



Office of the City Manager

September 2, 2016

To: Honorable Mayor and City Councilmembers

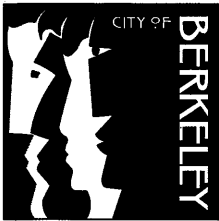
From: *Dee* Dee Williams-Ridley, City Manager

Subject: FY 2016 Year End Work Force Report

Please see the attached work force report for FY 2016, prepared by the City's Equal Employment Opportunity (EEO) and Diversity Officer. It provides a status report of the City's diversity within occupational groups in our workforce, including the Police and Fire departments. Please contact me if you have any questions regarding this report.

Attachment

cc: Zach Cowan, Interim Deputy City Manager / City Attorney
Sarah Reynoso, Human Resources Director
Mark Numainville, City Clerk
Ann-Marie Hogan, City Auditor
Matthai Chakko, Public Information Officer



Human Resources Dept.

RECEIVED
CITY MANAGER
2016 AUG 30 PM 4:27

August 30, 2016

To: Dee Williams-Ridley, Interim City Manager
From: Dennis T. Feggans, Equal Employment Opportunity & Diversity Officer
Subject: **FY 2016 YEAR END WORK FORCE REPORT**

This report is an analysis of minority and female representation within the City's work force as of June 30, 2016. This analysis uses work force statistical data collected from the 2010 census provided by the Census Bureau EEO Tabulation format¹. 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, qualified² 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). Included in the analysis are summaries of hire and promotional data. 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. Consistent with the City's policy of promoting a diverse work force, where the data shows that parity has not been achieved, the EEO Office will continue to monitor and research alternative ways to increase diversity in the applicant pools.

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 A recent review of the EEO Tabulation did not reveal any newly released/updated work force data.

² 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.

FY2016 YEAR END WORK FORCE REPORT

The City’s overall work force increased by 2.6% from a year ago. Comparison of the work force from the previous year reflects the following:

June 2015 1261
June 2016 1294

JUNE 2015	Totals	City %	Alameda ACS	Parity %	JUNE 2016	Totals	City %	Alameda ACS	Parity %
Whites	510	40%	NA	NA	Whites	514	40%	NA	NA
Black or African American	327	26%	10%	100%	Black or African American	327	25%	10%	100%
Hispanic or Latino	184	15%	21%	71%	Hispanic or Latino	196	15%	21%	71%
Asian	195	15%	23%	65%	Asian	196	15%	23%	65%
American Indian or Alaska Native	6	.5%	.2%	100%	American Indian or Alaska Native	5	.4%	.2%	100%
Native Hawaiian or Other Pacific Islander	5	.4%	1%	40%	Native Hawaiian or Other Pacific Islander	5	.4%	1%	40%
Two or More Races	34	3%	2%	100%	Two or More Races	45	3%	2%	100%
Minorities	751	60%	57%	100%	Minorities	780	60%	57%	100%

The City’s minority parity ratings remained virtually constant from a year ago. African Americans and minorities as a whole, continue to show 100% parity with the Alameda ACS figures. The Hispanic work force increased from 184 to 196 retaining its 71% parity rating and the Asian work force basically had no change from its parity rating of 65% a year ago. The minority population increased by 29 from 751 to 780 indicative of the City’s commitment to diversity; however, their percentage of the work force figure (60%) remained constant from a year ago as a consequence of the increase in the overall work force.

The female population increased by seventeen (17) employees during the fiscal year. The female population continues to show commendable parity figures, which increased to 96% by year end.

	Female	City’s %	Alameda ACS	Parity
December 2015	534	42%	45%	93%
December 2016	551	43%	45%	96%

FY2016 YEAR END WORK FORCE REPORT

Hires: The City had 119 hires (non-sworn personnel) in FY2016; an increase of 31 compared to year ago. The collective hires of minorities (80) represent 67% of new hires. The number of Hispanic and Asian hires were commendable. Hispanics show 21 hires (compared to 13 in FY2015) and Asians hires increased, from only 9 hires a year ago, to 17 hires in FY 2016. Despite the increases, the parity ratings for both groups declined, Hispanics showing 86% and Asians falling to 61%, as a consequence of the overall increase in the work force population. Female hires accounted for more than half (53%) of the hires in excess of relevant labor market figures and achieved 100% parity.

Hires: 119	Total	Hires %	Alameda ACS	Parity
White	39	33%	N/A	N/A
African American	30	25%	10%	100%
Hispanic or Latino	21	18%	21%	86%
Asian	17	14%	23%	61%
Native Hawaiian	2	2%	1%	100%
American Native	0	0%	.2%	0%
Two or More Races	10	8%	2%	100%
Minorities	80	67%	57%	100%
Female	63	53%	45%	100%

Review of Officials/Managers and Professional occupational categories revealed that there were fifty-seven (57) hires in those occupations during the fiscal year. It is noteworthy that minorities accounted for 50% of the Officials/Managers hires and 71% of the Professional hires (see below).

HIRES FY2016	Total	White	African American	Hispanic or Latino	Asian	Native Hawaiian	2 OR More	Minorities %
Officials/ Managers	12	6 50%	2 17%		1 8%	1 8%	2 17%	6 50%
Professionals	45	13 29%	14 31%	6 13%	9 20%		3 7%	32 71%
Clerical	25	5 20%	9 36%	3 12%	4 16%		4 16%	20 80%
Technicians	5	3 60%		1 20%	1 20%			2 40%

FY2016 YEAR END WORK FORCE REPORT

HIRES FY2016	Total	White	African American	Hispanic or Latino	Asian	Native Hawaiian	2 OR More	Minorities %
Skilled Craft	9	6 67%		1 11%	1 11%		1 11%	3 33%
Maintenance	18	3 17%	4 22%	9 50%	1 6%	1 6%		15 83%
Non-Sworn Personnel	5	3 60%	1 20%	1 20%				2 40%
Totals	119	39	30	21	17	2	10	80 67%

This collective hiring data demonstrates that employment opportunities with the City are accessible to all persons.

Promotions: The number of promotions almost doubled from a total of only 44 a year ago to 81 in FY 2016 among non-sworn personnel. Review of the promotions revealed that 60 (74%) of the promotion recipients were minority group members. African Americans had a total of 23 promotions for a parity rating of 100%. The Asian promotion total of 18 was particularly significant because that group had only 5 promotions a year ago; the increase raised their parity rating from 48% a year ago to 96% this fiscal period. Hispanic figures remained constant at 76% parity. Females are well represented receiving over half (50 or 62%) of the promotions with a parity rating of 100% also.

Promotions: 81	Total	City %	Alameda ACS	Parity
White	21	26%	N/A	N/A
African American	23	28%	10%	100%
Hispanic or Latino	13	16%	21%	76%
Asian	18	22%	23%	96%
Native Hawaiian	1	1%	1%	100%
American Native	0	0%	.2%	0%
Two or More Races	5	6%	2%	100%
Minorities	60	74%	57%	100%
Female	50	62%	45%	100%

FY2016 YEAR END WORK FORCE REPORT

Review of the Officials/Managers and Professional occupational categories revealed that minorities received 50% of the promotions in the Officials/Managers category and 75% of the promotions among Professionals. Review of the promotions outside of these two occupational categories reveals that minorities received the majority of the promotions in every other occupational category. Collectively, these figures reinforce the City's commitment to diversity at all levels within its work force.

Promotions FY2016	Total	White	African American	Hispanic or Latino	Asian	Native Hawaiian	2 OR More	Minorities %
Officials/ Managers	8	4 50%	4 50%					4 50%
Professionals	32	8 25%	6 19%	3 9%	9 28%	1 3%	5 16%	24 75%
Clerical	21	2 10%	6 29%	5 24%	8 38%			19 90%
Technicians	6	2 33%	2 33%	1 17%	1 17%			4 67%
Skilled Craft	1	1 100%						
Maintenance	10	4 40%	3 30%	3 30%				6 60%
Non-Sworn Personnel	3		2 67%	1 33%				3 100%
Totals	81	21	23	13	18	1	5	60 74%

Separations: A total of 98 non-sworn personnel separated from the City in FY2016. The record reflects that 55 or 56% of the separations were minorities and just under half, 26 or 47%, of their separations were retirements. Female separations revealed similar retirement numbers accounting for 19 or 44% within that group. In light of the number of retirees, the separation figures do not infer any employment patterns that would be considered problematic.

Separations: 98	Total	City %	Alameda ACS	Retirements
White	43	44%	N/A	N/A
African American	31	32%	10%	18 – 58%
Hispanic	11	11%	21%	2 – 18%
Asian	11	11%	23%	5 – 45%

FY2016 YEAR END WORK FORCE REPORT

Separations: 98	Total	City %	Alameda ACS	Retirements
Native Hawaiian	1	1%	1%	1-- 100%
American Native	0	0%	.2%	0%
Two or More Races	1	1%	2%	0%
Minorities	55	56%	57%	26 - 47%
Female	43	44%	45%	19 – 44%

Department Directors

A review of the City’s Department Directors and Deputy Directors positions disclosed that African Americans and minorities as a whole have achieved 100% parity. The remaining race and ethnic representations and females are below parity.

Employees: 18	Total	Department %	Alameda ACS	Parity
White	11	61%	NA	NA
African American	2	11%	9%	100%
Hispanic	1	6%	11%	55%
Asian	2	11%	21%	52%
Native Hawaiian	0	0%	1%	0%
Two or More Races	2	11%	2%	100%
Minorities	7	39%	44%	89%
Female	7	39%	42%	93%

Managers and Supervisors

This group is comprised of a large array of positions from every department in the City. The positions consist of Budget Manager, Audit Manager, Economic Development Manager, Senior Systems Analyst, Senior Public Works Supervisor, Library Services Manager, Manager of Aging Services, PW Maintenance Supervisor, Health Services Supervisor to name a few. (See Attachment 20 for full list of positions.)

This group is comprised of 77 managerial classifications which typically function in a supervisory capacity. More specifically, these classifications are occupied by 131 City personnel. Among minorities, African Americans occupy the largest number of these positions and accordingly, have achieved 100% parity. Females occupy 56% of the positions and have also obtained 100% parity. Hispanics and Asian are at 56% and 69% respectively. It is evident that there is diversity within this group as minorities occupy 53% of these positions for a showing of 100% parity.

FY2016 YEAR END WORK FORCE REPORT

Employees: 131	Total	City %	Alameda ACS	Parity
White	62	47%	NA	NA
African American	31	24%	8%	100%
Hispanic	6	5%	9%	56%
Asian	24	18%	26%	69%
Native Hawaiian	1	1%	.3%	100%
Two or More Races	7	5%	2%	100%
Minorities	69	53%	45%	100%
Female	73	56%	51%	100%

Work Force by Departments

The City is comprised of eighteen departments³. The departments vary in size from nine employees in the City Clerk's Office to 254 employees in the Public Works Department. There is minority representation in every department. Thirteen 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 50% of the positions in the Officials and Managers' occupational category and 61% of the positions in the Professional occupations. In both instances, their figures exceed the relevant ACS market data. (Attachment 2)

In departments where there were significant numbers of hires or promotions during FY2016, a table displaying the hires/promotions totals, percentages and parity ratings is provided along with a summary table of the department's overall work force. However, there were departments whose hires and promotions were too small to be statistically significant. In those instances, only a written summary is provided along with the department's summary table of its work force.

Berkeley Police Department

The Police Department continues to expand their recruitment and outreach efforts towards diversifying their work force. It's outreach efforts have incorporated websites such as Craigslist, JobsinBerkeley, and Law Enforcement Jobs, etc.; professional organizations such as National Asians Peace Officers Association, National Center for Women and Policing, National Forum for Black Public Administrators, etc.; as well as colleges with police enforcement related curriculums such as Cal State East Bay, Saint Mary's College, Sacramento State to name a few. Patrol Officers actively participated in five job fairs and two community events sponsored by various local colleges or community associations during the fiscal year.

³ The City Council Office is not included in this total.

FY2016 YEAR END WORK FORCE REPORT

The Police department had seven hires (sworn personnel) and three promotions during FY2016. Three or 43% of the hires were minority: two Hispanics (male and female) and one male of mixed race. The three internal promotions were to Sergeant (2) and Lieutenant. One of the Sergeant promotions was a female.

The department's work force percentages are hovering just below the Alameda ACS percentages with parity ratings above 85% for African Americans and Asians and 100% for Hispanics and females. (Attachment 16)

Police Department: 167⁴	Total	Department %	Alameda ACS⁵	Parity
White	100	60%	NA	NA
African American	25	15%	16%	94%
Hispanic	19	11%	10%	100%
Asian	20	12%	14%	86%
Native Hawaiian	1	1%	3%	33%
American Native	0	0%	.3%	0%
Two or More Races	2	1%	2%	50%
Minorities	67	40%	45%	89%
Female	34	20%	14%	100%

Berkeley Fire Department

The Fire Department launched a recruitment in February of FY2015 which resulted in the establishment of an eligibility list in April 2015. Due to uncertainties about possible retirements in calendar year 2015, no entry level selections were made from that list until February 2016, which rendered six new recruits consisting of four White males, one African American male and one male of mixed race. Separate from that examination, the department also hired an Asian male in the Fire Marshal position. The department had twelve promotions which included four females and two minorities.

Promotions: 12	Total	Department %	Alameda ACS	Parity
White	10	82%	NA	NA
Asian	1	8%	9%	89%
Native American	1	8%	0%	100%
Minorities	2	17%	33%	52%
Female	4	33%	5%	100%

The work force decreased minimally from 126 a year ago to 125 currently. The department has achieved 100% parity for Hispanics, minorities and females. African American representation declined from 83%

⁴ The total refers to sworn personnel only.

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

FY2016 YEAR END WORK FORCE REPORT

in the previous fiscal year to a showing of 67% currently, while the 78% parity rating for Asians is unchanged from a year ago. The underrepresentation of African Americans and Asians, coupled with the absence of any African American female fire fighters in the department continues to be a focus of the department. The Fire Chief and EEO Officer are cognizant of these underrepresentations and will continue to pursue and employ recruitment strategies to address these areas. (Attachment 9)

Fire Department: 125⁶	Total	Department %	Alameda ACS⁷	Parity
White	83	66%	NA	NA
African American	10	8%	12%	67%
Hispanic	18	14%	10%	100%
Asian	9	7%	9%	78%
Hawaiian Native	0	0%	0%	0%
Native American	2	2%	0%	100%
Two or More Races	3	2%	2%	100%
Minorities	42	35%	33%	100%
Female	13	10%	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. The Auditor’s Office hired two White females and one male of mixed race. The minority male was hired in a professional occupation. The City Clerk hired three female employees: two Whites and one Asian.

Collectively, the five departments’ work force numbers show 100% parity for African Americans, Asians and females. Hispanics are below parity. (Attachments 3, 4, 5, 7, 17)

Departments: 40	Total	Departments’ %	Alameda ACS	Parity
White	21	53%	NA	NA
African American	5	13%	10%	100%
Hispanic	1	3%	21%	14%
Asian	10	25%	23%	100%
Hawaiian Native	0	0%	1%	0%

⁶ Total refers to sworn personnel only.

⁷ The Fire ACS percentages reflect Alameda County’s labor market figures for only Fire sworn personnel

FY2016 YEAR END WORK FORCE REPORT

Departments: 40	Total	Departments' %	Alameda ACS	Parity
American Native	0	0%	.2%	0%
Two or More Races	3	8%	2%	100%
Minorities	19	48%	57%	84%
Female	28	70%	45%	100%

City Manager's Office

The City Manager's staff increased from 24 to 29 employees from a year ago. The department hired four new employees: three Whites (two males, one female) and one African American female. Five minorities consisting of two African Americans, one Asian and two persons of mixed race received promotions into the department. It is noteworthy that one African American (male) and the two persons of mixed race (both females) were promoted to professional positions.

The department shows 100% parity for African Americans, minorities and females. Asians and Hispanics show less than 100% parity. (Attachment 6)

City Manager's Office: 29	Total	Department %	Alameda ACS	Parity
White	12	41%	NA	NA
African Americans	7	24%	10%	100%
Hispanics	1	3%	21%	14%
Asians	5	17%	23%	74%
Native Hawaiian	0	0%	1%	0%
Native American	1	3%	.2%	100%
Two or More Races	3	10%	2%	100%
Minorities	17	59%	57%	100%
Females	14	48%	45%	100%

Finance Department

The Finance department's work force remained constant at 39 employees from the prior year. Five hires included three African Americans (one male and two females), one Hispanic female and one Asian female. One of the African American females was hired in a managerial position and the Asian female was hired in a professional position. Two Asians (male and female) were promoted. It is noteworthy that all of the hires and promotions were minorities.

The department is at 100% parity for African Americans, Asians, females and minorities. Despite the hire of a Hispanic, their parity percentage (48%) remains below parity with the ACS. (Attachment 8)

FY2016 YEAR END WORK FORCE REPORT

Department: 39	Total	Department %	Alameda ACS	Parity
White	5	13%	NA	NA
African American	10	26%	10%	100%
Hispanic	4	10%	21%	48%
Asian	15	38%	23%	100%
Native Hawaiian	0	0%	1%	0%
American Native	0	0%	.2%	0%
Two or More Races	5	13%	2%	100%
Minorities	34	87%	57%	100%
Female	29	74%	45%	100%

HHCS Department

Compared to the work force from a year ago, the department increased from 146 to 168. There were 29 hires during the fiscal year of which 23 were minorities (see below). More significantly, 17 of those 23 minorities were hired in professional positions and two others were hired as managers; 15 of the 17 professional positions are female and one of the managerial positions is female.

Hires: 29	Total	Department %	Alameda ACS	Parity
White	6	21%	NA	NA
African American	9	31%	10%	100%
Hispanic	7	24%	21%	100%
Asian	3	10%	23%	43%
Two or More Races	4	14%	2%	100%
Minorities	23	79%	57%	100%
Female	25	86%	45%	100%

There were thirteen promotions made which included eleven (85%) minority selections (see below). Eight of the eleven minorities were promoted to professional positions and two to managerial positions (both females); and seven of these ten appointments were females.

Promotions: 13	Total	Department %	Alameda ACS	Parity
White	2	15%	NA	NA
African American	5	38%	10%	100%
Hispanic	2	15%	21%	71%
Asian	2	15%	23%	65%

FY2016 YEAR END WORK FORCE REPORT

Promotions: 13	Total	Department %	Alameda ACS	Parity
Two or More Races	2	15%	2%	100%
Minorities	11	85%	57%	100%
Female	10	77%	45%	100%

The Health, Housing and Community Services Department continued to make major strides with regard to its diversity efforts in FY2016 as reflected by its hires and promotions. The department shows 100% parity for African Americans, Hispanics, females and minorities; with Asian at 65% of parity. The department's efforts are commendable. (Attachment 10)

Department: 168	Total	Department %	Alameda ACS	Parity
White	48	29%	NA	NA
African American	49	29%	10%	100%
Hispanic	39	23%	21%	100%
Asian	24	15%	23%	65%
Native Hawaiian	0	0%	1%	0%
American Native	0	0%	.2%	0%
Two or More Races	8	5%	2%	100%
Minorities	120	71%	57%	100%
Female	124	74%	45%	100%

Human Resource Department

One of the smaller departments in the City with a work force of only 21 employees, the staff is well diverse. Retirements and resignations have fostered new hires and promotions. The department had a total of seven hires during the fiscal year. Two of those hires (African American female and male of mixed race) were in professional classifications. Seven female minorities received promotions which included five professional positions. It is noteworthy that all of the hires and promotions in HR were minorities.

Hires: 7	Total	Department %	Alameda ACS	Parity
African American	4	57%	10%	100%
Asian	2	29%	23%	100%
Two or More Races	1	14%	2%	100%
Minorities	7	100%	57%	100%
Female	6	86%	45%	100%

FY2016 YEAR END WORK FORCE REPORT

Promotions: 7	Total	Department %	Alameda ACS	Parity
African American	1	14%	10%	100%
Hispanic	3	43%	21%	100%
Asian	3	43%	23%	100%
Minorities	7	100%	57%	100%
Female	7	100%	45%	100%

The department's work force shows 100% parity for females and all minority groups except Hispanics. (Attachment 11)

Department: 21	Total	Department %	Alameda ACS	Parity
White	2	10%	NA	NA
African American	8	38%	10%	100%
Hispanic	3	14%	21%	61%
Asian	6	29%	23%	100%
Native Hawaiian	0	0%	1%	0%
American Native	0	0%	.2%	0%
Two or More Races	2	10%	2%	100%
Minorities	19	90%	50%	100%
Female	16	76%	45%	100%

Information Technology Department

The department's staff decreased from 37 to 33 employees from a year ago. It made four hires this year and all were minorities: two Asians (male and female), one Hawaiian male and an African American male. The Asian female was appointed as the Director of Information Systems and the other three were hired into senior level professional positions. The department had eight promotions, which included two White females, an Asian male and a Native Hawaiian female promoted to professional positions.

Promotions: 8	Total	Department %	Alameda ACS	Parity
White	5	63%	NA	NA
African American	1	13%	10%	100%
Asian	1	13%	23%	57%
Native Hawaiian	1	13%	1%	100%
Minorities	3	38%	57%	67%
Female	5	63%	45%	100%

FY2016 YEAR END WORK FORCE REPORT

The work force shows 100% parity for African Americans, minorities and females. The parity ratings for Asians is just short of parity at 91%. Hispanics remains constant from a year ago with a similar parity rating of 71%. (Attachment 12)

Department: 33	Total	Department %	Alameda ACS	Parity
White	12	36%	NA	NA
African American	6	18%	10%	100%
Hispanic	5	15%	21%	71%
Asian	7	21%	23%	91%
Native Hawaiian	2	6%	1%	100%
American Native	0	0%	.2%	0%
Two or More Races	1	3%	2%	100%
Minorities	21	64%	57%	100%
Female	15	45%	45%	100%

Parks, Recreation & Waterfront Department

The Parks, Recreation and Waterfront Department’s work force increased from 84 to 96 employees from a year ago. The department had a total of fourteen hires, which included nine (64%) minorities (see below). One minority (mixed race) was hired to a senior supervisor position. There were six promotions; one African American female and an Asian male were promoted to professional positions in that group.

Hires: 14	Total	Department %	Alameda ACS	Parity
White	5	36%	NA	NA
African American	1	7%	10%	100%
Hispanic	2	14%	21%	67%
Asian	2	14%	23%	61%
Native Hawaiian	1	7%	1%	100%
Two or More Races	3	21%	2%	100%
Minorities	9	64%	57%	100%
Female	4	29%	45%	64%

The department shows 100% parity for African Americans and minorities; with Hispanics and females hovering at 80%. The Asian parity rating increased with the two Asian hires, but their overall rating still remains below parity at 48%. (Attachment 14)

FY2016 YEAR END WORK FORCE REPORT

Department: 96	Total	Department %	Alameda ACS	Parity
White	36	38%	NA	NA
African American	26	27%	10%	100%
Hispanic	16	17%	21%	81%
Asian	11	11%	23%	48%
Native Hawaiian	1	1%	1%	100%
American Native	0	0%	.2%	0%
Two or More Races	6	6%	2%	100%
Minorities	60	63%	57%	100%
Female	35	36%	45%	80%

Planning Department

The work force increased minimally from 69 to 72 employees, primarily the result of six new hires. Four (67%) of the hires were minorities. An Asian female was hired to a professional position.

Hires: 6	Total	Department %	Alameda ACS	Parity
White	2	33%	NA	NA
Hispanic	2	33%	21%	100%
Asian	2	33%	23%	100%
Minorities	4	67%	57%	100%
Female	2	33%	45%	73%

Seven of the eight promotions were made to females which included three professional positions. Three African American females were in this group and one was promoted to a senior level supervisory position. More than half of the promotions were minorities.

Promotions: 8	Total	Department %	Alameda ACS	Parity
White	3	38%	NA	NA
African American	3	38%	10%	100%
Hispanic	1	13%	21%	62%
Two or More Races	1	13%	2%	100%
Minorities	5	63%	57%	100%
Female	7	88%	45%	100%

The work force shows 100% parity for African Americans and females. The department has continued its diversity efforts this past fiscal year as demonstrated by the increase in Hispanics from 7 a year ago

FY2016 YEAR END WORK FORCE REPORT

to 10 and an increase in Asians from 7 to 9. Despite the increase, the parity figures for these two group remain low, at 62% and 52% respectively. (Attachment 15)

Department: 72	Total	Department %	Alameda ACS	Parity
White	37	51%	NA	NA
African American	15	21%	10%	100%
Hispanic	10	14%	21%	62%
Asian	9	13%	23%	52%
Native Hawaiian	0	0%	1%	0%
American Native	0	0%	.2%	0%
Two or More Races	1	1%	2%	50%
Minorities	35	49%	57%	81%
Female	42	58%	45%	100%

Public Works Department

This department had the largest staff (254) in the City at the fiscal year’s end. Public Works had thirty hires of which more than half, 18 or 57% were minorities. Six of the hires were in professional classifications. It is noteworthy that all six of those professional hires were minorities: three African American females, two Asian males and one Hispanic male.

Hires: 30	Total	Department %	Alameda ACS	Parity
White	12	40%	NA	NA
African American	8	27%	10%	100%
Hispanic	8	27%	21%	100%
Asian	2	7%	23%	30%
Minorities	18	57%	57%	100%
Female	7	23%	45%	51%

There were fourteen promotions, of which 9 or 64% were minorities. One African American male was promoted to a senior managerial position and an Asian male was promoted to a professional position.

Promotions: 14	Total	Department %	Alameda ACS	Parity
White	5	36%	NA	NA
African American	4	29%	10%	100%
Hispanic	3	21%	21%	100%
Asian	2	14%	23%	61%

FY2016 YEAR END WORK FORCE REPORT

Promotions: 14	Total	Department %	Alameda ACS	Parity
Minorities	9	64%	57%	100%
Female	1	7%	45%	16%

With a minimal decrease in its workforce from 257 to 254 from a year ago, the department's minority representation is still over 70%, which is 100% parity with the ACS. With the above hires, Hispanics increased their parity rating from 90% a year ago to 100%, while Asians remain constant over this past year with a showing of 57% 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. (Attachment 18)

Department: 254	Total	Department %	Alameda ACS	Parity
White	68	27%	NA	NA
African American	89	35%	10%	100%
Hispanic	59	23%	21%	100%
Asian	32	13%	23%	57%
Native Hawaiian	1	.4%	1%	40%
American Native	1	.4%	.2%	100%
Two or More Races	4	2%	2%	100%
Minorities	186	73%	57%	100%
Female	43	17%	45%	38%

Library Services

The Library staff increased from 127 to 131 in FY2016. Compared to FY2015 during which it had only one hire, in FY2016 the Library had six hires, which included four (67%) minorities. There were nine promotions consisting of nine (78%) minorities. Their recruitment and promotional efforts are commended.

Hires: 6	Total	Department %	Alameda ACS	Parity
White	2	33%	NA	NA
African American	1	17%	10%	100%
Asian	2	33%	23%	100%
Two or More Races	1	17%	23%	74%
Minorities	4	67%	57%	100%
Female	3	50%	45%	100%

FY2016 YEAR END WORK FORCE REPORT

Promotions: 9	Total	Department %	Alameda ACS	Parity
White	2	22%	NA	NA
African American	2	22%	10%	100%
Hispanic	2	22%	21%	100%
Asian	3	33%	23%	100%
Minorities	7	78%	57%	100%
Female	5	56%	45%	100%

The staff shows 100% parity for African Americans, Asians, females and minorities; with only the Hispanic work force showing underrepresentation at a 52% parity rating. (Attachment 13)

Department: 132	Total	Department %	Alameda ACS	Parity
White	54	41%	NA	NA
African American	27	20%	10%	100%
Hispanic	15	11%	21%	52%
Asian	31	23%	23%	100%
Native Hawaiian	0	0%	1%	0%
American Native	1	1%	.2%	100%
Two or More Races	4	3%	2%	100%
Minorities	78	59%	57%	100%
Female	74	56%	45%	100%

Rent Board

The Board, with a small staff of only 21 employees. The Board had one hire (White female) and one promotion of a Hispanic male to a professional position. It has achieved 100% parity for African Americans and females. The Hispanic and Asian work forces are short of parity. (Attachment 19)


Rent Board: 20	Total	Department %	Alameda ACS	Parity
White	9	45%	NA	NA
African American	6	30%	10%	100%
Hispanic	1	5%	21%	24%
Asian	3	15%	23%	65%
Native Hawaiian	0	0%	1%	0%
American Native	0	0%	.2%	0%

FY2016 YEAR END WORK FORCE REPORT

Rent Board: 20	Total	Department %	Alameda ACS	Parity
Two or More Races	1	5%	2%	100%
Minorities	11	55%	57%	96%
Female	12	60%	45%	100%

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

Approved for distribution:



Sarah Reynoso, Director of Human Resources

Attachments

- Attachment 1: Population of Departments by Ethnicity & Gender (6/2016)
- Attachment 2: City Work Force by Occupational Categories, Race & Gender (6/2016)
- Attachments 3 thru 19: Work Force Reports by Departments (6/2016)
- Attachment 20: List of managerial and supervisory positions included in analysis

cc: Zachary Cowan, Interim Deputy City Manager

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 (ACS); and Bay Area ACS which incorporates San Francisco, Oakland and Fremont metropolitan areas. In 1989 the City Council determined that these designated ACS 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 DECEMBER 2015

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				
				42%		25%		15%		15%		0%		0%		3%					
CITY ATTORNEY	10	3	7	1	4	0	1	0	0	2	1	0	0	0	0	0	0	0	1	5	50.0%
CITY AUDITOR *	12	5	7	2	4	0	1	0	0	2	2	0	0	0	0	0	0	1	0	6	50.0%
CITY CLERK	9	1	8	1	4	0	1	0	0	0	2	0	0	0	0	0	0	0	1	4	44.4%
CITY MANAGER	29	15	14	7	5	3	4	1	0	3	2	0	0	1	0	0	0	0	3	17	58.6%
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	39	10	29	1	4	2	8	1	3	5	10	0	0	0	0	0	0	1	4	34	87.2%
FIRE	139	115	24	74	12	10	3	16	3	10	6	0	0	2	0	0	0	3	0	53	38.1%
HEALTH & HOUSING COMMUNITY SERVICES	168	44	124	15	33	10	39	10	29	6	18	0	0	0	0	0	0	3	5	120	71.4%
HUMAN RESOURCES	21	5	16	0	2	2	6	0	3	2	4	0	0	0	0	0	0	1	1	19	90.5%
INFORMATION TECHNOLOGY	33	18	15	6	6	2	4	3	2	5	2	1	1	0	0	0	0	1	0	21	63.6%
LIBRARY	131	57	74	28	25	15	12	6	9	8	23	0	0	0	0	1	0	0	4	78	59.5%
PARKS	96	61	35	23	13	13	13	13	3	7	4	1	0	0	0	0	0	4	2	60	62.5%
PLANNING	72	30	42	20	17	4	11	5	5	1	8	0	0	0	0	0	0	0	1	35	48.6%
POLICE	252	156	96	90	34	29	37	15	12	20	10	1	0	0	0	0	0	1	3	128	50.8%
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	254	211	43	54	14	73	16	54	5	25	7	0	1	1	0	0	0	4	0	186	73.2%
RENT BOARD	20	8	12	5	4	0	6	1	0	1	2	0	0	0	0	0	0	1	0	11	55.0%
TOTAL	1294	742	552	329	184	164	163	125	75	97	102	3	2	4	1	1	1	20	25	781	60.4%
CITY REPRESENTATION		57.3%	42.7%	25.4%	14%	12.7%	12.6%	9.7%	5.8%	7.5%	7.9%	0.2%	0.2%	0.3%	0.1%	1.5%	1.9%				
GROUP REPRESENTATION				42%		25%		15%		15%		0%		0%		3%					

* NOTE: Elected Officials are not included in totals.

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of JUNE 2016

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	1294	743	551	331	183	164	163	125	71	96	106	3	2	4	1	20	25	780
CALIFORNIA ACS		57.4%	42.6%	25.6%	14.1%	12.7%	12.6%	10%	5.5%	7.4%	8%	0%	0%	0.3%	0.1%	1.5%	1.9%	60.3%
ALAMEDA 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%
OFFICIALS/MANAGERS REPRESENTATION	99	49	50	27	23	9	15	3	3	6	7	1	0	0	0	3	2	49
CALIFORNIA ACS		49.5%	50.5%	27.3%	23%	9.1%	15.2%	3.0%	3.0%	6.1%	7.1%	1%	0%	0.0%	0.0%	3.0%	2.0%	49.5%
PROFESSIONALS REPRESENTATION	285	112	173	47	73	21	32	11	22	28	39	0	1	1	0	4	6	165
METRO BAY AREA ACS		39%	61%	16.5%	25.6%	7.4%	11%	3.9%	7.7%	10%	14%	0%	0%	0.4%	0.0%	1.4%	2.1%	56%
AMINISTRATIVE SUPPORT REPRESENTATION	227	52	175	20	29	13	68	9	24	9	42	0	0	0	1	1	11	178
ALAMEDA ACS		22.9%	77.1%	9%	12.8%	5.7%	30.0%	4.0%	10.6%	4.0%	18.5%	0.0%	0.0%	0.0%	0.4%	0.4%	4.8%	78%
TECHNICIANS REPRESENTATION	52	34	18	21	6	2	4	3	4	5	4	0	0	0	0	3	0	25
METRO BAY AREA ACS		65.4%	34.6%	40.4%	11.5%	3.8%	7.7%	6%	7.7%	9.6%	7.7%	0%	0%	0.0%	0.0%	5.8%	0.0%	48%
SKILLED CRAFT REPRESENTATION	86	72	14	30	3	9	4	18	6	11	0	0	0	0	0	4	1	53
METRO BAY AREA ACS		83.7%	16%	34.9%	3%	10.5%	4.7%	20.9%	7.0%	12.8%	0.0%	0.0%	0.0%	0.0%	4.7%	1.2%	1.2%	61.6%
SERVICE MAINTENANCE REPRESENTATION	183	158	25	23	6	71	11	50	4	11	2	1	1	1	1	1	1	154
ALAMEDA ACS		86.3%	13.7%	12.6%	3.3%	38.8%	6.0%	27%	2.2%	6.0%	1.1%	1%	1%	0.5%	0.0%	0.5%	0.5%	84.2%
PROTECTIVE SERVICES REPRESENTATION	362	266	96	163	43	39	29	31	8	26	12	1	0	2	0	4	4	156
ALAMEDA ACS		73.5%	26.5%	45.0%	11.9%	10.8%	8.0%	9%	2.2%	7.2%	3.3%	0%	0%	0.6%	0.0%	1.1%	1.1%	43.1%
		83.1%	16.9%	37.3%	6.4%	19%	4.4%	10.6%	1.8%	11.1%	3.9%	1.4%	0.3%	0.3%	0.1%	2.3%	0.1%	55.3%

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of JUNE 2016

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	10	3 30.0%	7 70.0%	1 10.0%	4 40.0%	0 0.0%	1 10.0%	0 0.0%	0 0.0%	2 20.0%	1 10%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 10.0%	5 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	1	0 0%	1 100%	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%
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%	1 20.0%	1 20%	0 0.0%	1 20.0%	0 0.0%	0 0.0%	2 40.0%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0%	3 60.0%
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	4	0 0.0%	4 100%	0 0%	2 50%	0 0.0%	0 0%	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%	1 25.0%	2 50.0%
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 JUNE 2016

CITY AUDITORS 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	12	5 41.7%	7 58.3%	2 16.7%	4 33.3%	0 0.0%	1 8.3%	0 0.0%	0 0.0%	2 16.7%	2 17%	0 0%	0 0%	0 0.0%	0 0.0%	1 8.3%	0 0.0%	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%
OFFICIAL/S/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%
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%	1 20%	1 20.0%	0 0.0%	0 0.0%	0 0.0%	0 0%	1 20%	1 20%	0 0%	0 0%	0 0.0%	0 0.0%	1 20.0%	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	3	1 33.3%	2 67%	0 0%	1 33.3%	0 0.0%	1 33%	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%
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 JUNE 2016

CITY CLERKS 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	9	1	8	1	4	0	1	0	0	0	2	0	0	0	0	0	0	1	4
		11.1%	88.9%	11.1%	44.4%	0.0%	11.1%	0.0%	0.0%	0.0%	22%	0%	0%	0.0%	0.0%	0.0%	0.0%	11.1%	44.4%
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%	
OFFICIALS/MANAGERS REPRESENTATION	4	1	3	1	2	0	0	0	0	0	0	0	0	0	0	0	1	1	
		25%	75%	25%	50%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	25%	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	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	
		0.0%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	0%	0%	0.0%	0.0%	0.0%	0.0%	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	4	0	4	0	2	0	1	0	0	0	1	0	0	0	0	0	0	2	
		0.0%	100%	0%	50%	0.0%	25%	0.0%	0.0%	0.0%	25%	0%	0%	0.0%	0.0%	0.0%	0.0%	50%	
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 JUNE 2016

CITY MANAGERS'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	29	15	14	7	5	3	4	1	0	3	2	0	0	1	0	0	0	3	17
		51.7%	48.3%	24.1%	17.2%	10.3%	13.8%	3.4%	0.0%	10.3%	7%	0%	0%	3.4%	0.0%	0.0%	10.3%	58.6%	
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	8	5	3	2	0	1	2	0	0	2	0	0	0	0	0	0	0	1	6
		62.5%	37.5%	25.0%	0.0%	12.5%	25.0%	0.0%	0.0%	25.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	12.5%	75.0%
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	4	3	2	1	1	1	0	0	1	0	0	0	0	0	0	0	1	4
		57.1%	42.9%	28.6%	14.3%	14.3%	14.3%	0.0%	0.0%	14.3%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	14.3%	57.1%
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	5	1	4	1	1	0	1	0	0	0	2	0	0	0	0	0	0	0	3
		20.0%	80%	20%	20%	0.0%	20%	0.0%	0%	0.0%	40%	0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	60%
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%	
SERVICE MAINTENANCE REPRESENTATION	7	4	3	1	2	1	0	1	0	0	0	0	0	1	0	0	0	1	4
		57%	43%	14.3%	28.6%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	0%	0%	14.3%	0.0%	0.0%	0.0%	14.3%	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%	0.8%	0.7%	74.9%	
TECHNICIANS REPRESENTATION	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		50%	50%	50%	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%
ALAMEDA 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%	54.0%	

2010 ACS Data

Attachment 6

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of JUNE 2016

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 2016

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			
DEPARTMENT REPRESENTATION	39	10	29	1	4	2	8	1	3	5	10	0	0	0	0	1	4	34
		25.6%	74.4%	2.6%	10.3%	5.1%	20.5%	2.6%	7.7%	12.8%	26%	0%	0%	0.0%	0.0%	2.6%	10.3%	87.2%
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	5	3	2	0	0	1	1	0	0	2	1	0	0	0	0	0	0	5
		60%	40%	0%	0%	20%	20.0%	0.0%	0.0%	40%	20%	0%	0%	0.0%	0.0%	0.0%	0.0%	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	10	2	8	0	2	0	1	0	0	2	4	0	0	0	0	0	1	8
		20%	80%	0.0%	20.0%	0.0%	10.0%	0.0%	0.0%	20%	40.0%	0%	0%	0.0%	0.0%	0.0%	10.0%	80.0%
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	22	5	17	1	2	1	6	1	2	1	4	0	0	0	0	1	3	19
		23%	77%	5%	9.1%	4.5%	27.3%	4.5%	9.1%	4.5%	18.2%	0%	0%	0.0%	0.0%	4.5%	13.6%	86.4%
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	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	2
		0%	100%	0.0%	0%	0%	0.0%	0%	50%	0.0%	50%	0%	0%	0.0%	0.0%	0.0%	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%

2010 ACS Data

Attachment 8

CITY WORK OCCUPATIONAL CATEGORIES, RACE & GENDER

As of JUNE 2016

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	125	112	13	73	10	10	0	16	2	8	1	0	0	2	0	3	0	42
ALAMEDA ACS	95.3%	89.6%	10.4%	58.4%	8.0%	8.0%	0.0%	12.8%	1.6%	6.4%	1%	0%	0%	1.6%	0.0%	2.4%	0.0%	33.6%
CHIEF, DEPUTY CHIEF REPRESENTATION	2	1	1	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	50%	50%	50.0%	0.0%	50%	0.0%	0%	0%	0.0%	50.0%	0%	0%	0%	0.0%	0.0%	0.0%	0%	50%
ASSIST-BATTALION CHIEF REPRESENTATION	6	6	0	83.3%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	16.7%
ALAMEDA ACS	96.4%	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	4	4	0	50%	0.0%	0.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	50.0%
ALAMEDA ACS	96.4%	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 II REPRESENTATION	25	23	2	20	1	2	0	1	1	0	0	0	0	0	0	0	0	4
ALAMEDA ACS	92%	92%	8%	80%	4%	8%	0.0%	4%	4.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	16%
FIRE MARSHAL REPRESENTATION	1	1	0	0%	0.0%	0.0%	0.0%	0%	0.0%	100%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	100%
ALAMEDA ACS	100%	100%	0.0%	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%
FIRE INSPECTOR REPRESENTATION	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
ALAMEDA ACS	0.0%	0.0%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	0%	0%	0.0%	0.0%	0.0%	0.0%	100%
FIREFIGHTERS REPRESENTATION	83	76	7	45	7	8	0	13	0	5	0	0	0	2	0	3	0	31
ALAMEDA ACS	91.6%	91.6%	8.4%	54.2%	8.4%	9.6%	0.0%	15.7%	0.0%	6.0%	0.0%	0%	0%	2.4%	0.0%	3.6%	0.0%	37.3%
PARAMEDIC SUPERVISOR REPRESENTATION	3	1	2	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%	33.3%	66.7%	33.3%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	33.3%
NON - SWORN * REPRESENTATION	14	3	11	1	2	0	3	0	1	2	5	0	0	0	0	0	0	11
ALAMEDA ACS	21.4%	21.4%	79%	7.1%	14%	0.0%	21.4%	0%	7%	14%	36%	0%	0%	0.0%	0.0%	0.0%	0.0%	79%
	57.9%	42.1%	19.7%	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 JUNE 2016

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	168	44	124	15	33	10	39	10	29	6	18	0	0	0	0	0	3	5	120
		26.2%	73.8%	8.9%	19.6%	6.0%	23.2%	6.0%	17.3%	3.6%	11%	0%	0%	0.0%	0.0%	0.0%	1.8%	3.0%	71.4%
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%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	19	5	14	2	6	1	7	1	0	0	1	0	0	0	0	0	1	0	11
		26.3%	73.7%	11%	32%	5.3%	37%	5%	0.0%	0%	5%	0%	0%	0.0%	0.0%	0.0%	5.3%	0%	58%
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	96	29	67	12	22	6	14	4	17	5	12	0	0	0	0	0	2	2	62
		30.2%	69.8%	12.5%	22.9%	6.3%	14.6%	4.2%	17.7%	5.2%	12.5%	0%	0%	0.0%	0.0%	0.0%	2.1%	2.1%	64.6%
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%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	28	4	24	0	1	1	12	2	5	1	4	0	0	0	0	0	0	2	27
		14%	86%	0%	3.6%	3.6%	42.9%	7.1%	17.9%	3.6%	14.3%	0%	0%	0.0%	0.0%	0.0%	0.0%	7.1%	96.4%
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	3	1	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1
		33%	67%	33%	33%	0%	0.0%	0%	33.3%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	33%
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%
SKILLED CRAFT REPRESENTATION	14	1	13	0	2	0	4	1	6	0	0	0	0	0	0	0	0	1	12
		7.1%	92.9%	0%	14.3%	0.0%	28.6%	7.1%	42.9%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	7.1%	85.7%
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%	0.0%	1%	0.0%	56.0%
SERVICE MAINTENANCE REPRESENTATION	8	4	4	0	1	2	2	2	0	0	1	0	0	0	0	0	0	0	7
		50.0%	50.0%	0.0%	12.5%	25.0%	25.0%	25.0%	0.0%	0.0%	12.5%	0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	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%	0.2%	0.8%	0.7%	74.9%

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of JUNE 2016

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	21	5	16	0	2	2	6	0	3	2	4	0	0	0	0	1	1	19
		24%	76%	0.0%	10%	10%	29%	0.0%	14%	9.5%	19%	0%	0%	0.0%	0.0%	5%	5%	90.5%
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	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	2
		0%	100%	0%	0%	0%	0.0%	0.0%	100%	0%	0%	0%	0%	0.0%	0.0%	0.0%	0.0%	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	10	4	6	0	1	2	2	0	0	2	3	0	0	0	0	0	0	9
		40%	60%	0.0%	10.0%	20.0%	20.0%	0.0%	0.0%	20%	30.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	90.0%
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	8	0	8	0	1	0	4	0	1	0	1	0	0	0	0	0	1	7
		0%	100%	0%	13%	0.0%	50.0%	0.0%	12.5%	0.0%	13%	0%	0%	0.0%	0.0%	0.0%	12.5%	88%
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 JUNE 2016

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			
DEPARTMENT REPRESENTATION	33	18	15	6	6	2	4	3	2	5	2	1	1	0	0	1	0	21
ALAMEDA ACS		55%	45%	18.2%	18.2%	6.1%	12.1%	9.1%	6.1%	15.2%	6%	3%	3%	0.0%	0.0%	3.0%	0.0%	63.6%
OFFICIAL/S/MANAGERS REPRESENTATION	5	1	3	0	2	0	0	0	0	0	1	1	0	0	0	1	0	3
CALIFORNIA ACS		20%	60%	0%	40%	0.0%	0.0%	0%	0.0%	0.0%	20.0%	20%	0%	0.0%	0.0%	20.0%	0.0%	60%
PROFESSIONALS REPRESENTATION	18	14	4	4	2	2	0	3	1	5	0	0	1	0	0	0	0	12
BAY AREA ACS		77.8%	22.2%	22.2%	11%	11.1%	0.0%	16.7%	5.6%	28%	0.0%	0%	6%	0.0%	0.0%	0.0%	0.0%	66.7%
AMINISTRATIVE SUPPORT REPRESENTATION	9	1	8	1	2	0	4	0	1	0	1	0	0	0	0	0	0	6
ALAMEDA ACS		11.1%	88.9%	11%	22.2%	0.0%	44.4%	0.0%	11.1%	0.0%	11.1%	0%	0%	0.0%	0.0%	0.0%	0.0%	66.7%
TECHNICIANS REPRESENTATION	1	1	0	1	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%	0.0%	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 JUNE 2016

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	132	58	74	29	25	15	12	6	9	8	23	0	0	0	1	0	4	78
		43.9%	56.1%	22.0%	18.9%	11.4%	9.1%	5%	6.8%	6.1%	17%	0%	0%	0.3%	0.8%	0.0%	3.0%	59.1%
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	4	2	2	1	2	1	0	0	0	0	0	0	0	0	0	0	0	1
		50.0%	50.0%	25.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	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	39	16	23	11	12	4	2	0	1	1	7	0	0	0	0	0	1	16
		41%	59%	28.2%	30.8%	10.3%	5%	0.0%	2.6%	3%	18%	0%	0%	0.0%	0.0%	0.0%	2.6%	41.0%
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	83	34	49	14	11	9	10	6	8	5	16	0	0	0	1	0	3	58
		41.0%	59.0%	17%	13.3%	10.8%	12.0%	7.2%	9.6%	6.0%	19.3%	0%	0%	0.0%	1.2%	0.0%	3.6%	69.9%
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	2	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1
		100%	0.0%	50%	0.0%	0.0%	0.0%	0.0%	0.0%	50%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	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%	56.0%
SERVICE MAINTENANCE REPRESENTATION	3	3	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0	2
		100%	0.0%	33.3%	0.0%	33.3%	0.0%	0%	0.0%	33.3%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	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%
TECHNICIANS 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%	0.0%	0.0%	0.0%
ALAMEDA 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 June 2016

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	96	61	35	23	13	13	13	13	13	3	7	4	1	0	0	0	4	2	60
		64%	36%	24.0%	14%	13.5%	13.5%	14%	3.1%	7.3%	4%	1%	0%	0.0%	0.0%	4.2%	2.1%	62.5%	
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	16	7	9	4	6	2	2	0	0	0	1	0	0	0	0	1	0	6	
		43.8%	56.3%	25.0%	38%	12.5%	12.5%	0.0%	0.0%	0.0%	6.3%	0%	0%	0.0%	0.0%	6.3%	0.0%	37.5%	
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	9	4	5	1	2	0	2	1	0	2	1	0%	0%	0	0	0	0	6	
		44%	56%	11%	22%	0.0%	22%	11%	0.0%	22.2%	11.1%	0%	0%	0.0%	0.0%	0.0%	0.0%	67%	
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	9	1	8	1	0	0	5	0	1	0	1	0	0	0	0	0	0	8	
		11.1%	88.9%	11%	0.0%	0.0%	55.6%	0.0%	11.1%	0.0%	11.1%	0%	0%	0.0%	0.0%	0.0%	0.0%	88.9%	
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	23	22	1	9	1	2	0	5	0	3	0	0	0	0	0	3	0	13	
		95.7%	4.3%	39.1%	4.3%	8.7%	0.0%	22%	0.0%	13.0%	0.0%	0%	0%	0.0%	0.0%	13.0%	0.0%	56.5%	
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%	0.3%	1%	0.0%	56.0%	
SERVICE MAINTENANCE REPRESENTATION	36	25	10	7	3	9	4	7	2	2	1	1	0	0	0	0	0	26	
		69.4%	27.8%	19.4%	8.3%	25.0%	11.1%	19.4%	5.6%	5.6%	2.8%	3%	0%	0.0%	0.0%	0.0%	0.0%	72.2%	
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	2	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1	
		33%	67%	33.3%	33%	0%	0.0%	0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	33%	33%	
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 JUNE 2016

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	72	30	42	20	17	4	11	5	5	1	8	0	0	0	0	0	0	1	35
		41.7%	58.3%	27.8%	23.6%	5.6%	15.3%	6.9%	6.9%	1.4%	11%	0%	0%	0.0%	0.0%	0.0%	0.0%	1.4%	48.6%
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%	
OFFICIALSMANAGERS REPRESENTATION	11	7	4	6	2	0	1	1	0	0	1	0	0	0	0	0	0	0	3
		63.6%	36.4%	54.5%	18.2%	0.0%	9.1%	9.1%	0.0%	0.0%	9.1%	0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	27.3%
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	27	7	20	4	13	2	2	1	0	0	4	0	0	0	0	0	0	1	10
		26%	74%	15%	48%	7.4%	7%	4%	0.0%	0.0%	15%	0%	0%	0.0%	0.0%	0.0%	0.0%	4%	37%
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	13	2	11	1	2	1	4	0	3	0	2	0	0	0	0	0	0	0	10
		15.4%	84.6%	8%	15.4%	7.7%	30.8%	0.0%	23.1%	0.0%	15.4%	0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	77%
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	21	14	7	9	0	1	4	3	2	1	1	0	0	0	0	0	0	0	12
		67%	33%	42.9%	0%	.5%	19.0%	14%	9.5%	4.8%	4.8%	0%	0%	0.0%	0.0%	0.0%	0.0%	57%	
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 OCCUPATIONAL CATEGORIES, RACE & GENDER

As of JUNE 2016

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	M	F		
DEPARTMENT REPRESENTATION	167	133	34	82	18	19	6	13	6	17	3	1	0	0	0	0	1	1	67
ALAMEDA ACS		79.6%	20.4%	49.1%	10.8%	11.4%	3.6%	7.8%	3.6%	10.2%	2%	1%	0%	0.0%	0.0%	0.6%	0.6%	40.1%	
POLICE CHIEF REPRESENTATION	1	100%	0.0%	100%	0%	0.0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0
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%	
CAPTAINS REPRESENTATION	3	2	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
ALAMEDA ACS		66.7%	33.3%	67%	0.0%	0.0%	33%	0.0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	33.3%	
LIEUTENANTS REPRESENTATION	9	7	2	5	2	1	0	0	0	1	0	0	0	0	0	0	0	0	2
ALAMEDA ACS		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%	
SERGEANTS REPRESENTATION	30	21	9	13	7	3	1	2	1	3	0	0	0	0	0	0	0	10	
ALAMEDA ACS		70%	30.0%	43%	23.3%	10.0%	3.3%	7%	3.3%	10.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	33%	
POLICE OFFICERS REPRESENTATION	124	102	22	61	9	15	4	11	5	13	3	1	0	0	0	1	1	54	
ALAMEDA ACS		82.3%	17.7%	49.2%	7.3%	12.1%	3.2%	8.9%	4.0%	10.5%	2.4%	1%	0%	0.0%	0.0%	0.8%	0.8%	43.5%	
NON - SWORN REPRESENTATION	85	23	62	8	16	10	31	2	6	3	7	0	0	0	0	0	0	61	
ALAMEDA ACS		27.1%	73%	9.4%	19%	11.8%	36.5%	2%	7%	8.2%	8.2%	0%	0%	0.0%	0.0%	0.0%	0.0%	72%	
		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%	

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of JUNE 2016

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%	
AMINISTRATIVE 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%	

2010 ACS Data

Attachment 17

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of JUNE 2016

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			
DEPARTMENT REPRESENTATION	254	211	43	54	14	73	16	54	5	25	7	0	1	1	0	4	0	186
		83.1%	16.9%	21.3%	5.5%	28.7%	6.3%	21%	2.0%	9.8%	3%	0%	0%	0.4%	0.0%	1.6%	0.0%	73.2%
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	15	12	3	6	2	3	1	1	0	2	0	0	0	0	0	0	0	7
		80.0%	20.0%	40.0%	13%	20.0%	6.7%	6.7%	0.0%	13.3%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	46.7%
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	32	17	15	7	6	3	3	1	2	5	4	0	0	1	0	0	0	19
		53%	47%	21.9%	18.8%	9.4%	9%	3.1%	6.3%	16%	13%	0%	0%	3.1%	0.0%	0.0%	0.0%	59.4%
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	13	1	12	0	2	1	7	0	1	0	2	0	0	0	0	0	0	11
		7.7%	92.3%	0%	15.4%	7.7%	53.8%	0.0%	7.7%	0.0%	15.4%	0%	0%	0.0%	0.0%	0.0%	0.0%	84.6%
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	18	13	5	7	4	1	0	0	0	3	1	0	0	0	0	2	0	7
		72.2%	27.8%	38.9%	22.2%	5.6%	0.0%	0%	0.0%	16.7%	5.6%	0%	0%	0.0%	0.0%	11.1%	0.0%	38.9%
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	47	47	0	20	0	7	0	12	0	7	0	0	0	0	0	1	0	27
		100.0%	0.0%	42.6%	0.0%	14.9%	0.0%	25.5%	0.0%	14.9%	0.0%	0%	0%	0.0%	0.0%	2.1%	0.0%	57.4%
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	129	121	8	14	0	58	5	40	2	8	0	0	1	0	0	1	0	115
		93.8%	6.2%	10.9%	0.0%	45.0%	3.9%	31%	1.6%	6.2%	0.0%	0%	1%	0.0%	0.0%	0.8%	0.0%	89.1%
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%	0.8%	0.7%	74.9%

CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of JUNE 2016

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	8 40.0%	12 60.0%	5 25.0%	4 20.0%	0 0.0%	6 30.0%	1 5.0%	0 0.0%	1 5.0%	2 10%	0 0%	0 0%	0 0%	0 0%	1 5.0%	0 0%	11 55.0%
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	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%
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	5	1 20.0%	4 80.0%	1 20%	0 0.0%	0 0.0%	3 60%	0 0.0%	0 0.0%	0 0.0%	1 20%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 80.0%
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 19

MANAGERS AND SUPERVISORS

1. Accounting Manager
2. Administration & Fiscal Services Manager
3. Animal Services Manager
4. Assistant Building & Safety Manager
5. Assistant To The City Manager
6. Audit Manager
7. Budget Manager
8. Building & Safety Manager
9. Circulation Services Manager
10. Code Enforcement Officer
11. Communications Manager
12. Crime Scene Supervisor
13. Customer Service Manager
14. Deputy City Attorney III
15. Economic Development Manager
16. Employee Relations Manager
17. Environmental Health Supervisor
18. Energy Program Manager
19. Equipment Superintendent
20. Facilities Maintenance Superintendent
21. General Services Manager
22. Hazardous Materials Manager

23. Health Nutrition Program Coordinator
24. Health Officer
25. Health Planning, Education & Promotion Supervisor
26. Health Services Supervisor

MANAGERS AND SUPERVISORS

Page 2

27. Housing Inspector Supervisor
28. Land Use Planning Manager
29. Library Information System Administrator
30. Library Literacy Program Coordinator
31. Library Services Manager
32. Manager of Aging Services
33. Manager of Engineering
34. Manager of Environmental Health
35. Manager of Housing & Community Services
36. Manager of Mental Health Services
37. Manager, Family Health and Nursing Services
38. Mental Health Clinical Supervisor
39. Mental Health Program Supervisor
40. Occupational Health & Safety Officers
41. Parking Services Manager
42. Parks Superintendent
43. Permit Center Coordinator
44. Police Review Commission Officer
45. Principle Planner
46. Psychiatrist Supervisor
47. Public Works Maintenance Supervisor
48. Records Manager
49. Recreation & Youth Services Manager
50. Recreation Coordinator

51. Recreation Program Supervisor
52. Revenue Collection Manager
53. Senior Accountant
54. Senior Behavioral Health Clinician

55. Senior Building Maintenance Supervisor
 56. Senior Buyer
 57. Senior Citizen Center Director
 58. Senior Community Develop Project Coordinator
 59. Senior Electrical Supervisor
 60. Senior Equipment Supervisor
 61. Senior Forestry Supervisor
 62. Senior Health Management Analyst
 63. Senior Health Service Program Specialist
 64. Senior Human Resources Analyst
 65. Senior Landscape Gardener Supervisor
 66. Senior Management Analyst
 67. Senior Solid Waste Supervisor
 68. Senior Systems Analyst
 69. Solid Waste & Recycling Manager
 70. Supervising Building Inspector
 71. Supervising Civil Engineer
 72. Supervising Librarian
 73. Supervising Public Health Nursing
 74. Supervising Traffic Engineer
 75. Training Officer
 76. Transportation Manager
 77. Waterfront Manager
-

OCCUPATIONAL CATEGORIES

The distinctive characteristics of each occupational category and the various job classifications which make up the various categories are provided below:

1 Officials and Managers: Occupations in which employees set or execute broad policies, direct individual departments or special phases of the City's operations. Typical classifications include department directors and deputy directors, chiefs and assistant chiefs, superintendents and controllers.

2 Professionals: Occupations which require specialized and theoretical knowledge, typically acquired through college training or work experience. Typical classifications include personnel or labor relations workers, social workers, doctors and psychologists, lawyers, management analysts, accountants, engineers, rehabilitation counselors, etc.

3 Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post secondary school education or equivalent on-the-job training. Typical classifications include computer programmers, surveyors, licensed nurses, building/housing inspectors, graphic designers and accounting technicians.

4 Administrative Support: Occupations which entail administrative support, workers responsible for internal and external communications, recording and retrieval of data/information. Typical classifications include secretaries, office and accounting specialists, library assistants and aides, customer services specialists, dispatchers, and payroll clerks.

5 Skilled Craft: Occupations which require special manual skill and comprehensive knowledge of the processes involved, which are acquired through on-the-job training, experience, or through apprenticeship formal training. Typical classifications include mechanics, electricians, forestry climbers, skilled machining occupations, carpenters, heavy equipment operators, administrative assistants, animal control officers, portable meals coordinators and library specialists.

6 Service Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public, which include the upkeep and care of buildings, facilities or grounds of public property. Typical classifications include truck and bus drivers, custodial personnel, gardeners and groundskeepers, refuse collectors, and construction workers.

8 Protective Service Workers: Occupations which are entrusted with public safety. Typical classifications include police and fire.