

Office of the City Manager

November 26, 2012

To: Honorable Mayor and
Members of the City Council

From: Christine Daniel, City Manager

A handwritten signature in black ink, appearing to be "CD" with a long, sweeping line extending to the right.

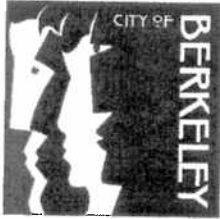
Subject: FY 2012 Annual Work Force Report

Attached for your information is the Annual Work Force report for FY 2012 prepared by the City's Equal Employment Opportunity (EEO) & Diversity Officer. It provides a status report of the City's diversity within occupational groups in our work force.

You may contact Dennis T. Feggans, EEO Officer, with any questions about the report. He can be reached at 981-6811.

Attachment

cc: William Rogers, Deputy City Manager
Mark Numainville, Acting City Clerk
Dave Hodgkins, Human Resources
Ann-Marie Hogan, City Auditor
Mary Kay Clunies-Ross, Public Information Officer
Dennis Feggans, EEO Officer, Human Resources



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Human Resources Dept.

November 20, 2012

To: Christine Daniel, City Manager
From: Dennis T. Feggans, Equal Employment Opportunity & Diversity Officer
Subject: **FY 2012 ANNUAL WORK FORCE REPORT**

The following summary is an analysis of female and minority representation within the City's work force as of June 30, 2012. Based on comparison work force statistics of a year ago, it is observed that the City's overall work force has declined by eighty-one (81) employees or 6%.

June 2011 **1389**
June 2012 **1308**

When compared to Alameda's relevant civilian labor market (SMSA¹) figures, we find that the City's parity ratings are favorable (below):

June 2011	Totals	City %	Alameda SMSA	Parity %	June 2012	Totals	City %	Alameda SMSA	Parity %
African Americans	404	29%	11%	100%	African Americans	372	28%	11%	100%
Asians	200	14%	18%	77%	Asians	188	14%	18%	77%
Hispanics	198	14%	16%	88%	Hispanics	190	15%	16%	94%
Native Americans	4	.3%	.4%	75%	Native Americans	4	.3%	.4%	75%
Minorities	806	58%	46%	100%	Minorities	754	58%	46%	100%

All of the City's parity ratings exceed 51%, which is the lowest threshold for representation figures acceptable by external compliance agencies. The overall decrease in the work force population impacted all of the minority groups and females. Notwithstanding, African American figures continue to exceed parity with the Alameda's relevant labor market figures. The Asian work force numbers decreased, but

¹ Standard Metropolitan Statistical Area (SMSA) is synonymous for relevant civilian labor market. The data includes persons of age and qualifications to fill positions for which the City would be seeking applicants. It is noted that the Alameda SMSA statistics are based on the 2000 census data. Work force data based on the 2010 census is not available.

FY 2012 4th QUARTER WORK FORCE REPORT

their parity figure remain virtually unchanged. The Hispanic work force is the only group whose parity rating increased, from 88% to 94%, despite a reduction in its overall work force population.

A review of separations between September 2011 and September 2012 disclosed that minorities are not being separated disproportionately compared to non-minorities.

	Total	#	%
Whites	579	53	9%
Blacks	399	28	7%
Asians	197	12	6%
Hispanics	195	10	5%

Likewise, review of fifty (50) new hires during that same time frame did not disclose any significant disparities. The hire percentages for each minority group exceeded their respective Alameda SMSA figures:

	Total	Hire %	SMSA
Whites	20	40%	NA
Hispanics	11	22%	16%
Asians	10	20%	18%
Blacks	9	18%	11%

The female population experienced a 9% decrease, from 597 to 541, from a year ago. Notwithstanding, their parity figures are commendable as they continue to hover above 90%:

2011	Females - 597	City's % - 43%	Alameda SMSA - 45%	Parity - 96%
2012	Females - 541	City's % - 41%	Alameda SMSA - 45%	Parity - 91%

The City is approaching a noteworthy milestone with regard to diversity in the Managers occupational category. Historically, males have dominated the managerial positions. As of a year ago, the difference between the number of male and female managers in the City was nine (9). As of July 2012, the difference is one. There are 53 male managers and 52 female managers. The female representation figures in the Managers and Professional occupational categories have achieved 100% parity with both the Alameda and CA relevant labor markets.

Berkeley Police: Review of sworn positions in the Berkeley Police Department continues to show favorable parity representation. However, separation records revealed the loss of four (4) African American officers during the 2012 fiscal year. Even more of a concern is the lack of any African American hires since July 2010.

FY 2012 4th QUARTER WORK FORCE REPORT

	Hires ²	%	SMSA
Whites	12	57%	NA
Blacks	0	0%	18%
Hispanics	6	29%	12%
Asians	3	14%	6%
Females	3	14%	18%

Examination records disclosed that eleven (11) African Americans applicants, since July 2010, have failed to successfully pass the pre-investigative interviews and/or background investigations for Police Officer. The HR Director, EEO Officer and Police Chief (and staff) are having discussions in an attempt to identify and address any artificial obstacles that may be impeding the hiring of African Americans.

Notwithstanding, the parity figures for African American Police Officers are positive as they hover close to 80%. Another positive note, the Police Department made significant gains regarding the Hispanic workforce. There were five (5) Hispanic hires (of which one is female) during the previous year, which has raised the department's Hispanic work force representation figures to 100% parity.

African Americans	City's % - 14%	Alameda SMSA - 18%	Parity- 78%
Hispanics	City's % - 12%	Alameda SMSA - 12%	Parity- 100%
Asians	City's % - 16%	Alameda SMSA - 6%	Parity- 100%
Females	City's % - 22%	Alameda SMSA - 18%	Parity- 100%

Berkeley Fire: The Fire Department made twelve (12) selections from a 2011 recruitment examination. Despite concerted efforts to address all of their diversity challenges within the department, there were no female selections. Despite this setback, the hires consisted of the following:

	Hires	%	SMSA
Whites	6	55%	NA
Blacks	4	27%	12%
Hispanics	1	9%	6%
Asians	1	9%	7%
Native Americans	0	0%	.6%

The influx of African American personnel not only increased their representation figures from 10% to 12%, but more significantly, raised their parity rating to 100%. The diverse hires represent noteworthy achievements, primarily through the diligent efforts of the Chief and Deputy Chief to address long standing diversity challenges within the department. It is understood that this is only one milestone on a rocky road to diversity, but it is a significant step, for which the Chief and Deputy Chief should be recognized for their perseverance and commitment. As a result of the current hires, Asians are the only minority group in the department that is short of 100 % parity, but are well represented with a 86% parity rating.

² Total hires since July 2010.

FY 2012 4th QUARTER WORK FORCE REPORT

African Americans	City's % - 12%	Alameda SMSA - 12%	Parity- 100%
Asians	City's % - 6%	Alameda SMSA - 7%	Parity- 86%
Hispanics	City's % - 15%	Alameda SMSA - 6%	Parity- 100%
Native Americans	City's % - 1.6%	Alameda SMSA - .6%	Parity- 100%
Females	City's % - 11%	Alameda SMSA - 8%	Parity- 100%

If you have any questions regarding the quarterly statistical report, feel free to contact me.

Approved for distribution:



David W. Hodgkins, Director of Human Resources

Attachments

cc: Michael Meehan, Police Chief
Debi Pryor, Fire Chief
Personnel Board

CITY-WIDE OCCUPATIONAL CATEGORIES BY RACE & GENDER

As of JUNE 2012

	TOTAL	M	F	WHITES		BLACKS		HISPANICS		ASIANS		NATIVE AMERICANS		MINORITIES
				M	F	M	F	M	F	M	F	M	F	
CITY WORK FORCE REPRESENTATION	1308	767 58.6%	541 41.4%	339 25.9%	215 16.4%	204 15.6%	168 12.8%	121 9.3%	69 5.3%	99 7.6%	89 7%	4 0.3%	0 0.0%	754 57.6%
CALIFORNIA SMSA ALAMEDA SMSA		54.7% 55%	44.7% 45%	28.9% 28.1%	24.1% 22%	2.6% 5%	2.9% 6.1%	15.7% 9.8%	11.1% 6.5%	5.9% 9.5%	5.4% 8.4%	0.2% 0.2%	0.2% 0.2%	44% 45.7%
MANAGERS REPRESENTATION ALAMEDA SMSA	105	53 50.5%	52 49.5%	33 31.4%	34 32.4%	10 9.5%	11 10.5%	4 3.8%	2 1.9%	6 5.7%	5 4.8%	0 0.0%	0 0.0%	38 36.2%
PROFESSIONALS REPRESENTATION ALAMEDA SMSA	265	99 37.4%	166 62.6%	48 18.1%	80 30.2%	11 4.2%	35 13%	11 4.2%	16 6.0%	28 10.6%	35 13.2%	1 0.4%	0 0.0%	137 51.7%
ADMINISTRATIVE SUPPORT ALAMEDA COUNTY SMSA	184	42 22.8%	142 77.2%	17 9%	33 17.9%	10 5.4%	59 32%	7 3.8%	21 11.4%	8 4.3%	29 16%	0 0.0%	0 0.0%	134 72.8%
TECHNICIANS REPRESENTATION BAY AREA COUNTIES SMSA	41	30 73.2%	11 26.8%	18 43.9%	4 9.8%	6 14.6%	4 9.8%	2 4.9%	1 2.4%	4 9.8%	2 4.9%	0 0.0%	0 0.0%	19 46.3%
PARAPROFESSIONAL REPRESENTATION ALAMEDA COUNTY SMSA	67	19 28.4%	48 71.6%	6 9.0%	15 22.4%	9 13.4%	14 21%	3 4.5%	12 17.9%	1 1.5%	7 10%	0 0.0%	0 0.0%	46 69%
SERVICE MAINTENANCE REPRESENTATION ALAMEDA COUNTY SMSA	190	171 90%	19 10%	24 12.6%	5 2.6%	91 47.9%	8 4.2%	42 22.1%	4 2.1%	13 6.8%	2 1.1%	1 0.5%	0 0.0%	161 84.7%
SKILLED CRAFT REPRESENTATION BAY AREA COUNTIES SMSA	88	86 97.7%	2 2.3%	36 40.9%	2 2.3%	20 23%	0 0.0%	19 21.6%	0 0.0%	11 12.5%	0 0.0%	0 0.0%	0 0.0%	50 56.8%
PROTECTIVE SERVICE REPRESENTATION ALAMEDA COUNTY SMSA	368	267 72.6%	101 27.4%	157 42.7%	42 11%	47 13%	37 10.1%	33 9.0%	13 3.5%	28 7.6%	9 2.4%	2 0.5%	0 0.0%	169 45.9%
		84.1%	15.9%	55.1%	9.1%	12.9%	4.6%	8.4%	0.9%	5.6%	0.7%	0.4%	0.0%	33.5%

CITY-WIDE OCCUPATIONAL CATEGORIES BY RACE & GENDER

	TOTAL	M	F	As of JUNE 2011																		
				WHITES				BLACKS				HISPANICS				ASIANS				NATIVE AMERICANS		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F					
CITY WORK FORCE REPRESENTATION	1389	792	597	351	232	214	190	118	80	105	95	4	0	806								
CALIFORNIA SMSA ALAMEDA SMSA		57.0%	43.0%	25.3%	16.7%	15.4%	13.7%	8.5%	5.8%	7.6%	7%	0.3%	0.0%	58.0%								
MANAGERS REPRESENTATION	105	54.7%	44.7%	28.9%	24.1%	2.6%	2.9%	15.7%	11.1%	5.9%	5.4%	0.2%	0.2%	44%								
ALAMEDA SMSA		55%	45%	28.1%	22%	5%	6.1%	9.8%	6.5%	9.5%	8.4%	0.2%	0.2%	45.7%								
PROFESSIONALS REPRESENTATION	308	57	48	36	33	11	10	3	2	7	3	0	0	36								
BAY AREA COUNTIES SMSA		54.3%	45.7%	34.3%	31.4%	10.5%	9.5%	2.9%	1.9%	6.7%	2.9%	0.0%	0.0%	34.3%								
ADMINISTRATIVE SUPPORT	202	59.5%	40.5%	39.2%	24.2%	3.7%	4.6%	5.2%	3.8%	9%	6.2%	0.2%	0.2%	32.9%								
ALAMEDA COUNTY SMSA		53.9%	46.1%	34.2%	32.7%	2.3%	3.1%	3%	3.4%	9.5%	8.6%	0.1%	0.1%	30.1%								
TECHNICIANS REPRESENTATION	45	109	199	53	94	15	43	12	22	28	40	1	0	161								
BAY AREA COUNTIES SMSA		35.4%	64.6%	17.2%	30.5%	4.9%	14%	3.9%	7.1%	9.1%	13.0%	0.3%	0.0%	52.3%								
PARAPROFESSIONAL REPRESENTATION	73	53.9%	46.1%	34.2%	32.7%	2.3%	3.1%	3%	3.4%	9.5%	8.6%	0.1%	0.1%	30.1%								
ALAMEDA COUNTY SMSA		44	158	20	37	10	66	5	23	9	32	0	0	145								
SERVICE MAINTENANCE REPRESENTATION	199	21.8%	78.2%	10%	18.3%	5.0%	33%	2.5%	11.4%	4.5%	16%	0.0%	0.0%	71.8%								
ALAMEDA COUNTY SMSA		20.5%	79.5%	9.7%	39.2%	3%	13%	2.6%	11%	4.2%	12.4%	0.1%	0.4%	46.7%								
SKILLED CRAFT REPRESENTATION	86	32	13	18	4	7	4	2	2	5	3	0	0	23								
BAY AREA COUNTIES SMSA		71.1%	28.9%	40.0%	8.9%	15.6%	8.9%	4.4%	4.4%	11.1%	6.7%	0.0%	0.0%	51.1%								
PROTECTIVE SERVICE REPRESENTATION	371	37.3%	62.7%	28.3%	25.3%	2.9%	5%	5.8%	4.6%	11.6%	12.6%	0.2%	0.2%	42.9%								
ALAMEDA COUNTY SMSA		22	51	6	15	10	17	4	12	2	7	0	0	52								
SERVICE MAINTENANCE REPRESENTATION	199	30.1%	69.9%	8.2%	20.5%	13.7%	23%	5.5%	16.4%	2.7%	10%	0.0%	0.0%	71%								
ALAMEDA COUNTY SMSA		37.1%	62.7%	9.6%	32.5%	3.8%	13.2%	5.5%	12%	4.5%	13%	0%	0.2%	52.2%								
SKILLED CRAFT REPRESENTATION	86	180	19	26	4	96	8	44	6	13	1	1	0	169								
BAY AREA COUNTIES SMSA		90%	10%	13.1%	2.0%	48.2%	4.0%	22.1%	3.0%	6.5%	0.5%	0.5%	0.0%	84.9%								
PROTECTIVE SERVICE REPRESENTATION	371	87.2%	12.8%	31.3%	4%	11.6%	2.5%	33%	3.8%	8.5%	1.1%	0.4%	0.1%	61%								
ALAMEDA COUNTY SMSA		84	2	35	2	19	0	19	0	11	0	0	0	49								
BAY AREA COUNTIES SMSA		97.7%	2.3%	40.7%	2.3%	22%	0.0%	22.1%	0.0%	12.8%	0.0%	0.0%	0.0%	57.0%								
PROTECTIVE SERVICE REPRESENTATION	371	95.1%	4.9%	54.1%	3.1%	4.4%	0.4%	22.3%	0.9%	8.9%	1.1%	0.6%	0.0%	39%								
ALAMEDA COUNTY SMSA		264	107	157	43	46	42	29	13	30	9	2	0	171								
BAY AREA COUNTIES SMSA		71.2%	28.8%	42.3%	12%	12%	11.3%	7.8%	3.5%	8.1%	2.4%	0.5%	0.0%	46.1%								
ALAMEDA COUNTY SMSA		84.1%	15.9%	55.1%	9.1%	12.9%	4.6%	8.4%	0.9%	5.6%	0.7%	0.4%	0.0%	33.5%								

**CITY OF BERKELEY POLICE DEPARTMENT
WORKFORCE ANALYSIS AS OF JUNE 2012**

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES						FEMALES						
		W	B	H	A/PI	A/IAM	W	B	H	A/PI	A/IAM			
POLICE CHIEF	1	1	0	0	0	0	0	0	0	0	0	0	0	0
CITY %	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%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%
CAPTAINS	3	2	0	0	0	0	0	1	0	0	0	0	0	0
CITY %	66.7%	0%	0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%
LIEUTENANTS	9	4	1	0	2	0	2	0	0	0	0	0	0	0
CITY %	44.4%	11.1%	11.1%	0.0%	22.2%	0.0%	22.2%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%
SERGEANTS	30	15	2	0	4	0	7	1	1	0	0	0	0	0
CITY %	50.0%	6.7%	6.7%	0.0%	13%	0.0%	23.3%	3.3%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%
POLICE OFFICERS	123	56	15	13	16	0	9	4	6	4	0	0	0	0
CITY %	45.5%	12%	12%	10.6%	13.0%	0.0%	7.3%	3.3%	4.9%	3.3%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		54.4%	12.2%	9.9%	6.8%	0.1%	7.8%	4.5%	1.3%	0.3%	0.0%	0.0%	0.0%	0.0%
DEPARTMENT TOTALS	166	78	18	13	22	0	18	6	7	4	0	0	0	0
CITY TOTALS %		47.0%	10.8%	7.8%	13.3%	0.0%	10.8%	3.6%	4.2%	2.4%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		50.6%	13.1%	10.2%	5.4%	0.1%	9.9%	5.3%	1.9%	1%	0.0%	0.0%	0.0%	0.0%

**CITY OF BERKELEY POLICE DEPARTMENT
WORKFORCE ANALYSIS AS OF JUNE 2011**

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES						FEMALES					
		W	B	H	API	AI/AM	W	B	H	API	AI/AM		
POLICE CHIEF CITY %	1	1 100%	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%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%
CAPTAINS CITY %	3	2 66.7%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%
LIEUTENANTS CITY %	9	4 44.4%	1 11.1%	0 0.0%	2 22.2%	0 0.0%	2 22.2%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%
SERGEANTS CITY %	30	17 56.7%	2 6.7%	0 0.0%	3 10%	0 0.0%	7 23.3%	0 0.0%	1 3.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%
POLICE OFFICERS CITY %	123	53 43.1%	18 15%	9 7.3%	18 14.6%	0 0.0%	10 8.1%	6 4.9%	5 4.1%	4 3.3%	4 3.3%	0 0.0%	0 0.0%
ALAMEDA COUNTY SMSA		54.4%	12.2%	9.9%	6.8%	0.1%	7.8%	4.5%	1.3%	0.3%	0.3%	0.0%	0.0%
DEPARTMENT TOTALS	166	77	21	9	23	0	19	7	6	4	0	0	0
CITY TOTALS %		46.4%	12.7%	5.4%	13.9%	0.0%	11.4%	4.2%	3.6%	2.4%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		50.6%	13.1%	10.2%	5.4%	0.1%	9.9%	5.3%	1.9%	1%	0.0%	0.0%	0.0%

**CITY OF BERKELEY FIRE DEPARTMENT
WORKFORCE ANALYSIS AS OF JUNE 2011**

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES						FEMALES					
		W	B	H	API	AI/AM	W	B	H	API	AI/AM		
CHIEF, DEPUTY CHIEF	2	0	0	0	1	0	0	1	0	0	0	0	
ALAMEDA COUNTY SMSA		0.0%	0.0%	0.0%	50%	0.0%	0.0%	50%	0.0%	0.0%	0.0%	0.0%	
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	
ASSIST-BATTALION CHIEFS	7	4	1	0	0	0	2	0	0	0	0	0	
ALAMEDA COUNTY SMSA		57%	14%	0.0%	0.0%	0.0%	29%	0.0%	0.0%	0.0%	0.0%	0.0%	
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	
CAPTAINS	10	5	1	2	2	0	0	0	0	0	0	0	
ALAMEDA COUNTY SMSA		50%	10%	20%	20%	0.0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	
LIEUTENANTS	19	15	0	1	0	0	2	0	1	0	0	0	
ALAMEDA COUNTY SMSA		78.9%	0.0%	5.3%	0.0%	0.0%	10.5%	0.0%	5.3%	0.0%	0.0%	0.0%	
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	
INSPECTORS	1	0	0	1	0	0	0	0	0	0	0	0	
ALAMEDA COUNTY SMSA		0.0%	0.0%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ALAMEDA COUNTY SMSA		52.4%	19%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
FIREFIGHTERS	86	46	9	13	4	2	9	1	1	1	1	0	
ALAMEDA COUNTY SMSA		53%	10.5%	15.1%	4.7%	2.3%	10.5%	1.2%	1.2%	1.2%	1.2%	0.0%	
ALAMEDA COUNTY SMSA		65.7%	8.8%	6.5%	8.8%	0.8%	6.5%	1.6%	0.0%	0.0%	0.0%	0.0%	
PARAMEDIC SUPERVISORS	3	3	0	0	0	0	0	0	0	0	0	0	
ALAMEDA COUNTY SMSA		100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0.0%	0.0%	0.0%	
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	
CITY TOTALS	128	73	11	17	7	2	13	2	2	1	0	0	
ALAMEDA COUNTY SMSA		57.0%	8.6%	13.3%	5.5%	1.6%	10.2%	1.6%	1.6%	0.8%	0.0%	0.0%	
ALAMEDA COUNTY SMSA		66.3%	10.4%	6%	6.7%	0.6%	7%	1.2%	0.0%	0.0%	0.0%	0.0%	