

OVERVIEW AND INITIAL ISSUES IDENTIFICATION CITYWIDE POSITION LIST & POSITION MODIFICATIONS

Staff: Kieu-Anh King
Date: 18 October 2011

CITYWIDE POSITION LIST

Council adopts a Citywide Position List, which enumerates all regular City of Seattle positions by Department, by Title, by Full-Time/Part-Time status and by Position Count, during the first quarter of each year. The 2012 Citywide Position List will include all City positions as of January 3, 2012.

Council adopts positions by whole-number Count, though the Mayor's Proposed Budget includes data on Full-Time-Equivalents (FTEs), as informational items. Note that there are more positions than FTE, because part-time positions are included in the position count, but don't equal a full FTE. For example, two part-time positions might equal only 1.00 FTE.

POSITION MODIFICATIONS IN THE PROPOSED BUDGET

The Mayor's 2012 Proposed Budget includes a summary list of position modifications by department, title (classification) and position status (full or part-time). The list of Position Modifications in the 2012 Proposed Budget begins on page 757 of the Budget Book and includes:

- a. positions deleted (abrogations),
- b. new positions,
- c. inter-departmental transfers and
- d. reclassifications.

The Mayor has also proposed a number of FTE Status Changes, which affect citywide FTE, but not position count. As a result, these do not appear in the list of Position Modifications. Council does, however, review and modify these FTE Status Changes. The Position Modification List does not include Temporary (TES) or Intermittent positions. In the Budget Adoption Ordinance, Council adopts this list of position modifications, plus all modifications included in approved green sheets, plus the modifications included in the 2012 Budget Endorsement Resolution. Council does not adopt a complete list of departmental positions with the budget.

The tables on the following pages highlight some of the key changes in the proposed number of regular positions, both citywide and at the department level. Except for figures from the list of Position Modifications, all position totals are approximate.

POSITIONS IN THE 2012 PROPOSED BUDGET – SUMMARY

Council authorized 11,193 positions in the 2009 Citywide Position List, 11,119 in the 2010 Citywide Position List and 10,746 positions in the 2011 Position List. The 2012 Endorsed Budget calls for a decrease of 16 positions and the 2012 Proposed Budget includes a net decrease of 97 additional positions. These changes, if approved by Council, will bring the Citywide position total to approximately 10,638 in 2012.

Discussion Item A. Citywide Position Totals, from 2002 to 2012.

Chart 1 below illustrates the annual change in the number of regular positions between 2002 and 2012. The 2012 Proposed Budget includes 289 more positions (2.79% more) than during the most recent economic downturn, which ended in 2005. Seen from a different perspective, the 2012 Proposed Budget includes a net decrease of 555 positions (4.96% less) from the ten-year high of 11,193 in 2009. These figures include a number of positions (240+) that were created as a result of the City’s settlement of a major temporary-employee lawsuit in 2005.

All position totals represent authorized positions. The actual number of filled (and funded) positions will be somewhat lower, due to position vacancies, which currently comprise 8.3% (890) of citywide positions. Historical citywide vacancies are generally between 6% and 7% of authorized positions, though this varies by department. From 2002 to 2012 overall City positions declined by 225, or 2.07%, as shown in the two charts below.

Chart 1. City of Seattle Regular Positions, 2002 to 2012.

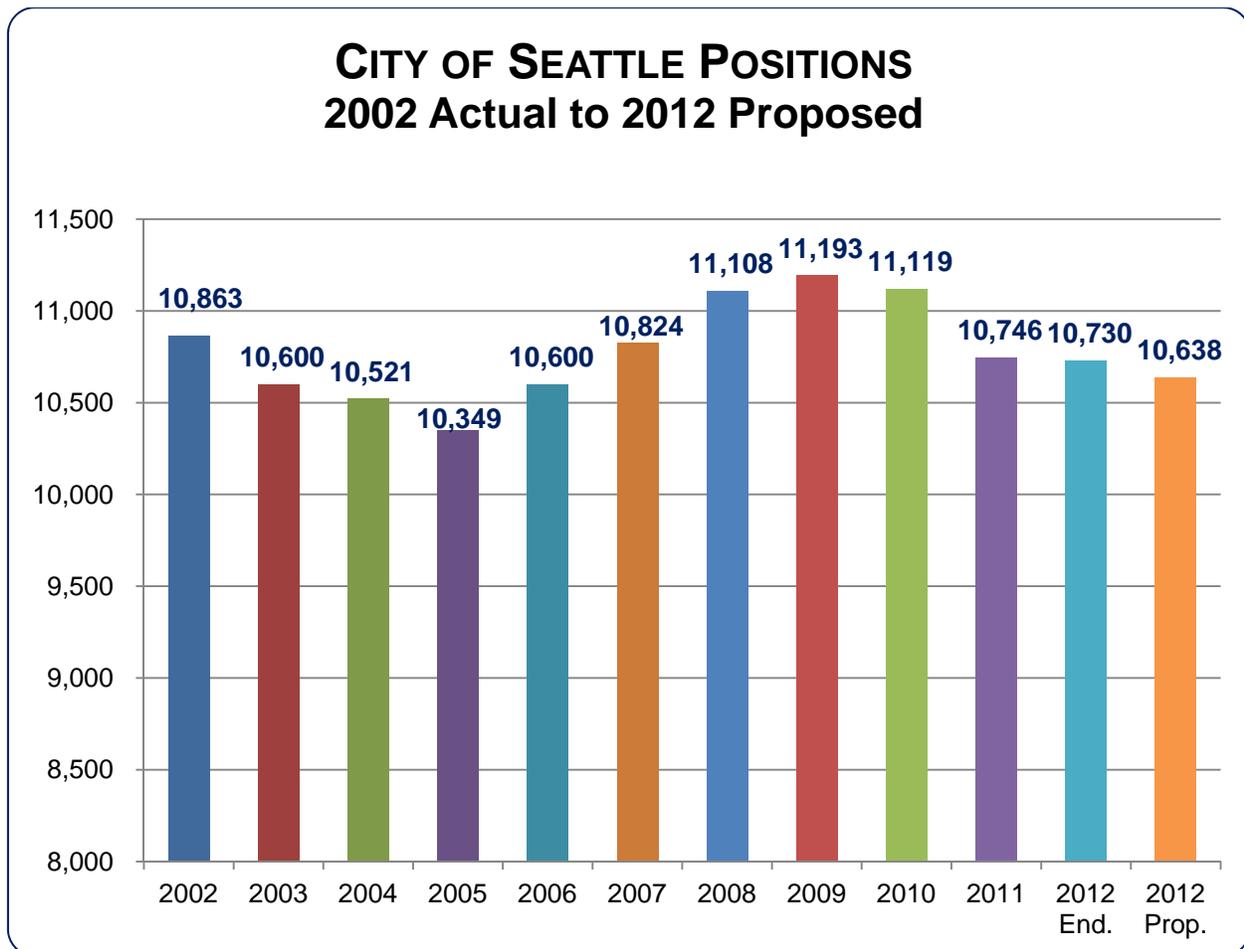


Chart 2. City of Seattle Regular Positions, with Rates of Change, 2002 to 2012.

YEAR	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012 End.	2012 Prop.
Total	10,863	10,600	10,521	10,349	10,600	10,824	11,108	11,193	11,119	10,746	10,730	10,638
Change		(263)	(79)	(172)	251	224	284	85	(74)	(373)	(16)	(92)
Change		-2.4%	-0.7%	-1.6%	2.4%	2.1%	2.6%	0.8%	-0.7%	-3.4%	-0.1%	-0.9%

Discussion Item B. Position Changes by Department, from January 4, 2011 to January 3, 2012.

Charts 3 and 4, located on the next two pages, show citywide position changes by count by department, and by FTE by department, respectively, from January 2011 to January 2012. These totals assume that all position modifications included in the Mayor’s Proposed Budget will be accepted by the Council. To the extent that the Council makes further adjustments to positions, these totals will change.

Looking from Left-to-Right on Chart 3, the Committee can see the following information by department:

- The January 4, 2011, Position Count (10,746 citywide),
- The September 30, 2011, Position Count (10,751 citywide),
- The detail of approximately 432 positions modified in the last ten months,
- Columns G through K, and later, L, which correspond to the list of Position Modifications in the Budget Book, and which include:
 - Deleted Positions (abrogations), which total 149 in 2012,
 - Adds (new positions), which total 52 in 2012,
 - FTE Changes (from part-time to full-time, and vice versa), of which there are approximately 103,
 - Reclassifications, of which there are 9,
- The Total Changes proposed for 2012, which include a net decrease of 97 positions,
- The position modifications included in the 2012 Endorsed Budget (16 deletions), and,
- The estimated January 3, 2012, Citywide Position Count (10,638).

Of the 149 positions abrogated in 2012, about three-quarters (74.3%) come from three departments: the Seattle Department of Transportation, Parks and Recreation and Finance and Administrative Services.

Of the 52 positions added in 2012, about 70% are in two departments: Parks (27 positions) and Police (8 positions). Of the Police positions, six are restorations of positions anticipated to be deleted in the 2012 Endorsed Budget, including three Crime Prevention Coordinators and three Victim Advocates.

For 2012, the Mayor has proposed reducing City employment by a net of 97 positions, or approximately 0.85%, relative to the 2012 Endorsed Budget. Of the City’s 34 departments, the budget includes decreases for 15 departments, no net changes for nine departments and net increases for ten departments. These figures are skewed, somewhat, by administrative reorganizations proposed for several departments.

Chart 3. 2012 Proposed Budget
Position Changes by Department, by Count

As of 13 October 2011

						G	H	I	J	K				L
#	Dept	Dept	Jan 4, 2011	Chg by Ord	Sept 30, 2011	Delete	Add	FTE Chg	XFR IN	XFR OUT	Net Change	2012 Endorsed	Jan 3, 2012	Reclass
1	ARTS	Office of Arts and Cultural Affairs	23	-	23	(1)					(1)		22	
2	AUD	City Auditor	8	-	8						-		8	
3	CBO	City Budget Office	29	-	29	(1)					(1)		28	
4	CEN	Seattle Center	264	-	264						-		264	
5	CIV	Civil Service Commissions	-	-	-	(2)	2		3		3		3	
6	CSC	Civil Service Commission	2	-	2					(2)	(2)		-	
7	DOIT	Department of Information Technology	199	-	199	(4)		-		(2)	(6)		193	
8	DON	Department of Neighborhoods	81	1	82	(6)	1	-		(32)	(37)		45	
9	DPD	Department of Planning and Development	402	(2)	400	(1)				(4)	(5)		395	
10	DPR	Department of Parks and Recreation	993	1	994	(35)	27	-		(3)	(11)	(2)	981	3
11	EDLEVY	Educational and Developmental Services Levy	-	-	-		2	-	7		9		9	
12	ETH	Ethics and Elections Commission	6	1	7		1				1		8	
13	FAS	Department of Finance & Administrative Services	529	-	529	(20)		-	19		(1)		528	
14	HED	Department of Housing and Economic Development	-	-	-	(2)	1		65	(1)	63		63	
15	HSD	Human Services Department	331	-	331	(7)		-			(7)		324	
16	HXM	Office of the Hearing Examiner	5	-	5						-		5	
17	LAW	Law Department	160	-	160		1				1		161	
18	LEG	Legislative Department	86	1	87						-		87	
19	MO	Office of the Mayor	29	-	29						-		29	
20	NMF	Neighborhood Matching Subfund	-	-	-				7		7		7	
21	OCR	Seattle Office for Civil Rights	23	-	23	(1)	1	-			-		23	
22	OED	Office of Economic Development	22	-	22					(22)	(22)		-	
23	OH	Office of Housing	40	-	40					(40)	(40)		-	
24	OIR	Office of Intergovernmental Relations	12	-	12	(1)	1				-		12	
25	OSE	Office of Sustainability and Environment	11	-	11				4		4		15	
26	PER	Personnel Department	107	-	107	(3)	1	-	1		(1)		106	
27	PSCSC	Public Safety Civil Service Commission	1	-	1					(1)	(1)		-	
28	RET	Employees' Retirement System	16	-	16		2	-			2		18	
29	SCL	Seattle City Light	1,818	-	1,818						-		1,818	
30	SDOT	Seattle Department of Transportation	771	(1)	770	(56)	2				(54)		716	
31	SFD	Seattle Fire Department	1,173	-	1,173	(1)	2				1		1,174	
32	SMC	Seattle Municipal Court	226	-	226						-		226	
33	SPD	Seattle Police Department	1,951	2	1,953	(2)	8				6	(9)	1,950	5
34	SPU	Seattle Public Utilities	1,428	2	1,430	(6)			1		(5)	(5)	1,420	1
Grand Total			10,746	5	10,751	(149)	52	-	107	(107)	(97)	(16)	10,638	9

1) 2012 Budget Adoption Ordinance will directly affect G, H, I, J, K and L only.

2) Reclass transactions do not affect overall count and are not included in totals.

5) Council adopts positions by Count only. FTE information is provided for informational purposes, only.

3) Lines shaded green are subtotal or total amounts.

4) Jan 4, 2011 figures are from the Council-approved 2011 Citywide Position List.

Chart 4. 2012 Proposed Budget

As of 13 October 2011

Position Changes by Department, by FTE

G	H	I	J	K	L
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#	Dept	Jan 4, 2011	Chg by Ord	Sept 30, 2011	Delete	Add	FTE Change	XFR IN	XFR OUT	NET Changes	2012 Endorsed	Jan 3, 2012	Reclass
1	ARTS	20.60	-	20.60	(0.75)					(0.75)		19.85	
2	AUD	8.00	-	8.00						-		8.00	
3	CBO	28.50	-	28.50	(1.00)					(1.00)		27.50	
4	CEN	245.12	-	245.12						-		245.12	
5	CIV	-	-	-	(1.80)	1.60		2.80		2.60		2.60	
6	CSC	1.80	-	1.80					(1.80)	(1.80)		-	
7	DOIT	195.00	-	195.00	(3.25)		(0.50)		(2.00)	(5.75)		189.25	
8	DON	74.75	1.00	75.75	(5.00)	1.00	(0.50)		(30.00)	(34.50)		40.25	
9	DPD	397.75	(2.00)	395.75	(1.00)				(3.75)	(4.75)		393.00	
10	DPR	890.89	1.00	891.89	(31.88)	19.80	(11.10)		(3.00)	(26.18)	(1.62)	863.09	3.00
11	EDLEVY	-	-	-		2.00	0.50	6.50		9.00		9.00	
12	ETH	5.20	1.00	6.20		1.00				1.00		6.20	
13	FAS	523.75	-	523.75	(19.00)		(0.50)	17.50		(2.00)		521.75	
14	HED	-	-	-	(2.00)	1.00		63.50	(1.00)	61.50		61.50	
15	HSD	323.10	-	323.10	(6.50)		(1.50)			(8.00)		315.10	
16	HXM	4.63	-	4.63						-		4.63	
17	LAW	155.10	-	155.10		0.50				0.50		155.60	
18	LEG	86.00	1.00	87.00						-		86.00	
19	MO	28.50	-	28.50						-		28.50	
20	NMF	-	-	-				7.00		7.00		7.00	
21	OCR	21.50	-	21.50	(0.50)	1.00	(0.70)			(0.20)		21.30	
22	OED	22.00	-	22.00					(22.00)	(22.00)		-	
23	OH	38.50	-	38.50					(38.50)	(38.50)		-	
24	OIR	11.50	-	11.50	(1.00)	1.00	-			-		11.50	
25	OSE	11.00	-	11.00				3.75		3.75		14.75	
26	PER	104.25	-	104.25	(3.00)	0.50	0.50	1.00		(1.00)		103.25	
27	PSCSC	1.00	-	1.00					(1.00)	(1.00)		-	
28	RET	15.50	-	15.50		2.00	0.20			2.20		17.70	
29	SCL	1,810.75	-	1,810.75						-		1,810.75	
30	SDOT	768.50	(1.00)	767.50	(56.00)	1.50				(54.50)		714.00	
31	SFD	1,151.55	-	1,151.55	(1.00)	2.00				1.00		1,152.55	
32	SMC	214.10	-	214.10						-		214.10	
33	SPD	1,938.35	2.00	1,940.35	(2.00)	8.00				6.00	(9.00)	1,935.35	5.00
34	SPU	1,420.75	2.00	1,422.75	(5.50)			1.00		(4.50)	(5.00)	1,411.25	1.00
Grand Total		10,517.94	5.00	10,522.94	(141.18)	42.90	(13.60)	103.05	(103.05)	(111.88)	(15.62)	10,390.44	9.00

- 1) 2012 Budget Adoption Ordinance will directly affect G, 3) Lines shaded green are subtotal or total amounts.
- 2) Reclass transactions do not affect overall count and are 4) Jan 4, 2011 figures are from the Council-approved 2011 Citywide Position List.
- 5) Council adopts positions by Count only. FTE information is provided for informational purposes, only.

Discussion Item C. Layoffs Included in the 2012 Proposed Budget.

The Mayor’s Proposed Budget abrogates 149 positions in 2012, of which 77 were filled as of September 2011. If none of these 77 employees finds another position, either within or outside of the City of Seattle, 77 people – plus any additional filled positions that Council decides to abrogate – will be laid off on January 3, 2012.

The Personnel Department will not be able to produce an accurate Citywide Layoff List until January 3, 2012, at the earliest. This is because these 77 employees may be in non-Exempt (Civil Service) classifications or they may have seniority “standing” in other non-Exempt classifications. In these situations more-senior employees “bump” less-senior employees departmentally, until the least-senior employee in the affected classification(s) is laid off.

For informational purposes, however, I have produced Charts 5 and 6, seen below, which show (i) Filled Positions Citywide and (ii) Proposed Layoffs (filled abrogations), by salary group (Chart 5) and the Detail of Layoffs by Department (Chart 6). Note that “Proposed Layoffs” will likely be lower than actual layoffs.

Chart 5. Comparison of Filled Positions Citywide, Deleted Positions and Potential Layoffs, by Salary Group.
(Filled Positions = 9,861, Deleted Positions: 148, Proposed Layoffs = 77)

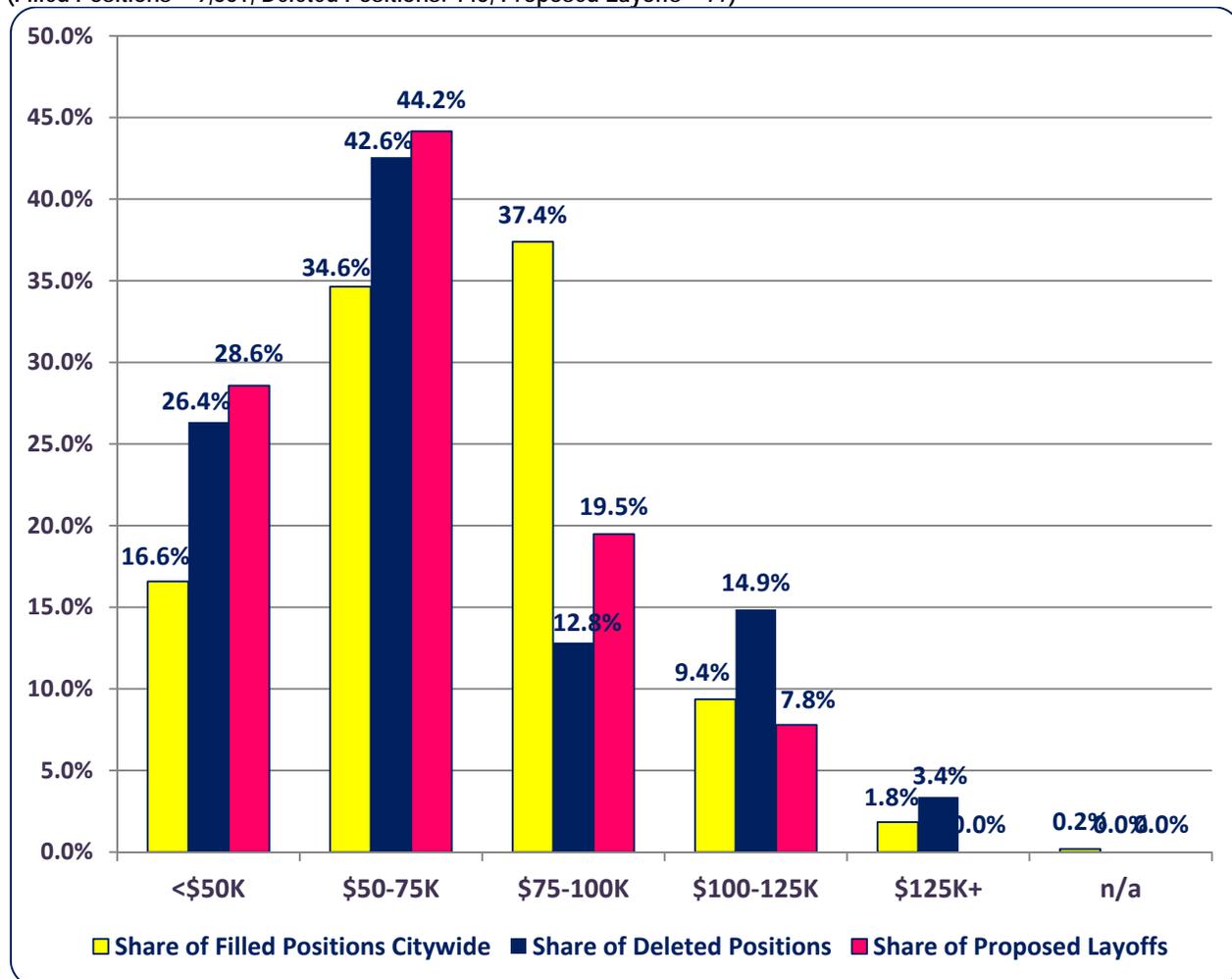


Chart 6. Detail of Layoffs by Department, 2012 Proposed Budget

DEPT	Title	Title	FTE	Count	Total Salary	Avg Salary
CIV	StratAdvsr1,Exempt	09370	(1.00)	(1)	89,325	89,325
	StratAdvsr2,Exempt	09371	(0.80)	(1)	82,023	82,023
CIV Total			(1.80)	(2)	171,348	85,674
DOIT	Executive2	09301	(1.00)	(1)	122,975	122,975
	Info Technol Prof A,Exempt	09457	(1.00)	(1)	104,561	104,561
DOIT Total			(2.00)	(2)	227,536	113,768
DON	Executive1	09300	(1.00)	(1)	114,399	114,399
DON Total			(1.00)	(1)	114,399	114,399
DPD	StratAdvsr2,Fin,Bud,&Actg	09396	(1.00)	(1)	86,088	86,088
DPD Total			(1.00)	(1)	86,088	86,088
DPR	Actg Tech II-BU	97547	(1.00)	(1)	48,337	48,337
	Admin Spec II-BU	97557	(1.00)	(1)	48,337	48,337
	Events Svc Rep,Sr	35360	(1.00)	(1)	61,867	61,867
	Landscape Architect,Sr	50211	(1.00)	(1)	88,824	88,824
	Maint Laborer	97718	(1.00)	(1)	46,416	46,416
	Manager2,Parks&Rec	09361	(1.00)	(1)	92,791	92,791
	Rec Attendant	34710	(2.13)	(3)	68,053	22,684
	Rec Cntr Coord	32026	(1.00)	(1)	64,561	64,561
	Rec Cntr Coord,Asst	32025	(10.00)	(10)	575,662	57,566
	Rec Leader	38030	(0.75)	(1)	38,586	38,586
	StratAdvsr2,General Govt	09386	(1.00)	(1)	94,845	94,845
	Truck Drvr	61058	(1.00)	(1)	54,768	54,768
DPR Total			(21.88)	(23)	1,283,048	55,785
FAS	Accountant	12100	(1.00)	(1)	61,387	61,387
	Actg Tech II	20075	(1.00)	(1)	48,337	48,337
	Admin Spec I	20074	(1.00)	(1)	44,005	44,005
	Admin Spec II-BU	97557	(1.00)	(1)	48,337	48,337
	Admin Spec III	20078	(1.00)	(1)	48,337	48,337
	Executive2	09301	(1.00)	(1)	99,998	99,998
	Info Technol Prof A,Exempt	09457	(1.00)	(1)	103,957	103,957
	Janitor-FFD/CL	70110	(1.00)	(1)	38,482	38,482
	Manager1,General Govt	09325	(0.50)	(1)	44,998	44,998
	Manager3,General Govt	09327	(1.00)	(1)	107,000	107,000
	Parking Meter Collector,Sr	22601	(1.00)	(1)	47,418	47,418
	StratAdvsr2,Fin,Bud,&Actg	09396	(1.00)	(1)	75,999	75,999
	Warehouser,Sr-BU	22111	(1.00)	(1)	52,618	52,618
FAS Total			(12.50)	(13)	820,874	63,144
HED	Admin Staff Asst	10013	(1.00)	(1)	63,078	63,078
	StratAdvsr1,CSPI&P	09375	(1.00)	(1)	77,329	77,329
HED Total			(2.00)	(2)	140,408	70,204
HSD	Grants&Contracts Spec,Sr	99050	(1.00)	(1)	65,688	65,688
	Plng&Dev Spec II	96678	(1.00)	(1)	74,855	74,855
	Prijt Fund&Agreemts Coord	99384	(1.00)	(1)	72,078	72,078
HSD Total			(3.00)	(3)	212,621	70,874
OCR	Plng&Dev Spec I	96677	(0.50)	(1)	29,775	29,775
OCR Total			(0.50)	(1)	29,775	29,775
OIR	StratAdvsr2,Exempt	09371	(1.00)	(1)	89,853	89,853
OIR Total			(1.00)	(1)	89,853	89,853
SDOT	Cement Finisher	65010	(4.00)	(4)	224,335	56,084

Chart 6. Detail of Layoffs by Department, 2012 Proposed Budget

DEPT	Title	Title	FTE	Count	Total Salary	Avg Salary
	Civil Engr,Assoc	53410	(1.00)	(1)	76,567	76,567
	Civil Engr,Sr	53420	(1.00)	(1)	72,078	72,078
	Civil Engrng Spec,Assoc	53310	(2.00)	(2)	140,126	70,063
	Civil Engrng Spec,Asst III	53309	(2.00)	(2)	116,803	58,401
	Civil Engrng Spec,Sr	53320	(1.00)	(1)	86,318	86,318
	Constr&Maint Equip Op	65300	(2.00)	(2)	121,104	60,552
	Elctn	66610	(1.00)	(1)	50,697	50,697
	Maint Laborer	97718	(7.00)	(7)	324,914	46,416
	Manager1,Engrng&Plans Rev	09340	(1.00)	(1)	75,185	75,185
	Manager2,Engrng&Plans Rev	09341	(1.00)	(1)	100,224	100,224
	Signal Elctn V	93513	(1.00)	(1)	62,222	62,222
	StratAdvsr1,Fin,Bud,&Actg	09395	(1.00)	(1)	88,132	88,132
	Truck Drvr	61058	(1.00)	(1)	54,768	54,768
	Warehouser,Sr-BU	22111	(1.00)	(1)	52,618	52,618
SDOT Total			(27.00)	(27)	1,646,089	60,966
SPU	Pntr	66010	(1.00)	(1)	60,114	60,114
SPU Total			(1.00)	(1)	60,114	60,114
Grand Total			(74.68)	(77)	4,882,153	63,405

Source: Kieu-Anh King, City Council Central Staff

Data as of 10.13.2011

The data used for the charts above are based on annualized average hourly salary by classification (title) for filled city positions, overall, and for proposed layoffs. The makeup of those city employees actually laid off on January 3, 2012, may be different. Based on the assumption that a higher salary equates with greater cumulative seniority, it is likely that the final layoff groups (approximated in the blue bars above) will shift downward in salary and leftward on this scale.

Discussion Item D. FTE Changes in the 2012 Proposed Budget.

The Mayor’s Proposed Budget includes 103 FTE Changes across ten departments. These include 51 FTE decreases (50 filled as of September 2011) and 52 FTE increases (51 filled). These increases and decreases do not affect the total count of city positions. These changes do affect the amount of hours worked by affected employees, however. For example, a full-time employee (1.00 FTE) who is reduced to half-time (0.50 FTE) would reduce her/his work hours by 20 hours per week, resulting in lower salary and retirement contributions, among other things. Likewise, these changes affect the amount of services performed by city employees and the amount of each department’s expected salary expenditure. In many cases, departments made an explicit policy decision to reduce hours for a larger number of employees, in order to lay off a smaller number of employees. The net savings citywide from reducing work hours is approximately \$700,000 in 2012, shown in the Chart 7 below:

Chart 7. FTE Changes in the 2012 Proposed Budget.

Change	Employees	Total Change	Total Salary Effect	Avg Change
FTE Decrease	51	(18.15)	(\$931,121)	(\$18,257)
FTE Increase	52	4.55	\$232,252	\$4,466

Discussion Item E. Layoff Detail – January 2009 to September 2011.

For informational purposes, only, I have prepared two charts that show final City of Seattle layoffs from January 1, 2009, to September 30, 2011. I have also included the layoff estimates discussed earlier in this paper.

Details are provided in the following pages.

CITYWIDE POSITION LIST & POSITION MODIFICATIONS
2012 PROPOSED BUDGET

Chart 8 shows the number of final layoffs, after Civil Service “bumping” has concluded, at all city departments. It also includes data on positions that have been “recalled” – or rehired to City service – as of September 2011.

Chart 8. All City of Seattle Layoffs: January 2009 to October 2011
By Recalled to Employment Status, as of September 2011
As of 15 October 2011

Sum of COUNT		Year			
Oct 2011 Status	DEPT NAME	2009	2010	2011	Grand Total
<input checked="" type="checkbox"/> NOT RECALLED	City Light	1	7	1	9
	Department of Planning & Dev	8	17	2	27
	Dept of Executive Admin		1		1
	Dept of Finance & Admn Svc			8	8
	Fleets and Facilities	2	1		3
	Human Services	1		2	3
	Information Technology Dept		2	1	3
	Municipal Court	3			3
	Neighborhoods Department	1	2	1	4
	Office of Economic Development	1			1
	Office of Policy and Managemen	3			3
	Parks Department	1	1	12	14
	Personnel Department		1	1	2
	Police Department	2	1		3
	Seattle Center		3	3	6
	Seattle Dept of Transportation		1	6	7
	Seattle Public Library		4		4
	Seattle Public Utilities	1		5	6
NOT RECALLED Total		24	41	42	107
<input checked="" type="checkbox"/> RECALLED	City Employees Retirement Syst		1		1
	City Light		4		4
	Department of Planning & Dev	11	36	1	48
	Dept of Finance & Admn Svc			2	2
	Fire Department		1		1
	Fleets and Facilities		6		6
	Human Services		1		1
	Information Technology Dept			1	1
	Municipal Court		1		1
	Neighborhoods Department		1	2	3
	Office for Civil Rights			1	1
	Office of Sustainability & Env		1		1
	Parks Department			3	3
	Police Department	1			1
	Seattle Center		1		1
	Seattle Dept of Transportation			8	8
	Seattle Public Utilities			1	1
RECALLED Total		12	53	19	84
Grand Total		36	94	61	191

Chart 9 shows the total number and the percentage of layoffs, by Salary Group, from 2009 to 2012.

All City of Seattle Layoffs: January 2009 to January 2012 (Proposed)					
Count of Layoffs by Salary Group					
As of 15 October 2011					
Salary Group	2009	2010	2011	<u>2012</u>	Grand Total
Under \$50K	5	15	14	22	56
\$50K to \$75K	18	26	30	34	108
\$75K to \$100K	8	37	7	15	67
\$100K to \$125K	4	10	10	6	30
\$125K+	1	2		0	3
unknown		4		0	4
Grand Total	36	94	61	77	268
** All 2012 Layoff Numbers are Estimates, as of October 2011.					
All City of Seattle Layoffs: January 2009 to January 2012 (Proposed)					
Percent of Layoffs by Salary Group					
As of 15 October 2011					
Salary Group	2009	2010	2011	<u>2012</u>	Grand Total
Under \$50K	13.9%	16.0%	23.0%	28.6%	20.9%
\$50K to \$75K	50.0%	27.7%	49.2%	44.2%	40.3%
\$75K to \$100K	22.2%	39.4%	11.5%	19.5%	25.0%
\$100K to \$125K	11.1%	10.6%	16.4%	7.8%	11.2%
\$125K+	2.8%	2.1%	0.0%	0.0%	1.1%
unknown	0.0%	4.3%	0.0%	0.0%	1.5%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%