

Subject: HRD- Diversity & Inclusion

**FY 2018 Proposed Budget
Budget Work Session Follow-up**

4/12/2017

The following information is provided in response to a request made by Ms. Libby Garvey at the work session on 3/16/2017, regarding diversity & inclusion: break out promotions and department employees by age group to see if patterns are changing by generation.

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The age groups for this data include:

- Baby Boomers - born between 1943 and 1960 (56-73 years of age)
- Generation X - born between 1961 and 1975 (41-55 years of age)
- Generation Y (Millennials) - born between 1976 and 2000 (40 and younger)

Prior to FY 2013, we did not track promotions by age. There is insufficient data at this point to identify trends.

FY 2013

All Permanent Employees 3,603

Baby Boomers	1,052	29.20%
Generation X	1,514	42.02%
Millennials	1,037	28.78%

Promotions for FY 2013: 201 total

Baby Boomers	23	11.44%
Generation X	89	44.27%
Millennials	89	44.27%

FY 2014

All Permanent Employees 3,675

Baby Boomers	981	26.69%
Generation X	1,530	41.63%
Millennials	1,164	31.67%

Promotions for FY 2014: 264 total

Baby Boomers	31	11.74%
Generation X	120	45.45%
Millennials	113	42.80%

FY 2015

All Permanent Employees 3,753

Baby Boomers	938	24.99%
Generation X	1,540	41.03%
Millennials	1,275	33.97%

Promotions for FY 2015: 164 total

Baby Boomers	31	18.9%
Generation X	57	34.75%
Millennials	76	46.34%

FY 2016

All Permanent Employees 3,802

Baby Boomers	844	22.20%
Generation X	1,532	40.29%
Millennials	1,426	37.51%

Promotions for FY 2016: 187 total

Baby Boomers	19	10.16%
Generation X	84	44.91%
Millennials	84	44.91%

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Focus Groups by Department in FY 2013

Department	Baby Boomers	Generation X	Millennials	Total
AED	10	23	12	45
CAO	6	4	3	13
CBO	-	3	-	3
CCT	7	13	15	35
CMO	16	15	5	36
COR	15	23	14	52
CPHD	65	66	44	175
CWA	5	17	12	34
DES	260	284	136	680
DHS	283	272	166	721
DMF	13	16	21	50
DPR	74	94	57	225
DTS	24	39	5	68
FIR	31	153	150	334
GDC	-	1	-	1
HRD	29	16	9	54
JDR	14	19	19	52
LIB	62	47	36	145
OEM	14	23	32	69
POL	60	230	176	466
REG	5	1	1	7
RET	-	3	-	3
SRF	38	132	105	275
TRS	21	20	19	60
Grand Total	1,052	1,514	1,037	3,603
	29.20%	42.02%	28.78%	

Focus Groups by Department in FY 2014

Department	Baby Boomers	Generation X	Millennials	Total
AED	9	26	13	48
CAO	7	7	2	16
CBO		3	3	6
CCT	6	12	16	34
CMO	15	15	5	35
COR	12	22	17	51
CPHD	59	71	51	181
CWA	4	17	16	37
DES	254	287	162	703
DHS	256	278	199	733
DMF	11	15	21	47
DPR	70	95	73	238
DTS	23	36	5	64
FIR	29	150	157	336
GDC		1		1
HRD	27	18	10	55
JDR	12	20	18	50
LIB	61	47	33	141
OEM	14	26	31	71
POL	55	229	199	483
REG	5	1	1	7
RET		3		3
SRF	35	128	114	277
TRS	17	23	18	58
Grand Total	981	1,530	1,164	3,675
	26.69%	41.63%	31.67%	

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Focus Groups by Department in FY 2015

Department	Baby Boomers	Generation X	Millennials	Total
AED	10	28	13	51
CAO	6	7	1	14
CBO	-	2	1	3
CCT	7	11	13	31
CMO	16	15	6	37
COR	13	25	16	54
CPHD	55	70	60	185
CWA	4	17	15	36
DES	241	309	185	735
DHS	239	280	232	751
DMF	12	13	27	52
DPR	68	98	73	239
DTS	23	38	8	69
FIR	26	147	154	327
GDC	-	1	-	1
HRD	27	17	13	57
JDR	12	19	21	52
LIB	56	46	40	142
OEM	12	27	34	73
POL	52	221	220	493
REG	5	1	1	7
RET	-	3	-	3
SRF	33	121	122	276
TRS	21	24	20	65
Grand Total	938	1,540	1,275	3,753
	24.99%	41.03%	33.97%	

Focus Groups by Department in FY 2016

Department	Baby Boomers	Generation X	Millennials	Total
AED	8	26	23	57
CAO	5	8	2	15
CBO	1	3	4	8
CCT	8	11	17	36
CMO	13	13	5	31
COR	12	24	19	55
CPHD	54	70	69	193
CWA	5	15	17	37
DES	230	301	201	732
DHS	207	278	263	748
DMF	10	16	27	53
DPR	61	105	88	254
DTS	23	36	11	70
FIR	21	152	169	342
GDC	-	1	-	1
HRD	26	19	16	61
JDR	10	22	21	53
LIB	46	45	46	137
OEM	10	25	33	68
POL	45	215	226	486
REG	5	1	1	7
RET	-	4	-	4
SRF	27	119	144	290
TRS	17	23	24	64
Grand Total	844	1,532	1,426	3,802
	22.20%	40.29%	37.51%	