



## INFORMATION REPORT

COUNCIL MEETING

8/11, 2020

DATE: July 22, 2020

TO: City Manager  
DEPARTMENT: Human Resources  
SUBJECT: Equal Employment Opportunity Committee Annual Report  
For Calendar Year 2019 (HR FYI 037)

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APPROVED:

DATE: 07.22.20

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The City of Santa Cruz Equal Employment Opportunity Committee's Annual Report for Calendar Year 2019 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 2019



Equal Employment Opportunity Committee

2019 Annual Report

March 5, 2020

**City of Santa Cruz Equal Employment Opportunity Committee**  
**2019 Annual Report**  
March 5, 2020

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**EEO Committee Members and Staff – 2019**

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Jennifer Hooker, 5/10/19  
City Manager's Appointment



Robert Oatey, 8/29/19  
Management Association Appointment



Tony Elliot, 12/20/18  
City Manager's Appointment (Director)



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



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



Dorah Shuey, 5/31/18  
SEIU Local #521 Appointment



Valerie Simmons, 9/10/13  
City Council Appointment



Adam Spickler, 7/22/14  
City Council Appointment



Beth Tobey, 6/30/18  
City Manager's Appointment

Staff Support (not pictured)

Nico Megevand, Human Resources Analyst

Beth Thurman, Human Resources Administrative Assistant

Joe McMullen, Principal Human Resources Analyst

# City of Santa Cruz Equal Employment Opportunity Committee 2019 Annual Report

March 5, 2020

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## Table of Contents

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	<u>Page</u>
1. Overview of Committee and 2019 Activities	1
2. Statement of EEO Committee 2020 Goals & Objectives	3
3. Training & Employee Development	5
4. Sub-Committee and Other Reports	7
4.1. Salary Demographics Sub-Committee	9
4.2. Respectful Workplace Policy Development Sub-Committee	13
5. Appendices	15
5.1. Calendar Year 2019 Harassment/Discrimination and Respectful Workplace Conduct Complaints	17
5.2. Fiscal Year 2019 City Workforce & Census Demographics Analysis	19
5.3. United States Department of Labor Federal Contractor Program Veterans' Employment Report for 2019 ("VETS-4212 Report")	21
5.4. United States Equal Employment Opportunity Commission State and Local Government Report for 2019 ("EEO-4 Survey")	23

*The 2019 Equal Employment Opportunity Committee Annual Report was created by  
Tremain Hedden-Jones, Joe McMullen, and Nico Megevand  
Photo credits, J Guevara © 2013-2020*

# City of Santa Cruz Equal Employment Opportunity Committee 2019 Annual Report

March 5, 2020

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## **Section 1:** Overview of Committee and 2019 Activities

Tremain Hedden-Jones - Parks & Recreation Office Supervisor – EEO Committee Vice-Chair

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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 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 2019, the EEO Committee concluded its work on salary demographics in regards to possible gender pay discrepancies. The study, which began in 2014, was the first examination by the City to question compensation differences between men and women as prompted by the "California Fair Pay Act" (SB 358), which became effective on January 1, 2016. Starting in 2017, two changes updated the law – the first expanded the prohibition to compensation differences based on race or ethnicity; the second change explicitly prohibits an employer from justifying an otherwise unlawful difference in pay based on an employee’s or applicant’s prior salary alone. Also of note in 2018, an additional update now prohibits California employers from asking for prior salary information.

From the study’s conclusion, a number of recommendations were sent to the Director of Human Resources, Lisa Murphy, in the form of a letter. Director Murphy lauded many of the recommendations and committed the department to implementing many of them (see Appendix 1).

In 2019, the Committee proposed a campaign of greater outreach to City staff by promoting the Respectful Workplace Policy through the distribution of a poster designed by member Spickler and having a series of “brown bag” lunches where staff would be able to discuss respect in the workplace with Committee members directly. Although the Committee was not able to implement these actions before the end of the year, movement toward recognizing the Respectful Workplace policy during the month of October has gained momentum.

The Committee accepted the resignation of Chair Beth Tobey (Economic Development) who departed the City for other ventures, and wished member Valerie Simmons good luck as she departed the Committee at the end of her two terms.

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:

Joe McMullen – Principal Human Resources Analyst  
Human Resources Department – City of Santa Cruz  
809 Center Street, Room 6  
Santa Cruz, CA 95060  
Phone: 831-420-5044  
Fax: 831-420-5041  
Email: [jmcmullen@cityofsantacruz.com](mailto:jmcmullen@cityofsantacruz.com)

# City of Santa Cruz Equal Employment Opportunity Committee 2019 Annual Report

March 5, 2020

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## **Section 2:** Statement of EEO Committee 2020 Goals & Objectives

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

**Objective(s):**

- Review City's Discrimination/Harassment and Respectful Workplace Conduct Complaint logs to address recurring issues.
- Review the Respectful Workplace Conduct policy periodically and revise as needed.

**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 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, training, 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):**

- Review hiring and promotion reports from Human Resources quarterly as received.
- Make policy recommendations to Human Resources and the City Council on pay equity issues.
- Continue to monitor State and Federal legislation on Pay Equity and its impacts on the City.

**Goal #4:** The EEOC will help the City explore avenues to apply the Health in All Policies (HiAP) framework to its Human Resources policies.

**Objective(s):**

- Work towards creating a culture of greater trust and engagement.
- Improve employee retention.
- Support Human Resources in education and outreach on existing resources and accomplishments.

## **Activities Planned in Support of Goals & Objectives**

<b>ACTIONS</b>	<b>WHO</b>	<b>TIMELINE</b>
Discuss issues on Complaint Logs. (Goal #1)	All	At regular Committee meetings
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 December; Final approval by Committee in March; 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 December meetings
Review quarterly employee turnover reports as received from Human Resources. (Goal #3)	All	Ongoing
Survey City staff regarding workplace culture and trust-building. (Goal #4)	All	June 2020



# City of Santa Cruz Equal Employment Opportunity Committee 2019 Annual Report

March 5, 2020

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## **Section 3:** Training & Employee Development

Nicolas Megevand, Human Resources Analyst

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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 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). The Cultural Diversity training is provided twice a year in classroom format. Due to new State-mandated training requirements, Harassment Prevention training was offered twenty-six times in a classroom setting; there is also an online format available to all employees.

### Harassment Prevention Training

With SB1343 coming into effect on January 1, 2019, all employees and Councilmembers were newly required to take either a one-hour training (for non-supervisors) or a two-hour training (for supervisors) by December 31, 2019. Significantly, this requirement now applies to the City's temporary employees. For all employees, refresher training must now be completed every two years after the initial training (formerly the refresher training applied only to supervisory employees). AB9 extended the deadline for initial completion of the training by one year to December 31, 2020. As of December 10, 2019, over 1,200 employees completed the training through the course of the year leaving a few more than a hundred remaining in need of the training. The City will continue to offer a mix of live classes and the option of online training to all employees.

### Cultural Diversity Training

Four live sessions of Cultural Diversity training were offered in 2019, presented by Patty Sapone, retired Deputy Police Chief for the City of Santa Cruz. Sixty-two employees attended in 2019.

### Employee Training Calendar

The Human Resources Department provided a 2019 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, six-hundred and sixty-two employees attended a training class in 2019 (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 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 helps employees grow both personally and professionally and provides 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 an Introduction to Leadership Class along with two leadership classes annually from the E&LD series.

**City of Santa Cruz Equal Employment Opportunity Committee  
2019 Annual Report**

March 5, 2020

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**Section 4:** Sub-Committee Reports

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4.1 Salary Demographics Sub-Committee

4.2 Respectful Workplace Policy Development Sub-Committee

# **City of Santa Cruz Equal Employment Opportunity Committee 2019 Annual Report**

March 5, 2020

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## **Section 4.1: Salary Demographics Standing Sub-Committee**

Joe McMullen

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The EEOC sub-committee on salary demographics and gender pay equity completed its work in 2019 by communicating its recommendations to the City's HR Director about tracking the reasons for compensation and hiring decisions for future reference. Recommendations were also made for updating the City's job descriptions to make the "other duties as assigned" statement more specific and also to reflect the same factors as found in the California Equal Pay Act (skill, effort, responsibility, and working conditions).

The HR Director committed to implementing all of the recommendations with the exception of incorporating "effort" into the job descriptions as being too difficult to measure, and in addition is planning to incorporate the following into HR's practices:

- Having job descriptions reviewed by departments as part of the performance evaluation process.
- Tracking gender and ethnicity in quarterly hiring & turnover reports.
- Providing training on unconscious bias to interviewing and screening panels.

Please see the attached correspondence for additional information.



**Equal Employment Opportunity Committee  
A City Council of Santa Cruz Advisory Body**

**CONFIDENTIAL  
MEMORANDUM**

TO: Lisa Murphy, Director of Human Resources  
FROM: Equal Employment Opportunity Committee  
DATE: December 17, 2019  
SUBJECT: Response to HR Director's Memorandum Dated September 17, 2019

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Thank you for your *responses in italics below*.

The Committee has some additional yellow-highlighted responses that are inserted below.

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The Sub-Committee recommends that the following practices be adopted by the City's Human Resources Department with respect to job descriptions and compensation decisions:

1. Redesign of the City's job descriptions so they are consistent with respect to how the characteristics, duties, knowledge/skills/abilities, and minimum qualifications are expressed to facilitate accurate comparison of jobs in the legal context of "substantially similar."
  - a. Modify the City's job description format to describe job duties within the four categories in the Equal Pay Act: (1) Skill, (2) Effort, (3) Responsibility, and (4) Working Conditions.

*The City's classification descriptions currently capture Skill, Responsibility, and Working Conditions, but do not necessarily use that exact terminology. While I agree it makes sense to add "Effort" for the reasons you describe, I cannot at this time determine a defining factor to measure ones effort required to accomplish their job. I understand you experienced the same difficulty and would appreciate your ongoing assistance with accomplishing this.*

**December 17, 2019 (EEO Committee):** One way to determine at least a component of "Effort" could be to analyze and list "expected percentage of time" spent on each essential function of each classification. As an example, the University of California at Santa Cruz' employment website lists this information.

- b. Clarify the phrase found in many job descriptions "Other duties as assigned" to read "Other similar and comparable duties that relate to the duties described herein as assigned."

*Human Resources has revised this phrase in new and updated job descriptions to read "Performs other related duties as assigned or which would be reasonably contemplated as part of the duties of this classification."*

- c. Resources for ongoing review/update of job descriptions on a more frequent scheduled/regular basis to ensure they continue to accurately describe the duties currently performed. Tools available for use in this process include:
  - i. EEOC Instruction Booklet for completing form EEO-4, Appendix 3 "Description of Job Categories:" <https://www.eeoc.gov/employers/eeo4survey/e4instruct.cfm>
  - ii. US DOL Bureau of Labor Statistics Standard Occupational Classification home page (includes classification principles and coding guidelines): <https://www.bls.gov/soc/>
  - iii. California EDD Standard Occupational Classification Codes: <https://www.labormarketinfo.edd.ca.gov/OccGuides/SOCJOBFamily.aspx?Geography=0604000073>
  - iv. Occupational Information Network (O-NET OnLine): <https://www.onetonline.org/>

*Prior to opening a recruitment, the Recruitment Division requests that Departments review job descriptions that have not been reviewed or updated in the last three years for any changes in duties or other requirements of the job. Unfortunately, we do not have the resources available for a comprehensive, scheduled, ongoing review process. One idea we've had is to ask Departments to review and provide feedback on job descriptions as part of the Performance Evaluation process, however we have not implemented this. I would appreciate hearing any ideas the Committee may have for accomplishing this.*

**December 17, 2019 (EEO Committee): The Committee encourages and supports implementing Job Description Review into the Annual Performance Evaluation Process.**

*In addition to continuing to accurately describe the duties currently performed, HR is also reviewing the relevance of the minimum qualifications as they relate to education and experience. Economically disadvantaged individuals may not have the opportunity to receive a degree but may have qualifying experience that could be substituted for a degree.*

2. Comprehensive prior review, HR approval, and documented tracking of the reasons for all starting salaries above the first pay step of any salary range (new hires) and/or above the minimum salary increase amount required by the relevant Memorandum of Understanding (promotions).

*These higher salaries require the approval of the Department Head, Human Resources Director, and/or City Manager. In every case the reason for approval is related to the candidate's or employee's advanced qualifications. The specific advanced qualifications are documented in employment applications, resumes, and interview notes as summarized in emails and memorandums from Department Heads. New hire and promotional salaries are also influenced by individual salary negotiations.*

**December 17, 2019 (EEO Committee): The Committee requests that HR add "gender" and "ethnicity" to the quarterly turnover reports it prepares for the bargaining units and also provide those reports to the EEO Committee.**

3. Comprehensive prior review, HR approval, and documented tracking of the reasons for all merit increases greater than one pay step, including the number of evaluation ratings above "successful," and comparing the evaluation to the provisions of APO II-41 *Exceptional Performance Merit Pay*.

*My response here is similar to my response to #2 above - merit increases greater than one pay step require the approval of the Department Head, Human Resources Director, and/or City Manager. In every case the reason for approval is related to the employee's exceptional job*

*performance as documented in their performance appraisal. All such requests are evaluated according to the provisions of APO II-41.*

**December 17, 2019 (EEO Committee):** The Committee requests that HR add “gender” and “ethnicity” to the quarterly turnover reports it prepares for the bargaining units and also provide those reports to the EEO Committee.

4. Similar to oral board scoring records, retain records from selection interviews that clearly describe the factors used to select the final candidate.

*We will add a question to the documentation requested of hiring managers “What was/were the basis/factors used to select the final candidate?”*

Supporting a goal of eliminating bias in the hiring process, the Sub-Committee also encourages Human Resources to provide training to all decision makers involved in the hiring process in unconscious bias, selecting diverse oral boards/interview panels, and using interview questions free of unintentional bias. This training could take many forms and possibly include a video, an instruction sheet, and/or coaching that would be provided prior to the start of a recruitment.

*Currently the City trains hiring decision makers to avoid bias in the following ways:*

1. The HR Recruitment Division’s intranet page for selection interviews provides guidance on the selection of interviewers to include individuals of diverse ethnicity and gender, and also on the selection of interview questions to be strictly related to the job duties and not about any prohibited topics.
2. The referral memorandum that is sent to departments with the Eligibility List instructs hiring managers to create an interview panel that reflects the diversity of the applicant pool, to the limited extent that can be known in advance.
3. The HR Recruitment Division’s document “Guidelines - Oral Examination Panel Members” contains information related to interviewing disabled candidates and is used in the Oral Exam Panel preparation meeting where an HR representative also coaches the panel members on how to avoid bias during the interview process.
4. Inspired by the EEO Committee’s encouragement, HR is working on implementing enhanced unconscious bias guidelines and coaching for all hiring panels.

*The HR Recruitment Division is interested in hearing any ideas the EEO Committee may have for further enhancement of the information and training it provides to hiring decision makers.*

=====

Thank you again for your recommendations and please let me know if you have any questions.

**December 17, 2019 (EEO Committee):** Thank you for supporting efforts to ensure the City’s compliance with California’s Pay Equity law!

cc: Joe McMullen, Principal HR Analyst/EEO Committee Staff Liaison

**City of Santa Cruz Equal Employment Opportunity Committee**  
**2019 Annual Report**  
March 5, 2020

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**Section 4.2: Respectful Workplace Ad Hoc Sub-Committee**  
Tremain Hedden-Jones and Joe McMullen

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The sub-committee assisted the Human Resources department with arranging for two sessions of a class for employees titled “Cultural Equity – Gender & Race.” The classes were presented by Hannah Garcia from the Arts Council Santa Cruz County and Jamie Joy from the Diversity Center.

Strides were made towards City-wide distribution of an informational poster about the Respectful Workplace Conduct policy. It was originally hoped to distribute the poster in October to coincide with anti-bullying month and to also host related events. These plans remain in place and will hopefully be executed in 2020, including hosting “brown bag” lunches to give employees an opportunity to meet the Committee members and engage in an open discussion about the state of our workplace as it relates to respectful conduct.

As follow-up to the California legislature passing SB179 in September, 2017, adding a third available gender marker to identification cards, drivers licenses, and birth certificates (“non-binary”), the sub-committee requested the Human Resources department to offer existing employees the opportunity to update their gender designation in City employment records. The request was approved.



**City of Santa Cruz Equal Employment Opportunity Committee  
2019 Annual Report**

March 5, 2020

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**Section 5:** Appendices

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- 5.1 Calendar Year 2019 Harassment/Discrimination and Respectful Workplace Conduct Complaints
- 5.2 Fiscal Year 2019 City Workforce & Census Demographics Analysis
- 5.3 United States Department of Labor Federal Contractor Program Veterans' Employment Report for 2019 ("VETS-4212 Report")
- 5.4 United States Equal Employment Opportunity Commission State and Local Government Report for 2019 ("EEO-4 Survey")

# **City of Santa Cruz Equal Employment Opportunity Committee 2019 Annual Report**

March 5, 2020

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## **Appendix 5.1: Calendar Year 2019 Harassment/Discrimination and Respectful Workplace Conduct Complaints**

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### **Harassment/Discrimination**

All complaints from 2018 were resolved. The City received one complaint during 2019 for harassment based on sex. The complaint was investigated and found to not constitute a policy violation, however a policy violation related to supervisory reporting to HR was sustained and resulted in disciplinary action. The complaint is now closed.

### **Respectful Workplace Conduct**

The first complaints received under this policy newly established in 2017 were received in 2019. One was administratively closed because the complainant resigned and was not available to complete the investigation process; a second was closed after no policy violation was found; the individuals involved in the two remaining open/sustained complaints are in the process of formally mediating their conflict.

# City of Santa Cruz Equal Employment Opportunity Committee 2019 Annual Report

March 5, 2020

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## **Appendix 5.2:** Fiscal Year 2019 City Workforce Demographics

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As of July, 2019 the City's full-time non-temporary workforce was virtually unchanged from the prior year. There was very little change in the percentages of all groups and in the proportions of sex/ethnic combinations within the total population.

The proportion of white male employees increased slightly; white female employees decreased slightly. The proportion of Hispanic/Latino male employees increased slightly. There were slight changes in the proportions of other sex/ethnic combinations.

Again this year, there were more men in professional positions and a larger percentage of women in para-professional jobs. Men and women hold equal numbers of jobs as Officials and Administrators. Men dominate in technical jobs, protective service, skilled crafts, and service/maintenance. Women hold the great majority of administrative support jobs. The largest concentrations of ethnic minority employees are in Public Works, Police, Parks & Recreation, and Water (see Appendix 5.3 *2019 EEO4 Report* for additional information).

# Appendix 5.3 - 2019 EEO Committee Annual Report

## 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

<b>TYPE OF REPORTING ORGANIZATION</b> (Check one or both, as applicable) <input checked="" type="checkbox"/> Prime Contractor <input type="checkbox"/> Subcontractor	<b>TYPE OF FORM (Check only one)</b> <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)
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### COMPANY IDENTIFICATION INFORMATION (Omit if items preprinted above-ADD Company Contact Information Below)

COMPANY No: <b>V041555</b>		TWELVE MONTH PERIOD ENDING: <b>8/23/2019</b>	
NAME OF PARENT COMPANY: <b>CITY OF SANTA CRUZ</b>		ADDRESS (NUMBER AND STREET): <b>877 CEDAR ST SUITE 100</b>	
CITY: <b>SANTA CRUZ</b>	COUNTY: <b>CA</b>	STATE: <b>CA</b>	ZIP CODE: <b>95060</b>
NAME OF COMPANY CONTACT: <b>LEVY, DEBBIE A</b>		TELEPHONE FOR CONTACT: <b>(831) 420-5048</b>	EMAIL: <b>dlevy@cityofsantacruz.com</b>

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

NAICS: <b>921110</b>	DUNS: <b>050515881</b>	EMPLOYER ID: (IRS TAX No.) <b>946000427</b>
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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		15	0	5
FIRST/MID LEVEL OFFICIALS AND MANAGERS	1.2	1	67	0	8
PROFESSIONALS	2		79	0	12
TECHNICIANS	3		57	0	11
SALES WORKERS	4	1	41	1	8
ADMINISTRATIVE SUPPORT WORKERS	5	2	118	0	13
CRAFT WORKERS	6	3	76	1	7
OPERATIVES	7	1	91	0	6
LABORERS/HELPERS	8	1	174	0	66
SERVICE WORKERS	9	2	368	0	94
<b>TOTAL EMPLOYEES</b>	<b>10</b>	<b>11</b>	<b>1,086</b>	<b>2</b>	<b>230</b>

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

Maximum Number	Minimum Number
1,254	1,057



[Fill Survey](#)   [Profile](#)   [Past Reports](#)   [Upload File](#)   [VIEW/PRINT DATA](#)   Welcome 06303400   [Sign Out](#)  
[How to file Online?](#)   Toll Free Customer Service: 1-800-649-3032

CONFIRMATION FOR CONTROL NUMBER: 06303400

You have successfully completed 2019 EEO4 Report for Control Number 06303400 on 8/15/19 2:35 PM. Your confirmation number is E181674743IS. Please print your records.

To complete additional functions please click "Back to Survey". When all functions are complete select "Click here to certify data".

Link opens in PDF. You must have Adobe Acrobat Reader version 6.0 or higher installed on your PC in order to download and print. If you do not have Adobe Acrobat Reader version 6.0 or higher, click here to copy from Adobe's web site.

Please click [PRINT ALL] to PRINT or VIEW ALL functions DATA in PDF.

OR

Please click on below function type links to PRINT or VIEW individual functions DATA in PDF.

Function	Status	Completed/ Updated Date
[16 : SUMMARY FUNCTION]	Completed	2019-08-15

• [BACK TO SURVEY](#)

• [CLICK HERE TO CERTIFY DATA](#)

To view historical reports [Click Here](#)



<b>EQUAL EMPLOYMENT OPPORTUNITY COMMISSION</b> <b>STATE AND LOCAL GOVERNMENT INFORMATION (EEO4)</b>				<b>APPROVED BY</b> <b>OMB</b> <b>30460008</b>	
<b>EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS</b> (Read attached instructions prior to completing this form)					<b>EXPIRES</b> 12/31/2005
<b>DO NOT ALTER INFORMATION PRINTED IN THIS BOX</b>  <b>CONTROL NUMBER : 06303400</b> <b>Survey Year : 19</b>				<b>MAIL COMPLETED FORM TO:</b>  EEO-4 Reporting Center PO Box 8127 Reston VA 20195	
<b>A. TYPE OF GOVERNMENT (Check one box only)</b>					
<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>B. IDENTIFICATION</b>					
1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)  SANTA CRUZ CITY					
2. Address Number and Street	CITY/TOWN	COUNTY	STATE/ZIP	EEOC USE ONLY	
809 CENTER STREET	SANTA CRUZ	SANTA CRUZ	CA-95060	A B	
<b>C. FUNCTION</b>					
(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"/>	2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.		<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"/>	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"/>	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.	
<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"/>	11. CORRECTIONS. Jails, reformatories, detention homes, halfway houses, prisons, parole and probation activities	
<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"/>	12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.	
<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"/>	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"/>	7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.		<input type="checkbox"/>	14. EMPLOYMENT SECURITY STATE GOVERNMENTS ONLY	
<input type="checkbox"/>			<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														
		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		TWO OR MORE RACES N
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	2	0	14	0	0	0	0	0	19	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	1	0	0	0	0	0	1
	13. 33.0-42.9	1	0	0	0	0	0	0	0	1	0	0	0	0	0	2
	14. 43.0-54.9	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
	15. 55.0-69.9	1	0	8	1	0	0	0	0	20	1	1	0	0	1	33
	16. 70.0 Plus	9	2	50	0	7	0	0	1	49	1	4	0	1	0	124
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	2	0	0	0	0	0	2
	23. 55.0-69.9	2	0	5	0	1	0	0	1	1	0	0	0	0	0	10
	24. 70.0 Plus	1	0	8	0	1	0	0	0	1	0	1	0	0	0	12
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	1	0	0	0	0	0	0	0	0	0	0	0	1
	31. 55.0-69.9	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
	32. 70.0 Plus	5	0	31	2	2	0	0	0	0	0	0	0	0	0	40
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	1	0	0	0	0	0	0	1	0	0	0	0	0	2
	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	0	0	0	0	0	0	4	1	0	0	0	0	6
	39. 55.0-69.9	0	1	5	0	1	0	0	0	7	0	0	0	0	0	14
	40. 70.0 Plus	3	0	12	0	0	0	0	0	2	0	0	0	0	1	18
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	0	0	0	0	0	0	1	0	0	0	0	0	1
	46. 43.0-54.9	1	2	4	0	0	0	0	0	12	1	3	0	1	0	24
	47. 55.0-69.9	1	4	4	1	0	0	0	0	13	0	1	0	0	0	24
	48. 70.0 Plus	0	1	1	0	0	0	0	0	6	0	0	0	0	0	8

## 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	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	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	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	54. 43.0-54.9	4	0	5	1	0	0	0	1	1	0	0	0	0	0	12
	55. 55.0-69.9	8	0	15	0	2	0	0	0	2	0	0	0	0	0	27
	56. 70.0 Plus	8	0	27	0	3	0	0	0	1	0	0	0	0	0	39
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	1	0	0	0	0	0	1
	61. 33.0-42.9	6	1	6	0	1	0	0	0	2	0	0	0	0	0	16
	62. 43.0-54.9	4	0	9	0	2	0	0	0	4	0	0	0	0	0	19
	63. 55.0-69.9	10	1	16	1	0	0	0	0	4	0	0	0	0	0	32
	64. 70.0 Plus	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
65. TOTAL FULL TIME (Lines 1-64)		67	14	223	6	21	0	0	3	158	4	10	0	2	2	510

## 2. OTHER THAN FULLTIME EMPLOYEES (Including temporary employees)

66. OFFICIALS/ADMIN	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	2
67. PROFESSIONALS	0	2	8	0	0	0	0	0	0	12	0	0	0	0	0	22
68. TECHNICIANS	1	0	2	0	0	0	0	0	1	0	0	1	0	0	0	5
69. PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
70. PARA-PROFESSIONAL	12	21	65	4	2	0	0	1	6	51	2	2	0	1	2	169
71. ADMIN. SUPPORT	4	10	24	0	2	0	0	0	3	37	0	4	0	0	4	88
72. SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
73. SERVICE/MAINTENANCE	30	13	25	1	2	0	1	1	9	1	1	1	0	0	0	84
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)	47	47	124	5	6	0	3	11	109	3	8	0	1	6	6	370

## 3. NEW HIRES DURING FISCAL YEAR Permanent full time only JULY 1 - JUNE 30

75. OFFICIALS/ADMIN	0	0	3	0	0	0	0	0	0	4	0	0	0	0	0	7
76. PROFESSIONALS	2	0	4	0	1	0	0	0	1	4	0	0	0	0	1	13
77. TECHNICIANS	1	0	2	0	0	0	0	0	1	2	0	0	0	0	0	6
78. PROTECTIVE SERVICE	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	3
79. PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80. ADMIN. SUPPORT	0	0	2	0	0	0	0	0	0	3	0	0	0	0	0	5
81. SKILLED CRAFT	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
82. SERVICE/MAINTENANCE	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
83. TOTAL NEW HIRES (Lines 75-82)	4	0	16	0	2	0	0	0	3	13	0	0	0	0	1	39



**FUNCTION TYPE 15**

**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.)**

<b>NAME OF PERSON TO CONTACT REGARDING THIS FORM</b>		<b>TITLE</b>	
Debbie Levy		HR Analyst II	
<b>ADDRESS (Number and Street, City, State, Zip Code)</b>		<b>TELEPHONE NUMBER</b>	<b>Ext</b> <b>FAX NUMBER</b>
809 Center Street ,Room 7,Santa Cruz, CA 95060,		831-420-5048	831-420-5004
<b>DATE</b>	<b>EMAIL</b>	<b>TYPED NAME/TITLE OF AUTHORIZED OFFICIAL</b>	<b>SIGNATURE</b> <input type="checkbox"/>
2019-08-15	dlevy@cityofsantacruz.com	Lisa Murphy HR Director	

1. FULL TIME EMPLOYEES (temporary employees not included)															
ANNUAL SALARY (In thousands 000)	RACE / ETHNICITY														
	HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
			MALE							FEMALE					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	Total Col A-N
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
5 PARA-PROFESSIONAL (continued)															
37. 33.0 - 42.9									1						1
38. 43.0 - 54.9		1							4	1					6
39. 55.0 - 69.9		1	5		1				7						14
40. 70.0 - PLUS	3		12						2					1	18
6 ADMINISTRATIVE SUPPORT															
41. \$0.1 - 15.9															
42. 16.0 - 19.9															
43. 20.0 - 24.9															
44. 25.0 - 32.9															
45. 33.0 - 42.9									1						1
46. 43.0 - 54.9	1	2	4						12	1	3		1		24
47. 55.0 - 69.9	1	4	4	1					13		1				24
48. 70.0 - PLUS		1	1						6						8
7 SKILLED CRAFT															
49. \$0.1 - 15.9															
50. 16.0 - 19.9															
51. 20.0 - 24.9															
52. 25.0 - 32.9															
53. 33.0 - 42.9	1														1
54. 43.0 - 54.9	4		5	1				1	1						12
55. 55.0 - 69.9	8		15		2				2						27
56. 70.0 - PLUS	8		27		3				1						39
8 SERVICE/MAINTENANCE															
57. \$0.1 - 15.9															
58. 16.0 - 19.9															
59. 20.0 - 24.9															
60. 25.0 - 32.9									1						1
61. 33.0 - 42.9	6	1	6		1				2						16
62. 43.0 - 54.9	4		9		2				4						19
63. 55.0 - 69.9	10	1	16	1					4						32
64. 70.0 - PLUS			1												1
65. TOTAL FULL TIME (LINES 1-64)	67	14	223	6	21			3	158	4	10		2	2	510

EEO-4 EMPLOYMENT DATA ENDING 07/12/2019  
CITY OF SANTA CRUZ

1. FULL TIME EMPLOYEES (temporary employees not included)															
ANNUAL SALARY (In thousands 000)	RACE / ETHNICITY														
	HISPANIC OR LATINO		NON-HISPANIC OR LATINO										Total Col A-N		
			MALE							FEMALE					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	Two or more races
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
1 OFFICIALS/ADMINISTRATORS															
1. \$0.1 - 15.9															
2. 16.0 - 19.9															
3. 20.0 - 24.9															
4. 25.0 - 32.9															
5. 33.0 - 42.9															
6. 43.0 - 54.9															
7. 55.0 - 69.9								1						1	
8. 70.0 - PLUS	2		14					19						35	
2 PROFESSIONALS															
9. \$0.1 - 15.9															
10. 16.0 - 19.9															
11. 20.0 - 24.9															
12. 25.0 - 32.9								1						1	
13. 33.0 - 42.9	1				1			1						2	
14. 43.0 - 54.9														1	
15. 55.0 - 69.9	1		8	1				20	1	1			1	33	
16. 70.0 - PLUS	9	2	50		7			1	49	1	4		1	124	
3 TECHNICIANS															
17. \$0.1 - 15.9															
18. 16.0 - 19.9															
19. 20.0 - 24.9															
20. 25.0 - 32.9															
21. 33.0 - 42.9															
22. 43.0 - 54.9								2						2	
23. 55.0 - 69.9	2		5		1			1	1					10	
24. 70.0 - PLUS	1		8		1			1		1				12	
4 PROTECTIVE SERVICE															
25. \$0.1 - 15.9															
26. 16.0 - 19.9															
27. 20.0 - 24.9															
28. 25.0 - 32.9															
29. 33.0 - 42.9															
30. 43.0 - 54.9			1											1	
31. 55.0 - 69.9			1					1						2	
32. 70.0 - PLUS	5		31	2	2									40	
5 PARA-PROFESSIONAL															
33. \$0.1 - 15.9															
34. 16.0 - 19.9															
35. 20.0 - 24.9		1						1						2	
36. 25.0 - 32.9															

EEO-4 EMPLOYMENT DATA ENDING 07/12/2019  
CITY OF SANTA CRUZ

2. OTHER THAN FULL TIME EMPLOYEES (include temporary employees)															
ANNUAL SALARY (In thousands 000)	RACE / ETHNICITY														
	HISPANIC OR LATINO		NON-HISPANIC OR LATINO												Total Col A-N
			MALE						FEMALE						
	Male	Female	White	Black or African American	Asian	Native Hewllan or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
66. Officials/Administrators		1				1								2	
67. Professionals		2	8					12						22	
68. Technicians	1		2				1			1				5	
69. Protective Service															
70. Para-Professional	12	21	65	4	2	1	6	51	2	2		1	2	169	
71. Administrative Support	4	10	24		2		3	37		4			4	88	
72. Skilled Craft															
73. Service/Maintenance	30	13	25	1	2	1	1	9	1	1				84	
74. TOTAL OTHER THAN FULL TIME (LINES 66-73)	47	47	124	5	6	3	11	109	3	8		1	6	370	

3. NEW HIRES FOR YEAR ENDING ON 07/12/2019 - Permanent full time only															
ANNUAL SALARY (In thousands 000)	RACE / ETHNICITY														
	HISPANIC OR LATINO		NON-HISPANIC OR LATINO												Total Col A-N
			MALE						FEMALE						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
75. Officials/Administrators			3					4						7	
76. Professionals	2		4		1		1	4					1	13	
77. Technicians	1		2				1	2						6	
78. Protective Service	1		1		1									3	
79. Para-Professional															
80. Administrative Support			2					3						5	
81. Skilled Craft			1				1							2	
82. Service/Maintenance			3											3	
83. TOTAL NEW HIRES (LINES 75-82)	4		16		2		3	13					1	39	



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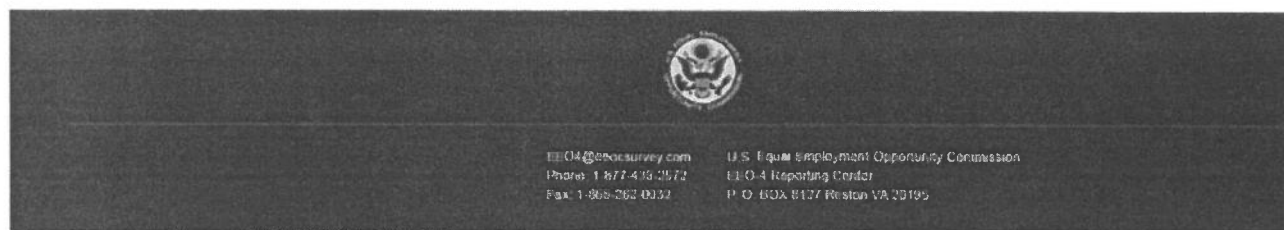
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<b>STATE AND LOCAL GOVERNMENT INFORMATION (EEO4)</b>				<b>OMB</b>	
				<b>30460008</b>	
<b>EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS</b>				<b>EXPIRES</b>	
(Read attached instructions prior to completing this form)				<b>12/31/2005</b>	
<b>DO NOT ALTER INFORMATION PRINTED IN THIS BOX</b>				<b>MAIL COMPLETED FORM TO:</b>	
<b>CONTROL NUMBER : 06303400</b>				<b>EEO-4 Reporting Center</b>	
<b>Survey Year : 19</b>				<b>PO Box 8127</b>	
				<b>Reston VA 20195</b>	
<b>A. TYPE OF GOVERNMENT (Check one box only)</b>					
<input type="checkbox"/> 1. State	<input type="checkbox"/> 2. County	<input checked="" type="checkbox"/> 3. City	<input type="checkbox"/> 4. Township	<input checked="" type="checkbox"/> 5. Special District	
<input type="checkbox"/> 6. Other (Specify)					
<b>B. IDENTIFICATION</b>					
<b>1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)</b>					
<b>SANTA CRUZ CITY</b>					
<b>2. Address Number and Street</b>	<b>CITY/TOWN</b>	<b>COUNTY</b>	<b>STATE/ZIP</b>	<b>EEOC USE ONLY</b>	
<b>809 CENTER STREET</b>	<b>SANTA CRUZ</b>	<b>SANTA CRUZ</b>	<b>CA-95060</b>	<b>A</b>	
				<b>B</b>	
<b>C. FUNCTION</b>					
(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		<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"/>	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"/>	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 sheriffs, 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 4
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	TWO OR MORE RACES N	
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	1	0	2	0	0	0	0	0	0	0	0	0	0	3	
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	0	0	0	0	0	0	0	0	0	0	0	0	
	16. 70.0 Plus	3	0	2	0	0	0	0	0	3	1	0	0	0	9	
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	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	
	24. 70.0 Plus	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	
	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	1	0	0	0	0	0	0	0	0	0	0	1	
	30. 43.0-54.9	4	0	5	0	0	0	0	0	2	0	0	0	0	12	
	31. 55.0-69.9	3	1	3	1	0	0	0	0	0	0	0	0	0	8	
	32. 70.0 Plus	15	1	37	0	8	0	0	0	8	0	0	0	0	69	
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	0	0	0	0	0	0	0	
	39. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	40. 70.0 Plus	0	1	11	0	0	0	0	0	1	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	
	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	1	0	0	0	0	1	
	46. 43.0-54.9	0	0	1	0	0	0	0	0	6	0	1	0	0	8	
	47. 55.0-69.9	0	1	1	0	0	0	0	0	2	0	0	0	1	5	
	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 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	
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 (Lines 1-64)	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)	26	4	63	1	8	0	0	0	23	1	1	0	1	1	129	
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	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	0
69.PROTECTIVE SERVICE	1	0	3	0	0	0	0	0	0	0	0	0	0	0	0	4
70.PARA-PROFESSIONAL	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
71.ADMIN. SUPPORT	1	0	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	0
73.SERVICE/MAINTENAN CE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)	2	0	7	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	1	0	0	0	0	0	0	1
77.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
78.PROTECTIVE SERVICE	7	1	5	1	0	0	0	0	2	0	0	0	0	0	1	17
79.PARA-PROFESSIONAL	0	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	4	0	0	0	0	0	0	4
81.SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
82.SERVICE/MAINTENAN CE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
83. TOTAL NEW HIRES (Lines 75-82)	7	1	5	1	0	0	0	0	7	0	0	0	0	0	1	22



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	
ADDRESS (Number and Street, City, State, Zip Code)			TELEPHONE NUMBER	Ext FAX NUMBER
DATE	EMAIL	TYPED NAME/TITLE OF AUTHORIZED OFFICIAL	SIGNATURE	<input type="checkbox"/>

8/15/2019 10:10:58AM

CITY OF SANTA CRUZ

EEO Function: 4 Police Protection

**1. FULL TIME EMPLOYEES (temporary employees not included)**

ANNUAL SALARY (In thousands 000)	RACE / ETHNICITY														Total Col A-N
	HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
			MALE						FEMALE						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	

**1 OFFICIALS/ADMINISTRATORS**

1. \$0.1 - 15.9																
2. 16.0 - 19.9																
3. 20.0 - 24.9																
4. 25.0 - 32.9																
5. 33.0 - 42.9																
6. 43.0 - 54.9																
7. 55.0 - 69.9																
8. 70.0 - PLUS	1		2													3

**2 PROFESSIONALS**

9. \$0.1 - 15.9																
10. 16.0 - 19.9																
11. 20.0 - 24.9																
12. 25.0 - 32.9																
13. 33.0 - 42.9																
14. 43.0 - 54.9																
15. 55.0 - 69.9																
16. 70.0 - PLUS	3		2						3	1						9

**4 PROTECTIVE SERVICE**

25. \$0.1 - 15.9																
26. 16.0 - 19.9																
27. 20.0 - 24.9																
28. 25.0 - 32.9																
29. 33.0 - 42.9			1													1
30. 43.0 - 54.9	4		5						2						1	12
31. 55.0 - 69.9	3	1	3	1												8
32. 70.0 - PLUS	15	1	37		8				8							69

**5 PARA-PROFESSIONAL**

33. \$0.1 - 15.9																
34. 16.0 - 19.9																
35. 20.0 - 24.9																
36. 25.0 - 32.9																
37. 33.0 - 42.9																
38. 43.0 - 54.9																
39. 55.0 - 69.9																
40. 70.0 - PLUS		1	11						1							13

**6 ADMINISTRATIVE SUPPORT**

41. \$0.1 - 15.9																
42. 16.0 - 19.9																
43. 20.0 - 24.9																
44. 25.0 - 32.9																

8/15/2019 10:10:58AM

CITY OF SANTA CRUZ

EEO Function: 4 Police Protection

1. FULL TIME EMPLOYEES (temporary employees not included)																
ANNUAL SALARY (In thousands 000)	RACE / ETHNICITY															
	HISPANIC OR LATINO		NON-HISPANIC OR LATINO													Total Col A-N
			MALE							FEMALE						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
6 ADMINISTRATIVE SUPPORT (continued)																
45. 33.0 - 42.9									1						1	
46. 43.0 - 54.9			1						6		1				8	
47. 55.0 - 69.9		1	1						2				1		5	
48. 70.0 - PLUS																
65. TOTAL FULL TIME (LINES 1-64)	26	4	63	1	8				23	1	1		1	1	129	

8/15/2019 10:10:58AM

CITY OF SANTA CRUZ

EEO Function: 4 Police Protection

**2. OTHER THAN FULL TIME EMPLOYEES (include temporary employees)**

ANNUAL SALARY (In thousands 000)	RACE / ETHNICITY															Total Col A-N
	HISPANIC OR LATINO		NON-HISPANIC OR LATINO													
			MALE							FEMALE						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
66. Officials/Administrators																
67. Professionals																
68. Technicians																
69. Protective Service	1		3												4	
70. Para-Professional			4												4	
71. Administrative Support	1														1	
72. Skilled Craft																
73. Service/Maintenance																
74. TOTAL OTHER THAN FULL TIME (LINES 66-73)	2		7												9	

**3. NEW HIRES FOR YEAR ENDING ON 07/12/2019 - Permanent full time only**

ANNUAL SALARY (In thousands 000)	RACE / ETHNICITY															Total Col A-N
	HISPANIC OR LATINO		NON-HISPANIC OR LATINO													
			MALE							FEMALE						
			Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
75. Officials/Administrators																
76. Professionals									1						1	
77. Technicians																
78. Protective Service	7	1	5	1					2					1	17	
79. Para-Professional																
80. Administrative Support									4						4	
81. Skilled Craft																
82. Service/Maintenance																
83. TOTAL NEW HIRES (LINES 75-82)	7	1	5	1					7					1	22	



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[How to file Online?](#)   Toll Free Customer Service: 1-800-768-6822

**CONFIRMATION FOR CONTROL NUMBER: 06303400**

You have successfully completed 2019 EE04 Report for Control Number 06303400 on 8/15/19 2:10 PM. Your confirmation number is E181674743IS. Please print to your records.

To complete additional functions please click "Back to Survey". When all functions are complete select "Click here to certify data".

Link opens in PDF. You must have Adobe Acrobat Reader version 5.0 or higher installed on your PC in order to download and print. If you do not have Adobe Acrobat Reader version 5.0 or higher, click here to copy from Adobe's web site.

*Please click [PRINT ALL] to PRINT or VIEW ALL functions DATA in PDF.*

**OR**

*Please click on below function type links to PRINT or VIEW individual functions DATA in PDF.*

Function	Status	Completed/ Updated Date
[13 - SANITATION AND SEWAGE]	Completed	2019-08-15

• [BACK TO SURVEY](#)

• [CLICK HERE TO CERTIFY DATA](#)

[To view historical reports Click Here](#)



<b>EQUAL EMPLOYMENT OPPORTUNITY COMMISSION</b>				<b>APPROVED BY</b>	
<b>STATE AND LOCAL GOVERNMENT INFORMATION (EEO4)</b>				<b>OMB</b>	
				<b>30460008</b>	
<b>EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS</b>					<b>EXPIRES</b>
(Read attached instructions prior to completing this form)					<b>12/31/2005</b>
<b>DO NOT ALTER INFORMATION PRINTED IN THIS BOX</b>				<b>MAIL COMPLETED</b>	
<b>CONTROL NUMBER : 06303400</b>				<b>FORM TO:</b>	
<b>Survey Year : 19</b>				EEO-4 Reporting Center PO Box 8127 Reston VA 20195	
<b>A. TYPE OF GOVERNMENT (Check one box only)</b>					
<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>B. IDENTIFICATION</b>					
<b>1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)</b>					
<b>SANTA CRUZ CITY</b>					
<b>2. Address Number and Street</b>	<b>CITY/TOWN</b>	<b>COUNTY</b>	<b>STATE/ZIP</b>	<b>EEOC USE ONLY</b>	
809 CENTER STREET	SANTA CRUZ	SANTA CRUZ	CA-95060	A	
				B	
<b>C. FUNCTION</b>					
(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"/>	<b>SUMMARY FUNCTION</b>				
<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		<input type="checkbox"/>	8. HEALTH. Provision of public health services, outpatient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.	
	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"/>	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														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	0	1	2	0	0	0	0	0	1	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	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	1	0	0	0	0	0	1
	16. 70.0 Plus	1	0	6	1	0	0	0	0	3	0	1	0	0	0	12
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	0	0	0	0	0	0	1
	23. 55.0-69.9	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
	24. 70.0 Plus	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
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	0	0	0	0	0	0	0	0	0	0	0	0	0
	32. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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	1	0	0	0	0	0	0	1	0	0	0	0	0	2
	39. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	40. 70.0 Plus	0	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	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	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	0	0	0	0	0	0	0	0
	47. 55.0-69.9	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	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 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	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	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	5	0	13	0	1	0	0	0	0	0	0	0	0	0	19	
	56. 70.0 Plus	6	0	17	1	0	0	0	0	1	0	0	0	0	0	25	
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	6	0	9	0	0	0	0	1	1	0	0	0	0	0	17	
	62. 43.0-54.9	9	0	8	0	0	0	0	2	0	0	0	0	0	0	19	
	63. 55.0-69.9	15	1	11	0	1	0	0	0	0	0	0	0	0	0	28	
	64. 70.0 Plus	0	0	4	0	0	0	0	0	0	0	0	0	0	0	4	
65. TOTAL FULL TIME (Lines 1-64)		42	3	73	2	3	0	0	3	9	0	1	0	0	0	136	
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
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	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
73.SERVICE/MAINTENANCE	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)	1	0	2	0	0	0	0	0	1	0	0	0	0	0	0	4	
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
77.TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
78.PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
79.PARA-PROFESSIONAL	0	1	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
82.SERVICE/MAINTENANCE	4	0	3	0	0	0	0	1	1	0	0	0	0	0	0	9	
83. TOTAL NEW HIRES (Lines 75-82)	4	1	4	0	0	0	0	1	1	0	0	0	0	0	0	11	



<b>FUNCTION TYPE 13</b>				
<b>REMARKS (List National Crime Information Center (NCIC) number assigned to any Criminal Justice Agencies whose data are included in this report)</b>				
<b>***LIST AGENCIES INCLUDED ON THIS FORM***</b>				
<b>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.)</b>				
<b>NAME OF PERSON TO CONTACT REGARDING THIS FORM</b>			<b>TITLE</b>	
<b>ADDRESS (Number and Street, City, State, Zip Code)</b>			<b>TELEPHONE NUMBER</b>	<b>Ext</b>
			<b>FAX NUMBER</b>	
<b>DATE</b>	<b>EMAIL</b>	<b>TYPED NAME/TITLE OF AUTHORIZED OFFICIAL</b>		<b>SIGNATURE</b>
				<input type="checkbox"/>

8/15/2019 10:14:24AM

CITY OF SANTA CRUZ

EEO Function: 13 Sanitation and Sewage

**1. FULL TIME EMPLOYEES (temporary employees not included)**

ANNUAL SALARY (In thousands 000)	RACE / ETHNICITY														Total Col A-N
	HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
			MALE							FEMALE					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	

**1 OFFICIALS/ADMINISTRATORS**

1. \$0.1 - 15.9															
2. 16.0 - 19.9															
3. 20.0 - 24.9															
4. 25.0 - 32.9															
5. 33.0 - 42.9															
6. 43.0 - 54.9															
7. 55.0 - 69.9															
8. 70.0 - PLUS		1	2						1						4

**2 PROFESSIONALS**

9. \$0.1 - 15.9															
10. 16.0 - 19.9															
11. 20.0 - 24.9															
12. 25.0 - 32.9															
13. 33.0 - 42.9															
14. 43.0 - 54.9															
15. 55.0 - 69.9									1						1
16. 70.0 - PLUS	1		6	1					3		1				12

**3 TECHNICIANS**

17. \$0.1 - 15.9															
18. 16.0 - 19.9															
19. 20.0 - 24.9															
20. 25.0 - 32.9															
21. 33.0 - 42.9															
22. 43.0 - 54.9			1												1
23. 55.0 - 69.9					1										1
24. 70.0 - PLUS			2												2

**5 PARA-PROFESSIONAL**

33. \$0.1 - 15.9															
34. 16.0 - 19.9															
35. 20.0 - 24.9															
36. 25.0 - 32.9															
37. 33.0 - 42.9															
38. 43.0 - 54.9		1							1						2
39. 55.0 - 69.9															
40. 70.0 - PLUS															

**6 ADMINISTRATIVE SUPPORT**

41. \$0.1 - 15.9															
42. 16.0 - 19.9															
43. 20.0 - 24.9															
44. 25.0 - 32.9															

8/15/2019 10:14:24AM

CITY OF SANTA CRUZ

EEO Function: 13 Sanitation and Sewage

**1. FULL TIME EMPLOYEES (temporary employees not included)**

ANNUAL SALARY (In thousands 000)	RACE / ETHNICITY															Total Col A-N
	HISPANIC OR LATINO		NON-HISPANIC OR LATINO													
			MALE							FEMALE						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races		
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		

**6 ADMINISTRATIVE SUPPORT (continued)**

45. 33.0 - 42.9																
46. 43.0 - 54.9																
47. 55.0 - 69.9									1							1
48. 70.0 - PLUS																

**7 SKILLED CRAFT**

49. \$0.1 - 15.9																
50. 16.0 - 19.9																
51. 20.0 - 24.9																
52. 25.0 - 32.9																
53. 33.0 - 42.9																
54. 43.0 - 54.9																
55. 55.0 - 69.9	5		13		1											19
56. 70.0 - PLUS	6		17	1					1							25

**8 SERVICE/MAINTENANCE**

57. \$0.1 - 15.9																
58. 16.0 - 19.9																
59. 20.0 - 24.9																
60. 25.0 - 32.9																
61. 33.0 - 42.9	6		9						1	1						17
62. 43.0 - 54.9	9		8						2							19
63. 55.0 - 69.9	15	1	11		1											28
64. 70.0 - PLUS			4													4
65. TOTAL FULL TIME (LINES 1-64)	42	3	73	2	3			3	9		1					136

8/15/2019 10:14:24AM

CITY OF SANTA CRUZ

EEO Function: 13 Sanitation and Sewage

2. OTHER THAN FULL TIME EMPLOYEES (include temporary employees)																
ANNUAL SALARY (In thousands 000)	HISPANIC OR LATINO		RACE / ETHNICITY													Total Col A-N
			NON-HISPANIC OR LATINO													
	MALE							FEMALE								
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races		
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
66. Officials/Administrators																
67. Professionals									1					1		
68. Technicians																
69. Protective Service																
70. Para-Professional																
71. Administrative Support																
72. Skilled Craft			1											1		
73. Service/Maintenance	1		1											2		
74. TOTAL OTHER THAN FULL TIME (LINES 66-73)	1		2						1					4		

3. NEW HIRES FOR YEAR ENDING ON 07/12/2019 - Permanent full time only																
ANNUAL SALARY (In thousands 000)	RACE / ETHNICITY															
	HISPANIC OR LATINO		NON-HISPANIC OR LATINO													Total Col A-N
			MALE							FEMALE						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races		
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
75. Officials/Administrators																
76. Professionals																
77. Technicians			1											1		
78. Protective Service																
79. Para-Professional		1												1		
80. Administrative Support																
81. Skilled Craft																
82. Service/Maintenance	4		3					1	1					9		
83. TOTAL NEW HIRES (LINES 75-82)	4	1	4					1	1					11		

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