

# Ramsey County Workforce Statistics

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Year-End 2015

## A Message from Ramsey County Human Resources

I'm pleased to present Ramsey County's annual Workforce Statistics Report as of January 1, 2017. This Report marks the 16<sup>th</sup> year Ramsey County Human Resources has published detail about the diversity of its workforce as an employer and by department. We hope you will find it useful as a workforce planning tool.

As you consider the Workforce Statistics Report, it is important to look at the information presented within a certain context. Ramsey County is the second largest in population size and the most ethnically diverse county in Minnesota, yet is the smallest Minnesota county geographically.

Ramsey County has made important strides in diversifying its workforce and understands it must continue to do so to best serve the county's diverse constituency. Additionally, these efforts will achieve the county's goal to become a premier regional employer, directly impacting individual, family, and community health, safety and wellbeing.

On a daily basis Ramsey County Human Resources brings the county's mission, vision and goals into focus through its efforts for talent attraction, retention and promotion of a culturally competent workforce to meet the goals of enhancing access to opportunity and connections to employment, and to reflect the region and community in which the organization resides.

Ramsey County Human Resources has long been recognized as a leader for its employee training curriculum connecting our community with our workplace.

Training intentionally includes topics such as race, racism, and racial equity; cross-cultural communication; working with

diverse communities; understanding multiple generations in the workplace; and successful talent acquisition, retention, and leadership in a diverse organization and county.

For those who have read the Workforce Statistics Report in the past, please note the format has changed. It is divided into two major sections:

- A countywide overview of Ramsey County as an employer, and
- Detailed information reported for individual county departments.

A **Table of Contents** has been added to help you easily find information throughout the report with additional reference information available in the **Appendix**.

As in past years, this Report presents workforce statistics for all full and part-time employees in the county from multiple lenses: by race and ethnicity, EEO-4 categories (i.e. specific to state and local government job categories), gender and generations, new hires, promotions and separations.

In order to provide relevant statistical information as an employer, the county's workforce is compared to the most recent 2010 U.S. Census of Civilian Labor Force in both Ramsey County and the Minneapolis-Saint Paul Metropolitan areas, or in other words, the market from which county employees are hired.

Also new this year is an updated comparison of Ramsey County to the civilian labor force reported in the 2015 American Community Survey EEO Tabulations, Five-Year Estimates, U.S. Census Bureau.

Here are five **significant findings in the January 1, 2017 Workforce Statistics Report**:

- *Employees of color* in the organization nearly doubled from 15.77 percent in 2003 to 29.5 percent as of January 1, 2017. This mirrors the community we serve and is consistent with the 2015 American Community Survey, which reports 30 percent of the civilian labor force are people of color in Ramsey County. See page 9 for more detail.
- *Officials and Administrators of Color* have experienced a tenfold increase from 1.42 percent in 2002 to 10.87 percent as of January 1, 2017. The percentage of county employees in this category is lower than the 2010 census data specific to Ramsey County, which was 13.7 percent. While the county has made important strides in diversifying its Officials and Administrators of Color, it is our ongoing goal to increase diversity in this area. See page 10 for more detail.
- *Turnover*, the measure of people leaving employment during a year was 9.9 percent and just over 6 percent when retirees are removed from consideration (based on the U. S. Bureau of Labor Statistics turnover formula). The county hired 47 percent and promoted 46 percent people of color. However, 31 percent of employees of color left the county. While the county is making steady progress in its hiring and promotion of employees of color, additional attention focused on retaining these employees is needed. See pages 11-16 for more detail.
- *Gender diversity* is found at all levels in the organization and across race and ethnicity as well, with over 60 percent females in our workforce. Of note is that 51 percent of our Officials and Administrators and over 50 percent of our professionals and paraprofessionals are female. See page 17 for more detail.
- *Generational diversity* in the county includes four generations during 2016 with an average age of 46. Employees in the Baby Boomer generation represent 36 percent of the workforce, Generation X represent 43 percent, and Millennials represent 20 percent. Consistently for each of the last five years, over 60 percent of our workforce reflects employees from the Generation X and Millennial generations. See page 18 for more detail.

**Thank you to all county departments and staff** who work to build a more respectful and diverse workforce every day. Through these efforts, the county is able to attract, retain and promote diversified and talented staff, making Ramsey County a welcoming place where employees can contribute and thrive. As a result, we continue to move toward the goal of making Ramsey County a county of excellence working with you to enhance our quality of life.

Regards,

Gail Blackstone, Director  
Ramsey County Human Resources

If you have questions about the content of this report, please email:  
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# Ramsey County: Vision, Mission and Goals

## Vision

A vibrant community where all are valued and thrive.

## Mission

A county of excellence working with you to enhance our quality of life.

## Goals



WELL-BEING

**Strengthen individual, family and community health, safety and well-being**

through effective safety-net services, innovative programming, prevention and early intervention, and environmental stewardship.



PROSPERITY

**Cultivate economic prosperity and invest in neighborhoods with concentrated financial poverty**

through proactive leadership and inclusive initiatives that engage all communities in decisions about our future.



OPPORTUNITY

**Enhance access to opportunity and mobility for all residents and businesses**

through connections to education, employment and economic development throughout our region.

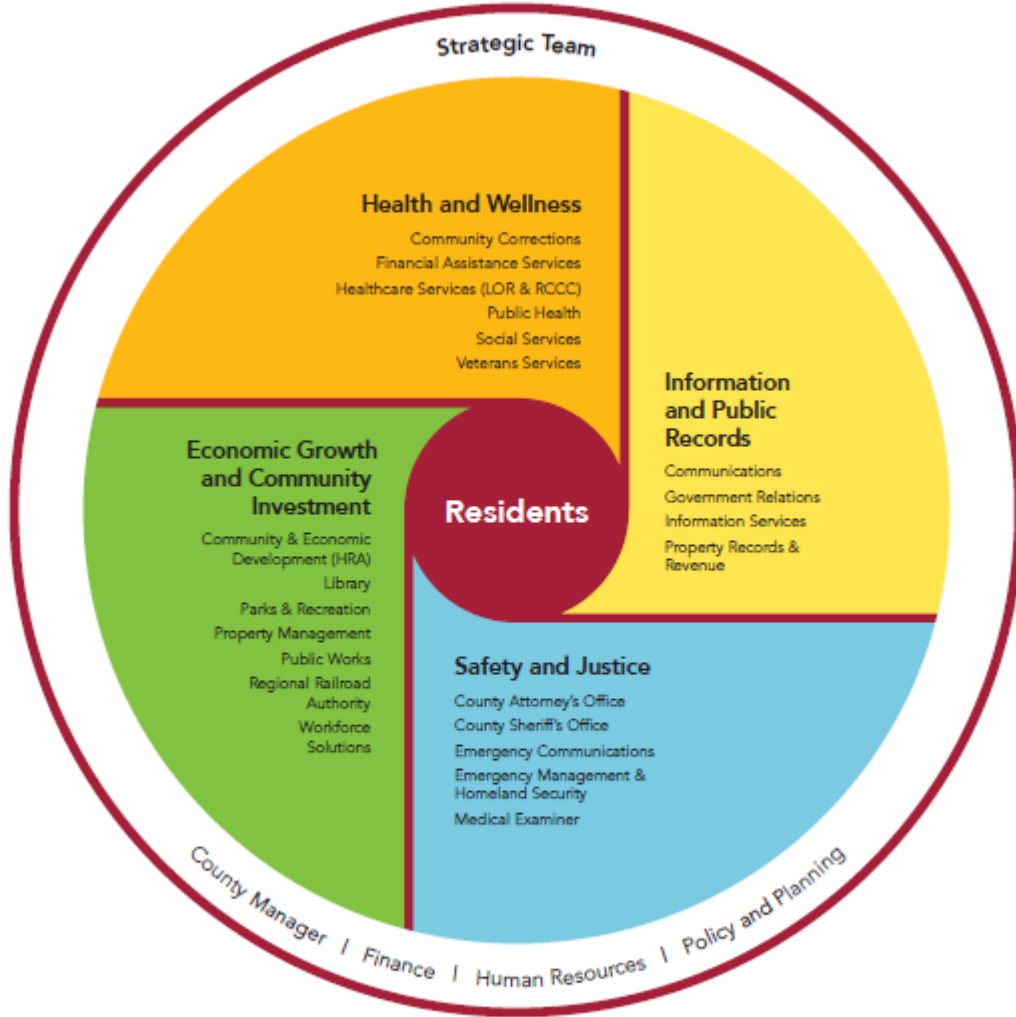


ACCOUNTABILITY

**Model fiscal accountability, transparency and strategic investments**

through professional operations and financial management.

# Ramsey County Service Teams



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## Ramsey County Workforce Statistics - A Countywide Overview

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This section of the Ramsey County Workforce Statistics Report summarizes historical and current data of Ramsey County full and part-time employees: by Race & Ethnicity, EEO-4 categories, Gender and Generations as of January 1, 2017. Additional data is provided for new hires, promotions and separations during 2016 on pages 13-15. The data currently does not include intermittent employees, student workers, student interns or temporary staff.

New this year are bar graphs which, as in past years, provide comparisons of the county's workforce against the 2010 U.S. Census of Civilian Labor Force in both Ramsey County and in the Minneapolis-Saint Paul metropolitan areas. Also new this year is an updated comparison of the county against the civilian labor force reported in the 2015 American Community Survey EEO Tabulations, Five-Year Estimates, U.S. Census Bureau, and information presented in the context of generations in the workforce.

For your reference, a description of the Equal Employment Opportunity Commission (EEO) -4 Job Categories and the Ramsey County Job Titles in the "Officials and Administrators" category can be found in the Appendix.

### Highlights of the historical and current data for all county employees include:

- **Total Race & Ethnicity and Gender** data indicate an employee population that is 30 percent people of color and 70 percent non-Hispanic white; the employee population is comprised of two-thirds female and one-third male employees. Hiring and retention data reflects gender diversity at all levels and in all departments. See pages 9, 11-14 and 17
- The percentage of **Employees of Color** nearly doubled from 15.77 percent to 29.5 percent over the past 15 years, and increased 1.1 percent over the prior year. This is consistent with both the 2010 Census for the Ramsey County geographic and metropolitan areas, and more currently, the 2015 American Community Survey which reports 30 percent of the civilian labor force are people of color in Ramsey County. See page 9
- **Officials and Administrators of Color** have experienced a tenfold increase from 1.42 percent in 2002 to 10.87 percent as of January 1, 2017. The percentage of county employees in this category is lower than the 2010 census data specific to Ramsey County, which was 13.7 percent. While the county has made important strides in diversifying its Officials and Administrators of Color, it is our ongoing goal to increase diversity in this area. See page 10
- **New hires, promotions and separations** during 2016 by EEO-4 categories show an interesting mix of changes. The percentage of new employees of color hired in 2016 were the same as in 2015, or 47 percent; see page 13.

Promotions for employees of color were 46 percent and 40 percent for 2016 and 2015 respectively; see page 14. A closer look at promotions shows that within the EEO-4 categories of Paraprofessional and Professional, nearly three times as many women as men were promoted. In 2016, 61 percent of all promotions occurred in these two categories.

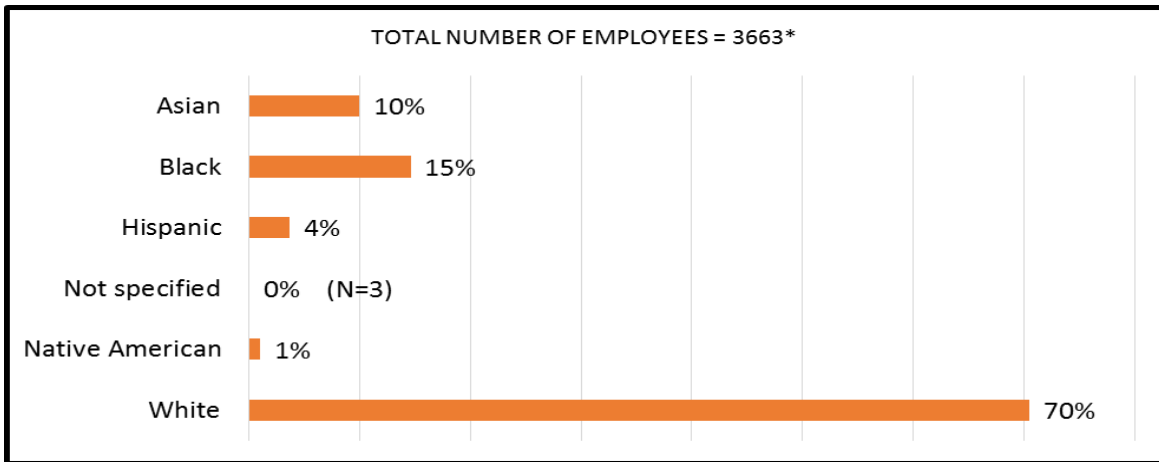


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Turnover, the measure of separations from employment during the year (including retirees) between 2016 and 2015 were similar: at 9.9 percent in 2016 and 10.3 percent in 2015; see pages 15-16. When retirees are removed from this calculation, the turnover rate averages just over 6 percent each of the past three years. A closer look at separations show the following:

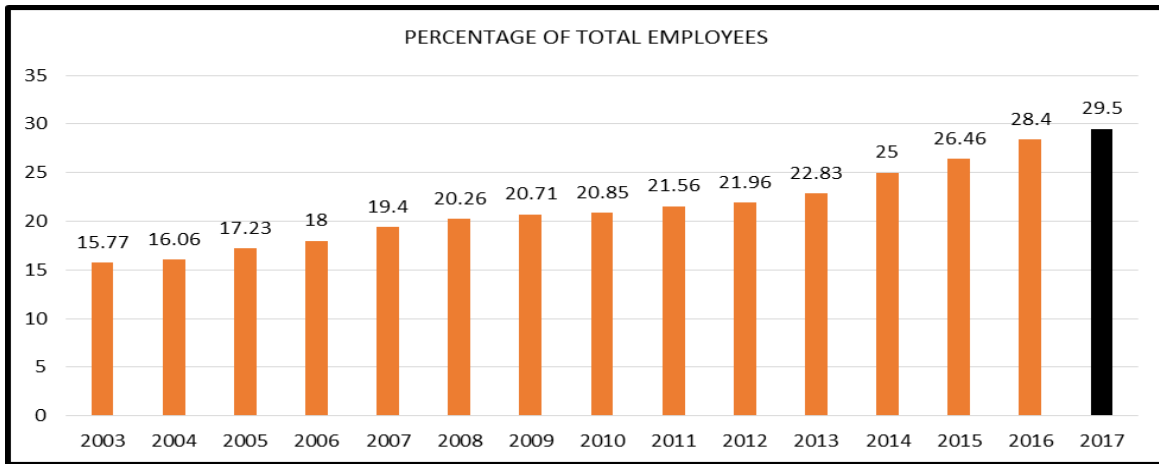
- In 2016, 84 percent of separations (compared to 81 percent in 2015) came from resignations and retirements. Resignations represented 49 percent of those leaving the county in 2016 compared to 46 percent the prior year. Retirements represented 34 percent of those leaving the county in 2016 compared to 36 percent in the prior year.
  - The largest segment in the County as described by EEO-4 criteria are those in the “Professional” category, or 36 percent of the total employee population. The largest single group leaving the county in both 2016 and 2015 were from the “Professionals” category, leaving at a rate of 32 percent and 29 percent, respectively.
  - Separations of employees of color was 31 percent, compared to 25 percent in 2015.
  - While 112 (or 31 percent) of those separating from employment were employees of color, 123 (or 47 percent) of the county’s New Hires and 159 (or 46 percent) of those promoted were employees of color in 2016. The data represents steady progress toward the goal in hiring and promoting employees of color in both 2016 and 2015. Additional attention focused on retaining these employees is needed. See pages 13-15
- Four **generations** are present in the county’s workforce, with a combined average employee age of 46 for each of the past five years. Totalling 79 percent of the workforce, the two largest groups are the Baby Boomers at 36 percent and Generation X at 43 percent; Millennials represent 20 percent of the workforce. Consistently in each of the past five years, over 60 percent of our workforce reflects employees from Generation X and the Millennial generations. See page 18.

Countywide Overview  
All Employees by Race and Ethnicity  
As of January 1, 2017



*\*Total number of employees is 3663; EEO-4 category totals 3655 and does not include elected officials or their principal assistants.*

Percentage of Employees of Color  
From January 1, 2003 to 2017



**2010 Census for Ramsey County Geographic Area**

Civilian Labor Force age 16 and older for EEO-1 job category

Officials and Managers: 86.3 white-only 13.7% other than white only

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

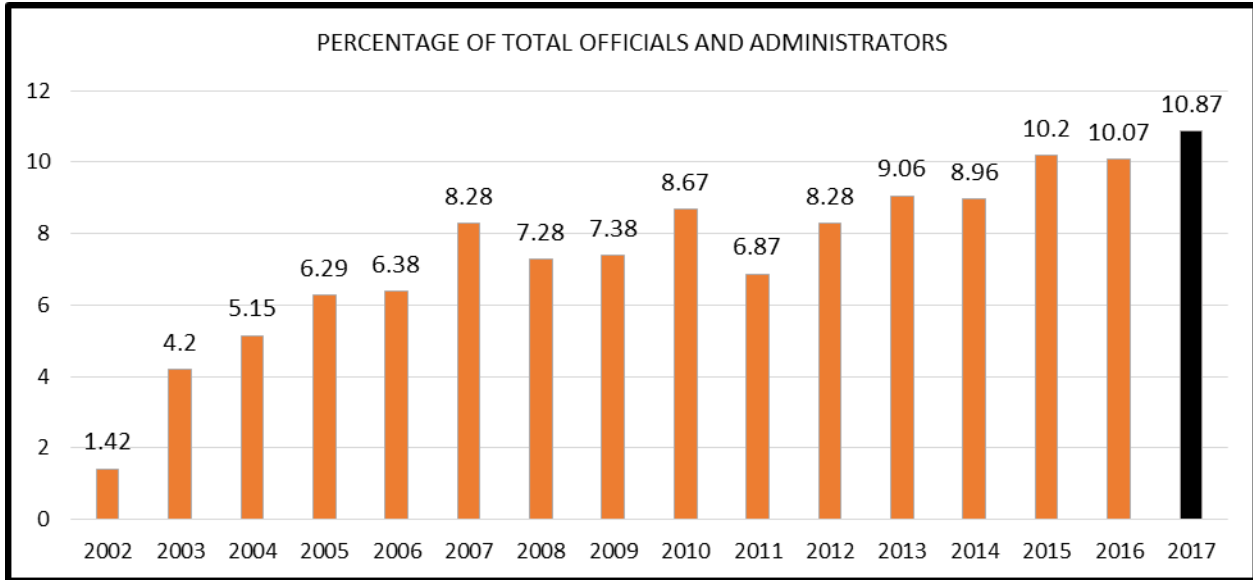
Civilian Labor Force age 16 and older

All Management Occupations: 89.4% white-only 10.15% other than white only

**2015 American Community Survey 5 year estimates**

Civilian Labor Force age 16 and older: 70% white-only 30% not white, non-Hispanic

Countywide Overview  
 Officials & Administrators of Color  
 From January 1, 2002 to 2017



**EEO-4 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.

*For County titles included in this category, see Appendix for more detail.*

**2010 Census for Ramsey County Geographic Area**

Civilian Labor Force age 16 and older for EEO-1 job category

Officials and Managers: 86.3 white-only 13.7% other than white only

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

Civilian Labor Force age 16 and older

All Management Occupations: 89.4% white-only 10.15% other than white only

**Countywide Overview**  
**Employees by EEO-4 Category**  
**By Race & Ethnicity and Gender as of January 1, 2017**

EEO-4 Category	Female							Male							Grand Total
	Am. Indian	Asian	Black	Hispanic	Not s.pecified	White	Totals	Am. Indian	Asian	Black	Hispanic	Not s.pecified	White	Totals	
Administrative Support	3	36	35	18		316	408		4	8	1		46	59	467
No EEO-4						4	4			1			3	4	8
Officials & Administrators		3	7			69	79		2	4	1		70	77	156
Para-Professionals	10	74	79	25		298	486		33	42	6		68	149	635
Professionals	11	87	119	17		628	862	2	55	75	22	1	311	466	1328
Protective Service	4	10	15	14		125	168	2	31	23	12		290	358	526
Service & Maintenance	2	7	54	7	1	82	153	2	3	60	3		90	158	311
Skill Craft				1		2	3	2	1	4	2		71	80	83
Technicians	1	15	4	6		49	75		6	6	1	1	60	74	149
<b>Grand Total</b>	<b>31</b>	<b>232</b>	<b>313</b>	<b>88</b>	<b>1</b>	<b>1573</b>	<b>2238</b>	<b>8</b>	<b>135</b>	<b>223</b>	<b>48</b>	<b>2</b>	<b>1009</b>	<b>1425</b>	<b>3663</b>

EEO-4 Category	Female							Male							Grand Total
	Am. Indian	Asian	Black	Hispanic	Not s.pecified	White	Totals	Am. Indian	Asian	Black	Hispanic	Not s.pecified	White	Totals	
Administrative Support	1%	8%	7%	4%		68%	87%		1%	2%	0%		10%	13%	13%
No EEO-4						44%	44%			11%			33%	44%	0%
Officials & Administrators		2%	4%			44%	51%		1%	3%	1%		45%	49%	4%
Para-Professionals	2%	12%	12%	4%		47%	77%		5%	7%	1%		11%	23%	17%
Professionals	1%	7%	9%	1%		47%	65%	0%	4%	6%	2%		23%	35%	36%
Protective Service	1%	2%	3%	3%		24%	32%	0%	6%	4%	2%		55%	68%	14%
Service & Maintenance	1%	2%	17%	2%		26%	49%	1%	1%	19%	1%		29%	50%	8%
Skill Craft				1%		2%	4%	2%	1%	5%	2%		86%	96%	2%
Technicians	1%	10%	3%	4%		33%	50%		1%	4%	1%	1%	40%	50%	4%
<b>Grand Total</b>	<b>1%</b>	<b>6%</b>	<b>9%</b>	<b>2%</b>	<b>0%</b>	<b>42%</b>	<b>61%</b>	<b>0%</b>	<b>4%</b>	<b>6%</b>	<b>2%</b>	<b>0%</b>	<b>28%</b>	<b>39%</b>	<b>100%</b>

*Rounded to the nearest percentage*

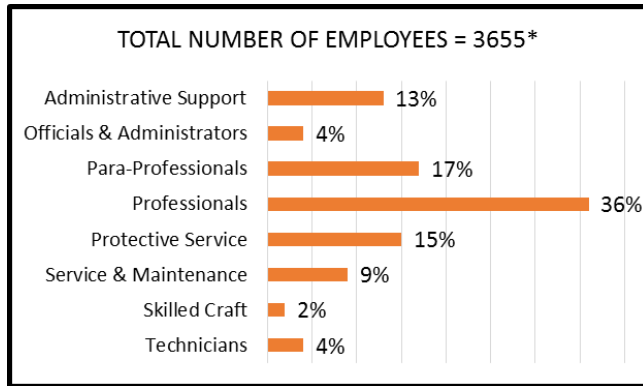
*\*Total number of employees is 3663; EEO-4 category totals 3655 and does not include elected officials, their principal assistants or immediate secretaries.*

## Countywide Overview

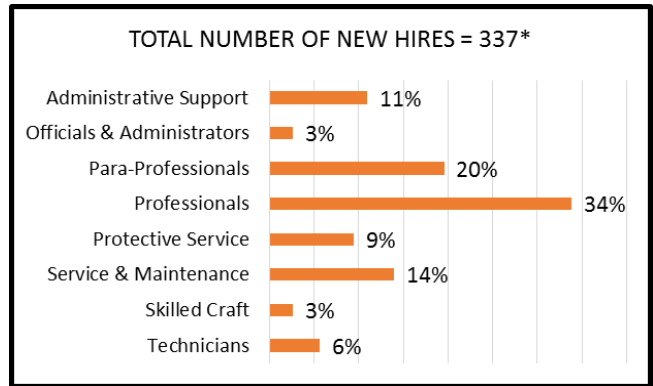
### Summary of Employees by EEO-4 Category

As of January 1, 2017

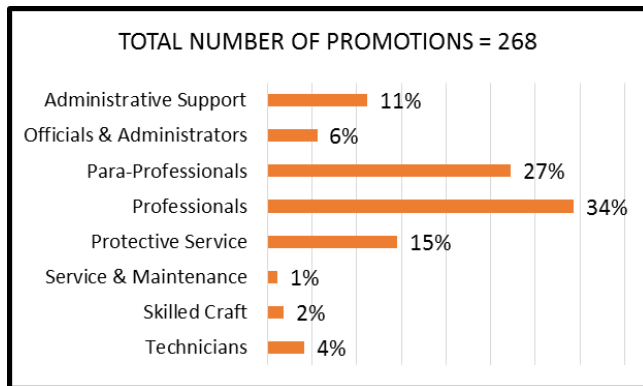
#### Ramsey County



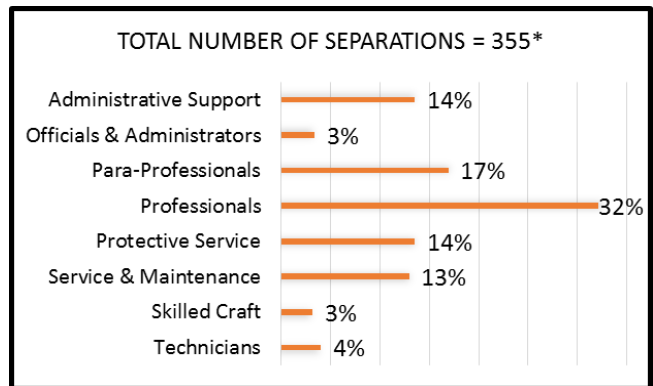
#### New Hires



#### Promotions



#### Separations



\*Total number of employees is 3663; EEO-4 categories do not include elected officials, their principal assistants or immediate secretaries.

Countywide Overview  
 New Hires in the Workforce by EEO-4 Category  
 By Race & Ethnicity and Gender from January 1 to December 31, 2016

EEO-4 Category	Female							Male					Grand Total	
	Am. Indian	Asian	Black	Hispanic	Not specified	White	Totals	Asian	Black	Hispanic	Not specified	White		Totals
Administrative Support	1	4	6			21	32	1	3			3	7	39
No EEO-4						1	1							1
Officials & Administrators		1				4	5		2			2	4	9
Para-Professionals	1	13	12	1	1	12	40	9	10		1	6	26	66
Professionals	1	9	13			53	76	4	13	3	1	17	38	114
Protective Service		4	5	3		12	24	2	1			5	8	32
Service & Maintenance		3	8	1	1	12	25	1	11	1		11	24	49
Skill Craft										1		8	9	9
Technicians		2	2	2		8	14				1	4	5	19
<b>Grand Total</b>	<b>3</b>	<b>36</b>	<b>46</b>	<b>7</b>	<b>2</b>	<b>123</b>	<b>217</b>	<b>17</b>	<b>40</b>	<b>5</b>	<b>3</b>	<b>56</b>	<b>121</b>	<b>338</b>

Employees of color hired = 159      White employees hired = 179

EEO-4 Category	Female							Male					Grand Total	
	Am. Indian	Asian	Black	Hispanic	Not specified	White	Totals	Asian	Black	Hispanic	Not specified	White		Totals
Administrative Support	3%	10%	15%			54%	82%	2.6%	7.7%			7.7%	18%	11%
No EEO-4						100%	100%							0%
Officials & Administrators		11%				44%	56%		22%			22%	44%	3%
Para-Professionals	2%	20%	18%	2%	2%	18%	61%	14%	15%		2%	9%	39%	20%
Professionals	1%	8%	11%			46%	67%	4%	11%	3%	1%	15%	33%	34%
Protective Service		13%	16%	9%		38%	75%	6%	3%			16%	25%	9%
Service & Maintenance		6%	16%	2%	2%	24%	51%	2%	22%	2%		22%	49%	14%
Skill Craft										11%		89%	100%	3%
Technicians		11%	11%	11%		42%	74%				5%	21%	26%	6%
<b>Grand Total</b>	<b>1%</b>	<b>11%</b>	<b>14%</b>	<b>2%</b>	<b>1%</b>	<b>36%</b>	<b>64%</b>	<b>5%</b>	<b>12%</b>	<b>1%</b>	<b>1%</b>	<b>17%</b>	<b>36%</b>	<b>100%</b>

Percent of employees of color hired = 47%      Percent of white employees hired = 53%

*Rounded to the nearest percentage*

Countywide Overview  
 Promotions in the Workforce by EEO-4 Category  
 By Race & Ethnicity and Gender from January 1 to December 31, 2016

EEO-4 Category	Female					Male					Grand Total		
	Am. Indian	Asian	Black	Hispanic	White	Totals	Am. Indian	Asian	Black	Hispanic		White	Totals
Administrative Support		4	5	2	18	29		1				1	30
Officials & Administrators			2		7	9		1		5		6	15
Para-Professionals		20	11	2	28	61	4	4	1	3		12	73
Professionals	2	7	24		30	63	1	8	4	16		29	92
Protective Service	1		4	4	7	16	2	4		17		23	39
Service & Maintenance				1		1				2		2	3
Skill Craft							1	1		3		5	5
Technicians		1			2	3		1		7		8	11
<b>Grand Total</b>	<b>3</b>	<b>32</b>	<b>46</b>	<b>9</b>	<b>92</b>	<b>182</b>	<b>8</b>	<b>20</b>	<b>5</b>	<b>53</b>	<b>86</b>	<b>268</b>	

Employees of color promoted = 123      White employees promoted = 145

EEO-4 Category	Female					Male					Grand Total		
	Am. Indian	Asian	Black	Hispanic	White	Totals	Am. Indian	Asian	Black	Hispanic		White	Totals
Administrative Support		13%	17%	7%	60%	97%		3%				3%	11%
Officials & Administrators			13%		47%	60%		7%		33%	40%	6%	
Para-Professionals		8%	8%	8%	8%	8%	8%	8%	8%	8%	8%	8%	27%
Professionals	2%	8%	26%		33%	68%	1%	9%	4%	17%	32%	34%	
Protective Service	3%		10%	10%	18%	41%	5%	10%		44%	59%	15%	
Service & Maintenance				33%		33%				67%	67%	1%	
Skill Craft							20%	20%		60%	100%	2%	
Technicians		9%			18%	27%		9%		64%	73%	4%	
<b>Grand Total</b>	<b>1%</b>	<b>12%</b>	<b>17%</b>	<b>3%</b>	<b>34%</b>	<b>68%</b>	<b>3%</b>	<b>7%</b>	<b>2%</b>	<b>20%</b>	<b>32%</b>	<b>100%</b>	

Percent of employees of color promoted = 46%      Percent of white employees = 54%

*Rounded to the nearest percentage*



Countywide Overview  
 Separations in the Workforce by EEO-4 Category  
 By Race & Ethnicity and Gender from January 1 to December 31, 2016

Turnover, the measure of people leaving employment during the year, including retirees, was 9.9% and just over 6% excluding retirees. (Based on the U.S. Bureau of Labor and Statistics turnover formula)

EEO-4 Category	Female					Male					Grand Total	
	Asian	Black	Hispanic	White	Totals	Am. Indian	Asian	Black	Hispanic	White		Totals
Administrative Support	1	6		37	44				2	2	4	48
No EEO-4				3	3							3
Officials & Administrators				8	8			1		3	4	12
Para-Professionals	6	8	2	24	40	1	6	7		6	20	60
Professionals	4	7	3	55	69	1	6	13		25	45	114
Protective Services	1	1	2	18	22		3			23	26	48
Service & Maintenance	3	11	1	11	26	1	3	5	1	10	20	46
Skill Craft										11	11	11
Technicians	1	2	2	6	11	1				4	5	16
<b>Grand Total</b>	<b>16</b>	<b>35</b>	<b>10</b>	<b>162</b>	<b>223</b>	<b>4</b>	<b>18</b>	<b>26</b>	<b>3</b>	<b>84</b>	<b>135</b>	<b>358</b>

Employees of color separations = 112      White employees separations = 246

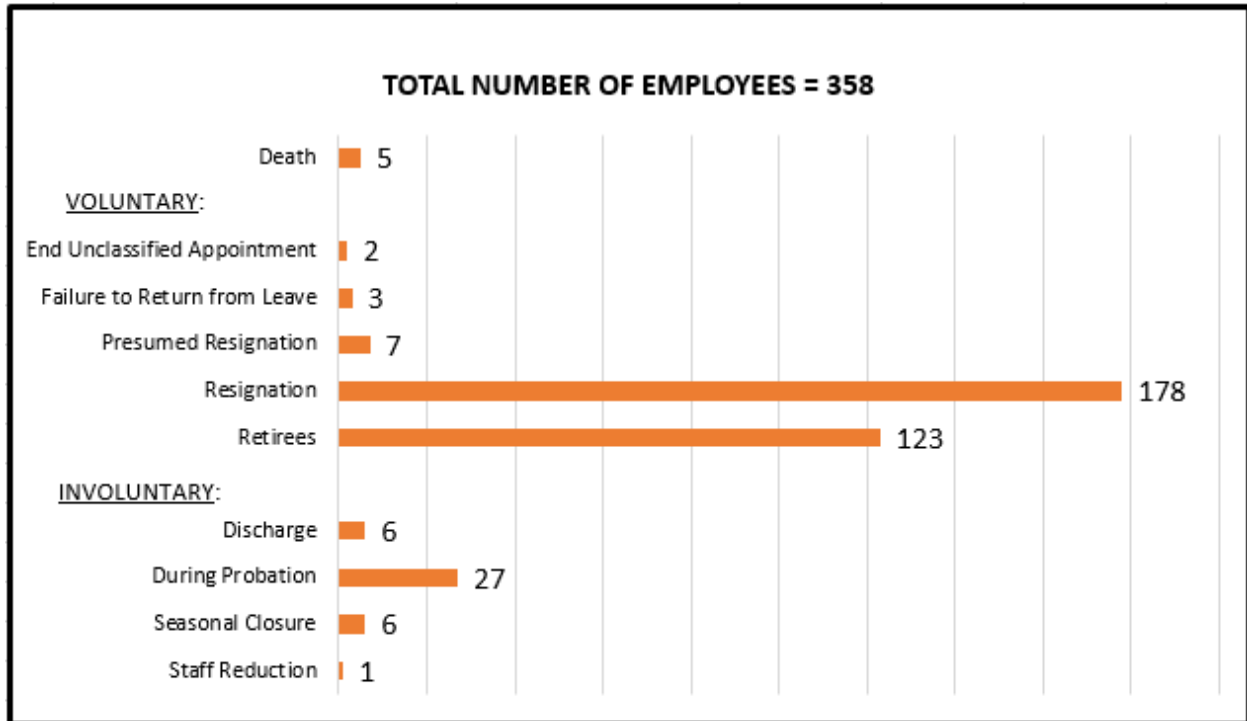
EEO-4 Category	Female					Male					Grand Total	
	Asian	Black	Hispanic	White	Totals	Am. Indian	Asian	Black	Hispanic	White		Totals
Administrative Support	2%	13%		77%	92%				4%	4%	8%	14%
No EEO-4				100%	100%							n/a
Officials & Administrators				67%	67%			8%		25%	33%	3%
Para-Professionals	10%	13%	3%	40%	67%	2%	10%	12%		10%	33%	17%
Professionals	4%	6%	3%	48%	61%	1%	5%	11%		22%	39%	32%
Protective Services	2%	2%	4%	38%	46%		6%			48%	54%	14%
Service & Maintenance	7%	24%	2%	24%	57%	2%	7%	11%	2%	22%	43%	13%
Skill Craft										100%	100%	3%
Technicians	6%	13%	13%	38%	69%	6%				25%	31%	4%
<b>Grand Total</b>	<b>4%</b>	<b>10%</b>	<b>3%</b>	<b>45%</b>	<b>62%</b>	<b>1%</b>	<b>5%</b>	<b>7%</b>	<b>1%</b>	<b>23%</b>	<b>38%</b>	<b>100%</b>

Percent of employees of color separations = 31%      Percent of white employee separations = 69%

*Rounded to the nearest percentage*



Countywide Overview  
 Summary of Separations in the Workplace  
 January 1 to December 31, 2016

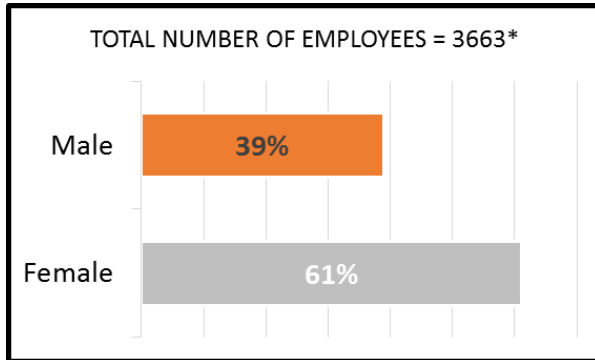


- *Turnover*, the measure of people leaving employment during a year and including retirees, was 9.9 percent, using the U.S Bureau of Labor Statistics formula. Turnover excluding retirees was just over 6 percent.
  - The *percentage of voluntary separations* totaled 87 percent, compared to 84 percent in 2015.
  - The *majority of the county's turnover* resulted from resignations and retirements, or 84 percent of total separations.
  - The *percentage of retirees separating from the workforce* was 34 percent of total separations compared to 36 percent in the prior year. Retirees include regular and early retirees (31 and 81 employees, respectively) as well as those retiring under the phased retirement option (11 employees).
- The *number of involuntary separations* was 40, compared to 48 in 2015, or 11 percent and 14 percent respectively. This includes the following categories: discharge, during probation, seasonal closure and staff reduction.
- The *number of employees of color separating* from the workforce was 112 compared to 246 white employees, or 31 percent and 69 percent, respectively.

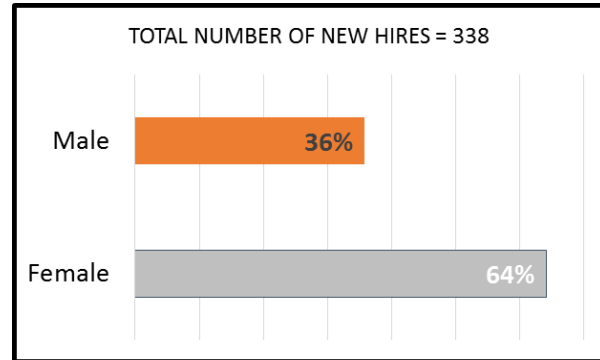
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Countywide Overview  
Gender in the Workforce  
By Race & Ethnicity and Gender as of January 1, 2017

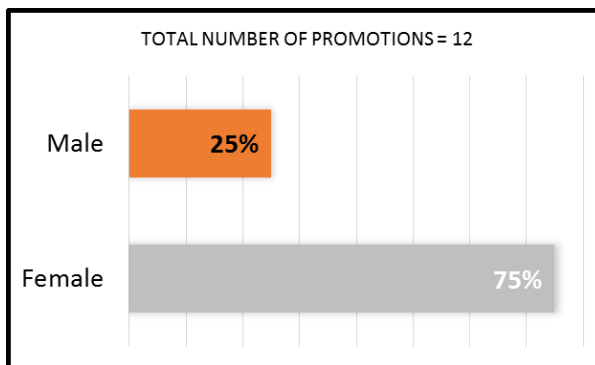
**Ramsey County**



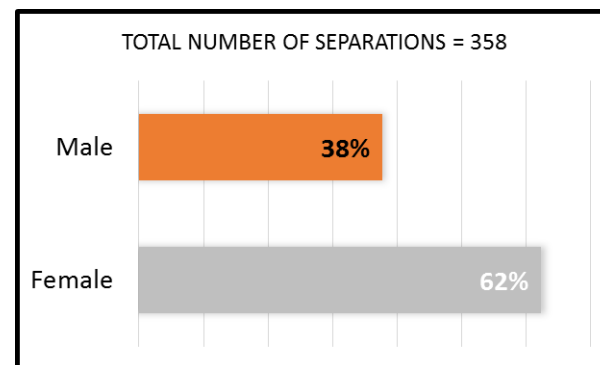
**New Hires**



**Promotions**



**Separations**



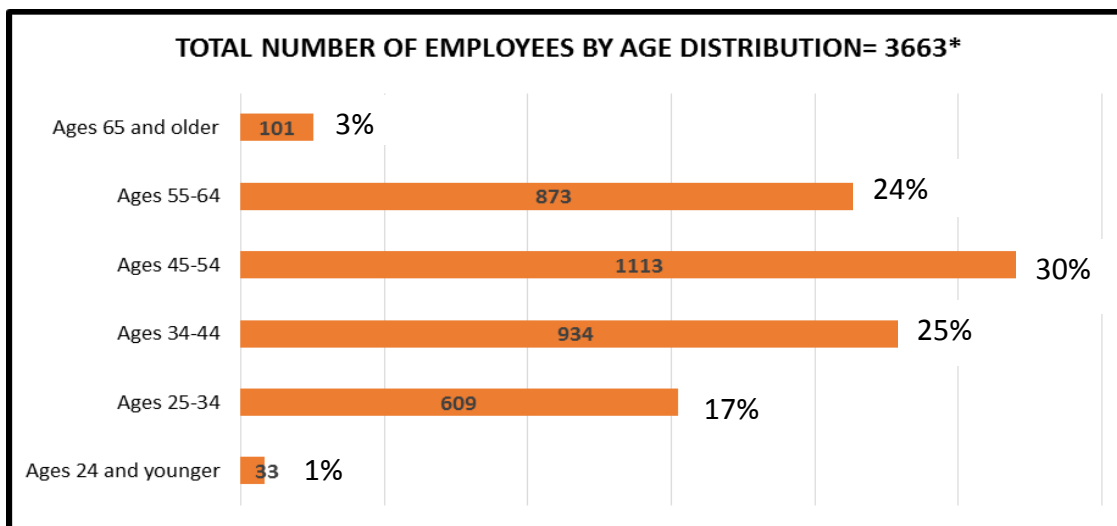
*\*Total number of employees is 3663; EEO-4 category totals 3655 and does not include elected officials, their principal assistants or immediate secretaries.*

## Countywide Overview

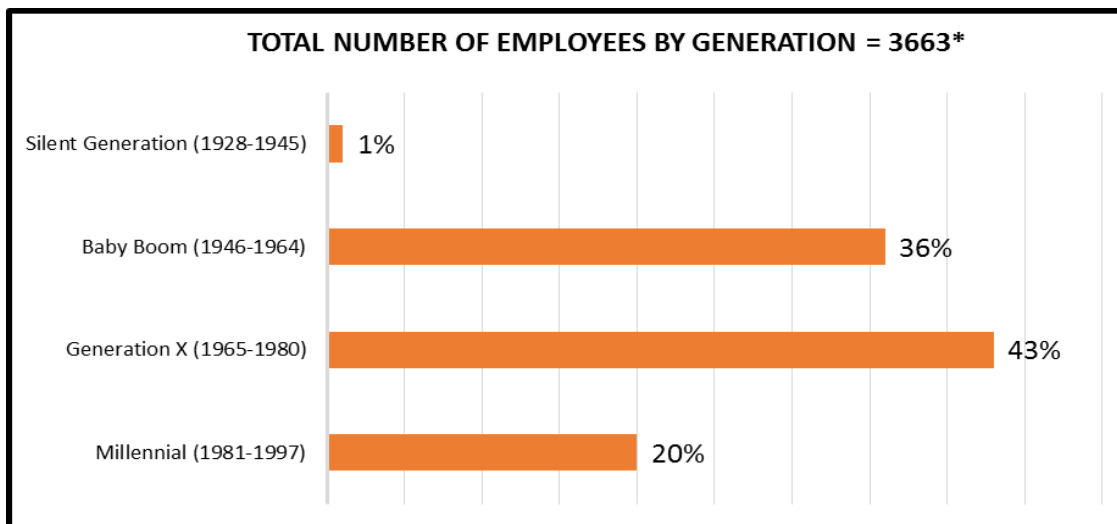
### Generations in the Workforce

As of January 1, 2017

- Four generations represent the county's workforce, with an average age of 46 for each of the past five years.
- Employees in the Baby Boom and Generation X generation represent 79 percent of the workforce.
- Consistently for each of the past five years, over 60 percent of our workforce reflects employees from Generation X and Millennial generations.
- The profile for age distribution and generations over the past five years has experienced negligible change.



\* Age Distribution as defined by the U.S. Department of Labor



\*Total number of employees is 3663; EEO-4 category totals 3655 and does not include elected officials, their principal assistants or immediate secretaries.

\*Generations as defined by the Pew Research Center.

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## Ramsey County Workforce Statistics – By Department

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This section of the Ramsey County Workforce Statistics Report summarizes by department the current data for all full and part-time Ramsey County employees: by Race & Ethnicity, EEO-4 categories, and Gender in bar graphs as of January 1, 2017. Additional data also is provided by department for new hires, promotions and separations during 2016.

A description of EEOC-4 job categories and Ramsey County Job Titles in the “Officials and Administrators” category can be found in the Appendix.

### Highlights of the historical and current data by department include:

In total, **Separations** by employees of color was 31 percent, compared to 25 percent in 2015. While 112 (or 31 percent) of those separating employment were employees of color, 123 (or 47 percent) of the county’s New Hires and 159 (or 46 percent) of those promoted were employees of color. This represents steady progress toward Ramsey County’s goal in hiring and promoting employees of color again in 2016. Additional attention focused on retaining these employees is needed.

The following are some examples of our changing labor force:

- **Financial Assistance Services Department (FASD):** FASD is comprised of 52 percent employees of color and 48 percent non-Hispanic white employees. 80 percent of new hires and 100 percent of all promotions were to the paraprofessional EEO-4 job category; 85 percent of all FASD separations came from this category as well. Gender diversity in FASD was 78 percent women and 22 percent men. Employees of color represented 62 percent of all separations in FASD. FASD hired and promoted people of color at rates of 76 percent and 65 percent respectively. Overall, FASD is hiring, retaining and promoting more people of color than those separating from employment.
- **Social Services Department (SSD):** SSD is comprised of 41 percent employees of color and 59 percent non-Hispanic white employees. 88 percent of new hires and 79 percent of promotions were to the professional EEO-4 category; 91 percent of all SSD separations came from this category as well. Gender diversity in SSD was 75 percent women and 25 percent men. Employees of color represented 31 percent of separations in SSD. SSD hired and promoted people of color at rates of 48 percent and 59 percent respectively. Overall, SSD is hiring, retaining and promoting more people of color than those separating from employment.
- **Workforce Solutions Department (WFSD):** WFSD is comprised of 48 percent employees of color and 52 percent non-Hispanic white employees. 100 percent of new hires and 100 percent of promotions were to either the professional or paraprofessional EEO-4 categories; 71.5 percent of separations came from these categories as well. Gender diversity in WFSD was 71 percent women and 29 percent men. Employees of color represented 42 percent of separations in WFSD. WFSD hired and promoted people of color at rates of 57 percent and 75 percent respectively. Overall, WFSD is hiring, retaining and promoting more people of color than those separating from employment.

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Departments reflecting the most diverse workforce population by **Race and Ethnicity** include:

- Financial Assistance Services
- Lake Owasso Residence
- Public Health
- Ramsey County Care Center
- Social Services
- Workforce Solutions

Departments with significant diversity in **New Hires** include:

- County Attorney's Office
- Emergency Communications
- Finance
- Financial Assistance Services
- Lake Owasso Residence
- Libraries
- Property Records & Revenue
- Public Health
- Ramsey County Care Center
- Sheriff's Office
- Social Services
- Workforce Solutions

Departments with the most diverse **Promotions** include:

- Community Corrections
- County Attorney
- Financial Assistance Services
- Lake Owasso Residence
- Property Management
- Sheriff's Office
- Social Services
- Workforce Solutions

Departments that are most balanced by **Gender** include:

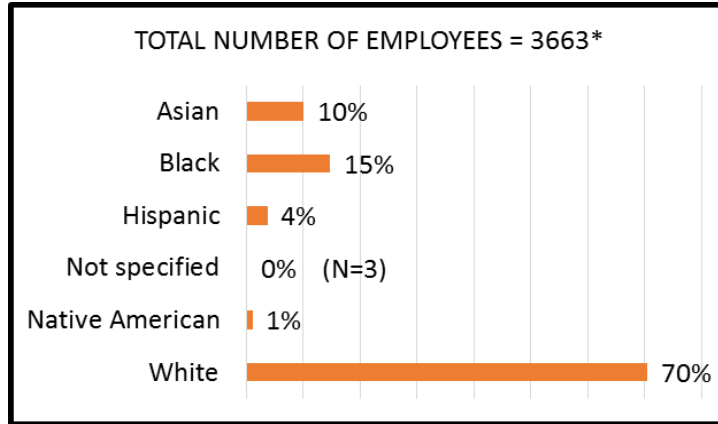
- County Board Office
- Community Corrections
- Emergency Management & Homeland Security
- Information Services
- Lake Owasso Residence
- Medical Examiner's Office
- Property Records & Revenue
- Regional Rail

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# Employees by Department

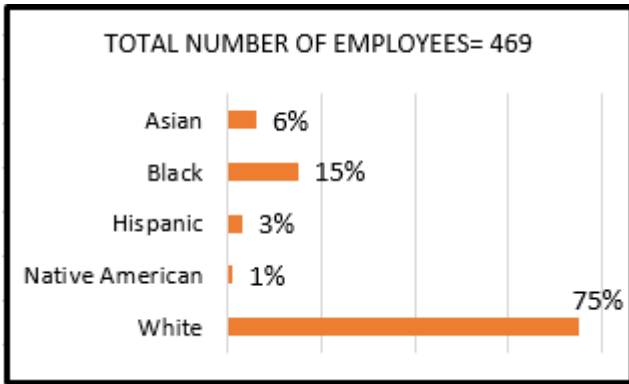
## Employees by Department by Race and Ethnicity as of January 1, 2017

### All Ramsey County

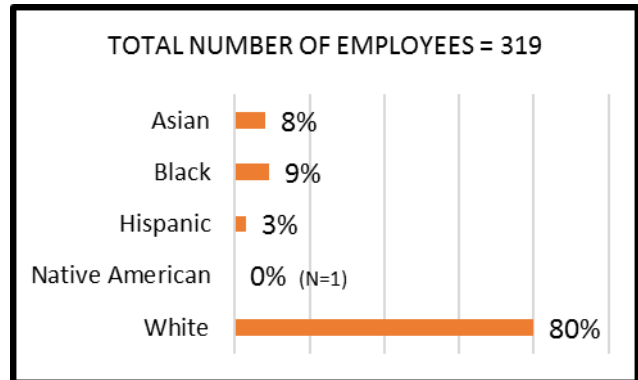


*\*Total number of employees is 3663; EEO-4 category totals 3655 and does not include elected officials or their principal assistants.*

### Community Corrections

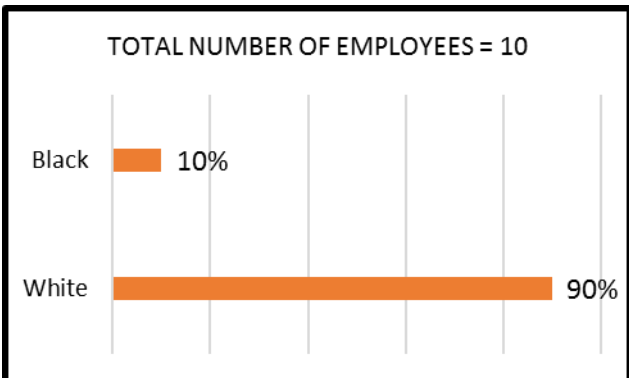


### County Attorney's Office



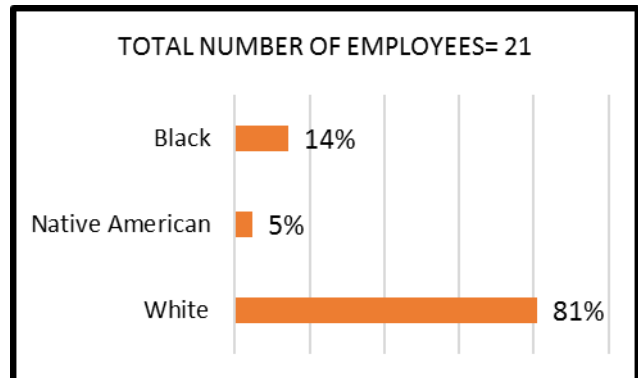
*Total number of employees does not include elected officials.*

### County Board Office



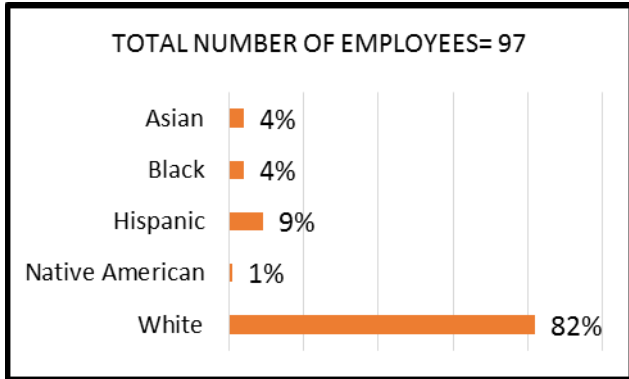
*Total number of employees does not include elected officials.*

### County Manager's Office

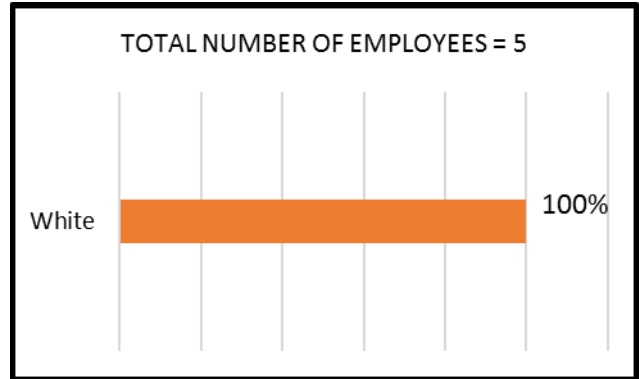


Employees by Race and Ethnicity as of January 1, 2017 (continued)

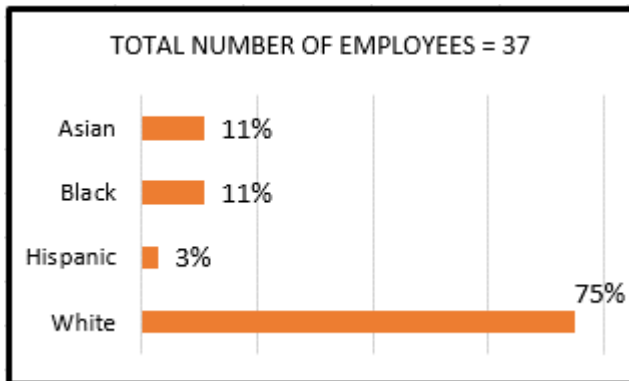
**Emergency Communications**



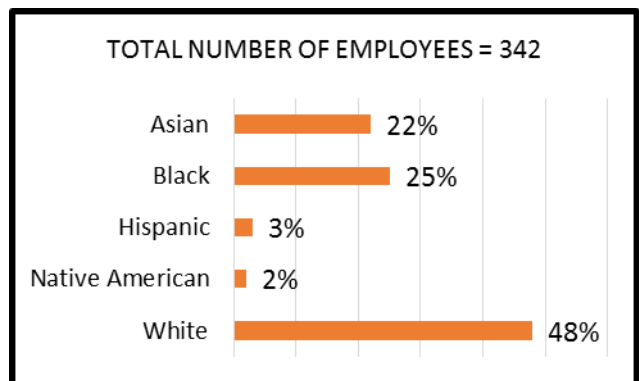
**Emergency Management and Homeland Security**



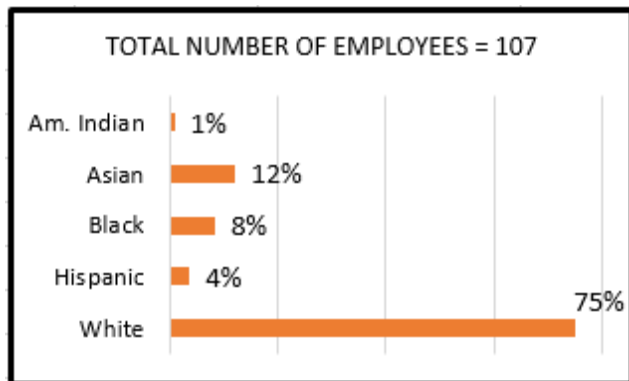
**Finance**



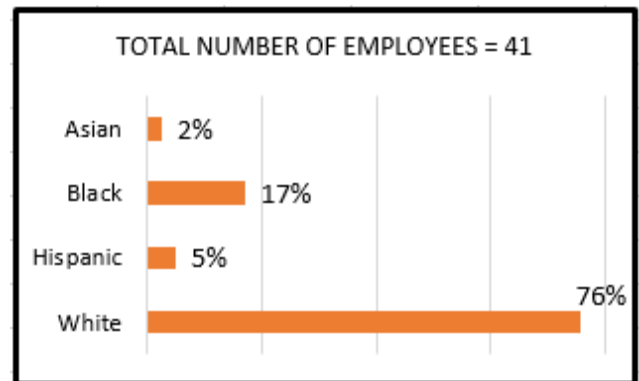
**Financial Assistance Services**



**Health & Wellness Administration**



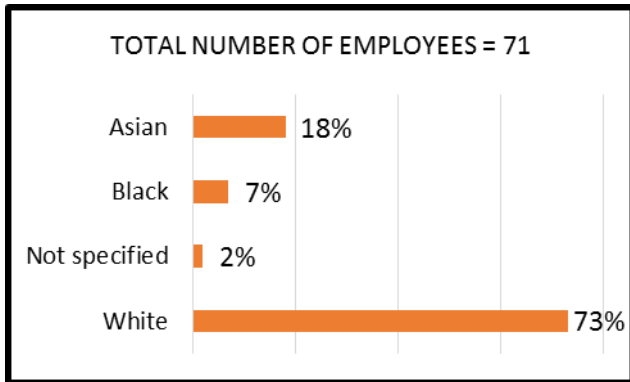
**Human Resources**



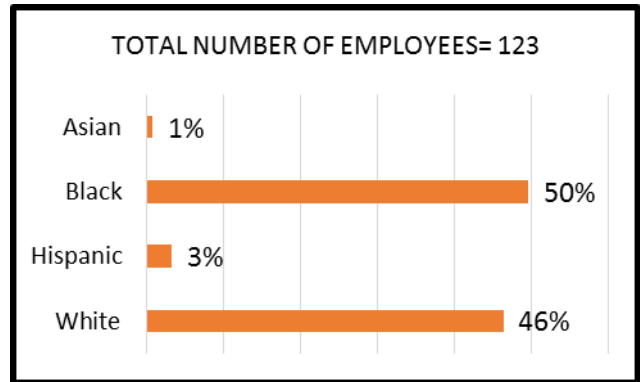


Employees by Race and Ethnicity as of January 1, 2017 (continued)

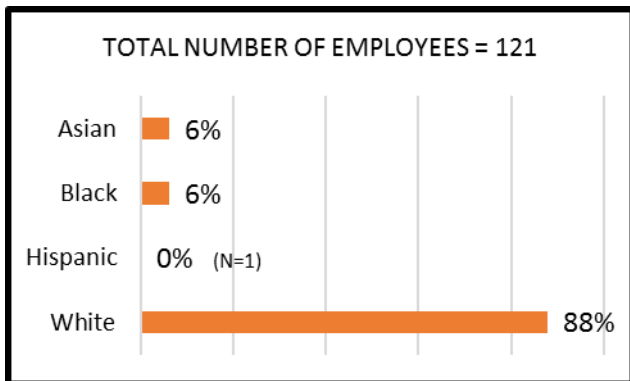
**Information Services**



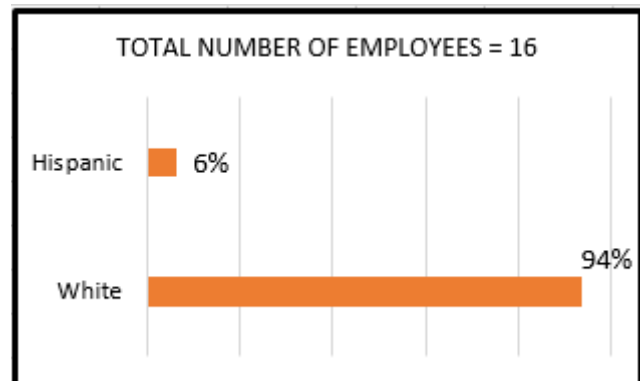
**Lake Owasso Residence**



**Libraries**

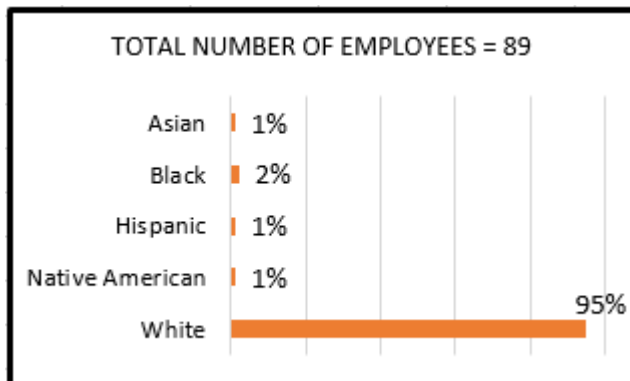


**Medical Examiner's Office**

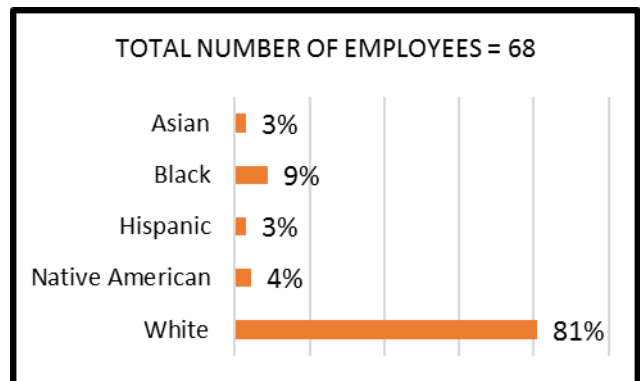


Total number of employees does not include elected officials.

**Parks & Recreation**

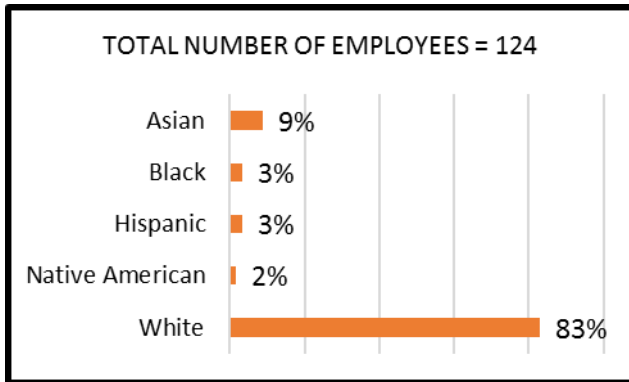


**Property Management**

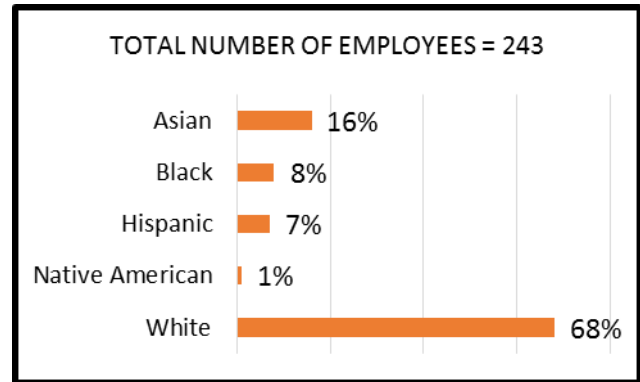


Employees by Race and Ethnicity as of January 1, 2017 (continued)

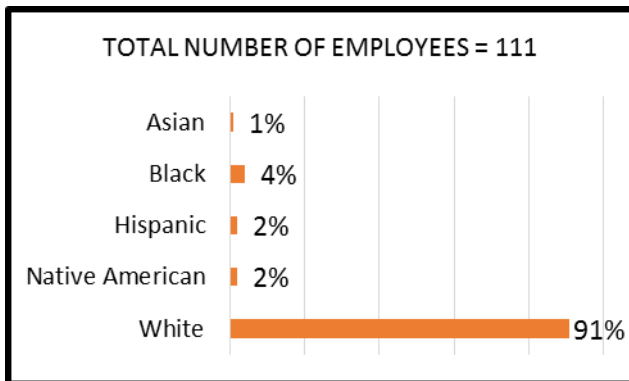
**Property Records & Revenue**



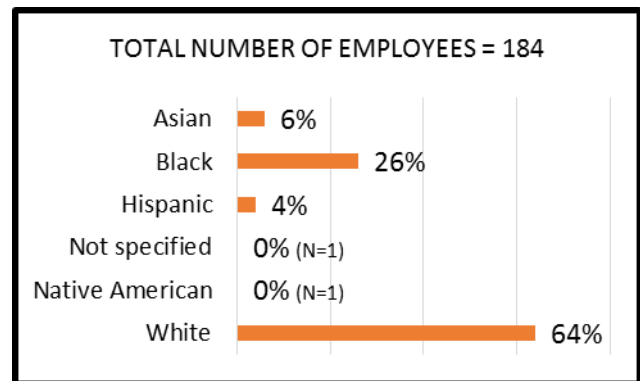
**Public Health**



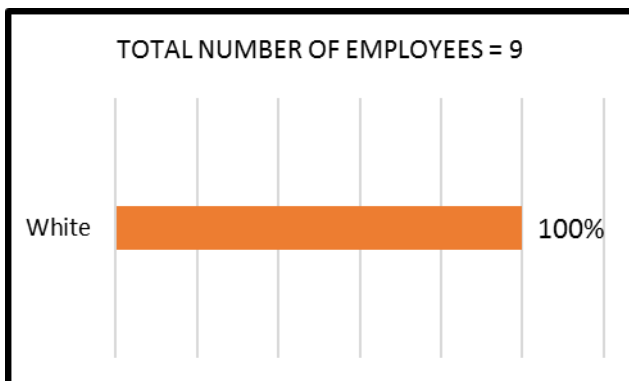
**Public Works**



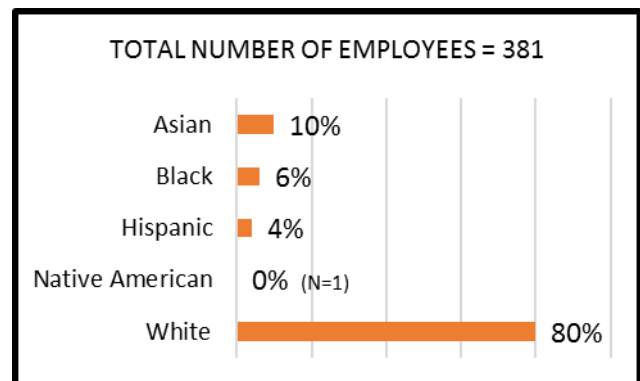
**Ramsey County Care Center**



**Regional Rail**



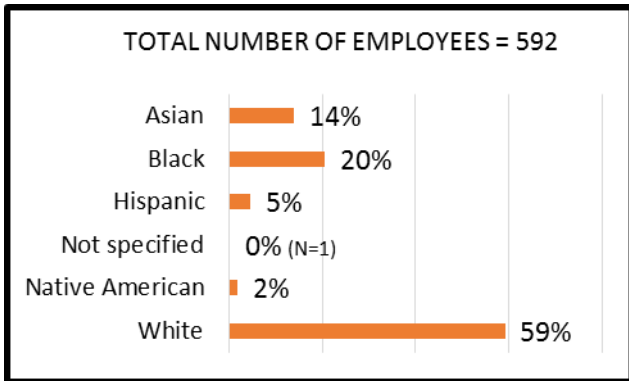
**Sheriff's Office**



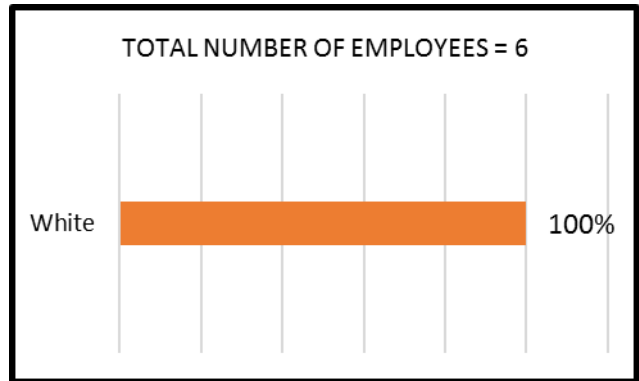
Total number of employees does not include elected officials.

Employees by Race and Ethnicity as of January 1, 2017 (continued)

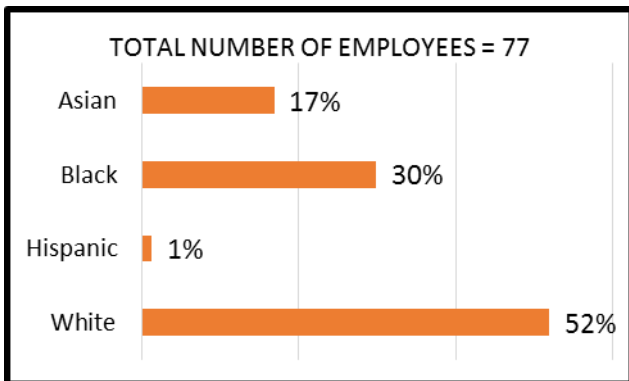
**Social Services**



**Veterans Services**

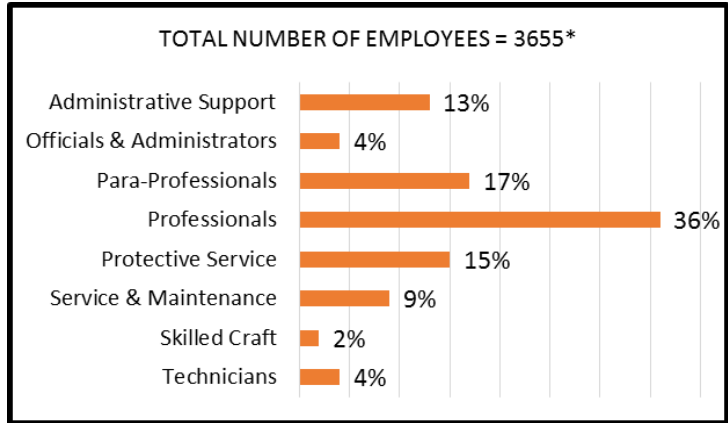


**Workforce Solutions**



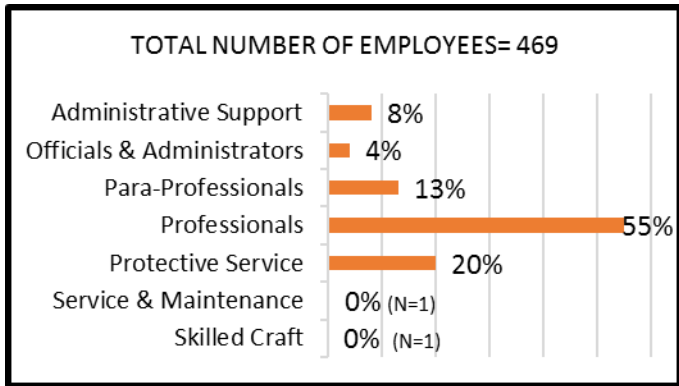
# Employees by Department by EEO-4 Category as of January 1, 2017

## All Ramsey County

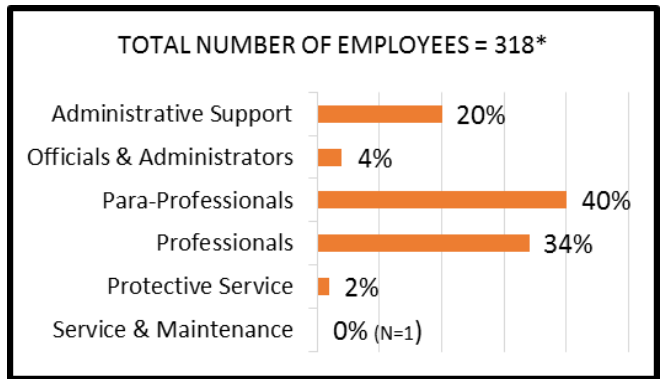


*\*Total number of employees is 3663; EEO-4 category totals 3655 and does not include elected officials, their principal assistants or immediate secretaries.*

## Community Corrections

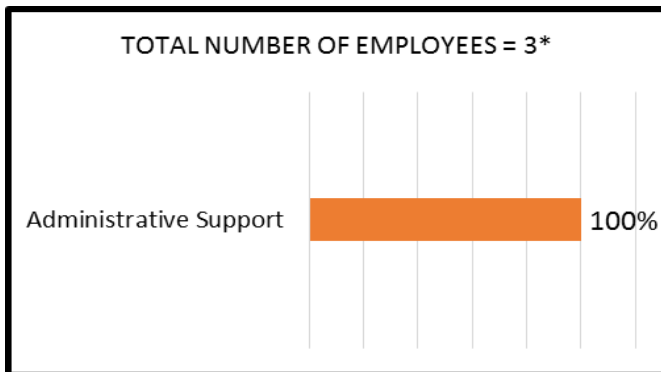


## County Attorney's Office



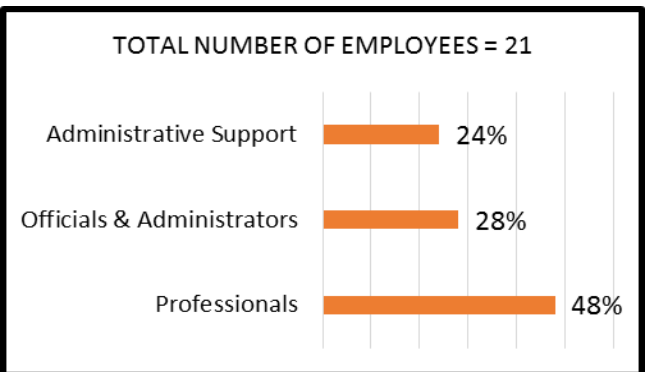
*\*Total number of employees is 319; EEO-4 category totals 318 and does not include elected officials, their principal assistants or immediate secretaries.*

## County Board Office



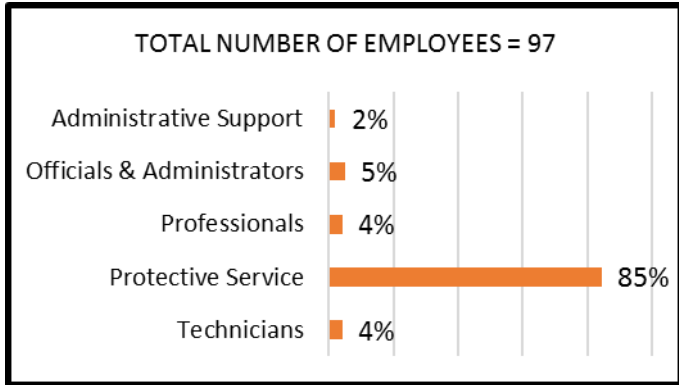
*\*Total number of employees is 10; EEO-4 category totals 3 and does not include elected officials, their principal assistants or immediate secretaries.*

## County Manager's Office

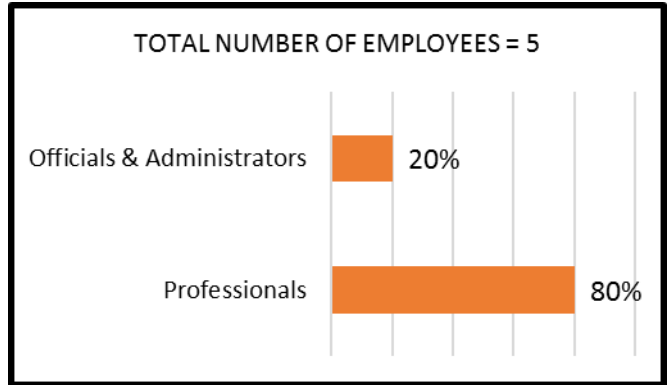


Employees by EEO-4 Category as of January 1, 2017 (continued)

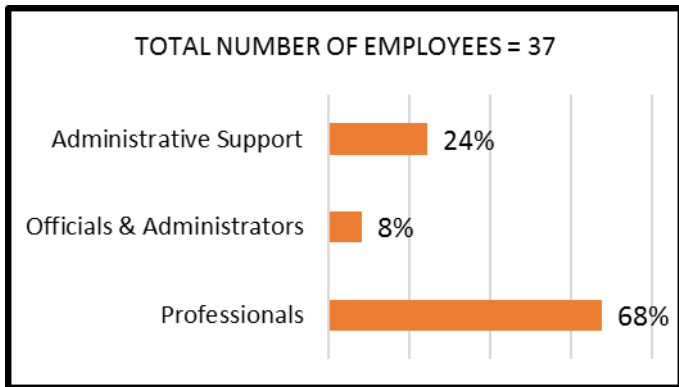
**Emergency Communications**



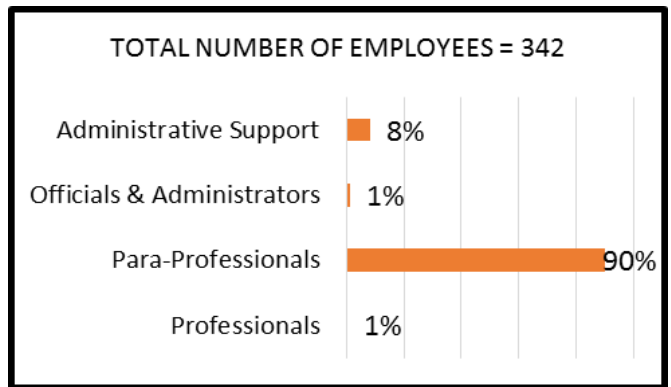
**Emergency Management & Homeland Security**



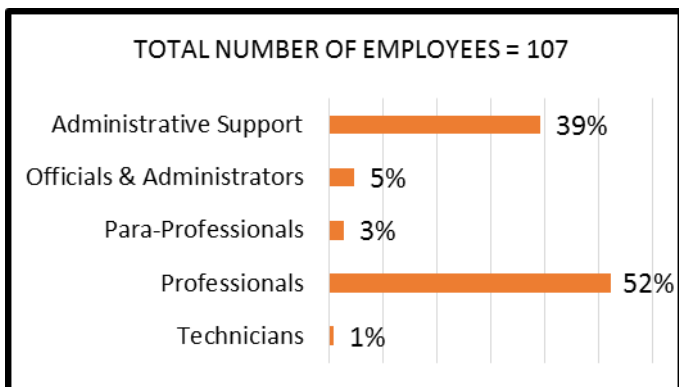
**Finance**



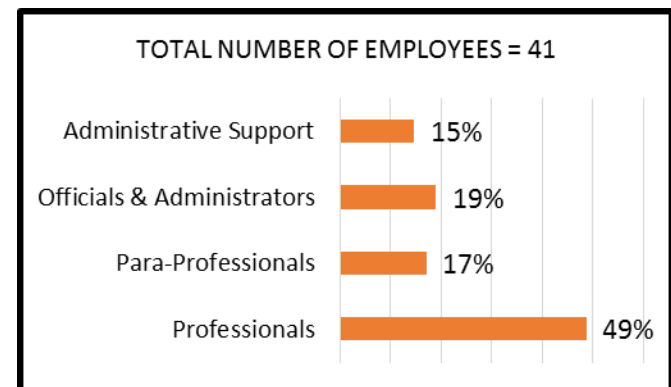
**Financial Assistance Services**



**Health & Wellness Administration**

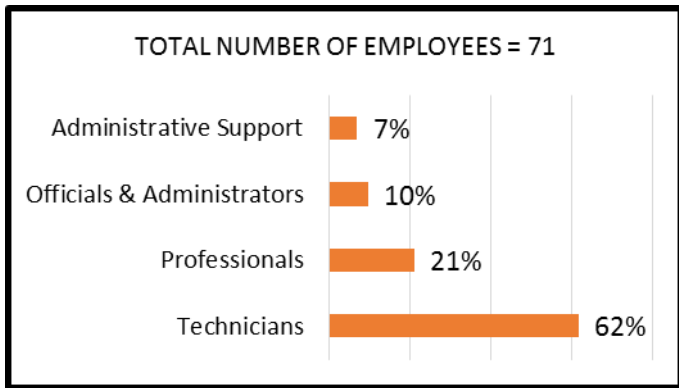


**Human Resources**

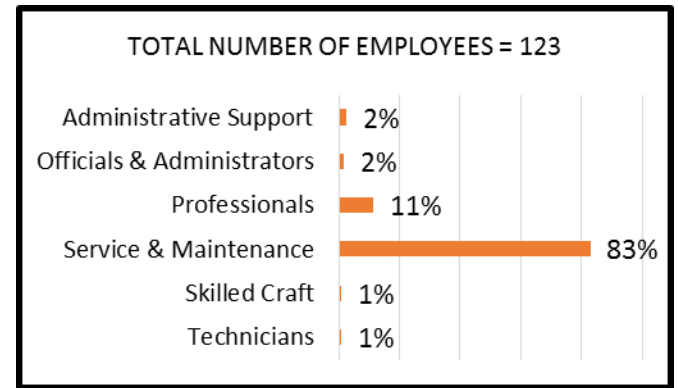


Employees by EEO-4 Category as of January 1, 2017 (continued)

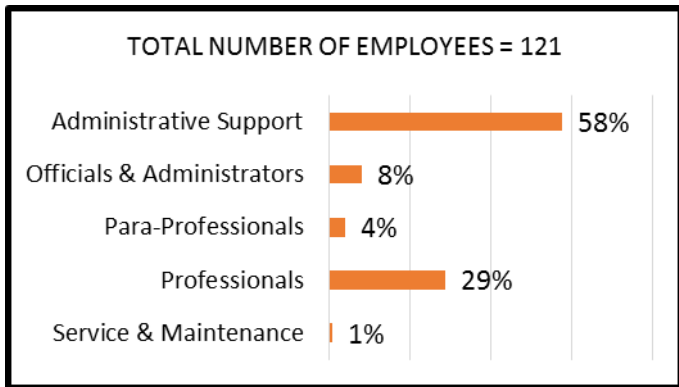
**Information Services**



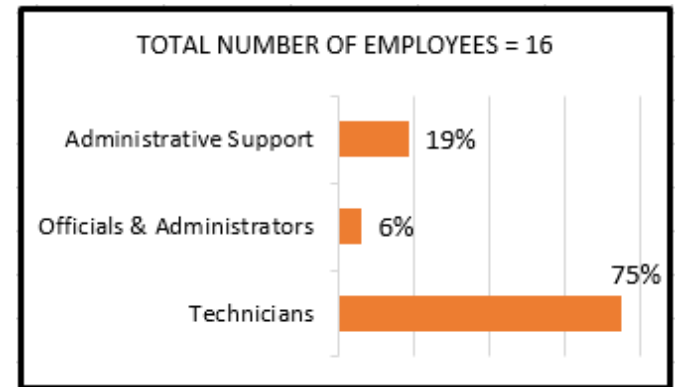
**Lake Owasso Residence**



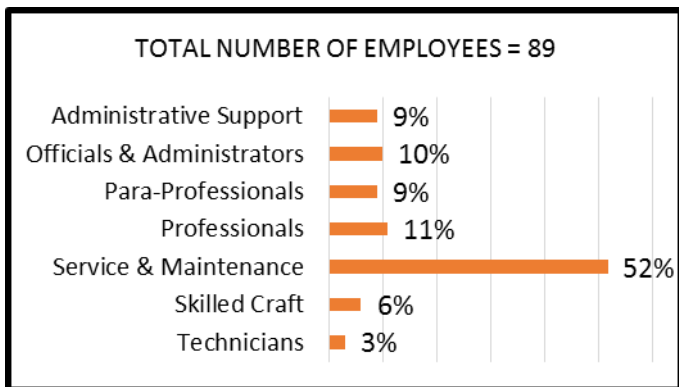
**Libraries**



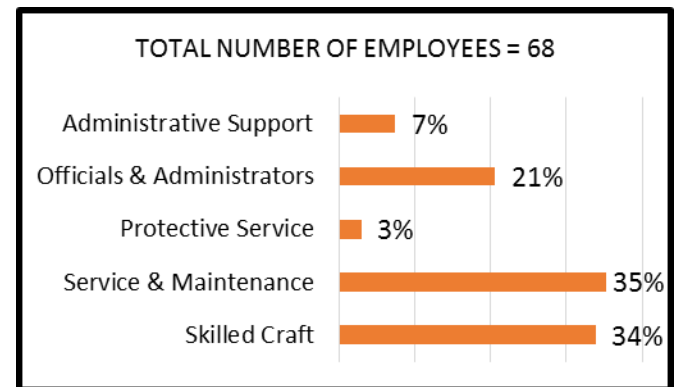
**Medical Examiner's Office**



**Parks & Recreation**

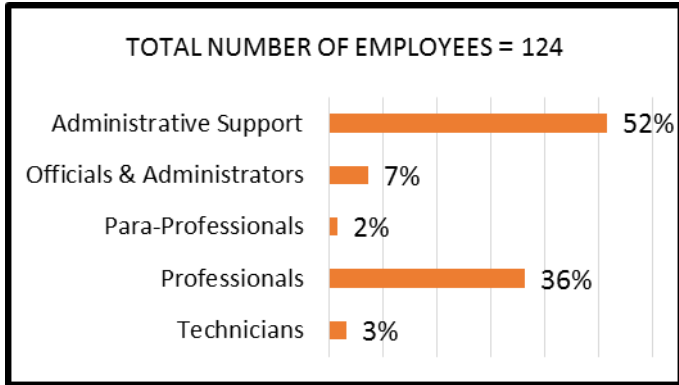


**Property Management**

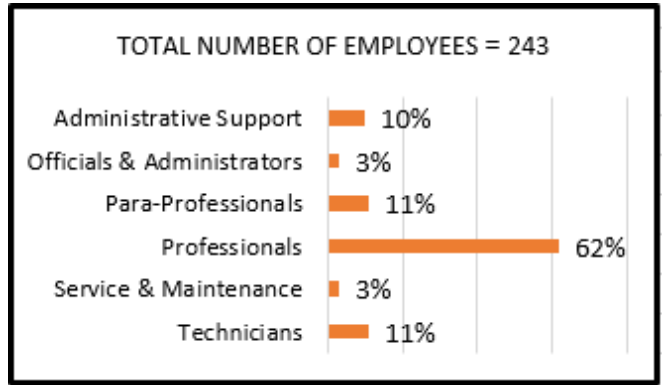


Employees by EEO-4 Category as of January 1, 2017 (continued)

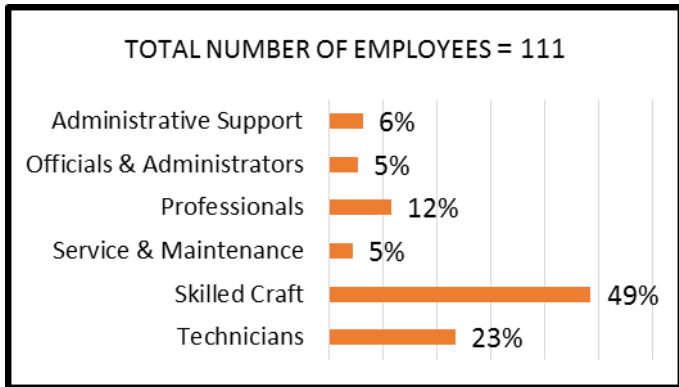
**Property Records & Revenue**



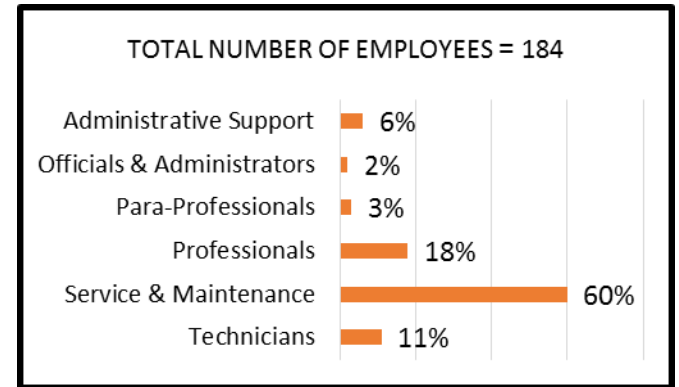
**Public Health**



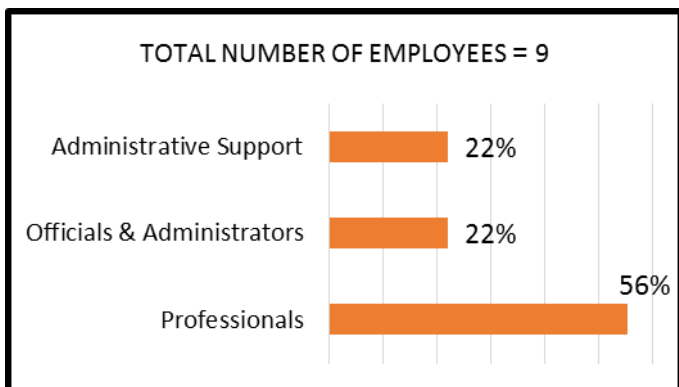
**Public Works**



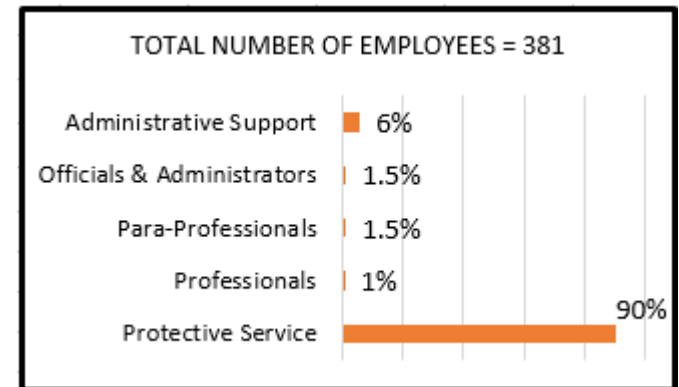
**Ramsey County Care Center**



**Regional Rail**



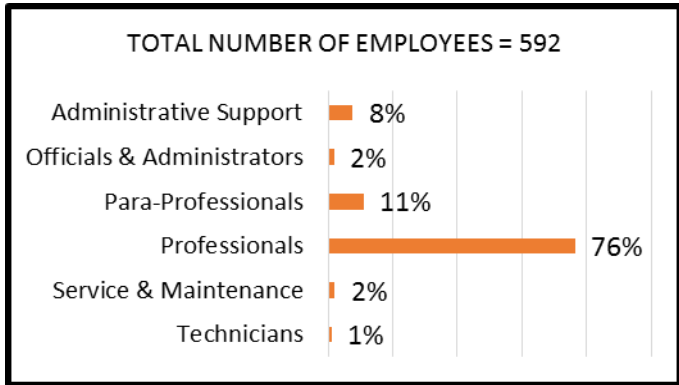
**Sheriff's Office**



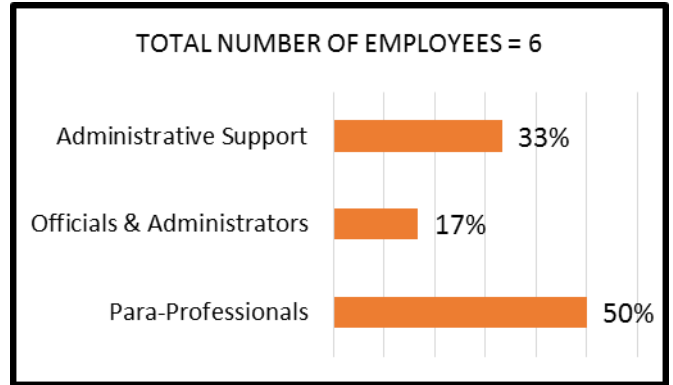
Total number of employees does not include elected officials

Employees by EEO-4 Category as of January 1, 2017 (continued)

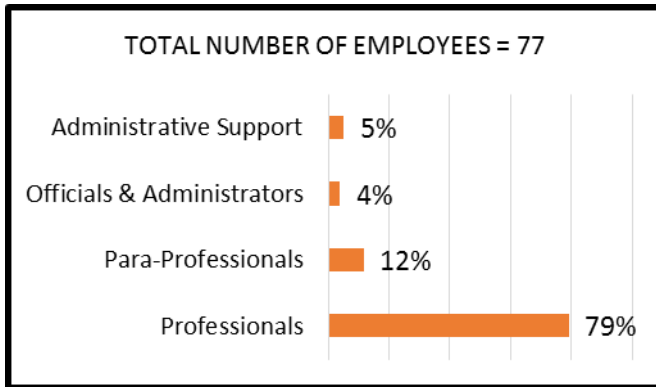
**Social Services**



**Veterans Services**



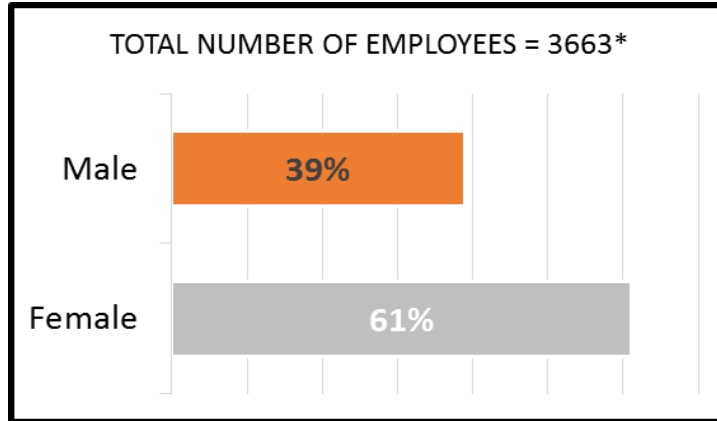
**Workforce Solutions**





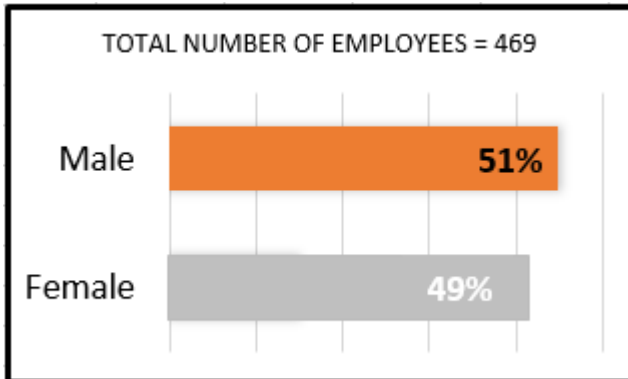
## Employees by Department by Gender as of January 1, 2017

### All Ramsey County

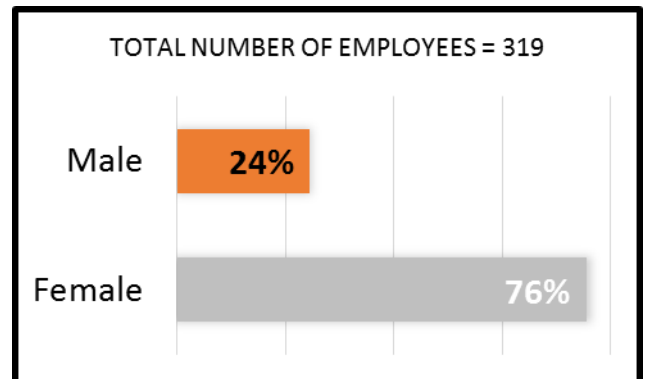


*\*Total number of employees is 3663; EEO-4 category totals 3655 and does not include elected officials, their principal assistants or immediate secretaries.*

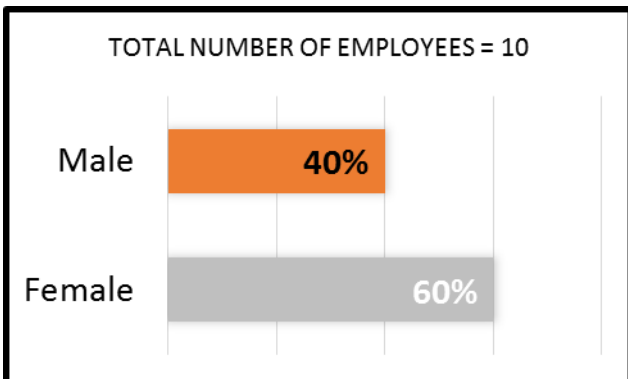
### Community Corrections



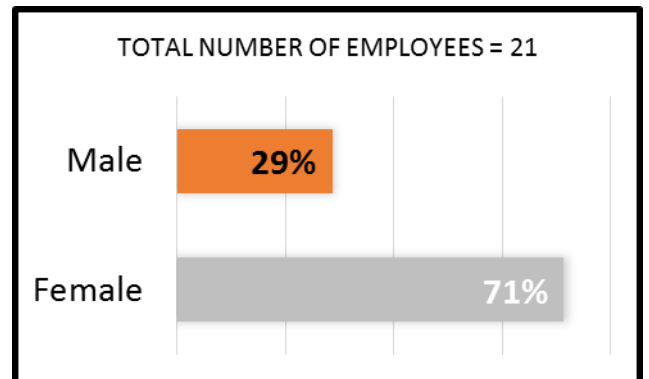
### County Attorney's Office



### County Board Office

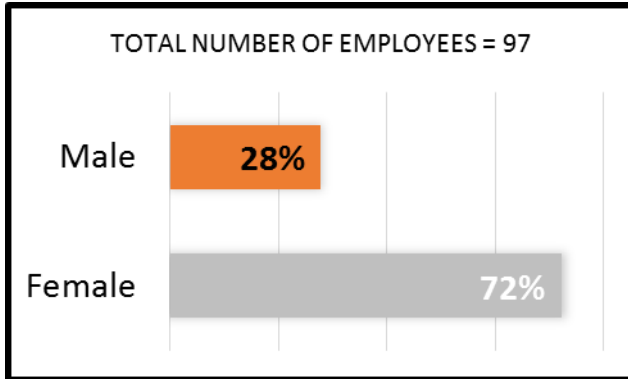


### County Manager's Office

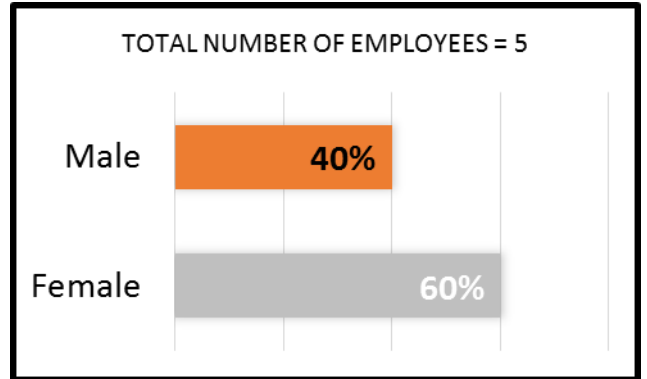


Employees by Gender as of January 1, 2017 (continued)

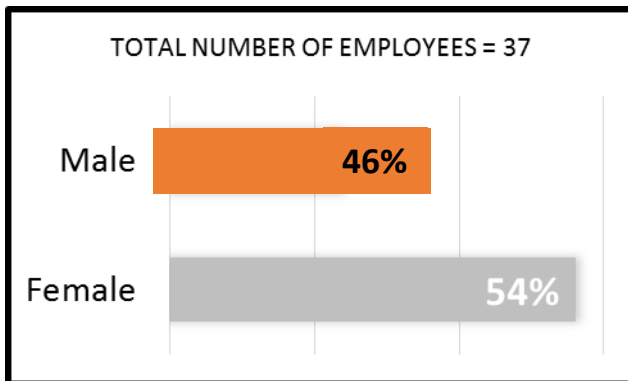
**Emergency Communications**



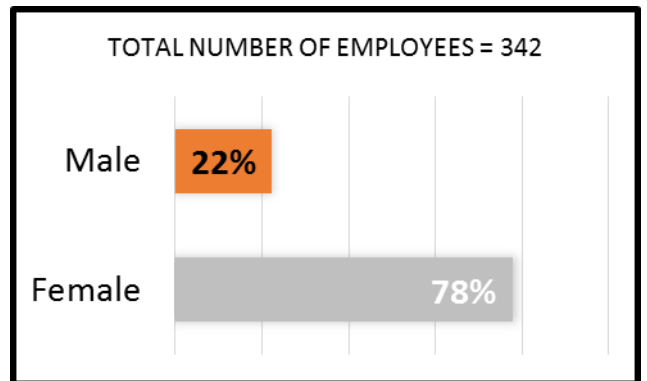
**Emergency Management and Homeland Security**



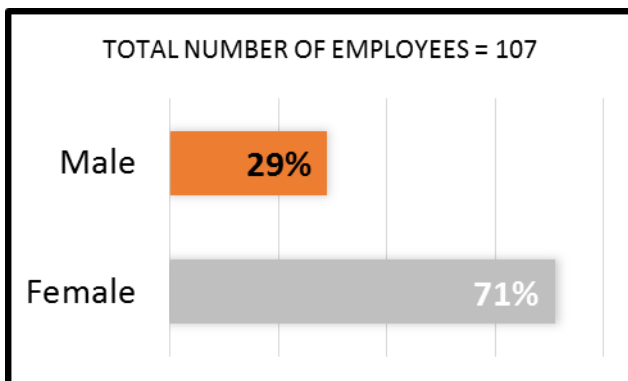
**Finance**



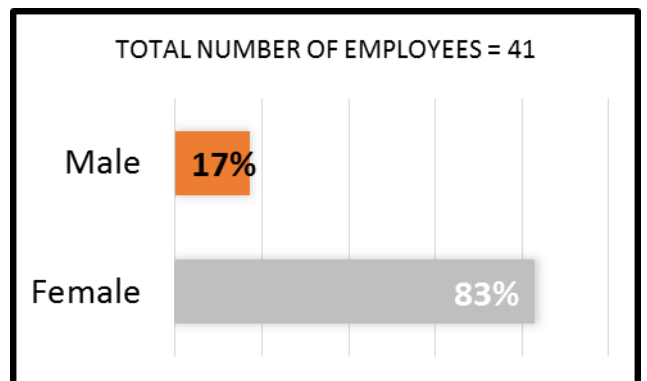
**Financial Assistance Services**



**Health & Wellness Administration**

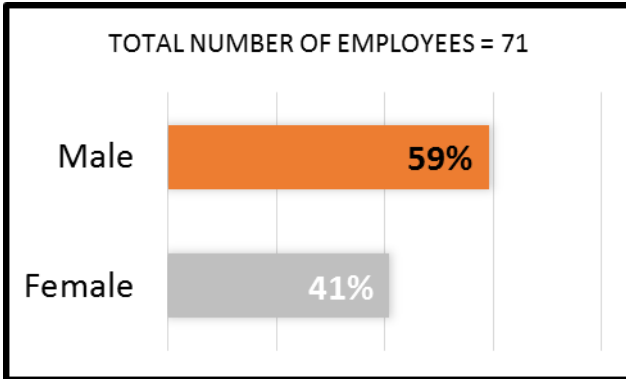


**Human Resources**

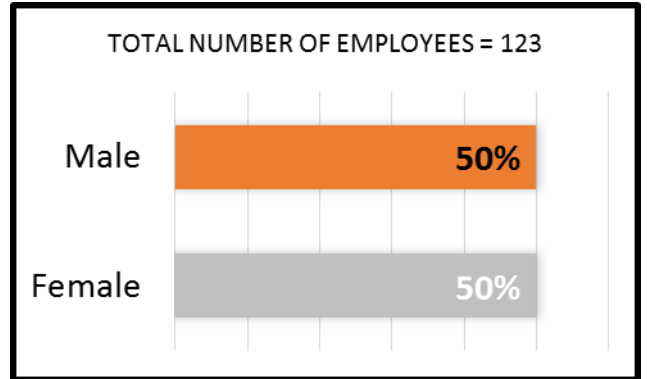


Employees by Gender as of January 1, 2017 (continued)

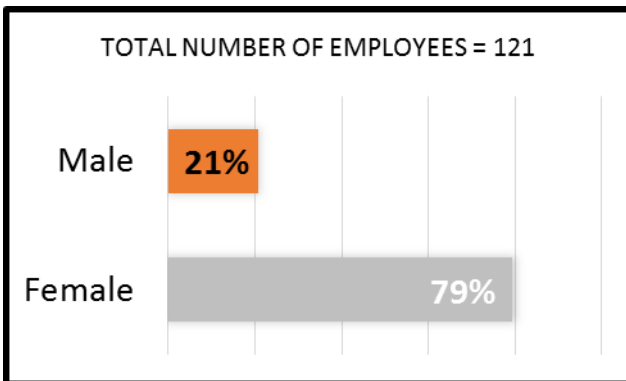
**Information Services**



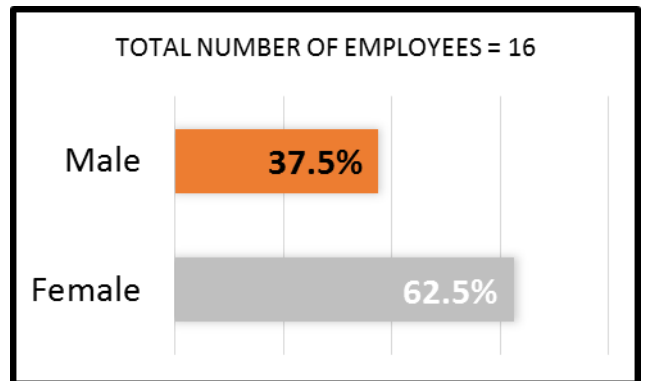
**Lake Owasso Residence**



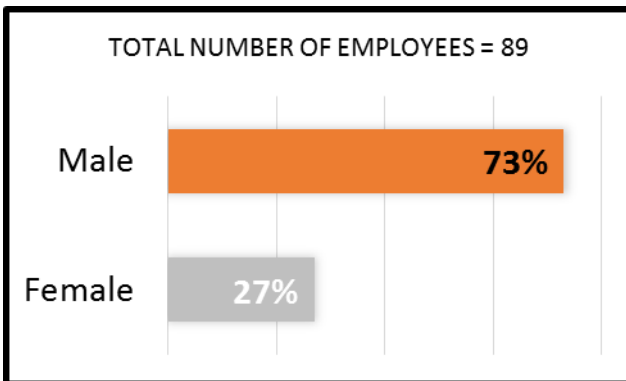
**Libraries**



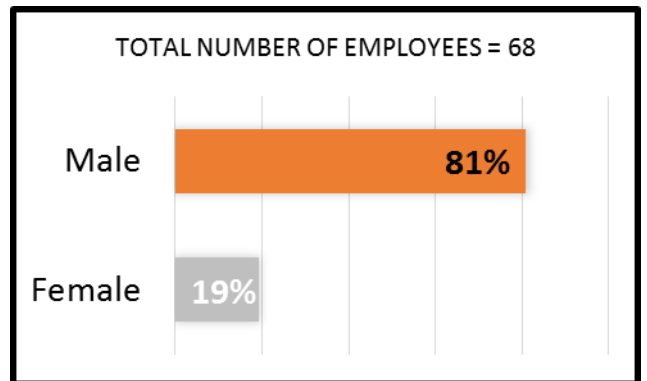
**Medical Examiner's Office**



**Parks & Recreation**

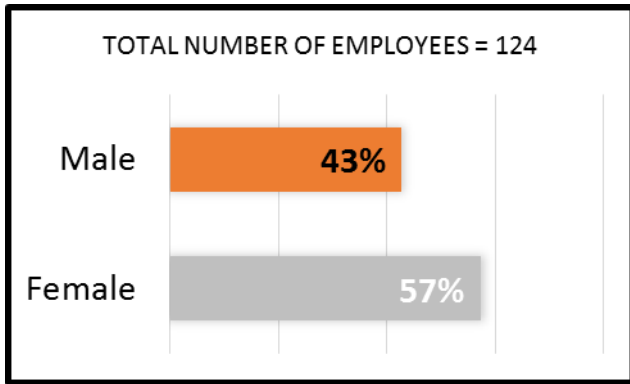


**Property Management**

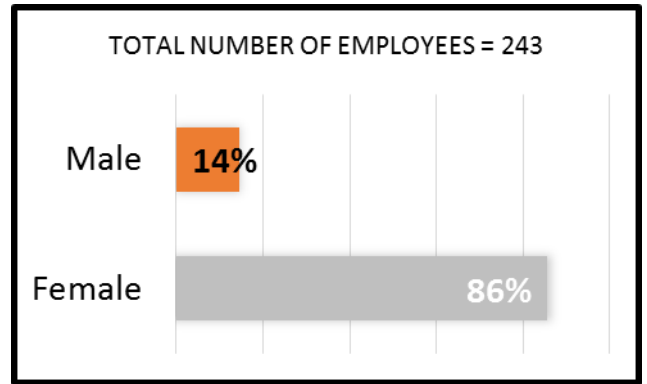


Employees by Gender as of January 1, 2017 (continued)

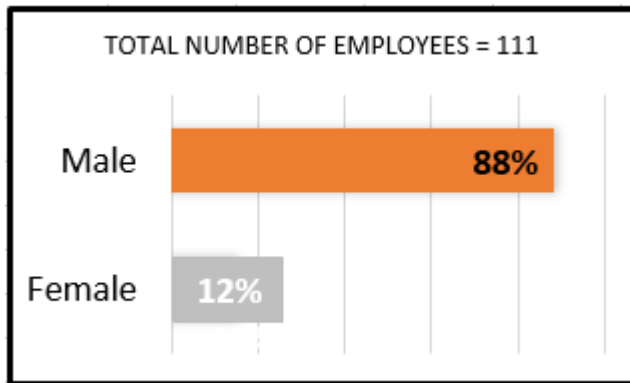
**Property Records & Revenue**



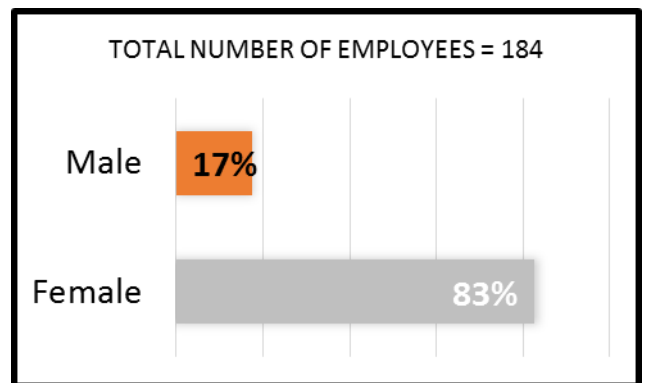
**Public Health**



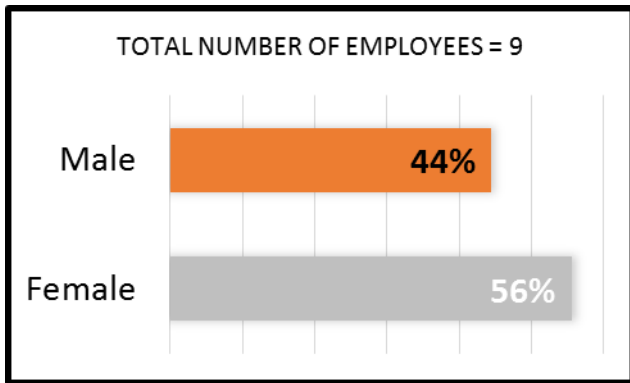
**Public Works**



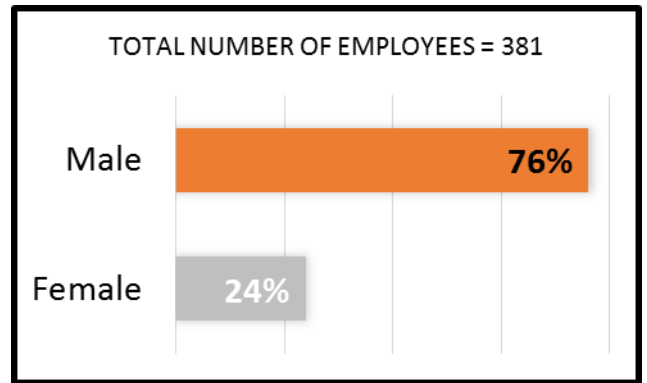
**Ramsey County Care Center**



**Regional Rail**

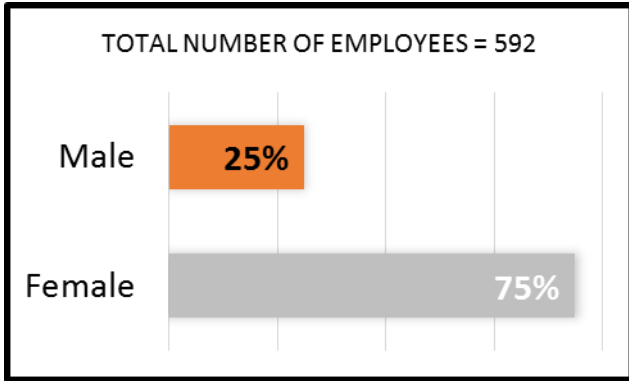


**Sheriff's Office**

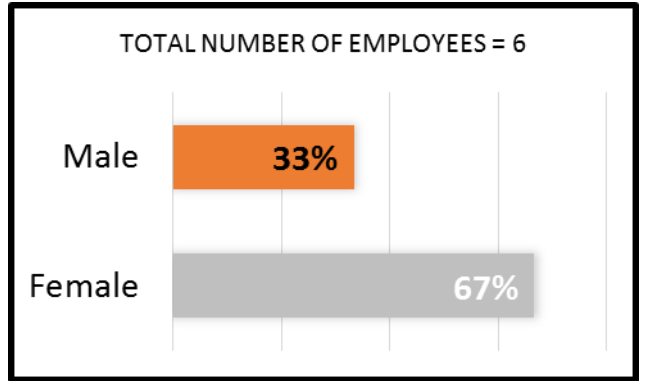


Employees by Gender as of January 1, 2017 (continued)

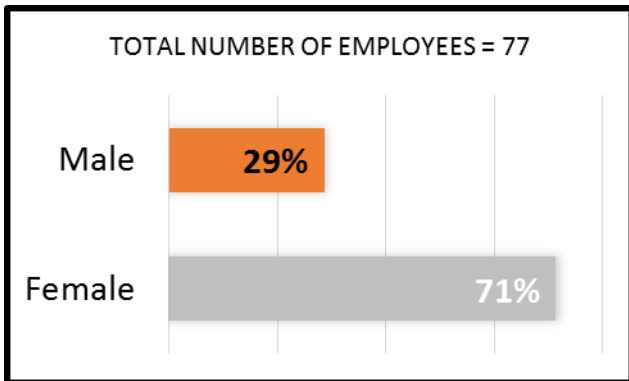
**Social Services**



**Veterans Services**



**Workforce Solutions**

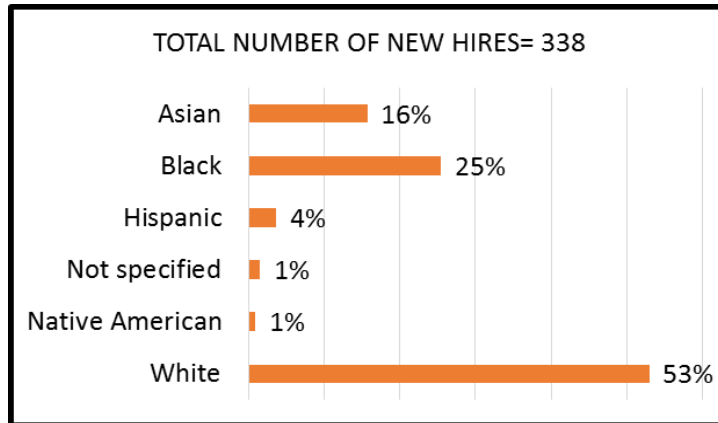


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# New Hires by Department

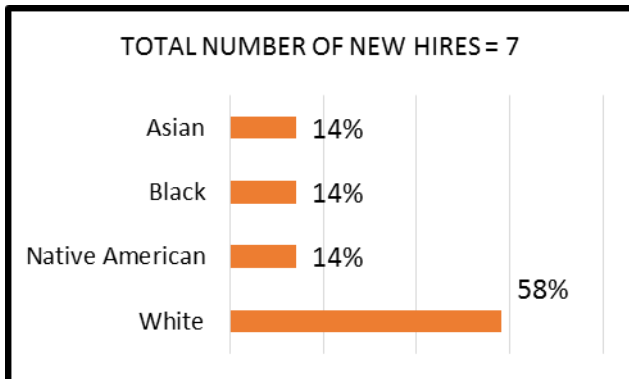
## New Hires by Department by Race and Ethnicity From January 1 to December 31, 2016

### All Ramsey County

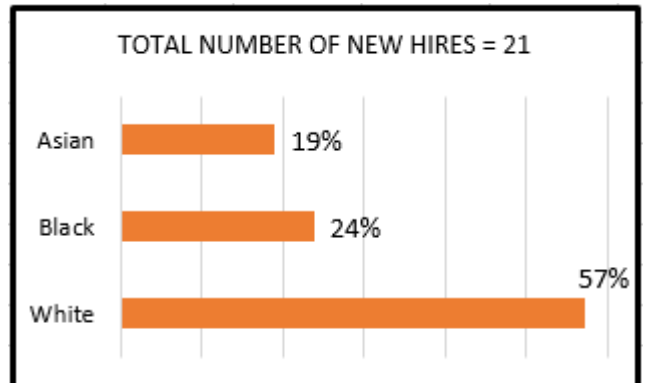


\*Total number of new hires does not include elected officials, their principal assistants or immediate secretaries.

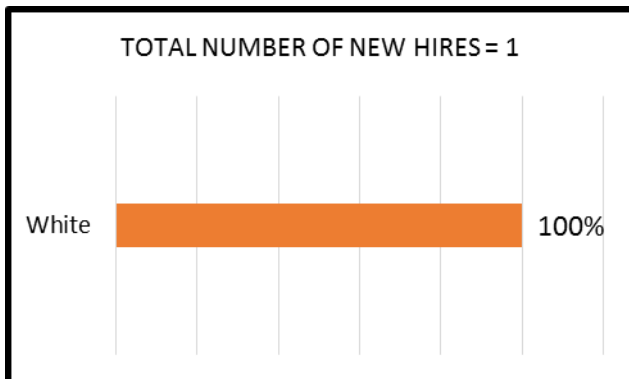
### Community Corrections



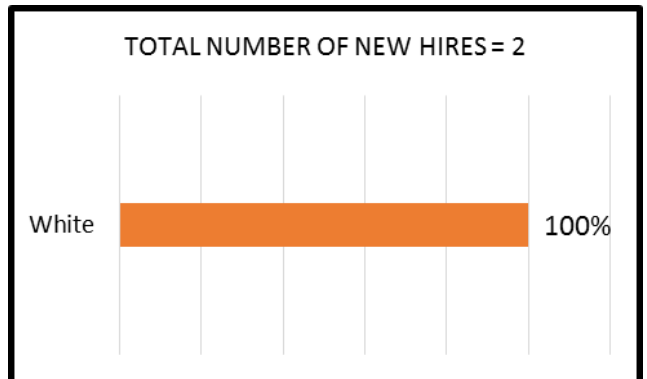
### County Attorney's Office



### County Board Office

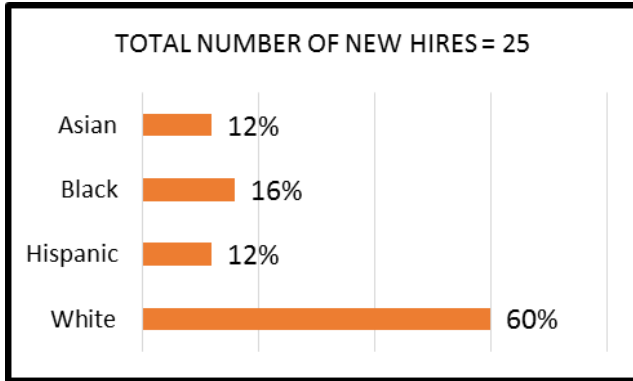


### County Manager's Office

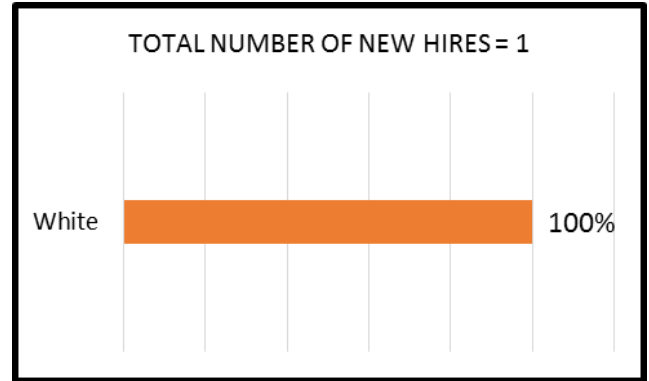


New Hires by Race and Ethnicity from January 1 to December 31, 2016 (continued)

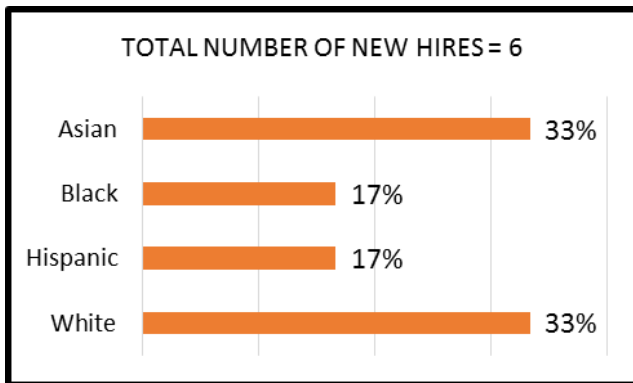
**Emergency Communications**



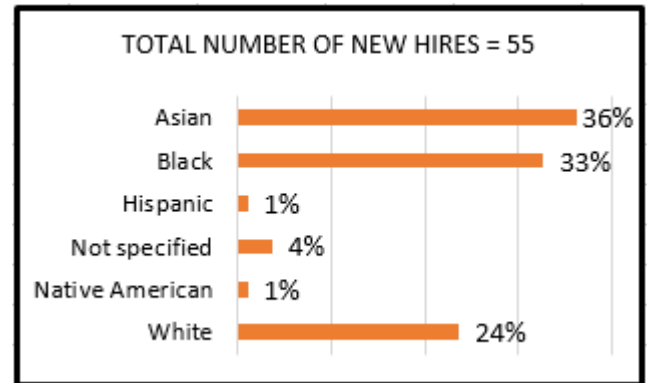
**Emergency Management and Homeland Security**



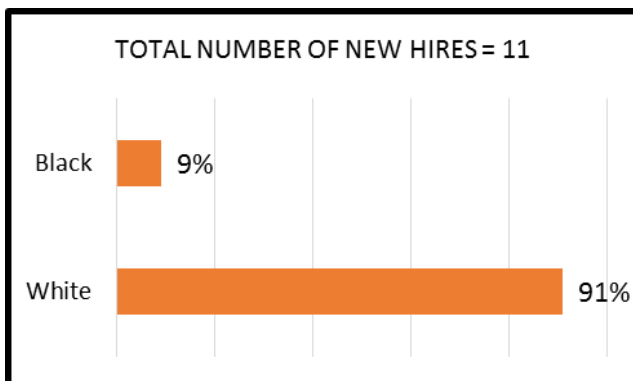
**Finance**



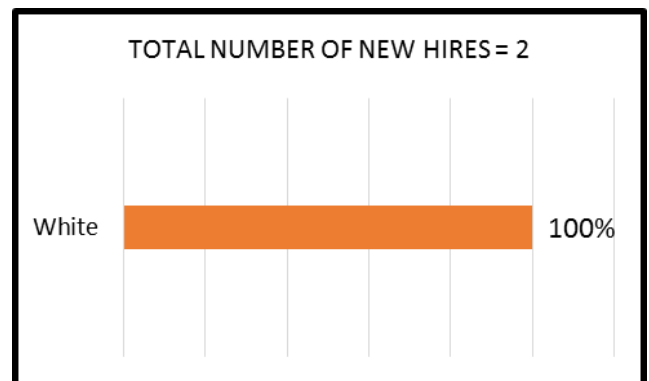
**Financial Assistance Services**



**Health & Wellness Administration**



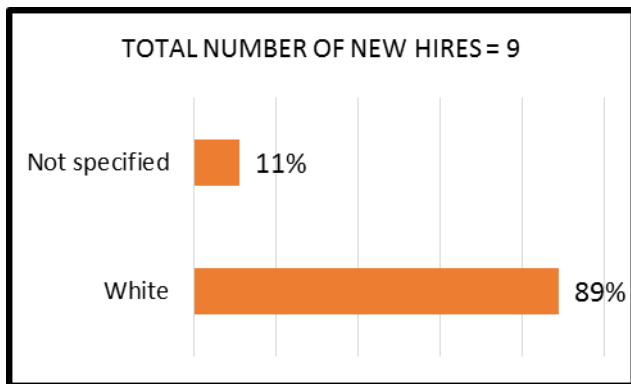
**Human Resources**



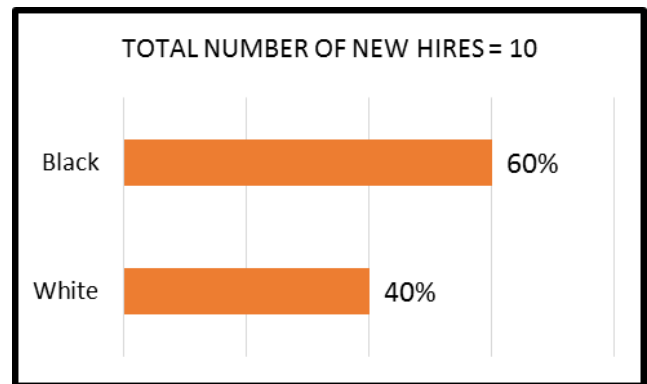


New Hires by Race and Ethnicity from January 1 to December 31, 2016 (continued)

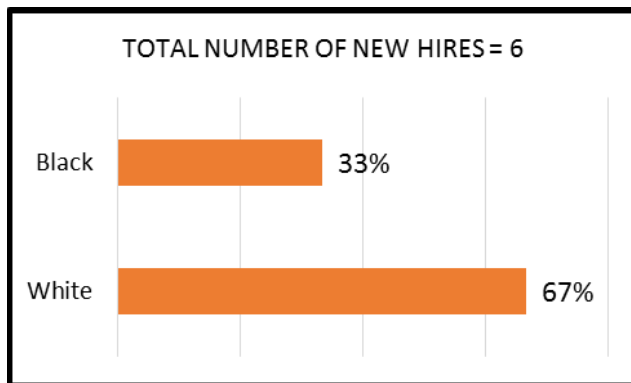
**Information Services**



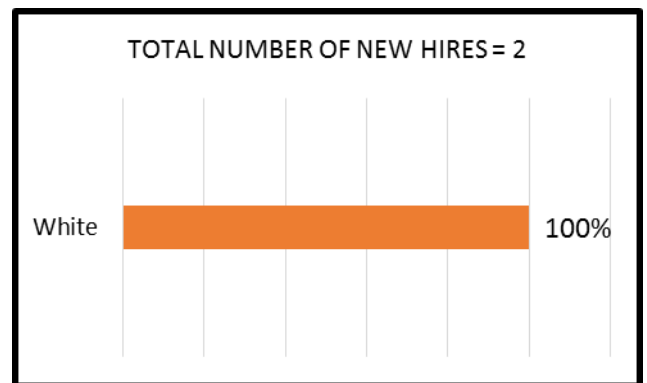
**Lake Owasso Residence**



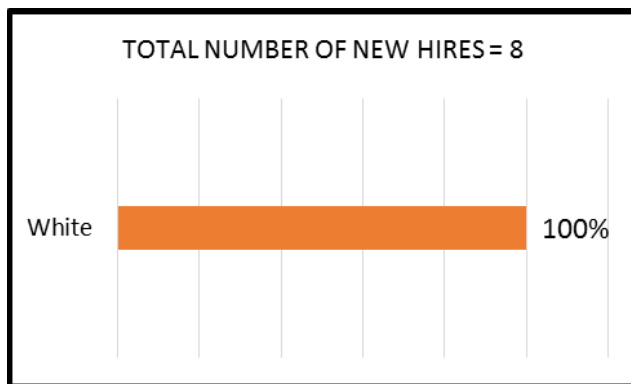
**Libraries**



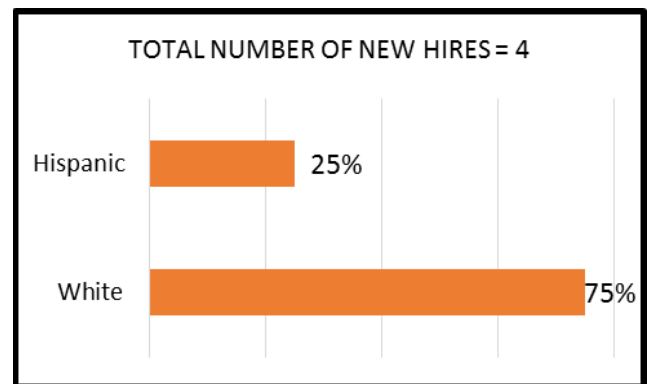
**Medical Examiner's Office**



**Parks & Recreation**

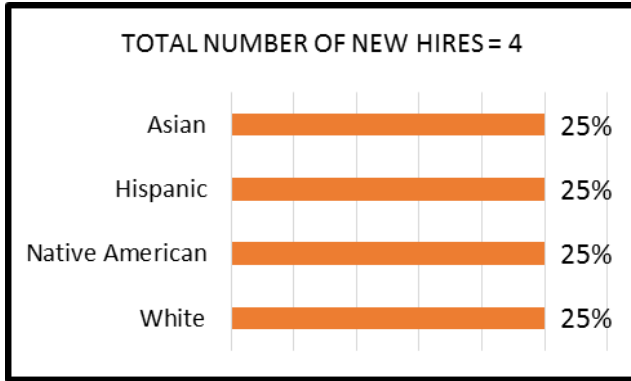


**Property Management**

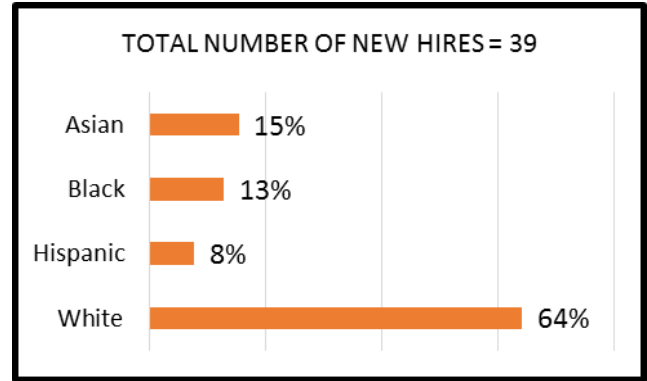


*New Hires by Race and Ethnicity from January 1 to December 31, 2016 (continued)*

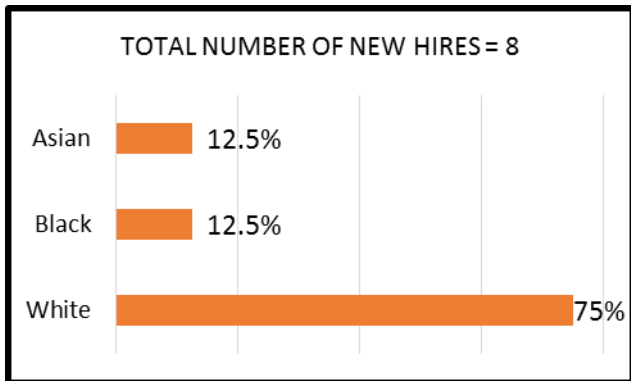
**Property Records & Revenue**



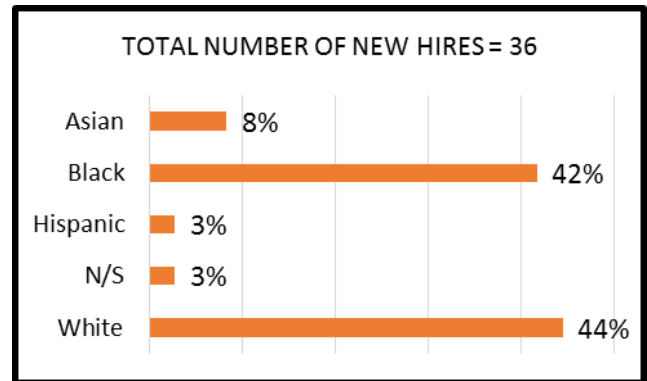
**Public Health**



**Public Works**



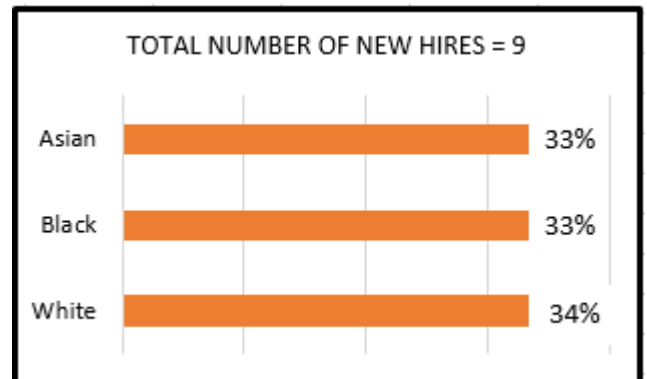
**Ramsey County Care Center**



**Regional Rail**

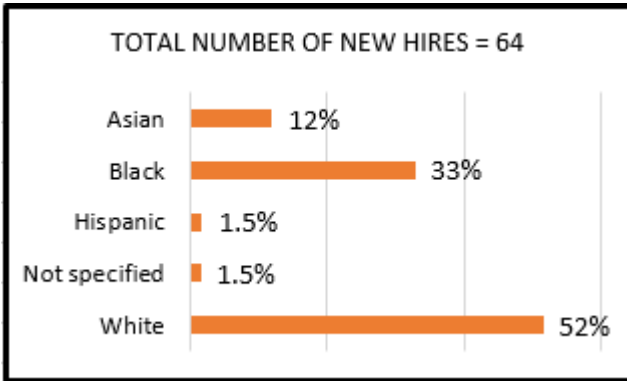
*There were no new hires during this period.*

**Sheriff's Office**

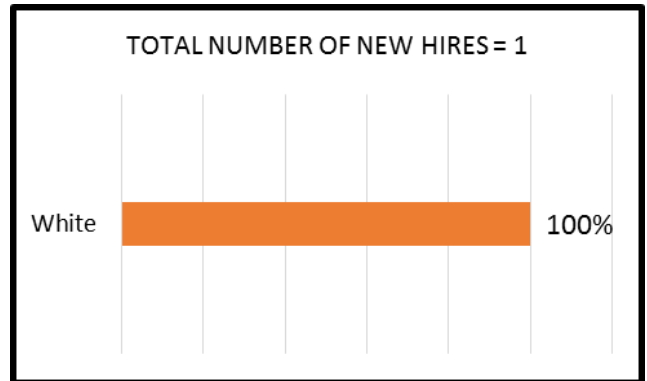


*New Hires by Race and Ethnicity from January 1 to December 31, 2016 (continued)*

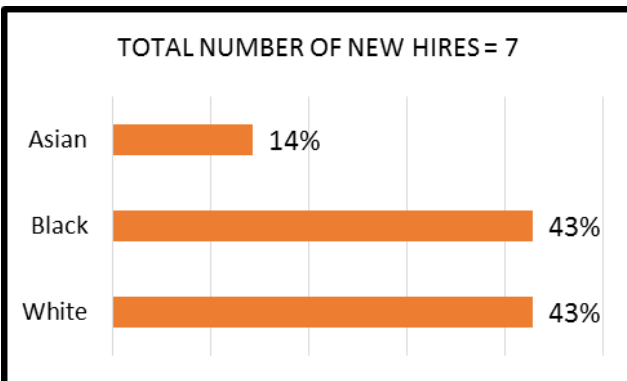
**Social Services**



**Veterans Services**

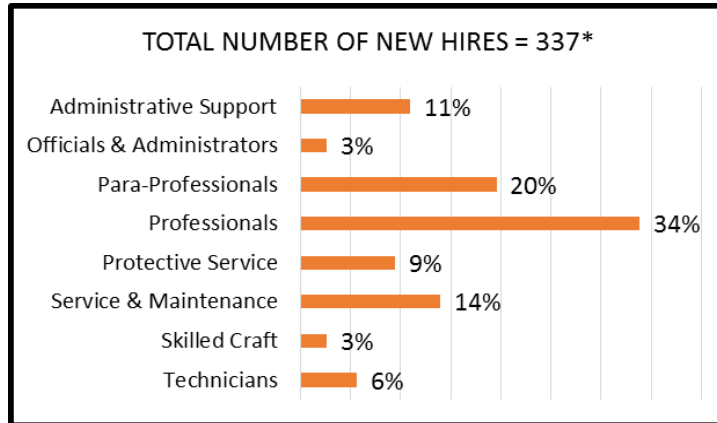


**Workforce Solutions**



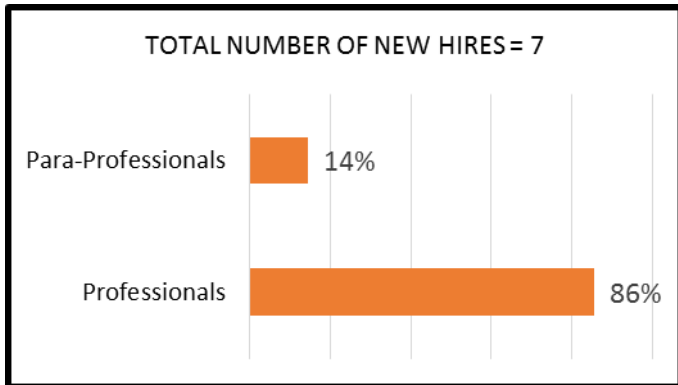
New Hires by Department  
by EEO-4 Category  
from January 1 to December 31, 2016

**All Ramsey County**

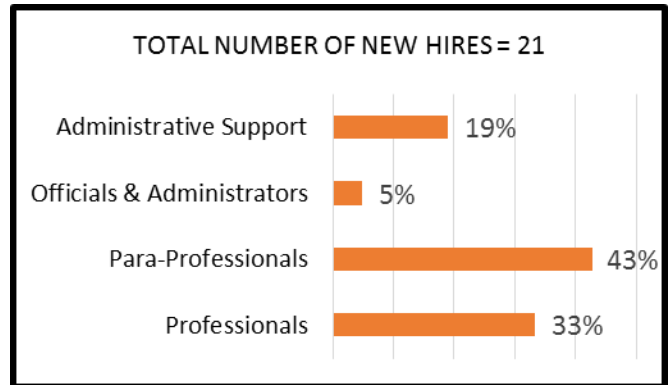


*\*Total number of new hires is 338; EEO-4 category totals 337 and does not include elected officials, their principal assistants or immediate secretaries.*

**Community Corrections**



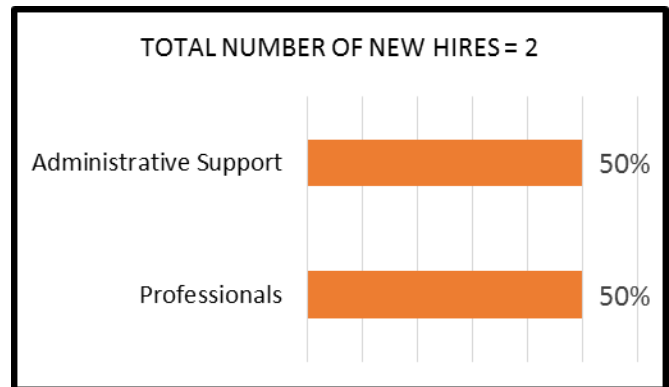
**County Attorney's Office**



**County Board Office**

*There were no EEO-4 new hires during this period\**

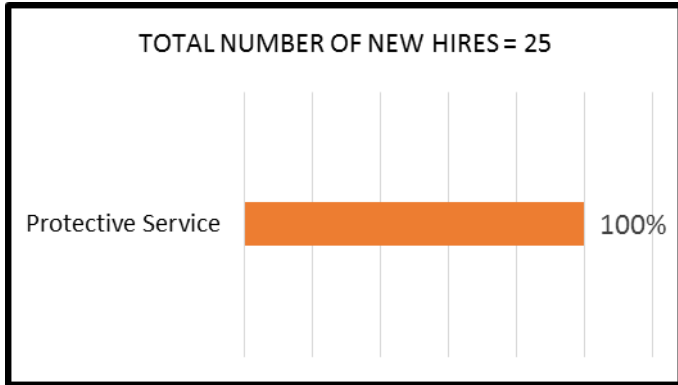
**County Manager's Office**



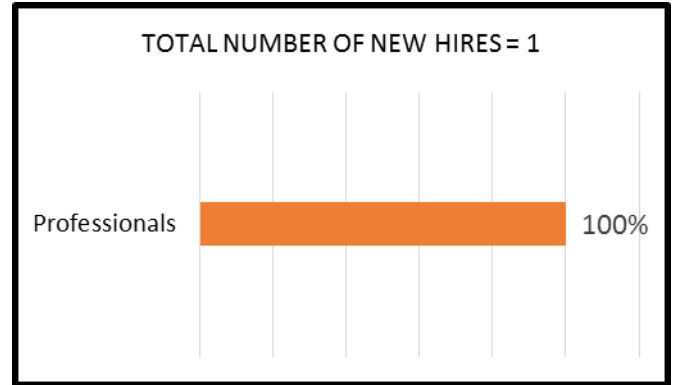
\*One principal assistant was hired but is not included in EEO-4 category.

New Hires by EEO-4 Category from January 1 to December 31, 2016 (continued)

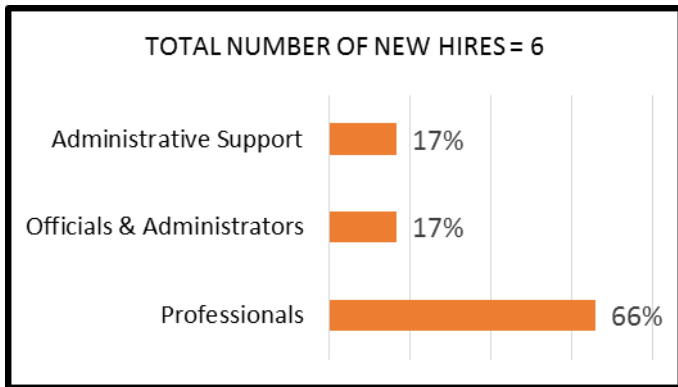
**Emergency Communications**



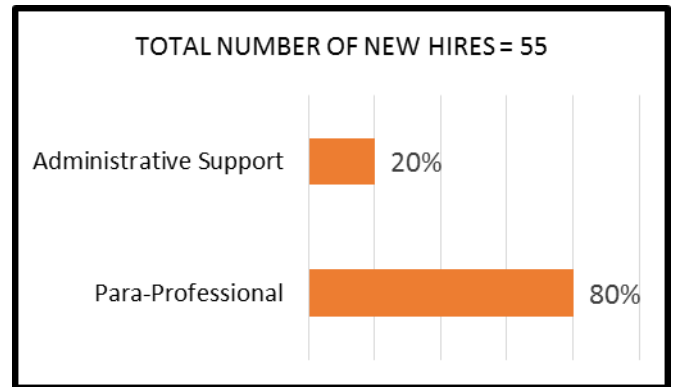
**Emergency Management and Homeland Security**



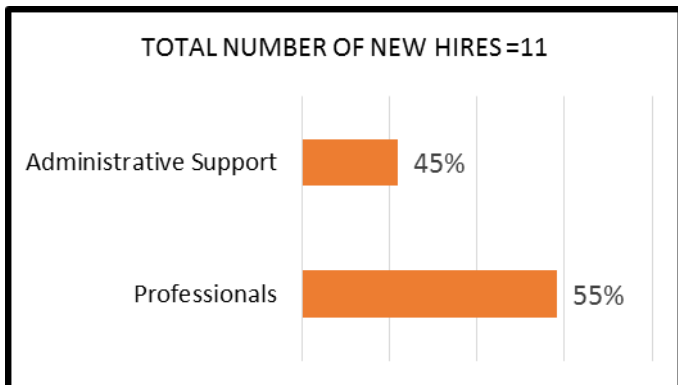
**Finance**



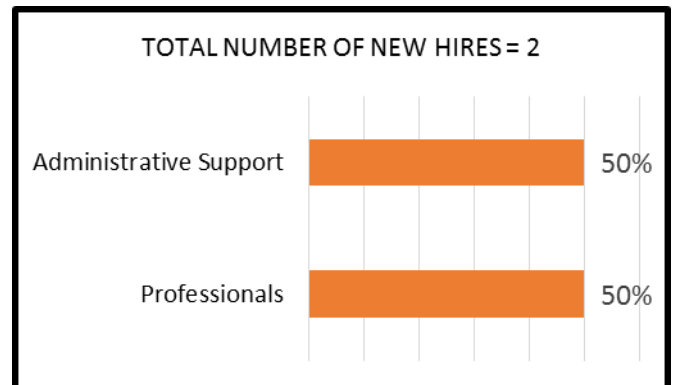
**Financial Assistance Services**



**Health & Wellness Administration**

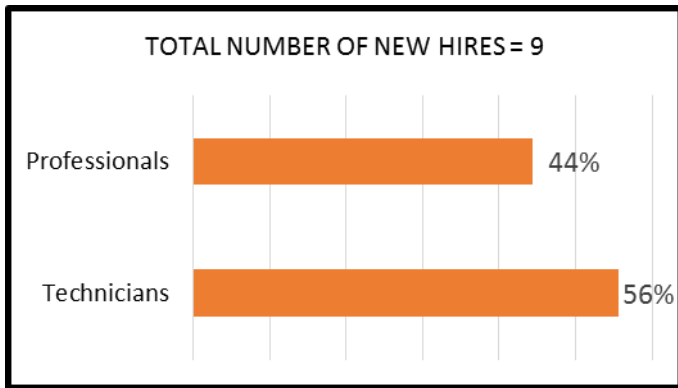


**Human Resources**

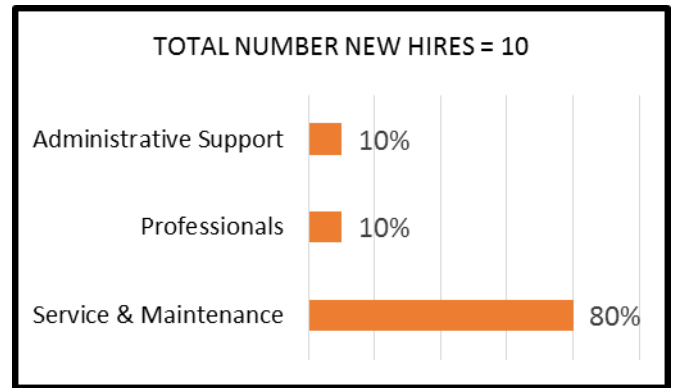


New Hires by EEO-4 Category from January 1 to December 31, 2016 (continued)

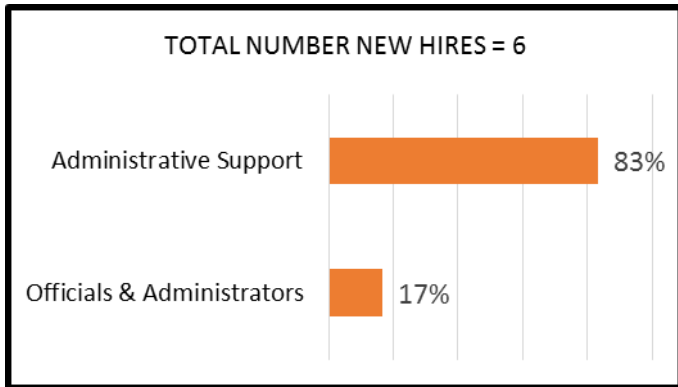
**Information Services**



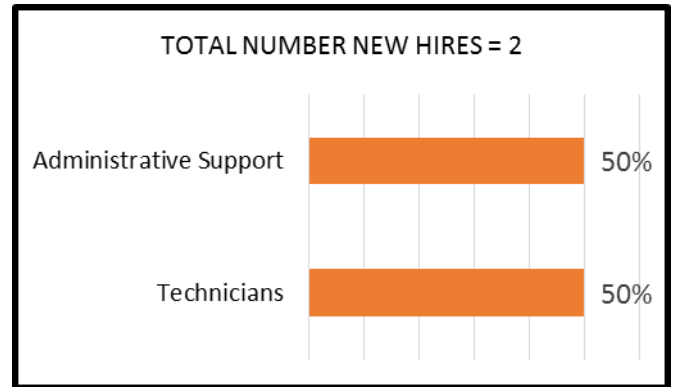
**Lake Owasso Residence**



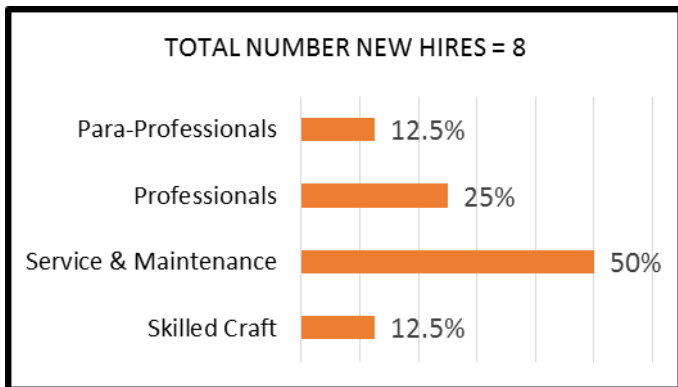
**Libraries**



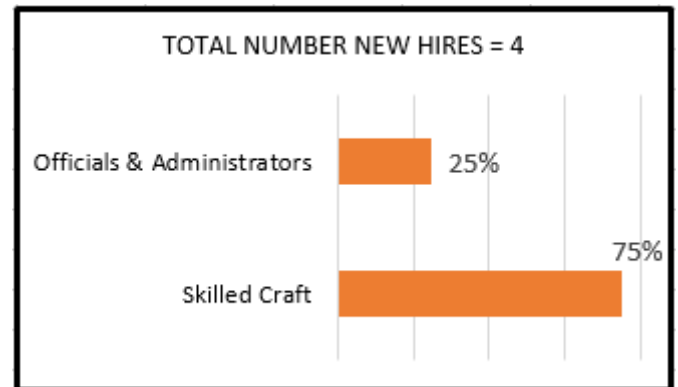
**Medical Examiner's Office**



**Parks & Recreation**



**Property Management**

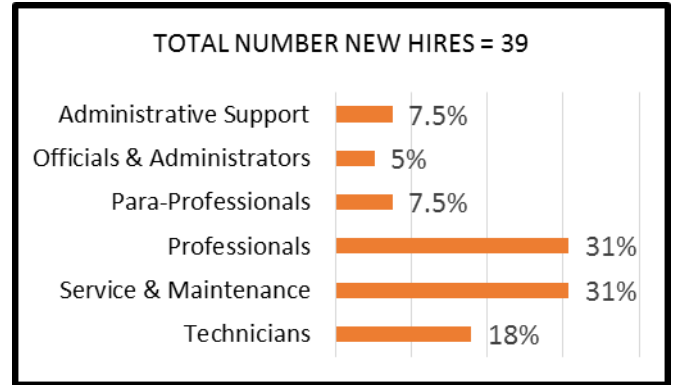


New Hires by EEO-4 Category from January 1 to December 31, 2016 (continued)

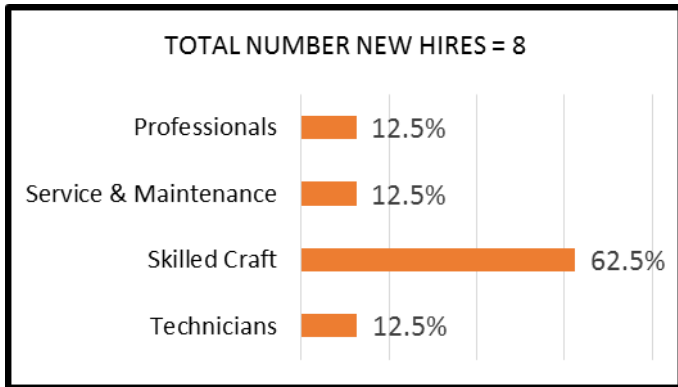
**Property Records & Revenue**



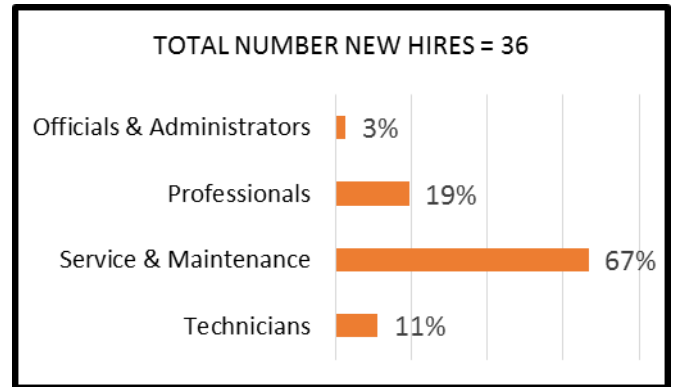
**Public Health**



**Public Works**



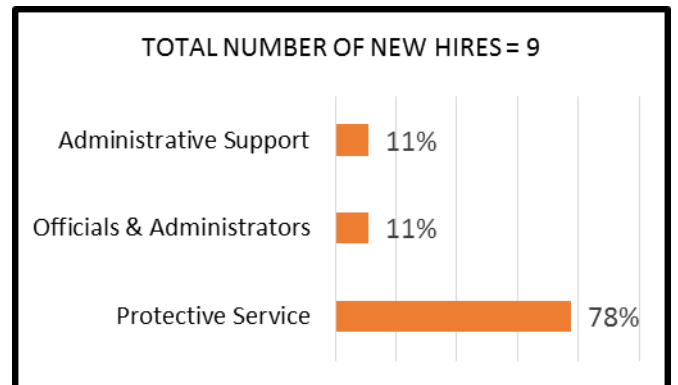
**Ramsey County Care Center**



**Regional Rail**

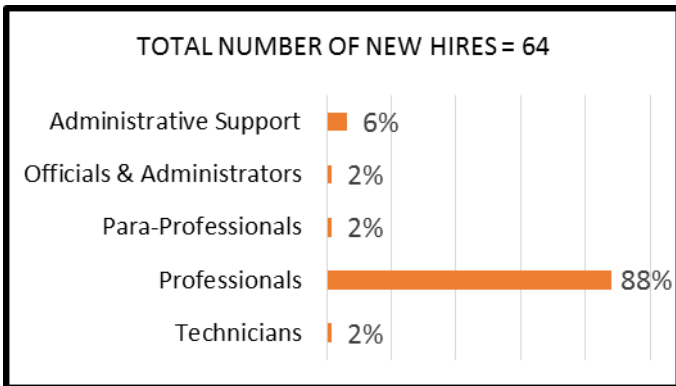
*There were no new hires during this period*

**Sheriff's Office**

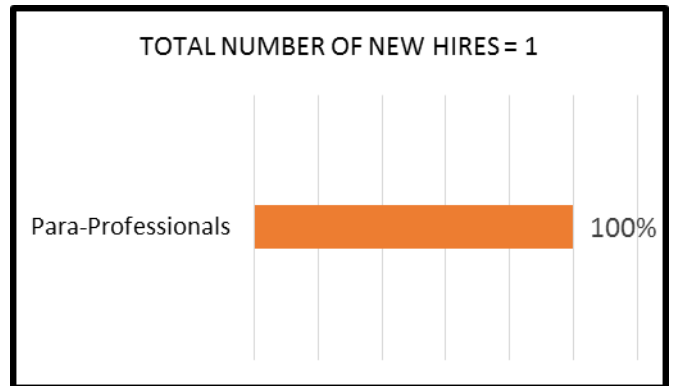


New Hires by EEO-4 Category from January 1 to December 31, 2016 (continued)

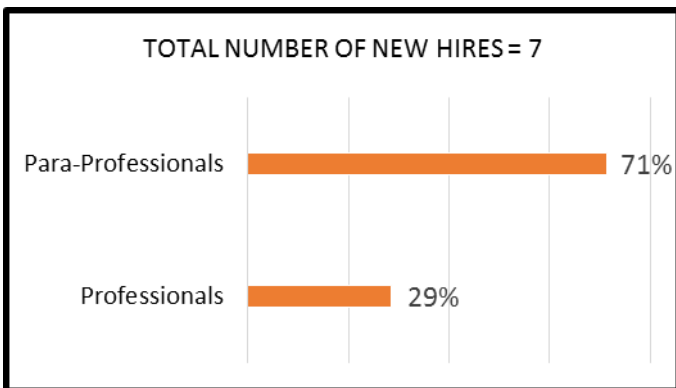
**Social Services**



**Veterans Services**



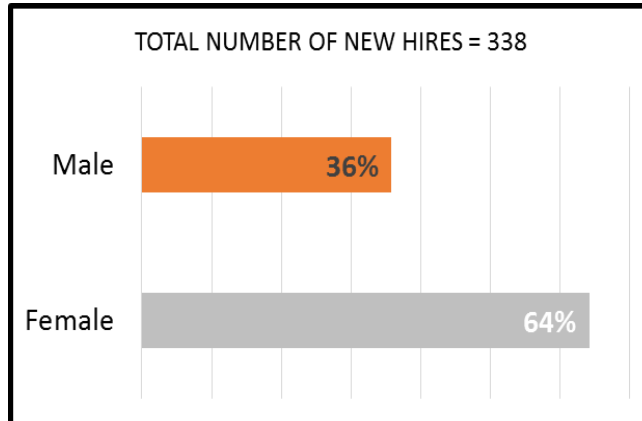
**Workforce Solutions**





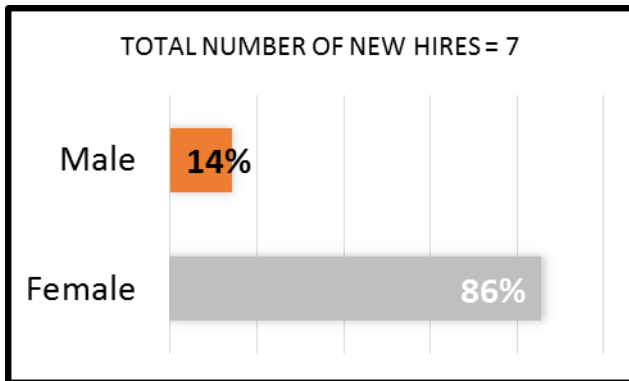
New Hires by Department  
by Gender  
from January 1 to December 31, 2016

**All Ramsey County**

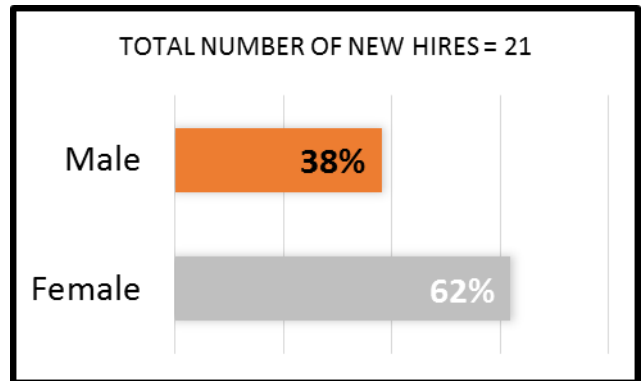


Total number of new hires does not include elected officials or their principal assistants.

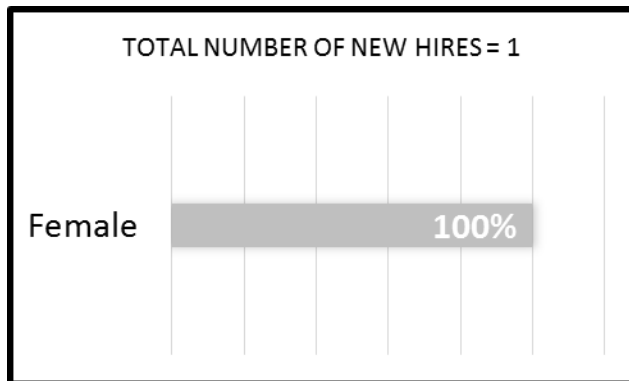
**Community Corrections**



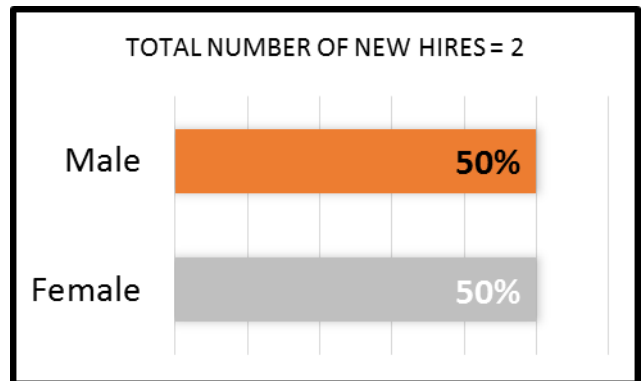
**County Attorney's Office**



**County Board Office**

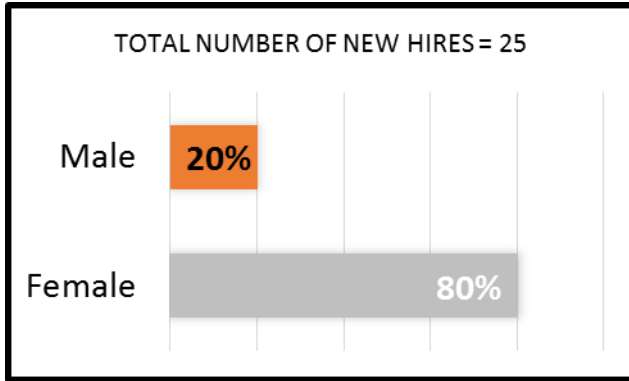


**County Manager's Office**

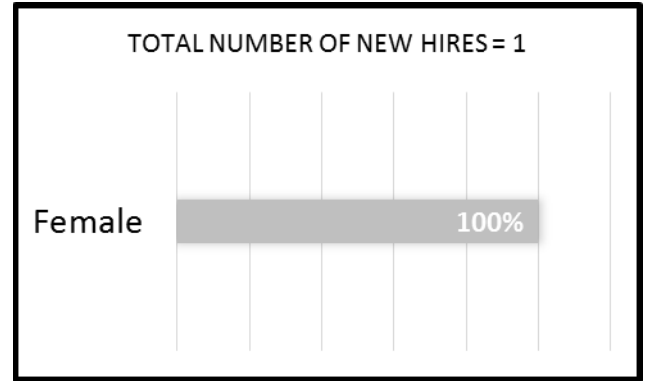


New Hires by Gender from January 1 to December 31, 2016 (continued)

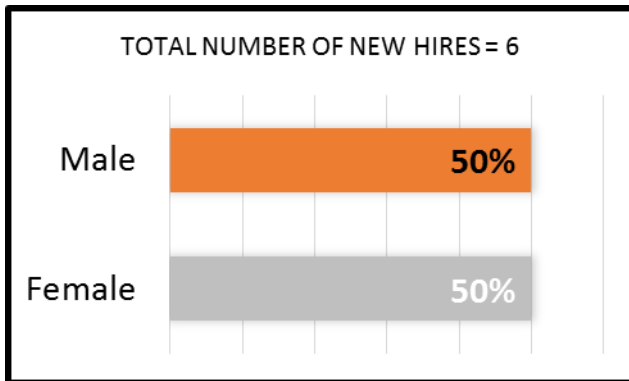
**Emergency Communications**



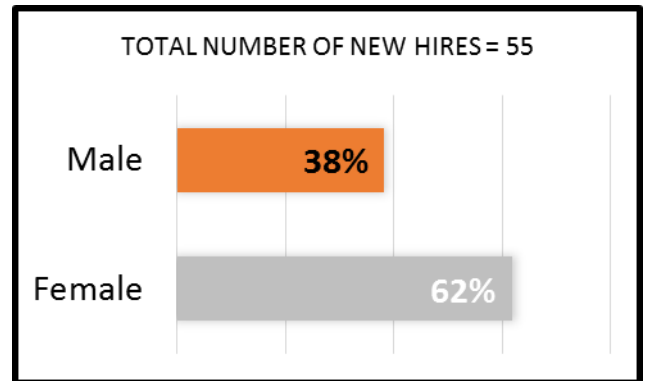
**Emergency Management and Homeland Security**



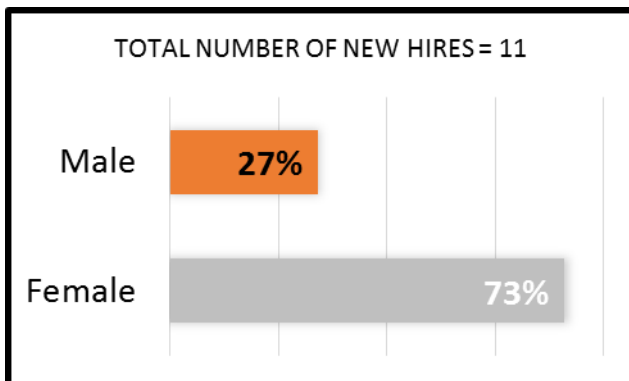
**Finance**



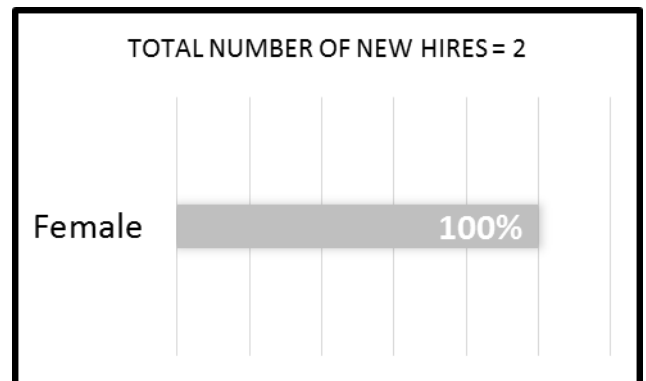
**Financial Assistance Services**



**Health & Wellness Administration**

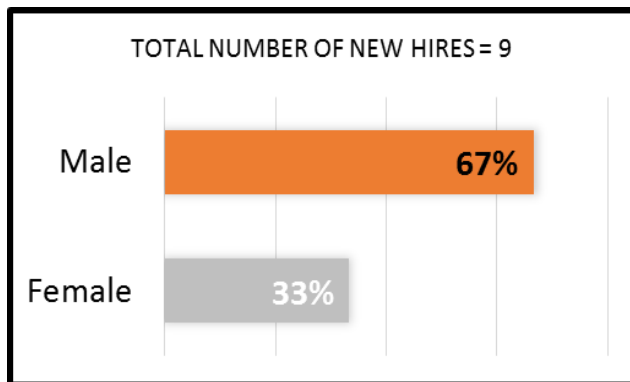


**Human Resources**

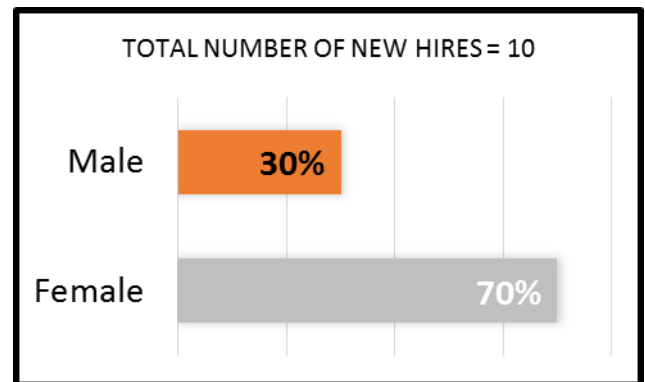


New Hires by Gender from January 1 to December 31, 2016 (continued)

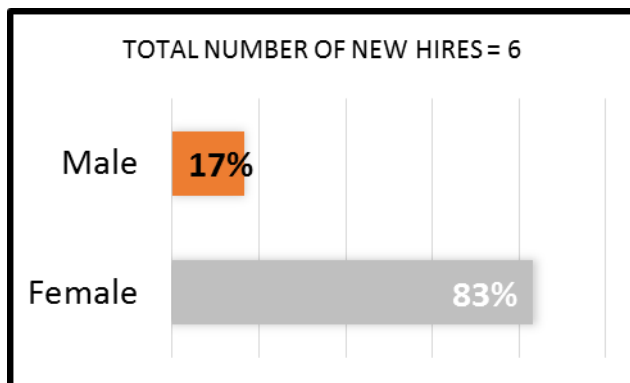
**Information Services**



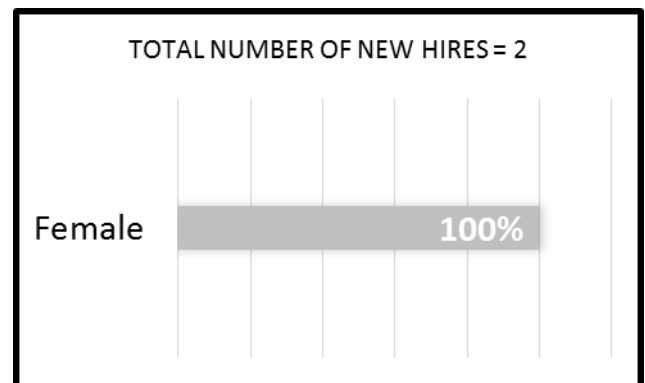
**Lake Owasso Residence**



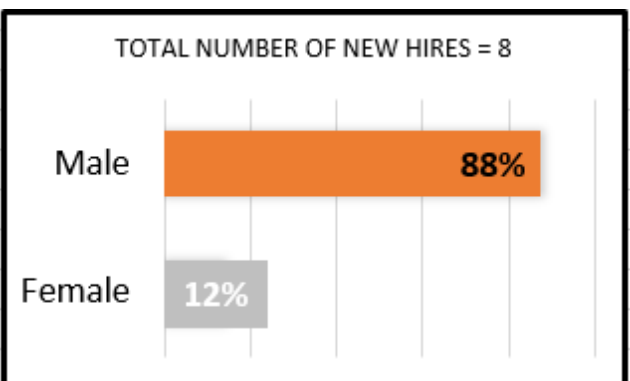
**Libraries**



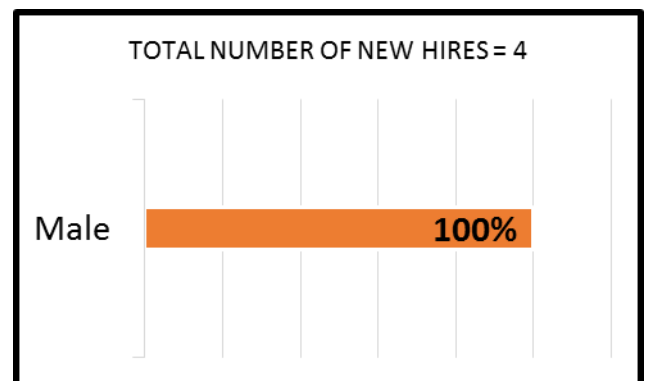
**Medical Examiner's Office**



**Parks & Recreation**

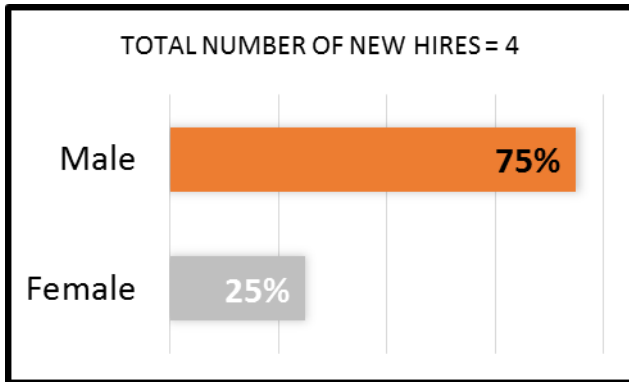


**Property Management**

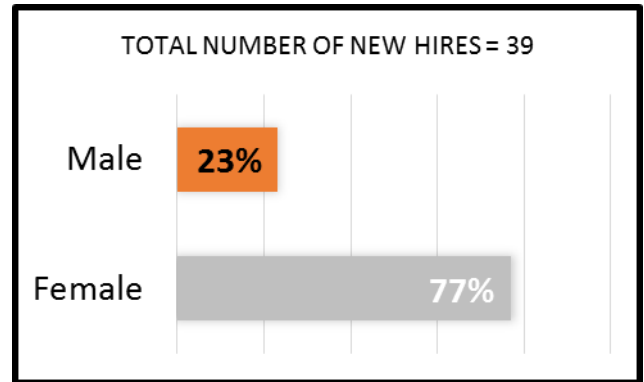


New Hires by Gender from January 1 to December 31, 2016 (continued)

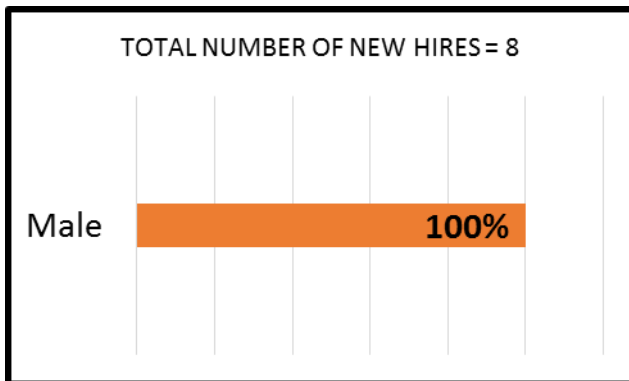
**Property Records & Revenue**



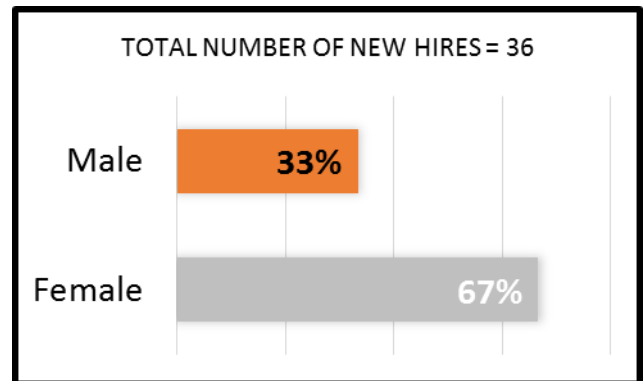
**Public Health**



**Public Works**



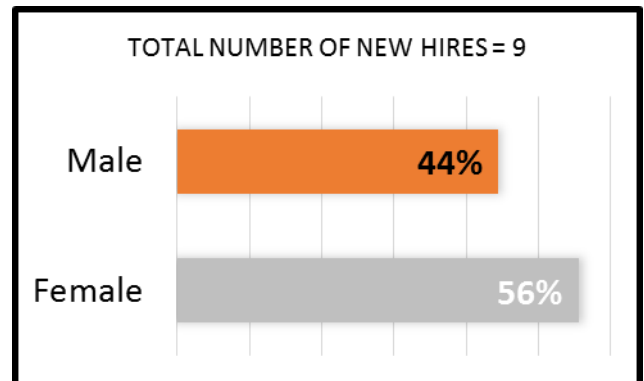
**Ramsey County Care Center**



**Regional Rail**

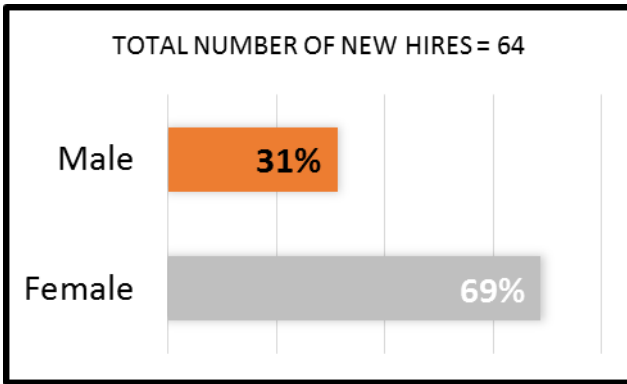
*There were no new hires during this period.*

**Sheriff's Office**

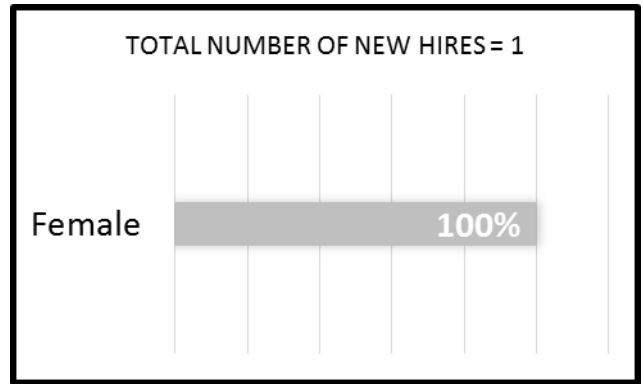


*New Hires by Gender from January 1 to December 31, 2016 (continued)*

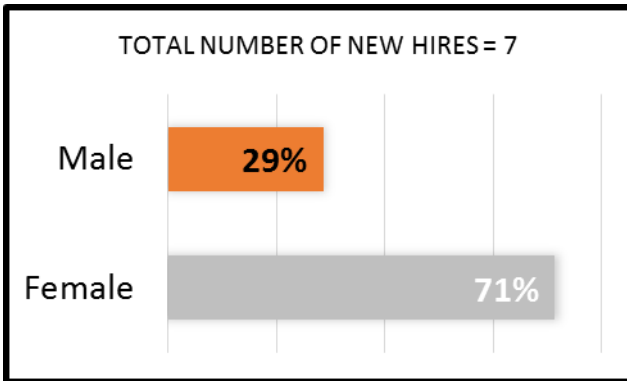
**Social Services**



**Veterans Services**



**Workforce Solutions**

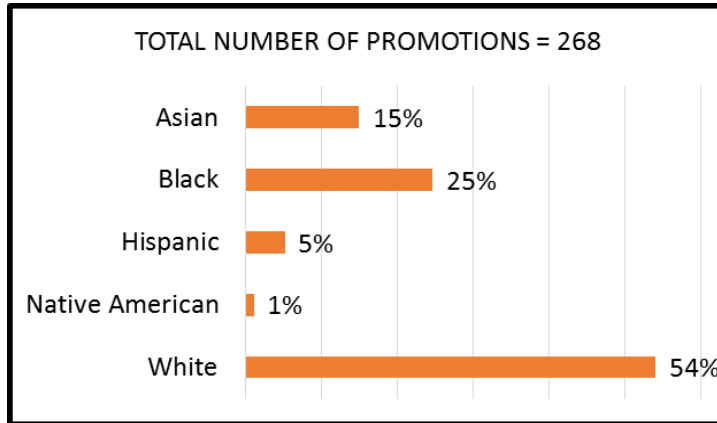


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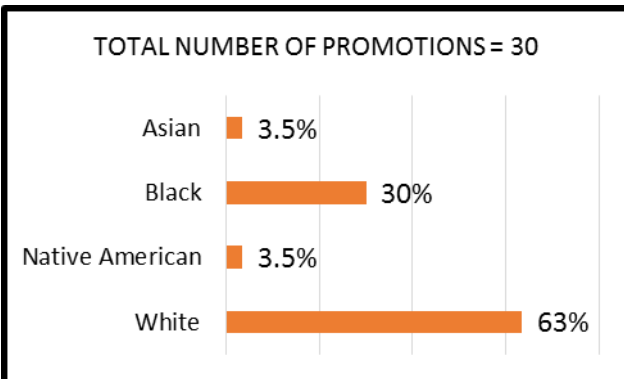
# Promotions by Department

Promotions by Department  
by Race and Ethnicity  
from January 1 to December 31, 2016

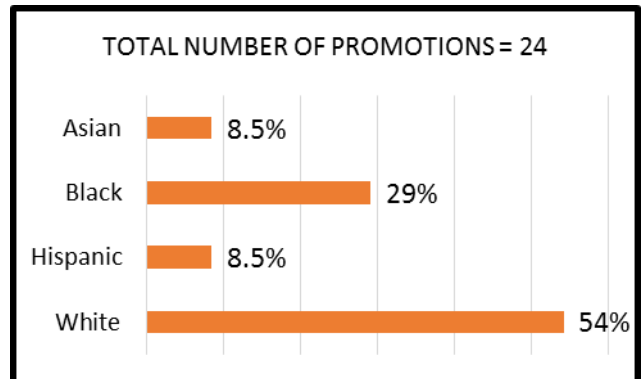
**All Ramsey County**



**Community Corrections**



**County Attorney's Office**



**County Board Office**

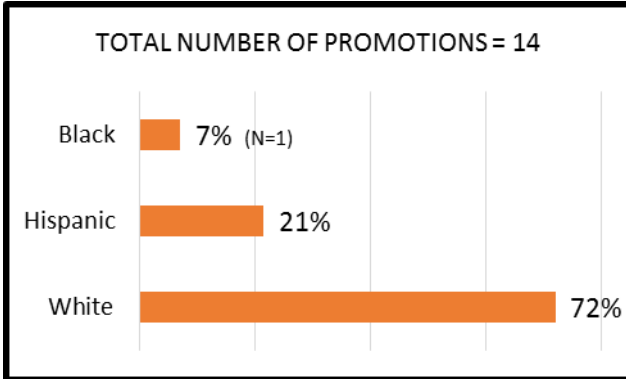
*There were no promotions during this period.*

**County Manager's Office**

*There were no promotions during this period.*

Promotions by Race and Ethnicity from January 1 to December 31, 2016 (continued)

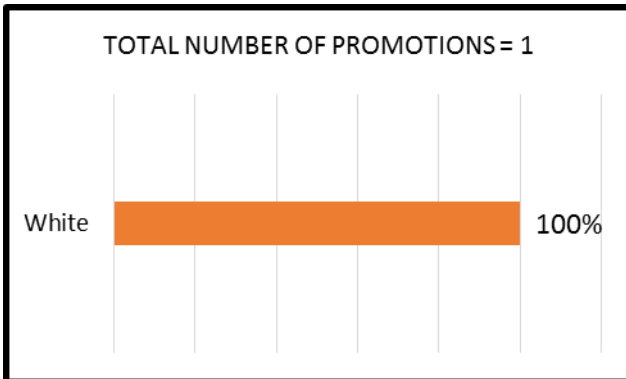
**Emergency Communications**



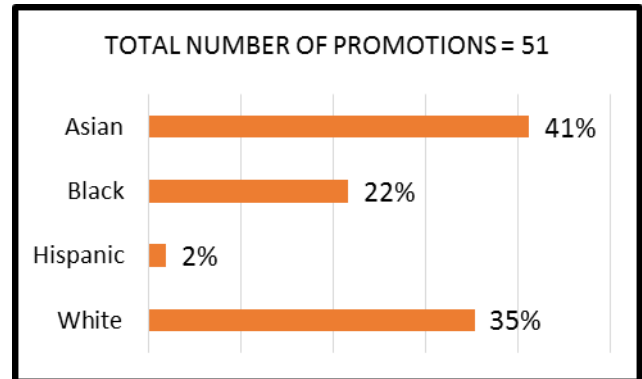
**Emergency Management and Homeland Security**

*There were no promotions during this period.*

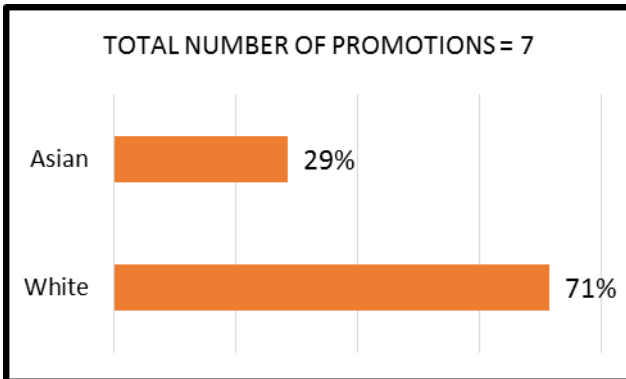
**Finance**



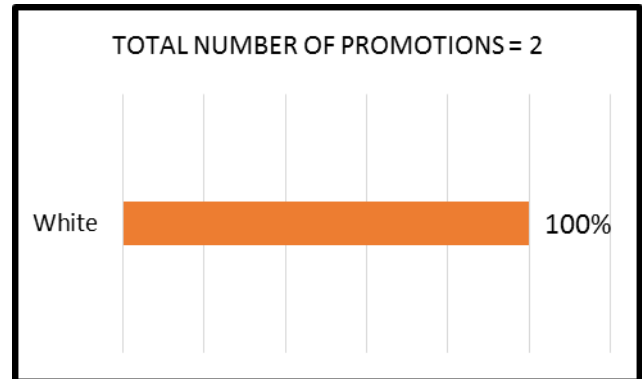
**Financial Assistance Services**



**Health & Wellness Administration**



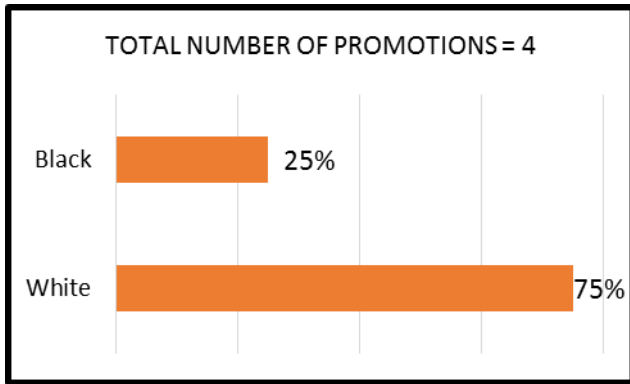
**Human Resources**



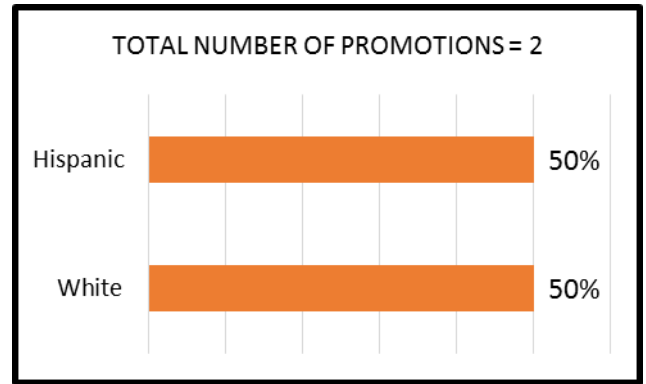


Promotions by Race and Ethnicity from January 1 to December 31, 2016 (continued)

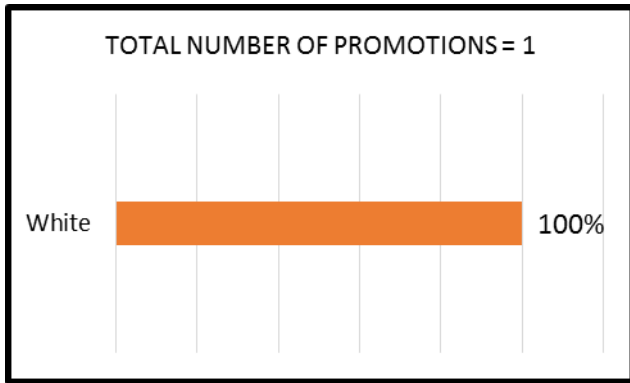
**Information Services**



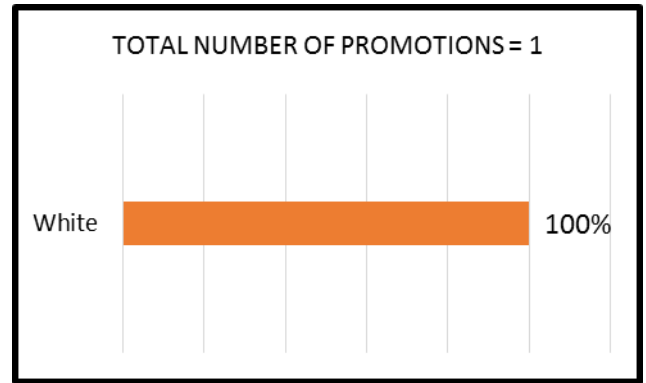
**Lake Owasso Residence**



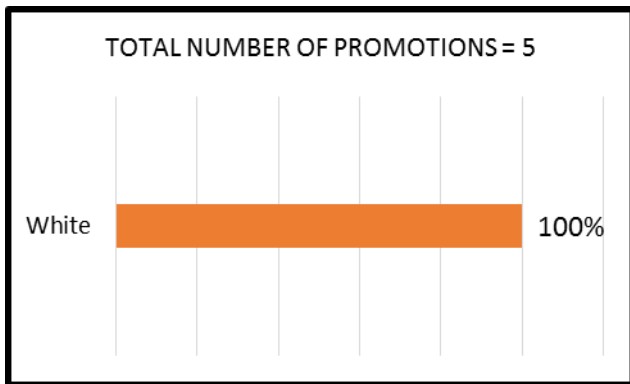
**Libraries**



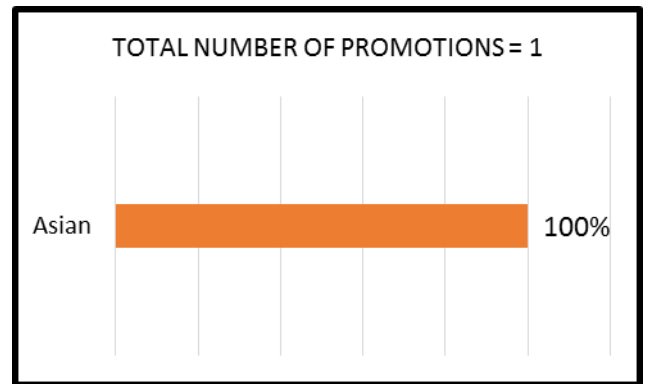
**Medical Examiner's Office**



**Parks & Recreation**

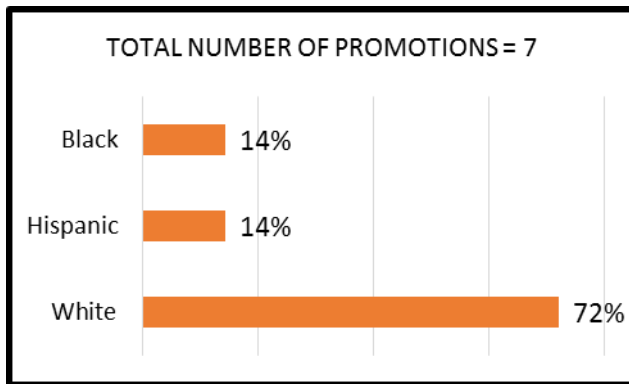


**Property Management**

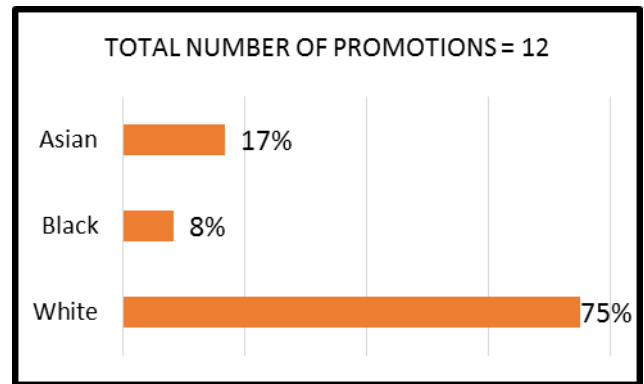


Promotions by Race and Ethnicity from January 1 to December 31, 2016 (continued)

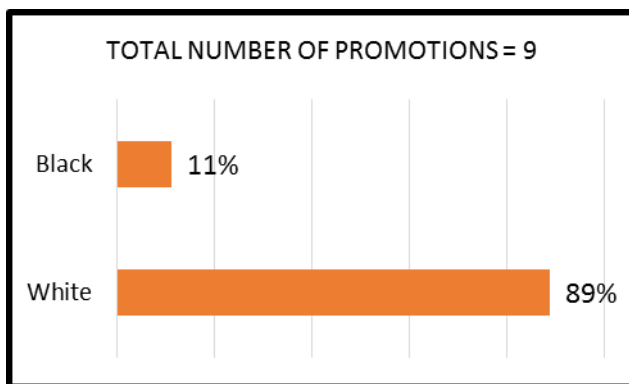
**Property Records & Revenue**



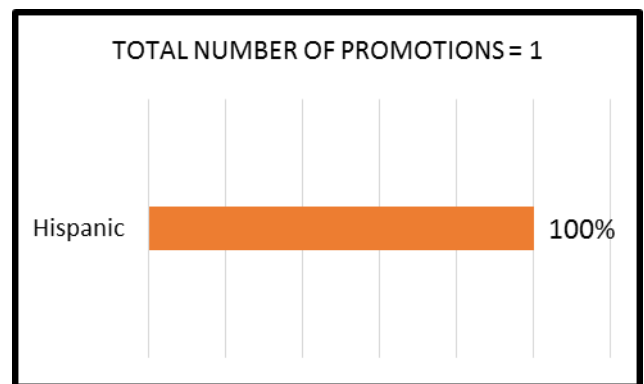
**Public Health**



**Public Works**



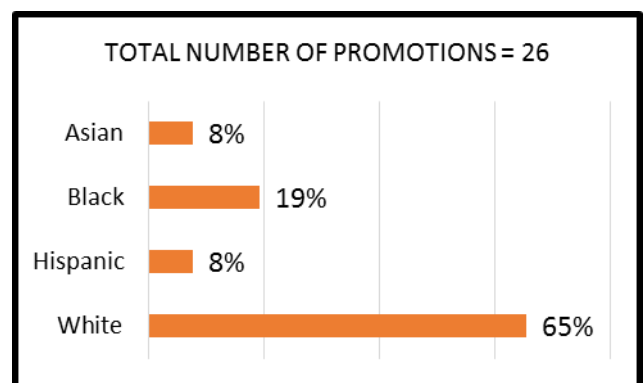
**Ramsey County Care Center**



**Regional Rail**

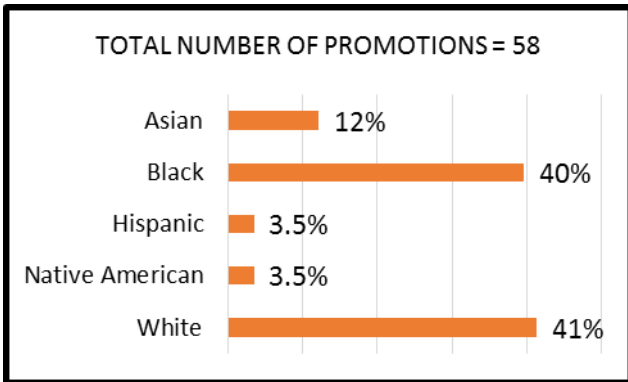
*There were no promotions during this period.*

**Sheriff's Office**



Promotions by Race and Ethnicity from January 1 to December 31, 2016 (continued)

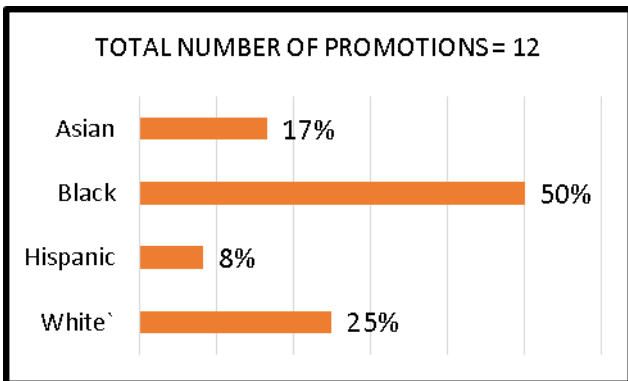
**Social Services**



**Veterans Services**

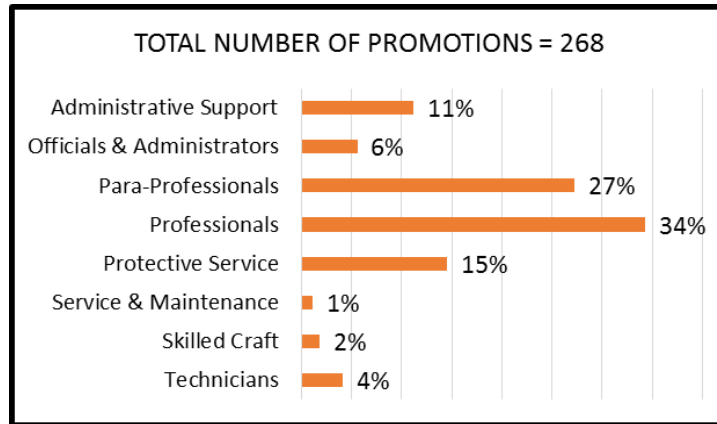
*There were no promotions during this period.*

**Workforce Solutions**

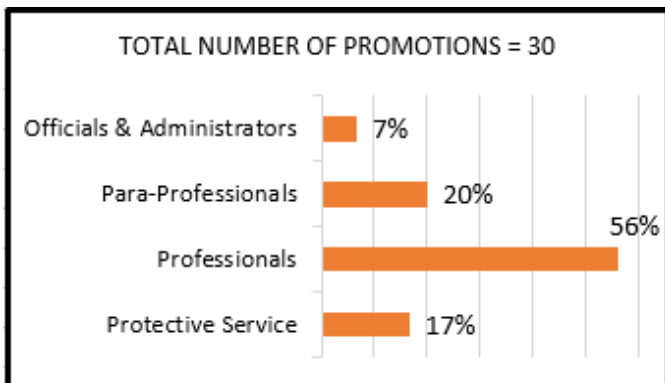


Promotions by Department  
by EEO-4 Category  
from January 1 to December 31, 2016

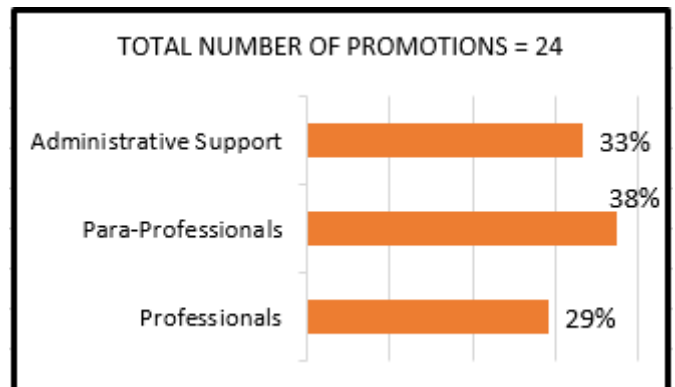
**All Ramsey County**



**Community Corrections**



**County Attorney's Office**



**County Board Office**

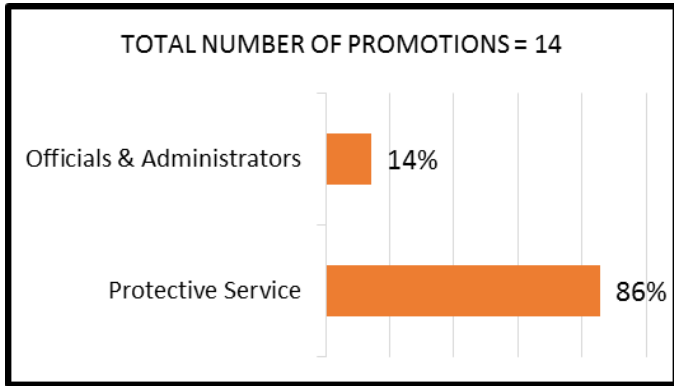
*There were no promotions during this period.*

**County Manager's Office**

*There were no promotions during this period.*

Promotions by EEO-4 Category from January 1 to December 31, 2016 (continued)

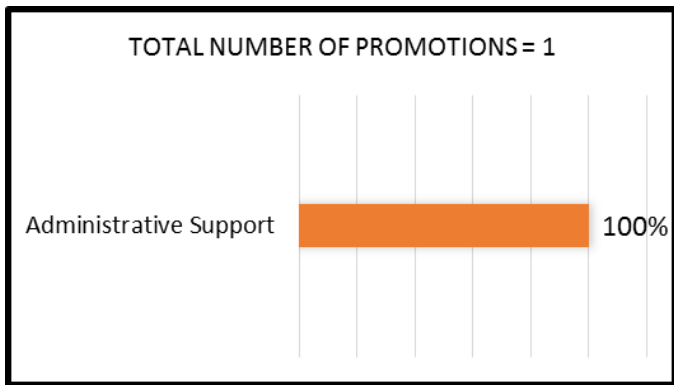
**Emergency Communications**



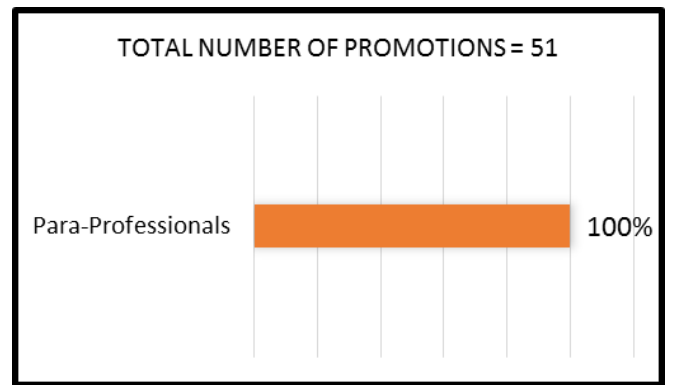
**Emergency Management and Homeland Security**

*There were no promotions during this period.*

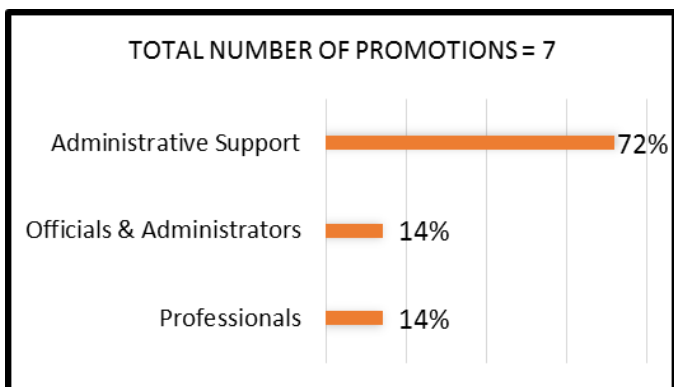
**Finance**



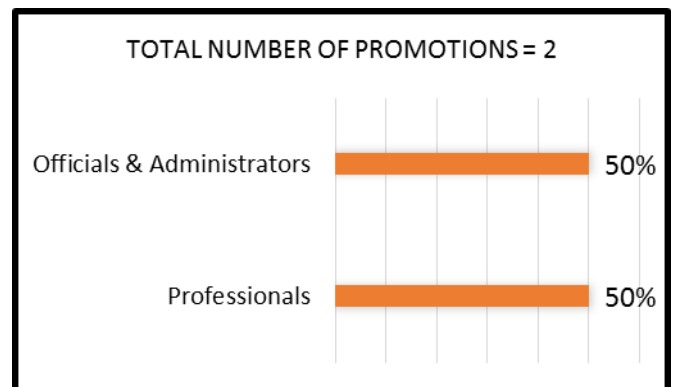
**Financial Assistance Services**



**Health & Wellness Administration**

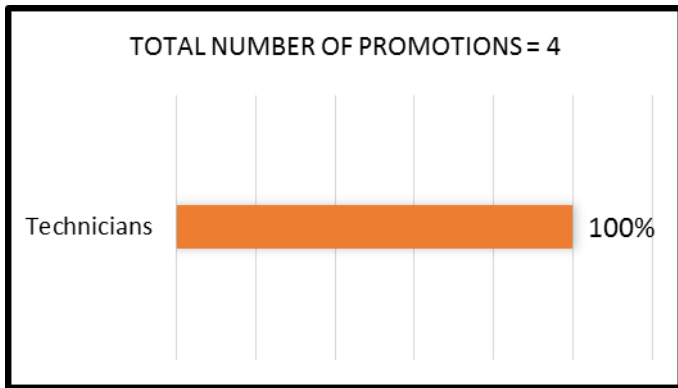


**Human Resources**

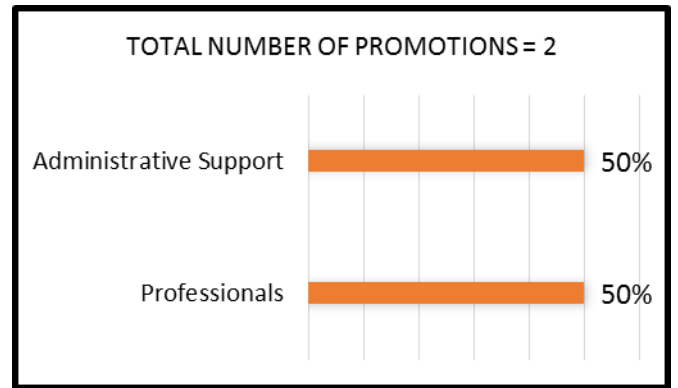


Promotions by EEO-4 Category from January 1 to December 31, 2016 (continued)

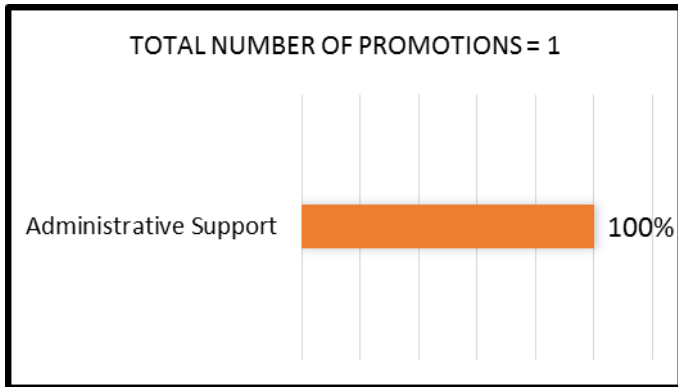
**Information Services**



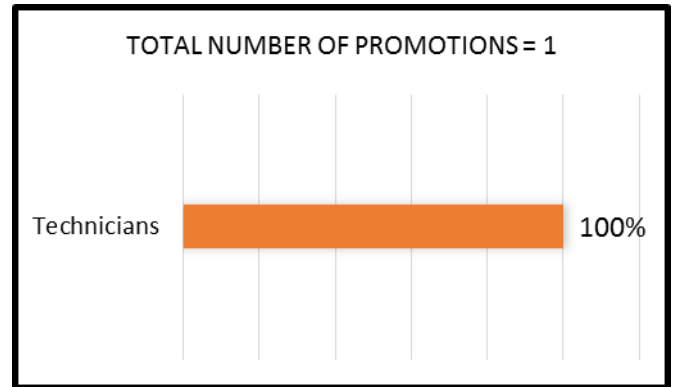
**Lake Owasso Residence**



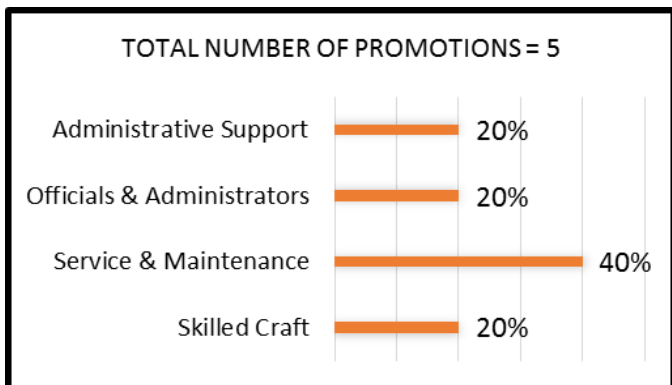
**Libraries**



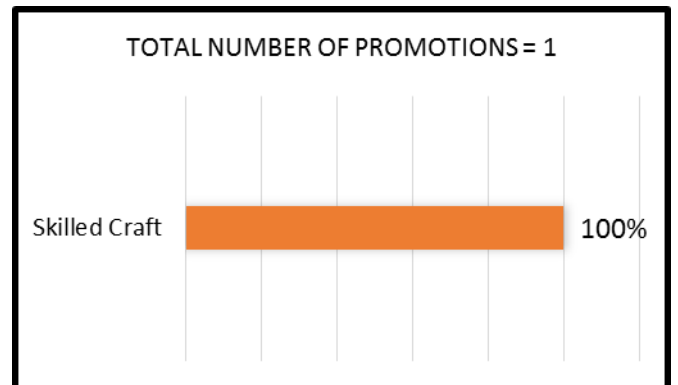
**Medical Examiner's Office**



**Parks & Recreation**

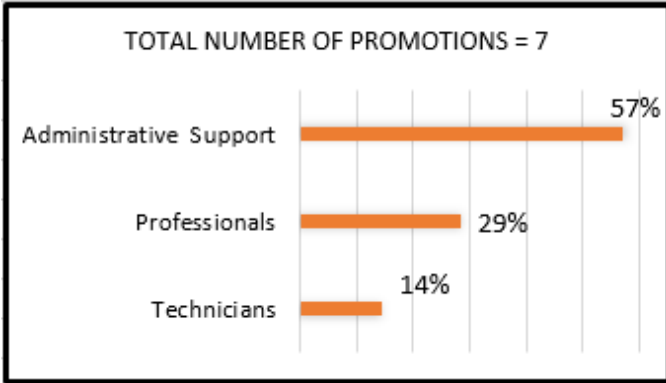


**Property Management**

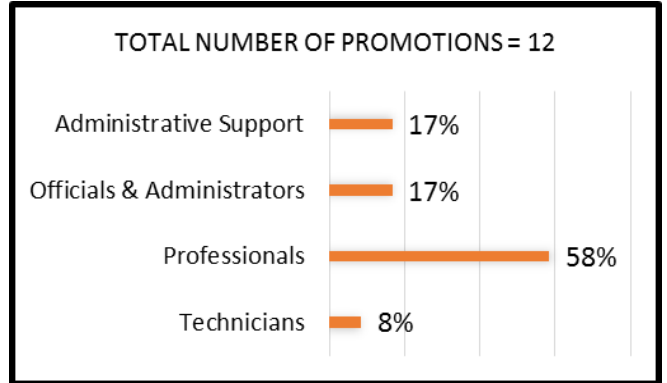


Promotions by EEO-4 Category from January 1 to December 31, 2016 (continued)

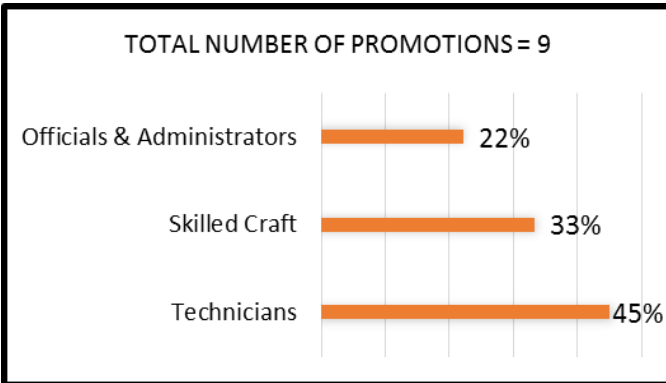
**Property Records & Revenue**



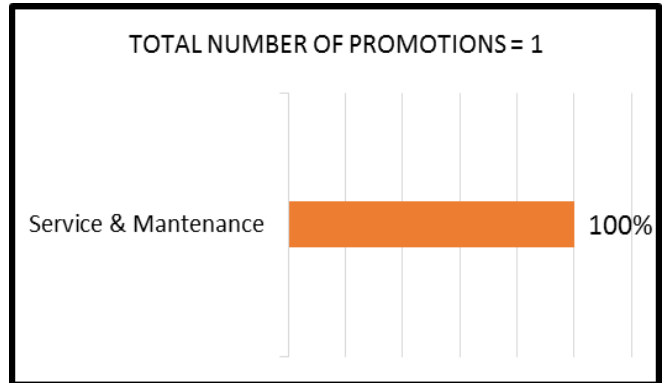
**Public Health**



**Public Works**



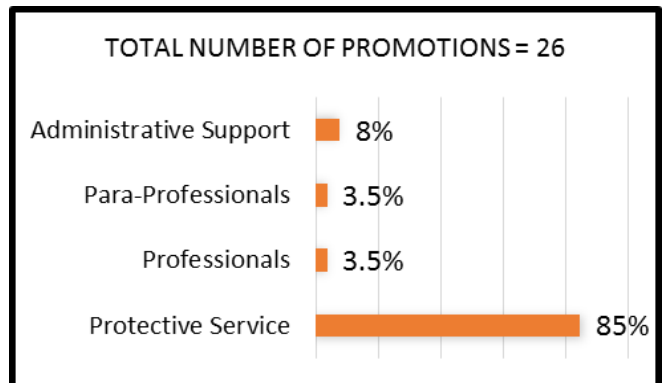
**Ramsey County Care Center**



**Regional Rail**

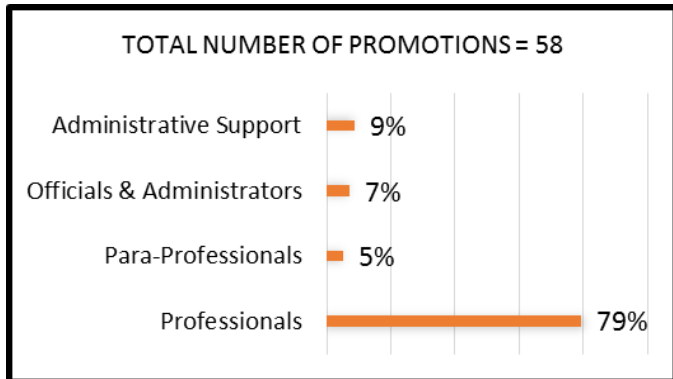
*There were no promotions during this period.*

**Sheriff's Office**



Promotions by EEO-4 Category from January 1 to December 31, 2016 (continued)

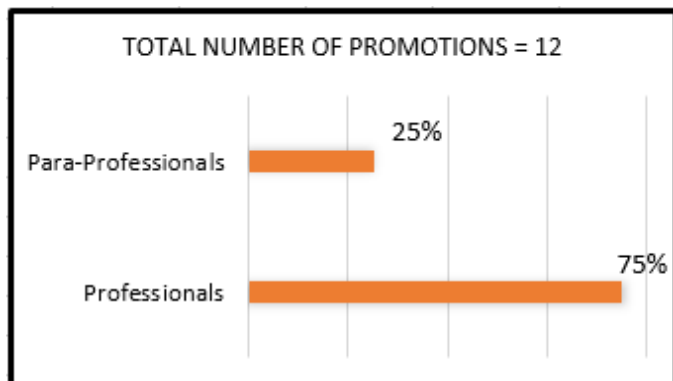
**Social Services**



**Veterans Services**

*There were no promotions during this period.*

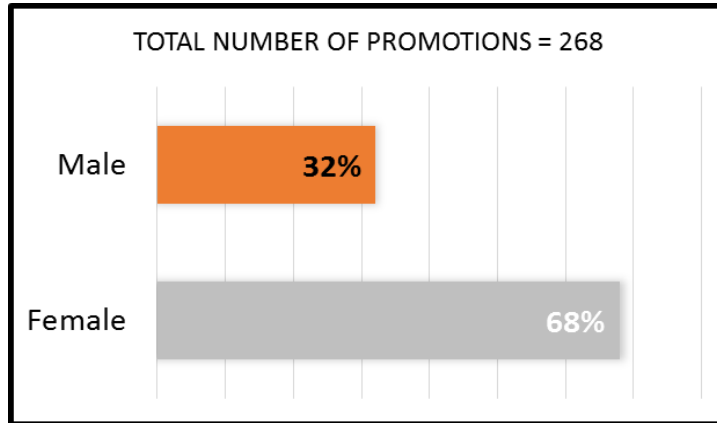
**Workforce Solutions**



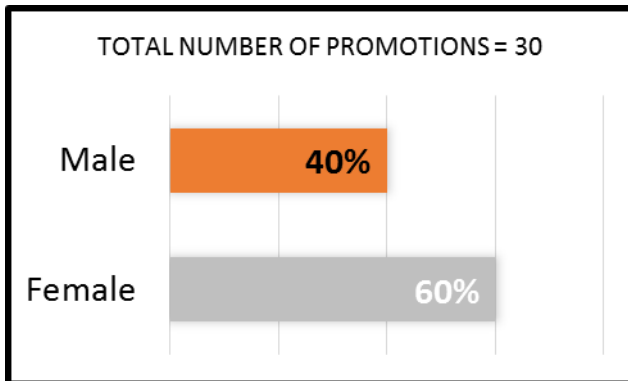


Promotions by Department  
by Gender  
From January 1 to December 31, 2016

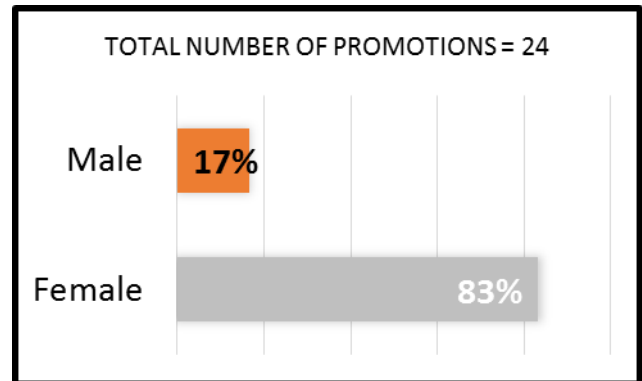
**All Ramsey County**



**Community Corrections**



**County Attorney's Office**



**County Board Office**

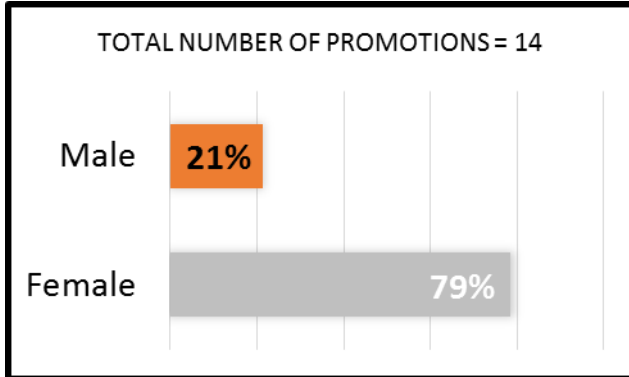
*There were no promotions during this time.*

**County Manager's Office**

*There were no promotions during this time.*

Promotions by Gender from January 1 to December 31, 2016 (continued)

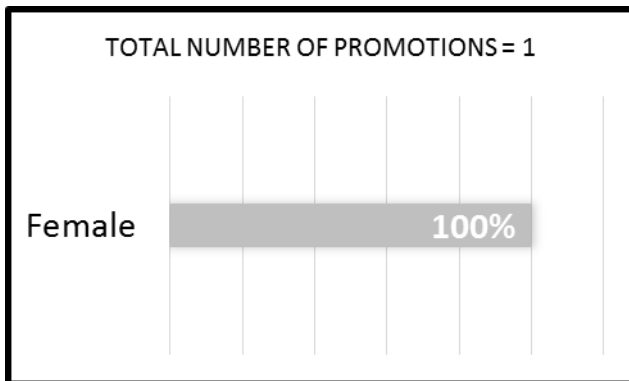
**Emergency Communications**



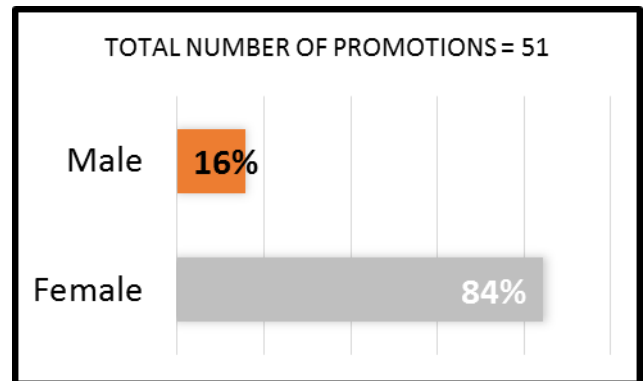
**Emergency Management and Homeland Security**



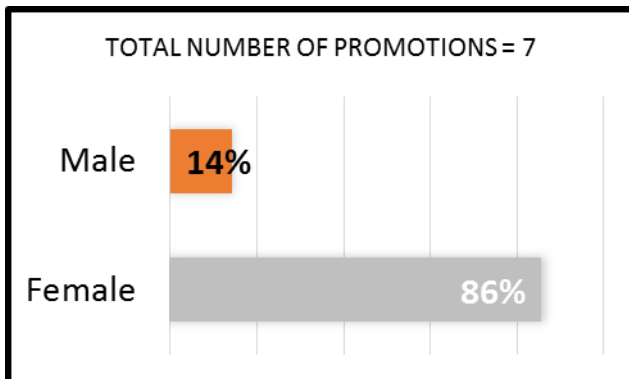
**Finance**



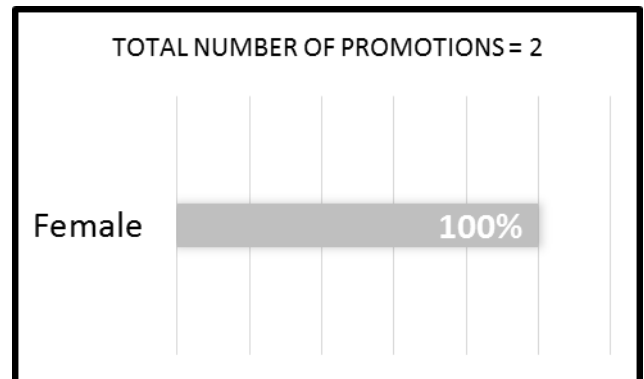
**Financial Assistance**



**Health & Wellness Administration**

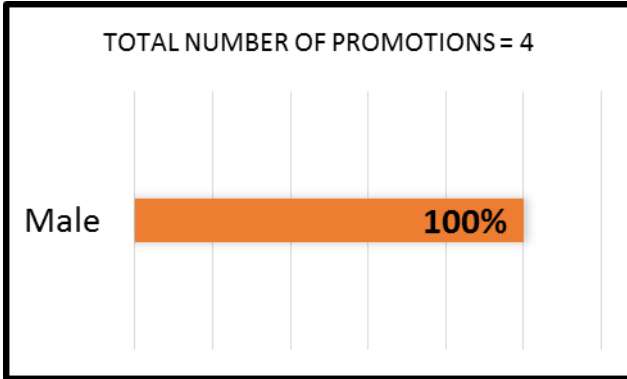


**Human Resources**

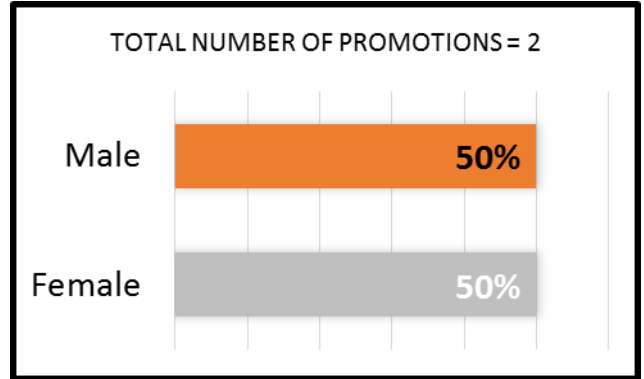


Promotions by Gender from January 1 to December 31, 2016 (continued)

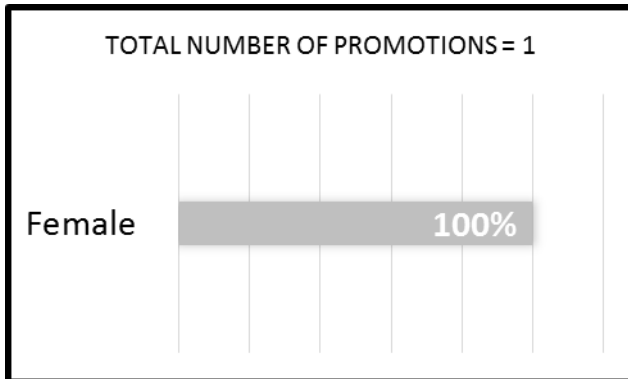
**Information Services**



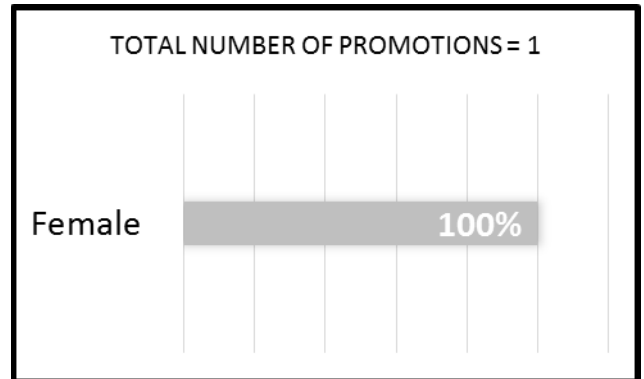
**Lake Owasso Residence**



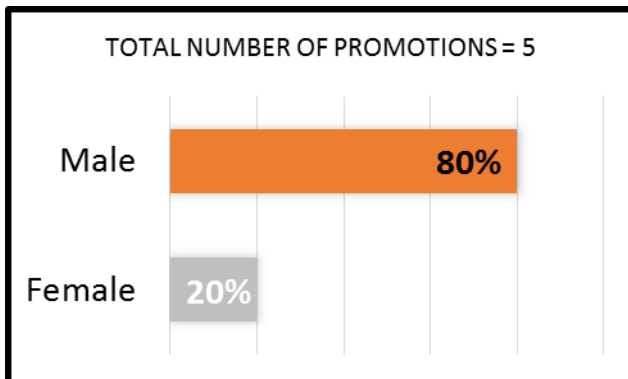
**Libraries**



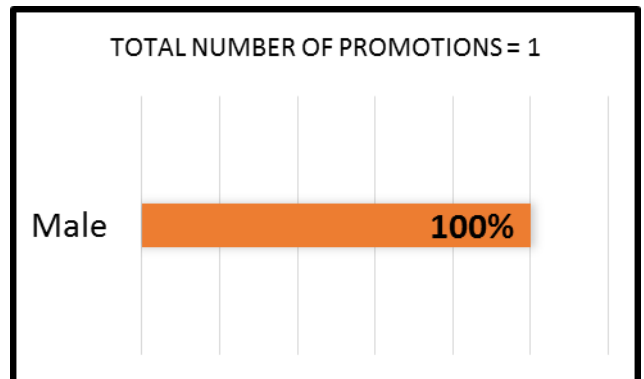
**Medical Examiner's Office**



**Parks & Recreation**

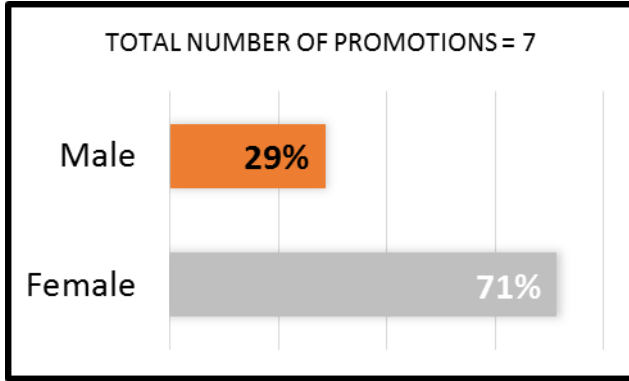


**Property Management**

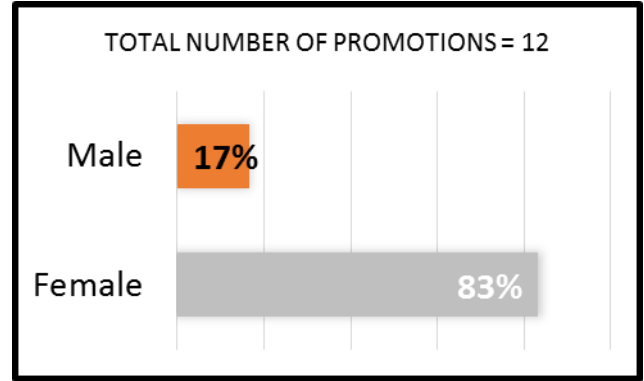


Promotions by Gender from January 1 to December 31, 2016 (continued)

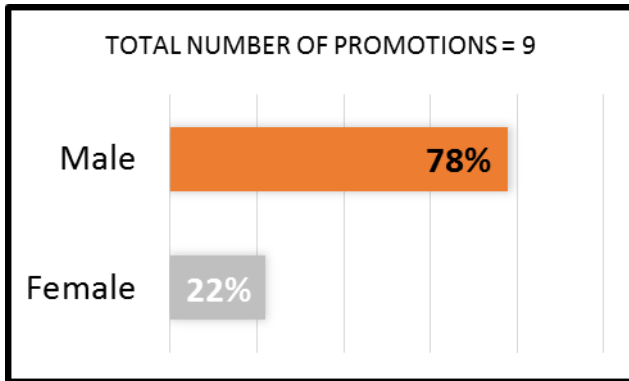
**Property Records & Revenue**



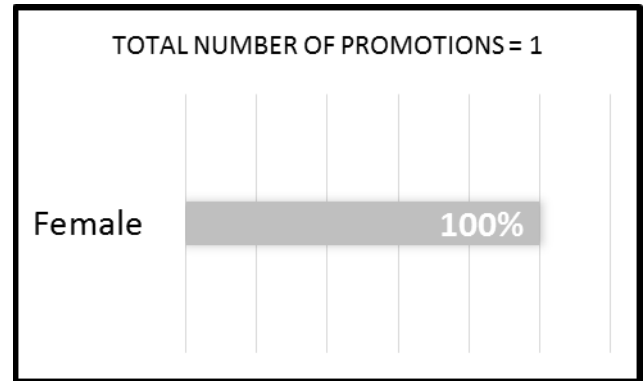
**Public Health**



**Public Works**



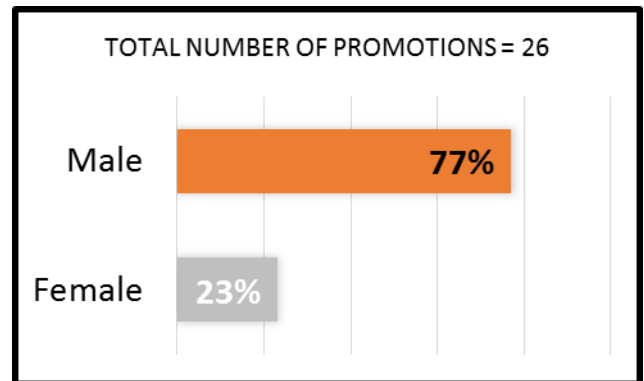
**Ramsey County Care Center**



**Regional Rail**

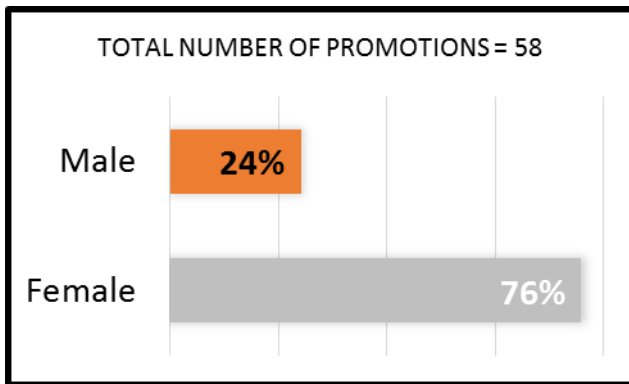
*There were no promotions during this time.*

**Sheriff's Office**



Promotions by Gender from January 1 to December 31, 2016 (continued)

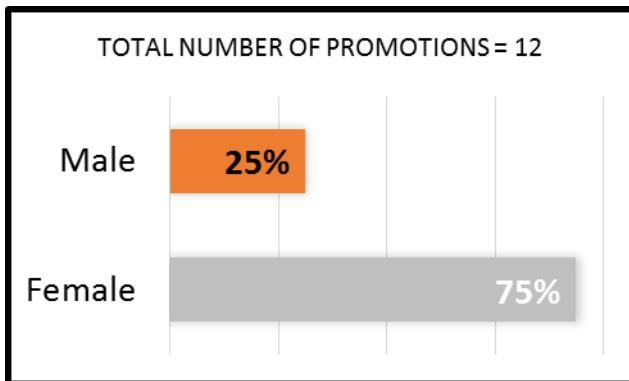
**Social Services**



**Veterans Services**

*There were no promotions during this time.*

**Workforce Solutions**

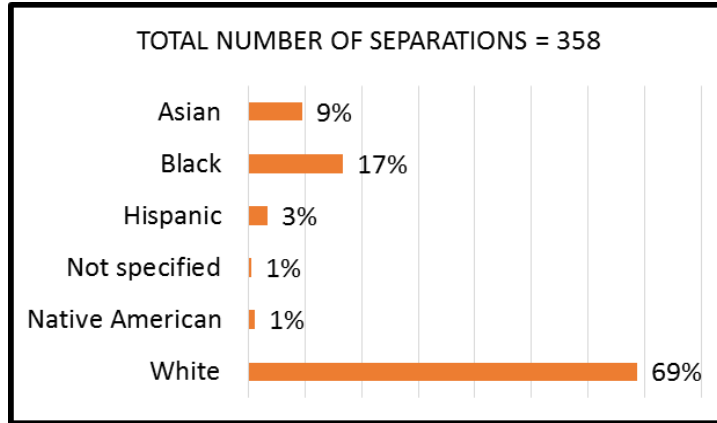


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## Separations by Department

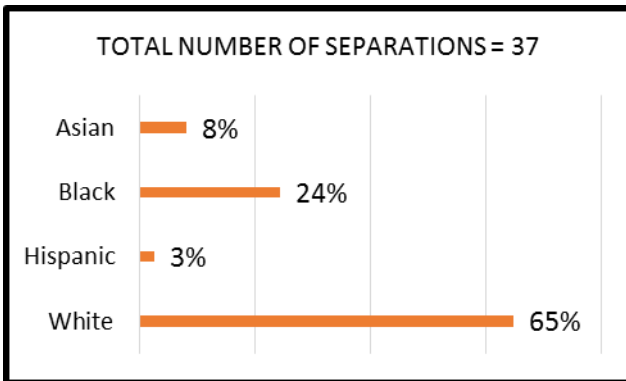
Separations by Department  
by Race and Ethnicity  
from January 1 to December 31, 2016

**All Ramsey County**

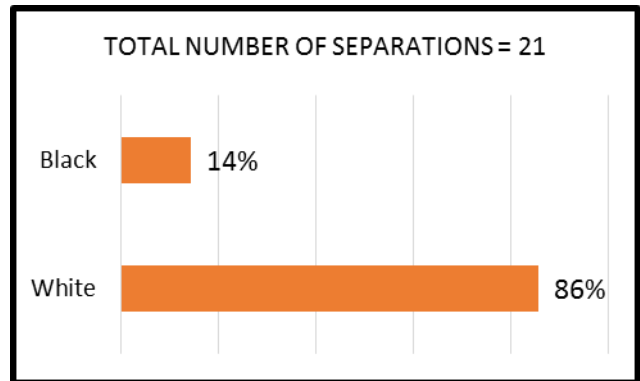


*The number of separations does not include elected officials or their principal assistants.*

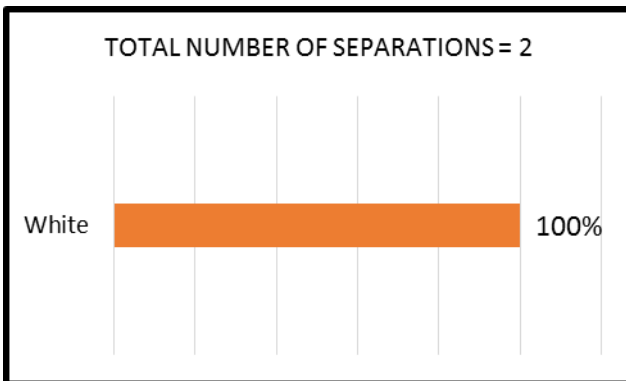
**Community Corrections**



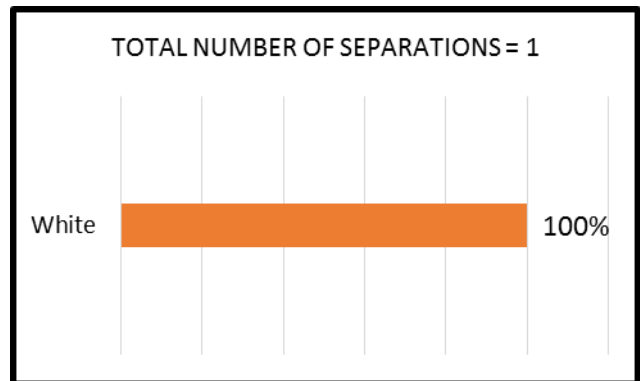
**County Attorney's Office**



**County Board Office**

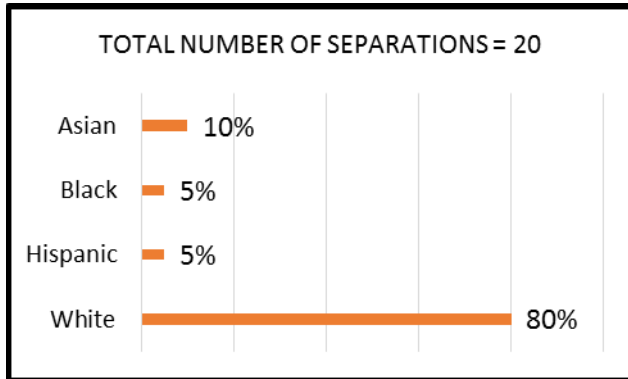


**County Manager's Office**

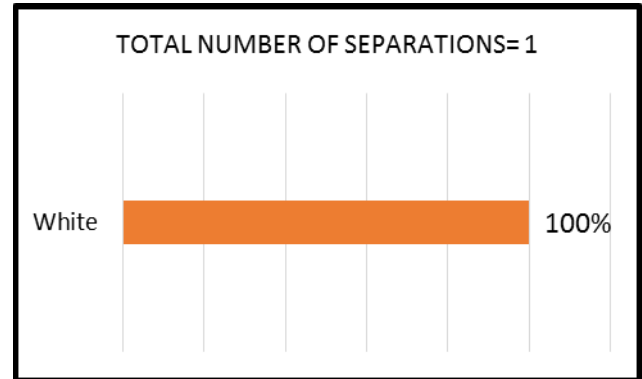


Separations by Race and Ethnicity from January 1 to December 31, 2016 (continued)

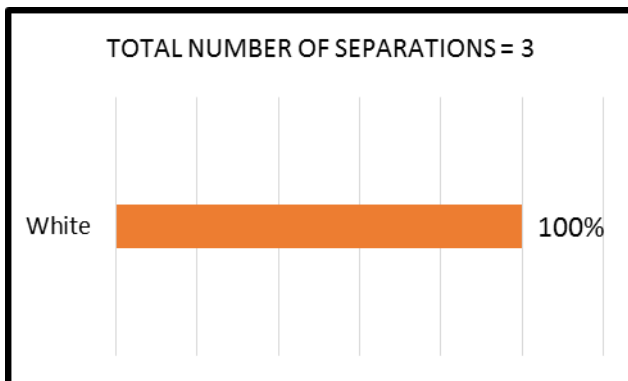
**Emergency Communications**



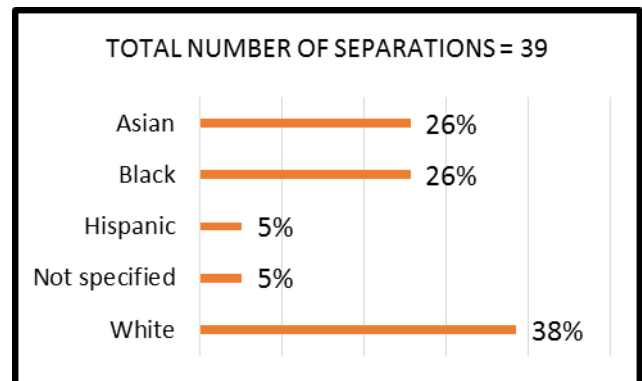
**Emergency Management and Homeland Security**



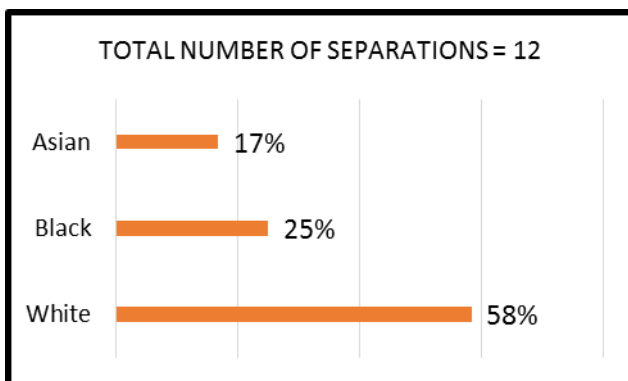
**Finance**



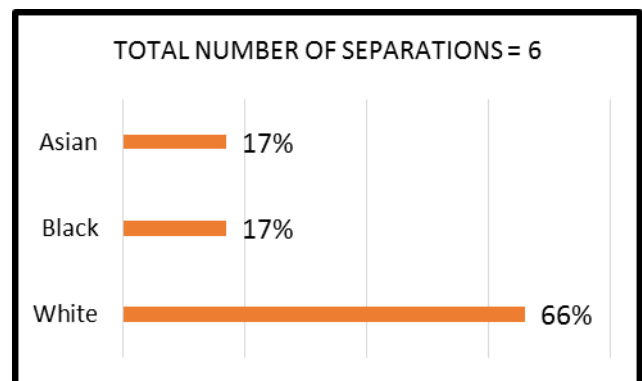
**Financial Assistance Services**



**Health & Wellness Administration**



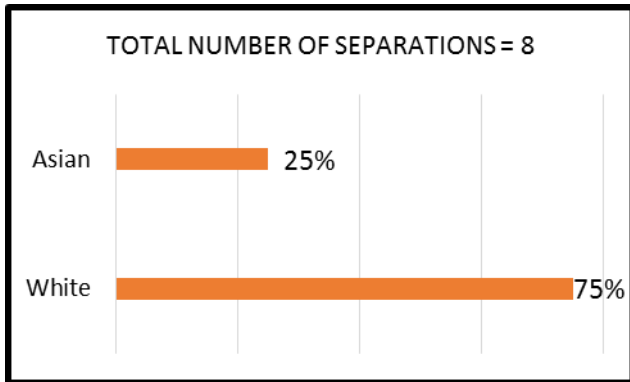
**Human Resources**



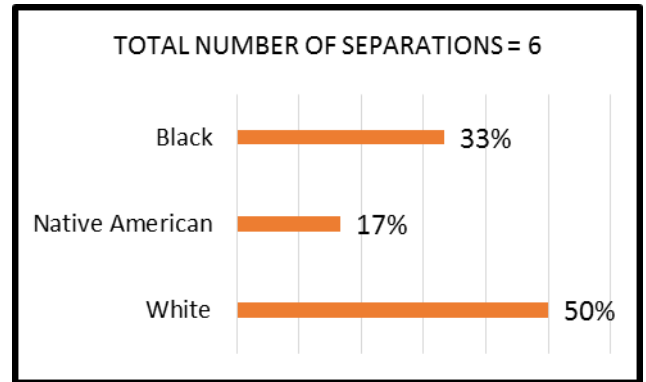


Separations by Race and Ethnicity from January 1 to December 31, 2016 (continued)

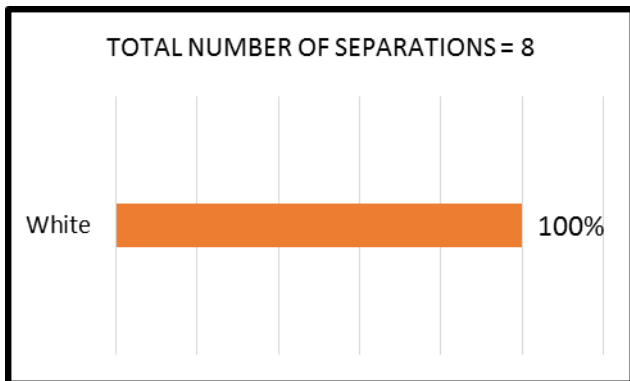
**Information Services**



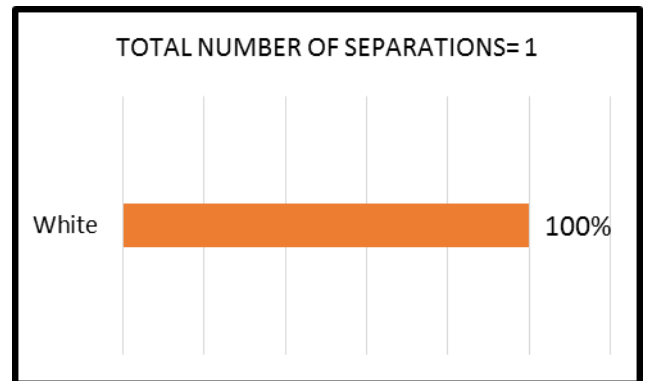
**Lake Owasso Residence**



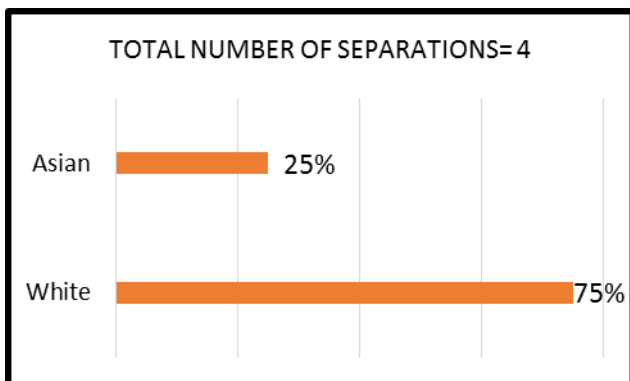
**Libraries**



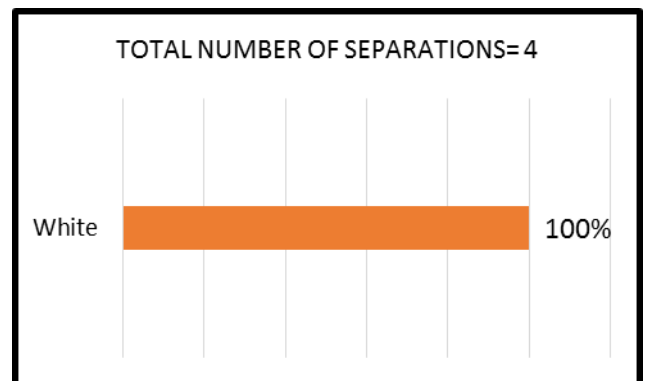
**Medical Examiner's Office**



**Parks & Recreation**

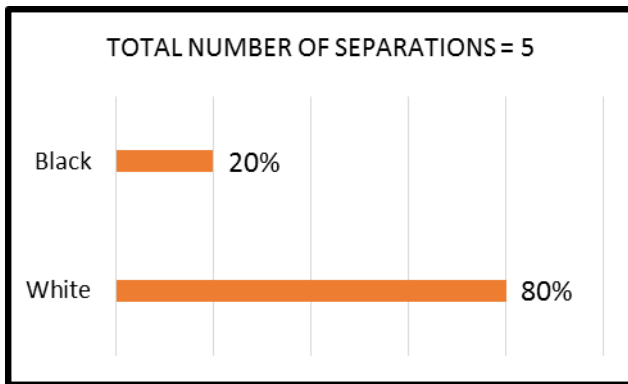


**Property Management**

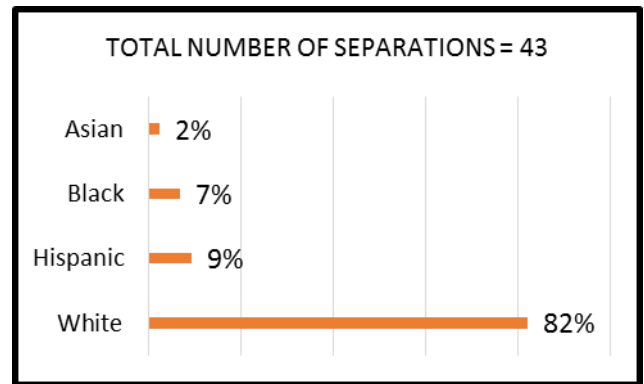


Separations by Race and Ethnicity from January 1 to December 31, 2016 (continued)

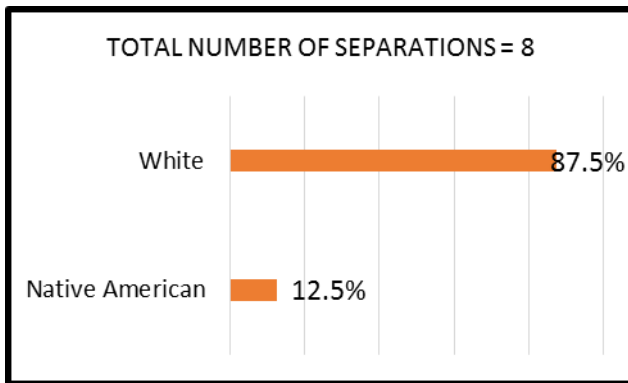
**Property Records & Revenue**



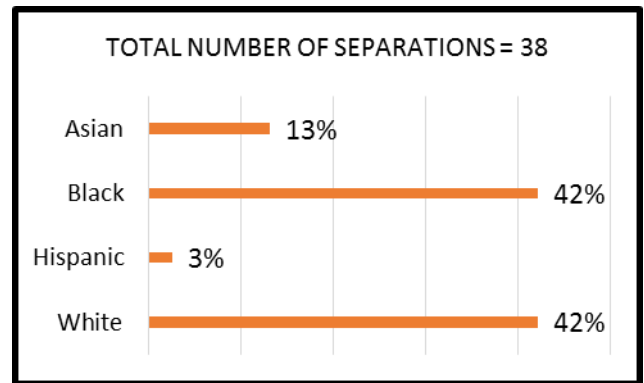
**Public Health**



**Public Works**



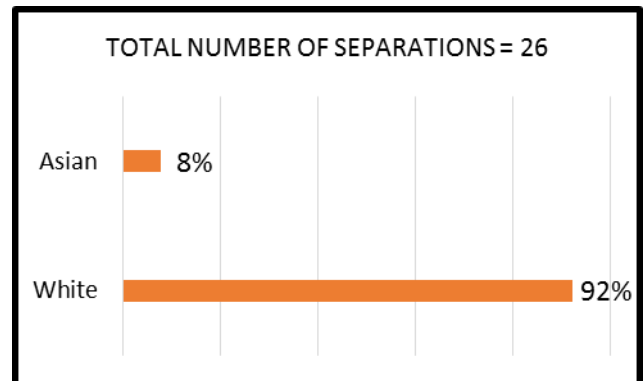
**Ramsey County Care Center**



**Regional Rail**

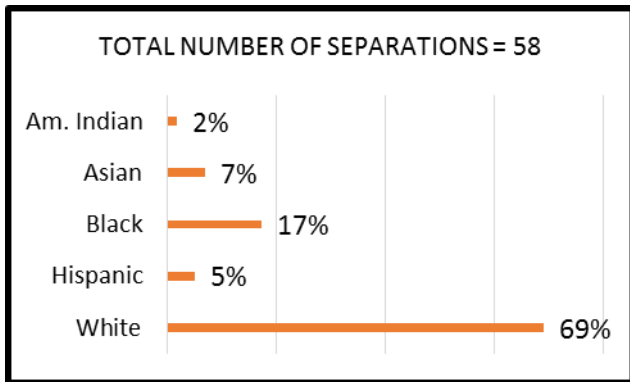
*There were no separations during this period.*

**Sheriff's Office**



Separations by Race and Ethnicity from January 1 to December 31, 2016 (continued)

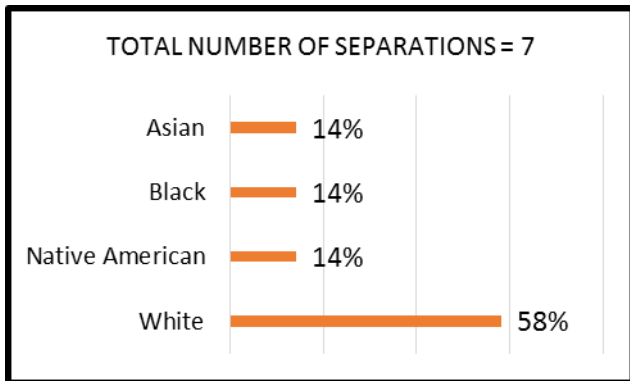
**Social Services**



**Veterans Services**

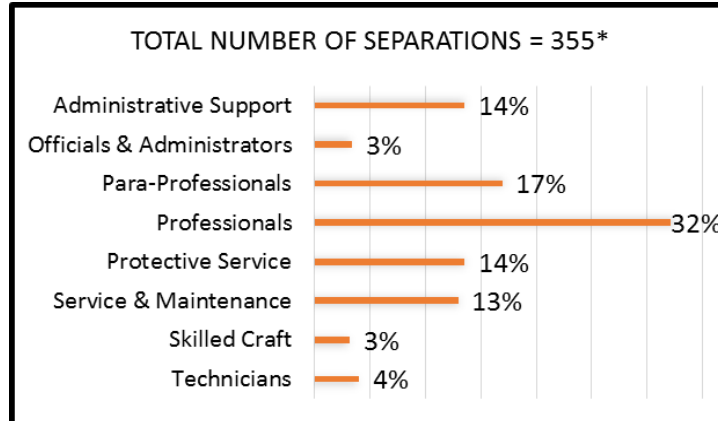
*There were no separations during this period.*

**Workforce Solutions**



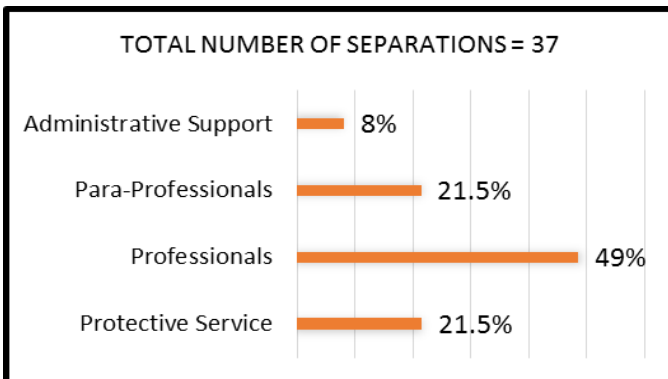
## Separations by Department by EEO-4 Category from January 1 to December 31, 2016

### All Ramsey County

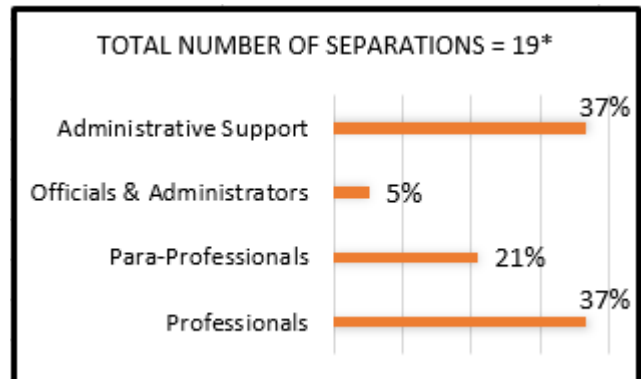


*Total number of employees is 358; EEO-4 category totals 355 and does not include elected officials, their principal assistants or immediate secretaries.*

### Community Corrections

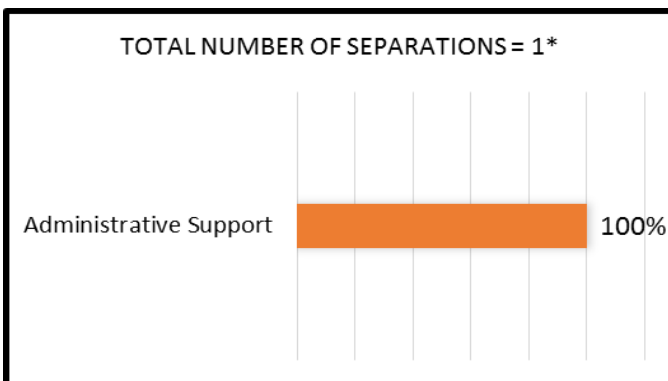


### County Attorney's Office



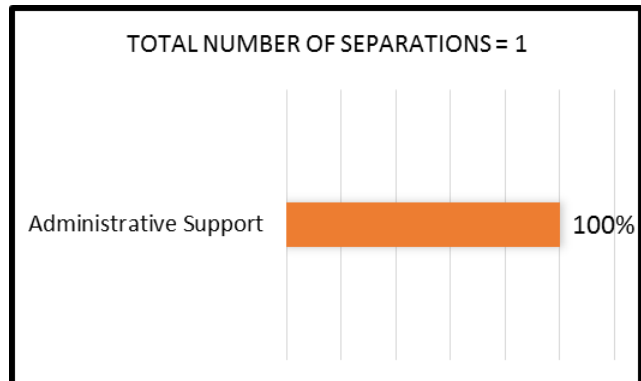
*\*EEO-4 category does not include elected officials or principal assistants; Two immediate secretaries separated.*

### County Board Office



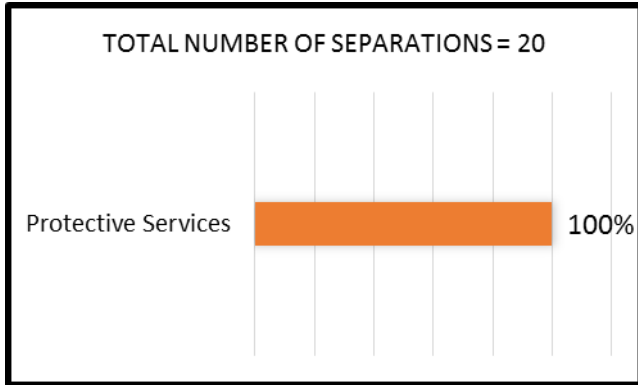
*\*EEO-4 category does not include elected officials or principal assistants; One principal assistant separated.*

### County Manager's Office

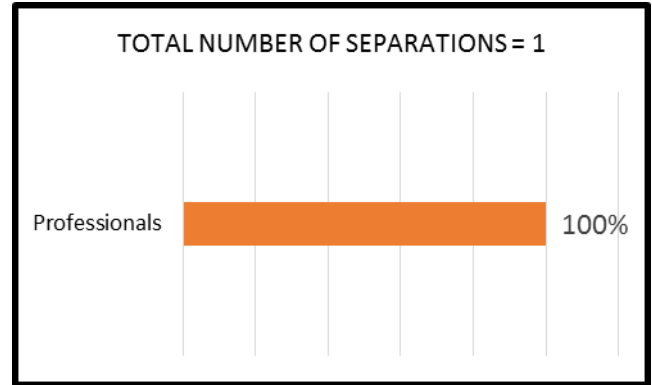


Separations by EEO-4 Category from January 1 to December 31, 2016 (continued)

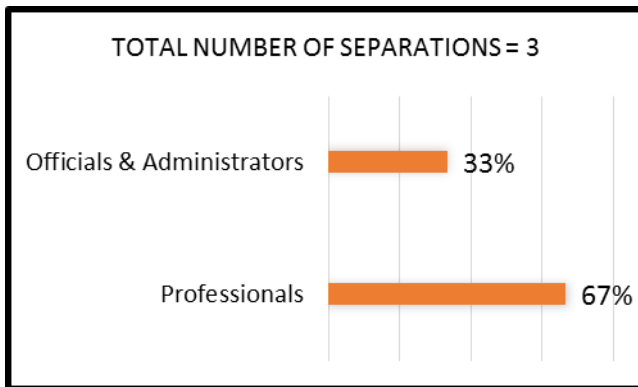
**Emergency Communications**



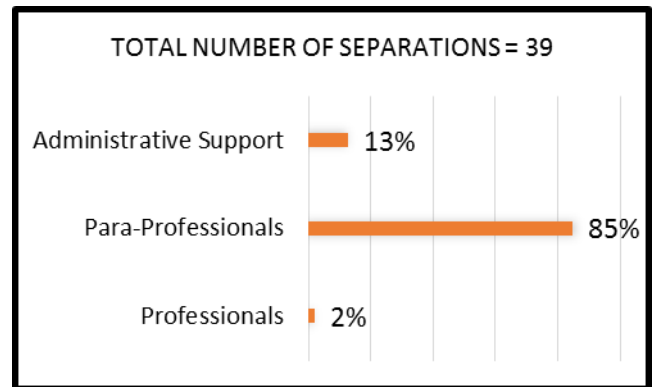
**Emergency Management and Homeland Security**



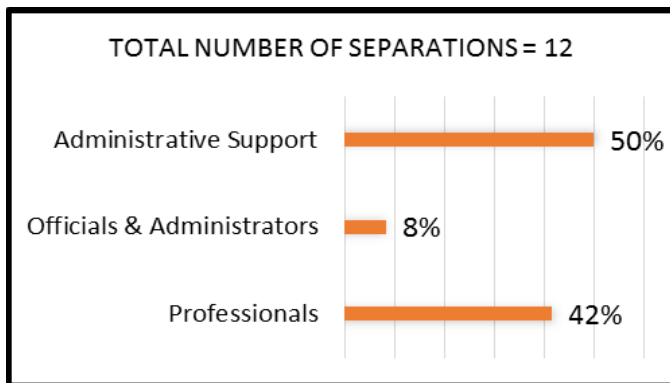
**Finance**



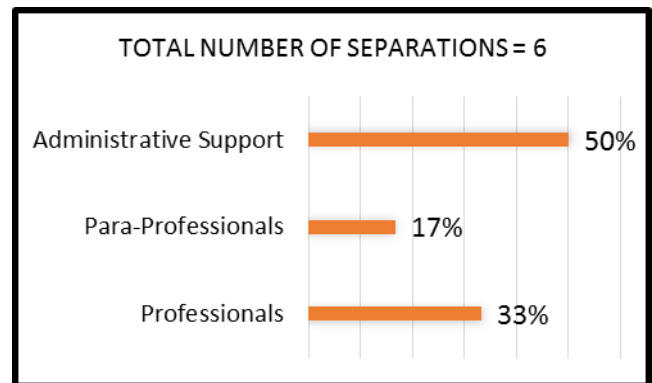
**Financial Assistance Services**



**Health & Wellness Administration**

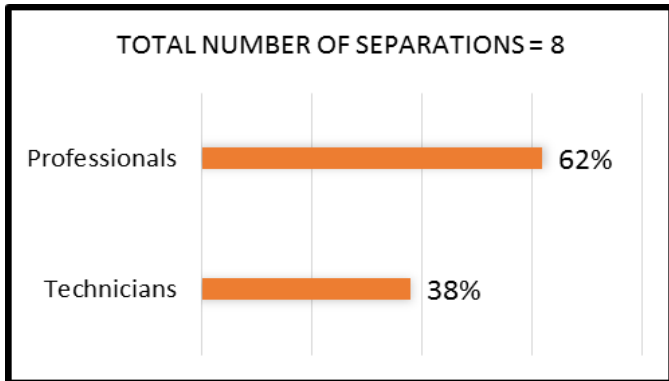


**Human Resources**

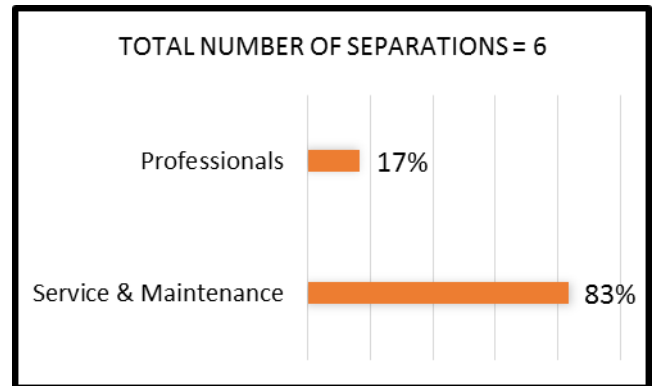


Separations by EEO-4 Category from January 1 to December 31, 2016 (continued)

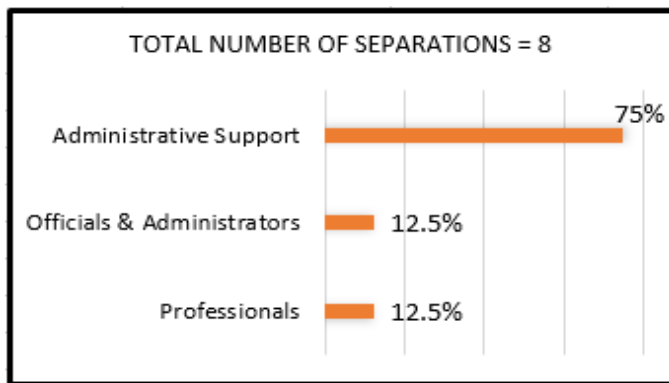
**Information Services**



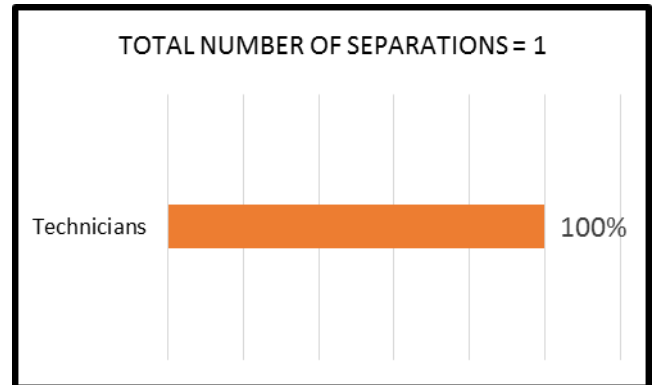
**Lake Owasso Residence**



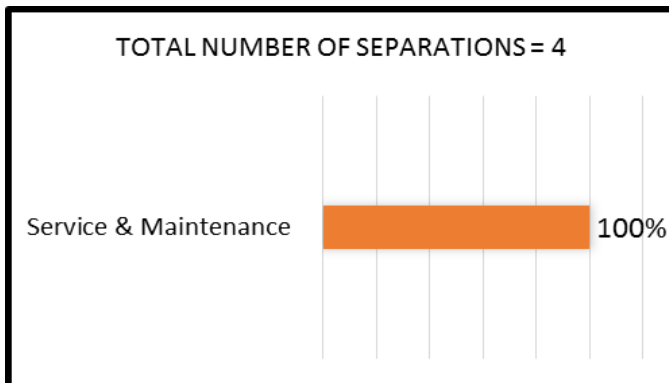
**Libraries**



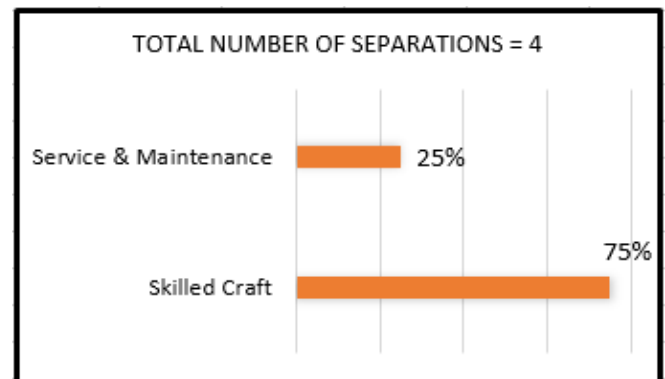
**Medical Examiner's Office**



**Parks & Recreation**

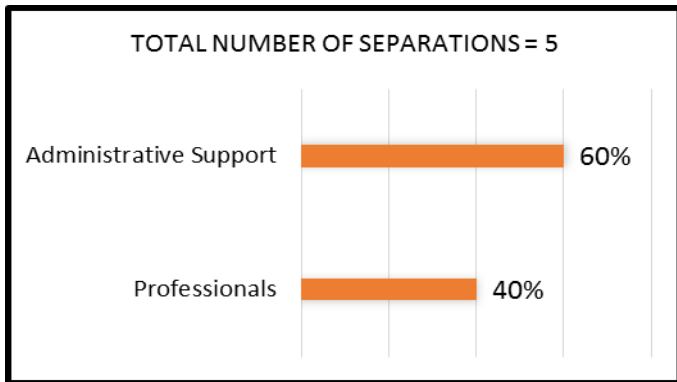


**Property Management**

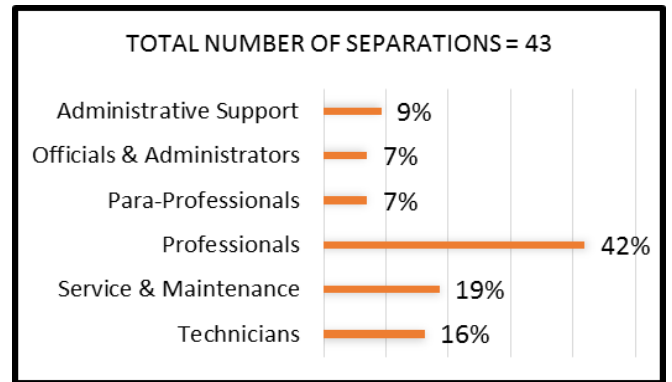


Separations by EEO-4 Category from January 1 to December 31, 2016 (continued)

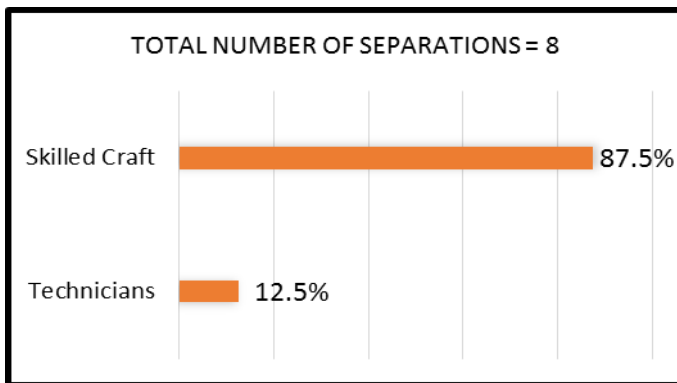
**Property Records & Revenue**



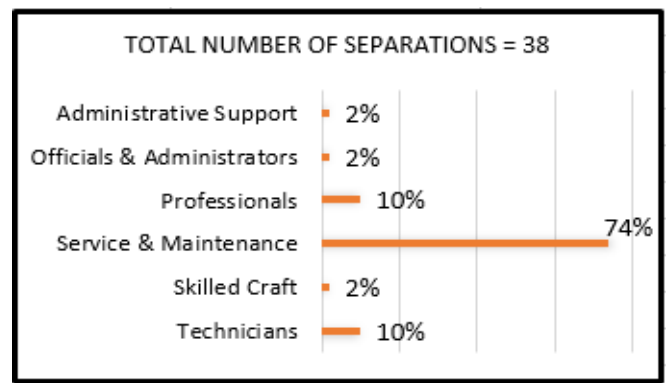
**Public Health**



**Public Works**



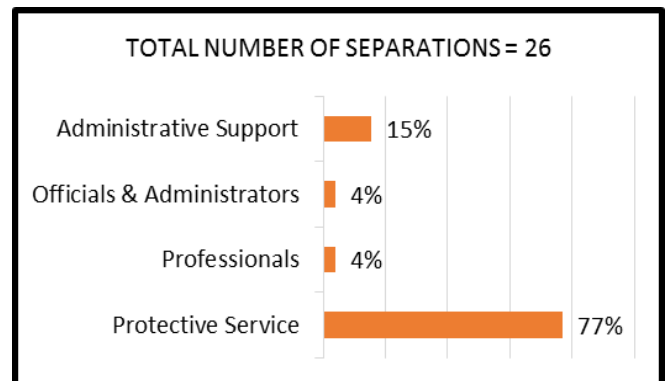
**Ramsey County Care Center**



**Regional Rail**

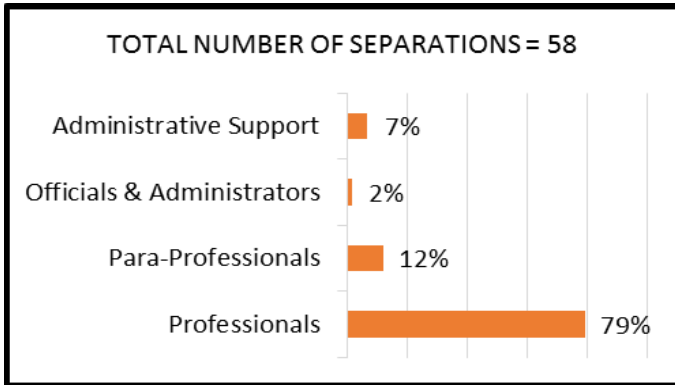
*There were no separations during this period.*

**Sheriff's Office**



Separations by EEO-4 Category from January 1 to December 31, 2016 (continued)

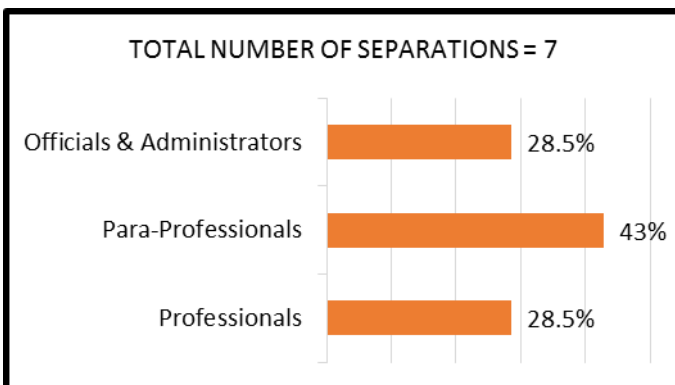
**Social Services**



**Veterans Services**

*There were no separations  
During this period.*

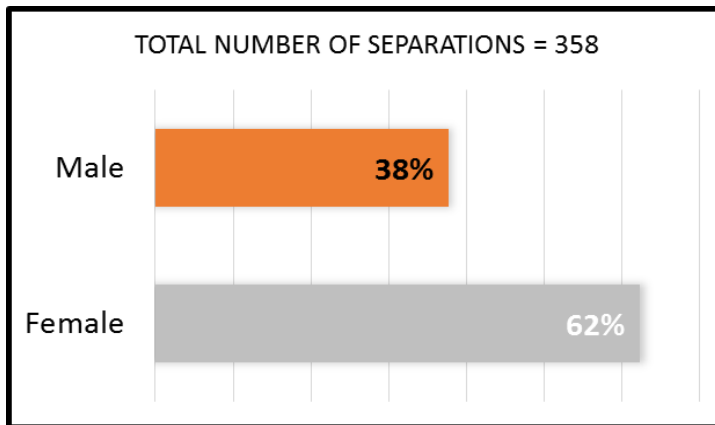
**Workforce Solutions**





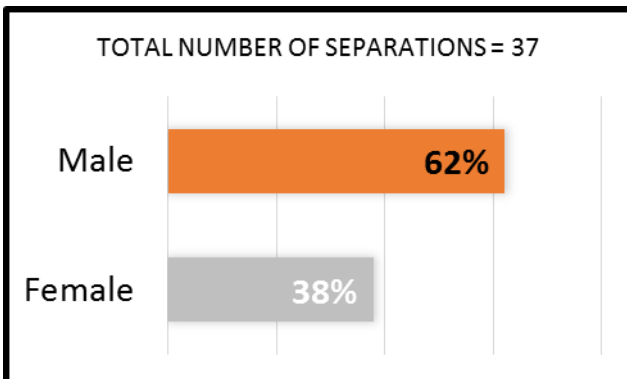
Separations by Department  
by Gender  
from January 1 to December 31, 2016

**All Ramsey County**

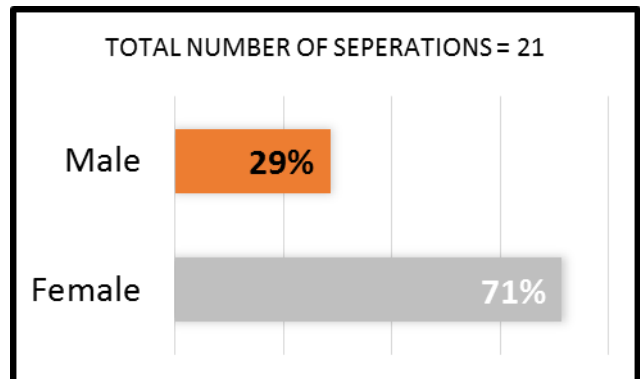


Total number of separations does not include elected officials or its principal assistants.

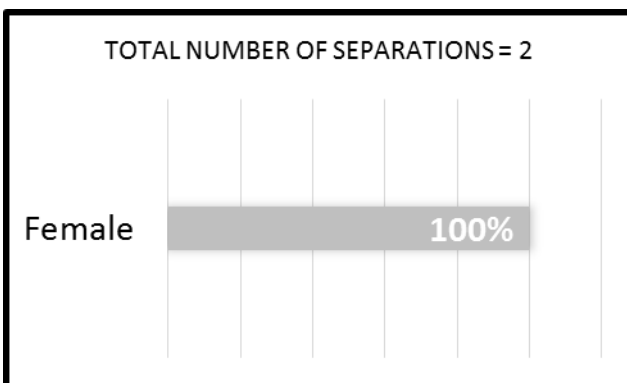
**Community Corrections**



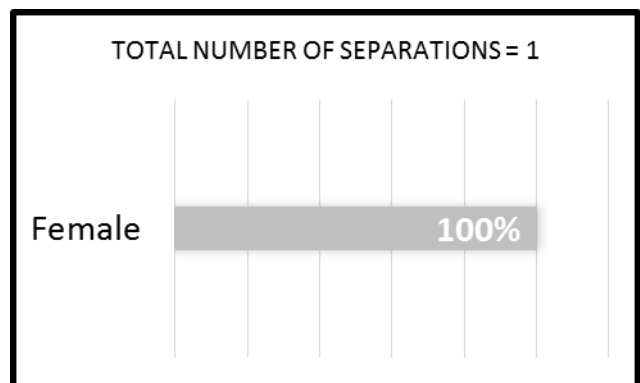
**County Attorney's Office**



**County Board Office**

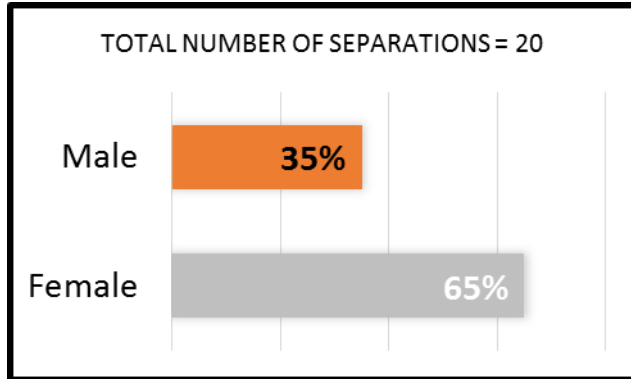


**County Manager's Office**

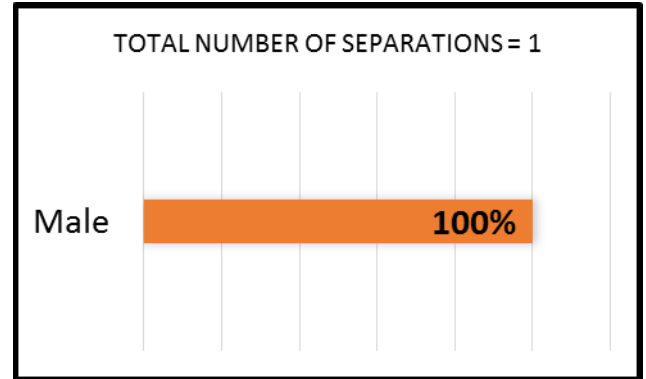


Separations by Gender from January 1 to December 31, 2016 (continued)

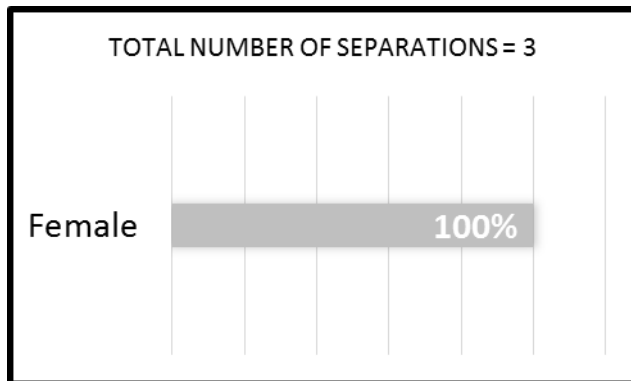
**Emergency Communications**



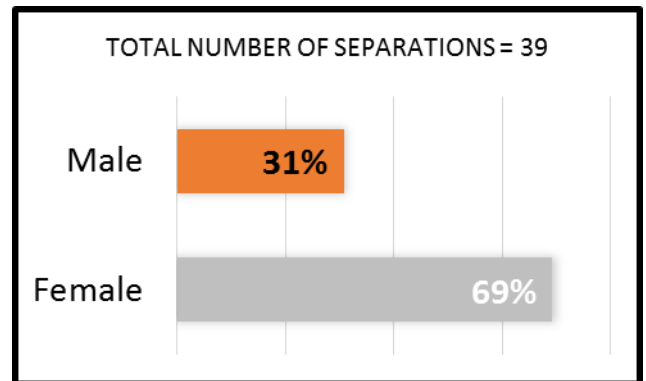
**Emergency Management and Homeland Security**



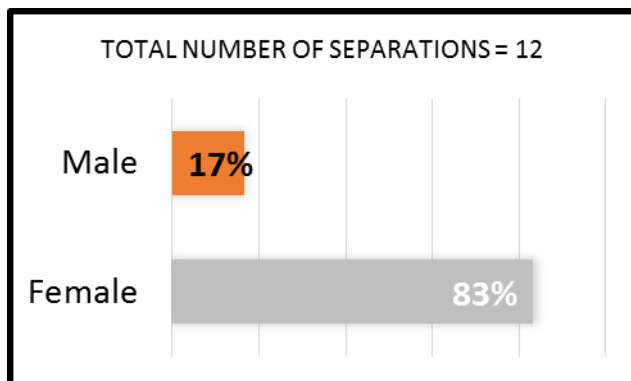
**Finance**



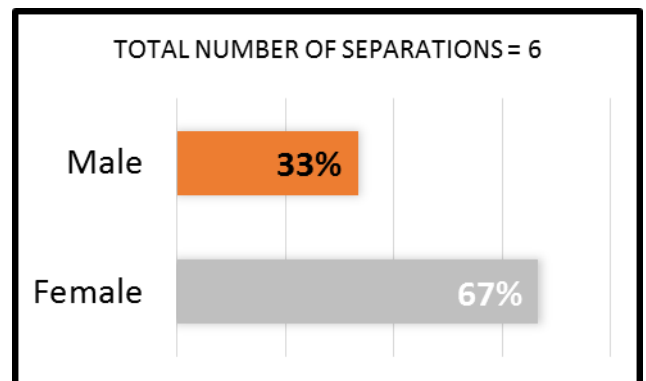
**Financial Assistance Services**



**Health & Wellness Administration**

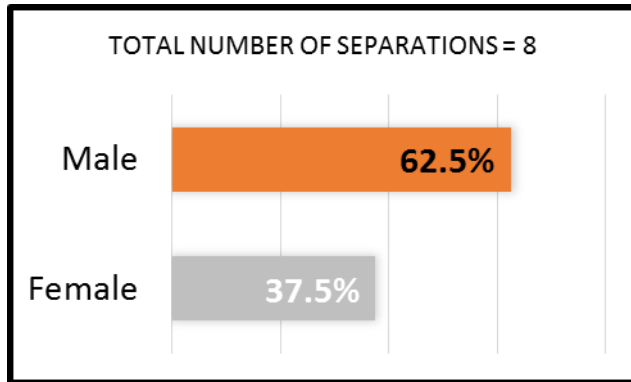


**Human Resources**

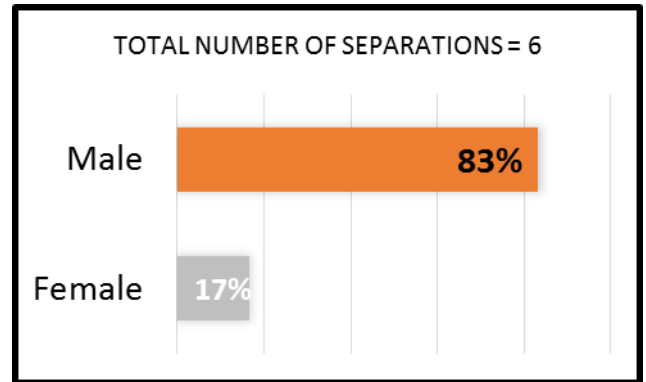


Separations by Gender from January 1 to December 31, 2016 (continued)

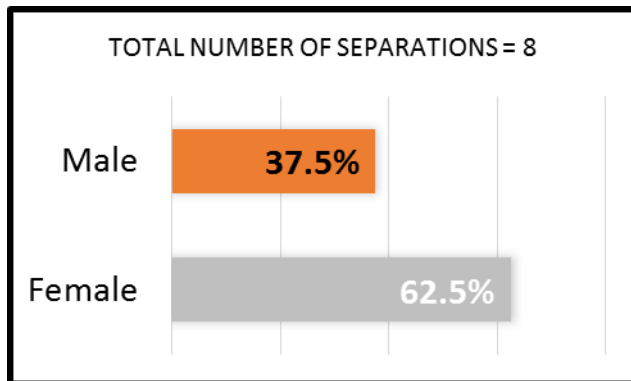
**Information Services**



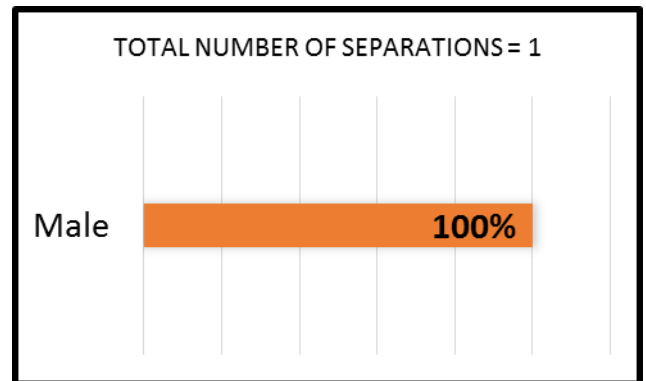
**Lake Owasso Residence**



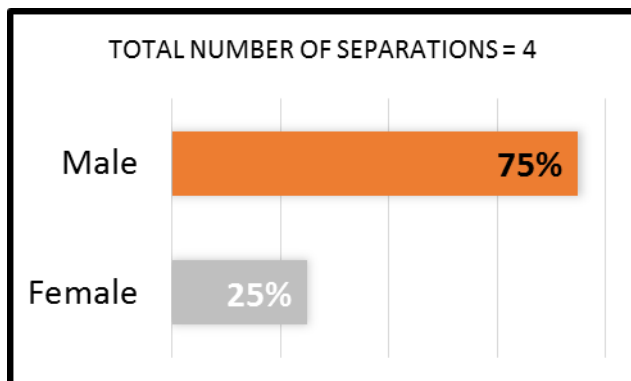
**Libraries**



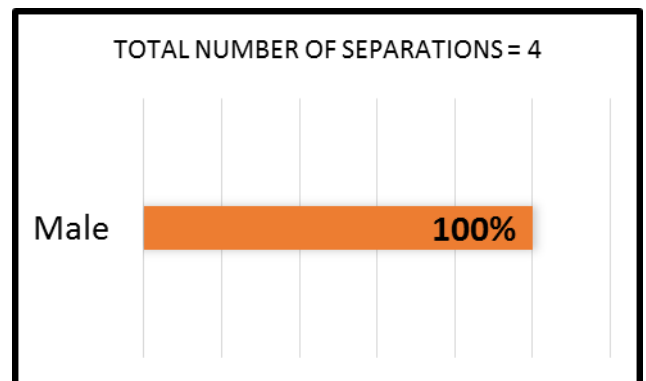
**Medical Examiner's Office**



**Parks & Recreation**

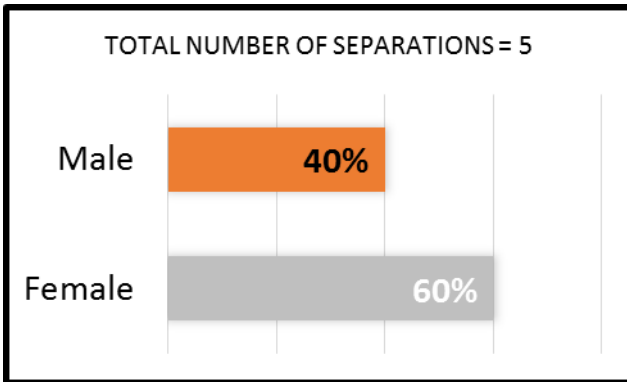


**Property Management**

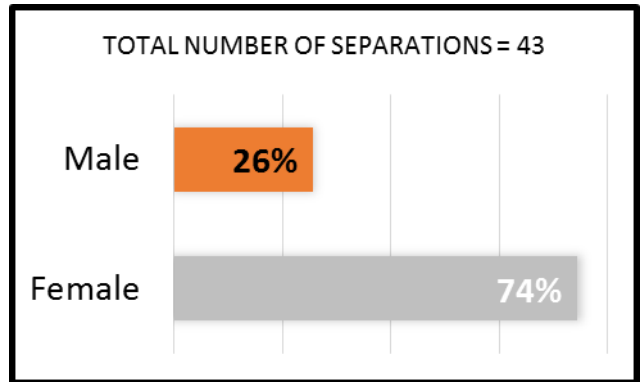


Separations by Gender from January 1 to December 31, 2016 (continued)

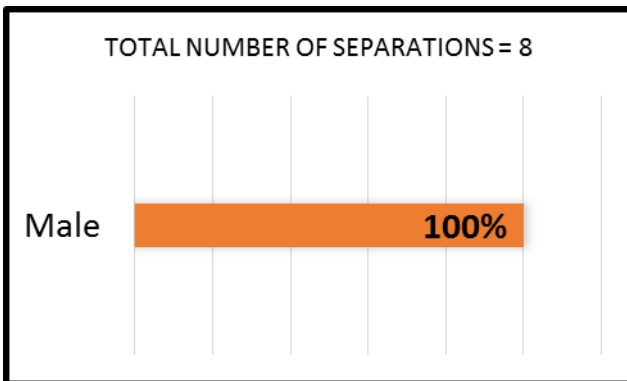
**Property Records & Revenue**



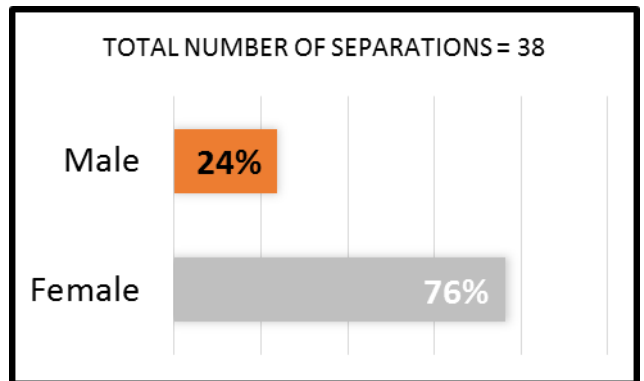
**Public Health**



**Public Works**



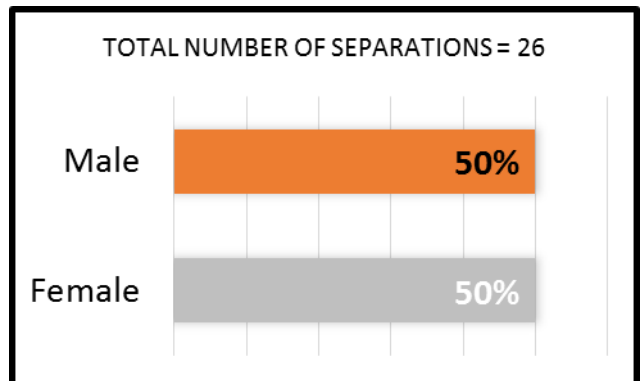
**Ramsey County Care Center**



**Regional Rail**

*There were no separations during this period.*

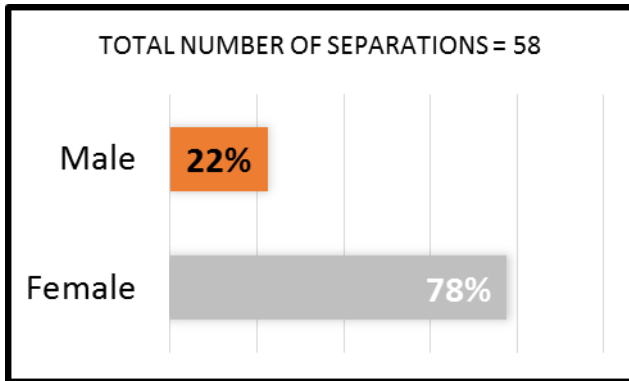
**Sheriff's Office**



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Separations by Gender from January 1 to December 31, 2016 (continued)

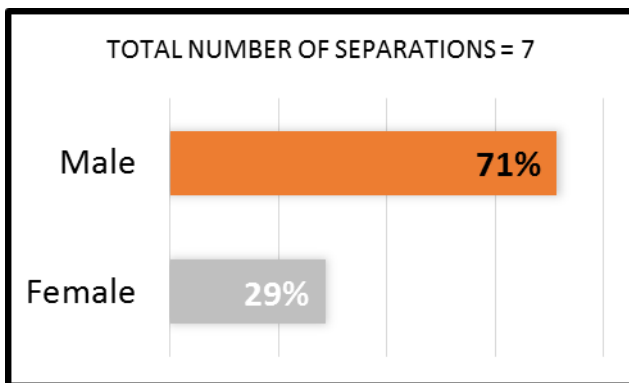
### Social Services



### Veterans Services

*There were no separations during this period.*

### Workforce Solutions



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# Appendix

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## EEO-4 Description of Job Categories

### State and Local Government Information

**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.

**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.

**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.

**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.

**Paraprofessionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. 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.

**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.

**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.

**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.

## Ramsey County Job Titles in EEO-4 Category

911 Dispatch Service Manager (Unclassified)	Director of Administration - Information Services (Unclassified)
Accountant 4	Director of Administration - Property Management (Unclassified)
Administrator - Lake Owasso (Unclassified)	Director of Administration Services and Chief Clerk to the Board (Unclassified)
Administrator Ramsey County Care Center (Unclassified)	Director of Building Operations (Unclassified)
Arena Maintenance and Operations Supervisor	Director of Community Correction (Unclassified)
Assistant Division Director - Corrections (Unclassified)	Director of Development & Planning – Parks & Recreation
Assistant Division Director - County Attorney (Unclassified)	Director of Emergency Services – (Unclassified)
Assistant Manager – County Assessing Division	Director of Finance
Building Services Manager	Director of Financial Assistance Services (Unclassified) Director of Operations – Parks & Recreation
Chief Investigator (Medical Examiner's Office)	Director of Parks & Recreations (Unclassified)
Community Corrections Assistant Facilities Supervisor (Unclassified)	Director of Planning & Policy Analysis - Sheriff (Unclassified)
Community Corrections Assistant Superintendent — Boys Totem Town (Unclassified)	Director of Policy Analysis & Planning (Unclassified) Director of Property Management (Unclassified)
Community Corrections Assistant Superintendent — Juvenile Detention Center (Unclassified)	Director of Public Health (Unclassified)
Community Corrections Superintendent - Boys Totem Town (Unclassified)	Director of Ramsey County Workforce Solutions (Unclassified)
Communication Manager	Director of Regional Rail Authority (Unclassified)
Community Corrections Superintendent - Juvenile Detention Center (Unclassified)	Director of Social Services (Unclassified)
Compliance and Records Manager	Director of Support Services - County Attorney (Unclassified)
Controller	Division Director - County Attorney – (Unclassified)
Correctional Health Care System Administrator (Unclassified)	Division Director of Social Services (Unclassified) Emergency Director of Health & Wellness Administrative Division (Unclassified) Director of Human Resources
Correctional/Detention Facility Superintendent (Unclassified)	Director of Information Services [CIO] (Unclassified)
County Assessor (Unclassified)	Director of Library Service – (Unclassified)
County Engineer/Director of Public Works – (Unclassified) County Manager (Unclassified)	Director of Nursing Service – Ramsey County Care Center
Deputy County Manager (Unclassified)	Director of Nutrition Services – Ramsey County Care Center
Deputy Director of Administrative Services - Community Corrections (Unclassified)	Engineer 4
Deputy Director of Adult Division (Unclassified)	Environmental Health Division Director (Unclassified)
Deputy Director of Community Relations & External Affairs - Community Corrections (Unclassified)	
Deputy Director of Finance	
Deputy Director of Juvenile Division (Unclassified)	
Deputy Director Ramsey County Library	
Deputy Sheriff Inspector (Unclassified)	
Director of Administration - County Attorney (Unclassified)	



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ERP Program Manager-PeopleSoft/Hyperion – (Unclassified)  
Examiner of Titles (Unclassified)  
First Assistant County Attorney – (Unclassified)  
Human Resources Manager  
Human Resources Supervisor Human Services Manager  
IS Accounting and Administration Manager (Unclassified)  
IS Chief Technical Officer (Unclassified)  
IS Customer Support Manager (Unclassified)  
IT Project Management Office Director (Unclassified)  
Labor Relations Manager (Unclassified)  
Librarian 3  
Librarian 4  
Management Analysis Supervisor  
Management Analyst Supervisor  
Manager - Records & Revenue  
Manager Workforce Solutions (Unclassified)  
Park Maintenance & Operations Supervisor  
Planning Manager  
PREA Compliance Manager – Community Corrections  
Program Director - Lake Owasso Residence  
Project Manager  
Public Communication Director (Unclassified)  
Public Communications Manager Regional Rail Authority  
(Unclassified) Public Health Division Manager  
Public Works Manager/County Surveyor – (Unclassified)  
Research & Evaluation Supervisor  
Senior Building Services Manager  
Undersheriff (Unclassified)  
Veterans Service Officer (Unclassified)

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STATE OF MINNESOTA



**RAMSEY COUNTY SHOWN IN RED**

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