

Ramsey County Workforce Statistics Report

Year-End 2019



We're pleased to present our annual Workforce Statistics Year-end 2019 Report. This report provides a picture of the diversity of our organization's workforce of 3,803 full- and part-time employees as well as historical workforce data. Ramsey County is the most diverse county in Minnesota, and we strive to attract and maintain a high-performing workforce that reflects the 540,000 residents and thousands of businesses and visitors we serve.

Each year we establish Strategic Priorities that guide the work across twenty-six departments, which are organized within five Service Teams:

- Economic Development and Community Investment.
- Health and Wellness.
- Information and Public Records.
- Safety and Justice.
- Strategic Team.

This Report is a tool our Service Teams and departments can use individually or when working with Human Resources as a strategic partner to advance organizational mission, vision and values through attracting, retaining and promoting excellent and diverse talent.

The Workforce Statistics Year-end 2019 Report reflects progress on three key current Strategic Priorities:

- **Talent Attraction, Retention and Promotion.**
- **Inclusive, Effective and Meaningful Community Engagement.**
- **Advancing Racial and Health Equity in all Decision Making.**

As we continue to focus on hiring, retaining and promoting top talent that is best prepared to serve and reflect the broader community, Ramsey County is meeting the needs of current and future residents while also building a dynamic, diverse and inclusive workforce. As the organization continues its talent attraction, retention and promotion efforts, the positive effects of that work move beyond traditional human resources measures; community engagement improves, new and innovative priorities take shape and community satisfaction in the work of the County increases.

Ramsey County is deeply committed to advancing racial equity and promoting diversity and inclusion within all areas of its workforce. It is critical for the present and future of the organization that the county ensure communities of color and other traditionally underrepresented communities are actively engaged in and benefit from future employment and service delivery opportunities.

The Workforce Statistics Year-end 2019 Report demonstrates that this organization continues to make progress in advancing its commitment of becoming a more equitable and inclusive organization from leadership levels to front-line staff.

Whether you're a resident, business representative, partner, employee or other Ramsey County stakeholder, thank you for taking time to learn more about Ramsey County, its employees and the collective talent that is contributing to building a community in which all are valued and thrive.

Sincerely,

Ryan T. O'Connor
Ramsey County Manager

Learn more about Ramsey County's Strategic Priorities at [ramseycounty.us/strategic plan](https://ramseycounty.us/strategic-plan)

Ramsey County Human Resources is pleased to present the annual Workforce Statistics Year-end 2019 Report.

Organizational Commitment

Ramsey County is geographically the smallest and most densely populated of Minnesota's counties, and is the second largest and most racially and ethnically diverse county in the state. In placing residents first, Ramsey County holds a strong commitment to support and grow a diverse workforce that reflects the community we serve. Grounded in the county's Mission, Vision, Goals and Values, the county is committed to advancing racial equity and promoting an inclusive organizational culture that is lived out daily through our Values, which focus on people, integrity, community, leadership and equity.

Human Resources as a Strategic Partner:

Ramsey County Human Resources serves as a strategic partner with our service teams to promote the county's commitments and values. We do this through equitable and fair business operations that strengthen access to opportunities and connections to employment for all, and especially for historically underrepresented groups.

As a strategic partner, Human Resources is committed to assisting departments and service teams in building diversity through multiple efforts. These include modernizing personnel rules, benefit policies, and revision of classification and compensation plans as well as building career pathways and refining recruitment efforts. Human Resources can assist departments and service teams to further assess the department structure and classifications where there may be an over- or under-concentration of diversity. Human Resources also can advise on strategic staffing to include more focused recruitment to ensure equitable representation and retention of racially and ethnically diverse employees and can provide support to department and service team efforts to promote a more inclusive work culture.

The Report

This report presents opportunity for meaningful discussions between Human Resources and our Service Teams that result in intentional actions toward our commitments. We believe the data in this report strengthens the business case to further prioritize and elevate the county-wide expectation to maintain a welcoming and inclusive workforce.

The material in this report provides a concise picture that frames the rich diversity of the county's workforce and leadership. For the past eighteen annual reports, this data has served as a workforce planning tool to consider opportunities, strengths and areas in need of improvement. It is also a measure to show the county's progress in achieving the county's objectives of attracting, retaining and promoting a diverse and talented workforce (also known as the TARP initiative). The report is divided into three major sections:

- A county-wide overview of Ramsey County as an employer.
- A summary of each of the five Service Teams.
- A detailed summary by department.

In order to provide relevant statistical data as an employer, our workforce is compared to the U.S. Census (2010) of Civilian Labor Force in both Ramsey County and the Minneapolis-SaintPaul Metropolitan Statistical Area, as well as data reported for Ramsey County in the Five-Year Estimates (2014-2018) from the American Community Survey - U.S. Census Bureau for the general population of Ramsey County and its civilian labor force.

This report presents workforce statistics for all full- and part-time permanent employees in the county. The report provides data grouped by Generations, New Hires, Promotions and Separations. The collection of data is in accordance with U.S. Equal Employment Opportunity Commission (EEOC) reporting requirements. Broad terms like “people by race & ethnicity or racially and ethnically diverse employees” are used when referencing racial and ethnic groups. U.S. Office of Management and Budget (OMB) terminology is used to describe racial and ethnic groups and gender; EEO-4 job Categories are used to group the workforce into their primary functions. The following terms serve as standard language when the county discusses strategic investment in and further advancement of racial equity in hiring, retention and promotion:

- *Race & Ethnicity* includes White; Black or African American; Hispanic or Latino; American Indian or Alaska Native; Asian; and Native Hawaiian or Other Pacific Islander. *Due to space limitations, in this report, the following abbreviated titles are used: “Black” to reflect Black or African American; “Am. Indian” to reflect Native American, American Indian or Alaska Native; “Hispanic” to reflect Hispanic, Latino, Latina or Latinx; and “Hawaiian” to reflect Native Hawaiian or Other Pacific Islander employees.*
- *Gender* includes male or female.
- *Equal Employment Opportunity (EEO)-4 Job Category* is defined for state and local government job and includes Administrative Support; Officials & Administrators; Para-Professionals: Professionals; Protective Service; Service & Maintenance; Skilled Craft; Technicians. The definition for each of these EEO4 Categories is included in the Appendix. See page 117 for more detail.

Preparing a report of this scope requires the commitment of a number of staff. Human Resources would like to thank several employees who assisted in preparation of this report: Sandra Hokanson and Tina Javinsky for their continued leadership and creativity in developing this report; Maria Sarabia, Sandi Blaeser, Ann Feaman and the entire HR Management team for their review and enhancements to the report; to Kristine Grill, who converted this data into the county’s Open Data Portal, and to all those who provided input and insight along the way.

A special thank you to all county departments and staff who foster a respectful, diverse and inclusive workforce every day. Through these efforts, we are able to attract, retain and promote a diverse and talented staff, making Ramsey County a welcoming place where employees can contribute, are valued and thrive. In service to our residents, these efforts show our continued commitment to ensure Ramsey is a county of excellence and the premier public sector employer within the region – recognized as such by current employees and talented job seekers alike.

Regards,

Gail Blackstone, Director
Ramsey County Human Resources

For questions about the content of this report or Ramsey County’s Talent Attraction, Retention and Promotion strategic goals, contact Jennifer.Otley@ramseycounty.us

Workforce Statistics Report Executive Summary

The material in this Report provides a concise picture that frames the rich diversity of the county's workforce and leadership. For the past eighteen years, this data has served as a workforce planning tool to consider opportunities, strengths and areas in need of improvement. It is also a measure to show the county's progress in achieving the county's objectives of Talent Attraction, Retention and Promotion (TARP).

Below are five areas of key findings from the Workforce Statistics Year-end 2019 Report:

Employees by Race & Ethnicity:

See pages 20-32 for more detail.

The percentage of racially and ethnically diverse employees in the county's workforce since year-end 2002 has more than doubled from 15.8% to 36%, increasing 1% over last year.

- The percentage of **employees by race & ethnicity** in the county's workforce has been in excess of 30% for each of the last 3 years and exceeds the demographics reported for the community we serve.
 - The *county's residents* who identify as racially and ethnically diverse make up 33.2% of the population (per U.S. Census (2010) of Civilian Labor Force in both Ramsey County and the Minneapolis-Saint Paul Metropolitan Statistical Area).
 - The *county's civilian labor force* who identify as racially and ethnically diverse make up 33.6% of the population (per American Community Survey 2014-2018).
- The county **hired** 398 employees in 2019. Racially and ethnically diverse applicants were hired at a higher rate (57%) than in 2018 (51%). There were 228 racially and ethnically diverse employees hired this year compared to 219 last year.
- Of 329 **promotions**, 146 (44%) were racially and ethnically diverse employees this year compared to 155 (43%) last year.
- Of the total 727 new hires and promotions, the county hired and promoted 374 racially and ethnically diverse employees.
- Of 395 voluntary and involuntary **separations**, 153 (39%) were racially and ethnically diverse employees compared to 165 (39 %) last year.
- Separations by racially and ethnically diverse employees have remained at a similar pace over recent years.
- Hiring racially and ethnically diverse applicants (228) continues to surpass the rate at which racially and ethnically diverse employees separate (153) from the county.

Formal Leaders by Race & Ethnicity:

See pages 21 and 30 for more detail.

The county's formal leaders include 560 directors, managers and supervisors. It is the county's ongoing objective to increase diversity in this area to better reflect the community we serve.

- Formal leaders by race & ethnicity have experienced an upward trend over the past 5 years, from 15% at year-end 2015 to 23% at year-end 2019.
- For both 2019 and 2018, 51% of formal leaders by race & ethnicity were female.
- In the EEO-4 job category of "Officials and Administrators" (which includes department directors and managers and not supervisors), the percentage of racially and ethnically diverse directors and managers at year-end 2001 was 1.4%; the percentage of racially and ethnically diverse directors and managers has increased to 20.5% at year-end 2019.

Gender diversity:

See pages 25-28 and 30 for more detail.

The county's workforce is 61% female and 39% male.

- The **percentage of females** in the county's workforce has been at least 60% for each of the last 5 years and closely reflects the demographics of the community we serve.
 - The county's total *civilian labor force* includes 66% females (per American Community Survey 2014-2018).
- The **percentage of directors who are female** in the county's workforce is 63%, mirroring the percentage in the county's workforce as well as closely reflecting the demographics of the community we serve. As a whole, formal leaders in the county have remained at 51% female for the last two years and is comparable to its public sector peers.
- **Female formal leaders** changed as follows in 2019:
 - Female directors increased 8% to 63%;
 - Female managers decreased 5% to 49%;
 - Female supervisors increased 1% to 50%.
- **By EEO4 category:**
 - Officials and Administrators are 53% female
 - Over half of the total county's female employees are employed in the EEO4 categories of Professional and Para Professional, at 66% and 76% respectively.
 - The highest concentration of female employees is found in the EEO4 Administrative Support category (86%), with the lowest concentration in Skilled Craft (1%).

Generational diversity:

See page 29 for more detail.

The county's workforce is comprised of **five generations** for the third consecutive year.

- Employees in the Baby Boomer generation rose by 1% to 26%; Generation X fell 1% to 44%, and Generation Y (Millennials) remained constant at 29% of the workforce.
- In each of the last 8 years, together Generation X and Y (Millennials) consistently represented over 60% of the workforce.
- The most racially and ethnically diverse employees are found in Generation Y, which includes 50% racially and ethnically diverse employees.
- For the second year, the average age of employees was 45 compared to the past average of 46.

Turnover:

See pages 31-32 for more detail.

Turnover is the rate at which employees leave an organization (i.e. separations) during a certain time period. This report calculates turnover by dividing the number of separations by the number of full- and part-time employees.

- Of 3,803 full- and part-time employees, turnover at year-end 2019 was 10.4% compared to the 10-year average of 9.5%.
- Total separations were 395, or 27 fewer than last year. Separations include both voluntary and involuntary departures from employment.
- The tenure or average length of employment for all employees is 11.1 years, 7.8 years for racially and ethnically diverse employees, and 12.9 years for white employees.
- When retirees were removed from consideration, the turnover rate is 6.8%.

OUR 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.



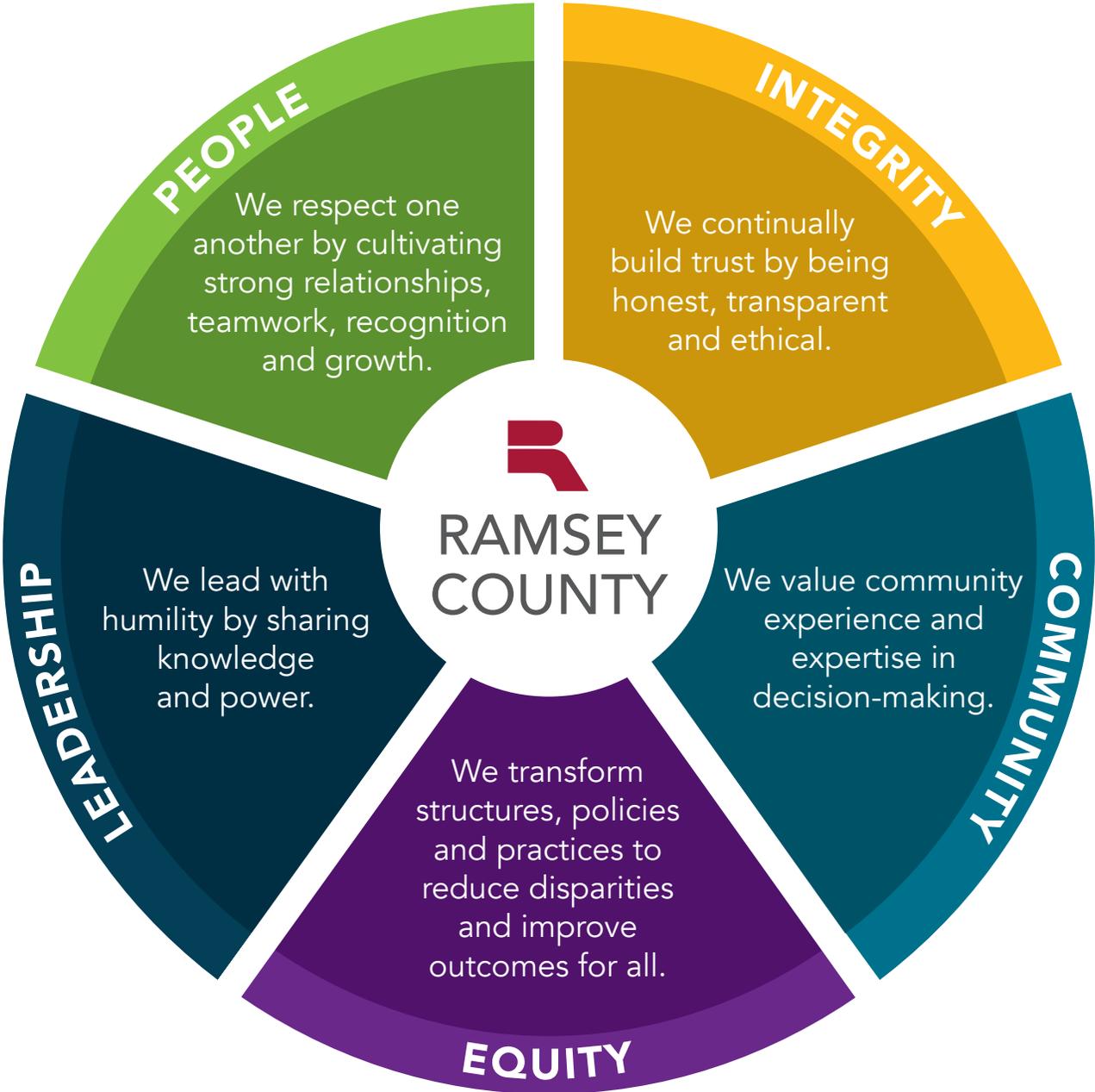
ramseycounty.us/mission

OUR ORGANIZATION



OUR VALUES

Ramsey County is a welcoming, accessible and inclusive organization. Our core values define our culture. They guide who we are as a county, our individual behaviors and operational decision-making.



Invest in People • Serve with Integrity • Value Community • Advance Equity • Empower Leadership at All Levels

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Workforce Statistics – A Countywide Overview

As you read the Countywide Overview, you will see that the county has made steady progress in becoming a more diverse workforce since this annual report was first created for Year-end 2001. In placing residents first, Ramsey County holds a strong commitment to support and grow a diverse workforce that reflects the community we serve. Grounded in the county’s Mission, Vision, Goals and Values, the county is committed to advancing racial equity and promoting an inclusive organizational culture that is lived out daily through our Values, which focus on people, integrity, community, leadership and equity.

As a strategic partner, Human Resources is committed to assisting departments and service teams in building diversity by providing advice on strategic staffing, providing more focused recruitment to ensure equitable representation and retention of racially and ethnically diverse employees, and providing support to department and service team efforts that promote a more inclusive work culture. An example is the current work in which HR is building career pathways and new recruitment opportunities in concert with the county’s public sector partners and internal departments.

We encourage you to review the data presented in this report within the context of both overall changes in the organization since the first report in 2002 as well as each subsequent year. The data shows continuous, sustained progress in efforts to attract and hire, promote and retain racially and ethnically diverse employees and also reflects the corresponding relationship to increased diversity within separations within an increasingly diverse workforce.

This report presents workforce statistics for all full- and part-time permanent employees in the county and:

- provides data grouped by Generations, New Hires, Promotions and Separations.
- uses broad terms such as “people by race and ethnicity, or racially and ethnically diverse applicants or employees” when referencing racial & ethnic groups; uses U.S. Office of Management and Budget (OMB) terminology to describe racial and ethnic groups and gender; and uses EEO-4 Job Categories to group the workforce into their primary functions.
- *does not include* intermittent employees, student workers, student interns or temporary staff in the historical or current data.
- the following terms serve as standard language when the county discusses strategic investment in and further advancement of racial equity in hiring, retention and promotion:
 - *Race & Ethnicity* includes White; Black or African American; Hispanic or Latino; American Indian or Alaska Native; Asian; and Native Hawaiian or Other Pacific Islander. *Due to space limitations, in this report, the following abbreviated titles are used: “Black” to reflect Black or African American; “Am. Indian” to reflect Native American, American Indian or Alaska Native; “Hispanic” to reflect Hispanic, Latino, Latina or Latinx; and “Hawaiian” to reflect Native Hawaiian or Other Pacific Islander employees.*
 - *Gender* includes male or female.
 - *Equal Employment Opportunity (EEO)-4 Job Category* is defined for state and local government job and includes Administrative Support; Officials & Administrators; Para-Professionals: Professionals; Protective Service; Service & Maintenance; Skilled Craft; Technicians. The definition for each of these EEO4 Categories is included in the Appendix. See page 117 for more detail.

In order to measure how well the county is reflecting the community we serve, we compare our workforce to two measures: the U.S. Census (2010) of Civilian Labor Force in both Ramsey County and the Minneapolis-Saint Paul Metropolitan Statistical Area, and the data reported for Ramsey County in the Five-Year Estimates from the American Community Survey (2014-2018) U.S. Census Bureau for the general population of Ramsey County and its civilian labor force.

- *Residents* who identify as racially and ethnically diverse make up 33.2% of the population and make up 33.6% of the County's *civilian labor force* (as reported by the American Community Survey Five-Year Estimates 2014-2018). See pages 21-23, and 25-28 for more detail.

Below please find expanded information about Year-end 2019 Significant Findings:

Employees by Race & Ethnicity:

See pages 21-32 for more detail.

The county's workforce is 36% racially and ethnically diverse employees and 64% non-Hispanic white, consistent with the county's commitment to support and grow a diverse workforce that reflects the community we serve.

- The percentage of racially and ethnically diverse employees in the county's workforce since year-end 2002 has:
 - more than doubled from 15.8% to 36%.
 - rose 1% over year-end 2018.
 - been in excess of 30% for the past 3 years.
- The percentage of Ramsey County racially and ethnically diverse employees continues to surpass the pace identified by the Five-Year Estimates from the American Community Survey (2014-2018) which reports 33.6% of the *civilian labor force* who identify as racially and ethnically diverse in Ramsey County.

Formal Leaders Employees by Race & Ethnicity:

See pages 21-30 for more detail.

The county's formal leaders include 560 directors, managers and supervisors. It is the county's ongoing objective to increase diversity in this area as increasing the diversity across formal leaders is a critical step toward a more diverse and inclusive workforce.

- The data shows the county has made steady increases in diversifying its formal leaders by gender, race and ethnicity since 2001.
- Formal leaders by race and ethnicity in our workforce (23%) lag both the demographics for Ramsey County's *residents* at 33.2% and the County's *civilian labor force* at 33.6% (identifying as racially and ethnically diverse as reported by the American Community Survey Five-Year Estimates 2014-2018).
- Formal leaders by race and ethnicity have increased each year over the past 5 years, from 15% at year-end 2015 to 23% at year-end 2019.
- Each of the categories of directors and managers include 23% racially and ethnically diverse employees.
- For both year-end 2018 and 2019, 51% of racially and ethnically diverse formal leaders were female.
- A subset of formal leaders is the EEO-4 category of "Officials and Administrators" which reflected 1.4% racially and ethnically diverse employees at year-end 2001. This has increased to 20.5% racially and ethnically diverse formal leaders at year end 2019.

When considering new hires, promotions and separations together, the county's data shows consistent and sustained progress in our efforts to hire, promote and retain racially and ethnically diverse employees.

- During 2019, the county hired 228 and promoted 146 racially and ethnically diverse applicants and employees (totaling 374).
- Hiring racially and ethnically diverse applicants (228) outpaced those racially and ethnically diverse employees who separated (153).

A review of hiring shows the county hired 398 employees in 2019 compared to 432 last year.

- Racially and ethnically diverse applicants were hired at a higher rate (57%) than last year (51%).
- Racially and ethnically diverse applicants hired in 2019 surpass both the demographics for Ramsey County's *residents* at 33.2% and the County's *civilian labor force* at 33.6% (identifying as racially and ethnically diverse as reported by the American Community Survey Five-Year Estimates 2014-2018).
- There were a total of 228 new racially and ethnically diverse employees hired this year compared to 219 last year.
- A ten-year comparison of New Hires by Race & Ethnicity can be found on page 22.
- One-third of all new hires were from the EEO-4 category of Professionals of which 47% were racially and ethnically diverse applicants; the next two largest EEO-4 Categories were Para-Professionals, which included 70% racially and ethnically diverse applicants; and Service & Maintenance, which included 79% racially and ethnically diverse applicants.
- Of 17,005 total applications received, 94% of applicants identified their race and ethnicity. Additionally, 46% of applicants were racially and ethnically diverse compared to 44% in year-end 2018 and 42% in year-end 2017.
- Of all applicants, 548 (3%) identified as veterans.
- There were 300 jobs announced for application.
- The average age of all employees hired was 38 and ranged from 19 to 70.

A review of promotions shows the county promoted 329 employees, compared to 363 last year.

- Of the 329 promotions in 2019, 146 (44%) were racially and ethnically diverse employees compared to 154 (43%) last year.
- Promotions of racially and ethnically diverse employees in 2019 (44%) surpass both the demographics for Ramsey County's *residents* at 33.2% and the County's *civilian labor force* at 33.6% (identifying as racially and ethnically diverse as reported by the American Community Survey Five-Year Estimates 2014-2018).
- Of promotions, 59% of employees were promoted into the EEO-4 categories of Paraprofessional and Professional.
- From a gender perspective, 56% of promotions were female and 44% were male.
- The average age of all employees promoted was 38 and ranged from 20 to 63.

A review of separations includes both *voluntary and involuntary* departures from employment. Voluntary separations include employees leaving the county due to resignation, retirement, presumed resignation, or a failure to return from leave of absence. Involuntary separations include employees leaving the county due to failing probation, layoff due to seasonal closure and discharge. See page 31 for more detail.

New Hires, Promotions and Separations - continued:

The data shows steady, sustained progress in efforts to attract and hire, promote and retain racially and ethnically diverse employees. The data also reflects the corresponding relationship to increased diversity within separations within an increasingly diverse workforce. Continued attention will be given to both why employees stay and why employees separate as part of the county's strategic priority around Talent Attraction, Retention and Promotion efforts.

The following detail responds to a request from county leadership for more information about separations.

- In both 2019 and 2018, 88% of all separations were voluntary and 12% were involuntary.
 - Voluntary separations continue to be the primary reason for separations in each of the past 10 years.
 - Resignations and retirements represent 85% of total separations.
 - Overall, a total of 25 fewer separations occurred in 2019 than in 2018.
- Of 395 voluntary and involuntary separations, there were 153 racially and ethnically diverse employees (39%) compared to 165 racially and ethnically diverse employees (39%) at year-end 2018.
 - The rate of separation for racially and ethnically diverse employees (39%) is in line with the total percentage of racially and ethnically diverse employees in our workforce (36%).
 - Of voluntary and involuntary separations excluding retirees, the number of racially and ethnically diverse employees was 130 at year-end 2019.
- In total, new hires consistently surpass separations in each of the past 4 years (Year-end 2016 through 2019).
 - In 2019, the county hired 398 employees while 395 separated from employment.
 - Hiring racially and ethnically diverse applicants (228) outpaced the rate at which racially and ethnically diverse employees separate (153) from the county in 2019.
 - Year-end 2019 separations by racially and ethnically diverse employees are at a similar rate as recent years.
 - Of the 153 separations of racially and ethnically diverse employees, there were 12 fewer than last year.
 - The 4 job titles with the greatest number of separations (20% of all separations) were the Financial and Social Worker job series, followed by 911 Telecommunicators and Nursing Assistants. Of separations from these 4 job titles, 47 employees (58%) were racially and ethnically diverse employees. Nursing Assistant, Financial and Social Worker job titles historically have the greatest diversity in the county and correspondingly, a higher rate of separation.
- See page 31 for 10 years of data on separations.
 - The 10-year average separation rates for racially and ethnically diverse employees is 29% and 71% for white employees per year.
 - The 2-year average of separation by racially and ethnically diverse employees and white employees remained the same as the 10-year average separation rates.

New Hires, Promotions and Separations - continued:

- Separations of racially and ethnically diverse employees in 2019 (39%) exceed both the demographics for Ramsey County's *residents* at 33.2% and the County's *civilian labor force* at 33.6% (identifying as racially and ethnically diverse as reported by the American Community Survey Five-Year Estimates 2014-2018).
- The average age of all employees separating was 48 and ranged from 20 to 81.
- From a generational standpoint, employees (excluding retirees) who separated from the county were an average age of 41.
 - The average age of retirees was 62, which falls within the Baby Boomers' generation.
 - Employees who retired ranged in age from 50 to 81 with a median age of 63.
- One-third of all separations in both 2019 and 2018 were from the EEO-4 Professionals category, which is the largest single EEO-4 category of county employees.

Voluntary separations include employees who resigned, retired, were presumed resignations or failed to return from a leave of absence.

- A total of 342 employees (88 % of all separations) voluntarily left county employment in 2019. In 2018, a total of 369 employees (87 % of all separations) voluntarily left county employment. See pages 31-32 for more detail.
- Of 342 voluntary separations, 97 (28%) were racially and ethnically diverse employees.
- In 2019, the county hired 228 racially and ethnically diverse applicants at more than twice the rate at which racially and ethnically diverse employees voluntary separated from the county.
- There were 135 employees who retired from the workforce in 2019. This is 34 % of all separations compared to the 10-year average of 35%.
 - Of these 135 retirees.
 - 42 were regular retirees (defined as age 65 or older).
 - 88 were early retirees.
 - 5 retired under the phased retirement option (PRO).
 - The average length of retiree county service was 24.5 years.
 - Retiree length of county service ranged from 2.5 years to just under 48 years.
 - Of retiree separations, there were 19 (14%) racially and ethnically diverse retirees.
- When compared to the prior year, regular and early retirees increased by 20 employees but retirees using a PRO decreased by 5 employees.
- See pages 31-32 for more detail.

Involuntary separations include employees who were discharged, released during probation or were laid off due to seasonal closure.

- A total of 46 employees (12% of all separations) involuntarily separated from county employment in 2019 as compared to 53 employees (13%) in 2018.
- Of 46 involuntary separations, in both 2019 and 2018, 83% were racially and ethnically diverse employees.
- Involuntary separations "during probation" included 30 employees of which 80% were racially and ethnically diverse employees; of these, 30% held the job title of Nursing Assistant 1.
- In 2019, the county hired 228 racially and ethnically diverse applicants or more than 7 times the rate at which racially and ethnically diverse employees (30) involuntary separated from the county.

Gender:

See pages 25-28 and 30 for more detail.

The percentage of **Employees by Gender** is 61% female and 39% male.

- The number of female employees closely reflects the demographics for the County's *civilian labor force* at 66% (identifying as racially and ethnically diverse as reported by the American Community Survey Five-Year Estimates 2014-2018).
- Female employees in the county's workforce increased by 18 female employees over the prior year.
- Of total formal leaders (560), male and female are split evenly in both 2019 and 2018 at 49% and 51% respectively:
 - There are 35 female directors, 65 female managers and 185 female supervisors (63%, 49%, and 50% respectively).
 - The EEO4 category of Officials and Administrators is 52% female; over 69% of our Professionals and Paraprofessionals are female. These percentages are consistent with the prior year.

Generations

See page 29 for more detail.

Five Generations continue to be present in the county's workforce.

- Employees in the Baby Boomer generation rose by 1% to 26%, while Generation X fell 1% to 44%, and Generation Y (Millennials) remained at 29% of the workforce.
- In each of the last 8 years, together Generation X and Y (Millennials) consistently represented over 60% of the workforce.
- The most racially and ethnically diverse employees are found in Generation Y, which includes 50% racially and ethnically diverse employees.
- For the second year, the average age of employees was 45 compared to the historic average of 46.
- The average age of new hires was 38 and ranged in age from 19 to 70.

Turnover:

See pages 31-32 for more detail.

Turnover is the rate at which employees leave an organization (i.e. separations) during a certain time period. This report calculates turnover by dividing the number of separations by the number of full- and part-time employees at year-end 2019. Separations include both voluntary and involuntary departures from employment.

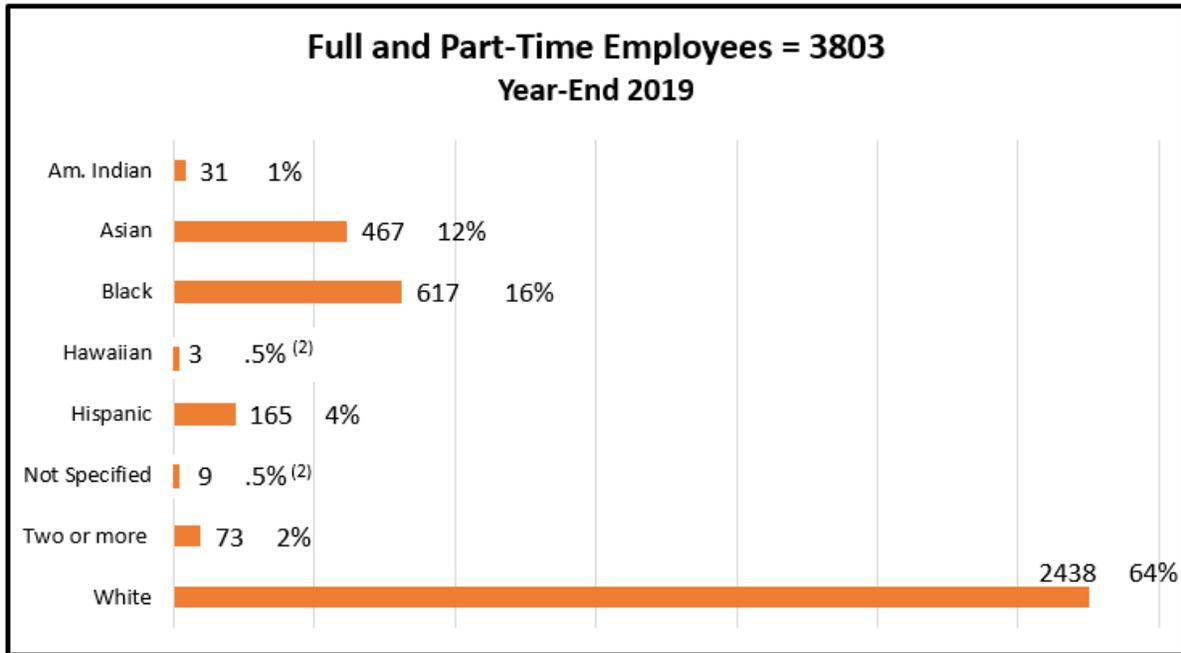
- A turnover rate of approximately 10-15% is considered reasonable according to benchmark organizations such as the Society for Human Resource Management (SHRM), Mercer, LinkedIn and Glassdoor.
- In 2019, 395 employees (including retirees) out of 3,803 full- and part-time employees separated from employment. This is a **turnover rate of 10.4%** for year-end 2019.
- The ten-year average turnover is 9.5%.
- The two-year average turnover rate is 10.75%.
- In 2018, the turnover rate was 11.1%.
- In 2019 there were 27 fewer total separations from employment than in 2018.
- Retirees made up 34% of all separations, which is consistent with both the prior year and the ten-year average of retiree separations. There was a total of ten more retirees than 2018.

Turnover - continued:

- When retirees are removed from the 2019 and 2018 turnover rates, the turnover rate is 6.8% and 8%, respectively.
- The tenure or average length of employment for county employees is 11.1 years at year-end 2019 compared to 11.3 years in 2018.
- **Turnover by Service Teams** is as follows:
 - Economic Growth and Community Investment: 9.8%
 - Health and Wellness 11.9%
 - Information and Public Records 12.9%
 - Safety and Justice 6.3%
 - Strategic Team 12.8%

Countywide Overview

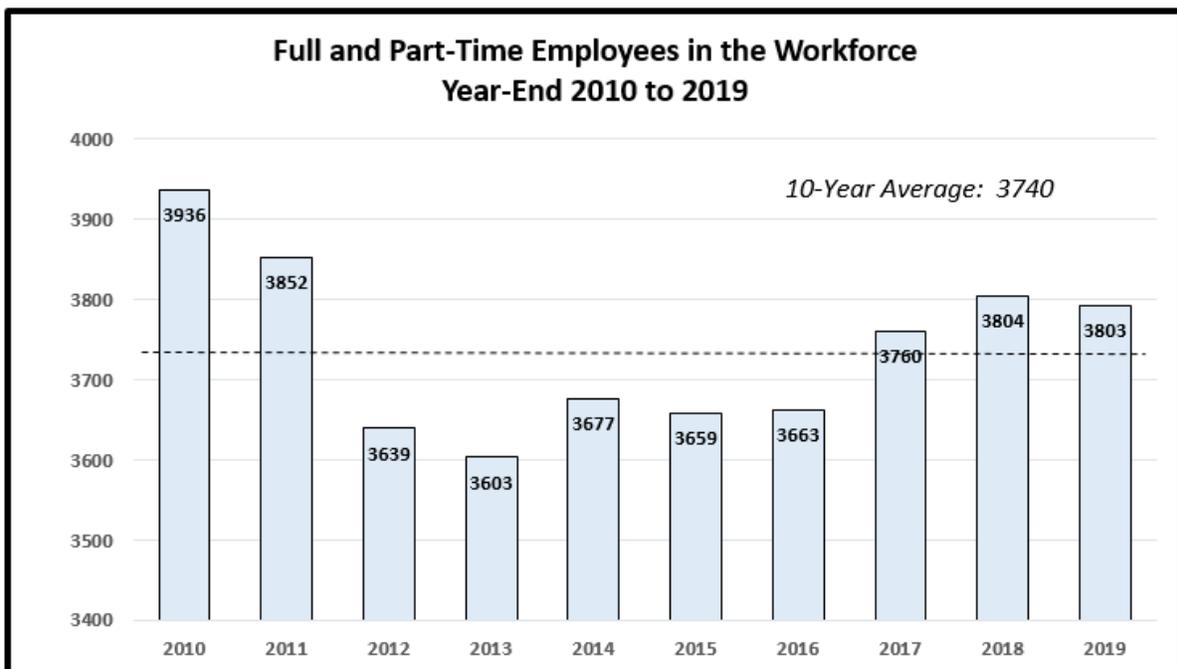
All Employees by Race & Ethnicity



¹Total number of employees does not include elected officials.

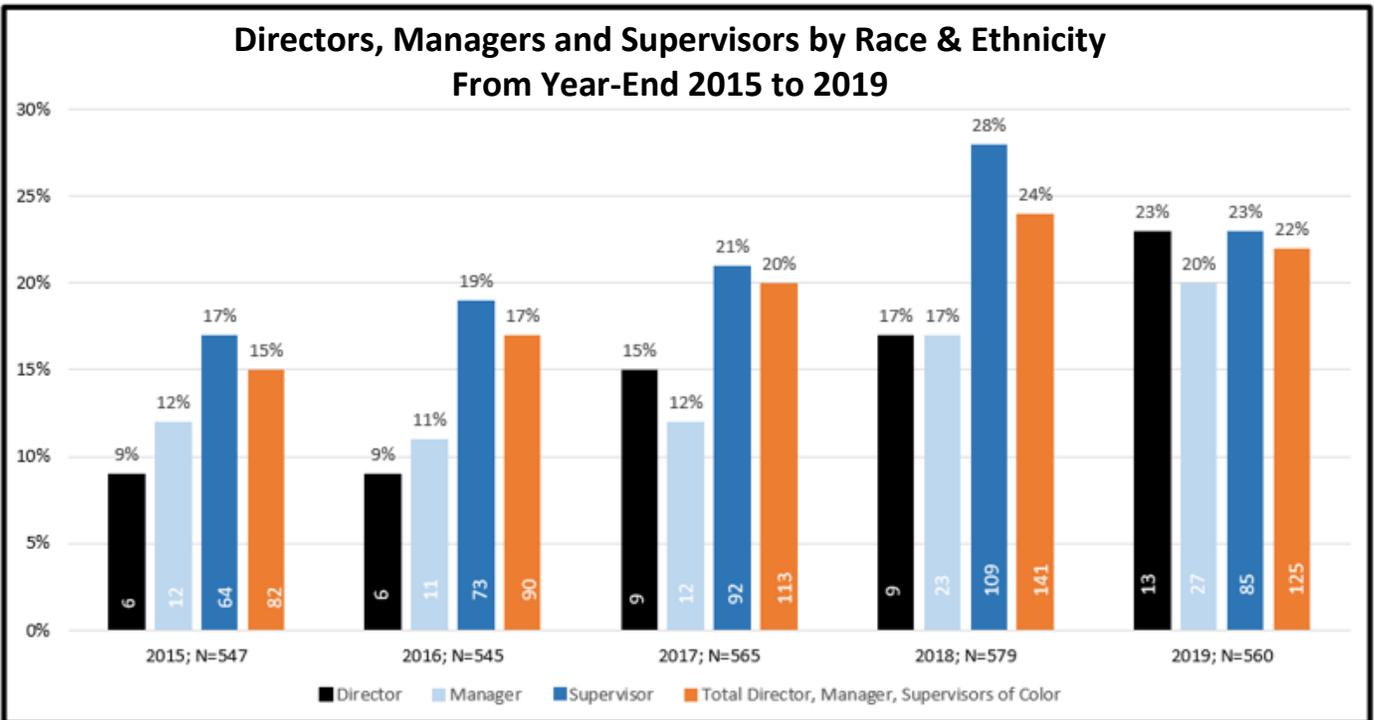
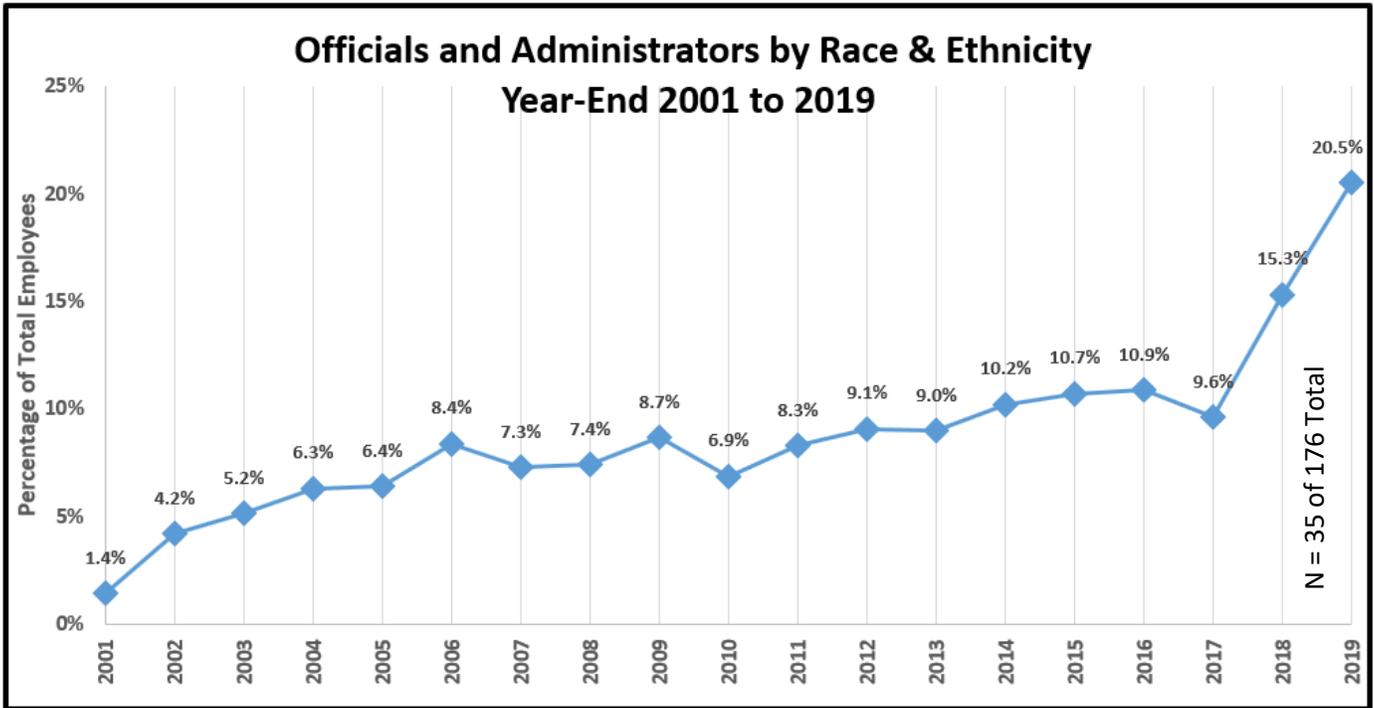
²Due to rounding, percentages may not precisely reflect the absolute totals indicated.

³Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff



Countywide Overview

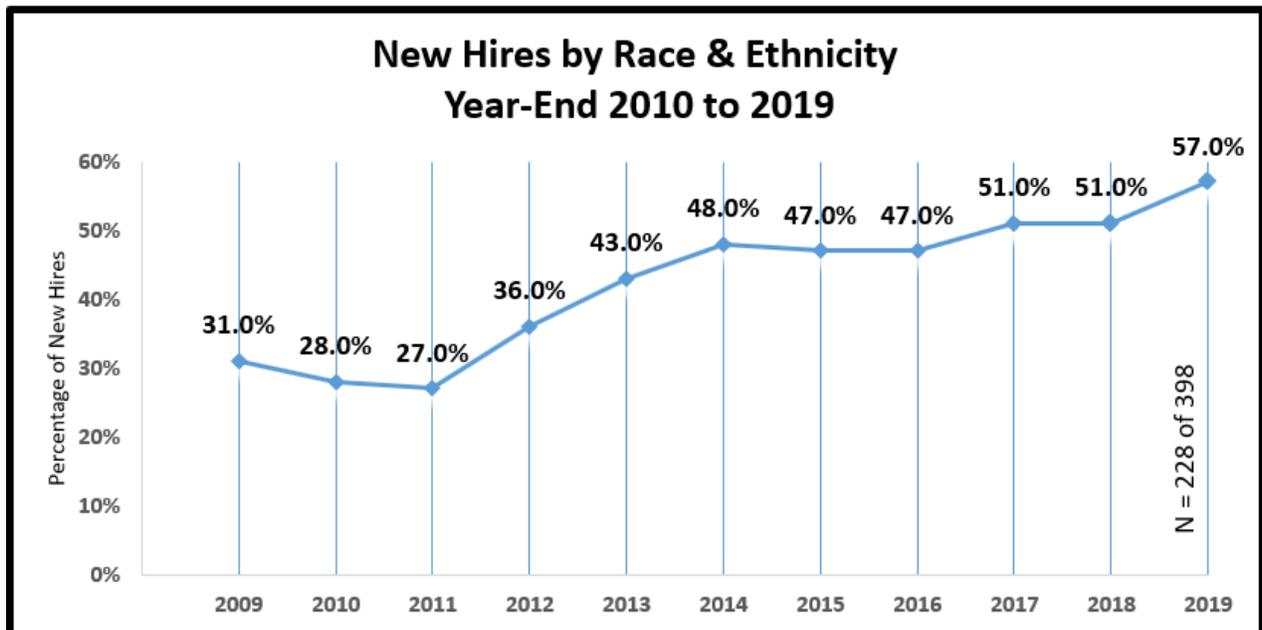
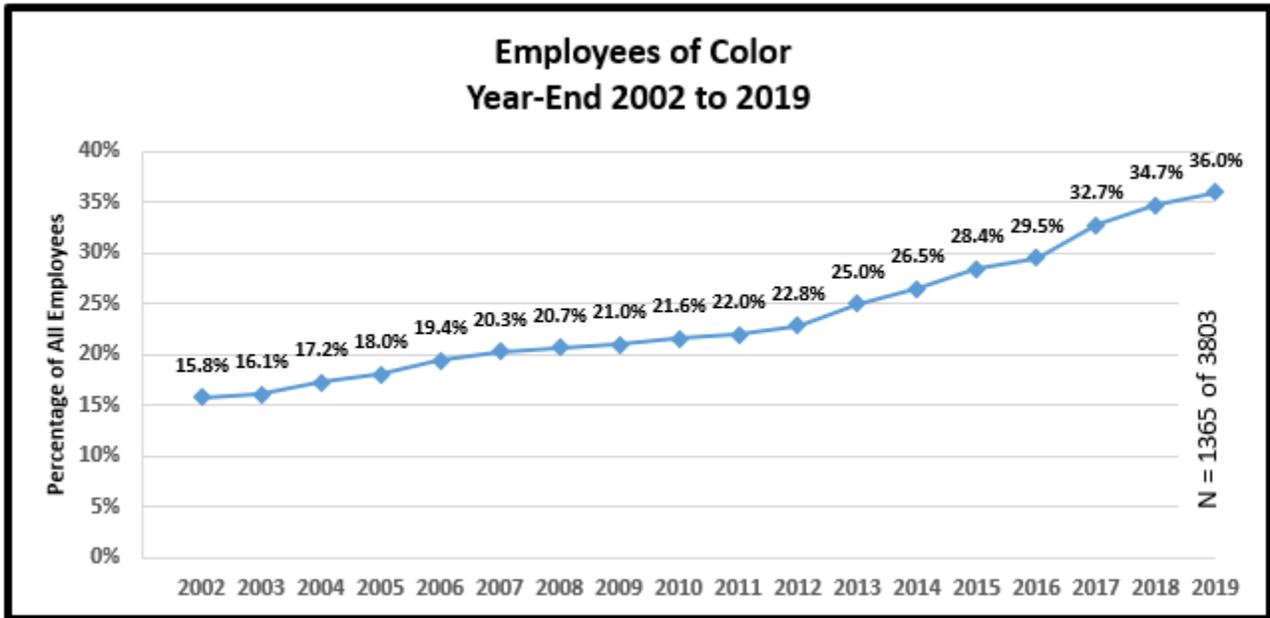
Formal Leaders of by Race & Ethnicity



For comparative information, see the 2010 Census for Ramsey County Geographic Area, the 2010 Census for Minneapolis-St. Paul Metropolitan Statistical Area and the Five-Year Estimates from the American Community Survey 2014-2018 on page 12.

Countywide Overview

Employees of Race & Ethnicity



2010 Census for Ramsey County Geographic Area

Civilian Labor Force age 16 and older: 74.7% White only; 25.3% Other than white only
 EEO-job category, Officials and Managers: 86.3% White, non-Hispanic; 13.7% People of Color

2010 Census for Minneapolis-St. Paul Metropolitan Statistical Area

Civilian Labor Force age 16 and older, all Management Occupations:
 89.4% White only, 10.15% Other than white only

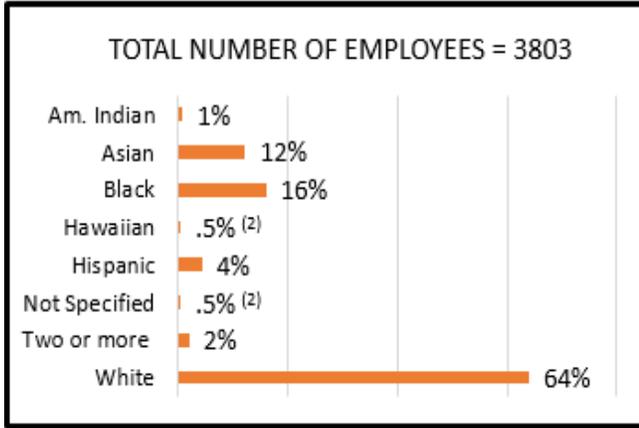
Five-Year Estimates from the American Community Survey (2014-2018)

Civilian Labor Force age 16 and older: 66.4% white, non-Hispanic 33.6% people of color
 Percentage of Total Civilian Labor Force: 66% female
 Ramsey County's population: 66.8% white; 33.2% people of color

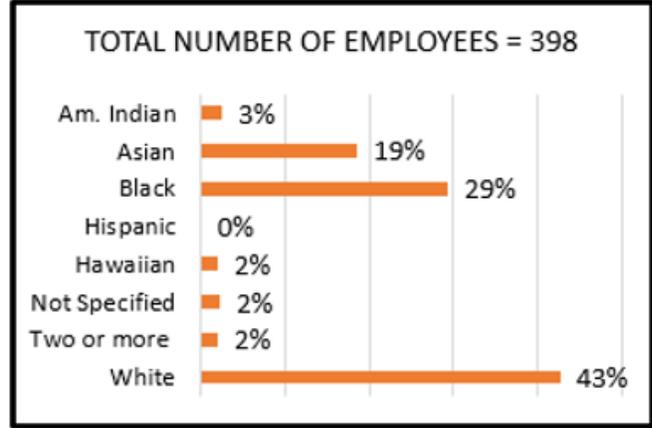
Countywide Overview

Summary of Employees by Race & Ethnicity Year End 2019

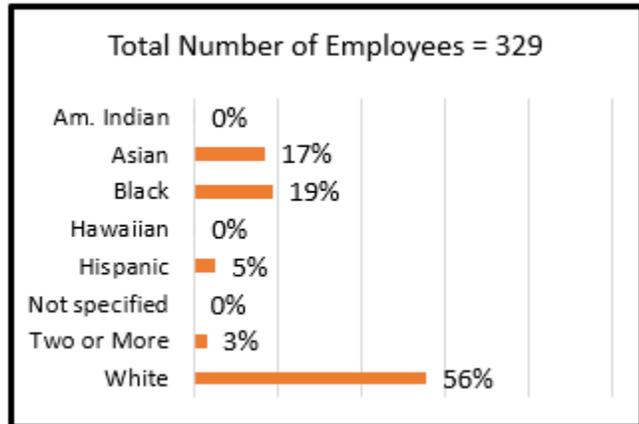
Ramsey County



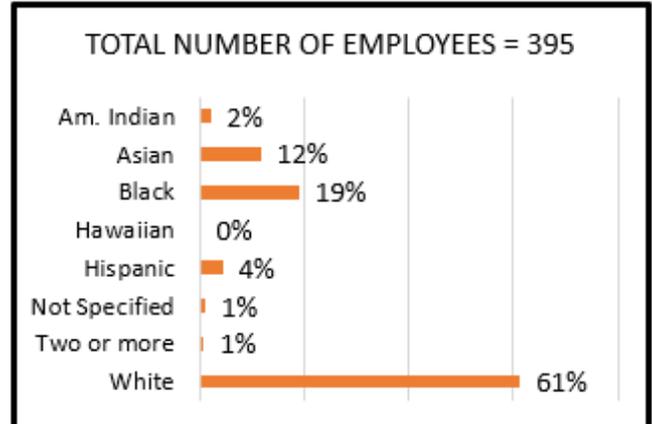
New Hires



Promotions



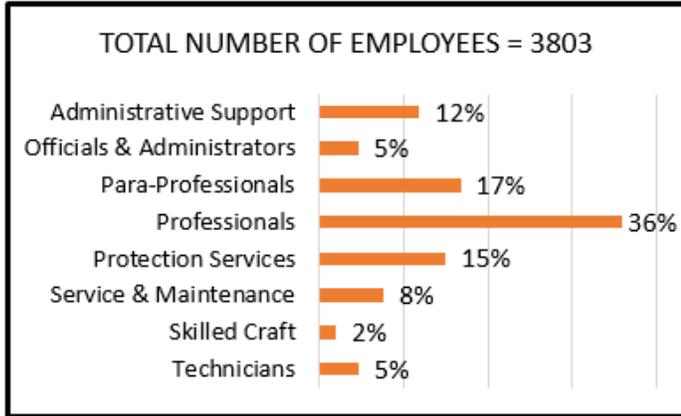
Separations



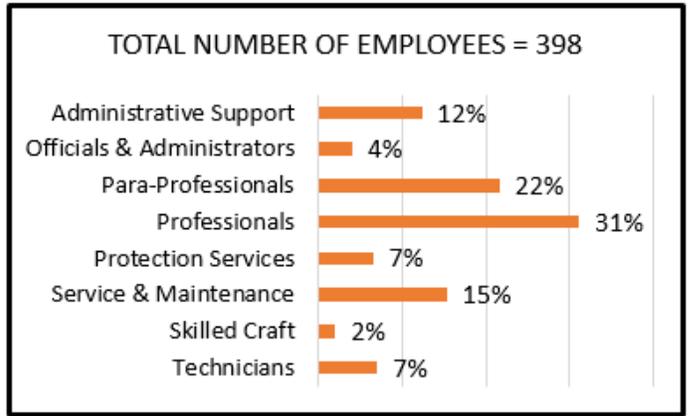
Countywide Overview

Summary of Employees by EEO-4 Category Year-End 2019

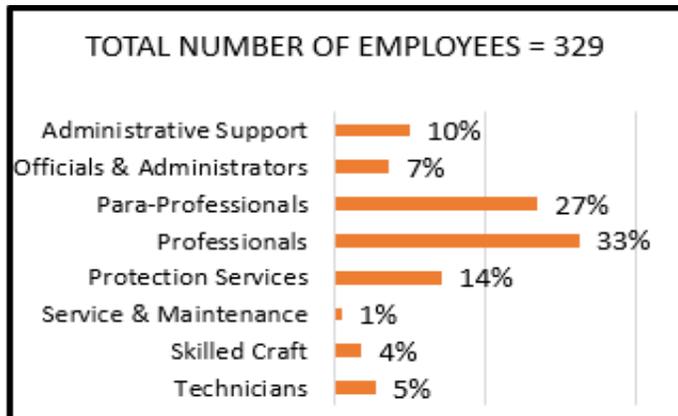
Ramsey County



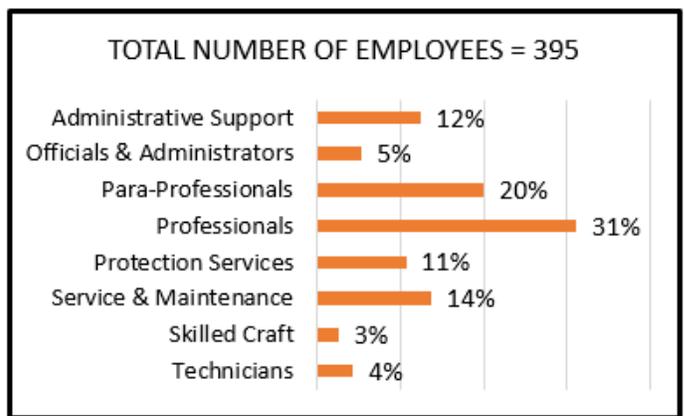
New Hires



Promotions



Separations



Total number of employees includes elected officials, principal assistants and County Attorney/Sheriff's immediate secretaries totaling 14 for EEO-4 purposes.

Due to rounding, percentages may not precisely reflect the absolute totals indicated.

Countywide Overview

All Employees in the Workforce by EEO-4 Category By Race & Ethnicity and Gender for Year-End 2019

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	6	44	38		18		7	276	389		6	8		1		1	47	63	452
Officials & Administrators		7	10		1		3	72	93		3	7		4		1	69	84	177
Para-Professionals	2	100	81	2	31	4	7	259	486	1	37	36		3		7	66	150	636
Professionals	7	117	149		29	2	21	598	923	2	63	88		22	2	6	296	479	1402
Protective Service	1	11	12		23		8	139	194	2	33	41	1	14	1	5	301	398	592
Service & Maintenance	4	6	67		6		1	53	137	4	3	64		2			80	153	290
Skilled Craft					1				1	1	1	4		2		2	65	75	76
Technicians	1	25	8		5		2	52	93		11	4		3		2	65	85	178
Grand Total	21	310	365	2	114	6	49	1449	2316	10	157	252	1	51	3	24	989	1487	3803

Employees of color = 1365

White employees = 2438

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%	11%	10%		5%		2%	71%	86%		10%	13%		2%		2%	75%	14%	12%
Officials & Administrators		8%	11%		1%		3%	77%	53%		4%	8%		5%		1%	82%	47%	5%
Para-Professionals		21%	17%		6%	1%	1%	53%	76%	1%	25%	24%		2%		5%	44%	24%	17%
Professionals	1%	13%	16%		3%		2%	65%	66%		13%	18%		5%		1%	62%	34%	37%
Protective Service	1%	6%	6%		12%		4%	72%	33%	1%	8%	10%		4%		1%	76%	67%	16%
Service & Maintenance	3%	4%	49%		4%		1%	39%	47%	3%	2%	42%		1%			52%	53%	8%
Skilled Craft					100%				1%	1%	1%	5%		3%		3%	87%	99%	2%
Technicians	1%	27%	9%		5%		2%	56%	52%		13%	5%		4%		2%	76%	48%	5%
Grand Total	1%	13%	16%	0%	5%	0%	2%	63%	61%	1%	11%	17%	0%	3%	0%	2%	67%	39%	100%

Employees of color = 36%

White employees = 64%

¹Total number of employees does not include elected officials.

²Due to rounding, percentages may not precisely reflect the absolute totals indicated.

³Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff

Countywide Overview

New Hires in the Workforce by EEO-4 Category By Race & Ethnicity and Gender for Year-End 2019

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	11	7		3		1	19	43		1	1		1			3	6	49
Officials & Administrators		2	3				1	4	10			1					5	6	16
Para-Professionals	2	17	22		2	4	1	22	70	1	6	4				1	4	16	86
Professionals		17	16			1	2	46	82		4	15			2	1	20	42	124
Protective Service	1	4	2					5	12		2			1			11	14	26
Service & Maintenance	2	1	28				1	7	39	1	1	12			2		6	22	61
Skilled Craft												1					7	8	8
Technicians	1	5	5		2			10	23		3			1			1	5	28
Grand Total	8	57	83		7	5	6	113	279	2	17	34		3	4	2	57	119	398

Employees of color = 228

White employees = 170

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%	26%	16%		7%		2%	44%	88%		17%	17%		17%			50%	12%	12%
Officials & Administrators		20%	30%				10%	40%	63%			17%					83%	38%	4%
Para-Professionals	3%	24%	31%		3%	6%	1%	31%	81%	6%	38%	25%				6%	25%	19%	22%
Professionals		21%	20%			1%	2%	56%	66%		10%	36%			5%	2%	48%	34%	31%
Protective Service	8%	33%	17%					42%	46%		14%			7%			79%	54%	7%
Service & Maintenance	5%	3%	72%				3%	18%	64%	5%	5%	55%			9%		27%	36%	15%
Skilled Craft									0%			13%					88%	100%	2%
Technicians	4%	22%	22%		9%			43%	82%		60%			20%			20%	18%	7%
Grand Total	3%	20%	30%	0%	3%	2%	2%	41%	70%	2%	14%	29%	0%	3%	3%	2%	48%	30%	100%

Employees of color = 57%

White employees = 43%

¹Total number of employees does not include elected officials.

²Due to rounding, percentages may not precisely reflect the absolute totals indicated.

³Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff

Countywide Overview

Promotions in the Workforce by EEO-4 Category

By Race & Ethnicity and Gender for Year-End 2019

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	4	4		2		1	17	29			1					3	4	33
Officials & Administrators		1	1					9	11		1	2		1			9	13	24
Para-Professionals		15	15	1	6		2	22	61		9	9				2	6	26	87
Professionals		8	10		5		1	35	59		7	14		1			26	48	107
Protective Service		4			1		2	14	21		5	6					15	26	47
Service & Maintenance																	1	1	1
Skilled Craft																	12	12	12
Technicians		2						2	4		1			1			12	14	18
Grand Total	1	34	30	1	14	0	6	99	185	23	32	0	0	3	2	84	144	329	

Employees of color = 146

White employees = 183

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	3%	14%	14%		7%		3%	59%	88%			25%					75%	12%	10%
Officials & Administrators		9%	9%					82%	46%		8%	15%		8%			69%	54%	7%
Para-Professionals		25%	25%	2%	10%		3%	36%	70%		35%	35%				8%	23%	30%	26%
Professionals		14%	17%		8%		2%	59%	55%		15%	29%		2%			54%	45%	33%
Protective Service		19%			5%		10%	67%	45%		19%	23%					58%	55%	14%
Service & Maintenance									0%								100%	100%	0%
Skilled Craft									0%								100%	100%	4%
Technicians		50%						50%	22%		7%			7%			86%	78%	5%
Grand Total	1%	18%	16%	1%	8%	0%	3%	54%	56%	0%	16%	22%	0%	2%	0%	1%	58%	44%	100%

Employees of color = 44%

White employees = 56%

¹Total number of employees does not include elected officials.

²Due to rounding, percentages may not precisely reflect the absolute totals indicated.

³Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff

Countywide Overview

Separations in the Workforce by EEO-4 Category By Race & Ethnicity and Gender for Year-End 2019

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	9				30	44			1					4	5	49
Officials & Administrators				1				11	12		1	1					7	9	21
Para-Professionals	4	9	12		3		3	28	59		5	6					9	20	79
Professionals		8	11		3	1		65	88	1	2	9		3			20	35	123
Protective Service	1	3	2					11	17		6	1		2			16	25	42
Service & Maintenance		3	8		3	1		12	27	1	1	8		1	2		14	27	54
Skilled Craft								1	1	1		1					7	9	10
Technicians		2	4		2			5	13		1	1					2	4	17
Grand Total	5	30	47		11	2	3	163	261	3	16	28		6	2		79	134	395

Employees of color = 153

White employees = 242

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		11%	20%					68%	90%			20%					80%	10%	12%
Officials & Administrators			8%					92%	57%		11%	11%					78%	43%	5%
Para-Professionals	7%	15%	20%		5%		5%	47%	75%		25%	30%					45%	25%	20%
Professionals		9%	13%		3%	1%		74%	72%	3%	6%	26%		9%			57%	28%	31%
Protective Service	6%	18%	12%					65%	40%		24%	4%		8%			64%	60%	11%
Service & Maintenance		11%	30%		11%	4%		44%	50%	4%	4%	30%		4%	7%		52%	50%	14%
Skilled Craft								100%	10%	11%		11%					78%	90%	3%
Technicians		15%	31%		15%			38%	76%		25%	25%					50%	24%	4%
Grand Total	2%	11%	18%	0%	4%	1%	1%	62%	66%	2%	12%	21%	0%	4%	1%	0%	59%	34%	100%

Employees of color = 39%

White employees = 61%

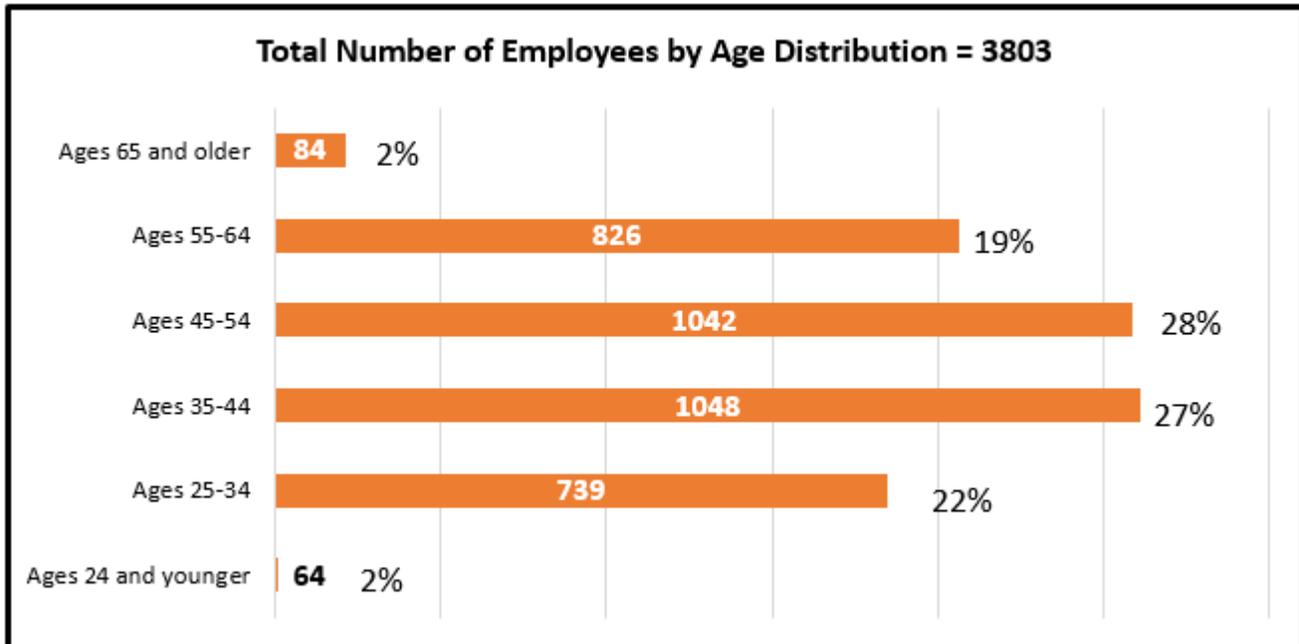
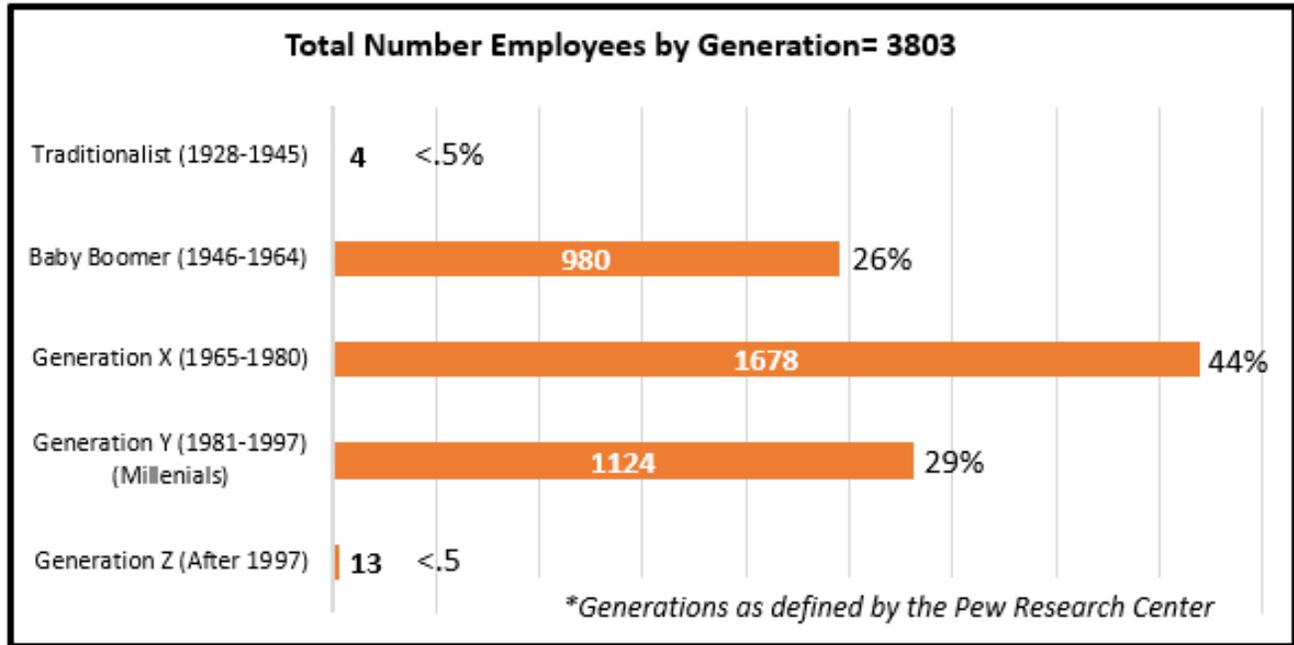
¹Total number of employees does not include elected officials.

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³Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff

Countywide Overview

Generations in the Workforce Year-End 2019

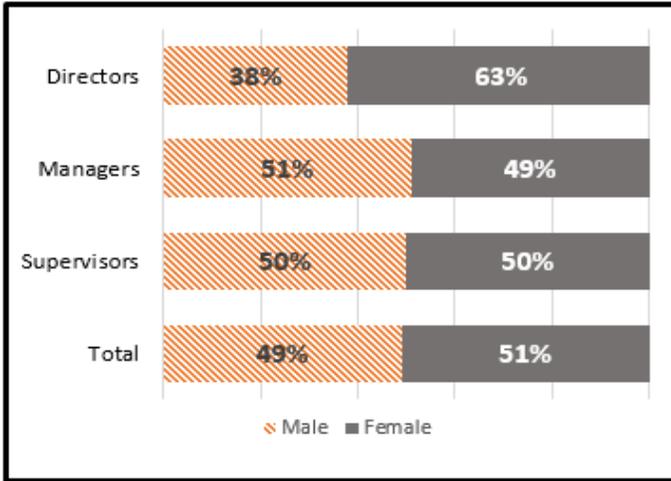


- Employees in the Baby Boom and Generation X generations represent 70 percent of the workforce in both Year-End 2018 and 2019.
- Generation X and Millennial (Y) generations reflect 73% of our workforce.
- For the second year; the average age of employees was 45.

Countywide Overview

Gender in the Workforce

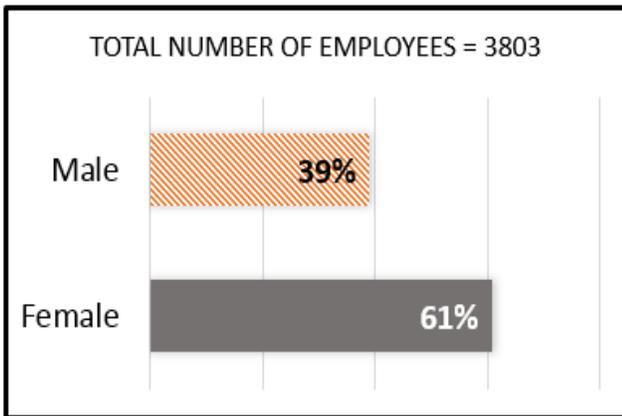
Year End 2019



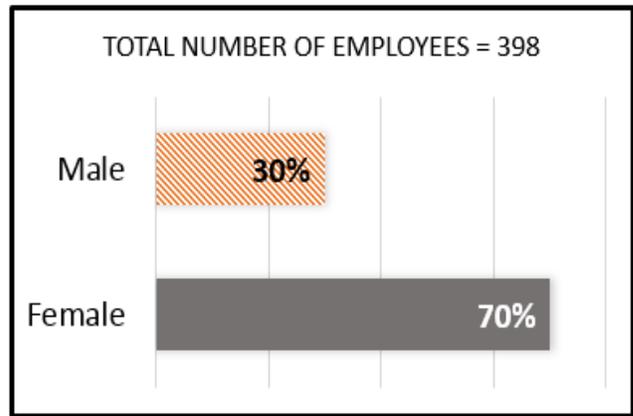
A balance in gender diversity is found at all levels of the organization:

- 61% of our total workforce and 51% of all formal leaders are female.
- 53% of Officials and Administrators are female employees.
- 66% of all Professional employees are female.
- 47% of all Service & Maintenance employees are female.
- 52% of all Technician employees are female.

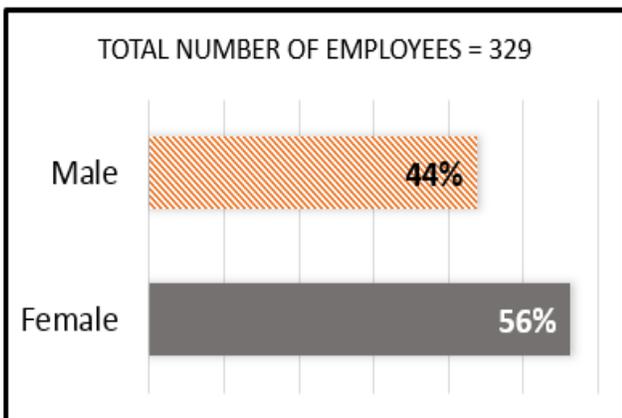
Ramsey County



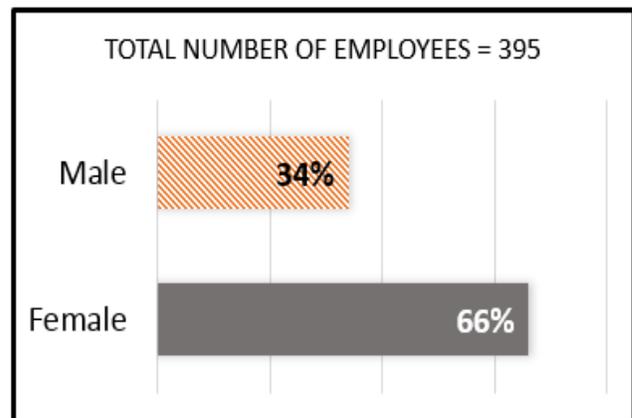
New Hires



Promotions



Separations

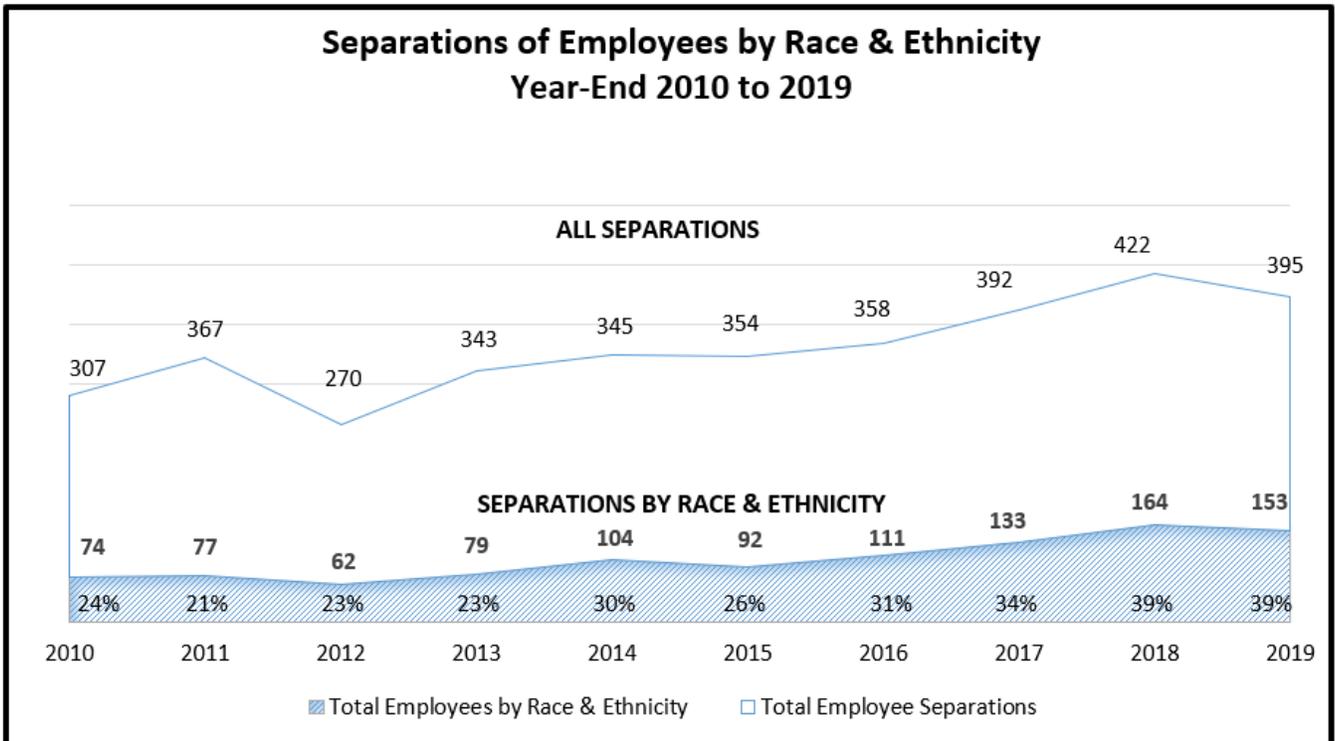
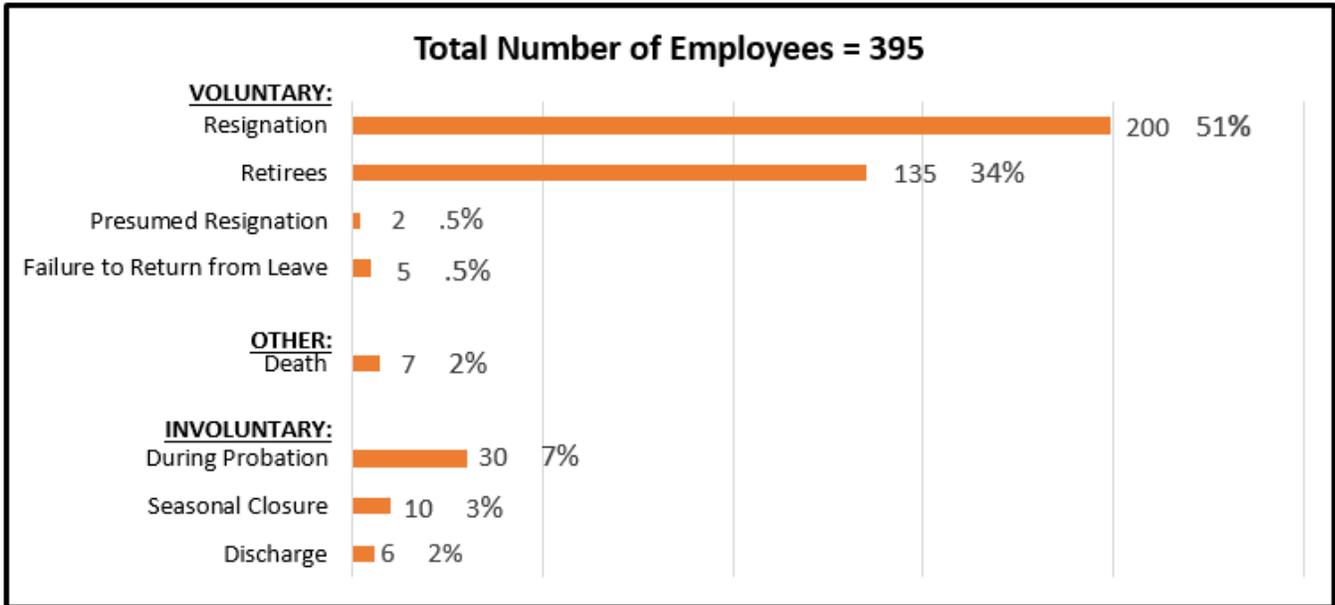


¹Total number of employees does not include elected officials.

²Due to rounding, percentages may not precisely reflect the absolute totals indicated.

Countywide Overview

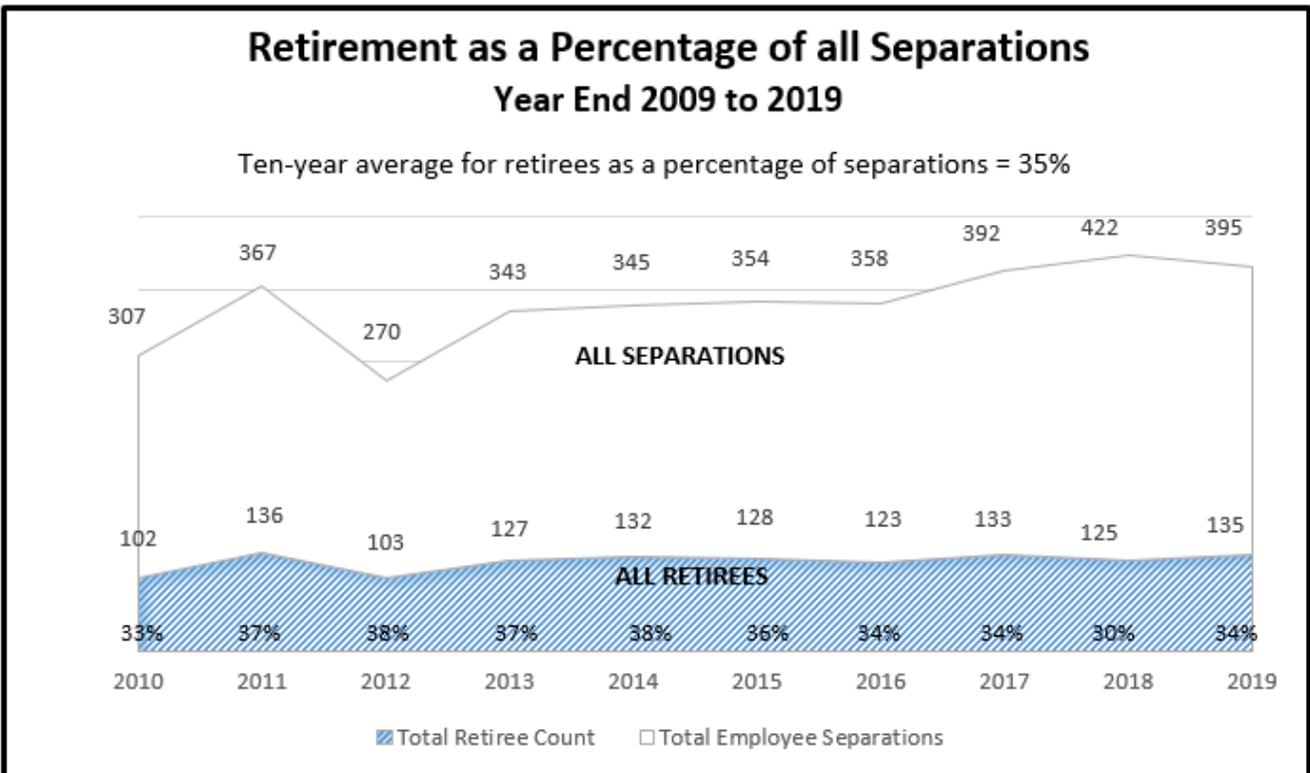
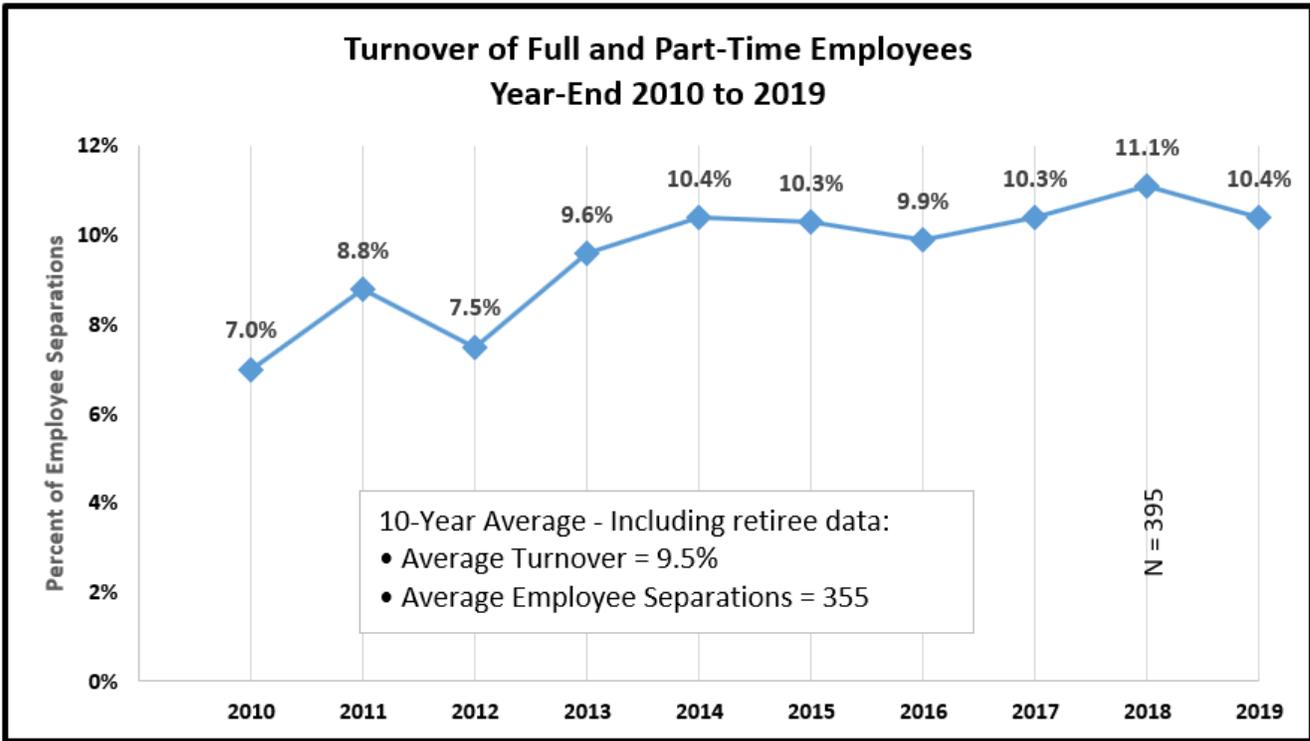
Summary of Separations in the Workforce Year-End 2019



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Separations by Race & Ethnicity as a percentage of our workforce	1.9%	2.0%	1.7%	2.2%	2.8%	2.5%	3.0%	3.5%	4.3%	4.0%

Countywide Overview

Summary of Turnover in the Workforce



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Retirees by Race & Ethnicity as a percentage of our workforce	2.1%	2.6%	3.5%	2.8%	3.5%	3.6%	3.5%	3.4%	3.5%	3.3%

This section of the report summarizes historical and current data *by each service team and department* for all full- and part-time Ramsey County employees by: Race & Ethnicity, EEO-4 categories and Gender.

- The historical and current data *does not include* intermittent employees, student workers, student interns or temporary staff.
- The five service teams are:
 - Economic Growth and Community Investment (EGCI)
 - Health and Wellness (H&W)
 - Information and Public Records (IPR)
 - Safety and Justice (S&J)
 - Strategic Team (ST)
- Additional data is provided for New Hires, Promotions and Separations by service team on pages 37-50 and department on pages 51-114.
- For your reference, a listing of the departments 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* on pages 118-121.

In the past year, the county:

- **Maintained the ratio of employees by race and ethnicity from the prior year**, or 36% employees by race and ethnicity.
- **Hired** 398 employees representing 10.5% of the workforce. This was a reduction of 33 employees from 431 (11.3%) in the prior year. However, more than half the new hires -- or 228 (57%) were employees by race and ethnicity.
- **Promoted** 329 employees representing 8.7% of the workforce. This was a reduction of 33 employees from 362 (9.5%) in the prior year. However, nearly half the promotions – or 146 (44%) were employees by race and ethnicity.
- **Separated** 395 employees representing 10.4% of the workforce. This was a reduction of 25 employees from 420 (11.1%) in the prior year. There were 153 employees by race and ethnicity (39%) separating from employment.

Specific to service teams, the net change in employees by race & ethnicity was as follows:

- EGCI fell by 1% from 20% to 19%.
- H&W rose by 1% from 44% to 45%.
- IPR experienced no change (remained at 34%).
- S&J rose by 1% from 25% to 26%.
- ST rose by 3% from 32% to 35%.

We acknowledge the diversity of the Health & Wellness Service Team, as it is comprised of over half of all county employees and which has a direct, significant impact on the county's diversity as a whole. Secondly, diversity in the county is further anchored by the diversity from several departments within two service teams: H&W: Financial Assistance Services, Healthcare Services (LOR & RCCC) and Social Services; and EGCI: Workforce Solutions.

When all the above data is considered together, the data demonstrates continued progress in attracting and promoting racially and ethnically diverse employees as well as a continued need to retain racially and ethnically diverse employees in alignment with the Ramsey County's Talent Attraction, Retention and Promotion strategic goals.

The following pages summarize our changing workforce as reflected in our service teams. See pages 37-50 for more detail and the Appendix includes a list of departments within each service team..

Summary of Workforce Statistics by Service Team

Economic Growth and Community Investment (EGCI)

The 6 departments within EGCI represent 13% of the county's workforce, or 478 of the county's 3,803 employees. EGCI is the only service team which includes employees in all eight EEO-4 categories, with the majority of its employees in the Professionals classification.

- **Gender diversity** in EGCI is well balanced between females and males.
- **Employees by race & ethnicity** represent 19% of EGCI's workforce compared to the county workforce of 36% for racially and ethnically diverse employees. Non-Hispanic white employees were 81% of EGCI's workforce.
- EGCI **hired** 9%, or 37 of the county's total 398 new hires; of EGCI's new hires, 30% were racially and ethnically diverse applicants.
- EGCI **promoted** 15%, or 49 of the 329 promotions countywide this year; of EGCI's promotions, 22% were racially and ethnically diverse employees.
- EGCI **separations** totaled 47 employees (12%) of all service teams; the largest group came from the EEO-4 of Professionals category (28%).
 - Of EGCI separations, 21% were racially and ethnically diverse employees compared to 39% county wide. Comparatively, EGCI's workforce includes 19% racially and ethnically diverse employees.
- **Turnover** for EGCI was 9.8% for year-end 2019.

Health and Wellness (H&W)

The 8 departments within H&W represent 55% of the county's workforce, or 2,108 of the county's 3,803 employees. H&W is the most diverse by Race & Ethnicity of all the service teams, with nearly half of its employees in the EEO-4 Professionals category.

- H&W is one of two service teams with Gender diversity showing a significantly higher population of females (70%) than males (30%).
- H&W's **racially and ethnically diverse workforce** was the highest of the service teams at 45% compared the county's total workforce of 36% racially and ethnically diverse employees. Non-Hispanic white employees were 55% of H&W's workforce.
- H&W **hired** 70%, or 275 of the county's total 398 new hires, of which 66% were racially and ethnically diverse employees.
- H&W **promoted** 50%, or 166 of the 329 employee promotions countywide in 2019. Racially and ethnically diverse employees represented 60% of all promotions. H&W had the highest percentage of racially and ethnically diverse employees promoted across the service teams. Comparatively, H&W's workforce includes 45% racially and ethnically diverse employees.
- H&W **separations** totaled 64% of all service team separations, or 251 of 395 employee separations.
 - In line with the H&W's overall workforce, the largest group of **separations** came from the EEO-4 category of Professionals (36%).
 - Of H&W separations, 47% were racially and ethnically diverse employees compared to 39% countywide.
- While H&W experienced the highest percentage of racially and ethnically diverse employee separations (47%) compared to all the service teams, it is in alignment with H&W's workforce which is 45% racially and ethnically diverse employees.
- **Turnover** for H&W was 11.9% for year-end 2019.

Information and Public Records (IPR)

The 6 departments within IPR represent 5% of the county's workforce, or 202 of the county's 3,803 employees. The majority of IPR positions are in the two EEO-4 categories of Professionals and Administrative Support.

- **Gender diversity** in IPR is split nearly evenly between females and males.
- **Employees by race & ethnicity** represent 35% of IPR's workforce compared to the county workforce of 36%. Non-Hispanic white employees were 65% of IPR's workforce.
- IPR **hired** 4%, or 17 of the county's total 398 new hires, of which 35% were racially and ethnically diverse applicants.
- IPR **promoted** 6%, or 19 of the 329 employee promotions countywide this year. IPR had the lowest percentage of promotions of racially and ethnically diverse employees across the service teams, of which 11% were racially and ethnically diverse employees. Comparatively, IPR's workforce includes 24% racially and ethnically diverse employees.
- IPR **separations** totaled 7% of all service teams, or 26 of 395 separations and primarily came from the same two EEO-4 categories noted above and
 - Of IPR separations, 15% were racially and ethnically diverse employees, which was the lowest percentage of racially and ethnically diverse employees separating across all service teams. Comparatively, IPR's workforce includes 24% racially and ethnically diverse employees.
 - IPR separations of racially and ethnically diverse employees (15%) were significantly lower than countywide separations occurring at a rate of 39%.
- **Turnover** for IPR was 12.9% for year-end 2019.

Safety and Justice (S&J)

The 5 departments within S&J represent 24% of the county's workforce, or 910 of the county's 3,803 employees. The majority of S&J's positions are in the EEO-4 category of Protective Service.

- **Gender diversity** in S&J is evenly split between females and males.
- **Employees by race & ethnicity** represent 26% of S&J's workforce. Of the five service teams, S&J is one of three whose workforce of racially and ethnically diverse employees were at the lowest rates of all service teams. Comparatively, S&J's workforce also is lower than the county's workforce of 36 % racially and ethnically diverse employees. Non-Hispanic white employees were 74% of S&J's workforce, the same as the prior year.
- S&J **hired** 15 %, or 58 of the county's total 398 new hires, of which 40% were racially and ethnically diverse applicants.
- S&J **promoted** 24%, or 79 of the 329 employee promotions countywide this year, of which 38% were racially and ethnically diverse employees.
- S&J **separations** totaled 14% of all service teams, or 57 of 395 separations and came from the same EEO-4 category as noted above.
 - Of S&J separations, 32% were racially and ethnically diverse employees, which was the second highest rate of racially and ethnically diverse employees separating across all service teams. Comparatively, S&J's workforce includes 26% employ racially and ethnically diverse employees.
- **Turnover** for S&J was 6.3% for year-end 2019.

Strategic Team (ST)

The 4 departments within the ST represent 3% of the county's workforce, or 94 of the county's 3,803 employees. The majority of ST's positions are in the EEO-4 category of Professionals.

- The ST is one of two service teams with **Gender diversity** showing a significantly higher population of females (71%) than males (29%).
- **Employees by race & ethnicity** represent 35% of the ST's workforce, nearly equal to the county workforce of 36%. Non-Hispanic white employees were 65% of ST's workforce.
- The ST **hired** 2%, or 8 of the total 398 new hires, of which 75% were racially and ethnically diverse applicants and was the highest percentage across all service teams.
- The ST **promoted** 5%, or 16 of the total 329 employee promotions countywide this year, of which 19% were racially and ethnically diverse employees.
- **Separations** totaled 3% of all service teams, or 12 of 395 separations, and came from the same EEO-4 category as noted above.
 - Of ST separations, 25% were racially and ethnically diverse employees, which is 10% lower than ST's workforce which is 35% racially and ethnically diverse employees.
- **Turnover** for ST was 12.8% for year-end 2019.

DIVERSITY ACROSS SERVICE TEAMS NEAR OR ABOVE 50 PERCENT

Most diverse workforce population by **Race and Ethnicity**

Economic Growth and Community Investment <ul style="list-style-type: none"> • Workforce Solutions 	Strategic Team <ul style="list-style-type: none"> • Human Resources
Health and Wellness <ul style="list-style-type: none"> • Financial Assistance Services • Healthcare Services – Lake Owasso Residence • Healthcare Services – Ramsey County Care Center 	

Most diverse workforce population by **New Hires**

Economic Growth and Community Investment <ul style="list-style-type: none"> • Library 	Safety and Justice <ul style="list-style-type: none"> • County Attorney's Office
Health and Wellness <ul style="list-style-type: none"> • Community Corrections • Financial Assistance Services • Health & Wellness Administration • Healthcare Services – Lake Owasso Residence • Healthcare Services – Ramsey County Care Center • Public Health • Social Services 	Strategic Team <ul style="list-style-type: none"> • County Manager's Office • Finance • Human Resources
Information and Public Records <ul style="list-style-type: none"> • Information & Public Records Division 	

Most diverse workforce population by **Promotions**

Economic Growth and Community Investment <ul style="list-style-type: none"> • Library • Workforce Solutions 	Safety and Justice <ul style="list-style-type: none"> • County Attorney's Office
Health and Wellness <ul style="list-style-type: none"> • Community Corrections • Financial Assistance Services • Health & Wellness Administration • Healthcare Services – Lake Owasso Residence • Healthcare Services – Ramsey County Care Center • Public Health • Social Services 	Strategic Team <ul style="list-style-type: none"> • County Manager's Office

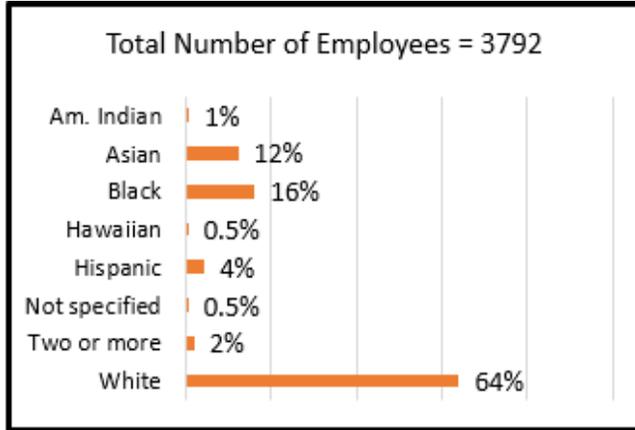
Most balanced workforce population by **Gender**

Economic Growth and Community Investment <ul style="list-style-type: none"> • Community & Economic Development 	Strategic Team <ul style="list-style-type: none"> • Finance
Health and Wellness <ul style="list-style-type: none"> • Community Corrections • Healthcare Services – Lake Owasso Residence 	Safety and Justice <ul style="list-style-type: none"> • Emergency Management & Homeland Security

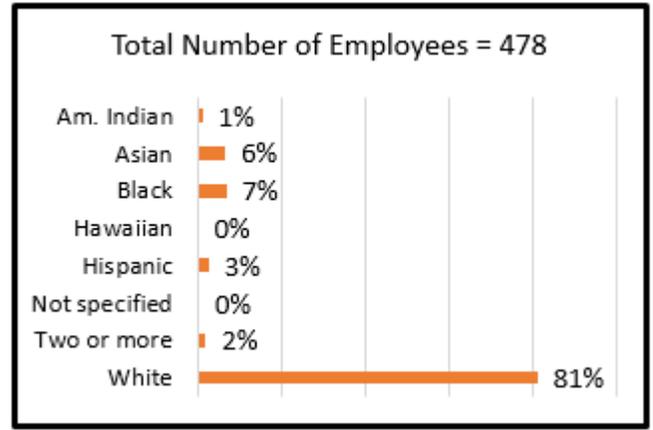
All Employees by Service Teams

All Employees by Service Teams by Race & Ethnicity Year-End 2019

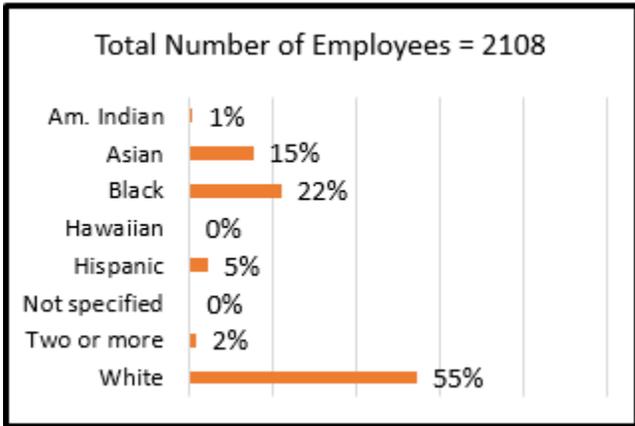
All Ramsey County (1) (2)



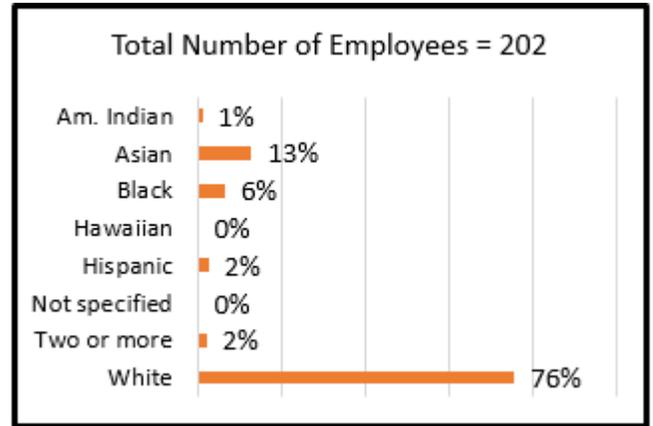
Economic Growth and Community Investment



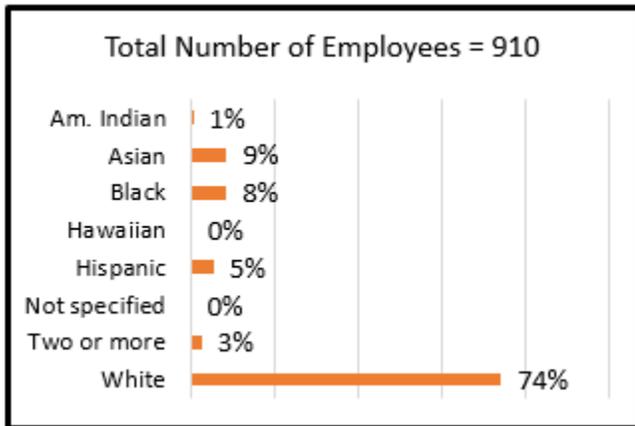
Health and Wellness (2)



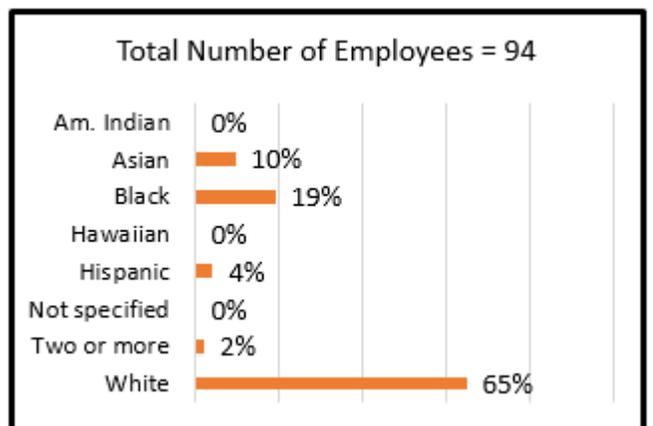
Information and Public Records (2)



Safety and Justice



Strategic Team



¹Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff

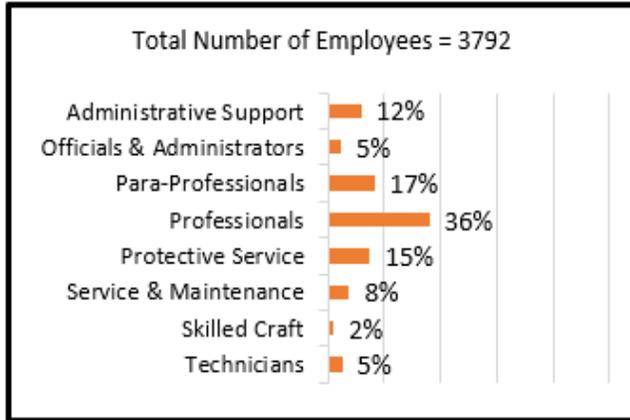
²Due to rounding, percentages may not precisely reflect the absolute totals indicated.

All Employees by Service Teams

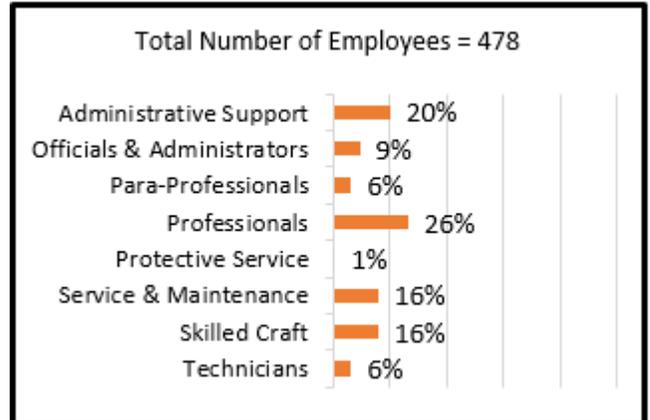
EEO-4 Category

Year-End 2019

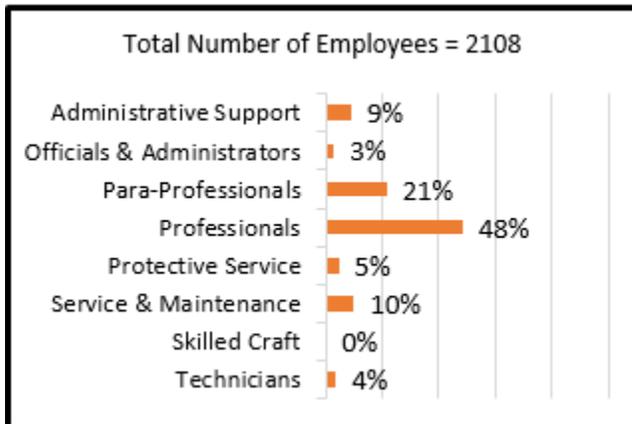
All Ramsey County (1) (2)



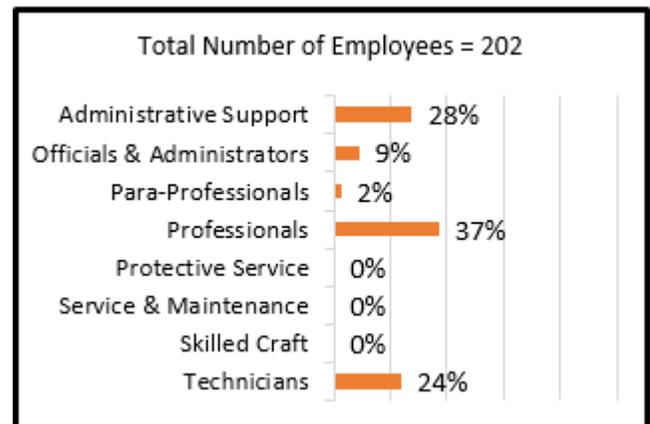
Economic Growth and Community Investment



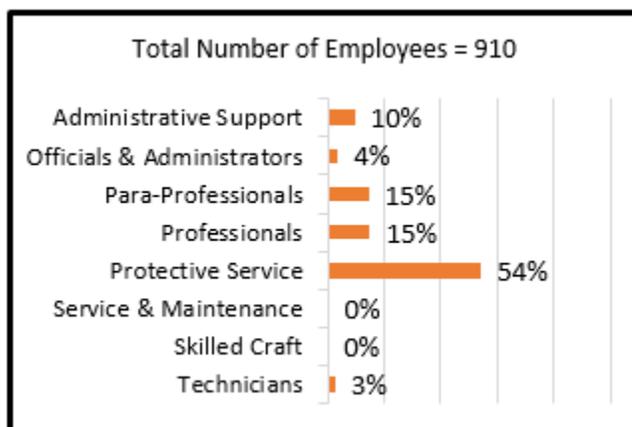
Health and Wellness



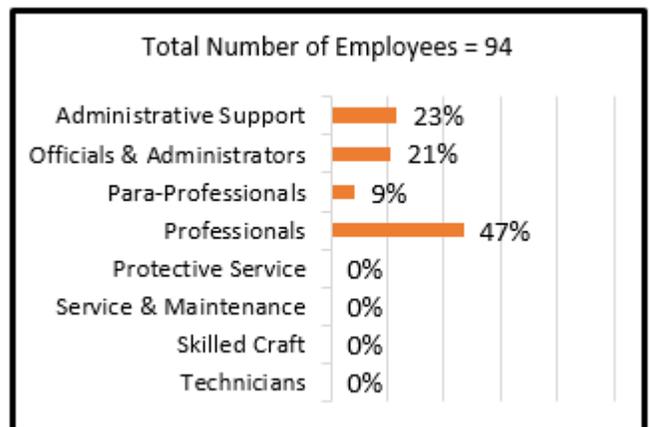
Information and Public Records



Safety and Justice (2)



Strategic Team

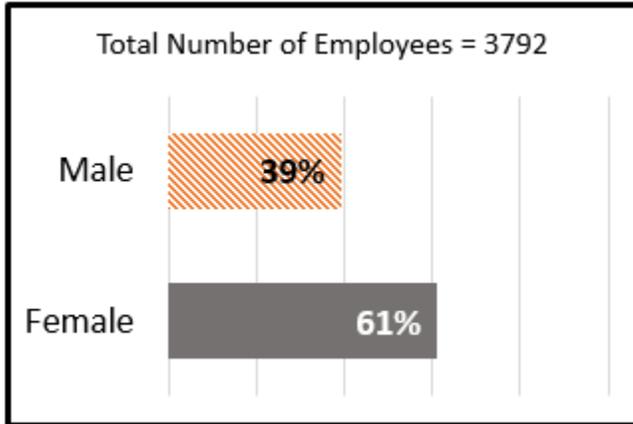


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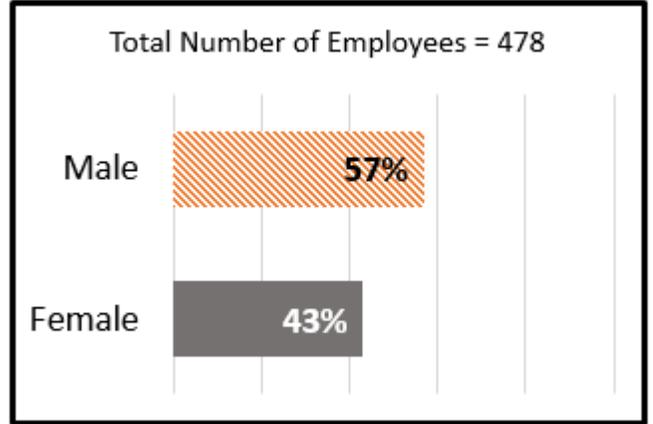
² Due to rounding, percentages may not precisely reflect the absolute totals indicated.

All Employees by Service Teams by Gender Year-End 2019

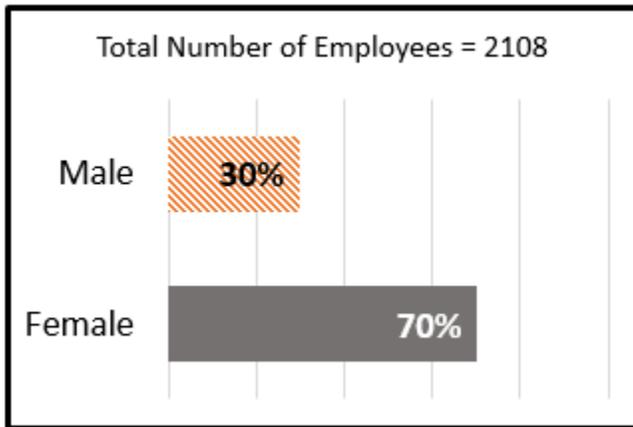
All Ramsey County ⁽¹⁾



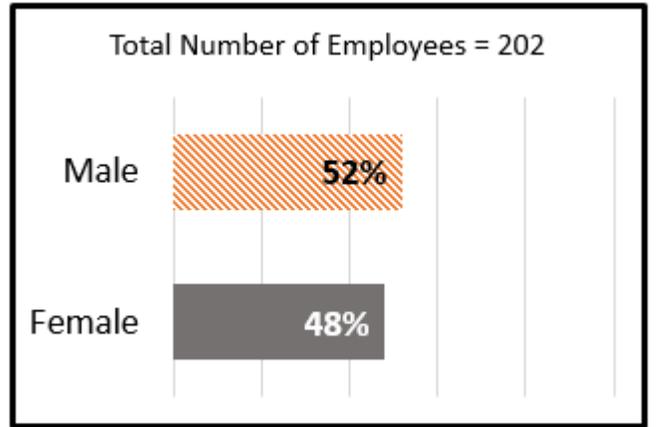
Economic Growth and Community Investment



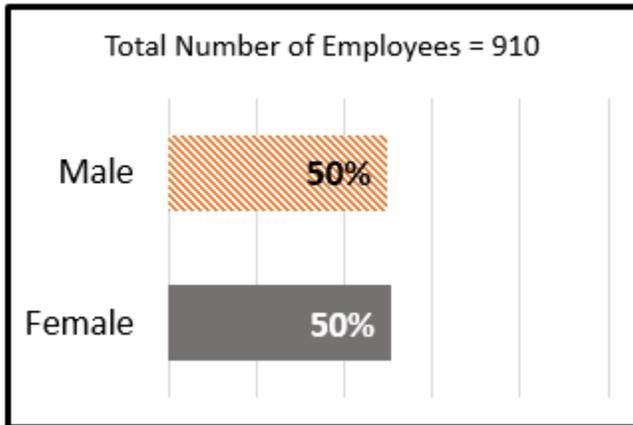
Health and Wellness



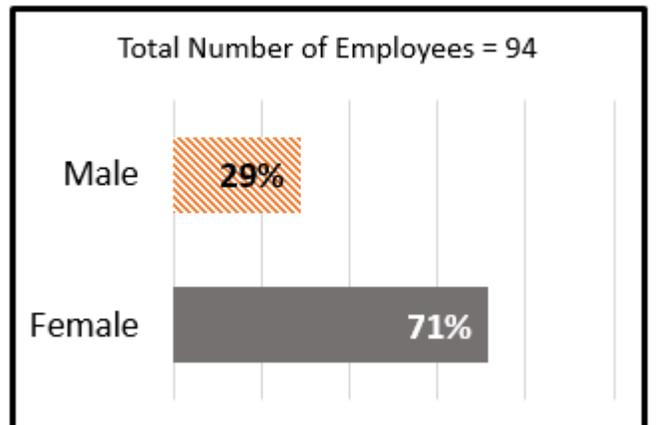
Information and Public Records



Safety and Justice



Strategic Team



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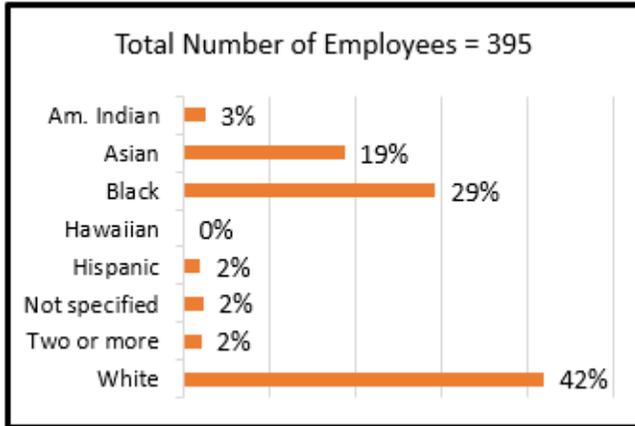
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All New Hires by Service Teams

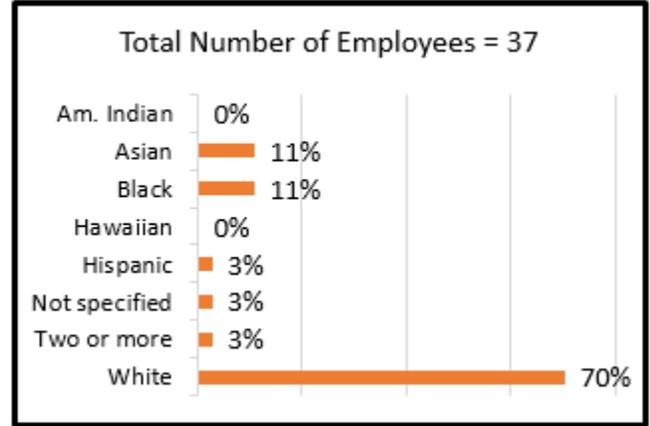
by Race & Ethnicity

Year-End 2019

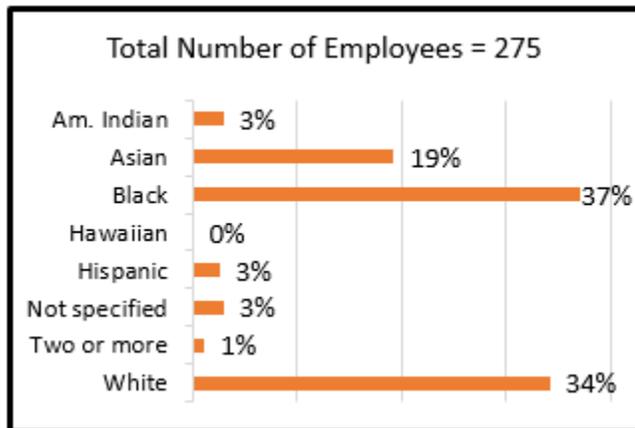
All Ramsey County (1) (2)



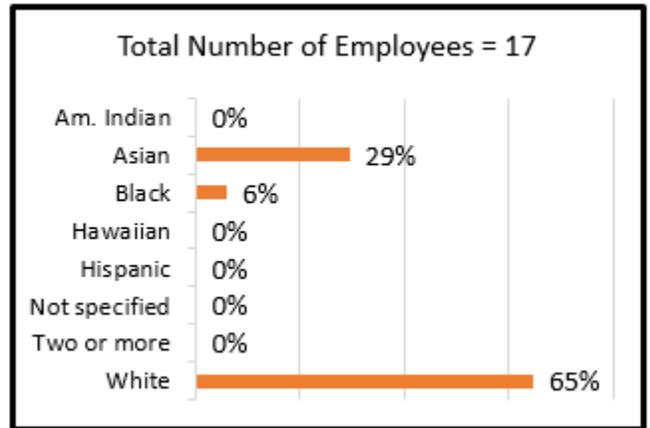
Economic Growth and Community Investment (2)



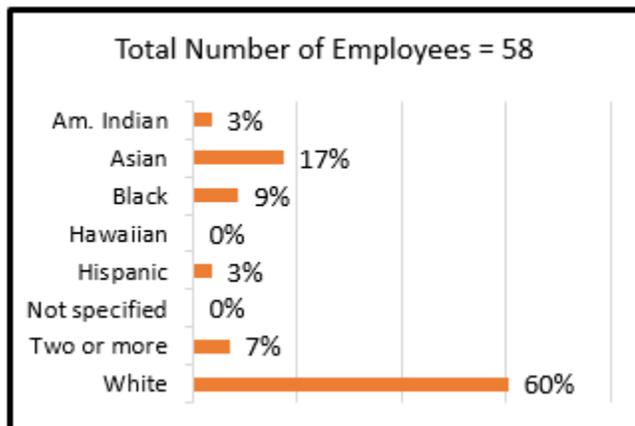
Health and Wellness



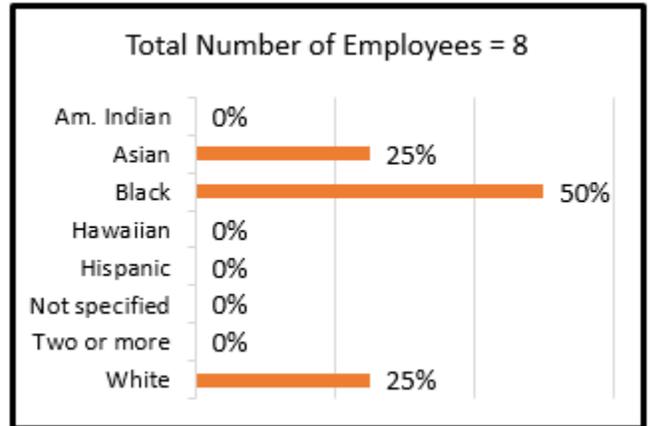
Information and Public Records



Safety and Justice (2)



Strategic Team



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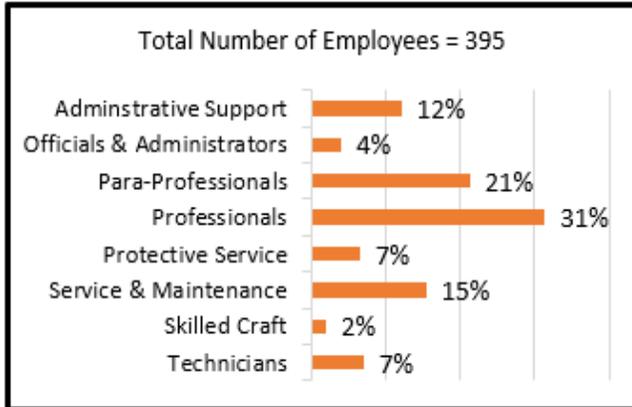
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All New Hires by Service Teams

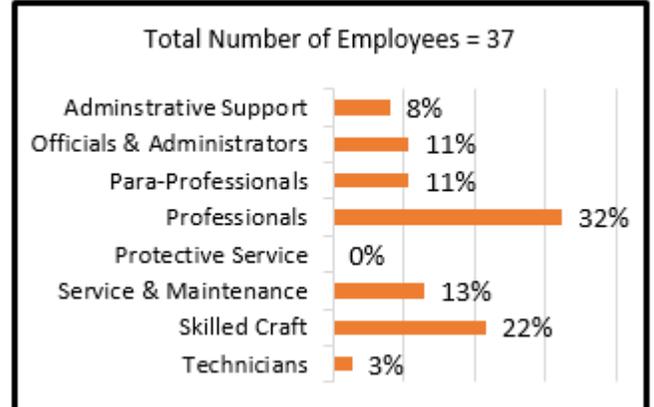
by EEO-4 Category

Year-End 2019

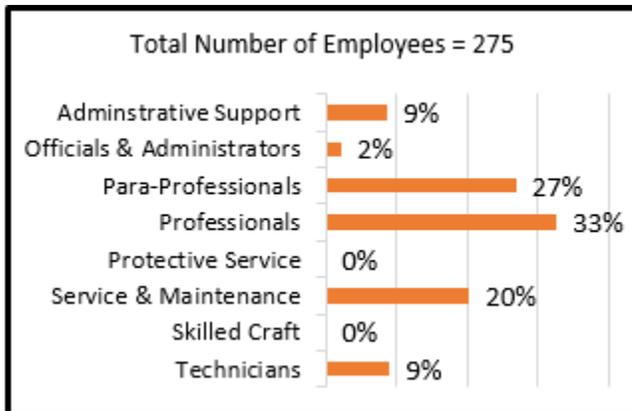
All Ramsey County (1) (2)



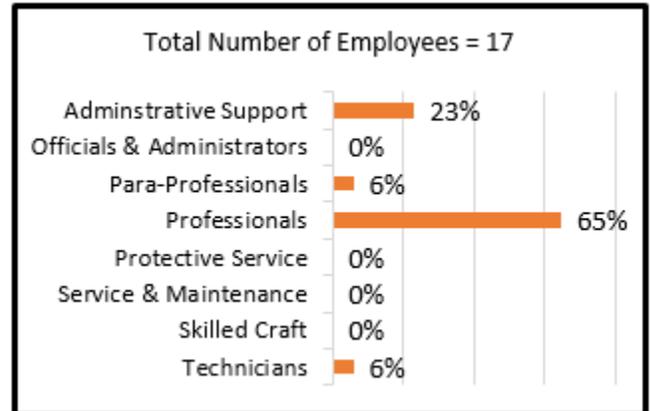
Economic Growth and Community Investment



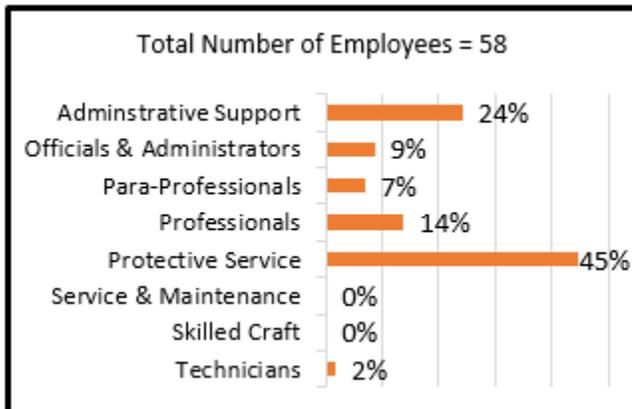
Health and Wellness



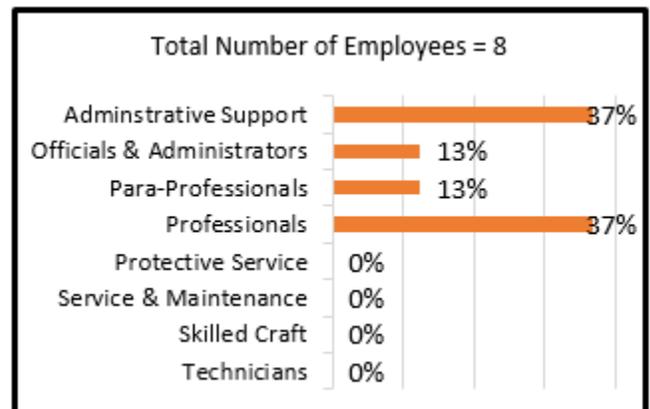
Information and Public Records



Safety and Justice (2)



Strategic Team



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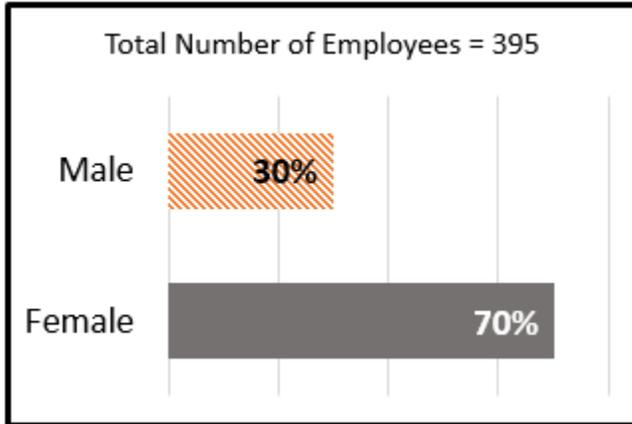
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All New Hires by Service Teams

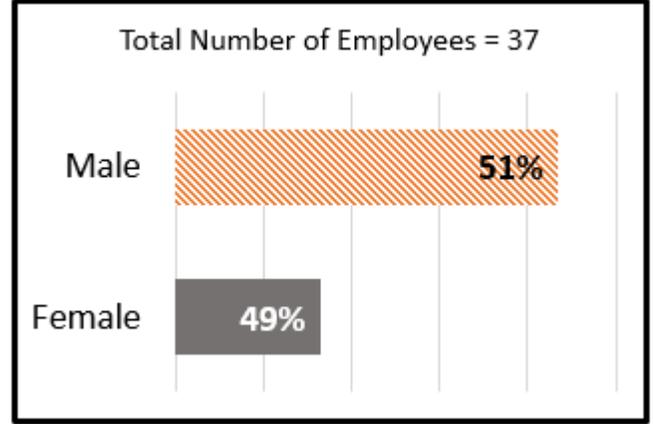
by Gender

Year-End 2019

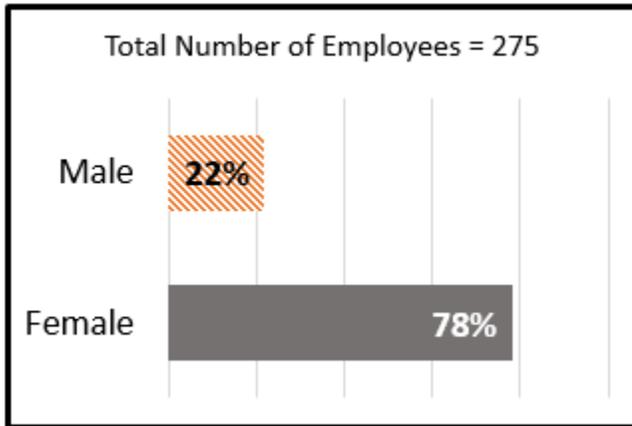
All Ramsey County



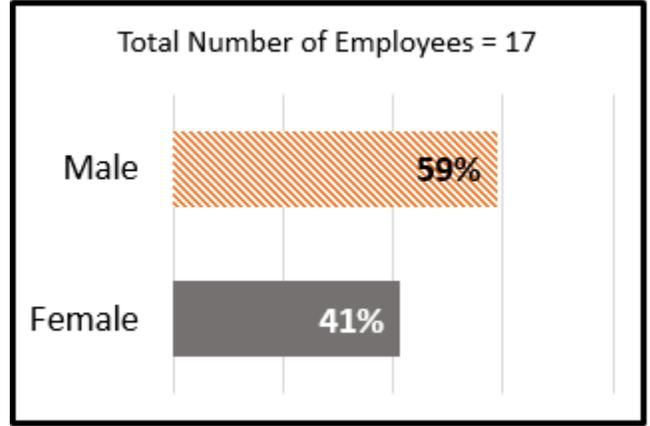
Economic Growth and Community Investment



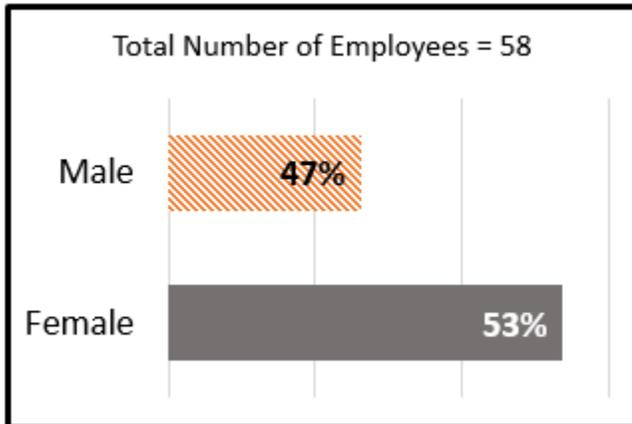
Health and Wellness



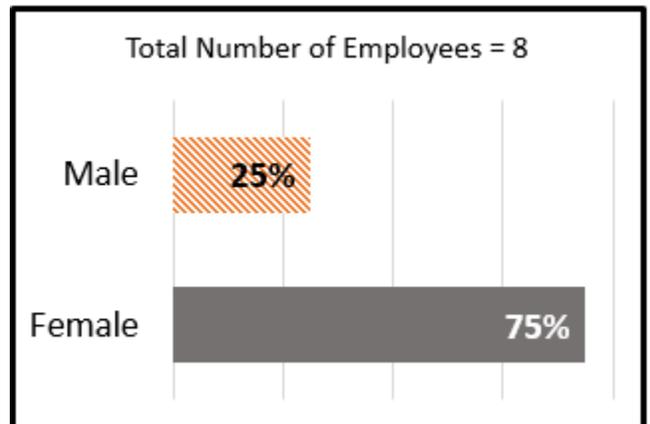
Information and Public Records



Safety and Justice



Strategic Team



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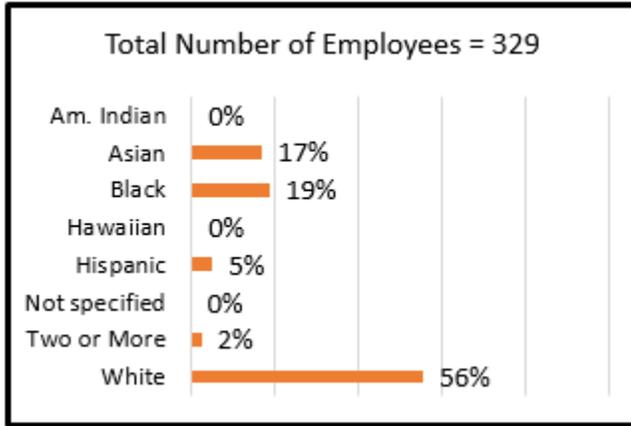
² Due to rounding, percentages may not precisely reflect the absolute totals indicated.

All Promotions by Service Teams

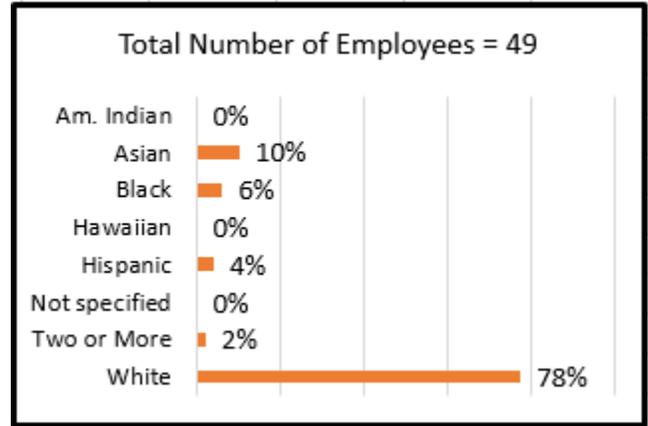
by Race & Ethnicity

Year-End 2019

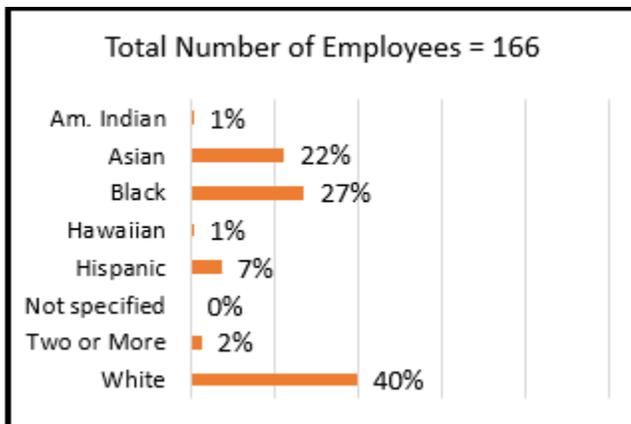
All Ramsey County (1) (2)



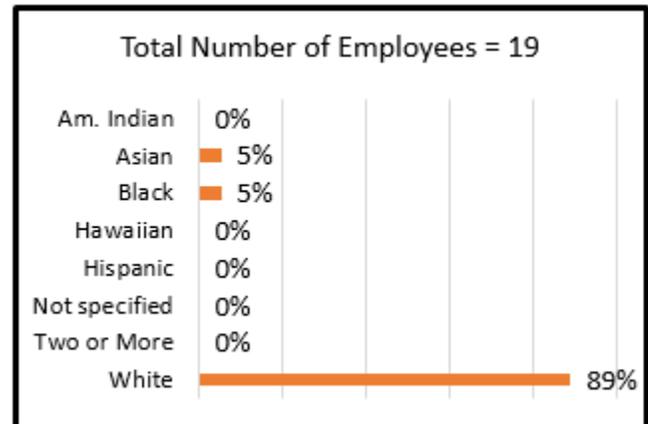
Economic Growth and Community Investment



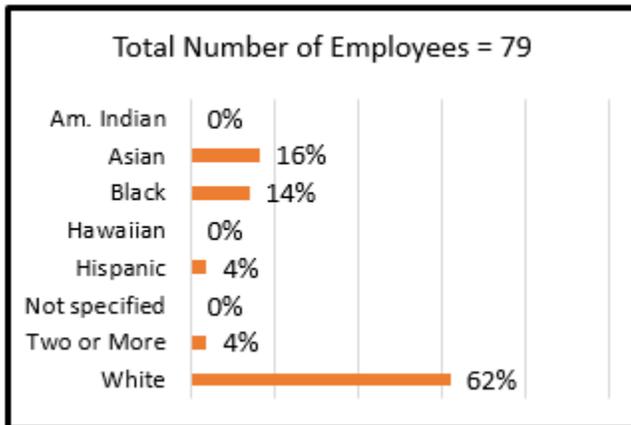
Health and Wellness



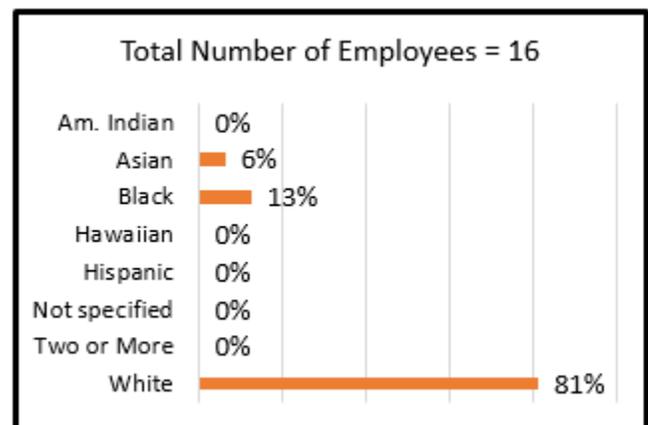
Information and Public Records (2)



Safety and Justice



Strategic Team



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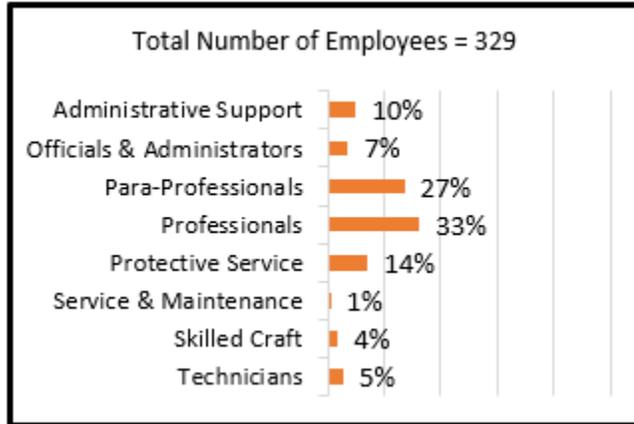
² Due to rounding, percentages may not precisely reflect the absolute totals indicated.

All Promotions by Service Teams

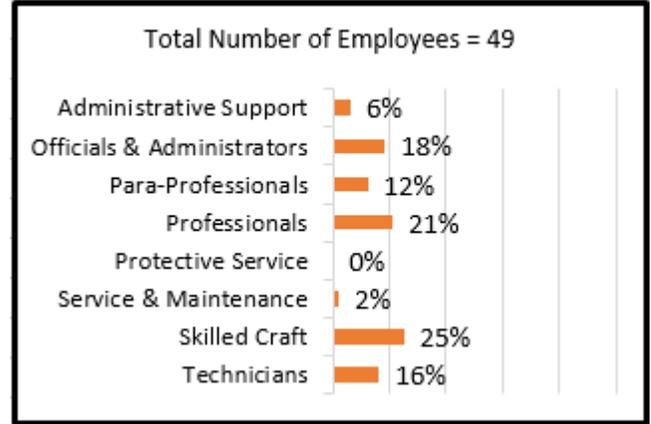
by EEO-4 Category

Year-End 2019

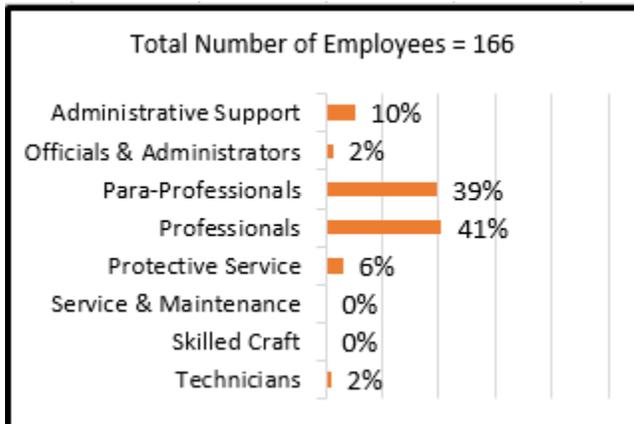
All Ramsey County⁽¹⁾ ⁽²⁾



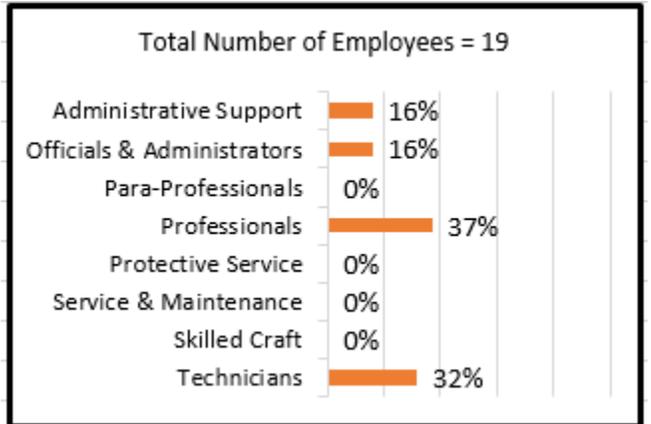
Economic Growth and Community Investment



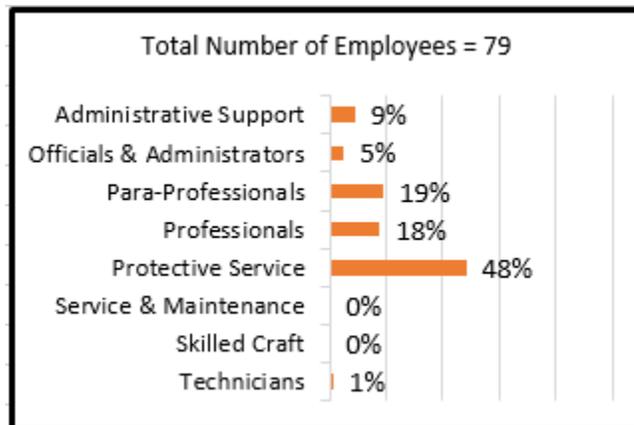
Health and Wellness



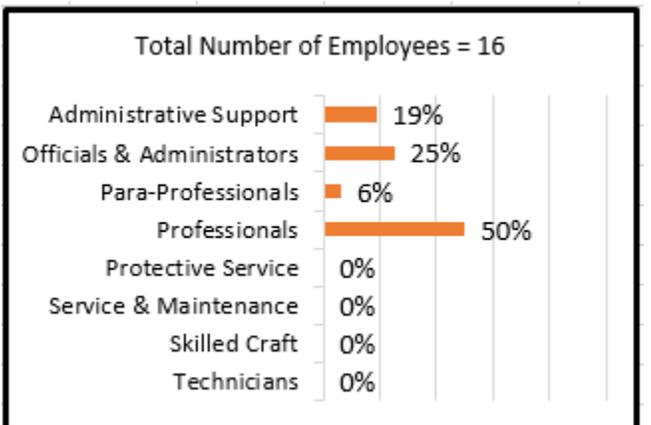
Information and Public Records ⁽²⁾



Safety and Justice



Strategic Team



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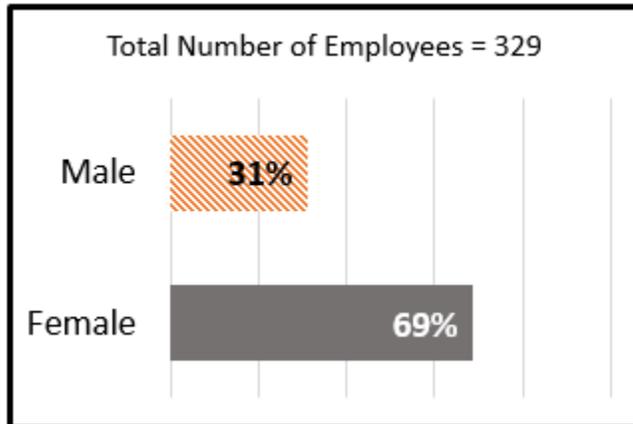
² Due to rounding, percentages may not precisely reflect the absolute totals indicated.

All Promotions by Service Teams

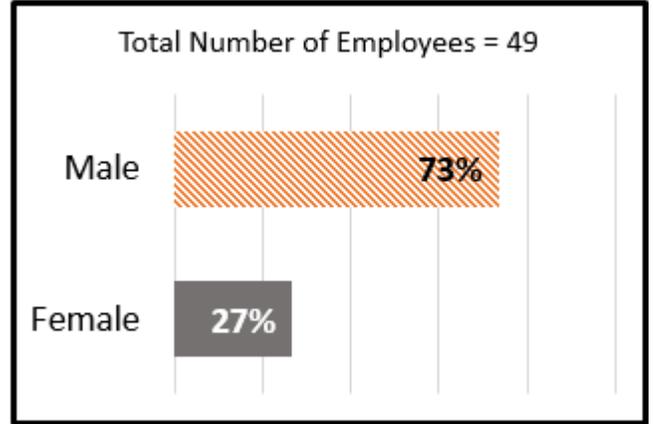
by Gender

Year-End 2019

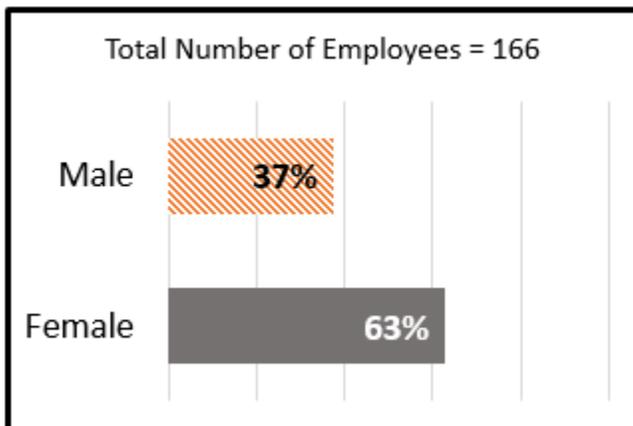
All Ramsey County



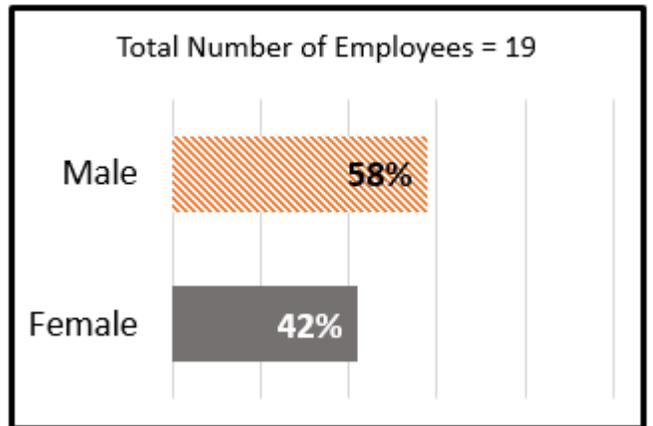
Economic Growth and Community Investment



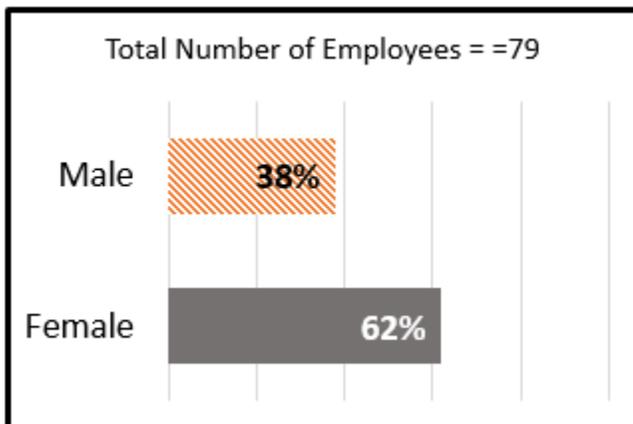
Health and Wellness



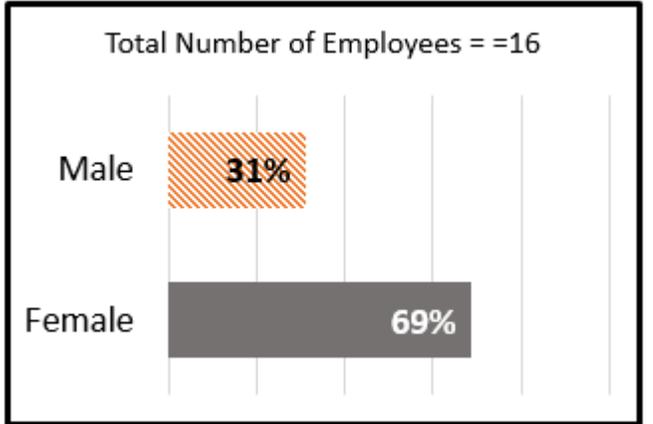
Information and Public Records



Safety and Justice



Strategic Team

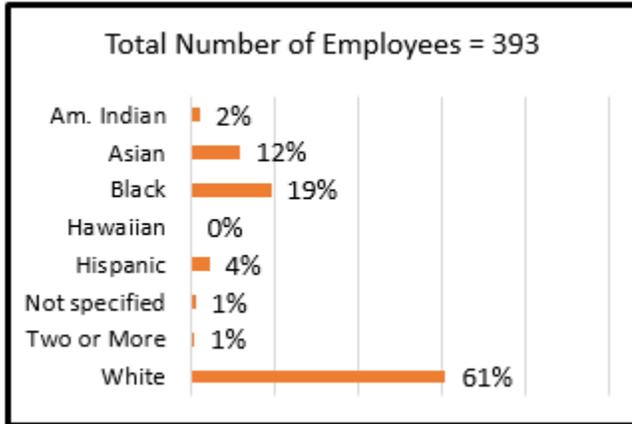


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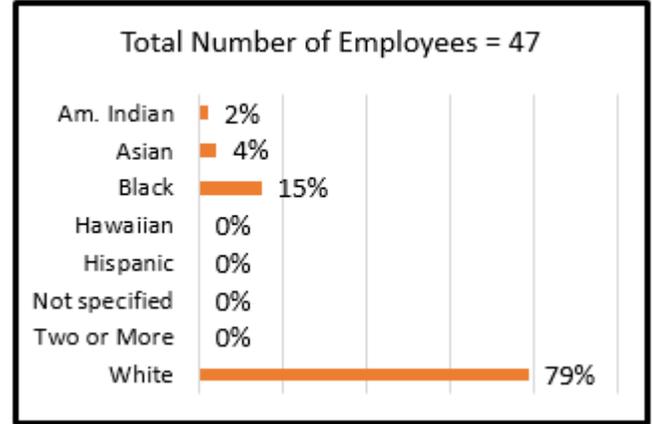
² Due to rounding, percentages may not precisely reflect the absolute totals indicated.

Separations by Service Teams by Race & Ethnicity Year-End 2019

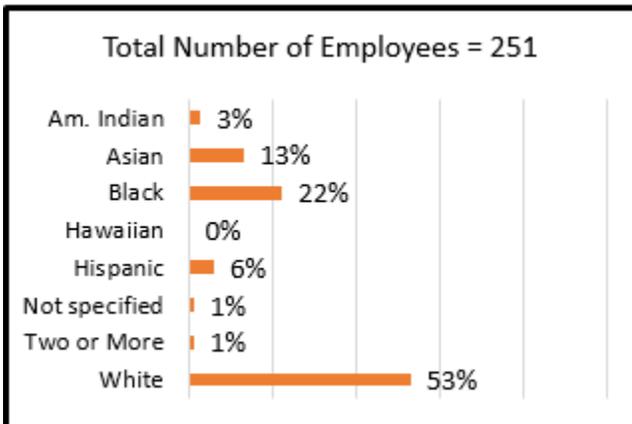
All Ramsey County



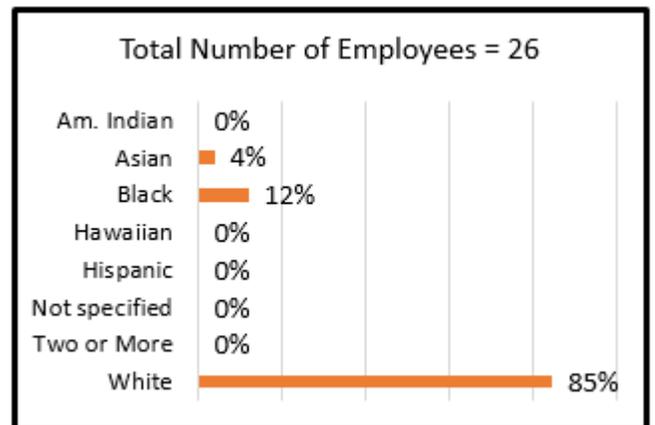
Economic Growth and Community Investment



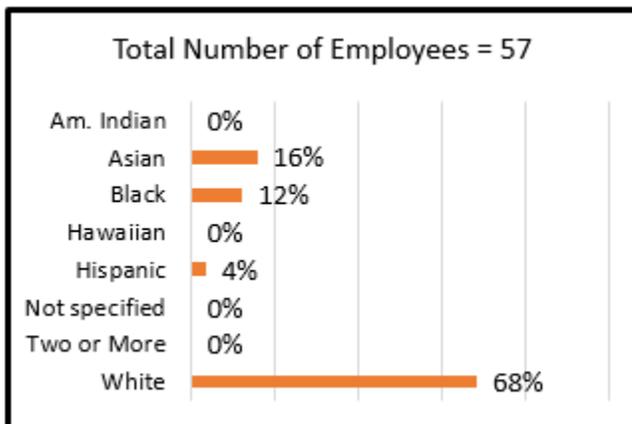
Health and Wellness (2)



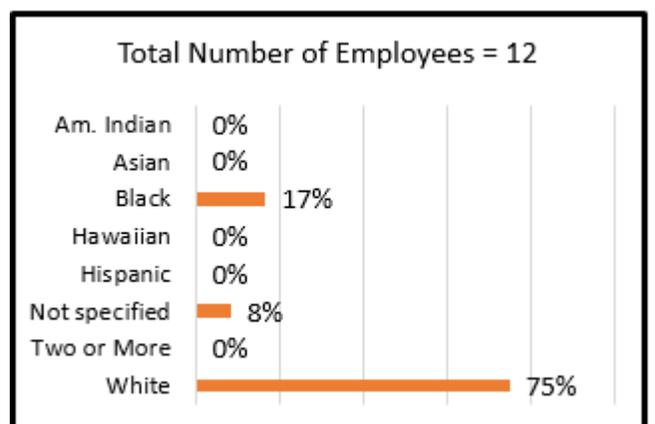
Information and Public Records (2)



Safety and Justice



Strategic Team



¹ Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff

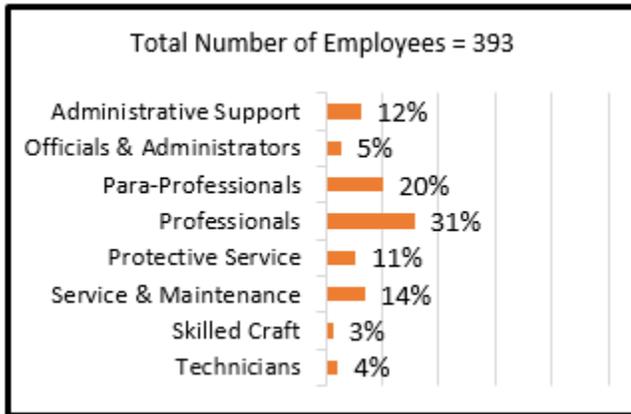
² Due to rounding, percentages may not precisely reflect the absolute totals indicated.

Separations by Service Teams

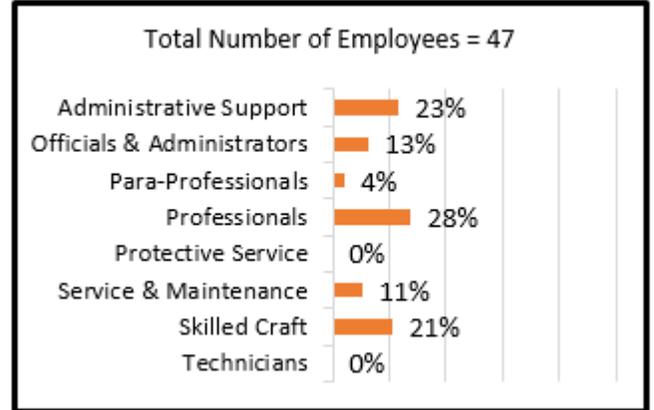
by EEO-4 Category

Year-End 2019

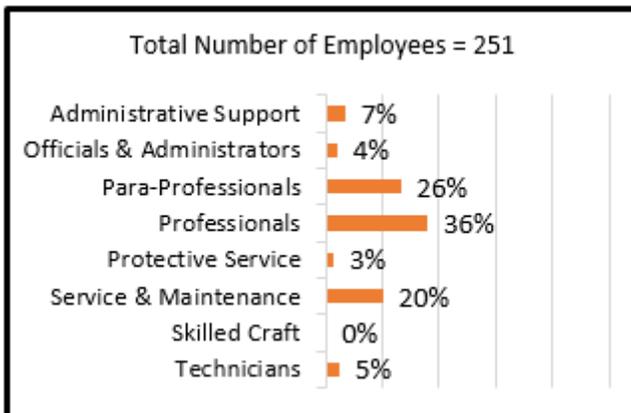
All Ramsey County



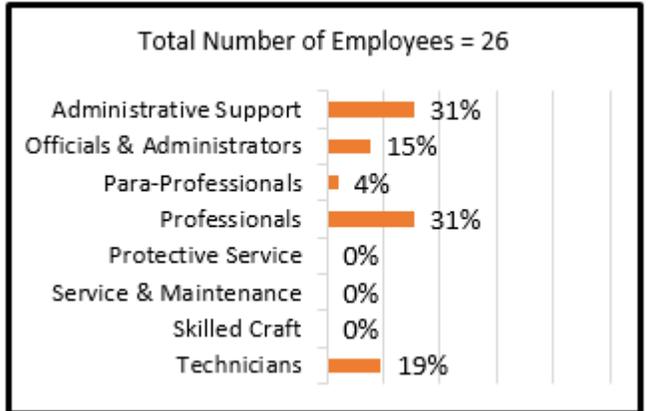
Economic Growth and Community Investment



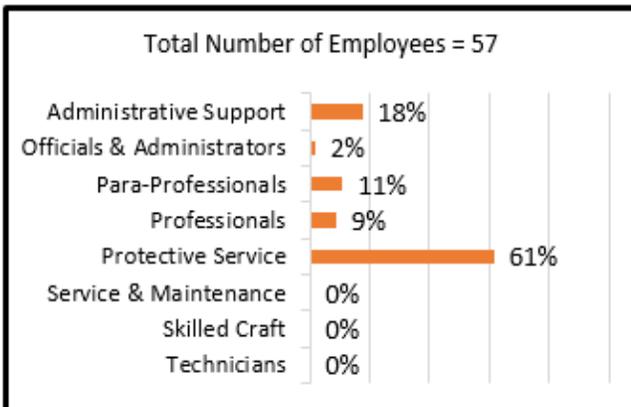
Health and Wellness (2)



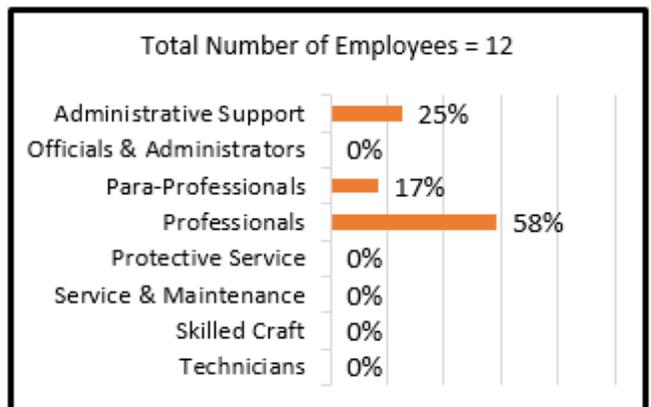
Information and Public Records (2)



Safety and Justice (2)



Strategic Team

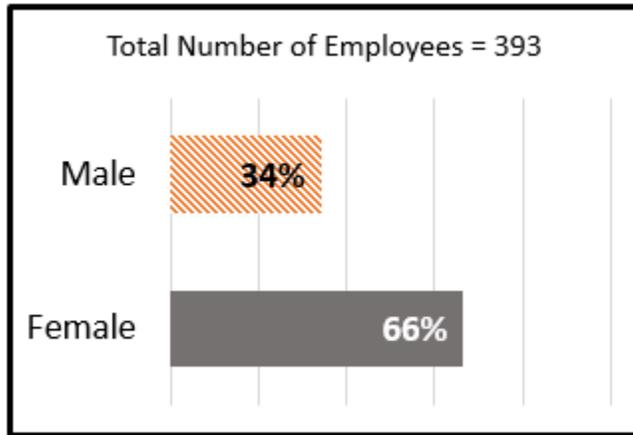


Separations by Service Teams

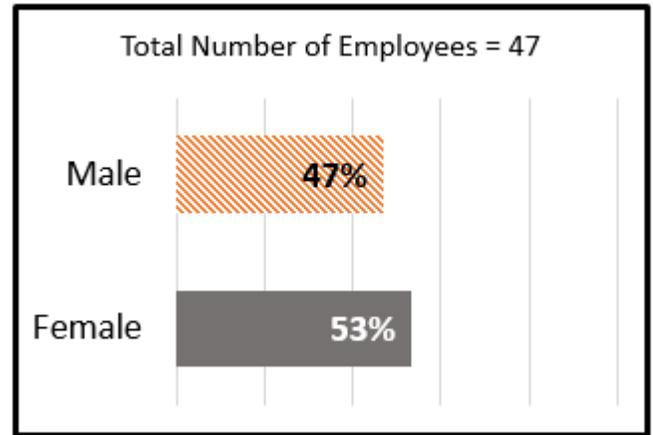
by Gender

Year-End 2019

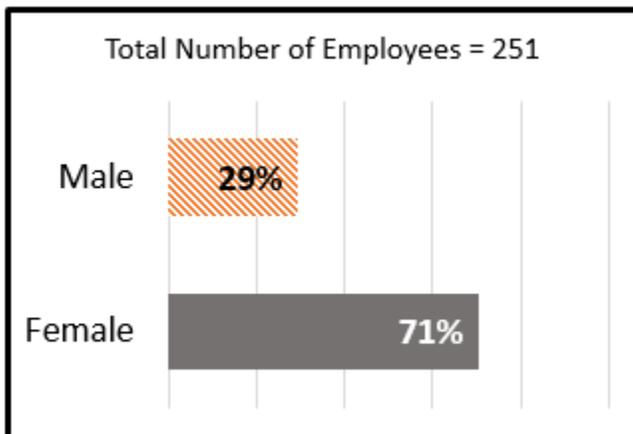
All Ramsey County



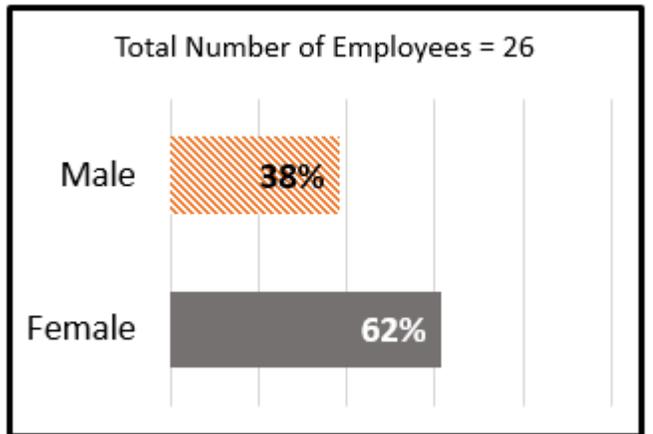
Economic Growth and Community Investment



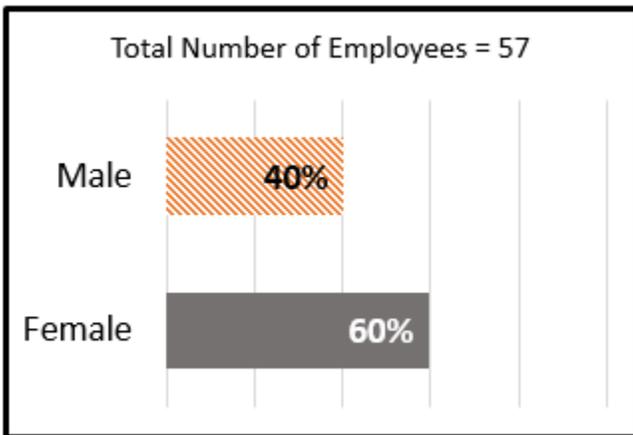
Health and Wellness



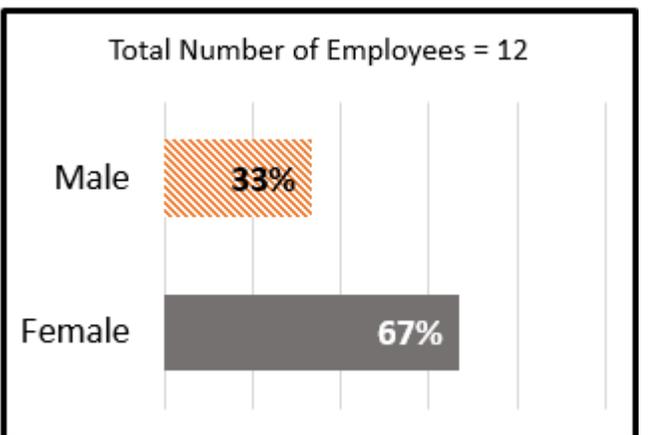
Information and Public Records



Safety and Justice



Strategic Team



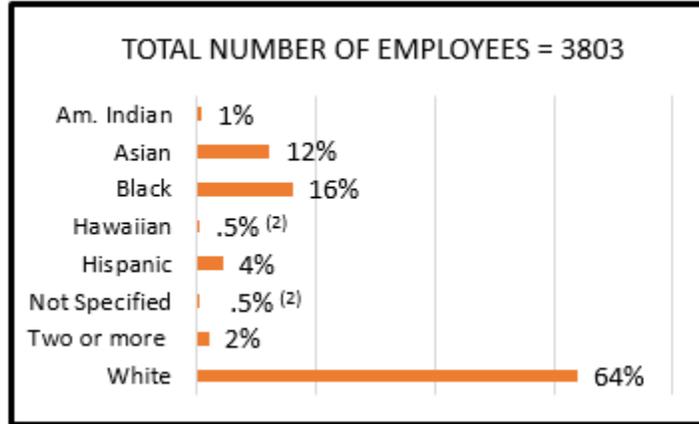
¹ Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff

² Due to rounding, percentages may not precisely reflect the absolute totals indicated.

All Employees by Department

All Employees by Department by Race & Ethnicity Year-End 2019

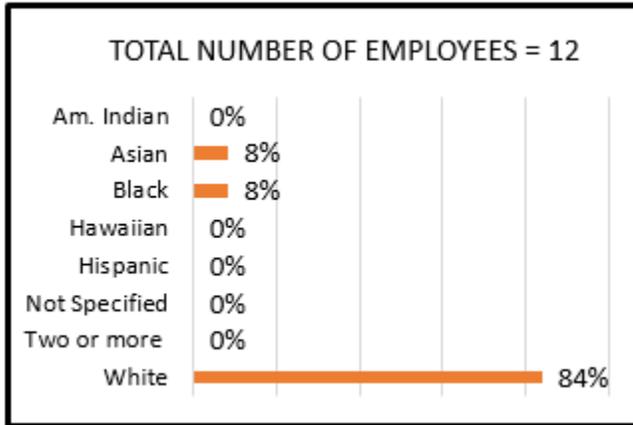
All Ramsey County



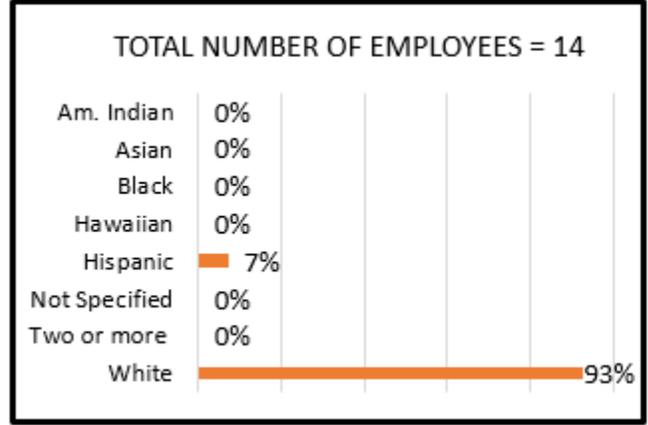
¹Total number of employees does not include elected officials.

²Due to rounding, percentages may not precisely reflect the absolute totals indicated.

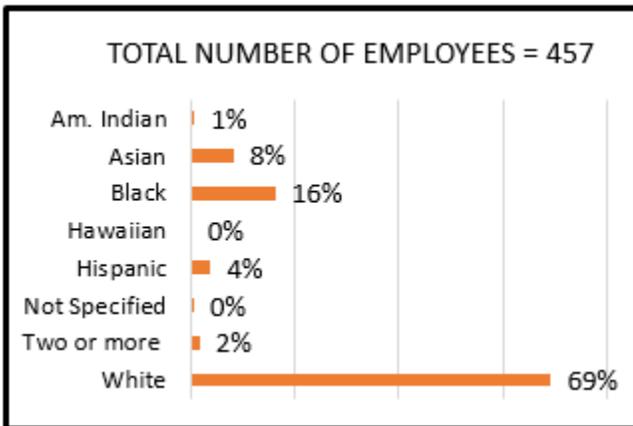
Communications and Public Relations



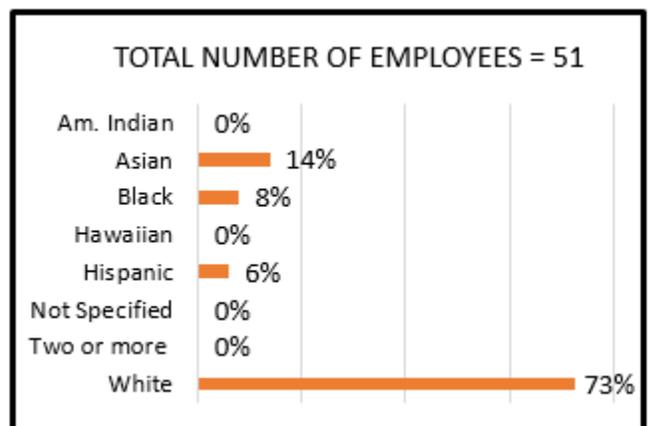
Community & Economic Development



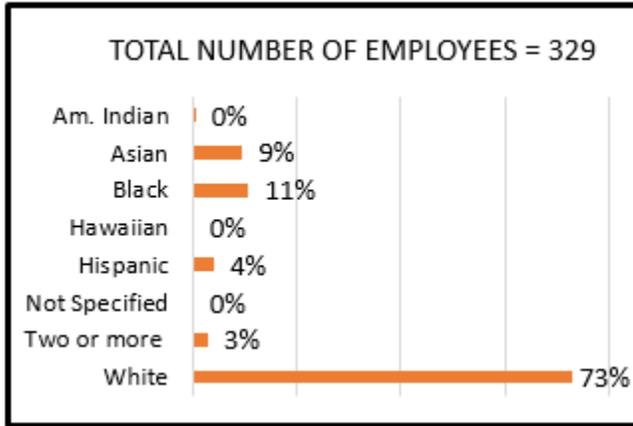
Community Corrections



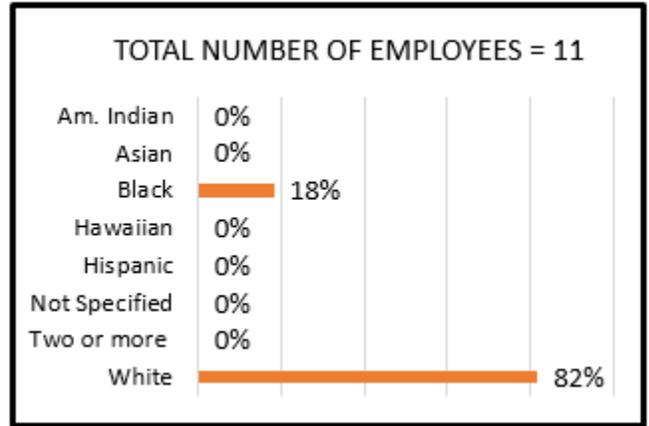
County Assessor (2)



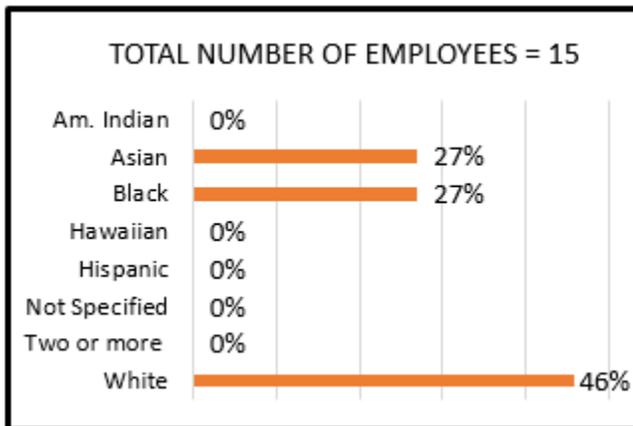
County Attorney's Office (1)



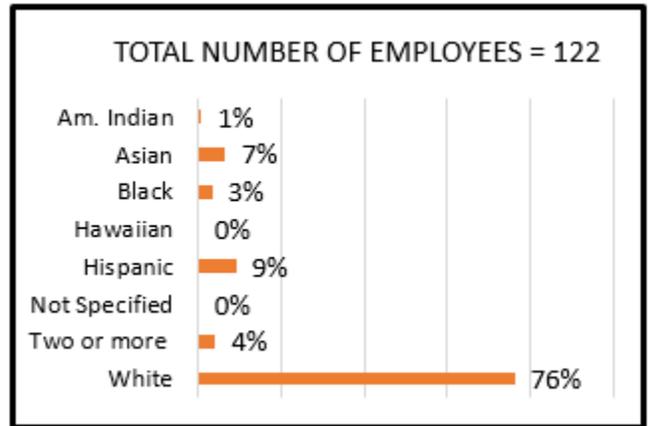
County Board Office (1)



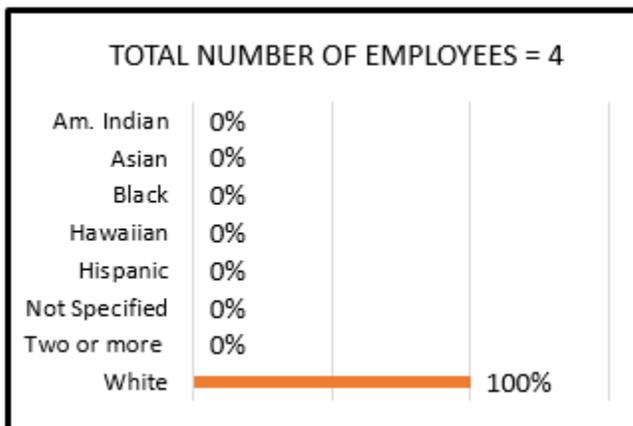
County Manager's Office



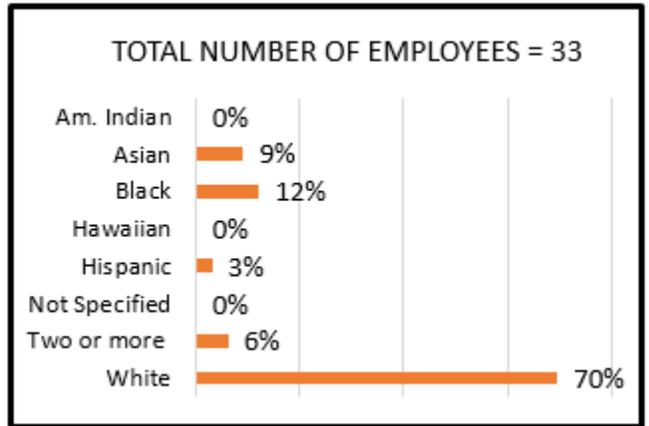
Emergency Communications



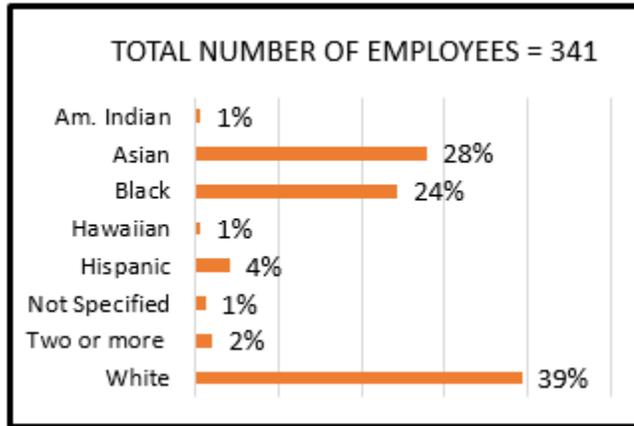
Emergency Management & Homeland Security



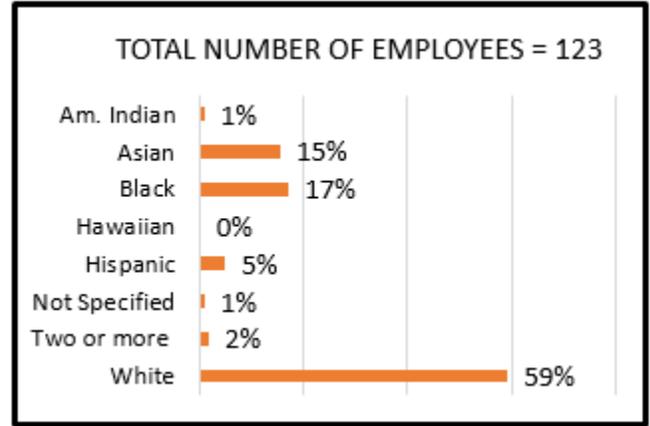
Finance



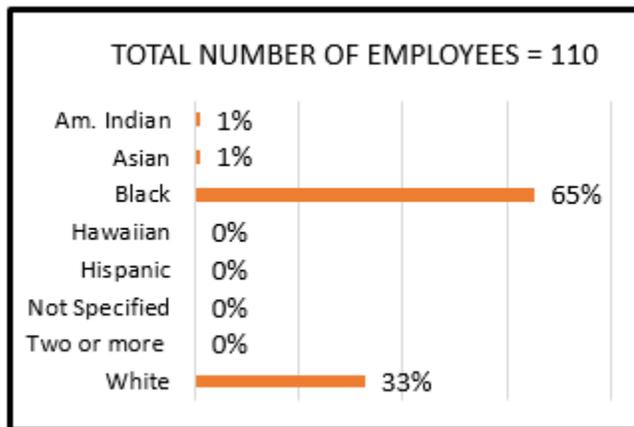
Financial Assistance Services



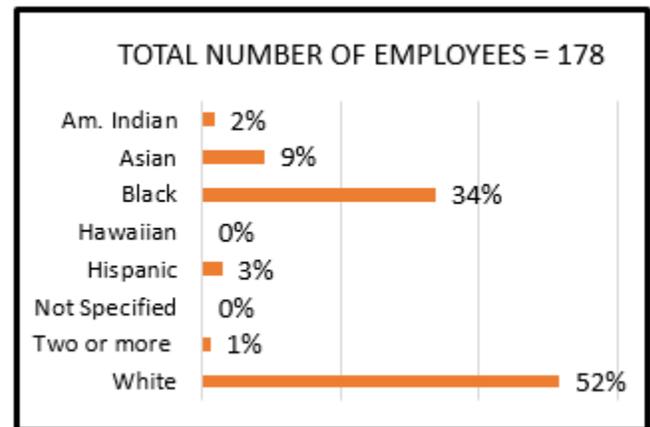
Health & Wellness Administration



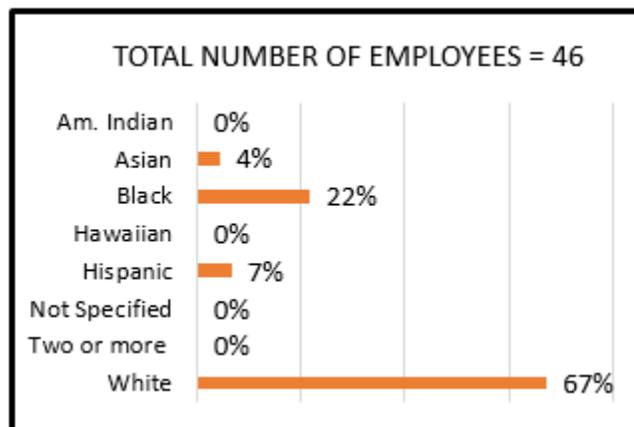
Healthcare Services - Lake Owasso Residence



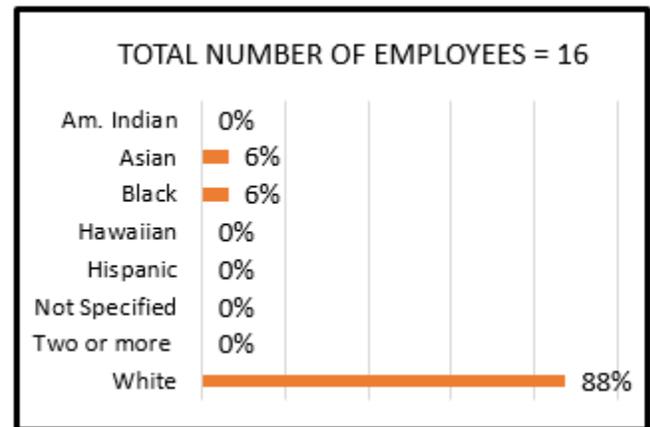
Healthcare Services - Ramsey County Care Center (2)



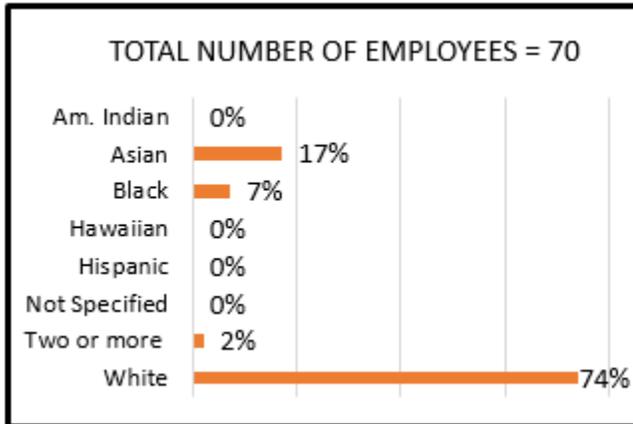
Human Resources



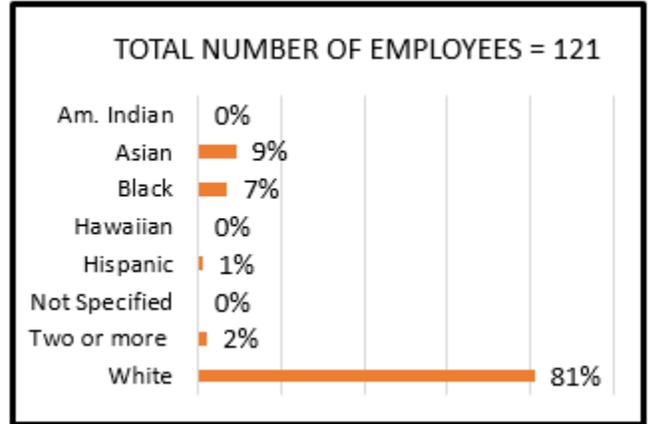
Information & Public Records Division



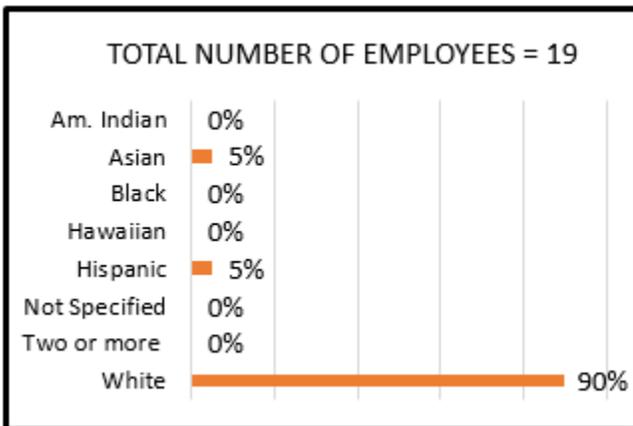
Information Services



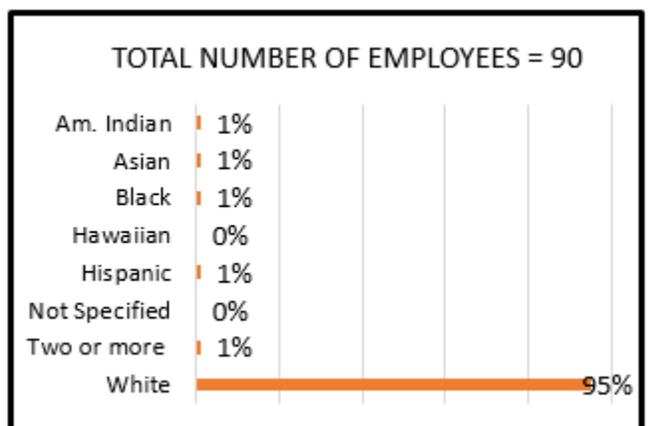
Library



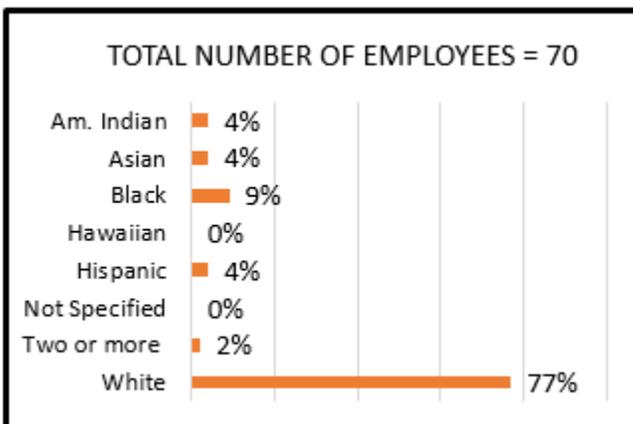
Medical Examiner's Office



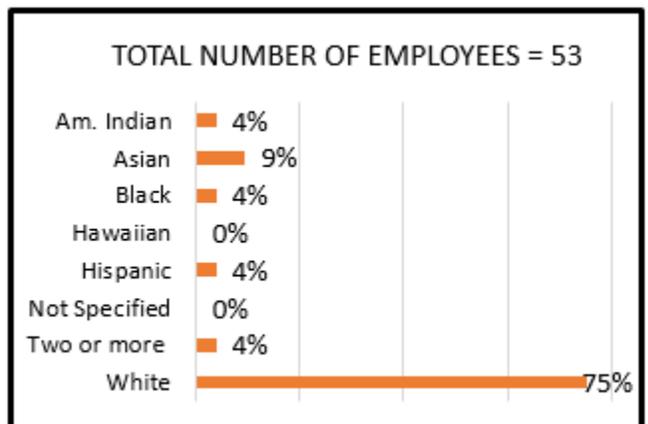
Parks & Recreation



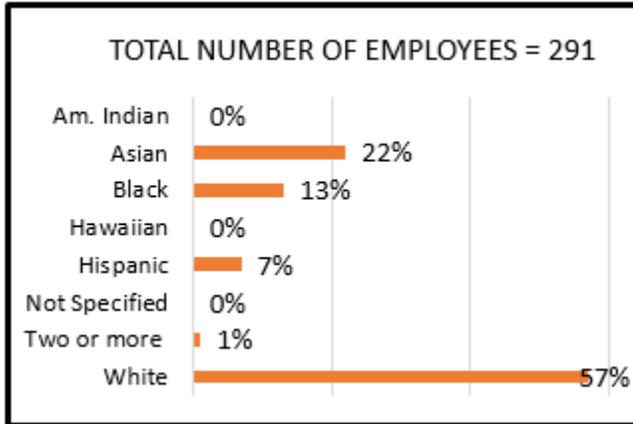
Property Management



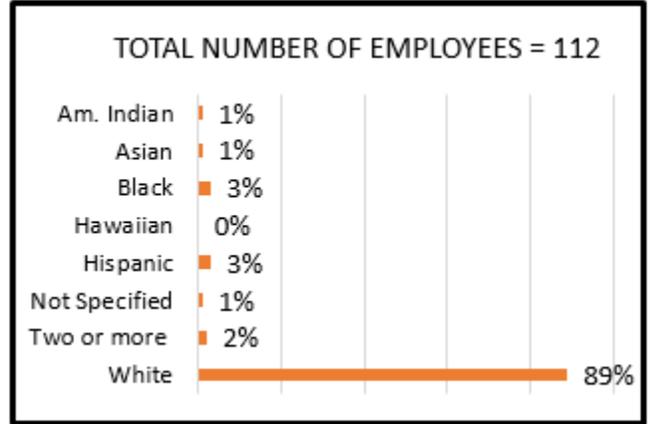
Property Tax, Records & Elections Services



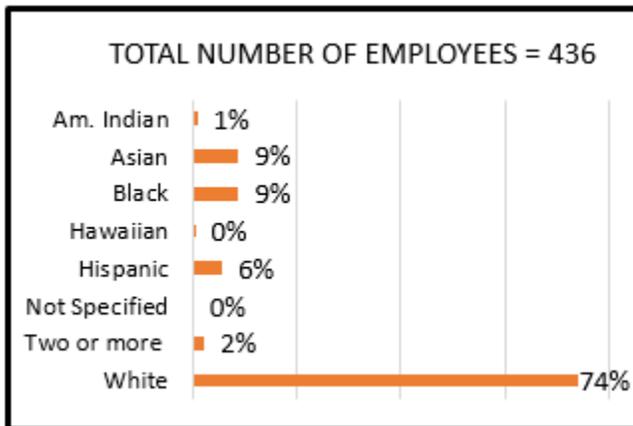
Public Health



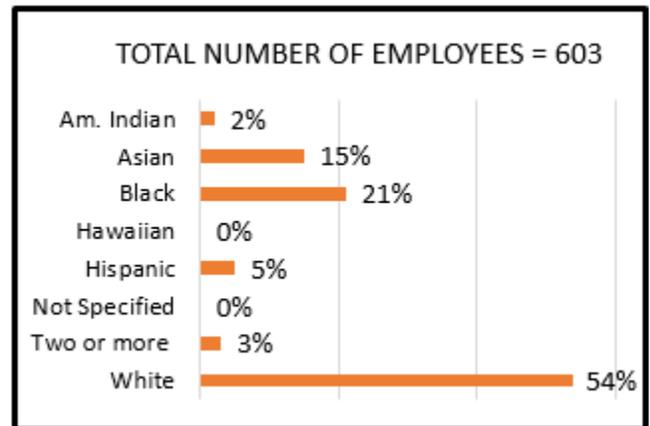
Public Works



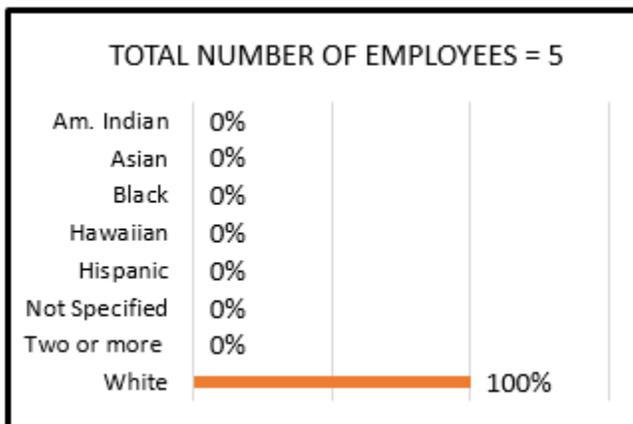
Sheriff's Office (1) (2)



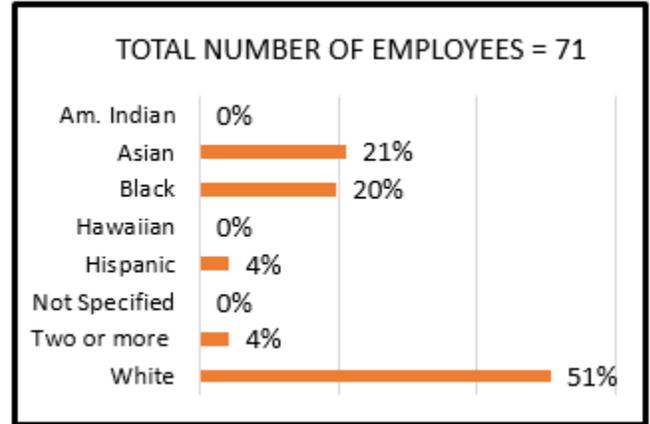
Social Services



Veterans Services

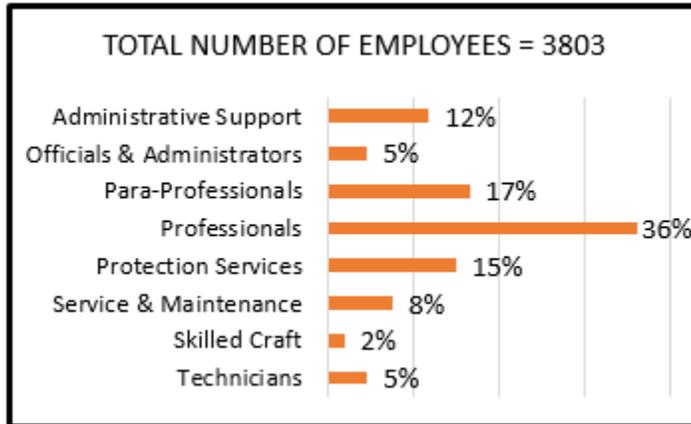


Workforce Solutions



All Employees by Department by EEO-4 Category Year-End 2019

All Ramsey County

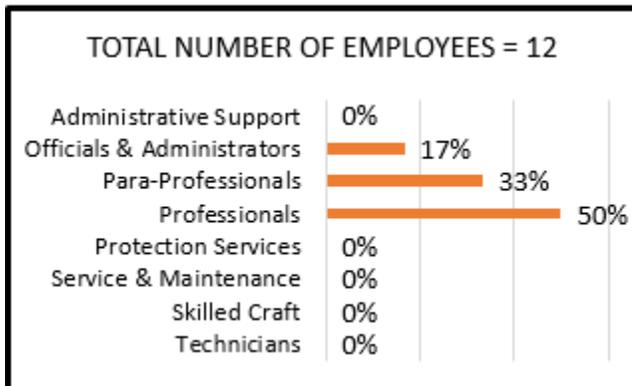


¹Total number of employees does not include elected officials.

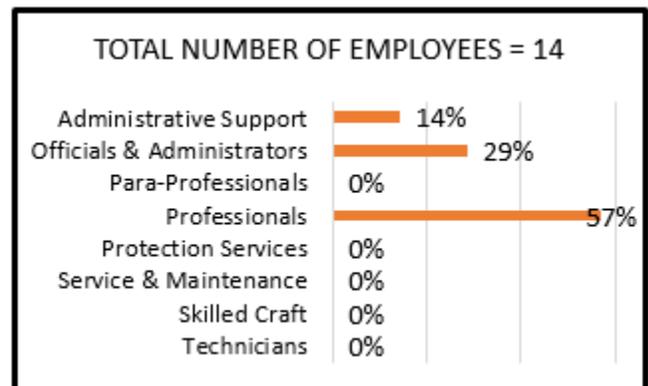
²Due to rounding, percentages may not precisely reflect the absolute totals indicated.

³Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff

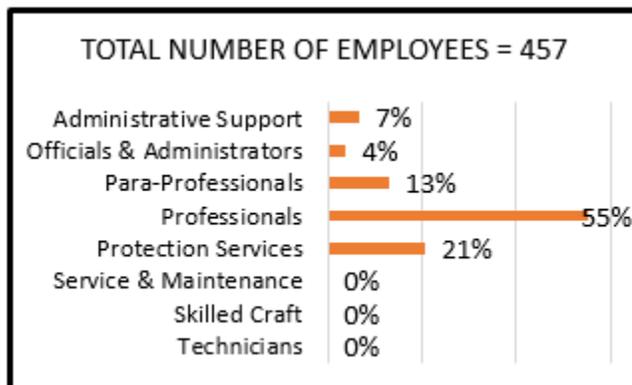
Communications and Public Relations



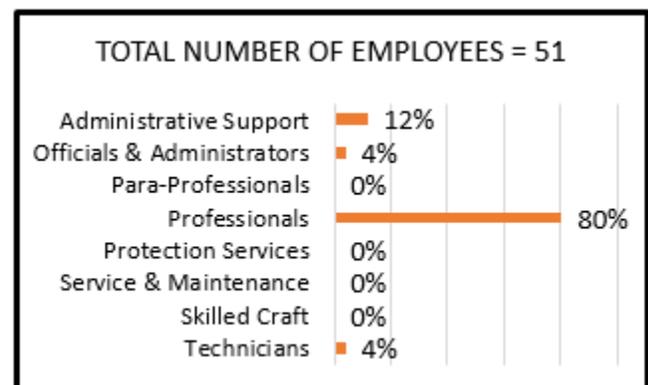
Community & Economic Development



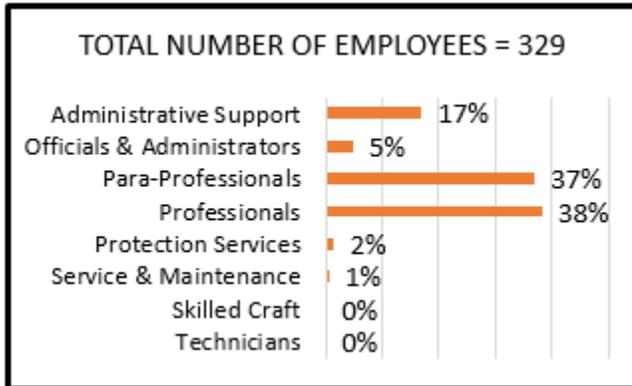
Community Corrections



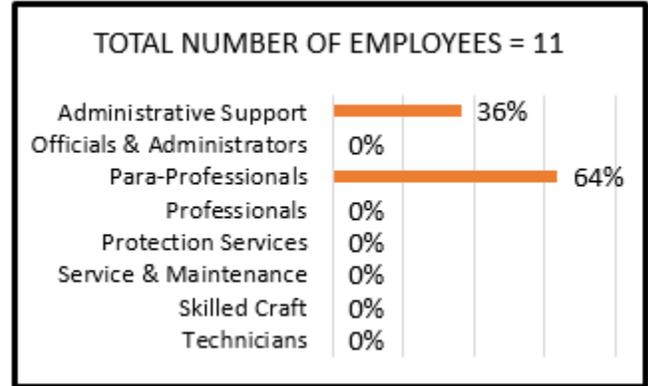
County Assessor



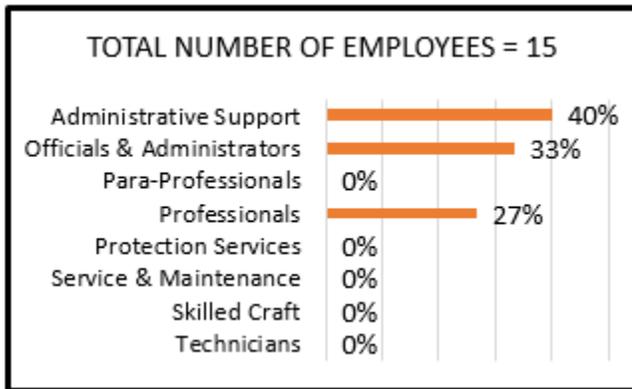
County Attorney's Office (1) (3)



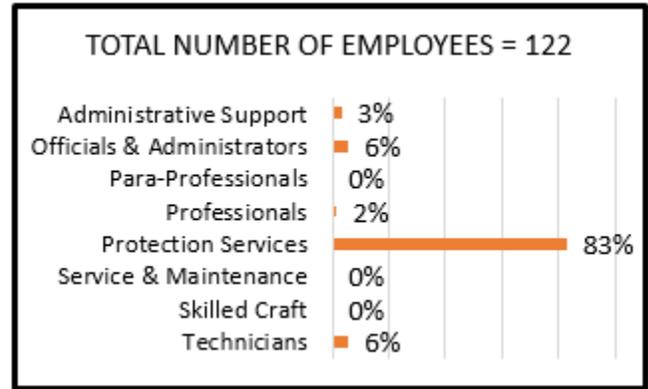
County Board Office (1) (3)



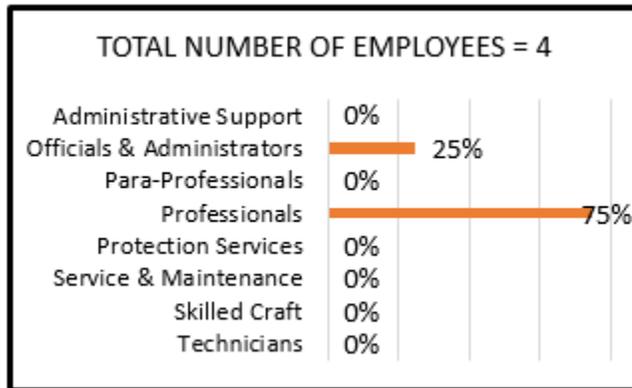
County Manager's Office



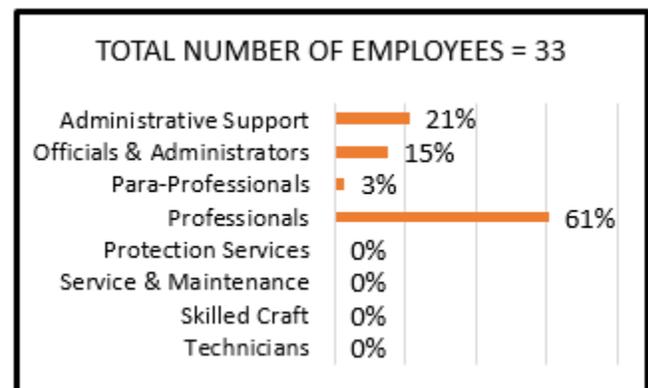
Emergency Communications



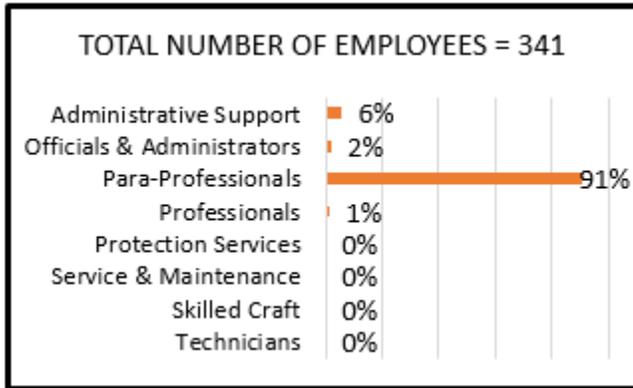
Emergency Management & Homeland Security



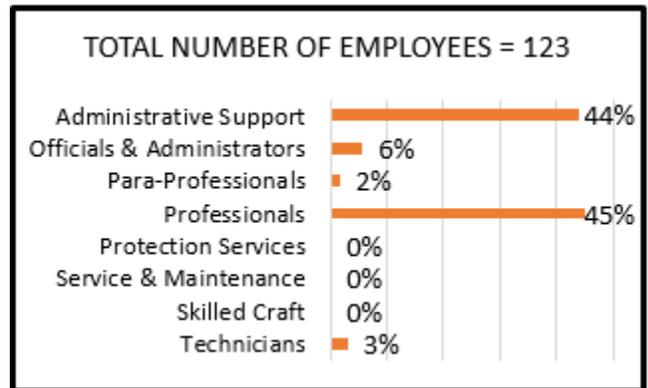
Finance



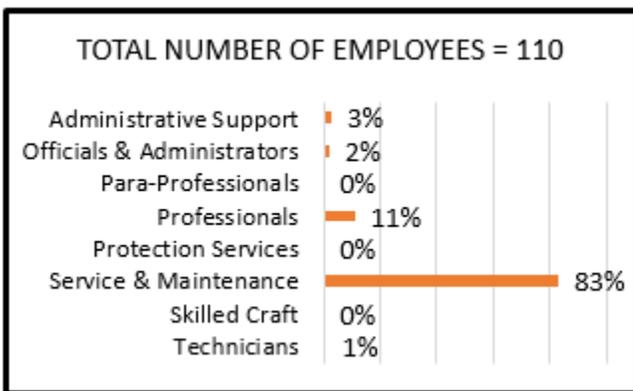
Financial Assistance Services



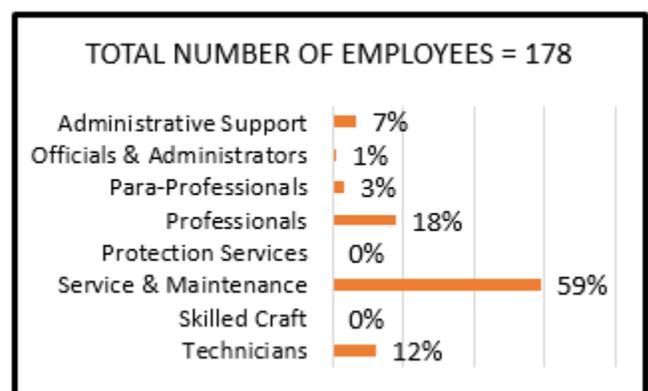
Health & Wellness Administration



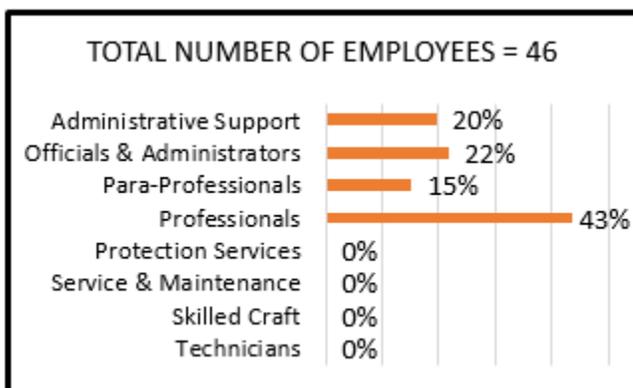
Healthcare Services - Lake Owasso Residence



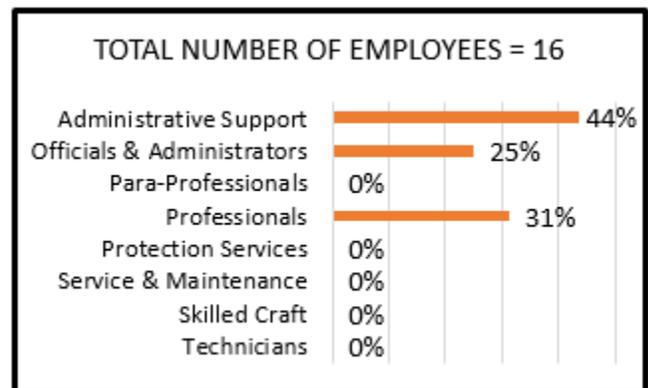
Healthcare Services - Ramsey County Care Center



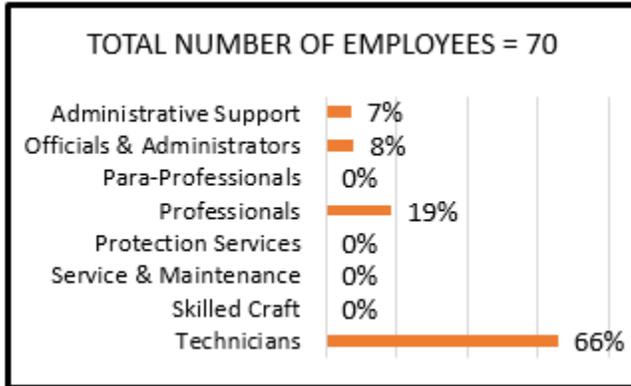
Human Resources



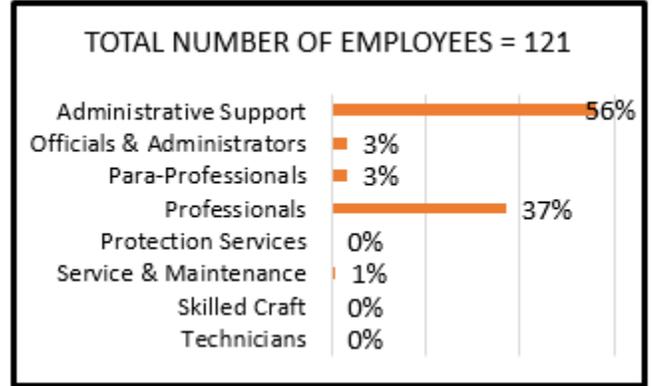
Information & Public Records Division



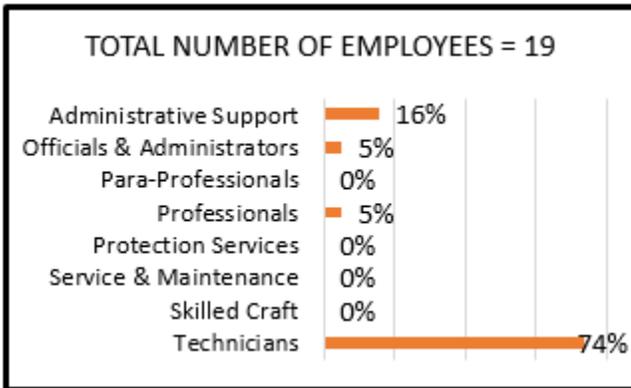
Information Services



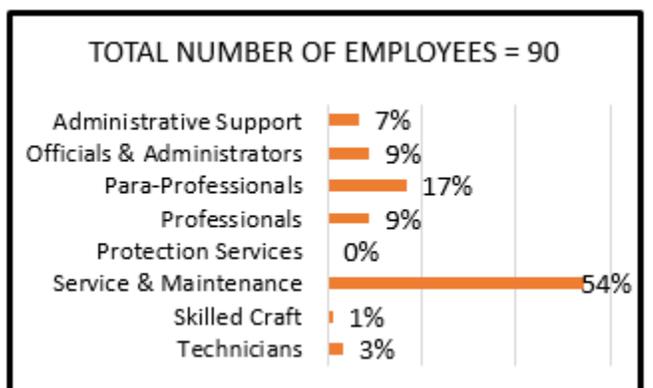
Library



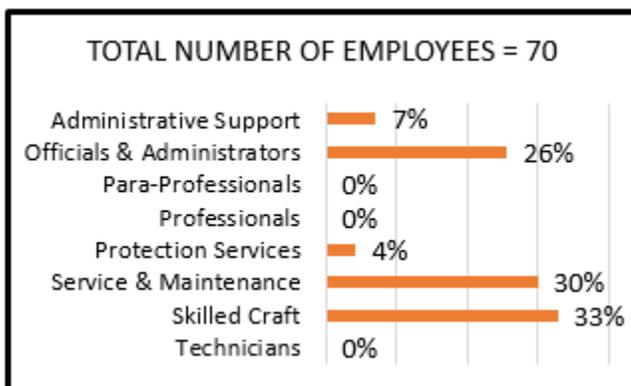
Medical Examiner's Office



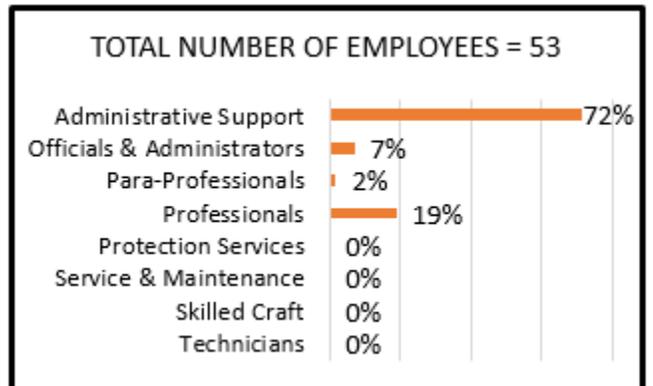
Parks & Recreation



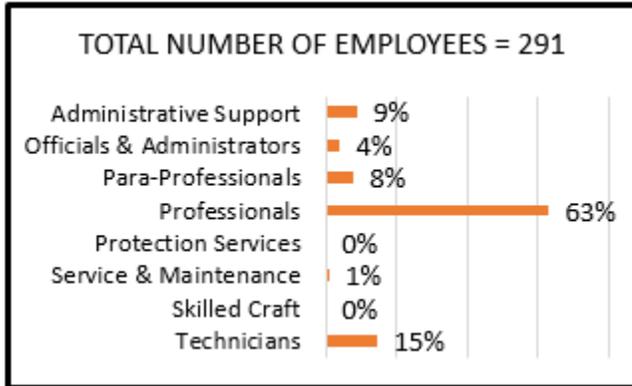
Property Management



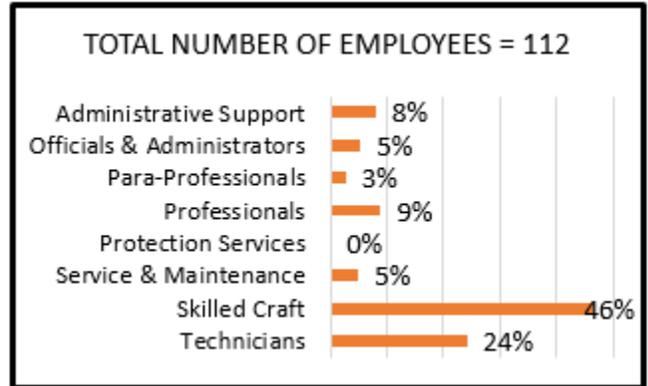
Property Tax, Records & Elections Services



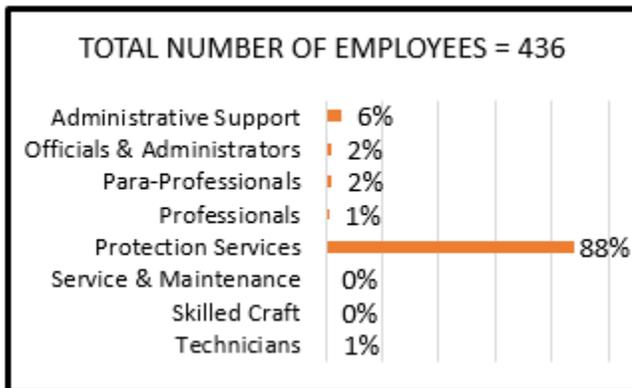
Public Health



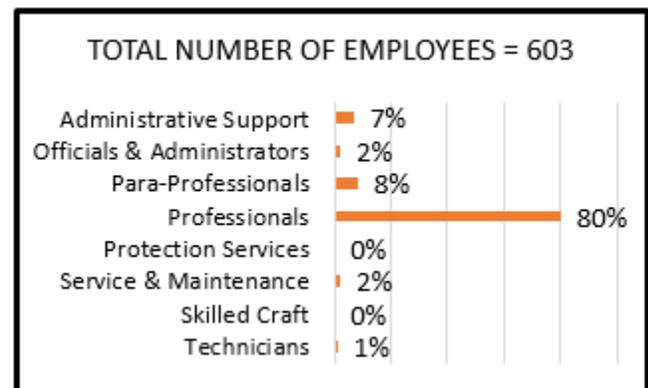
Public Works



Sheriff's Office (1) (3)

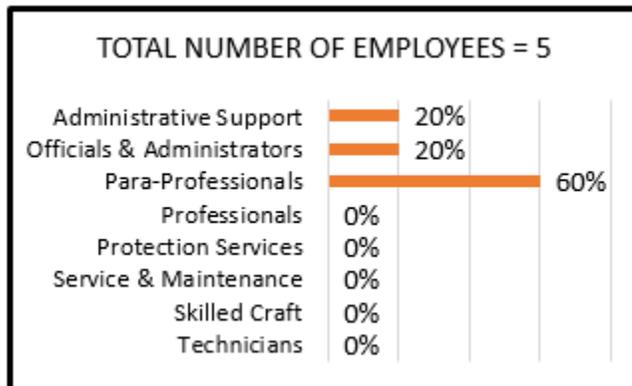


Social Services

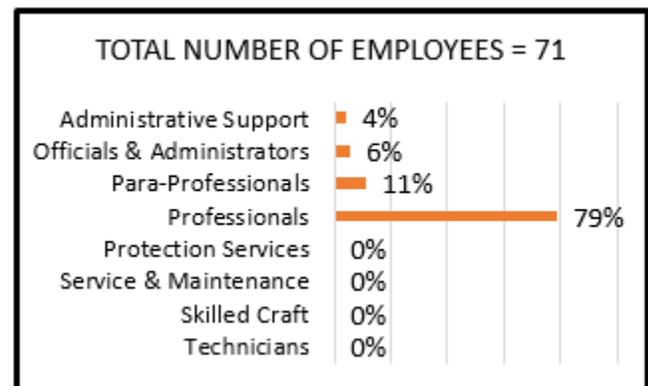


Total number of employees does not include elected officials.

Veterans Services

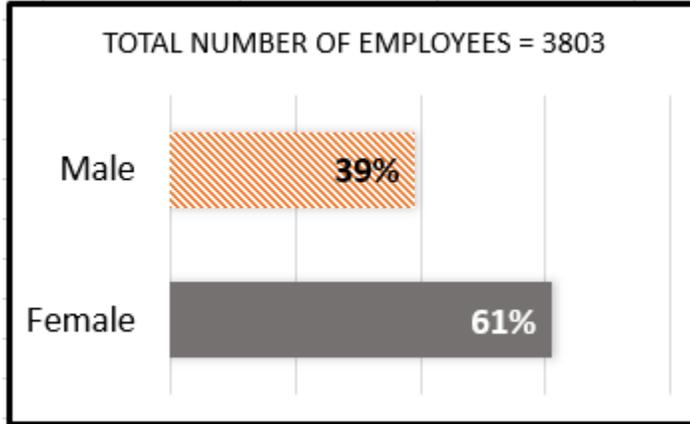


Workforce Solutions



All Employees by Department by Gender Year-End 2019

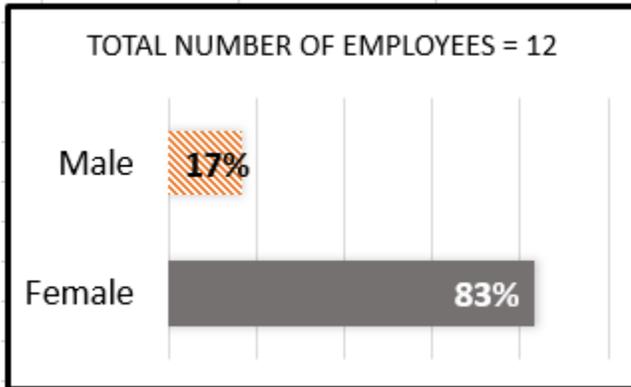
All Ramsey County



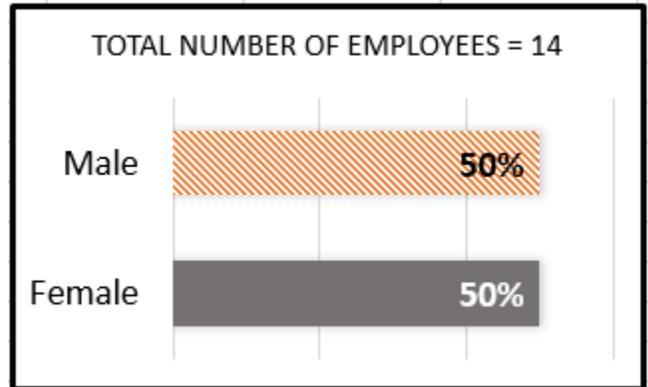
¹Total number of employees does not include elected officials.

²Due to rounding, percentages may not precisely reflect the absolute totals indicated.

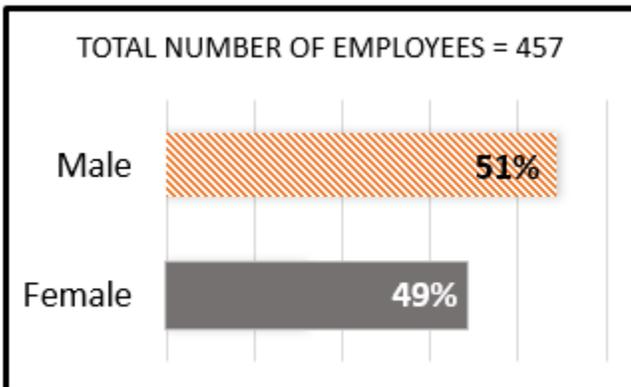
Communications and Public Relations



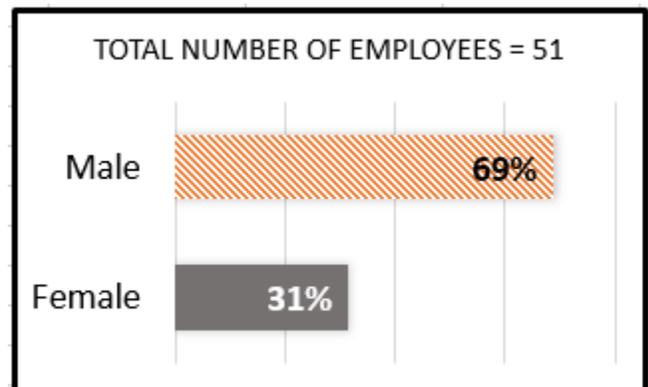
Community & Economic Development



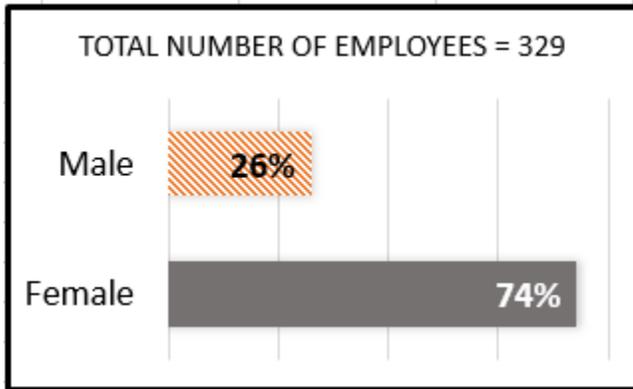
Community Corrections



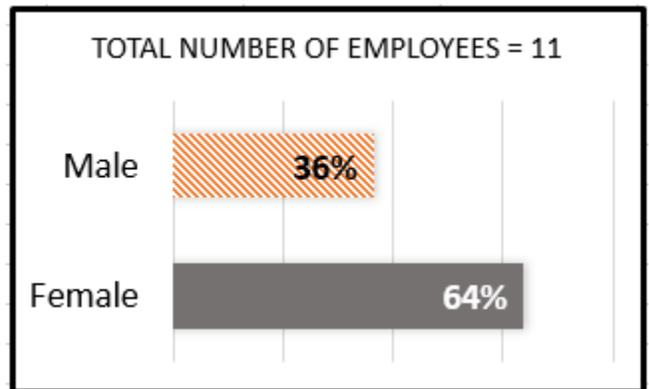
County Assessor



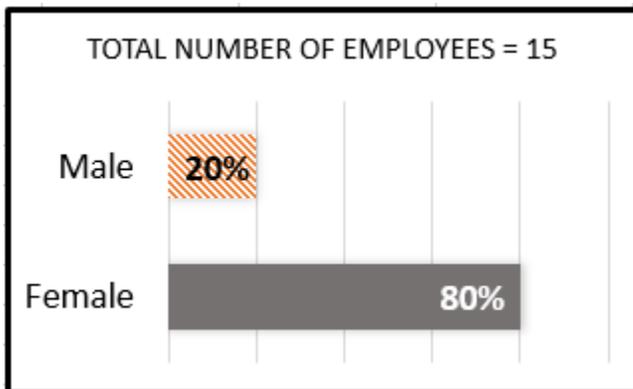
County Attorney's Office (1)



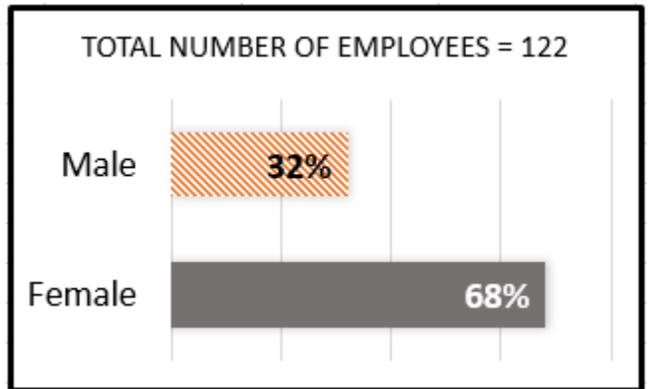
County Board Office (1)



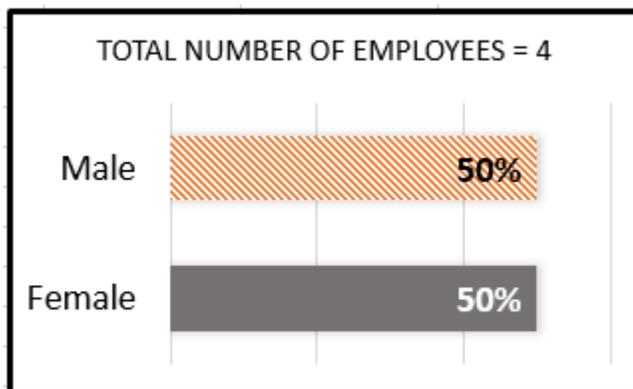
County Manager's Office



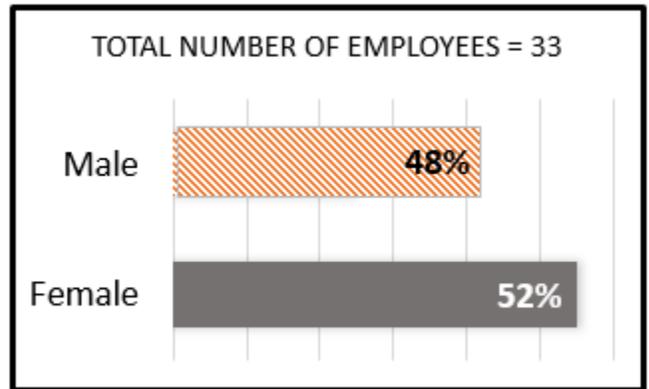
Emergency Communications



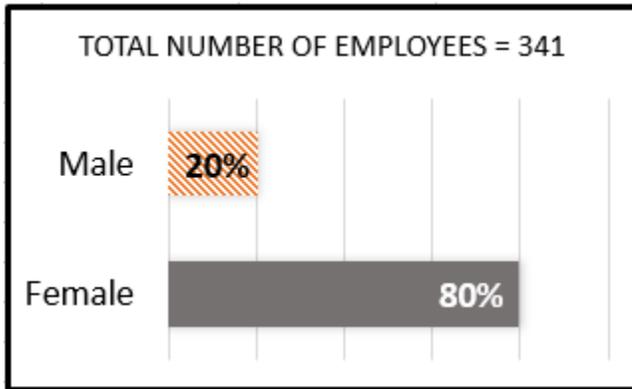
Emergency Management & Homeland Security



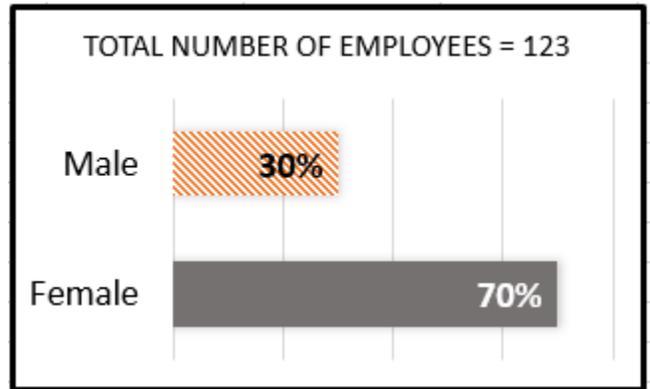
Finance



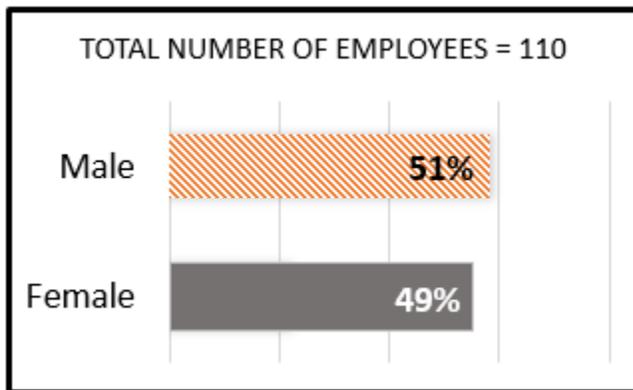
Financial Assistance Services



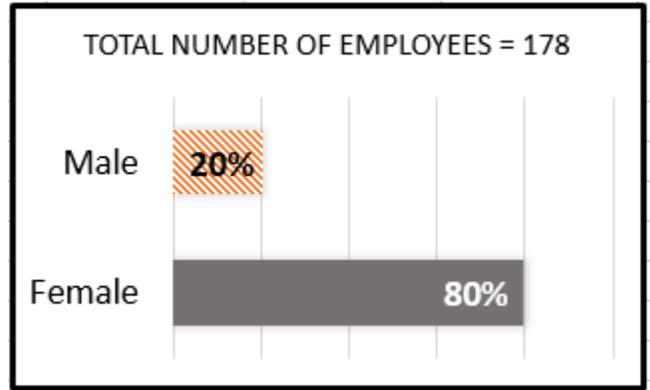
Health & Wellness Administration



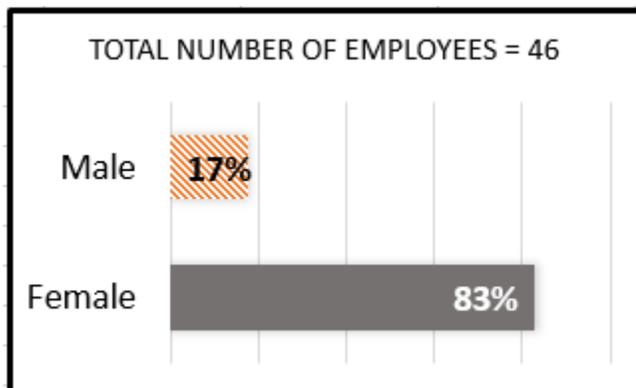
Healthcare Services - Lake Owasso Residence



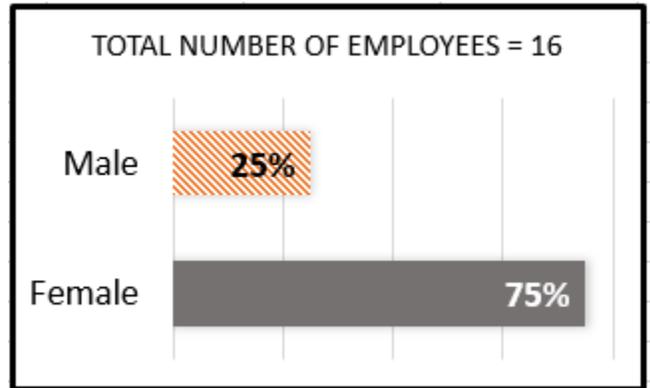
Healthcare Services - Ramsey County Care Center



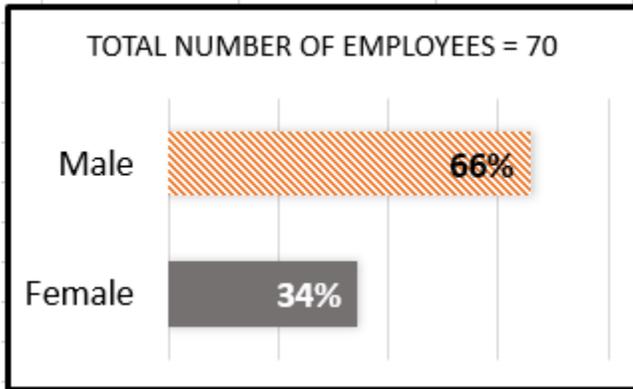
Human Resources



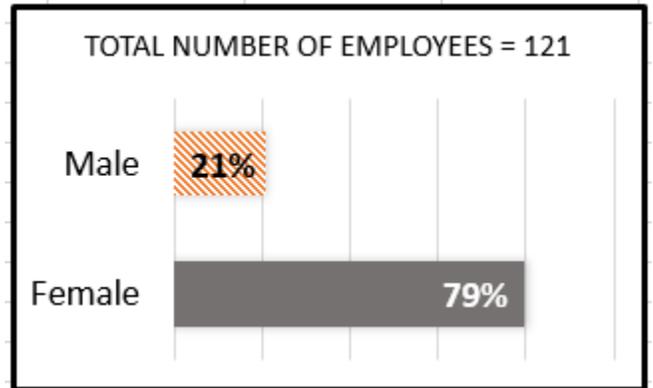
Information & Public Records Division



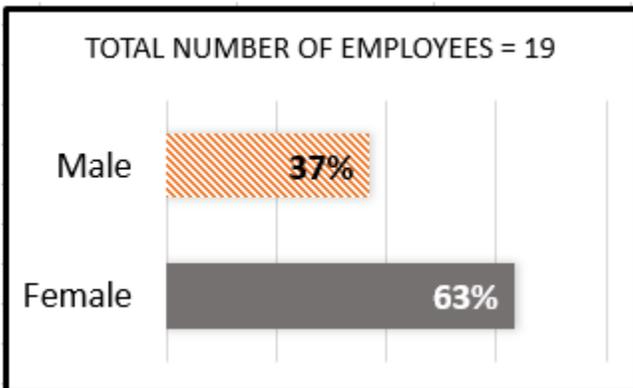
Information Services



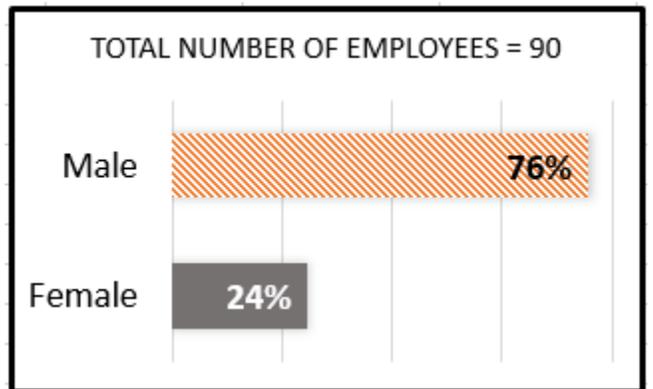
Library



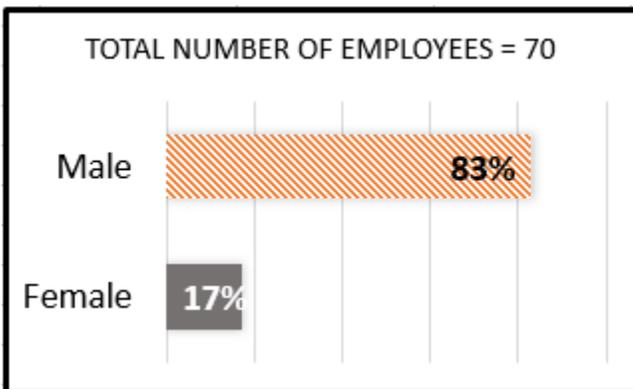
Medical Examiner's Office



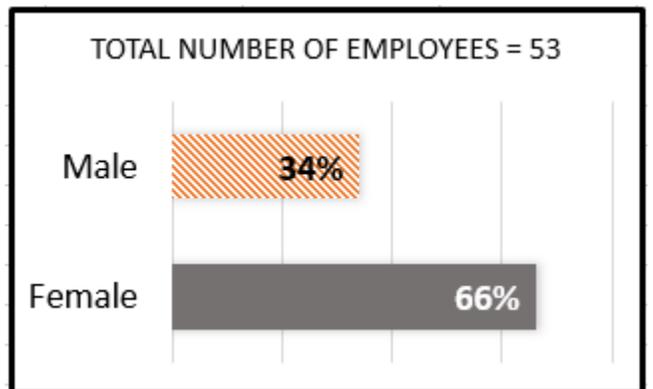
Parks & Recreation



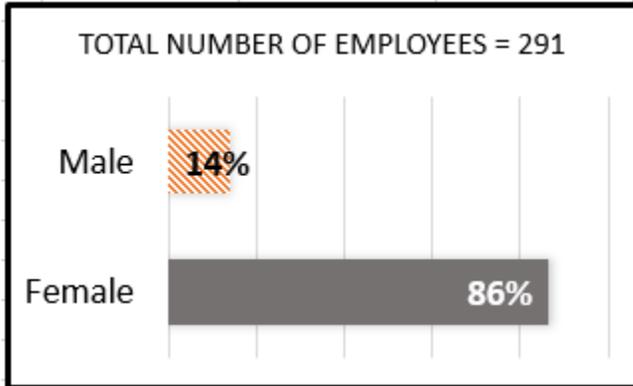
Property Management



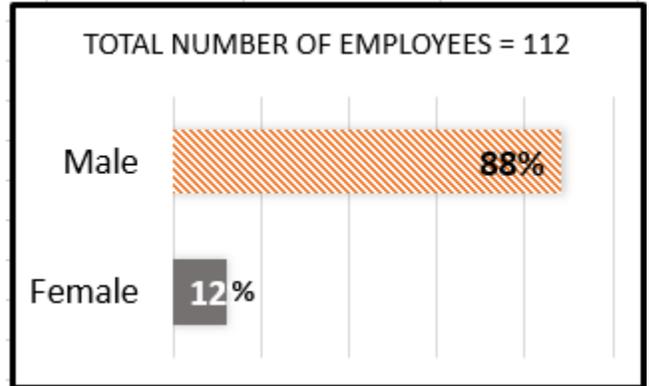
Property Tax, Records & Elections Services



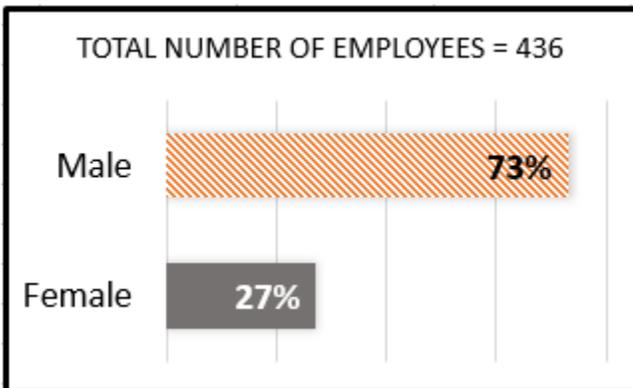
Public Health



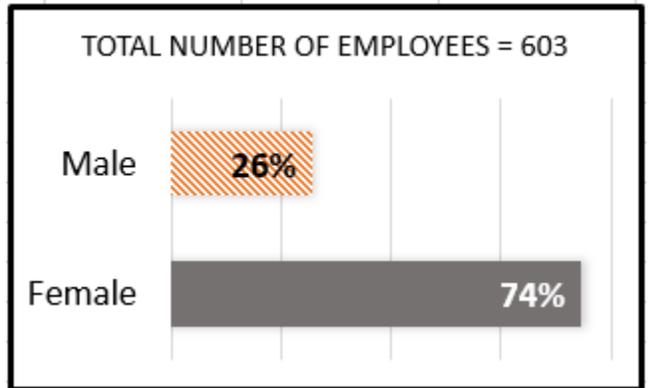
Public Works



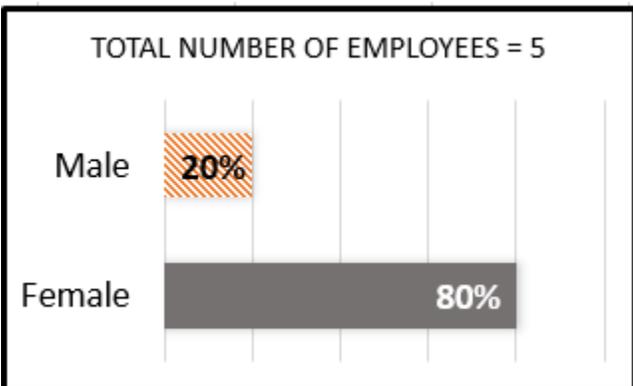
Sheriff's Office (1)



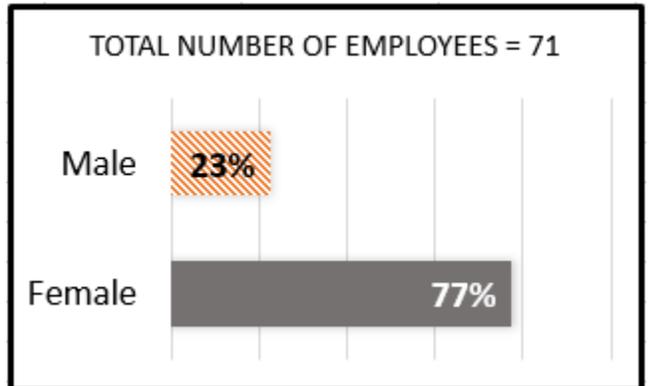
Social Services



Veterans Services



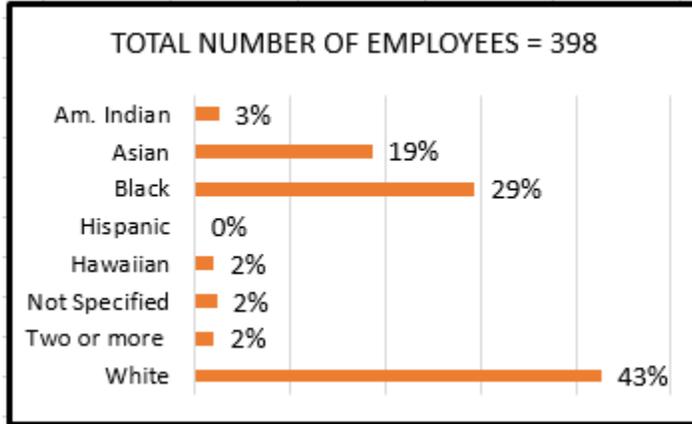
Workforce Solutions



New Hires by Department

New Hires by Department by Race & Ethnicity Year-End 2019

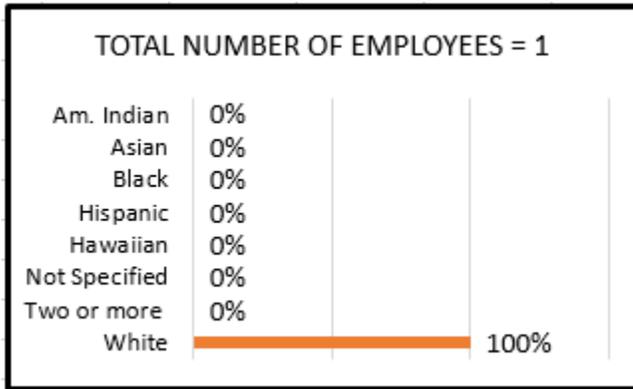
All Ramsey County



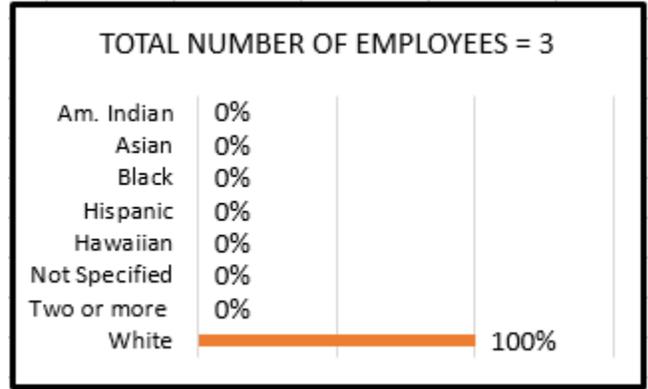
¹Total number of employees does not include elected officials.

²Due to rounding, percentages may not precisely reflect the absolute totals indicated.

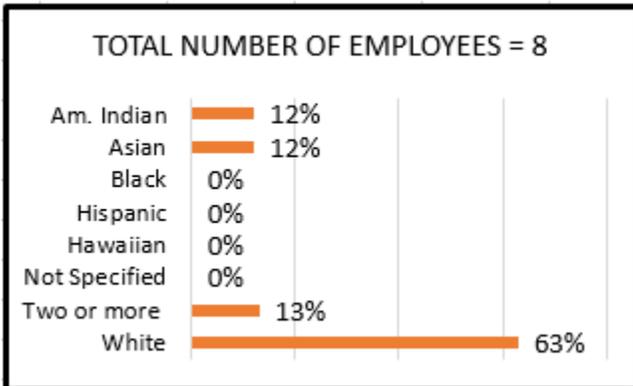
Communications and Public Relations



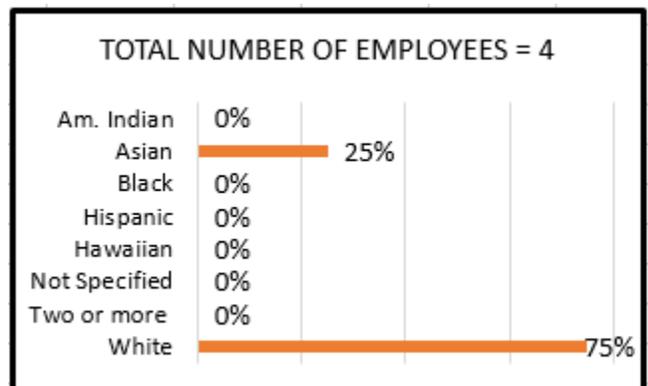
Community & Economic Development



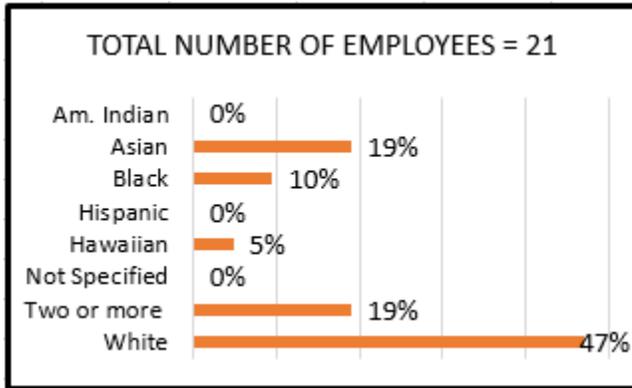
Community Corrections



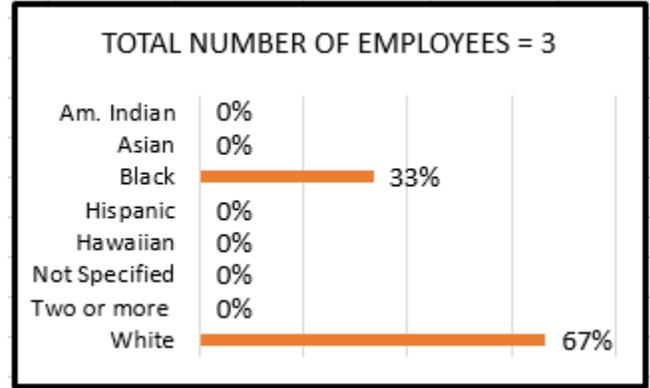
County Assessor



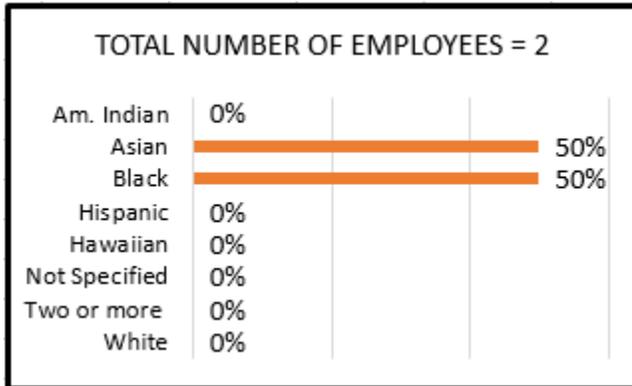
County Attorney's Office



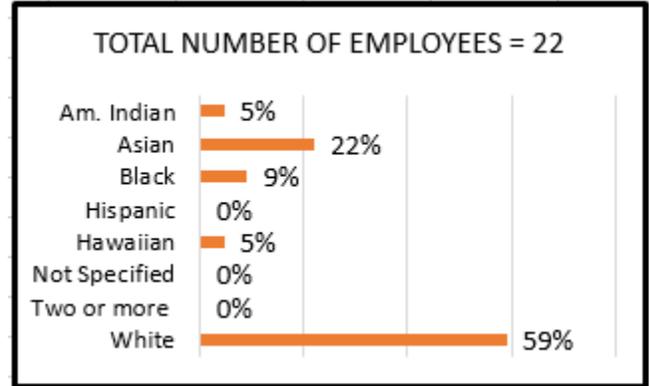
County Board Office



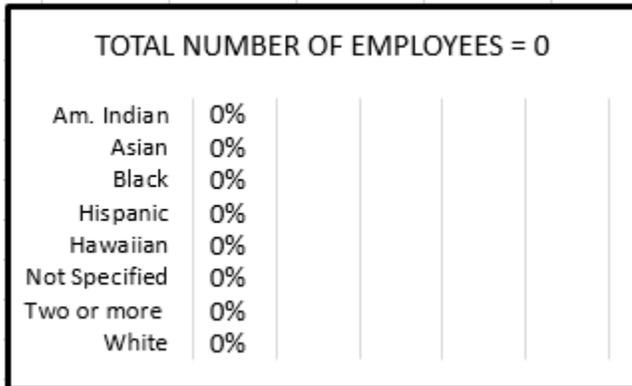
County Manager's Office



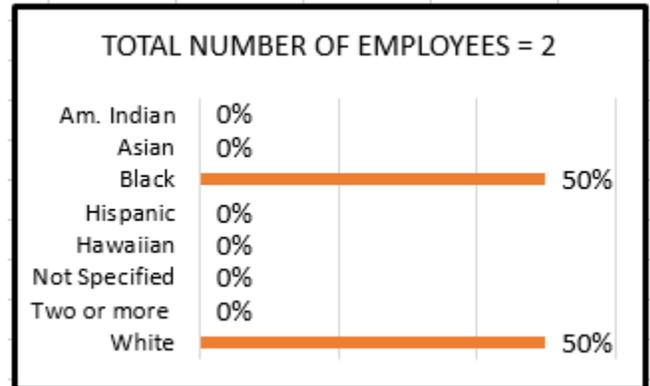
Emergency Communications



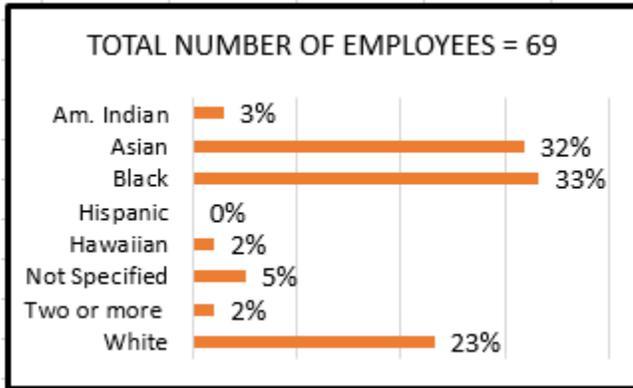
Emergency Management & Homeland Security



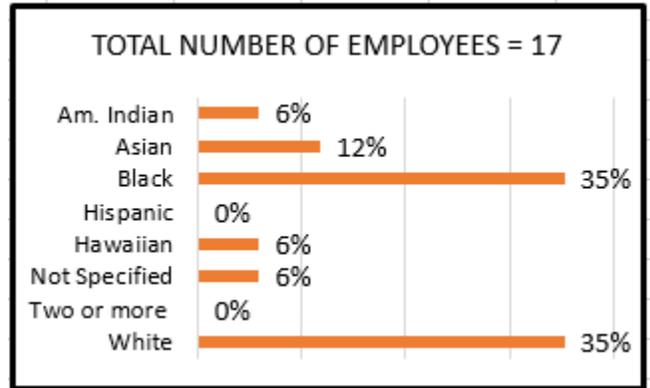
Finance



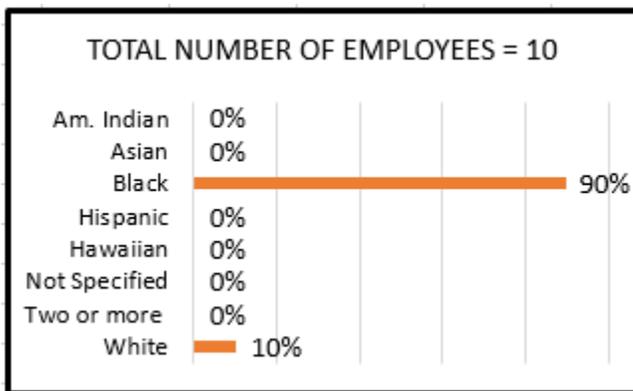
Financial Assistance Services



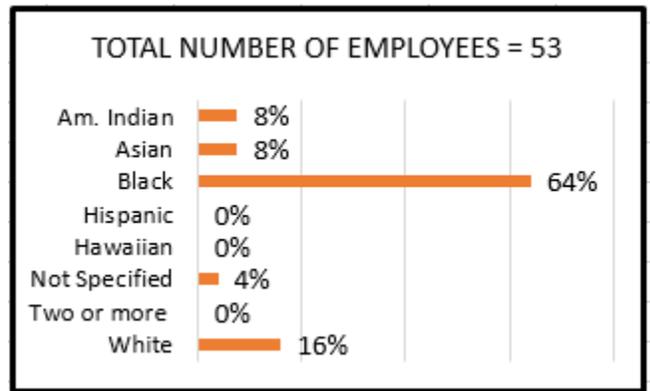
Health & Wellness Administration



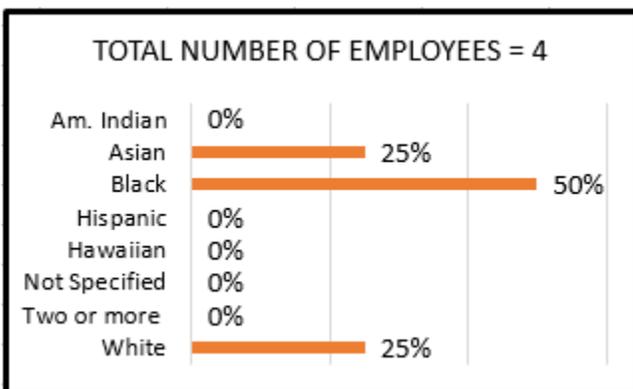
Healthcare Services - Lake Owasso Residence



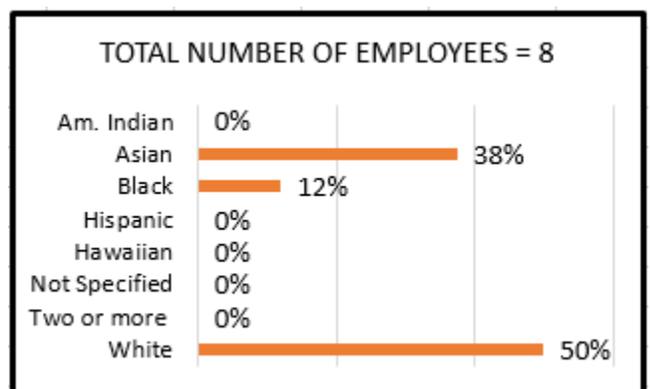
Healthcare Services - Ramsey County Care Center



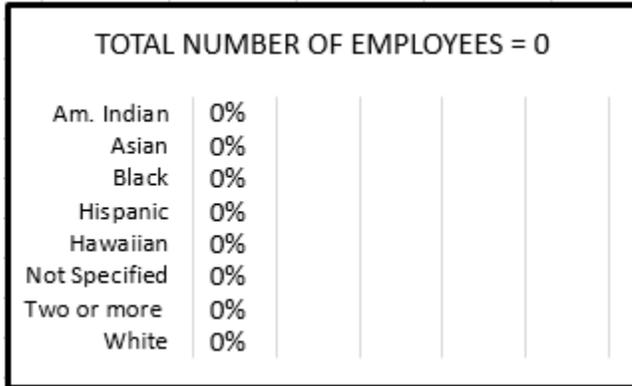
Human Resources



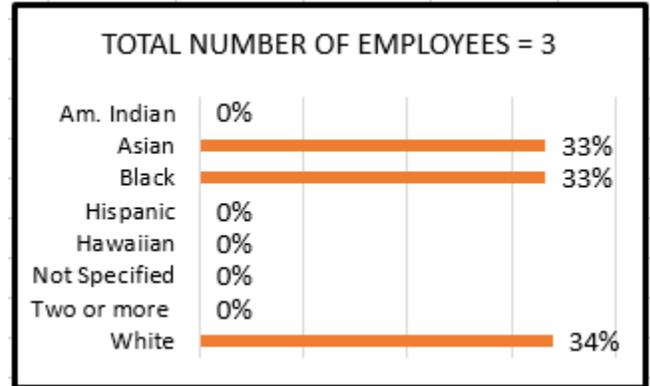
Information & Public Records Division



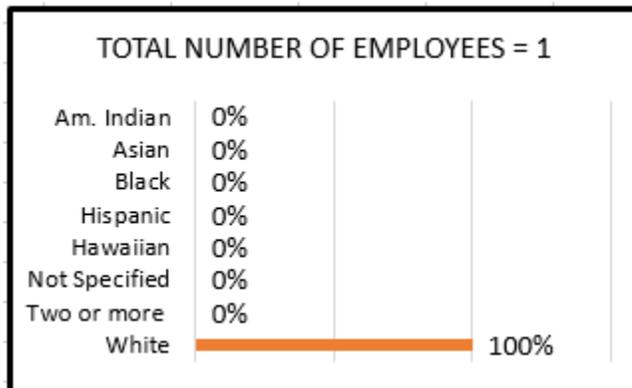
Information Services



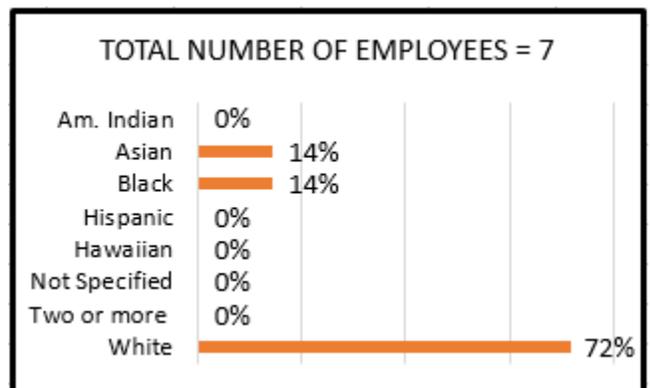
Library



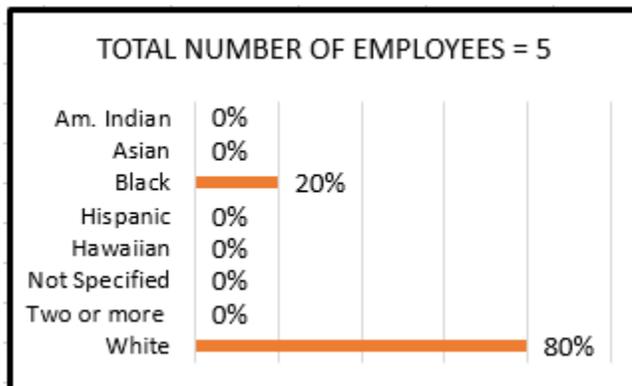
Medical Examiner's Office



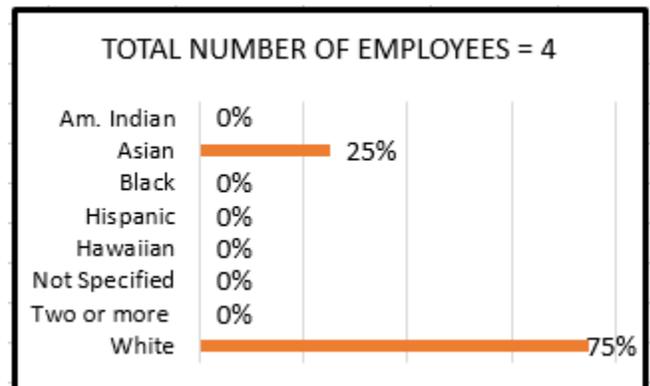
Parks & Recreation



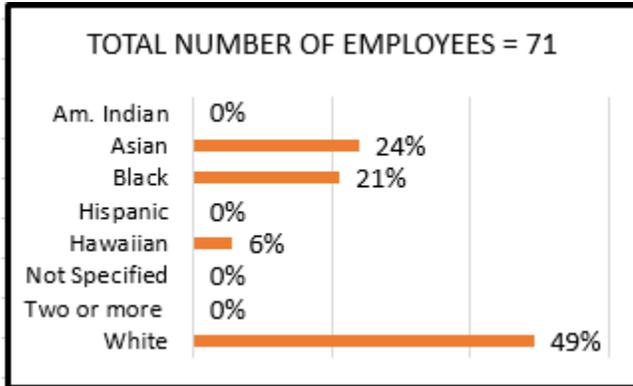
Property Management



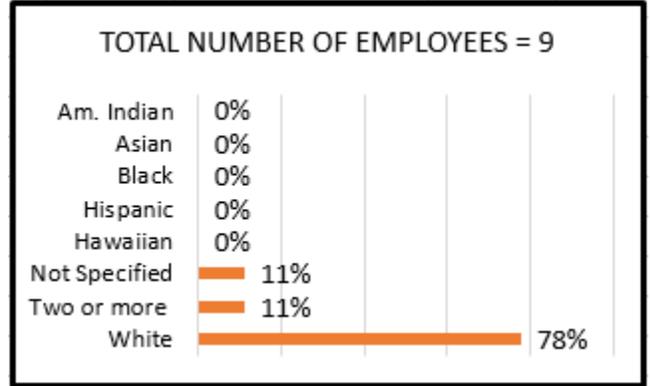
Property Tax, Records & Elections Services



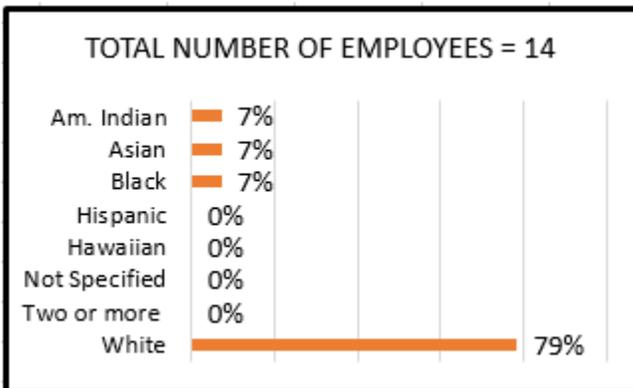
Public Health



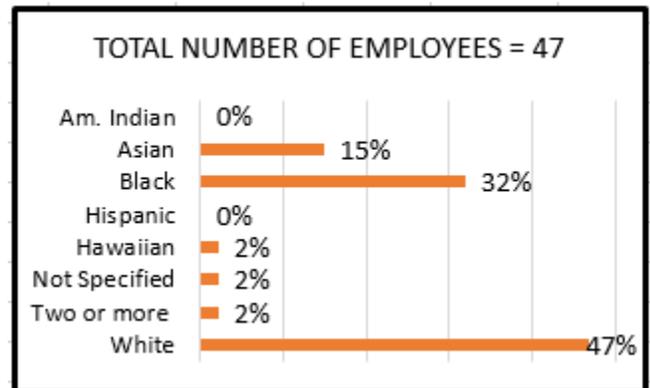
Public Works



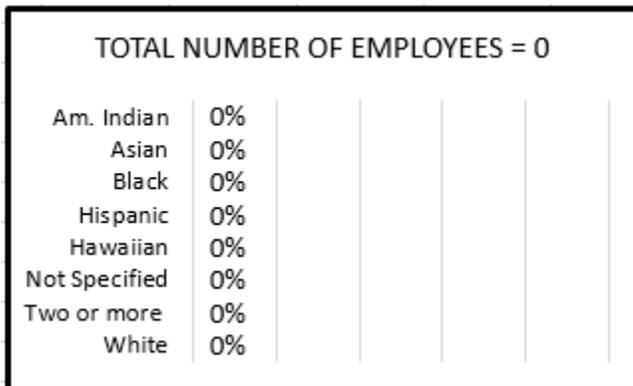
Sheriff's Office



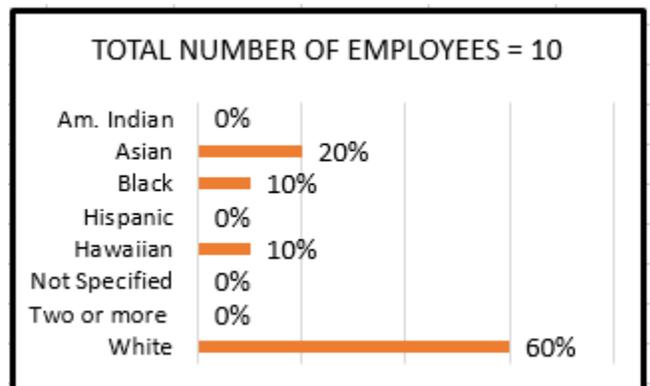
Social Services



Veterans Services

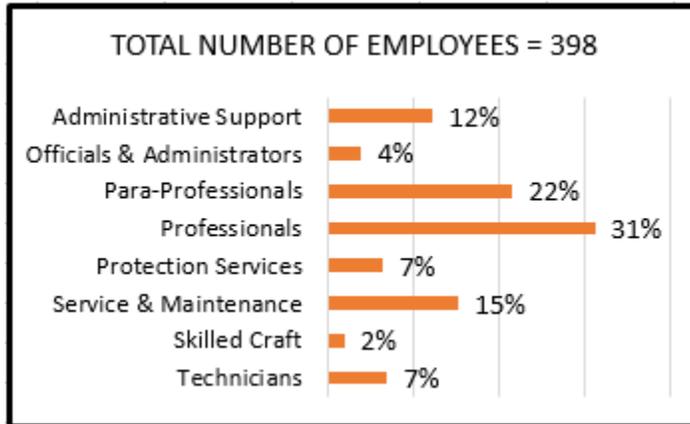


Workforce Solutions



New Hires by Department by EEO-4 Category Year-End 2019

All Ramsey County

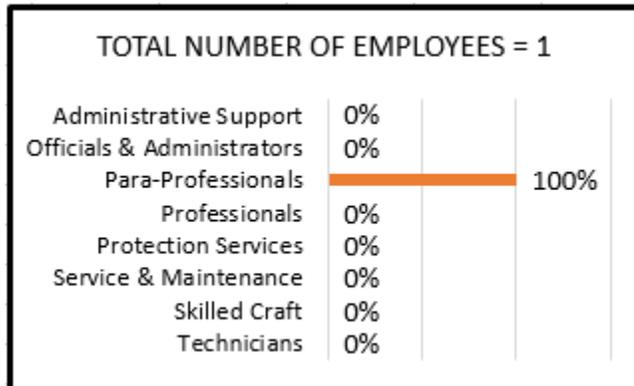


¹Total number of employees does not include elected officials.

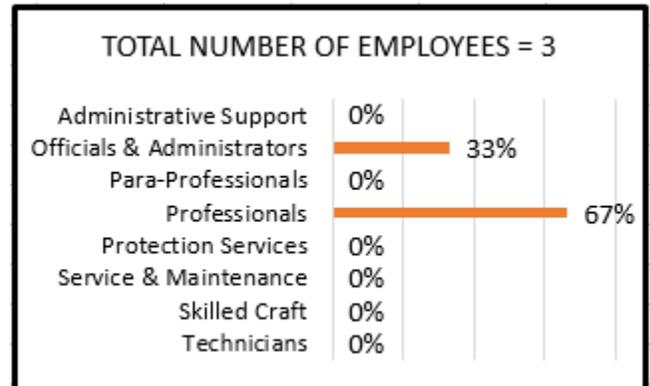
²Due to rounding, percentages may not precisely reflect the absolute totals indicated.

³Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff

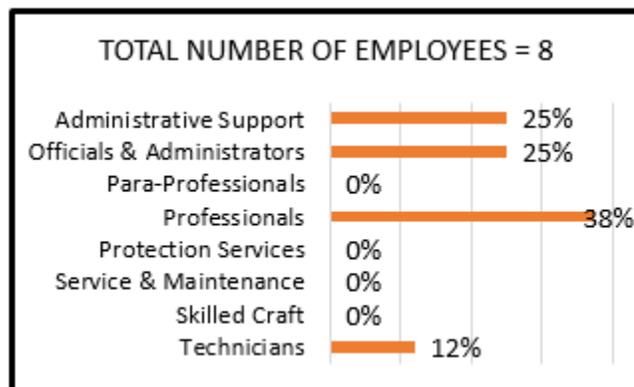
Communications and Public Relations



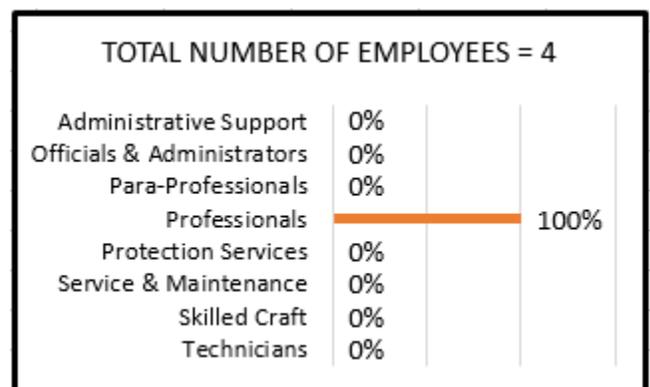
Community & Economic Development



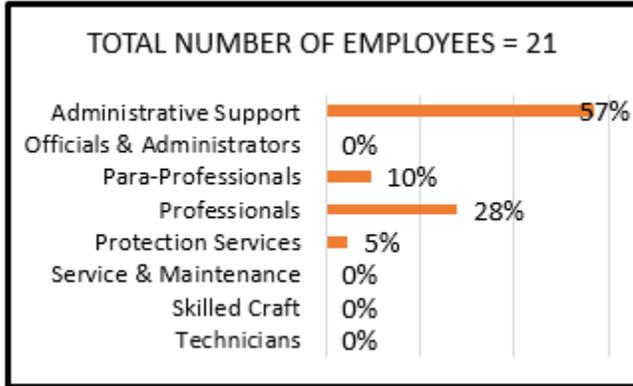
Community Corrections



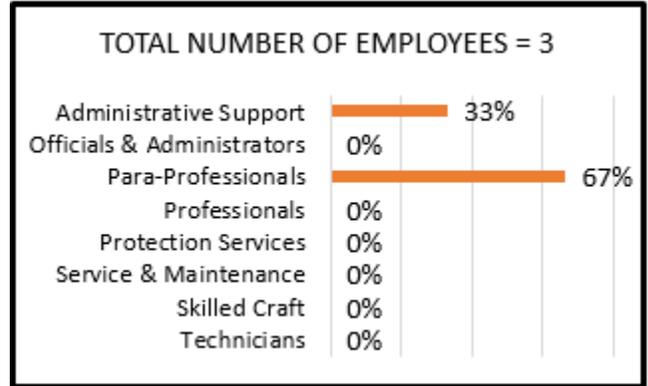
County Assessor



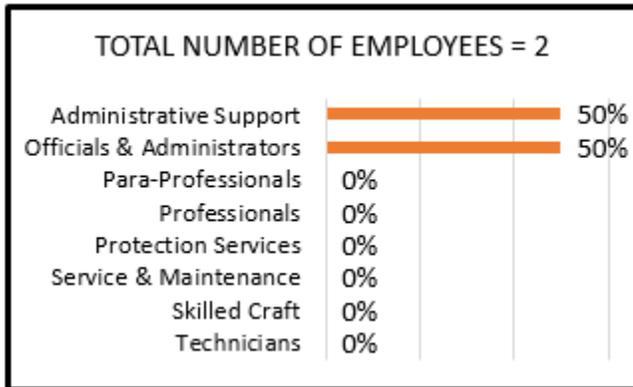
County Attorney's Office (1) (3)



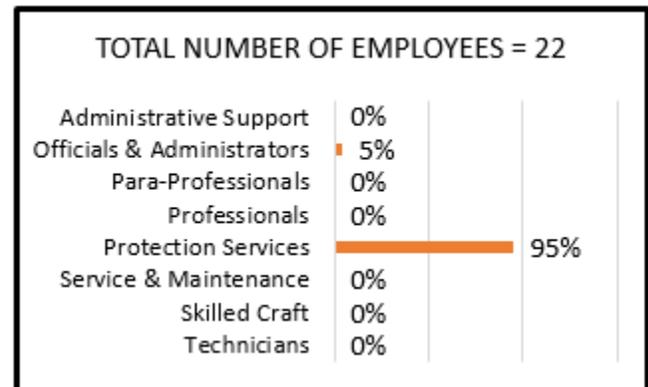
County Board Office (1) (3)



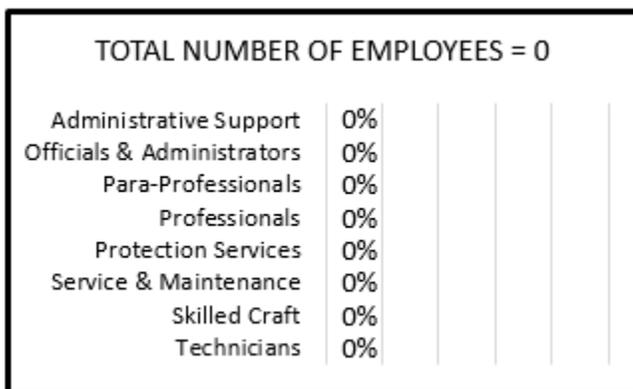
County Manager's Office



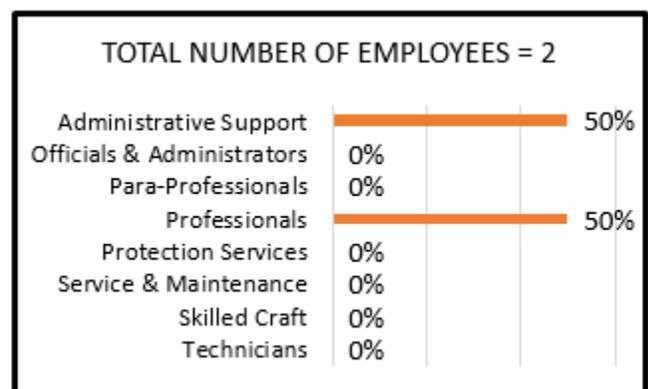
Emergency Communications



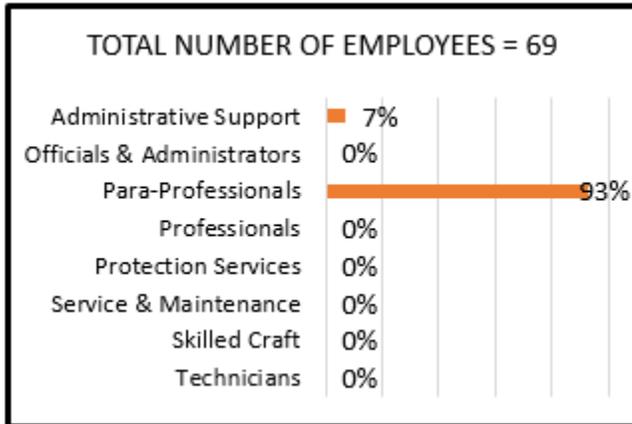
Emergency Management & Homeland Security



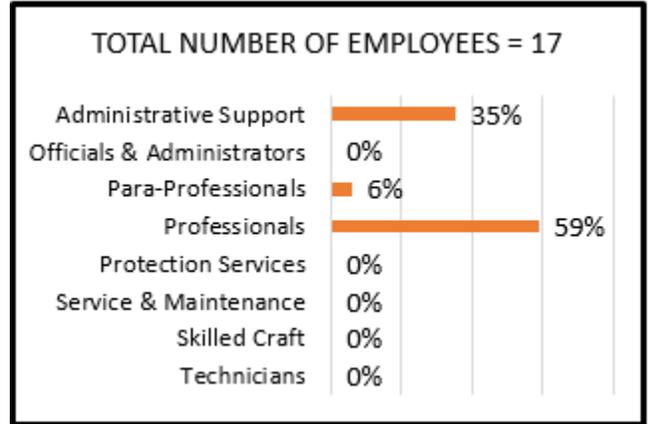
Finance



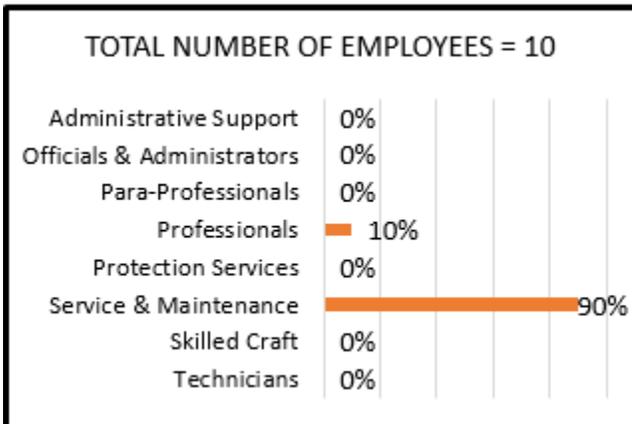
Financial Assistance Services



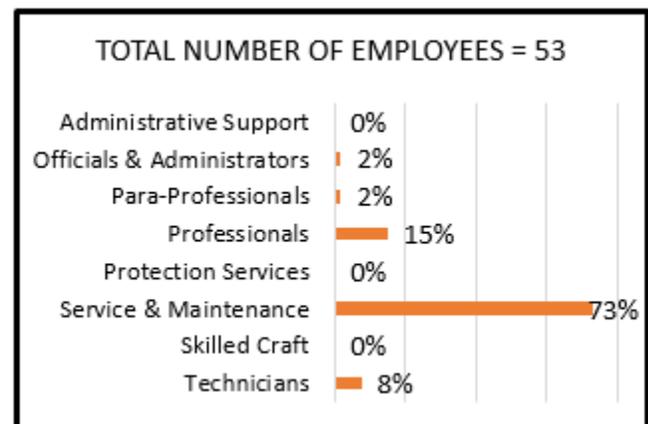
Health & Wellness Administration



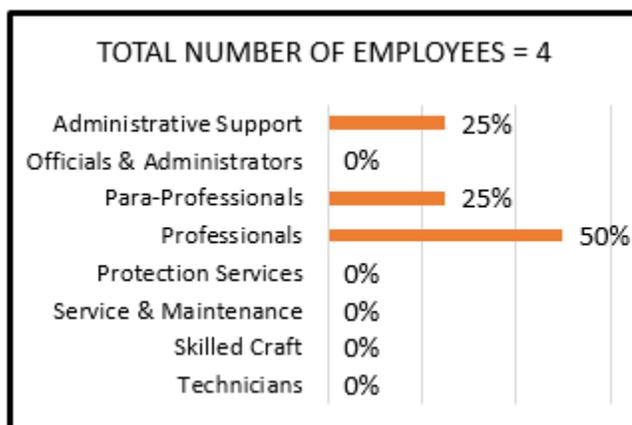
Healthcare Services - Lake Owasso Residence



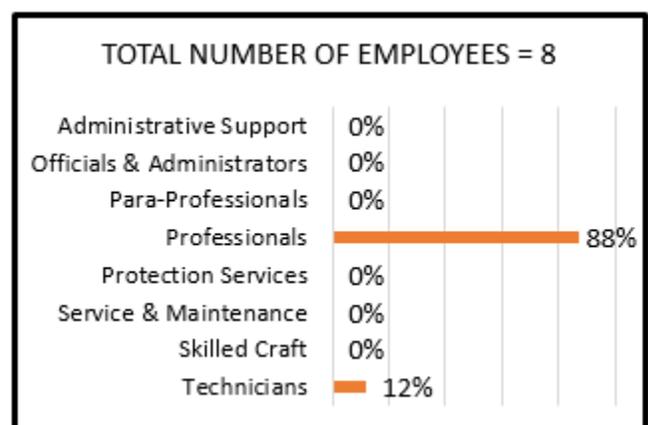
Healthcare Services - Ramsey County Care Center



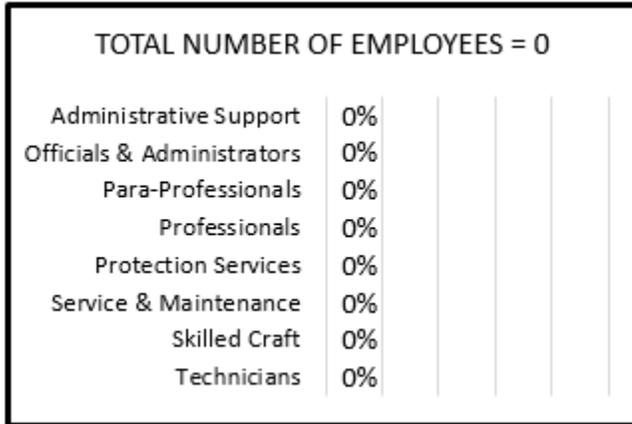
Human Resources



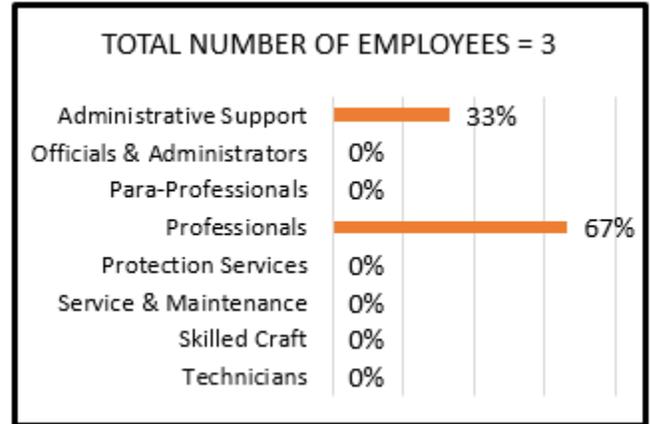
Information & Public Records Division



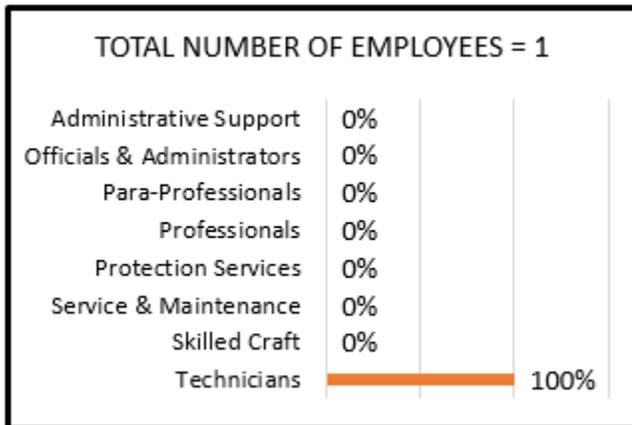
Information Services



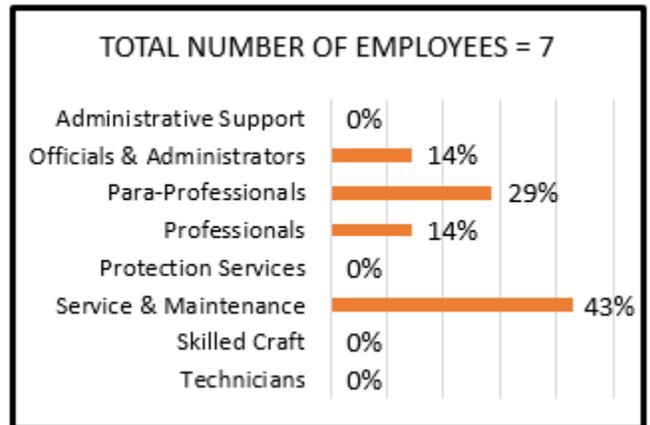
Library



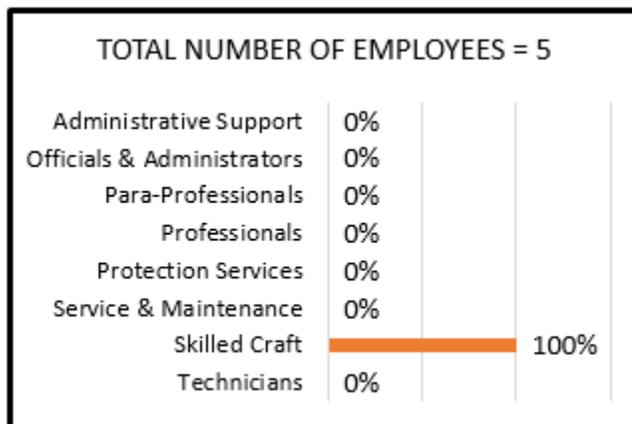
Medical Examiner's Office



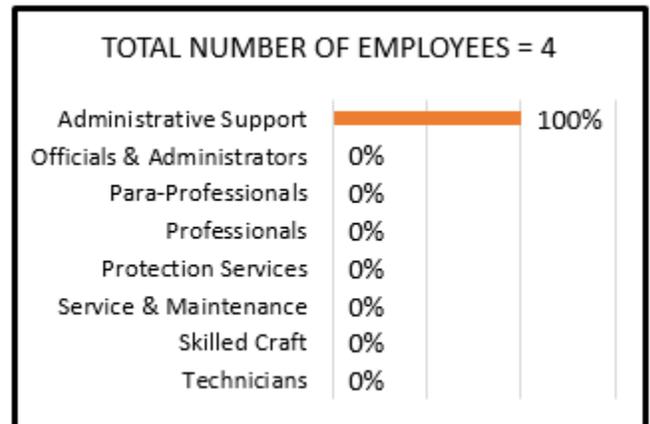
Parks & Recreation



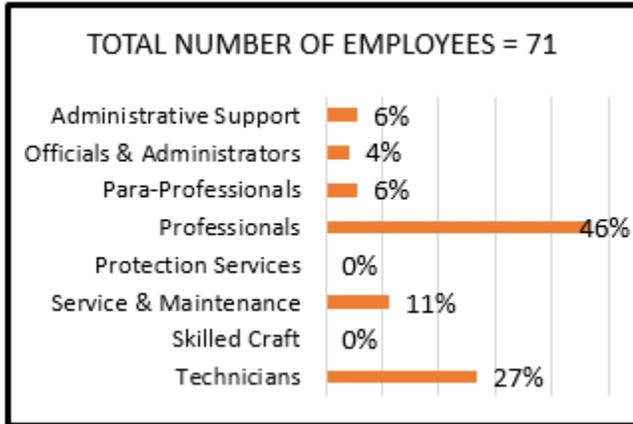
Property Management



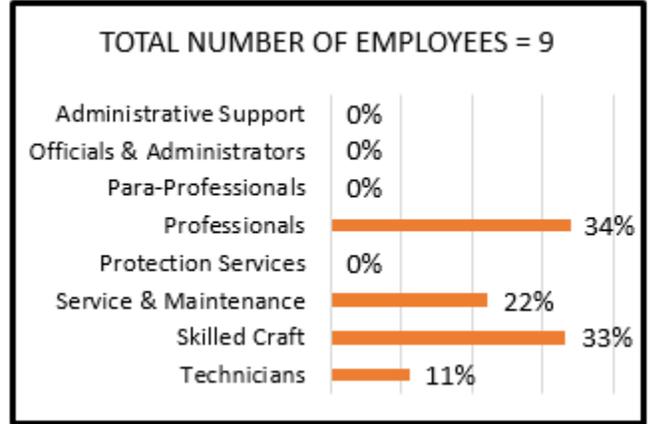
Property Tax, Records & Elections Services



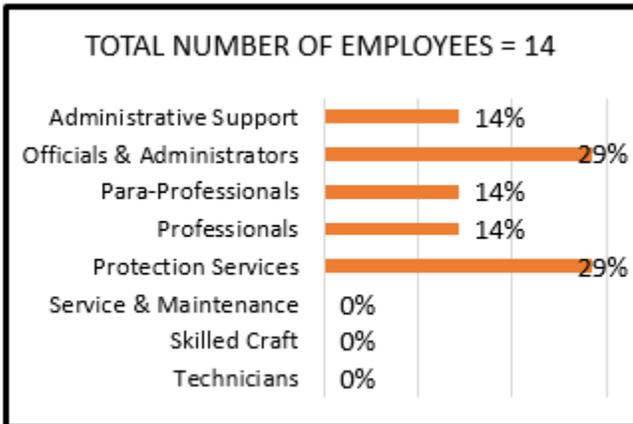
Public Health



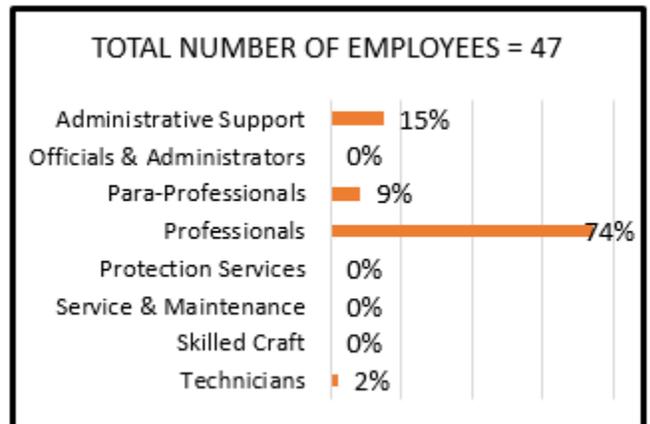
Public Works



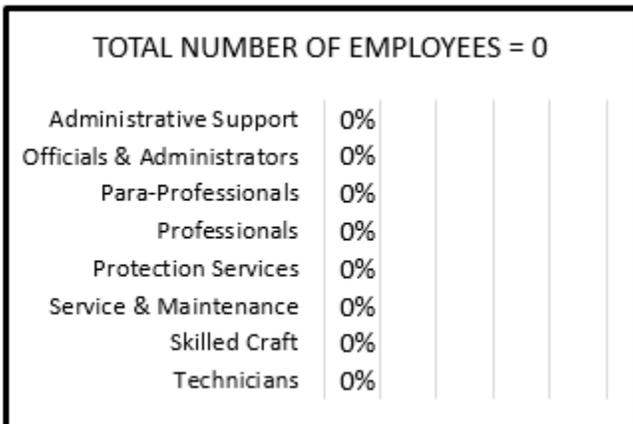
Sheriff's Office (1) (3)



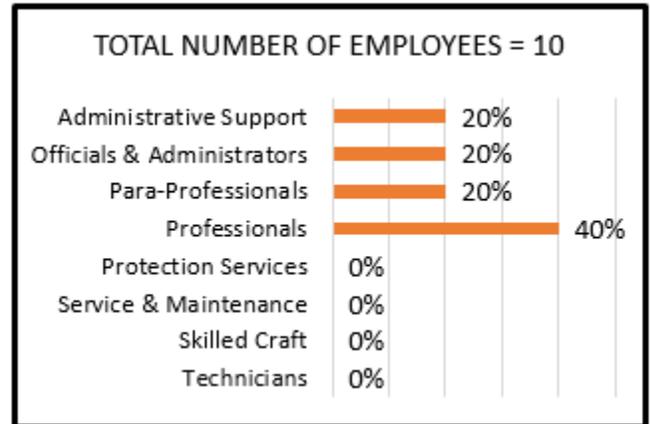
Social Services



Veterans Services

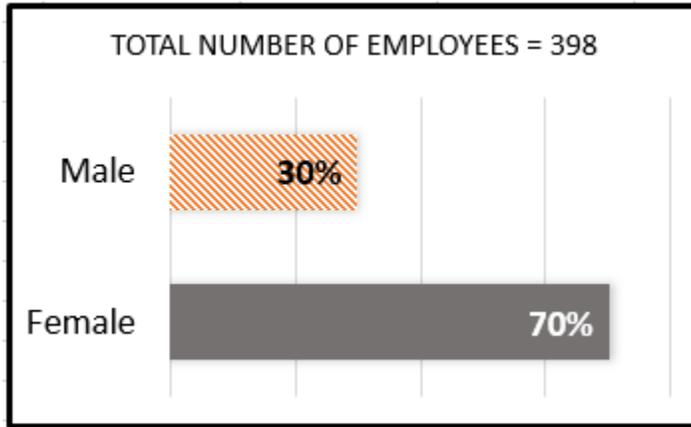


Workforce Solutions



New Hires by Department by Gender Year-End 2019

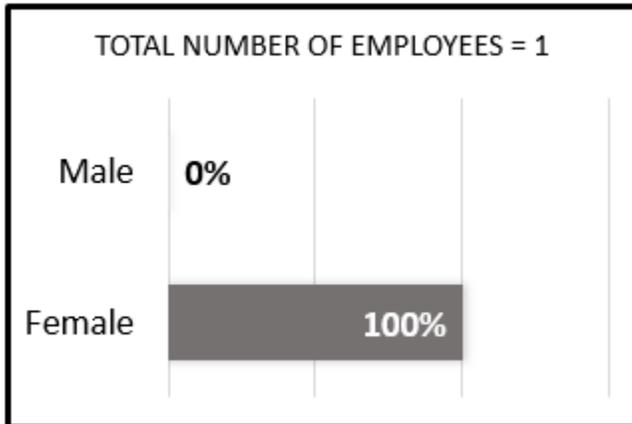
All Ramsey County



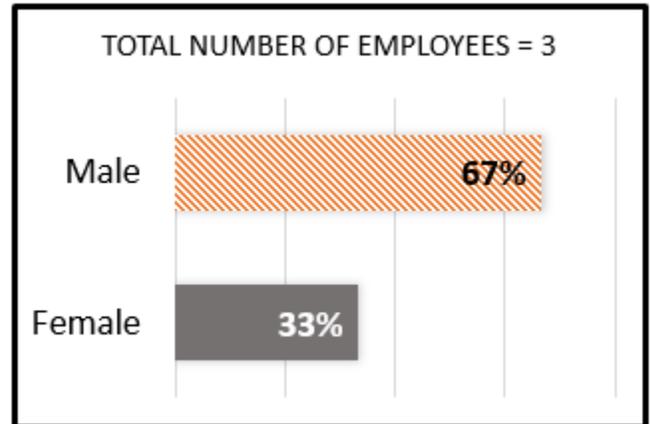
¹Total number of employees does not include elected officials.

²Due to rounding, percentages may not precisely reflect the absolute totals indicated.

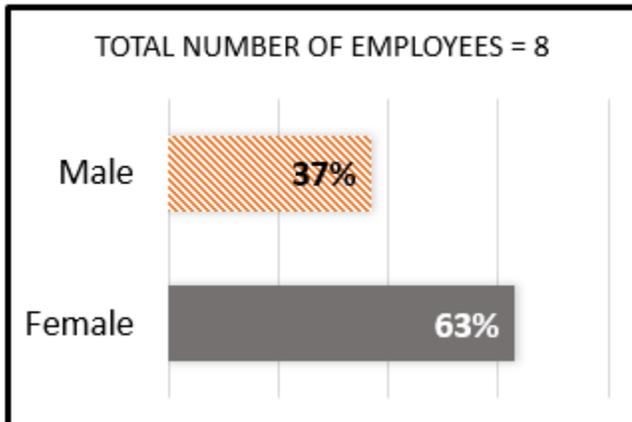
Communications and Public Relations



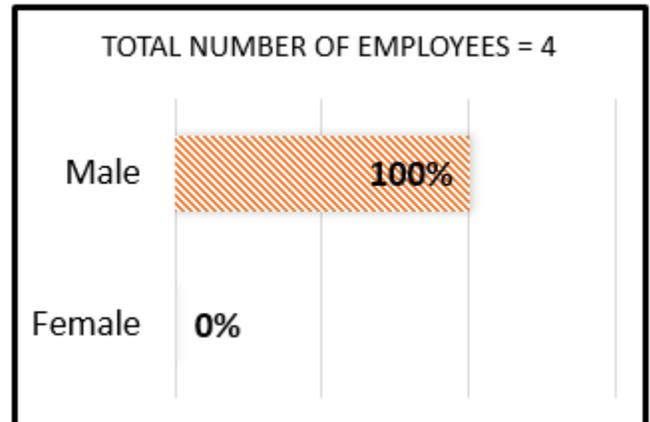
Community & Economic Development



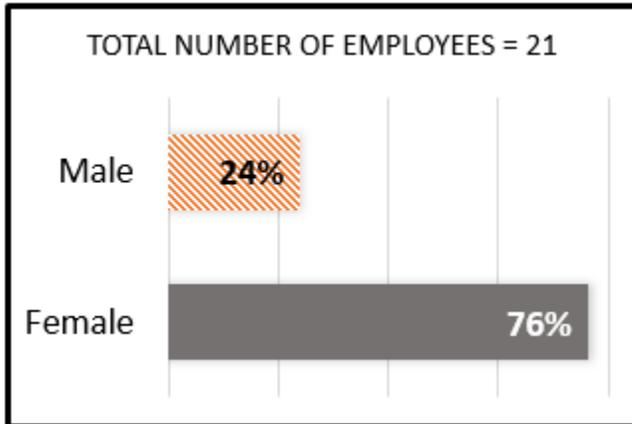
Community Corrections



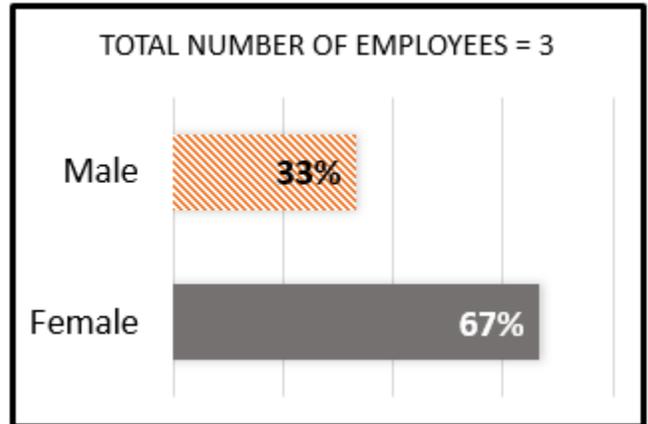
County Assessor



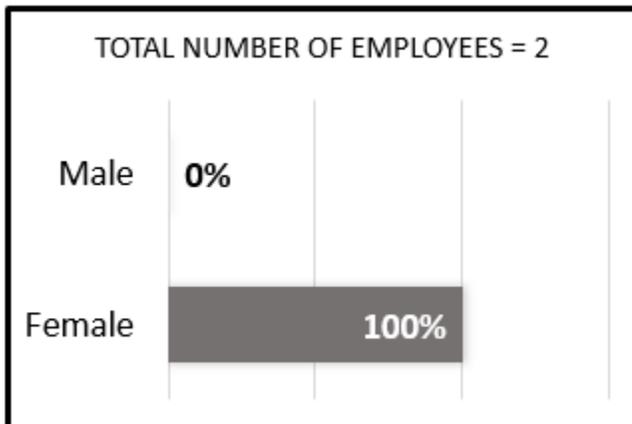
County Attorney's Office



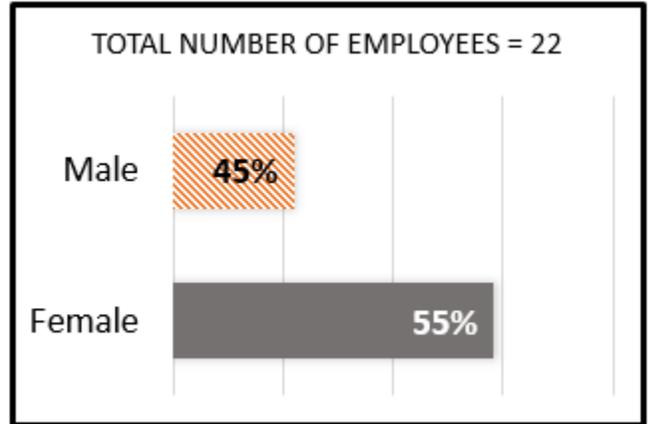
County Board Office



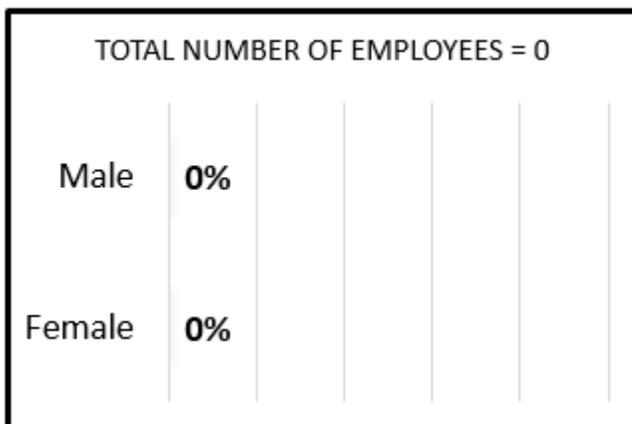
County Manager's Office



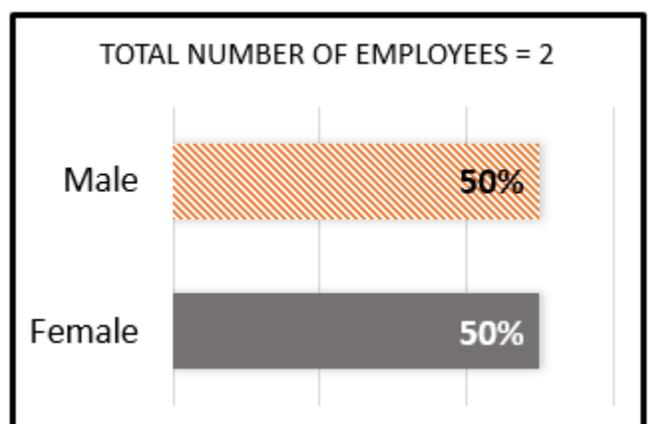
Emergency Communications



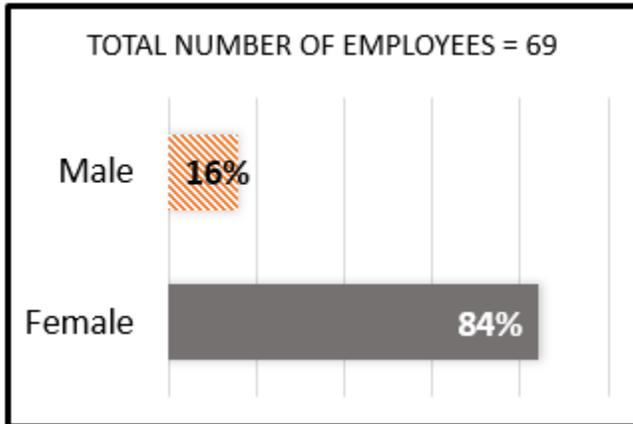
Emergency Management & Homeland Security



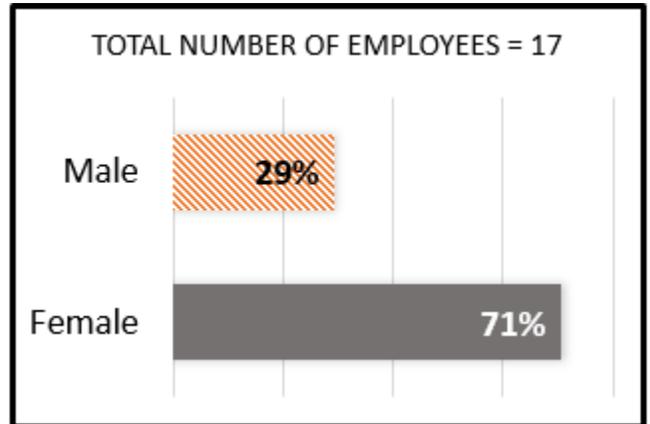
Finance



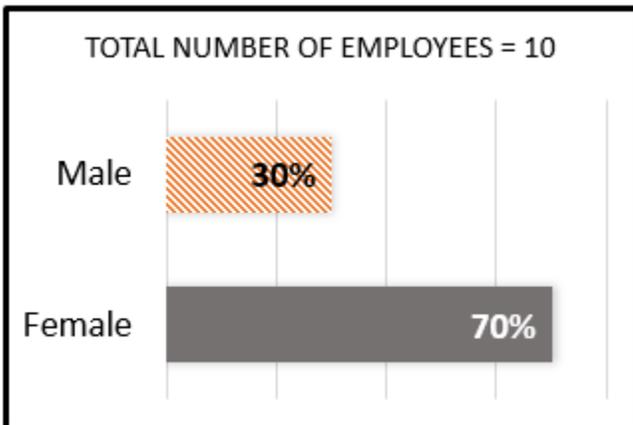
Financial Assistance Services



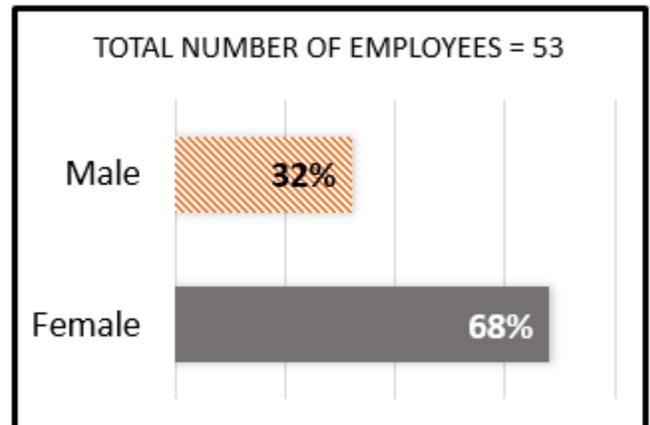
Health & Wellness Administration



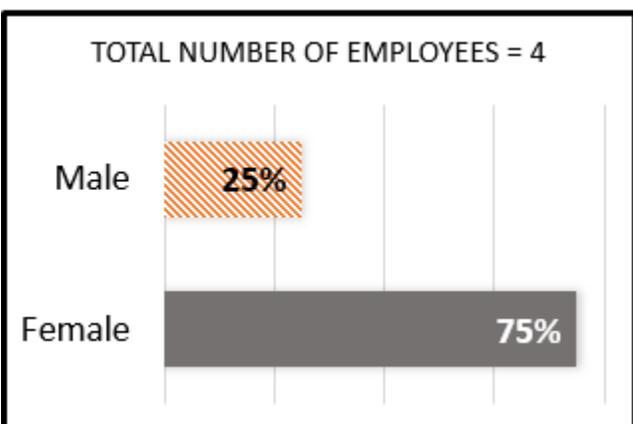
Healthcare Services - Lake Owasso Residence



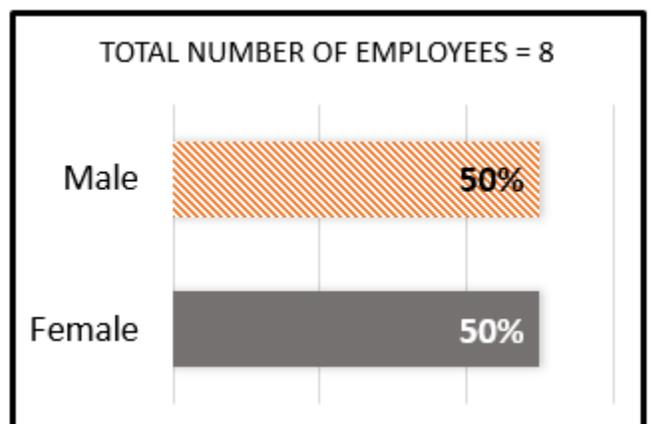
Healthcare Services - Ramsey County Care Center



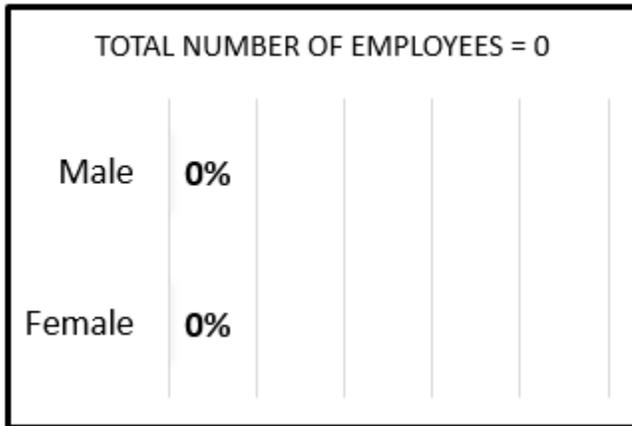
Human Resources



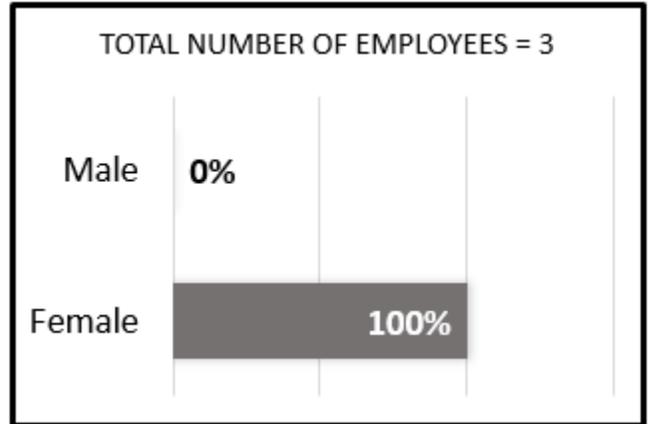
Information & Public Records Division



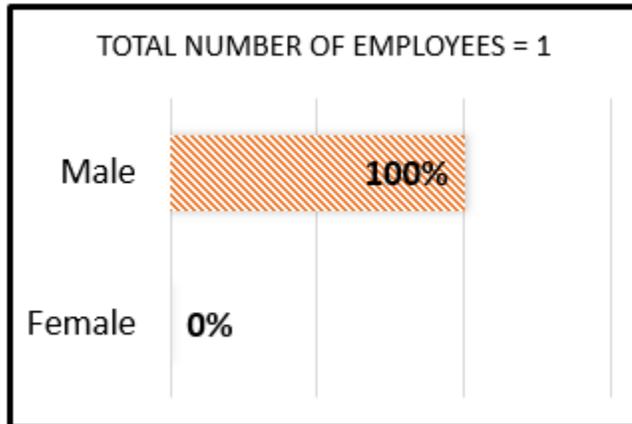
Information Services



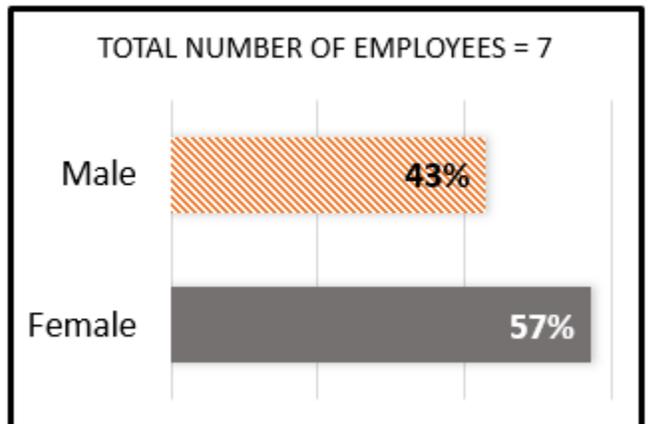
Library



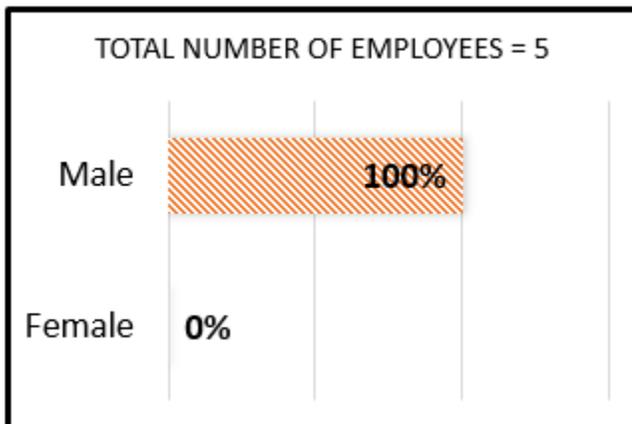
Medical Examiner's Office



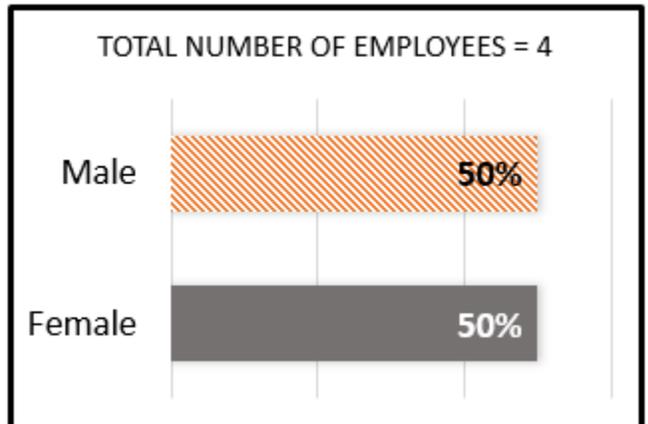
Parks & Recreation



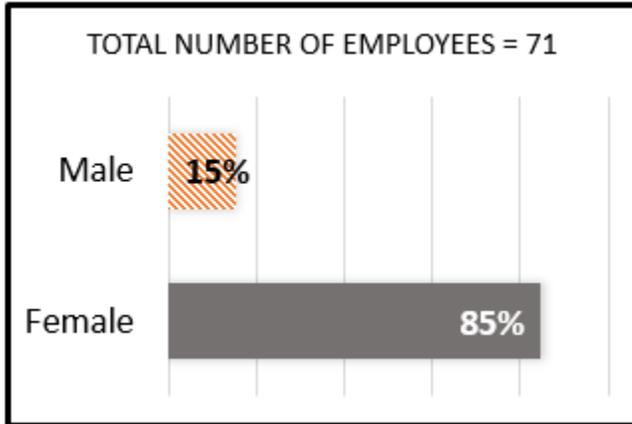
Property Management



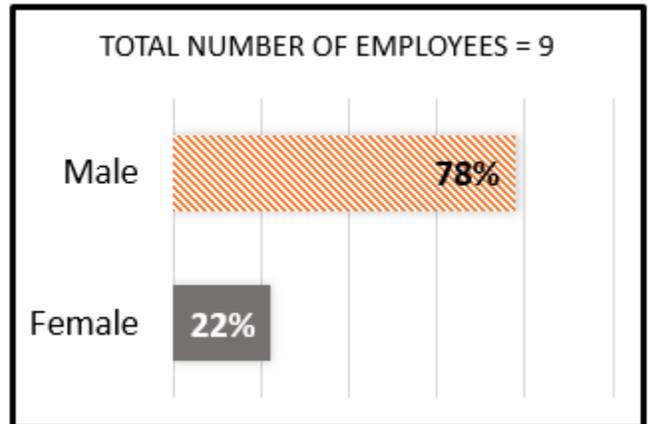
Property Tax, Records & Elections Services



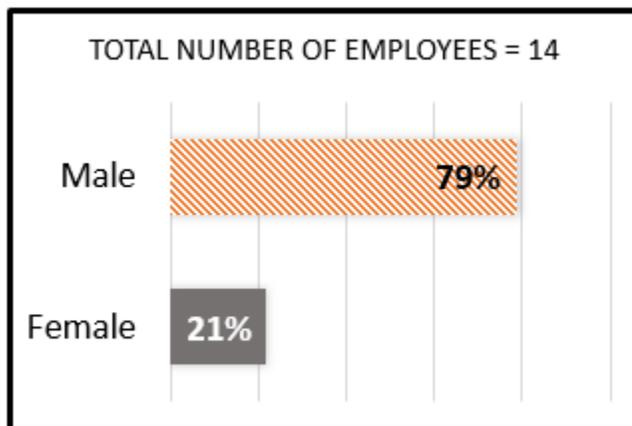
Public Health



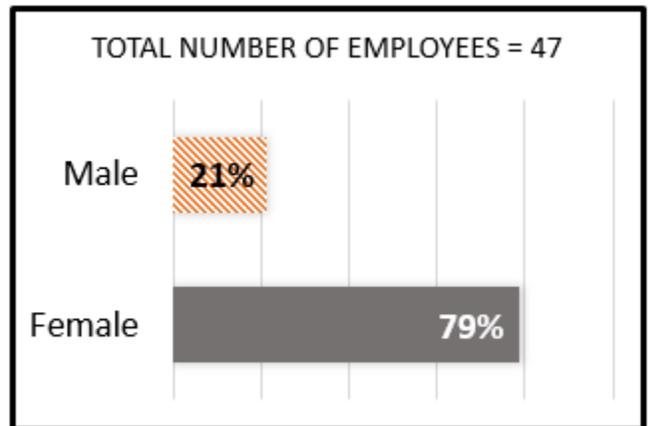
Public Works



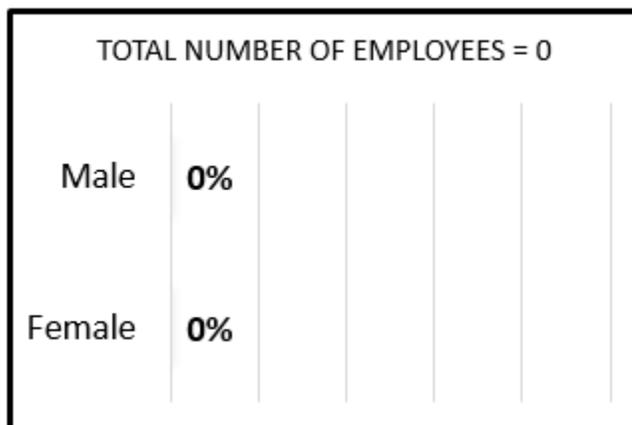
Sheriff's Office



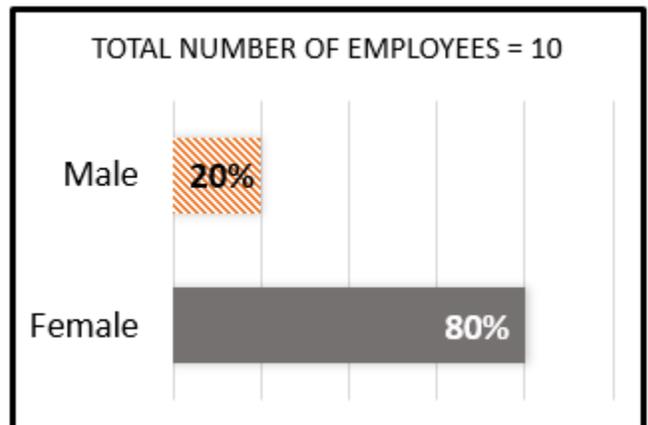
Social Services



Veterans Services



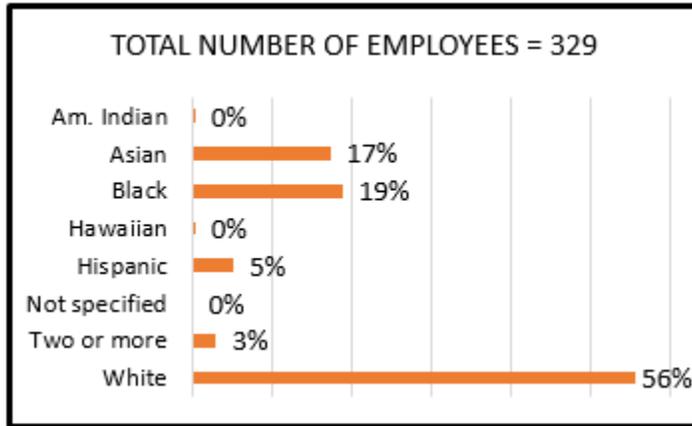
Workforce Solutions



Promotions by Department

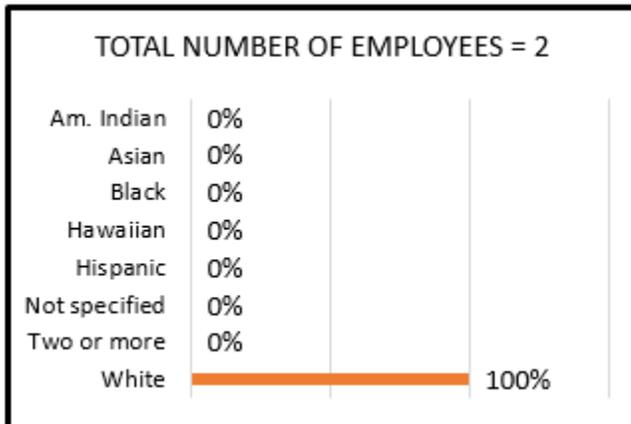
Promotions by Department by Race & Ethnicity Year-End 2019

All Ramsey County

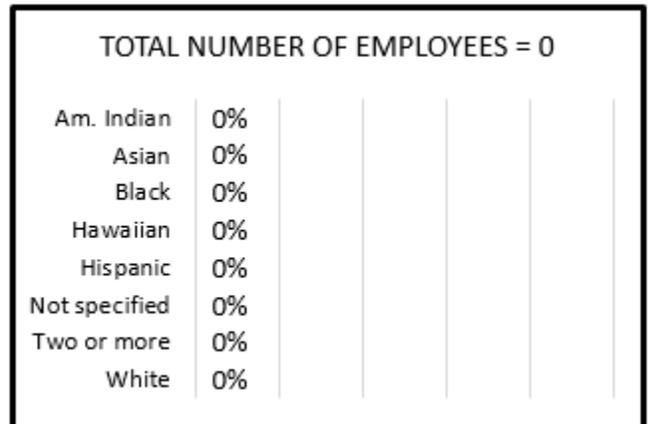


¹ Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff
² Due to rounding, percentages may not precisely reflect the absolute totals indicated.

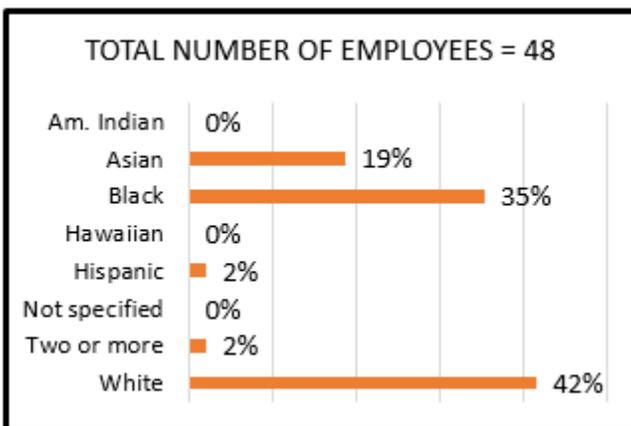
Communications and Public Relations



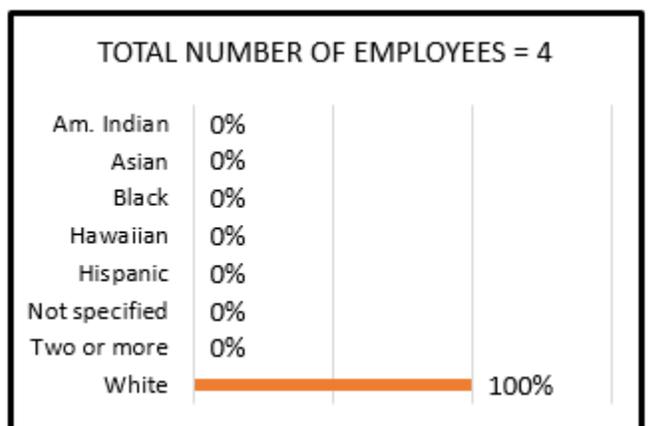
Community & Economic Development



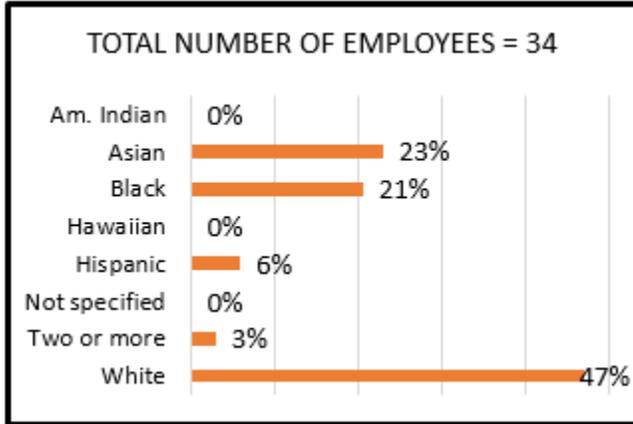
Community Corrections



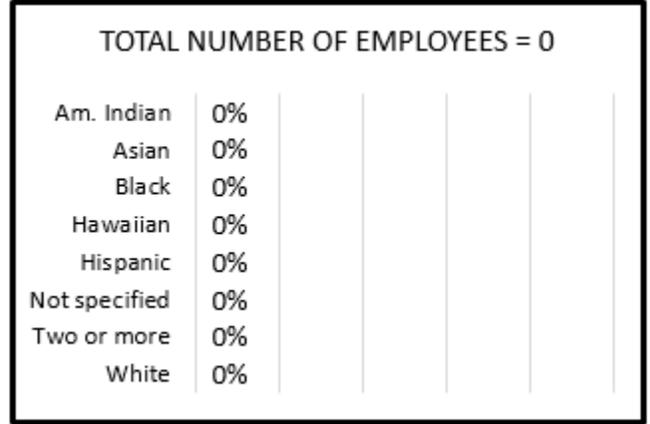
County Assessor



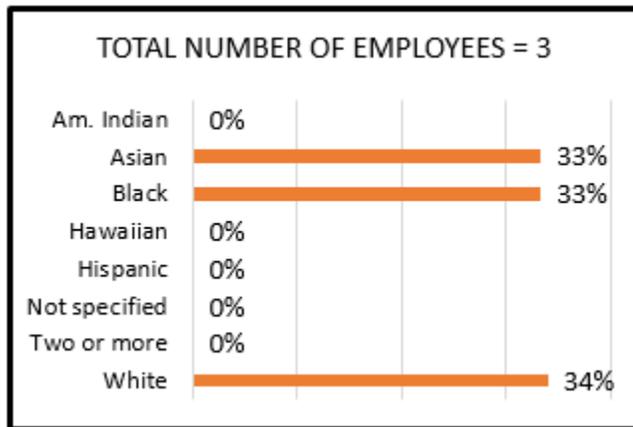
County Attorney's Office



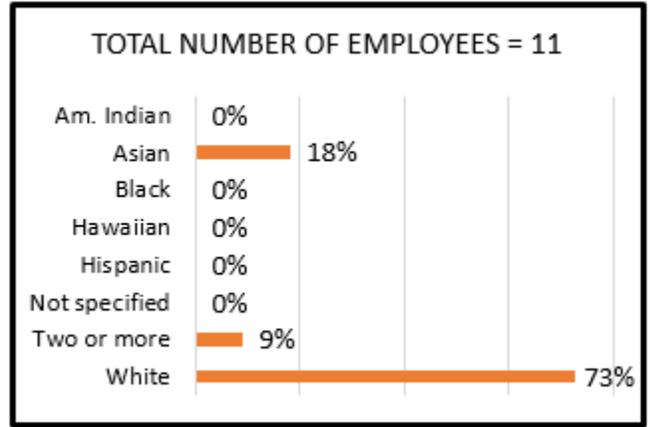
County Board Office



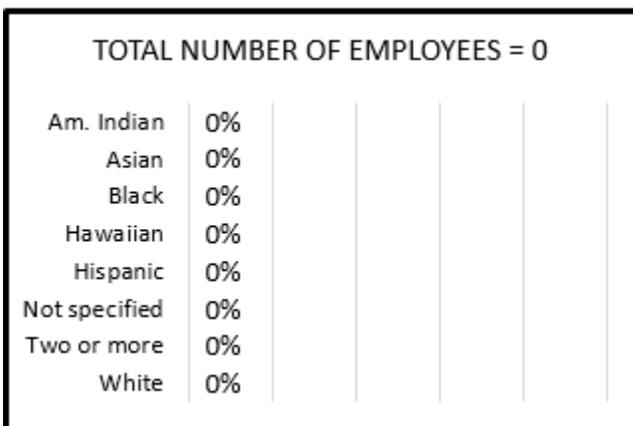
County Manager's Office



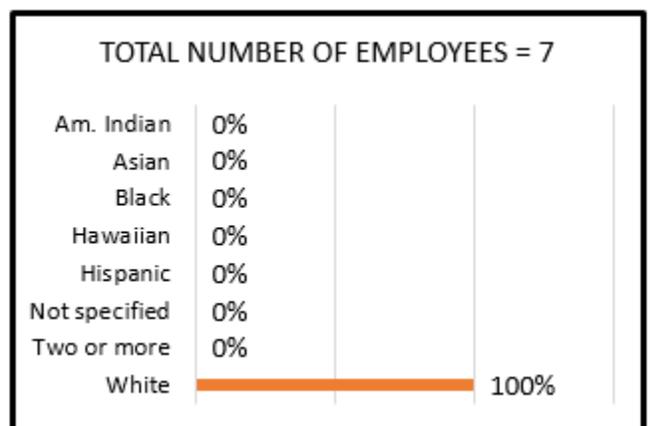
Emergency Communications



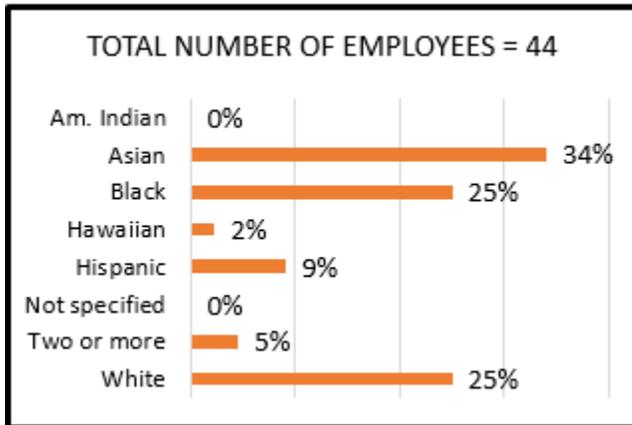
Emergency Management & Homeland Security



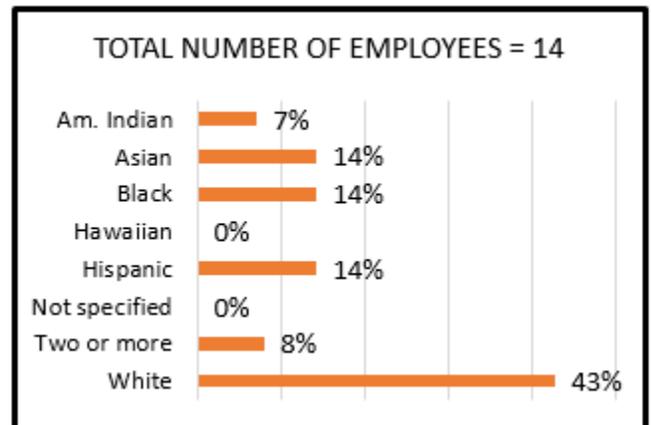
Finance



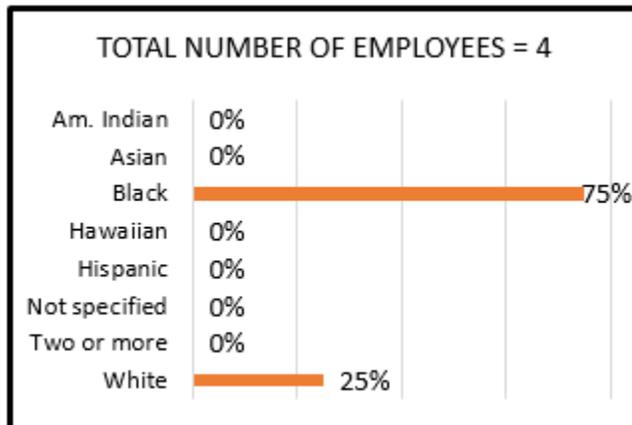
Financial Assistance Services



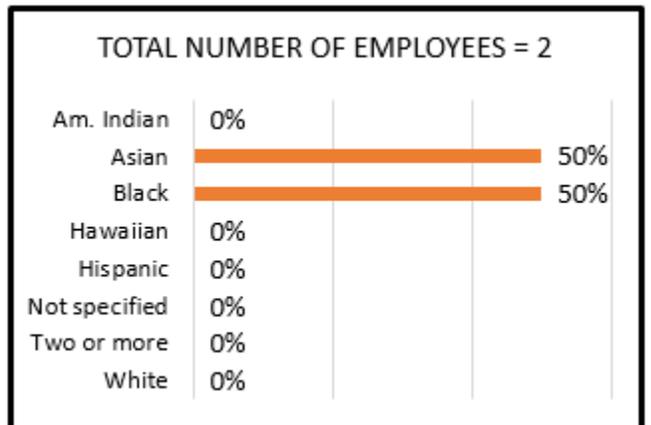
Health & Wellness Administration



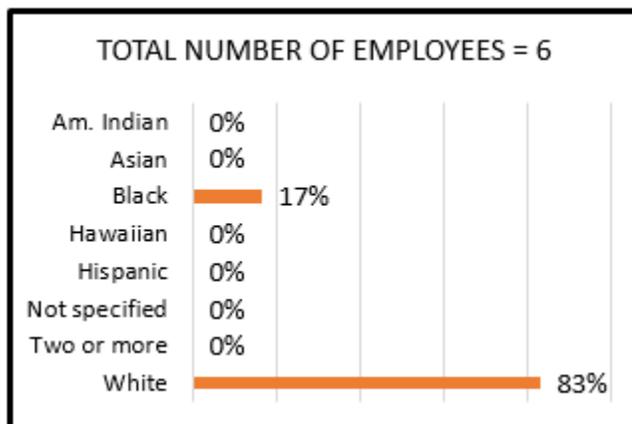
Healthcare Services - Lake Owasso Residence



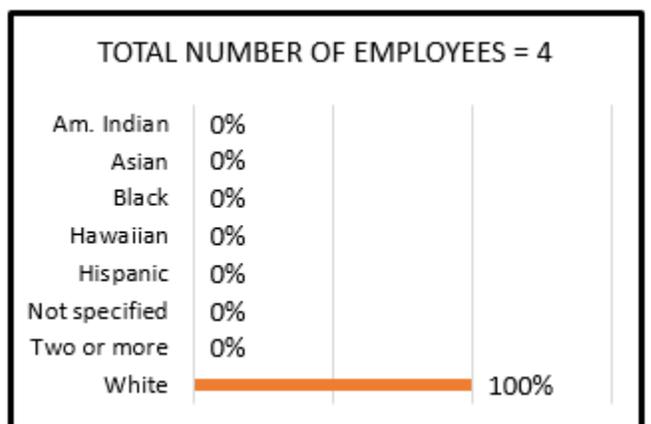
Healthcare Services - Ramsey County Care Center



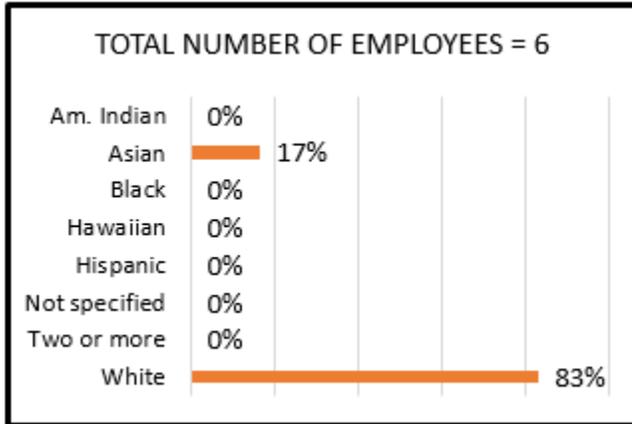
Human Resources



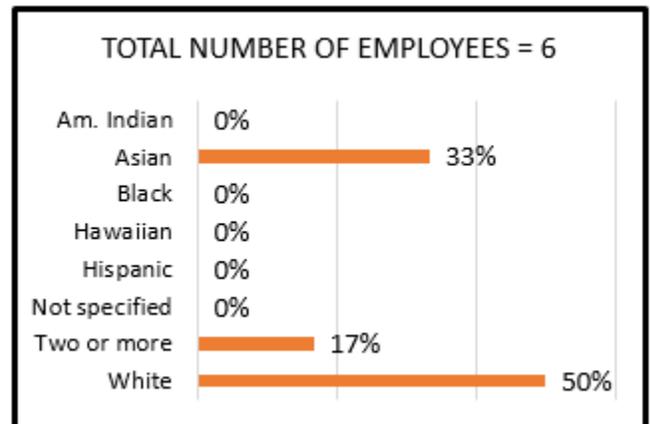
Information & Public Records Division



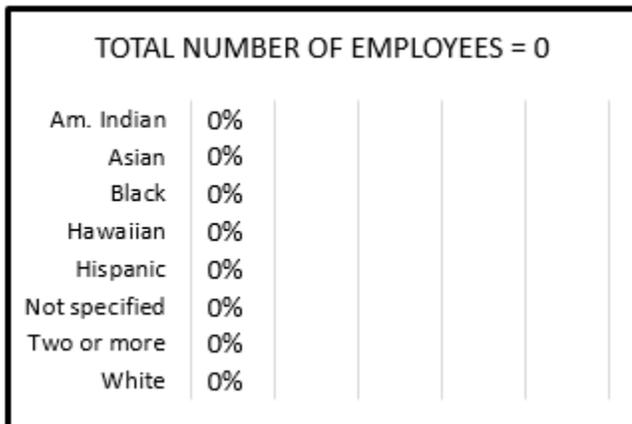
Information Services



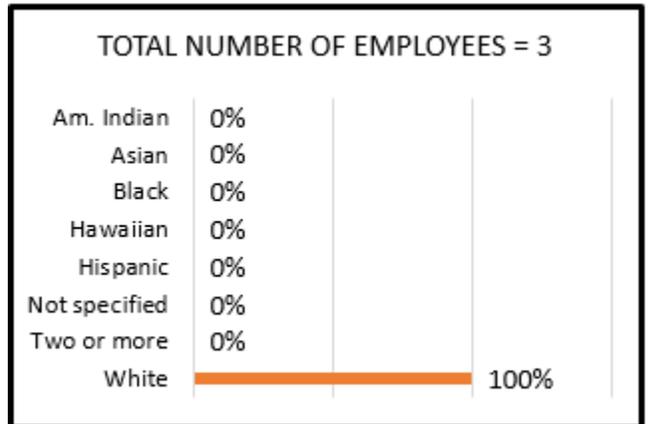
Library



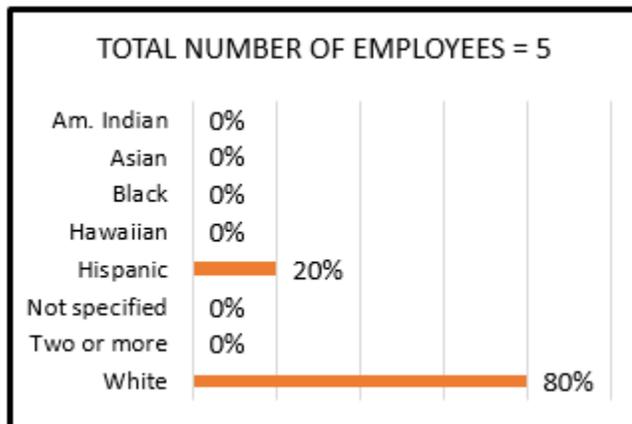
Medical Examiner's Office



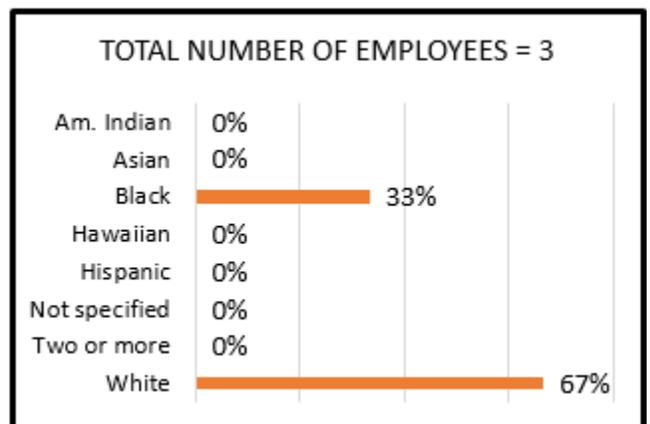
Parks & Recreation



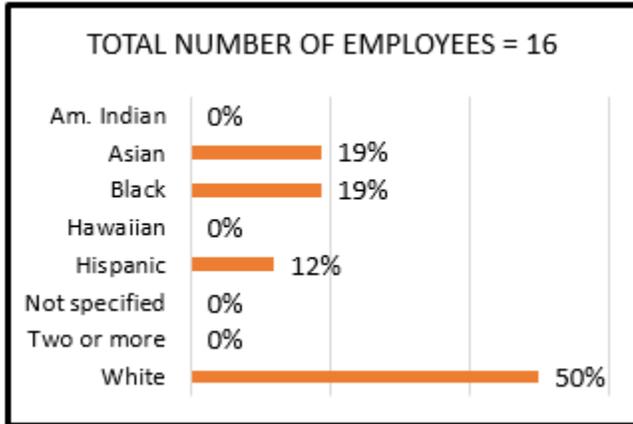
Property Management



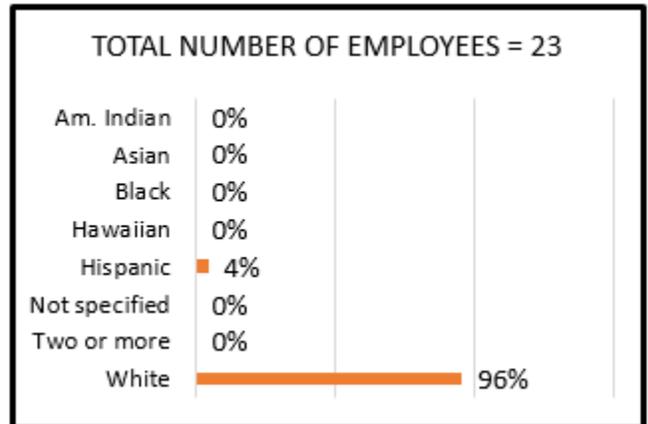
Property Tax, Records & Elections Services



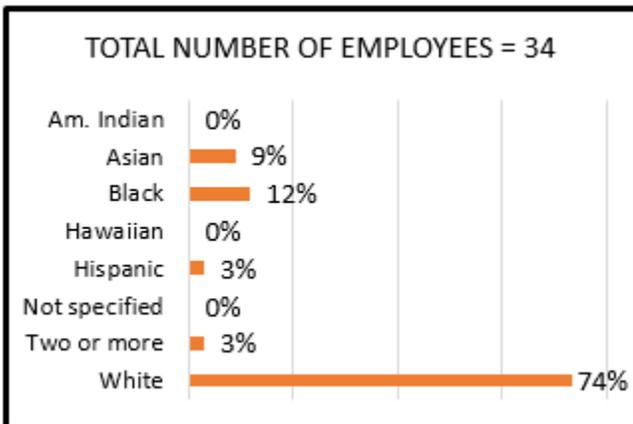
Public Health



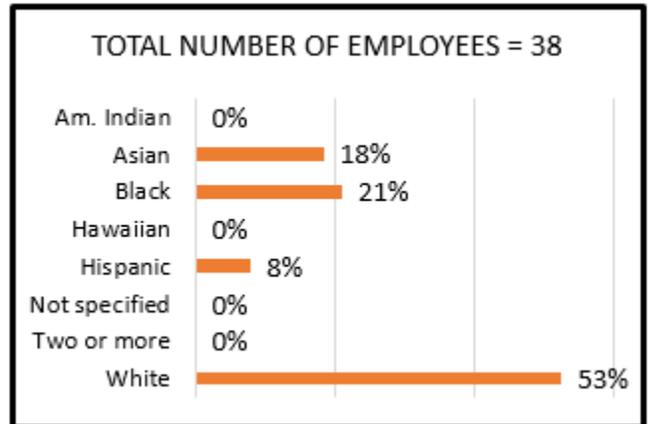
Public Works



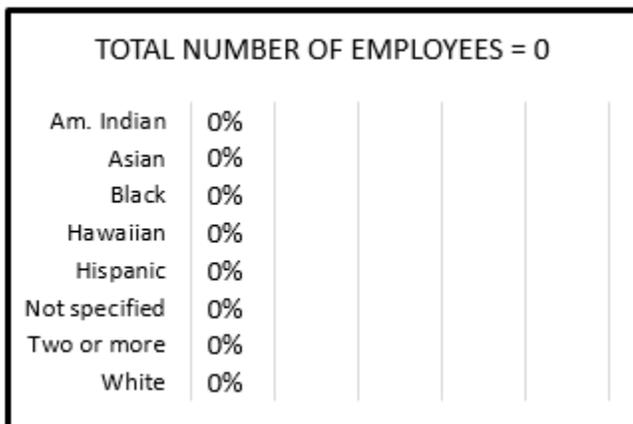
Sheriff's Office (1) (2)



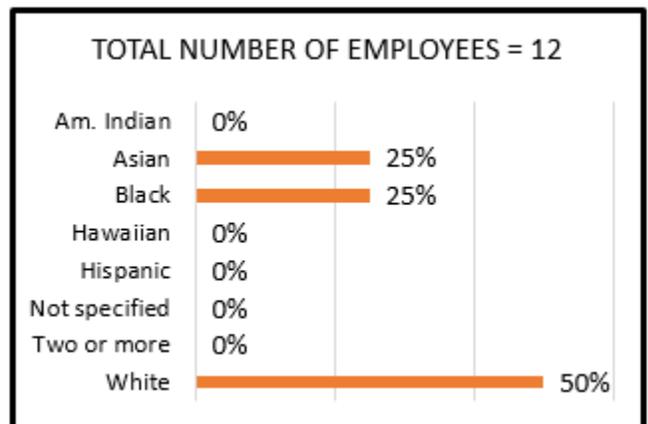
Social Services



Veterans Services

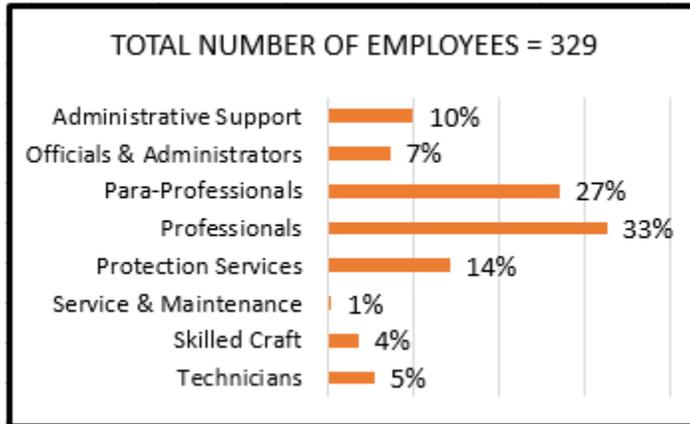


Workforce Solutions



Promotions by Department by EEO-4 Category Year-End 2019

All Ramsey County

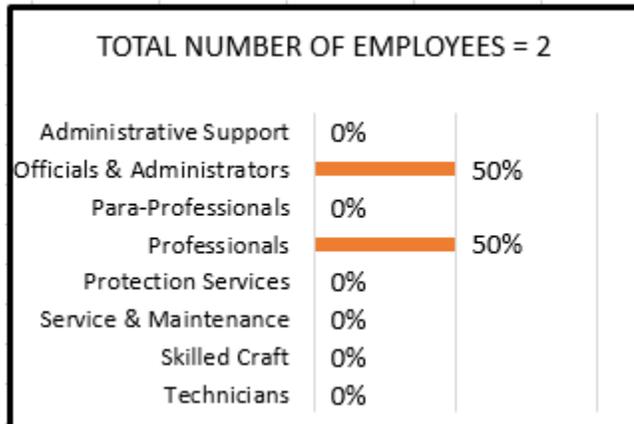


¹Total number of employees does not include elected officials.

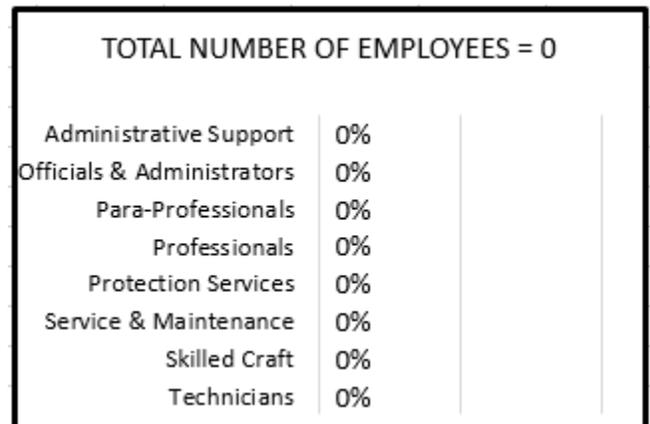
²Due to rounding, percentages may not precisely reflect the absolute totals indicated.

³Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff

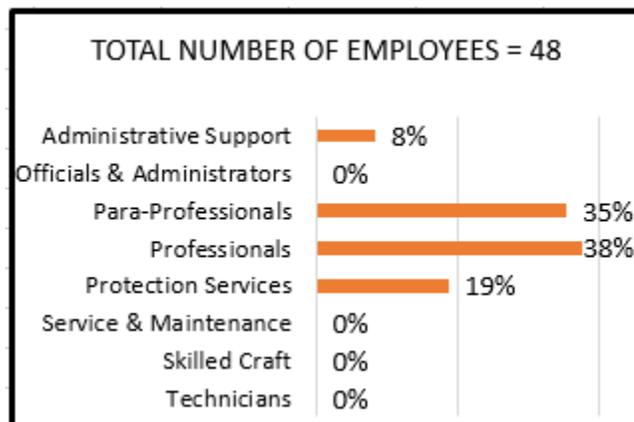
Communications and Public Relations



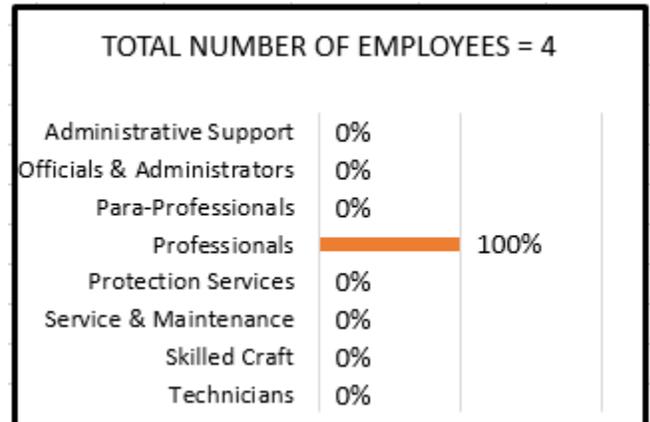
Community & Economic Development



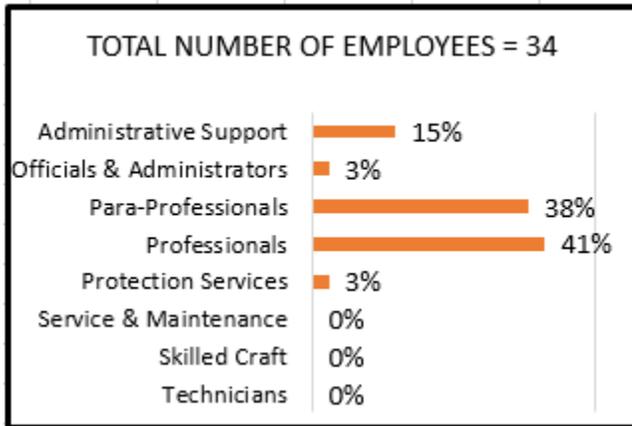
Community Corrections



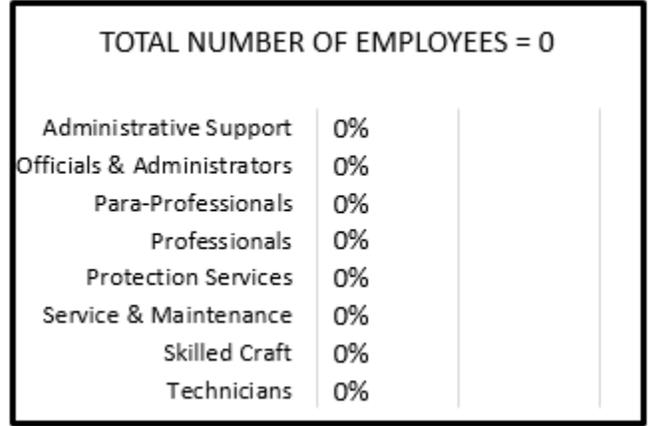
County Assessor



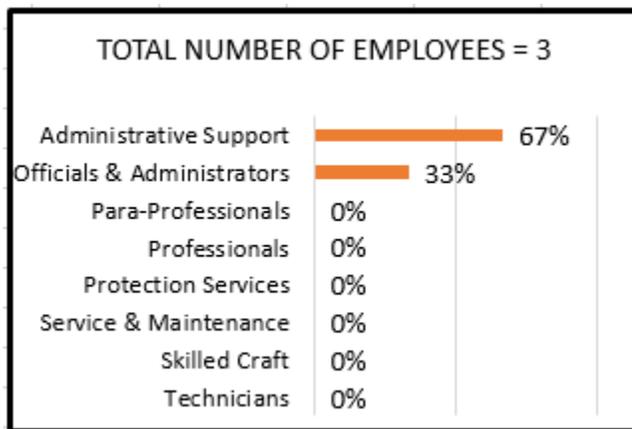
County Attorney's Office (1) (3)



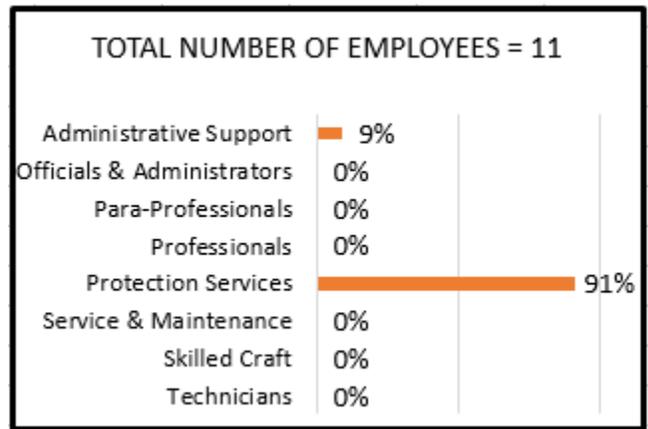
County Board Office (1) (3)



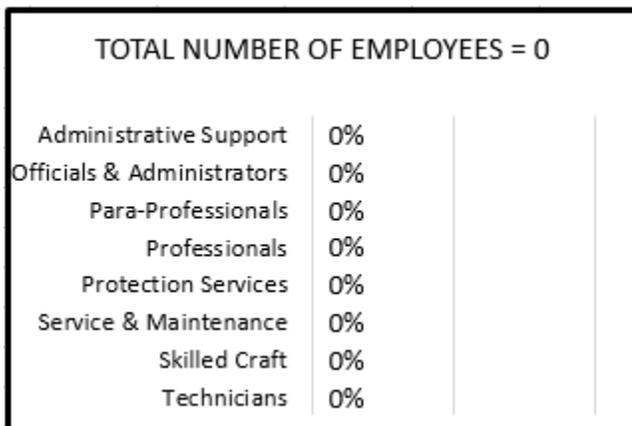
County Manager's Office



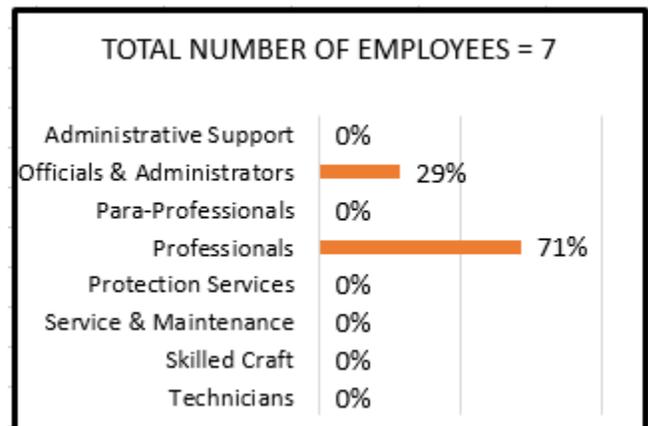
Emergency Communications



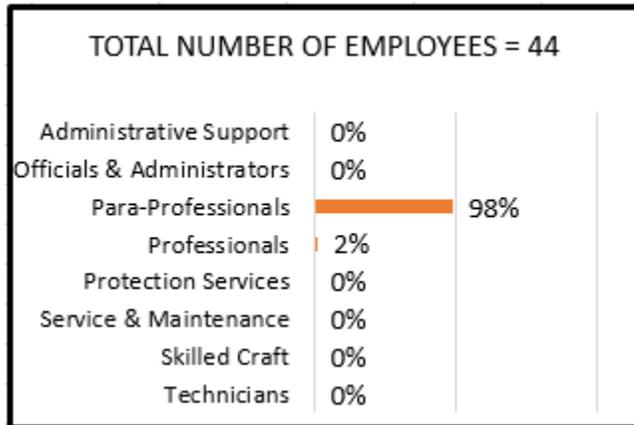
Emergency Management & Homeland Security



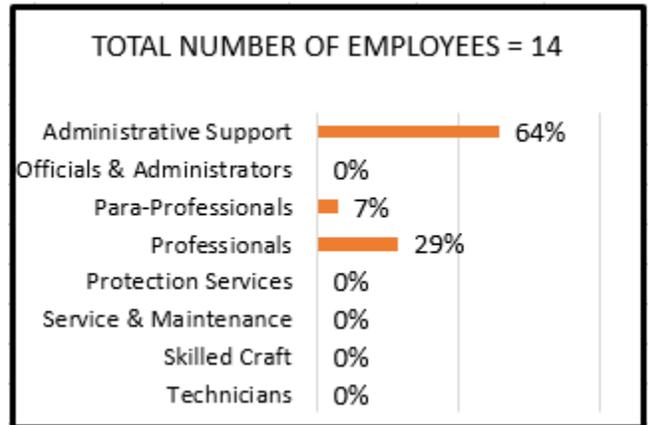
Finance



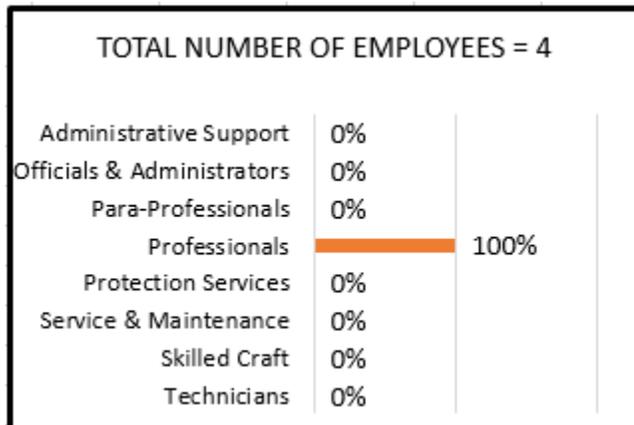
Financial Assistance Services



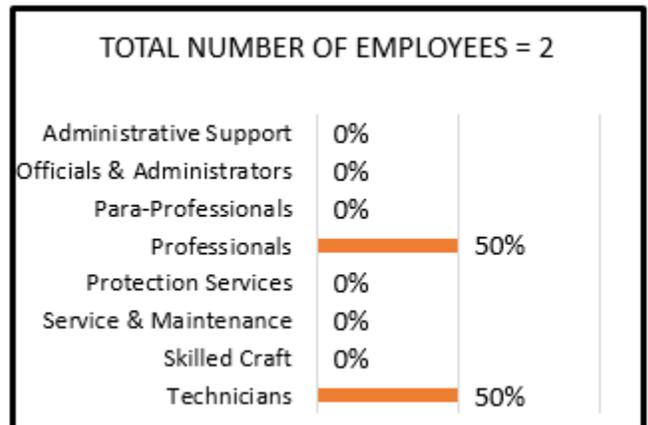
Health & Wellness Administration



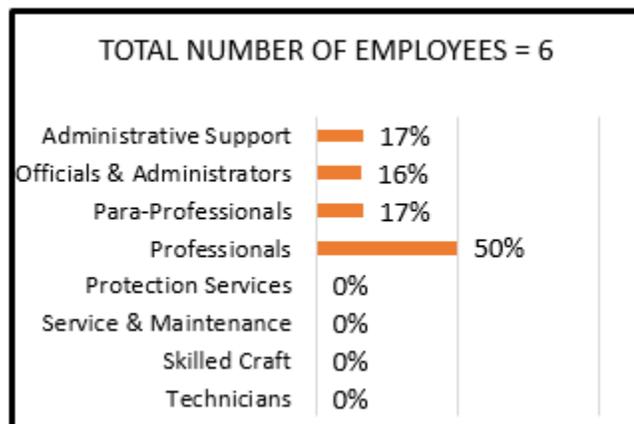
Healthcare Services - Lake Owasso Residence



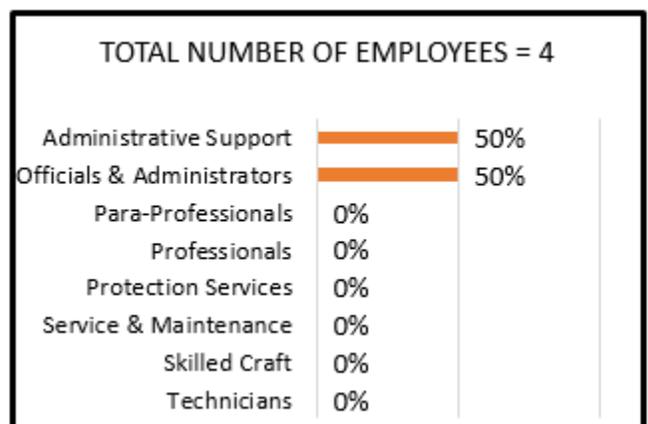
Healthcare Services - Ramsey County Care Center



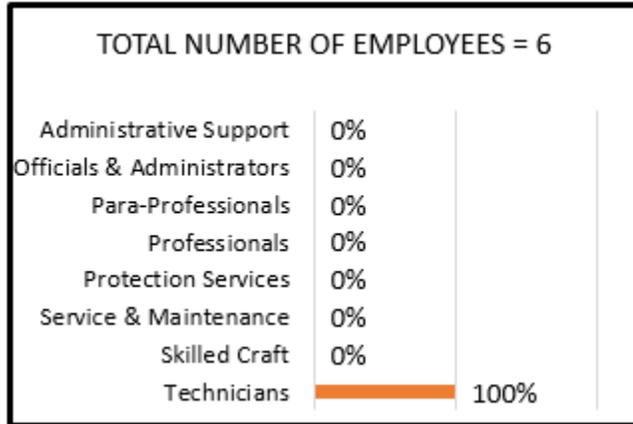
Human Resources



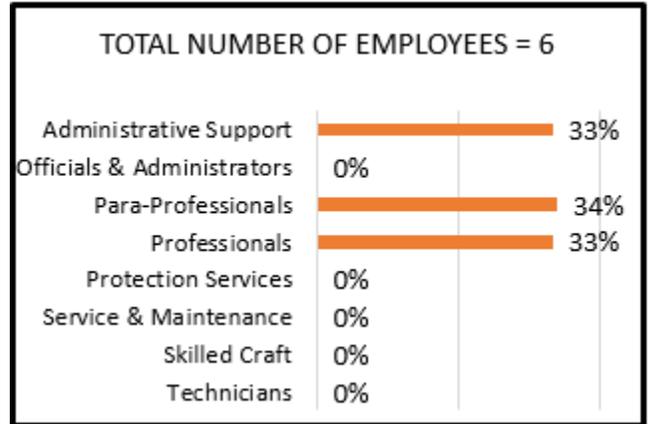
Information & Public Records Division



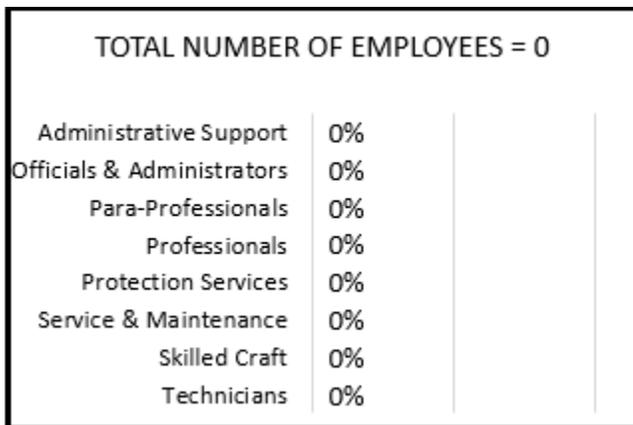
Information Services



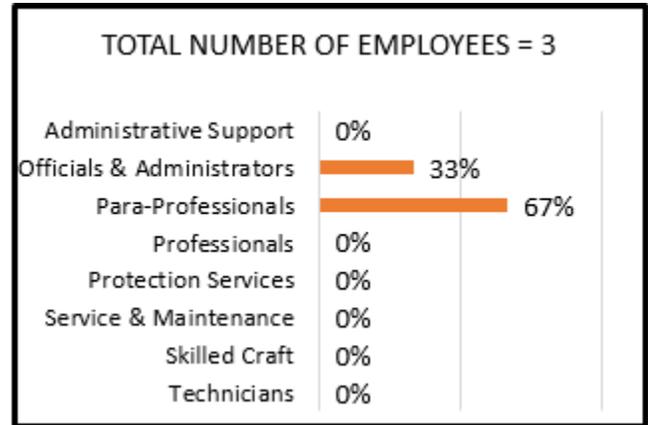
Library



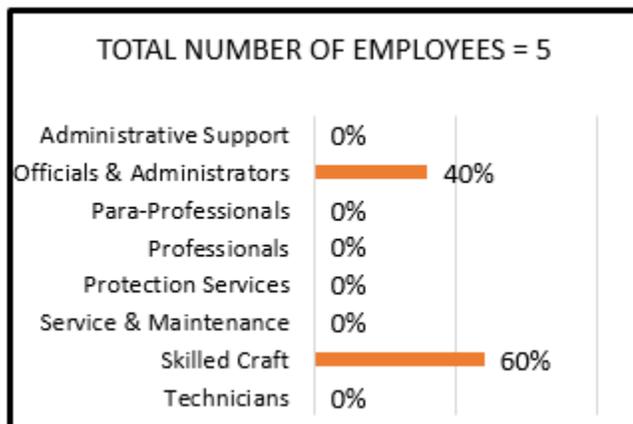
Medical Examiner's Office



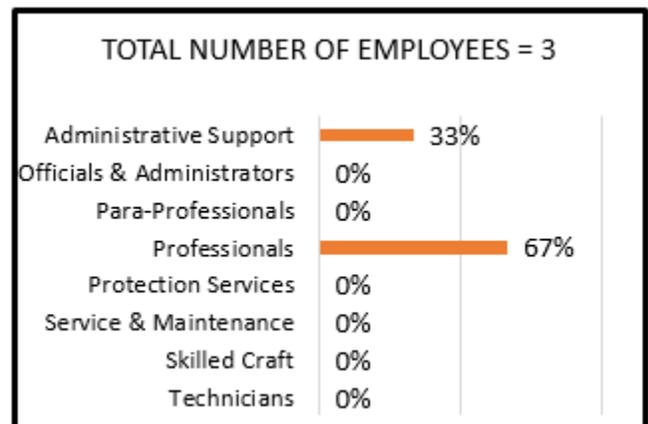
Parks & Recreation



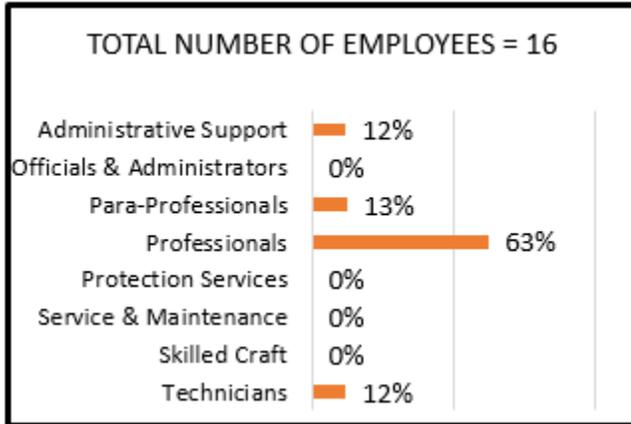
Property Management



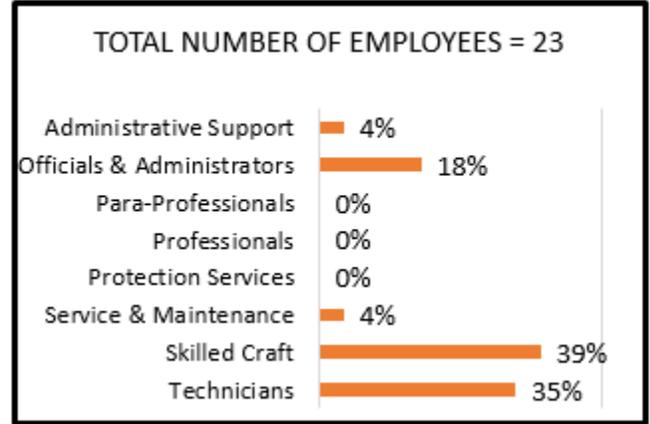
Property Tax, Records & Elections Services



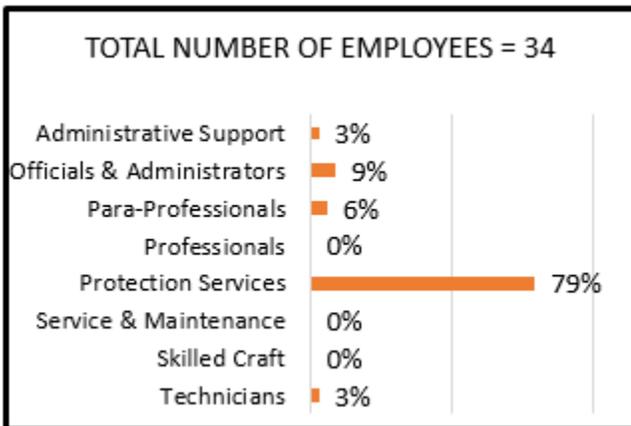
Public Health



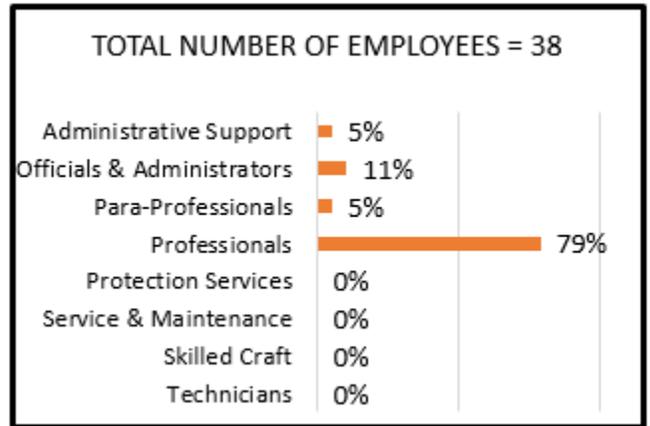
Public Works



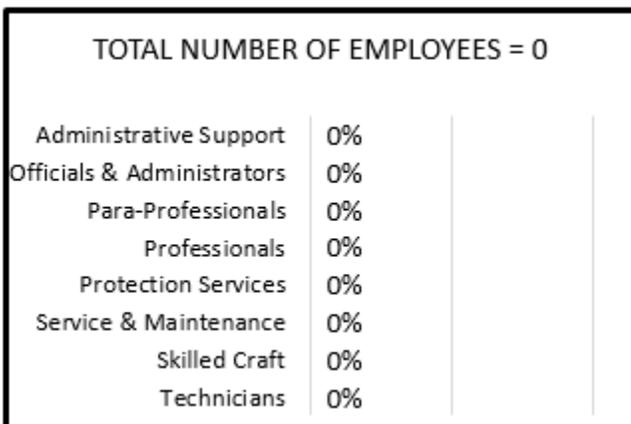
Sheriff's Office (1) (3)



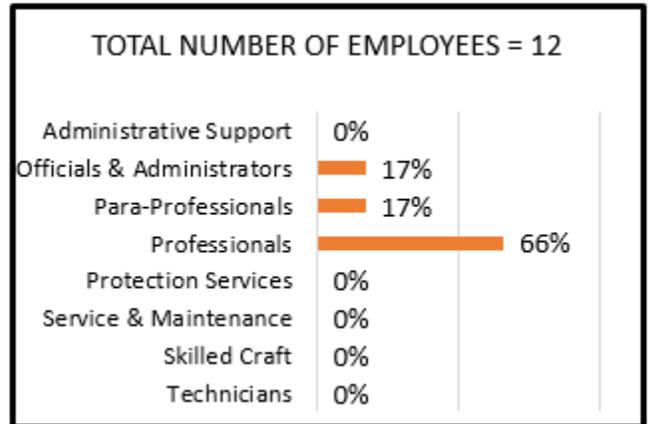
Social Services



Veterans Services

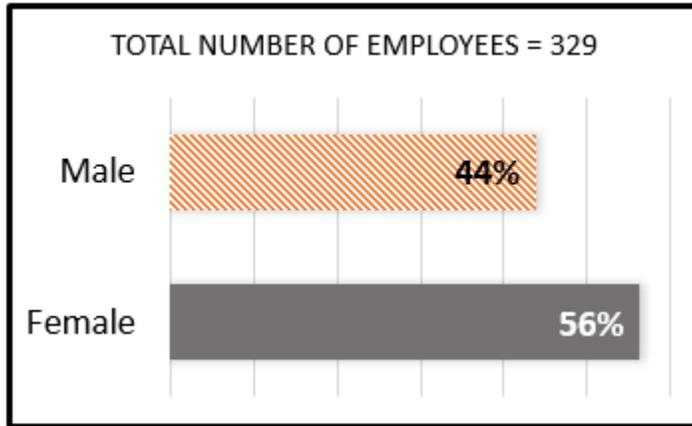


Workforce Solutions



Promotions by Department
by Gender
Year-End 2019

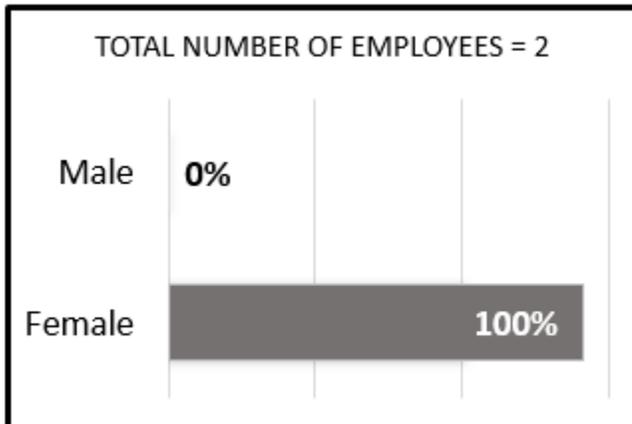
All Ramsey County



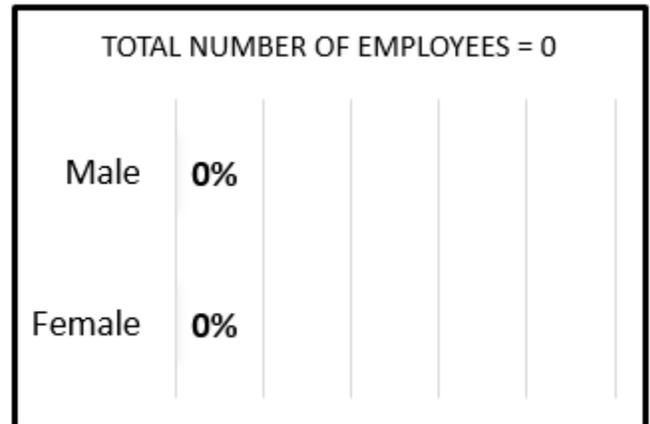
¹ Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff

² Due to rounding, percentages may not precisely reflect the absolute totals indicated.

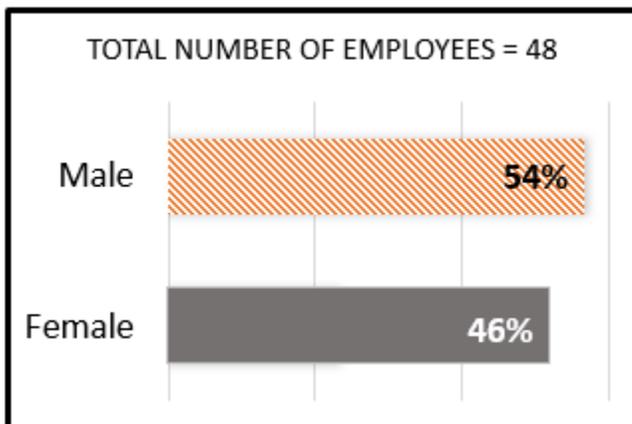
Communications and Public Relations



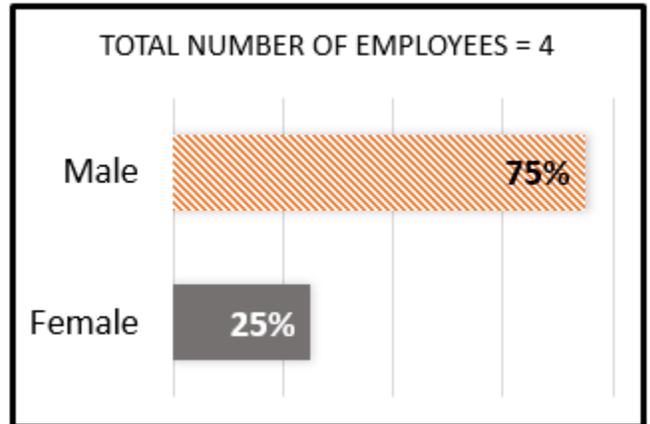
Community & Economic Development



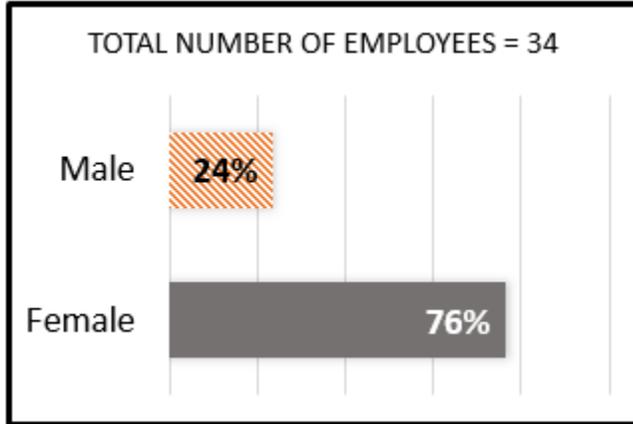
Community Corrections



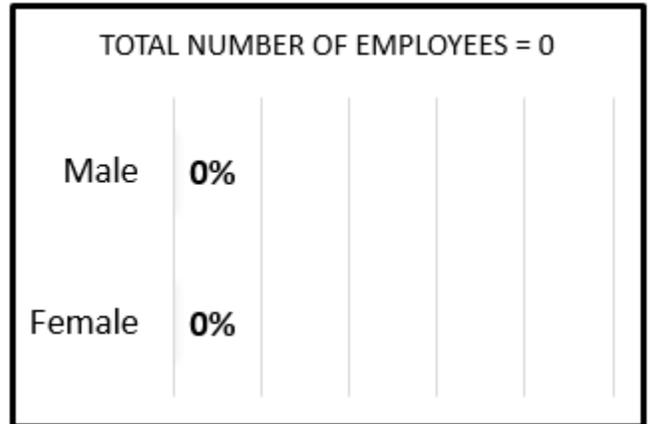
County Assessor



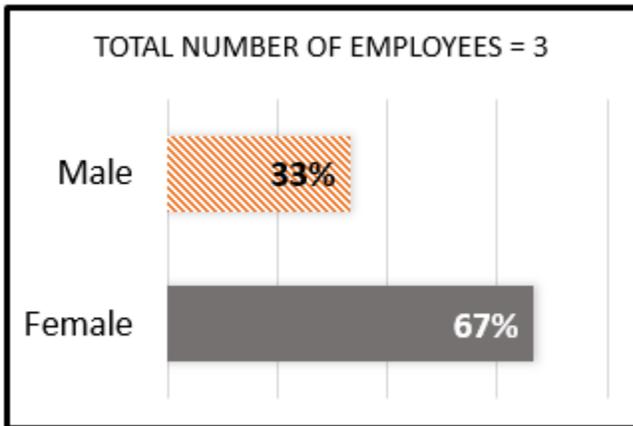
County Attorney's Office



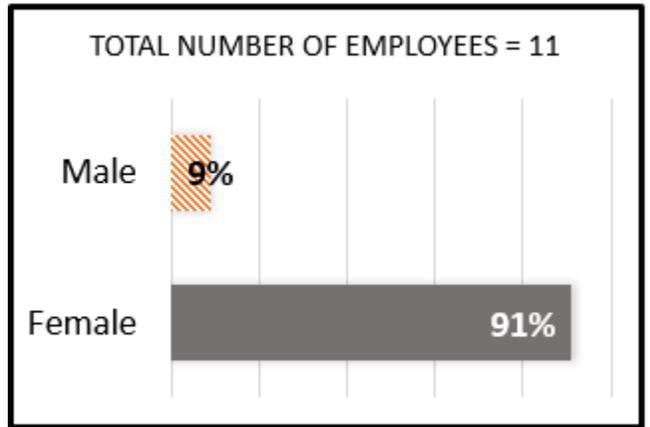
County Board Office



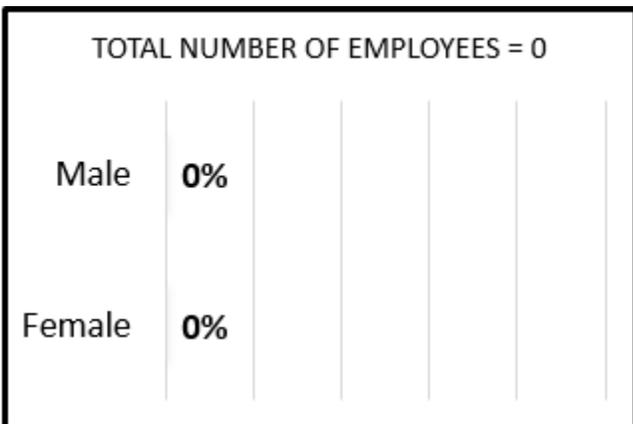
County Manager's Office



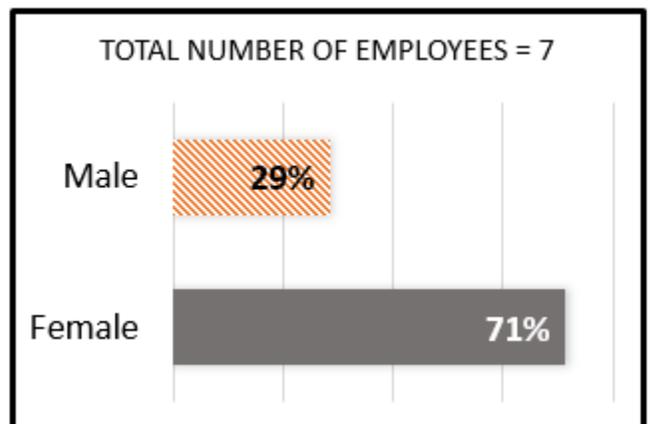
Emergency Communications



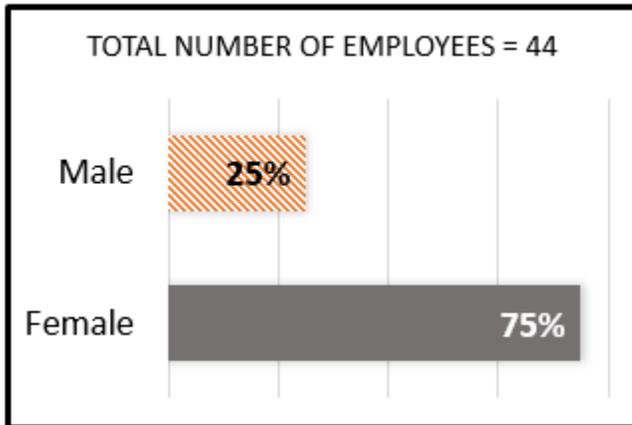
Emergency Management & Homeland Security



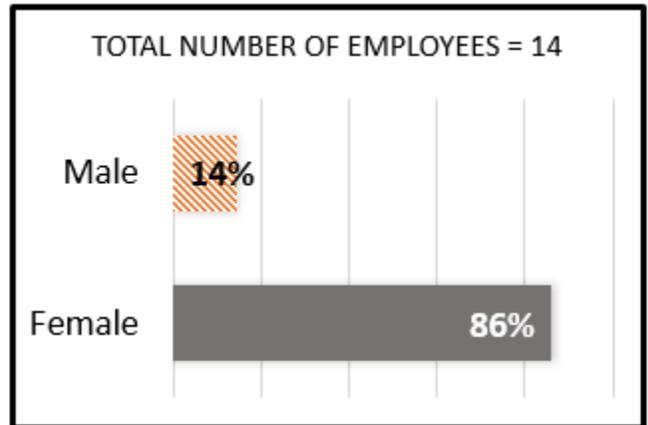
Finance



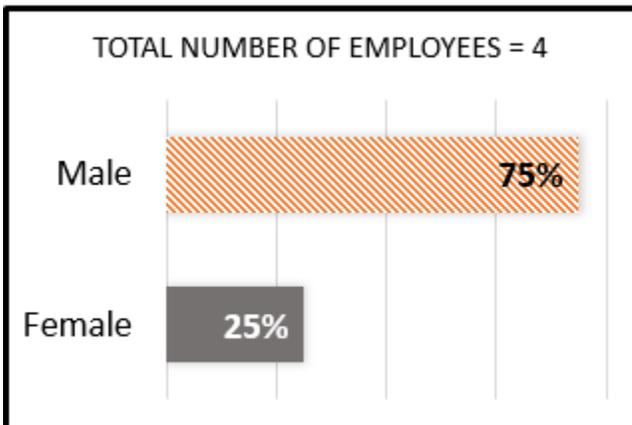
Financial Assistance Services



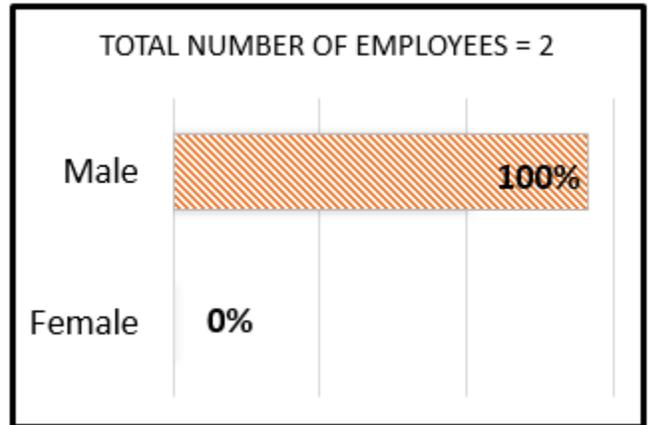
Health & Wellness Administration



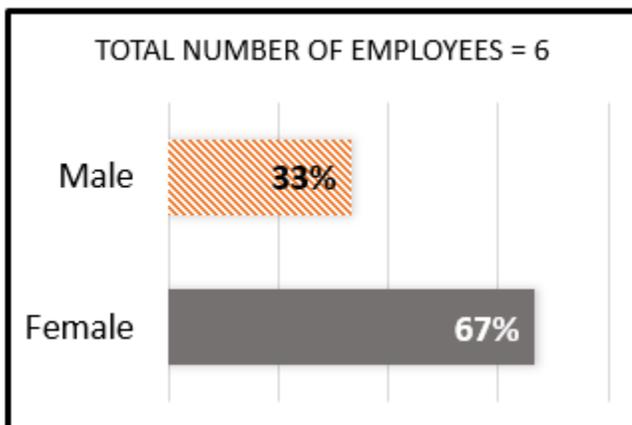
Healthcare Services - Lake Owasso Residence



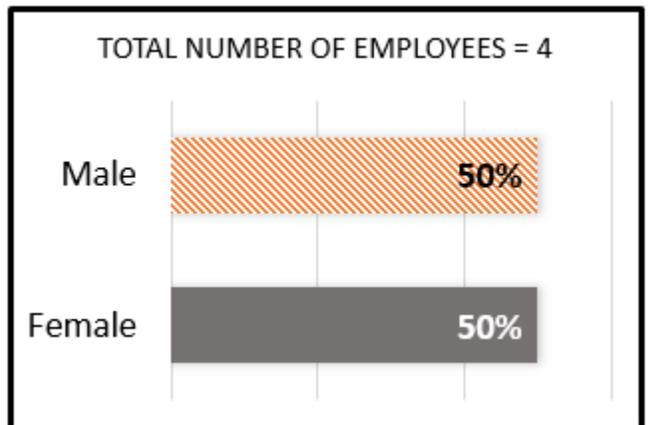
Healthcare Services - Ramsey County Care Center



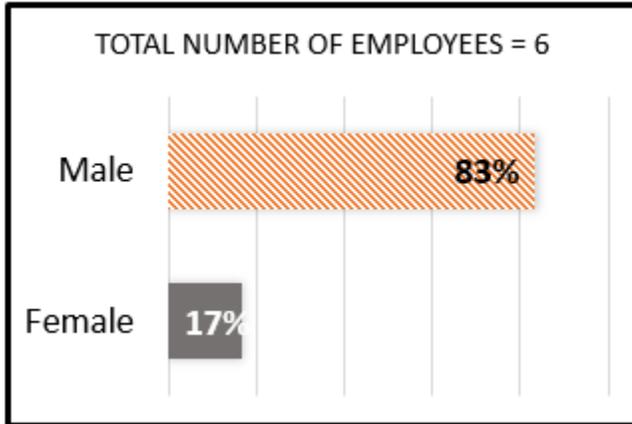
Human Resources



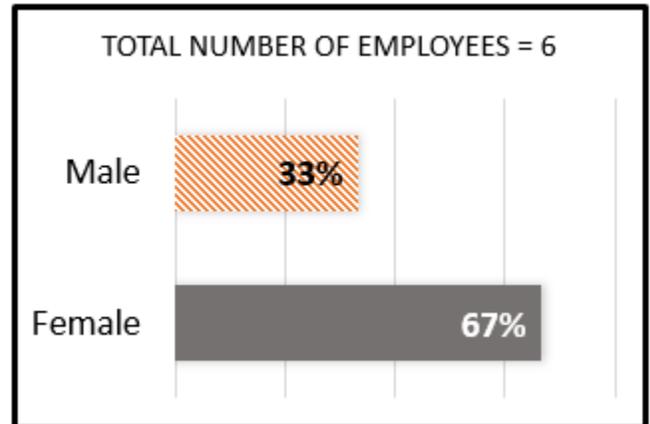
Information & Public Records Division



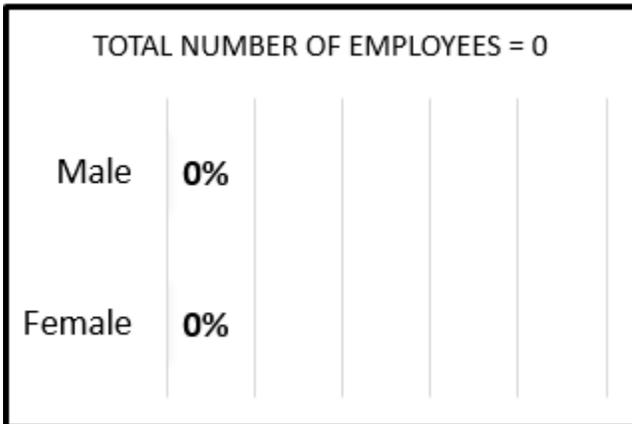
Information Services



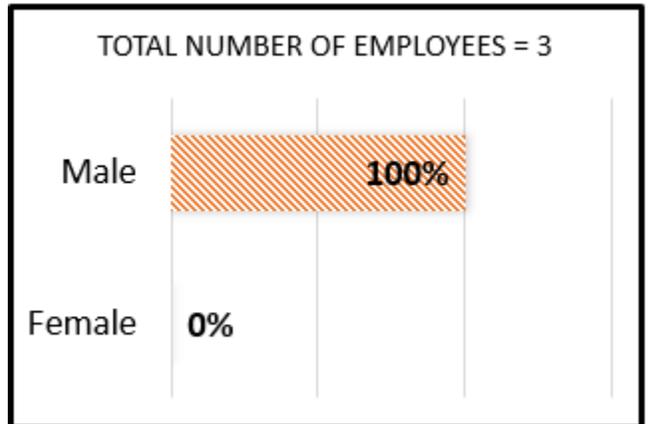
Library



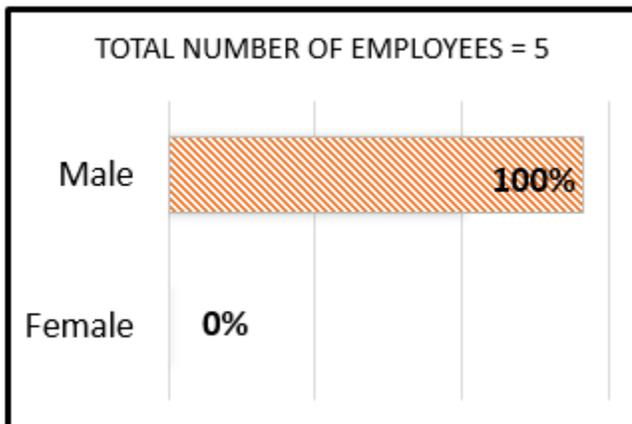
Medical Examiner's Office



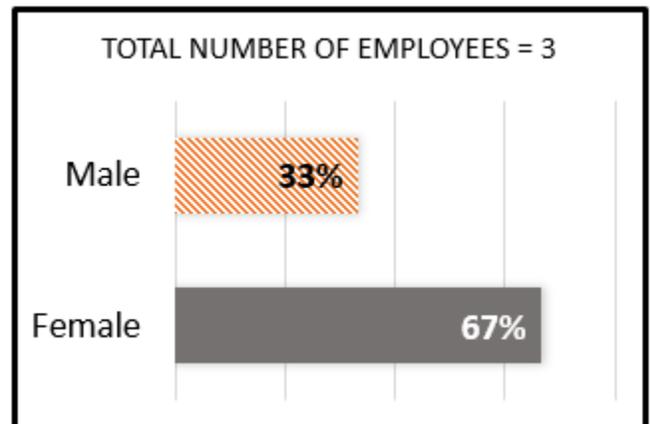
Parks & Recreation



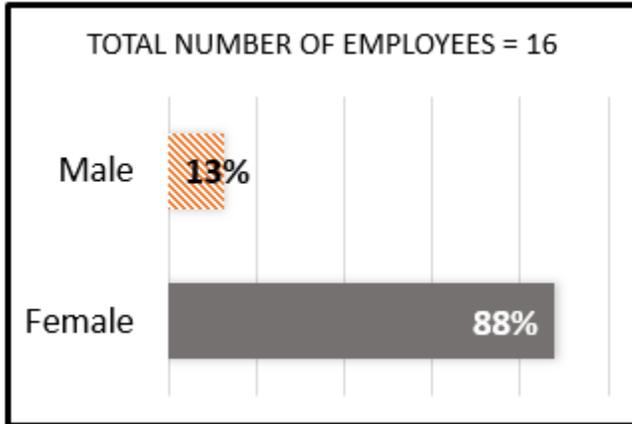
Property Management



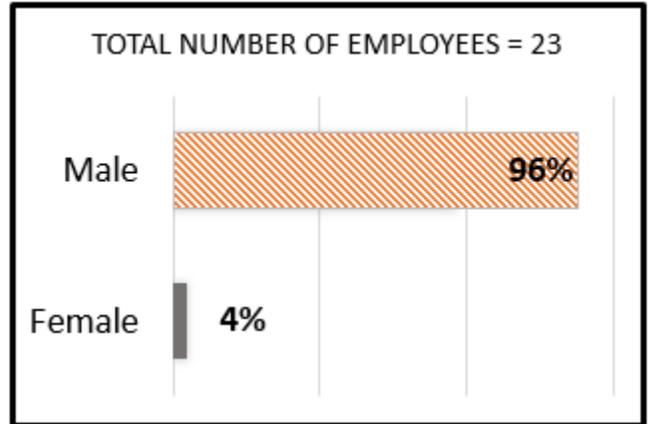
Property Tax, Records & Elections Services



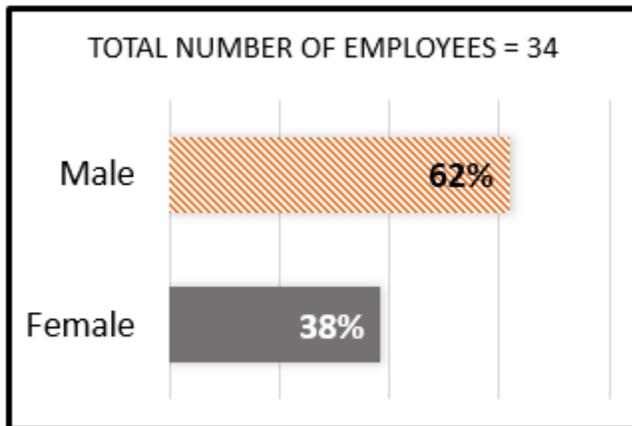
Public Health



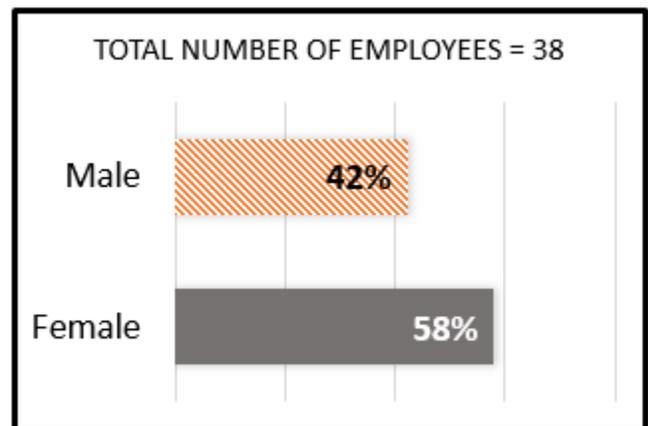
Public Works



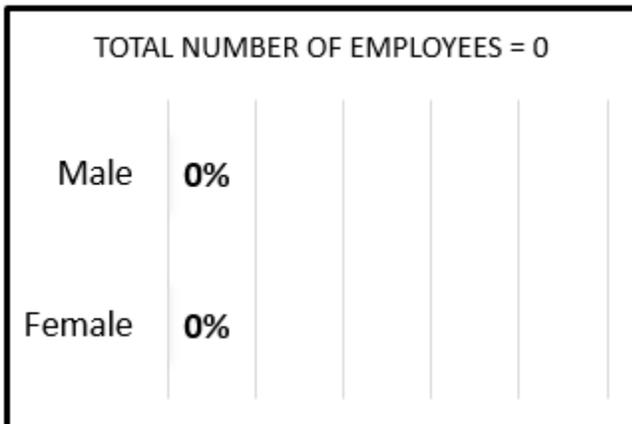
Sheriff's Office



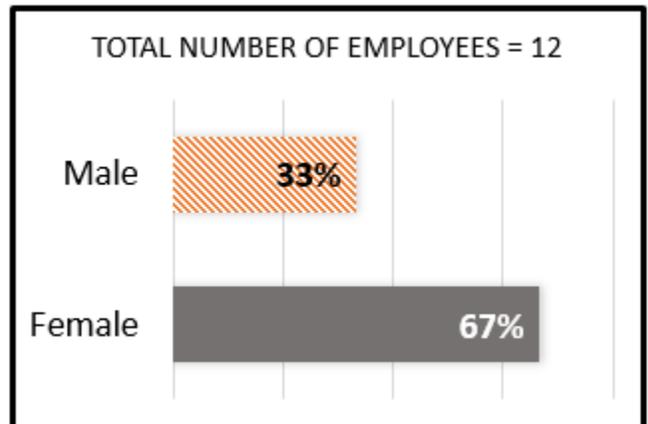
Social Services



Veterans Services



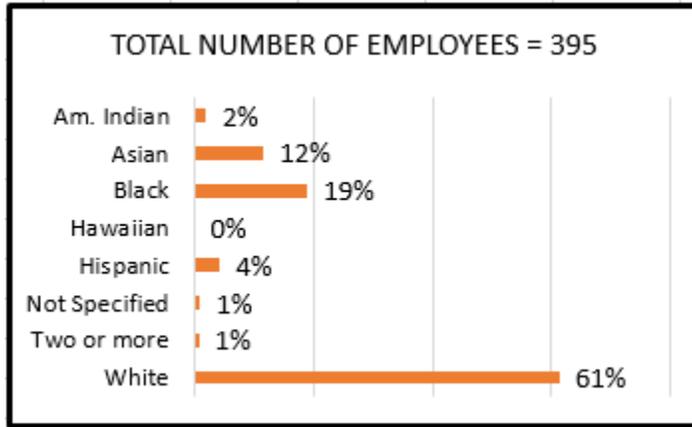
Workforce Solutions



Separations by Department

Separations by Department by Race & Ethnicity Year-End 2019

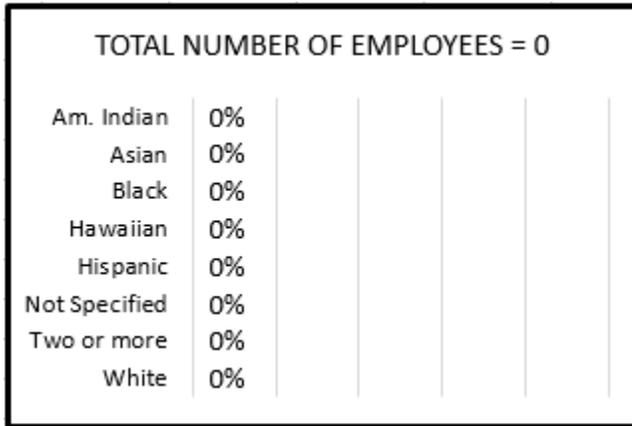
All Ramsey County



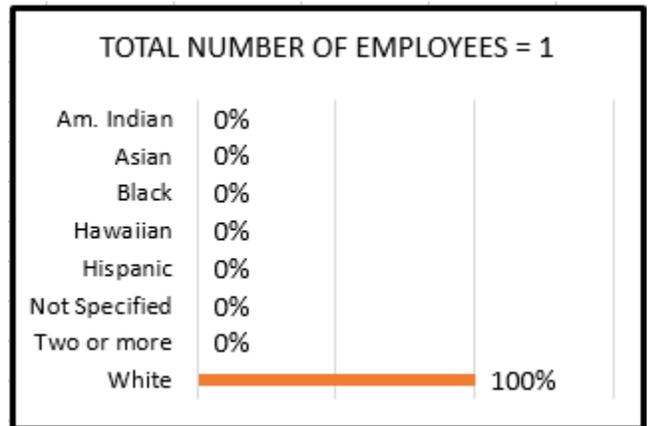
¹ Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff

² Due to rounding, percentages may not precisely reflect the absolute totals indicated.

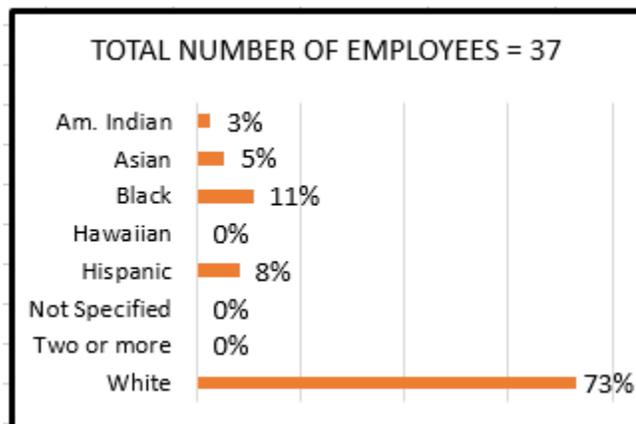
Communications and Public Relations



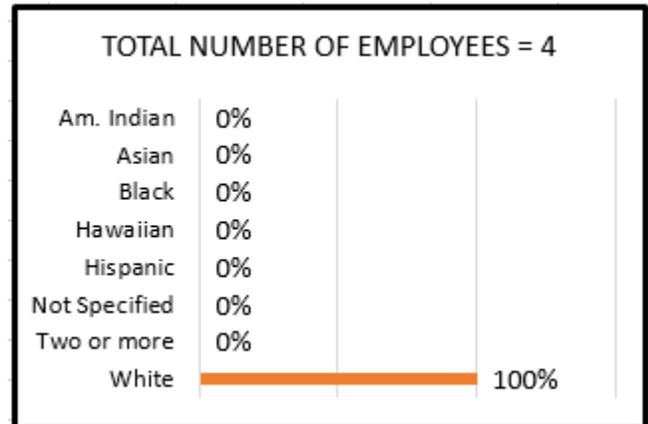
Community & Economic Development



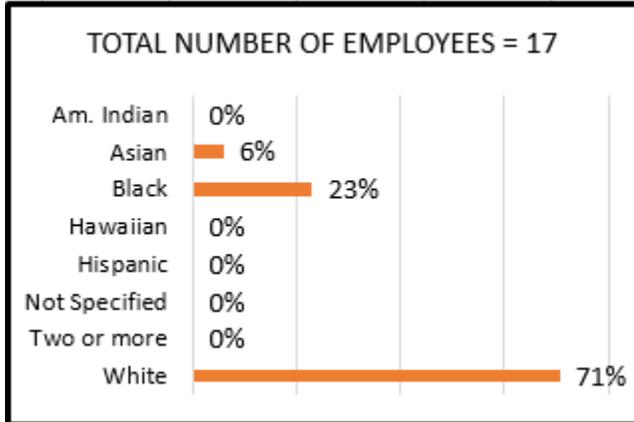
Community Corrections



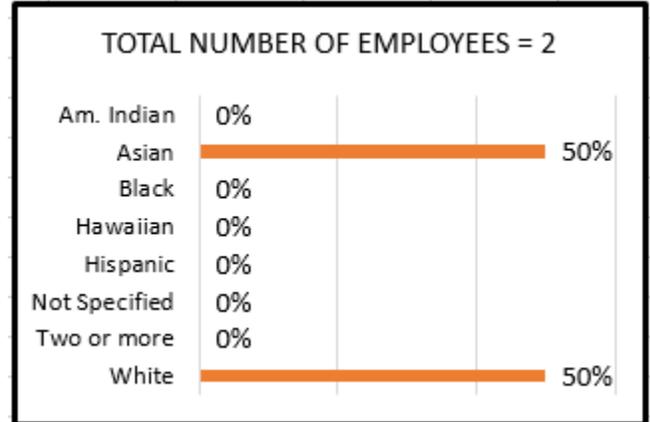
County Assessor



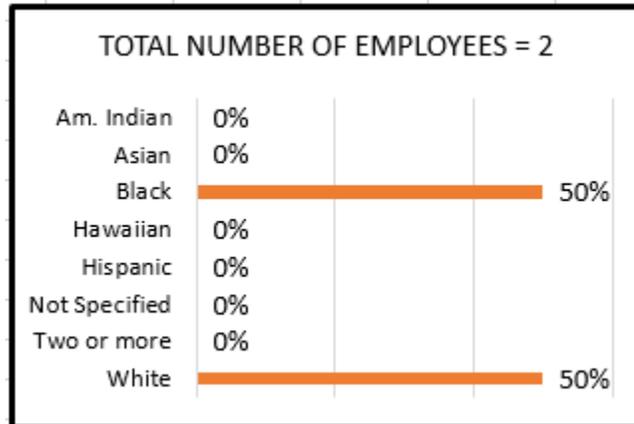
County Attorney's Office



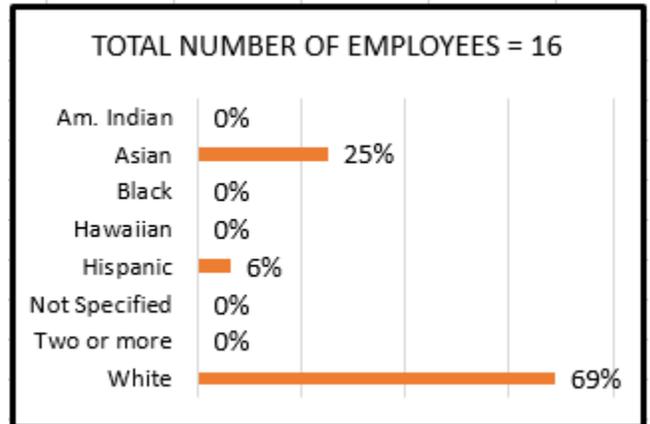
County Board Office



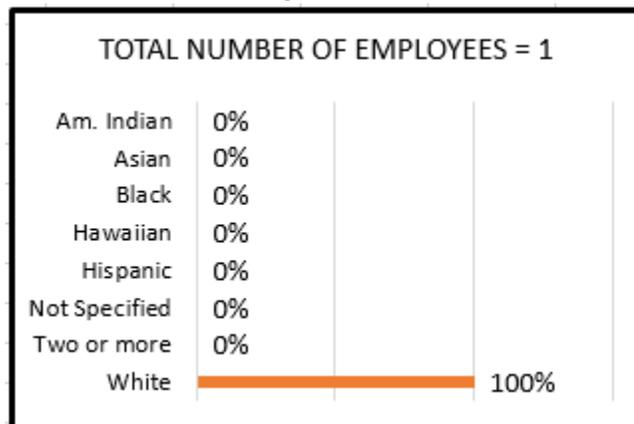
County Manager's Office



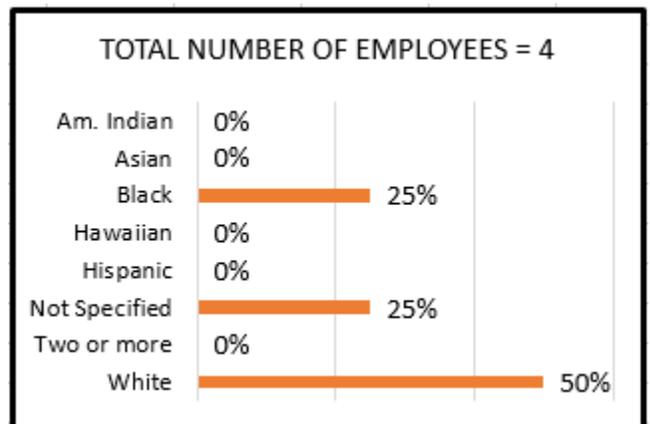
Emergency Communications



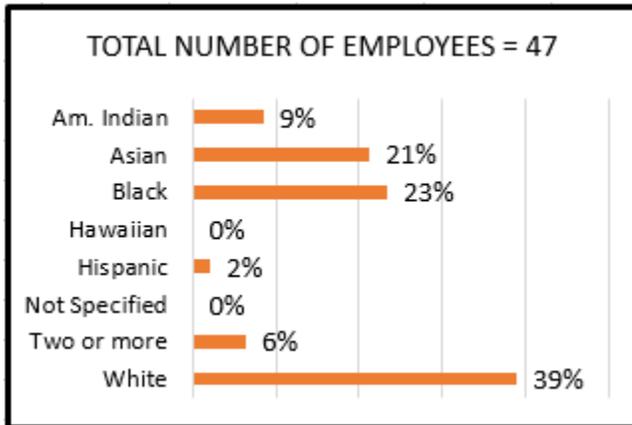
Emergency Management & Homeland Security



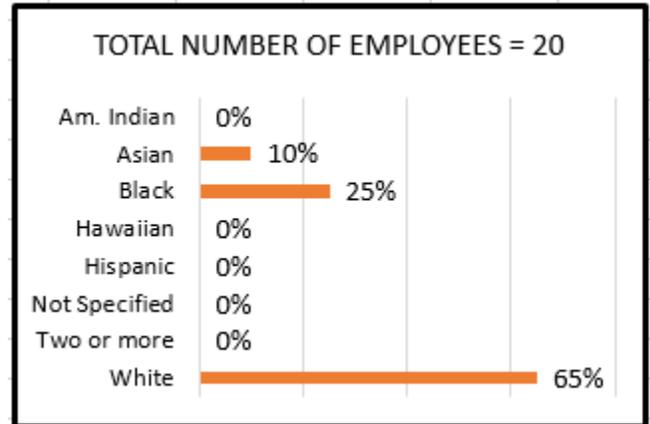
Finance



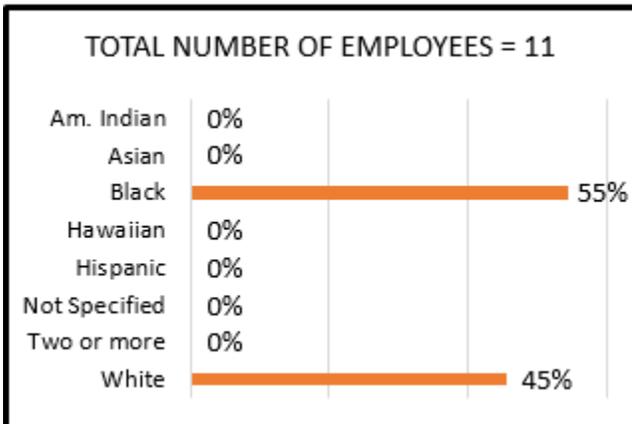
Financial Assistance Services



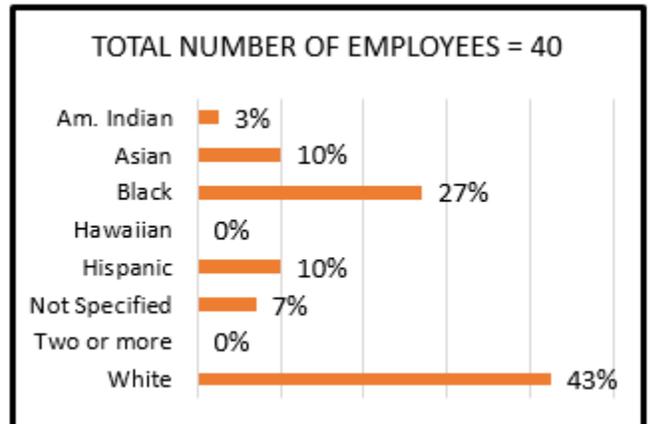
Health & Wellness Administration



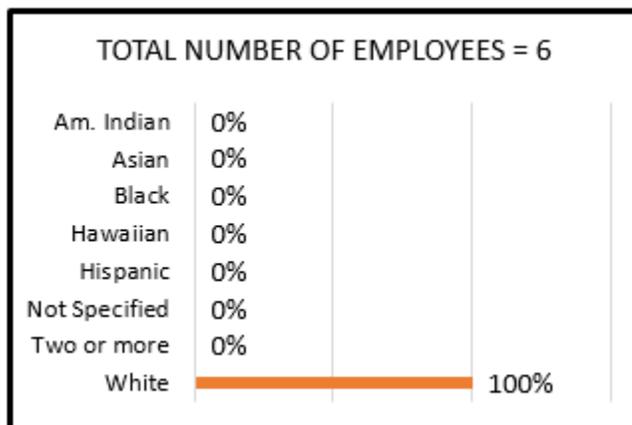
Healthcare Services - Lake Owasso Residence



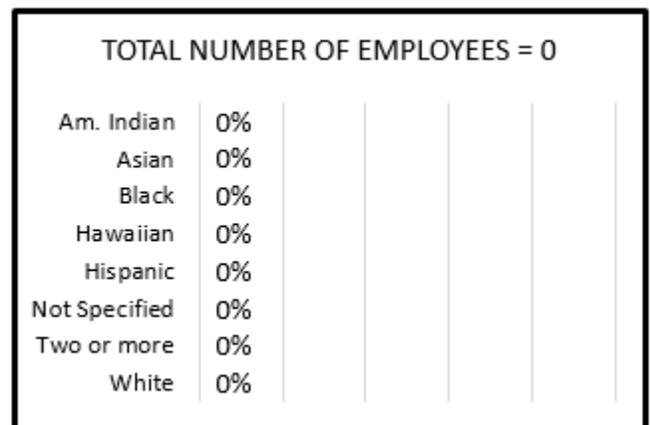
Healthcare Services - Ramsey County Care Center



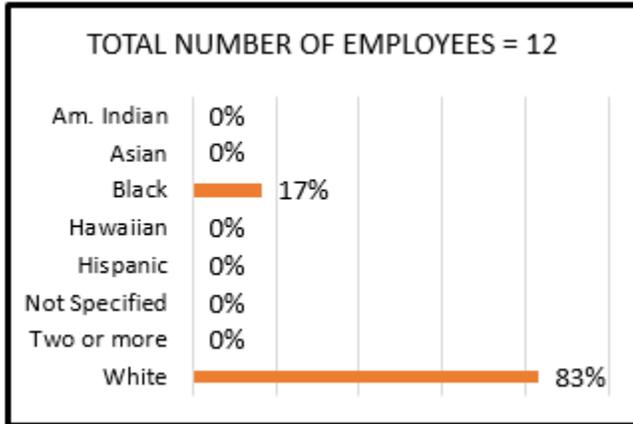
Human Resources



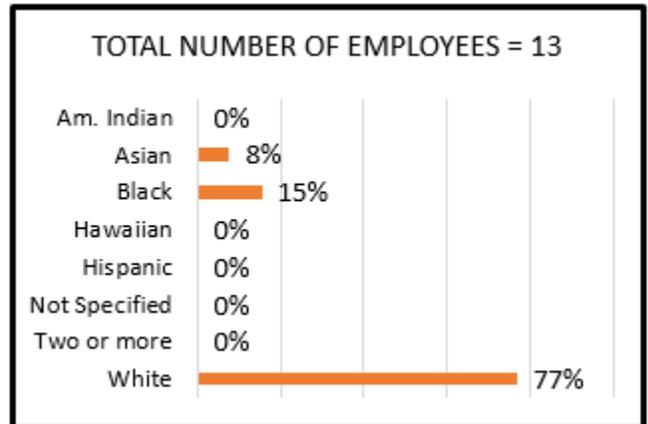
Information & Public Records Division



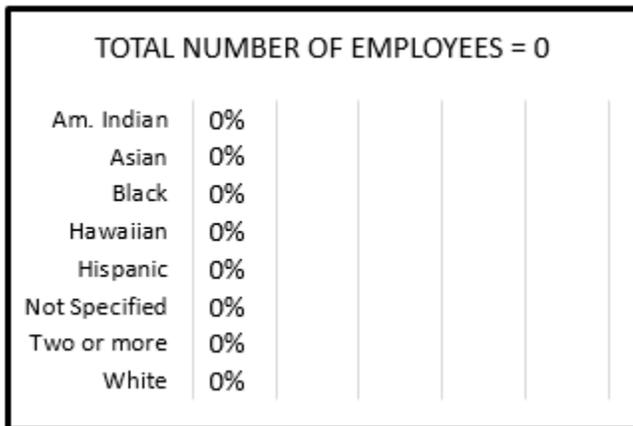
Information Services



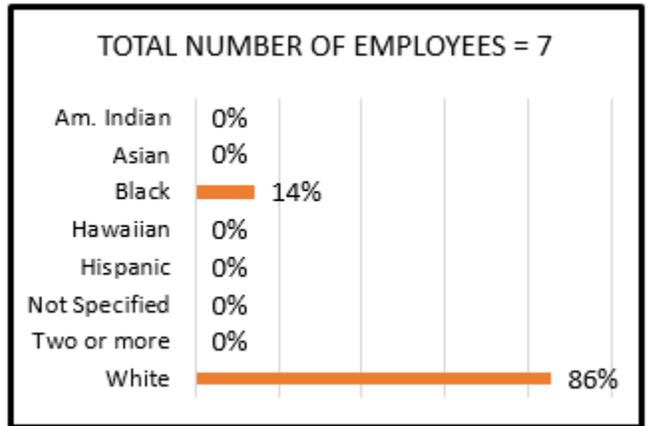
Library



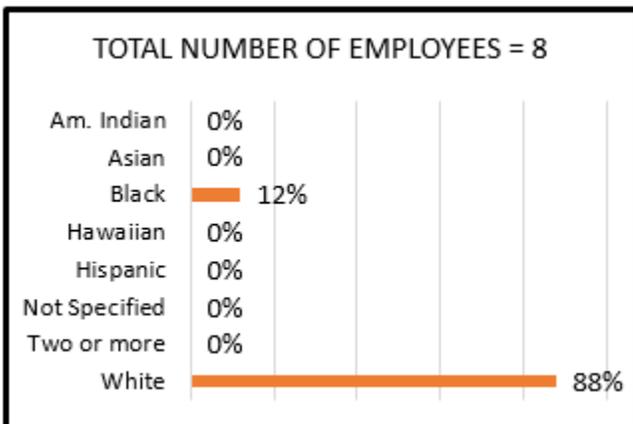
Medical Examiner's Office



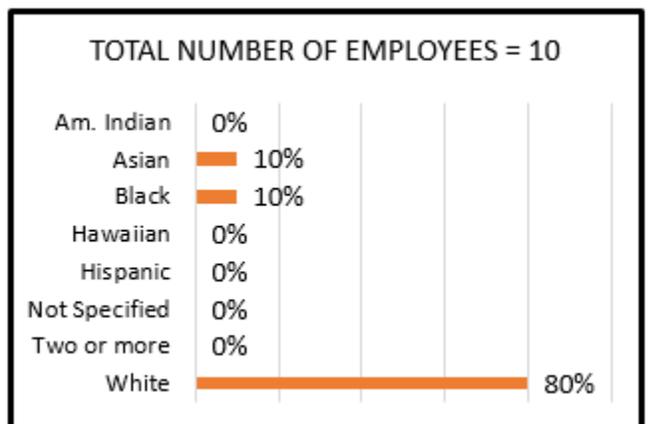
Parks & Recreation



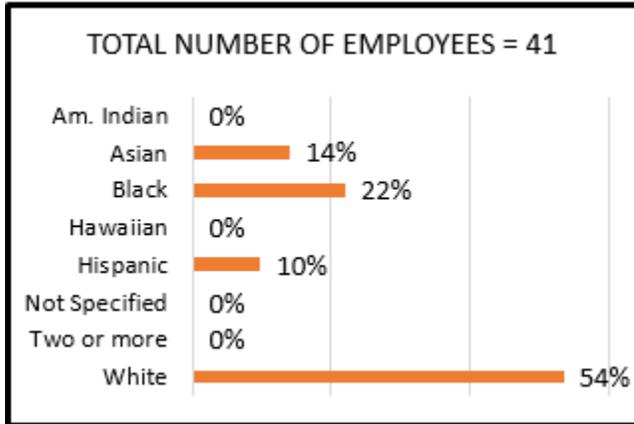
Property Management



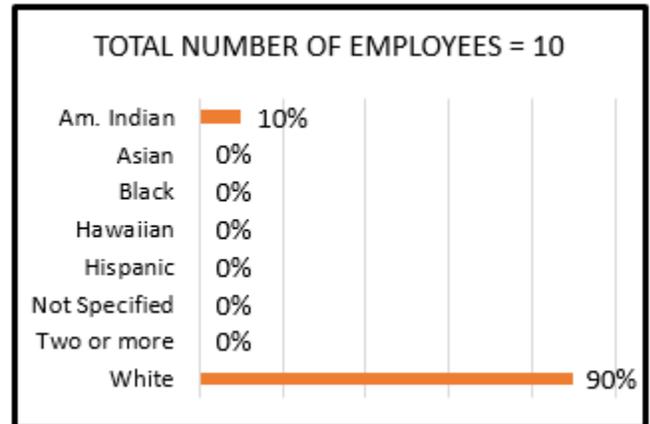
Property Tax, Records & Elections Services



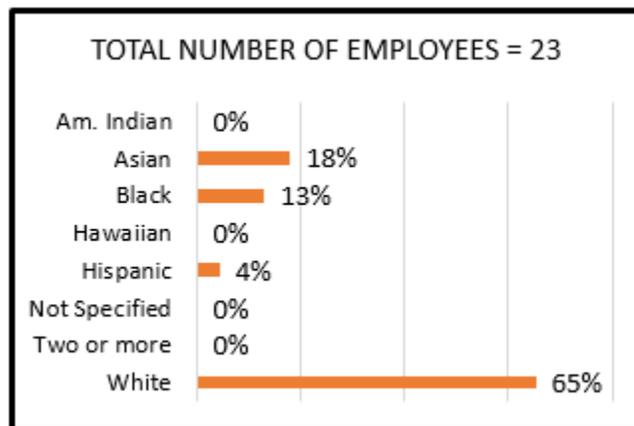
Public Health



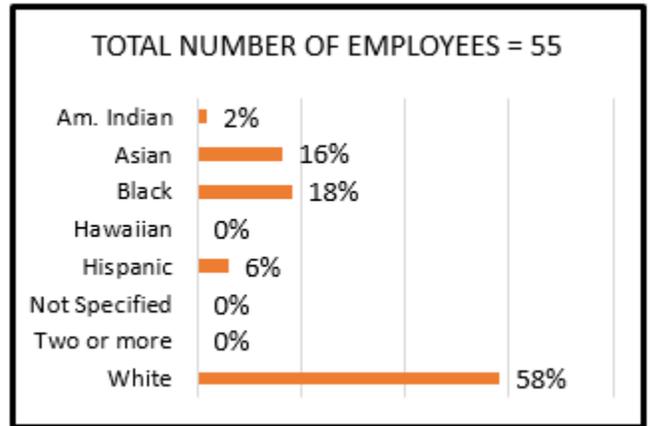
Public Works



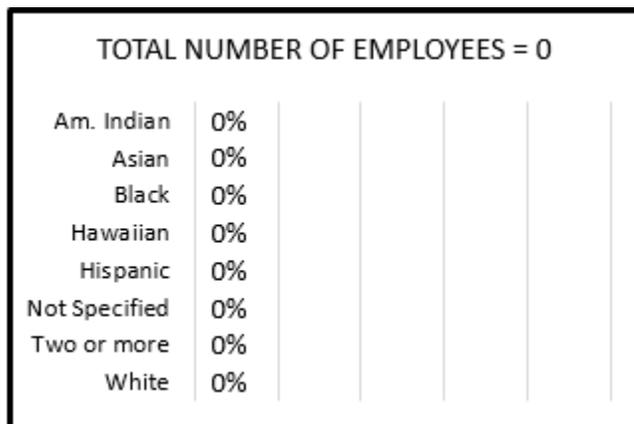
Sheriff's Office



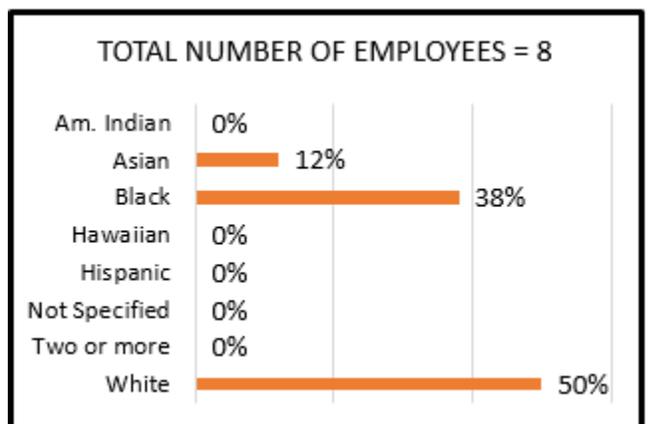
Social Services



Veterans Services

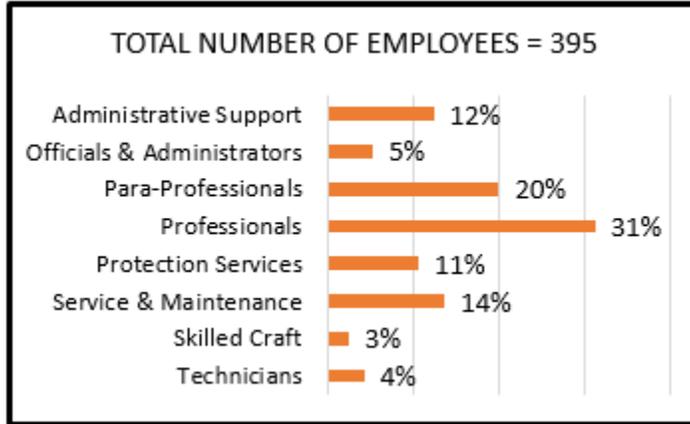


Workforce Solutions



Employees by Separation by EEO-4 Category Year-End 2019

All Ramsey County

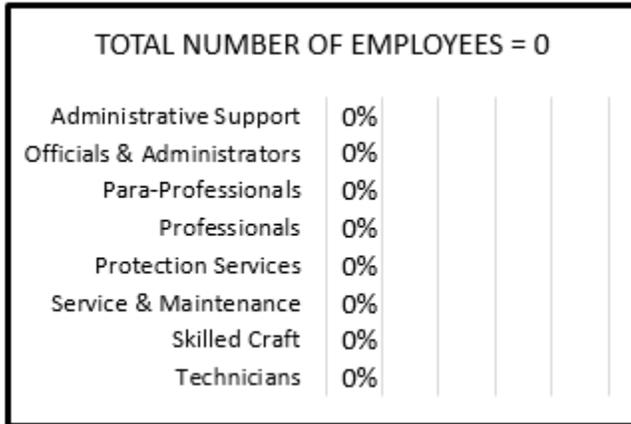


¹Total number of employees does not include elected officials.

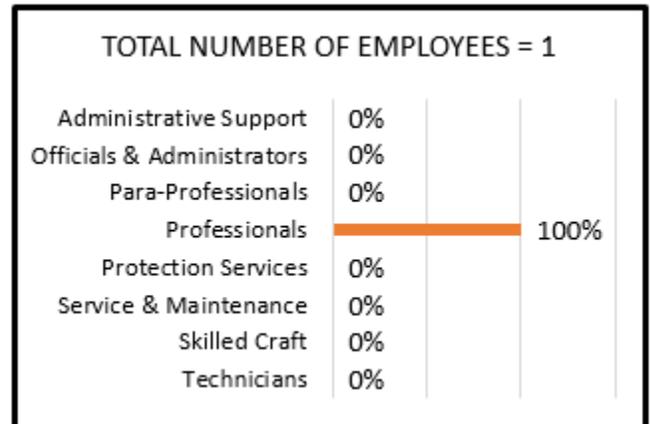
²Due to rounding, percentages may not precisely reflect the absolute totals indicated.

³Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff

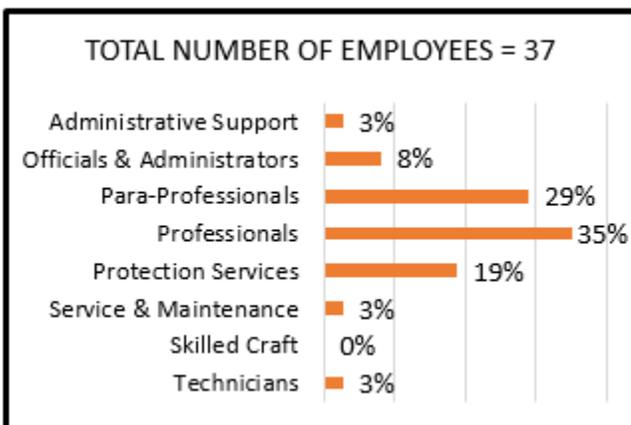
Communications and Public Relations



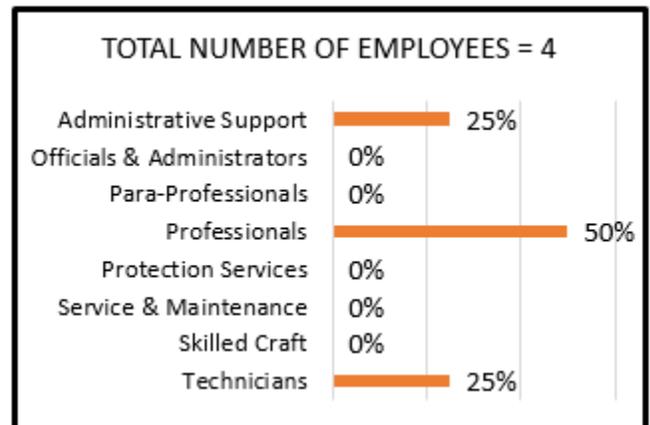
Community & Economic Development



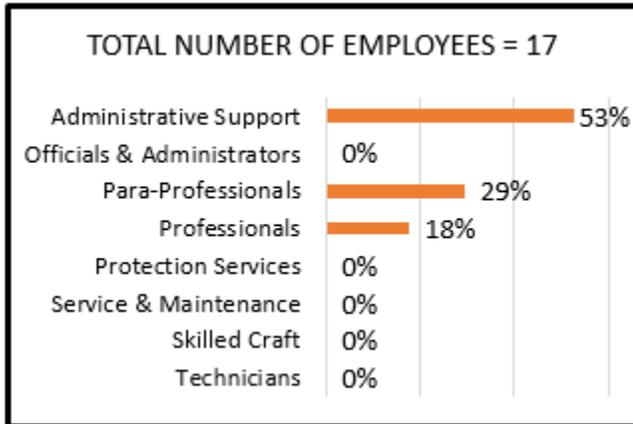
Community Corrections



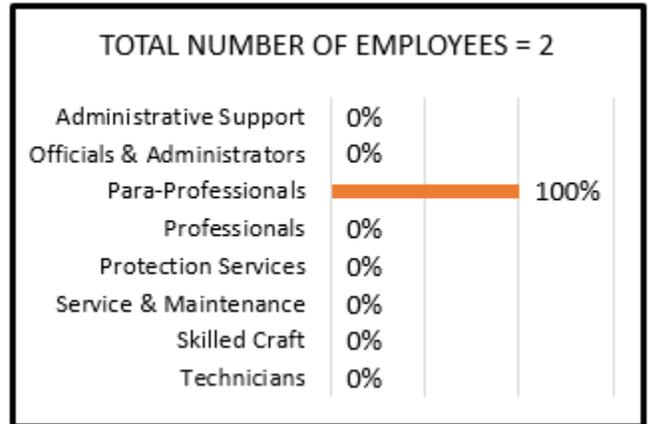
County Assessor



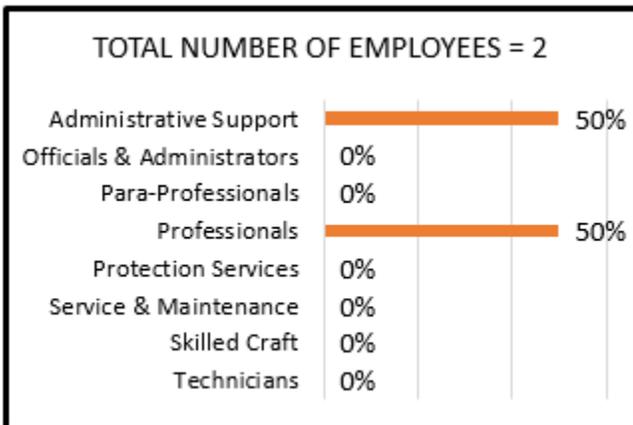
County Attorney's Office



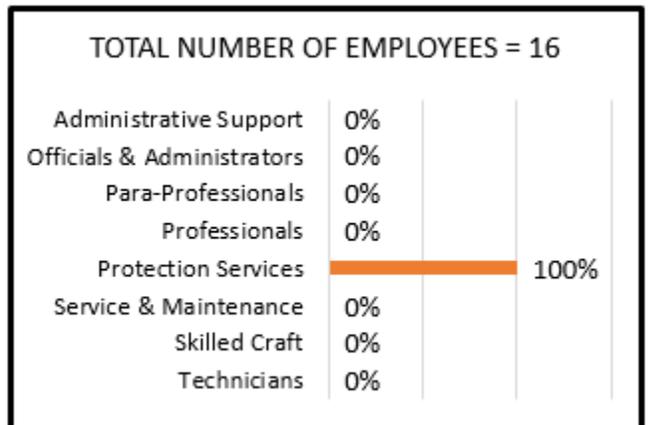
County Board Office



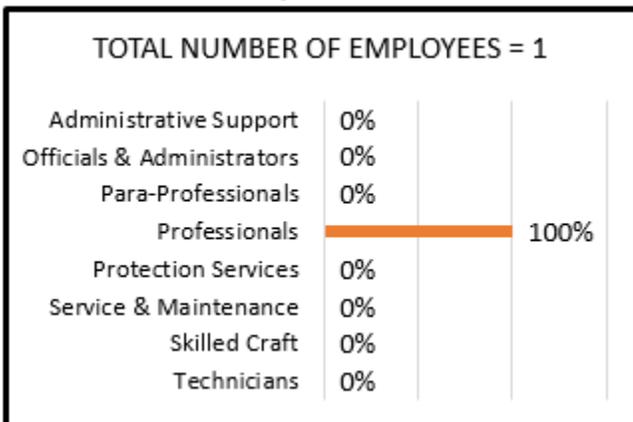
County Manager's Office



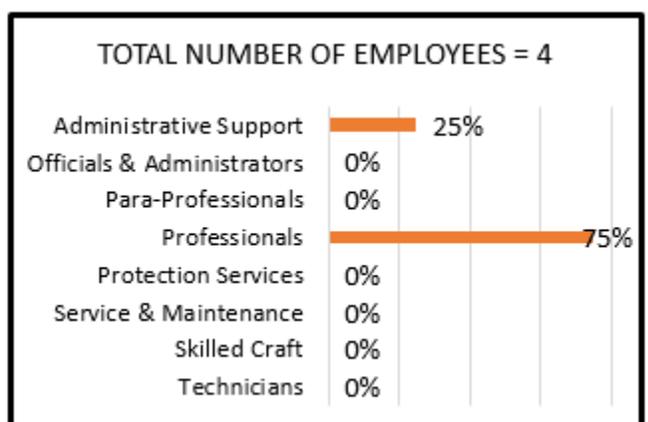
Emergency Communications



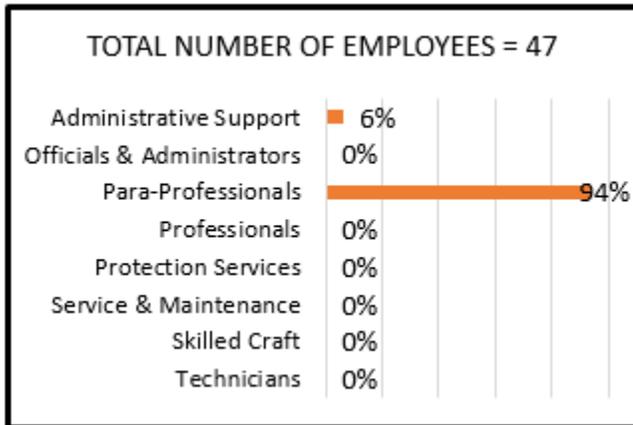
Emergency Management & Homeland Security



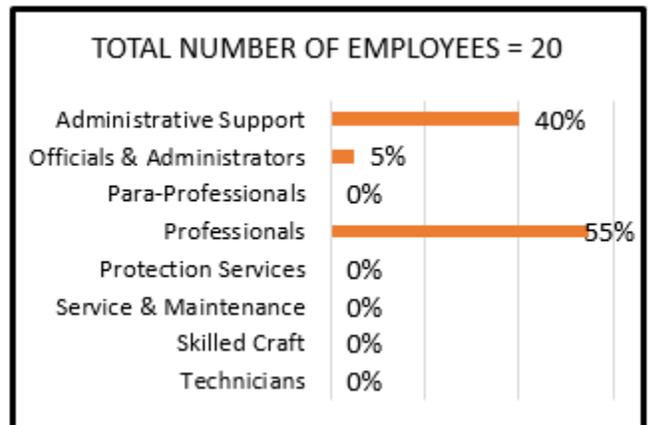
Finance



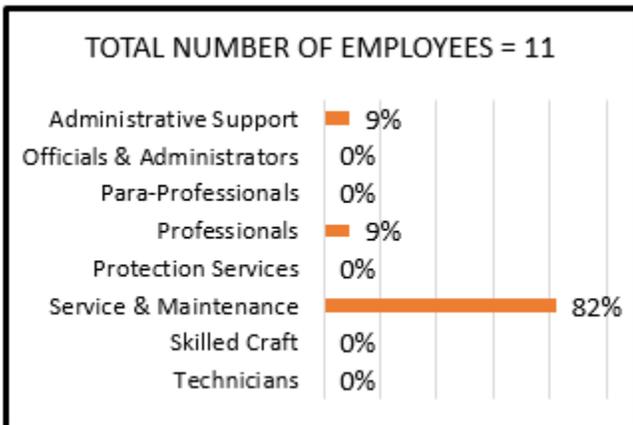
Financial Assistance Services



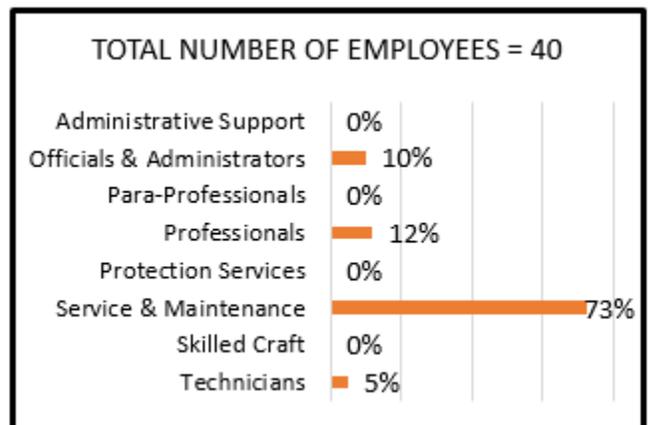
Health & Wellness Administration



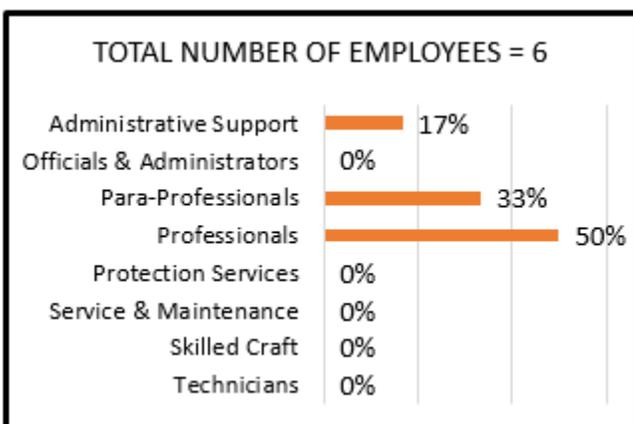
Healthcare Services - Lake Owasso Residence



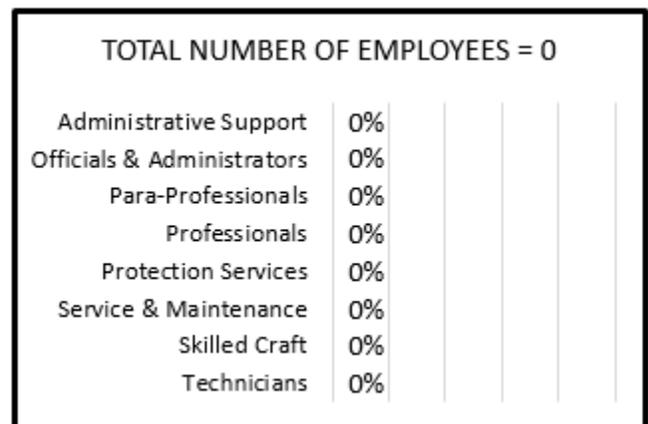
Healthcare Services - Ramsey County Care Center



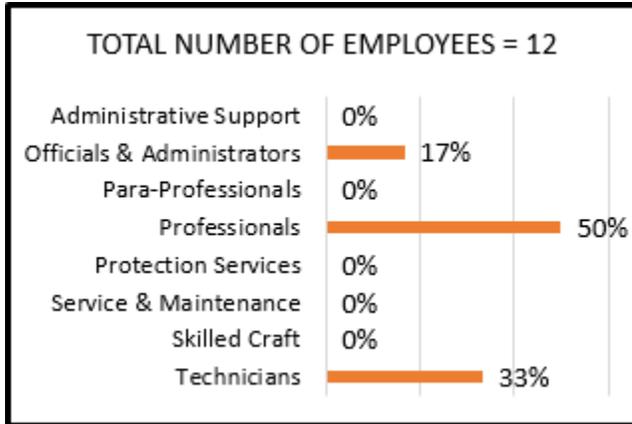
Human Resources



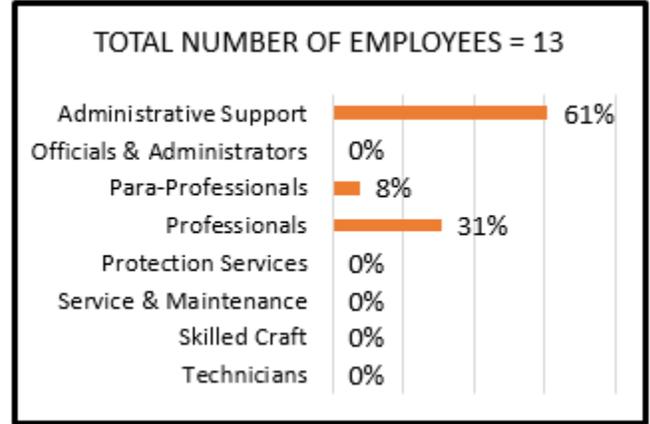
Information & Public Records Division



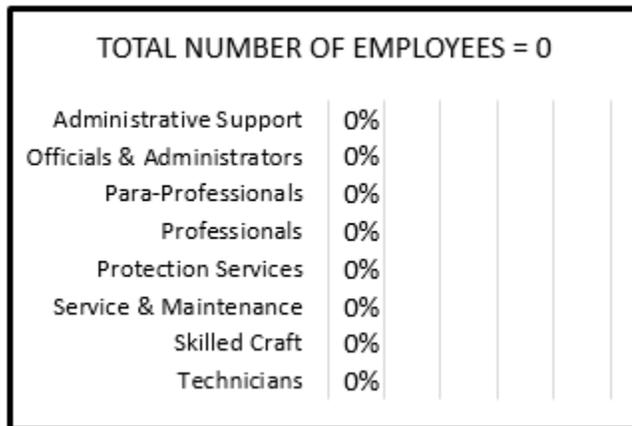
Information Services



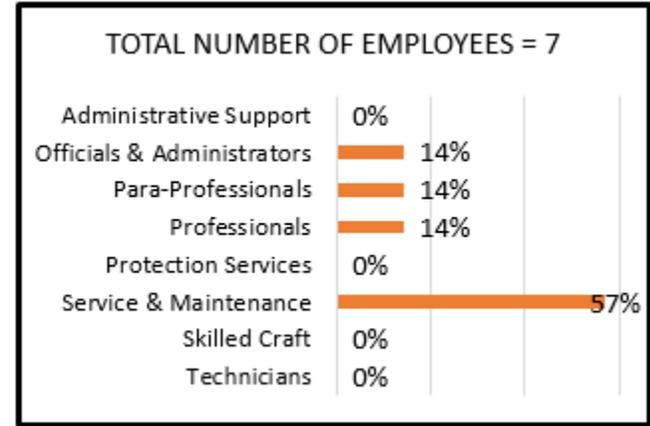
Library



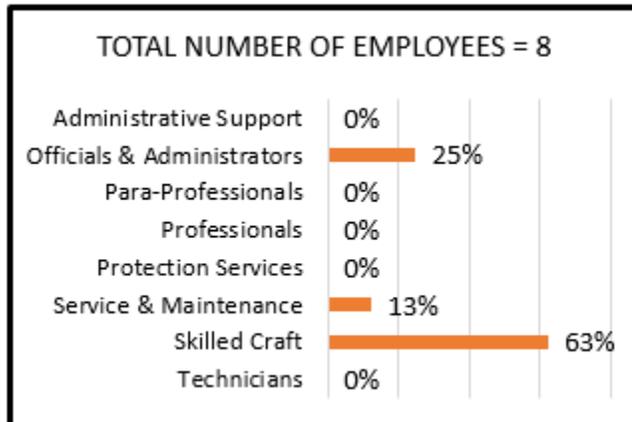
Medical Examiner's Office



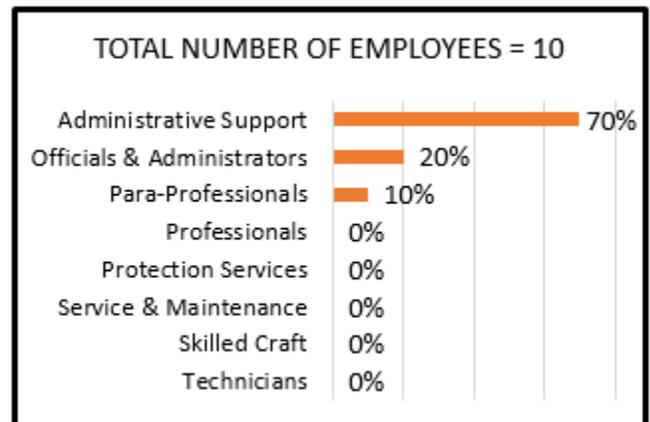
Parks & Recreation (2)



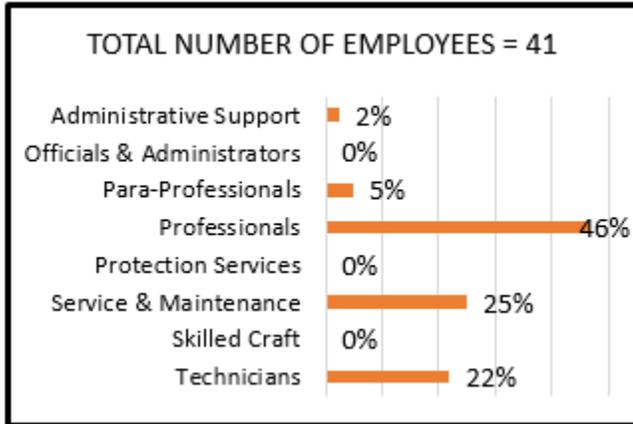
Property Management (2)



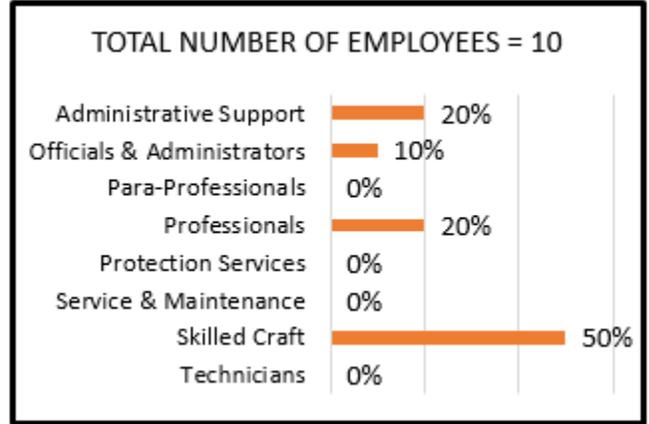
Property Tax, Records & Elections Services



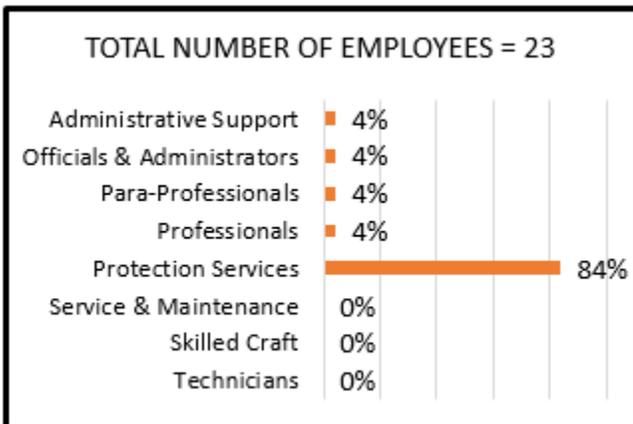
Public Health



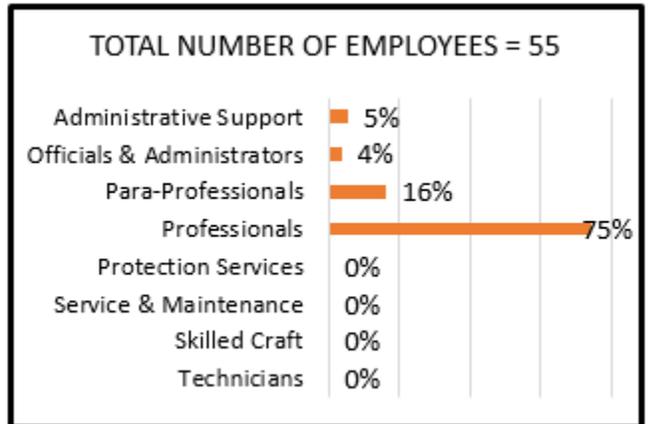
Public Works



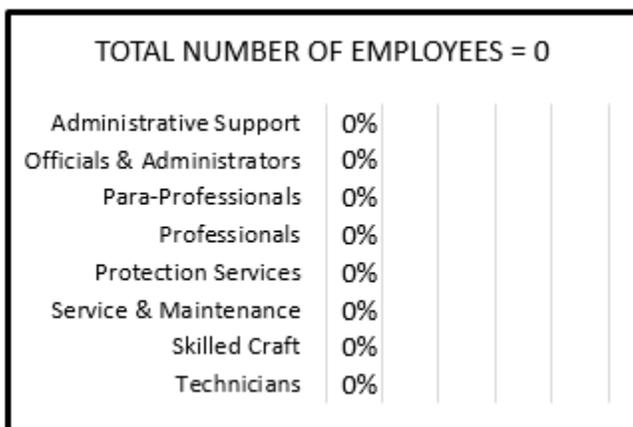
Sheriff's Office



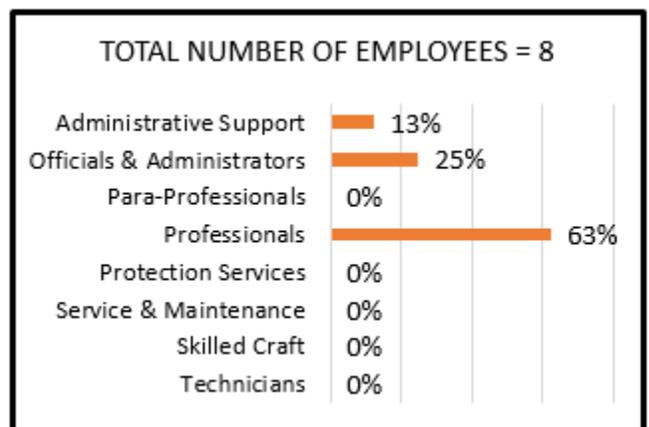
Social Services



Veterans Services

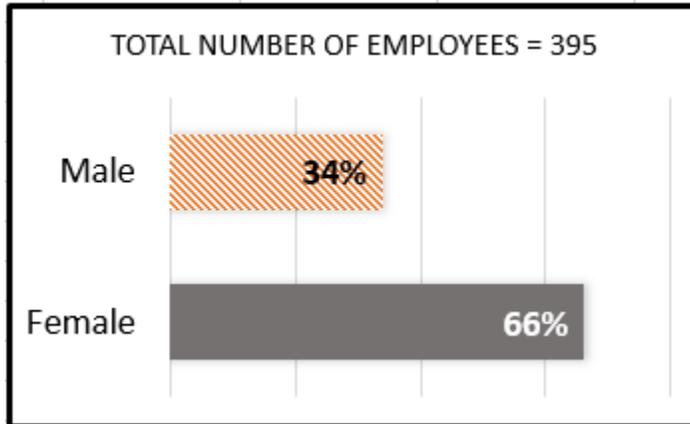


Workforce Solutions (2)



Employees by Separation by Gender Year-End 2019

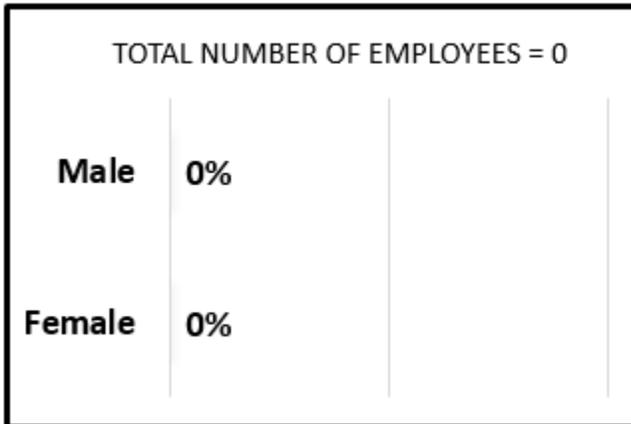
All Ramsey County



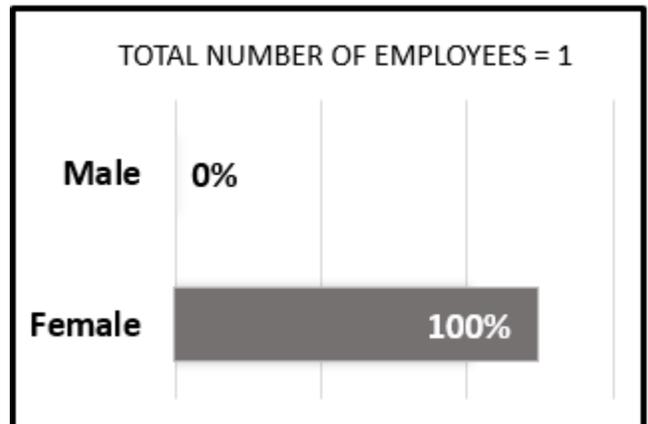
¹ Total number of employees is 3803; EEO-4 Category totals 3789 because it does not include elected officials, their principal assistants or immediate secretaries of County Attorney/Sheriff

² Due to rounding, percentages may not precisely reflect the absolute totals indicated.

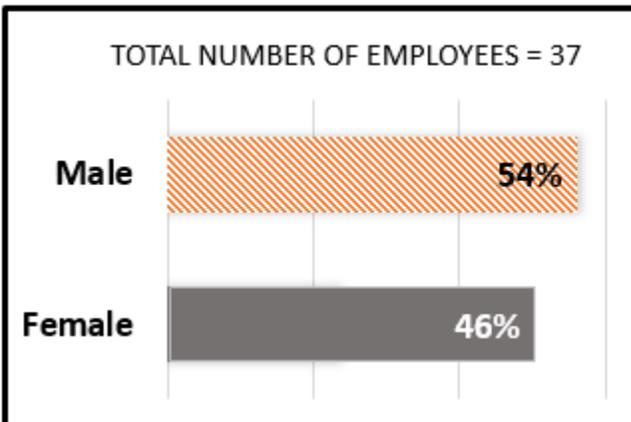
Communications and Public Relations



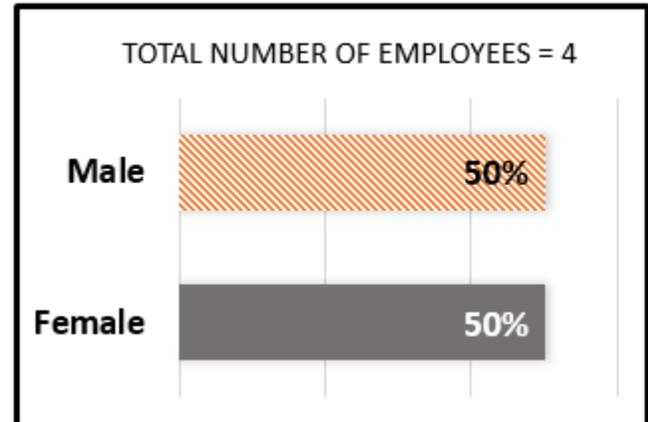
Community & Economic Development



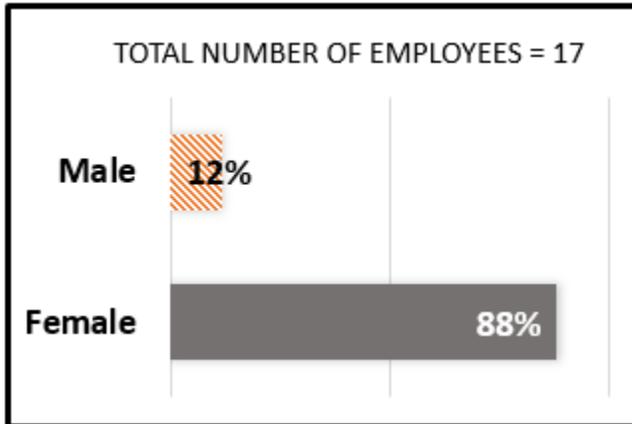
Community Corrections



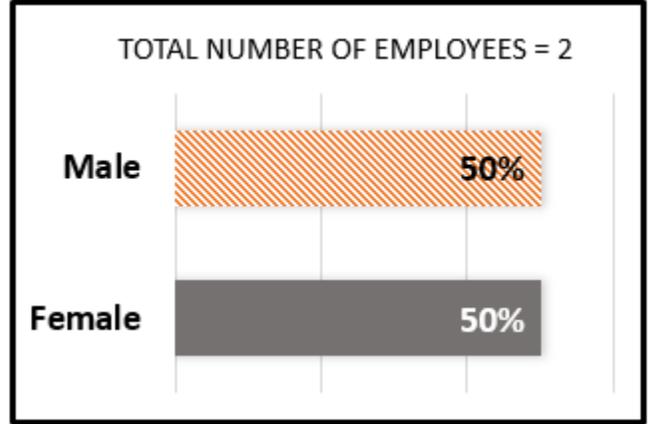
County Assessor



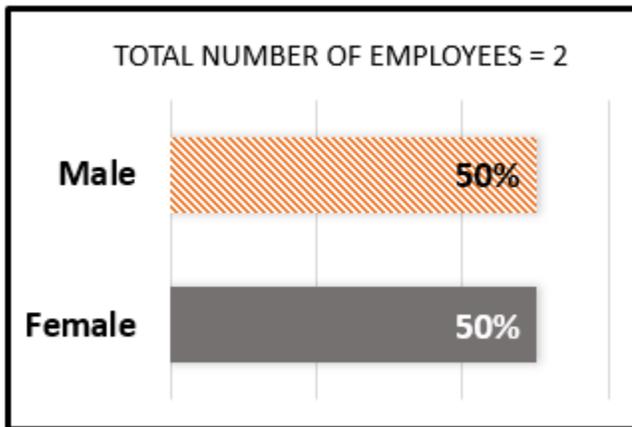
County Attorney's Office



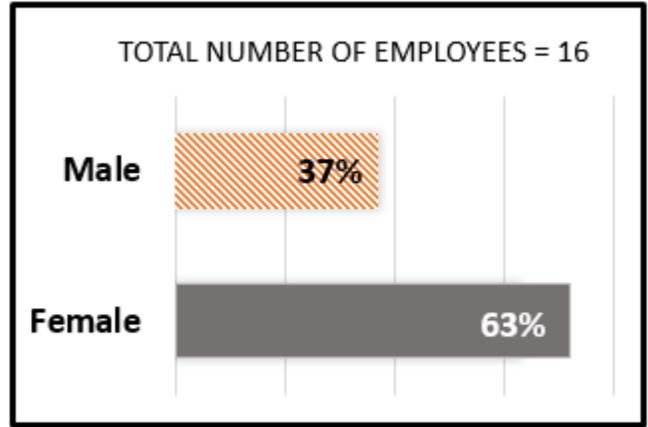
County Board Office



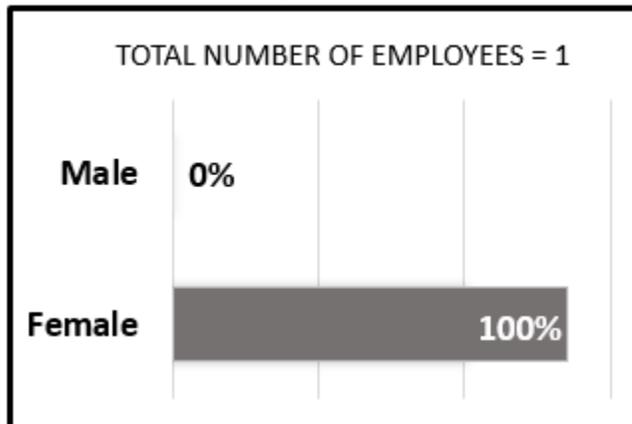
County Manager's Office



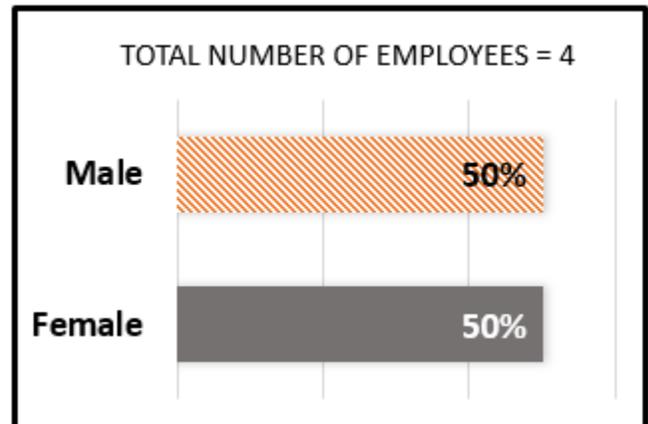
Emergency Communications



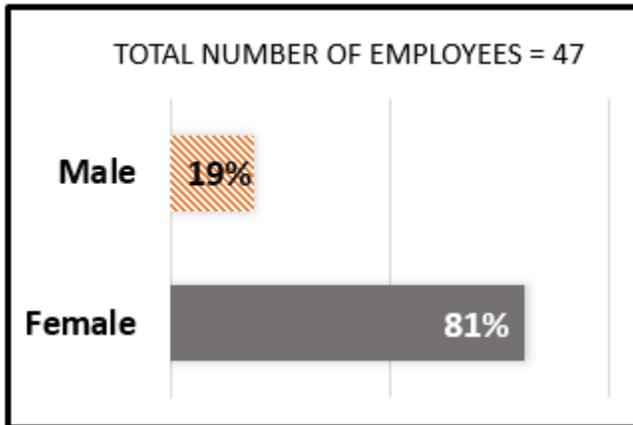
Emergency Management & Homeland Security



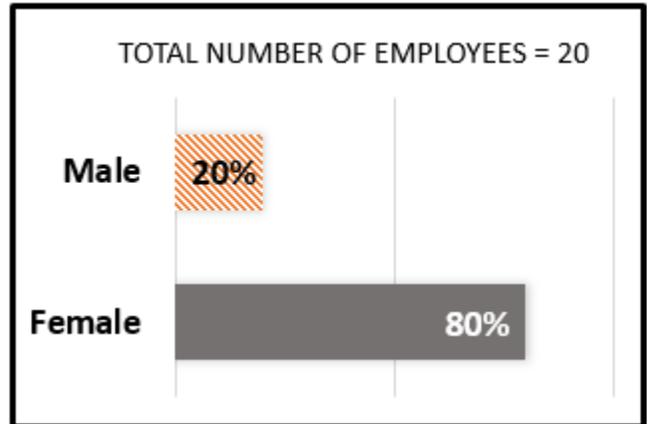
Finance



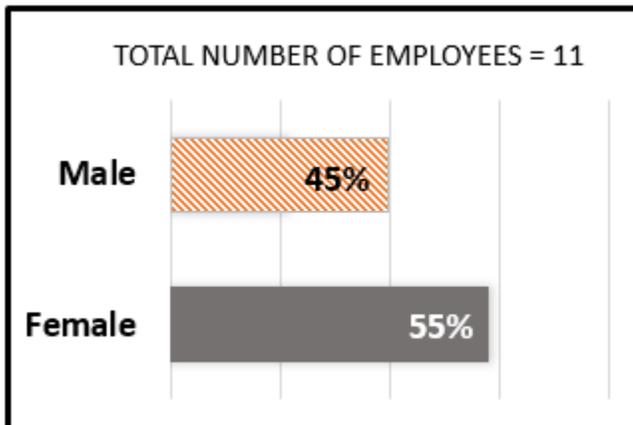
Financial Assistance Services



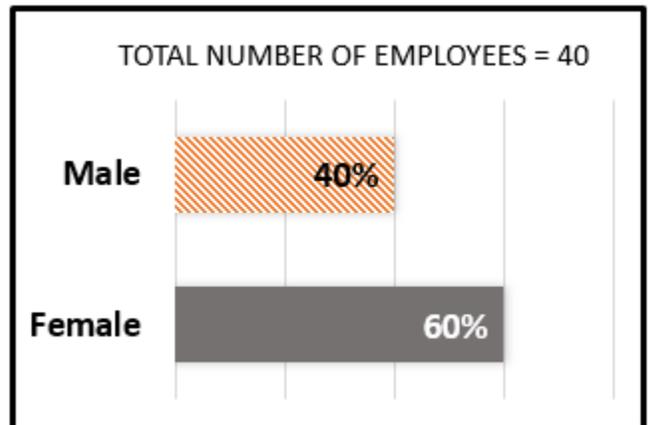
Health & Wellness Administration



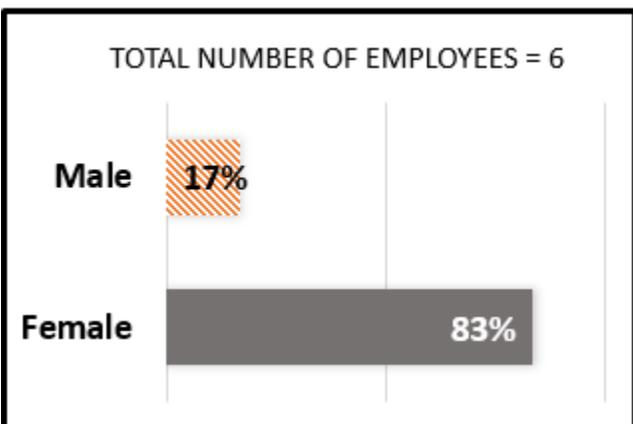
Healthcare Services - Lake Owasso Residence



Healthcare Services - Ramsey County Care Center



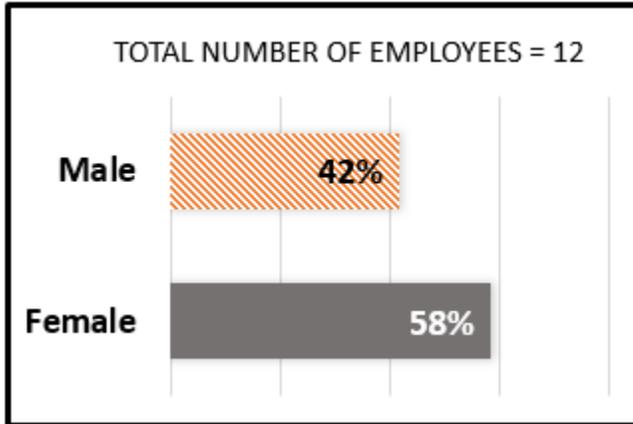
Human Resources



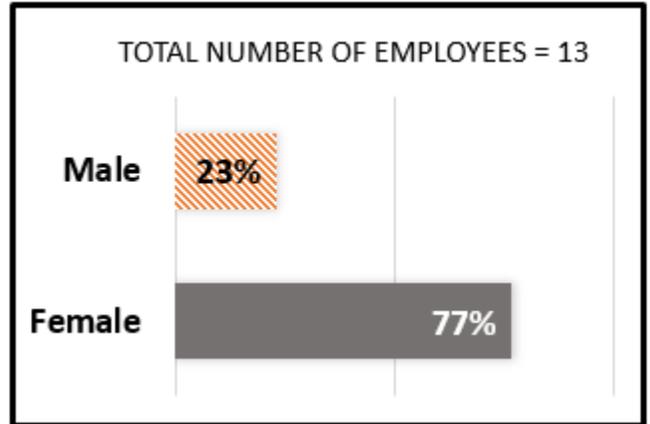
Information & Public Records Division



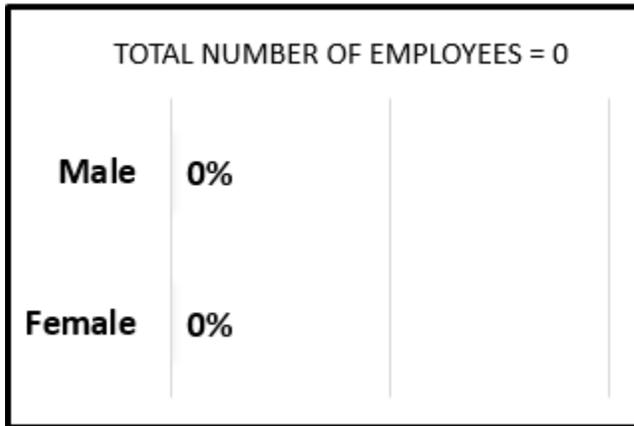
Information Services



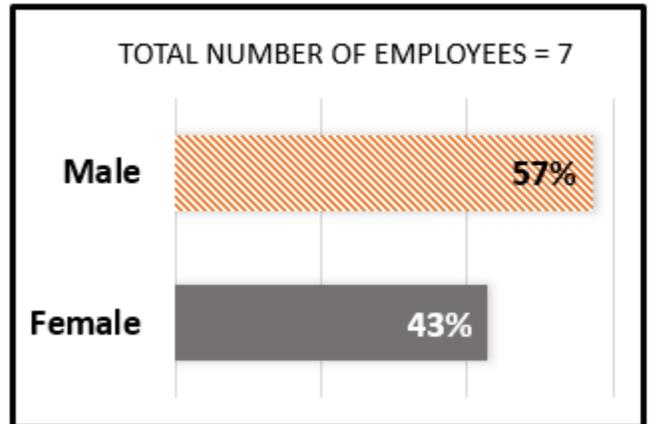
Library



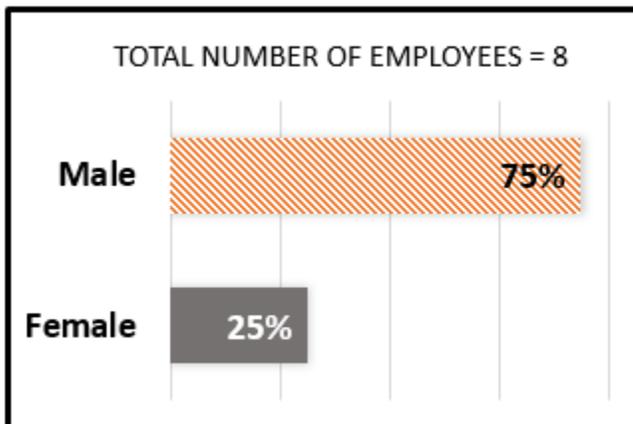
Medical Examiner's Office



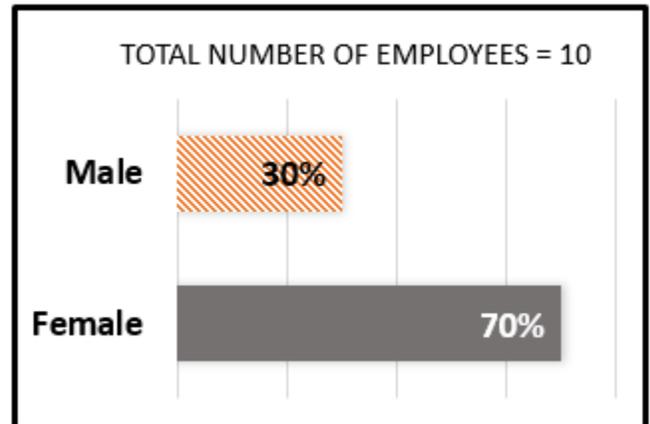
Parks & Recreation



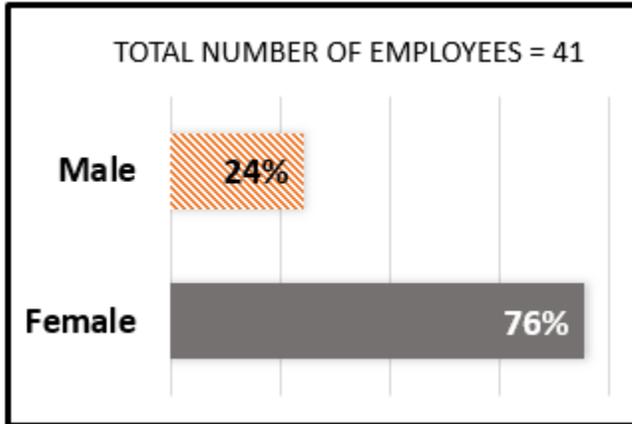
Property Management



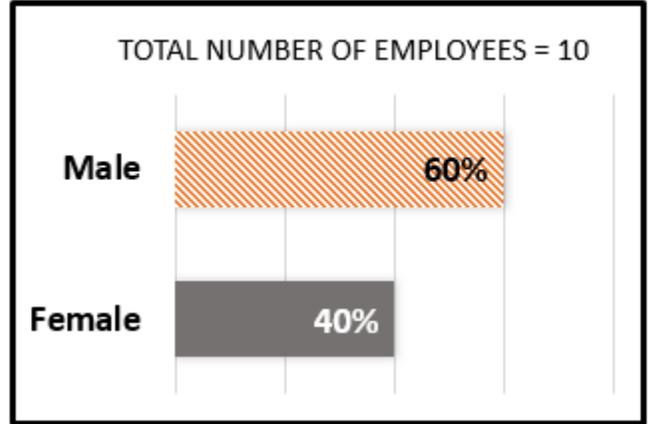
Property Tax, Records & Elections Services



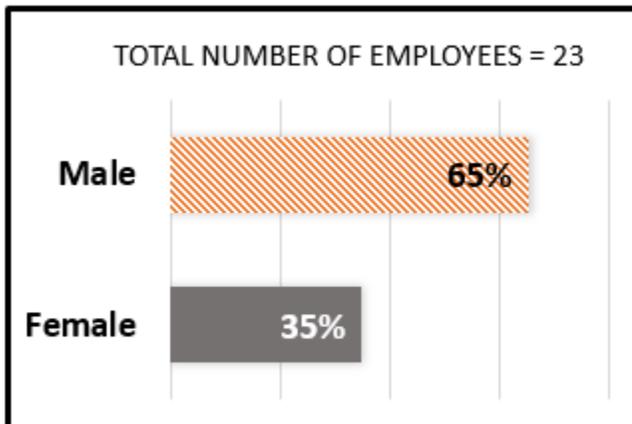
Public Health



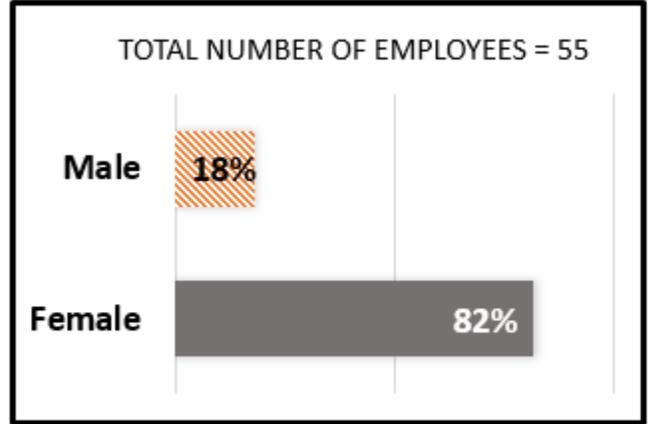
Public Works



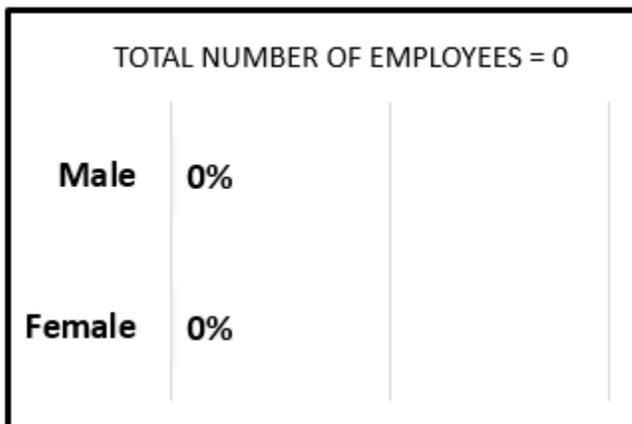
Sheriff's Office



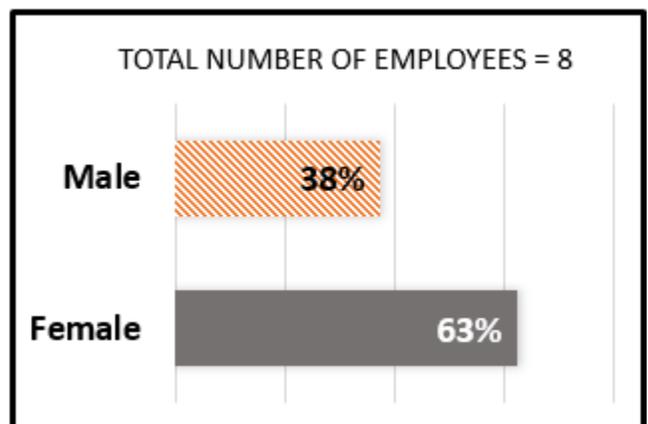
Social Services



Veterans Services



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 Year-End 2019

911 Dispatch Service Manager (Unclassified)

Accountant 4

Administrator - Lake Owasso (Unclassified)

Administrator - Ramsey County Care Center (Unclassified)

Assistant Division Director - Corrections (Unclassified)

Assistant Division Director - County Attorney (Unclassified)

Building Services Manager

Chief Compliance and Ethics Officer (Unclassified)

Chief Deputy Sheriff (Unclassified)

Chief Investigator (Medical Examiner's Office)

Community Corrections Assistant Facilities Supervisor (Unclassified)

Community Corrections Superintendent -Juvenile Detention Center (Unclassified)

Compliance and Records Manager

Controller

Correctional/Detention Facility Superintendent (Unclassified)

County Engineer/Director of Public Works – (Unclassified)

County Manager (Unclassified)

County Surveyor - Public Works Manager

Deputy County Manager (Unclassified)

Deputy Director Department of County Assessor

Deputy Director of Administrative Services - Community Corrections (Unclassified)

Deputy Director of Adult Probation (Unclassified)

Deputy Director of Communications (Unclassified)

Deputy Director of Community and Economic Development (Unclassified)

Deputy Director of Community Relations & External Affairs - Community Corrections (Unclassified)

Deputy Director of Finance

Deputy Director of Human Resources

Deputy Director of Juvenile Division - Community Corrections (Unclassified)

Deputy Director of Property Tax Records and Elections Services (Unclassified)

Deputy Director of Public Works

Deputy Director of Ramsey County Library

Deputy Sheriff Inspector (Unclassified)

Director of Administration - County Attorney (Unclassified)

Director of Administration - Information and Public Records (Unclassified)

Director of Administration - Information Services (Unclassified)

Director of Administration - Property Management (Unclassified)

Director of Administration Services and Chief Clerk to the Board (Unclassified)

Director of Building Operations - Property Management (Unclassified)

Director of Communications and Public Relations (Unclassified)

Director of Community & Economic Development (Unclassified)

Director of Community Corrections (Unclassified)

Director of County Assessor Department (Unclassified)

Director of Development & Planning – Parks & Recreation

Director of Emergency Communications (Unclassified)

Director of Emergency Services – (Unclassified)

Director of Finance

Director of Financial Assistance Services (Unclassified)

Director of Health & Wellness Administrative Division (Unclassified)

Director of Human Resources

Director of Library Service – (Unclassified)

Director of Nursing Service – Ramsey County Care Center

Director of Nutrition Services – Ramsey County Care Center

Director of Operations – Parks & Recreation

Director of Parks & Recreations (Unclassified)

Director of Planning Policy Analysis - Sheriff's Office (Unclassified)

Director of Policy Analysis & Planning (Unclassified)

Director of Property Management (Unclassified)

Director Property Tax Records & Elections Services (Unclassified)

Director of Public Health (Unclassified)

Director of Ramsey County Workforce Solutions (Unclassified)

Director of Social Services (Unclassified)

Director of Support Services - County Attorney (Unclassified)

Division Director - County Attorney – (Unclassified)

Division Director of Social Services (Unclassified)

Emergency Communication Manager

Engineer 4

Enterprise Risk Manager (Unclassified)

Environmental Health Division Director (Unclassified)

ERP Program Manager-PeopleSoft/Hyperion – (Unclassified)

Examiner of Titles (Unclassified)

First Assistant County Attorney – (Unclassified)

Human Resources Manager

Human Resources Supervisor

Human Services Manager

Integrated Health and Justice Director (Unclassified)

IS Accounting and Administration Manager (Unclassified)

IS Application Services Manager (Unclassified)

IS Customer Support Manager (Unclassified)

IS Infrastructure Operations Manager (Unclassified)

Librarian 4

Management Analysis Supervisor

Manager - Information & Public Records

Manager - Workforce Solutions (Unclassified)

Park Maintenance & Operations Supervisor

Planning Manager

PREA Compliance Manager – Community Corrections

Program Director - Lake Owasso Residence

Project Manager

Public Health Division Manager

Racial and Health Equity Administrator (Unclassified)

Research & Evaluation Supervisor

Senior Building Services Manager

Undersheriff (Unclassified)

Veterans Service Officer (Unclassified)

Job Titles in EEO-4 Category: Officials & Administrators By Department Year-End 2019

Community Corrections

Assistant Division Director - Corrections (Unclassified)
 Community Corrections Assistant Facilities Supervisor (Unclassified)
 Community Corrections Superintendent - Juvenile Detention Center (Unclassified)
 Correctional/Detention Facility Superintendent (Unclassified)
 Deputy Director of Administrative Services - Community Corrections (Unclassified)
 Deputy Director of Adult Probation (Unclassified)
 Deputy Director of Community Relations & External Affairs - Community Corrections (Unclassified)
 Deputy Director of Juvenile Division (Unclassified)
 Director of Community Correction (Unclassified)
 Planning Manager
 PREA Compliance Manager – Community Corrections
 Research & Evaluation Supervisor

Communications & Economic Development

Director of Communications & Economic Development (Unclassified)

Communications and Public Relations

Deputy Director Communications
 Director of Communications and Public Relations

County Assessor

Deputy Director County Assessor (Unclassified)
 Director of Communications and Public Relations (Unclassified)

County Attorney's Office

Assistant Division Director - County Attorney (Unclassified)
 Director of Administration - County Attorney (Unclassified)
 Director of Support Services - County Attorney (Unclassified)
 Division Director - County Attorney – (Unclassified)
 First Assistant County Attorney – (Unclassified)
 Management Analysis Supervisor

County Manager's Office

County Manager (Unclassified)
 Deputy County Manager (Unclassified)
 Director of Administration Services and Chief Clerk to the Board (Unclassified)
 Director of Policy Analysis & Planning (Unclassified)

Emergency Communications

911 Dispatch Service Manager (Unclassified)
 Director of Emergency Communications
 Emergency Communications Manager

Emergency Management and Homeland Security

Director of Emergency Services – (Unclassified)
 Finance
 Accountant 4
 Deputy Director of Finance
 Director of Finance
 ERP Program Manager-PeopleSoft/Hyperion – (Unclassified)

Financial Assistance Services

Director of Financial Assistance Services (Unclassified)
 Human Services Manager

Health & Wellness Administrative Division

Controller
 Director of Health & Wellness Administrative Division (Unclassified)
 Planning Manager

Human Resources

Deputy Director of Human Resources
 Director of Human Resources
 Human Resources Manager
 Human Resources Supervisor

Information and Public Records Administration

Director of Administration - IPR (Unclassified)
 Manager IPR

Information Services

Compliance and Records Manager
 Director of Administration - IS (Unclassified)
 IS Accounting and Administration Manager (Unclassified)
 IS Applications Services Manager (Unclassified)
 IS Infrastructure Operations Manager (Unclassified)
 IS Customer Support Manager (Unclassified)

Lake Owasso Residence

Administrator - Lake Owasso (Unclassified)
 Program Director - Lake Owasso Residence

Libraries

Director of Library Service – (Unclassified)
 Deputy Director Ramsey County Library
 Librarian 4

Medical Examiner's Office

Chief Investigator (Medical Examiner's Office)

Parks & Recreation

Director of Development & Planning – Parks & Recreation
 Director of Operations – Parks & Recreation
 Director of Parks & Recreations (Unclassified)
 Park Maintenance & Operations Supervisor
 Property Management
 Building Services Manager
 Director of Property Management (Unclassified)
 Director of Building Operations (Unclassified)
 Director of Administration -Property Management(Unclassified)
 Project Manager
 Senior Building Services Manager

Property Tax, Records, and Elections Services

Assistant Manager – County Assessing Division
 Assistant Manager - Valuation Division

Officials & Administrators by Department - Continued

Property Tax, Records and Election Services (continued)

Deputy Director of Property Tax, Records, and Elections Services
Director of Property Tax, Records, and Elections Services
County Assessor (Unclassified)
Examiner of Titles (Unclassified)

Public Health

Director of Public Health (Unclassified)
Environmental Health Division Director (Unclassified)
Planning Manager
Public Health Division Manager

Public Works

County Engineer/Director of Public Works (Unclassified)
Deputy Director of Public Works
Engineer 4
County Surveyor/ Public Works Manager (Unclassified)

Ramsey County Care Center

Administrator Ramsey County Care Center (Unclassified)
Director of Nursing Service – Ramsey County Care Center

Director of Nutrition Services – Ramsey County Care Center

Sheriff's Office

Chief Deputy Sheriff (Unclassified)
Deputy Sheriff Inspector (Unclassified)
Director of Planning & Policy Analysis - Sheriff (Unclassified)
Undersheriff (Unclassified)

Social Services

Director of Social Services (Unclassified)
Division Director of Social Services (Unclassified)
Human Services Manager

Veterans Services

Veterans Service Officer (Unclassified)

Workforce Solutions

Director of Ramsey County Workforce Solutions (Unclassified)
Manager Workforce Solutions (Unclassified)



Service Teams & Departments
Year-End 2019

Economic Growth & Community Investment

- Community & Economic Development (HRA)
- Library
- Parks & Recreation
- Property Management
- Public Works
- Workforce Solutions

Information & Public Records

- b Information & Public Records Administration
- c Communication and Public Relations
- County Assessor
- Information Services
- Enterprise Project Management Office
- Property Tax, Records & Election Services

Health & Wellness

- Health & Wellness Administration
- Community Corrections
- Financial Assistance Services
- a Healthcare Services – Lake Owasso Residence
- Healthcare Services – Ramsey County Care Center
- Public Health
- Social Services
- Veterans Services

Safety & 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
- d Policy & Planning

For purposes of this report:

Summary reporting by Service Teams do not include the County Board Office employees.

- a Lake Owasso Residence and Ramsey County Care Center are reported separately
- b Combined and listed as "Information and Public Records Division"
- c Includes both Communications and Government Relations
- d Included in the "County Manager's Office"

STATE OF MINNESOTA

RAMSEY COUNTY SHOWN IN RED



More than 540,000 Minnesotans make their homes in Ramsey County. Located in the heart of the seven-county Twin Cities metropolitan area, it is the second-most populous county in Minnesota with about 10 percent of the state's residents. Ramsey County was established on October 27, 1849, one of the original counties of the Minnesota Territory.

Predominantly urban, Ramsey is Minnesota's smallest and most densely populated county, spanning 170 square miles. Ramsey County communities are nationally known as attractive, livable places rich in history, diversity and opportunity.

Ramsey County includes all or part of the following cities: [Saint Paul](#) (the state capital and county seat), [Arden Hills](#), [Blaine](#), [Falcon Heights](#), [Gem Lake](#), [Lauderdale](#), [Little Canada](#), [Maplewood](#), [Mounds View](#), [New Brighton](#), [North Oaks](#), [North Saint Paul](#), [Roseville](#), [Saint Anthony](#), [Shoreview](#), [Spring Lake Park](#), [Vadnais Heights](#), [White Bear Lake](#), and [White Bear Township](#).