

Ramsey County Workforce Statistics

Year-End 2015

Prepared by: Human Resources Department
Diversity and Organizational Development Unit

April 2016

Welcome to the Ramsey County Workforce Statistics Report.

This report is prepared annually by the Human Resources Department, Diversity and Organizational Development Unit. We hope you will find it useful as you think about workforce planning.

The report presents the workforce statistics in the following format:

- Each category contains an “All County Workforce” overview, plus the data from the individual departments.
- There is a bar chart for the All County Workforce by Age Distribution as of Jan. 1, 2016.
- There are summary charts for:
 - All Ramsey County Workforce by EEO-4 Category by Gender by Ethnic Group as of January 1, 2016.
 - New Hires by EEO-4 Category by Gender by Ethnic Group Jan. 1- Dec. 31, 2015.
- In addition, there are bar charts for:
 - Ramsey County Workforce: Percentage of Full and Part-Time Employees of Color: 2003-2016.
 - Ramsey County Workforce: Percentage of Officials and Administrators of Color: 2002-2016.

Thank you for your work in making Ramsey County a more respectful, diverse workplace that attracts, develops and retains excellent employees and inspires extraordinary customer service.

Regards,

Shirley Pierce, Manager
Diversity and Organizational Development Unit

*Please contact programs sssistant Kathleen Henderson
if you need additional county workforce statistics data:
Kathleen.Henderson@co.ramsey.mn.us
Phone: 651-266-2766*

**Ramsey County
Workforce Statistics**

All County Workforce
and Departments
Full and Part-Time
Employees
as of Jan. 1, 2016

- by Gender
- by Ethnic Group
- by EEO-4
Description of
EEO-4 categories

All County Workforce

- by Age Distribution
as of Jan. 1, 2016
- Employees of Color:
2003-2016
- Officials and
Administrators
of Color: 2002-2016

All County Workforce
and Departments

Full and Part-Time
Employees

Jan. 1 – Dec. 31, 2015

New Hires

- by Gender
- by Ethnic Group
- by EEO-4 Categories

Promotions

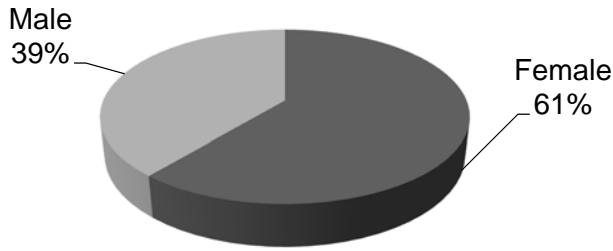
- by Gender
- by Ethnic Group
- by EEO-4 Categories

Terminations

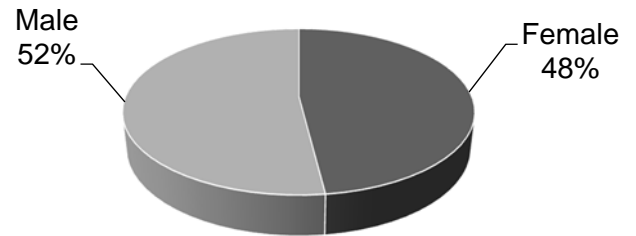
- by Gender
- by Ethnic Group
- by EEO-4 Categories

121 7th Place East, Suite 2100
Saint Paul, MN 55101
Phone: (651) 266-2700
Fax: (651) 266-2727
TDD: Dial 711
www.co.ramsey.mn.us

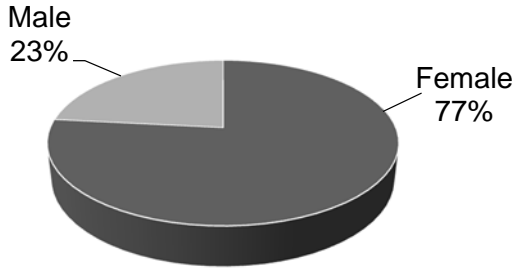
All Ramsey County
Full and Part-Time Employees by Gender
(N = 3,659) As of January 1, 2016



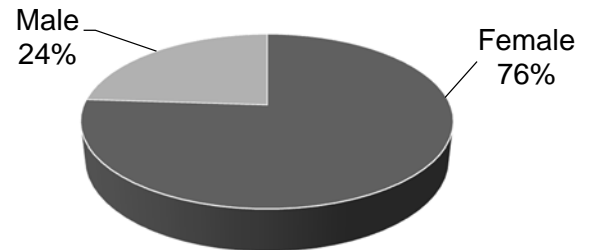
Community Correction
Full and Part-Time Employees by Gender
(N = 479) As of January 1, 2016



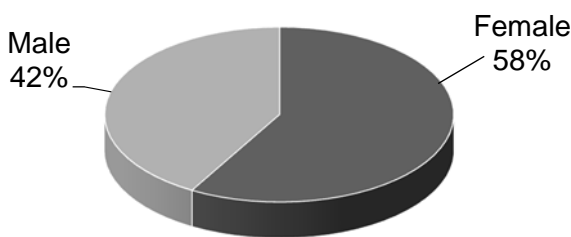
Community Human Services
Full and Part-Time Employees by Gender
(N = 1,015) As of January 1, 2016



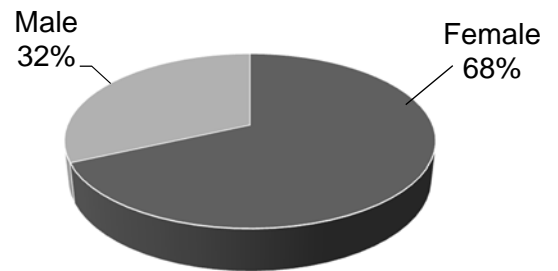
County Attorney's Office
Does not include elected official
Full and Part-Time Employees by Gender
(N = 317) As of January 1, 2016



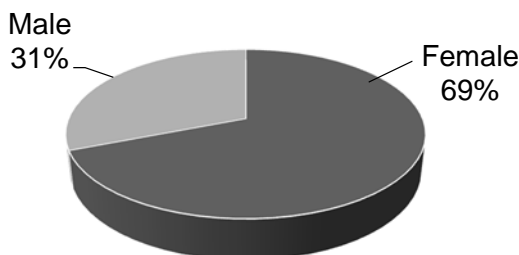
County Board Office
Does not include elected officials
Full and Part-Time Employees by Gender
(N = 12) As of January 1, 2016



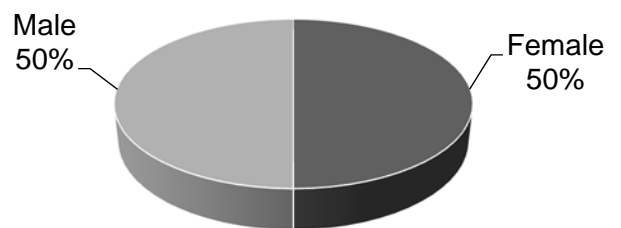
County Manager's Office
Full and Part-Time Employees by Gender
(N = 22) As of January 1, 2016



Emergency Communications
Full and Part-Time Employees by Gender
(N = 97) As of January 1, 2016

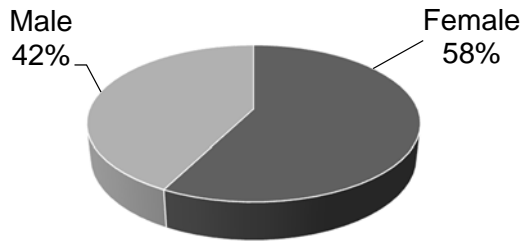


Emergency Management and Homeland Security
Full and Part-Time Employees by Gender
(N = 4) As of January 1, 2016



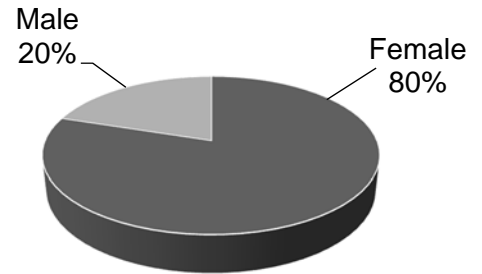
Finance

Full and Part-Time Employees by Gender
(N = 33) As of January 1, 2016



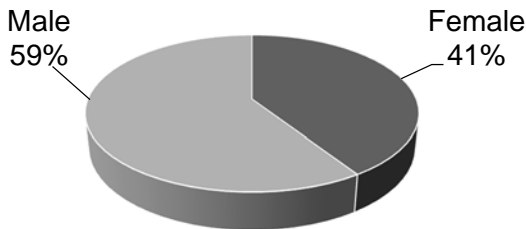
Human Resources

Full and Part-Time Employees by Gender
(N = 44) As of January 1, 2016



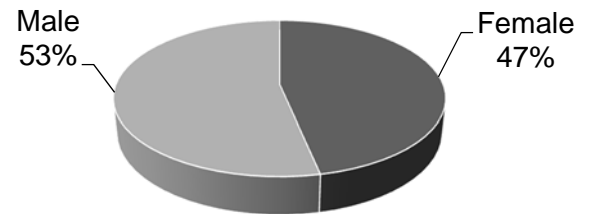
Information Services

Full and Part-Time Employees by Gender
(N = 71) As of January 1, 2016



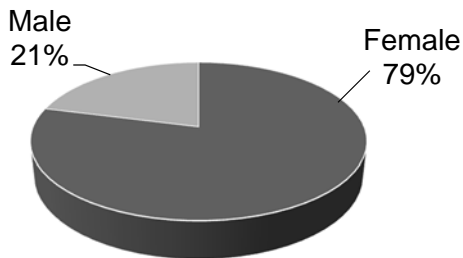
Lake Owasso Residence

Full and Part-Time Employees by Gender
(N = 122) As of January 1, 2016



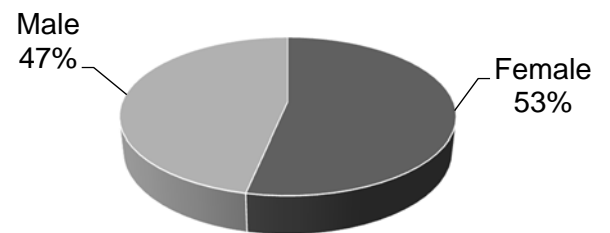
Libraries

Full and Part-Time Employees by Gender
(N = 119) As of January 1, 2016



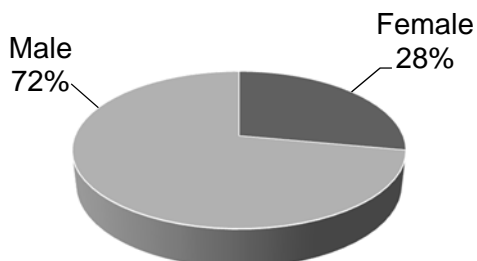
Medical Examiner's Office

Full and Part-Time Employees by Gender
(N = 15) As of January 1, 2016



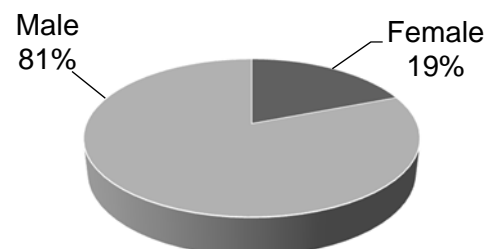
Parks and Recreation

Full and Part-Time Employees by Gender
(N = 86) As of January 1, 2016

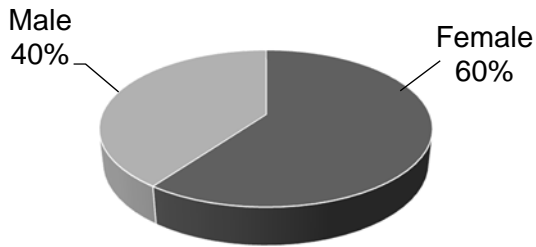


Property Management

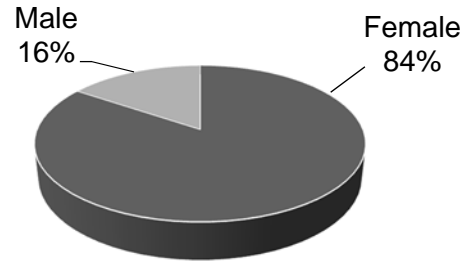
Full and Part-Time Employees by Gender
(N = 68) As of January 1, 2016



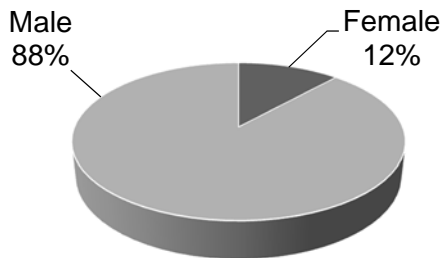
Property Records and Revenue
Full and Part-Time Employees by Gender
(N = 120) As of January 1, 2016



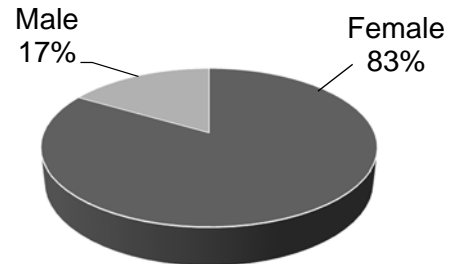
Public Health
Full and Part-Time Employees by Gender
(N = 250) As of January 1, 2016



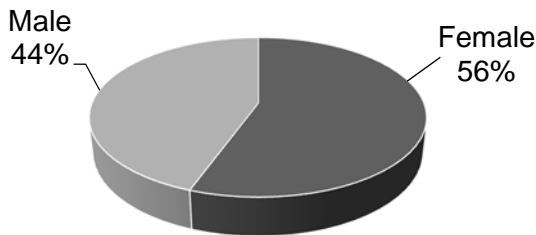
Public Works
Full and Part-Time Employees by Gender
(N = 111) As of January 1, 2016



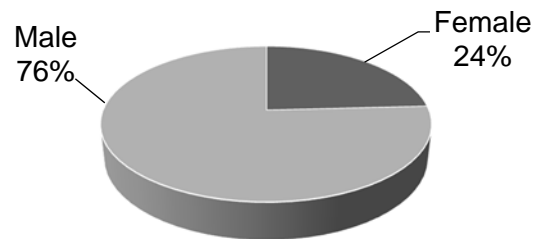
Ramsey County Care Center
Full and Part-Time Employees by Gender
(N = 199) As of January 1, 2016



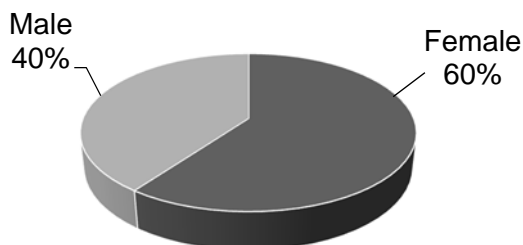
Regional Rail Authority
Full and Part-Time Employees by Gender
(N = 9) As of January 1, 2016



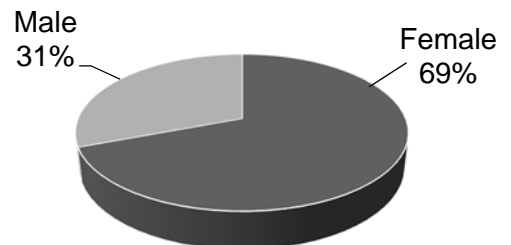
Sheriff's Office
Does not include elected official
Full and Part-Time Employees by Gender
(N = 383) As of January 1, 2016



Veterans Services
Full and Part-Time Employees by Gender
(N = 5) As of January 1, 2016

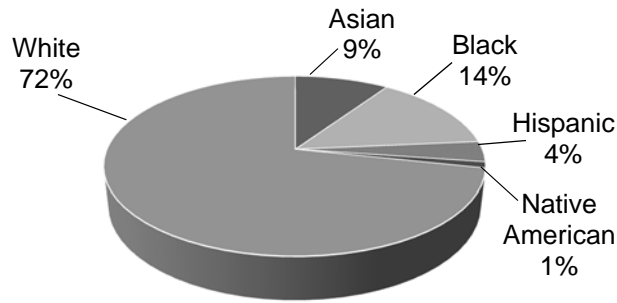


Workforce Solutions
Full and Part-Time Employees by Gender
(N = 78) As of January 1, 2016



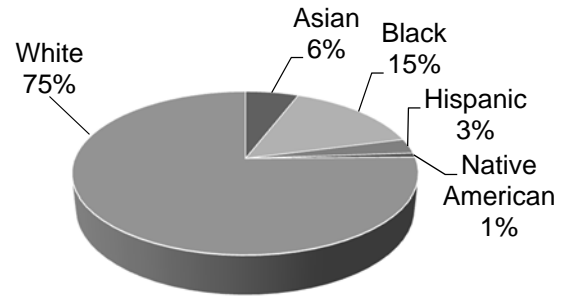
All Ramsey County

Full & Part-Time Employees by Ethnic Group
(N = 3,659) As of January 1, 2016



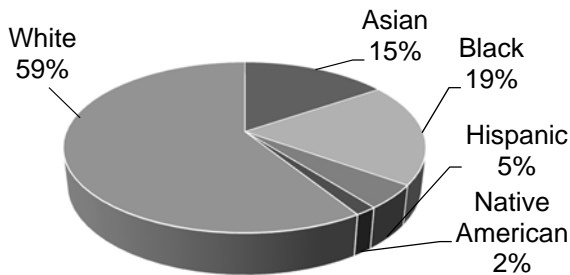
Community Corrections

Full & Part-Time Employees by Ethnic Group
(N = 479) As of January 1, 2016



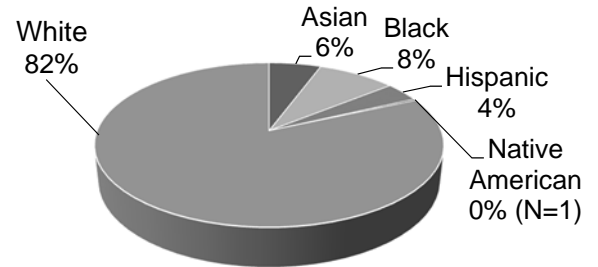
Community Human Services

Full & Part-Time Employees by Ethnic Group
(N = 1,015) As of January 1, 2016



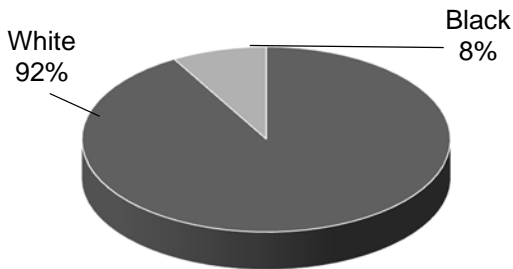
County Attorney's Office

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Full & Part-Time Employees by Ethnic Group
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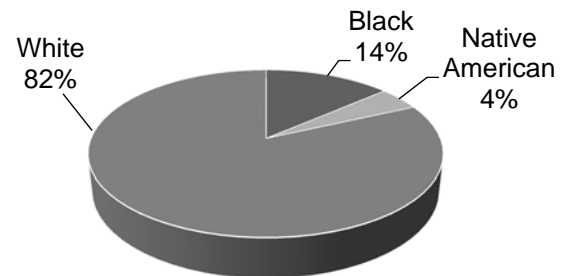
County Board Office

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Full & Part-Time Employees by Ethnic Group
(N = 12) As of January 1, 2016



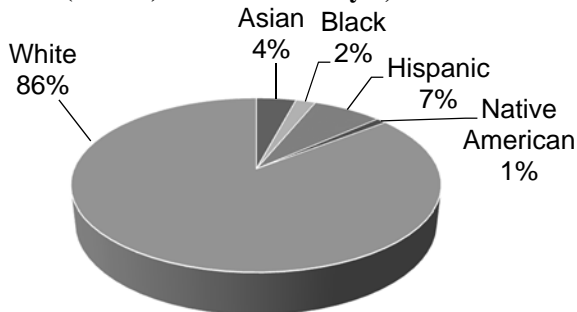
County Manager's Office

Full & Part-Time Employees by Ethnic Group
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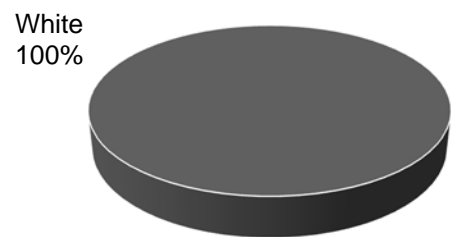
Emergency Communications

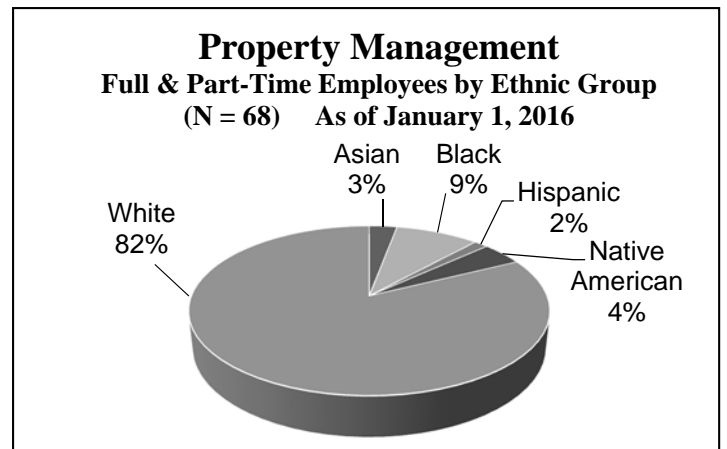
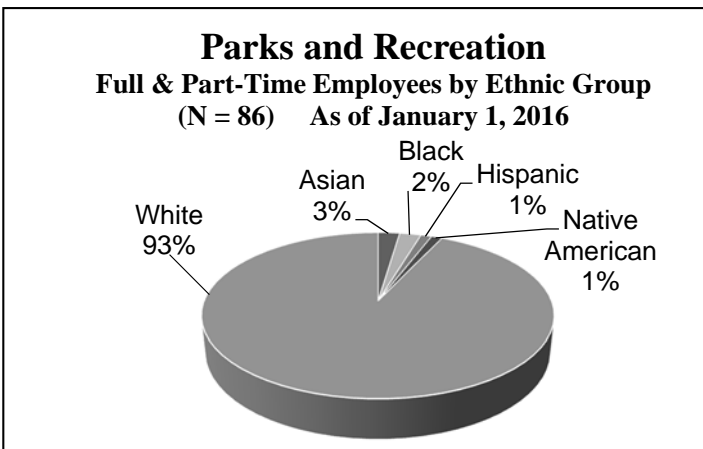
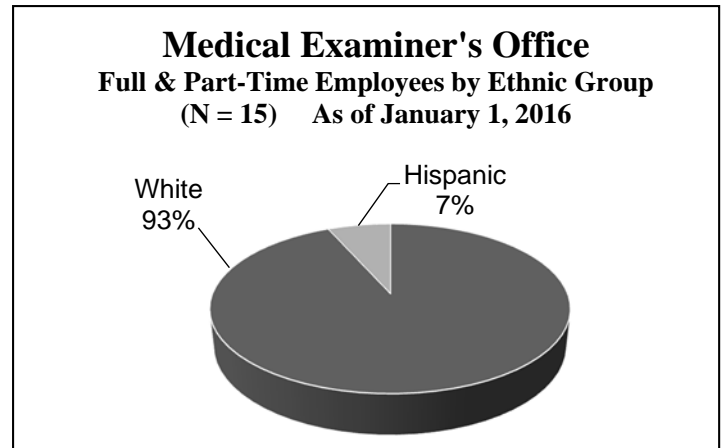
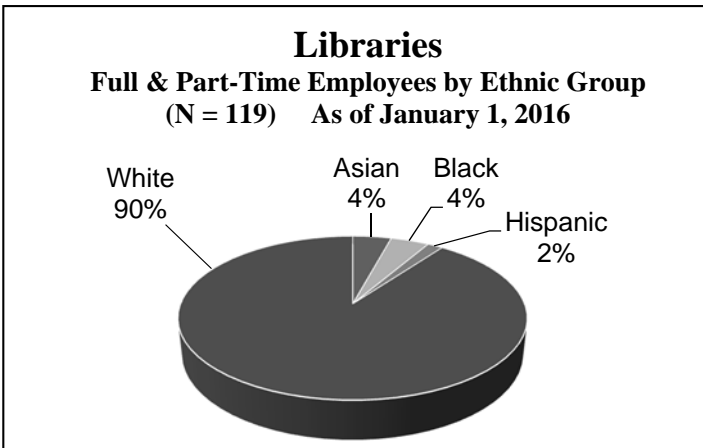
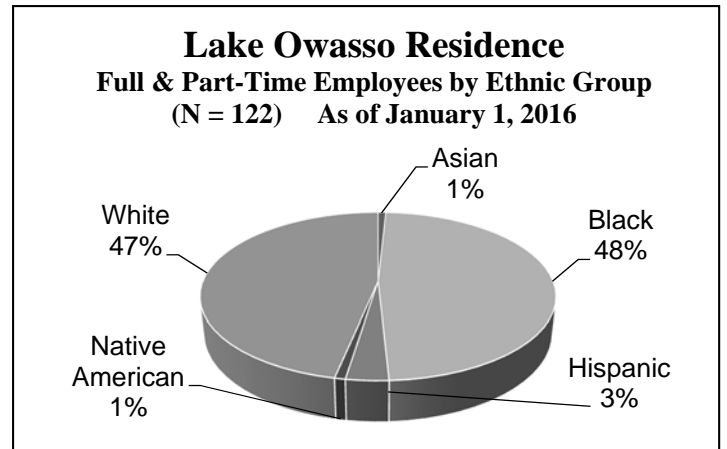
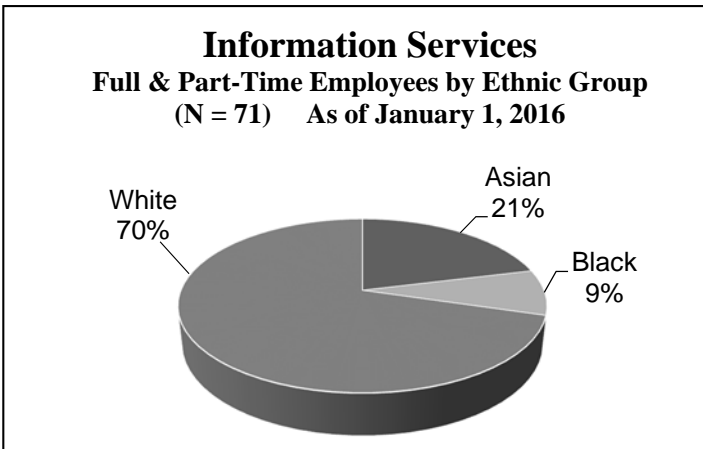
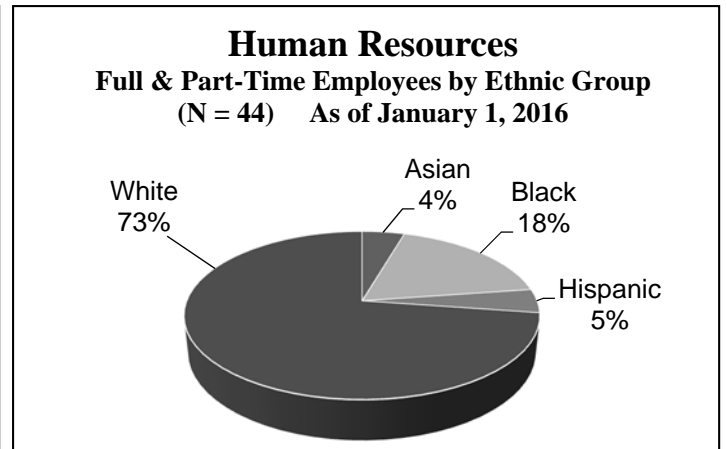
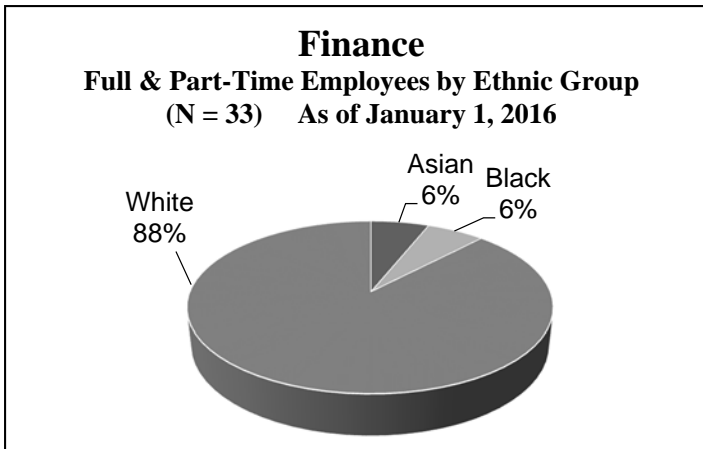
Full & Part-Time Employees by Ethnic Group
(N = 97) As of January 1, 2016



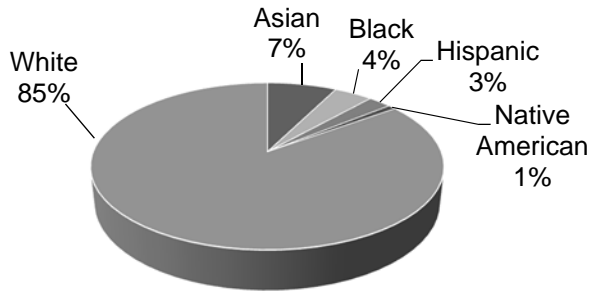
Emergency Management and Homeland Security

Full & Part-Time Employees by Ethnic Group
(N = 4) As of January 1, 2016

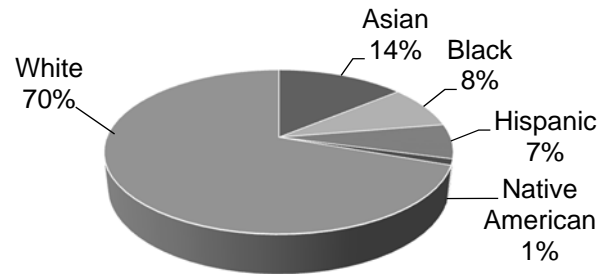




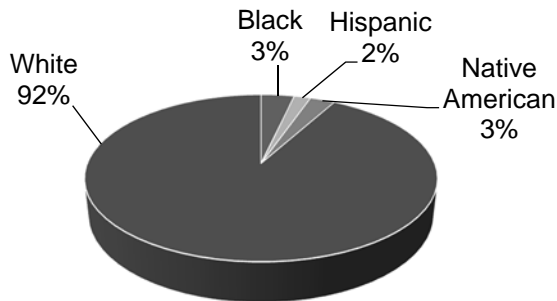
Property Records and Revenue
Full & Part-Time Employees by Ethnic Group
(N = 120) As of January 1, 2016



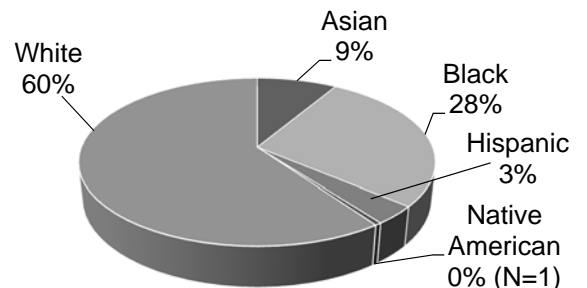
Public Health
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(N = 250) As of January 1, 2016



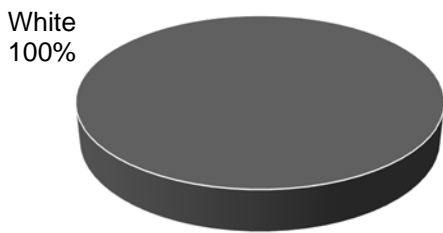
Public Works
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(N = 111) As of January 1, 2016



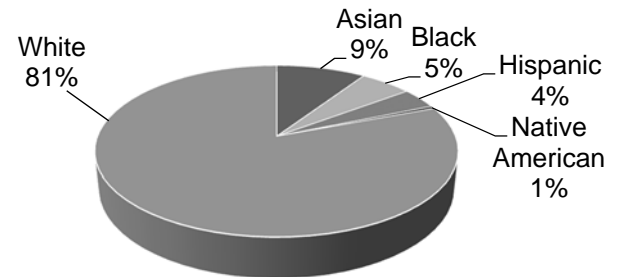
Ramsey County Care Center
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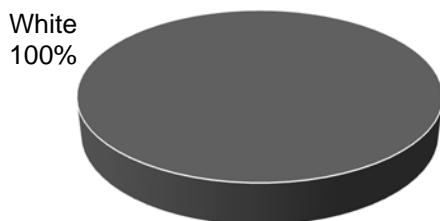
Regional Rail Authority
Full & Part-Time Employees by Ethnic Group
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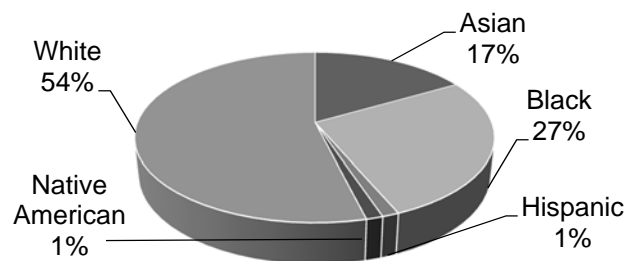
Sheriff's Office
Does not include elected official
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Veterans Services
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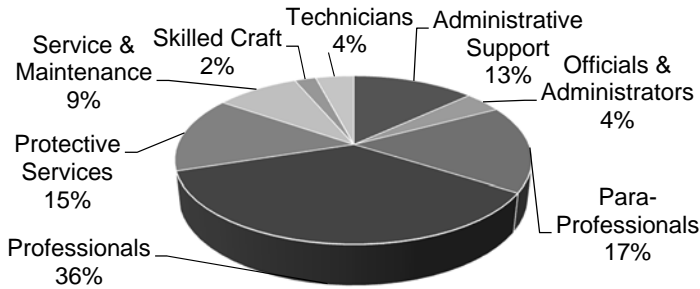


Workforce Solutions
Full & Part-Time Employees by Ethnic Group
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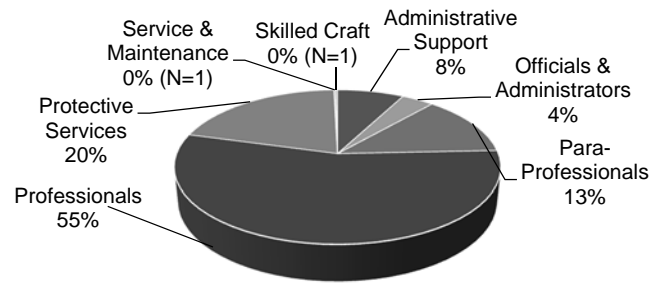
All Ramsey County

Does not include elected officials or their principal assistants
Full & Part-Time Employees by EEO-4 Category
 (N = 3,649) As of January 1, 2016



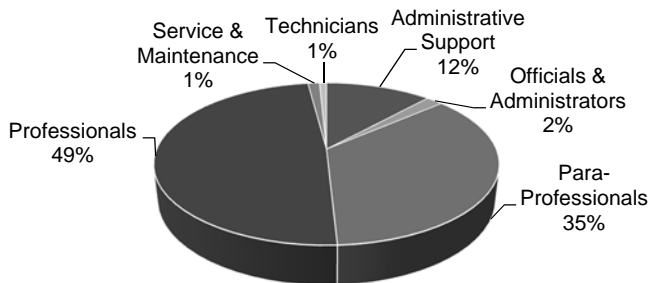
Community Correction

Full & Part-Time Employees by EEO-4 Category
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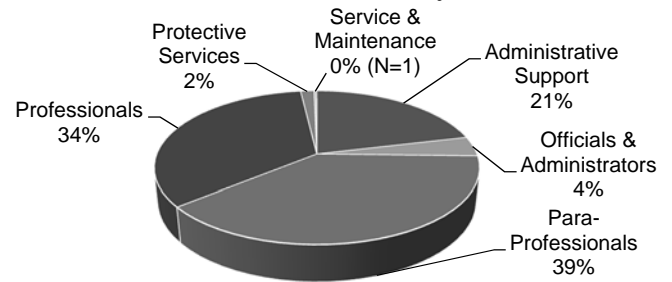
Community Human Services

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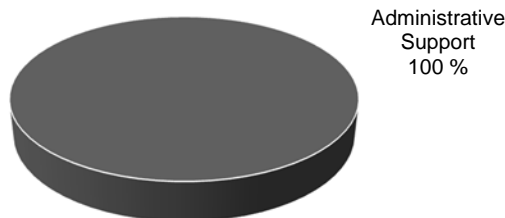
County Attorney's Office

Does not include elected official or immediate secretary
Full & Part-Time Employees by EEO-4 Category
 (N = 315) As of January 1, 2016



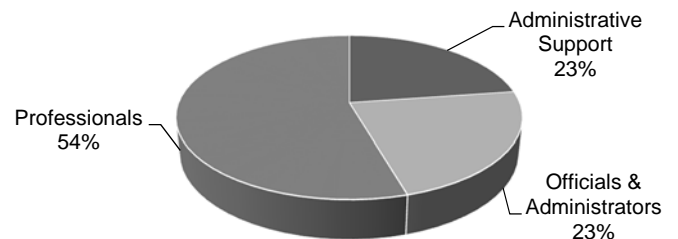
County Board Office

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Full & Part-Time Employees by EEO-4 Category
 (N = 4) As of January 1, 2016



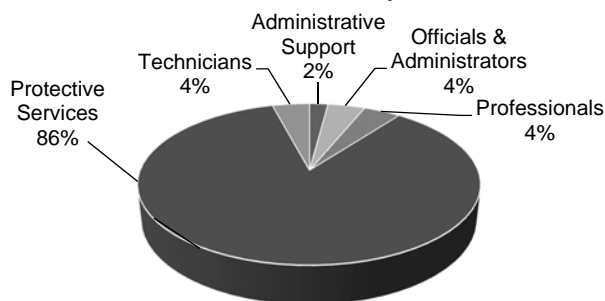
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Full & Part-Time Employees by EEO-4 Category
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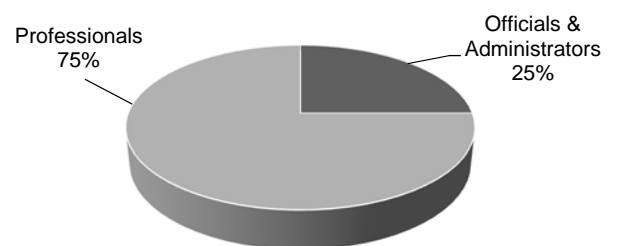
Emergency Communications

Full & Part-Time Employees by EEO-4 Category
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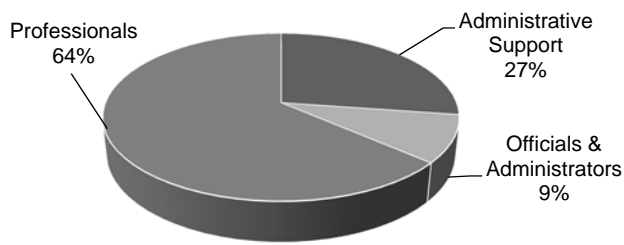
Emergency Management and Homeland Security

Full & Part-Time Employees by EEO-4 Category
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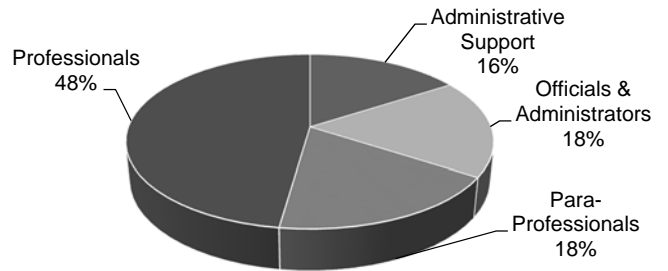
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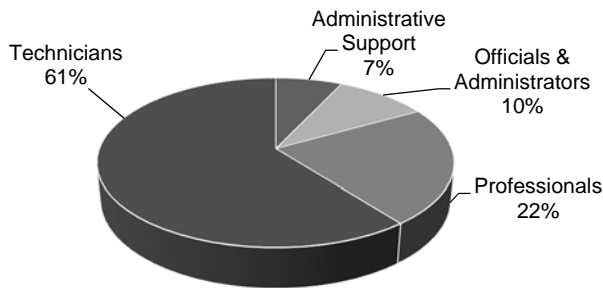
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(N = 44) As of January 1, 2016



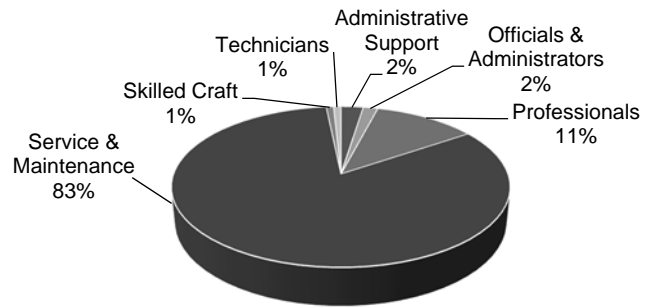
Information Services

Full & Part-Time Employees by EEO-4 Category
(N = 71) As of January 1, 2016



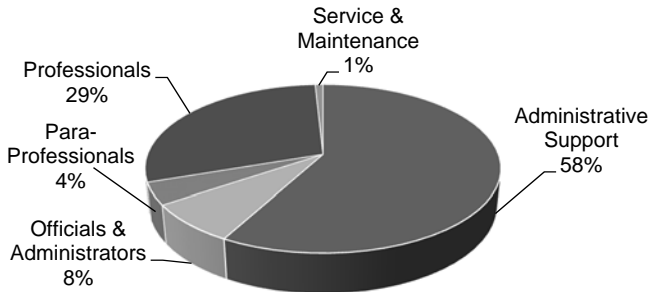
Lake Owasso Residence

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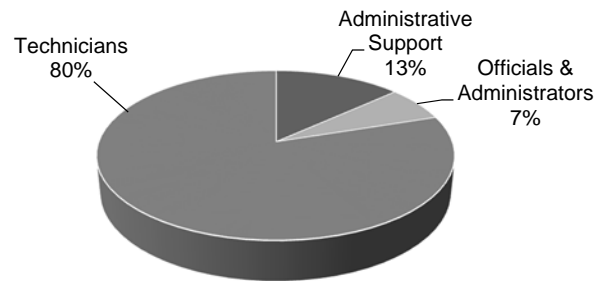
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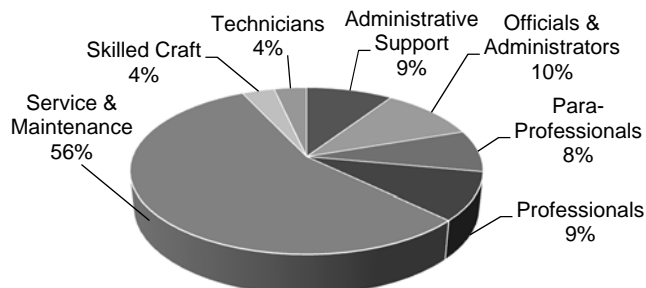
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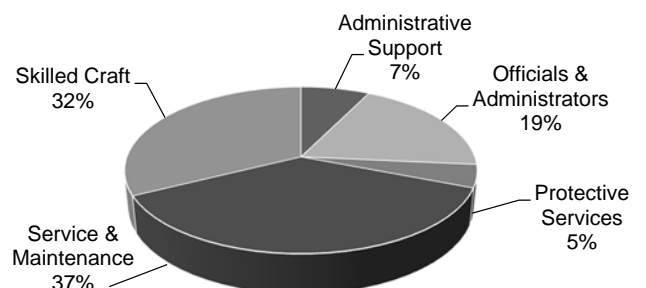
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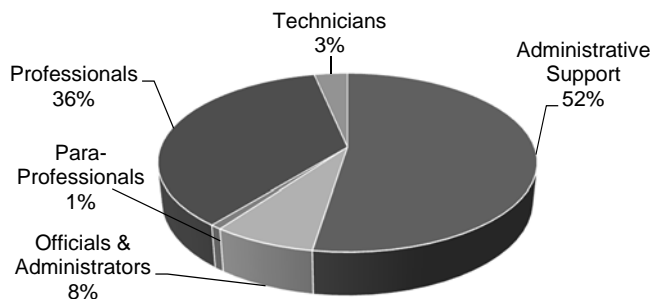
Property Management

Full & Part-Time Employees by EEO-4 Category
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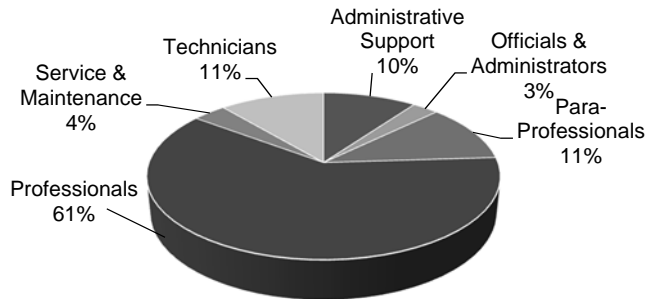
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Full & Part-Time Employees by EEO-4 Category
(N = 120) As of January 1, 2016



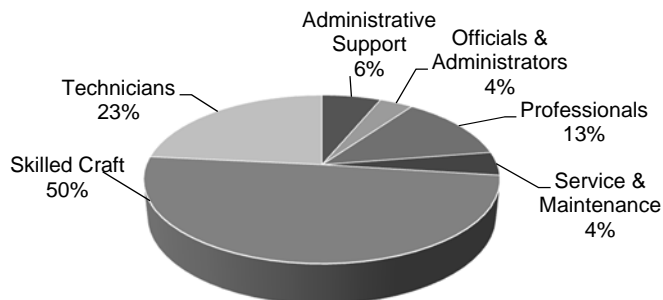
Public Health

Full & Part-Time Employees by EEO-4 Category
(N = 250) As of January 1, 2016



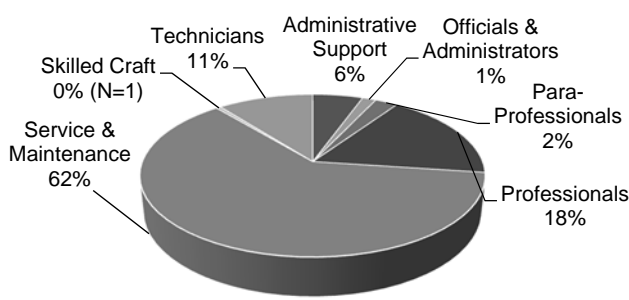
Public Works

Full & Part-Time Employees by EEO-4 Category
(N = 111) As of January 1, 2016



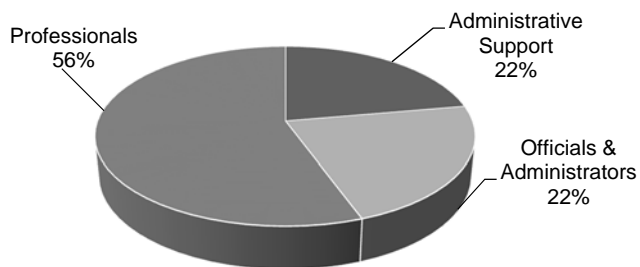
Ramsey County Care Center

Full & Part-Time Employees by EEO-4 Category
(N = 199) As of January 1, 2016



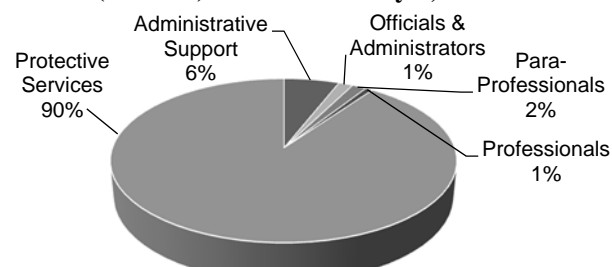
Regional Rail Authority

Full & Part-Time Employees by EEO-4 Category
(N = 9) As of January 1, 2016



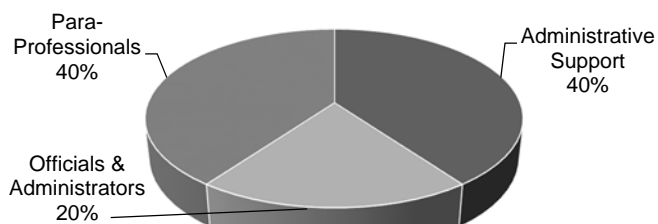
Sheriff's Office

Does not include elected official
Full & Part-Time Employees by EEO-4 Category
(N = 383) As of January 1, 2016



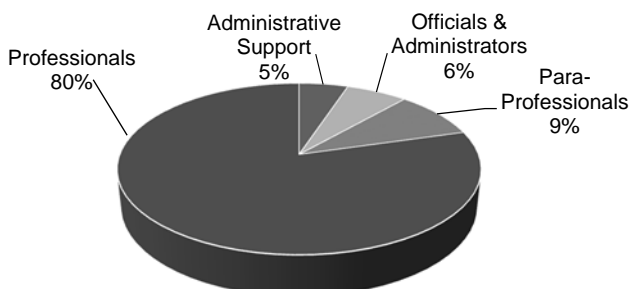
Veterans Services

Full & Part-Time Employees by EEO-4 Category
(N = 5) As of January 1, 2016



Workforce Solutions

Full & Part-Time Employees by EEO-4 Category
(N = 78) As of January 1, 2016



State and Local Government Information (EEO-4)

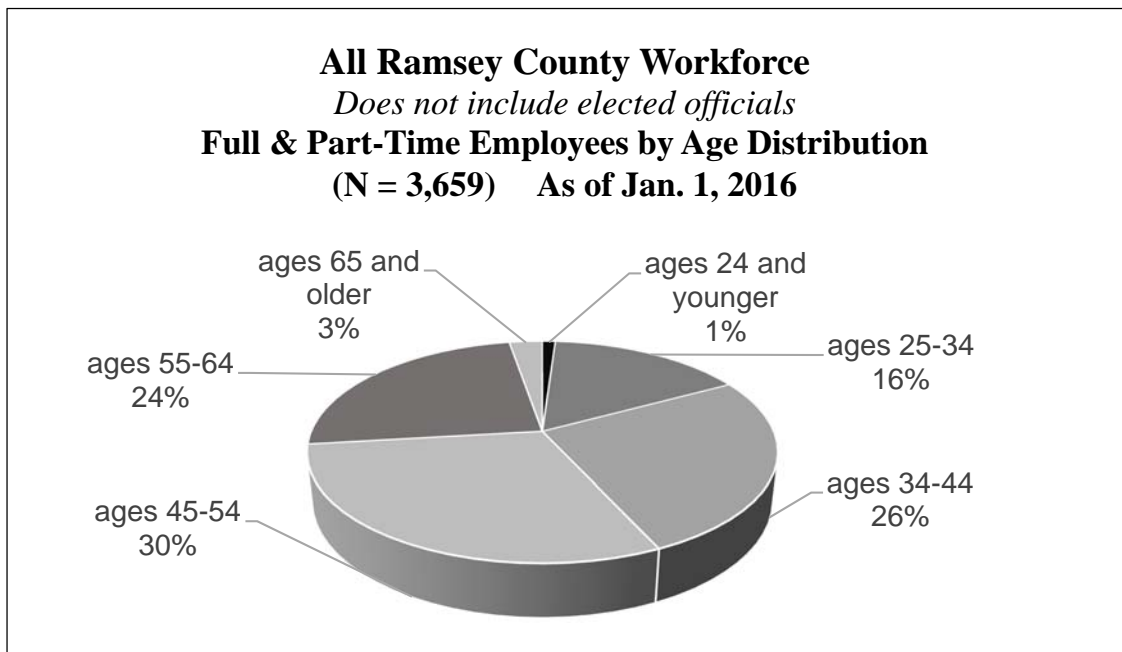
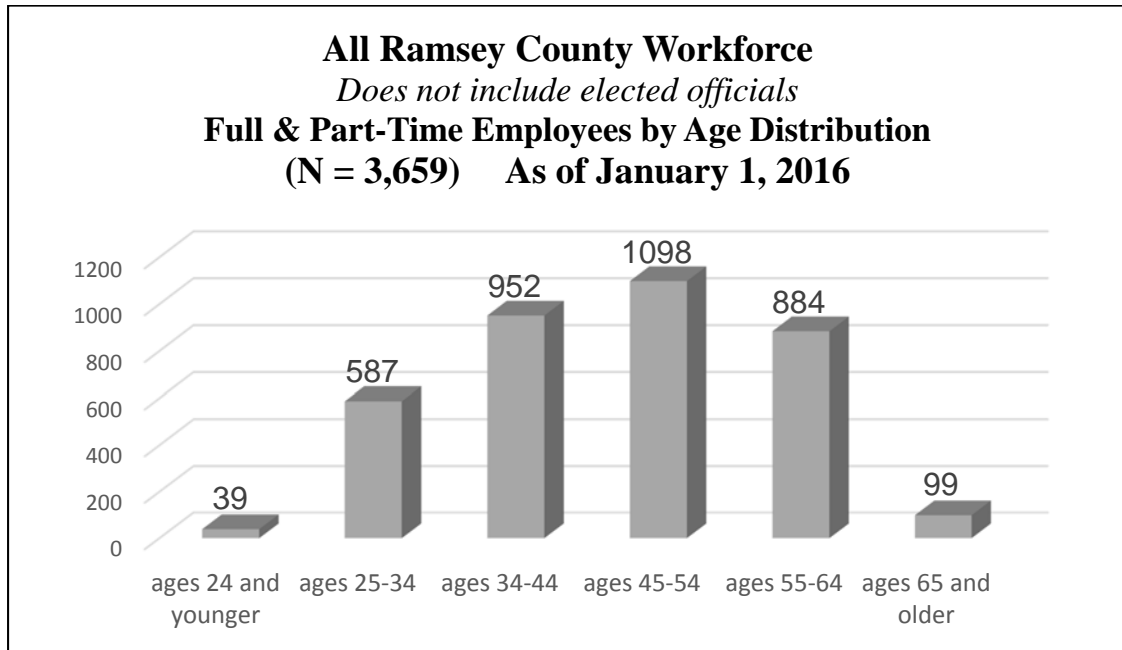
DESCRIPTION OF JOB CATEGORIES

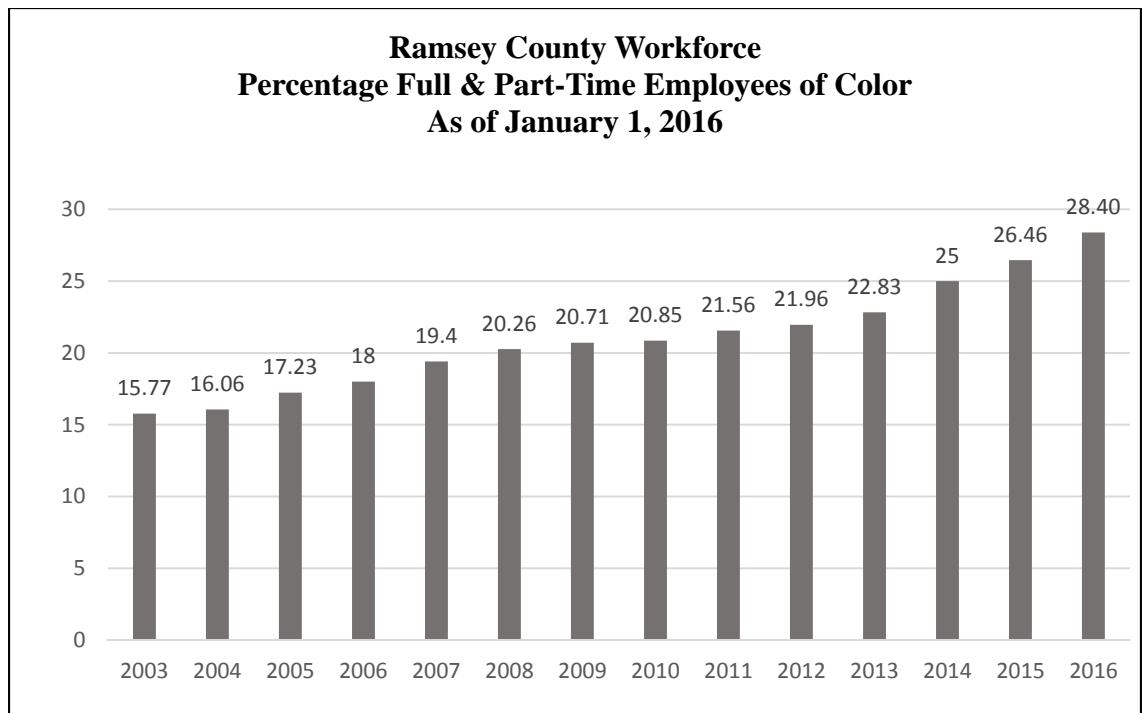
- **Administrative Support (Including Clerical and Sales):** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.
Includes: bookkeepers, messengers, clerk-typist, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.
- **Officials and Administrators:** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis.
Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and- housing, fire, A.B.C. Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.
- **Para Professionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept.
Included: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.
- **Professionals:** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.
Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

State and Local Government Information (EEO-4) Description of Job Categories – page 2 of 2

- **Protective Service Workers:** Occupations in which workers are entrusted with public safety , security and protection from destructive forces.
Includes: police patrol officers firefighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.
- **Service-Maintenance:** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery.
Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundkeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.
- **Skilled Craft Workers:** Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.
Includes: mechanics and repairers electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.
- **Technicians:** Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.
Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighers), and kindred workers.

Ramsey County Workforce Statistics: by Age Distribution – as of Jan. 1, 2016

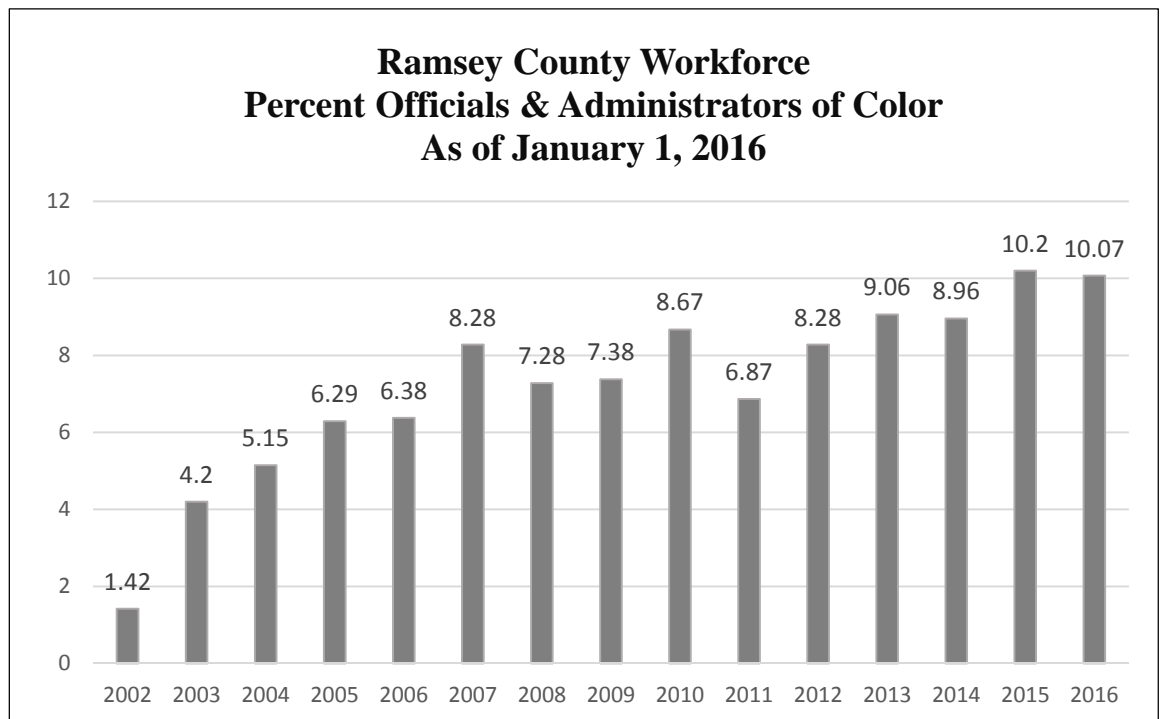




- **2010 Census: Ramsey County Geographic Area**

Civilian Labor Force, age 16 and older:

74.7 percent white-only; 25.3 percent other than white-only



- **2010 Census: Ramsey County Geographic Area**

Civilian Labor Force, age 16 and older: EEO-1 job category: Officials and Managers:

86.3 percent white-only; 13.7 percent other than white-only

- **2010 Census: Minneapolis-St. Paul Metropolitan Statistical Area**

Civilian Labor Force, age 16 and older, All Management Occupations:

89.4 percent white-only; 10.15 percent other than white-only

Ramsey County Job Titles in the “Officials and Administrators” Category Includes:

9-1-1 Dispatch Ser Mgr - Uncl	Deputy Director Ram Co Library	Engineer 4
Accountant 4	Dir Bldg Ops - Prop Mgmt-Uncl	Environmental Hlth Div Dir-Uncl
Administr-Lk Owasso Res - Uncl	Dir of Admin – Info Svcs - Uncl	Examiner of Titles-Uncl
Administr-RmsyCntyCareCtr-Uncl	Dir of Admin - Prop Mgt (uncl)	First Asst County Atty - Uncl
Asst Div Dir- Comm Corr-Uncl	Dir of Admin - Cty Atty	Human Resources Manager
Asst Div Dir-Co Atty - Uncl	Dir of Comnty Corrcrtns - Uncl	Human Resources Supervisor
Building Services Mgr	Dir of Comnty Humn Svcs - Uncl	Human Services Manager
Chief Deputy Sheriff - Uncl	Dir of Emrgcy Svcs - Uncl	Internal Aff/Spcl Prj Ofc - Uncl
Chief Investigator - Med Exmnr	Dir of Human Resources	IS Chief Tech Officer - Uncl
Comm Corr Ast Cor Fac	Dir of Info Svcs-CHSD - Uncl	IT Proj Mgmt Offc Dir - Uncl
Sup-Uncl	Dir of Information Svcs - Uncl	Labor Relations Mgr - Uncl
Comm Corr Mgmt Analysis Supv	Dir of Library Service-Uncl	Librarian 3
Comm Corr Superint-BTT - Uncl	Dir of Nursing Svc - RCCC	Manager - Records & Revenue
Compliance and Records Mgr.	Dir of Nutritional Svcs - RCCC	Manager - Workforce Solutions
Controller - CHSD	Dir of Operations - Pks & Rec	Park Operations Supervisor
Corr Hlth Care Sys Adm - Uncl	Dir of Parks & Recreatn - Uncl	Planning Manager
Corr/Det Fac Superint- Uncl	Dir of Property Mgmt - Uncl	Program Dir - Lake Owasso Res
County Assessor - Uncl	Dir of Property Rcds & Rev- Uncl	Project Manager Property Mgmt
County Eng/Dir Pub Wks - Uncl	Dir of Public Health - Uncl	Pub Communicatn Mgr - Reg
County Manager - Uncl	Dir of RC Wkfce Solutns - Uncl	Rail - Uncl
Dep Dir of Admin-Com Cor-Uncl	Dir of Regnl Rail Auth - Uncl	Public Communicatn Dir - Uncl
Dep Dir of Adt Div-Com Cor-Unc	Director of Emrgcy Comm - Uncl	Public Health Section Manager
Dep Dir of Com Rel & Ex Aff	Director of Finance	Public Wks Mgr/Cty Svyr - Uncl
-CC-Unc	Director-Devlmt&Plng-Pks&Rec	Research & Evaluation Supv
Dep Dir of Juv Div-Com Cor-Unc	Division Dirctr - Co Atty - Uncl	Risk Management Director
Deputy County Manager - Uncl	Division Director - CHS - Uncl	Undersheriff - Uncl
Deputy Dir Budgeting & Acctng	Emergency Communcation Mgr	Veterans Service Ofcr - Uncl

EEO-4 job category: Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis.

Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and- housing, fire, A.B.C. Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

All Ramsey County - Full and Part-Time Employees by EEO-4 Category by Gender by Ethnic Group as of January 1, 2016

EEO4 Category	Total	Female	Male	Asian			Black			Hispanic			Native American			White			Total		
				F	M		F	M		F	M		F	M		F	M				
Administrative Support	480			35			41			20			3			381					
		424	56		33	2		34	7			16	4		3	0		338	43		480
Officials & Administrators	149			4			10			1			0			134					
		75	74		2	2		7	3			0	1		0	0		66	68		149
Para-Professionals	611			96			109			31			9			366					
		474	137		67	29		76	33			26	5		8	1		297	69		611
Professionals	1,316			134			186			39			13			944					
		861	465		80	54		112	74			20	19		10	3		629	315		1316
Protective Service	533			41			34			25			6			427					
		164	369		9	32		11	23			13	12		4	2		127	300		533
Service & Maintenance	327			16			119			10			5			177					
		164	163		10	6		62	57			7	3		2	3		83	94		327
Skilled Craft	83			1			4			2			2			74					
		3	80		0	1		0	4			1	1		0	2		2	72		83
Technicians	150			20			13			7			2			108					
		74	76		14	6		5	8			6	1		1	1		48	60		150
TOTAL	3649			347			516			135			40			2611					
Total Female, Male		2239	1420		215	132		307	209			89	46		28	12		1590	1021		3649
Percentage: Gender:		61%	39%																		
Percentage: Ethnic Group :				9%	Asian		14%	Black		4%	Hispanic		1%	Native American		72%	White		100%		

Note: EEO-4 categories do not include principal assistants to elected officials.

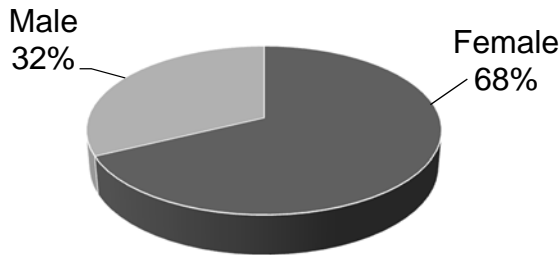
New Hires - All Ramsey County - Full and Part Time Employees - January 1-December 31, 2015 - by EEO-4 Category by Gender by Ethnic Group																				
EEO4 Category*	Total	Female	Male	Asian	F	M	Black	F	M	Hispanic	F	M	Native American	F	M	White	F	M	Total	
New Hires	41			8			11			4			1			17			41	
Administrative		37			7			9			3			1			17		37	
Support			4			1			2			1							4	
New Hires	8						1									7			8	
Officials & Administrators		2															2		2	
			6						1									5	6	
New Hires	78			12			29			4						33			78	
Para-Professionals		58			7			21			4						26		58	
			20			5			8			0						7	20	
New Hires	116			16			27			2			3			68			116	
Professionals		79			12			16			1			2			48		79	
			37			4			11			1		1				20	37	
New Hires	19			3			1									15			19	
Protective Service		16			3			1									12		16	
			3						0									3	3	
New Hires	58			8			23									27			58	
Service & Maintenance		33			6			17									10		33	
			25			2			6									17	25	
New Hires	7															7			7	
Skilled Craft		0																	0	
			7															7	7	
New Hires	24			3			5			2						14			24	
Technicians		13			3			2			2						6		13	
			11						3									8	11	
TOTAL	351			50			97			12			4			188			351	
Total Female, Male		238	113		38	12		66	31		10	2		3	1		121	67	351	
Percentage: F/M		68%	32%																	
Percentage: Ethnic				14%	Asian		28%	Black		4%	Hispanic		1%	Native American		53%	White		100%	

EEO-4 categories do not include elected officials nor principal assistants to elected officials

All Ramsey County

New Hires

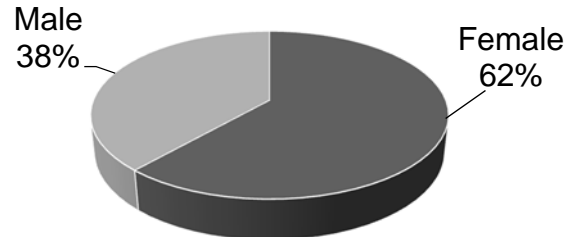
Full and Part-Time Employees by Gender
(N = 352) Jan. 1 - Dec. 31, 2015



Community Corrections

New Hires

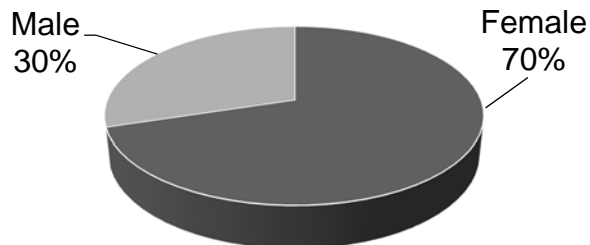
Full and Part-Time Employees by Gender
(N = 13) Jan. 1 - Dec. 31, 2015



Community Human Services

New Hires

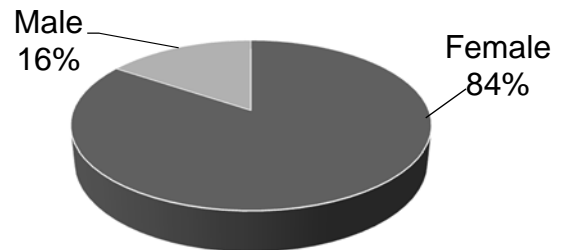
Full and Part-Time Employees by Gender
(N = 114) Jan. 1 - Dec. 31, 2015



County Attorney's Office

New Hires

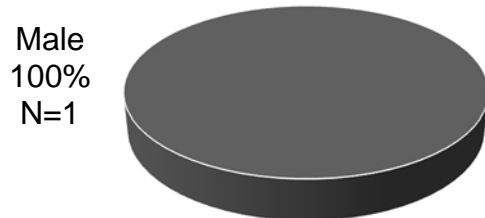
Full and Part-Time Employees by Gender
(N = 32) Jan. 1 - Dec. 31, 2015



County Board Office

New Hires

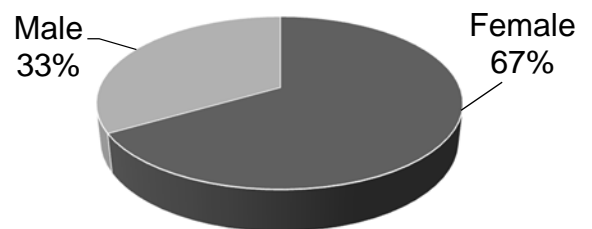
Full and Part-Time Employees by Gender
(N = 1) Jan. 1 - Dec. 31, 2015



County Manager's Office

New Hires

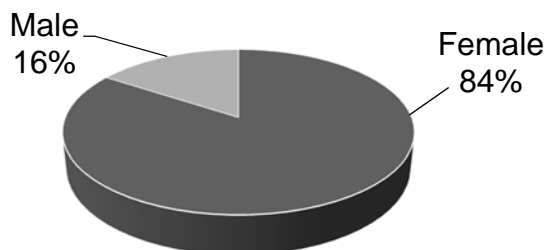
Full and Part-Time Employees by Gender
(N = 3) Jan. 1 - Dec. 31, 2015



Emergency Communications

New Hires

Full and Part-Time Employees by Gender
(N = 19) Jan. 1 - Dec. 31, 2015

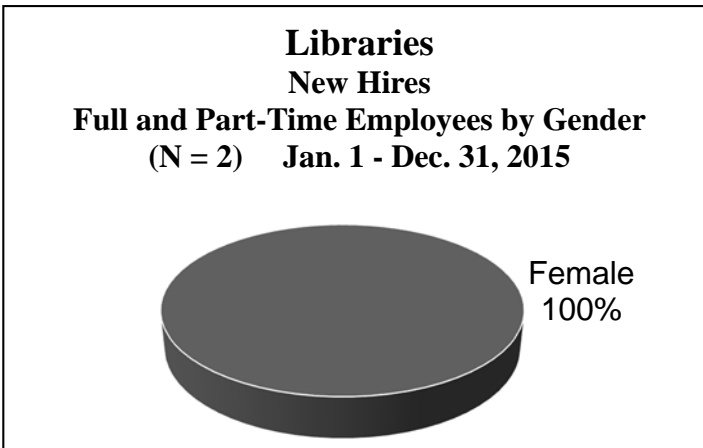
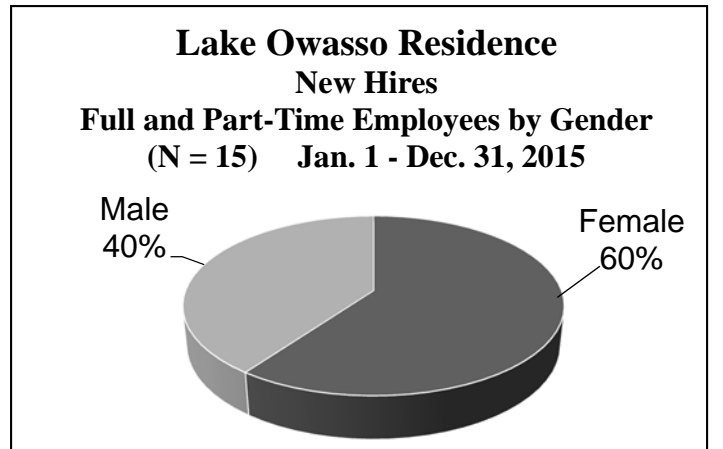
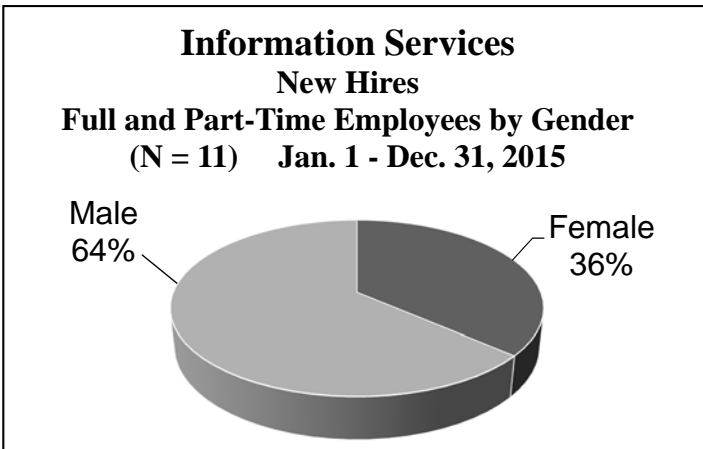
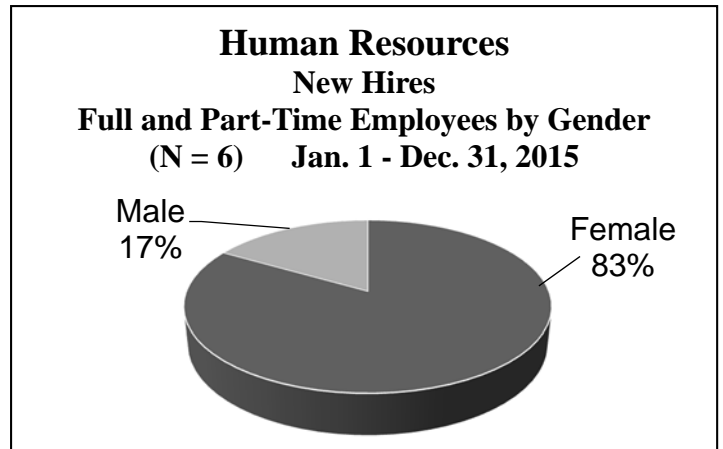
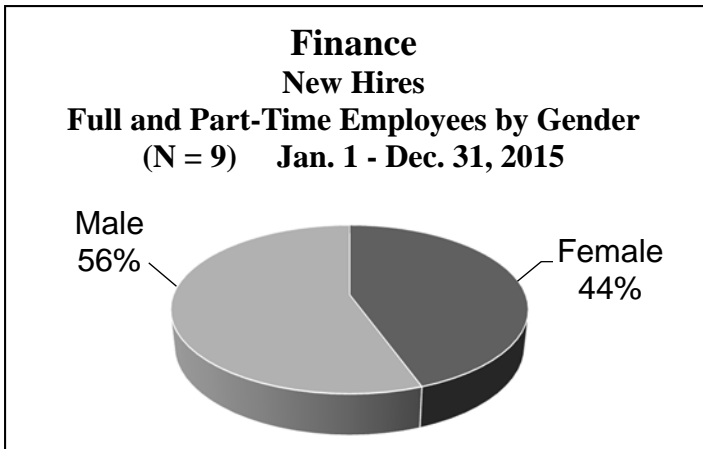


Emergency Management and Homeland Security

New Hires

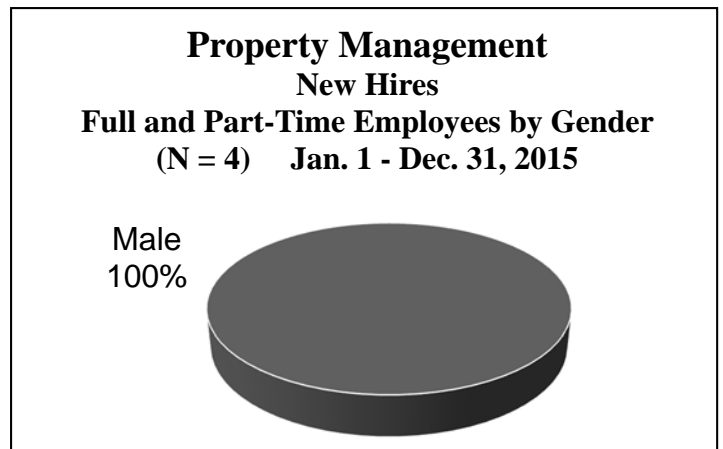
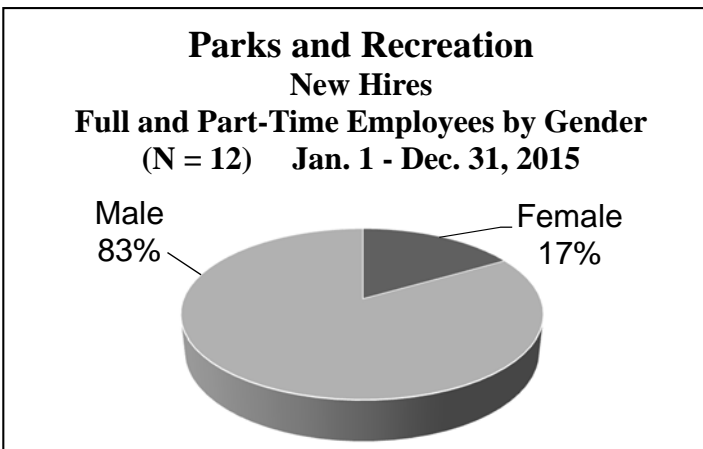
Full and Part-Time Employees by Gender
Jan. 1 – Dec. 31, 2015

No new hires during this time period.



Medical Examiner's Office
New Hires
Full and Part-Time Employees by Gender
Jan. 1 – Dec. 31, 2015

No new hires during this time period.

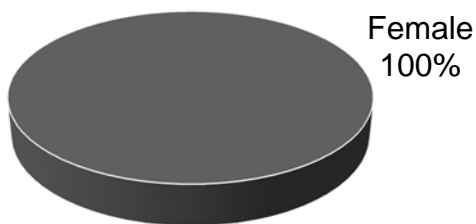


Property Records and Revenue

New Hires

Full and Part-Time Employees by Gender

(N = 4) Jan. 1 - Dec. 31, 2015

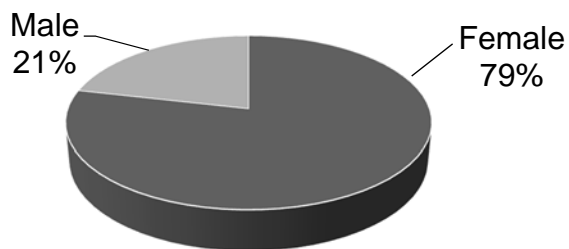


Public Health

New Hires

Full and Part-Time Employees by Gender

(N = 42) Jan. 1 - Dec. 31, 2015

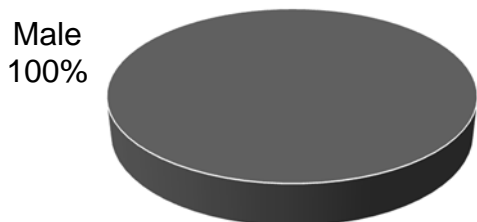


Public Works

New Hires

Full and Part-Time Employees by Gender

(N = 8) Jan. 1 - Dec. 31, 2015

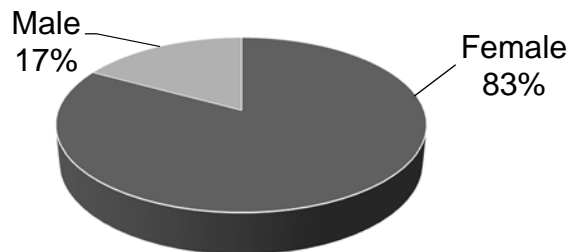


Ramsey County Care Center

New Hires

Full and Part-Time Employees by Gender

(N = 47) Jan. 1 - Dec. 31, 2015

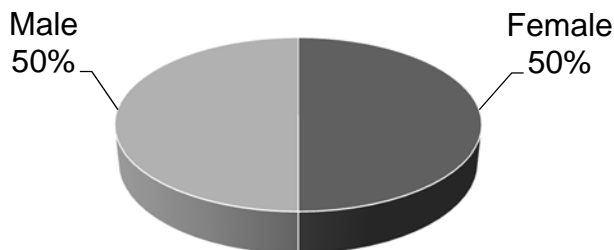


Regional Rail Authority

New Hires

Full and Part-Time Employees by Gender

(N = 2) Jan. 1 - Dec. 31, 2015

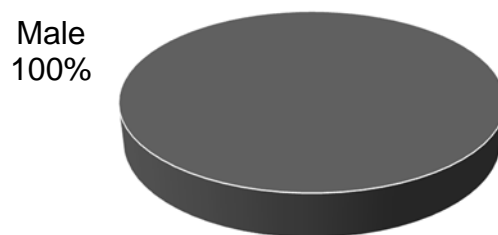


Sheriff's Office

New Hires

Full and Part-Time Employees by Gender

(N = 2) Jan. 1 - Dec. 31, 2015



Veterans Services

New Hires

Full and Part-Time Employees by Gender

Jan. 1 – Dec. 31, 2015

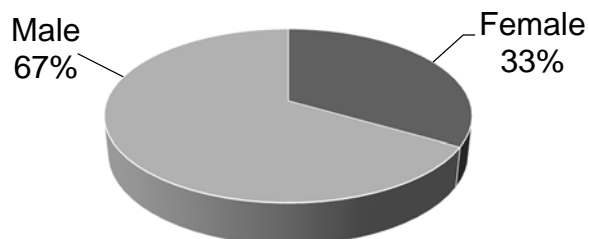
No new hires during this time period.

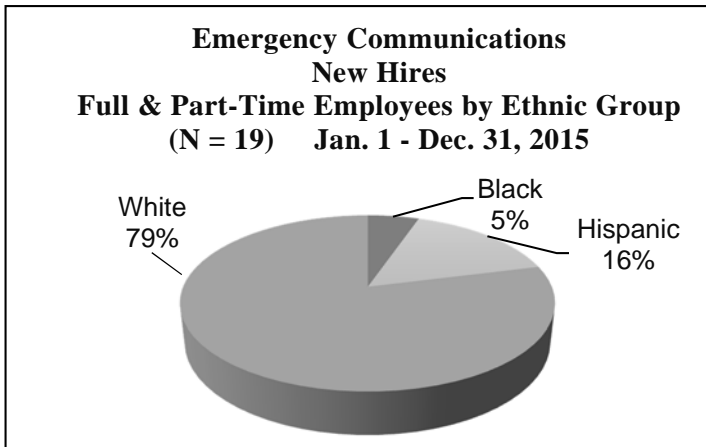
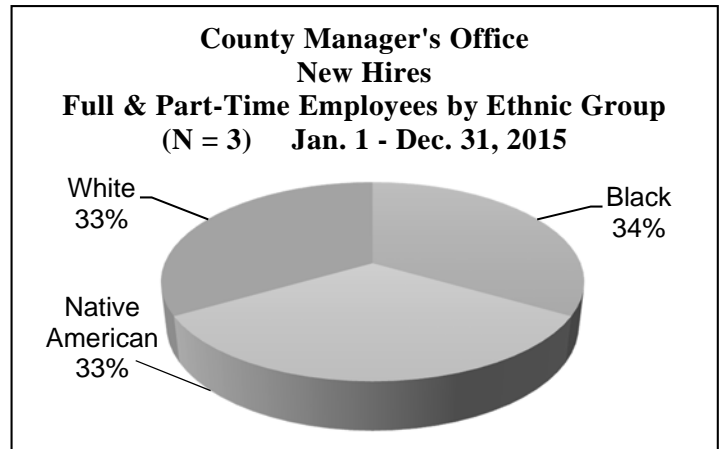
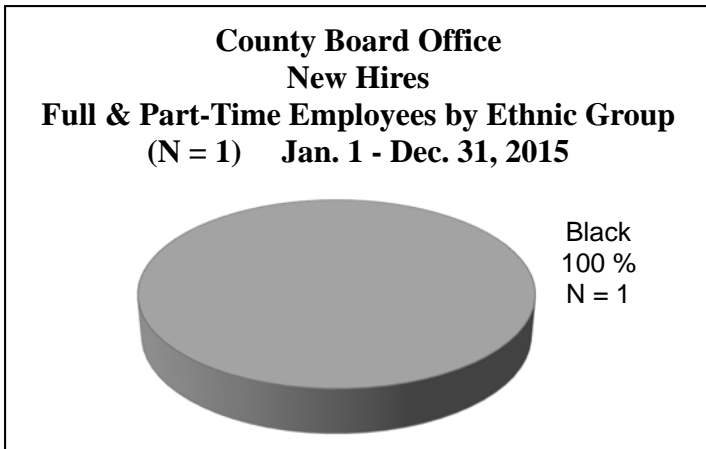
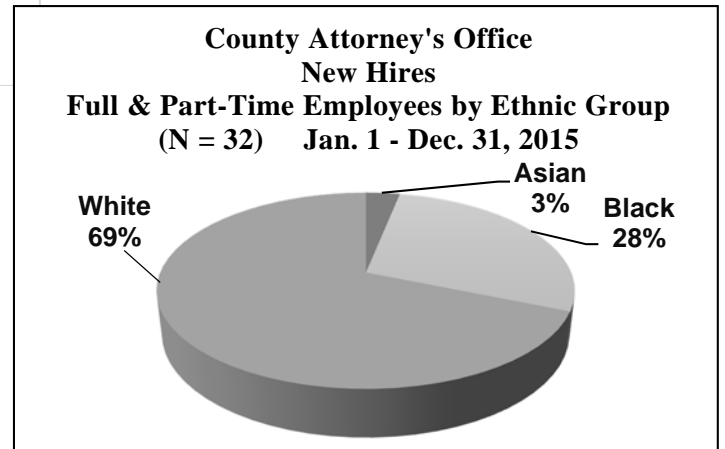
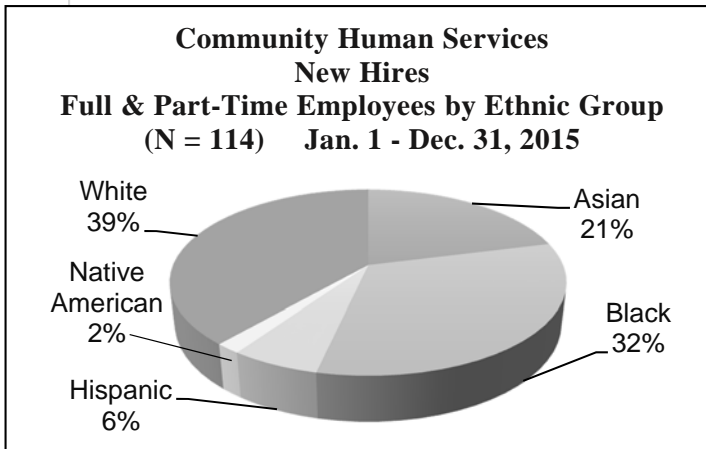
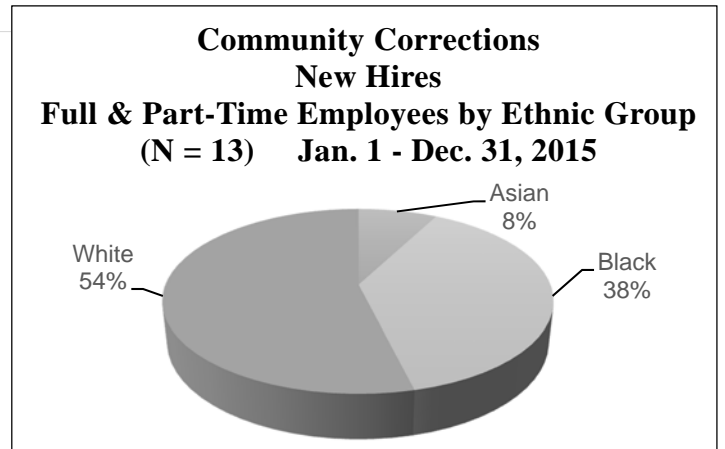
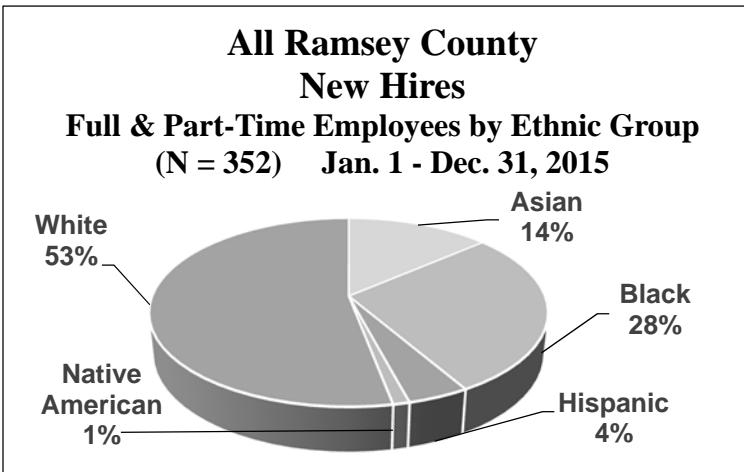
Workforce Solutions

New Hires

Full and Part-Time Employees by Gender

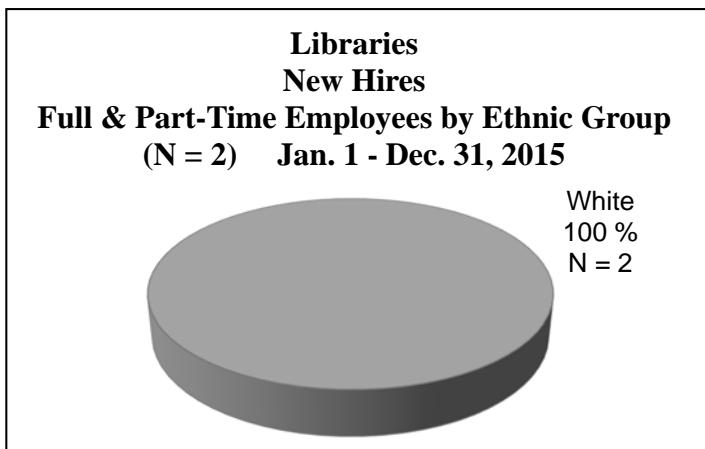
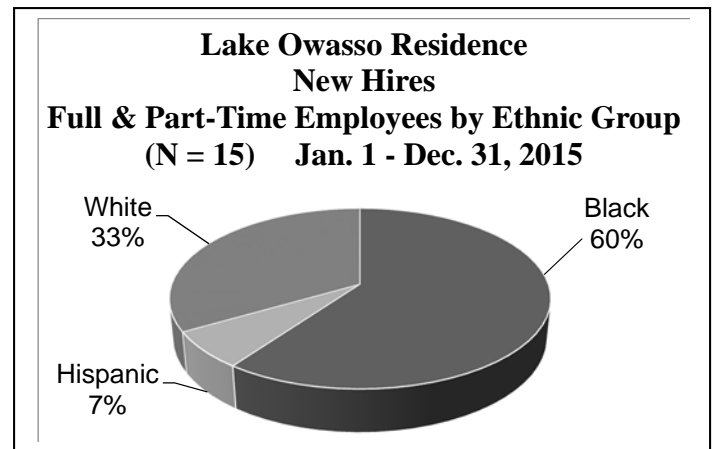
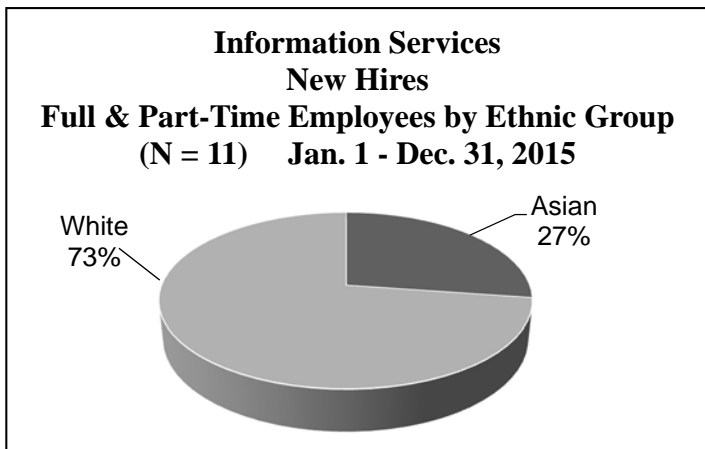
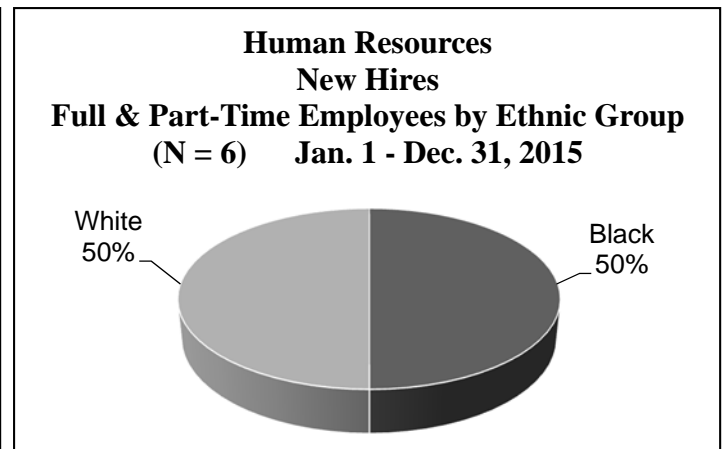
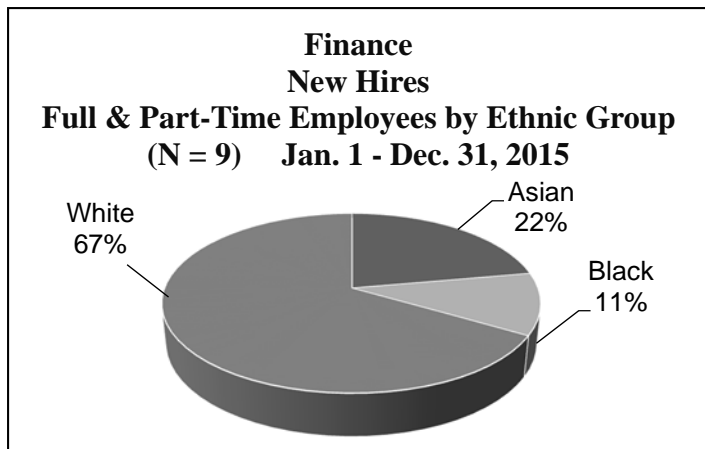
(N = 6) Jan. 1 - Dec. 31, 2015





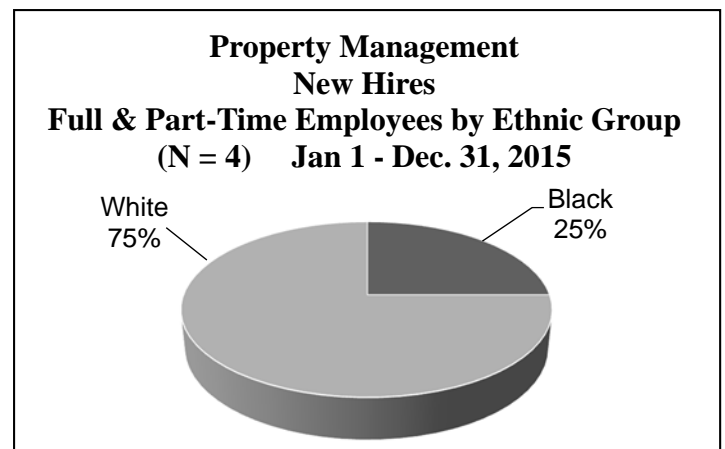
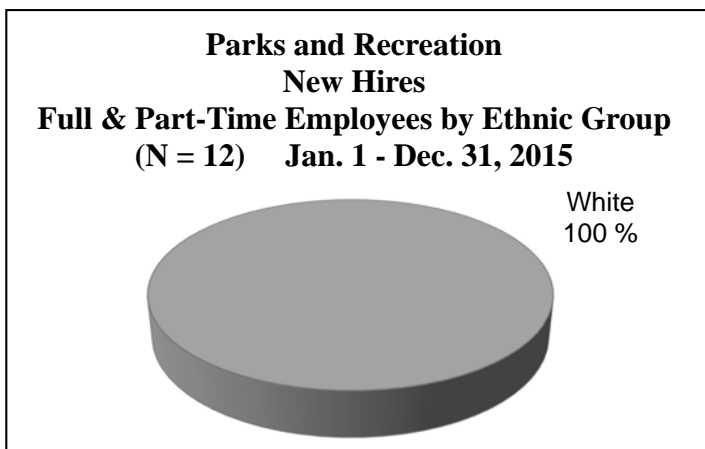
**Emergency Management
and Homeland Security
New Hires**
Full & Part-Time Employees by Ethnic Group
Jan. 1 – Dec. 31, 2015

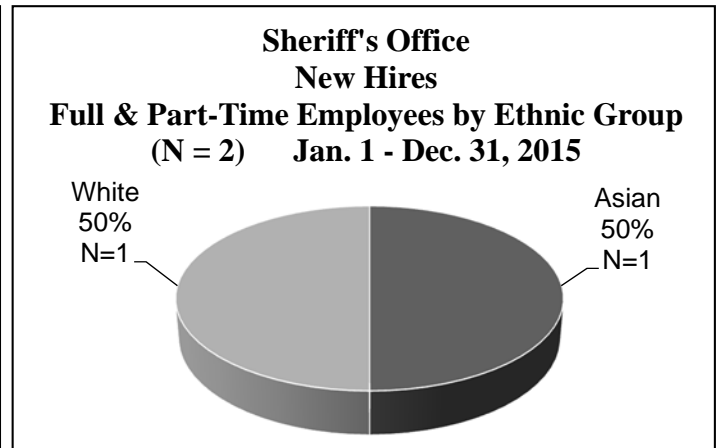
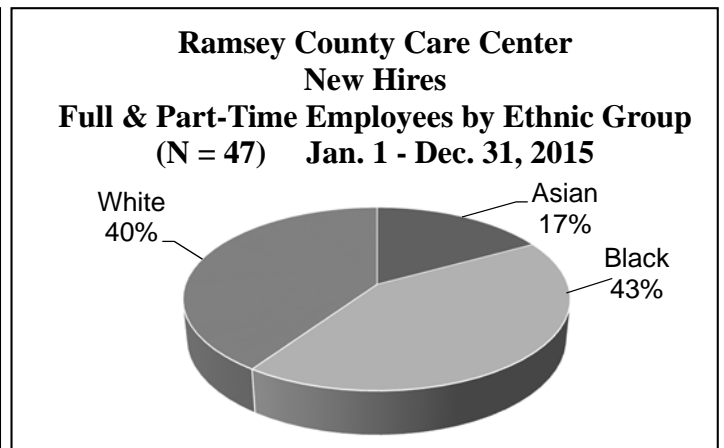
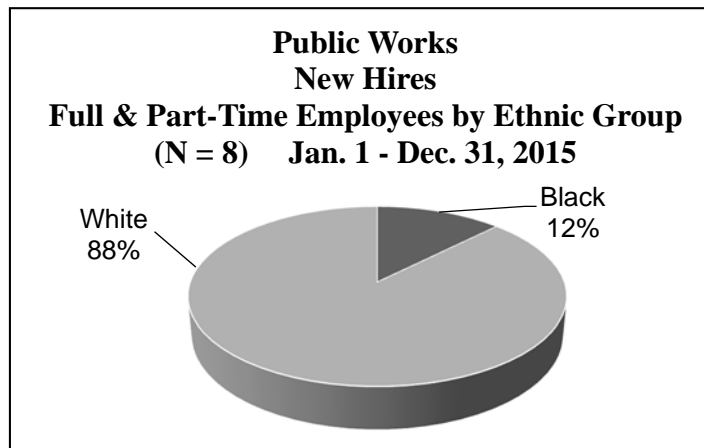
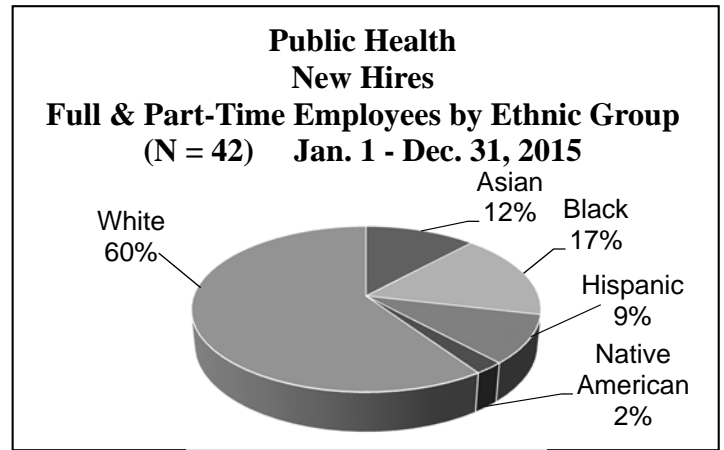
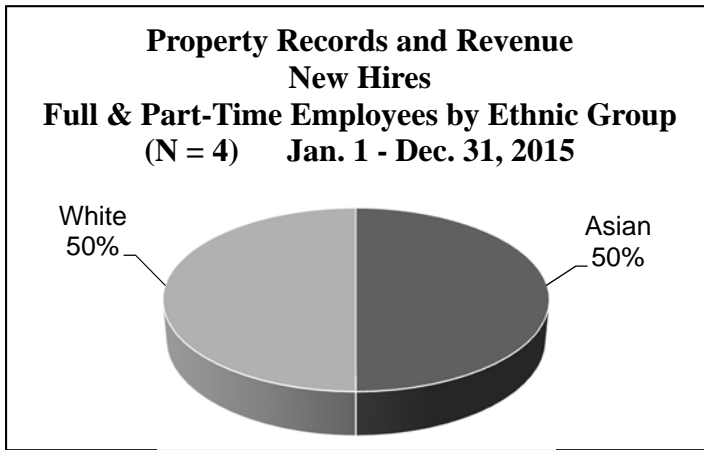
No new hires during this time period.



**Medical Examiner's Office
New Hires**
Full & Part-Time Employees by Ethnic Group
Jan. 1 – Dec. 31, 2015

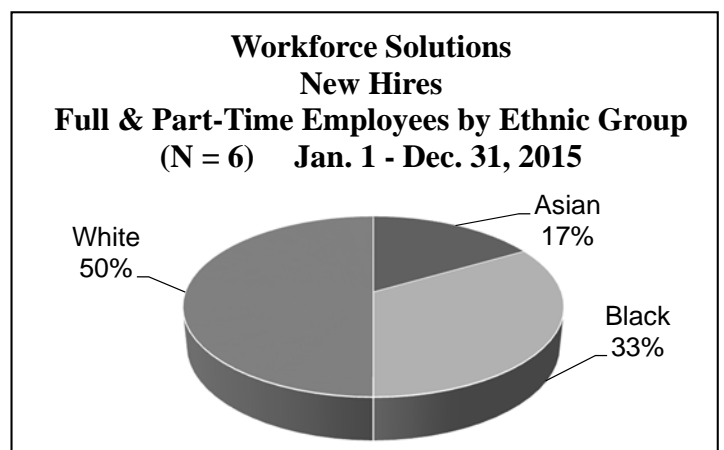
No new hires during this time period.





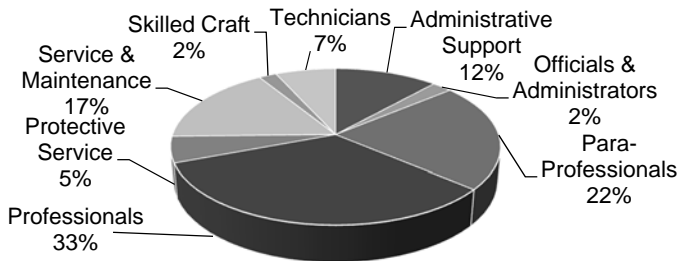
Veterans Services
New Hires
Full & Part-Time Employees by Ethnic Group
Jan. 1 – Dec. 31, 2015

No new hires during this time period.



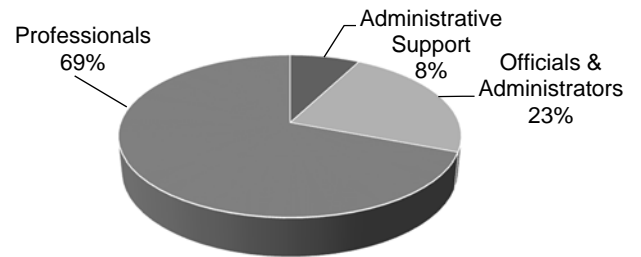
**All Ramsey County
New Hires**

Does not include principal assistant to elected official
Full & Part-Time Employees by EEO-4 Category
 (N = 351) Jan. 1 - Dec. 31, 2015



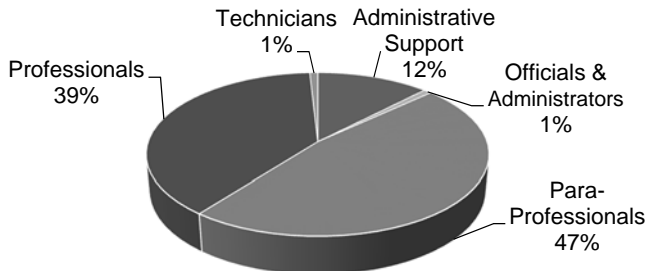
**Community Corrections
New Hires**

Full & Part-Time Employees by EEO-4 Category
 (N = 13) Jan. 1 - Dec. 31, 2015



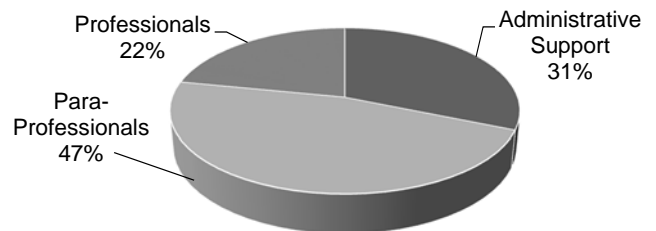
**Community Human Services
New Hires**

Full & Part-Time Employees by EEO-4 Category
 (N = 114) Jan. 1 - Dec. 31, 2015



**County Attorney's Office
New Hires**

Full & Part-Time Employees by EEO-4 Category
 (N = 32) Jan. 1 - Dec. 31, 2015



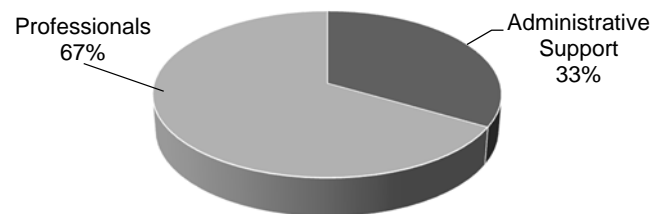
**County Board Office
New Hires**

Does not include principal assistant to elected official
Full & Part-Time Employees by EEO-4 Category
 Jan. 1 – Dec. 31, 2015

No new hires during this time period.

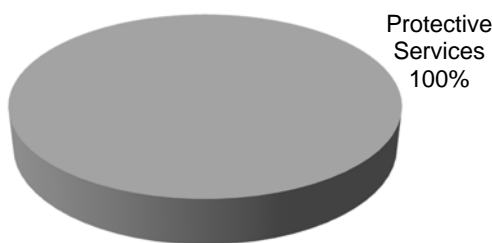
**County Manager's Office
New Hires**

Full & Part-Time Employees by EEO-4 Category
 (N = 3) Jan. 1 - Dec. 31, 2015



**Emergency Communications
New Hires**

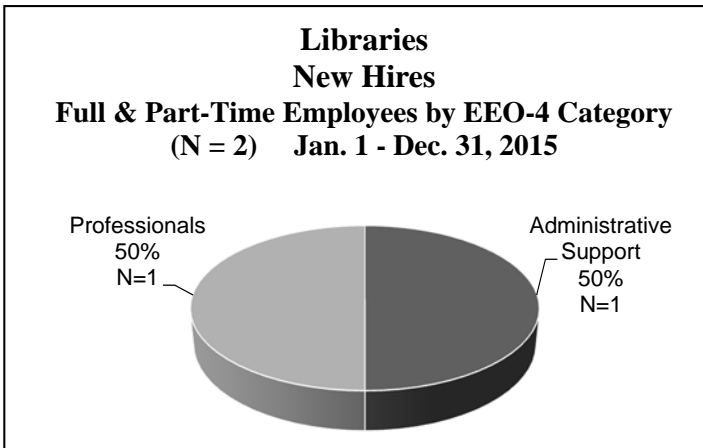
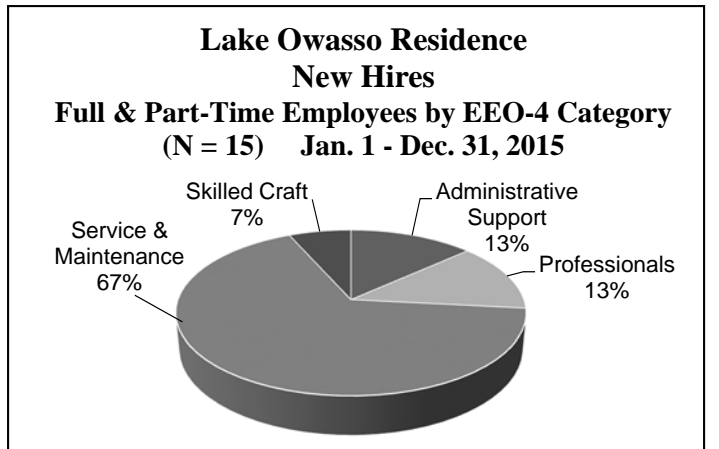
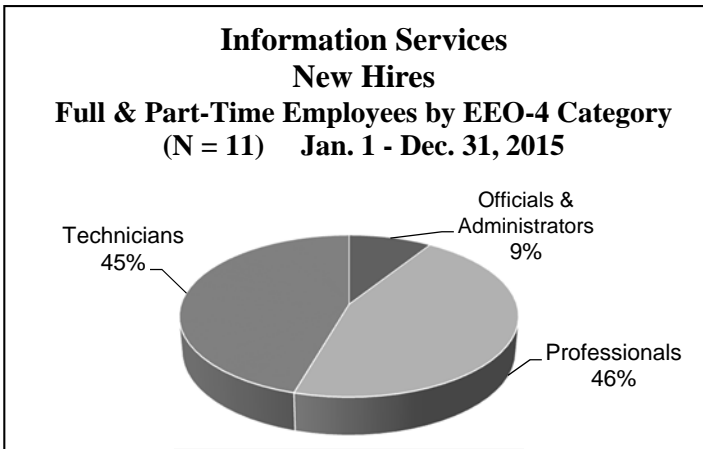
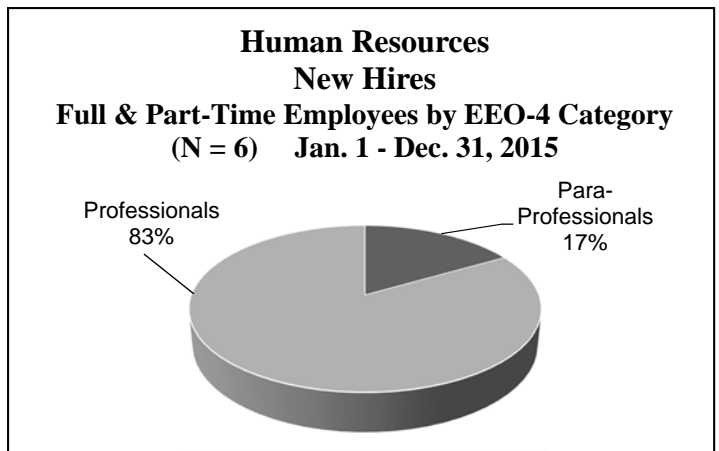
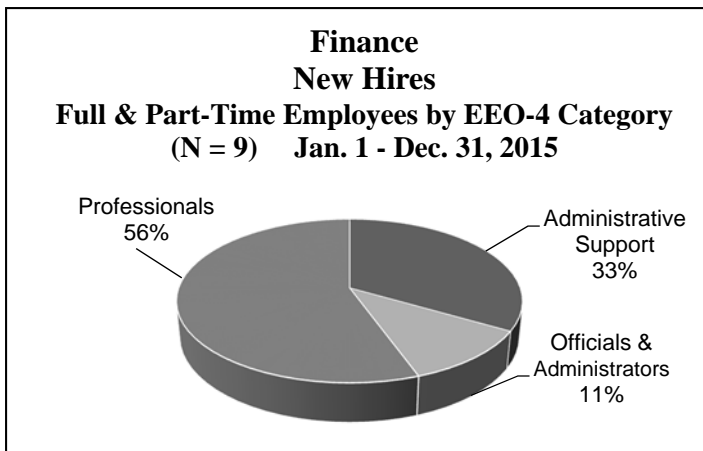
Full & Part-Time Employees by EEO-4 Category
 (N = 19) Jan. 1 - Dec. 31, 2015



**Emergency Management
and Homeland Security
New Hires**

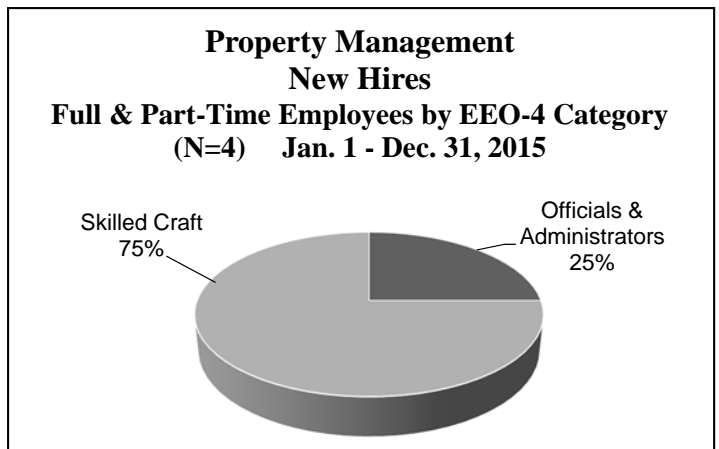
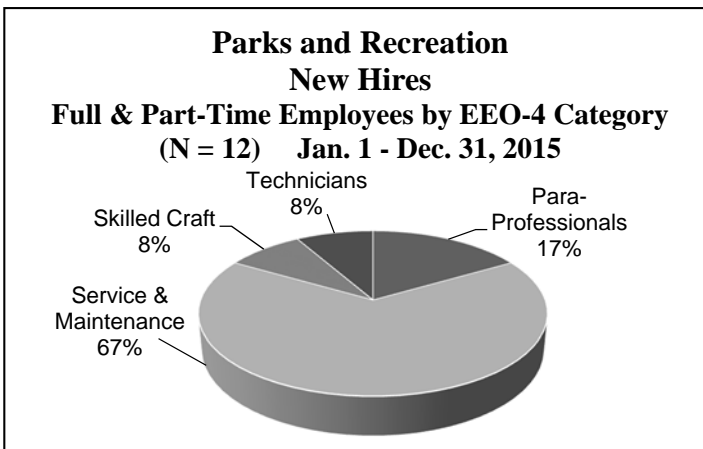
Full & Part-Time Employees by EEO-4 Category
 Jan. 1 – Dec. 31, 2015

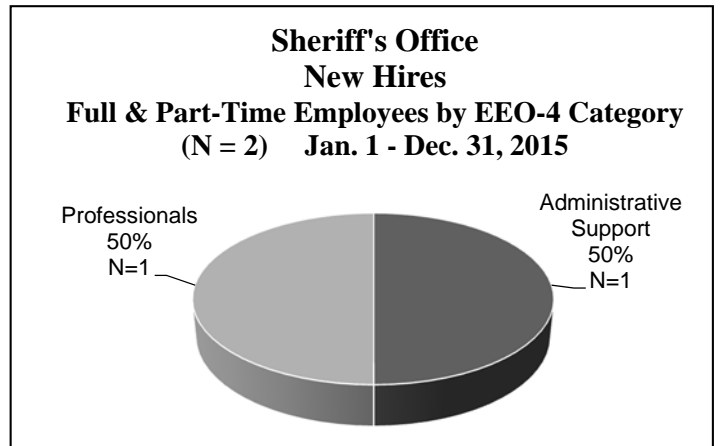
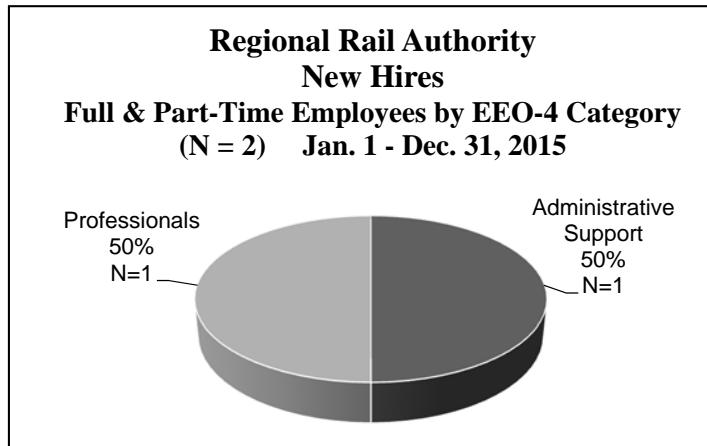
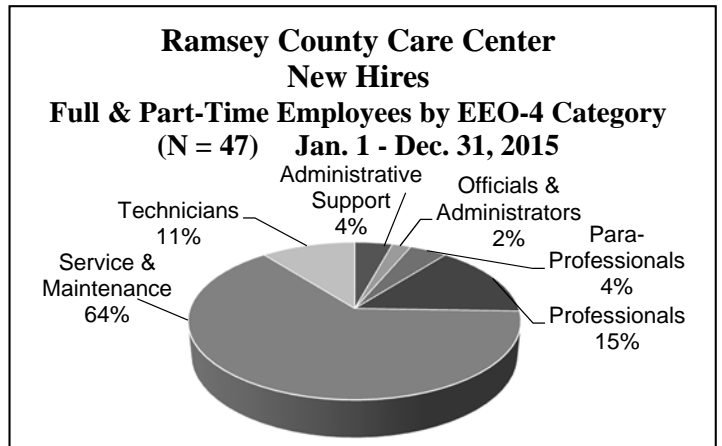
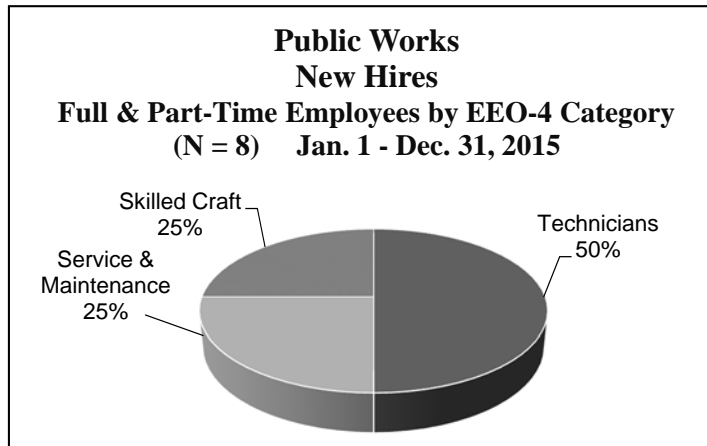
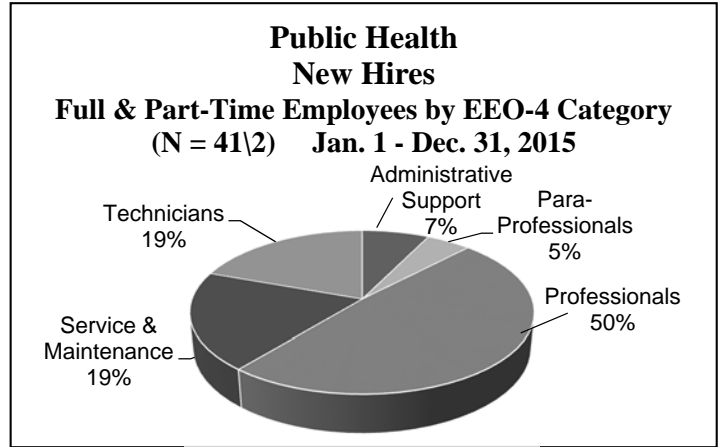
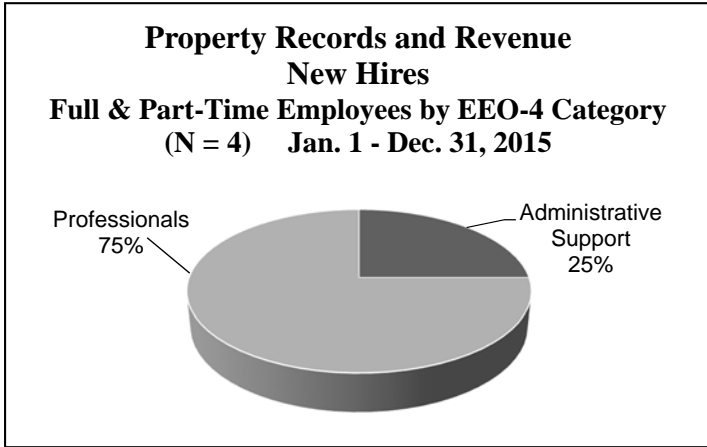
No new hires during this time period.



**Medical Examiner's Office
New Hires**
Full & Part-Time Employees by EEO-4 Category
Jan. 1 – Dec. 31, 2015

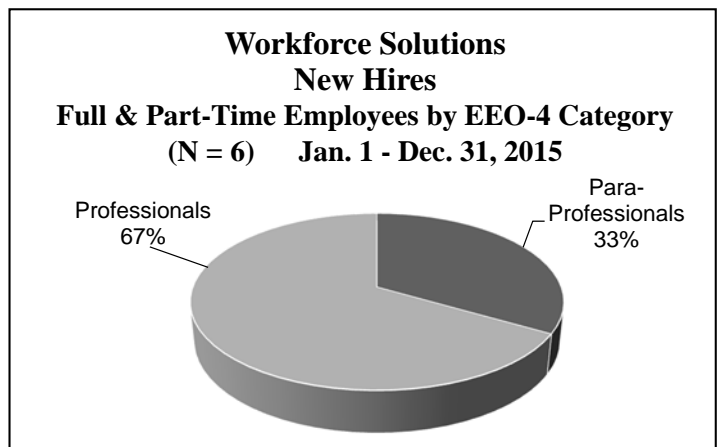
No new hires during this time period.





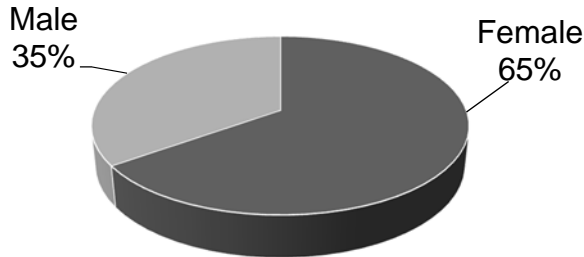
Veterans Services
New Hires
Full & Part-Time Employees by EEO-4 Category
 Jan. 1 – Dec. 31, 2015

No new hires during this time period.



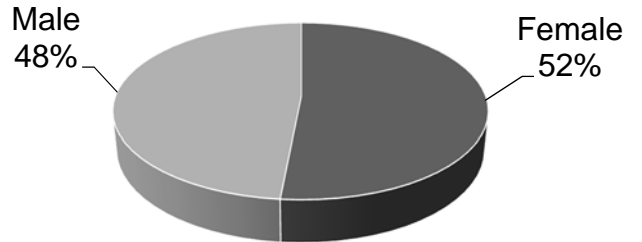
All Ramsey County Promotions

Full and Part-Time Employees by Gender
(N = 273) Jan. 1 - Dec. 31, 2015



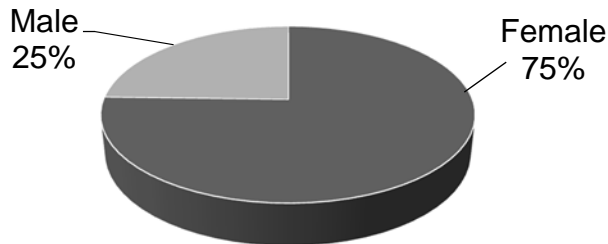
Community Corrections Promotions

Full and Part-Time Employees by Gender
(N = 33) Jan. 1 - Dec. 31, 2015



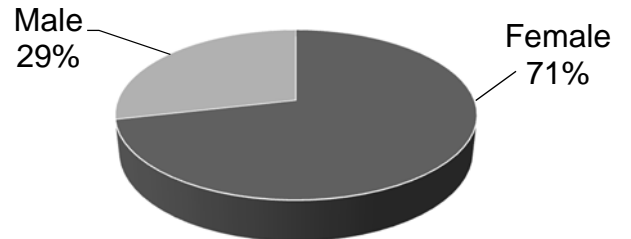
Community Human Services Promotions

Full and Part-Time Employees by Gender
(N = 114) Jan. 1 - Dec. 31, 2015



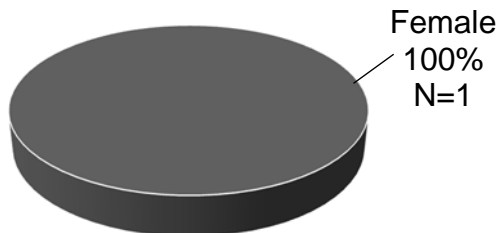
County Attorney's Office Promotions

Full and Part-Time Employees by Gender
(N = 21) Jan. 1 - Dec. 31, 2015



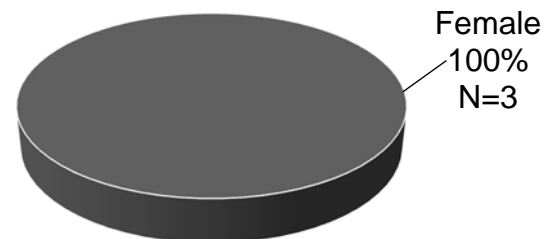
County Board Office Promotions

Full and Part-Time Employees by Gender
(N = 1) Jan. 1 - Dec. 31, 2015



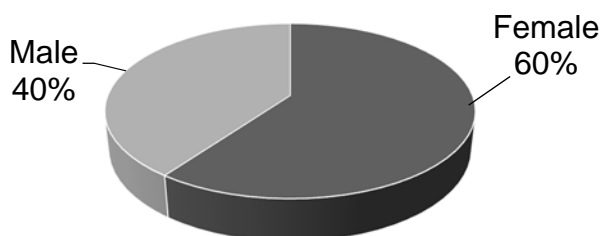
County Manager's Office Promotions

Full and Part-Time Employees by Gender
(N = 3) Jan. 1 - Dec. 31, 2015



Emergency Communications Promotions

Full and Part-Time Employees by Gender
(N = 15) Jan. 1 - Dec. 31, 2015



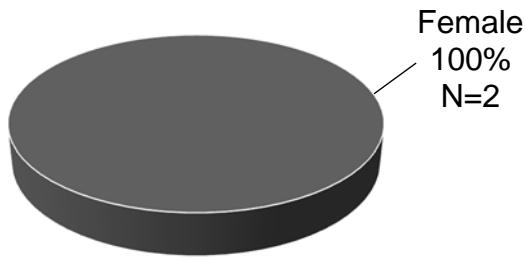
Emergency Management and Homeland Security Promotions

Full and Part-Time Employees by Gender
Jan. 2 – Dec. 31, 2015

No promotions during this time period.

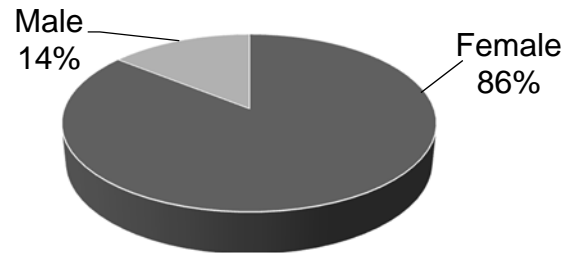
Finance Promotions

Full and Part-Time Employees by Gender
(N = 2) Jan. 1 - Dec. 31, 2015



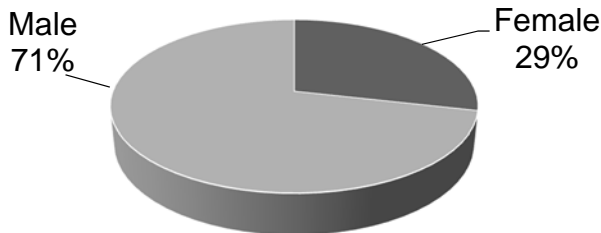
Human Resources Promotions

Full and Part-Time Employees by Gender
(N = 7) Jan. 1 - Dec. 31, 2015



Information Services Promotions

Full and Part-Time Employees by Gender
(N = 7) Jan. 1 - Dec. 31, 2015



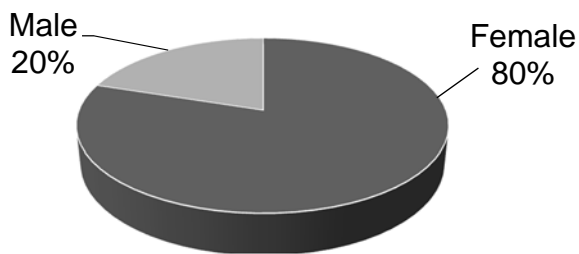
Lake Owasso Residence Promotions

Full and Part-Time Employees by Gender
Jan. 1 – Dec. 31, 2015

No promotions during this time period.

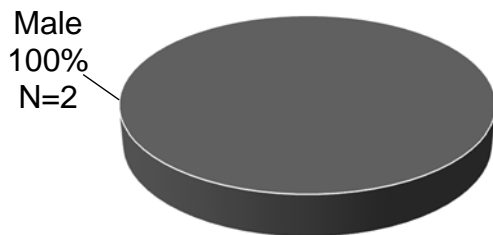
Libraries Promotions

Full and Part-Time Employees by Gender
(N = 5) Jan. 1 - Dec. 31, 2015



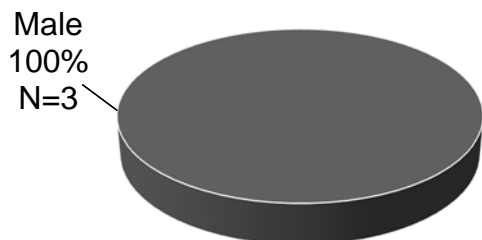
Medical Examiner's Office Promotions

Full and Part-Time Employees by Gender
(N = 2) Jan. 1 - Dec. 31, 2015



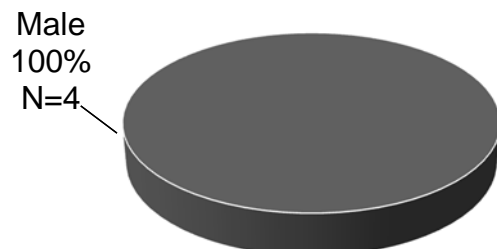
Parks and Recreations Promotions

Full and Part-Time Employees by Gender
(N = 3) Jan. 1 - Dec. 31, 2015



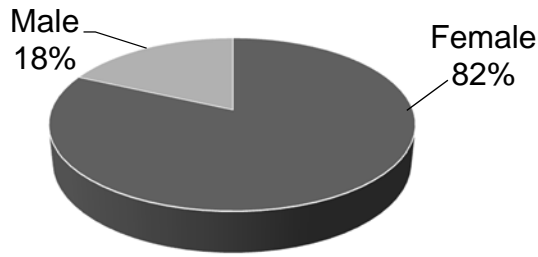
Property Management Promotions

Full and Part-Time Employees by Gender
(N = 4) Jan. 1 - Dec. 31, 2015



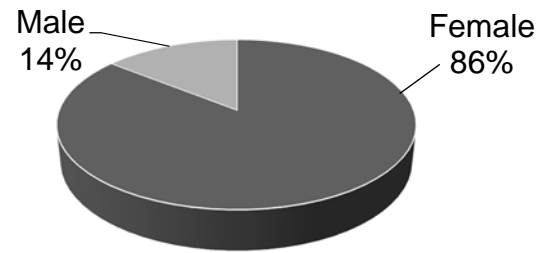
Property Records and Revenue Promotions

Full and Part-Time Employees by Gender
(N = 11) Jan. 1 - Dec. 31, 2015



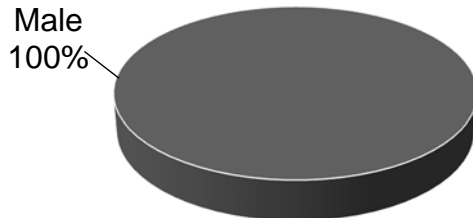
Public Health Promotions

Full and Part-Time Employees by Gender
(N = 14) Jan. 1 - Dec. 31, 2015



Public Works Promotions

Full and Part-Time Employees by Gender
(N = 12) Jan. 1 - Dec. 31, 2015



Ramsey County Care Center Promotions

Full and Part-Time Employees by Gender
Jan. 1 – Dec. 31, 2015

No promotions during this time period.

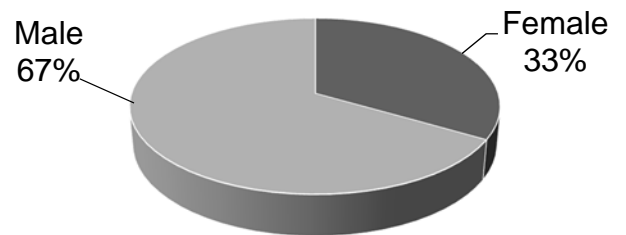
Regional Rail Authority Promotions

Full and Part-Time Employees by Gender
Jan. 1 – Dec. 31, 2015

No promotions during this time period.

Sheriff's Office Promotions

Full and Part-Time Employees by Gender
(N = 3) Jan. 1 - Dec. 31, 2015



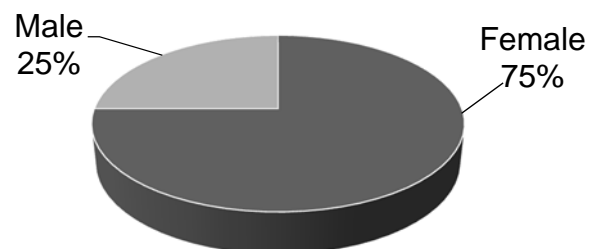
Veterans Services Promotions

Full and Part-Time Employees by Gender
Jan. 1 – Dec. 31, 2015

No promotions during this time period.

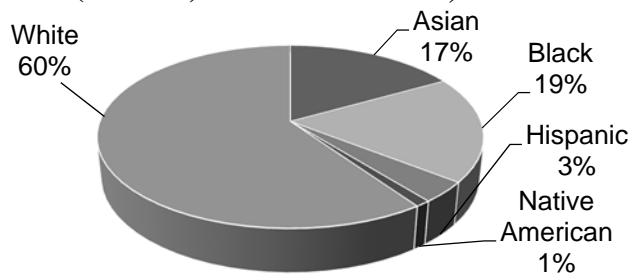
Workforce Solutions Promotions

Full and Part-Time Employees by Gender
(N = 16) Jan. 1 - Dec. 31, 2015



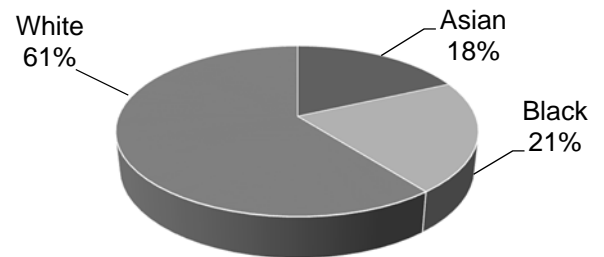
All Ramsey County Promotions

Full & Part-Time Employees by Ethnic Group
(N = 273) Jan. 1 - Dec. 31, 2015



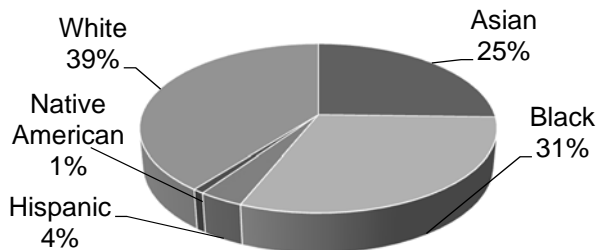
Community Corrections Promotions

Full & Part-Time Employees by Ethnic Group
(N = 33) Jan. 1 - Dec. 31, 2015



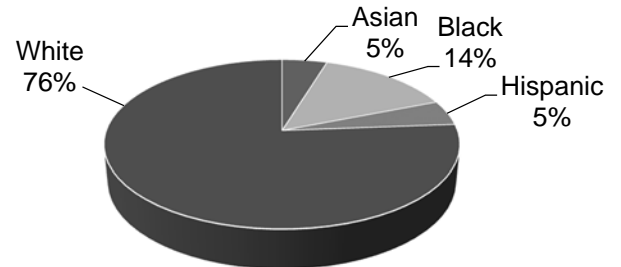
Community Human Services Promotions

Full & Part-Time Employees by Ethnic Group
(N = 114) Jan. 1 - Dec. 31, 2015



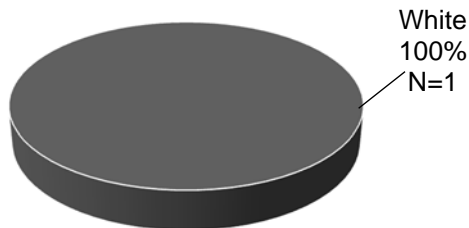
County Attorney's Office Promotions

Full & Part-Time Employees by Ethnic Group
(N = 16) Jan. 1 - Dec. 31, 2015



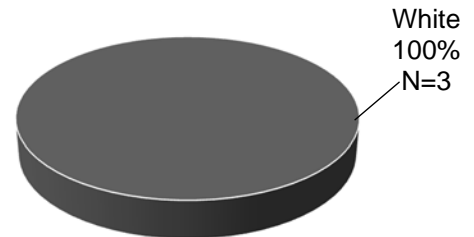
County Board Office Promotions

Full & Part-Time Employees by Ethnic Group
(N = 1) Jan. 1 - Dec. 31, 2015



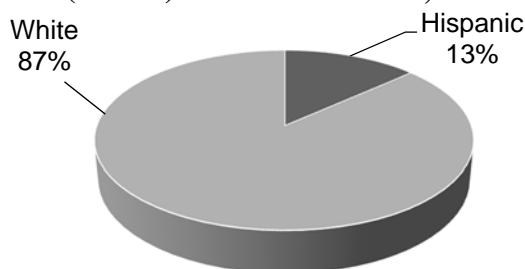
County Manager's Office Promotions

Full & Part-Time Employees by Ethnic Group
(N = 3) Jan. 1 - Dec. 31, 2015



Emergency Communications Promotions

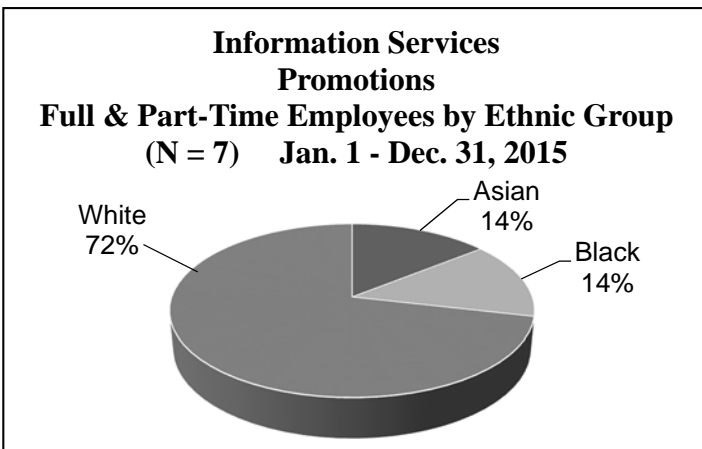
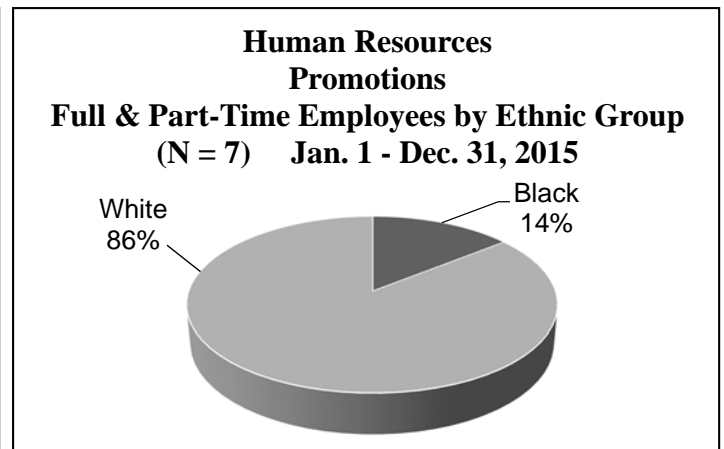
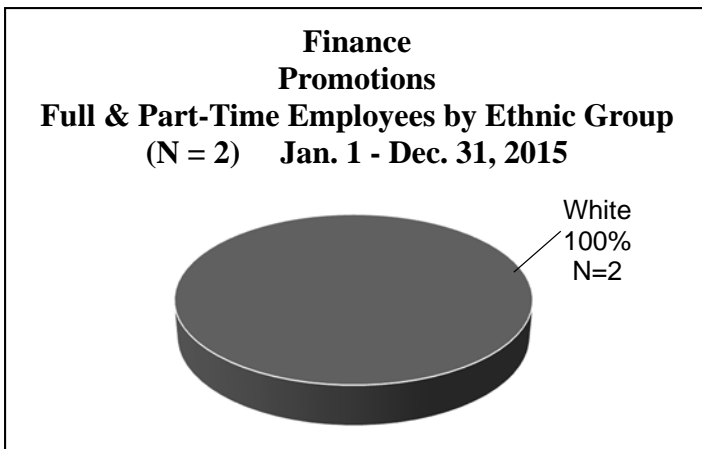
Full & Part-Time Employees by Ethnic Group
(N = 15) Jan. 1 - Dec. 31, 2015



Emergency Management and Homeland Security Promotions

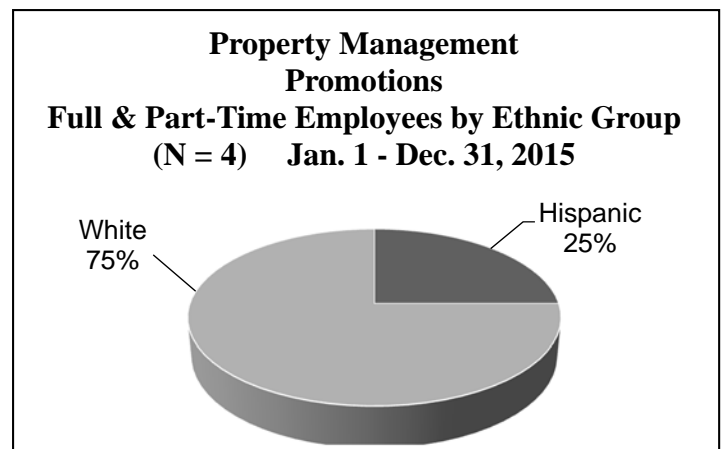
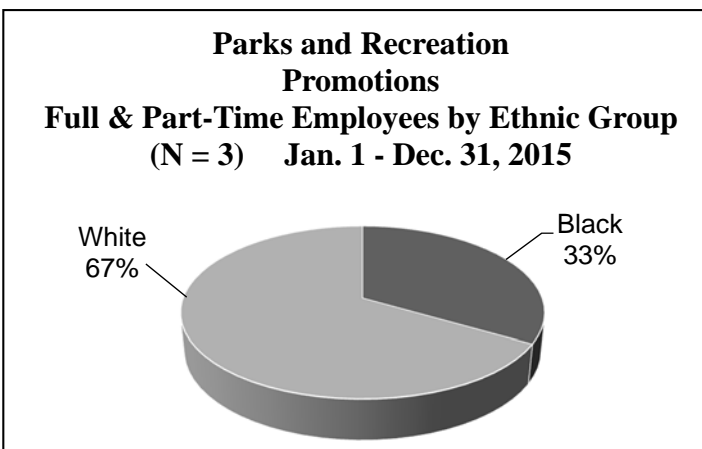
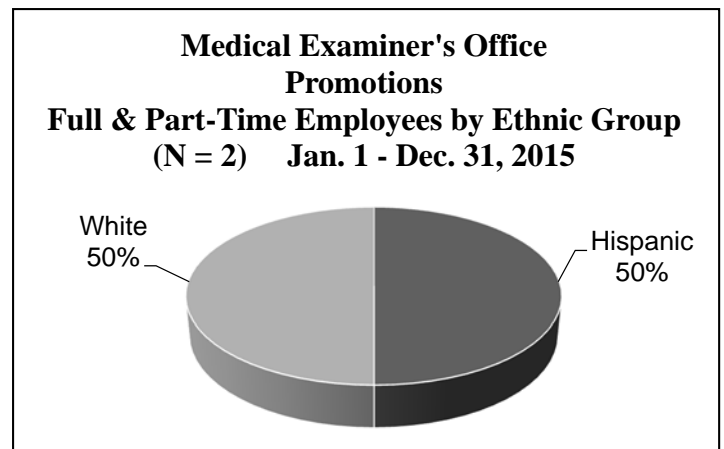
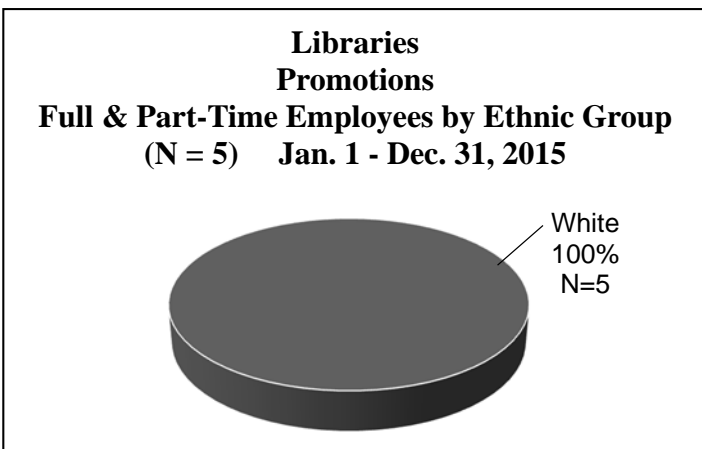
Full & Part-Time Employees by Ethnic Group
Jan. 1 – Dec. 31, 2015

No promotions during this time period.

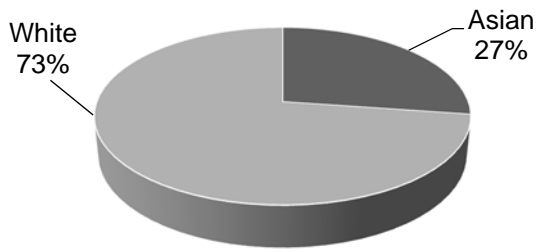


Lake Owasso Residence Promotions
Full & Part-Time Employees by Ethnic Group
 Jan. 1 – Dec. 31, 2015

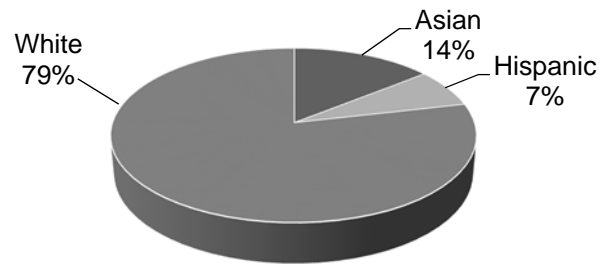
No promotions during this time period.



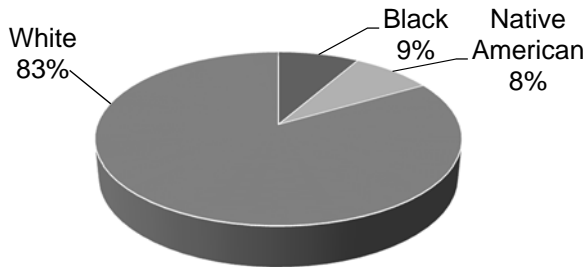
Property Records and Revenue Promotions
Full & Part-Time Employees by Ethnic Group
 (N = 11) Jan. 1 - Dec. 31, 2015



Public Health Promotions
Full & Part-Time Employees by Ethnic Group
 (N = 14) Jan. 1 - Dec. 31, 2015



Public Works Promotions
Full & Part-Time Employees by Ethnic Group
 (N = 12) Jan. 1 - Dec. 31, 2015



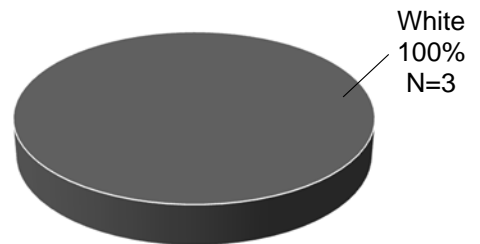
Ramsey County Care Center Promotions
Full & Part-Time Employees by Ethnic Group
 Jan. 1 – Dec. 31, 2015

No promotions during this time period.

Regional Rail Authority Promotions
Full & Part-Time Employees by Ethnic Group
 Jan. 1 – Dec. 31, 2015

No promotions during this time period.

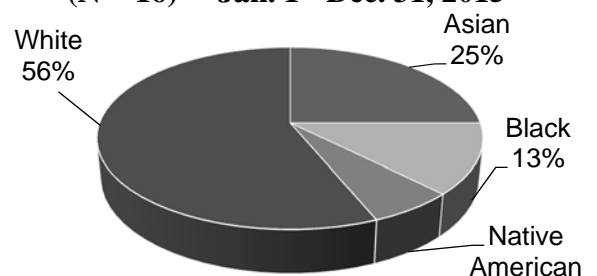
Sheriff's Office Promotions
Full & Part-Time Employees by Ethnic Group
 (N = 3) Jan. 1 - Dec. 31, 2015

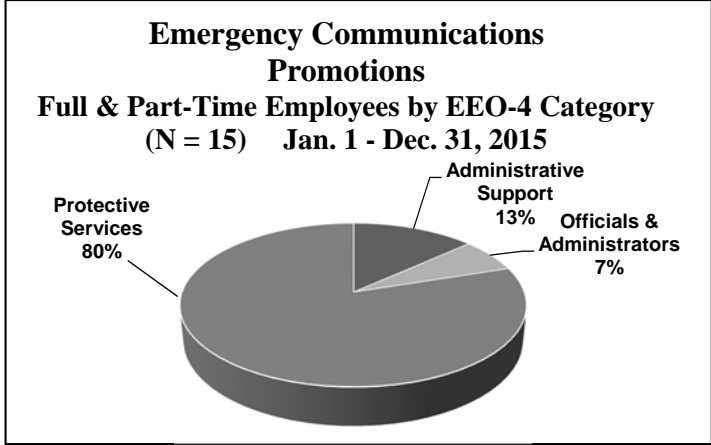
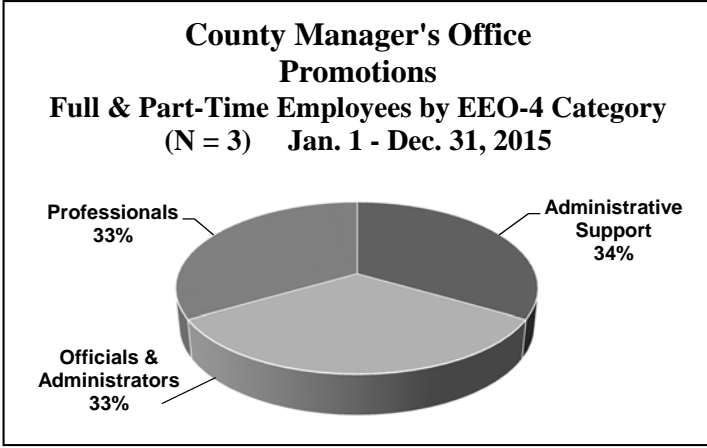
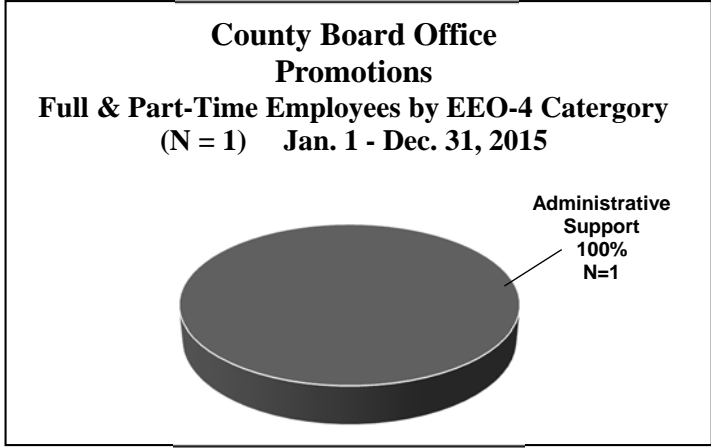
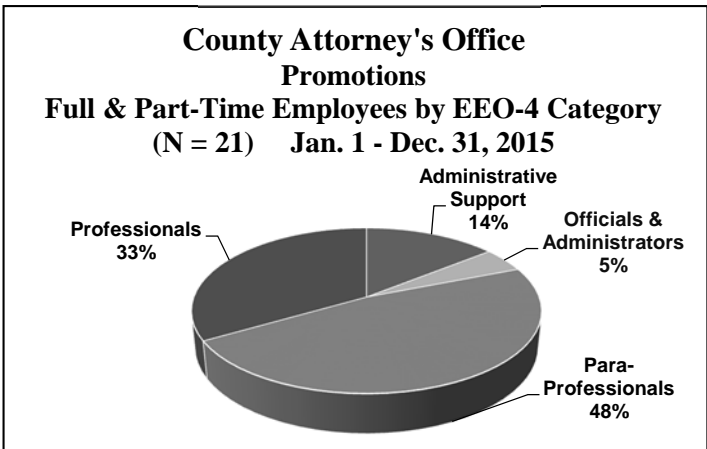
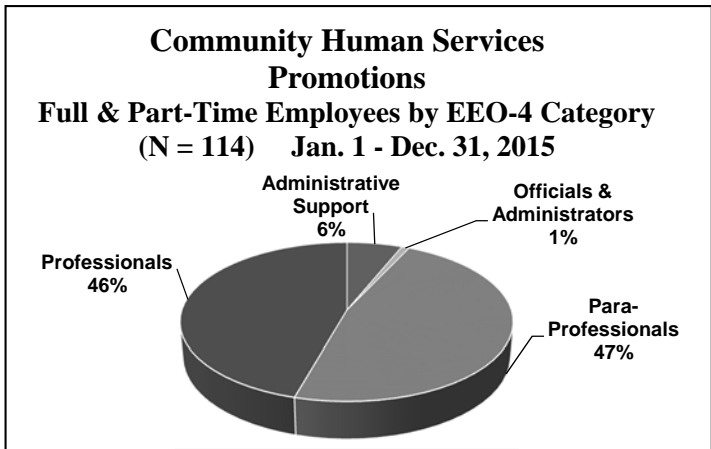
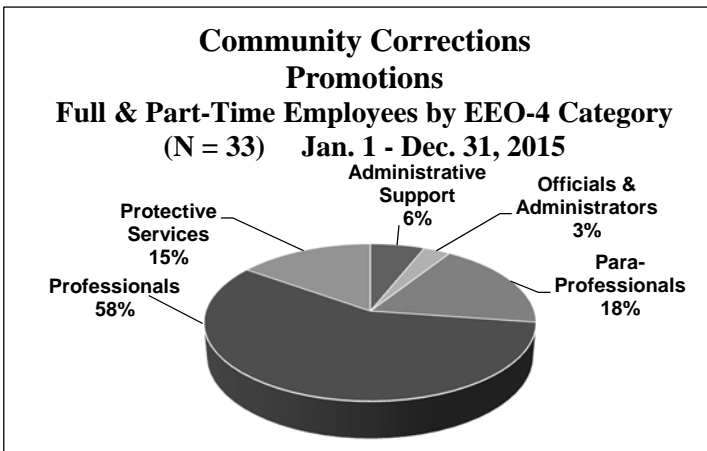
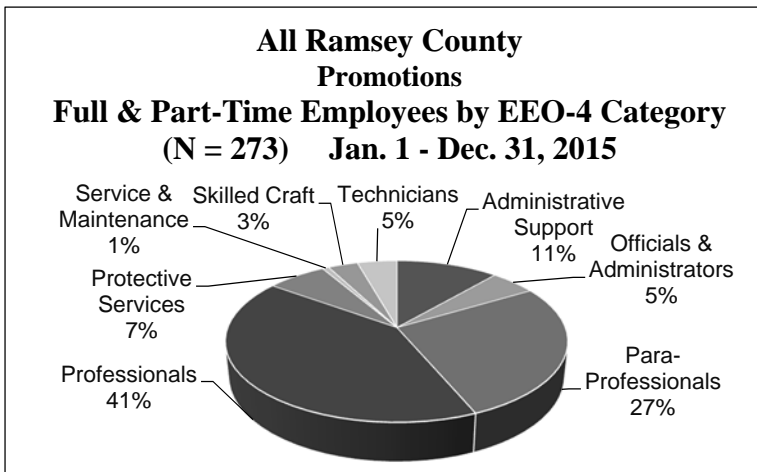


Veterans Services Promotions
Full & Part-Time Employees by Ethnic Group
 Jan. 1 – Dec. 31, 2015

No promotions during this time period.

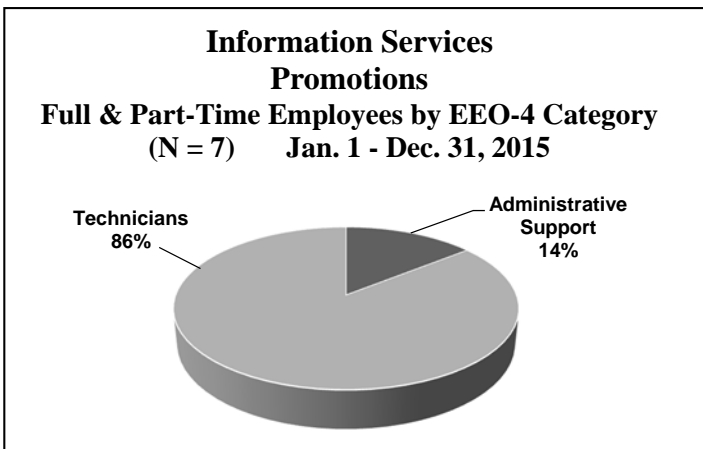
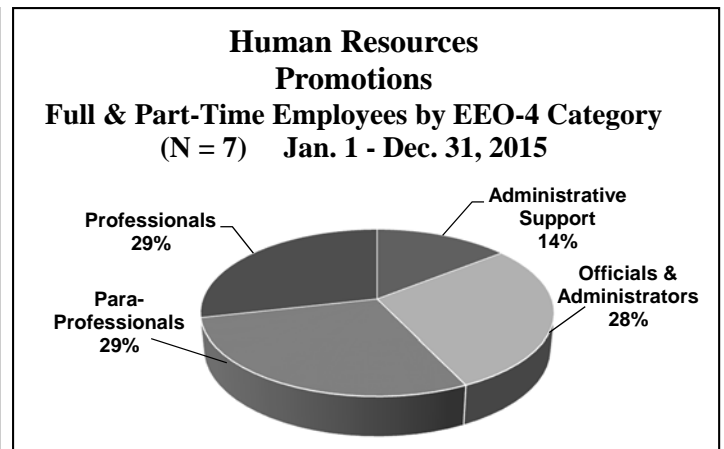
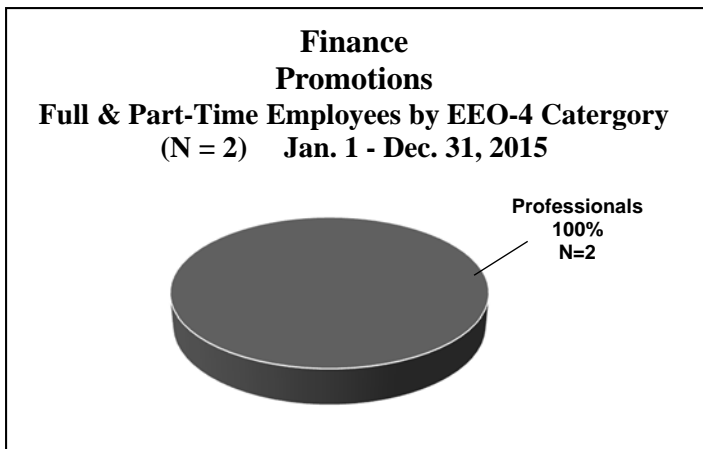
Workforce Solutions Promotions
Full & Part-Time Employees by Ethnic Group
 (N = 16) Jan. 1 - Dec. 31, 2015





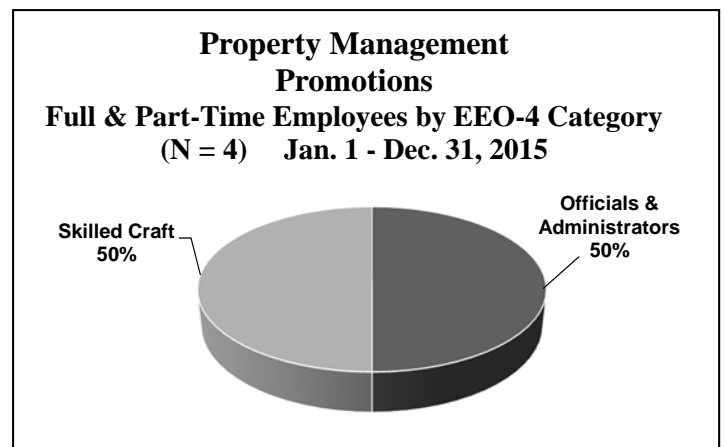
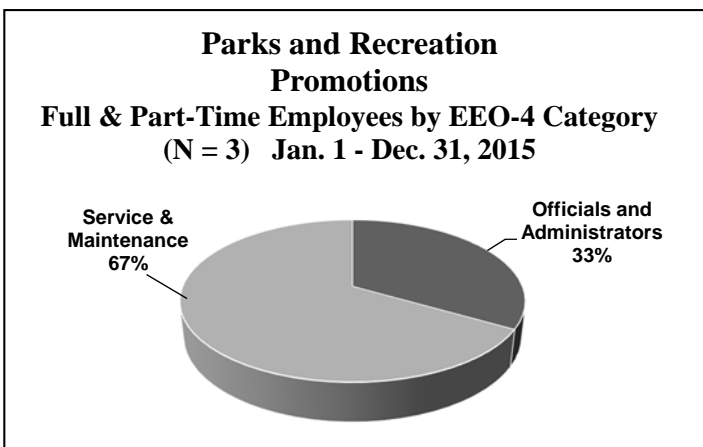
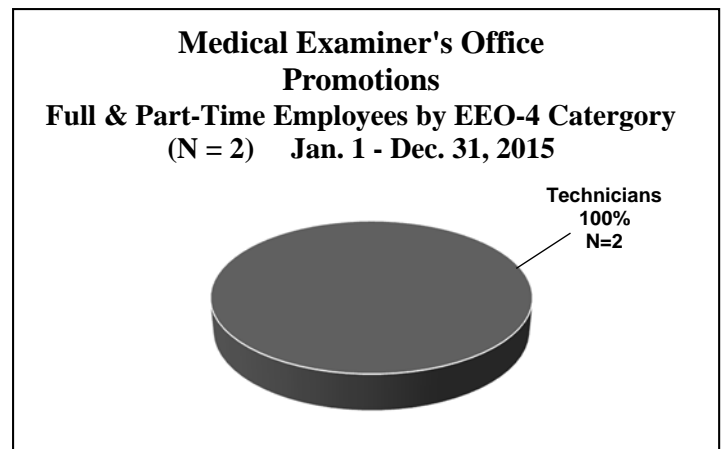
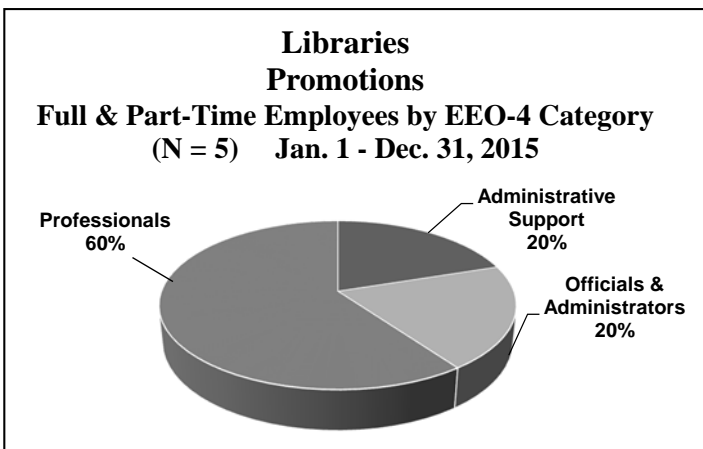
Emergency Management and Homeland Security Promotions
Full & Part-Time Employees by EEO-4 Category
 Jan. 1 - Dec. 31, 2015

No promotions during this time period.



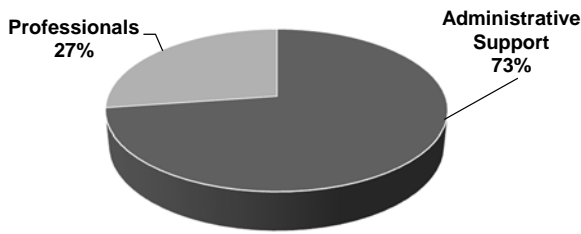
Lake Owasso Residence Promotions
Full & Part-Time Employees by EEO-4 Category
Jan. 1 - Dec. 31, 2015

No promotions during this time period.



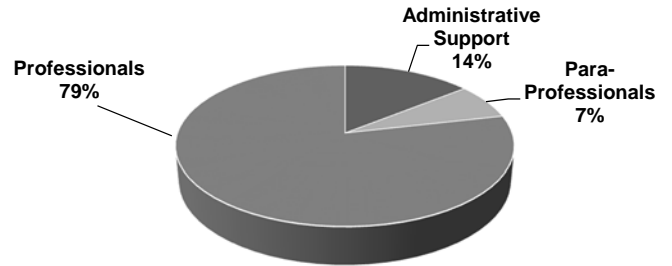
Property Records and Revenue Promotions

Full & Part-Time Employees by EEO-4 Category
(N = 11) Jan. 1 - Dec. 31, 2015



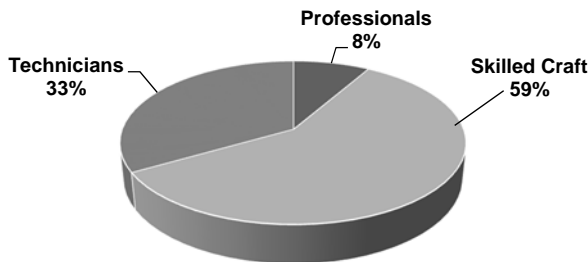
Public Health Promotions

Full & Part-Time Employees by EEO-4 Category
(N = 11) Jan. 1 - Dec. 31, 2015



Public Works Promotions

Full & Part-Time Employees by EEO-4 Category
(N = 12) Jan. 1 - Dec. 31, 2015



Ramsey County Care Center Promotions

Full & Part-Time Employees by EEO-4 Category
Jan. 1 - Dec. 31, 2015

No promotions during this time period.

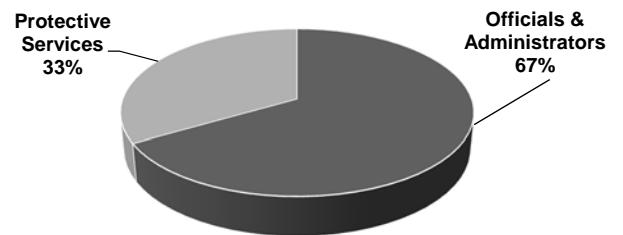
Regional Rail Authority Promotions

Full & Part-Time Employees by EEO-4 Category
Jan. 1 - Dec. 31, 2015

No promotions during this time period.

Sheriff's Office Promotions

Full & Part-Time Employees by EEO-4 Category
(N = 3) Jan. 1 - Dec. 31, 2015



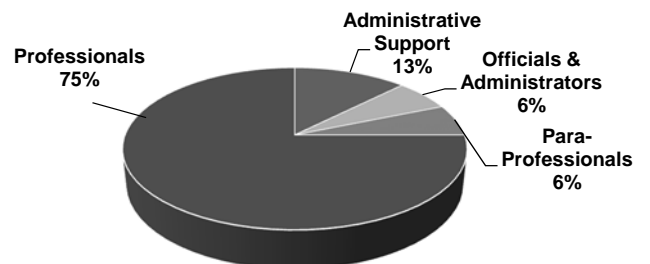
Veterans Services Promotions

Full & Part-Time Employees by EEO-4 Category
Jan. 1 - Dec. 31, 2015

No promotions during this time period.

Workforce Solutions Promotions

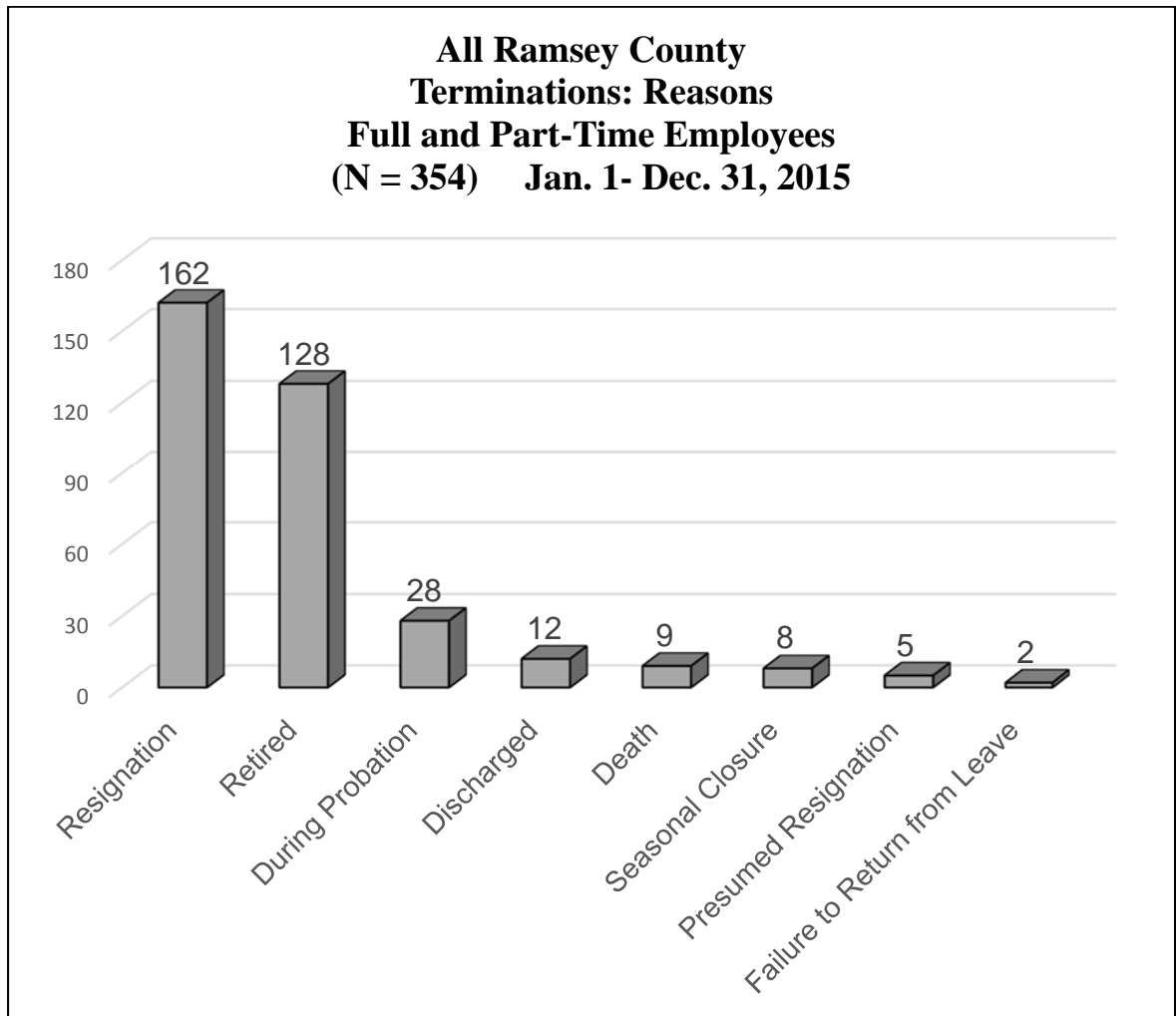
Full & Part-Time Employees by EEO-4 Category
(N = 16) Jan. 1 - Dec. 31, 2015



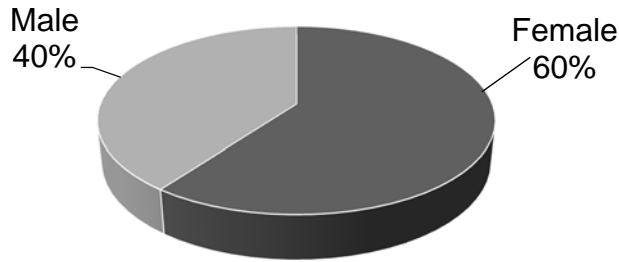
Terminations

“Terminations” is a broad term, which includes:

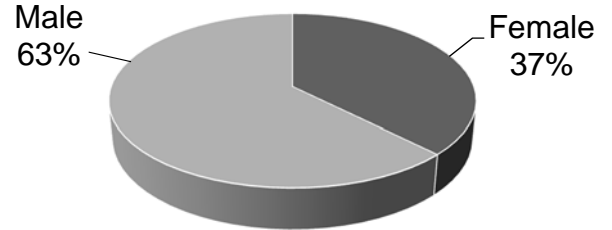
- Death
- Discharge
- During Probation
- Failure to Return From Leave
- Presumed Resignation
- Retired
- Resignation
- Seasonal Closure
- Staff Reduction



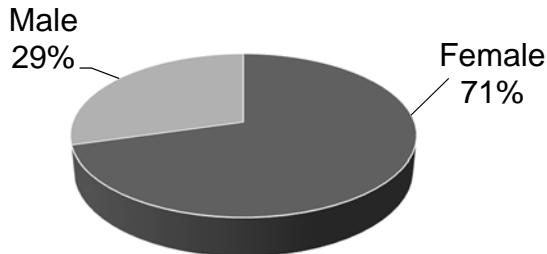
**All Ramsey County
Terminations
Full and Part-Time Employees by Gender
(N = 354) Jan. 1 - Dec. 31, 2015**



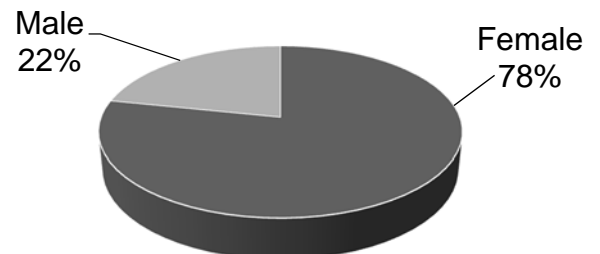
**Community Corrections
Terminations
Full and Part-Time Employees by Gender
(N = 24) Jan. 1 - Dec. 31, 2015**



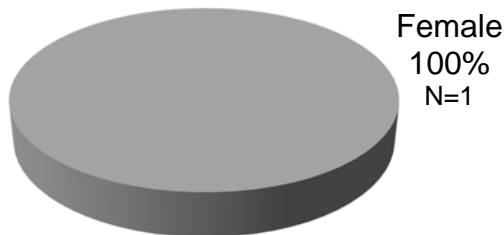
**Community Human Services
Terminations
Full and Part-Time Employees by Gender
(N = 112) Jan. 1 - Dec. 31, 2015**



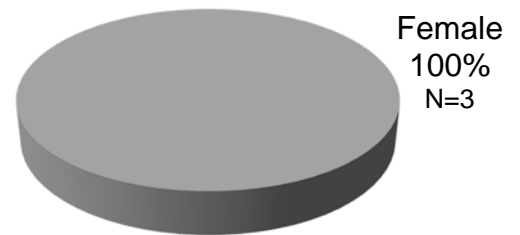
**County Attorney's Office
Terminations
Full and Part-Time Employees by Gender
(N = 23) Jan. 1 - Dec. 31, 2015**



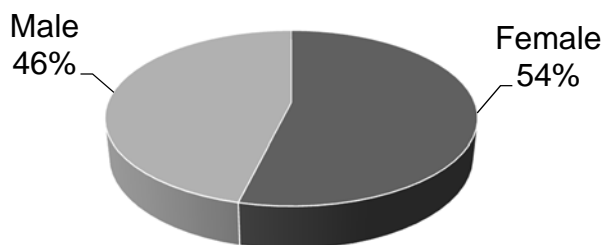
**County Board Office
Terminations
Full and Part-Time Employees by Gender
(N = 1) Jan. 1 - Dec. 31, 2015**



**County Manager's Office
Terminations
Full and Part-Time Employees by Gender
(N = 3) Jan. 1 - Dec. 31, 2015**

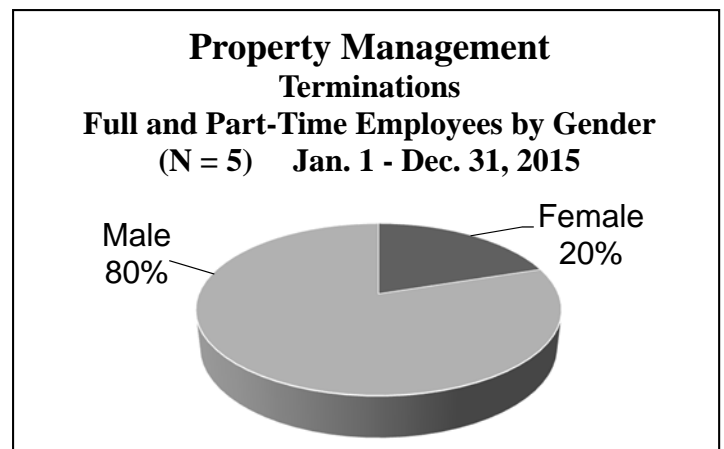
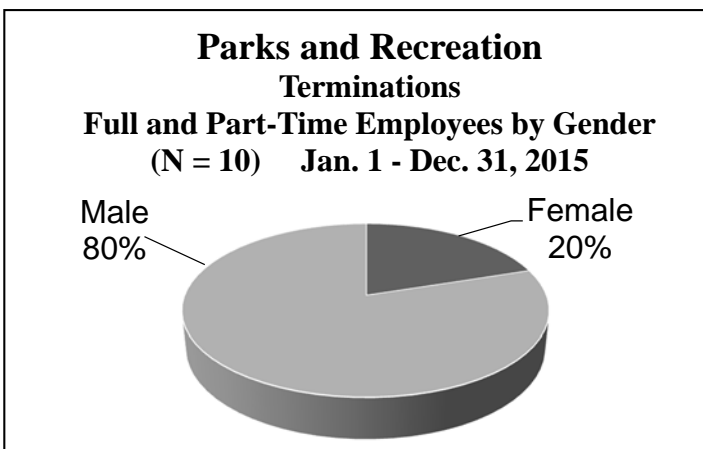
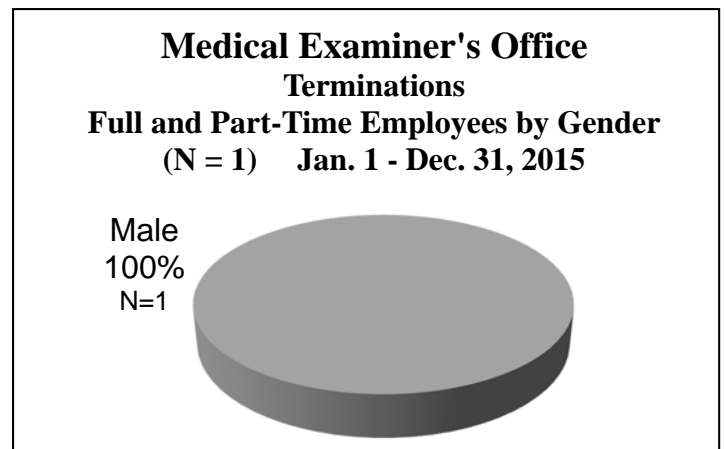
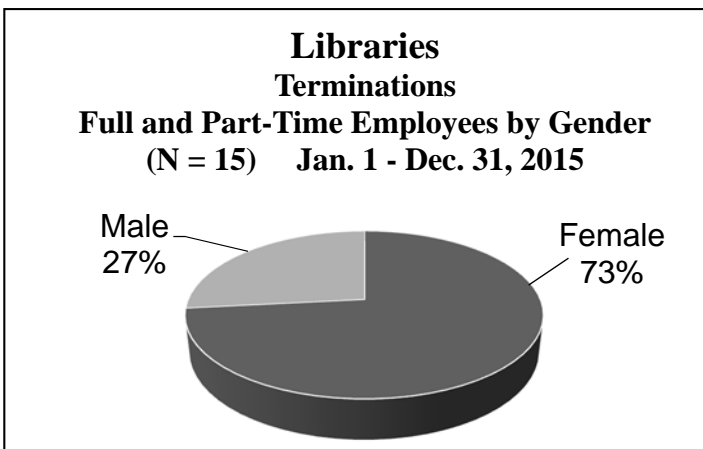
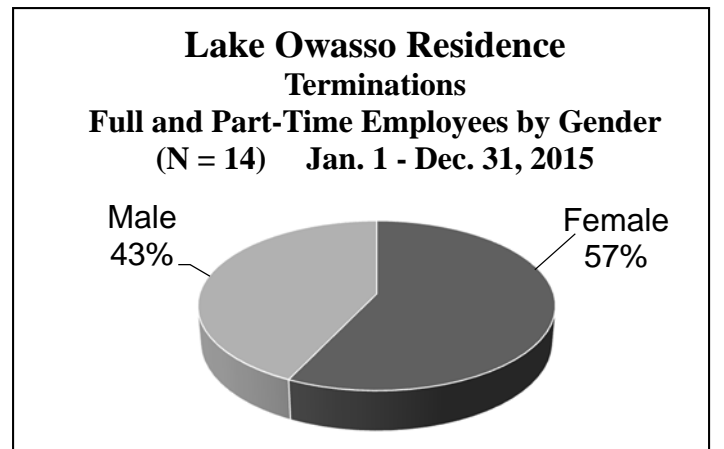
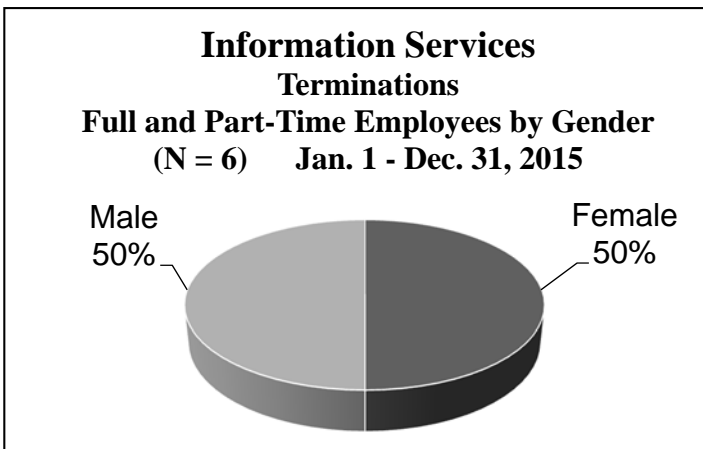
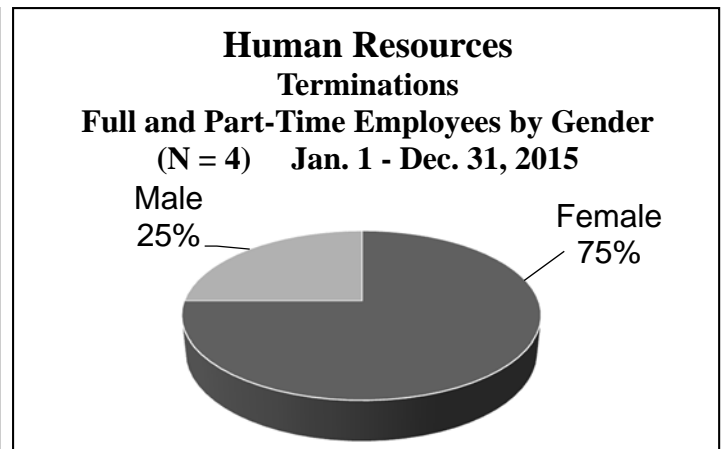
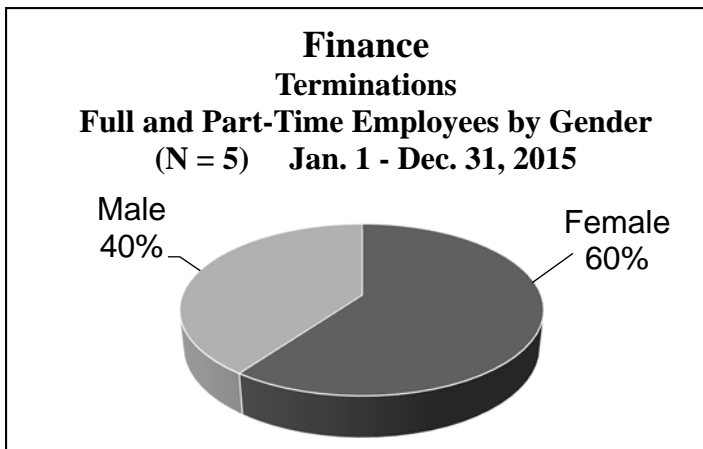


**Emergency Communications
Terminations
Full and Part-Time Employees by Gender
(N = 13) Jan. 1 - Dec. 31, 2015**



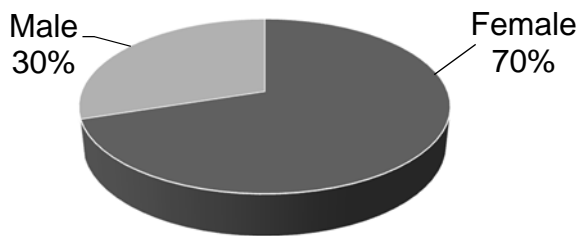
**Emergency Management
and Homeland Security
Terminations
Full and Part-Time Employees by Gender
Jan. 1 – Dec. 31, 2015**

No terminations during this time period.



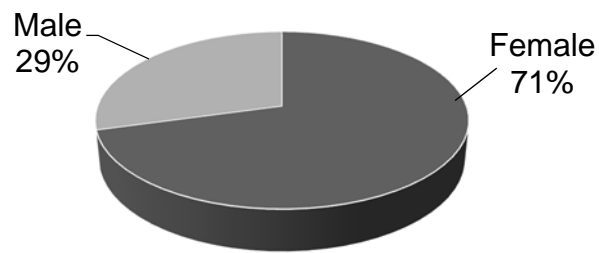
**Property Records and Revenue
Terminations**

**Full and Part-Time Employees by Gender
(N = 10) Jan. 1 - Dec. 31, 2015**



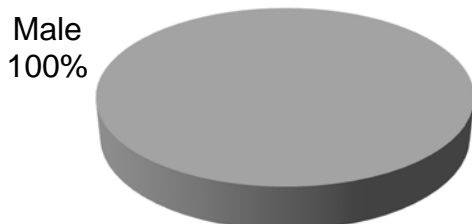
**Public Health
Terminations**

**Full and Part-Time Employees by Gender
(N = 41) Jan. 1 - Dec. 31, 2015**



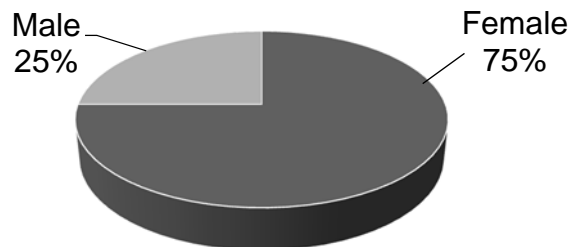
**Public Works
Terminations**

**Full and Part-Time Employees by Gender
(N = 9) Jan. 1 - Dec. 31, 2015**



**Ramsey County Care Center
Terminations**

**Full and Part-Time Employees by Gender
(N = 24) Jan. 1 - Dec. 31, 2015**



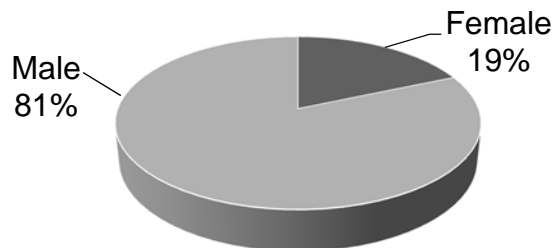
**Regional Rail Authority
Terminations**

**Full and Part-Time Employees by Gender
Jan. 1 – Dec. 31, 2015**

No terminations during this time period.

**Sheriff's Office
Terminations**

**Full and Part-Time Employees by Gender
(N = 27) Jan. 1 - Dec. 31, 2015**



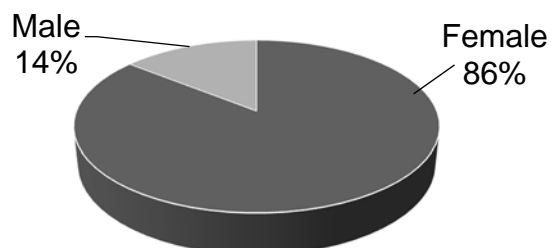
**Veterans Services
Terminations**

**Full and Part-Time Employees by Gender
Jan. 1 – Dec. 31, 2015**

No terminations during this time period.

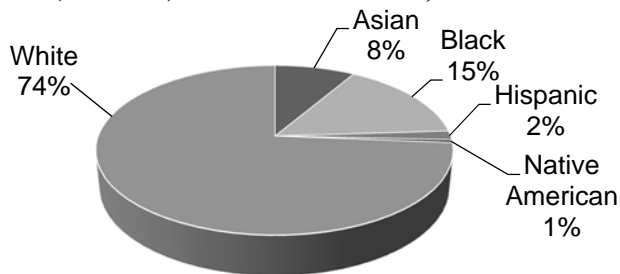
**Workforce Solutions
Terminations**

**Full and Part-Time Employees by Gender
(N = 7) Jan. 1 - Dec. 31, 2015**



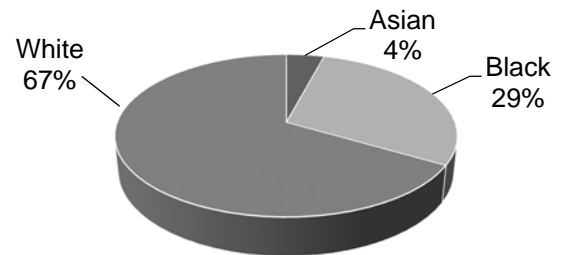
**All Ramsey County
Terminations**

**Full & Part-Time Employees by Ethnic Group
(N = 354) Jan. 1 - Dec. 31, 2015**



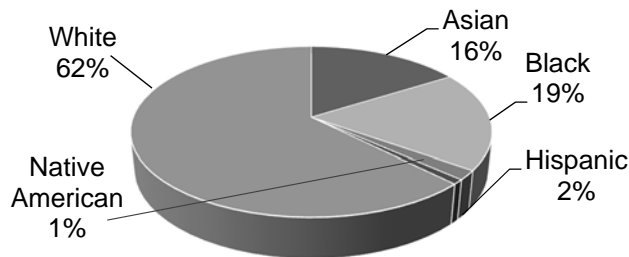
**Community Corrections
Terminations**

**Full & Part-Time Employees by Ethnic Group
(N = 24) Jan. 1 - Dec. 31, 2015**



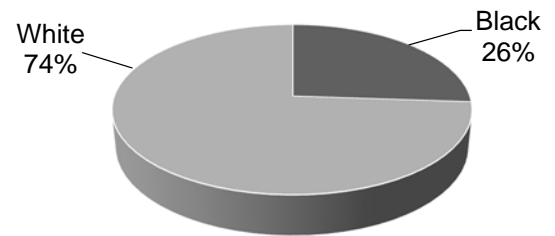
**Community Human Services
Terminations**

**Full & Part-Time Employees by Ethnic Group
(N = 112) Jan. 1 - Dec. 31, 2015**



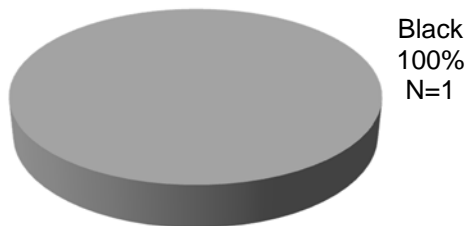
**County Attorney's Office
Terminations**

**Full & Part-Time Employees by Ethnic Group
(N = 23) Jan. 1 - Dec. 31, 2015**



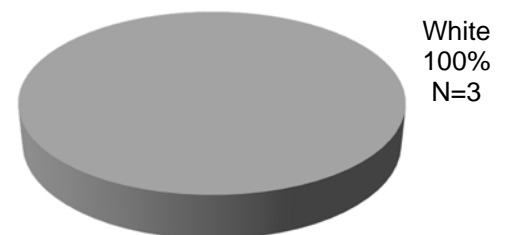
**County Board Office
Terminations**

**Full & Part-Time Employees by Ethnic Group
(N = 1) Jan. 1 - Dec. 31, 2015**



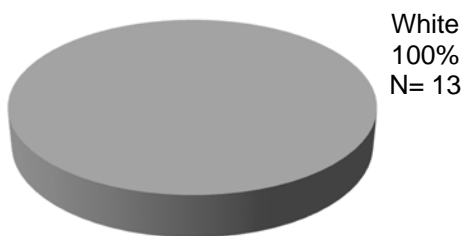
**County Manager's Office
Terminations**

**Full & Part-Time Employees by Ethnic Group
(N = 3) Jan. 1 - Dec. 31, 2015**



**Emergency Communications
Terminations**

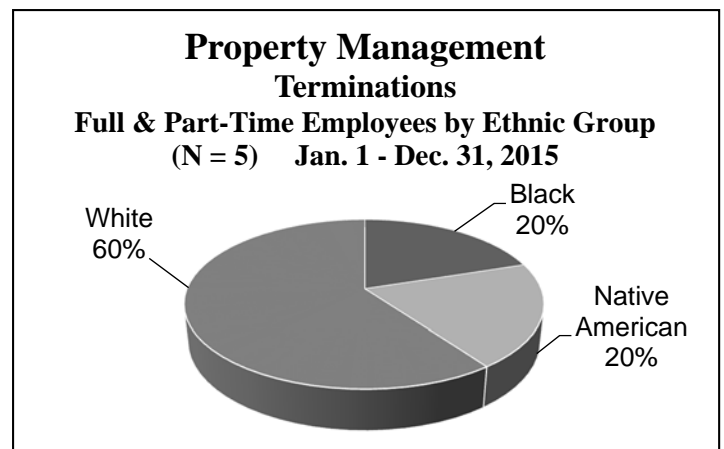
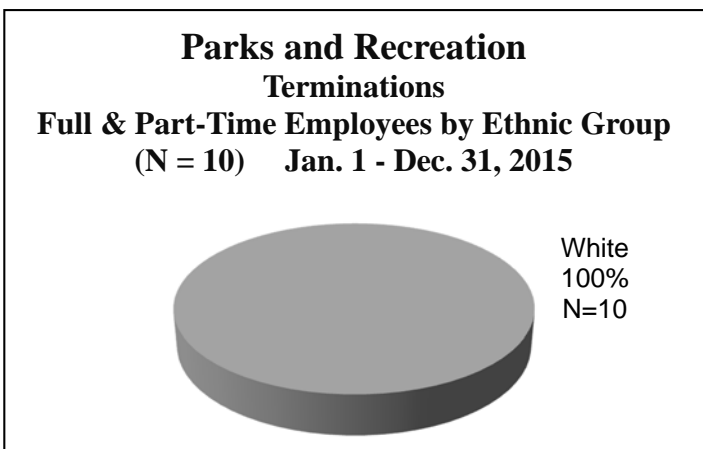
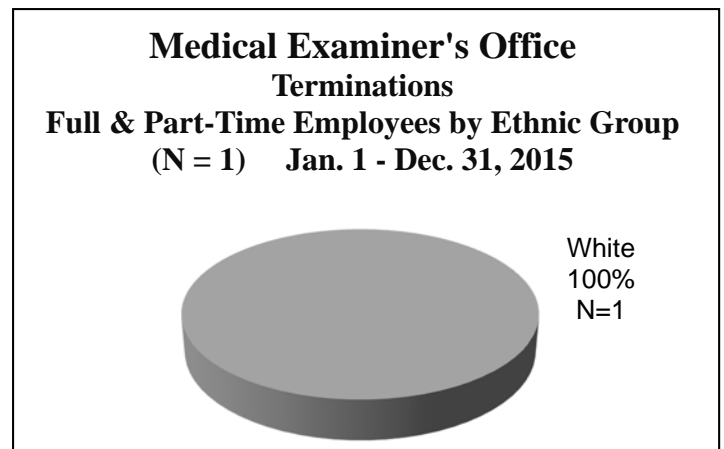
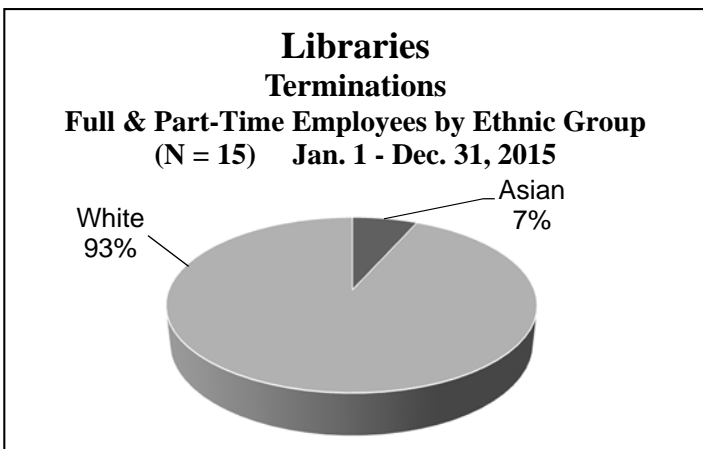
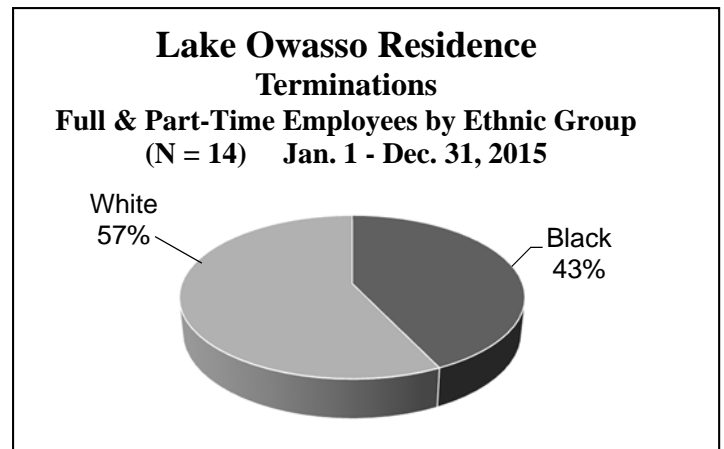
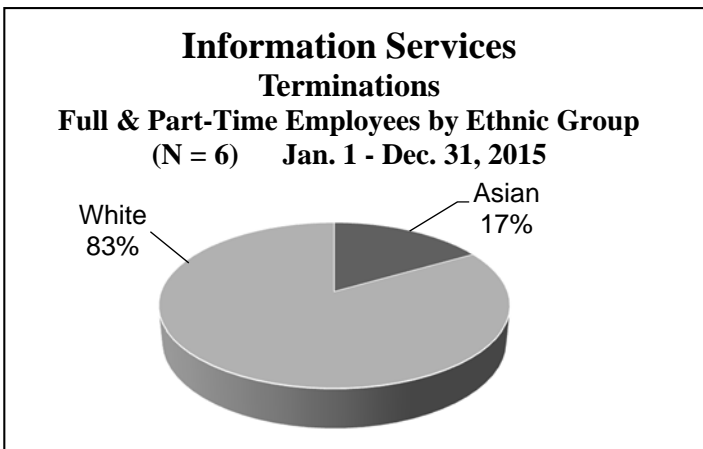
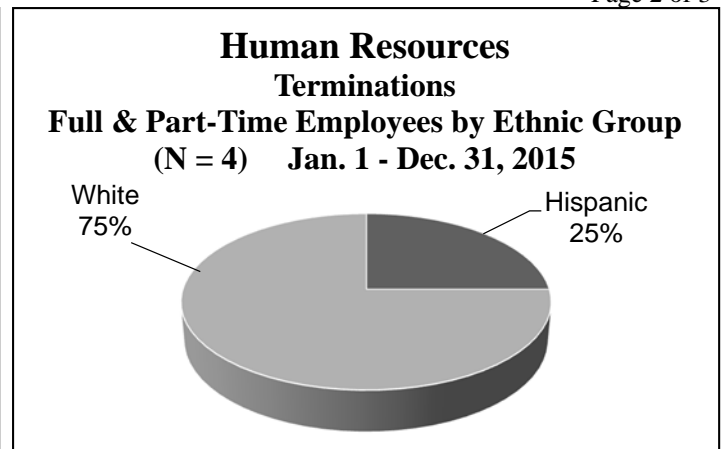
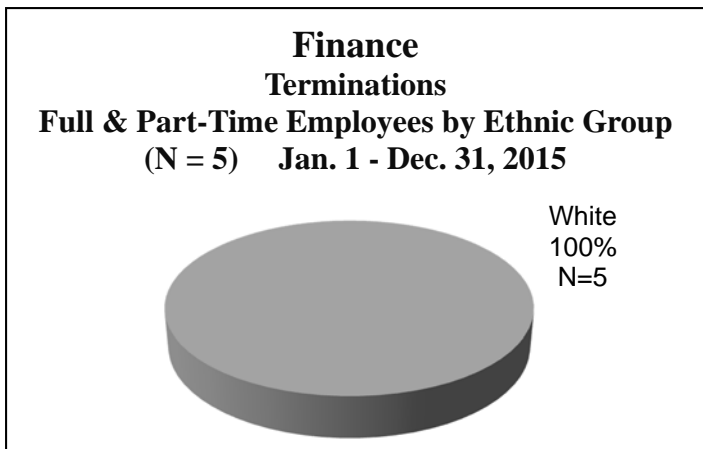
**Full & Part-Time Employees by Ethnic Group
(N = 13) Jan. 1 - Dec. 31, 2015**



**Emergency Management
and Homeland Security
Terminations**

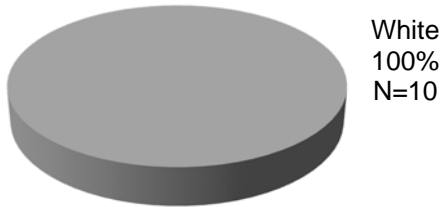
**Full & Part-Time Employees by Ethnic Group
Jan. 1 – Dec. 31, 2015**

No terminations during this time period.



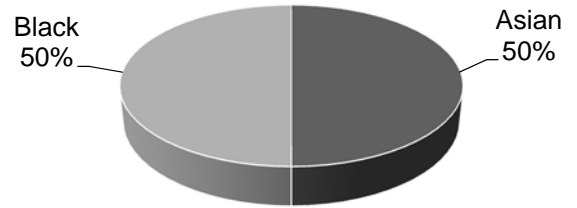
**Property Records and Revenue
Terminations**

**Full & Part-Time Employees by Ethnic Group
(N = 10) Jan. 1 - Dec. 31, 2015**



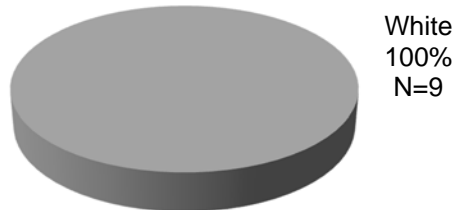
**Public Health
Terminations**

**Full & Part-Time Employees by Ethnic Group
(N = 41) Jan. 1 - Dec. 31, 2015**



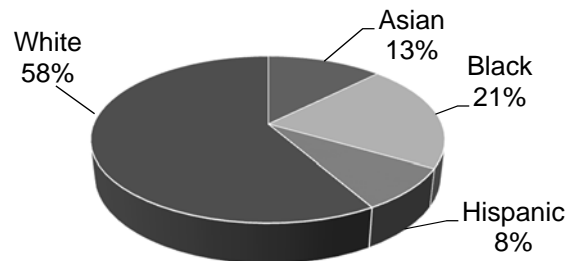
**Public Works
Terminations**

**Full & Part-Time Employees by Ethnic Group
(N = 9) Jan. 1 - Dec. 31, 2015**



**Ramsey County Care Center
Terminations**

**Full & Part-Time Employees by Ethnic Group
(N = 24) Jan. 1 - Dec. 31, 2015**



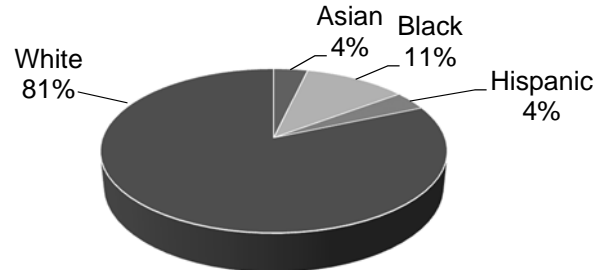
**Regional Rail Authority
Terminations**

**Full & Part-Time Employees by Ethnic Group
Jan. 1 – Dec. 31, 2015**

No terminations during this time period.

**Sheriff's Office
Terminations**

**Full & Part-Time Employees by Ethnic Group
(N = 27) Jan. 1 - Dec. 31, 2015**



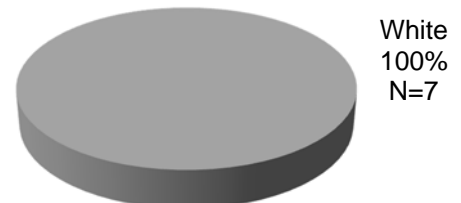
**Veterans Services
Terminations**

**Full & Part-Time Employees by Ethnic Group
Jan. 1 – Dec. 31, 2015**

No terminations during this time period.

**Workforce Solutions
Terminations**

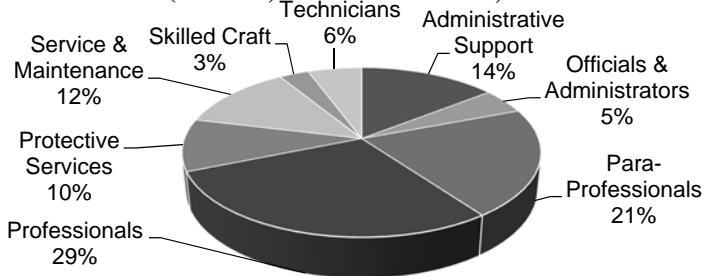
**Full & Part-Time Employees by Ethnic Group
(N = 7) Jan. 1 - Dec. 31, 2015**



**All Ramsey County
Terminations**

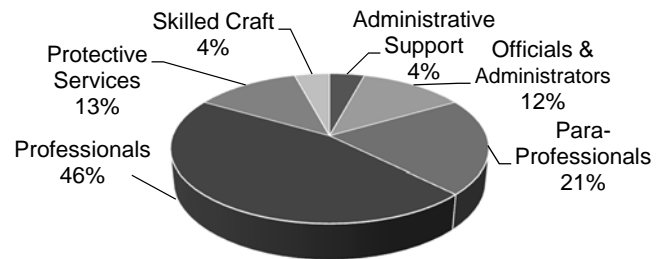
Does not include elected officials or their principal assistants.

**Full & Part-Time Employees by EEO-4 Category
(N = 353) Jan. 1 - Dec. 31, 2015**



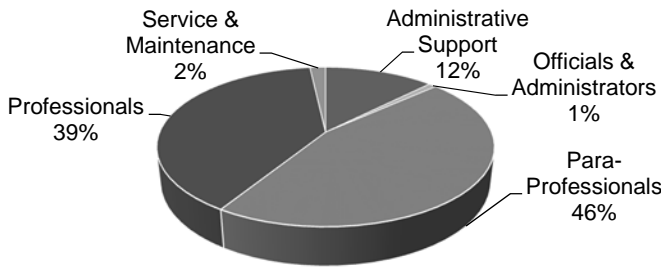
**Community Corrections
Terminations**

**Full & Part-Time Employees by EEO-4 Category
(N = 24) Jan. 1 - Dec. 31, 2015**



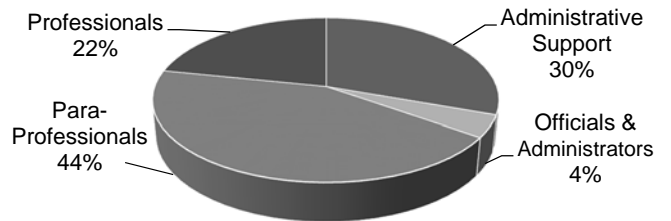
**Community Human Services
Terminations**

**Full & Part-Time Employees by EEO-4 Category
(N = 112) Jan. 1 - Dec. 31, 2015**



**County Attorney's Office
Terminations**

Does not include elected officials or immediate secretary
**Full & Part-Time Employees by EEO-4 Category
(N = 23) Jan. 1 - Dec. 31, 2015**



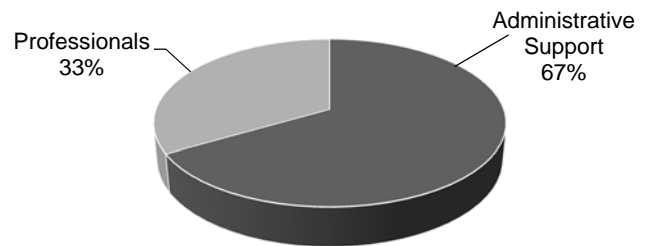
**County Board Office
Terminations**

Does not include elected officials or their principal assistants
**Full & Part-Time Employees by EEO-4 Category
Jan. 1 – Dec. 31, 2015**

No terminations during this time period.

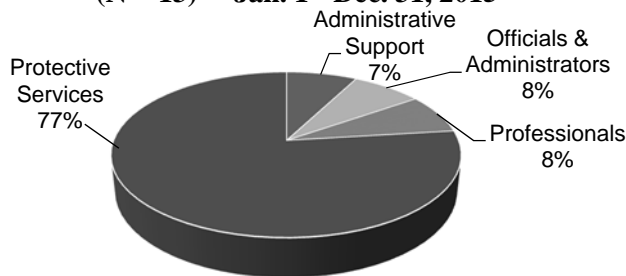
**County Manager's Office
Terminations**

**Full & Part-Time Employees by EEO-4 Category
(N = 3) Jan. 1 - Dec 31, 2015**



**Emergency Communications
Terminations**

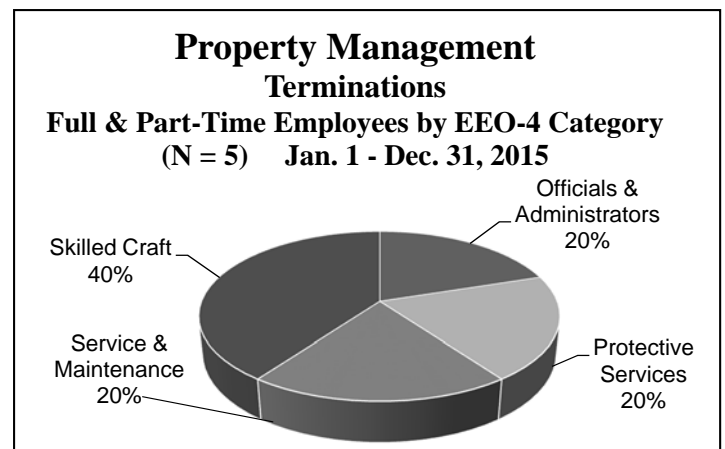
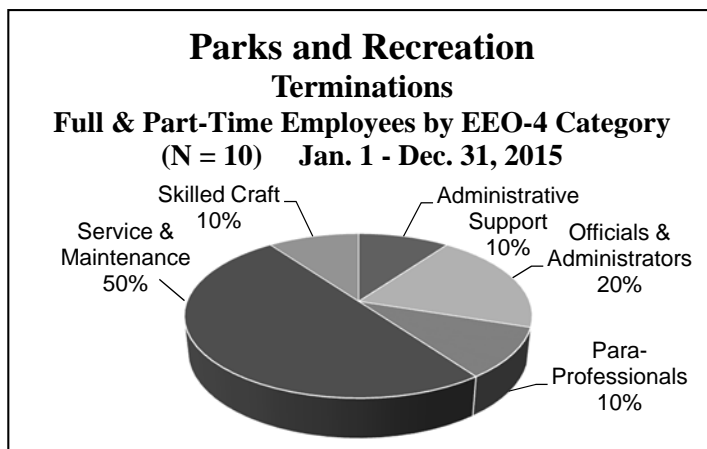
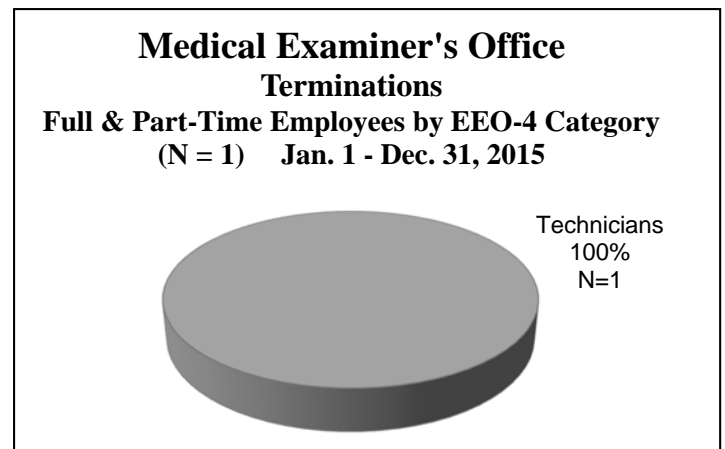
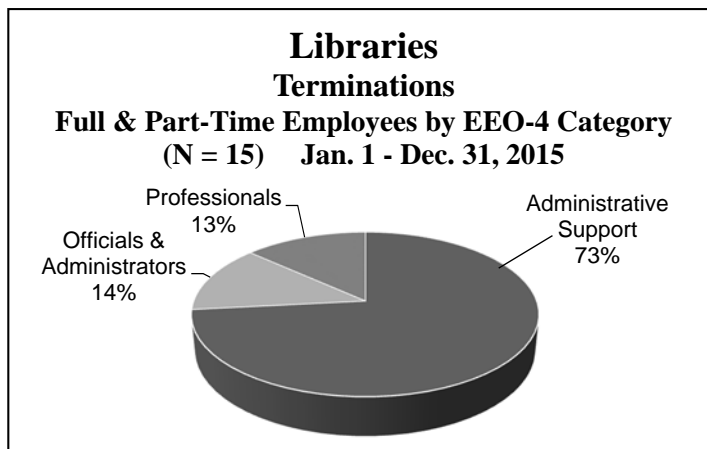
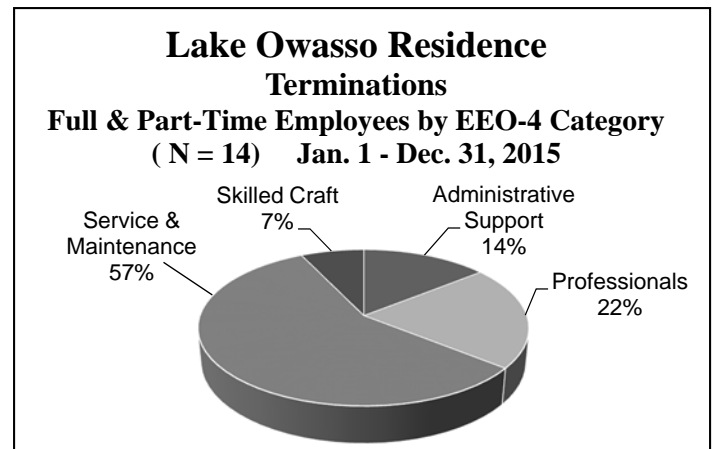
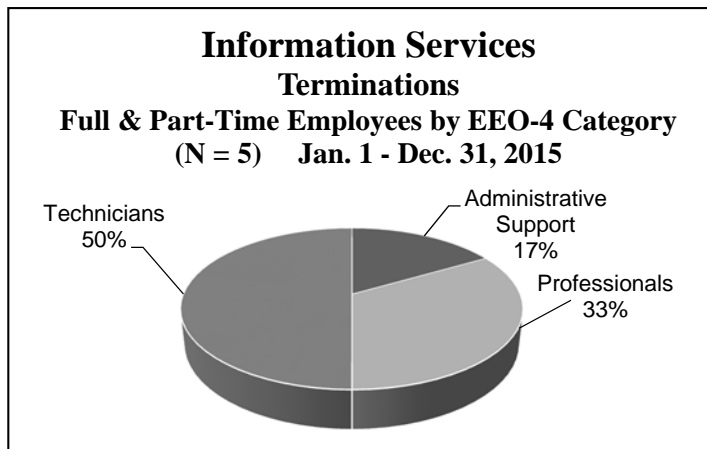
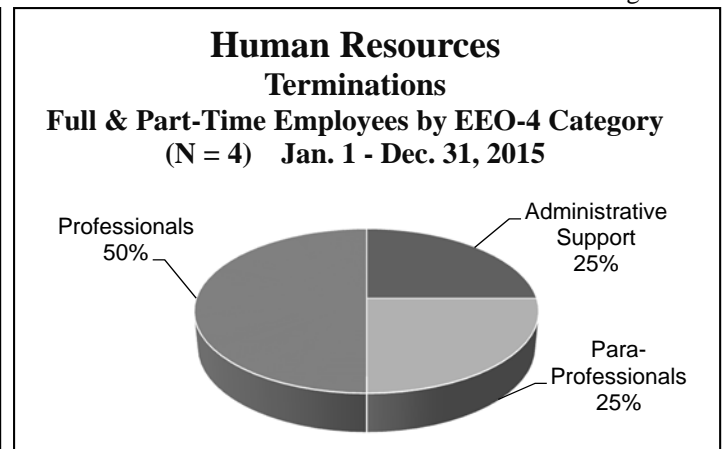
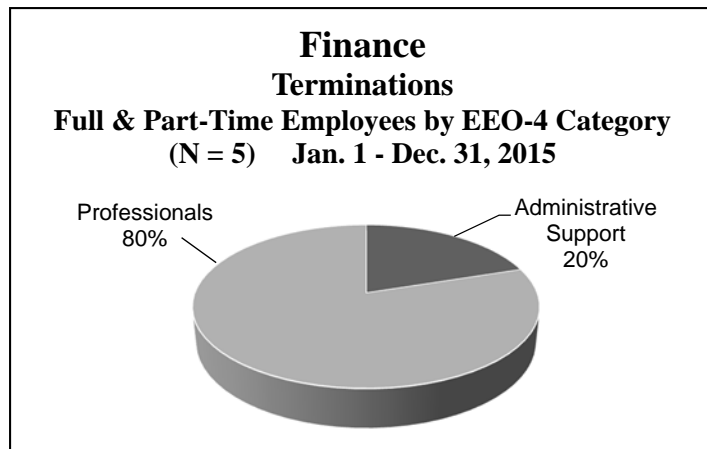
**Full & Part-Time Employees by EEO-4 Category
(N = 13) Jan. 1 - Dec. 31, 2015**



**Emergency Management
and Homeland Security
Terminations**

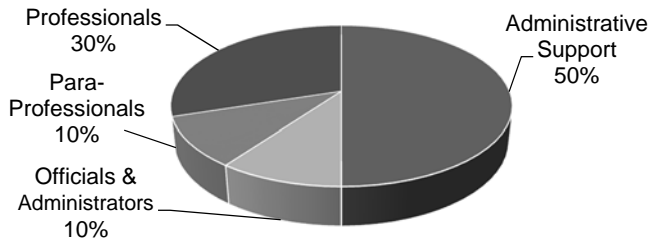
**Full & Part-Time Employees by EEO-4 Category
Jan. 1 – Dec. 31, 2015**

No terminations during this time period.



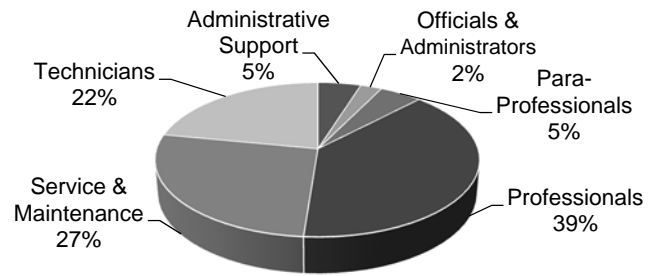
Property Records and Revenue Terminations

Full & Part-Time Employees by EEO-4 Category
(N = 10) Jan. 1 - Dec. 31, 2015



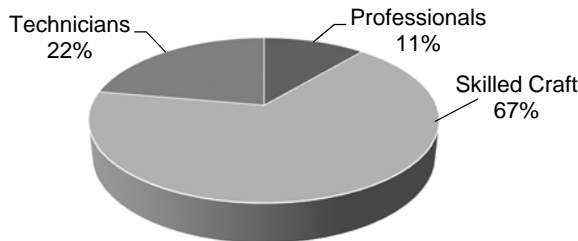
Public Health Terminations

Full & Part-Time Employees by EEO-4 Category
(N = 41) Jan. 1 - Dec. 31, 2015



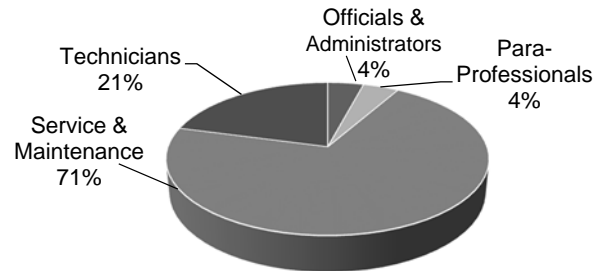
Public Works Terminations

Full & Part-Time Employees by EEO-4 Category
(N = 9) Jan. 1 - Dec. 31, 2015



Ramsey County Care Center Terminations

Full & Part-Time Employees by EEO-4 Category
(N = 24) Jan. 1 - Dec. 31, 2015



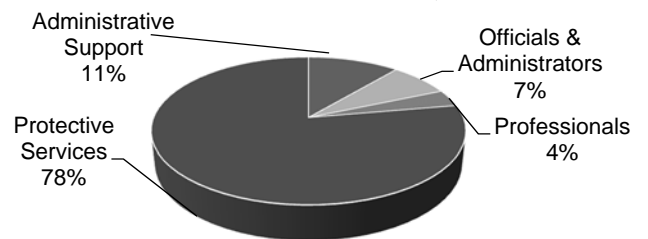
Regional Rail Authority Terminations

Full & Part-Time Employees by EEO-4 Category
Jan. 1 – Dec. 31, 2015

No terminations during this time period.

Sheriff's Office Terminations

Does not include elected official
Full & Part-Time Employees by EEO-4 Category
(N = 27) Jan. 1 - Dec. 31, 2015



Veterans Services Terminations

Full & Part-Time Employees by EEO-4 Category
Jan. 1 – Dec. 31, 2015

No terminations during this time period.

Workforce Solutions Terminations

Full & Part-Time Employees by EEO-4 Category
(N = 7) Jan. 1 - Dec. 31, 2015

