



Office of the City Manager

March 3, 2017

To: Honorable Mayor and City Councilmembers

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

Subject: FY 2017 Mid-Year Work Force Report

Please see the attached work force report for the first half of FY 2017, prepared by the City's Equal Employment Opportunity (EEO) and Diversity Officer. It provides a status report of the City's diversity within occupational groups in our workforce, including the Police and Fire departments. Please contact me if you have any questions regarding this report.

Attachment

cc: Jovan Grogan, Deputy City Manager  
Sarah Reynoso, 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.

March 2, 2017

To: Dee Williams-Ridley, City Manager  
From: Dennis T. Feggans, Equal Employment Opportunity & Diversity Officer  
Subject: **FY2017 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, 2016. 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, qualified<sup>1</sup> 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 and Asians 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.

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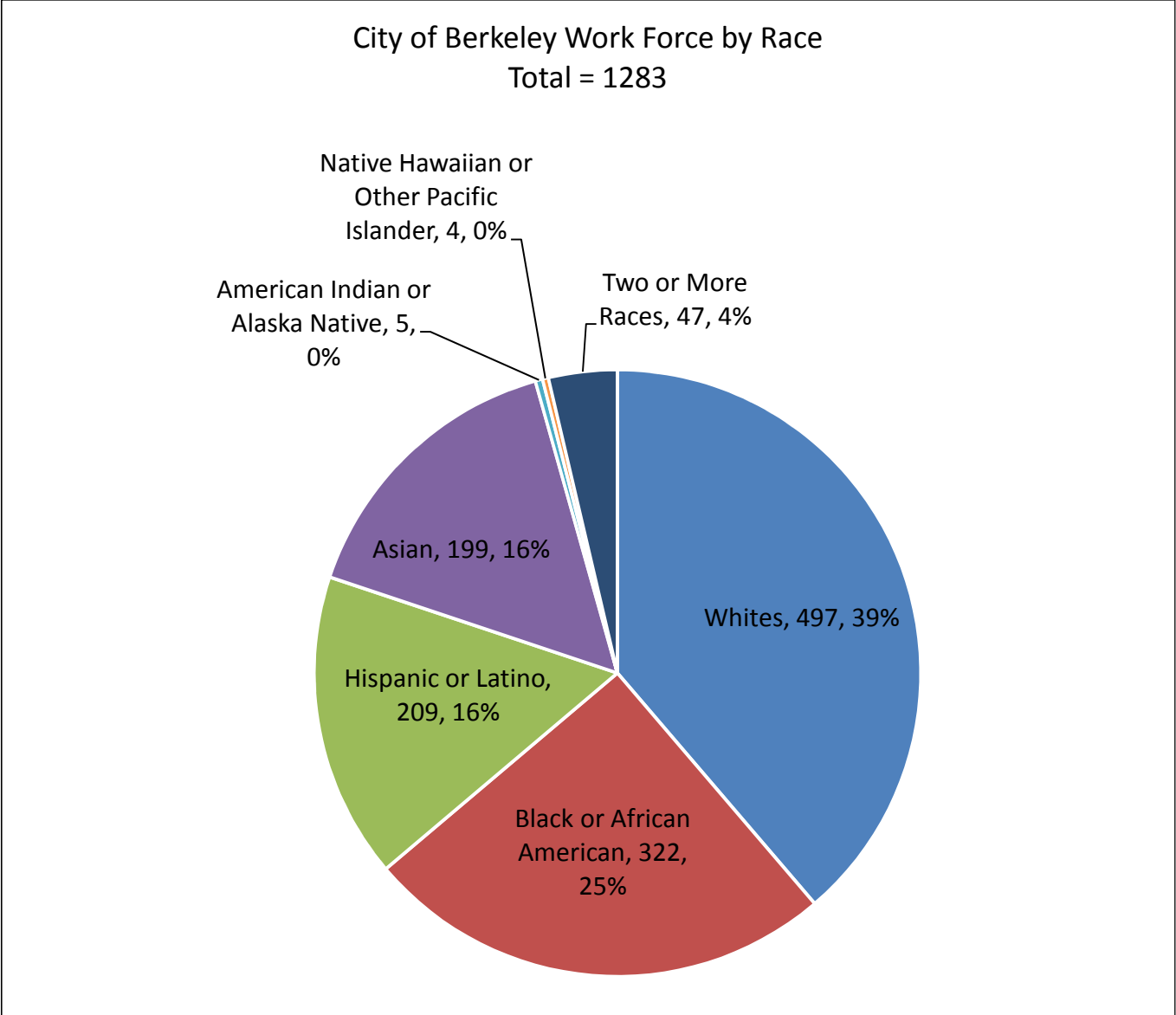
<sup>1</sup> Civilians who are at least 16 years of age and possess or are capable of acquiring skills required for entry level in a job category.

**FY2017 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



## **FY2017 MID YEAR WORK FORCE REPORT**

### **Work Force Comparison From One Year Ago**

The City's overall work force increased by 2.56% from a year ago. Comparison of the work force from the previous year demonstrate the following changes:

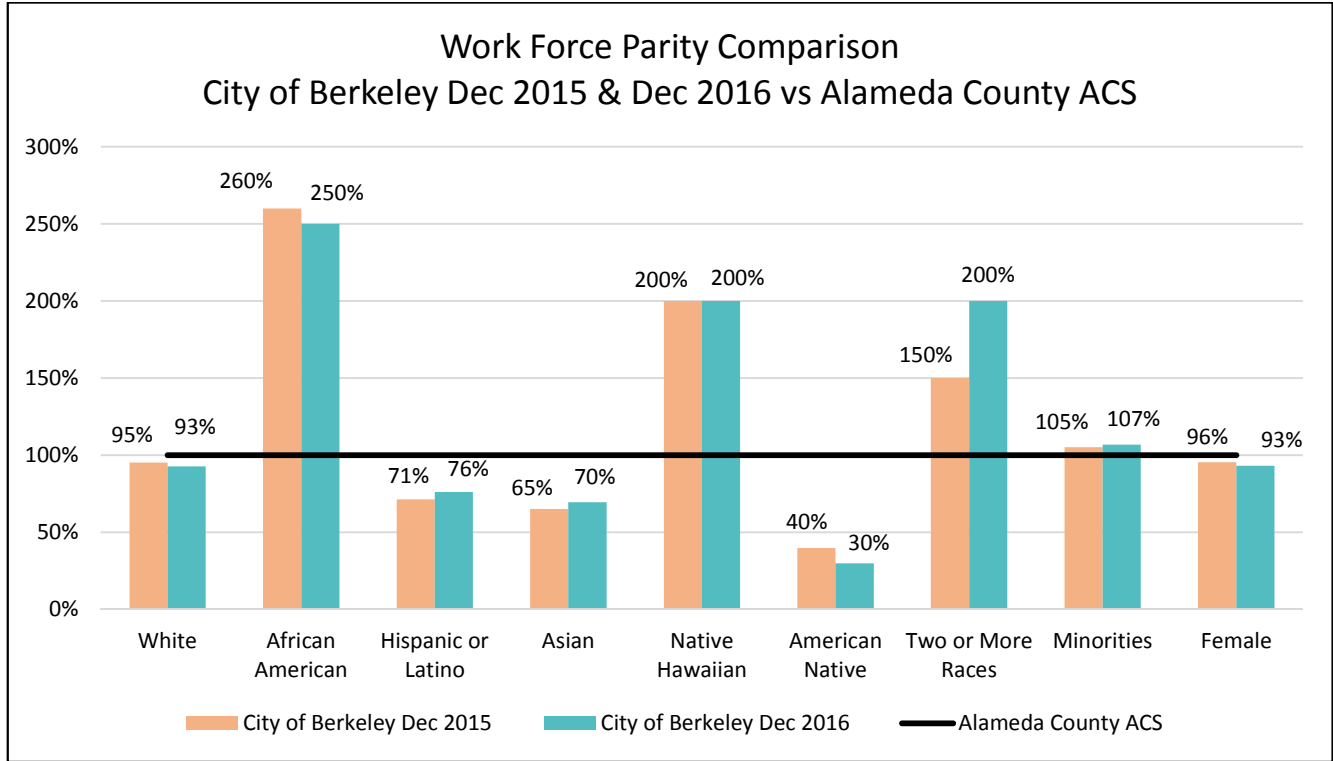
Figure 2: City of Berkeley Year Over Year Work Force Comparison (FY 2016 / FY 2015)

Category	FY 2015		FY 2016		CHANGE (FY 2016 / FY 2015)	
	Employees	City %	Employees	City %	Employees	City %
<b>Race and Ethnicity</b>						
Whites	508	40%	497	39%	-11	-2.17%
Black or African American	324	26%	322	25%	-2	-.39%
Hispanic or Latino	195	15%	209	16%	14	2.76%
Asian	196	15%	199	16%	3	.59%
American Indian or Alaska Native	5	.4%	5	.4%	0	0%
Native Hawaiian or Other Pacific Islander	5	.4%	4	.3%	-1	-.2%
Two or More Races	37	3%	47	4%	10	1.97%
Total	1270	100%	1283	100%	13	2.56%
<b>Other Protected Categories</b>						
Minorities	762	60%	786	61%	24	4.72%
Females	544	43%	541	42%	-3	-.59%

**FY2017 MID YEAR WORK FORCE REPORT**

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 show progress from a year ago. It is noteworthy that the African American work force exceed their availability in the Alameda County ACS by 150%. The Hispanic work force increased from 195 to 209 employees, which increased its parity rating from 71% to 76% from a year ago. The Asian work force also reflects an increase from 196 to 199 employees, which increased its parity rating from 65% to 70% 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 ten persons in the Two or More Races’ group, the City’s minority work force population increased by 24 from 762 to 786 employees, which exceeds 100% parity with the ACS figures. The minority parity figures are indicative of the City’s commitment to a diverse work force. Although the female population decreased by three (3) employees from a year ago, it continues to show commendable parity figures, hovering at 93% currently.

## **FY2017 MID YEAR WORK FORCE REPORT**

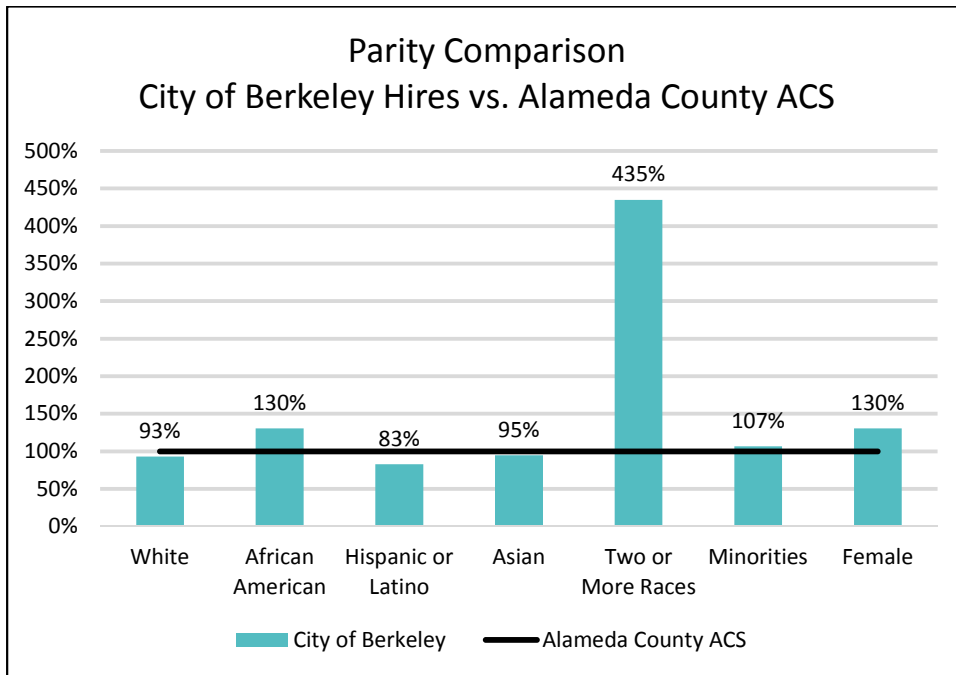
### **Hires:**

The City hired 46 new employees (non-sworn personnel) in the first half of Fiscal Year 2017 (FY2017). The collective hires of minorities (28) represent 61% of new hires. African American new hires exceed 100% parity and Hispanic hires are just above 80% parity. The Asian work force had 10 new hires in the first half for a parity rating of 95%. This parity rating is commendable when compared to FY2016, when parity figures for Asian new hires reflected 61% for the entire fiscal year. Female hires accounted for more than half (59%) 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.

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 4 and 5: City of Berkeley Hiring Parity Compared to Alameda County ACS (Mid-year FY2017)



Category	# of Employees Hired	% of Hires	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	18	39%	42%
African American	6	13%	10%
Hispanic or Latino	8	17%	21%
Asian	10	22%	23%
Native Hawaiian	0	0%	1%
American Native	0	0%	.2%
Two or More Races	4	9%	2%
<b>Total</b>	<b>46</b>	<b>100%</b>	<b>99.2%</b>
<b>Other Protected Categories</b>			
Minorities	28	61%	57%
Female	27	59%	45%

**FY2017 MID YEAR WORK FORCE REPORT**

Review of Officials/Managers and Professional occupational categories revealed that there were twenty (20) hires in those occupations during the first half of FY2017. Minorities accounted for 40% of the Officials/Managers hires and 60% of the Professional hires (see below).

Figure 6: City of Berkeley Hires by Occupational Category and Race/Ethnicity (Mid-year FY2017)

<b>Occupational Categories</b>	<b>White</b>	<b>African American</b>	<b>Hispanic or Latino</b>	<b>Asian</b>	<b>Native Hawaiian</b>	<b>2 OR More</b>	<b>Total</b>	<b>Minorities %</b>
Officials/Managers	3 60%	1 20%				1 20%	<b>5</b>	2 40%
Professionals	6 40%		2 13%	5 33%		2 13%	<b>15</b>	9 60%
Clerical	5 45%	2 18%	1 9%	3 27%			<b>11</b>	6 55%
Technicians			1 50%	1 50%			<b>2</b>	2 100%
Skilled Craft	1 33%		1 33%	1 33%			<b>3</b>	2 67%
Maintenance	2 25%	2 25%	3 38%			1 13%	<b>8</b>	6 75%
Non-Sworn Personnel	1 60%	1 20%					<b>2</b>	1 50%
<b>Totals</b>	<b>18</b>	<b>6</b>	<b>8</b>	<b>10</b>		<b>4</b>	<b>46</b>	28 61%

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



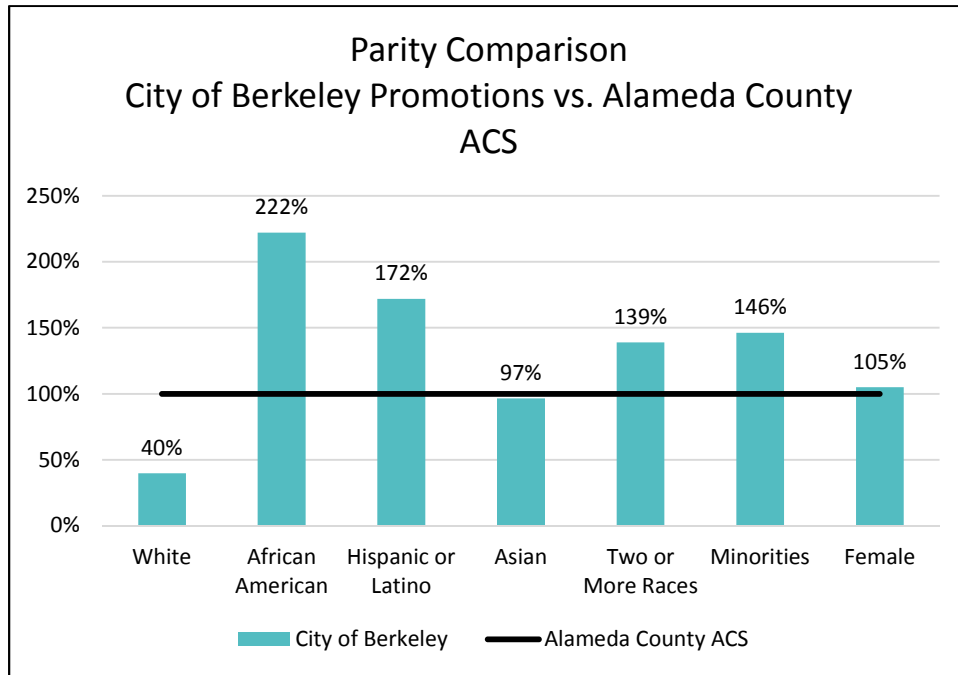
## **FY2017 MID YEAR WORK FORCE REPORT**

### **Promotions:**

There have been 36 promotions among non-sworn personnel in the first half. Review of the promotions revealed that 30 (83%) of the promotion recipients were minority group members. It is noteworthy that all of the ethnic/minority groups exceeded 100% parity, except Asians which are marginally below parity at 96%. Females are well represented receiving just under half (17 or 47%) of the promotions, but still were able to exceed 100% parity.

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 7 and 8: City of Berkeley Promotion Parity Compared to Alameda County ACS (Mid-year FY2017)



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

Category	# of Employees Promoted	% of Promotions	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	6	17%	42%
African American	8	22%	10%
Hispanic or Latino	13	36%	21%
Asian	8	22%	23%
Native Hawaiian	0	0%	1%
American Native	0	0%	.2%
Two or More Races	1	3%	2%
<b>Total</b>	<b>36</b>	<b>100%</b>	<b>99.2%</b>
<b>Other Protected Categories</b>			
Minorities	30	83%	57%
Female	17	47%	45%

## **FY2017 MID YEAR WORK FORCE REPORT**

Review of the Officials/Managers and Professional occupational categories revealed that minorities received 83% of the promotions in the Officials/Managers category and 67% of the promotions among Professionals. Review of the promotions outside of these two occupational categories reveals that minorities received the majority of the promotions in every other occupational category. Collectively, these figures reinforce the City’s commitment to diversity at all levels within its work force.

Figure 9: City of Berkeley Promotions by Occupational Category and Race/Ethnicity (Mid-year FY 2017)

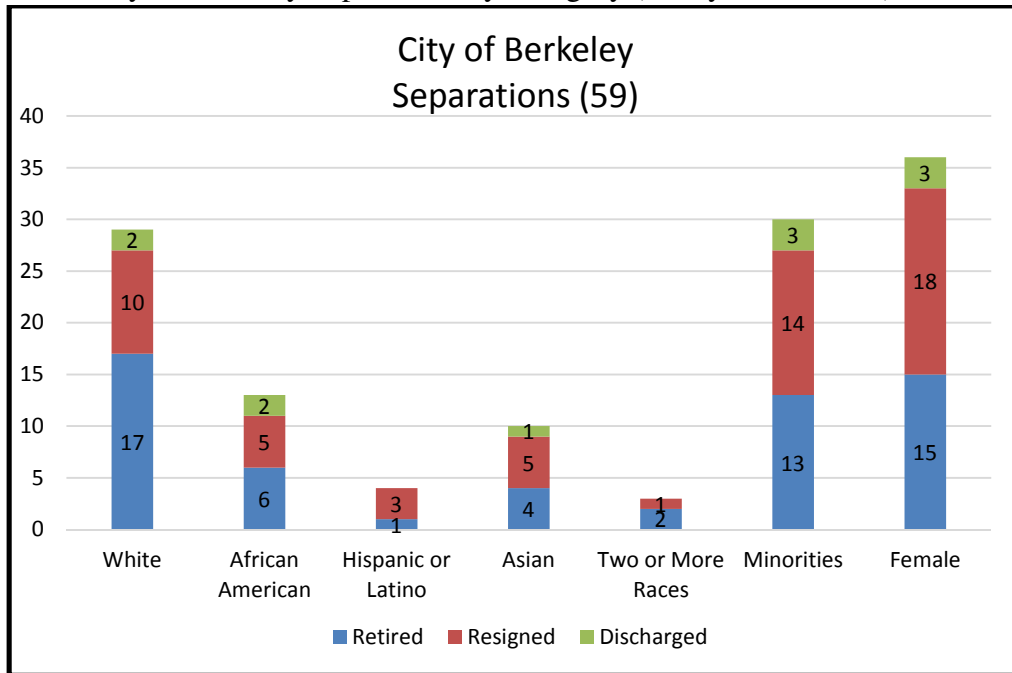
<b>Occupational Categories</b>	<b>White</b>	<b>African American</b>	<b>Hispanic or Latino</b>	<b>Asian</b>	<b>Native Hawaiian</b>	<b>2 OR More</b>	<b>Total</b>	<b>Minorities %</b>
Officials/Managers	1 17%		4 67%	1 17%			6	5 83%
Professionals	3 33%	2 22%	1 11%	3 33%			9	6 67%
Clerical		3 29%	1 24%	2 38%			6	6 90%
Technicians	2 40%		1 20%	1 20%		1 20%	5	3 60%
Skilled Craft		2 40%	2 40%	1 20%			5	5 100%
Maintenance		1 20%	4 80%				5	5 100%
<b>Totals</b>	<b>6</b>	<b>8</b>	<b>13</b>	<b>8</b>		<b>1</b>	<b>36</b>	30 83%

**FY2017 MID YEAR WORK FORCE REPORT**

**Separations:**

A total of 59 non-sworn personnel separated from the City in the first six months of FY2017. The record reflects that 30 or 51% of the separations were minorities and just under half, 13 or 43%, of the minority separations were retirements. Female separations revealed similar retirement (15) numbers accounting for 42% 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 Category (Mid-year FY 2017)



Category	Retired		Resigned		Discharged		City Totals	
<b>Race and Ethnicity</b>								
White	17	59%	10	34%	2	7%	29	49%
African American	6	46%	5	38%	2	15%	13	22%
Hispanic or Latino	1	25%	3	75%	0	0%	4	7%
Asian	4	40%	5	50%	1	10%	10	17%
Native Hawaiian	0	0%	0	0%	0	0%	0	0%
American Native	0	0%	0	0%	0	0%	0	0%
Two or More Races	2	67%	1	33%	0	0%	3	5%
<b>Other Protected Categories</b>								
Minorities	13	43%	14	47%	3	10%	30	51%
Female	15	42%	18	50%	3	8%	36	61%

## **FY2017 MID YEAR WORK FORCE REPORT**

The separation data revealed that one (14%) out of seven separations among Officials/Managers was a minority and less than half or 44% of the separations in the Professional occupational categories were minorities.

Figure 12: City of Berkeley Separations by Occupational Category and Race/Ethnicity (Mid-year FY 2017)

<b>Occupational Categories</b>	<b>White</b>	<b>African American</b>	<b>Hispanic or Latino</b>	<b>Asian</b>	<b>2 OR More</b>	<b>Total</b>	<b>Minorities %</b>
Officials/Managers	6 85%	1 14%				7	<b>1</b> <b>14%</b>
Professionals	9 56%	3 19%	1 6%	2 13%	1 6%	16	<b>7</b> <b>44%</b>
Clerical	4 27%	5 33%		5 33%	1 7%	15	<b>11</b> <b>73%</b>
Technicians	2 40%		1 20%	1 20%		4	<b>2</b> <b>50%</b>
Skilled Craft	6 67%	1 11	1 11%	1 11%		9	<b>3</b> <b>33%</b>
Maintenance	2 25%	3 38%	1 13%	1 13%	1 13%	8	<b>6</b> <b>75%</b>
<b>Totals</b>	<b>29</b>	<b>13</b>	<b>4</b>	<b>10</b>	<b>3</b>	<b>59</b>	<b>30</b> <b>51%</b>

## **FY2017 MID YEAR WORK FORCE REPORT**

### **Department Directors:**

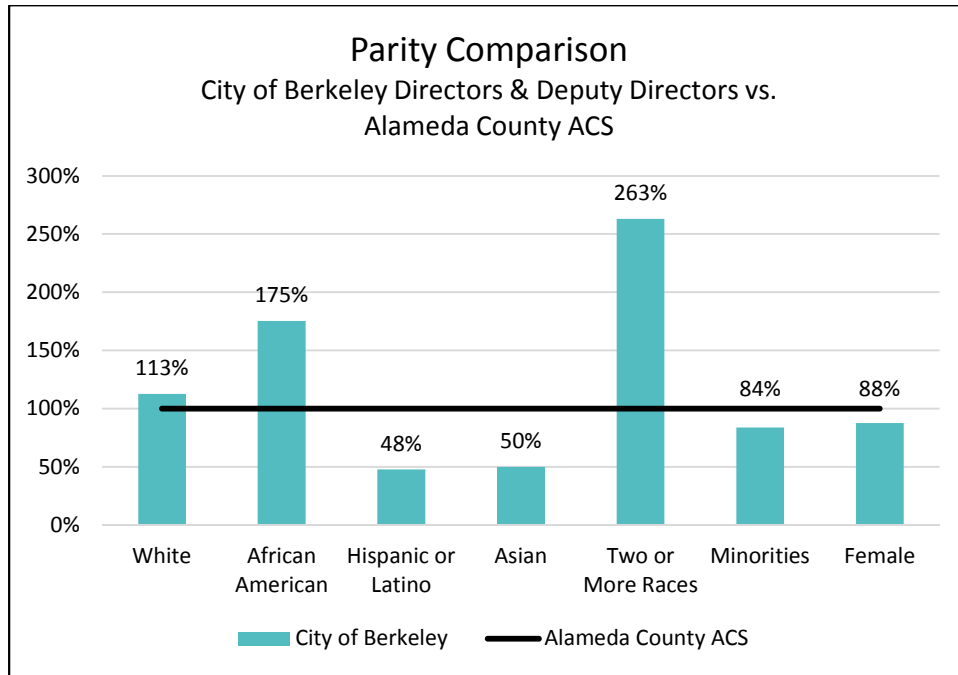
There were two new hires among Directors during the first half of FY2017. An African American male was appointed as Deputy City Manager and a female was hired as Director of Library Services.

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 positions in all departments within the City of Berkeley.

**FY2017 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 FY2017)



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

Category	# of Directors and Deputy Directors	% of Directors and Deputy Directors	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	12	63%	56%
African American	3	16%	9%
Hispanic or Latino	1	5%	11%
Asian	2	11%	21%
Native Hawaiian	0	0%	1%
Two or More Races	1	5%	2%
<b>Total</b>	<b>19</b>	<b>100%</b>	<b>100%</b>
<b>Other Protected Categories</b>			
Minorities	7	37%	44%
Female	7	37%	42%

## **FY2017 MID YEAR WORK FORCE REPORT**

### **Managers and Supervisors:**

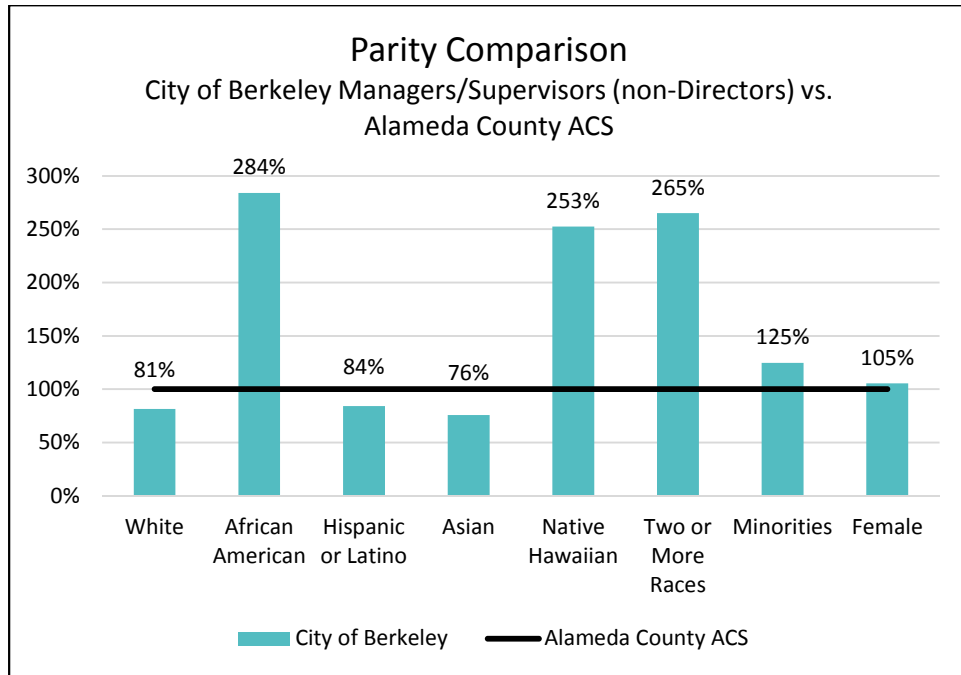
This group is comprised of a large array of positions from every department in the City. The positions consist of Budget Manager, Audit Manager, Economic Development Manager, Senior Systems Analyst, Senior Public Works Supervisor, Library Services Manager, Manager of Aging Services, Public Works Maintenance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

This group is comprised of 79 managerial classifications which typically function in a supervisory capacity. More specifically, these classifications are occupied by 132 City personnel. Among minorities, African Americans occupy the largest number of these positions and accordingly, have exceeded parity with their availability in the ACS. Females occupy 54% of the positions and have also exceeded 100% parity. During the first six months of FY2017, there has been an increase of Hispanics from 6 to 10, raising their parity rating from 56% to 84%; and a minimal increase among Asians raised their parity rating 69% to 76%. This data shows the diversity within the managerial group as minorities occupy half or 56% of these positions which exceeds their availability in the relevant labor market.



**FY2017 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 FY2017)



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

Category	# of Managers and Supervisors	% of Managers and Supervisors	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	58	44%	54%
African American	30	23%	8%
Hispanic or Latino	10	8%	9%
Asian	26	20%	26%
Native Hawaiian	1	1%	.3%
Two or More Races	7	5%	2%
<b>Total</b>	<b>19</b>	<b>100%</b>	<b>99.3%</b>
<b>Other Protected Categories</b>			
Minorities	74	56%	45%
Female	71	54%	51%

## **FY2017 MID YEAR WORK FORCE REPORT**

### **Work Force Data by Departments:**

The City is comprised of eighteen departments<sup>2</sup>. The departments vary in size from seven (7) employees in the City Clerk's Office to 253 employees in the Public Works Department. There is minority representation in every department. Thirteen of the eighteen departments have a minority work force that equals or exceeds 50%. (Attachment 1) The City's African American work force representation figures exceed the Alameda County ACS in every occupational category except the Protective Services. Similarly, females are present in every occupational category and occupy 50% of the positions in the Officials and Managers' occupational category and 61% of the positions in the Professional occupations. In both instances, their figures exceed the relevant ACS market data. (Attachment 2)

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

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<sup>2</sup> Elected Officials are not included in this total.

## **FY2017 MID YEAR WORK FORCE REPORT**

### **Berkeley Police Department:**

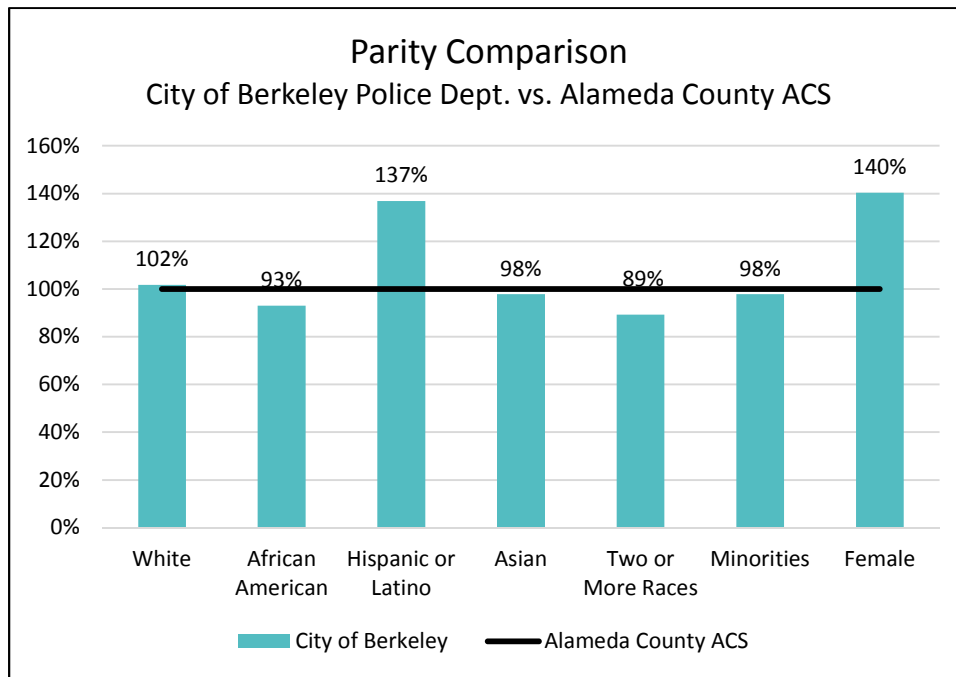
The Police Department continues to expand their recruitment and outreach efforts towards diversifying their work force. The Police department had eight hires (sworn personnel) in the first half of FY2017. It is noteworthy that seven (88%) of the hires were minorities. There were six internal promotions consisting of two Captains, two Lieutenants and two Sergeants. One of the Captain promotions was a White female and an Asian male was promoted to Lieutenant. Both recipients of the Sergeant promotions were females: one Asian and one White.

With the above hires, the department's work force increased by one for a total of 168 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 show African Americans at 93% and Asians at 98% parity. (Attachment 16)

The following includes data on sworn employees in the Berkeley Police Department.

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 17 and 18: Police Department Parity Compared to Alameda County ACS (Mid-year FY2017)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS <sup>3</sup>
<b>Race and Ethnicity</b>			
White	94	56%	55%
African American	25	15%	16%
Hispanic or Latino	23	14%	10%
Asian	23	14%	14%
Native Hawaiian	0	0%	3%
American Native	0	0%	.3%
Two or More Races	3	2%	2%
<b>Total</b>	<b>168</b>	<b>100%</b>	<b>100.3%</b>
<b>Other Protected Categories</b>			
Minorities	74	44%	45%
Female	33	20%	14%

<sup>3</sup> The Police ACS percentages reflect Alameda County’s labor market figures for Police sworn personnel only.

## **FY2017 MID YEAR WORK FORCE REPORT**

### **Berkeley Fire Department:**

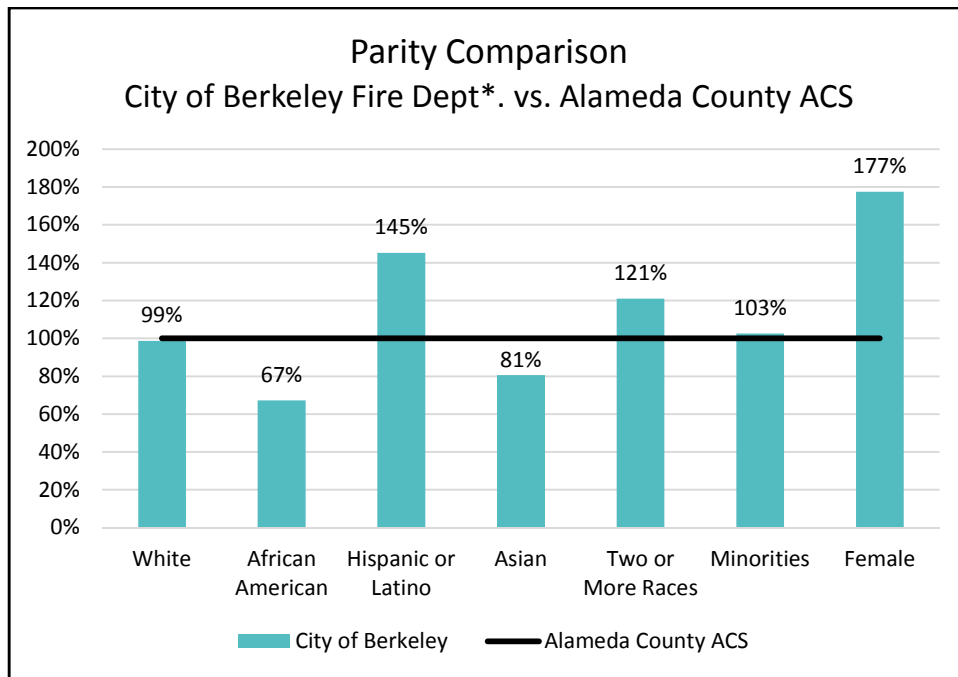
The Fire Department launched a recruitment in June of 2016 which resulted in the establishment of an eligibility list in August 2016. No entry level selections were made from that list until early January 2017. The work force results from that hiring will be reported in the FY2017 Year End Report.

The work force decreased minimally from 125 six months ago to 124 currently. The department has exceeded 100% parity for Hispanics, minorities and females. African Americans and Asians are below their availability in the relevant labor market at 67% and 81% respectively. The Fire department continues to address underrepresentation within its work force. (Attachment 9)

The following includes data on sworn employees in the Berkeley Fire Department.

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 19 and 20: Fire Department Parity Compared to Alameda County ACS (Mid-year FY2017)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS <sup>4</sup>
<b>Race and Ethnicity</b>			
White	82	66%	67%
African American	10	8%	12%
Hispanic or Latino	18	15%	10%
Asian	9	7%	9%
Native Hawaiian	0	0%	0%
American Native	2	2%	0%
Two or More Races	3	2%	2%
<b>Total</b>	<b>124<sup>5</sup></b>	<b>100%</b>	<b>100%</b>
<b>Other Protected Categories</b>			
Minorities	42	34%	33%
Female	11	9%	5%

<sup>4</sup> The Fire ACS percentages reflect Alameda County’s labor market figures for only Fire sworn personnel

<sup>5</sup> Total refers to sworn personnel only.

## **FY2017 MID YEAR WORK FORCE REPORT**

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

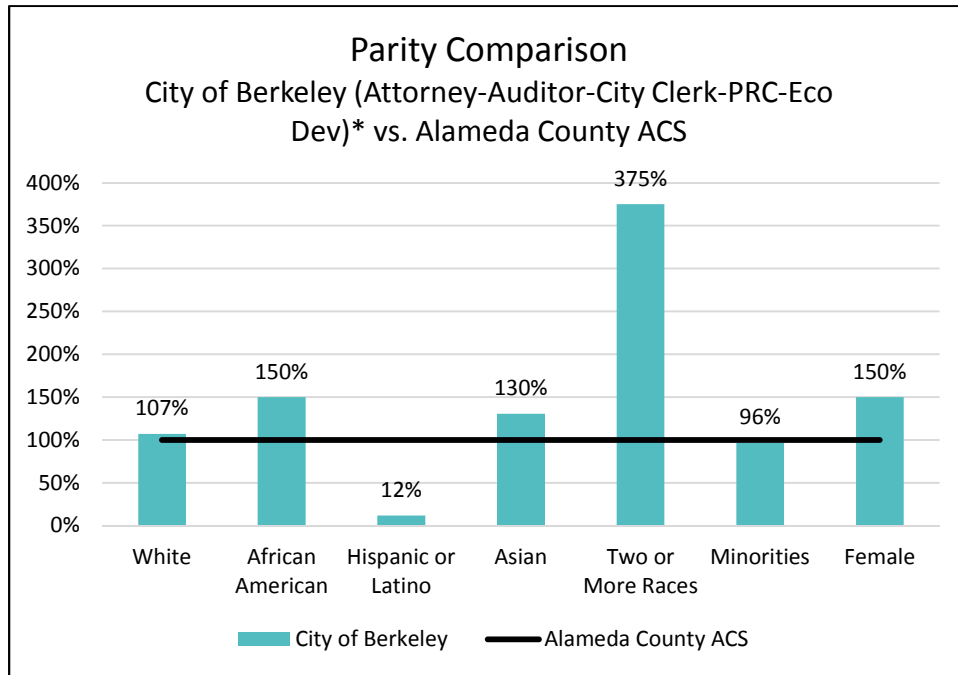
The five departments are combined for review because each department has a small staff of no more than eleven employees. Separately, any statistical analysis would be considered insignificant. The City Attorney's Office hired two Asians employees: female and male. The Asian female was hired in a professional occupation.

Collectively, the five departments' work force reveals that African Americans, Asians, and females parity figures have exceeded 100%. Minorities as a group are just below parity at 96%; and Hispanics are below parity. (Attachments 3, 4, 5, 7, 17)

The following includes data on all employees in various departments and divisions (City Attorney's Office, Auditor's Office, City Clerk's Office, Economic Development, and Police Review Commission).

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 21 and 22: Various Department/Division Parity Compared to Alameda County ACS (Mid-year FY2017)



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

Category	# of Employees	% in Departments/ Divisions	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	18	45%	42%
African American	6	15%	10%
Hispanic or Latino	1	3%	21%
Asian	12	30%	23%
Native Hawaiian	0	0%	1%
American Native	0	0%	.2%
Two or More Races	3	8%	2%
<b>Total</b>	<b>40</b>	<b>100%</b>	<b>99.2%</b>
<b>Other Protected Categories</b>			
Minorities	22	55%	57%
Female	27	68%	45%



## **FY2017 MID YEAR WORK FORCE REPORT**

### **City Manager's Office:**

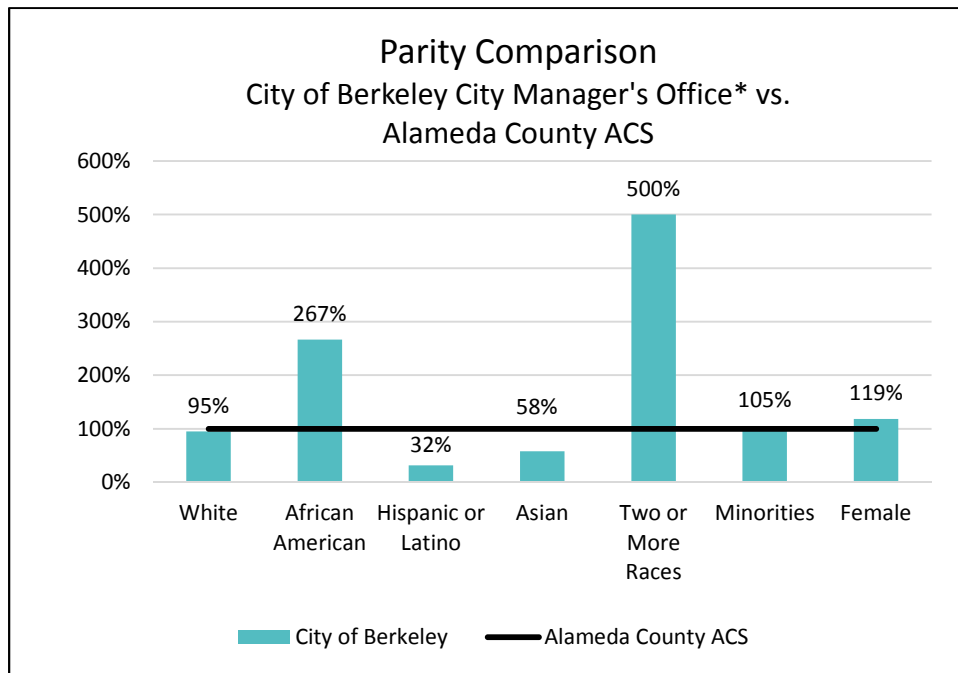
The City Manager's staff increased by one employee from 29 to 30 employees in the first half. The department hired four employees: two females (White, Hispanic) and two males (African American, a person self-identifying as two or more races).

The department exceeds 100% parity for African Americans, 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.

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 23 and 24: City Manager’s Office Parity Compared to Alameda County ACS (Mid-year FY2017)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	12	40%	42%
African American	8	27%	10%
Hispanic or Latino	2	7%	21%
Asian	4	13%	23%
Native Hawaiian	0	0%	1%
American Native	1	3%	.2%
Two or More Races	3	10%	2%
<b>Total</b>	<b>30</b>	<b>100%</b>	<b>99.2%</b>
<b>Other Protected Categories</b>			
Minorities	18	60%	57%
Female	16	53%	45%

## **FY2017 MID YEAR WORK FORCE REPORT**

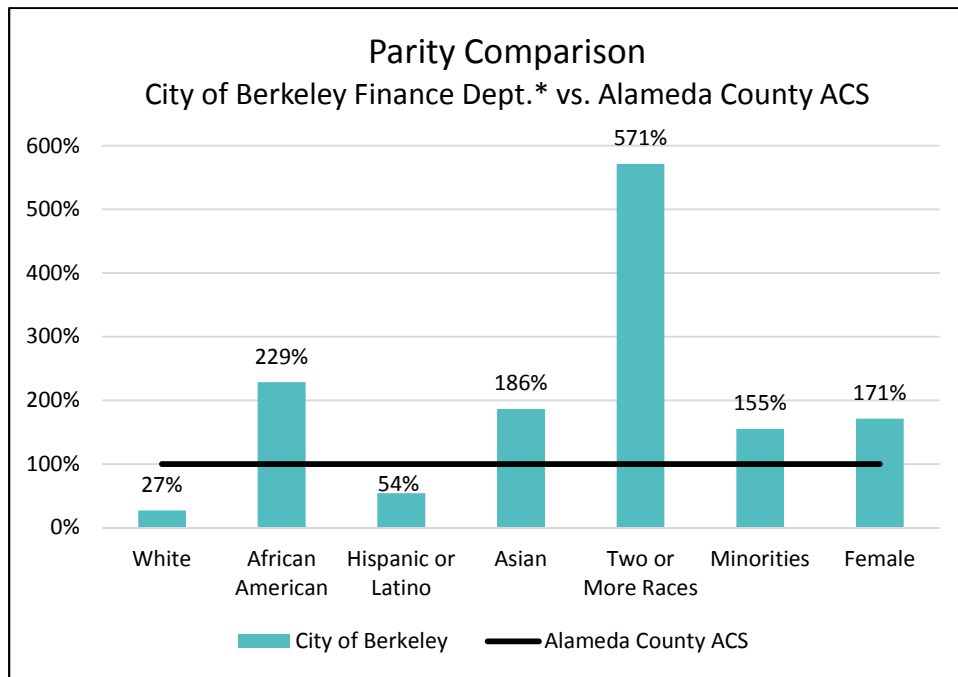
### **Finance Department:**

The Finance department's work force decreased from 39 to 35 employees, but made one Asian female hire; there were no promotions. The department's work force has exceeded 100% parity for African Americans, Asians, minorities 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.

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 25 and 26: Finance Department Parity Compared to Alameda County ACS (Mid-year FY2017)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	4	11%	42%
African American	8	23%	10%
Hispanic or Latino	4	11%	21%
Asian	15	43%	23%
Native Hawaiian	0	0%	1%
American Native	0	0%	.2%
Two or More Races	4	11%	2%
<b>Total</b>	<b>35</b>	<b>100%</b>	<b>99.2%</b>
<b>Other Protected Categories</b>			
Minorities	31	89%	57%
Female	27	77%	45%

## **FY2017 MID YEAR WORK FORCE REPORT**

### **Health, Housing and Community Services Department:**

The department's work force decreased from 168 to 163 in the first six months of the fiscal year despite seven hires. Six of the seven hires were females; three of the females consisting of a White, Asian and a person of two or more races, were hired in professional positions.

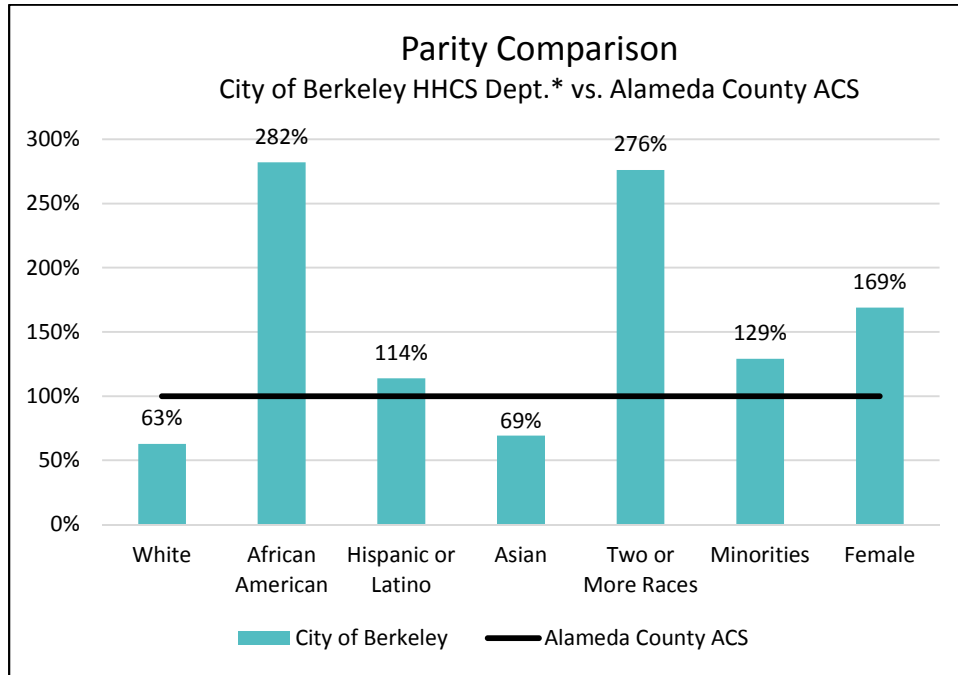
There were five promotions, of which four (80%) were minorities: two Hispanics (male and female) and two African American females. The Hispanic male was promoted to a managerial position and one of the African American females was promoted to a professional position.

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.

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 27 and 28: Health, Housing and Community Services Department (HHCS) Parity Compared to Alameda County ACS (Mid-year FY2017)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	43	26%	42%
African American	46	28%	10%
Hispanic or Latino	39	24%	21%
Asian	26	16%	23%
Native Hawaiian	0	0%	1%
American Native	0	0%	.2%
Two or More Races	9	6%	2%
<b>Total</b>	<b>163</b>	<b>100%</b>	<b>99.2%</b>
<b>Other Protected Categories</b>			
Minorities	120	74%	57%
Female	124	76%	45%

## **FY2017 MID YEAR WORK FORCE REPORT**

### **Human Resource Department:**

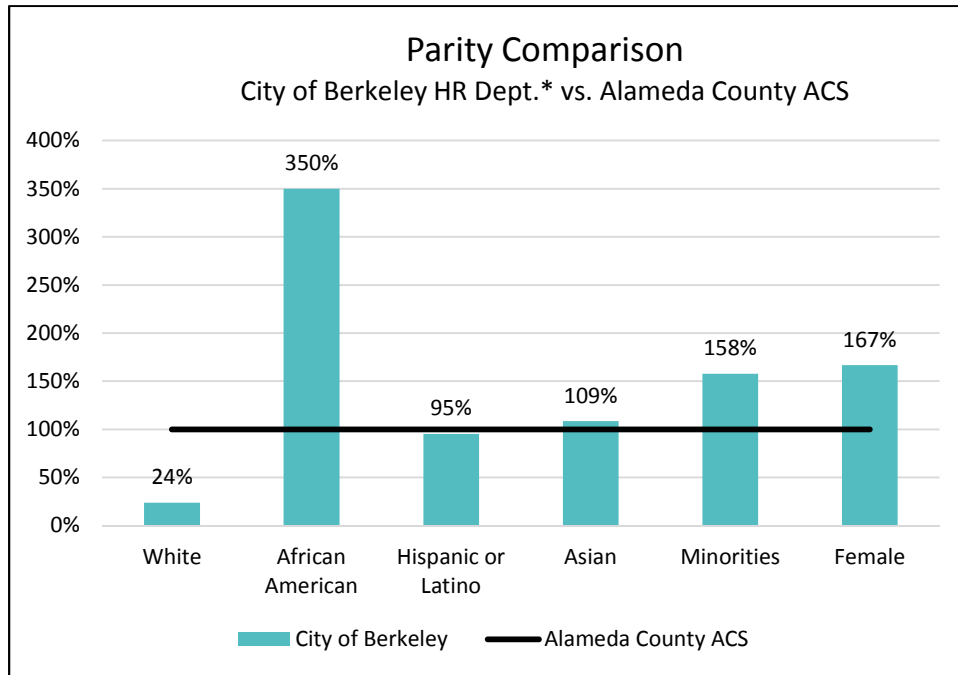
The department hired three females during the first half of FY2017. Two of them were minorities: one Hispanic and an African American. The Hispanic employee was hired in a professional classification. Three female minorities consisting of two Asians and one person of mixed race received promotions. One of the Asian females was promoted to a professional position. It is noteworthy that all of the promotions in HR were minorities.

The department's work force shows Hispanics hovering at 95%. 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.

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 29 and 30: Human Resources Department Parity Compared to Alameda County ACS (Mid-year FY2017)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	2	10%	42%
African American	7	35%	10%
Hispanic or Latino	4	20%	21%
Asian	5	25%	23%
Native Hawaiian	0	0%	1%
American Native	0	0%	.2%
Two or More Races	2	10%	2%
<b>Total</b>	<b>20</b>	<b>100%</b>	<b>99.2%</b>
<b>Other Protected Categories</b>			
Minorities	18	90%	57%
Female	15	75%	45%



## **FY2017 MID YEAR WORK FORCE REPORT**

### **Information Technology Department:**

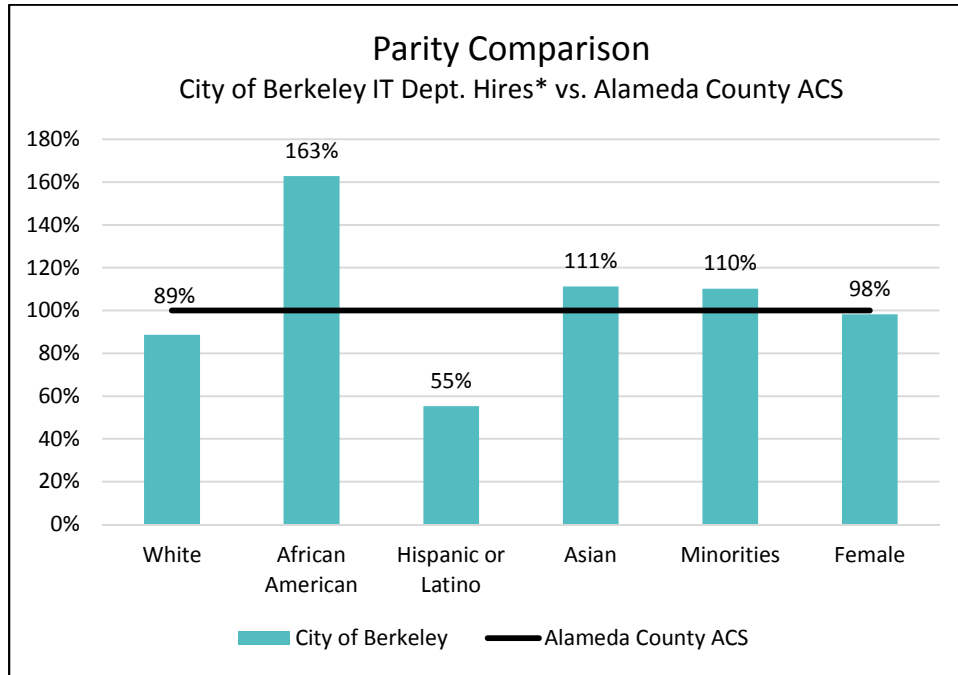
The department's staff increased from 33 to 43 employees in this half. There were six hires which included three minorities (50%): two Asian males and one male of two or more races. The latter was hired in a managerial position and one of the Asian males was placed in a senior level professional position. Additionally, only one of the six hires was a female; she was appointed to a managerial position.

The IT work force has exceeded 100% parity for African Americans, Asians and minorities as a whole. Females are close to parity at 98% and Hispanics are below parity at 55%. (Attachment 12)

The following includes data on all employees in the Information Technology Department.

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 31 and 32: Information Technology Department Parity Compared to Alameda County ACS (Mid-year FY2017)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	16	37%	42%
African American	7	16%	10%
Hispanic or Latino	5	12%	21%
Asian	11	26%	23%
Native Hawaiian	2	5%	1%
American Native	0	0%	.2%
Two or More Races	2	5%	2%
<b>Total</b>	<b>43</b>	<b>100%</b>	<b>99.2%</b>
<b>Other Protected Categories</b>			
Minorities	27	63%	57%
Female	19	44%	45%

## **FY2017 MID YEAR WORK FORCE REPORT**

### **Parks, Recreation & Waterfront Department:**

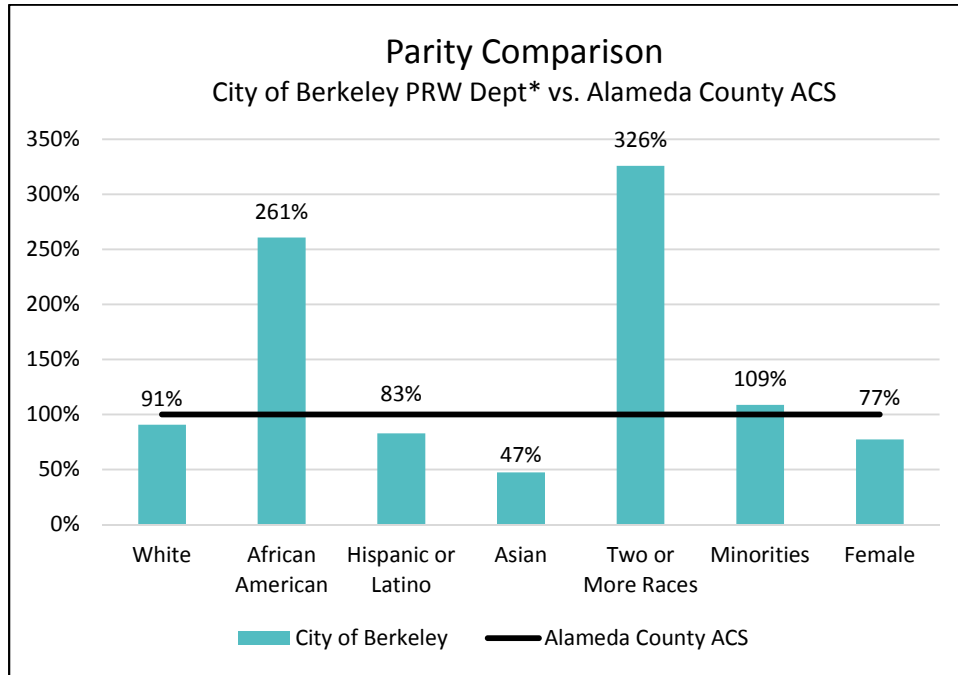
The Parks, Recreation and Waterfront Department's work force decreased from 96 to 94 employees this fiscal year. There have been two hires, which included a White and minority male. The minority (two or more races) was hired to a professional position.

The department exceeds parity for African Americans and minorities; with Hispanics and females hovering at or just below 80% parity. The Asian parity rating remains below parity at 47%. (Attachment 14)

The following includes data on all employees in the Parks, Recreation and Waterfront Department.

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 33 and 34: Parks, Recreation and Waterfront Department Parity Compared to Alameda County ACS (Mid-year FY2017)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	35	38%	42%
African American	24	26%	10%
Hispanic or Latino	16	17%	21%
Asian	10	11%	23%
Native Hawaiian	1	1%	1%
American Native	0	0%	.2%
Two or More Races	6	7%	2%
<b>Total</b>	<b>92</b>	<b>100%</b>	<b>99.2%</b>
<b>Other Protected Categories</b>			
Minorities	57	62%	57%
Female	32	35%	45%

## **FY2017 MID YEAR WORK FORCE REPORT**

### **Planning Department:**

The work force increased minimally from 72 to 74 employees in this half. The department had a total of eight hires, of which seven or 88% were female. Four of the eight hires were minorities (50%): two Hispanics (male and female) and two Asian females. The Hispanic female, along with the two Asian females, were hired in professional positions.

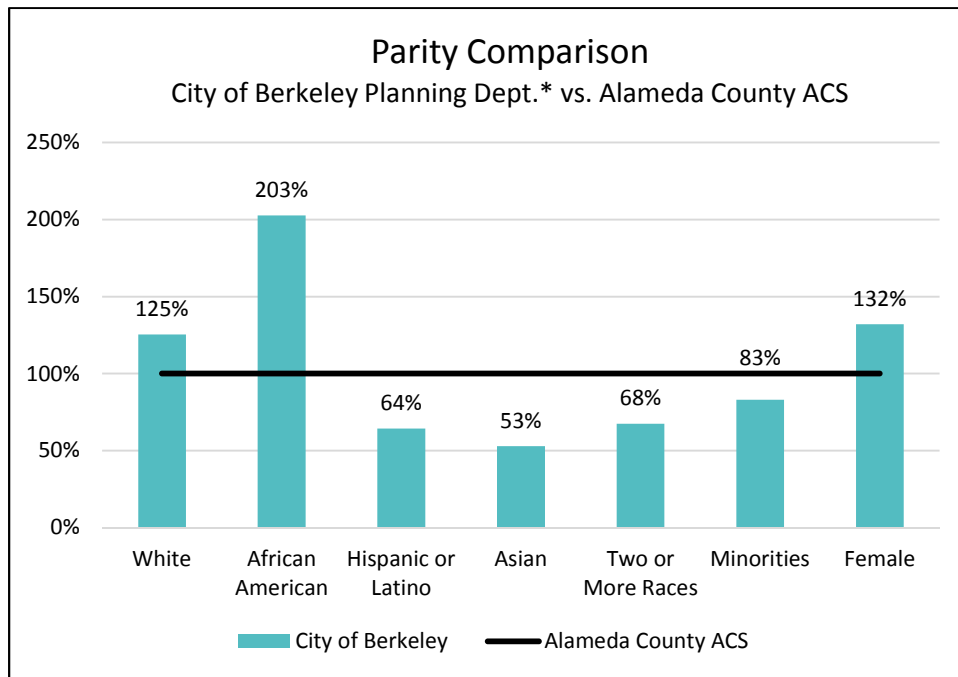
There were four promotions in the department. The recipients consisted of a White male, African American female, Hispanic male and an Asian female. The African American was promoted to a senior level professional position.

The work force exceeds 100% parity for African Americans and females. Despite the department's efforts as evidenced by the Hispanic and Asian hires, the parity figures for these two groups remain below parity with the relevant labor market at 64% and 53% respectively. (Attachment 15)

The following includes data on all employees in the Planning Department.

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 35 and 36: Planning Department Parity Compared to Alameda County ACS (Mid-year FY2017)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	39	53%	42%
African American	15	20%	10%
Hispanic or Latino	10	14%	21%
Asian	9	12%	23%
Native Hawaiian	0	0%	1%
American Native	0	0%	.2%
Two or More Races	1	1%	2%
<b>Total</b>	<b>74</b>	<b>100%</b>	<b>99.2%</b>
<b>Other Protected Categories</b>			
Minorities	35	47%	57%
Female	44	60%	45%

## **FY2017 MID YEAR WORK FORCE REPORT**

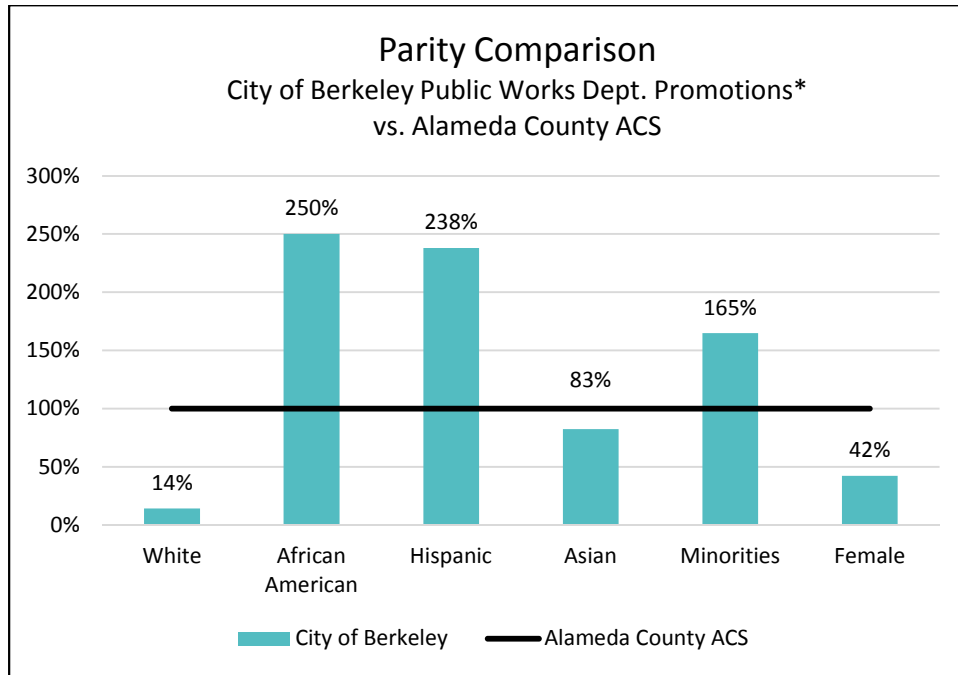
### **Public Works Department:**

This department has the largest staff (253) in the City at mid-way through FY2017. Public Works hired eight new employees in which more than half, 5 or 63%, were minorities. Two of the hires are female and one was hired in professional classification. Due to a number of retirements, the department had sixteen promotions, of which 15 or 94% were minorities. One Asian male was promoted to a managerial position, two Hispanic males promoted to senior level supervisors, and one Asian female promoted to a professional position. It is noteworthy that half (50%) of the employees receiving promotions are Hispanics.

The following includes data on all employees in the Public Works Department.

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 37 and 38: Public Works Department Promotion Parity Compared to Alameda County ACS (Mid-year FY2017)



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

Category	# of Employees	% of Promotions	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	1	6%	42%
African American	4	25%	10%
Hispanic or Latino	8	50%	21%
Asian	3	19%	23%
Native Hawaiian	0	0%	1%
American Native	0	0%	.2%
Two or More Races	0	0%	2%
<b>Total</b>	<b>16</b>	<b>100%</b>	<b>99.2%</b>
<b>Other Protected Categories</b>			
Minorities	15	94%	57%
Female	3	19%	45%

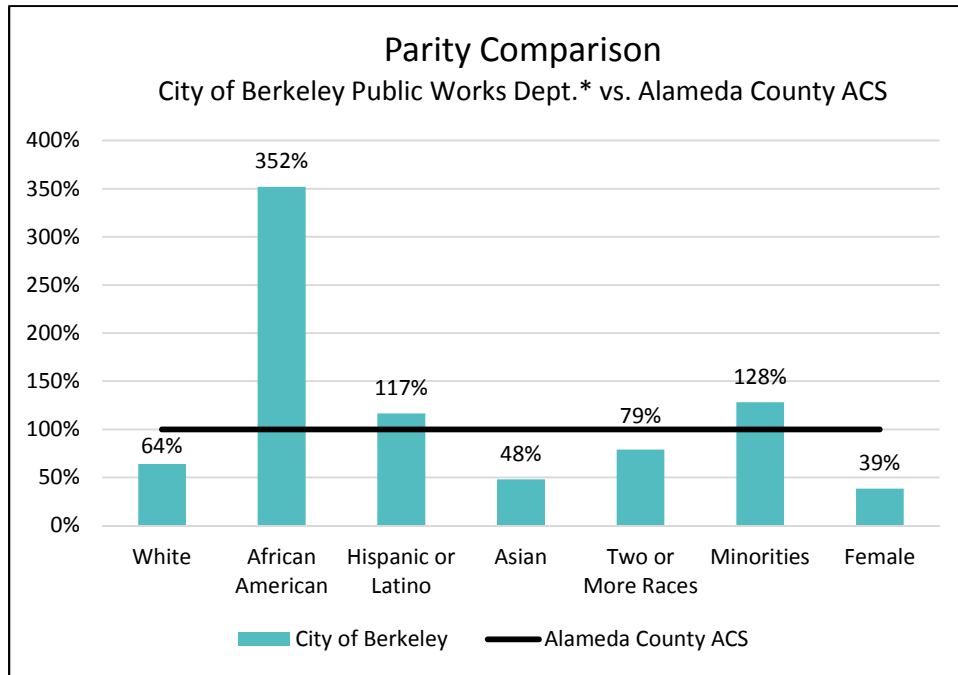


## **FY2017 MID YEAR WORK FORCE REPORT**

With a minimal decrease in its workforce from 254 to 253 in the first half of FY2017, the PW department's minority representation remains over 70%, which exceeds 100% parity with the ACS. African Americans and Hispanics have exceeded 100% parity with their availability in the ACS. Asians remain below parity at 48% despite the above hires thus far in FY2017. As evidenced by its hires and promotions, the department is committed to diversity in its work force. The females' below parity figure is mitigated by the low percentage of females in labor and maintenance occupations in the labor market, and therefore, is not considered an unfavorable rating under the circumstances. (Attachment 18)

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 39 and 40: Public Works Department Parity Compared to Alameda County ACS (Mid-year FY2017)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	68	27%	42%
African American	89	35%	10%
Hispanic or Latino	62	25%	21%
Asian	28	11%	23%
Native Hawaiian	1	.4%	1%
American Native	1	.4%	.2%
Two or More Races	4	2%	2%
<b>Total</b>	<b>253</b>	<b>100%</b>	<b>99.2%</b>
<b>Other Protected Categories</b>			
Minorities	185	73%	57%
Female	44	17%	45%

## **FY2017 MID YEAR WORK FORCE REPORT**

### **Library Services:**

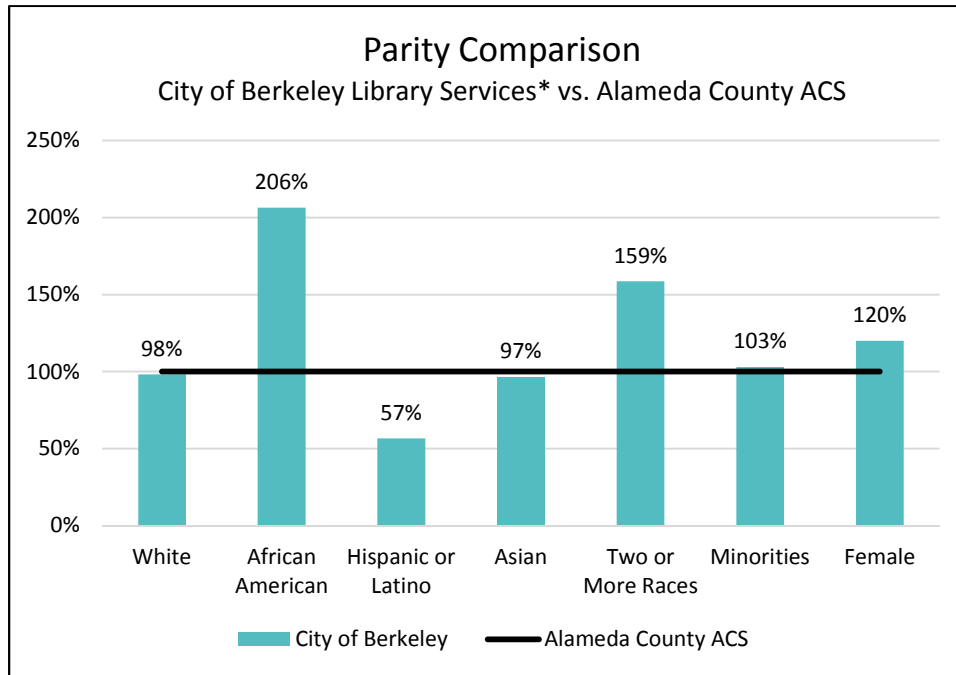
The Library staff decreased from 132 to 126 thus far in FY2017. A significant hire was the appointment of a female to the Director of Library Services. Additionally, there were two promotions to professional positions, both of which were females, one White and one African American.

The staff has exceeded 100% parity for African Americans, minorities and females; with Asians hovering close to parity at 97% and the Hispanic work force showing underrepresentation at 57% parity. (Attachment 13)

The following includes data on all employees in the Library Services Department.

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 41 and 42: Library Services Department Parity Compared to Alameda County ACS (Mid-year FY2017)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	52	41%	42%
African American	26	21%	10%
Hispanic or Latino	15	12%	21%
Asian	28	22%	23%
Native Hawaiian	0	0%	1%
American Native	1	1%	.2%
Two or More Races	4	3%	2%
<b>Total</b>	<b>126</b>	<b>100%</b>	<b>99.2%</b>
<b>Other Protected Categories</b>			
Minorities	74	59%	57%
Female	68	54%	45%

## **FY2017 MID YEAR WORK FORCE REPORT**

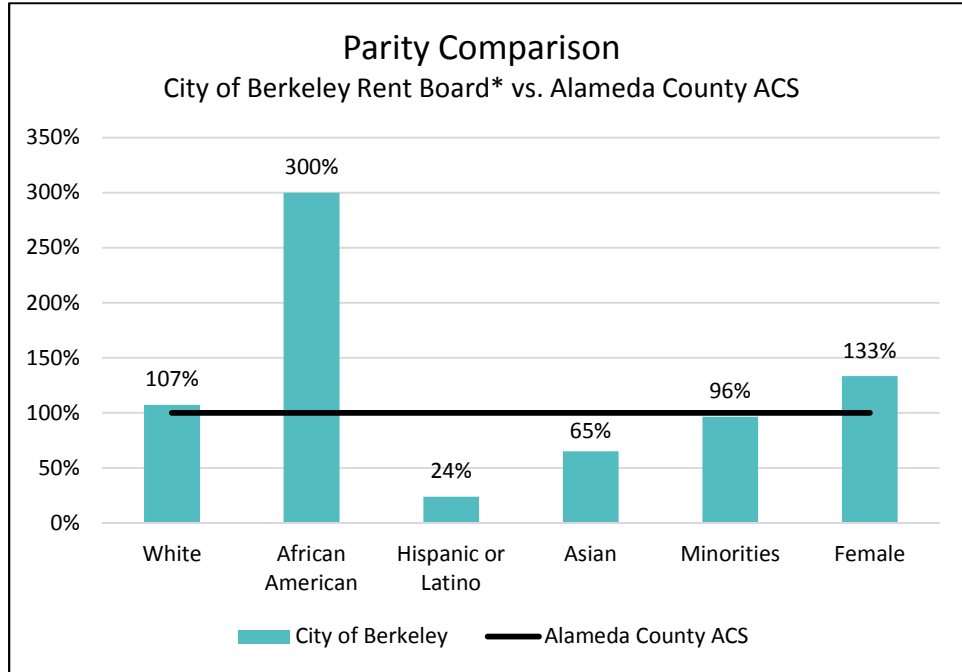
### **Rent Board:**

The Board, with a small staff of only 20 employees had no representation changes in the first part of FY2017. The Board had one hire (White female). It has exceeded 100% parity for African Americans and females. The Hispanic and Asian work forces are substantially below their availability in the ACS at 24% and 65% respectively. (Attachment 19)

The following includes data on all employees in the Rent Board.

**FY2017 MID YEAR WORK FORCE REPORT**

Figures 43 and 44: Rent Board Parity Compared to Alameda County ACS (Mid-year FY2017)



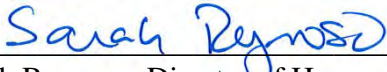
\*Certain groups are not displayed on graph due to statistical insignificance.

Category	# of Employees	% in Department	% Representation in Alameda County ACS
<b>Race and Ethnicity</b>			
White	9	45%	42%
African American	6	30%	10%
Hispanic or Latino	1	5%	21%
Asian	3	15%	23%
Native Hawaiian	0	0%	1%
American Native	0	0%	.2%
Two or More Races	1	5%	2%
<b>Total</b>	<b>200</b>	<b>100%</b>	<b>99.2%</b>
<b>Other Protected Categories</b>			
Minorities	11	55%	57%
Female	12	60%	45%

## **FY2017 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:



Sarah Reynoso, Director of Human Resources

### Attachments

Attachment 1:	Population of Departments by Ethnicity & Gender (12/31/16)
Attachment 2:	City Work Force by Occupational Categories, Race & Gender (12/31/16)
Attachments 3 thru 19:	Work Force Reports by Departments (12/31/16)
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 data base for comparison of the various occupational groups: The State of California (ACS); and Bay Area ACS which incorporates San Francisco, Oakland and Fremont metropolitan areas. In 1989 the City Council determined that these designated ACS markets were most likely to provide the City with sufficient numbers of qualified applicants for the specific occupational categories.

**FY2017 MID YEAR WORK FORCE REPORT**

**POPULATION OF DEPARTMENTS BY ETHNICITY & GENDER**

As of DECEMBER 2016																			
DEPARTMENTS	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		Two or More Races		MINORITIES	
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	T	%
CITY ATTORNEY	13	5	8	2	4	0	1	0	0	3	2	0	0	0	0	0	1	7	53.8%
CITY AUDITOR *	11	4	7	1	4	0	0	0	0	2	3	0	0	0	0	1	0	6	54.5%
CITY CLERK	7	1	6	1	3	0	2	0	0	0	0	0	0	0	0	0	1	3	42.9%
CITY MANAGER	30	14	16	5	7	4	4	1	1	2	2	0	0	1	0	1	2	18	60.0%
ECONOMIC DEVELOPMENT	6	2	4	1	2	0	2	0	0	1	0	0	0	0	0	0	0	3	50.0%
FINANCE	35	8	27	1	3	2	6	1	3	3	12	0	0	0	0	1	3	31	88.6%
FIRE	135	113	22	73	11	10	2	16	3	9	6	0	0	2	0	3	0	51	37.8%
HEALTH & HOUSING COMMUNITY SERVICES	163	43	120	13	30	10	36	11	28	6	20	0	0	0	0	3	6	120	73.6%
HUMAN RESOURCES	20	5	15	0	2	2	5	0	4	2	3	0	0	0	0	1	1	18	90.0%
INFORMATION TECHNOLOGY	43	24	19	8	8	2	5	3	2	8	3	1	1	0	0	2	0	27	62.8%
LIBRARY	126	58	68	28	24	15	11	6	9	9	19	0	0	0	1	0	4	74	58.7%
PARKS	92	60	32	23	12	13	11	13	3	6	4	1	0	0	0	4	2	57	62.0%
PLANNING	74	30	44	20	19	4	11	5	5	1	8	0	0	0	0	0	1	35	47.3%
POLICE	252	157	95	82	33	31	37	19	12	24	9	0	0	0	0	1	4	137	54.4%
POLICE REVIEW COMMISSION	3	1	2	0	0	1	0	0	1	0	1	0	0	0	0	0	0	3	100%
PUBLIC WORKS	253	209	44	54	14	73	16	55	7	22	6	0	1	1	0	4	0	185	73.1%
RENT BOARD	20	8	12	5	4	0	6	1	0	1	2	0	0	0	0	1	0	11	55.0%
<b>TOTAL</b>	<b>1283</b>	<b>742</b>	<b>541</b>	<b>317</b>	<b>180</b>	<b>167</b>	<b>155</b>	<b>131</b>	<b>78</b>	<b>99</b>	<b>100</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>22</b>	<b>25</b>	<b>786</b>	<b>61.3%</b>
<b>CITY REPRESENTATION</b>		<b>57.8%</b>	<b>42.2%</b>	<b>24.7%</b>	<b>14%</b>	<b>13.0%</b>	<b>12.1%</b>	<b>10.2%</b>	<b>6.1%</b>	<b>7.7%</b>	<b>7.8%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>0.3%</b>	<b>0.1%</b>	<b>1.7%</b>	<b>1.9%</b>		
<b>GROUP REPRESENTAION</b>				<b>42%</b>		<b>25%</b>		<b>16%</b>		<b>16%</b>		<b>0%</b>		<b>0%</b>		<b>4%</b>			

\* NOTE: Elected Officials are not included in totals.



**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
CITY OF BERKELEY	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
<b>CITY REPRESENTATION</b>	<b>1283</b>	<b>742</b> 57.8%	<b>541</b> 42.2%	<b>317</b> 24.7%	<b>180</b> 14.0%	<b>167</b> 13.0%	<b>155</b> 12.1%	<b>131</b> 10%	<b>78</b> 6.1%	<b>99</b> 7.7%	<b>100</b> 8%	<b>2</b> 0%	<b>2</b> 0%	<b>4</b> 0.3%	<b>1</b> 0.1%	<b>22</b> 1.7%	<b>25</b> 1.9%	<b>786</b> 61.3%
<b>CALIFORNIA ACS</b>		54.7%	45.3%	24.3%	20.5%	2.5%	2.7%	19.6%	15%	7.0%	6.7%	0.2%	0.2%	0.2%	0.2%	0.6%	0.6%	55.2%
<b>ALAMEDA ACS</b>		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
<b>OFFICIALS/MANAGERS REPRESENTATION</b>	<b>108</b>	<b>54</b> 50.0%	<b>54</b> 50.0%	<b>27</b> 25.0%	<b>27</b> 25%	<b>10</b> 9.3%	<b>15</b> 13.9%	<b>6</b> 5.6%	<b>3</b> 2.8%	<b>6</b> 5.6%	<b>7</b> 6.5%	<b>1</b> 1%	<b>0</b> 0%	<b>0</b> 0.0%	<b>0</b> 0.0%	<b>4</b> 3.7%	<b>2</b> 1.9%	<b>54</b> 50.0%
<b>CALIFORNIA ACS</b>		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
<b>PROFESSIONALS REPRESENTATION</b>	<b>281</b>	<b>110</b> 39%	<b>171</b> 61%	<b>44</b> 15.7%	<b>70</b> 24.9%	<b>21</b> 7.5%	<b>30</b> 11%	<b>11</b> 3.9%	<b>23</b> 8.2%	<b>28</b> 10%	<b>40</b> 14%	<b>0</b> 0%	<b>1</b> 0%	<b>1</b> 0.4%	<b>0</b> 0.0%	<b>5</b> 1.8%	<b>7</b> 2.5%	<b>167</b> 59%
<b>METRO BAY AREA ACS</b>		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
<b>AMINISTRATIVE SUPPORT REPRESENTATION</b>	<b>218</b>	<b>54</b> 24.8%	<b>164</b> 75.2%	<b>20</b> 9%	<b>27</b> 12.4%	<b>13</b> 6.0%	<b>64</b> 29.4%	<b>10</b> 4.6%	<b>24</b> 11.0%	<b>10</b> 4.6%	<b>38</b> 17.4%	<b>0</b> 0.0%	<b>0</b> 0.0%	<b>0</b> 0.0%	<b>1</b> 0.5%	<b>1</b> 0.5%	<b>10</b> 4.6%	<b>171</b> 78%
<b>ALAMEDA ACS</b>		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%	1.1%	57.7%
<b>TECHNICIANS REPRESENTATION</b>	<b>51</b>	<b>32</b> 62.7%	<b>19</b> 37.3%	<b>19</b> 37.3%	<b>6</b> 11.8%	<b>2</b> 3.9%	<b>4</b> 7.8%	<b>3</b> 6%	<b>4</b> 7.8%	<b>5</b> 9.8%	<b>5</b> 9.8%	<b>0</b> 0%	<b>0</b> 0%	<b>0</b> 0.0%	<b>0</b> 0.0%	<b>3</b> 5.9%	<b>0</b> 0.0%	<b>26</b> 51%
<b>METRO BAY AREA ACS</b>		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%
<b>SKILLED CRAFT REPRESENTATION</b>	<b>84</b>	<b>69</b> 82.1%	<b>15</b> 18%	<b>30</b> 35.7%	<b>3</b> 4%	<b>10</b> 11.9%	<b>4</b> 4.8%	<b>17</b> 20.2%	<b>6</b> 7.1%	<b>9</b> 10.7%	<b>1</b> 1.2%	<b>0</b> 0.0%	<b>0</b> 0.0%	<b>0</b> 0.0%	<b>0</b> 0.0%	<b>3</b> 3.6%	<b>1</b> 1.2%	<b>51</b> 60.7%
<b>METRO BAY AREA ACS</b>		93.6%	6.4%	40.1%	2.3%	4.5%	0.5%	33%	1.3%	13.0%	2.1%	0.8%	0.1%	0.3%	0.0%	1.0%	0.0%	56.6%
<b>SERVICE MAINTENANCE REPRESENTATION</b>	<b>183</b>	<b>157</b> 85.8%	<b>26</b> 14.2%	<b>23</b> 12.6%	<b>6</b> 3.3%	<b>70</b> 38.3%	<b>11</b> 6.0%	<b>49</b> 27%	<b>6</b> 3.3%	<b>11</b> 6.0%	<b>2</b> 1.1%	<b>1</b> 1%	<b>1</b> 1%	<b>1</b> 0.5%	<b>0</b> 0.0%	<b>2</b> 1.1%	<b>0</b> 0.0%	<b>154</b> 84.2%
<b>ALAMEDA ACS</b>		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%
<b>PROTECTIVE SERVICES REPRESENTATION</b>	<b>358</b>	<b>266</b> 74.3%	<b>92</b> 25.7%	<b>154</b> 43.0%	<b>41</b> 11.5%	<b>41</b> 11.5%	<b>27</b> 7.5%	<b>35</b> 10%	<b>12</b> 3.4%	<b>30</b> 8.4%	<b>7</b> 2.0%	<b>0</b> 0%	<b>0</b> 0%	<b>2</b> 0.6%	<b>0</b> 0.0%	<b>4</b> 1.1%	<b>5</b> 1.4%	<b>163</b> 45.5%
<b>ALAMEDA ACS</b>		83.1%	16.9%	37.3%	6.4%	19%	4.4%	10.6%	1.8%	11.1%	3.9%	1.4%	0.3%	0.3%	0.1%	2.3%	0.1%	55.3%

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
CITY ATTORNEY'S OFFICE	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	13	5	8	2	4	0	1	0	0	3	2	0	0	0	0	0	1	7
		38.5%	61.5%	15.4%	30.8%	0.0%	7.7%	0.0%	0.0%	23.1%	15%	0%	0%	0.0%	0.0%	0.0%	7.7%	53.8%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		100%	0%	100%	0.0%	0.0%	0.0%	0.0%	0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	7	3	4	1	2	0	1	0	0	2	1	0	0	0	0	0	0	4
		43%	57%	14.3%	29%	0.0%	14.3%	0.0%	0.0%	28.6%	14.3%	0%	0%	0.0%	0.0%	0.0%	0.0%	57.1%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	5	1	4	0	2	0	0	0	0	1	1	0	0	0	0	0	1	3
		20.0%	80%	0%	40%	0.0%	0%	0.0%	0.0%	20.0%	20%	0%	0%	0.0%	0.0%	0.0%	20.0%	60.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%

2010 ACS Data

Attachment 3

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
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	11	4	7	1	4	0	0	0	0	2	3	0	0	0	0	1	0	6
		36.4%	63.6%	9.1%	36.4%	0.0%	0.0%	0.0%	0.0%	18.2%	27%	0%	0%	0.0%	0.0%	9.1%	0.0%	54.5%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		50%	50%	50%	50%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0%	0%	0.0%	0.0%	0.0%	0.0%	0%
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	2	3	0	1	0	0	0	0	1	2	0	0	0	0	1	0	4
		40%	60%	0%	20.0%	0.0%	0.0%	0.0%	0%	20%	40%	0%	0%	0.0%	0.0%	20.0%	0.0%	80%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	2	1	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1
		50.0%	50%	0%	50.0%	0.0%	0%	0.0%	0.0%	50%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	50%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%
TECHNICIANS REPRESENTATION	2	0	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0	1
		0%	100%	0.0%	50%	0%	0.0%	0%	0.0%	0.0%	50%	0%	0%	0.0%	0.0%	0.0%	0.0%	50%
BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%

2010 ACS Data

Attachment 4

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

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
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	7	1 14.3%	6 85.7%	1 14.3%	3 42.9%	0 0.0%	2 28.6%	0 0.0%	0 0.0%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 14.3%	3 42.9%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	4	1 25%	3 75%	1 25%	2 50%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	1 25%	1 25.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	3	0 0.0%	3 100%	0 0%	1 33%	0 0.0%	2 67%	0 0.0%	0 0.0%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 67%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%

2010 ACS Data

Attachment 5

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
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	14	16	5	7	4	4	1	1	2	2	0	0	1	0	1	2	18
ALAMEDA ACS		46.7%	53.3%	16.7%	23.3%	13.3%	13.3%	3.3%	3.3%	6.7%	7%	0%	0%	3.3%	0.0%	3.3%	6.7%	60.0%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	8	4	4	1	1	2	2	0	0	1	0	0	0	0	0	0	1	6
CALIFORNIA ACS		50.0%	50.0%	12.5%	12.5%	25.0%	25.0%	0.0%	0.0%	12.5%	0.0%	0%	0%	0.0%	0.0%	0.0%	12.5%	75.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	6	3	3	1	1	1	1	0	0	1	0	0	0	0	0	0	1	4
BAY AREA ACS		50%	50%	16.7%	16.7%	16.7%	16.7%	0.0%	0.0%	16.7%	0.0%	0%	0%	0.0%	0.0%	0.0%	16.7%	66.7%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	5	1	4	1	1	0	1	0	0	0	2	0	0	0	0	0	0	3
ALAMEDA ACS		20.0%	80%	20%	20%	0.0%	20%	0.0%	0%	0.0%	40%	0%	0%	0.0%	0.0%	0.0%	0.0%	60%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%
SERVICE MAINTENANCE REPRESENTATION	9	5	4	1	3	1	0	1	1	0	0	0	0	1	0	1	0	5
ALAMEDA ACS		56%	44%	11.1%	33.3%	11.1%	0.0%	11.1%	11.1%	0.0%	0.0%	0%	0%	11.1%	0.0%	11.1%	0.0%	55.6%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%
TECHNICIANS REPRESENTATION	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ALAMEDA ACS		50%	50%	50%	50%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54.0%

2010 ACS Data

Attachment 6

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
ECONOMIC DEVELOPMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	6	2	4	1	2	0	2	0	0	1	0	0	0	0	0	0	0	3
		33.3%	66.7%	16.7%	33.3%	0.0%	33.3%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	0	0	0	0	0	0	0	0	0	0	0	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	2	3	1	2	0	1	0	0	1	0	0	0	0	0	0	0	2
		40%	60%	20%	40%	0%	20.0%	0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
		0.0%	100%	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%	100%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%

2010 ACS Data

Attachment 7

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2015																		
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	35	8 22.9%	27 77.1%	1 2.9%	3 8.6%	2 5.7%	6 17.1%	1 2.9%	3 8.6%	3 8.6%	12 34%	0 0%	0 0%	0 0.0%	0 0.0%	1 2.9%	3 8.6%	31 88.6%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	3	1 33%	2 67%	0 0%	0 0%	1 33%	1 33.3%	0 0.0%	0 0.0%	0 0%	1 33%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3 100%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	10	2 20%	8 80%	0 0.0%	1 10.0%	0 0.0%	1 10.0%	0 0.0%	0 0.0%	2 20%	5 50.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	1 10.0%	9 90.0%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	20	5 25%	15 75%	1 5%	2 10.0%	1 5.0%	4 20.0%	1 5.0%	2 10.0%	1 5.0%	5 25.0%	0 0%	0 0%	0 0.0%	0 0.0%	1 5.0%	2 10.0%	17 85.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%
TECHNICIANS REPRESENTATION	2	0 0%	2 100%	0 0.0%	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 0.0%	0 0.0%	2 100%
BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
FIRE DEPARTMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	124	112	11	73	9	10	0	16	2	8	1	0	0	2	0	3	0	42
ALAMEDA ACS		90.3%	8.9%	58.9%	7.3%	8.1%	0.0%	12.9%	1.6%	6.5%	1%	0%	0%	1.6%	0.0%	2.4%	0.0%	33.9%
CHIEF, DEPUTY CHIEF REPRESENTATION	2	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1
ALAMEDA ACS		100%	0.0%	50.0%	0%	0.0%	0%	0%	0.0%	50.0%	0%	0%	0%	0.0%	0.0%	0.0%	0%	50%
ASSIST-BATTALION CHIEF REPRESENTATION	4	4	0	3	0	0	0	1	0	0	0	0	0	0	0	0	0	1
ALAMEDA ACS		100.0%	0.0%	75.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	25.0%
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%	25.0%	0.0%	25.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	50.0%
CAPTAIN II REPRESENTATION	25	23	2	20	1	2	0	1	1	0	0	0	0	0	0	0	0	4
ALAMEDA ACS		92%	8%	80%	4%	8%	0.0%	4%	4.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	16%
FIRE & 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%	50%	0.0%	0.0%	0.0%	0%	0.0%	50%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	50%
FIRE INSPECTOR REPRESENTATION	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
ALAMEDA ACS		0.0%	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%	100%
FIREFIIGHTERS REPRESENTATION	83	76	7	45	7	8	0	13	0	5	0	0	0	2	0	3	0	31
ALAMEDA ACS		91.6%	8.4%	54.2%	8.4%	9.6%	0.0%	15.7%	0.0%	6.0%	0.0%	0%	0%	2.4%	0.0%	3.6%	0.0%	37.3%
PARAMEDIC SUPERVISOR REPRESENTATION	3	1	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	1
ALAMEDA ACS		33.3%	66.7%	33.3%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	33.3%
NON - SWORN * REPRESENTATION	11	1	10	0	2	0	2	0	1	1	5	0	0	0	0	0	0	9
ALAMEDA ACS		9.1%	91%	0.0%	18%	0.0%	18.2%	0%	9%	9%	45%	0%	0%	0.0%	0.0%	0.0%	0.0%	82%
		57.9%	42.1%	19.7%	19.7%	2%	10.2%	11.4%	11%	19.7%	0.8%	0.0%	0.0%	0.8%	0.0%	2.4%	0.8%	59.1%



**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
HEALTH, HOUSING and COMMUNITY SERVICES	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	163	43 26.4%	120 73.6%	13 8.0%	30 18.4%	10 6.1%	36 22.1%	11 6.7%	28 17.2%	6 3.7%	20 12%	0 0%	0 0%	0 0.0%	0 0.0%	3 1.8%	6 3.7%	120 73.6%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	18	6 33.3%	12 66.7%	2 11%	5 28%	1 5.6%	6 33%	2 11%	0 0.0%	0 0%	1 6%	0 0%	0 0%	0 0.0%	0 0.0%	1 5.6%	0 0%	11 61%
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	95	28 29.5%	67 70.5%	11 11.6%	21 22.1%	6 6.3%	14 14.7%	4 4.2%	16 16.8%	5 5.3%	13 13.7%	0 0%	0 0%	0 0.0%	0 0.0%	2 2.1%	3 3.2%	63 66.3%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	27	5 19%	22 81%	0 0%	1 3.7%	1 3.7%	10 37.0%	3 11.1%	5 18.5%	1 3.7%	4 14.8%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	2 7.4%	26 96.3%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%
TECHNICIANS REPRESENTATION	1	0 0%	1 100%	0 0%	0 0%	0 0%	0 0.0%	0 0%	1 100.0%	0 0%	0 0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0%	0 0%	1 100%
BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%
SKILLED CRAFT REPRESENTATION	15	1 6.7%	14 93.3%	0 0%	2 13.3%	0 0.0%	4 26.7%	1 6.7%	6 40.0%	0 0%	1 6.7%	0 0%	0 0%	0 0.0%	0 0.0%	0 0%	1 6.7%	13 86.7%
BAY AREA ACS		93.6%	6.4%	40.1%	0.5%	4.5%	0.0%	32.9%	1.3%	13%	2.1%	0.8%	0.1%	0.3%	0.0%	1%	0.0%	56.0%
SERVICE MAINTENANCE REPRESENTATION	7	3 42.9%	4 57.1%	0 0%	1 14.3%	2 28.6%	2 28.6%	1 14.3%	0 0%	0 0%	1 14.3%	0 0%	0 0%	0 0.0%	0 0.0%	0 0%	0 0%	6 85.7%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of December 2016																		
HUMAN RESOURCES DEPARTMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	20	5 25%	15 75%	0 0.0%	2 10%	2 10%	5 25%	0 0.0%	4 20%	2 10.0%	3 15%	0 0%	0 0%	0 0.0%	0 0.0%	1 5%	1 5%	18 90.0%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	2	0 0%	2 100%	0 0%	0 0%	0 0%	0 0.0%	0 0.0%	2 100%	0 0%	0 0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 100%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	9	4 44%	5 56%	0 0.0%	1 11.1%	2 22.2%	2 22.2%	0 0.0%	1 11.1%	2 22%	1 11.1%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	8 88.9%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	8	0 0%	8 100%	0 0%	1 13%	0 0.0%	3 37.5%	0 0.0%	1 12.5%	0 0.0%	2 25%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	1 12.5%	7 88%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%
TECHNICIANS REPRESENTATION	1	1 100%	0 0%	0 0.0%	0 0%	0 0%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	1 100%	0 0.0%	1 100%
BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%

2010 ACS Data

Attachment 11

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of December 2016																		
INFORMATION TECHNOLOGY DEPT.	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	43	24	19	8	8	2	5	3	2	8	3	1	1	0	0	2	0	27
		56%	44%	18.6%	18.6%	4.7%	11.6%	7.0%	4.7%	18.6%	7%	2%	2%	0.0%	0.0%	4.7%	0.0%	62.8%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	8	4	4	0	3	0	0	0	0	1	1	1	0	0	0	2	0	5
		50%	50%	0%	38%	0.0%	0.0%	0%	0.0%	12.5%	12.5%	13%	0%	0.0%	0.0%	25.0%	0.0%	63%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	23	17	6	6	3	2	0	3	1	6	1	0	1	0	0	0	0	14
		73.9%	26.1%	26.1%	13%	8.7%	0.0%	13.0%	4.3%	26%	4.3%	0%	4%	0.0%	0.0%	0.0%	0.0%	60.9%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	10	1	9	1	2	0	5	0	1	0	1	0	0	0	0	0	0	7
		10.0%	90.0%	10%	20.0%	0.0%	50.0%	0.0%	10.0%	0.0%	10.0%	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%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%
TECHNICIANS REPRESENTATION	2	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1
		100%	0%	50%	0%	0%	0.0%	0%	0.0%	50.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	50%
BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%

2010 ACS Data

Attachment 12

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
LIBRARY SERVICES	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	126	58 46.0%	68 54.0%	28 22.2%	24 19.0%	15 11.9%	11 8.7%	6 5%	9 7.1%	9 7.1%	19 15%	0 0%	0 0%	0 0.0%	1 0.8%	0 0.0%	4 3.2%	74 58.7%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	6	3 50.0%	3 50.0%	1 16.7%	3 50.0%	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%	2 33%
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	38	16 42%	22 58%	11 28.9%	12 31.6%	4 10.5%	2 5%	0 0.0%	1 2.6%	1 3%	6 16%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	1 2.6%	15 39.5%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	77	34 44.2%	43 55.8%	14 18%	9 11.7%	9 11.7%	9 11.7%	6 7.8%	8 10.4%	5 6.5%	13 16.9%	0 0%	0 0%	0 0.0%	1 1.3%	0 0.0%	3 3.9%	54 70.1%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%
SKILLED CRAFT REPRESENTATION	2	2 100%	0 0.0%	1 50%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 50%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 50.0%
BAY AREA ACS		93.6%	6.4%	40.1%	0.5%	4.5%	0.0%	32.9%	1.3%	13%	2.1%	0.8%	0.1%	0.3%	0.0%	1%	0.0%	56.0%
SERVICE MAINTENANCE REPRESENTATION	3	3 100%	0 0.0%	1 33.3%	0 0.0%	1 33.3%	0 0.0%	0 0%	0 0.0%	1 33.3%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 66.7%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
PARKS, RECREATION & WATERFRONT DEPT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	92	60	32	23	12	13	11	13	3	6	4	1	0	0	0	4	2	57
		65%	35%	25.0%	13%	14.1%	12.0%	14%	3.3%	6.5%	4%	1%	0%	0.0%	0.0%	4.3%	2.2%	62.0%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	16	7	9	4	6	2	2	0	0	0	1	0	0	0	0	1	0	6
		43.8%	56.3%	25.0%	38%	12.5%	12.5%	0.0%	0.0%	0.0%	6.3%	0%	0%	0.0%	0.0%	6.3%	0.0%	37.5%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	8	4	4	1	2	0	1	1	0	1	1	0%	0%	0	0	1	0	5
		50%	50%	13%	25%	0.0%	13%	13%	0.0%	12.5%	12.5%	0%	0%	0.0%	0.0%	12.5%	0.0%	63%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	8	1	7	1	0	0	4	0	1	0	1	0	0	0	0	0	1	7
		12.5%	87.5%	13%	0.0%	0.0%	50.0%	0.0%	12.5%	0.0%	12.5%	0%	0%	0.0%	0.0%	0.0%	12.5%	87.5%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%
SKILLED CRAFT REPRESENTATION	22	21	1	9	1	2	0	5	0	3	0	0	0	0	0	2	0	12
		95.5%	4.5%	40.9%	4.5%	9.1%	0.0%	23%	0.0%	13.6%	0.0%	0%	0%	0.0%	0.0%	9.1%	0.0%	54.5%
BAY AREA ACS		93.6%	6.4%	40.1%	0.5%	4.5%	0.0%	32.9%	1.3%	13%	2.1%	0.8%	0.1%	0.3%	0.0%	1%	0.0%	56.0%
SERVICE MAINTENANCE REPRESENTATION	35	26	9	7	2	9	4	7	2	2	1	1	0	0	0	0	0	26
		74.3%	25.7%	20.0%	5.7%	25.7%	11.4%	20.0%	5.7%	5.7%	2.9%	3%	0%	0.0%	0.0%	0.0%	0.0%	74.3%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%
PROTECTIVE SERVICE REPRESENTATION	3	1	2	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1
		33%	67%	33.3%	33%	0%	0.0%	0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	33%	33%
ALAMEDA ACS		80.5%	19.5%	35.8%	7.7%	17.5%	5%	10.7%	2.7%	12%	3.6%	1.3%	0.3%	0.4%	0.1%	2.7%	0.2%	56.5%

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
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	74	30 40.5%	44 59.5%	20 27.0%	19 25.7%	4 5.4%	11 14.9%	5 6.8%	5 6.8%	1 1.4%	8 11%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	1 1.4%	35 47.3%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	11	7 63.6%	4 36.4%	6 54.5%	2 18.2%	0 0.0%	1 9.1%	1 9.1%	0 0.0%	0 0.0%	1 9.1%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3 27.3%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	29	7 24%	22 76%	4 14%	14 48%	2 6.9%	2 7%	1 3%	1 3.4%	0 0.0%	4 14%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	1 3%	11 38%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	12	2 16.7%	10 83.3%	1 8%	3 25.0%	1 8.3%	4 33.3%	0 0.0%	2 16.7%	0 0.0%	1 8.3%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	8 67%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%
TECHNICIANS REPRESENTATION	22	14 64%	8 36%	9 40.9%	0 0%	1 5%	4 18.2%	3 14%	2 9.1%	1 4.5%	2 9.1%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	13 59%
BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
POLICE DEPARTMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	168	135	33	76	18	20	5	17	6	21	2	0	0	0	0	1	2	74
		80.4%	19.6%	45.2%	10.7%	11.9%	3.0%	10.1%	3.6%	12.5%	1%	0%	0%	0.0%	0.0%	0.6%	1.2%	44.0%
ALAMEDA ACS		85.7%	14.3%	47.7%	7.4%	11.7%	3.8%	9.6%	0.4%	11.8%	2.5%	2.9%	0.0%	0.3%	0.0%	1.8%	0.3%	45.1%
POLICE CHIEF REPRESENTATION	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		100%	0.0%	100%	0%	0.0%	0%	0%	0.0%	0.0%	0%	0%	0%	0.0%	0.0%	0.0%	0%	0%
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	9%	0.0%	0.0%	6.6%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	38.5%
CAPTAINS REPRESENTATION	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		50.0%	50.0%	50%	50.0%	0.0%	0%	0.0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	9%	0.0%	0.0%	6.6%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	38.5%
LIEUTENANTS REPRESENTATION	9	8	1	5	1	1	0	0	0	2	0	0	0	0	0	0	0	3
		89%	11%	56%	11%	11%	0.0%	0%	0.0%	22.2%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	33%
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	9%	0.0%	0.0%	6.6%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	38.5%
SERGEANTS REPRESENTATION	30	19	11	12	8	3	1	2	1	2	1	0	0	0	0	0	0	10
		63%	36.7%	40%	26.7%	10.0%	3.3%	7%	3.3%	6.7%	3.3%	0%	0%	0.0%	0.0%	0.0%	0.0%	33%
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	9%	0.0%	0.0%	6.6%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	38.5%
POLICE OFFICERS REPRESENTATION	126	106	20	57	8	16	4	15	5	17	1	0	0	0	0	1	2	61
		84.1%	15.9%	45.2%	6.3%	12.7%	3.2%	11.9%	4.0%	13.5%	0.8%	0%	0%	0.0%	0.0%	0.8%	1.6%	48.4%
ALAMEDA ACS		86.4%	13.6%	47.3%	6.6%	10.4%	4.3%	9.8%	0.4%	13.3%	2%	3.3%	0.0%	0.0%	0.0%	1.9%	0.3%	45.7%
NON - SWORN REPRESENTATION	84	22	62	6	15	11	32	2	6	3	7	0	0	0	0	0	2	63
		26.2%	74%	7.1%	18%	13.1%	38.1%	2%	7%	3.6%	8.3%	0%	0%	0.0%	0.0%	0.0%	2.4%	75%
ALAMEDA ACS		57.9%	42.1%	19.7%	19.7%	2%	10.2%	10.4%	11%	19.7%	0.8%	0.0%	0.0%	0.8%	0.0%	2.4%	0.8%	58.1%

2010 ACS Data

\* Total does not include non-sworn personnel.

Attachment 16

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
POLICE REVIEW COMMISSION	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	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%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
		0%	100%	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%	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%	100%	0.0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%
BAY AREA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	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%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%

2010 ACS Data

Attachment 17



**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
PUBIC 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	
<b>DEPARTMENT REPRESENTATION</b>	<b>253</b>	<b>209</b>	<b>44</b>	<b>54</b>	<b>14</b>	<b>73</b>	<b>16</b>	<b>55</b>	<b>7</b>	<b>22</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>185</b>
		82.6%	17.4%	21.3%	5.5%	28.9%	6.3%	22%	2.8%	8.7%	2%	0%	0%	0.4%	0.0%	1.6%	0.0%	73.1%
<b>ALAMEDA ACS</b>		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
<b>OFFICIALS/MANAGERS REPRESENTATION</b>	<b>18</b>	<b>15</b>	<b>3</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>
		83.3%	16.7%	38.9%	11%	16.7%	5.6%	16.7%	0.0%	11.1%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	50.0%
<b>CALIFORNIA ACS</b>		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%
<b>PROFESSIONALS REPRESENTATION</b>	<b>28</b>	<b>15</b>	<b>13</b>	<b>6</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>17</b>
		54%	46%	21.4%	17.9%	10.7%	7%	3.6%	7.1%	14%	14%	0%	0%	3.6%	0.0%	0.0%	0.0%	60.7%
<b>BAY AREA ACS</b>		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
<b>AMINISTRATIVE SUPPORT REPRESENTATION</b>	<b>15</b>	<b>1</b>	<b>14</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>
		6.7%	93.3%	0%	20.0%	6.7%	53.3%	0.0%	13.3%	0.0%	6.7%	0%	0%	0.0%	0.0%	0.0%	0.0%	80.0%
<b>ALAMEDA ACS</b>		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%
<b>TECHNICIANS REPRESENTATION</b>	<b>18</b>	<b>13</b>	<b>5</b>	<b>7</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>7</b>
		72.2%	27.8%	38.9%	22.2%	5.6%	0.0%	0%	0.0%	16.7%	5.6%	0%	0%	0.0%	0.0%	11.1%	0.0%	38.9%
<b>BAY AREA ACS</b>		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1%	54%
<b>SKILLED CRAFT REPRESENTATION</b>	<b>45</b>	<b>45</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>11</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>25</b>
		100.0%	0.0%	44.4%	0.0%	17.8%	0.0%	24.4%	0.0%	11.1%	0.0%	0%	0%	0.0%	0.0%	2.2%	0.0%	55.6%
<b>BAY AREA ACS</b>		93.6%	6.4%	40.1%	0.5%	4.5%	0.0%	32.9%	1.3%	13%	2.1%	0.8%	0.1%	0.3%	0.0%	1%	0.0%	56.0%
<b>SERVICE MAINTENANCE REPRESENTATION</b>	<b>129</b>	<b>120</b>	<b>9</b>	<b>14</b>	<b>0</b>	<b>57</b>	<b>5</b>	<b>40</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>115</b>
		93.0%	7.0%	10.9%	0.0%	44.2%	3.9%	31%	2.3%	6.2%	0.0%	0%	1%	0.0%	0.0%	0.8%	0.0%	89.1%
<b>ALAMEDA ACS</b>		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%

**FY2017 MID YEAR WORK FORCE REPORT**

**CITY WORK FORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER**

As of DECEMBER 2016																		
RENT BOARD	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	20	8 40.0%	12 60.0%	5 25.0%	4 20.0%	0 0.0%	6 30.0%	1 5.0%	0 0.0%	1 5.0%	2 10%	0 0%	0 0%	0 0.0%	0 0.0%	1 5.0%	0 0.0%	11 55.0%
ALAMEDA ACS		55%	45%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	1	1 100%	0 0.0%	1 100%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
ALAMEDA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	14	6 42.9%	8 57.1%	3 21.4%	4 28.6%	0 0.0%	3 21.4%	1 7.1%	0 0.0%	1 7.1%	1 7.1%	0 0%	0 0%	0 0.0%	0 0.0%	1 7.1%	0 0.0%	7 50.0%
ALAMEDA ACS		49%	51%	29.2%	29%	2.4%	3%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
AMINISTRATIVE SUPPORT REPRESENTATION	5	1 20.0%	4 80.0%	1 20%	0 0.0%	0 0.0%	3 60%	0 0.0%	0 0.0%	0 0.0%	1 20%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 80.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13%	0.4%	0.6%	0.1%	0.2%	0.6%	1.1%	57.7%

2010 ACS Data

Attachment 19

## **FY2017 MID YEAR WORK FORCE REPORT**

### **MANAGERS AND SUPERVISORS**

1. Accounting Manager
2. Administration & Fiscal Services Manager
3. Animal Services Manager
4. Assistant Building & Safety Manager
5. Assistant To The City Manager
6. Audit Manager
7. Budget Manager
8. Building & Safety Manager
9. Circulation Services Manager
10. Code Enforcement Officer
11. Communications Manager
12. Crime Scene Supervisor
13. Customer Service Manager
14. Deputy City Attorney III
15. Economic Development Manager
16. Employee Relations Manager
17. Environmental Health Supervisor
18. Energy Program Manager
19. Equipment Superintendent
20. Facilities Maintenance Superintendent
21. General Services Manager
22. Hazardous Materials Manager
23. Health Nutrition Program Coordinator
24. Health Officer
25. Health Planning, Education & Promotion Supervisor
26. Health Services Supervisor
27. Housing Inspector Supervisor
28. Land Use Planning Manager
29. Library Information System Administrator
30. Library Literacy Program Coordinator
31. Library Services Manager
32. Manager of Aging Services
33. Manager of Engineering
34. Manager of Environmental Health
35. Manager of Housing & Community Services
36. Manager of Mental Health Services
37. Manager, Family Health and Nursing Services
38. Mental Health Clinical Supervisor
39. Mental Health Program Supervisor
40. Occupational Health & Safety Officers
41. Parking Enforcement Manager
42. Parking Services Manager
43. Parks Superintendent
44. Permit Center Coordinator
45. Police Review Commission Officer
46. Principle Planner

## **FY2017 MID YEAR WORK FORCE REPORT**

47. Psychiatrist Supervisor
48. Public Works Maintenance Supervisor
49. Records Manager
50. Recreation & Youth Services Manager
51. Recreation Coordinator
52. Recreation Program Supervisor
53. Revenue Collection Manager
54. Senior Accountant
55. Senior Behavioral Health Clinician
56. Senior Building Maintenance Supervisor
57. Senior Buyer
58. Senior Citizen Center Director
59. Senior Community Develop Project Coordinator
60. Senior Electrical Supervisor
61. Senior Equipment Supervisor
62. Senior Forestry Supervisor
63. Senior Health Management Analyst
64. Senior Health Service Program Specialist
65. Senior Human Resources Analyst
66. Senior Landscape Gardener Supervisor
67. Senior Management Analyst
68. Senior Public Works Supervisor
69. Senior Solid Waste Supervisor
70. Senior Systems Analyst
71. Solid Waste & Recycling Manager
72. Supervising Building Inspector
73. Supervising Civil Engineer
74. Supervising Librarian
75. Supervising Public Health Nursing
76. Supervising Traffic Engineer
77. Training Officer
78. Transportation Manager
79. Waterfront Manager

## **FY2017 MID YEAR WORK FORCE REPORT**

### **OCCUPATIONAL CATEGORIES**

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

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

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

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

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

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

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

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