



Human Resources Dept.

August 29, 2018

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

This report is an analysis of minority and female representation within the City's work force as of June 30, 2018. The analysis relies on information from the Census Bureau which provides work force statistical data based on the 2010 census. The data is provided in a format called the EEO Tabulation, which breaks down the work force statistical information based on race, ethnicity, gender and occupational groups. The tabulation serves as the primary external benchmark for comparing the race and gender composition of each employer's work force to its available labor market. In an effort to provide current labor market data for comparison, the Census Bureau has also implemented the American Community Survey (ACS) which produces periodic estimates of relevant labor market data according to where people work at the time of survey. More specifically, the ACS is synonymous with the term "relevant labor market", which refers to the pool of persons in the labor force who are available, qualified¹ and residing within the geographical area from which the employer typically attracts employees. Throughout the report, "ACS" and "relevant labor market" will be used interchangeably.

This report includes an analysis of each department's work force by race and gender composition, compared against the Alameda County ACS (relevant labor market). Included in the analysis are summaries of hire and promotional data. The departmental summaries are a simple assessment of the departments' diversity and parity with the ACS. Parity is the measurement tool used to determine whether an employer's minority and female representation figures equal, exceed or are below minority and female representation available in the relevant labor market (not population). Please note that for the purpose of comparison with the ACS, only African Americans, Hispanics, Asians, and Two or More Races will be discussed because the remaining minority groups' numbers are too small to be considered statistically significant for the purpose of measuring parity with the relevant labor market. Consistent with the City's policy of promoting a diverse work force, where the data shows that parity has not been achieved, the EEO Office will continue to monitor and research alternative ways to increase diversity in the applicant pools.

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

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

FY 2018 YEAR-END WORK FORCE REPORT

CONTENTS

City's Diverse Work Force	5
Figure 1: City of Berkeley Work Force by Race as of June 30, 2018.....	5
Work Force Comparison From One Year Ago	6
Figure 2: City of Berkeley Year Over Year Work Force Comparison (June 2017 vs. June 2018)	6
Work Force Diversity	7
Figure 3: City of Berkeley Work Force Parity Comparison with the Alameda County ACS.....	7
Hires:	8
Figures 4 and 5: City of Berkeley Hires Parity Compared to Alameda County ACS (Year End FY 2018).....	9
Hires by Occupational Categories	10
Figure 6: City of Berkeley Hires by Occupational Categories and Race/Ethnicity (Year End FY 2018).....	10
Promotions:	11
Figures 7 and 8: City of Berkeley Promotions Parity Compared to Alameda County ACS (Year End FY 2018)	12
Promotions by Occupational Categories	13
Figure 9: City of Berkeley Promotions by Occupational Categories and Race/Ethnicity (Year End FY 2018).....	13
Separations:	13
Figure 10 and 11: City of Berkeley Separations by Categories (Year End FY 2018)...	14
Separations by Occupational Categories	15
Figure 12: City of Berkeley Separations by Occupational Categories and Race/Ethnicity (Year End FY 2018).....	15
Department Directors:	15
Figures 13 and 14: City of Berkeley Parity in Director and Deputy Director Positions Compared to Alameda County ACS (Year End FY 2018)	16
Managers and Supervisors:	17
Figures 15 and 16: City of Berkeley Parity in Manager and Supervisor (non-Directors) Positions Compared to Alameda County ACS (Year End FY 2018)	18
Work Force Data by Departments:	19
Berkeley Police Department:	20
Figures 17 and 18: Police Department Parity Hires Compared to Alameda County ACS (Year End FY 2018).....	21
Figures 19 and 20: Police Department Work Force Parity Compared to Alameda County ACS (Year End FY 2018).....	22
Berkeley Fire Department:	23

FY 2018 YEAR-END WORK FORCE REPORT

Figures 21 and 22: Fire Department Parity Compared to Alameda County ACS (Year End FY 2018)..... 24

City Attorney’s Office, Auditor’s Office, City Clerk’s Office, Economic Development, Police Review Commission: 25

Figures 23 and 24: Various Department/Division Parity Compared to Alameda County ACS (Year End FY 2018) 26

City Manager’s Office: 27

Figures 25 and 26: City Manager’s Office Parity Compared to Alameda County ACS (Year End FY 2018)..... 28

Finance Department:..... 29

Figures 27 and 28: Finance Department Parity Compared to Alameda County ACS (Year End FY 2018)..... 30

Health, Housing and Community Services Department:..... 31

Figures 29 and 30: Health, Housing and Community Services Department (HHCS) Hires Parity Compared to Alameda County ACS (Year End FY 2018)..... 32

Figures 31 and 32: Health, Housing and Community Services Department (HHCS) Promotions Parity Compared to Alameda County ACS (Year End FY 2018)..... 33

Figures 33 and 34: Health, Housing and Community Services Department (HHCS) Parity Compared to Alameda County ACS (Mid-year FY 2018) 34

Human Resources Department: 35

Figures 35 and 36: Human Resources Department Parity Compared to Alameda County ACS (Year End FY 2018)..... 36

Information Technology Department: 37

Figures 37 and 38: Information Technology Department Parity Compared to Alameda County ACS (Year End FY 2018)..... 38

Parks, Recreation & Waterfront Department:..... 39

Figures 39 and 40: Parks, Recreation and Waterfront Department Hires Parity Compared to Alameda County ACS (Year End FY 2018) 40

Figures 41 and 42: Parks, Recreation and Waterfront Department Promotions Parity Compared to Alameda County ACS (Year End FY 2018) 41

Figures 43 and 44: Parks, Recreation and Waterfront Department Parity Compared to Alameda County ACS (Year End FY 2018)..... 42

Planning Department:..... 43

Figures 45 and 46: Planning Department Hires Parity Compared to Alameda County ACS (Year End FY 2018) 44

Figures 47 and 48: Planning Department Parity Compared to Alameda County ACS (Year End FY 2018)..... 45

Public Works Department: 46

Figures 49 and 50: Public Works Department Hires Parity Compared to Alameda County ACS (Year End FY 2018)..... 47

FY 2018 YEAR-END WORK FORCE REPORT

Figures 51 and 52: Public Works Department Promotions Parity Compared to Alameda County ACS (Year End FY 2018)..... 48

Figures 53 and 54: Public Works Department Parity Compared to Alameda County ACS (Year End FY 2018) 49

Library Services:..... 50

Figures 55 and 56: Library Services Department Parity Compared to Alameda County ACS (Year End FY 2018) 51

Rent Board: 52

Figures 57 and 58: Rent Board Parity Compared to Alameda County ACS (Year End FY 2018)..... 53

Attachment 1: Population of Departments by Ethnicity & Gender 55

Attachment 2: City Work Force by Occupational Categories, Race & Gender 56

Attachment 3: City Attorney’s Office Work Force By Occupational Categories, Race & Gender 57

Attachment 4: City Auditor’s Office Work Force By Occupational Categories, Race & Gender .. 58

Attachment 5: City Clerk’s Office Work Force By Occupational Categories, Race & Gender..... 59

Attachment 6: City Manager’s Office Work Force By Occupational Categories, Race & Gender60

Attachment 7: Economic Development Work Force By Occupational Categories, Race & Gender 61

Attachment 8: Finance Department Work Force By Occupational Categories, Race & Gender . 62

Attachment 9: Fire Department Work Force By Occupational Categories, Race & Gender 63

Attachment 10: HHCS Work Force By Occupational Categories, Race & Gender..... 64

Attachment 11: Human Resources Work Force By Occupational Categories, Race & Gender.. 65

Attachment 12: IT Department Work Force By Occupational Categories, Race & Gender..... 66

Attachment 13: Library Services Work Force By Occupational Categories, Race & Gender 67

Attachment 14: PRW Department Work Force By Occupational Categories, Race & Gender.... 68

Attachment 15: Planning Department Work Force By Occupational Categories, Race & Gender 69

Attachment 16: Police Department Work Force By Occupational Categories, Race & Gender .. 70

Attachment 17: Police Review Commission Work Force By Occupational Categories, Race & Gender..... 71

Attachment 18: Public Works Department Work Force By Occupational Categories, Race & Gender..... 72

Attachment 19: Rent Board Work Force By Occupational Categories, Race & Gender..... 73

EEO Occupational Categories Listing 74

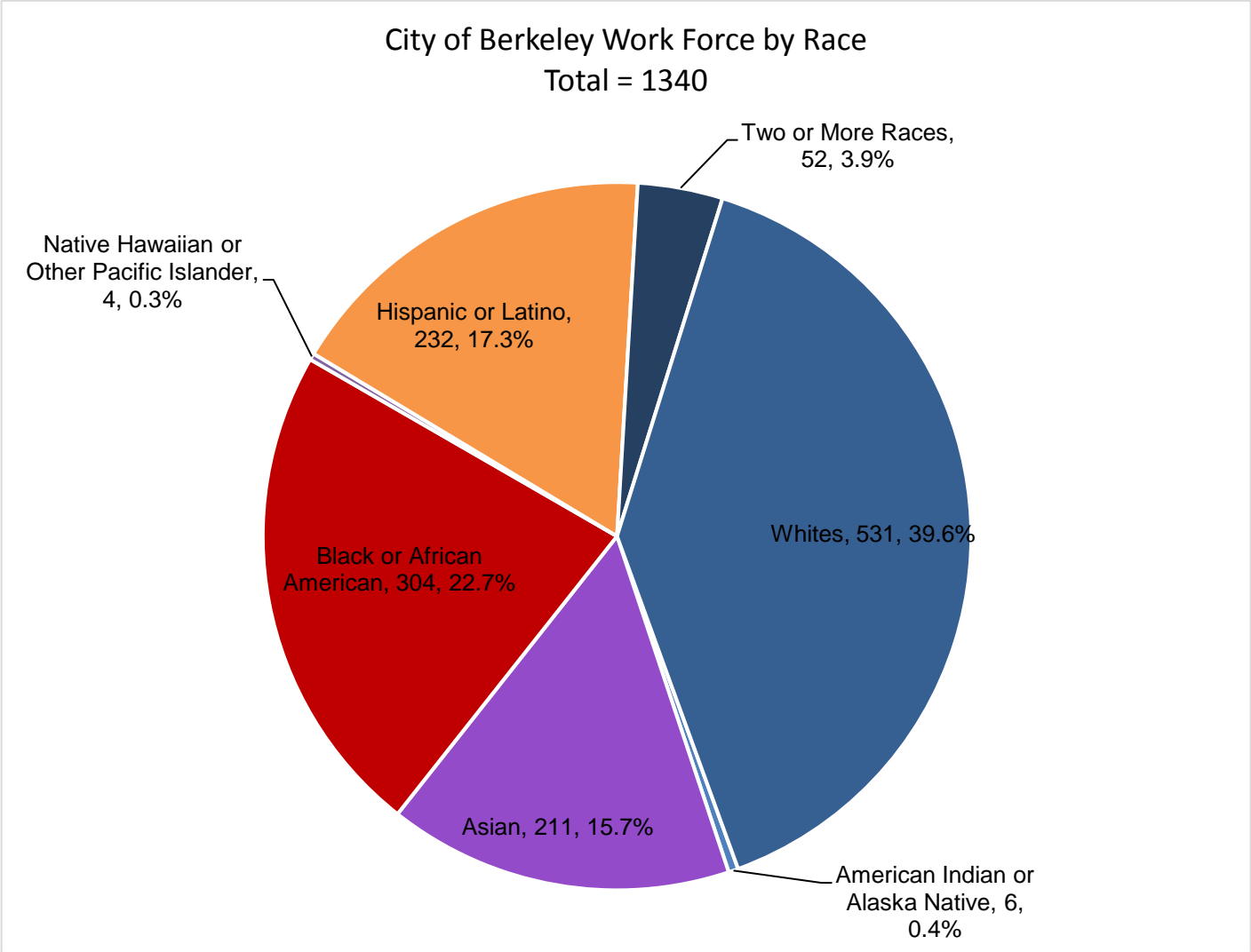
Managers and Supervisors Job Titles Listing..... 75

FY 2018 YEAR-END WORK FORCE REPORT

CITY'S DIVERSE WORK FORCE

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

Figure 1: City of Berkeley Work Force by Race as of June 30, 2018



FY 2018 YEAR-END WORK FORCE REPORT

WORK FORCE COMPARISON FROM ONE YEAR AGO

The City's overall work force increased by 3.5% 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 (June 2017 vs. June 2018)

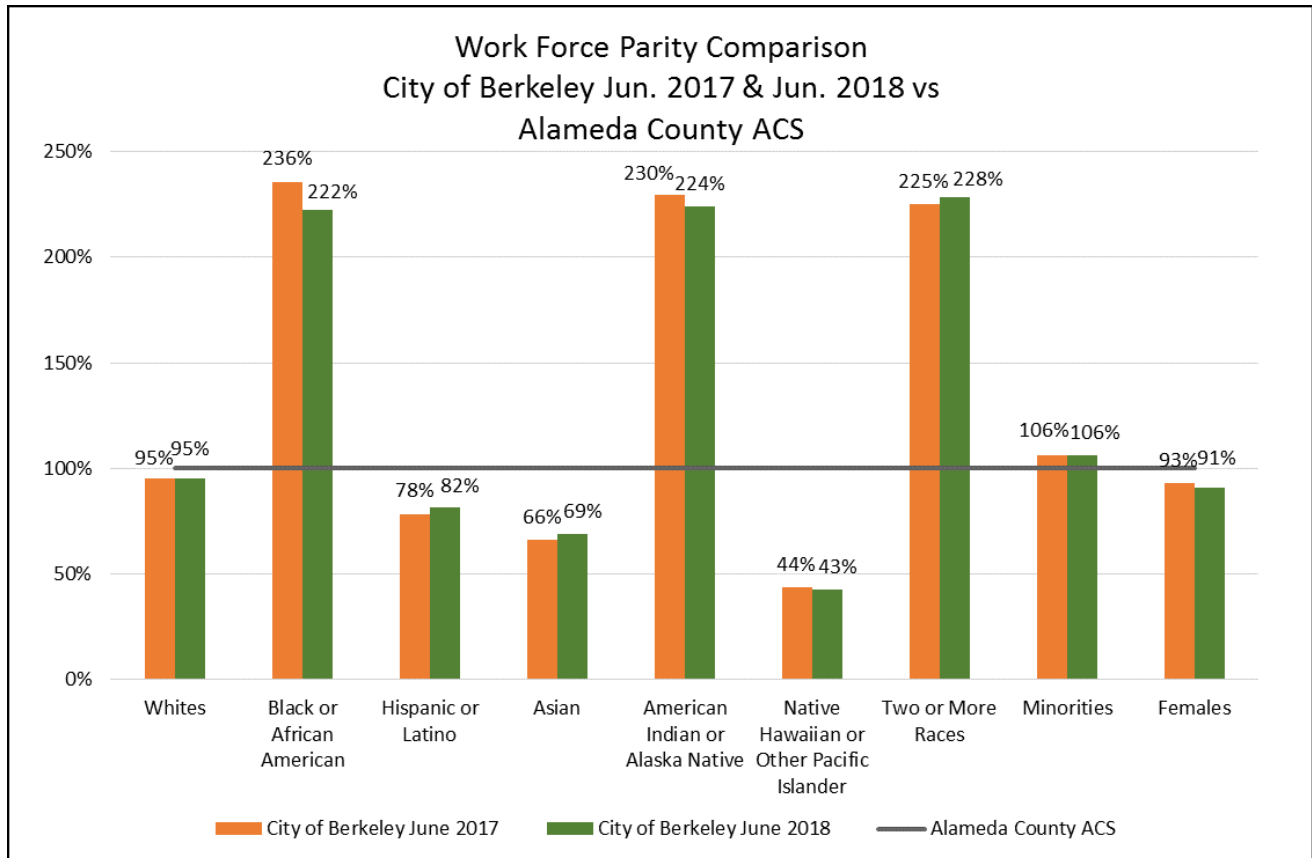
Category	June 2017		June 2018		Change (Jun. 2018 / Jun. 2017)	
	Employees	City %	Employees	City %	Employees	City %
Race and Ethnicity						
Whites	518	38.7%	531	39.6%	13	2.5%
Black or African American	314	23.4%	304	22.7%	-10	-3.2%
Hispanic or Latino	217	16.2%	232	17.3%	15	6.9%
Asian	197	14.7%	211	15.7%	14	7.1%
American Indian or Alaska Native	6	0.4%	6	0.4%	0	0.0%
Native Hawaiian or Other Pacific Islander	4	0.3%	4	0.3%	0	0.0%
Two or More Races	50	3.7%	52	3.9%	2	4.0%
Total	1306	100.0%	1340	100.0%	34	2.6%
Other Protected Categories						
Minorities	788	58.8%	809	60.4%	21	2.7%
Females	547	40.8%	556	41.5%	9	1.6%

FY 2018 YEAR-END WORK FORCE REPORT

WORK FORCE DIVERSITY

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

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



As shown above, the City’s minority parity ratings remain commendable. It is noteworthy that the African American work force exceed their availability in the Alameda County ACS by 122%. The Hispanic work force increased from 217 to 232 employees, which increased its parity rating from 78% a year ago to 82% this year. The Asian work force also reflects an increase from 197 to 211 employees, mildly raising its parity rating from 66% the previous year to 69% in FY2018. These increases are significant and encouraging in view of the historically low representation of these two ethnic groups. Coupled with an increase of 2 persons in the Two or More Races’ group, the City’s minority work force population increased by 21 from 788 to 809 employees, which still exceeds 100% parity with the ACS figures. The minority parity figures are indicative of the City’s commitment to a diverse work force. The female population increased by nine (9) employees from a year ago, as it continues to show commendable parity figures, hovering at 91% currently.

FY 2018 YEAR-END WORK FORCE REPORT

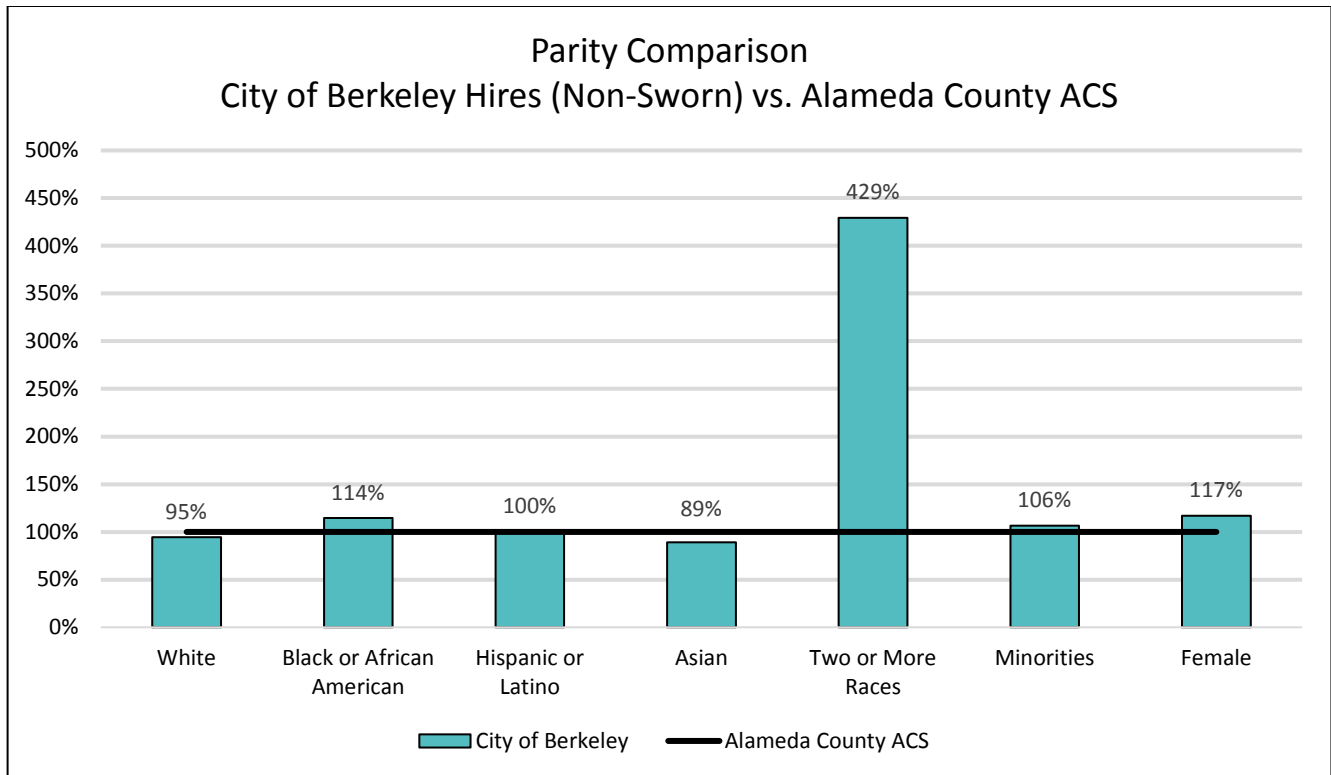
HIRES:

The City hired 137 new employees (non-sworn personnel) in Fiscal Year 2018 (FY 2018). The collective hires of minorities (83) represent 61% of new hires. African American new hires (16) and Hispanic new hires (29) exceed or equal 100% parity with the Alameda ACS. The Asian work force had 28 new hires for a parity rating of 89%. The number of hires is commendable when compared to FY 2017, when the total number of Asian hires was 16 and their parity figures reflected only 64%. Female hires accounted for more than half (53%) of the hires in excess of relevant labor market figures and also have exceeded parity at 117%.

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

FY 2018 YEAR-END WORK FORCE REPORT

Figures 4 and 5: City of Berkeley Hires Parity Compared to Alameda County ACS (Year End FY 2018)



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

Category	# of Hires (Non-Sworn Employees)	% of Hires	% Representation in Alameda County ACS
Race and Ethnicity			
White	54	39.4%	41.7%
Black or African American	16	11.7%	10.2%
Hispanic or Latino	29	21.2%	21.2%
Asian	28	20.4%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	10	7.3%	1.7%
Total	137	100.0%	98.6%
Other Protected Categories			
Minorities	83	60.6%	56.9%
Female	72	52.6%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

HIRES BY OCCUPATIONAL CATEGORIES

Review of Officials/Managers and Professional occupational categories revealed that there were sixty four (64) hires in those occupations during FY 2018. Minorities accounted for 55% of the Officials/Managers hires and 61% of the Professional hires. Female hires reflected 20% in the Officials/Managers category and 32% among Professionals. (See below.)

Figure 6: City of Berkeley Hires by Occupational Categories and Race/Ethnicity (Year End FY 2018)

Occupational Categories	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	Total	Minorities	Female
Officials/Managers	9 45%	2 10%	3 15%	3 15%	0	0	3 15%	20	11 55%	4 20%
Professionals	17 39%	4 9%	3 7%	19 43%	0	0	1 2%	44	27 61%	14 32%
Clerical	6 23%	6 23%	8 31%	4 15%	0	0	2 8%	26	20 77%	16 62%
Technicians	5 63%	0	0	2 25%	0	0	1 13%	8	3 38%	2 25%
Skilled Craft	3 50%	1 17%	1 17%	0	0	0	1 17%	6	3 50%	1 17%
Maintenance	4 20%	3 15%	13 65%	0 0%	0	0	0	20	16 80%	1 5%
Non-Sworn Personnel	10 77%	0 0%	1 8%	0	0	0	2 15%	13	3 23%	2 15%
Totals	54	16	29	28	0	0	10	137	83 61%	40 29%

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

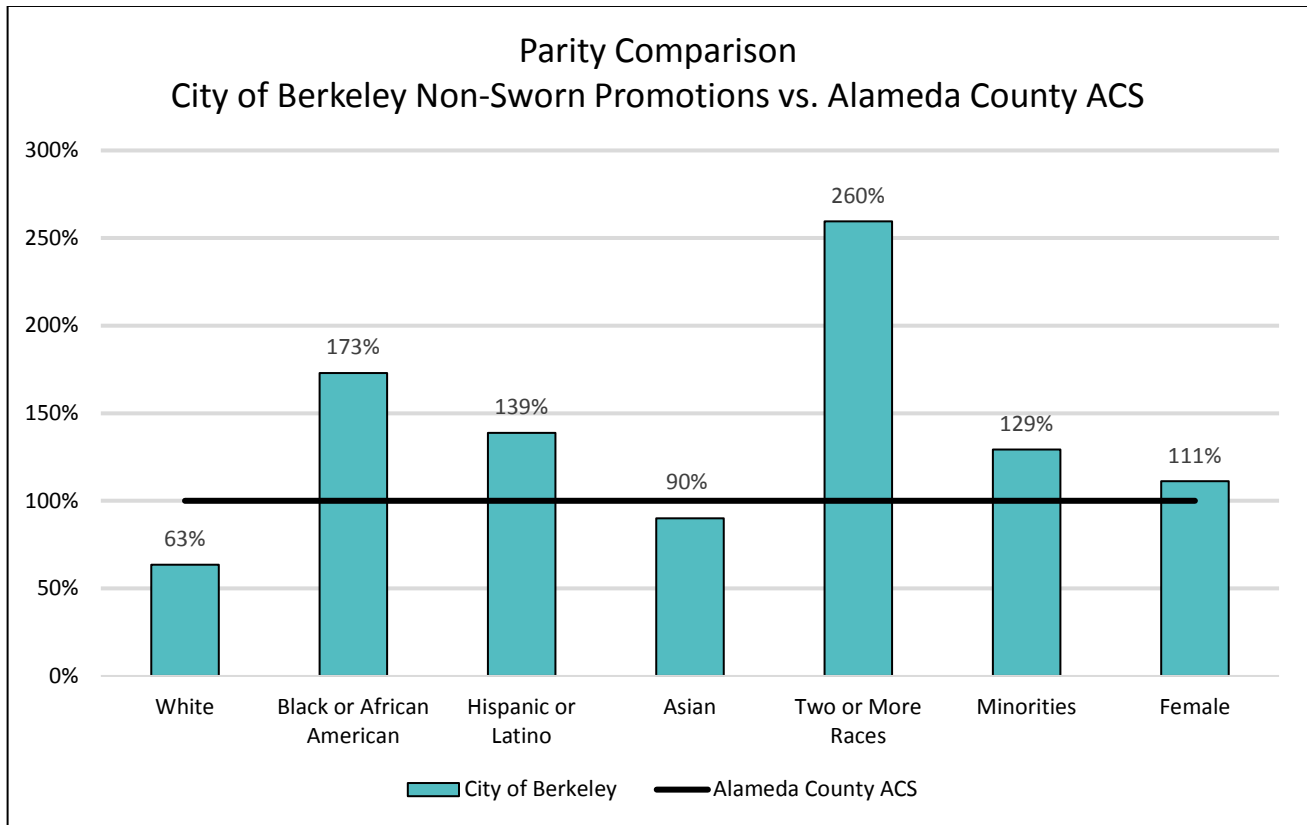
FY 2018 YEAR-END WORK FORCE REPORT

PROMOTIONS:

There were 68 promotions among non-sworn personnel this fiscal year. Review of the promotions revealed that 50 or 74% of the recipients of promotions were minority group members. It is noteworthy that promotions in three of the ethnic groups, African Americans, Hispanics, Two or More Races, and females, exceeded 100% parity with the ACS; with Asians marginally below parity at 90%. (See Figures 7 & 8.)

FY 2018 YEAR-END WORK FORCE REPORT

Figures 7 and 8: City of Berkeley Promotions Parity Compared to Alameda County ACS (Year End FY 2018)



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

Category	# of Non-Sworn Employees Promoted	% of Promotions	% Representation in Alameda County ACS
Race and Ethnicity			
White	18	26.5%	41.7%
Black or African American	12	17.6%	10.2%
Hispanic or Latino	20	29.4%	21.2%
Asian	14	20.6%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	1	1.5%	0.7%
Two or More Races	3	4.4%	1.7%
Total	68	100.0%	98.6%
Other Protected Categories			
Minorities	50	73.5%	56.9%
Female	34	50.0%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

PROMOTIONS BY OCCUPATIONAL CATEGORIES

Review of the Officials/Managers and Professional occupational categories revealed that minorities received 62% of the promotions in the Officials/Managers category and 72% of the promotions among Professionals. Females received 38% of promotions among Officials/Managers and 83% of promotions in the Professional category. Review of the FY 2018 promotions revealed that minorities received the majority of the promotions in every other occupational category. Collectively, these figures reinforce the City’s commitment to diversity at all levels within its work force. (See below.)

Figure 9: City of Berkeley Promotions by Occupational Categories and Race/Ethnicity (Year End FY 2018)

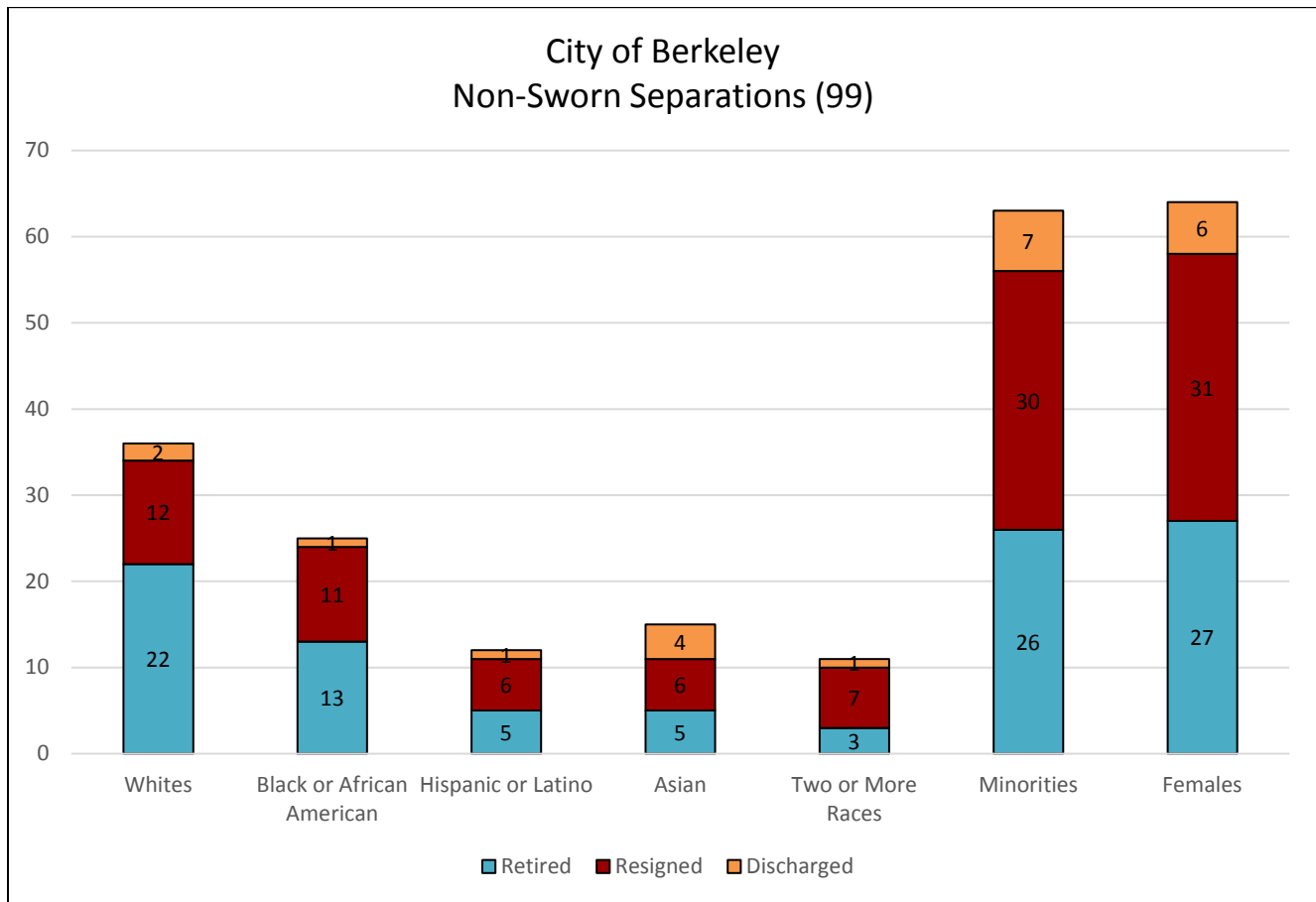
Occupational Categories	White	Black or African American	Hispanic or Latino	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Total	Minorities	Female
Officials/Managers	5 38%	1 8%	3 23%	3 23%		1 8%	13	8 62%	5 38%
Professionals	5 28%	3 17%	5 28%	5 28%			18	13 72%	15 83%
Clerical	3 23%	3 23%	4 31%	2 15%	1 8%		13	10 77%	10 77%
Technicians	1 25%		1 25%	2 50%			4	3 75%	
Skilled Craft	3 30%	3 30%	3 30%	0 0%		1 10%	10	7 70%	3 30%
Maintenance	1 11%	1 11%	4 44%	2 22%		1 11%	9	8 89%	1 11%
Non-Sworn Personnel		1 100%					1	1 100%	
Totals	18	12	20	14	1	3	68	50 74%	34 50%

SEPARATIONS:

A total of 99 non-sworn personnel separated from the City in FY 2018. The record reflects that 63 or 64% of the separations were minorities and 26 or 41%, of the minority separations were retirements. Female separations revealed similar retirement (27) numbers accounting for 42% of the separations within that group. The number of minorities (30) and females (31) who resigned compared to retiree totals is practically equal. Accordingly, the separation figures do not infer any employment patterns that would be considered problematic.

FY 2018 YEAR-END WORK FORCE REPORT

Figure 10 and 11: City of Berkeley Separations by Categories (Year End FY 2018)



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

Category	Retired	Resigned	Discharged	City Totals
Race and Ethnicity				
Whites	22	61%	12	33%
Black or African American	13	52%	11	44%
Hispanic or Latino	5	42%	6	50%
Asian	5	33%	6	40%
American Indian or Alaska Native				
Native Hawaiian or Other Pacific Islander				
Two or More Races	3	27%	7	64%
Total	48	48.5%	42	42.4%
Other Protected Categories				
Minorities	26	41%	30	48%
Females	27	42%	31	48%

FY 2018 YEAR-END WORK FORCE REPORT

SEPARATIONS BY OCCUPATIONAL CATEGORIES

The separation data revealed that six or 40% out of fifteen separations among Officials/Managers were a minority and a little more than half, twenty or 54% of the separations in the Professional occupational categories were minorities.

Figure 12: City of Berkeley Separations by Occupational Categories and Race/Ethnicity (Year End FY 2018)

Separations by Occupational Categories	White	Black or African American	Hispanic or Latino	Asian	Two or More Races	Total	Minorities	Female
Officials/Managers	9 60%	3 20%	2 13%		1 7%	15	6 40%	8 53%
Professionals	17 46%	4 11%	4 11%	8 22%	4 11%	37	20 54%	24 65%
Clerical	3 20%	8 53%	1 7%	2 13%	1 7%	15	12 80%	14 93%
Technicians	3 50%		2 33%	1 17%		6	3 50%	2 33%
Skilled Craft	1 17%		1 17%	1 17%	3 50%	6	5 83%	4 67%
Maintenance	2 18%	5 45%	2 18%	1 9%	1 9%	11	9 82%	5 45%
Non-Sworn Personnel	1 11%	5 56%		2 22%	1 11%	9	8 89%	7 78%
Totals	36	25	12	15	11	99	63 64%	64 65%

DEPARTMENT DIRECTORS:

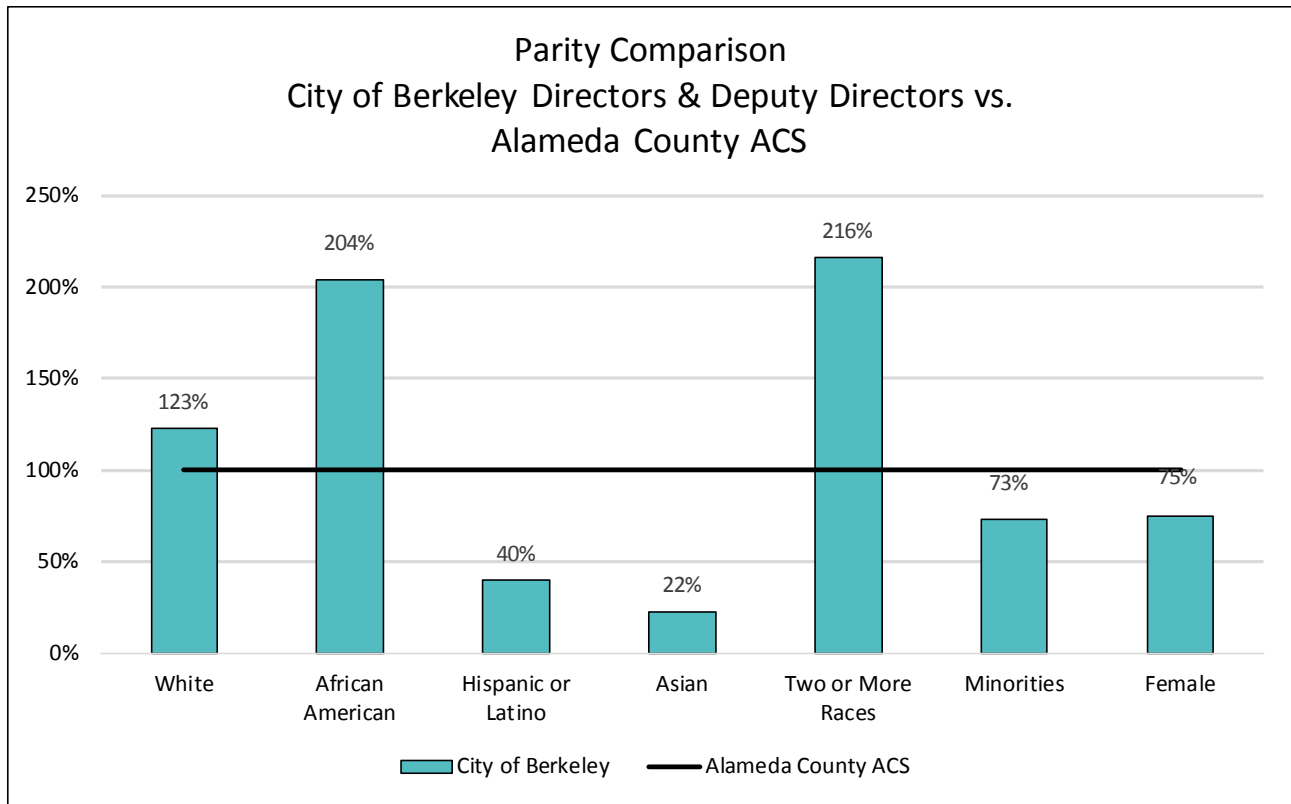
There were two new hires among Directors during FY 2018. A female was appointed as City Attorney and an African American female was appointed as Director of Human Resources.

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

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

FY 2018 YEAR-END WORK FORCE REPORT

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



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

Category	# of Directors/ Deputy Directors	% of Directors/ Deputy Directors	% Representation in Alameda County ACS
Race and Ethnicity			
White	15	68.2%	55.5%
Black or African American	4	18.2%	8.9%
Hispanic or Latino	1	4.5%	11.3%
Asian	1	4.5%	20.6%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.5%
Two or More Races	1	4.5%	2.1%
Total	22	100.0%	99.1%
Other Protected Categories			
Minorities	7	31.8%	43.6%
Female	7	31.8%	42.4%

FY 2018 YEAR-END WORK FORCE REPORT

MANAGERS AND SUPERVISORS:

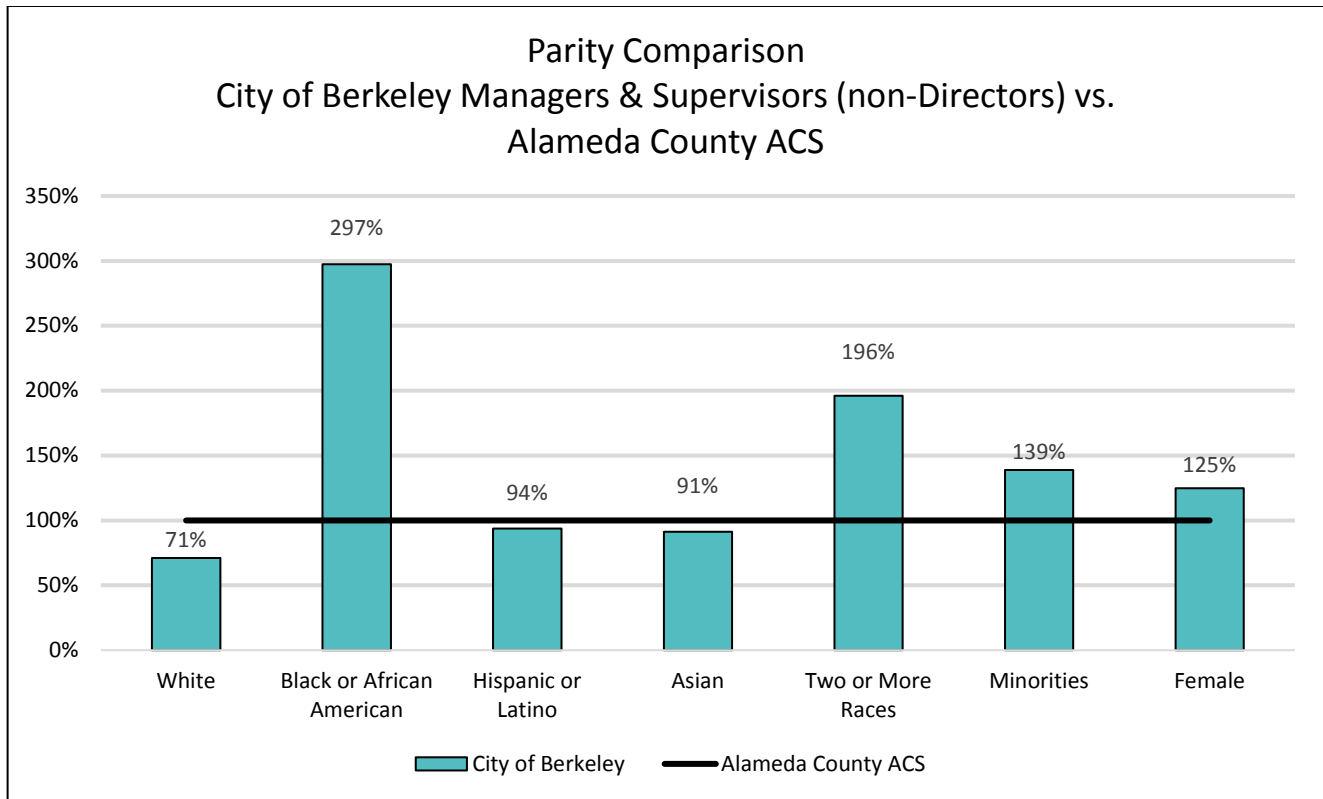
This group is comprised of a large array of positions from every department in the City. The positions consist of Budget Manager, Audit Manager, Economic Development Manager, Senior Systems Analyst, Senior Public Works Supervisor, Library Services Manager, Manager of Aging Services, Public Works Maintenance Supervisor, Health Services Supervisor to name a few. (See Attachment 21 for full list of positions.)

This group is comprised of 90 managerial classifications (non-sworn) which typically function in a supervisory capacity. More specifically, these classifications are occupied by 170 City personnel. Among minorities, African Americans occupy the largest number of these positions and accordingly, have exceeded parity by 197% of their availability in the relevant labor market. Females occupy 90 or 53% of the positions and have also exceeded 100% parity. During FY 2018, Hispanics increased from 10 a year ago to 18, raising their parity rating from 68% to 94% and Asians increased from 24 to 32, raising their parity percentage to 91%. This data shows the diversity within the managerial group as minorities occupy 103 or 60% of these positions which exceeds their availability in the relevant labor market.

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

FY 2018 YEAR-END WORK FORCE REPORT

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



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

Category	# of Managers/ Supervisors	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	67	39.4%	55.5%
Black or African American	45	26.5%	8.9%
Hispanic or Latino	18	10.6%	11.3%
Asian	32	18.8%	20.6%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	1	0.6%	0.5%
Two or More Races	7	4.1%	2.1%
Total	170	100.0%	99.1%
Other Protected Categories			
Minorities	103	60.6%	43.6%
Female	90	52.9%	42.4%

FY 2018 YEAR-END WORK FORCE REPORT

WORK FORCE DATA BY DEPARTMENTS:

The City is comprised of eighteen departments². The departments vary in size from three (3) employees in the Police Review Commission to 278 employees in the Public Works Department. There is minority representation in every department. Twelve of the eighteen departments have a minority work force that equals or exceeds 50%. (Attachment 1) The City's African American work force representation figures exceed the Alameda County ACS in every occupational category except females in Service Maintenance and males in Protective Services. Similarly, females are present in every occupational category and occupy 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 the fiscal year, a table displaying the hires/promotions totals, percentages and parity ratings is provided along with a summary table of the department's overall work force. However, there were departments whose hires and promotions were too small to be statistically significant. In those instances, only a written summary is provided along with the department's summary table of its work force.

² Elected Officials are not included in this total.

FY 2018 YEAR-END WORK FORCE REPORT

BERKELEY POLICE DEPARTMENT:

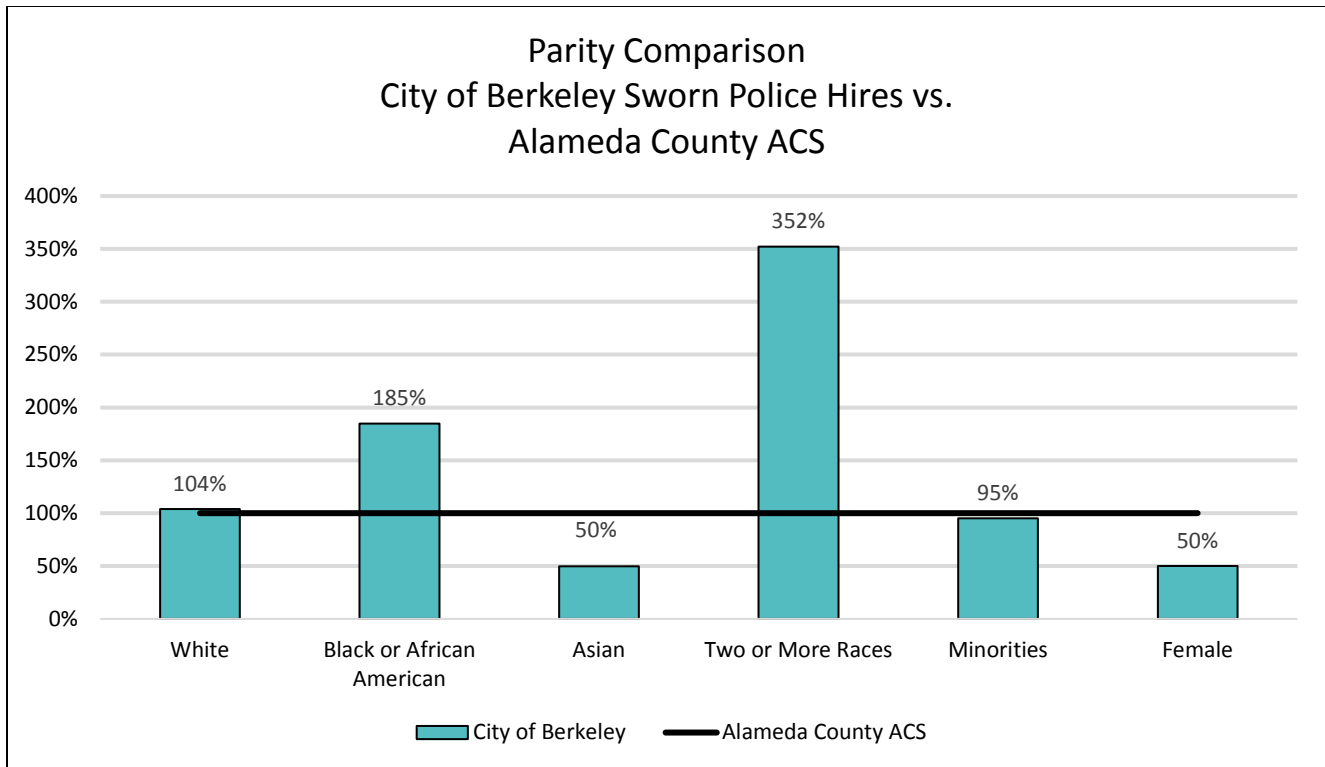
The Police Department continues to expand their recruitment and outreach efforts towards diversifying their work force. The Police department had fourteen hires (sworn personnel) in FY 2018. Six or 43% of that group were minorities: four African American males, one Asian male and one male self-identifying as Two or More Races. Included among the hires was one female. (Figures 17 and 18.) There were eight promotions which included one Asian male and a female self-identifying as Two or More Races. (Figures 19 and 20.)

Even with the above hires, the department's work force decreased by eleven (11) from a total of 161 last year to 150 sworn personnel in FY 2018. The Hispanic, Two or More Races and the female work forces have exceeded 100% parity with the Alameda ACS. The remaining work force representations are hovering around the 90 percentile with African Americans showing 99% and Asians at 88%. (Figures 21 and 22.) (Attachment 16.)

The following includes data on sworn employees in the Berkeley Police Department. (See Figures 17 to 20.)

FY 2018 YEAR-END WORK FORCE REPORT

Figures 17 and 18: Police Department Parity Hires Compared to Alameda County ACS (Year End FY 2018)

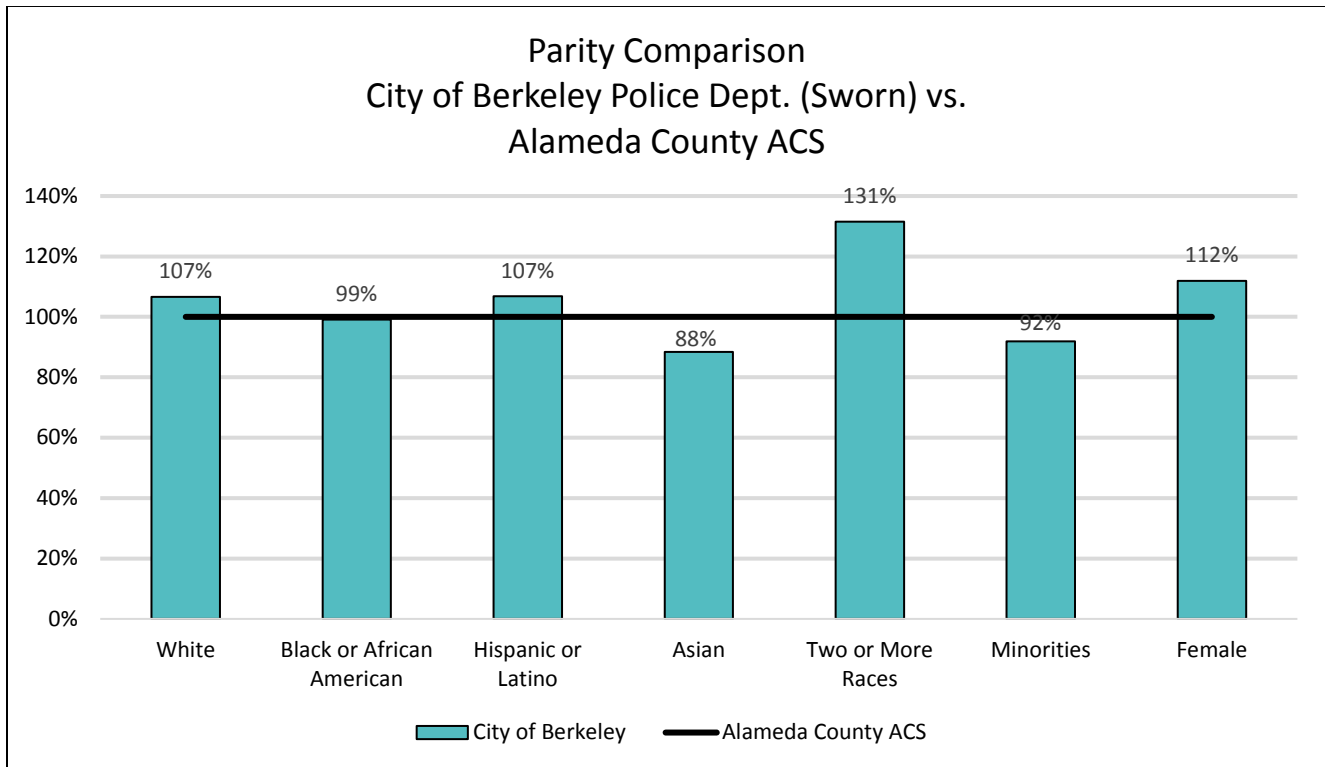


**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Sworn Employees Hired	% of Hires	% Representation in Alameda County ACS
Race and Ethnicity			
White	8	57.1%	55.0%
Black or African American	4	28.6%	15.5%
Hispanic or Latino	0	0.0%	10.0%
Asian	1	7.1%	14.3%
American Indian or Alaska Native	0	0.0%	0.3%
Native Hawaiian or Other Pacific Islander	0	0.0%	2.9%
Two or More Races	1	7.1%	2.0%
Total	14	100.0%	100.0%
Other Protected Categories			
Minorities	6	42.9%	45.0%
Female	1	7.1%	14.3%

FY 2018 YEAR-END WORK FORCE REPORT

Figures 19 and 20: Police Department Work Force Parity Compared to Alameda County ACS (Year End FY 2018)



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

Category	# of Sworn Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	88	58.7%	55.0%
Black or African American	23	15.3%	15.5%
Hispanic or Latino	16	10.7%	10.0%
Asian	19	12.7%	14.3%
American Indian or Alaska Native	0	0.0%	0.3%
Native Hawaiian or Other Pacific Islander	0	0.0%	2.9%
Two or More Races	4	2.7%	2.0%
Total	150	100.0%	100.0%
Other Protected Categories			
Minorities	62	41.3%	45.0%
Female	24	16.0%	14.3%

FY 2018 YEAR-END WORK FORCE REPORT

BERKELEY FIRE DEPARTMENT:

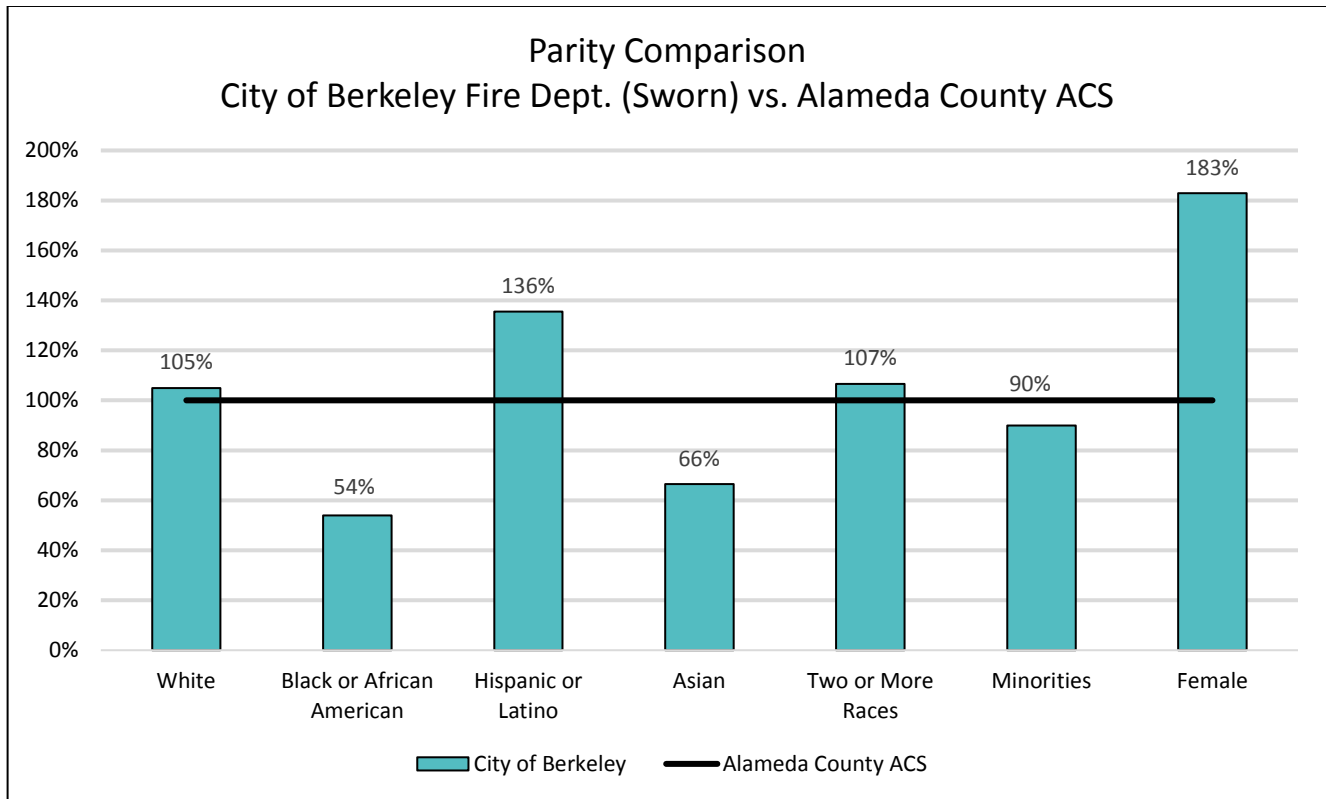
The department shows a total work force of 128 at fiscal year-end. There were six promotions which included one Asian and one Hispanic, both promoted to Paramedic Supervisors and one Native American promoted to Fire Captain II.

The department has exceeded 100% parity for Hispanics, Two or More Races and females. African Americans and Asians are below their availability in the relevant labor market at 54% and 66% respectively. Minorities are at 90% parity. The Fire department continues to address underrepresentation within its work force by expanding their outreach efforts. (Attachment 9)

The following includes data on sworn employees in the Berkeley Fire Department. (See Figures 21 & 22.)

FY 2018 YEAR-END WORK FORCE REPORT

Figures 21 and 22: Fire Department Parity Compared to Alameda County ACS (Year End FY 2018)



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

Category	# of Sworn Employees	% in Department	% Representation in Alameda County ACS ⁴
Race and Ethnicity			
White	90	70.3%	67.0%
Black or African American	8	6.3%	11.6%
Hispanic or Latino	17	13.3%	9.8%
Asian	8	6.3%	9.4%
American Indian or Alaska Native	2	1.6%	0.0%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.0%
Two or More Races	3	2.3%	2.2%
Total	128	100.0%	100.0%
Other Protected Categories			
Minorities	38	29.7%	33.0%
Female	11	8.6%	4.7%

FY 2018 YEAR-END 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 consisting of no more than thirteen employees. Separately, any statistical analysis would be considered insignificant.

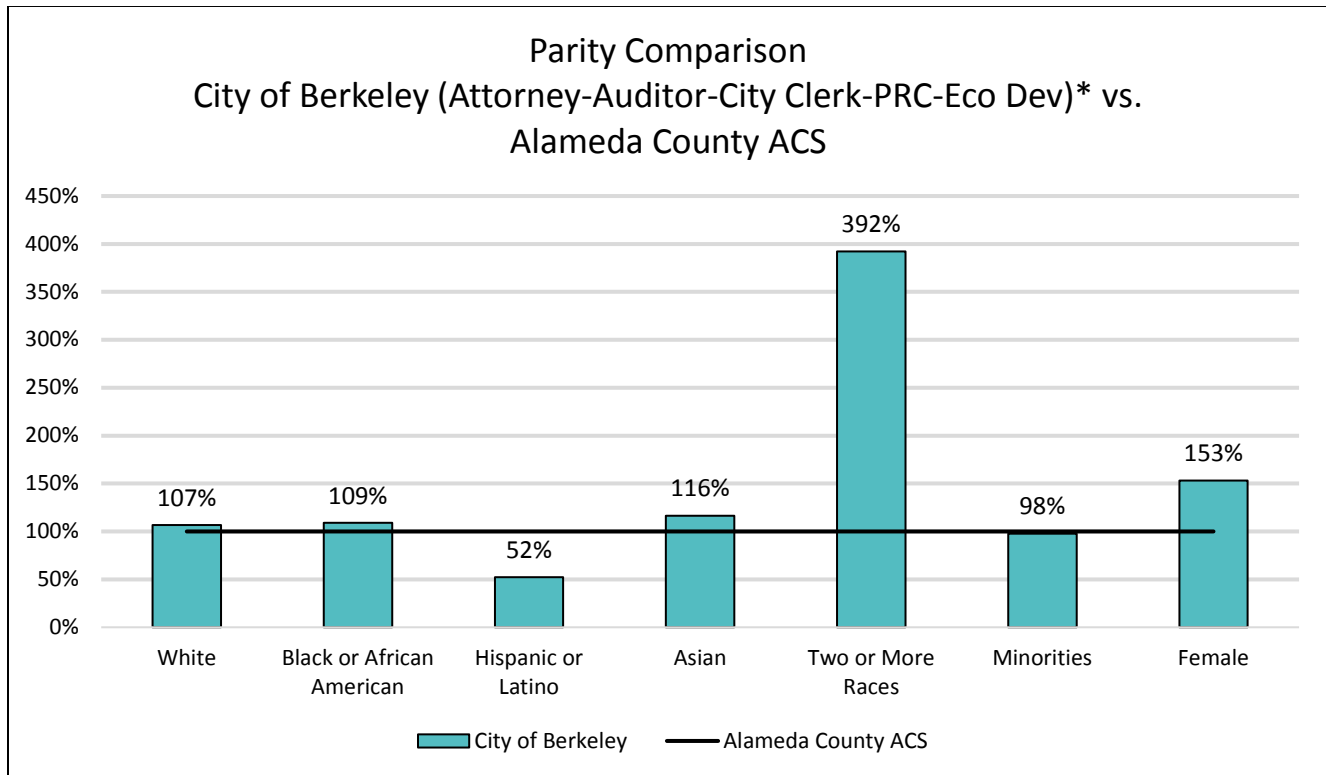
Five female hires occurred within this group of departments during the fiscal year. The City Clerk's Office hired three females to fill managerial positions, which included one Hispanic and one person of Two or More Races; and the City Attorney's Office hired a female to fill the department's Director position.

Collectively, the five departments' work force reveals that African Americans, Asians, Two or More Races and females' parity figures have exceeded 100%. Minorities as a group are just below parity at 98%; and Hispanics are below parity. (Attachments 3, 4, 5, 7, 17)

The following includes data on all employees in the departments and divisions discussed above. (See Figures 23 & 24.)

FY 2018 YEAR-END WORK FORCE REPORT

Figures 23 and 24: Various Department/Division Parity Compared to Alameda County ACS (Year End FY 2018)



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

Category	# of Employees	% in Departments/ Divisions	% Representation in Alameda County ACS
Race and Ethnicity			
White	20	44.4%	41.7%
Black or African American	5	11.1%	10.2%
Hispanic or Latino	5	11.1%	21.2%
Asian	12	26.7%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	3	6.7%	1.7%
Total	45	100.0%	98.6%
Other Protected Categories			
Minorities	25	55.6%	56.9%
Female	31	68.9%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

CITY MANAGER'S OFFICE:

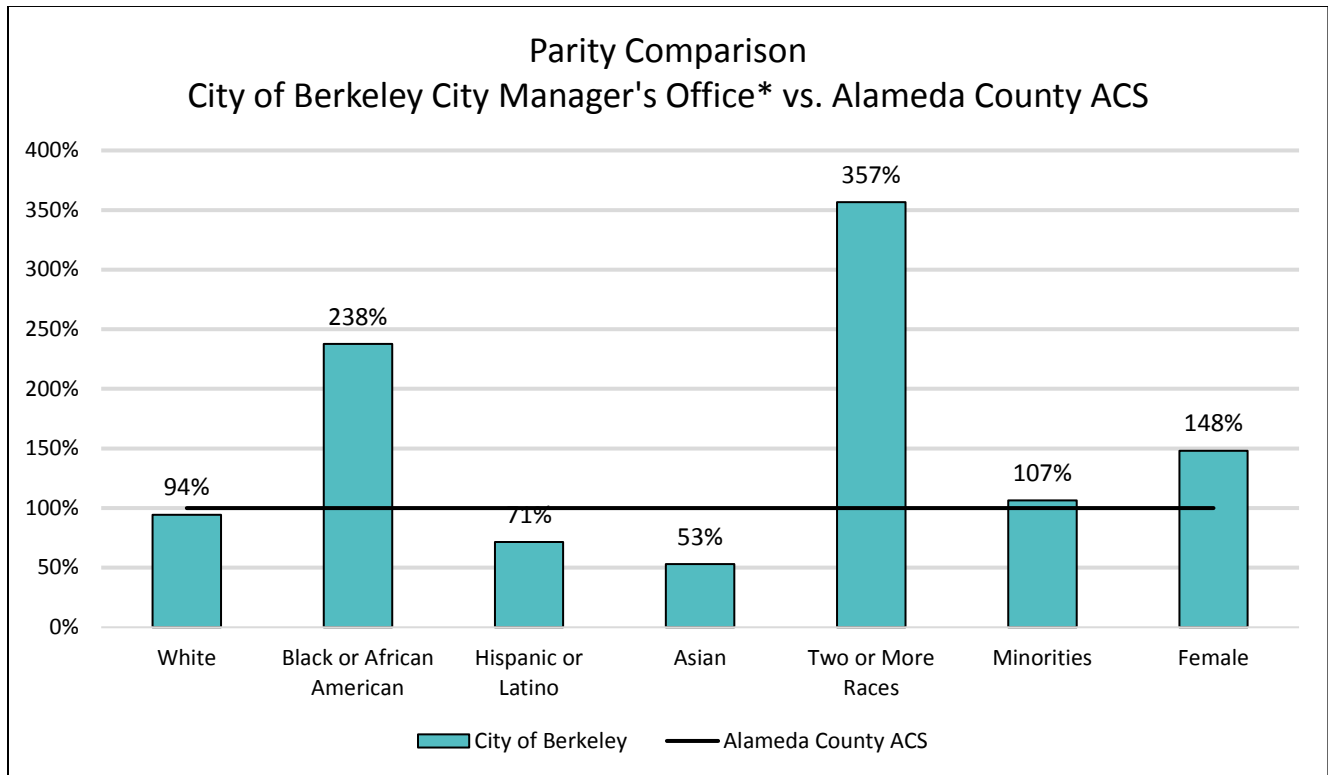
The City Manager's staff increased to thirty-three (33) employees in FY 2018. There were three promotions in the department, all of which involved minorities: two African American females and one Hispanic female. The two African American females were promoted to professional positions.

The department exceeds 100% parity for African Americans, Native Hawaiian and Other Pacific Islanders, Two or More Races, minorities and females. Hispanics and Asians are below parity at 71% and 53% respectively. (Attachment 6)

The following includes data on all employees in the City Manager's Office. (See Figures 25 & 26.)

FY 2018 YEAR-END WORK FORCE REPORT

Figures 25 and 26: City Manager’s Office Parity Compared to Alameda County ACS (Year End FY 2018)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	13	39.4%	41.7%
Black or African American	8	24.2%	10.2%
Hispanic or Latino	5	15.2%	21.2%
Asian	4	12.1%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	1	3.0%	0.7%
Two or More Races	2	6.1%	1.7%
Total	33	100.0%	98.6%
Other Protected Categories			
Minorities	20	60.6%	56.9%
Female	22	66.7%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

FINANCE DEPARTMENT:

The Finance Department's work force increased from 35 to 40 employees during the fiscal year. The department hired seven minorities consisting of one Asian male, three Asian females, two African Americans (male and female) and one Hispanic male. The Asian male and two of the Asian females were hired in senior level professional positions.

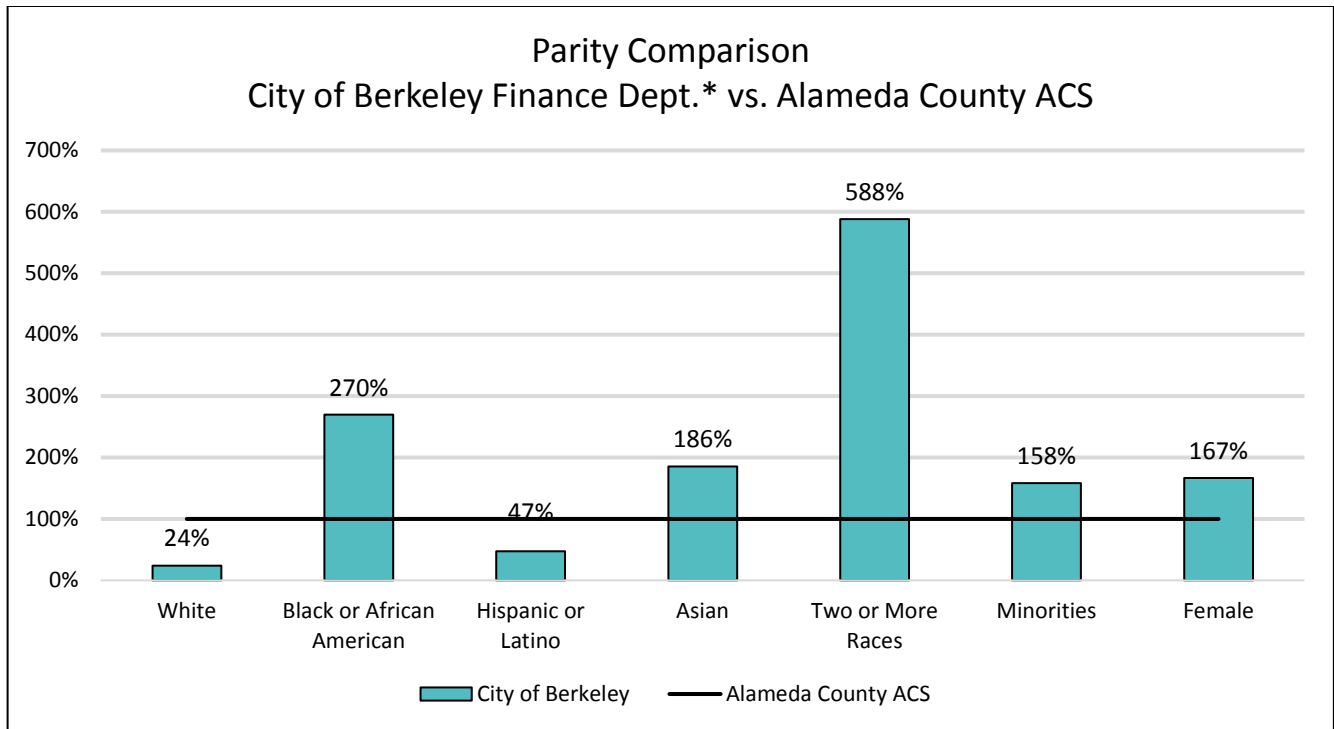
Two African Americans females and two Asian females were promoted in the department. One of the Asian females was promoted to a managerial position and the other Asian female to a professional position.

The department's work force has exceeded 100% parity for African Americans, Asians, Two or More Races, minorities as a group and females. It is noteworthy that minorities represent 90% and females represent 75% of the department's work force. Their Hispanic parity percentage remains below parity with the ACS. (Attachment 8)

The following includes data on all employees in the Finance Department. (See Figures 27 & 28.)

FY 2018 YEAR-END WORK FORCE REPORT

Figures 27 and 28: Finance Department Parity Compared to Alameda County ACS (Year End FY 2018)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	4	10.0%	41.7%
Black or African American	11	27.5%	10.2%
Hispanic or Latino	4	10.0%	21.2%
Asian	17	42.5%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	4	10.0%	1.7%
Total	40	100.0%	98.6%
Other Protected Categories			
Minorities	36	90.0%	56.9%
Female	30	75.0%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

HEALTH, HOUSING AND COMMUNITY SERVICES DEPARTMENT:

The department's work force increased from 161 to 177 during the fiscal year largely in part to thirty-two (32) hires. This group of hires included twenty-one females and nineteen minorities (see Figure 30). Three of the female minorities (African American, Hispanic and Asian) were placed in managerial positions; eight of the minorities were hired in professional positions: one African American, two Hispanics, four Asians and one person of Two or More Races.

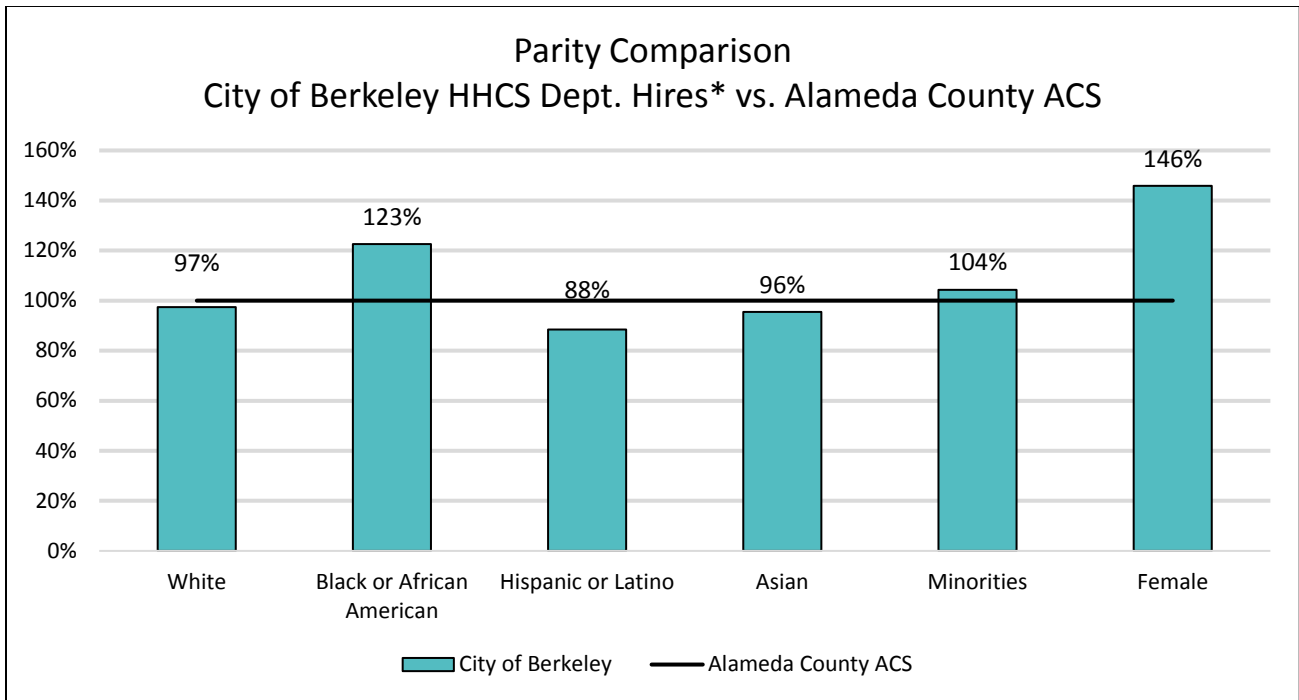
There were fourteen promotions of which eleven or 79% were minorities (see Figure 32). The male who identified as Two or More Races and one Hispanic female were promoted to managerial positions. The two Asians and three of the Hispanics (male and two females) were promoted to professional positions.

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

The following includes data on all employees in the Health, Housing and Community Services Department. (See Figures 29 to 34).

FY 2018 YEAR-END WORK FORCE REPORT

Figures 29 and 30: Health, Housing and Community Services Department (HHCS) Hires Parity Compared to Alameda County ACS (Year End FY 2018)

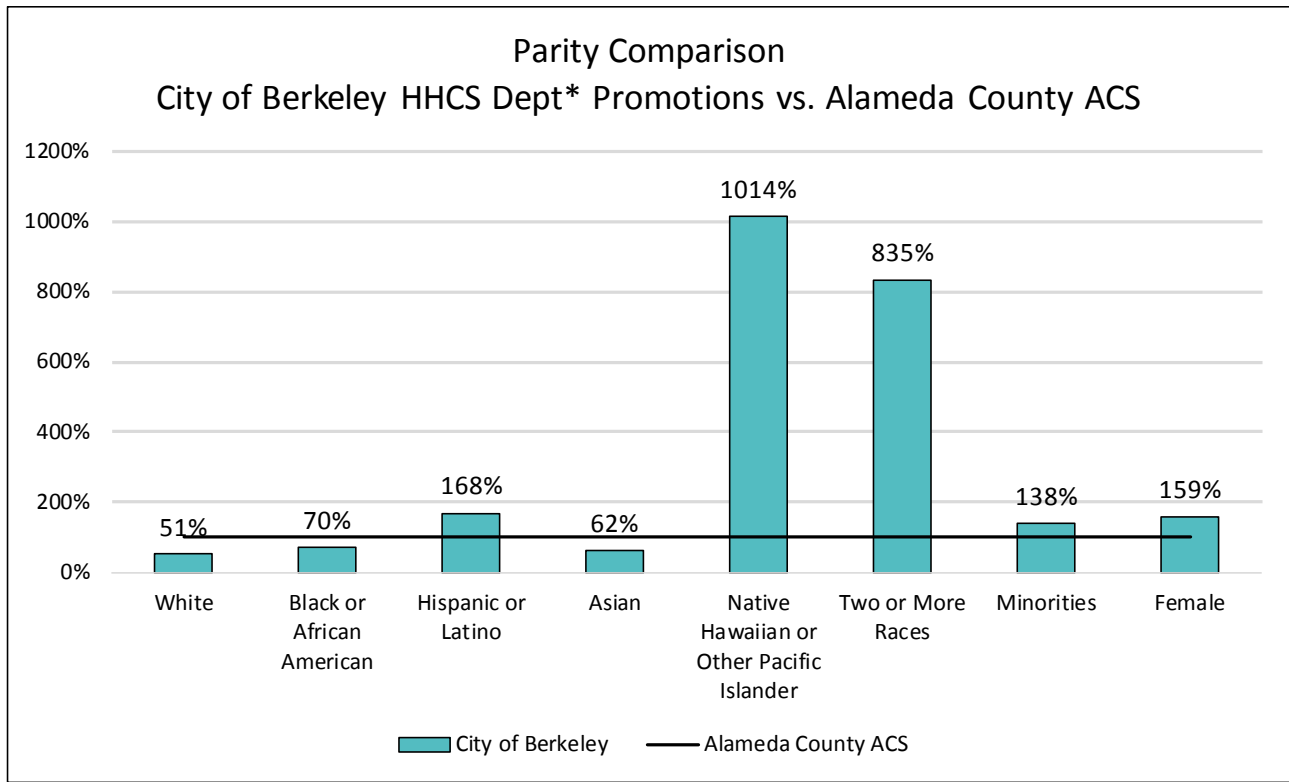


**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Hires	% Hires	% Representation in Alameda County ACS
Race and Ethnicity			
White	13	40.6%	41.7%
Black or African American	4	12.5%	10.2%
Hispanic or Latino	6	18.8%	21.2%
Asian	7	21.9%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	2	6.3%	1.7%
Total	32	100.0%	98.6%
Other Protected Categories			
Minorities	19	59.4%	56.9%
Female	21	65.6%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

Figures 31 and 32: Health, Housing and Community Services Department (HHCS) Promotions Parity Compared to Alameda County ACS (Year End FY 2018)

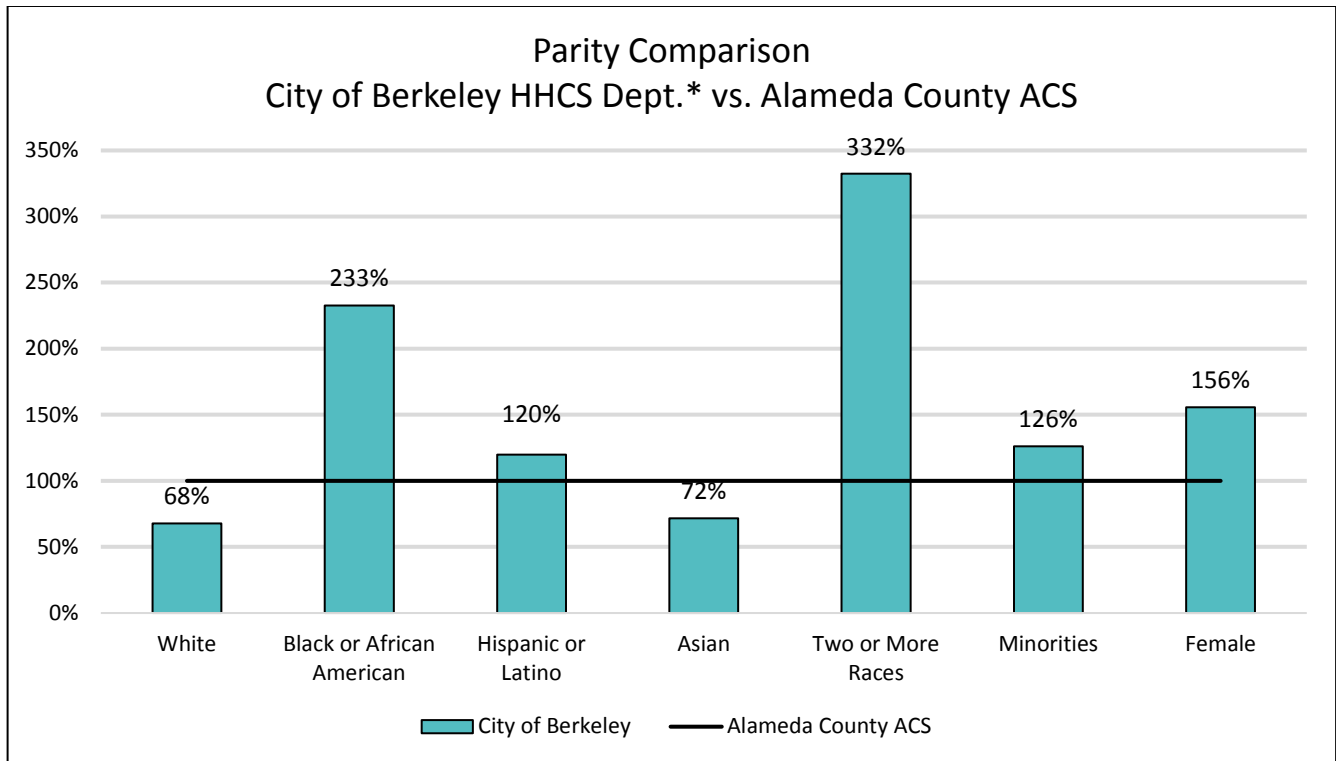


**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Directors/ Deputy Directors	% of Directors/ Deputy Directors	% Representation in Alameda County ACS
Race and Ethnicity			
White	3	21.4%	41.7%
Black or African American	1	7.1%	10.2%
Hispanic or Latino	5	35.7%	21.2%
Asian	2	14.2%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	1	7.1%	0.7%
Two or More Races	2	14.2%	1.7%
Total	14	100.0%	98.6%
Other Protected Categories			
Minorities	11	78.5%	56.9%
Female	10	71.4%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

Figures 33 and 34: Health, Housing and Community Services Department (HHCS) Parity Compared to Alameda County ACS (Mid-year FY 2018)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	50	28.2%	41.7%
Black or African American	42	23.7%	10.2%
Hispanic or Latino	45	25.4%	21.2%
Asian	29	16.4%	22.9%
American Indian or Alaska Native	1	0.6%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	10	5.6%	1.7%
Total	177	100.0%	98.6%
Other Protected Categories			
Minorities	127	71.8%	56.9%
Female	124	70.1%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

HUMAN RESOURCES DEPARTMENT:

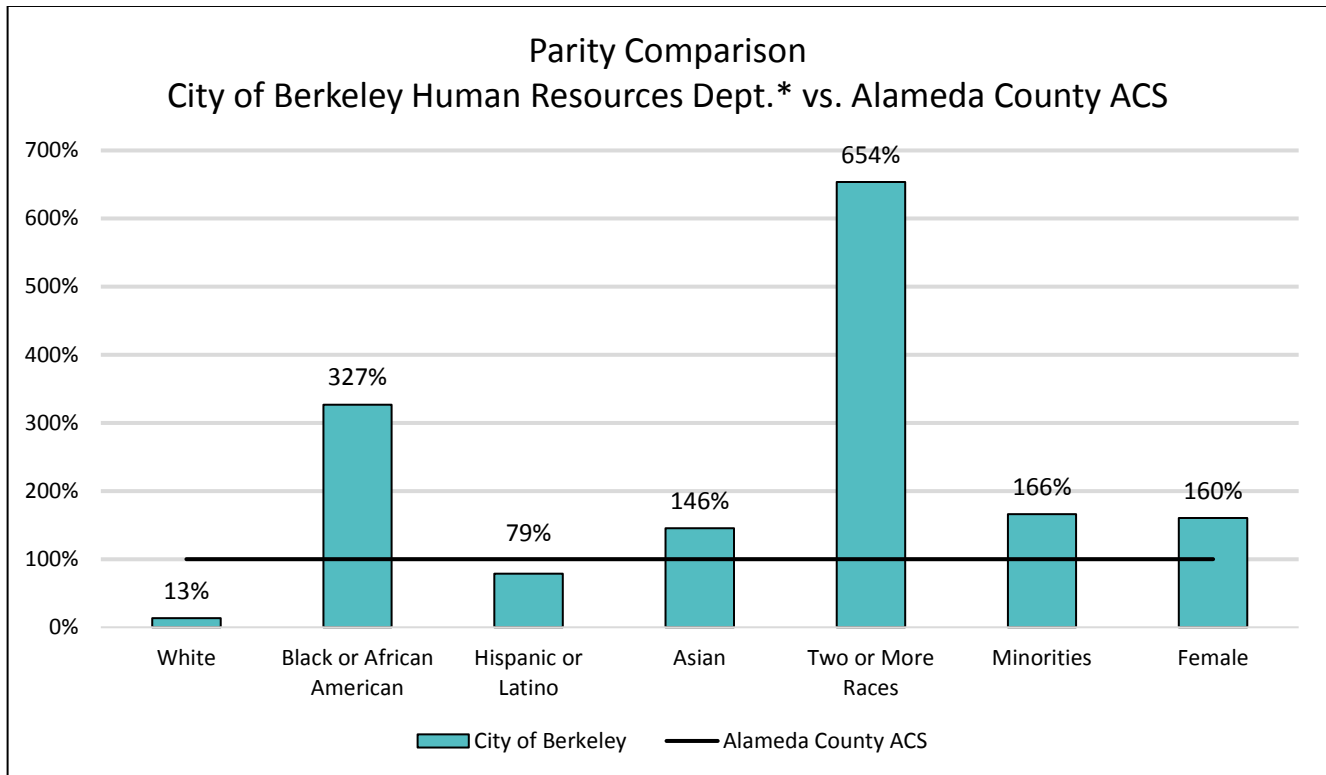
The Human Resources Department is one of the smaller staffs consisting of eighteen employees. There were five new hires during the fiscal year, of which four or 80% were minorities. The minority hires consisted of two African American females, one Hispanic female and one Asian female. It is noteworthy that one of the African American female hires was for Director of the department.

The department's work force shows Hispanics hovering at 79%. The remaining minority/ethnic groups and females parity figures have exceeded the ACS figures. (Attachment 11)

The following includes data on all employees in the Human Resources Department. (See Figures 35 & 36).

FY 2018 YEAR-END WORK FORCE REPORT

Figures 35 and 36: Human Resources Department Parity Compared to Alameda County ACS (Year End FY 2018)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	1	5.6%	41.7%
Black or African American	6	33.3%	10.2%
Hispanic or Latino	3	16.7%	21.2%
Asian	6	33.3%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	2	11.1%	1.7%
Total	18	100.0%	98.6%
Other Protected Categories			
Minorities	17	94.4%	56.9%
Female	13	72.2%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

INFORMATION TECHNOLOGY DEPARTMENT:

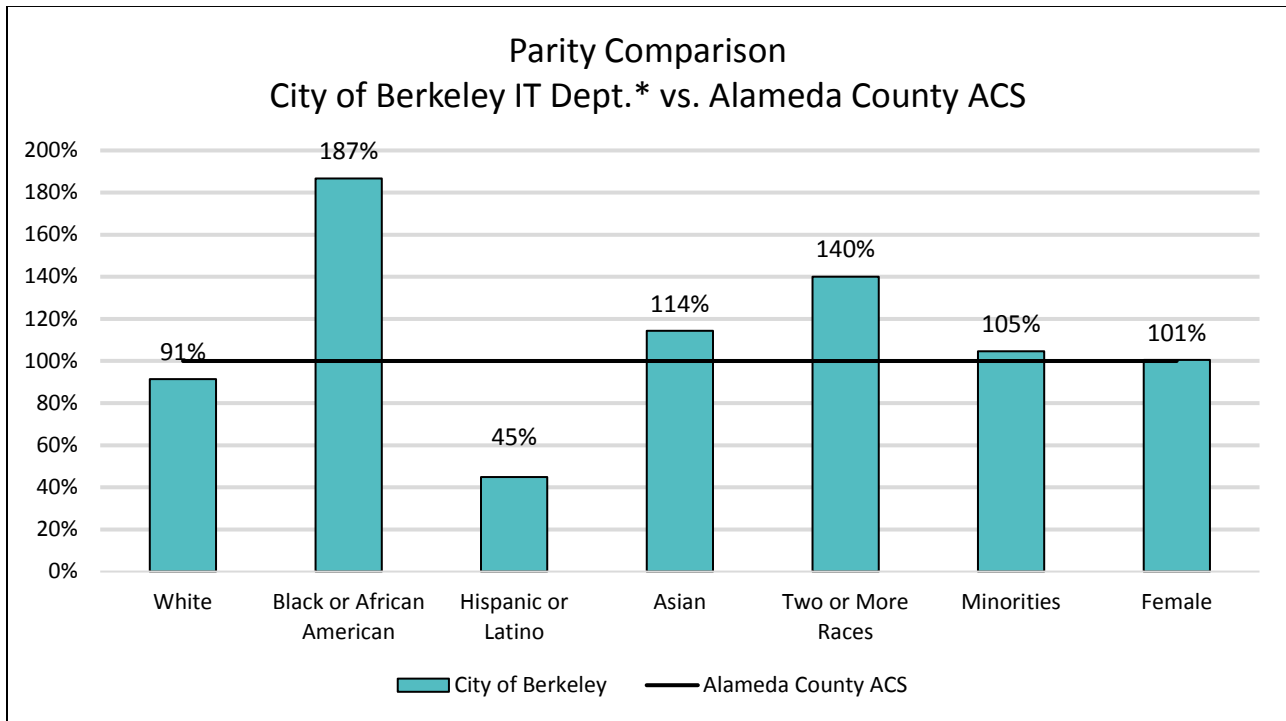
The department's staff increased from 40 to 42 employees this fiscal year. There were four hires during the fiscal year which included one Asian male and one Asian female; both hired in professional positions.

The IT work force has exceeded 100% parity for African Americans, Asians, Two or More Races, minorities as a whole, and females. Hispanics are below parity at 45%. (Attachment 12)

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

FY 2018 YEAR-END WORK FORCE REPORT

Figures 37 and 38: Information Technology Department Parity Compared to Alameda County ACS (Year End FY 2018)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	16	38.1%	41.7%
Black or African American	8	19.0%	10.2%
Hispanic or Latino	4	9.5%	21.2%
Asian	11	26.2%	22.9%
American Indian or Alaska Native	2	4.8%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	1	2.4%	1.7%
Total	42	100.0%	98.6%
Other Protected Categories			
Minorities	25	59.5%	56.9%
Female	19	45.2%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

PARKS, RECREATION & WATERFRONT DEPARTMENT:

The Parks, Recreation and Waterfront Department's work force increased from 93 to 101 employees in FY 2018. There have been nineteen hires, which included six minorities (see Figure 40). The male employee who self-identified as Two or More Races was hired in a managerial position; the African American male and both Asians were hired into professional positions.

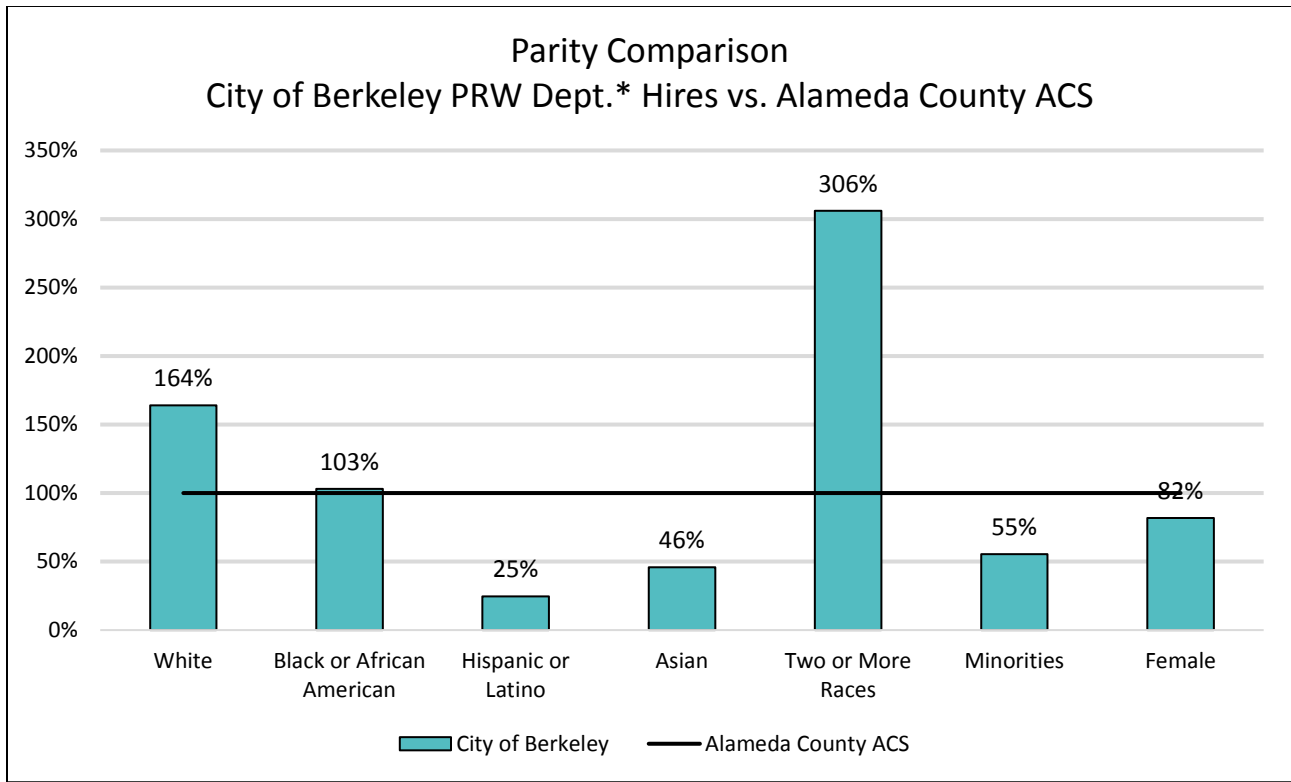
During the fiscal year, there were nine promotions, of which five or 56% were minorities consisting of two Asian females and three Hispanic males (see Figure 42). One Asian female and one Hispanic male were promoted to managerial positions.

The department exceeds parity with the ACS for African Americans and Two or More Races. Minorities as a group are hovering at 99%. Hispanics are showing a rating of 84% parity and females are at 77%. Despite the hiring of two Asians, their parity rating is low at 52%. (Attachment 14)

The following includes data on all employees in the Parks, Recreation and Waterfront Department. (See 39 to 44.)

FY 2018 YEAR-END WORK FORCE REPORT

Figures 39 and 40: Parks, Recreation and Waterfront Department Hires Parity Compared to Alameda County ACS (Year End FY 2018)

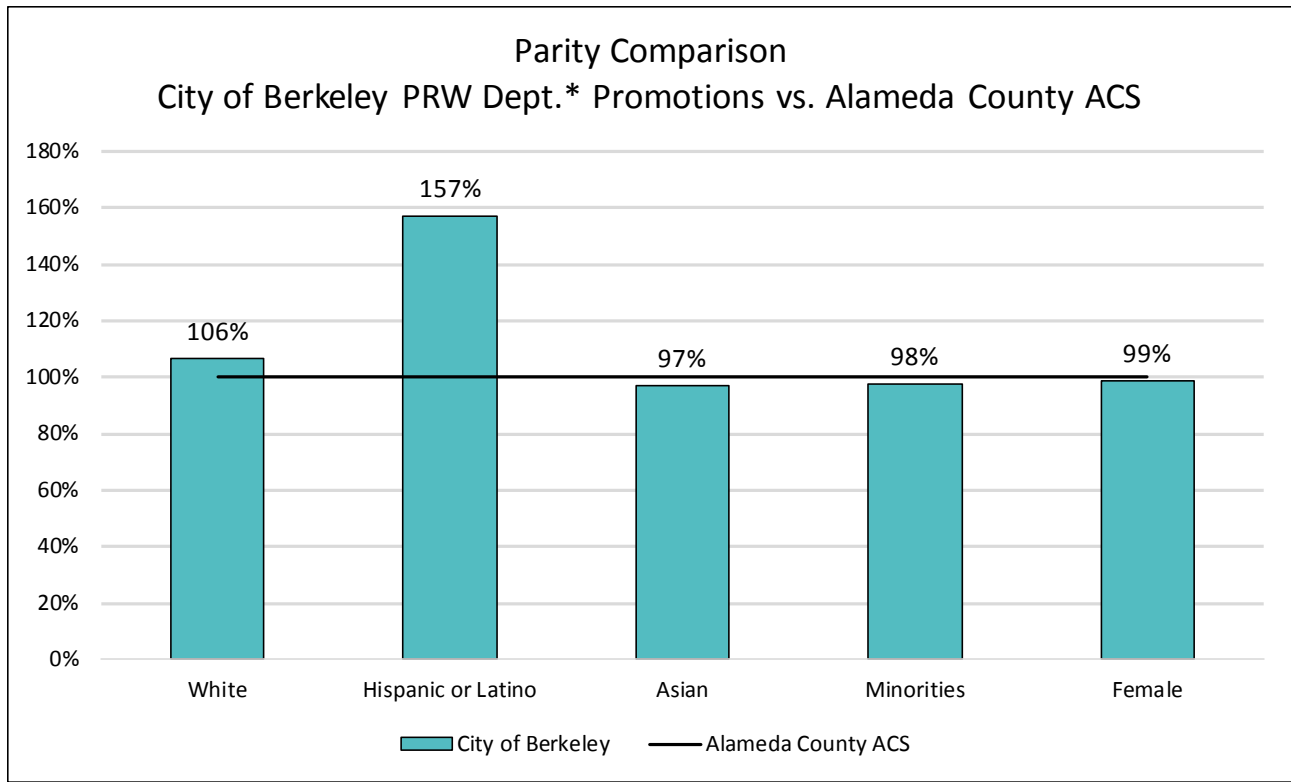


**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	13	68.4%	41.7%
Black or African American	2	10.5%	10.2%
Hispanic or Latino	1	5.2%	21.2%
Asian	2	10.5%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	1	5.2%	1.7%
Total	19	100.0%	98.6%
Other Protected Categories			
Minorities	6	31.5%	56.9%
Female	7	36.8%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

Figures 41 and 42: Parks, Recreation and Waterfront Department Promotions Parity Compared to Alameda County ACS (Year End FY 2018)

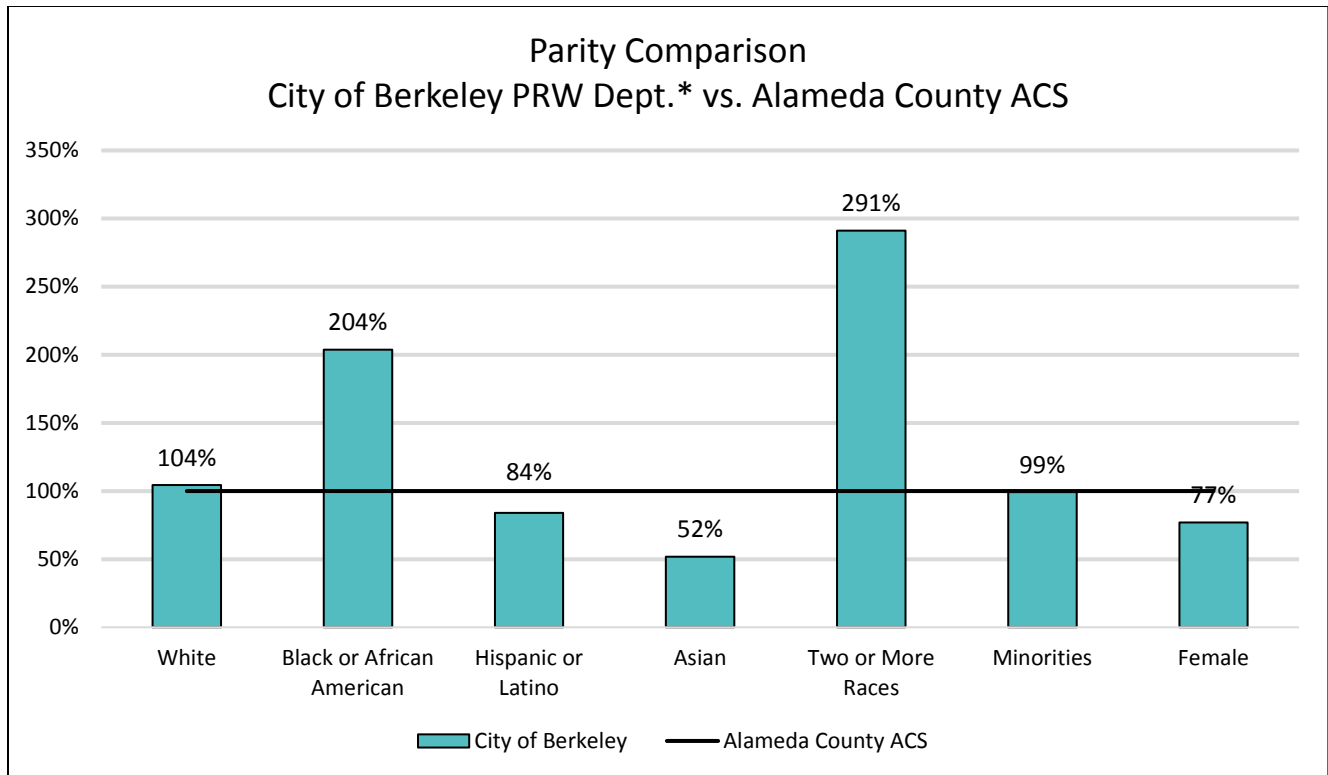


**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	4	44.4%	41.7%
Black or African American	0	0.0%	10.2%
Hispanic or Latino	3	33.3%	21.2%
Asian	2	22.2%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	0	0.0%	1.7%
Total	9	100.0%	98.6%
Other Protected Categories			
Minorities	5	55.5%	56.9%
Female	4	44.4%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

Figures 43 and 44: Parks, Recreation and Waterfront Department Parity Compared to Alameda County ACS (Year End FY 2018)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	44	43.6%	41.7%
Black or African American	21	20.8%	10.2%
Hispanic or Latino	18	17.8%	21.2%
Asian	12	11.9%	22.9%
American Indian or Alaska Native	1	1.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	5	5.0%	1.7%
Total	101	100.0%	98.6%
Other Protected Categories			
Minorities	57	56.4%	56.9%
Female	35	34.7%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

PLANNING DEPARTMENT:

The work force decreased minimally from 81 to 80 employees during the fiscal year. The department had a total of nine hires, of which four or 44% are minorities: Asian female, two Asian males, and a Hispanic female.

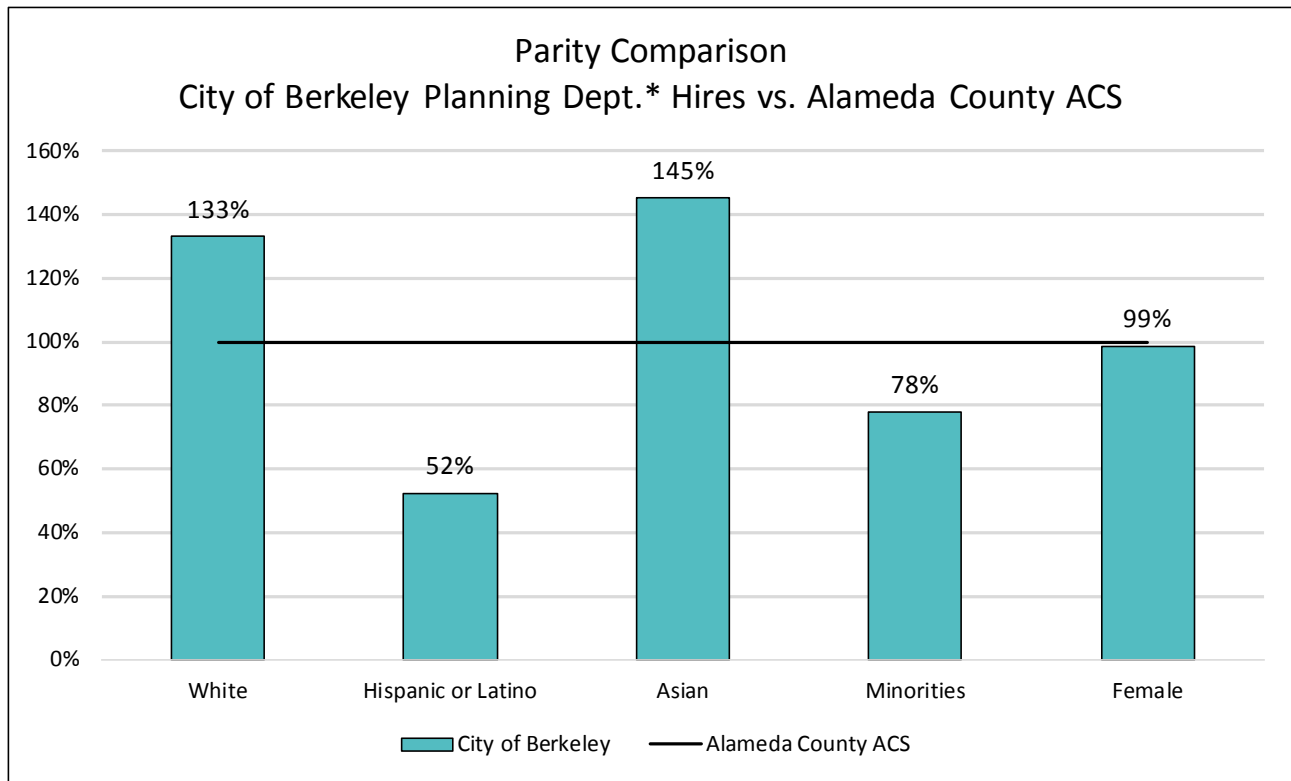
There were three promotions in the department. One of the recipients is Hispanic and one is female; the female employee was promoted to a managerial position.

The work force exceeds 100% parity for African Americans and females. Despite the department's hiring of a Hispanic and three Asians, the parity figures for these two groups remain below parity compared to the relevant labor market at 47% and 60% respectively. Two or More Races and minorities are also below parity, but show higher percentages at 74% and 75% respectively. (Attachment 15)

The following includes data on all employees in the Planning Department. (See Figures 45 to 48.)

FY 2018 YEAR-END WORK FORCE REPORT

Figures 45 and 46: Planning Department Hires Parity Compared to Alameda County ACS (Year End FY 2018)

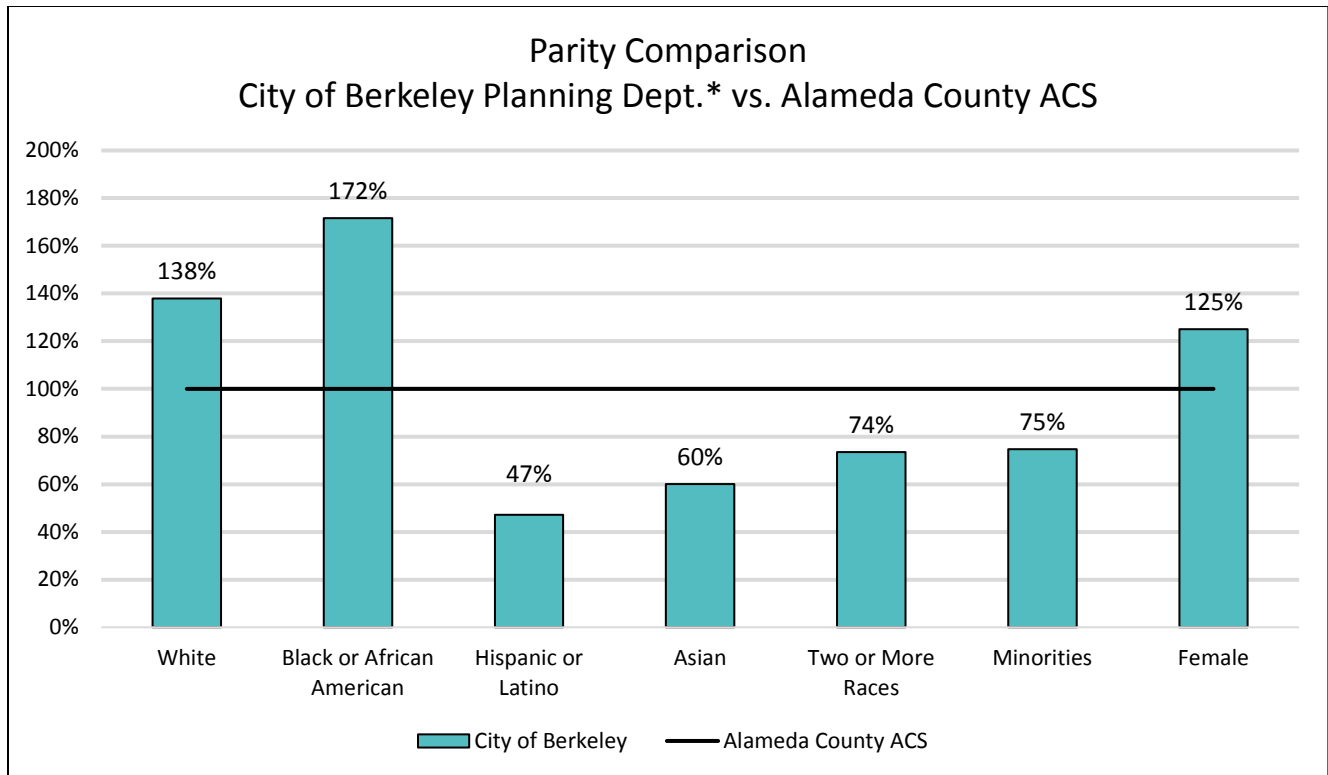


**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	5	55.5%	41.7%
Black or African American	0	0.0%	10.2%
Hispanic or Latino	1	11.1%	21.2%
Asian	3	33.3%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	0	0.0%	1.7%
Total	9	100.0%	98.6%
Other Protected Categories			
Minorities	4	44.4%	56.9%
Female	4	44.4%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

Figures 47 and 48: Planning Department Parity Compared to Alameda County ACS (Year End FY 2018)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	46	57.5%	41.7%
Black or African American	14	17.5%	10.2%
Hispanic or Latino	8	10.0%	21.2%
Asian	11	13.8%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	1	1.3%	1.7%
Total	80	100.0%	98.6%
Other Protected Categories			
Minorities	34	42.5%	56.9%
Female	45	56.3%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

PUBLIC WORKS DEPARTMENT:

The Public Works Department has the largest staff in the City with 278 employees in FY 2018. The department hired twenty-five new employees. Twenty-four or 96% of the hires are minorities. The minorities included twelve Hispanics, seven Asians and four African Americans (see Figure 50). One African American male and one Asian female were hired in managerial positions. The remaining six Asian employees (three males/three females) and one Hispanic male were hired in professional positions. The department's hires have exceeded 100% parity with the ACS for all minority/ethnic groups. (See Figures 49.)

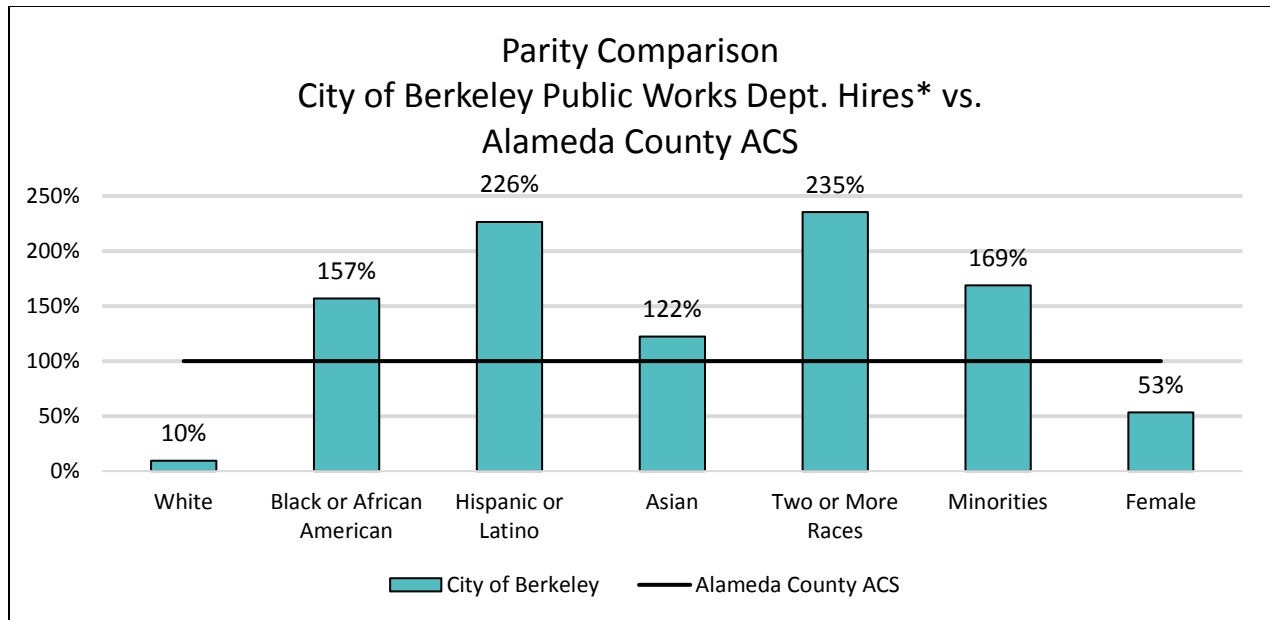
The department had seventeen promotions, of which fourteen or 82% were minorities. That group consisted of four African Americans, four Asians and five Hispanics (see Figure 52). One African American male and one Asian male were promoted to managerial positions; one Hispanic female was promoted to a professional position. The department's promotions have exceeded 100% parity with the ACS for all minority/ethnic groups. (See Figures 51).

With an increase in its workforce from 266 a year ago to 278 by year-end, the PW department's minority representation remains over 70%, which exceeds 100% parity with the ACS. African Americans, Hispanics, and those of Two or More Races have exceeded 100% parity with their availability in the ACS. Asians remain below parity at 53% despite the above mentioned seven (7) hires in FY 2018. As evidenced by its hires and promotions, the department is committed to diversity in its work force. The females' below parity figure of 40% is mitigated by the low percentage of females in labor and maintenance occupations in the labor market, and therefore, is not considered an unfavorable rating under the circumstances. (Attachment 18)

The following includes data on all employees in the Public Works Department. (See Figure 49 to 54.)

FY 2018 YEAR-END WORK FORCE REPORT

Figures 49 and 50: Public Works Department Hires Parity Compared to Alameda County ACS (Year End FY 2018)

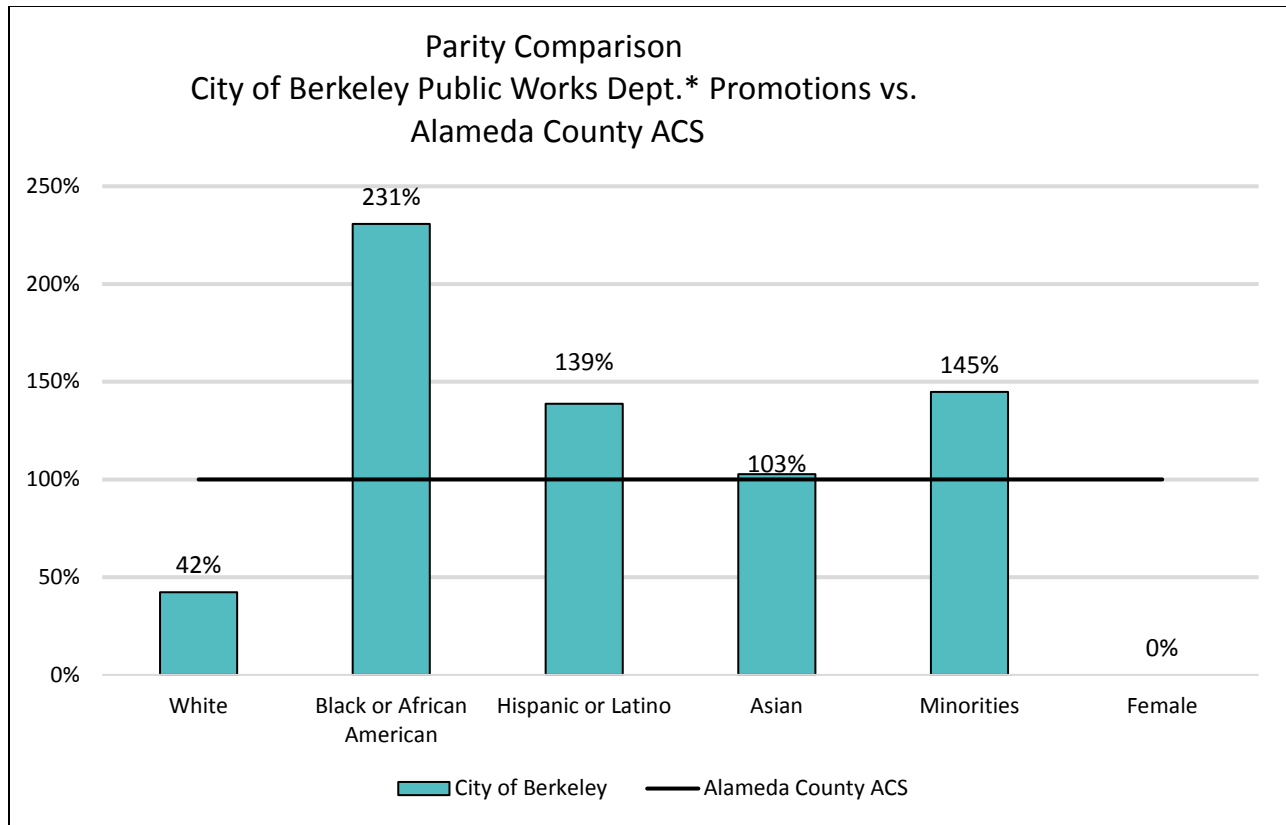


**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Hires	% Hires	% Representation in Alameda County ACS
Race and Ethnicity			
White	1	4.0%	41.7%
Black or African American	4	16.0%	10.2%
Hispanic or Latino	12	48.0%	21.2%
Asian	7	28.0%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	1	4.0%	1.7%
Total	25	100.0%	98.6%
Other Protected Categories			
Minorities	24	96.0%	56.9%
Female	6	24.0%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

Figures 51 and 52: Public Works Department Promotions Parity Compared to Alameda County ACS (Year End FY 2018)

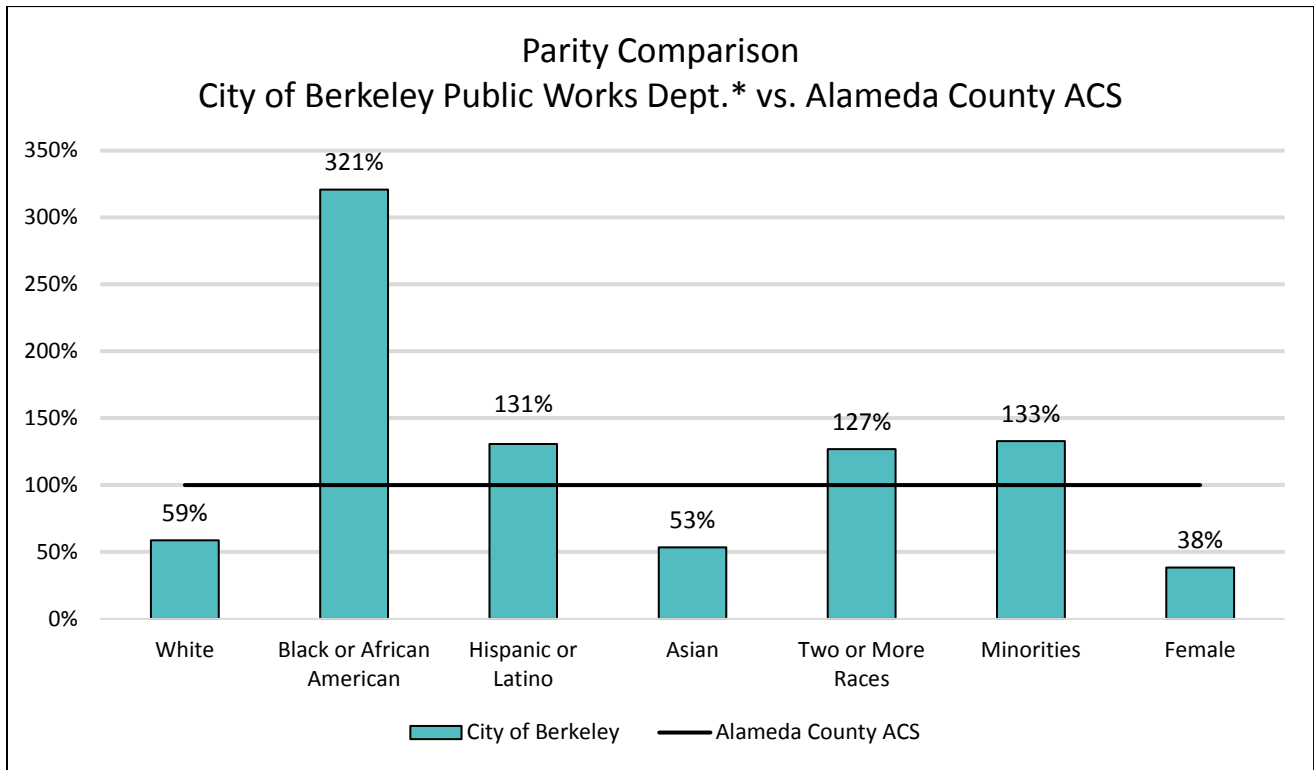


**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Promoted Employees	% Promotions	% Representation in Alameda County ACS
Race and Ethnicity			
White	3	17.6%	41.7%
Black or African American	4	23.5%	10.2%
Hispanic or Latino	5	29.4%	21.2%
Asian	4	23.5%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	1	5.9%	1.7%
Total	17	100.0%	98.6%
Other Protected Categories			
Minorities	14	82.4%	56.9%
Female	0	0.0%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

Figures 53 and 54: Public Works Department Parity Compared to Alameda County ACS (Year End FY 2018)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	68	24.5%	41.7%
Black or African American	91	32.7%	10.2%
Hispanic or Latino	77	27.7%	21.2%
Asian	34	12.2%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	2	0.7%	0.7%
Two or More Races	6	2.2%	1.7%
Total	278	100.0%	98.6%
Other Protected Categories			
Minorities	210	75.5%	56.9%
Female	48	17.3%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

LIBRARY SERVICES:

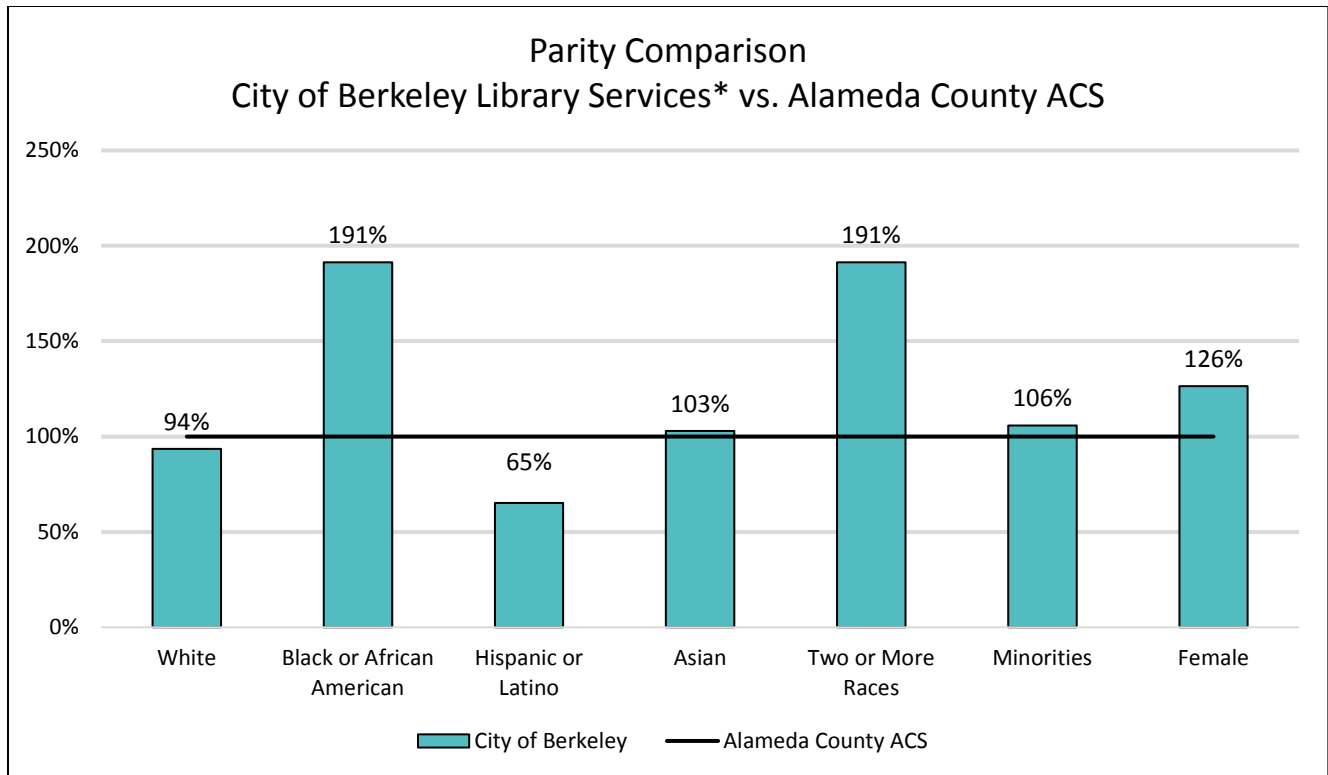
The Library staff decreased from 130 to 123 in FY 2018. There were five hires which included two African American females, one Asian female and one Hispanic female. One of the African American females and the Asian female were hired in professional positions. The Hispanic female was hired in a managerial position.

The staff has exceeded 100% parity for African Americans, Asians, Two or More Races, minorities as a group and females. The Hispanic work force shows an underrepresentation at 65% parity. (Attachment 13)

The following includes data on all employees in the Library Services Department. (See Figures 55 & 56.)

FY 2018 YEAR-END WORK FORCE REPORT

Figures 55 and 56: Library Services Department Parity Compared to Alameda County ACS (Year End FY 2018)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	48	39.0%	41.7%
Black or African American	24	19.5%	10.2%
Hispanic or Latino	17	13.8%	21.2%
Asian	29	23.6%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	1	0.8%	0.7%
Two or More Races	4	3.3%	1.7%
Total	123	100.0%	98.6%
Other Protected Categories			
Minorities	74	60.2%	56.9%
Female	70	56.9%	45.0%

FY 2018 YEAR-END WORK FORCE REPORT

RENT BOARD:

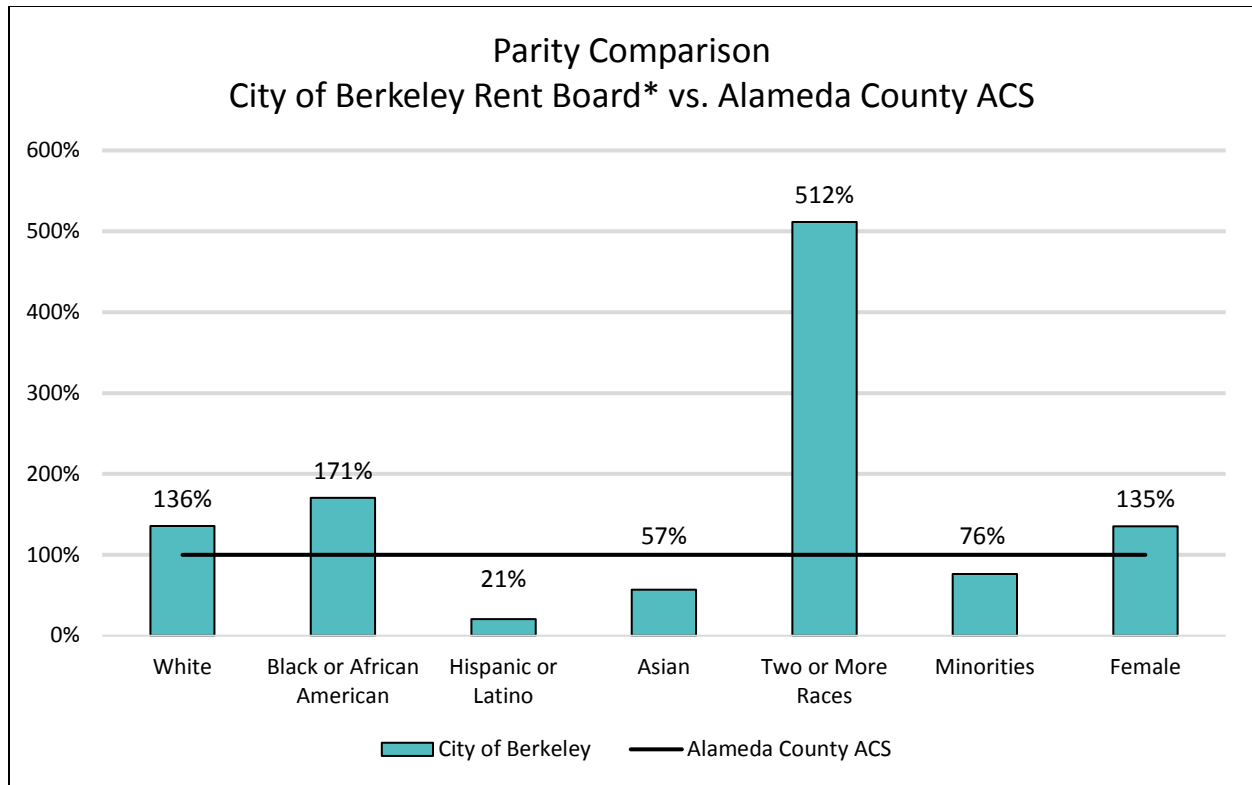
The Rent Board shows an increase of four employees for a total of 23 employees in FY 2018. There were five new hires; four of whom are minorities consisting of an African American male, an Asian female, one Hispanic female and a female of Two or More Races. The African American and Asian employees were hired into professional positions.

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

The following includes data on all employees in the Rent Board. (See Figures 57 & 58.)

FY 2018 YEAR-END WORK FORCE REPORT

Figures 57 and 58: Rent Board Parity Compared to Alameda County ACS (Year End FY 2018)



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

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

FY 2018 YEAR-END WORK FORCE REPORT

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

Approved for distribution:

LaTanya Bellow, Director of Human Resources

Attachments

Attachment 1: Population of Departments by Ethnicity & Gender (6/30/18)
Attachment 2: City Work Force by Occupational Categories, Race & Gender (6/30/18)
Attachments 3-19 Work Force Reports by Departments (6/30/18)
Attachment 20 Definition of Occupational Categories
Attachment 21 List of managerial and supervisory positions included in analysis

cc: Paul Buddenhagen, Interim Deputy City Manager

NOTE: The analysis of the departments' work forces in the following charts will include more than one ACS as the database for comparison of the various occupational groups: The State of California (ACS); and Bay Area ACS which incorporates San Francisco, Oakland and Fremont metropolitan areas. In 1989 the City Council determined that these designated ACS markets were most likely to provide the City with sufficient numbers of qualified applicants for the specific occupational categories.

FY 2018 YEAR-END WORK FORCE REPORT

ATTACHMENT 1: POPULATION OF DEPARTMENTS BY ETHNICITY & GENDER

DEPARTMENTS	As of JUNE 30, 2018																		
	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		Two or More Races		MINORITIES	
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	T	%
CITY ATTORNEY	13	3	10	0	5	0	1	0	1	3	2	0	0	0	0	0	1	8	61.5%
CITY AUDITOR *	12	5	7	1	5	0	0	0	0	3	2	0	0	0	0	1	0	6	50.0%
CITY CLERK	9	2	7	1	3	0	1	1	1	0	1	0	0	0	0	1	1	5	55.6%
CITY MANAGER	33	11	22	3	10	3	5	1	4	2	2	0	0	1	0	1	1	20	60.6%
ECONOMIC DEVELOPMENT	8	3	5	2	3	1	1	0	1	0	0	0	0	0	0	0	0	3	37.5%
FINANCE	40	10	30	2	2	2	9	2	2	3	14	0	0	0	0	1	3	36	90.0%
FIRE	141	120	21	83	11	8	1	16	3	8	6	0	0	2	0	3	0	47	33.3%
HEALTH, HOUSING & COMMUNITY SERVICES	177	53	124	19	31	10	32	13	32	7	22	0	1	0	0	4	6	127	71.8%
HUMAN RESOURCES	18	5	13	0	1	2	4	0	3	2	4	0	0	0	0	1	1	17	94.4%
INFORMATION TECHNOLOGY	42	23	19	10	6	3	5	2	2	6	5	1	1	0	0	1	0	26	61.9%
LIBRARY	123	53	70	25	23	13	11	6	11	9	20	0	0	0	1	0	4	75	61.0%
PARKS, RECREATION & WATERFRONT	101	66	35	30	14	10	11	15	3	6	6	1	0	0	0	4	1	57	56.4%
PLANNING	80	35	45	24	22	4	10	4	4	3	8	0	0	0	0	0	1	34	42.5%
POLICE	240	155	85	87	28	29	32	16	10	21	8	0	0	0	0	2	7	125	52.1%
POLICE REVIEW COMMISSION	3	1	2	0	0	1	0	0	1	0	1	0	0	0	0	0	0	3	100%
PUBLIC WORKS	278	230	48	57	11	71	20	71	6	24	10	0	0	2	0	5	1	210	75.5%
RENT BOARD	22	9	13	7	5	1	3	0	1	1	2	0	0	0	0	0	2	10	45.5%
TOTAL	1340	784	556	351	180	158	146	147	85	98	113	2	2	5	1	23	29	809	60.4%
CITY REPRESENTATION		58.5%	41.5%	26.2%	13%	11.8%	10.9%	11.0%	6.3%	7.3%	8.4%	0.1%	0.1%	0.4%	0.1%	1.7%	2.2%		
GROUP REPRESENTATION				40%		23%		17%		16%		0%		0%		4%			

* NOTE: Elected Officials are not included in totals.

Attachment 1

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
CITY OF BERKELEY	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
CITY REPRESENTATION	1340	784 58.5%	556 41.5%	351 26.2%	180 13.4%	158 11.8%	146 10.9%	147 11%	85 6.3%	98 7.3%	113 8%	2 0%	2 0%	5 0.4%	1 0.1%	23 1.7%	29 2.2%	809 60.4%
CALIFORNIA ACS		54.7%	45.3%	24.3%	20.5%	2.5%	2.7%	19.6%	14.2%	7.0%	6.7%	0.2%	0.2%	0.2%	0.2%	0.6%	0.6%	54.7%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	124	61 49.2%	63 50.8%	36 29.0%	27 21.8%	8 6.5%	16 12.9%	6 4.8%	6 4.8%	5 4.0%	11 8.9%	1 0.8%	0 0.0%	0 0.0%	0 0.0%	5 4.0%	3 2.4%	61 49.2%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	298	116 38.9%	182 61.1%	46 15.4%	74 24.8%	21 7.0%	28 9.4%	13 4.4%	24 8.1%	32 10.7%	47 15.8%	0 0.0%	1 0.3%	1 0.3%	0 0.0%	3 1.0%	8 2.7%	178 59.7%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	225	54 24.0%	171 76.0%	20 8.9%	30 13.3%	13 5.8%	58 25.8%	11 4.9%	31 13.8%	9 4.0%	41 18.2%	0 0.0%	1 0.6%	0 0.0%	1 0.4%	1 0.4%	9 4.0%	175 77.8%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	54	34 63.0%	20 37.0%	19 35.2%	8 14.8%	2 3.7%	4 7.4%	3 5.6%	3 5.6%	6 11.1%	5 9.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 7.4%	0 0.0%	27 50.0%
METRO BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1.1%	54.1%
SKILLED CRAFT REPRESENTATION	96	82 85.4%	14 14.6%	33 34.4%	3 3.1%	14 14.6%	6 6.3%	22 22.9%	4 4.2%	10 10.4%	0 0.0%	0 0.0%	0 0.0%	1 1.0%	0 0.0%	2 2.1%	1 1.0%	60 62.5%
METRO BAY AREA ACS		93.6%	6.4%	40.1%	2.3%	4.5%	0.5%	32.9%	1.3%	13.0%	2.1%	0.8%	0.1%	0.3%	0.0%	1.0%	0.0%	56.5%
SERVICE MAINTENANCE REPRESENTATION	188	165 87.8%	23 12.2%	27 14.4%	3 1.6%	63 33.5%	9 4.8%	61 32.4%	8 4.3%	9 4.8%	2 1.1%	1 0.5%	0 0.0%	1 0.5%	0 0.0%	3 1.6%	1 0.5%	158 84.0%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25.0%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%
PROTECTIVE SERVICES REPRESENTATION	355	272 76.6%	83 23.4%	170 47.9%	35 9.9%	37 10.4%	25 7.0%	31 8.7%	9 2.5%	27 7.6%	7 2.0%	0 0.0%	0 0.0%	2 0.6%	0 0.0%	5 1.4%	7 2.0%	150 42.3%
ALAMEDA ACS		80.7%	19.3%	35.6%	7.6%	17.4%	4.9%	10.7%	2.7%	11.9%	3.6%	1.3%	0.3%	0.4%	0.1%	2.2%	0.2%	55.7%

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
CITY ATTORNEY'S OFFICE	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	13	3	10	0	5	0	1	0	1	3	2	0	0	0	0	0	1	8
		23.1%	76.9%	0.0%	38.5%	0.0%	7.7%	0.0%	7.7%	23.1%	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	61.5%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
		0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	6	2	4	0	1	0	1	0	1	2	1	0	0	0	0	0	0	5
		33.3%	66.7%	0.0%	16.7%	0.0%	16.7%	0.0%	16.7%	33.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	5	1	4	0	2	0	0	0	0	1	1	0	0	0	0	0	1	3
		20.0%	80.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	60.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%

2010 ACS Data

ATTACHMENT 3

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
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	12	5 41.7%	7 58.3%	1 8.3%	5 41.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3 25.0%	2 16.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 8.3%	0 0.0%	6 50.0%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	2	1 50.0%	1 50.0%	1 50.0%	1 50.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 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 40.0%	3 60.0%	0 0.0%	2 40.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 20.0%	1 20.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 20.0%	0 0.0%	3 60.0%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	3	1 33.3%	2 66.7%	0 0.0%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 33.3%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 66.7%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	2	1 50.0%	1 50.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0%	0 0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 50.0%
METRO BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1.1%	54.1%

2010 ACS Data

ATTACHMENT 4

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
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	9	2 22.2%	7 77.8%	1 11.1%	3 33.3%	0 0.0%	1 11.1%	1 11.1%	1 11.1%	0 0.0%	1 11.1%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 11.1%	5 55.6%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	5	1 20.0%	4 80.0%	1 20.0%	2 40.0%	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%	0 0.0%	0 0.0%	1 20.0%	2 40.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	1	0 0.0%	1 100.0%	0 0.0%	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%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	3	1 33.3%	2 66.7%	0 0.0%	0 0.0%	0 0.0%	1 33.3%	1 33.3%	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%	3 100.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%

2010 ACS Data

ATTACHMENT 5

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
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	33	11	22	3	10	3	5	1	4	2	2	0	0	1	0	1	1	20
		33.3%	66.7%	9.1%	30.3%	9.1%	15.2%	3.0%	12.1%	6.1%	6.1%	0.0%	0.0%	3.0%	0.0%	3.0%	3.0%	60.6%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	8	3	5	1	2	1	2	0	0	1	0	0	0	0	0	0	1	5
		37.5%	62.5%	12.5%	25.0%	12.5%	25.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	62.5%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	9	2	7	0	4	1	2	0	1	1	0	0	0	0	0	0	0	5
		22.2%	77.8%	0.0%	44.4%	11.1%	22.2%	0.0%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	55.6%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	4	0	4	0	1	0	1	0	0	0	2	0	0	0	0	0	0	3
		0.0%	100.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	50.0%	#DIV/0!	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		50.0%	50.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%
METRO BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1.1%	54.1%
SERVICE MAINTENANCE REPRESENTATION	10	5	5	1	2	1	0	1	3	0	0	0	0	1	0	1	0	7
		50.0%	50.0%	10.0%	20.0%	10.0%	0.0%	10.0%	30.0%	0.0%	0.0%	0%	0%	10.0%	0.0%	10.0%	0.0%	70.0%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25.0%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%

2010 ACS Data

ATTACHMENT 6

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
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	8	3	5	2	3	1	1	0	1	0	0	0	0	0	0	0	0	3
		37.5%	62.5%	25.0%	37.5%	12.5%	12.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	37.5%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	5	1	4	0	3	1	0	0	1	0	0	0	0	0	0	0	0	2
		20.0%	80.0%	0.0%	60.0%	20.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1
		50.0%	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%

2010 ACS Data

ATTACHMENT 7

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
FINANCE DEPARTMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	40	10	30	2	2	2	9	2	2	3	14	0	0	0	0	1	3	36
		25.0%	75.0%	5.0%	5.0%	5.0%	22.5%	5.0%	5.0%	7.5%	35.0%	0.0%	0.0%	0.0%	0.0%	2.5%	7.5%	90.0%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	4	1	3	0	0	1	1	0	0	0	2	0	0	0	0	0	0	4
		25.0%	75.0%	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	11	3	8	1	1	0	1	0	0	2	5	0	0	0	0	0	1	9
		27.3%	72.7%	9.1%	9.1%	0.0%	9.1%	0.0%	0.0%	18.2%	45.5%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	81.8%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	23	6	17	1	1	1	7	2	1	1	6	0	0	0	0	1	2	21
		26.1%	73.9%	4.3%	4.3%	4.3%	30.4%	8.7%	4.3%	4.3%	26.1%	0.0%	0.0%	0.0%	0.0%	4.3%	8.7%	91.3%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	2
		0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	100.0%
METRO BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1.1%	54.1%

2010 ACS Data

ATTACHMENT 8

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
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	128	117	11	82	8	8	0	15	2	7	1	0	0	2	0	3	0	38
ALAMEDA ACS		91.4%	8.6%	64.1%	6.3%	6.3%	0.0%	11.7%	1.6%	5.5%	0.8%	0.0%	0.0%	1.6%	0.0%	2.3%	0.0%	29.7%
CHIEF, DEPUTY CHIEF REPRESENTATION	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1
ALAMEDA ACS		100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
ASSIST-BATTALION CHIEF REPRESENTATION	5	5	0	4	0	1	0	0	0	0	0	0	0	0	0	0	0	1
ALAMEDA ACS		100.0%	0.0%	80.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%
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%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
CAPTAIN II REPRESENTATION	25	23	2	19	1	1	0	2	1	0	0	0	0	1	0	0	0	5
ALAMEDA ACS		92.0%	8.0%	76.0%	4.0%	4.0%	0.0%	8.0%	4.0%	0.0%	0.0%	0.0%	0.0%	4.0%	0.0%	0.0%	0.0%	20.0%
FIRE & DEPUTY MARSHAL REPRESENTATION	2	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1
ALAMEDA ACS		100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
FIRE INSPECTOR REPRESENTATION	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
ALAMEDA ACS		0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
FIREFIIGHTERS REPRESENTATION	83	76	7	53	6	6	0	9	1	4	0	0	0	1	0	3	0	24
ALAMEDA ACS		91.6%	8.4%	63.9%	7.2%	7.2%	0.0%	10.8%	1.2%	4.8%	0.0%	0.0%	0.0%	1.2%	0.0%	3.6%	0.0%	28.9%
PARAMEDIC SUPERVISOR REPRESENTATION	6	5	1	2	1	0	0	2	0	1	0	0	0	0	0	0	0	3
ALAMEDA ACS		83.3%	16.7%	33.3%	16.7%	0.0%	0.0%	33.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
NON - SWORN REPRESENTATION	13	3	10	1	3	0	1	1	1	1	5	0	0	0	0	0	0	9
ALAMEDA ACS		23.1%	76.9%	7.7%	23.1%	0.0%	7.7%	7.7%	7.7%	7.7%	38.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	69.2%
		57.9%	42.1%	19.7%	19.7%	2.0%	10.2%	11.4%	11.0%	19.7%	0.8%	0.0%	0.0%	0.8%	0.0%	2.4%	0.8%	59.1%

2010 ACS Data

* Total does not include Non-Sworn personnel.

Attachment 9

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
HEALTH, HOUSING & COMMUNITY SERVICES	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	177	53	124	19	31	10	32	13	32	7	22	0	1	0	0	4	6	127
ALAMEDA ACS		29.9%	70.1%	10.7%	17.5%	5.6%	18.1%	7.3%	18.1%	4.0%	12.4%	0.0%	0.6%	0.0%	0.0%	2.3%	3.4%	71.8%
OFFICIALS/MANAGERS REPRESENTATION	24	8	16	4	5	1	7	1	2	0	2	0	0	0	0	2	0	15
CALIFORNIA ACS		33.3%	66.7%	16.7%	20.8%	4.2%	29.2%	4.2%	8.3%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	62.5%
PROFESSIONALS REPRESENTATION	99	35	64	14	20	5	11	8	15	7	14	0	0	0	0	1	4	65
METRO BAY AREA ACS		35.4%	64.6%	14.1%	20.2%	5.1%	11.1%	8.1%	15.2%	7.1%	14.1%	0.0%	0.0%	0.0%	0.0%	1.0%	4.0%	65.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	28	3	25	0	2	1	7	2	10	0	5	0	1	0	0	0	0	26
ALAMEDA ACS		10.7%	89.3%	0.0%	7.1%	3.6%	25.0%	7.1%	35.7%	0.0%	17.9%	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	92.9%
TECHNICIANS REPRESENTATION	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1
METRO BAY AREA ACS		0.0%	100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	50.0%
SKILLED CRAFT REPRESENTATION	16	2	14	0	3	0	6	1	4	0	0	0	0	0	0	1	1	13
METRO BAY AREA ACS		12.5%	87.5%	0.0%	18.8%	0.0%	37.5%	6.3%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%	6.3%	81.3%
SERVICE MAINTENANCE REPRESENTATION	8	5	3	1	0	3	1	1	0	0	1	0	0	0	0	0	1	7
ALAMEDA ACS		62.5%	37.5%	12.5%	0.0%	37.5%	12.5%	12.5%	0.0%	0.0%	12.5%	0%	0%	0.0%	0.0%	0.0%	12.5%	87.5%
		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25.0%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
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	18	5	13	0	1	2	4	0	3	2	4	0	0	0	0	1	1	17
ALAMEDA ACS		27.8%	72.2%	0.0%	5.6%	11.1%	22.2%	0.0%	16.7%	11.1%	22.2%	0.0%	0.0%	0.0%	0.0%	5.6%	5.6%	94.4%
OFFICIALS/MANAGERS REPRESENTATION	2	0	2	0	0	0	0	0	1	0	0	0	0	0	0	0	1	2
CALIFORNIA ACS		0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%
PROFESSIONALS REPRESENTATION	9	4	5	0	0	2	2	0	1	2	2	0	0	0	0	0	0	9
METRO BAY AREA ACS		44.4%	55.6%	0.0%	0.0%	22.2%	22.2%	0.0%	11.1%	22.2%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
ADMINISTRATIVE SUPPORT REPRESENTATION	6	0	6	0	1	0	2	0	1	0	2	0	0	0	0	0	0	5
ALAMEDA ACS		0.0%	100.0%	0.0%	16.7%	0.0%	33.3%	0.0%	16.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%
TECHNICIANS REPRESENTATION	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
METRO BAY AREA ACS		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	100.0%	0.0%	100.0%
METRO BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1.1%	54.1%

2010 ACS Data

ATTACHMENT 11

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
INFORMATION TECHNOLOGY DEPARTMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	42	23	19	10	6	3	5	2	2	6	5	1	1	0	0	1	0	26
ALAMEDA ACS		54.8%	45.2%	23.8%	14.3%	7.1%	11.9%	4.8%	4.8%	14.3%	11.9%	2.4%	2.4%	0.0%	0.0%	2.4%	0.0%	61.9%
OFFICIALS/MANAGERS REPRESENTATION	8	4	4	1	3	0	0	0	0	1	1	1	0	0	0	1	0	4
CALIFORNIA ACS		50.0%	50.0%	12.5%	37.5%	0.0%	0.0%	0.0%	0.0%	12.5%	12.5%	12.5%	0.0%	0.0%	0.0%	12.5%	0.0%	50.0%
PROFESSIONALS REPRESENTATION	22	16	6	6	1	3	0	2	1	5	3	0	1	0	0	0	0	15
METRO BAY AREA ACS		72.7%	27.3%	27.3%	4.5%	13.6%	0.0%	9.1%	4.5%	22.7%	13.6%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	68.2%
ADMINISTRATIVE SUPPORT REPRESENTATION	10	1	9	1	2	0	5	0	1	0	1	0	0	0	0	0	0	7
ALAMEDA ACS		10.0%	90.0%	10.0%	20.0%	0.0%	50.0%	0.0%	10.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	70.0%
TECHNICIANS REPRESENTATION	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
METRO BAY AREA ACS		100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%
METRO BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1.1%	54.1%

2010 ACS Data

ATTACHMENT 12

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
LIBRARY SERVICES	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	123	53	70	25	23	13	11	6	11	9	20	0	0	0	1	0	4	75
ALAMEDA ACS		43.1%	56.9%	20.3%	18.7%	10.6%	8.9%	4.9%	8.9%	7.3%	16.3%	0.0%	0.0%	0.0%	0.8%	0.0%	3.3%	61.0%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	7	4	3	2	2	1	0	0	1	1	0	0	0	0	0	0	0	3
CALIFORNIA ACS		57.1%	42.9%	28.6%	28.6%	14.3%	0.0%	0.0%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	42.9%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	34	12	22	8	12	3	2	0	0	1	7	0	0	0	0	0	1	14
METRO BAY AREA ACS		35.3%	64.7%	23.5%	35.3%	8.8%	5.9%	0.0%	0.0%	2.9%	20.6%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	41.2%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	77	32	45	13	9	8	9	6	10	5	13	0	0	0	1	0	3	55
ALAMEDA ACS		41.6%	58.4%	16.9%	11.7%	10.4%	11.7%	7.8%	13.0%	6.5%	16.9%	0.0%	0.0%	0.0%	1.3%	0.0%	3.9%	71.4%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
SKILLED CRAFT REPRESENTATION	2	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1
METRO BAY AREA ACS		100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
METRO BAY AREA ACS		93.6%	6.4%	40.1%	2.3%	4.5%	0.5%	32.9%	1.3%	13.0%	2.1%	0.8%	0.1%	0.3%	0.0%	1.0%	0.0%	56.5%
SERVICE MAINTENANCE REPRESENTATION	3	3	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0	2
ALAMEDA ACS		100.0%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	66.7%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25.0%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%

2010 ACS Data

ATTACHMENT 13

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
PARKS, RECREATION & WATERFRONT DEPARTMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	101	66	35	30	14	10	11	15	3	6	6	1	0	0	0	4	1	57
ALAMEDA ACS		65.3%	34.7%	29.7%	13.9%	9.9%	10.9%	14.9%	3.0%	5.9%	5.9%	1.0%	0.0%	0.0%	0.0%	4.0%	1.0%	56.4%
OFFICIALS/MANAGERS REPRESENTATION	21	10	11	7	7	0	2	1	0	0	2	0	0	0	0	2	0	7
CALIFORNIA ACS		47.6%	52.4%	33.3%	33.3%	0.0%	9.5%	4.8%	0.0%	0.0%	9.5%	0.0%	0.0%	0.0%	0.0%	9.5%	0.0%	33.3%
PROFESSIONALS REPRESENTATION	11	6	5	3	2	1	1	0	0	1	2	0	0	0	0	1	0	6
METRO BAY AREA ACS		54.5%	45.5%	27.3%	18.2%	9.1%	9.1%	0.0%	0.0%	9.1%	18.2%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	54.5%
ADMINISTRATIVE SUPPORT REPRESENTATION	9	0	9	0	3	0	4	0	1	0	1	0	0	0	0	0	0	6
ALAMEDA ACS		0.0%	100.0%	0.0%	33.3%	0.0%	44.4%	0.0%	11.1%	0.0%	11.1%	#DIV/0!	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%
SKILLED CRAFT REPRESENTATION	23	23	0	10	0	2	0	6	0	4	0	0	0	0	0	1	0	13
METRO BAY AREA ACS		100.0%	0.0%	43.5%	0.0%	8.7%	0.0%	26.1%	0.0%	17.4%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%	0.0%	56.5%
SERVICE MAINTENANCE REPRESENTATION	34	26	8	9	1	7	4	8	2	1	1	1	0	0	0	0	0	24
ALAMEDA ACS		76.5%	23.5%	26.5%	2.9%	20.6%	11.8%	23.5%	5.9%	2.9%	2.9%	3%	0%	0.0%	0.0%	0.0%	0.0%	70.6%
PROTECTIVE SERVICES REPRESENTATION	3	1	2	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1
ALAMEDA ACS		33.3%	66.7%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%
		57.9%	42.1%	19.7%	19.7%	2.0%	10.2%	11.4%	11.0%	19.7%	0.8%	0.0%	0.0%	0.8%	0.0%	2.4%	0.8%	59.1%

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
PLANNING DEPARTMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	80	35	45	24	22	4	10	4	4	3	8	0	0	0	0	0	1	34
ALAMEDA ACS		43.8%	56.3%	30.0%	27.5%	5.0%	12.5%	5.0%	5.0%	3.8%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	42.5%
OFFICIALS/MANAGERS REPRESENTATION	12	8	4	6	2	0	1	1	0	1	1	0	0	0	0	0	0	4
CALIFORNIA ACS		66.7%	33.3%	50.0%	16.7%	0.0%	8.3%	8.3%	0.0%	8.3%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%
PROFESSIONALS REPRESENTATION	30	7	23	5	16	1	2	1	1	0	3	0	0	0	0	0	1	9
METRO BAY AREA ACS		23.3%	76.7%	16.7%	53.3%	3.3%	6.7%	3.3%	3.3%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	30.0%
ADMINISTRATIVE SUPPORT REPRESENTATION	13	5	8	3	2	2	3	0	2	0	1	0	0	0	0	0	0	8
ALAMEDA ACS		38.5%	61.5%	23.1%	15.4%	15.4%	23.1%	0.0%	15.4%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	61.5%
TECHNICIANS REPRESENTATION	25	15	10	10	2	1	4	2	1	2	3	0	0	0	0	0	0	13
METRO BAY AREA ACS		60.0%	40.0%	40.0%	8.0%	4.0%	16.0%	8.0%	4.0%	8.0%	12.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	52.0%
METRO BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1.1%	54.1%

2010 ACS Data

ATTACHMENT 15

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
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	150	126	24	74	14	19	4	14	2	17	2	0	0	0	0	2	2	62
		84.0%	16.0%	49.3%	9.3%	12.7%	2.7%	9.3%	1.3%	11.3%	1.3%	0.0%	0.0%	0.0%	0.0%	1.3%	1.3%	41.3%
ALAMEDA ACS		85.7%	14.3%	47.7%	7.4%	11.7%	3.8%	9.6%	0.4%	11.8%	2.5%	2.9%	0.0%	0.3%	0.0%	1.8%	0.3%	45.0%
POLICE CHIEF REPRESENTATION	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	8.7%	0.0%	0.0%	6.6%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	38.4%
CAPTAINS REPRESENTATION	4	3	1	2	1	0	0	0	0	1	0	0	0	0	0	0	0	1
		75.0%	25.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	8.7%	0.0%	0.0%	6.6%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	38.4%
LIEUTENANTS REPRESENTATION	9	8	1	5	1	1	0	0	0	2	0	0	0	0	0	0	0	3
		88.9%	11.1%	55.6%	11.1%	11.1%	0.0%	0.0%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	8.7%	0.0%	0.0%	6.6%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	38.4%
SERGEANTS REPRESENTATION	30	20	10	15	6	2	1	2	1	1	1	0	0	0	0	0	1	9
		66.7%	33.3%	50.0%	20.0%	6.7%	3.3%	6.7%	3.3%	3.3%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	30.0%
ALAMEDA ACS		80.2%	18.7%	49.5%	13.2%	20.9%	0.0%	8.7%	0.0%	0.0%	6.6%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	38.4%
POLICE OFFICERS REPRESENTATION	106	94	12	51	6	16	3	12	1	13	1	0	0	0	0	2	1	49
		88.7%	11.3%	48.1%	5.7%	15.1%	2.8%	11.3%	0.9%	12.3%	0.9%	0.0%	0.0%	0.0%	0.0%	1.9%	0.9%	46.2%
ALAMEDA ACS		86.4%	13.6%	47.3%	6.6%	10.4%	4.3%	9.8%	0.4%	13.3%	2.0%	3.3%	0.0%	0.0%	0.0%	2.0%	0.3%	45.8%
NON - SWORN REPRESENTATION	90	29	61	13	14	10	28	2	8	4	6	0	0	0	0	0	5	63
		32.2%	68%	14.4%	16%	11.1%	31.1%	2%	9%	4.4%	6.7%	0%	0%	0.0%	0.0%	0.0%	5.6%	70%
ALAMEDA ACS		57.9%	42.1%	19.7%	19.7%	2.0%	10.2%	11.4%	11.0%	19.7%	0.8%	0.0%	0.0%	0.8%	0.0%	2.4%	0.8%	59.1%

2010 ACS Data

*Total does not include non-sworn personnel

ATTACHMENT 16

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																			
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	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%	0.0%	100.0%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%	
OFFICIALS/MANAGERS REPRESENTATION	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	
		0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%	
PROFESSIONALS REPRESENTATION	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
		100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%	
ADMINISTRATIVE SUPPORT REPRESENTATION	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	
		0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%	

2010 ACS Data

ATTACHMENT 17

FY 2018 YEAR-END WORK FORCE REPORT

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

As of JUNE 30, 2018																		
PUBLIC WORKS DEPARTMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	278	230	48	57	11	71	20	71	6	24	10	0	0	2	0	5	1	210
		82.7%	17.3%	20.5%	4.0%	25.5%	7.2%	25.5%	2.2%	8.6%	3.6%	0.0%	0.0%	0.7%	0.0%	1.8%	0.4%	75.5%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	21	18	3	10	1	4	1	3	0	1	1	0	0	0	0	0	0	10
		85.7%	14.3%	47.6%	4.8%	19.0%	4.8%	14.3%	0.0%	4.8%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	47.6%
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	36	17	19	4	5	2	4	2	2	8	7	0	0	1	0	0	1	27
		47.2%	52.8%	11.1%	13.9%	5.6%	11.1%	5.6%	5.6%	22.2%	19.4%	0.0%	0.0%	2.8%	0.0%	0.0%	2.8%	75.0%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	16	1	15	0	2	1	11	0	1	0	1	0	0	0	0	0	0	14
		6.3%	93.8%	0.0%	12.5%	6.3%	68.8%	0.0%	6.3%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	17	13	4	6	3	1	0	0	0	3	1	0	0	0	0	3	0	8
		76.5%	23.5%	35.3%	17.6%	5.9%	0.0%	0.0%	0.0%	17.6%	5.9%	0%	0%	0.0%	0.0%	17.6%	0.0%	47.1%
METRO BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1.1%	54.1%
SKILLED CRAFT REPRESENTATION	55	55	0	22	0	12	0	15	0	5	0	0	0	1	0	0	0	33
		100.0%	0.0%	40.0%	0.0%	21.8%	0.0%	27.3%	0.0%	9.1%	0.0%	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%	60.0%
METRO BAY AREA ACS		93.6%	6.4%	40.1%	2.3%	4.5%	0.5%	32.9%	1.3%	13.0%	2.1%	0.8%	0.1%	0.3%	0.0%	1.0%	0.0%	56.5%
SERVICE MAINTENANCE REPRESENTATION	133	126	7	15	0	51	4	51	3	7	0	0	0	0	0	2	0	118
		94.7%	5.3%	11.3%	0.0%	38.3%	3.0%	38.3%	2.3%	5.3%	0.0%	0%	0%	0.0%	0.0%	1.5%	0.0%	88.7%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25.0%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%

FY 2018 YEAR-END WORK FORCE REPORT

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

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	22	9	13	7	5	1	3	0	1	1	2	0	0	0	0	0	2	10
		40.9%	59.1%	31.8%	22.7%	4.5%	13.6%	0.0%	4.5%	4.5%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	45.5%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	14	7	7	5	4	1	2	0	0	1	1	0	0	0	0	0	0	5
		50.0%	50.0%	35.7%	28.6%	7.1%	14.3%	0.0%	0.0%	7.1%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	35.7%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	7	1	6	1	1	0	1	0	1	0	1	0	0	0	0	0	2	5
		14.3%	85.7%	14.3%	14.3%	0.0%	14.3%	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	71.4%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%

2010 ACS Data

ATTACHMENT 19

FY 2018 YEAR-END WORK FORCE REPORT

EEO OCCUPATIONAL CATEGORIES LISTING

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

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

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

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

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

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

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

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

FY 2018 YEAR-END WORK FORCE REPORT

MANAGERS AND SUPERVISORS JOB TITLES LISTING

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

FY 2018 YEAR-END WORK FORCE REPORT

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

FY 2018 YEAR-END WORK FORCE REPORT

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