


Office of the City Manager

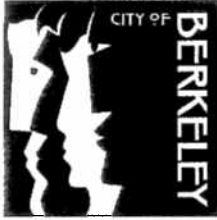
February 29, 2012

To: Honorable Mayor and Members of the City Council
From: Christine Daniel, Interim City Manager 
Subject: FY 2012 Quarterly Work Force Report

Please see the attached quarterly work force report for FY 2012, prepared by the City's Equal Employment Opportunity (EEO) and Diversity Officer. It provides a status report of the City's diversity within occupational groups in our workforce, including within the Police and Fire departments. Please contact me if you have any questions regarding this report.

Attachment

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



Human Resources Dept.

February 23, 2012

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

The following summary is an analysis of female and minority representation within the City's work force as of December 31, 2011. Based on comparison work force statistics of a year ago, it is observed that the City's overall work force has declined by seventy-eight (78) employees or 6%.

December 2010	1417
December 2011	1339

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

Dec 2010	Totals	City %	Alameda SMSA	Parity %	Dec 2011	Totals	City %	Alameda SMSA	Parity %
African Americans	406	28.6%	11.1%	100%	African Americans	390	29.1%	11.1%	100%
Asians	210	14.8%	18%	82%	Asians	194	14.5%	18%	81%
Hispanics	203	14.3%	16.3%	88%	Hispanics	191	14.3%	16.3%	88%
Native Americans	4	.3%	.4%	75%	Native Americans	4	.3%	.4%	75%
Minorities	823	58.1%	45.7%	100%	Minorities	779	58.1%	45.7%	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. Asian and Hispanic work force numbers

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 SECOND QUARTER WORK FORCE REPORT

decreased, but their parity figures remain virtually unchanged, showing figures at or above the 80 percentile.

The female population experienced a significant decrease from a year ago. Notwithstanding, their parity figures are commendable as they continue to hover around 95% parity:

2010	Females - 612	City's % - 43%	Alameda SMSA - 45%	Parity - 96%
2011	Females - 567	City's % - 42%	Alameda SMSA - 45%	Parity - 93%

As reported in previously work force reports, the Citywide statistics reveal that the female work force has exceeded parity with the Alameda figures in Officials/Managers and Professional occupational categories:

Managers/Officials' Females	55	City - 50%	Alameda SMSA - 39%	Parity - 100%
Professionals' Females	177	City - 64%	Alameda SMSA - 46%	Parity - 100%

Review of sworn positions in the Berkeley Police Department continues to show favorable parity representation figures compared to the relevant labor market. It is noteworthy that two recent Hispanic hires increased their parity figures from 77% to 90%, while the department's female and Asian work force has achieved parity with Alameda's SMSA figures. As reported in previous reports, eleven (11) or 30% of the female sworn personnel are officers of rank: one Captain, two (2) Lieutenants, and eight (8) Sergeants - (see department workforce analysis).

African Americans	City's % - 16%	Alameda SMSA - 18%	Parity- 88%
Hispanics	City's % - 11%	Alameda SMSA - 12%	Parity- 90%
Asians	City's % - 16%	Alameda SMSA - 6%	Parity- 100%
Females	City's % - 22%	Alameda SMSA - 18%	Parity- 100%

Comparison of Fire Department work force figures from a year ago reveals very minor changes. Hispanics show an increase of one (1) from 17 to 18, while Asians reflect a reduction of one (1) from eight (8) to seven (7). There were no gains/losses among African Americans or Native Americans. The decline of minorities is attributed to retirements and difficulties recruiting certified paramedics, which has been a minimum qualification since the inception of the paramedic program in 1987. However, the department made selections recently from a 2011 recruitment examination which featured a diverse applicant pool. The results of the selections are pending final reference checks.

Notwithstanding the above, African Americans and Asians show representative figures at or above 80%, while the remaining minority groups and females within the Fire Department have achieved 100% parity with Alameda relevant labor market figures.

African Americans	City's % - 9%	Alameda SMSA - 11%	Parity- 80%
Asians	City's % - 6%	Alameda SMSA - 7%	Parity- 86%
Hispanics	City's % - 15%	Alameda SMSA - 6%	Parity- 100%
Native Americans	City's % - 1.7%	Alameda SMSA - .6%	Parity- 100%
Females	City's % - 11%	Alameda SMSA - 8%	Parity- 100%

FY 2012 SECOND QUARTER WORK FORCE REPORT

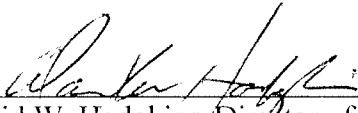
Equally noteworthy is the fact that seven (7) or 54% of the department's thirteen (13) female employees are ranking officers: four (4) are Lieutenants, one (1) is Paramedic Supervisor, one (1) is Assistant Chief and one (1) is the Fire Chief. The Chief is cognizant and committed to diversity within in the department.

Low utilization figures appear in the following occupational categories (see attachments):

Females	Technicians, Skilled Craft
African American Females	Fire Fighters-Paramedics
Hispanics	Officials-Managers, Service Maintenance
Asians	Paraprofessionals

If you have any questions regarding the statistics, feel free to contact me.

Approved for distribution:



David W. Hodgkins, Director of Human Resources

Attachments

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

CITY-WIDE OCCUPATIONAL CATEGORIES BY RACE & GENDER

	TOTAL	M	F	WHITES		BLACKS		HISPANICS		ASIANS		NATIVE AMERICANS		MINORITIES
				M	F	M	F	M	F	M	F	M	F	
CITY WORK FORCE REPRESENTATION	1339	772	567	342	218	207	183	117	74	102	92	4	0	779
		57.7%	42.3%	25.5%	16.3%	15.5%	13.7%	8.7%	5.5%	7.6%	7%	0.3%	0.0%	58.2%
CALIFORNIA SMSA ALAMEDA SMSA		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%
		55%	45%	28.1%	22%	5%	6.1%	9.8%	6.5%	9.5%	8.4%	0.2%	0.2%	45.7%
OFFICIALS/MANAGERS REPRESENTATION	110	55	55	34	36	10	13	4	2	7	4	0	0	40
		50.0%	50.0%	30.9%	32.7%	9.1%	11.8%	3.6%	1.8%	6.4%	3.6%	0.0%	0.0%	36.4%
CALIFORNIA SMSA		61.5%	38.5%	44.6%	25.6%	2%	2.5%	6%	4.9%	7%	4.4%	0.2%	0.2%	27.2%
PROFESSIONALS REPRESENTATION	278	101	177	50	81	14	40	9	20	27	36	1	0	147
		36.3%	63.7%	18.0%	29.1%	5.0%	14%	3.2%	7.2%	9.7%	12.9%	0.4%	0.0%	52.9%
BAY AREA COUNTIES 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%
AMINISTRATIVE SUPPORT	188	43	145	19	33	10	60	5	22	9	30	0	0	136
		22.9%	77.1%	10%	17.6%	5.3%	32%	2.7%	11.7%	4.8%	16%	0.0%	0.0%	72.3%
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%
TECHNICIANS REPRESENTATION	43	31	12	18	4	6	4	2	1	5	3	0	0	21
		72.1%	27.9%	41.9%	9.3%	14.0%	9.3%	4.7%	2.3%	11.6%	7.0%	0.0%	0.0%	48.8%
BAY AREA COUNTIES SMSA		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%
PARAPROFESSIONAL REPRESENTATION	73	20	53	6	15	9	18	4	12	1	8	0	0	52
		27.4%	72.6%	8.2%	20.5%	12.3%	25%	5.5%	16.4%	1.4%	11%	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%
SERVICE MAINTENANCE REPRESENTATION	195	178	17	25	4	95	8	43	4	14	1	1	0	166
		91%	9%	12.8%	2.1%	48.7%	4.1%	22.1%	2.1%	7.2%	0.5%	0.5%	0.0%	85.1%
ALAMEDA COUNTY SMSA		87.2%	12.8%	31.3%	4%	11.6%	2.5%	33%	3.8%	8.5%	1.1%	0.4%	0.1%	61%
SKILLED CRAFT REPRESENTATION	85	83	2	34	2	19	0	19	0	11	0	0	0	49
		97.6%	2.4%	40.0%	2.4%	22%	0.0%	22.4%	0.0%	12.9%	0.0%	0.0%	0.0%	57.6%
BAY AREA COUNTIES SMSA		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%
PROTECTIVE SERVICE REPRESENTATION	367	261	106	156	43	44	40	31	13	28	10	2	0	168
		71.1%	28.9%	42.5%	12%	12%	10.9%	8.4%	3.5%	7.6%	2.7%	0.5%	0.0%	45.8%
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%

SMSA - Standard Metropolitan Statistical Area (Relevant Labor Market)

As of December 2011

CITY-WIDE OCCUPATIONAL CATEGORIES BY RACE & GENDER

	TOTAL	As of December 2010													
		M	F	WHITES		BLACKS		HISPANICS		ASIANS		NATIVE AMERICANS		MINORITIES	
				M	F	M	F	M	F	M	F	M	F		
CITY WORK FORCE REPRESENTATION	1417	805	612	358	236	217	189	119	84	107	103	4	0	823	
		56.8%	43.2%	25.3%	16.7%	15.3%	13.3%	8.4%	5.9%	7.6%	7%	0.3%	0.0%	58.1%	
CALIFORNIA SMSA ALAMEDA SMSA		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%	
		55%	45%	28.1%	22%	5%	6.1%	9.8%	6.5%	9.5%	8.4%	0.2%	0.2%	45.7%	
OFFICIALS/MANAGERS REPRESENTATION	104	58	46	37	30	11	11	3	1	7	4	0	0	37	
		55.8%	44.2%	35.6%	28.8%	10.6%	10.6%	2.9%	1.0%	6.7%	3.8%	0.0%	0.0%	35.6%	
CALIFORNIA SMSA		61.5%	38.5%	44.6%	25.6%	2%	2.5%	6%	4.9%	7%	4.4%	0.2%	0.2%	27.2%	
PROFESSIONALS REPRESENTATION	322	111	211	55	101	15	42	12	23	28	45	1	0	166	
		34.5%	65.5%	17.1%	31.4%	4.7%	13%	3.7%	7.1%	8.7%	14.0%	0.3%	0.0%	51.6%	
BAY AREA COUNTIES 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%	
ADMINISTRATIVE SUPPORT	203	44	159	20	37	10	66	5	24	9	32	0	0	146	
		21.7%	78.3%	10%	18.2%	4.9%	33%	2.5%	11.8%	4.4%	16%	0.0%	0.0%	71.9%	
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%	
TECHNICIANS REPRESENTATION	48	34	14	19	5	8	4	2	2	5	3	0	0	24	
		70.8%	29.2%	39.6%	10.4%	16.7%	8.3%	4.2%	4.2%	10.4%	6.3%	0.0%	0.0%	50.0%	
BAY AREA COUNTIES SMSA		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%	
PARAPROFESSIONAL REPRESENTATION	76	22	54	6	16	10	18	4	13	2	7	0	0	54	
		28.9%	71.1%	7.9%	21.1%	13.2%	24%	5.3%	17.1%	2.6%	9%	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%	
SERVICE MAINTENANCE REPRESENTATION	206	184	22	26	4	100	10	44	7	13	1	1	0	176	
		89%	11%	12.6%	1.9%	48.5%	4.9%	21.4%	3.4%	6.3%	0.5%	0.5%	0.0%	85.4%	
ALAMEDA COUNTY SMSA		87.2%	12.8%	31.3%	4%	11.6%	2.5%	33%	3.8%	8.5%	1.1%	0.4%	0.1%	61%	
SKILLED CRAFT REPRESENTATION	87	85	2	35	2	19	0	20	0	11	0	0	0	50	
		97.7%	2.3%	40.2%	2.3%	22%	0.0%	23.0%	0.0%	12.6%	0.0%	0.0%	0.0%	57.5%	
BAY AREA COUNTIES SMSA		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%	
PROTECTIVE SERVICE REPRESENTATION	371	267	104	160	41	44	38	29	14	32	11	2	0	170	
		72.0%	28.0%	43.1%	11%	12%	10.2%	7.8%	3.8%	8.6%	3.0%	0.5%	0.0%	45.8%	
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 DECEMBER 2011**

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES						FEMALES					
		W	B	H	API	AIAM	W	B	H	API	AIAM		
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 %	2	1 50.0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 50.0%	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%
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 57%	2 6.7%	0 0.0%	3 10%	0 0.0%	7 23%	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 %	125	54 43.2%	17 14%	12 9.6%	17 13.6%	0 0.0%	10 8.0%	6 4.8%	5 4.0%	4 3.2%	0 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%
DEPARTMENT TOTALS CITY TOTALS %	167	77 46.1%	20 12.0%	12 7.2%	22 13.2%	0 0.0%	19 11.4%	7 4.2%	6 3.6%	4 2.4%	0 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%

**CITY OF BERKELEY POLICE DEPARTMENT
WORKFORCE ANALYSIS AS OF DECEMBER 2010**

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES						FEMALES						
		W	B	H	A/PI	AI/AM	W	B	H	A/PI	AI/AM			
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	18	2	0	2	0	7	0	1	0	0	0	0	0
CITY %	60%	6.7%	6.7%	0.0%	6.7%	0.0%	23%	0.0%	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	129	55	18	10	20	0	10	6	5	5	0	0	0	0
CITY %	42.6%	14%	14%	7.8%	15.5%	0.0%	7.8%	4.7%	3.9%	3.9%	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	172	80	21	10	24	0	19	7	6	5	0	0	0	0
CITY TOTALS %	46.5%	12.2%	12.2%	5.8%	14.0%	0.0%	11.0%	4.1%	3.5%	2.9%	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 FIRE DEPARTMENT
WORKFORCE ANALYSIS AS OF FEBRUARY 2012**

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES						FEMALES					
		W	B	H	A/PI	A/IAM	W	B	H	A/PI	A/IAM		
CHIEF, DEPUTY CHIEF	2	0 0.0%	0 0.0%	0 0.0%	1 50%	0 0.0%	0 0.0%	1 50%	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%			
ASSIST-BATTALION CHIEFS	5	3 60%	1 20%	0 0.0%	0 0.0%	0 0.0%	1 20%	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%			
CAPTAINS	10	6 60%	0 0%	2 20%	2 20%	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%			
LIEUTENANTS	21	15 71.4%	1 4.8%	1 4.8%	0 0.0%	0 0.0%	3 14.3%	0 0.0%	1 4.8%	0 0.0%			
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%			
INSPECTORS	1	0 0.0%	0 0.0%	1 100%	0 0.0%	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%			
FIREFIGHTERS	76	45 59%	8 10.5%	12 15.8%	3 3.9%	2 2.6%	5 6.6%	0 0.0%	0 0.0%	1 1.3%			
ALAMEDA COUNTY SMSA		65.7%	8.8%	6.5%	8.8%	0.8%	6.5%	1.6%	0.0%	0.0%			
PARAMEDIC SUPERVISORS	4	3 75%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 25%	0 0.0%			
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%			
CITY TOTALS	119	72 60.5%	10 8.4%	16 13.4%	6 5.0%	2 1.7%	9 7.6%	1 0.8%	2 1.7%	1 0.8%			
ALAMEDA COUNTY SMSA		66.3%	10.4%	6%	6.7%	0.6%	7%	1.2%	0.0%	0.0%			

**CITY OF BERKELEY FIRE DEPARTMENT
WORKFORCE ANALYSIS AS OF DECEMBER 2010**

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES						FEMALES					
		W	B	H	A/PI	A/IAM	W	B	H	A/PI	A/IAM		
CHIEF, DEPUTY CHIEF	2	0 0.0%	0 0.0%	0 0.0%	1 50%	0 0.0%	1 50%	0 0.0%	0 0.0%	0 0.0%	0 0.0%		
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%			
ASSISTANT FIRE CHIEFS	7	5 71%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 28.6%	0 0.0%	0 0.0%	0 0.0%			
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%			
CAPTAINS	9	3 33%	2 22%	2 22%	2 22%	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%	4.9%	0.0%	0.0%	0.0%	0.0%			
LIEUTENANTS	19	16 84.2%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 10.5%	0 0.0%	1 5.3%	0 0.0%			
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%			
INSPECTORS	1	0 0.0%	0 0.0%	1 100%	0 0.0%	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%			
FIREFIGHTERS	81	47 58%	8 9.9%	12 14.8%	4 4.9%	2 2.5%	6 7.4%	0 0.0%	1 1.2%	1 1.2%			
ALAMEDA COUNTY SMSA		65.7%	8.8%	6.5%	8.8%	0.8%	6.5%	1.6%	0.0%	0.0%			
PARAMEDIC SUPERVISORS	2	2 100%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%			
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%			
CITY TOTALS	121	73 60.3%	10 8.3%	15 12.4%	7 5.8%	2 1.7%	10 8.3%	1 0.8%	2 1.7%	1 0.8%			
ALAMEDA COUNTY SMSA		66.3%	10.4%	6%	6.7%	0.6%	7%	1.2%	0.0%	0.0%			