

Workforce Diversity – All Regular City Employees

*City of Austin (COA) Organization, excludes temporaries, data effective Q4, 2016

Ethnicity	COA Org* 2015 without Sworn	COA Org* 2016 without Sworn	COA Org* 2015 with Sworn	COA Org* 2016 with Sworn	Austin, Texas 2013 Census
White	48.1%	47.2%	54.8%	53.9%	47.1%
Hispanic	31.2%	31.5%	28.2%	27.9%	36.5%
Black	15.9%	16.2%	13.4%	13.7%	7.0%
Asian	3.5%	.37%	3.0%	3.2%	6.8%
Other	.5%	.4%	.4%	.4%	2.6%
Gender	COA Org* 2015 without Sworn	COA Org* 2016 without Sworn	COA Org* 2015 with Sworn	COA Org* 2016 with Sworn	Austin, Texas 2013 Census
Male	61.9%	69.5%	69.1%	68.7%	50.1%
Female	38.1%	38.5%	30.9%	31.3%	49.9%

Demographics by Job Category - 2016

Job Category	City of Austin Employees	% by Job Category	Afr. Amer.	% by Job Category	Afr. Amer. as a % of City of Austin Employees
Officials/Admin	130	1%	22	2%	16.9%
Professional	2,860	32%	305	21%	10.7%
Technician	813	9%	98	7%	12.1%
Protect/Svc	194	2%	35	2%	18.0%
Para-Professional	1,594	18%	275	19%	17.3%
Admin Support	1,101	12%	191	13%	17.3%
Skilled Craft	1,065	12%	158	11%	14.8%
Serv/Maint	1255	14%	380	26%	30.3%
TOTAL	9,012	100%	1,464	100%	16.2%

Data effective September 2016

Demographics by Job Category 2016

Job Category	City of Austin Employees	% by Job Cat.	Asian/Pacific Islander Employee Counts	% of Asian/Pac Islander by Job Cat.	Asian/Pacific Islander as a % of all COA Employees in the Job Category
Officials/Admin	130	1.4%	5	1.5%	3.8%
Professional	2,860	31.7%	201	60.2%	7.0%
Technician	813	9.0%	37	11.1%	4.6%
Protect/Svc	194	2.2%	3	0.9%	1.5%
Para – Professional	1,594	17.7%	38	11.4%	2.4%
Admin Support	1,101	12.2%	32	9.6%	2.9%
Skilled Craft	1,065	11.8%	6	1.8%	0.6%
Serv/Maint	1,255	13.9%	13	3.9%	1.0%
TOTAL	9,012	100.0%	334	100.00%	3.7%

• data effective September 2016

Demographics by Job Category 2016

Job Category	City of Austin Employees	% by Job Cat.	Hispanic Employee Counts	% of Hispanic by Job Cat.	Hispanic as a % of all COA Employees in the Job Category
Officials/Admin	130	1.4%	24	0.8%	18.5%
Professional	2,860	31.7%	576	20.3%	20.1%
Technician	813	9.0%	218	7.7%	26.8%
Protect/Svc	194	2.2%	61	2.2%	31.4%
Para – Professional	1,594	17.7%	481	16.9%	30.2%
Admin Support	1,101	12.2%	489	17.2%	44.4%
Skilled Craft	1,065	11.8%	367	12.9%	34.5%
Serv/Maint	1,255	13.9%	626	22.0%	49.9%
TOTAL	9,012	100.0%	2,842	100.0%	31.5%

data effective September 2016

Pay Comparisons April 2016

Ethnicity	Count			Average			Median		
	M	F	All	M	F	All	M	F	All
Asian/Pacific Islander	153	166	319	\$39.79	\$34.70	\$37.14	\$39.74	\$34.69	\$37.39
White	2,639	1,595	4,234	\$33.59	\$30.78	\$32.53	\$31.28	\$28.00	\$29.80
American Indian/Aleutian	25	17	42	\$29.13	\$36.60	\$32.15	\$28.93	\$34.63	\$29.71
Other	15	13	28	\$30.26	\$30.56	\$30.40	\$22.13	\$32.65	\$27.33
Black	928	515	1,443	\$25.58	\$27.56	\$26.28	\$21.93	\$24.45	\$22.92
Hispanic	1,679	1,106	2,785	\$25.79	\$24.88	\$25.43	\$22.61	\$22.75	\$22.66
All	5,439	3,412	8,851	\$29.96	\$28.60	\$29.44	\$27.06	\$25.15	\$26.36