



Ramsey County Board Workshop:

Ramsey County Workforce Statistics Report
Service Team Overview

Human Resources

April 16, 2019

Estimated Start time: 10 a.m.

220 Courthouse, Large Conference Room

Agenda

- | | |
|--------------------------------------|--|
| 1. Introduction and Opening Comments | Ryan O'Connor, County Manager
Gail Blackstone, Human Resources Director |
| 2. Presentation* | Sandra Hokanson, HR Supervisor |
| 3. Discussion/Questions | |

*View the full report at: <https://ramseynet.us/service-teams-departments/strategic-team/human-resources>

Ramsey County Workforce Statistics Report

Year-End 2018



We're pleased to present our annual Workforce Statistics Year-end 2018 Report. This report provides a current snapshot of our organization's workforce of 3,804 full- and part-time employees as well as historical data. Ramsey County is the most diverse county in Minnesota and we strive to attract and maintain a high-performing workforce that is representative of the 540,000 residents and thousands of businesses and visitors we serve every day.

Each year we establish Strategic Priorities that guide the work across all our operational departments – from Public Works to Public Health, from Library to Social Services, from Community Corrections to Emergency Communications. This 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.**

By focusing 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 this 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 unwaveringly committed to equity and inclusion within all areas of its workforce. It is critical for the present and future of the organization that the county ensure that 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 2018 Report demonstrates that the organization continues to make progress in advancing its commitment of becoming a more equitable and inclusive organization from leadership levels to front-line staff, while also highlighting that significant work remains in the years ahead.

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/strategicplan.

A Message from Ramsey County Human Resources

We are pleased to present Ramsey County's annual Workforce Statistics Year-End 2018 Report. This report provides information about the diversity of the county's employees, management, and departments. This is the seventeenth year Ramsey County Human Resources has provided this detail and workforce planning tool.

As you consider this report, it is important to note that Ramsey is Minnesota's most densely populated county while also being the second most populous, most racially and ethnically diverse and smallest Minnesota county geographically.

Ramsey County continues to make important strides in making its workforce diverse and inclusive in order to best serve the county's constituency and continues its commitment to advancing racial equity. This report shares the county's progress toward these goals.

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

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

In order to provide relevant statistical information as an employer, our workforce is compared to the most recent 2010 U.S. Census of Civilian Labor Force in both Ramsey County and the Minneapolis-Saint Paul Metropolitan Statistical Area, as well as the most recent data reported for Ramsey County in the Five-Year Estimates from the American Community Survey (2013-2017) U.S. Census Bureau for the general population and Ramsey County's civilian labor force.

Here are five **significant findings in the Workforce Statistics Year-End 2018 Report**:

Employees of Color: The percentage of employees of color in our workforce since year-end 2002 has more than doubled from 15.8 to 34.7 percent. Employees of color in our workforce exceed the demographics of both Ramsey County's residents who are 32.7 percent people of color and the American Community Survey (2013-2017) estimate which reports 31.8 percent of the civilian labor force are people of color.

The county hired 432 employees in 2018; people of color were hired at the same rate as last year (51 percent), resulting in 219 new employees of color this year compared to 235 last year. A review of promotions show 51 more promotions were awarded than last year. Of 363 promotions, 155 (43 percent) were employees of color compared to 144 (46 percent) last year. Of 422 voluntary and involuntary separations, 165 (39 percent) were employees of color compared to 133 (34 percent) last year, which is at a similar rate as recent years. Hiring people of color (219) continues to outpace the rate at which people of color separate (165) from the county. When combined, the county hired and promoted 374 people of color. See pages 7-9 and 10-19 for more detail.

Formal Leaders of Color: this segment of the workforce includes 579 directors, managers and supervisors. Formal leaders of color have continued to increase over the past four years, from 15 to 24 percent at year-end 2018. This reflects an increase of four percent over last year. It is our ongoing goal to increase diversity in this area. A subset of formal leaders of color is the smaller EEO-4 category of Officials and Administrators; which reflected 1.4 percent people of color at year-end 2001 and increased to 15.3 percent people of color at year-end 2018. See pages 11 and 21 for more detail.

Gender diversity: This component of the workforce is present throughout all levels and categories. Over 60 percent of our total workforce is female, an increase of 21 female employees over last year. Total female formal leaders increased from 47 to 51 percent this year in the following categories: directors increased by five percent to 55 percent; managers increased by seven percent to 54 percent; and supervisors increased by three percent to 49 percent female. Another view shows 54 percent of Officials and Administrators and over 69 percent of Professionals and Paraprofessionals are female, a gain of 2 and 13 percent respectively. See pages 14-17 and 21 for more detail.

Generational diversity: This component of the county's workforce is comprised of five generations for the second consecutive year. Employees in the Baby Boomer generation fell by three percent to 29 percent, while Generation X rose three percent to 46 percent, and Generation Y (Millennials) rose two percent to 46 percent of the workforce. In each of the last seven years, Generation X and Y consistently represent over 60 percent of the workforce. As a result, the average age of employees moved from 46 down to 45. These findings suggest a gradual demographic shift in the county's workforce toward a younger employee population may have begun. See page 20.

Turnover. This is a measure of the pace at which the county's workforce has left the

organization. Of 3,804 full- and part-time employees, turnover was 11.1 percent compared to the ten-year average of 9.3 percent. Total separations were 422, or 30 more than last year. When retirees are removed from consideration, the turnover rate drops to 8 percent. See pages 17-19 for more detail.

As you read the Workforce Statistics Year-end 2018 Report, please note it is divided into two major sections:

- A countywide overview of Ramsey County as an employer, and
- A summary for each of the five Service Teams followed by detailed information reported by individual county departments.

A special thank you to Sandra Hokanson and Tina Javinsky for their continued creativity and hard work in developing and enhancing this report.

Thank you to all county departments and staff who foster a respectful, diverse and inclusive workforce every day. Through these efforts, 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. These efforts show our continued commitment to ensure Ramsey County is a county of excellence and recognized by current employees and talented job seekers as the premier public sector employer within the region.

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

Vision, Mission and Goals

Vision

A vibrant community where all are valued and thrive.

Mission

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

Goals



WELL-BEING

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

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



PROSPERITY

Cultivate economic prosperity and invest in neighborhoods with concentrated financial poverty

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



OPPORTUNITY

Enhance access to opportunity and mobility for all residents and businesses

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



ACCOUNTABILITY

Model fiscal accountability, transparency and strategic investments

through professional operations and financial management.

Ramsey County Service Teams

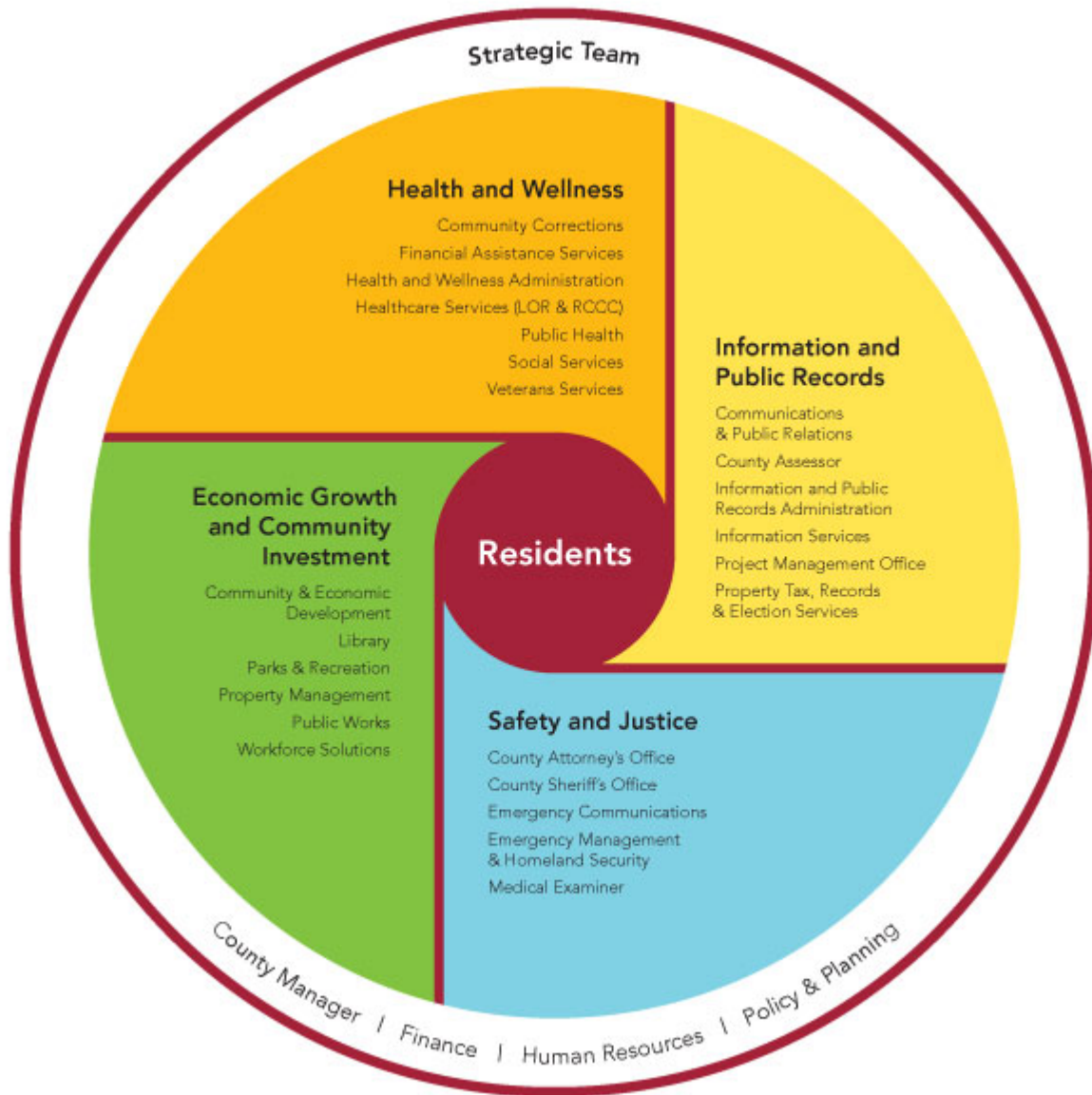


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As you review the following Countywide Overview, you will see that we have made steady progress in becoming a more diverse workplace since this annual report was initiated for year-end 2001. Ongoing efforts to attract, promote and retain an increasingly diverse workforce has a corresponding relationship to increased diversity of separations. We encourage you to review the information presented in this report within the context of both overall changes in the organization over the last seventeen years as well as on a year-by-year comparison.

The Countywide Overview section of this report summarizes both historical and current data of Ramsey County's full and part-time employees based on the EEO-4 categories prescribed by the U.S. Equal Employment Opportunity Commission. These EEO-4 categories are described in general terms as: Race & Ethnicity, EEO-4 and Gender. We include generational information on page 20. Detailed data for the categories of New Hires, Promotions and Separations during 2018 are found on pages 15-19.

For ease of use, bar graphs provide comparisons of the county's workforce against the 2010 U.S. Census of Civilian Labor Force in both Ramsey County and in the Minneapolis-Saint Paul Metropolitan Statistical Area. Comparisons against the civilian labor force reported in the Five-Year Estimates from the American Community Survey (2013-2017) of the U.S. Census Bureau have also been made. The portion of our workforce comprised of employees of color since year-end 2002 has more than doubled from 15.8 to 34.7 percent. Employees of color in our workforce exceed the demographics of both Ramsey County's residents (32.7 percent) and Ramsey County's *civilian labor force* (31.8 percent) who are people of color, as reported by the American Community Survey, Five-Year Estimates (2013-2017). See pages 11, 12 and 14-17.

For your reference, a description of the Equal Employment Opportunity Commission (EEO)-4 Job Categories and the Ramsey County Job Titles in the "Officials and Administrators" category can be found in the *Appendix* on pages 103-104. Please note *the historical and current data do not include intermittent employees, student workers, student interns or temporary staff.*

Highlights of the Workforce Statistics Year-end 2018 Report– A Countywide Overview reflecting all county employees include:

- **Employees of Color** reflect nearly 35 percent of our workforce (65 percent are non-Hispanic white). The percentage of employees of color more than doubled from 15.8 to 34.7 percent over the past 17 years and has grown by five percent over the past two years alone. The percentage of Ramsey County employees of color continues to exceed the pace identified by the Five-Year Estimates from the American Community Survey (2013-2017) which reports 31.8 percent of the civilian labor force are people of color in Ramsey County. See pages 10-17.
- **Formal Leaders of Color** at the director, manager and supervisory levels have seen steady increases in representation over the past four years, from 15 percent at year-end 2015 to 24 percent at year end 2018 (an increase of 4 percentage points over last year alone). The county has made important strides in diversifying its formal leaders by gender, race and ethnicity. This is further illustrated by the steady progress reported in the Officials and Administrators EEO-4 category between years ending 2001 and 2018. At year-end 2001, Officials and Administrators of color represented 1.4 percent of our workforce and now represent 15.3 percent. Increasing the diversity in this area is an ongoing goal of Ramsey County. For additional information on diversity within leadership, see page 11.

- **New Hires, Promotions and Separations** by EEO-4 category during 2018 show the county hired 219 and promoted 154 people of color totaling 373. Hiring people of color continues to outpace those people of color who separated (165). When this information is considered together, it shows sustained progress in our efforts to hire, promote and retain employees of color. See pages 12-19 for more detail

A review of hiring shows the county hired 432 employees. People of color were hired at the same rate as last year (51 percent), resulting in 219 new employees of color this year compared to 235 last year. A ten-year comparison of New Hires of Color can be found on page 12. A review of the total applicant pool in 2018 shows approximately 5,000 more applications were received in the last year. Of 20,073 total applications received, 44 percent of all applicants eligible for hire were people of color. See pages 12-13 and 15 for more detail.

A review of promotions shows 51 more promotions than last year. Of all 363 promotions in 2018, 154 (43 percent) were to employees of color compared to 144 (46 percent) last year. See pages 13 and 16. The data also shows two-thirds of all promotions were in the EEO-4 categories of Paraprofessional and Professional. From a gender perspective, 61 percent of promotions were women and 39 percent were men. The average age of all employees promoted was 38 and ranged from 22 to 65.

- **A review of separations** shows that the combination of resignations and retirements were the dominant reason (85 percent) in 2018. In real terms, a total of 31 more separations occurred than last year. A closer look at the total of 422 voluntary and involuntary separations shows 165 (39 percent) were employees of color compared to 133 (33 percent) last year. This is at a similar percentage as recent years and slightly above the percentage of employees of color than the county as a whole (35 percent). Page 18 provides data on ten years of separations; the ten-year average separation rate of employees of color is 28 percent; the two-year average of separation by employees of color is 36.5 percent.

By all comparable measures, year-end 2018 separations of employees of color are higher than in past years. In real terms, of the 165 separations of employees of color, this includes 38 more than last year. Hiring people of color (219) continues to outpace the rate at which people of color separate (165) from the county. While ongoing efforts to attract, promote and retain an increasingly diverse workforce has a corresponding relationship to increased diversity of separations, continued attention will be given to the uptick in separations as part of the county's strategic priority around Talent Attraction, Retention and Promotion efforts. See pages 13 and 17-19 for more detail.

Separations include both *voluntary and involuntary* departures from employment. In 2018, 88 percent of all separations were voluntary and 12 percent were involuntary. In 2017, 84 percent were voluntary and 16 percent were involuntary. In real terms, the county hired 432 employees while 422 separated from employment. A closer look at separations show that one-third of all separations in 2018 and 2017 were from the EEO-4 Professionals category, which is the largest single EEO-4 category of county employees. See pages 13 and 17-19 for more detail.

From a generational standpoint, employees (excluding retirees) who separated from the county were an average age of 40, which falls within Generation X. The average age of all employees is 45, also within Generation X. The average age of retirees was 62, which falls within the Baby Boom generation.

- *Voluntary separations* include: resignations, retirements, presumed resignations, failure to return from leaves, deaths, and the completion of unclassified appointments. A total

of 369 employees voluntarily left county employment in 2018 compared to 325 employees in 2017, or 55 and 46 percent respectively. See page 18.

- There were 125 *employees retiring from the workforce* in 2018, a total of 30 percent of all separations compared to the ten-year average of 34 percent. Of the 125 retirees in 2018, 35 were regular retirees (defined as age 65 or older), 75 were early retirees, and 15 retired under the phased retirement option (PRO). When compared to 2017, the percentage of regular retirees in 2018 declined by two-thirds, early retirees doubled and retirees using a PRO more than doubled. See page 19.

Involuntary separations include discharge, release during probation, or seasonal closure. A total of 53 employees involuntarily separated from county employment in 2018 as compared to 61 employees in 2017. With regard to those separating during probation, 24 of 38 (83 percent) were people of color compared to 28 of 45 (62 percent) last year. It is important to place this data in context: In total, there were fewer separations by people of color than last year at the same time the county hired 219 people of color. Continued attention will be given to separations as part of the county's strategic priority around Talent Attraction, Retention and Promotion efforts. See page 18.

- **Turnover** measures the pace at which employees separate from employment during a year (including retirees) compared to the total workforce. A turnover rate of approximately 10 percent is considered normal and healthy for an organization. In 2018 out of 3,804 full- and part-time employees, 422 employees separated from employment resulting in a turnover rate of 11.1 percent compared to the ten-year average of 9.3 percent. In 2017, the turnover rate was 10.3 percent, totaling 392 employees. The two-year average for turnover is 10.7 percent. In real terms, in 2018 there were 30 more separations from employment than in 2017; see page 19.

Retirees make up one-third of all separations, which is consistent with the ten-year average of retire separations. In comparison, there were eight fewer retirees than last year. When retirees are removed from the 2018 and 2017 turnover rates, the turnover rate is 8 and 7.1 percent, respectively.

- The percentage of **Employees by Gender** is 60 percent female and 40 percent male. Female employees in the county's workforce increased by 21 female employees over the prior year. The percentage of Ramsey County employees by gender is in line with the Five-Year Estimates from the American Community Survey (2013-2017) which reports 66.3 percent of the civilian labor force are female in Ramsey County. See page 21.

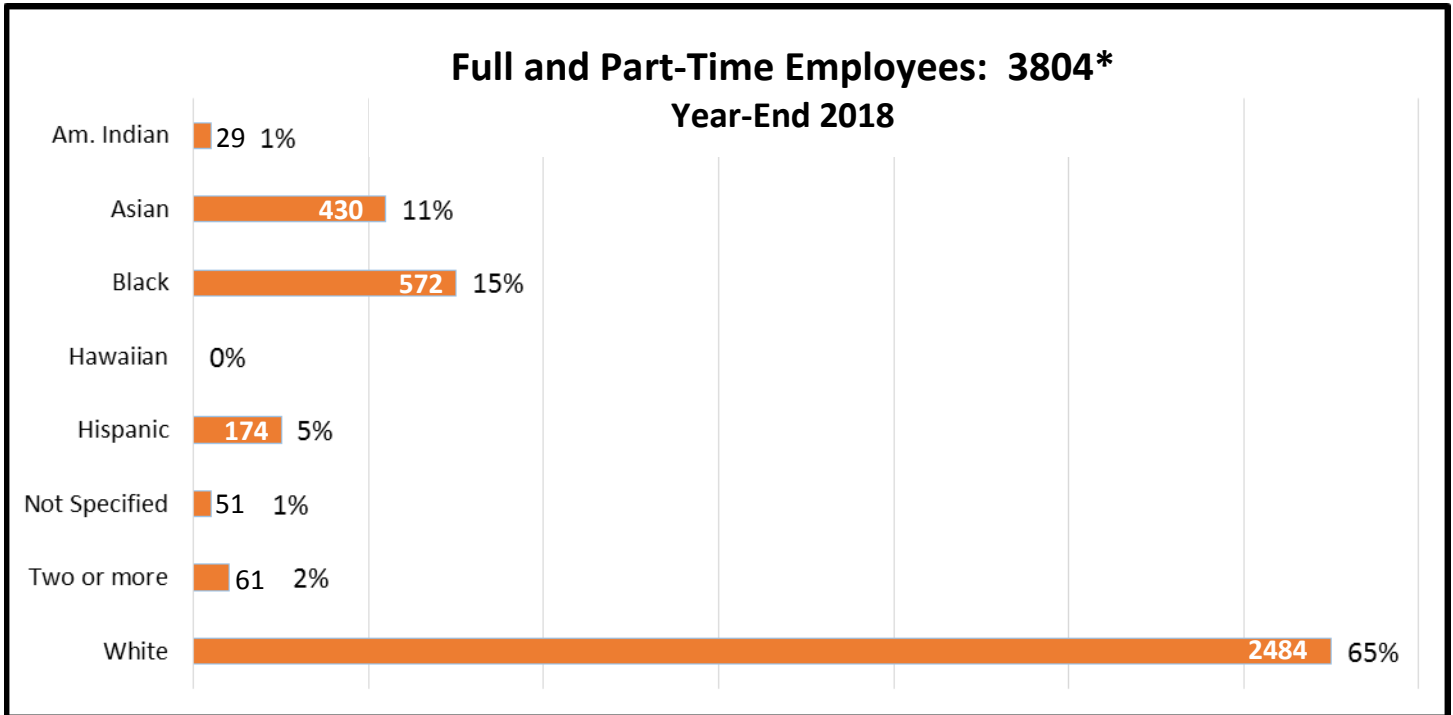
Our total female formal leaders increased from 47 to 51 percent in 2018 under the following categories: directors increased by five percent to 55 percent; managers increased by seven percent to 54 percent; and our supervisors increased by three percent to 49 percent female. Another view shows 54 percent of our Officials and Administrators and over 69 percent of our Professionals and Paraprofessionals are female, gains of two and thirteen percent respectively. Overall county hiring and retention data reflects gender diversity at all levels and in all departments. See pages 14-17 and 21 for more detail.

- Five **Generations** continue to be present in the county's workforce. Employees in the Baby Boomer generation decreased by three percent to 29 percent, while Generation X rose three percent to 46 percent, and Generation Y (Millennials) rose two percent to 46 percent of the workforce. In each of the last seven years, Generation X and Y consistently represent over 60 percent of our workforce and rose by four percent last year to reach 71 percent this year. As a result, the average age of employees moved from 46 down to 45. These findings continue to illustrate the continuing demographic shift in the county's workforce. See page 20.

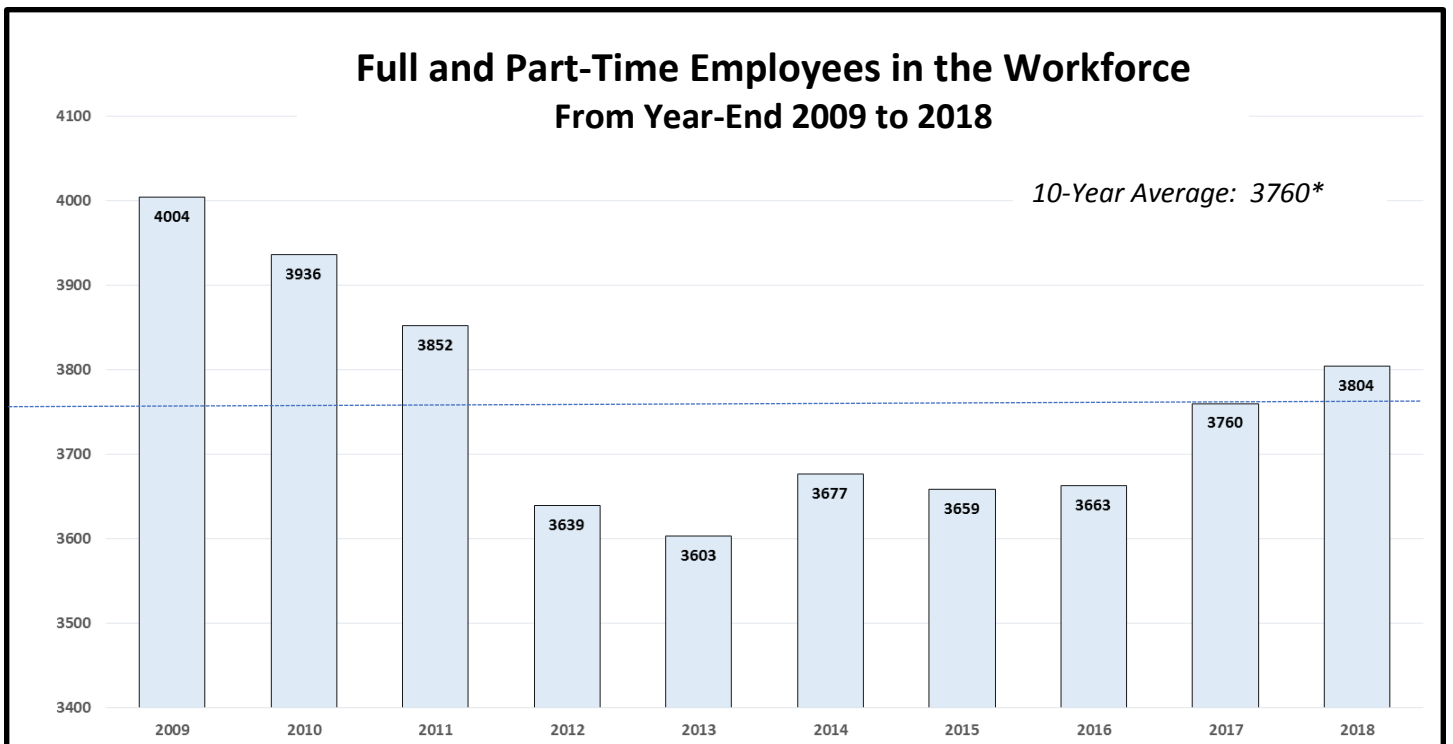
Between the end of the Baby Boom and the beginning of Generation X, the average age of new hires was 36.7 years and a median age of 34. New hires ranged in age from 19 to 71.

Countywide Overview

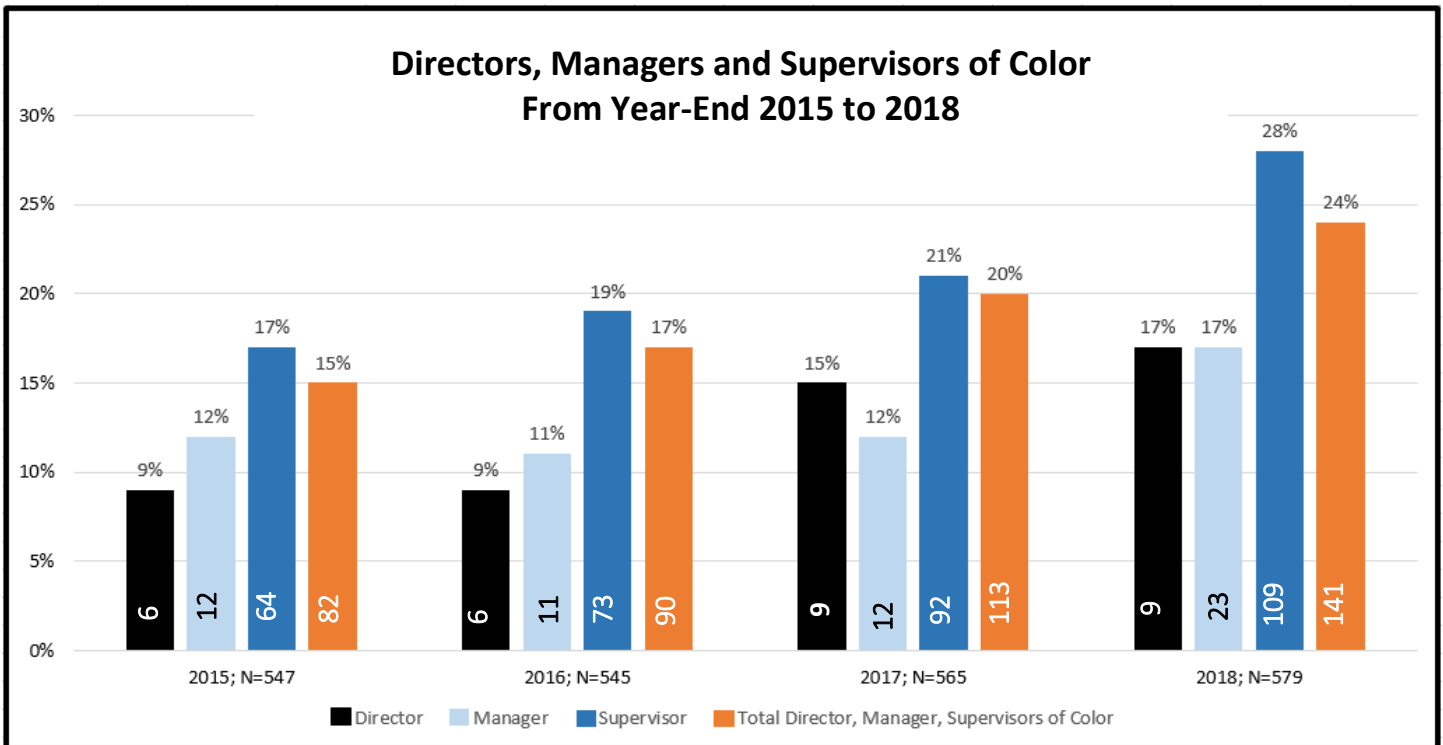
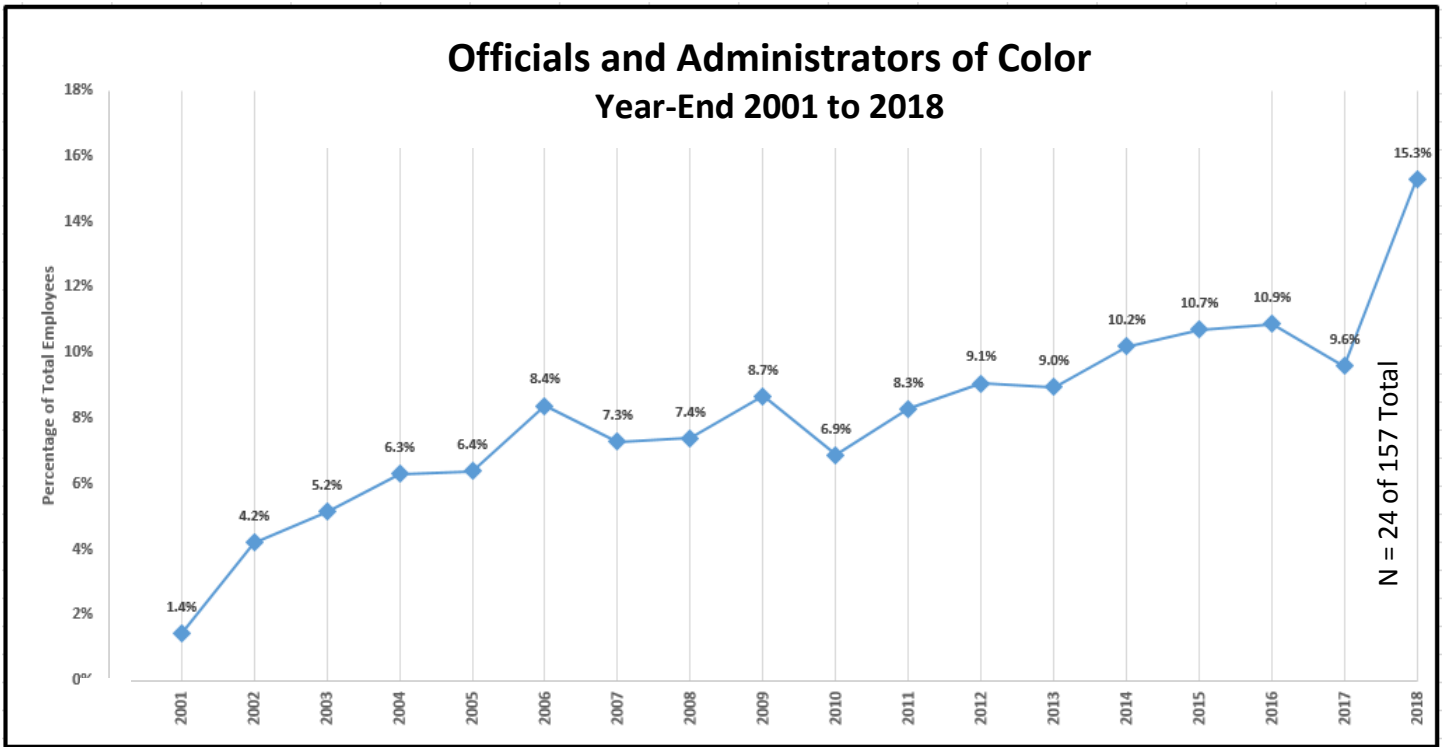
All Employees by Race & Ethnicity



*Total number of employees is 3804; EEO-4 Category totals 3796 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries. This information reflects full-time and part-time employees based on self-reporting.

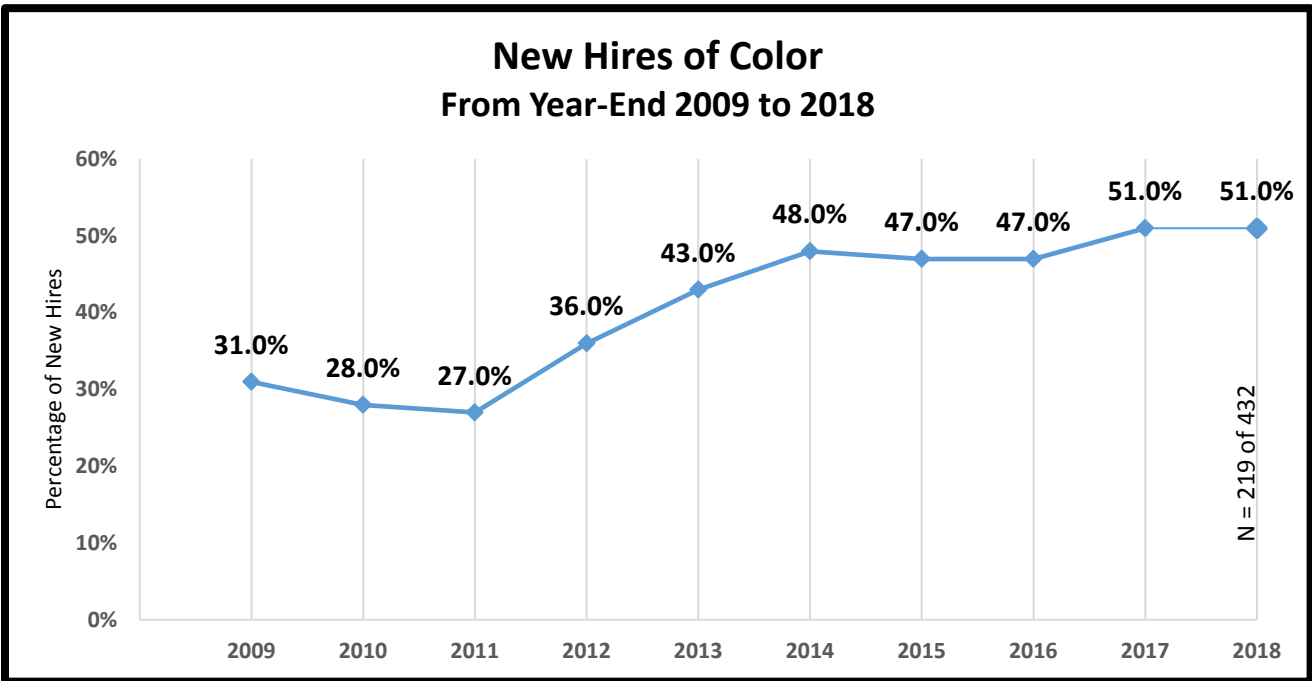
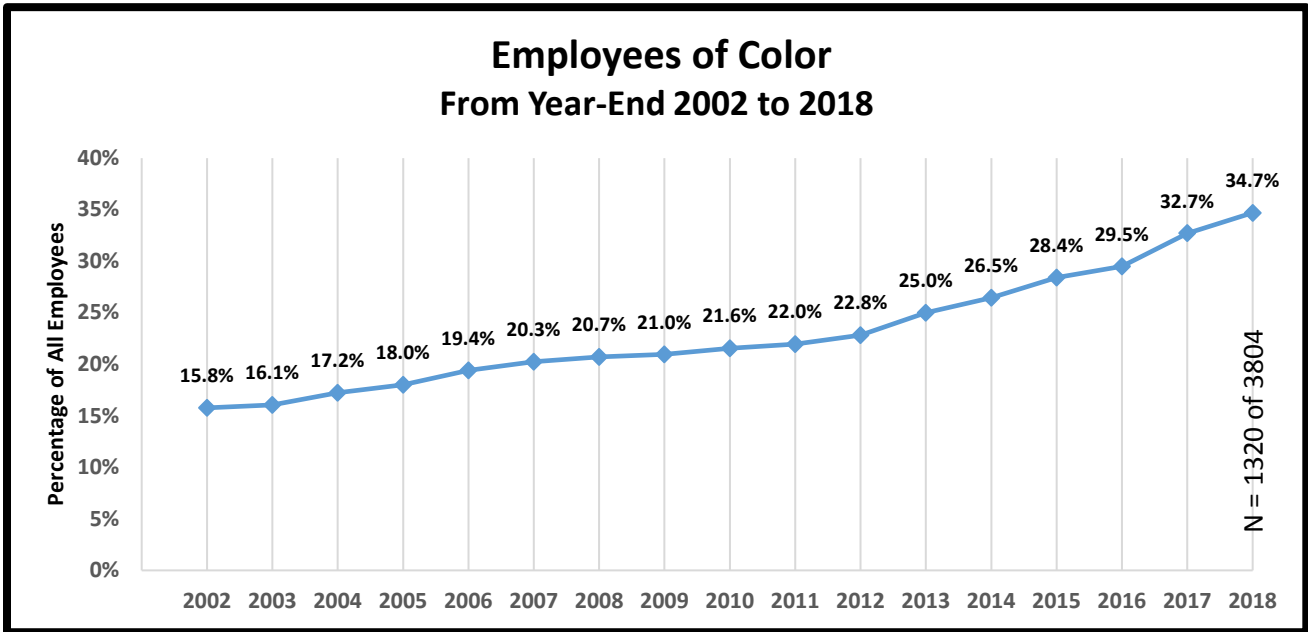


Countywide Overview Formal Leaders of Color



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 (2013-2017) on page 12.

Countywide Overview Employees of Color



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

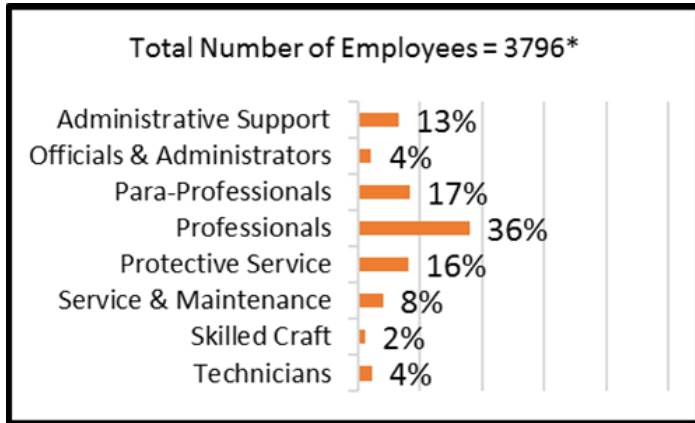
Five-Year Estimates from the American Community Survey (2013-2017)

Civilian Labor Force age 16 and older: 68.2% white, non-Hispanic 31.8% people of color
 Percentage of Total Civilian Labor Force: 66.3% female
 Ramsey County's population: 67.3% white; 32.7% people of color

Countywide Overview

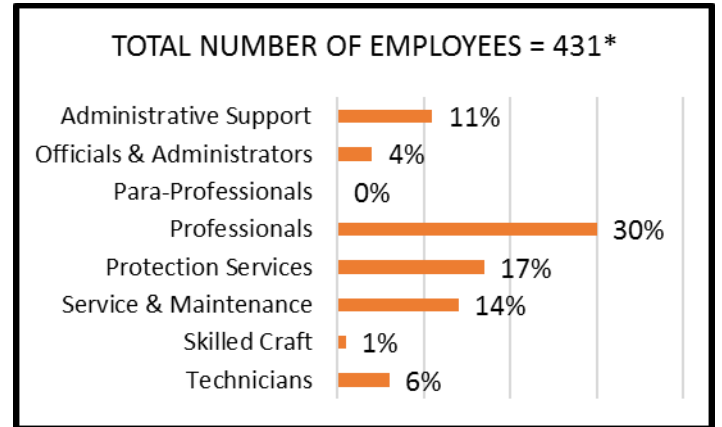
Summary of Employees by EEO-4 Category Year-End 2018

Ramsey County



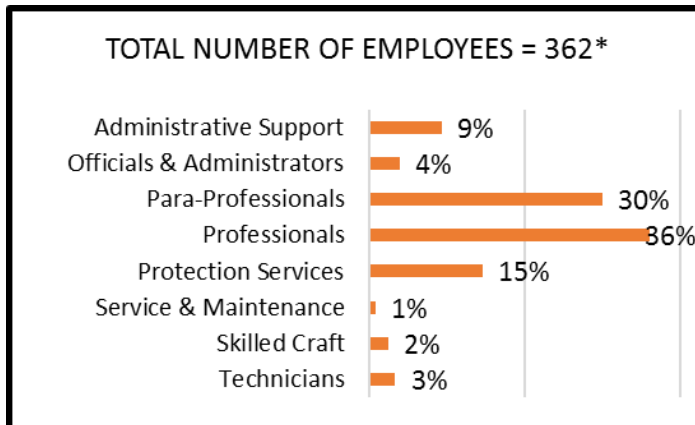
*Total number of employees is 3804; EEO-4 Category totals 3796 because it does not include elected officials, their principal assistants (7) or the County Attorney/Sheriff's immediate secretaries (1).

New Hires



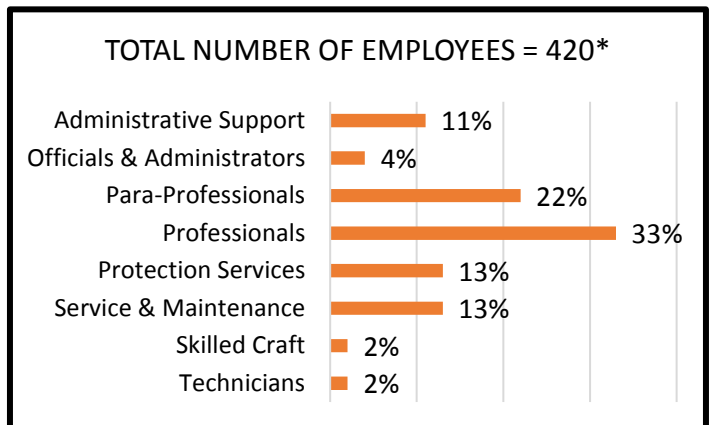
*Total number of new hires is 432; EEO-4 Category totals 431 because it does not include elected officials, their principal assistants (1) or the County Attorney/Sheriff's immediate secretaries.

Promotions



*Total number of promotions is 363; EEO-4 Category totals 362 because it does not include elected officials, their principal assistants (1) or the County Attorney/Sheriff's immediate secretaries.

Separations



*Total number of separations is 422; EEO-4 Category totals 420 because it does not include elected officials, their principal assistants (2) or the County Attorney/Sheriff's immediate secretaries.

Countywide Overview

All Employees in the Workforce by EEO-4 Category By Race & Ethnicity and Gender for Year-End 2018

Total number of employees is 3804; EEO-4 category totals 3796 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

EEO-4 Cat	Female								Totals	Male								Grand Total	
	Am. Indian	Asian	Black	Hawaiian	Hispanic	Not specified	Two or more	White		Am. Indian	Asian	Black	Hawaiian	Hispanic	Not specified	Two or more	White		
Administrative Support	4	39	42		17	2	5	291	400		5	7			2	1	53	68	468
Officials & Administrators		3	7				2	72	84		3	4		4	2		60	73	157
Para-Professionals	4	87	70	2	33	6	12	267	481		37	42		4	4	4	65	156	637
Professionals	6	108	143		30	11	17	597	912	3	61	74		24	7	8	296	473	1385
Protective Service	2	10	13		24	3	6	144	202	2	36	39	1	16	5	3	304	406	608
Service & Maintenance	2	7	50		10	1		61	131	3	4	65		3	1		91	167	298
Skilled Craft					1			1	2	3	1	4		2			64	74	76
Technicians		21	7		5		1	48	82		8	5		1	6	2	63	85	167
Grand Total	18	275	332	2	120	23	43	1481	2294	11	155	240	1	54	27	18	996	1502	3796

Employees of color: = 1319

White employees: = 2477

EEO-4 Cat	Female								Totals	Male								Grand Total	
	Am. Indian	Asian	Black	Hawaiian	Hispanic	Not specified	Two or more	White		Am. Indian	Asian	Black	Hawaiian	Hispanic	Not specified	Two or more	White		
Administrative Support	1%	10%	11%		4%	1%	1%	73%	85%	0%	7%	10%		3%	2%	78%	15%	13%	
Officials & Administrators		4%	8%				2%	86%	54%	0%	4%	6%		6%	2%	0%	82%	46%	4%
Para-Professionals	1%	18%	15%	0%	7%	1%	3%	55%	76%	0%	24%	27%		3%	3%	3%	42%	24%	17%
Professionals	1%	12%	16%		3%	1%	2%	65%	66%	1%	12%	15%		5%	1%	2%	63%	34%	36%
Protective Service	1%	5%	6%		12%	2%	3%	71%	33%	0%	9%	10%	0%	4%	1%	1%	74%	67%	16%
Service & Maintenance	2%	5%	38%		8%	1%		46%	44%	2%	2%	39%		2%	1%		54%	56%	8%
Skilled Craft					50%			50%	3%	4%	1%	5%		3%			87%	97%	2%
Technicians		26%	9%	0%	6%		1%	58%	49%	0%	9%	6%		1%	7%	2%	74%	51%	4%
Grand Total	1%	12%	14%	0%	5%	1%	2%	65%	60%	1%	10%	16%	0%	4%	2%	1%	66%	40%	100%

Employees of color: = 35%

White employees: = 65%

Rounded to the nearest percentage

Countywide Overview

New Hires in the Workforce by EEO-4 Category By Race & Ethnicity and Gender for Year-End 2018

Total number of new hires is 432; EEO-4 Category totals 431 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

EEO-4 Cat	Female								Male								Grand Total		
	Am. Indian	Asian	Black	Hawaiian	Hispanic	Not specified	Two or more	White	Totals	Am. Indian	Asian	Black	Hawaiian	Hispanic	Not specified	Two or more		White	Totals
Administrative Support	1	7	10		5		2	16	41								5	5	46
Officials & Administrators		1	1					6	8		1	1		1	1		4	8	16
Para-Professionals		16	12	1	4		2	21	56		9	4			1		4	18	74
Professionals	1	15	29		3		5	42	95	1	3	8		2		1	23	38	133
Protective Service		2	1		4		3	28	38		3	7					25	35	73
Service & Maintenance		1	19		5	1		10	36		1	9		1			13	24	60
Skilled Craft			1						1								3	3	4
Technicians		6	3		1			6	16		2					1	6	9	25
Grand Total	2	48	76	1	22	1	12	129	291	1	19	29		4	2	2	83	140	431

Employees of color hired: = 219

White employees hired: = 212

EEO-4 Cat	Female								Male								Grand Total		
	Am. Indian	Asian	Black	Hawaiian	Hispanic	Not specified	Two or more	White	Totals	Am. Indian	Asian	Black	Hawaiian	Hispanic	Not specified	Two or more		White	Totals
Administrative Support	2%	17%	25%		12%		5%	39%	89%								100%	11%	11%
Officials & Administrators		13%	13%					74%	50%		12%	12%		12%	14%		50%	50%	4%
Para-Professionals		29%	21%	2%	7%		4%	37%	76%		48%	22%		6%			22%	24%	17%
Professionals	1%	16%	31%		3%		5%	44%	71%	3%	8%	21%		5%		3%	60%	29%	30%
Protective Service		5%	3%		10%		8%	74%	52%		9%	20%					71%	48%	17%
Service & Maintenance		3%	53%		14%	3%		27%	60%	0%	4%	38%		4%			54%	40%	14%
Skilled Craft			100%						25%	0%							100%	75%	1%
Technicians		37%	19%		6%			38%	64%	0%	22%	0%				11%	67%	36%	6%
Grand Total	1%	16%	26%	0%	8%	0%	4%	45%	67%	1%	14%	21%	0%	2%	1%	1%	60%	33%	100%

Percentage of employees of color hired: = 51%

Percentage of white employees hired: = 49%

Rounded to the nearest percentage

Countywide Overview

Promotions in the Workforce by EEO-4 Category By Race & Ethnicity and Gender for Year-End 2018

Total number of promotions is 363; EEO-4 Category totals 362 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

EEO-4 Cat	Female								Totals	Male								Grand Total	
	Am. Indian	Asian	Black	Hawaiian	Hispanic	Not specified	Two or more	White		Am. Indian	Asian	Black	Hawaiian	Hispanic	Not specified	Two or more	White		
Administrative Support	1	5	4		1	1		18	30							4	4	34	
Officials & Administrators			3					6	9		1					4	5	14	
Para-Professionals		18	16		3	1	1	36	75		8	11		1		11	31	106	
Professionals		11	22		3	1		43	80		9	10		3	1	28	51	131	
Protective Service			2		2	1	2	12	19		2	3		1		28	34	53	
Service & Maintenance								1	1							2	2	3	
Skilled Craft									0	2		1		1		5	9	9	
Technicians		1						5	6		1					5	6	12	
Grand Total	1	35	47	0	9	4	3	121	220	2	21	25	0	6	1	0	87	142	362

Employees of color promoted: = 154

White employees promoted: = 208

EEO-4 Cat	Female								Totals	Male								Grand Total	
	Am. Indian	Asian	Black	Hawaiian	Hispanic	Not specified	Two or more	White		Am. Indian	Asian	Black	Hawaiian	Hispanic	Not specified	Two or more	White		
Administrative Support	3%	17%	3%		3%	3%		60%	88%							100%	12%	9%	
Officials & Administrators			33%					67%	64%		20%					80%	36%	4%	
Para-Professionals		24%	21%		4%	1%	1%	48%	71%		26%	36%		3%		35%	29%	29%	
Professionals		14%	27%		4%	1%		54%	61%		17%	20%		6%	2%	55%	39%	37%	
Protective Service			11%		11%	5%	10%	63%	36%		6%	9%		3%		82%	64%	15%	
Service & Maintenance								100%	33%							100%	67%	1%	
Skilled Craft									0%	22%		11%		11%		56%	100%	2%	
Technicians		17%	0%					83%	50%		17%					83%	50%	3%	
Grand Total	1%	16%	21%	0%	4%	1%	1%	55%	61%	1%	15%	18%	0%	4%	1%	0%	61%	39%	100%

Percentage of employees of color promoted: = 43%

Percentage of white employees promoted: = 57%

Rounded to the nearest percentage

Countywide Overview

Separations in the Workforce by EEO-4 Category By Race & Ethnicity and Gender for Year-End 2018

Total number of separations is 422; EEO-4 Category totals 420 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

EEO-4 Cat	Female									Male									Grand Total
	Am. Indian	Asian	Black	Hispanic	Hawaiian	Not specified	Two or more	White	Totals	Am Indian	Asian	Black	Hispanic	Hawaiian	Not specified	Two or more	White	Totals	
Administrative Support	1	2	9	2		3	2	24	43		1						3	4	47
Officials & Administrators			1					8	9		1	1					5	7	16
Para-Professionals	1	11	14			1	1	38	66		5	7	1				11	24	90
Professionals	2	11	20	2		2	1	54	92		2	13					33	48	140
Protective Service		2	1	1			1	19	24			2	2				25	29	53
Service & Maintenance		1	19	3				15	38			7	1		1		9	18	56
Skilled Craft									0			1					9	10	10
Technicians		2						4	6		2							2	8
Grand Total	4	29	64	8	0	6	5	162	278	11	31	4	0	1	0	95	142	420	

Employees of color separated: = 163

White employees separated: = 257

EEO-4 Cat	Female									Male									Totals	Grand Total
	Am. Indian	Asian	Black	Hispanic	Hawaiian	Not specified	Two or more	White	Totals	Am Indian	Asian	Black	Hispanic	Hawaiian	Not specified	Two or more	White	Totals		
Administrative Support	2%	5%	21%	5%		7%	5%	55%	91%		25%						75%	9%	11%	
Officials & Administrators			11%					89%	56%		14%	14%					71%	44%	4%	
Para-Professionals	2%	16%	21%			2%	2%	57%	74%		21%	29%	4%				46%	26%	21%	
Professionals	2%	12%	22%	2%		2%	1%	59%	66%		4%	27%					69%	34%	33%	
Protective Service		9%	4%	4%			4%	79%	45%			7%	7%				86%	55%	13%	
Service & Maintenance		3%	50%	8%				39%	68%			39%	6%		5%		50%	32%	13%	
Skilled Craft									0%			10%					90%	100%	3%	
Technicians		33%						67%	75%		100%	0%					0%	25%	2%	
Grand Total	1%	10%	23%	3%	0%	2%	2%	58%	66%	0%	8%	22%	3%	0%	1%	0%	67%	34%	100%	

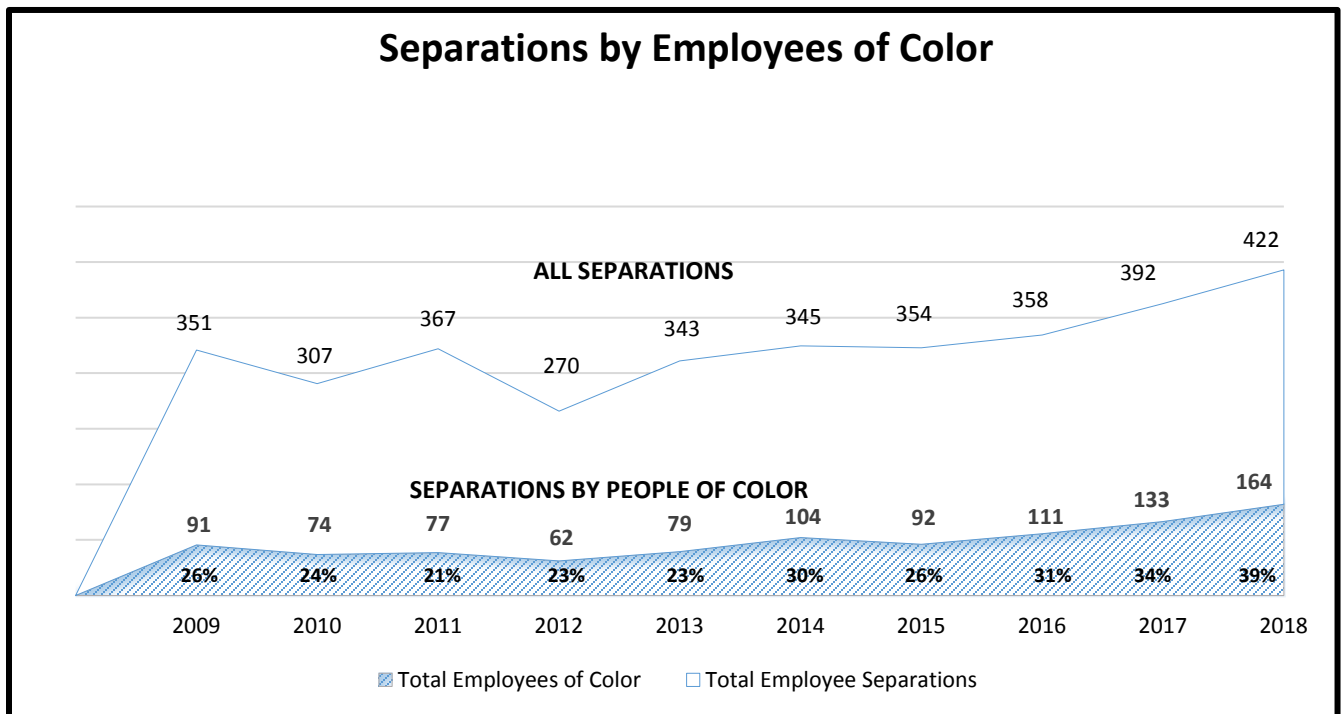
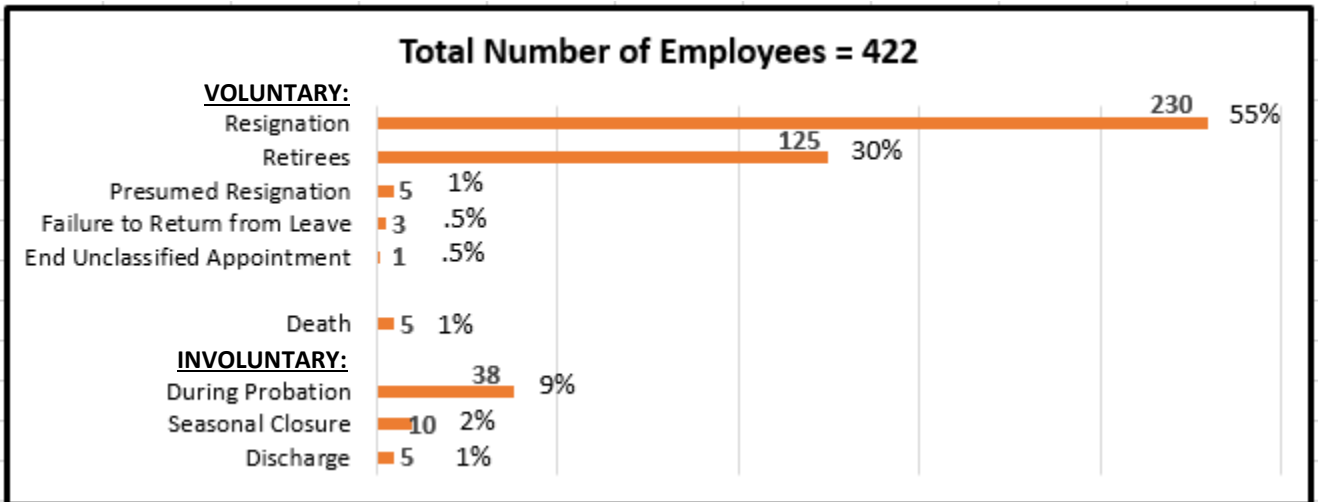
Percentage of employees of color separated: = 39%

White employees separated – 61%

Rounded to the nearest percentage

Countywide Overview

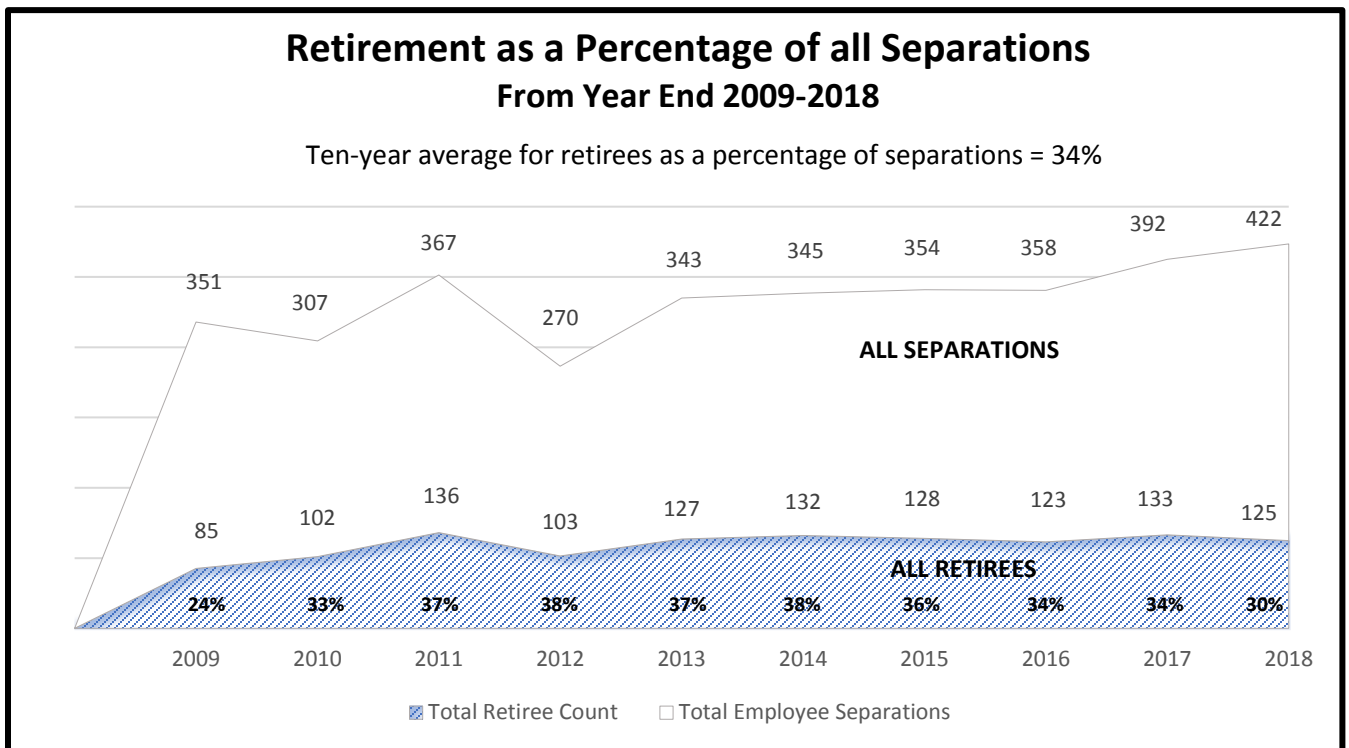
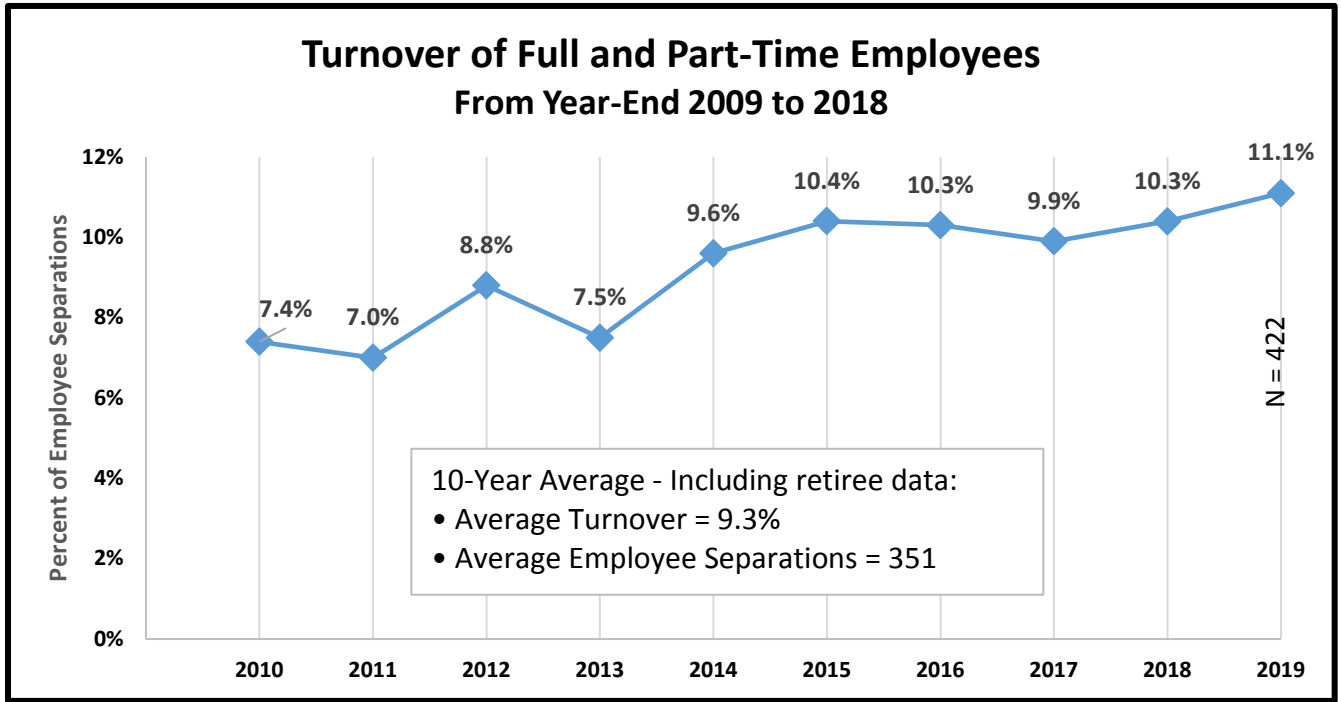
Summary of Separations in the Workforce Year-End 2018



	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Separations by employees of color as a percentage of our workforce	2.3%	1.9%	2.0%	1.7%	2.2%	2.8%	2.5%	3.0%	3.5%	4.3%

Countywide Overview

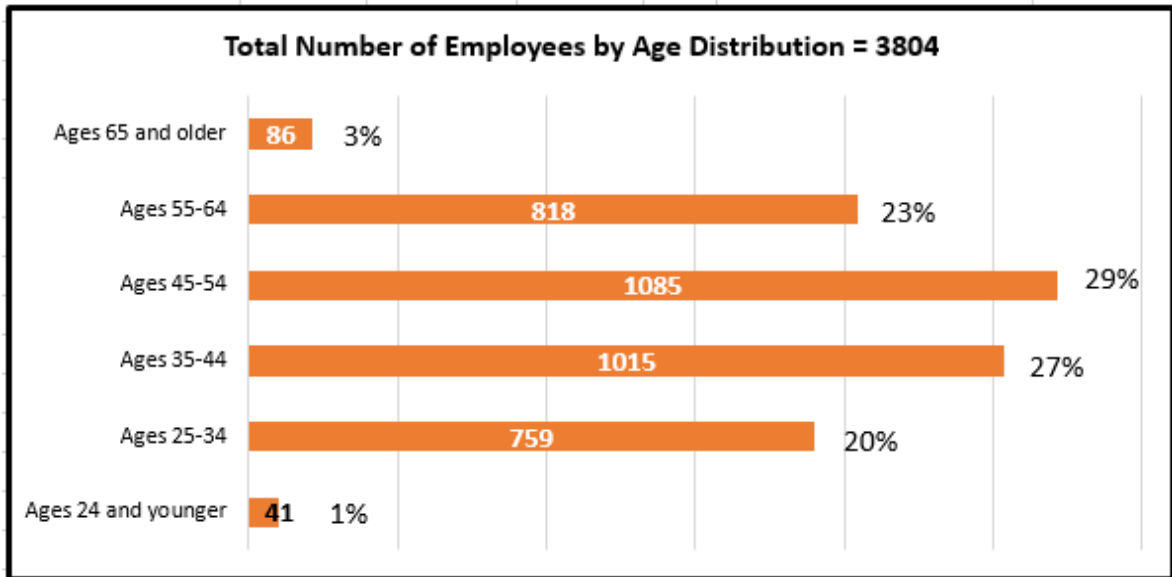
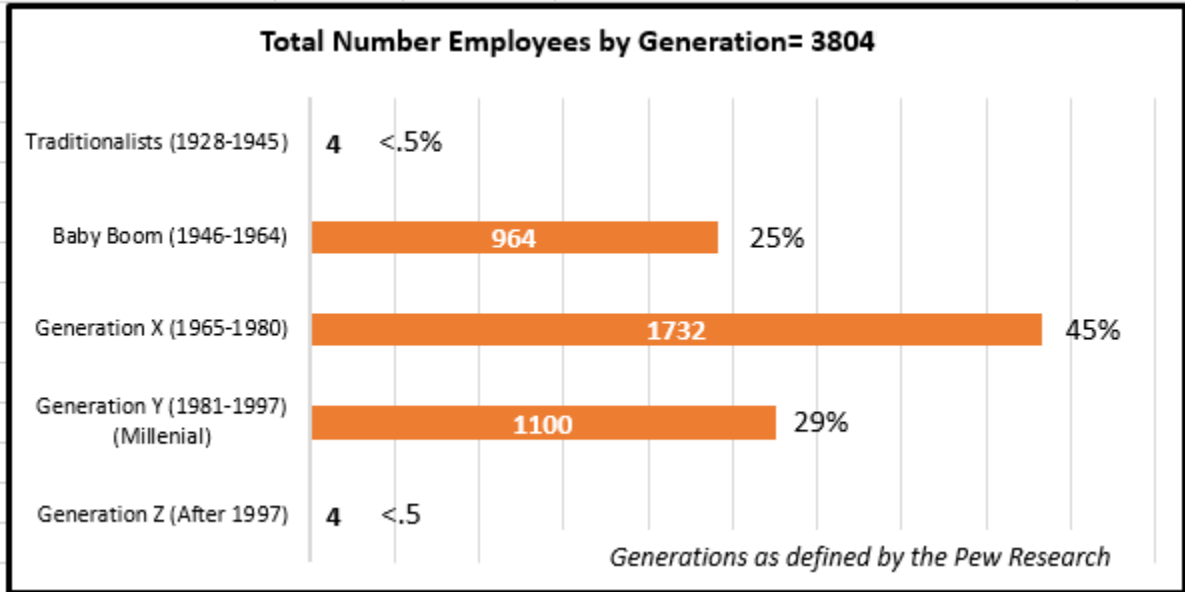
Summary of Turnover in the Workforce



	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Retirees 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%

Countywide Overview

Generations in the Workforce Year-End 2018



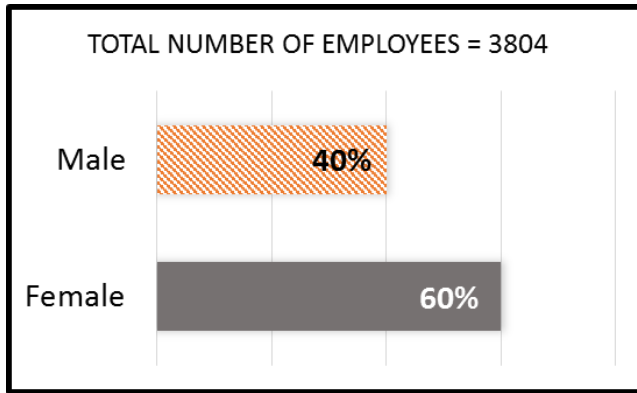
- Employees in the Baby Boom and Generation X generations represent 74 percent of the workforce, compared to 75 percent in 2017.
- Generation X and Millennial (Y) generations reflect 71% of our workforce as compared to last year and 67 percent last year and in each of the prior five years.
- For the first time in seven years, the average age of employees moved from 46 down to 45.

Countywide Overview

Gender in the Workforce

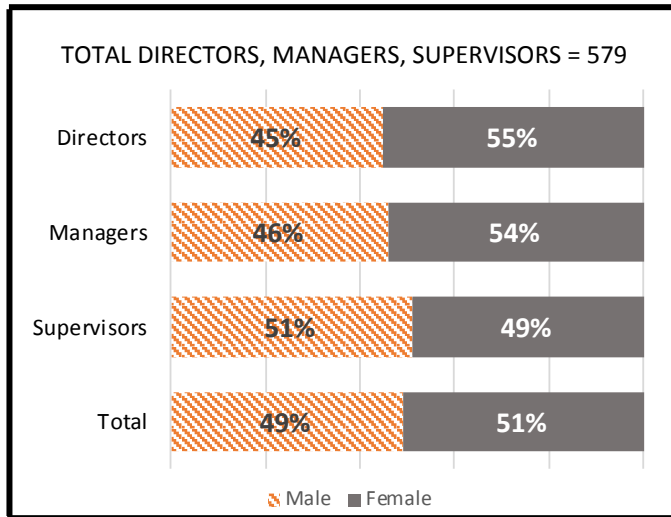
Year End 2018

Ramsey County

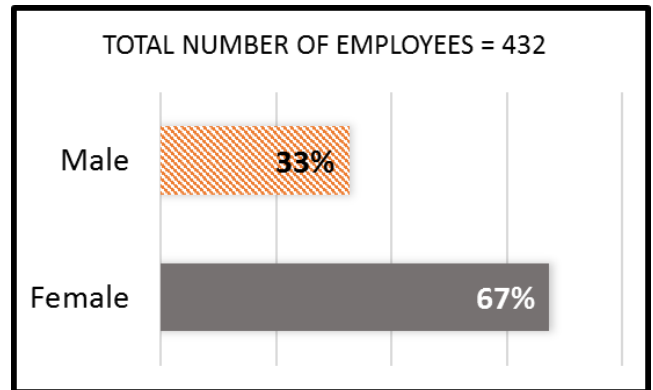


Gender diversity is found at all levels in the organization and across Race & Ethnicity as well.

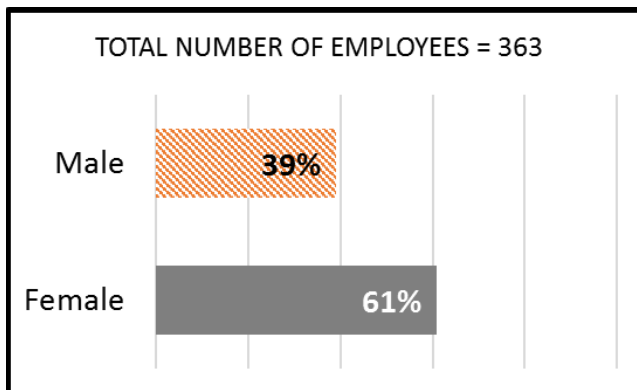
- Over 60 percent of our total workforce and 51 percent of all formal leaders are female.
- 54 percent of our Officials and Administrators and over 69 percent of our Professionals and Para-Professionals are female.



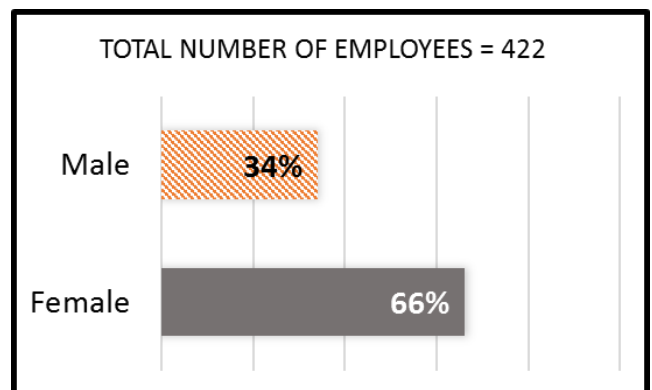
New Hires



Promotions



Separations



The Workforce Statistics by Service Team and Department section of this report summarizes historical and current data *by each team and department* for all full and part-time Ramsey County employees by: Race & Ethnicity, EEO-4 categories, and Gender. Additional data also is provided by both service team and department for New Hires, Promotions and Separations on pages 26-37 and 39-101. *The historical and current data do not include intermittent employees, student workers, student interns or temporary staff.*

For your reference, a listing of the departments contained within each of the county's five service teams along with a description of the county's job titles in the Equal Employment Opportunities Commission EEO-4 Officials and Administrators category can be found in the *Appendix* on page 105.

Highlights of the Workforce Statistics Year-end 2018 Report by Service Team and Department include:

In the past year, the county hired 432 employees representing over 11 percent of the workforce. At year-end 2018, 35 percent of county employees are people of color and 65 percent are white. More than half -- or 219 (51 percent) -- of the county's 432 new hires and 154 (43 percent) of the county's 363 promotions were employees of color. Of the county's 422 separations from employment, 165 (39 percent) were employees of color. When considered together, this information demonstrates progress in attracting and promoting employees of color and a need to retain employees of color is in alignment with the Ramsey County's Talent Attraction, Retention and Promotion strategic goals.

The following summarizes our changing workforce as reflected in our service teams. See pages 26-37 for more detail.

Economic Growth and Community Investment (EGCI)

The six departments within EGCI represent 12 percent of the county's workforce; EGCI is the only service team which includes employees in all eight EEO-4 categories, the majority in the Professionals classification. Gender diversity in EGCI is split nearly evenly between women and men. Employees of color represent 20 percent of EGCI's workforce and 80 percent are non-Hispanic white. EGCI hired 33 (eight percent) of the county's total 432 new hires and 37 (10 percent) of 363 promotions countywide this year. Of these, 27 and 24 percent respectively were people of color. Of separations, the largest group came from the EEO-4 of Service & Maintenance employees (22 percent). Separations in EGCI totaled 45 employees (11 percent) of the total 422 countywide. Of EGCI separations, 27 percent were employees of color compared to 39 percent county wide. Overall, EGCI is nearly balanced from a gender perspective. EGCI hired and promoted 33 and 37 people of color, respectively; the retention rate of employees of color was 20 percent compared to the county retention rate of 35 percent for employees of color. See the Appendix for a listing of departments within EGCI.

Health and Wellness (H&W)

The seven departments within H&W represent 55 percent of the county's workforce; 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 women (69 percent) than men (31 percent). Employees of color represent 44 percent of H&W's workforce and 56 percent are non-Hispanic white. H&W hired 252 (59 percent) of the county's total 432 new hires. H&W promoted 202 (56 percent) of 363 promotions countywide this year, which is the highest percentage of all the service teams. Of these, 63 percent of new hires and 54 percent of promotions were people of color. In line with the H&W's overall workforce, the largest group of separations came from the EEO-4 category of Professionals (39 percent). Separations in H&W totaled 261 employees (62 percent) of the total 422 countywide. Of H&W separations, 47 percent were employees of color compared to countywide separations of 39 percent. H&W experienced the highest rate of separations in the county as well as of all service teams. Overall, H&W is not well balanced from a gender perspective; it hired and promoted 252 and 202 people of color, respectively; and the retention rate for employees of color was the highest of the service teams at 44 percent compared to the county retention rate of 35 percent. See the Appendix for a listing of departments within H&W.

Information and Public Records (IPR)

The six departments within IPR represent 6 percent of the county's workforce with the majority of its positions in the two EEO-4 categories of Professionals and Administrative Support. Gender diversity in IPR is split nearly evenly between women and men. Employees of color represent 24 percent of IPR's workforce and 76 percent are non-Hispanic white. IPR hired 18 (four percent) of the county's total 432 new hires and 27 (eight percent) of 363 promotions countywide this year. Of these, 11 and 30 percent respectively, were people of color. Separations came from two EEO-4 categories and totaled 16 employees (four percent) of the total 422 countywide. Of IPR separations, four (25 percent) were employees of color. In comparison to the county as a whole, IPR employees of color separated at a rate of 25 percent compared to countywide separations occurring at a rate of 39 percent. Overall, IPR is well balanced from a gender perspective; it hired and promoted 18 and 27 people of color, respectively; IPR is one of two service teams whose retention rate of employees of color was at the lowest rate (25 percent) of all service teams as well as when compared to the county retention rate of 35 percent. See the Appendix for a listing of departments within IPR.

Safety and Justice (S&J)

The five departments within S&J represent 24 percent of the county's workforce, with the majority of its positions in the EEO-4 category of Protective Service. Gender diversity in S&J is evenly split between women and men. Employees of color represent 25 percent of S&J's workforce and 75 percent are non-Hispanic white. S&J hired 116 (27 percent) of the county's total 432 new hires and 87 (25 percent) of 363 promotions countywide this year. Of these, 37 and 25 percent respectively, were people of color. Separations came from the same EEO-4 category as noted above and totaled 83 employees (20 percent) of the total 422 countywide. Of S&J separations, 22 percent were employees of color who separated at the slowest rate of all service teams in the county. Overall: S&J is well balanced from a gender perspective; it hired and promoted 116 and 87 people of color, respectively; S&J is one of two service teams whose retention rate of employees of color was at the lowest rate (22 percent) of all service teams as well as when compared to the county retention rate of 35 percent. See the Appendix for a listing of departments within S&J.

Strategic Team (ST)

The four departments within the ST represent three percent of the county's workforce with the majority of its positions in the EEO-4 category of Professionals. The ST is one of two service teams with Gender diversity showing a significantly higher population of women (71 percent) than men (29 percent). Employees of color represent 32 percent of the ST's workforce and 68 percent are non-Hispanic white. The ST hired 10 (two percent) of the total 432 new hires and eight (two percent) of 363 promotions countywide this year. Of the five new hires and four promotions, 50 percent of each were people of color. Separations came from the same EEO-4 category as noted above and totaled 14 employees (three percent) of the total 422 countywide. Of the ST separations, 35 percent were employees of color. The ST was one of two service teams with employees of color separating at the highest rates. Overall, the ST is not balanced from a gender perspective; it hired and promoted 10 and 8 people of color, respectively; and the retention rate of employees of color was 35 percent, equal to the county retention rate of 35 percent. See the Appendix for a listing of departments within the ST.

The following reflects diversity equal to or greater than 50 percent.

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

Health and Wellness <ul style="list-style-type: none"> Financial Assistance Services Healthcare Services – Lake Owasso Residence 	Economic Growth and Community Investment <ul style="list-style-type: none"> Workforce Solutions
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Departments reflecting significant diversity in **New Hires** include:

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 	Economic Growth and Community Investment <ul style="list-style-type: none"> Public Works Workforce Solutions
Safety and Justice <ul style="list-style-type: none"> County Attorney's Office 	Strategic Team <ul style="list-style-type: none"> County Manager's Office Finance

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

Health and Wellness <ul style="list-style-type: none"> Financial Assistance Services Health & Wellness Administration Public Health Social Services 	Economic Growth and Community Investment <ul style="list-style-type: none"> Workforce Solutions
Information and Public Records <ul style="list-style-type: none"> Property Tax, Records & Election Services 	Strategic Team <ul style="list-style-type: none"> Human Resources

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

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 Communications Center 	Strategic Team <ul style="list-style-type: none"> Finance

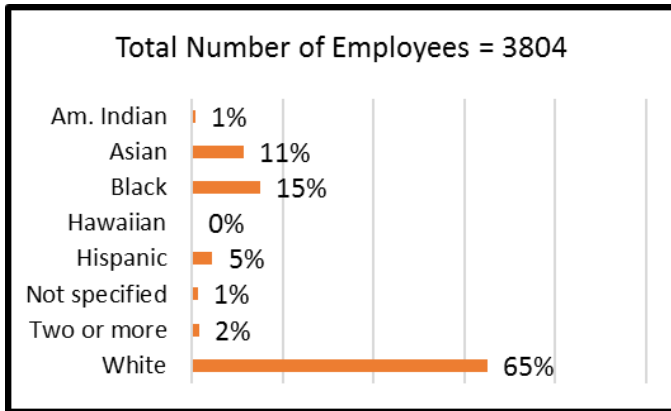
All Employees by Service Teams

All Employees by Service Teams

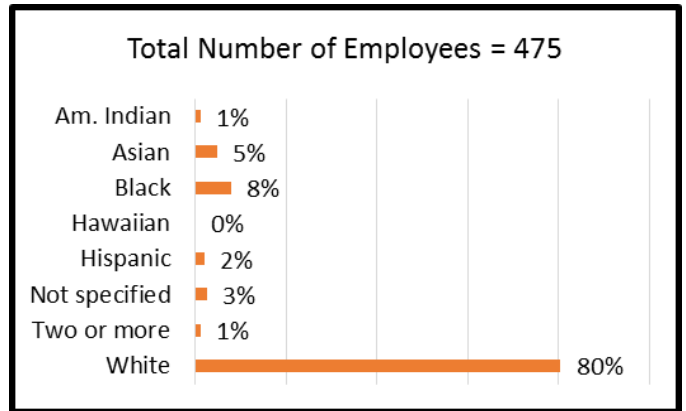
by Race & Ethnicity

Year-End 2018

All Ramsey County

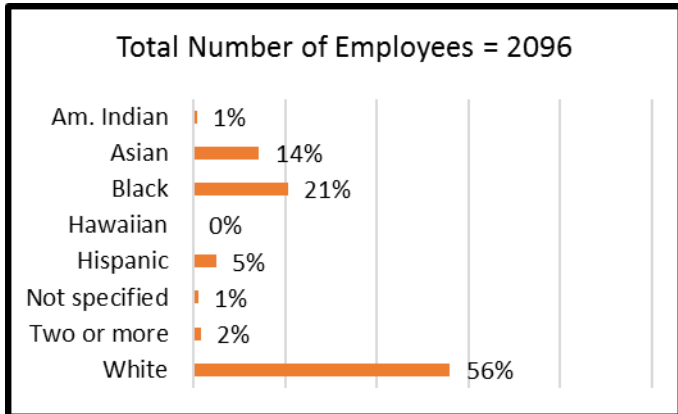


Economic Growth and Community Investment

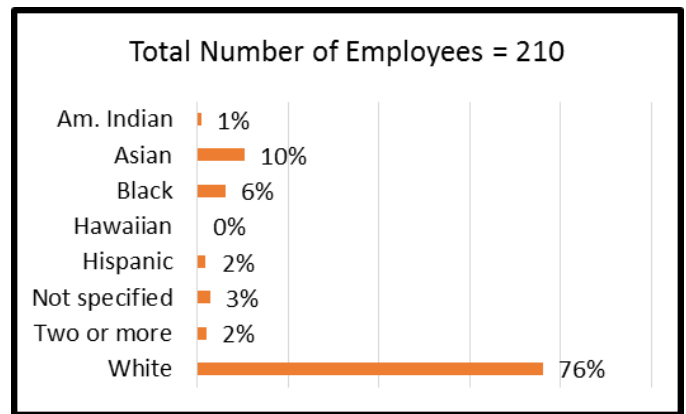


**Total number of employees is 3804. Service team reporting excludes the County Board Office (11).*

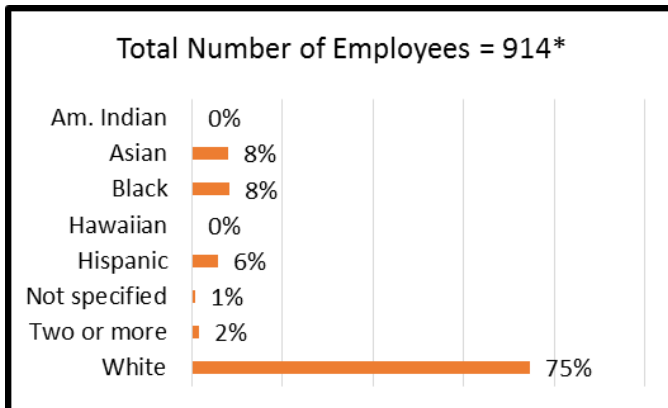
Health and Wellness



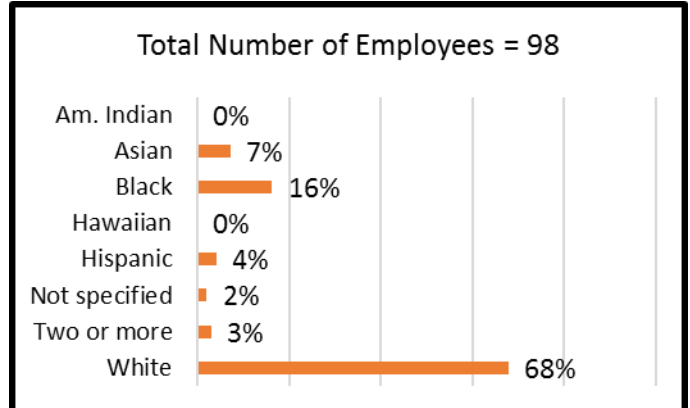
Information and Public Records



Safety and Justice



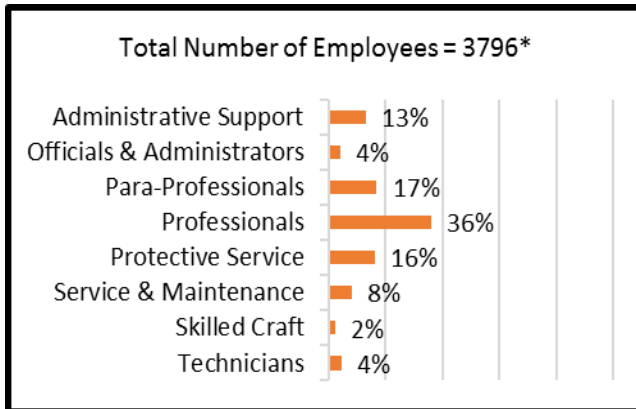
Strategic Team



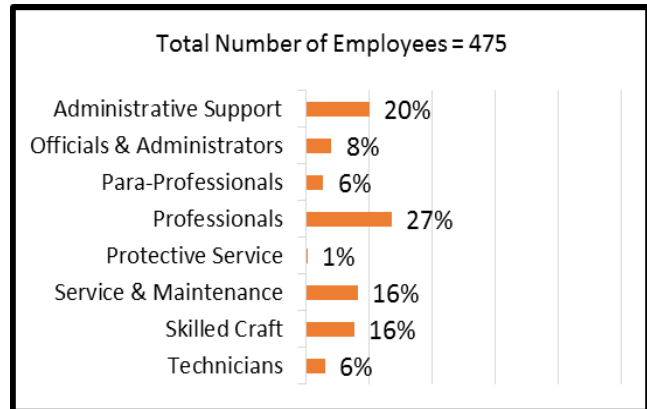
All information reflects Full and Part-time employees.

All Employees by Service Teams by EEO-4 Category Year-End 2018

All Ramsey County

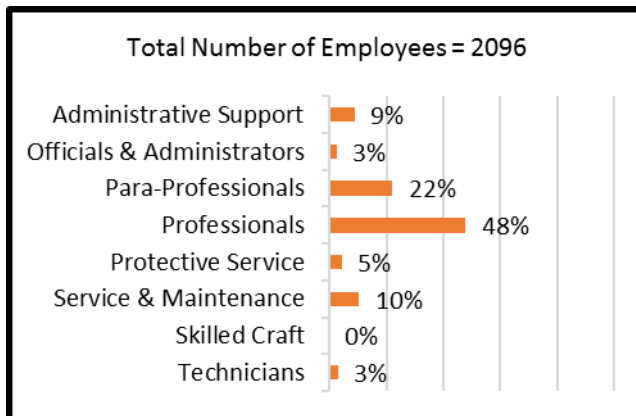


Economic Growth and Community Investment

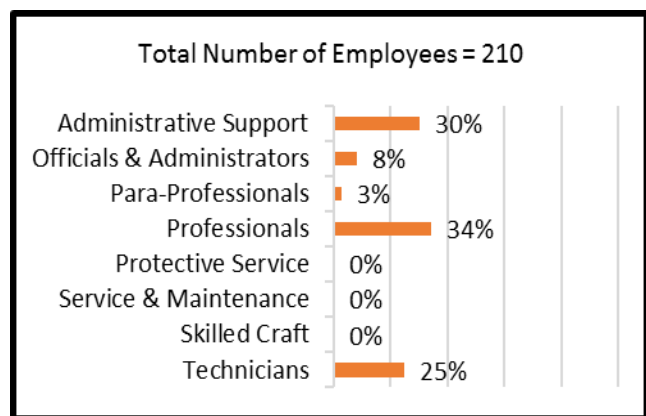


*Total number of employees is 3804. Service team reporting excludes the County Board Office (11). EEO-4 reporting is reduced by the immediate secretaries in the County Attorney's Office (1).

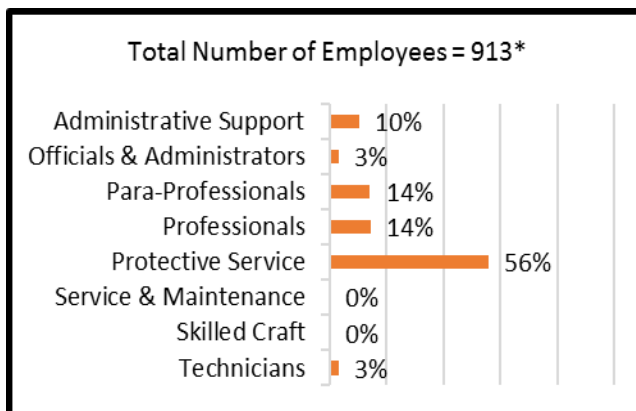
Health & Wellness



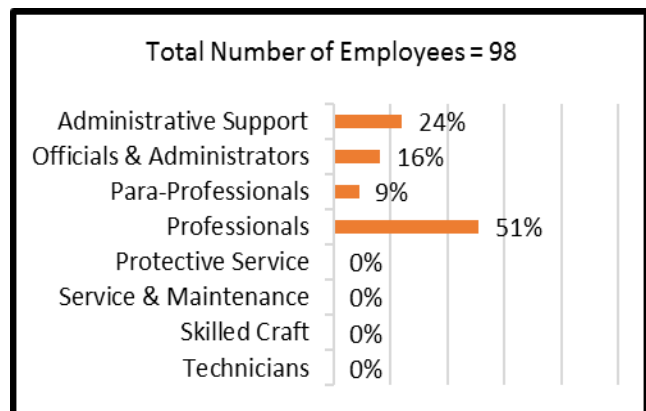
Information and Public Records



Safety and Justice

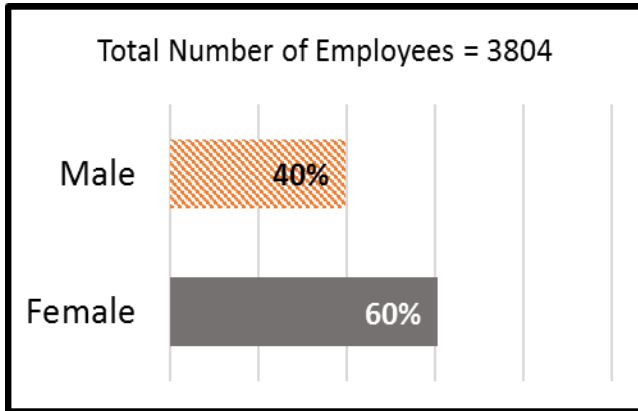


Strategic Team



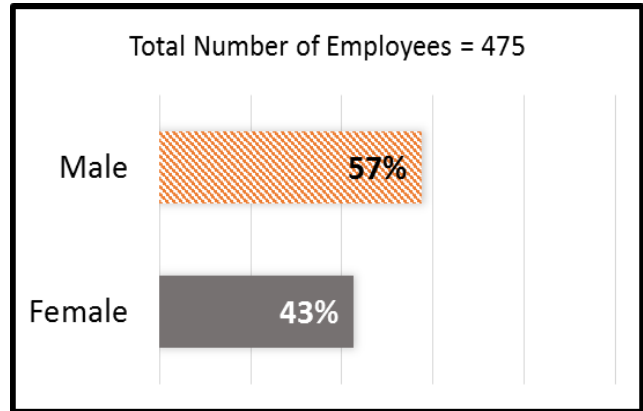
All Employees by Service Teams by Gender Year-End 2018

All Ramsey County

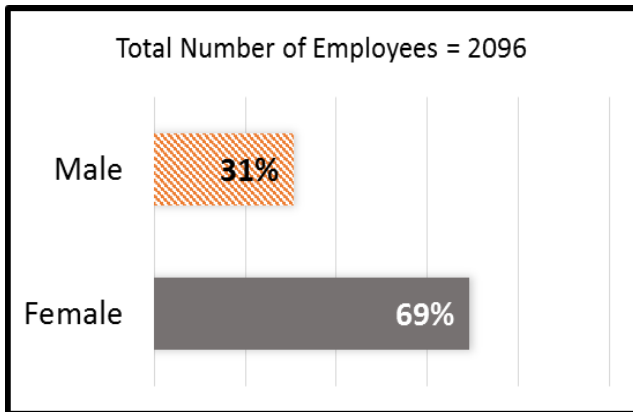


**Total number of employees is 3804. Service team reporting excludes the County Board Office (11)..*

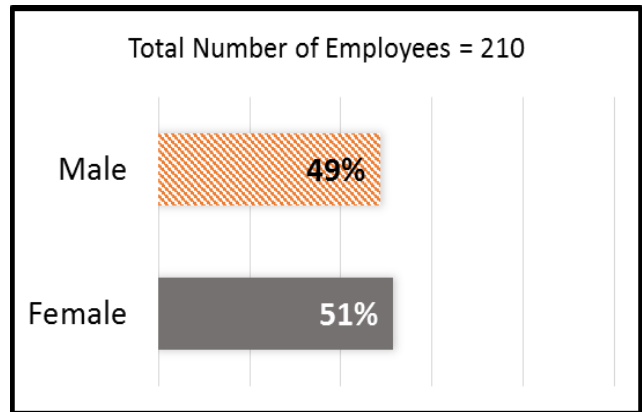
Economic Growth and Community Investment



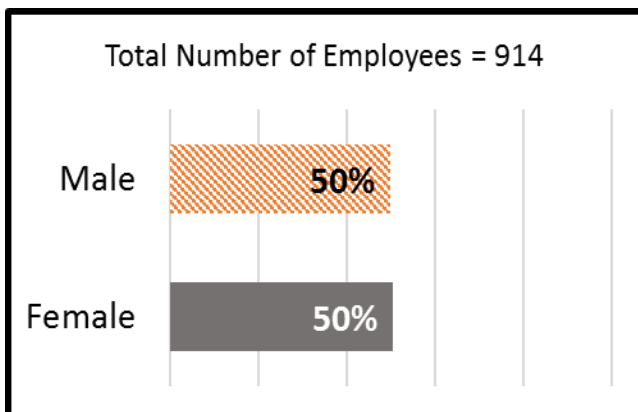
Health and Wellness



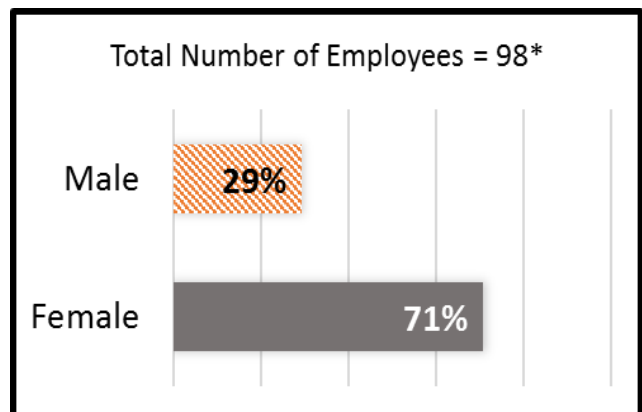
Information and Public Records



Safety and Justice

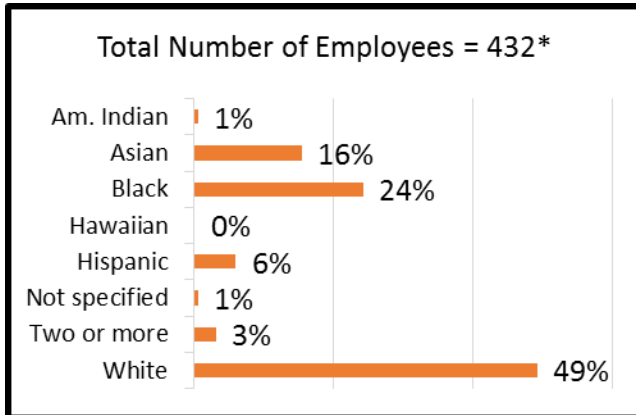


Strategic Team

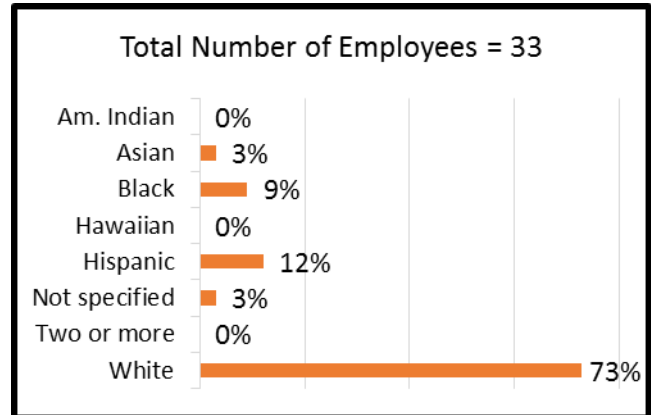


All New Hires by Service Teams by Race & Ethnicity Year-End 2018

All Ramsey County

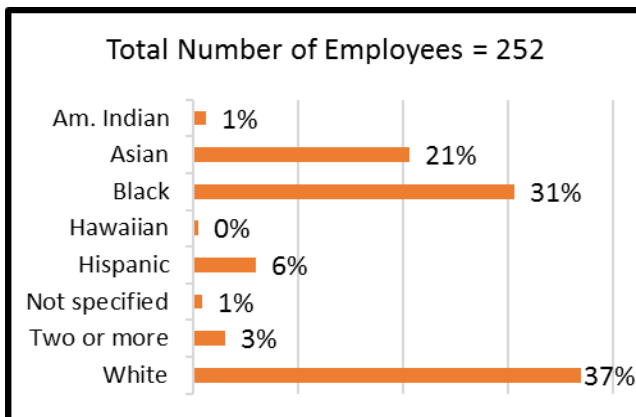


Economic Growth and Community Investment

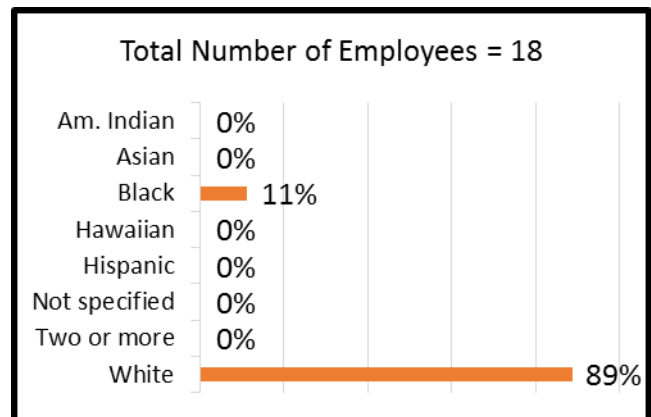


*Total number of employees is 432. Service team reporting excludes the County Board Office.

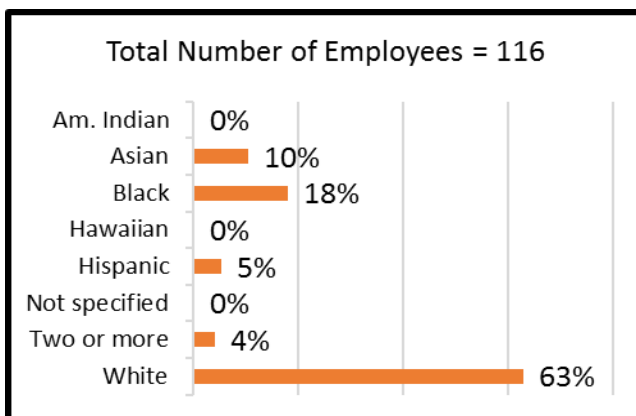
Health and Wellness



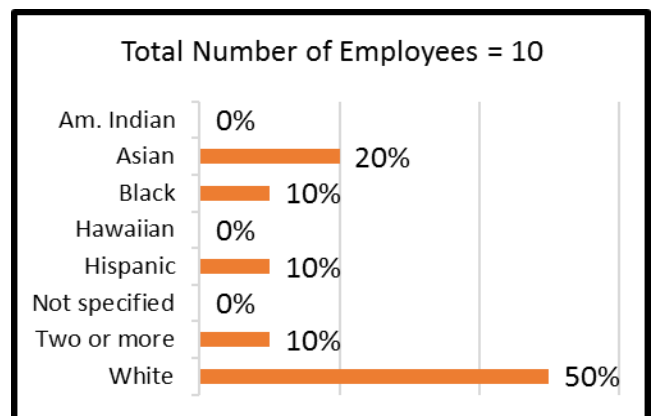
Information and Public Records



Safety and Justice

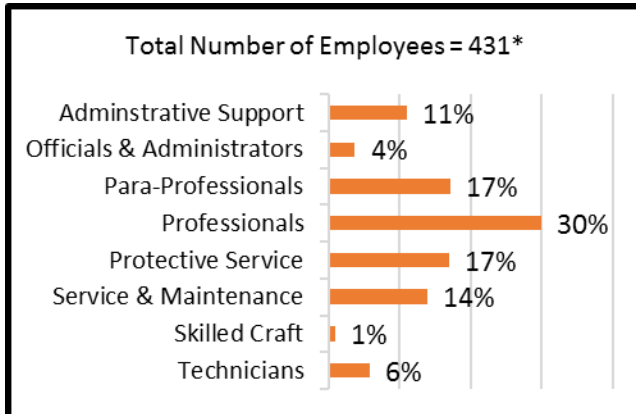


Strategic Team

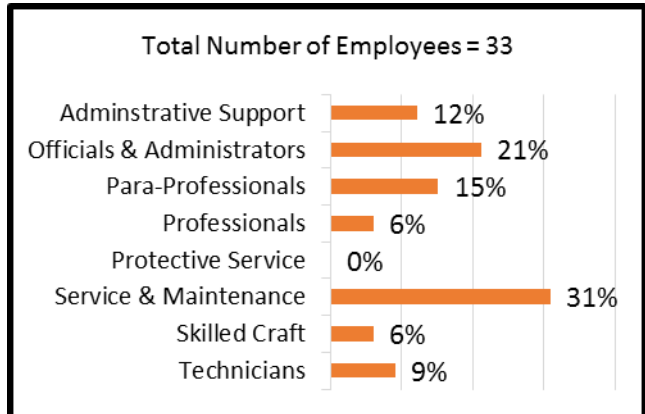


All New Hires by Service Teams by EEO-4 Category Year-End 2018

All Ramsey County

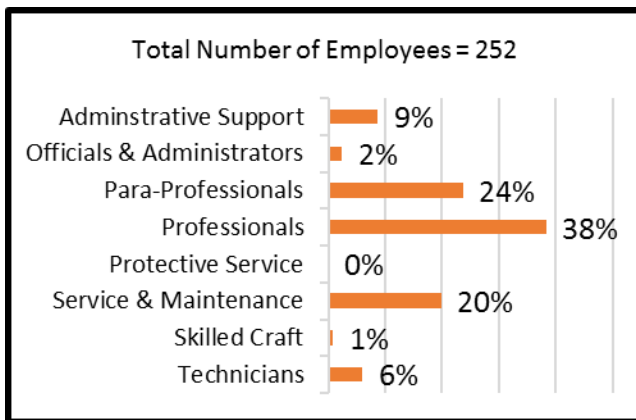


Economic Growth and Community Investment

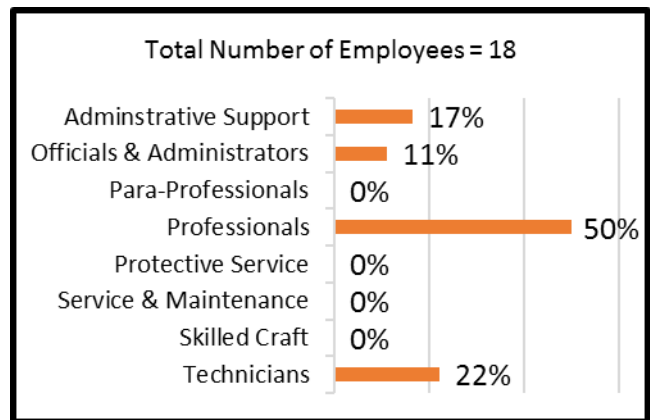


*Total number of new hires is 432; EEO-4 Category totals 431 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

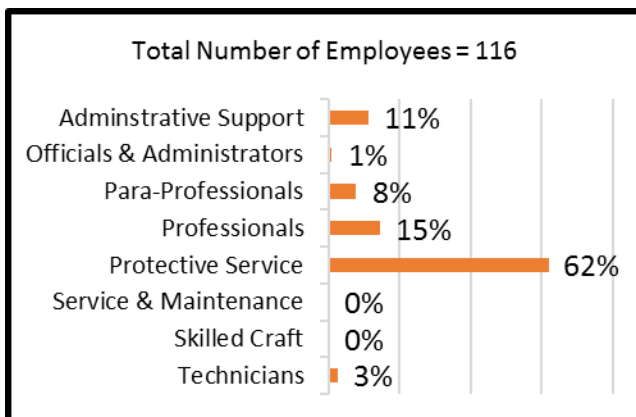
Health and Wellness



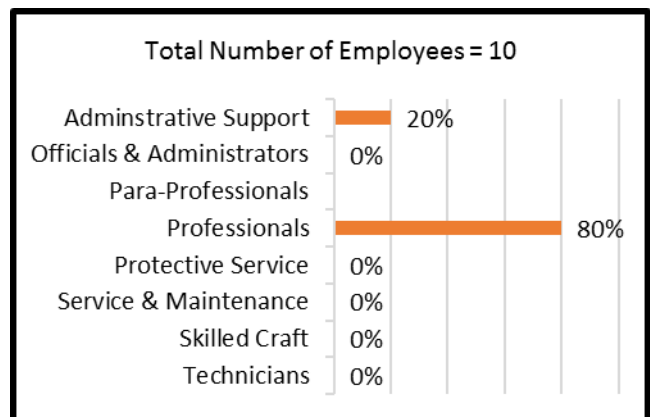
Information and Public Records



Safety and Justice

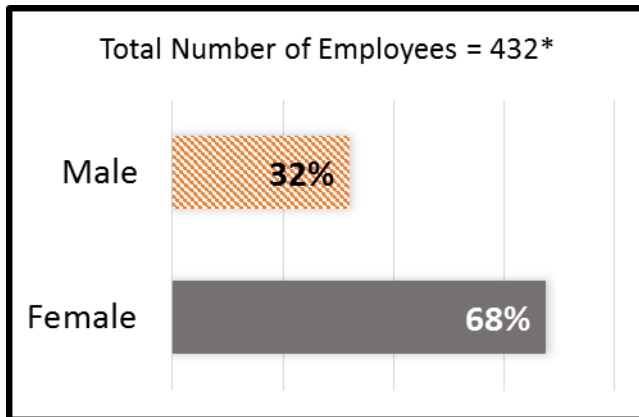


Strategic Team

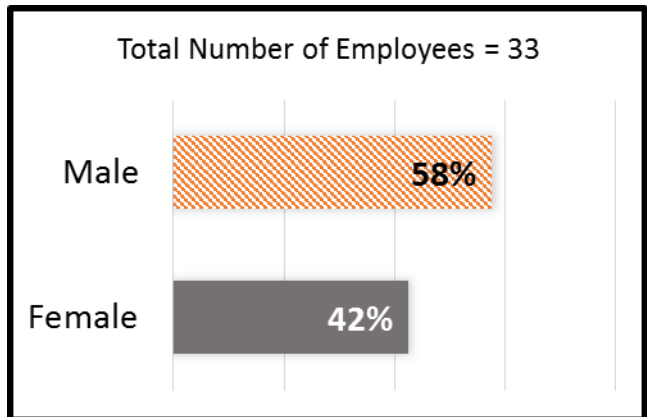


All New Hires by Service Teams by Gender Year-End 2018

All Ramsey County

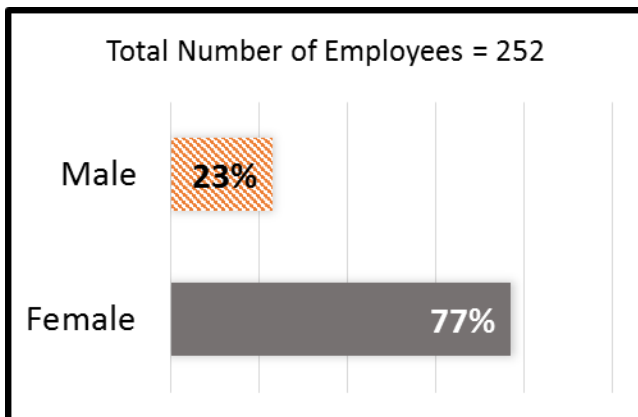


Economic Growth and Community Investment

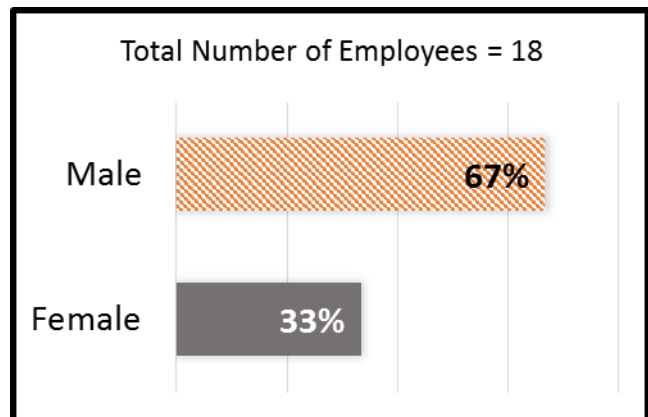


**Total number of new hires is 432. Service team reporting excludes the County Board Office.*

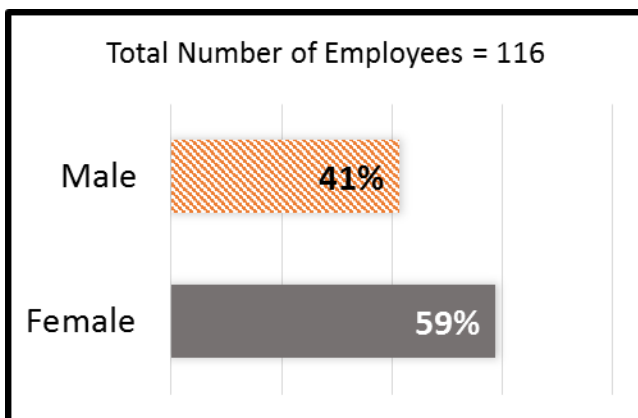
Health and Wellness



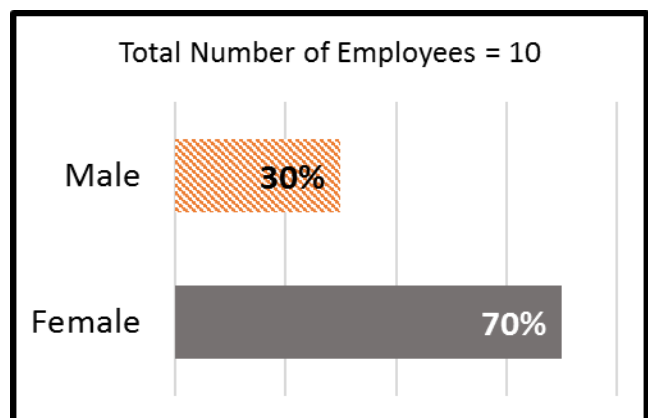
Information and Public Records



Safety and Justice

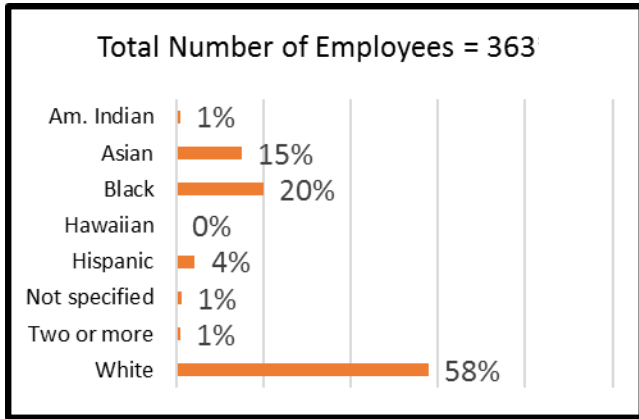


Strategic Team

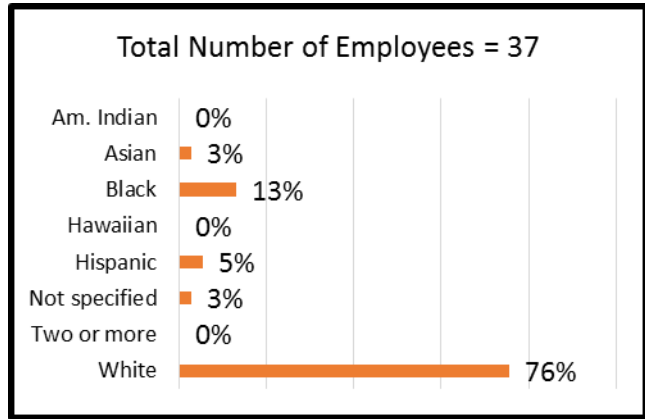


All Promotions by Service Teams by Race & Ethnicity Year-End 2018

All Ramsey County

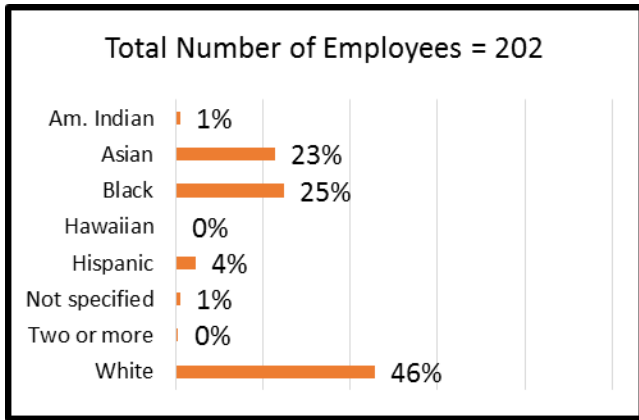


Economic Growth and Community Investment

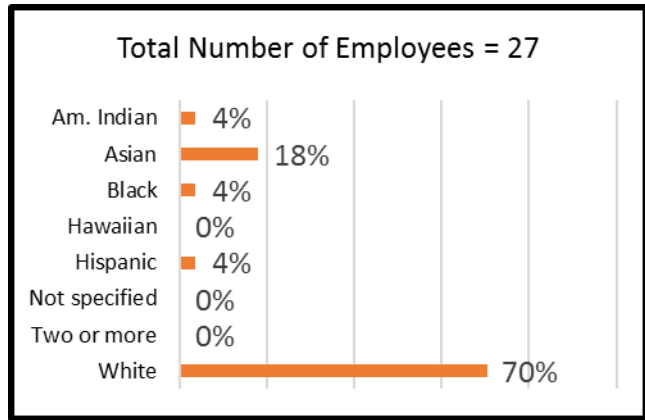


**Total number of new hires is 363. Service team reporting excludes the County Board Office.*

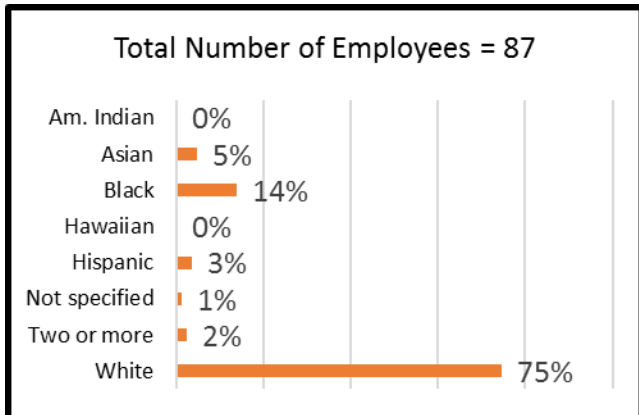
Health and Wellness



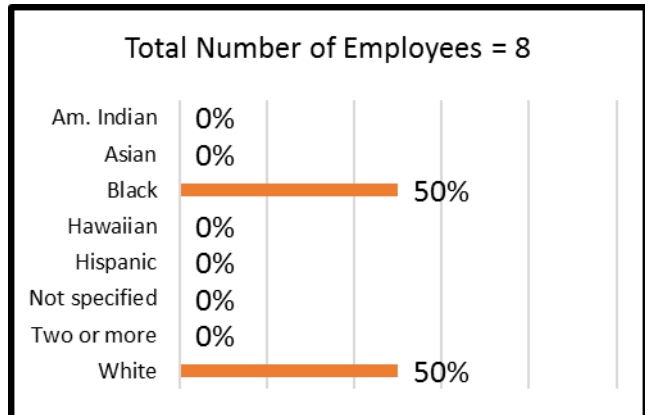
Information and Public Records



Safety and Justice

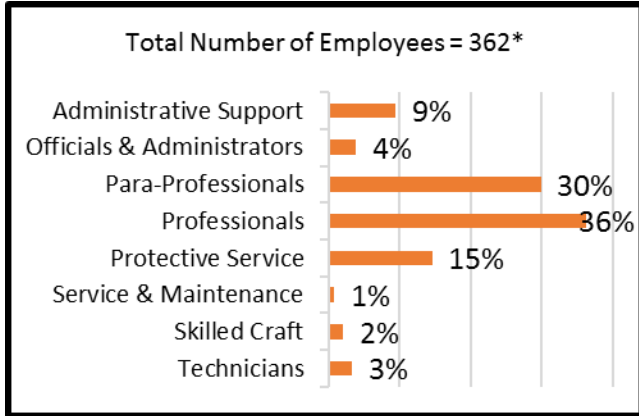


Strategic Team

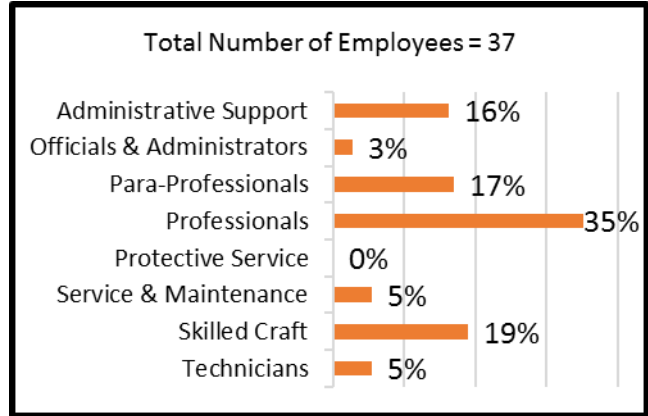


All Promotions by Service Teams by EEO-4 Category Year-End 2018

All Ramsey County

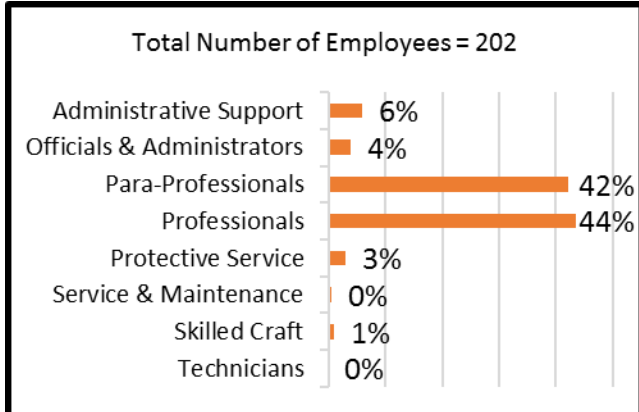


Economic Growth and Community Investment

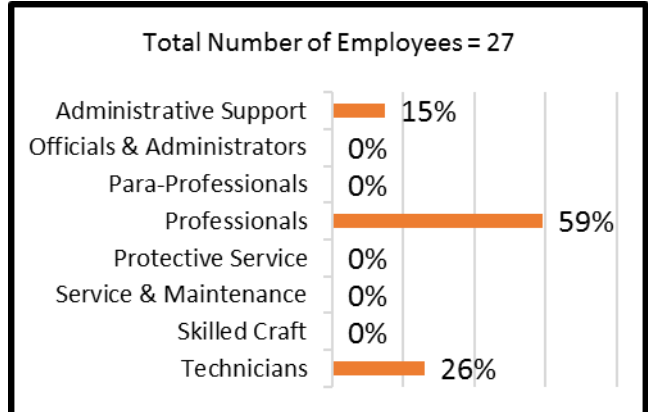


*Total number of promotions is 363; EEO-4 Category totals 362 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

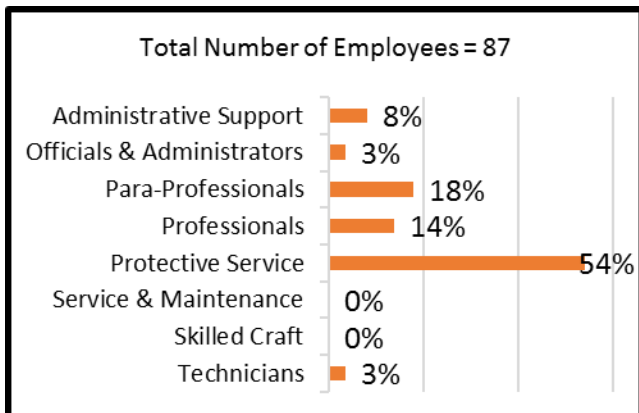
Health and Wellness



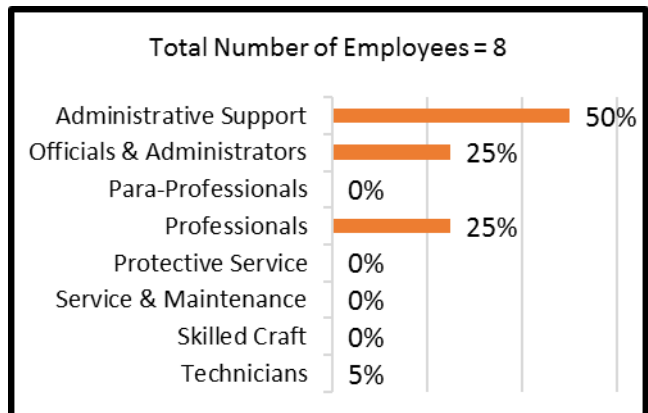
Information and Public Records



Safety and Justice



Strategic Team

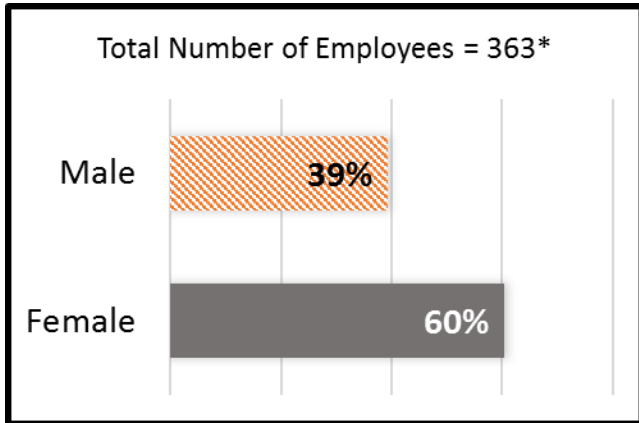


All Promotions by Service Teams

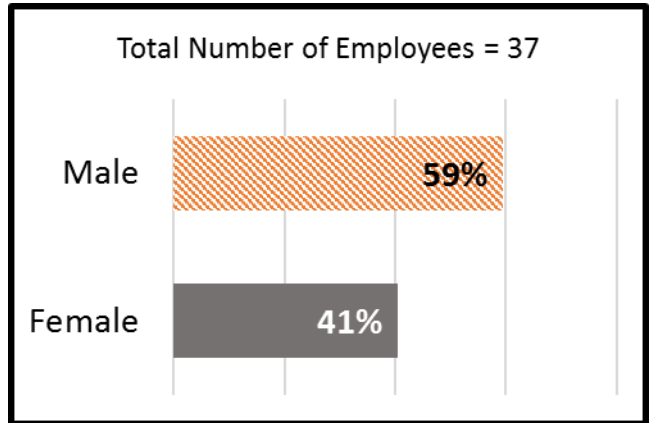
by Gender

Year-End 2018

All Ramsey County

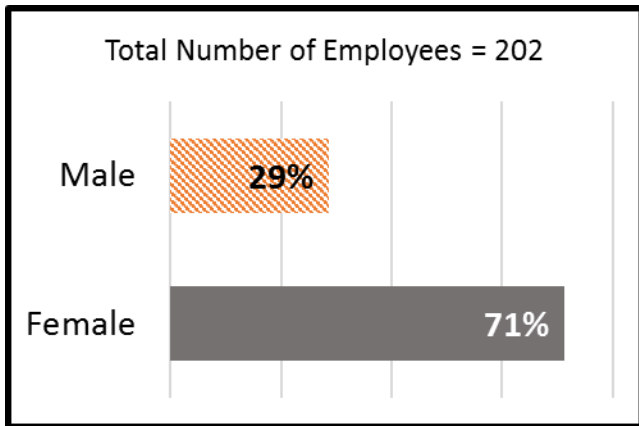


Economic Growth and Community Investment

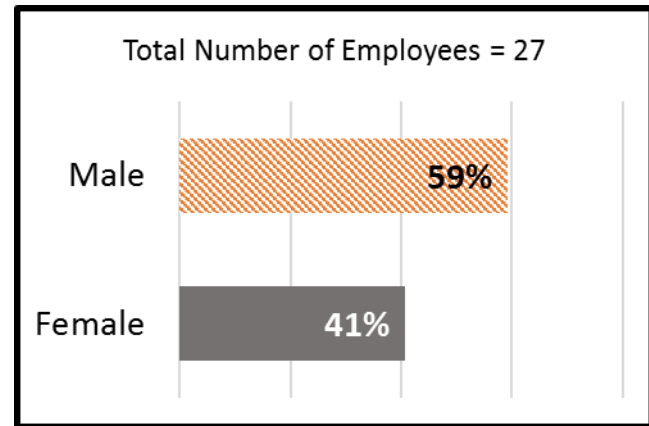


**Total number of promotions is 363. Service team reporting excludes the County Board Office.*

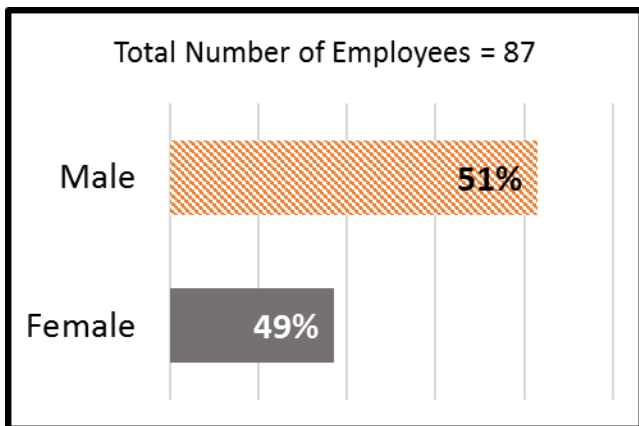
Health and Wellness



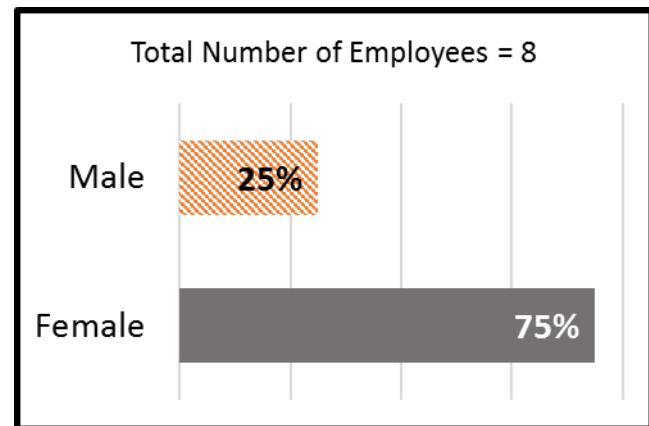
Information and Public Records



Safety and Justice

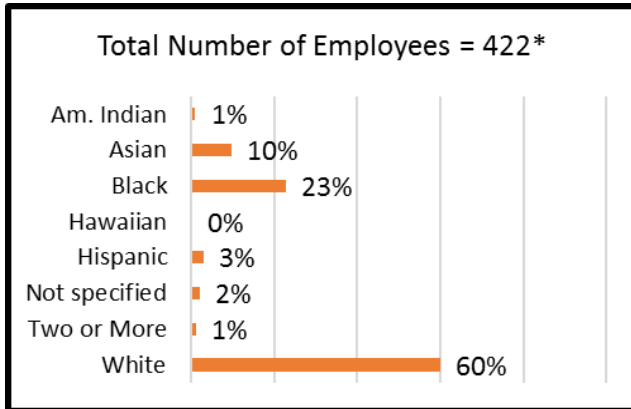


Strategic Team

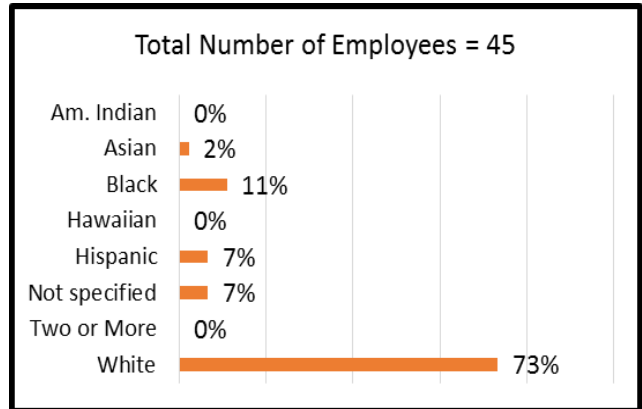


Separations by Service Teams by Race & Ethnicity Year-End 2018

All Ramsey County

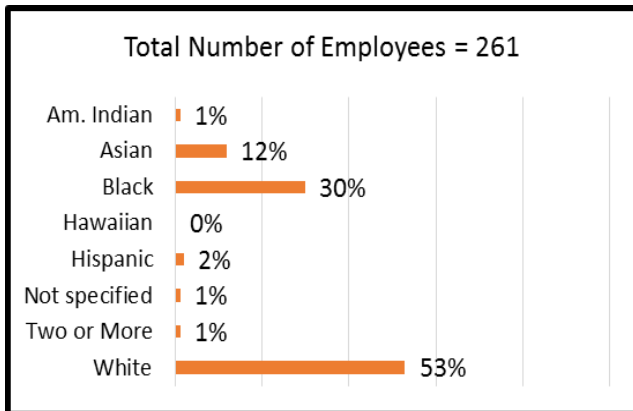


Economic Growth and Community Investment

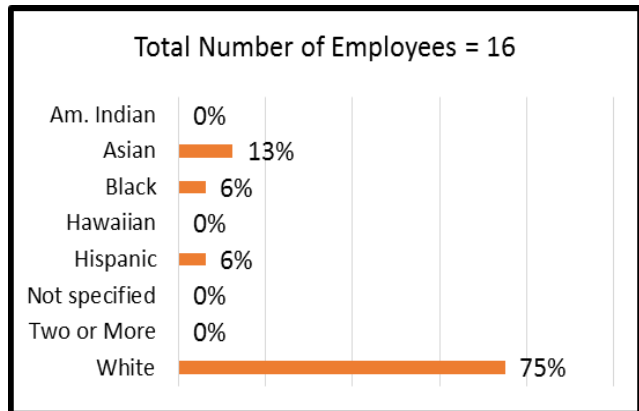


*Total number of separations is 422. Service team reporting excludes the County Board Office.

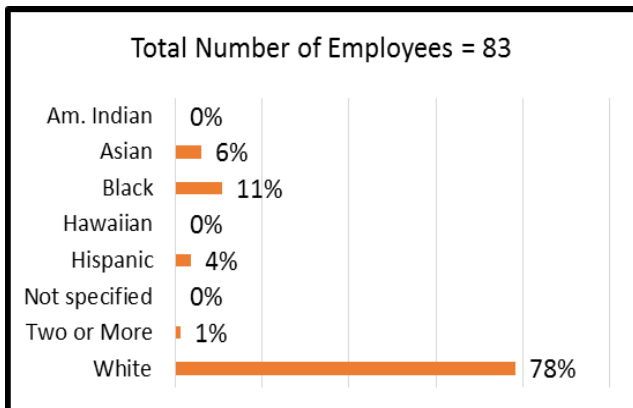
Health and Wellness



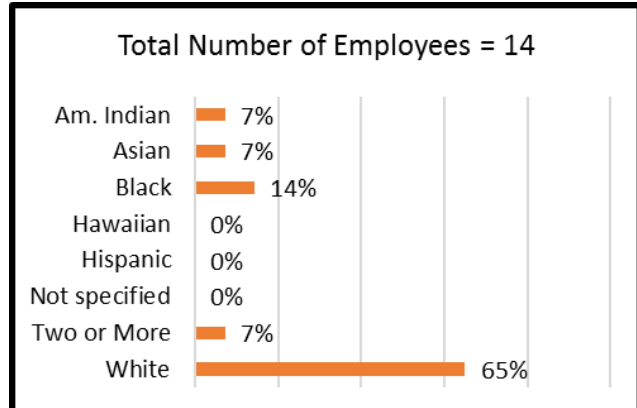
Information and Public Records



Safety and Justice

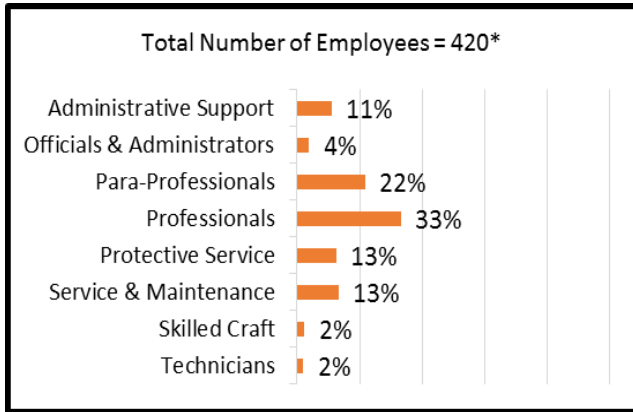


Strategic Team

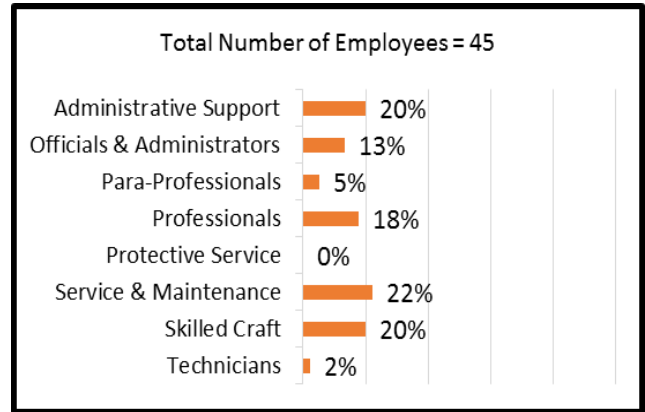


Separations by Service Teams by EEO-4 Category Year-End 2018

All Ramsey County

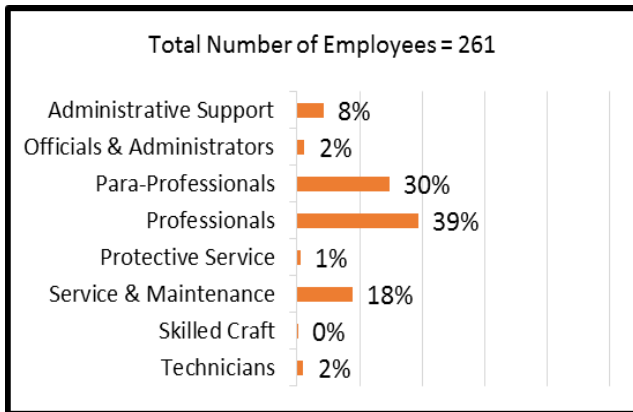


Economic Growth and Community Investment

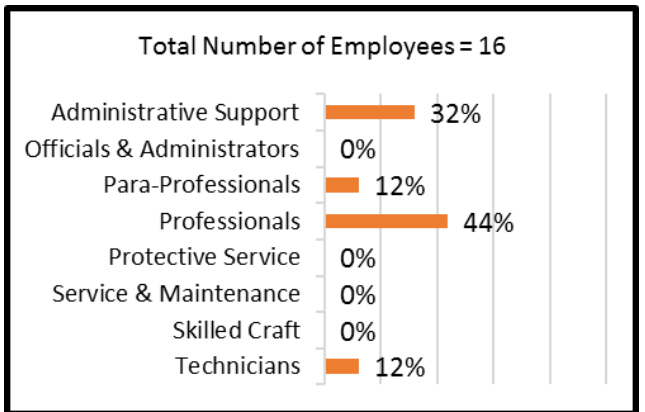


*Total number of separations is 422; EEO-4 Category totals 420 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.

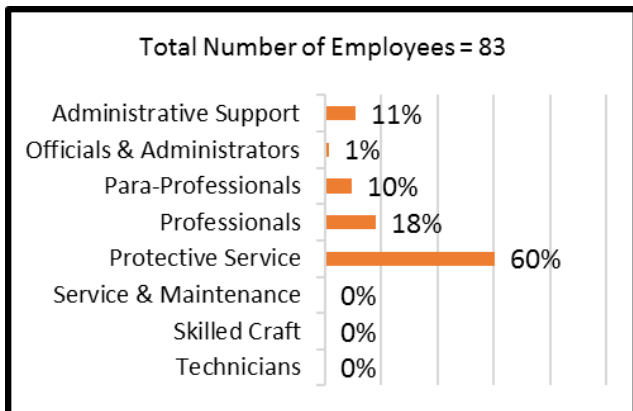
Health and Wellness



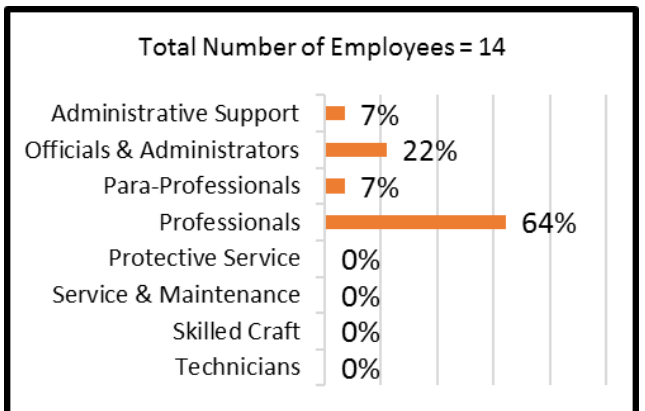
Information and Public Records



Safety and Justice

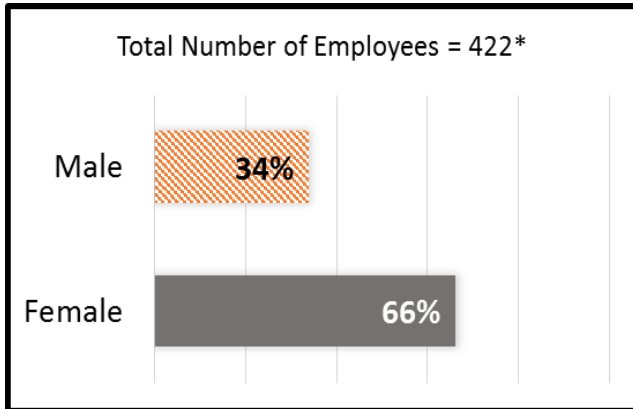


Strategic Team

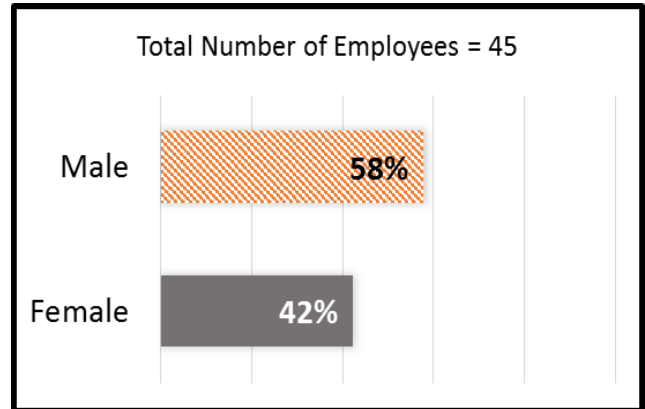


Separations by Service Teams by Gender Year-End 2018

All Ramsey County

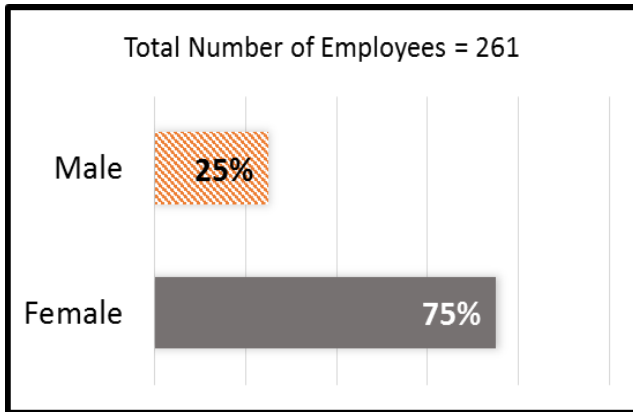


Economic Growth and Community Investment

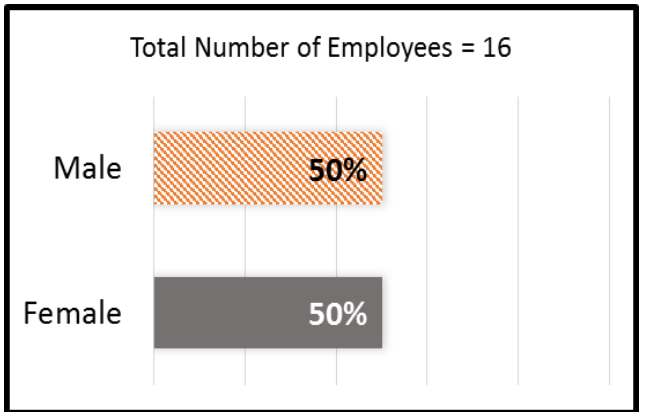


*Total number of separations is 422. Service team reporting excludes the County Board Office.

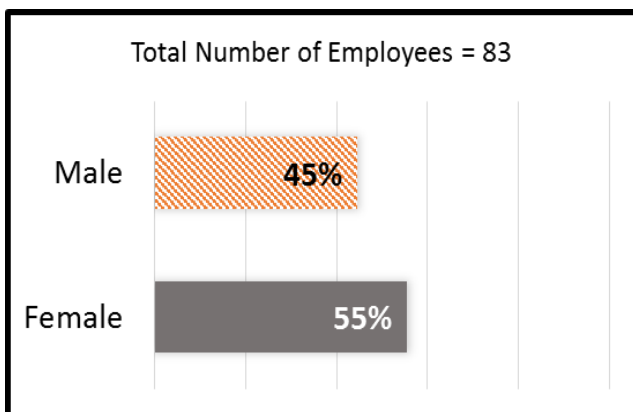
Health and Wellness



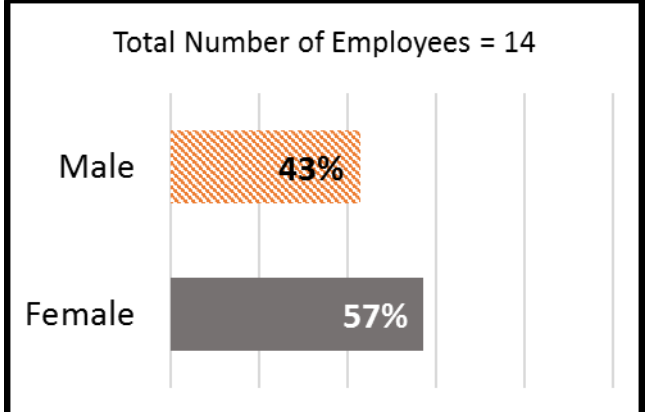
Information and Public Records



Safety and Justice



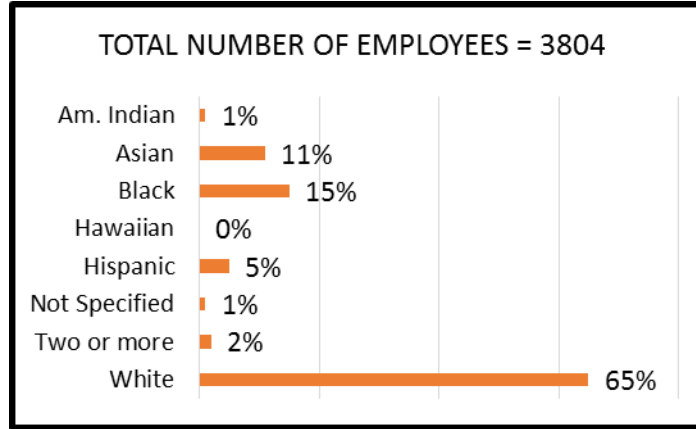
Strategic Team



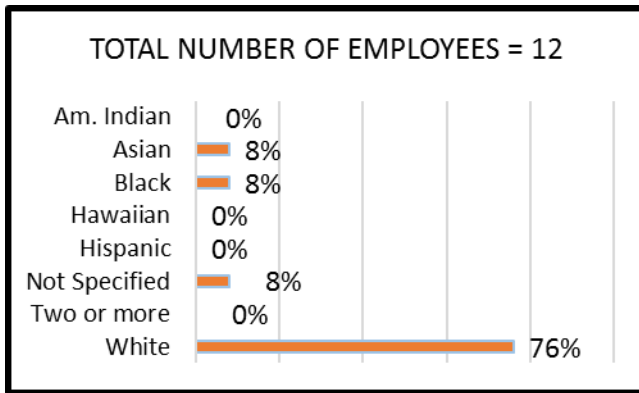
All Employees by Department

All Employees by Department by Race & Ethnicity Year-End 2018

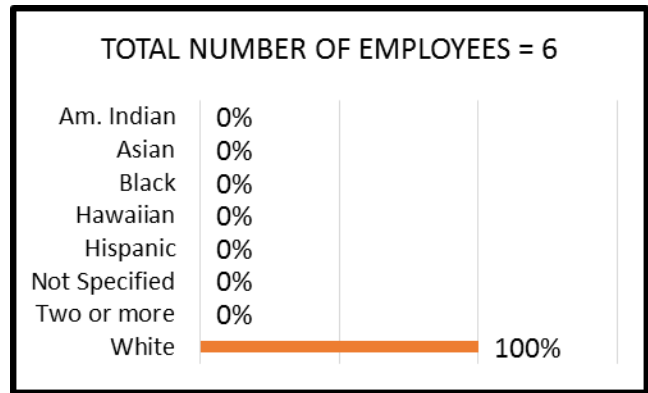
All Ramsey County



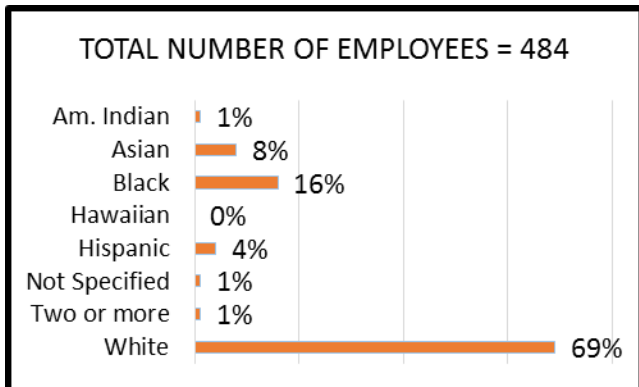
Communications and Public Relations



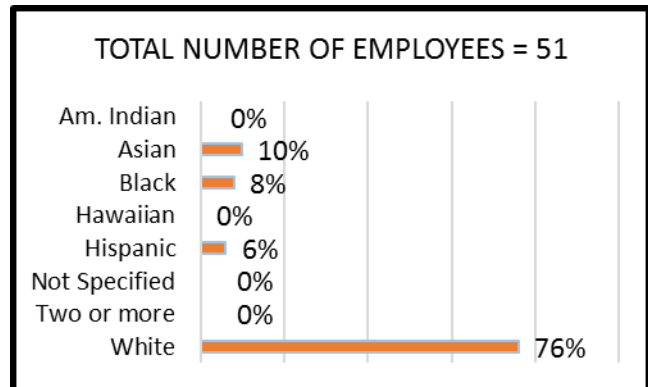
Community & Economic Development



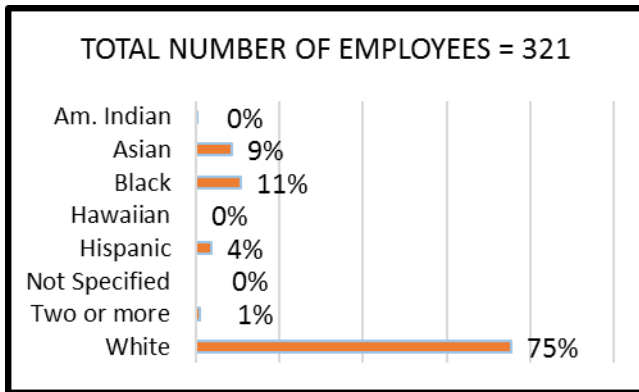
Community Corrections



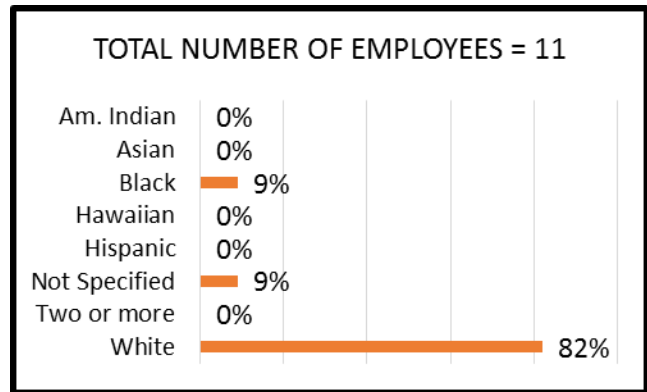
County Assessor



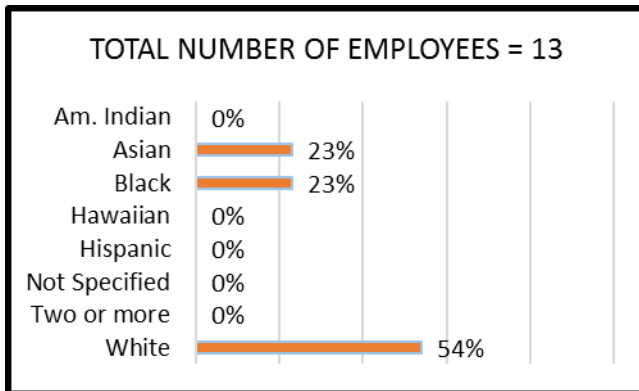
County Attorney's Office



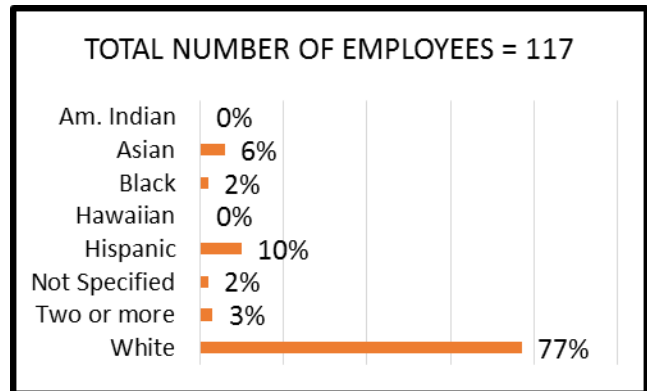
County Board Office



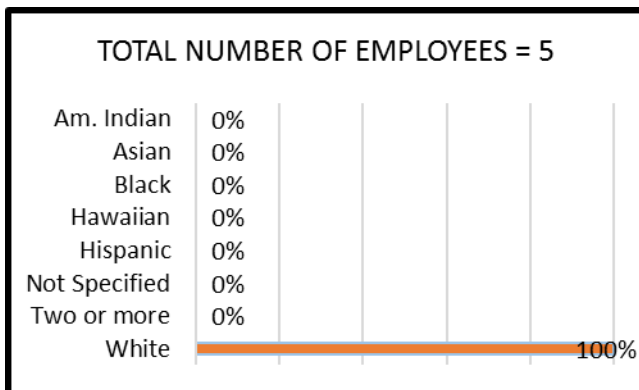
County Manager's Office



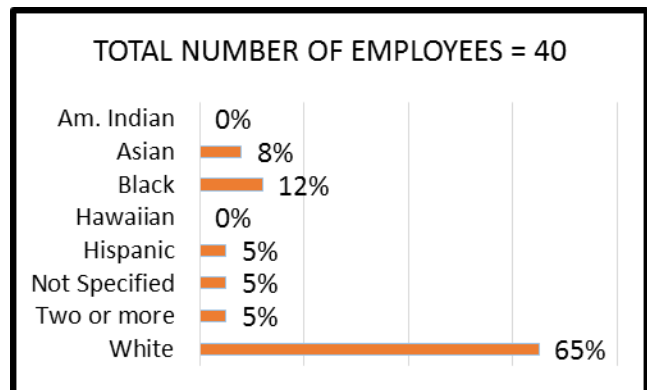
Emergency Communications



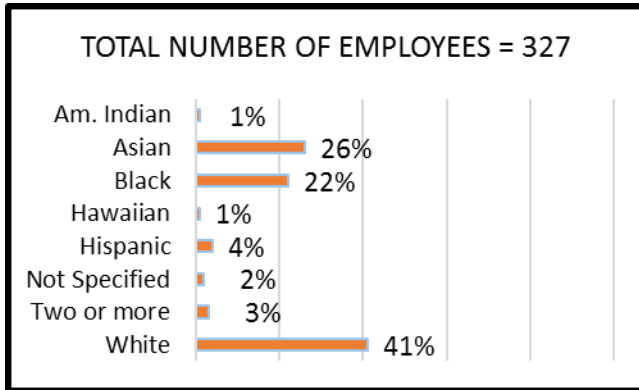
Emergency Management & Homeland Security



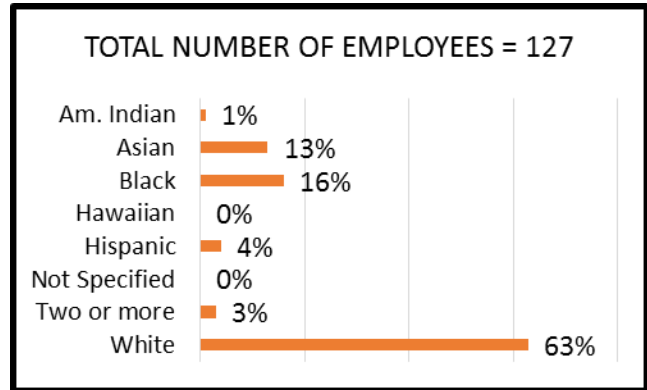
Finance



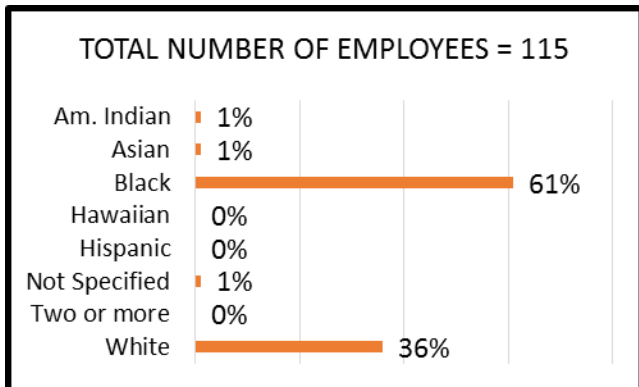
Financial Assistance Services



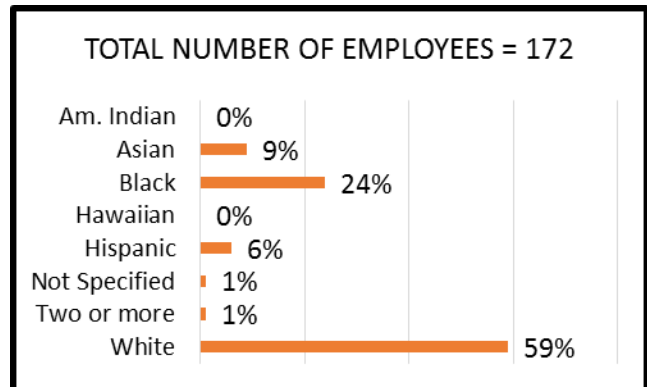
Health & Wellness Administration



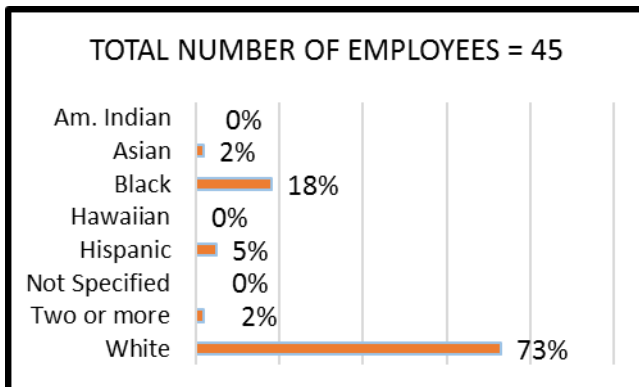
Healthcare Services - Lake Owasso Residence



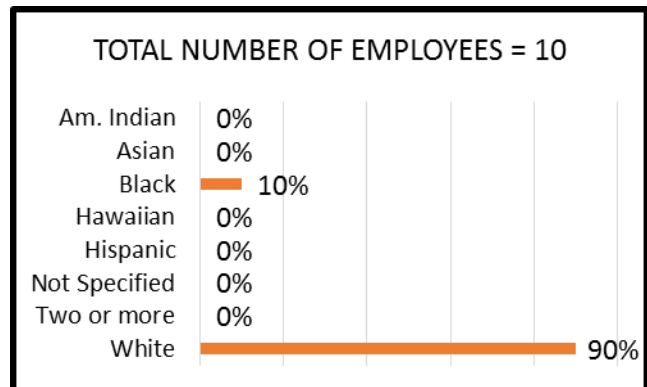
Healthcare Services - Ramsey County Care Center



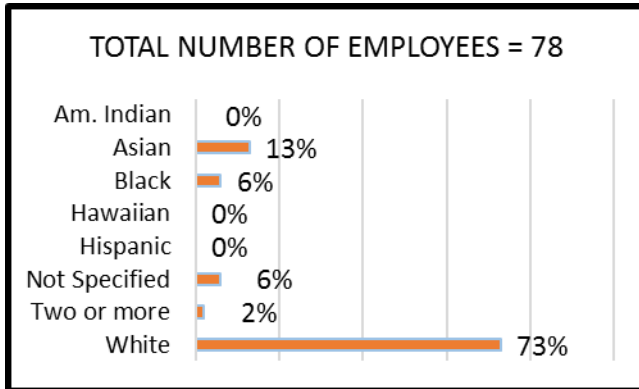
Human Resources



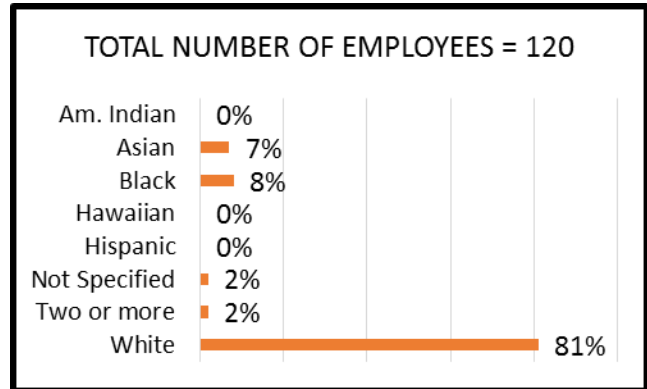
Information & Public Records Division



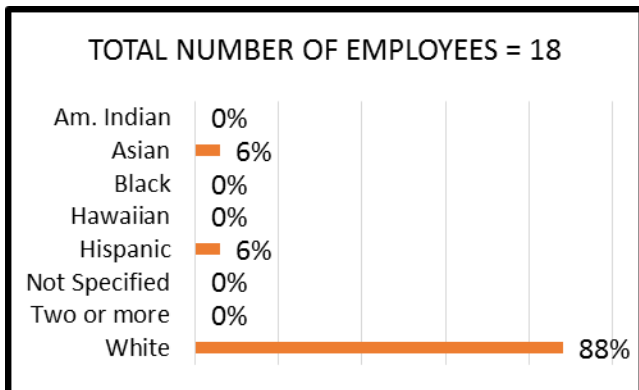
Information Services



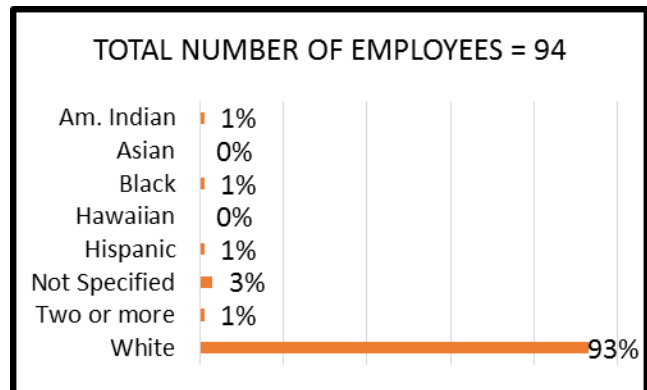
Library



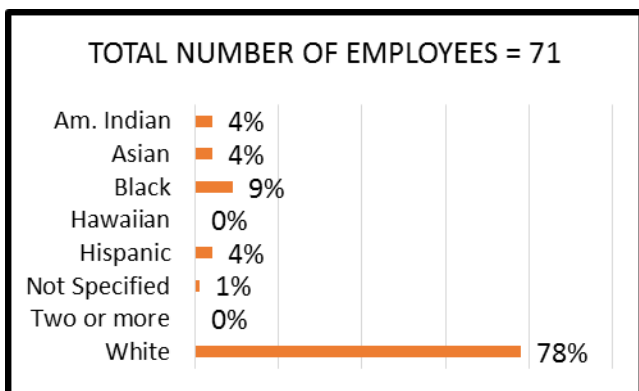
Medical Examiner's Office



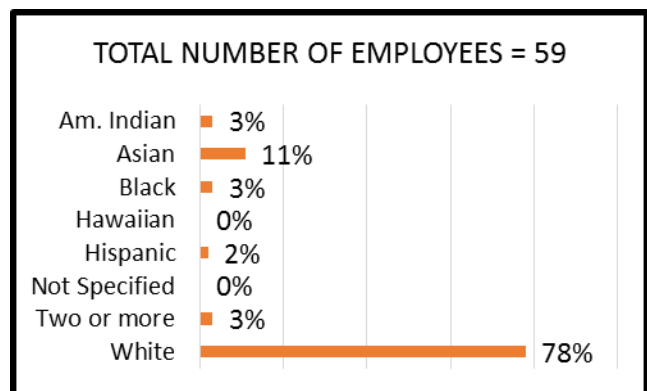
Parks & Recreation



Property Management

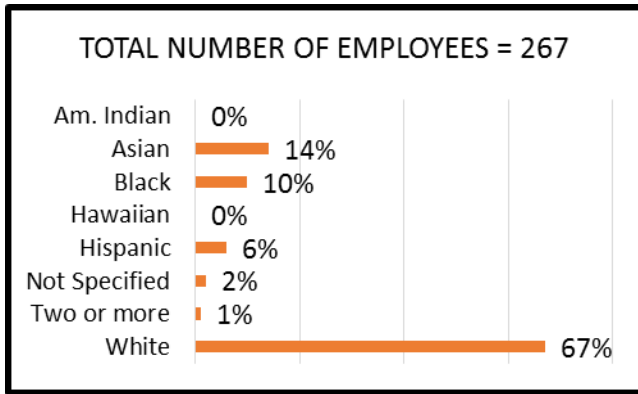


Property Tax, Records & Elections Services

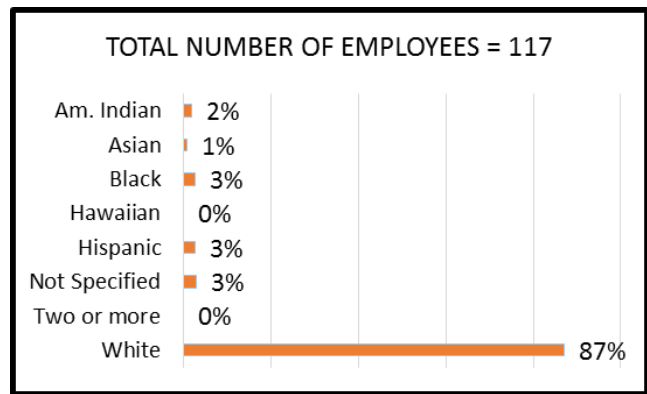


All Employees by Race & Ethnicity (continued)

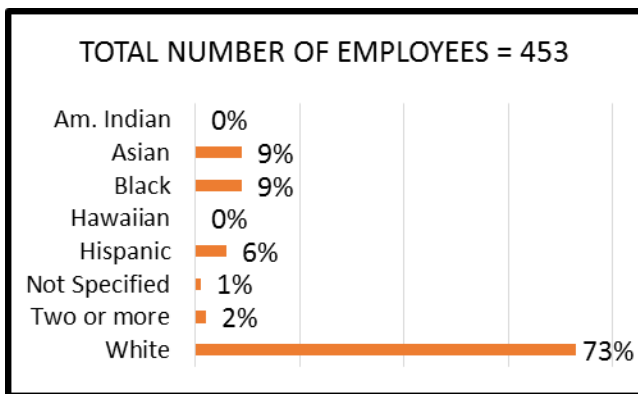
Public Health



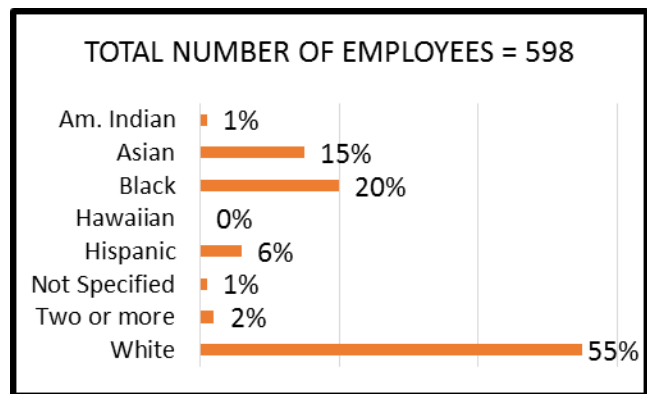
Public Works



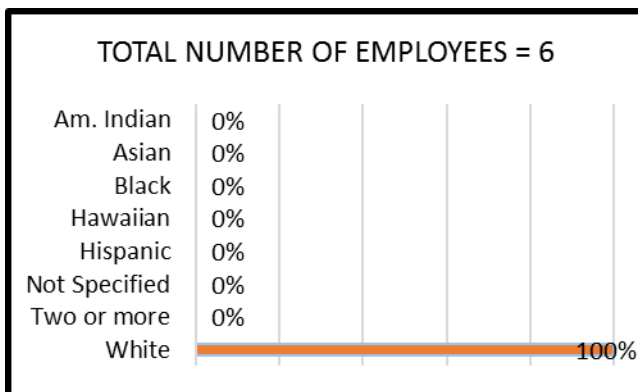
Sheriff's Office



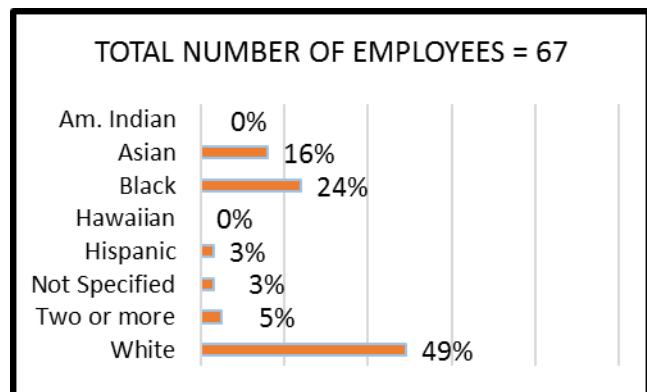
Social Services



Veterans Services

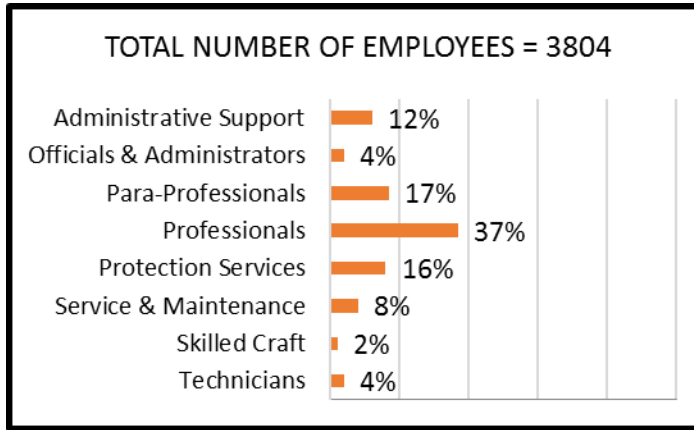


Workforce Solutions



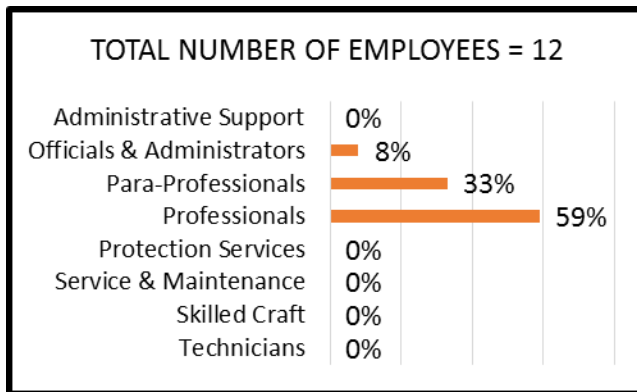
All Employees by Department by EEO-4 Category Year-End 2018

All Ramsey County

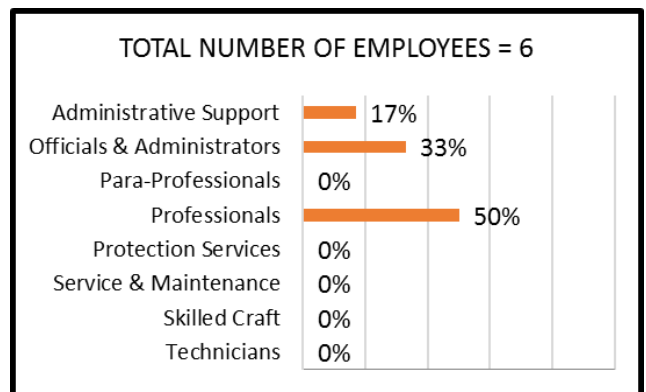


**Total number of employees is 3804; EEO-4 Category totals 3796 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.*

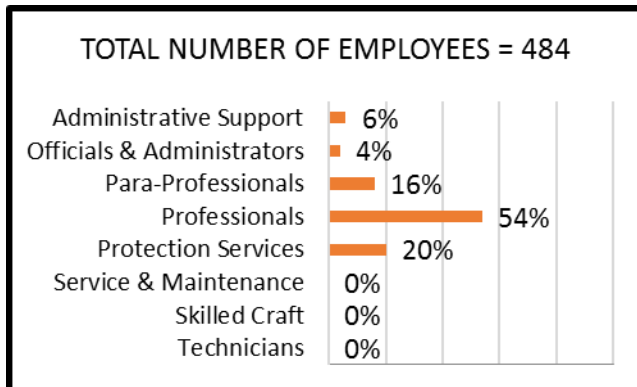
Communications and Public Relations



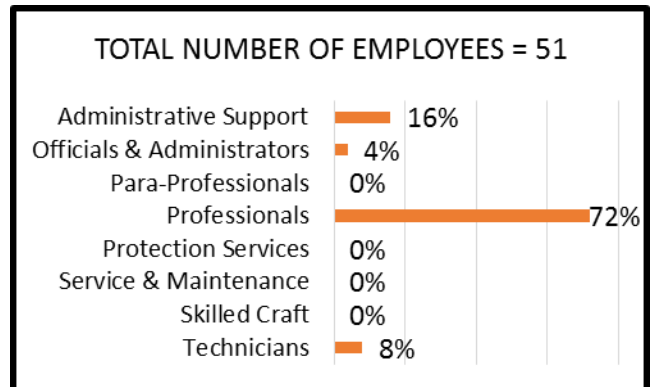
Community & Economic Development



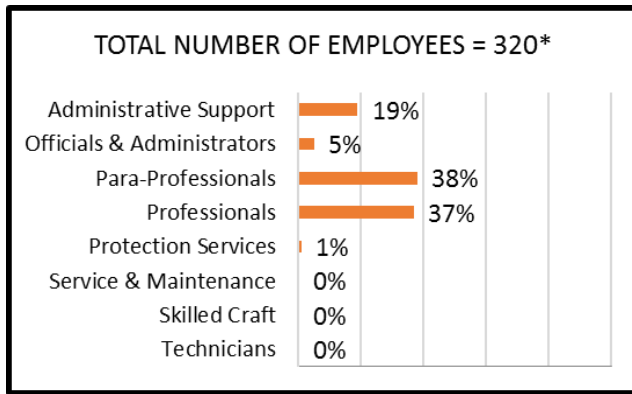
Community Corrections



County Assessor

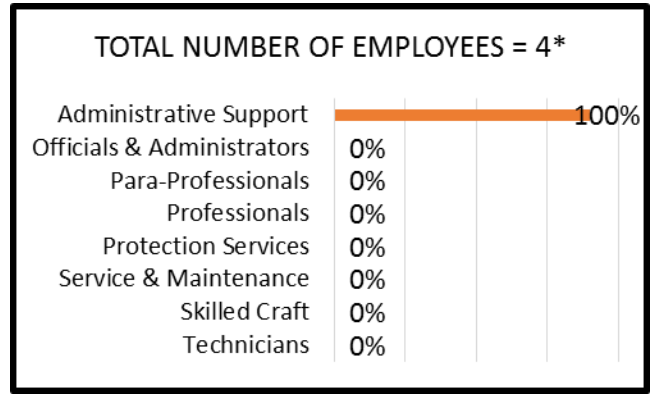


County Attorney's Office



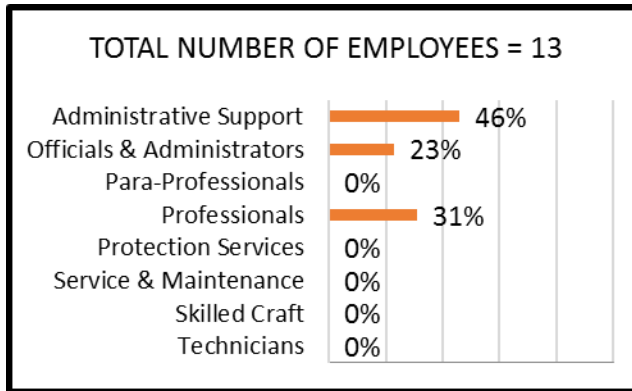
*Total number of employees is 321; EEO-4 Category totals 1 and does not include elected officials, principal assistants or immediate secretaries.

County Board Office

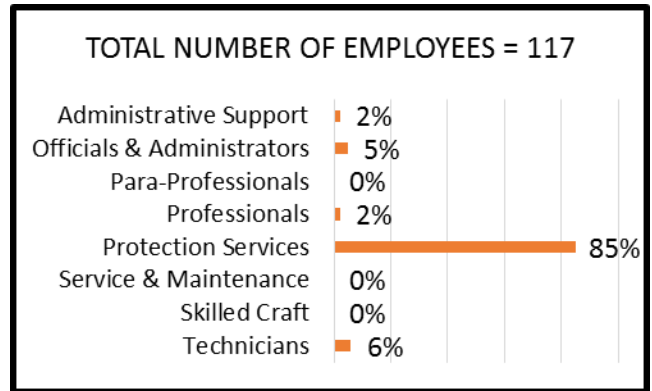


*Total number of employees is 11; EEO-4 Category totals 7 and does not include elected officials, principal assistants or immediate secretaries.

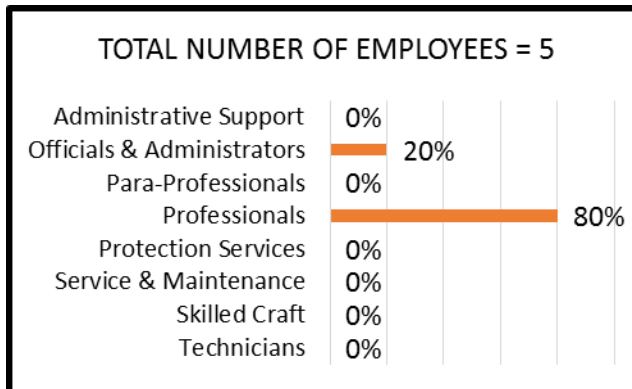
County Manager's Office



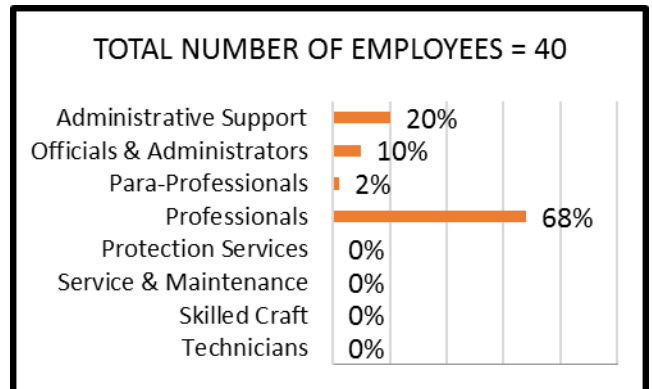
Emergency Communications



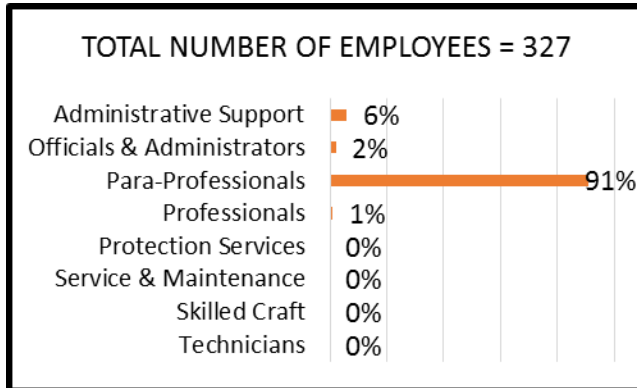
Emergency Management & Homeland Security



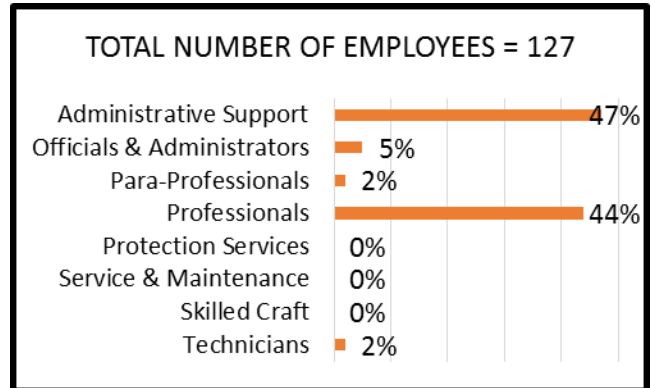
Finance



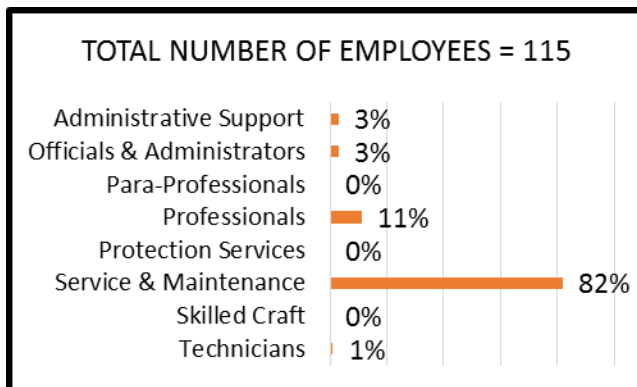
Financial Assistance Services



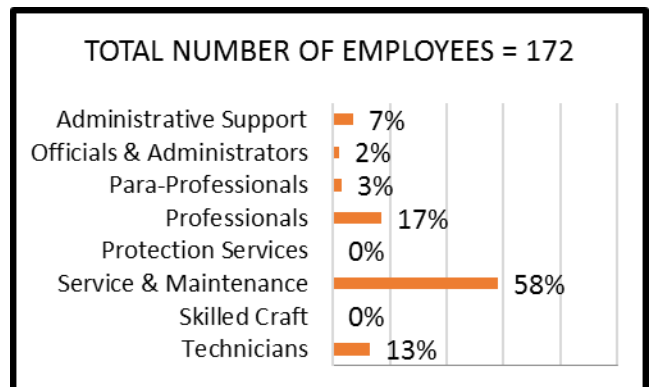
Health & Wellness Administration



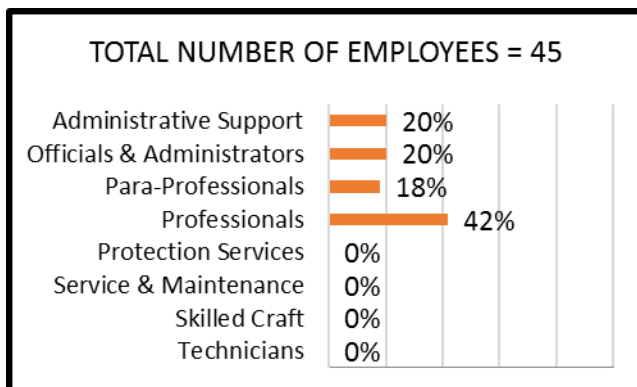
Healthcare Services - Lake Owasso Residence



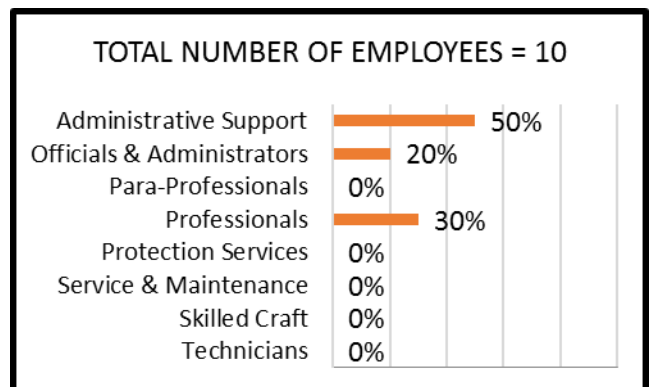
Healthcare Services - Ramsey County Care Center



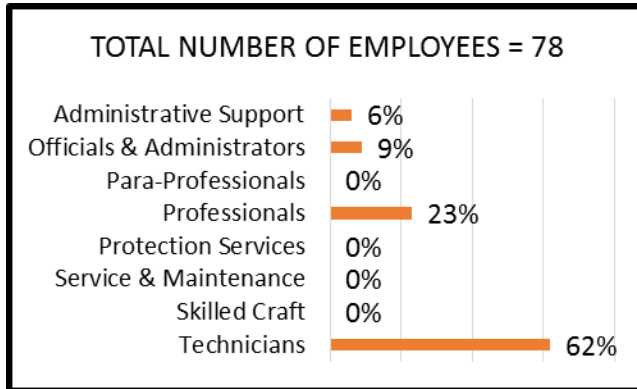
Human Resources



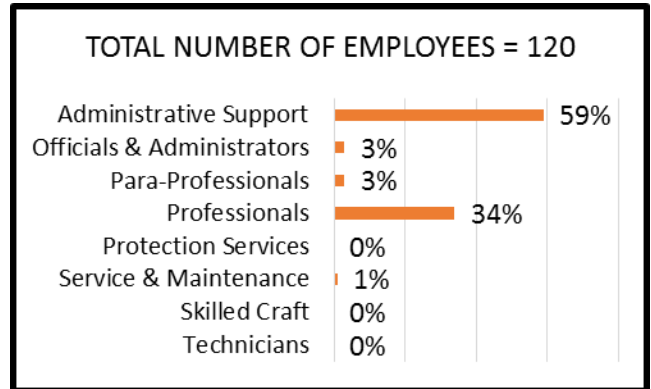
Information & Public Records Division



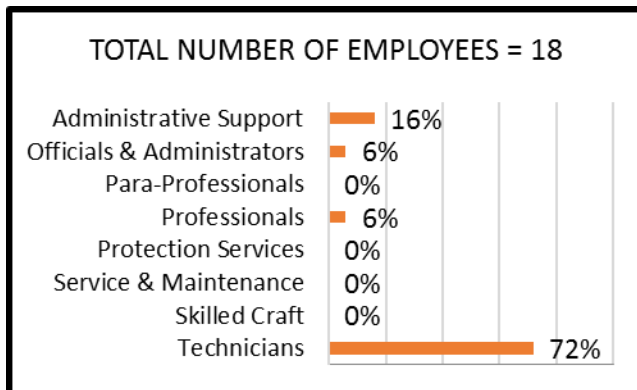
Information Services



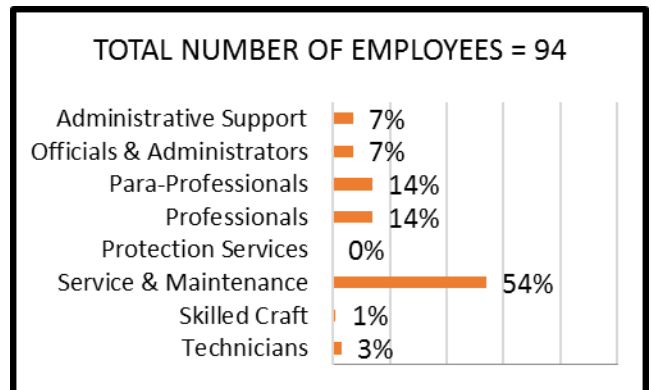
Library



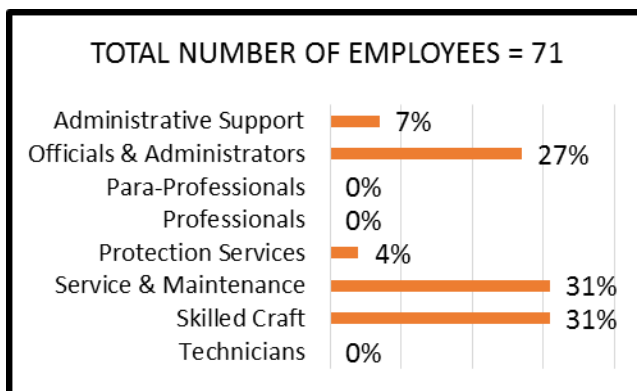
Medical Examiner's Office



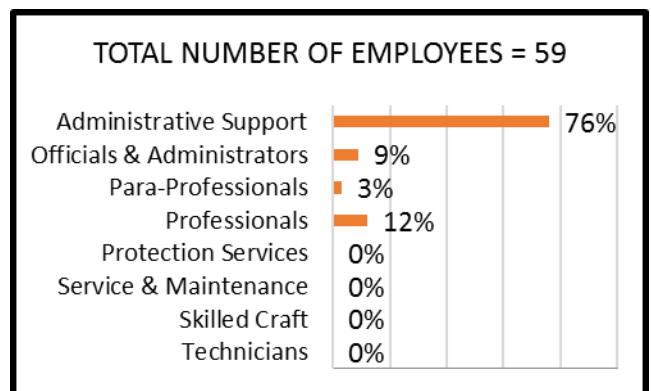
Parks & Recreation



Property Management

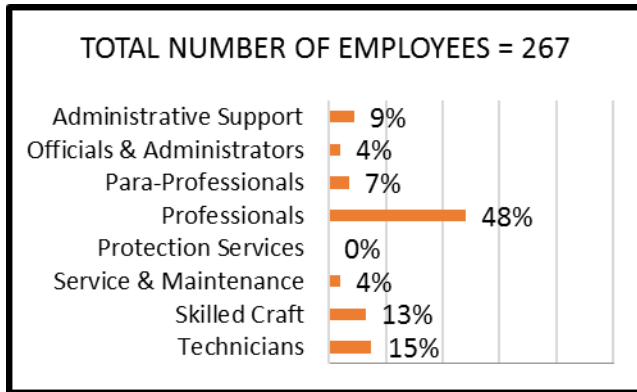


Property Tax, Records & Elections Services

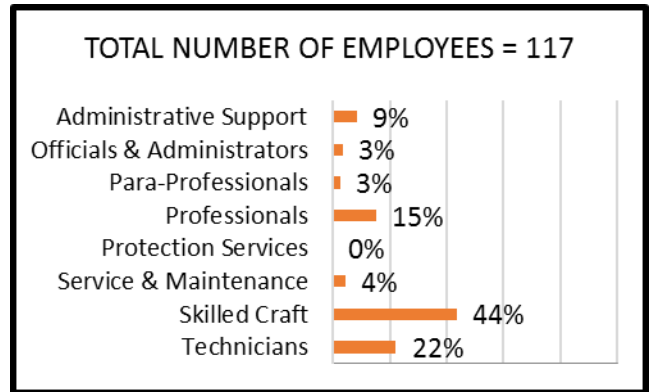


All Employees by EEO-4 Category (continued)

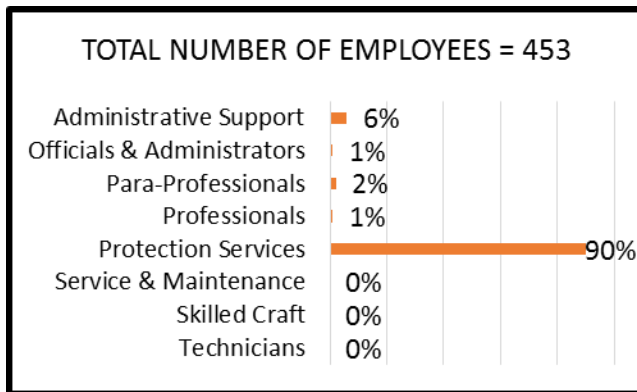
Public Health



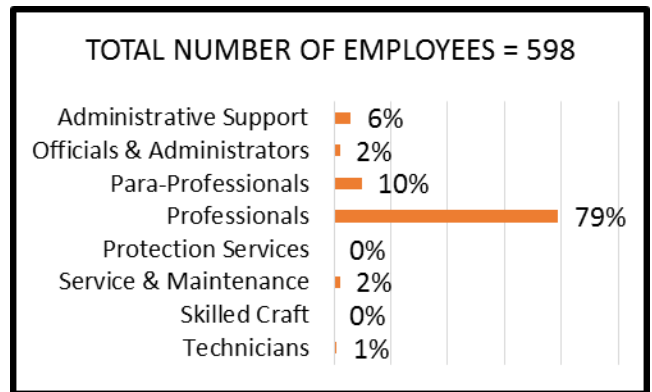
Public Works



Sheriff's Office

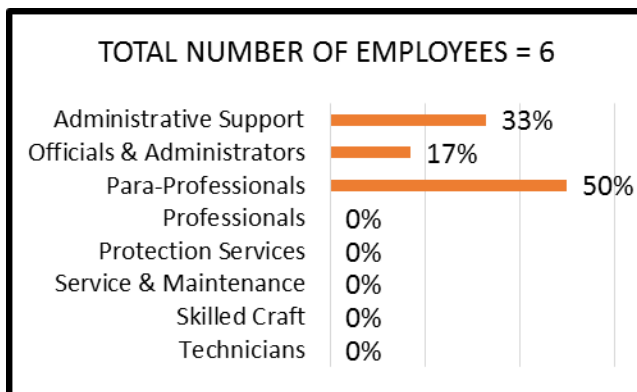


Social Services

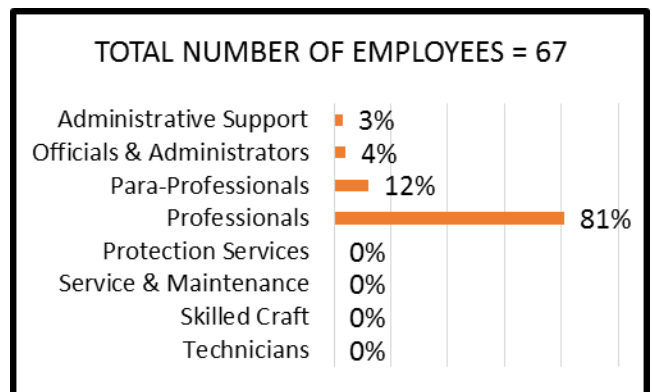


Total number of employees does not include elected officials.

Veterans Services

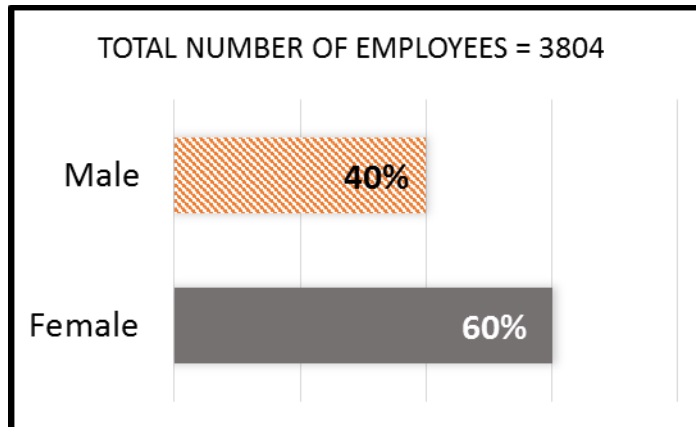


Workforce Solutions

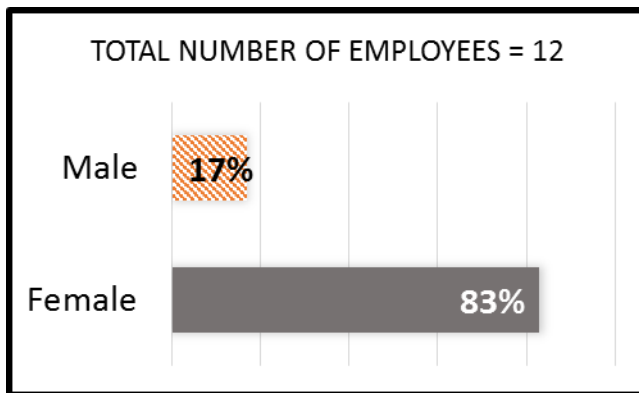


All Employees by Department
by Gender
Year-End 2018

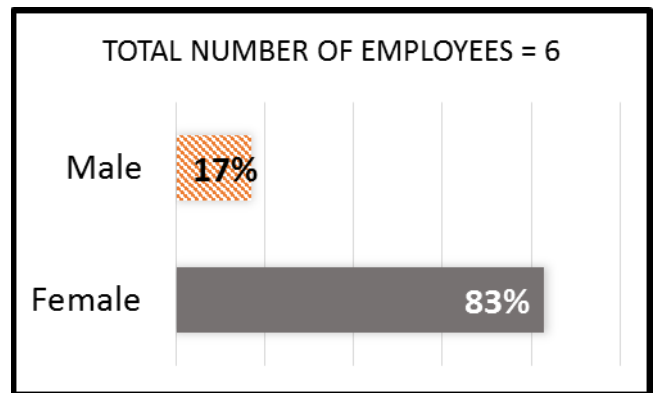
All Ramsey County



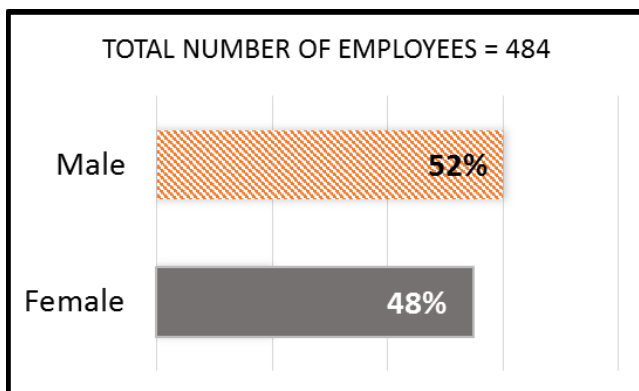
Communications and Public Relations



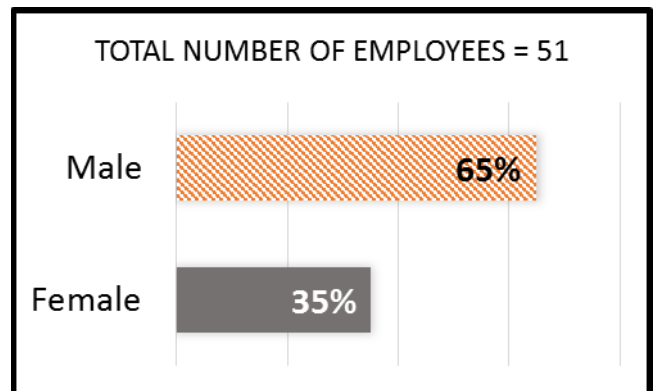
Community & Economic Development



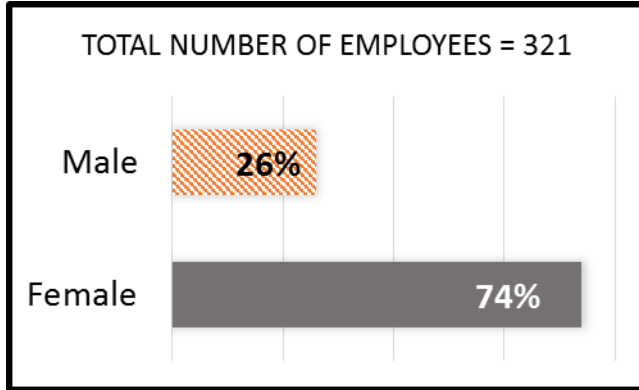
Community Corrections



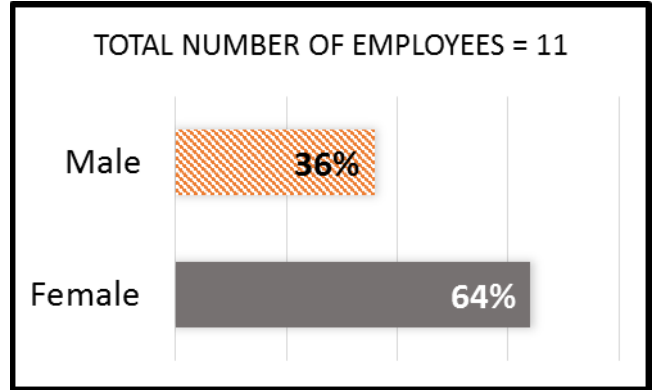
County Assessor



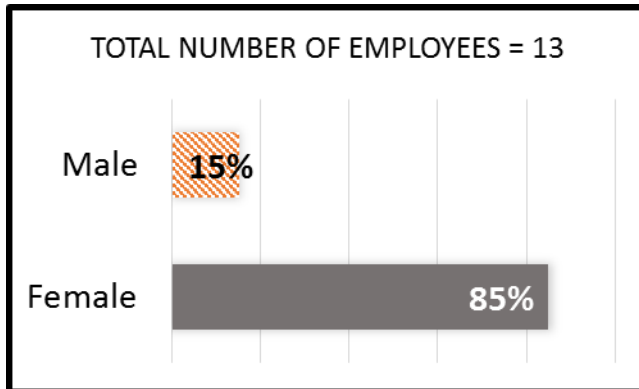
County Attorney's Office



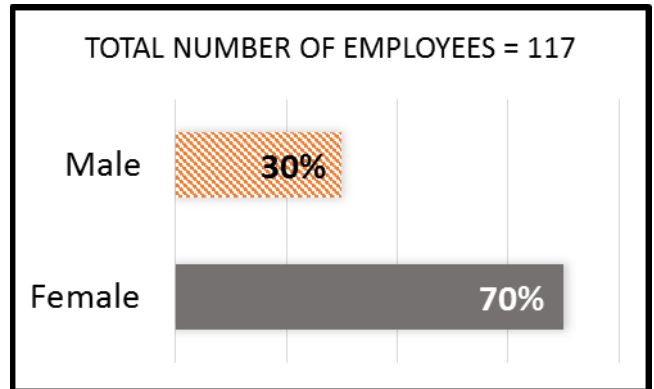
County Board Office



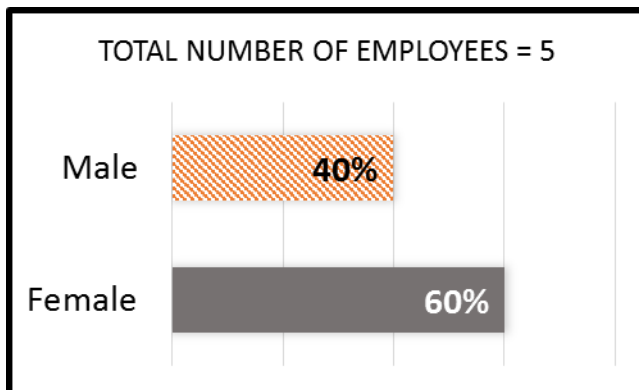
County Manager's Office



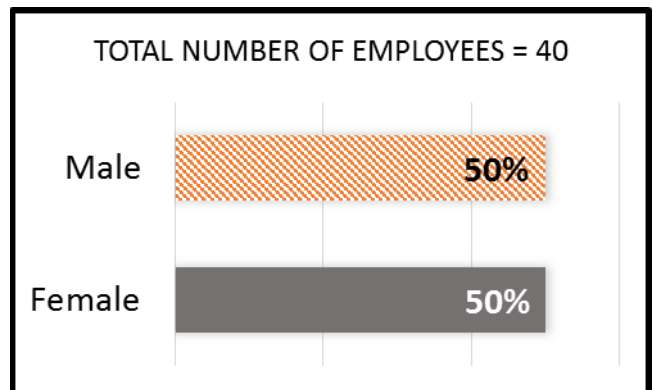
Emergency Communications



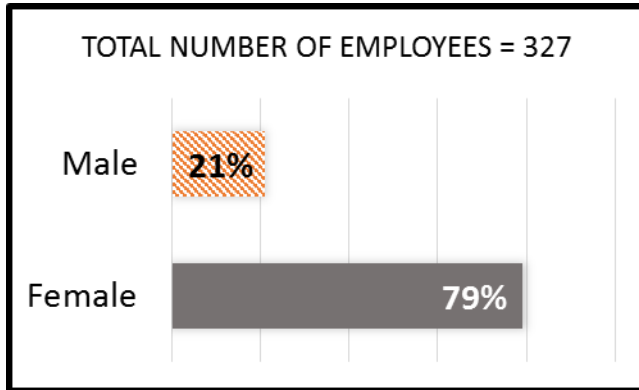
Emergency Management & Homeland Security



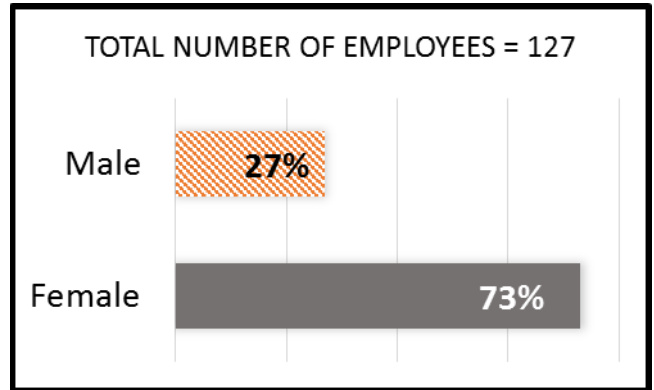
Finance



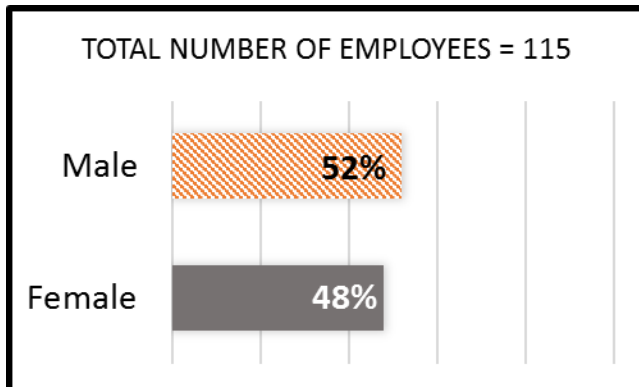
Financial Assistance Services



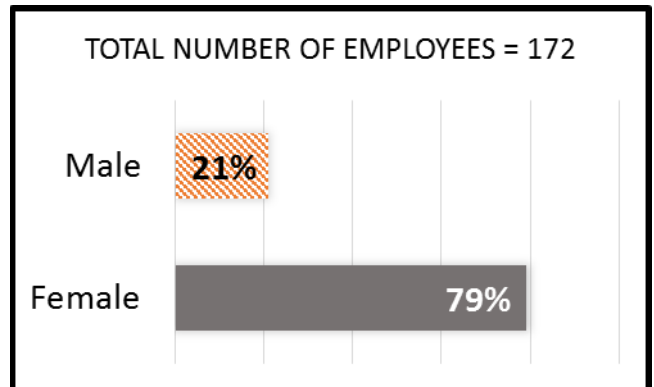
Health & Wellness Administration



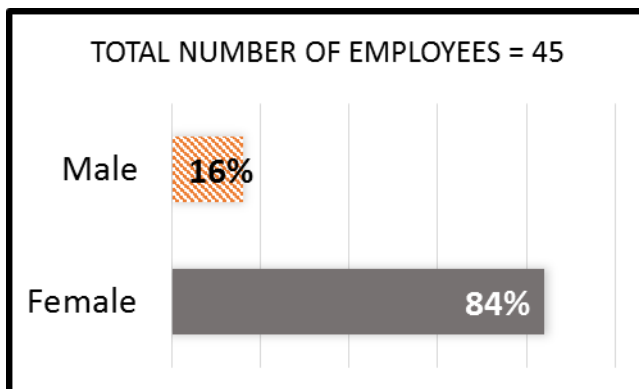
Healthcare Services - Lake Owasso Residence



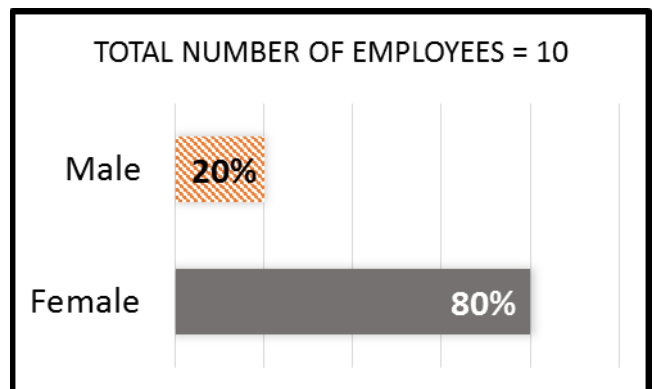
Healthcare Services - Ramsey County Care Center



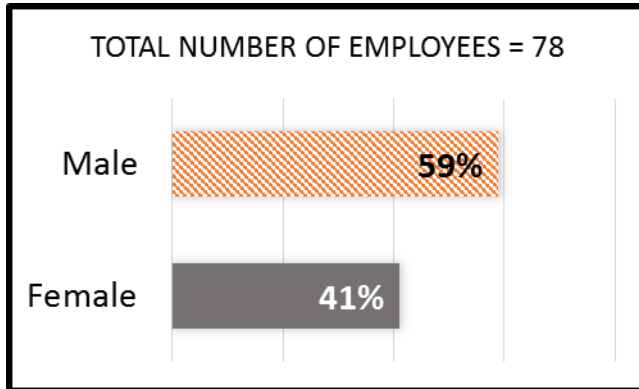
Human Resources



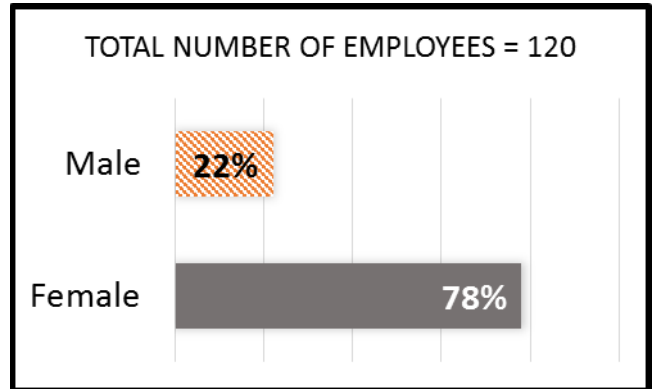
Information & Public Records Division



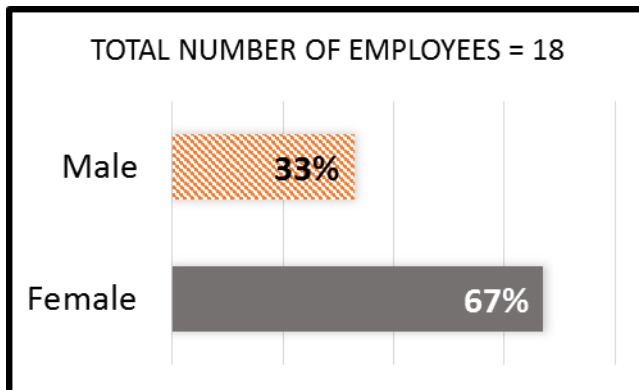
Information Services



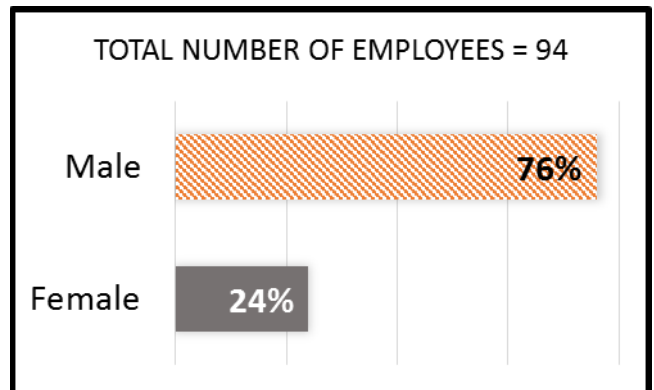
Library



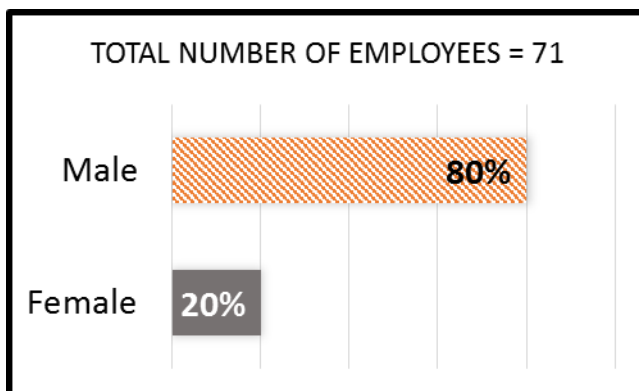
Medical Examiner's Office



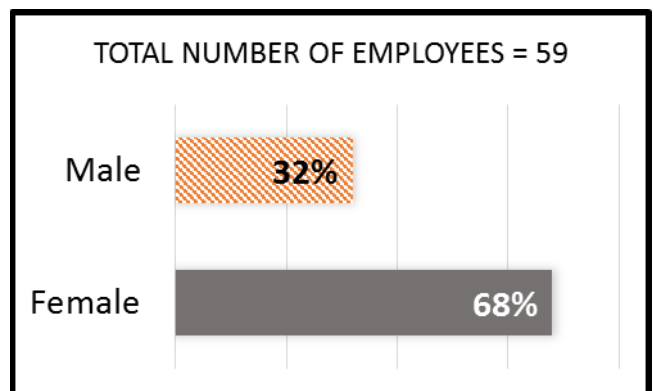
Parks & Recreation



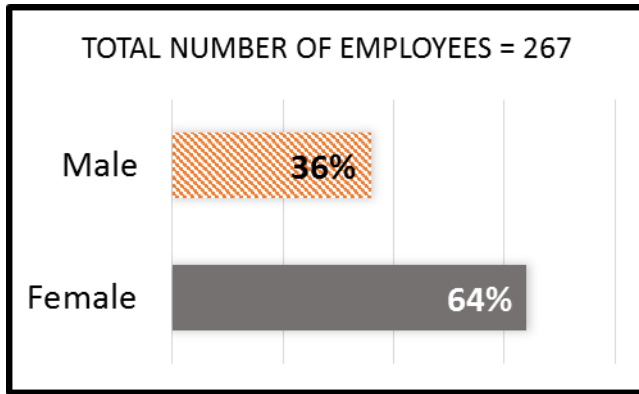
Property Management



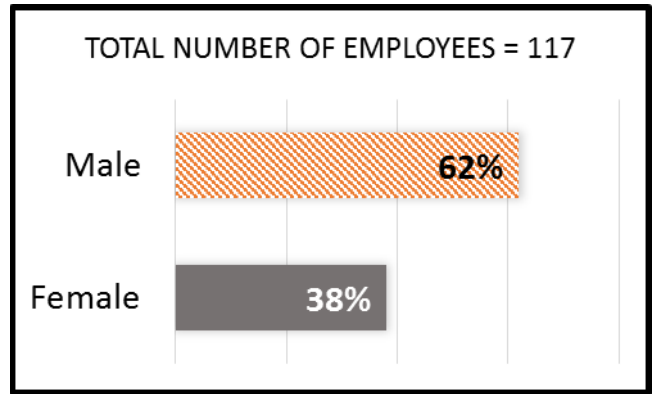
Property Tax, Records & Elections Services



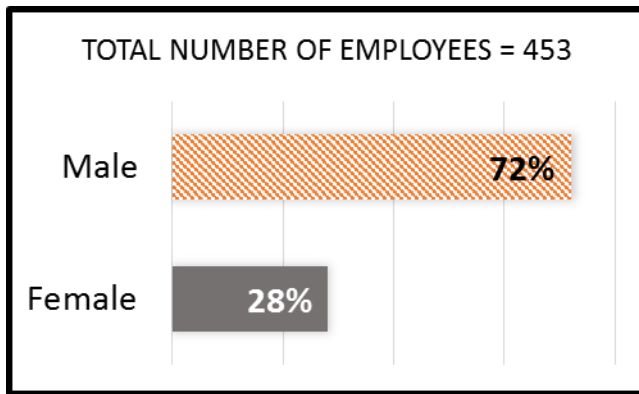
Public Health



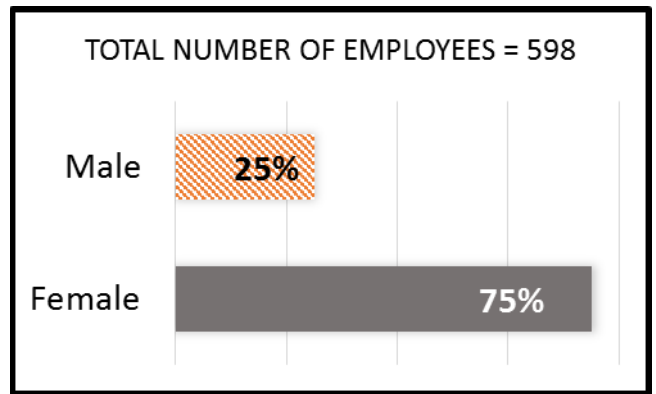
Public Works



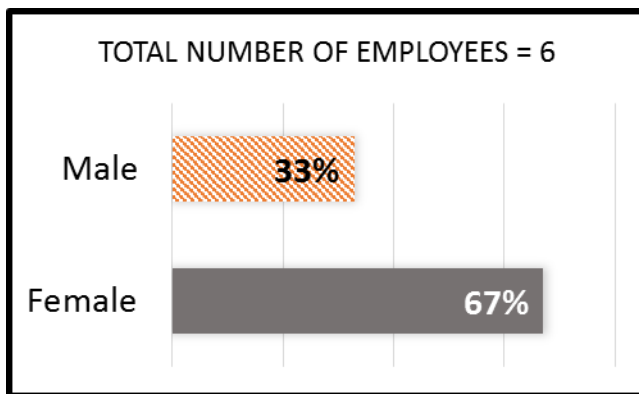
Sheriff's Office



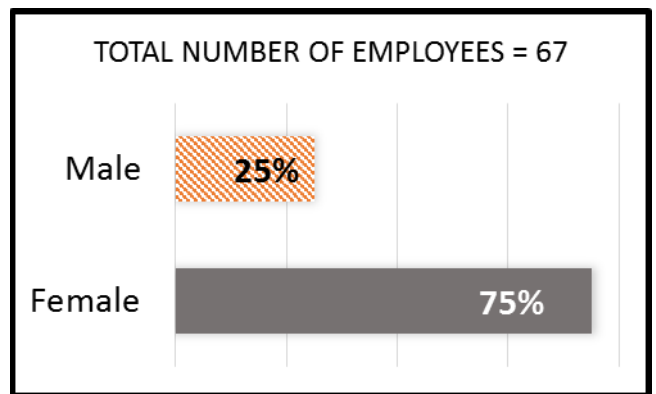
Social Services



Veterans Services



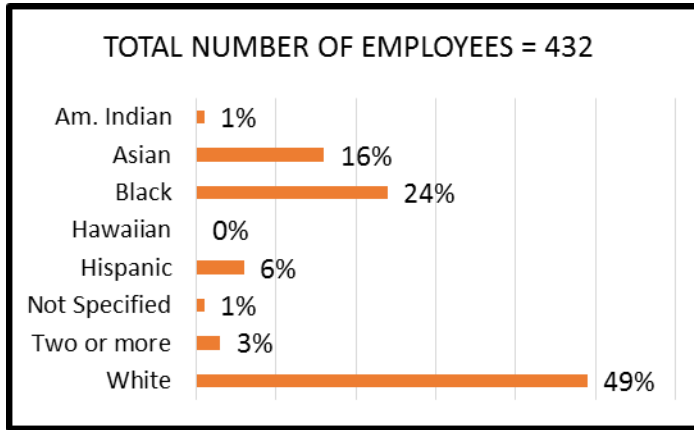
Workforce Solutions



New Hires by Department

New Hires by Department by Race & Ethnicity Year-End 2018

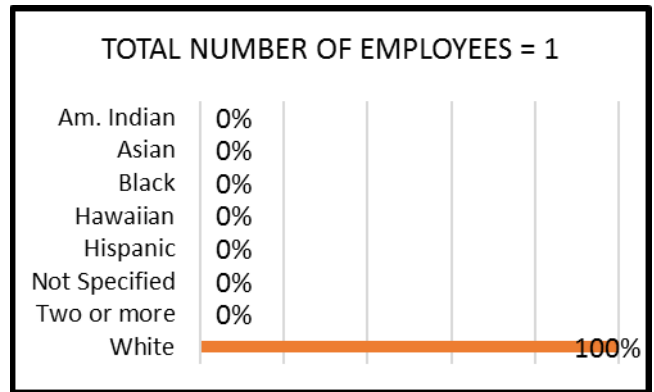
All Ramsey County



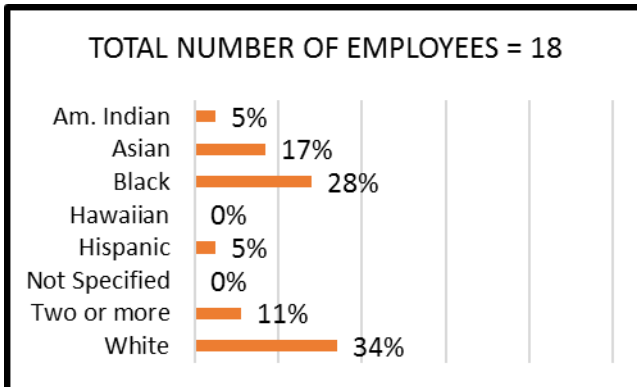
Communications and Public Relations



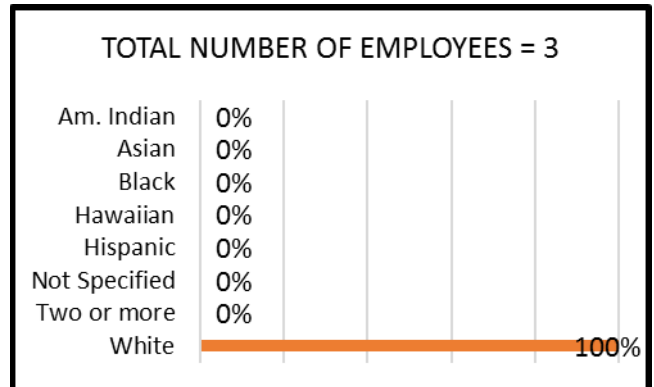
Community & Economic Development



Community Corrections

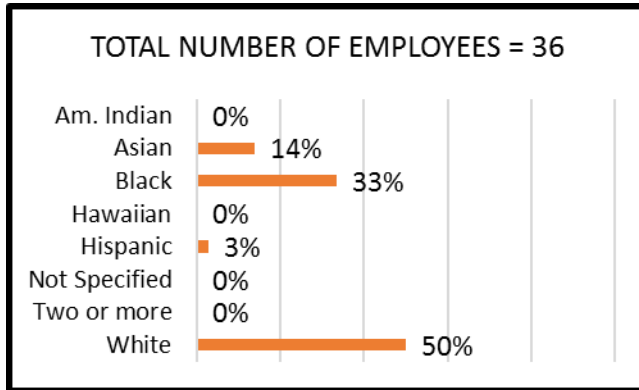


County Assessor

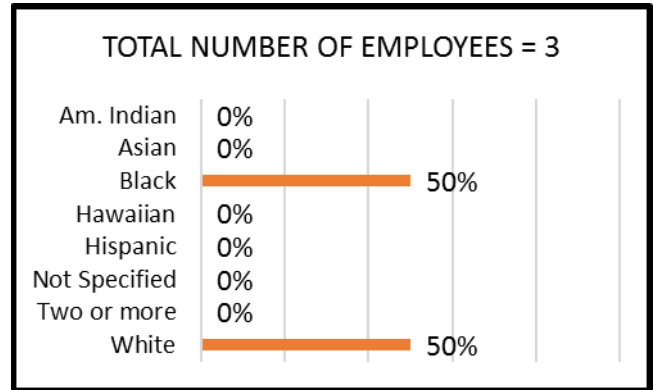


New Hires by Race & Ethnicity (continued)

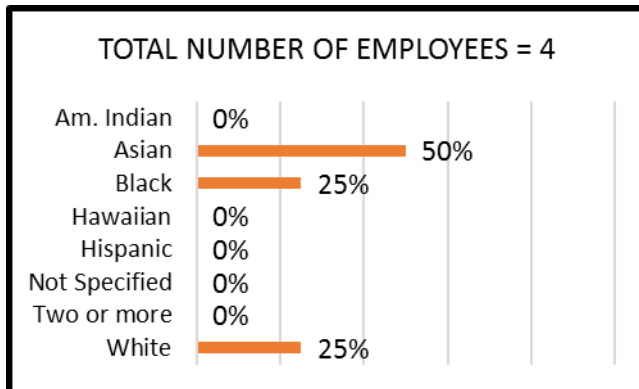
County Attorney's Office



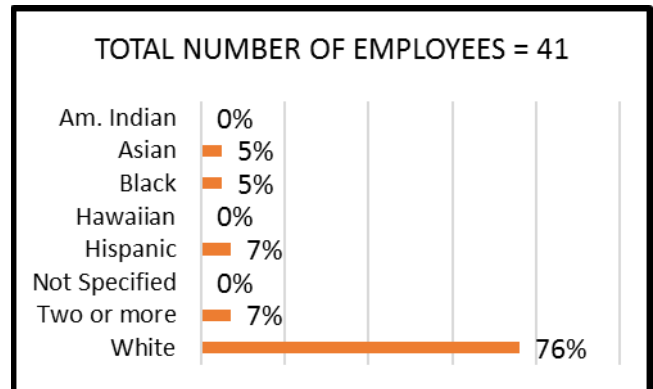
County Board Office



County Manager's Office



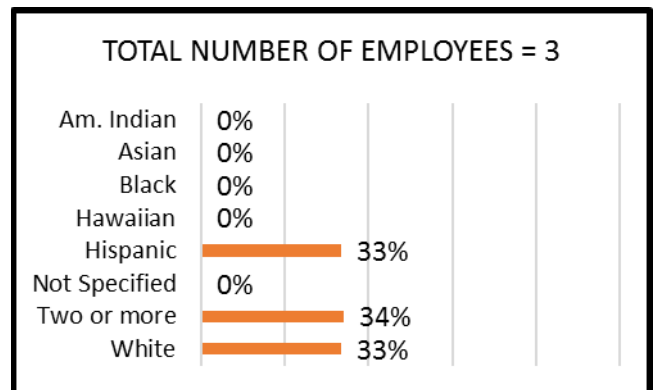
Emergency Communications



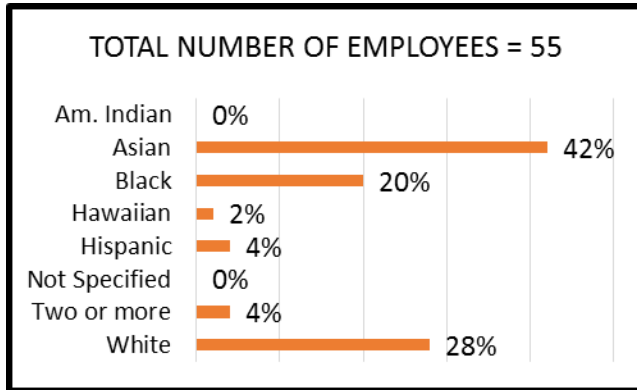
Emergency Management & Homeland Security

There were no new hires during this period

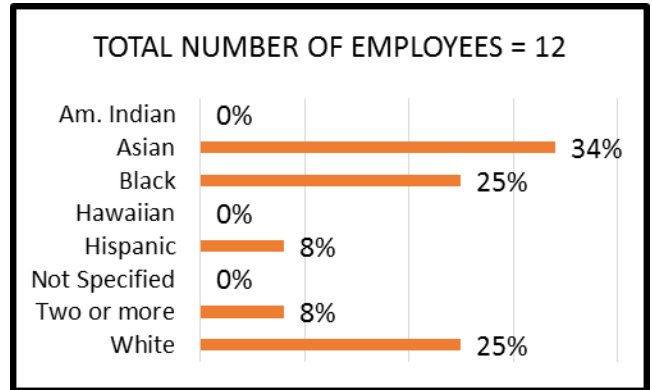
Finance



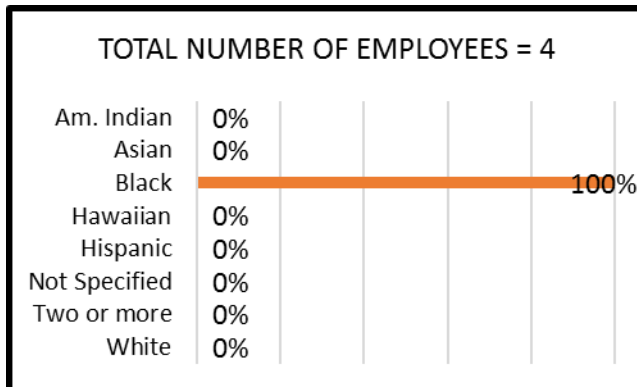
Financial Assistance Services



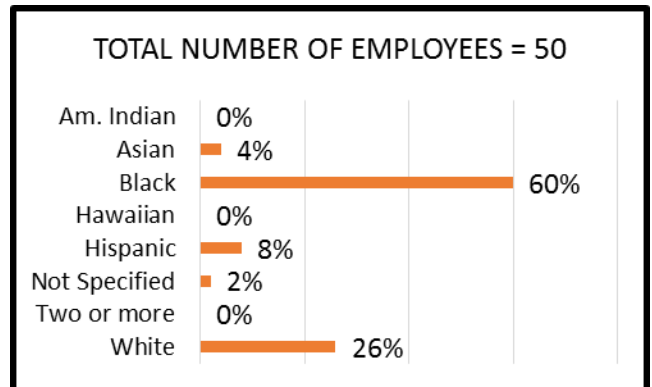
Health & Wellness Administration



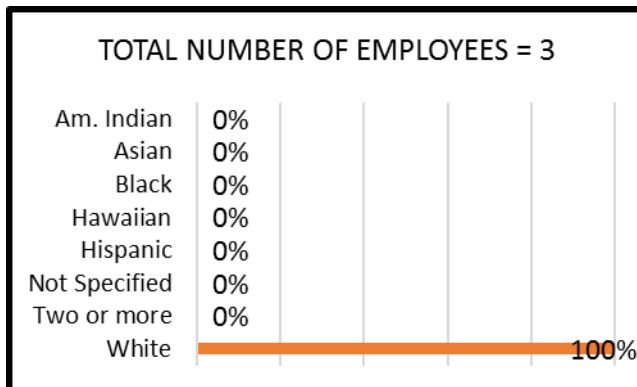
Healthcare Services - Lake Owasso Residence



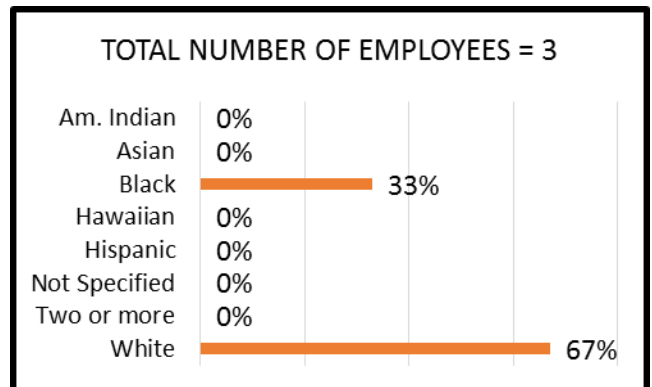
Healthcare Services - Ramsey County Care Center



Human Resources

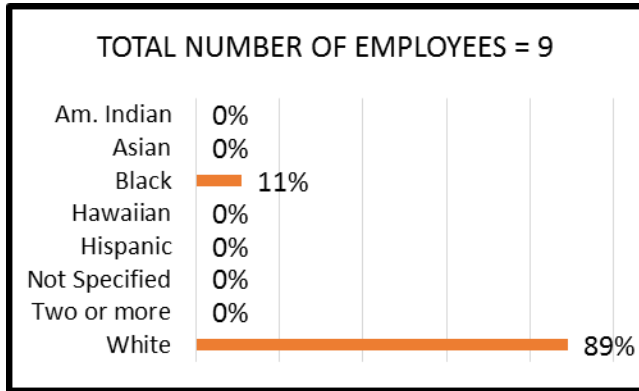


Information & Public Records Division

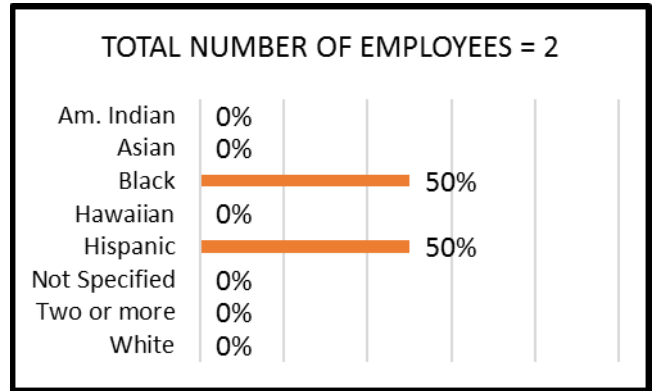


New Hires by Race & Ethnicity (continued)

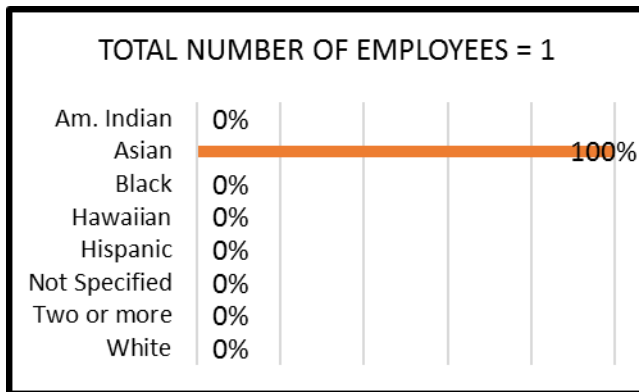
Information Services



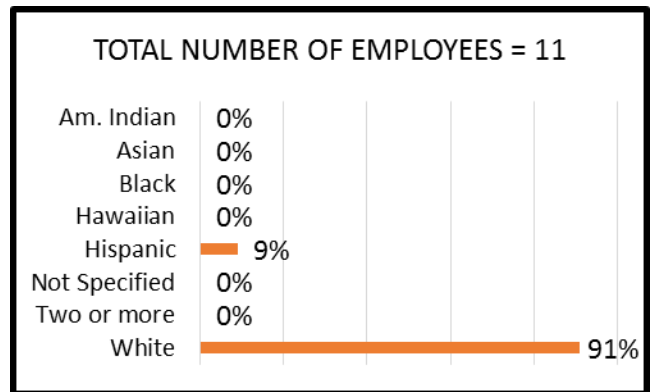
Library



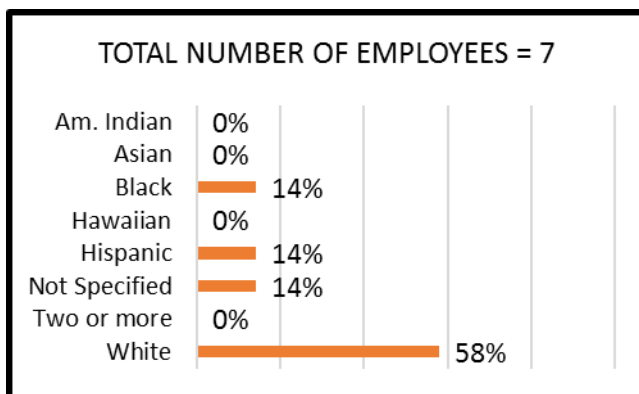
Medical Examiner's Office



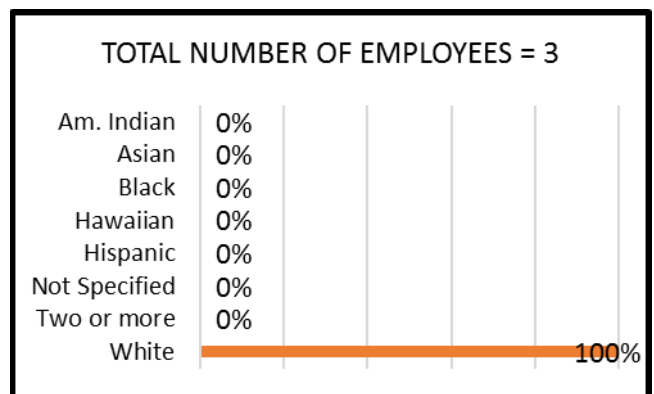
Parks & Recreation



Property Management

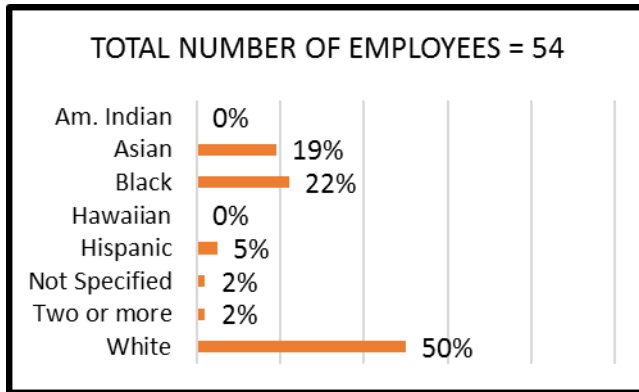


Property Tax, Records & Elections Services

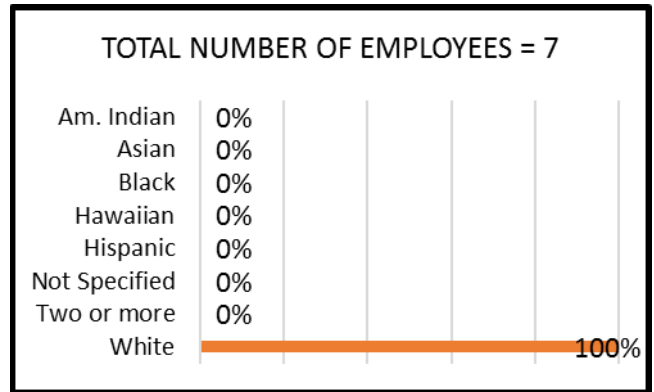


New Hires by Race & Ethnicity (continued)

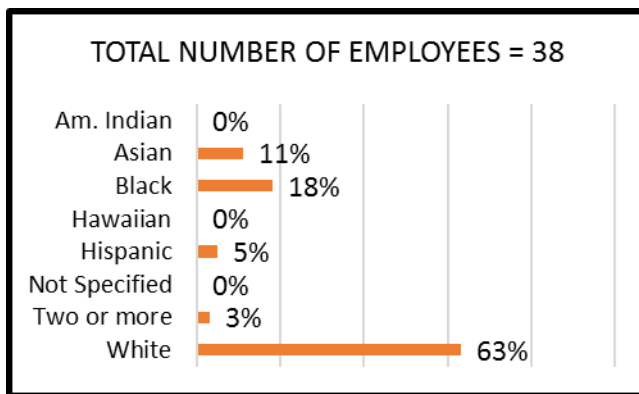
Public Health



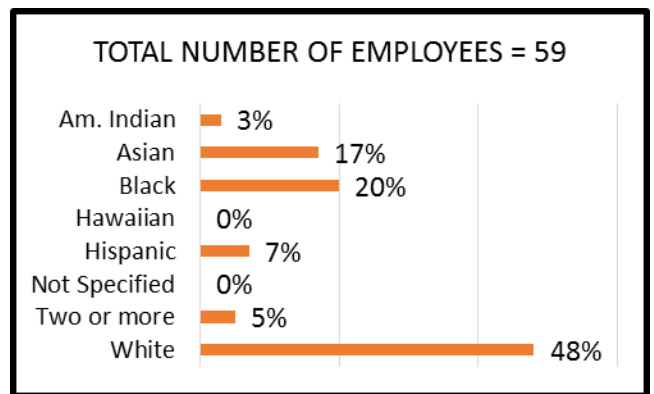
Public Works



Sheriff's Office



Social Services

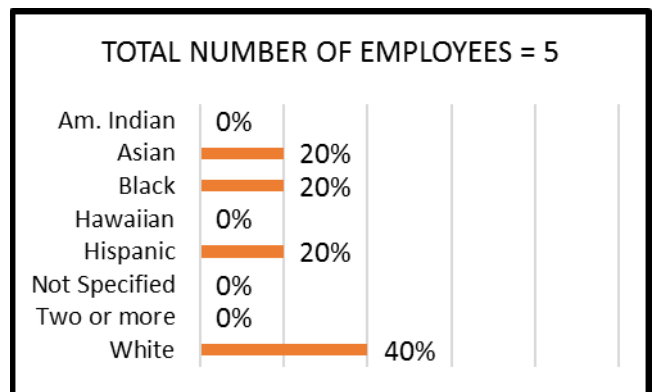


Total number of employees does not include elected officials.

Veterans Services

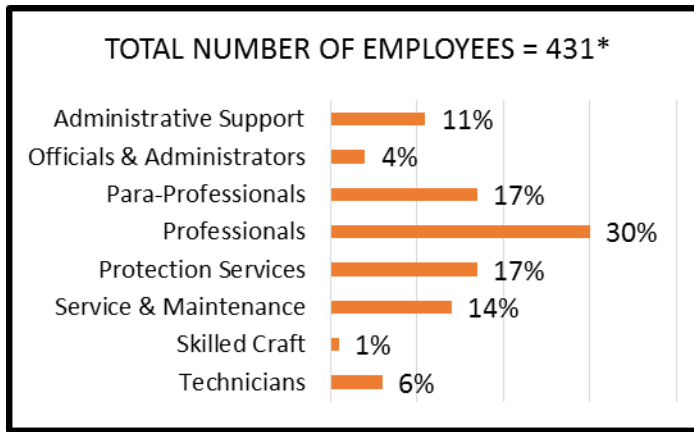
There were no new hires during this period

Workforce Solutions



New Hires by Department by EEO-4 Category Year-End 2018

All Ramsey County

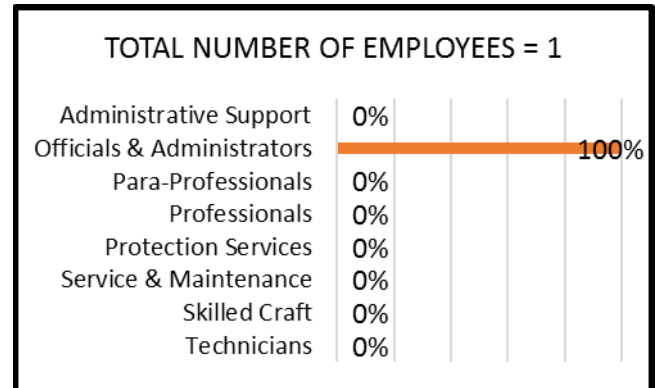


**Total number of new hires is 432; EEO-4 Category totals 431 because it does not include principal assistants.*

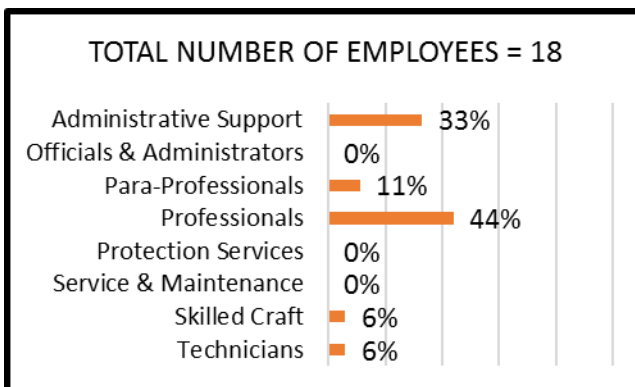
Communications and Public Relations

There were no new hires during this period

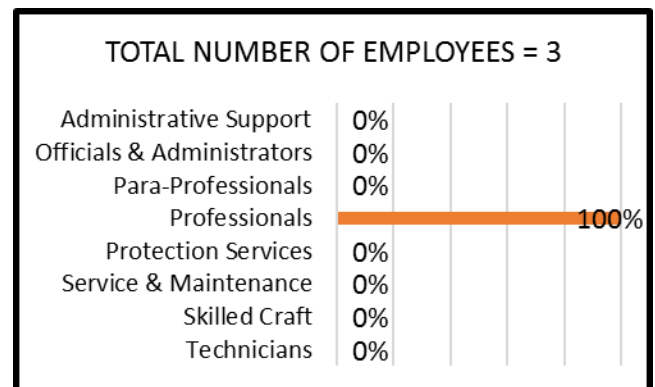
Community & Economic Development



Community Corrections

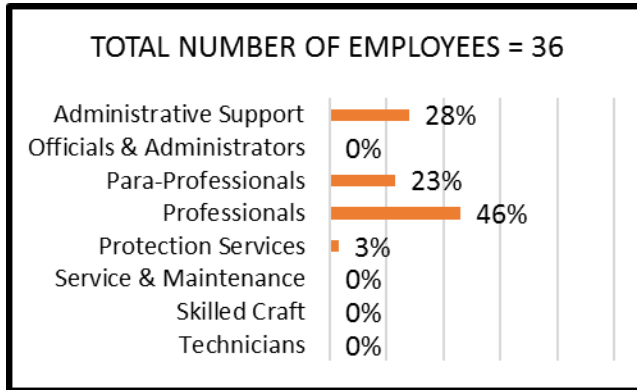


County Assessor

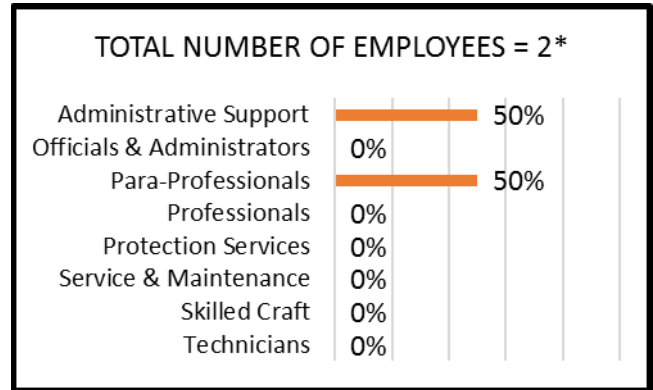


New Hires by EEO-4 Category (continued)

County Attorney's Office

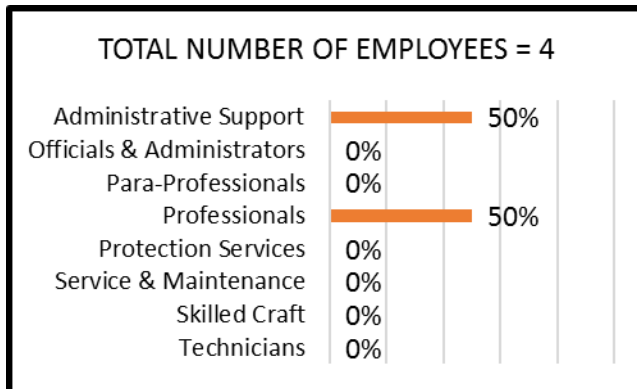


County Board Office

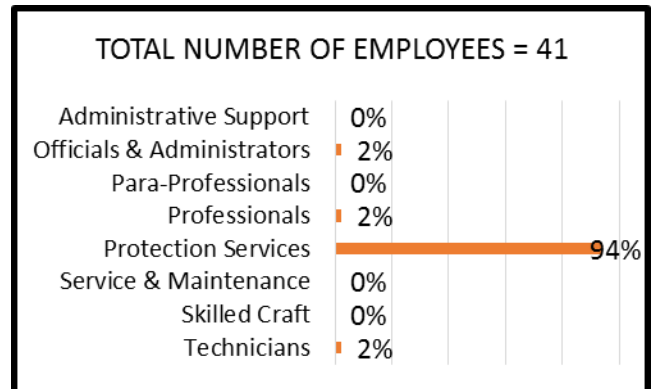


*Total number of new hires includes 1 principal assistant which is excluded from EEO-4.

County Manager's Office



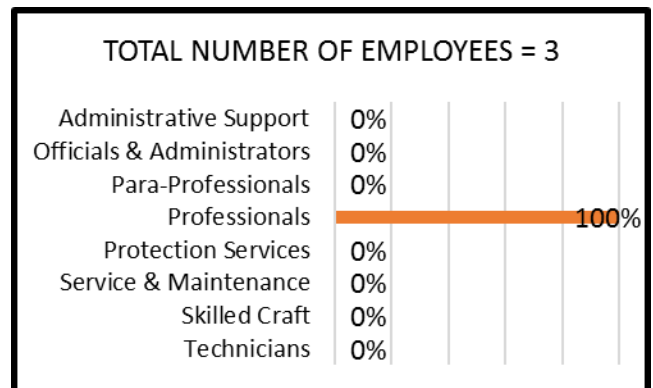
Emergency Communications



Emergency Management & Homeland Security

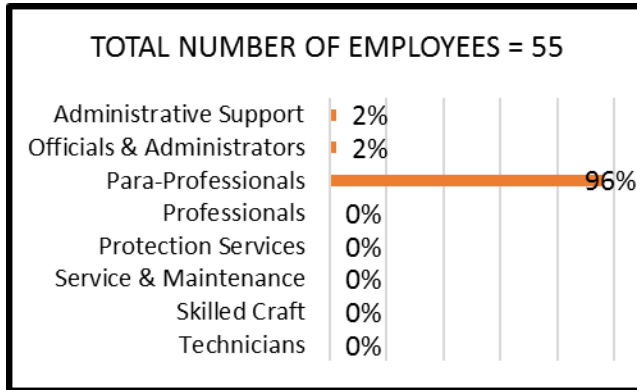
There were no new hires during this period

Finance

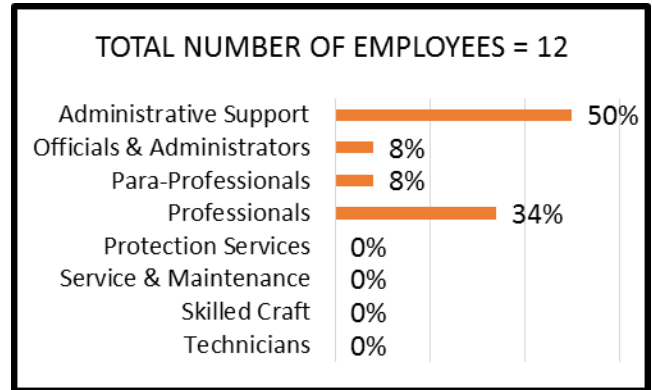


New Hires by EEO-4 Category (continued)

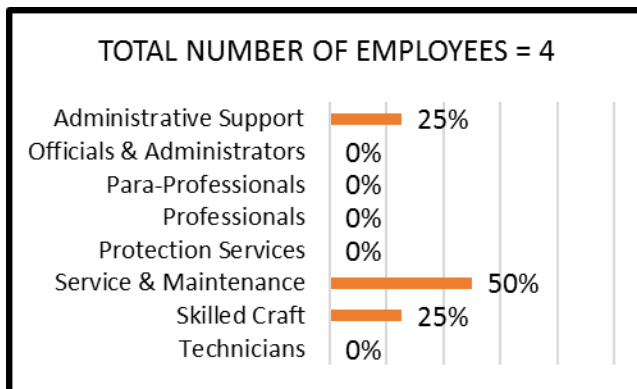
Financial Assistance Services



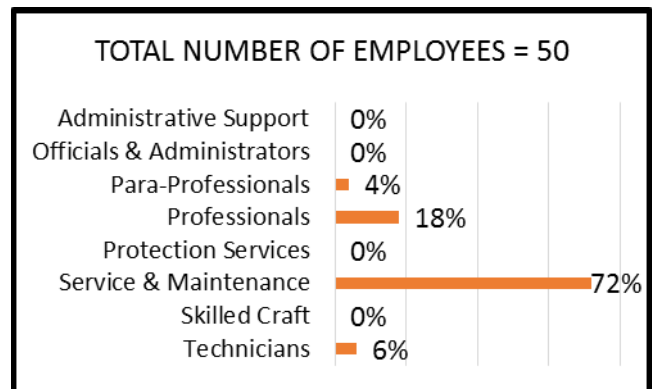
Health & Wellness Administration



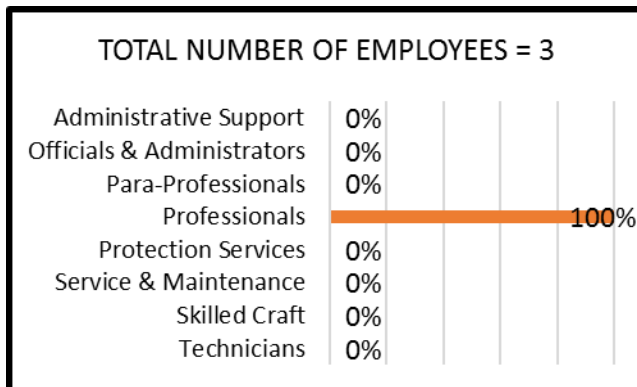
Healthcare Services - Lake Owasso Residence



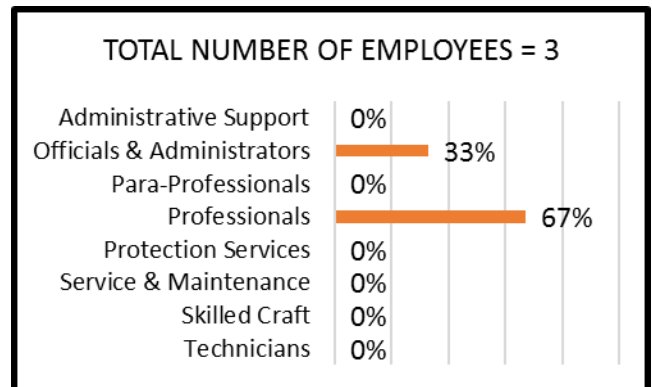
Healthcare Services - Ramsey County Care Center



Human Resources

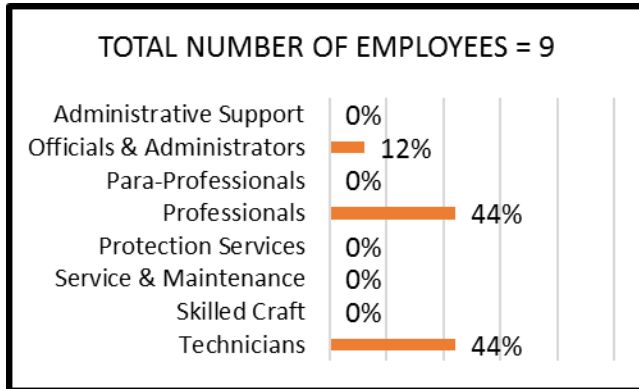


Information & Public Records Division

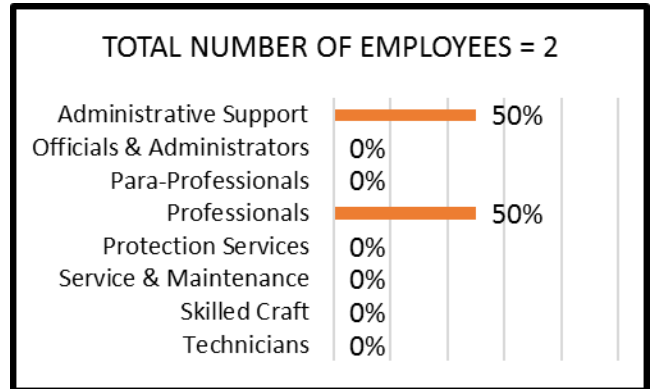


New Hires by EEO-4 Category (continued)

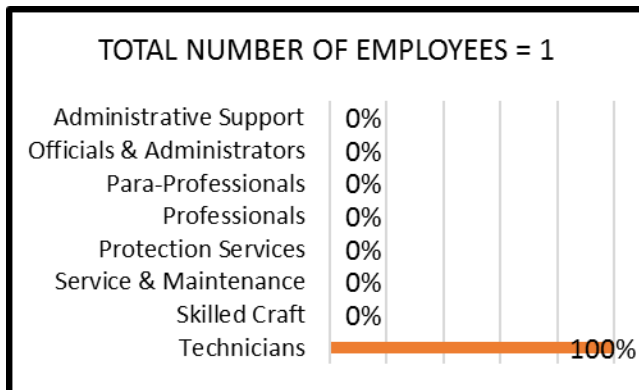
Information Services



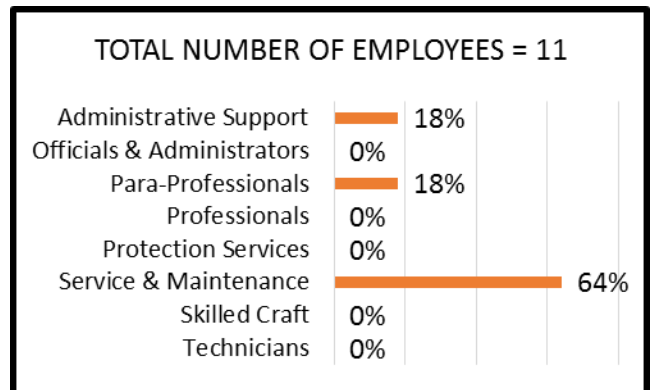
Library



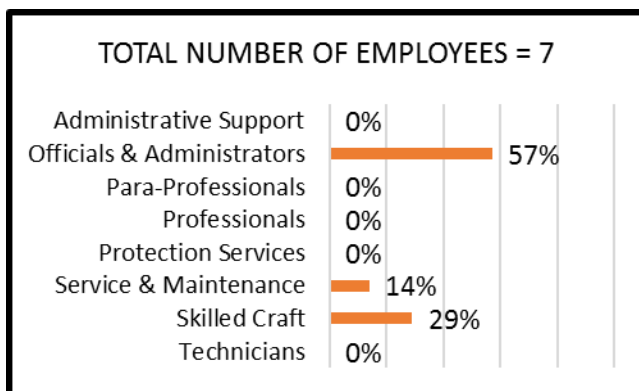
Medical Examiner's Office



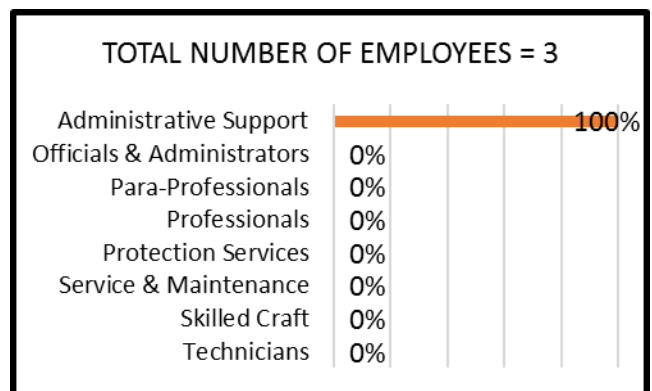
Parks & Recreation



Property Management

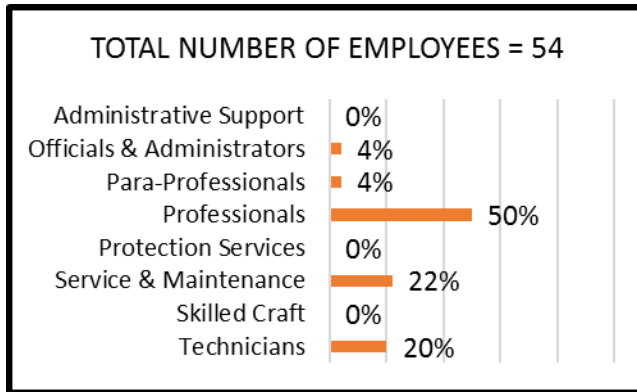


Property Tax, Records & Elections Services

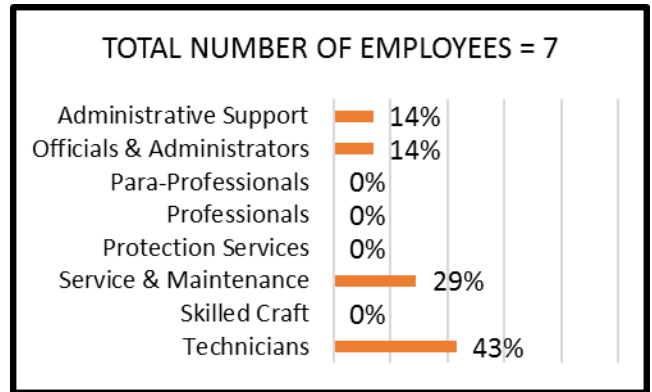


New Hires by EEO-4 Category (continued)

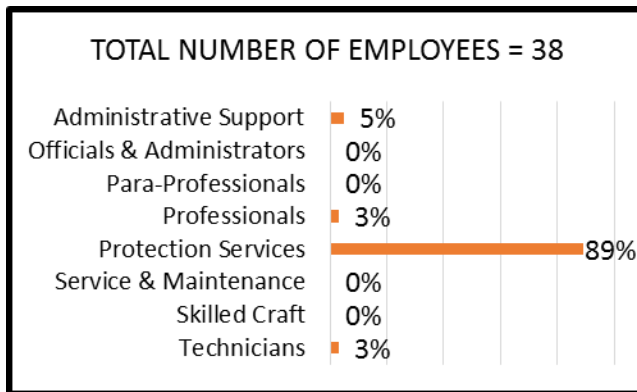
Public Health



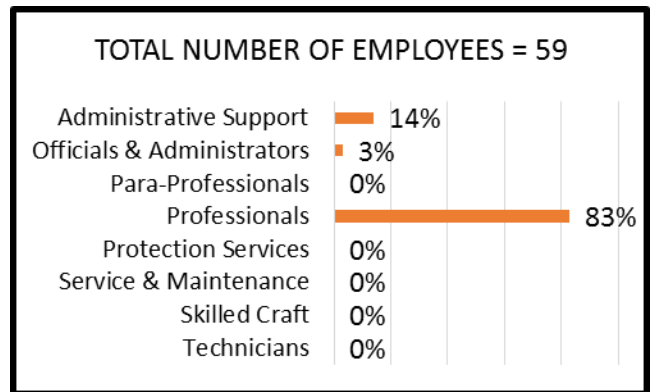
Public Works



Sheriff's Office



Social Services

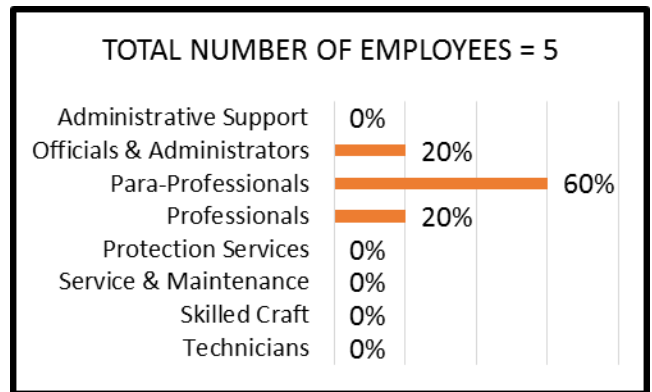


Total number of employees does not include elected officials.

Veterans Services

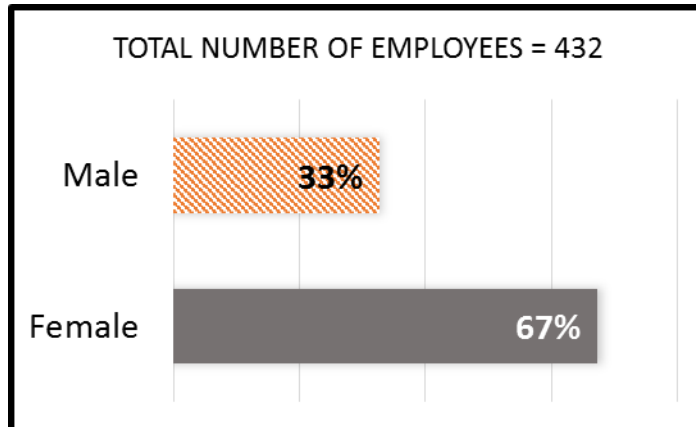
There were no new hires during this period

Workforce Solutions

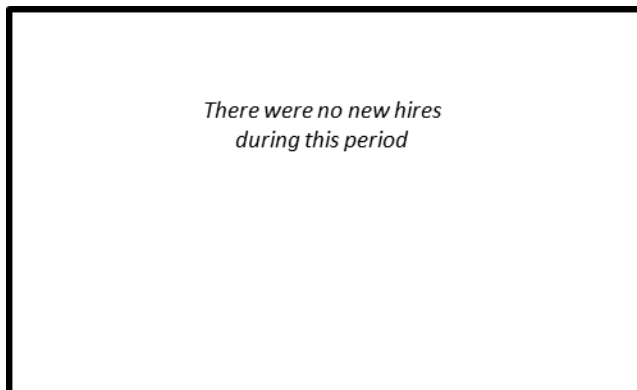


New Hires by Department by Gender Year-End 2018

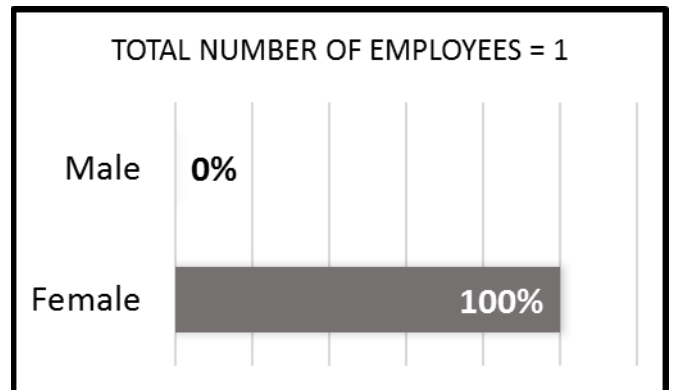
All Ramsey County



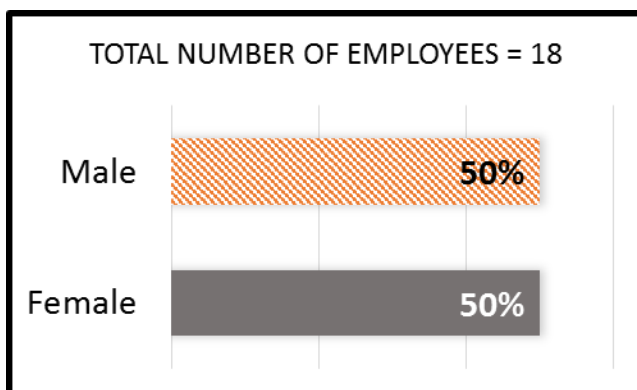
Communications and Public Relations



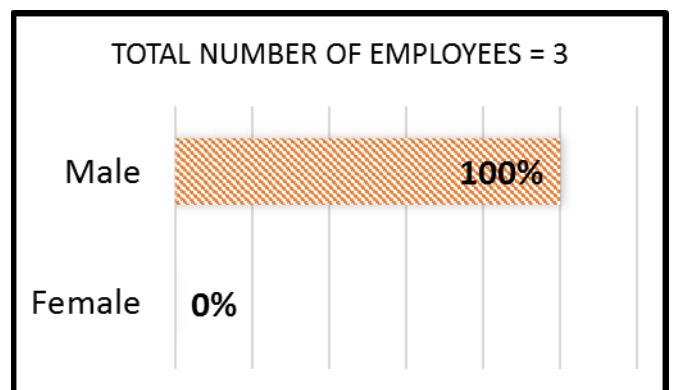
Community & Economic Development



Community Corrections

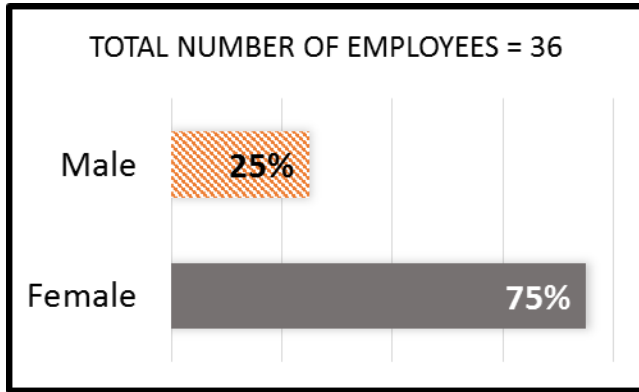


County Assessor

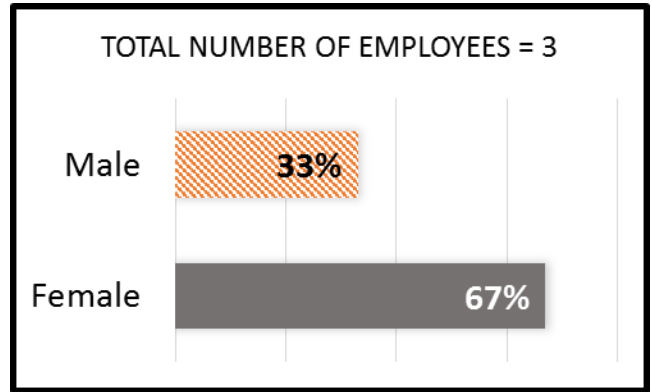


New Hires by Gender (continued)

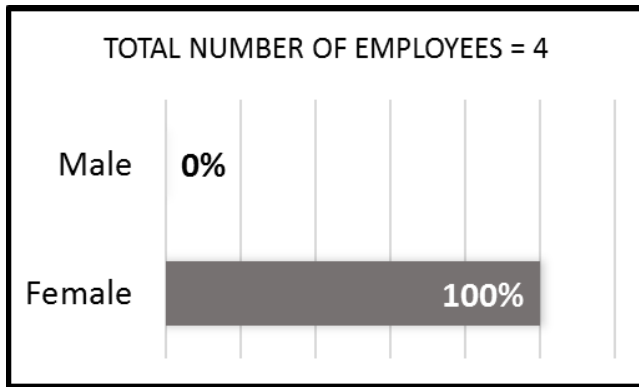
County Attorney's Office



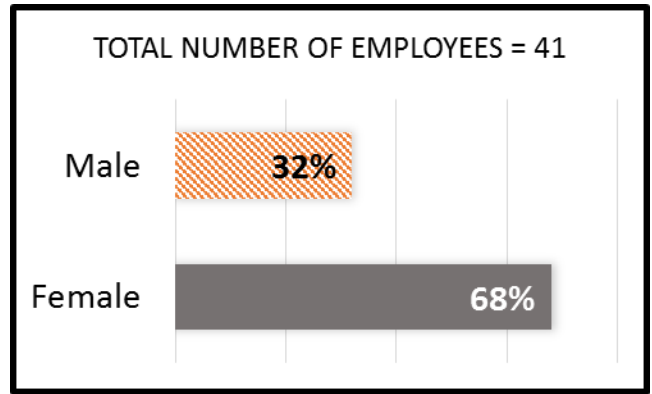
County Board Office



County Manager's Office



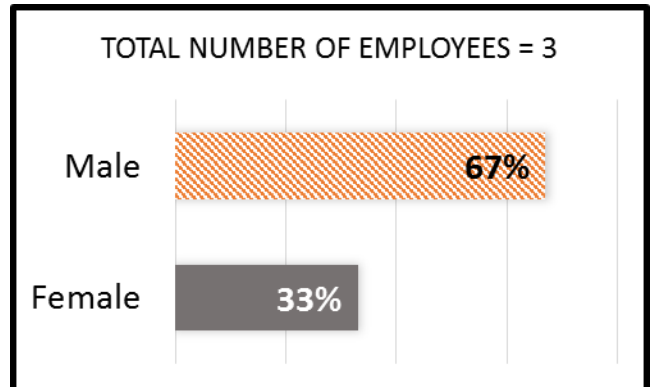
Emergency Communications



Emergency Management & Homeland Security

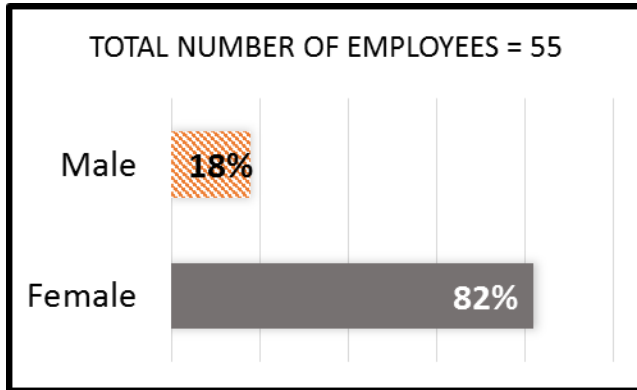
There were no new hires during this period

Finance

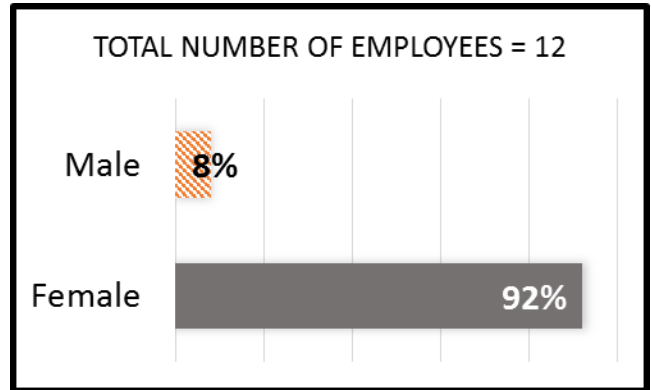


New Hires by Gender (continued)

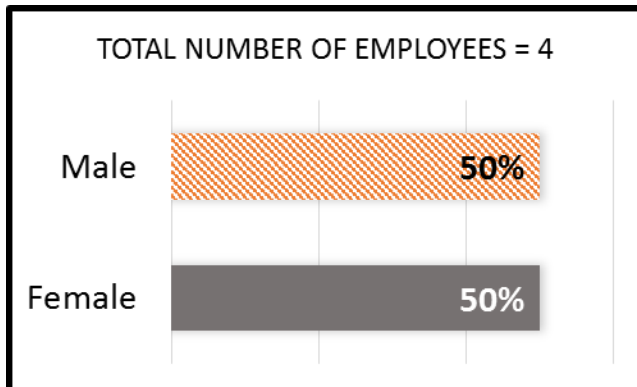
Financial Assistance Services



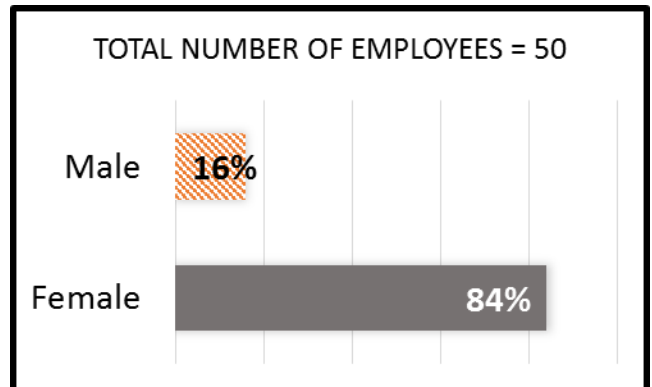
Health & Wellness Administration



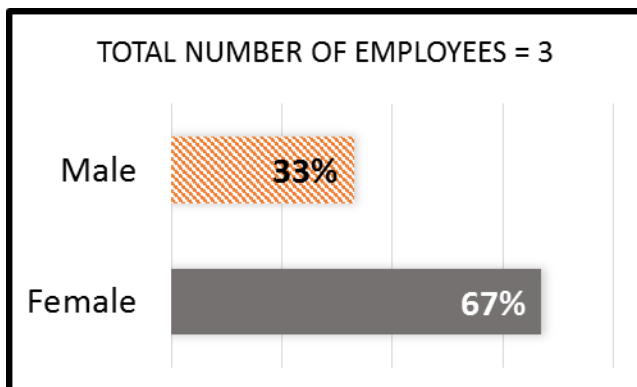
Healthcare Services - Lake Owasso Residence



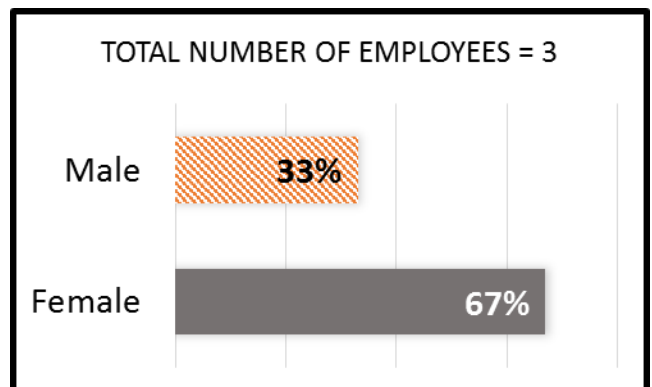
Healthcare Services - Ramsey County Care Center



Human Resources

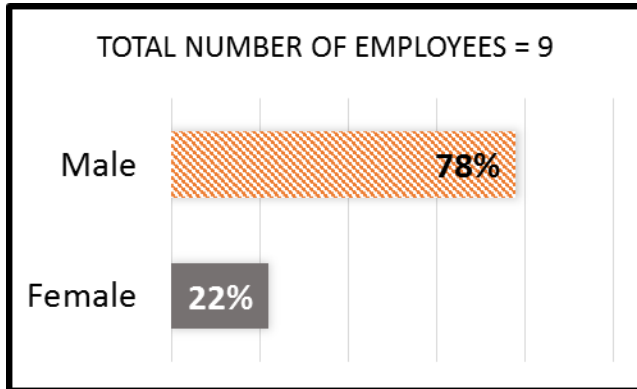


Information & Public Records Division

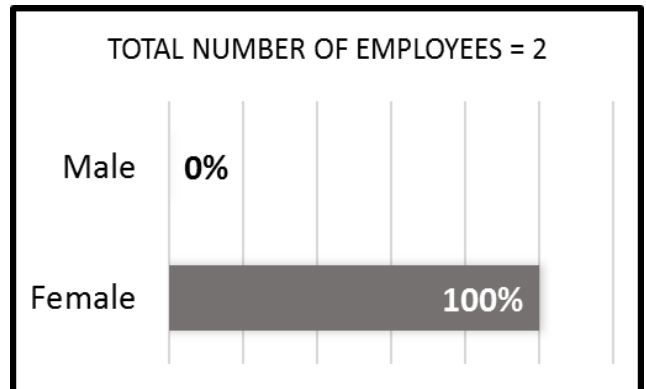


New Hires by Gender (continued)

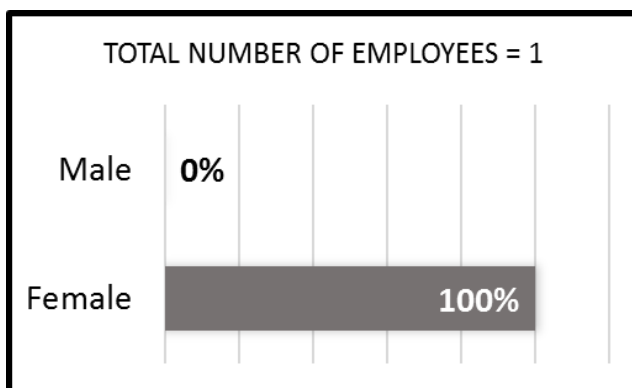
Information Services



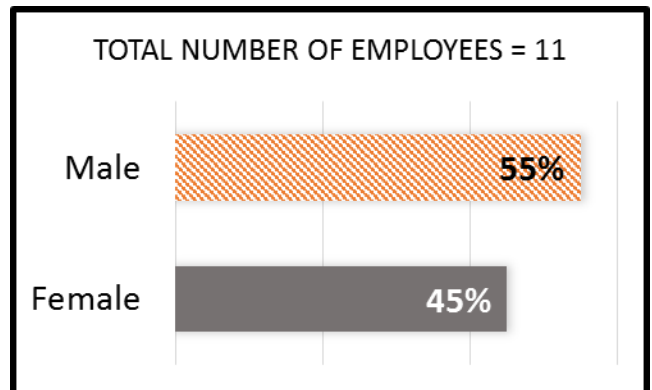
Library



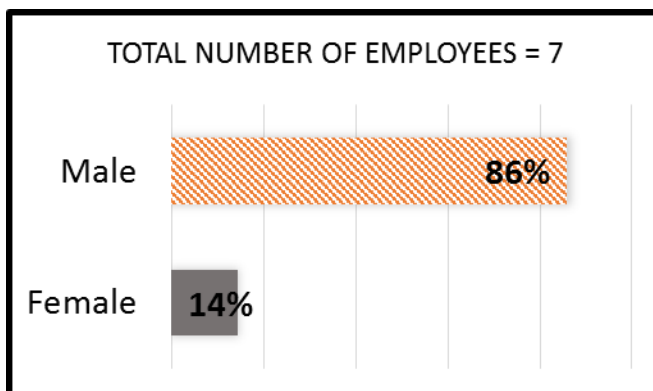
Medical Examiner's Office



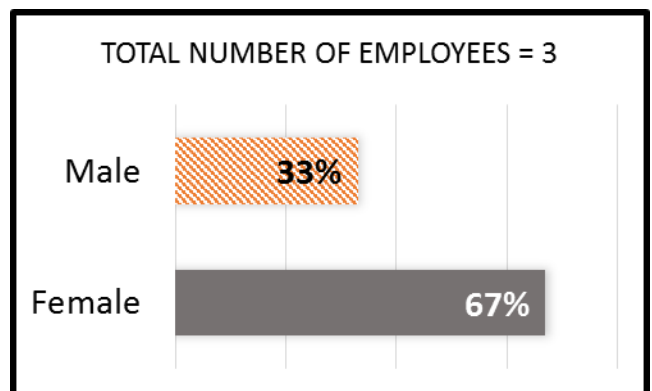
Parks & Recreation



Property Management

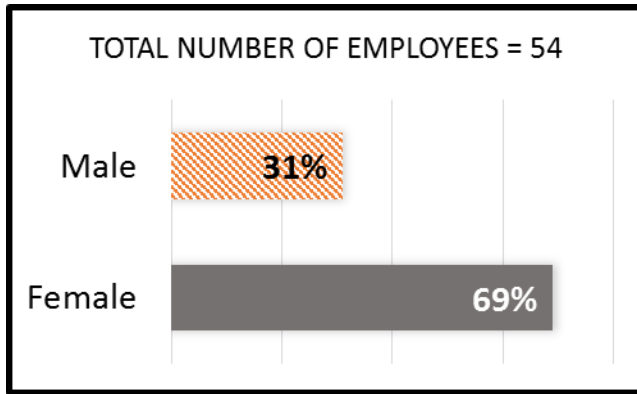


Property Tax, Records & Elections Services

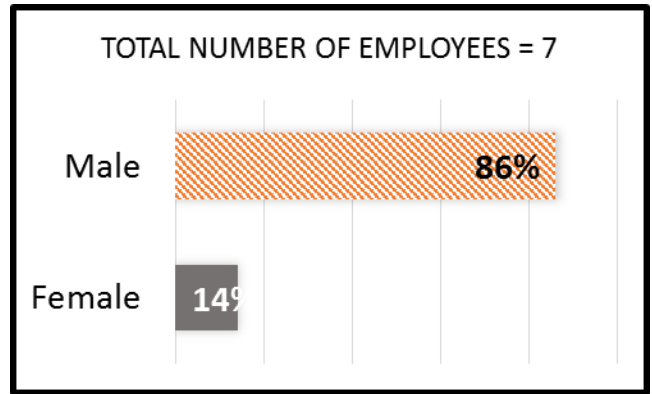


New Hires by Gender (continued)

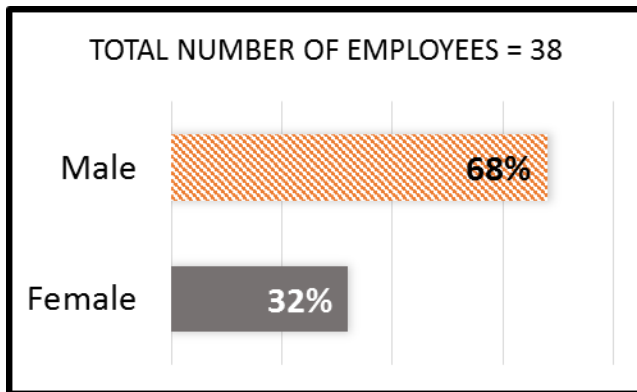
Public Health



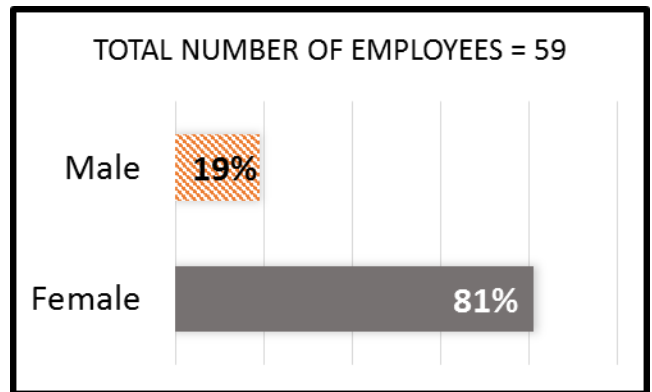
Public Works



Sheriff's Office



Social Services

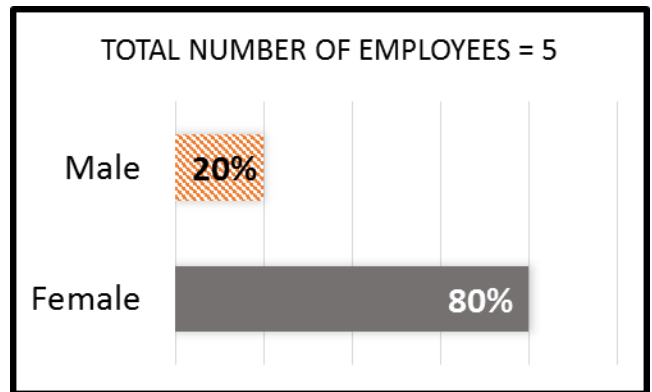


Total number of employees does not include elected officials.

Veterans Services

There were no new hires during this period

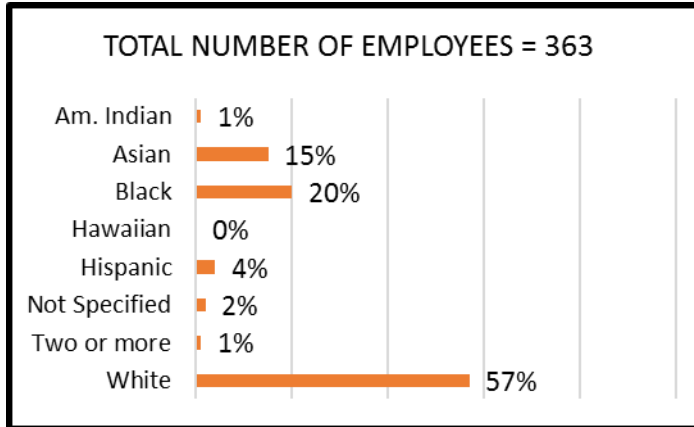
Workforce Solutions



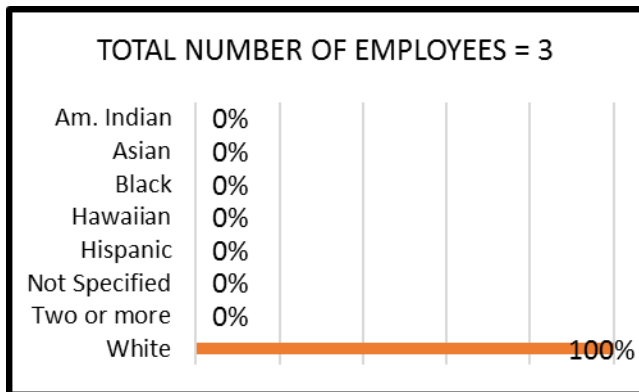
Promotions by Department

Promotions by Department
by Race & Ethnicity
Year-End 2018

All Ramsey County



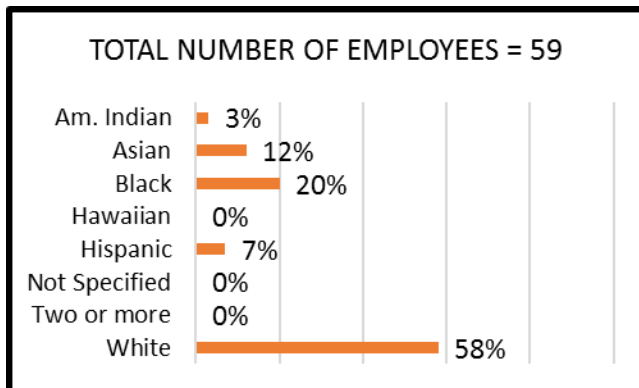
Communications and Public Relations



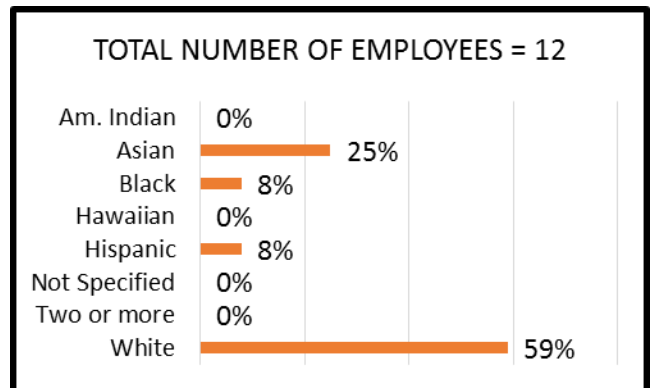
Community & Economic Development



Community Corrections

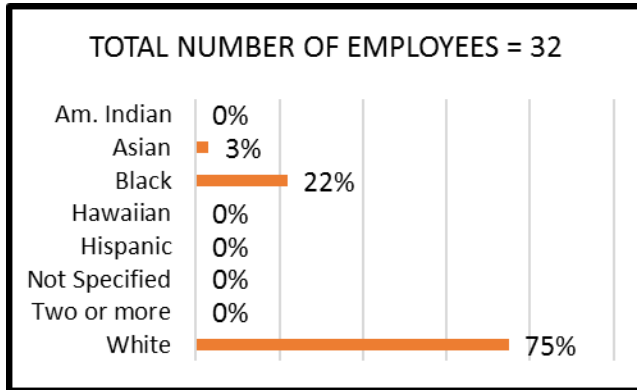


County Assessor

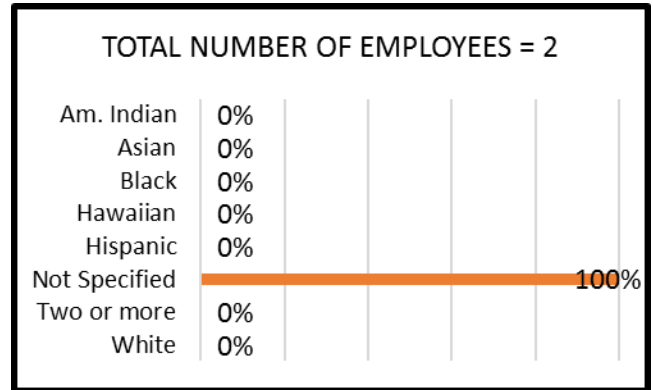


Promotions by Race & Ethnicity (continued)

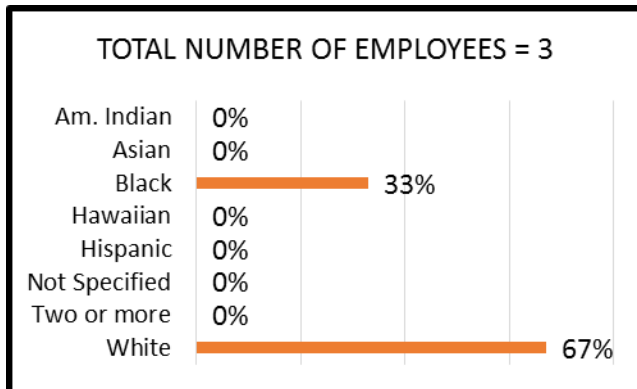
County Attorney's Office



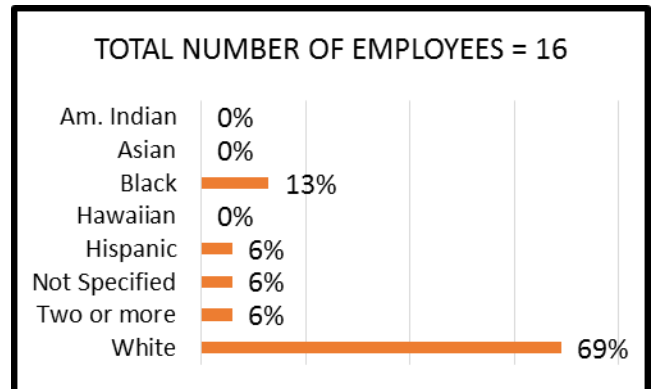
County Board Office



County Manager's Office



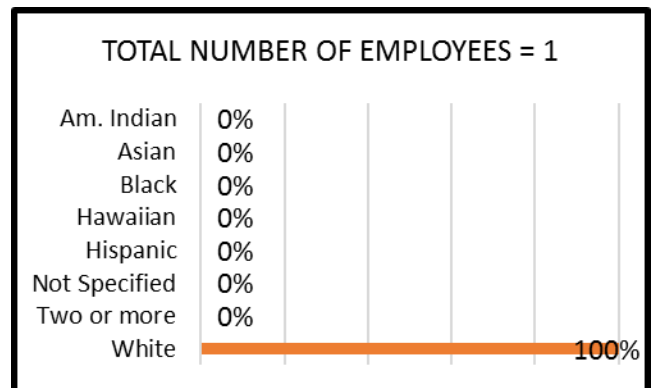
Emergency Communications



Emergency Management & Homeland Security

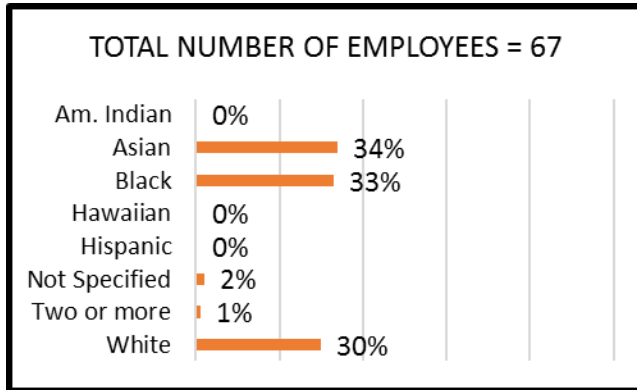
There were no promotions during this period

Finance

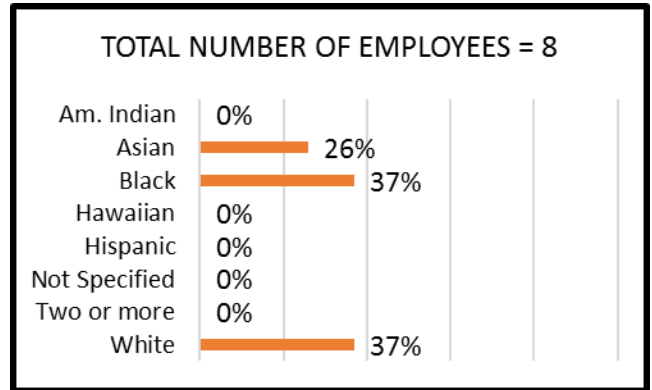


Promotions by Race & Ethnicity (continued)

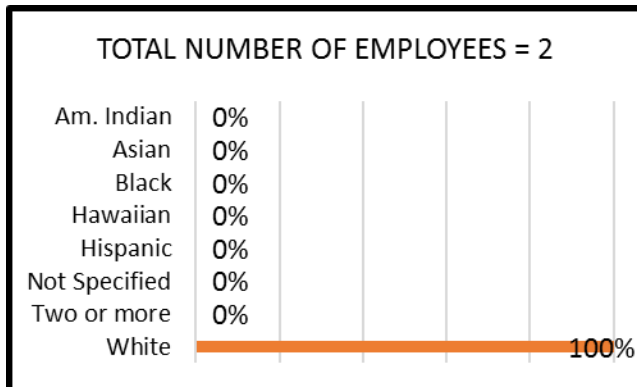
Financial Assistance Services



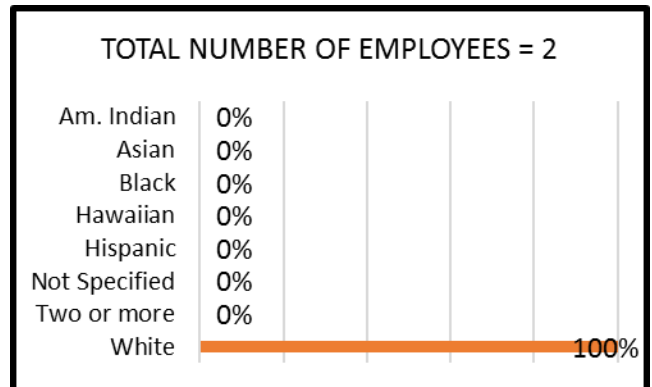
Health & Wellness Administration



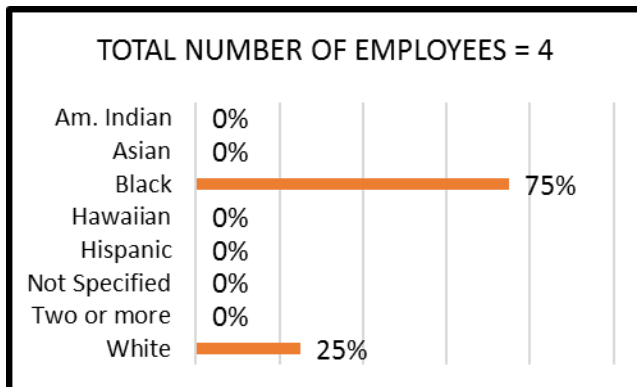
Healthcare Services - Lake Owasso Residence



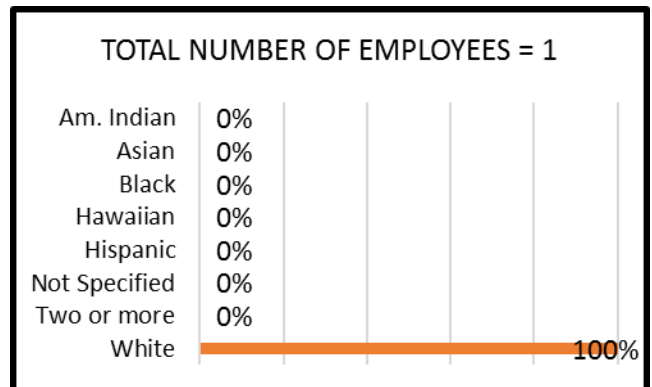
Healthcare Services - Ramsey County Care Center



Human Resources

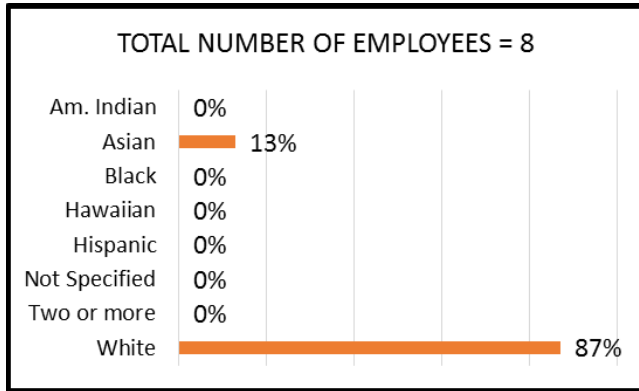


Information & Public Records Division

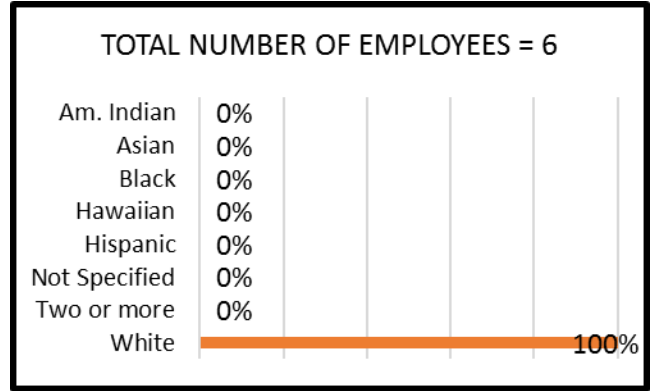


Promotions by Race & Ethnicity (continued)

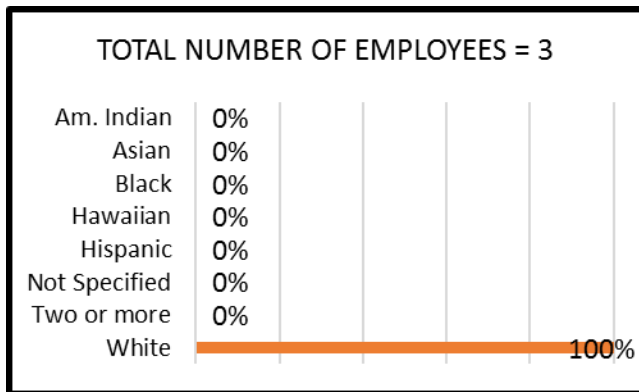
Information Services



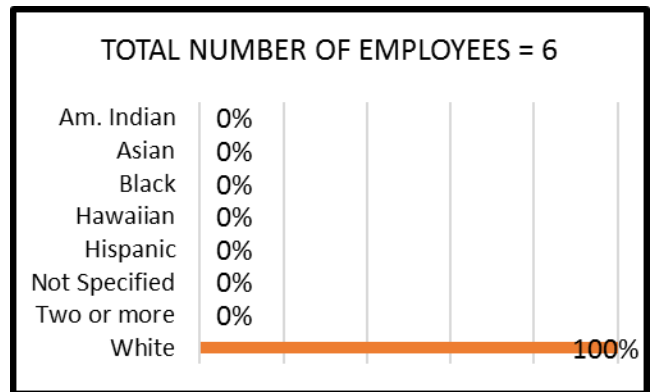
Library



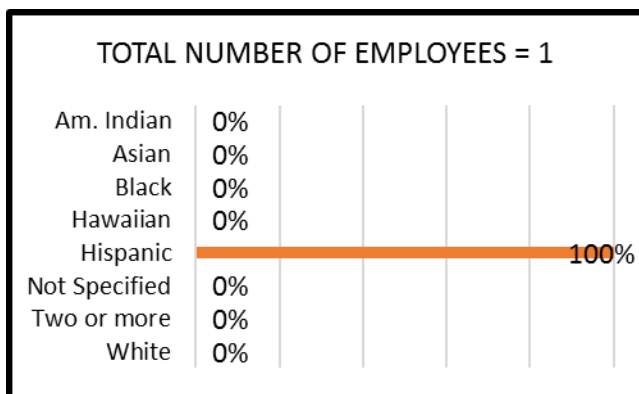
Medical Examiner's Office



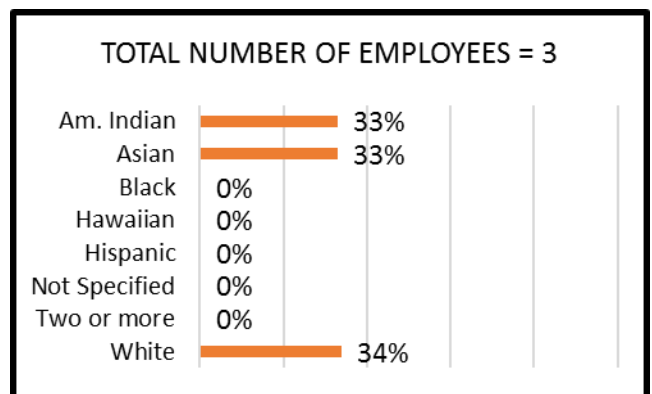
Parks & Recreation



Property Management

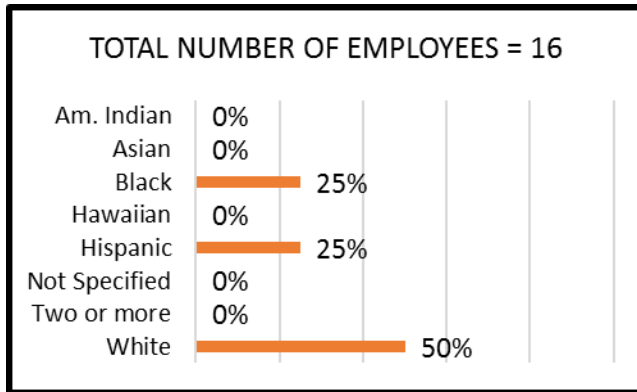


Property Tax, Records & Elections Services

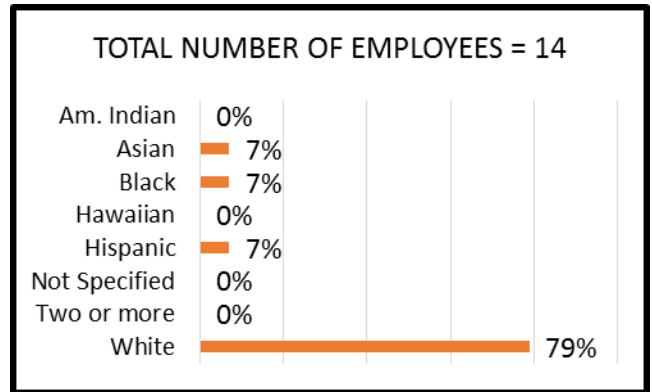


Promotions by Race & Ethnicity (continued)

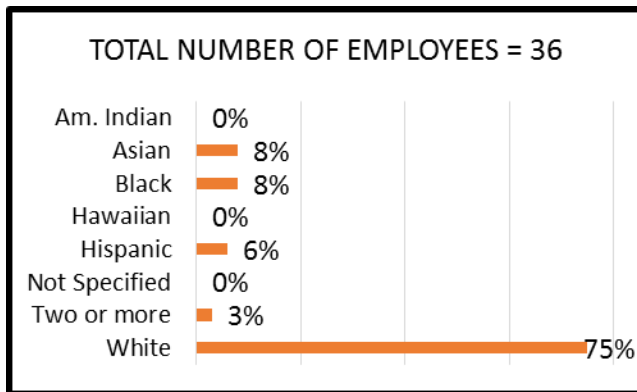
Public Health



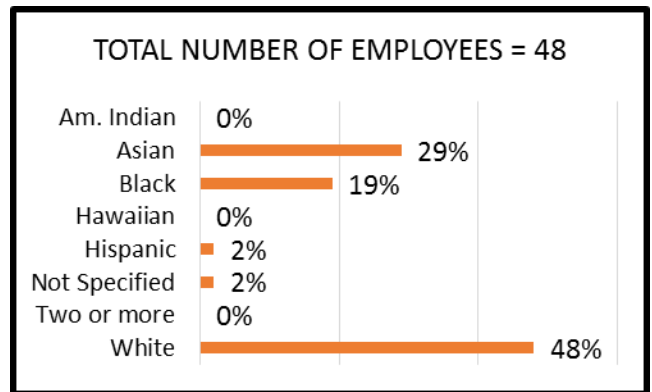
Public Works



Sheriff's Office



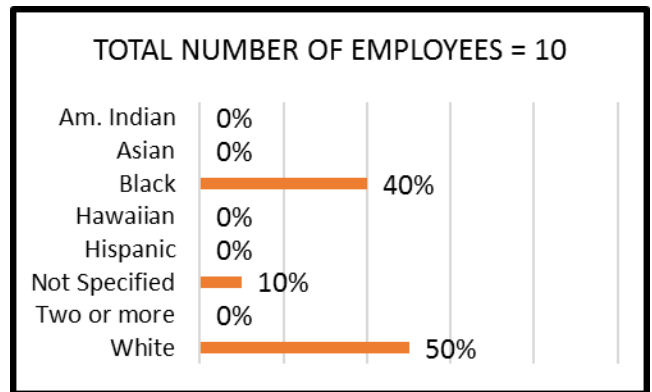
Social Services



Veterans Services

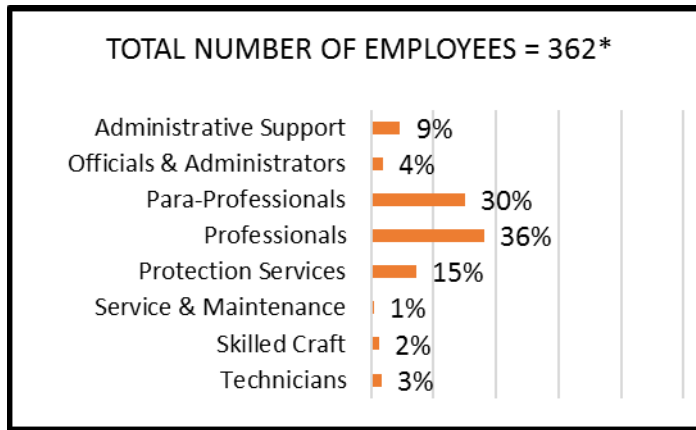
There were no promotions during this period

Workforce Solutions



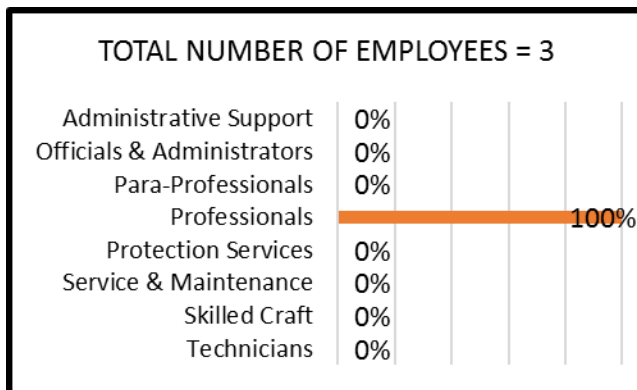
Promotions by Department by EEO-4 Category Year-End 2018

All Ramsey County

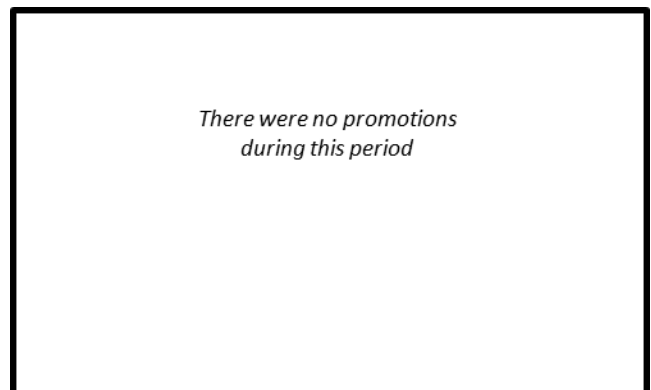


**Total number of promotions is 363; EEO-4 Category totals 1 and does not include elected officials, principal assistants or immediate secretaries.*

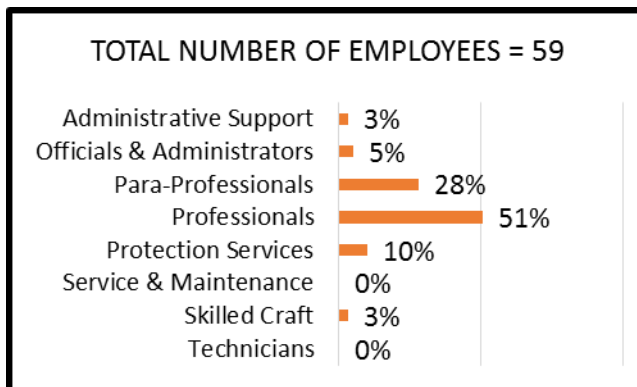
Communications and Public Relations



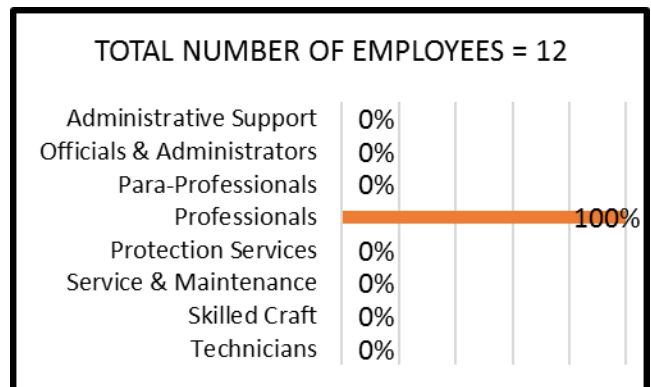
Community & Economic Development



Community Corrections

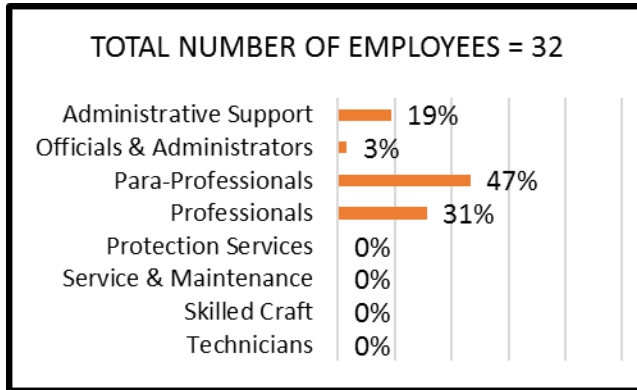


County Assessor

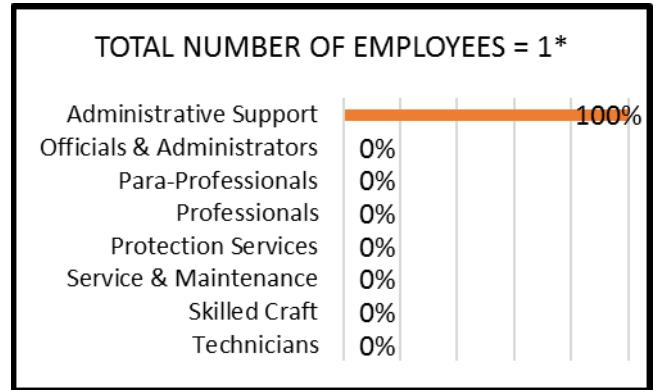


Promotions by EEO-4 Category (continued)

County Attorney's Office

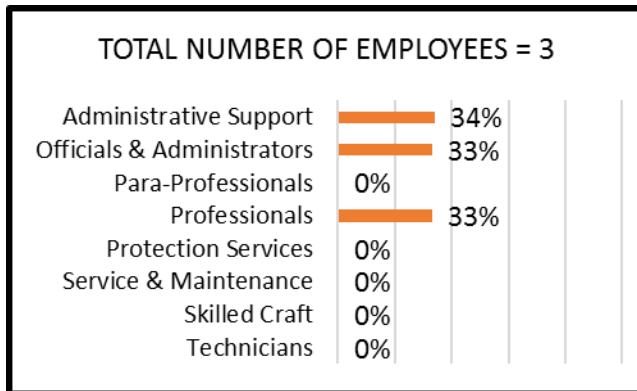


County Board Office

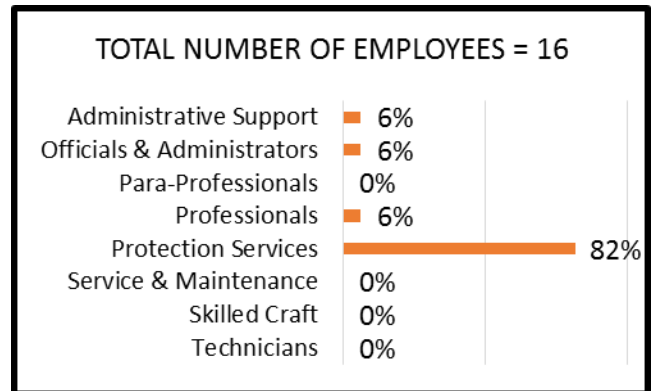


*Total number of promotions includes 1 principal assistant.

County Manager's Office



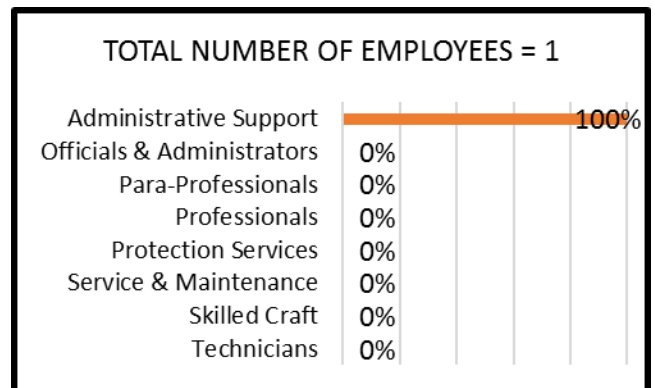
Emergency Communications



Emergency Management & Homeland Security

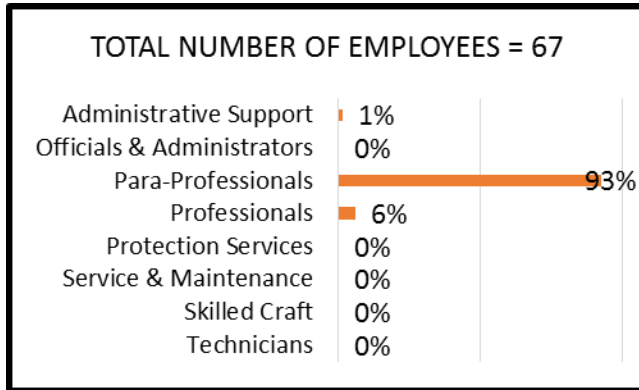
There were no promotions during this period

Finance

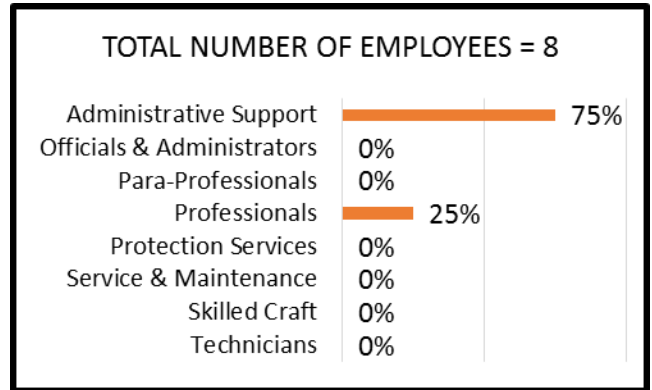


Promotions by EEO-4 Category (continued)

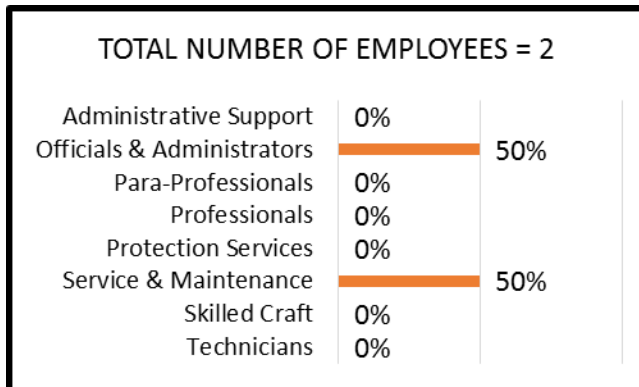
Financial Assistance Services



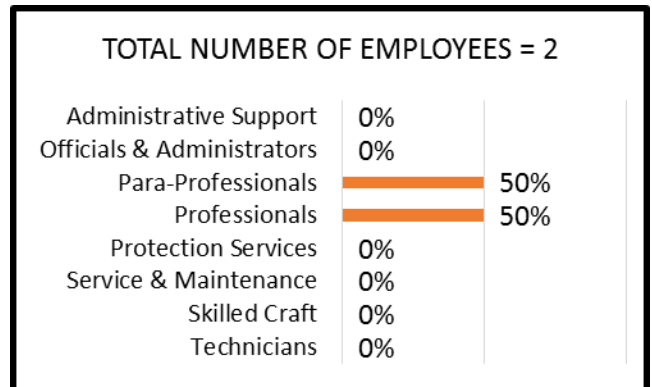
Health & Wellness Administration



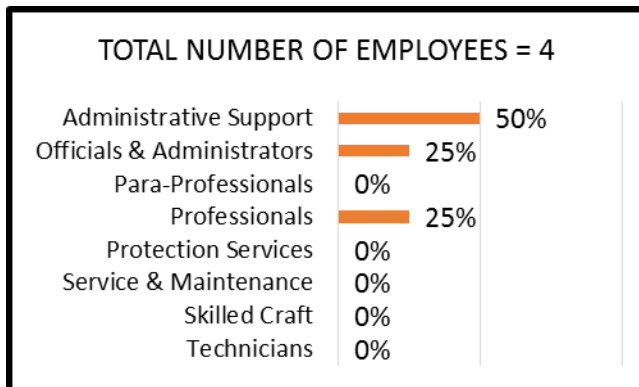
Healthcare Services - Lake Owasso Residence



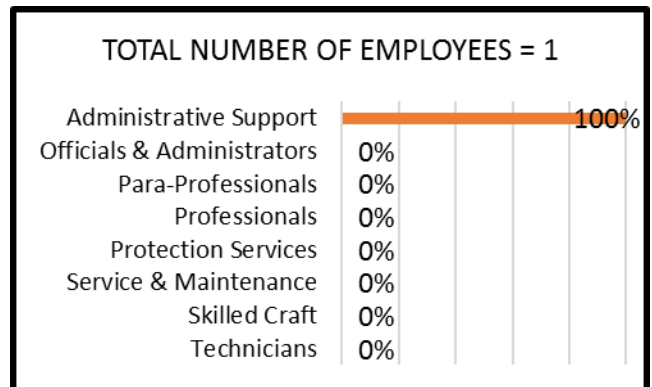
Healthcare Services - Ramsey County Care Center



Human Resources

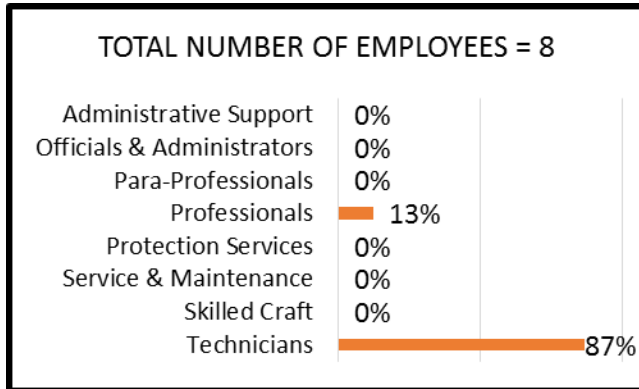


Information & Public Records Division

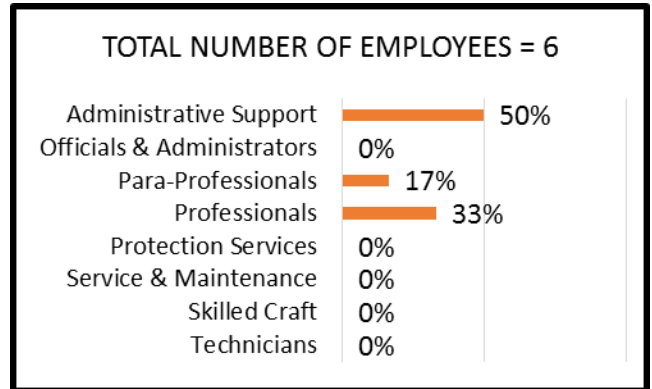


Promotions by EEO-4 Category (continued)

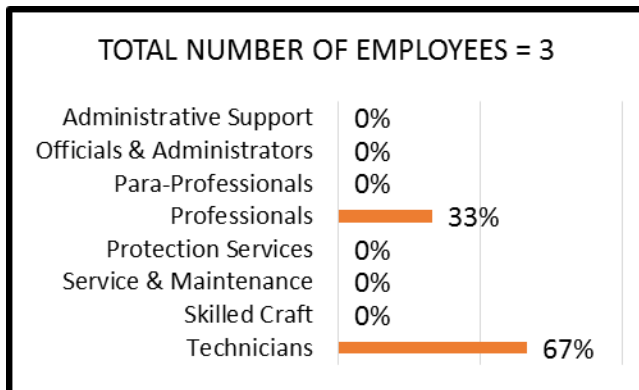
Information Services



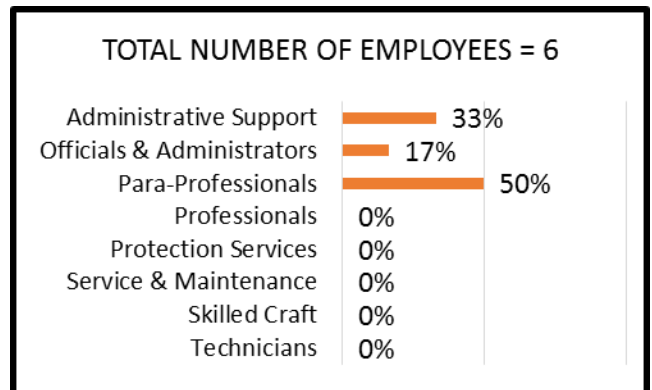
Library



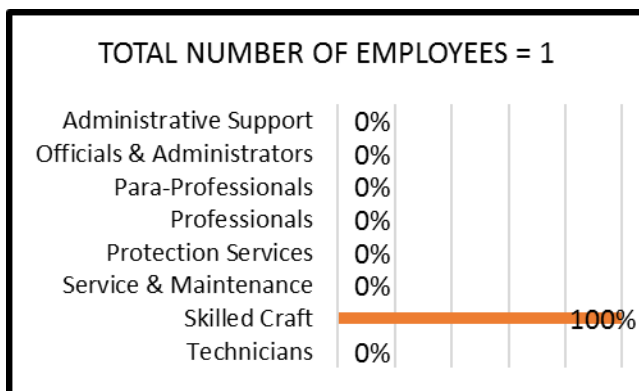
Medical Examiner's Office



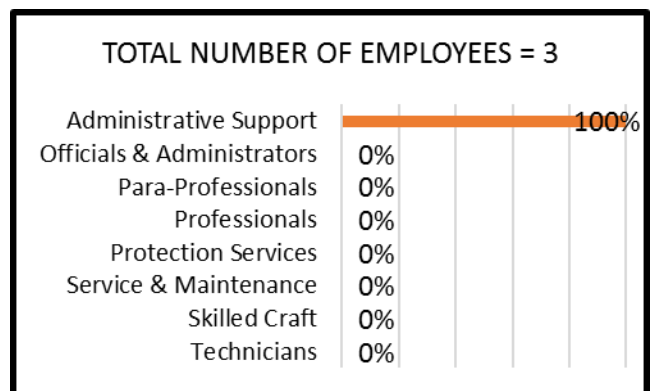
Parks & Recreation



Property Management

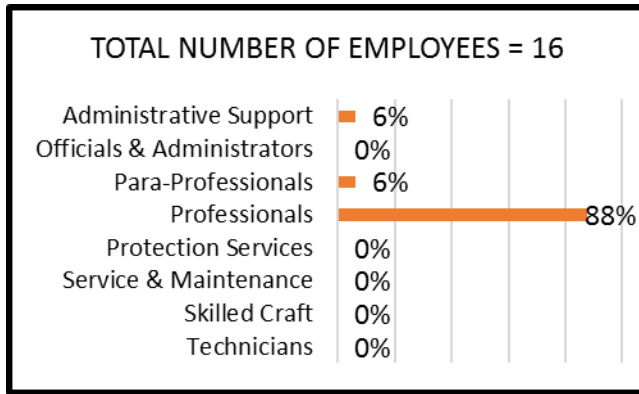


Property Tax, Records & Elections Services

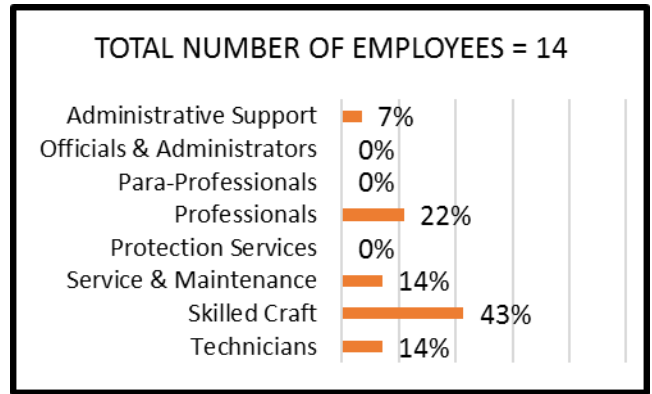


Promotions by EEO-4 Category (continued)

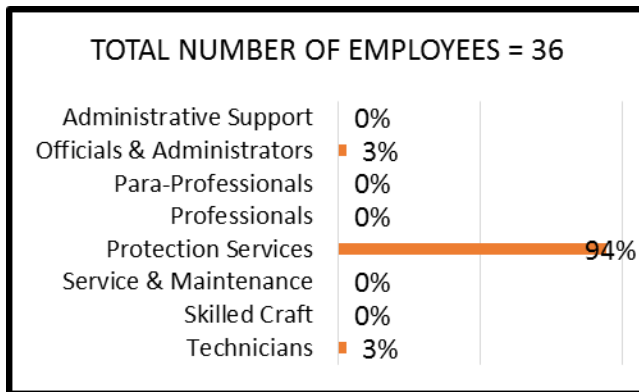
Public Health



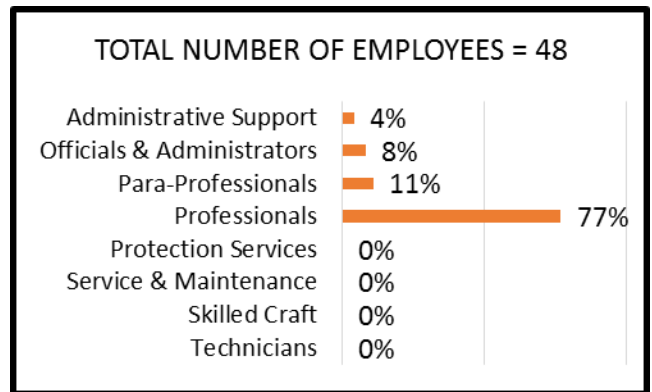
Public Works



Sheriff's Office



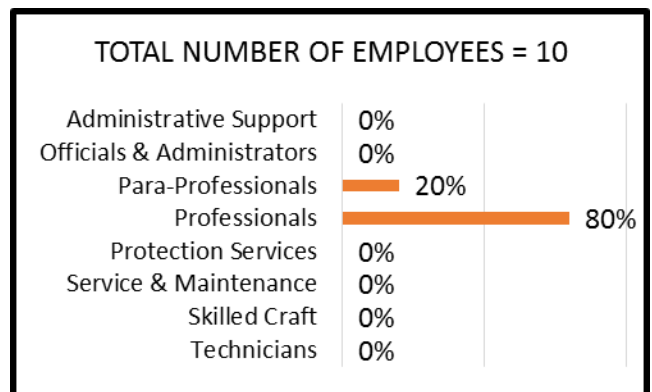
Social Services



Veterans Services

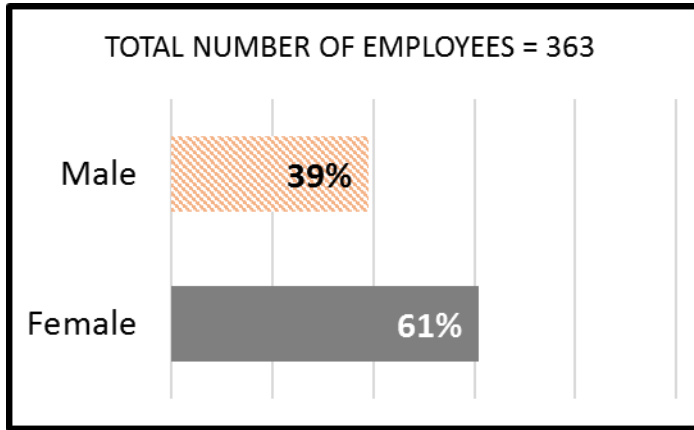
There were no promotions during this period

Workforce Solutions

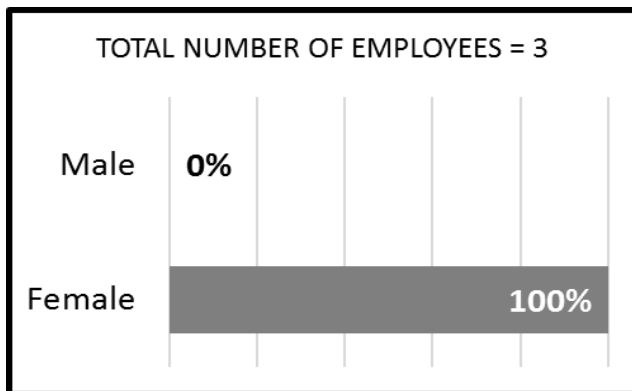


Promotions by Department
by Gender
Year-End 2018

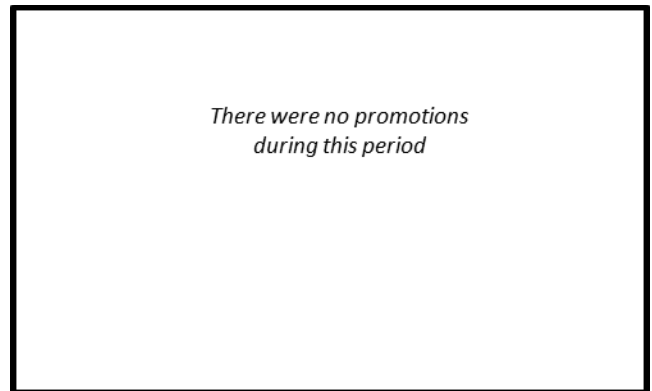
All Ramsey County



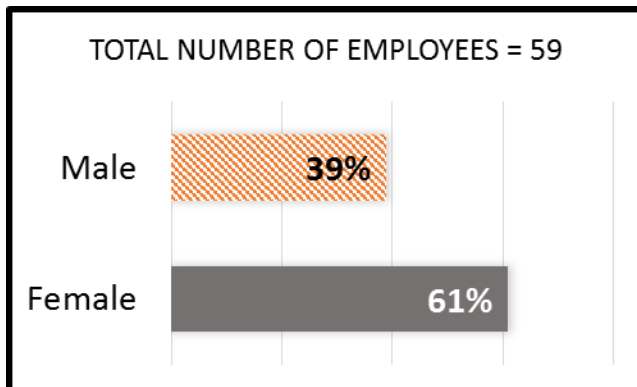
Communications and Public Relations



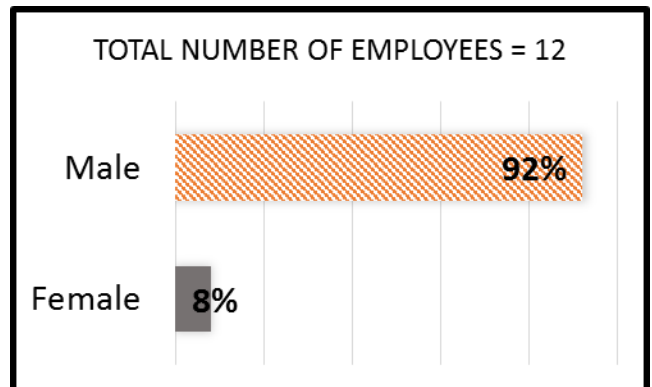
Community & Economic Development



Community Corrections

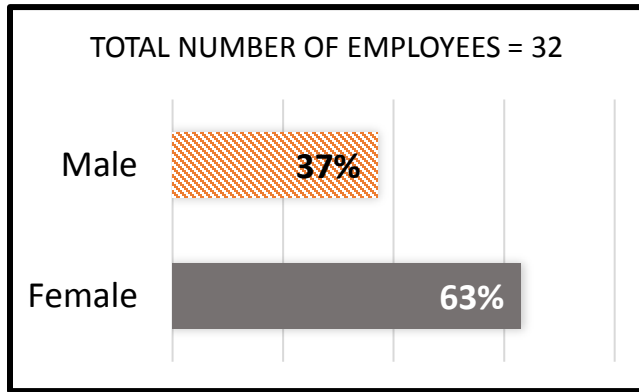


County Assessor

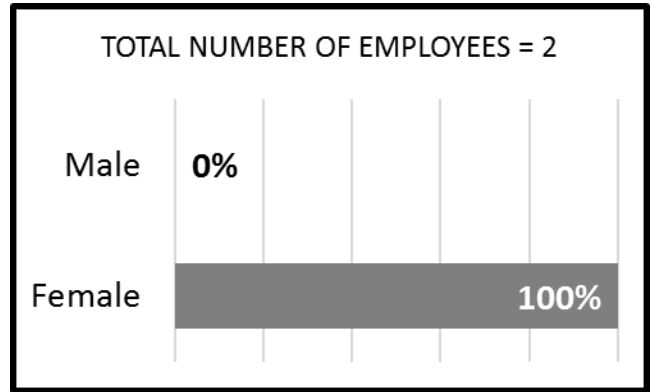


Promotions by Gender (continued)

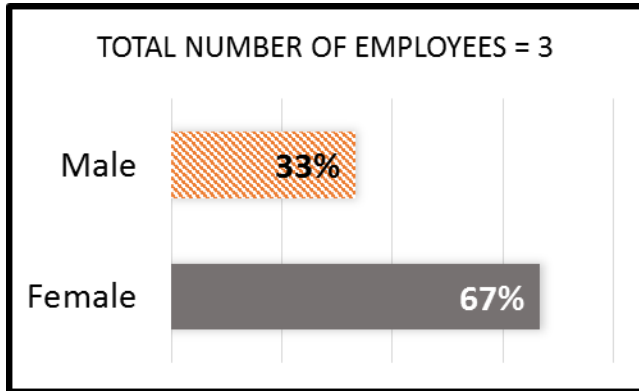
County Attorney's Office



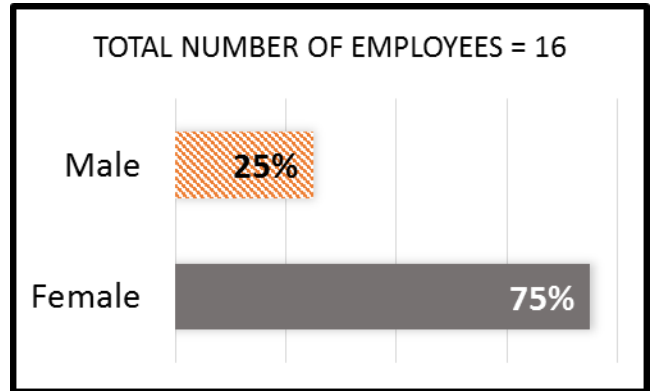
County Board Office



County Manager's Office



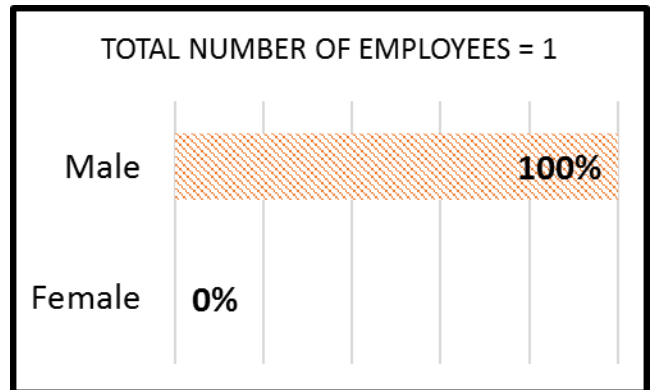
Emergency Communications



Emergency Management & Homeland Security

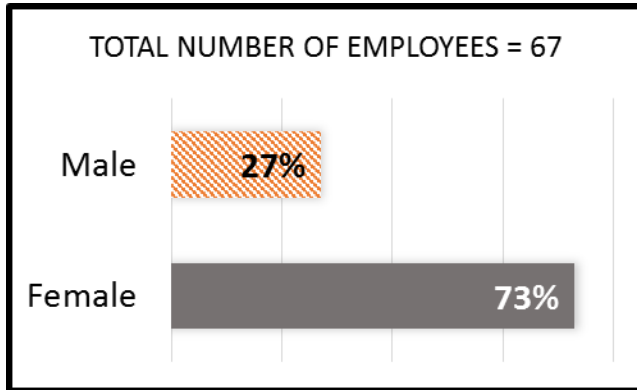
There were no promotions during this period

Finance

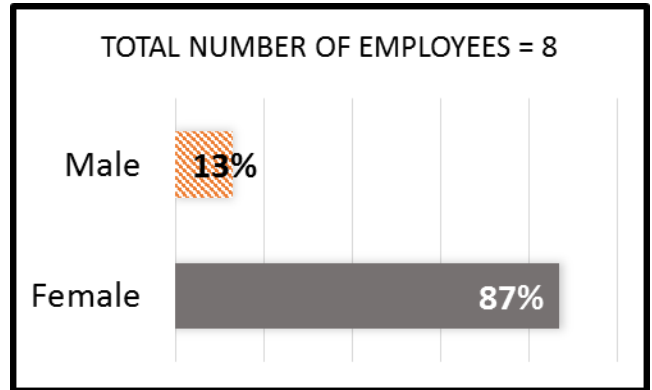


Promotions by Gender (continued)

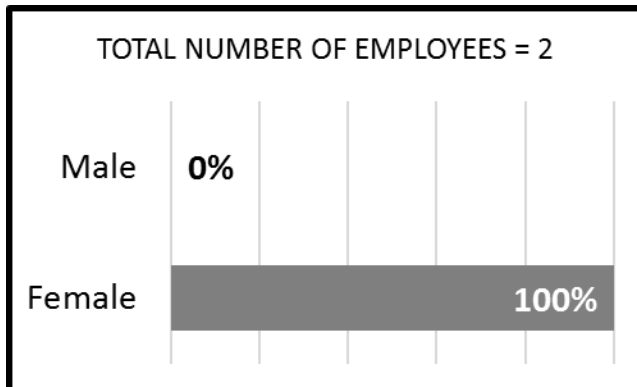
Financial Assistance Services



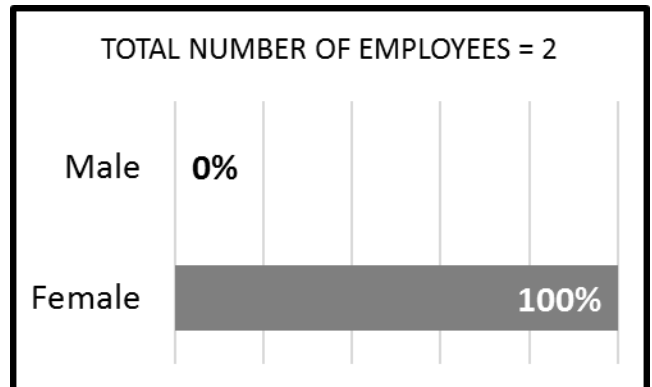
Health & Wellness Administration



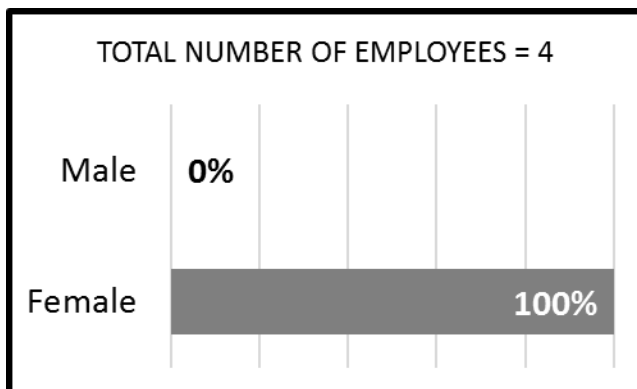
Healthcare Services - Lake Owasso Residence



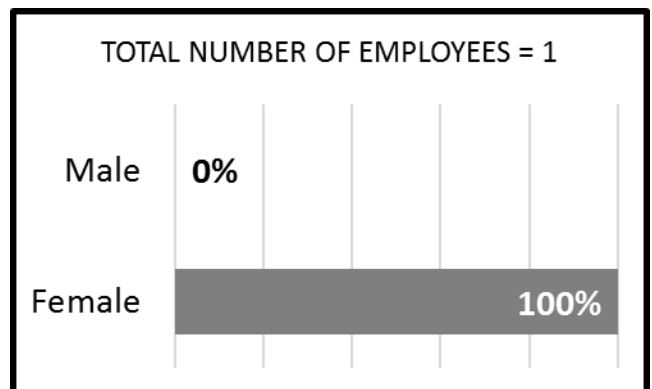
Healthcare Services - Ramsey County Care Center



Human Resources

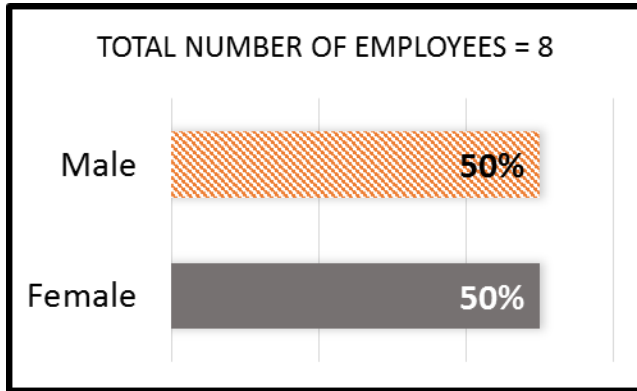


Information & Public Records Division

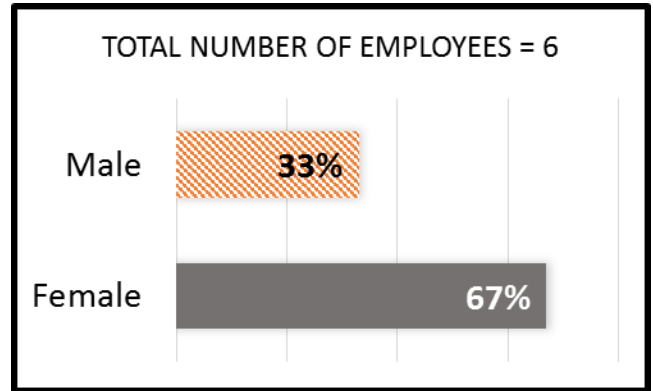


Promotions by Gender (continued)

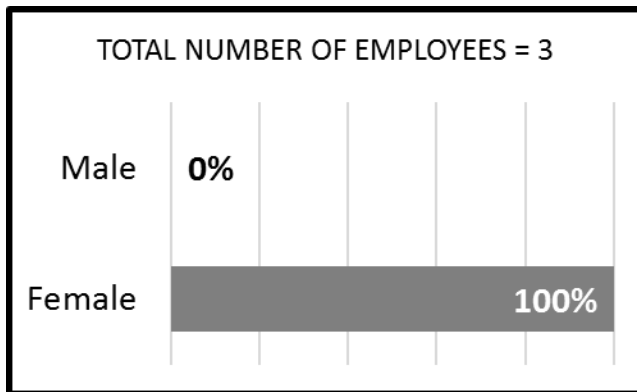
Information Services



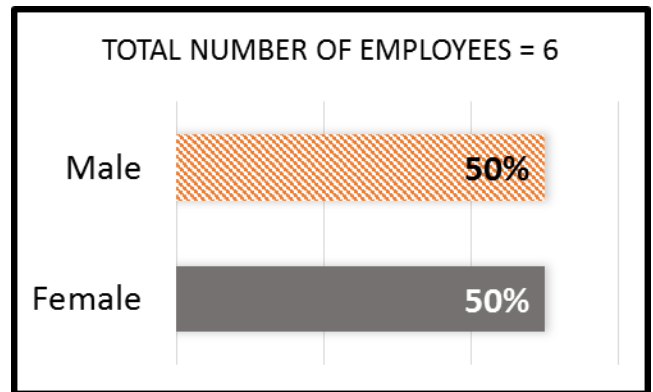
Library



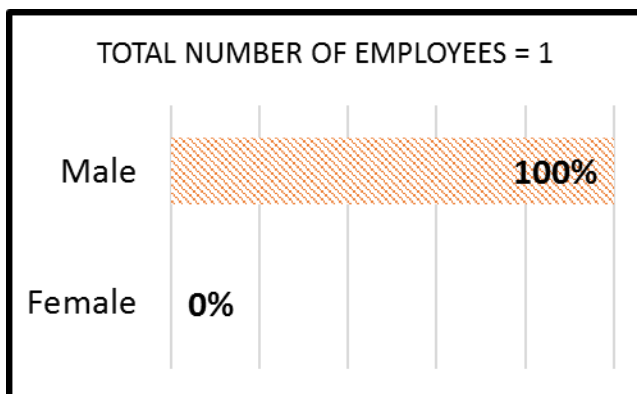
Medical Examiner's Office



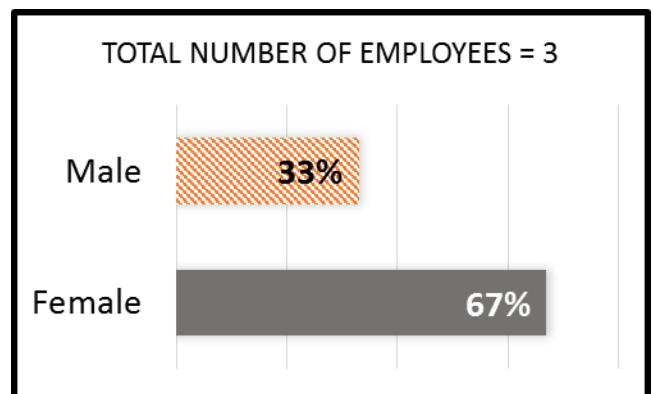
Parks & Recreation



Property Management

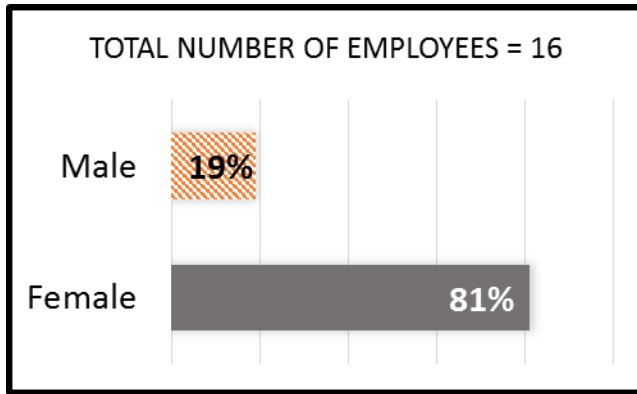


Property Tax, Records & Elections Services

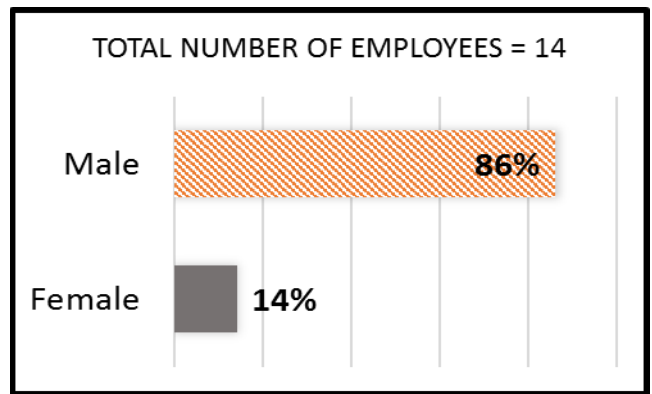


Promotions by Gender (continued)

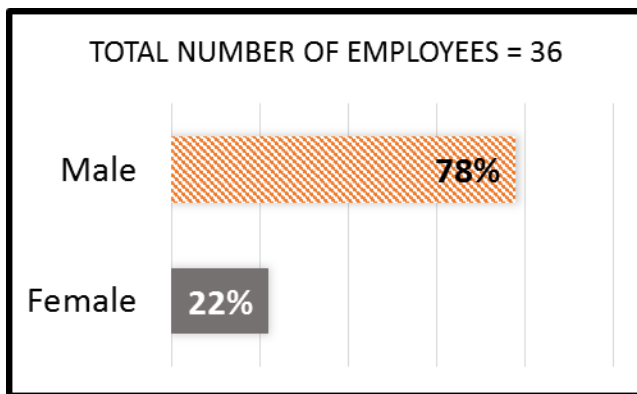
Public Health



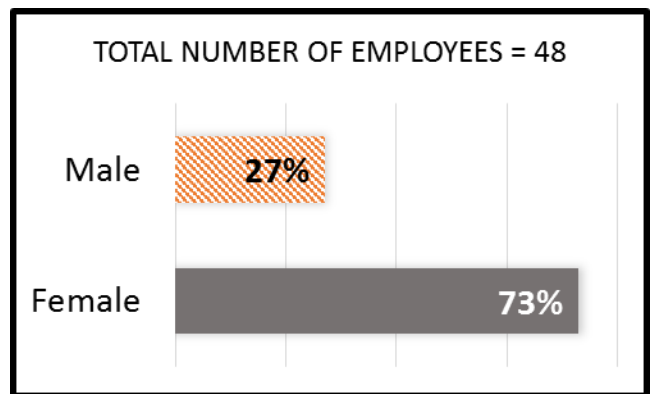
Public Works



Sheriff's Office



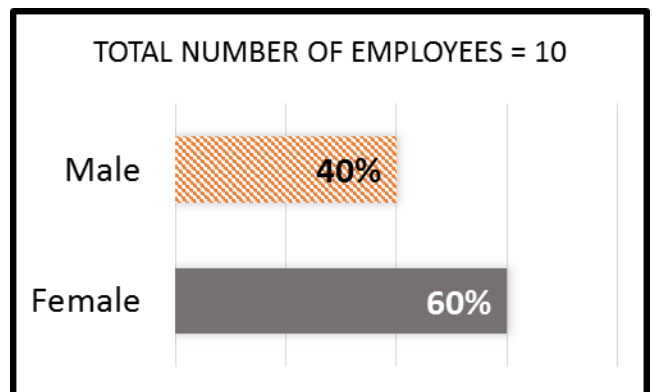
Social Services



Veterans Services

There were no promotions during this period

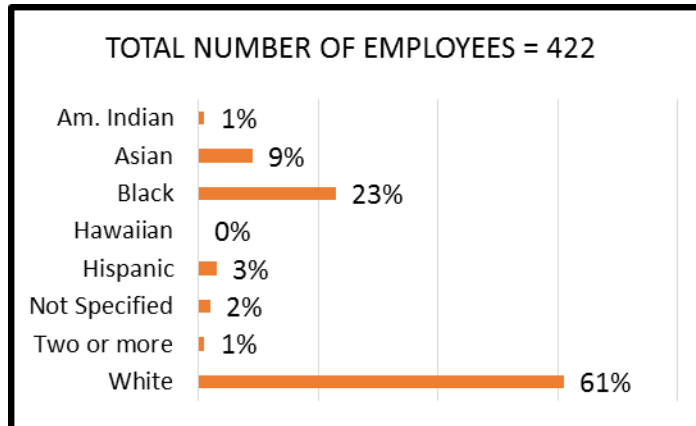
Workforce Solutions



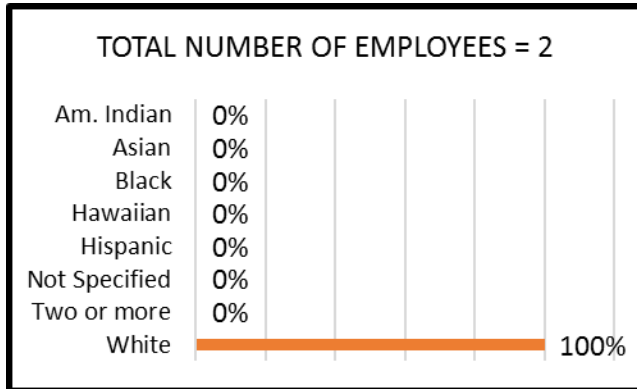
Separations by Department

Separations by Department by Race & Ethnicity Year-End 2018

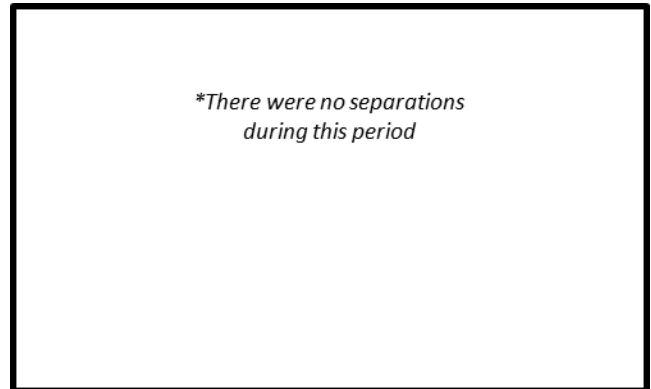
All Ramsey County



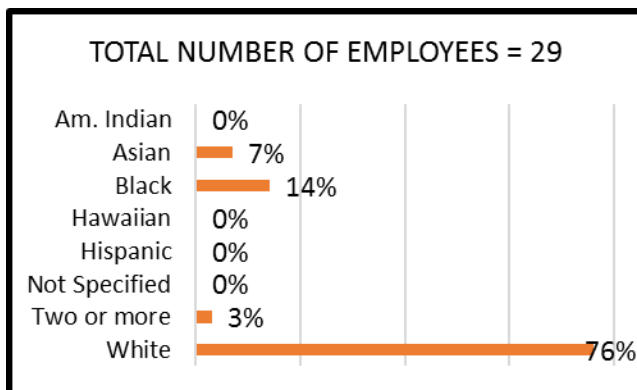
Communications and Public Relations



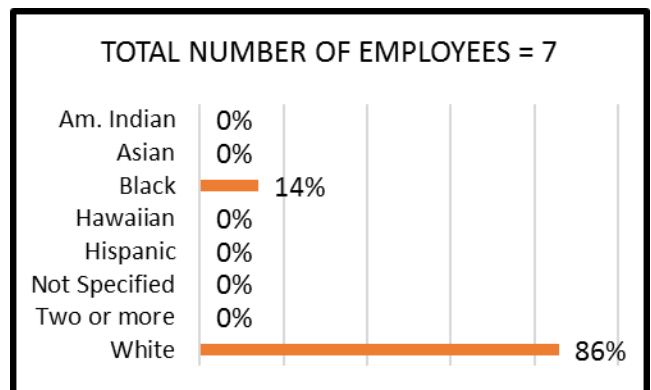
Community & Economic Development



Community Corrections

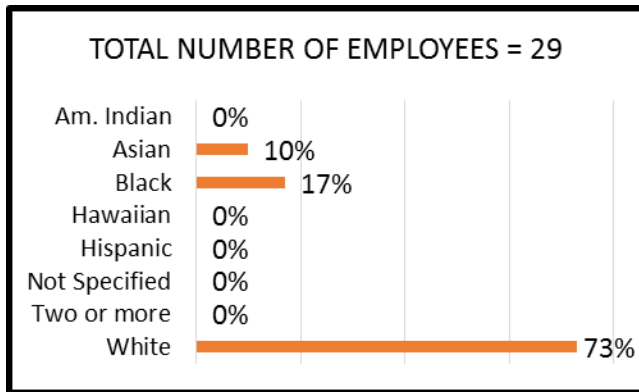


County Assessor

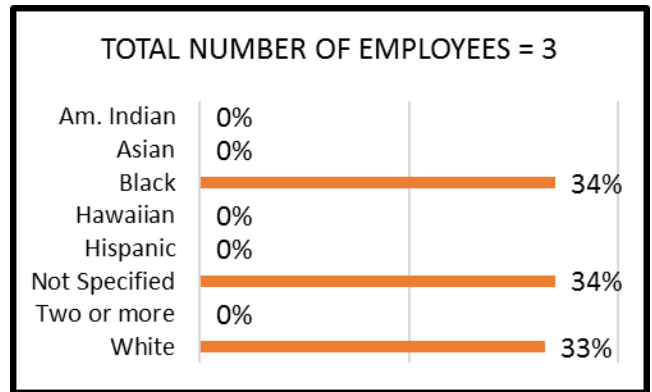


Separations by Race & Ethnicity (continued)

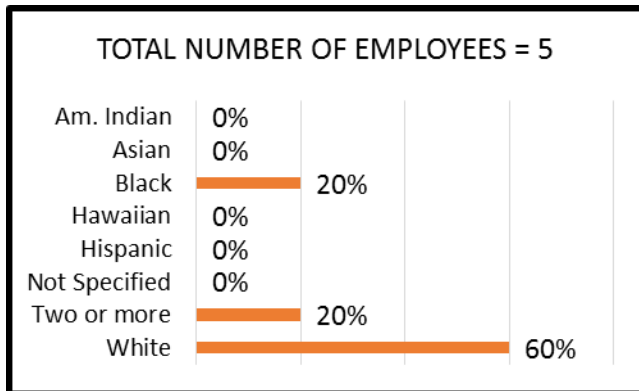
County Attorney's Office



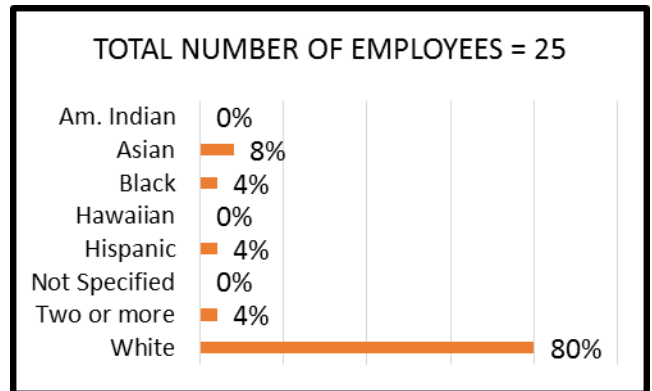
County Board Office



County Manager's Office



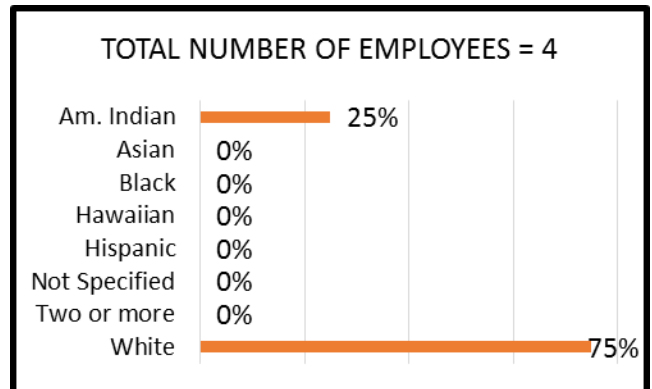
Emergency Communications



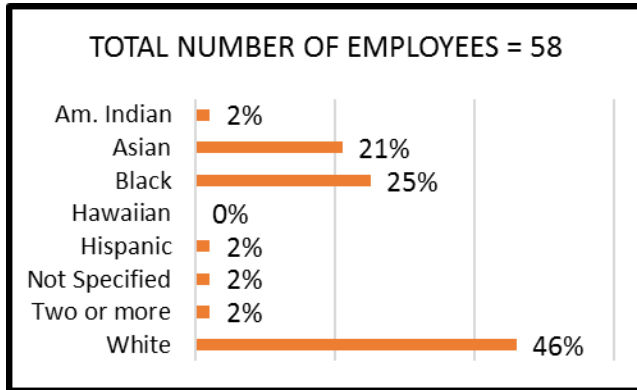
Emergency Management & Homeland Security

**There were no separations during this period*

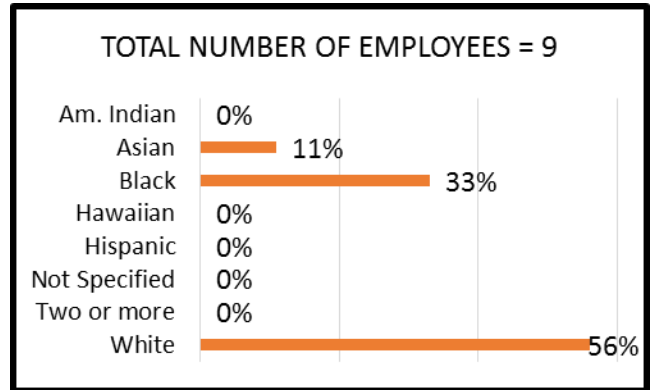
Finance



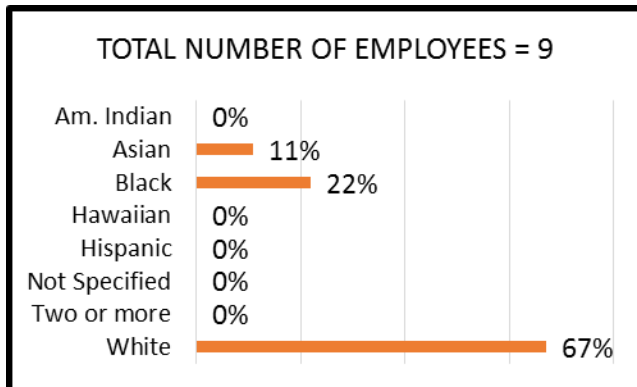
Financial Assistance Services



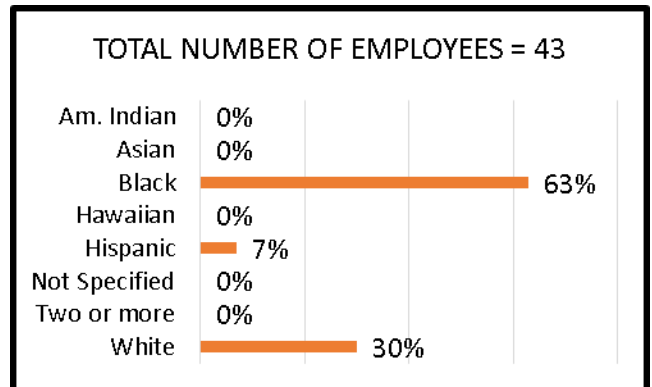
Health & Wellness Administration



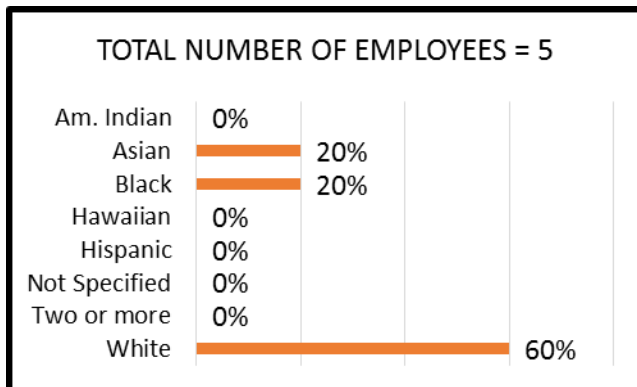
Healthcare Services - Lake Owasso Residence



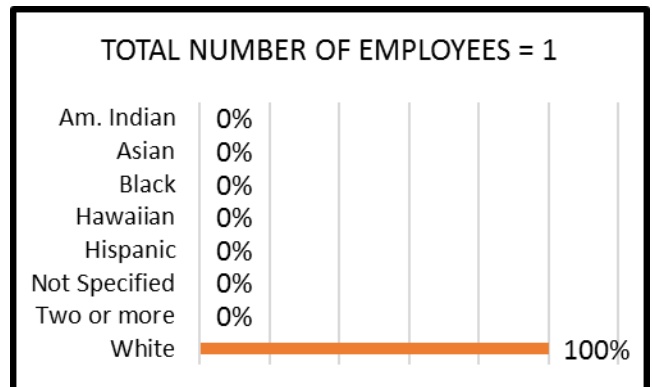
Healthcare Services - Ramsey County Care Center



Human Resources

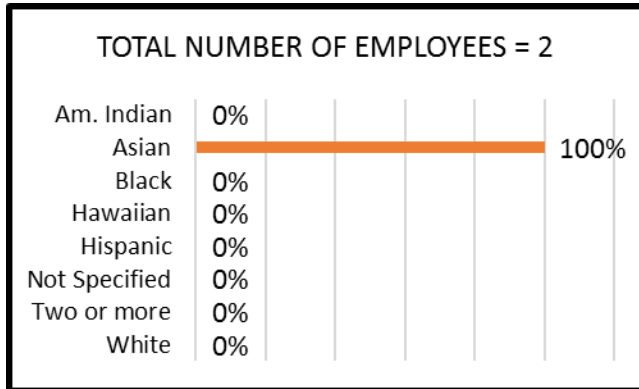


Information & Public Records Division

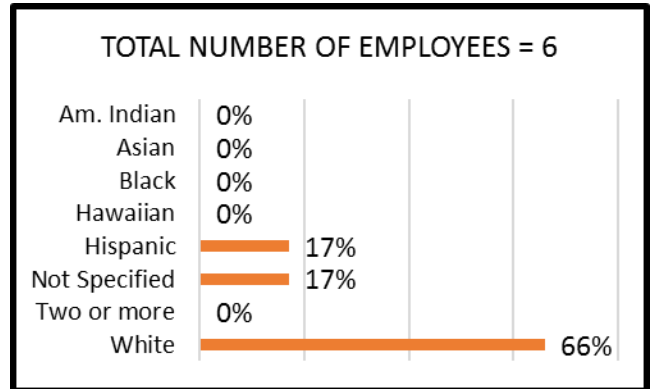


Separations by Race & Ethnicity (continued)

Information Services



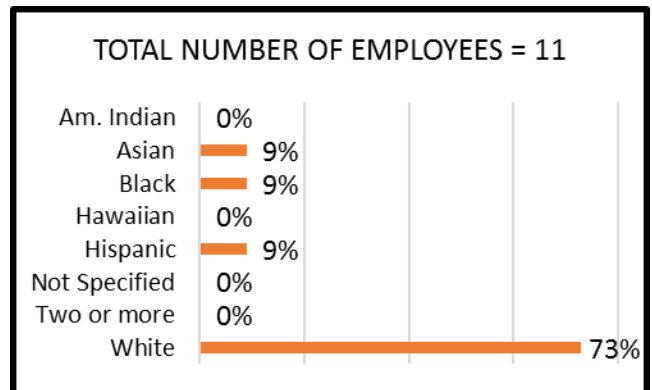
Library



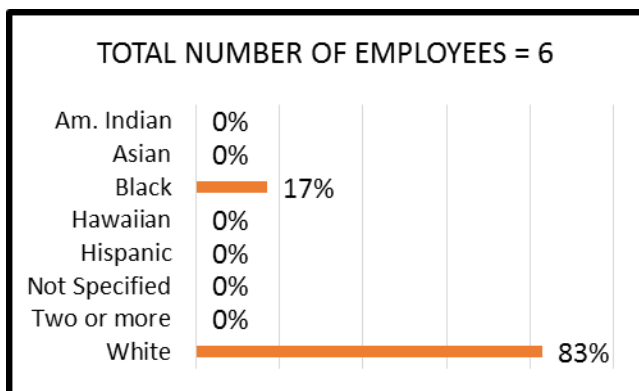
Medical Examiner's Office

**There were no separations during this period*

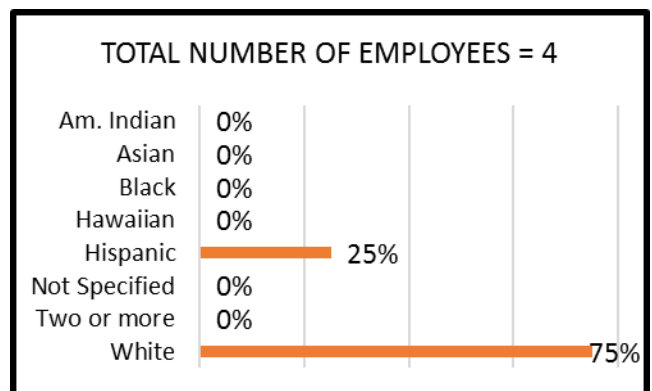
Parks & Recreation



Property Management

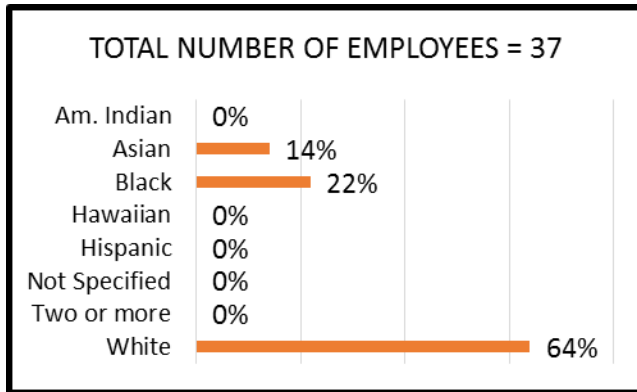


Property Tax, Records & Elections Services

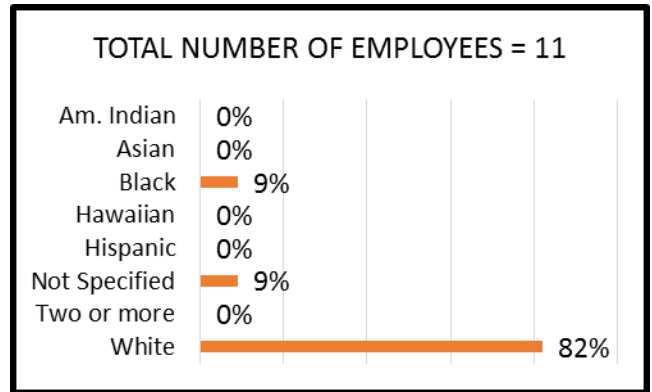


Separations by Race & Ethnicity (continued)

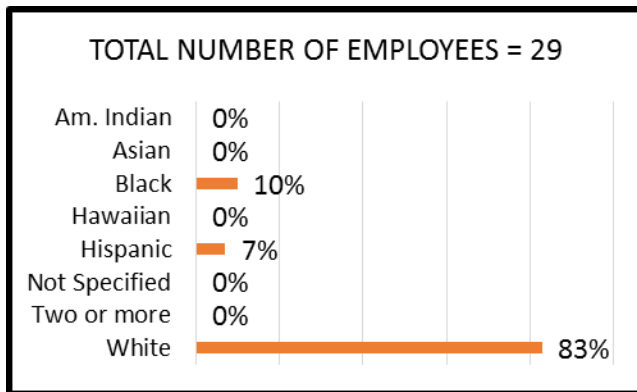
Public Health



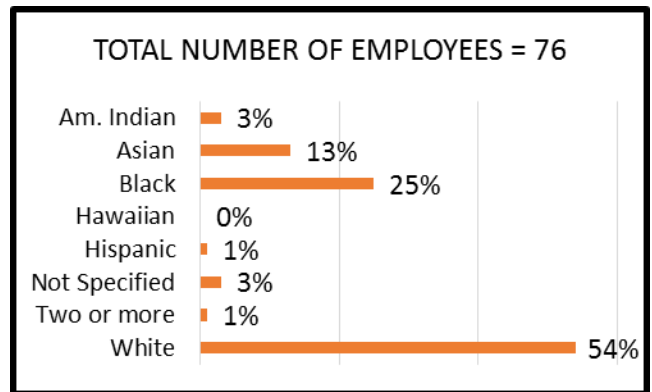
Public Works



Sheriff's Office



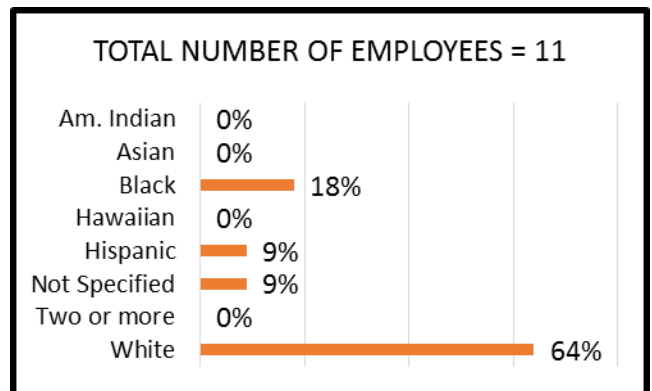
Social Services



Veterans Services

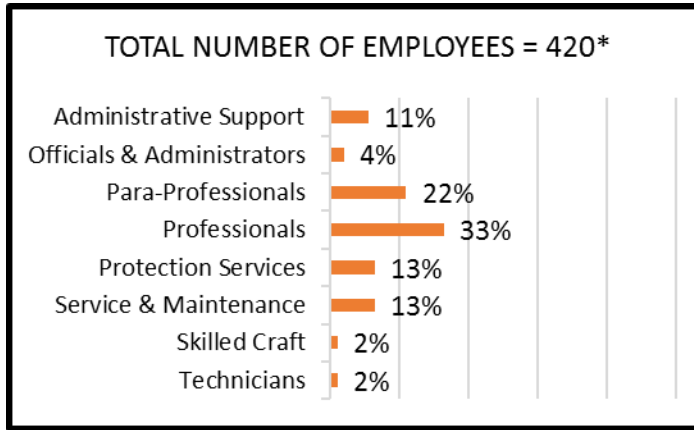
**There were no separations during this period*

Workforce Solutions



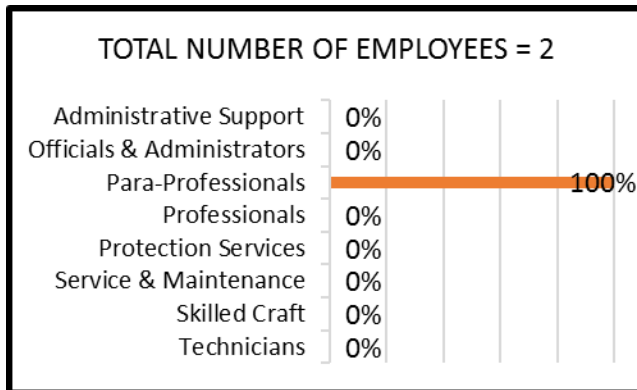
Employees by Separation by EEO-4 Category Year-End 2018

All Ramsey County

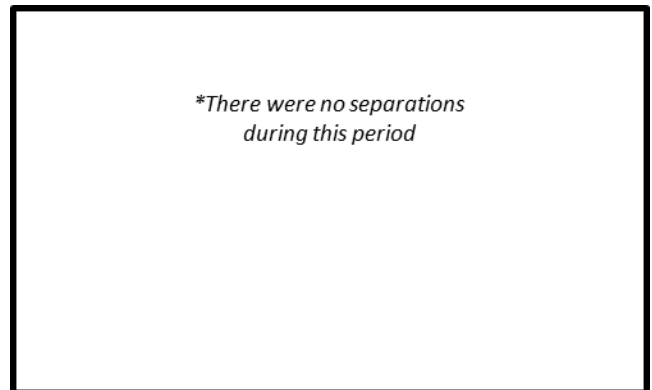


**Total number of separations is 422; EEO-4 Category totals 420 because it does not include elected officials, their principal assistants or the County Attorney/Sheriff's immediate secretaries.*

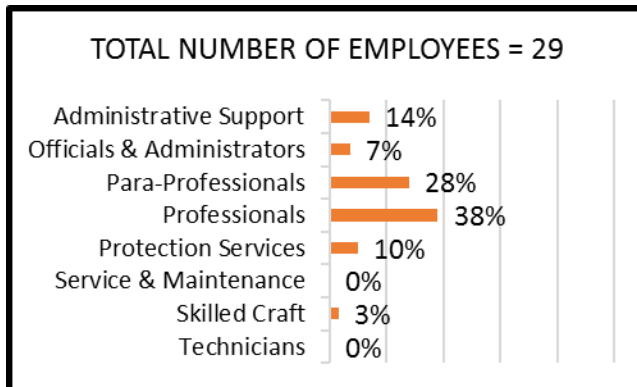
Communications and Public Relations



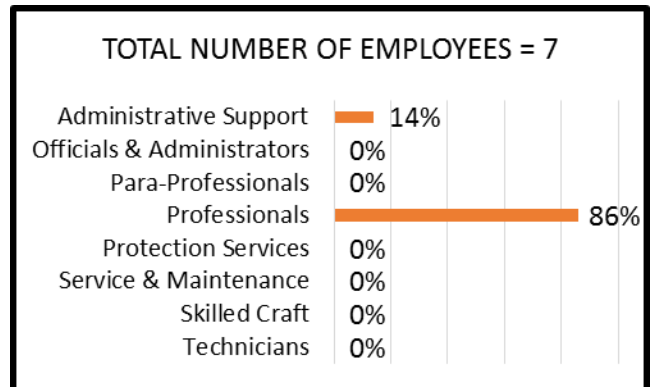
Community & Economic Development



Community Corrections

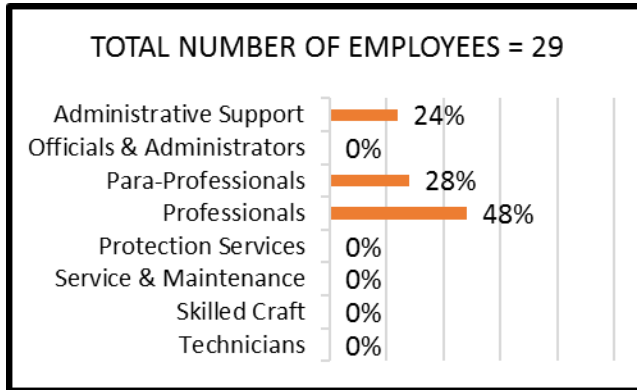


County Assessor

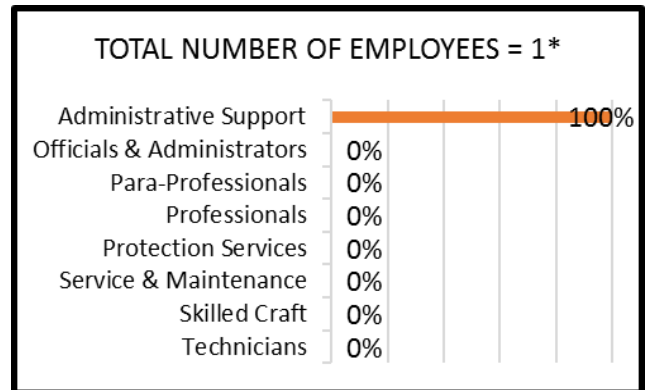


Separations by EEO-4 Category (continued)

County Attorney's Office

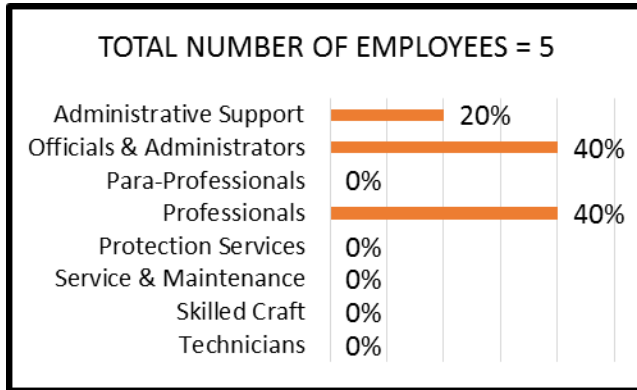


County Board Office

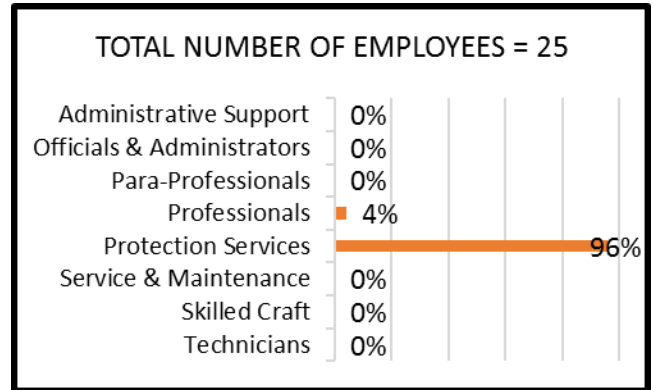


*Total number of separations is 3; EEO-4 Category totals 2 and does not include elected officials or their principal assistants.

County Manager's Office



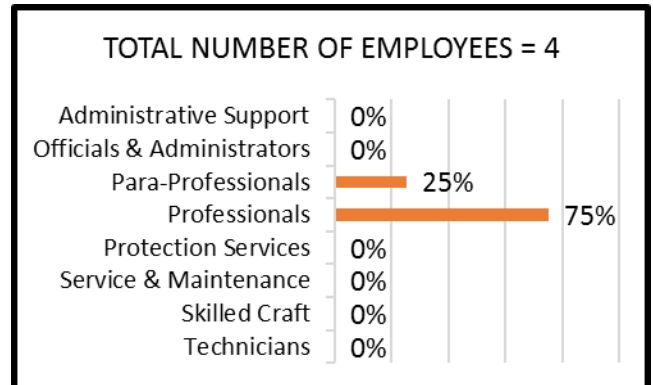
Emergency Communications



Emergency Management & Homeland Security

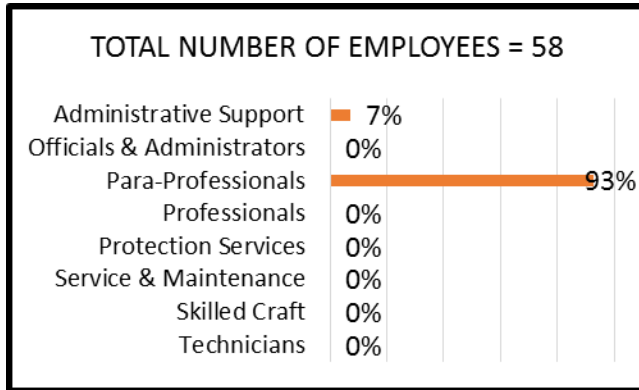
**There were no separations during this period*

Finance

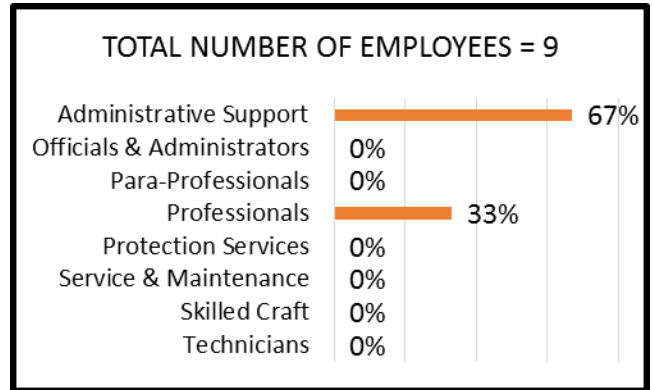


Separations by EEO-4 Category (continued)

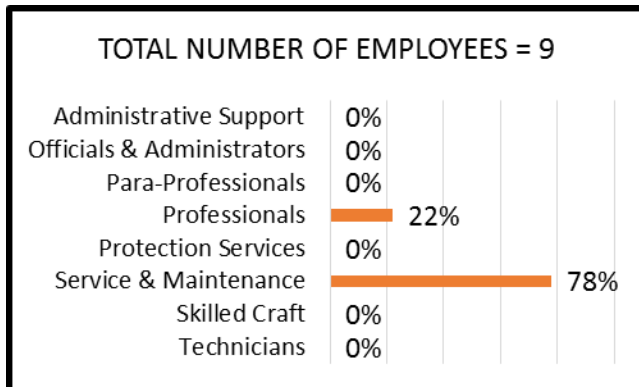
Financial Assistance Services



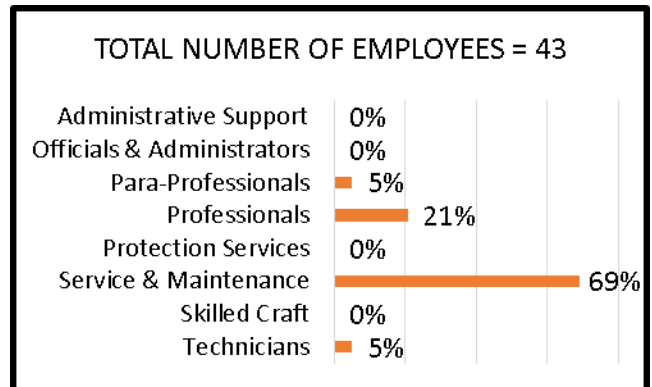
Health & Wellness Administration



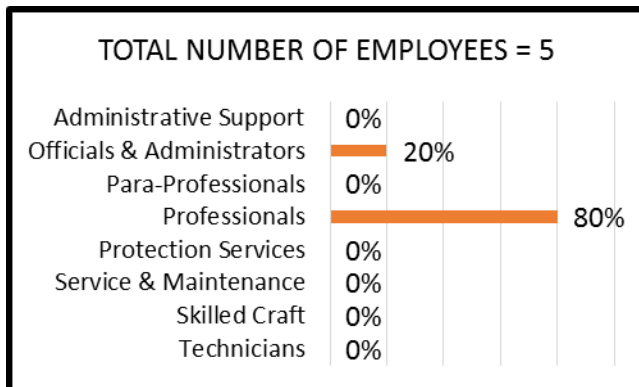
Healthcare Services - Lake Owasso Residence



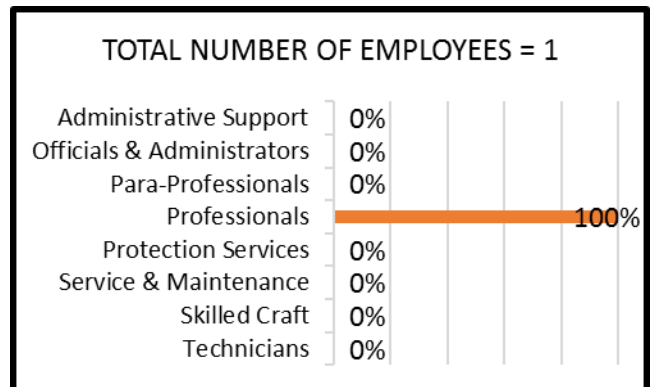
Healthcare Services - Ramsey County Care Center



Human Resources

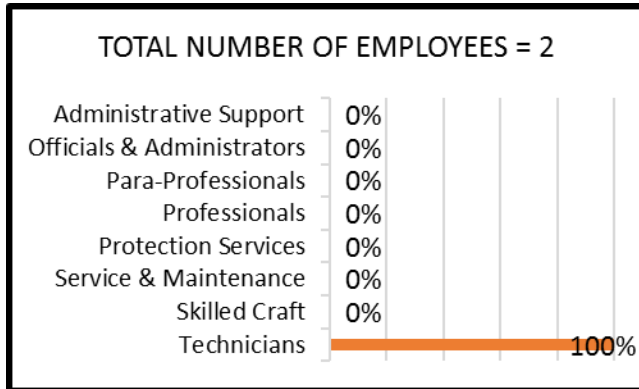


Information & Public Records Division

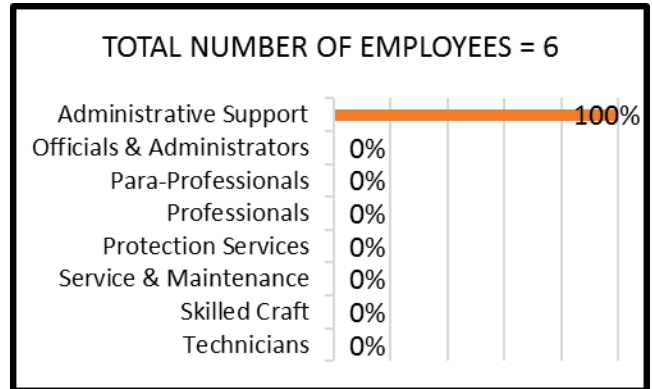


Separations by EEO-4 Category (continued)

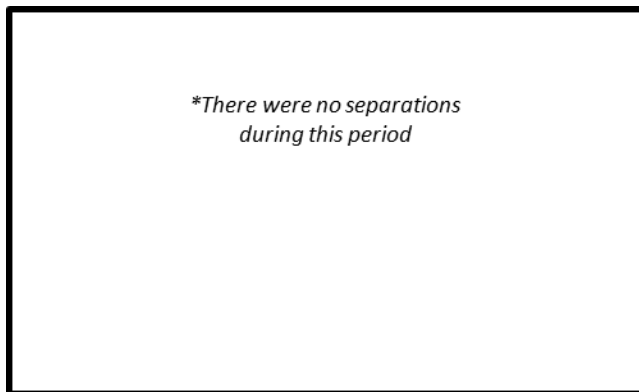
Information Services



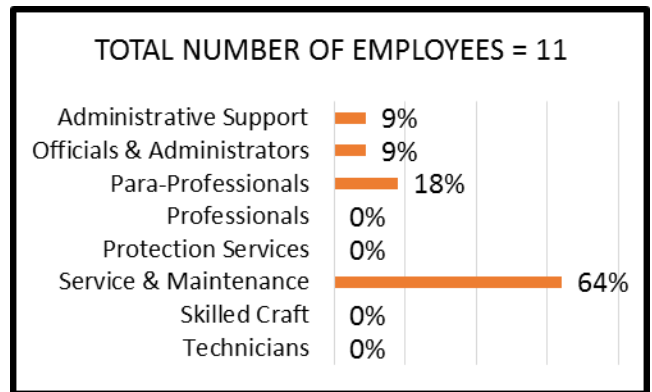
Library



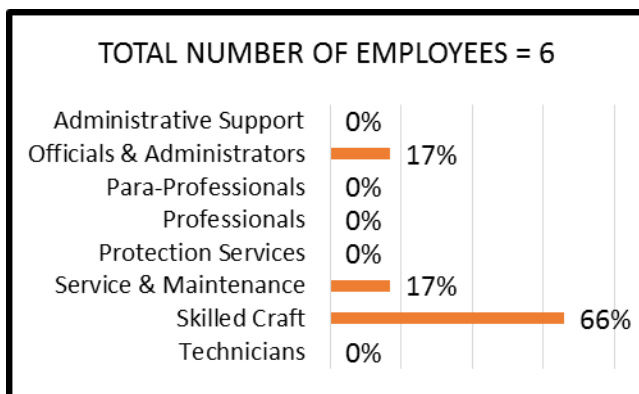
Medical Examiner's Office



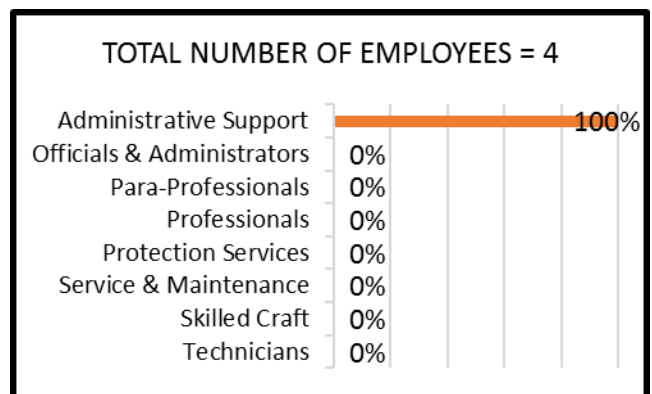
Parks & Recreation



Property Management

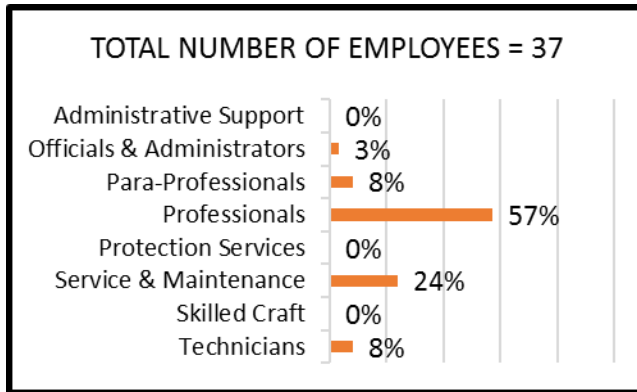


Property Tax, Records & Elections Services

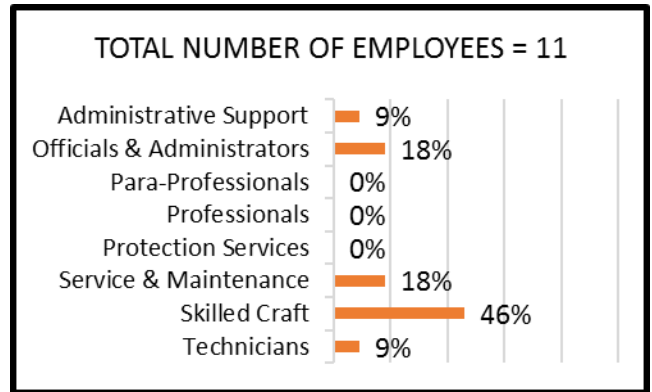


Separations by EEO-4 Category (continued)

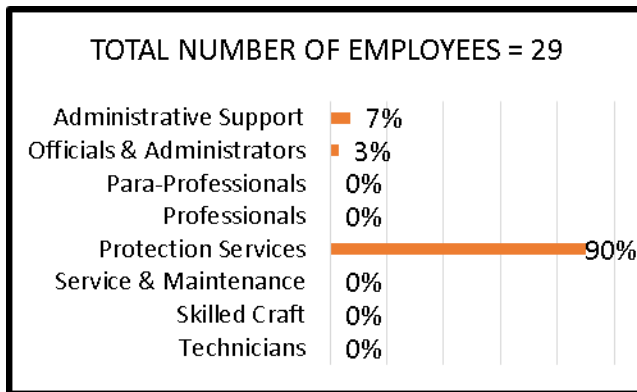
Public Health



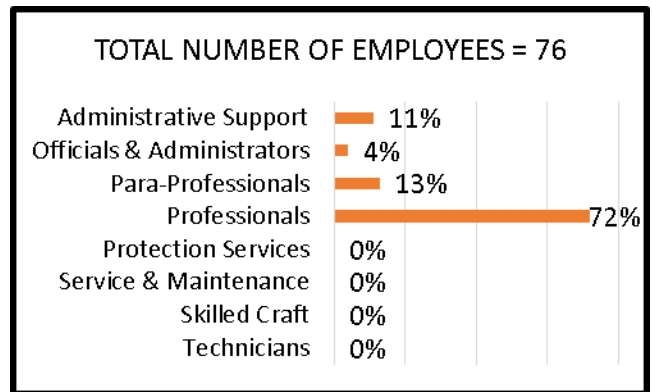
Public Works



Sheriff's Office



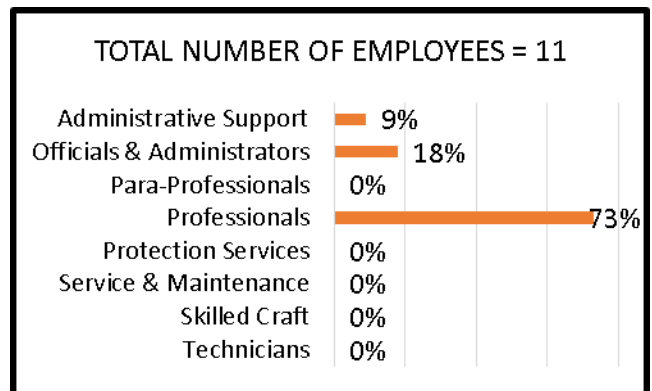
Social Services



Veterans Services

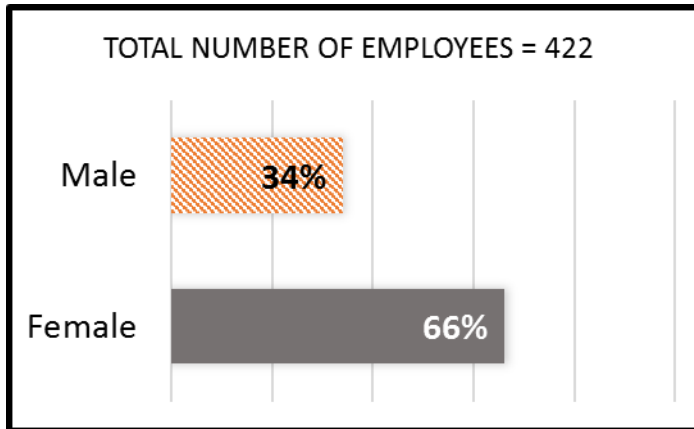
**There were no separations during this period*

Workforce Solutions

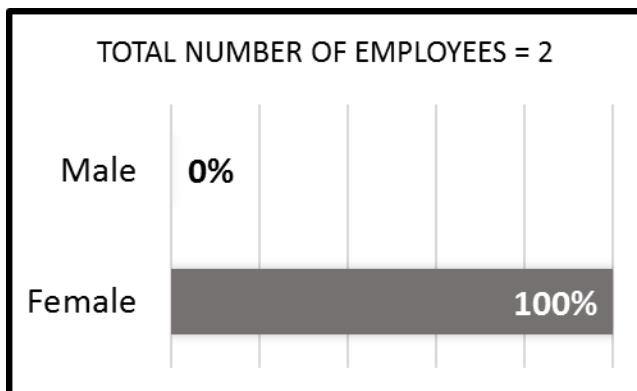


Employees by Separation by Gender Year-End 2018

All Ramsey County



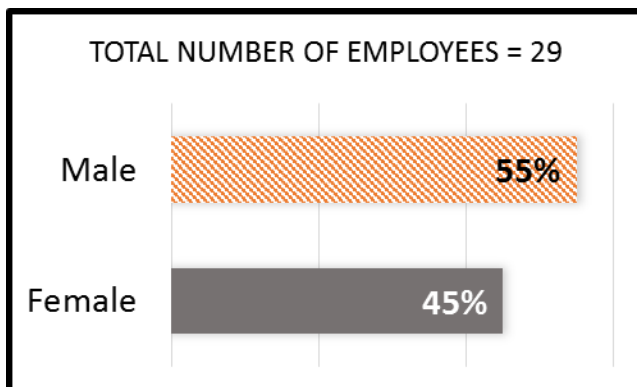
Communications and Public Relations



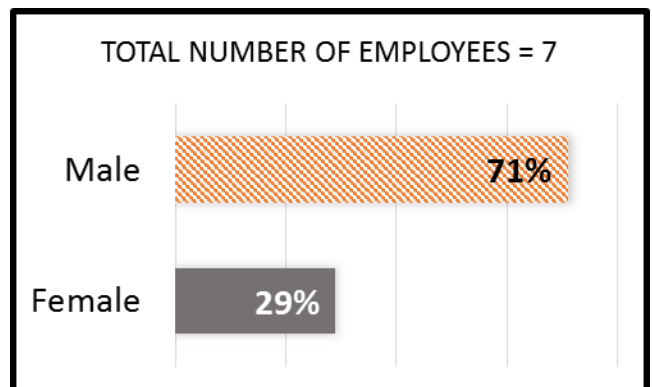
Community & Economic Development



Community Corrections

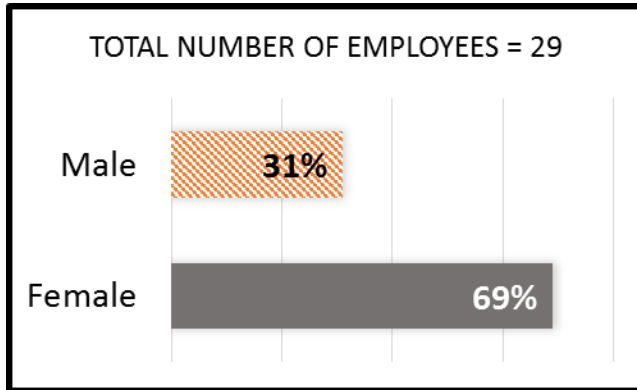


County Assessor

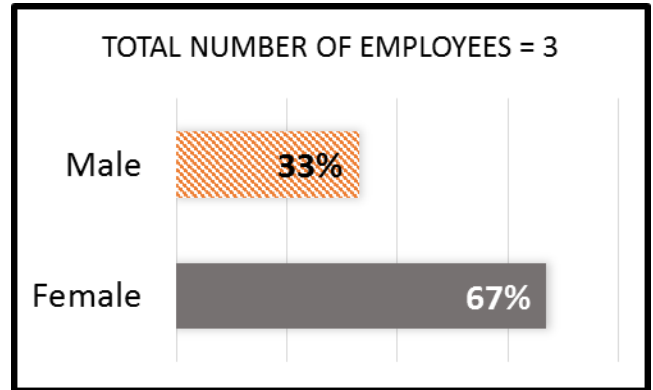


Separations by Gender (continued)

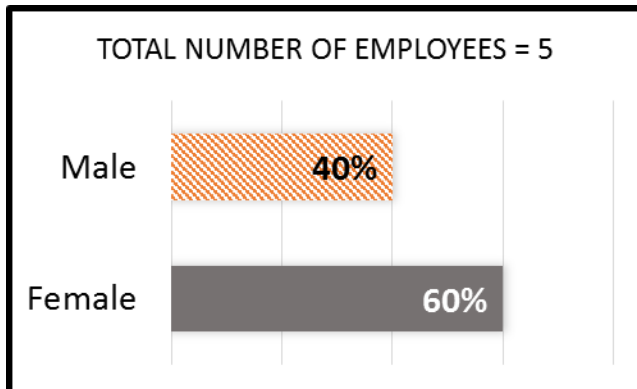
County Attorney's Office



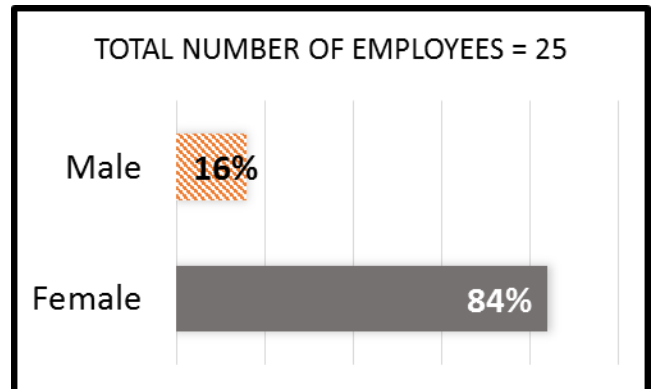
County Board Office



County Manager's Office



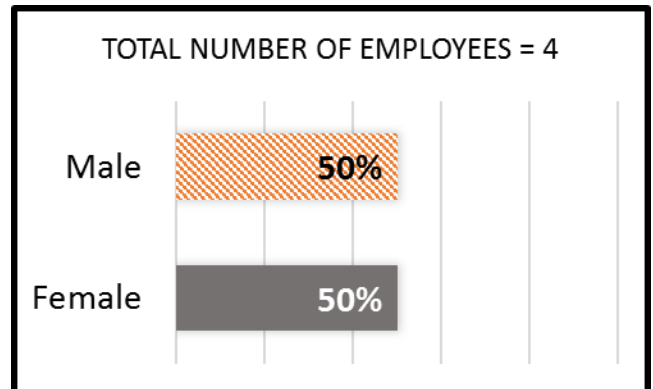
Emergency Communications



Emergency Management & Homeland Security

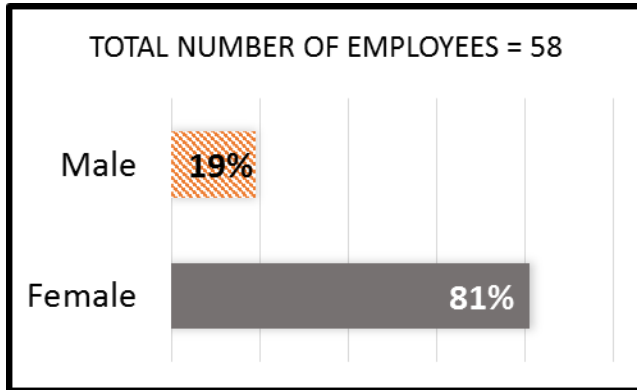
**There were no separations during this period*

Finance

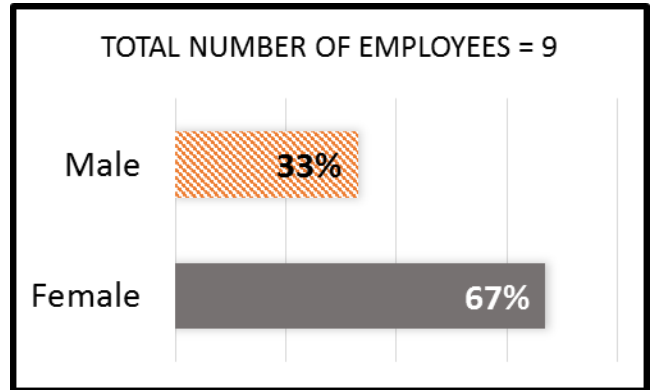


Separations by Gender (continued)

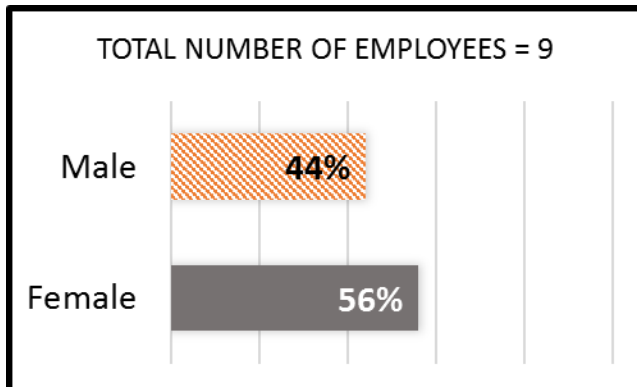
Financial Assistance Services



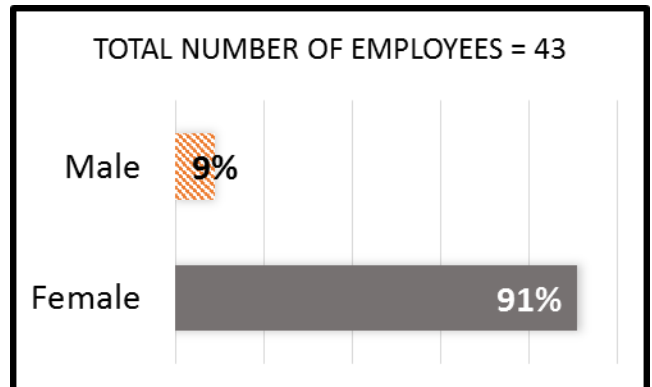
Health & Wellness Administration



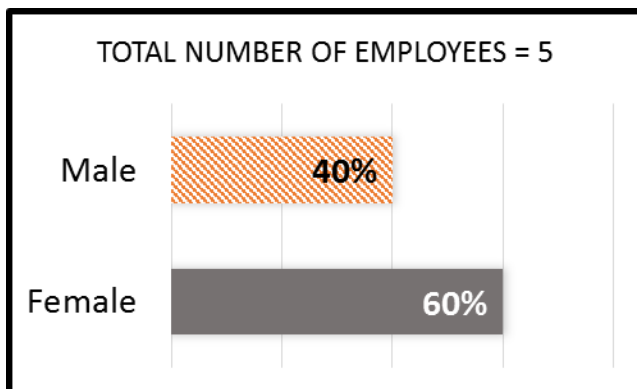
Healthcare Services - Lake Owasso Residence



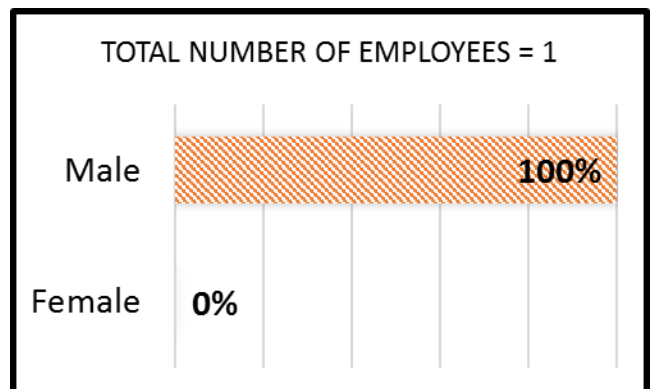
Healthcare Services - Ramsey County Care Center



Human Resources

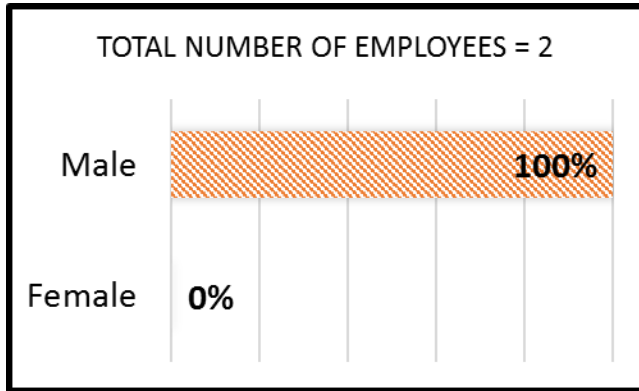


Information & Public Records Division

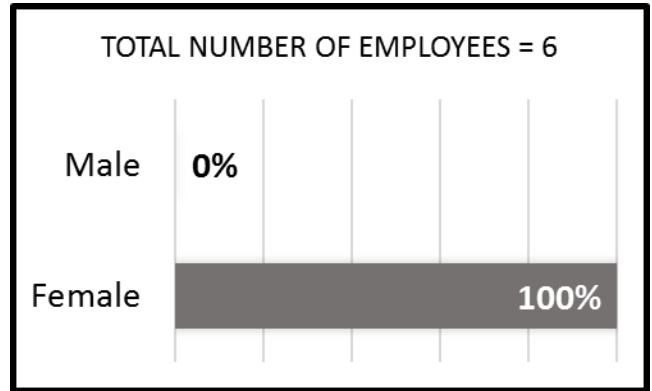


Separations by Gender (continued)

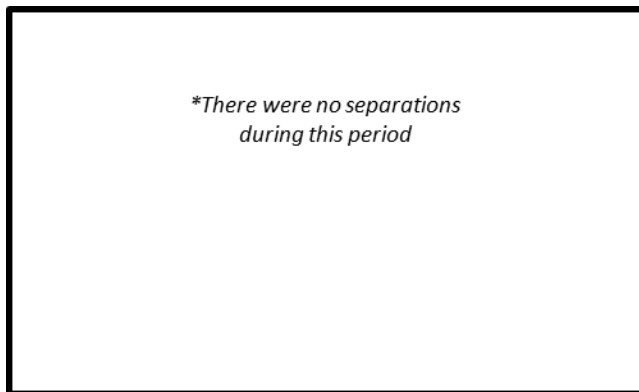
Information Services



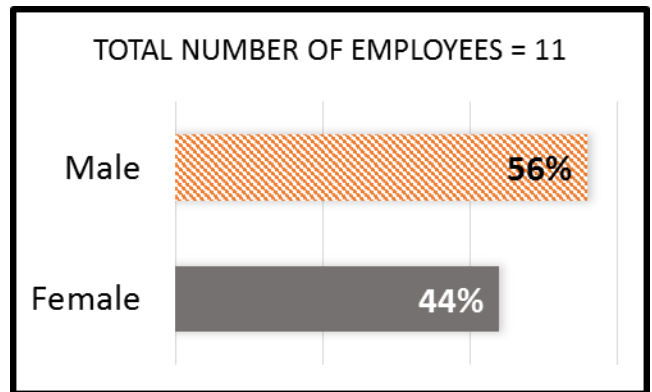
Library



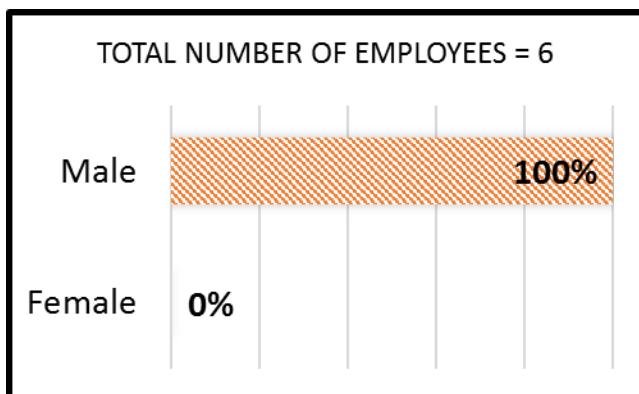
Medical Examiner's Office



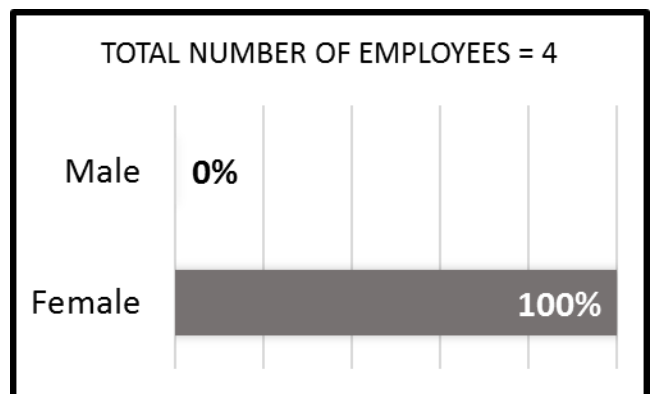
Parks & Recreation



Property Management

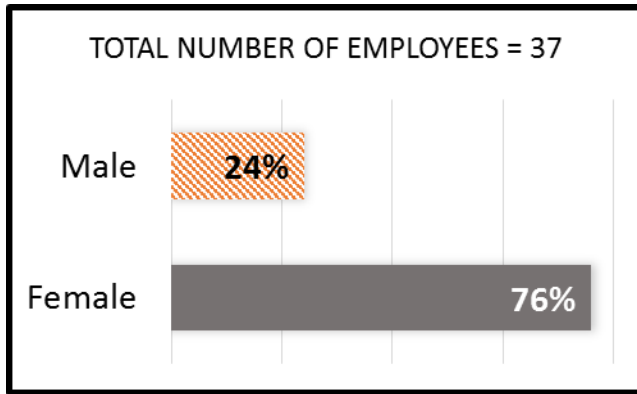


Property Tax, Records & Elections Services

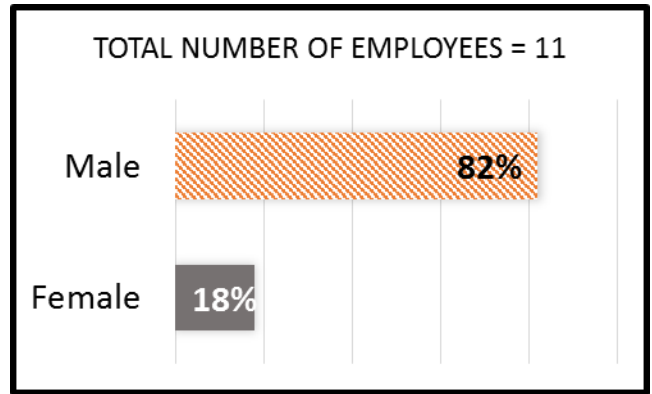


Separations by Gender (continued)

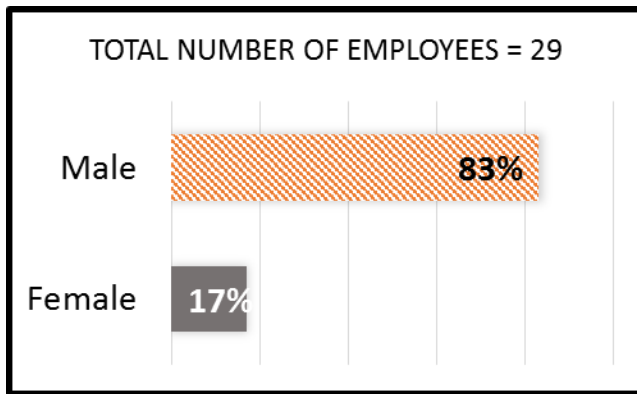
Public Health



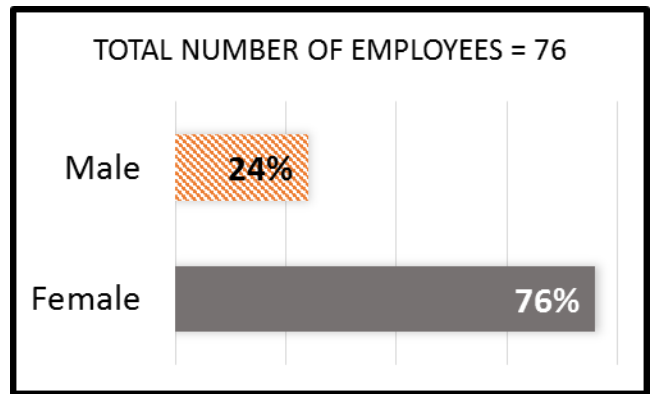
Public Works



Sheriff's Office



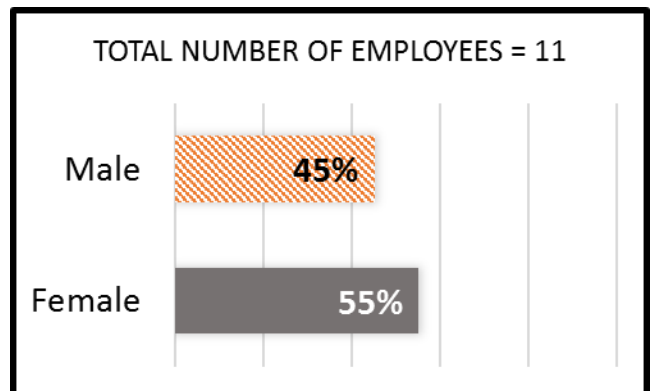
Social Services



Veterans Services

**There were no separations during this period*

Workforce Solutions



Appendix

EEO-4 Description of Job Categories

State and Local Government Information

Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and- housing, fire, A.B.C. Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighers), and kindred workers.

Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers firefighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

Administrative Support (Including Clerical and Sales): Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typist, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

Skilled Craft Workers: Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

Service-Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundkeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.



Job Titles

EEO-4 Category: Officials & Administrators

Year-end 2018

911 Dispatch Service Manager (Unclassified)	Director of Nursing Service – Ramsey County Care Center
Accountant 4	Director of Nutrition Services – Ramsey County Care Center
Administrator - Lake Owasso (Unclassified)	Director of Operations – Parks & Recreation
Administrator - Ramsey County Care Center (Unclassified)	Director of Parks & Recreations (Unclassified)
Assistant Division Director - Corrections (Unclassified)	Director of Policy Analysis & Planning (Unclassified)
Assistant Division Director - County Attorney (Unclassified)	Director of Property Management (Unclassified)
Building Services Manager	Director of Public Health (Unclassified)
Chief Investigator (Medical Examiner's Office)	Director of Ramsey County Workforce Solutions (Unclassified)
Community Corrections Assistant Facilities Supervisor (Unclassified)	Director of Social Services (Unclassified)
Community Corrections Superintendent - Boys Totem Town (Unclassified)	Director of Support Services - County Attorney (Unclassified)
Community Corrections Superintendent -Juvenile Detention Center (Unclassified)	Director Property Tax Records & elections Services (Unclassified)
Compliance and Records Manager	Division Director - County Attorney – (Unclassified)
Controller	Division Director of Social Services (Unclassified)
Correctional/Detention Facility Superintendent (Unclassified)	Emergency Communication Manager
County Engineer/Director of Public Works – (Unclassified)	Engineer 4
County Manager (Unclassified)	Enterprise Risk Manager (Unclassified)
Deputy County Manager (Unclassified)	Environmental Health Division Director (Unclassified)
Deputy Director Department of County Assessor	ERP Program Manager-PeopleSoft/Hyperion – (Unclassified)
Deputy Director of Administrative Services - Community Corrections (Unclassified)	Examiner of Titles (Unclassified)
Deputy Director of Adult Division - Community Corrections (Unclassified)	First Assistant County Attorney – (Unclassified)
Deputy Director of Community Relations & External Affairs - Community Corrections (Unclassified)	Human Resources Manager
Deputy Director of Emergency Communications (Unclassified)	Human Resources Supervisor
Deputy Director of Finance	Human Services Manager
Deputy Director of Juvenile Division - Community Corrections (Unclassified)	IS Accounting and Administration Manager (Unclassified)
Deputy Director Ramsey County Library	IS Chief Information Security Officer (Unclassified)
Director - Health Care Systems (Unclassified)	IS Customer Support Manager (Unclassified)
Directory County Assessor Department (Unclassified)	IT Project Management Office Director (Unclassified)
Deputy Sheriff Inspector (Unclassified)	Labor Relations Manager (Unclassified)
Director of Administration - County Attorney (Unclassified)	Librarian 4
Director of Administration - Information Services (Unclassified)	Manager - Information & Public Records
Director of Administration -Property Management (Unclassified)	Management Analysis Supervisor
Director of Administration Services and Chief Clerk to the Board (Unclassified)	Manager Workforce Solutions (Unclassified)
Director of Building Operations - Property Management (Unclassified)	Park Maintenance & Operations Supervisor
Director of Community & Economic Development (Unclassified)	Planning Manager
Director of Community Corrections (Unclassified)	PREA Compliance Manager – Community Corrections
Director of Development & Planning – Parks & Recreation	Program Director - Lake Owasso Residence
Director of Emergency Services – (Unclassified)	Project Manager
Director of Finance	Public Communication Director (Unclassified)
Director of Financial Assistance Services (Unclassified)	Public Health Division Manager
Director of Health & Wellness Administrative Division (Unclassified)	Public Works Manager/County Surveyor – (Unclassified)
Director of Human Resources	Research & Evaluation Supervisor
Director of Information Services [CIO] (Unclassified)	Senior Building Services Manager
Director of Library Service – (Unclassified)	Undersheriff (Unclassified)
	Veterans Service Officer (Unclassified)



Service Teams & Departments

Economic Growth & Community Investment

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

Health & Wellness

- Health & Wellness Administration
- Community Corrections
- Financial Assistance Services
- c Healthcare Services (LOR & RCCC)
- Public Health
- Social Services
- Veterans Services

Information & Public Records

- d Information & Public Records Administration
- e Communication and Public Relations
- County Assessor

- Information Services
- d Project Management Office
- Property Tax, Records & Election Services

Safety & Justice

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

Strategic Team

- County Manager's Office
- Finance
- Human Resources
- f Policy & Planning

For purposes of this report:

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

- a Parks and Recreation includes employees from Soil & Water Conservation who not previously included
- b Public Works includes employees previously listed as Regional Rail
- c Lake Owasso Residence and Ramsey County Care Center are reported separately
- d Combined and listed as "Information and Public Records Division"
- e Includes both Communications and Government Relations
- f Included in the "County Manager's Office"

STATE OF MINNESOTA

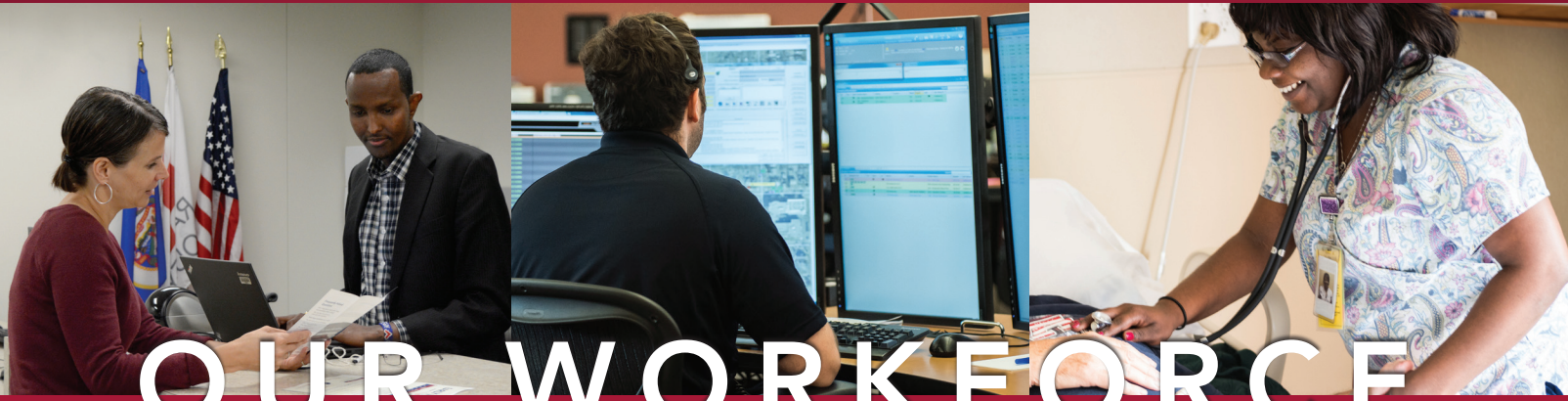
RAMSEY COUNTY SHOWN IN RED



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](#).



OUR WORKFORCE

Ramsey County employs nearly 4,000 people in full and part-time positions in a variety of fields related to Health and Wellness, Safety and Justice, Information and Public Records, Economic Growth and Community Investment and more.

We welcome all applicants - you do not need to be a county resident to apply.

ramseycounty.us/jobs

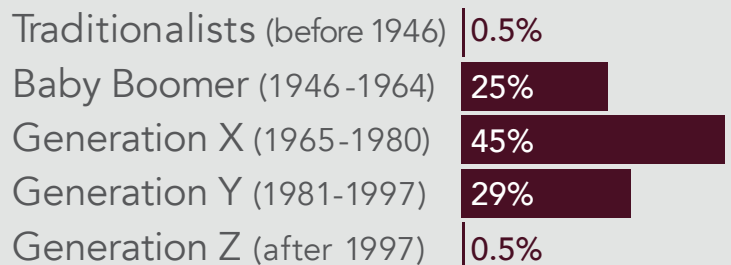
3,804
Total employees



Average age
45

Employees of color **35%**  Female employees **61%**

Five generations in our workforce



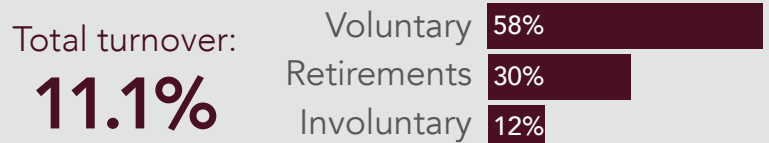
In 2018	Total	Of color:	Female:
Hires	432	51%	67%
Promotions	363	43%	61%

579 Supervisors, managers and directors

	Of color:	Female:
Total	24%	51%
Directors	17%	55%
Managers	17%	49%
Supervisors	28%	49%



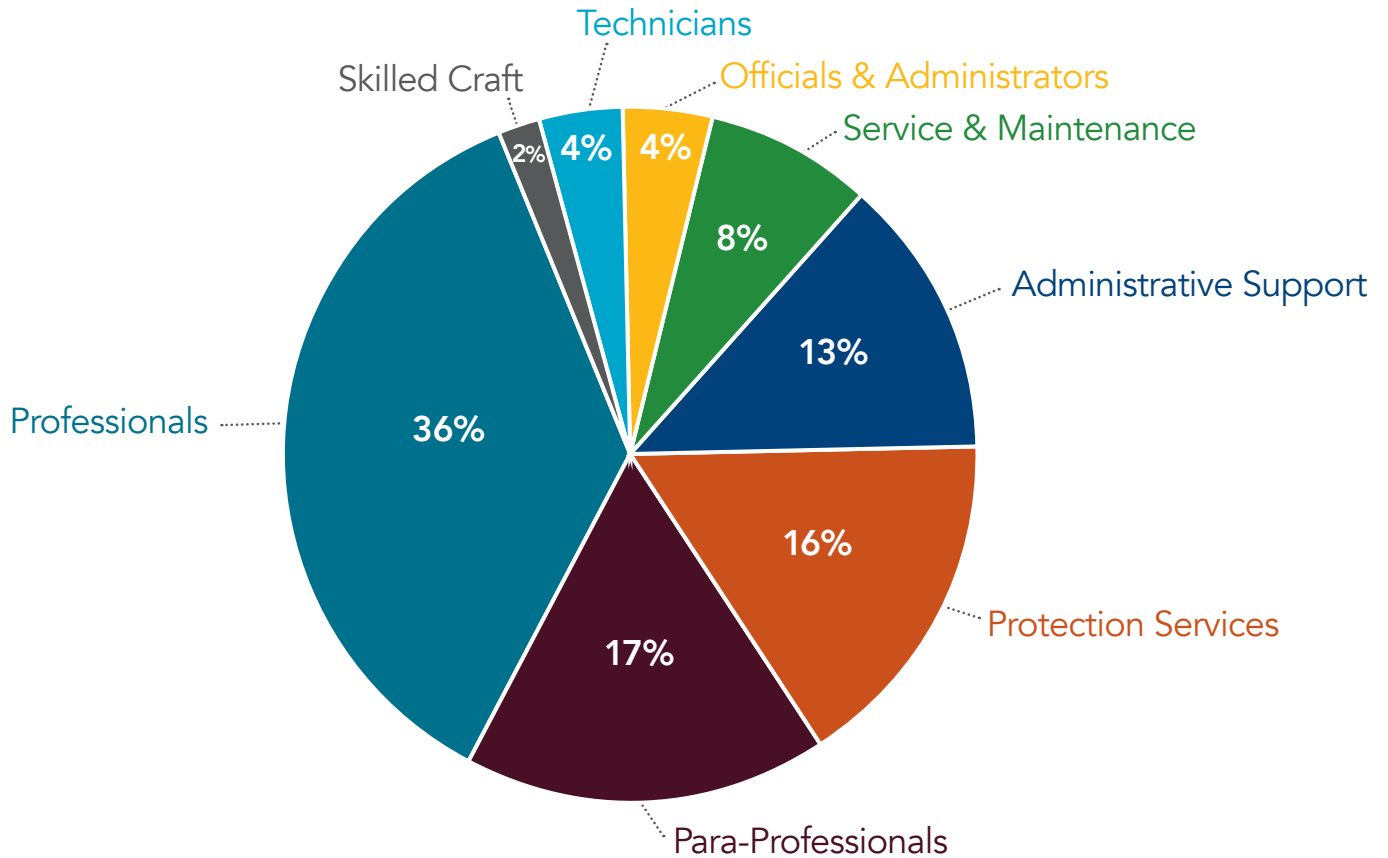
Average length of employment **10.9 years**



These numbers include permanent full and part-time employees only as of year-end 2018.

WORKFORCE BREAKDOWN

(Year-end 2018)



In 2018...

Jobs announced

272

Applications received

20,073

Applicants of color

44%

View the full report:

ramseycounty.us/WorkforceStatistics

Job and Career Opportunities

Ramsey County provides a workplace culture where employees and diversity are valued. Grow your career in public service with us!

Visit ramseycounty.us/jobs to:

- View job openings, internships and seasonal opportunities.
- Learn about employee benefits and wellness.
- Subscribe to job postings by email.

ramseycounty.us/jobs

Human Resources: 651-266-2700