


Office of the City Manager

October 1, 2013

To: Honorable Mayor and
Members of the City Council

From: Christine Daniel, City Manager 

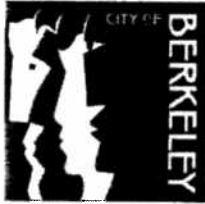
Subject: FY 2013 Annual Work Force Report

Attached for your information is the Annual Work Force report for FY 2013 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, City Clerk
Dave Abel, Acting Director, Human Resources
Ann-Marie Hogan, City Auditor
Matthai Chakko, Public Information Officer
Dennis Feggans, EEO Officer, Human Resources



Human Resources Dept.

RECEIVED
CITY MANAGER
2013 OCT -1 PM 3:45

September 25, 2013

To: Christine Daniel, City Manager

From: Dennis T. Feggans, Equal Employment Opportunity & Diversity Officer

Subject: **FY 2013 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, 2013. Based on comparison work force statistics of a year ago, the City's overall work force has declined by 37 employees or 3%.

June 2012	1308
June 2013	1271

Work Force data based on 2010 census has been released in a new format under the heading of Equal Employment Opportunity (EEO) Tabulation 2006-2010 American Community Survey (ACS) data. Compared to Alameda County's Standard and Metropolitan Statistical Area (SMSA) relevant civilian labor market under this format, the City's parity ratings are significantly altered:

June ¹ 2012	Totals	City %	Alameda SMSA	Parity %	June ² 2013	Totals	City %	Alameda ACS	Parity %
African Americans	372	28%	11%	100%	African Americans	347	27%	10%	100%
Hispanics	190	14%	16%	88%	Hispanics	190	15%	21%	71%
Asians	188	14%	18%	78%	Asians	184	14%	23%	61%
Native Americans	4	.3%	.4%	75%	Native Americans	4	.3%	.2%	100%
Minorities	754	58%	46%	100%	Minorities	725	57%	55%	100%

The Census Bureau produces the EEO Tabulation table for Federal agencies responsible for monitoring employment practices and enforcing civil rights laws in the workforce and for all employers so they can measure their compliance with the laws. The tabulation serves as the primary

¹ The Alameda County SMSA percentages are based on 2000 census.

² The Alameda County ACS percentages are based on 2010 census ACS data.

FY2013 ANNUAL WORK FORCE REPORT

external benchmark for comparing the race, ethnicity, and sex composition of each employer's workforce to its available labor market. The ACS produces period estimates of socioeconomic and housing characteristics. In the case of the EEO Tabulation Table, it provides data according to where people worked at the time of survey.³

The City's parity ratings continue to exceed the minimum acceptable Equal Employment Opportunity Commission (EEOC) threshold of 51%, but the transition from the 2000 census data to the 2010 ACS data has affected the parity ratings for Hispanics and Asians significantly. The 2010 ACS representation figures for both Hispanics and Asians show a marked increase in the Alameda County available relevant labor market figures. However, because the City's totals for Hispanics remained unchanged, coupled with a slight reduction in Asian totals, our parity ratings reflect lower percentages, from 88% to 71%, for Hispanics and from 78% to 61%, for Asians. Even though the City's parity ratings do not fall below the acceptable threshold of 51%, future recruitment examinations should include targeted recruitment⁴ efforts in those instances where underutilization of Hispanics and/or Asians within the recruiting department is uncovered. The EEO Officer would oversee these actions.

The ACS figures had no impact on the City's African American workforce, as the City continues to exceed parity figures for the Alameda County available relevant labor market showing 100% parity. The decrease in the African American work force population in FY 2013 was primarily due to an exodus of retirees.

As noted below, the female population totals decreased by 4%, from 541 to 520, from a year ago. Nevertheless, the female parity figures are commendable as they continue to hover above 90%:

	Female	City's %	Alameda County Relevant Labor Market		Parity
2012	541	41%	SMSA	45%	91%
2013	520	41%	ACS	45%	91%

Hires: The record reflects 34 hires (non-sworn personnel) during FY 2013. The collective hires of African Americans, Hispanics and Asians reflects that minorities represent 50% of the hires during the fiscal year. Coupled with female hires showing a commendable 47%, the City's hiring practices appear to be accessible to all persons.

Hires: 34 ⁵	Total	Hires %	ACS	Parity
Whites	16	47%	N/A	N/A
African Americans	7	21%	10%	100%
Hispanics	4	12%	21%	57%
Asians	6	18%	23%	78%
Females	16	47%	45%	100%

³ ACS produces 1 year, 3 year, and 5 year estimates. The bureau has not determined when the next EEO Tabulation will be released.

⁴ Target recruitment simply means focused outreach efforts towards a particular group in an effort to increase their representation in the applicant pool.

⁵ One employee (female) self identified as bi-racial; therefore, she was excluded from the Total count in the Race category.

FY2013 ANNUAL WORK FORCE REPORT

Separations: During FY 2013, a total of 73 non-sworn personnel separated from the City. The record reflects that 66% of the separations were minorities. Although the percentage appears high, retirement was the reason for over 50% of the departures among minority group members.

Separations: 73	Total	City %	ACS	Retirements
Whites	25	40%	N/A	N/A
African Americans	32	44%	10%	20 – 63%
Hispanics	4	5%	21%	2 – 50%
Asians	12	16%	23%	7 – 58%
Females	38	52%	45%	19 – 50%

Promotions: Review of 40 promotions (excluding sworn personnel) during FY 2013 reflects that promotions among African Americans exceeded the ACS relevant labor market. Despite the fact that 55% of the promotion recipients were minority group members, promotional opportunities will continue to be monitored by the EEO Officer for variables that may foster lower parity ratings.

Promotions: 40	Total	City %	ACS	Parity
Whites	18	48%	N/A	N/A
African Americans	11	28%	10%	100%
Hispanics	6	15%	21%	71%
Asians	5	13%	23%	57%
Females	19	48%	45%	100%

Berkeley Police Department:

In an effort to address a shortfall of diverse hires over the past year, the Police Department engaged in targeted recruitment strategies during its Spring recruitment. Specifically, actions included expanding outreach and advertisement efforts to an audience of minority professional organizations, such as the National Black, Asians, Latino, Native American and the Women Peace Officers Associations, in addition to reaching out to 28 local colleges with Criminal Justice Programs. In an attempt to minimize the inordinate amount of “no shows” or “drop outs”, the physical examination was conducted before the written examination, assuming those candidates who passed the physical would more likely return to complete the written portion; and finally, the number of test dates were increased and conducted at various times during the week and over the weekend. Concerted efforts were made by the Human Resources (HR) department to send out email reminders to candidates.

Unfortunately, despite all of the above efforts, the results did not differ from previous recruitment examinations. The initial number of qualified applicants was abundant, totaling 651 candidates, but the “no show”: or “drop outs” rates continue to plague the process. Notwithstanding, there is ample diversity (49% minority representation) among the list of 241 eligible candidates to address the needs of the organization. The department remains committed to continuing to pursue alternative strategies in an effort to enhance the attraction of qualified and diverse candidates.

FY2013 ANNUAL WORK FORCE REPORT

(1) Asian. Another high point for the Police department featured the second promotion of a Hispanic male to the rank of Sergeant in the last six (6) months of FY 2013. The promotional action raised the minority representation among supervisory staff to 33% or one third (1/3) of the supervisory positions. The recruitment efforts and promotions are further acknowledgements of the Police department's ongoing commitment to diversity.

The parity figures for the Police department are commendable as all minority groups, including females, show close to 90% or above ratings.

Police Department: 169	Total	City %	ACS⁶	Parity
African Americans	24	14%	16%	88%
Hispanics	20	12%	11%	100%
Asians	27	16%	15%	100%
Females	34	20%	15%	100%

Berkeley Fire Department:

The Fire department's recruitment efforts resulted in four (4) new hires⁷ during FY 2013. With the adoption of the ACS data, the department achieved 100% parity among African Americans' workforce, however, the ACS data exposed a lower parity rating of 66% for Asians. As a result, the Asian workforce will be the subject of targeted recruitment actions in the future.

The Fire department also launched a recruitment in the Spring of 2013, establishing a list of 279 eligible candidates. One third (1/3) or 31% of the eligible candidates are minority, which means the Fire department may be able to address the Asian work force representation sooner than later as it continues its efforts to address diversity across the board.

It is noteworthy to report that other than the Asian work force, the remaining minority groups and females achieved parity with the 2010 ACS data aggregates.

Fire Department: 121	Total	City %	ACS⁸	Parity
African Americans	14	12%	12%	100%
Hispanics	19	16%	10%	100%
Asians	7	6%	9%	66%
Native American	2	2%	0%	100%
Females	13	11%	5%	100%

⁶ The Police ACS percentages reflect Alameda's labor market figures for only Police sworn personnel.

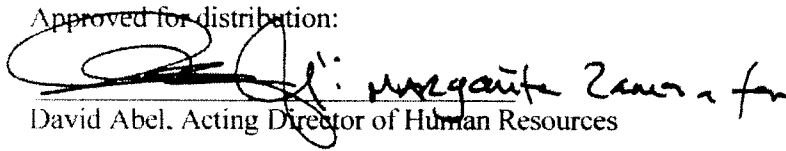
⁷ Hires included three White males and one Hispanic male.

⁸ The Fire ACS percentages reflect Alameda County's labor market figures for only Fire sworn personnel

FY2013 ANNUAL WORK FORCE REPORT

If you have any questions regarding the work force report, feel free to contact me at #6811.

Approved for distribution:


David Abel, Acting Director of Human Resources

Attachments

City of Berkeley Work Force Reports (6/2013, 6/2012)

Berkeley Police Department Work Force Reports (6/2013, 6/2012)

Berkeley Fire Department Work Force Reports (6/2013, 6/2012)

cc: Michael Meehan, Police Chief
Gil Dong, Fire Chief

CITY WORK OCCUPATIONAL CATEGORIES BY RACE & GENDER

	As of JUNE 2013													
	TOTAL		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	1271	751 59.1%	620 40.9%	337 26.5%	209 16.4%	190 14.9%	167 12.4%	122 9.6%	68 5.4%	98 7.7%	86 7%	4 0.3%	0 0.0%	725 57.0%
CALIFORNIA ACS ALAMEDA ACS		54.7% 55%	45.3% 45%	24.3% 23.3%	20.5% 18.4%	2.5% 4.8%	2.7% 5.4%	19.6% 12.9%	14.2% 8.3%	7.0% 11.9%	6.7% 11.0%	0.2% 0.1%	0.2% 0.1%	53% 54.5%
OFFICIALS/MANAGERS REPRESENTATION CALIFORNIA ACS	109	59 54.1%	50 45.9%	36 33.0%	34 31.2%	11 10.1%	10 9.2%	4 3.7%	3 2.8%	8 7.3%	3 2.8%	0 0.0%	0 0.0%	39 35.8%
PROFESSIONALS REPRESENTATION METRO BAY AREA ACS	244	93 38.1%	151 61.9%	46 18.9%	73 29.8%	11 4.5%	29 11.9%	9 3.7%	15 6.1%	26 10.7%	34 13.9%	1 0.4%	0 0.0%	125 51.2%
AMINISTRATIVE SUPPORT REPRESENTATION ALAMEDA COUNTY ACS	219	51 23.3%	168 76.7%	20 9%	41 18.7%	13 5.9%	66 30%	8 3.7%	26 11.9%	10 4.6%	35 16%	0 0.0%	0 0.0%	158 72.1%
TECHNICIANS REPRESENTATION METRO BAY AREA ACS	50	34 68.0%	16 32.0%	22 44.0%	6 12.0%	4 8.0%	5 10.0%	4 8.0%	2 4.0%	4 8.0%	3 6.0%	0 0.0%	0 0.0%	22 44.0%
SERVICE MAINTENANCE REPRESENTATION ALAMEDA COUNTY ACS	188	167 89%	21 11%	24 12.8%	8 4.3%	89 47.3%	7 3.7%	41 21.8%	4 2.1%	12 6.4%	2 1.1%	1 0.5%	0 0.0%	156 83.0%
SKILLED CRAFT REPRESENTATION METRO BAY AREA ACS	100	83 83.0%	17 17.0%	35 35.0%	5 5.0%	17 17%	5 5.0%	22 22.0%	7 7.0%	9 9.0%	0 0.0%	0 0.0%	0 0.0%	60 60.0%
PROTECTIVE SERVICE REPRESENTATION ALAMEDA COUNTY ACS	361	264 73.1%	97 26.9%	154 42.7%	42 12%	45 12%	35 9.7%	34 9.4%	11 3.0%	29 8.0%	9 2.5%	2 0.6%	0 0.0%	165 45.7%
		83.1%	16.9%	37.4%	6.7%	18.9%	4.6%	11%	1.8%	10.8%	3.3%	0.3%	0.1%	50.8%

CITY-WIDE OCCUPATIONAL CATEGORIES BY RACE & GENDER

	As of JUNE 2012													
	TOTAL		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	1308	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%	764 57.6%	
CALIFORNIA SMSA ALAMEDA SMSA		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	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 BAY AREA COUNTIES SMSA	265	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	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	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	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	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	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	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%	
		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) *Non Sworn Personnel

**CITY OF BERKELEY POLICE DEPARTMENT
WORKFORCE ANALYSIS AS OF JUNE 2013**

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
CITY %		100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA ACS		50.6%	21.3%	9.0%	0.0%	0.0%	13.5%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%
CAPTAINS	3	2	0	0	0	0	0	1	0	0	0	0	0
CITY %		66.7%	0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA ACS		50.6%	21.3%	9.0%	0.0%	0.0%	13.5%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%
LIEUTENANTS	9	5	1	0	2	0	1	0	0	0	0	0	0
CITY %		55.6%	11.1%	0.0%	22.2%	0.0%	11.1%	0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA ACS		50.6%	21.3%	9.0%	0.0%	0.0%	13.5%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%
SERGEANTS	30	13	2	2	4	0	7	1	1	1	0	0	0
CITY %		43.3%	6.7%	6.7%	13%	0.0%	23.3%	3.3%	3.3%	3.3%	0.0%	0.0%	0.0%
ALAMEDA ACS		50.6%	21.3%	9.0%	0.0%	0.0%	13.5%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%
POLICE OFFICERS	125	58	15	12	17	0	10	4	5	4	4	0	0
CITY %		46.4%	12%	9.6%	13.6%	0.0%	8.0%	3.2%	4.0%	3.2%	3.2%	0.0%	0.0%
ALAMEDA ACS		47.3%	10.4%	9.8%	13.3%	0.0%	6.6%	4.3%	0.4%	4.3%	2%	0.0%	0.0%
DEPARTMENT TOTALS	168	79	18	14	23	0	18	6	6	6	4	0	0
CITY TOTALS %		47.0%	10.7%	8.3%	13.7%	0.0%	10.7%	3.6%	3.6%	3.6%	2.4%	0.0%	0.0%
ALAMEDA ACS		50.3%	12.3%	10.2%	12.4%	0.0%	7.8%	4%	0.4%	4%	2.7%	0.0%	0.0%

* ACS percentages are estimates based on household surveys, not employer surveys, over a 5 year period which may result in 0% for some ethnicities under various job titles.

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

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES				FEMALES												
		W	B	H	A/I/A	W	B	H	A/I/A									
POLICE CHIEF	1	1	0	0	0	0	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%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	10.3%	3.2%	1.7%	0.9%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
CAPTAINS	3	2	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
CITY %		66.7%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	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%	10.3%	3.2%	1.7%	0.9%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
LIEUTENANTS	9	4	1	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0
CITY %		44.4%	11.1%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	22.2%	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%	10.3%	3.2%	1.7%	0.9%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
SERGEANTS	30	16	2	0	3	0	0	0	0	7	1	1	0	0	0	0	0	0
CITY %		53.3%	6.7%	0.0%	10%	0.0%	0.0%	0.0%	0.0%	23.3%	3.3%	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%	10.3%	3.2%	1.7%	0.9%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
POLICE OFFICERS	121	54	17	12	16	0	0	0	0	9	4	5	4	0	0	0	0	0
CITY %		44.6%	14%	9.9%	13.2%	0.0%	0.0%	0.0%	0.0%	7.4%	3.3%	4.1%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		54.4%	12.2%	9.9%	6.8%	0.1%	0.1%	0.1%	0.1%	7.8%	4.5%	1.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
DEPARTMENT TOTALS	164	77	20	12	21	0	0	0	0	18	6	6	4	0	0	0	0	0
CITY TOTALS %		47.0%	12.2%	7.3%	12.8%	0.0%	0.0%	0.0%	0.0%	11.0%	3.7%	3.7%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		50.6%	13.1%	10.2%	5.4%	0.1%	0.1%	0.1%	0.1%	9.9%	5.3%	1.9%	1%	0.0%	0.0%	0.0%	0.0%	0.0%

**CITY OF BERKELEY FIRE DEPARTMENT
WORKFORCE ANALYSIS AS OF JUNE 2013**

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES						FEMALES												
		W	B	H	A/PI	AI/AM	W	B	H	A/PI	AI/AM									
CHIEF, DEPUTY CHIEF	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ALAMEDA ACS		0.0%	50.0%	0.0%	50%	0.0%	0.0%	0.0%	7.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ASSIST-BATTALION CHIEFS	6	3	1	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
ALAMEDA ACS		50%	17%	16.7%	0.0%	0.0%	0.0%	0.0%	7.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CAPTAINS	7	4	0	1	1	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0
ALAMEDA ACS		57%	0%	14%	14%	0.0%	0.0%	0.0%	14%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
LIEUTENANTS	19	15	1	1	0	0	1	1	0	0	1	0	0	0	1	0	0	0	0	0
ALAMEDA ACS		78.9%	5.3%	5.3%	0.0%	0.0%	5.3%	5.3%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%
INSPECTORS	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ALAMEDA ACS		0.0%	0.0%	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%
FIREFIGHTERS	83	45	11	13	4	2	13	4	4	2	13	4	2	0	0	1	0	0	0	0
ALAMEDA ACS		54%	13.3%	15.7%	4.8%	2.4%	15.7%	4.8%	4.8%	2.4%	15.7%	4.8%	2.4%	0.0%	0.0%	33%	0.0%	0.0%	0.0%	0.0%
PARAMEDIC SUPERVISORS	3	2	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
ALAMEDA ACS		67%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33%	0.0%	0.0%	0.0%	0.0%	0.0%
CITY TOTALS	121	69	14	17	6	2	17	6	6	2	17	6	2	10	0	2	1	0	0	0
ALAMEDA ACS		57.0%	11.6%	14.0%	5.0%	1.7%	14.0%	5.0%	5.0%	1.7%	14.0%	5.0%	1.7%	8.3%	0.0%	1.7%	0.8%	0.0%	0.0%	0.0%
		65.5%	11.7%	10.1%	7.8%	0.0%	10.1%	7.8%	7.8%	0.0%	10.1%	7.8%	0.0%	3.9%	0.3%	0.0%	0.7%	0.0%	0.0%	0.0%

* ACS percentages are estimates based on household surveys, not employer surveys, over a 5 year period which may result in % for some ethnicities under various job titles

**CITY OF BERKELEY FIRE 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		
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	9	6 67%	0 0%	2 22%	1 11%	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	19	14 73.7%	1 5.3%	1 5.3%	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%	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	85	46 54%	12 14.1%	13 15.3%	4 4.7%	2 2.4%	7 8.2%	0 0.0%	0 0.0%	0 0.0%			
ALAMEDA COUNTY SMSA		65.7%	8.8%	6.5%	8.8%	0.8%	6.5%	1.6%	0.0%	0.0%			
PARAMEDIC SUPERVISORS	3	3 100%	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	124	72 58.1%	14 11.3%	17 13.7%	6 4.8%	2 1.6%	10 8.1%	1 0.8%	1 0.8%	0 0.0%			
ALAMEDA COUNTY SMSA		66.3%	10.4%	6%	6.7%	0.6%	7%	1.2%	0.0%	0.0%			