	1.12%	0	0	0	1	0.71%
Two or More Races	0	0	0	0	0	1	0	2	3	3	0	9	10.11%	2	1	1	13	9.29%
White	0	0	3	7	0	2	1	4	11	21	6	55	61.80%	7	7	26	95	67.86%
Not Disclosed	0	0	0	0	1	0	0	0	0	1	0	2	2.25%	1	1	1	5	3.57%
Total	0	0	3	10	2	4	1	8	18	36	7	89		11	10	30	140	
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	10	2	3	1	7	17	31	6	80	89.89%	10	10	27	127	90.71%
Yes, Hispanic, or Latino	0	0	0	0	0	1	0	1	1	5	1	9	10.11%	1	0	3	13	9.29%
Total	0	0	3	10	2	4	1	8	18	36	7	89		11	10	30	140	
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	1	0	1	1.12%	0	0	0	1	0.71%
20-29	0	0	0	2	0	0	1	2	9	8	1	23	25.84%	5	4	9	41	29.29%
30-39	0	0	1	2	0	1	0	5	4	14	1	28	31.46%	4	1	15	48	34.29%
40-49	0	0	2	4	2	3	0	1	4	9	2	27	30.34%	2	2	5	36	25.71%
50-59	0	0	0	1	0	0	0	0	1	4	2	8	8.99%	0	2	1	11	7.86%
60-69	0	0	0	1	0	0	0	0	0	0	1	2	2.25%	0	1	0	3	2.14%
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	10	2	4	1	8	18	36	7	89		11	10	30	140	
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	4	0	0	1	4	2	16	0	27	30.34%	0	8	0	35	25.00%
\$70,001 - \$90,000	0	0	2	2	0	1	0	3	11	5	0	24	26.97%	9	2	22	57	40.71%
\$90,001 - \$110,000	0	0	0	3	1	1	0	1	4	7	3	20	22.47%	2	0	1	23	16.43%
\$110,001 - \$130,000	0	0	1	0	0	1	0	0	1	6	3	12	13.48%	0	0	6	18	12.86%
\$130,001 - \$150,000	0	0	0	1	0	1	0	0	0	1	0	3	3.37%	0	0	0	3	2.14%
\$150,001 - \$170,000	0	0	0	0	1	0	0	0	0	1	1	3	3.37%	0	0	0	3	2.14%
\$170,001 - \$190,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	1	1	0.71%
\$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	3	10	2	4	1	8	18	36	7	89		11	10	30	140	
Income by Race	American Indian/ Alaska Native	Asian	Black	Hispanic	Native Hawaiian/ Pacific Island	Two or More Races	White	Not Disclosed	Total	% of Total								
<\$50,000	0	0	0	0	0	0	0	0	0	0.00%								
\$50,001 - \$70,000	0	2	2	3	0	2	26	0	35	25.00%								
\$70,001 - \$90,000	0	4	1	4	0	7	39	2	57	40.71%								
\$90,001 - \$110,000	0	4	0	2	1	2	13	1	23	16.43%								
\$110,001 - \$130,000	1	2	0	0	0	1	12	2	18	12.86%								
\$130,001 - \$150,000	0	0	0	0	0	0	3	0	3	2.14%								
\$150,001 - \$170,000	0	1	0	0	0	1	1	0	3	2.14%								
\$170,001 - \$190,000	0	0	0	0	0	0	1	0	1	0.71%								
\$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	1	13	3	9	1	13	95	5	140									

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							
Female	0	0	3	3	0	4	3	1	7	6	1	28	48.28%	1	6	5	40	44.44%
Male	0	1	2	1	2	2	0	3	2	16	0	29	50.00%	13	2	5	49	54.44%
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	1	0	1	1.72%	0	0	0	1	1.11%
Total	0	1	5	4	2	6	3	4	9	23	1	58		14	8	10	90	
Race of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR							
American Indian/Alaska Native	0	0	0	0	0	0	0	0	0	1	0	1	1.72%	0	0	0	1	1.11%
Asian	0	0	0	0	0	2	0	0	0	0	0	2	3.45%	2	0	0	4	4.44%
Black	0	0	0	0	0	1	0	0	2	0	0	3	5.17%	2	0	1	6	6.67%
Hispanic	0	0	0	1	1	0	0	0	1	0	0	3	5.17%	1	0	0	4	4.44%
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	0	0	1	0	1	1.72%	0	1	0	2	2.22%
White	0	1	5	2	0	3	3	4	6	20	1	45	77.59%	7	6	9	67	74.44%
Not Disclosed	0	0	0	1	1	0	0	0	0	1	0	3	5.17%	2	1	0	6	6.67%
Total	0	1	5	4	2	6	3	4	9	23	1	58		14	8	10	90	
Ethnicity of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR							
No, Not Hispanic or Latino	0	1	5	3	1	6	2	4	8	23	1	54	93.10%	13	8	10	85	94.44%
Yes, Hispanic, or Latino	0	0	0	1	1	0	1	0	1	0	0	4	6.90%	1	0	0	5	5.56%
Total	0	1	5	4	2	6	3	4	9	23	1	58		14	8	10	90	
Age of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR							
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	1	0	2	1	2	1	1	0	9	15.52%	6	3	2	20	22.22%
30-39	0	0	2	1	0	2	1	0	5	9	1	21	36.21%	4	1	4	30	33.33%
40-49	0	0	0	2	2	1	0	1	2	10	0	18	31.03%	2	3	0	23	25.56%
50-59	0	0	2	0	0	0	0	0	0	2	0	4	6.90%	0	0	2	6	6.67%
60-69	0	1	0	0	0	1	1	1	1	0	0	5	8.62%	1	1	2	9	10.00%
70-79	0	0	0	0	0	0	0	0	0	1	0	1	1.72%	1	0	0	2	2.22%
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	0	1	5	4	2	6	3	4	9	23	1	58		14	8	10	90	
Income of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR							
Less than \$50,000	0	1	0	0	0	1	1	0	1	2	0	6	10.34%	0	0	0	6	6.67%
\$50,001 - \$70,000	0	0	1	2	0	1	1	2	0	5	0	12	20.69%	0	5	0	17	18.89%
\$70,001 - \$90,000	0	0	2	2	0	0	0	1	3	7	0	15	25.86%	4	3	4	26	28.89%
\$90,001 - \$110,000	0	0	0	0	1	0	1	1	4	3	1	11	18.97%	8	0	2	21	23.33%
\$110,001 - \$130,000	0	0	1	0	1	2	0	0	1	4	0	9	15.52%	2	0	1	12	13.33%
\$130,001 - \$150,000	0	0	0	0	0	2	0	0	0	1	0	3	5.17%	0	0	0	3	3.33%
\$150,001 - \$170,000	0	0	0	0	0	0	0	0	0	1	0	1	1.72%	0	0	3	4	4.44%
\$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	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	1.11%
Total	0	1	5	4	2	6	3	4	9	23	1	58		14	8	10	90	
Income by Race	American Indian/ Alaska Native	Asian	Black	Hispanic	Native Hawaiian/ Pacific Island	Two or More Races	White	Not Disclosed	Total	% of Total								
<\$50,000	0	0	0	0	0	0	6	0	6	6.67%								
\$50,001 - \$70,000	0	0	0	1	0	1	13	1	16	17.78%								
\$70,001 - \$90,000	0	2	3	0	0	1	19	2	27	30.00%								
\$90,001 - \$110,000	1	0	3	2	0	0	13	2	21	23.33%								
\$110,001 - \$130,000	0	2	0	1	0	0	8	1	12	13.33%								
\$130,001 - \$150,000	0	0	0	0	0	0	3	0	3	3.33%								
\$150,001 - \$170,000	0	0	0	0	0	0	4	0	4	4.44%								
\$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	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	1	0	1	1.11%								
Total	1	4	6	4	0	2	67	6	90									

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	Fire	Total	% of Total
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	Fire		
Female	0	0	1	2	2	2	1	110	4	3	0	125	49.21%	1	0	126	49.41%
Male	0	0	0	1	0	1	3	106	6	0	0	117	46.06%	0	0	117	45.88%
Other	0	0	0	0	0	0	0	3	0	0	0	3	1.18%	0	0	3	1.18%
Not Disclosed	0	0	0	0	1	0	0	8	0	0	0	9	3.54%	0	0	9	3.53%
Total	0	0	1	3	3	3	4	227	10	3	0	254		1	0	255	
Race of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	Fire		
American Indian/Alaska Native	0	0	0	0	0	0	0	1	0	0	0	1	0.39%	0	0	1	0.39%
Asian	0	0	0	0	0	1	0	17	1	1	0	20	7.87%	0	0	20	7.84%
Black	0	0	0	0	0	0	0	1	0	0	0	1	0.39%	0	0	1	0.39%
Hispanic	0	0	0	0	0	0	0	3	2	0	0	5	1.97%	0	0	5	1.96%
Native Hawaiian/Pacific Island	0	0	0	0	0	1	0	3	1	0	0	5	1.97%	0	0	5	1.96%
Two or More Races	0	0	0	1	0	0	0	33	0	1	0	35	13.78%	0	0	35	13.73%
White	0	0	1	2	0	1	3	156	6	1	0	170	66.93%	1	0	171	67.06%
Not Disclosed	0	0	0	0	3	0	1	13	0	0	0	17	6.69%	0	0	17	6.67%
Total	0	0	1	3	3	3	4	227	10	3	0	254		1	0	255	
Ethnicity of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	Fire		
No, Not Hispanic or Latino	0	0	1	3	3	3	4	216	8	3	0	241	94.88%	1	0	242	94.90%
Yes, Hispanic, or Latino	0	0	0	0	0	0	0	11	2	0	0	13	5.12%	0	0	13	5.10%
Total	0	0	1	3	3	3	4	227	10	3	0	254		1	0	255	
Age of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	Fire		
Under 20	0	0	0	0	0	0	0	109	0	0	0	109	42.91%	0	0	109	42.75%
20-29	0	0	1	1	1	0	3	71	3	2	0	82	32.28%	1	0	83	32.55%
30-39	0	0	0	0	1	1	1	14	2	0	0	19	7.48%	0	0	19	7.45%
40-49	0	0	0	1	0	1	0	12	2	1	0	17	6.69%	0	0	17	6.67%
50-59	0	0	0	0	1	1	0	7	0	0	0	9	3.54%	0	0	9	3.53%
60-69	0	0	0	1	0	0	0	9	2	0	0	12	4.72%	0	0	12	4.71%
70-79	0	0	0	0	0	0	0	5	1	0	0	6	2.36%	0	0	6	2.35%
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
Total	0	0	1	3	3	3	4	227	10	3	0	254		1	0	255	

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	Fire	Total	% of Total
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	Fire		
Female	0	0	1	1	1	1	0	88	2	3	0	97	47.78%	1	0	98	48.04%
Male	0	0	0	1	0	1	3	87	2	0	0	94	46.31%	0	0	94	46.08%
Other	0	0	0	0	0	0	0	3	0	0	0	3	1.48%	0	0	3	1.47%
Not Disclosed	0	0	0	0	1	0	0	8	0	0	0	9	4.43%	0	0	9	4.41%
Total	0	0	1	2	2	2	3	186	4	3	0	203		1	0	204	
Race of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	Fire		
American Indian/Alaska Native	0	0	0	0	0	0	0	1	0	0	0	1	0.49%	0	0	1	0.49%
Asian	0	0	0	0	0	1	0	13	1	1	0	16	7.88%	0	0	16	7.84%
Black	0	0	0	0	0	0	0	1	0	0	0	1	0.49%	0	0	1	0.49%
Hispanic	0	0	0	0	0	0	0	2	1	0	0	3	1.48%	0	0	3	1.47%
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	1	0	0	0	27	0	1	0	29	14.29%	0	0	29	14.22%
White	0	0	1	1	0	1	3	129	2	1	0	138	67.98%	1	0	139	68.14%
Not Disclosed	0	0	0	0	2	0	0	13	0	0	0	15	7.39%	0	0	15	7.35%
Total	0	0	1	2	2	2	3	186	4	3	0	203		1	0	204	
Ethnicity of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	Fire		
No, Not Hispanic or Latino	0	0	1	2	2	2	3	176	3	3	0	192	94.58%	1	0	193	94.61%
Yes, Hispanic, or Latino	0	0	0	0	0	0	0	10	1	0	0	11	5.42%	0	0	11	5.39%
Total	0	0	1	2	2	2	3	186	4	3	0	203		1	0	204	
Age of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	Fire		
Under 20	0	0	0	0	0	0	0	100	0	0	0	100	49.26%	0	0	100	49.02%
20-29	0	0	1	1	1	0	2	64	2	2	0	73	35.96%	1	0	74	36.27%
30-39	0	0	0	0	1	1	1	6	1	0	0	10	4.93%	0	0	10	4.90%
40-49	0	0	0	1	0	0	0	5	0	1	0	7	3.45%	0	0	7	3.43%
50-59	0	0	0	0	0	1	0	5	0	0	0	6	2.96%	0	0	6	2.94%
60-69	0	0	0	0	0	0	0	5	1	0	0	6	2.96%	0	0	6	2.94%
70-79	0	0	0	0	0	0	0	1	0	0	0	1	0.49%	0	0	1	0.49%
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
Total	0	0	1	2	2	2	3	186	4	3	0	203		1	0	204	

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	Fire	Total	% of Total
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	Fire		
Female	0	0	0	1	2	0	1	72	1	2	0	79	47.31%	0	0	79	47.31%
Male	0	0	0	0	0	0	1	78	0	0	0	79	47.31%	0	0	79	47.31%
Other	0	0	0	0	0	0	0	2	0	0	0	2	1.20%	0	0	2	1.20%
Not Disclosed	0	0	0	0	1	0	0	6	0	0	0	7	4.19%	0	0	7	4.19%
Total	0	0	0	1	3	0	2	158	1	2	0	167		0	0	167	
Race of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	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	0	0	0	0	8	0	1	0	9	5.39%	0	0	9	5.39%
Black	0	0	0	0	0	0	0	1	0	0	0	1	0.60%	0	0	1	0.60%
Hispanic	0	0	0	0	0	0	0	1	0	0	0	1	0.60%	0	0	1	0.60%
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	26	0	0	0	26	15.57%	0	0	26	15.57%
White	0	0	0	1	0	0	1	110	1	1	0	114	68.26%	0	0	114	68.26%
Not Disclosed	0	0	0	0	3	0	1	12	0	0	0	16	9.58%	0	0	16	9.58%
Total	0	0	0	1	3	0	2	158	1	2	0	167		0	0	167	
Ethnicity of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	Fire		
No, Not Hispanic or Latino	0	0	0	1	3	0	2	151	1	2	0	160	95.81%	0	0	160	95.81%
Yes, Hispanic, or Latino	0	0	0	0	0	0	0	7	0	0	0	7	4.19%	0	0	7	4.19%
Total	0	0	0	1	3	0	2	158	1	2	0	167		0	0	167	
Age of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	Fire		
Under 20	0	0	0	0	0	0	0	91	0	0	0	91	54.49%	0	0	91	54.49%
20-29	0	0	0	0	1	0	2	56	0	1	0	60	35.93%	0	0	60	35.93%
30-39	0	0	0	0	1	0	0	4	0	0	0	5	2.99%	0	0	5	2.99%
40-49	0	0	0	0	0	0	0	1	1	1	0	3	1.80%	0	0	3	1.80%
50-59	0	0	0	0	1	0	0	3	0	0	0	4	2.40%	0	0	4	2.40%
60-69	0	0	0	1	0	0	0	3	0	0	0	4	2.40%	0	0	4	2.40%
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	0	0	0	1	3	0	2	158	1	2	0	167		0	0	167	