



CITY OF GLENDALE, CALIFORNIA
Management Services Department
INTERNAL AUDIT

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March 24, 2014

REPORT #: 2014-12

Scott Ochoa, City Manager
Management Services

Dear Scott,

Enclosed is the workforce demographics report for the calendar years 2004 through 2013. The data in the report follows federal and state reporting guidelines for race/ethnicity reporting. In addition, the "Armenian" reporting category is also included in the report because of the City's policy to track this category independently.

Should you have any questions, please feel free to contact Naira Akopyan or myself.

Thank you,

A handwritten signature in cursive script, reading "Michele Flynn".

Michele Flynn,
City Auditor

Enclosure

cc: City Council
Audit Committee
Civil Service Commission
Executives



workforce demographics

2004 through 2013



Report Date: March 24, 2014

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Workforce Demographics Update 2004 to 2013

Executive Summary

March 24, 2014

Introduction

Internal Audit has completed the City's workforce demographics report for the calendar years 2004 through 2013. This update covers the last ten years of employee demographic information. As in the case with previous demographic reports, the data being provided follows federal and state reporting guidelines for race/ethnicity reporting. The reporting categories are Asian/Pacific Islander, Black, Hispanic, Native American, White, and Other. In addition to the federal and state guidelines, the Armenian category has also been included in this report. While the Armenian reporting category is included as part of the White reporting category for federal and state guidelines, the current City policy is to track the Armenian category separately for reporting purposes.

The demographic information contained in this report has been prepared for each calendar year beginning in 2004 through 2013. A total of 13 schedules have been prepared that reflect the City's workforce demographics in a variety of ways.

Changes Since Last Report

In FY 2012-13, the City offered retirement incentives as part of budget balancing strategies. The retirements were effective August 2012. Additionally, there was an organizational realignment that moved several individuals in the Economic Development Division from the Community Development Department to the Management Services Department as of July 1, 2013.

Methodology Used

In order to consistently report information and to provide an accurate representation of the City's workforce demographics over a range of reporting periods, several assumptions were made.

- **Salaried employees must work 1,040 hours in a year:** salaried employees must work at least 1,040 hours in a calendar year to be included in the demographic information. This threshold helps ensure that either employees who retired during the year or new employees hired during the year that worked 50% or more of the available hours are included in the headcount. Employees meeting this threshold may include active, retired, and separated employees that worked the required minimum number of hours and are not counted as an hourly employee in this report. Employees that did not meet the minimum hour threshold have not been included in the overall headcount regardless of their employment status.
- **Hourly employees must work 100 hours in a year:** for an hourly employee to be included in the demographic information, the employee must work 100 hours or more in a calendar year. This threshold helps ensure that seasonal employees who worked during the year are included in the workforce demographics. Employees that meet this threshold include active, retired, and separated employees that worked the required minimum number of hours and are not counted as a salaried employee in this

report. Hourly employees that did not meet the minimum hour threshold have not been included in the overall headcount regardless of their employment status.

- **Employees are assigned to the last department worked:** employees are reported in the Department in which they worked at the end of the calendar year or before they were separated from their employment. This assumption impacts departments where an employee is working for part of a year and then transfers to another department. The overall impact is statistically minor, but due to the complexities in programming no proration was made between departments.

Comparison of Headcounts

The methodology used in creating the demographics report was developed several years ago as a result of a collaborative effort by the City Manager's Office, Human Resources, and Internal Audit. This management team recognized that there was no standard method to report workforce demographics. As such, the management team considered various options that would best represent the demographics of the City's employees over a given amount of time, and decided to report the demographics as a representation of the City's workforce over a 12-month period rather than to limit the headcount reporting to one given day. This method ensures that (1) employees who work close to a full year will be included in the report, and (2) seasonal hourly employees who work a small percentage of the year will also be included. The

employees included in the demographics statistics have a direct relationship to their contribution to the City for the period reported.

Based on all of the different demographics the City reports on, the workforce demographics report is not intended to be a snapshot in time of the City's workforce, used to count physical bodies at a given date, nor to reconcile with budgeted authorized positions. For comparison purposes, employee headcounts were summarized under three different methods, the one used in this demographics report, count of active employees as of December 31, and count of authorized positions in the annual adopted City budget.

Salaried Workforce Comparison

As of December 31

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Demographics Report	1,642	1,774	1,740	1,737	1,785	1,766	1,751	1,722	1,640	1,469
Active as of 12/31	1,689	1,730	1,741	1,773	1,784	1,749	1,754	1,699	1,495	1,470
Over/(Under)	(47)	44	(1)	(36)	1	17	(3)	23	145	(1)
Authorized	1,883	1,955	1,977	1,990	1,942	1,904	1,899	1,873	1,756	1,588

Hourly Workforce Comparison

As of December 31

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Demographics Report	618	521	557	499	479	460	493	511	551	541
Active as of 12/31	579	457	409	424	436	441	449	473	475	502
Over/(Under)	39	64	148	75	43	19	44	38	76	39

As shown in the tables on the previous page, the difference in salaried employees using different methodologies is not materially significant except in 2012 when the early retirement incentive was implemented. For hourly employees, there is more variability in the numbers as expected. A large percentage of the hourly workforce is temporary and tends to follow seasonal patterns. The number of active hourly employees fluctuates from pay period to pay period. Examining the hours worked by hourly employees provides a fair representation of the City's demographics for this segment of the City's workforce.

The authorized positions are included in the salaried table shown above. These numbers represent the positions that have been budgeted and approved by City Council. As indicated by the data, the City's authorized positions are higher than both sets of headcount numbers. The City's workforce is dynamic and constantly changing due to retirements and separations resulting in a varied level of vacancies. It should be noted that the City does not include hourly positions in the authorized headcount. Rather, instead of budgeting for positions, the City budgets total dollars spent on hourly wages by estimating the number of hours worked by the hourly employees for the particular fiscal year.

Summary

The total City workforce was fairly constant from 2004 to 2011. The salaried workforce peaked in 2008 and has decreased ever since with the greatest decrease occurring in 2012 and lasting to 2013 as a result of the early retirement offer. An 11.1% decrease in the

workforce can be seen during the ten years reported. The workforce numbers for the past ten years is summarized in the table below.

Total Workforce

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Salaried	1,642	1,774	1,740	1,737	1,785	1,766	1,751	1,722	1,640	1,469
Hourly	618	521	557	499	479	460	493	511	551	541
Total	2,260	2,295	2,297	2,236	2,264	2,226	2,244	2,233	2,191	2,010

However, the racial/ethnic composition of the City's workforce has continued to shift as the result of the yearly changes to the City's workforce.

Race/Ethnicity Composition

Some of the noticeable trends from 2004 to 2013 include:

- The Armenian category had the highest percentage increase among all reporting categories over the last 10 years. Since 2004, the total number of Armenian employees increased 36.7%, from 251 to 343. For salaried employees, the total number of Armenians increased 89.1%, from 101 in 2004 to 191 in 2013.
- The second highest percentage increase is Asian/Pacific Islander employees. Since 2004, the total number of Asian/Pacific Islander employees increased 7.3%, from 178 to 191. For salaried employees, the total number of Asian/Pacific Islander employees increased 9%, from 133 to 145.

- The Black workforce decreased 13.3% since 2004, from 83 employees to 72. For salaried employees, the decrease was 6.9%, from 58 to 54.
- The Hispanic workforce decreased 1.5% since 2004, from 607 employees to 598. However, there was increase in salaried employees by 6.6%, from 411 to 438 employees.
- The White workforce has continued to decrease for the past 10 years, from 1,110 employees in 2004 to 792 employees in 2013 (28.6%). For salaried employees, the percentage decrease was 31.8%, from 922 to 629 employees.

Gender Composition

The gender composition of the workforce over the last 10 years has remained relatively constant, with a slight decrease in females. In 2004 there were 699 females and 1,561 males. This equates to females comprising 30.9% of the workforce with males comprising 69.1%. In 2013, the number of female employees was 587 or 29.2%, and the number of male employees was 1,423 or 70.8% (See Schedule 4-1).

The gender composition for each department is summarized in the following table.

Gender Composition

Department	Total Department		Management Positions*	
	Female	Male	Female	Male
<i>Departments with higher % in female employees (listed high to low in female %)</i>				
City Treasurer	80.0%	20.0%	100.0%	0.0%
Human Resources	80.0%	20.0%	83.3%	16.7%
City Attorney	78.9%	21.1%	81.8%	18.2%
Management Services	65.4%	34.6%	57.1%	42.9%
City Clerk	63.6%	36.4%	100.0%	0.0%
Library	61.2%	38.8%	64.3%	35.7%
Administrative Services	57.1%	42.9%	50.0%	50.0%
<i>Departments with higher % in male employees (listed high to low in male %)</i>				
Fire Department	8.5%	91.5%	12.5%	87.5%
Public Works	15.1%	84.9%	17.1%	82.9%
GWP	19.6%	80.4%	11.8%	88.2%
Information Services	21.5%	78.5%	14.3%	85.7%
Police Department	31.4%	68.6%	23.1%	76.9%
Community Services and Parks	34.6%	65.4%	46.2%	53.8%
Community Development	44.3%	55.7%	28.0%	72.0%

* Note: Executive level positions are not included.

The higher percentage of males to females in the workforce is attributed to a large number of positions that women have historically not applied for. These types of positions are primarily found in the Fire, Public Works, Police, GWP, and Information Services Departments. The opposite effect is true for other departments such as City Treasurer, Human Resources, and City Attorney. There are significantly higher percentages of females than males in these departments. It should also be noted that women in these departments occupy positions at all levels including entry level and management. There are also more women than men in the management positions in the departments with significantly higher percentage of females (See Schedule 9-1 and 10-1). Administrative Services is an exception, where there are an equal number of men and women in the management positions.

Conclusion

The change in the City's workforce demographics composition will continue to be an evolving process that will be subject to the dynamics of employees retiring, employees separating from service, and additional new positions being made available. The trends noted have been and will continue to be gradual as evidenced by the large number of employees who have been with the City for over 10 years.

Total Employees By Race/Ethnicity

	Race/Ethnicity	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	251	11.1%	267	11.6%	291	12.7%	291	13.0%	315	13.9%	329	14.8%	353	15.7%	362	16.2%	349	15.9%	343	17.1%	36.7%
	Asian/Pacific Islander	178	7.9%	192	8.4%	193	8.4%	189	8.5%	200	8.8%	192	8.6%	204	9.1%	202	9.0%	201	9.2%	191	9.5%	7.3%
	Black	83	3.7%	81	3.5%	93	4.0%	87	3.9%	89	3.9%	90	4.0%	86	3.8%	92	4.1%	85	3.9%	72	3.6%	-13.3%
	Hispanic	607	26.9%	620	27.0%	620	27.0%	617	27.6%	631	27.9%	610	27.4%	632	28.2%	623	27.9%	625	28.5%	598	29.8%	-1.5%
	Native American/Alaskan	13	0.6%	14	0.6%	15	0.7%	13	0.6%	12	0.5%	12	0.5%	8	0.4%	9	0.4%	9	0.4%	10	0.5%	-23.1%
	Other	18	0.8%	18	0.8%	25	1.1%	20	0.9%	22	1.0%	19	0.9%	10	0.4%	12	0.5%	6	0.3%	4	0.2%	-77.8%
	White	1,110	49.1%	1,103	48.1%	1,060	46.1%	1,019	45.6%	995	43.9%	974	43.8%	951	42.4%	933	41.8%	916	41.8%	792	39.4%	-28.6%
Grand Total		2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	-11.1%

Type	Race/Ethnicity	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	150	24.3%	137	26.3%	155	27.8%	143	28.7%	150	31.3%	157	34.1%	168	34.1%	171	33.5%	159	28.9%	152	28.1%	1.3%
	Asian/Pacific Islander	45	7.3%	38	7.3%	37	6.6%	31	6.2%	33	6.9%	28	6.1%	34	6.9%	39	7.6%	42	7.6%	46	8.5%	2.2%
	Black	25	4.0%	15	2.9%	23	4.1%	20	4.0%	21	4.4%	17	3.7%	15	3.0%	19	3.7%	21	3.8%	18	3.3%	-28.0%
	Hispanic	196	31.7%	160	30.7%	155	27.8%	141	28.3%	138	28.8%	122	26.5%	142	28.8%	132	25.8%	152	27.6%	160	29.6%	-18.4%
	Native American/Alaskan	4	0.6%	2	0.4%	3	0.5%	1	0.2%	2	0.4%	2	0.4%	1	0.2%	2	0.4%	2	0.4%	2	0.4%	-50.0%
	Other	10	1.6%	8	1.5%	17	3.1%	11	2.2%	7	1.5%	4	0.9%	1	0.2%	3	0.6%	1	0.2%	0	0.0%	-100.0%
	White	188	30.4%	161	30.9%	167	30.0%	152	30.5%	128	26.7%	130	28.3%	132	26.8%	145	28.4%	174	31.6%	163	30.1%	-13.3%
Hourly Total		618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	-12.5%

Type	Race/Ethnicity	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Armenian	101	6.2%	130	7.3%	136	7.8%	148	8.5%	165	9.2%	172	9.7%	185	10.6%	191	11.1%	190	11.6%	191	13.0%	89.1%
	Asian/Pacific Islander	133	8.1%	154	8.7%	156	9.0%	158	9.1%	167	9.4%	164	9.3%	170	9.7%	163	9.5%	159	9.7%	145	9.9%	9.0%
	Black	58	3.5%	66	3.7%	70	4.0%	67	3.9%	68	3.8%	73	4.1%	71	4.1%	73	4.2%	64	3.9%	54	3.7%	-6.9%
	Hispanic	411	25.0%	460	25.9%	465	26.7%	476	27.4%	493	27.6%	488	27.6%	490	28.0%	491	28.5%	473	28.8%	438	29.8%	6.6%
	Native American/Alaskan	9	0.5%	12	0.7%	12	0.7%	12	0.7%	10	0.6%	10	0.6%	7	0.4%	7	0.4%	7	0.4%	8	0.5%	-11.1%
	Other	8	0.5%	10	0.6%	8	0.5%	9	0.5%	15	0.8%	15	0.8%	9	0.5%	9	0.5%	5	0.3%	4	0.3%	-50.0%
	White	922	56.2%	942	53.1%	893	51.3%	867	49.9%	867	48.6%	844	47.8%	819	46.8%	788	45.8%	742	45.2%	629	42.8%	-31.8%
Salaried Total		1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	1,640	100.0%	1,469	100.0%	-10.5%

Total Employees By Level

	Level	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total Employees	Executive	18	0.8%	18	0.8%	18	0.8%	18	0.8%	19	0.8%	18	0.8%	18	0.8%	17	0.8%	17	0.8%	17	0.8%	-5.6%
	Management/Supervisor	241	10.7%	254	11.1%	245	10.7%	251	11.2%	256	11.3%	251	11.3%	279	12.4%	284	12.7%	278	12.7%	249	12.4%	3.3%
	Technical/Professional	137	6.1%	137	6.0%	141	6.1%	134	6.0%	141	6.2%	139	6.2%	111	4.9%	109	4.9%	95	4.3%	87	4.3%	-36.5%
	Supervisor Non-Mid-Management	142	6.3%	144	6.3%	145	6.3%	156	7.0%	162	7.2%	158	7.1%	155	6.9%	154	6.9%	148	6.8%	142	7.1%	0.0%
	Non-Manager	1,722	76.2%	1,742	75.9%	1,748	76.1%	1,677	75.0%	1,686	74.5%	1,660	74.6%	1,681	74.9%	1,669	74.7%	1,653	75.4%	1,515	75.4%	-12.0%
	Total	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	-11.1%

Type	Level	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total Hourly	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	N/A
	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	27	5.5%	34	6.7%	34	6.2%	32	5.9%	N/A
	Technical/Professional	52	8.4%	42	8.1%	39	7.0%	37	7.4%	32	6.7%	32	7.0%	1	0.2%	0	0.0%	5	0.9%	6	1.1%	-88.5%
	Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	1	0.2%	2	0.4%	N/A
	Non-Manager	566	91.6%	479	91.9%	518	93.0%	462	92.6%	447	93.3%	428	93.0%	464	94.1%	475	93.0%	511	92.7%	500	92.4%	-11.7%
	Total Hourly Total	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	-12.5%

Type	Level	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total Salaried	Executive	18	1.1%	18	1.0%	18	1.0%	18	1.0%	19	1.1%	18	1.0%	18	1.0%	17	1.0%	17	1.0%	16	1.1%	-11.1%
	Management/Supervisor	241	14.7%	254	14.3%	245	14.1%	251	14.5%	256	14.3%	251	14.2%	252	14.4%	250	14.5%	244	14.9%	217	14.8%	-10.0%
	Technical/Professional	85	5.2%	95	5.4%	102	5.9%	97	5.6%	109	6.1%	107	6.1%	110	6.3%	109	6.3%	90	5.5%	81	5.5%	-4.7%
	Supervisor Non-Mid-Management	142	8.6%	144	8.1%	145	8.3%	156	9.0%	162	9.1%	158	8.9%	154	8.8%	152	8.8%	147	9.0%	140	9.5%	-1.4%
	Non-Manager	1,156	70.4%	1,263	71.2%	1,230	70.7%	1,215	69.9%	1,239	69.4%	1,232	69.8%	1,217	69.5%	1,194	69.3%	1,142	69.6%	1,015	69.1%	-12.2%
	Total Salaried Total	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	1,640	100.0%	1,469	100.0%	-10.5%

Total Employees By Race/Ethnicity and Level

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
	Race/Ethnicity	Level	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	Executive	2	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	2	0.1%	3	0.1%	4	0.2%	100.0%
		Management/Supervisor	10	0.4%	9	0.4%	9	0.4%	14	0.6%	14	0.6%	15	0.7%	21	0.9%	23	1.0%	30	1.4%	31	1.5%	210.0%
		Technical/Professional	14	0.6%	21	0.9%	26	1.1%	24	1.1%	32	1.4%	34	1.5%	30	1.3%	29	1.3%	20	0.9%	22	1.1%	57.1%
		Supervisor Non-Mid-Management	2	0.1%	3	0.1%	3	0.1%	8	0.4%	10	0.4%	12	0.5%	10	0.4%	10	0.4%	10	0.5%	10	0.5%	400.0%
		Non-Manager	223	9.9%	231	10.1%	250	10.9%	242	10.8%	256	11.3%	265	11.9%	289	12.9%	298	13.3%	286	13.1%	276	13.7%	23.8%
	Armenian Total		251	11.1%	267	11.6%	291	12.7%	291	13.0%	315	13.9%	329	14.8%	353	15.7%	362	16.2%	349	15.9%	343	17.1%	36.7%
	Asian/Pacific Islander	Management/Supervisor	27	1.2%	27	1.2%	26	1.1%	22	1.0%	23	1.0%	23	1.0%	32	1.4%	33	1.5%	30	1.4%	27	1.3%	0.0%
		Technical/Professional	9	0.4%	11	0.5%	13	0.6%	16	0.7%	21	0.9%	19	0.9%	16	0.7%	16	0.7%	16	0.7%	13	0.6%	44.4%
		Supervisor Non-Mid-Management	11	0.5%	12	0.5%	11	0.5%	12	0.5%	13	0.6%	12	0.5%	15	0.7%	17	0.8%	17	0.8%	17	0.8%	54.5%
		Non-Manager	131	5.8%	142	6.2%	143	6.2%	139	6.2%	143	6.3%	138	6.2%	141	6.3%	136	6.1%	138	6.3%	134	6.7%	2.3%
	Asian/Pacific Islander Total		178	7.9%	192	8.4%	193	8.4%	189	8.5%	200	8.8%	192	8.6%	204	9.1%	202	9.0%	201	9.2%	191	9.5%	7.3%
	Black	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	N/A
		Management/Supervisor	10	0.4%	11	0.5%	13	0.6%	13	0.6%	12	0.5%	11	0.5%	11	0.5%	12	0.5%	11	0.5%	8	0.4%	-20.0%
		Technical/Professional	11	0.5%	11	0.5%	10	0.4%	10	0.4%	9	0.4%	9	0.4%	10	0.4%	9	0.4%	7	0.3%	7	0.3%	-36.4%
		Supervisor Non-Mid-Management	6	0.3%	7	0.3%	7	0.3%	8	0.4%	9	0.4%	9	0.4%	7	0.3%	6	0.3%	4	0.2%	3	0.1%	-50.0%
		Non-Manager	56	2.5%	52	2.3%	63	2.7%	56	2.5%	58	2.6%	60	2.7%	57	2.5%	64	2.9%	62	2.8%	53	2.6%	-5.4%
	Black Total		83	3.7%	81	3.5%	93	4.0%	87	3.9%	89	3.9%	90	4.0%	86	3.8%	92	4.1%	85	3.9%	72	3.6%	-13.3%
	Hispanic	Executive	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.0%	0	0.0%	1	0.0%	3	0.1%	4	0.2%	4	0.2%	100.0%
		Management/Supervisor	29	1.3%	34	1.5%	34	1.5%	36	1.6%	38	1.7%	39	1.8%	38	1.7%	38	1.7%	40	1.8%	36	1.8%	24.1%
		Technical/Professional	20	0.9%	22	1.0%	17	0.7%	18	0.8%	17	0.8%	17	0.8%	17	0.8%	16	0.7%	11	0.5%	11	0.5%	-45.0%
		Supervisor Non-Mid-Management	17	0.8%	16	0.7%	17	0.7%	25	1.1%	29	1.3%	29	1.3%	33	1.5%	32	1.4%	33	1.5%	37	1.8%	117.6%
		Non-Manager	539	23.8%	546	23.8%	550	23.9%	536	24.0%	546	24.1%	525	23.6%	543	24.2%	534	23.9%	537	24.5%	510	25.4%	-5.4%
	Hispanic Total		607	26.9%	620	27.0%	620	27.0%	617	27.6%	631	27.9%	610	27.4%	632	28.2%	623	27.9%	625	28.5%	598	29.8%	-1.5%
	Native American/Alaskan	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Management/Supervisor	1	0.0%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.0%	2	0.1%	2	0.1%	2	0.1%	3	0.1%	200.0%
		Technical/Professional	1	0.0%	1	0.0%	2	0.1%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Supervisor Non-Mid-Management	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Non-Manager	10	0.4%	10	0.4%	11	0.5%	10	0.4%	9	0.4%	9	0.4%	6	0.3%	7	0.3%	7	0.3%	7	0.3%	-30.0%
	Native American/Alaskan Total		13	0.6%	14	0.6%	15	0.7%	13	0.6%	12	0.5%	12	0.5%	8	0.4%	9	0.4%	9	0.4%	10	0.5%	-23.1%
	Other	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	N/A
		Management/Supervisor	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	-50.0%
		Technical/Professional	2	0.1%	1	0.0%	2	0.1%	2	0.1%	3	0.1%	2	0.1%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	-50.0%
		Non-Manager	14	0.6%	15	0.7%	21	0.9%	16	0.7%	17	0.8%	15	0.7%	7	0.3%	9	0.4%	3	0.1%	1	0.0%	-92.9%
	Other Total		18	0.8%	18	0.8%	25	1.1%	20	0.9%	22	1.0%	19	0.9%	10	0.4%	12	0.5%	6	0.3%	4	0.2%	-77.8%
	White	Executive	14	0.6%	13	0.6%	13	0.6%	13	0.6%	14	0.6%	13	0.6%	12	0.5%	10	0.4%	8	0.4%	7	0.3%	-50.0%
		Management/Supervisor	162	7.2%	169	7.4%	159	6.9%	162	7.2%	165	7.3%	160	7.2%	174	7.8%	175	7.8%	164	7.5%	143	7.1%	-11.7%
		Technical/Professional	80	3.5%	70	3.1%	71	3.1%	63	2.8%	58	2.6%	57	2.6%	37	1.6%	38	1.7%	40	1.8%	33	1.6%	-58.8%
Supervisor Non-Mid-Management		105	4.6%	105	4.6%	107	4.7%	103	4.6%	101	4.5%	96	4.3%	90	4.0%	89	4.0%	84	3.8%	75	3.7%	-28.6%	
Non-Manager		749	33.1%	746	32.5%	710	30.9%	678	30.3%	657	29.0%	648	29.1%	638	28.4%	621	27.8%	620	28.3%	534	26.6%	-28.7%	
White Total		1,110	49.1%	1,103	48.1%	1,060	46.1%	1,019	45.6%	995	43.9%	974	43.8%	951	42.4%	933	41.8%	916	41.8%	792	39.4%	-28.6%	
Total Employees			2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	-11.1%

Total Hourly Employees By Race/Ethnicity and Level

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Type	Race/Ethnicity	Level	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.8%	4	0.8%	4	0.7%	4	0.7%	N/A
		Technical/Professional	5	0.8%	6	1.2%	5	0.9%	4	0.8%	5	1.0%	6	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Non-Manager	145	23.5%	131	25.1%	150	26.9%	139	27.9%	145	30.3%	151	32.8%	164	33.3%	167	32.7%	155	28.1%	148	27.4%	2.1%
		Armenian Total	150	24.3%	137	26.3%	155	27.8%	143	28.7%	150	31.3%	157	34.1%	168	34.1%	171	33.5%	159	28.9%	152	28.1%	1.3%
	Asian/Pacific Islander	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	1.4%	7	1.4%	6	1.1%	4	0.7%	N/A
		Technical/Professional	3	0.5%	2	0.4%	3	0.5%	4	0.8%	5	1.0%	4	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Non-Manager	42	6.8%	36	6.9%	34	6.1%	27	5.4%	28	5.8%	24	5.2%	27	5.5%	32	6.3%	36	6.5%	42	7.8%	0.0%
	Asian/Pacific Islander Total		45	7.3%	38	7.3%	37	6.6%	31	6.2%	33	6.9%	28	6.1%	34	6.9%	39	7.6%	42	7.6%	46	8.5%	2.2%
	Black	Technical/Professional	4	0.6%	1	0.2%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Non-Manager	21	3.4%	14	2.7%	23	4.1%	19	3.8%	21	4.4%	17	3.7%	15	3.0%	19	3.7%	21	3.8%	18	3.3%	-14.3%
	Black Total		25	4.0%	15	2.9%	23	4.1%	20	4.0%	21	4.4%	17	3.7%	15	3.0%	19	3.7%	21	3.8%	18	3.3%	-28.0%
	Hispanic	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	N/A
		Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.4%	3	0.6%	3	0.5%	3	0.6%	N/A
		Technical/Professional	5	0.8%	4	0.8%	4	0.7%	4	0.8%	2	0.4%	1	0.2%	1	0.2%	0	0.0%	2	0.4%	2	0.4%	-60.0%
		Non-Manager	191	30.9%	156	29.9%	151	27.1%	137	27.5%	136	28.4%	121	26.3%	139	28.2%	129	25.2%	147	26.7%	154	28.5%	-19.4%
	Hispanic Total		196	31.7%	160	30.7%	155	27.8%	141	28.3%	138	28.8%	122	26.5%	142	28.8%	132	25.8%	152	27.6%	160	29.6%	-18.4%
	Native American/Alaskan	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	N/A
		Technical/Professional	1	0.2%	1	0.2%	2	0.4%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Non-Manager	3	0.5%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	-66.7%
	Native American/Alaskan Total		4	0.6%	2	0.4%	3	0.5%	1	0.2%	2	0.4%	2	0.4%	1	0.2%	2	0.4%	2	0.4%	2	0.4%	-50.0%
	Other	Technical/Professional	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Non-Manager	10	1.6%	8	1.5%	16	2.9%	10	2.0%	6	1.3%	3	0.7%	1	0.2%	3	0.6%	1	0.2%	0	0.0%	-100.0%
	Other Total		10	1.6%	8	1.5%	17	3.1%	11	2.2%	7	1.5%	4	0.9%	1	0.2%	3	0.6%	1	0.2%	0	0.0%	-100.0%
	White	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	13	2.6%	19	3.7%	20	3.6%	20	3.7%	N/A
		Technical/Professional	34	5.5%	28	5.4%	24	4.3%	22	4.4%	18	3.8%	19	4.1%	0	0.0%	0	0.0%	3	0.5%	4	0.7%	-88.2%
		Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	1	0.2%	2	0.4%	N/A
		Non-Manager	154	24.9%	133	25.5%	143	25.7%	130	26.1%	110	23.0%	111	24.1%	118	23.9%	124	24.3%	150	27.2%	137	25.3%	-11.0%
	White Total		188	30.4%	161	30.9%	167	30.0%	152	30.5%	128	26.7%	130	28.3%	132	26.8%	145	28.4%	174	31.6%	163	30.1%	-13.3%
Hourly Total			618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	-12.5%

Total Salaried Employees By Race/Ethnicity and Level

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013	
Type	Race/Ethnicity	Level	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Salaried	Armenian	Executive	2	0.1%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	2	0.1%	3	0.2%	4	0.3%	100.0%	
		Management/Supervisor	10	0.6%	9	0.5%	9	0.5%	14	0.8%	14	0.8%	15	0.8%	17	1.0%	19	1.1%	26	1.6%	27	1.8%	170.0%	
		Technical/Professional	9	0.5%	15	0.8%	21	1.2%	20	1.2%	27	1.5%	28	1.6%	30	1.7%	29	1.7%	20	1.2%	22	1.5%	144.4%	
		Supervisor Non-Mid-Management	2	0.1%	3	0.2%	3	0.2%	8	0.5%	10	0.6%	12	0.7%	10	0.6%	10	0.6%	10	0.6%	10	0.7%	400.0%	
		Non-Manager	78	4.8%	100	5.6%	100	5.7%	103	5.9%	111	6.2%	114	6.5%	125	7.1%	131	7.6%	131	8.0%	128	8.7%	64.1%	
	Armenian Total			101	6.2%	130	7.3%	136	7.8%	148	8.5%	165	9.2%	172	9.7%	185	10.6%	191	11.1%	190	11.6%	191	13.0%	89.1%
	Asian/Pacific Islander	Management/Supervisor	27	1.6%	27	1.5%	26	1.5%	22	1.3%	23	1.3%	23	1.3%	25	1.4%	26	1.5%	24	1.5%	23	1.6%	-14.8%	
		Technical/Professional	6	0.4%	9	0.5%	10	0.6%	12	0.7%	16	0.9%	15	0.8%	16	0.9%	16	0.9%	16	1.0%	13	0.9%	116.7%	
		Supervisor Non-Mid-Management	11	0.7%	12	0.7%	11	0.6%	12	0.7%	13	0.7%	12	0.7%	15	0.9%	17	1.0%	17	1.0%	17	1.2%	54.5%	
		Non-Manager	89	5.4%	106	6.0%	109	6.3%	112	6.4%	115	6.4%	114	6.5%	114	6.5%	104	6.0%	102	6.2%	92	6.3%	3.4%	
	Asian/Pacific Islander Total			133	8.1%	154	8.7%	156	9.0%	158	9.1%	167	9.4%	164	9.3%	170	9.7%	163	9.5%	159	9.7%	145	9.9%	9.0%
	Black	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	N/A	
		Management/Supervisor	10	0.6%	11	0.6%	13	0.7%	13	0.7%	12	0.7%	11	0.6%	11	0.6%	12	0.7%	11	0.7%	8	0.5%	-20.0%	
		Technical/Professional	7	0.4%	10	0.6%	10	0.6%	9	0.5%	9	0.5%	9	0.5%	10	0.6%	9	0.5%	7	0.4%	7	0.5%	0.0%	
		Supervisor Non-Mid-Management	6	0.4%	7	0.4%	7	0.4%	8	0.5%	9	0.5%	9	0.5%	7	0.4%	6	0.3%	4	0.2%	3	0.2%	-50.0%	
		Non-Manager	35	2.1%	38	2.1%	40	2.3%	37	2.1%	37	2.1%	43	2.4%	42	2.4%	45	2.6%	41	2.5%	35	2.4%	0.0%	
	Black Total			58	3.5%	66	3.7%	70	4.0%	67	3.9%	68	3.8%	73	4.1%	71	4.1%	73	4.2%	64	3.9%	54	3.7%	-6.9%
	Hispanic	Executive	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%	0	0.0%	1	0.1%	3	0.2%	4	0.2%	3	0.2%	50.0%	
		Management/Supervisor	29	1.8%	34	1.9%	34	2.0%	36	2.1%	38	2.1%	39	2.2%	36	2.1%	35	2.0%	37	2.3%	33	2.2%	13.8%	
		Technical/Professional	15	0.9%	18	1.0%	13	0.7%	14	0.8%	15	0.8%	16	0.9%	16	0.9%	16	0.9%	9	0.5%	9	0.6%	-40.0%	
		Supervisor Non-Mid-Management	17	1.0%	16	0.9%	17	1.0%	25	1.4%	29	1.6%	29	1.6%	33	1.9%	32	1.9%	33	2.0%	37	2.5%	117.6%	
		Non-Manager	348	21.2%	390	22.0%	399	22.9%	399	23.0%	410	23.0%	404	22.9%	404	23.1%	405	23.5%	390	23.8%	356	24.2%	2.3%	
	Hispanic Total			411	25.0%	460	25.9%	465	26.7%	476	27.4%	493	27.6%	488	27.6%	490	28.0%	491	28.5%	473	28.8%	438	29.8%	6.6%
	Native American/Alaskan	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
		Management/Supervisor	1	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	100.0%	
		Supervisor Non-Mid-Management	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
		Non-Manager	7	0.4%	9	0.5%	10	0.6%	10	0.6%	8	0.4%	8	0.5%	6	0.3%	6	0.3%	6	0.4%	6	0.4%	-14.3%	
	Native American/Alaskan Total			9	0.5%	12	0.7%	12	0.7%	12	0.7%	10	0.6%	10	0.6%	7	0.4%	7	0.4%	7	0.4%	8	0.5%	-11.1%
	Other	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	N/A	
		Management/Supervisor	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	-50.0%	
		Technical/Professional	2	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	-50.0%	
		Non-Manager	4	0.2%	7	0.4%	5	0.3%	6	0.3%	11	0.6%	12	0.7%	6	0.3%	6	0.3%	2	0.1%	1	0.1%	-75.0%	
	Other Total			8	0.5%	10	0.6%	8	0.5%	9	0.5%	15	0.8%	15	0.8%	9	0.5%	9	0.5%	5	0.3%	4	0.3%	-50.0%
	White	Executive	14	0.9%	13	0.7%	13	0.7%	13	0.7%	14	0.8%	13	0.7%	12	0.7%	10	0.6%	8	0.5%	7	0.5%	-50.0%	
		Management/Supervisor	162	9.9%	169	9.5%	159	9.1%	162	9.3%	165	9.2%	160	9.1%	161	9.2%	156	9.1%	144	8.8%	123	8.4%	-24.1%	
		Technical/Professional	46	2.8%	42	2.4%	47	2.7%	41	2.4%	40	2.2%	38	2.2%	37	2.1%	38	2.2%	37	2.3%	29	2.0%	-37.0%	
		Supervisor Non-Mid-Management	105	6.4%	105	5.9%	107	6.1%	103	5.9%	101	5.7%	96	5.4%	89	5.1%	87	5.1%	83	5.1%	73	5.0%	-30.5%	
		Non-Manager	595	36.2%	613	34.6%	567	32.6%	548	31.5%	547	30.6%	537	30.4%	520	29.7%	497	28.9%	470	28.7%	397	27.0%	-33.3%	
	White Total			922	56.2%	942	53.1%	893	51.3%	867	49.9%	867	48.6%	844	47.8%	819	46.8%	788	45.8%	742	45.2%	629	42.8%	-31.8%
Salaried Total			1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	1,640	100.0%	1,469	100.0%	-10.5%	

Total Employees By Level and Race/Ethnicity

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013	
Total	Level	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
	Executive	Armenian	2	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	2	0.1%	3	0.1%	4	0.2%	100.0%	
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	N/A	
		Hispanic	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.0%	0	0.0%	1	0.0%	3	0.1%	4	0.2%	4	0.2%	100.0%	
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	N/A	
		White	14	0.6%	13	0.6%	13	0.6%	13	0.6%	14	0.6%	13	0.6%	12	0.5%	10	0.4%	8	0.4%	7	0.3%	-50.0%	
	Executive Total		18	0.8%	18	0.8%	18	0.8%	18	0.8%	19	0.8%	18	0.8%	18	0.8%	17	0.8%	17	0.8%	17	0.8%	-5.6%	
	Management/Supervisor	Armenian	10	0.4%	9	0.4%	9	0.4%	14	0.6%	14	0.6%	15	0.7%	21	0.9%	23	1.0%	30	1.4%	31	1.5%	210.0%	
		Asian/Pacific Islander	27	1.2%	27	1.2%	26	1.1%	22	1.0%	23	1.0%	23	1.0%	32	1.4%	33	1.5%	30	1.4%	27	1.3%	0.0%	
		Black	10	0.4%	11	0.5%	13	0.6%	13	0.6%	12	0.5%	11	0.5%	11	0.5%	12	0.5%	11	0.5%	8	0.4%	-20.0%	
		Hispanic	29	1.3%	34	1.5%	34	1.5%	36	1.6%	38	1.7%	39	1.8%	38	1.7%	38	1.7%	40	1.8%	36	1.8%	24.1%	
		Native American/Alaskan	1	0.0%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.0%	2	0.1%	2	0.1%	2	0.1%	3	0.1%	200.0%	
		Other	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	-50.0%	
	Management/Supervisor Total		241	10.7%	254	11.1%	245	10.7%	251	11.2%	256	11.3%	251	11.3%	279	12.4%	284	12.7%	278	12.7%	249	12.4%	3.3%	
	Technical/Professional	Armenian	14	0.6%	21	0.9%	26	1.1%	24	1.1%	32	1.4%	34	1.5%	30	1.3%	29	1.3%	20	0.9%	22	1.1%	57.1%	
		Asian/Pacific Islander	9	0.4%	11	0.5%	13	0.6%	16	0.7%	21	0.9%	19	0.9%	16	0.7%	16	0.7%	16	0.7%	13	0.6%	44.4%	
		Black	11	0.5%	11	0.5%	10	0.4%	10	0.4%	9	0.4%	9	0.4%	10	0.4%	9	0.4%	7	0.3%	7	0.3%	-36.4%	
		Hispanic	20	0.9%	22	1.0%	17	0.7%	18	0.8%	17	0.8%	17	0.8%	17	0.8%	16	0.7%	11	0.5%	11	0.5%	-45.0%	
		Native American/Alaskan	1	0.0%	1	0.0%	2	0.1%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
		Other	2	0.1%	1	0.0%	2	0.1%	2	0.1%	3	0.1%	2	0.1%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	-50.0%	
	Technical/Professional Total		137	6.1%	137	6.0%	141	6.1%	134	6.0%	141	6.2%	139	6.2%	111	4.9%	109	4.9%	95	4.3%	87	4.3%	-36.5%	
	Supervisor Non-Mid-Management	Armenian	2	0.1%	3	0.1%	3	0.1%	8	0.4%	10	0.4%	12	0.5%	10	0.4%	10	0.4%	10	0.5%	10	0.5%	400.0%	
		Asian/Pacific Islander	11	0.5%	12	0.5%	11	0.5%	12	0.5%	13	0.6%	12	0.5%	15	0.7%	17	0.8%	17	0.8%	17	0.8%	54.5%	
		Black	6	0.3%	7	0.3%	7	0.3%	8	0.4%	9	0.4%	9	0.4%	7	0.3%	6	0.3%	4	0.2%	3	0.1%	-50.0%	
		Hispanic	17	0.8%	16	0.7%	17	0.7%	25	1.1%	29	1.3%	29	1.3%	33	1.5%	32	1.4%	33	1.5%	37	1.8%	117.6%	
		Native American/Alaskan	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
		White	105	4.6%	105	4.6%	107	4.7%	103	4.6%	101	4.5%	96	4.3%	90	4.0%	89	4.0%	84	3.8%	75	3.7%	-28.6%	
	Supervisor Non-Mid-Management Total		142	6.3%	144	6.3%	145	6.3%	156	7.0%	162	7.2%	158	7.1%	155	6.9%	154	6.9%	148	6.8%	142	7.1%	0.0%	
	Non-Manager	Armenian	223	9.9%	231	10.1%	250	10.9%	242	10.8%	256	11.3%	265	11.9%	289	12.9%	298	13.3%	286	13.1%	276	13.7%	23.8%	
		Asian/Pacific Islander	131	5.8%	142	6.2%	143	6.2%	139	6.2%	143	6.3%	138	6.2%	141	6.3%	136	6.1%	138	6.3%	134	6.7%	2.3%	
		Black	56	2.5%	52	2.3%	63	2.7%	56	2.5%	58	2.6%	60	2.7%	57	2.5%	64	2.9%	62	2.8%	53	2.6%	-5.4%	
		Hispanic	539	23.8%	546	23.8%	550	23.9%	536	24.0%	546	24.1%	525	23.6%	543	24.2%	534	23.9%	537	24.5%	510	25.4%	-5.4%	
		Native American/Alaskan	10	0.4%	10	0.4%	11	0.5%	10	0.4%	9	0.4%	9	0.4%	6	0.3%	7	0.3%	7	0.3%	7	0.3%	-30.0%	
		Other	14	0.6%	15	0.7%	21	0.9%	16	0.7%	17	0.8%	15	0.7%	7	0.3%	9	0.4%	3	0.1%	1	0.0%	-92.9%	
	Non-Manager Total		1,722	76.2%	1,742	75.9%	1,748	76.1%	1,677	75.0%	1,686	74.5%	1,660	74.6%	1,681	74.9%	1,669	74.7%	1,653	75.4%	1,515	75.4%	-12.0%	
	Total Employees			2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	-11.1%

Total Hourly Employees By Level and Race/Ethnicity

Type	Level	Race/Ethnicity	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Executive	Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	N/A
	Executive Total		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	N/A
	Management/Supervisor	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.8%	4	0.8%	4	0.7%	4	0.7%	N/A
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	1.4%	7	1.4%	6	1.1%	4	0.7%	N/A
		Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.4%	3	0.6%	3	0.5%	3	0.6%	N/A
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	N/A
		White	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	13	2.6%	19	3.7%	20	3.6%	20	3.7%	N/A
	Management/Supervisor Total		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	27	5.5%	34	6.7%	34	6.2%	32	5.9%	N/A
	Technical/Professional	Armenian	5	0.8%	6	1.2%	5	0.9%	4	0.8%	5	1.0%	6	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Asian/Pacific Islander	3	0.5%	2	0.4%	3	0.5%	4	0.8%	5	1.0%	4	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Black	4	0.6%	1	0.2%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	5	0.8%	4	0.8%	4	0.7%	4	0.8%	2	0.4%	1	0.2%	1	0.2%	0	0.0%	2	0.4%	2	0.4%	-60.0%
		Native American/Alaskan	1	0.2%	1	0.2%	2	0.4%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	34	5.5%	28	5.4%	24	4.3%	22	4.4%	18	3.8%	19	4.1%	0	0.0%	0	0.0%	3	0.5%	4	0.7%	-88.2%
	Technical/Professional Total		52	8.4%	42	8.1%	39	7.0%	37	7.4%	32	6.7%	32	7.0%	1	0.2%	0	0.0%	5	0.9%	6	1.1%	-88.5%
	Supervisor Non-Mid-Management	White	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	1	0.2%	2	0.4%	N/A
	Supervisor Non-Mid-Management Total		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	1	0.2%	2	0.4%	N/A
	Non-Manager	Armenian	145	23.5%	131	25.1%	150	26.9%	139	27.9%	145	30.3%	151	32.8%	164	33.3%	167	32.7%	155	28.1%	148	27.4%	2.1%
		Asian/Pacific Islander	42	6.8%	36	6.9%	34	6.1%	27	5.4%	28	5.8%	24	5.2%	27	5.5%	32	6.3%	36	6.5%	42	7.8%	0.0%
		Black	21	3.4%	14	2.7%	23	4.1%	19	3.8%	21	4.4%	17	3.7%	15	3.0%	19	3.7%	21	3.8%	18	3.3%	-14.3%
		Hispanic	191	30.9%	156	29.9%	151	27.1%	137	27.5%	136	28.4%	121	26.3%	139	28.2%	129	25.2%	147	26.7%	154	28.5%	-19.4%
		Native American/Alaskan	3	0.5%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	-66.7%
		Other	10	1.6%	8	1.5%	16	2.9%	10	2.0%	6	1.3%	3	0.7%	1	0.2%	3	0.6%	1	0.2%	0	0.0%	-100.0%
	Non-Manager Total		566	91.6%	479	91.9%	518	93.0%	462	92.6%	447	93.3%	428	93.0%	464	94.1%	475	93.0%	511	92.7%	500	92.4%	-11.7%
	Hourly Total		618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	-12.5%

Total Salaried Employees By Level and Race/Ethnicity

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Type	Level	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Executive	Armenian	2	0.1%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	2	0.1%	3	0.2%	4	0.3%	100.0%
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	N/A
		Hispanic	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%	0	0.0%	1	0.1%	3	0.2%	4	0.2%	3	0.2%	50.0%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	N/A
		White	14	0.9%	13	0.7%	13	0.7%	13	0.7%	14	0.8%	13	0.7%	12	0.7%	10	0.6%	8	0.5%	7	0.5%	-50.0%
	Executive Total		18	1.1%	18	1.0%	18	1.0%	18	1.0%	19	1.1%	18	1.0%	18	1.0%	17	1.0%	17	1.0%	16	1.1%	-11.1%
	Management/Supervisor	Armenian	10	0.6%	9	0.5%	9	0.5%	14	0.8%	14	0.8%	15	0.8%	17	1.0%	19	1.1%	26	1.6%	27	1.8%	170.0%
		Asian/Pacific Islander	27	1.6%	27	1.5%	26	1.5%	22	1.3%	23	1.3%	23	1.3%	25	1.4%	26	1.5%	24	1.5%	23	1.6%	-14.8%
		Black	10	0.6%	11	0.6%	13	0.7%	13	0.7%	12	0.7%	11	0.6%	11	0.6%	12	0.7%	11	0.7%	8	0.5%	-20.0%
		Hispanic	29	1.8%	34	1.9%	34	2.0%	36	2.1%	38	2.1%	39	2.2%	36	2.1%	35	2.0%	37	2.3%	33	2.2%	13.8%
		Native American/Alaskan	1	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	100.0%
		Other	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	-50.0%
	Management/Supervisor Total		162	9.9%	169	9.5%	159	9.1%	162	9.3%	165	9.2%	160	9.1%	161	9.2%	156	9.1%	144	8.8%	123	8.4%	-24.1%
			241	14.7%	254	14.3%	245	14.1%	251	14.5%	256	14.3%	251	14.2%	252	14.4%	250	14.5%	244	14.9%	217	14.8%	-10.0%
	Technical/Professional	Armenian	9	0.5%	15	0.8%	21	1.2%	20	1.2%	27	1.5%	28	1.6%	30	1.7%	29	1.7%	20	1.2%	22	1.5%	144.4%
		Asian/Pacific Islander	6	0.4%	9	0.5%	10	0.6%	12	0.7%	16	0.9%	15	0.8%	16	0.9%	16	0.9%	16	1.0%	13	0.9%	116.7%
		Black	7	0.4%	10	0.6%	10	0.6%	9	0.5%	9	0.5%	9	0.5%	10	0.6%	9	0.5%	7	0.4%	7	0.5%	0.0%
		Hispanic	15	0.9%	18	1.0%	13	0.7%	14	0.8%	15	0.8%	16	0.9%	16	0.9%	16	0.9%	9	0.5%	9	0.6%	-40.0%
		Other	2	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	-50.0%
		White	46	2.8%	42	2.4%	47	2.7%	41	2.4%	40	2.2%	38	2.2%	37	2.1%	38	2.2%	37	2.3%	29	2.0%	-37.0%
	Technical/Professional Total		85	5.2%	95	5.4%	102	5.9%	97	5.6%	109	6.1%	107	6.1%	110	6.3%	109	6.3%	90	5.5%	81	5.5%	-4.7%
	Supervisor Non-Mid-Management	Armenian	2	0.1%	3	0.2%	3	0.2%	8	0.5%	10	0.6%	12	0.7%	10	0.6%	10	0.6%	10	0.6%	10	0.7%	400.0%
		Asian/Pacific Islander	11	0.7%	12	0.7%	11	0.6%	12	0.7%	13	0.7%	12	0.7%	15	0.9%	17	1.0%	17	1.0%	17	1.2%	54.5%
		Black	6	0.4%	7	0.4%	7	0.4%	8	0.5%	9	0.5%	9	0.5%	7	0.4%	6	0.3%	4	0.2%	3	0.2%	-50.0%
		Hispanic	17	1.0%	16	0.9%	17	1.0%	25	1.4%	29	1.6%	29	1.6%	33	1.9%	32	1.9%	33	2.0%	37	2.5%	117.6%
		Native American/Alaskan	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	105	6.4%	105	5.9%	107	6.1%	103	5.9%	101	5.7%	96	5.4%	89	5.1%	87	5.1%	83	5.1%	73	5.0%	-30.5%
	Supervisor Non-Mid-Management Total		142	8.6%	144	8.1%	145	8.3%	156	9.0%	162	9.1%	158	8.9%	154	8.8%	152	8.8%	147	9.0%	140	9.5%	-1.4%
	Non-Manager	Armenian	78	4.8%	100	5.6%	100	5.7%	103	5.9%	111	6.2%	114	6.5%	125	7.1%	131	7.6%	131	8.0%	128	8.7%	64.1%
		Asian/Pacific Islander	89	5.4%	106	6.0%	109	6.3%	112	6.4%	115	6.4%	114	6.5%	114	6.5%	104	6.0%	102	6.2%	92	6.3%	3.4%
		Black	35	2.1%	38	2.1%	40	2.3%	37	2.1%	37	2.1%	43	2.4%	42	2.4%	45	2.6%	41	2.5%	35	2.4%	0.0%
		Hispanic	348	21.2%	390	22.0%	399	22.9%	399	23.0%	410	23.0%	404	22.9%	404	23.1%	405	23.5%	390	23.8%	356	24.2%	2.3%
		Native American/Alaskan	7	0.4%	9	0.5%	10	0.6%	10	0.6%	8	0.4%	8	0.5%	6	0.3%	6	0.3%	6	0.4%	6	0.4%	-14.3%
		Other	4	0.2%	7	0.4%	5	0.3%	6	0.3%	11	0.6%	12	0.7%	6	0.3%	6	0.3%	2	0.1%	1	0.1%	-75.0%
	Non-Manager Total		595	36.2%	613	34.6%	567	32.6%	548	31.5%	547	30.6%	537	30.4%	520	29.7%	497	28.9%	470	28.7%	397	27.0%	-33.3%
	Salaried Total			1,156	70.4%	1,263	71.2%	1,230	70.7%	1,215	69.9%	1,239	69.4%	1,232	69.8%	1,217	69.5%	1,194	69.3%	1,142	69.6%	1,015	69.1%
			1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	1,640	100.0%	1,469	100.0%	-10.5%

Total Employees By Gender and Level

Gender	Level	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Female	Executive	7	1.0%	5	0.7%	5	0.7%	4	0.6%	4	0.6%	2	0.3%	3	0.4%	3	0.4%	3	0.5%	3	0.5%	-57.1%
	Management/Supervisor	71	10.2%	74	10.6%	80	11.0%	79	11.3%	79	11.5%	81	12.0%	84	12.4%	85	12.6%	88	13.9%	78	13.3%	9.9%
	Technical/Professional	58	8.3%	62	8.9%	66	9.1%	67	9.6%	64	9.3%	66	9.8%	55	8.1%	53	7.9%	42	6.7%	43	7.3%	-25.9%
	Supervisor Non-Mid-Management	17	2.4%	19	2.7%	20	2.7%	27	3.9%	28	4.1%	27	4.0%	29	4.3%	27	4.0%	26	4.1%	24	4.1%	41.2%
	Non-Manager	546	78.1%	535	77.0%	557	76.5%	522	74.7%	513	74.6%	500	74.0%	508	74.8%	506	75.1%	472	74.8%	439	74.8%	-19.6%
Female Total		699	100.0%	695	100.0%	728	100.0%	699	100.0%	688	100.0%	676	100.0%	679	100.0%	674	100.0%	631	100.0%	587	100.0%	-16.0%

Gender	Level	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Male	Executive	11	0.7%	13	0.8%	13	0.8%	14	0.9%	15	1.0%	16	1.0%	15	1.0%	14	0.9%	14	0.9%	14	1.0%	27.3%
	Management/Supervisor	170	10.9%	180	11.3%	165	10.5%	172	11.2%	177	11.2%	170	11.0%	195	12.5%	199	12.8%	190	12.2%	171	12.0%	0.6%
	Technical/Professional	79	5.1%	75	4.7%	75	4.8%	67	4.4%	77	4.9%	73	4.7%	56	3.6%	56	3.6%	53	3.4%	44	3.1%	-44.3%
	Supervisor Non-Mid-Management	125	8.0%	125	7.8%	125	8.0%	129	8.4%	134	8.5%	131	8.5%	126	8.1%	127	8.1%	122	7.8%	118	8.3%	-5.6%
	Non-Manager	1,176	75.3%	1,207	75.4%	1,191	75.9%	1,155	75.1%	1,173	74.4%	1,160	74.8%	1,173	75.0%	1,163	74.6%	1,181	75.7%	1,076	75.6%	-8.5%
Male Total		1,561	100.0%	1,600	100.0%	1,569	100.0%	1,537	100.0%	1,576	100.0%	1,550	100.0%	1,565	100.0%	1,559	100.0%	1,560	100.0%	1,423	100.0%	-8.8%

	Level	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Executive	18	0.8%	18	0.8%	18	0.8%	18	0.8%	19	0.8%	18	0.8%	18	0.8%	17	0.8%	17	0.8%	17	0.8%	-5.6%
	Management/Supervisor	241	10.7%	254	11.1%	245	10.7%	251	11.2%	256	11.3%	251	11.3%	279	12.4%	284	12.7%	278	12.7%	249	12.4%	3.3%
	Technical/Professional	137	6.1%	137	6.0%	141	6.1%	134	6.0%	141	6.2%	139	6.2%	111	4.9%	109	4.9%	95	4.3%	87	4.3%	-36.5%
	Supervisor Non-Mid-Management	142	6.3%	144	6.3%	145	6.3%	156	7.0%	162	7.2%	158	7.1%	155	6.9%	154	6.9%	148	6.8%	142	7.1%	0.0%
	Non-Manager	1,722	76.2%	1,742	75.9%	1,748	76.1%	1,677	75.0%	1,686	74.5%	1,660	74.6%	1,681	74.9%	1,669	74.7%	1,653	75.4%	1,515	75.4%	-12.0%
Grand Total		2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	-11.1%

	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Female	699	30.9%	695	30.3%	728	31.7%	699	31.3%	688	30.4%	676	30.4%	679	30.3%	674	30.2%	631	28.8%	587	29.2%	-16.0%
	Male	1,561	69.1%	1,600	69.7%	1,569	68.3%	1,537	68.7%	1,576	69.6%	1,550	69.6%	1,565	69.7%	1,559	69.8%	1,560	71.2%	1,423	70.8%	-8.8%
Grand Total		2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	-11.1%

Total Hourly Employees By Gender and Level

Type	Gender	Level	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Female	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	4.4%	14	6.8%	12	6.3%	9	4.8%	N/A
		Technical/Professional	17	6.3%	15	6.9%	16	6.3%	17	7.4%	10	4.8%	11	5.6%	1	0.5%	0	0.0%	2	1.0%	2	1.1%	-88.2%
		Non-Manager	251	93.7%	203	93.1%	236	93.7%	212	92.6%	198	95.2%	185	94.4%	192	94.6%	192	92.8%	177	92.7%	176	94.1%	-29.9%
		Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.5%	1	0.5%	0	0.0%	0	0.0%	N/A
	Female Total		268	100.0%	218	100.0%	252	100.0%	229	100.0%	208	100.0%	196	100.0%	203	100.0%	207	100.0%	191	100.0%	187	100.0%	-30.2%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Type	Gender	Level	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Male	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	N/A
		Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	18	6.2%	20	6.6%	22	6.1%	23	6.5%	N/A
		Technical/Professional	35	10.0%	27	8.9%	23	7.5%	20	7.4%	22	8.1%	21	8.0%	0	0.0%	0	0.0%	3	0.8%	4	1.1%	-88.6%
		Non-Manager	315	90.0%	276	91.1%	282	92.5%	250	92.6%	249	91.9%	243	92.0%	272	93.8%	283	93.1%	334	92.8%	324	91.5%	2.9%
		Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.3%	2	0.6%	N/A
		Male Total	350	100.0%	303	100.0%	305	100.0%	270	100.0%	271	100.0%	264	100.0%	290	100.0%	304	100.0%	360	100.0%	354	100.0%	1.1%

Type	Level	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly Total	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	N/A
	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	27	5.5%	34	6.7%	34	6.2%	32	5.9%	N/A
	Technical/Professional	52	8.4%	42	8.1%	39	7.0%	37	7.4%	32	6.7%	32	7.0%	1	0.2%	0	0.0%	5	0.9%	6	1.1%	-88.5%
	Non-Manager	566	91.6%	479	91.9%	518	93.0%	462	92.6%	447	93.3%	428	93.0%	464	94.1%	475	93.0%	511	92.7%	500	92.4%	-11.7%
	Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	1	0.2%	2	0.4%	N/A
Hourly Total		618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	-12.5%

Total Salaried Employees By Gender and Level

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Type	Gender	Level	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	Executive	7	1.6%	5	1.0%	5	1.1%	4	0.9%	4	0.8%	2	0.4%	3	0.6%	3	0.6%	3	0.7%	3	0.8%	-57.1%
		Management/Supervisor	71	16.5%	74	15.5%	80	16.8%	79	16.8%	79	16.5%	81	16.9%	75	15.8%	71	15.2%	76	17.3%	69	17.3%	-2.8%
		Technical/Professional	41	9.5%	47	9.9%	50	10.5%	50	10.6%	54	11.3%	55	11.5%	54	11.3%	53	11.3%	40	9.1%	41	10.3%	0.0%
		Supervisor Non-Mid-Management	17	3.9%	19	4.0%	20	4.2%	27	5.7%	28	5.8%	27	5.6%	28	5.9%	26	5.6%	26	5.9%	24	6.0%	41.2%
		Non-Manager	295	68.4%	332	69.6%	321	67.4%	310	66.0%	315	65.6%	315	65.6%	316	66.4%	314	67.2%	295	67.0%	263	65.8%	-10.8%
		Female Total	431	100.0%	477	100.0%	476	100.0%	470	100.0%	480	100.0%	480	100.0%	476	100.0%	467	100.0%	440	100.0%	400	100.0%	-7.2%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Type	Gender	Level	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Male	Executive	11	0.9%	13	1.0%	13	1.0%	14	1.1%	15	1.1%	16	1.2%	15	1.2%	14	1.1%	14	1.2%	13	1.2%	18.2%
		Management/Supervisor	170	14.0%	180	13.9%	165	13.1%	172	13.6%	177	13.6%	170	13.2%	177	13.9%	179	14.3%	168	14.0%	148	13.8%	-12.9%
		Technical/Professional	44	3.6%	48	3.7%	52	4.1%	47	3.7%	55	4.2%	52	4.0%	56	4.4%	56	4.5%	50	4.2%	40	3.7%	-9.1%
		Supervisor Non-Mid-Management	125	10.3%	125	9.6%	125	9.9%	129	10.2%	134	10.3%	131	10.2%	126	9.9%	126	10.0%	121	10.1%	116	10.9%	-7.2%
		Non-Manager	861	71.1%	931	71.8%	909	71.9%	905	71.4%	924	70.8%	917	71.3%	901	70.7%	880	70.1%	847	70.6%	752	70.3%	-12.7%
	Male Total		1,211	100.0%	1,297	100.0%	1,264	100.0%	1,267	100.0%	1,305	100.0%	1,286	100.0%	1,275	100.0%	1,255	100.0%	1,200	100.0%	1,069	100.0%	-11.7%

Type	Level	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried Total	Executive	18	1.1%	18	1.0%	18	1.0%	18	1.0%	19	1.1%	18	1.0%	18	1.0%	17	1.0%	17	1.0%	16	1.1%	-11.1%
	Management/Supervisor	241	14.7%	254	14.3%	245	14.1%	251	14.5%	256	14.3%	251	14.2%	252	14.4%	250	14.5%	244	14.9%	217	14.8%	-10.0%
	Technical/Professional	85	5.2%	95	5.4%	102	5.9%	97	5.6%	109	6.1%	107	6.1%	110	6.3%	109	6.3%	90	5.5%	81	5.5%	-4.7%
	Supervisor Non-Mid-Management	142	8.6%	144	8.1%	145	8.3%	156	9.0%	162	9.1%	158	8.9%	154	8.8%	152	8.8%	147	9.0%	140	9.5%	-1.4%
	Non-Manager	1,156	70.4%	1,263	71.2%	1,230	70.7%	1,215	69.9%	1,239	69.4%	1,232	69.8%	1,217	69.5%	1,194	69.3%	1,142	69.6%	1,015	69.1%	-12.2%
Salaried Total		1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	1,640	100.0%	1,469	100.0%	-10.5%

Total Employees By Level and Gender

	Level	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Executive	Female	7	0.3%	5	0.2%	5	0.2%	4	0.2%	4	0.2%	2	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	-57.1%
		Male	11	0.5%	13	0.6%	13	0.6%	14	0.6%	15	0.7%	16	0.7%	15	0.7%	14	0.6%	14	0.6%	14	0.7%	27.3%
	Executive Total		18	0.8%	18	0.8%	18	0.8%	18	0.8%	19	0.8%	18	0.8%	18	0.8%	17	0.8%	17	0.8%	17	0.8%	-5.6%
	Management/Supervisor	Female	71	3.1%	74	3.2%	80	3.5%	79	3.5%	79	3.5%	81	3.6%	84	3.7%	85	3.8%	88	4.0%	78	3.9%	9.9%
		Male	170	7.5%	180	7.8%	165	7.2%	172	7.7%	177	7.8%	170	7.6%	195	8.7%	199	8.9%	190	8.7%	171	8.5%	0.6%
	Management/Supervisor Total		241	10.7%	254	11.1%	245	10.7%	251	11.2%	256	11.3%	251	11.3%	279	12.4%	284	12.7%	278	12.7%	249	12.4%	3.3%
	Technical/Professional	Female	58	2.6%	62	2.7%	66	2.9%	67	3.0%	64	2.8%	66	3.0%	55	2.5%	53	2.4%	42	1.9%	43	2.1%	-25.9%
		Male	79	3.5%	75	3.3%	75	3.3%	67	3.0%	77	3.4%	73	3.3%	56	2.5%	56	2.5%	53	2.4%	44	2.2%	-44.3%
	Technical/Professional Total		137	6.1%	137	6.0%	141	6.1%	134	6.0%	141	6.2%	139	6.2%	111	4.9%	109	4.9%	95	4.3%	87	4.3%	-36.5%
	Supervisor Non-Mid-Management	Female	17	0.8%	19	0.8%	20	0.9%	27	1.2%	28	1.2%	27	1.2%	29	1.3%	27	1.2%	26	1.2%	24	1.2%	41.2%
		Male	125	5.5%	125	5.4%	125	5.4%	129	5.8%	134	5.9%	131	5.9%	126	5.6%	127	5.7%	122	5.6%	118	5.9%	-5.6%
	Supervisor Non-Mid-Management Total		142	6.3%	144	6.3%	145	6.3%	156	7.0%	162	7.2%	158	7.1%	155	6.9%	154	6.9%	148	6.8%	142	7.1%	0.0%
	Non-Manager	Female	546	24.2%	535	23.3%	557	24.2%	522	23.3%	513	22.7%	500	22.5%	508	22.6%	506	22.7%	472	21.5%	439	21.8%	-19.6%
		Male	1,176	52.0%	1,207	52.6%	1,191	51.9%	1,155	51.7%	1,173	51.8%	1,160	52.1%	1,173	52.3%	1,163	52.1%	1,181	53.9%	1,076	53.5%	-8.5%
	Non-Manager Total		1,722	76.2%	1,742	75.9%	1,748	76.1%	1,677	75.0%	1,686	74.5%	1,660	74.6%	1,681	74.9%	1,669	74.7%	1,653	75.4%	1,515	75.4%	-12.0%
	Grand Total		2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	-11.1%

Total Hourly Employees By Level and Gender

Type	Level	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Executive	Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	N/A
	Executive Total		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	N/A
	Management/Supervisor	Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	1.8%	14	2.7%	12	2.2%	9	1.7%	N/A
	Management/Supervisor	Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	18	3.7%	20	3.9%	22	4.0%	23	4.3%	N/A
	Management/Supervisor Total		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	27	5.5%	34	6.7%	34	6.2%	32	5.9%	N/A
	Technical/Professional	Female	17	2.8%	15	2.9%	16	2.9%	17	3.4%	10	2.1%	11	2.4%	1	0.2%	0	0.0%	2	0.4%	2	0.4%	-88.2%
	Technical/Professional	Male	35	5.7%	27	5.2%	23	4.1%	20	4.0%	22	4.6%	21	4.6%	0	0.0%	0	0.0%	3	0.5%	4	0.7%	-88.6%
	Technical/Professional Total		52	8.4%	42	8.1%	39	7.0%	37	7.4%	32	6.7%	32	7.0%	1	0.2%	0	0.0%	5	0.9%	6	1.1%	-88.5%
	Supervisor Non-Mid-Management	Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	N/A
	Supervisor Non-Mid-Management	Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	2	0.4%	N/A
	Supervisor Non-Mid-Management Total		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	1	0.2%	2	0.4%	N/A
	Non-Manager	Female	251	40.6%	203	39.0%	236	42.4%	212	42.5%	198	41.3%	185	40.2%	192	38.9%	192	37.6%	177	32.1%	176	32.5%	-29.9%
	Non-Manager	Male	315	51.0%	276	53.0%	282	50.6%	250	50.1%	249	52.0%	243	52.8%	272	55.2%	283	55.4%	334	60.6%	324	59.9%	2.9%
	Non-Manager Total		566	91.6%	479	91.9%	518	93.0%	462	92.6%	447	93.3%	428	93.0%	464	94.1%	475	93.0%	511	92.7%	500	92.4%	-11.7%
	Hourly Total		618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	-12.5%

Total Salaried Employees By Level and Gender

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Type	Level	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Executive	Female	7	0.4%	5	0.3%	5	0.3%	4	0.2%	4	0.2%	2	0.1%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	-57.1%
		Male	11	0.7%	13	0.7%	13	0.7%	14	0.8%	15	0.8%	16	0.9%	15	0.9%	14	0.8%	14	0.9%	13	0.9%	18.2%
	Executive Total		18	1.1%	18	1.0%	18	1.0%	18	1.0%	19	1.1%	18	1.0%	18	1.0%	17	1.0%	17	1.0%	16	1.1%	-11.1%
	Management/Supervisor	Female	71	4.3%	74	4.2%	80	4.6%	79	4.5%	79	4.4%	81	4.6%	75	4.3%	71	4.1%	76	4.6%	69	4.7%	-2.8%
		Male	170	10.4%	180	10.1%	165	9.5%	172	9.9%	177	9.9%	170	9.6%	177	10.1%	179	10.4%	168	10.2%	148	10.1%	-12.9%
	Management/Supervisor Total		241	14.7%	254	14.3%	245	14.1%	251	14.5%	256	14.3%	251	14.2%	252	14.4%	250	14.5%	244	14.9%	217	14.8%	-10.0%
	Technical/Professional	Female	41	2.5%	47	2.6%	50	2.9%	50	2.9%	54	3.0%	55	3.1%	54	3.1%	53	3.1%	40	2.4%	41	2.8%	0.0%
		Male	44	2.7%	48	2.7%	52	3.0%	47	2.7%	55	3.1%	52	2.9%	56	3.2%	56	3.3%	50	3.0%	40	2.7%	-9.1%
	Technical/Professional Total		85	5.2%	95	5.4%	102	5.9%	97	5.6%	109	6.1%	107	6.1%	110	6.3%	109	6.3%	90	5.5%	81	5.5%	-4.7%
	Supervisor Non-Mid- Management	Female	17	1.0%	19	1.1%	20	1.1%	27	1.6%	28	1.6%	27	1.5%	28	1.6%	26	1.5%	26	1.6%	24	1.6%	41.2%
		Male	125	7.6%	125	7.0%	125	7.2%	129	7.4%	134	7.5%	131	7.4%	126	7.2%	126	7.3%	121	7.4%	116	7.9%	-7.2%
	Supervisor Non-Mid-Management Total		142	8.6%	144	8.1%	145	8.3%	156	9.0%	162	9.1%	158	8.9%	154	8.8%	152	8.8%	147	9.0%	140	9.5%	-1.4%
	Non-Manager	Female	295	18.0%	332	18.7%	321	18.4%	310	17.8%	315	17.6%	315	17.8%	316	18.0%	314	18.2%	295	18.0%	263	17.9%	-10.8%
		Male	861	52.4%	931	52.5%	909	52.2%	905	52.1%	924	51.8%	917	51.9%	901	51.5%	880	51.1%	847	51.6%	752	51.2%	-12.7%
	Non-Manager Total		1,156	70.4%	1,263	71.2%	1,230	70.7%	1,215	69.9%	1,239	69.4%	1,232	69.8%	1,217	69.5%	1,194	69.3%	1,142	69.6%	1,015	69.1%	-12.2%
Salaried Total			1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	1,640	100.0%	1,469	100.0%	-10.5%

Total Employees By Gender and Race/Ethnicity

	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Female	699	30.9%	695	30.3%	728	31.7%	699	31.3%	688	30.4%	676	30.4%	679	30.3%	674	30.2%	631	28.8%	587	29.2%	-16.0%
	Male	1,561	69.1%	1,600	69.7%	1,569	68.3%	1,537	68.7%	1,576	69.6%	1,550	69.6%	1,565	69.7%	1,559	69.8%	1,560	71.2%	1,423	70.8%	-8.8%
Grand Total		2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	-11.1%

	Gender	Race/Ethnicity	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Female	Armenian	136	6.0%	144	6.3%	158	6.9%	154	6.9%	160	7.1%	167	7.5%	174	7.8%	177	7.9%	171	7.8%	171	8.5%	25.7%
		Asian/Pacific Islander	60	2.7%	66	2.9%	71	3.1%	65	2.9%	64	2.8%	62	2.8%	68	3.0%	62	2.8%	60	2.7%	57	2.8%	-5.0%
		Black	24	1.1%	21	0.9%	23	1.0%	20	0.9%	20	0.9%	22	1.0%	24	1.1%	28	1.3%	23	1.0%	19	0.9%	-20.8%
		Hispanic	173	7.7%	163	7.1%	173	7.5%	177	7.9%	179	7.9%	164	7.4%	169	7.5%	167	7.5%	156	7.1%	146	7.3%	-15.6%
		Native American/Alaskan	4	0.2%	4	0.2%	5	0.2%	3	0.1%	3	0.1%	3	0.1%	2	0.1%	3	0.1%	3	0.1%	3	0.1%	-25.0%
		Other	9	0.4%	7	0.3%	9	0.4%	10	0.4%	10	0.4%	7	0.3%	5	0.2%	6	0.3%	3	0.1%	3	0.1%	-66.7%
		White	293	13.0%	290	12.6%	289	12.6%	270	12.1%	252	11.1%	251	11.3%	237	10.6%	231	10.3%	215	9.8%	188	9.4%	-35.8%
	Female Total		699	30.9%	695	30.3%	728	31.7%	699	31.3%	688	30.4%	676	30.4%	679	30.3%	674	30.2%	631	28.8%	587	29.2%	-16.0%
	Male	Armenian	115	5.1%	123	5.4%	133	5.8%	137	6.1%	155	6.8%	162	7.3%	179	8.0%	185	8.3%	178	8.1%	172	8.6%	49.6%
		Asian/Pacific Islander	118	5.2%	126	5.5%	122	5.3%	124	5.5%	136	6.0%	130	5.8%	136	6.1%	140	6.3%	141	6.4%	134	6.7%	13.6%
		Black	59	2.6%	60	2.6%	70	3.0%	67	3.0%	69	3.0%	68	3.1%	62	2.8%	64	2.9%	62	2.8%	53	2.6%	-10.2%
		Hispanic	434	19.2%	457	19.9%	447	19.5%	440	19.7%	452	20.0%	446	20.0%	463	20.6%	456	20.4%	469	21.4%	452	22.5%	4.1%
		Native American/Alaskan	9	0.4%	10	0.4%	10	0.4%	10	0.4%	9	0.4%	9	0.4%	6	0.3%	6	0.3%	6	0.3%	7	0.3%	-22.2%
		Other	9	0.4%	11	0.5%	16	0.7%	10	0.4%	12	0.5%	12	0.5%	5	0.2%	6	0.3%	3	0.1%	1	0.0%	-88.9%
		White	817	36.2%	813	35.4%	771	33.6%	749	33.5%	743	32.8%	723	32.5%	714	31.8%	702	31.4%	701	32.0%	604	30.0%	-26.1%
	Male Total		1,561	69.1%	1,600	69.7%	1,569	68.3%	1,537	68.7%	1,576	69.6%	1,550	69.6%	1,565	69.7%	1,559	69.8%	1,560	71.2%	1,423	70.8%	-8.8%
	Grand Total		2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	-11.1%

Total Hourly Employees By Gender and Race/Ethnicity

Type	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Female	268	43.4%	218	41.8%	252	45.2%	229	45.9%	208	43.4%	196	42.6%	203	41.2%	207	40.5%	191	34.7%	187	34.6%	-30.2%
	Male	350	56.6%	303	58.2%	305	54.8%	270	54.1%	271	56.6%	264	57.4%	290	58.8%	304	59.5%	360	65.3%	354	65.4%	1.1%
Hourly Total		618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	-12.5%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Type	Gender	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Female	Armenian	84	13.6%	77	14.8%	83	14.9%	76	15.2%	75	15.7%	78	17.0%	76	15.4%	80	15.7%	74	13.4%	70	12.9%	-16.7%
		Asian/Pacific Islander	18	2.9%	14	2.7%	18	3.2%	13	2.6%	10	2.1%	8	1.7%	10	2.0%	11	2.2%	11	2.0%	13	2.4%	-27.8%
		Black	9	1.5%	3	0.6%	5	0.9%	5	1.0%	4	0.8%	4	0.9%	6	1.2%	9	1.8%	7	1.3%	7	1.3%	-22.2%
		Hispanic	66	10.7%	42	8.1%	56	10.1%	57	11.4%	56	11.7%	45	9.8%	49	9.9%	42	8.2%	43	7.8%	44	8.1%	-33.3%
		Native American/Alaskan	2	0.3%	1	0.2%	2	0.4%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	-50.0%
		Other	4	0.6%	1	0.2%	5	0.9%	4	0.8%	3	0.6%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	-100.0%
		White	85	13.8%	80	15.4%	83	14.9%	74	14.8%	59	12.3%	60	13.0%	62	12.6%	63	12.3%	55	10.0%	52	9.6%	-38.8%
	Female Total		268	43.4%	218	41.8%	252	45.2%	229	45.9%	208	43.4%	196	42.6%	203	41.2%	207	40.5%	191	34.7%	187	34.6%	-30.2%
	Male	Armenian	66	10.7%	60	11.5%	72	12.9%	67	13.4%	75	15.7%	79	17.2%	92	18.7%	91	17.8%	85	15.4%	82	15.2%	24.2%
		Asian/Pacific Islander	27	4.4%	24	4.6%	19	3.4%	18	3.6%	23	4.8%	20	4.3%	24	4.9%	28	5.5%	31	5.6%	33	6.1%	22.2%
		Black	16	2.6%	12	2.3%	18	3.2%	15	3.0%	17	3.5%	13	2.8%	9	1.8%	10	2.0%	14	2.5%	11	2.0%	-31.3%
		Hispanic	130	21.0%	118	22.6%	99	17.8%	84	16.8%	82	17.1%	77	16.7%	93	18.9%	90	17.6%	109	19.8%	116	21.4%	-10.8%
		Native American/Alaskan	2	0.3%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	-50.0%
		Other	6	1.0%	7	1.3%	12	2.2%	7	1.4%	4	0.8%	4	0.9%	1	0.2%	2	0.4%	1	0.2%	0	0.0%	-100.0%
		White	103	16.7%	81	15.5%	84	15.1%	78	15.6%	69	14.4%	70	15.2%	70	14.2%	82	16.0%	119	21.6%	111	20.5%	7.8%
	Male Total		350	56.6%	303	58.2%	305	54.8%	270	54.1%	271	56.6%	264	57.4%	290	58.8%	304	59.5%	360	65.3%	354	65.4%	1.1%
Hourly Total			618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	-12.5%

Total Salaried Employees By Gender and Race/Ethnicity

Type	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	431	26.2%	477	26.9%	476	27.4%	470	27.1%	480	26.9%	480	27.2%	476	27.2%	467	27.1%	440	26.8%	400	27.2%	-7.2%
	Male	1,211	73.8%	1,297	73.1%	1,264	72.6%	1,267	72.9%	1,305	73.1%	1,286	72.8%	1,275	72.8%	1,255	72.9%	1,200	73.2%	1,069	72.8%	-11.7%
Salaried Total		1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	1,640	100.0%	1,469	100.0%	-10.5%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Type	Gender	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	Armenian	52	3.2%	67	3.8%	75	4.3%	78	4.5%	85	4.8%	89	5.0%	98	5.6%	97	5.6%	97	5.9%	101	6.9%	94.2%
		Asian/Pacific Islander	42	2.6%	52	2.9%	53	3.0%	52	3.0%	54	3.0%	54	3.1%	58	3.3%	51	3.0%	49	3.0%	44	3.0%	4.8%
		Black	15	0.9%	18	1.0%	18	1.0%	15	0.9%	16	0.9%	18	1.0%	18	1.0%	19	1.1%	16	1.0%	12	0.8%	-20.0%
		Hispanic	107	6.5%	121	6.8%	117	6.7%	120	6.9%	123	6.9%	119	6.7%	120	6.9%	125	7.3%	113	6.9%	102	6.9%	-4.7%
		Native American/Alaskan	2	0.1%	3	0.2%	3	0.2%	3	0.2%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	0.0%
		Other	5	0.3%	6	0.3%	4	0.2%	6	0.3%	7	0.4%	7	0.4%	5	0.3%	5	0.3%	3	0.2%	3	0.2%	-40.0%
		White	208	12.7%	210	11.8%	206	11.8%	196	11.3%	193	10.8%	191	10.8%	175	10.0%	168	9.8%	160	9.8%	136	9.3%	-34.6%
	Female Total		431	26.2%	477	26.9%	476	27.4%	470	27.1%	480	26.9%	480	27.2%	476	27.2%	467	27.1%	440	26.8%	400	27.2%	-7.2%
	Male	Armenian	49	3.0%	63	3.6%	61	3.5%	70	4.0%	80	4.5%	83	4.7%	87	5.0%	94	5.5%	93	5.7%	90	6.1%	83.7%
		Asian/Pacific Islander	91	5.5%	102	5.7%	103	5.9%	106	6.1%	113	6.3%	110	6.2%	112	6.4%	112	6.5%	110	6.7%	101	6.9%	11.0%
		Black	43	2.6%	48	2.7%	52	3.0%	52	3.0%	52	2.9%	55	3.1%	53	3.0%	54	3.1%	48	2.9%	42	2.9%	-2.3%
		Hispanic	304	18.5%	339	19.1%	348	20.0%	356	20.5%	370	20.7%	369	20.9%	370	21.1%	366	21.3%	360	22.0%	336	22.9%	10.5%
		Native American/Alaskan	7	0.4%	9	0.5%	9	0.5%	9	0.5%	8	0.4%	8	0.5%	5	0.3%	5	0.3%	5	0.3%	6	0.4%	-14.3%
		Other	3	0.2%	4	0.2%	4	0.2%	3	0.2%	8	0.4%	8	0.5%	4	0.2%	4	0.2%	2	0.1%	1	0.1%	-66.7%
		White	714	43.5%	732	41.3%	687	39.5%	671	38.6%	674	37.8%	653	37.0%	644	36.8%	620	36.0%	582	35.5%	493	33.6%	-31.0%
	Male Total		1,211	73.8%	1,297	73.1%	1,264	72.6%	1,267	72.9%	1,305	73.1%	1,286	72.8%	1,275	72.8%	1,255	72.9%	1,200	73.2%	1,069	72.8%	-11.7%
Salaried Total			1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	1,640	100.0%	1,469	100.0%	-10.5%

Total Employees By Race/Ethnicity and Gender

	Race/Ethnicity	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	Female	136	6.0%	144	6.3%	158	6.9%	154	6.9%	160	7.1%	167	7.5%	174	7.8%	177	7.9%	171	7.8%	171	8.5%	25.7%
		Male	115	5.1%	123	5.4%	133	5.8%	137	6.1%	155	6.8%	162	7.3%	179	8.0%	185	8.3%	178	8.1%	172	8.6%	49.6%
	Armenian Total		251	11.1%	267	11.6%	291	12.7%	291	13.0%	315	13.9%	329	14.8%	353	15.7%	362	16.2%	349	15.9%	343	17.1%	36.7%
	Asian/Pacific Islander	Female	60	2.7%	66	2.9%	71	3.1%	65	2.9%	64	2.8%	62	2.8%	68	3.0%	62	2.8%	60	2.7%	57	2.8%	-5.0%
		Male	118	5.2%	126	5.5%	122	5.3%	124	5.5%	136	6.0%	130	5.8%	136	6.1%	140	6.3%	141	6.4%	134	6.7%	13.6%
	Asian/Pacific Islander Total		178	7.9%	192	8.4%	193	8.4%	189	8.5%	200	8.8%	192	8.6%	204	9.1%	202	9.0%	201	9.2%	191	9.5%	7.3%
	Black	Female	24	1.1%	21	0.9%	23	1.0%	20	0.9%	20	0.9%	22	1.0%	24	1.1%	28	1.3%	23	1.0%	19	0.9%	-20.8%
		Male	59	2.6%	60	2.6%	70	3.0%	67	3.0%	69	3.0%	68	3.1%	62	2.8%	64	2.9%	62	2.8%	53	2.6%	-10.2%
	Black Total		83	3.7%	81	3.5%	93	4.0%	87	3.9%	89	3.9%	90	4.0%	86	3.8%	92	4.1%	85	3.9%	72	3.6%	-13.3%
	Hispanic	Female	173	7.7%	163	7.1%	173	7.5%	177	7.9%	179	7.9%	164	7.4%	169	7.5%	167	7.5%	156	7.1%	146	7.3%	-15.6%
		Male	434	19.2%	457	19.9%	447	19.5%	440	19.7%	452	20.0%	446	20.0%	463	20.6%	456	20.4%	469	21.4%	452	22.5%	4.1%
	Hispanic Total		607	26.9%	620	27.0%	620	27.0%	617	27.6%	631	27.9%	610	27.4%	632	28.2%	623	27.9%	625	28.5%	598	29.8%	-1.5%
	Native American/Alaskan	Female	4	0.2%	4	0.2%	5	0.2%	3	0.1%	3	0.1%	3	0.1%	2	0.1%	3	0.1%	3	0.1%	3	0.1%	-25.0%
		Male	9	0.4%	10	0.4%	10	0.4%	10	0.4%	9	0.4%	9	0.4%	6	0.3%	6	0.3%	6	0.3%	7	0.3%	-22.2%
	Native American/Alaskan Total		13	0.6%	14	0.6%	15	0.7%	13	0.6%	12	0.5%	12	0.5%	8	0.4%	9	0.4%	9	0.4%	10	0.5%	-23.1%
	Other	Female	9	0.4%	7	0.3%	9	0.4%	10	0.4%	10	0.4%	7	0.3%	5	0.2%	6	0.3%	3	0.1%	3	0.1%	-66.7%
		Male	9	0.4%	11	0.5%	16	0.7%	10	0.4%	12	0.5%	12	0.5%	5	0.2%	6	0.3%	3	0.1%	1	0.0%	-88.9%
	Other Total		18	0.8%	18	0.8%	25	1.1%	20	0.9%	22	1.0%	19	0.9%	10	0.4%	12	0.5%	6	0.3%	4	0.2%	-77.8%
	White	Female	293	13.0%	290	12.6%	289	12.6%	270	12.1%	252	11.1%	251	11.3%	237	10.6%	231	10.3%	215	9.8%	188	9.4%	-35.8%
		Male	817	36.2%	813	35.4%	771	33.6%	749	33.5%	743	32.8%	723	32.5%	714	31.8%	702	31.4%	701	32.0%	604	30.0%	-26.1%
	White Total		1,110	49.1%	1,103	48.1%	1,060	46.1%	1,019	45.6%	995	43.9%	974	43.8%	951	42.4%	933	41.8%	916	41.8%	792	39.4%	-28.6%
	Grand Total		2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	2,191	100.0%	2,010	100.0%	-11.1%

Total Hourly Employees By Race/Ethnicity and Gender

Type	Race/Ethnicity	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	Female	84	13.6%	77	14.8%	83	14.9%	76	15.2%	75	15.7%	78	17.0%	76	15.4%	80	15.7%	74	13.4%	70	12.9%	-16.7%
		Male	66	10.7%	60	11.5%	72	12.9%	67	13.4%	75	15.7%	79	17.2%	92	18.7%	91	17.8%	85	15.4%	82	15.2%	24.2%
	Armenian Total		150	24.3%	137	26.3%	155	27.8%	143	28.7%	150	31.3%	157	34.1%	168	34.1%	171	33.5%	159	28.9%	152	28.1%	1.3%
	Asian/Pacific Islander	Female	18	2.9%	14	2.7%	18	3.2%	13	2.6%	10	2.1%	8	1.7%	10	2.0%	11	2.2%	11	2.0%	13	2.4%	-27.8%
		Male	27	4.4%	24	4.6%	19	3.4%	18	3.6%	23	4.8%	20	4.3%	24	4.9%	28	5.5%	31	5.6%	33	6.1%	22.2%
	Asian/Pacific Islander Total		45	7.3%	38	7.3%	37	6.6%	31	6.2%	33	6.9%	28	6.1%	34	6.9%	39	7.6%	42	7.6%	46	8.5%	2.2%
	Black	Female	9	1.5%	3	0.6%	5	0.9%	5	1.0%	4	0.8%	4	0.9%	6	1.2%	9	1.8%	7	1.3%	7	1.3%	-22.2%
		Male	16	2.6%	12	2.3%	18	3.2%	15	3.0%	17	3.5%	13	2.8%	9	1.8%	10	2.0%	14	2.5%	11	2.0%	-31.3%
	Black Total		25	4.0%	15	2.9%	23	4.1%	20	4.0%	21	4.4%	17	3.7%	15	3.0%	19	3.7%	21	3.8%	18	3.3%	-28.0%
	Hispanic	Female	66	10.7%	42	8.1%	56	10.1%	57	11.4%	56	11.7%	45	9.8%	49	9.9%	42	8.2%	43	7.8%	44	8.1%	-33.3%
		Male	130	21.0%	118	22.6%	99	17.8%	84	16.8%	82	17.1%	77	16.7%	93	18.9%	90	17.6%	109	19.8%	116	21.4%	-10.8%
	Hispanic Total		196	31.7%	160	30.7%	155	27.8%	141	28.3%	138	28.8%	122	26.5%	142	28.8%	132	25.8%	152	27.6%	160	29.6%	-18.4%
	Native American/Alaskan	Female	2	0.3%	1	0.2%	2	0.4%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	-50.0%
		Male	2	0.3%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	-50.0%
	Native American/Alaskan Total		4	0.6%	2	0.4%	3	0.5%	1	0.2%	2	0.4%	2	0.4%	1	0.2%	2	0.4%	2	0.4%	2	0.4%	-50.0%
	Other	Female	4	0.6%	1	0.2%	5	0.9%	4	0.8%	3	0.6%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	-100.0%
		Male	6	1.0%	7	1.3%	12	2.2%	7	1.4%	4	0.8%	4	0.9%	1	0.2%	2	0.4%	1	0.2%	0	0.0%	-100.0%
	Other Total		10	1.6%	8	1.5%	17	3.1%	11	2.2%	7	1.5%	4	0.9%	1	0.2%	3	0.6%	1	0.2%	0	0.0%	-100.0%
	White	Female	85	13.8%	80	15.4%	83	14.9%	74	14.8%	59	12.3%	60	13.0%	62	12.6%	63	12.3%	55	10.0%	52	9.6%	-38.8%
		Male	103	16.7%	81	15.5%	84	15.1%	78	15.6%	69	14.4%	70	15.2%	70	14.2%	82	16.0%	119	21.6%	111	20.5%	7.8%
	White Total		188	30.4%	161	30.9%	167	30.0%	152	30.5%	128	26.7%	130	28.3%	132	26.8%	145	28.4%	174	31.6%	163	30.1%	-13.3%
	Hourly Total		618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	551	100.0%	541	100.0%	-12.5%

Total Salaried Employees By Race/Ethnicity and Gender

Type	Race/Ethnicity	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Armenian	Female	52	3.2%	67	3.8%	75	4.3%	78	4.5%	85	4.8%	89	5.0%	98	5.6%	97	5.6%	97	5.9%	101	6.9%	94.2%
		Male	49	3.0%	63	3.6%	61	3.5%	70	4.0%	80	4.5%	83	4.7%	87	5.0%	94	5.5%	93	5.7%	90	6.1%	83.7%
	Armenian Total		101	6.2%	130	7.3%	136	7.8%	148	8.5%	165	9.2%	172	9.7%	185	10.6%	191	11.1%	190	11.6%	191	13.0%	89.1%
	Asian/Pacific Islander	Female	42	2.6%	52	2.9%	53	3.0%	52	3.0%	54	3.0%	54	3.1%	58	3.3%	51	3.0%	49	3.0%	44	3.0%	4.8%
		Male	91	5.5%	102	5.7%	103	5.9%	106	6.1%	113	6.3%	110	6.2%	112	6.4%	112	6.5%	110	6.7%	101	6.9%	11.0%
	Asian/Pacific Islander Total		133	8.1%	154	8.7%	156	9.0%	158	9.1%	167	9.4%	164	9.3%	170	9.7%	163	9.5%	159	9.7%	145	9.9%	9.0%
	Black	Female	15	0.9%	18	1.0%	18	1.0%	15	0.9%	16	0.9%	18	1.0%	18	1.0%	19	1.1%	16	1.0%	12	0.8%	-20.0%
		Male	43	2.6%	48	2.7%	52	3.0%	52	3.0%	52	2.9%	55	3.1%	53	3.0%	54	3.1%	48	2.9%	42	2.9%	-2.3%
	Black Total		58	3.5%	66	3.7%	70	4.0%	67	3.9%	68	3.8%	73	4.1%	71	4.1%	73	4.2%	64	3.9%	54	3.7%	-6.9%
	Hispanic	Female	107	6.5%	121	6.8%	117	6.7%	120	6.9%	123	6.9%	119	6.7%	120	6.9%	125	7.3%	113	6.9%	102	6.9%	-4.7%
		Male	304	18.5%	339	19.1%	348	20.0%	356	20.5%	370	20.7%	369	20.9%	370	21.1%	366	21.3%	360	22.0%	336	22.9%	10.5%
	Hispanic Total		411	25.0%	460	25.9%	465	26.7%	476	27.4%	493	27.6%	488	27.6%	490	28.0%	491	28.5%	473	28.8%	438	29.8%	6.6%
	Native American/Alaskan	Female	2	0.1%	3	0.2%	3	0.2%	3	0.2%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	0.0%
		Male	7	0.4%	9	0.5%	9	0.5%	9	0.5%	8	0.4%	8	0.5%	5	0.3%	5	0.3%	5	0.3%	6	0.4%	-14.3%
	Native American/Alaskan Total		9	0.5%	12	0.7%	12	0.7%	12	0.7%	10	0.6%	10	0.6%	7	0.4%	7	0.4%	7	0.4%	8	0.5%	-11.1%
	Other	Female	5	0.3%	6	0.3%	4	0.2%	6	0.3%	7	0.4%	7	0.4%	5	0.3%	5	0.3%	3	0.2%	3	0.2%	-40.0%
		Male	3	0.2%	4	0.2%	4	0.2%	3	0.2%	8	0.4%	8	0.5%	4	0.2%	4	0.2%	2	0.1%	1	0.1%	-66.7%
	Other Total		8	0.5%	10	0.6%	8	0.5%	9	0.5%	15	0.8%	15	0.8%	9	0.5%	9	0.5%	5	0.3%	4	0.3%	-50.0%
	White	Female	208	12.7%	210	11.8%	206	11.8%	196	11.3%	193	10.8%	191	10.8%	175	10.0%	168	9.8%	160	9.8%	136	9.3%	-34.6%
		Male	714	43.5%	732	41.3%	687	39.5%	671	38.6%	674	37.8%	653	37.0%	644	36.8%	620	36.0%	582	35.5%	493	33.6%	-31.0%
	White Total		922	56.2%	942	53.1%	893	51.3%	867	49.9%	867	48.6%	844	47.8%	819	46.8%	788	45.8%	742	45.2%	629	42.8%	-31.8%
	Salaried Total		1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	1,640	100.0%	1,469	100.0%	-10.5%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Administrative Services	Hourly	Armenian	6	12.5%	4	8.7%	8	15.1%	8	15.4%	5	9.3%	3	7.5%	1	2.2%	1	2.2%	1	2.1%	1	2.4%	-83.3%
		Asian/Pacific Islander	3	6.3%	3	6.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.4%	-66.7%
		Hispanic	3	6.3%	2	4.3%	2	3.8%	2	3.8%	4	7.4%	1	2.5%	3	6.7%	3	6.7%	2	4.3%	1	2.4%	-66.7%
		White	1	2.1%	0	0.0%	0	0.0%	1	1.9%	1	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	4.8%	100.0%
		Hourly Total	13	27.1%	9	19.6%	10	18.9%	11	21.2%	10	18.5%	4	10.0%	4	8.9%	4	8.9%	3	6.4%	5	11.9%	-61.5%
	Salaried	Armenian	2	4.2%	4	8.7%	4	7.5%	5	9.6%	4	7.4%	5	12.5%	6	13.3%	7	15.6%	7	14.9%	8	19.0%	300.0%
		Asian/Pacific Islander	13	27.1%	14	30.4%	13	24.5%	11	21.2%	13	24.1%	12	30.0%	14	31.1%	13	28.9%	14	29.8%	11	26.2%	-15.4%
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	1	2.5%	1	2.2%	1	2.2%	1	2.1%	0	0.0%	N/A
		Hispanic	4	8.3%	5	10.9%	8	15.1%	8	15.4%	8	14.8%	5	12.5%	9	20.0%	9	20.0%	9	19.1%	8	19.0%	100.0%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	1	2.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	16	33.3%	14	30.4%	18	34.0%	17	32.7%	17	31.5%	12	30.0%	11	24.4%	11	24.4%	13	27.7%	10	23.8%	-37.5%
		Salaried Total	35	72.9%	37	80.4%	43	81.1%	41	78.8%	44	81.5%	36	90.0%	41	91.1%	41	91.1%	44	93.6%	37	88.1%	5.7%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	8	16.7%	8	17.4%	12	22.6%	13	25.0%	9	16.7%	8	20.0%	7	15.6%	8	17.8%	8	17.0%	9	21.4%	12.5%
	Asian/Pacific Islander	16	33.3%	17	37.0%	13	24.5%	11	21.2%	13	24.1%	12	30.0%	14	31.1%	13	28.9%	14	29.8%	12	28.6%	-25.0%
	Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	1	2.5%	1	2.2%	1	2.2%	1	2.1%	0	0.0%	N/A
	Hispanic	7	14.6%	7	15.2%	10	18.9%	10	19.2%	12	22.2%	6	15.0%	12	26.7%	12	26.7%	11	23.4%	9	21.4%	28.6%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	1	2.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	White	17	35.4%	14	30.4%	18	34.0%	18	34.6%	18	33.3%	12	30.0%	11	24.4%	11	24.4%	13	27.7%	12	28.6%	-29.4%
Total		48	100.0%	46	100.0%	53	100.0%	52	100.0%	54	100.0%	40	100.0%	45	100.0%	45	100.0%	47	100.0%	42	100.0%	-12.5%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Attorney	Hourly	Armenian	1	4.3%	1	4.0%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	2	8.0%	2	8.7%	0	0.0%	0	0.0%	-100.0%
		Asian/Pacific Islander	0	0.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	1	4.3%	2	10.5%	2	10.5%	100.0%
		Hourly Total	2	8.7%	2	8.0%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	4	16.0%	3	13.0%	2	10.5%	2	10.5%	0.0%
	Salaried	Armenian	2	8.7%	2	8.0%	2	8.7%	2	10.0%	3	14.3%	4	19.0%	4	16.0%	4	17.4%	4	21.1%	4	21.1%	100.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	1	4.3%	1	5.0%	1	4.8%	1	4.8%	1	4.0%	1	4.3%	2	10.5%	2	10.5%	N/A
		Black	2	8.7%	3	12.0%	2	8.7%	2	10.0%	2	9.5%	2	9.5%	2	8.0%	2	8.7%	1	5.3%	1	5.3%	-50.0%
		Hispanic	3	13.0%	5	20.0%	4	17.4%	4	20.0%	5	23.8%	5	23.8%	5	20.0%	5	21.7%	3	15.8%	3	15.8%	0.0%
		Other	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	13	56.5%	13	52.0%	13	56.5%	11	55.0%	10	47.6%	9	42.9%	9	36.0%	8	34.8%	7	36.8%	7	36.8%	-46.2%
		Salaried Total	21	91.3%	23	92.0%	22	95.7%	20	100.0%	21	100.0%	21	100.0%	21	84.0%	20	87.0%	17	89.5%	17	89.5%	-19.0%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	3	13.0%	3	12.0%	3	13.0%	2	10.0%	3	14.3%	4	19.0%	6	24.0%	6	26.1%	4	21.1%	4	21.1%	33.3%
	Asian/Pacific Islander	0	0.0%	1	4.0%	1	4.3%	1	5.0%	1	4.8%	1	4.8%	1	4.0%	1	4.3%	2	10.5%	2	10.5%	N/A
	Black	2	8.7%	3	12.0%	2	8.7%	2	10.0%	2	9.5%	2	9.5%	2	8.0%	2	8.7%	1	5.3%	1	5.3%	-50.0%
	Hispanic	3	13.0%	5	20.0%	4	17.4%	4	20.0%	5	23.8%	5	23.8%	6	24.0%	5	21.7%	3	15.8%	3	15.8%	0.0%
	Other	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	White	14	60.9%	13	52.0%	13	56.5%	11	55.0%	10	47.6%	9	42.9%	10	40.0%	9	39.1%	9	47.4%	9	47.4%	-35.7%
	Total	23	100.0%	25	100.0%	23	100.0%	20	100.0%	21	100.0%	21	100.0%	25	100.0%	23	100.0%	19	100.0%	19	100.0%	-17.4%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Clerk	Hourly	Armenian	1	7.1%	1	8.3%	1	7.7%	1	7.7%	1	9.1%	2	11.8%	1	8.3%	4	23.5%	2	20.0%	2	18.2%	100.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.9%	0	0.0%	0	0.0%	N/A
		Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.9%	1	8.3%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	2	14.3%	1	8.3%	1	7.7%	1	7.7%	0	0.0%	4	23.5%	0	0.0%	2	11.8%	0	0.0%	2	18.2%	0.0%
		Hourly Total	3	21.4%	2	16.7%	2	15.4%	2	15.4%	1	9.1%	7	41.2%	2	16.7%	7	41.2%	2	20.0%	4	36.4%	33.3%
	Salaried	Armenian	1	7.1%	2	16.7%	2	15.4%	2	15.4%	2	18.2%	2	11.8%	2	16.7%	2	11.8%	2	20.0%	2	18.2%	100.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.9%	1	8.3%	1	5.9%	1	10.0%	1	9.1%	N/A
		Black	1	7.1%	1	8.3%	1	7.7%	1	7.7%	1	9.1%	1	5.9%	1	8.3%	1	5.9%	1	10.0%	1	9.1%	0.0%
		Hispanic	3	21.4%	3	25.0%	5	38.5%	5	38.5%	4	36.4%	3	17.6%	4	33.3%	4	23.5%	2	20.0%	1	9.1%	-66.7%
		White	6	42.9%	4	33.3%	3	23.1%	3	23.1%	3	27.3%	3	17.6%	2	16.7%	2	11.8%	2	20.0%	2	18.2%	-66.7%
		Salaried Total	11	78.6%	10	83.3%	11	84.6%	11	84.6%	10	90.9%	10	58.8%	10	83.3%	10	58.8%	8	80.0%	7	63.6%	-36.4%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	2	14.3%	3	25.0%	3	23.1%	3	23.1%	3	27.3%	4	23.5%	3	25.0%	6	35.3%	4	40.0%	4	36.4%	100.0%
	Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.9%	1	8.3%	2	11.8%	1	10.0%	1	9.1%	N/A
	Black	1	7.1%	1	8.3%	1	7.7%	1	7.7%	1	9.1%	1	5.9%	1	8.3%	1	5.9%	1	10.0%	1	9.1%	0.0%
	Hispanic	3	21.4%	3	25.0%	5	38.5%	5	38.5%	4	36.4%	4	23.5%	5	41.7%	4	23.5%	2	20.0%	1	9.1%	-66.7%
	White	8	57.1%	5	41.7%	4	30.8%	4	30.8%	3	27.3%	7	41.2%	2	16.7%	4	23.5%	2	20.0%	4	36.4%	-50.0%
Total		14	100.0%	12	100.0%	13	100.0%	13	100.0%	11	100.0%	17	100.0%	12	100.0%	17	100.0%	10	100.0%	11	100.0%	-21.4%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Treasurer	Hourly	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	N/A
		Hourly Total	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	N/A
	Salaried	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	2	28.6%	1	20.0%	N/A
		Asian/Pacific Islander	2	40.0%	2	40.0%	2	40.0%	2	40.0%	1	20.0%	2	40.0%	2	50.0%	2	40.0%	2	28.6%	1	20.0%	-50.0%
		Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	1	14.3%	1	20.0%	N/A
		White	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	2	50.0%	2	40.0%	2	28.6%	1	20.0%	-66.7%
		Salaried Total	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	4	100.0%	5	100.0%	7	100.0%	4	80.0%	-20.0%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	2	28.6%	2	40.0%	N/A
	Asian/Pacific Islander	2	40.0%	2	40.0%	2	40.0%	2	40.0%	1	20.0%	2	40.0%	2	50.0%	2	40.0%	2	28.6%	1	20.0%	-50.0%
	Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	1	14.3%	1	20.0%	N/A
	White	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	2	50.0%	2	40.0%	2	28.6%	1	20.0%	-66.7%
Total		5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	4	100.0%	5	100.0%	7	100.0%	5	100.0%	0.0%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2011		2012		2013	
			#	%	#	%	#	%
Community Development	Hourly	Armenian	5	3.5%	5	4.0%	10	8.7%
		Asian/Pacific Islander	1	0.7%	2	1.6%	2	1.7%
		Hispanic	3	2.1%	2	1.6%	4	3.5%
		Native American/Alaskan	1	0.7%	1	0.8%	1	0.9%
		White	7	4.9%	8	6.4%	5	4.3%
	Hourly Total		17	12.0%	18	14.4%	22	19.1%
	Salaried	Armenian	25	17.6%	19	15.2%	20	17.4%
		Asian/Pacific Islander	9	6.3%	6	4.8%	4	3.5%
		Black	8	5.6%	6	4.8%	3	2.6%
		Hispanic	31	21.8%	28	22.4%	26	22.6%
		White	52	36.6%	48	38.4%	40	34.8%
	Salaried Total		125	88.0%	107	85.6%	93	80.9%

Department	Ethnic Group	2011		2012		2013	
		#	%	#	%	#	%
Total	Armenian	30	21.1%	24	19.2%	30	26.1%
	Asian/Pacific Islander	10	7.0%	8	6.4%	6	5.2%
	Black	8	5.6%	6	4.8%	3	2.6%
	Hispanic	34	23.9%	30	24.0%	30	26.1%
	Native American/Alaskan	1	0.7%	1	0.8%	1	0.9%
	White	59	41.5%	56	44.8%	45	39.1%
Total		142	100.0%	125	100.0%	115	100.0%

This department was created in 2011 as the result of the organizational realignment. It consists of the previous Community Planning and Community Redevelopment and Housing Departments. Effective 7/1/13, Economic Development function moved from the Community Development Department to the Management Services Department.

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		% of Increase / Decrease from 2001 to 2010
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Planning	Hourly	Armenian	16	8.8%	3	2.8%	5	4.5%	2	1.9%	1	1.0%	3	3.0%	3	3.0%	-81.3%
		Asian/Pacific Islander	2	1.1%	1	0.9%	2	1.8%	1	1.0%	1	1.0%	0	0.0%	0	0.0%	-100.0%
		Black	3	1.7%	1	0.9%	1	0.9%	1	1.0%	2	2.0%	1	1.0%	0	0.0%	-100.0%
		Hispanic	49	27.1%	3	2.8%	4	3.6%	4	3.8%	2	2.0%	2	2.0%	3	3.0%	-93.9%
		Other	3	1.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	16	8.8%	2	1.9%	8	7.3%	8	7.7%	7	6.9%	6	6.0%	4	4.0%	-75.0%
	Hourly Total		89	49.2%	10	9.3%	20	18.2%	16	15.4%	13	12.7%	12	12.0%	10	10.1%	-88.8%
	Salaried	Armenian	12	6.6%	12	11.2%	11	10.0%	12	11.5%	14	13.7%	12	12.0%	12	12.1%	0.0%
		Asian/Pacific Islander	6	3.3%	6	5.6%	5	4.5%	6	5.8%	7	6.9%	7	7.0%	7	7.1%	16.7%
		Black	3	1.7%	3	2.8%	3	2.7%	3	2.9%	2	2.0%	2	2.0%	3	3.0%	0.0%
		Hispanic	19	10.5%	22	20.6%	17	15.5%	18	17.3%	19	18.6%	19	19.0%	19	19.2%	0.0%
		Native American/Alaskan	1	0.6%	1	0.9%	1	0.9%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	1	0.6%	1	0.9%	1	0.9%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	50	27.6%	52	48.6%	52	47.3%	47	45.2%	47	46.1%	48	48.0%	48	48.5%	-4.0%
	Salaried Total		92	50.8%	97	90.7%	90	81.8%	88	84.6%	89	87.3%	88	88.0%	89	89.9%	-3.3%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		% of Increase / Decrease from 2001 to 2010
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	28	15.5%	15	14.0%	16	14.5%	14	13.5%	15	14.7%	15	15.0%	15	15.2%	-46.4%
	Asian/Pacific Islander	8	4.4%	7	6.5%	7	6.4%	7	6.7%	8	7.8%	7	7.0%	7	7.1%	-12.5%
	Black	6	3.3%	4	3.7%	4	3.6%	4	3.8%	4	3.9%	3	3.0%	3	3.0%	-50.0%
	Hispanic	68	37.6%	25	23.4%	21	19.1%	22	21.2%	21	20.6%	21	21.0%	22	22.2%	-67.6%
	Native American/Alaskan	1	0.6%	1	0.9%	1	0.9%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Other	4	2.2%	1	0.9%	1	0.9%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	White	66	36.5%	54	50.5%	60	54.5%	55	52.9%	54	52.9%	54	54.0%	52	52.5%	-21.2%
Total		181	100.0%	107	100.0%	110	100.0%	104	100.0%	102	100.0%	100	100.0%	99	100.0%	-45.3%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		% of Increase / Decrease from 2001 to 2010
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Redevelopment & Housing	Hourly	Armenian	4	8.7%	2	4.7%	0	0.0%	0	0.0%	2	5.3%	1	2.5%	0	0.0%	-100.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.5%	N/A
		Hispanic	2	4.3%	2	4.7%	1	2.7%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Native American/Alaskan	1	2.2%	1	2.3%	1	2.7%	1	2.9%	1	2.6%	1	2.5%	1	2.5%	0.0%
		White	1	2.2%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hourly Total	8	17.4%	6	14.0%	2	5.4%	2	5.7%	3	7.9%	2	5.0%	2	5.0%	-75.0%
	Salaried	Armenian	11	23.9%	12	27.9%	11	29.7%	11	31.4%	12	31.6%	15	37.5%	14	35.0%	27.3%
		Asian/Pacific Islander	1	2.2%	1	2.3%	0	0.0%	0	0.0%	1	2.6%	1	2.5%	1	2.5%	0.0%
		Black	3	6.5%	3	7.0%	3	8.1%	3	8.6%	4	10.5%	4	10.0%	4	10.0%	33.3%
		Hispanic	13	28.3%	13	30.2%	13	35.1%	11	31.4%	11	28.9%	11	27.5%	12	30.0%	-7.7%
		White	10	21.7%	8	18.6%	8	21.6%	8	22.9%	7	18.4%	7	17.5%	7	17.5%	-30.0%
		Salaried Total	38	82.6%	37	86.0%	35	94.6%	33	94.3%	35	92.1%	38	95.0%	38	95.0%	0.0%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		% of Increase / Decrease from 2001 to 2010
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	15	32.6%	14	32.6%	11	29.7%	11	31.4%	14	36.8%	16	40.0%	14	35.0%	-6.7%
	Asian/Pacific Islander	1	2.2%	1	2.3%	0	0.0%	0	0.0%	1	2.6%	1	2.5%	2	5.0%	100.0%
	Black	3	6.5%	3	7.0%	3	8.1%	3	8.6%	4	10.5%	4	10.0%	4	10.0%	33.3%
	Hispanic	15	32.6%	15	34.9%	14	37.8%	12	34.3%	11	28.9%	11	27.5%	12	30.0%	-20.0%
	Native American/Alaskan	1	2.2%	1	2.3%	1	2.7%	1	2.9%	1	2.6%	1	2.5%	1	2.5%	0.0%
	White	11	23.9%	9	20.9%	8	21.6%	8	22.9%	7	18.4%	7	17.5%	7	17.5%	-36.4%
	Total	46	100.0%	43	100.0%	37	100.0%	35	100.0%	38	100.0%	40	100.0%	40	100.0%	-13.0%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Services & Parks	Hourly	Armenian	48	14.5%	60	15.4%	74	16.7%	62	15.4%	68	17.1%	83	21.0%	97	22.7%	98	23.2%	96	24.9%	88	24.8%	83.3%
		Asian/Pacific Islander	8	2.4%	9	2.3%	13	2.9%	11	2.7%	11	2.8%	9	2.3%	14	3.3%	16	3.8%	16	4.1%	20	5.6%	150.0%
		Black	10	3.0%	6	1.5%	15	3.4%	14	3.5%	15	3.8%	13	3.3%	10	2.3%	13	3.1%	12	3.1%	12	3.4%	20.0%
		Hispanic	79	23.8%	110	28.2%	105	23.8%	98	24.3%	102	25.7%	89	22.5%	95	22.2%	88	20.9%	92	23.8%	97	27.3%	22.8%
		Native American/Alaskan	1	0.3%	0	0.0%	1	0.2%	0	0.0%	1	0.3%	1	0.3%	0	0.0%	1	0.2%	1	0.3%	1	0.3%	0.0%
		Other	4	1.2%	5	1.3%	9	2.0%	7	1.7%	5	1.3%	3	0.8%	1	0.2%	3	0.7%	1	0.3%	0	0.0%	-100.0%
		White	60	18.1%	57	14.6%	70	15.8%	58	14.4%	48	12.1%	46	11.6%	54	12.6%	55	13.0%	50	13.0%	42	11.8%	-30.0%
	Hourly Total		210	63.3%	247	63.3%	287	64.9%	250	62.0%	250	63.0%	244	61.8%	271	63.5%	274	64.9%	268	69.4%	260	73.2%	23.8%
	Salaried	Armenian	11	3.3%	15	3.8%	20	4.5%	22	5.5%	24	6.0%	27	6.8%	30	7.0%	29	6.9%	25	6.5%	25	7.0%	127.3%
		Asian/Pacific Islander	6	1.8%	9	2.3%	11	2.5%	11	2.7%	11	2.8%	11	2.8%	10	2.3%	9	2.1%	7	1.8%	6	1.7%	0.0%
		Black	5	1.5%	8	2.1%	8	1.8%	6	1.5%	5	1.3%	6	1.5%	10	2.3%	9	2.1%	8	2.1%	6	1.7%	20.0%
		Hispanic	41	12.3%	50	12.8%	58	13.1%	59	14.6%	56	14.1%	58	14.7%	58	13.6%	55	13.0%	47	12.2%	42	11.8%	2.4%
		Native American/Alaskan	1	0.3%	2	0.5%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	0	0.0%	1	0.3%	1	0.2%	1	0.2%	0	0.0%	1	0.3%	2	0.5%	2	0.5%	0	0.0%	0	0.0%	N/A
		White	58	17.5%	58	14.9%	56	12.7%	53	13.2%	51	12.8%	48	12.2%	46	10.8%	44	10.4%	31	8.0%	16	4.5%	-72.4%
	Salaried Total		122	36.7%	143	36.7%	155	35.1%	153	38.0%	147	37.0%	151	38.2%	156	36.5%	148	35.1%	118	30.6%	95	26.8%	-22.1%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	59	17.8%	75	19.2%	94	21.3%	84	20.8%	92	23.2%	110	27.8%	127	29.7%	127	30.1%	121	31.3%	113	31.8%	91.5%
	Asian/Pacific Islander	14	4.2%	18	4.6%	24	5.4%	22	5.5%	22	5.5%	20	5.1%	24	5.6%	25	5.9%	23	6.0%	26	7.3%	85.7%
	Black	15	4.5%	14	3.6%	23	5.2%	20	5.0%	20	5.0%	19	4.8%	20	4.7%	22	5.2%	20	5.2%	18	5.1%	20.0%
	Hispanic	120	36.1%	160	41.0%	163	36.9%	157	39.0%	158	39.8%	147	37.2%	153	35.8%	143	33.9%	139	36.0%	139	39.2%	15.8%
	Native American/Alaskan	2	0.6%	2	0.5%	2	0.5%	1	0.2%	1	0.3%	1	0.3%	0	0.0%	1	0.2%	1	0.3%	1	0.3%	-50.0%
	Other	4	1.2%	6	1.5%	10	2.3%	8	2.0%	5	1.3%	4	1.0%	3	0.7%	5	1.2%	1	0.3%	0	0.0%	-100.0%
	White	118	35.5%	115	29.5%	126	28.5%	111	27.5%	99	24.9%	94	23.8%	100	23.4%	99	23.5%	81	21.0%	58	16.3%	-50.8%
Total		332	100.0%	390	100.0%	442	100.0%	403	100.0%	397	100.0%	395	100.0%	427	100.0%	422	100.0%	386	100.0%	355	100.0%	6.9%

Total Employees By Department and Race/Ethnicity

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Type	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Fire Department	Hourly	Armenian	4	1.7%	1	0.4%	2	0.9%	1	0.4%	3	1.2%	3	1.3%	3	1.2%	3	1.2%	4	1.4%	5	1.8%	25.0%
		Asian/Pacific Islander	0	0.0%	3	1.2%	4	1.7%	2	0.8%	3	1.2%	3	1.3%	2	0.8%	2	0.8%	6	2.1%	9	3.3%	N/A
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	4	1.4%	3	1.1%	N/A
		Hispanic	2	0.8%	2	0.8%	0	0.0%	0	0.0%	1	0.4%	2	0.8%	10	4.0%	8	3.2%	19	6.5%	22	8.1%	1000.0%
		White	4	1.7%	5	2.0%	2	0.9%	5	2.1%	3	1.2%	6	2.5%	13	5.1%	25	9.9%	52	17.9%	47	17.3%	1075.0%
	Hourly Total		10	4.2%	11	4.5%	8	3.4%	8	3.4%	10	4.1%	14	5.9%	29	11.5%	39	15.4%	85	29.2%	86	31.6%	760.0%
	Salaried	Armenian	1	0.4%	4	1.6%	4	1.7%	6	2.5%	8	3.3%	8	3.4%	11	4.3%	11	4.3%	12	4.1%	11	4.0%	1000.0%
		Asian/Pacific Islander	8	3.4%	10	4.0%	12	5.1%	12	5.1%	11	4.5%	10	4.2%	12	4.7%	10	4.0%	9	3.1%	9	3.3%	12.5%
		Black	6	2.5%	6	2.4%	6	2.6%	6	2.5%	7	2.9%	7	3.0%	6	2.4%	6	2.4%	6	2.1%	6	2.2%	0.0%
		Hispanic	34	14.3%	36	14.6%	35	14.9%	35	14.8%	35	14.3%	34	14.4%	36	14.2%	34	13.4%	35	12.0%	31	11.4%	-8.8%
		Native American/Alaskan	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.3%	1	0.4%	0.0%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	1.2%	3	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	177	74.7%	179	72.5%	169	71.9%	169	71.3%	170	69.4%	159	67.4%	158	62.5%	152	60.1%	143	49.1%	128	47.1%	-27.7%
	Salaried Total		227	95.8%	236	95.5%	227	96.6%	229	96.6%	235	95.9%	222	94.1%	224	88.5%	214	84.6%	206	70.8%	186	68.4%	-18.1%
Grand Total			237	100.0%	247	100.0%	235	100.0%	237	100.0%	245	100.0%	236	100.0%	253	100.0%	253	100.0%	291	100.0%	272	100.0%	14.8%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Sworn	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Fire Department	Non-Sworn	Armenian	5	2.1%	4	1.6%	5	2.1%	5	2.1%	8	3.3%	8	3.4%	9	3.6%	9	3.6%	11	3.8%	11	4.0%	120.0%
		Asian/Pacific Islander	3	1.3%	8	3.2%	11	4.7%	9	3.8%	9	3.7%	9	3.8%	8	3.2%	7	2.8%	10	3.4%	13	4.8%	333.3%
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	4	1.4%	3	1.1%	N/A
		Hispanic	9	3.8%	9	3.6%	6	2.6%	5	2.1%	7	2.9%	8	3.4%	16	6.3%	14	5.5%	27	9.3%	27	9.9%	200.0%
		White	32	13.5%	36	14.6%	30	12.8%	32	13.5%	30	12.2%	29	12.3%	36	14.2%	48	19.0%	73	25.1%	70	25.7%	118.8%
	Non-Sworn Total		49	20.7%	57	23.1%	52	22.1%	51	21.5%	54	22.0%	54	22.9%	70	27.7%	79	31.2%	125	43.0%	124	45.6%	153.1%
	Sworn	Armenian	0	0.0%	1	0.4%	1	0.4%	2	0.8%	3	1.2%	3	1.3%	5	2.0%	5	2.0%	5	1.7%	5	1.8%	N/A
		Asian/Pacific Islander	5	2.1%	5	2.0%	5	2.1%	5	2.1%	5	2.0%	4	1.7%	6	2.4%	5	2.0%	5	1.7%	5	1.8%	0.0%
		Black	6	2.5%	6	2.4%	6	2.6%	6	2.5%	7	2.9%	7	3.0%	6	2.4%	6	2.4%	6	2.1%	6	2.2%	0.0%
		Hispanic	27	11.4%	29	11.7%	29	12.3%	30	12.7%	29	11.8%	28	11.9%	30	11.9%	28	11.1%	27	9.3%	26	9.6%	-3.7%
		Native American/Alaskan	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.3%	1	0.4%	0.0%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	1.2%	3	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	149	62.9%	148	59.9%	141	60.0%	142	59.9%	143	58.4%	136	57.6%	135	53.4%	129	51.0%	122	41.9%	105	38.6%	-29.5%
	Sworn Total		188	79.3%	190	76.9%	183	77.9%	186	78.5%	191	78.0%	182	77.1%	183	72.3%	174	68.8%	166	57.0%	148	54.4%	-21.3%
Grand Total			237	100.0%	247	100.0%	235	100.0%	237	100.0%	245	100.0%	236	100.0%	253	100.0%	253	100.0%	291	100.0%	272	100.0%	14.8%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	5	2.1%	5	2.0%	6	2.6%	7	3.0%	11	4.5%	11	4.7%	14	5.5%	14	5.5%	16	5.5%	16	5.9%	220.0%
	Asian/Pacific Islander	8	3.4%	13	5.3%	16	6.8%	14	5.9%	14	5.7%	13	5.5%	14	5.5%	12	4.7%	15	5.2%	18	6.6%	125.0%
	Black	6	2.5%	6	2.4%	6	2.6%	6	2.5%	7	2.9%	7	3.0%	7	2.8%	7	2.8%	10	3.4%	9	3.3%	50.0%
	Hispanic	36	15.2%	38	15.4%	35	14.9%	35	14.8%	36	14.7%	36	15.3%	46	18.2%	42	16.6%	54	18.6%	53	19.5%	47.2%
	Native American/Alaskan	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.3%	1	0.4%	0.0%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	1.2%	3	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	White	181	76.4%	184	74.5%	171	72.8%	174	73.4%	173	70.6%	165	69.9%	171	67.6%	177	70.0%	195	67.0%	175	64.3%	-3.3%
Total		237	100.0%	247	100.0%	235	100.0%	237	100.0%	245	100.0%	236	100.0%	253	100.0%	253	100.0%	291	100.0%	272	100.0%	14.8%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GWP	Hourly	Armenian	6	1.5%	1	0.3%	3	0.8%	4	1.0%	4	1.0%	6	1.5%	4	1.0%	5	1.2%	6	1.5%	1	0.3%	-83.3%
		Asian/Pacific Islander	8	2.0%	3	0.8%	0	0.0%	2	0.5%	4	1.0%	4	1.0%	5	1.2%	7	1.7%	6	1.5%	3	1.0%	-62.5%
		Black	4	1.0%	3	0.8%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	3	0.7%	3	0.8%	1	0.3%	-75.0%
		Hispanic	12	3.0%	7	1.8%	2	0.5%	2	0.5%	2	0.5%	2	0.5%	3	0.7%	3	0.7%	6	1.5%	6	1.9%	-50.0%
		Native American/Alaskan	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	18	4.6%	14	3.6%	12	3.1%	10	2.6%	8	2.0%	10	2.5%	10	2.5%	8	1.9%	8	2.0%	5	1.6%	-72.2%
	Hourly Total		50	12.7%	28	7.1%	17	4.4%	18	4.7%	19	4.7%	23	5.7%	23	5.7%	26	6.3%	29	7.3%	16	5.1%	-68.0%
	Salaried	Armenian	13	3.3%	21	5.3%	20	5.2%	21	5.5%	25	6.2%	27	6.7%	31	7.7%	35	8.5%	33	8.3%	32	10.3%	146.2%
		Asian/Pacific Islander	34	8.6%	38	9.6%	40	10.3%	40	10.4%	40	10.0%	38	9.5%	42	10.4%	43	10.4%	40	10.1%	36	11.6%	5.9%
		Black	17	4.3%	17	4.3%	21	5.4%	21	5.5%	21	5.2%	22	5.5%	23	5.7%	23	5.6%	21	5.3%	13	4.2%	-23.5%
		Hispanic	90	22.8%	93	23.6%	102	26.4%	104	27.0%	105	26.2%	104	25.9%	105	25.9%	110	26.6%	107	27.0%	91	29.3%	1.1%
		Native American/Alaskan	2	0.5%	5	1.3%	5	1.3%	5	1.3%	5	1.2%	5	1.2%	3	0.7%	3	0.7%	3	0.8%	3	1.0%	50.0%
		Other	2	0.5%	3	0.8%	3	0.8%	2	0.5%	2	0.5%	5	1.2%	4	1.0%	4	1.0%	3	0.8%	2	0.6%	0.0%
		White	187	47.3%	189	48.0%	179	46.3%	174	45.2%	184	45.9%	178	44.3%	174	43.0%	170	41.1%	160	40.4%	118	37.9%	-36.9%
	Salaried Total		345	87.3%	366	92.9%	370	95.6%	367	95.3%	382	95.3%	379	94.3%	382	94.3%	388	93.7%	367	92.7%	295	94.9%	-14.5%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	19	4.8%	22	5.6%	23	5.9%	25	6.5%	29	7.2%	33	8.2%	35	8.6%	40	9.7%	39	9.8%	33	10.6%	73.7%
	Asian/Pacific Islander	42	10.6%	41	10.4%	40	10.3%	42	10.9%	44	11.0%	42	10.4%	47	11.6%	50	12.1%	46	11.6%	39	12.5%	-7.1%
	Black	21	5.3%	20	5.1%	21	5.4%	21	5.5%	22	5.5%	23	5.7%	24	5.9%	26	6.3%	24	6.1%	14	4.5%	-33.3%
	Hispanic	102	25.8%	100	25.4%	104	26.9%	106	27.5%	107	26.7%	106	26.4%	108	26.7%	113	27.3%	113	28.5%	97	31.2%	-4.9%
	Native American/Alaskan	3	0.8%	5	1.3%	5	1.3%	5	1.3%	5	1.2%	5	1.2%	3	0.7%	3	0.7%	3	0.8%	3	1.0%	0.0%
	Other	3	0.8%	3	0.8%	3	0.8%	2	0.5%	2	0.5%	5	1.2%	4	1.0%	4	1.0%	3	0.8%	2	0.6%	-33.3%
	White	205	51.9%	203	51.5%	191	49.4%	184	47.8%	192	47.9%	188	46.8%	184	45.4%	178	43.0%	168	42.4%	123	39.5%	-40.0%
Grand Total		395	100.0%	394	100.0%	387	100.0%	385	100.0%	401	100.0%	402	100.0%	405	100.0%	414	100.0%	396	100.0%	311	100.0%	-21.3%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Human Resources	Hourly	Armenian	6	14.6%	3	8.8%	2	6.1%	2	6.7%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	1	3.7%	2	8.0%	-66.7%
		Asian/Pacific Islander	1	2.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	4	9.8%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	-75.0%
		Other	0	0.0%	0	0.0%	1	3.0%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	2	4.9%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	1	3.7%	1	4.0%	-50.0%
	Hourly Total		13	31.7%	5	14.7%	5	15.2%	5	16.7%	3	9.7%	3	10.0%	2	7.4%	2	7.1%	2	7.4%	4	16.0%	-69.2%
	Salaried	Armenian	6	14.6%	7	20.6%	9	27.3%	8	26.7%	9	29.0%	9	30.0%	10	37.0%	10	35.7%	10	37.0%	10	40.0%	66.7%
		Asian/Pacific Islander	1	2.4%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	2	7.1%	2	7.4%	2	8.0%	100.0%
		Black	1	2.4%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	10	24.4%	9	26.5%	7	21.2%	7	23.3%	8	25.8%	7	23.3%	7	25.9%	7	25.0%	7	25.9%	5	20.0%	-50.0%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	10	24.4%	11	32.4%	10	30.3%	8	26.7%	8	25.8%	8	26.7%	7	25.9%	7	25.0%	6	22.2%	4	16.0%	-60.0%
	Salaried Total		28	68.3%	29	85.3%	28	84.8%	25	83.3%	28	90.3%	27	90.0%	25	92.6%	26	92.9%	25	92.6%	21	84.0%	-25.0%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	12	29.3%	10	29.4%	11	33.3%	10	33.3%	10	32.3%	10	33.3%	11	40.7%	11	39.3%	11	40.7%	12	48.0%	0.0%
	Asian/Pacific Islander	2	4.9%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	2	7.1%	2	7.4%	2	8.0%	0.0%
	Black	1	2.4%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Hispanic	14	34.1%	10	29.4%	8	24.2%	8	26.7%	9	29.0%	8	26.7%	7	25.9%	7	25.0%	7	25.9%	6	24.0%	-57.1%
	Other	0	0.0%	0	0.0%	1	3.0%	1	3.3%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	White	12	29.3%	12	35.3%	11	33.3%	9	30.0%	9	29.0%	9	30.0%	8	29.6%	8	28.6%	7	25.9%	5	20.0%	-58.3%
Total		41	100.0%	34	100.0%	33	100.0%	30	100.0%	31	100.0%	30	100.0%	27	100.0%	28	100.0%	27	100.0%	25	100.0%	-39.0%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Information Services	Hourly	Armenian	5	8.1%	3	4.7%	3	4.8%	3	4.7%	4	6.5%	3	5.1%	4	6.8%	5	7.6%	5	7.1%	5	7.7%	0.0%
		Asian/Pacific Islander	2	3.2%	1	1.6%	3	4.8%	2	3.1%	2	3.2%	2	3.4%	4	6.8%	5	7.6%	5	7.1%	4	6.2%	100.0%
		Black	1	1.6%	0	0.0%	0	0.0%	0	0.0%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	3	4.8%	2	3.1%	3	4.8%	2	3.1%	3	4.8%	2	3.4%	3	5.1%	6	9.1%	6	8.6%	5	7.7%	66.7%
		Other	0	0.0%	0	0.0%	2	3.2%	1	1.6%	1	1.6%	1	1.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	8	12.9%	7	10.9%	4	6.3%	7	10.9%	2	3.2%	5	8.5%	3	5.1%	3	4.5%	5	7.1%	5	7.7%	-37.5%
	Hourly Total		19	30.6%	13	20.3%	15	23.8%	15	23.4%	13	21.0%	13	22.0%	14	23.7%	19	28.8%	21	30.0%	19	29.2%	0.0%
	Salaried	Armenian	5	8.1%	7	10.9%	7	11.1%	7	10.9%	6	9.7%	5	8.5%	7	11.9%	7	10.6%	8	11.4%	8	12.3%	60.0%
		Asian/Pacific Islander	4	6.5%	5	7.8%	5	7.9%	7	10.9%	6	9.7%	6	10.2%	7	11.9%	6	9.1%	8	11.4%	8	12.3%	100.0%
		Black	3	4.8%	4	6.3%	4	6.3%	4	6.3%	4	6.5%	4	6.8%	3	5.1%	3	4.5%	2	2.9%	3	4.6%	0.0%
		Hispanic	12	19.4%	14	21.9%	12	19.0%	10	15.6%	10	16.1%	8	13.6%	6	10.2%	7	10.6%	6	8.6%	6	9.2%	-50.0%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	19	30.6%	21	32.8%	20	31.7%	21	32.8%	22	35.5%	23	39.0%	22	37.3%	24	36.4%	25	35.7%	21	32.3%	10.5%
	Salaried Total		43	69.4%	51	79.7%	48	76.2%	49	76.6%	49	79.0%	46	78.0%	45	76.3%	47	71.2%	49	70.0%	46	70.8%	7.0%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	10	16.1%	10	15.6%	10	15.9%	10	15.6%	10	16.1%	8	13.6%	11	18.6%	12	18.2%	13	18.6%	13	20.0%	30.0%
	Asian/Pacific Islander	6	9.7%	6	9.4%	8	12.7%	9	14.1%	8	12.9%	8	13.6%	11	18.6%	11	16.7%	13	18.6%	12	18.5%	100.0%
	Black	4	6.5%	4	6.3%	4	6.3%	4	6.3%	5	8.1%	4	6.8%	3	5.1%	3	4.5%	2	2.9%	3	4.6%	-25.0%
	Hispanic	15	24.2%	16	25.0%	15	23.8%	12	18.8%	13	21.0%	10	16.9%	9	15.3%	13	19.7%	12	17.1%	11	16.9%	-26.7%
	Other	0	0.0%	0	0.0%	2	3.2%	1	1.6%	2	3.2%	1	1.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	White	27	43.5%	28	43.8%	24	38.1%	28	43.8%	24	38.7%	28	47.5%	25	42.4%	27	40.9%	30	42.9%	26	40.0%	-3.7%
Total		62	100.0%	64	100.0%	63	100.0%	64	100.0%	62	100.0%	59	100.0%	59	100.0%	66	100.0%	70	100.0%	65	100.0%	4.8%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Library	Hourly	Armenian	34	21.7%	46	25.7%	42	23.7%	47	27.0%	51	29.1%	42	26.8%	42	27.8%	38	27.5%	32	24.4%	28	24.1%	-17.6%
		Asian/Pacific Islander	15	9.6%	13	7.3%	13	7.3%	12	6.9%	11	6.3%	9	5.7%	8	5.3%	7	5.1%	7	5.3%	7	6.0%	-53.3%
		Black	2	1.3%	2	1.1%	2	1.1%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	12	7.6%	12	6.7%	17	9.6%	16	9.2%	13	7.4%	11	7.0%	13	8.6%	12	8.7%	12	9.2%	11	9.5%	-8.3%
		Native American/Alaskan	1	0.6%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	1	0.6%	2	1.1%	2	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	41	26.1%	45	25.1%	46	26.0%	42	24.1%	38	21.7%	35	22.3%	31	20.5%	24	17.4%	23	17.6%	21	18.1%	-48.8%
	Hourly Total		106	67.5%	121	67.6%	122	68.9%	118	67.8%	114	65.1%	98	62.4%	95	62.9%	81	58.7%	74	56.5%	67	57.8%	-36.8%
	Salaried	Armenian	1	0.6%	3	1.7%	3	1.7%	4	2.3%	6	3.4%	6	3.8%	7	4.6%	7	5.1%	8	6.1%	7	6.0%	600.0%
		Asian/Pacific Islander	6	3.8%	9	5.0%	11	6.2%	11	6.3%	12	6.9%	11	7.0%	11	7.3%	11	8.0%	11	8.4%	9	7.8%	50.0%
		Hispanic	7	4.5%	7	3.9%	5	2.8%	6	3.4%	7	4.0%	7	4.5%	7	4.6%	7	5.1%	7	5.3%	6	5.2%	-14.3%
		Native American/Alaskan	0	0.0%	0	0.0%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	1	0.9%	N/A
		Other	1	0.6%	1	0.6%	0	0.0%	2	1.1%	3	1.7%	3	1.9%	2	1.3%	2	1.4%	1	0.8%	1	0.9%	0.0%
		White	36	22.9%	38	21.2%	35	19.8%	32	18.4%	32	18.3%	31	19.7%	28	18.5%	29	21.0%	29	22.1%	25	21.6%	-30.6%
	Salaried Total		51	32.5%	58	32.4%	55	31.1%	56	32.2%	61	34.9%	59	37.6%	56	37.1%	57	41.3%	57	43.5%	49	42.2%	-3.9%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	35	22.3%	49	27.4%	45	25.4%	51	29.3%	57	32.6%	48	30.6%	49	32.5%	45	32.6%	40	30.5%	35	30.2%	0.0%
	Asian/Pacific Islander	21	13.4%	22	12.3%	24	13.6%	23	13.2%	23	13.1%	20	12.7%	19	12.6%	18	13.0%	18	13.7%	16	13.8%	-23.8%
	Black	2	1.3%	2	1.1%	2	1.1%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Hispanic	19	12.1%	19	10.6%	22	12.4%	22	12.6%	20	11.4%	18	11.5%	20	13.2%	19	13.8%	19	14.5%	17	14.7%	-10.5%
	Native American/Alaskan	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	1	0.9%	0.0%
	Other	2	1.3%	3	1.7%	2	1.1%	2	1.1%	3	1.7%	3	1.9%	2	1.3%	2	1.4%	1	0.8%	1	0.9%	-50.0%
	White	77	49.0%	83	46.4%	81	45.8%	74	42.5%	70	40.0%	66	42.0%	59	39.1%	53	38.4%	52	39.7%	46	39.7%	-40.3%
Total		157	100.0%	179	100.0%	177	100.0%	174	100.0%	175	100.0%	157	100.0%	151	100.0%	138	100.0%	131	100.0%	116	100.0%	-26.1%

Total Employees By Department and Race/Ethnicity

Department	Type	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Management Services	Hourly	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.3%	0	0.0%	1	3.8%	N/A
		Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.1%	0	0.0%	0	0.0%	1	4.2%	0	0.0%	N/A
		White	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.7%	1	3.1%	1	3.8%	1	4.3%	3	12.5%	5	19.2%	N/A
		Hourly Total	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.7%	2	6.3%	1	3.8%	2	8.7%	4	16.7%	6	23.1%	N/A
	Salaried	Armenian	4	16.0%	4	15.4%	4	15.4%	6	21.4%	6	22.2%	6	18.8%	6	23.1%	5	21.7%	6	25.0%	7	26.9%	75.0%
		Asian/Pacific Islander	3	12.0%	3	11.5%	3	11.5%	2	7.1%	2	7.4%	3	9.4%	3	11.5%	2	8.7%	2	8.3%	2	7.7%	-33.3%
		Black	1	4.0%	1	3.8%	1	3.8%	1	3.6%	1	3.7%	1	3.1%	1	3.8%	1	4.3%	1	4.2%	3	11.5%	200.0%
		Hispanic	2	8.0%	2	7.7%	2	7.7%	2	7.1%	1	3.7%	4	12.5%	1	3.8%	1	4.3%	2	8.3%	1	3.8%	-50.0%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.8%	N/A
		Other	2	8.0%	2	7.7%	2	7.7%	2	7.1%	1	3.7%	0	0.0%	1	3.8%	1	4.3%	1	4.2%	1	3.8%	-50.0%
		White	13	52.0%	14	53.8%	14	53.8%	15	53.6%	15	55.6%	16	50.0%	13	50.0%	11	47.8%	8	33.3%	5	19.2%	-61.5%
		Salaried Total	25	100.0%	26	100.0%	26	100.0%	28	100.0%	26	96.3%	30	93.8%	25	96.2%	21	91.3%	20	83.3%	20	76.9%	-20.0%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	4	16.0%	4	15.4%	4	15.4%	6	21.4%	6	22.2%	6	18.8%	6	23.1%	6	26.1%	6	25.0%	8	30.8%	100.0%
	Asian/Pacific Islander	3	12.0%	3	11.5%	3	11.5%	2	7.1%	2	7.4%	3	9.4%	3	11.5%	2	8.7%	2	8.3%	2	7.7%	-33.3%
	Black	1	4.0%	1	3.8%	1	3.8%	1	3.6%	1	3.7%	1	3.1%	1	3.8%	1	4.3%	1	4.2%	3	11.5%	200.0%
	Hispanic	2	8.0%	2	7.7%	2	7.7%	2	7.1%	1	3.7%	5	15.6%	1	3.8%	1	4.3%	3	12.5%	1	3.8%	-50.0%
	Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.8%	N/A
	Other	2	8.0%	2	7.7%	2	7.7%	2	7.1%	1	3.7%	0	0.0%	1	3.8%	1	4.3%	1	4.2%	1	3.8%	-50.0%
	White	13	52.0%	14	53.8%	14	53.8%	15	53.6%	16	59.3%	17	53.1%	14	53.8%	12	52.2%	11	45.8%	10	38.5%	-23.1%
	Total	25	100.0%	26	100.0%	26	100.0%	28	100.0%	27	100.0%	32	100.0%	26	100.0%	23	100.0%	24	100.0%	26	100.0%	4.0%

Effective 7/1/13, Economic Development function moved from the Community Development Department to the Management Services Department.

Total Employees By Department and Race/Ethnicity

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Type	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Police Department	Hourly	Armenian	11	2.8%	10	2.4%	6	1.5%	8	2.0%	6	1.5%	4	1.0%	3	0.8%	3	0.8%	4	1.1%	5	1.4%	-54.5%
		Asian/Pacific Islander	2	0.5%	3	0.7%	2	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	10	2.6%	8	1.9%	9	2.2%	10	2.5%	8	2.0%	6	1.6%	5	1.4%	5	1.4%	6	1.7%	7	1.9%	-30.0%
		Other	1	0.3%	1	0.2%	2	0.5%	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	25	6.5%	22	5.3%	19	4.7%	13	3.3%	14	3.5%	12	3.1%	10	2.7%	16	4.4%	17	4.7%	20	5.5%	-20.0%
	Hourly Total		49	12.7%	44	10.6%	38	9.4%	33	8.3%	29	7.3%	22	5.7%	18	4.9%	24	6.6%	27	7.4%	32	8.8%	-34.7%
	Salaried	Armenian	16	4.1%	17	4.1%	16	3.9%	18	4.5%	19	4.8%	20	5.2%	20	5.4%	21	5.8%	24	6.6%	26	7.2%	62.5%
		Asian/Pacific Islander	22	5.7%	28	6.7%	29	7.1%	31	7.8%	35	8.8%	34	8.8%	33	9.0%	31	8.5%	32	8.8%	33	9.1%	50.0%
		Black	7	1.8%	8	1.9%	9	2.2%	9	2.3%	10	2.5%	11	2.8%	8	2.2%	9	2.5%	7	1.9%	8	2.2%	14.3%
		Hispanic	76	19.7%	91	21.8%	95	23.4%	95	23.8%	100	25.0%	100	25.9%	100	27.2%	101	27.7%	99	27.3%	95	26.2%	25.0%
		Native American/Alaskan	2	0.5%	2	0.5%	1	0.2%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	0	0.0%	1	0.2%	0	0.0%	0	0.0%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	214	55.4%	226	54.2%	218	53.7%	213	53.3%	205	51.3%	197	51.0%	189	51.4%	179	49.0%	174	47.9%	169	46.6%	-21.0%
	Salaried Total		337	87.3%	373	89.4%	368	90.6%	367	91.8%	371	92.8%	364	94.3%	350	95.1%	341	93.4%	336	92.6%	331	91.2%	-1.8%
Grand Total			386	100.0%	417	100.0%	406	100.0%	400	100.0%	400	100.0%	386	100.0%	368	100.0%	365	100.0%	363	100.0%	363	100.0%	-6.0%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Sworn	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Police Department	Non-Sworn	Armenian	15	3.9%	14	3.4%	10	2.5%	12	3.0%	12	3.0%	11	2.8%	10	2.7%	8	2.2%	11	3.0%	12	3.3%	-20.0%
		Asian/Pacific Islander	12	3.1%	17	4.1%	18	4.4%	16	4.0%	16	4.0%	16	4.1%	16	4.3%	14	3.8%	16	4.4%	15	4.1%	25.0%
		Black	2	0.5%	2	0.5%	2	0.5%	2	0.5%	2	0.5%	3	0.8%	0	0.0%	1	0.3%	1	0.3%	1	0.3%	-50.0%
		Hispanic	41	10.6%	42	10.1%	43	10.6%	45	11.3%	43	10.8%	37	9.6%	37	10.1%	38	10.4%	38	10.5%	38	10.5%	-7.3%
		Native American/Alaskan	1	0.3%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	1	0.3%	1	0.2%	2	0.5%	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	79	20.5%	76	18.2%	75	18.5%	70	17.5%	66	16.5%	64	16.6%	62	16.8%	67	18.4%	69	19.0%	71	19.6%	-10.1%
	Non-Sworn Total		151	39.1%	153	36.7%	150	36.9%	147	36.8%	140	35.0%	131	33.9%	125	34.0%	128	35.1%	135	37.2%	137	37.7%	-9.3%
	Sworn	Armenian	12	3.1%	13	3.1%	12	3.0%	14	3.5%	13	3.3%	13	3.4%	13	3.5%	16	4.4%	17	4.7%	19	5.2%	58.3%
		Asian/Pacific Islander	12	3.1%	14	3.4%	13	3.2%	15	3.8%	19	4.8%	18	4.7%	17	4.6%	17	4.7%	16	4.4%	18	5.0%	50.0%
		Black	5	1.3%	6	1.4%	7	1.7%	7	1.8%	8	2.0%	8	2.1%	8	2.2%	8	2.2%	6	1.7%	7	1.9%	40.0%
		Hispanic	45	11.7%	57	13.7%	61	15.0%	60	15.0%	65	16.3%	69	17.9%	68	18.5%	68	18.6%	67	18.5%	64	17.6%	42.2%
		Native American/Alaskan	1	0.3%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	0	0.0%	1	0.2%	0	0.0%	0	0.0%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	160	41.5%	172	41.2%	162	39.9%	156	39.0%	153	38.3%	145	37.6%	137	37.2%	128	35.1%	122	33.6%	118	32.5%	-26.3%
	Sworn Total		235	60.9%	264	63.3%	256	63.1%	253	63.3%	260	65.0%	255	66.1%	243	66.0%	237	64.9%	228	62.8%	226	62.3%	-3.8%
Grand Total			386	100.0%	417	100.0%	406	100.0%	400	100.0%	400	100.0%	386	100.0%	368	100.0%	365	100.0%	363	100.0%	363	100.0%	-6.0%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	27	7.0%	27	6.5%	22	5.4%	26	6.5%	25	6.3%	24	6.2%	23	6.3%	24	6.6%	28	7.7%	31	8.5%	14.8%
	Asian/Pacific Islander	24	6.2%	31	7.4%	31	7.6%	31	7.8%	35	8.8%	34	8.8%	33	9.0%	31	8.5%	32	8.8%	33	9.1%	37.5%
	Black	7	1.8%	8	1.9%	9	2.2%	9	2.3%	10	2.5%	11	2.8%	8	2.2%	9	2.5%	7	1.9%	8	2.2%	14.3%
	Hispanic	86	22.3%	99	23.7%	104	25.6%	105	26.3%	108	27.0%	106	27.5%	105	28.5%	106	29.0%	105	28.9%	102	28.1%	18.6%
	Native American/Alaskan	2	0.5%	2	0.5%	1	0.2%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Other	1	0.3%	2	0.5%	2	0.5%	2	0.5%	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	White	239	61.9%	248	59.5%	237	58.4%	226	56.5%	219	54.8%	209	54.1%	199	54.1%	195	53.4%	191	52.6%	189	52.1%	-20.9%
Total		386	100.0%	417	100.0%	406	100.0%	400	100.0%	400	100.0%	386	100.0%	368	100.0%	365	100.0%	363	100.0%	363	100.0%	-6.0%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Public Works	Hourly	Armenian	8	2.6%	2	0.7%	8	2.8%	5	1.7%	4	1.4%	6	2.0%	7	2.3%	5	1.7%	3	1.0%	3	1.1%	-62.5%
		Asian/Pacific Islander	4	1.3%	1	0.3%	0	0.0%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Black	5	1.6%	3	1.0%	5	1.7%	4	1.4%	1	0.3%	1	0.3%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	-60.0%
		Hispanic	20	6.5%	11	3.6%	11	3.8%	5	1.7%	2	0.7%	4	1.3%	5	1.7%	4	1.4%	6	2.0%	6	2.1%	-70.0%
		Native American/Alaskan	0	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Other	0	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	9	2.9%	6	2.0%	4	1.4%	6	2.1%	5	1.7%	4	1.3%	4	1.3%	2	0.7%	5	1.7%	6	2.1%	-33.3%
	Hourly Total		46	14.9%	23	7.5%	30	10.5%	21	7.3%	13	4.4%	16	5.2%	18	5.9%	13	4.5%	16	5.4%	17	6.0%	-63.0%
	Salaried	Armenian	16	5.2%	20	6.5%	23	8.0%	24	8.4%	26	8.8%	26	8.5%	25	8.3%	28	9.6%	30	10.2%	30	10.5%	87.5%
		Asian/Pacific Islander	27	8.8%	28	9.2%	23	8.0%	23	8.0%	26	8.8%	26	8.5%	25	8.3%	23	7.9%	23	7.8%	21	7.4%	-22.2%
		Black	9	2.9%	11	3.6%	11	3.8%	10	3.5%	9	3.1%	11	3.6%	9	3.0%	10	3.4%	10	3.4%	10	3.5%	11.1%
		Hispanic	97	31.5%	110	35.9%	102	35.5%	112	39.2%	124	42.0%	123	40.2%	121	39.9%	119	40.8%	120	40.7%	122	42.8%	25.8%
		Native American/Alaskan	2	0.6%	1	0.3%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	0.0%
		Other	1	0.3%	1	0.3%	1	0.3%	1	0.3%	2	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	110	35.7%	112	36.6%	95	33.1%	93	32.5%	93	31.5%	102	33.3%	103	34.0%	97	33.2%	94	31.9%	83	29.1%	-24.5%
	Salaried Total		262	85.1%	283	92.5%	257	89.5%	265	92.7%	282	95.6%	290	94.8%	285	94.1%	279	95.5%	279	94.6%	268	94.0%	2.3%

Department	Ethnic Group	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	24	7.8%	22	7.2%	31	10.8%	29	10.1%	30	10.2%	32	10.5%	32	10.6%	33	11.3%	33	11.2%	33	11.6%	37.5%
	Asian/Pacific Islander	31	10.1%	29	9.5%	23	8.0%	24	8.4%	27	9.2%	27	8.8%	25	8.3%	23	7.9%	23	7.8%	21	7.4%	-32.3%
	Black	14	4.5%	14	4.6%	16	5.6%	14	4.9%	10	3.4%	12	3.9%	11	3.6%	12	4.1%	12	4.1%	12	4.2%	-14.3%
	Hispanic	117	38.0%	121	39.5%	113	39.4%	117	40.9%	126	42.7%	127	41.5%	126	41.6%	123	42.1%	126	42.7%	128	44.9%	9.4%
	Native American/Alaskan	2	0.6%	1	0.3%	3	1.0%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	0.0%
	Other	1	0.3%	1	0.3%	2	0.7%	1	0.3%	2	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	White	119	38.6%	118	38.6%	99	34.5%	99	34.6%	98	33.2%	106	34.6%	107	35.3%	99	33.9%	99	33.6%	89	31.2%	-25.2%
Total		308	100.0%	306	100.0%	287	100.0%	286	100.0%	295	100.0%	306	100.0%	303	100.0%	292	100.0%	295	100.0%	285	100.0%	-7.5%

**Total Employees
By Department and Gender**

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Administrative Services	Female	Hourly	8	16.7%	7	15.2%	8	15.1%	9	17.3%	8	14.8%	3	7.5%	3	6.7%	3	6.7%	2	4.3%	4	9.5%	-50.0%
		Salaried	23	47.9%	26	56.5%	28	52.8%	26	50.0%	28	51.9%	25	62.5%	27	60.0%	26	57.8%	24	51.1%	20	47.6%	-13.0%
	Female Total		31	64.6%	33	71.7%	36	67.9%	35	67.3%	36	66.7%	28	70.0%	30	66.7%	29	64.4%	26	55.3%	24	57.1%	-22.6%
	Male	Hourly	5	10.4%	2	4.3%	2	3.8%	2	3.8%	2	3.7%	1	2.5%	1	2.2%	1	2.2%	1	2.1%	1	2.4%	-80.0%
		Salaried	12	25.0%	11	23.9%	15	28.3%	15	28.8%	16	29.6%	11	27.5%	14	31.1%	15	33.3%	20	42.6%	17	40.5%	41.7%
	Male Total		17	35.4%	13	28.3%	17	32.1%	17	32.7%	18	33.3%	12	30.0%	15	33.3%	16	35.6%	21	44.7%	18	42.9%	5.9%
Grand Total			48	100.0%	46	100.0%	53	100.0%	52	100.0%	54	100.0%	40	100.0%	45	100.0%	45	100.0%	47	100.0%	42	100.0%	-12.5%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Attorney	Female	Hourly	2	8.7%	1	4.0%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	4	16.0%	3	13.0%	1	5.3%	2	10.5%	0.0%
		Salaried	15	65.2%	15	60.0%	14	60.9%	13	65.0%	15	71.4%	16	76.2%	16	64.0%	16	69.6%	13	68.4%	13	68.4%	-13.3%
	Female Total		17	73.9%	16	64.0%	15	65.2%	13	65.0%	15	71.4%	16	76.2%	20	80.0%	19	82.6%	14	73.7%	15	78.9%	-11.8%
	Male	Hourly	0	0.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.3%	0	0.0%	N/A
		Salaried	6	26.1%	8	32.0%	8	34.8%	7	35.0%	6	28.6%	5	23.8%	5	20.0%	4	17.4%	4	21.1%	4	21.1%	-33.3%
	Male Total		6	26.1%	9	36.0%	8	34.8%	7	35.0%	6	28.6%	5	23.8%	5	20.0%	4	17.4%	5	26.3%	4	21.1%	-33.3%
Grand Total			23	100.0%	25	100.0%	23	100.0%	20	100.0%	21	100.0%	21	100.0%	25	100.0%	23	100.0%	19	100.0%	19	100.0%	-17.4%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Clerk	Female	Hourly	3	21.4%	2	16.7%	2	15.4%	1	7.7%	0	0.0%	4	23.5%	1	8.3%	5	29.4%	1	10.0%	3	27.3%	0.0%
		Salaried	9	64.3%	7	58.3%	8	61.5%	8	61.5%	7	63.6%	7	41.2%	7	58.3%	7	41.2%	6	60.0%	4	36.4%	-55.6%
	Female Total		12	85.7%	9	75.0%	10	76.9%	9	69.2%	7	63.6%	11	64.7%	8	66.7%	12	70.6%	7	70.0%	7	63.6%	-41.7%
	Male	Hourly	0	0.0%	0	0.0%	0	0.0%	1	7.7%	1	9.1%	3	17.6%	1	8.3%	2	11.8%	1	10.0%	1	9.1%	N/A
		Salaried	2	14.3%	3	25.0%	3	23.1%	3	23.1%	3	27.3%	3	17.6%	3	25.0%	3	17.6%	2	20.0%	3	27.3%	50.0%
	Male Total		2	14.3%	3	25.0%	3	23.1%	4	30.8%	4	36.4%	6	35.3%	4	33.3%	5	29.4%	3	30.0%	4	36.4%	100.0%
Grand Total			14	100.0%	12	100.0%	13	100.0%	13	100.0%	11	100.0%	17	100.0%	12	100.0%	17	100.0%	10	100.0%	11	100.0%	-21.4%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013		
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
City Treasurer	Female	Hourly	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	N/A		
		Salaried	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	4	80.0%	3	75.0%	4	80.0%	4	57.1%	3	60.0%	0.0%		
	Female Total		3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	4	80.0%	3	75.0%	4	80.0%	4	57.1%	4	80.0%	33.3%		
	Male	Salaried	2	40.0%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	1	20.0%	1	25.0%	1	20.0%	3	42.9%	1	20.0%	-50.0%
		Male Total		2	40.0%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	1	20.0%	1	25.0%	1	20.0%	3	42.9%	1	20.0%
Grand Total			5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	4	100.0%	5	100.0%	7	100.0%	5	100.0%	0.0%		

Total Employees By Department and Gender

			2011		2012		2013	
Department	Gender	Type	#	%	#	%	#	%
Community Development	Female	Hourly	9	6.3%	9	7.2%	12	10.4%
		Salaried	57	40.1%	46	36.8%	39	33.9%
	Female Total		66	46.5%	55	44.0%	51	44.3%
	Male	Hourly	8	5.6%	9	7.2%	10	8.7%
		Salaried	68	47.9%	61	48.8%	54	47.0%
	Male Total		76	53.5%	70	56.0%	64	55.7%
Grand Total			142	100.0%	125	100.0%	115	100.0%

This department was created in 2011 as the result of the organizational realignment. It consists of the previous Community Planning and Community Redevelopment & Housing Departments. Effective 7/1/13, Economic Development function moved from the Community Development Department to the Management Services Department.

			2004		2005		2006		2007		2008		2009		2010		% Increase / Decrease from 2001 to 2010
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Planning	Female	Hourly	25	13.8%	3	2.8%	8	7.3%	6	5.8%	4	3.9%	5	5.0%	5	5.1%	-80.0%
		Salaried	36	19.9%	37	34.6%	32	29.1%	33	31.7%	35	34.3%	33	33.0%	32	32.3%	-11.1%
	Female Total		61	33.7%	40	37.4%	40	36.4%	39	37.5%	39	38.2%	38	38.0%	37	37.4%	-39.3%
	Male	Hourly	64	35.4%	7	6.5%	12	10.9%	10	9.6%	9	8.8%	7	7.0%	5	5.1%	-92.2%
		Salaried	56	30.9%	60	56.1%	58	52.7%	55	52.9%	54	52.9%	55	55.0%	57	57.6%	1.8%
	Male Total		120	66.3%	67	62.6%	70	63.6%	65	62.5%	63	61.8%	62	62.0%	62	62.6%	-48.3%
Grand Total			181	100.0%	107	100.0%	110	100.0%	104	100.0%	102	100.0%	100	100.0%	99	100.0%	-45.3%

This department was combined with Community Redevelopment & Housing into the new Community Development Department in 2011 as the result of the organizational realignment.

			2004		2005		2006		2007		2008		2009		2010		% Increase / Decrease from 2001 to 2010
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Redevelopment & Housing	Female	Hourly	5	10.9%	2	4.7%	0	0.0%	0	0.0%	1	2.6%	1	2.5%	0	0.0%	-100.0%
		Salaried	23	50.0%	23	53.5%	22	59.5%	22	62.9%	23	60.5%	24	60.0%	26	65.0%	13.0%
	Female Total		28	60.9%	25	58.1%	22	59.5%	22	62.9%	24	63.2%	25	62.5%	26	65.0%	-7.1%
	Male	Hourly	3	6.5%	4	9.3%	2	5.4%	2	5.7%	2	5.3%	1	2.5%	2	5.0%	-33.3%
		Salaried	15	32.6%	14	32.6%	13	35.1%	11	31.4%	12	31.6%	14	35.0%	12	30.0%	-20.0%
	Male Total		18	39.1%	18	41.9%	15	40.5%	13	37.1%	14	36.8%	15	37.5%	14	35.0%	-22.2%
Grand Total			46	100.0%	43	100.0%	37	100.0%	35	100.0%	38	100.0%	40	100.0%	40	100.0%	-13.0%

This department was combined with Community Planning into the new Community Development Department in 2011 as the result of the organizational realignment.

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Services & Parks	Female	Hourly	91	27.4%	80	20.5%	116	26.2%	99	24.6%	93	23.4%	89	22.5%	96	22.5%	97	23.0%	89	23.1%	87	24.5%	-4.4%
		Salaried	43	13.0%	56	14.4%	58	13.1%	54	13.4%	51	12.8%	53	13.4%	53	12.4%	48	11.4%	39	10.1%	36	10.1%	-16.3%
	Female Total		134	40.4%	136	34.9%	174	39.4%	153	38.0%	144	36.3%	142	35.9%	149	34.9%	145	34.4%	128	33.2%	123	34.6%	-8.2%
	Male	Hourly	119	35.8%	167	42.8%	171	38.7%	151	37.5%	157	39.5%	155	39.2%	175	41.0%	177	41.9%	179	46.4%	173	48.7%	45.4%
		Salaried	79	23.8%	87	22.3%	97	21.9%	99	24.6%	96	24.2%	98	24.8%	103	24.1%	100	23.7%	79	20.5%	59	16.6%	-25.3%
Male Total			198	59.6%	254	65.1%	268	60.6%	250	62.0%	253	63.7%	253	64.1%	278	65.1%	277	65.6%	258	66.8%	232	65.4%	17.2%
Grand Total			332	100.0%	390	100.0%	442	100.0%	403	100.0%	397	100.0%	395	100.0%	427	100.0%	422	100.0%	386	100.0%	355	100.0%	6.9%

**Total Employees
By Department and Gender**

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Fire Department	Female	Hourly	2	0.8%	2	0.8%	1	0.4%	3	1.3%	3	1.2%	3	1.3%	6	2.4%	9	3.6%	5	1.7%	5	1.8%	150.0%
		Salaried	19	8.0%	22	8.9%	24	10.2%	23	9.7%	22	9.0%	22	9.3%	22	8.7%	21	8.3%	20	6.9%	18	6.6%	-5.3%
	Female Total		21	8.9%	24	9.7%	25	10.6%	26	11.0%	25	10.2%	25	10.6%	28	11.1%	30	11.9%	25	8.6%	23	8.5%	9.5%
	Male	Hourly	8	3.4%	9	3.6%	7	3.0%	5	2.1%	7	2.9%	11	4.7%	23	9.1%	30	11.9%	80	27.5%	81	29.8%	912.5%
		Salaried	208	87.8%	214	86.6%	203	86.4%	206	86.9%	213	86.9%	200	84.7%	202	79.8%	193	76.3%	186	63.9%	168	61.8%	-19.2%
	Male Total		216	91.1%	223	90.3%	210	89.4%	211	89.0%	220	89.8%	211	89.4%	225	88.9%	223	88.1%	266	91.4%	249	91.5%	15.3%
Grand Total			237	100.0%	247	100.0%	235	100.0%	237	100.0%	245	100.0%	236	100.0%	253	100.0%	253	100.0%	291	100.0%	272	100.0%	14.8%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GWP	Female	Hourly	9	2.3%	5	1.3%	3	0.8%	3	0.8%	3	0.7%	5	1.2%	6	1.5%	6	1.4%	7	1.8%	1	0.3%	-88.9%
		Salaried	55	13.9%	61	15.5%	63	16.3%	61	15.8%	62	15.5%	68	16.9%	72	17.8%	73	17.6%	72	18.2%	60	19.3%	9.1%
	Female Total		64	16.2%	66	16.8%	66	17.1%	64	16.6%	65	16.2%	73	18.2%	78	19.3%	79	19.1%	79	19.9%	61	19.6%	-4.7%
	Male	Hourly	41	10.4%	23	5.8%	14	3.6%	15	3.9%	16	4.0%	18	4.5%	17	4.2%	20	4.8%	22	5.6%	15	4.8%	-63.4%
		Salaried	290	73.4%	305	77.4%	307	79.3%	306	79.5%	320	79.8%	311	77.4%	310	76.5%	315	76.1%	295	74.5%	235	75.6%	-19.0%
	Male Total		331	83.8%	328	83.2%	321	82.9%	321	83.4%	336	83.8%	329	81.8%	327	80.7%	335	80.9%	317	80.1%	250	80.4%	-24.5%
Grand Total			395	100.0%	394	100.0%	387	100.0%	385	100.0%	401	100.0%	402	100.0%	405	100.0%	414	100.0%	396	100.0%	311	100.0%	-21.3%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Human Resources	Female	Hourly	9	22.0%	4	11.8%	4	12.1%	5	16.7%	3	9.7%	3	10.0%	2	7.4%	2	7.1%	2	7.4%	4	16.0%	-55.6%
		Salaried	21	51.2%	23	67.6%	22	66.7%	20	66.7%	22	71.0%	21	70.0%	20	74.1%	20	71.4%	19	70.4%	16	64.0%	-23.8%
	Female Total		30	73.2%	27	79.4%	26	78.8%	25	83.3%	25	80.6%	24	80.0%	22	81.5%	22	78.6%	21	77.8%	20	80.0%	-33.3%
	Male	Hourly	4	9.8%	1	2.9%	1	3.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Salaried	7	17.1%	6	17.6%	6	18.2%	5	16.7%	6	19.4%	6	20.0%	5	18.5%	6	21.4%	6	22.2%	5	20.0%	-28.6%
Male Total			11	26.8%	7	20.6%	7	21.2%	5	16.7%	6	19.4%	6	20.0%	5	18.5%	6	21.4%	6	22.2%	5	20.0%	-54.5%
Grand Total			41	100.0%	34	100.0%	33	100.0%	30	100.0%	31	100.0%	30	100.0%	27	100.0%	28	100.0%	27	100.0%	25	100.0%	-39.0%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Information Services	Female	Hourly	7	11.3%	7	10.9%	5	7.9%	5	7.8%	5	8.1%	5	8.5%	5	8.5%	7	10.6%	7	10.0%	6	9.2%	-14.3%
		Salaried	10	16.1%	12	18.8%	11	17.5%	12	18.8%	12	19.4%	10	16.9%	8	13.6%	8	12.1%	8	11.4%	8	12.3%	-20.0%
	Female Total		17	27.4%	19	29.7%	16	25.4%	17	26.6%	17	27.4%	15	25.4%	13	22.0%	15	22.7%	15	21.4%	14	21.5%	-17.6%
	Male	Hourly	12	19.4%	6	9.4%	10	15.9%	10	15.6%	8	12.9%	8	13.6%	9	15.3%	12	18.2%	14	20.0%	13	20.0%	8.3%
		Salaried	33	53.2%	39	60.9%	37	58.7%	37	57.8%	37	59.7%	36	61.0%	37	62.7%	39	59.1%	41	58.6%	38	58.5%	15.2%
	Male Total		45	72.6%	45	70.3%	47	74.6%	47	73.4%	45	72.6%	44	74.6%	46	78.0%	51	77.3%	55	78.6%	51	78.5%	13.3%
Grand Total			62	100.0%	64	100.0%	63	100.0%	64	100.0%	62	100.0%	59	100.0%	59	100.0%	66	100.0%	70	100.0%	65	100.0%	4.8%

Total Employees By Department and Gender

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Library	Female	Hourly	62	39.5%	70	39.1%	69	39.0%	68	39.1%	66	37.7%	59	37.6%	57	37.7%	51	37.0%	49	37.4%	41	35.3%	-33.9%
		Salaried	33	21.0%	35	19.6%	32	18.1%	34	19.5%	37	21.1%	35	22.3%	33	21.9%	33	23.9%	35	26.7%	30	25.9%	-9.1%
	Female Total		95	60.5%	105	58.7%	101	57.1%	102	58.6%	103	58.9%	94	59.9%	90	59.6%	84	60.9%	84	64.1%	71	61.2%	-25.3%
	Male	Hourly	44	28.0%	51	28.5%	53	29.9%	50	28.7%	48	27.4%	39	24.8%	38	25.2%	30	21.7%	25	19.1%	26	22.4%	-40.9%
		Salaried	18	11.5%	23	12.8%	23	13.0%	22	12.6%	24	13.7%	24	15.3%	23	15.2%	24	17.4%	22	16.8%	19	16.4%	5.6%
	Male Total		62	39.5%	74	41.3%	76	42.9%	72	41.4%	72	41.1%	63	40.1%	61	40.4%	54	39.1%	47	35.9%	45	38.8%	-27.4%
Grand Total			157	100.0%	179	100.0%	177	100.0%	174	100.0%	175	100.0%	157	100.0%	151	100.0%	138	100.0%	131	100.0%	116	100.0%	-26.1%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Management Services	Female	Hourly	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	16.7%	4	15.4%	N/A
		Salaried	16	64.0%	16	61.5%	16	61.5%	18	64.3%	16	59.3%	18	56.3%	17	65.4%	15	65.2%	15	62.5%	13	50.0%	-18.8%
	Female Total		16	64.0%	16	61.5%	16	61.5%	18	64.3%	16	59.3%	18	56.3%	17	65.4%	15	65.2%	19	79.2%	17	65.4%	6.3%
	Male	Hourly	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.7%	2	6.3%	1	3.8%	2	8.7%	0	0.0%	2	7.7%	N/A
		Salaried	9	36.0%	10	38.5%	10	38.5%	10	35.7%	10	37.0%	12	37.5%	8	30.8%	6	26.1%	5	20.8%	7	26.9%	-22.2%
Male Total			9	36.0%	10	38.5%	10	38.5%	10	35.7%	11	40.7%	14	43.8%	9	34.6%	8	34.8%	5	20.8%	9	34.6%	0.0%
Grand Total			25	100.0%	26	100.0%	26	100.0%	28	100.0%	27	100.0%	32	100.0%	26	100.0%	23	100.0%	24	100.0%	26	100.0%	4.0%

Effective 7/1/13, Economic Development function moved from the Community Development Department to the Management Services Department.

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Police Department	Female	Hourly	27	7.0%	26	6.2%	26	6.4%	24	6.0%	17	4.3%	13	3.4%	10	2.7%	11	3.0%	13	3.6%	13	3.6%	-51.9%
		Salaried	96	24.9%	108	25.9%	107	26.4%	104	26.0%	106	26.5%	106	27.5%	104	28.3%	102	27.9%	102	28.1%	101	27.8%	5.2%
	Female Total		123	31.9%	134	32.1%	133	32.8%	128	32.0%	123	30.8%	119	30.8%	114	31.0%	113	31.0%	115	31.7%	114	31.4%	-7.3%
	Male	Hourly	22	5.7%	18	4.3%	12	3.0%	9	2.3%	12	3.0%	9	2.3%	8	2.2%	13	3.6%	14	3.9%	19	5.2%	-13.6%
		Salaried	241	62.4%	265	63.5%	261	64.3%	263	65.8%	265	66.3%	258	66.8%	246	66.8%	239	65.5%	234	64.5%	230	63.4%	-4.6%
	Male Total		263	68.1%	283	67.9%	273	67.2%	272	68.0%	277	69.3%	267	69.2%	254	69.0%	252	69.0%	248	68.3%	249	68.6%	-5.3%
Grand Total			386	100.0%	417	100.0%	406	100.0%	400	100.0%	400	100.0%	386	100.0%	368	100.0%	365	100.0%	363	100.0%	363	100.0%	-6.0%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Public Works	Female	Hourly	18	5.8%	9	2.9%	9	3.1%	6	2.1%	5	1.7%	6	2.0%	8	2.6%	4	1.4%	2	0.7%	4	1.4%	-77.8%
		Salaried	29	9.4%	33	10.8%	36	12.5%	39	13.6%	41	13.9%	38	12.4%	36	11.9%	37	12.7%	37	12.5%	39	13.7%	34.5%
	Female Total		47	15.3%	42	13.7%	45	15.7%	45	15.7%	46	15.6%	44	14.4%	44	14.5%	41	14.0%	39	13.2%	43	15.1%	-8.5%
	Male	Hourly	28	9.1%	14	4.6%	21	7.3%	15	5.2%	8	2.7%	10	3.3%	10	3.3%	9	3.1%	14	4.7%	13	4.6%	-53.6%
		Salaried	233	75.6%	250	81.7%	221	77.0%	226	79.0%	241	81.7%	252	82.4%	249	82.2%	242	82.9%	242	82.0%	229	80.4%	-1.7%
	Male Total		261	84.7%	264	86.3%	242	84.3%	241	84.3%	249	84.4%	262	85.6%	259	85.5%	251	86.0%	256	86.8%	242	84.9%	-7.3%
Grand Total			308	100.0%	306	100.0%	287	100.0%	286	100.0%	295	100.0%	306	100.0%	303	100.0%	292	100.0%	295	100.0%	285	100.0%	-7.5%

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Administrative Services	Executive	Male	1	2.1%	1	2.2%	1	1.9%	0	0.0%	1	1.9%	1	2.5%	1	2.2%	1	2.2%	1	2.1%	1	2.4%	0.0%
	Executive Total		1	2.1%	1	2.2%	1	1.9%	0	0.0%	1	1.9%	1	2.5%	1	2.2%	1	2.2%	1	2.1%	1	2.4%	0.0%
	Management/Supervisor	Female	7	14.6%	6	13.0%	8	15.1%	8	15.4%	9	16.7%	8	20.0%	6	13.3%	6	13.3%	6	12.8%	7	16.7%	0.0%
	Management/Supervisor	Male	4	8.3%	3	6.5%	4	7.5%	6	11.5%	6	11.1%	4	10.0%	6	13.3%	7	15.6%	9	19.1%	7	16.7%	75.0%
	Management/Supervisor Total		11	22.9%	9	19.6%	12	22.6%	14	26.9%	15	27.8%	12	30.0%	12	26.7%	13	28.9%	15	31.9%	14	33.3%	27.3%
	Technical/Professional	Female	0	0.0%	0	0.0%	1	1.9%	1	1.9%	2	3.7%	2	5.0%	2	4.4%	2	4.4%	2	4.3%	2	4.8%	N/A
	Technical/Professional	Male	2	4.2%	1	2.2%	1	1.9%	0	0.0%	0	0.0%	1	2.2%	0	0.0%	3	6.4%	2	4.8%	2	4.8%	0.0%
	Technical/Professional Total		2	4.2%	1	2.2%	2	3.8%	1	1.9%	2	3.7%	2	5.0%	3	6.7%	2	4.4%	5	10.6%	4	9.5%	100.0%
	Supervisor Non-Mid-Management	Female	1	2.1%	1	2.2%	0	0.0%	1	1.9%	1	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Supervisor Non-Mid-Management Total		1	2.1%	1	2.2%	0	0.0%	1	1.9%	1	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Non-Manager	Female	23	47.9%	26	56.5%	27	50.9%	25	48.1%	24	44.4%	18	45.0%	22	48.9%	21	46.7%	18	38.3%	15	35.7%	-34.8%
	Non-Manager	Male	10	20.8%	8	17.4%	11	20.8%	11	21.2%	11	20.4%	7	17.5%	7	15.6%	8	17.8%	8	17.0%	8	19.0%	-20.0%
	Non-Manager Total		33	68.8%	34	73.9%	38	71.7%	36	69.2%	35	64.8%	25	62.5%	29	64.4%	29	64.4%	26	55.3%	23	54.8%	-30.3%
Grand Total			48	100.0%	46	100.0%	53	100.0%	52	100.0%	54	100.0%	40	100.0%	45	100.0%	45	100.0%	47	100.0%	42	100.0%	-12.5%

Department	Level	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Attorney	Executive	Male	1	4.3%	1	4.0%	1	4.3%	1	5.0%	1	4.8%	1	4.8%	1	4.0%	2	8.7%	1	5.3%	1	5.3%	0.0%
	Executive Total		1	4.3%	1	4.0%	1	4.3%	1	5.0%	1	4.8%	1	4.8%	1	4.0%	2	8.7%	1	5.3%	1	5.3%	0.0%
	Management/Supervisor	Female	7	30.4%	7	28.0%	7	30.4%	7	35.0%	7	33.3%	7	33.3%	8	32.0%	9	39.1%	8	42.1%	9	47.4%	28.6%
	Management/Supervisor	Male	4	17.4%	7	28.0%	6	26.1%	5	25.0%	5	23.8%	4	19.0%	4	16.0%	2	8.7%	2	10.5%	2	10.5%	-50.0%
	Management/Supervisor Total		11	47.8%	14	56.0%	13	56.5%	12	60.0%	12	57.1%	11	52.4%	12	48.0%	11	47.8%	10	52.6%	11	57.9%	0.0%
	Technical/Professional	Female	3	13.0%	2	8.0%	2	8.7%	2	10.0%	3	14.3%	4	19.0%	3	12.0%	2	8.7%	1	5.3%	1	5.3%	-66.7%
	Technical/Professional	Male	1	4.3%	0	0.0%	1	4.3%	1	5.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.3%	1	5.3%	0.0%
	Technical/Professional Total		4	17.4%	2	8.0%	3	13.0%	3	15.0%	3	14.3%	4	19.0%	3	12.0%	2	8.7%	2	10.5%	2	10.5%	-50.0%
	Non-Manager	Female	7	30.4%	7	28.0%	6	26.1%	4	20.0%	5	23.8%	5	23.8%	9	36.0%	8	34.8%	5	26.3%	5	26.3%	-28.6%
	Non-Manager	Male	0	0.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.3%	0	0.0%	N/A
	Non-Manager Total		7	30.4%	8	32.0%	6	26.1%	4	20.0%	5	23.8%	5	23.8%	9	36.0%	8	34.8%	6	31.6%	5	26.3%	-28.6%
Grand Total			23	100.0%	25	100.0%	23	100.0%	20	100.0%	21	100.0%	21	100.0%	25	100.0%	23	100.0%	19	100.0%	19	100.0%	-17.4%

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Clerk	Executive	Female	1	7.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Male	0	0.0%	1	8.3%	1	7.7%	1	7.7%	1	9.1%	1	5.9%	1	8.3%	1	5.9%	1	10.0%	1	9.1%	N/A
	Executive Total		1	7.1%	1	8.3%	1	7.7%	1	7.7%	1	9.1%	1	5.9%	1	8.3%	1	5.9%	1	10.0%	1	9.1%	0.0%
	Management/Supervisor	Female	1	7.1%	1	8.3%	1	7.7%	2	15.4%	2	18.2%	2	11.8%	1	8.3%	2	11.8%	1	10.0%	2	18.2%	100.0%
	Management/Supervisor Total		1	7.1%	1	8.3%	1	7.7%	2	15.4%	2	18.2%	2	11.8%	1	8.3%	2	11.8%	1	10.0%	2	18.2%	100.0%
	Technical/Professional	Female	0	0.0%	0	0.0%	0	0.0%	1	7.7%	0	0.0%	1	5.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	9.1%	N/A
	Technical/Professional Total		0	0.0%	0	0.0%	0	0.0%	1	7.7%	0	0.0%	1	5.9%	0	0.0%	0	0.0%	0	0.0%	1	9.1%	N/A
	Supervisor Non-Mid-Management	Female	0	0.0%	1	8.3%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Supervisor Non-Mid-Management Total		0	0.0%	1	8.3%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Non-Manager	Female	10	71.4%	7	58.3%	8	61.5%	6	46.2%	5	45.5%	8	47.1%	7	58.3%	10	58.8%	6	60.0%	5	45.5%	-50.0%
		Male	2	14.3%	2	16.7%	2	15.4%	3	23.1%	3	27.3%	5	29.4%	3	25.0%	4	23.5%	2	20.0%	2	18.2%	0.0%
	Non-Manager Total		12	85.7%	9	75.0%	10	76.9%	9	69.2%	8	72.7%	13	76.5%	10	83.3%	14	82.4%	8	80.0%	7	63.6%	-41.7%
Grand Total			14	100.0%	12	100.0%	13	100.0%	13	100.0%	11	100.0%	17	100.0%	12	100.0%	17	100.0%	10	100.0%	11	100.0%	-21.4%

Department	Level	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Treasurer	Executive	Male	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	25.0%	1	20.0%	1	14.3%	1	20.0%	0.0%
	Executive Total		1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	25.0%	1	20.0%	1	14.3%	1	20.0%	0.0%
	Management/Supervisor	Female	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	25.0%	1	20.0%	1	14.3%	1	20.0%	0.0%
	Management/Supervisor Total		1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	25.0%	1	20.0%	1	14.3%	1	20.0%	0.0%
	Non-Manager	Female	2	40.0%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	3	60.0%	2	50.0%	3	60.0%	3	42.9%	3	60.0%	50.0%
		Male	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	2	28.6%	0	0.0%	-100.0%
	Non-Manager Total		3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	2	50.0%	3	60.0%	5	71.4%	3	60.0%	0.0%
Grand Total			5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	4	100.0%	5	100.0%	7	100.0%	5	100.0%	0.0%

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2011		2012		2013	
			#	%	#	%	#	%
Community Development	Executive	Male	1	0.7%	2	1.6%	1	0.9%
	Executive Total		1	0.7%	2	1.6%	1	0.9%
	Management/Supervisor	Female	11	7.7%	11	8.8%	7	6.1%
		Male	21	14.8%	21	16.8%	18	15.7%
	Management/Supervisor Total		32	22.5%	32	25.6%	25	21.7%
	Technical/Professional	Female	13	9.2%	8	6.4%	7	6.1%
		Male	8	5.6%	8	6.4%	7	6.1%
	Technical/Professional Total		21	14.8%	16	12.8%	14	12.2%
	Supervisor Non-Mid-Management	Female	3	2.1%	2	1.6%	1	0.9%
	Supervisor Non-Mid-Management Total		3	2.1%	2	1.6%	1	0.9%
	Non-Manager	Female	39	27.5%	34	27.2%	36	31.3%
		Male	46	32.4%	39	31.2%	38	33.0%
	Non-Manager Total		85	59.9%	73	58.4%	74	64.3%
Grand Total			142	100.0%	125	100.0%	115	100.0%

This department was created in 2011 as the result of the organizational realignment.

It consists of the previous Community Planning and Community Redevelopment & Housing Departments.

Effective 7/1/13, Economic Development function moved from the Community Development Department to the Management Services Department.

**Total Employees
By Department, Level, and Gender**

			2004		2005		2006		2007		2008		2009		2010		% Increase / Decrease from 2001 to 2010	
Department	Level	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Community Planning	Executive	Female	1	0.6%	1	0.9%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
		Male	0	0.0%	0	0.0%	0	0.0%	1	1.0%	1	1.0%	1	1.0%	1	1.0%	N/A	
	Executive Total		1	0.6%	1	0.9%	1	0.9%	1	1.0%	1	1.0%	1	1.0%	1	1.0%	0.0%	
	Management/Supervisor	Female	5	2.8%	5	4.7%	5	4.5%	6	5.8%	7	6.9%	7	7.0%	8	8.1%	60.0%	
		Male	11	6.1%	14	13.1%	13	11.8%	13	12.5%	13	12.7%	13	13.0%	13	13.1%	18.2%	
	Management/Supervisor Total		16	8.8%	19	17.8%	18	16.4%	19	18.3%	20	19.6%	20	20.0%	21	21.2%	31.3%	
	Technical/Professional	Female	8	4.4%	8	7.5%	8	7.3%	6	5.8%	5	4.9%	5	5.0%	3	3.0%	-62.5%	
		Male	8	4.4%	6	5.6%	8	7.3%	6	5.8%	8	7.8%	9	9.0%	8	8.1%	0.0%	
	Technical/Professional Total		16	8.8%	14	13.1%	16	14.5%	12	11.5%	13	12.7%	14	14.0%	11	11.1%	-31.3%	
	Supervisor Non-Mid-Management		Female	2	1.1%	1	0.9%	3	2.7%	3	2.9%	3	2.9%	3	3.0%	3	3.0%	50.0%
	Supervisor Non-Mid-Management Total		2	1.1%	1	0.9%	3	2.7%	3	2.9%	3	2.9%	3	3.0%	3	3.0%	50.0%	
Non-Manager	Female	45	24.9%	25	23.4%	23	20.9%	24	23.1%	24	23.5%	23	23.0%	23	23.2%	-48.9%		
	Male	101	55.8%	47	43.9%	49	44.5%	45	43.3%	41	40.2%	39	39.0%	40	40.4%	-60.4%		
Non-Manager Total		146	80.7%	72	67.3%	72	65.5%	69	66.3%	65	63.7%	62	62.0%	63	63.6%	-56.8%		
Grand Total			181	100.0%	107	100.0%	110	100.0%	104	100.0%	102	100.0%	100	100.0%	99	100.0%	-45.3%	

This department was combined with Community Redevelopment & Housing into the new Community Development Department in 2011 as the result of the organizational realignment.

			2004		2005		2006		2007		2008		2009		2010		% Increase / Decrease from 2001 to 2010
Department	Level	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Redevelopment & Housing	Executive	Female	1	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Male	0	0.0%	1	2.3%	1	2.7%	1	2.9%	1	2.6%	1	2.5%	1	2.5%	N/A
	Executive Total		1	2.2%	1	2.3%	1	2.7%	1	2.9%	1	2.6%	1	2.5%	1	2.5%	0.0%
	Management/Supervisor	Female	3	6.5%	3	7.0%	2	5.4%	2	5.7%	2	5.3%	2	5.0%	3	7.5%	0.0%
		Male	9	19.6%	7	16.3%	6	16.2%	4	11.4%	5	13.2%	6	15.0%	8	20.0%	-11.1%
	Management/Supervisor Total		12	26.1%	10	23.3%	8	21.6%	6	17.1%	7	18.4%	8	20.0%	11	27.5%	-8.3%
	Technical/Professional	Female	6	13.0%	8	18.6%	7	18.9%	6	17.1%	8	21.1%	8	20.0%	9	22.5%	50.0%
		Male	2	4.3%	3	7.0%	3	8.1%	3	8.6%	4	10.5%	3	7.5%	1	2.5%	-50.0%
	Technical/Professional Total		8	17.4%	11	25.6%	10	27.0%	9	25.7%	12	31.6%	11	27.5%	10	25.0%	25.0%
	Non-Manager	Female	18	39.1%	14	32.6%	13	35.1%	14	40.0%	14	36.8%	15	37.5%	14	35.0%	-22.2%
		Male	7	15.2%	7	16.3%	5	13.5%	5	14.3%	4	10.5%	5	12.5%	4	10.0%	-42.9%
Non-Manager Total		25	54.3%	21	48.8%	18	48.6%	19	54.3%	18	47.4%	20	50.0%	18	45.0%	-28.0%	
Grand Total			46	100.0%	43	100.0%	37	100.0%	35	100.0%	38	100.0%	40	100.0%	40	100.0%	-13.0%

This department was combined with Community Planning into the new Community Development Department in 2011 as the result of the organizational realignment.

**Total Employees
By Department, Level, and Gender**

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Level	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Services & Parks	Executive	Female	1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Male	1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	0.0%
	Executive Total		2	0.6%	2	0.5%	2	0.5%	2	0.5%	2	0.5%	1	0.3%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	-50.0%
	Management/Supervisor	Female	12	3.6%	15	3.8%	17	3.8%	13	3.2%	13	3.3%	13	3.3%	15	3.5%	13	3.1%	15	3.9%	12	3.4%	0.0%
		Male	15	4.5%	18	4.6%	13	2.9%	12	3.0%	14	3.5%	13	3.3%	18	4.2%	17	4.0%	16	4.1%	14	3.9%	-6.7%
	Management/Supervisor Total		27	8.1%	33	8.5%	30	6.8%	25	6.2%	27	6.8%	26	6.6%	33	7.7%	30	7.1%	31	8.0%	26	7.3%	-3.7%
	Technical/Professional	Female	17	5.1%	17	4.4%	18	4.1%	17	4.2%	15	3.8%	16	4.1%	15	3.5%	12	2.8%	9	2.3%	9	2.5%	-47.1%
		Male	13	3.9%	12	3.1%	11	2.5%	12	3.0%	11	2.8%	10	2.5%	13	3.0%	13	3.1%	9	2.3%	4	1.1%	-69.2%
	Technical/Professional Total		30	9.0%	29	7.4%	29	6.6%	29	7.2%	26	6.5%	26	6.6%	28	6.6%	25	5.9%	18	4.7%	13	3.7%	-56.7%
	Supervisor Non-Mid-Management	Female	0	0.0%	1	0.3%	1	0.2%	5	1.2%	5	1.3%	6	1.5%	6	1.4%	6	1.4%	5	1.3%	5	1.4%	N/A
		Male	4	1.2%	4	1.0%	5	1.1%	8	2.0%	9	2.3%	9	2.3%	5	1.2%	5	1.2%	5	1.3%	3	0.8%	-25.0%
	Supervisor Non-Mid-Management Total		4	1.2%	5	1.3%	6	1.4%	13	3.2%	14	3.5%	15	3.8%	11	2.6%	11	2.6%	10	2.6%	8	2.3%	100.0%
Non-Manager	Female	104	31.3%	102	26.2%	137	31.0%	117	29.0%	110	27.7%	107	27.1%	113	26.5%	114	27.0%	99	25.6%	97	27.3%	-6.7%	
	Male	165	49.7%	219	56.2%	238	53.8%	217	53.8%	218	54.9%	220	55.7%	241	56.4%	241	57.1%	227	58.8%	210	59.2%	27.3%	
Non-Manager Total		269	81.0%	321	82.3%	375	84.8%	334	82.9%	328	82.6%	327	82.8%	354	82.9%	355	84.1%	326	84.5%	307	86.5%	14.1%	
Grand Total			332	100.0%	390	100.0%	442	100.0%	403	100.0%	397	100.0%	395	100.0%	427	100.0%	422	100.0%	386	100.0%	355	100.0%	6.9%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Level	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Fire Department	Executive	Male	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.3%	1	0.4%	0.0%
	Executive Total		1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.3%	1	0.4%	0.0%
	Management/Supervisor	Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	1	0.3%	2	0.7%	N/A
		Male	12	5.1%	12	4.9%	12	5.1%	11	4.6%	10	4.1%	10	4.2%	13	5.1%	13	5.1%	12	4.1%	14	5.1%	16.7%
	Management/Supervisor Total		12	5.1%	12	4.9%	12	5.1%	11	4.6%	10	4.1%	10	4.2%	14	5.5%	14	5.5%	13	4.5%	16	5.9%	33.3%
	Technical/Professional	Female	1	0.4%	2	0.8%	2	0.9%	3	1.3%	3	1.2%	3	1.3%	2	0.8%	2	0.8%	1	0.3%	2	0.7%	100.0%
		Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.4%	N/A
	Technical/Professional Total		1	0.4%	2	0.8%	2	0.9%	3	1.3%	3	1.2%	3	1.3%	2	0.8%	2	0.8%	2	0.7%	3	1.1%	200.0%
	Supervisor Non-Mid-Management	Female	1	0.4%	2	0.8%	2	0.9%	2	0.8%	3	1.2%	3	1.3%	3	1.2%	3	1.2%	4	1.4%	3	1.1%	200.0%
		Male	44	18.6%	46	18.6%	42	17.9%	44	18.6%	42	17.1%	40	16.9%	40	15.8%	38	15.0%	40	13.7%	37	13.6%	-15.9%
	Supervisor Non-Mid-Management Total		45	19.0%	48	19.4%	44	18.7%	46	19.4%	45	18.4%	43	18.2%	43	17.0%	41	16.2%	44	15.1%	40	14.7%	-11.1%
	Non-Manager	Female	19	8.0%	20	8.1%	21	8.9%	21	8.9%	19	7.8%	19	8.1%	22	8.7%	24	9.5%	19	6.5%	16	5.9%	-15.8%
		Male	159	67.1%	164	66.4%	155	66.0%	155	65.4%	167	68.2%	160	67.8%	171	67.6%	171	67.6%	212	72.9%	196	72.1%	23.3%
	Non-Manager Total		178	75.1%	184	74.5%	176	74.9%	176	74.3%	186	75.9%	179	75.8%	193	76.3%	195	77.1%	231	79.4%	212	77.9%	19.1%
	Grand Total			237	100.0%	247	100.0%	235	100.0%	237	100.0%	245	100.0%	236	100.0%	253	100.0%	253	100.0%	291	100.0%	272	100.0%

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GWP	Executive	Male	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	0.0%
	Executive Total		1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	0.0%
	Management/Supervisor	Female	10	2.5%	10	2.5%	11	2.8%	10	2.6%	9	2.2%	9	2.2%	9	2.2%	10	2.5%	6	1.9%			-40.0%
	Management/Supervisor	Male	49	12.4%	51	12.9%	52	13.4%	56	14.5%	58	14.5%	56	13.9%	61	15.1%	65	15.7%	58	14.6%	46	14.8%	-6.1%
	Management/Supervisor Total		59	14.9%	61	15.5%	63	16.3%	66	17.1%	67	16.7%	65	16.2%	70	17.3%	74	17.9%	68	17.2%	52	16.7%	-11.9%
	Technical/Professional	Female	1	0.3%	1	0.3%	2	0.5%	5	1.3%	5	1.2%	6	1.5%	6	1.5%	6	1.4%	5	1.3%	5	1.6%	400.0%
	Technical/Professional	Male	27	6.8%	26	6.6%	22	5.7%	21	5.5%	24	6.0%	21	5.2%	16	4.0%	16	3.9%	14	3.5%	10	3.2%	-63.0%
	Technical/Professional Total		28	7.1%	27	6.9%	24	6.2%	26	6.8%	29	7.2%	27	6.7%	22	5.4%	22	5.3%	19	4.8%	15	4.8%	-46.4%
	Supervisor Non-Mid-Management	Female	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.5%	2	0.5%	2	0.5%	2	0.6%	0.0%
	Supervisor Non-Mid-Management	Male	25	6.3%	25	6.3%	27	7.0%	26	6.8%	29	7.2%	30	7.5%	27	6.7%	29	7.0%	28	7.1%	22	7.1%	-12.0%
	Supervisor Non-Mid-Management Total		27	6.8%	26	6.6%	27	7.0%	26	6.8%	29	7.2%	30	7.5%	29	7.2%	31	7.5%	30	7.6%	24	7.7%	-11.1%
	Non-Manager	Female	51	12.9%	54	13.7%	53	13.7%	49	12.7%	51	12.7%	58	14.4%	61	15.1%	62	15.0%	62	15.7%	48	15.4%	-5.9%
	Non-Manager	Male	229	58.0%	225	57.1%	219	56.6%	217	56.4%	224	55.9%	221	55.0%	222	54.8%	224	54.1%	216	54.5%	171	55.0%	-25.3%
Non-Manager Total			280	70.9%	279	70.8%	272	70.3%	266	69.1%	275	68.6%	279	69.4%	283	69.9%	286	69.1%	278	70.2%	219	70.4%	-21.8%
Grand Total			395	100.0%	394	100.0%	387	100.0%	385	100.0%	401	100.0%	402	100.0%	405	100.0%	414	100.0%	396	100.0%	311	100.0%	-21.3%

Department	Level	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Human Resources	Executive	Male	0	0.0%	0	0.0%	0	0.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	1	3.7%	1	4.0%	N/A
	Executive Total		0	0.0%	0	0.0%	0	0.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	1	3.7%	1	4.0%	N/A
	Management/Supervisor	Female	3	7.3%	3	8.8%	3	9.1%	5	16.7%	6	19.4%	6	20.0%	7	25.9%	7	25.0%	6	22.2%	5	20.0%	66.7%
	Management/Supervisor	Male	2	4.9%	3	8.8%	2	6.1%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	1	3.7%	1	4.0%	-50.0%
	Management/Supervisor Total		5	12.2%	6	17.6%	5	15.2%	6	20.0%	7	22.6%	7	23.3%	8	29.6%	8	28.6%	7	25.9%	6	24.0%	20.0%
	Technical/Professional	Female	9	22.0%	8	23.5%	10	30.3%	8	26.7%	7	22.6%	7	23.3%	5	18.5%	5	17.9%	4	14.8%	2	8.0%	-77.8%
	Technical/Professional	Male	3	7.3%	2	5.9%	3	9.1%	2	6.7%	2	6.5%	2	6.7%	1	3.7%	2	7.1%	2	7.4%	2	8.0%	-33.3%
	Technical/Professional Total		12	29.3%	10	29.4%	13	39.4%	10	33.3%	9	29.0%	9	30.0%	6	22.2%	7	25.0%	6	22.2%	4	16.0%	-66.7%
	Non-Manager	Female	18	43.9%	16	47.1%	13	39.4%	12	40.0%	12	38.7%	11	36.7%	10	37.0%	10	35.7%	11	40.7%	13	52.0%	-27.8%
	Non-Manager	Male	6	14.6%	2	5.9%	2	6.1%	1	3.3%	2	6.5%	2	6.7%	2	7.4%	2	7.1%	2	7.4%	1	4.0%	-83.3%
	Non-Manager Total		24	58.5%	18	52.9%	15	45.5%	13	43.3%	14	45.2%	13	43.3%	12	44.4%	12	42.9%	13	48.1%	14	56.0%	-41.7%
Grand Total			41	100.0%	34	100.0%	33	100.0%	30	100.0%	31	100.0%	30	100.0%	27	100.0%	28	100.0%	27	100.0%	25	100.0%	-39.0%

**Total Employees
By Department, Level, and Gender**

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Level	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Information Services	Executive	Female	1	1.6%	1	1.6%	1	1.6%	1	1.6%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.7%	1	1.7%	1	1.5%	1	1.4%	1	1.5%	N/A
	Executive Total		1	1.6%	1	1.6%	1	1.6%	1	1.6%	1	1.6%	1	1.7%	1	1.7%	1	1.5%	1	1.4%	1	1.5%	0.0%
	Management/Supervisor	Female	1	1.6%	1	1.6%	1	1.6%	1	1.6%	1	1.6%	1	1.7%	3	5.1%	4	6.1%	3	4.3%	2	3.1%	100.0%
		Male	7	11.3%	7	10.9%	6	9.5%	7	10.9%	6	9.7%	5	8.5%	10	16.9%	14	21.2%	15	21.4%	12	18.5%	71.4%
	Management/Supervisor Total		8	12.9%	8	12.5%	7	11.1%	8	12.5%	7	11.3%	6	10.2%	13	22.0%	18	27.3%	18	25.7%	14	21.5%	75.0%
	Technical/Professional	Female	5	8.1%	7	10.9%	6	9.5%	7	10.9%	5	8.1%	6	10.2%	2	3.4%	2	3.0%	2	2.9%	4	6.2%	-20.0%
		Male	10	16.1%	9	14.1%	11	17.5%	10	15.6%	11	17.7%	13	22.0%	7	11.9%	9	13.6%	8	11.4%	8	12.3%	-20.0%
	Technical/Professional Total		15	24.2%	16	25.0%	17	27.0%	17	26.6%	16	25.8%	19	32.2%	9	15.3%	11	16.7%	10	14.3%	12	18.5%	-20.0%
	Non-Manager	Female	10	16.1%	10	15.6%	8	12.7%	8	12.5%	10	16.1%	8	13.6%	8	13.6%	9	13.6%	10	14.3%	8	12.3%	-20.0%
		Male	28	45.2%	29	45.3%	30	47.6%	30	46.9%	28	45.2%	25	42.4%	28	47.5%	27	40.9%	31	44.3%	30	46.2%	7.1%
Non-Manager Total		38	61.3%	39	60.9%	38	60.3%	38	59.4%	38	61.3%	33	55.9%	36	61.0%	36	54.5%	41	58.6%	38	58.5%	0.0%	
Grand Total			62	100.0%	64	100.0%	63	100.0%	64	100.0%	62	100.0%	59	100.0%	59	100.0%	66	100.0%	70	100.0%	65	100.0%	4.8%

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Level	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Library	Executive	Female	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	1	0.9%	0.0%
	Executive Total		1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	1	0.9%	0.0%
	Management/Supervisor	Female	12	7.6%	12	6.7%	12	6.8%	12	6.9%	11	6.3%	11	7.0%	10	6.6%	11	8.0%	12	9.2%	9	7.8%	-25.0%
		Male	2	1.3%	2	1.1%	3	1.7%	3	1.7%	3	1.7%	3	1.9%	3	2.0%	3	2.2%	4	3.1%	5	4.3%	150.0%
	Management/Supervisor Total		14	8.9%	14	7.8%	15	8.5%	15	8.6%	14	8.0%	14	8.9%	13	8.6%	14	10.1%	16	12.2%	14	12.1%	0.0%
	Technical/Professional	Female	0	0.0%	0	0.0%	0	0.0%	1	0.6%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Male	2	1.3%	2	1.1%	2	1.1%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	0	0.0%	-100.0%
	Technical/Professional Total		2	1.3%	2	1.1%	2	1.1%	2	1.1%	2	1.1%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	0	0.0%	-100.0%
	Supervisor Non-Mid-Management	Female	0	0.0%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	1	0.9%	N/A
	Supervisor Non-Mid-Management Total		0	0.0%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	1	0.8%	1	0.9%	N/A
	Non-Manager	Female	82	52.2%	91	50.8%	87	49.2%	87	50.0%	89	50.9%	81	51.6%	78	51.7%	71	51.4%	70	53.4%	60	51.7%	-26.8%
Male		58	36.9%	70	39.1%	71	40.1%	68	39.1%	68	38.9%	59	37.6%	57	37.7%	50	36.2%	42	32.1%	40	34.5%	-31.0%	
Non-Manager Total		140	89.2%	161	89.9%	158	89.3%	155	89.1%	157	89.7%	140	89.2%	135	89.4%	121	87.7%	112	85.5%	100	86.2%	-28.6%	
Grand Total			157	100.0%	179	100.0%	177	100.0%	174	100.0%	175	100.0%	157	100.0%	151	100.0%	138	100.0%	131	100.0%	116	100.0%	-26.1%

**Total Employees
By Department, Level, and Gender**

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Level	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Management Services	Executive	Female	1	4.0%	1	3.8%	1	3.8%	1	3.6%	1	3.7%	1	3.1%	2	7.7%	2	8.7%	2	8.3%	2	7.7%	100.0%
		Male	3	12.0%	3	11.5%	3	11.5%	3	10.7%	3	11.1%	2	6.3%	2	7.7%	1	4.3%	2	8.3%	3	11.5%	0.0%
	Executive Total		4	16.0%	4	15.4%	4	15.4%	4	14.3%	4	14.8%	3	9.4%	4	15.4%	3	13.0%	4	16.7%	5	19.2%	25.0%
	Management/Supervisor	Female	3	12.0%	3	11.5%	3	11.5%	4	14.3%	2	7.4%	4	12.5%	2	7.7%	2	8.7%	3	12.5%	4	15.4%	33.3%
		Male	3	12.0%	3	11.5%	3	11.5%	5	17.9%	5	18.5%	6	18.8%	4	15.4%	3	13.0%	1	4.2%	3	11.5%	0.0%
	Management/Supervisor Total		6	24.0%	6	23.1%	6	23.1%	9	32.1%	7	25.9%	10	31.3%	6	23.1%	5	21.7%	4	16.7%	7	26.9%	16.7%
	Technical/Professional	Female	4	16.0%	6	23.1%	6	23.1%	6	21.4%	5	18.5%	4	12.5%	4	15.4%	5	21.7%	6	25.0%	6	23.1%	50.0%
		Male	0	0.0%	1	3.8%	1	3.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.8%	N/A
	Technical/Professional Total		4	16.0%	7	26.9%	7	26.9%	6	21.4%	5	18.5%	4	12.5%	4	15.4%	5	21.7%	6	25.0%	7	26.9%	75.0%
	Non-Manager	Female	8	32.0%	6	23.1%	6	23.1%	7	25.0%	8	29.6%	9	28.1%	9	34.6%	6	26.1%	8	33.3%	5	19.2%	-37.5%
		Male	3	12.0%	3	11.5%	3	11.5%	2	7.1%	3	11.1%	6	18.8%	3	11.5%	4	17.4%	2	8.3%	2	7.7%	-33.3%
Non-Manager Total		11	44.0%	9	34.6%	9	34.6%	9	32.1%	11	40.7%	15	46.9%	12	46.2%	10	43.5%	10	41.7%	7	26.9%	-36.4%	
Grand Total			25	100.0%	26	100.0%	26	100.0%	28	100.0%	27	100.0%	32	100.0%	26	100.0%	23	100.0%	24	100.0%	26	100.0%	4.0%

Effective 7/1/13, Economic Development function moved from the Community Development Department to the Management Services Department.

			2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Department	Level	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Police Department	Executive	Male	1	0.3%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	2	0.5%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	0.0%
	Executive Total		1	0.3%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	2	0.5%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	0.0%
	Management/Supervisor	Female	3	0.8%	4	1.0%	6	1.5%	5	1.3%	5	1.3%	6	1.6%	7	1.9%	6	1.6%	8	2.2%	6	1.7%	100.0%
		Male	17	4.4%	18	4.3%	17	4.2%	19	4.8%	18	4.5%	15	3.9%	16	4.3%	18	4.9%	18	5.0%	20	5.5%	17.6%
	Management/Supervisor Total		20	5.2%	22	5.3%	23	5.7%	24	6.0%	23	5.8%	21	5.4%	23	6.3%	24	6.6%	26	7.2%	26	7.2%	30.0%
	Technical/Professional	Female	2	0.5%	1	0.2%	1	0.2%	1	0.3%	2	0.5%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	2	0.6%	0.0%
		Male	2	0.5%	4	1.0%	2	0.5%	3	0.8%	6	1.5%	6	1.6%	3	0.8%	1	0.3%	1	0.3%	1	0.3%	-50.0%
	Technical/Professional Total		4	1.0%	5	1.2%	3	0.7%	4	1.0%	8	2.0%	7	1.8%	4	1.1%	2	0.5%	2	0.6%	3	0.8%	-25.0%
	Supervisor Non-Mid-Management	Female	9	2.3%	9	2.2%	9	2.2%	12	3.0%	12	3.0%	11	2.8%	11	3.0%	9	2.5%	9	2.5%	10	2.8%	11.1%
		Male	38	9.8%	38	9.1%	40	9.9%	40	10.0%	43	10.8%	41	10.6%	43	11.7%	45	12.3%	41	11.3%	46	12.7%	21.1%
	Supervisor Non-Mid-Management Total		47	12.2%	47	11.3%	49	12.1%	52	13.0%	55	13.8%	52	13.5%	54	14.7%	54	14.8%	50	13.8%	56	15.4%	19.1%
Non-Manager	Female	109	28.2%	120	28.8%	117	28.8%	110	27.5%	104	26.0%	101	26.2%	95	25.8%	97	26.6%	97	26.7%	96	26.4%	-11.9%	
	Male	205	53.1%	222	53.2%	213	52.5%	209	52.3%	209	52.3%	203	52.6%	191	51.9%	187	51.2%	187	51.5%	181	49.9%	-11.7%	
Non-Manager Total		314	81.3%	342	82.0%	330	81.3%	319	79.8%	313	78.3%	304	78.8%	286	77.7%	284	77.8%	284	78.2%	277	76.3%	-11.8%	
Grand Total			386	100.0%	417	100.0%	406	100.0%	400	100.0%	400	100.0%	386	100.0%	368	100.0%	365	100.0%	363	100.0%	363	100.0%	-6.0%

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Public Works	Executive	Male	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	-100.0%
	Executive Total		1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	-100.0%
	Management/Supervisor	Female	3	1.0%	3	1.0%	3	1.0%	3	1.0%	4	1.4%	4	1.3%	3	1.0%	3	1.0%	3	1.0%	6	2.1%	100.0%
	Management/Supervisor	Male	35	11.4%	35	11.4%	28	9.8%	30	10.5%	33	11.2%	34	11.1%	38	12.5%	35	12.0%	33	11.2%	29	10.2%	-17.1%
	Management/Supervisor Total		38	12.3%	38	12.4%	31	10.8%	33	11.5%	37	12.5%	38	12.4%	41	13.5%	38	13.0%	36	12.2%	35	12.3%	-7.9%
	Technical/Professional	Female	2	0.6%	2	0.7%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.1%	50.0%
	Technical/Professional	Male	9	2.9%	9	2.9%	10	3.5%	8	2.8%	10	3.4%	8	2.6%	5	1.7%	6	2.1%	5	1.7%	6	2.1%	-33.3%
	Technical/Professional Total		11	3.6%	11	3.6%	13	4.5%	11	3.8%	13	4.4%	11	3.6%	8	2.6%	9	3.1%	8	2.7%	9	3.2%	-18.2%
	Supervisor Non-Mid-Management	Female	2	0.6%	2	0.7%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	2	0.7%	0.0%
	Supervisor Non-Mid-Management	Male	14	4.5%	12	3.9%	11	3.8%	11	3.8%	11	3.7%	11	3.6%	11	3.6%	10	3.4%	8	2.7%	10	3.5%	-28.6%
	Supervisor Non-Mid-Management Total		16	5.2%	14	4.6%	14	4.9%	14	4.9%	14	4.7%	14	4.6%	14	4.6%	13	4.5%	11	3.7%	12	4.2%	-25.0%
	Non-Manager	Female	40	13.0%	35	11.4%	36	12.5%	36	12.6%	36	12.2%	34	11.1%	35	11.6%	32	11.0%	30	10.2%	32	11.2%	-20.0%
	Non-Manager	Male	202	65.6%	207	67.6%	192	66.9%	191	66.8%	194	65.8%	208	68.0%	204	67.3%	199	68.2%	210	71.2%	197	69.1%	-2.5%
	Non-Manager Total		242	78.6%	242	79.1%	228	79.4%	227	79.4%	230	78.0%	242	79.1%	239	78.9%	231	79.1%	240	81.4%	229	80.4%	-5.4%
Grand Total			308	100.0%	306	100.0%	287	100.0%	286	100.0%	295	100.0%	306	100.0%	303	100.0%	292	100.0%	295	100.0%	285	100.0%	-7.5%

Retired Employees By Race/Ethnicity

		2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	2	0.3%	0	0.0%	0	0.0%	0	0.0%	2	0.3%	3	0.4%	4	0.6%	3	0.4%	5	0.7%	1	0.1%	-50.0%
	Asian/Pacific Islander	5	0.7%	5	0.7%	4	0.6%	1	0.1%	3	0.4%	2	0.3%	2	0.3%	3	0.4%	13	1.9%	0	0.0%	-100.0%
	Black	0	0.0%	0	0.0%	1	0.1%	5	0.7%	1	0.1%	2	0.3%	1	0.1%	5	0.7%	10	1.5%	1	0.1%	N/A
	Hispanic	3	0.4%	14	2.1%	10	1.5%	5	0.7%	11	1.6%	13	1.9%	8	1.2%	7	1.0%	39	5.8%	5	0.7%	66.7%
	Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.3%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Other	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	White	43	6.4%	58	8.6%	47	7.0%	27	4.0%	33	4.9%	30	4.5%	41	6.1%	58	8.6%	109	16.2%	24	3.6%	-44.2%
Total		53	7.9%	77	11.4%	62	9.2%	39	5.8%	52	7.7%	51	7.6%	56	8.3%	76	11.3%	176	26.2%	31	4.6%	-41.5%

Retirement incentives were offered for budget balancing strategies effective August 2012.

		2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		% Increase / Decrease from 2004 to 2013
Type	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	N/A
	Asian/Pacific Islander	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%	-100.0%
	Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	N/A
	White	2	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.3%	2	0.3%	3	0.4%	1	0.1%	-50.0%
Hourly Total		3	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.6%	3	0.4%	4	0.6%	1	0.1%	-66.7%
Salaried	Armenian	2	0.3%	0	0.0%	0	0.0%	0	0.0%	2	0.3%	3	0.4%	3	0.4%	2	0.3%	5	0.7%	1	0.1%	-50.0%
	Asian/Pacific Islander	4	0.6%	5	0.7%	4	0.6%	1	0.1%	3	0.4%	2	0.3%	2	0.3%	3	0.4%	12	1.8%	0	0.0%	-100.0%
	Black	0	0.0%	0	0.0%	1	0.1%	5	0.7%	1	0.1%	2	0.3%	0	0.0%	5	0.7%	10	1.5%	1	0.1%	N/A
	Hispanic	3	0.4%	14	2.1%	10	1.5%	5	0.7%	11	1.6%	13	1.9%	8	1.2%	7	1.0%	39	5.8%	5	0.7%	66.7%
	Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.3%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Other	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	White	41	6.1%	58	8.6%	47	7.0%	27	4.0%	33	4.9%	30	4.5%	39	5.8%	56	8.3%	106	15.8%	23	3.4%	-43.9%
Salaried Total		50	7.4%	77	11.4%	62	9.2%	39	5.8%	52	7.7%	51	7.6%	52	7.7%	73	10.8%	172	25.6%	30	4.5%	-40.0%
Total Employees		53	7.9%	77	11.4%	62	9.2%	39	5.8%	52	7.7%	51	7.6%	56	8.3%	76	11.3%	176	26.2%	31	4.6%	-41.5%

**Total Employees
By Length of Service
As of December 31, 2013**

	Ethnic Group	0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	Armenian	144	7.2%	116	5.8%	63	3.1%	9	0.4%	5	0.2%	4	0.2%	2	0.1%	0	0.0%	343	17.1%
	Asian/Pacific Islander	57	2.8%	64	3.2%	28	1.4%	9	0.4%	20	1.0%	10	0.5%	2	0.1%	1	0.0%	191	9.5%
	Black	27	1.3%	17	0.8%	12	0.6%	6	0.3%	8	0.4%	1	0.0%	1	0.0%	0	0.0%	72	3.6%
	Hispanic	170	8.5%	194	9.7%	107	5.3%	32	1.6%	44	2.2%	32	1.6%	18	0.9%	1	0.0%	598	29.8%
	Native American/Alaskan	2	0.1%	3	0.1%	2	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	10	0.5%
	Other	0	0.0%	2	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.2%
	White	187	9.3%	169	8.4%	154	7.7%	73	3.6%	91	4.5%	76	3.8%	36	1.8%	6	0.3%	792	39.4%
Total		587	29.2%	565	28.1%	368	18.3%	131	6.5%	168	8.4%	123	6.1%	59	2.9%	9	0.4%	2,010	100.0%

Type	Ethnic Group	0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Hourly	Armenian	110	20.3%	29	5.4%	8	1.5%	3	0.6%	2	0.4%	0	0.0%	0	0.0%	0	0.0%	152	28.1%
	Asian/Pacific Islander	35	6.5%	5	0.9%	3	0.6%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	46	8.5%
	Black	16	3.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	18	3.3%
	Hispanic	109	20.1%	31	5.7%	11	2.0%	4	0.7%	0	0.0%	1	0.2%	3	0.6%	1	0.2%	160	29.6%
	Native American/Alaskan	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%
	White	97	17.9%	15	2.8%	10	1.8%	4	0.7%	9	1.7%	9	1.7%	15	2.8%	4	0.7%	163	30.1%
Hourly Total		368	68.0%	81	15.0%	32	5.9%	11	2.0%	12	2.2%	11	2.0%	19	3.5%	7	1.3%	541	100.0%

Type	Ethnic Group	0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Salaried	Armenian	34	2.3%	87	5.9%	55	3.7%	6	0.4%	3	0.2%	4	0.3%	2	0.1%	0	0.0%	191	13.0%
	Asian/Pacific Islander	22	1.5%	59	4.0%	25	1.7%	9	0.6%	19	1.3%	9	0.6%	2	0.1%	0	0.0%	145	9.9%
	Black	11	0.7%	16	1.1%	12	0.8%	6	0.4%	8	0.5%	1	0.1%	0	0.0%	0	0.0%	54	3.7%
	Hispanic	61	4.2%	163	11.1%	96	6.5%	28	1.9%	44	3.0%	31	2.1%	15	1.0%	0	0.0%	438	29.8%
	Native American/Alaskan	1	0.1%	3	0.2%	2	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8	0.5%
	Other	0	0.0%	2	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.3%
	White	90	6.1%	154	10.5%	144	9.8%	69	4.7%	82	5.6%	67	4.6%	21	1.4%	2	0.1%	629	42.8%
Salaried Total		219	14.9%	484	32.9%	336	22.9%	120	8.2%	156	10.6%	112	7.6%	40	2.7%	2	0.1%	1,469	100.0%

**Total Employees
By Length of Service & Age Group
As of December 31, 2013**

	Age Range	0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	20 and under	63	3.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	63	3.1%
	21-25	162	8.1%	17	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	179	8.9%
	26-30	115	5.7%	84	4.2%	12	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	211	10.5%
	31-35	83	4.1%	125	6.2%	34	1.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	242	12.0%
	36-40	51	2.5%	115	5.7%	95	4.7%	12	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	273	13.6%
	41-45	33	1.6%	83	4.1%	81	4.0%	42	2.1%	21	1.0%	1	0.0%	0	0.0%	0	0.0%	261	13.0%
	46-50	24	1.2%	46	2.3%	56	2.8%	37	1.8%	64	3.2%	36	1.8%	2	0.1%	0	0.0%	265	13.2%
	51-55	31	1.5%	38	1.9%	44	2.2%	20	1.0%	47	2.3%	50	2.5%	27	1.3%	0	0.0%	257	12.8%
	56-60	12	0.6%	36	1.8%	26	1.3%	11	0.5%	20	1.0%	23	1.1%	20	1.0%	3	0.1%	151	7.5%
	61+	13	0.6%	21	1.0%	20	1.0%	9	0.4%	16	0.8%	13	0.6%	10	0.5%	6	0.3%	108	5.4%
Total		587	29.2%	565	28.1%	368	18.3%	131	6.5%	168	8.4%	123	6.1%	59	2.9%	9	0.4%	2,010	100.0%

Type	Age Range	0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Hourly	20 and under	63	11.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	63	11.6%
	21-25	140	25.9%	14	2.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	154	28.5%
	26-30	68	12.6%	21	3.9%	5	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	94	17.4%
	31-35	27	5.0%	12	2.2%	6	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	45	8.3%
	36-40	16	3.0%	3	0.6%	2	0.4%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	22	4.1%
	41-45	14	2.6%	6	1.1%	5	0.9%	2	0.4%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	28	5.2%
	46-50	8	1.5%	2	0.4%	2	0.4%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	13	2.4%
	51-55	14	2.6%	2	0.4%	5	0.9%	1	0.2%	0	0.0%	2	0.4%	5	0.9%	0	0.0%	29	5.4%
	56-60	7	1.3%	6	1.1%	2	0.4%	2	0.4%	0	0.0%	5	0.9%	7	1.3%	2	0.4%	31	5.7%
	61+	11	2.0%	15	2.8%	5	0.9%	5	0.9%	10	1.8%	4	0.7%	7	1.3%	5	0.9%	62	11.5%
Hourly Total		368	68.0%	81	15.0%	32	5.9%	11	2.0%	12	2.2%	11	2.0%	19	3.5%	7	1.3%	541	100.0%

Type	Age Range	0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Salaried	21-25	22	1.5%	3	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	25	1.7%
	26-30	47	3.2%	63	4.3%	7	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	117	8.0%
	31-35	56	3.8%	113	7.7%	28	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	197	13.4%
	36-40	35	2.4%	112	7.6%	93	6.3%	11	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	251	17.1%
	41-45	19	1.3%	77	5.2%	76	5.2%	40	2.7%	20	1.4%	1	0.1%	0	0.0%	0	0.0%	233	15.9%
	46-50	16	1.1%	44	3.0%	54	3.7%	37	2.5%	63	4.3%	36	2.5%	2	0.1%	0	0.0%	252	17.2%
	51-55	17	1.2%	36	2.5%	39	2.7%	19	1.3%	47	3.2%	48	3.3%	22	1.5%	0	0.0%	228	15.5%
	56-60	5	0.3%	30	2.0%	24	1.6%	9	0.6%	20	1.4%	18	1.2%	13	0.9%	1	0.1%	120	8.2%
	61+	2	0.1%	6	0.4%	15	1.0%	4	0.3%	6	0.4%	9	0.6%	3	0.2%	1	0.1%	46	3.1%
Salaried Total		219	14.9%	484	32.9%	336	22.9%	120	8.2%	156	10.6%	112	7.6%	40	2.7%	2	0.1%	1,469	100.0%

**Total Employees
By Age Grouping
As of December 31, 2013**

		20 and under		21-25		26-30		31-35		36-40		41-45		46-50		51-55		56-60		61+		Total #	Total %
	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	Armenian	31	1.5%	67	3.3%	56	2.8%	45	2.2%	58	2.9%	27	1.3%	18	0.9%	17	0.8%	14	0.7%	10	0.5%	343	17.1%
	Asian/Pacific Islander	3	0.1%	11	0.5%	16	0.8%	29	1.4%	20	1.0%	33	1.6%	24	1.2%	27	1.3%	18	0.9%	10	0.5%	191	9.5%
	Black	1	0.0%	0	0.0%	7	0.3%	7	0.3%	13	0.6%	7	0.3%	14	0.7%	13	0.6%	5	0.2%	5	0.2%	72	3.6%
	Hispanic	11	0.5%	57	2.8%	69	3.4%	87	4.3%	89	4.4%	83	4.1%	68	3.4%	73	3.6%	42	2.1%	19	0.9%	598	29.8%
	Native American/Alaskan	1	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	3	0.1%	3	0.1%	1	0.0%	0	0.0%	1	0.0%	10	0.5%
	Other	0	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	2	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.2%
	White	16	0.8%	44	2.2%	63	3.1%	72	3.6%	93	4.6%	106	5.3%	137	6.8%	126	6.3%	72	3.6%	63	3.1%	792	39.4%
Total		63	3.1%	179	8.9%	211	10.5%	242	12.0%	273	13.6%	261	13.0%	265	13.2%	257	12.8%	151	7.5%	108	5.4%	2,010	100.0%

Age Rang

		20 and under		21-25		26-30		31-35		36-40		41-45		46-50		51-55		56-60		61+		Total #	Total %
Type	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Hourly	Armenian	31	5.7%	61	11.3%	25	4.6%	11	2.0%	5	0.9%	7	1.3%	3	0.6%	4	0.7%	1	0.2%	4	0.7%	152	28.1%
	Asian/Pacific Islander	3	0.6%	11	2.0%	11	2.0%	3	0.6%	1	0.2%	4	0.7%	1	0.2%	3	0.6%	2	0.4%	7	1.3%	46	8.5%
	Black	1	0.2%	0	0.0%	3	0.6%	3	0.6%	2	0.4%	3	0.6%	1	0.2%	2	0.4%	0	0.0%	3	0.6%	18	3.3%
	Hispanic	11	2.0%	51	9.4%	32	5.9%	19	3.5%	8	1.5%	9	1.7%	3	0.6%	7	1.3%	12	2.2%	8	1.5%	160	29.6%
	Native American/Alaskan	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%
	Other	16	3.0%	31	5.7%	23	4.3%	9	1.7%	6	1.1%	5	0.9%	5	0.9%	13	2.4%	16	3.0%	39	7.2%	163	30.1%
	Hourly Total	63	11.6%	154	28.5%	94	17.4%	45	8.3%	22	4.1%	28	5.2%	13	2.4%	29	5.4%	31	5.7%	62	11.5%	541	100.0%

Age Rang

		21-25		26-30		31-35		36-40		41-45		46-50		51-55		56-60		61+		Total #	Total %
Type	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Salaried	Armenian	6	0.4%	31	2.1%	34	2.3%	53	3.6%	20	1.4%	15	1.0%	13	0.9%	13	0.9%	6	0.4%	191	13.0%
	Asian/Pacific Islander	0	0.0%	5	0.3%	26	1.8%	19	1.3%	29	2.0%	23	1.6%	24	1.6%	16	1.1%	3	0.2%	145	9.9%
	Black	0	0.0%	4	0.3%	4	0.3%	11	0.7%	4	0.3%	13	0.9%	11	0.7%	5	0.3%	2	0.1%	54	3.7%
	Hispanic	6	0.4%	37	2.5%	68	4.6%	81	5.5%	74	5.0%	65	4.4%	66	4.5%	30	2.0%	11	0.7%	438	29.8%
	Native American/Alaskan	0	0.0%	0	0.0%	1	0.1%	0	0.0%	3	0.2%	3	0.2%	1	0.1%	0	0.0%	0	0.0%	8	0.5%
	Other	0	0.0%	0	0.0%	1	0.1%	0	0.0%	2	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	4	0.3%
	White	13	0.9%	40	2.7%	63	4.3%	87	5.9%	101	6.9%	132	9.0%	113	7.7%	56	3.8%	24	1.6%	629	42.8%
Salaried Total		25	1.7%	117	8.0%	197	13.4%	251	17.1%	233	15.9%	252	17.2%	228	15.5%	120	8.2%	46	3.1%	1,469	100.0%