

Ramsey County Workforce Statistics

Year-End 2017

A Message from Ramsey County Human Resources

We are pleased to present Ramsey County's annual Workforce Statistics Report as of January 1, 2018. This report provides information about the diversity of the county's employees, management, and departments. This is the sixteenth year Ramsey County Human Resources has provided this detail; it is intended to be a valuable workforce planning tool.

As you consider the Workforce Statistics Report, it is important to keep in mind Ramsey County is the second largest in population size, is the most racially and ethnically diverse county in Minnesota, yet is the smallest Minnesota county geographically.

Ramsey County has made important strides in making its workforce diverse and inclusive while understanding it must continue to do so to best serve the county's diverse constituency, which in turn supports our continuing commitment to advancing racial equity. Through these efforts, the county's goal of becoming a premier regional employer, directly impacting individual, family and community health, safety and wellbeing can be achieved.

On a daily basis, Ramsey County Human Resources brings the county's mission, vision and goals into focus through its strategic efforts around talent attraction, retention and promotion of a culturally competent workforce. These efforts will aid in meeting the goals of enhancing access to opportunity and connections to employment, and to reflect the region and community in which the county as an organization resides. This report shares the county's progress toward these goals.

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

Through both online and instructor-led training, we intentionally address topics of race, racism and racial equity; cultural awareness, inclusion and communication; working with diverse communities; understanding multiple generations in the workplace; and successful talent acquisition, retention, and leadership.

As in past years, this report presents workforce statistics for all full and part-time employees in the county through the following lenses: Race & Ethnicity, Equal Employment Opportunity (EEO)-4 categories (i.e. specific to state and local government job categories), Gender and Generations, New Hires, Promotions and Separations. While the basis of this report is directly linked to EEOC reporting requirements, the county is committed to an inclusive environment for all employees.

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 Statistical Area, the market from which county employees are hired. We also compare Ramsey County to the civilian labor force reported in the Five-Year Estimates from the American Community Survey (2012-2016), U.S. Census Bureau.

The following highlights five **significant findings in the January 1, 2018, Workforce Statistics Report:**

- *Employee Race & Ethnicity* reported between 2003 to present nearly doubled, from 15.77 percent to 32.7 percent this year. This mirrors the demographics of Ramsey County's residents and is consistent with the five-year estimates from the American Community Survey (2012-2016), which reports 30 percent of the civilian labor force are people of color in Ramsey County. See pages 9-16 for more detail.

- *Formal Leaders by Race & Ethnicity* experienced a rise among the director, manager and supervisory levels from 15 percent leaders of color as of January 1, 2016 to 20 percent as of January 1, 2018. The county has made important strides in diversifying its formal leaders, which is further illustrated by the progress reported in the Officials and Administrators EEO-4 category for the period January 1, 2002 to January 1, 2018. It is our ongoing goal to increase diversity in this area. See page 10
- *Gender diversity* is found at all levels in the organization and across the categories of race and ethnicity. Over 61 percent of our total workforce and 47 percent of all formal leaders are female. Of our formal leaders, 50 percent of our directors, 47 percent of our managers and 46 percent of our supervisors are female. Another view shows 52 percent of our Officials and Administrators and over 56 percent of our Professionals and Paraprofessionals are female. See pages 13-16 and 20 for more detail.
- Generational diversity in the county is comprised of five generations. For the first time, members from Generation Z entered the county's workforce. While employees in the Baby Boomer generation represent 32 percent, Generation X and Millennials represent 43 percent and 24 percent, respectively, of the workforce.

This year, the combination of Generation X and Millennials rose by the same percentage as the fall of Generation X and Baby Boomers. In each of the last six years, Generation X and Millennials represented over 60 percent of our workforce and climbed to 67 percent this year. In each of the last six years, the average age of employees was 46. These findings illustrate an ongoing demographic shift in workforce at Ramsey County. See page 19 for more detail.

- Turnover, the measure of people leaving employment during the year, was 10.3 percent, when retirees are removed from consideration, this figure drops to 7.1 percent. The county hired 51 percent and promoted 46 percent people of color. However, 33 percent of employees of color left the county during the year. See pages 16-18 for more detail.

As you read the January 1, 2018, Workforce Statistics Report, please note it is divided into two major sections:

- A countywide overview of Ramsey County as an employer, and
- Detailed information reported by individual county departments along with a condensed review for each of the five Service Teams.

A *Table of Contents* (page 5) will help you easily find information throughout the report, with additional reference information available in the *Appendix* (page 90). **A special thank you** to Sandra Hokanson and Tina Javinsky for their creativity and hard work in developing and enhancing this report.

Thank you to all county departments and staff who foster a respectful, diverse and inclusive 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, are valued and thrive. 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

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| For questions about the content of this report, contact Jennifer.otley@ramseycounty.us |
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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

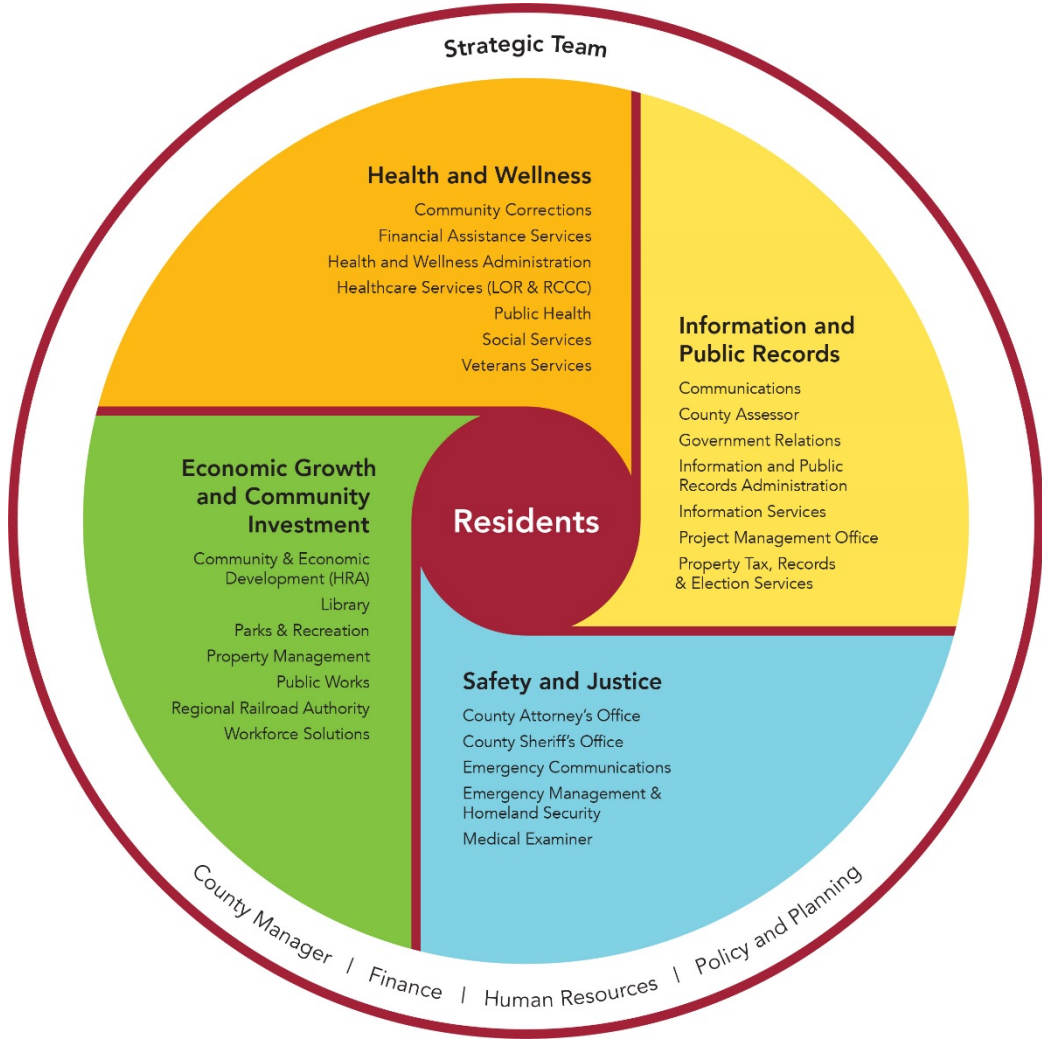


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The Countywide Overview section of this report summarizes historical and current data of Ramsey County's full and part-time employees by: Race & Ethnicity, EEO-4 categories, Gender and Generations. Additional data is provided for New Hires, Promotions and Separations during 2017 on pages 15-18. *The historical and current data do not include intermittent employees, student workers, student interns or temporary staff.*

For ease of use, bar graphs 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 Statistical Area. We also compare the county against the civilian labor force reported in the Five-Year Estimates from the American Community Survey (2012-2016), U.S. Census Bureau.

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*.

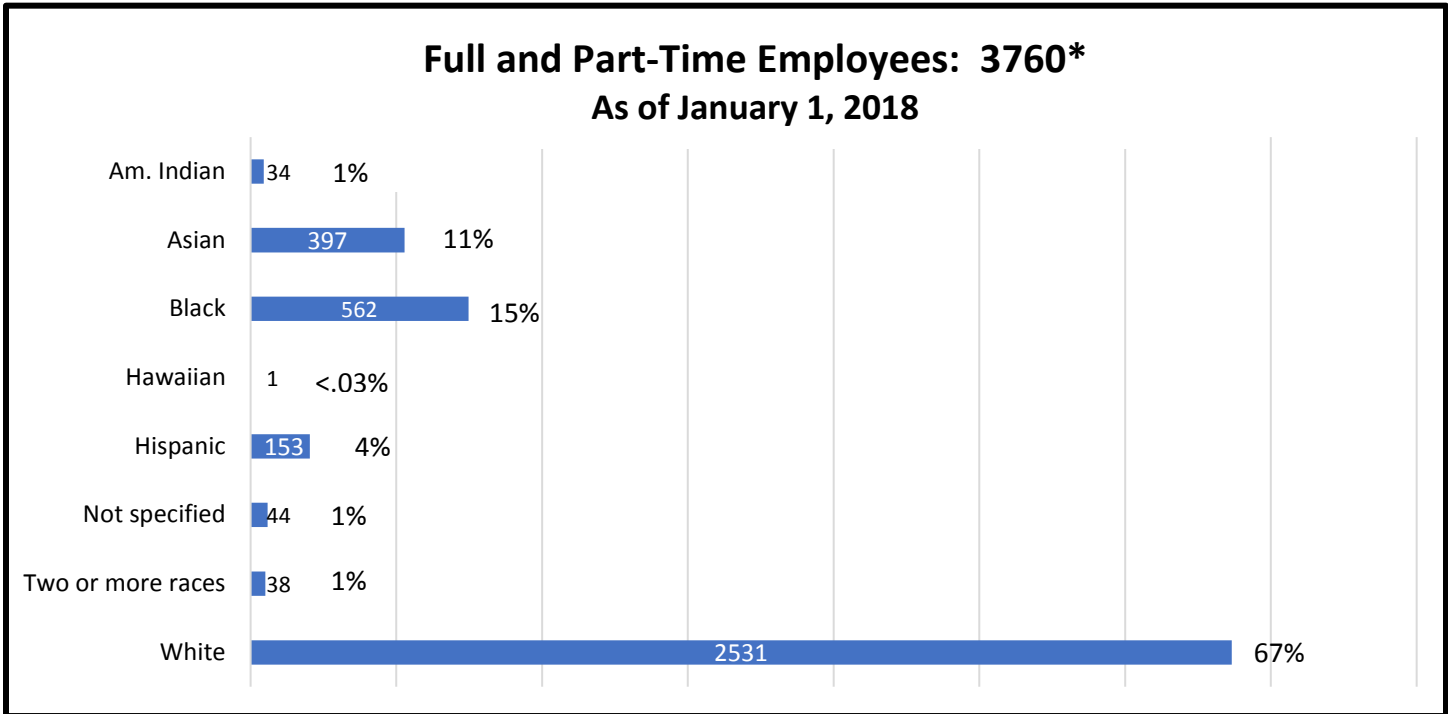
Highlights of the January 1, 2018, Workforce Statistics Report – A Countywide Overview reflecting all county employees include:

- Total **Race & Ethnicity and Gender** data indicate an employee population that is 33 percent people of color and 67 percent non-Hispanic white; this population also is comprised of 61 percent female and 39 percent male employees. Hiring and retention data reflects gender diversity at all levels and in all departments. See pages 9-16 and 20
- The percentage of **Employees by Race & Ethnicity** more than doubled from 15.77 percent to 32.7 percent over the past 16 years, and increased 3.2 percent over the past year. This is slightly above both the 2010 Census for residents in the Ramsey County geographic and metropolitan areas, and more currently, the Five-Year Estimates from the American Community Survey (2012-2016) which reports 30.6 percent of the civilian labor force are people of color in Ramsey County. Of note is the progress made in increasing diversity in our departments over the last five years. See pages 11 and 13-16
- **Formal Leaders by Race & Ethnicity** experienced a steady rise among the director, manager and supervisory levels over the past three years, from 15 percent leaders of color in 2016 to 20 percent in 2018. The county has made important strides in diversifying its formal leaders by gender, race and ethnicity. This is further illustrated by the steady progress reported in the Officials and Administrators EEO-4 category for the period January 1, 2002 to January 1, 2018. It is our ongoing goal to increase diversity in this area. For additional information on the diversity within leadership as a whole, see page 10
- **New Hires, Promotions and Separations** during 2017 by EEO-4 categories show an interesting mix of changes, including the addition of Generation Z to the workforce. More than half, or 235 (51 percent) of the county's New Hires and 144 (or 46 percent) of those promoted were employees of color in 2017. One-third, or 131 Separations from employment were

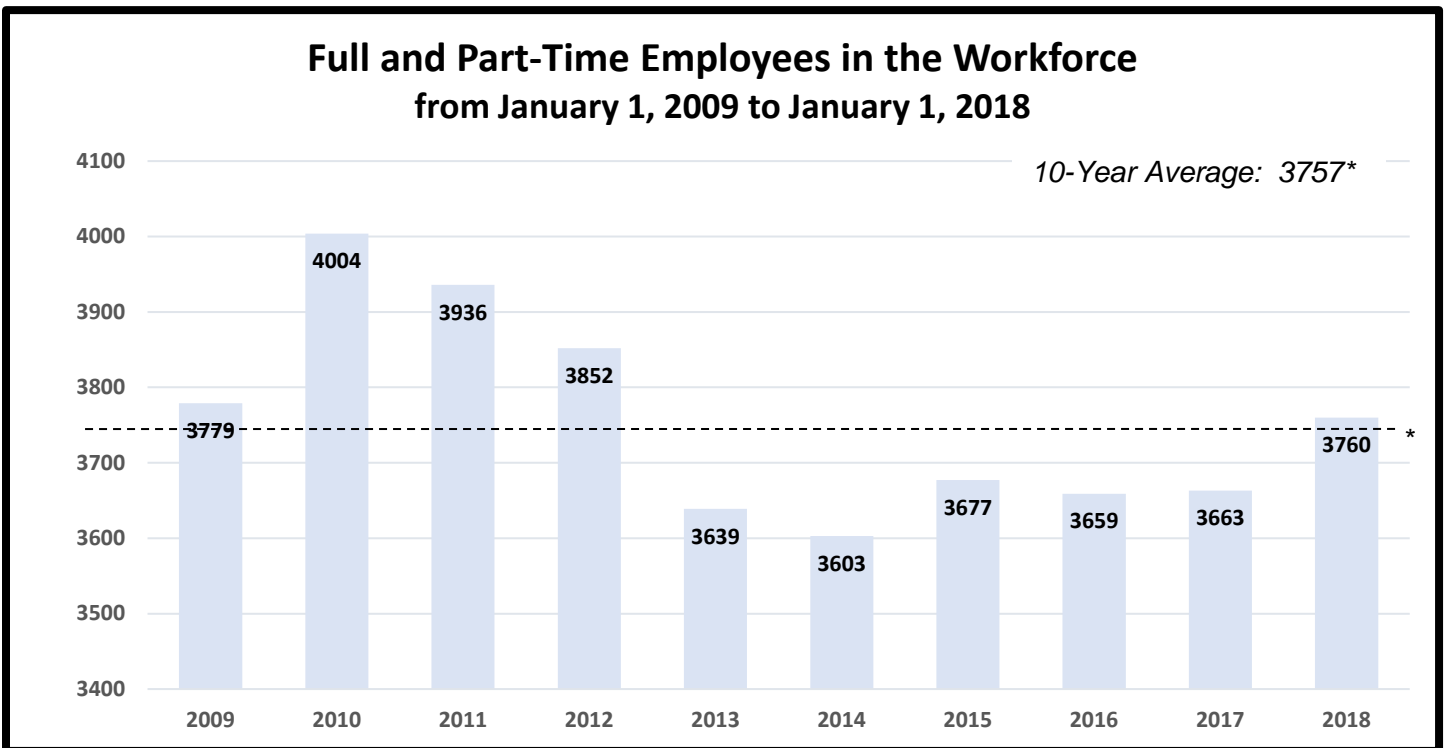
employees of color. When considered together, this indicates steady progress toward the goal in hiring and promoting employees of color in both 2017 and 2016. Attention to attracting, retaining and promoting employees of color in support of the county's strategic priority around Talent Attraction, Retention and Promotion efforts will continue. See pages 11 and 14-16

- The percentage of *New Hires by Race & Ethnicity* in 2017 was 51 percent, or 4 percent higher than each of the last two years; see page 15. A ten-year comparison of New Hires by Race & Ethnicity has been added to the report; see pages 11 and 14.
- *Promotions by Race & Ethnicity* were 46 percent and 40 percent for calendar years 2017 and 2016 respectively; see page 15. A closer look at promotions shows that within the EEO-4 categories of Paraprofessional and Professional, twice as many women as men were promoted. In calendar year 2017, 65 percent of all promotions occurred in these two categories.
- In calendar year 2017, 80 percent of *Separations* (compared to 84 percent in 2016) came from resignations and retirements; see pages 16-18. Resignations represented 46 percent of those leaving the county in 2017, compared to 49 percent the prior year. Retirements represented 34 percent of those leaving the county in 2017 and 36 percent in the prior year. Separations of employees by Race & Ethnicity was 33 percent, compared to 31 percent in 2016.
- Generation Z joined the county's workforce, marking the first time, five **Generations** are present in the county's workforce. Even with that introduction, the average age of employees remained at 46, as it has for the past six years. See page 19. Totaling 75 percent of the workforce, the two largest groups are the Baby Boomers at 32 percent and Generation X at 43 percent. Millennials (also referred to as Generation Y) represent 24 percent of the workforce and have been joined by Generation Z at .5 percent. However, compared to last year, the combination of Millennial and Generation X rose by the same degree (an increase of five percent) as the combination of Generation X and Baby Boomers fell (a decrease of five percent). The combination of the above factors illustrates an ongoing demographic shift in the county's workforce.
- **Turnover**, the measure of Separations from employment during the year (including retirees), between 2017 and 2016 were similar at 10.3 percent in 2017 and 9.9 percent in 2016; see page 18. When retirees are removed from this calculation, the turnover rate is 7.1 percent. The largest single group leaving the county in both 2017 and 2016 were from the Professionals category, leaving at a rate of 33 percent and 32 percent, respectively.

Countywide Overview All Employees by Race & Ethnicity

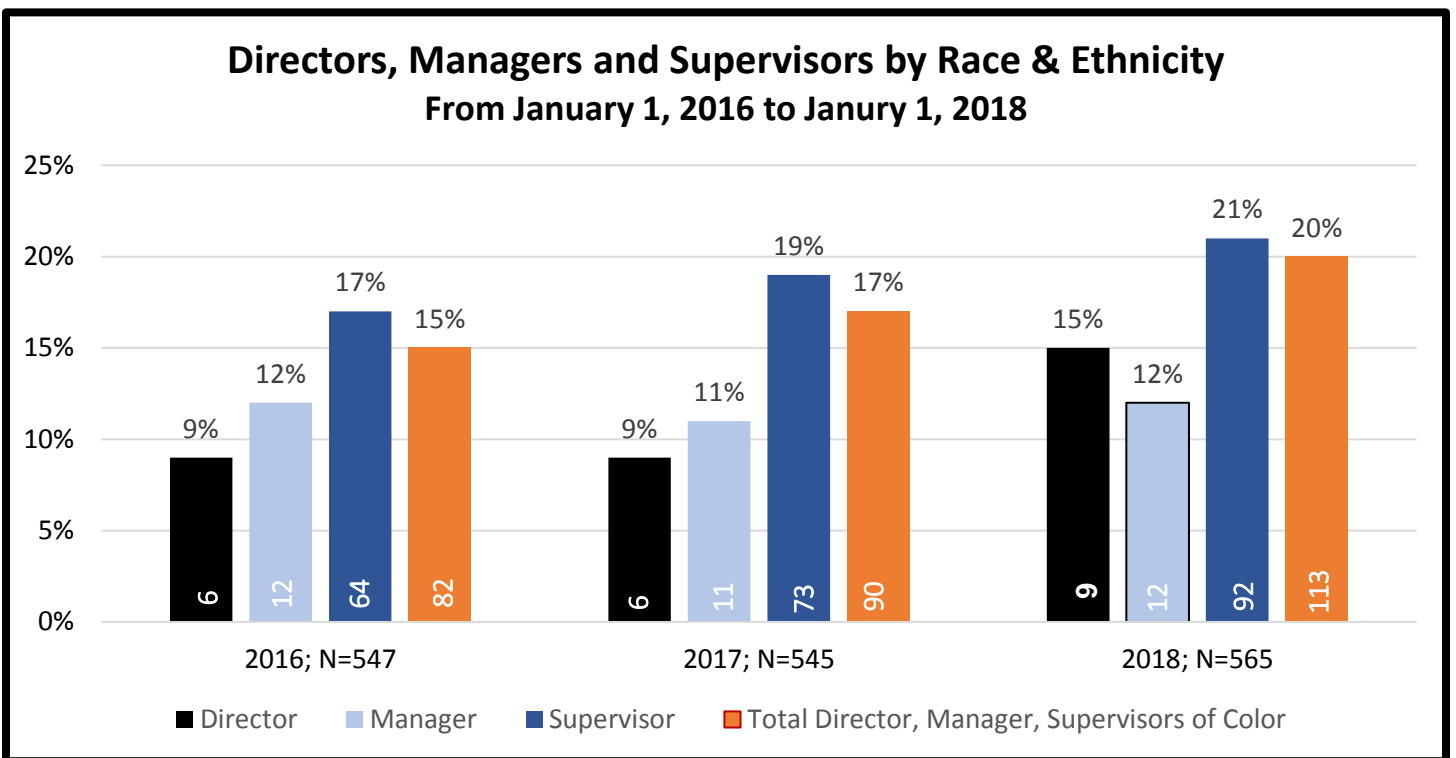
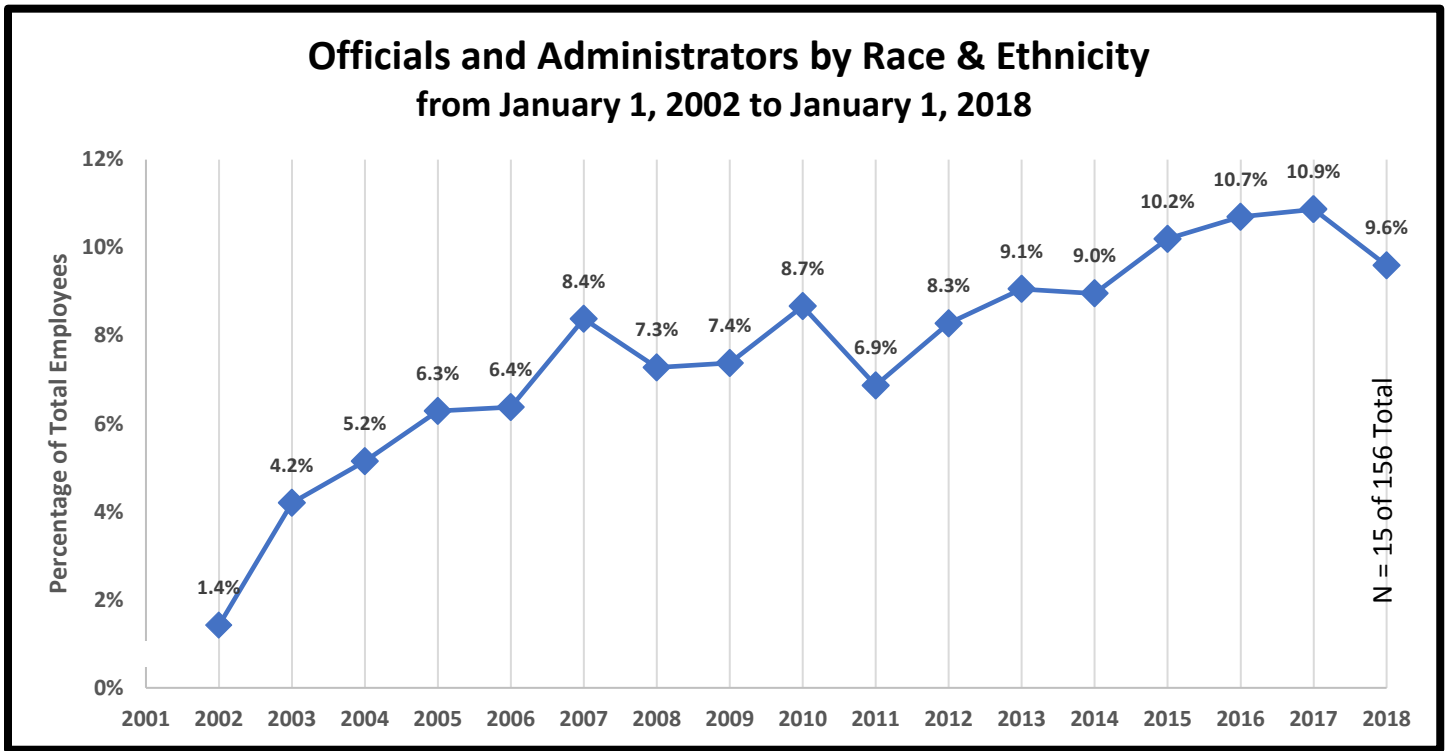


*Total number of employees is 3760; EEO-4 Category totals 3752 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries. This information reflects full-time and part-time employees based on self-reporting.



Countywide Overview

Formal Leaders by Race & Ethnicity



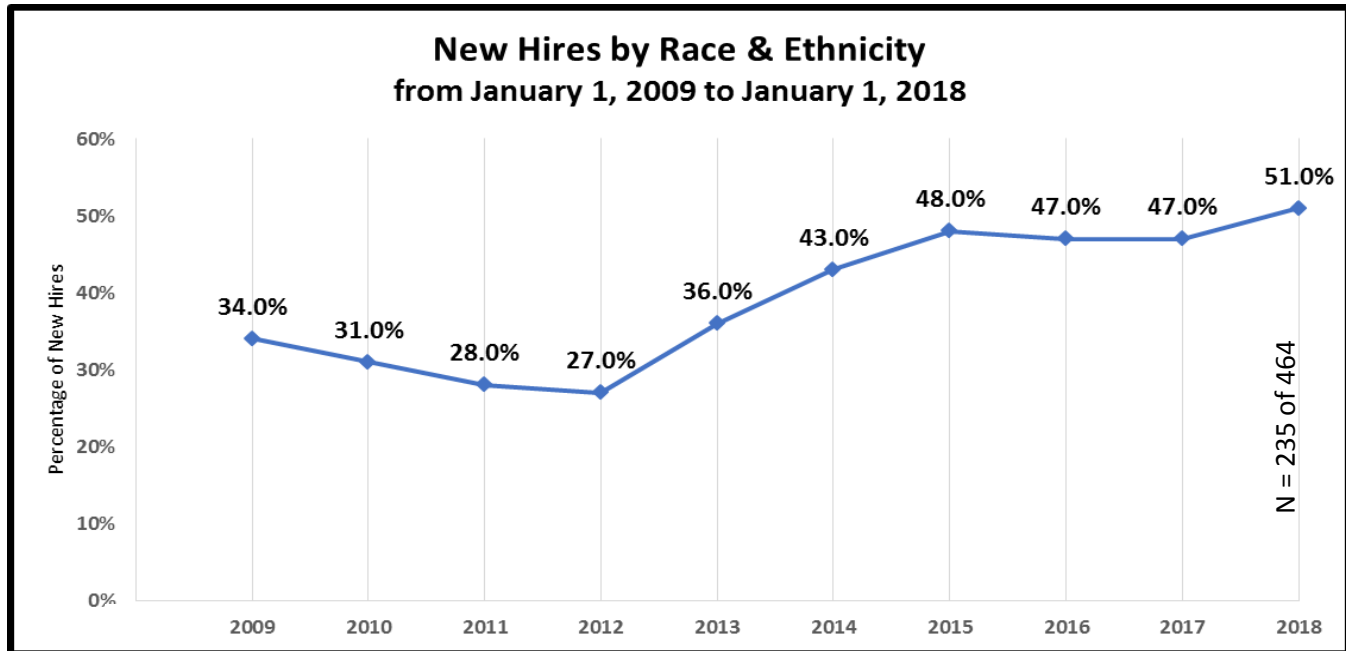
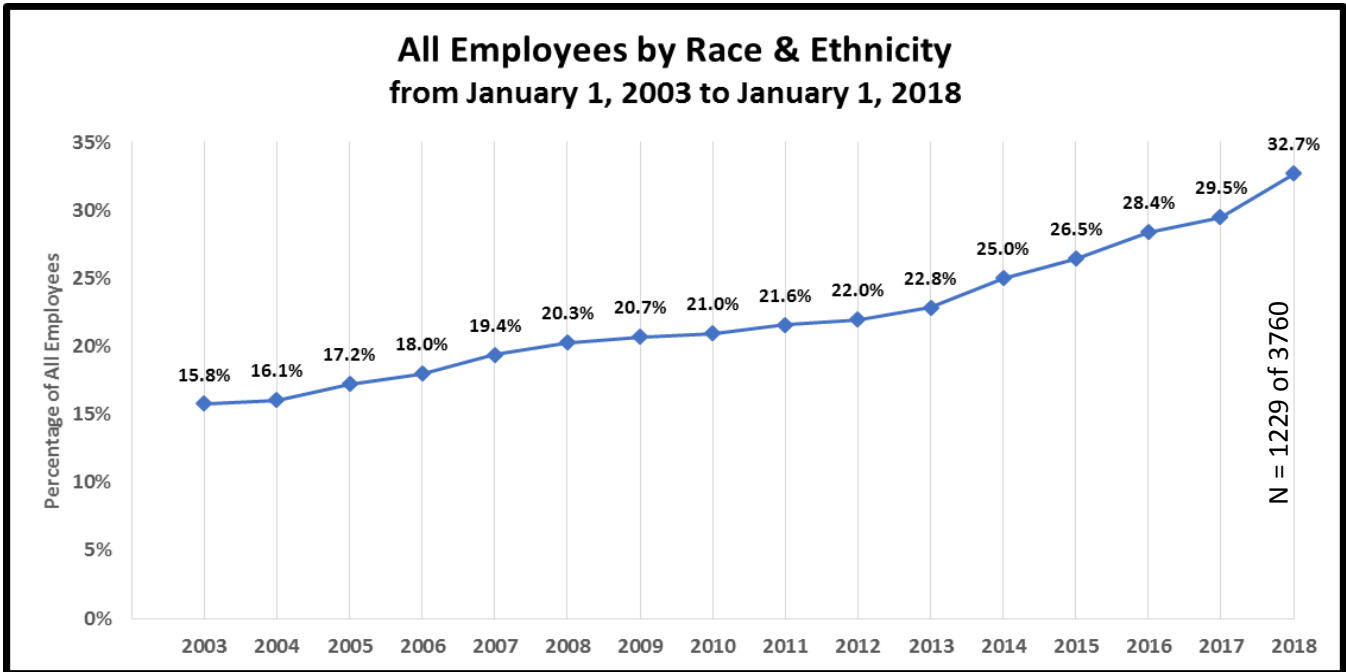
2010 Census for Ramsey County Geographic Area

Officials and Managers: 86.3% white, non-Hispanic 13.7% people of color

2010 Census for Minneapolis-St. Paul Metropolitan Statistical Area

All Management Occupations: 89.4% white, non-Hispanic 10.15% people of color

Countywide Overview Employees by Race & Ethnicity



2010 Census for Ramsey County Geographic Area

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

2010 Census for Minneapolis-St. Paul Metropolitan Statistical Area

Civilian Labor Force age 16 and older

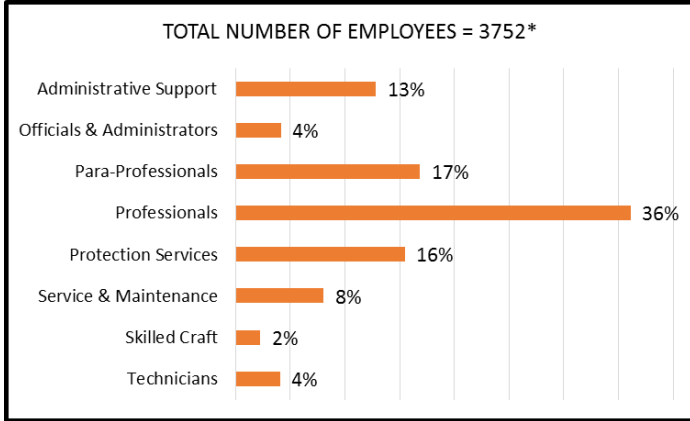
Five-Year Estimates from the American Community Survey (2012-2016)

Civilian Labor Force age 16 and older: 69.4% white, non-Hispanic 30.6% people of color
 Percentage of Total Civilian Labor Force: 49.75% female

Countywide Overview

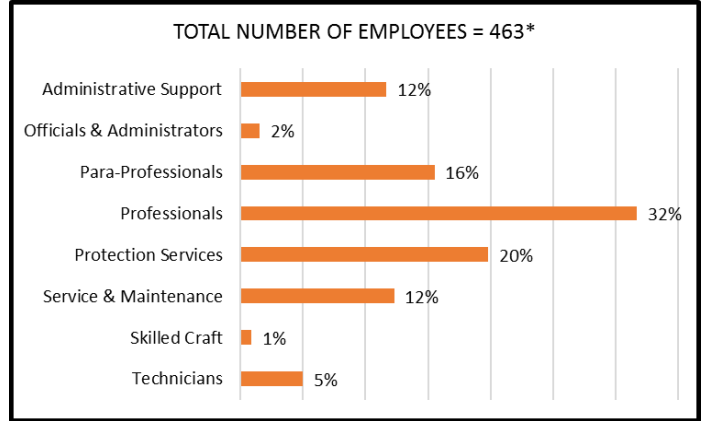
Summary of Employees by EEO-4 Category As of January 1, 2018

Ramsey County



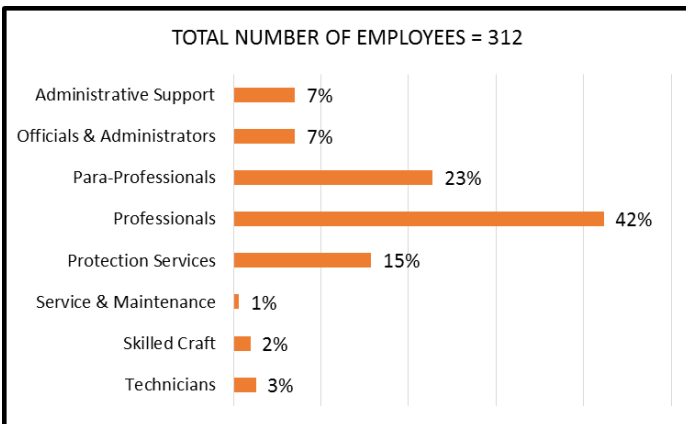
*Total number of employees is 3760; EEO-4 Category totals 3752 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

New Hires

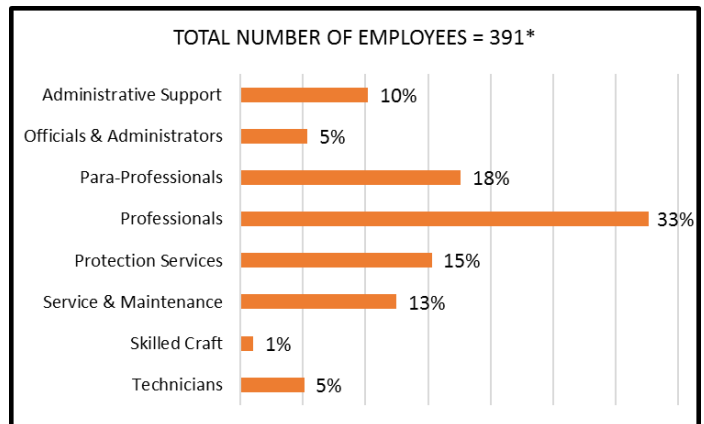


*Total number of employees is 464; EEO-4 Category totals 463 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

Promotions



Separations



*Total number of new hires is 392; EEO-4 Category totals 391 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

Countywide Overview

All Employees in the Workforce by EEO-4 Category

By Race & Ethnicity and Gender from January 1 to December 31, 2017

Total number of employees is 3760; EEO-4 category totals 3752 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

| EEO-4 Category | Female | | | | | | | | Male | | | | | | | | Grand Total | | |
|----------------------------|------------|------------|------------|----------|------------|---------------|-------------------|-------------|-------------|------------|------------|------------|----------|-----------|---------------|-------------------|-------------|-------------|-------------|
| | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | White | Totals | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | | White | Totals |
| Administrative Support | 4 | 36 | 38 | | 14 | 5 | 4 | 312 | 413 | | 6 | 8 | | | 1 | 3 | 51 | 69 | 482 |
| Officials & Administrators | | 2 | 5 | | | | | 75 | 82 | | 2 | 4 | | 2 | | | 66 | 74 | 156 |
| Para-Professionals | 8 | 79 | 79 | | 28 | 7 | 7 | 276 | 484 | | 33 | 41 | | 5 | 2 | 3 | 66 | 150 | 634 |
| Professionals | 8 | 104 | 131 | | 25 | 10 | 7 | 601 | 886 | 2 | 57 | 76 | | 21 | 6 | 5 | 305 | 472 | 1358 |
| Protective Service | 2 | 10 | 15 | | 21 | 3 | 3 | 134 | 188 | 2 | 31 | 34 | 1 | 17 | 6 | 3 | 300 | 394 | 582 |
| Service & Maintenance | 2 | 7 | 55 | | 8 | | | 70 | 142 | 3 | 4 | 62 | | 3 | 1 | | 87 | 160 | 302 |
| Skilled Craft | | | | | 1 | | | 1 | 2 | 3 | 1 | 4 | | 2 | | | 73 | 83 | 85 |
| Technicians | | 17 | 4 | | 5 | | 1 | 49 | 76 | | 8 | 5 | | 1 | 3 | 2 | 58 | 77 | 153 |
| Grand Total | 24 | 255 | 327 | | 102 | 25 | 22 | 1518 | 2273 | 10 | 142 | 234 | 1 | 51 | 19 | 16 | 1006 | 1479 | 3752 |

| EEO-4 Category | Female | | | | | | | | Male | | | | | | | | Grand Total | | |
|----------------------------|------------|-----------|-----------|----------|-----------|---------------|-------------------|------------|------------|------------|-----------|-----------|----------|-----------|---------------|-------------------|-------------|------------|-------------|
| | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | White | Totals | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | | White | Totals |
| Administrative Support | 1% | 7% | 8% | | 3% | 1% | 1% | 65% | 86% | | 1% | 2% | | | * | 1% | 11% | 14% | 13% |
| Officials & Administrators | | 1% | 3% | | | | | 48% | 53% | | 1% | 3% | | 1% | | | 42% | 47% | 4% |
| Para-Professionals | 1% | 12% | 12% | | 4% | 1% | 1% | 44% | 75% | | 5% | 6% | | 1% | * | * | 10% | 24% | 17% |
| Professionals | 1% | 8% | 10% | | 2% | 1% | 1% | 44% | 65% | * | 4% | 6% | | 2% | * | * | 22% | 35% | 36% |
| Protective Service | * | 2% | 3% | | 4% | 1% | 1% | 23% | 32% | * | 5% | 6% | * | 3% | 1% | 1% | 52% | 68% | 15% |
| Service & Maintenance | 1% | 2% | 18% | | 3% | | | 23% | 47% | 1% | 1% | 21% | | 1% | * | | 29% | 53% | 8% |
| Skilled Craft | | | | | 1% | | | 1% | 2% | 4% | 1% | 5% | | 2% | | | 86% | 98% | 2% |
| Technicians | | 11% | 3% | | 3% | | 1% | 32% | 50% | | 5% | 3% | | 1% | 2% | 1% | 38% | 50% | 4% |
| Grand Total | 1% | 7% | 9% | | 3% | 1% | 1% | 40% | 61% | * | 4% | 6% | * | 1% | 1% | * | 27% | 39% | 100% |

*Less than 1%

Rounded to the nearest percentage

Countywide Overview

New Hires in the Workforce by EEO-4 Category

By Race & Ethnicity and Gender from January 1 to December 31, 2017

Total number of employees is 464; EEO-4 Category totals 463 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

| EEO-4 Category | Female | | | | | | | | | Male | | | | | | | | | Grand Total |
|----------------------------|------------|-----------|-----------|----------|-----------|---------------|-------------------|------------|------------|------------|-----------|-----------|----------|----------|---------------|-------------------|-----------|------------|-------------|
| | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | White | Totals | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | White | Totals | |
| Administrative Support | | 8 | 7 | | 1 | 2 | 1 | 30 | 49 | | 2 | | | | | 1 | 9 | 12 | 61 |
| Officials & Administrators | | 1 | | | | | | 3 | 4 | | | | | | | | 3 | 3 | 7 |
| Para-Professionals | | 10 | 20 | 1 | 2 | 3 | 3 | 20 | 59 | | 6 | 1 | | | | | 6 | 13 | 72 |
| Professionals | 1 | 14 | 22 | | 9 | 2 | 1 | 50 | 99 | | 7 | 21 | | | 3 | | 17 | 48 | 147 |
| Protective Service | | 6 | 3 | | 6 | | 2 | 27 | 44 | | 4 | 5 | | 4 | 1 | 2 | 32 | 48 | 92 |
| Service & Maintenance | | 2 | 14 | | 4 | | | 6 | 26 | | 2 | 13 | | | 1 | | 15 | 31 | 57 |
| Skilled Craft | | | | | | | | | 0 | | | | | | | | 4 | 4 | 4 |
| Technicians | | 3 | 4 | | 2 | | | 4 | 13 | | 1 | 3 | | | 3 | 1 | 2 | 10 | 23 |
| Grand Total | 1 | 44 | 70 | 1 | 24 | 7 | 7 | 140 | 294 | 0 | 22 | 43 | | 4 | 8 | 4 | 88 | 169 | 463 |

Employees of color hired: = 235

White employees hired: = 228

| EEO-4 Category | Female | | | | | | | | | Male | | | | | | | | | Grand Total |
|----------------------------|------------|------------|------------|----------|-----------|---------------|-------------------|------------|------------|------------|-----------|-----------|----------|-----------|---------------|-------------------|------------|------------|-------------|
| | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | White | Totals | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | White | Totals | |
| Administrative Support | | 13% | 11% | | 2% | 3% | 2% | 49% | 80% | | 3% | | | | | 2% | 15% | 20% | 13% |
| Officials & Administrators | | 14% | | | | | | 43% | 57% | | | | | | | | 43% | 43% | 2% |
| Para-Professionals | | 14% | 28% | 1% | 3% | 4% | 4% | 28% | 82% | | 8.3% | 1.4% | | | | | 8.3% | 18% | 16% |
| Professionals | 1% | 10% | 15% | | 6% | 1% | 1% | 34% | 67% | | 5% | 14% | | | 2% | | 12% | 33% | 32% |
| Protective Service | | 7% | 3% | | 7% | | 2% | 29% | 48% | | 4% | 5% | | 4% | 1% | 2% | 35% | 52% | 20% |
| Service & Maintenance | | 4% | 25% | | 7% | | | 11% | 46% | | 4% | 23% | | | 2% | | 26% | 54% | 12% |
| Skilled Craft | | | | | | | | | | | | | | | | | 100% | 100% | 1% |
| Technicians | | 13% | 17% | | 9% | | | 17% | 57% | | 4% | 13% | | | 13% | 4% | 9% | 43% | 5% |
| Grand Total | * | 10% | 15% | * | 5% | 2% | 2% | 30% | 63% | * | 5% | 9% | * | 1% | 2% | 1% | 19% | 37% | 100% |

*Less than 1%

Percentage of employees of color hired: = 51%

Percentage of white employees hired: = 49%

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, 2017

| EEO-4 Category | Female | | | | | | | | Totals | Male | | | | | | | | Grand Total | |
|----------------------------|------------|-----------|-----------|----------|----------|---------------|-------------------|------------|------------|------------|-----------|-----------|----------|-----------|---------------|-------------------|-----------|-------------|------------|
| | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | White | | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | White | | |
| Administrative Support | | 3 | 1 | | 1 | 1 | | 10 | 16 | | 1 | 1 | | | | 4 | 6 | 22 | |
| Officials & Administrators | | | | | | | | 13 | 13 | | | 1 | 1 | | | 7 | 9 | 22 | |
| Para-Professionals | | 11 | 14 | | 4 | 1 | 2 | 25 | 57 | | 5 | 4 | | | 1 | 5 | 14 | 71 | |
| Professionals | 1 | 18 | 15 | | 1 | 2 | 3 | 38 | 78 | | 15 | 10 | | 6 | 1 | 2 | 20 | 132 | |
| Protective Service | | | 3 | | | | | 14 | 17 | | 3 | 5 | | 3 | | | 21 | 49 | |
| Service & Maintenance | | | | | | | | | | | | | | | | 2 | 2 | 2 | |
| Skilled Craft | | | | | | | | | | | | 1 | | | | | 5 | 6 | |
| Technicians | | 1 | | | | | | | 1 | | 2 | | 1 | | | | 4 | 7 | |
| Grand Total | 1 | 33 | 33 | | 6 | 4 | 5 | 100 | 182 | | 26 | 22 | | 11 | 1 | 2 | 68 | 130 | 312 |

Employees of color promoted: = 144

White employees promoted: = 168

| EEO-4 Category | Female | | | | | | | | Totals | Male | | | | | | | | Grand Total | |
|----------------------------|------------|------------|------------|----------|-----------|---------------|-------------------|------------|------------|------------|-----------|-----------|----------|-----------|---------------|-------------------|------------|-------------|-------------|
| | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | White | | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | White | | |
| Administrative Support | | 14% | 5% | | 5% | 5% | | 45% | 73% | | 5% | 5% | | | | 18% | 27% | 7% | |
| Officials & Administrators | | | | | | | | 59% | 59% | | | 5% | 5% | | | 32% | 41% | 7% | |
| Para-Professionals | | 15% | 20% | | 6% | 1% | 3% | 35% | 80% | | 7% | 6% | | | | 7% | 20% | 23% | |
| Professionals | 1% | 14% | 11% | | 1% | 2% | 2% | 29% | 59% | | 11% | 8% | | 5% | 1% | 2% | 15% | 42% | |
| Protective Service | | | 6% | | | | | 29% | 35% | | 6% | 10% | | 6% | | | 43% | 15% | |
| Service & Maintenance | | | | | | | | | | | | | | | | 100% | 100% | 1% | |
| Skilled Craft | | | | | | | | | | | | 17% | | | | | 83% | 2% | |
| Technicians | | 13% | | | | | | | 13% | | 25% | | 13% | | | | 50% | 3% | |
| Grand Total | * | 11% | 11% | | 2% | 1% | 2% | 32% | 58% | | 8% | 7% | | 4% | * | 1% | 22% | 42% | 100% |

*Less than 1%

Percentage of employees of color promoted: = 46%

Percentage of white employees promoted: = 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, 2017

Total number of new hires is 392; EEO-4 Category totals 391 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

| EEO-4 Category | Female | | | | | | | | Male | | | | | | | | Grand Total | | |
|----------------------------|------------|-----------|-----------|----------|-----------|---------------|-------------------|------------|------------|------------|-----------|-------|----------|----------|---------------|-------------------|-------------|------------|------------|
| | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | White | Totals | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | | White | Totals |
| Administrative Support | | 2 | 2 | | 1 | | | 32 | 37 | | | | | | | | 3 | 3 | 40 |
| Officials & Administrators | | 1 | 2 | | | | | 8 | 11 | | 1 | | | | | | 9 | 10 | 21 |
| Para-Professionals | 1 | 5 | 14 | 1 | 3 | 1 | 1 | 32 | 58 | | 3 | 1 | | 1 | | | 6 | 11 | 69 |
| Professionals | 2 | 4 | 11 | | 1 | | 1 | 61 | 80 | | 7 | 16 | | 1 | 1 | 1 | 22 | 48 | 128 |
| Protective Service | | 6 | 2 | | | | | 15 | 23 | | 3 | | | 1 | | 1 | 32 | 37 | 60 |
| Service & Maintenance | | | 8 | | 3 | | | 13 | 24 | | 1 | 11 | | | | | 13 | 25 | 49 |
| Skilled Craft | | | | | | | | 1 | 1 | | | | | | | | 3 | 3 | 4 |
| Technicians | 1 | 1 | 3 | | 2 | | | 3 | 10 | | | 3 | | | | | 7 | 10 | 20 |
| Grand Total | 4 | 19 | 42 | 1 | 10 | 1 | 2 | 165 | 244 | 15 | 31 | | | 3 | 1 | 2 | 95 | 147 | 391 |

Employees of color separated: = 131

White employees separated: = 260

| EEO-4 Category | Female | | | | | | | | Male | | | | | | | | Grand Total | | |
|----------------------------|------------|-----------|------------|----------|-----------|---------------|-------------------|------------|------------|------------|-----------|-------|----------|-----------|---------------|-------------------|-------------|------------|-------------|
| | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | White | Totals | Am. Indian | Asian | Black | Hawaiian | Hispanic | Not specified | Two or more races | | White | Totals |
| Administrative Support | | 5% | 5% | 0% | 3% | | | 80% | 92% | | | | | | | | 8% | 8% | 10% |
| Officials & Administrators | | 5% | 10% | | | | | 38% | 52% | | 5% | | | | | | 43% | 48% | 5% |
| Para-Professionals | 1% | 7% | 20% | 1% | 4% | 1% | 1% | 46% | 84% | | 4% | 1% | | 1% | | | 9% | 16% | 18% |
| Professionals | 2% | 3% | 9% | | 1% | | 1% | 48% | 63% | | 5% | 13% | | 1% | 1% | 1% | 17% | 38% | 33% |
| Protective Service | | 10% | 3% | | | | | 25% | 38% | | 5% | | | 2% | | 2% | 53% | 62% | 15% |
| Service & Maintenance | | | 16% | | 6% | | | 27% | 49% | | 2% | 22% | | | | | 27% | 51% | 13% |
| Skilled Craft | | | | | | | | 25% | 25% | | | | | | | | 75% | 75% | 1% |
| Technicians | 5% | 5% | 15% | | 10% | | | 15% | 50% | | | 15% | | | | | 35% | 50% | 5% |
| Grand Total | 1% | 5% | 11% | * | 3% | * | 1% | 42% | 62% | 4% | 8% | | | 1% | * | * | 24% | 38% | 100% |

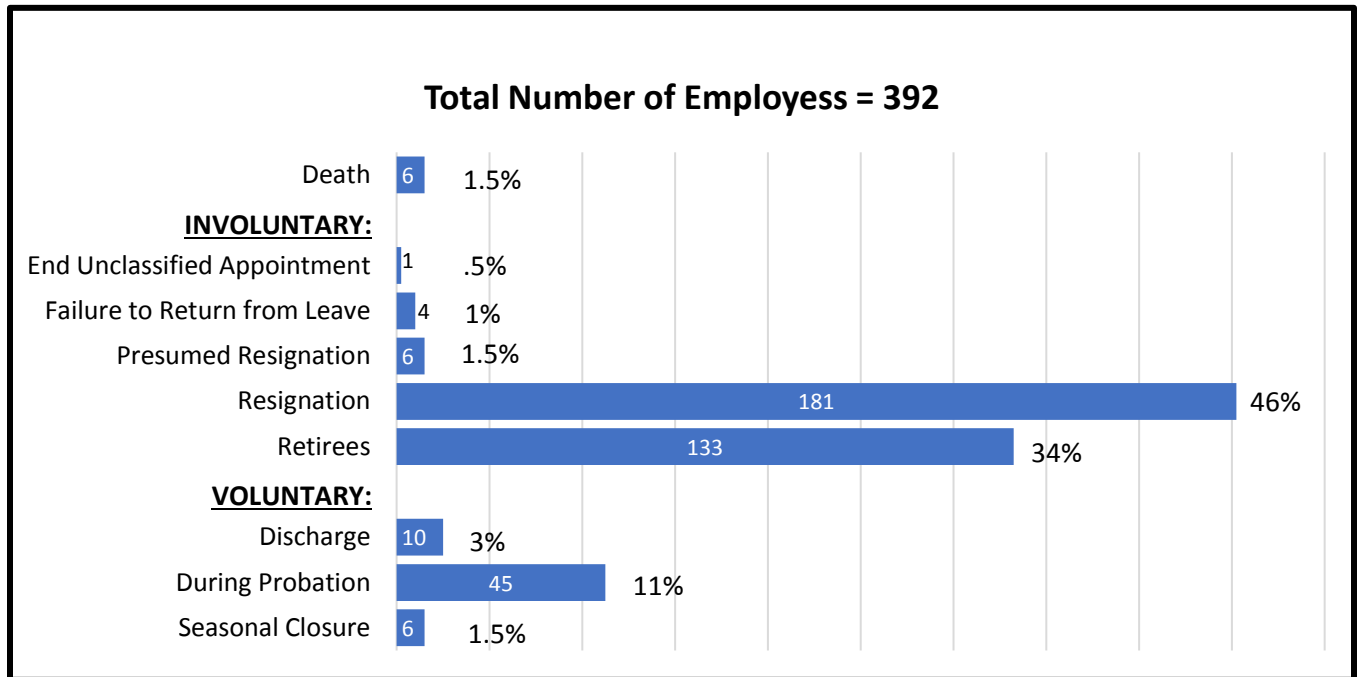
* Less than 1%

Percentage of employees of color separated: = 33%

Percentage of white employees separated: = 67%

Rounded to the nearest percentage

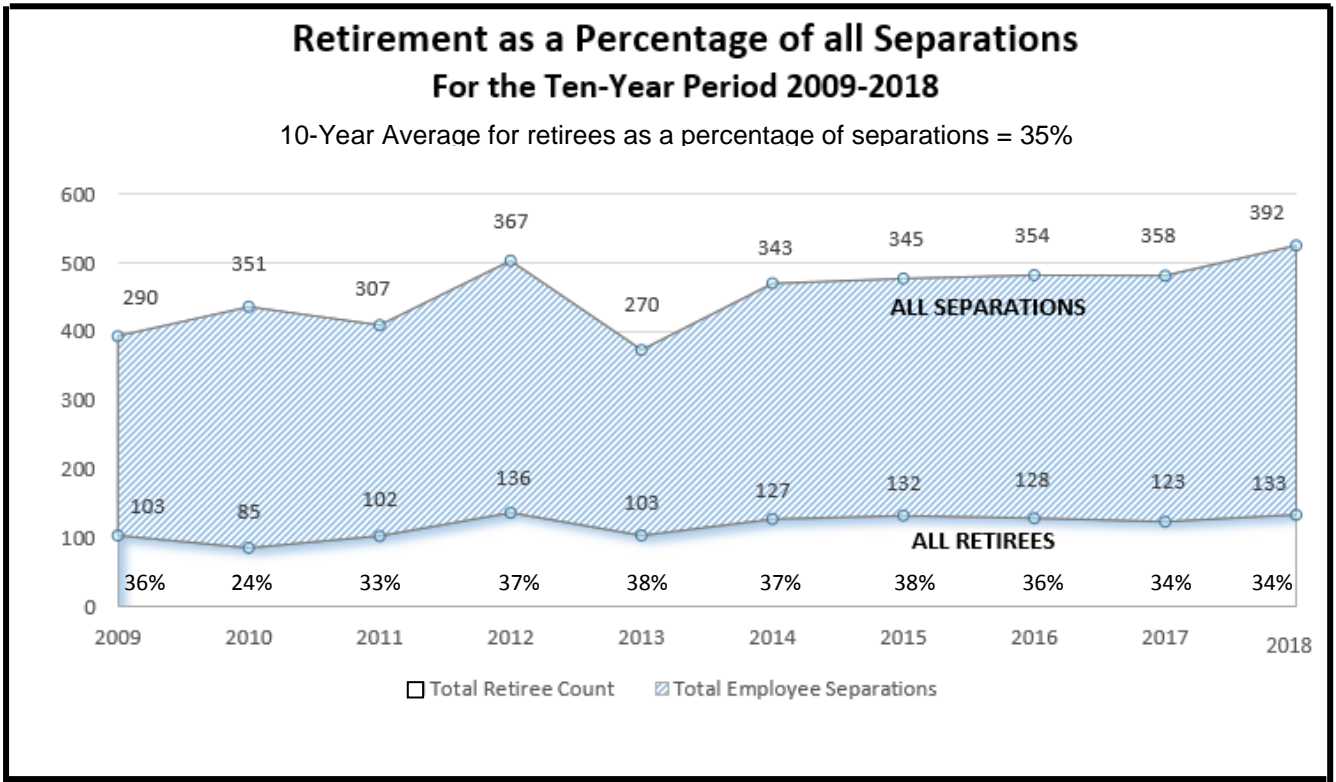
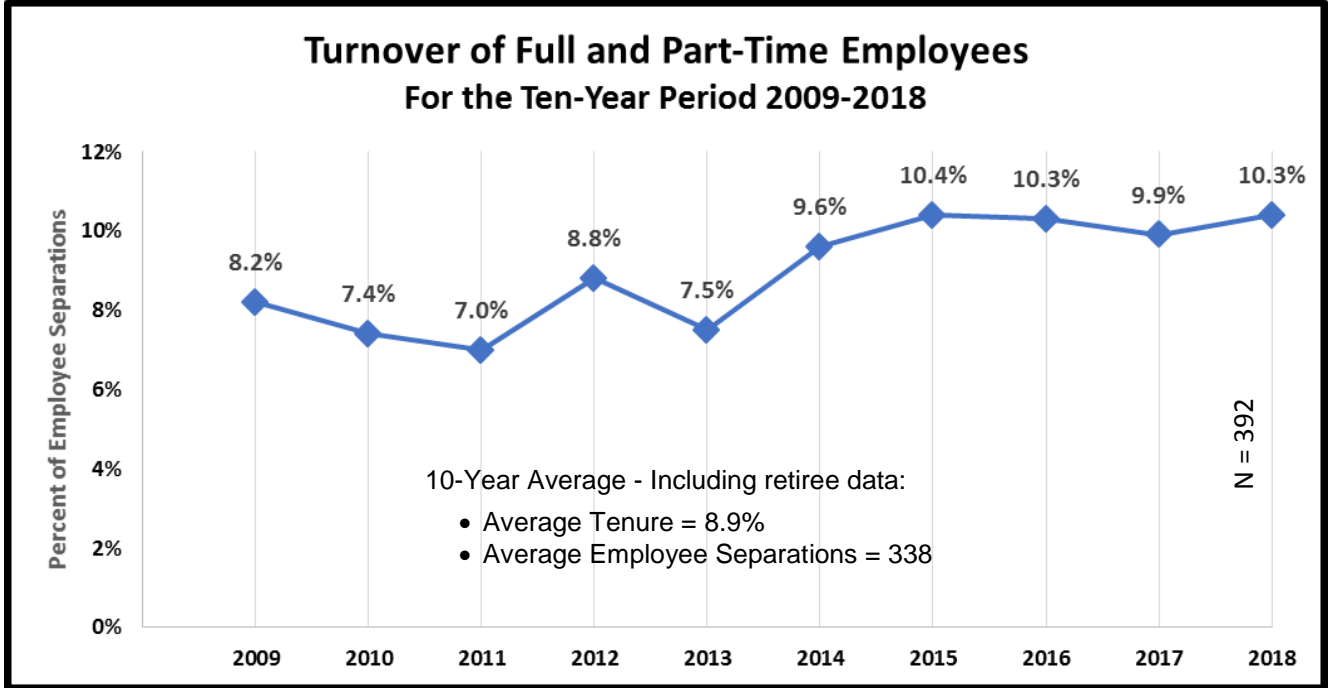
Countywide Overview
 Summary of Separations in the Workforce
 January 1 to December 31, 2017



- *Turnover*, the measure of employees leaving county employment during a year and including retirees was 10.3 percent in 2017 (392 employees) and 9.9 percent in 2016 (358 employees). In comparison, the average turnover for the ten-year period is 8.9 percent, an average of 338 employees. When retirees are excluded from this number, turnover was 7.1 percent in 2017 compared to 6 percent in 2016.
- The *largest component of the county's turnover in 2017* was from resignations and retirements, at nearly 80 percent (314 of 392 employees) compared to 84 percent (301 of 358 employees) in 2016.
- *Voluntary separations*: A total of 325 employees (84 percent) in 2017 compared to 313 employees (87 percent) in 2016 voluntarily left the county's employment.
 - The *percentage of retirees separating from the workforce* in both 2017 and 2016 was 34 percent of all separations, or slightly below the ten-year average of 35 percent. Of the 133 retirees, 96 were regular retirees, 31 were early retirees and 6 retired under the phased retirement option. In 2017 the percentage of early retirees tripled and regular retirees declined by two-thirds when compared to 2016.
- *Involuntary separations*: There were 61 employees (16 percent) compared to 40 employees (11 percent) in 2016 who involuntarily left the county's employment. This includes the following categories: discharge, during probation, and seasonal closure; there were no staff reductions.
- *Separations by race & ethnicity*: There were 131 employees of color (33 percent) and 261 white employees (67 percent) separating from county employment. Year over year, both groups separated from the workforce occurred at the same pace, or just over 7 percent.

Countywide Overview

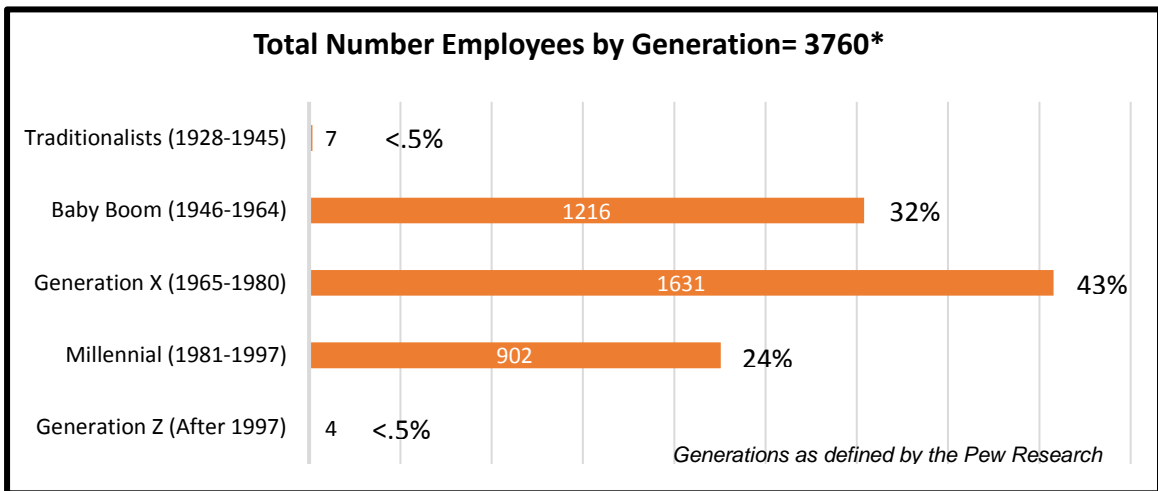
Summary of Turnover in the Workforce



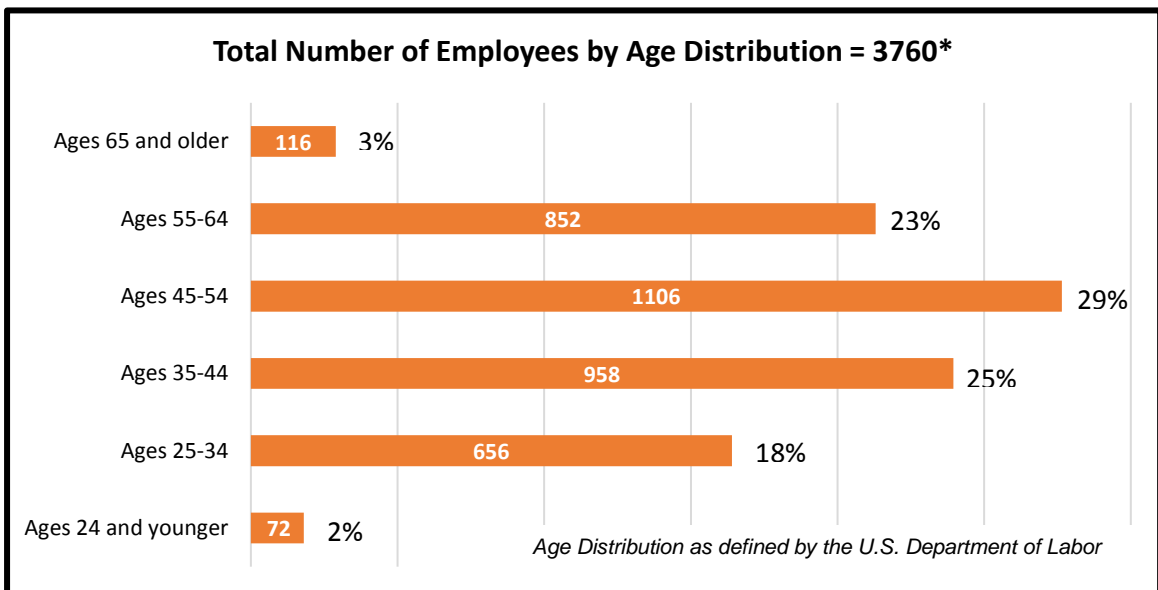
Countywide Overview

Generations in the Workforce

As of January 1, 2018



*Total number of employees is 3760; EEO-4 category totals 3752 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.



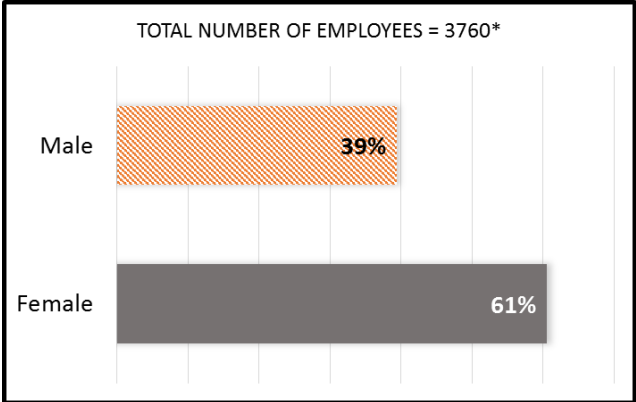
- For the first time, *five generations* represent the county's workforce.
- Employees in the Baby Boom and Generation X generations represent 75 percent of the workforce, compared to 79 percent in 2016.
- Generation X and Millennial (Y) generations reflect 67% of our workforce as compared to just over 60 percent in each of the prior five years.
- The average age of employees remains 46 over the past six years.

Countywide Overview

Gender in the Workforce

As of January 1, 2018

Ramsey County

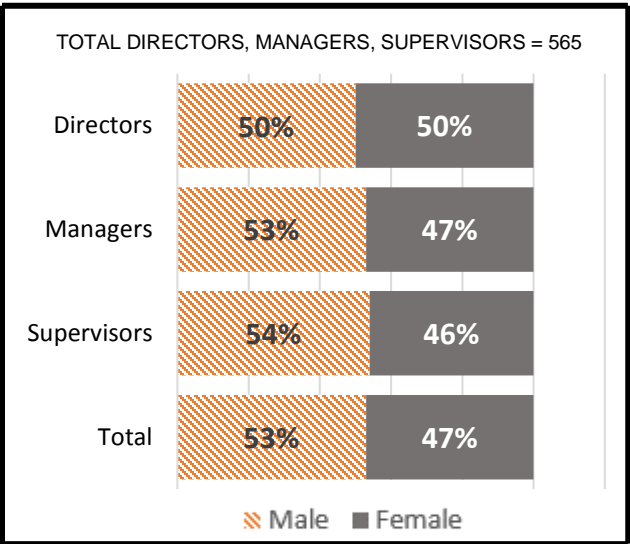


**Total number of employees is 3760; EEO-4 Category totals 3752 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.*

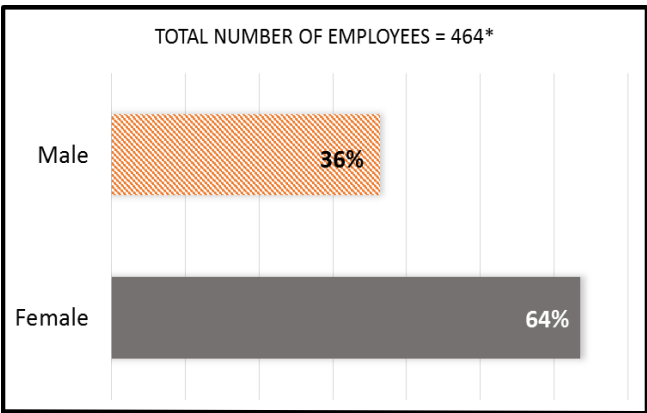
Gender diversity is found at all levels in the organization and across Race & Ethnicity as well.

- Over 61 percent of our total workforce and 47 percent of all formal leaders are female.
- 52 percent of our Officials and Administrators and over 56 percent of our Professionals and Paraprofessionals are female.

Director, Managers & Supervisors

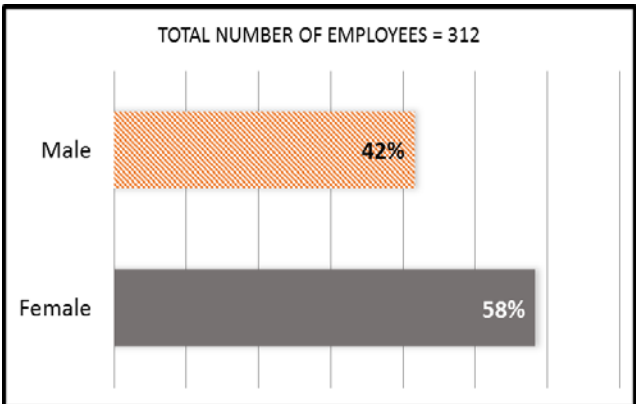


New Hires

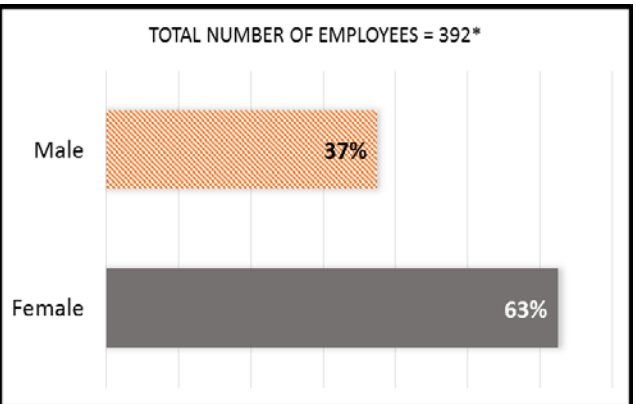


**Total number of employees is 464; EEO-4 Category totals 463 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.*

Promotions



Separations



**Total number of new hires is 392; EEO-4 Category totals 391 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.*

The Statistics by Department section of this report summarizes historical and current data by department for all full and part-time Ramsey County employees by: Race & Ethnicity, EEO-4 categories, and Gender. Additional data also is provided by department for New Hires, Promotions and Separations. *The historical and current data do not include intermittent employees, student workers, student interns or temporary staff.*

A new bar graph by county service teams introduces the Workforce Statistics – by Department in each of following categories: Race and Ethnicity, EEO-4 Category and Gender. For your reference, a listing of the departments contained within each of the county's five service teams along with a description of the county's job titles in the Equal Employment Opportunities Commission (EEO) -4 Officials and Administrators category can be found in the *Appendix*.

Highlights of the January 1, 2018, Workforce Statistics Report by Department include:

In the past year, the county hired 464 employees representing nearly 13 percent of the workforce. By Race & Ethnicity, the county hired 235 (or 51 percent) and promoted 144 (or 46 percent) employees of color; 131 (or 33 percent) of those separating employment were employees of color. When considered together, this data indicates continued progress in attracting, retaining and promoting employees of color and supports Ramsey County's overall strategic efforts around Talent Attraction, Retention and Promotion.

The following are some examples of our changing labor force in three of our largest departments:

- **Community Corrections Department (CCD):** CCD is comprised of 28 percent employees of color and 72 percent non-Hispanic white employees. 69 percent of new hires and 81 percent of promotions were to either the EEO-4 Professional or Paraprofessional categories; 77 percent of separations came from these EEO-4 categories as well. Gender diversity in CCD was 49 percent women and 51 percent men. CCD hired people of color and women at 55 and 50 percent respectively, and promoted people of color and women at 46 and 49 percent respectively. Employees of color and women represented 22 and 44 percent of separations respectively in CCD; this is in line with the overall CCD employee population. Overall, CCD is well balanced from a gender perspective; it also hired, retained and promoted people of color and women at a rate well above those separating from employment.
- **Financial Assistance Services Department (FASD):** FASD is comprised of 57 percent employees of color, which is well above the county's civilian labor force; 43 percent are non-Hispanic white employees. 83 percent of new hires and 96 percent of all promotions were to the EEO-4 Paraprofessional job category; 86 percent of all FASD separations came from this EEO-4 category as well. Gender diversity in FASD was 91 percent women and 9 percent men. FASD hired and promoted people of color at rates of 71 percent and 64 percent respectively. Employees of color represented 59 percent of all separations in FASD; this is in line with the overall FASD employee population. Overall, FASD is a racially diverse department and hired, retained and promoted people of color at a rate well above those separating from employment.
- **Social Services Department (SSD):** SSD is comprised of 43 percent employees of color, which is well above the county's civilian labor force; 51 percent are non-Hispanic

white employees. 86 percent of new hires and 94 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. SSD hired and promoted people of color at rates of 42 percent and 64 percent respectively. In comparison to the overall SSD population, employees of color represented a lower percentage of separations in SSD, at 31 percent. Overall, SSD is a racially diverse department and hired, retained and promoted people of color at a rate well above those separating from employment.

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

- County Manager's Office
- Finance
- Financial Assistance Services
- Healthcare Services - Lake Owasso Residence
- Healthcare Services - Ramsey County Care Center
- Health & Wellness Administration
- Human Resources
- Public Health
- Social Services
- Workforce Solutions

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

- Community Corrections
- County Attorney's Office
- County Manager's Office
- Emergency Communications
- Finance
- Financial Assistance Services
- Health & Wellness Administration
- Healthcare Services - Lake Owasso Residence
- Healthcare Services - Ramsey County Care Center
- Human Resources
- Public Health
- Public Works
- Social Services
- Sheriff's Office
- Workforce Solutions

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

- Community Corrections
- County Attorney's Office
- Financial Assistance Services
- Health & Wellness Administration
- Healthcare Services - Ramsey County Care Center
- Social Services

Departments reflecting the most balanced by **Gender** include:

- Community Corrections
- Emergency Management & Homeland Security
- Finance
- Healthcare Services - Lake Owasso Residence
- Information Services

All Employees by Department By Race & Ethnicity

Race & Ethnicity in County Departments Five-Year Comparison

JANUARY 1, 2013

JANUARY 1, 2018

Four departments
have greater than
30% staff of color

4

Eight departments have
between 11 to 29%
staff of color

8

Ten departments
have 10% or less
staff of color

10

Three departments
have greater than 45%
staff of color

3

Six departments have
30-44% staff of color

6

Twelve departments
have between 11 to
29% staff of color

12

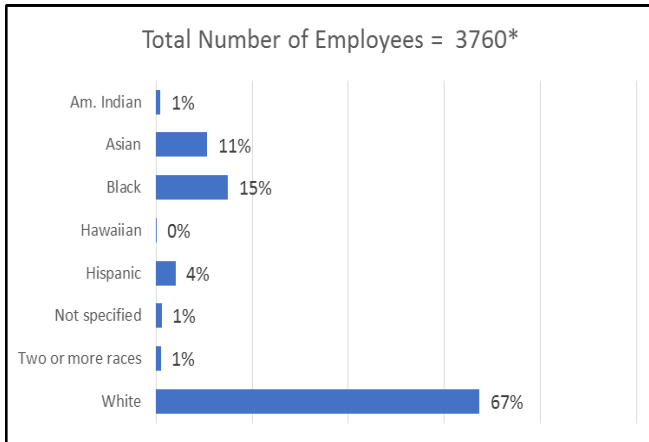
Five departments have
10% or less staff of
color

5

All Employees by Service Teams

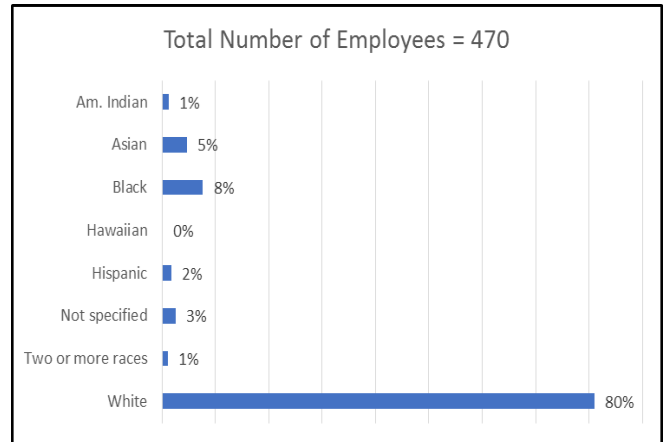
by Race & Ethnicity
As of January 1, 2018

All Ramsey County

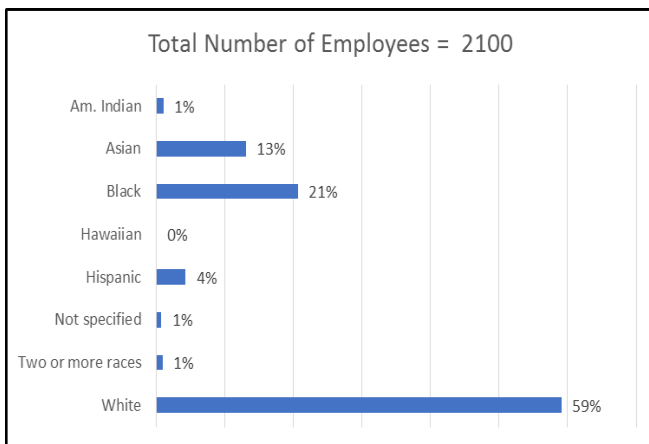


*Total number of employees is 3760; EEO-4 Category totals 3752 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

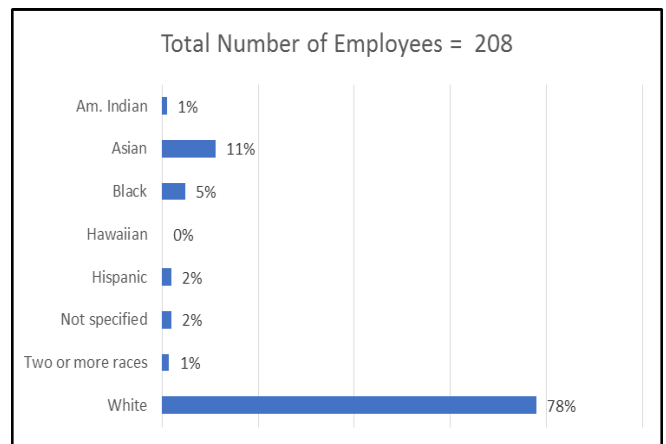
Economic Growth and Community Investment



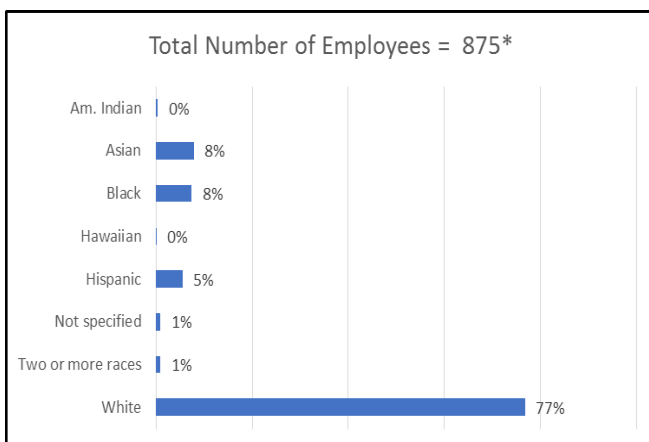
Health and Wellness



Information and Public Records

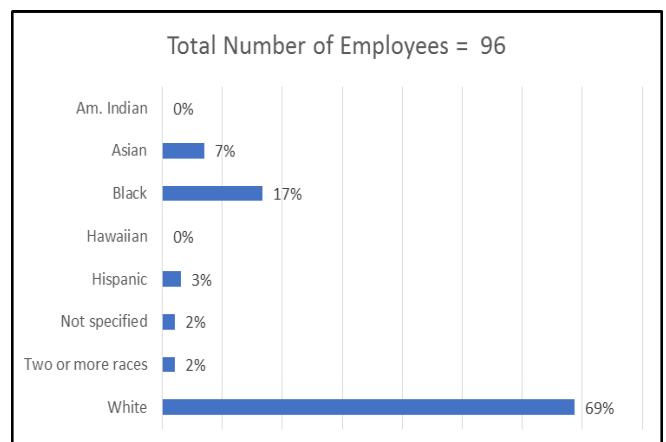


Safety and Justice



*Total number of employees is 875; EEO-4 Category totals 874 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

Strategic Team



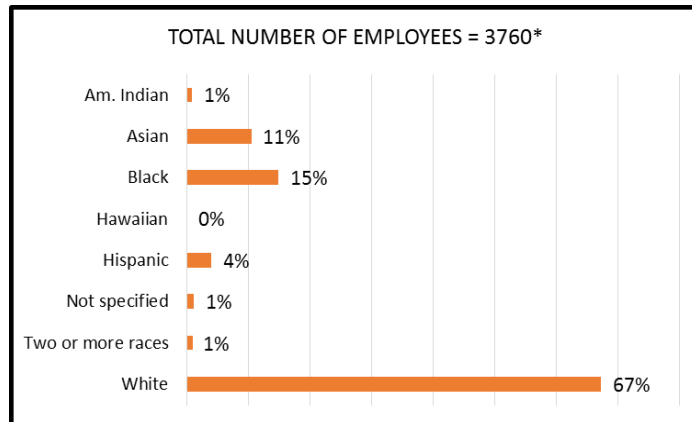
All Employees by Department

by Race & Ethnicity As of January 1, 2018

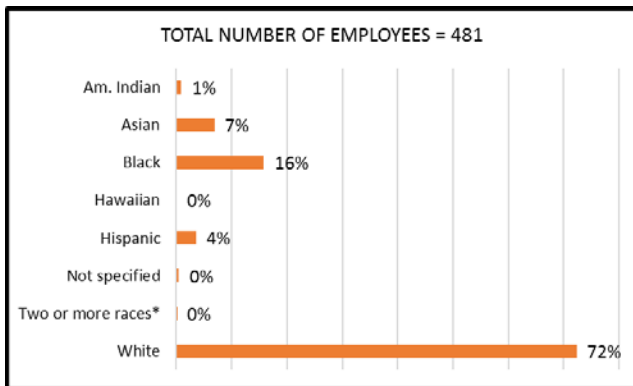
All Ramsey County

Total number of employees is 3760; EEO-4 Category totals 3752 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

Note: As of 8/14/2017, consistent with the EEOC's new instructions, the Workforce Statistics Report includes data for new categories: Hawaiian/Pacific Islander and Two or more races. In past years, Hawaiian/Pacific Islander was included in the Asian category and Two or more races was not collected. For ease of this reporting, Hawaiian/Pacific Islander will be shown as "Hawaiian".

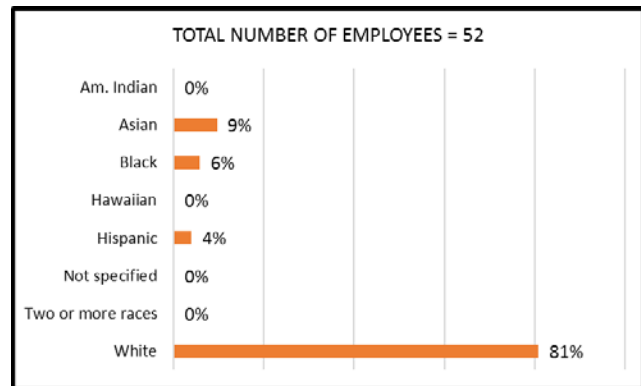


Community Corrections

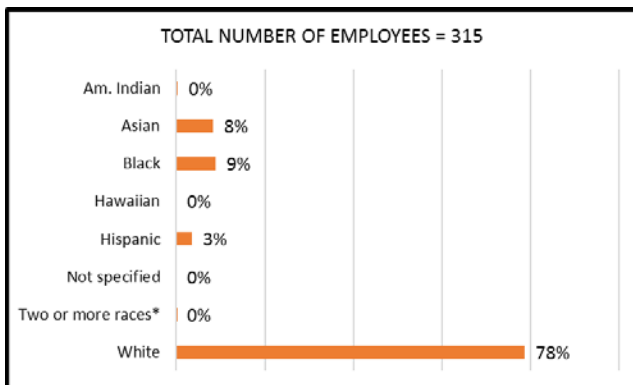


*Note: Less than 1% reported two or more races.

County Assessor



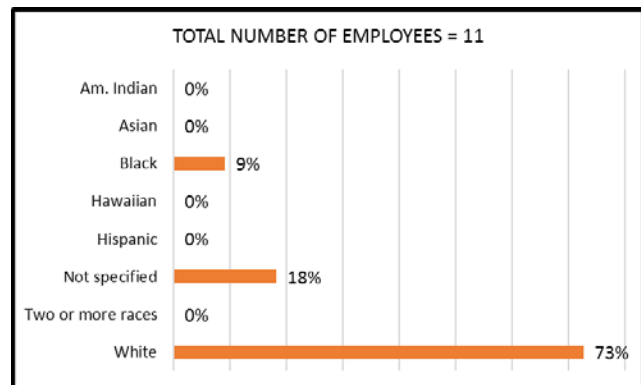
County Attorney's Office



Total number of employees does not include elected officials.

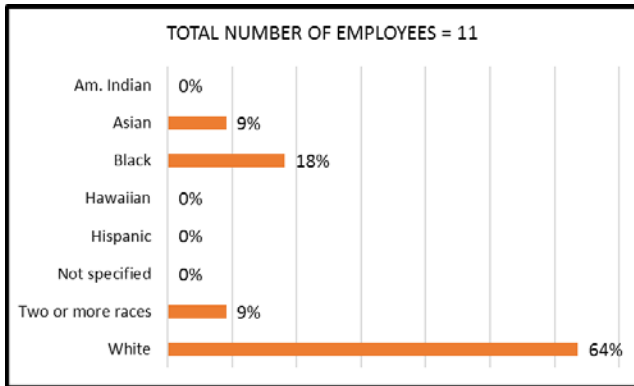
*Note: Less than 1% reported two or more races.

County Board Office

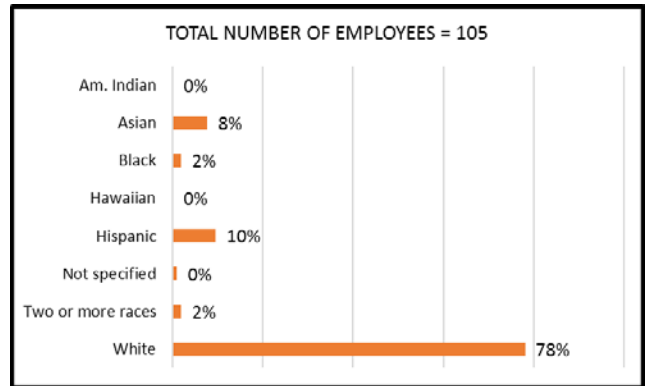


Total number of employees does not include elected officials.

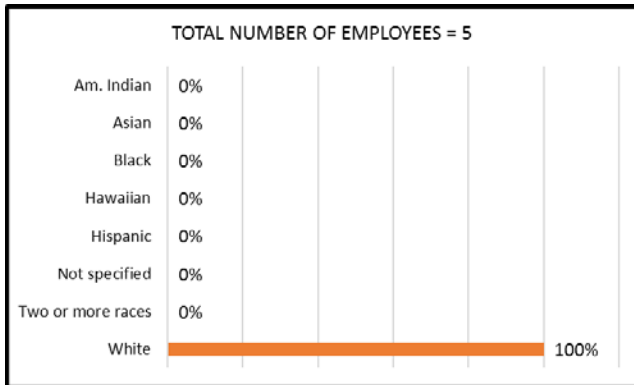
County Manager's Office



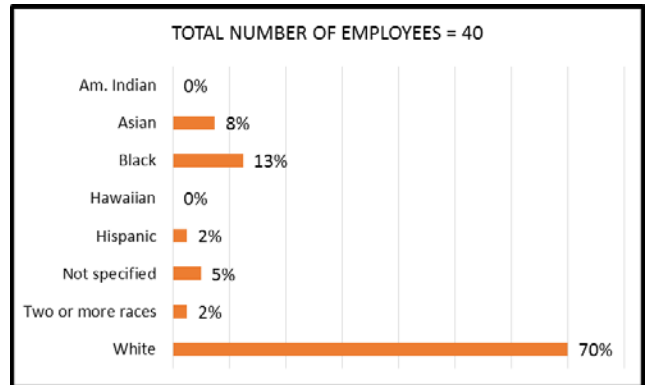
Emergency Communications



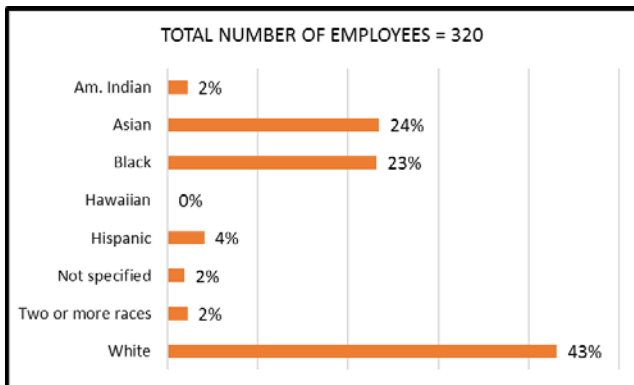
Emergency Management & Homeland Security



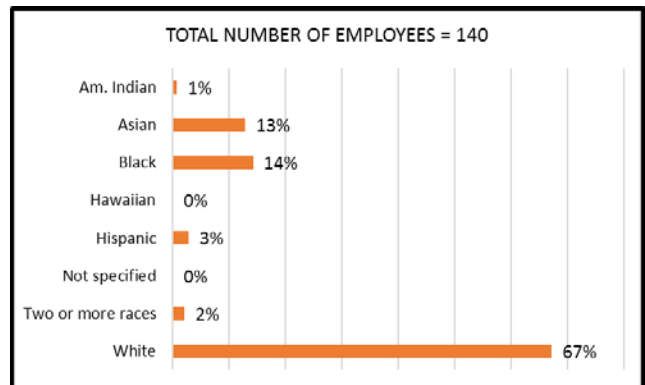
Finance



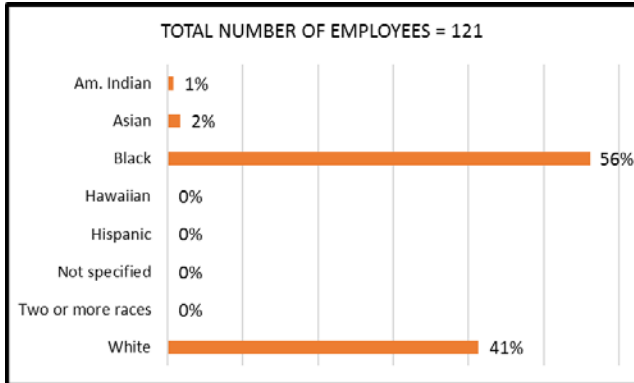
Financial Assistance Services



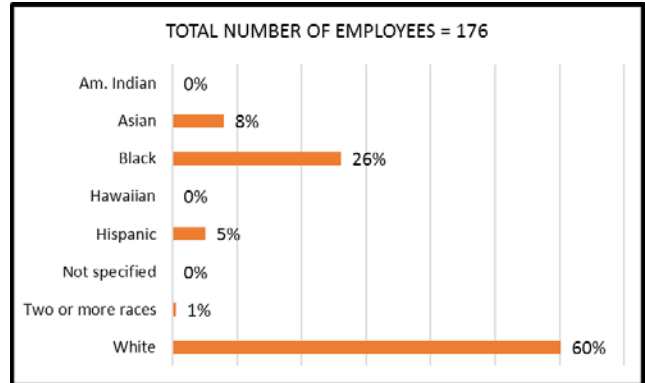
Health & Wellness Administration



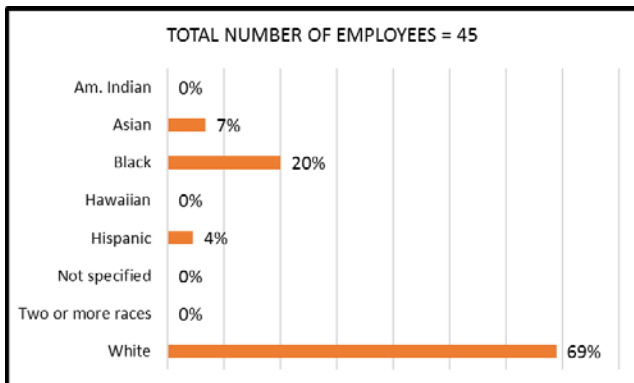
Healthcare Services - Lake Owasso Residence



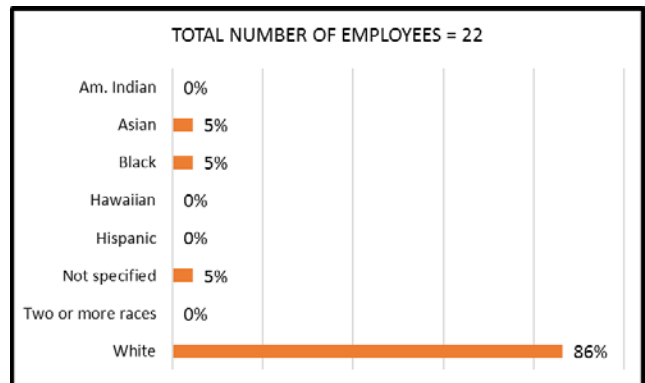
Healthcare Services - Ramsey County Care Center



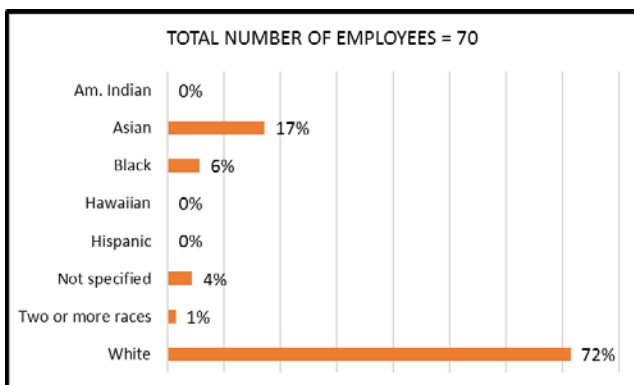
Human Resources



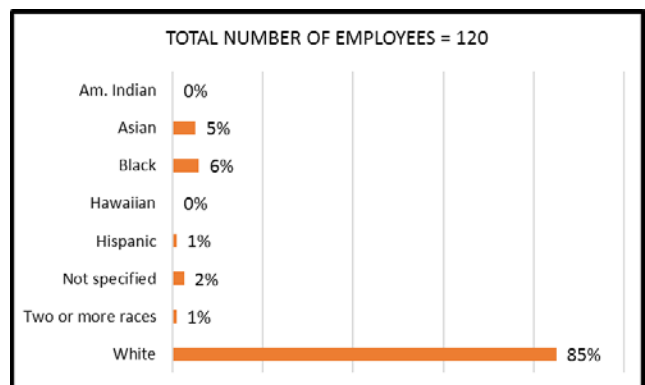
Information & Public Records Division



Information Services

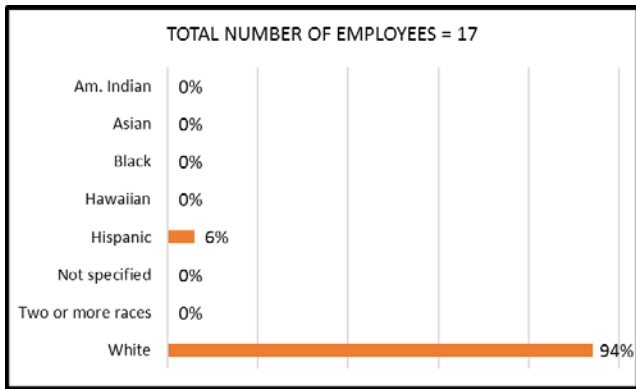


Library

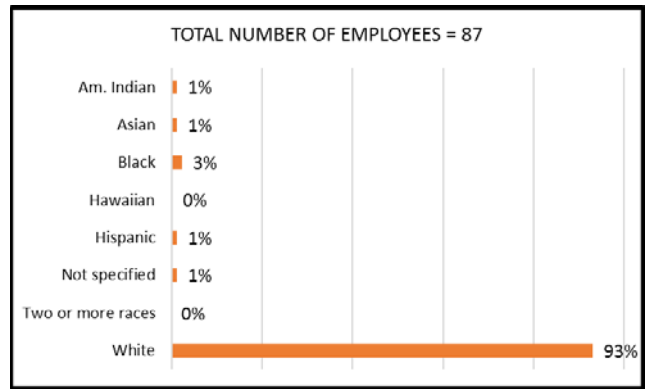


All Employees by Race & Ethnicity (continued)

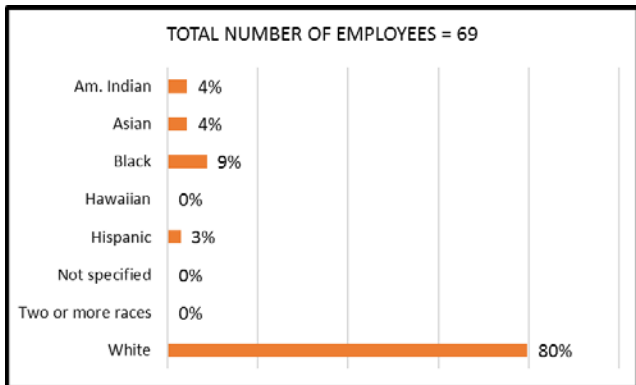
Medical Examiner’s Office



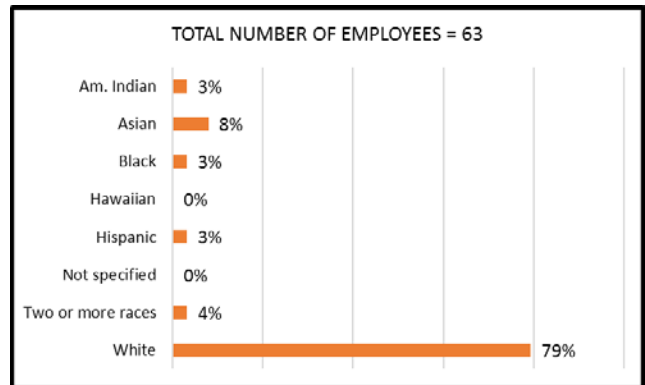
Parks & Recreation



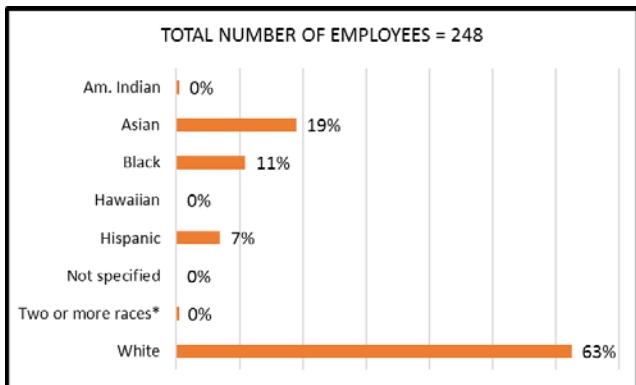
Property Management



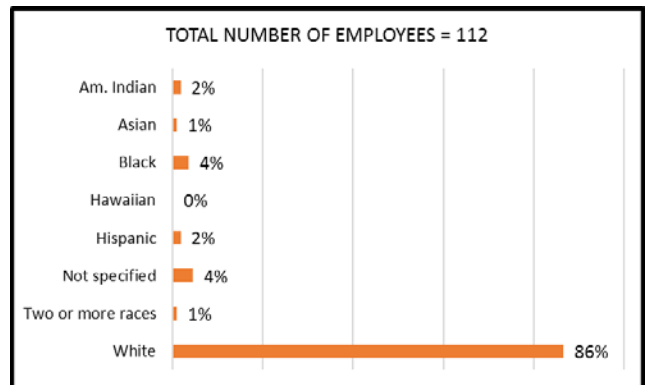
Property Tax, Records & Election Services



Public Health

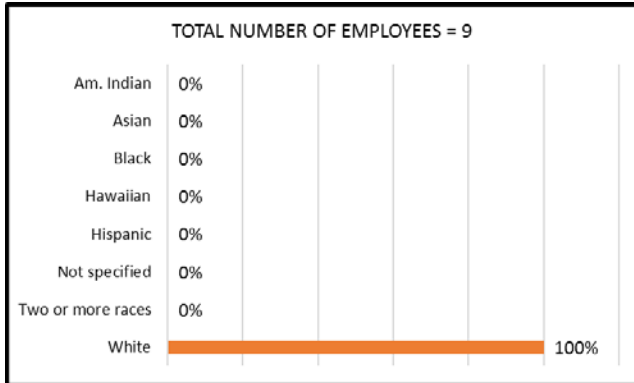


Public Works

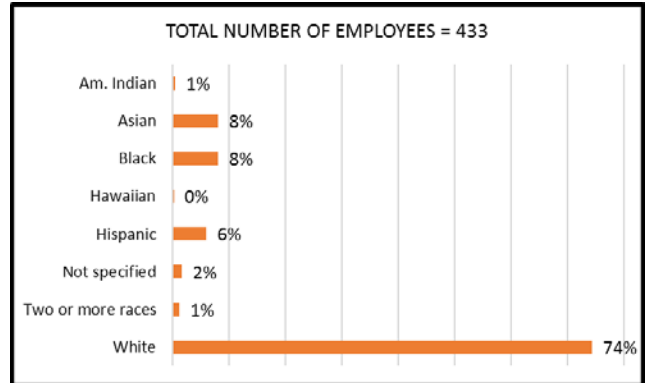


*Note: Less than 1% reported two or more races.

Regional Rail, Community & Economic Development

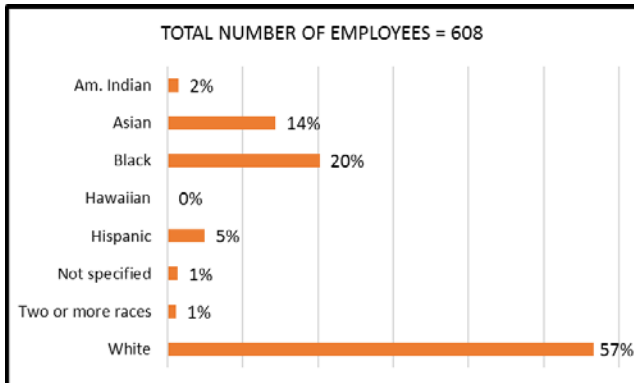


Sheriff's Office

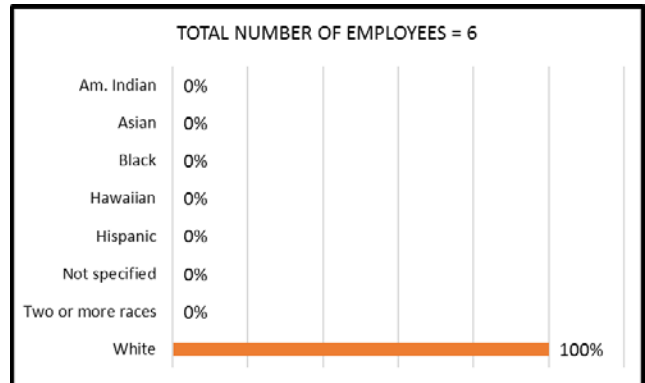


Total number of employees does not include elected officials.

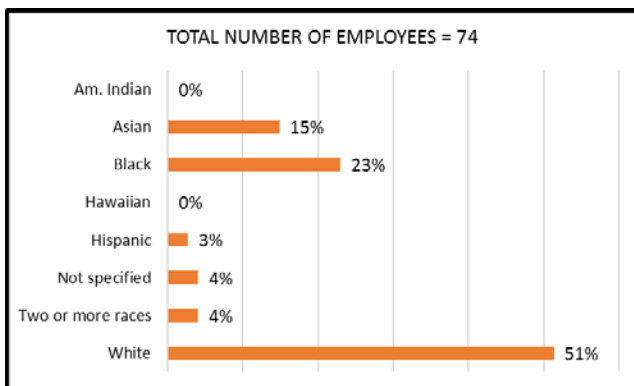
Social Services



Veterans Services



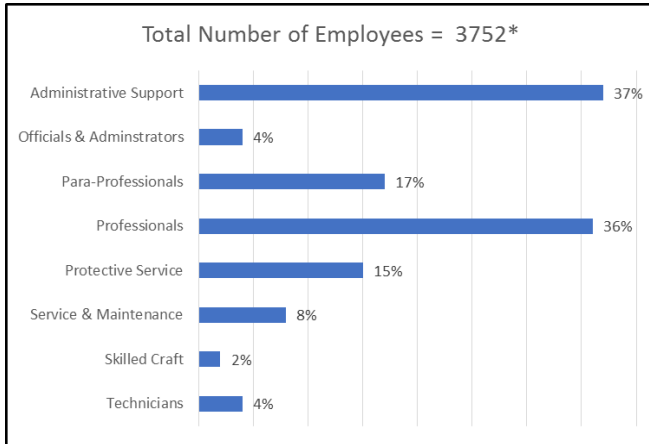
Workforce Solutions



All Employees by Services Teams

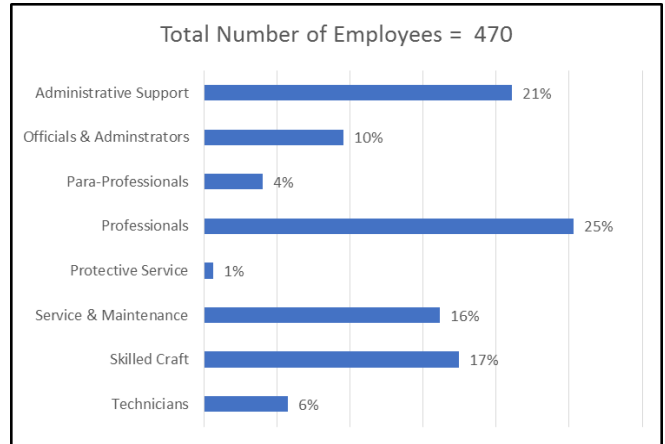
by EEO-4 Category As of January 1, 2018

All Ramsey County

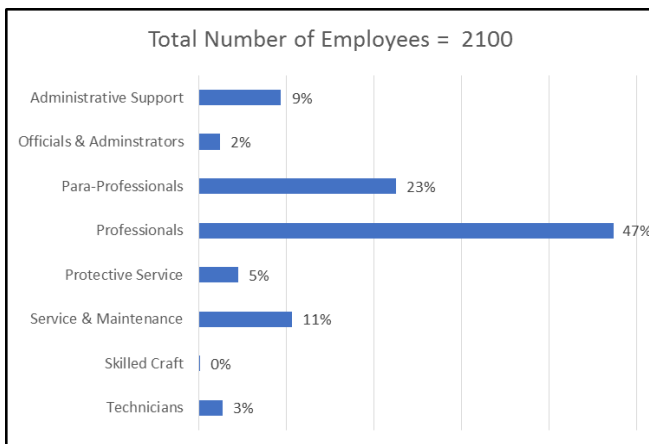


*Total number of employees is 3760; EEO-4 Category totals 3752 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

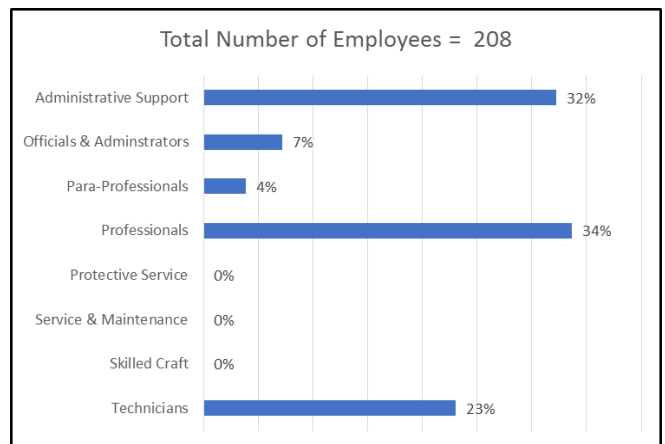
Economic Growth and Community Investment



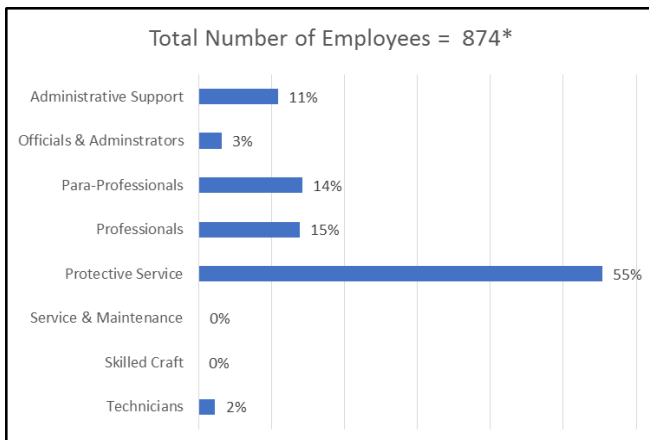
Health & Wellness



Information and Public Records

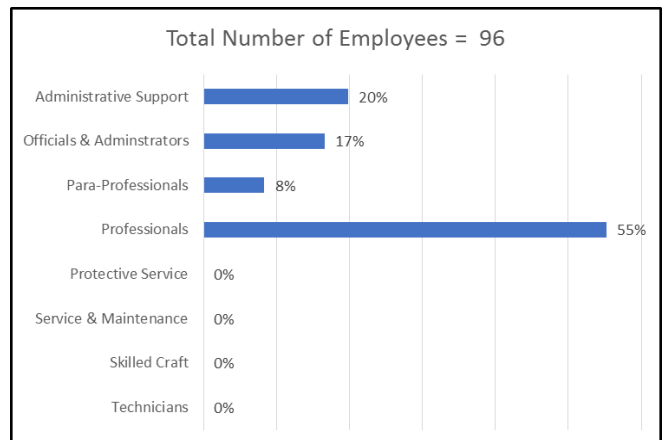


Safety and Justice



*Total number of employees is 875; EEO-4 Category totals 874 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

Strategic Team

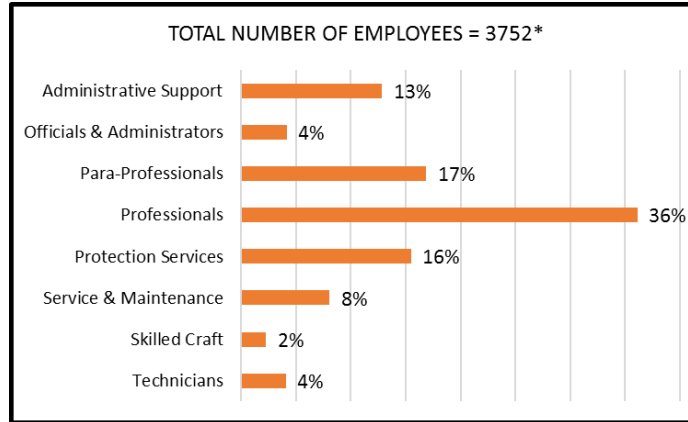


All information reflects Full and Part-time employees.

All Employees by Department

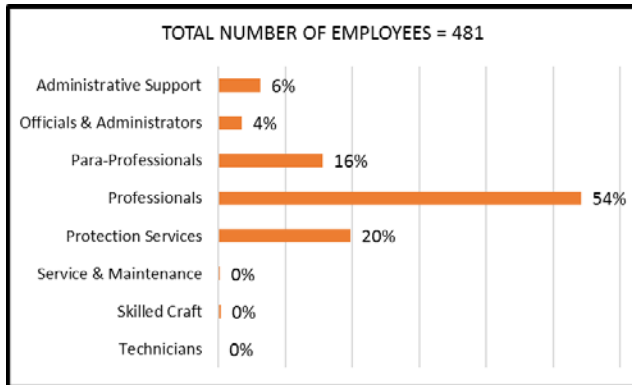
by EEO-4 Category
As of January 1, 2018

All Ramsey County

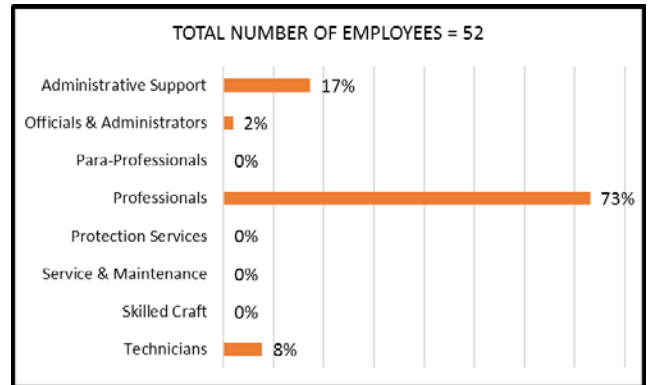


*Total number of employees is 3760; EEO-4 Category totals 3752 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

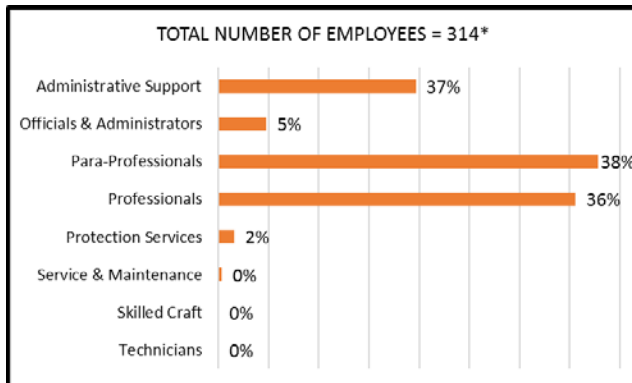
Community Corrections



County Assessor

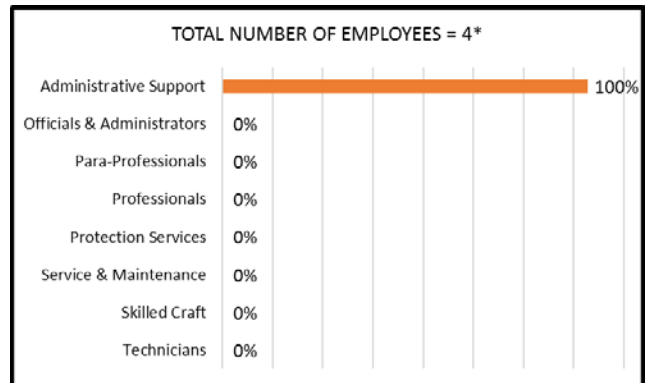


County Attorney's Office



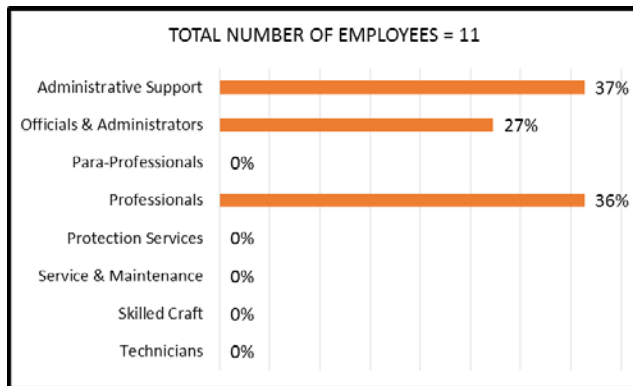
*Total number of employees is 315; EEO-4 Category totals 1 and does not include elected officials, principal assistants or immediate secretaries.

County Board Office

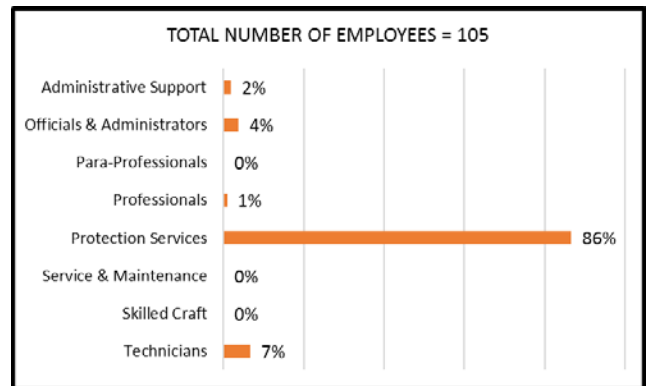


*Total number of employees is 11; EEO-4 Category totals 7 and does not include elected officials, principal assistants or immediate secretaries.

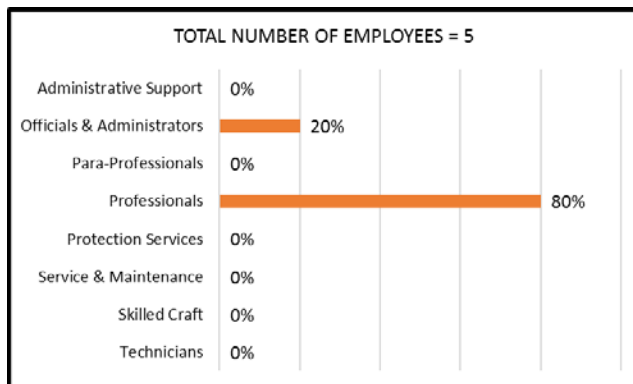
County Manager's Office



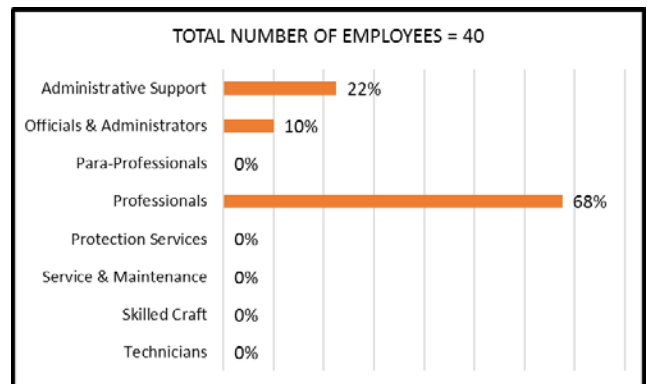
Emergency Communications



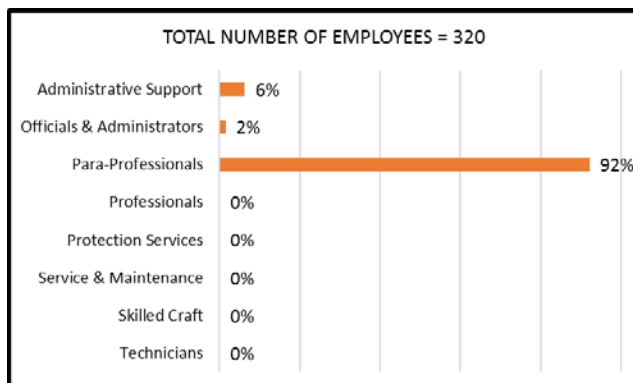
Emergency Management & Homeland Security



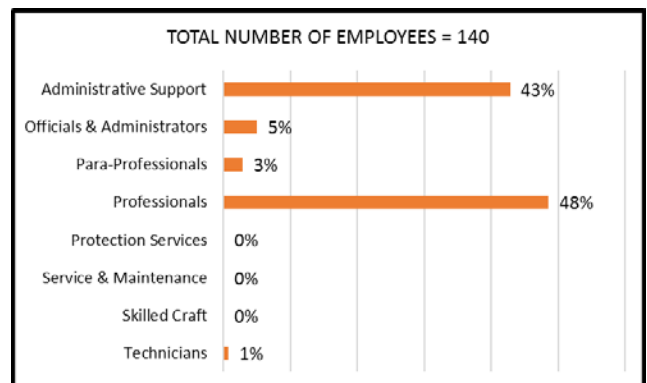
Finance



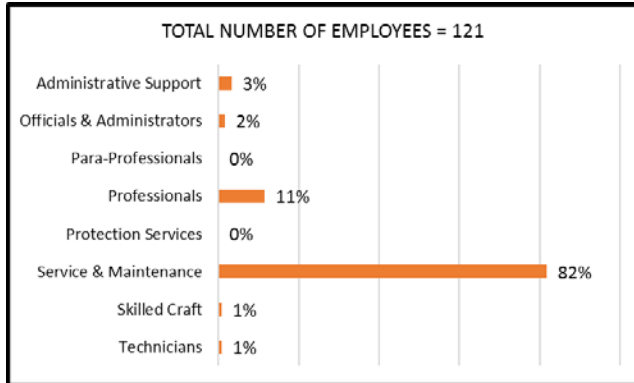
Financial Assistance Services



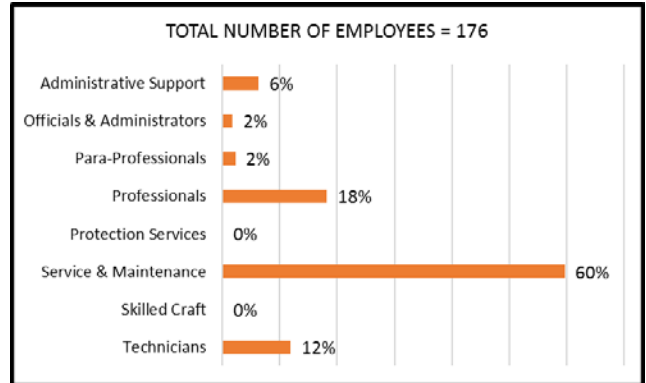
Health & Wellness Administration



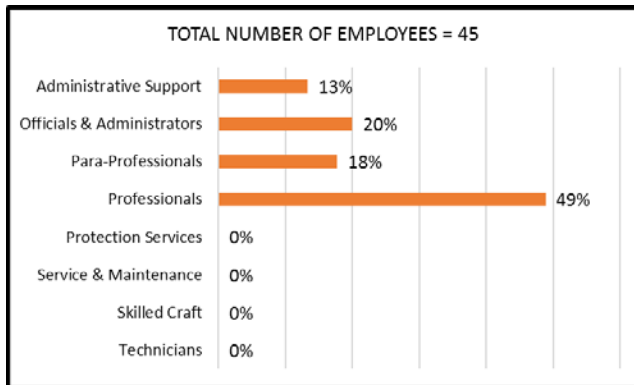
Healthcare Services – Lake Owasso Residence



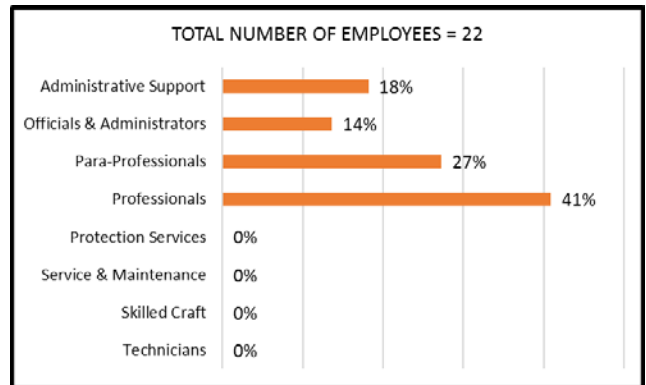
Healthcare Services – Ramsey County Care Center



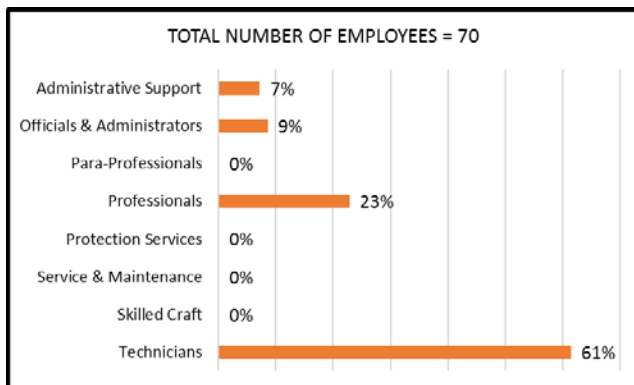
Human Resources



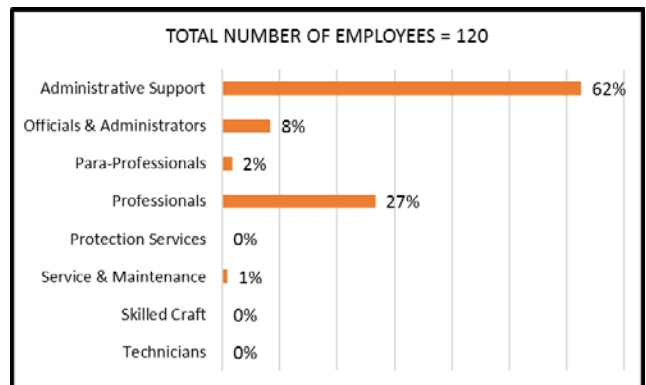
Information & Public Records Division



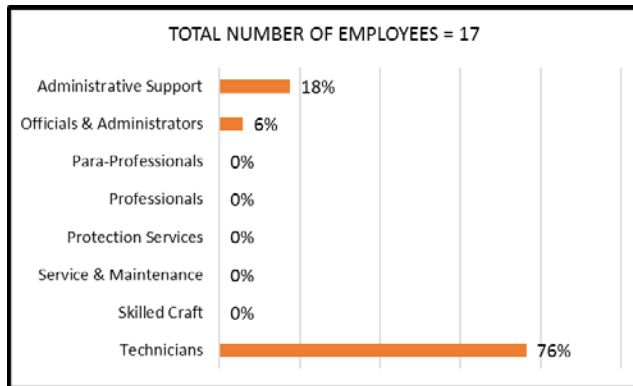
Information Services



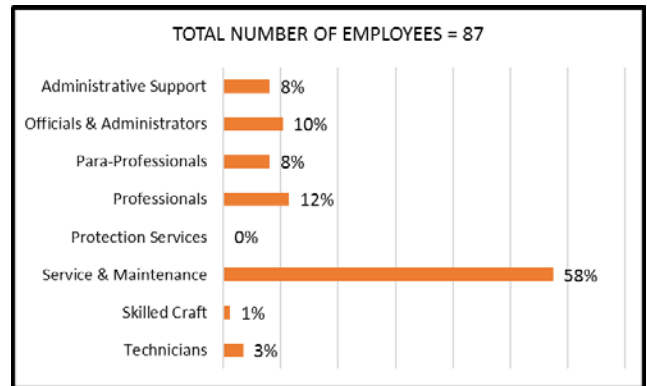
Library



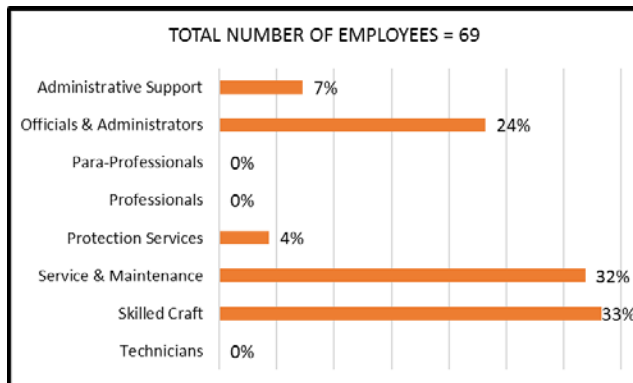
Medical Examiner's Office



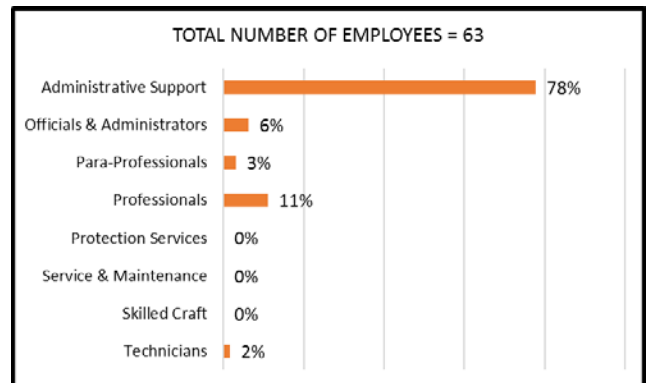
Parks & Recreation



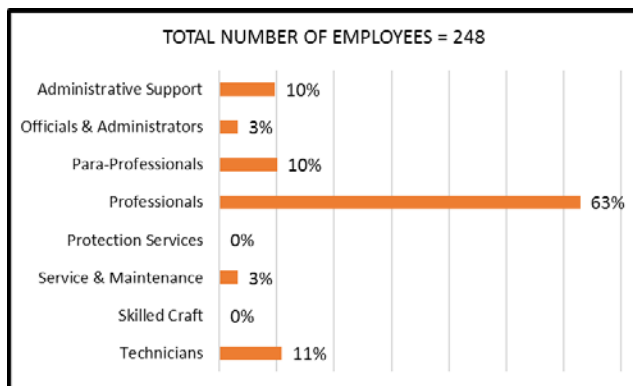
Property Management



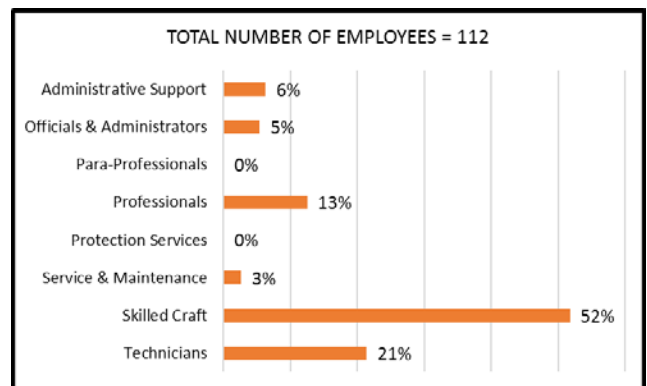
Property Tax, Records & Election Services



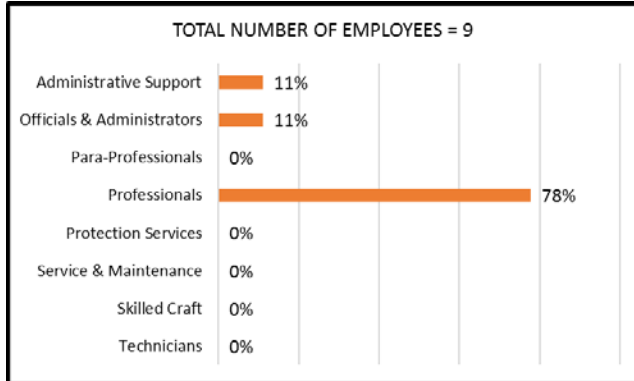
Public Health



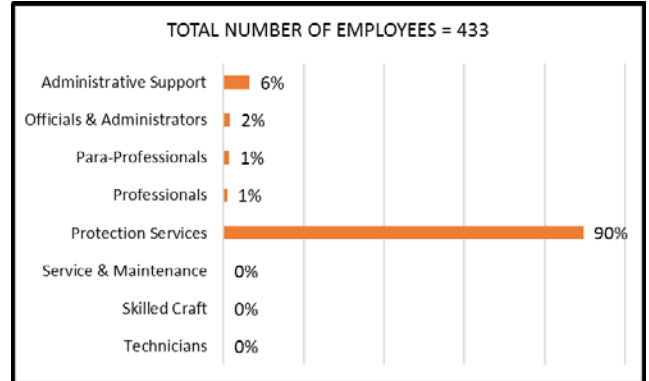
Public Works



Regional Rail, Community & Economic Development

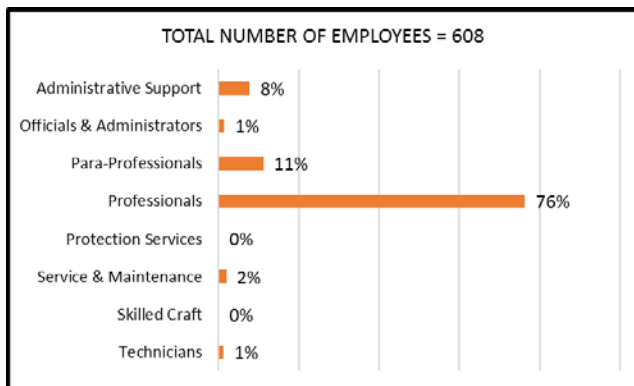


Sheriff's Office

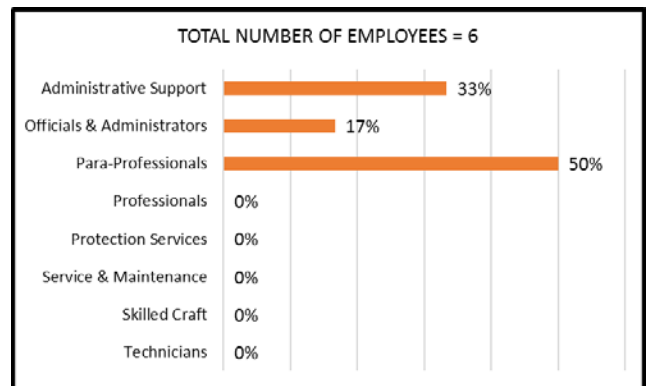


Total number of employees does not include elected officials.

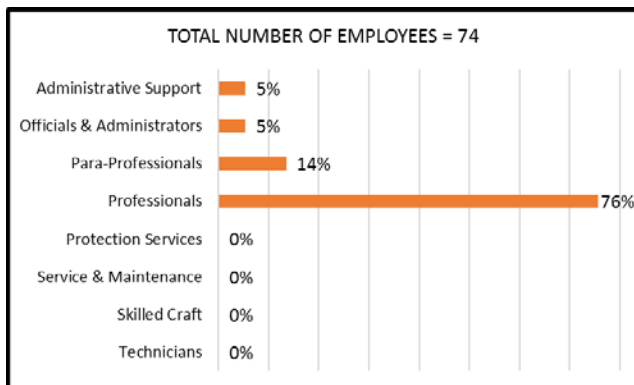
Social Services



Veterans Services

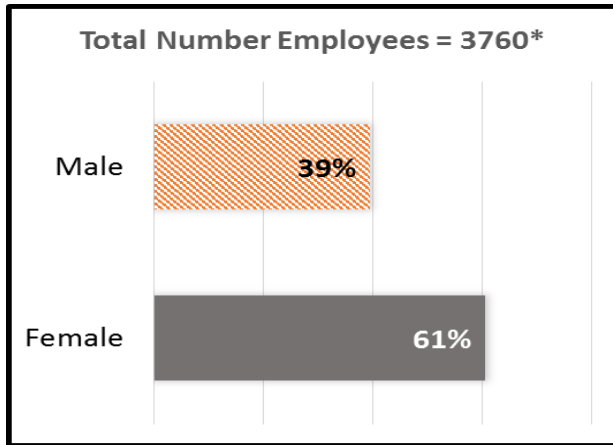


Workforce Solutions



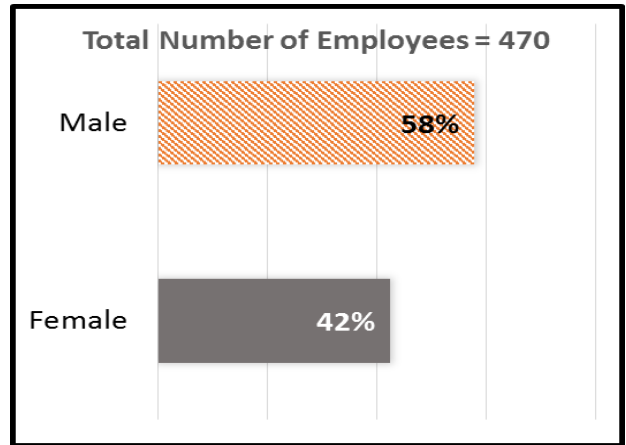
All Employees by Services Teams by Gender As of January 1, 2018

All Ramsey County

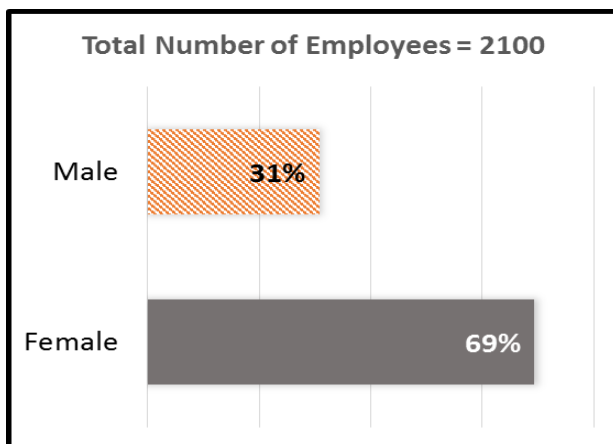


**Total number of employees is 3760; EEO-4 Category totals 3752 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.*

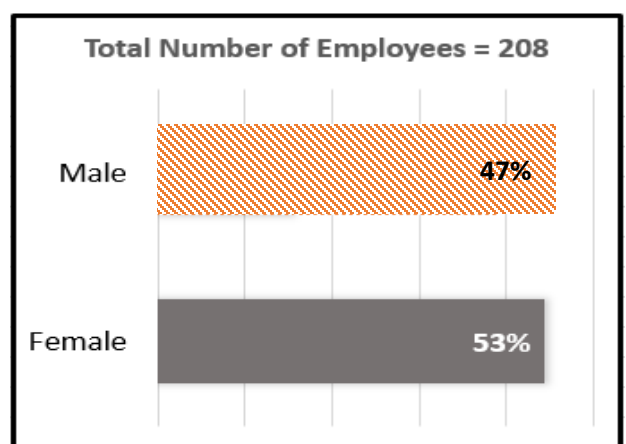
Economic Growth and Community Investment



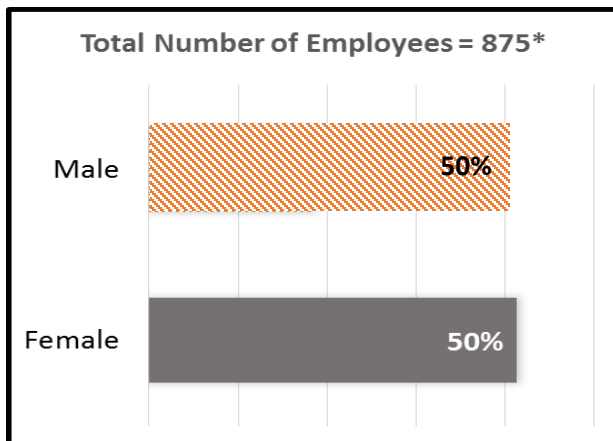
Health and Wellness



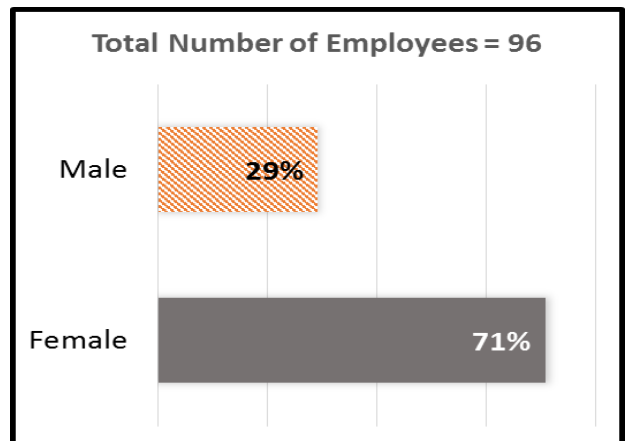
Information and Public Records



Safety and Justice



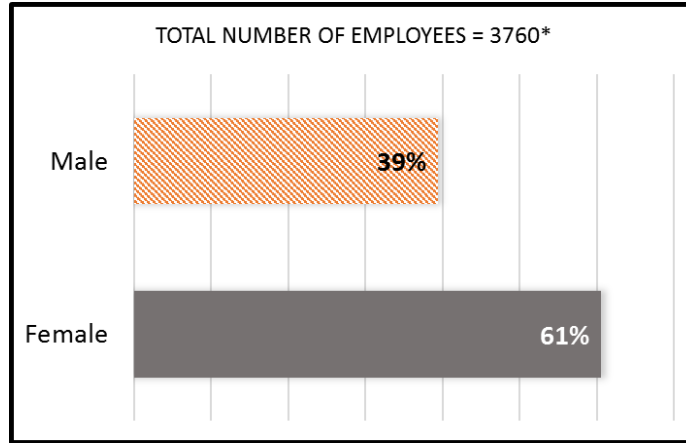
Strategic Team



**Total number of employees is 3760; EEO-4 Category totals 3752 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.*

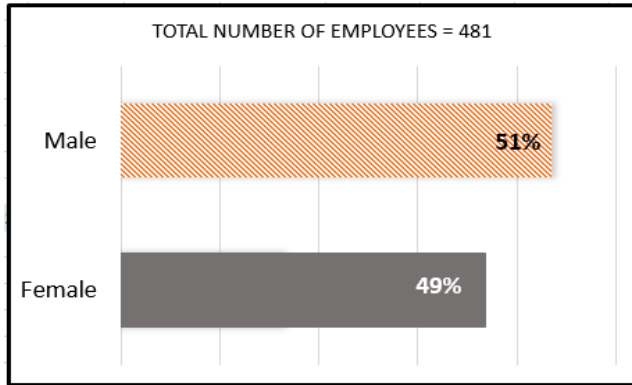
All Employees by Department by Gender As of January 1, 2018

All Ramsey County

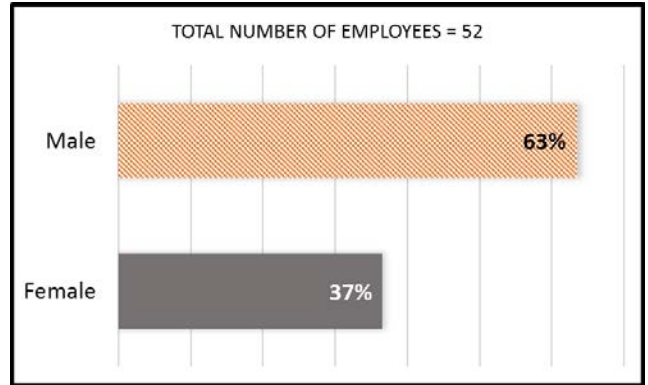


**Total number of employees is 3760; EEO-4 Category totals 3752 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.*

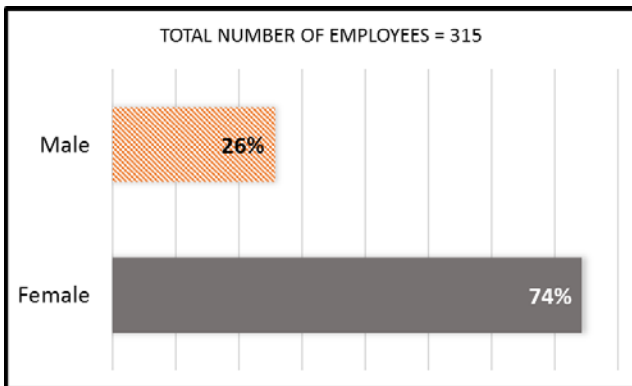
Community Corrections



County Assessor

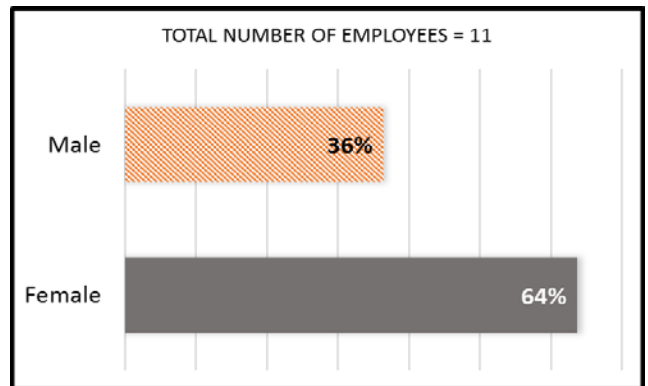


County Attorney's Office



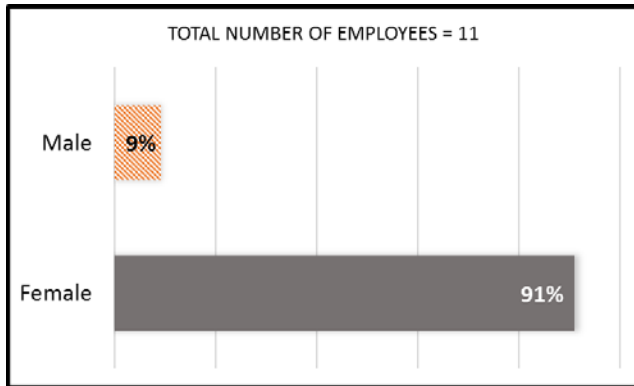
Total number of employees does not include elected officials.

County Board Office

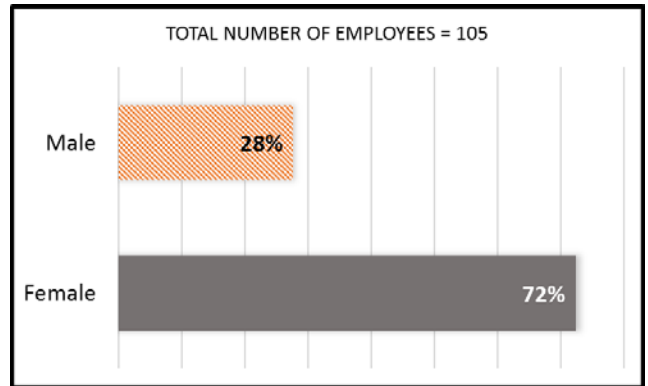


Total number of employees does not include elected officials.

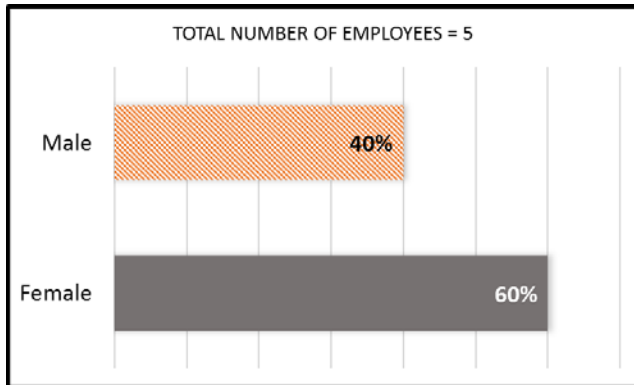
County Manager's Office



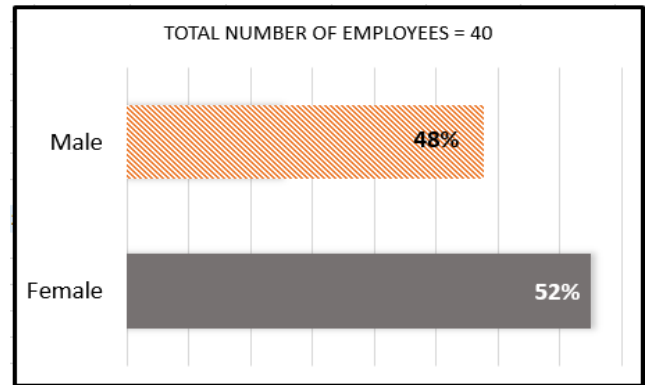
Emergency Communications



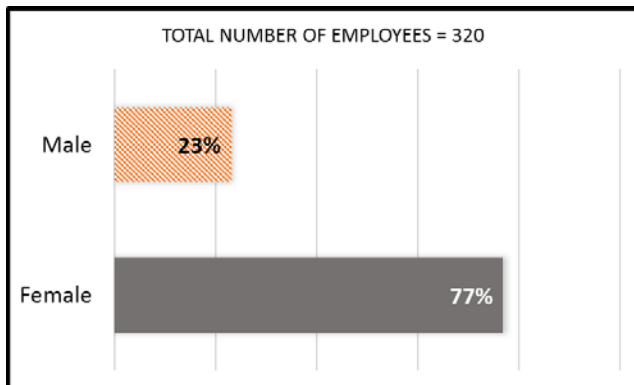
Emergency Management & Homeland Security



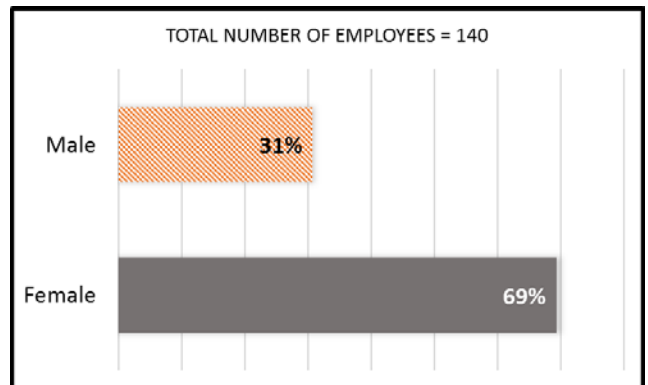
Finance



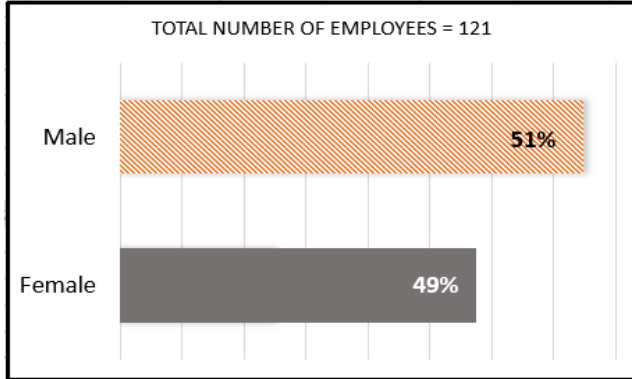
Financial Assistance Services



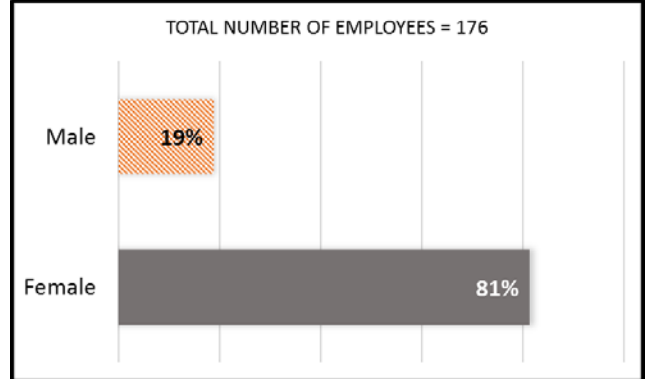
Health & Wellness Administration



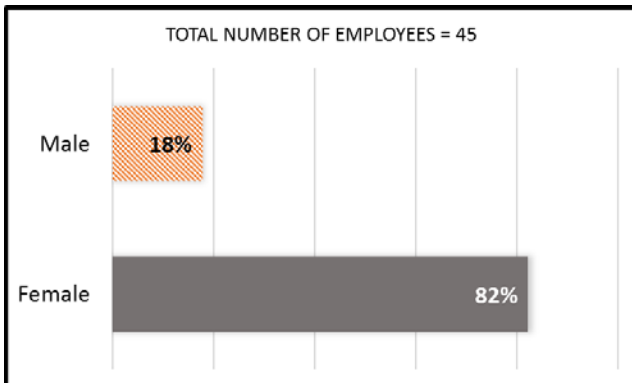
Healthcare Services – Lake Owasso Residence



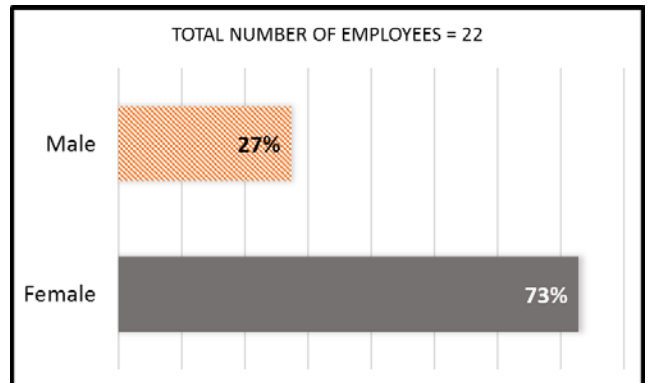
Healthcare Services - Ramsey County Care Center



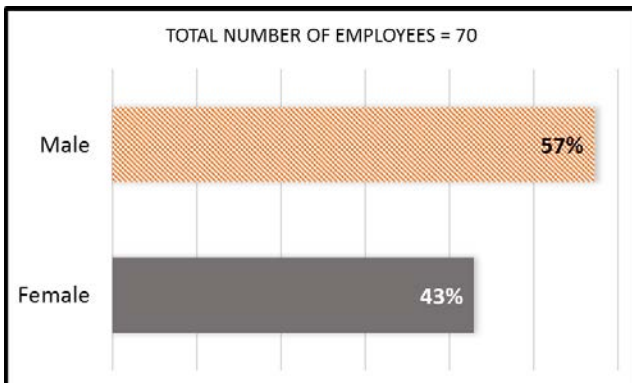
Human Resources



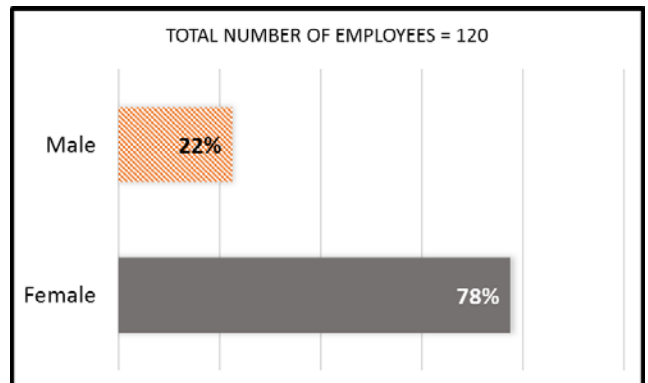
Information & Public Records Division



Information Services

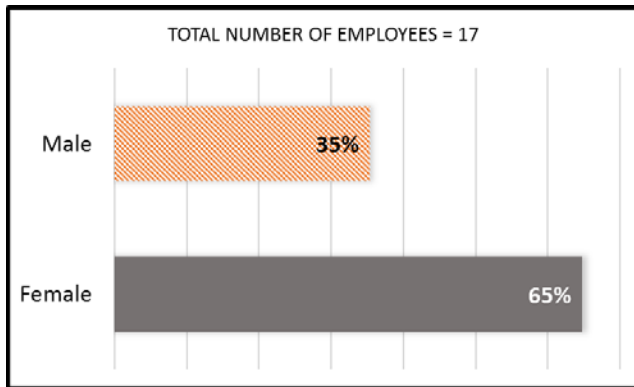


Library

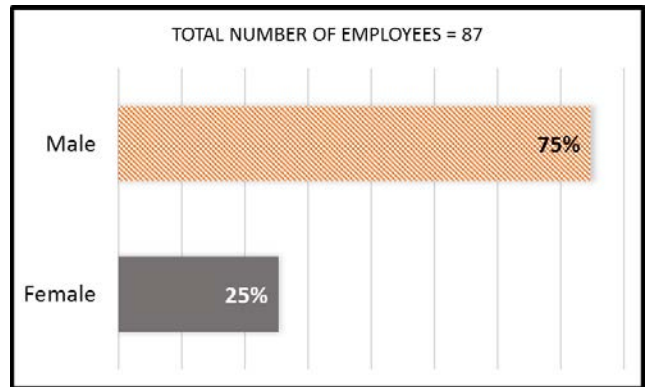


All Employees by Gender (continued)

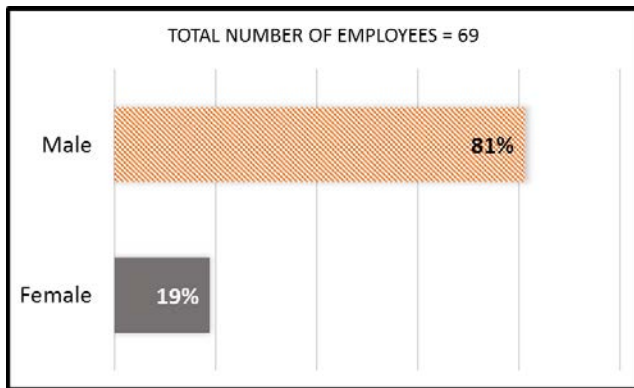
Medical Examiner's Office



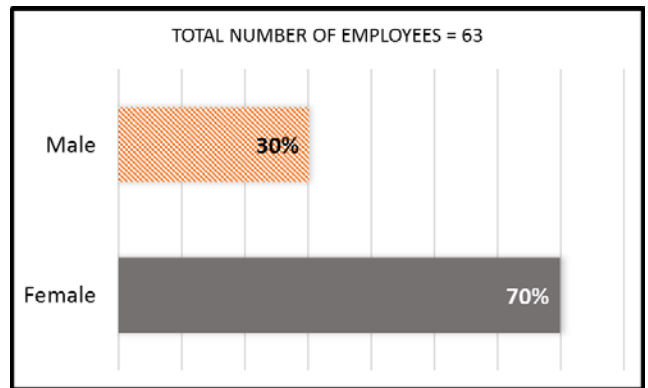
Parks & Recreation



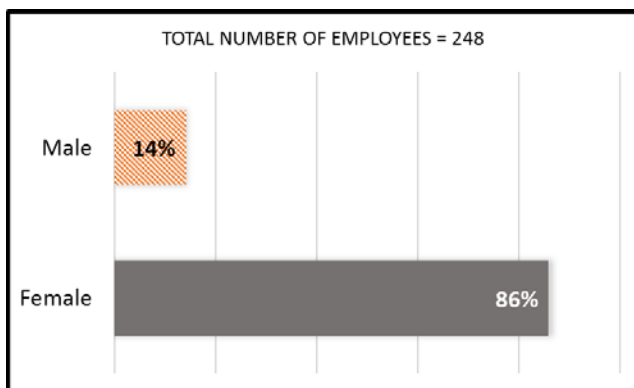
Property Management



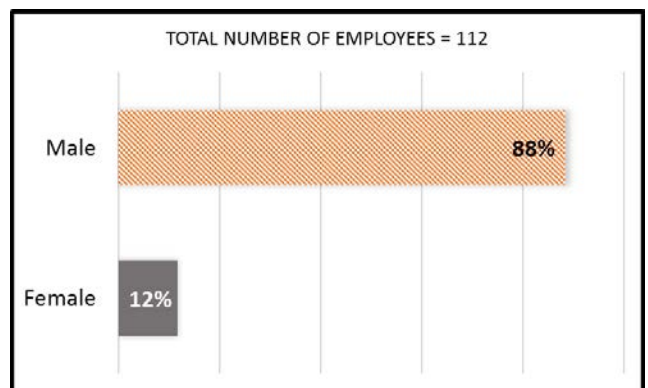
Property Tax, Records & Elections Services



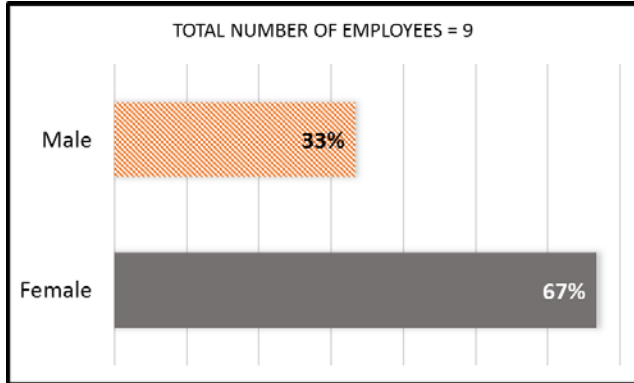
Public Health



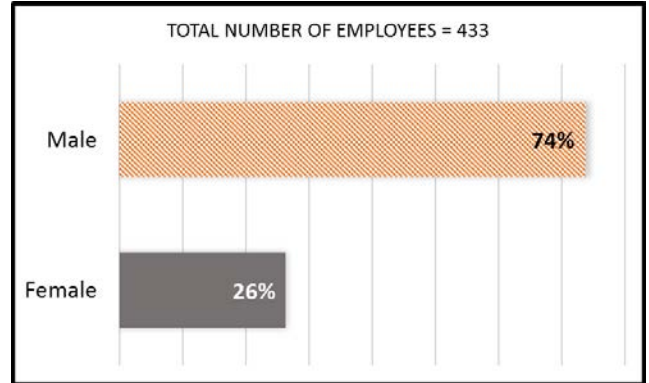
Public Works



Regional Rail, Community & Economic Development

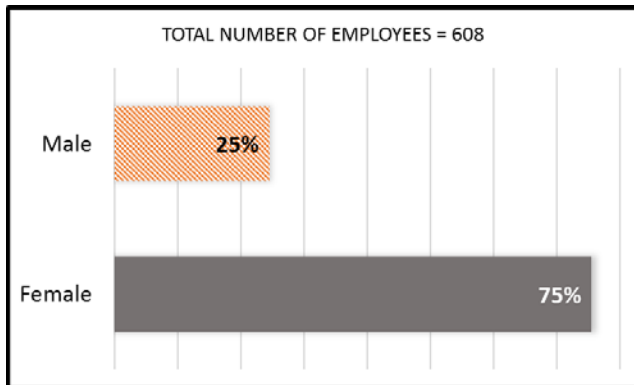


Sheriff's Office

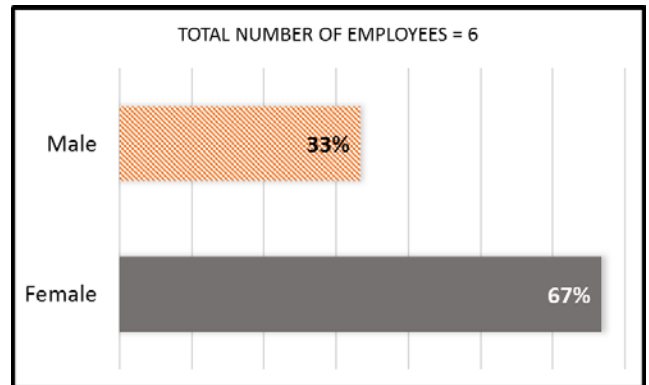


Total number of employees does not include elected officials.

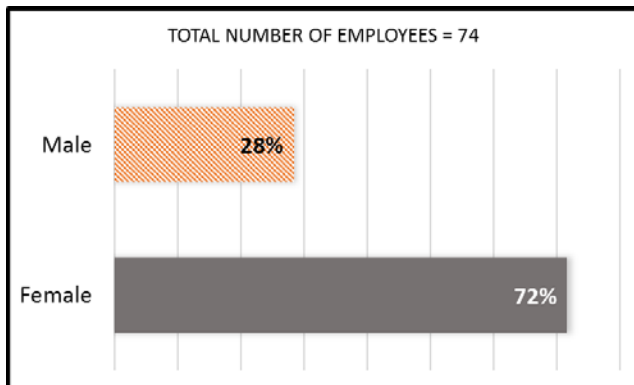
Social Services



Veterans Services



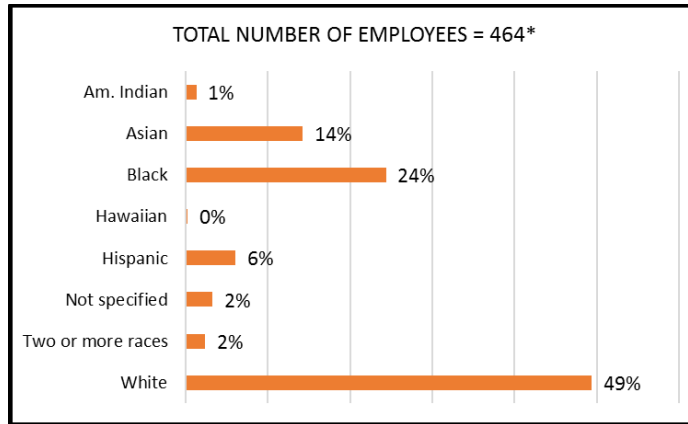
Workforce Solutions



New Hires by Department

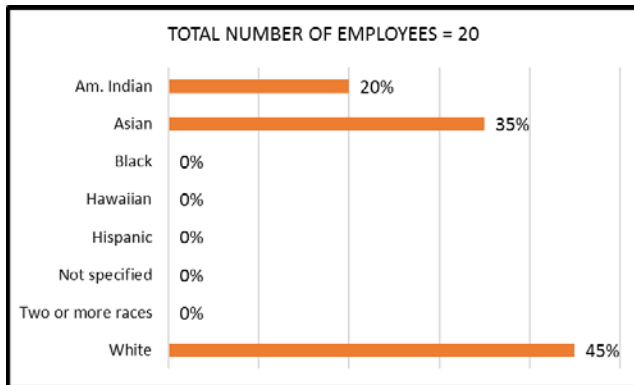
New Hires by Department by Race & Ethnicity From January 1 to December 31, 2017

All Ramsey County

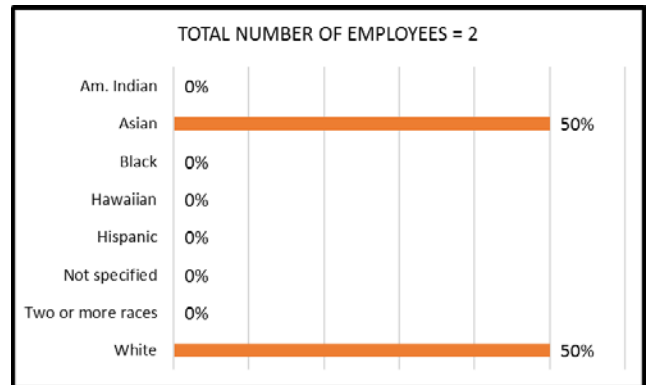


**Total number of employees is 464; EEO-4 Category totals 463 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.*

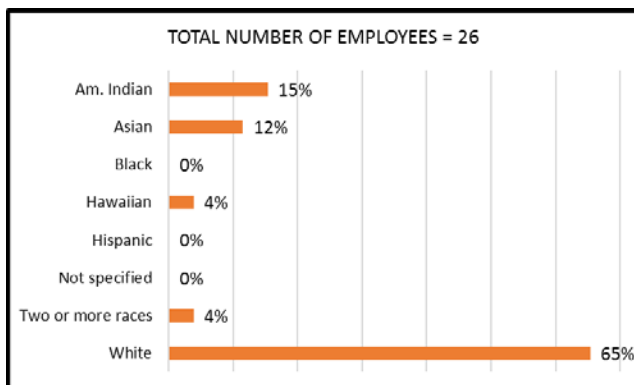
Community Corrections



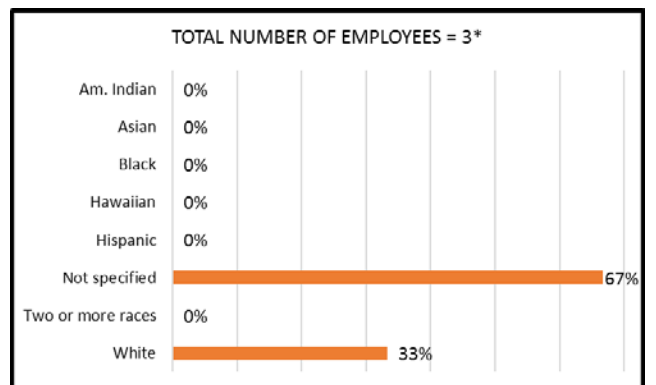
County Assessor



County Attorney's Office



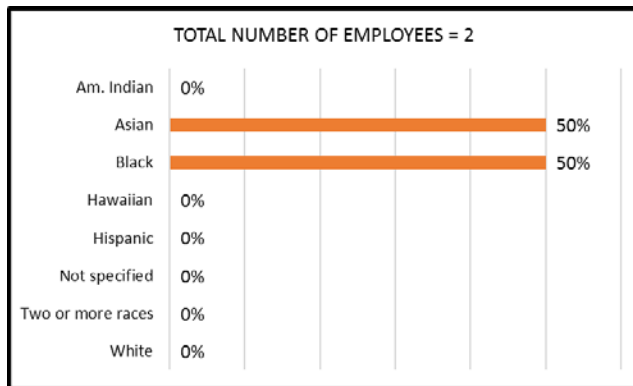
County Board Office



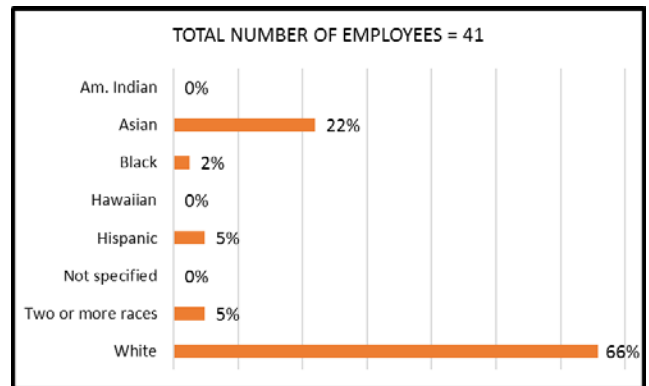
**Total number of new hires includes 1 principal assistant which is excluded from EEO-4.*

New Hires by Race & Ethnicity (continued)

County Manager's Office



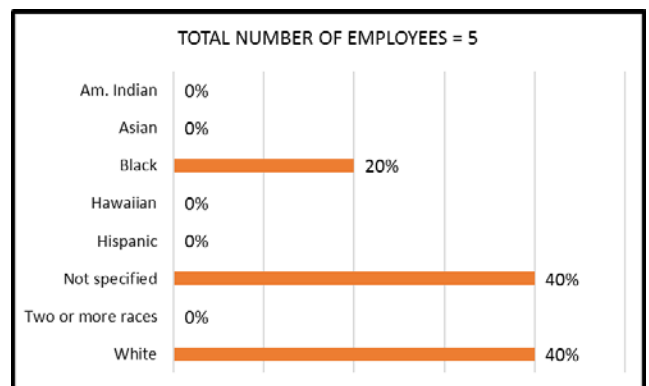
Emergency Communications



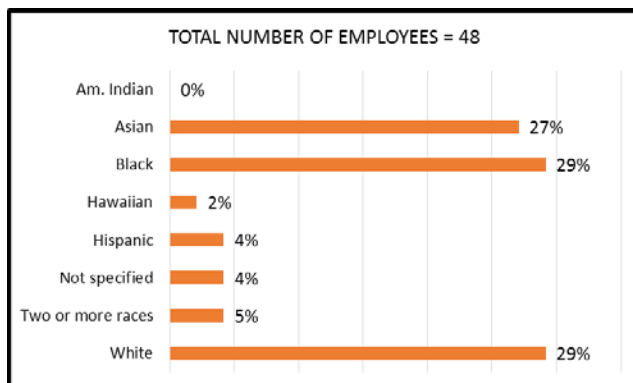
Emergency Management & Homeland Security



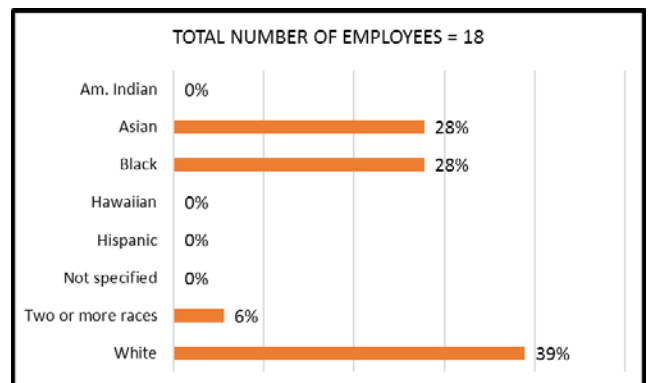
Finance



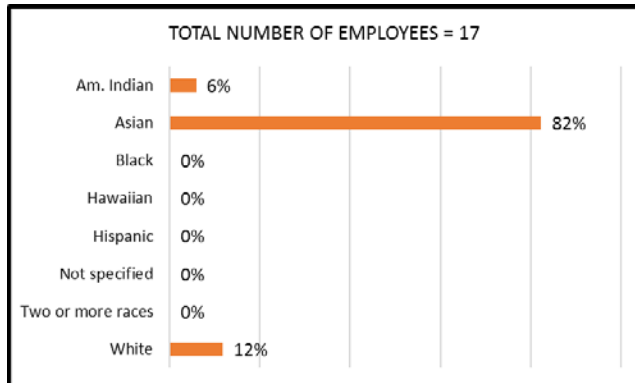
Financial Assistance Services



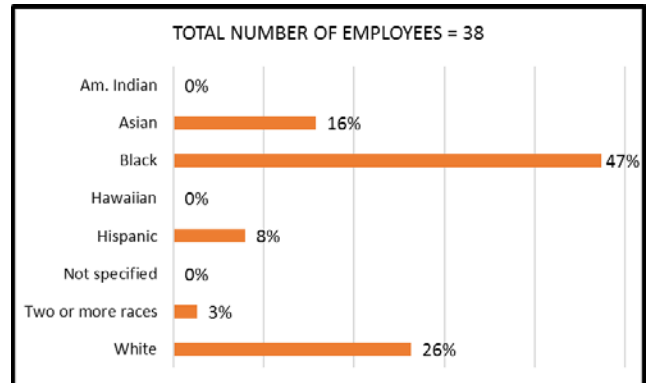
Health & Wellness Administration



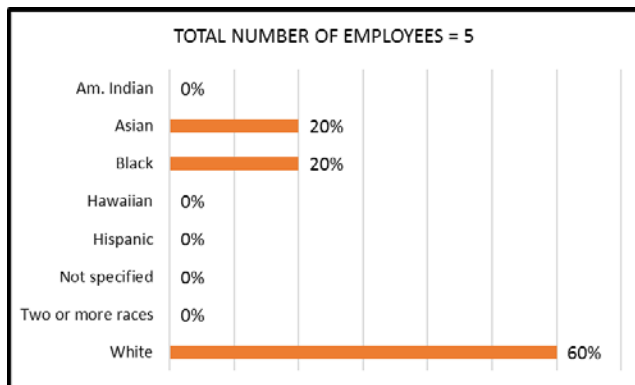
Healthcare Services - Lake Owasso Residence



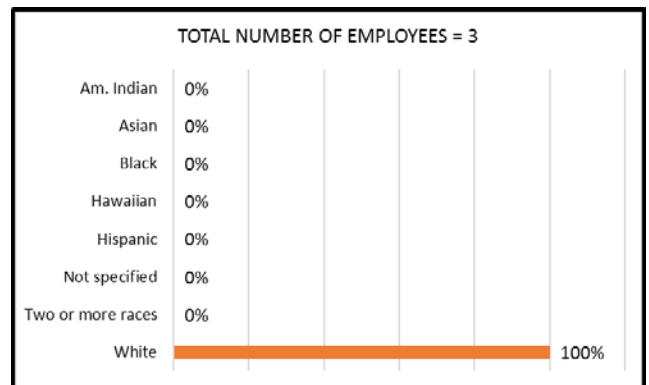
Healthcare Services - Ramsey County Care Center



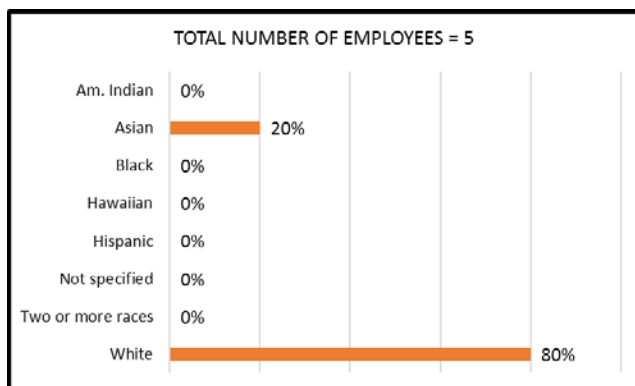
Human Resources



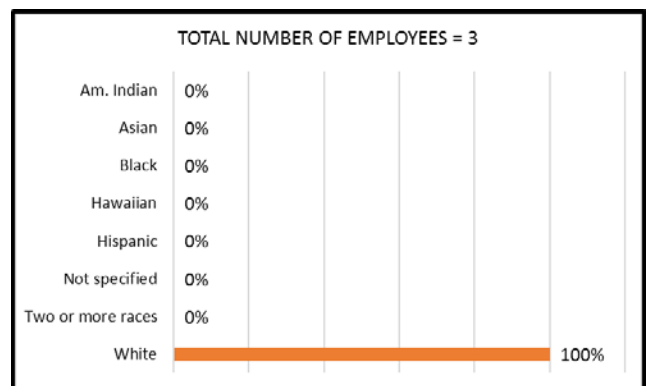
Information & Public Records Division



Information Services

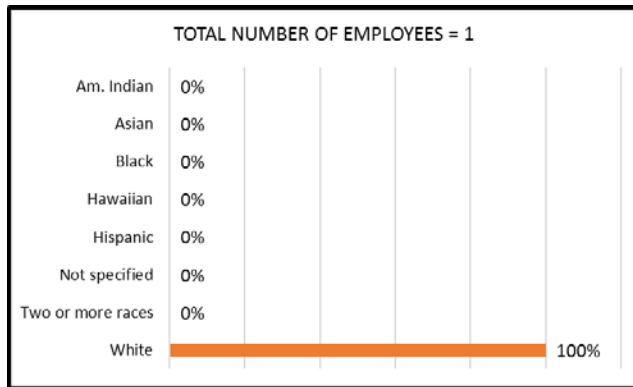


Library

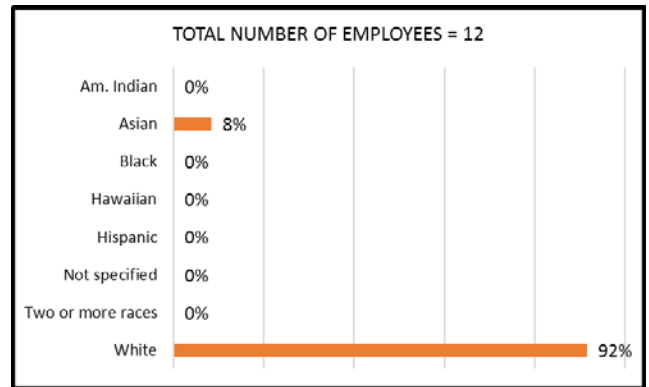


New Hires by Race & Ethnicity (continued)

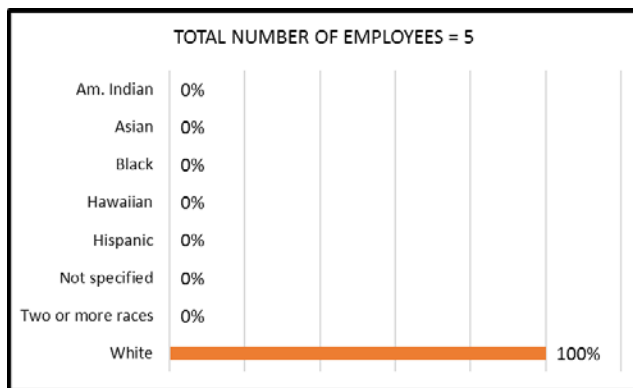
Medical Examiner's Office



Parks & Recreation



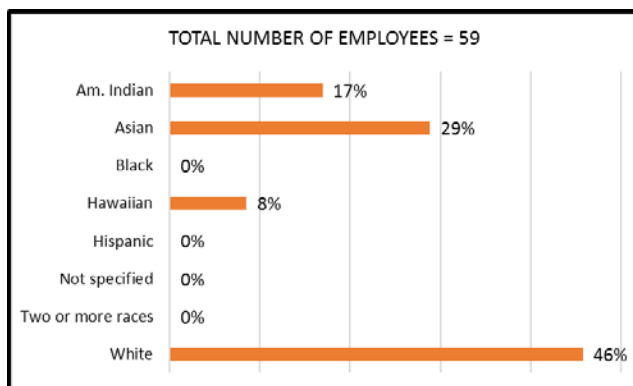
Property Management



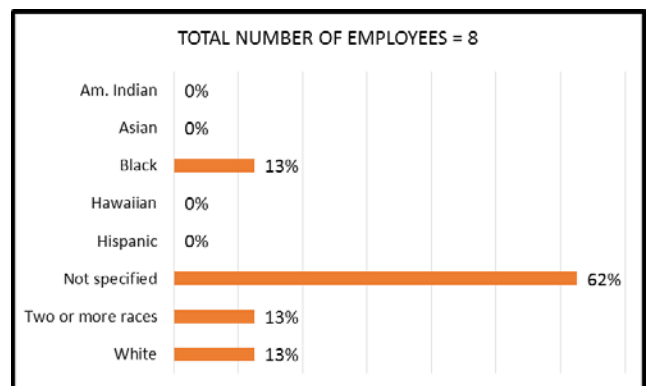
Property Tax, Records & Elections Services



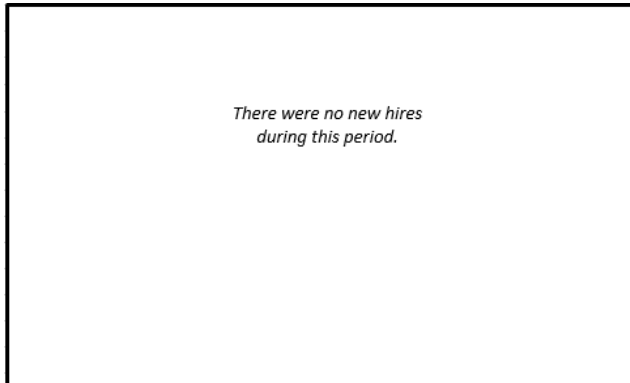
Public Health



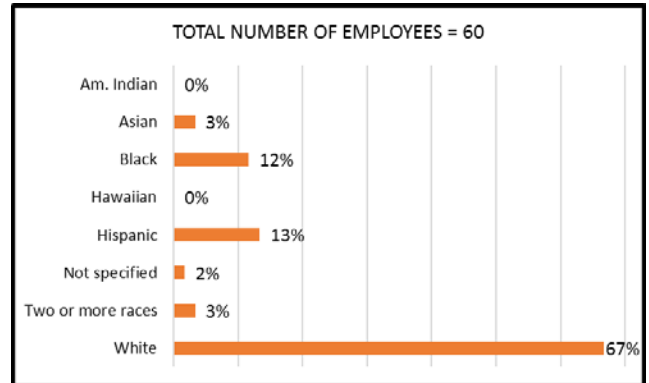
Public Works



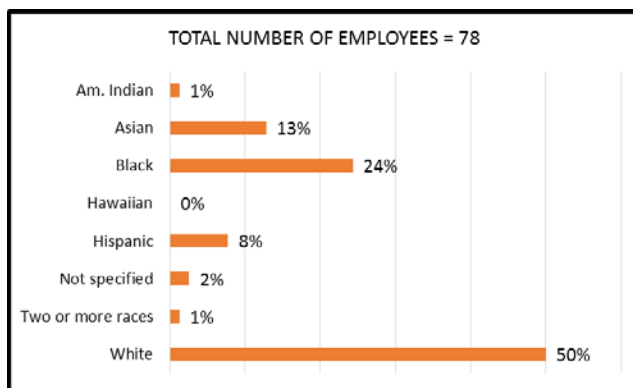
Regional Rail, Community & Economic Development



Sheriff's Office



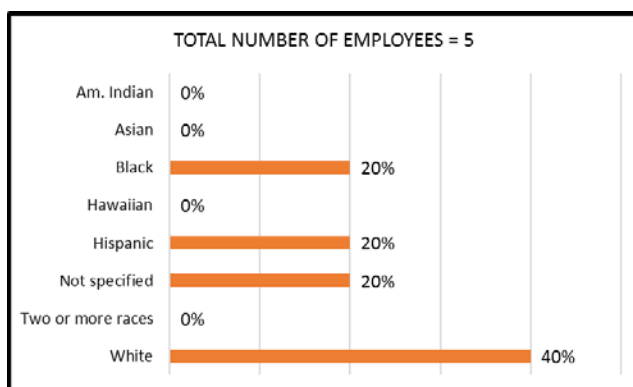
Social Services



Veterans Services

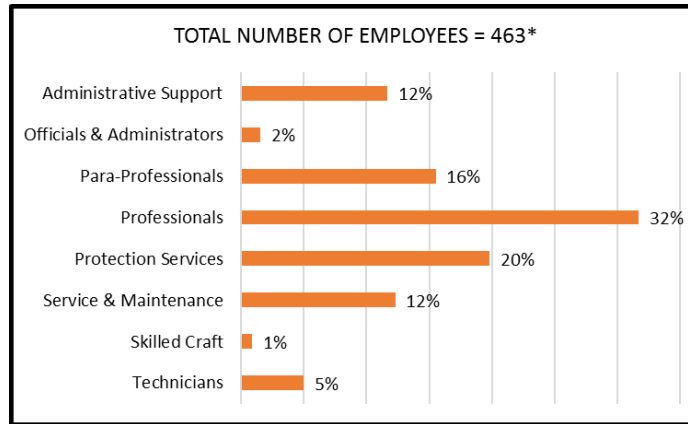


Workforce Solutions



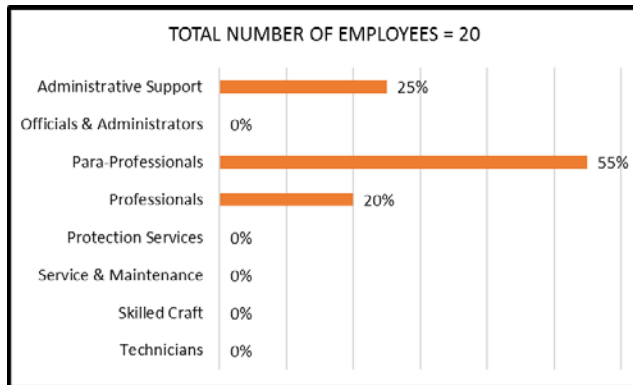
New Hires by Department by EEO-4 Category from January 1 to December 31, 2017

All Ramsey County

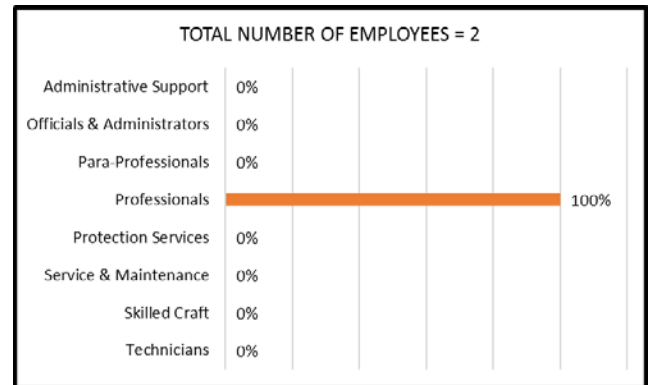


**Total number of new hires is 464; EEO-4 Category totals 463 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.*

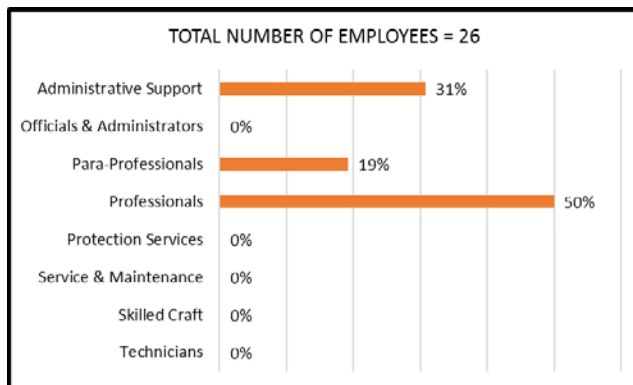
Community Corrections



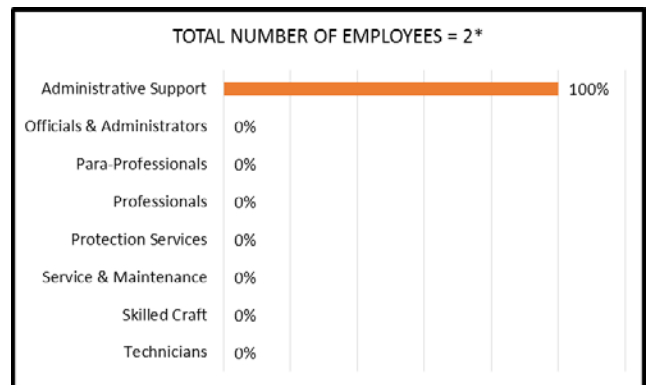
County Assessor



County Attorney's Office



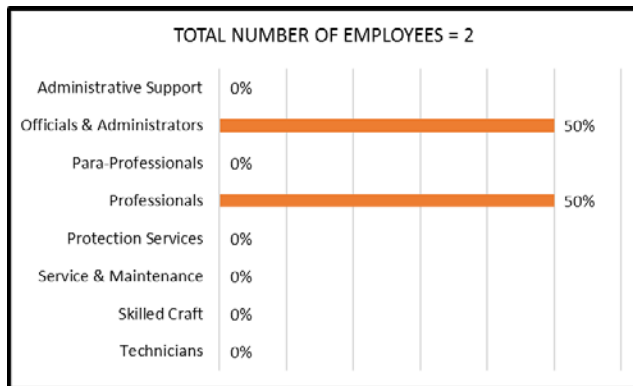
County Board Office



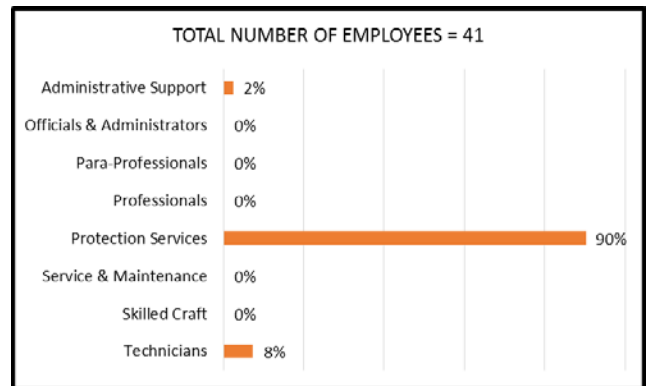
**Total number of new hires is 3; EEO-4 Category totals 1 for a principal assistant and does not include elected officials the County Attorney/Sheriff's immediate secretaries.*

New Hires by EEO-4 Category (continued)

County Manager's Office



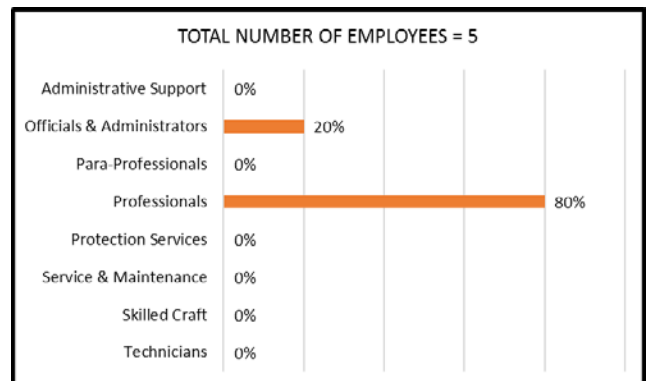
Emergency Communications



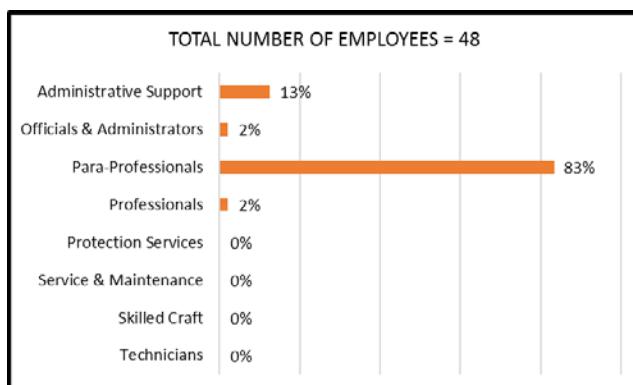
Emergency Management & Homeland Security

There were no new hires during this period.

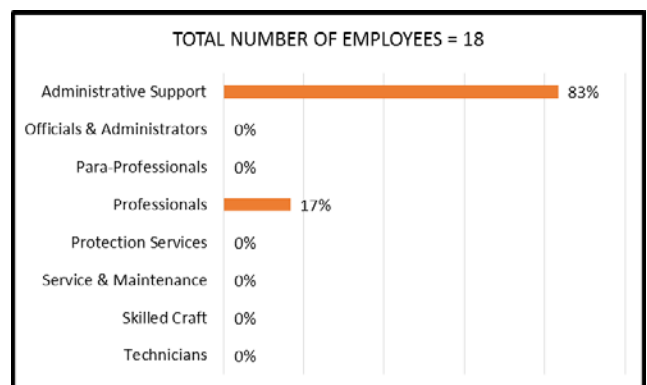
Finance



Financial Assistance Services

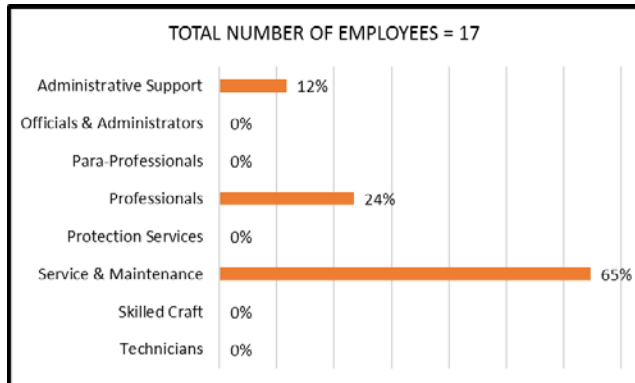


Health & Wellness Administration

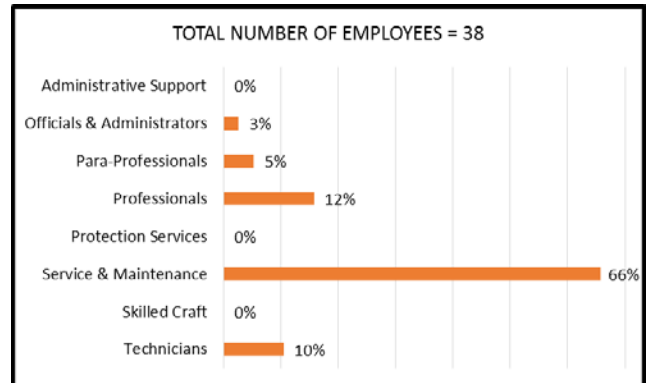


New Hires by EEO-4 Category (continued)

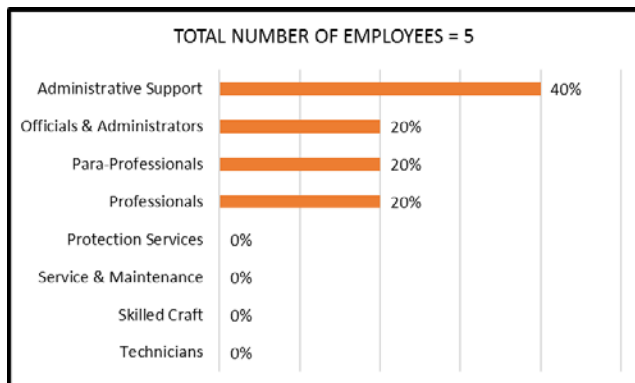
Healthcare Services - Lake Owasso Residence



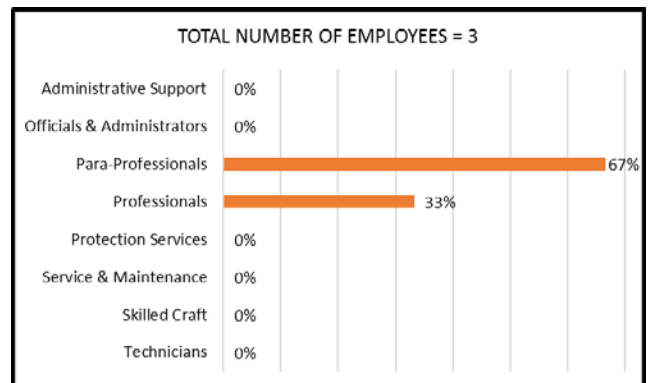
Healthcare Services - Ramsey County Care Center



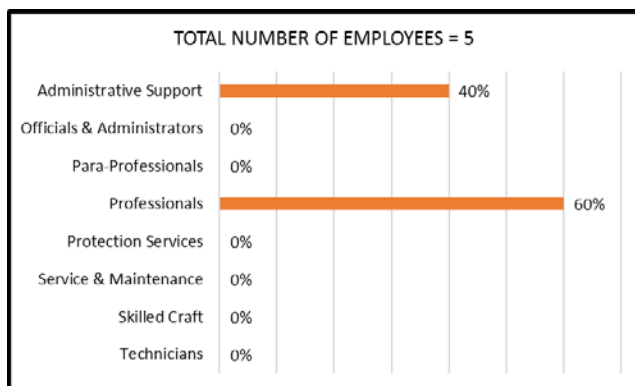
Human Resources



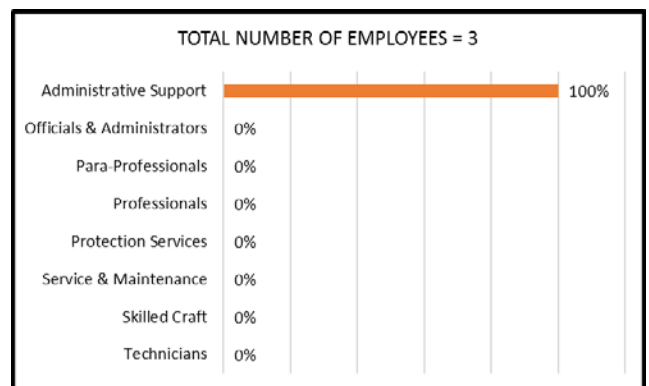
Information & Public Records Division



Information Services

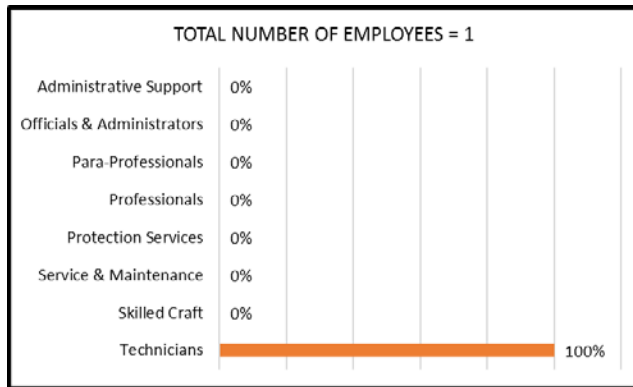


Library

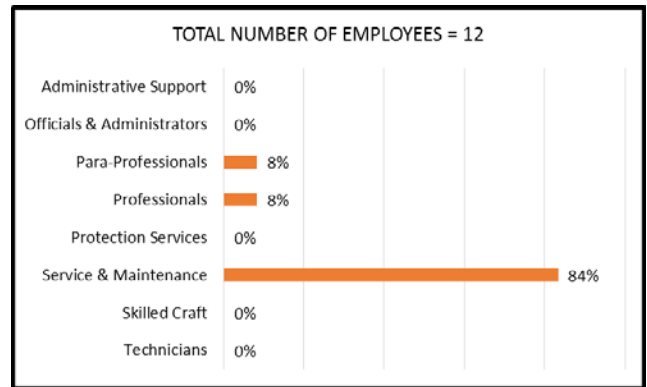


New Hires by EEO-4 Category (continued)

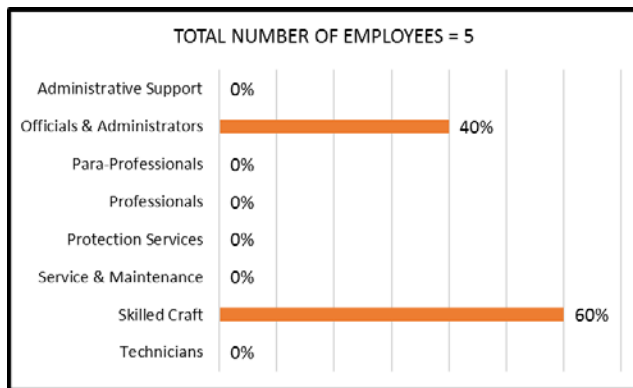
Medical Examiner's Office



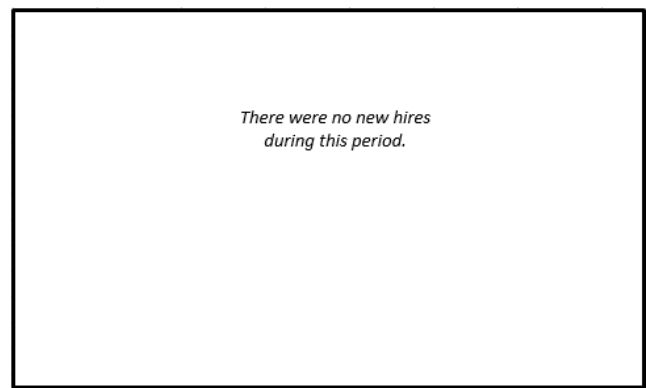
Parks & Recreation



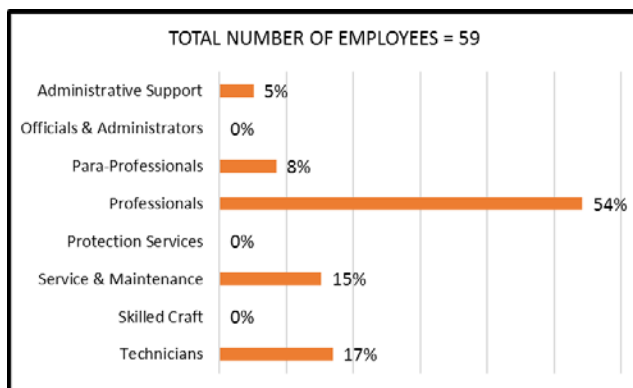
Property Management



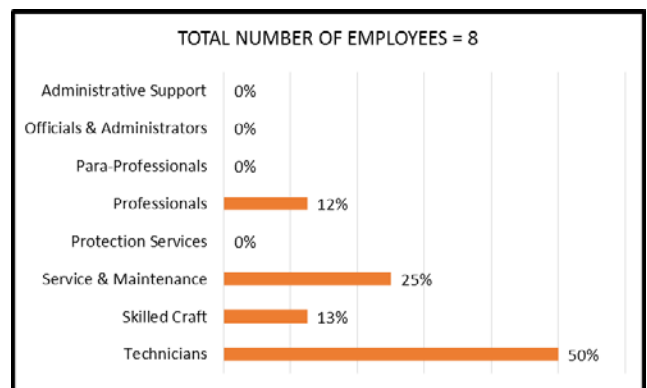
Property Tax, Records & Elections Services



Public Health

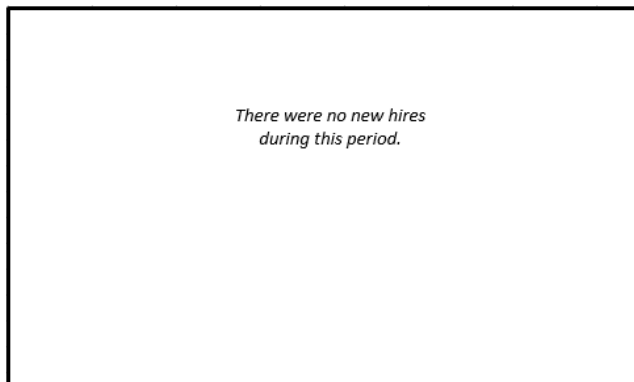


Public Works

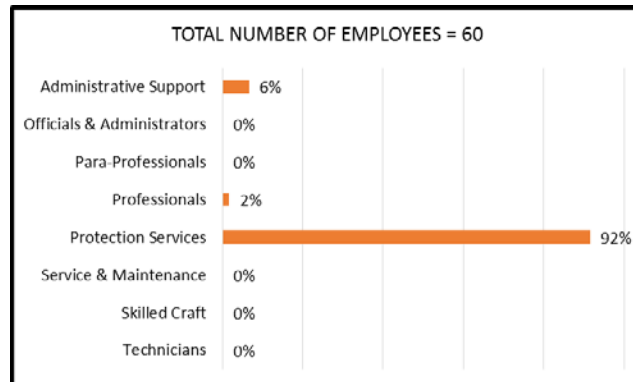


New Hires by EEO-4 Category (continued)

Regional Rail, Community & Economic Development

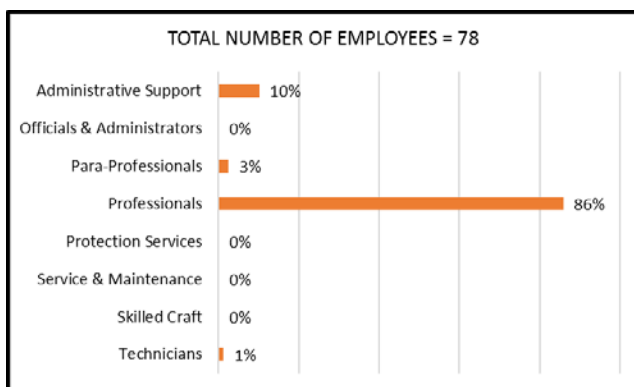


Sheriff's Office

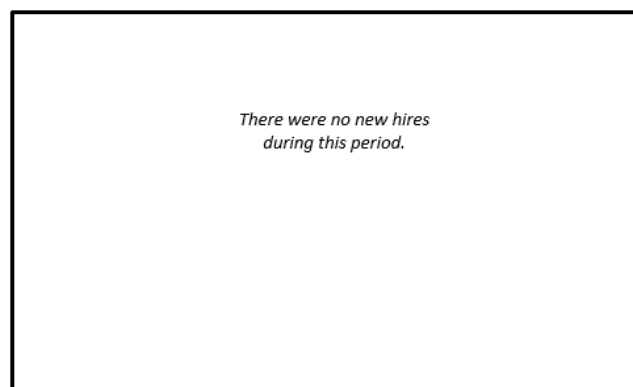


Total number of employees does not include elected officials.

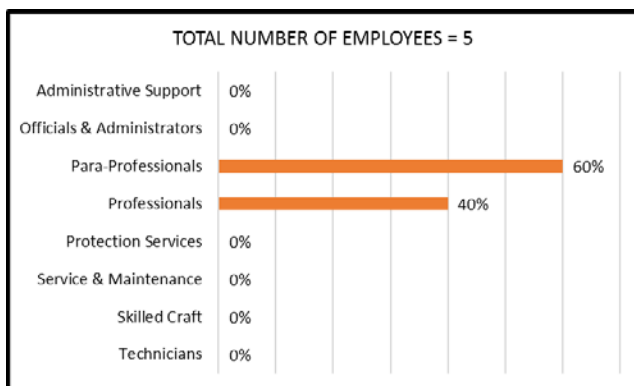
Social Services



Veterans Services

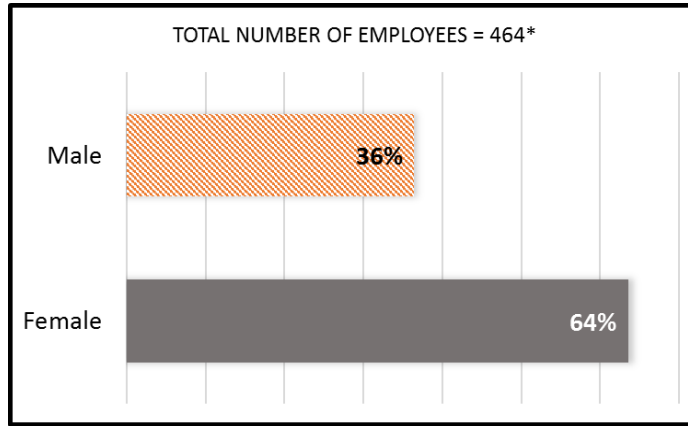


Workforce Solutions



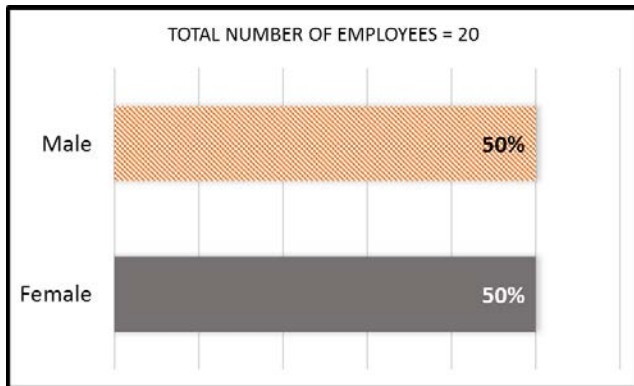
New Hires by Department
by Gender
from January 1 to December 31, 2017

All Ramsey County

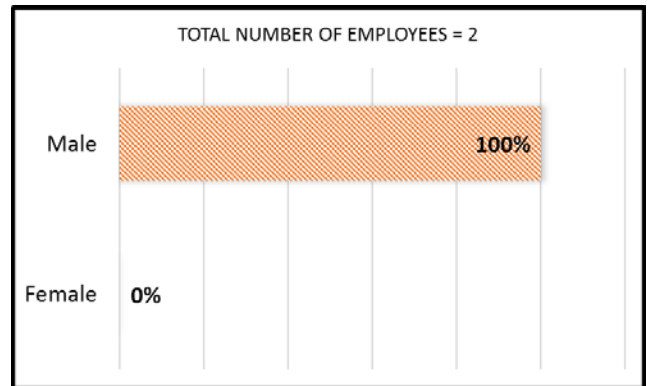


**Total number of new hires is 464; EEO-4 Category totals 463 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.*

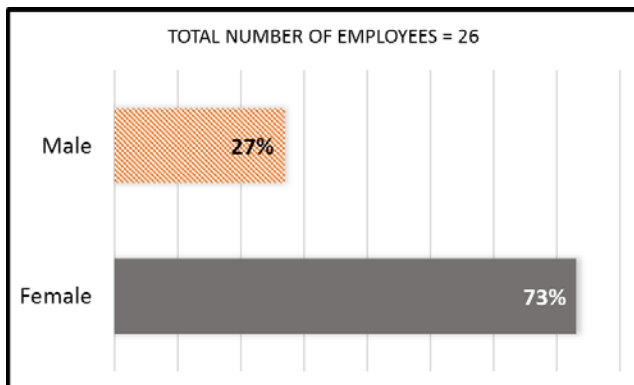
Community Corrections



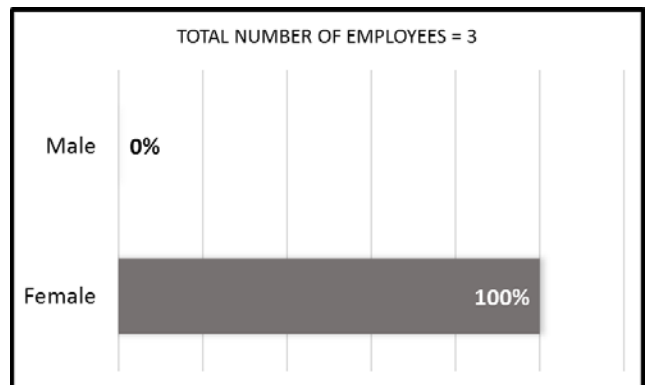
County Assessor



County Attorney's Office

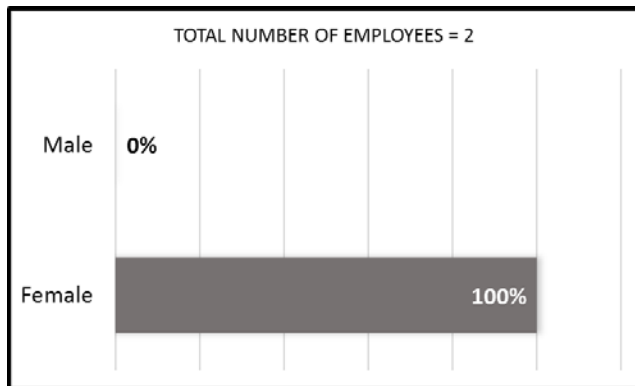


County Board Office

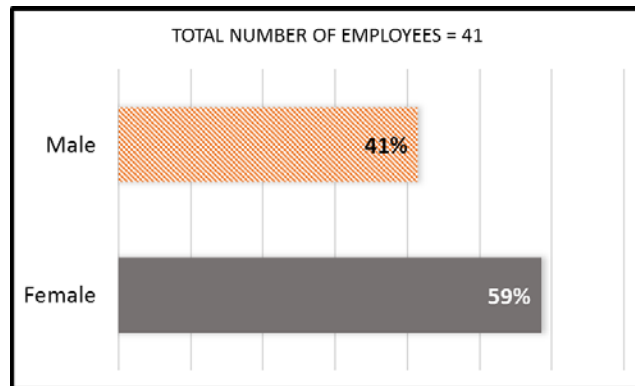


New Hires by Gender (continued)

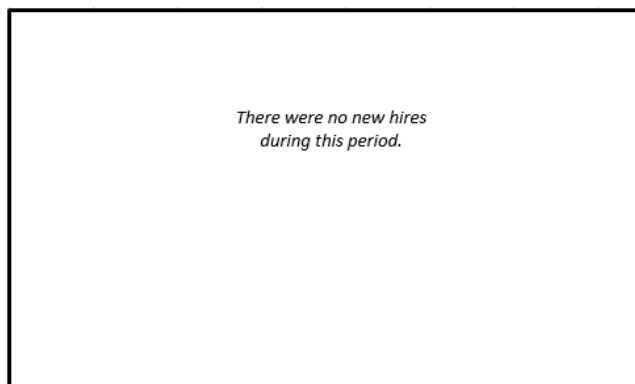
County Manager's Office



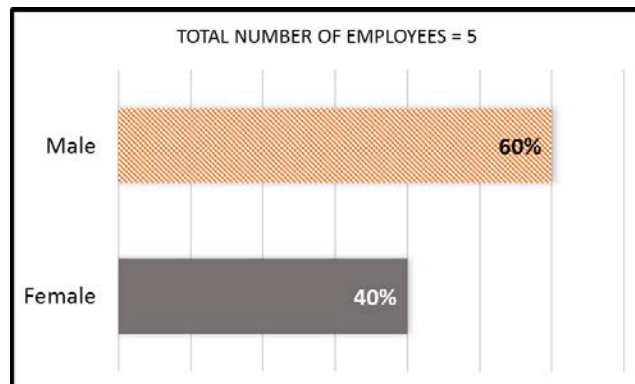
Emergency Communications



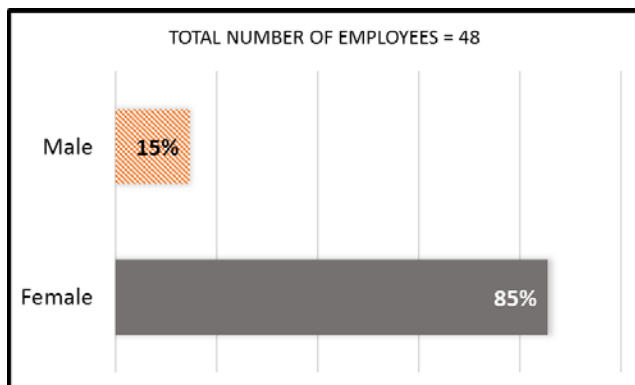
Emergency Management & Homeland Security



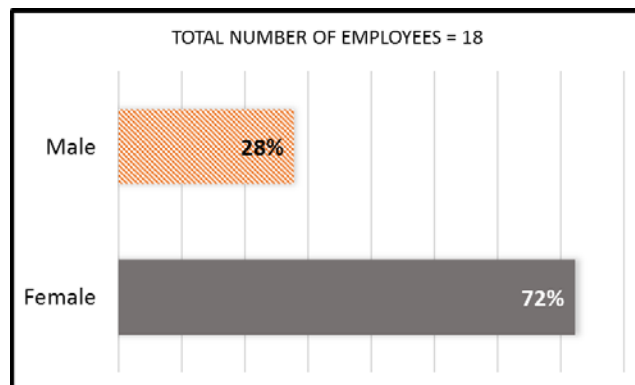
Finance



Financial Assistance Services

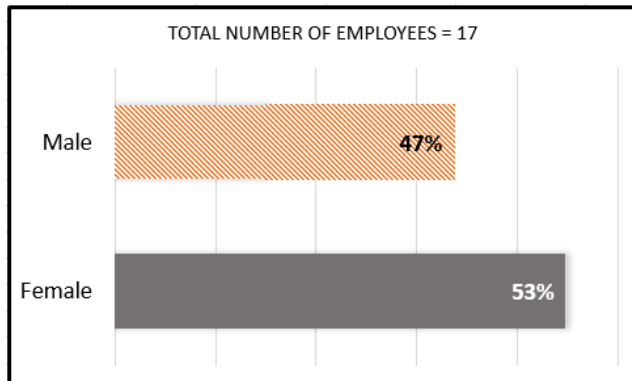


Health & Wellness Administration

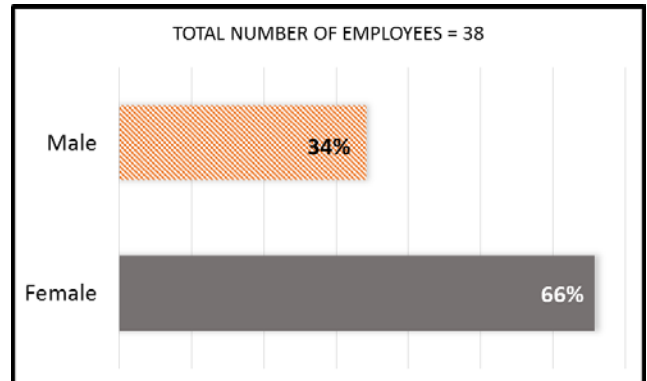


New Hires by Gender (continued)

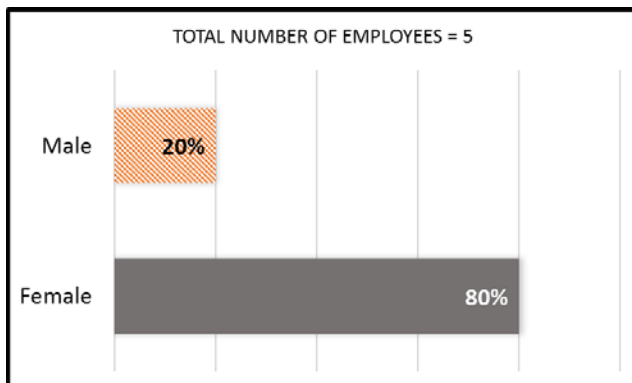
Healthcare Services - Lake Owasso Residence



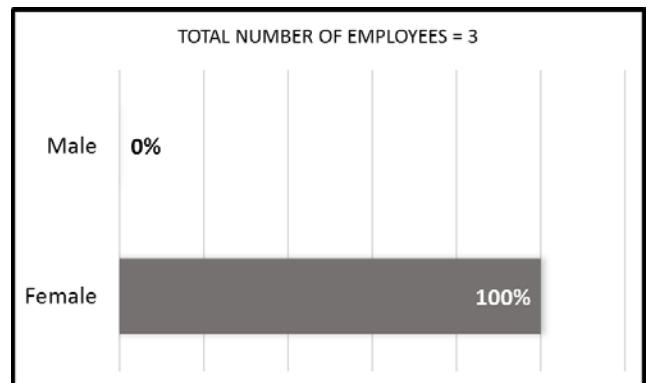
Healthcare Services - Ramsey County Care Center



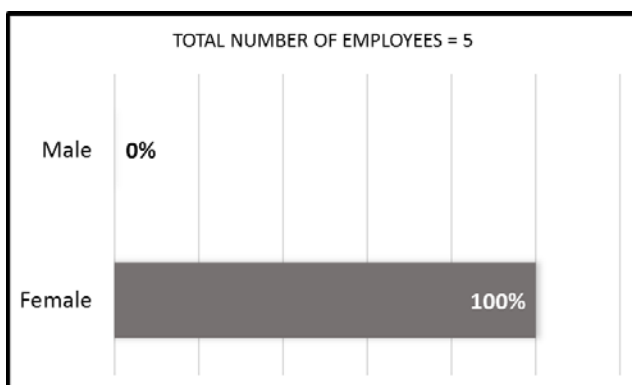
Human Resources



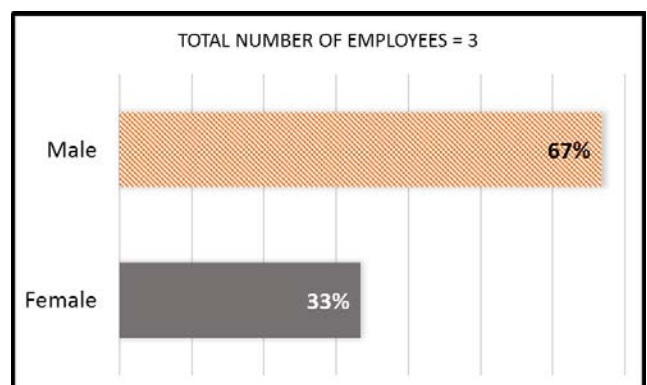
Information & Public Records Division



Information Services

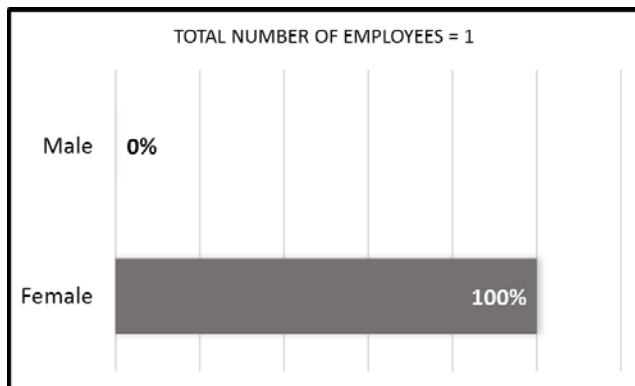


Library

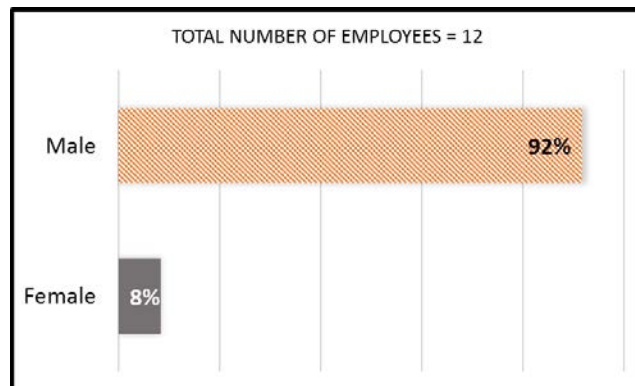


New Hires by Gender (continued)

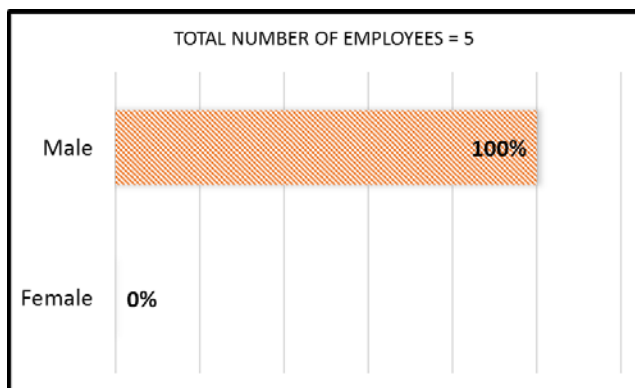
Medical Examiner's Office



Parks & Recreation



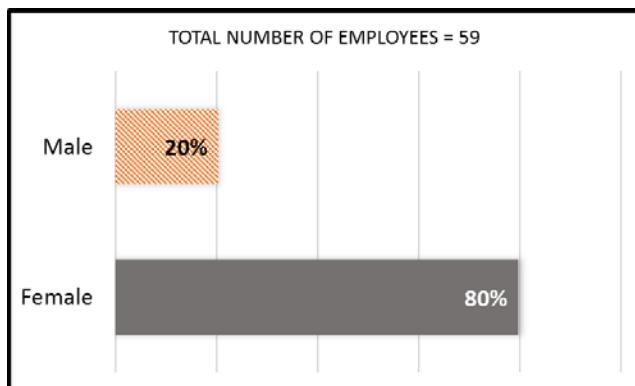
Property Management



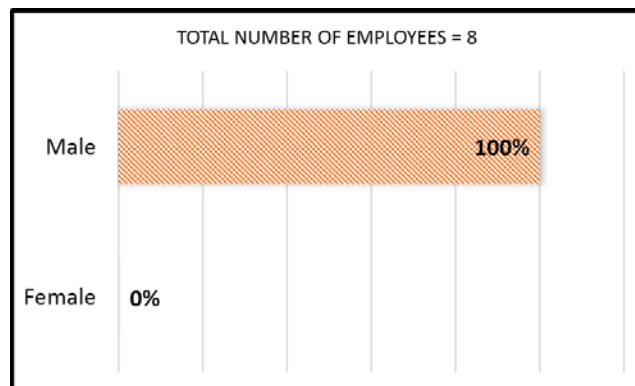
Property Tax, Records & Elections Services



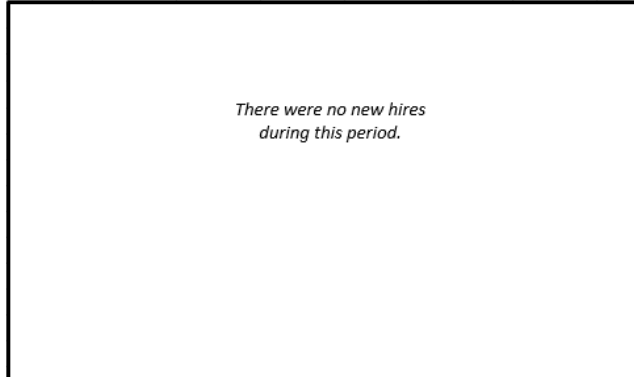
Public Health



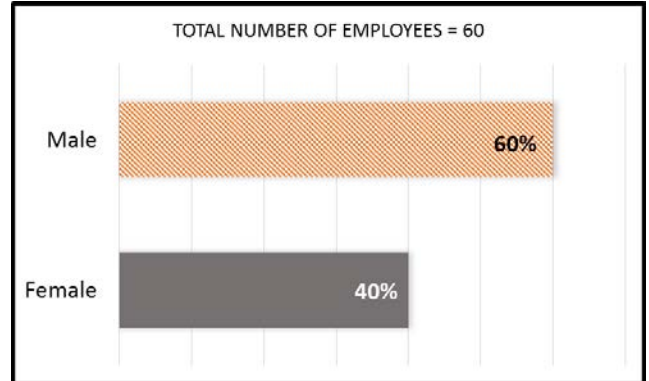
Public Works



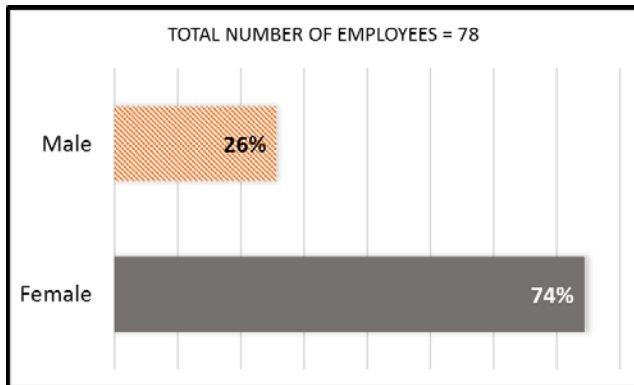
Regional Rail, Community & Economic Development



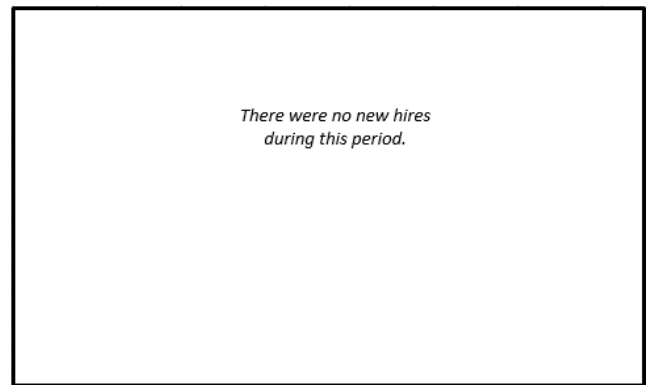
Sheriff's Office



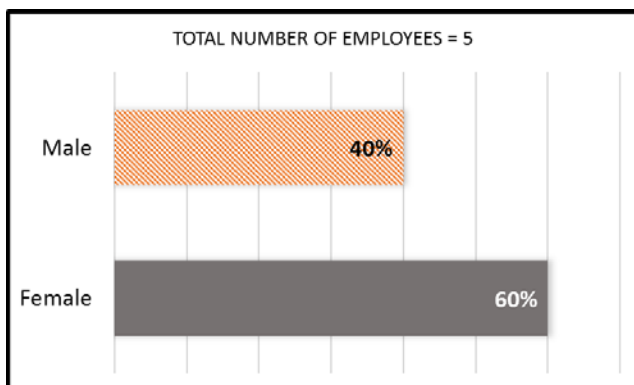
Social Services



Veterans Services



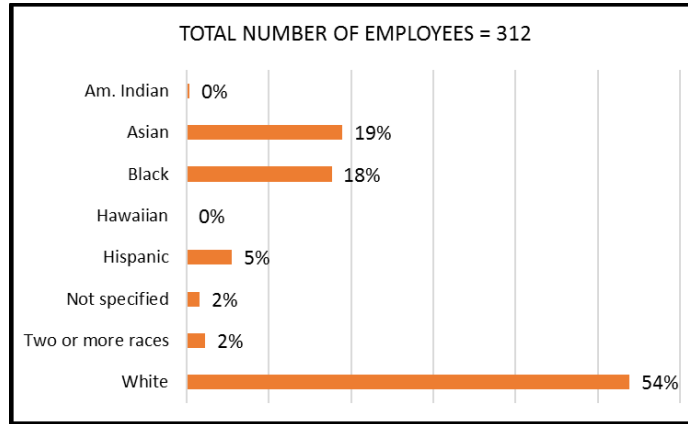
Workforce Solutions



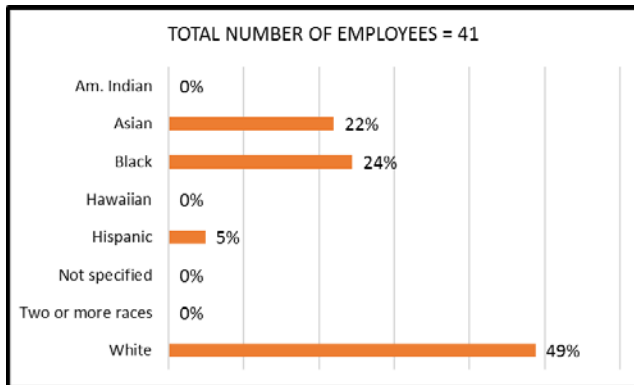
Promotions by Department

Promotions by Department
by Race & Ethnicity
From January 1 to December 31, 2017

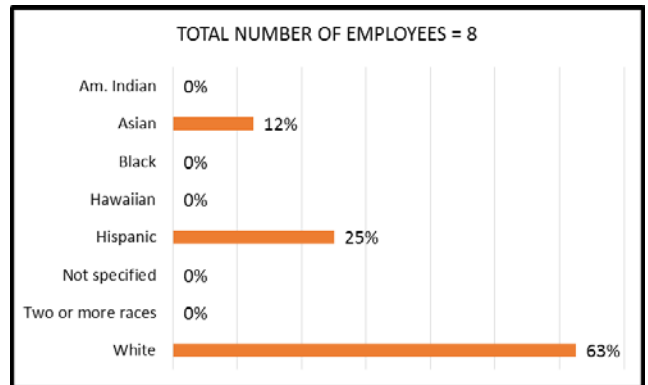
All Ramsey County



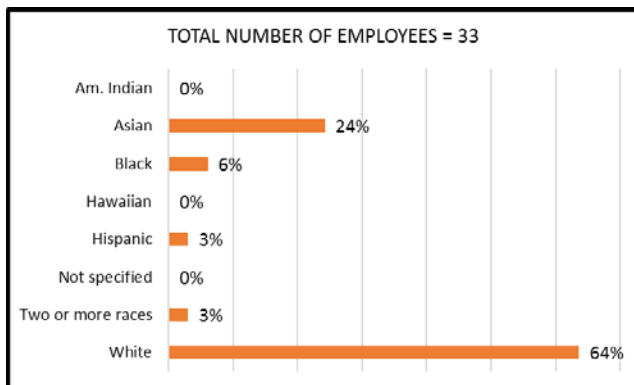
Community Corrections



County Assessor



County Attorney's Office

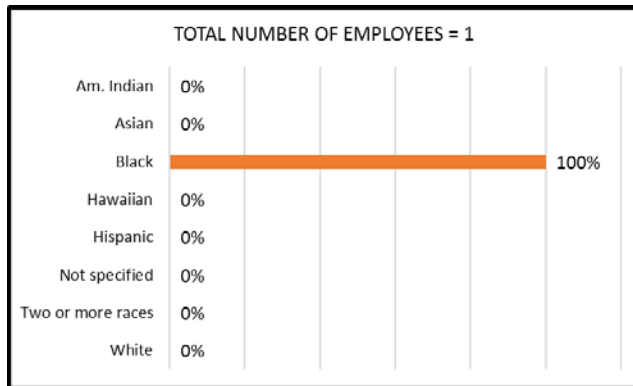


County Board Office

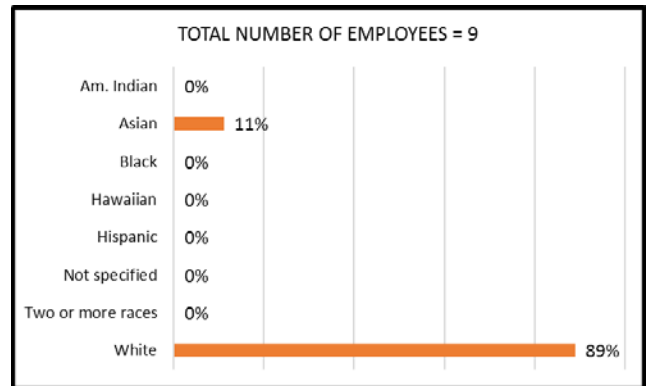
There were no promotions during this period.

Promotions by Race & Ethnicity (continued)

County Manager's Office



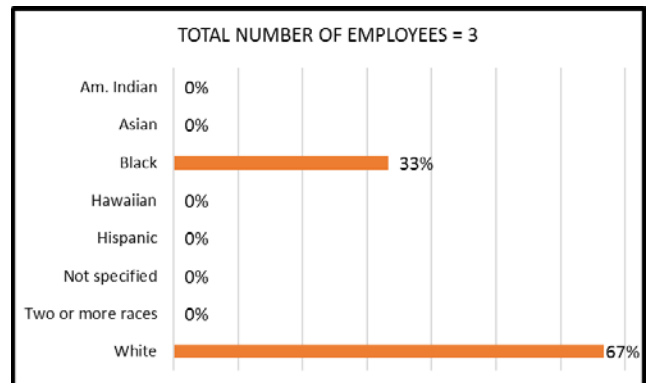
Emergency Communications



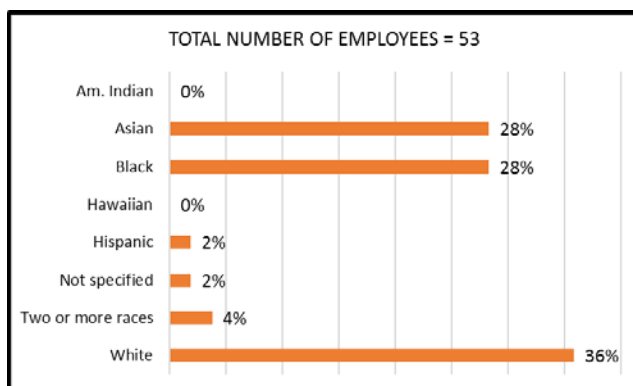
Emergency Management & Homeland Security

There were no promotions during this period.

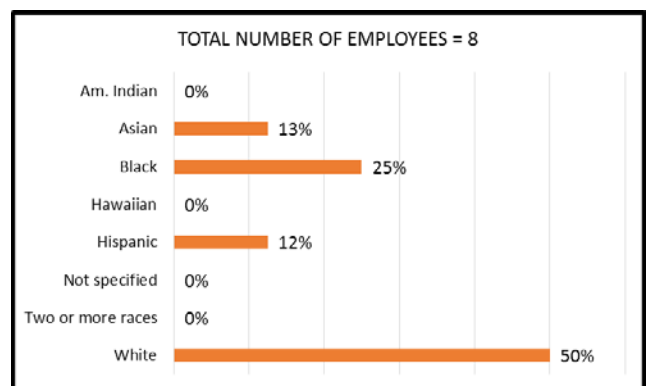
Finance



Financial Assistance Services



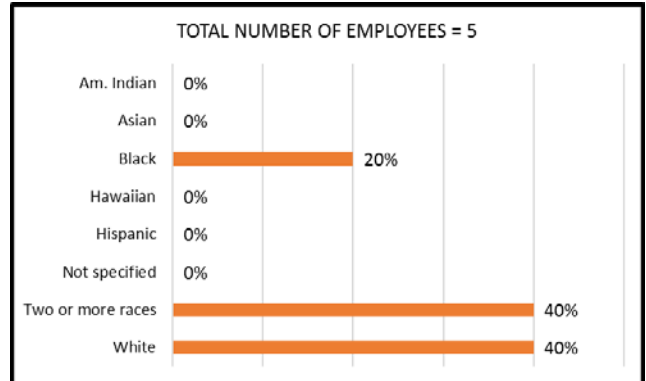
Health & Wellness Administration



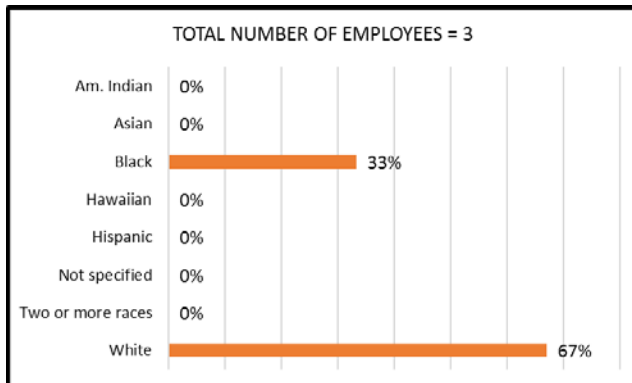
Healthcare Services - Lake Owasso Residence



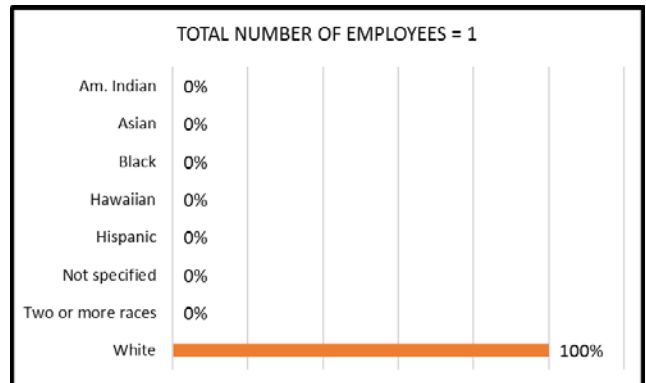
Healthcare Services - Ramsey County Care Center



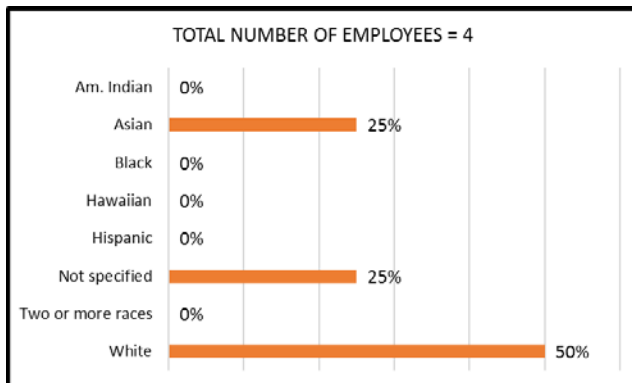
Human Resources



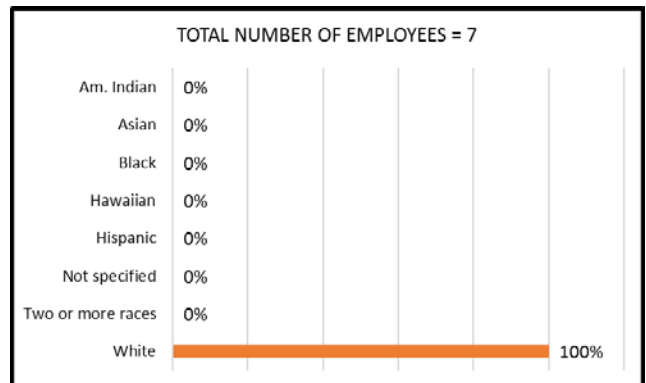
Information & Public Records Division



Information Services

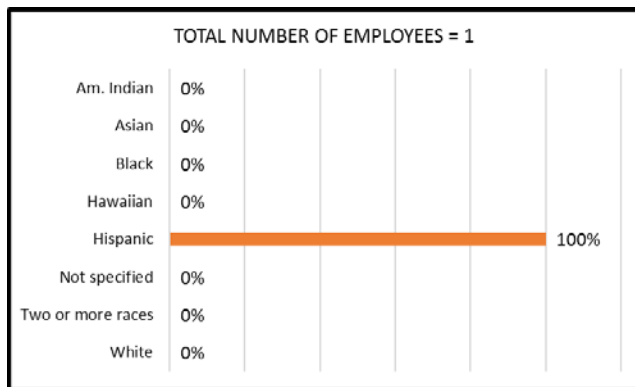


Library

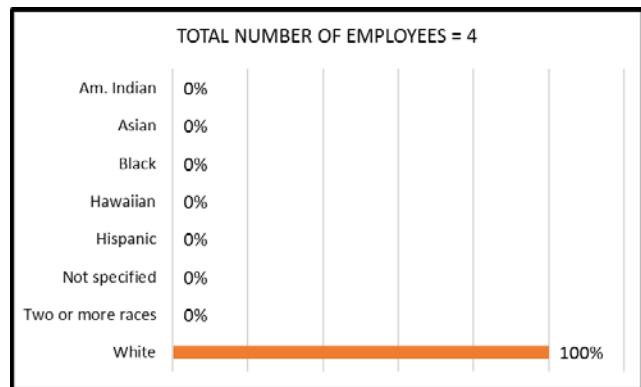


Promotions by Race & Ethnicity (continued)

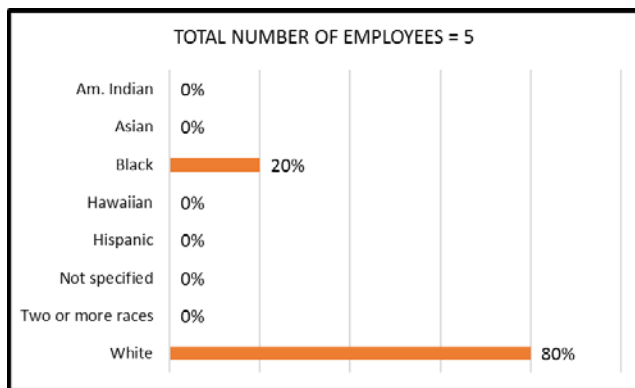
Medical Examiner's Office



Parks & Recreation



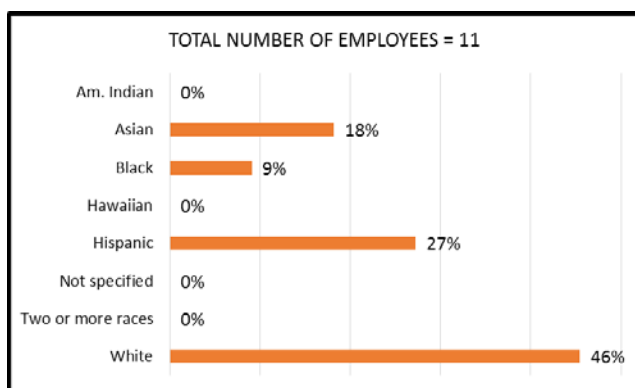
Property Management



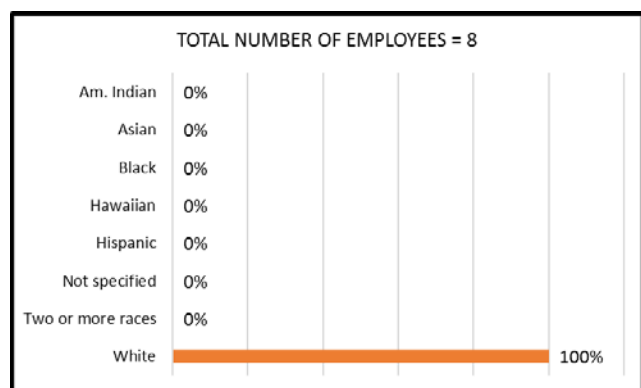
Property Tax, Records & Elections Services

There were no promotions during this period.

Public Health



Public Works

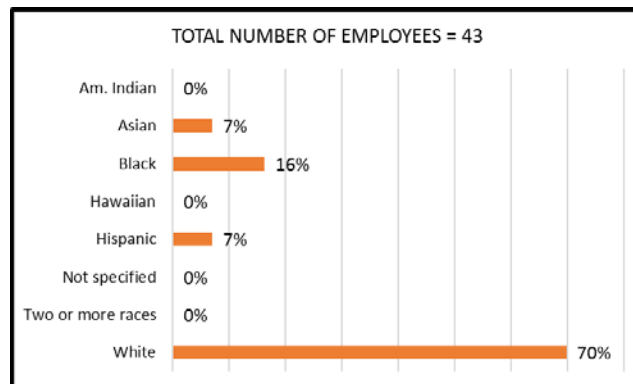


Promotions by Race & Ethnicity (continued)

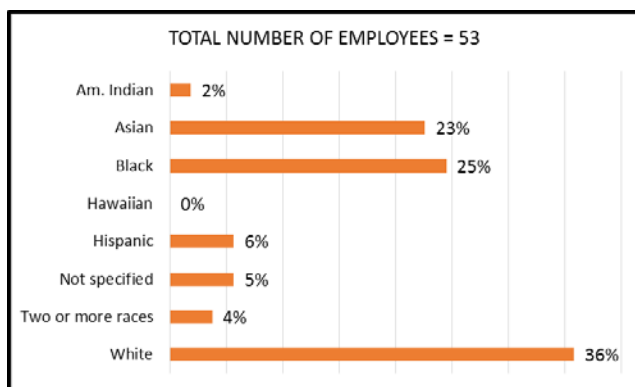
Regional Rail, Community & Economic Development

There were no promotions during this period.

Sheriff's Office



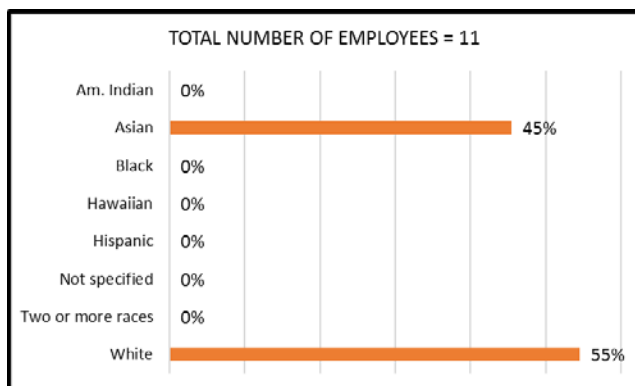
Social Services



Veterans Services

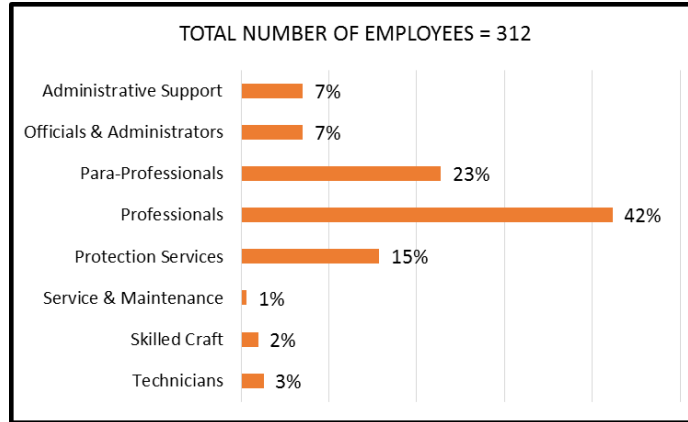
There were no promotions during this period.

Workforce Solutions

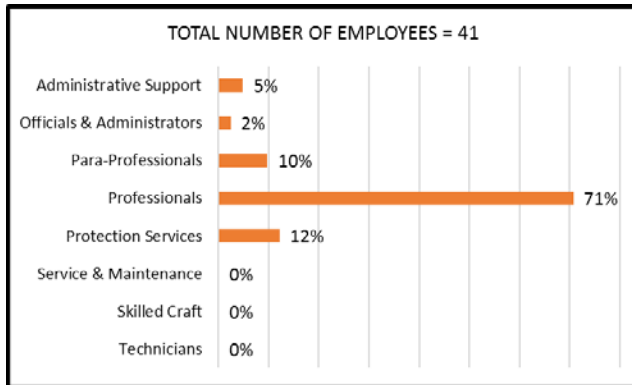


Promotions by Department
by EEO-4 Category
from January 1 to December 31, 2017

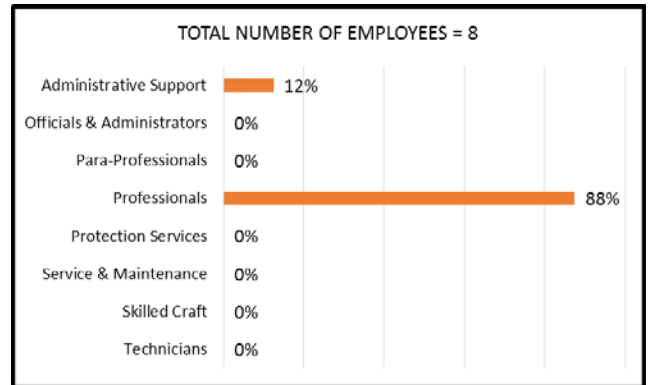
All Ramsey County



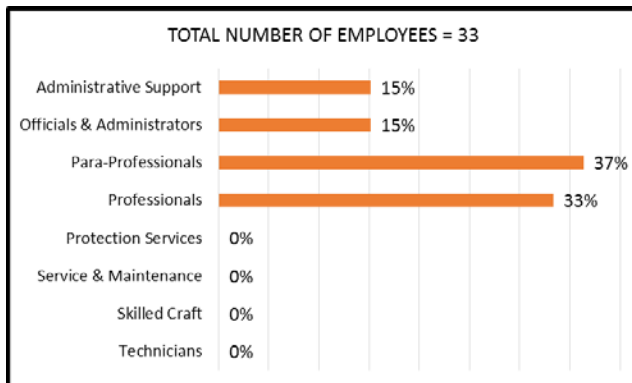
Community Corrections



County Assessor



County Attorney's Office

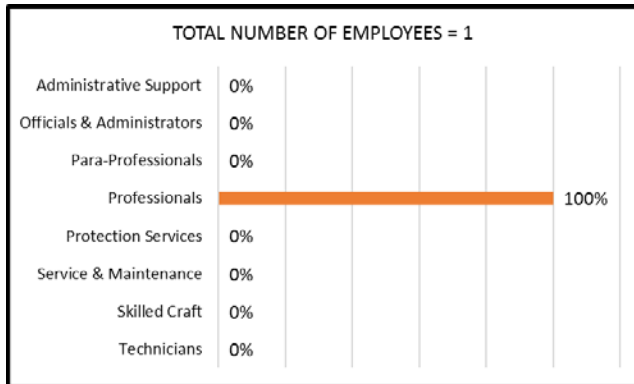


County Board Office

There were no promotions during this period.

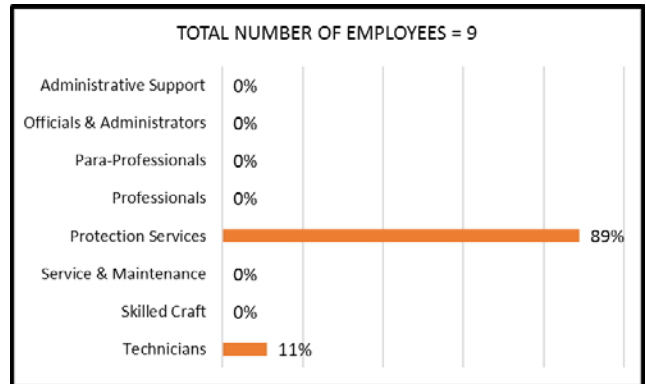
Promotions by EEO-4 Category (continued)

County Manager’s Office

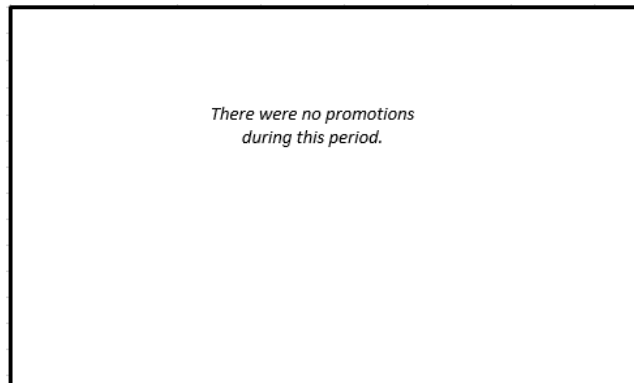


Total number of employees does not include elected officials.

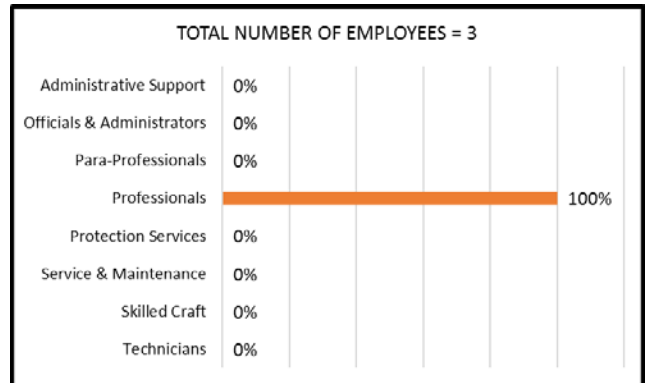
Emergency Communications



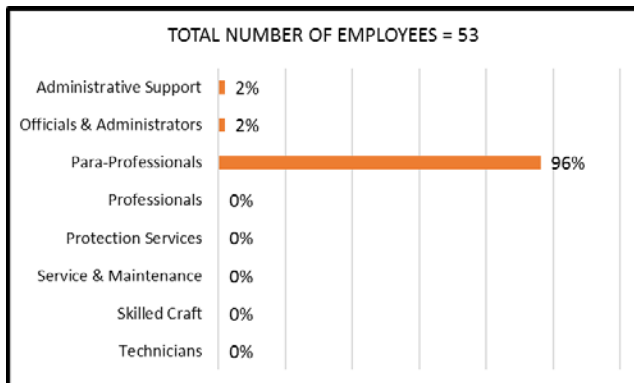
Emergency Management & Homeland Security



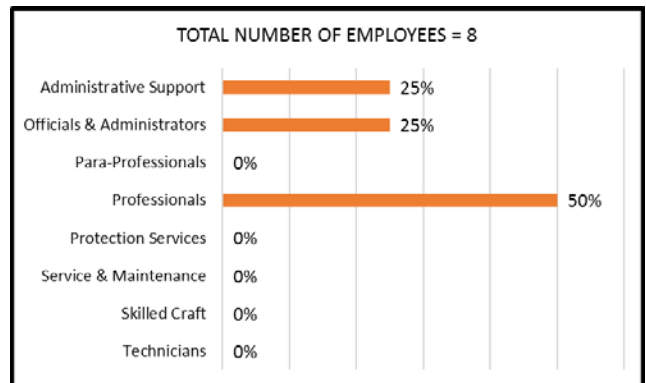
Finance



Financial Assistance Services



Health & Wellness Administration

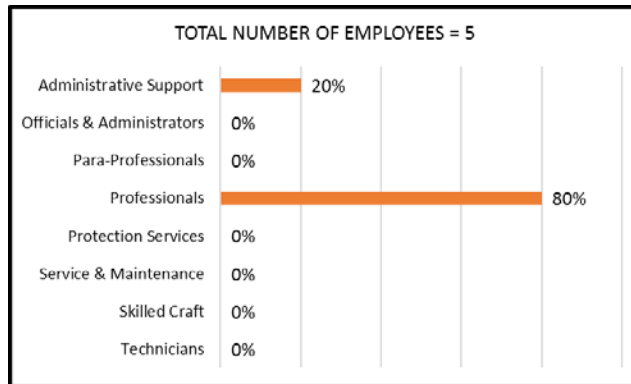


Promotions by EEO-4 Category (continued)

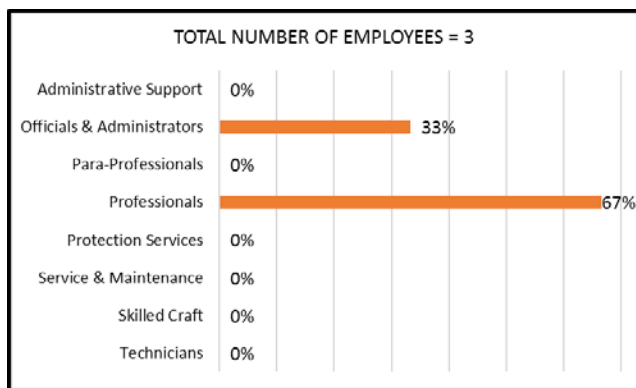
Healthcare Services - Lake Owasso Residence

There were no promotions during this period.

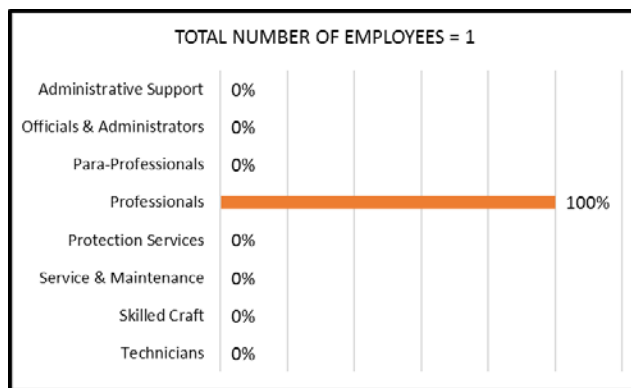
Healthcare Services - Ramsey County Care Center



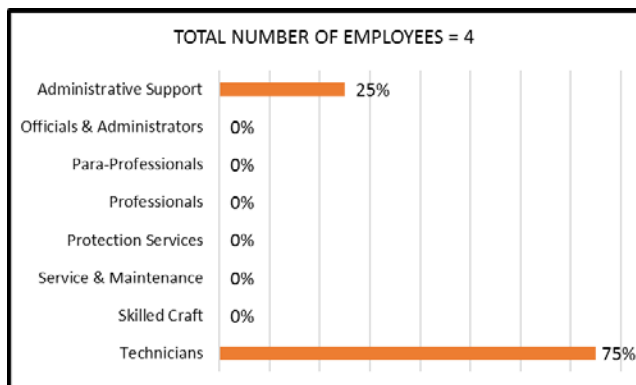
Human Resources



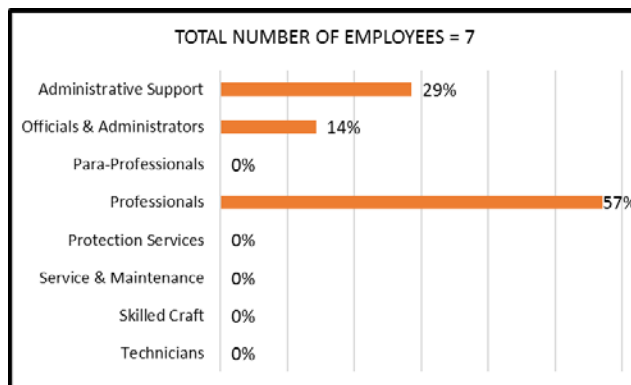
Information & Public Records Division



Information Services

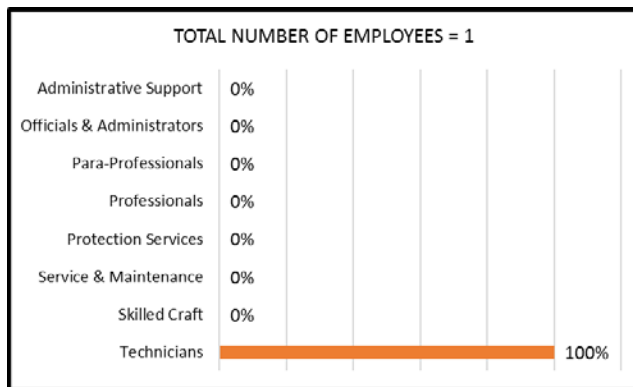


Library

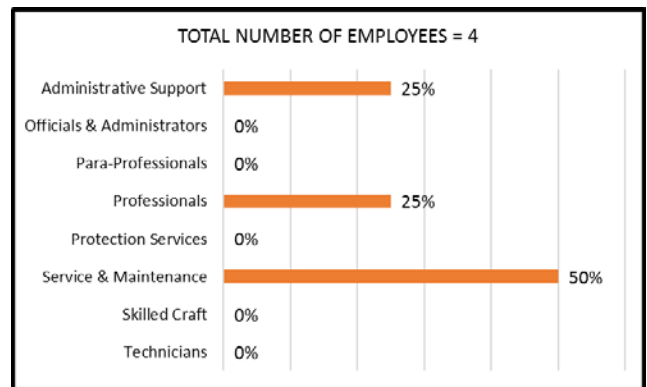


Promotions by EEO-4 Category (continued)

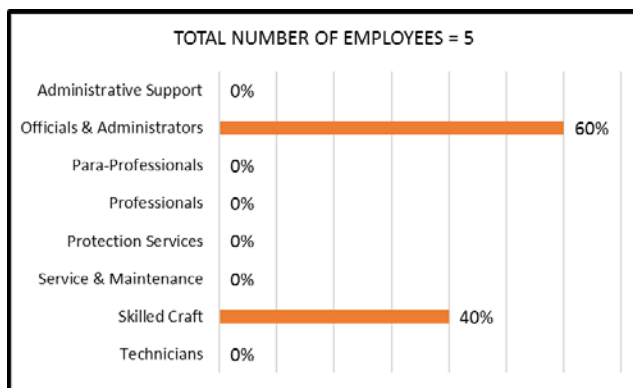
Medical Examiner's Office



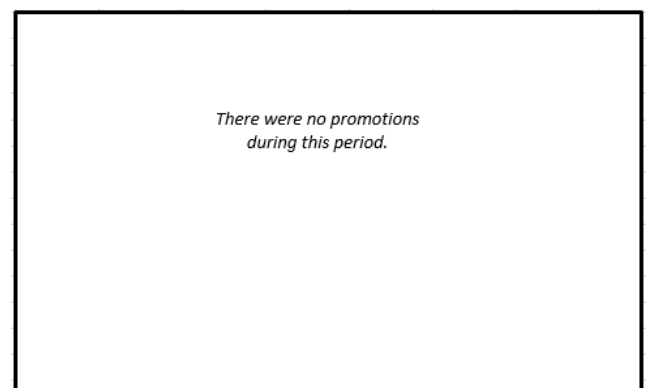
Parks & Recreation



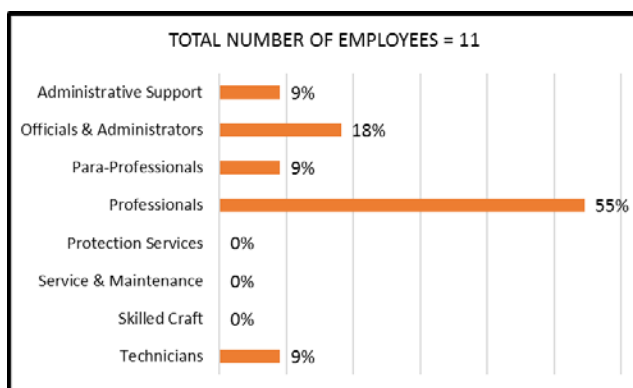
Property Management



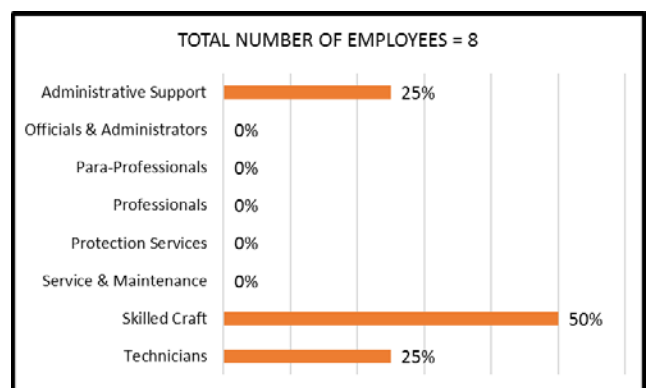
Property Tax, Records & Elections Services



Public Health

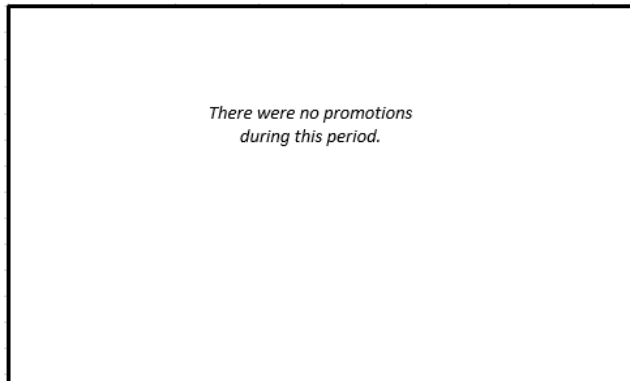


Public Works

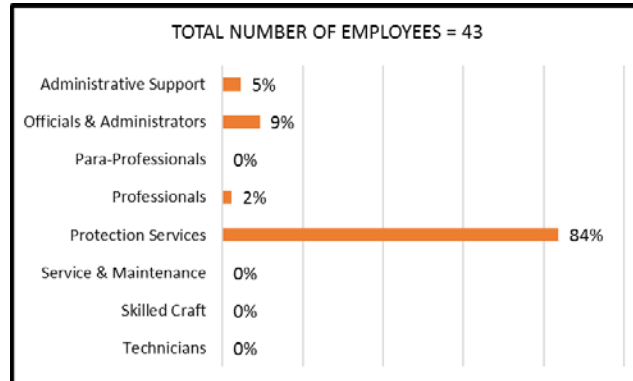


Promotions by EEO-4 Category (continued)

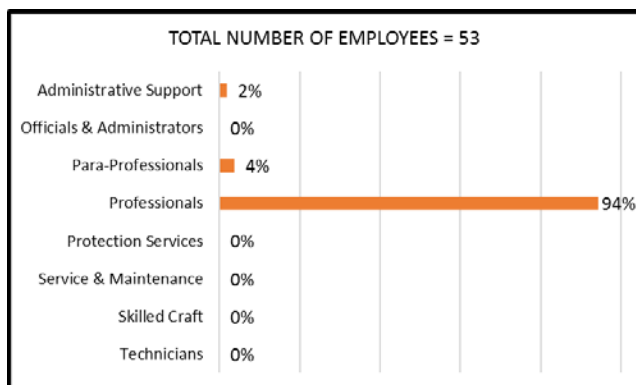
Regional Rail, Community & Economic Development



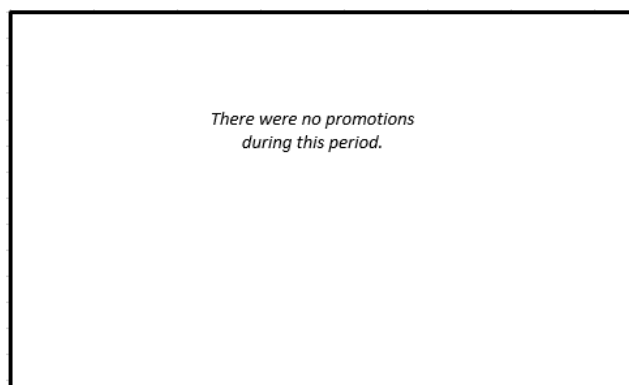
Sheriff's Office



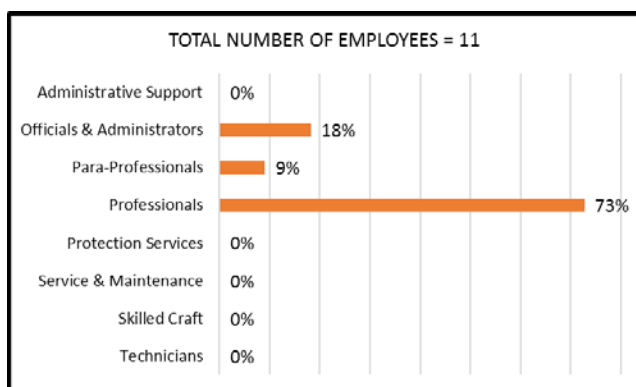
Social Services



Veterans Services

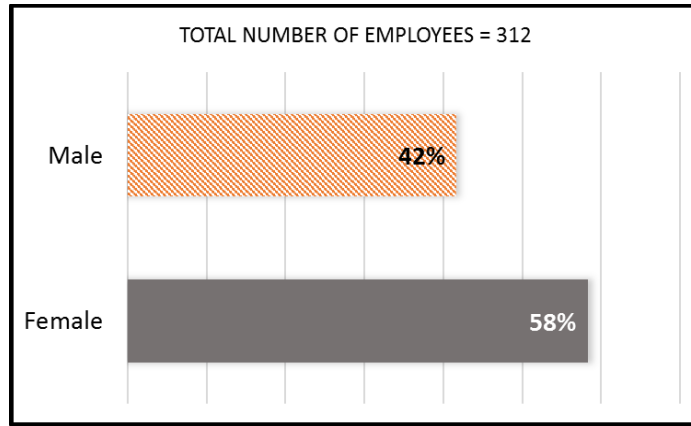


Workforce Solutions

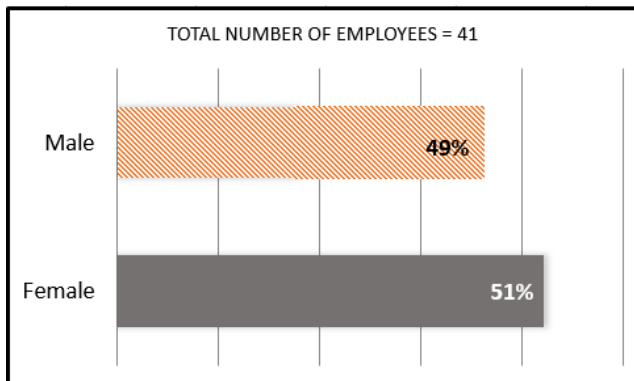


Promotions by Department
by Gender
from January 1 to December 31, 2017

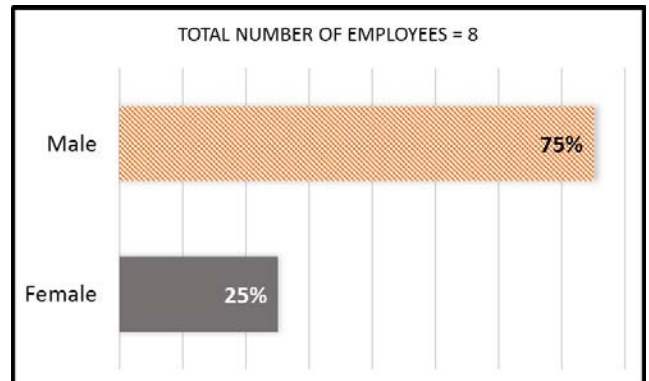
All Ramsey County



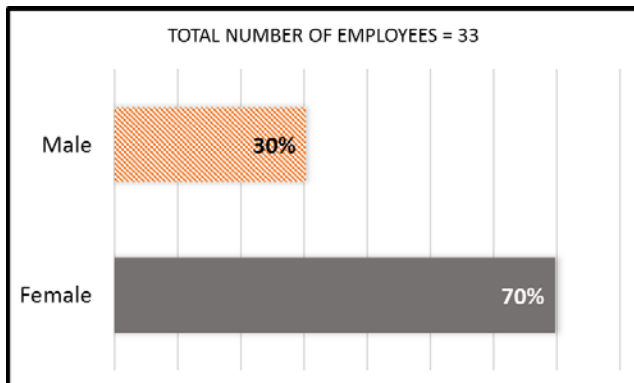
Community Corrections



County Assessor



County Attorney's Office

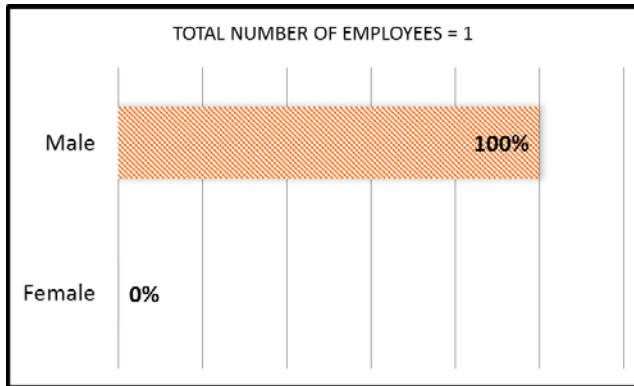


County Board Office

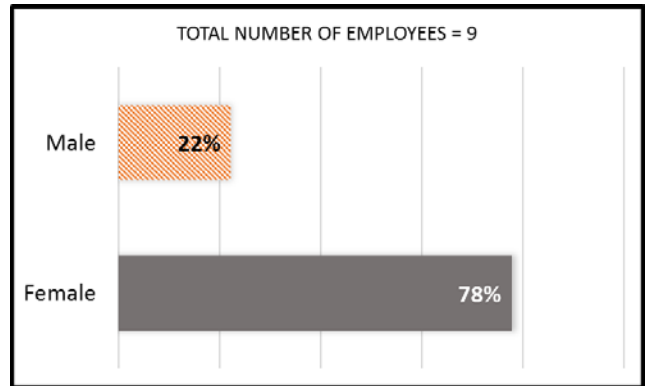
There were no promotions during this period.

Promotions by Gender Category (continued)

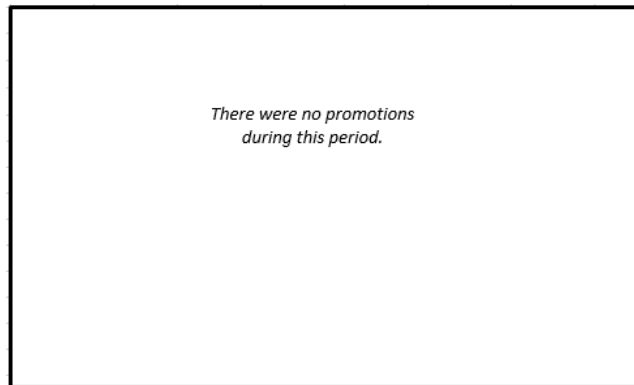
County Manager's Office



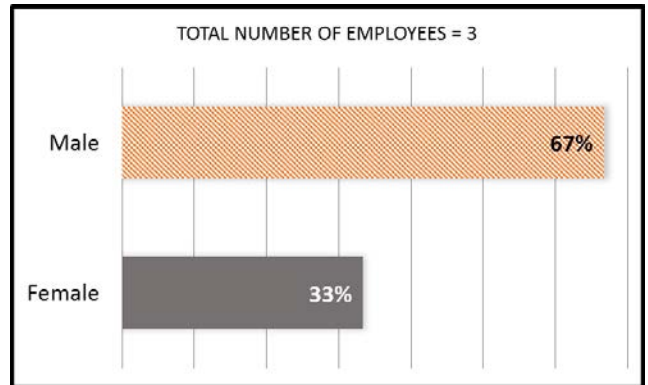
Emergency Communications



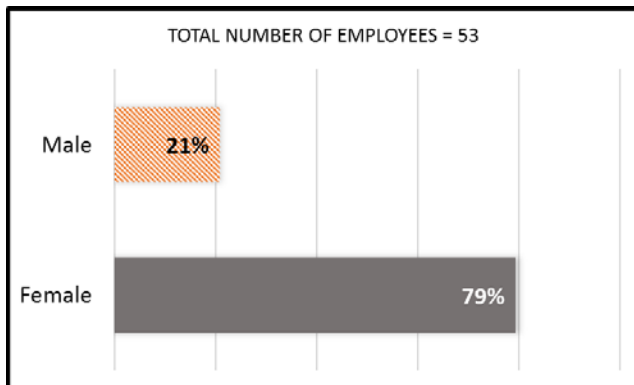
Emergency Management & Homeland Security



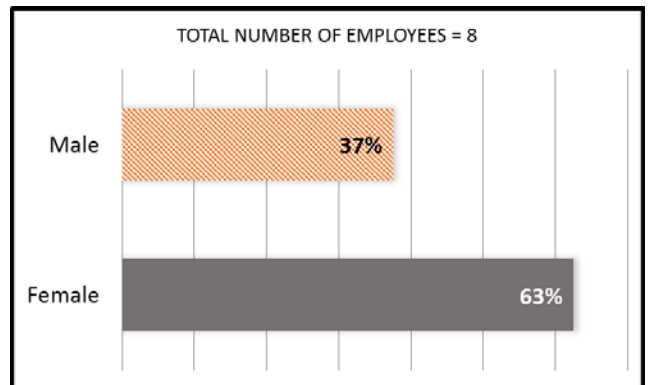
Finance



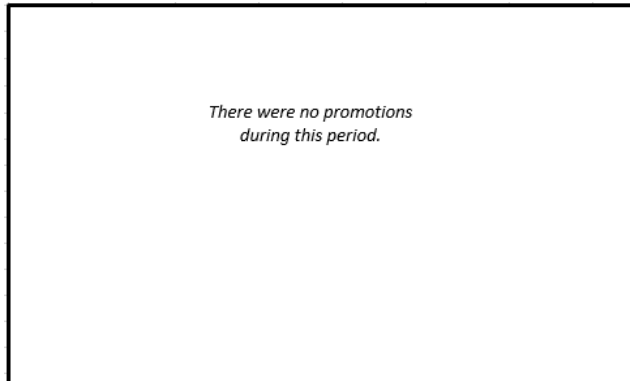
Financial Assistance Services



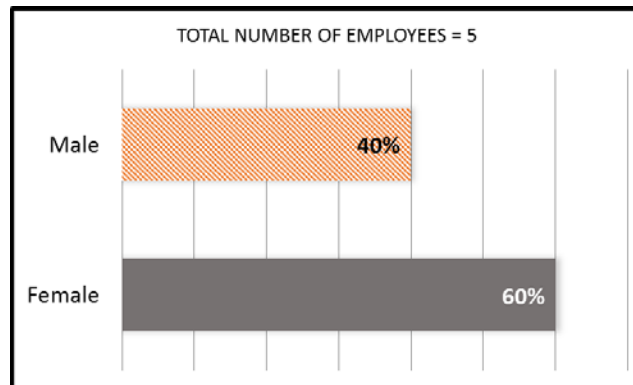
Health & Wellness Administration



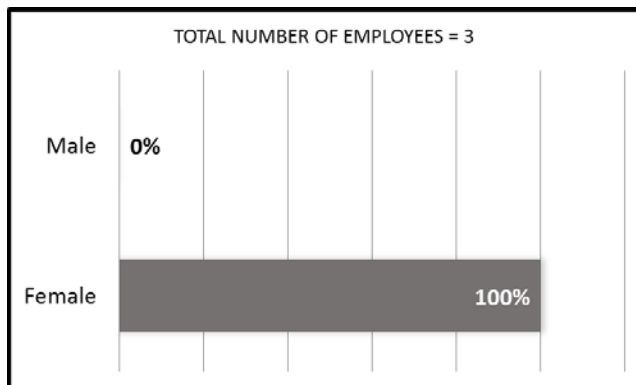
Healthcare Services - Lake Owasso Residence



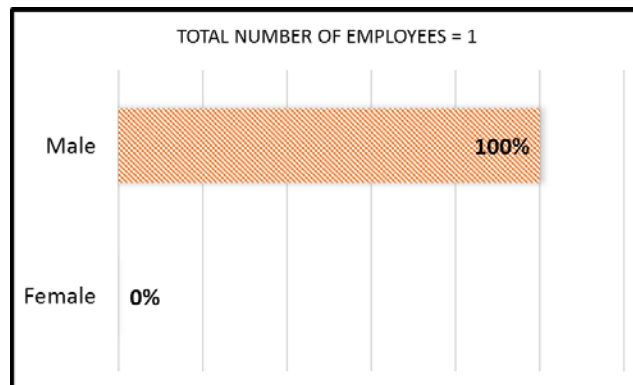
Healthcare Services - Ramsey County Care Center



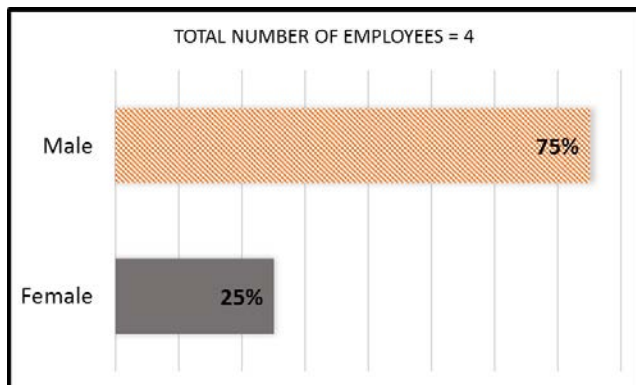
Human Resources



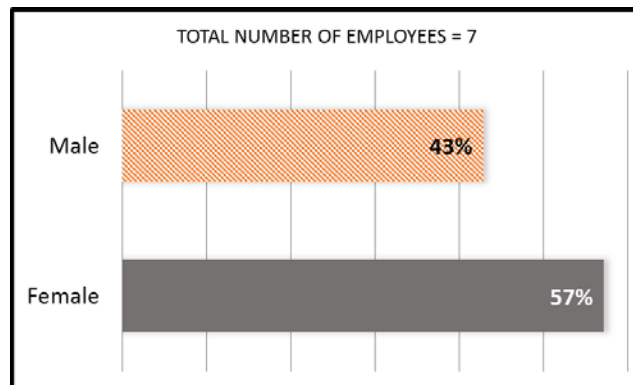
Information & Public Records Division



Information Services

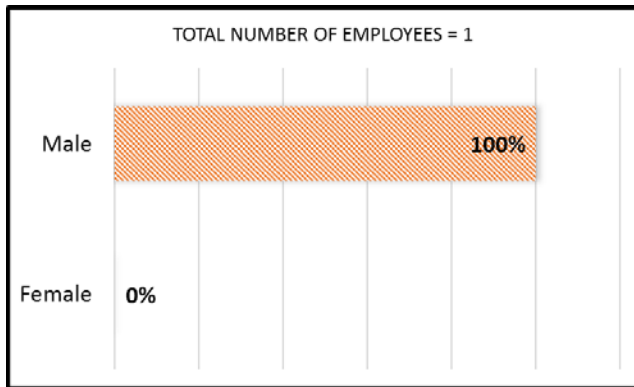


Library

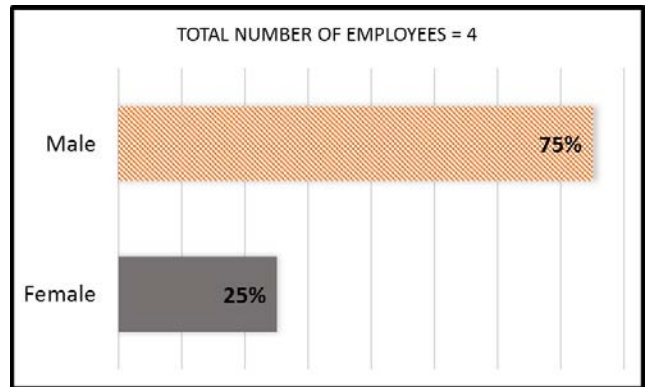


Promotions by Gender Category (continued)

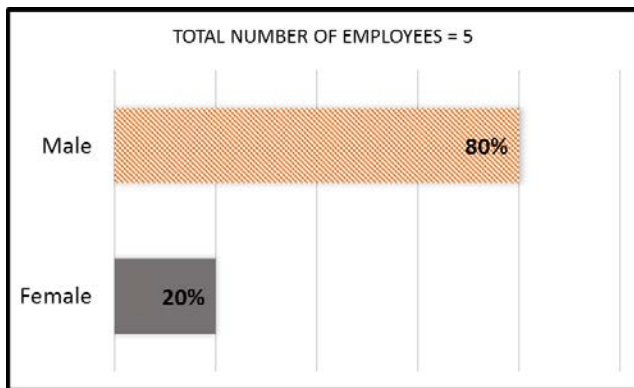
Medical Examiner's Office



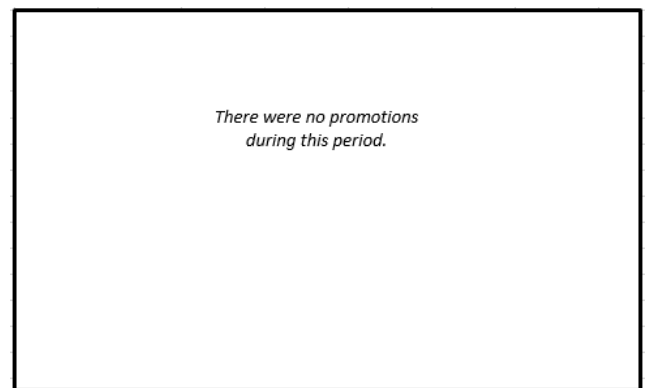
Parks & Recreation



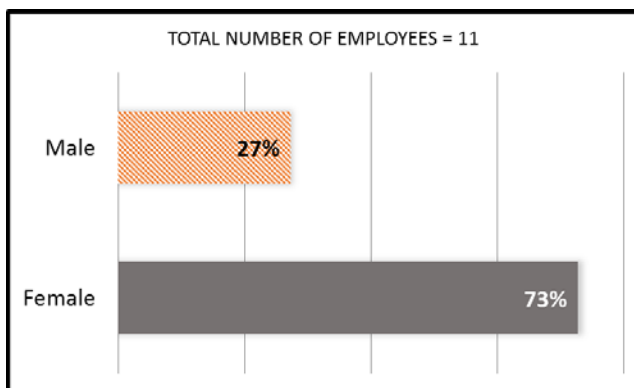
Property Management



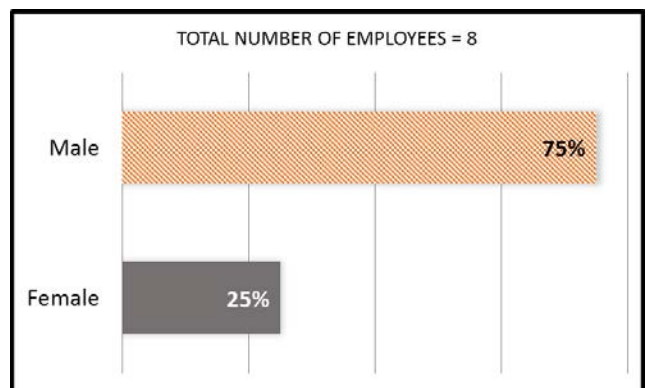
Property Tax, Records & Elections Services



Public Health



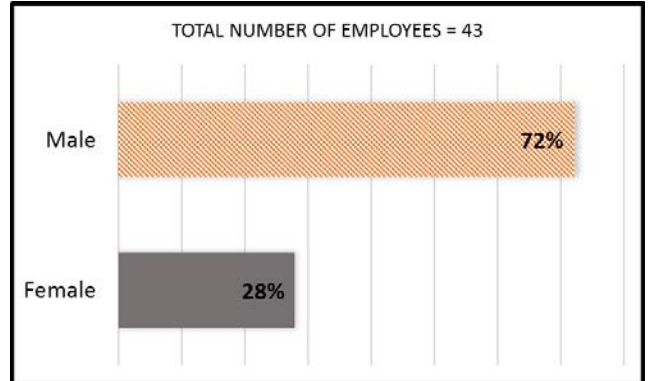
Public Works



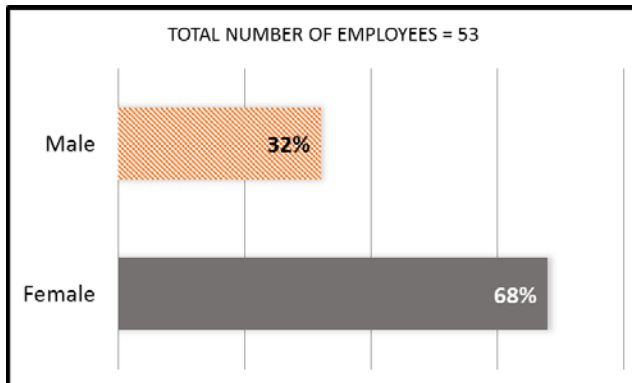
Regional Rail, Community & Economic Development



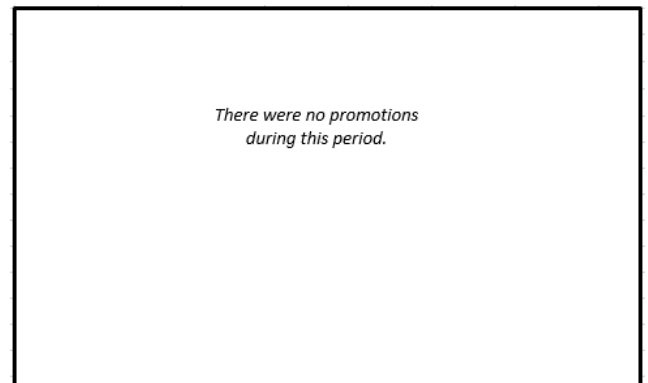
Sheriff's Office



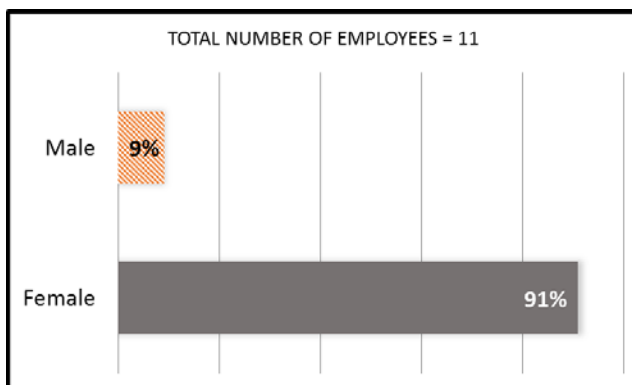
Social Services



Veterans Services



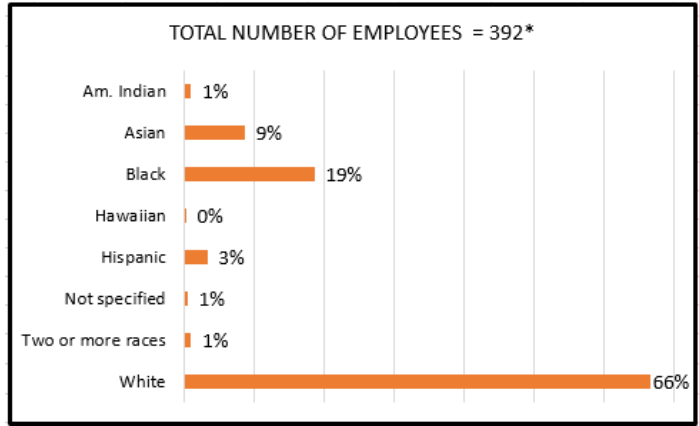
Workforce Solutions



Separations by Department

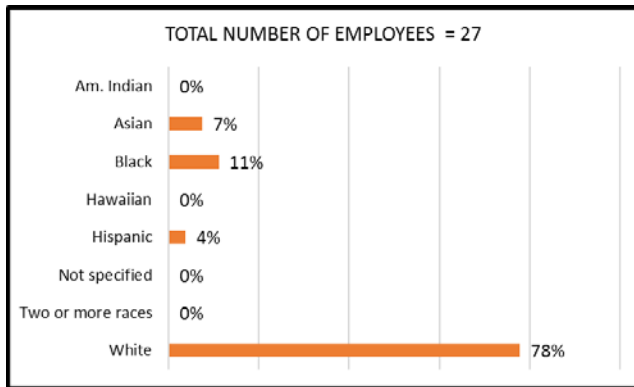
Separations by Department by Race & Ethnicity from January 1 to December 31, 2017

All Ramsey County

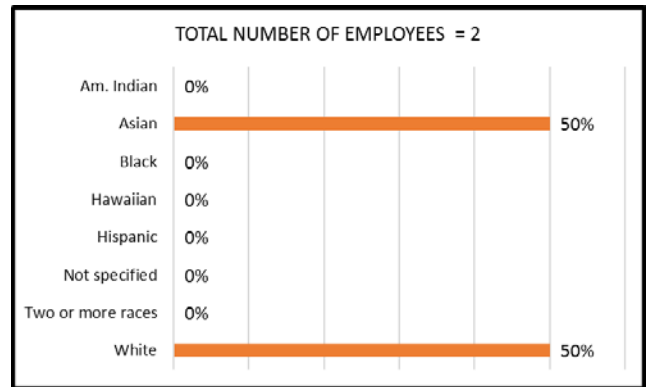


**Total number of separations is 392; EEO-4 Category totals 391 because it does not include elected officials, their principal assistants the County Attorney/Sheriff's immediate secretaries.*

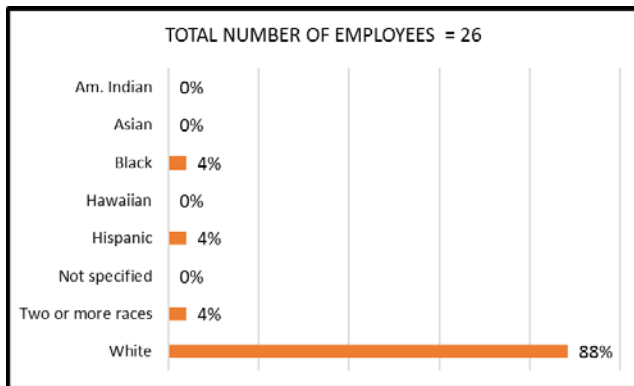
Community Corrections



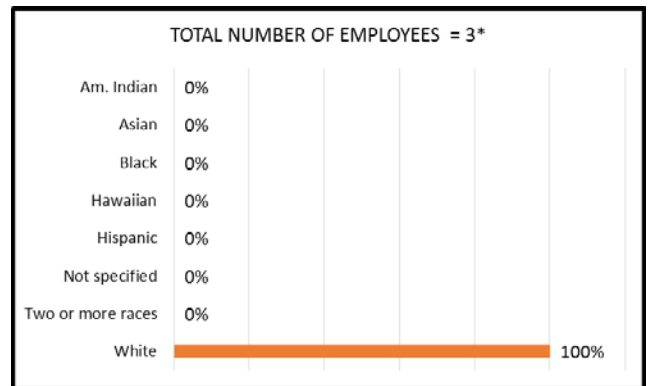
County Assessor



County Attorney's Office



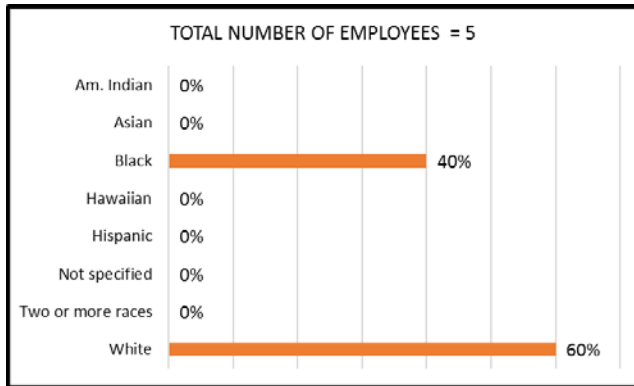
County Board Office



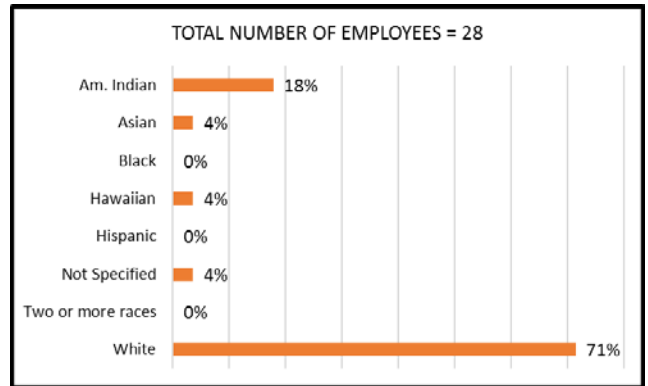
**Total number of separations includes 1 principal assistant, who is excluded from EEO-4 reporting.*

Separations by Race & Ethnicity (continued)

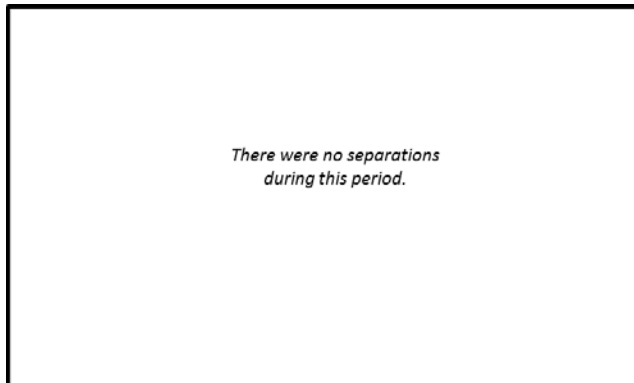
County Manager's Office



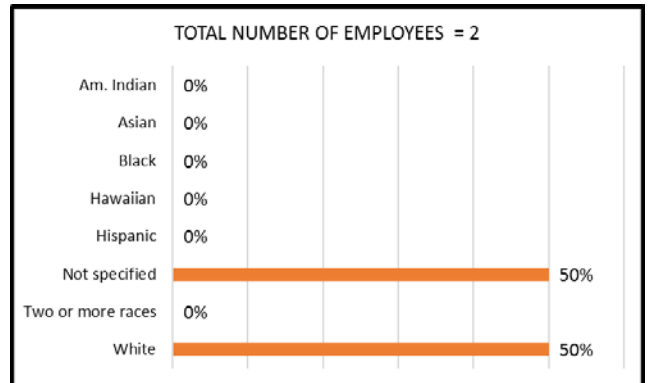
Emergency Communications



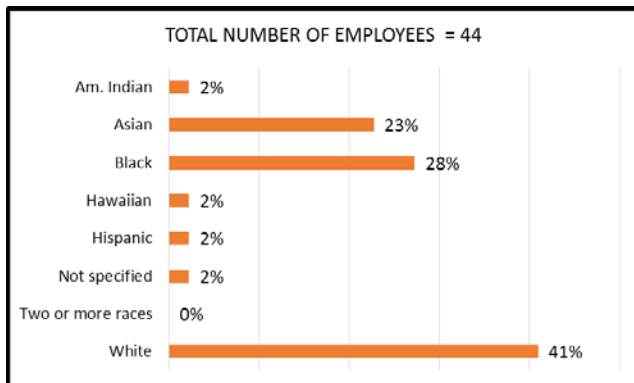
Emergency Management & Homeland Security



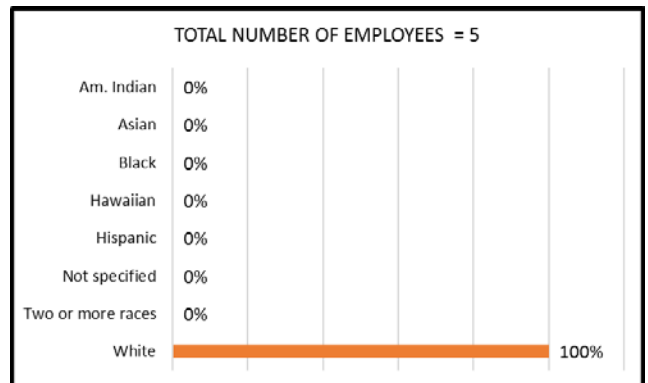
Finance



Financial Assistance Services

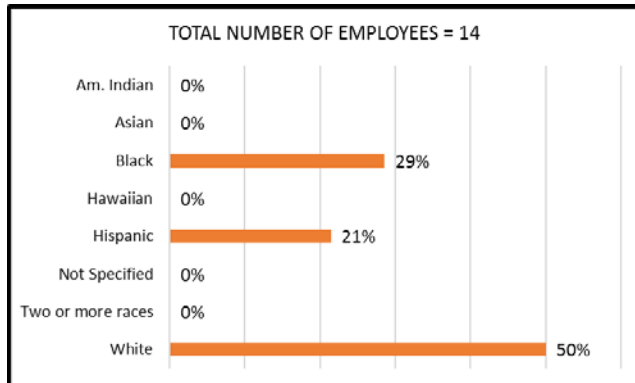


Health & Wellness Administration

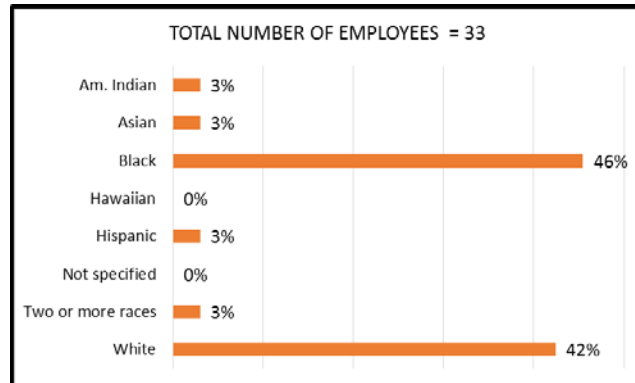


Separations by Race & Ethnicity (continued)

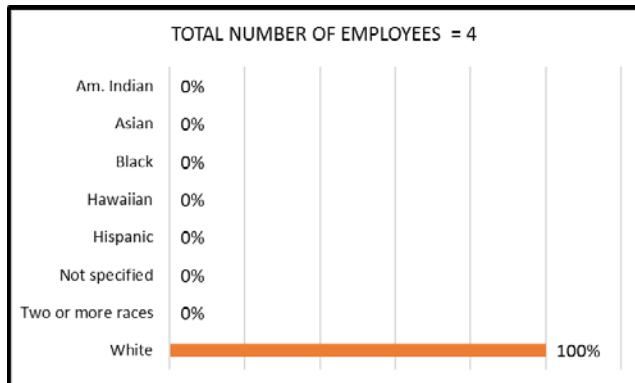
Healthcare Services - Lake Owasso Residence



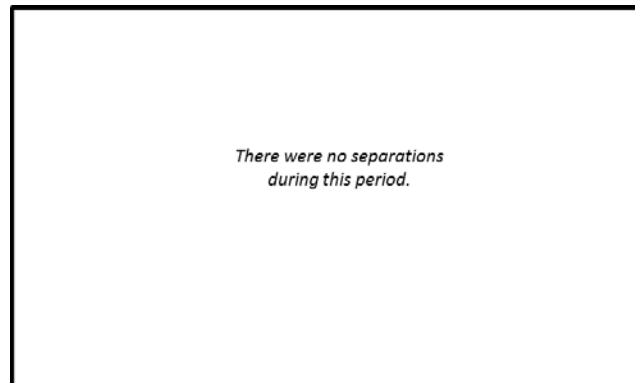
Healthcare Services - Ramsey County Care Center



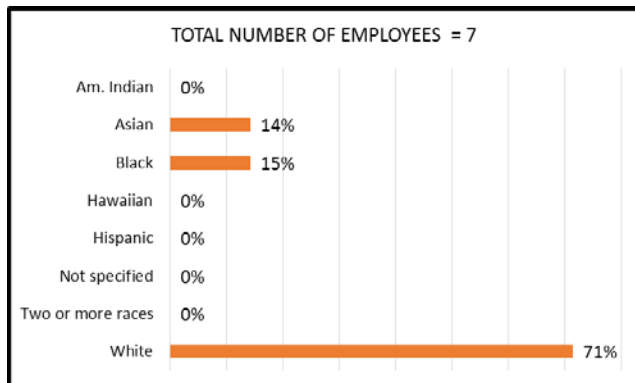
Human Resources



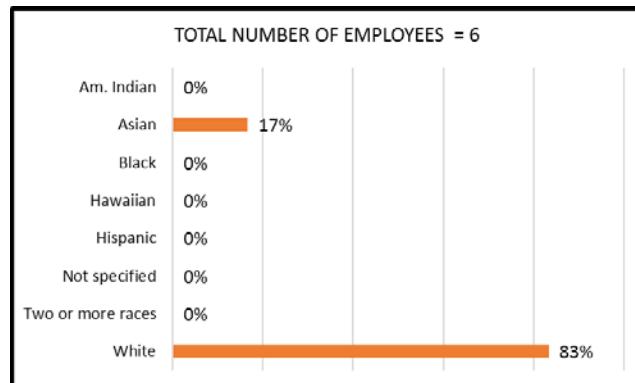
Information & Public Records Division



Information Services

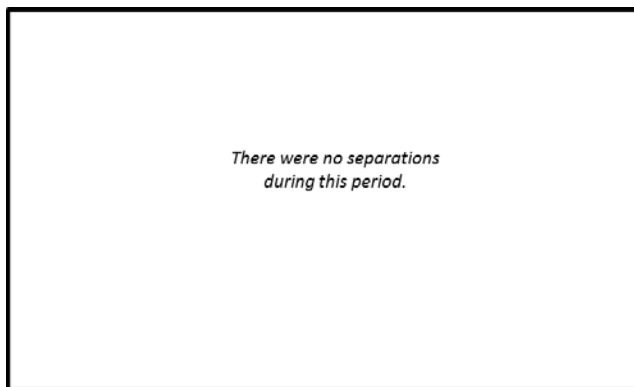


Library

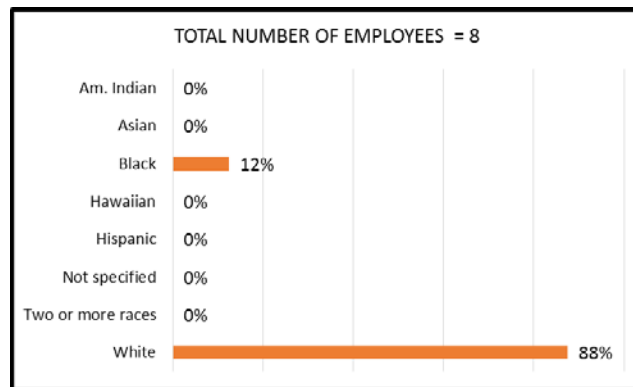


Separations by Race & Ethnicity (continued)

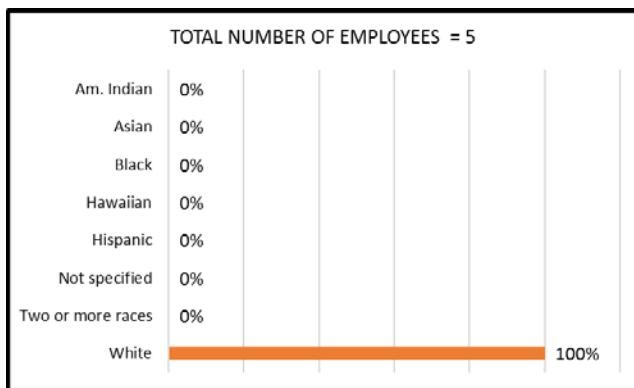
Medical Examiner's Office



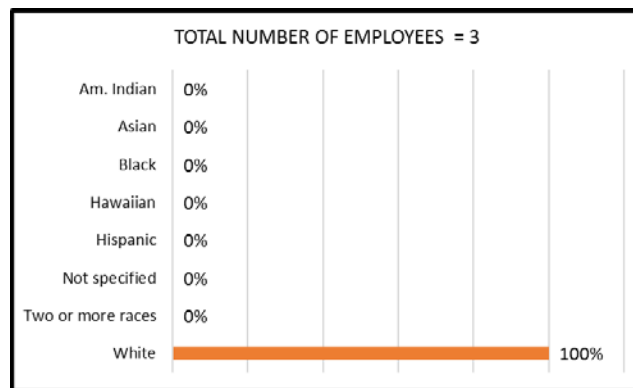
Parks & Recreation



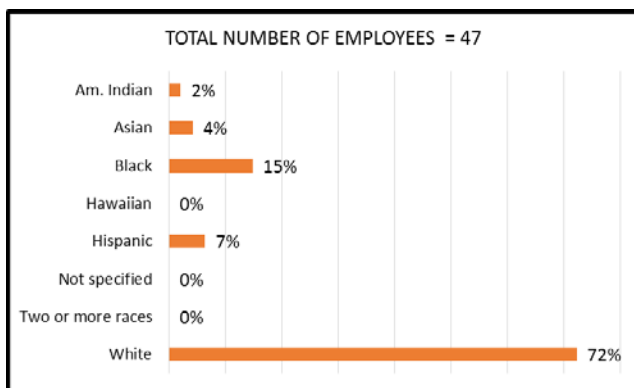
Property Management



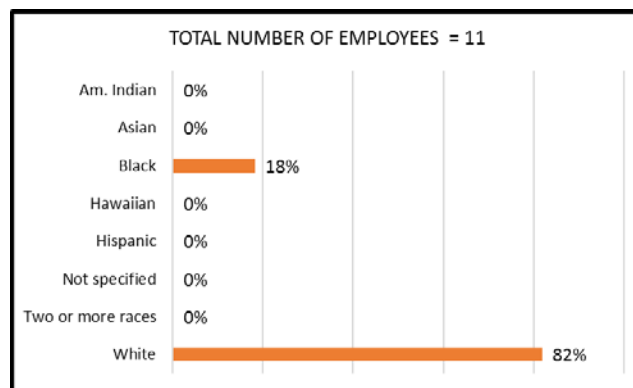
Property Tax, Records & Elections Services



Public Health

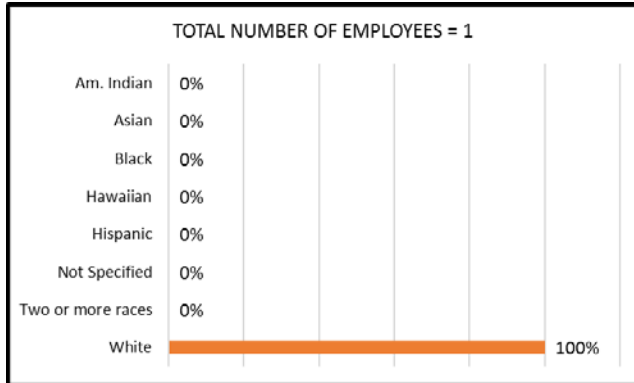


Public Works

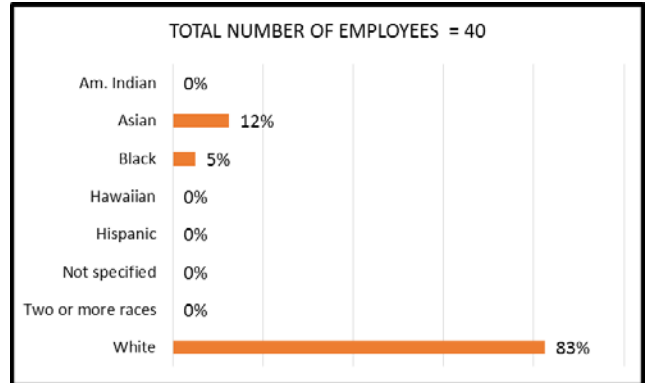


Separations by Race & Ethnicity (continued)

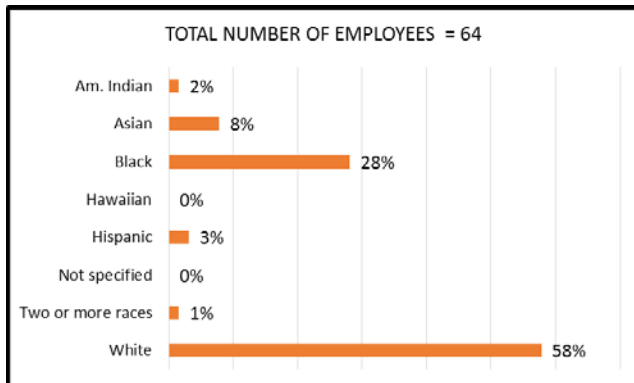
Regional Rail, Community & Economic Development



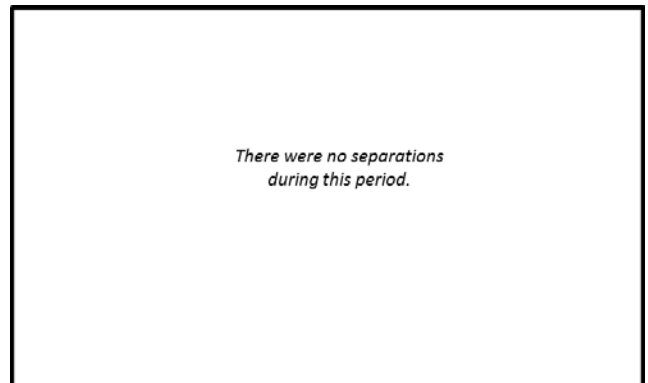
Sheriff's Office



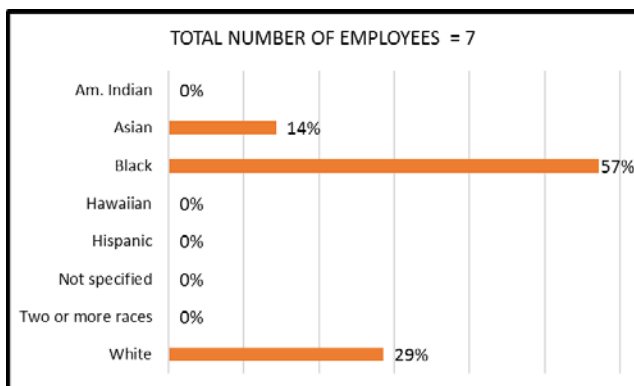
Social Services



Veterans Services

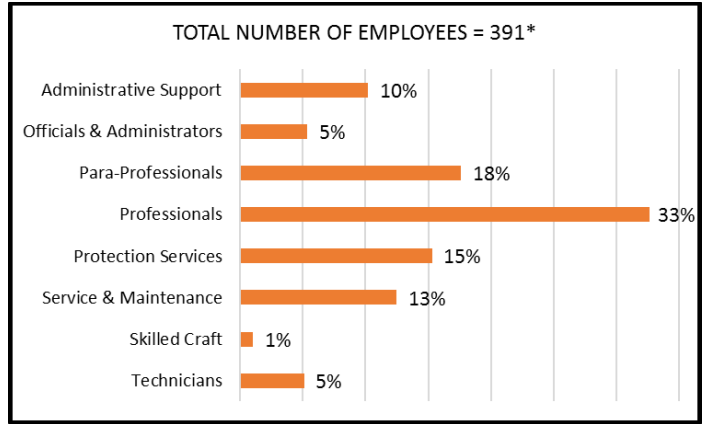


Workforce Solutions



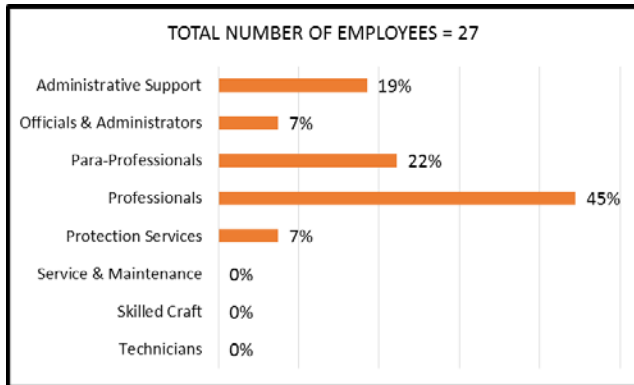
Employees by Separation by EEO-4 Category from January 1 to December 31, 2017

All Ramsey County

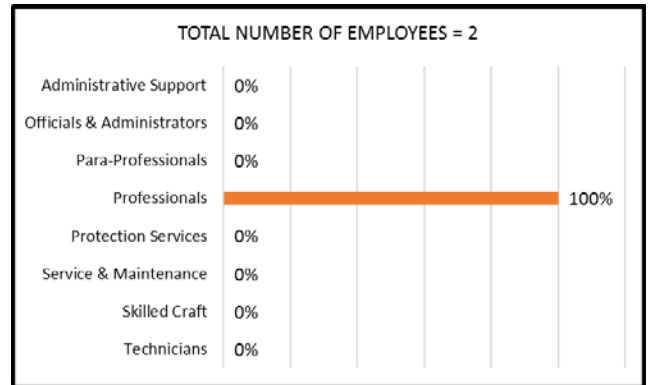


**Total number of new hires is 392; EEO-4 Category totals 391 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.*

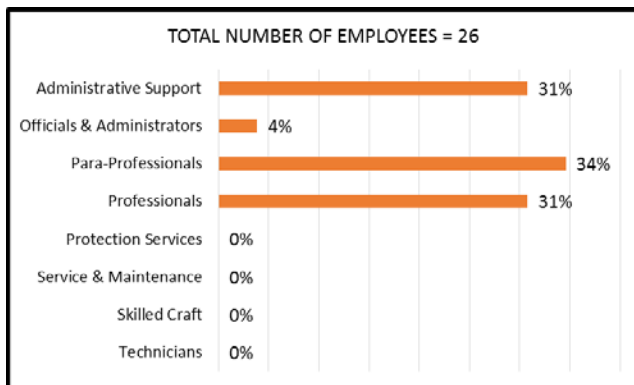
Community Corrections



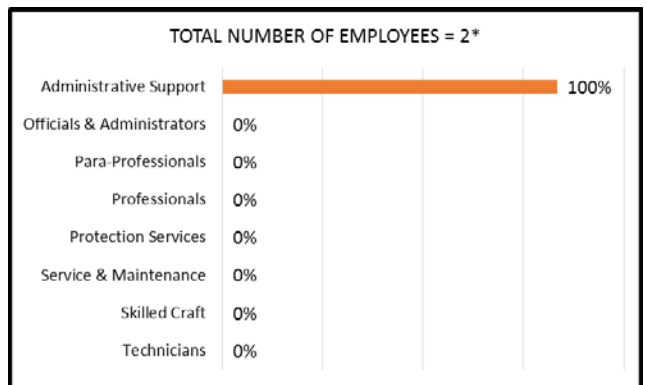
County Assessor



County Attorney's Office



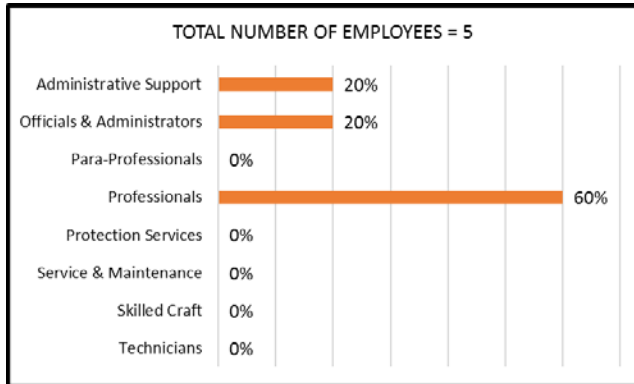
County Board Office



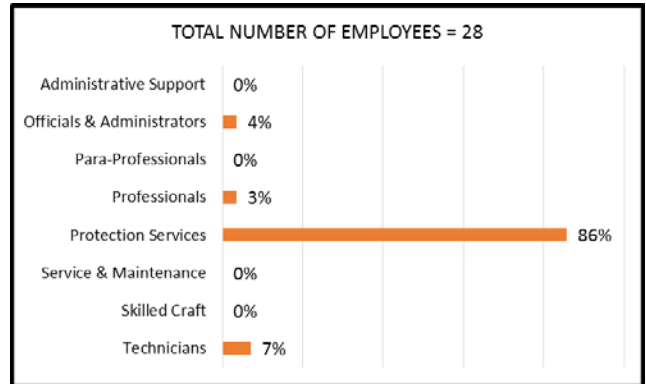
**Total number of separations includes 1 principal assistant, who is excluded from EEO-4 reporting.*

Separation by EEO4 Category (continued)

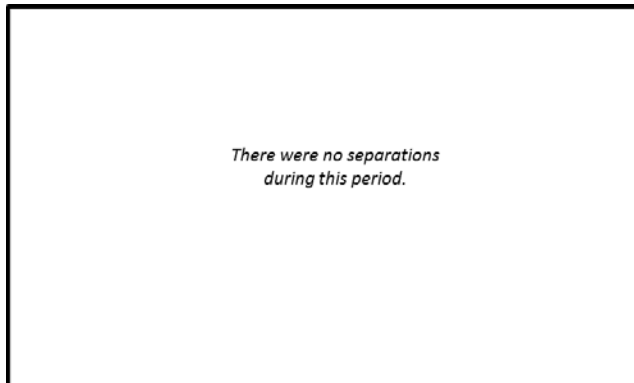
County Manager’s Office



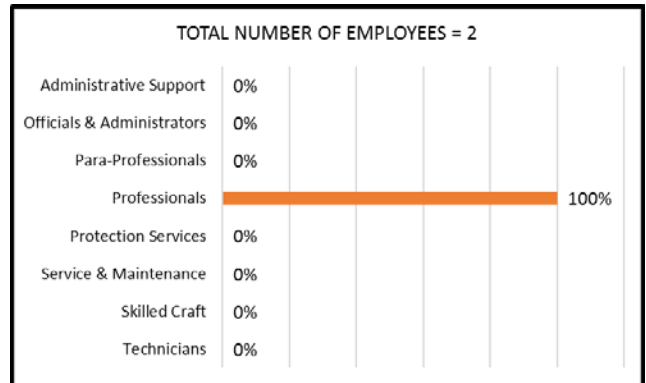
Emergency Communications



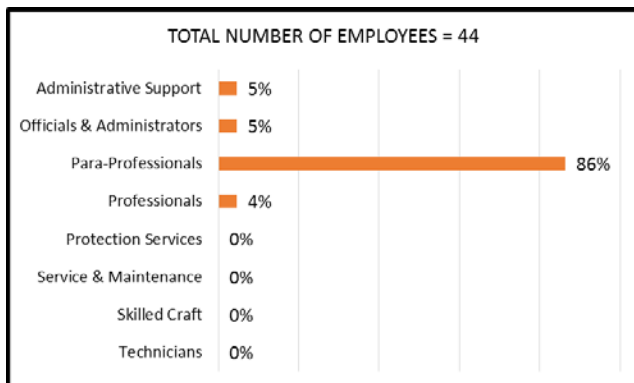
Emergency Management & Homeland Security



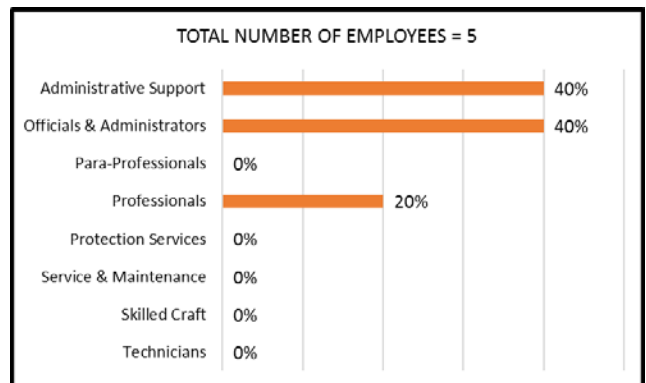
Finance



Financial Assistance Services

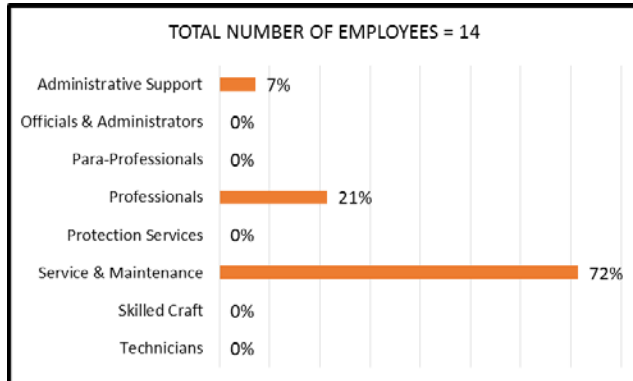


Health & Wellness Administration

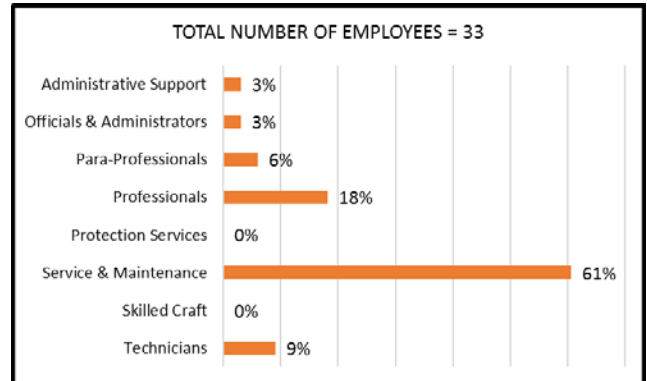


Separation by EEO4 Category (continued)

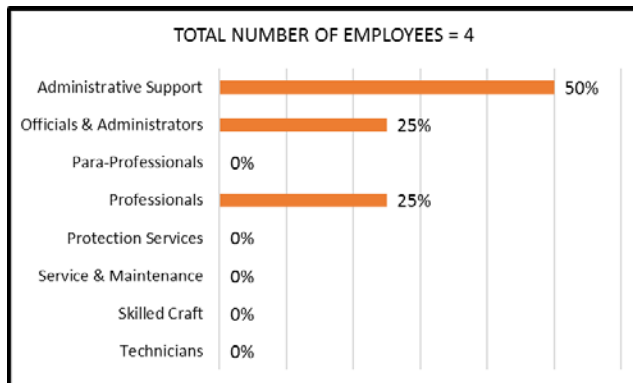
Healthcare Services – Lake Owasso Residence



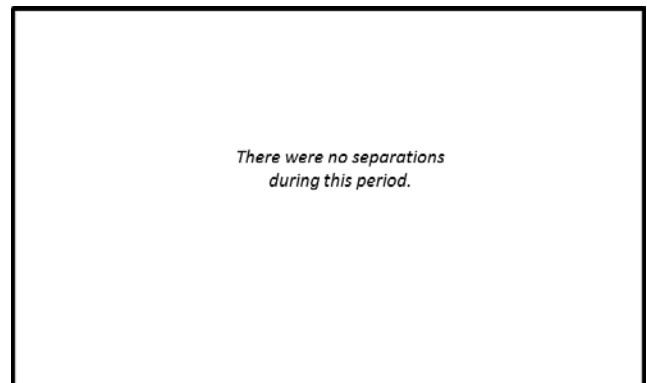
Healthcare Services - Ramsey County Care Center



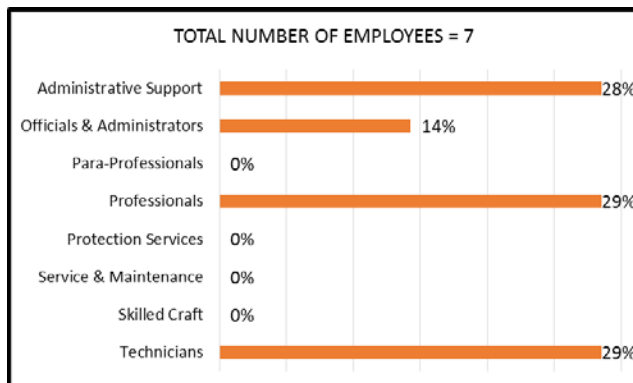
Human Resources



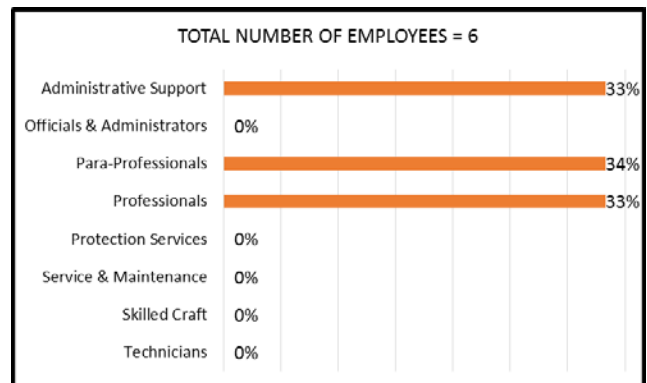
Information & Public Records Division



Information Services

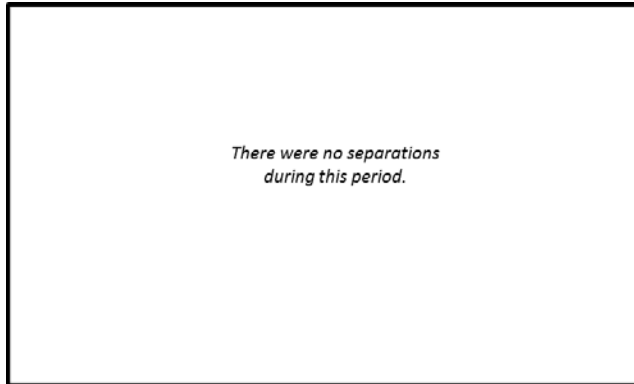


Library

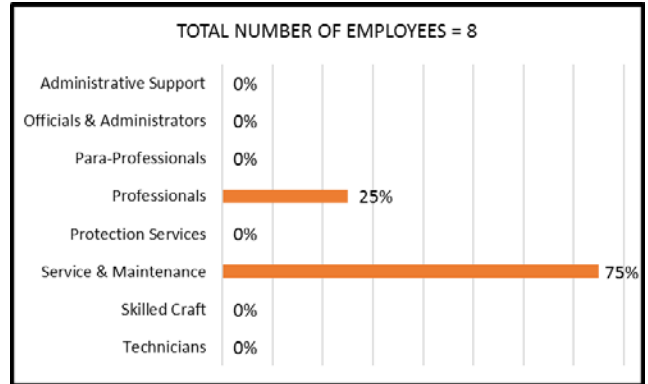


Separation by EEO4 Category (continued)

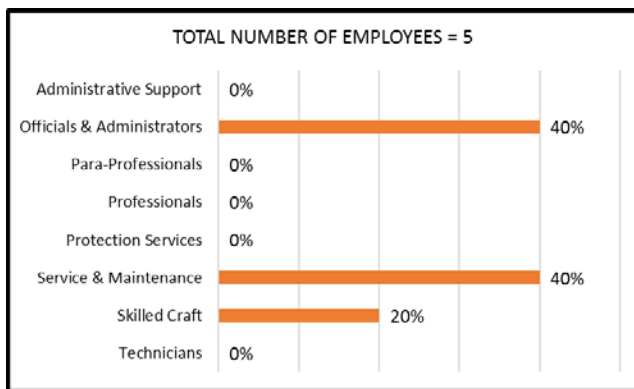
Medical Examiner’s Office



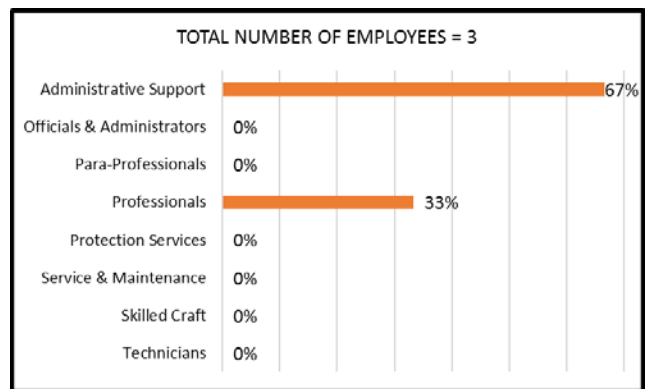
Parks & Recreation



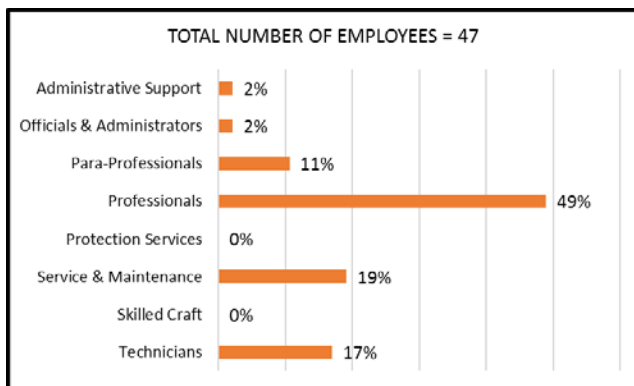
Property Management



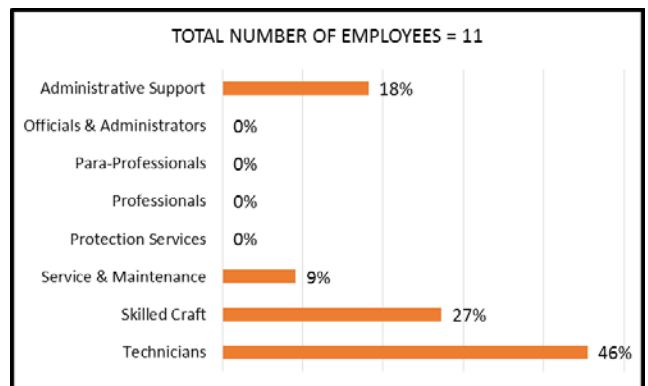
Property Tax, Records & Elections Services



Public Health

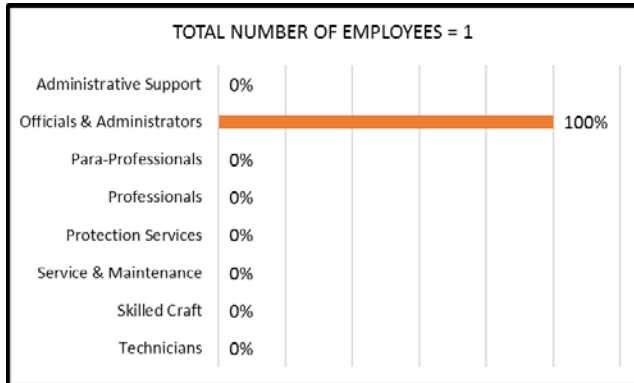


Public Works

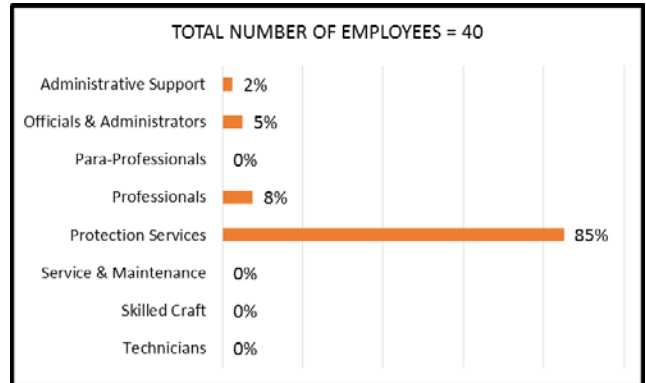


Separation by EEO4 Category (continued)

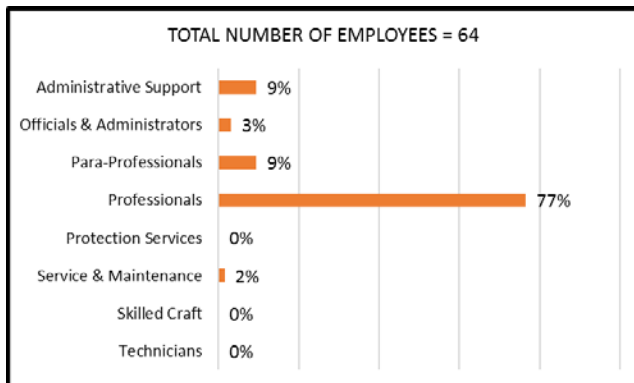
Regional Rail, Community & Economic Development



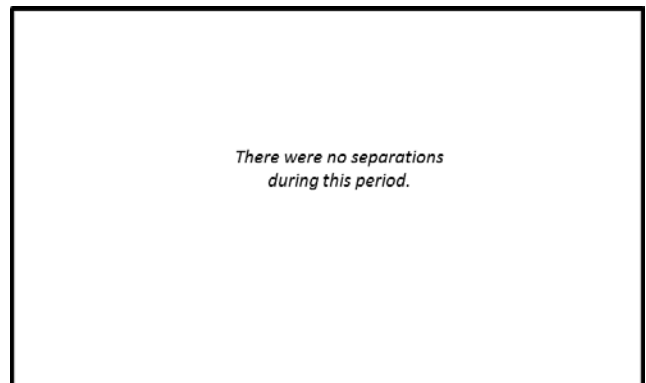
Sheriff's Office



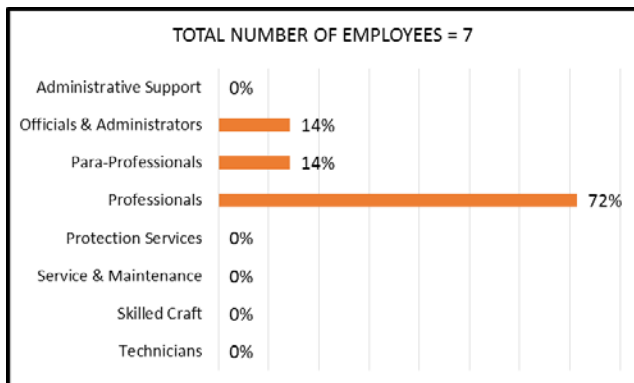
Social Services



Veterans Services

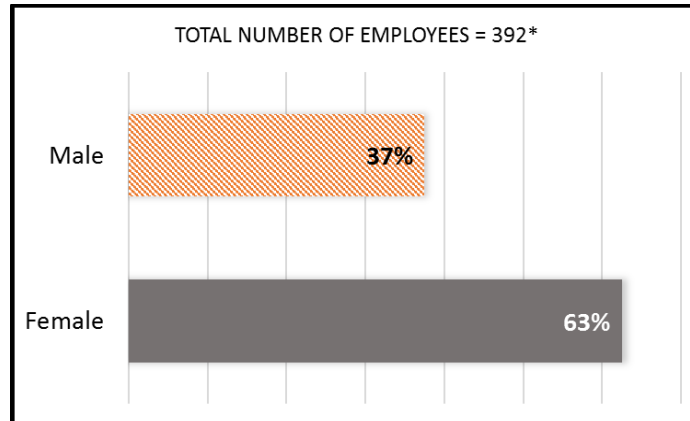


Workforce Solutions



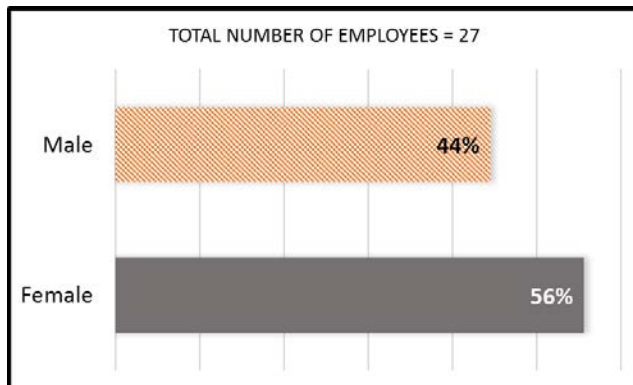
Employees by Separation
by Gender
from January 1 to December 31, 2017

All Ramsey County

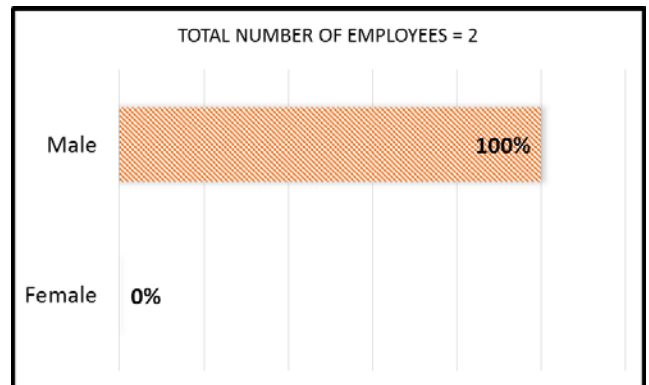


**Total number of new hires is 392; EEO-4 Category totals 391 because it does not include elected officials, their principal assistants the County Attorney/Sheriff's immediate secretaries.*

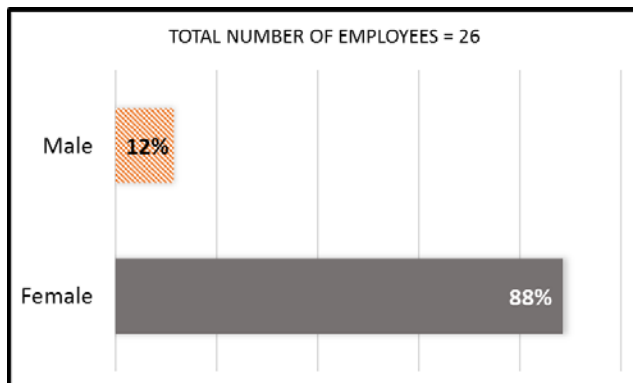
Community Corrections



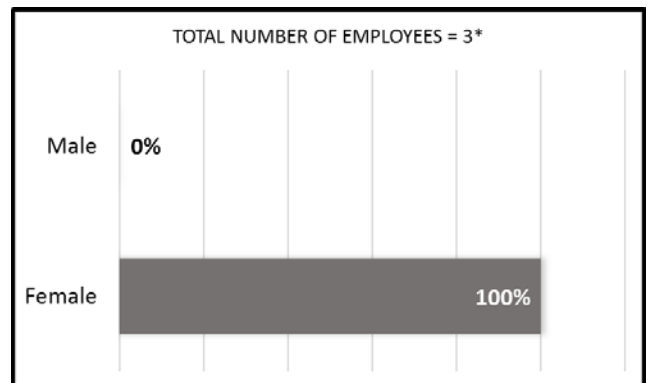
County Assessor



County Attorney's Office



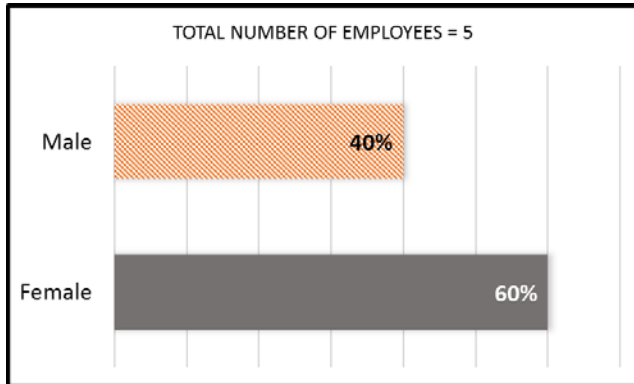
County Board Office



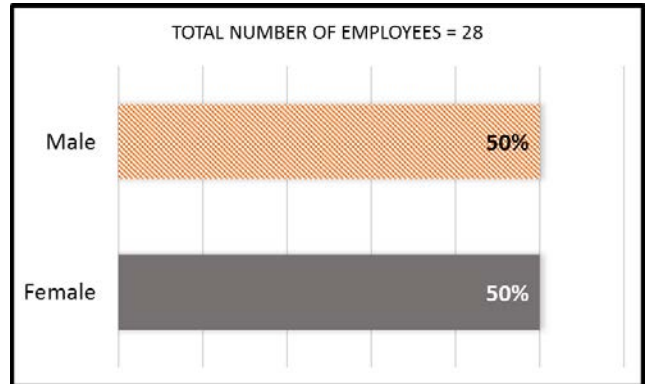
**Total number of separations includes 1 principal assistant, who is excluded from EEO-4 reporting.*

Separation by Gender (continued)

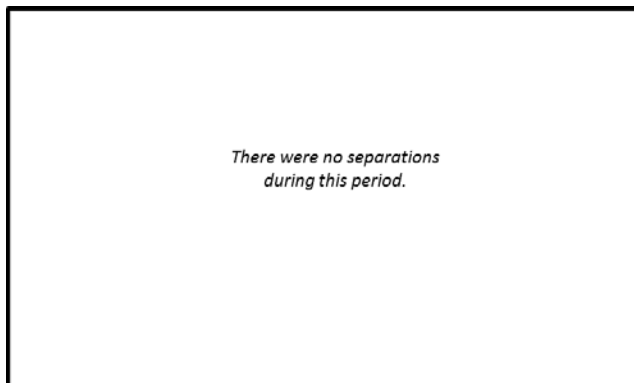
County Manager's Office



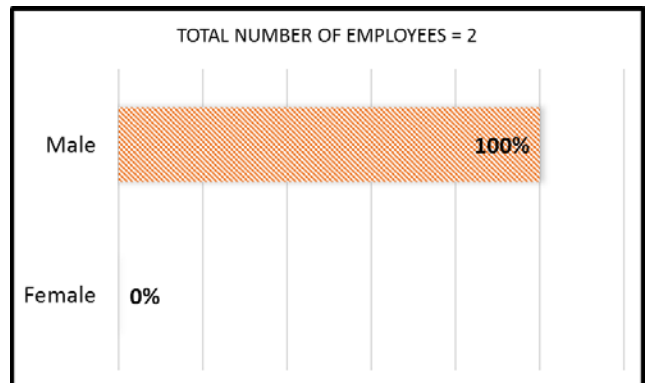
Emergency Communications



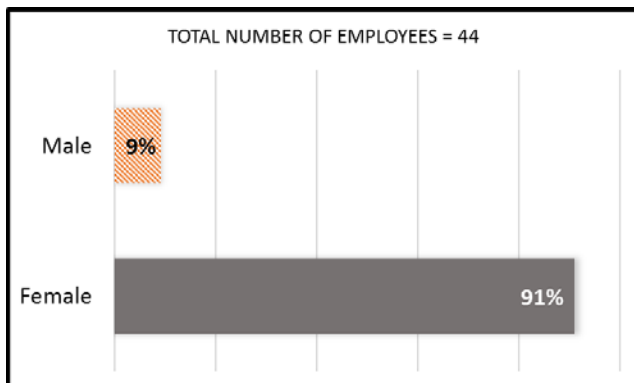
Emergency Management & Homeland Security



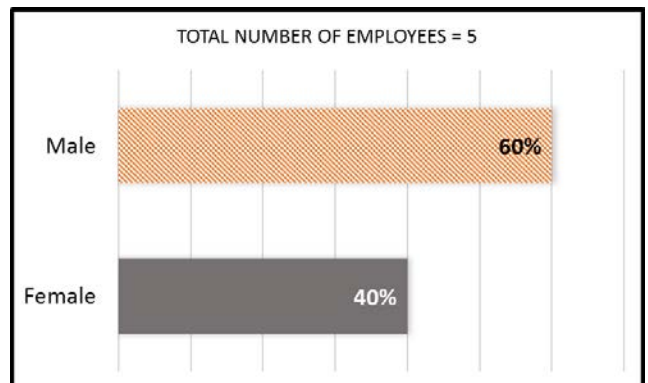
Finance



Financial Assistance Services

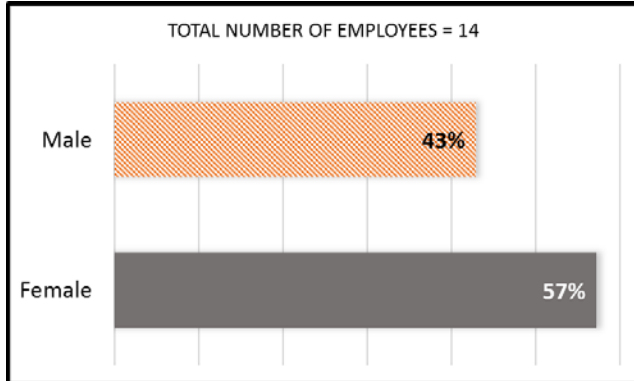


Health & Wellness Administration

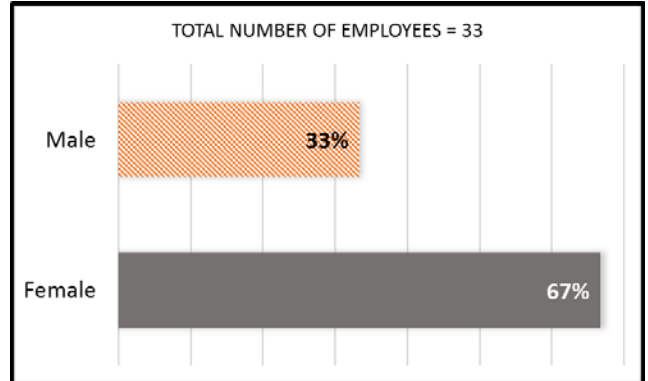


Separation by Gender (continued)

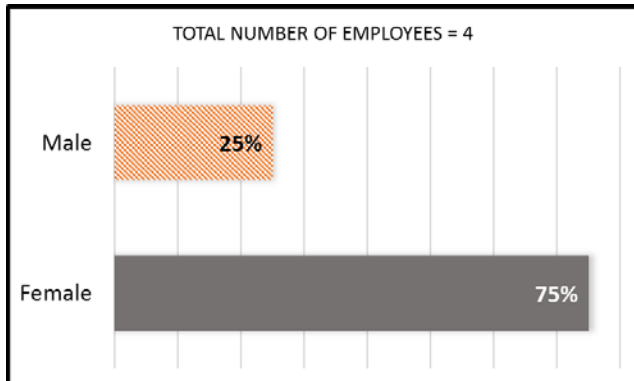
Healthcare Services - Lake Owasso Residence



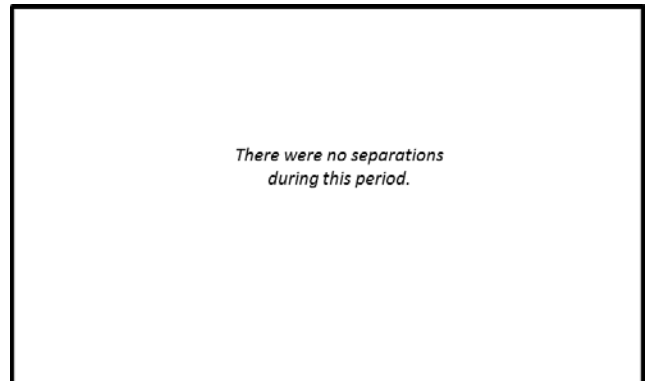
Healthcare Services - Ramsey County Care Center



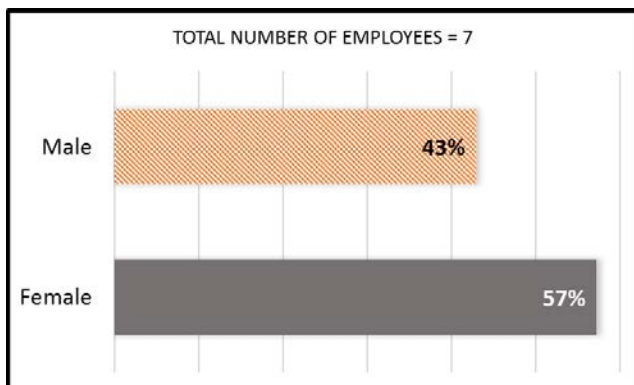
Human Resources



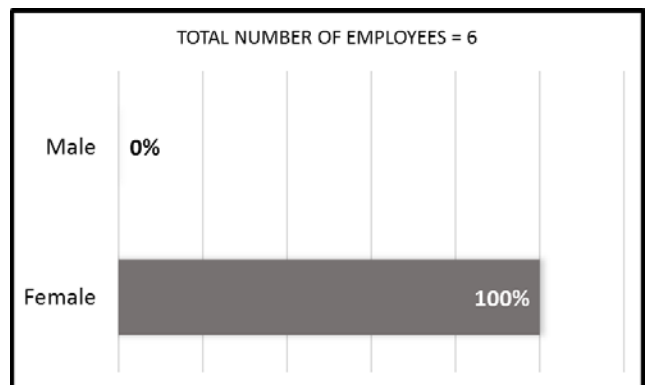
Information & Public Records Division



Information Services



Library



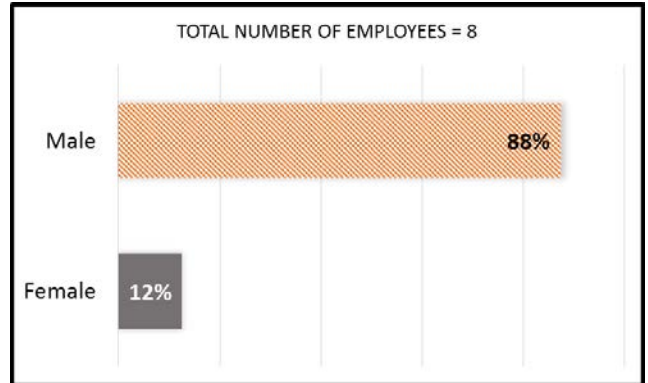
Separation by Gender (continued)

All information reflects Full and Part-time employees.

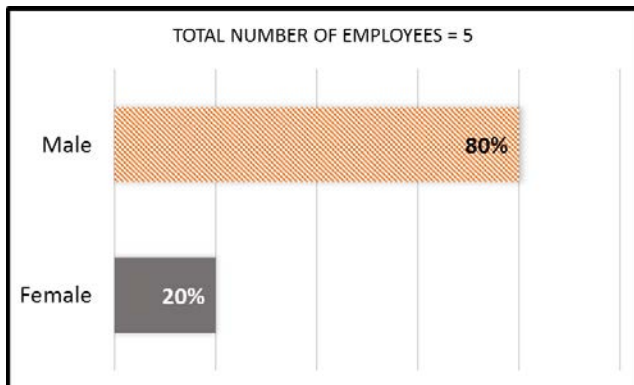
Medical Examiner's Office

There were no separations during this period.

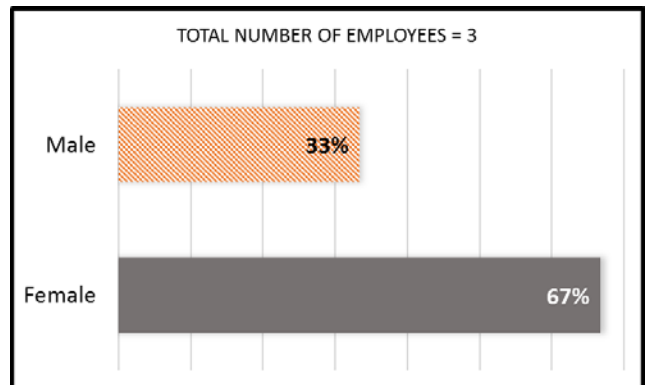
Parks & Recreation



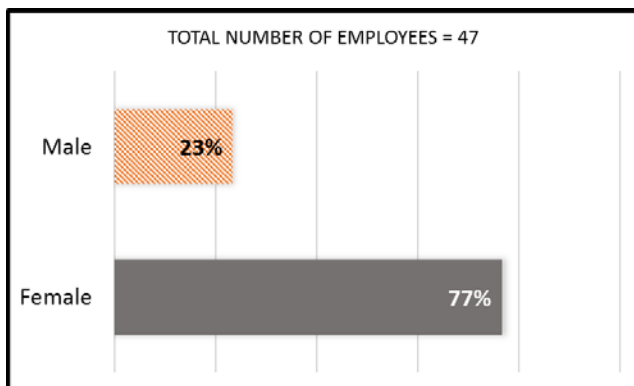
Property Management



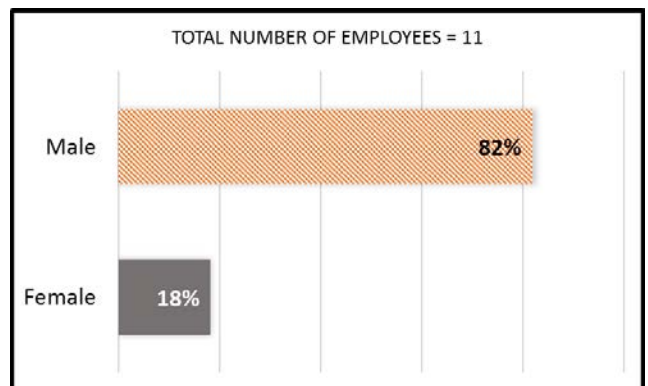
Property Tax, Records & Elections Services



Public Health



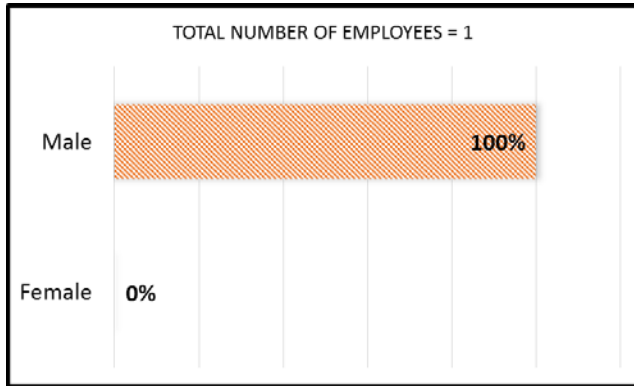
Public Works



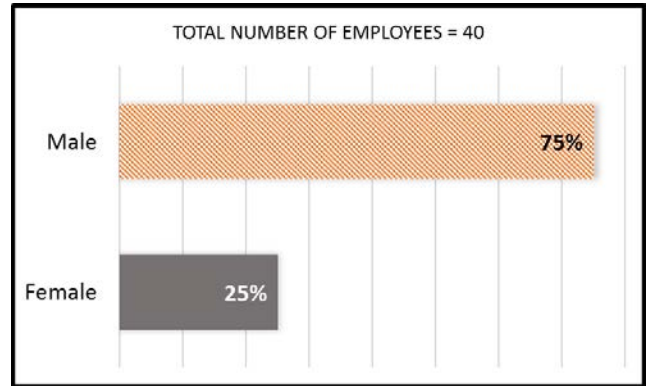
Separation by Gender (continued)

All information reflects Full and Part-time employees.

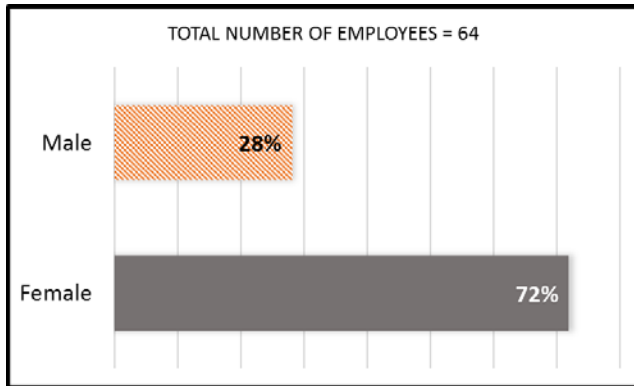
Regional Rail, Community & Economic Development



Sheriff's Office



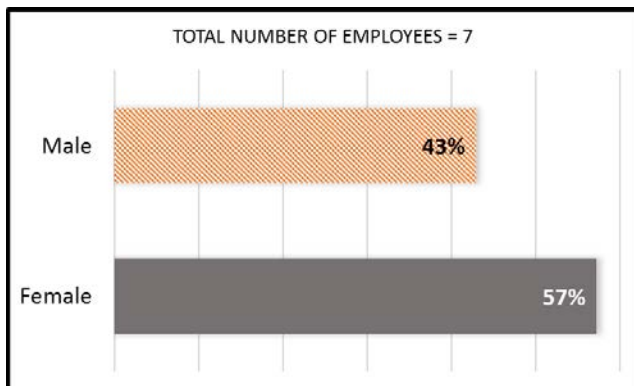
Social Services



Veterans Services

There were no separations during this period.

Workforce Solutions



Appendix

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.



Job Titles

EEO-4 Category: Officials & Administrators

As reported to EEOC for 2017

| | |
|--|---|
| 911 Dispatch Service Manager (Unclassified) | Director of Operations – Parks & Recreation |
| Accountant 4 | Director of Parks & Recreations (Unclassified) |
| Administrator - Lake Owasso (Unclassified) | Director of Policy Analysis & Planning (Unclassified) |
| Administrator Ramsey County Care Center (Unclassified) | Director of Property Management (Unclassified) |
| Arena Maintenance and Operations Supervisor | Director of Public Health (Unclassified) |
| Assistant Division Director - Corrections (Unclassified) | Director of Ramsey County Workforce Solutions (Unclassified) |
| Assistant Division Director - County Attorney (Unclassified) | Director of Regional Rail Authority (Unclassified) |
| Assistant Manager – County Assessing Division | Director of Social Services (Unclassified) |
| Building Services Manager | Director of Support Services - County Attorney (Unclassified) |
| Chief Investigator (Medical Examiner's Office) | Division Director - County Attorney – (Unclassified) |
| Community Corrections Assistant Facilities Supervisor (Unclassified) | Division Director of Social Services (Unclassified) |
| Community Corrections Superintendent - Boys Totem Town (Unclassified) | Emergency Communication Manager |
| Community Corrections Superintendent -Juvenile Detention Center (Unclassified) | Engineer 4 |
| Compliance and Records Manager | Enterprise Risk Manager |
| Controller | Environmental Health Division Director (Unclassified) |
| Correctional Health Care System Administrator (Unclassified) | ERP Program Manager-PeopleSoft/Hyperion – (Unclassified) |
| Correctional/Detention Facility Superintendent (Unclassified) | Examiner of Titles (Unclassified) |
| County Engineer/Director of Public Works – (Unclassified) | First Assistant County Attorney – (Unclassified) |
| County Manager (Unclassified) | Human Resources Manager |
| Deputy County Manager (Unclassified) | Human Resources Supervisor |
| Deputy Director of Administrative Services - Community Corrections (Unclassified) | Human Services Manager |
| Deputy Director of Adult Division - Community Corrections (Unclassified) | IS Accounting and Administration Manager (Unclassified) |
| Deputy Director of Community Relations & External Affairs - Community Corrections (Unclassified) | IS Chief Information Security Officer (Unclassified) |
| Deputy Director of Emergency Communications (Unclassified) | IS Customer Support Manager (Unclassified) |
| Deputy Director of Finance | IT Project Management Office Director (Unclassified) |
| Deputy Director of Juvenile Division - Community Corrections (Unclassified) | Labor Relations Manager (Unclassified) |
| Deputy Director Ramsey County Library | Librarian 3 |
| Deputy Sheriff Inspector (Unclassified) | Librarian 4 |
| Director of Administration - County Attorney (Unclassified) | Management Analysis Supervisor |
| Director of Administration - Information Services (Unclassified) | Management & Analyst Supervisor |
| Director of Administration -Property Management(Unclassified) | Manager - Records & Revenue |

| | |
|---|--|
| Director of Administration Services and Chief Clerk to the Board (Unclassified) | Manager Workforce Solutions (Unclassified) |
| Director of Building Operations - Property Management (Unclassified) | Park Maintenance & Operations Supervisor |
| Director of Community Correction (Unclassified) | Planning Manager |
| Director of Development & Planning – Parks & Recreation | PREA Compliance Manager – Community Corrections |
| Director of Emergency Services – (Unclassified) | Program Director - Lake Owasso Residence |
| Director of Finance | Project Manager |
| Director of Financial Assistance Services (Unclassified) | Public Communication Director (Unclassified) |
| Director of Health & Wellness Administrative Division (Unclassified) | Public Communications Manager Regional Rail Authority (Unclassified) |
| Director of Human Resources | Public Health Division Manager |
| Director of Information Services [CIO] (Unclassified) | Public Works Manager/County Surveyor – (Unclassified) |
| Director of Library Service – (Unclassified) | Research & Evaluation Supervisor |
| Director of Nursing Service – Ramsey County Care Center | Senior Building Services Manager |
| Director of Nutrition Services – Ramsey County Care Center | Undersheriff (Unclassified) |
| | Veterans Service Officer (Unclassified) |

Service Teams and Departments

Economic Growth and Community Investment

Community & Economic Development (HRA)*
Library
Parks & Recreation
Property Management
Public Works
Regional Railroad Authority*
Workforce Solutions

Health and Wellness

Health & Wellness Administration
Community Corrections
Financial Assistance Services
Healthcare Services**
Public Health
Social Services
Veterans Services

Information and Public Records

Information & Public Records Division***
Communications***
County Assessor
Government Relations***
Information Services
Project Management Office***
Property Tax, Records & Election Services

Safety and Justice

County Attorney's Office
Emergency Communications
Emergency Management & Homeland Security
Medical Examiner's Office
Sheriff's Office

Strategic Team

County Manager's Office
Finance
Human Resources
Policy & Planning****

* for purposes of this report, combined listing as "Regional Rail, Community & Economic Development"

** for purposes of this report, Lake Owasso Residence and Ramsey County Care Center are reported separately

*** for purposes of this report, combined listing as "Information & Public Records Division"

**** for purposes of this report, combined listing as "County Manager"

STATE OF MINNESOTA



RAMSEY COUNTY SHOWN IN RED

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