



2020 WORKFORCE PLANNING

MILLENNIAL TASK FORCE DATA

DEPARTMENT OF EMPLOYEE RELATIONS
WORKFORCE PLANNING

This report was compiled using data from the City's Human Resources System on May 22, 2020. For purposes of the presentation to the Millennial Task Force, the Millennial generation is represented by persons born between the years of 1980-2000.

OVERALL CITY DATA

General City Demographics				
Ethnic Group	Female	Male	Total	
AM INDIAN	9	11	20	0.6%
ASIAN	35	35	70	2.1%
BLACK	485	703	1188	36.3%
HISPANIC	128	161	289	8.8%
PACIF ISLAND	1	1	2	0.1%
WHITE	595	1112	1707	52.1%
Total	1253	2023	3276	
	37.8%	62.2%		

General City Ethnicity by Generation			
Baby Boomer	AMIND	4	1.1%
	ASIAN	9	2.5%
	BLACK	99	28.0%
	HISPA	19	5.4%
	WHITE	222	62.9%
Generation X	AMIND	10	0.5%
	ASIAN	34	1.8%
	BLACK	789	41.1%
	HISPA	161	8.4%
	WHITE	928	48.3%
Generation Z	BLACK	9	52.9%
	HISPA	4	23.5%
	WHITE	4	23.5%
Millennial	AMIND	6	0.6%
	ASIAN	27	2.7%
	BLACK	290	29.5%
	HISPA	105	10.7%
	PACIF	2	0.2%
	WHITE	553	56.3%
Traditionalist	BLACK	1	
Grand Total		3276	

Generations					
Traditionalist	Baby Boomer	Generation X	Millennial	Generation Z	Total
1	353	1922	983	17	3276
0%	11%	59%	30%	1%	

Average Age	
Generation	Total
Baby Boomer	64.0
Generation X	50.9
Generation Z	18.1
Millennial	33.6
Traditionalist	83.0
Total	46.9

Resignation by Years of Service		
Years of Service	Total	
0-2	665	61%
3-5	197	18%
6-10	122	11%
11-15	48	4%
16-20	39	4%
21+	22	2%
Total	1093	

General City Separations by Generation					
Reason	Baby Boomer	Generation X	Generation Z	Millennial	Total
Expire Fixed Term		2	13	89	104
Resign	67	477	8	517	1069
Total	67	479	21	606	1173
	5.7%	40.8%	1.8%	51.7%	

General City New Hires by Year and Ethnicity							
Ethnic Grp	2015	2016	2017	2018	2019	Total	
AM INDIAN	3	1	5	3	2	14	0.6%
ASIAN	9	7	6	14	9	45	2.1%
BLACK	110	171	203	231	230	945	43.8%
HISPANIC	48	42	36	37	36	199	9.2%
PACIF ISLAND		1	1			2	0.1%
WHITE	199	201	160	200	192	952	44.1%
Total	369	423	411	485	469	2157	

MILLENNIAL DATA

Millennial Demographics				
Ethnic Group	Female	Male	Total	
AM INDINDIAN	4	2	6	1%
ASIAN	16	11	27	3%
BLACK	139	151	290	30%
HISPANIC	56	49	105	11%
PACIF ISLAND	1	1	2	0%
WHITE	223	330	553	56%
Total	439	544	983	
	45%	55%		

Millennial Hires by Year and Ethnicity							
Year	AMIND	ASIAN	BLACK	HISPA	PACIF	WHITE	Total
2014	4	4	51	26		118	203
2015	1	5	48	27		123	204
2016	1	6	69	24	1	127	228
2017	3	4	74	19	1	97	198
2018		9	92	25		127	254
2019	2	6	111	17		120	256
2020		4	19	9		26	58
Total	11	38	464	147	2	738	1401
	1%	3%	33%	10%	0%	53%	

Millennial Separations by Ethnicity and Gender				
Ethnic Group	F	M	Total	
AM INDIAN	7		7	1%
ASIAN	5	15	20	3%
BLACK	98	71	169	28%
HISPANIC	40	27	67	11%
PACIF ISLAND		1	1	0%
WHITE	137	203	340	56%
Total	287	317	604	
	48%	52%		

Average years of service of Millennials upon separation = 1.8 years

Millennial Average Bi-weekly Rate of Pay by Gender and Ethnicity		
Ethnic Grp	Sex	Total
AM INDIAN	Female	\$ 2,155.12
	Male	\$ 2,323.32
AM INDIAN Total Average		\$ 2,247.63
ASIAN	Female	\$ 2,245.61
	Male	\$ 2,626.99
ASIAN Total Average		\$ 2,436.30
BLACK	Female	\$ 1,850.10
	Male	\$ 1,858.24
BLACK Total Average		\$ 1,854.91
HISPANIC	Female	\$ 1,910.83
	Male	\$ 2,109.50
HISPANIC Total Average		\$ 2,021.50
PACIF ISLAND	Female	\$ 1,601.22
	Male	\$ 3,361.98
PACIF ISLAND Total Average		\$ 2,481.60
WHITE	Female	\$ 2,179.09
	Male	\$ 2,335.38
WHITE Total Average		\$ 2,280.91
Total Average		\$ 2,106.78