

City Of Kirkland
2024 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 2024.

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 without Public Safety	% of Total without Public Safety	Police COMM	Police NON-COMM	Fire	Total with Public Safety	% of Total with Public Safety	% City of Kirkland Resident Census 2024
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire			
Female	5	3	17	44	8	13	18	32	39	49	13	241	44.46%	17	30	17	305	35.59%	
Male	2	3	13	21	2	24	7	36	42	142	3	295	54.43%	96	22	133	546	63.71%	
Other	0	0	0	2	0	0	0	0	0	0	0	2	0.37%	0	0	0	2	0.23%	
Not Disclosed	0	1	0	0	1	0	0	1	0	1	0	4	0.74%	0	0	0	4	0.47%	
Total	7	7	30	67	11	37	25	69	81	192	16	542		113	52	150	857		
Race/Ethnicity of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD COMM	PD NON-COMM	Fire			0.40% 17.80% 1.60% 7.80% 0.10% 9.20% 67.50%
American Indian/Alaska Native	0	0	0	0	0	0	0	1	0	0	0	1	0.18%	0	0	0	1	0.12%	
Asian	0	0	1	13	4	3	0	2	8	21	0	52	9.59%	4	2	6	64	7.47%	
Black	0	0	1	2	0	0	0	0	2	5	1	11	2.03%	4	5	2	22	2.57%	
Hispanic	0	0	2	3	1	1	2	10	3	14	2	38	7.01%	5	2	6	51	5.95%	
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	3	2	3	0	8	1.48%	3	1	1	13	1.52%	
Two or More Races	0	0	0	2	0	2	1	5	6	9	0	25	4.61%	4	1	4	34	3.97%	
White	7	6	23	43	5	27	21	47	59	138	13	389	71.77%	91	41	129	650	75.85%	
Not Disclosed	0	1	3	4	1	4	1	1	1	2	0	18	3.32%	2	0	2	22	2.57%	
Total	7	7	30	67	11	37	25	69	81	192	16	542		113	52	150	857		
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	2	11	0	3	7	7	13	21	0	64	11.81%	12	11	14	101	11.79%	
30-39	0	0	11	22	5	14	5	21	19	68	7	172	31.73%	48	12	59	291	33.96%	
40-49	3	2	6	12	5	12	5	20	23	43	3	134	24.72%	34	14	40	222	25.90%	
50-59	1	3	7	13	0	5	5	17	11	46	5	113	20.85%	16	11	27	167	19.49%	
60-69	3	1	4	9	1	3	2	4	14	13	1	55	10.15%	3	4	10	72	8.40%	
70-79	0	1	0	0	0	0	1	0	1	1	0	4	0.74%	0	0	0	4	0.47%	
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%	
Total	7	7	30	67	11	37	25	69	81	192	16	542		113	52	150	857		
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	3	1	0	1	0	0	13	2.40%	0	0	0	13	1.52%	
\$50,001 - \$70,000	0	0	0	15	1	1	3	10	5	27	1	63	11.62%	0	16	2	81	9.45%	
\$70,001 - \$90,000	0	0	4	17	2	4	12	20	19	42	1	121	22.32%	2	23	7	153	17.85%	
\$90,001 - \$110,000	2	0	9	19	5	9	5	27	24	49	7	156	28.78%	19	10	39	224	26.14%	
\$110,001 - \$130,000	0	0	9	6	1	8	1	7	21	33	5	91	16.79%	59	2	60	212	24.74%	
\$130,001 - \$150,000	0	0	3	5	1	8	0	3	6	25	1	52	9.59%	19	0	17	88	10.27%	
\$150,001 - \$170,000	0	0	2	2	0	1	1	0	4	8	1	19	3.51%	4	0	16	39	4.55%	
\$170,001 - \$190,000	3	0	0	1	1	2	1	1	0	7	0	16	2.95%	7	1	6	30	3.50%	
\$190,001 - \$210,000	1	0	0	0	0	0	0	0	0	0	0	1	0.18%	2	0	2	5	0.58%	
More than \$210,001	1	0	3	1	0	1	1	1	1	1	0	10	1.85%	1	0	1	12	1.40%	
Total	7	7	30	67	11	37	25	69	81	192	16	542		113	52	150	857		
Income by Race/Ethnicity	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	10	3	13	1.52%									
\$50,001 - \$70,000	0	8	3	13	0	3	49	5	81	9.45%									
\$70,001 - \$90,000	0	14	5	15	1	9	103	6	153	17.85%									
\$90,001 - \$110,000	1	14	4	11	5	14	172	3	224	26.14%									
\$110,001 - \$130,000	0	13	5	6	4	5	175	4	212	24.74%									
\$130,001 - \$150,000	0	7	5	5	1	2	68	0	88	10.27%									
\$150,001 - \$170,000	0	3	0	0	1	1	33	1	39	4.55%									
\$170,001 - \$190,000	0	3	0	0	1	0	26	0	30	3.50%									
\$190,001 - \$210,000	0	0	0	0	0	0	5	0	5	0.58%									
More than \$210,001	0	2	0	1	0	0	9	0	12	1.40%									
Total	1	64	22	51	13	34	650	22	857										

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 without Public Safety	% of Total without Public Safety	Police COMM	Police NON-COMM	Fire	Total with Public Safety	% of Total with Public Safety
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR							
Female	1	0	1	0	0	1	1	1	1	2	1	9	50.00%	1	0	0	10	41.67%
Male	1	0	2	2	0	0	1	1	1	1	0	9	50.00%	2	0	3	14	58.33%
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	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	2	0	3	2	0	1	2	2	2	3	1	18		3	0	3	24	
Race/Ethnicity 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	0	0	0	0.00%	0	0	0	0	0.00%
Asian	0	0	0	1	0	1	0	0	0	1	0	3	16.67%	0	0	0	3	12.50%
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	5.56%	0	0	0	1	4.17%
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	2	0	2	1	0	0	2	2	2	2	1	14	77.78%	3	0	3	20	83.33%
Not Disclosed	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	2	0	3	2	0	1	2	2	2	3	1	18		3	0	3	24	
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	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	5.56%	0	0	0	1	4.17%
40-49	1	0	0	0	0	0	0	1	1	2	1	6	33.33%	1	0	0	7	29.17%
50-59	0	0	2	1	0	1	0	1	0	0	0	5	27.78%	2	0	1	8	33.33%
60-69	1	0	1	1	0	0	1	0	0	1	0	5	27.78%	0	0	2	7	29.17%
70-79	0	0	0	0	0	0	1	0	0	0	0	1	5.56%	0	0	0	1	4.17%
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Total	2	0	3	2	0	1	2	2	2	3	1	18		3	0	3	24	
Income of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR							
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	0	0	0	0	0.00%	0	0	0	0	0.00%
\$90,001 - \$110,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
\$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	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	1	2	11.11%	0	0	0	2	8.33%
\$170,001 - \$190,000	0	0	0	1	0	0	1	1	0	2	0	5	27.78%	0	0	0	5	20.83%
\$190,001 - \$210,000	1	0	0	0	0	0	0	0	0	0	0	1	5.56%	2	0	2	5	20.83%
More than \$210,001	1	0	3	1	0	1	1	1	1	1	0	10	55.56%	1	0	1	12	50.00%
Total	2	0	3	2	0	1	2	2	2	3	1	18		3	0	3	24	
Income by Race/Ethnicity	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	0	0	0	0.00%								
\$150,001 - \$170,000	0	0	0	0	0	0	2	0	2	8.33%								
\$170,001 - \$190,000	0	1	0	0	0	0	4	0	5	20.83%								
\$190,001 - \$210,000	0	0	0	0	0	0	5	0	5	20.83%								
More than \$210,001	0	2	0	1	0	0	9	0	12	50.00%								
Total	0	3	0	1	0	0	20	0	24									

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 without Public Safety	% of Total without Public Safety	Police COMM	Police NON-COMM	Fire	Total with Public Safety	% of Total with Public Safety
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR							
Female	0	0	4	5	2	3	2	6	6	5	1	34	50.75%	0	3	2	39	52.70%
Male	0	0	1	2	0	3	0	5	4	18	0	33	49.25%	1	0	1	35	47.30%
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	5	7	2	6	2	11	10	23	1	67		1	3	3	74	
Race/Ethnicity 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	0	0	0	0.00%	0	0	0	0	0.00%
Asian	0	0	0	0	1	0	0	0	2	1	0	4	5.97%	0	0	0	4	5.41%
Black	0	0	0	0	0	0	0	0	1	1	0	2	2.99%	0	0	0	2	2.70%
Hispanic	0	0	1	0	0	0	0	0	0	1	0	2	2.99%	0	0	1	3	4.05%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	0	1	1	0	2	2.99%	0	0	0	2	2.70%
Two or More Races	0	0	0	0	0	1	0	1	1	1	0	4	5.97%	0	0	0	4	5.41%
White	0	0	3	7	1	5	2	10	5	18	1	52	77.61%	1	3	2	58	78.38%
Not Disclosed	0	0	1	0	0	0	0	0	0	0	0	1	1.49%	0	0	0	1	1.35%
Total	0	0	5	7	2	6	2	11	10	23	1	67		1	3	3	74	
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	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
30-39	0	0	2	3	1	1	1	3	3	6	0	20	29.85%	0	0	1	21	28.38%
40-49	0	0	2	3	1	3	0	4	0	6	0	19	28.36%	1	0	1	21	28.38%
50-59	0	0	1	0	0	1	1	4	4	9	1	21	31.34%	0	2	1	24	32.43%
60-69	0	0	0	1	0	1	0	0	3	2	0	7	10.45%	0	1	0	8	10.81%
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	5	7	2	6	2	11	10	23	1	67		1	3	3	74	
Income of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR							
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	0	0	0	0	0.00%	0	0	0	0	0.00%
\$90,001 - \$110,000	0	0	0	1	0	0	1	3	1	0	0	6	8.96%	0	0	1	7	9.46%
\$110,001 - \$130,000	0	0	0	1	0	2	1	5	0	3	0	12	17.91%	0	2	0	14	18.92%
\$130,001 - \$150,000	0	0	3	3	1	1	0	3	6	7	1	25	37.31%	0	0	0	25	33.78%
\$150,001 - \$170,000	0	0	2	2	0	1	0	0	3	8	0	16	23.88%	1	0	1	18	24.32%
\$170,001 - \$190,000	0	0	0	0	1	2	0	0	0	5	0	8	11.94%	0	1	1	10	13.51%
\$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	5	7	2	6	2	11	10	23	1	67		1	3	3	74	
Income by Race/Ethnicity	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	1	0	2	4	0	7	9.46%								
\$110,001 - \$130,000	0	0	0	1	0	1	12	0	14	18.92%								
\$130,001 - \$150,000	0	1	2	1	1	0	20	0	25	33.78%								
\$150,001 - \$170,000	0	1	0	0	1	1	14	1	18	24.32%								
\$170,001 - \$190,000	0	2	0	0	0	0	8	0	10	13.51%								
\$190,001 - \$210,000	0	0	0	0	0	0	0	0	0	0.00%								
More than \$210,001	0	0	0	0	0	0	0	0	0	0.00%								
Total	0	4	2	3	2	4	58	1	74									

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 without Public Safety	% of Total without Public Safety	Police COMM	Police NON-COMM	Fire	Total with Public Safety	% of Total with Public Safety
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR							
Female	4	3	12	39	6	9	15	25	32	42	11	198	43.33%	16	27	15	256	33.73%
Male	1	3	10	17	2	21	6	30	37	123	3	253	55.36%	93	22	129	497	65.48%
Other	0	0	0	2	0	0	0	0	0	0	0	2	0.44%	0	0	0	2	0.26%
Not Disclosed	0	1	0	0	1	0	0	1	0	1	0	4	0.88%	0	0	0	4	0.53%
Total	5	7	22	58	9	30	21	56	69	166	14	457		109	49	144	759	
Race/Ethnicity 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	1	0	0	0	1	0.22%	0	0	0	1	0.13%
Asian	0	0	1	12	3	2	0	2	6	19	0	45	9.85%	4	2	6	57	7.51%
Black	0	0	1	2	0	0	0	0	1	4	1	9	1.97%	4	5	2	20	2.64%
Hispanic	0	0	0	3	1	1	2	10	3	13	2	35	7.66%	5	2	5	47	6.19%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	3	1	2	0	6	1.31%	3	1	1	11	1.45%
Two or More Races	0	0	0	2	0	1	1	4	5	8	0	21	4.60%	4	1	4	30	3.95%
White	5	6	18	35	4	22	17	35	52	118	11	323	70.68%	87	38	124	572	75.36%
Not Disclosed	0	1	2	4	1	4	1	1	1	2	0	17	3.72%	2	0	2	21	2.77%
Total	5	7	22	58	9	30	21	56	69	166	14	457		109	49	144	759	
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	2	11	0	3	7	7	13	21	0	64	14.00%	12	11	14	101	13.31%
30-39	0	0	9	19	4	13	4	18	15	62	7	151	33.04%	48	12	58	269	35.44%
40-49	2	2	4	9	4	9	5	15	22	35	2	109	23.85%	32	14	39	194	25.56%
50-59	1	3	4	12	0	3	4	12	7	37	4	87	19.04%	14	9	25	135	17.79%
60-69	2	1	3	7	1	2	1	4	11	10	1	43	9.41%	3	3	8	57	7.51%
70-79	0	1	0	0	0	0	0	0	1	1	0	3	0.66%	0	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	5	7	22	58	9	30	21	56	69	166	14	457		109	49	144	759	
Income of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR							
Less than \$50,000	0	7	0	1	0	3	1	0	1	0	0	13	2.84%	0	0	0	13	1.71%
\$50,001 - \$70,000	0	0	0	15	1	1	3	10	5	27	1	63	13.79%	0	16	2	81	10.67%
\$70,001 - \$90,000	0	0	4	17	2	4	12	20	19	42	1	121	26.48%	2	23	7	153	20.16%
\$90,001 - \$110,000	2	0	9	18	5	9	4	24	23	49	7	150	32.82%	19	10	38	217	28.59%
\$110,001 - \$130,000	0	0	9	5	1	6	0	2	21	30	5	79	17.29%	59	0	60	198	26.09%
\$130,001 - \$150,000	0	0	0	2	0	7	0	0	0	18	0	27	5.91%	19	0	17	63	8.30%
\$150,001 - \$170,000	0	0	0	0	0	0	1	0	0	0	0	1	0.22%	3	0	15	19	2.50%
\$170,001 - \$190,000	3	0	0	0	0	0	0	0	0	0	0	3	0.66%	7	0	5	15	1.98%
\$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	5	7	22	58	9	30	21	56	69	166	14	457		109	49	144	759	
Income by Race/Ethnicity	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	10	3	13	1.71%								
\$50,001 - \$70,000	0	8	3	13	0	3	49	5	81	10.67%								
\$70,001 - \$90,000	0	14	5	15	1	9	103	6	153	20.16%								
\$90,001 - \$110,000	1	14	4	10	5	12	168	3	217	28.59%								
\$110,001 - \$130,000	0	13	5	5	4	4	163	4	198	26.09%								
\$130,001 - \$150,000	0	6	3	4	0	2	48	0	63	8.30%								
\$150,001 - \$170,000	0	2	0	0	0	0	17	0	19	2.50%								
\$170,001 - \$190,000	0	0	0	0	1	0	14	0	15	1.98%								
\$190,001 - \$210,000	0	0	0	0	0	0	0	0	0	0.00%								
More than \$210,001	0	0	0	0	0	0	0	0	0	0.00%								
Total	1	57	20	47	11	30	572	21	759									

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 without Public Safety	% of Total without Public Safety	Police COMM	Police NON-COMM	Fire	Total with Public Safety	% of Total with Public Safety
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR							
Female	1	0	3	9	2	1	2	2	4	13	4	41	58.57%	1	4	2	48	51.61%
Male	1	0	2	6	0	4	0	1	2	11	0	27	38.57%	8	2	6	43	46.24%
Other	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
Not Disclosed	0	1	0	0	0	0	0	1	0	0	0	2	2.86%	0	0	0	2	2.15%
Total	2	1	5	15	2	5	2	4	6	24	4	70		9	6	8	93	
Race/Ethnicity 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	0	0	0	0.00%	0	0	0	0	0.00%
Asian	0	0	0	3	1	1	0	0	0	1	0	6	8.57%	1	0	0	7	7.53%
Black	0	0	0	0	0	0	0	0	0	1	1	2	2.86%	0	1	0	3	3.23%
Hispanic	0	0	0	2	0	0	0	0	0	5	1	8	11.43%	1	0	1	10	10.75%
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	1	2	0	3	0	6	8.57%	0	1	1	8	8.60%
White	2	0	4	8	1	3	1	1	6	12	2	40	57.14%	7	4	6	57	61.29%
Not Disclosed	0	1	1	2	0	1	0	1	0	2	0	8	11.43%	0	0	0	8	8.60%
Total	2	1	5	15	2	5	2	4	6	24	4	70		9	6	8	93	
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	2	6	0	2	1	2	2	4	0	19	27.14%	1	3	2	25	26.88%
30-39	0	0	1	9	2	2	1	1	0	8	2	26	37.14%	6	3	5	40	43.01%
40-49	1	1	1	0	0	1	0	1	3	5	1	14	20.00%	1	0	1	16	17.20%
50-59	0	0	1	0	0	0	0	0	0	7	1	9	12.86%	0	0	0	9	9.68%
60-69	1	0	0	0	0	0	0	0	1	0	0	2	2.86%	1	0	0	3	3.23%
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	2	1	5	15	2	5	2	4	6	24	4	70		9	6	8	93	
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	0	0	1	0	0	3	4.29%	0	0	0	3	3.23%
\$50,001 - \$70,000	0	0	0	7	1	1	0	2	1	8	1	21	30.00%	0	5	1	27	29.03%
\$70,001 - \$90,000	0	0	0	4	0	1	1	1	1	4	0	12	17.14%	0	1	0	13	13.98%
\$90,001 - \$110,000	1	0	3	4	0	2	1	1	3	6	3	24	34.29%	8	0	7	39	41.94%
\$110,001 - \$130,000	0	0	2	0	0	0	0	0	0	3	0	5	7.14%	1	0	0	6	6.45%
\$130,001 - \$150,000	0	0	0	0	1	0	0	0	0	2	0	3	4.29%	0	0	0	3	3.23%
\$150,001 - \$170,000	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	0.00%
\$170,001 - \$190,000	1	0	0	0	0	0	0	0	0	1	0	2	2.86%	0	0	0	2	2.15%
\$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	2	1	5	15	2	5	2	4	6	24	4	70		9	6	8	93	
Income by Race/Ethnicity	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	2	1	3	3.23%								
\$50,001 - \$70,000	0	2	2	6	0	1	12	4	27	29.03%								
\$70,001 - \$90,000	0	1	0	0	0	3	8	1	13	13.98%								
\$90,001 - \$110,000	0	3	1	2	0	4	28	1	39	41.94%								
\$110,001 - \$130,000	0	0	0	2	0	0	3	1	6	6.45%								
\$130,001 - \$150,000	0	1	0	0	0	0	2	0	3	3.23%								
\$150,001 - \$170,000	0	0	0	0	0	0	0	0	0	0.00%								
\$170,001 - \$190,000	0	0	0	0	0	0	2	0	2	2.15%								
\$190,001 - \$210,000	0	0	0	0	0	0	0	0	0	0.00%								
More than \$210,001	0	0	0	0	0	0	0	0	0	0.00%								
Total	0	7	3	10	0	8	57	8	93									

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 without Public Safety	% of Total without Public Safety	Police COMM	Police NON-COMM	Fire	Total with Public Safety	% of Total with Public Safety
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR							
Female	0	0	2	5	0	1	0	4	4	2	0	18	51.43%	4	5	2	29	46.03%
Male	0	0	2	2	0	2	0	0	2	8	0	16	45.71%	5	0	12	33	52.38%
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	1	0	0	0	1	2.86%	0	0	0	1	1.59%
Total	0	0	4	7	0	3	0	5	6	10	0	35		9	5	14	63	
Race/Ethnicity 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	0	0	0	0.00%	0	0	0	0	0.00%
Asian	0	0	1	2	0	0	0	0	1	1	0	5	14.29%	0	0	1	6	9.52%
Black	0	0	1	0	0	0	0	0	0	0	0	1	2.86%	0	0	0	1	1.59%
Hispanic	0	0	0	0	0	0	0	0	1	0	0	1	2.86%	0	1	2	4	6.35%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	1	0	0	0	1	2.86%	0	0	0	1	1.59%
Two or More Races	0	0	0	0	0	0	0	0	0	1	0	1	2.86%	0	0	0	1	1.59%
White	0	0	2	5	0	3	0	3	4	8	0	25	71.43%	8	4	11	48	76.19%
Not Disclosed	0	0	0	0	0	0	0	1	0	0	0	1	2.86%	1	0	0	2	3.17%
Total	0	0	4	7	0	3	0	5	6	10	0	35		9	5	14	63	
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	0	0	0	0	0	2	2	1	0	5	14.29%	1	2	3	11	17.46%
30-39	0	0	1	1	0	0	0	1	1	2	0	6	17.14%	2	0	2	10	15.87%
40-49	0	0	0	1	0	3	0	0	1	0	0	5	14.29%	3	2	0	10	15.87%
50-59	0	0	1	3	0	0	0	2	0	4	0	10	28.57%	2	1	5	18	28.57%
60-69	0	0	2	2	0	0	0	0	1	2	0	7	20.00%	1	0	4	12	19.05%
70-79	0	0	0	0	0	0	0	0	1	1	0	2	5.71%	0	0	0	2	3.17%
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	0	3	0	5	6	10	0	35		9	5	14	63	
Income of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR							
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	3	0	0	0	1	0	0	0	4	11.43%	0	3	1	8	12.70%
\$70,001 - \$90,000	0	0	1	0	0	1	0	1	4	2	0	9	25.71%	2	1	3	15	23.81%
\$90,001 - \$110,000	0	0	1	2	0	0	0	1	1	4	0	9	25.71%	2	1	1	13	20.63%
\$110,001 - \$130,000	0	0	2	1	0	1	0	1	0	0	0	5	14.29%	1	0	4	10	15.87%
\$130,001 - \$150,000	0	0	0	0	0	1	0	1	0	1	0	3	8.57%	2	0	0	5	7.94%
\$150,001 - \$170,000	0	0	0	0	0	0	0	0	1	2	0	3	8.57%	0	0	5	8	12.70%
\$170,001 - \$190,000	0	0	0	1	0	0	0	0	0	1	0	2	5.71%	2	0	0	4	6.35%
\$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	0	3	0	5	6	10	0	35		9	5	14	63	
Income by Race/Ethnicity	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	1	0	0	0	0	7	0	8	12.70%								
\$70,001 - \$90,000	0	1	0	2	0	1	9	2	15	23.81%								
\$90,001 - \$110,000	0	0	0	2	1	0	10	0	13	20.63%								
\$110,001 - \$130,000	0	1	1	0	0	0	8	0	10	15.87%								
\$130,001 - \$150,000	0	0	0	0	0	0	5	0	5	7.94%								
\$150,001 - \$170,000	0	2	0	0	0	0	6	0	8	12.70%								
\$170,001 - \$190,000	0	1	0	0	0	0	3	0	4	6.35%								
\$190,001 - \$210,000	0	0	0	0	0	0	0	0	0	0.00%								
More than \$210,001	0	0	0	0	0	0	0	0	0	0.00%								
Total	0	6	1	4	1	1	48	2	63									

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 without Public Safety	% of Total without Public Safety	Police	Fire	Total with Public Safety	% of Total with Public Safety
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	Fire		
Female	0	0	3	1	0	2	0	116	3	2	0	127	50.20%	1	0	128	50.39%
Male	0	0	0	2	0	0	2	101	6	1	0	112	44.27%	0	0	112	44.09%
Other	0	0	0	0	0	0	0	3	0	0	0	3	1.19%	0	0	3	1.18%
Not Disclosed	0	0	0	0	0	0	0	11	0	0	0	11	4.35%	0	0	11	4.33%
Total	0	0	3	3	0	2	2	231	9	3	0	253		1	0	254	
Race/Ethnicity 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	0.40%	0	0	1	0.39%
Asian	0	0	0	0	0	1	0	16	1	0	0	18	7.11%	0	0	18	7.09%
Black	0	0	0	0	0	1	0	3	1	0	0	5	1.98%	0	0	5	1.97%
Hispanic	0	0	0	0	0	0	0	17	1	0	0	18	7.11%	0	0	18	7.09%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	3	1	0	0	4	1.58%	0	0	4	1.57%
Two or More Races	0	0	0	1	0	0	0	17	0	1	0	19	7.51%	0	0	19	7.48%
White	0	0	3	2	0	0	2	151	5	2	0	165	65.22%	1	0	166	65.35%
Not Disclosed	0	0	0	0	0	0	0	23	0	0	0	23	9.09%	0	0	23	9.06%
Total	0	0	3	3	0	2	2	231	9	3	0	253		1	0	254	
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	102	0	1	0	103	40.71%	0	0	103	40.55%
20-29	0	0	1	1	0	0	1	70	3	2	0	78	30.83%	1	0	79	31.10%
30-39	0	0	0	0	0	0	1	15	2	0	0	18	7.11%	0	0	18	7.09%
40-49	0	0	0	2	0	1	0	19	1	0	0	23	9.09%	0	0	23	9.06%
50-59	0	0	2	0	0	1	0	7	0	0	0	10	3.95%	0	0	10	3.94%
60-69	0	0	0	0	0	0	0	13	2	0	0	15	5.93%	0	0	15	5.91%
70-79	0	0	0	0	0	0	0	5	1	0	0	6	2.37%	0	0	6	2.36%
80-89	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0	0	0	0.00%
Total	0	0	3	3	0	2	2	231	9	3	0	253		1	0	254	

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 without Public Safety	% of Total without Public Safety	Police	Fire	Total with Public Safety	% of Total with Public Safety
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	Fire		
Female	0	0	2	0	0	0	0	80	0	1	0	83	47.43%	1	0	84	47.73%
Male	0	0	0	0	0	0	0	79	1	1	0	81	46.29%	0	0	81	46.02%
Other	0	0	0	0	0	0	0	2	0	0	0	2	1.14%	0	0	2	1.14%
Not Disclosed	0	0	0	0	0	0	0	9	0	0	0	9	5.14%	0	0	9	5.11%
Total	0	0	2	0	0	0	0	170	1	2	0	175		1	0	176	
Race/Ethnicity 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	0.57%	0	0	1	0.57%
Asian	0	0	0	0	0	0	0	9	0	0	0	9	5.14%	0	0	9	5.11%
Black	0	0	0	0	0	0	0	3	1	0	0	4	2.29%	0	0	4	2.27%
Hispanic	0	0	0	0	0	0	0	14	0	0	0	14	8.00%	0	0	14	7.95%
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	11	0	0	0	11	6.29%	0	0	11	6.25%
White	0	0	2	0	0	0	0	110	0	2	0	114	65.14%	1	0	115	65.34%
Not Disclosed	0	0	0	0	0	0	0	22	0	0	0	22	12.57%	0	0	22	12.50%
Total	0	0	2	0	0	0	0	170	1	2	0	175		1	0	176	
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	90	0	1	0	91	52.00%	0	0	91	51.70%
20-29	0	0	0	0	0	0	0	54	0	1	0	55	31.43%	1	0	56	31.82%
30-39	0	0	0	0	0	0	0	7	1	0	0	8	4.57%	0	0	8	4.55%
40-49	0	0	0	0	0	0	0	8	0	0	0	8	4.57%	0	0	8	4.55%
50-59	0	0	2	0	0	0	0	5	0	0	0	7	4.00%	0	0	7	3.98%
60-69	0	0	0	0	0	0	0	6	0	0	0	6	3.43%	0	0	6	3.41%
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	2	0	0	0	0	170	1	2	0	175		1	0	176	

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 without Public Safety	% of Total without Public Safety	Police	Fire	Total with Public Safety	% of Total with Public Safety
Gender of Employees	CAO	CC	CMO	F & A	HR	IT	MC	PCS	PB	PW	RCR			PD	Fire		
Female	0	0	1	1	0	2	0	71	2	2	0	79	49.69%	1	0	80	50.00%
Male	0	0	0	0	0	0	2	69	1	1	0	73	45.91%	0	0	73	45.63%
Other	0	0	0	0	0	0	0	2	0	0	0	2	1.26%	0	0	2	1.25%
Not Disclosed	0	0	0	0	0	0	0	5	0	0	0	5	3.14%	0	0	5	3.13%
Total	0	0	1	1	0	2	2	147	3	3	0	159		1	0	160	
Race/Ethnicity 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	0.63%	0	0	1	0.63%
Asian	0	0	0	0	0	1	0	5	1	0	0	7	4.40%	0	0	7	4.38%
Black	0	0	0	0	0	1	0	2	0	0	0	3	1.89%	0	0	3	1.88%
Hispanic	0	0	0	0	0	0	0	13	0	0	0	13	8.18%	0	0	13	8.13%
Native Hawaiian/Pacific Island	0	0	0	0	0	0	0	1	1	0	0	2	1.26%	0	0	2	1.25%
Two or More Races	0	0	0	0	0	0	0	12	0	1	0	13	8.18%	0	0	13	8.13%
White	0	0	1	1	0	0	2	97	1	2	0	104	65.41%	1	0	105	65.63%
Not Disclosed	0	0	0	0	0	0	0	16	0	0	0	16	10.06%	0	0	16	10.00%
Total	0	0	1	1	0	2	2	147	3	3	0	159		1	0	160	
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	84	0	1	0	85	53.46%	0	0	85	53.13%
20-29	0	0	0	0	0	0	1	42	1	2	0	46	28.93%	1	0	47	29.38%
30-39	0	0	0	0	0	0	1	7	1	0	0	9	5.66%	0	0	9	5.63%
40-49	0	0	0	1	0	1	0	7	0	0	0	9	5.66%	0	0	9	5.63%
50-59	0	0	1	0	0	1	0	3	0	0	0	5	3.14%	0	0	5	3.13%
60-69	0	0	0	0	0	0	0	3	0	0	0	3	1.89%	0	0	3	1.88%
70-79	0	0	0	0	0	0	0	1	1	0	0	2	1.26%	0	0	2	1.25%
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	1	0	2	2	147	3	3	0	159		1	0	160	