



INFORMATION REPORT

COUNCIL MEETING

5/8, 2018

DATE: April 18, 2018

TO: City Manager
DEPARTMENT: Human Resources
SUBJECT: Equal Employment Opportunity Committee Annual Report
For Calendar Year 2017 (HR FYI 030)

APPROVED:

DATE: 4/24/18

The City of Santa Cruz Equal Employment Opportunity Committee's Annual Report for Calendar Year 2017 is attached.

Submitted by:

Joe McMullen, EEO Committee Staff Liaison
Principal Human Resources Analyst

Attachments: Equal Employment Opportunity Committee's Annual Report for Calendar Year 2017



Equal Employment Opportunity Committee
2017 Annual Report

February 8, 2018

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EEO Committee Members and Staff – 2017



Ashlyn Adams, 5/16/17
SEIU Local #521 Appointment



Amy Chirman, 9/30/15
City Manager's Appointment



Katherine Donovan, 3/27/12
Management Association Appointment



Jim Frawley, 7/1/15
City Manager's Appointment (Director)



Tremain Hedden-Jones, 6/20/17
City Manager's Appointment



Dara Herrick, 8/15/16
Non-Management Association Appointment



Heather Sawyer, 8/9/13
City Manager's Appointment



Valerie Simmons, 9/10/13
City Council Appointment



Adam Spickler, 7/22/14
City Council Appointment

Staff Support (not pictured)

Nico Megevand, Human Resources Administrative Assistant II Melody Whinnery, Human Resources Administrative Assistant II
Joe McMullen, Principal Human Resources Analyst

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*The 2017 Equal Employment Opportunity Committee Annual Report was created by
Joe McMullen, Heather Sawyer, Valerie Simmons, and Adam Spickler
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Section 1: Overview of Committee and 2017 Activities

Heather Sawyer

The purpose of the Equal Employment Opportunity (“EEO”) Committee is to serve as a communication channel between City employees, the community, the City Manager, the City Council and the EEO Coordinator on equal employment opportunity concerns. The EEO Committee meets quarterly on the second Thursday of February, May, September, and November at 1:30 pm in the City Council Chambers. The EEO Committee consists of nine members. The City Council appoints two members of the public; the City Manager appoints one executive and three employee representatives; the service employees bargaining unit (SEIU Local 521) appoints one member; and the other bargaining units take turns appointing two members.

During 2017, the EEO Committee continued its work on salary demographics to determine whether there is a gender pay gap at the City. The study, which was begun in 2014, is the first time the City has looked at the question of compensation differences between men and women. The study mirrors a climate in California emphasizing equal pay in the workplace as the "California Fair Pay Act" (SB 358) was signed into law and became effective on January 1, 2016. Effective in 2017, two additional changes expanded the principles of the law - first, the Fair Pay Act was expanded to also cover compensation differences between members of one race or ethnicity and those of another; second, the law now explicitly prohibits an employer from justifying an otherwise unlawful difference in pay based on an employee's or applicant's prior salary alone. Effective in 2018, California employers are prohibited from asking for prior salary information altogether.

The Committee has continued to compile and evaluate data between various classifications. This effort was led by members Adam Spickler, Filipina Warren, Amy Chirman and analyzed by member Valerie Simmons. Committee members raised concerns about City employees potentially making a claim for pay inequity and how such claims would be handled given the new state law does not provide a practical definition of the term “substantially similar work.” Following the April 4, 2017 presentation by Member Frawley of the EEO Committee's 2016 Annual Report to the City Council, Council approved a motion to send a letter to the State Legislature asking for clarification of the term “substantially similar” in the new California Equal Pay Act. Local elected officials who were thought to benefit from the information would also receive a copy of the letter. The committee will continue to refine and develop a research methodology for pay equity data analysis through a sub-committee comprised of members Valerie Simmons, Adam Spickler, Amy Chirman, and Tremain Hedden-Jones. Studying gender pay equity will continue to be a goal of the committee during 2018.

The EEO Committee successfully completed their goal of creating the Respectful Workplace Conduct policy, which was adopted by City Council on April 4, 2017. The City of Santa Cruz is committed to maintaining and promoting a respectful work environment. Council Policy 25.2 (*Discrimination, Harassment, Retaliation, and Respectful Workplace Conduct Policy*), Administrative Procedure Order II-1A (*Discrimination/Harassment/Retaliation Policy Implementation and Complaint Procedure*), and the new Administrative Procedure Order II-1b (*Respectful Workplace Conduct*) establish behavioral and workplace standards to support a culture of collaboration, inclusion, and productivity. The committee will continue to do outreach to City staff, promoting this policy.

In November the Committee co-sponsored a brown-bag lunch event with Santa Cruz City Arts to promote awareness of a new mural being painted by members of the Diversity Center Youth Program at the Loudon Nelson Community Center on an exterior wall facing the intersection of Laurel and Center streets. The mural, titled “*Unify, Decolonize, Thrive*” represents the past, present, and future of marginalized groups. A panel of passionate and well-spoken queer youth spoke about their personal identity journeys and experiences, the state of the LGBTQ community in Santa Cruz, and answered questions from the audience. A ribbon-cutting and dedication event is scheduled to take place on March 3, 2018.

The EEO Committee said goodbye to Filipina Warren and Arturo Villasenor; we sincerely thank both of them for their dedicated work and passion toward equality in the workplace.

The Committee elected member Heather Sawyer as the continuing 2017-2018 Chair of the committee and member Amy Chirman as the new Vice-Chair. The Committee welcomed the reappointment of Adam Spickler and new members Ashlyn Adams (Library), to serve as the SEIU appointed representative and Tremain Hedden-Jones (Parks & Recreation), to serve as the appointed City Manager’s representative.

In conclusion, the EEO Committee would like to thank the Human Resources Department for the administrative and logistical support they have provided.

City Contact and EEO Committee Coordinator:

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Section 2: Statement of EEO Committee 2018 Goals & Objectives

Goal #1: The EEOC will be vigilant and committed to a non-discriminatory and respectful work environment.

Objective(s):

- Review and make recommendations from City's Discrimination/Harassment Complaint logs to address recurring issues.
- Maintain a full membership and attendance of the Committee.
- Remain current in knowing EEO-related city, state, and federal laws and policies.
- Maintain and evaluate the effectiveness of the new Respectful Workplace Conduct policy.

Goal #2: The EEOC will continue to raise awareness about all types of discrimination and equal employment opportunity issues within the City of Santa Cruz workplace and community.

Objective(s):

- Post EEO-related information and updates to the City's intranet, social media, and public website to share awareness regarding the EEOC's focus.
- Reach out to departments, at least once annually, to determine if any EEO-related issues of concern have arisen, if there is a need for awareness, or to provide state and/or federal updates that are relevant to the EEOC's focus.
- Provide workshops, speakers, and other forms of communications at EEO Committee meetings and other City events to provide state and/or federal updates of relevance, as well as EEOC updates.
- Work with partnering agencies, vendors, and the community to raise awareness of the EEOC and its policies.

Goal #3: The EEOC will help the City ensure pay equity is realized for all its employees.

Objective(s):

- Continue to refine and develop a research methodology for pay equity data analysis including the factors of sex, age, race, and ethnicity, and accounting for starting pay, education, experience, and length of time in position.
- Explore the City's current and historical methods of setting salaries for new positions.
- Make policy recommendations to the City Council on addressing pay equity issues.
- Continue to monitor State and Federal legislation on Pay Equity and its impacts on the City.

Activities Planned in Support of Goals & Objectives

ACTIONS	WHO	TIMELINE
E-mail complaint logs to Committee members with Agendas. (Goal #1)	Staff	Two weeks prior to regular Committee meetings
Discuss issues on Complaint Logs. (Goal #1)	All	At regular Committee meetings
Meet deadline to fill any Committee vacancy. (Goal #1)	All	By subsequent meeting held
Provide EEOC update at Supervisors/Managers quarterly meeting. (Goal #2)	Rotating	At least once a year
Select Subcommittee members and develop Annual Report. (Goal #2)	Annual Report Ad Hoc Subcommittee	Draft to Committee in November; Final approval by Committee in February; FYI to City Council in March
Offer resources to present at EEOC meetings. (Goals #1 & #2)	All	Ongoing
Inform members of updated EEO laws, support members in educating City leaders where appropriate. (Goals #1 & #2)	Staff	Ongoing
Review Committee's Goals and Action Items (Goals #1, #2, & #3); Conduct outreach to departments (Goal #2)	All	September and November meetings
Conduct research on gender/race/ethnicity and pay equity over time within each individual job classification. (Goal #3)	Salary Demographics Sub-Committee	Ongoing
Explore methods of educating City staff about new policies. (Goals #1, #2, & #3)	All	Following final approval of new Respectful Workplace Conduct policy
Review effectiveness of Respectful Workplace Conduct policy. (Goal #1)	All	One year from date of adoption (April 2018)

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Section 3: Training & Employee Development

Joe McMullen, Principal Human Resources Analyst – Staff Liaison to the Equal Employment Opportunity Committee

The City's training programs are administered in the Human Resources Department. The EEO Committee has an interest in all of the training programs because they all contribute to a more positive working environment in some way.

In order to comply with City requirements and State mandates, the City continues to provide harassment prevention and cultural diversity trainings to employees, including elected officials (Councilmembers). Both of these trainings are provided twice a year in classroom format, and Harassment Prevention training is also offered in webinar format.

Harassment Prevention Training

Employees who are newly hired or have never met their initial Harassment Prevention Training requirements are provided with three-hour 'live' classroom training. The curriculum is designed to satisfy the requirements of AB1825 (enacted 2004-supervisory initial and refresher training required), AB2053 (enacted 2014-supervisory training must include a component on the prevention of abusive conduct), AB1661 (enacted 2016-local agency elected officials are required to attend training), and Santa Cruz City Council Policy 25.2-*Discrimination, Harassment, Retaliation, and Respectful Workplace Conduct Policy*. City Council Members imposed a training requirement on themselves in 2007.

We also offer the required two-year refresher training in an online format presented by TargetSolutions as an alternative option to live classroom training. Their two-hour online course, "Sexual Harassment for Supervisors" meets the State mandate for two-year refresher training for Councilmembers, managers, and supervisors and all other employees with ongoing supervisorial responsibilities.

In 2017, fifty-nine (59) employees attended either a live or online training session.

Cultural Diversity Training

Two live sessions of Cultural Diversity training are offered annually, presented by Patty Sapone, retired Deputy Police Chief for the City of Santa Cruz. Seventy-seven (77) employees attended in 2017.

Employee Training Calendar

The Human Resources Department provided a 2017 Training Calendar to all City employees with a variety of training opportunities in several categories, including “Mandatory Training for New Employees” (Harassment Prevention and Cultural Diversity), “Professional Development,” “In the Workplace,” “Communication Skills,” and “Technical Training.” Classes were led by instructors from Cabrillo Community College Corporate Training, City staff, and trainers provided by Optum, the City’s Employee Assistance Program (EAP). The calendar also incorporated courses offered by the Monterey Bay Employment Relations Consortium (ERC).

Not accounting for multiple-session attendance, seven-hundred-sixteen (716) employees attended a training class in 2017 (not including Harassment Prevention and Cultural Diversity).

Employee and Leadership Development Program

The Human Resources Department further strengthened the Employee and Leadership Development (E&LD) Program, one of the major components of the City’s Succession Planning Program, by offering a wider variety of classes. The E&LD Program is comprised of a series of class modules designed to develop participants’ leadership skills and job competencies. Upon completion of eight qualifying classes, participants receive a Certificate of Completion that counts toward one year of supervisory experience in meeting the minimum qualifications for internal job opportunities.

This Program continues to be an important component of the City’s succession planning efforts in that it will help employees grow both personally and professionally and provide tools designed to help prepare them for supervisory and management roles. Even if participants have no desire to become supervisors or managers, many of these courses are geared toward developing personal effectiveness and leadership skills. The City recognizes that leadership occurs at all levels, and this Program is designed to maintain leadership continuity throughout the organization as a whole. Department Heads, Mid-Managers, and Supervisors are now expected to attend two classes annually from the E&LD series.

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Section 4: Sub-Committee Reports

4.1 Salary Demographics Ad Hoc Sub-Committee

4.2 Respectful Workplace Policy Development Standing Sub-Committee

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Section 4.1: Salary Demographics Standing Sub-Committee

Amy Chirman, Valerie Simmons, Adam Spickler, Tremain Hedden-Jones

The EEOC Salary Demographics Sub-Committee on gender pay equity made it a priority in 2016 to work towards clarifying language in California's Equal Pay Act amendment (SB 358, the California Fair Pay Act of 2016), which amended California's labor code requiring men and women working at the same location to receive equal pay for "*equal work*" across gender, race, and ethnicity. As shared in the EEOC's 2016 Annual Report, the Equal Pay Act replaced the term "*equal work*" with "*substantially similar work*," ("...when viewed as a composite of skill, effort, responsibility, and performed under similar working conditions") without clarifying how the law requires CA employers to define or analyze equal pay data, and without a definition for "substantially similar."

Toward that end, the Salary Demographics Sub-Committee has sought a formal definition of "substantially similar" so that it may be applied to City job descriptions and illuminate pay equity in the City's workforce. In its 2016 Annual Report, the Salary Demographics Sub-Committee recommended the City Council seek a proactive, acceptable legislative definition of the term "substantially similar" regarding pay equity.

In the spring of 2017 following release of the 2016 Annual Report, the EEOC drafted, and Mayor Chase submitted, a letter of request to Diane Boyer-Vine, Legislative Council for the State of California Office of Legislative Counsel noting that upon analyzing SB 358, the City of Santa Cruz determined the law places a burden on California's employers to define "substantially similar" in order to comply with the California Fair Pay Act until such time as it is more clearly defined by future legal actions. Further, the letter asked that the State Legislature refine the definition of "substantially similar" so that all employers in California could consistently and systematically conduct valid comparisons as the new law requires.

Not having received a response from the Office of Legislative Counsel, the EEOC aims to work with State Senator Bill Monning and State Assemblymember Mark Stone's offices to determine if a legislative approach to gaining a more clarifying definition for "substantially similar" is a viable next step.

In addition to these clarification efforts, the sub-committee continued its work throughout 2017 to analyze current job classifications to compare pay equity by gender, and adding pay equity by race/ethnicity to the comparison. To do this as effectively as possible under the ambiguity of the new Fair Pay Act, the sub-committee applied a methodology to analyze pay equity by grouping current job titles and job descriptions within the same starting pay on the City's existing pay scale—until such time a clearer definition of "substantially similar" is distinguished by law.

As the sub-committee compared salary data among and across various classifications it has concluded that there are differences in salaries amongst employees. However, further study of current rates of pay and salary rates over time are needed to draw a conclusion as to the reasons for differences in pay. With this end in mind, the sub-committee is directing its attention in 2018 to studying the following within the City's salary demographics, pay rate structure, and job classifications:

- Adding education, experience, and the length of time an employee has worked in their current classification, as well as classification history, to the data points to be analyzed along with current pay rate structure and job classifications;
- Requesting a report to analyze the pool of City of Santa Cruz job applicants over the 2016-17 fiscal year, to compare it with a snapshot of our current employee population, to analyze applicant pool outcomes by gender, race, and ethnicity;
- Using current demographic data on gender, race, and ethnicity for City of Santa Cruz job applicants in the 2016-17 fiscal year to compare the diversity of applicants to the diversity of the total population of the City of Santa Cruz and the County of Santa Cruz;
- Reviewing policy changes recently made by the City and County of San Francisco to bolster pay equity, including removing the salary history question from their employment application forms (of significant note, as this report is being finalized Governor Brown has signed AB168 effective January 1, 2018 which prohibits all California employers from inquiring about a job applicant's prior private sector salary);
- Evaluating potential benefits for the City to offer a course to current employees on how to negotiate a salary when offered new employment and/or promotional opportunities within the City of Santa Cruz.

Conclusion:

As noted herein, the Fair Pay Act now requires that men and women receive equal pay for *substantially similar work*, but does not provide guidance on defining "substantially similar" as a measurement for equal pay data. At the recommendation of the full EEOC, the City Council has requested clarification through California's Office of Legislative Counsel, and until such time that the State Legislature better defines "substantially similar," or precedence for clarification is determined in a court of law, the EEOC's Salary Demographics Sub-Committee will utilize a pay rate / job classification grouping approach to further analyze and compare job positions held by City employees for pay equity by gender, race, and ethnicity.

In addition, the sub-committee will study of City of Santa Cruz job applicants, review policy changes recently made by the City and County of San Francisco to bolster pay equity, and will evaluate potential benefits of offering a course to current City employees on salary negotiations. Any analysis and recommendations regarding these new areas of focus will be shared by the EEOC with the City Council for review, feedback, and other considerations.

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4.2: Report of the *Respectful Workplace Policy Development* Standing Sub-Committee

Joe McMullen, Principal Human Resources Analyst – Staff Liaison to the Equal Employment Opportunity Committee

The Respectful Workplace subcommittee was formed in September 2014 in response to concerns that the City has very specific procedures in place to handle complaints related to the many protected classes; however, there are situations that involve a workplace being uncomfortable due to behaviors that have no relationship to a protected class. The original members of the subcommittee were Teresa Landers, J. Guevara, Katherine Donovan, and Adam Spickler with Joe McMullen serving as staff. Chair Landers presented a policy that she helped develop while working in Corvallis, OR. It was agreed by the subcommittee that the Corvallis policy provided a very solid foundation on which to build a Santa Cruz-specific Respectful Workplace Policy.

The subcommittee presented a draft policy to the full EEOC in February 2015. It was brought to the Department Heads for review in March 2015. The Department Heads made comments at the meeting and provided further comments prior to the Policy being scheduled for consideration by the City Council. Chair Landers, who had taken on the responsibility of bringing the policy to City Council, retired at the end of May 2015, prior to obtaining approval of the policy from the City Manager's Office. Assistant City Manager (ACM) Tina Shull then committed to taking the policy to the Council.

In late 2015, the subcommittee again reviewed changes made by department heads and the City Manager's office. As Chair Landers retired and J. Guevara resigned from the EEOC, members Sawyer and Warren volunteered to replace them on the subcommittee with members Donovan and Spickler. ACM Shull met with the sub-committee to share additional Department Head feedback in November 2015. Proposed amendments to the policy were discussed and the subcommittee agreed to make the accepted changes and the revised document was again sent to ACM Shull, who took the revisions to the Department Heads for another round of comments. ACM Shull met with Chair Donovan in September 2016 to discuss the additional suggestions. Donovan submitted the revisions to the subcommittee for review. Once that final review had been completed, Joe McMullen (HR staff to the EEOC) sent the policy to the City's various bargaining units and set up meetings to accept any comments or concerns that the bargaining units might have.

In April 2017, the policy was brought to the City Council for approval in the form of a revised and renamed Council Policy 25.2 – Discrimination, Harassment, Retaliation, and Respectful Workplace Conduct Policy. Implementation of the Respectful Workplace Conduct portion of the policy takes the form of Administrative Procedure Order II-1b. The EEO Committee will review the effectiveness of the new policy in April 2018.

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Section 5: Appendices

- 5.1 Calendar Year 2017 Harassment/Discrimination Complaints
- 5.2 Fiscal Year 2017 City Workforce & Census Demographics Analysis
- 5.3 United States Department of Labor Federal Contractor Program Veterans' Employment Report ("VETS-4212 Report")
- 5.4 United States Equal Employment Opportunity Commission State & Local Government Information ("EEO-4 Report")

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Appendices

Valerie Simmons

5.1 Calendar Year 2017 Harassment/Discrimination Complaints

All complaints from 2016 were resolved. The City received two complaints during 2017, one for discrimination based on sexual orientation and the other for harassment based on sex. The discrimination complaint was upheld following an investigation – disciplinary action and remedial training resolved the matter. The harassment complaint was also upheld following an investigation – disciplinary action resolved the matter.

5.2 Fiscal Year 2017 City Workforce & Census Demographics Analysis

The City's workforce as of July, 2017 was 29 people larger than in the previous year, for a total of 760 employees. The proportion of white male employees decreased slightly; white female employees increased slightly. The proportion of Hispanic/Latino male employees increased slightly. There were slight changes in the proportions of other ethnicities.

Chart 1

Sex and Ethnic Diversity of the City Full-time Workforce, July 1, 2017

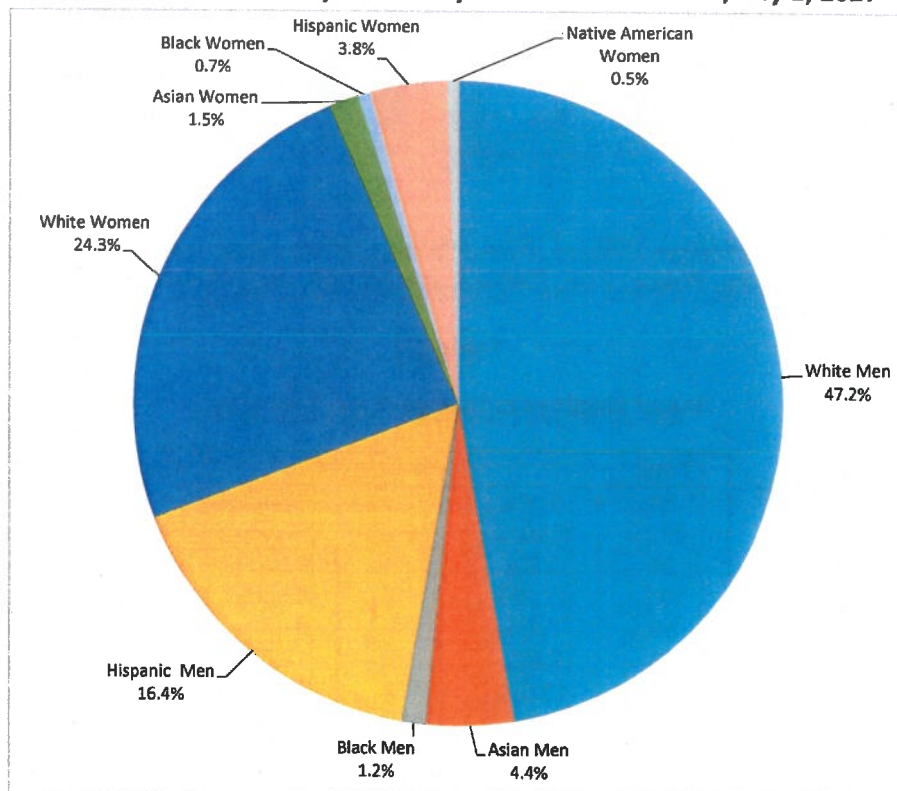
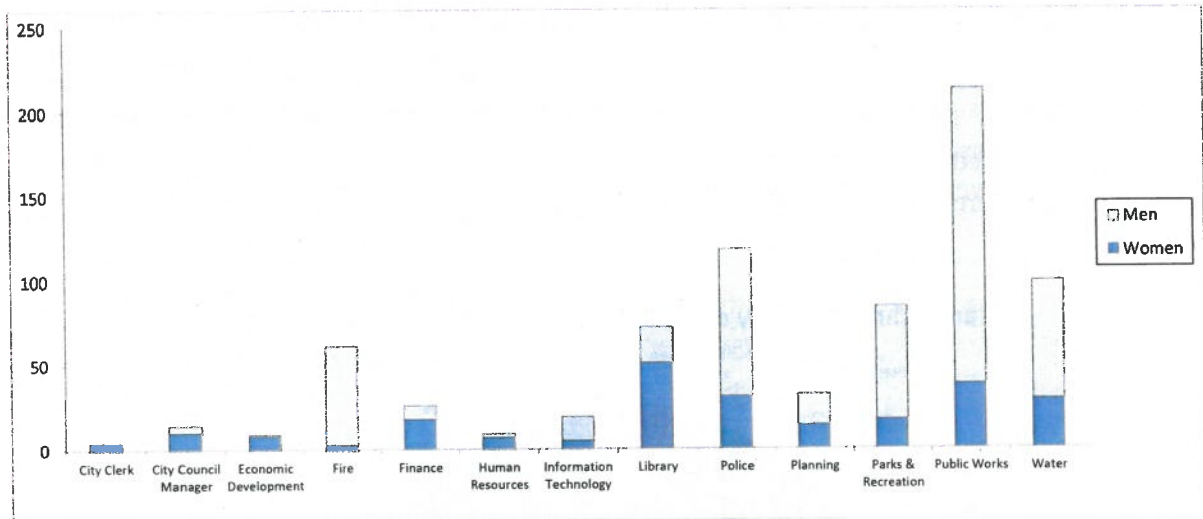


Table 1**Full-time Employees by Department, Sex, and Ethnicity**

Department	Asian Am		Black		Hispanic		Native Am		White		Total	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
City Clerk									4		4	
City Council Manager					1				10	3	10	4
Economic Development									8	1	8	1
Fire		2		2		5			3	49	3	58
Finance		3	1		4		1		12	5	18	8
Human Resources	1								6	2	7	2
Information Technology	1	2			1	2			3	10	5	14
Library	2		1	1	2	5	1		45	15	51	21
Police	1	8	1	1	7	19	1	1	21	58	31	87
Planning	2	1			4	3			7	14	14	18
Parks & Recreation	1	5		2	2	15			14	45	17	67
Public Works	2	8	2	3	5	61			29	102	38	175
Water	1	4			4	13	1		23	53	29	70
Total	11	33	5	9	29	124	4	1	185	357	235	525

Chart 2**Full-time Department Employees by Sex**

Women are concentrated in the Library, Public Works, Water, and Police. The largest majorities of men are in Public Works, Police, Fire, Parks & Recreation, and Water.

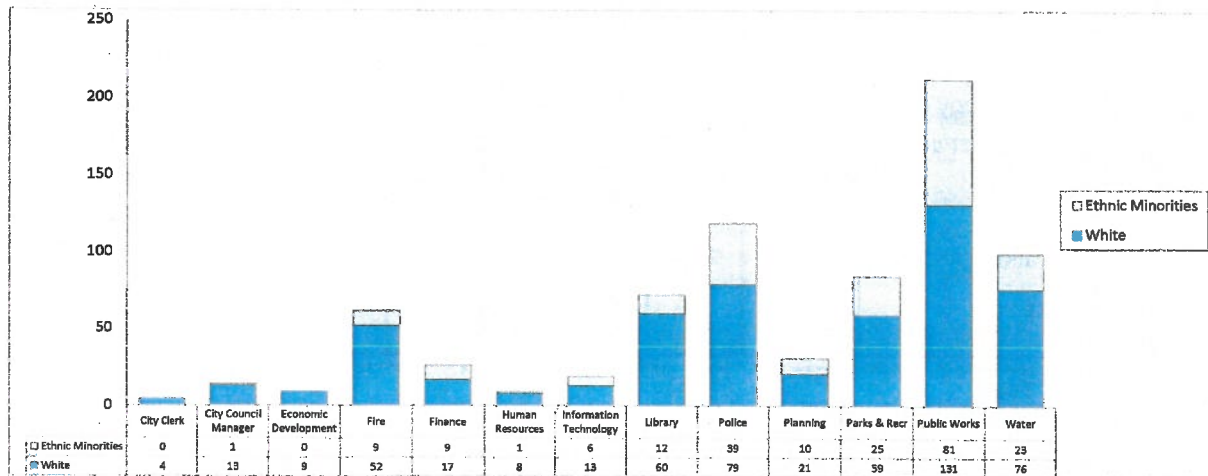
Table 2**Sex of Employees by EEO-4 Job Category**

EEO-4 Job Category	Total		Men		Women	
Officials/Administrators	48	6.3%	25	52.1%	23	47.9%
Professionals	172	22.6%	86	50.0%	86	50.0%
Technicians	24	3.2%	20	83.3%	4	16.7%
Protective Service	131	17.2%	114	87.0%	17	13.0%
Para-professionals	55	7.2%	34	61.8%	21	38.2%
Administrative Support	73	9.6%	13	17.8%	60	82.2%
Skilled Crafts	120	15.8%	114	95.0%	6	5.0%
Service/Maintenance	137	18.0%	120	87.6%	17	12.4%
Total	760	100.0%	526	69.2%	234	30.8%
Percent of Total			69.2%		30.8%	

This year, there are equal numbers of men and women in professional positions; a smaller percentage of women hold para-professional jobs. Officials and administrators are only slightly more male than female. Men dominate in technical jobs, protective service, skilled crafts, and service/maintenance. Women continue to hold the great majority of administrative support jobs.

Chart 3

Department Employees by Ethnicity



As was true last year, the largest concentrations of ethnic minority employees are in Public Works, Police, Parks & Recreation, and Water.

Table 3

New Full-time Hires (July 1, 2016 to June 30, 2017)

Department	Men	Women	Asian	Black	Hispanic	Nat. Amer.	White	Two/More
City Clerk		1			1		1	
Finance	1	1					2	
Human Resources								
Information Technology	2						2	
Library Systems & Services	1	1					2	
Police	10	1	1		2	1	7	
Planning*	1	2			1		1	1
Parks & Recreation	3	1			1		3	
Public Works	8	2			5		4	1
Water	8	2	1		2		7	
Total	34	11	2		12	1	29	2
Percent of Total	76	24	4		27	2	64	4

(Doesn't equal 100 due to rounding)

Table 4
Full-Time Separations (July 1, 2016 to June 30, 2017)

Department	Men	Women	Asian	Black	Hispanic	Nat. Amer.	White	Two/More
Economic Development	1	1	1				1	
Fire	3						3	
Finance	1	6			1		6	
Human Resources		2	1		1			
Information Technology	1	2	1				2	
Library Systems & Services	1	2					3	
Police	9	1			5		5	
Planning*	4	5				1	8	1
Parks & Recreation	5	3			1		7	
Public Works	20	3	1	1	5		16	1
Water	6	3	3		2		4	
Total	51	28	7	1	15	1	55	2
Percent of Total	65	35	9	1	19	1	70	2

(Doesn't equal 100 due to rounding)

Reference Groups

To further evaluate the City's EEO efforts, the diversity of the City workforce should be compared to meaningful reference groups.

Table 5
City Employees Compared to Reference Group Diversity

Group	Women	Men	White	Black	Hispanic	Asian	Native Amer
City Employees	30.9%	69.1%	71.5%	1.8%	20.2%	5.8%	0.5%
City Population	50.2%	49.8%	78.7%	1.7%	17.4%	4.9%	0.9%
County Population*	50.1%	49.9%	72.5%	1.1%	32.0%	4.2%	0.9%
State Population*	50.3%	49.7%	57.5%	6.2%	37.6%	13.3%	1.0%

* Suburbanstats.org., 2017

The City workforce has a lower percentage of women than the city population, the county population, and the state population. The City has about the same percentage of Hispanic/Latinos as the city of Santa Cruz but considerably less than the county or the state. The City has a lower percentage of Asian Americans than the city of Santa Cruz, the County or the state. The City has about the same percentage of Native Americans as the city, but fewer than the county or the state.

A strong indicator of the City's EEO efforts is the diversity of the actual applicant pools. The Salary Demographics Subcommittee plans to analyze this information.

Table 6
Average Salaries by Department and Sex

Department	Average Wage		Number	
	Women	Men	Women	Men
City Clerk	27.32	N/A	4	0
City Council/Manager.	33.42	50.42	10	4
Economic Development	48.73	56.01	8	1
Fire	36.88	42.34	3	58
Finance	37.42	40.67	18	8
Human Resources	44.51	37.99	6	2
Information Technology	54.80	45.75	5	14
Library	33.74	28.17	51	21
Police	34.39	47.46	31	88
Planning	36.88	47.44	14	18
Parks & Recreation	32.54	27.85	17	67
Public Works	30.71	31.91	38	175
Water	34.56	37.28	29	70
Total	37.38	41.11	234	526

Men earn more than women in eight of the City's 13 departments. However, the Salary Demographics sub-committee has determined that a meaningful analysis would also need to be done using specific job categories and that any average salary differences may be due to some employees having longer job tenure and other factors such as education and experience. Without a more detailed analysis, it is impossible to attribute the differences to sex alone.

Table 7
Full-time Employees' Average Salaries by Bargaining Unit, Sex, and Ethnicity

Bargaining Unit	Asian American		Black		Hispanic/Latino		Native American		White		Total	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Executive*	90.68	99.48				92.03			94.03	87.42	92.91	90.08
Fire**		38.77		38.06		36.94			57.53	42.09	57.53	41.41
Management	42.84	42.18	45.46	61.35	39.76	50.16			44.36	54.07	44.13	52.83
Police***		43.99		23.72	40.53	49.02		34.73	39.18	46.81	39.43	47.81
Service	25.12	30.73	20.66	24.06	25.9	26.19	25.75		24.35	27.85	24.64	27.49
Supervisor		44.99		38.21	36.88	38.76	31.09		32.52	38.22	33.03	38.58
Average	43.49	38.52	35.54	34.42	29.98	33.74	27.09	34.73	35.19	38.25	34.79	37.13
Number	11	33	5	9	29	124	4	1	179	355	228	522

* Excludes members of the City Council (7)

** Includes Fire Management

***Includes Police Management

When considered by bargaining unit, men earn more than women in four of the seven bargaining units.

The Salary Demographics sub-committee will continue to pursue a method that takes job content (skill, effort, responsibility, and working conditions) into consideration, as well as job tenure. Only this method can show whether women earn less than men for "substantially similar" work.

5.3 FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-4212

OMB NO:1293-0005

Expires:

Persons are not required to respond to this collection of information unless it displays a valid OMB number. It is mandatory for a covered Federal contractor respond to this information collection. See 38 U.S.C. § 4212(d) and "Who Must File" section of instructions.

RETURN COMPLETED REPORT TO:

VETS-4212 Submission
VETERANS' EMPLOYMENT AND TRAINING SERVICE (VETS)
Service Center
In care of: Department of Labor National Contact Center (DOL-NCC)
15000 Conference Center Drive, Suite B0132
Chantilly, VA 20151

ATTN: Human Resource/EEO Department

TYPE OF REPORTING ORGANIZATION (Check one or both, as applicable)	TYPE OF FORM (Check only one)
<input checked="" type="checkbox"/> Prime Contractor <input type="checkbox"/> Subcontractor	<input checked="" type="checkbox"/> Single Establishment <input type="checkbox"/> Multiple Establishment-Headquarters <input type="checkbox"/> Multiple Establishment-Hiring Location <input type="checkbox"/> Multiple Establishment-State Consolidated (specify number of locations) (MSC)

COMPANY IDENTIFICATION INFORMATION (Omit if items preprinted above-ADD Company Contact Information Below)

COMPANY No: V041555		TWELVE MONTH PERIOD ENDING: 8/25/2017	
NAME OF PARENT COMPANY: CITY OF SANTA CRUZ		ADDRESS (NUMBER AND STREET): 877 CEDAR ST SUITE 100	
CITY: SANTA CRUZ	COUNTY: 	STATE: CA	ZIP CODE: 95060
NAME OF COMPANY CONTACT: LEVY, DEBBIE A		TELEPHONE FOR CONTACT: (831) 420-5048	EMAIL: dlevy@cityofsantacruz.com

NAME OF HIRING LOCATION: Same	ADDRESS (NUMBER AND STREET): 		
CITY: 	COUNTY: 	STATE: 	ZIP CODE:

NAICS: 921110	DUNS: 050515881	EMPLOYER ID: (IRS TAX No.) 946000427
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INFORMATION ON EMPLOYEES

REPORT THE TOTAL NUMBER OF EMPLOYEES AND NEW HIRES WHO ARE PROTECTED VETERANS, AS DEFINED IN THE INSTRUCTIONS. DATA ON NUMBER OF EMPLOYEES ARE TO BE ENTERED IN COLUMN A AND B, LINES 1.1 THROUGH 9. DATA FOR NEW HIRES ARE ENTERED IN COLUMNS C AND D. LINE 10 IS TOTAL OF EACH COLUMN. ENTRIES IN COLUMNS C AND D, LINES 1.1 THROUGH 9 (GRAY SHADED AREAS) ARE OPTIONAL. ENTER THE MAXIMUM AND MINIMUM NUMBER OF EMPLOYEES.

JOB CATEGORIES		NUMBER OF EMPLOYEES		NEW HIRES (PREVIOUS 12 MONTHS)	
		PROTECTED VETERANS (A)	TOTAL EMPLOYEES (B)	PROTECTED VETERANS (C)	TOTAL NEW HIRES (D)
EXECUTIVE/SENIOR LEVEL OFFICIALS AND MANAGERS	1.1		12	0	5
FIRST/MID LEVEL OFFICIALS AND MANAGERS	1.2	1	74	0	4
PROFESSIONALS	2		76	0	8
TECHNICIANS	3		60	0	10
SALES WORKERS	4		47	0	14
ADMINISTRATIVE SUPPORT WORKERS	5	2	128	0	21
CRAFT WORKERS	6	5	75	0	6
OPERATIVES	7	1	90	0	5
LABORERS/HELPERS	8	3	169	0	64
SERVICE WORKERS	9	2	353	0	104
TOTAL EMPLOYEES	10	14	1,084	0	241

Report the total maximum and minimum number of permanent employees during the period covered by this report.

Maximum Number	Minimum Number
1,245	1,039

5.4 EQUAL EMPLOYMENT OPPORTUNITY COMMISSION STATE AND LOCAL GOVERNMENT INFORMATION (EEO4)				APPROVED BY OMB 30460008	
EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS (Read attached instructions prior to completing this form)					EXPIRES 12/31/2005
DO NOT ALTER INFORMATION PRINTED IN THIS BOX CONTROL NUMBER : 06303400 Survey Year : 17				MAIL COMPLETED FORM TO: EEO-4 Reporting Center PO Box 8127 Reston VA 20195	
A. TYPE OF GOVERNMENT (Check one box only)					
<input type="checkbox"/> 1. State	<input type="checkbox"/> 2. County	<input checked="" type="checkbox"/> 3. City	<input type="checkbox"/> 4. Township	<input type="checkbox"/> 5. Special District	
<input type="checkbox"/> 6. Other (Specify)					
B. IDENTIFICATION					
1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)					
SANTA CRUZ CITY					
2. Address Number and Street 809 CENTER STREET	CITY/TOWN SANTA CRUZ	COUNTY SANTA CRUZ	STATE/ZIP CA-95060	EEOC USE ONLY A B	
C. FUNCTION					
(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s) attach a list showing name and address of agencies whose data are not included.)					
<input checked="" type="checkbox"/> SUMMARY FUNCTION					
<input type="checkbox"/> 1. Financial Administration. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)		<input type="checkbox"/> 8. HEALTH. Provision of public health services, outpatient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc. <input type="checkbox"/> 9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.			
<input type="checkbox"/> 2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.		<input type="checkbox"/> 10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.			
<input type="checkbox"/> 3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)		<input type="checkbox"/> 11. CORRECTIONS. Jails, reformatories, detention homes, halfway houses, prisons, parole and probation activities			
<input type="checkbox"/> 4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.		<input type="checkbox"/> 12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.			
<input type="checkbox"/> 5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)		<input type="checkbox"/> 13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.			
<input type="checkbox"/> 6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.		<input type="checkbox"/> 14. EMPLOYMENT SECURITY STATE GOVERNMENTS ONLY			
<input type="checkbox"/> 7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.		<input type="checkbox"/> 15. OTHER (Specify on Page Four)			

D. EMPLOYMENT DATA AS OF JUNE 30																FUNCTION TYPE 16
1. FULL-TIME EMPLOYEES (Temporary employees are not included)																
JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														TOTALS (COLUMN S A-N)
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
				MALE							FEMALE					
				MALE A	FEMALE B	WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, L	
Officials and Administrators	1. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	6. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7. 55.0-69.9	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	8. 70.0 Plus	3	1	12	0	2	0	0	0	17	0	0	0	0	0	35
Professionals	9. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	10. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	11. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	12. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	13. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	14. 43.0-54.9	1	0	1	1	1	0	0	0	4	0	0	0	0	0	8
	15. 55.0-69.9	0	1	11	0	2	0	0	0	23	0	0	0	0	0	37
	16. 70.0 Plus	7	3	45	0	6	0	0	0	43	1	6	0	3	0	114
Technicians	17. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	18. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	19. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	20. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	21. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	22. 43.0-54.9	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
	23. 55.0-69.9	1	0	3	0	2	0	0	0	0	0	0	0	0	0	6
	24. 70.0 Plus	0	0	7	0	1	0	0	0	1	0	0	0	0	0	9
Protective Service Workers	25. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	26. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	27. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	28. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	29. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	30. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	31. 55.0-69.9	0	0	3	0	0	0	0	0	2	0	0	0	0	0	5
	32. 70.0 Plus	3	0	31	2	0	0	0	0	0	0	0	0	0	0	36
Paraprofessionals	33. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	34. 16.0-19.9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
	35. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	36. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	37. 33.0-42.9	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	38. 43.0-54.9	0	1	4	0	0	0	0	0	4	1	1	0	0	0	11
	39. 55.0-69.9	1	1	3	0	1	0	0	0	6	0	0	0	0	0	12
	40. 70.0 Plus	2	0	12	0	1	0	0	0	2	0	0	0	0	0	17
Administrative Support	41. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	42. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	43. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	44. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	45. 33.0-42.9	2	4	2	0	0	0	0	0	2	1	1	0	1	0	13
	46. 43.0-54.9	1	3	2	0	0	0	0	0	13	0	1	0	0	0	20
	47. 55.0-69.9	0	4	1	1	0	0	0	0	9	0	0	0	0	0	15
	48. 70.0 Plus	0	1	0	0	0	0	0	0	6	0	0	0	0	0	7

D. EMPLOYMENT DATA AS OF JUNE 30															FUNCTION TYPE 16
1. FULL-TIME EMPLOYEES (Temporary employees are not included)															
JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY													
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO											
		MALE A	FEMALE B	WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, L	AMERICAN INDIAN OR ALASKAN NATIVE M	TWO OR MORE RACES N
Skilled Craft Workers	49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	51. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	52. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	53. 33.0-42.9	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	54. 43.0-54.9	3	0	7	0	0	0	0	0	0	0	0	0	0	10
	55. 55.0-69.9	12	0	24	0	1	0	0	0	2	0	0	0	0	39
	56. 70.0 Plus	6	0	19	1	3	0	0	0	2	0	0	0	0	31
	57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service-Maintenance	58. 16.0-19.9	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	59. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	60. 25.0-32.9	0	0	1	0	0	0	0	0	0	0	0	0	0	1
	61. 33.0-42.9	2	0	6	0	0	0	0	0	3	0	0	0	0	11
	62. 43.0-54.9	11	1	18	2	3	0	0	0	7	0	0	0	0	42
	63. 55.0-69.9	2	1	6	0	0	0	0	0	5	0	0	0	0	14
	64. 70.0 Plus	0	0	1	0	0	0	0	0	0	0	0	0	0	1
	65. TOTAL FULL TIME (Lines 1-64)	58	23	220	7	23	0	0	0	154	3	9	0	4	501
2. OTHER THAN FULLTIME EMPLOYEES (Including temporary employees)															
66. OFFICIALS/ADMIN	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
67. PROFESSIONALS	0	2	9	0	0	0	0	0	0	11	0	0	0	0	22
68. TECHNICIANS	0	0	2	0	0	0	0	0	0	1	0	0	0	0	3
69. PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
70. PARA-PROFESSIONAL	13	12	69	4	5	0	0	0	0	54	3	3	0	1	164
71. ADMIN. SUPPORT	2	11	21	0	0	0	0	0	0	40	1	1	0	1	77
72. SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
73. SERVICE/MAINTENANCE	33	10	29	1	2	0	2	0	0	16	1	1	0	0	95
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)	48	35	130	5	7	0	3	0	0	122	5	5	0	2	362
3. NEW HIRES DURING FISCAL YEAR Permanent full time only JULY 1 - JUNE 30															
75. OFFICIALS/ADMIN	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
76. PROFESSIONALS	0	1	3	0	0	0	0	0	0	2	0	0	0	0	6
77. TECHNICIANS	0	0	3	0	2	0	0	0	0	1	0	0	0	0	6
78. PROTECTIVE SERVICE	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
79. PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80. ADMIN. SUPPORT	1	1	1	0	0	0	0	0	0	4	0	0	0	0	7
81. SKILLED CRAFT	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3
82. SERVICE/MAINTENANCE	1	0	2	0	0	0	0	0	0	0	0	0	0	0	3
83. TOTAL NEW HIRES (Lines 75-82)	3	3	12	0	2	0	0	0	0	7	0	0	0	0	27

FUNCTION TYPE 16				
REMARKS (List National Crime Information Center (NCIC) number assigned to any Criminal Justice Agencies whose data are included in this report)				
LIST AGENCIES INCLUDED ON THIS FORM				
CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.)				
NAME OF PERSON TO CONTACT REGARDING THIS FORM			TITLE	
Debbie Levy			HR Analyst	
ADDRESS (Number and Street, City, State, Zip Code)		TELEPHONE NUMBER	Ext	FAX NUMBER
809 Center Street Room 7, Santa Cruz, CA, 95060.		831-420-5048		831-420-5004
DATE	EMAIL	TYPED NAME/TITLE OF AUTHORIZED OFFICIAL		SIGNATURE
2017-09-27	dlevy@cityofsantacruz.com	Lisa Murphy		<input checked="" type="checkbox"/>

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION STATE AND LOCAL GOVERNMENT INFORMATION (EEO4)				APPROVED BY OMB 30460008	
EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS (Read attached instructions prior to completing this form)				EXPIRES 12/31/2005	
DO NOT ALTER INFORMATION PRINTED IN THIS BOX CONTROL NUMBER : 06303400 Survey Year : 17				MAIL COMPLETED FORM TO: EEO-4 Reporting Center PO Box 8127 Reston VA 20195	
A. TYPE OF GOVERNMENT (Check one box only)					
<input type="checkbox"/> 1. State	<input type="checkbox"/> 2. County	<input checked="" type="checkbox"/> 3. City	<input type="checkbox"/> 4. Township	<input type="checkbox"/> 5. Special District	
<input type="checkbox"/> 6. Other (Specify)					
B. IDENTIFICATION					
1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C) SANTA CRUZ CITY					
2. Address Number and Street 809 CENTER STREET	CITY/TOWN SANTA CRUZ	COUNTY SANTA CRUZ	STATE/ZIP CA-95060	EEOC USE ONLY A B	
C. FUNCTION					
(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s) attach a list showing name and address of agencies whose data are not included.)					
<input type="checkbox"/> SUMMARY FUNCTION					
<input type="checkbox"/> 1. Financial Administration. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)		<input type="checkbox"/> 8. HEALTH. Provision of public health services, outpatient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc. <input type="checkbox"/> 9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.			
<input type="checkbox"/> 2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.		<input type="checkbox"/> 10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.			
<input type="checkbox"/> 3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)		<input type="checkbox"/> 11. CORRECTIONS. Jails, reformatories, detention homes, halfway houses, prisons, parole and probation activities			
<input checked="" type="checkbox"/> 4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.		<input type="checkbox"/> 12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.			
<input type="checkbox"/> 5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)		<input type="checkbox"/> 13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.			
<input type="checkbox"/> 6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.		<input type="checkbox"/> 14. EMPLOYMENT SECURITY STATE GOVERNMENTS ONLY			
<input type="checkbox"/> 7. HOSPITALS AND SANATORJUMS. Operation and maintenance of institutions for inpatient medical care.		<input type="checkbox"/> 15. OTHER (Specify on Page Four)			

D. EMPLOYMENT DATA AS OF JUNE 30																FUNCTION TYPE 4
1. FULL-TIME EMPLOYEES (Temporary employees are not included)																
JOB CATEGORIES	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS (COLUMN S A-N)
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
				MALE						FEMALE						
				MALE A	FEMALE B	WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, L	
Officials and Administrators	1. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	6. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8. 70.0 Plus	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2
Professionals	9. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	10. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	11. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	12. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	13. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	14. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	15. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	16. 70.0 Plus	2	1	2	0	0	0	0	0	1	1	0	0	0	0	7
Technicians	17. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	18. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	19. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	20. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	21. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	22. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	23. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	24. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Service Workers	25. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	26. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	27. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	28. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	29. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	30. 43.0-54.9	3	0	1	1	0	0	0	0	0	0	0	0	0	0	5
	31. 55.0-69.9	0	2	2	0	1	0	0	0	2	0	0	0	0	0	7
	32. 70.0 Plus	10	0	41	0	7	0	1	0	9	0	0	0	0	0	68
Paraprofessionals	33. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	34. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	35. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	36. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	37. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	38. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	39. 55.0-69.9	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	40. 70.0 Plus	2	1	10	0	0	0	0	0	0	0	0	0	0	0	13
Administrative Support	41. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	42. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	43. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	44. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	45. 33.0-42.9	0	0	1	0	0	0	0	0	0	0	1	0	0	0	2
	46. 43.0-54.9	0	2	0	0	0	0	0	0	3	0	1	0	1	0	7
	47. 55.0-69.9	0	1	1	0	0	0	0	0	4	0	0	0	0	0	6
	48. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

D. EMPLOYMENT DATA AS OF JUNE 30																FUNCTION TYPE 4
1. FULL-TIME EMPLOYEES (Temporary employees are not included)																
JOB CATEGORIES	ANNUAL SALARY (In thousands \$00)	RACE/ETHNICITY														TOTALS (COLUMN S A-N)
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
				MALE							FEMALE					
				MALE A	FEMALE B	WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER L	
Skilled Craft Workers	49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	51. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	52. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	53. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	54. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	55. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	56. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service-Maintenance	57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	58. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	59. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	60. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	61. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	62. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	63. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	64. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65. TOTAL FULL-TIME (Lines 1-64)	18	7	59	1	8	0	1	0	20	1	2	0	1	0	118	
2. OTHER THAN FULLTIME EMPLOYEES (Including temporary employees)																
66. OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
67. PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
68. TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
69. PROTECTIVE SERVICE	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	
70. PARA-PROFESSIONAL	0	0	2	0	0	0	1	0	0	0	0	0	0	0	3	
71. ADMIN. SUPPORT	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
72. SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
73. SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
74. TOTAL OTHER THAN FULL-TIME (Lines 66-73)	1	0	4	0	0	0	1	0	0	0	0	0	0	0	6	
3. NEW HIRES DURING FISCAL YEAR Permanent full time only JULY 1 - JUNE 30																
75. OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
76. PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
77. TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
78. PROTECTIVE SERVICE	1	1	7	0	1	0	1	0	0	0	0	0	0	0	11	
79. PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
80. ADMIN. SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
81. SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
82. SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
83. TOTAL NEW HIRES (Lines 75-82)	1	1	7	0	1	0	1	0	0	0	0	0	0	0	11	

FUNCTION TYPE 4				
REMARKS (List National Crime Information Center (NCIC) number assigned to any Criminal Justice Agencies whose data are included in this report)				
LIST AGENCIES INCLUDED ON THIS FORM				
CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.)				
NAME OF PERSON TO CONTACT REGARDING THIS FORM		TITLE		
Debbie Levy		HR Analyst		
ADDRESS (Number and Street, City, State, Zip Code)		TELEPHONE NUMBER	Ext	FAX NUMBER
809 Center Street Room 7, Santa Cruz, CA, 95060,		831-420-5048		831-420-5004
DATE	EMAIL	TYPED NAME/TITLE OF AUTHORIZED OFFICIAL		SIGNATURE
2017-09-27	dlevy@cityofsantacruz.com	Lisa Murphy		<input checked="" type="checkbox"/>

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION STATE AND LOCAL GOVERNMENT INFORMATION (EEO4)				APPROVED BY OMB 30460008	
EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS (Read attached instructions prior to completing this form)				EXPIRES 12/31/2005	
DO NOT ALTER INFORMATION PRINTED IN THIS BOX CONTROL NUMBER : 06303400 Survey Year : 17				MAIL COMPLETED FORM TO: EEO-4 Reporting Center PO Box 8127 Reston VA 20195	
A. TYPE OF GOVERNMENT (Check one box only)					
<input type="checkbox"/> 1. State	<input type="checkbox"/> 2. County	<input checked="" type="checkbox"/> 3. City	<input type="checkbox"/> 4. Township	<input type="checkbox"/> 5. Special District	
<input type="checkbox"/> 6. Other (Specify)					
B. IDENTIFICATION 1. NAME OF POLITICAL JURISDICTION (if same as label, skip to Item C) <div style="text-align: center;">SANTA CRUZ CITY</div>					
2. Address Number and Street 809 CENTER STREET	CITY/TOWN SANTA CRUZ	COUNTY SANTA CRUZ	STATE/ZIP CA-95060	EEOC USE ONLY A B	
C. FUNCTION (Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s) attach a list showing name and address of agencies whose data are not included.)					
<input type="checkbox"/> SUMMARY FUNCTION					
<input type="checkbox"/> 1. Financial Administration. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)		<input type="checkbox"/> 8. HEALTH. Provision of public health services, outpatient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc. <input type="checkbox"/> 9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.			
<input type="checkbox"/> 2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.		<input type="checkbox"/> 10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.			
<input type="checkbox"/> 3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)		<input type="checkbox"/> 11. CORRECTIONS. Jails, reformatories, detention homes, halfway houses, prisons, parole and probation activities			
<input type="checkbox"/> 4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.		<input type="checkbox"/> 12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.			
<input type="checkbox"/> 5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)		<input checked="" type="checkbox"/> 13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.			
<input type="checkbox"/> 6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.		<input type="checkbox"/> 14. EMPLOYMENT SECURITY STATE GOVERNMENTS ONLY			
<input type="checkbox"/> 7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.		<input type="checkbox"/> 15. OTHER (Specify on Page Four)			

D. EMPLOYMENT DATA AS OF JUNE 30															FUNCTION TYPE 13
1. FULL-TIME EMPLOYEES (Temporary employees are not included)															
JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY													
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO										TOTALS (COLUMN S A-N)	
				MALE					FEMALE						
		MALE A	FEMALE B	WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, L		AMERICAN INDIAN OR ALASKAN NATIVE M
Officials and Administrators	1. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	6. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8. 70.0 Plus	0	1	3	0	0	0	0	0	0	0	0	0	0	4
Professionals	9. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	10. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	11. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	12. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	13. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	14. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	15. 55.0-69.9	0	0	3	0	0	0	0	1	0	0	0	0	0	4
	16. 70.0 Plus	1	0	3	1	0	0	0	4	0	1	0	0	0	10
Technicians	17. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	18. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	19. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	20. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	21. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	22. 43.0-54.9	0	0	1	0	0	0	0	0	0	0	0	0	0	1
	23. 55.0-69.9	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	24. 70.0 Plus	0	0	2	0	0	0	0	1	0	0	0	0	0	3
Protective Service Workers	25. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	26. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	27. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	28. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	29. 33.0-42.9	0	0	3	0	0	0	0	0	0	0	0	0	0	3
	30. 43.0-54.9	1	0	7	0	0	0	0	1	0	0	0	0	0	9
	31. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	32. 70.0 Plus	0	0	1	0	0	0	0	0	0	0	0	0	0	1
Paraprofessionals	33. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	34. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	35. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	36. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	37. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	38. 43.0-54.9	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	39. 55.0-69.9	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	40. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	41. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	42. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	43. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	44. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	45. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	46. 43.0-54.9	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	47. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	48. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0

D. EMPLOYMENT DATA AS OF JUNE 30																FUNCTION TYPE 13
1. FULL-TIME EMPLOYEES (Temporary employees are not included)																
JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														TOTALS (COLUMN S A-N)
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
				MALE						FEMALE						
				MALE A	FEMALE B	WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER L	
Skilled Craft Workers	49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	51. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	52. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	53. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	54. 43.0-54.9	0	0	5	0	0	0	0	0	0	0	0	0	0	0	5
	55. 55.0-69.9	5	0	6	0	1	0	0	0	1	0	0	0	0	0	13
	56. 70.0 Plus	5	0	17	1	0	0	0	0	1	0	0	0	0	0	24
	Service-Maintenance	57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
58. 16.0-19.9		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
59. 20.0-24.9		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
60. 25.0-32.9		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
61. 33.0-42.9		5	0	7	0	0	0	0	0	0	0	0	0	0	0	0
62. 43.0-54.9		13	1	10	0	0	0	0	0	0	0	0	0	0	0	24
63. 55.0-69.9		14	0	15	0	1	0	0	0	0	0	0	0	0	0	30
64. 70.0 Plus		0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
65. TOTAL FULL TIME (Lines 1-64)		44	2	85	2	2	0	0	0	13	0	1	0	0	0	149
2. OTHER THAN FULLTIME EMPLOYEES (Including temporary employees)																
66.OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67.PROFESSIONALS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
68.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69.PROTECTIVE SERVICE	1	2	3	0	0	0	0	0	0	0	1	0	0	0	0	7
70.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71.ADMIN SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
72.SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
73.SERVICE/MAINTENANCE	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)	2	2	3	0	0	0	0	0	1	0	1	0	0	0	0	9
3. NEW HIRES DURING FISCAL YEAR Permanent full time only JULY 1 - JUNE 30																
75.OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76.PROFESSIONALS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
77.TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
78.PROTECTIVE SERVICE	1	0	2	0	0	0	0	0	1	0	0	0	0	0	0	4
79.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
80.ADMIN SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
81.SKILLED CRAFT	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
82.SERVICE/MAINTENANCE	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	4
83. TOTAL NEW HIRES (Lines 75-82)	4	0	7	0	0	0	0	0	2	0	0	0	0	0	0	13

FUNCTION TYPE 13				
REMARKS (List National Crime Information Center (NCIC) number assigned to any Criminal Justice Agencies whose data are included in this report)				
LIST AGENCIES INCLUDED ON THIS FORM				
CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.)				
NAME OF PERSON TO CONTACT REGARDING THIS FORM			TITLE	
Debbie Levy			HR Analyst	
ADDRESS (Number and Street, City, State, Zip Code)		TELEPHONE NUMBER	Ext	FAX NUMBER
809 Center Street Room 7, Santa Cruz, CA, 95060.		831-420-5048		831-420-5004
DATE	EMAIL	TYPED NAME/TITLE OF AUTHORIZED OFFICIAL		SIGNATURE
2017-09-27	dlevy@cityofsantacruz.com	Lisa Murphy		<input checked="" type="checkbox"/>