2018 City of Long Beach Workforce Demographics Report

CITY OF LONG BEACH

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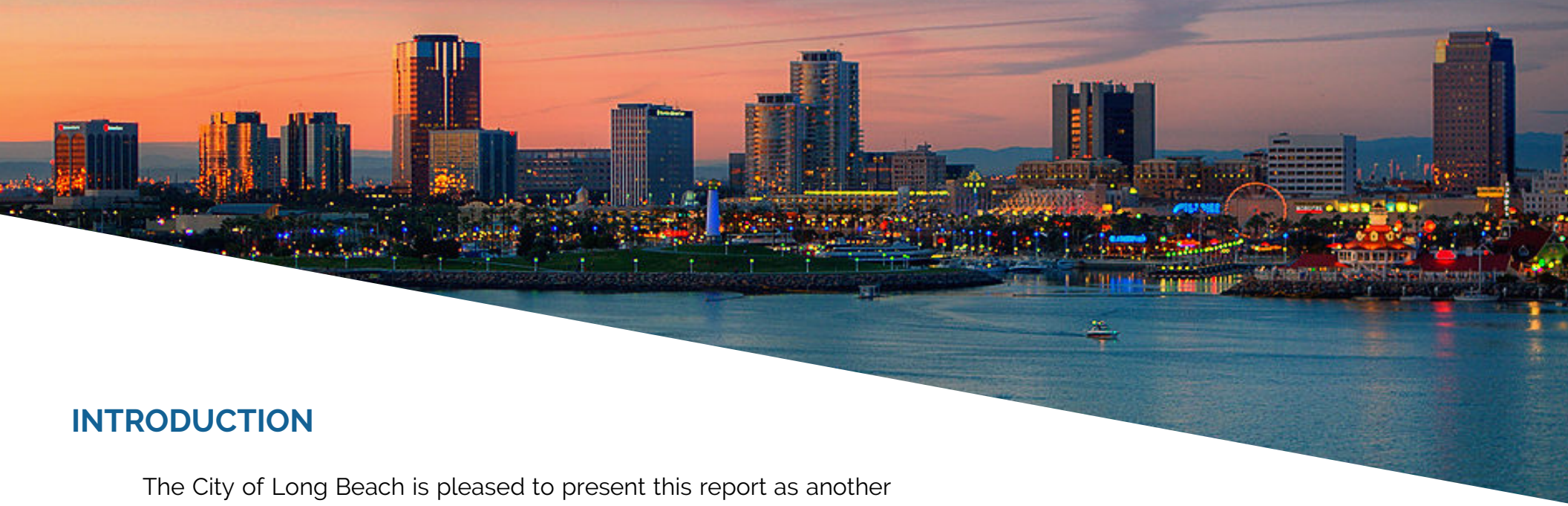


INTRODUCTION

The City of Long Beach is pleased to present this report as another step in creating an equitable and diverse workforce. Prepared in partnership with our City Manager, Pat West, the Department of Human Resources, and the Civil Service Department, this report examines the workforce composition of the City of Long Beach's municipal government as of December 31, 2018.

Generated based on existing employee demographic information available through the City's current Human Resources Management System (HRMS), this report includes part-time and full-time employees, as well as both classified and unclassified employees. This report does NOT include data on contractors, consultants, unpaid interns or volunteers.

The findings of this report play a role in succession planning as the City prepares for the upcoming transition of an aging workforce. Given the City's commitment to open data, we will continue to publish this report on an annual basis until a public portal displaying employee demographics is made available.

THE OBJECTIVE OF THIS REPORT IS TO INCREASE TRANSPARENCY AROUND THE CITY'S MUNICIPAL WORKFORCE AND TO ASSESS THE DIVERSITY OF CITY EMPLOYEES.

ABOUT THE CITY

The City of Long Beach is a Charter City governed by a Mayor who is elected at-large, and nine City Council members who are elected by their respective council districts. The City Manager for the City of Long Beach is an appointed position that serves as the Chief Administrative Officer and implements policy set by the City Council in 15 of the 23 city departments. The remaining departments are elected offices (i.e., City Attorney, City Auditor, City Prosecutor, and Legislative), appointed (i.e., City Clerk), or governed by a board/commission (i.e., Harbor, Civil Service, and Water).

One of the few full-service cities in California, Long Beach has its own police and fire department, municipal water supply, sewer service, gas service, crude oil infrastructure, health services, sanitation, and animal control. These services are supported by a budget of $3 billion- a great majority which is invested in the City's workforce.

The City remains one of the largest employers in Long Beach with 6,104 employees.

Currently, the City maintains labor contracts with 11 employee associations which altogether represent approximately 97% of Long Beach employees. Elected officials, as well as members of City Boards and Commissions remain unrepresented.

Effective March 29, 2018, the Long Beach Gas & Oil Department was renamed the Energy Resources Department.

23 City Departments

6,104 Employees

$72,401 Median Annual Salary

62% Ethnic Minority Workforce

OBJECTIVE, SCOPE, AND METHODOLOGY

This report was generated based on existing employee demographic data that is gathered for reporting purposes and submitted to the Equal Employment Opportunity Commission on a biannual basis. The data presented in this report is complimentary to the EEO Plan, but encompasses a larger workforce demographic (includes part-time and full-time employees as well as both classified and unclassified employees City-wide). Unclassified Service, as defined by the Civil Service Rules and Regulations, includes:

1. All officers elected by the people and all employees of such elected officers;
2. Members of all appointive commissions;
3. The City Manager and all employees in the City Manager's department;
4. The City Clerk and all employees in the City Clerk's department;
5. Department heads, one assistant department head in each department, bureau heads, division heads, and one clerical position each;
6. Any classification which, at the discretion of the Civil Service Commission, is of such a nature as to require unique and special flexibility for administration;
7. The executive Secretary of the Board of Harbor Commissions and Harbor Department sales, traffic and promotion personnel, the Chief Wharfinger and all personnel intermittently employed in handling cargo and freight; and
8. All personnel serving in non-career positions as defined by the Civil Service Rules and Regulations.

The classified service is comprised of all positions not specifically included in the City Charter as being in the unclassified service. Currently, the City service is 60% classified and 40% unclassified.

This report, like the EEO Plan does not include data on contractors, consultants, unpaid interns or volunteers.

DIVERSITY REPORTING REQUIREMENTS

Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, requires all state and local governments that have 15 or more employees to keep records that prove compliance with the act, and to make reports to the EEOC required by federal regulations. An employer may acquire the ethnic information necessary to comply with the federal reporting requirements by visual surveys of the work force, or from post-employment records. Because visual surveys are permitted, the absence of ethnic identifications on agency records does not excuse the employer from reporting the requested information.

In addition to biennial EEO-4 survey reporting, the Human Resources Department of the City of Long Beach also develops an EEO Plan, the last of which covers the period from 2013 through 2017.

For the purposes of the EEO plan, only permanent full-time employees are counted. The EEO plan report does not include data on part-time employees, temporary employees, contractors, unpaid interns or volunteers.

GENDER CATEGORY

In accordance with Federal reporting requirements, the City permits employees to a male or female gender designation. Effective 2019, the State of California revised gender to include 'nonbinary' as third gender marker. The City anticipates incorporating this new category after launch of LB COAST (an Enterprise Resource Planning system scheduled to replace our current payroll/Human Resources Management System).

OCCUPATIONAL JOB CATEGORIES

The City's workforce is divided into the following eight occupational job categories, as defined by the U.S. Equal Employment Opportunity Commission:

- **01 - Officials/Administrators:** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis.
- **02 - Professionals:** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.
- **03 - Technicians:** Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.
- **04 - Protective Services:** Occupations in which workers are entrusted with public safety, security and protection from destructive forces.
- **05 - Paraprofessionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.
- **06 - Office/Clerical:** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.
- **07 - Skilled Craft:** Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.
- **08 - Service/Maintenance:** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

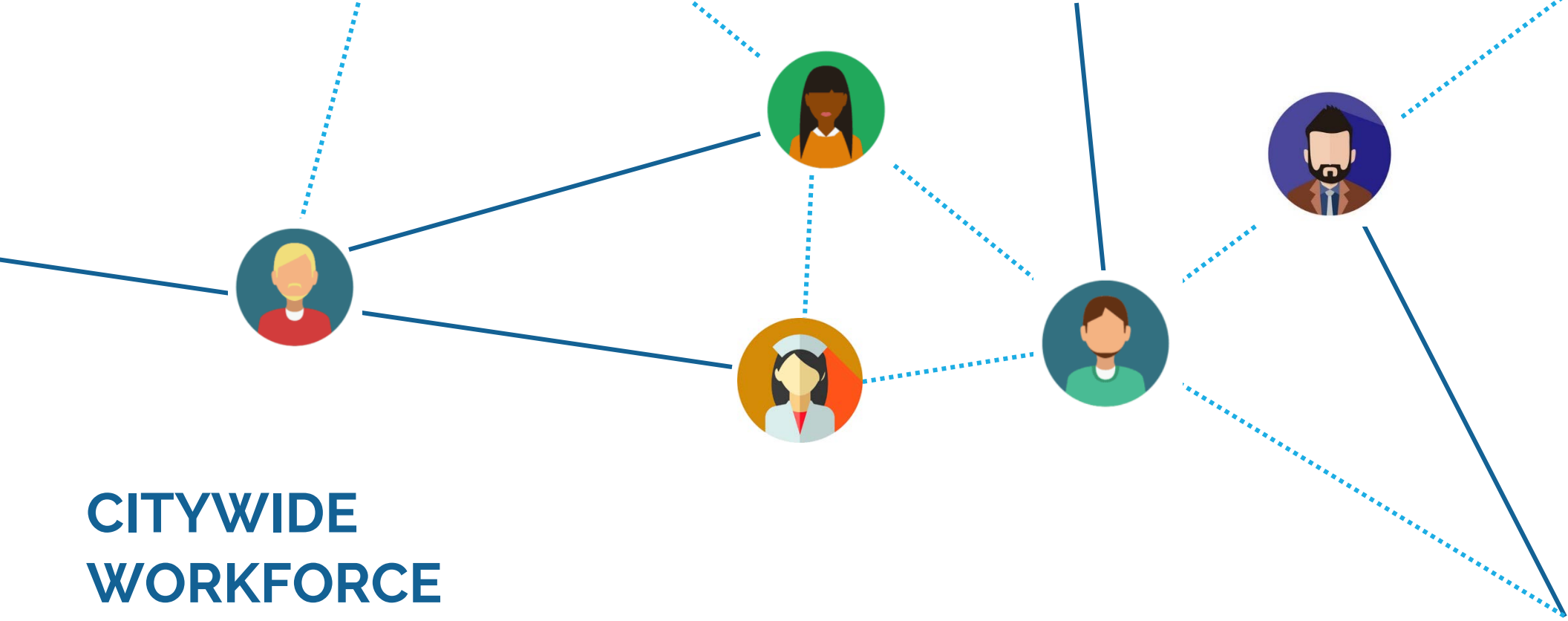
RACE/ETHNICITY CATEGORY

Race/ethnic designations as defined by the Equal Employment Opportunity Commission do not denote scientific definitions of anthropological origins. For the purposes of this report, an employee is included in the group to which he or she self-identifies with. No employee is counted in more than one race group. The ethnic categories used by the City are similar to those defined by the U.S. Equal Employment Opportunity Commission (EEOC):

- **White (Not of Hispanic Origin):** All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- **Black (Not of Hispanic Origin):** All persons having origins in any of the Black racial groups of Africa.
- **Asian (Not of Hispanic Origin):** All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.
- **Native American or Alaska Native (Not of Hispanic Origin):** All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.
- **Latinx (Hispanic):** All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin regardless of race.

Note: *For purposes of this report, Latinx is used as a gender-neutral or nonbinary alternative to Latino or Latina.*

The EEOC recently revised racial categories to include Two or More Races. The City anticipates incorporating this new category after the launch of LB Coast (an Enterprise Resource Planning system scheduled to replace our current Human Resources Management System).

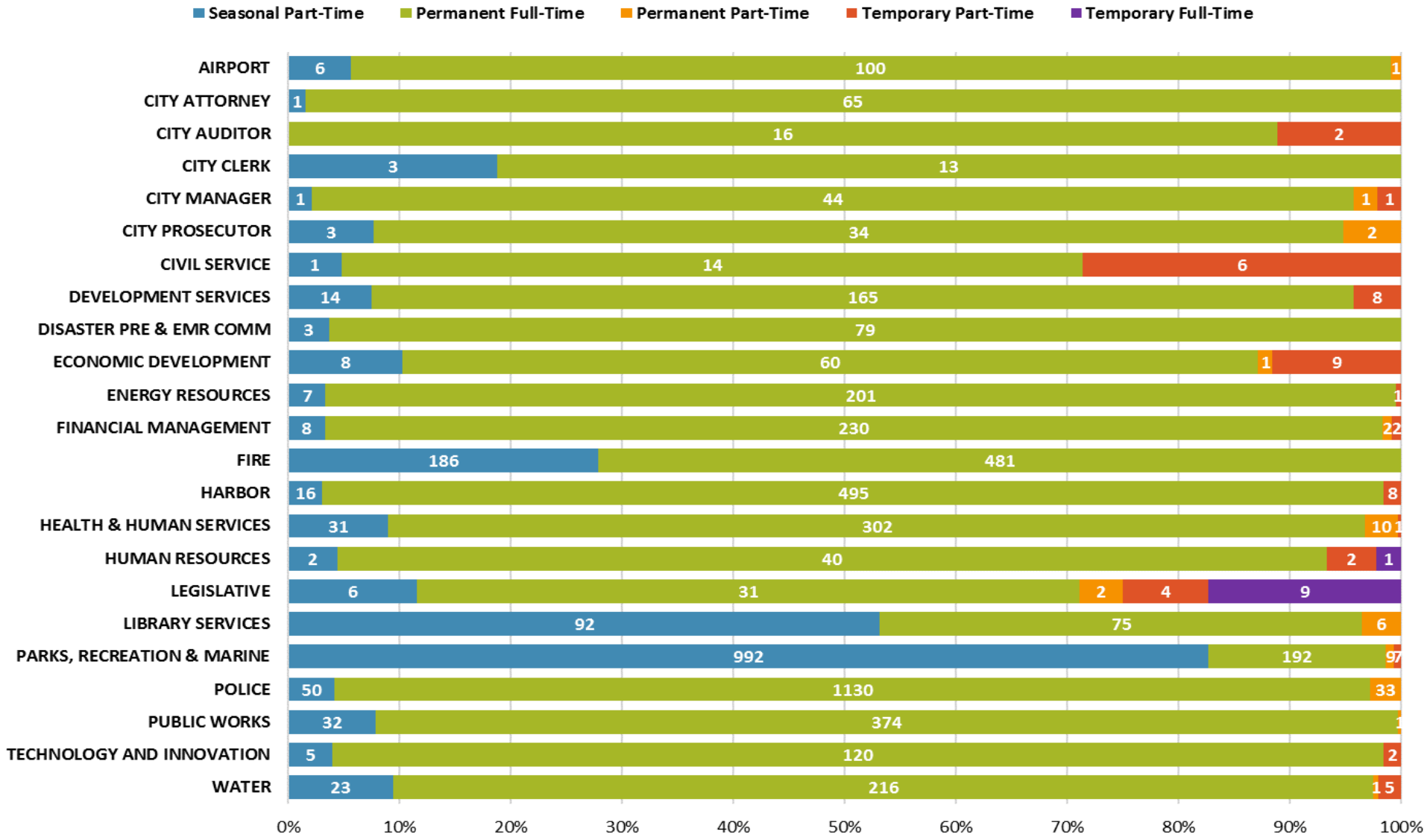


CITYWIDE WORKFORCE DEMOGRAPHICS

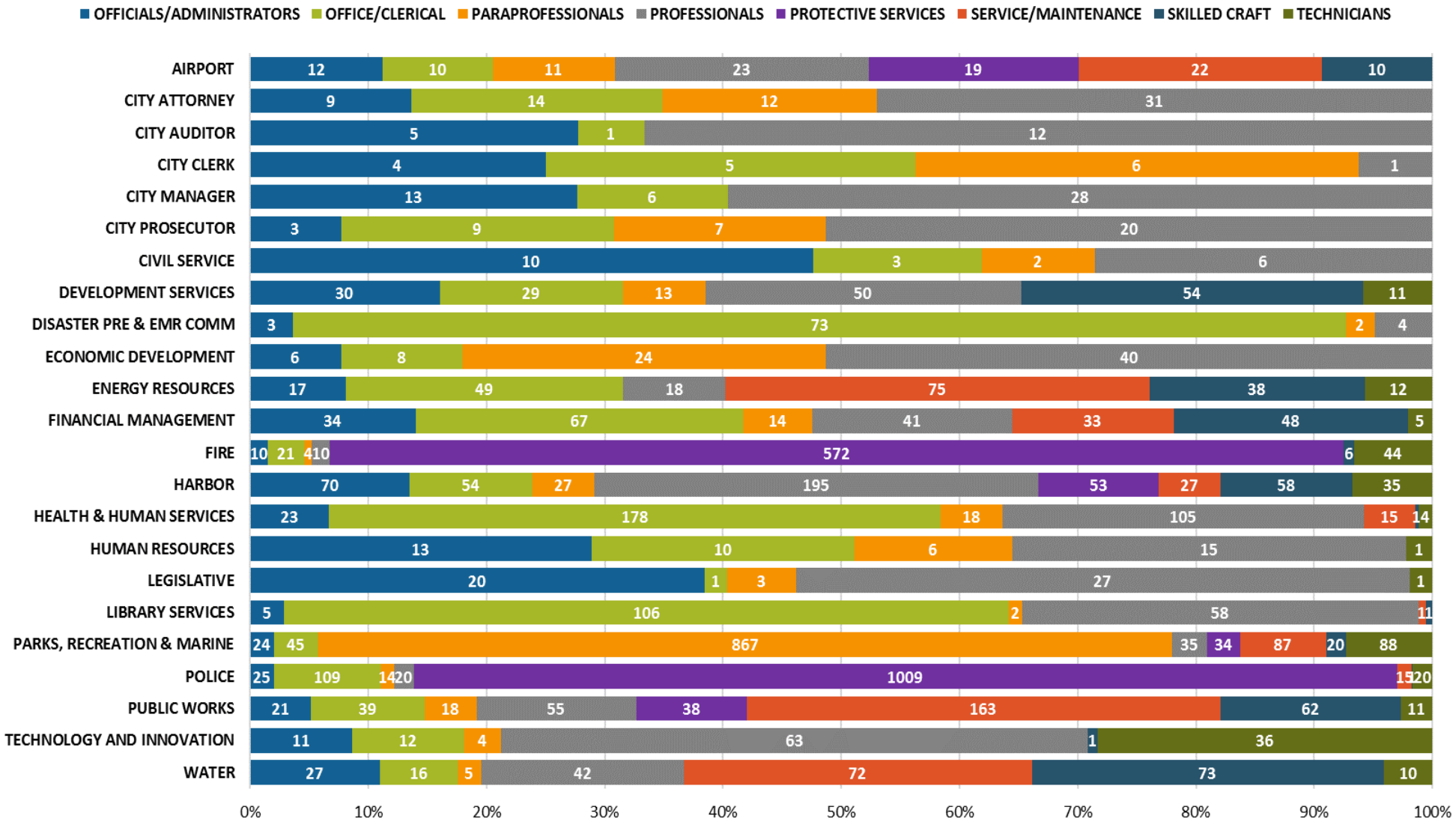
The following set of charts represent an overview of the entire City's workforce demographics:

1. Part-Time & Full-Time Workforce Population – by Department
2. Occupational Job Categories – by Department
3. Citywide Gender, Age, and Race/Ethnic Diversity
4. Long Beach vs. Comparable Agencies

1. PART-TIME AND FULL-TIME WORKFORCE POPULATION – BY DEPARTMENT



2. OCCUPATIONAL JOB CATEGORIES – BY DEPARTMENT



3. GENDER, AGE, AND RACIAL/ETHNIC DIVERSITY – CITYWIDE

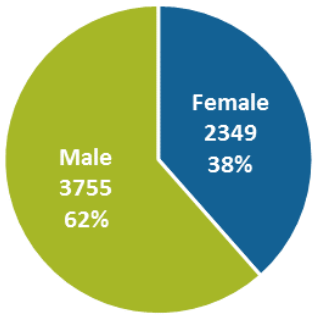
Since release of the 2017 Gender, Age, and Racial/Ethnic Diversity Report, staffing levels have increased by 8%. This is partly due to the passing of Measure A which funded new positions in Police and Fire Departments, strategic succession planning, and streamlined efforts from Human Resources and Civil Service Departments to decrease timelines for filling a vacancy.

Female representation in the workforce is at 38%. This is largely due to the City having several male-dominated job categories such as protective services, technicians, skilled craft and service maintenance. In 2018, these categories accounted for nearly 59% of permanent full-time hiring.

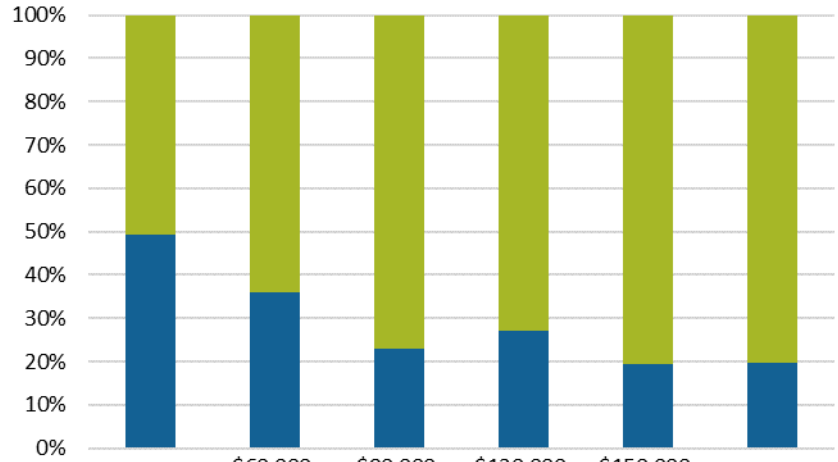
The pay gap between women and men for permanent full-time employment is 85 cents to the dollar; a 4-cent increase since the 2017 report.

NOTE: *For comparison purposes, annual salaries are based on an individuals' hourly base rate times 2087.1429 hours (total number of work hours in a year at full-time status). As such, board members, commissioners, and part-time employees' annual salary may appear inflated compared to their total earned salary in a year, since they are paid a flat meeting rate, or work less hours in a year. Salaries do not include overtime, skill pays, or any other compensation/benefits.*

Gender



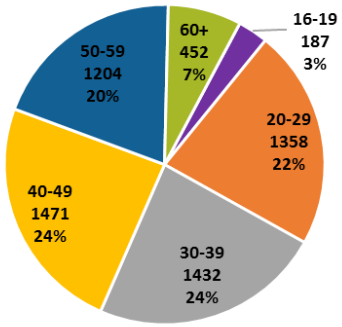
Gender by Salary Bracket



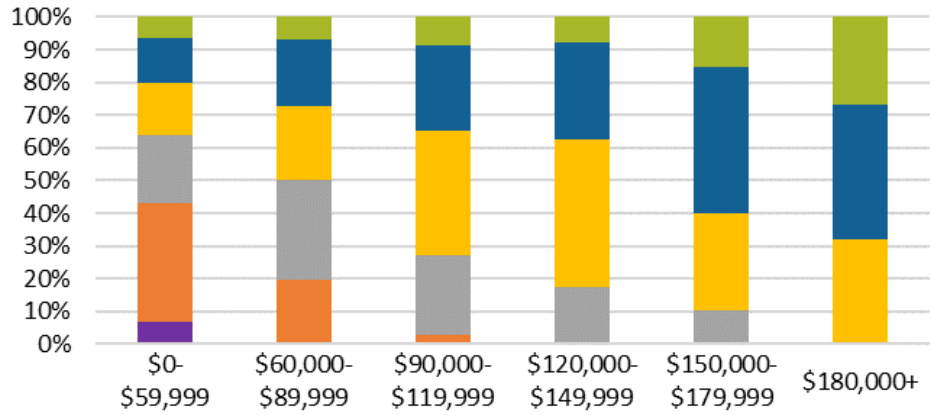
	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
Male	1436	946	984	265	79	45
Female	1395	534	292	98	19	11

Gender, Age, and Racial/Ethnic Diversity – Citywide

Age



Age by Salary Bracket



	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
60+	184	99	110	29	15	15
50-59	390	307	333	107	44	23
40-49	443	331	487	163	29	18
30-39	598	453	308	63	10	
20-29	1029	290	38	1		
16-19	187					

The City's workforce in terms of age remains balanced between the different age brackets. As of December 31, 2018, the youngest employee was 16 years old, while the oldest was 93 years old.

Since 2017, representation in the 20-29 age bracket has increased from 17% to 22% of total workforce population.

Currently, nearly 38% of the City's workforce are considered millennials (those born between 1981 and 1996).

This aligns with the projected decline in 60+ age bracket (9% to 7%) and 50-59 age bracket (22% to 20%) as eligible employees retire.

As of December 31, 2018, 14% of the City's workforce is at or near retirement eligibility. This creates unique opportunities for the City to increase diversity.

As expected, younger employees continue to make less than older employees, who tend to have higher education and/or experience levels.

In 2018, the City increased ethnic minority representation from 59% to 62%.

From January 1, 2018 to December 31, 2018, 64% of permanent full-time hires were ethnic minorities. In line with the labor market trends, the greatest growth was seen in the Latinx employee population, which experienced a 4% increase.

While other ethnic minority groups held steady or increased, Blacks seen relatively slow growth with a nearly 2% decline in overall employee representation. This may be attributed to the overall decline of black populations in large urban communities, such as those found throughout Los Angeles County.*

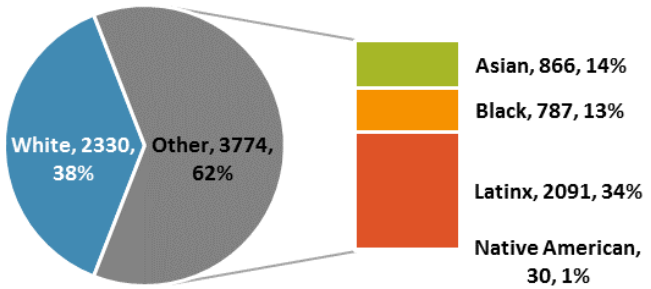
Since 2017, ethnic minority representation in the highest income bracket ($180,000+) increased from 28% to 46%.

This is largely due to several City Manager appointments of ethnic minorities to top City positions such as Deputy City Manager, Fire Chief, Director of Development Services, Assistant Fire Chief, and City Health Officer.

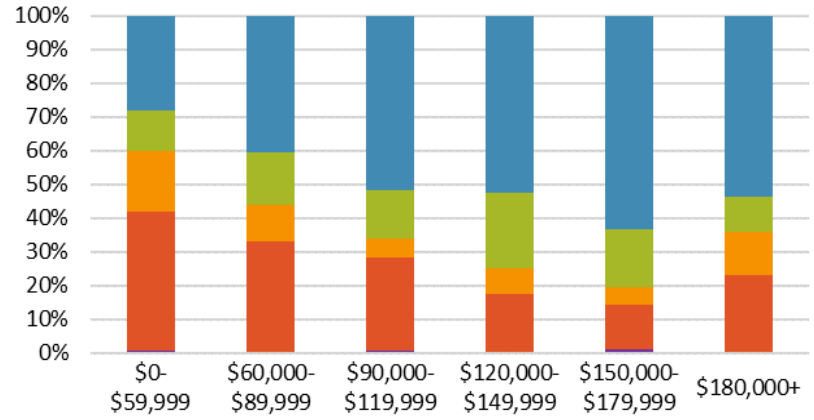
*__Source:__ USC Program for Environmental & Regional Equity, *Changing Demographics of South LA*

https://dornsife.usc.edu/assets/sites/242/docs/SLA_COCO_Demographics_web.pdf

Race / Ethnicity



Race/Ethnicity by Salary Bracket



	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
White	792	597	659	190	62	30
Asian	346	232	183	82	17	6
Black	508	164	75	28	5	7
Latinx	1167	483	352	63	13	13
Native American	18	4	7		1	

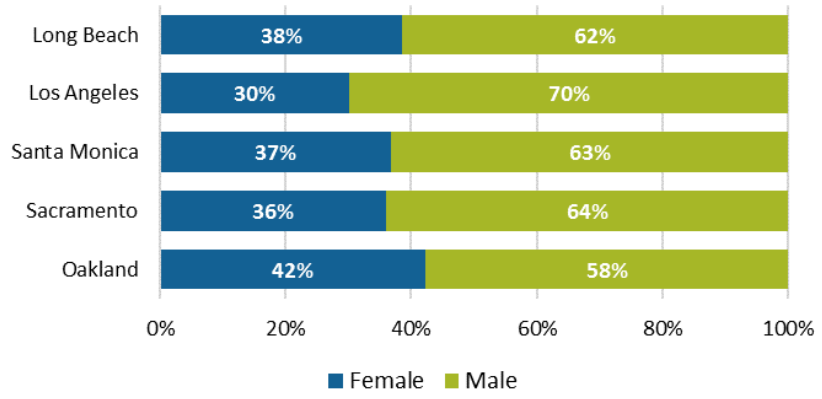
4. GENDER AND RACIAL/ETHNIC DIVERSITY – COMPARABLE AGENCIES

Highlights

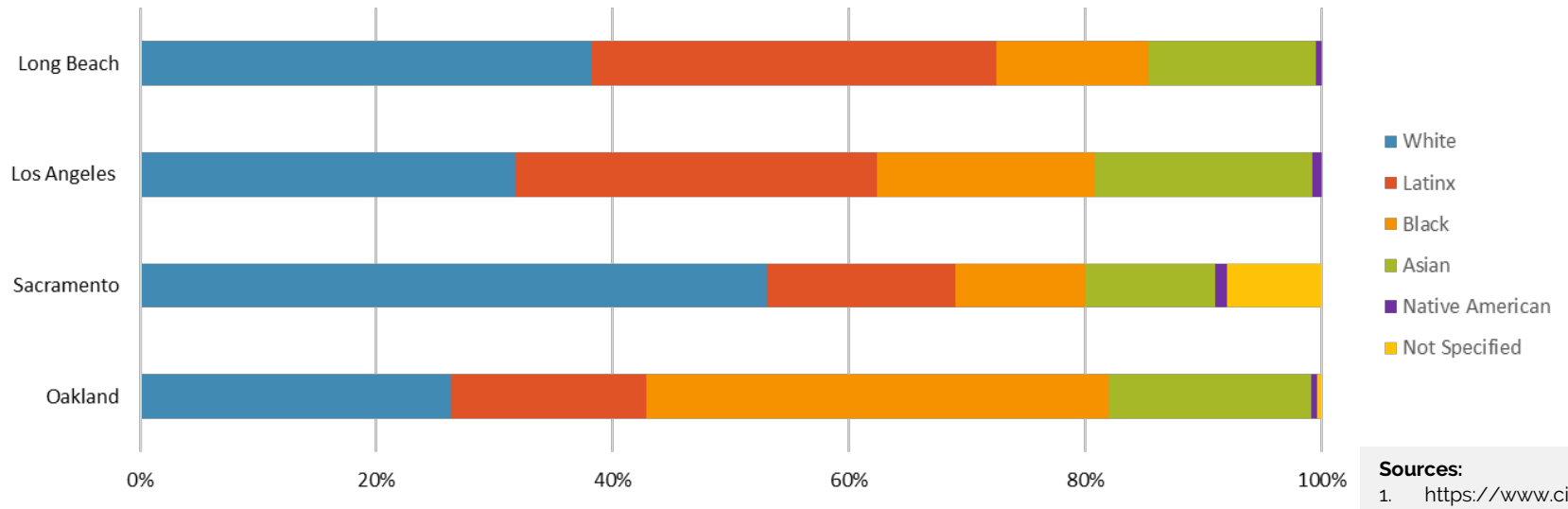
A set of comparable cities have been selected to identify how Long Beach compares in terms of workforce demographics.

The following charts demonstrate that the City of Long Beach compares favorably in terms of gender demographics to Oakland, Sacramento, & Los Angeles and fall between those agencies in terms of White to Non-white employee populations.

Gender Breakdown

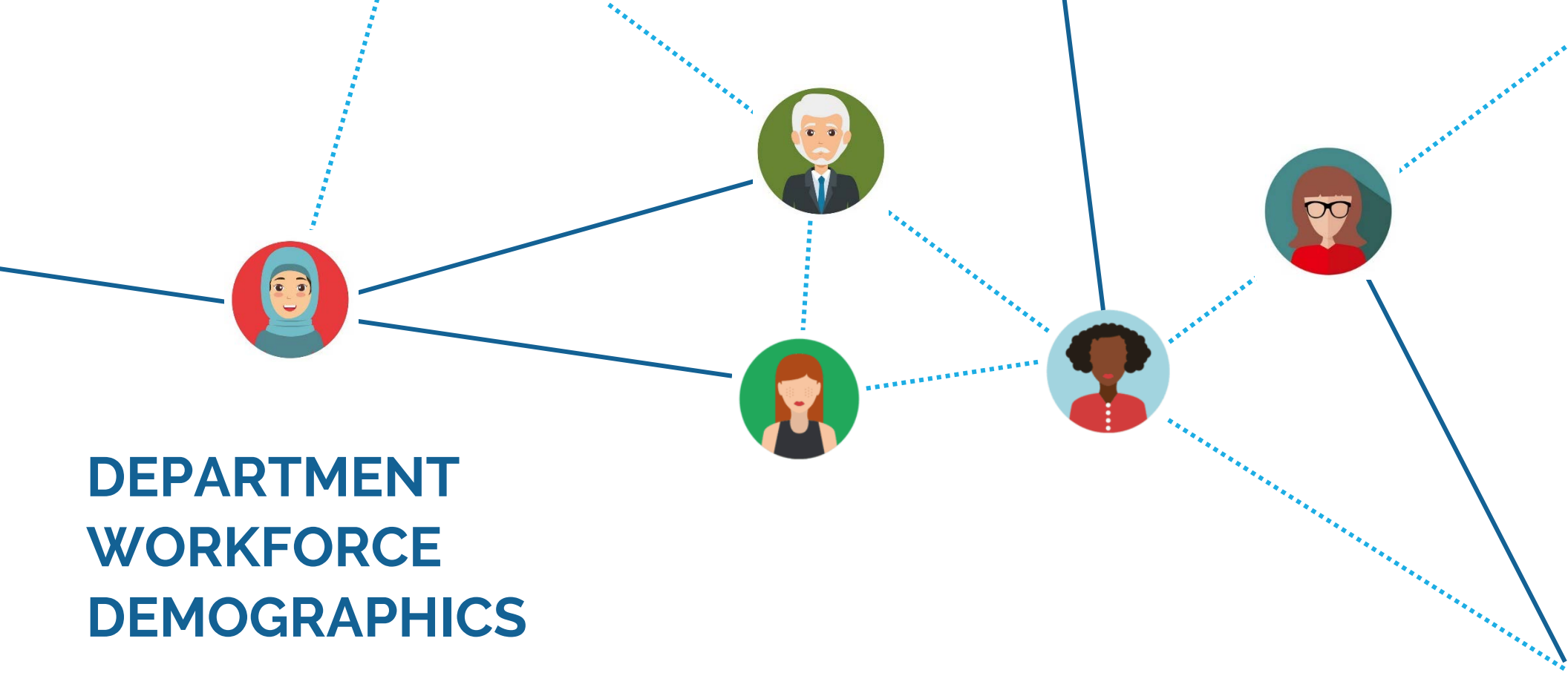


Race / Ethnicity Breakdown



Sources:

1. https://www.cityofsacramento.org
2. https://per.lacity.org/
3. https://data.oaklandnet.com



DEPARTMENT WORKFORCE DEMOGRAPHICS

The following set of charts provide Gender, Age, and Racial/Ethnic Demographics by Department.

Note: Officials/Administrators category includes Elected Officials and Commissioners

5. Gender by Salary Bracket for Officials/Administrators and Non-Management
6. Age by Salary Bracket for Officials/Administrators and Non-Management
7. Race/Ethnicity by Salary for Officials/Administrators and Non-Management

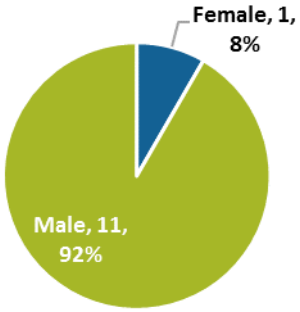
5. **GENDER BREAKDOWN** – BY DEPARTMENT

Gender Breakdown – By Department

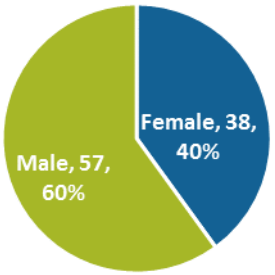
A) AIRPORT

Officials/Administrators

Officials/Administrators

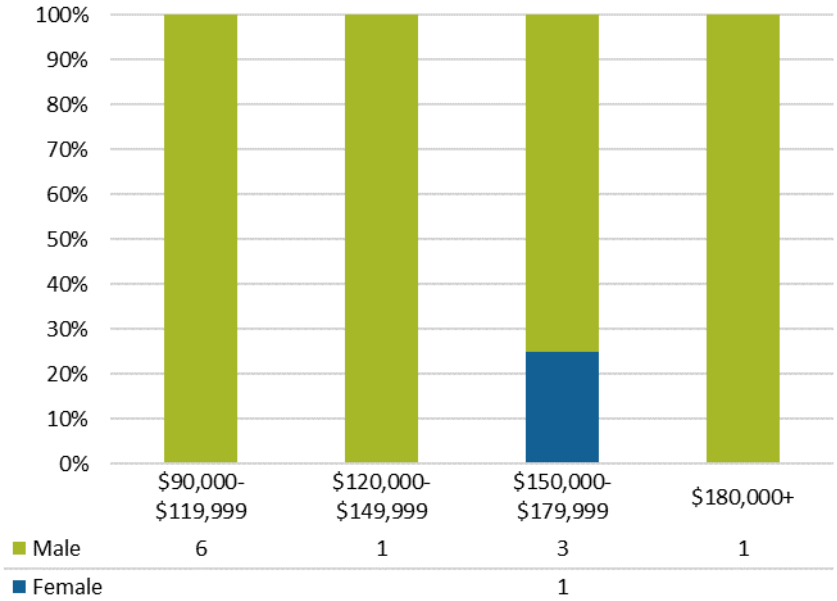


Non-Management

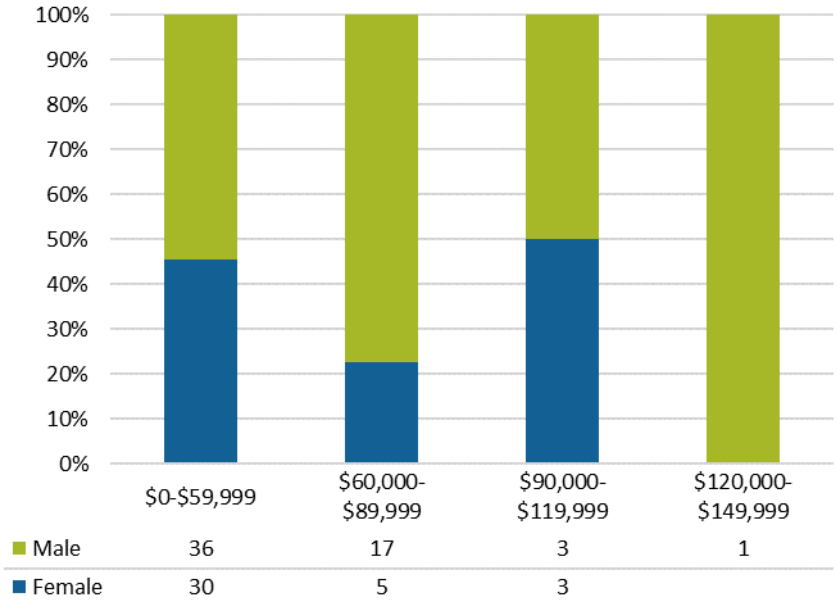


Gender by Salary Bracket

Officials/Administrators



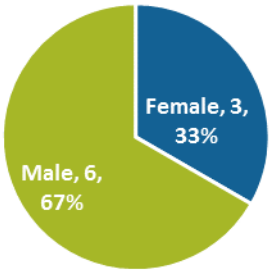
Non-Management



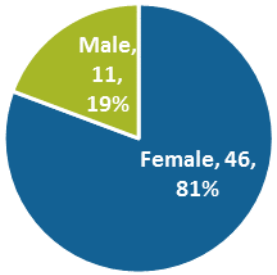
B) CITY ATTORNEY

Gender Breakdown

Officials/Administrators

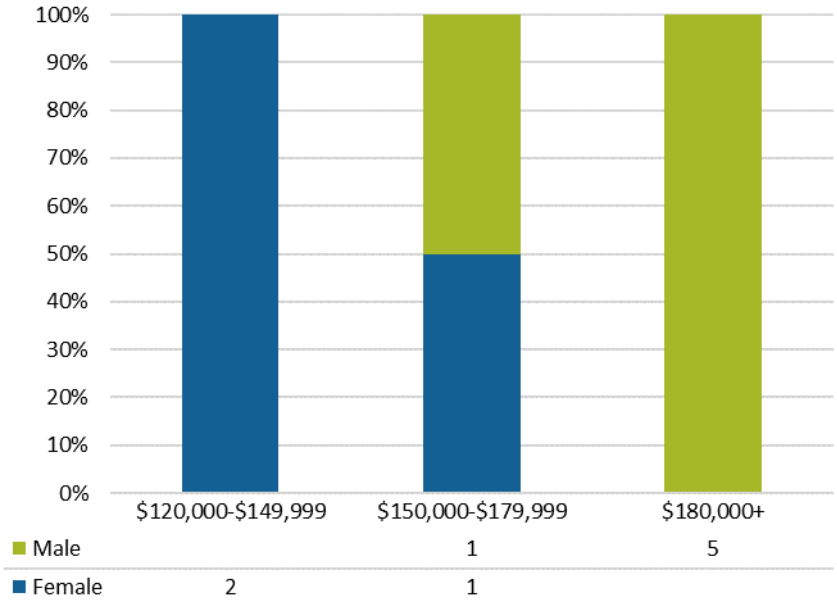


Non-Management

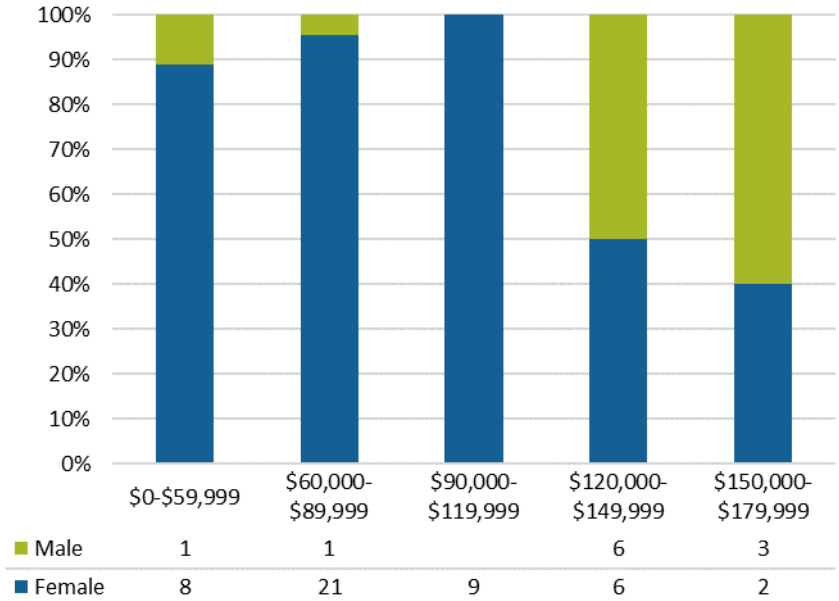


Gender by Salary Bracket

Officials/Administrators



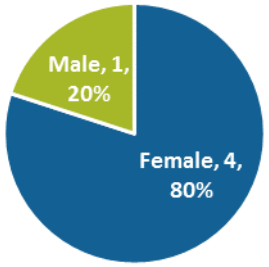
Non-Management



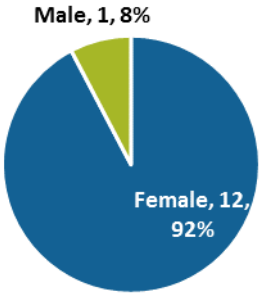
C) CITY AUDITOR

Gender Breakdown

Officials/Administrators

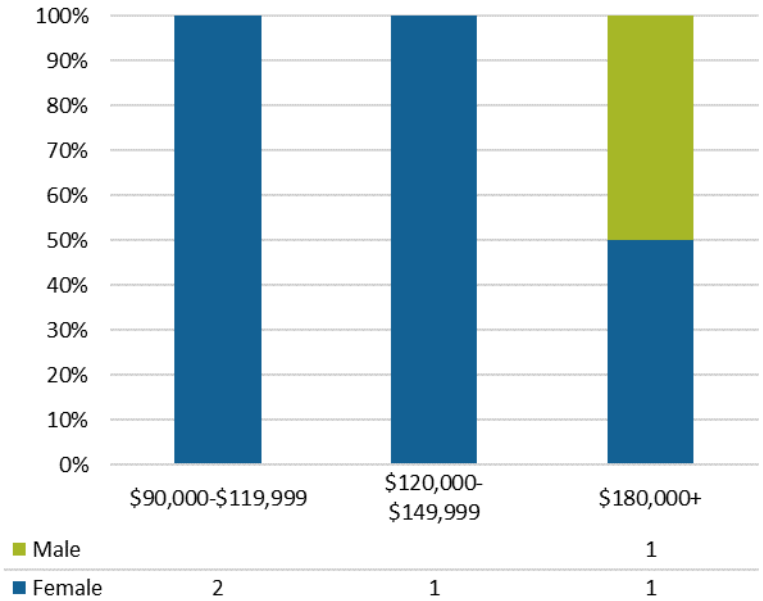


Non-Management

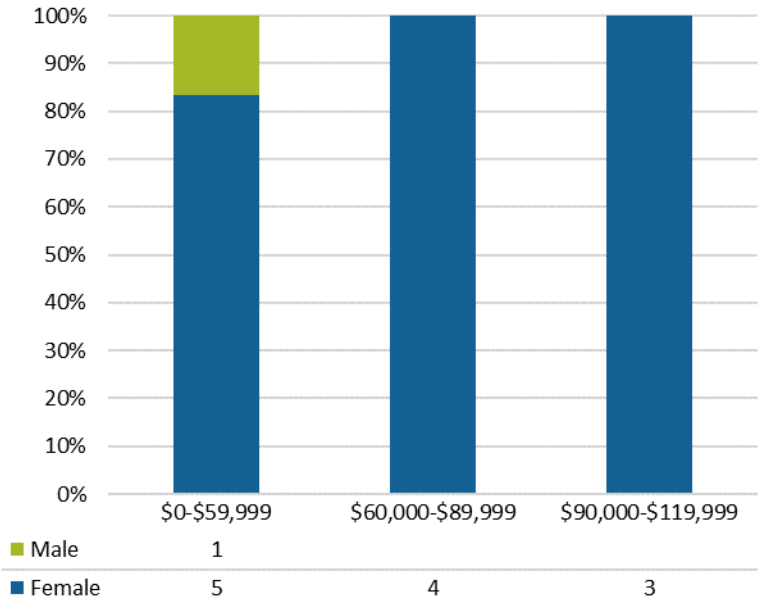


Gender by Salary Bracket

Officials/Administrators



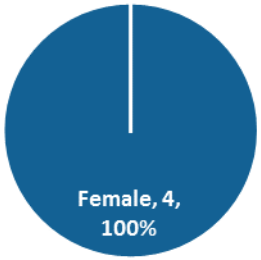
Non-Management



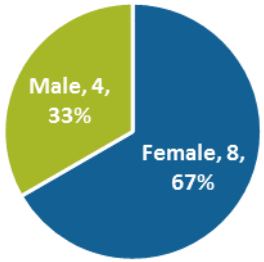
D) CITY CLERK

Gender Breakdown

Officials/Administrators

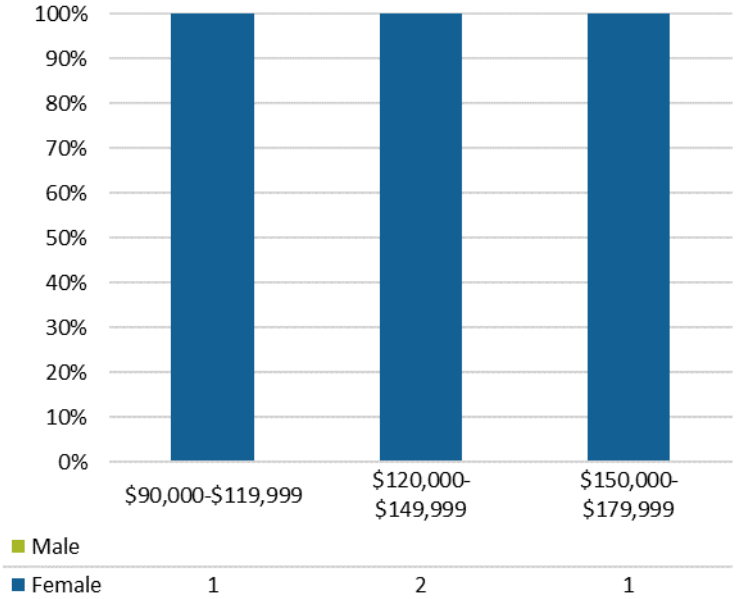


Non-Management

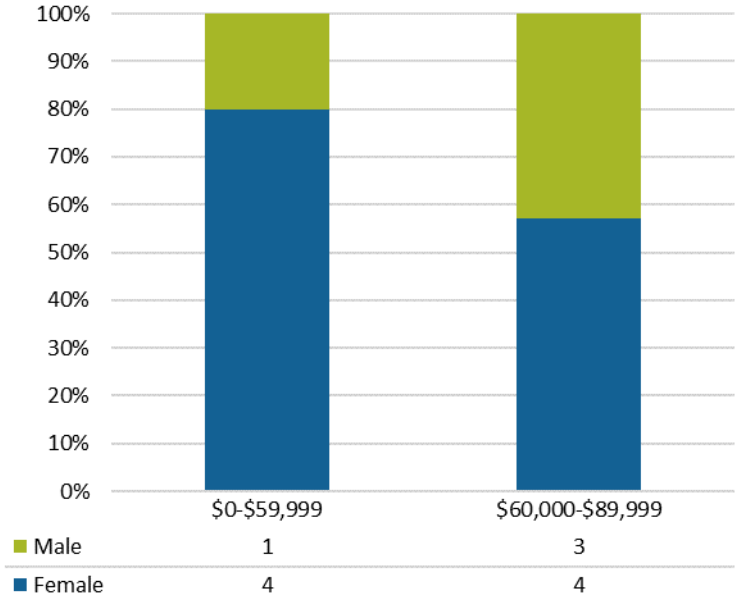


Gender by Salary Bracket

Officials/Administrators



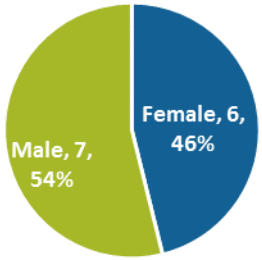
Non-Management



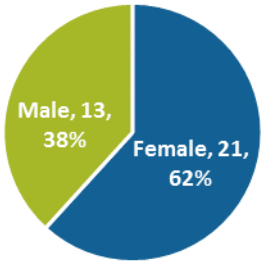
E) CITY MANAGER'S OFFICE

Gender Breakdown

Officials/Administrators

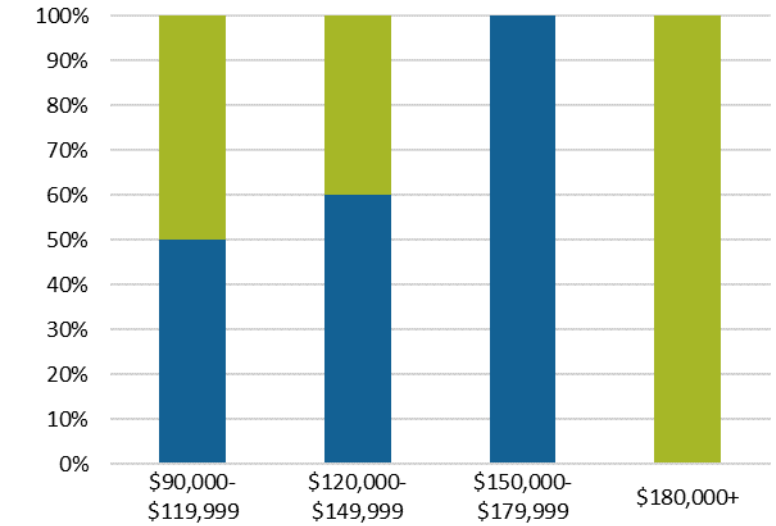


Non-Management



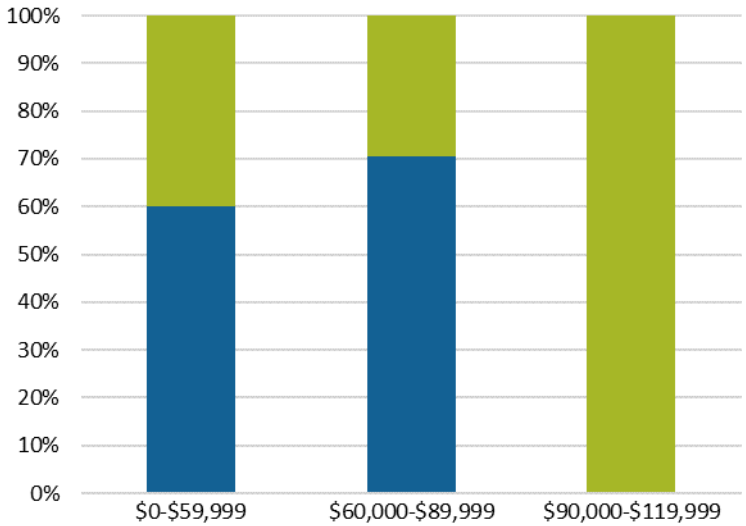
Gender by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
Male	2	2		3
Female	2	3	1	

Non-Management

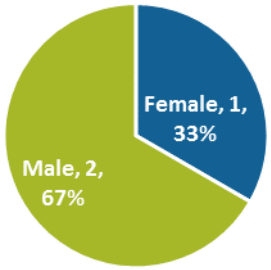


	$0-$59,999	$60,000-$89,999	$90,000-$119,999
Male	6	5	2
Female	9	12	

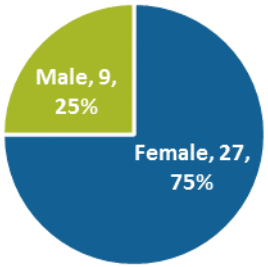
F) CITY PROSECUTOR

Gender Breakdown

Officials/Administrators

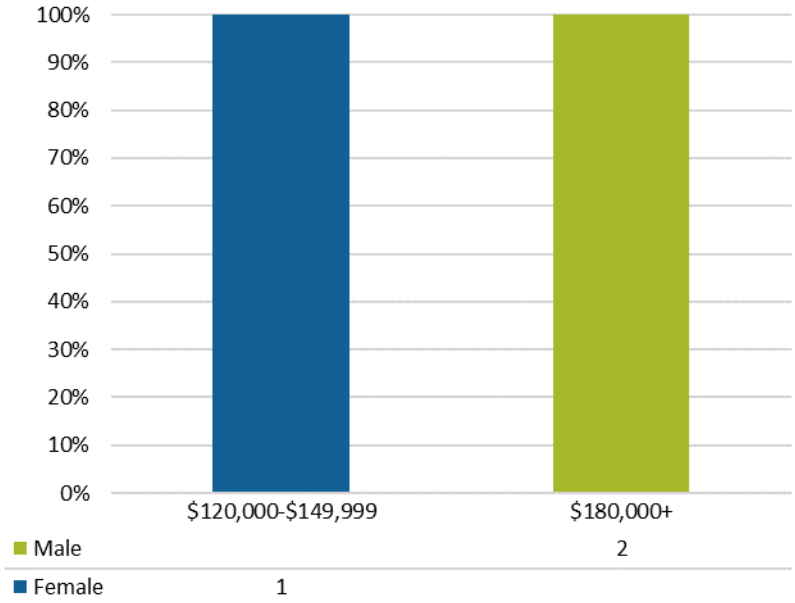


Non-Management

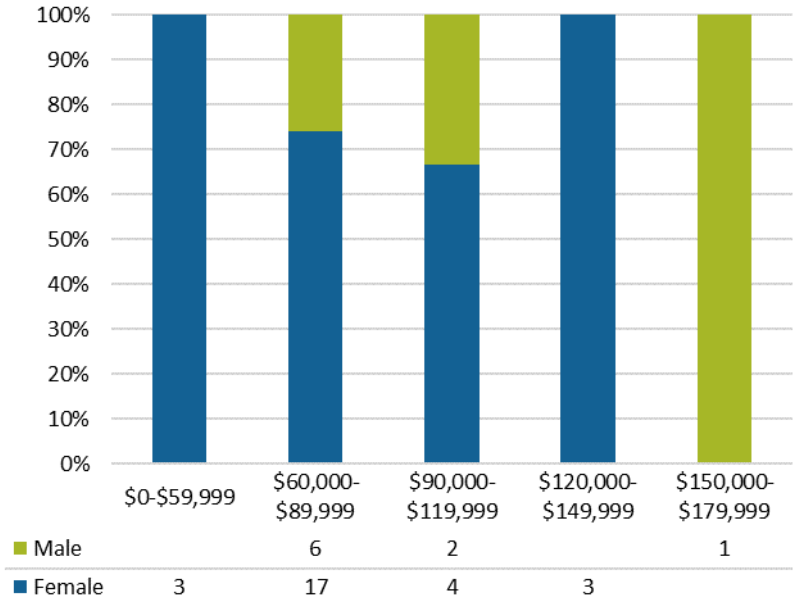


Gender by Salary Bracket

Officials/Administrators



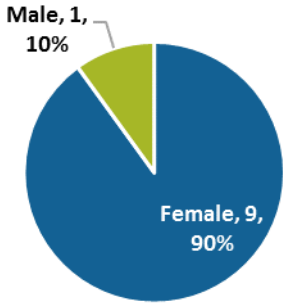
Non-Management



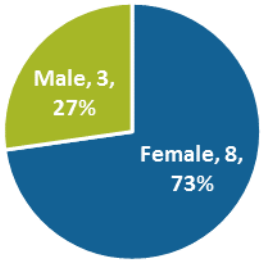
G) CIVIL SERVICE

Gender Breakdown

Officials/Administrators

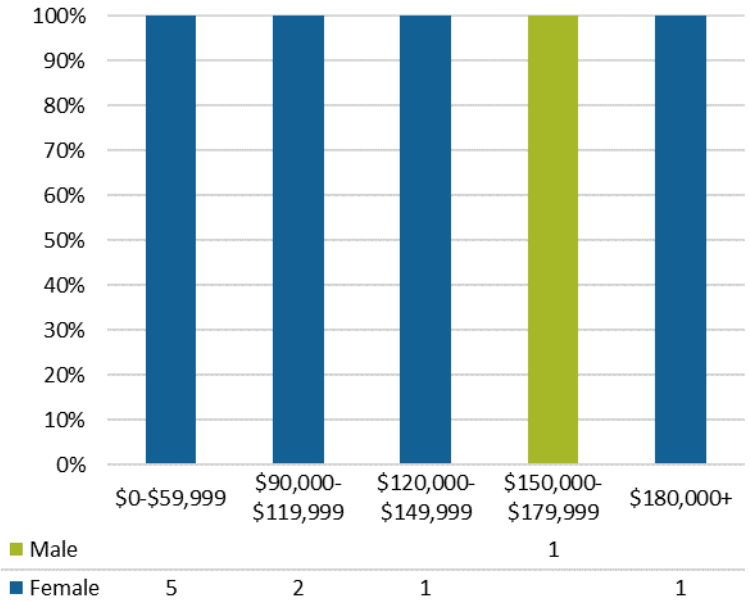


Non-Management

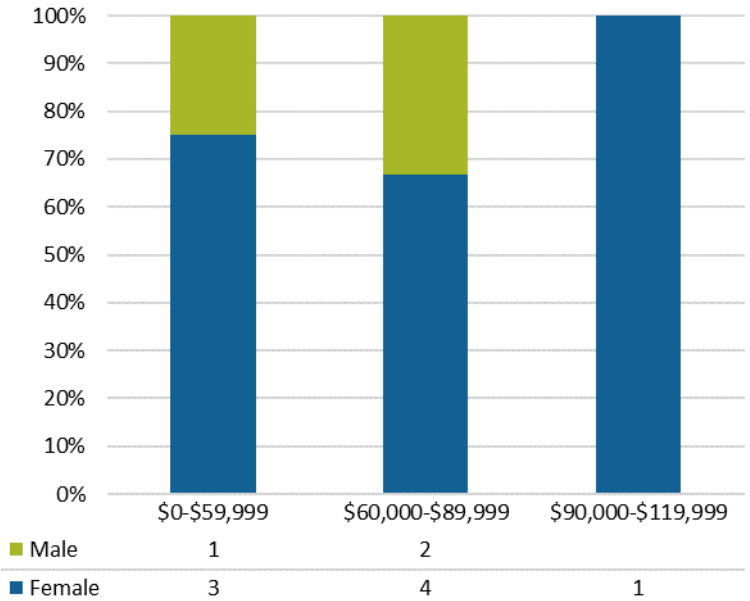


Gender by Salary Bracket

Officials/Administrators



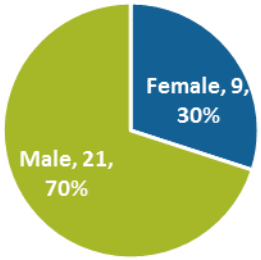
Non-Management



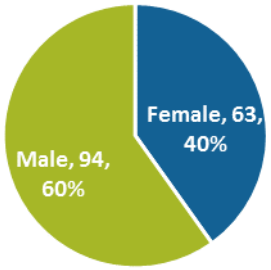
H) DEVELOPMENT SERVICES

Gender Breakdown

Officials/Administrators

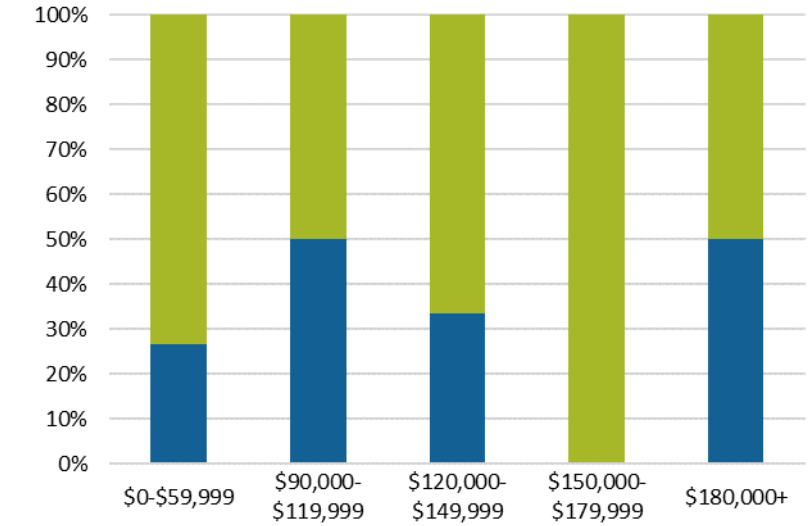


Non-Management



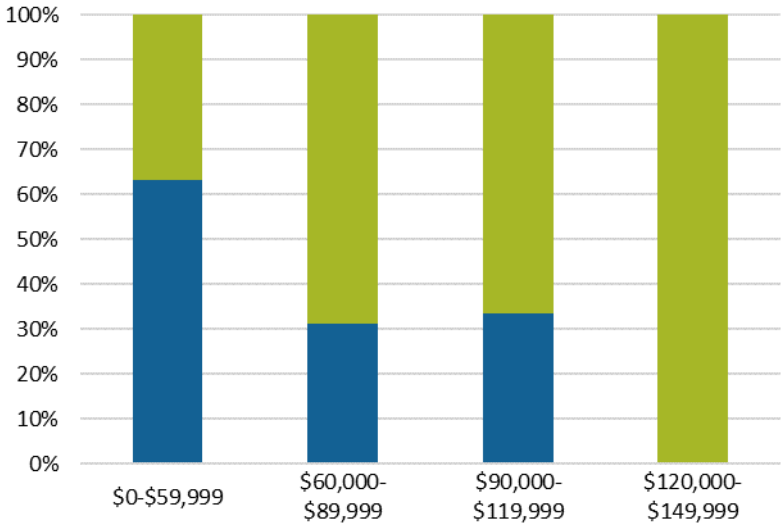
Gender by Salary Bracket

Officials/Administrators



	$0-$59,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
Male	11	2	4	3	1
Female	4	2	2		1

Non-Management

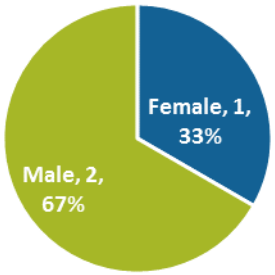


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
Male	17	44	28	5
Female	29	20	14	

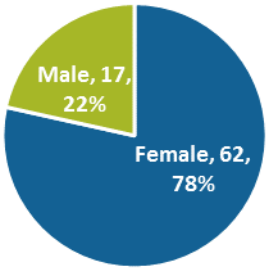
I) DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS

Gender Breakdown

Officials/Administrators

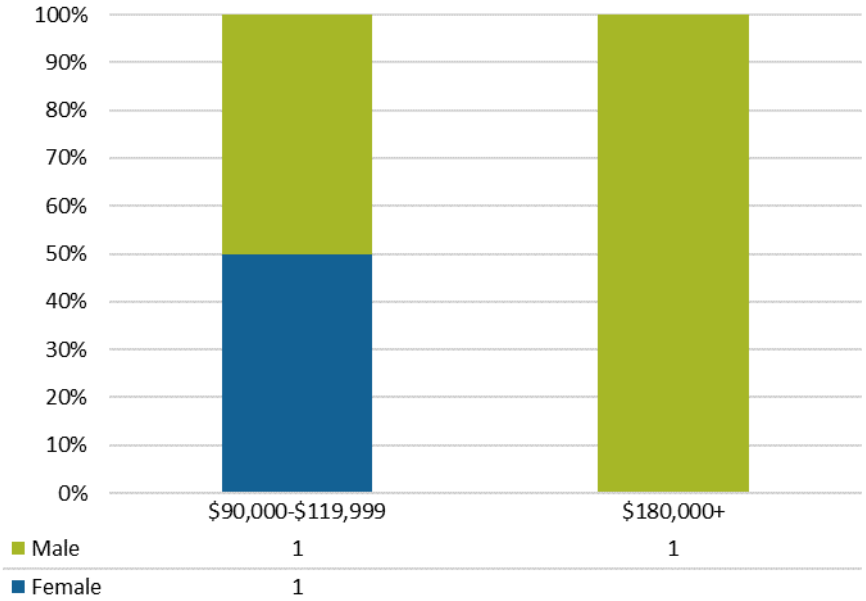


Non-Management

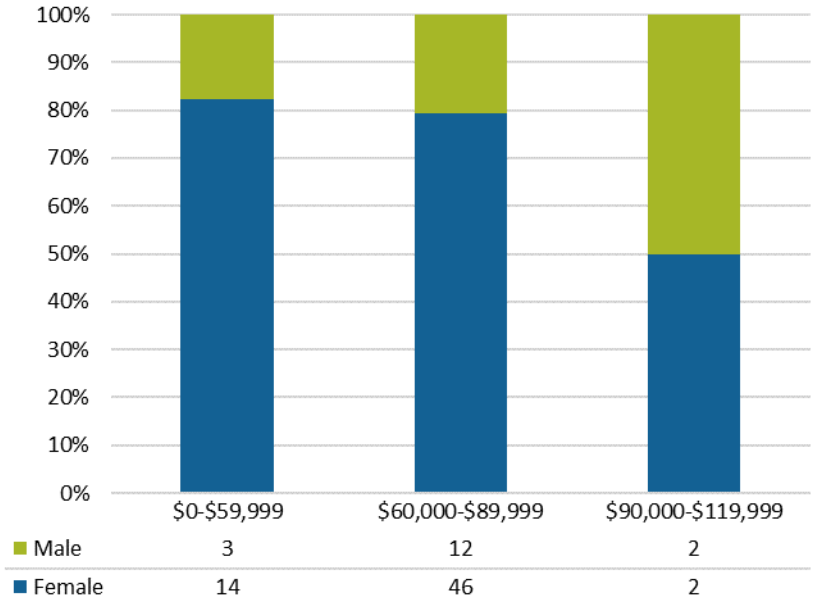


Gender by Salary Bracket

Officials/Administrators



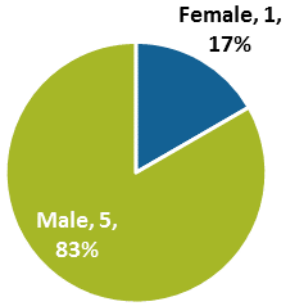
Non-Management



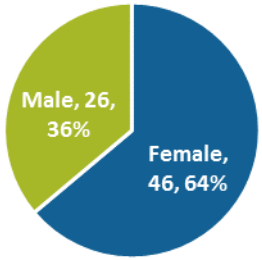
J) ECONOMIC DEVELOPMENT

Gender Breakdown

Officials/Administrators

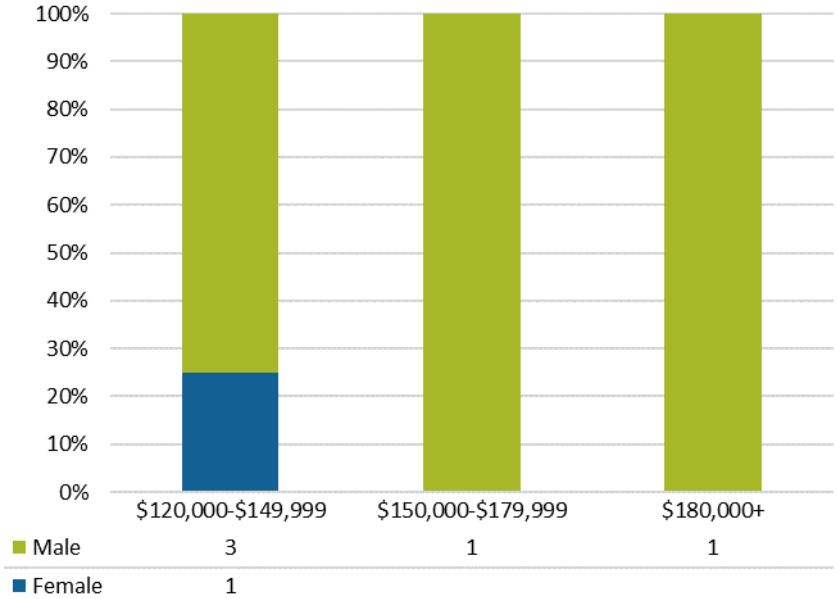


Non-Management

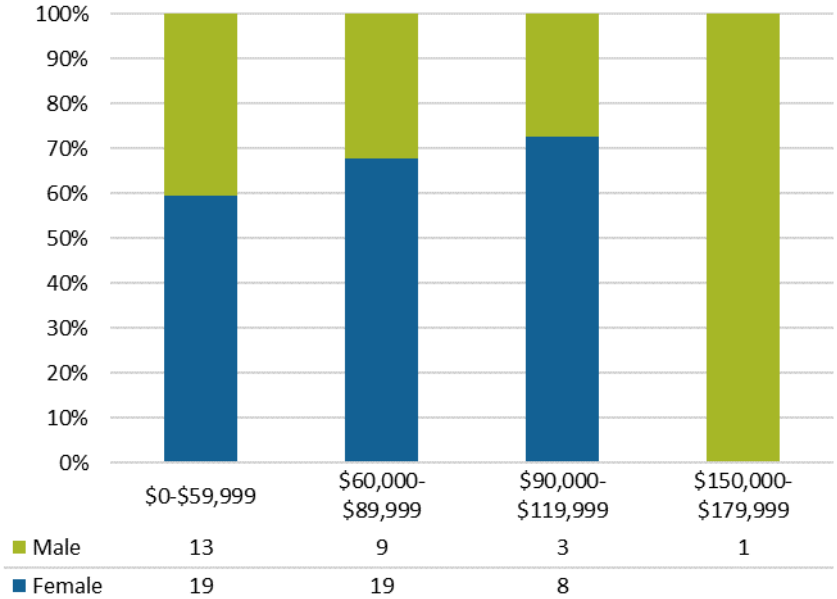


Gender by Salary Bracket

Officials/Administrators



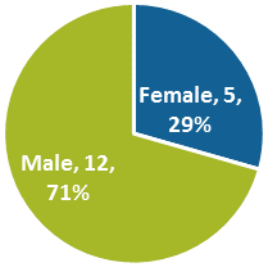
Non-Management



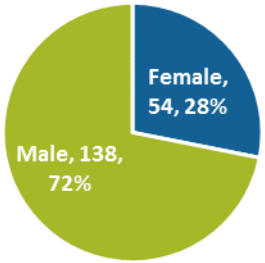
K) ENERGY RESOURCES

Gender Breakdown

Officials/Administrators

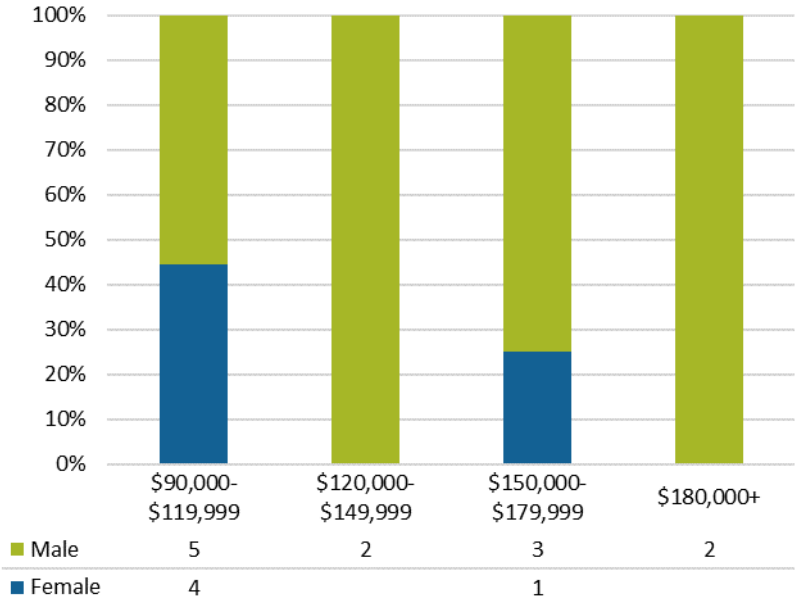


Non-Management

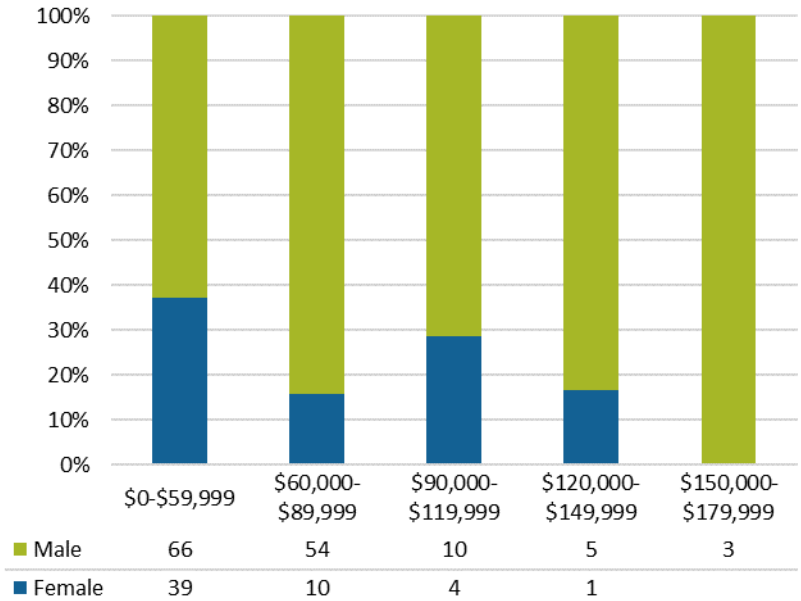


Gender by Salary Bracket

Officials/Administrators



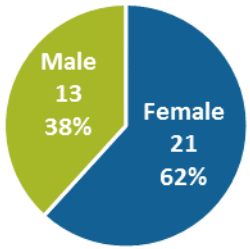
Non-Management



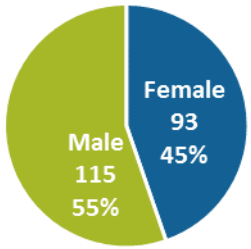
L) FINANCIAL MANAGEMENT

Gender Breakdown

Officials/Administrators

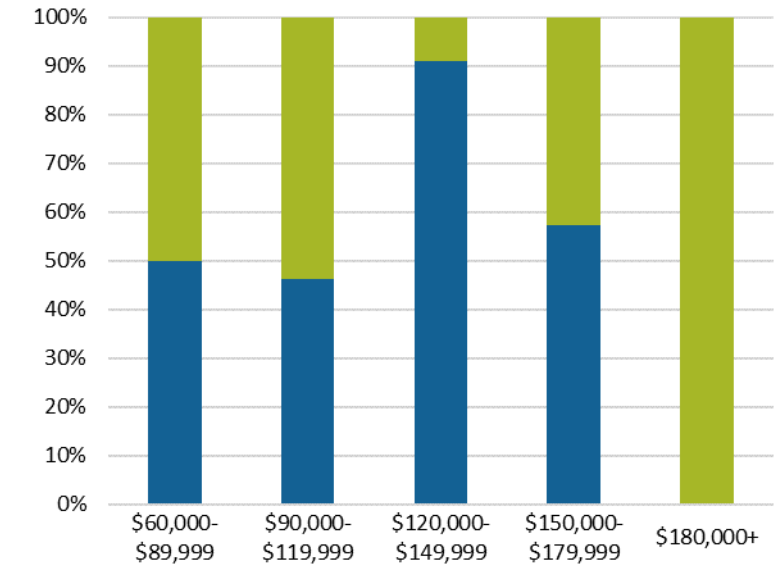


Non-Management



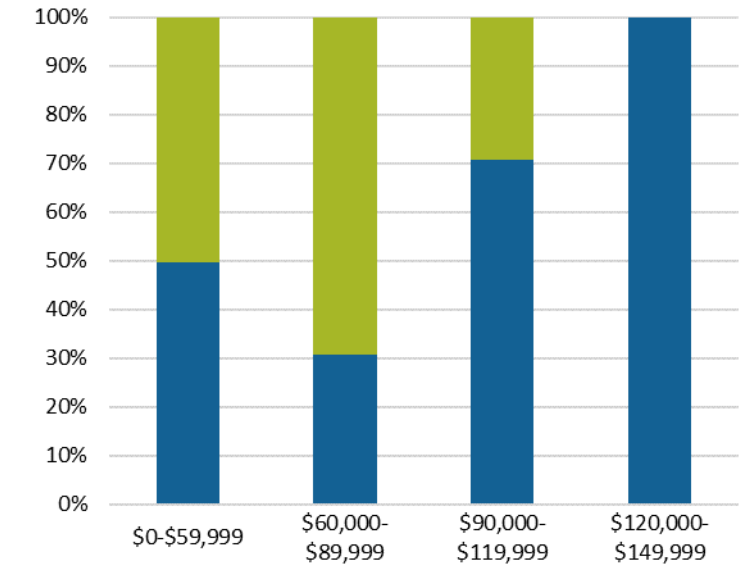
Gender by Salary Bracket

Officials/Administrators



	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
Male	1	7	1	3	1
Female	1	6	10	4	

Non-Management

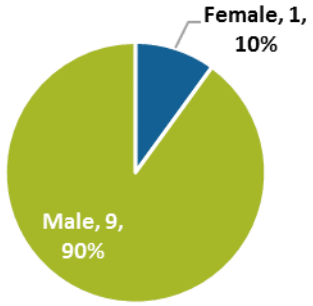


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
Male	58	52	5	
Female	57	23	12	1

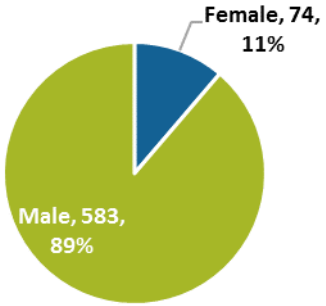
M) FIRE

Gender Breakdown

Officials/Administrators

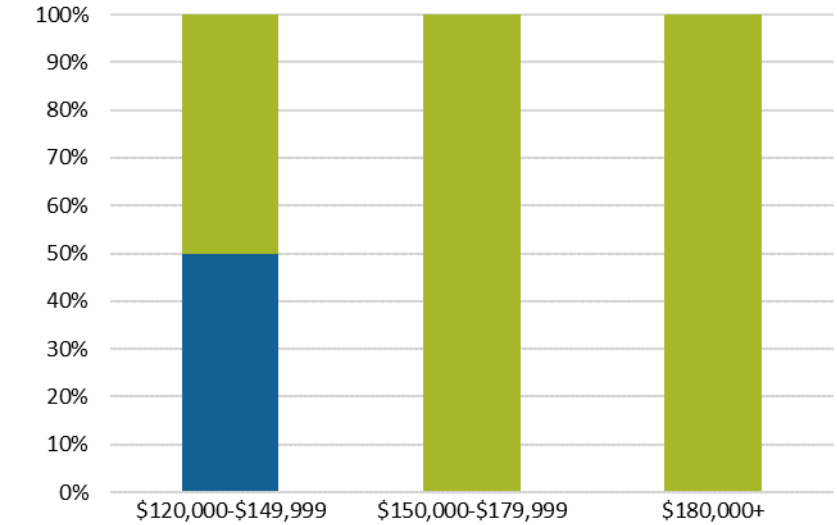


Non-Management



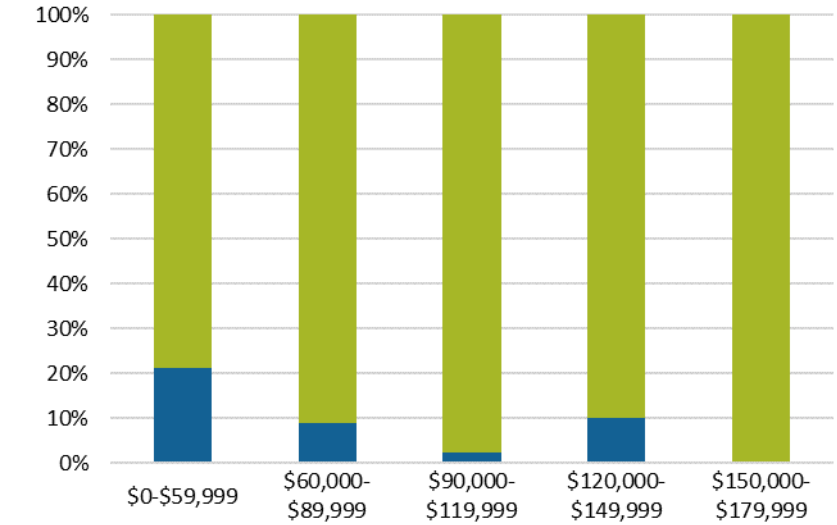
Gender by Salary Bracket

Officials/Administrators



	$120,000-$149,999	$150,000-$179,999	$180,000+
Male	1	1	7
Female	1		

Non-Management

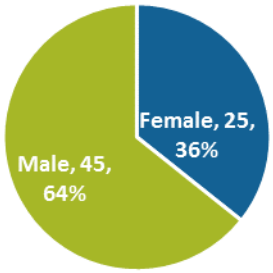


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
Male	183	208	178	9	5
Female	49	20	4	1	

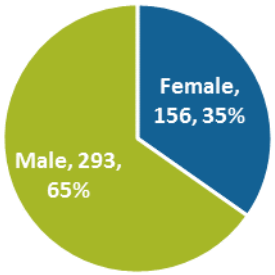
N) HARBOR

Gender Breakdown

Officials/Administrators

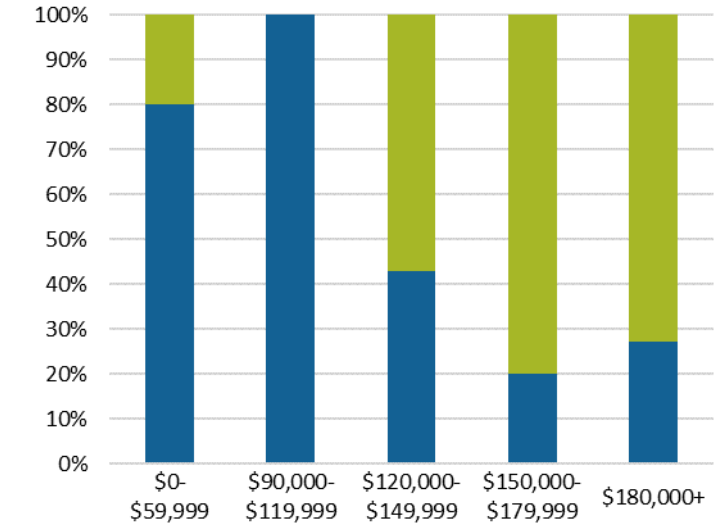


Non-Management



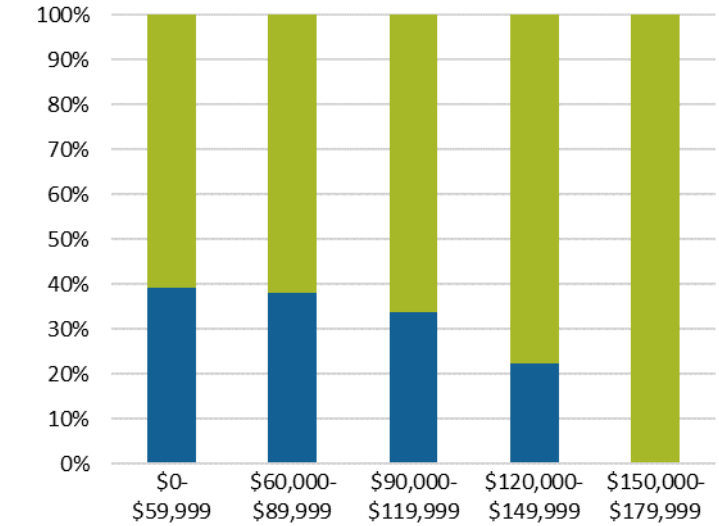
Gender by Salary Bracket

Officials/Administrators



	$0-$59,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
Male	1		16	20	8
Female	4	1	12	5	3

Non-Management

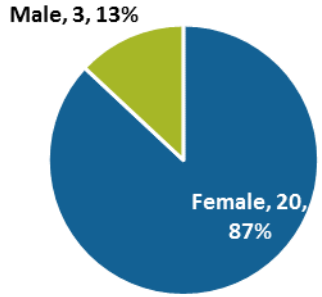


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
Male	82	90	67	49	5
Female	53	55	34	14	

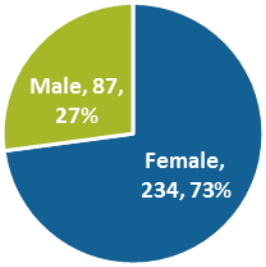
O) HEALTH AND HUMAN SERVICES

Gender Breakdown

Officials/Administrators

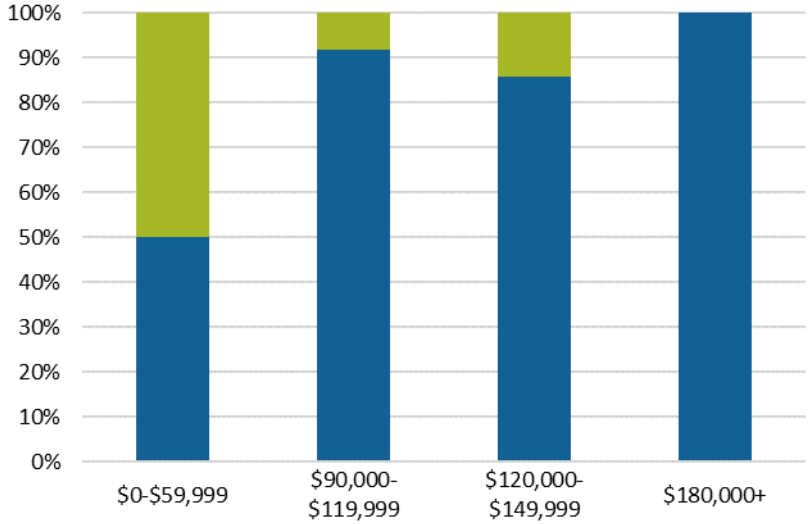


Non-Management



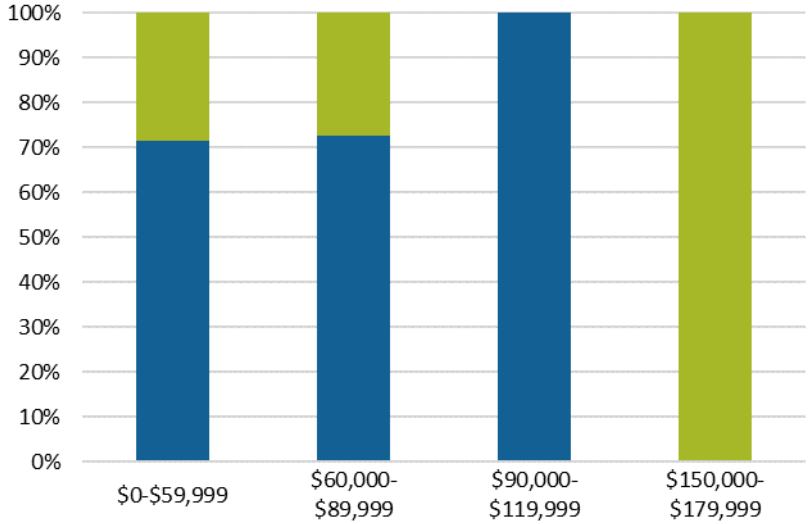
Gender by Salary Bracket

Officials/Administrators



	$0-$59,999	$90,000-$119,999	$120,000-$149,999	$180,000+
Male	1	1	1	
Female	1	11	6	2

Non-Management

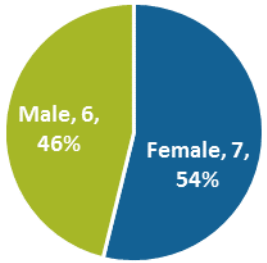


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$150,000-$179,999
Male	49	37		1
Female	123	98	13	

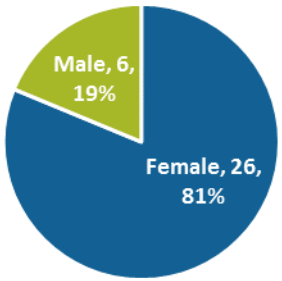
P) HUMAN RESOURCES

Gender Breakdown

Officials/Administrators

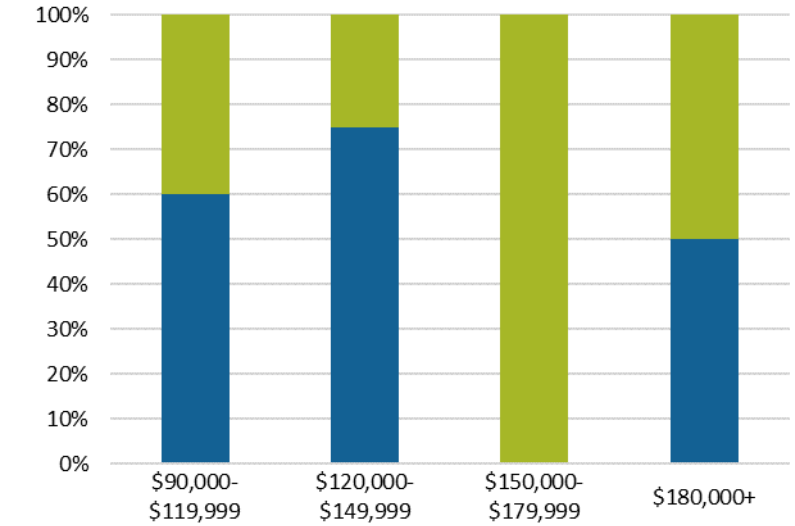


Non-Management



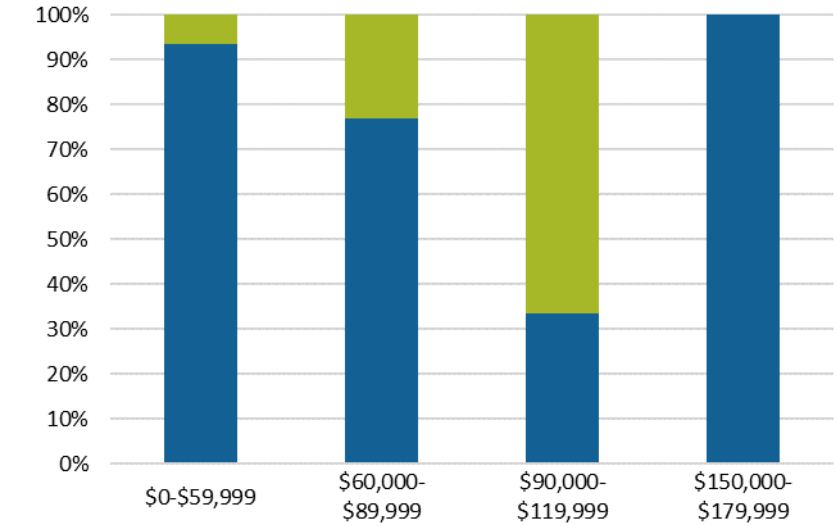
Gender by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
Male	2	1	2	1
Female	3	3		1

Non-Management

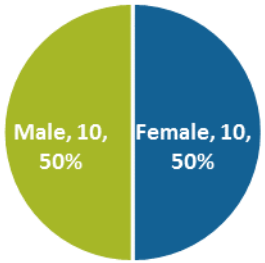


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$150,000-$179,999
Male	1	3	2	
Female	14	10	1	1

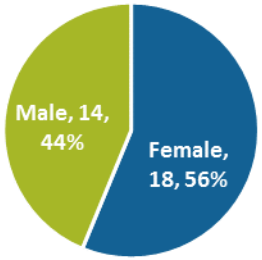
Q) LEGISLATIVE

Gender Breakdown

Officials/Administrators

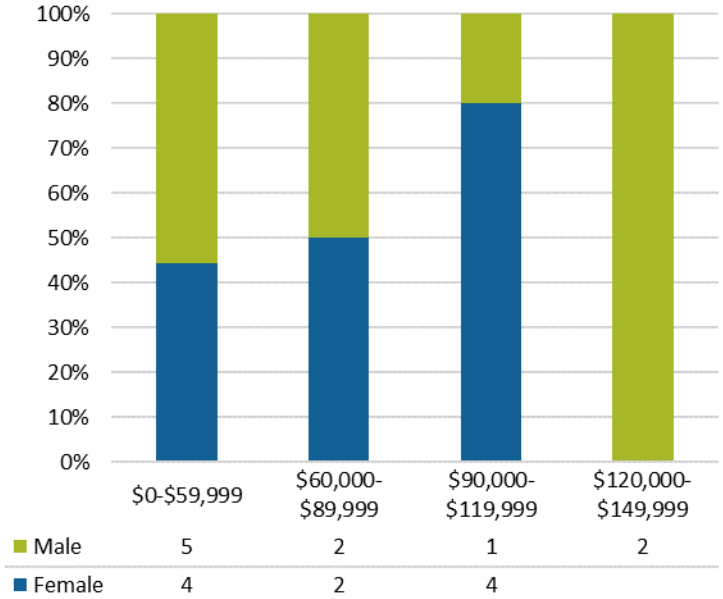


Non-Management

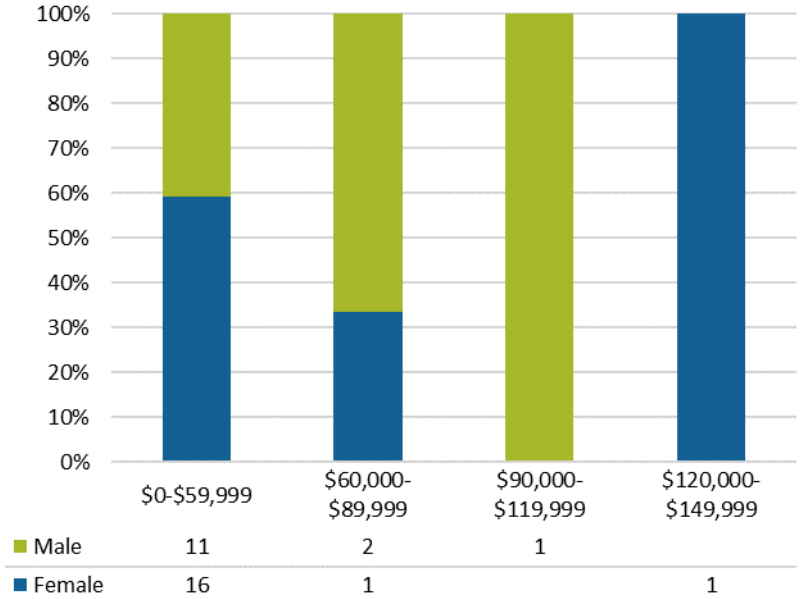


Gender by Salary Bracket

Officials/Administrators



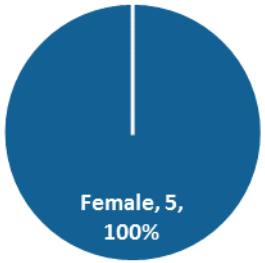
Non-Management



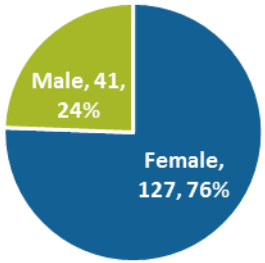
R) LIBRARY SERVICES

Gender Breakdown

Officials/Administrators

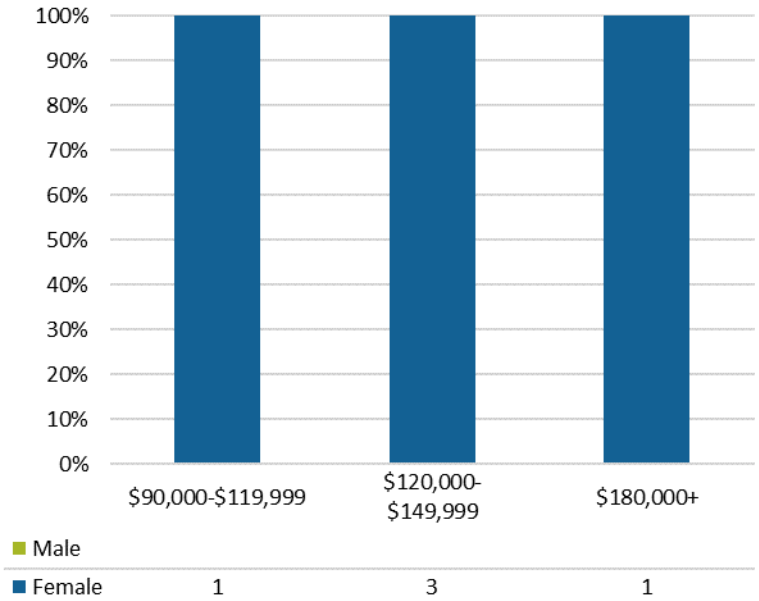


Non-Management

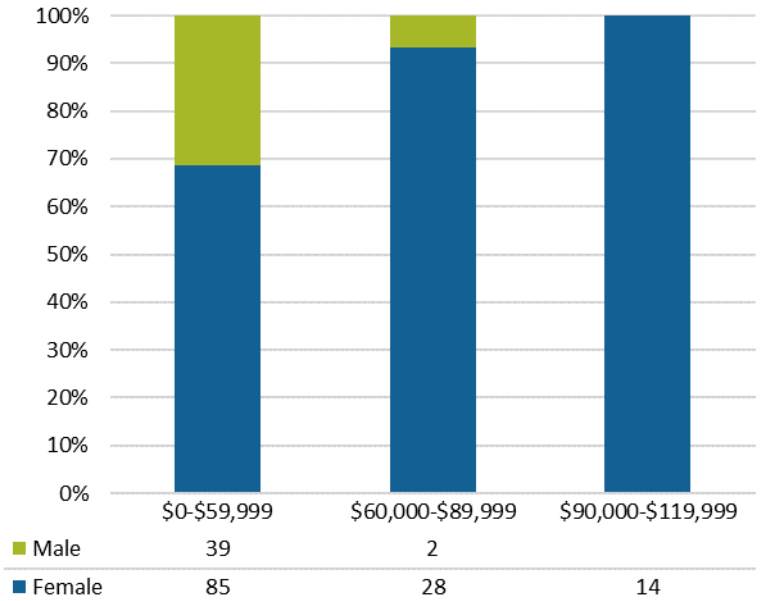


Gender by Salary Bracket

Officials/Administrators



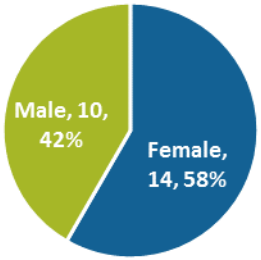
Non-Management



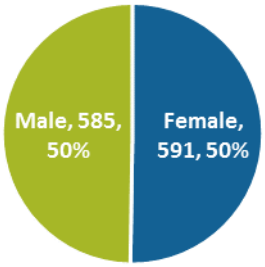
S) PARKS, RECREATION & MARINE

Gender Breakdown

Officials/Administrators

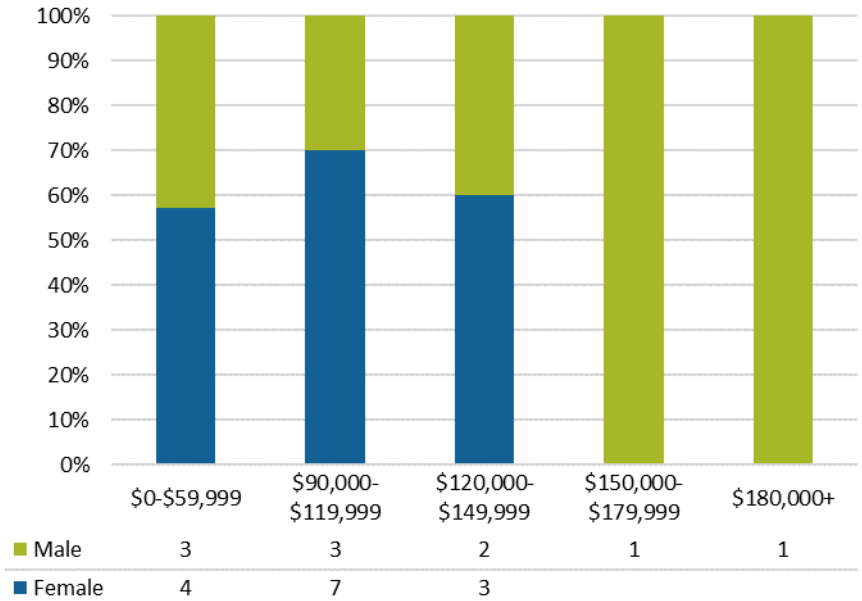


Non-Management

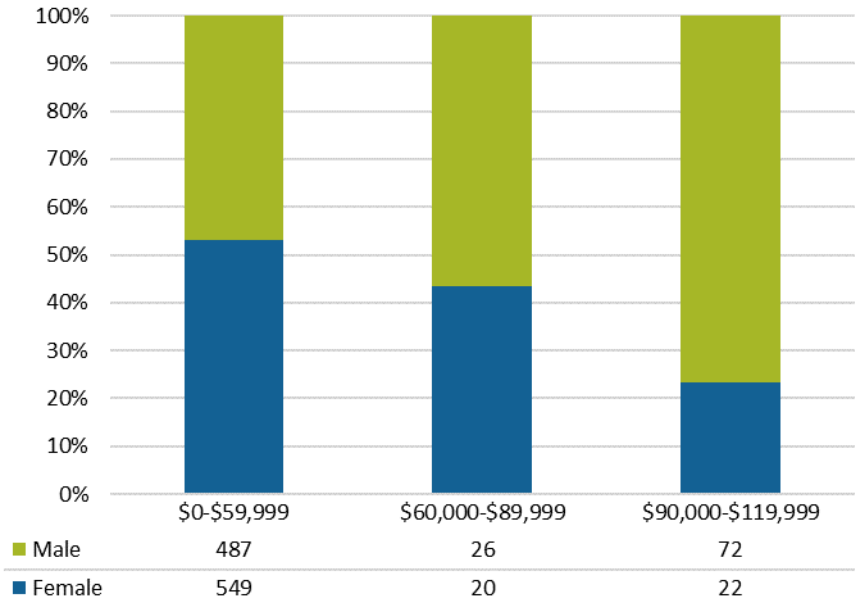


Gender by Salary Bracket

Officials/Administrators



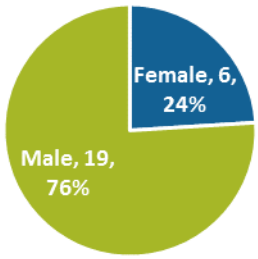
Non-Management



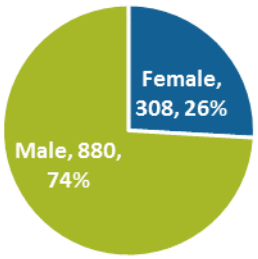
T) POLICE

Gender Breakdown

Officials/Administrators

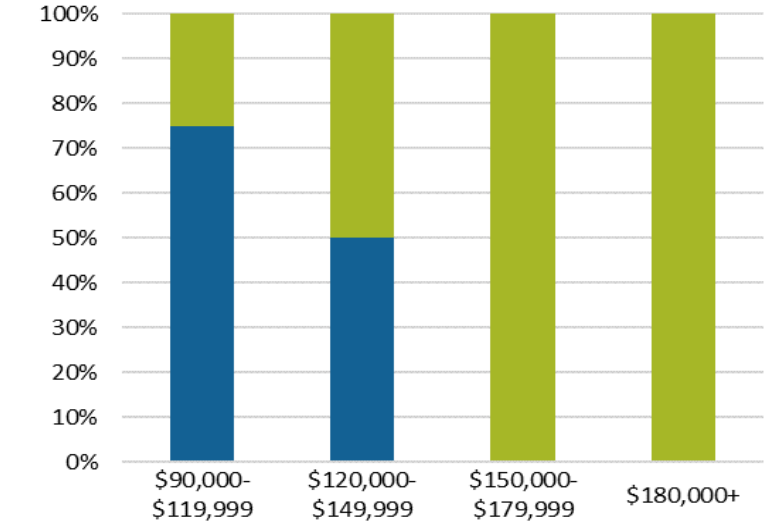


Non-Management



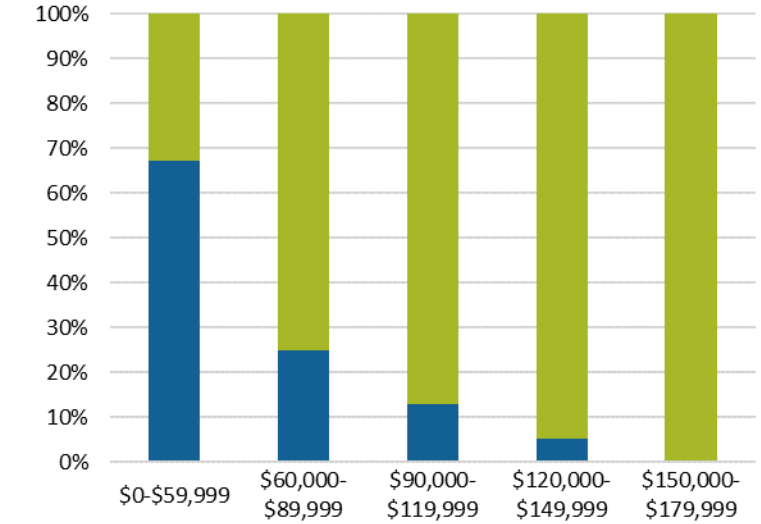
Gender by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
Male	1	3	11	4
Female	3	3		

Non-Management

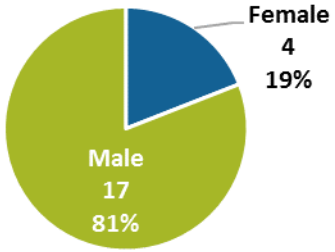


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
Male	81	195	492	111	1
Female	165	65	72	6	

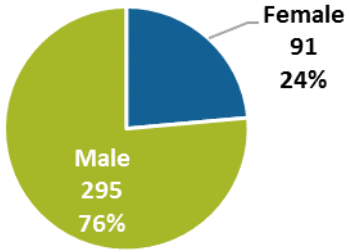
U) PUBLIC WORKS

Gender Breakdown

Officials/Administrators

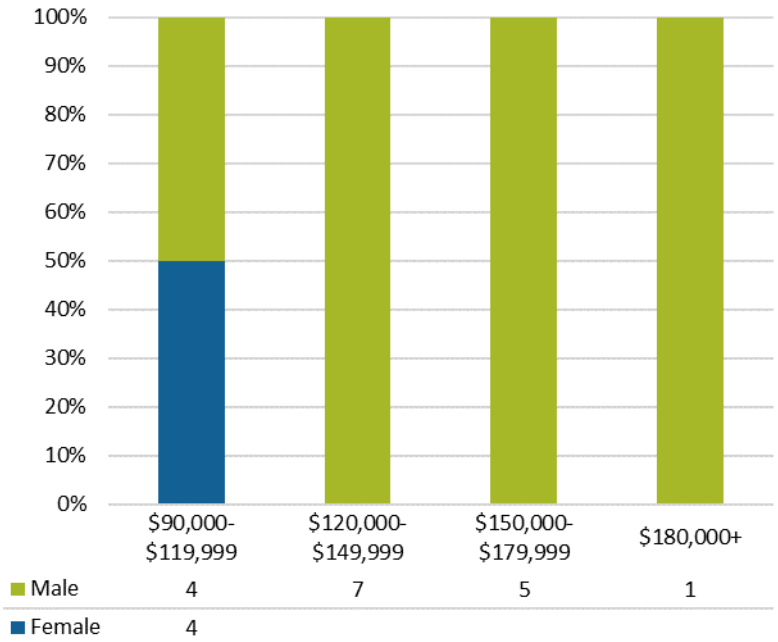


Non-Management

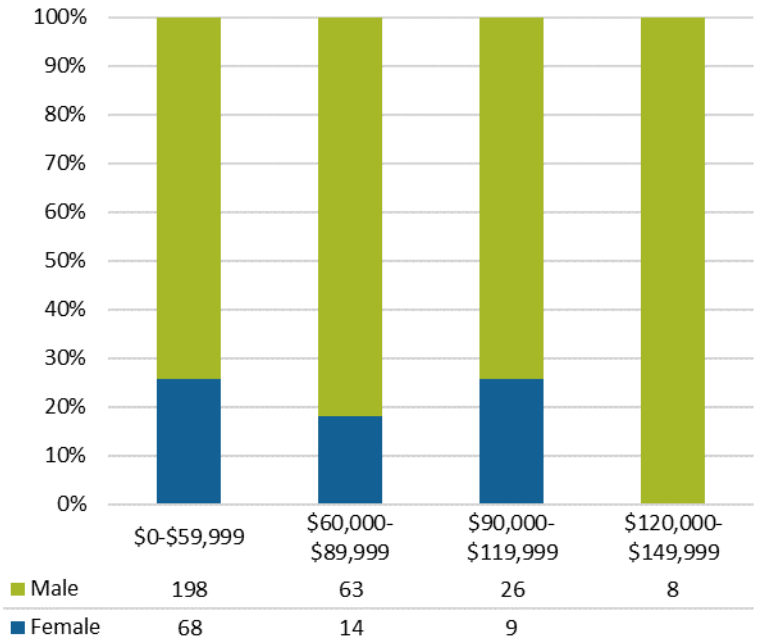


Gender by Salary Bracket

Officials/Administrators



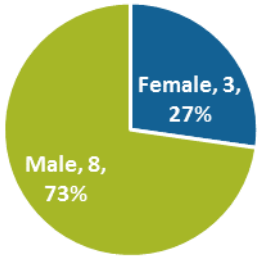
Non-Management



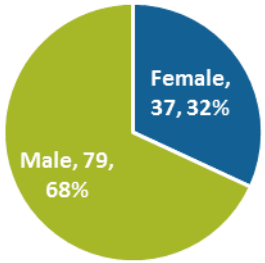
V) TECHNOLOGY AND INNOVATION

Gender Breakdown

Officials/Administrators

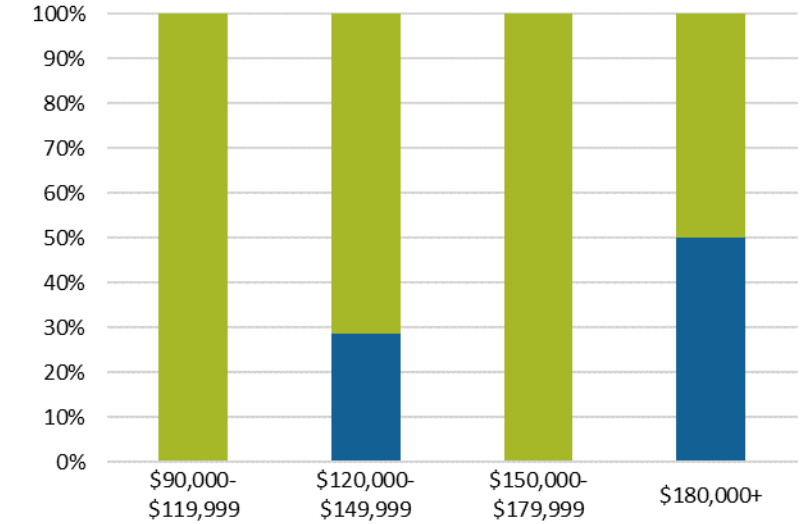


Non-Management



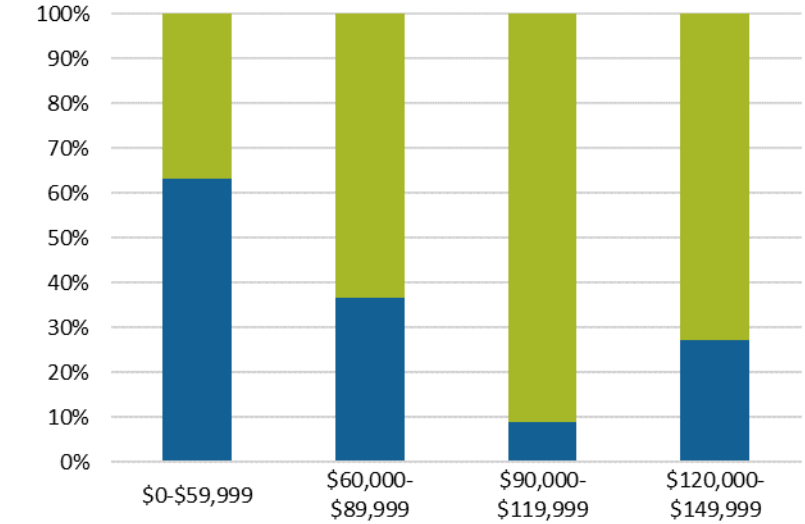
Gender by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
Male	1	5	1	1
Female		2		1

Non-Management

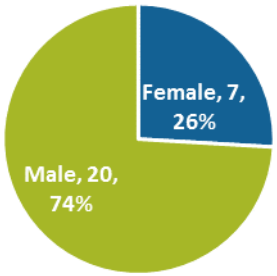


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
Male	7	33	31	8
Female	12	19	3	3

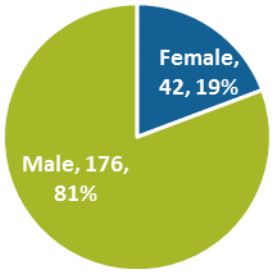
W) WATER

Gender Breakdown

Officials/Administrators

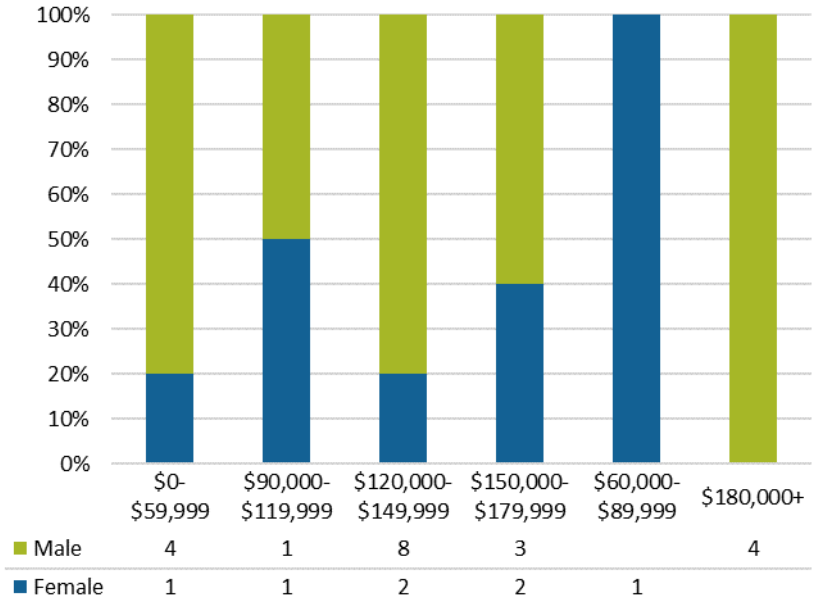


Non-Management

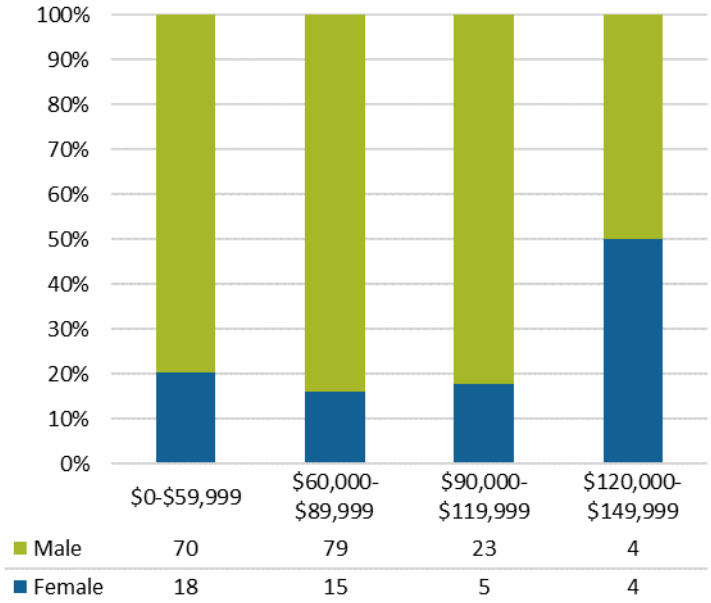


Gender by Salary Bracket

Officials/Administrators



Non-Management

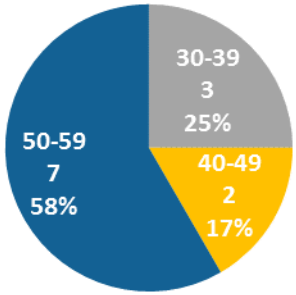


6. AGE BREAKDOWN – BY DEPARTMENT

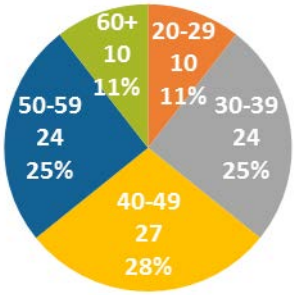
A) AIRPORT

Age Breakdown

Officials/Administrators

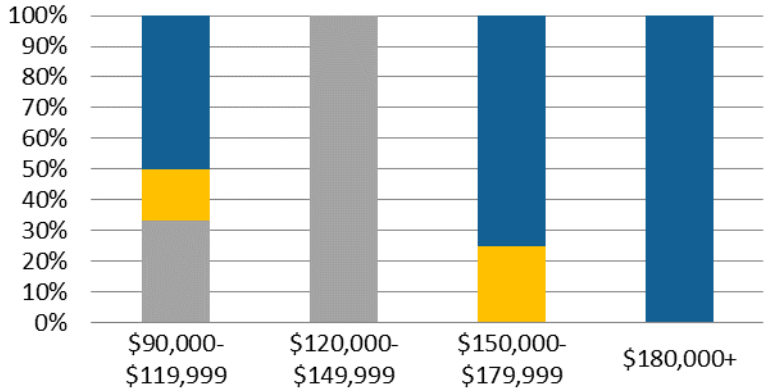


Non-Management



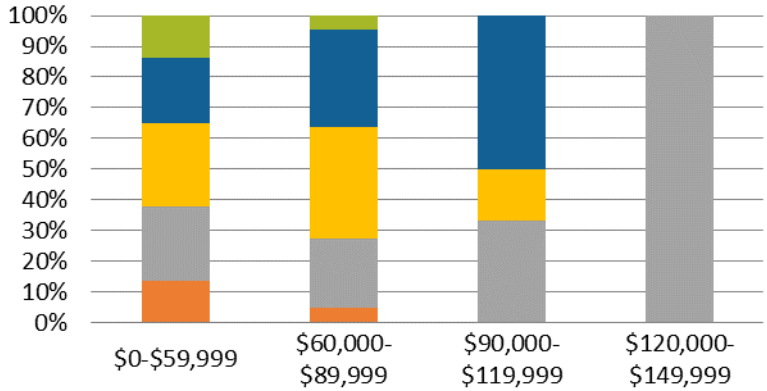
Age by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
60+				
50-59	3		3	1
40-49	1		1	
30-39	2	1		
20-29				
16-19				

Non-Management

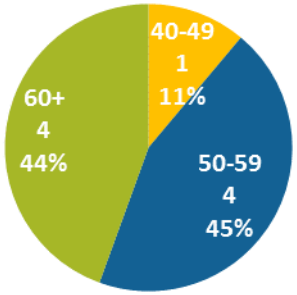


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
60+	9	1		
50-59	14	7	3	
40-49	18	8	1	
30-39	16	5	2	1
20-29	9	1		
16-19				

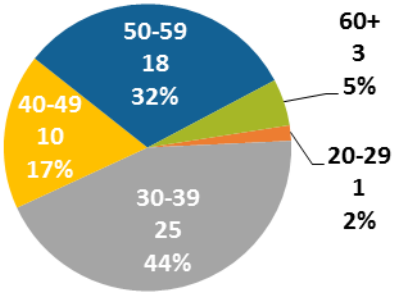
B) CITY ATTORNEY

Age Breakdown

Officials/Administrators

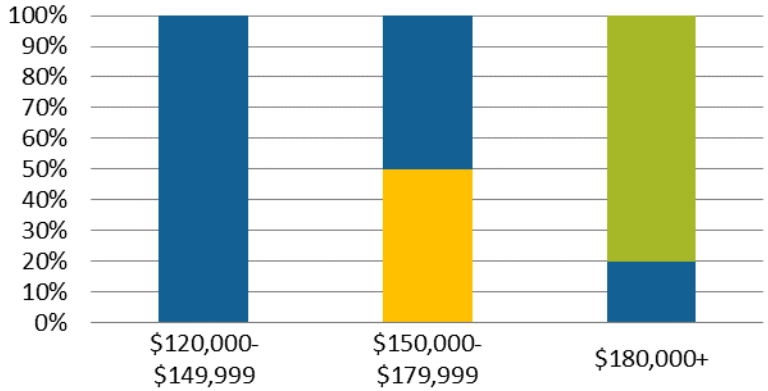


Non-Management



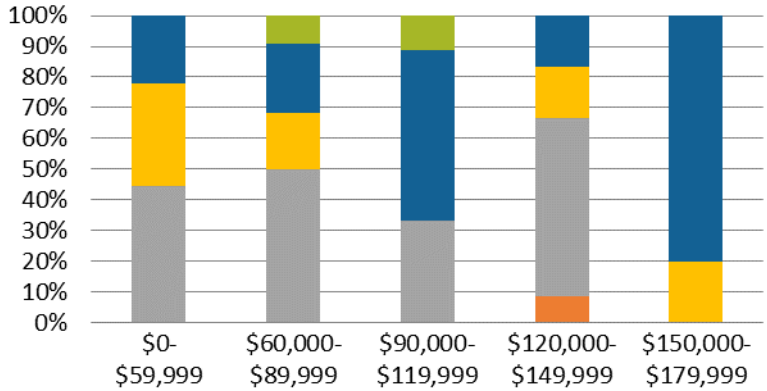
Age by Salary Bracket

Officials/Administrators



	$120,000-$149,999	$150,000-$179,999	$180,000+
60+			4
50-59	2	1	1
40-49		1	
30-39			
20-29			
16-19			

Non-Management

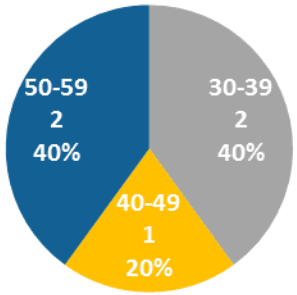


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
60+		2	1		
50-59	2	5	5	2	4
40-49	3	4		2	1
30-39	4	11	3	7	
20-29				1	
16-19					

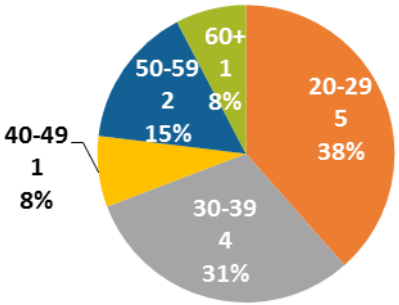
C) CITY AUDITOR

Age Breakdown

Officials/Administrators

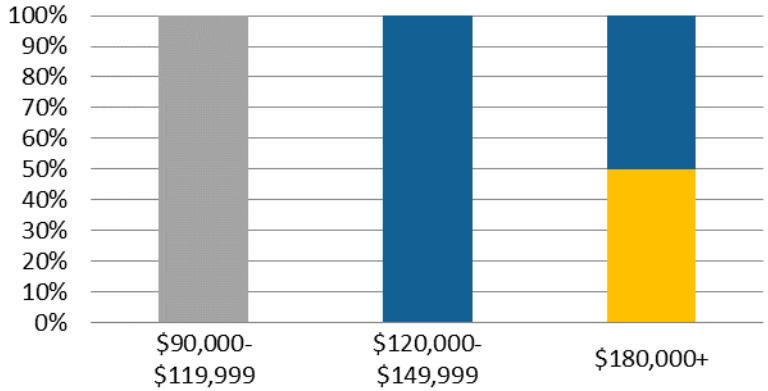


Non-Management



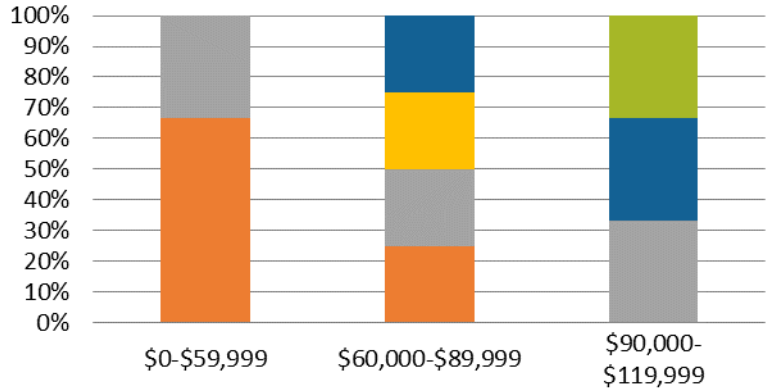
Age by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$180,000+
60+			
50-59		1	1
40-49			1
30-39	2		
20-29			
16-19			

Non-Management

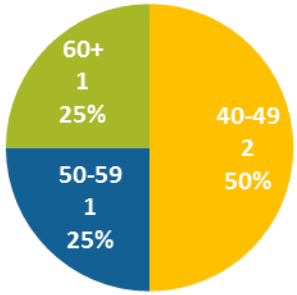


	$0-$59,999	$60,000-$89,999	$90,000-$119,999
60+			1
50-59		1	1
40-49		1	
30-39	2	1	1
20-29	4	1	
16-19			

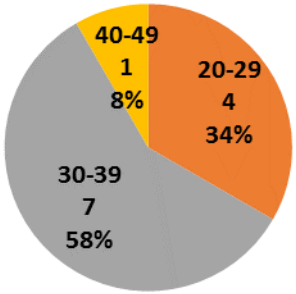
D) CITY CLERK

Age Breakdown

Officials/Administrators



Non-Management

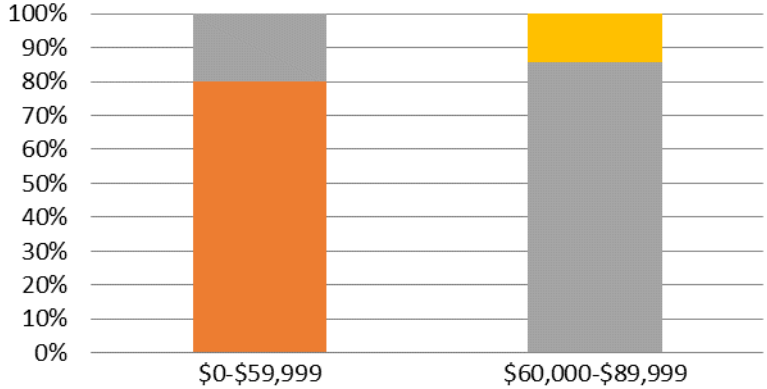


Age by Salary Bracket

Officials/Administrators

	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
60+		1	
50-59		1	
40-49	1		1
30-39			
20-29			
16-19			

Non-Management

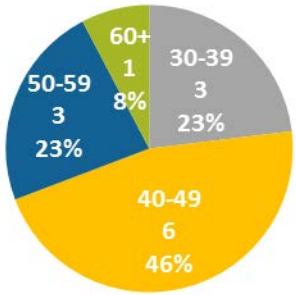


	$0-$59,999	$60,000-$89,999
60+		
50-59		
40-49		1
30-39	1	6
20-29	4	
16-19		

E) CITY MANAGER'S OFFICE

Age Breakdown

Officials/Administrators



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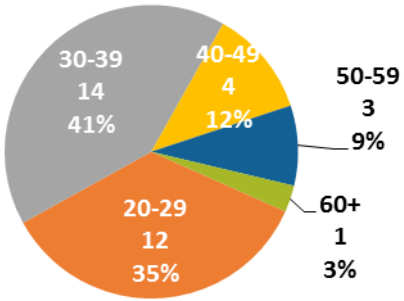
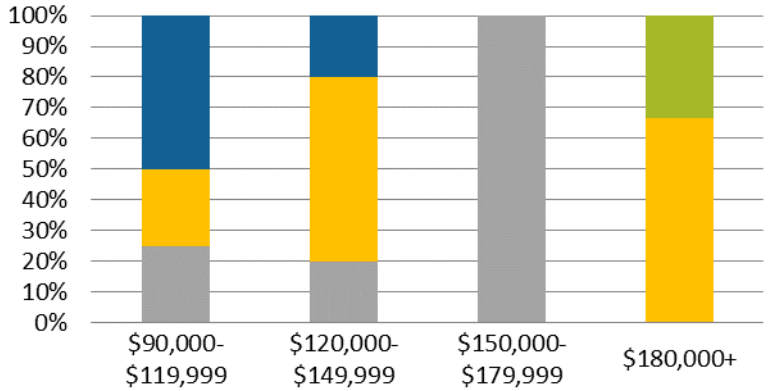


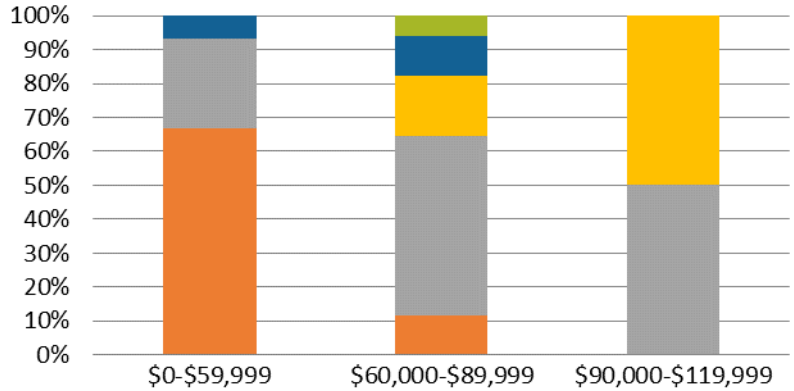
Age by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
60+				1
50-59	2	1		
40-49	1	3		2
30-39	1	1	1	
20-29				
16-19				

Non-Management

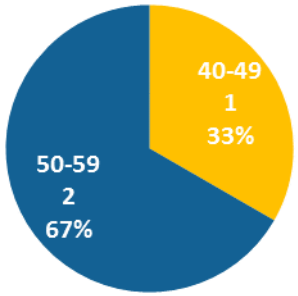


	$0-$59,999	$60,000-$89,999	$90,000-$119,999
60+		1	
50-59	1	2	
40-49		3	1
30-39	4	9	1
20-29	10	2	
16-19			

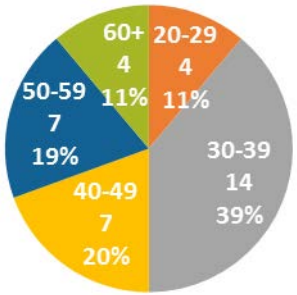
F) CITY PROSECUTOR

Age Breakdown

Officials/Administrators

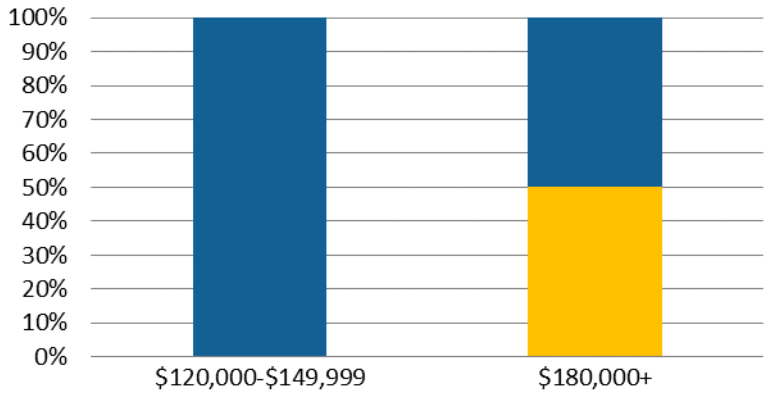


Non-Management



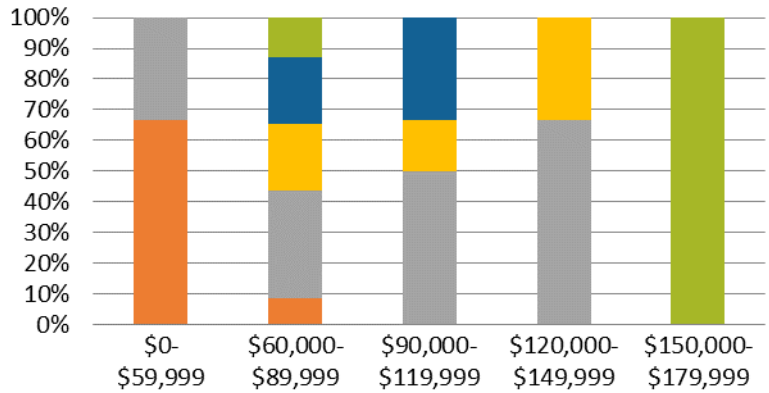
Age by Salary Bracket

Officials/Administrators



	$120,000-$149,999	$180,000+
60+		
50-59	1	1
40-49		1
30-39		
20-29		
16-19		

Non-Management

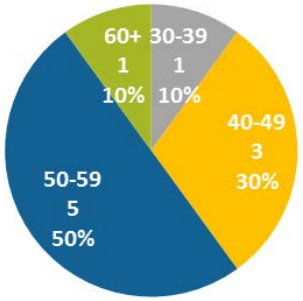


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
60+		3			1
50-59		5	2		
40-49		5	1	1	
30-39	1	8	3	2	
20-29	2	2			
16-19					

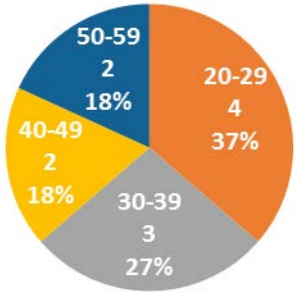
G) CIVIL SERVICE

Age Breakdown

Officials/Administrators

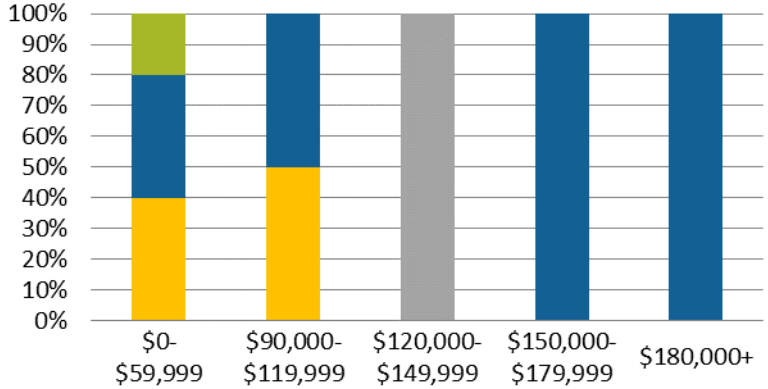


Non-Management



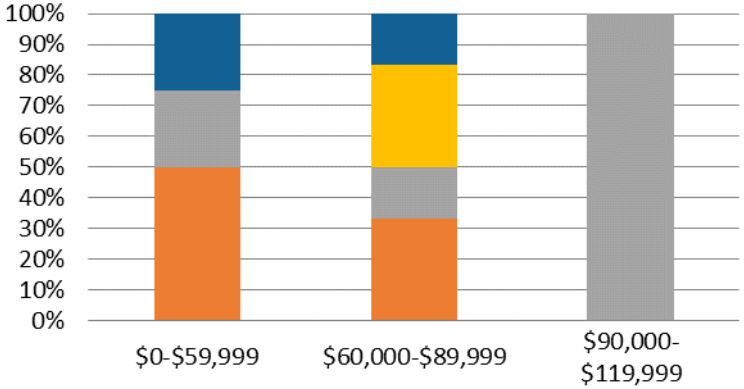
Age by Salary Bracket

Officials/Administrators



	$0-$59,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
60+	1				
50-59	2	1		1	1
40-49	2	1			
30-39			1		
20-29					
16-19					

Non-Management

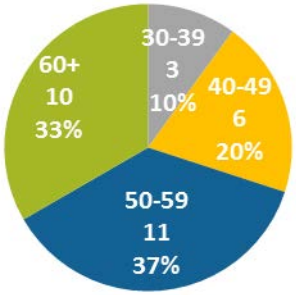


	$0-$59,999	$60,000-$89,999	$90,000-$119,999
60+			
50-59	1	1	
40-49		2	
30-39	1	1	1
20-29	2	2	
16-19			

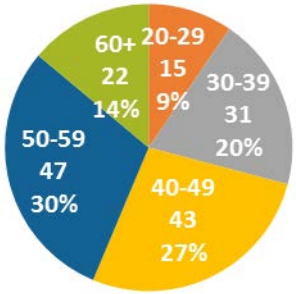
H) DEVELOPMENT SERVICES

Age Breakdown

Officials/Administrators

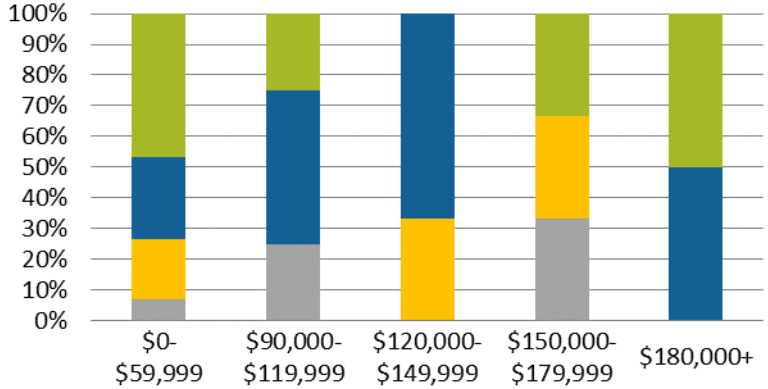


Non-Management



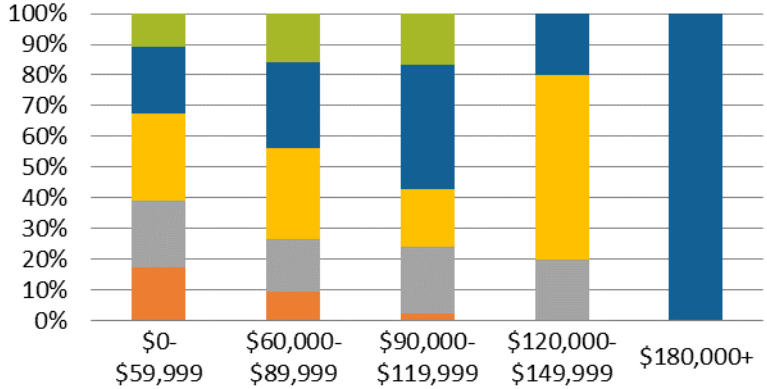
Age by Salary Bracket

Officials/Administrators



	$0-$59,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
60+	7	1		1	1
50-59	4	2	4		1
40-49	3		2	1	
30-39	1	1		1	
20-29					
16-19					

Non-Management

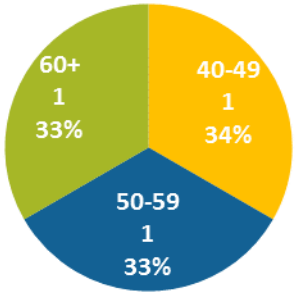


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$180,000+
60+	5	10	7		
50-59	10	18	17	1	1
40-49	13	19	8	3	
30-39	10	11	9	1	
20-29	8	6	1		
16-19					

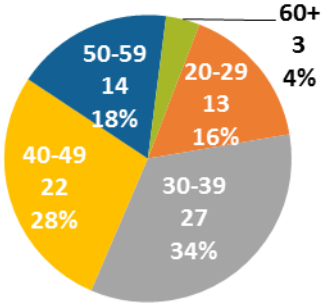
I) DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS

Age Breakdown

Officials/Administrators

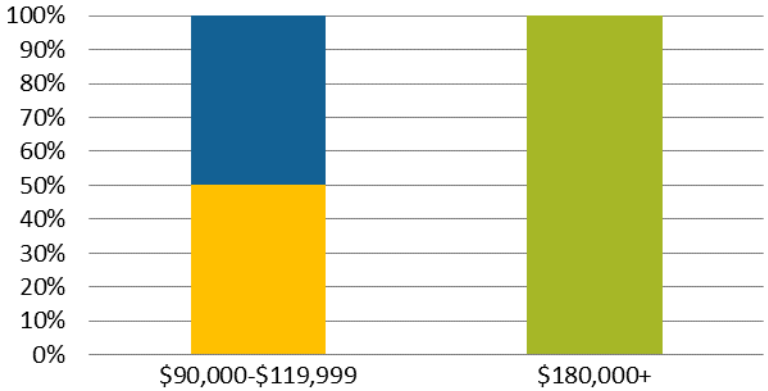


Non-Management



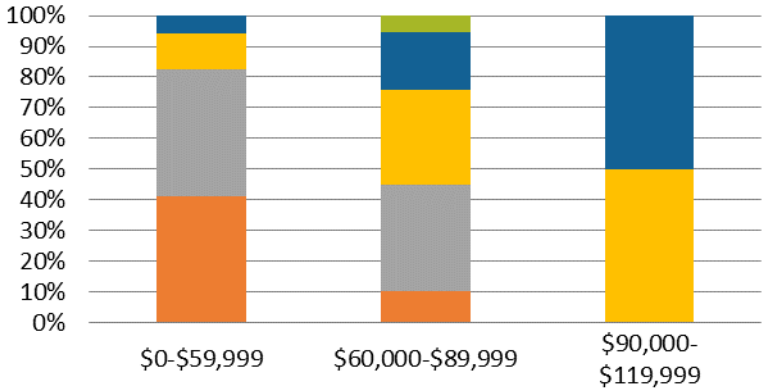
Age by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$180,000+
60+		1
50-59	1	
40-49	1	
30-39		
20-29		
16-19		

Non-Management

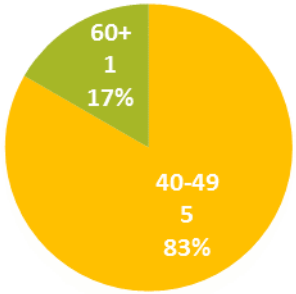


	$0-$59,999	$60,000-$89,999	$90,000-$119,999
60+		3	
50-59	1	11	2
40-49	2	18	2
30-39	7	20	
20-29	7	6	
16-19			

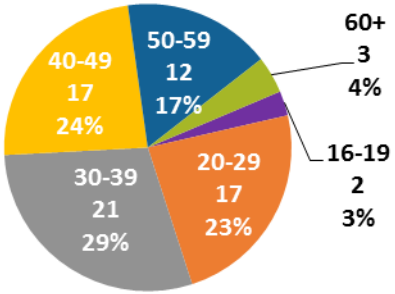
J) ECONOMIC DEVELOPMENT

Age Breakdown

Officials/Administrators



Non-Management

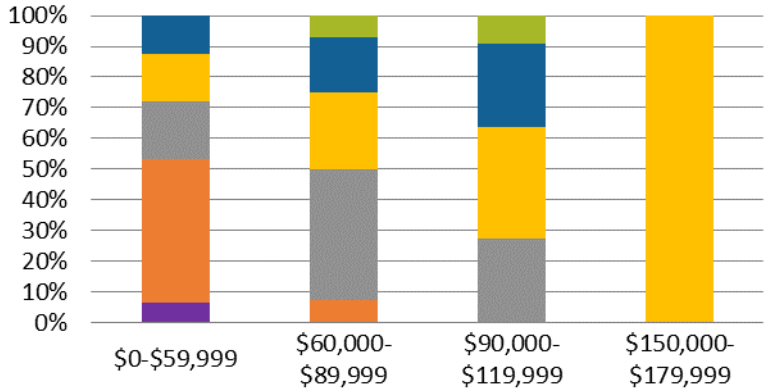


Age by Salary Bracket

Officials/Administrators

	$120,000-$149,999	$150,000-$179,999	$180,000+
60+	1		
50-59			
40-49	3	1	1
30-39			
20-29			
16-19			

Non-Management

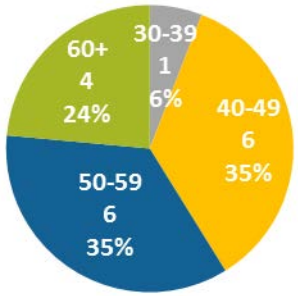


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$150,000-$179,999
60+		2	1	
50-59	4	5	3	
40-49	5	7	4	1
30-39	6	12	3	
20-29	15	2		
16-19	2			

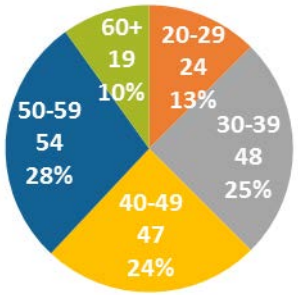
K) ENERGY RESOURCES

Age Breakdown

Officials/Administrators

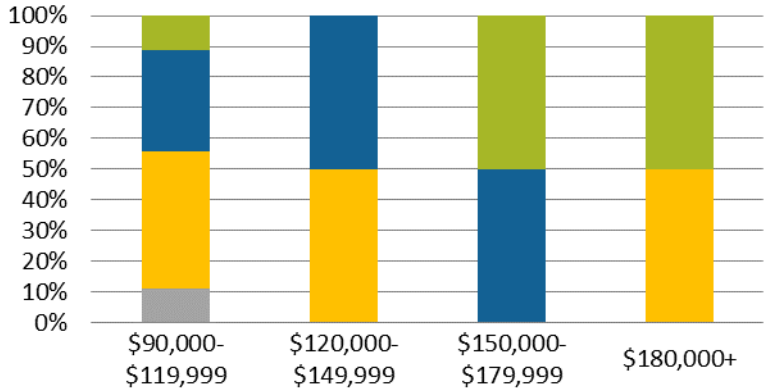


Non-Management



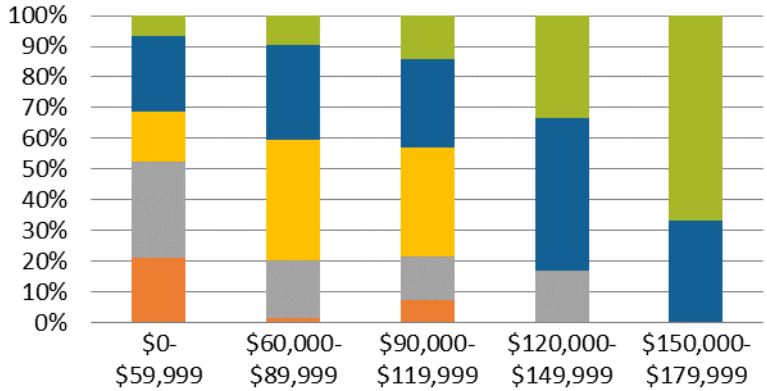
Age by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
60+	1		2	1
50-59	3	1	2	
40-49	4	1		1
30-39	1			
20-29				
16-19				

Non-Management

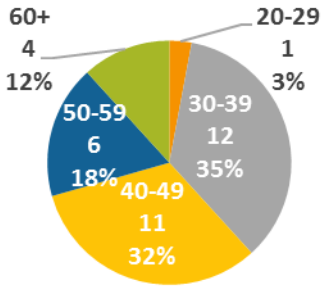


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
60+	7	6	2	2	2
50-59	26	20	4	3	1
40-49	17	25	5		
30-39	33	12	2	1	
20-29	22	1	1		
16-19					

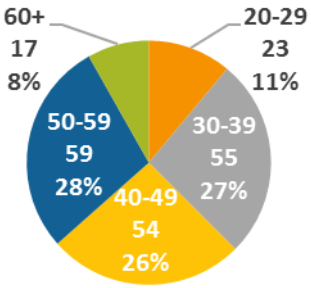
L) FINANCIAL MANAGEMENT

Age Breakdown

Officials/Administrators

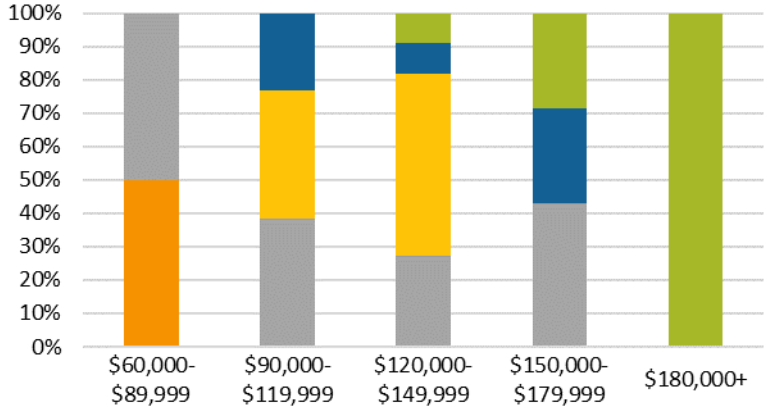


Non-Management



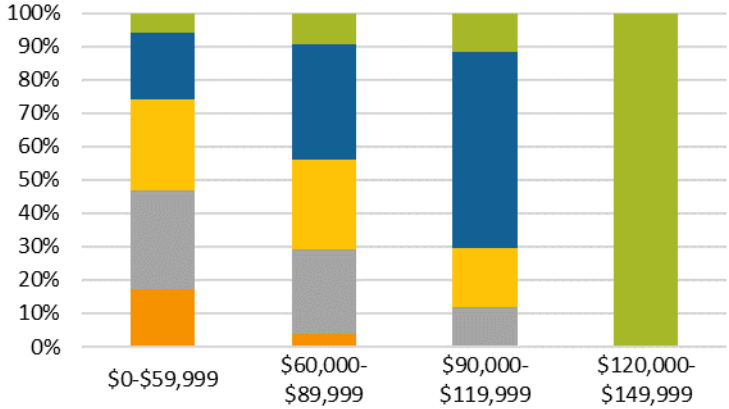
Age by Salary Bracket

Officials/Administrators



	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
60+			1	2	1
50-59		3	1	2	
40-49		5	6		
30-39	1	5	3	3	
20-29	1				
16-19					

Non-Management

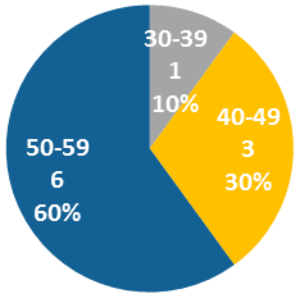


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
60+	7	7	2	1
50-59	23	26	10	
40-49	31	20	3	
30-39	34	19	2	
20-29	20	3		
16-19				

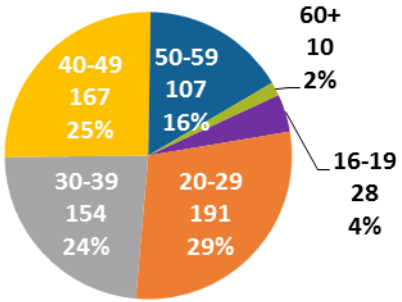
M) FIRE

Age Breakdown

Officials/Administrators

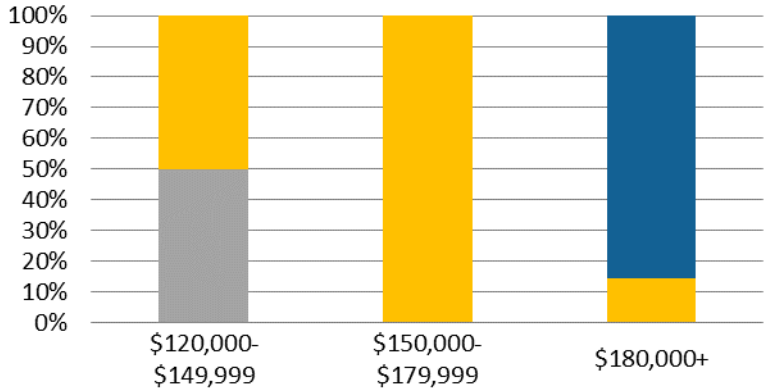


Non-Management



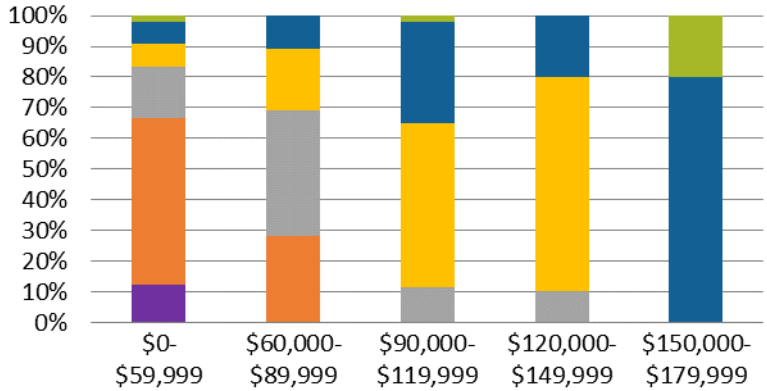
Age by Salary Bracket

Officials/Administrators



	$120,000-$149,999	$150,000-$179,999	$180,000+
60+			
50-59			6
40-49	1	1	1
30-39	1		
20-29			
16-19			

Non-Management

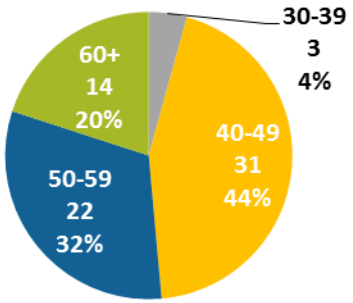


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
60+	5		4		1
50-59	16	25	60	2	4
40-49	18	45	97	7	
30-39	38	94	21	1	
20-29	127	64			
16-19	28				

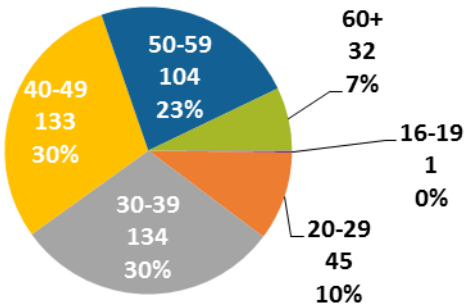
N) HARBOR

Age Breakdown

Officials/Administrators

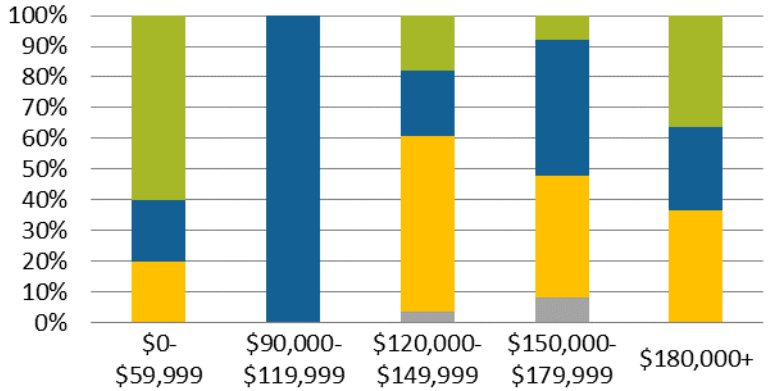


Non-Management



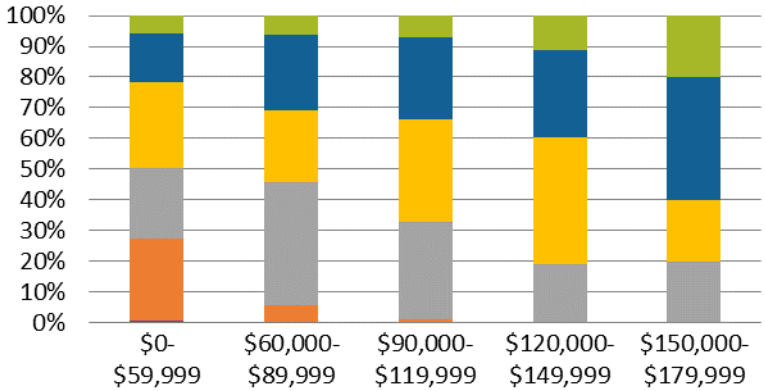
Age by Salary Bracket

Officials/Administrators



	$0-$59,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
60+	3		5	2	4
50-59	1	1	6	11	3
40-49	1		16	10	4
30-39			1	2	
20-29					
16-19					

Non-Management

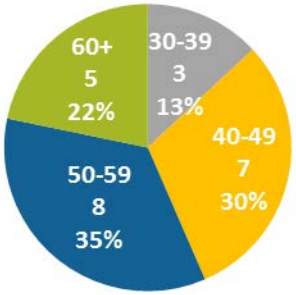


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
60+	8	9	7	7	1
50-59	21	36	27	18	2
40-49	38	34	34	26	1
30-39	31	58	32	12	1
20-29	36	8	1		
16-19	1				

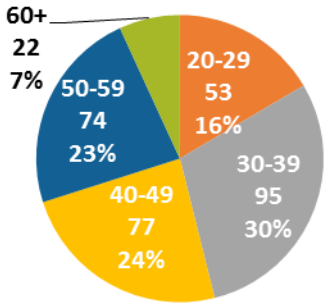
O) HEALTH & HUMAN SERVICES

Age Breakdown

Officials/Administrators

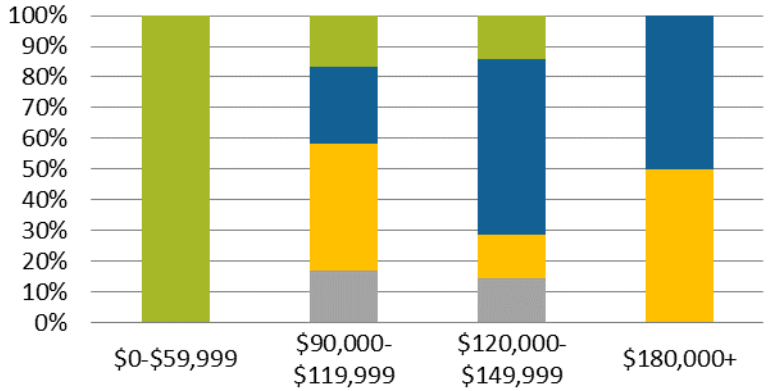


Non-Management



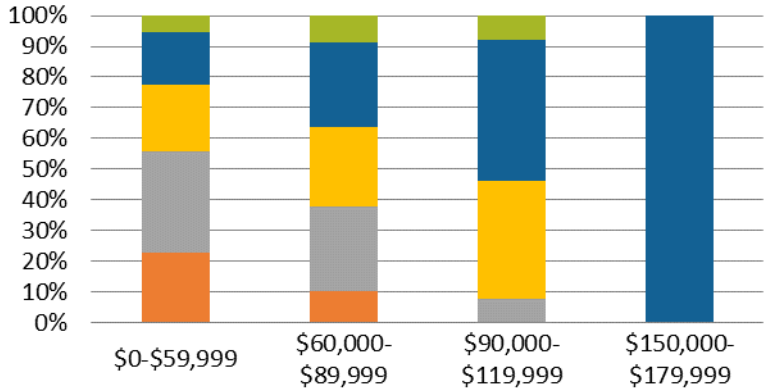
Age by Salary Bracket

Officials/Administrators



	$0-$59,999	$90,000-$119,999	$120,000-$149,999	$180,000+
60+	2	2	1	
50-59		3	4	1
40-49		5	1	1
30-39		2	1	
20-29				
16-19				

Non-Management

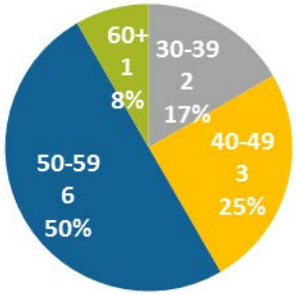


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$150,000-$179,999
60+	9	12	1	
50-59	30	37	6	1
40-49	37	35	5	
30-39	57	37	1	
20-29	39	14		
16-19				

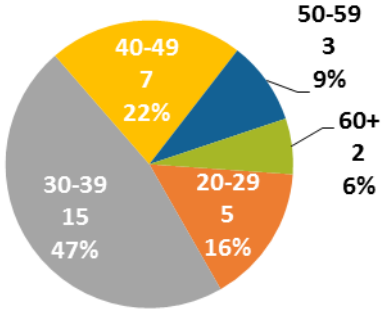
P) HUMAN RESOURCES

Age Breakdown

Officials/Administrators

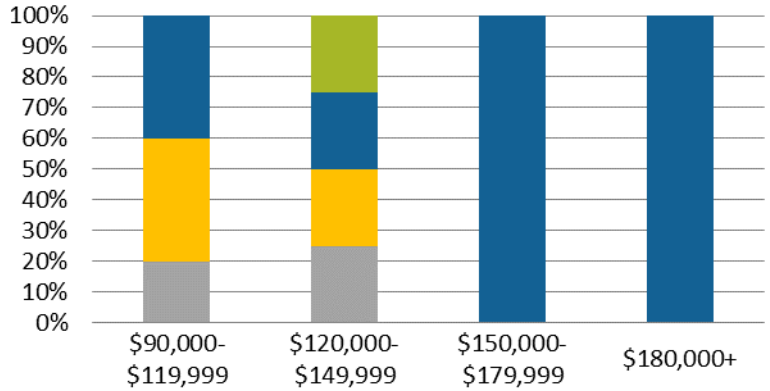


Non-Management



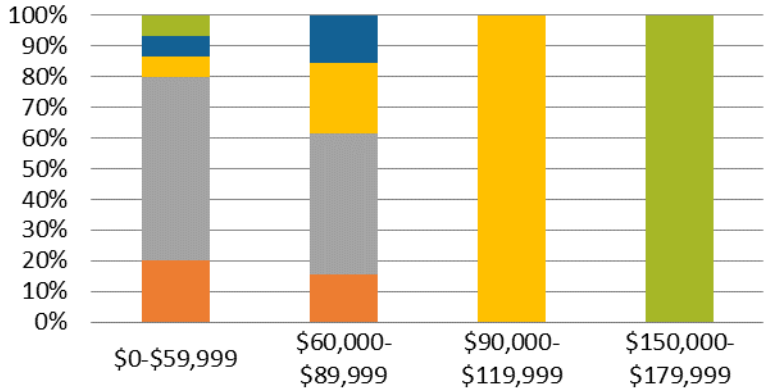
Age by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
60+		1		
50-59	2	1	1	2
40-49	2	1		
30-39	1	1		
20-29				
16-19				

Non-Management

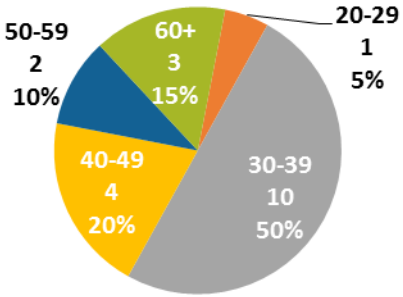


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$150,000-$179,999
60+	1			1
50-59	1	2		
40-49	1	3	3	
30-39	9	6		
20-29	3	2		
16-19				

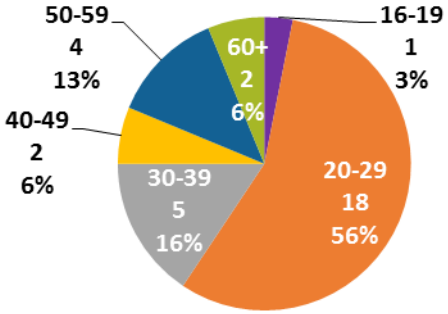
Q) LEGISLATIVE

Age Breakdown

Officials/Administrators

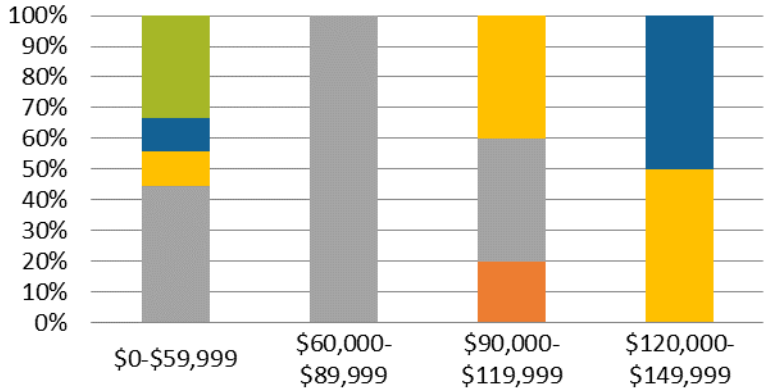


Non-Management



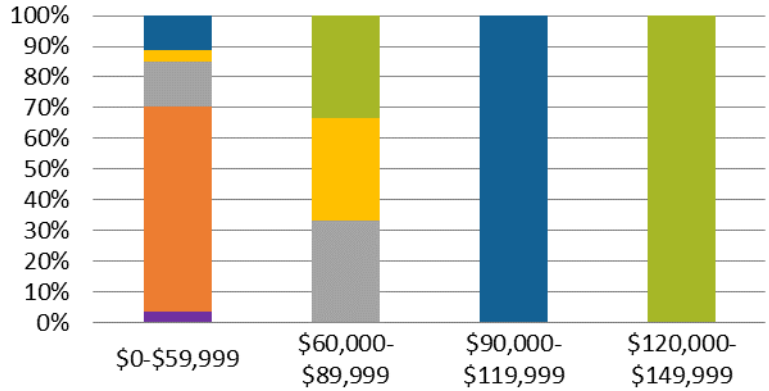
Age by Salary Bracket

Officials/Administrators



	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
60+	3			
50-59	1			1
40-49	1		2	1
30-39	4	4	2	
20-29			1	
16-19				

Non-Management

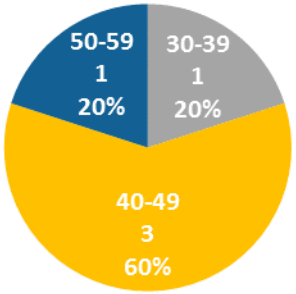


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
60+		1		1
50-59	3		1	
40-49	1	1		
30-39	4	1		
20-29	18			
16-19	1			

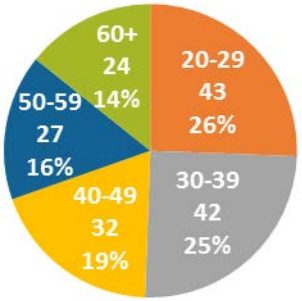
R) LIBRARY SERVICES

Age Breakdown

Officials/Administrators

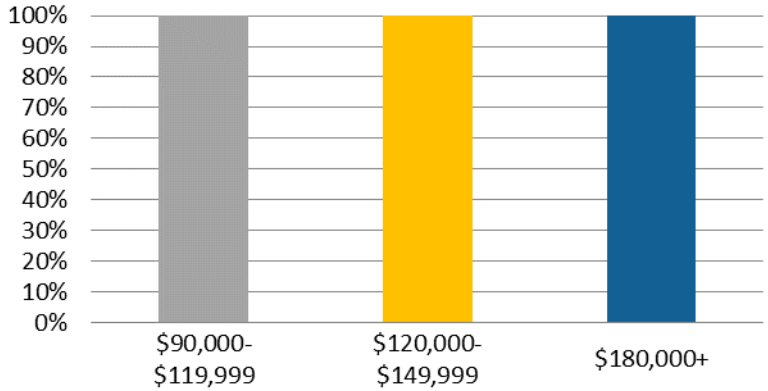


Non-Management



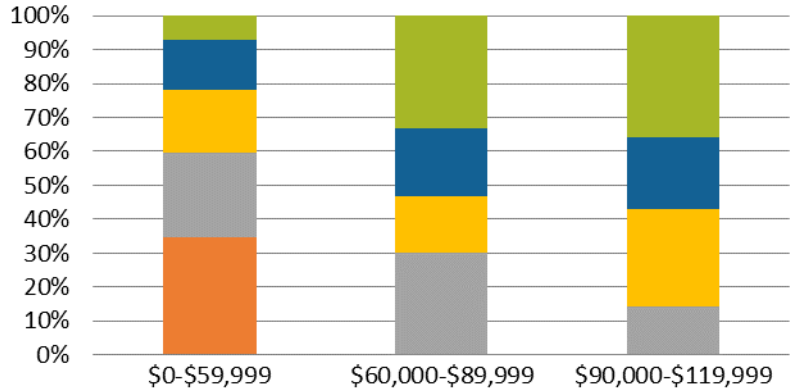
Age by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$180,000+
60+			
50-59			1
40-49		3	
30-39	1		
20-29			
16-19			

Non-Management

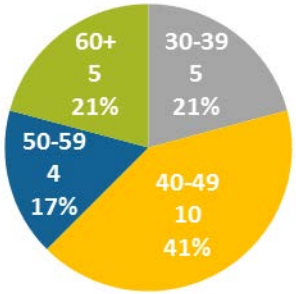


	$0-$59,999	$60,000-$89,999	$90,000-$119,999
60+	9	10	5
50-59	18	6	3
40-49	23	5	4
30-39	31	9	2
20-29	43		
16-19			

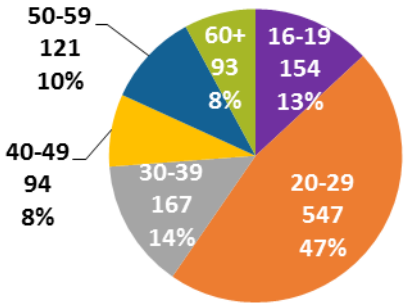
S) PARKS, RECREATION & MARINE

Age Breakdown

Officials/Administrators

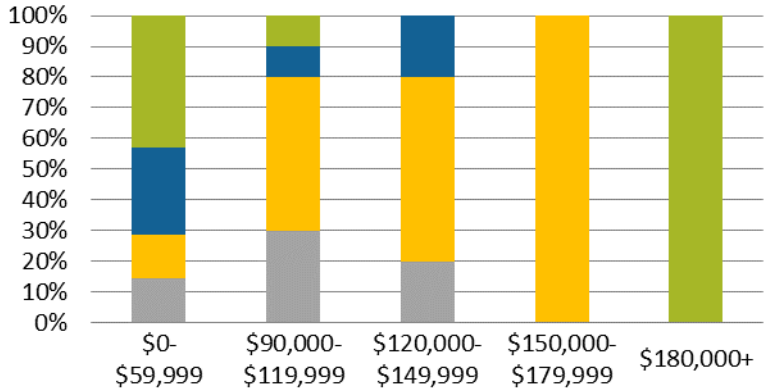


Non-Management



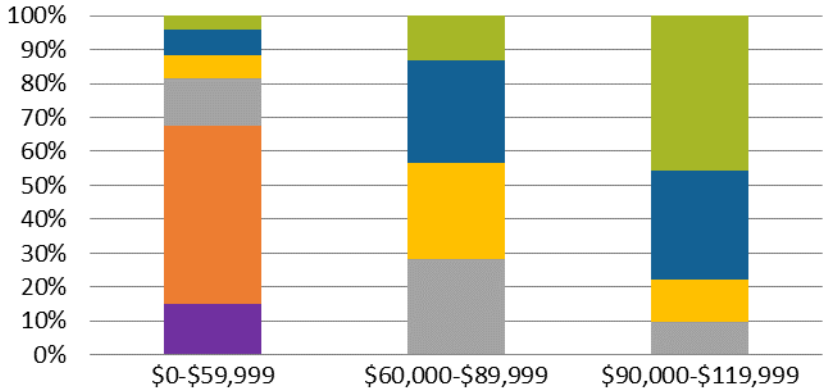
Age by Salary Bracket

Officials/Administrators



	$0-$59,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
60+	3	1			1
50-59	2	1	1		
40-49	1	5	3	1	
30-39	1	3	1		
20-29					
16-19					

Non-Management

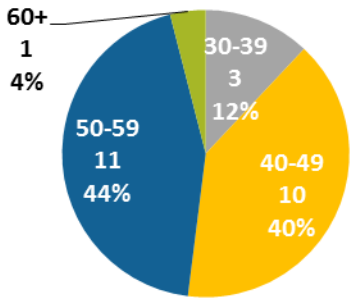


	$0-$59,999	$60,000-$89,999	$90,000-$119,999
60+	44	6	43
50-59	77	14	30
40-49	69	13	12
30-39	145	13	9
20-29	547		
16-19	154		

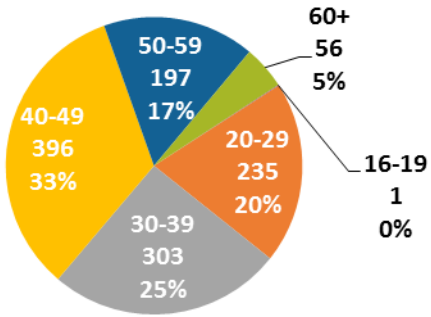
T) POLICE

Age Breakdown

Officials/Administrators

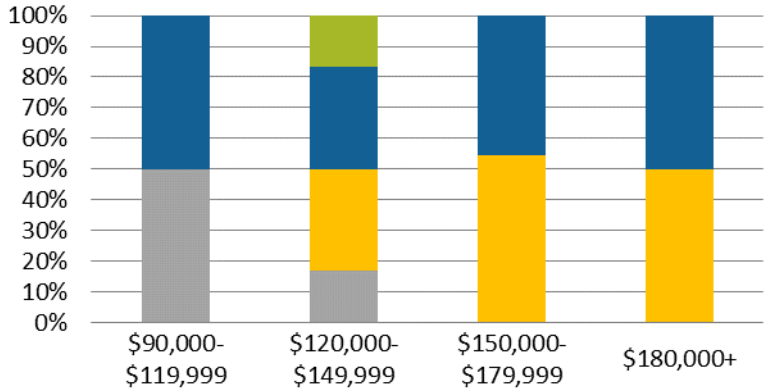


Non-Management



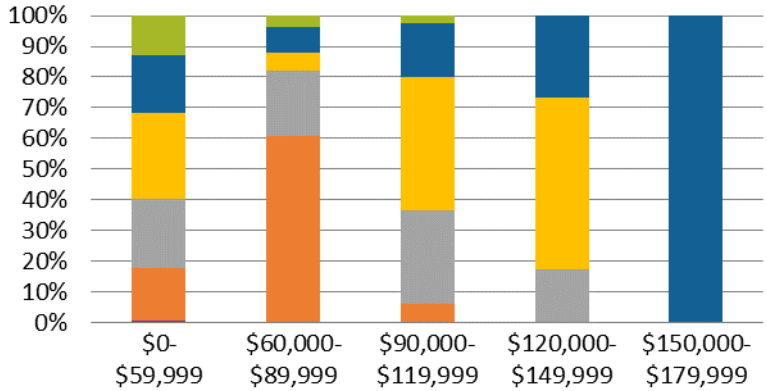
Age by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
60+		1		
50-59	2	2	5	2
40-49		2	6	2
30-39	2	1		
20-29				
16-19				

Non-Management

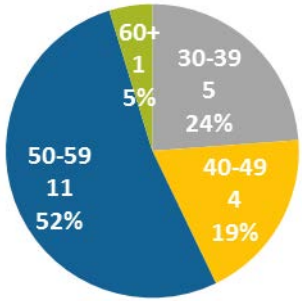


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
60+	32	10	14		
50-59	46	21	98	31	1
40-49	69	16	245	66	
30-39	55	55	173	20	
20-29	43	158	34		
16-19	1				

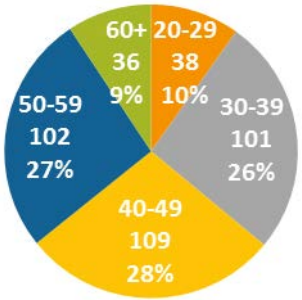
U) PUBLIC WORKS

Age Breakdown

Officials/Administrators

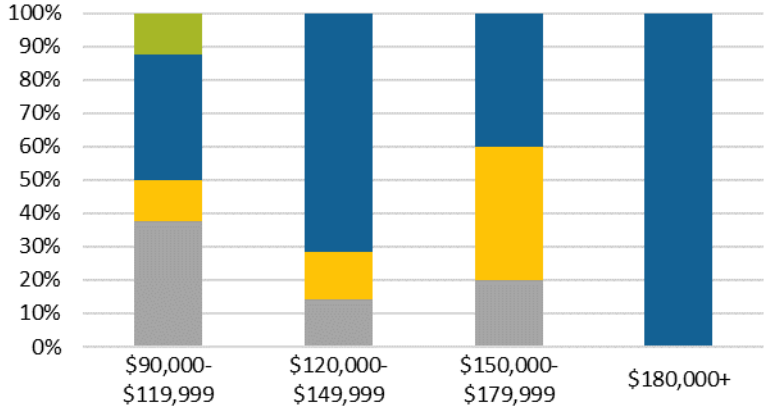


Non-Management



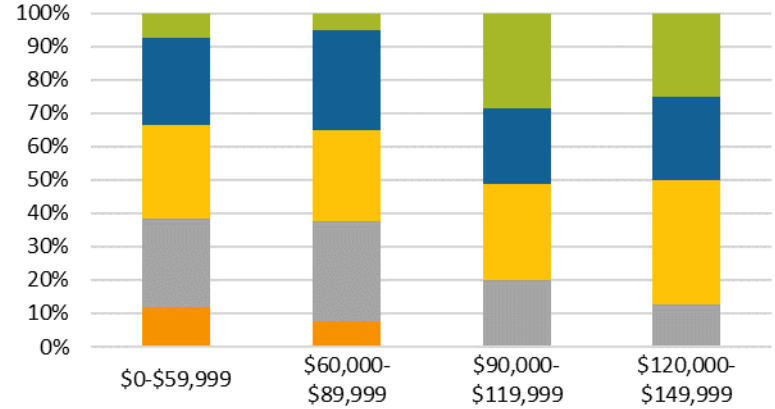
Age by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
60+	1			
50-59	3	5	2	1
40-49	1	1	2	
30-39	3	1	1	
20-29				
16-19				

Non-Management

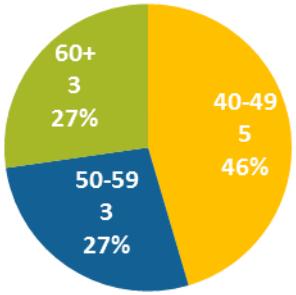


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
60+	20	4	10	2
50-59	69	23	8	2
40-49	75	21	10	3
30-39	70	23	7	1
20-29	32	6		
16-19				

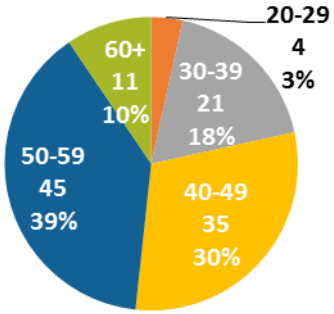
V) TECHNOLOGY AND INNOVATION

Age Breakdown

Officials/Administrators

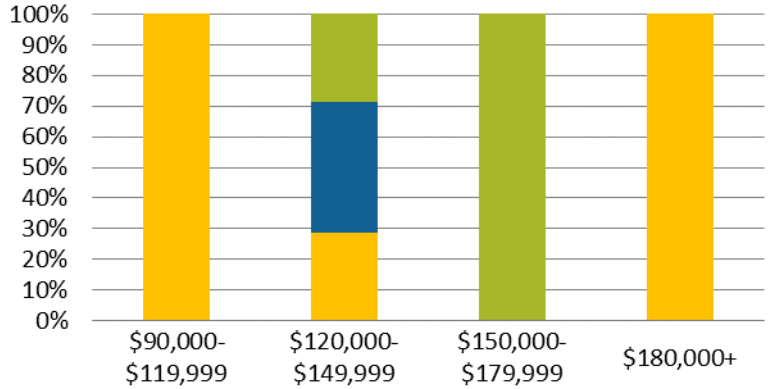


Non-Management



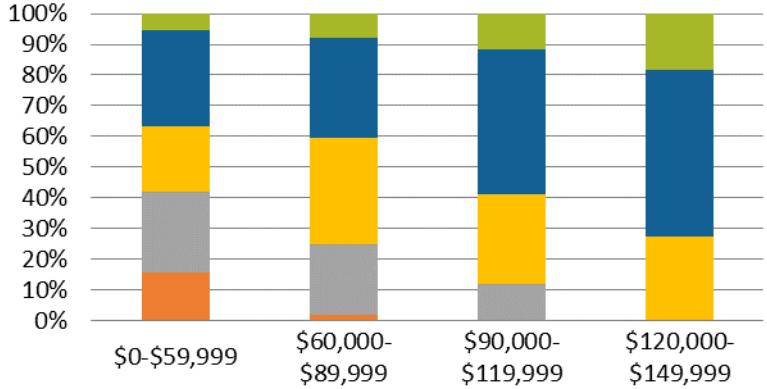
Age by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
60+		2	1	
50-59		3		
40-49	1	2		2
30-39				
20-29				
16-19				

Non-Management

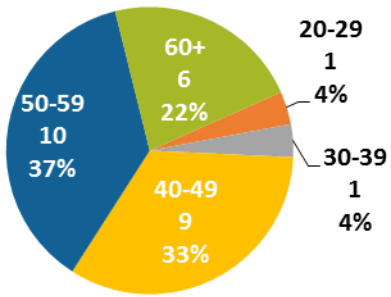


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
60+	1	4	4	2
50-59	6	17	16	6
40-49	4	18	10	3
30-39	5	12	4	
20-29	3	1		
16-19				

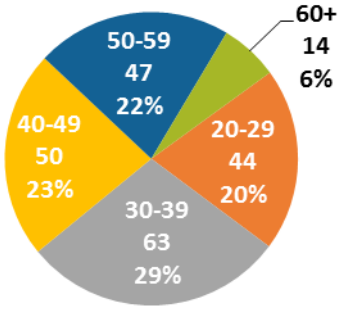
W) WATER

Age Breakdown

Officials/Administrators

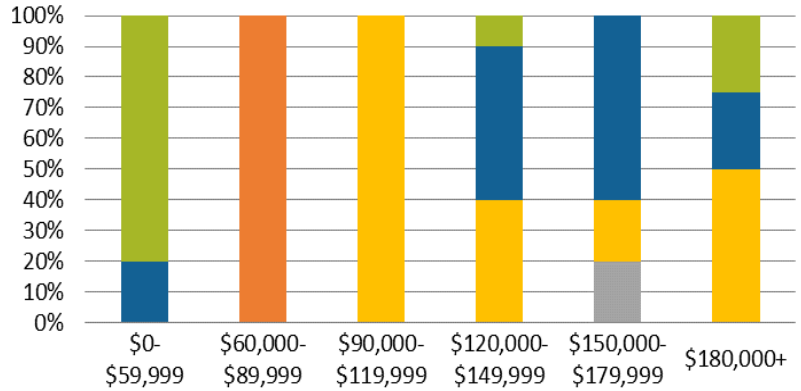


Non-Management



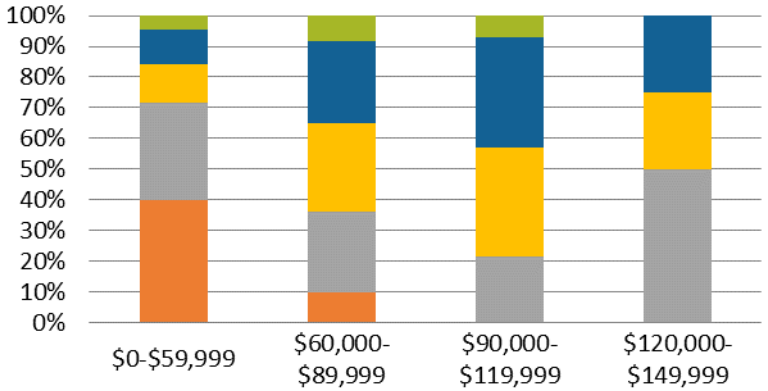
Age by Salary Bracket

Officials/Administrators



	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
60+	4			1		1
50-59	1			5	3	1
40-49			2	4	1	2
30-39					1	
20-29		1				
16-19						

Non-Management



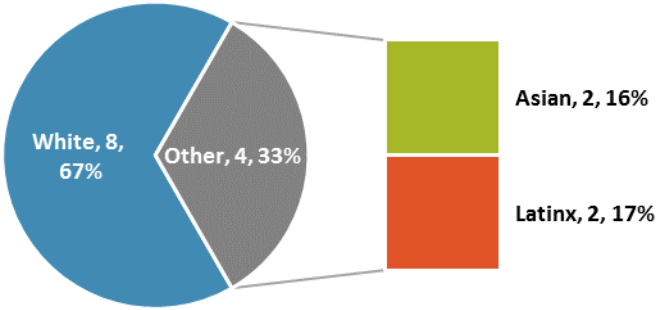
	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
60+	4	8	2	
50-59	10	25	10	2
40-49	11	27	10	2
30-39	28	25	6	4
20-29	35	9		
16-19				

7. **RACE/ETHNICITY BREAKDOWN** – BY DEPARTMENT

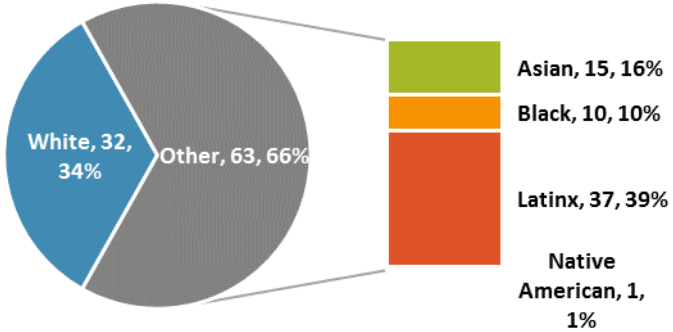
A) AIRPORT

Race/Ethnicity Breakdown

Officials/Administrators

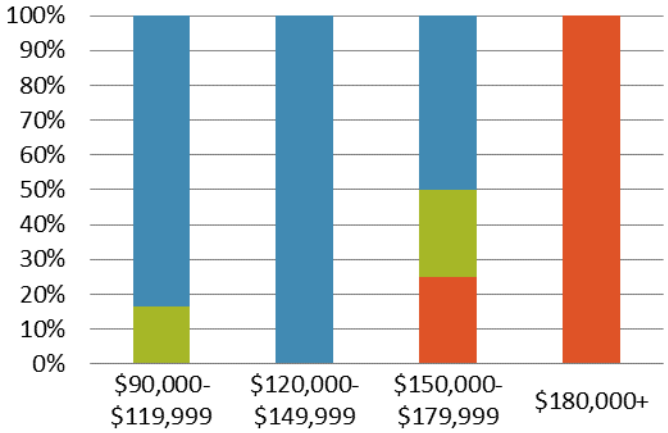


Non-Management



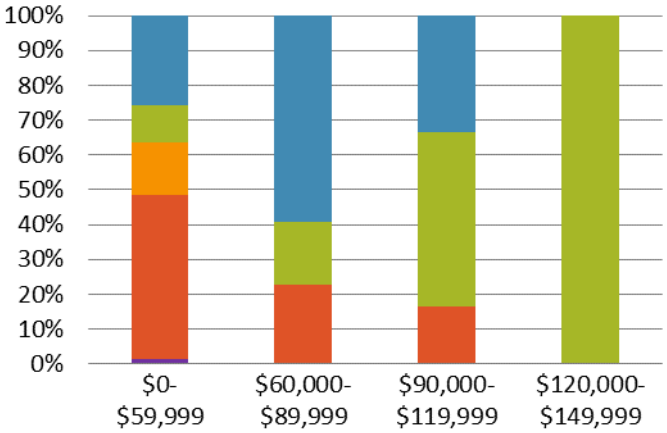
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
White	5	1	2	
Asian	1		1	
Black				
Latinx			1	1
Native American				

Non-Management

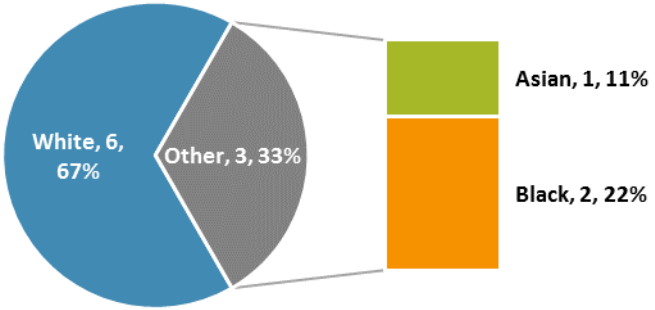


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
White	17	13	2	
Asian	7	4	3	1
Black	10			
Latinx	31	5	1	
Native American	1			

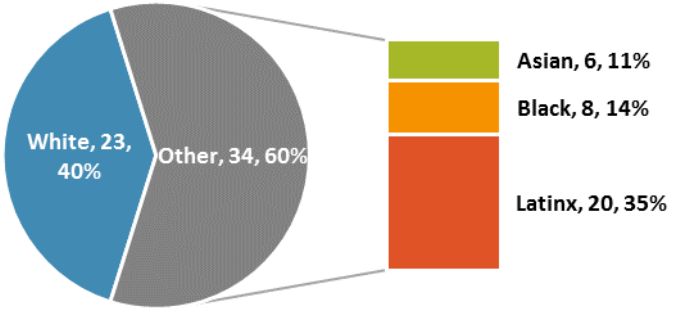
B) CITY ATTORNEY

Race/Ethnicity Breakdown

Officials/Administrators

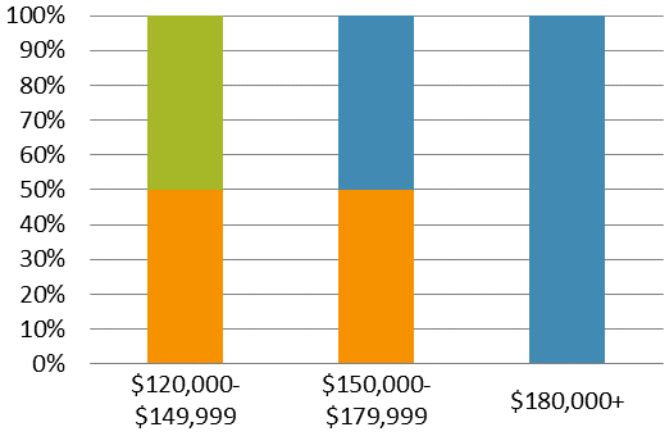


Non-Management



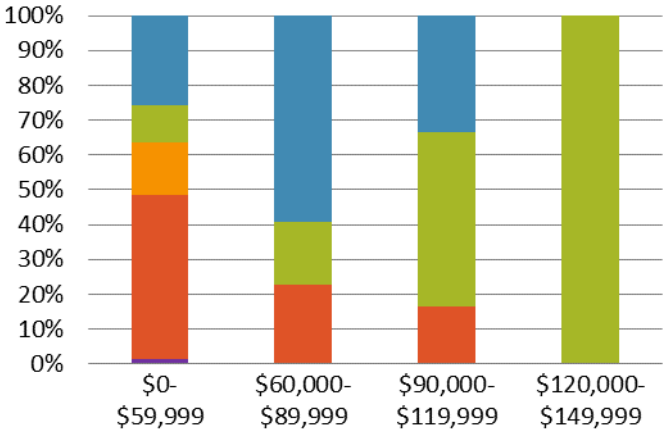
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$120,000-$149,999	$150,000-$179,999	$180,000+
White		1	5
Asian	1		
Black	1	1	
Latinx			
Native American			

Non-Management

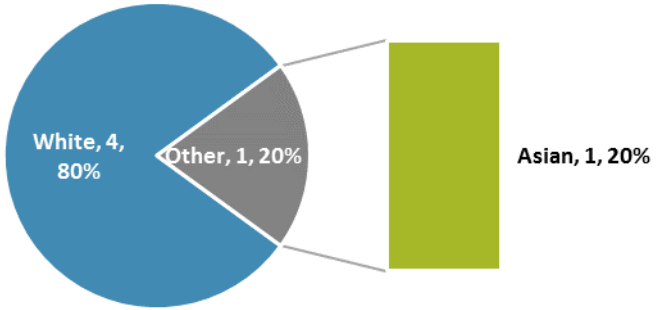


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
White	17	13	2	
Asian	7	4	3	1
Black	10			
Latinx	31	5	1	
Native American	1			

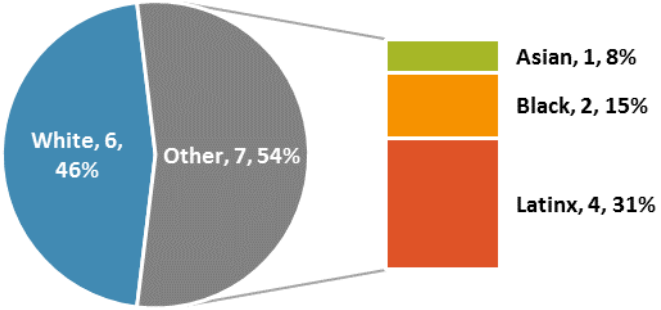
C) CITY AUDITOR

Race/Ethnicity Breakdown

Officials/Administrators

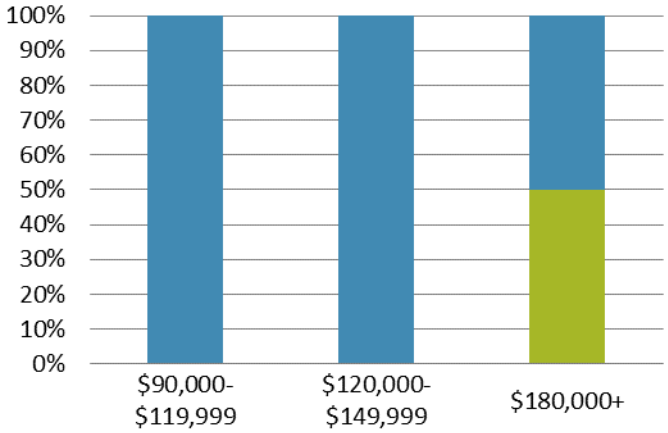


Non-Management



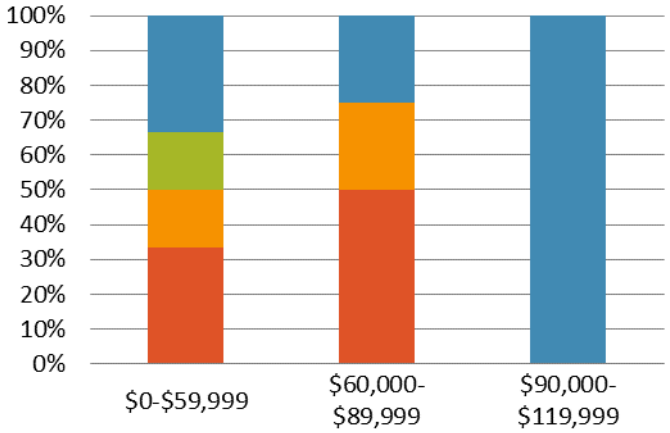
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$180,000+
White	2	1	1
Asian			1
Black			
Latinx			
Native American			

Non-Management

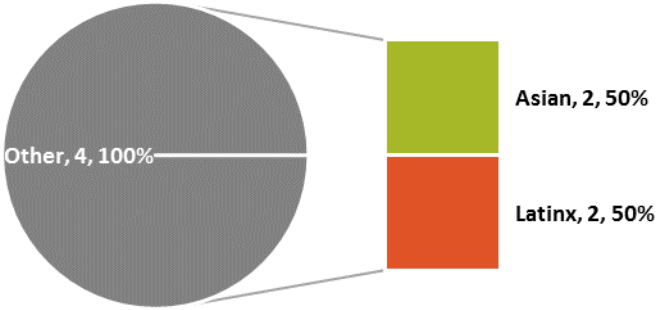


	$0-$59,999	$60,000-$89,999	$90,000-$119,999
White	2	1	3
Asian	1		
Black	1	1	
Latinx	2	2	
Native American			

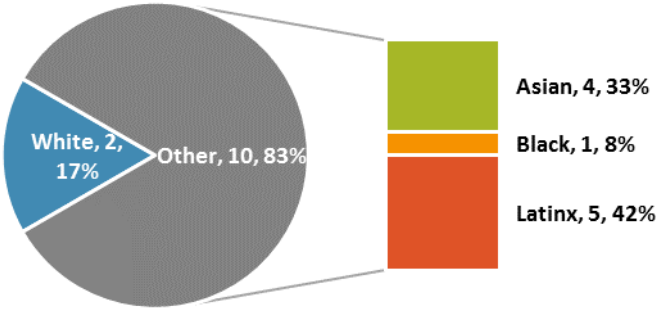
D) CITY CLERK

Race/Ethnicity Breakdown

Officials/Administrators

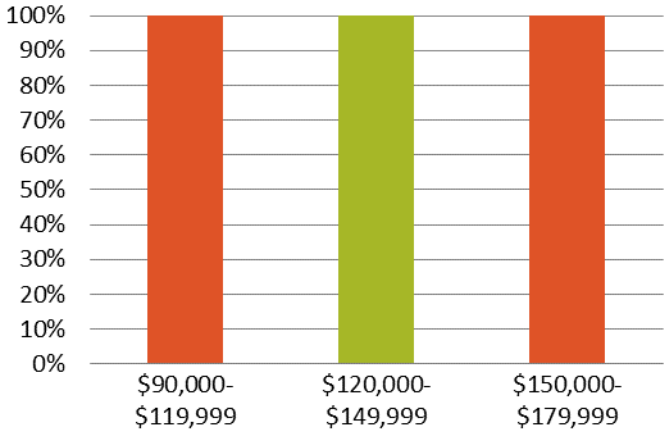


Non-Management



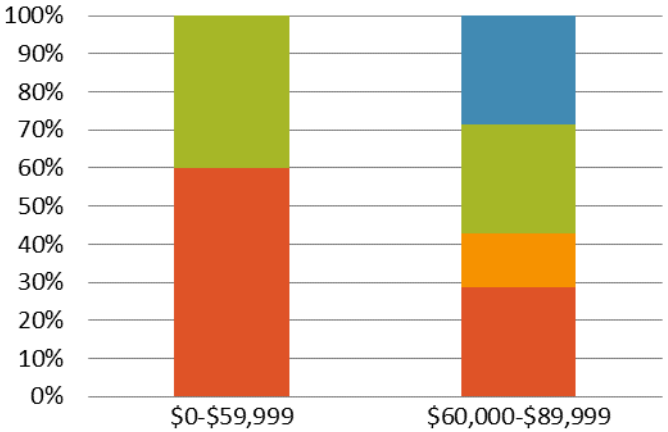
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
White			
Asian		2	
Black			
Latinx	1		1
Native American			

Non-Management

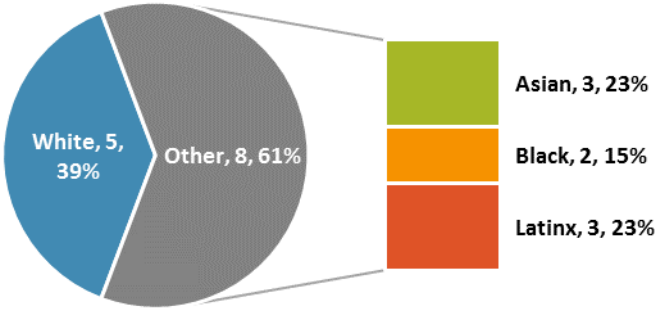


	$0-$59,999	$60,000-$89,999
White		2
Asian	2	2
Black		1
Latinx	3	2
Native American		

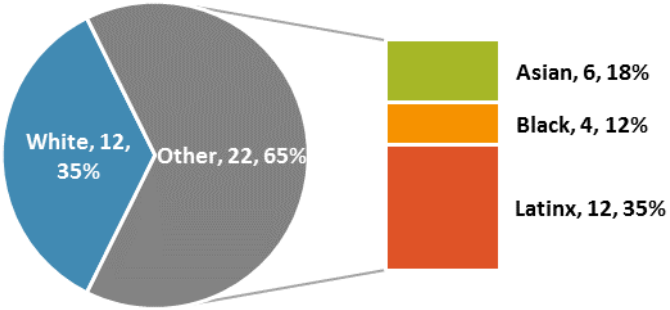
E) CITY MANAGER'S OFFICE

Race/Ethnicity Breakdown

Officials/Administrators

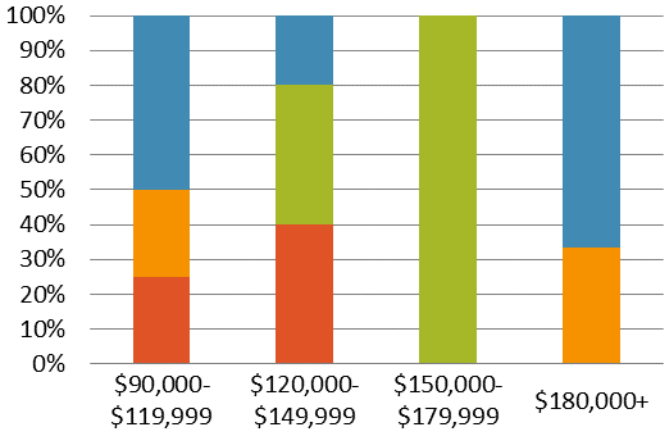


Non-Management



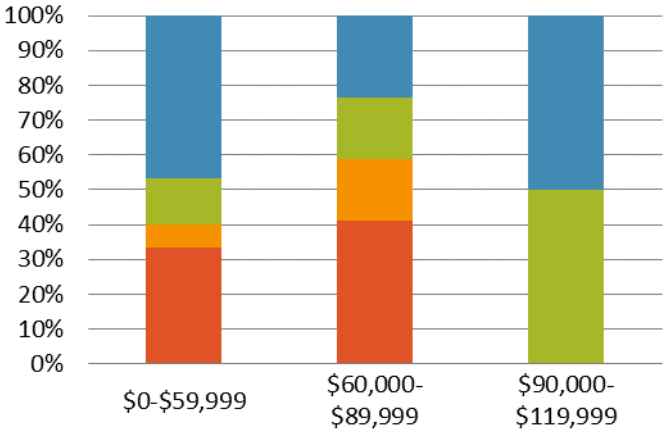
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
White	2	1		2
Asian		2	1	
Black	1			1
Latinx	1	2		
Native American				

Non-Management

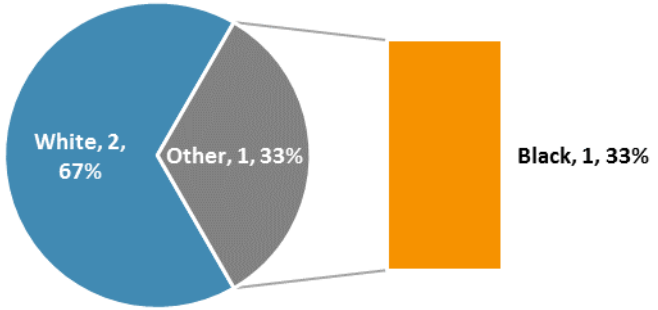


	$0-$59,999	$60,000-$89,999	$90,000-$119,999
White	7	4	1
Asian	2	3	1
Black	1	3	
Latinx	5	7	
Native American			

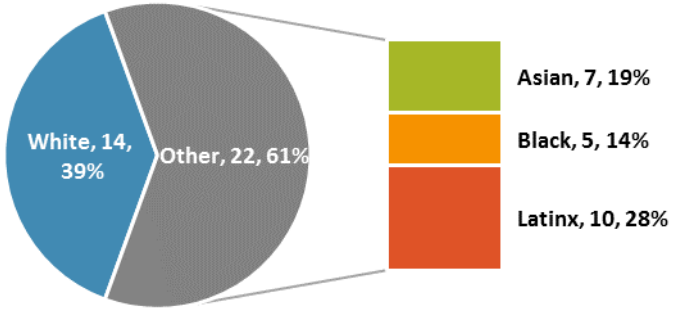
F) CITY PROSECUTOR

Race/Ethnicity Breakdown

Officials/Administrators

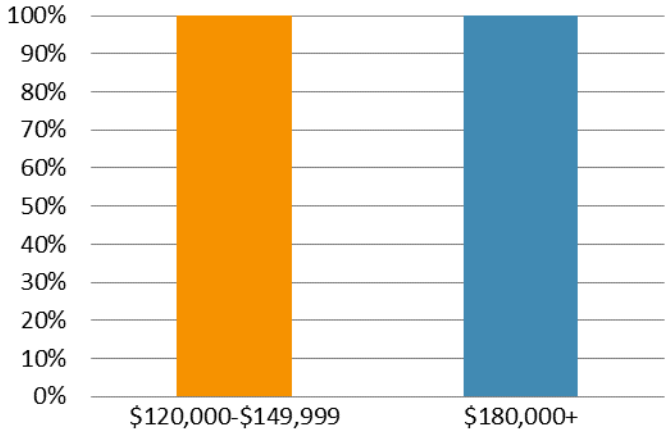


Non-Management



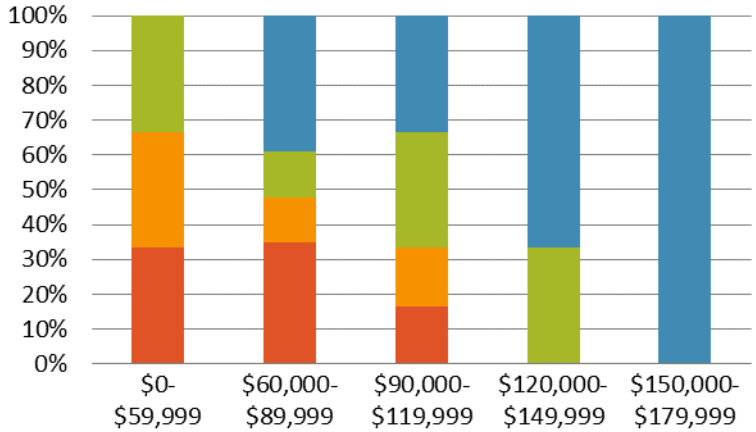
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$120,000-$149,999	$180,000+
White		2
Asian		
Black	1	
Latinx		
Native American		

Non-Management

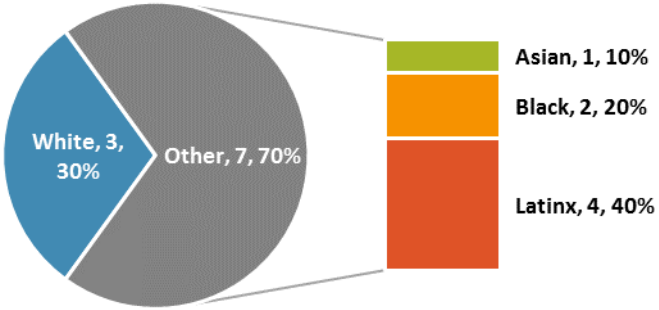


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
White		9	2	2	1
Asian	1	3	2	1	
Black	1	3	1		
Latinx	1	8	1		
Native American					

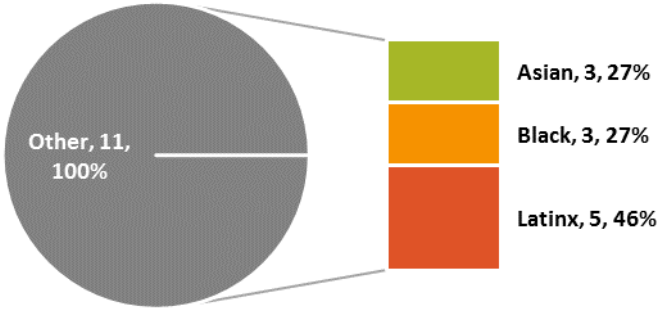
G) CIVIL SERVICE

Race/Ethnicity Breakdown

Officials/Administrators

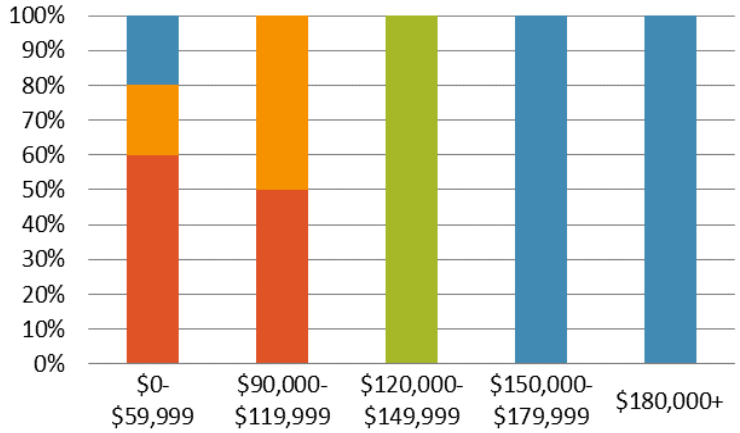


Non-Management



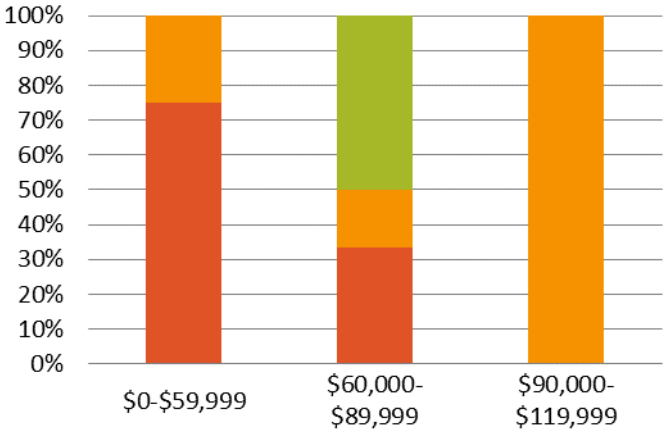
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$0-$59,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
White	1			1	1
Asian			1		
Black	1	1			
Latinx	3	1			
Native American					

Non-Management

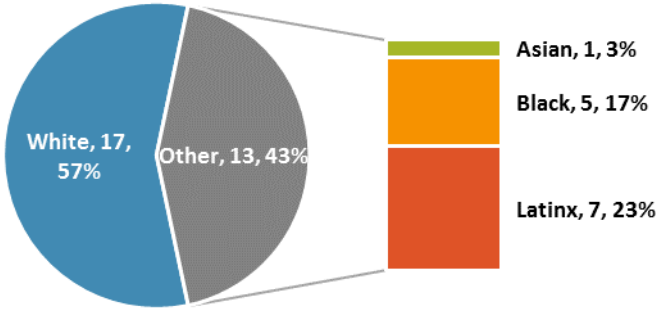


	$0-$59,999	$60,000-$89,999	$90,000-$119,999
White			
Asian		3	
Black	1	1	1
Latinx	3	2	
Native American			

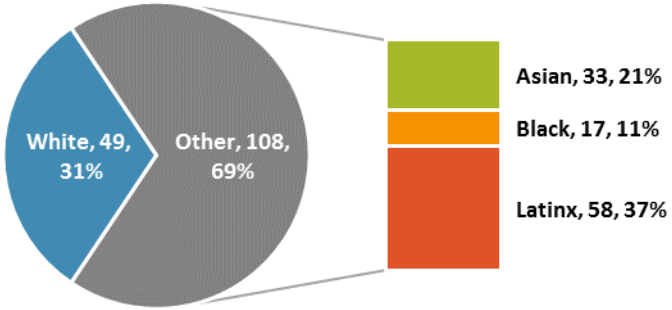
H) DEVELOPMENT SERVICES

Race/Ethnicity Breakdown

Officials/Administrators

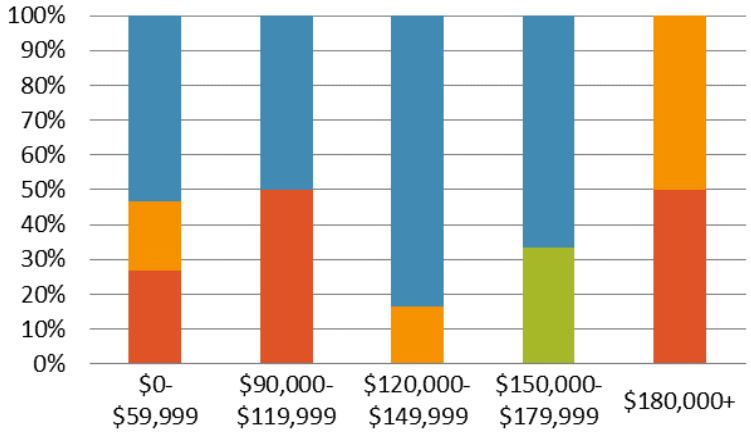


Non-Management



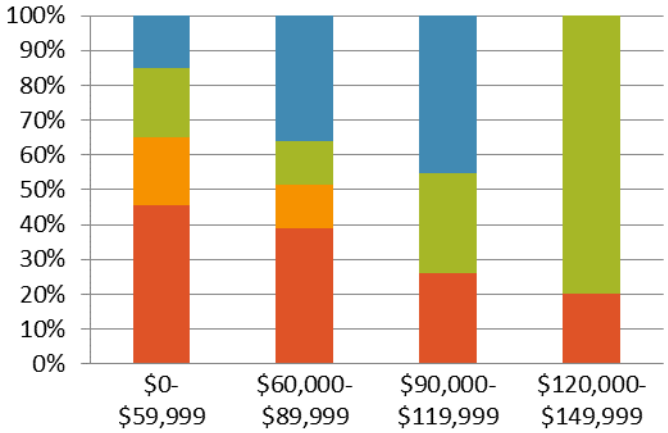
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$0-$59,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
White	8	2	5	2	
Asian				1	
Black	3		1		1
Latinx	4	2			1
Native American					

Non-Management

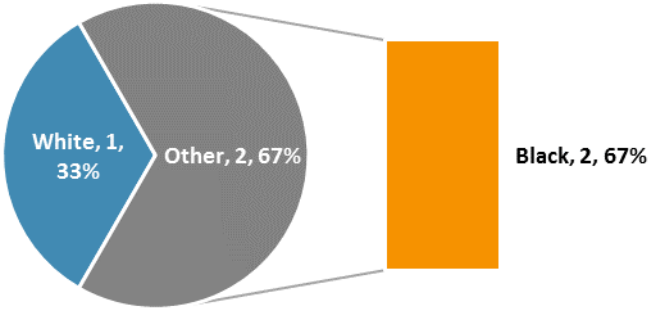


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
White	7	23	19	
Asian	9	8	12	4
Black	9	8		
Latinx	21	25	11	1
Native American				

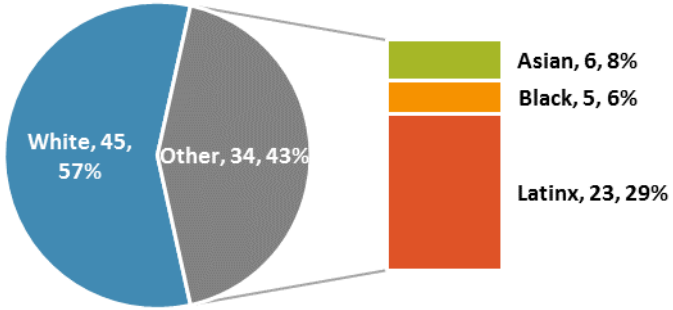
I) DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS

Race/Ethnicity Breakdown

Officials/Administrators

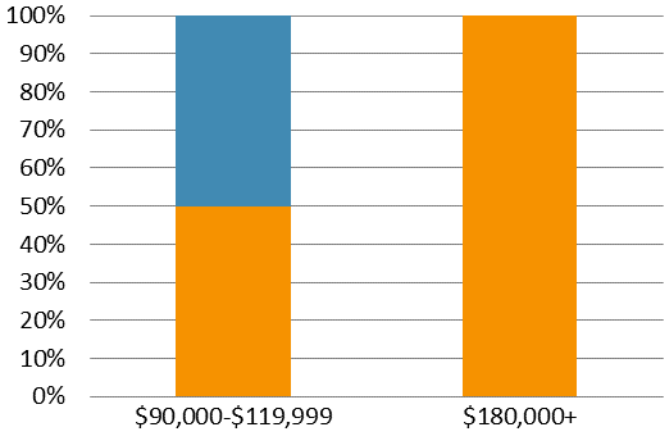


Non-Management



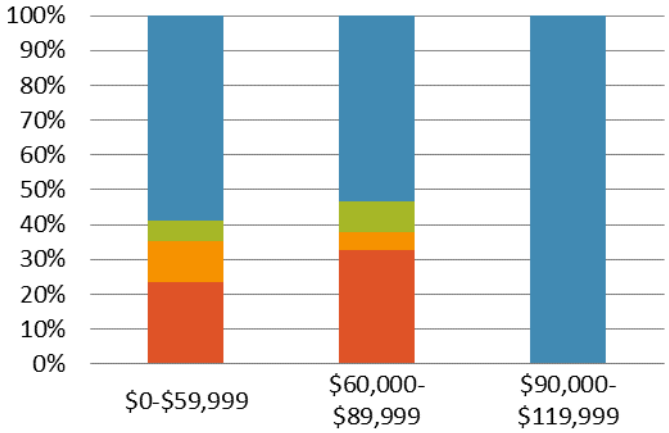
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$180,000+
White	1	
Asian		
Black	1	1
Latinx		
Native American		

Non-Management

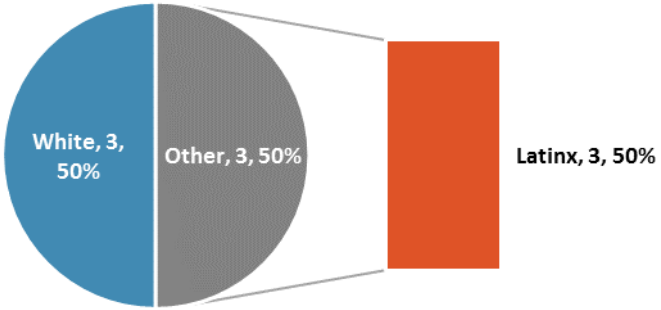


	$0-$59,999	$60,000-$89,999	$90,000-$119,999
White	10	31	4
Asian	1	5	
Black	2	3	
Latinx	4	19	
Native American			

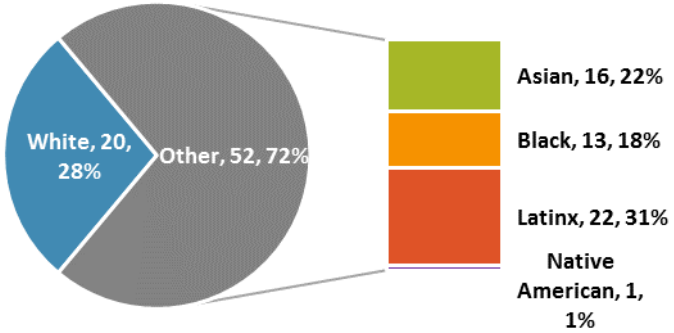
J) ECONOMIC DEVELOPMENT

Race/Ethnicity Breakdown

Officials/Administrators

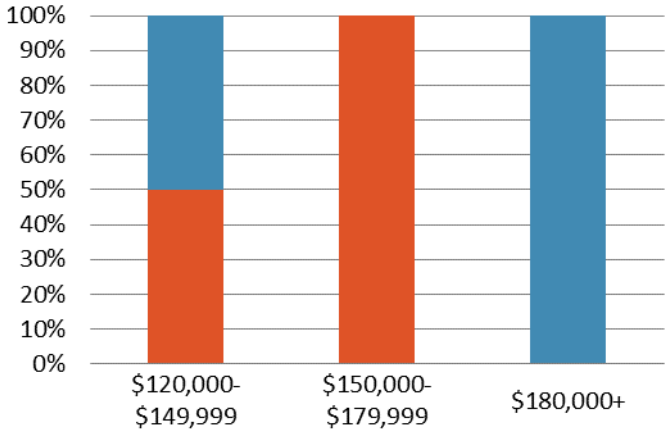


Non-Management



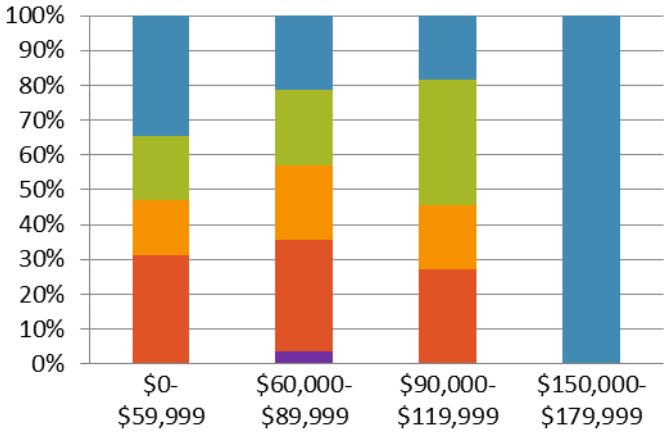
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$120,000-$149,999	$150,000-$179,999	$180,000+
White	2		1
Asian			
Black			
Latinx	2	1	
Native American			

Non-Management

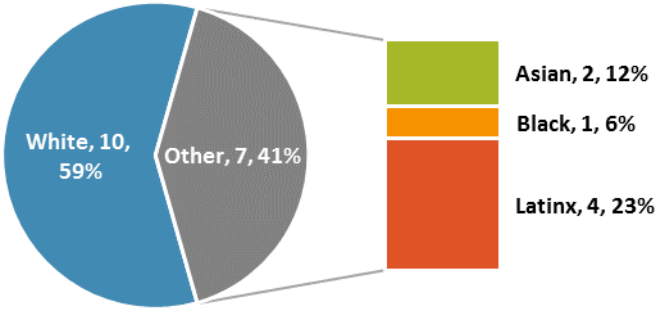


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$150,000-$179,999
White	11	6	2	1
Asian	6	6	4	
Black	5	6	2	
Latinx	10	9	3	
Native American		1		

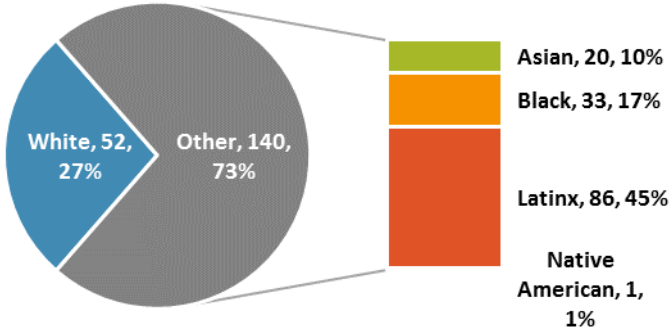
K) ENERGY RESOURCES

Race/Ethnicity Breakdown

Officials/Administrators

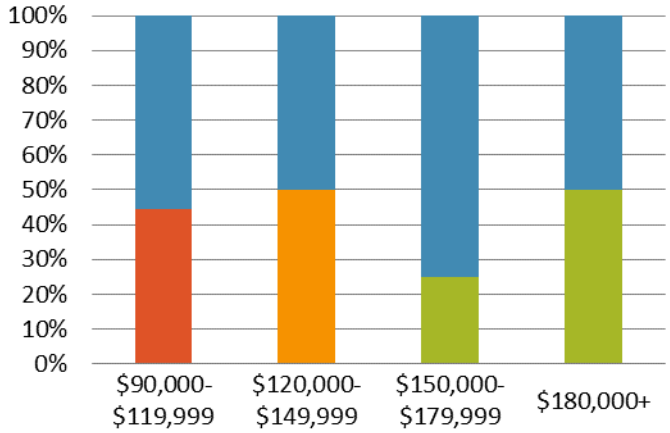


Non-Management



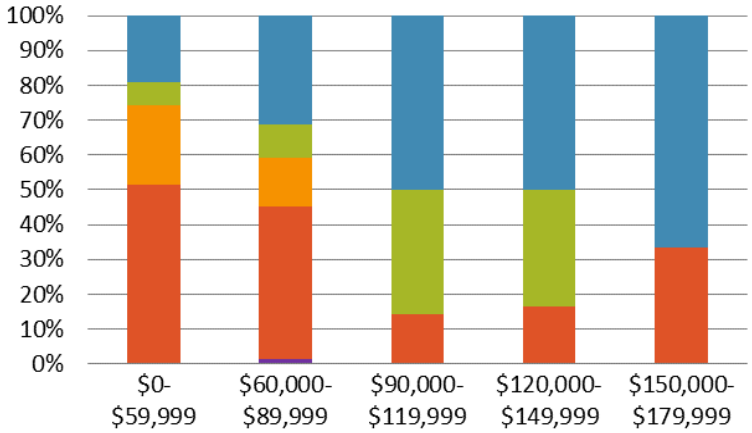
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
White	5	1	3	1
Asian			1	1
Black		1		
Latinx	4			
Native American				

Non-Management

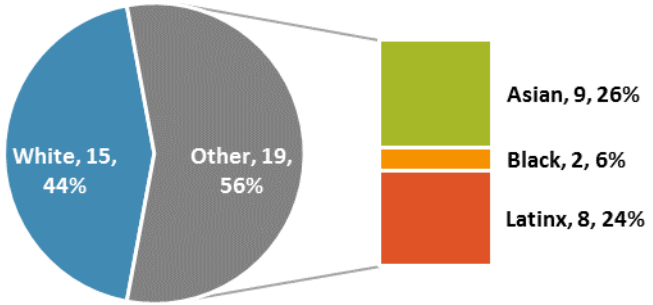


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
White	20	20	7	3	2
Asian	7	6	5	2	
Black	24	9			
Latinx	54	28	2	1	1
Native American		1			

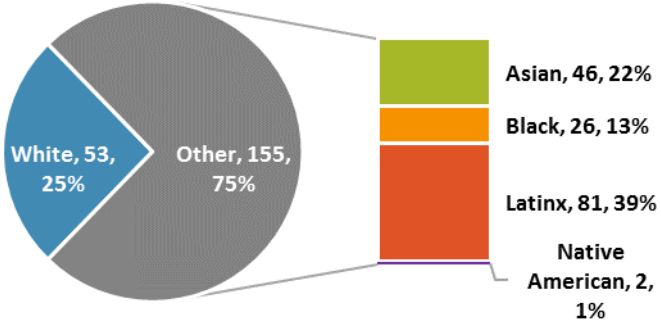
L) FINANCIAL MANAGEMENT

Race/Ethnicity Breakdown

Officials/Administrators

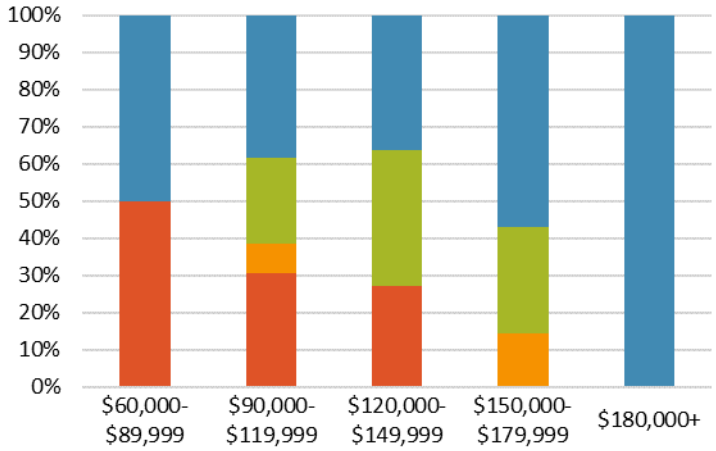


Non-Management



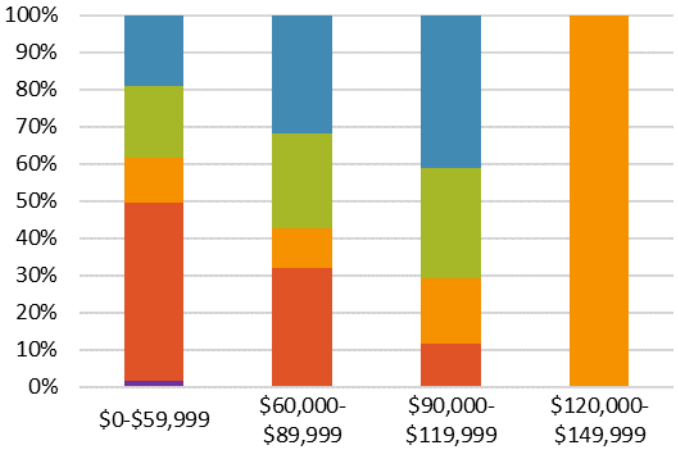
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
White	1	5	4	4	1
Asian		3	4	2	
Black		1		1	
Latinx	1	4	3		
Native American					

Non-Management

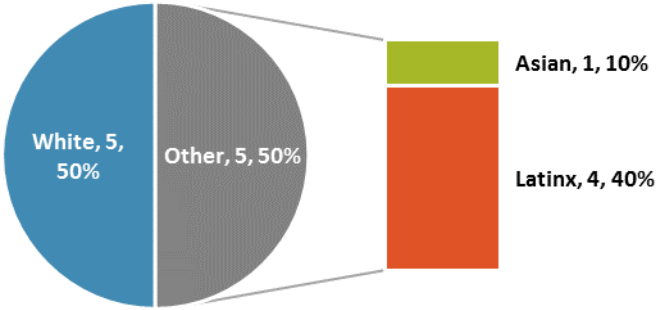


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
White	22	24	7	
Asian	22	19	5	
Black	14	8	3	1
Latinx	55	24	2	
Native American	2			

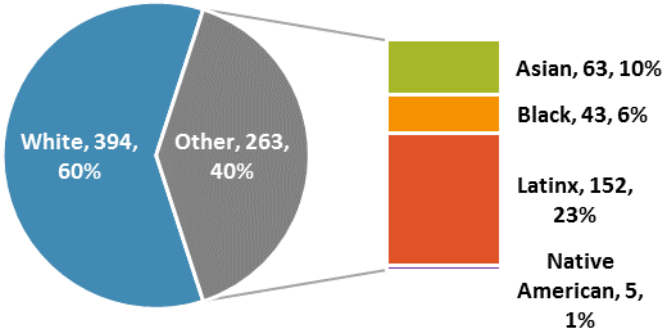
M) FIRE

Race/Ethnicity Breakdown

Officials/Administrators

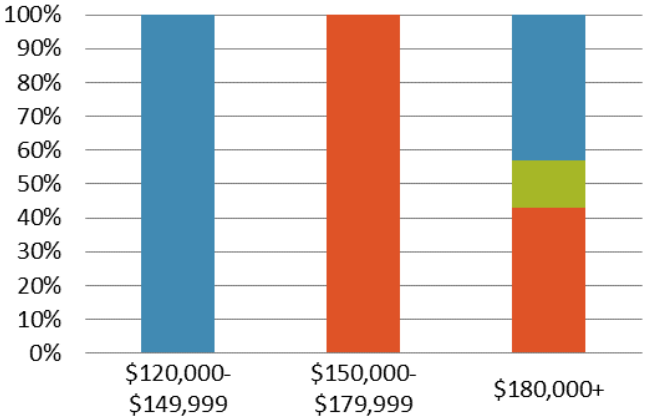


Non-Management



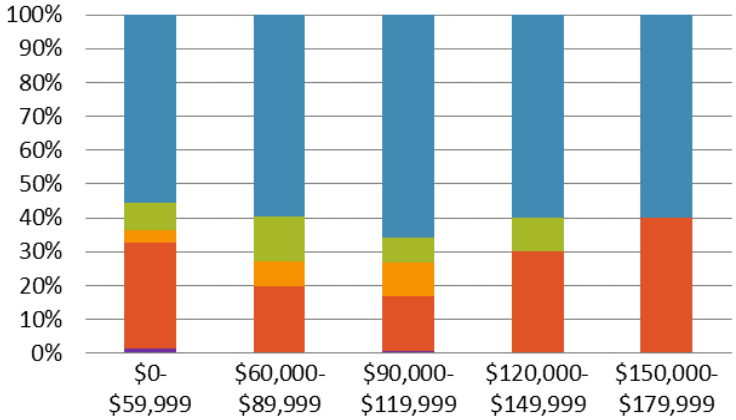
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$120,000-$149,999	$150,000-$179,999	$180,000+
White	2		3
Asian			1
Black			
Latinx		1	3
Native American			

Non-Management

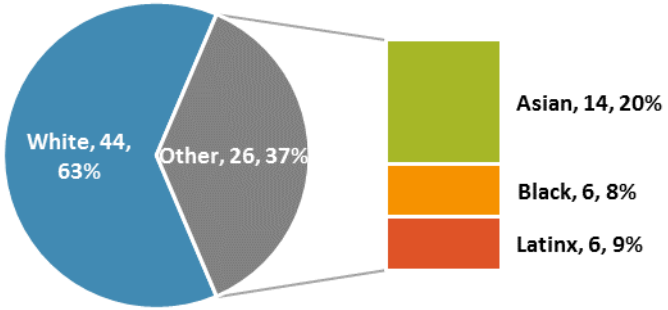


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
White	129	136	120	6	3
Asian	19	30	13	1	
Black	8	17	18		
Latinx	73	44	30	3	2
Native American	3	1	1		

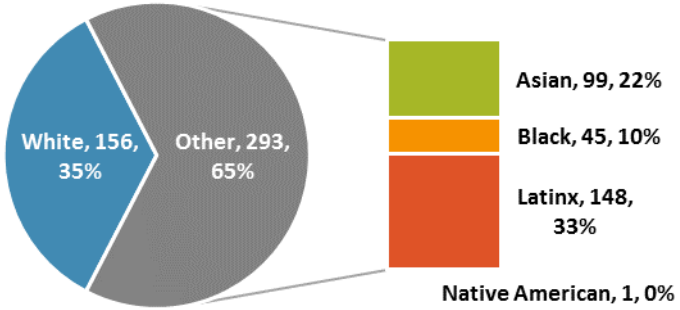
N) HARBOR

Race/Ethnicity Breakdown

Officials/Administrators

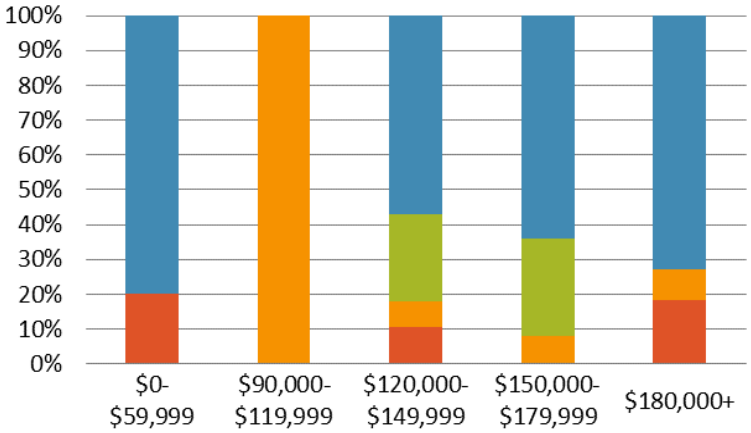


Non-Management



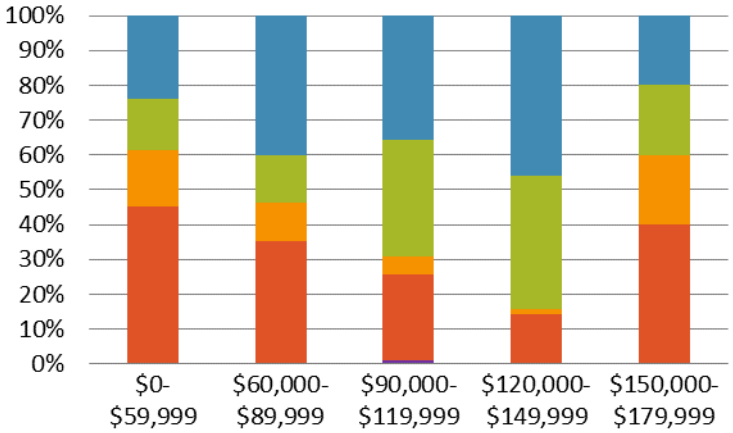
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$0-$59,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
White	4		16	16	8
Asian			7	7	
Black		1	2	2	1
Latinx	1		3		2
Native American					

Non-Management

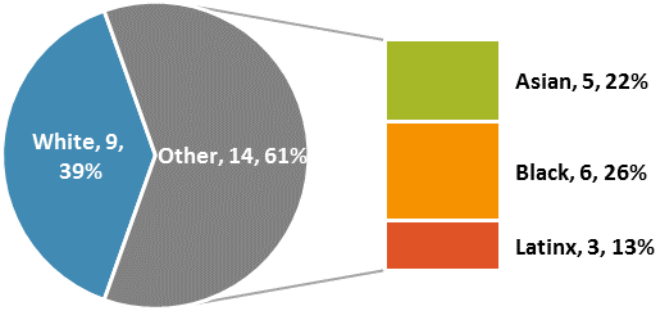


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
White	32	58	36	29	1
Asian	20	20	34	24	1
Black	22	16	5	1	1
Latinx	61	51	25	9	2
Native American			1		

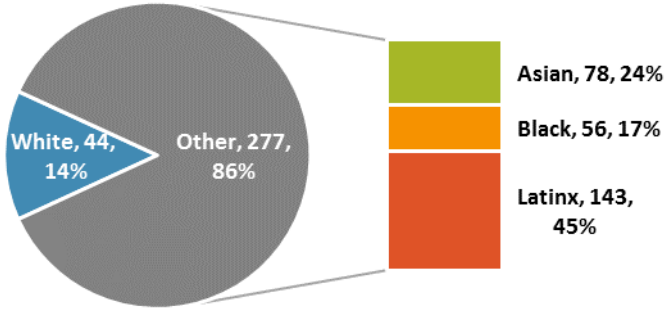
O) HEALTH & HUMAN SERVICES

Race/Ethnicity Breakdown

Officials/Administrators

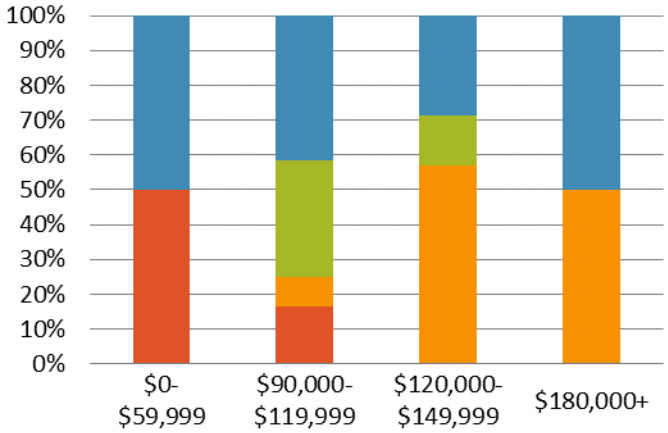


Non-Management



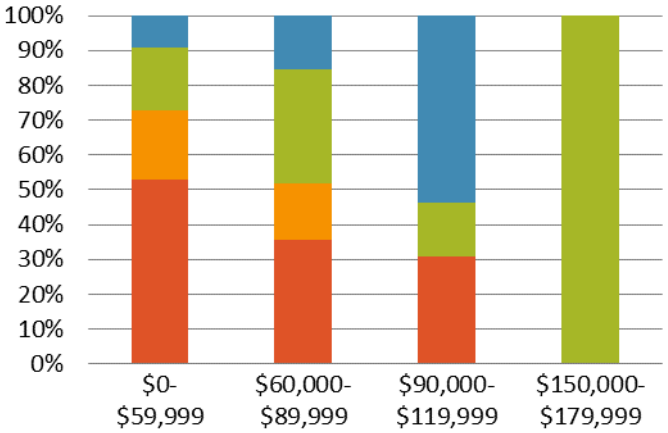
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$0-$59,999	$90,000-$119,999	$120,000-$149,999	$180,000+
White	1	5	2	1
Asian		4	1	
Black		1	4	1
Latinx	1	2		
Native American				

Non-Management

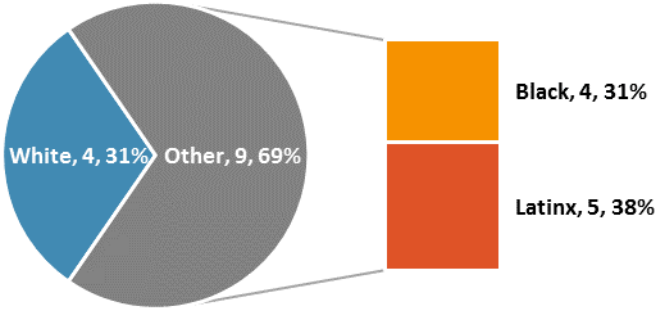


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$150,000-$179,999
White	16	21	7	
Asian	31	44	2	1
Black	34	22		
Latinx	91	48	4	
Native American				

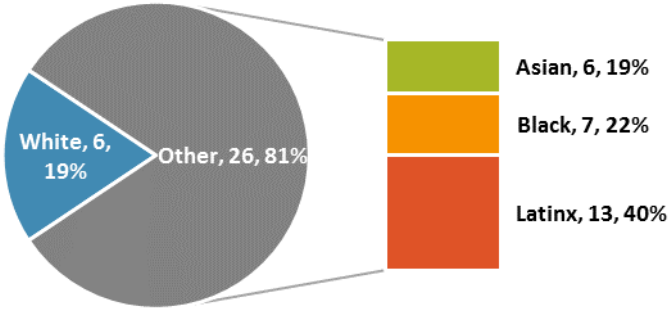
P) HUMAN RESOURCES

Race/Ethnicity Breakdown

Officials/Administrators

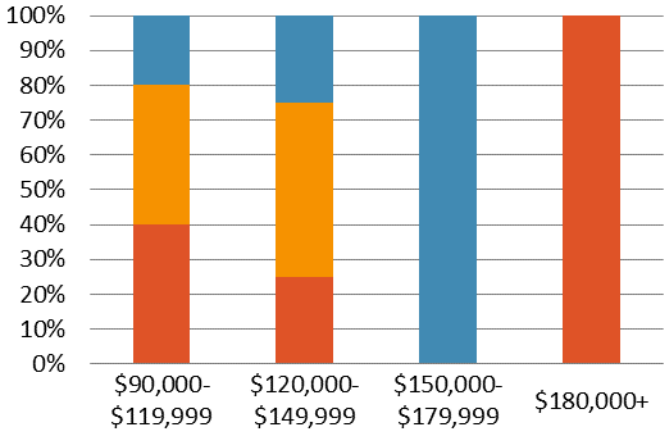


Non-Management



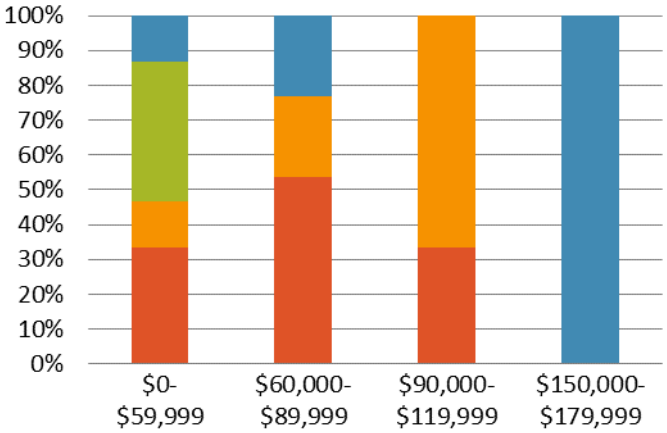
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
White	1	1	2	
Asian				
Black	2	2		
Latinx	2	1		2
Native American				

Non-Management

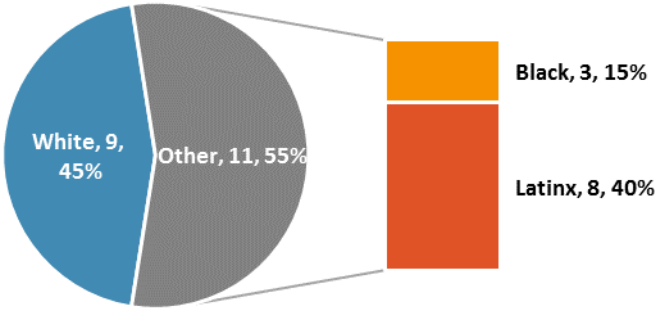


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$150,000-$179,999
White	2	3		1
Asian	6			
Black	2	3	2	
Latinx	5	7	1	
Native American				

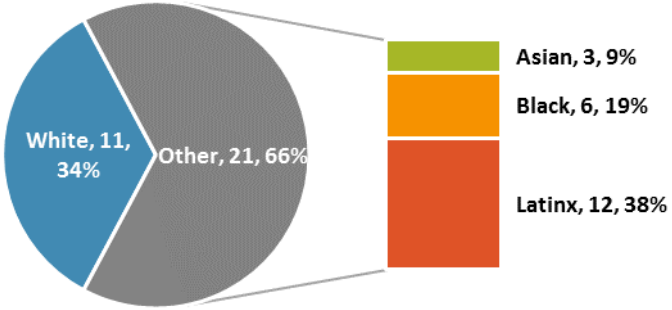
Q) LEGISLATIVE

Race/Ethnicity Breakdown

Officials/Administrators

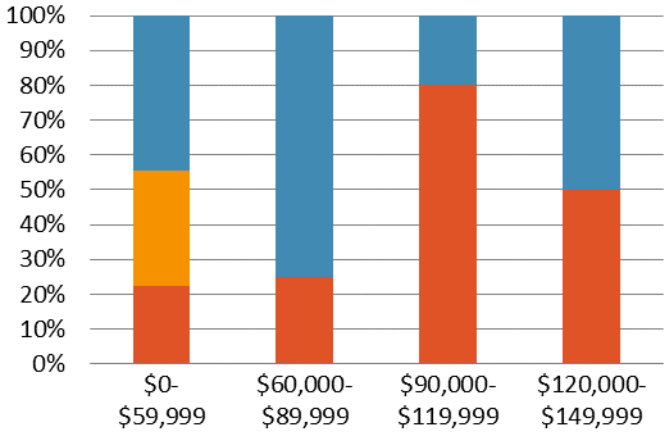


Non-Management



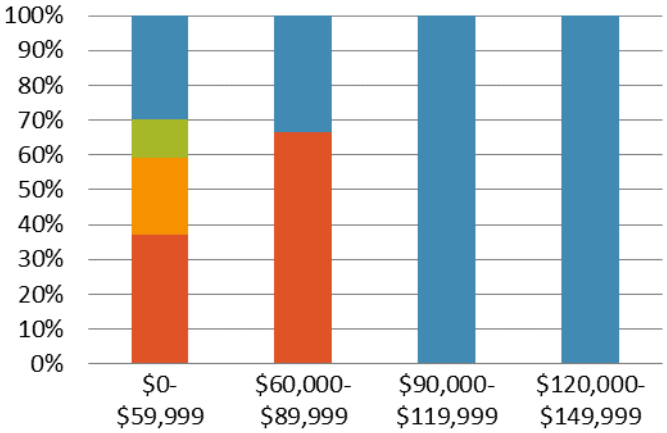
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
White	4	3	1	1
Asian				
Black	3			
Latinx	2	1	4	1
Native American				

Non-Management

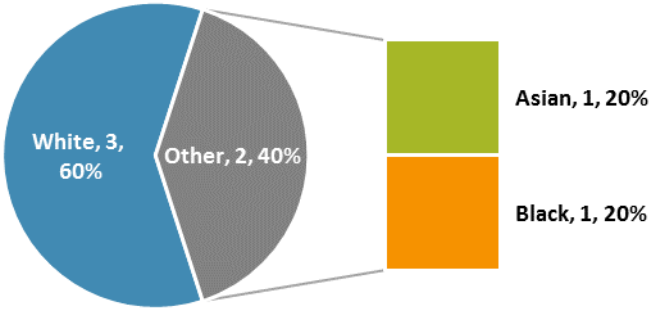


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
White	8	1	1	1
Asian	3			
Black	6			
Latinx	10	2		
Native American				

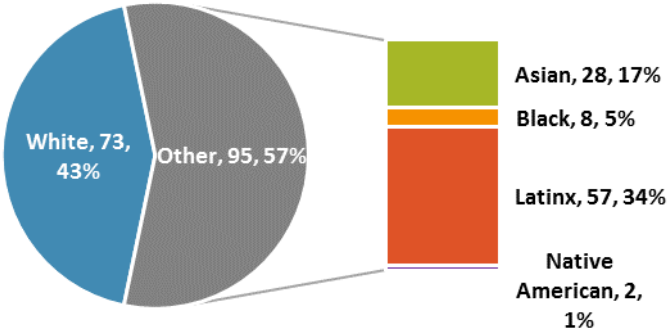
R) LIBRARY SERVICES

Race/Ethnicity Breakdown

Officials/Administrators

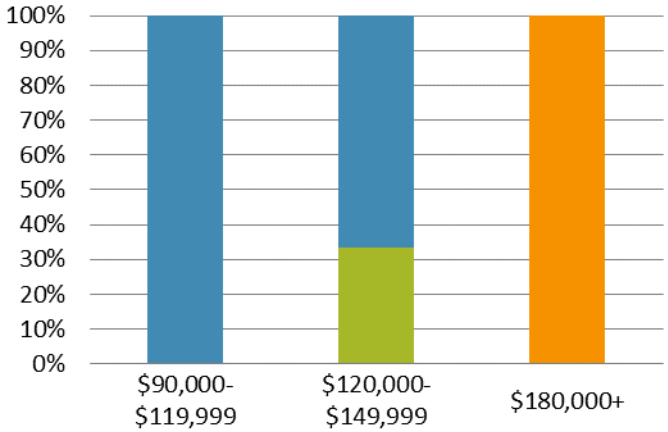


Non-Management



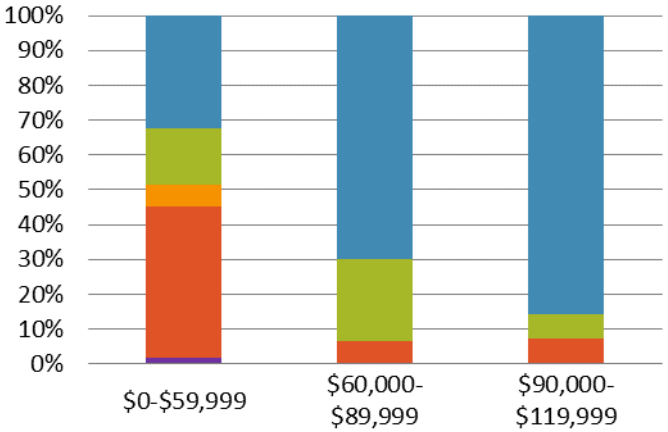
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$180,000+
White	1	2	
Asian		1	
Black			1
Latinx			
Native American			

Non-Management

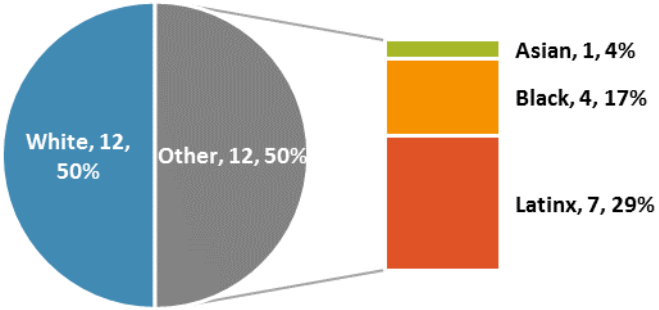


	$0-$59,999	$60,000-$89,999	$90,000-$119,999
White	40	21	12
Asian	20	7	1
Black	8		
Latinx	54	2	1
Native American	2		

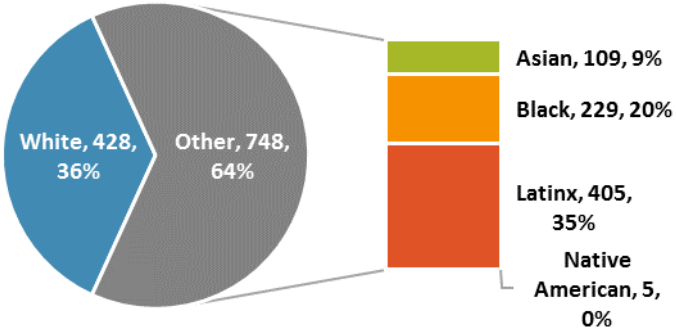
S) PARKS, RECREATION & MARINE

Race/Ethnicity Breakdown

Officials/Administrators

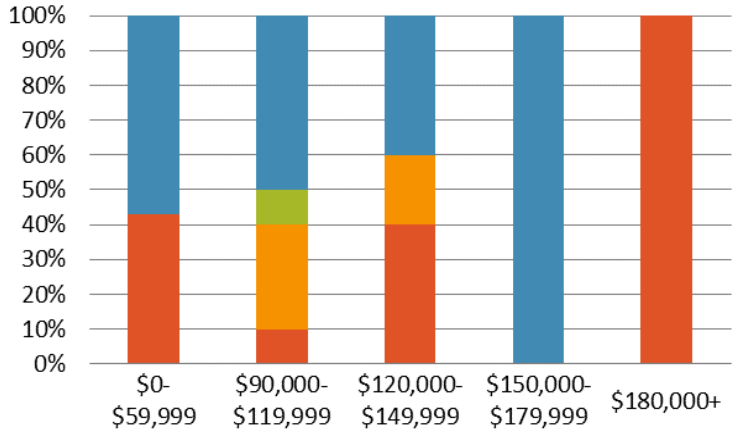


Non-Management



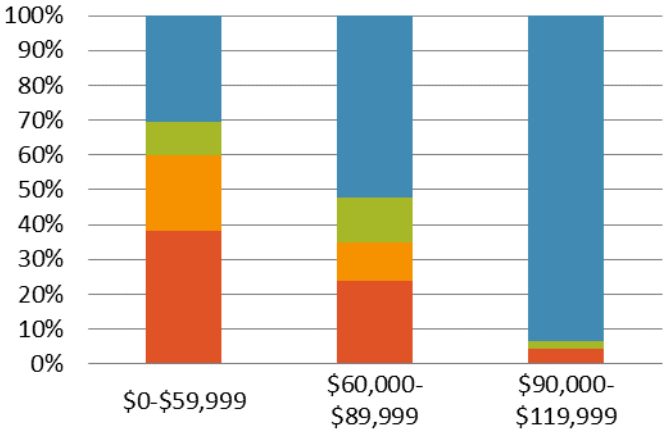
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$0-$59,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
White	4	5	2	1	
Asian		1			
Black		3	1		
Latinx	3	1	2		1
Native American					

Non-Management

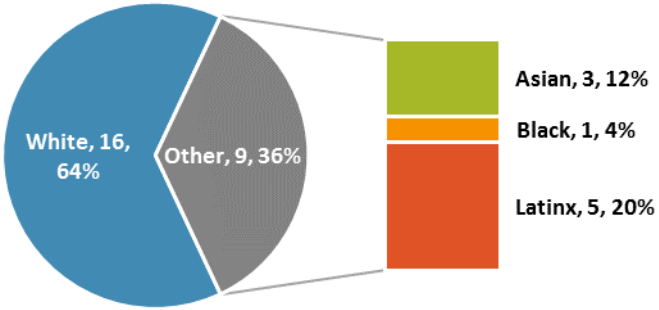


	$0-$59,999	$60,000-$89,999	$90,000-$119,999
White	316	24	88
Asian	101	6	2
Black	224	5	
Latinx	390	11	4
Native American	5		

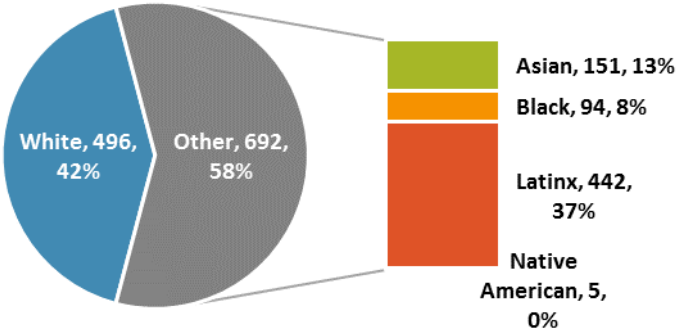
T) POLICE

Race/Ethnicity Breakdown

Officials/Administrators

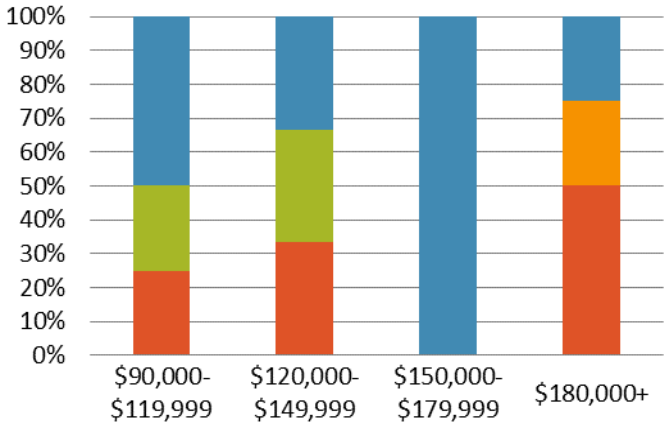


Non-Management



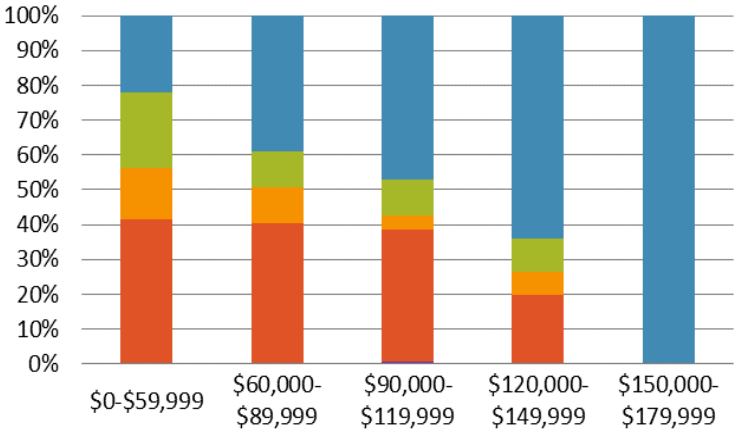
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
White	2	2	11	1
Asian	1	2		
Black				1
Latinx	1	2		2
Native American				

Non-Management

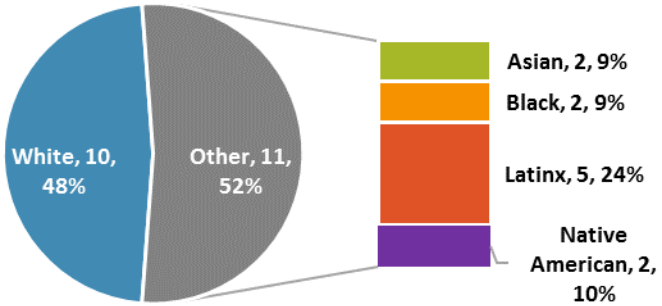


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999
White	54	101	265	75	1
Asian	54	27	59	11	
Black	36	27	23	8	
Latinx	101	105	213	23	
Native American	1		4		

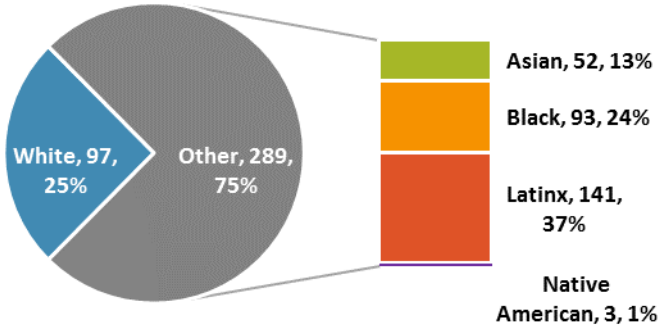
U) PUBLIC WORKS

Race/Ethnicity Breakdown

Officials/Administrators

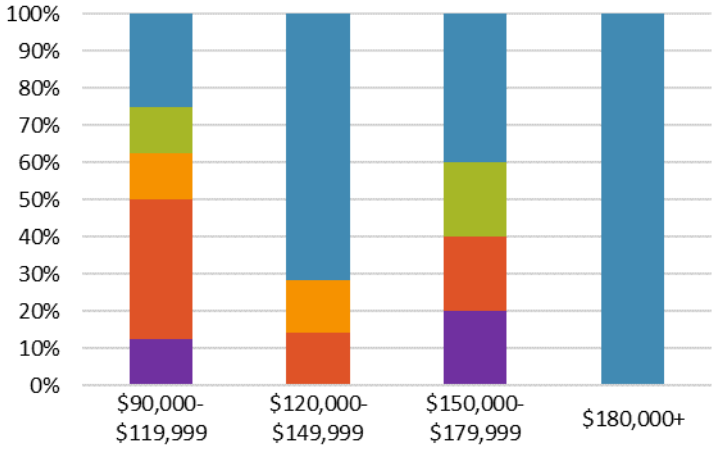


Non-Management



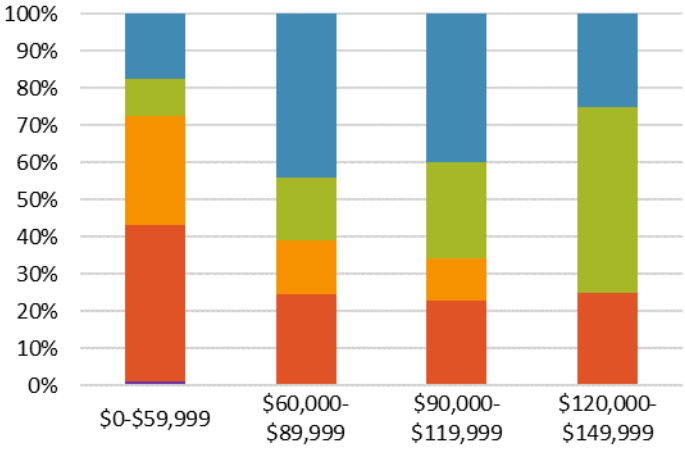
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
White	2	5	2	1
Asian	1		1	
Black	1	1		
Latinx	3	1	1	
Native American	1		1	

Non-Management

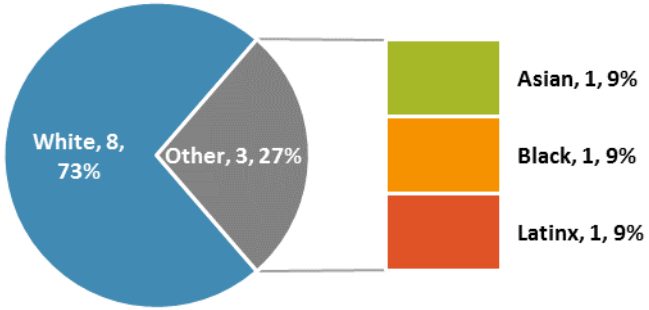


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
White	47	34	14	2
Asian	26	13	9	4
Black	78	11	4	
Latinx	112	19	8	2
Native American	3			

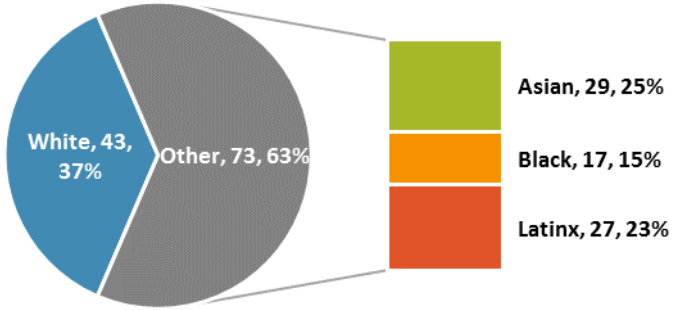
V) TECHNOLOGY AND INNOVATION

Race/Ethnicity Breakdown

Officials/Administrators

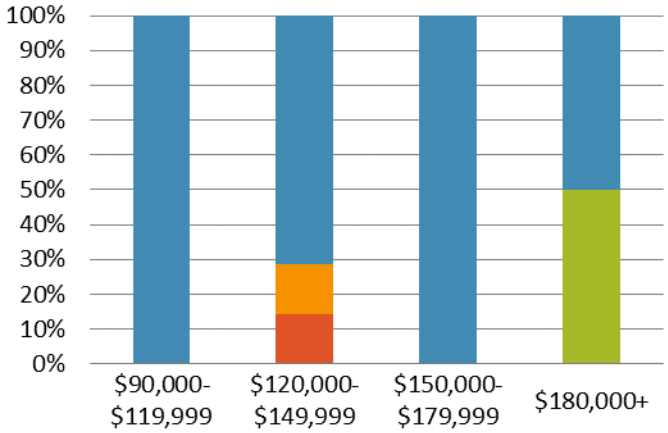


Non-Management



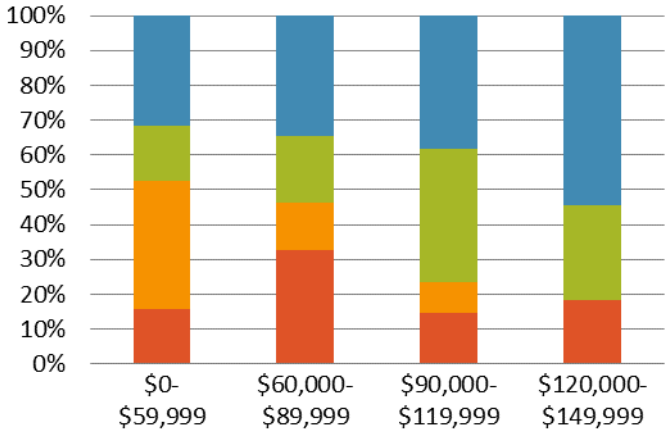
Race/Ethnicity by Salary Bracket

Officials/Administrators



	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
White	1	5	1	1
Asian				1
Black		1		
Latinx		1		
Native American				

Non-Management

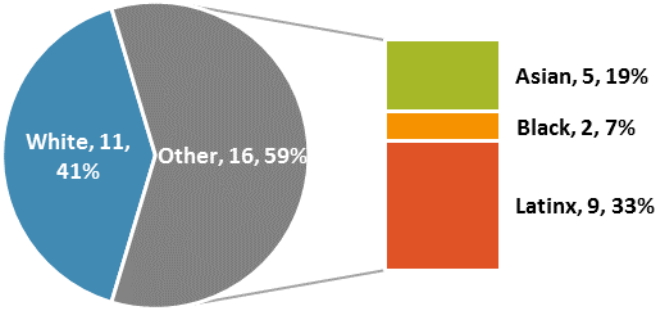


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
White	6	18	13	6
Asian	3	10	13	3
Black	7	7	3	
Latinx	3	17	5	2
Native American				

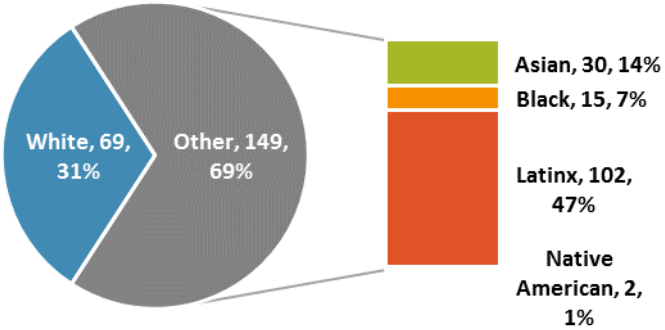
W) WATER

Race/Ethnicity Breakdown

Officials/Administrators

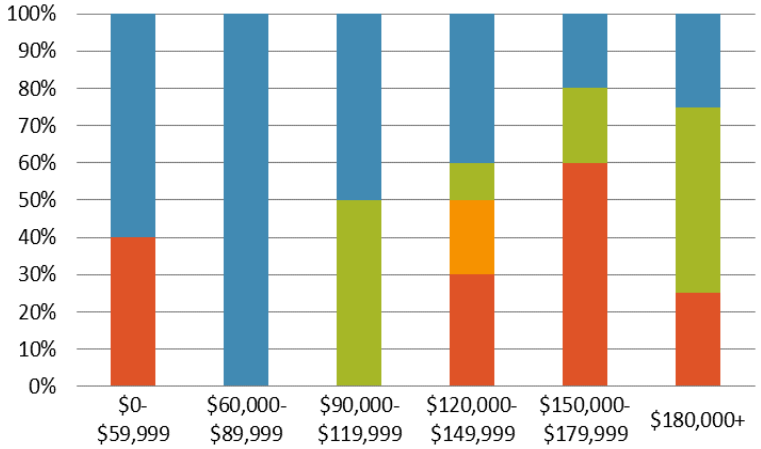


Non-Management



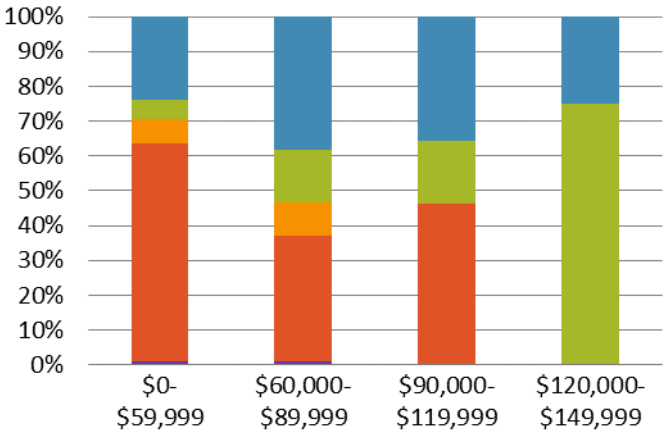
Race/Ethnicity by Salary Bracket

Officials/Administrators

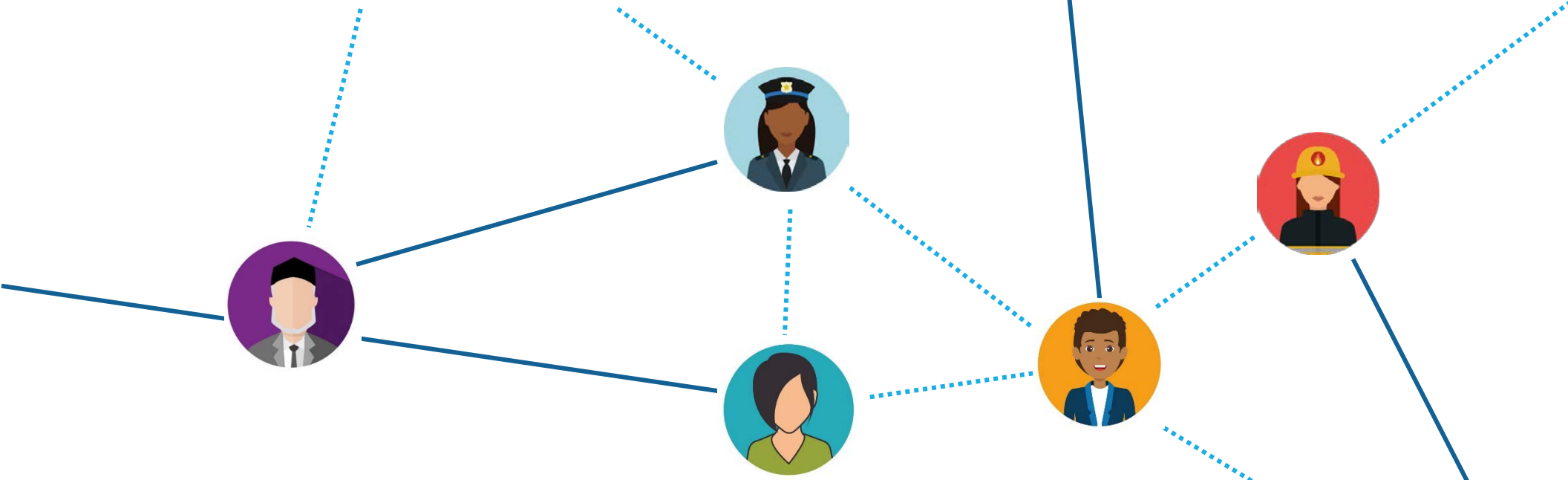


	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999	$150,000-$179,999	$180,000+
White	3	1	1	4	1	1
Asian			1	1	1	2
Black				2		
Latinx	2			3	3	1
Native American						

Non-Management



	$0-$59,999	$60,000-$89,999	$90,000-$119,999	$120,000-$149,999
White	21	36	10	2
Asian	5	14	5	6
Black	6	9		
Latinx	55	34	13	
Native American	1	1		



CIVIL SERVICE RECRUITMENT AND HIRING

This section of the report discusses Civil Service recruiting efforts and presents the demographic composition of job applicants at each stage of the hiring process by:

1. All Job Categories
2. Fire Recruit
3. Police Recruit
4. Specific Job Categories

8. CIVIL SERVICE RECRUITMENT DATA

Under the authority of the Civil Service Commission, the Civil Service Department provides an employment selection system designed to attract high-quality, diverse individuals who are reflective of our community. The Department is responsible for managing the recruitment and testing process for all applicants for classified positions. This section of the report presents the demographic composition of applicants for classified positions at each stage of the hiring process: all applicants; individuals who successfully complete testing and are placed on eligible lists; and individuals who are hired by the City.

In 2018, the Civil Service Department received a total of 20,191 applications for employment. After establishing eligible lists, City departments hired 656 applicants, resulting in a 3.25% probability of being hired when applying for a classified position.

Step 1: Application

Individuals who submit an application for employment with the City of Long Beach.

Step 2: Eligible List

Individuals who, after screening for minimum qualifications and successful completion of job specific tests, were placed on an eligible list.

Step 3: Hiring Decision

Individuals who are selected for employment.

Follow Long Beach Civil Service @LBCityJobs

Long Beach Police Officers recruiting at the Women in Law Enforcement Symposium

Recruitment efforts for 2018 include attending job fairs, advertising in publications that reach specific demographics and interests, and posting job information on the City's website and social media platforms.

Additionally, recruitment efforts for Fire Recruit and Police Recruit focused on attending job fairs in partnership with Police and Fire staff. This includes events that were designed for women, veterans, and potential applicants from underrepresented racial and ethnic groups.

In the accompanying set of charts, data is displayed by job categories defined by the U.S. Equal Employment Opportunity Commission: Professionals, Technicians, Protective Services, Paraprofessionals, Office/Clerical, Skilled Craft, and Service/Maintenance. The Civil Service Department does not recruit for positions classified under the Officials/Administrators category.

The Protective Services category includes data on Police Recruit and Fire Recruit. Additionally, to maintain consistency with prior reports, this report displays demographic data on recruitments for these two classifications, separately.

Note: Data is derived from applicants who self-reported their race/ethnicity and gender. Some applicants either selected "Other" or did not specify. Therefore, percentages expressed in the Highlights sections reflect those who specified a race/ethnicity or gender as a percentage of total applicants.

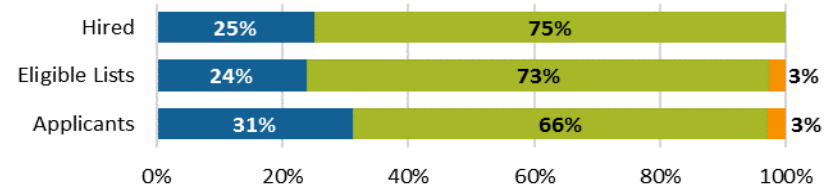
City of Long Beach recruitment table at Women in Tech Conference

A) ALL JOB CATEGORIES

Highlights – Compared to 2017 Report

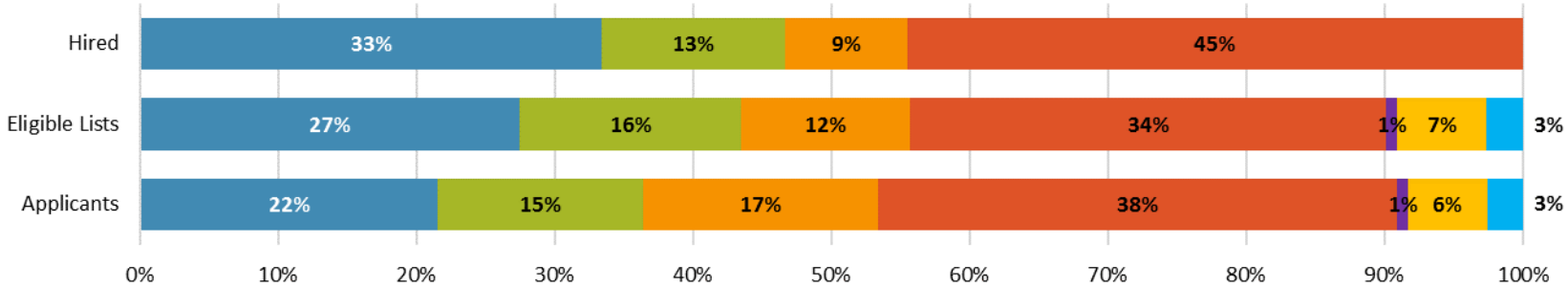
- Representation of Female applicants increased by 2%, while representation of Females hired decreased by 2%
- Ethnic minorities comprised 70% of applicants in 2018, an increase of 4%
- Representation of Latinx applicants hired increased by 10%, while hiring of Black applicants decreased by 4%.

Gender Breakdown



	Applicants	Eligible Lists	Hired
Female	6279	1777	164
Male	13329	5463	492
Did Not Specify	583	204	0
Total	20191	7444	656

Race / Ethnicity Breakdown



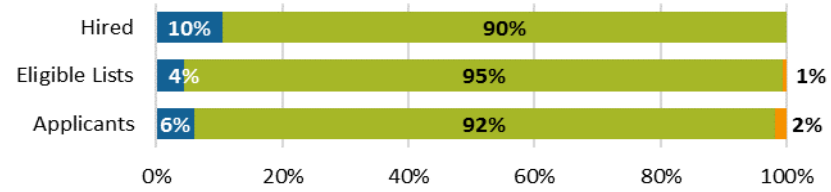
	Applicants	Eligible Lists	Hired
White	4348	2047	219
Asian	2995	1187	87
Black	3430	914	58
Latinx	7581	2563	292
Native American	160	55	0
Other	1159	485	0
Did Not Specify	518	193	0
Total	20191	7444	656

B) FIRE RECRUIT

Highlights – Compared to 2017 Report

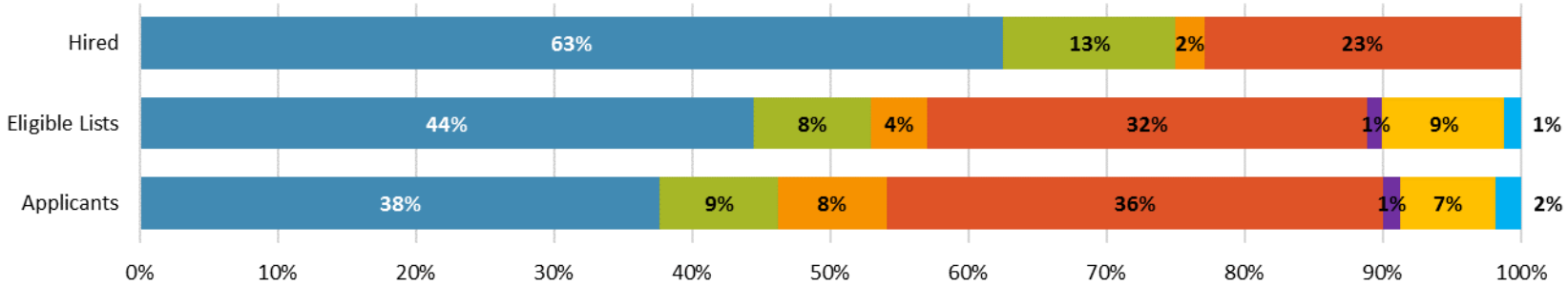
- Gender distribution of applicants was 92% Male
- The number of Female applicants increased from 126 to 185
- Representation of ethnic minority applicants increased by 3%
- Ethnic minorities comprised 38% of hires, decreasing from 60%

Gender Breakdown



	Applicants	Eligible Lists	Hired
Female	185	71	5
Male	2883	1525	43
Did Not Specify	58	11	0
Total	3126	7604	48

Race / Ethnicity Breakdown



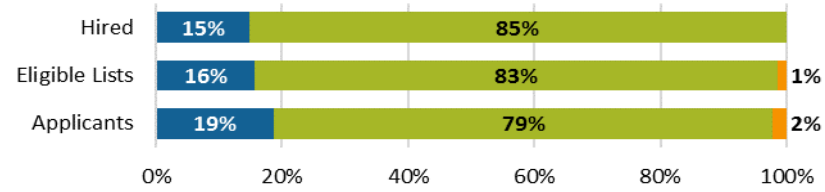
	Applicants	Eligible Lists	Hired
White	1177	715	30
Asian	267	136	6
Black	246	65	1
Latinx	1124	513	11
Native American	38	17	0
Other	218	142	0
Did Not Specify	56	19	0
Total	3126	1604	48

C) POLICE RECRUIT

Highlights – Compared to 2017 Report

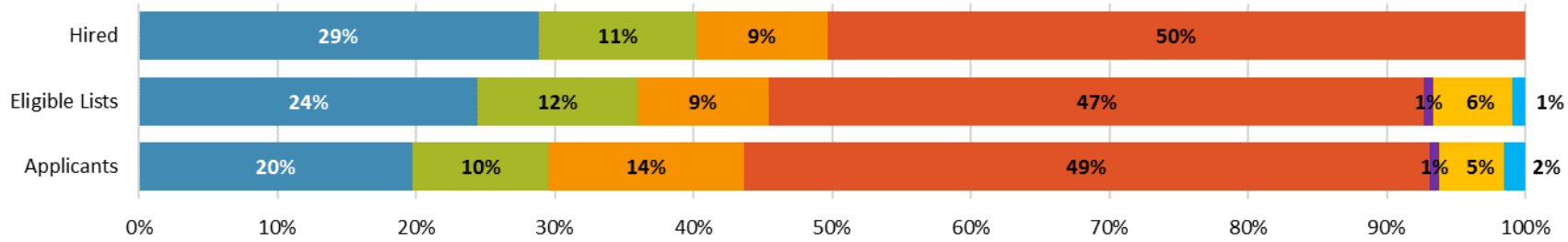
- Representation for Female applicants increased by 6%, while Female hires increased by 2%
- Ethnic minority representation in applicant pool increased by 3%
- Latinx representation in the hiring phase rose by 13%, helping to reach a 50% representation in hiring of Latinx police recruits

Gender Breakdown



	Applicants	Eligible Lists	Hired
Female	653	199	22
Male	2786	1059	127
Did Not Specify	74	18	0
Total	3513	1276	149

Race / Ethnicity Breakdown



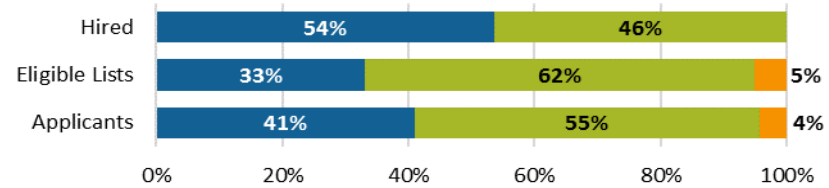
	Applicants	Eligible Lists	Hired
White	694	312	43
Asian	344	147	17
Black	495	121	14
Latinx	1738	603	75
Native American	23	8	0
Other	166	73	0
Did Not Specify	53	12	0
Total	3513	1276	149

D) PROFESSIONALS

Highlights

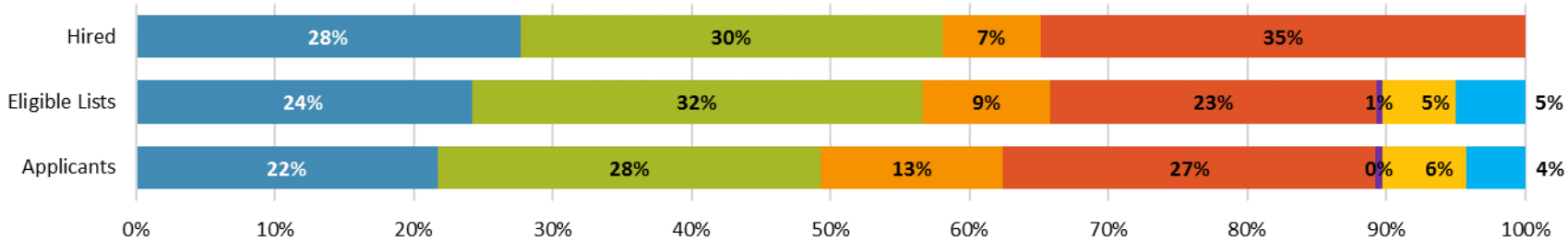
- Females represented 41% of all applicants and 54% of those hired
- Ethnic minorities represented 68% of applicants and 72% of hires
- Latinx had the largest representation of hires (35%)
- Asians comprised 28% of applicants and 30% of hires

Gender Breakdown



	Applicants	Eligible Lists	Hired
Female	2033	596	60
Male	2716	1111	52
Did Not Specify	216	93	0
Total	4965	1800	112

Race / Ethnicity Breakdown



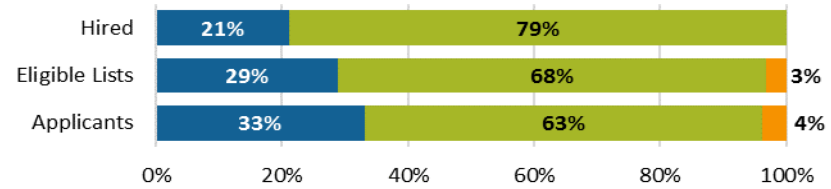
	Applicants	Eligible Lists	Hired
White	1079	435	31
Asian	1369	584	34
Black	653	166	8
Latinx	1331	422	39
Native American	24	9	0
Other	298	95	0
Did Not Specify	211	89	0
Total	4965	1800	112

E) TECHNICIANS

Highlights

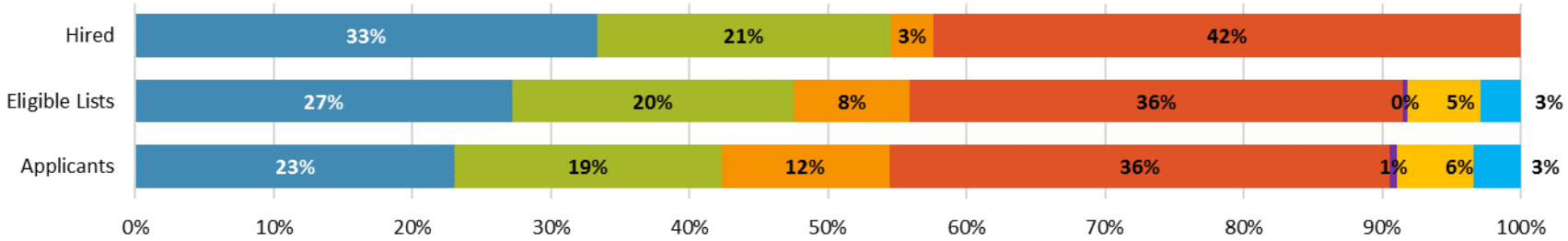
- Gender distribution of applicants was majority male (63%)
- Females represented 21% of hires
- Latinx had the largest representation of applicants (36%) and hires (42%)

Gender Breakdown



	Applicants	Eligible Lists	Hired
Female	328	149	7
Male	627	349	26
Did Not Specify	37	17	0
Total	992	515	33

Race / Ethnicity Breakdown



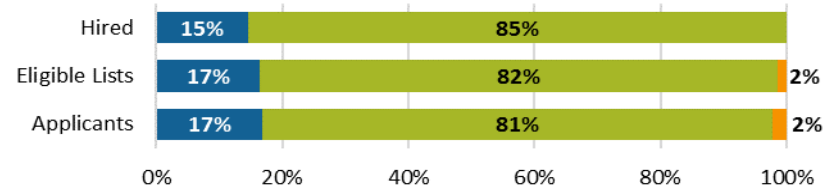
	Applicants	Eligible Lists	Hired
White	229	140	11
Asian	191	105	7
Black	120	43	1
Latinx	358	183	14
Native American	5	2	0
Other	55	27	0
Did Not Specify	34	15	0
Total	992	515	33

F) PROTECTIVE SERVICES

Highlights

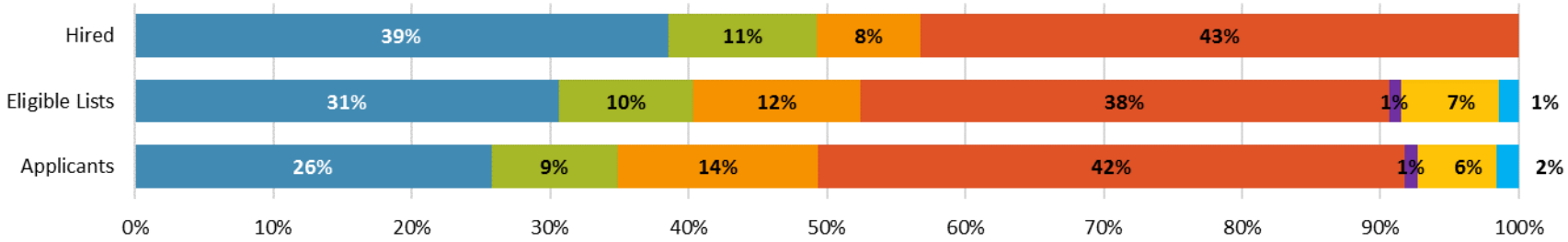
- Gender distribution of applicants was majority male (81%) and stayed proportionately constant throughout the various stages of the process
- Females represented 17% of applicants and 15% of those hired
- Latinx had the largest representation of applicants (42%) and hires (43%)

Gender Breakdown



	Applicants	Eligible Lists	Hired
Female	1340	627	41
Male	6472	3116	239
Did Not Specify	171	57	0
Total	7983	3800	280

Race / Ethnicity Breakdown



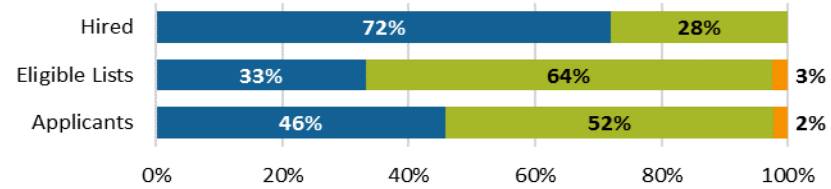
	Applicants	Eligible Lists	Hired
White	2055	1163	108
Asian	729	370	30
Black	1154	458	21
Latinx	3386	1452	121
Native American	77	33	0
Other	450	269	0
Did Not Specify	132	55	0
Total	7983	3800	280

G) PARAPROFESSIONALS

Highlights

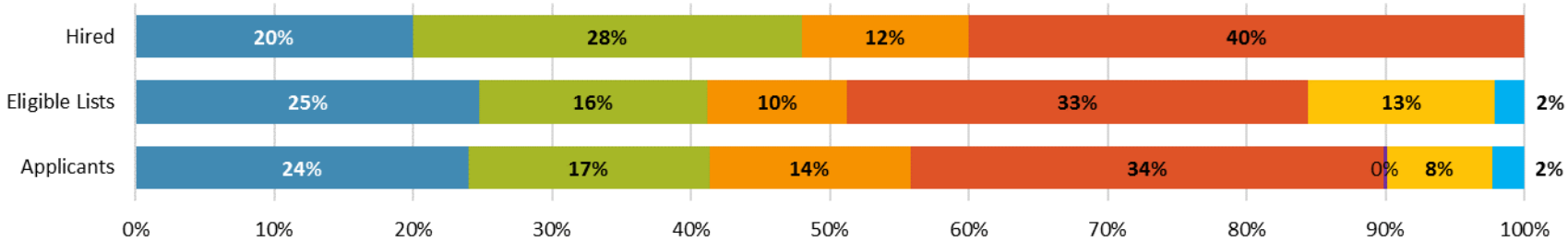
- Females represented 46% of all applicants and 72% of hires
- Latinx had the largest representation of applicants (34%) and hires (40%)
- Asians had the second largest representation of hires (28%)

Gender Breakdown



	Applicants	Eligible Lists	Hired
Female	222	79	18
Male	251	153	7
Did Not Specify	11	6	0
Total	484	238	25

Race / Ethnicity Breakdown



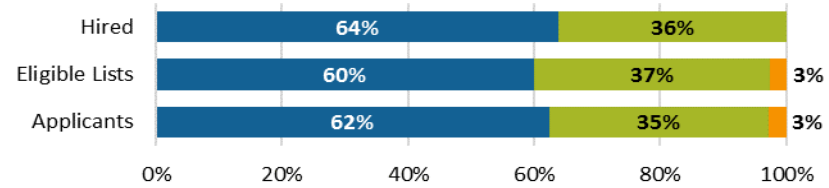
	Applicants	Eligible Lists	Hired
White	116	59	5
Asian	84	39	7
Black	70	24	3
Latinx	165	79	10
Native American	1	0	0
Other	37	32	0
Did Not Specify	11	5	0
Total	484	238	25

H) OFFICE/CLERICAL

Highlights

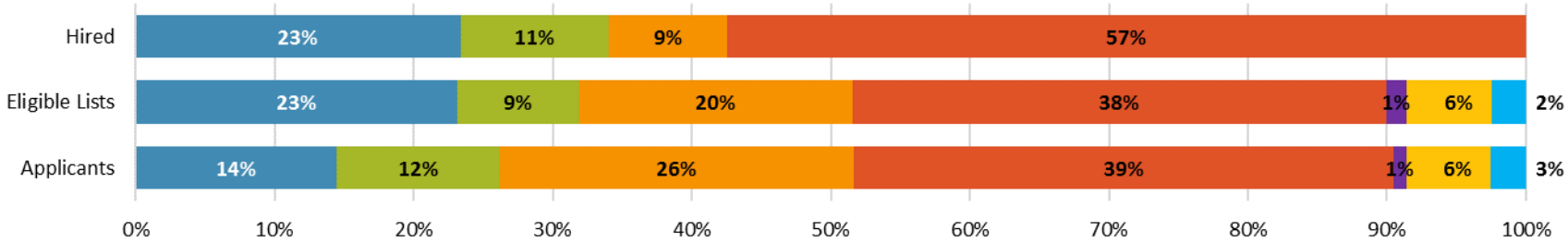
- Gender distribution of applicants is majority Female (62%) and stayed proportionately constant throughout the various stages of the process
- Ethnic minorities represented 77% of those hired
- Latinx had the largest representation of applicants (39%) and hires (57%)

Gender Breakdown



	Applicants	Eligible Lists	Hired
Female	2147	293	30
Male	1199	183	17
Did Not Specify	97	13	0
Total	3443	489	47

Race / Ethnicity Breakdown



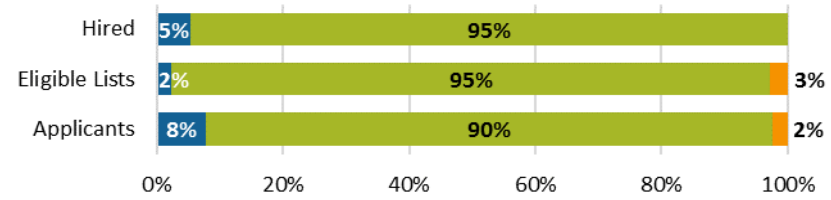
	Applicants	Eligible Lists	Hired
White	499	113	11
Asian	403	43	5
Black	878	96	4
Latinx	1335	188	27
Native American	32	7	0
Other	207	30	0
Did Not Specify	89	12	0
Total	3443	489	47

I) SKILLED CRAFT

Highlights

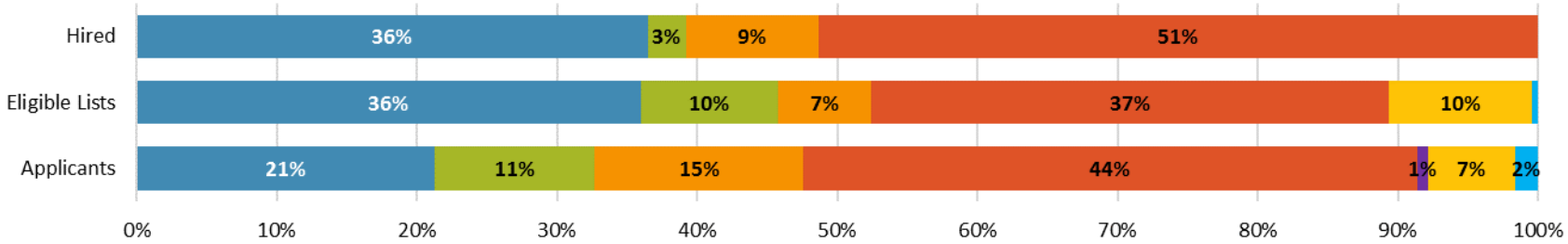
- Gender distribution of applicants was majority Male (90%)
- Latinx accounted for over half (51%) of hires
- Ethnic minorities represented 71% of applicants and 64% of hires

Gender Breakdown



	Applicants	Eligible Lists	Hired
Female	71	5	4
Male	826	214	70
Did Not Specify	21	6	0
Total	918	225	74

Race / Ethnicity Breakdown



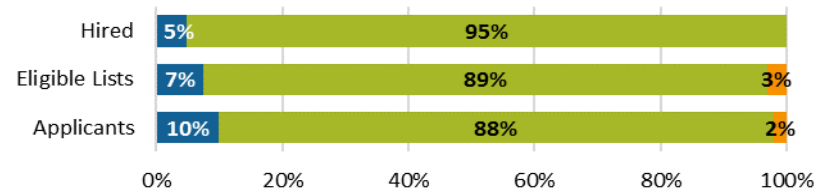
	Applicants	Eligible Lists	Hired
White	195	81	27
Asian	105	22	2
Black	137	15	7
Latinx	402	83	38
Native American	7	0	0
Other	57	23	0
Did Not Specify	15	1	0
Total	918	225	74

J) SERVICE/MAINTENANCE

Highlights

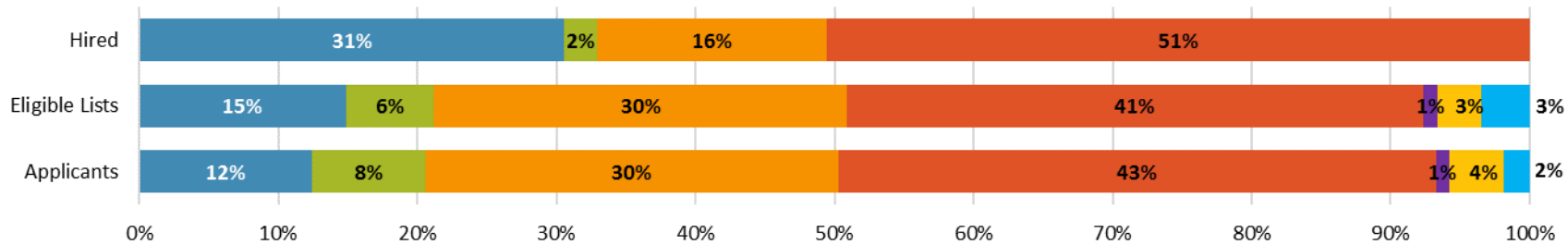
- Gender distribution of applicants was majority Male (88%)
- 95% of those hired were Male
- Blacks comprised 30% of all applicants and 30% of applicants on eligible lists
- Latinx had the largest representation of applicants (43%) and hires (51%)

Gender Breakdown



	Applicants	Eligible Lists	Hired
Female	138	28	4
Male	1238	337	81
Did Not Specify	30	12	0
Total	1406	377	85

Race / Ethnicity Breakdown



	Applicants	Eligible Lists	Hired
White	175	56	26
Asian	114	24	2
Black	418	112	14
Latinx	604	156	43
Native American	14	4	0
Other	55	12	0
Did Not Specify	26	13	0
Total	1406	377	85

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