



Office of the City Manager

March 7, 2018

To: Honorable Mayor and City Councilmembers

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

Subject: FY 2018 Mid-Year Work Force Report

Please see the attached work force report for the first half of FY 2018, prepared by the City's Equal Employment Opportunity (EEO) and Diversity Officer, Dennis Feggans. 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.

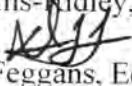
Attachment

cc: Jovan Grogan, Deputy City Manager
LaTanya Bellow, Human Resources Director
Mark Numainville, City Clerk
Ann-Marie Hogan, City Auditor
Matthai Chakko, Assistant to the City Manager / Public Information Officer



Human Resources Dept.

February 28, 2018

To: Dee Williams-Ridley, City Manager
From:  Dennis T. Feggans, Equal Employment Opportunity & Diversity Officer
Subject: **FY 2018 MID YEAR WORK FORCE REPORT**

This report is an analysis of minority and female representation within the City's work force as of December 31, 2017. The analysis relies on information from the Census Bureau which provides work force statistical data based on the 2010 census. The data is provided in a format called the EEO Tabulation, which breaks down the work force statistical information based on race, ethnicity, gender and occupational groups. 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 the term "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 attracts employees. 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 County 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, exceed or are below minority and female representation available in the relevant labor market (not population). Please note that for the purpose of comparison with the ACS, only African Americans, Hispanics, Asians, and Two or More Races will be discussed because the remaining minority groups' numbers are too small to be considered statistically significant for the purpose of measuring parity with the relevant labor market. 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 may be differences between certain departments' work force totals in this report compared to budgeted position 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.

FY 2018 MID YEAR WORK FORCE REPORT

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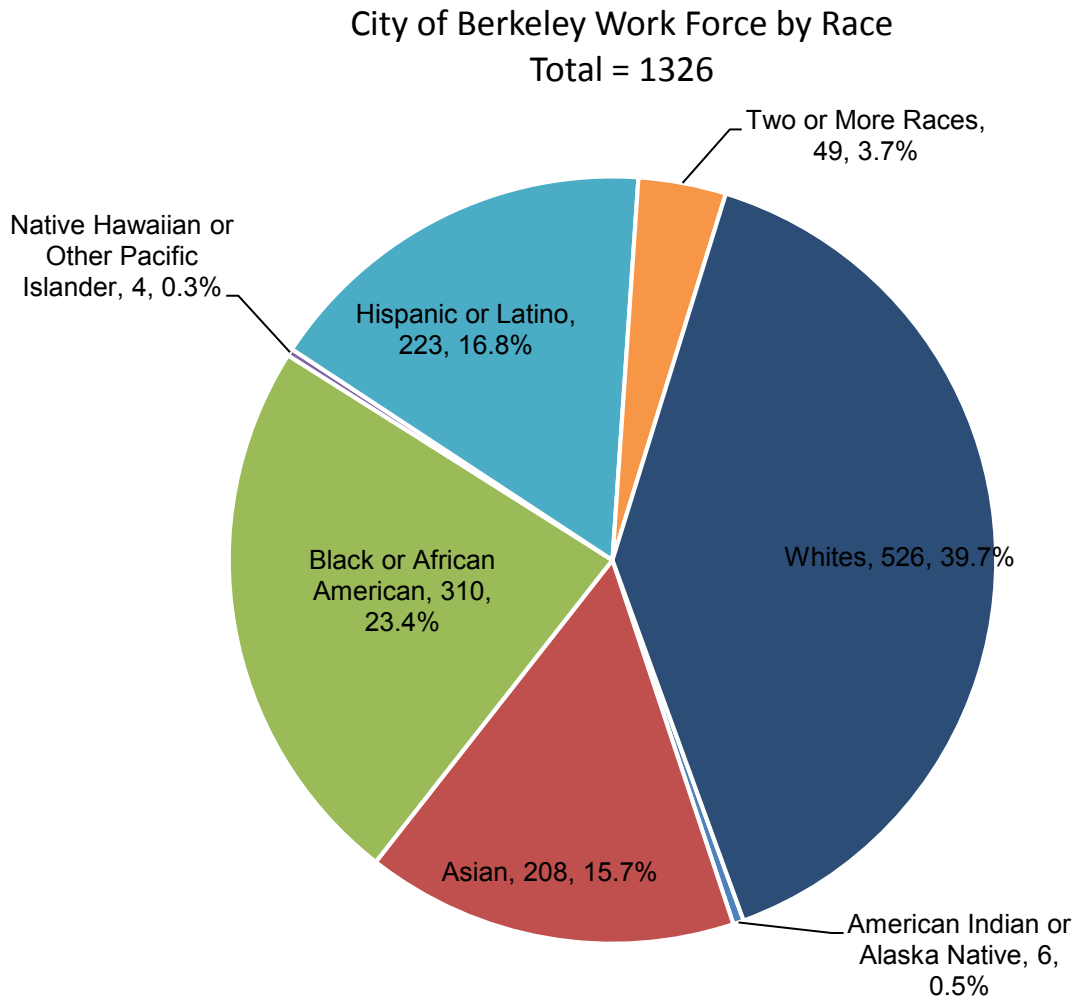
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FY 2018 MID YEAR WORK FORCE REPORT

CITY'S DIVERSE WORK FORCE

The chart below depicts the City's total workforce and shows the diversity in the workplace.

Figure 1: City of Berkeley Work Force by Race as of December 31, 2017



FY 2018 MID YEAR WORK FORCE REPORT

WORK FORCE COMPARISON FROM ONE YEAR AGO

The City’s overall work force increased by 3.4% from a year ago. Comparison of the work force from the previous year demonstrate the following changes:

Figure 2: City of Berkeley Year Over Year Work Force Comparison (Dec 2016 vs. Dec 2017)

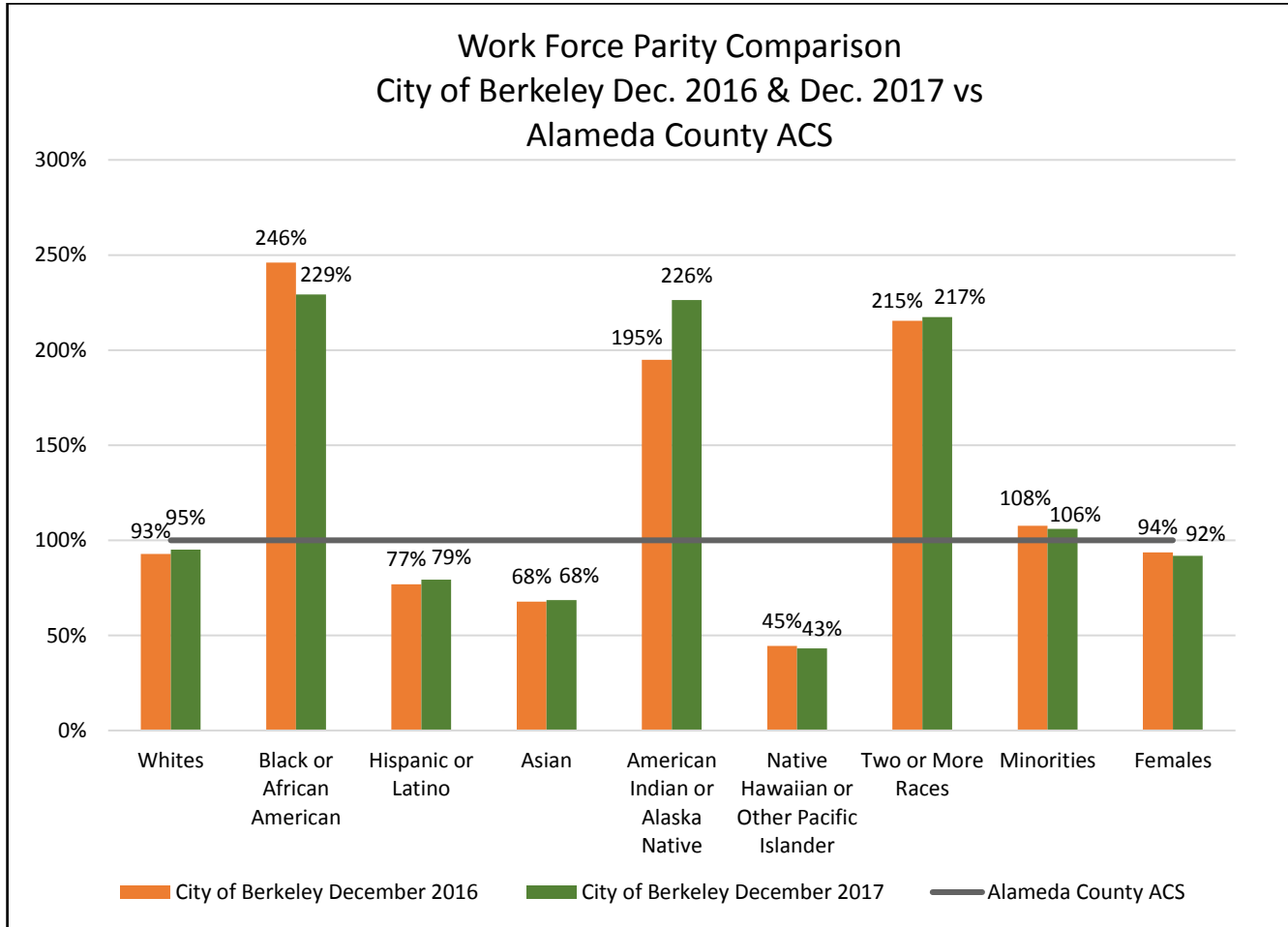
Category	DECEMBER 2016		DECEMBER 2017		CHANGE (DEC 2017 / DEC 2016)	
	# of Employees	City %	# of Employees	City %	# of Employees	City %
Race and Ethnicity						
Whites	497	38.7%	526	39.7%	29	5.8%
Black or African American	322	25.1%	310	23.4%	-12	-3.7%
Hispanic or Latino	209	16.3%	223	16.8%	14	6.7%
Asian	199	15.5%	208	15.7%	9	4.5%
American Indian or Alaska Native	5	0.4%	6	0.5%	1	20.0%
Native Hawaiian or Other Pacific Islander	4	0.3%	4	0.3%	0	0.0%
Two or More Races	47	3.7%	49	3.7%	2	4.3%
Total	1283	100.0%	1326	100.0%	43	3.4%
Other Protected Categories						
Minorities	786	61.3%	800	60.3%	14	1.8%
Females	541	42.2%	548	41.3%	7	1.3%

FY 2018 MID YEAR WORK FORCE REPORT

WORK FORCE DIVERSITY

The following chart demonstrates the City of Berkeley’s workforce parity with the Alameda County American Community Survey. The chart includes data from all departments within the City of Berkeley. A department by department breakdown of this data is provided later in this report.

Figure 3: City of Berkeley Work Force Parity Comparison with the Alameda County ACS



As shown above, the City’s minority parity ratings remains similar to ratings from a year ago. It is noteworthy that the African American work force exceed their availability in the Alameda County ACS by 129%. The Hispanic work force increased from 209 to 223 employees, which increased its parity rating from 77% to 79% from a year ago. The Asian work force also reflects an increase from 199 to 208 employees, although its parity rating remained at 68% from the previous year. These increases are significant and encouraging in view of the historically low representation of these two ethnic groups. Coupled with an increase of 2 persons in the Two or More Races’ group, the City’s minority work force population increased by 14 from 786 to 800 employees, which still exceeds 100% parity with the ACS figures. The minority parity figures are indicative of the City’s commitment to a diverse work force. The female population increased by seven (7) employees from a year ago, as it continues to show commendable parity figures, hovering at 92% currently.

FY 2018 MID YEAR WORK FORCE REPORT

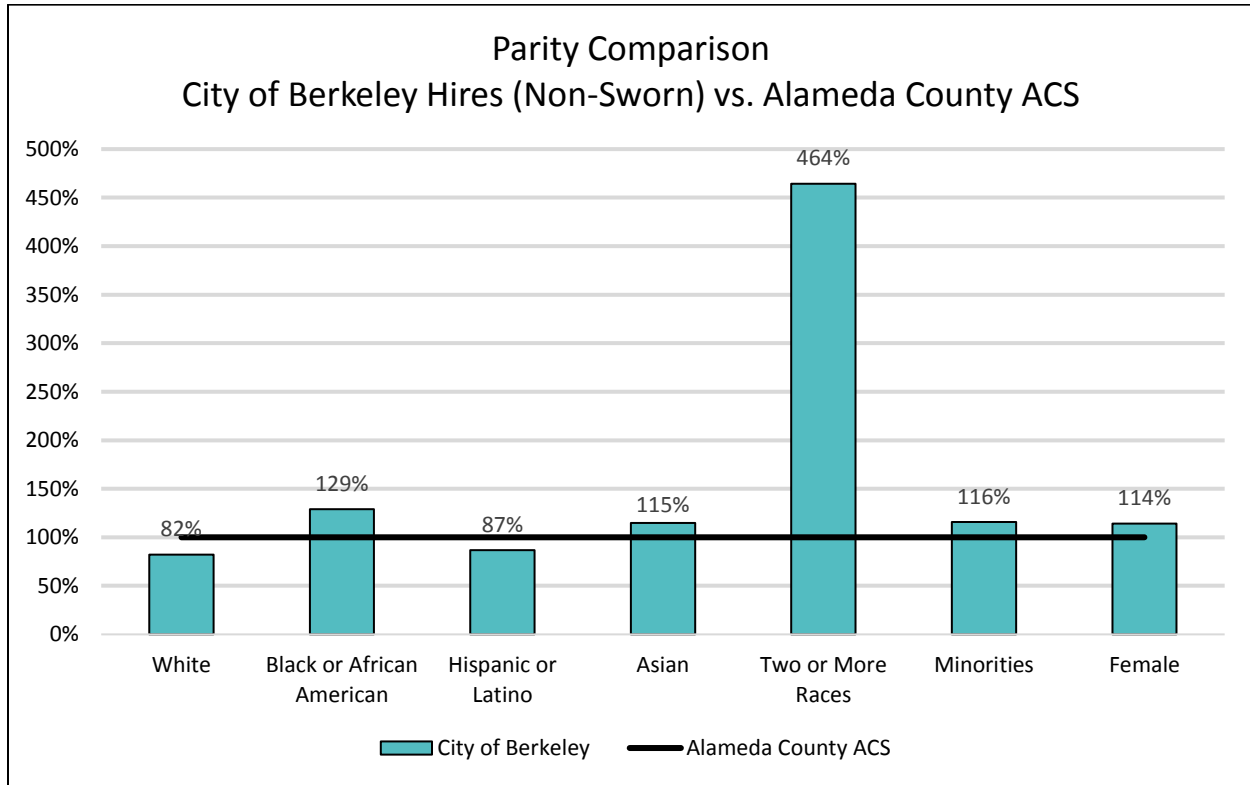
HIRES:

The City hired 76 new employees (non-sworn personnel) in the first half of Fiscal Year 2018 (FY 2018). The collective hires of minorities (50) represent 66% of new hires. African American new hires exceed 100% parity and Hispanic hires are at 87% parity. The Asian work force had 20 new hires in the first half for a parity rating of 115%. This parity rating is commendable when compared to FY 2017, when parity figures for Asian new hires reflected 64% for the entire fiscal year. Female hires accounted for more than half (51%) of the hires in excess of relevant labor market figures and also have exceeded 100% parity.

The following chart and table demonstrate the City of Berkeley's parity in hiring, as compared to the Alameda County American Community Survey. (See Figures 4 & 5.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 4 and 5: City of Berkeley Hiring Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Non-Sworn Employees Hired	% of Hires	% Representation in Alameda County ACS
Race and Ethnicity			
White	26	34.2%	41.7%
Black or African American	10	13.2%	10.2%
Hispanic or Latino	14	18.4%	21.2%
Asian	20	26.3%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	6	7.9%	1.7%
Total	76	100.0%	98.6%
Other Protected Categories			
Minorities	50	65.8%	56.9%
Female	39	51.3%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

HIRES BY OCCUPATIONAL CATEGORIES

Review of Officials/Managers and Professional occupational categories revealed that there were thirty four (34) hires in those occupations during the first half of FY 2018. Minorities accounted for 33% of the Officials/Managers hires and 68% of the Professional hires (see below).

Figure 6: City of Berkeley Hires by Occupational Categories and Race/Ethnicity (Mid-year FY 2018)

Occupational Categories	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	Total	Minorities	Female
Officials/Managers	6 67%	1 11%		1 11%			1 11%	9	3 33%	4 44%
Professionals	8 32%	2 8%		14 56%			1 4%	25	17 68%	14 56%
Clerical	2 13%	4 27%	5 33%	2 13%			2 13%	15	13 87%	14 93%
Technicians	1 25%			2 50%			1 25%	4	3 75%	1 25%
Skilled Craft	3 60%		2 40%					5	2 40%	2 40%
Maintenance	1 11%	1 11%	6 67%	1 11%				9	8 89%	
Non-Sworn Personnel	5 56%	2 22%	1 11%				1 11%	9	4 44%	4 44%
Totals	26	10	14	20	0	0	6	76	50 66%	39 51%

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

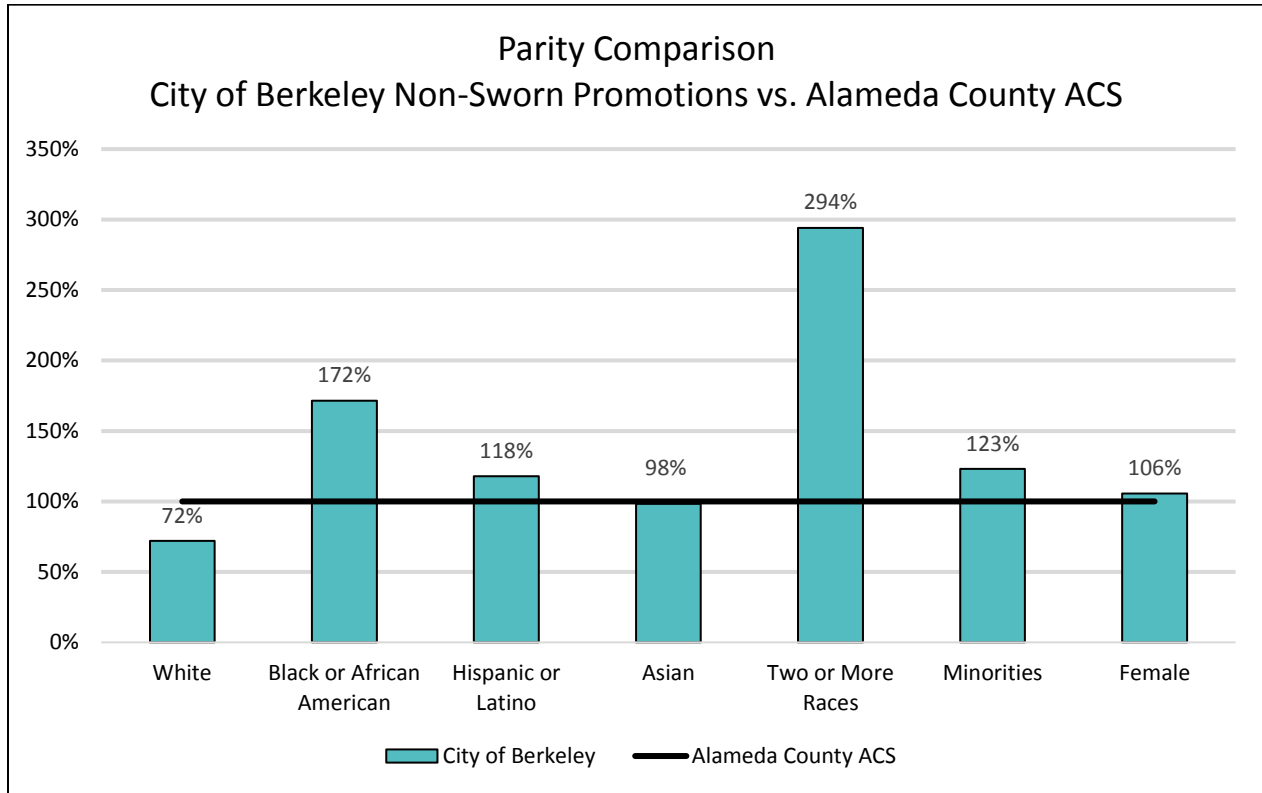
FY 2018 MID YEAR WORK FORCE REPORT

PROMOTIONS:

There have been 40 promotions among non-sworn personnel in the first half. Review of the promotions revealed that 28 (70%) of the promotion recipients were minority group members. It is noteworthy that African Americans, Hispanics, Two or More Races, and minorities as a whole, exceeded 100% parity, with Asians marginally below parity at 98%. Females are well represented receiving just under half (19 or 47%) of the promotions, but still were able to exceed 100% parity. (See Figures 7 & 8.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 7 and 8: City of Berkeley Promotion Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Non-Sworn Employees Promoted	% of Promotions	% Representation in Alameda County ACS
Race and Ethnicity			
White	12	30.0%	41.7%
Black or African American	7	17.5%	10.2%
Hispanic or Latino	10	25.0%	21.2%
Asian	9	22.5%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	2	5.0%	1.7%
Total	40	100.0%	98.6%
Other Protected Categories			
Minorities	28	70.0%	56.9%
Female	19	47.5%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

PROMOTIONS BY OCCUPATIONAL CATEGORIES

Review of the Officials/Managers and Professional occupational categories revealed that minorities received 67% of the promotions in the Officials/Managers category and 62% of the promotions among Professionals. Review of the first half promotions 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. (See below.)

Figure 9: City of Berkeley Promotions by Occupational Categories and Race/Ethnicity (Mid-year FY 2018)

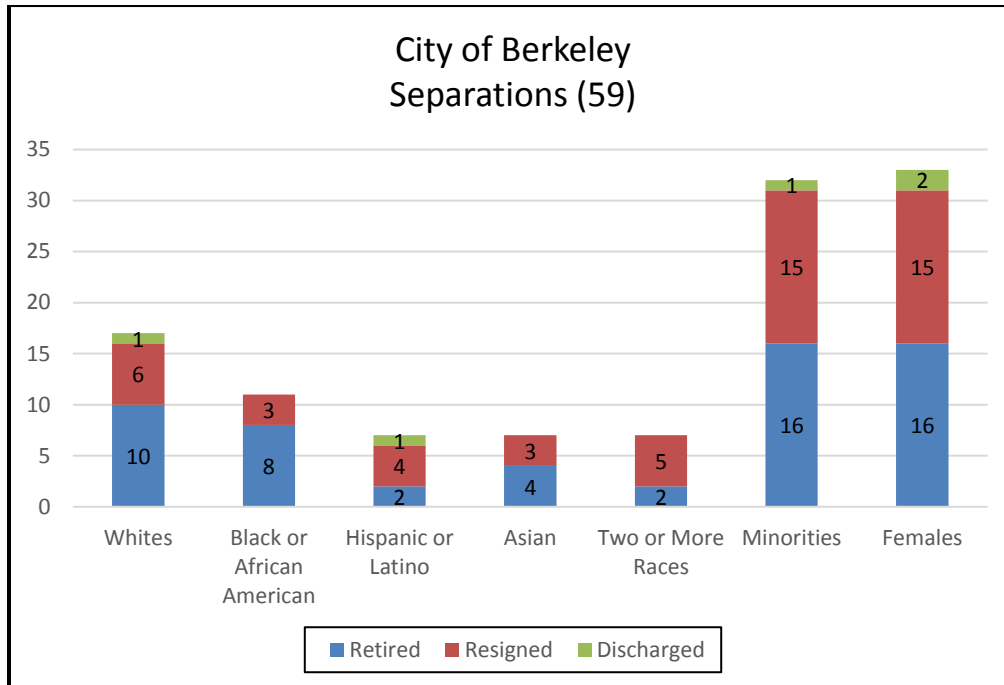
Promotions by Occupational Categories	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	Total	Minorities	Female
Officials/Managers	2 33%	1 17%	1 17%	1 17%			1 17%	6	4 67%	1 17%
Professionals	5 38%	3 23%	1 8%	4 31%				13	8 62%	11 85%
Clerical	3 33%	2 22%	3 33%	1 11%				9	6 67%	6 67%
Technicians			1 50%	1 50%				2	2 100%	
Skilled Craft	1 100%							1		
Maintenance	1 11%	1 11%	4 44%	2 22%			1 11%	9	8 89%	1 11%
Non-Sworn Personnel								0		
Totals	12	7	10	9	0	0	2	40	28 70%	19 48%

FY 2018 MID YEAR WORK FORCE REPORT

SEPARATIONS:

A total of 49 non-sworn personnel separated from the City in the first six months of FY 2018. The record reflects that 32 or 65% of the separations were minorities and half, 16 or 50%, of the minority separations were retirements. Female separations revealed similar retirement (16) numbers accounting for 48% of the separations within that group. In light of the number of retirees, the separation figures do not infer any employment patterns that would be considered problematic.

Figure 10 and 11: City of Berkeley Separations by Categories (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	Retired	Resigned	Discharged	City Totals
Race and Ethnicity				
Whites	10	6	1	17
Black or African American	8	3	0	11
Hispanic or Latino	2	4	1	7
Asian	4	3	0	7
American Indian or Alaska Native	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
Two or More Races	2	5	0	7
Total	26	21	2	49
Other Protected Categories				
Minorities	16	15	1	32
Females	16	15	2	33

FY 2018 MID YEAR WORK FORCE REPORT

SEPARATIONS BY OCCUPATIONAL CATEGORIES

The separation data revealed that three (38%) out of eight separations among Officials/Managers was a minority and a little more than half or 53% of the separations in the Professional occupational categories were minorities.

Figure 12: City of Berkeley Separations by Occupational Categories and Race/Ethnicity (Mid-year FY 2018)

Separations by Occupational Categories	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	Total	Minorities	Female
Officials/Managers	5 63%	1 13%	1 13%				1 13%	8	3 38%	6 75%
Professionals	8 47%		3 18%	4 24%			2 12%	17	9 53%	11 65%
Clerical	2 25%	4 50%	1 13%	1 13%				8	6 75%	8 100%
Technicians	1 25%		2 50%	1 25%				4	3 75%	1 25%
Skilled Craft				1 25%			3 75%	4	4 100%	2 50%
Maintenance	1 20%	3 60%					1 20%	5	4 80%	3 60%
Non-Sworn Personnel		3 100%						3	3 100%	2 67%
Totals	17	11	7	7	0	0	7	49	32 65%	33 67%

FY 2018 MID YEAR WORK FORCE REPORT

DEPARTMENT DIRECTORS:

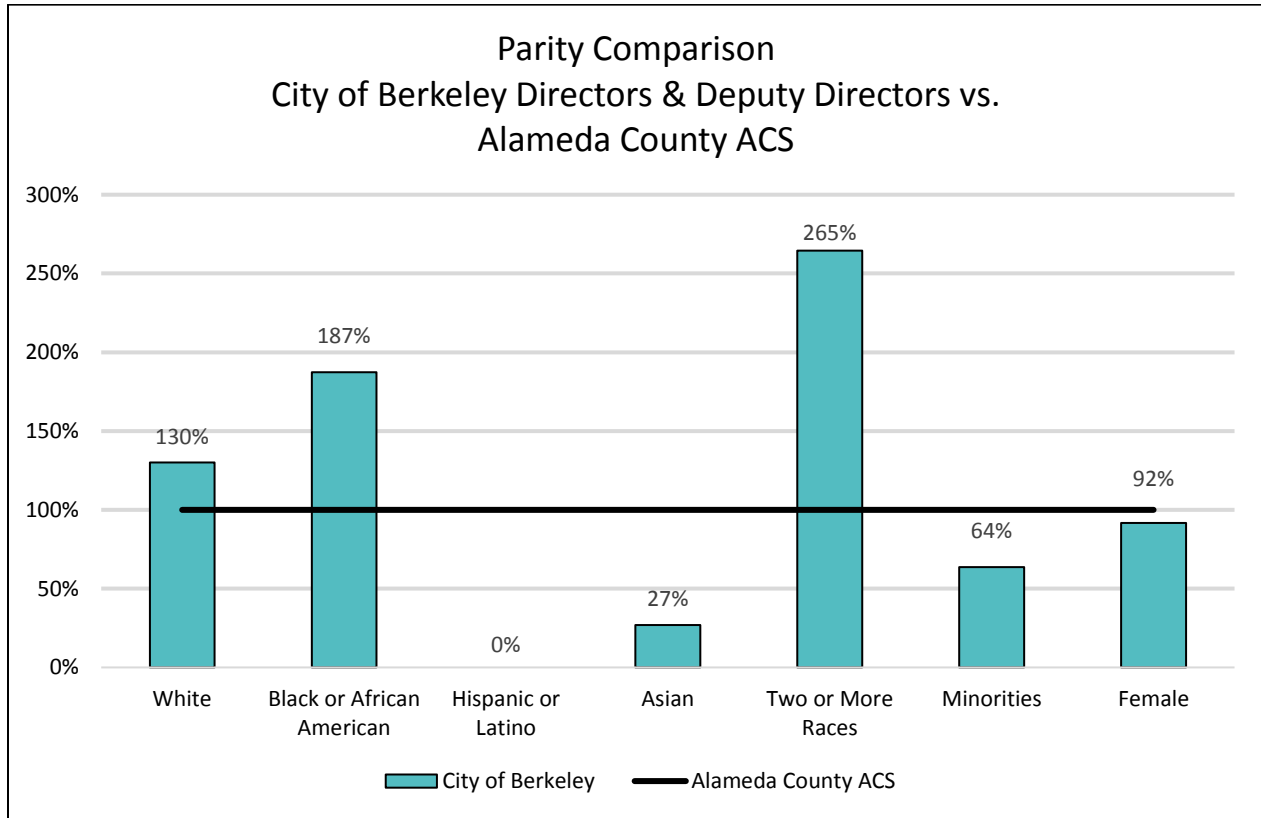
There was one new hire among Directors during the first half of FY 2018. A female was appointed as City Attorney.

A review of the City's Department Directors and Deputy Directors positions disclosed that African Americans and persons self-identifying as two or more races have exceeded 100% parity with the ACS. Hispanic, Asian and female representation figures are below parity.

The following data includes Director and Deputy Director in all departments within the City of Berkeley. (See Figures 13 & 14.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 13 and 14: City of Berkeley Parity in Director and Deputy Director Positions Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Directors/ Deputy Directors	% of Directors/ Deputy Directors	% Representation in Alameda County ACS
Race and Ethnicity			
White	13	72.2%	55.5%
Black or African American	3	16.7%	8.9%
Hispanic or Latino	0	0.0%	11.3%
Asian	1	5.6%	20.6%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.5%
Two or More Races	1	5.6%	2.1%
Total	18	100.0%	99.1%
Other Protected Categories			
Minorities	5	27.8%	43.6%
Female	7	38.9%	42.4%

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MANAGERS AND SUPERVISORS:

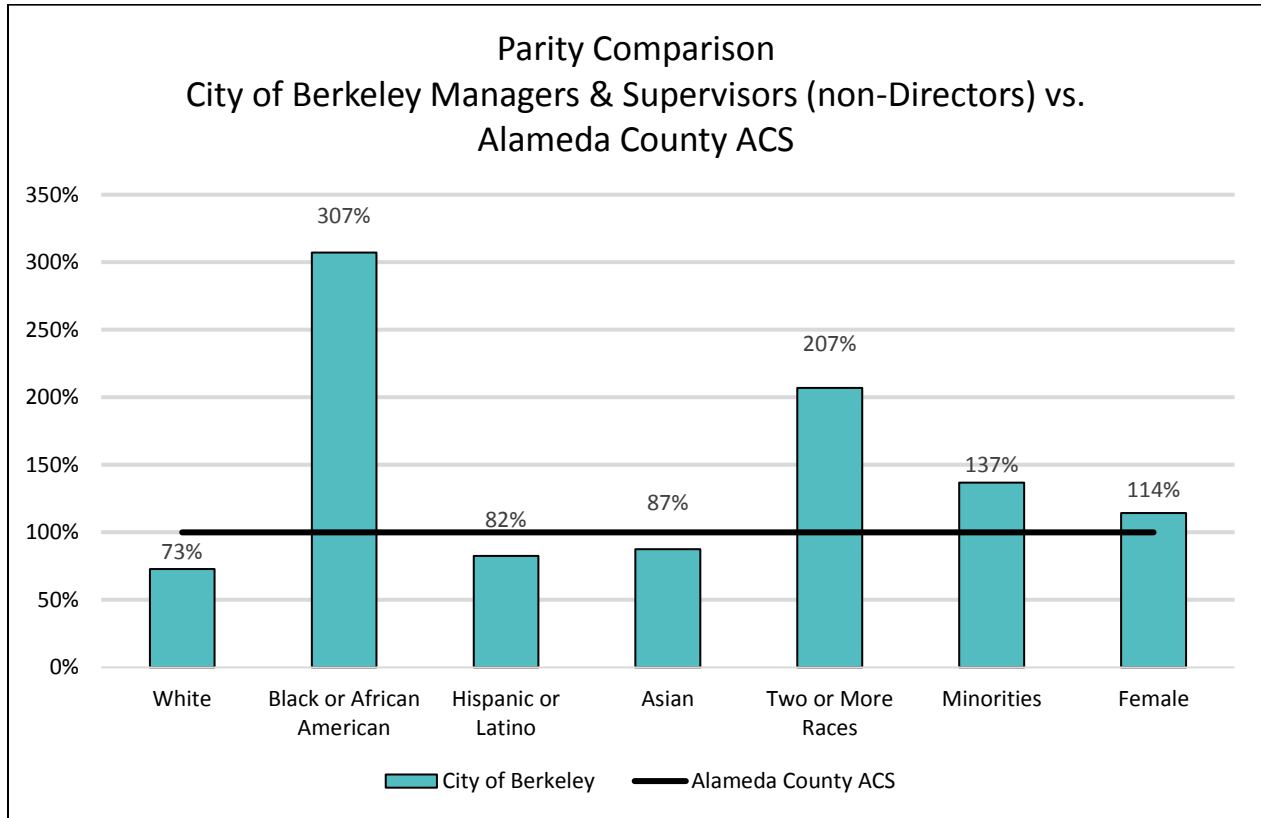
This group is comprised of a large array of positions from every department in the City. The positions consist of Budget Manager, Audit Manager, Economic Development Manager, Senior Systems Analyst, Senior Public Works Supervisor, Library Services Manager, Manager of Aging Services, Public Works Maintenance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

This group is comprised of 89 managerial classifications (non-Sworn) which typically function in a supervisory capacity. More specifically, these classifications are occupied by 161 City personnel. Among minorities, African Americans occupy the largest number of these positions and accordingly, have exceeded parity by 207% of their availability in the relevant labor market. Females occupy 48% of the positions and have also exceeded 100% parity. During the first six months of FY 2018, there has been an increase of Hispanics from 10 to 15, raising their parity rating from 68% to 82%. This data shows the diversity within the managerial group as minorities occupy more than half or 60% of these positions which exceeds their availability in the relevant labor market.

The following data includes Managers and Supervisors within the City of Berkeley work force. (See Figures 15 & 16.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 15 and 16: City of Berkeley Parity in Manager and Supervisor (non-Directors) Positions Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Managers/Supervisors	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	65	40.4%	55.5%
Black or African American	44	27.3%	8.9%
Hispanic or Latino	15	9.3%	11.3%
Asian	29	18.0%	20.6%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	1	0.6%	0.5%
Two or More Races	7	4.3%	2.1%
Total	161	100.0%	99.1%
Other Protected Categories			
Minorities	96	59.6%	43.6%
Female	78	48.4%	42.4%

FY 2018 MID YEAR WORK FORCE REPORT

WORK FORCE DATA BY DEPARTMENTS:

The City is comprised of eighteen departments². The departments vary in size from three (3) employees in the Police Review Commission to 273 employees in the Public Works Department. There is minority representation in every department. Eleven 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 County ACS in every occupational category except females in Service Maintenance and Males in Protective Services. Similarly, females are present in every occupational category and occupy 48% 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 the first half of FY 2018, 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.

² Elected Officials are not included in this total.

FY 2018 MID YEAR WORK FORCE REPORT

BERKELEY POLICE DEPARTMENT:

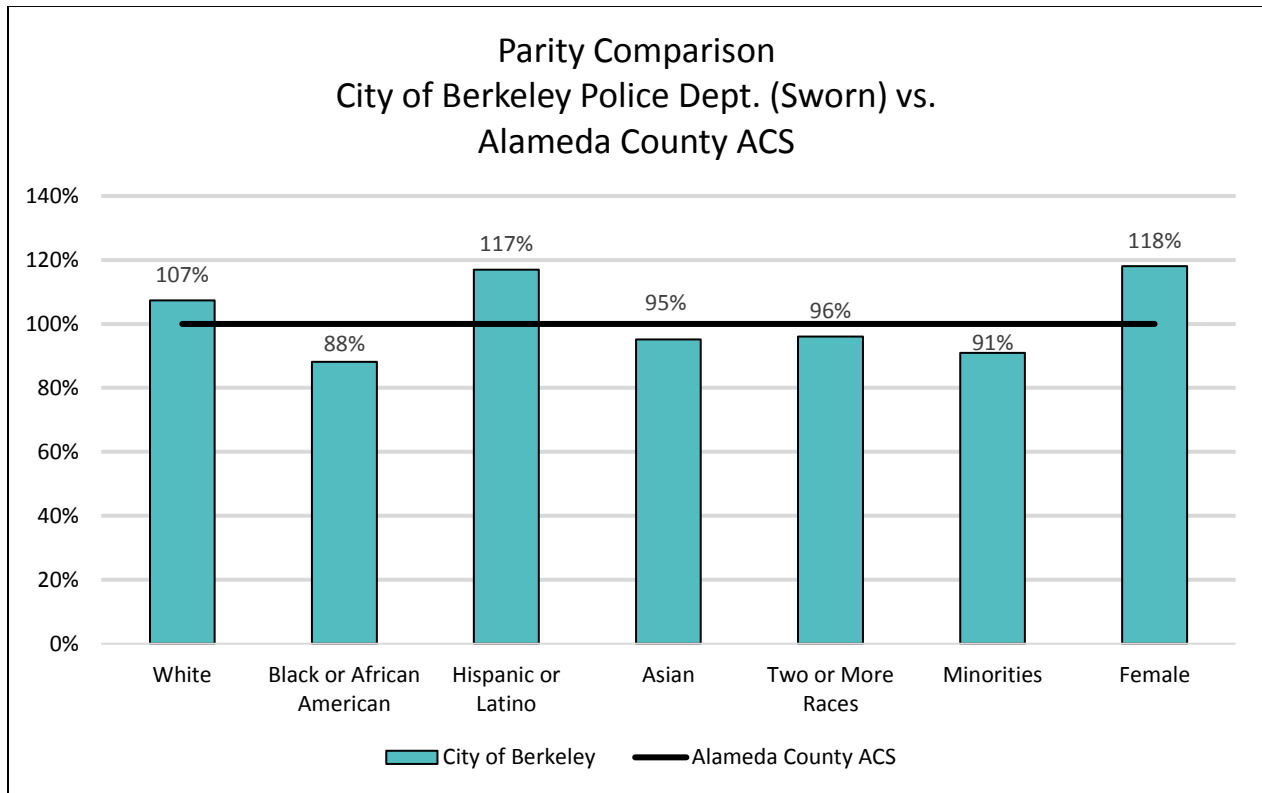
The Police Department continues to expand their recruitment and outreach efforts towards diversifying their work force. The Police department had six hires (sworn personnel) in the first half of FY 2018. That group of hires included an Asian male and one female.

Even with the above hires, the department's work force decreased by 7 for a total of 154 in the first half of the fiscal year. The Hispanic and female work force have exceeded 100% parity with the Alameda ACS. The remaining work force representations are hovering around the 90 percentile with African Americans showing 88%, Asians at 95% and Two or More Races at 96% parity. (Attachment 16)

The following includes data on sworn employees in the Berkeley Police Department. (See Figures 17 & 18.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 17 and 18: Police Department Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Sworn Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	91	59.1%	55.0%
Black or African American	21	13.6%	15.5%
Hispanic or Latino	18	11.7%	10.0%
Asian	21	13.6%	14.3%
American Indian or Alaska Native	0	0.0%	0.3%
Native Hawaiian or Other Pacific Islander	0	0.0%	2.9%
Two or More Races	3	1.9%	2.0%
Total	154	100.0%	100.0%
Other Protected Categories			
Minorities	63	40.9%	45.0%
Female	26	16.9%	14.3%

FY 2018 MID YEAR WORK FORCE REPORT

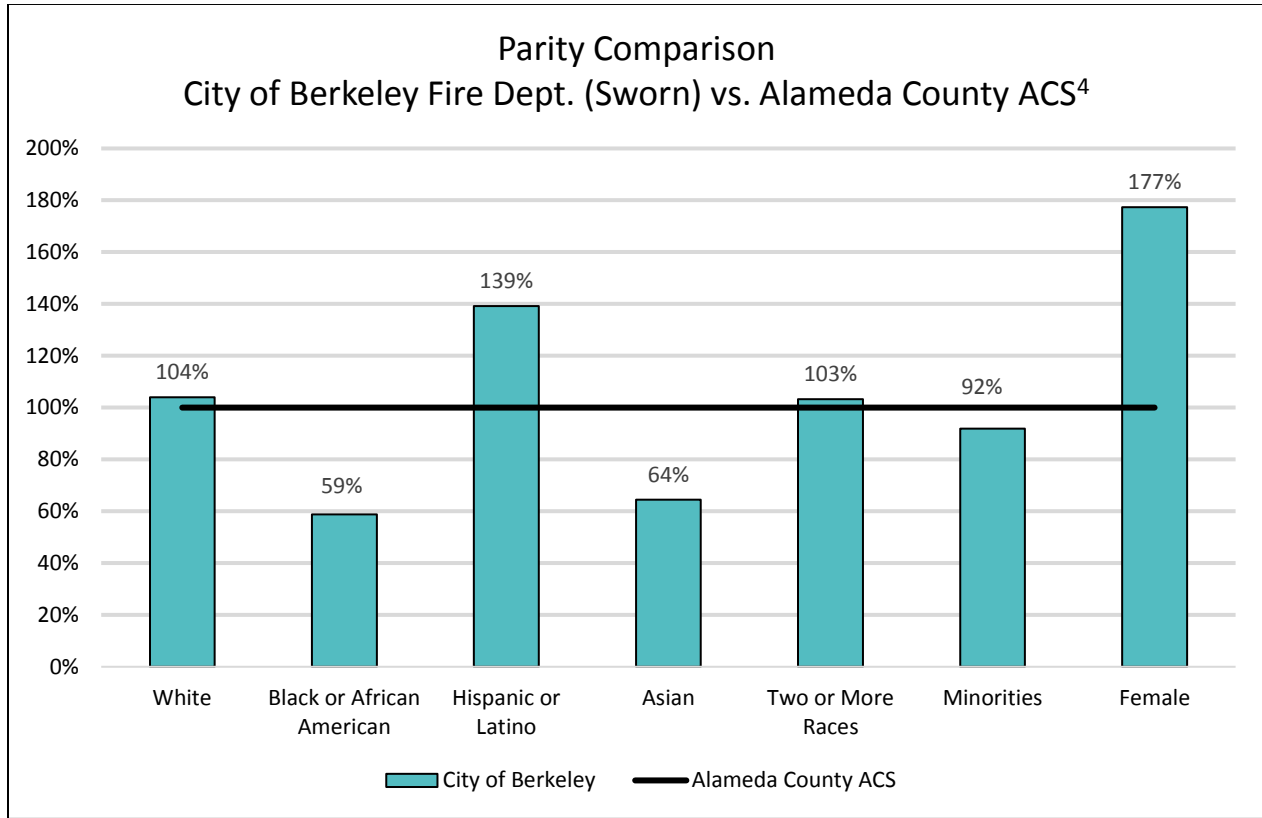
BERKELEY FIRE DEPARTMENT:

The work force increased from 128 six months ago to 132 currently. The department has exceeded 100% parity for Hispanics, Two or More Races and females. African Americans and Asians are below their availability in the relevant labor market at 59% and 64% respectively. Minorities are at 92% parity. The Fire department continues to address underrepresentation within its work force by expanding their outreach efforts. (Attachment 9)

The following includes data on sworn employees in the Berkeley Fire Department. (See Figures 19 & 20.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 19 and 20: Fire Department Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Sworn Employees	% in Department	% Representation in Alameda County ACS ⁴
Race and Ethnicity			
White	92	69.7%	67.0%
Black or African American	9	6.8%	11.6%
Hispanic or Latino	18	13.6%	9.8%
Asian	8	6.1%	9.4%
American Indian or Alaska Native	2	1.5%	0.0%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.0%
Two or More Races	3	2.3%	2.2%
Total	132	100.0%	100.0%
Other Protected Categories			
Minorities	40	30.3%	33.0%
Female	11	8.3%	4.7%

FY 2018 MID YEAR WORK FORCE REPORT

**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 no more than thirteen employees. Separately, any statistical analysis would be considered insignificant.

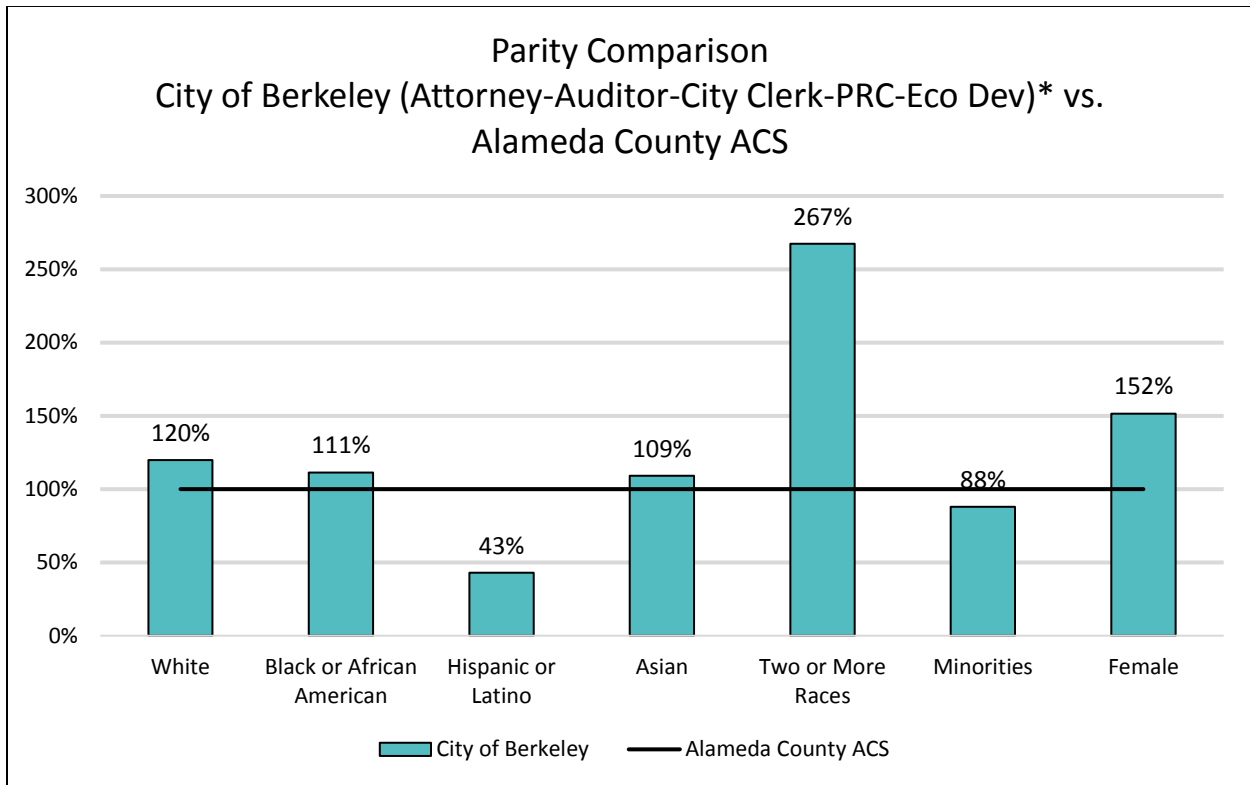
Two hires occurred within this group of departments during the first half. The City Clerk's Office hired a female in a managerial position and the City Attorney's Office hired a female to fill the department's Director position.

Collectively, the five departments' work force reveals that African Americans, Asians, Two or More Races and females' parity figures have exceeded 100%. Minorities as a group are just below parity at 88%; and Hispanics are below parity. (Attachments 3, 4, 5, 7, 17)

The following includes data on all employees in the departments and divisions discussed above (See Figures 21 & 22.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 21 and 22: Various Department/Division Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Employees	% in Departments/ Divisions	% Representation in Alameda County ACS
Race and Ethnicity			
White	22	50.0%	41.7%
Black or African American	5	11.4%	10.2%
Hispanic or Latino	4	9.1%	21.2%
Asian	11	25.0%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	2	4.5%	1.7%
Total	44	100.0%	98.6%
Other Protected Categories			
Minorities	22	50.0%	56.9%
Female	30	68.2%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

CITY MANAGER'S OFFICE:

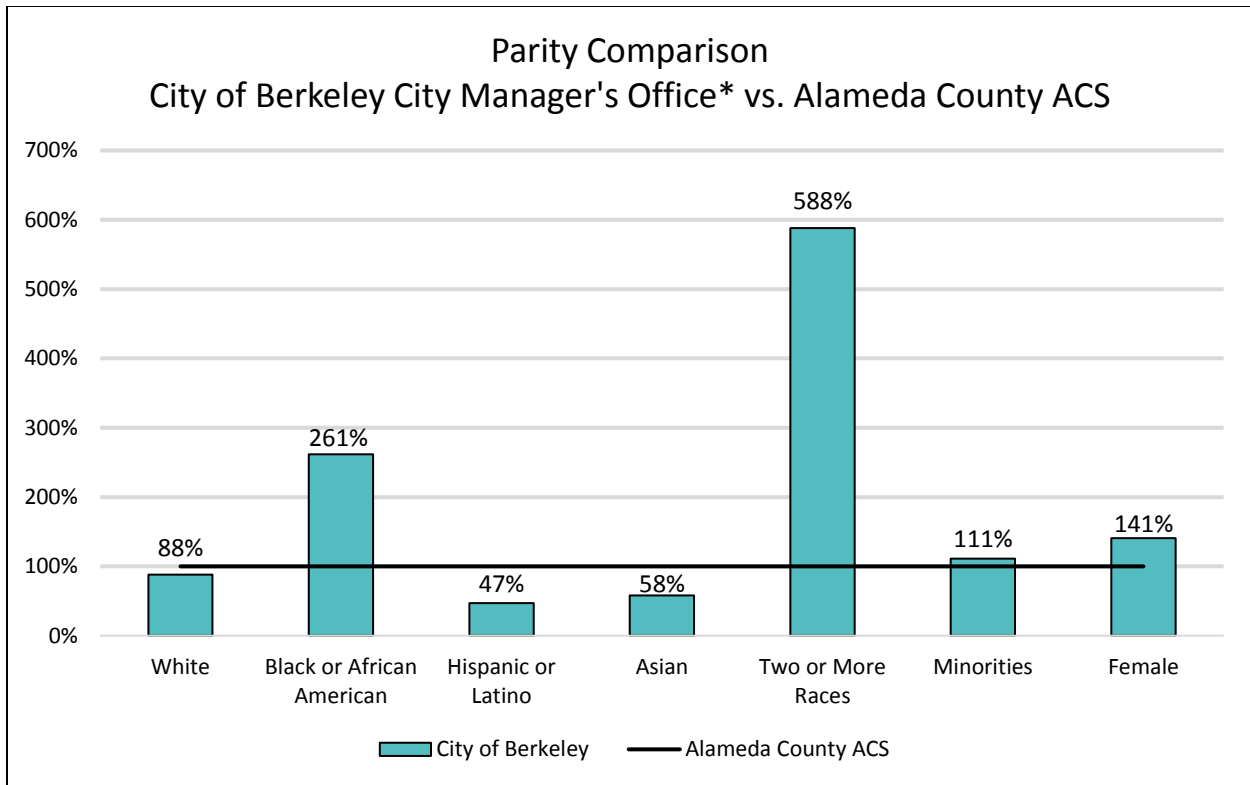
The City Manager's staff totals remained unchanged at 30 employees in the first half. The department hired three employees, which included one female.

The department exceeds 100% parity for African Americans, Native Hawaiian and Other Pacific Islanders, Two or More Races, minorities and females. Asians and Hispanics are noticeably below parity. (Attachment 6)

The following includes data on all employees in the City Manager's Office. (See Figures 23 & 24.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 23 and 24: City Manager’s Office Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	11	36.7%	41.7%
Black or African American	8	26.7%	10.2%
Hispanic or Latino	3	10.0%	21.2%
Asian	4	13.3%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	1	3.3%	0.7%
Two or More Races	3	10.0%	1.7%
Total	30	100.0%	98.6%
Other Protected Categories			
Minorities	19	63.3%	56.9%
Female	19	63.3%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

FINANCE DEPARTMENT:

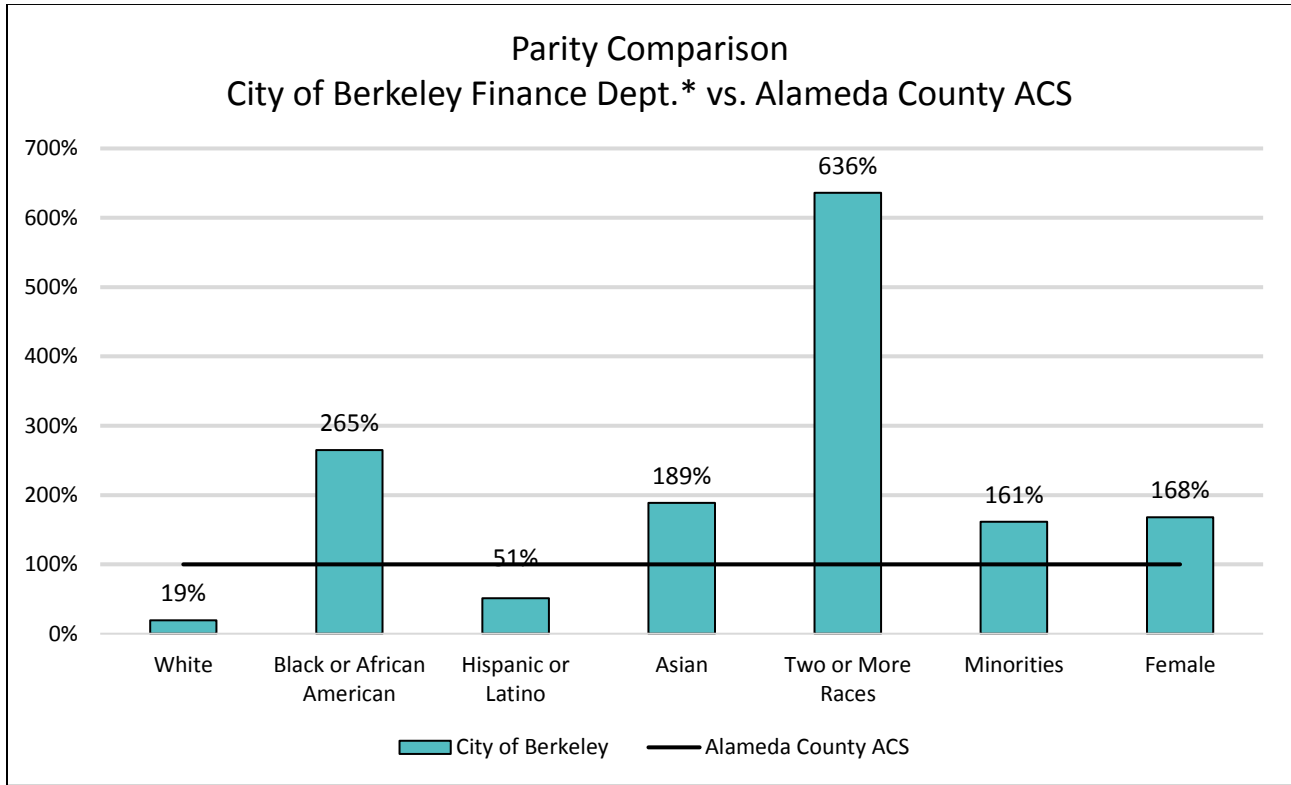
The Finance department's work force increased from 35 to 37 employees in the first half. The department hired five minorities consisting of 2 Asian males, 1 Asian female, 1 African American female, and 1 Hispanic male; and promoted two minorities, one Asian female and one African American female.

The department's work force has exceeded 100% parity for African Americans, Asians, Two or More Races, minorities as a group and females. Their Hispanic parity percentage remains below parity with the ACS. (Attachment 8)

The following includes data on all employees in the Finance Department. (See Figures 25 & 26.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 25 and 26: Finance Department Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	3	8.1%	41.7%
Black or African American	10	27.0%	10.2%
Hispanic or Latino	4	10.8%	21.2%
Asian	16	43.2%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	4	10.8%	1.7%
Total	37	100.0%	98.6%
Other Protected Categories			
Minorities	34	91.9%	56.9%
Female	28	75.7%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

HEALTH, HOUSING AND COMMUNITY SERVICES DEPARTMENT:

The department's work force increased from 161 to 171 in the first six months of the fiscal year as a result of eighteen (18) hires³ which included nine minorities consisting of two African American females, two Hispanic females and five Asians (3 females, 2 males). Four of the minorities (African American female, 2 Asian females and 1 Asian male) were hired into professional positions. (See Figures 27 & 28).

There were five promotions of which four (80%) were minorities: two Hispanic females, one Asian male and one male self-identified as Two or More Races. Two of the four minorities (Hispanic female, male of Two or More Races) were promoted to managerial positions.

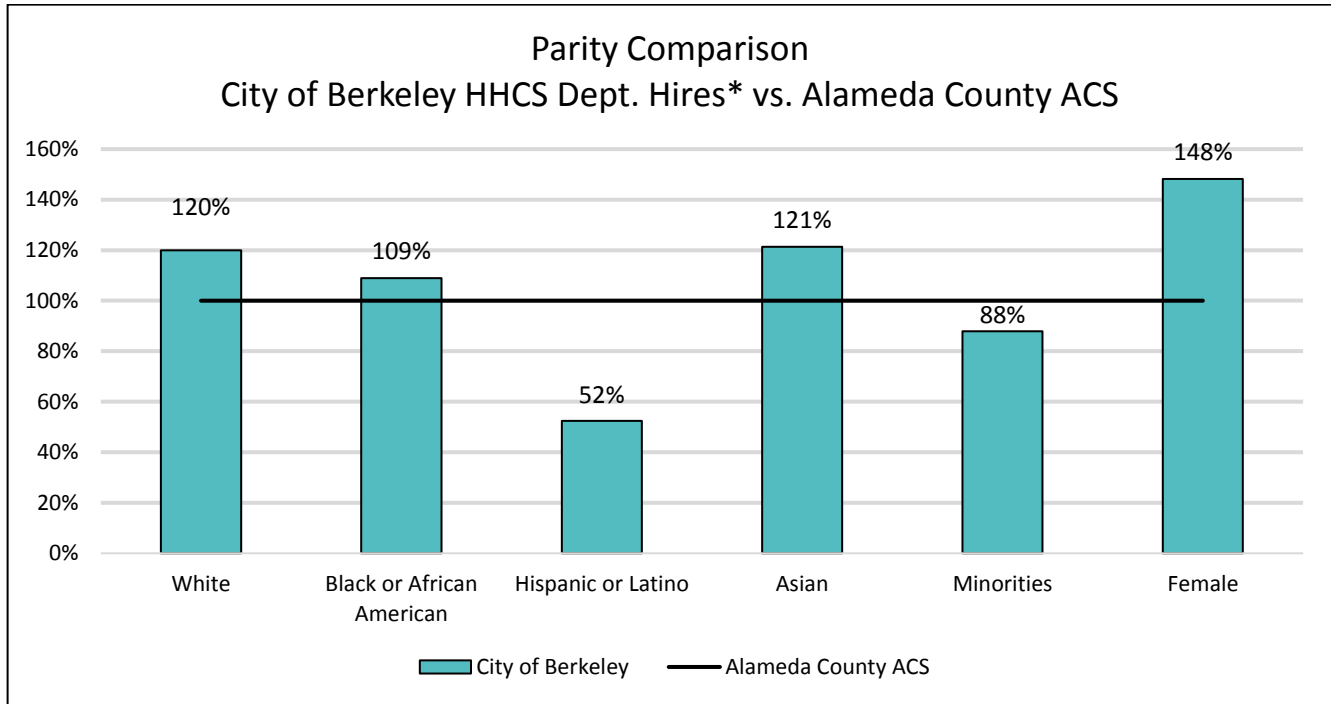
The department has exceeded 100% parity with the ACS for females and all minority/ethnic groups except Asians. (Attachment 10)

The following includes data on all employees in the Health, Housing and Community Services Department. (See Figures 29 & 30).

³ The department's eighteen (18) hires were offset by 7 separations, which accounts for an increase of only ten employees in the department's work force.

FY 2018 MID YEAR WORK FORCE REPORT

Figures 27 and 28: Health, Housing and Community Services Department (HHCS) Hires Parity Compared to Alameda County ACS (Mid-year FY 2018)

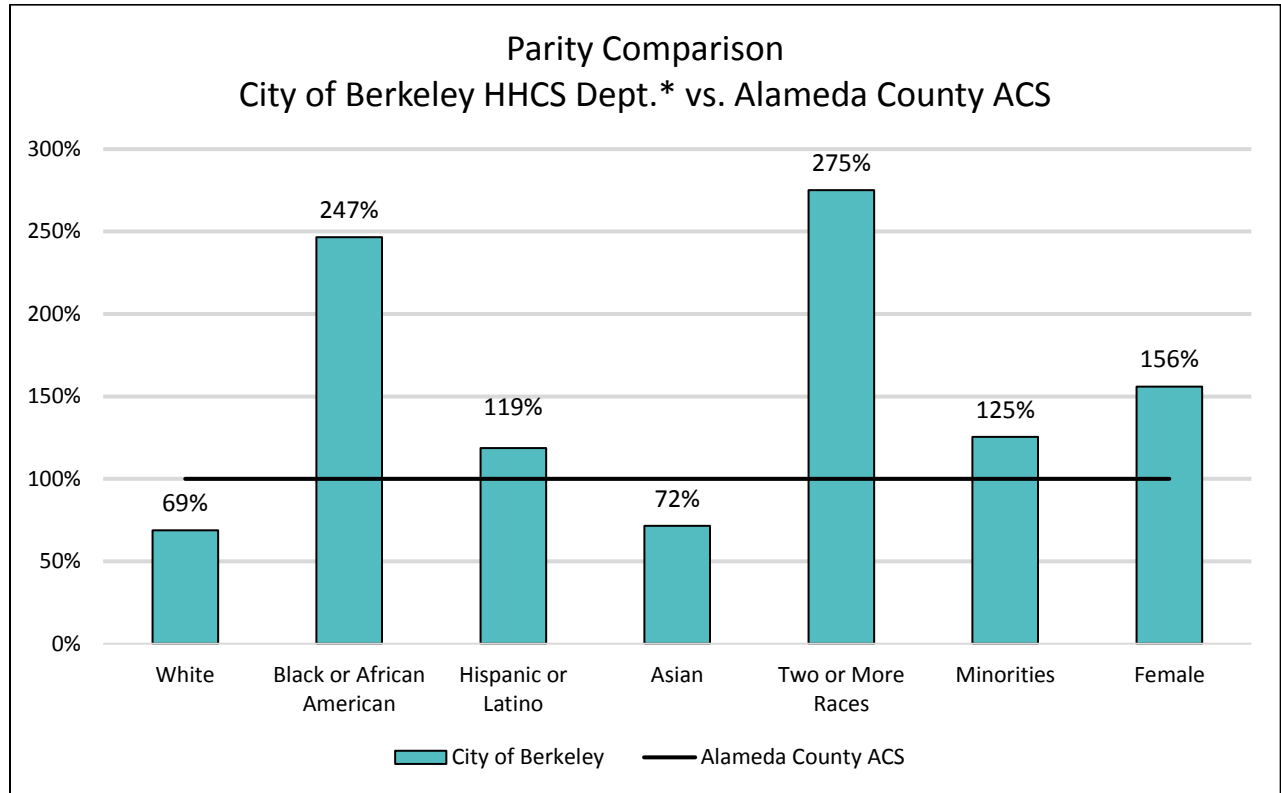


**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Hires	% Hires	% Representation in Alameda County ACS
Race and Ethnicity			
White	9	50.0%	41.7%
Black or African American	2	11.1%	10.2%
Hispanic or Latino	2	11.1%	21.2%
Asian	5	27.8%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	0	0.0%	1.7%
Total	18	100.0%	98.6%
Other Protected Categories			
Minorities	9	50.0%	56.9%
Female	12	66.7%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

Figures 29 and 30: Health, Housing and Community Services Department (HHCS) Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	49	28.7%	41.7%
Black or African American	43	25.1%	10.2%
Hispanic or Latino	43	25.1%	21.2%
Asian	28	16.4%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	8	4.7%	1.7%
Total	171	100.0%	98.6%
Other Protected Categories			
Minorities	122	71.3%	56.9%
Female	120	70.2%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

HUMAN RESOURCE DEPARTMENT:

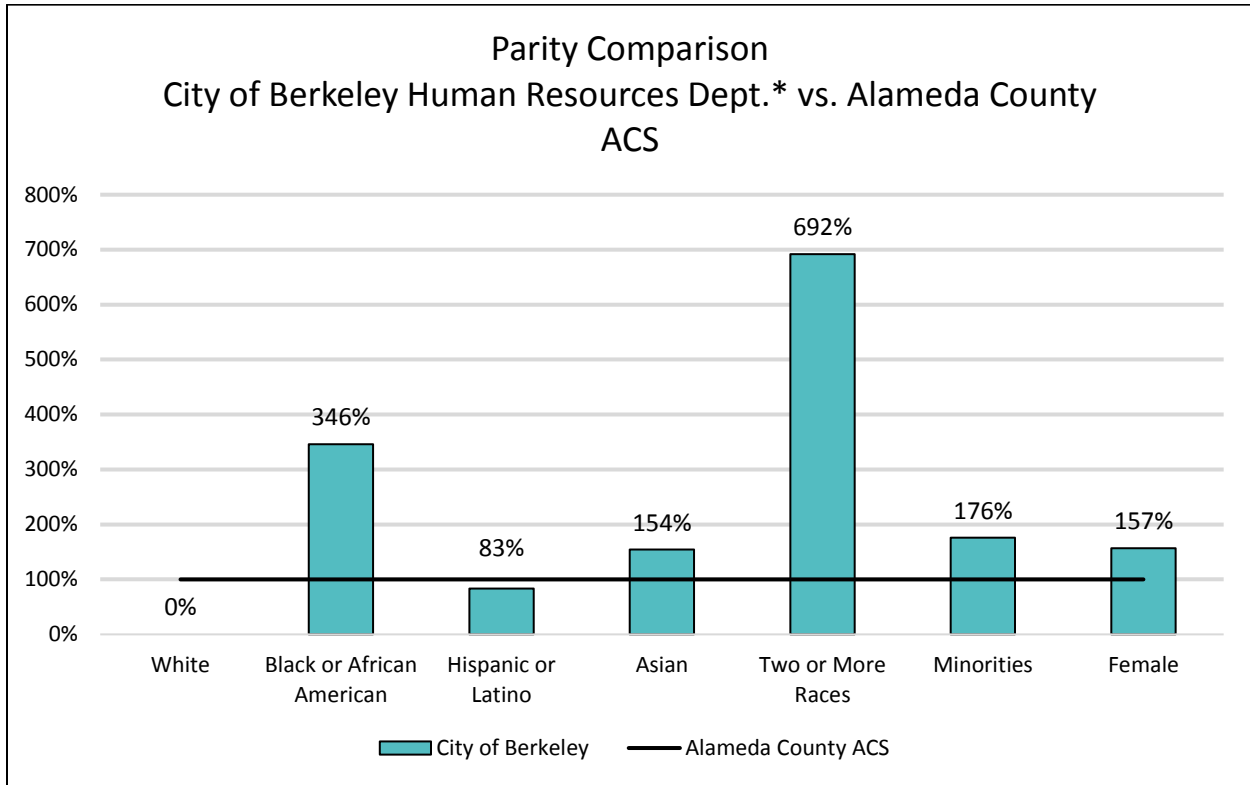
The department hired two minority females (Hispanic and Asian) during the first half of FY 2018. There were no promotions during the first half, but it is noteworthy that all the HR staff are minorities.

The department's work force shows Hispanics hovering at 83%. The remaining minority/ethnic groups and females parity figures have exceeded the ACS figures. (Attachment 11)

The following includes data on all employees in the Human Resources Department. (See Figures 31 & 32).

FY 2018 MID YEAR WORK FORCE REPORT

Figures 31 and 32: Human Resources Department Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	0	0.0%	41.7%
Black or African American	6	35.3%	10.2%
Hispanic or Latino	3	17.6%	21.2%
Asian	6	35.3%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	2	11.8%	1.7%
Total	17	100.0%	98.6%
Other Protected Categories			
Minorities	17	100.0%	56.9%
Female	12	70.6%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

INFORMATION TECHNOLOGY DEPARTMENT:

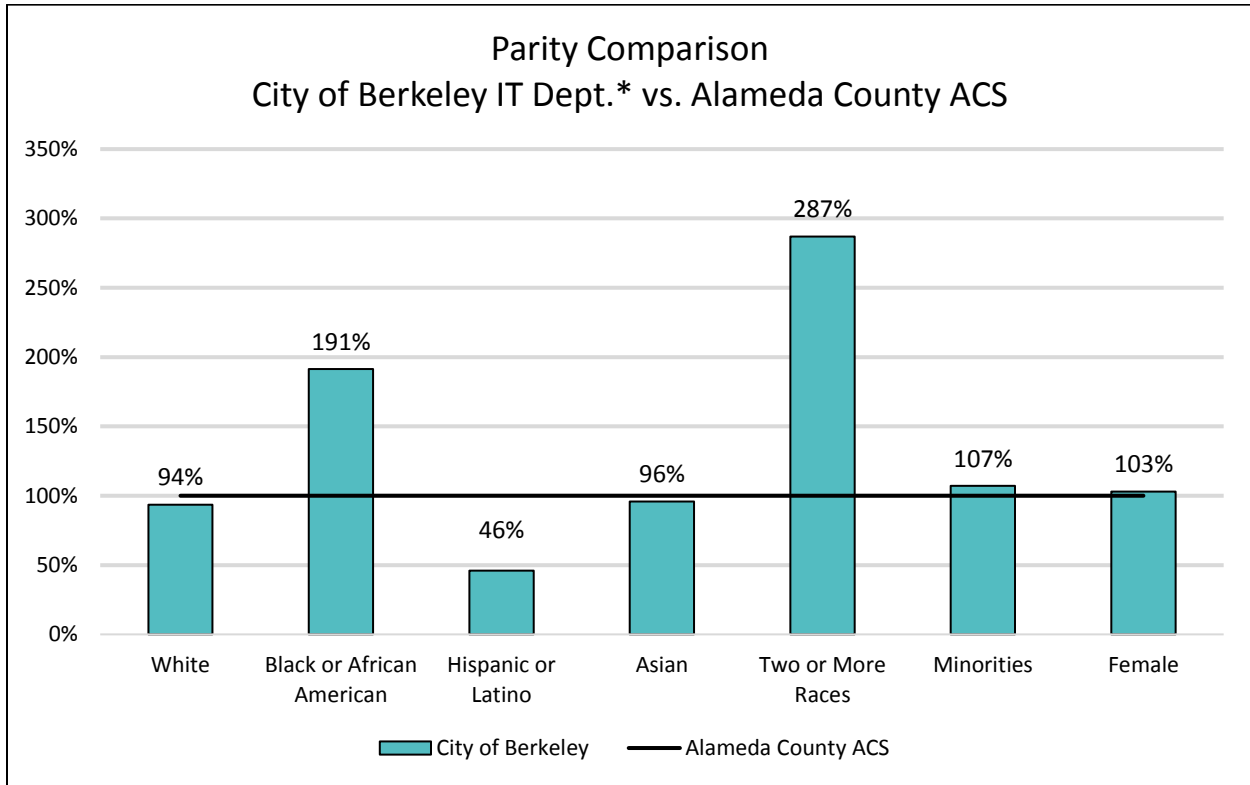
The department's staff increased from 40 to 41 employees in this half. There were two hires which included one minority male who self-identified as Two or More Races; hired in a professional position.

The IT work force has exceeded 100% parity for African Americans, those of Two or More Races, minorities as a whole, and females. Asians are hovering just below parity at 96% and Hispanics are below parity at 46%. (Attachment 12)

The following includes data on all employees in the Information Technology Department. (See 33 & 34.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 33 and 34: Information Technology Department Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	16	39.0%	41.7%
Black or African American	8	19.5%	10.2%
Hispanic or Latino	4	9.8%	21.2%
Asian	9	22.0%	22.9%
American Indian or Alaska Native	2	4.9%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	2	4.9%	1.7%
Total	41	100.0%	98.6%
Other Protected Categories			
Minorities	25	61.0%	56.9%
Female	19	46.3%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

PARKS, RECREATION & WATERFRONT DEPARTMENT:

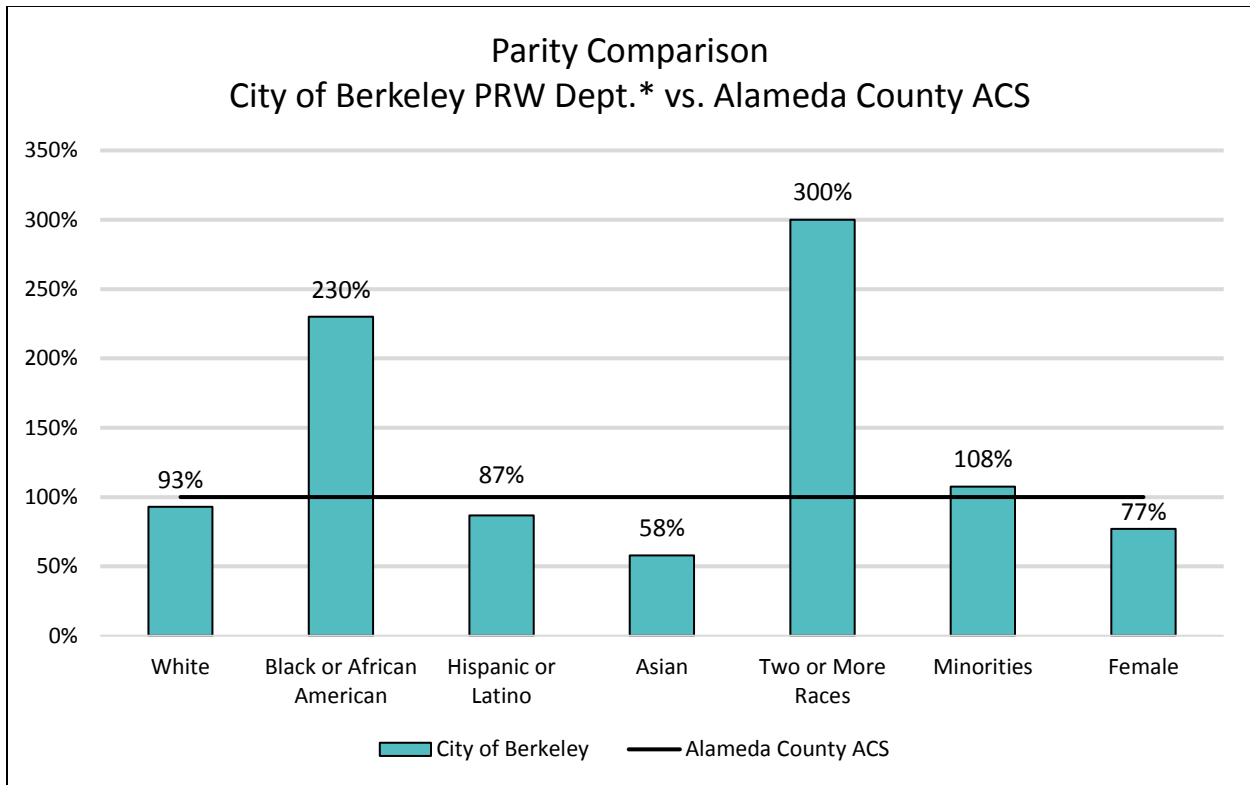
The Parks, Recreation and Waterfront Department's work force increased from 93 to 98 employees in the first half of the fiscal year. There have been ten hires, which included four minorities consisting of two Asian females, one African American female and one male of Two or More Races. The male of Two or More Races was hired in a managerial position and both Asians were hired into professional positions.

The department exceeds parity for African Americans, those of Two or More Races and minorities. Hispanics are showing a rating of 87% parity, while females are at 77%. Despite the hiring of two Asians, their parity rating is low at 58%. (Attachment 14)

The following includes data on all employees in the Parks, Recreation and Waterfront Department. (See 35 & 36.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 35 and 36: Parks, Recreation and Waterfront Department Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	38	38.8%	41.7%
Black or African American	23	23.5%	10.2%
Hispanic or Latino	18	18.4%	21.2%
Asian	13	13.3%	22.9%
American Indian or Alaska Native	1	1.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	5	5.1%	1.7%
Total	98	100.0%	98.6%
Other Protected Categories			
Minorities	60	61.2%	56.9%
Female	34	34.7%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

PLANNING DEPARTMENT:

The work force decreased minimally from 81 to 80 employees in this half. The department had a total of three hires, all of whom are minorities: Asian female, Asian male, Hispanic female.

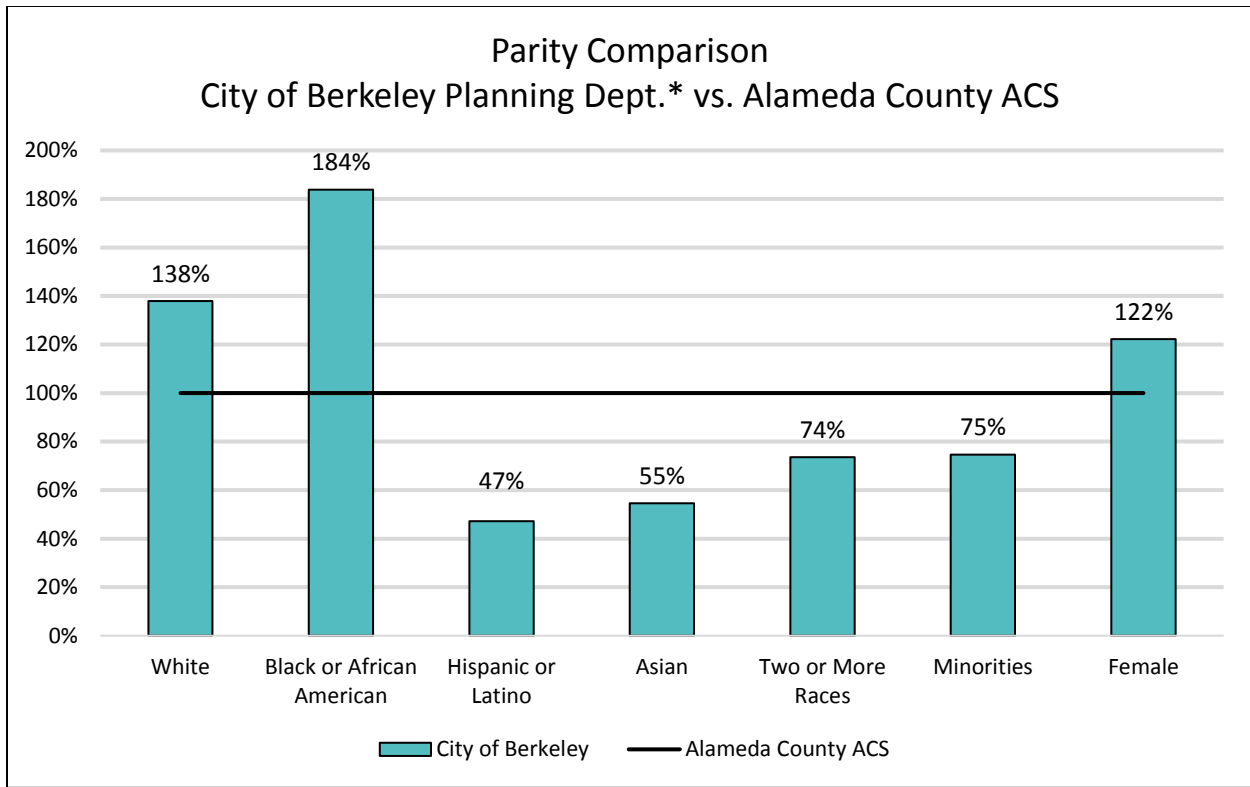
There were three promotions in the department. The recipients were all males, but two were minorities: Hispanic and African American.

The work force exceeds 100% parity for African Americans and females. Despite the department's hires of a Hispanic and two Asians, the parity figures for these two groups remain below parity compared to the relevant labor market at 47% and 55% respectively. Two or More Races and minorities are also below parity, but show higher percentages at 74% and 75% respectively. (Attachment 15)

The following includes data on all employees in the Planning Department. (See Figures 37 & 38.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 37 and 38: Planning Department Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	46	57.5%	41.7%
Black or African American	15	18.8%	10.2%
Hispanic or Latino	8	10.0%	21.2%
Asian	10	12.5%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	1	1.3%	1.7%
Total	80	100.0%	98.6%
Other Protected Categories			
Minorities	34	42.5%	56.9%
Female	44	55.0%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

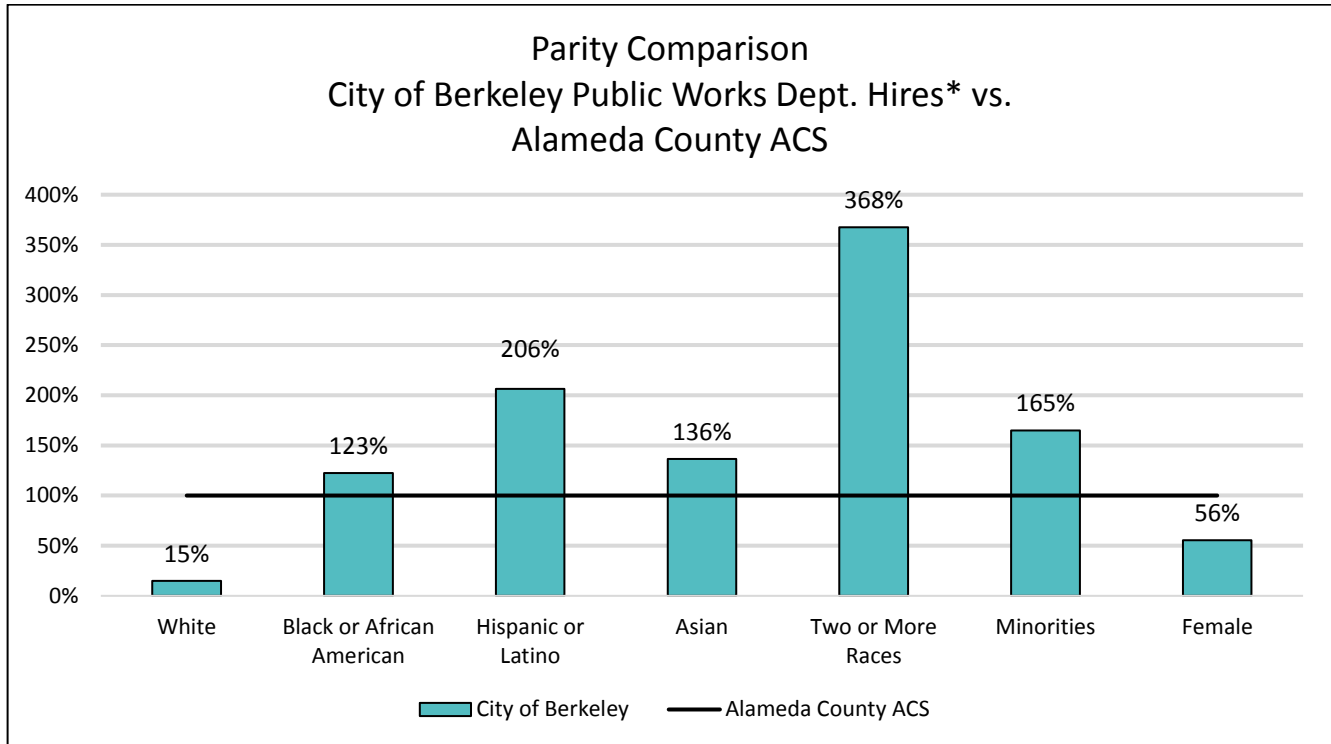
PUBLIC WORKS DEPARTMENT:

This department has the largest staff at 273 in the City at mid-way through FY 2018. Public Works hired sixteen new employees. Fifteen or 94% of the hires are minorities: two African American males, seven Hispanic males, four Asian females, one Asian male, and one male of Two or More Races. All four Asian females were hired into managerial or professional classifications. One African American male was hired as a manager. The department's hires have exceeded 100% parity with the ACS for all minority/ethnic groups. (See Figures 39 & 40.)

The department had ten promotions, of which nine or 90% were minorities. That group consisted of two African American males, three Hispanics (2 males, female), three Asian males and one male of Two or More Races. One African American male and one Asian male were promoted to managerial positions; the Hispanic female was promoted to a professional position. The department's promotions have exceeded 100% parity with the ACS for all minority/ethnic groups. (See Figures 41 & 42).

FY 2018 MID YEAR WORK FORCE REPORT

Figures 39 and 40: Public Works Department Hires Parity Compared to Alameda County ACS (Mid-year FY 2018)

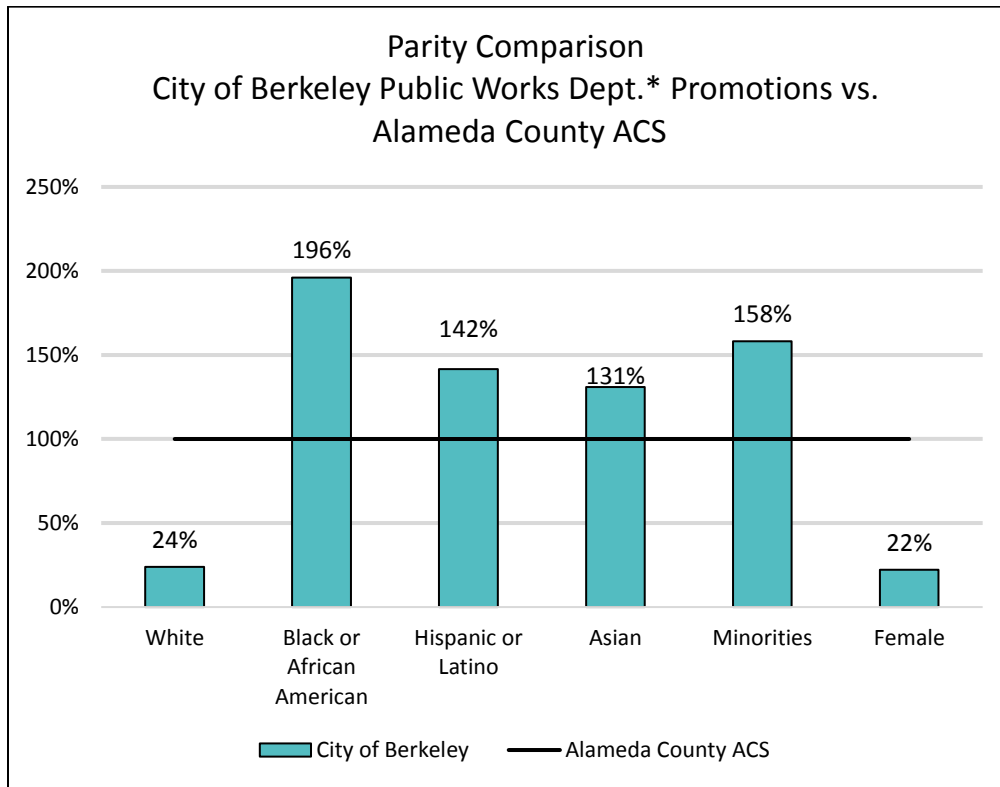


**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Hires	% Hires	% Representation in Alameda County ACS
Race and Ethnicity			
White	1	6.3%	41.7%
Black or African American	2	12.5%	10.2%
Hispanic or Latino	7	43.8%	21.2%
Asian	5	31.3%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	1	6.3%	1.7%
Total	16	100.0%	98.6%
Other Protected Categories			
Minorities	15	93.8%	56.9%
Female	4	25.0%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

Figures 41 and 42: Public Works Department Promotion Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Promoted Employees	% Promotions	% Representation in Alameda County ACS
Race and Ethnicity			
White	1	10.0%	41.7%
Black or African American	2	20.0%	10.2%
Hispanic or Latino	3	30.0%	21.2%
Asian	3	30.0%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	1	10.0%	1.7%
Total	10	100.0%	98.6%
Other Protected Categories			
Minorities	9	90.0%	56.9%
Female	1	10.0%	45.0%

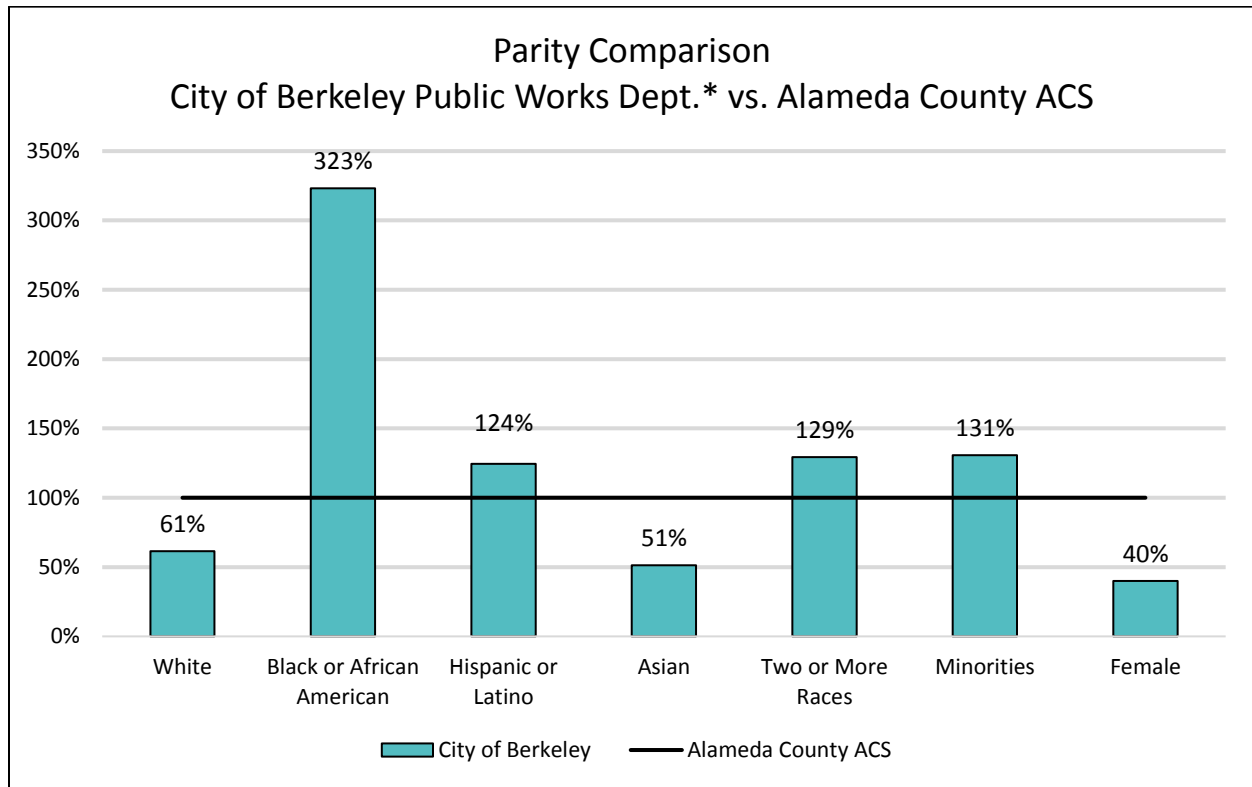
FY 2018 MID YEAR WORK FORCE REPORT

With an increase in its workforce from 266 to 273 in the first half of FY 2018, the PW department's minority representation remains over 70%, which exceeds 100% parity with the ACS. African Americans, Hispanics, and those of Two or More Races have exceeded 100% parity with their availability in the ACS. Asians remain below parity at 51% despite the above 5 hires thus far in FY 2018. As evidenced by its hires and promotions, the department is committed to diversity in its work force. The females' below parity figure of 40% 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)

The following includes data on all employees in the Public Works Department. (See Figure 43 and 44.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 43 and 44: Public Works Department Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	70	25.6%	41.7%
Black or African American	90	33.0%	10.2%
Hispanic or Latino	72	26.4%	21.2%
Asian	32	11.7%	22.9%
American Indian or Alaska Native	1	0.4%	0.2%
Native Hawaiian or Other Pacific Islander	2	0.7%	0.7%
Two or More Races	6	2.2%	1.7%
Total	273	100.0%	98.6%
Other Protected Categories			
Minorities	203	74.4%	56.9%
Female	49	17.9%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

LIBRARY SERVICES:

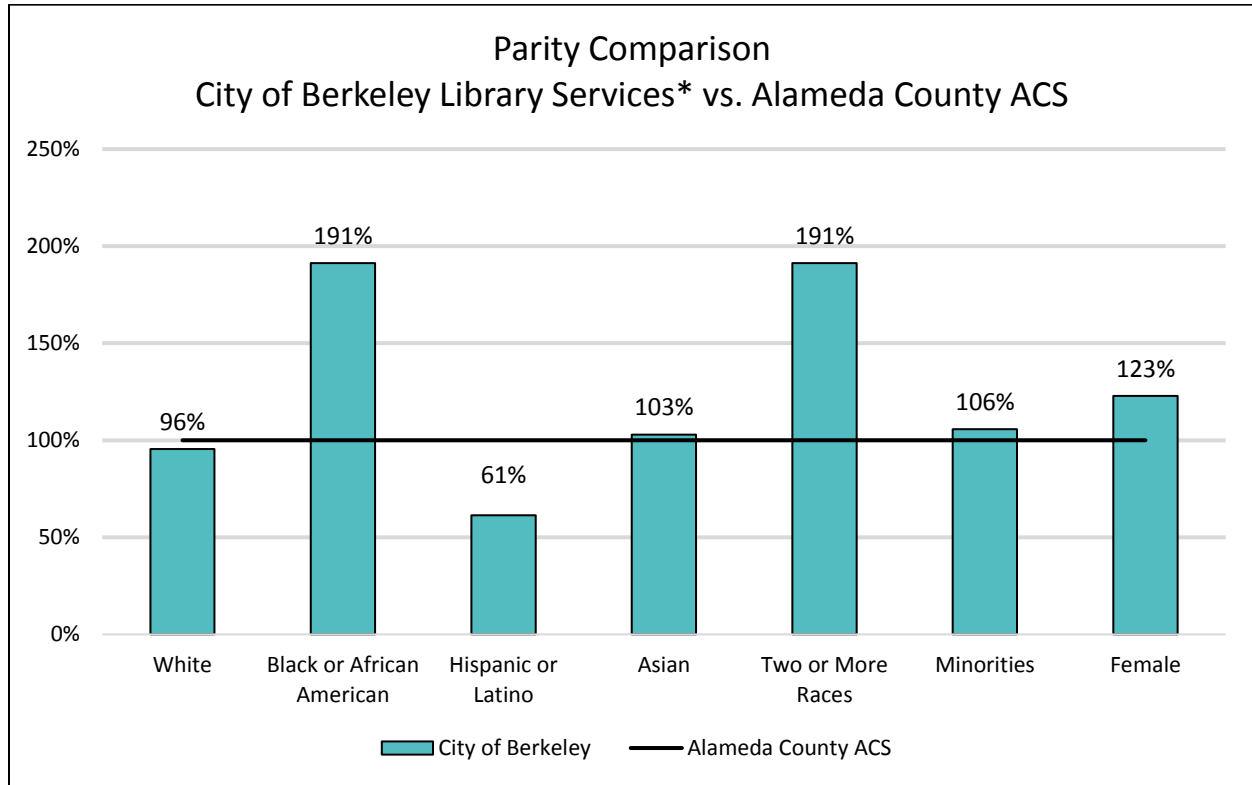
The Library staff decreased from 130 to 123 thus far in FY 2018. There were two minority female hires: African American and Asian. There has been only one promotion in this first half; the recipient is a Hispanic female.

The staff has exceeded 100% parity for African Americans, Asians, Two or More Races, minorities as a group and females. The Hispanic work force shows an underrepresentation at 61% parity. (Attachment 13)

The following includes data on all employees in the Library Services Department. (See Figures 45 & 46.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 45 and 46: Library Services Department Parity Compared to Alameda County ACS (Mid-year FY 2018)



**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	49	39.8%	41.7%
Black or African American	24	19.5%	10.2%
Hispanic or Latino	16	13.0%	21.2%
Asian	29	23.6%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	1	0.8%	0.7%
Two or More Races	4	3.3%	1.7%
Total	123	100.0%	98.6%
Other Protected Categories			
Minorities	74	60.2%	56.9%
Female	68	55.3%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

RENT BOARD:

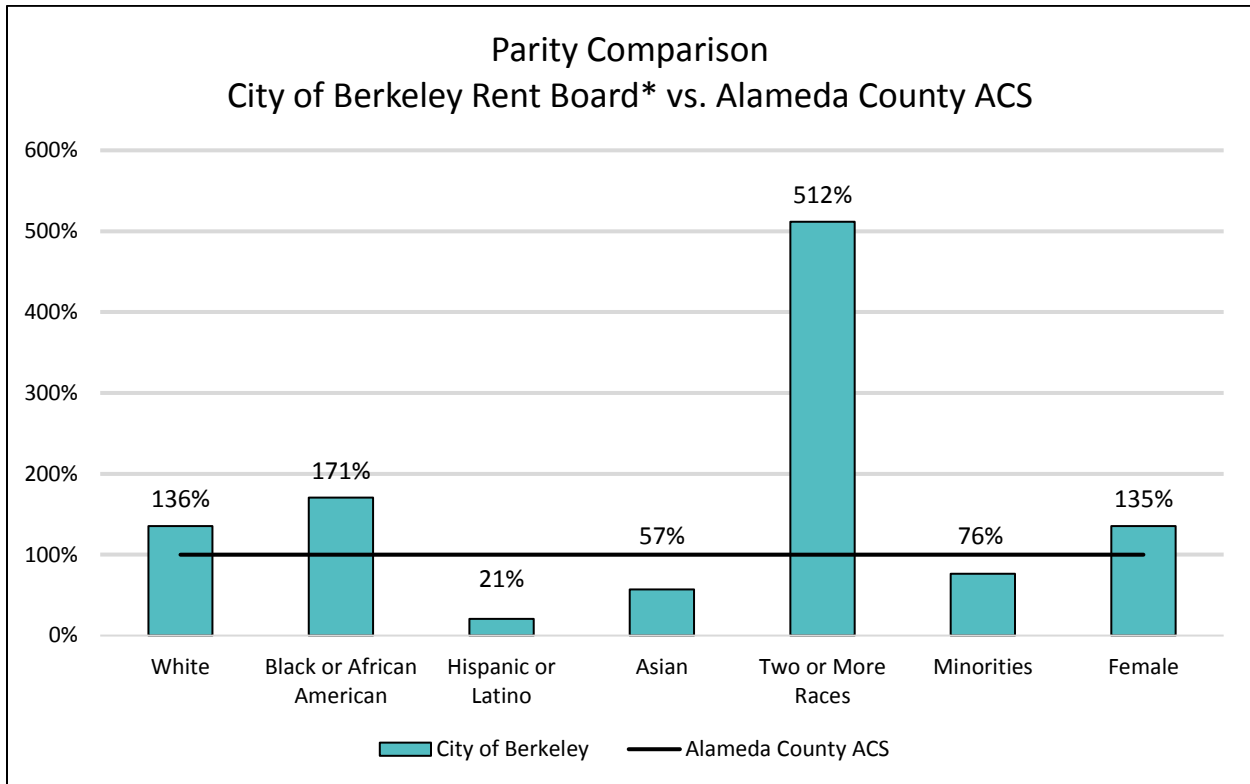
The Rent Board, with a small staff of only 23, show an increase of 4 employees in this first half. There were five new hires; four of whom were minorities consisting of an African American male, an Asian female, one Hispanic female and a female of Two or More Races. The African American and Asian employees were hired into professional positions.

The Library had no representation changes in the first part of FY 2018. It has exceeded 100% parity for African Americans, those of Two or More Races and females. The Hispanic and Asian work forces are substantially below their availability in the ACS at 21% and 57% respectively. (Attachment 19)

The following includes data on all employees in the Rent Board. (See Figures 47 & 48.)

FY 2018 MID YEAR WORK FORCE REPORT

Figures 47 and 48: Rent Board Parity Compared to Alameda County ACS (Mid-year FY 2018)




**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	13	56.5%	41.7%
Black or African American	4	17.4%	10.2%
Hispanic or Latino	1	4.3%	21.2%
Asian	3	13.0%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	2	8.7%	1.7%
Total	23	100.0%	98.6%
Other Protected Categories			
Minorities	10	43.5%	56.9%
Female	14	60.9%	45.0%

FY 2018 MID YEAR WORK FORCE REPORT

If you have any questions regarding the work force report, feel free to contact me at # 981-6811.

Approved for distribution:


LaTanya Bellow, Director of Human Resources

Attachments

- | | |
|------------------------|--|
| Attachment 1: | Population of Departments by Ethnicity & Gender (12/31/17) |
| Attachment 2: | City Work Force by Occupational Categories, Race & Gender (12/31/17) |
| Attachments 3 thru 19: | Work Force Reports by Departments (12/31/17) |
| Attachment 20 | List of managerial and supervisory positions included in analysis |
| Attachment 21 | Definition of Occupational Categories |

cc: Jovan Grogan, Deputy City Manager

NOTE: The analysis of the departments' work forces in the following charts will include more than one ACS as the database 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.

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 1: POPULATION OF DEPARTMENTS BY ETHNICITY & GENDER

DEPARTMENTS	As of DECEMBER 31, 2017																		
	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	T	%
CITY ATTORNEY	13	3	10	0	5	0	1	0	1	3	2	0	0	0	0	0	1	8	61.5%
CITY AUDITOR *	13	5	8	1	6	0	0	0	0	3	2	0	0	0	0	1	0	6	46.2%
CITY CLERK	8	2	6	1	4	0	2	1	0	0	0	0	0	0	0	0	0	3	37.5%
CITY MANAGER	30	11	19	3	8	3	5	1	2	2	2	0	0	1	0	1	2	19	63.3%
ECONOMIC DEVELOPMENT	7	3	4	2	3	1	0	0	1	0	0	0	0	0	0	0	0	2	28.6%
FINANCE	37	9	28	1	2	1	9	2	2	4	12	0	0	0	0	1	3	34	91.9%
FIRE	145	123	22	84	11	9	1	17	3	8	7	0	0	2	0	3	0	50	34.5%
HEALTH, HOUSING & COMMUNITY SERVICES	171	51	120	17	32	10	33	13	30	8	20	0	0	0	0	3	5	122	71.3%
HUMAN RESOURCES	17	5	12	0	0	2	4	0	3	2	4	0	0	0	0	1	1	17	100.0%
INFORMATION TECHNOLOGY	41	22	19	9	7	3	5	2	2	5	4	1	1	0	0	2	0	25	61.0%
LIBRARY	123	55	68	27	22	13	11	6	10	9	20	0	0	0	1	0	4	74	60.2%
PARKS, RECREATION & WATERFRONT	98	64	34	26	12	12	11	15	3	6	7	1	0	0	0	4	1	60	61.2%
PLANNING	80	36	44	25	21	5	10	4	4	2	8	0	0	0	0	0	1	34	42.5%
POLICE	244	155	89	84	30	30	34	17	10	23	9	0	0	0	0	1	6	130	53.3%
POLICE REVIEW COMMISSION	3	1	2	0	0	1	0	0	1	0	1	0	0	0	0	0	0	3	100%
PUBLIC WORKS	273	224	49	57	13	71	19	67	5	22	10	0	1	2	0	5	1	203	74.4%
RENT BOARD	23	9	14	7	6	1	3	0	1	1	2	0	0	0	0	0	2	10	43.5%
TOTAL	1326	778	548	344	182	162	148	145	78	98	110	2	2	5	1	22	27	800	60.3%
CITY REPRESENTATION		58.7%	41.3%	25.9%	14%	12.2%	11.2%	10.9%	5.9%	7.4%	8.3%	0.2%	0.2%	0.4%	0.1%	1.7%	2.0%		
GROUP REPRESENTATION				40%		23%		17%		16%		0%		0%		4%			

* NOTE: Elected Officials are not included in totals.

Attachment 1

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 2: CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017

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	1326	778	548	344	182	162	148	145	78	98	110	2	2	5	1	22	27	800
		58.7%	41.3%	25.9%	13.7%	12.2%	11.2%	11%	5.9%	7.4%	8%	0%	0%	0.4%	0.1%	1.7%	2.0%	60.3%
CALIFORNIA ACS		54.7%	45.3%	24.3%	20.5%	2.5%	2.7%	19.6%	14.2%	7.0%	6.7%	0.2%	0.2%	0.2%	0.2%	0.6%	0.6%	54.7%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	116	60	56	34	27	10	15	6	3	4	10	1	0	0	0	5	1	55
		51.7%	48.3%	29.3%	23.3%	8.6%	12.9%	5.2%	2.6%	3.4%	8.6%	0.9%	0.0%	0.0%	0.0%	4.3%	0.9%	47.4%
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	298	116	182	47	76	22	29	12	23	30	45	0	1	1	0	4	8	175
		38.9%	61.1%	15.8%	25.5%	7.4%	9.7%	4.0%	7.7%	10.1%	15.1%	0.0%	0.3%	0.3%	0.0%	1.3%	2.7%	58.7%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	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	221	53	168	20	27	12	61	11	28	9	40	0	0	0	1	1	11	174
		24.0%	76.0%	9.0%	12.2%	5.4%	27.6%	5.0%	12.7%	4.1%	18.1%	0.0%	0.0%	0.0%	0.5%	0.5%	5.0%	78.7%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	52	32	20	18	8	2	4	3	3	5	5	0	0	0	0	4	0	26
		61.5%	38.5%	34.6%	15.4%	3.8%	7.7%	5.8%	5.8%	9.6%	9.6%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	50.0%
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	88	75	13	32	3	12	4	19	6	10	0	0	0	1	0	1	0	53
		85.2%	14.8%	36.4%	3.4%	13.6%	4.5%	21.6%	6.8%	11.4%	0.0%	0.0%	0.0%	1.1%	0.0%	1.1%	0.0%	60.2%
METRO BAY AREA ACS		93.6%	6.4%	40.1%	2.3%	4.5%	0.5%	32.9%	1.3%	13.0%	2.1%	0.8%	0.1%	0.3%	0.0%	1.0%	0.0%	56.5%
SERVICE MAINTENANCE REPRESENTATION	189	167	22	25	4	65	9	61	5	11	2	1	1	1	0	3	1	160
		88.4%	11.6%	13.2%	2.1%	34.4%	4.8%	32.3%	2.6%	5.8%	1.1%	0.5%	0.5%	0.5%	0.0%	1.6%	0.5%	84.7%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25.0%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%
PROTECTIVE SERVICES REPRESENTATION	362	275	87	168	37	39	26	33	10	29	8	0	0	2	0	4	6	157
		76.0%	24.0%	46.4%	10.2%	10.8%	7.2%	9.1%	2.8%	8.0%	2.2%	0.0%	0.0%	0.6%	0.0%	1.1%	1.7%	43.4%
ALAMEDA ACS		80.7%	19.3%	35.6%	7.6%	17.4%	4.9%	10.7%	2.7%	11.9%	3.6%	1.3%	0.3%	0.4%	0.1%	2.2%	0.2%	55.7%

2010 ACS Data

ATTACHMENT 2

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 3: CITY ATTORNEY'S OFFICE WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
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	M	F	
DEPARTMENT REPRESENTATION	13	3	10	0	5	0	1	0	1	3	2	0	0	0	0	0	1	8
ALAMEDA ACS		23.1%	76.9%	0.0%	38.5%	0.0%	7.7%	0.0%	7.7%	23.1%	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	61.5%
		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CALIFORNIA ACS		0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		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	4	0	1	0	1	0	1	2	1	0	0	0	0	0	0	5
METRO BAY AREA ACS		33.3%	66.7%	0.0%	16.7%	0.0%	16.7%	0.0%	16.7%	33.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%
		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	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	5	1	4	0	2	0	0	0	0	1	1	0	0	0	0	0	1	3
ALAMEDA ACS		20.0%	80.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	60.0%
		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%

2010 ACS Data

ATTACHMENT 3

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 4: CITY AUDITOR'S OFFICE WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
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	M	F	
DEPARTMENT REPRESENTATION	13	5	8	1	6	0	0	0	0	3	2	0	0	0	0	1	0	6
		38.5%	61.5%	7.7%	46.2%	0.0%	0.0%	0.0%	0.0%	23.1%	15.4%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	46.2%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		50.0%	50.0%	50.0%	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%
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	4	0	3	0	0	0	0	1	1	0	0	0	0	1	0	3
		33.3%	66.7%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	50.0%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	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	3	1	2	0	1	0	0	0	0	1	1	0	0	0	0	0	0	2
		33.3%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	2	1	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1
		50.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	50.0%
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%

2010 ACS Data

ATTACHMENT 4

*City Auditor is not included in the total count because he/she is an elected official.

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 5: CITY CLERK'S OFFICE WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
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	2	6	1	4	0	2	1	0	0	0	0	0	0	0	0	0	3
		25.0%	75.0%	12.5%	50.0%	0.0%	25.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	37.5%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	4	1	3	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
		25.0%	75.0%	25.0%	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%
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	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	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	3	1	2	0	0	0	2	1	0	0	0	0	0	0	0	0	0	3
		33.3%	66.7%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%

2010 ACS Data

ATTACHMENT 5

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 6: CITY MANAGER'S OFFICE WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
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	M	F	
DEPARTMENT REPRESENTATION	30	11	19	3	8	3	5	1	2	2	2	0	0	1	0	1	2	19
		36.7%	63.3%	10.0%	26.7%	10.0%	16.7%	3.3%	6.7%	6.7%	6.7%	0.0%	0.0%	3.3%	0.0%	3.3%	6.7%	63.3%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	8	3	5	1	2	1	2	0	0	1	0	0	0	0	0	0	1	5
		37.5%	62.5%	12.5%	25.0%	12.5%	25.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	62.5%
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	8	2	6	0	2	1	2	0	1	1	0	0	0	0	0	0	1	6
		25.0%	75.0%	0.0%	25.0%	12.5%	25.0%	0.0%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	75.0%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	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	4	0	4	0	1	0	1	0	0	0	2	0	0	0	0	0	0	3
		0.0%	100.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	3	1	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
		33.3%	66.7%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%
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%
SERVICE MAINTENANCE REPRESENTATION	7	5	2	1	1	1	0	1	1	0	0	0	0	1	0	1	0	5
		71.4%	28.6%	14.3%	14.3%	14.3%	0.0%	14.3%	14.3%	0.0%	0.0%	0%	0%	14.3%	0.0%	14.3%	0.0%	71.4%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25.0%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 7: ECONOMIC DEVELOPMENT WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
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	M	F	
DEPARTMENT REPRESENTATION	7	3	4	2	3	1	0	0	1	0	0	0	0	0	0	0	0	2
		42.9%	57.1%	28.6%	42.9%	14.3%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	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%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
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	1	4	0	3	1	0	0	1	0	0	0	0	0	0	0	0	2
		20.0%	80.0%	0.0%	60.0%	20.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	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	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%

2010 ACS Data

ATTACHMENT 7

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 8: FINANCE DEPARTMENT WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
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	37	9	28	1	2	1	9	2	2	4	12	0	0	0	0	1	3	34
		24.3%	75.7%	2.7%	5.4%	2.7%	24.3%	5.4%	5.4%	10.8%	32.4%	0.0%	0.0%	0.0%	0.0%	2.7%	8.1%	91.9%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	4	1	3	0	0	1	1	0	0	0	2	0	0	0	0	0	0	4
		25.0%	75.0%	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	10	3	7	0	1	0	1	0	0	3	4	0	0	0	0	0	1	9
		30.0%	70.0%	0.0%	10.0%	0.0%	10.0%	0.0%	0.0%	30.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	90.0%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	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	21	5	16	1	1	0	7	2	1	1	5	0	0	0	0	1	2	19
		23.8%	76.2%	4.8%	4.8%	0.0%	33.3%	9.5%	4.8%	4.8%	23.8%	0.0%	0.0%	0.0%	0.0%	4.8%	9.5%	90.5%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	2
		0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	100.0%
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%

2010 ACS Data

ATTACHMENT 8

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 9: FIRE DEPARTMENT WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
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	132	121	11	84	8	9	0	16	2	7	1	0	0	2	0	3	0	40
ALAMEDA ACS		91.7%	8.3%	63.6%	6.1%	6.8%	0.0%	12.1%	1.5%	5.3%	0.8%	0.0%	0.0%	1.5%	0.0%	2.3%	0.0%	30.3%
ALAMEDA ACS		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%	33.0%
CHIEF, DEPUTY CHIEF REPRESENTATION	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ALAMEDA ACS		100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA ACS		96.4%	3.6%	78.6%	3.6%	10.7%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17.8%
ASSIST-BATTALION CHIEF REPRESENTATION	5	5	0	3	0	1	0	1	0	0	0	0	0	0	0	0	0	2
ALAMEDA ACS		100.0%	0.0%	60.0%	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%
ALAMEDA ACS		96.4%	3.6%	78.6%	3.6%	10.7%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17.8%
CAPTAIN I REPRESENTATION	4	4	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	2
ALAMEDA ACS		100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
ALAMEDA ACS		96.4%	3.6%	78.6%	3.6%	10.7%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17.8%
CAPTAIN II REPRESENTATION	25	23	2	20	1	1	0	2	1	0	0	0	0	0	0	0	0	4
ALAMEDA ACS		92.0%	8.0%	80.0%	4.0%	4.0%	0.0%	8.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.0%
ALAMEDA ACS		96.4%	3.6%	78.6%	3.6%	10.7%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17.8%
FIRE & DEPUTY MARSHAL REPRESENTATION	2	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1
ALAMEDA ACS		100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
ALAMEDA ACS		96.4%	3.6%	78.6%	3.6%	10.7%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17.8%
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%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
ALAMEDA ACS		100.0%	0.0%	30.4%	0.0%	26.1%	0.0%	26.1%	0.0%	17.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	69.6%
FIREFIGHTERS REPRESENTATION	89	83	6	55	6	7	0	12	0	4	0	0	0	2	0	3	0	28
ALAMEDA ACS		93.3%	6.7%	61.8%	6.7%	7.9%	0.0%	13.5%	0.0%	4.5%	0.0%	0.0%	0.0%	2.2%	0.0%	3.4%	0.0%	31.5%
ALAMEDA ACS		94.6%	5.4%	62.8%	4.2%	10.1%	0.3%	10.5%	0.0%	8.4%	0.8%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%	33.0%
PARAMEDIC SUPERVISOR REPRESENTATION	5	3	2	2	1	0	0	0	1	1	0	0	0	0	0	0	0	2
ALAMEDA ACS		60.0%	40.0%	40.0%	20.0%	0.0%	0.0%	0.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%
ALAMEDA ACS		96.4%	3.6%	78.6%	3.6%	10.7%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17.8%
NON - SWORN REPRESENTATION	13	2	11	0	3	0	1	1	1	1	6	0	0	0	0	0	0	10
ALAMEDA ACS		15.4%	84.6%	0.0%	23.1%	0.0%	7.7%	7.7%	7.7%	7.7%	46.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	76.9%
ALAMEDA ACS		57.9%	42.1%	19.7%	19.7%	2.0%	10.2%	11.4%	11.0%	19.7%	0.8%	0.0%	0.0%	0.8%	0.0%	2.4%	0.8%	59.1%

2010 ACS Data

Attachment 9

* Total does not include Non-Sworn personnel.

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 10: HHCS WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
HEALTH, HOUSING & 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	M	F	
DEPARTMENT REPRESENTATION	171	51 29.8%	120 70.2%	17 9.9%	32 18.7%	10 5.8%	33 19.3%	13 7.6%	30 17.5%	8 4.7%	20 11.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3 1.8%	5 2.9%	122 71.3%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	20	7 35.0%	13 65.0%	2 10.0%	5 25.0%	1 5.0%	6 30.0%	2 10.0%	1 5.0%	0 0.0%	1 5.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 10.0%	0 0.0%	13 65.0%
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	101	36 35.6%	65 64.4%	15 14.9%	22 21.8%	6 5.9%	13 12.9%	7 6.9%	14 13.9%	7 6.9%	13 12.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.0%	3 3.0%	64 63.4%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	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	28	3 10.7%	25 89.3%	0 0.0%	2 7.1%	1 3.6%	9 32.1%	2 7.1%	8 28.6%	0 0.0%	5 17.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 3.6%	26 92.9%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	1	0 0.0%	1 100.0%	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 0.0%	0 0.0%	1 100.0%
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	13	1 7.7%	12 92.3%	0 0.0%	2 15.4%	0 0.0%	4 30.8%	1 7.7%	6 46.2%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	11 84.6%
METRO BAY AREA ACS		93.6%	6.4%	40.1%	2.3%	4.5%	0.5%	32.9%	1.3%	13.0%	2.1%	0.8%	0.1%	0.3%	0.0%	1.0%	0.0%	56.5%
SERVICE MAINTENANCE REPRESENTATION	8	4 50.0%	4 50.0%	0 0.0%	1 12.5%	2 25.0%	1 12.5%	1 12.5%	0 0.0%	1 12.5%	1 12.5%	0 0%	0 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%	25.0%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 11: HUMAN RESOURCES WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
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	0	0	2	4	0	3	2	4	0	0	0	0	1	1	17
		29.4%	70.6%	0.0%	0.0%	11.8%	23.5%	0.0%	17.6%	11.8%	23.5%	0.0%	0.0%	0.0%	0.0%	5.9%	5.9%	100.0%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
		0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	9	4	5	0	0	2	2	0	1	2	2	0	0	0	0	0	0	9
		44.4%	55.6%	0.0%	0.0%	22.2%	22.2%	0.0%	11.1%	22.2%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	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	6	0	6	0	0	0	2	0	1	0	2	0	0	0	0	0	1	6
		0.0%	100.0%	0.0%	0.0%	0.0%	33.3%	0.0%	16.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	100.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
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%	0%	0%	0.0%	0.0%	100.0%	0.0%	100.0%
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%

2010 ACS Data

ATTACHMENT 11

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 12: IT DEPARTMENT WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
INFORMATION TECHNOLOGY 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	41	22	19	9	7	3	5	2	2	5	4	1	1	0	0	2	0	25
		53.7%	46.3%	22.0%	17.1%	7.3%	12.2%	4.9%	4.9%	12.2%	9.8%	2.4%	2.4%	0.0%	0.0%	4.9%	0.0%	61.0%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	8	4	4	1	3	0	0	0	0	1	1	1	0	0	0	1	0	4
		50.0%	50.0%	12.5%	37.5%	0.0%	0.0%	0.0%	0.0%	12.5%	12.5%	12.5%	0.0%	0.0%	0.0%	12.5%	0.0%	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%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	22	16	6	6	2	3	0	2	1	4	2	0	1	0	0	1	0	14
		72.7%	27.3%	27.3%	9.1%	13.6%	0.0%	9.1%	4.5%	18.2%	9.1%	0.0%	4.5%	0.0%	0.0%	4.5%	0.0%	63.6%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	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	10	1	9	1	2	0	5	0	1	0	1	0	0	0	0	0	0	7
		10.0%	90.0%	10.0%	20.0%	0.0%	50.0%	0.0%	10.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	70.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%
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%

2010 ACS Data

ATTACHMENT 12

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 13: LIBRARY SERVICES WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
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	M	F	
DEPARTMENT REPRESENTATION	123	55 44.7%	68 55.3%	27 22.0%	22 17.9%	13 10.6%	11 8.9%	6 4.9%	10 8.1%	9 7.3%	20 16.3%	0 0.0%	0 0.0%	0 0.0%	1 0.8%	0 0.0%	4 3.3%	74 60.2%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	6	4 66.7%	2 33.3%	2 33.3%	2 33.3%	1 16.7%	0 0.0%	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%	2 33.3%
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	34	13 38.2%	21 61.8%	9 26.5%	12 35.3%	3 8.8%	1 2.9%	0 0.0%	0 0.0%	1 2.9%	7 20.6%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 2.9%	13 38.2%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	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	78	33 42.3%	45 57.7%	14 17.9%	8 10.3%	8 10.3%	10 12.8%	6 7.7%	10 12.8%	5 6.4%	13 16.7%	0 0.0%	0 0.0%	0 0.0%	1 1.3%	0 0.0%	3 3.8%	56 71.8%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
SKILLED CRAFT REPRESENTATION	2	2 100.0%	0 0.0%	1 50.0%	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%	0 0.0%	1 50.0%
METRO BAY AREA ACS		93.6%	6.4%	40.1%	2.3%	4.5%	0.5%	32.9%	1.3%	13.0%	2.1%	0.8%	0.1%	0.3%	0.0%	1.0%	0.0%	56.5%
SERVICE MAINTENANCE REPRESENTATION	3	3 100.0%	0 0.0%	1 33.3%	0 0.0%	1 33.3%	0 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%	25.0%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%

2010 ACS Data

ATTACHMENT 13

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 14: PRW DEPARTMENT WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
PARKS, RECREATION & WATERFRONT 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	98	64	34	26	12	12	11	15	3	6	7	1	0	0	0	4	1	60
ALAMEDA ACS		65.3%	34.7%	26.5%	12.2%	12.2%	11.2%	15.3%	3.1%	6.1%	7.1%	1.0%	0.0%	0.0%	0.0%	4.1%	1.0%	61.2%
OFFICIALS/MANAGERS REPRESENTATION	18	8	10	5	6	1	2	0	0	0	2	0	0	0	0	2	0	7
CALIFORNIA ACS		44.4%	55.6%	27.8%	33.3%	5.6%	11.1%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	38.9%
PROFESSIONALS REPRESENTATION	10	6	4	3	1	0	1	1	0	1	2	0	0	0	0	1	0	6
METRO BAY AREA ACS		60.0%	40.0%	30.0%	10.0%	0.0%	10.0%	10.0%	0.0%	10.0%	20.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	60.0%
ADMINISTRATIVE SUPPORT REPRESENTATION	8	0	8	0	1	0	4	0	1	0	2	0	0	0	0	0	0	7
ALAMEDA ACS		0.0%	100.0%	0.0%	12.5%	0.0%	50.0%	0.0%	12.5%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%
SKILLED CRAFT REPRESENTATION	23	22	1	10	1	2	0	5	0	4	0	0	0	0	0	1	0	12
METRO BAY AREA ACS		95.7%	4.3%	43.5%	4.3%	8.7%	0.0%	21.7%	0.0%	17.4%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%	0.0%	52.2%
SERVICE MAINTENANCE REPRESENTATION	36	27	9	7	2	9	4	9	2	1	1	1	0	0	0	0	0	27
ALAMEDA ACS		75.0%	25.0%	19.4%	5.6%	25.0%	11.1%	25.0%	5.6%	2.8%	2.8%	3%	0%	0.0%	0.0%	0.0%	0.0%	75.0%
PROTECTIVE SERVICES REPRESENTATION	3	1	2	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1
ALAMEDA ACS		33.3%	66.7%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%
		57.9%	42.1%	19.7%	19.7%	2.0%	10.2%	11.4%	11.0%	19.7%	0.8%	0.0%	0.0%	0.8%	0.0%	2.4%	0.8%	59.1%

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 15: PLANNING DEPARTMENT WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
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	M	F	
DEPARTMENT REPRESENTATION	80	36	44	25	21	5	10	4	4	2	8	0	0	0	0	0	1	34
		45.0%	55.0%	31.3%	26.3%	6.3%	12.5%	5.0%	5.0%	2.5%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	42.5%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	12	9	3	8	1	0	1	1	0	0	1	0	0	0	0	0	0	3
		75.0%	25.0%	66.7%	8.3%	0.0%	8.3%	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	31	8	23	5	16	2	2	1	1	0	3	0	0	0	0	0	1	10
		25.8%	74.2%	16.1%	51.6%	6.5%	6.5%	3.2%	3.2%	0.0%	9.7%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%	32.3%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	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	13	4	9	2	3	2	3	0	2	0	1	0	0	0	0	0	0	8
		30.8%	69.2%	15.4%	23.1%	15.4%	23.1%	0.0%	15.4%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	61.5%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	24	15	9	10	1	1	4	2	1	2	3	0	0	0	0	0	0	13
		62.5%	37.5%	41.7%	4.2%	4.2%	16.7%	8.3%	4.2%	8.3%	12.5%	0%	0%	0.0%	0.0%	0.0%	0.0%	54.2%
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%

2010 ACS Data

ATTACHMENT 15

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 16: POLICE DEPARTMENT WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
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	154	128	26	76	15	17	4	15	3	19	2	0	0	0	0	1	2	63
		83.1%	16.9%	49.4%	9.7%	11.0%	2.6%	9.7%	1.9%	12.3%	1.3%	0.0%	0.0%	0.0%	0.0%	0.6%	1.3%	40.9%
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%	45.0%
POLICE CHIEF REPRESENTATION	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	8.7%	0.0%	0.0%	6.6%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	38.4%
CAPTAINS REPRESENTATION	4	2	2	1	2	0	0	0	0	1	0	0	0	0	0	0	0	1
		50.0%	50.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	8.7%	0.0%	0.0%	6.6%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	38.4%
LIEUTENANTS REPRESENTATION	9	8	1	6	1	1	0	0	0	1	0	0	0	0	0	0	0	2
		88.9%	11.1%	66.7%	11.1%	11.1%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	8.7%	0.0%	0.0%	6.6%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	38.4%
SERGEANTS REPRESENTATION	30	21	9	15	6	2	1	2	1	2	1	0	0	0	0	0	0	9
		70.0%	30.0%	50.0%	20.0%	6.7%	3.3%	6.7%	3.3%	6.7%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	30.0%
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	8.7%	0.0%	0.0%	6.6%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	38.4%
POLICE OFFICERS REPRESENTATION	110	96	14	53	6	14	3	13	2	15	1	0	0	0	0	1	2	51
		87.3%	12.7%	48.2%	5.5%	12.7%	2.7%	11.8%	1.8%	13.6%	0.9%	0.0%	0.0%	0.0%	0.0%	0.9%	1.8%	46.4%
ALAMEDA ACS		86.4%	13.6%	47.3%	6.6%	10.4%	4.3%	9.8%	0.4%	13.3%	2.0%	3.3%	0.0%	0.0%	0.0%	2.0%	0.3%	45.8%
NON - SWORN REPRESENTATION	90	27	63	8	15	13	30	2	7	4	7	0	0	0	0	0	4	67
		30.0%	70%	8.9%	17%	14.4%	33.3%	2%	8%	4.4%	7.8%	0%	0%	0.0%	0.0%	0.0%	4.4%	74%
ALAMEDA ACS		57.9%	42.1%	19.7%	19.7%	2.0%	10.2%	11.4%	11.0%	19.7%	0.8%	0.0%	0.0%	0.8%	0.0%	2.4%	0.8%	59.1%

2010 ACS Data

ATTACHMENT 16

*Total does not include non-sworn personnel

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 17: POLICE REVIEW COMMISSION WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
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	M	F	
DEPARTMENT REPRESENTATION	3	1	2	0	0	1	0	0	1	0	1	0	0	0	0	0	0	3
		33.3%	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS 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%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
		100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	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	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
		0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%

2010 ACS Data

ATTACHMENT 17

FY 2018 MID YEAR WORK FORCE REPORT

ATTACHMENT 18: PUBLIC WORKS DEPARTMENT WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
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	273	224	49	57	13	71	19	67	5	22	10	0	1	2	0	5	1	203
		82.1%	17.9%	20.9%	4.8%	26.0%	7.0%	24.5%	1.8%	8.1%	3.7%	0.0%	0.4%	0.7%	0.0%	1.8%	0.4%	74.4%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	22	19	3	10	1	5	1	3	0	1	1	0	0	0	0	0	0	11
		86.4%	13.6%	45.5%	4.5%	22.7%	4.5%	13.6%	0.0%	4.5%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	34	14	20	4	6	2	4	1	2	6	7	0	0	1	0	0	1	24
		41.2%	58.8%	11.8%	17.6%	5.9%	11.8%	2.9%	5.9%	17.6%	20.6%	0.0%	0.0%	2.9%	0.0%	0.0%	2.9%	70.6%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	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	15	1	14	0	2	1	10	0	1	0	1	0	0	0	0	0	0	13
		6.7%	93.3%	0.0%	13.3%	6.7%	66.7%	0.0%	6.7%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	86.7%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	17	12	5	6	4	1	0	0	0	2	1	0	0	0	0	3	0	7
		70.6%	29.4%	35.3%	23.5%	5.9%	0.0%	0.0%	0.0%	11.8%	5.9%	0%	0%	0.0%	0.0%	17.6%	0.0%	41.2%
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	50	50	0	21	0	10	0	13	0	5	0	0	0	1	0	0	0	29
		100.0%	0.0%	42.0%	0.0%	20.0%	0.0%	26.0%	0.0%	10.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	58.0%
METRO BAY AREA ACS		93.6%	6.4%	40.1%	2.3%	4.5%	0.5%	32.9%	1.3%	13.0%	2.1%	0.8%	0.1%	0.3%	0.0%	1.0%	0.0%	56.5%
SERVICE MAINTENANCE REPRESENTATION	135	128	7	16	0	52	4	50	2	8	0	0	1	0	0	2	0	119
		94.8%	5.2%	11.9%	0.0%	38.5%	3.0%	37.0%	1.5%	5.9%	0.0%	0%	1%	0.0%	0.0%	1.5%	0.0%	88.1%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25.0%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%

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ATTACHMENT 19: RENT BOARD WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of DECEMBER 31, 2017																		
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	M	F	
DEPARTMENT REPRESENTATION	23	9	14	7	6	1	3	0	1	1	2	0	0	0	0	0	2	10
ALAMEDA ACS		39.1%	60.9%	30.4%	26.1%	4.3%	13.0%	0.0%	4.3%	4.3%	8.7%	0.0%	0.0%	0.0%	0.0%	0.0%	8.7%	43.5%
OFFICIALS/MANAGERS REPRESENTATION	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CALIFORNIA ACS		50.0%	50.0%	50.0%	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%
PROFESSIONALS REPRESENTATION	14	7	7	5	4	1	2	0	0	1	1	0	0	0	0	0	0	5
METRO BAY AREA ACS		50.0%	50.0%	35.7%	28.6%	7.1%	14.3%	0.0%	0.0%	7.1%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	35.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	7	1	6	1	1	0	1	0	1	0	1	0	0	0	0	0	2	5
ALAMEDA ACS		14.3%	85.7%	14.3%	14.3%	0.0%	14.3%	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	71.4%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%

2010 ACS Data

ATTACHMENT 19

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EEO OCCUPATIONAL CATEGORIES LISTING

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.

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MANAGERS AND SUPERVISORS JOB TITLES LISTING

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. Equal Employment Opportunity & Diversity Officer
20. Equipment Superintendent
21. Facilities Maintenance Superintendent
22. General Services Manager
23. Hazardous Materials Manager
24. Health Nutrition Program Coordinator
25. Health Officer
26. Health Planning, Education & Promotion Supervisor
27. Health Services Supervisor
28. Housing Inspector Supervisor
29. Land Use Planning Manager
30. Library Information System Administrator
31. Library Literacy Program Coordinator
32. Library Services Manager
33. Manager of Aging Services
34. Manager of Engineering
35. Manager of Environmental Health
36. Manager of Housing & Community Services
37. Manager of Mental Health Services
38. Manager, Family Health and Nursing Services
39. Mechanic Supervisor
40. Mental Health Clinical Supervisor
41. Mental Health Program Supervisor

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42. Occupational Health & Safety Officers
43. Parking Enforcement Manager
44. Parking Services Manager
45. Parks Superintendent
46. Permit Center Coordinator
47. Police Review Commission Officer
48. Principle Planner
49. Psychiatrist Supervisor
50. Public Works Maintenance Supervisor
51. Public Works Operations Manager
52. Public Works Supervisor
53. Records Manager
54. Recreation & Youth Services Manager
55. Recreation Coordinator
56. Recreation Program Supervisor
57. Revenue Collection Manager
58. Revenue Development Supervisor
59. Senior Accountant
60. Senior Behavioral Health Clinician
61. Senior Building Maintenance Supervisor
62. Senior Buyer
63. Senior Citizen Center Director
64. Senior Community Develop Project Coordinator
65. Senior Electrical Supervisor
66. Senior Equipment Supervisor
67. Senior Forestry Supervisor
68. Senior Health Management Analyst
69. Senior Health Service Program Specialist
70. Senior Human Resources Analyst
71. Senior Landscape Gardener Supervisor
72. Senior Management Analyst
73. Senior Public Works Supervisor
74. Senior Solid Waste Supervisor
75. Senior Systems Analyst
76. Solid Waste & Recycling Manager
77. Solid Waste Supervisor
78. Supervising Building Inspector
79. Supervising Civil Engineer
80. Supervising Librarian
81. Supervising Psychiatrist
82. Supervising Public Health Nursing
83. Supervising Public Safety Dispatcher

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- 84. Supervising Traffic Engineer
- 85. Traffic Maintenance Supervisor
- 86. Training Officer
- 87. Transportation Manager
- 88. Waterfront Manager
- 89. Waterfront Supervisor