DIVERSITY REPORT CARD 2019				
Annual Average # of Employees	**10,575 in 2019**			
Equity Group	**Women**	**Indigenous**	**Visible Minority**	**Persons with a Disability**
Representation	**30.00%**	**10.24%**	**15.86%**	**2.87%**
Civic Services				
Emergency Services	8.40%	3.63%	2.42%	0.29%
Transportation & Utilities	7.45%	4.31%	8.18%	1.38%
Other Service Areas	14.15%	2.30%	5.26%	1.19%
Employee Class				
Permanent	20.66%	7.31%	11.69%	1.95%
Part-Time / Casual	6.71%	1.22%	2.51%	0.45%
Other Employee Class	2.62%	1.71%	1.66%	0.46%
Median Salary				
Emergency Services	$ 86,588	$ 103,693	$ 89,808	$ 98,892
Transportation & Utilities	$ 52,624	$ 51,038	$ 53,300	$ 51,141
Other Service Areas	$ 44,526	$ 44,196	$ 44,122	$ 49,823
Salary Greater than $101,000	12.20%	20.13%	8.29%	6.60%
Notes	The above stats include employees who are actively employed (A); on a paid leave of absence (P); on leave without pay (L); and suspended/laid off (S). Data as of December 31, 2019			
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