CURRENT WORKFORCE DEMOGRAPHIC DATA

Based on the Department of Human Resources 7/1/2022 demographic report, ECN's workforce size was 128 employees, comprised of the following racial demographics – 39 White employees, 32 Asian employees, 23 Hispanic employees, 24 Black employees, 5 Filipino employees, 5 Multiracial employees, and 0 American Indian employees.

In order to not identify individual employees in subsections of the full workforce, demographic data regarding the composition of specific classes will be discussed in aggregate rather than by referencing specific ethnicities.

ECN's 128 employee workforce average salary is $72.91 for White employees, and $63.22 for BIPOC employees. Regarding gender, the employee workforce average salary is $66.26 for female employees and $66.06 for male employees. Further analysis around these data points may be limited in order to ensure that individual employees cannot be identified (see attached Age, Gender and Race/Ethnicity Data document).

Excluding MEA (Senior Staff and Leadership), ECN's workforce has 25 employees in Permanent Civil Service Classifications (PCS) and 81 employees in Exempt positions. The 25 PCS employees are comprised of 12 Asian Employees, 4 White employees, 4 Black employees, 1 Filipino employee, 3 Multiracial employees and 1 Hispanic Employees. The 81 exempt employees are comprised of 26 white employees, 17 Asian employees, 17 Black employees, 17 Hispanic employees, 2 Multiracial and 2 Filipino employee.

ECN's workforce is primarily comprised of job classifications that fall into 2 classification groups. The 1800 series includes 1820 Junior Administrative Analyst, 1822 Administrative Analyst, 1823 Senior Administrative Analyst, 1824 Principal Administrative Analyst, 1840 Junior Management Assistant, and 1842 Management Assistant, 1844 Senior Management Assistant. The 9700 series includes 9704 Employment and Training Specialist 3, 9772 Community Development Specialist, 9774 Senior Community Development Specialist, and 9775 Senior Community Development Specialist 2. These classifications comprise 87 of the 128 ECN employees. The demographic for specific classifications and classification groups of classes is as follows.

- Combined 1820, 1822, 1823, 1824, 1840, 1842, 1844 – 11 White, 15 BIPOC
- Combined 9704, 9772, 9774, 9775 - 15 White, 46 BIPOC
- 9774 – 10 White, 21 BIPOC
- 9775 – 4 White, 15 BIPOC
- MEA Senior Staff and Leadership – 9 White, 13 BIPOC

Figure 1: ECN BIPOC AND WHITE STAFF 7/1/2022