


Office of the City Manager

April 19, 2012

To: Honorable Mayor and City Councilmembers

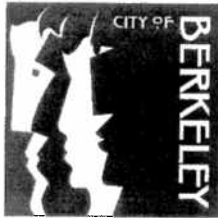
From: Christine Daniel, Interim City Manager 

Subject: FY 2012 Third Quarterly Work Force Report

Please see the attached quarterly work force report for the third quarter of FY 2012, 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 within the Police and Fire departments. Please contact me if you have any questions regarding this report.

Attachment

cc: William Rogers, Interim Deputy City Manager
Dave Hodgkins, Human Resources Director
Mark Numainville, Acting City Clerk
Ann-Marie Hogan, City Auditor
Mary Kay Clunies-Ross, Public Information Officer



Human Resources Dept.

April 11, 2012

To: Christine Daniel, Interim City Manager

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

Subject: **FY 2012 THIRD QUARTERLY WORK FORCE REPORT**

The following summary is an analysis of female and minority representation within the City's work force as of March 31, 2012. Based on comparison work force statistics of a year ago, it is observed that the City's overall work force has declined by eighty-five (85) employees or 6%.

March 2011	1413
March 2012	1328

When compared to Alameda's relevant civilian labor market (SMSA¹) figures, we find that the City's parity ratings are favorable (below):

Mar 2011	Totals	City %	Alameda SMSA	Parity %	Mar 2012	Totals	City %	Alameda SMSA	Parity %
African Americans	407	28.8%	11.1%	100%	African Americans	385	29%	11.1%	100%
Asians	206	14.5%	18%	82%	Asians	191	14.3%	18%	79%
Hispanics	201	14.2%	16.3%	87%	Hispanics	191	14.3%	16.3%	88%
Native Americans	4	.3%	.4%	75%	Native Americans	4	.3%	.4%	75%
Minorities	818	57.9%	45.7%	100%	Minorities	771	58.1%	45.7%	100%

For the first time, I am changing the focus of the quarterly summary report in an attempt to monitor the City's efforts based on the work force slow down. In light of the hiring freeze with emphasis on reducing the work force, comparison of statistics from a year ago are not practical. The remainder of the report will

¹ Standard Metropolitan Statistical Area (SMSA) is synonymous for relevant civilian labor market. The data includes persons of age and qualifications to fill positions for which the City would be seeking applicants. It is noted that the Alameda SMSA statistics are based on the 2000 census data. Work force data based on the 2010 census is not available.

FY 2012 THIRD QUARTER WORK FORCE REPORT

focus on comparisons with the 2nd quarter results. I will do a yearly summary analysis at the end of the FY year.

Since the end of the 2nd quarter ending December 31, 2011, the work force has declined by 11 employees or .8%. The following developments are observed:

African Americans	-5 (from 390 to 385)
Asians	-3 (from 194 to 191)
Hispanics	0 (no change)
Native Americans	0 (no change)
Minorities	-8 (from 779 to 771)

Despite the reductions, the parity ratings remain constant with African Americans exceeding parity and the remaining minority groups reflecting acceptable ratings at or above 80 percentile.

The female population experienced a decrease of six (6) employees since the 2nd quarter. Notwithstanding, their parity figures remained constant at 93%:

2 nd quarter	Females - 567	City's % - 42%	Alameda SMSA - 45%	Parity - 93%
3 rd quarter	Females - 561	City's % - 42%	Alameda SMSA - 45%	Parity - 93%

Review of sworn positions in the Berkeley Police Department continues to show favorable parity representation figures with the hire of two Hispanic males. It is noteworthy that the ranking officers have added an African American female to its Sergeants' ranks, thus enlarging an already commendable list of female officers which include one Captain, two (2) Lieutenants, and now, nine (9) Sergeants. (See department workforce analysis).

African Americans	City's % - 16%	Alameda SMSA - 18%	Parity- 88%
Hispanics	City's % - 11%	Alameda SMSA - 12%	Parity- 90%
Asians	City's % - 15%	Alameda SMSA - 6%	Parity- 100%
Females	City's % - 21%	Alameda SMSA - 18%	Parity- 100%

Comparison of Fire Department work force figures from last quarter reveals only 3 losses from 119 to 116 employees. None of the losses impacted minorities in the work force or their parity ratings. As previously reported, African Americans and Asians maintain parity figures at or above 80%, while the remaining minority groups and females within department have achieved 100% parity with Alameda relevant labor market figures.

African Americans	City's % - 9%	Alameda SMSA - 11%	Parity- 80%
Asians	City's % - 6%	Alameda SMSA - 7%	Parity- 86%
Hispanics	City's % - 15%	Alameda SMSA - 6%	Parity- 100%
Native Americans	City's % - 1.7%	Alameda SMSA - .6%	Parity- 100%
Females	City's % - 11%	Alameda SMSA - 8%	Parity- 100%

The department made selections recently from a 2011 recruitment examination. It is anticipated that the results of those selections should appear in next quarter's report.

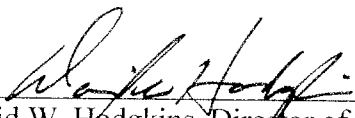
FY 2012 THIRD QUARTER WORK FORCE REPORT

Low utilization figures appear in the following occupational categories (see attachments):

Females	Technicians, Skilled Craft
African American Females	Fire Fighters-Paramedics
Hispanics	Officials-Managers, Service Maintenance
Asians	Paraprofessionals

If you have any questions regarding the statistics, feel free to contact me.

Approved for distribution:



David W. Hodgkins, Director of Human Resources

Attachments

cc: Michael Meehan, Police Chief
Debbi Pryor, Fire Chief
Personnel Board

CITY-WIDE OCCUPATIONAL CATEGORIES BY RACE & GENDER

	TOTALS	MALES	FEMALES	As of MARCH 2012															
				WHITES		BLACKS		HISPANICS		ASIANS		NATIVE AMERICANS		MINORITIES					
				M	F	M	F	M	F	M	F	M	F	M	F				
CITY WORK FORCE REPRESENTATION	1328	767 57.8%	561 42.2%	341 25.7%	216 16.3%	205 15.4%	180 13.6%	117 8.8%	74 5.6%	100 7.5%	91 7%	4 0.3%	0 0.0%	771 58.1%					
CALIFORNIA SMSA ALAMEDA COUNTY SMSA		54.7% 55%	44.7% 45%	28.9% 28.1%	24.1% 22%	2.6% 5%	2.9% 6.1%	15.7% 9.8%	11.1% 6.5%	5.9% 9.5%	5.4% 8.4%	0.2% 0.2%	0.2% 0.2%	44% 45.7%					
OFFICIALS/MANAGERS	112	57 50.9%	55 49.1%	36 32.1%	35 31.3%	10 8.9%	13 11.6%	4 3.6%	2 1.8%	7 6.3%	5 4.5%	0 0.0%	0 0.0%	41 36.6%					
CALIFORNIA SMSA		61.5%	38.5%	44.6%	25.6%	2%	2.5%	6%	4.9%	7%	4.4%	0.2%	0.2%	27.2%					
PROFESSIONALS	279	102 36.6%	177 63.4%	51 18.3%	82 29.4%	11 3.9%	40 14%	11 3.9%	20 7.2%	28 10.0%	35 12.5%	1 0.4%	0 0.0%	146 52.3%					
BAY AREA COUNTIES SMSA		53.9%	46.1%	34.2%	32.7%	2.3%	3.1%	3%	3.4%	9.5%	8.6%	0.1%	0.1%	30.1%					
ADMINISTRATIVE SUPPORT	186	41 22.0%	145 78.0%	18 9.7%	33 17.7%	10 5.4%	60 32.3%	5 2.7%	22 11.8%	8 4.3%	30 16%	0 0.0%	0 0.0%	135 72.6%					
ALAMEDA COUNTY SMSA		20.5%	79.5%	9.7%	39.2%	3%	13%	2.6%	1.1%	4.2%	12.4%	0.1%	0.4%	46.7%					
TECHNICIANS REPRESENTATION	40	29 72.5%	11 27.5%	18 45.0%	4 10.0%	6 15%	4 10%	1 2.5%	1 3%	4 10%	2 5%	0 0.0%	0 0.0%	18 45%					
BAY AREA COUNTIES SMSA		37.3%	62.7%	28.3%	25.3%	2.9%	5%	5.8%	4.6%	11.6%	12.6%	0.2%	0.2%	42.9%					
PARAPROFESSIONAL REPRESENTATION	72	20 27.8%	52 72.2%	6 8%	15 21%	9 13%	17 24%	4 6%	12 17%	1 1.4%	8 11%	0 0.0%	0 0.0%	51 71%					
ALAMEDA COUNTY SMSA		37.1%	63.4%	9.6%	32.5%	3.8%	13.2%	5.5%	12%	4.5%	13%	0%	0.2%	52.2%					
SERVICE MAINTENANCE REPRESENTATION	195	178 91.3%	17 8.7%	25 12.8%	4 2.1%	96 49.2%	8 4.1%	42 21.5%	4 2.1%	14 7.2%	1 0.5%	1 0.5%	0 0.0%	166 85.1%					
ALAMEDA COUNTY SMSA		87.2%	12.8%	31.3%	4%	11.6%	2.5%	33%	3.8%	8.5%	1.1%	0.4%	0.1%	61%					
SKILLED CRAFT REPRESENTATION	84	82 97.6%	2 2.4%	34 40.5%	2 2.4%	18 21%	0 0.0%	19 22.6%	0 0.0%	11 13.1%	0 0.0%	0 0.0%	0 0.0%	48 57.1%					
BAY AREA COUNTIES SMSA		95.1%	4.9%	54.1%	3.1%	4.4%	0.4%	22.3%	0.9%	8.9%	1.1%	0.6%	0.0%	39%					
PROTECTIVE SERVICE	360	258 71.7%	102 28.3%	153 42.5%	41 11%	45 13%	38 10.6%	31 8.6%	13 3.6%	27 7.5%	10 2.8%	2 0.6%	0 0.0%	166 46.1%					
ALAMEDA COUNTY SMSA		84.1%	15.9%	55.1%	9.1%	12.9%	4.6%	8.4%	0.9%	5.6%	0.7%	0.4%	0.0%	33.5%					

CITY-WIDE OCCUPATIONAL CATEGORIES BY RACE & GENDER

As of December 2011

	TOTAL	M	F	WHITES		BLACKS		HISPANICS		ASIANS		NATIVE AMERICANS		MINORITIES
				M	F	M	F	M	F	M	F	M	F	
CITY WORK FORCE REPRESENTATION	1339	772	567	342	218	207	183	117	74	102	92	4	0	779
		57.7%	42.3%	25.5%	16.3%	15.5%	13.7%	8.7%	5.5%	7.6%	7%	0.3%	0.0%	58.2%
CALIFORNIA SMSA ALAMEDA SMSA		54.7%	44.7%	28.9%	24.1%	2.6%	2.9%	15.7%	11.1%	5.9%	5.4%	0.2%	0.2%	44%
		55%	45%	28.1%	22%	5%	6.1%	9.8%	6.5%	9.5%	8.4%	0.2%	0.2%	45.7%
OFFICIALS/MANAGERS REPRESENTATION	110	55	55	34	36	10	13	4	2	7	4	0	0	40
		50.0%	50.0%	30.9%	32.7%	9.1%	11.8%	3.6%	1.8%	6.4%	3.6%	0.0%	0.0%	36.4%
CALIFORNIA SMSA		61.5%	38.5%	44.6%	25.6%	2%	2.5%	6%	4.9%	7%	4.4%	0.2%	0.2%	27.2%
PROFESSIONALS REPRESENTATION	278	101	177	50	81	14	40	9	20	27	36	1	0	147
		36.3%	63.7%	18.0%	29.1%	5.0%	14%	3.2%	7.2%	9.7%	12.9%	0.4%	0.0%	52.9%
BAY AREA COUNTIES SMSA		53.9%	46.1%	34.2%	32.7%	2.3%	3.1%	3%	3.4%	9.5%	8.6%	0.1%	0.1%	30.1%
AMINISTRATIVE SUPPORT	188	43	145	19	33	10	60	5	22	9	30	0	0	136
		22.9%	77.1%	10%	17.6%	5.3%	32%	2.7%	11.7%	4.8%	16%	0.0%	0.0%	72.3%
ALAMEDA COUNTY SMSA		20.5%	79.5%	9.7%	39.2%	3%	13%	2.6%	11%	4.2%	12.4%	0.1%	0.4%	46.7%
TECHNICIANS REPRESENTATION	43	31	12	18	4	6	4	2	1	5	3	0	0	21
		72.1%	27.9%	41.9%	9.3%	14.0%	9.3%	4.7%	2.3%	11.6%	7.0%	0.0%	0.0%	48.8%
BAY AREA COUNTIES SMSA		37.3%	62.7%	28.3%	25.3%	2.9%	5%	5.8%	4.6%	11.6%	12.6%	0.2%	0.2%	42.9%
PARAPROFESSIONAL REPRESENTATION	73	20	53	6	15	9	18	4	12	1	8	0	0	52
		27.4%	72.6%	8.2%	20.5%	12.3%	25%	5.5%	16.4%	1.4%	11%	0.0%	0.0%	71%
ALAMEDA COUNTY SMSA		37.1%	62.7%	9.6%	32.5%	3.8%	13.2%	5.5%	12%	4.5%	13%	0%	0.2%	52.2%
SERVICE MAINTENANCE REPRESENTATION	195	178	17	25	4	95	8	43	4	14	1	1	0	166
		91%	9%	12.8%	2.1%	48.7%	4.1%	22.1%	2.1%	7.2%	0.5%	0.5%	0.0%	85.1%
ALAMEDA COUNTY SMSA		87.2%	12.8%	31.3%	4%	11.6%	2.5%	33%	3.8%	8.5%	1.1%	0.4%	0.1%	61%
SKILLED CRAFT REPRESENTATION	85	83	2	34	2	19	0	19	0	11	0	0	0	49
		97.6%	2.4%	40.0%	2.4%	22%	0.0%	22.4%	0.0%	12.9%	0.0%	0.0%	0.0%	57.6%
BAY AREA COUNTIES SMSA		95.1%	4.9%	54.1%	3.1%	4.4%	0.4%	22.3%	0.9%	8.9%	1.1%	0.6%	0.0%	39%
PROTECTIVE SERVICE REPRESENTATION	367	261	106	156	43	44	40	31	13	28	10	2	0	168
		71.1%	28.9%	42.5%	12%	12%	10.9%	8.4%	3.5%	7.6%	2.7%	0.5%	0.0%	45.8%
ALAMEDA COUNTY SMSA		84.1%	15.9%	55.1%	9.1%	12.9%	4.6%	8.4%	0.9%	5.6%	0.7%	0.4%	0.0%	33.5%

CITY-WIDE OCCUPATIONAL CATEGORIES BY RACE & GENDER

	TOTALS	MALES	FEMALES	As of MARCH 2011															
				WHITES		BLACKS		HISPANICS		ASIANS		NATIVE AMERICANS		MINORITIES					
				M	F	M	F	M	F	M	F	M	F						
CITY WORK FORCE REPRESENTATION	1413	803	610	358	237	215	192	120	81	106	100	4	0	818					
CALIFORNIA SMSA		56.8%	43.2%	25.3%	16.8%	15.2%	13.6%	8.5%	5.7%	7.5%	7%	0.3%	0.0%	57.9%					
ALAMEDA COUNTY SMSA		54.7%	44.7%	28.9%	24.1%	2.6%	2.9%	15.7%	11.1%	5.9%	5.4%	0.2%	0.2%	44%					
OFFICIALS/MANAGERS	107	59	48	37	32	12	10	3	1	7	5	0	0	38					
CALIFORNIA SMSA		55.1%	44.9%	34.6%	29.9%	11.2%	9.3%	2.8%	0.9%	6.5%	4.7%	0.0%	0.0%	35.5%					
PROFESSIONALS	316	110	206	55	98	14	43	12	23	28	42	1	0	163					
BAY AREA COUNTIES SMSA		34.8%	65.2%	17.4%	31.0%	4.4%	14%	3.8%	7.3%	8.9%	13.3%	0.3%	0.0%	51.6%					
AMINISTRATIVE SUPPORT	201	44	157	20	37	10	65	5	23	9	32	0	0	144					
ALAMEDA COUNTY SMSA		21.9%	78.1%	10.0%	18.4%	5.0%	32.3%	2.5%	11.4%	4.5%	16%	0.0%	0.0%	71.6%					
TECHNICIANS REPRESENTATION	49	35	14	20	5	8	4	2	2	5	3	0	0	24					
BAY AREA COUNTIES SMSA		71.4%	28.6%	40.8%	10.2%	16%	8%	4.1%	4%	10%	6%	0.0%	0.0%	49%					
PARAPROFESSIONAL REPRESENTATION	74	22	52	6	15	10	18	4	12	2	7	0	0	53					
ALAMEDA COUNTY SMSA		29.7%	70.3%	8%	20%	14%	24%	5%	16%	2.7%	9%	0.0%	0.0%	72%					
SERVICE MAINTENANCE REPRESENTATION	201	180	21	26	4	96	10	44	6	13	1	1	0	171					
ALAMEDA COUNTY SMSA		89.6%	10.4%	12.9%	2.0%	47.8%	5.0%	21.9%	3.0%	6.5%	0.5%	0.5%	0.0%	85.1%					
SKILLED CRAFT REPRESENTATION	87	85	2	35	2	19	0	20	0	11	0	0	0	50					
BAY AREA COUNTIES SMSA		97.7%	2.3%	40.2%	2.3%	22%	0.0%	23.0%	0.0%	12.6%	0.0%	0.0%	0.0%	57.5%					
PROTECTIVE SERVICE	378	268	110	159	44	46	42	30	14	31	10	2	0	175					
ALAMEDA COUNTY SMSA		70.9%	29.1%	42.1%	12%	12%	11.1%	7.9%	3.7%	8.2%	2.6%	0.5%	0.0%	46.3%					
		84.1%	15.9%	55.1%	9.1%	12.9%	4.6%	8.4%	0.9%	5.6%	0.7%	0.4%	0.0%	33.5%					

**CITY OF BERKELEY POLICE DEPARTMENT
WORKFORCE ANALYSIS AS OF DECEMBER 2011**

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES						FEMALES						
		W	B	H	A/PI	A/AM	W	B	H	A/PI	A/AM			
POLICE CHIEF	1	1	0	0	0	0	0	0	0	0	0	0	0	0
CITY %	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%
CAPTAINS	2	1	0	0	0	0	0	1	0	0	0	0	0	0
CITY %	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%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%
LIEUTENANTS	9	4	1	0	2	0	2	0	0	0	0	0	0	0
CITY %	44.4%	11.1%	11.1%	0.0%	22.2%	0.0%	22.2%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%
SERGEANTS	30	17	2	0	3	0	7	0	1	0	0	0	0	0
CITY %	57%	6.7%	6.7%	0.0%	10%	0.0%	23%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%
POLICE OFFICERS	125	54	17	12	17	0	10	6	5	4	0	0	0	0
CITY %	43.2%	14%	14%	9.6%	13.6%	0.0%	8.0%	4.8%	4.0%	3.2%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		54.4%	12.2%	9.9%	6.8%	0.1%	7.8%	4.5%	1.3%	0.3%	0.0%	0.0%	0.0%	0.0%
DEPARTMENT TOTALS	167	77	20	12	22	0	19	7	6	4	0	0	0	0
CITY TOTALS %		46.1%	12.0%	7.2%	13.2%	0.0%	11.4%	4.2%	3.6%	2.4%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		50.6%	13.1%	10.2%	5.4%	0.1%	9.9%	5.3%	1.9%	1%	0.0%	0.0%	0.0%	0.0%

**CITY OF BERKELEY POLICE DEPARTMENT
WORKFORCE ANALYSIS AS OF MARCH 2011**

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES						FEMALES						
		W	B	H	API	AI/AM	W	B	H	API	AI/AM			
POLICE CHIEF	1	1	0	0	0	0	0	0	0	0	0	0	0	0
CITY %	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%
CAPTAINS	3	2	0	0	0	0	0	1	0	0	0	0	0	0
CITY %	66.7%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%
LIEUTENANTS	9	4	1	0	2	0	2	0	0	0	0	0	0	0
CITY %	44.4%	11.1%	11.1%	0.0%	22.2%	0.0%	22.2%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%
SERGEANTS	30	18	2	0	2	0	7	0	1	0	0	0	0	0
CITY %	60%	6.7%	6.7%	0.0%	6.7%	0.0%	23%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%	0.0%	0.0%	0.0%
POLICE OFFICERS	127	53	18	10	20	0	10	6	5	5	0	0	0	0
CITY %	41.7%	14%	7.9%	7.9%	15.7%	0.0%	7.9%	4.7%	3.9%	3.9%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		54.4%	12.2%	9.9%	6.8%	0.1%	7.8%	4.5%	1.3%	0.3%	0.0%	0.0%	0.0%	0.0%
DEPARTMENT TOTALS	170	78	21	10	24	0	19	7	6	5	0	0	0	0
CITY TOTALS %		45.9%	12.4%	5.9%	14.1%	0.0%	11.2%	4.1%	3.5%	2.9%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		50.6%	13.1%	10.2%	5.4%	0.1%	9.9%	5.3%	1.9%	1%	0.0%	0.0%	0.0%	0.0%

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

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES						FEMALES					
		W	B	H	API	AI/AM	W	B	H	API	AI/AM		
CHIEF, DEPUTY CHIEF	2	0 0.0%	0 0.0%	0 0.0%	1 50%	0 0.0%	1 50%	0 0.0%	0 0.0%	0 0.0%	0 0.0%		
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%			
ASSIST-BATTALION CHIEFS	5	2 40%	1 20%	0 0.0%	0 0.0%	0 0.0%	2 40%	0 0.0%	0 0.0%	0 0.0%			
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%			
CAPTAINS	10	6 60%	0 0%	2 20%	2 20%	0 0.0%	0 0%	0 0.0%	0 0.0%	0 0.0%			
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%			
LIEUTENANTS	19	14 73.7%	1 5.3%	1 5.3%	0 0.0%	0 0.0%	2 10.5%	0 0.0%	1 5.3%	0 0.0%			
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%			
INSPECTORS	1	0 0.0%	0 0.0%	1 100%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%			
ALAMEDA COUNTY SMSA		52.4%	19%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
FIREFIGHTERS	76	43 57%	8 10.5%	12 15.8%	3 3.9%	2 2.6%	7 9.2%	0 0.0%	0 0.0%	1 1.3%			
ALAMEDA COUNTY SMSA		65.7%	8.8%	6.5%	8.8%	0.8%	6.5%	1.6%	0.0%	0.0%			
PARAMEDIC SUPERVISORS	3	2 67%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 33%	0 0.0%			
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%			
CITY TOTALS	116	67 57.8%	10 8.6%	16 13.8%	6 5.2%	2 1.7%	11 9.5%	1 0.9%	2 1.7%	1 0.9%			
ALAMEDA COUNTY SMSA		66.3%	10.4%	6%	6.7%	0.6%	7%	1.2%	0.0%	0.0%			

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

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES						FEMALES					
		W	B	H	A/PI	A/AM	W	B	H	A/PI	A/AM		
CHIEF, DEPUTY CHIEF	2	0	0	0	1	0	0	1	0	0	0	0	0
		0.0%	0.0%	0.0%	50%	0.0%	0.0%	50%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ASSIST-BATTALION CHIEFS	5	3	1	0	0	0	1	0	0	0	0	0	0
		60%	20%	0.0%	0.0%	0.0%	20%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CAPTAINS	10	6	0	2	2	0	0	0	0	0	0	0	0
		60%	0%	20%	20%	0.0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
LIEUTENANTS	21	15	1	1	0	0	3	0	1	0	0	0	0
		71.4%	4.8%	4.8%	0.0%	0.0%	14.3%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
INSPECTORS	1	0	0	1	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%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		52.4%	19%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
FIREFIGHTERS	76	45	8	12	3	2	5	0	0	0	1	0	0
		59%	10.5%	15.8%	3.9%	2.6%	6.6%	0.0%	0.0%	0.0%	1.3%	0.0%	0.0%
ALAMEDA COUNTY SMSA		65.7%	8.8%	6.5%	8.8%	0.8%	6.5%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%
PARAMEDIC SUPERVISORS	4	3	0	0	0	0	0	0	1	0	0	0	0
		75%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CITY TOTALS	119	72	10	16	6	2	9	1	2	1	0	0	0
		60.5%	8.4%	13.4%	5.0%	1.7%	7.6%	0.8%	1.7%	0.8%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		66.3%	10.4%	6%	6.7%	0.6%	7%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%

