

City of Lakewood

Utilization Analysis Chart - December 31, 2020

Relevant Labor Market: Pierce County, Washington

Job Categories	Total	White				Hispanic or Latino				Black or African American				American Indian or Alaskan Native				Asian				Native Hawaiian or Other Pacific Islander				Two or More Races			
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
<b>Officials/Administrators</b>																													
Workforce # & %	23	12	52.2%	8	34.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.3%	0	0.0%	1	4.3%	1	4.3%	0	0.0%	0	0.0%	0	0.0%		
CLS # & %		17,155	48.4%	11,340	32.0%	980	2.7%	790	0.7%	785	2.2%	765	2.2%	260	0.7%	205	0.6%	875	2.5%	950	2.7%	10	0.0%	130	0.4%	205	0.6%	205	0.6%
Utilization		3.8%	2.8%	-2.7%	-0.7%	-2.2%	-2.2%	3.6%	-0.6%	1.8%	1.6%	0.0%	-0.4%	-0.6%	1.8%	1.6%	0.0%	-0.4%	-0.6%	1.6%	1.6%	0.0%	-0.4%	-0.6%	-0.6%	-0.6%	-0.6%		
<b>Professionals</b>																													
Workforce # & %	31	15	48.4%	10	39.0%	3	9.7%	2	6.5%	0	0.0%	1.00	0.0%	0	0.0%	0.00	0.0%	0	0.0%	0.00	0.0%	0	0.0%	0.00	0.0%	0	0.0%	0	0.0%
CLS # & %		16,390	32.4%	25,065	49.5%	650	1.3%	1155	2.3%	685	1.4%	1,065	2.1%	160	0.3%	195	0.4%	1,575	3.1%	1,980	3.9%	155	0.3%	90.00	0.2%	170	0.3%	135	0.3%
Utilization		16.0%	-10.5%	8.4%	4.2%	-1.4%	-2.1%	-0.3%	-0.4%	-3.1%	-3.9%	-0.3%	-0.2%	-0.3%	-0.2%	-0.3%	-0.3%	-0.3%	-0.2%	-0.2%	-0.3%	-0.2%	-0.3%	-0.3%	-0.3%	-0.3%	-0.3%		
<b>Technicians</b>																													
Workforce # & %	3	1	33.3%	2	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.00	0.0%	0.00	0.0%
CLS # & %		2,265	25.6%	4,340	49.1%	190	2.2%	150	1.7%	510	5.8%	250	2.8%	4	0.0%	45	0.5%	220	2.5%	330	3.7%	0	0.0%	80	0.9%	60	0.7%	70	0.8%
Utilization		7.7%	17.6%	-2.2%	-1.7%	-5.8%	-2.8%	0.0%	-0.5%	-2.5%	-3.7%	0.0%	-0.9%	-0.7%	0.0%	-0.9%	-0.7%	0.0%	-0.9%	-0.7%	0.0%	-0.9%	-0.7%	-0.7%	-0.8%	-0.8%	-0.8%		
<b>Protective Services: Sworn</b>																													
Workforce # & %	95	64	67.4%	4	3.2%	5	5.3%	1	1.1%	6	6.3%	1	1.1%	1	1.1%	0	0.0%	6	6.3%	0	0.0%	1	1.1%	0	0.0%	5	5.3%	1	2.2%
CLS # & %		4,045	64.4%	830	13.2%	210	3.3%	45	0.8%	550	8.8%	80	1.3%	60	1.0%	0	0.0%	260	4.1%	55	0.9%	30	0.5%	10	0.2%	4	0.1%	0	0.0%
Utilization		3.0%	-10.0%	2.0%	0.3%	-2.5%	-0.2%	0.1%	0.0%	2.2%	-0.9%	0.6%	-0.2%	0.1%	0.0%	2.2%	-0.9%	0.6%	-0.2%	0.6%	-0.2%	0.6%	-0.2%	5.2%	2.2%	2.2%	2.2%		
<b>Protective Services: Non-sworn</b>																													
Workforce # & %	12	7	58.3%	2	23.1%	0	0.0%	1	8.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	8.3%	0	0.0%	0	0.0%	0	0.0%	1	8.3%
CLS # & %		295	48.0%	235	38.2%	15	2.4%	35	5.7%	10	1.6%	0	0.0%	0	0.0%	4	0.7%	10	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Utilization		10.3%	-15.1%	-2.4%	2.6%	-1.6%	0.0%	0.0%	-0.7%	-1.6%	8.3%	0.0%	0.0%	-0.7%	-1.6%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	8.3%	
<b>Administrative Support</b>																													
Workforce # & %	27	1	3.7%	16	64.3%	0	0.0%	1	3.7%	0	0.0%	3	11.1%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	2	7.1%	0	0.0%	3	11.1%
CLS # & %		20,495	25.7%	40,580	50.9%	1580	2.0%	2,860	3.6%	1,595	2.0%	3,040	3.8%	275	0.3%	510	0.6%	1790	2.2%	2,630	3.3%	240	0.3%	740	0.9%	250	0.3%	695	0.9%
Utilization		-22.0%	13.4%	-2.0%	0.1%	-2.0%	7.3%	-0.3%	16.1%	-2.2%	-3.3%	-0.3%	6.2%	-0.3%	6.2%	-0.3%	6.2%	-0.3%	6.2%	-0.3%	6.2%	-0.3%	6.2%	-0.3%	6.2%	-0.3%	10.2%	10.2%	
<b>Skilled Craft</b>																													
Workforce # & %	5	5	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
CLS # & %		21,715	73.0%	1,070	3.6%	3,145	10.5%	125	0.5%	1,085	3.6%	90	0.3%	145	0.5%	25	0.1%	1000	3.4%	205	0.7%	160	0.5%	30	0.1%	160	0.5%	45	0.2%
Utilization		27.0%	-3.6%	-10.5%	-0.5%	-3.6%	-0.3%	-0.5%	-0.1%	-3.4%	-0.7%	-0.5%	-0.1%	-0.5%	-0.1%	-3.4%	-0.7%	-0.5%	-0.1%	-0.5%	-0.1%	-0.5%	-0.1%	-0.5%	-0.1%	-0.5%	-0.2%		
<b>Service/Maintenance</b>																													
Workforce # & %	10	4	40.0%	0	0.0%	1	10.0%	0	0.0%	2	20.0%	0.00	0.0%	0	0.0%	0	0.0%	1	10.0%	0	0.0%	0	0.0%	0	0.0%	2	20.0%	0	0.0%
CLS # & %		29,640	35.2%	26,445	31.4%	6,345	7.5%	3,665	4.4%	3,595	4.3%	2,415	2.9%	485	0.6%	380	0.5%	2,855	3.4%	4035	4.8%	705	0.8%	370	0.4%	340	0.4%	520	0.6%
Utilization		4.8%	-31.4%	2.5%	-4.4%	15.7%	-2.9%	-0.6%	-0.5%	6.6%	-4.8%	-0.8%	-0.4%	19.6%	-0.6%	-0.6%	-0.8%	-0.4%	-0.8%	-0.4%	-0.8%	-0.4%	-0.8%	-0.4%	-0.8%	-0.4%	-0.6%		
<b>Total Number of Employees</b>	<b>206</b>																												
CLS = Community Labor Statistics																													
Utilization = Workforce % - CLS %, a negative number indicates underutilization																													
Highlighted areas = underutilization of 3% or more.																													