

Office of the City Manager

March 3, 2015

To: Honorable Mayor and
Members of the City Council

From: Christine Daniel, City Manager *CD*

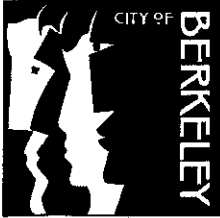
Subject: FY 2015 Bi-annual Work Force Report

Attached for your information is the FY 2015 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: Dee Williams-Ridley, Deputy City Manager
Mark Numainville, City Clerk
Dave Abel, Director, Human Resources
Ann-Marie Hogan, City Auditor
Matthai Chakko, Public Information Officer
Dennis Feggans, EEO Officer, Human Resources



Human Resources Dept.

March 2, 2015

To: Christine Daniel, City Manager
From: Dennis T. Feggans, Equal Employment Opportunity & Diversity Officer
Subject: **FY 2015 Bi-ANNUAL WORK FORCE REPORT**

This report is an analysis of minority and female representation within the City's work force as of December 31, 2014. This analysis uses work force statistical data collected from the 2010 census provided by the Census Bureau EEO Tabulation format. The tabulation serves as the primary external benchmark for comparing the race and gender composition of each employer's work force to its available labor market. In an effort to provide current labor market data for comparison, the Census Bureau has also implemented the American Community Survey (ACS) which produces periodic estimates of relevant labor market data according to where people work at the time of survey. More specifically, the ACS is synonymous with relevant labor market, which refers to the pool of persons in the labor force who are available, qualified¹ and residing within the geographical area from which the employer typically conducts its regular recruitment. Throughout the report, "ACS" and "relevant labor market" will be used interchangeably.

This report includes an analysis of each department's work force by race and gender composition compared against the Alameda ACS (relevant labor market). The departmental summaries are a simple assessment of the departments' diversity and parity with the ACS. Parity is the measurement tool used to determine whether an employer's minority and female representation figures equal or fall short of minority and female representation data in the relevant labor market (not population). It is noted for the purpose of comparison with the ACS, only African Americans, Hispanics and Asians will be discussed because the remaining minority groups' numbers are too small to be considered statistically significant.

The analysis only includes budgeted positions for full time or part time career employees. Temporary or hourly budgeted positions, vacant or filled, are not included. Therefore, there will be differences between the work force totals reported for certain departments in this report compared to their internal budgeted positions totals.

¹ Civilians who are at least 16 years of age and possess or are capable of acquiring skills required for entry level in a job category.

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The City's overall work force has decreased by 16 employees or 1% during the first half of FY2015. Based on comparison of work force statistics from a year ago, the work force reflects the following:

December 2013 1286
December 2014 1270

December 2013	Totals	City %	Alameda ACS	Parity %	December 2014	Totals	City %	Alameda ACS	Parity %
Black or African American	347	27%	10%	100%	Black or African American	325	25%	10%	100%
Hispanic or Latino	195	15%	21%	71%	Hispanic or Latino	186	15%	21%	71%
Asian	198	15%	23%	65%	Asian	197	16%	23%	70%
American Indian or Alaska Native	7	.5%	0.2%	100%	American Indian or Alaska Native	6	.5%	.2%	100%
Native Hawaiian or Other Pacific Islander	NA	NA	NA	NA	Native Hawaiian or Other Pacific Islander	4	.2%	1%	20%
Two or More Races	NA	NA	NA	NA	Two or More Races	33	3%	2%	100%
Minorities	747	58%	55%	100%	Minorities	751	59%	57% ²	100%

The City's parity ratings continue to show 100% parity for African Americans and minorities as a whole. The parity ratings for Hispanics and Asians were significantly impacted by increases in their respective populations since the 2000 census, which is reflected by higher Alameda relevant labor market figures of 21% and 23%, respectively. Consequently, both the Hispanic and Asian work forces are below parity with the Alameda ACS and therefore, will be monitored and subject to good faith recruitment³ actions. The EEO Officer will oversee these actions.

It is noted that the totals for African Americans, Hispanics and Asians have decreased in FY15. These results are attributed to a large number of retirements (to be discussed later) and the addition of two minority group categories: Native Hawaiian or Other Pacific Islander, and Two or More Races. It is observed that employees who previously identified under African American, Hispanic or Asian have opted to re-identify in the newly defined groups, causing a reduction in the larger group totals.

² Native Hawaiian/Other Pacific Islander and Two or More Races categories were not included in FY 2013 ACS.

³ Good faith recruitment is focused /heightened outreach efforts in an attempt to increase diversity in the applicant pools.

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The female population increased by one from 537 to 538 during the fiscal year. The female parity figures are commendable as they continue to hover above the 90% percentile.

	Female	City's %	Alameda County Relevant Labor Market (ACS)	Parity
Dec 2013	537	42%	45%	93%
Dec 2014	538	42%	45%	93%

Hires: The City had 44 hires (non-sworn personnel) in the first half of FY15. The collective hires of African Americans, Hispanics and Asians represent 52% of new hires for the fiscal year. The ratio of hires for African Americans is the only minority group that achieved parity with ACS labor market figures. Hispanics and Asians fell below parity. Female hires also achieved 100% parity. Based on this data, employment opportunities with the City are accessible to all persons. Any groups with less than 100% parity will be subject to good faith recruitment efforts and monitored/assessed for progress by the EEO Officer.

Hires: 44	Total	Hires %	Alameda ACS	Parity
White	17	39%	N/A	N/A
African American	13	30%	10%	100%
Hispanic or Latino	8	18%	21%	86%
Asian	5	11%	23%	48%
Native Hawaiian	1	2%	.1%	100%
Native American	0	0%	1%	0%
Two or More Races	0	0%	2%	0%
Minorities	23	52%	57%	91%
Female	24	54%	45%	100%

Promotions: The number of promotions among non-sworn personnel in the first half of FY15 totaled 18. Review of the promotions revealed that half (9 or 50%) of the promotion recipients were minority group members. African Americans have achieved 100% parity. Asians and females are showing parity ratings of 96% and 87% respectively. Hispanics, with a parity rating of 52%, will be subject to good faith recruitment efforts and monitored/assessed for progress. Since all groups are represented, it is concluded that the work force statistics do not infer the existence of any impediments to promotional opportunities.

Promotions: 18	Total	City %	Alameda ACS	Parity
White	9	50%	N/A	N/A
African American	2	11%	10%	100%
Hispanic or Latino	2	11%	21%	52%
Asian	4	22%	23%	96%
Native Hawaiian	0	0%	.1%	0%
American Native	1	6%	1%	100%
Two or More Races	0	0%	2%	0%
Minorities	9	50%	57%	88%
Female	7	39%	45%	87%

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Separations: During the first half of FY15, a total of 57 non-sworn personnel separated from the City. The record reflects that 31 or 54% of the separations were minorities and over two thirds (22 or 71%) of their separations were retirements. Females' separations revealed more than half (18 or 64%) were retirements also. The separation figures do not infer any employment patterns that would be considered problematic.

Separations: 57	Total	City %	Alameda ACS	Retirements
White	26	46%	N/A	N/A
African American	16	28%	10%	14 – 88%
Hispanic	8	14%	21%	5 – 63%
Asian	4	7%	23%	1 – 25%
Native Hawaiian	0	0%	.1%	0%
American Native	1	2%	1%	1 - 100%
Two or More Races	2	4%	2%	1 – 50%
Minorities	31	54%	57%	22 – 71%
Female	28	49%	45%	18 – 64%

Work Force by Departments

The City is comprised of eighteen departments. The departments vary in size from eight employees in City Clerk's Office to 257 employees in the Police Department. Representation of African Americans, Hispanics and Asians are present in every department except one⁴. Fourteen of the eighteen departments have a minority work force that equals or exceeds 50%. (Attachment 1)

The City's African American work force representation figures exceed the Alameda ACS in every occupational category except the Protective Services. Similarly, females are present in every occupational category and occupy 46% of the positions in the Officials and Managers' occupational category and 60% of the positions in the Professional occupations. In both instances, their figures exceed the Alameda ACS market data. (Attachment 2)

Berkeley Police Department

The Department launched a recruitment examination during the first half of the FY in November 2014. An eligibility list was established on January 29, 2015 and the process is currently underway. The details and results of that examination will be discussed in the year-end annual work force report.

The Police examination in June of 2014 rendered an eligibility list of 150 candidates which enabled the department to hire four sworn officers so far in FY15. That group of hires consisted of three Whites (one female) and one African American. With the addition of those hires, the parity figures for all of the minority groups and females are at or above 94%. It appears that the Police Department's targeted recruitment efforts have been effective. (Attachment 16)

⁴ The City Clerk's Office has only eight employees.

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Police Department: 164⁵	Total	Department %	Alameda ACS⁶	Parity
African American	25	15%	16%	94%
Hispanic	19	12%	10%	100%
Asian	24	15%	14%	100%
Native Hawaiian	1	1%	3%	33%
American Native	0	0%	.3%	0%
Two or More Races	1	1%	2%	50%
Minorities	70	43%	45%	96%
Female	34	21%	14%	100%

Berkeley Fire Department

The Fire Department has initiated plans towards the launch of its FY15 recruitment which is scheduled to open February 23, 2015. As in the past, the department established a Recruitment Task Force consisting of Human Resources personnel, fire fighters, and supervisors. It is significant to note that the Fire Department personnel are volunteers who offer their personal time to participate in the process. The department has established recruitment practices which include innovative outreach efforts. Coupled with a new ground breaking testing process to be administered for the first time by the California Fire Fighter Joint Apprenticeship Committee (CCFJAG) for Berkeley, this recruitment and its results promises to be an interesting topic for discussion in the FY15 year-end report.

The department did not conduct a recruitment in FY2014. It opted to continuing using its existing eligibility list established from the FY2013 recruitment. That recruitment established an eligibility list of 279 candidates. During the first half of FY2015, the department made six hires comprised of three Whites (one female) and three Asians.

Review of the department’s work force reveals that it has achieved 100% parity for Hispanics and females. African Americans representations are hovering just above 80% parity, but the absence of African American females remains a major challenge for the department and has not escaped the attention of the Fire Chief or the EEO Officer. The recent selection of three Asians raised their parity rating from 66% (a year ago) to 77%, which is a significant step in the right direction towards addressing the shortfall of Asians in the department. Continued focus, dialogue, and recruitment strategies will be devoted to these areas of concern. (Attachment 9)

Fire Department: 127⁷	Total	Department %	Alameda ACS⁸	Parity
African American	12	9%	12%	83%
Hispanic	19	15%	10%	100%
Asian	9	7%	9%	77%
Hawaiian Native	0	0%	0%	0%
Native American	2	2%	0%	100%
Two or More Races	2	2%	2%	100%

⁵ The total refers to sworn personnel only.

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

⁷ Total refers to sworn personnel only.

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

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Minorities	44	35%	33%	100%
Female	15	12%	5%	100%

City Attorney's Office, Auditor's Office, City Clerk's Office, Economic Development, Police Review Commission

The five departments are combined for review because each department has a small staff of 12 or less employees. Separately, any statistical analysis would be considered insignificant. Collectively, their work force numbers show 100% parity for females and each of the minority groups except Hispanics. Any groups with less than 100% parity will be subject to good faith recruitment efforts and monitored/assessed for progress by the EEO Officer. (Attachments 3, 4, 5, 7, 17)

Departments: 40	Total	Departments' %	Alameda ACS	Parity
African American	5	13%	10%	100%
Hispanic	3	8%	21%	38%
Asian	10	25%	23%	100%
Hawaiian Native	0	0%	.1%	0%
American Native	0	0%	1%	0%
Two or More Races	2	5%	2%	100%
Minorities	20	50%	57%	88%
Female	27	68%	45%	100%

City Manager's Office

The City Manager's staff consists of 28 employees. Minority representation reflects 64% which exceeds parity with the Alameda ACS figure of 57%. The department shows 100% parity for African Americans and females. Hispanics increased by one hire, from 3 to 4, raising their parity rating from 48% to 67%; but Asians decreased by one, from 4 to 3, lowering their parity figures from 61% to 49%. Any groups with less than 100% parity will be subject to good faith recruitment efforts and monitored/assessed for progress by the EEO Officer. (Attachment 6)

City Manager's Office: 28	Total	Department %	Alameda ACS	Parity
African Americans	9	32%	10%	100%
Hispanics	4	14%	21%	67%
Asians	3	11%	23%	49%
Native Hawaiian	0	0%	.1%	0%
Native American	1	3%	1%	100%
Two or More Races	1	3%	2%	100%
Minorities	18	64%	57%	100%
Females	18	64%	45%	100%

Finance Department

The Finance department's totals 40 employees. It shows 100% parity for African Americans, Asians, and females; with a minority representation percentage of 90% which exceeds the Alameda ACS

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figure of 57%. Hispanics is the only group under parity. Any groups with less than 100% parity will be subject to good faith recruitment efforts and monitored/assessed for progress by the EEO Officer. (Attachment 8)

Department: 40	Total	Department %	Alameda ACS	Parity
African American	9	23%	10%	100%
Hispanic	4	10%	21%	48%
Asian	18	45%	23%	100%
Native Hawaiian	0	0%	.1%	0%
American Native	0	0%	1%	0%
Two or More Races	5	13%	2%	100%
Minorities	36	90%	57%	100%
Female	29	73%	45%	100%

HHCS Department

The department’s work force of 152 employees reflects a minority representation of 68% which exceeds parity with the Alameda ACS figure of 57%. The department shows 100% parity for African Americans and females; with Hispanic and Asian parity ratings showing 95% and 78% respectively. Any groups with less than 100% parity will be subject to good faith recruitment efforts and monitored/assessed for progress by the EEO Officer. (Attachment 10)

Department: 152	Total	Department %	Alameda ACS	Parity
African American	40	26%	10%	100%
Hispanic	30	20%	21%	95%
Asian	28	18%	23%	78%
Native Hawaiian	0	0%	.1%	0%
American Native	0	0%	1%	0%
Two or More Races	6	4%	2%	100%
Minorities	104	68%	57%	100%
Female	112	74%	45%	100%

Human Resource Department

One of the smaller departments in the City with a work force of only 17 employees, the staff is well diverse with staff showing parity ratings of 100% for females and all minority groups except Hispanics. (Attachment 11)

Department: 17	Total	Department %	Alameda ACS	Parity
African American	3	18%	10%	100%
Hispanic	3	18%	21%	86%
Asian	6	35%	23%	100%
Native Hawaiian	0	0%	.1%	0%
American Native	0	0%	1%	0%
Two or More Races	1	5%	2%	100%

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Minorities	13	77%	50%	100%
Female	12	71%	45%	100%

Information Technology Department

The department's staff consists of 39 employees, which shows 100% parity for African Americans and females; Asians and Hispanics have a showing of 78% and 71% parity respectively. Any groups with less than 100% parity will be subject to good faith recruitment efforts and monitored/assessed for progress by the EEO Officer. (Attachment 12)

Department: 39	Total	Department %	Alameda ACS	Parity
African Americans	6	15%	10%	100%
Hispanics	6	15%	21%	71%
Asians	7	18%	23%	78%
Native Hawaiian	0	0%	.1%	0%
American Native	1	3%	1%	100%
Two or More Races	1	3%	2%	100%
Minorities	21	54%	57%	95%
Females	18	46%	45%	100%

Parks, Recreation & Waterfront Department

The Parks, Recreation and Waterfront Department work force decreased from 95 to 84 employees, primarily due to retirements. Despite the loss, minority representation remained at 60% which exceeds the ACS data. The department shows 100% parity for African Americans; with Hispanics and females hovering at or above 80%. Asians at 30% parity are below the Alameda ACS level. Any groups with less than 100% parity will be subject to good faith recruitment efforts and monitored/assessed for progress by the EEO Officer. (Attachment 14)

Department: 84	Total	Department %	Alameda ACS	Parity
African American	23	27%	10%	100%
Hispanic	17	20%	21%	95%
Asian	6	7%	23%	30%
Native American	0	0%	.1%	0%
American Native	0	0%	1%	0%
Two or More Races	4	5%	2%	100%
Minorities	50	60%	57%	100%
Female	32	38%	45%	84%

Planning Department

During the first half of the fiscal year, the department increased its work force from 63 to 66 employees. The work force shows 100% parity for African Americans and females. It is noted that two of the hires included one Hispanic, raising that group's parity rating from 52% to 57%; and one Asian, increasing their parity rating from 26% to 35%. These parity rating increases are significant in

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light of the department's underrepresentation of those two minority groups. Any groups with less than 100% parity will be subject to good faith recruitment efforts and monitored/assessed for progress by the EEO Officer. (Attachment 15)

Department: 66	Total	Department %	Alameda ACS	Parity
African American	15	23%	10%	100%
Hispanic	8	12%	21%	57%
Asian	5	8%	23%	35%
Native Hawaiian	0	0%	.1%	0%
American Native	0	0%	1%	0%
Two or More Races	1	2%	2%	100%
Minorities	29	44%	57%	77%
Female	40	61%	45%	100%

Public Works Department

This department has the second largest staff in the City. With a work force of 253 employees, it reflects significant minority representation with over 70%. African Americans have achieved 100% parity. Hispanics show 86%; Asians are showing 62% parity, and females are reflecting 31% parity. The females' parity figure is mitigated by the low percentage of females in labor and maintenance occupations in the labor market, and therefore, is not considered an unfavorable rating under the circumstances. Any groups with less than 100% parity will be subject to good faith recruitment efforts and monitored/assessed for progress by the EEO Officer. (Attachment 18)

Department: 253	Total	Department %	Alameda ACS	Parity
African American	97	38%	10%	100%
Hispanic	46	18%	21%	86%
Asian	34	13%	23%	57%
Native Hawaiian	2	.8%	.1%	100%
American Native	2	.8%	1%	100%
Two or More Races	4	2%	2%	100%
Minorities	185	73%	57%	100%
Female	36	14%	45%	31%

Library Services

The Library staff increased from 128 to 134 employees. Its staff shows 100% parity for African Americans and females. Three hires among the Hispanic work force raised their parity rating from 52% to 57%, which is significant in light of their underrepresentation. The Asian work force is showing a parity rating of 97% and minorities as a group have achieved 100% parity. Any groups with less than 100% parity will be subject to good faith recruitment efforts and monitored/assessed for progress by the EEO Officer and the Library HR Associate. (Attachment 13)

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Department: 134	Total	Department %	Alameda ACS	Parity
African American	27	20%	10%	100%
Hispanic	16	12%	21%	57%
Asian	29	22%	23%	97%
Native Hawaiian	0	0%	.1%	0%
American Native	1	1%	1%	100%
Two or More Races	3	2%	2%	100%
Minorities	76	57%	57%	100%
Female	76	57%	45%	100%

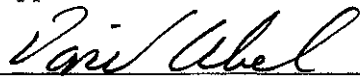
Rent Board

The Board, with a small staff of only 20 employees has achieved 100% parity for African Americans and females. The Hispanic and Asian work forces are underrepresented at 24% and 65% respectively. Any groups with less than 100% parity will be subject to good faith recruitment efforts and monitored/assessed for progress by the EEO Officer and the Library HR Associate. (Attachment 19)

Board: 20	Total	Department %	Alameda ACS	Parity
African Americans	5	25%	10%	100%
Hispanics	1	5%	21%	24%
Asians	3	15%	23%	65%
Native Hawaiian	0	0%	.1%	0%
American Native	0	0%	1%	0%
Two or More Races	1	5%	2%	100%
Minorities	10	50%	57%	88%
Females	11	55%	45%	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

Attachments

- Attachment 1: Population Of Departments By Ethnicity & Gender (12/2014)
- Attachment 2: City Work Force By Occupational Categories, Race & Gender (12/2014)
- Attachments 3 thru 19: Work Force Reports by Departments (12/2014)

NOTE: The analysis of the departments' work forces in the following charts will include more than one ACS as the data base for comparison of the various occupational groups: The State of California

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(ACS); and Bay Area ACS which incorporates San Francisco, Oakland and Fremont metropolitan areas. The different ACS markets are designated in the City's Affirmative Action Plan. At the time of the implementation of the plan, it was determined that these specific labor markets were most likely to provide the City with sufficient numbers of qualified applicants for the specific occupational categories.

POPULATION OF DEPARTMENTS BY ETHNICITY & GENDER

As of DEC 2014

DEPARTMENTS	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		Two or More Races		MINORITIES	T	%	
				M	F	M	F	M	F	M	F	M	F	M	F	M	F				
CITY ATTORNEY	12	4	8	2	4	0	0	0	1	2	1	0	0	0	0	0	0	0	1	6	50.0%
CITY AUDITOR *	11	5	6	3	2	0	1	0	1	2	2	0	0	0	0	0	0	0	0	6	54.5%
CITY CLERK	8	1	7	1	3	0	1	0	0	0	2	0	0	0	0	0	0	0	1	4	50.0%
CITY MANAGER	28	10	18	3	7	3	6	1	3	2	1	0	0	1	0	0	0	0	1	18	64.3%
ECONOMIC DEVELOPMENT	6	2	4	2	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	16.7%
FINANCE	40	11	29	0	4	2	7	1	3	7	11	0	0	0	0	0	0	1	4	36	90.0%
FIRE	140	115	25	72	14	12	3	18	3	9	5	0	0	2	0	0	0	2	0	54	38.6%
HEALTH & HOUSING COMMUNITY SERVICES	152	40	112	15	33	6	34	8	22	9	19	0	0	0	0	0	0	2	4	104	68.4%
HUMAN RESOURCES	17	5	12	1	3	2	1	0	3	1	5	0	0	0	0	0	0	1	0	13	76.5%
INFORMATION TECHNOLOGY	39	21	18	9	9	2	4	4	2	5	2	0	1	0	0	0	0	1	0	21	53.8%
LIBRARY	134	58	76	30	28	14	13	6	10	8	21	0	0	0	1	0	0	0	3	76	56.7%
PARKS	84	52	32	20	14	13	10	13	4	4	2	0	0	0	0	0	0	2	2	50	59.5%
PLANNING	66	26	40	19	18	2	13	5	3	0	5	0	0	0	0	0	0	0	1	29	43.9%
POLICE	257	155	102	88	34	29	42	15	12	22	12	1	0	0	0	0	0	0	2	135	52.5%
POLICE REVIEW COMMISSION	3	1	2	0	0	1	0	0	1	0	1	0	0	0	0	0	0	0	0	3	100%
PUBLIC WORKS	253	217	36	56	12	84	13	44	2	26	8	1	1	2	0	0	0	4	0	185	73.1%
RENT BOARD	20	9	11	6	4	0	5	1	0	1	2	0	0	0	0	0	0	1	0	10	50.0%
TOTAL	1270	732	538	327	192	170	155	116	70	98	99	2	2	5	1	1	14	19	751	59.1%	
CITY REPRESENTATION		57.6%	42.4%	25.7%	15%	13.4%	12.2%	9.1%	5.5%	7.7%	7.8%	0.2%	0.2%	0.4%	0.1%	1.1%	1.5%				
GROUP REPRESENTATION				41%		26%		15%		16%		0.3%		0.5%		3%					

* NOTE: Elected Officials are not included in totals.

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DEC 2014

CITY OF BERKELEY	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
CITY REPRESENTATION	1270	732	538	327	192	170	155	116	70	98	99	2	2	5	1	14	19	751
		57.6%	42.4%	25.7%	15.1%	13.4%	12.2%	9%	5.5%	7.7%	8%	0%	0%	0.4%	0.1%	1.1%	1.5%	59.1%
CALIFORNIA ACS		54.7%	45.3%	24.3%	20.5%	2.5%	2.7%	19.6%	15%	7.0%	6.7%	0.2%	0.2%	0.2%	0.2%	0.6%	0.6%	55.2%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	110	59	51	34	30	12	12	4	2	7	5	1	0	0	0	1	2	46
		53.6%	46.4%	30.9%	27%	10.9%	10.9%	3.6%	1.8%	6.4%	4.5%	1%	0%	0.0%	0.0%	0.9%	1.8%	41.8%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	262	104	158	48	69	14	27	10	19	29	38	0	0	1	0	2	5	145
		40%	60%	18.3%	26.3%	5.3%	10%	3.8%	7.3%	11%	15%	0%	0%	0.4%	0.0%	0.8%	1.9%	55.3%
CALIFORNIA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	223	50	173	18	33	13	65	9	26	9	41	0	1	0	1	1	6	172
		22.4%	77.6%	8%	14.8%	5.8%	29.1%	4.0%	11.7%	4.0%	18.4%	0.0%	0.6%	0.0%	0.4%	0.4%	2.7%	77.1%
ALAMEDA ACS		39.7%	60.3%	18.9%	25.5%	4.5%	8.9%	6.1%	11%	8.6%	12%	0.4%	0.5%	0.1%	0.3%	0.7%	1.2%	54.3%
TECHNICIANS REPRESENTATION	47	31	16	18	5	3	5	3	3	4	3	0	0	0	0	3	0	24
		66.0%	34.0%	38.3%	10.6%	6.4%	10.6%	6%	6.4%	8.5%	6.4%	0%	0%	0.0%	0.0%	6.4%	0.0%	51.1%
METRO BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1.1%	54.1%
SKILLED CRAFT REPRESENTATION	94	78	16	31	4	14	5	19	6	10	0	0	0	0	0	4	1	59
		83.0%	17%	33.0%	4%	14.9%	5.3%	20.2%	6.4%	10.6%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%	1.1%	62.8%
METRO BAY AREA ACS		93.6%	6.4%	40.1%	2.3%	4.5%	0.5%	33%	1.3%	13.0%	2.1%	0.8%	0.1%	0.3%	0.0%	1.0%	0.0%	56.6%
SERVICE MAINTENANCE REPRESENTATION	166	145	21	20	6	74	8	37	2	11	2	0	1	2	0	1	2	140
		87.3%	12.7%	12.0%	3.6%	44.6%	4.8%	22%	1.2%	6.6%	1.2%	0%	1%	1.2%	0.0%	0.6%	1.2%	84.3%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%
PROTECTIVE SERVICES REPRESENTATION	368	265	103	158	45	40	33	34	12	28	10	1	0	2	0	2	3	165
		72.0%	28.0%	42.9%	12.2%	10.9%	9.0%	9%	3.3%	7.6%	2.7%	0%	0%	0.5%	0.0%	0.5%	0.8%	44.8%
ALAMEDA ACS		80.5%	19.5%	35.8%	7.7%	17.5%	5%	10.7%	2.7%	12%	3.6%	1.3%	0.3%	0.4%	0.1%	2.7%	0.2%	56.5%

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

AS OF DECEMBER 2014

CITY ATTORNEY'S OFFICE	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES	
				M	F	M	F	M	F	M	F	M	F	M	F				
DEPARTMENT REPRESENTATION	12	4 33.3%	8 66.7%	2 16.7%	4 33.3%	0 0.0%	1 8.3%	0 0.0%	1 8.3%	2 16.7%	1 8%	0 0%	0 0%	0 0.0%	0 0.0%	0 0%	0 0%	1 8.3%	6 50.0%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%	
OFFICIALS/MANAGERS REPRESENTATION	2	1 50%	1 50%	1 50%	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%	0 0%	0 0%	0 0.0%	1 50%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%	
PROFESSIONALS REPRESENTATION	6	3 50%	3 50%	1 16.7%	3 50%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 33.3%	0 0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0%	0 0%	0 0.0%	2 33.3%
BAY AREA ACS		49%	51%	29.2%	28%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%	
AMINISTRATIVE SUPPORT REPRESENTATION	4	0 0.0%	4 100%	0 0%	1 25%	0 0.0%	1 25%	0 0.0%	0 0.0%	0 0%	1 25%	0 0%	0 0%	0 0.0%	0 0.0%	0 0%	0 0%	1 25.0%	3 75.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%	

2010 ACS Data

Attachment 3

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 2014

CITY AUDITOR'S OFFICE	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES	
				M	F	M	F	M	F	M	F	M	F	M	F				
DEPARTMENT REPRESENTATION	11	5 45.5%	6 54.5%	3 27.3%	2 18.2%	0 0.0%	1 9.1%	0 0.0%	1 9.1%	2 18.2%	2 18%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	6 54.5%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%	
OFFICIALS/MANAGERS REPRESENTATION	2	1 50%	1 50%	1 50%	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 0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%	
PROFESSIONALS REPRESENTATION	5	3 60%	2 40%	2 40%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 20%	1 20%	1 20%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0%	3 60%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%	
AMINISTRATIVE SUPPORT REPRESENTATION	2	1 50.0%	1 50%	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 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0%	2 100%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.5%	0.1%	0.2%	0.6%	1.1%	57.7%	
TECHNICIANS REPRESENTATION	2	0 0%	2 100%	0 0.0%	1 50%	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%	1 50%	
BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%	

2010 ACS Data

Attachment 4

*City Auditor's position is not included in the total count because it is an elected official.

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 2014

CITY CLERK'S OFFICE	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES	
				M	F	M	F	M	F	M	F	M	F	M	F	M	F		
DEPARTMENT REPRESENTATION	8	1 12.5%	7 87.5%	1 12.5%	3 37.5%	0 0.0%	1 12.5%	0 0.0%	0 0.0%	0 0.0%	2 25%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 12.5%	4 50.0%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%	
OFFICIAL/S/MANAGERS REPRESENTATION	4	1 25%	3 75.0%	1 25%	2 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%	1 25.0%	1 25.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%	
PROFESSIONALS REPRESENTATION	1	0 0.0%	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	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 0.0%	1 100%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%	
AMINISTRATIVE SUPPORT REPRESENTATION	3	0 0.0%	3 100%	0 0%	1 33%	0 0.0%	1 33%	0 0.0%	0 0.0%	0 0.0%	1 33%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 67%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%	

2010 ACS Data

Attachment 5

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 2014

CITY MANAGER'S OFFICE	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES	
				M	F	M	F	M	F	M	F	M	F	M	F				
DEPARTMENT REPRESENTATION	28	10 35.7%	18 64.3%	3 10.7%	7 25.0%	3 10.7%	6 21.4%	1 3.6%	3 10.7%	2 7.1%	1 4%	0 0%	0 0%	1 3.6%	0 0.0%	0 0.0%	0 0.0%	1 3.6%	18 64.3%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	1.1%	0.4%	0.3%	0.1%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	6	3 50.0%	3 50.0%	1 16.7%	2 33.3%	1 16.7%	1 16.7%	0 0.0%	0 0.0%	1 16.7%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3 50.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	9	2 22.2%	7 77.8%	1 11.1%	2 22.2%	0 0.0%	4 44.4%	0 0.0%	1 11.1%	1 11.1%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	6 66.7%
BAY AREA ACS		48%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	5	0 0.0%	5 100%	0 0%	1 20%	0 0.0%	1 20%	0 0.0%	2 40%	0 0.0%	1 20%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 80%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.2%	0.6%	1.1%	57.7%
TECHNICIANS REPRESENTATION	1	1 100%	0 0.0%	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 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100%
BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	0.1%	1.2%	1%	54%
SERVICE MAINTENANCE REPRESENTATION	7	4 57%	3 43%	1 14.3%	2 28.6%	1 14.3%	0 0.0%	1 14.3%	0 0.0%	0 0.0%	0 0.0%	0 0%	0 0%	1 14.3%	0 0.0%	0 0.0%	0 0.0%	1 14.3%	4 57.1%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.2%	0.8%	0.7%	74.9%

2010 ACS Data

Attachment 6

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 2014

ECONOMIC DEVELOPMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F			
DEPARTMENT REPRESENTATION	6	2 33.3%	4 66.7%	2 33.3%	3 50.0%	0 0.0%	1 16.7%	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%	1 17%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	1	1 100%	0 0.0%	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%	0 0.0%	0 0.0%	0 0.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	4	1 25%	3 75%	1 25%	3 75%	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%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	1	0 0.0%	1 100%	0 0%	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 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of JUNE 2014

FINANCE DEPARTMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	40	11 27.5%	29 72.5%	0 0.0%	4 10.0%	2 5.0%	7 17.5%	1 2.5%	3 7.5%	7 17.5%	11 28%	0 0%	0 0%	0 0.0%	0 0.0%	1 2.5%	4 10.0%	36 90.0%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	3	2 67%	1 33%	0 0%	0 0%	1 33%	0 0.0%	0 0.0%	0 0.0%	1 33%	1 33%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3 100%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	13	4 31%	9 69%	0 0.0%	2 15.4%	0 0.0%	1 7.7%	0 0.0%	0 0.0%	4 31%	5 38.5%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	1 7.7%	11 84.6%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	23	5 22%	18 78%	0 0%	2 8.7%	1 4.3%	6 26.1%	1 4.3%	2 8.7%	2 8.7%	5 21.7%	0 0%	0 0%	0 0.0%	0 0.0%	1 4.3%	3 13.0%	21 91.3%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%
TECHNICIANS REPRESENTATION	1	0 0%	1 100%	0 0.0%	0 0%	0 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 0.0%	0 0.0%	1 100%
BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%

2010 ACS Data

Attachment 8

CITY WORK OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 2014

FIRE DEPARTMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	127	112	15	71	12	12	0	18	2	7	1	0	0	2	0	2	0	44
ALAMEDA ACS		88.2%	11.8%	55.9%	9.4%	9.4%	0.0%	14.2%	1.6%	5.5%	1%	0%	1.6%	0.0%	1.6%	0.0%	1.6%	34.6%
CHIEF, DEPUTY CHIEF REPRESENTATION	2	95.3%	4.7%	63.2%	3.8%	11.3%	0.3%	9.8%	0.0%	8.8%	0.6%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	33%
ALAMEDA ACS		100%	0%	0%	0%	50.0%	0%	0%	0%	50.0%	0%	0%	0%	0%	0%	0%	0%	100%
ASSIST-BATTALION CHIEF REPRESENTATION	5	80.0%	20.0%	60.0%	3.6%	10.9%	0.0%	20.0%	0.0%	7.3%	0.0%	0%	0%	0%	0%	0%	0%	20.0%
ALAMEDA ACS		96.4%	3.6%	80%	3.6%	10.9%	0.0%	0.0%	0%	7.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%
CAPTAIN I REPRESENTATION	6	83.3%	16.7%	50%	1.1%	0.0%	0.0%	16.7%	0.0%	16.7%	0.0%	0%	0%	0%	0%	0%	0%	2
ALAMEDA ACS		96.4%	3.6%	80%	3.6%	10.9%	0.0%	0.0%	0%	7.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%
CAPTAIN II REPRESENTATION	24	92%	8%	79%	4%	8%	0.0%	4%	4.2%	0.0%	0%	0%	0%	0%	0%	0%	0%	4
ALAMEDA ACS		96.4%	3.6%	80%	3.6%	10.9%	0.0%	0.0%	0%	7.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17%
INSPECTORS REPRESENTATION	1	100%	0%	0%	0%	0%	0.0%	100%	0.0%	0.0%	0%	0%	0%	0%	0%	0%	0%	1
ALAMEDA ACS		100%	0%	29.2%	0.0%	25%	0.0%	25%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%
FIREFIGHTERS REPRESENTATION	86	77	9	45	8	9	0	14	0	5	1	0	2	0	2	0	2	33
ALAMEDA ACS		89.5%	10.5%	52.3%	9.3%	10.5%	0.0%	16.3%	0.0%	5.8%	1.2%	0%	2.3%	0.0%	2.3%	0.0%	2.3%	38.4%
PARAMEDIC SUPERVISOR REPRESENTATION	3	94.6%	5.4%	62%	4.1%	9.9%	0.3%	10.3%	0.0%	8.3%	0.8%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%	32.5%
ALAMEDA ACS		33.3%	66.7%	33.3%	3.6%	10.9%	0.0%	0.0%	0%	0.0%	0.0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	1
NON - SWORN REPRESENTATION	13	3	10	1	2	0	3	0	1	2	4	0	0	0	0	0	0	10
ALAMEDA ACS		23.1%	77%	7.7%	15%	0.0%	23.1%	0%	8%	15%	31%	0%	0%	0%	0%	0%	0%	77%
ALAMEDA ACS		57.9%	42.1%	19.7%	19.7%	2%	10.2%	11.4%	11%	19.7%	0.8%	0.0%	0.0%	0.8%	0.0%	2.4%	0.8%	59.1%

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 2014

HEALTH, HOUSING and COMMUNITY SERVICES	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES	
				M	F	M	F	M	F	M	F	M	F	M	F				
DEPARTMENT REPRESENTATION	152	40 26.3%	112 73.7%	15 9.9%	33 21.7%	6 3.9%	34 22.4%	8 5.3%	22 14.5%	9 5.9%	19 13%	0 0%	0 0%	0 0%	0 0%	0 0%	2 1.3%	4 2.6%	104 68.4%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%	
OFFICIAL/S/MANAGERS REPRESENTATION	20	5 25.0%	15 75.0%	2 10%	8 40%	1 5.0%	5 25%	1 5%	0 0.0%	1 5%	1 5%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 5%	10 50%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%	
PROFESSIONALS REPRESENTATION	81	26 32.1%	55 67.9%	12 14.8%	19 23.5%	2 2.5%	10 12.3%	3 3.7%	12 14.8%	8 9.9%	13 16.0%	0 0%	0 0%	0 0%	0 0%	1 1.2%	1 1.2%	50 61.7%	
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%		
AMINISTRATIVE SUPORT REPRESENTATION	24	2 8.3%	22 91.7%	0 0%	2 8.3%	0 0.0%	12 50%	2 8.3%	4 16.7%	0 0.0%	4 16.7%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	22 91.7%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%	
TECHNICIANS REPRESENTATION	2	1 50%	1 50%	1 50%	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%
BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%	
SKILLED CRAFT REPRESENTATION	17	3 17.6%	14 82.4%	0 0%	2 11.8%	1 5.9%	5 29.4%	1 5.9%	6 35.3%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 5.9%	1 5.9%	15 88.2%	
BAY AREA ACS		93.6%	6.4%	40.1%	0.5%	4.5%	0.0%	32.9%	1.3%	13%	2.1%	0.8%	0.1%	0.3%	1%	0.0%	0.0%	56.0%	
SERVICE MAINTENANCE REPRESENTATION	8	3 37.5%	5 62.5%	0 0.0%	1 12.5%	2 25.0%	2 25.0%	1 12.5%	0 0.0%	0 0.0%	1 12.5%	0 0%	0 0%	0 0%	0 0%	0 0%	1 12.5%	7 87.5%	
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%	

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 2014

HUMAN RESOURCES DEPARTMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES	
				M	F	M	F	M	F	M	F	M	F	M	F	M	F		
DEPARTMENT REPRESENTATION	17	5	12	1	3	2	1	0	3	1	5	0	0	0	0	0	1	0	13
		29.4%	70.6%	5.9%	17.6%	11.8%	5.9%	0.0%	17.6%	5.9%	29%	0%	0%	0.0%	0.0%	5.9%	0.0%	76.5%	
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%	
OFFICIALS/MANAGERS REPRESENTATION	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		100%	0%	100%	0%	0%	0%	0.0%	0.0%	0%	0%	0%	0%	0.0%	0.0%	0.0%	0.0%	0%	
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%	
PROFESSIONALS REPRESENTATION	7	3	4	0	1	2	0	0	1	1	2	0	0	0	0	0	0	6	
		43%	57%	0.0%	14.3%	28.6%	0.0%	0.0%	14.3%	14%	28.6%	0%	0%	0.0%	0.0%	0.0%	0.0%	85.7%	
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%	
AMINISTRATIVE SUPPORT REPRESENTATION	8	0	8	0	2	0	1	0	2	0	3	0	0	0	0	0	0	6	
		0%	100%	0%	25%	0.0%	12.5%	0.0%	25.0%	0.0%	38%	0%	0%	0.0%	0.0%	0.0%	0.0%	75%	
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%	
TECHNICIANS REPRESENTATION	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
		100%	0%	0.0%	0%	0%	0.0%	0%	0%	0.0%	0.0%	0%	0%	0.0%	0.0%	100%	0.0%	100%	
BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%	

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 2014

INFORMATION TECHNOLOGY DEPT.	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	39	21	18	9	9	2	4	4	2	5	2	0	1	0	0	1	0	21
ALAMEDA ACS		54%	46%	23.1%	23.1%	5.1%	10.3%	10.3%	5.1%	12.8%	5%	0%	3%	0.0%	0.0%	2.6%	0.0%	53.8%
OFFICIALS/MANAGERS REPRESENTATION	5	2	3	1	3	0	0	0	0	0	0	0	0	0	0	1	0	1
CALIFORNIA ACS		40%	60%	20%	60%	0.0%	0.0%	0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	20.0%	0.0%	20%
PROFESSIONALS REPRESENTATION	21	14	7	5	4	1	1	4	1	4	1	0	0	0	0	0	0	12
BAY AREA ACS		66.7%	33.3%	23.8%	19%	4.8%	4.8%	19.0%	4.8%	19%	4.8%	0%	0%	0.0%	0.0%	0.0%	0.0%	57.1%
AMINISTRATIVE SUPPORT REPRESENTATION	11	3	8	1	2	1	3	0	1	1	1	0	1	0	0	0	0	8
ALAMEDA ACS		27.3%	72.7%	9%	18.2%	9.1%	27.3%	0.0%	9.1%	9.1%	9.1%	0%	9%	0.0%	0.0%	0.0%	0.0%	72.7%
TECHNICIANS REPRESENTATION	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BAY AREA ACS		100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%	0.0%	0.0%	0.0%	0%
		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 2014

LIBRARY SERVICES	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F			
DEPARTMENT REPRESENTATION	134	58 43.3%	76 56.7%	30 22.4%	28 20.9%	14 10.4%	13 9.7%	6 4%	10 7.5%	8 6.0%	21 16%	0 0%	0 0%	0 0.0%	1 0.7%	0 0.0%	3 2.2%	76 56.7%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	8	4 50.0%	4 50.0%	2 25.0%	4 50.0%	1 12.5%	0 0.0%	0 0.0%	0 0.0%	1 12.5%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 25%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	37	15 41%	22 59%	11 29.7%	11 29.7%	4 10.8%	3 8%	0 0.0%	1 2.7%	0 0%	6 16%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	1 2.7%	15 40.5%
BAY AREA ACS		48%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	83	33 39.8%	50 60.2%	14 17%	13 15.7%	8 9.6%	10 12.0%	6 7.2%	9 10.8%	5 6.0%	15 18.1%	0 0%	0 0%	0 0.0%	1 1.2%	0 0.0%	2 2.4%	56 67.5%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%
TECHNICIANS REPRESENTATION	1	1 100%	0 0.0%	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%	0 0.0%	0 0.0%
BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%
SKILLED CRAFT REPRESENTATION	2	2 100%	0 0.0%	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%	0 0.0%	1 50.0%
BAY AREA ACS		93.6%	6.4%	40.1%	0.5%	4.5%	0.0%	32.9%	1.3%	13%	2.1%	0.8%	0.1%	0.3%	0.0%	1%	0.0%	58.0%
SERVICE MAINTENANCE REPRESENTATION	3	3 100%	0 0.0%	1 33.3%	0 0.0%	1 33.3%	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 0.0%	0 0.0%	2 66.7%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of December 2014

PARKS, RECREATION & WATERFRONT DEPT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F			
DEPARTMENT REPRESENTATION	84	52 62%	32 38%	20 23.8%	14 17%	13 15.5%	10 11.9%	13 15%	4 4.8%	4 4.8%	2 2%	0 0%	0 0%	0 0.0%	0 0.0%	2 2.4%	2 2.4%	50 59.5%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	1.1%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	14	5 35.7%	9 64.3%	3 21.4%	6 43%	2 14.3%	2 14.3%	0 0.0%	0 0.0%	0 0.0%	1 7.1%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	5 35.7%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	6	2 33%	4 67%	1 17%	2 33%	0 0.0%	1 17%	1 17%	0 0.0%	0 0.0%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	1 16.7%	3 50%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPOT REPRESENTATION	9	1 11.1%	8 88.9%	1 11%	1 11.1%	0 0.0%	5 55.6%	0 0.0%	2 22.2%	0 0.0%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	7 77.8%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%
SKILLED CRAFT REPRESENTATION	22	21 95.5%	1 4.5%	9 40.9%	1 4.5%	2 9.1%	0 0.0%	5 23%	0 0.0%	3 13.6%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	2 9.1%	0 0.0%	12 54.5%
BAY AREA ACS		93.6%	6.4%	40.1%	0.5%	4.5%	0.0%	32.9%	1.3%	13%	2.1%	0.8%	0.1%	0.3%	0.0%	1%	0.0%	56.0%
SERVICE MAINTENANCE REPRESENTATION	30	22 73.3%	8 26.7%	6 20.0%	3 10.0%	9 30.0%	2 6.7%	6 20.0%	2 6.7%	1 3.3%	1 3.3%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	21 70.0%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%
PROTECTIVE SERVICE REPRESENTATION	3	1 33%	2 67%	0 0.0%	1 33%	0 0%	0 0.0%	1 33%	0 0.0%	0 0.0%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	1 33.3%	2 67%
ALAMEDA ACS		80.5%	19.5%	35.8%	7.7%	17.5%	5%	10.7%	2.7%	12%	3.6%	1.3%	0.3%	0.4%	0.1%	2.7%	0.2%	56.5%

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 2014

PLANNING DEPARTMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES	
				M	F	M	F	M	F	M	F	M	F	M	F				
DEPARTMENT REPRESENTATION	67	27	40	20	18	2	13	5	3	0	5	0	0	0	0	0	0	1	29
		40.3%	59.7%	29.9%	26.9%	3.0%	19.4%	7.5%	4.5%	0.0%	7%	0%	0%	0.0%	0.0%	0.0%	0.0%	1.5%	43.3%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%	
OFFICIAL/S/MANAGERS REPRESENTATION	13	9	4	8	3	0	1	1	0	0	0	0	0	0	0	0	0	2	
		69.2%	30.8%	61.5%	23.1%	0.0%	7.7%	7.7%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	15.4%	
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%	
PROFESSIONALS REPRESENTATION	23	6	17	5	12	0	2	1	0	0	2	0	0	0	0	0	0	6	
		26%	74%	22%	52%	0.0%	9%	4%	0.0%	0.0%	9%	0%	0%	0.0%	0.0%	0.0%	0.0%	26%	
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%	
ADMINISTRATIVE SUPPORT REPRESENTATION	12	1	11	0	3	1	5	0	1	0	2	0	0	0	0	0	0	9	
		8.3%	91.7%	0%	25.0%	8.3%	41.7%	0.0%	8.3%	0.0%	16.7%	0%	0%	0.0%	0.0%	0.0%	0.0%	75%	
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%	
TECHNICIANS REPRESENTATION	19	11	8	7	0	1	5	3	2	0	1	0	0	0	0	0	0	12	
		58%	42%	36.8%	0%	5%	26.3%	16%	10.5%	0.0%	5.3%	0%	0%	0.0%	0.0%	0.0%	0.0%	63%	
BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%	

2010 ACS Data

Attachment 15

CITY WORK OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 2014

POLICE DEPARTMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES	
				M	F	M	F	M	F	M	F	M	F	M	F				
DEPARTMENT REPRESENTATION	164	130	34	77	17	19	6	13	6	20	4	1	0	0	0	0	0	0	70
		79.3%	20.7%	47.0%	10.4%	11.6%	3.7%	7.9%	3.7%	12.2%	2%	1%	0%	0.0%	0.0%	0.0%	0.0%	42.7%	
ALAMEDA ACS		85.7%	14.3%	47.7%	7.4%	11.7%	3.8%	9.6%	0.4%	11.8%	2.5%	2.9%	0.0%	0.3%	0.0%	1.8%	0.3%	45.1%	
POLICE CHIEF REPRESENTATION	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		100%	0.0%	100%	0%	0.0%	0%	0%	0.0%	0.0%	0%	0%	0%	0.0%	0.0%	0.0%	0.0%	0%	
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	9%	0.0%	0.0%	6.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.3%	
CAPTAINS REPRESENTATION	3	2	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0	1	
		66.7%	33.3%	67%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	33.3%	
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	9%	0.0%	0.0%	6.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.3%	
LIEUTENANTS REPRESENTATION	9	7	2	5	2	1	0	0	0	1	0	0	0	0	0	0	0	2	
		78%	22%	56%	22%	11%	0.0%	0%	0.0%	11.1%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	22%	
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	9%	0.0%	0.0%	6.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.3%	
SERGEANTS REPRESENTATION	30	22	8	13	6	3	1	2	1	4	0	0	0	0	0	0	0	11	
		73%	26.7%	43%	20.0%	10.0%	3.3%	7%	3.3%	13.3%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	37%	
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	9%	0.0%	0.0%	6.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.3%	
POLICE OFFICERS REPRESENTATION	121	98	23	56	9	15	4	11	5	15	4	1	0	0	0	0	0	56	
		81.0%	19.0%	46.3%	7.4%	12.4%	3.3%	9.1%	4.1%	12.4%	3.3%	1%	0%	0.0%	0.0%	0.0%	0.0%	46.3%	
ALAMEDA ACS		86.4%	13.6%	47.3%	6.6%	10.4%	4.3%	9.8%	0.4%	13.3%	2%	3.3%	0.0%	0.0%	0.0%	1.9%	0.3%	45.7%	
NON - SWORN REPRESENTATION	90	23	67	9	16	10	36	2	6	2	8	0	0	0	0	0	0	65	
		25.6%	74%	10.0%	18%	11.1%	40.0%	2%	7%	2.2%	8.9%	0%	0%	0.0%	0.0%	0.0%	0.0%	72%	
ALAMEDA ACS		57.9%	42.1%	19.7%	19.7%	2%	10.2%	10.4%	11%	19.7%	0.8%	0.0%	0.0%	0.8%	0.0%	2.4%	0.8%	58.1%	

* Total does not include non-sworn personnel.

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 2014

POLICE REVIEW COMMISSION	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES	
				M	F	M	F	M	F	M	F	M	F	M	F				
DEPARTMENT REPRESENTATION	3	1 33.3%	2 66.7%	0 0.0%	0 0.0%	1 33.3%	0 0.0%	0 0.0%	1 33.3%	0 0.0%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3 100%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%	
OFFICIALS/MANAGERS REPRESENTATION	1	0 0%	1 100%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	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%	1 100.0%	
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%	
PROFESSIONALS REPRESENTATION	1	1 100%	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 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100%	
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%	
ADMINISTRATIVE SUPPORT REPRESENTATION	1	0 0.0%	1 100%	0 0%	0 0.0%	0 0.0%	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%	0 0.0%	0 0.0%	1 100%	
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%	

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 2014

PUBLIC WORKS DEPARTMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	253	217 85.8%	36 14.2%	56 22.1%	12 4.7%	84 33.2%	13 5.1%	44 17%	2 0.8%	26 10.3%	8 3%	1 0%	1 0%	2 0.8%	0 0.0%	4 1.5%	0 0.0%	185 73.1%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	21	19 90.5%	2 9.5%	9 42.9%	0 0%	5 23.8%	1 4.8%	-2 9.5%	0 0.0%	2 9.5%	1 4.8%	1 5%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	12 57.1%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	29	18 62%	11 38%	7 24.1%	4 13.8%	4 13.8%	1 3%	0 0.0%	3.4%	21%	17%	0 0%	0 0%	1 3.4%	0 0.0%	0 0.0%	0 0.0%	18 62.1%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	15	2 13.3%	13 86.7%	0 0%	4 26.7%	2 13.3%	7 46.7%	0 0.0%	6.7%	0.0%	6.7%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	11 73.3%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%
TECHNICIANS REPRESENTATION	17	13 76.5%	4 23.5%	7 41.2%	3 17.6%	1 5.9%	0 0.0%	0 0%	0.0%	17.6%	5.9%	0 0%	0 0%	0 0.0%	0 0.0%	2 11.8%	0 0.0%	7 41.2%
BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%
SKILLED CRAFT REPRESENTATION	53	52 98.1%	1 1.9%	21 39.6%	1 1.9%	20.8%	0 0.0%	13 24.5%	0 0.0%	6 11.3%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	1 1.9%	0 0.0%	31 58.5%
BAY AREA ACS		93.6%	6.4%	40.1%	0.5%	4.5%	0.0%	32.9%	1.3%	13%	2.1%	0.8%	0.1%	0.3%	0.0%	1%	0.0%	56.0%
SERVICE MAINTENANCE REPRESENTATION	118	113 95.8%	5 4.2%	12 10.2%	0 0.0%	61 51.7%	4 3.4%	29 25%	0 0.0%	9 7.6%	0 0.0%	0 0%	1 1%	1 0.8%	0 0.0%	1 0.8%	0 0.0%	106 89.8%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 2014

RENT BOARD	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F			
DEPARTMENT REPRESENTATION	20	9 45.0%	11 55.0%	6 30.0%	4 20.0%	0 0.0%	5 25.0%	1 5.0%	0 0.0%	1 5.0%	2 10%	0 0%	0 0%	0 0.0%	0 0.0%	1 5.0%	0 0.0%	10 50.0%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIAL/SIMMAGERS REPRESENTATION	2	2 100%	0 0.0%	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 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
ALAMEDA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	14	6 42.9%	8 57.1%	3 21.4%	4 28.6%	0 0.0%	3 21.4%	1 7.1%	0 0.0%	1 7.1%	1 7.1%	0 0%	0 0%	0 0.0%	0 0.0%	1 7.1%	0 0.0%	7 50.0%
ALAMEDA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	4	1 25.0%	3 75.0%	1 25%	0 0.0%	0 0.0%	2 50%	0 0.0%	0 0.0%	0 0.0%	1 25%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3 75.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%