


Office of the City Manager

April 15, 2014

To: Honorable Mayor and
Members of the City Council

From: Christine Daniel, City Manager 

Subject: FY 2014 Bi-annual Work Force Report

Attached for your information is the FY 2014 Bi-annual Work Force report 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
2014 APR 14 AM 10:18

April 9, 2014

To: Christine Daniel, City Manager

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

Subject: **FY 2014 BI-ANNUAL WORK FORCE REPORT**

The following summary is an analysis of female and minority representation within the City's work force as of December 31, 2013. A comparison of the work force statistics from a year ago revealed that the City's overall work force increased by 3 employees, resulting in a total of 1298.

December 2012 **1295**
December 2013 **1298**

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:

Dec 2012	Totals	City %	Alameda SMSA ¹	Parity %	Dec 2013	Totals	City %	Alameda ACS ²	Parity %
African Americans	358	28%	11%	100%	African Americans	348	27%	10%	100%
Hispanics	194	15%	16%	94%	Hispanics	198	15%	21%	71%
Asians	185	14%	18%	78%	Asians	201	16%	23%	70%
Native Americans	4	.3%	.4%	75%	Native Americans	7	.5%	.2%	100%
Minorities	741	57%	46%	100%	Minorities	754	58%	55%	100%

This analysis is based on work force data from the 2010 census. The Census Bureau produces an Equal Employment Opportunity (EEO) Tabulation table for Federal agencies responsible for monitoring

¹ SMSA - The Alameda County Standard Metropolitan Statistical Area percentages are based on 2000 census.
² ACS - The Alameda County American Community Survey percentages are based on 2010 census.

FY 2014 BI-ANNUAL WORK FORCE REPORT

employment practices and enforcing civil rights laws in the workforce and for all employers subject to compliance with federal regulations. The tabulation serves as the primary external benchmark for comparing the race, ethnicity, and sex composition of each employer’s workforce to its relevant labor market. The ACS produces periodic estimates of socioeconomic and housing characteristics. In regard to the EEO Tabulation Table, the ACS provides relevant labor market data according to where people worked at the time of the survey³. The ACS replaced the previous used Standard Metropolitan Statistical Area (SMSA) format.

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 impacted parity ratings for Hispanics and Asians significantly. The 2010 ACS availability data for both Hispanics and Asians show a marked increase in the Alameda County relevant labor market figures. Despite noteworthy increases for the Hispanic (+4) and Asian (+16) work force, their parity ratings reflect lower percentages compared to a year ago. Future recruitment examinations should include good faith recruitment⁴ efforts in occupational categories where parity percentages are lower than year ago. The EEO Officer would oversee these actions.

The ACS figures had no impact on the City’s African American work force, as their representation continues to exceed the Alameda County available relevant labor market showing 100% parity. The decrease in the African American work force population in FY 2014 was primarily due to an exodus of retirees.

As noted below, the female population totals increased from 536 to 538 from a year ago, resulting in the female parity figures continuing to hover above 90% (Attachments 1 and 2):

	Female	City’s %	Alameda County Relevant Labor Market		Parity
2012	536	41%	SMSA	45%	91%
2013	538	42%	ACS	45%	93%

Hires: The City recruited 37 new hires (non-sworn personnel) during the first half of FY 2014. The collective hires of African Americans, Hispanics, Asians and American Indians represent 70%. The ratio of hires for each ethnic group surpassed the ACS labor market figures. Coupled with female hires showing a commendable 62%, the City’s hiring practices appear to be accessible to all persons.

Hires: 37	Total	Hires %	ACS	Parity
Whites	11	28%	N/A	N/A
African Americans	5	14%	10%	100%
Hispanics	10	27%	21%	100%
Asians	10	27%	23%	100%
American Indian	1	2.7%	.2%	100%
Females	23	62%	45%	100%

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

⁴ Good faith recruitment is focused/heightened outreach efforts in an attempt to increase the diversity of the applicant pool.

FY 2014 BI-ANNUAL WORK FORCE REPORT

Separations: During the first half of FY 2014, a total of 35 non-sworn personnel separated from the City. The record reflects that 15 or 43% of the separations were minorities. That percentage is mitigated by the fact that 10 (66%) of the separations among minority group members were retirements. There is no information regarding the eleven (11) females who resigned (as opposed to retired).

Separations: 35	Total	City %	ACS	Retirements
Whites	20	57%	N/A	N/A
African Americans	11	31%	10%	9 – 82%
Hispanics	3	8%	21%	0 – 0%
Asians	1	3%	23%	1 – 100%
Females	20	57%	45%	9 – 45%

Promotions: Review of 22 promotions (excluding sworn personnel) during the first six months of FY 2014 revealed that 18 or 82% of the promotion recipients were minority group members or females. Each of the minority groups reached or exceeded 100% parity with the ACS relevant labor market figures. The work force statistics do not infer the existence of any impediments to promotional opportunities. The analysis revealed that female selections were mitigated by the fact that 13 of the 22 promotions were positions in the Public Works Department. Ten of those 13 promotional opportunities did not have any female candidates. Three of those 13 positions in the Public Works Department were managerial positions, in which female candidates did compete and were selected for all three positions.

Promotions: 22	Total	City %	ACS	Parity
Whites	9	41%	N/A	N/A
African Americans	3	14%	10%	100%
Hispanics	5	23%	21%	100%
Asians	5	23%	23%	100%
Females	5	23%	45%	51%

Berkeley Police Department:

In an effort to address a shortfall of diverse hires over the past year, the Police Department engaged in good faith recruitment strategies during its spring (2013) recruitment to increase the diversity of the applicant pool. 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.

Despite 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 was ample diversity (49% minority

FY 2014 BI-ANNUAL WORK FORCE REPORT

representation) among the list of 241 eligible candidates to address the needs of the organization. Thus far in FY 2014, the department’s recruitment efforts have totaled three (3) new hires, consisting of two Whites and one (1) Asian. The department remains committed to continuing to pursue alternative strategies in an effort to enhance the attraction of qualified and diverse candidates.

The parity figures for the Police department are commendable as all minority groups and females reflect near 90% or above parity with the Alameda relevant labor market. (Attachment 3)

Police Department: 168	Total	City %	ACS⁵	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 also launched a spring (2013) recruitment, establishing an eligibility list of 279 candidates. The list reflected ample diversity with regards to minority and females candidates, with the only one shortfall being the absence of African American females. Selections occurred in January 2014 outside the parameters of this reporting period. Those results will be reported in the annual work force report to be released in August 2014.

The department’s work force consisting of 118 sworn personnel, have achieved 100% parity for Hispanics and females, followed closely by African Americans showing 92%. The only ethnic group showing a relatively low parity rating is their Asian work force (Attachment 5). In addition to the absence of African American females, the Asian work force shortfall has not escaped the attention of the Fire Chief or the EEO Officer. Continued attention, dialogue, and recruitment strategies will be devoted to these areas of concern.

Fire Department: 118	Total	City %	ACS⁶	Parity
African Americans	13	11%	12%	92%
Hispanics	18	15%	10%	100%
Asians	7	6%	9%	66%
Native American	2	2%	0%	100%
Females	13	11%	5%	100%

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

⁵ The Police ACS percentages reflect Alameda’s labor market figures for only Police sworn personnel.

⁶ The Fire ACS percentages reflect Alameda County’s labor market figures for only Fire sworn personnel

FY 2014 BI-ANNUAL WORK FORCE REPORT

Attachments

City of Berkeley Work Force Reports (12/2013, 12/2012)

Berkeley Police Department Work Force Reports (12/2013, 12/2012)

Berkeley Fire Department Work Force Reports (12/2013, 12/2012)

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

CITY WORK OCCUPATIONAL CATEGORIES BY RACE & GENDER

		As of December 2013															
	TOTAL	M		F		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN		MINORITIES	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
		%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
CITY WORK FORCE REPRESENTATION	1298	755 58.2%	543 41.8%	332 25.6%	212 16.3%	190 14.6%	158 12.2%	125 9.6%	73 5.6%	102 7.9%	99 8%	6 0.5%	1 0.1%	754 58.1%			
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	106	61 57.5%	45 42.5%	35 33.0%	29 27.4%	12 11.3%	10 9.4%	5 4.7%	3 2.8%	9 8.5%	3 2.8%	0 0.0%	0 0.0%	42 39.6%			
PROFESSIONALS REPRESENTATION	274	103 37.6%	171 62.4%	47 17.2%	82 29.9%	14 5.1%	27 9.9%	12 4.4%	20 7.3%	29 10.6%	42 15.3%	1 0.4%	0 0.0%	145 52.9%			
METRO BAY AREA ACS		48%	52%	30.7%	31.3%	2.5%	3.2%	3.4%	4.5%	9.7%	11.3%	0.1%	0.1%	34.8%			
AMINISTRATIVE SUPPORT REPRESENTATION	227	51 22.5%	176 77.5%	20 9%	40 17.6%	13 5.7%	69 30%	8 3.5%	26 11.5%	9 4.0%	40 18%	1 0.4%	1 0.4%	167 73.6%			
ALAMEDA COUNTY ACS		39.7%	60.3%	18.9%	25.5%	4.5%	8.9%	6.1%	11.0%	8.6%	12.0%	0.1%	0.3%	51.5%			
TECHNICIANS REPRESENTATION	46	31 67.4%	15 32.6%	21 45.7%	5 10.9%	3 6.5%	5 10.9%	3 6.5%	2 4.3%	4 8.7%	3 6.5%	0 0.0%	0 0.0%	20 43.5%			
METRO BAY AREA ACS		54.7%	45.3%	29.2%	18.8%	2.7%	3.3%	5.9%	5.8%	14.3%	15.4%	0.1%	0.2%	47.7%			
SERVICE MAINTENANCE REPRESENTATION	185	164 89%	21 11%	22 11.9%	8 4.3%	88 47.6%	8 4.3%	40 21.6%	3 1.6%	12 6.5%	2 1.1%	2 1.1%	0 0.0%	155 83.8%			
ALAMEDA COUNTY ACS		57%	43%	19.7%	14.1%	8.9%	7.4%	14.4%	8.6%	11.1%	10.7%	0.2%	0.3%	62%			
SKILLED CRAFT REPRESENTATION	98	82 83.7%	16 16.3%	33 33.7%	4 4.1%	17 17%	5 5.1%	22 22.4%	7 7.1%	10 10.2%	0 0.0%	0 0.0%	0 0.0%	61 62.2%			
METRO BAY AREA ACS		93.4%	6.6%	50.3%	2.9%	5.8%	0.6%	20%	0.9%	13.7%	2.0%	0.4%	0.0%	43%			
PROTECTIVE SERVICE REPRESENTATION	362	263 72.7%	99 27.3%	154 42.5%	44 12%	43 12%	34 9.4%	35 9.7%	12 3.3%	29 8.0%	9 2.5%	2 0.6%	0 0.0%	164 45.3%			
ALAMEDA COUNTY ACS		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 December 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	1295	759 58.6%	536 41.4%	339 26.2%	215 16.6%	192 14.8%	166 12.8%	124 9.6%	70 5.4%	100 7.7%	85 7%	4 0.3%	0 0.0%	741 57.2%	
	CALIFORNIA SMSA ALAMEDA SMSA	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	107	57 53.3%	50 46.7%	36 33.6%	34 31.8%	10 9.3%	11 10.3%	4 3.7%	2 1.9%	7 6.5%	3 2.8%	0 0.0%	0 0.0%	37 34.6%	
CALIFORNIA SMSA		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.2%	0.2%	36.3%	
PROFESSIONALS REPRESENTATION	264	101 38.3%	163 61.7%	49 18.6%	79 29.9%	11 4.2%	34 13%	12 4.5%	16 6.1%	28 10.6%	34 12.9%	1 0.4%	0 0.0%	136 51.5%	
BAY AREA COUNTIES SMSA		49%	51%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	38.8%	
AMINISTRATIVE SUPPORT REPRESENTATION	220	52 23.6%	168 76.4%	20 9%	40 18.2%	14 6.4%	68 31%	8 3.6%	26 11.8%	10 4.5%	34 15%	0 0.0%	0 0.0%	160 72.7%	
ALAMEDA COUNTY SMSA		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.1%	0.2%	55.0%	
TECHNICIANS REPRESENTATION	64	33 51.6%	31 48.4%	19 29.7%	9 14.1%	6 9.4%	10 15.6%	4 6.3%	9 14.1%	4 6.3%	3 4.7%	0 0.0%	0 0.0%	36 56.3%	
BAY AREA COUNTIES SMSA		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.1%	0.1%	51.0%	
SERVICE MAINTENANCE REPRESENTATION	191	170 89%	21 11%	25 13.1%	8 4.2%	90 47.1%	7 3.7%	42 22.0%	4 2.1%	12 6.3%	2 1.0%	1 0.5%	0 0.0%	158 82.7%	
ALAMEDA COUNTY SMSA		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25.0%	12.9%	11.6%	10.8%	0.2%	0.2%	72%	
SKILLED CRAFT REPRESENTATION	82	80 97.6%	2 2.4%	34 41.5%	2 2.4%	17 21%	0 0.0%	19 23.2%	0 0.0%	10 12.2%	0 0.0%	0 0.0%	0 0.0%	46 56.1%	
BAY AREA COUNTIES SMSA		93.6%	6.4%	40.1%	2.3%	4.5%	0.5%	32.9%	1.3%	13.0%	2.1%	0.3%	0.0%	55%	
PROTECTIVE SERVICE REPRESENTATION	367	266 72.5%	101 27.5%	156 42.5%	43 12%	44 12%	36 9.8%	35 9.5%	13 3.5%	29 7.9%	9 2.5%	2 0.5%	0 0.0%	168 45.8%	
ALAMEDA COUNTY SMSA		83.1%	16.9%	37.3%	6.4%	19.0%	4.4%	10.6%	1.8%	11.1%	3.9%	0.3%	0.1%	51.2%	

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

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

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

SWORN PERSONNEL ONLY	TOTAL	MALES					FEMALES								
		W	B	H	A/PI	A/I/AM	W	B	H	A/PI	A/I/AM				
POLICE CHIEF	1	1	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%
ALAMEDA SMSA		49.5%	20.9%	8.8%	6.6%	2.2%	13.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CAPTAINS	3	2	0	0	0	0	0	0	0	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%	0.0%
ALAMEDA SMSA		49.5%	20.9%	8.8%	6.6%	2.2%	13.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
LIEUTENANTS	9	4	1	0	2	0	2	0	0	0	0	0	0	0	0
CITY %		44.4%	11.1%	0.0%	22.2%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA SMSA		49.5%	20.9%	8.8%	6.6%	2.2%	13.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SERGEANTS	29	14	2	0	4	0	4	0	0	0	0	0	0	0	0
CITY %		48%	6.9%	0.0%	14%	0.0%	14%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA SMSA		49.5%	20.9%	8.8%	6.6%	2.2%	13.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
POLICE OFFICERS	128	58	15	14	17	0	17	0	0	0	0	0	0	0	0
CITY %		45.3%	12%	10.9%	13.3%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA SMSA		47.3%	10.4%	9.8%	13.3%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
DEPARTMENT TOTALS	170	79	18	14	23	0	23	0	0	0	0	0	0	0	0
CITY TOTALS %		46.5%	10.6%	8.2%	13.5%	0.0%	13.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA SMSA		50.6%	13%	10.2%	5.4%	0.1%	9.9%	5.3%	1%	1%	1%	1%	1%	1%	1%

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

SWORN PERSONNEL ONLY	TOTAL NO.	MALES					FEMALES				
		W	B	H	A/PI	A/IAN	W	B	H	A/PI	A/IAN
CHIEF, DEPUTY CHIEF CITY % ALAMEDA ACS	3	1 33.3% 80%	1 33.3% 10.9%	0 0.0% 0.0%	1 33% 7.3%	0 0.0% 0.0%	0 0.0% 3.6%	0 0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%
ASSIST-BATTALION CHIEFS CITY % ALAMEDA ACS	5	3 60% 80%	0 0% 10.9%	1 20% 0.0%	0 0.0% 7.3%	0 0.0% 0.0%	1 20% 3.6%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%
CAPTAINS CITY % ALAMEDA ACS	6	3 50% 80%	0 0% 10.9%	1 16.7% 0.0%	1 16.7% 7.3%	0 0.0% 0.0%	1 16.7% 3.6%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%
LIEUTENANTS CITY % ALAMEDA ACS	18	14 77.8% 80.0%	1 5.6% 10.9%	1 5.6% 0.0%	0 0.0% 7.3%	0 0.0% 0.0%	1 5.6% 3.6%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%
INSPECTORS CITY % ALAMEDA ACS	1	0 0% 36.8%	0 0.0% 31.6%	1 100% 31.6%	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% 0.0%
FIREFIGHTERS CITY % ALAMEDA ACS	82	45 55% 62.0%	11 13.4% 9.9%	12 14.6% 10.3%	4 4.9% 8.3%	2 2.4% 0.0%	7 8.5% 4.1%	0 0.0% 0.3%	0 0.0% 0.8%	1 1.2% 0.8%	0 0.0% 0.0%
PARAMEDIC SUPERVISORS CITY % ALAMEDA ACS	3	2 67% 80.0%	0 0.0% 10.9%	0 0.0% 0.0%	0 0.0% 7.3%	0 0.0% 0.0%	0 0.0% 3.6%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%
CITY TOTALS CITY % ALAMEDA ACS	118	68 57.6% 65.5%	13 11% 11.7%	16 13.6% 10.1%	6 5.1% 7.8%	2 1.7% 0.0%	10 8.5% 3.9%	0 0.0% 0.3%	1 0.8% 0.6%	2 1.7% 0.0%	0 0.0% 0.0%

**CITY OF BERKELEY FIRE DEPARTMENT
WORKFORCE ANALYSIS AS OF DECEMBER 2012**

SWORN PERSONNEL ONLY	TOTAL	MALES					FEMALES				
		W	B	H	A/PI	A/IAM	W	B	H	A/PI	A/IAM
CHIEF, DEPUTY CHIEF CITY % ALAMEDA SMSA	1	0 0.0% 73.7%	0 0.0% 13.7%	0 0.0% 6.3%	1 100% 0.0%	0 0.0% 0.0%	0 0.0% 4.9%	0 0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%
ASSIST-BATTALION CHIEFS CITY % ALAMEDA SMSA	7	4 57% 73.7%	1 14% 13.7%	1 14.3% 6.3%	0 0.0% 0.0%	0 0.0% 0.0%	1 14% 4.9%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%
CAPTAINS CITY % ALAMEDA SMSA	7	4 57% 73.7%	0 0% 13.7%	1 14% 6.3%	1 14% 0.0%	0 0.0% 0.0%	1 14% 4.9%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%
LIEUTENANTS CITY % ALAMEDA SMSA	18	14 77.8% 73.7%	1 5.6% 13.7%	1 5.6% 6.3%	0 0.0% 0.0%	0 0.0% 0.0%	1 5.6% 4.9%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 0.0%
INSPECTORS CITY % ALAMEDA SMSA	2	1 50% 52.4%	0 0.0% 19%	1 50% 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 0.0% 0.0%
FIREFIGHTERS CITY % ALAMEDA SMSA	85	46 54% 65.7%	11 12.9% 8.8%	14 16.5% 6.5%	4 4.7% 8.8%	2 2.4% 0.8%	7 8.2% 6.5%	0 0.0% 1.6%	0 0.0% 0.0%	1 1.2% 0.0%	0 0.0% 0.0%
PARAMEDIC SUPERVISORS CITY % ALAMEDA SMSA	3	2 67% 73.7%	0 0.0% 13.7%	0 0.0% 6.3%	0 0.0% 0.0%	0 0.0% 0.0%	0 0.0% 4.9%	0 0.0% 0.0%	0 0.0% 0.0%	1 33.3% 0.0%	0 0.0% 0.0%
CITY TOTALS CITY % ALAMEDA SMSA	123	71 57.7% 66.3%	13 10.6% 10.4%	18 14.6% 6%	6 4.9% 7%	2 1.6% 0.6%	10 8.1% 7%	0 0.0% 1.2%	0 0.0% 0.0%	1 0.8% 0.6%	0 0.0% 0.0%