



Human Resources Dept.

September 30, 2020

To: Dee Williams-Ridley, City Manager
From: Ravinder Rangi, Equal Employment Opportunity & Diversity Officer
Subject: **FY 2020 YEAR END WORKFORCE REPORT**

This report is an analysis of minority and female representation within the City's workforce as of June 30, 2020. The analysis relies on information from the Census Bureau which provides workforce statistical data based on the 2010 census. The data is provided in a format called the EEO Tabulation, which breaks down the workforce 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 workforce 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 workforce 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 workforce, 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' workforce 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.

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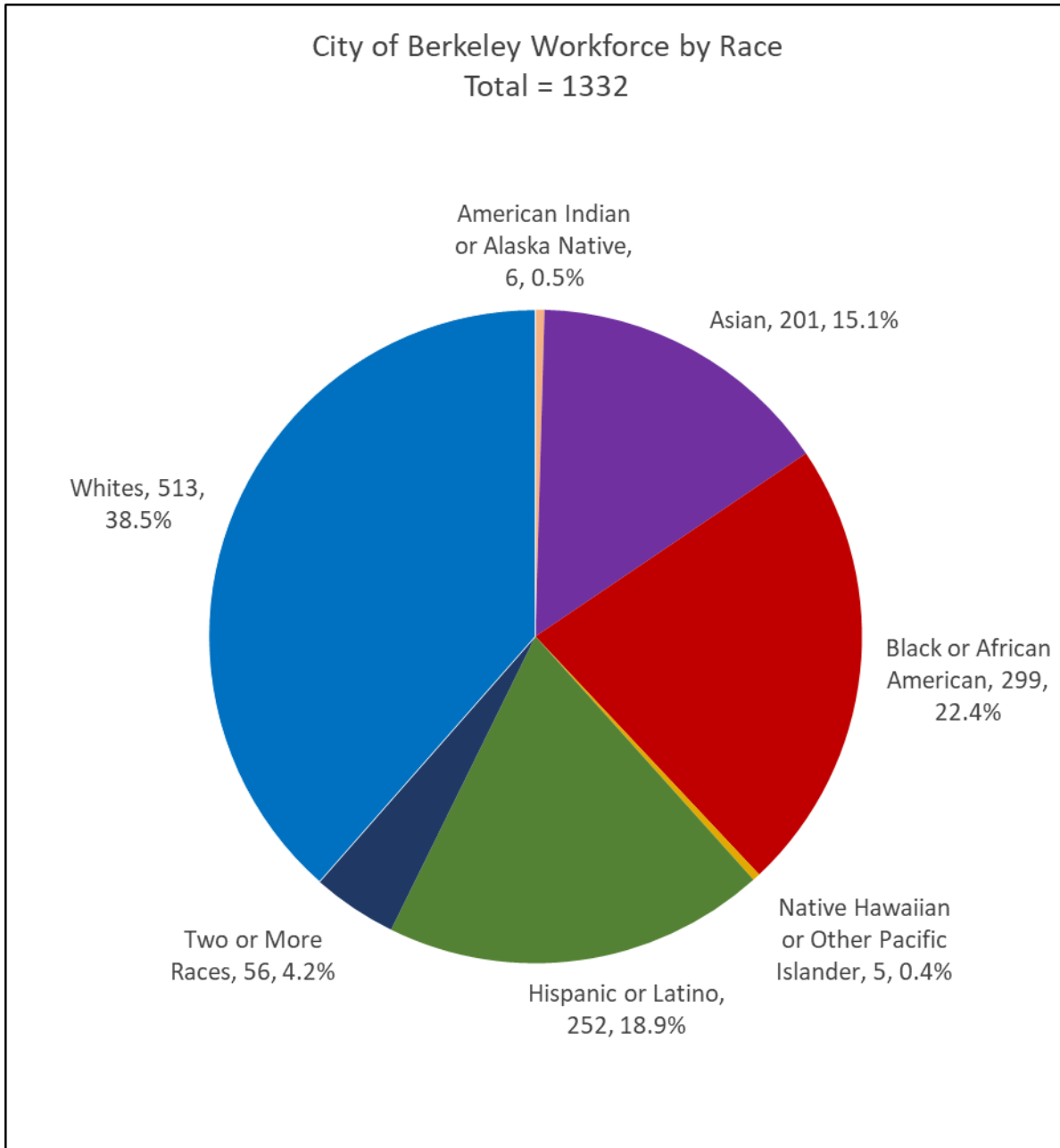
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CITY'S DIVERSE WORKFORCE

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

Figure 1: City of Berkeley Workforce by Race as of June 30, 2020



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WORKFORCE COMPARISON FROM ONE YEAR AGO

The City's overall workforce increased by 1.3% from a year ago. Comparison of the workforce from the previous year demonstrate the following changes:

Figure 2: City of Berkeley Year Over Year Workforce Comparison (June 2019 vs. June 2020)

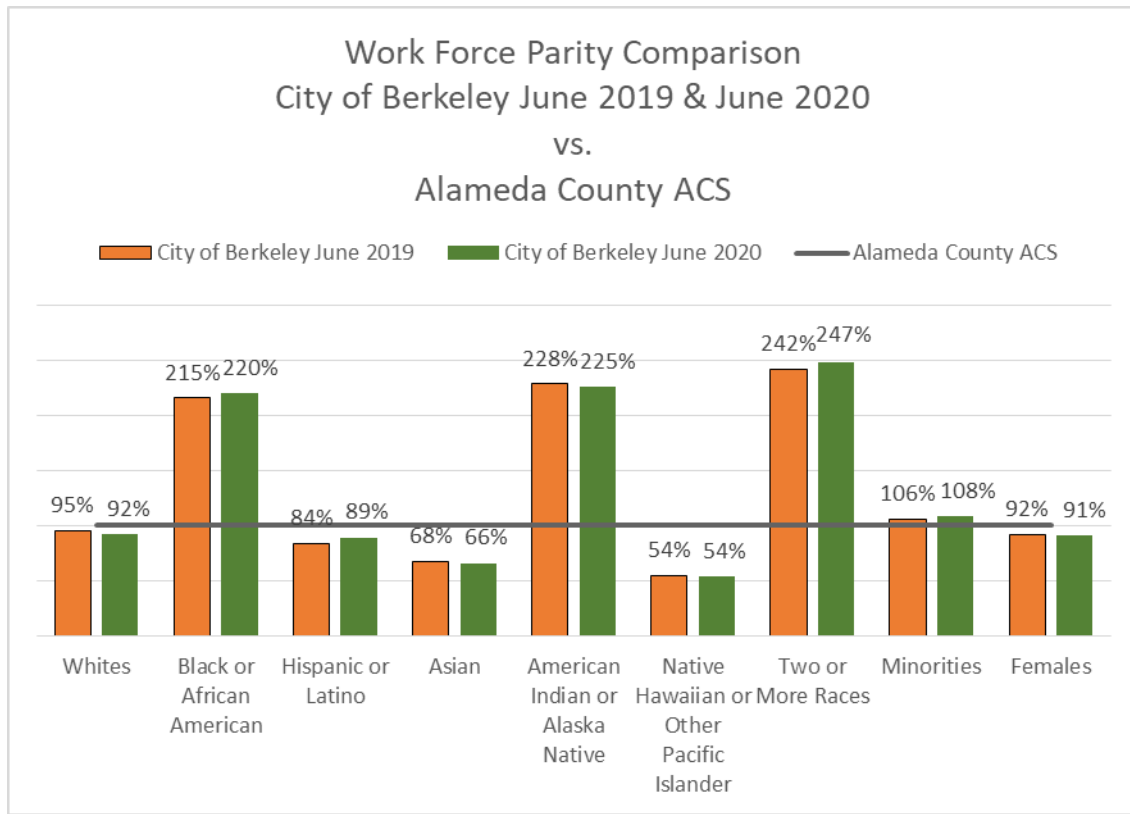
Category	June 2019		June 2020		Change (June 2020 / June 2019)	
	# of Employees	City %	# of Employees	City %	# of Employees	City %
Race and Ethnicity						
Whites	523	39.8%	513	38.5%	-10	-1.9%
Black or African American	289	22.0%	299	22.4%	10	3.5%
Hispanic or Latino	234	17.8%	252	18.9%	18	7.7%
Asian	204	15.5%	201	15.1%	-3	-1.5%
American Indian or Alaska Native	6	0.5%	6	0.5%	0	0.0%
Native Hawaiian or Other Pacific Islander	5	0.4%	5	0.4%	0	0.0%
Two or More Races	54	4.1%	56	4.2%	2	3.7%
Total	1315	100.0%	1332	100.0%	17	1.3%
Other Protected Categories						
Minorities	792	60.2%	819	61.5%	27	3.4%
Females	544	41.4%	546	41.0%	2	0.4%

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WORKFORCE 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 Workforce 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 workforce exceeded their availability in the Alameda County ACS by 120%. The Hispanic workforce increased to 252 employees, which increased its parity rating from 84% a year ago to 89% this year. This increase is encouraging in view of the historically low representation of this ethnic group. The City's minority workforce population experienced an increase by 27 from 792 to 819 employees, which exceeds 100% parity with the ACS figures. The minority parity figures are indicative of the City's commitment to a diverse workforce. The female population continues to show commendable parity figures, hovering at 91% currently.

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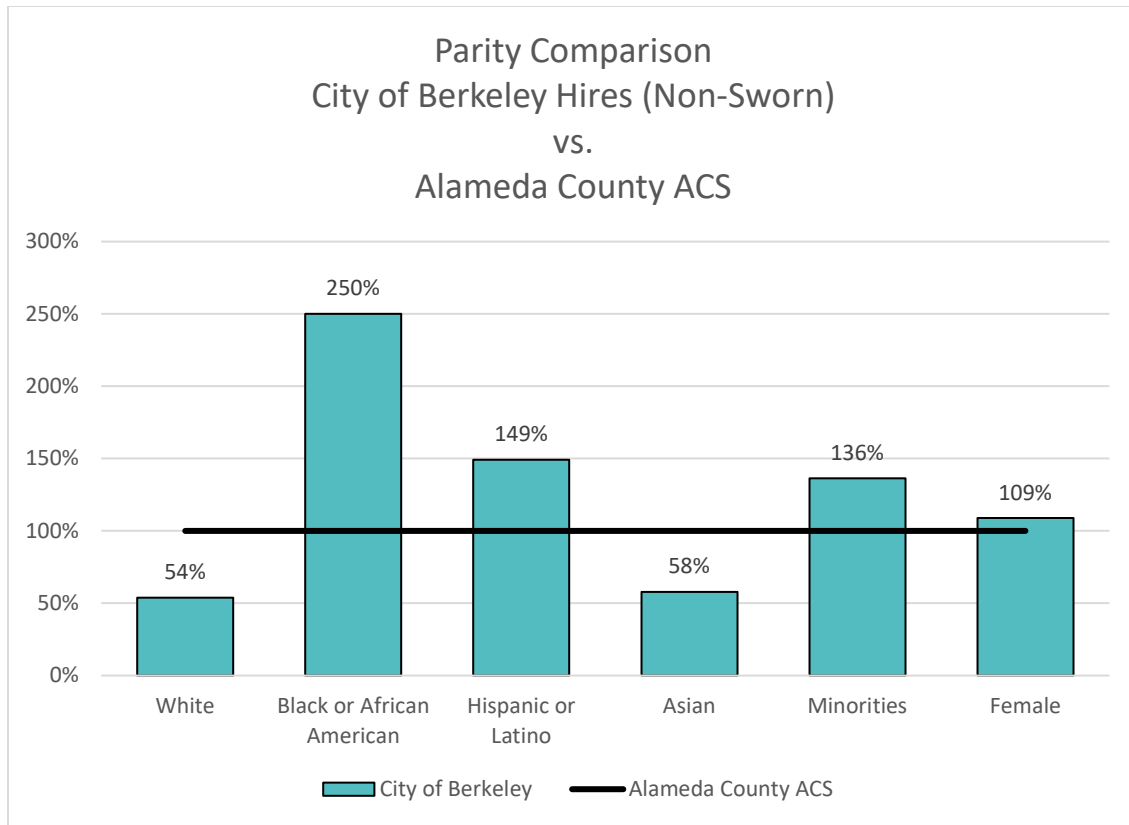
HIRES:

The City hired 98 new employees (non-sworn personnel) in fiscal year 2020 (FY 2020). The collective hires of Minorities (76) represent 78% of new hires. The number of minority hires remains commendable when compared to FY 2019. African American new hires (25) exceed 100% parity with the Alameda ACS account for 26% of non-sworn employees hired during fiscal year 2020. Female hires accounted for almost half (49%) of the hires in excess of relevant labor market figures and also have exceeded parity at 109%.

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.)

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Figures 4 and 5: City of Berkeley Hires Parity Compared to Alameda County ACS (Year End FY 2020)



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

Category	# of Non-Sworn Hires	% of Hires	% Representation in Alameda County ACS
Race and Ethnicity			
White	22	22.4%	41.7%
Black or African American	25	25.5%	10.2%
Hispanic or Latino	31	31.6%	21.2%
Asian	13	13.3%	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	7	7.1%	1.7%
Total	98	100.0%	98.6%
Other Protected Categories			
Minorities	76	77.6%	56.9%
Female	48	49.0%	45.0%

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HIRES BY OCCUPATIONAL CATEGORIES

Review of the Professional occupational categories revealed that there were forty hires in that occupational category during FY 2020. Minorities accounted for 65% of the Professional hires, and 76% of all hires during the relevant time period, which is a significant increase over FY 2019. Female hires reflected 65% among Professionals. (See below.)

Figure 6: City of Berkeley Hires by Occupational Categories and Race/Ethnicity (Year End FY 2020)

Occupational Categories	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	Total	Minorities	Female
Officials/Managers	2 29%	1 14%	2 29%	1 14%	0	0 0%	1 14%	7	5 71%	3 43%
Professionals	14 35%	11 28%	4 10%	9 23%	0 0%	0 0%	2 5%	40	26 65%	26 65%
Clerical	2 13%	3 20%	7 47%	1 7%	0 0%	0 0%	2 13%	15	13 87%	12 80%
Technicians	1 20%	1 20%	3 60%	0 0%	0 0%	0 0%	0 0%	5	4 80%	1 20%
Skilled Craft	0 0%	1 50%	0 0%	1 50%	0 0%	0 0%	0 0%	2	2 100%	1 50%
Maintenance	0 0%	5 26%	12 63%	0 0%	0 0%	0 0%	2 11%	19	19 100%	1 5%
Non-Sworn Personnel	3 30%	3 30%	3 30%	1 10%	0 0%	0 0%	0 0%	10	7 70%	4 40%
Totals	22	25	31	13	0	0	7	98	76 78%	48 49%

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

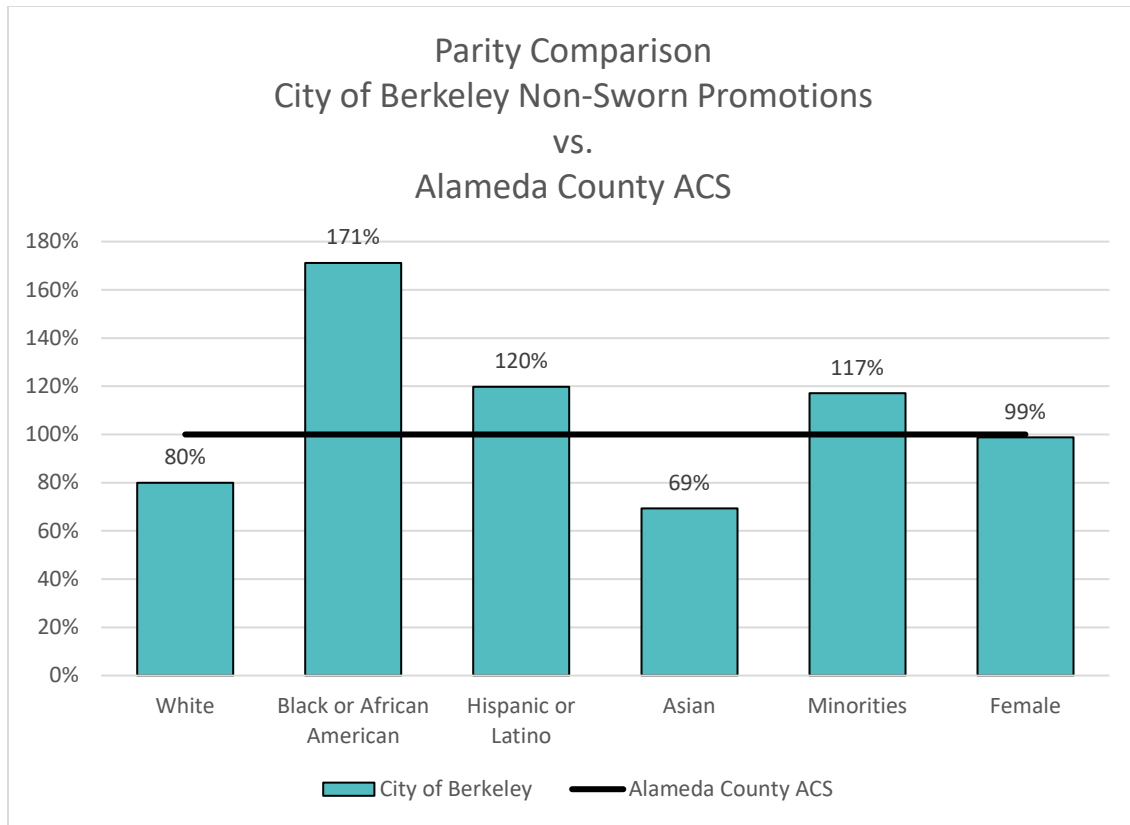
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PROMOTIONS:

There were 63 promotions among non-sworn personnel during this fiscal year. Review of the promotions revealed that 42 or 67% of the recipients of promotions were minority group members. It is noteworthy that promotions in two of the ethnic groups, African Americans and Hispanics, exceeded 100% parity with the ACS; with minority promotions above parity at 117%. (See Figures 7 & 8.)

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Figures 7 and 8: City of Berkeley Promotions Parity Compared to Alameda County ACS (Year End FY 2020)



**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	21	33.3%	41.7%
Black or African American	11	17.5%	10.2%
Hispanic or Latino	16	25.4%	21.2%
Asian	10	15.9%	22.9%
American Indian or Alaska Native	1	101.4%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	4	405.7%	1.7%
Total	63	599.2%	98.6%
Other Protected Categories			
Minorities	42	66.7%	56.9%
Female	28	44.4%	45.0%

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PROMOTIONS BY OCCUPATIONAL CATEGORIES

Review of promotions by occupational categories revealed that Minorities received 81% of the promotions in the Clerical category and 77% of the promotions among Maintenance. Females received 40% of promotions among Professionals. Review of FY 2020 promotions revealed that Minorities were in the majority of the promotions in four out of six occupational categories. Collectively, these figures reinforce the City’s commitment to diversity at all levels within its workforce. (See below.)

Figure 9: City of Berkeley Promotions by Occupational Categories and Race/Ethnicity (Year End FY 2020)

Promotions by Occup. Categories	White	Black or African Amer.	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Haw. or Other Pacific Islander	Two or More Races	Total	Minorities	Female
Officials/Managers	2 50%	0 0%	0 0%	1 25%	0 0%	0 0%	1 25%	4	2 50%	0 0%
Professionals	6 40%	0 0%	4 27%	4 27%	0 0%	0 0%	1 7%	15	9 60%	6 40%
Clerical	4 19%	8 38%	4 19%	2 10%	1 5%	0 0%	2 10%	21	17 81%	19 90%
Technicians	2 40%	0 0%	0 0%	3 60%	0 0%	0 0%	0 0%	5	3 60%	1 20%
Skilled Craft	3 75%	0 0%	1 25%	0 0%	0 0%	0 0%	0 0%	4	1 25%	0 0%
Maintenance	3 23%	3 23%	7 54%	0 0%	0 0%	0 0%	0 0%	13	10 77%	1 8%
Non-Sworn Personnel	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	0 0%	1 100%
Totals	21	11	16	10	1	0	4	63	42 67%	28 44%

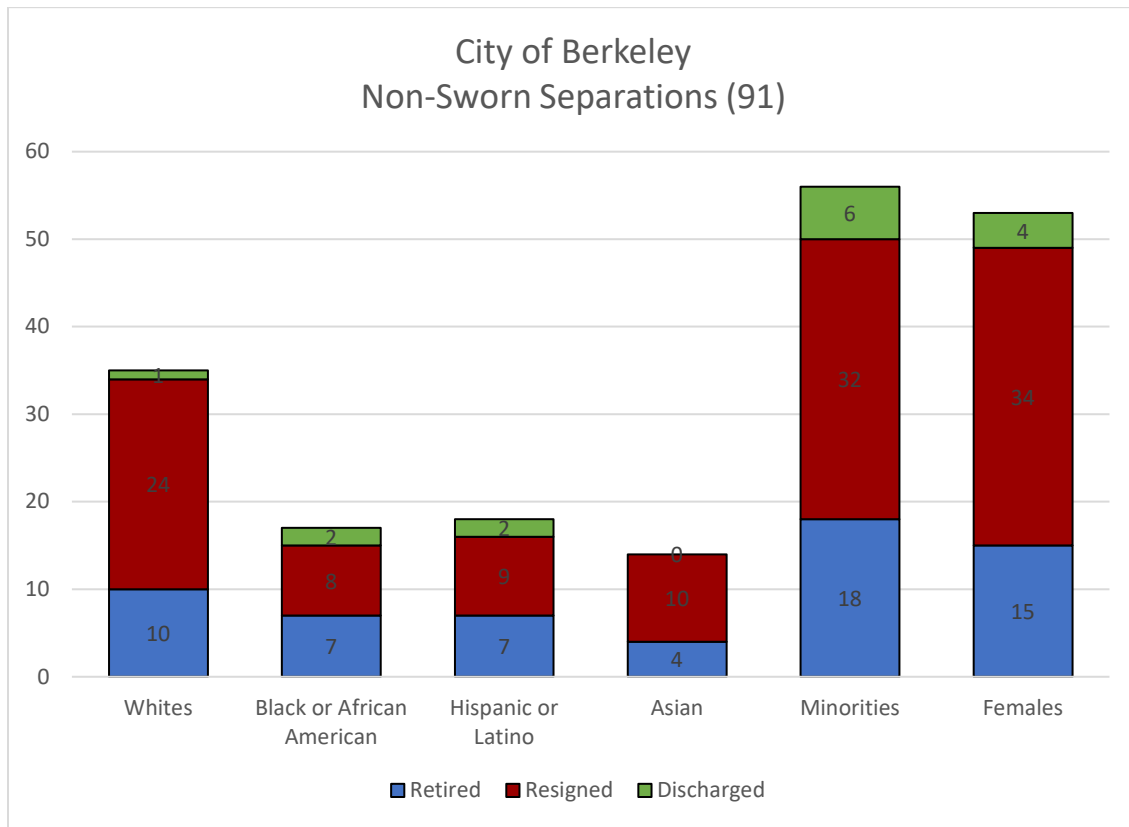
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SEPARATIONS:

A total of 91 non-sworn personnel separated from the City in fiscal year 2020. The record reflects that 56 or 62% of the separations were Minorities, and 18 or 32% of the minority separations were retirements. Female separations revealed similar, though slightly lower, retirement numbers (15) accounting for 28% of the separations within that group as compared to FY 2019

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Figure 10 and 11: City of Berkeley Separations by Categories (Year End FY 2020)



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

Category	Retired	Resigned	Discharged	City Totals
Race and Ethnicity				
Whites	10	24	1	35
Black or African American	7	8	2	17
Hispanic or Latino	7	9	2	18
Asian	4	10	0	14
American Indian or Alaska Native	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
Two or More Races	0	5	2	7
Total	28	56	7	91
Other Protected Categories				
Minorities	18	32	6	56
Females	15	34	4	53

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SEPARATIONS BY OCCUPATIONAL CATEGORIES

The separation data revealed that two or 22% out of nine separations among Officials/Managers and twenty out of 38 or 53% of the separations in the Professional occupational categories were Minorities respectively.

Figure 12: City of Berkeley Separations by Occupational Categories and Race/Ethnicity (Year End FY 2020)

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	7 78%	1 11%	0 0%	0 0%	0 0%	0 0%	1 11%	9		2 22%	6 67%
Professionals	18 47%	6 16%	5 13%	7 18%	0 0%	0 0%	2 5%	38		20 53%	24 63%
Clerical	4 24%	3 18%	4 24%	4 24%	0 0%	0 0%	2 12%	17		13 76%	12 71%
Technicians	4 57%	1 14%	0 0%	2 29%	0 0%	0 0%	0 0%	7		3 43%	4 57%
Skilled Craft	1 50%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	2		1 50%	0 0%
Maintenance	0 0%	4 36%	5 45%	1 9%	0 0%	0 0%	1 9%	11		11 100%	3 27%
Non-Sworn Personnel	1 14%	2 29%	3 43%	0 0%	0 0%	0 0%	1 14%	7		6 86%	4 57%
Totals	35	17	18	14	0	0	7	91		56 62%	53 58%

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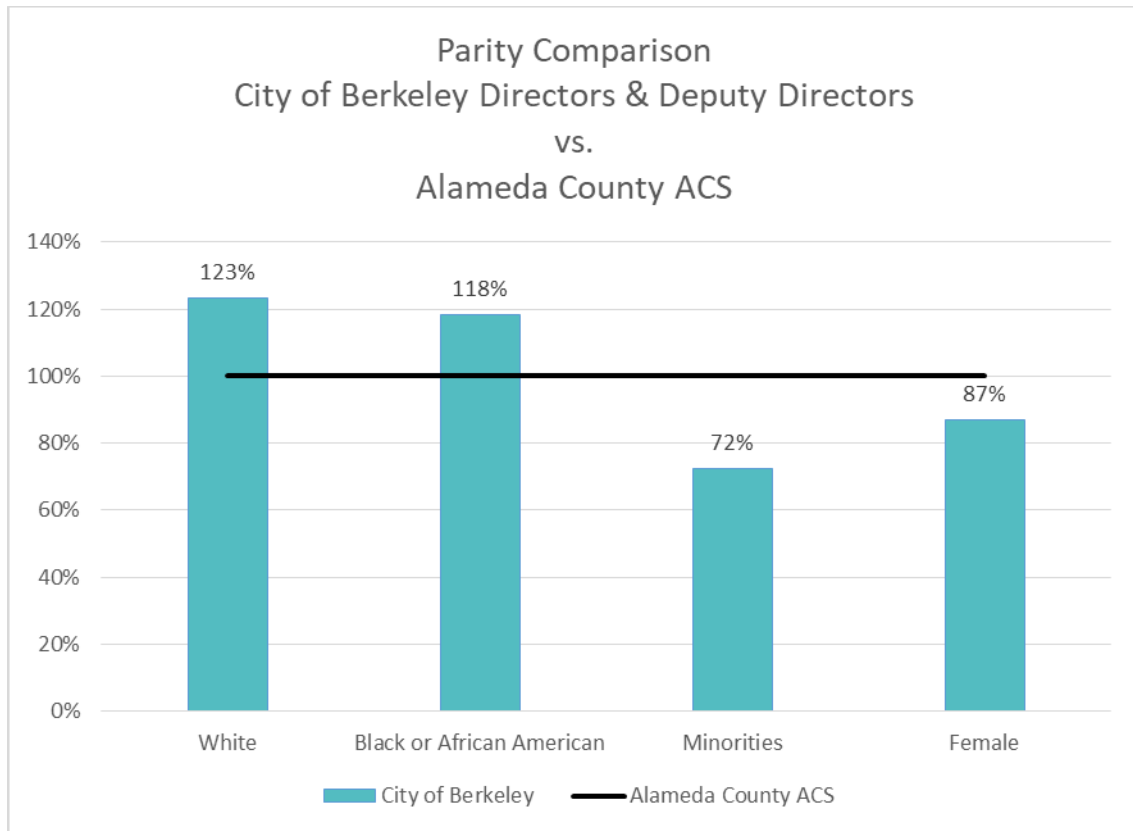
DEPARTMENT DIRECTORS:

A review of the City's Department Director and Deputy Director positions disclosed that African Americans have exceeded 100% parity and Minorities are at 72% parity with the ACS. Hispanic and Asian figures remain below parity.

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

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Figures 13 and 14: City of Berkeley Parity in Director and Deputy Director Positions Compared to Alameda County ACS (Year End FY 2020)



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

Category	# of Directors/ Deputy Directors	% of Directors/ Deputy Directors	% Representation in Alameda County ACS
Race and Ethnicity			
White	13	68.4%	55.5%
Black or African American	2	10.5%	8.9%
Hispanic or Latino	0	0.0%	11.3%
Asian	1	5.3%	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	3	15.8%	2.1%
Total	19	100.0%	99.1%
Other Protected Categories			
Minorities	6	31.6%	43.6%
Female	7	36.8%	42.4%

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MANAGERS AND SUPERVISORS:

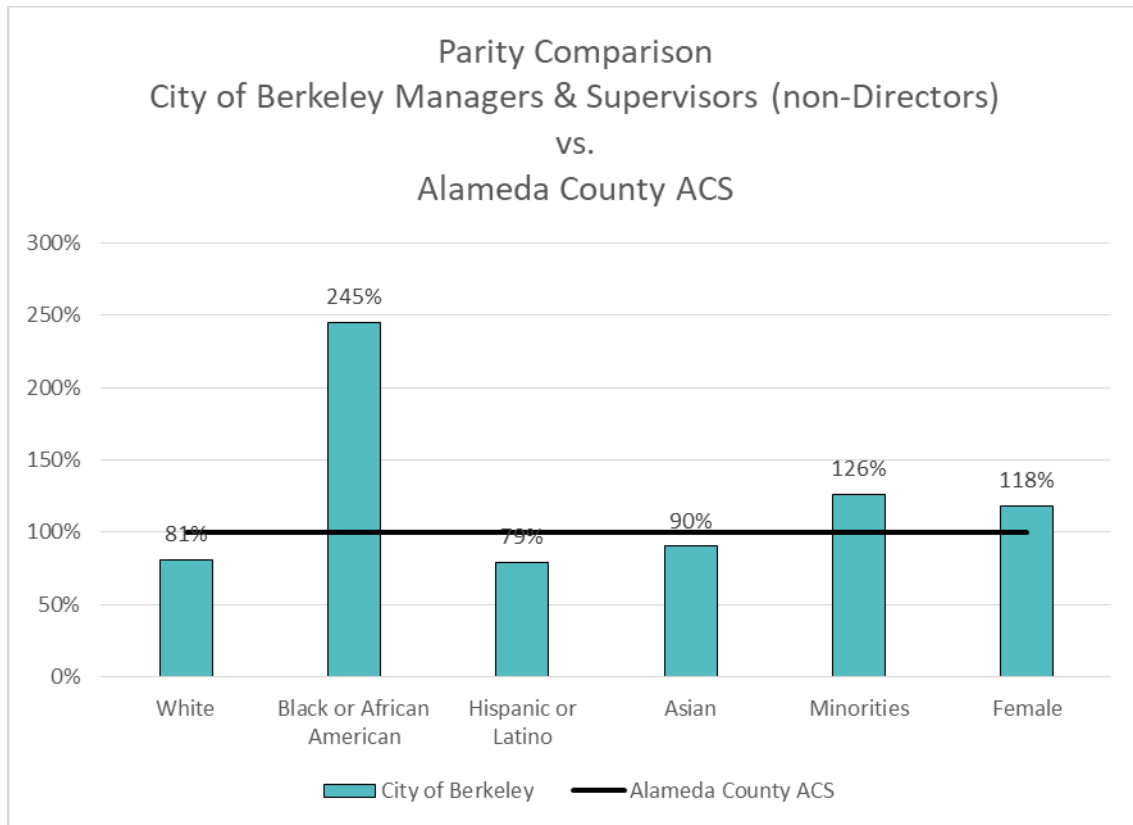
This group is comprised of a large array of positions from every department in the City. The positions consist of Budget Manager, Audit Manager, Economic Development Manager, Senior Systems Analyst, Senior Public Works Supervisor, Library Services Manager, Manager of Aging Services, Public Works Maintenance Supervisor, Health Services Supervisor to name a few. (See Managers and Supervisors Job Titles Listing.)

This group is comprised of 90 managerial classifications (non-sworn) which typically function in a supervisory capacity. More specifically, these classifications are occupied by 156 City personnel. Among Minorities, African Americans have exceeded parity by 145% of their availability in the relevant labor market. During FY 2020, the parity rating for Hispanics was 79% and for Asians it was 90%. This data shows the diversity within the managerial group as Minorities occupy 86 or 56% of these positions which exceeds their availability in the relevant labor market.

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

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Figures 15 and 16: City of Berkeley Parity in Manager and Supervisor (non-Directors) Positions Compared to Alameda County ACS (Year End FY 2020)



**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	70	44.9%	55.5%
Black or African American	34	21.8%	8.9%
Hispanic or Latino	14	9.0%	11.3%
Asian	29	18.6%	20.6%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	2	1.3%	0.5%
Two or More Races	7	4.5%	2.1%
Total	156	100.0%	99.1%
Other Protected Categories			
Minorities	86	55.1%	43.6%
Female	78	50.0%	42.4%

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WORKFORCE 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 279 employees in the Public Works Department. There is minority representation in every department. Twelve of the seventeen departments have a minority workforce that equals or exceeds 50%. (Attachment 1.) The City's African American workforce representation figures exceed the ACS in every occupational category except Females in Service Maintenance and males in Administrative Support and Protective Services. Similarly, Females are present in every occupational category and occupy 45% 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 Health, Housing and Community Services, where there was the largest number of non-sworn personnel hired during this fiscal year, a table displaying the hire totals, percentages and parity ratings is provided along with a summary table of the Department's overall workforce. 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 workforce.

² Elected Officials are not included in this total.

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BERKELEY POLICE DEPARTMENT:

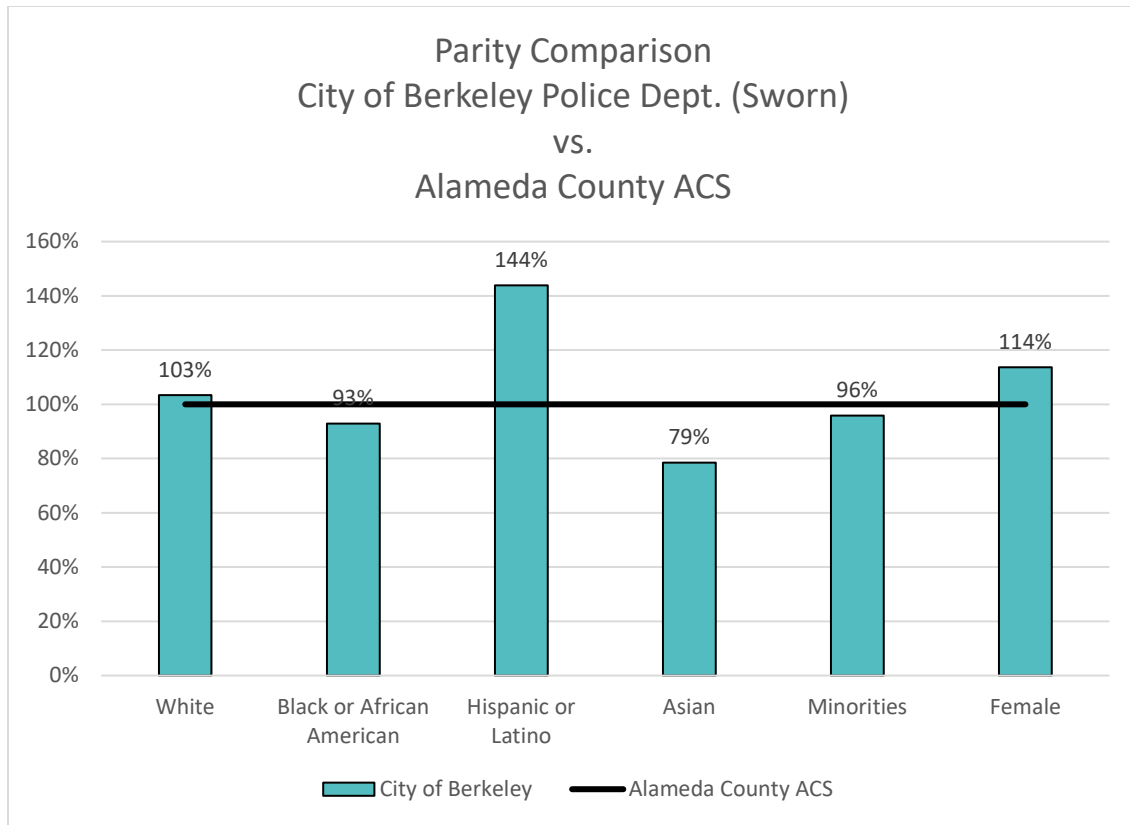
The Police Department continues to expand their recruitment and outreach efforts towards diversifying their workforce. The Police Department had fourteen hires (sworn personnel) in FY 2020. The new hires included 6 Minorities, and two Females.

With the above hires, the Department's workforce had a total of 160 sworn personnel by end of FY 2020. (Attachment 16.) The Hispanic and female workforces have exceeded 100% parity with the Alameda ACS. The remaining workforce representations are hovering around 93% for African Americans, 79% for Asians, and Minorities overall at 96%.

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

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Figures 17 and 18: Police Department Parity Compared to Alameda County ACS (Year End FY 2020)



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

Category	# of Sworn Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	91	56.9%	55.0%
Black or African American	23	14.4%	15.5%
Hispanic or Latino	23	14.4%	10.0%
Asian	18	11.3%	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	5	3.1%	2.0%
Total	160	100.0%	100.0%
Other Protected Categories			
Minorities	69	43.1%	45.0%
Female	26	16.3%	14.3%

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BERKELEY FIRE DEPARTMENT:

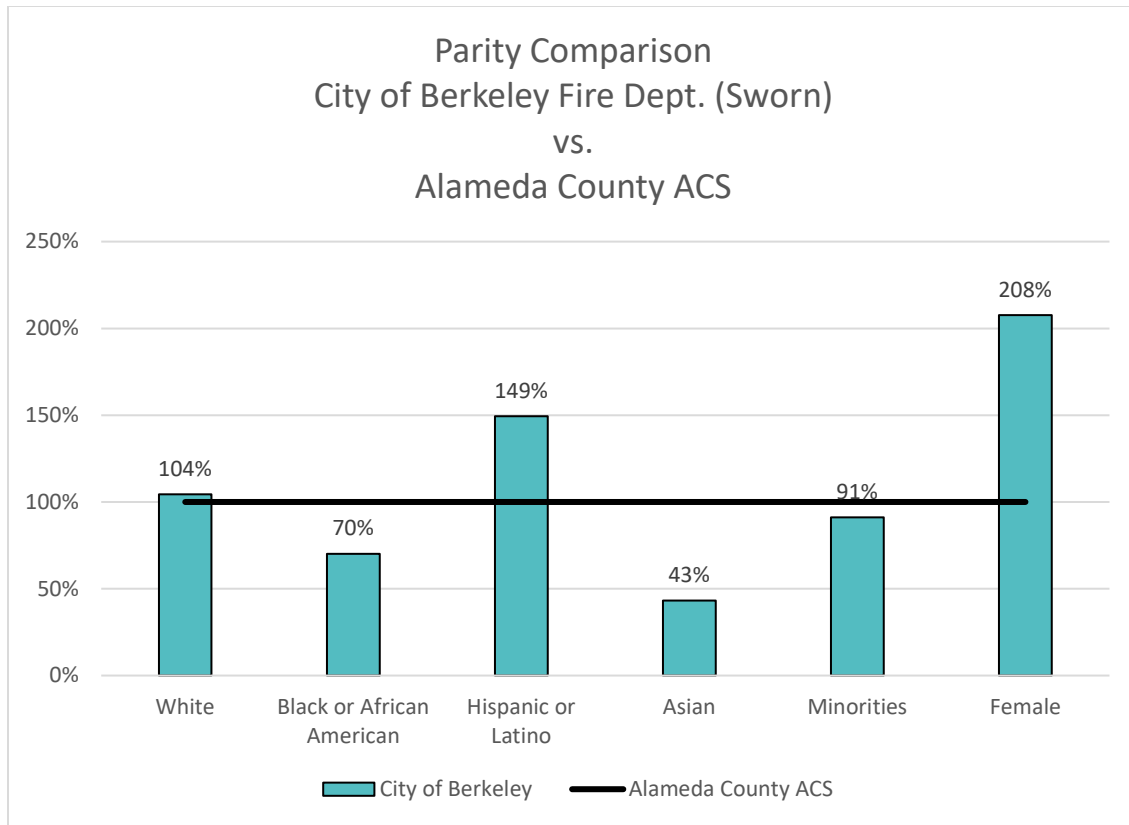
The Department shows a total workforce of 123 sworn personnel in FY 2020. The Fire Department hired three employees during the relevant time period including two Minorities.

The Department has met or exceeded 100% parity for Hispanics and Females. African Americans and Asians are below their availability in the relevant labor market at 70% and 43% respectively. Minorities are at 91% parity. The Fire Department continues to address underrepresentation within its workforce by expanding their outreach efforts. (Attachment 9.)

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

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Figures 19 and 20: Fire Department Parity Compared to Alameda County ACS (Year End FY 2020)



**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	86	69.9%	67.0%
Black or African American	10	8.1%	11.6%
Hispanic or Latino	18	14.6%	9.8%
Asian	5	4.1%	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	2	1.6%	2.2%
Total	123	100.0%	100.0%
Other Protected Categories			
Minorities	37	30.1%	33.0%
Female	12	9.8%	4.7%

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**CITY ATTORNEY'S OFFICE, AUDITOR'S OFFICE, CITY CLERK'S OFFICE,
ECONOMIC DEVELOPMENT, POLICE REVIEW COMMISSION:**

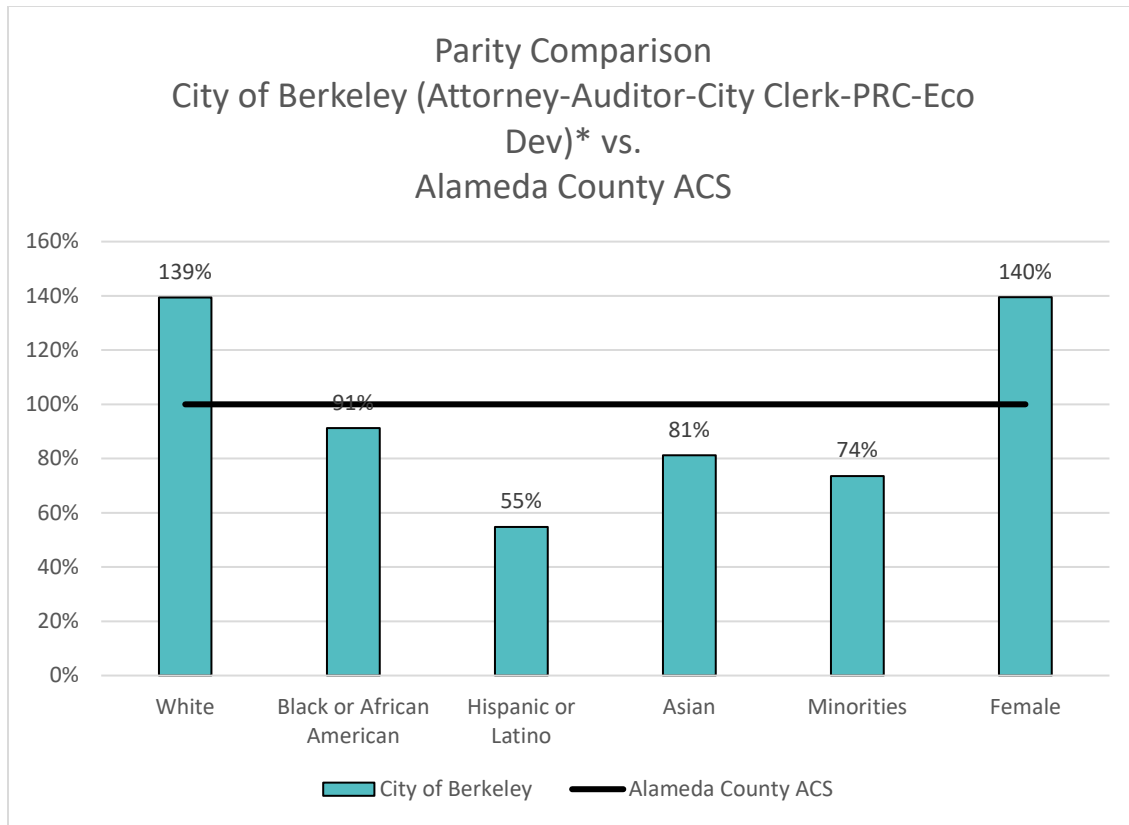
The five departments are combined for review because each department has a small staff consisting of no more than thirteen employees. Separately, any statistical analysis would be considered insignificant.

Collectively, the five departments' workforce reveals that Females' parity figures have exceeded 100%. Asians, Minorities as a group, and African Americans are below parity at 81%, 74%, and 91% respectively; and Hispanics are also below parity. (Attachments 3, 4, 5, 7, and 17.)

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

FY 2020 YEAR END WORKFORCE REPORT

Figures 21 and 22: Various Department/Division Parity Compared to Alameda County ACS (Year End FY 2020)



**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	25	58.1%	41.7%
Black or African American	4	9.3%	10.2%
Hispanic or Latino	5	11.6%	21.2%
Asian	8	18.6%	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	2.3%	1.7%
Total	43	100.0%	98.6%
Other Protected Categories			
Minorities	18	41.9%	56.9%
Female	27	62.8%	45.0%

FY 2020 YEAR END WORKFORCE REPORT

CITY MANAGER'S OFFICE:

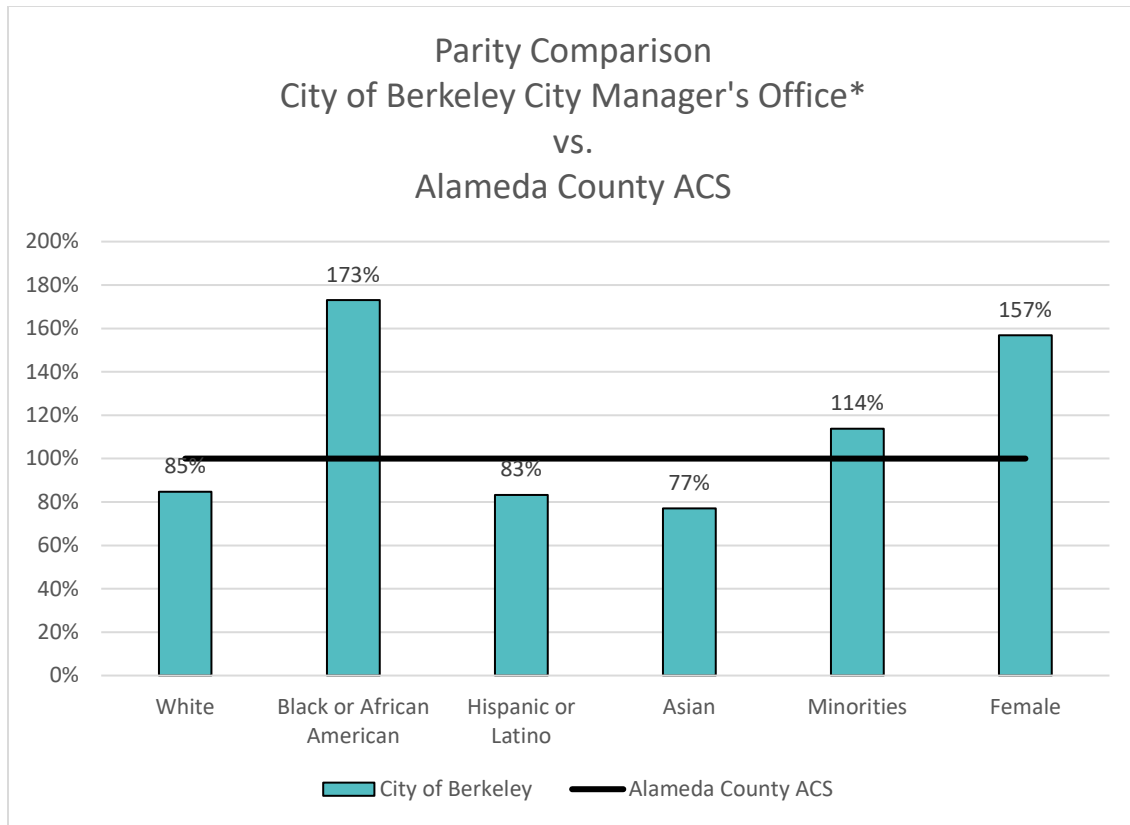
The City Manager's staff is comprised of 34 employees in FY 2020, a decrease of one employee from last fiscal year.

The Department exceeds 100% parity for African Americans, Minorities as a group, and Females. Hispanics and Asians are below parity at 83% and 77% respectively. (Attachment 6.)

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

FY 2020 YEAR END WORKFORCE REPORT

Figures 23 and 24: City Manager’s Office Parity Compared to Alameda County ACS (Year End FY 2020)



**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	12	35.3%	41.7%
Black or African American	6	17.6%	10.2%
Hispanic or Latino	6	17.6%	21.2%
Asian	6	17.6%	22.9%
American Indian or Alaska Native	1	2.9%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	3	8.8%	1.7%
Total	34	100.0%	98.6%
Other Protected Categories			
Minorities	22	64.7%	56.9%
Female	24	70.6%	45.0%

FY 2020 YEAR END WORKFORCE REPORT

FINANCE DEPARTMENT:

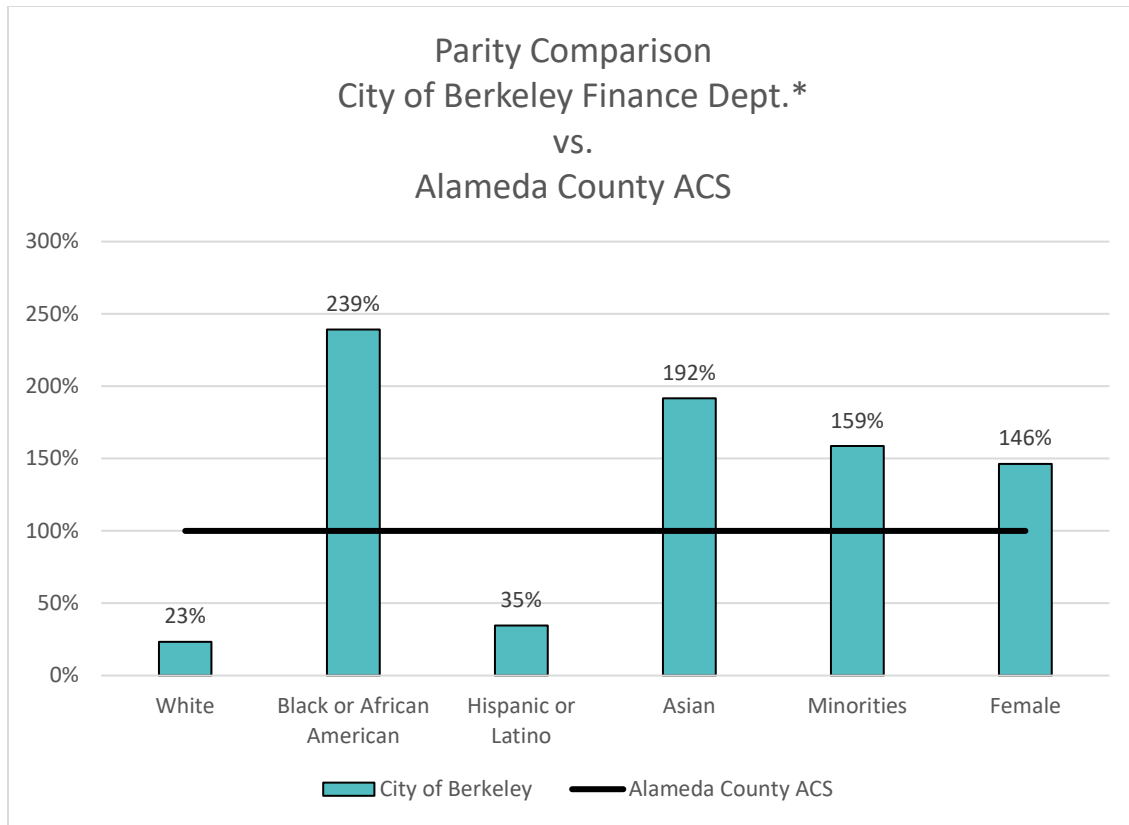
The Finance Department's workforce increased to forty-one (41) employees since last fiscal year.

The Department's workforce has exceeded 100% parity for African Americans, Asians, Minorities as a group, and Females. Their Hispanic parity percentage remains below parity with the ACS. (Attachment 8.)

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

FY 2020 YEAR END WORKFORCE REPORT

Figures 25 and 26: Finance Department Parity Compared to Alameda County ACS (Year End FY 2020)



**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	4	9.8%	41.7%
Black or African American	10	24.4%	10.2%
Hispanic or Latino	3	7.3%	21.2%
Asian	18	43.9%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	1	2.4%	0.7%
Two or More Races	5	12.2%	1.7%
Total	41	100.0%	98.6%
Other Protected Categories			
Minorities	37	90.2%	56.9%
Female	27	65.9%	45.0%

FY 2020 YEAR END WORKFORCE REPORT

HEALTH, HOUSING AND COMMUNITY SERVICES DEPARTMENT:

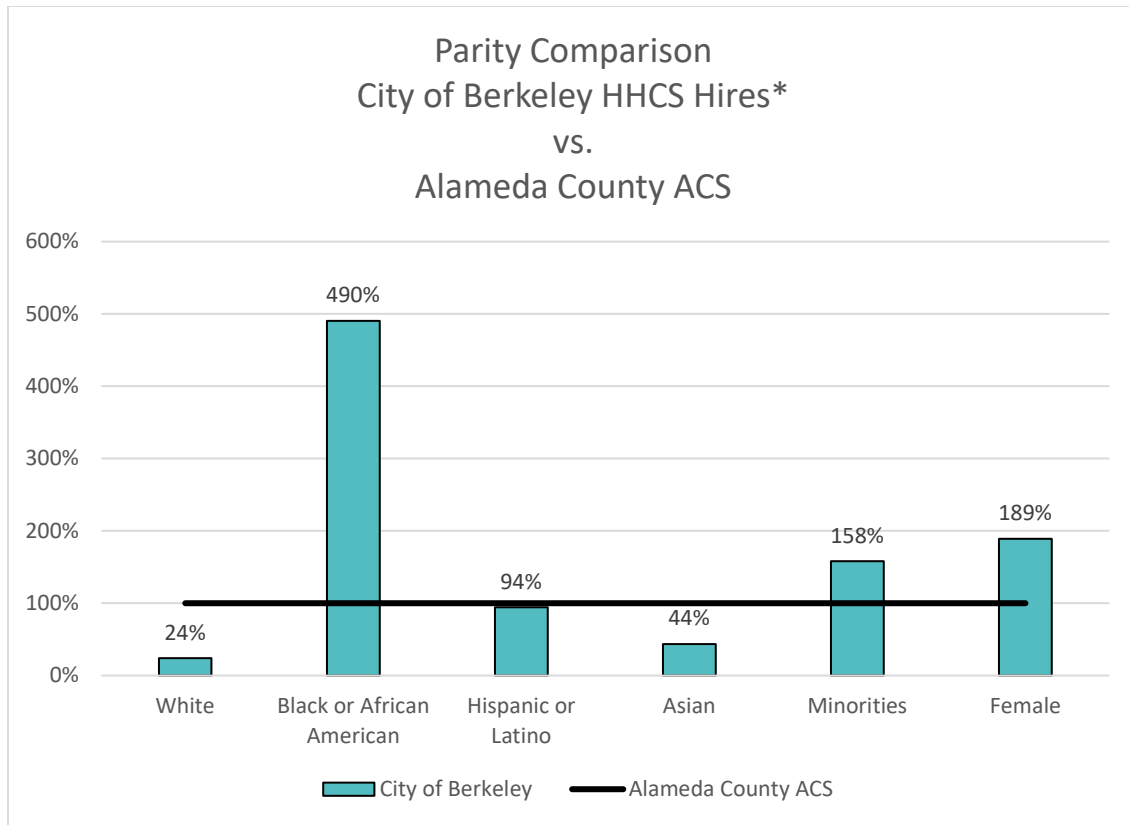
The workforce decreased slightly to 169 employees from last fiscal year. The Department hired twenty employees during this fiscal year 2020. This group of hires included seventeen (17) Females and eighteen (18) Minorities. The figures demonstrate robust hiring of African Americans, Minorities, and Females exceeding parity. (See Figures 27 to 28).

The Department has exceeded 100% parity with the ACS for African Americans, Hispanics, Females, and Minorities. (Attachment 10.)

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

FY 2020 YEAR END WORKFORCE REPORT

Figures 27 and 28: Health, Housing and Community Services Department (HHCS) Hires Parity Compared to Alameda County ACS (Year End FY 2020)

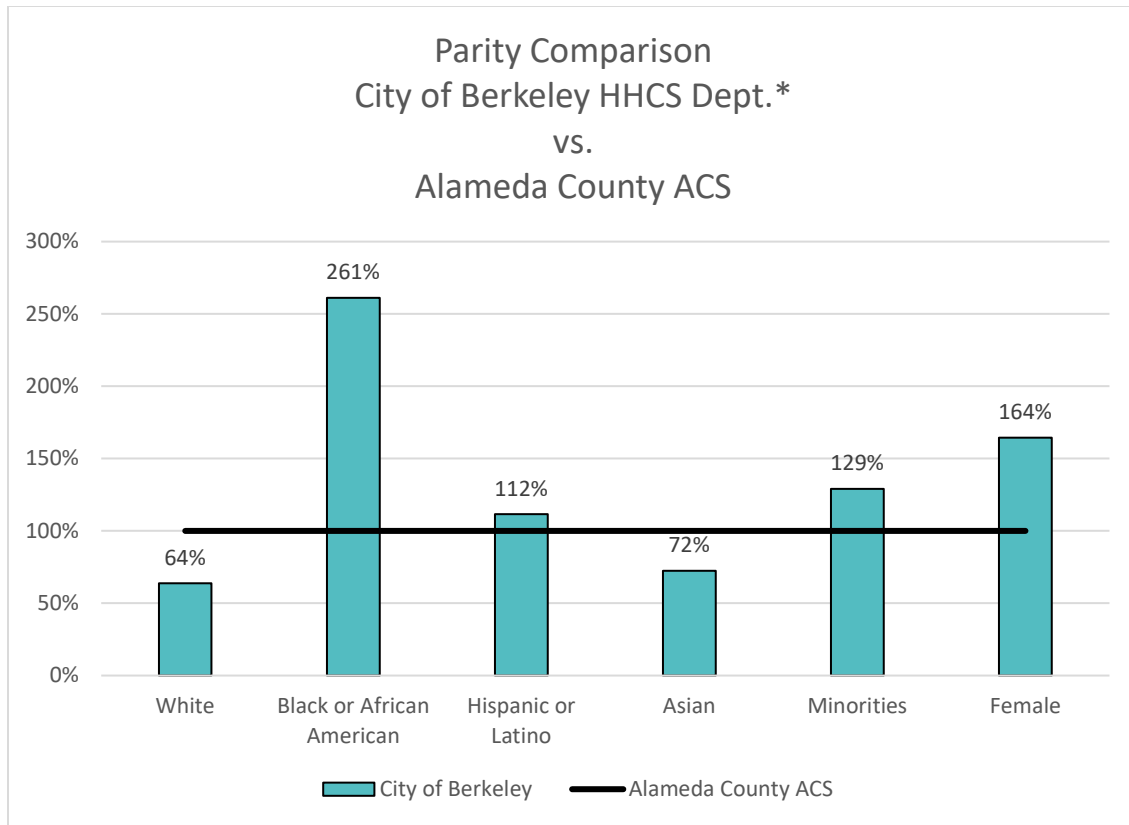


**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Hires	% Hires	% Representation in Alameda County ACS
Race and Ethnicity			
White	2	10.0%	41.7%
Black or African American	10	50.0%	10.2%
Hispanic or Latino	4	20.0%	21.2%
Asian	2	10.0%	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	10.0%	1.7%
Total	20	100.0%	98.6%
Other Protected Categories			
Minorities	18	90.0%	56.9%
Female	17	85.0%	45.0%

FY 2020 YEAR END WORKFORCE REPORT

Figures 29 and 30: Health, Housing and Community Services Department (HHCS) Parity Compared to Alameda County ACS (Year End FY 2020)



**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	45	26.6%	41.7%
Black or African American	45	26.6%	10.2%
Hispanic or Latino	40	23.7%	21.2%
Asian	28	16.6%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	1	0.6%	0.7%
Two or More Races	10	5.9%	1.7%
Total	169	100.0%	98.6%
Other Protected Categories			
Minorities	124	73.4%	56.9%
Female	125	74.0%	45.0%

FY 2020 YEAR END WORKFORCE REPORT

HUMAN RESOURCES DEPARTMENT:

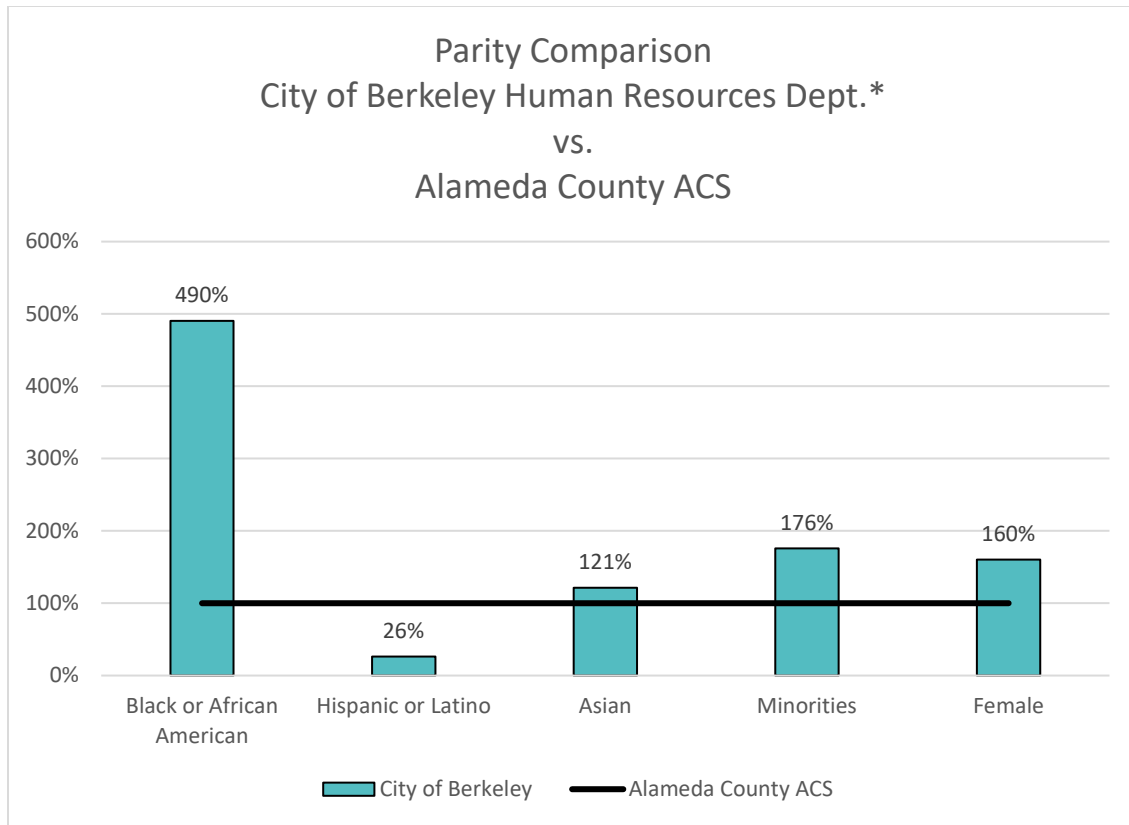
The Human Resources Department is one of the smaller staffs consisting of eighteen (18) employees. There were three new hires during the fiscal year, all of which were Minorities including an African American Employee Relations Manager.

The Department's workforce shows African Americans, Asians, Minorities, and Females exceeding parity for the relevant labor market. (Attachment 11.)

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

FY 2020 YEAR END WORKFORCE REPORT

Figures 31 and 32: Human Resources Department Parity Compared to Alameda County ACS (Year End FY 2020)



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

Category	# of Employees	% in Department	% Representation in Alameda County ACS
Race and Ethnicity			
White	0	0.0%	41.7%
Black or African American	9	50.0%	10.2%
Hispanic or Latino	1	5.6%	21.2%
Asian	5	27.8%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	1	5.6%	0.7%
Two or More Races	2	11.1%	1.7%
Total	18	100.0%	98.6%
Other Protected Categories			
Minorities	18	100.0%	56.9%
Female	13	72.2%	45.0%

FY 2020 YEAR END WORKFORCE REPORT

INFORMATION TECHNOLOGY DEPARTMENT:

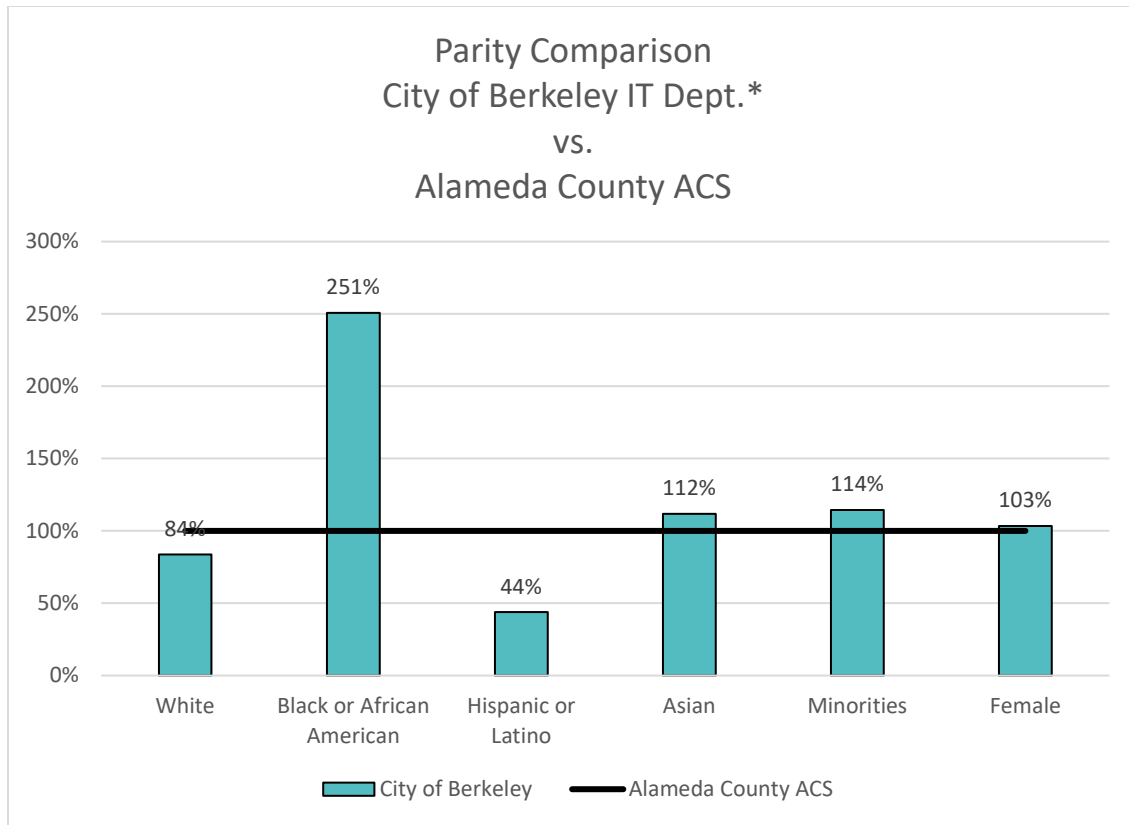
The Department's workforce increased slightly from 41 employees to 43 employees in this fiscal year.

The IT workforce has exceeded 100% parity for African Americans, Minorities as a group, and Females. The number of Asians increased over the previous fiscal year with this group exceeding parity during FY 2020. Hispanics are below parity at 44%. (Attachment 12.)

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

FY 2020 YEAR END WORKFORCE REPORT

Figures 33 and 34: Information Technology Department Parity Compared to Alameda County ACS (Year End FY 2020)



**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	15	34.9%	41.7%
Black or African American	11	25.6%	10.2%
Hispanic or Latino	4	9.3%	21.2%
Asian	11	25.6%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	1	2.3%	0.7%
Two or More Races	1	2.3%	1.7%
Total	43	100.0%	98.6%
Other Protected Categories			
Minorities	28	65.1%	56.9%
Female	20	46.5%	45.0%

FY 2020 YEAR END WORKFORCE REPORT

PARKS, RECREATION & WATERFRONT DEPARTMENT:

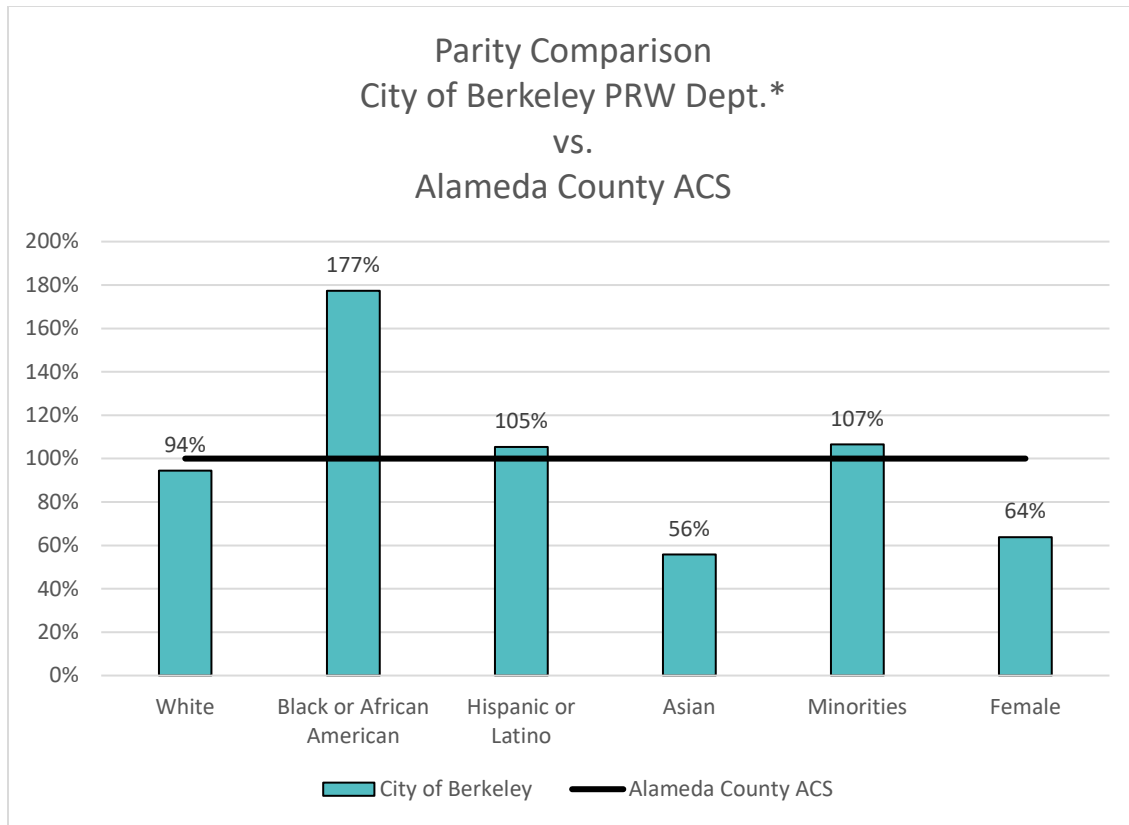
The Parks, Recreation and Waterfront Department's workforce was 94 employees during FY 2020, a slight increase over last fiscal year.

The Department exceeds parity with the ACS for African Americans and Minorities. Hispanics increased over last fiscal year and are now exceeding parity while Females are at 67% of parity. (Attachment 14.)

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

FY 2020 YEAR END WORKFORCE REPORT

Figures 35 and 36: Parks, Recreation and Waterfront Department Parity Compared to Alameda County ACS (Year End FY 2020)



**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	37	39.4%	41.7%
Black or African American	17	18.1%	10.2%
Hispanic or Latino	21	22.3%	21.2%
Asian	12	12.8%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	1	1.1%	0.7%
Two or More Races	6	6.4%	1.7%
Total	94	100.0%	98.6%
Other Protected Categories			
Minorities	57	60.6%	56.9%
Female	27	28.7%	45.0%

FY 2020 YEAR END WORKFORCE REPORT

PLANNING DEPARTMENT:

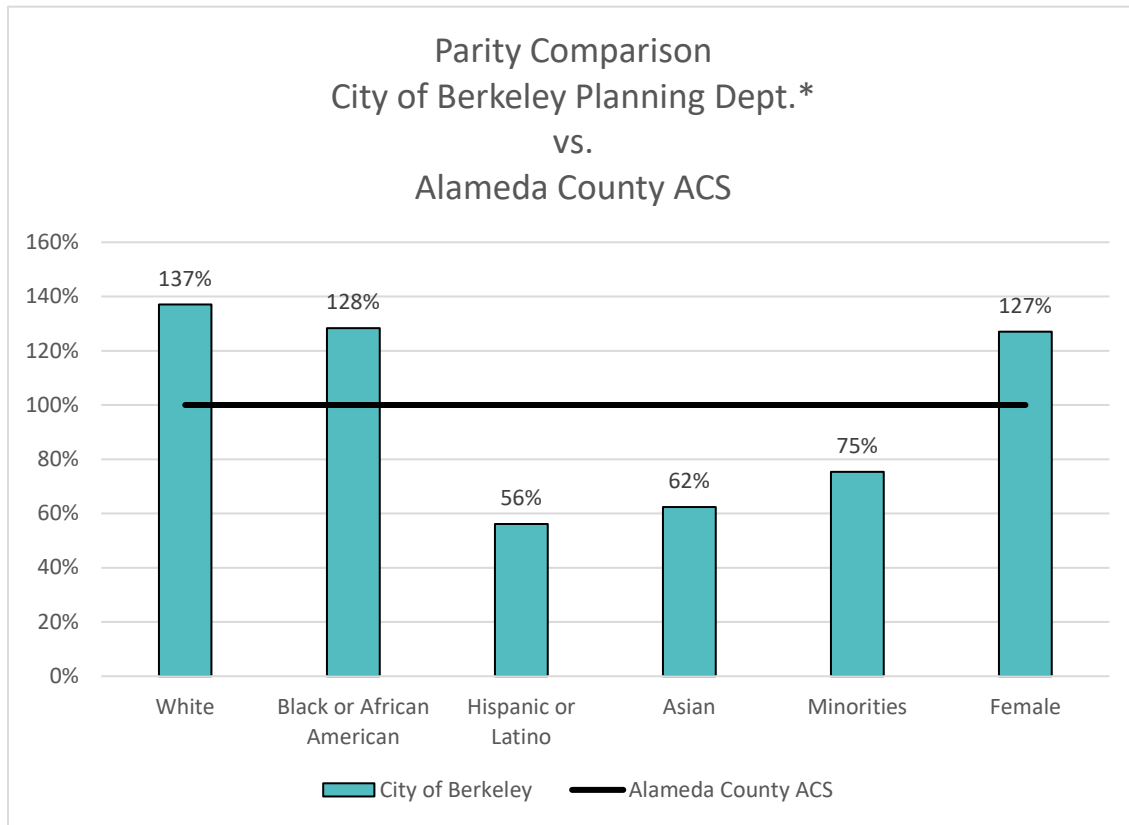
The Department's workforce remained at 84 employees this fiscal year.

The workforce exceeds 100% parity for African Americans and Females. The parity figures for Hispanic and Asian employees remain below parity compared to the relevant labor market at 56% and 62% respectively. Minorities are below parity, but show a higher percentage at 75%. (Attachment 15.)

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

FY 2020 YEAR END WORKFORCE REPORT

Figures 37 and 38: Planning Department Parity Compared to Alameda County ACS (Year End FY 2020)



**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	57.1%	41.7%
Black or African American	11	13.1%	10.2%
Hispanic or Latino	10	11.9%	21.2%
Asian	12	14.3%	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	3	3.6%	1.7%
Total	84	100.0%	98.6%
Other Protected Categories			
Minorities	36	42.9%	56.9%
Female	48	57.1%	45.0%

FY 2020 YEAR END WORKFORCE REPORT

PUBLIC WORKS DEPARTMENT:

The Public Works Department has the largest staff in the City with 279 employees. This is an increase from 270 employees during last fiscal year.

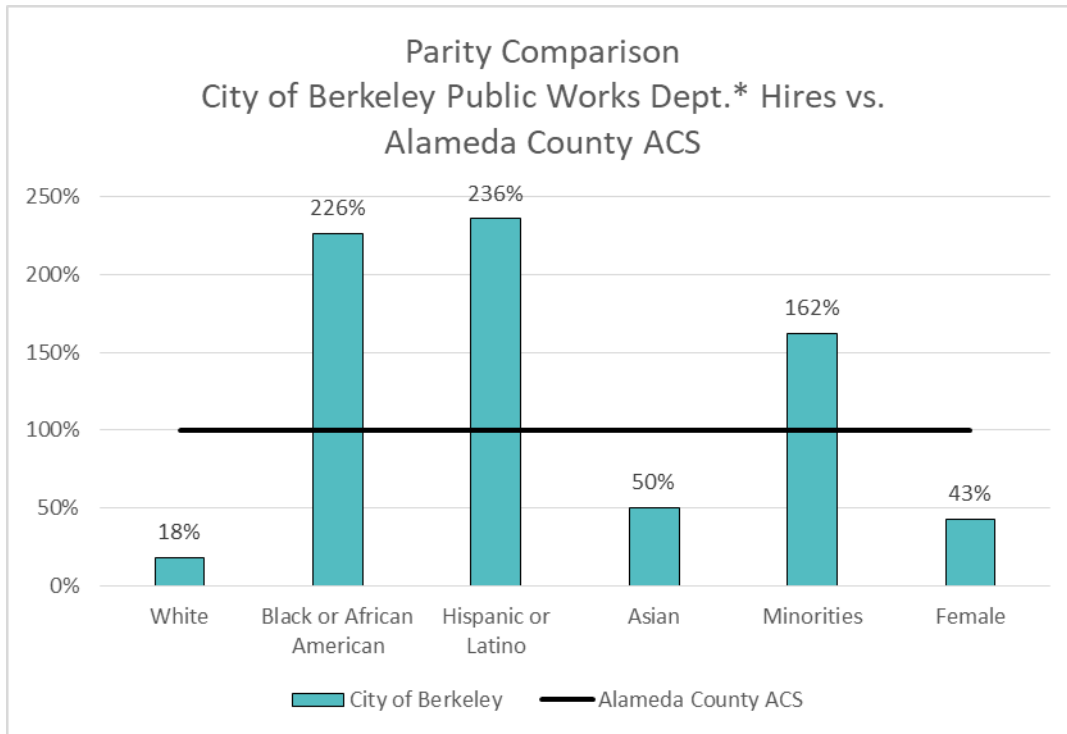
The Department hired twenty-six (26) employees during this fiscal year, twenty-four (24) of which were Minorities. The numbers of African American, Hispanic, and Minorities hired during this fiscal year exceeded parity. There were also eighteen (18) promotions in the Department, which included fourteen (14) Minorities or 78% of all Public Works promotions within the relevant time period. Additionally, the promotions included four Females.

The Department's minority representation is 78%, which exceeds 100% parity with the ACS. African Americans, Hispanics, and Minorities as a whole have exceeded 100% parity with their availability in the ACS. Asians remain below parity at 49%. The Females' below parity figure of 35% is mitigated by the low percentage of Females in labor and maintenance occupations in the relevant labor market, and therefore, is not considered an unfavorable rating under the circumstances. (Attachment 18.)

The following includes data on hires and all employees in the Public Works Department. (See Figures 39 to 42.)

FY 2020 YEAR END WORKFORCE REPORT

Figures 39 and 40: Public Works Department Hires Parity Compared to Alameda County ACS (Year End FY 2020)

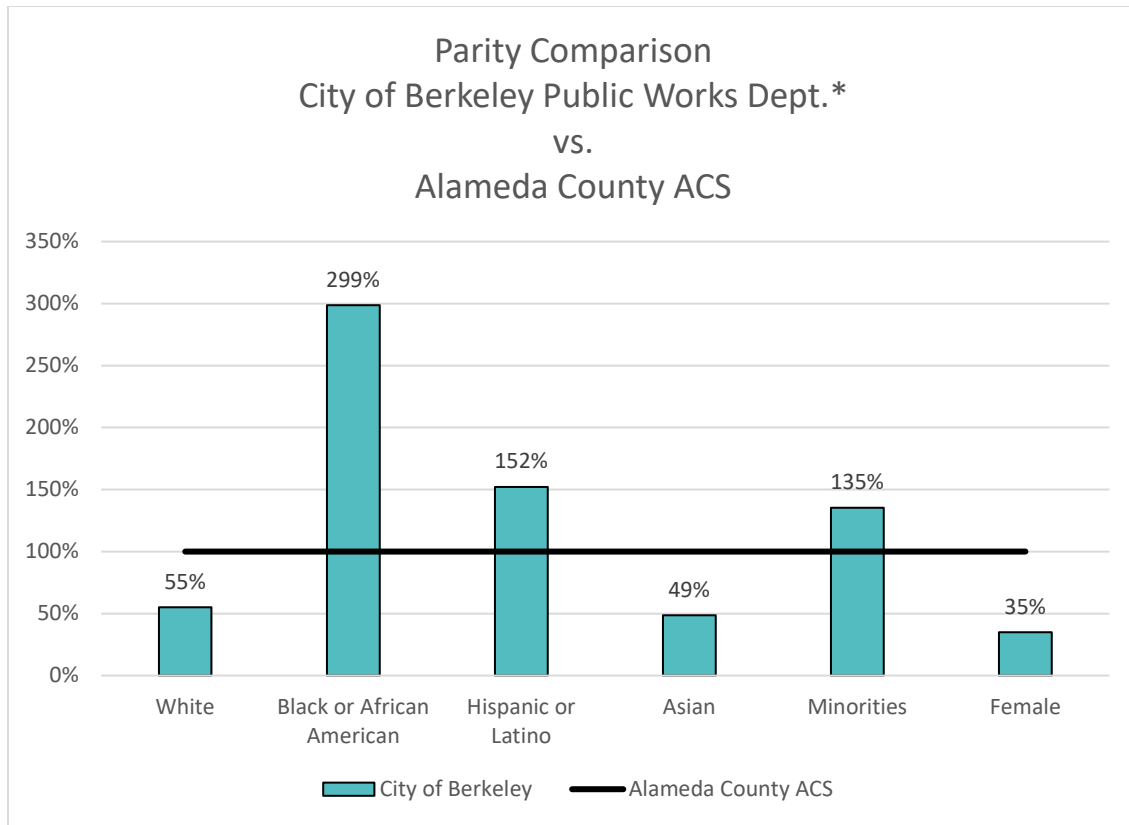


**Certain groups are not displayed on graph due to statistical insignificance.*

Category	# of Hires	% Hires	% Representation in Alameda County ACS
Race and Ethnicity			
White	2	7.7%	41.7%
Black or African American	6	23.1%	10.2%
Hispanic or Latino	13	50.0%	21.2%
Asian	3	11.5%	22.9%
American Indian or Alaska Native	0	0.0%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	2	7.7%	1.7%
Total	26	100.0%	98.6%
Other Protected Categories			
Minorities	24	92.3%	56.9%
Female	5	19.2%	45.0%

FY 2020 YEAR END WORKFORCE REPORT

Figures 41 and 42: Public Works Department Parity Compared to Alameda County ACS (Year End FY 2020)



**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	64	22.9%	41.7%
Black or African American	85	30.5%	10.2%
Hispanic or Latino	90	32.3%	21.2%
Asian	31	11.1%	22.9%
American Indian or Alaska Native	2	0.7%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	7	2.5%	1.7%
Total	279	100.0%	98.6%
Other Protected Categories			
Minorities	215	77.1%	56.9%
Female	44	15.8%	45.0%

FY 2020 YEAR END WORKFORCE REPORT

LIBRARY SERVICES:

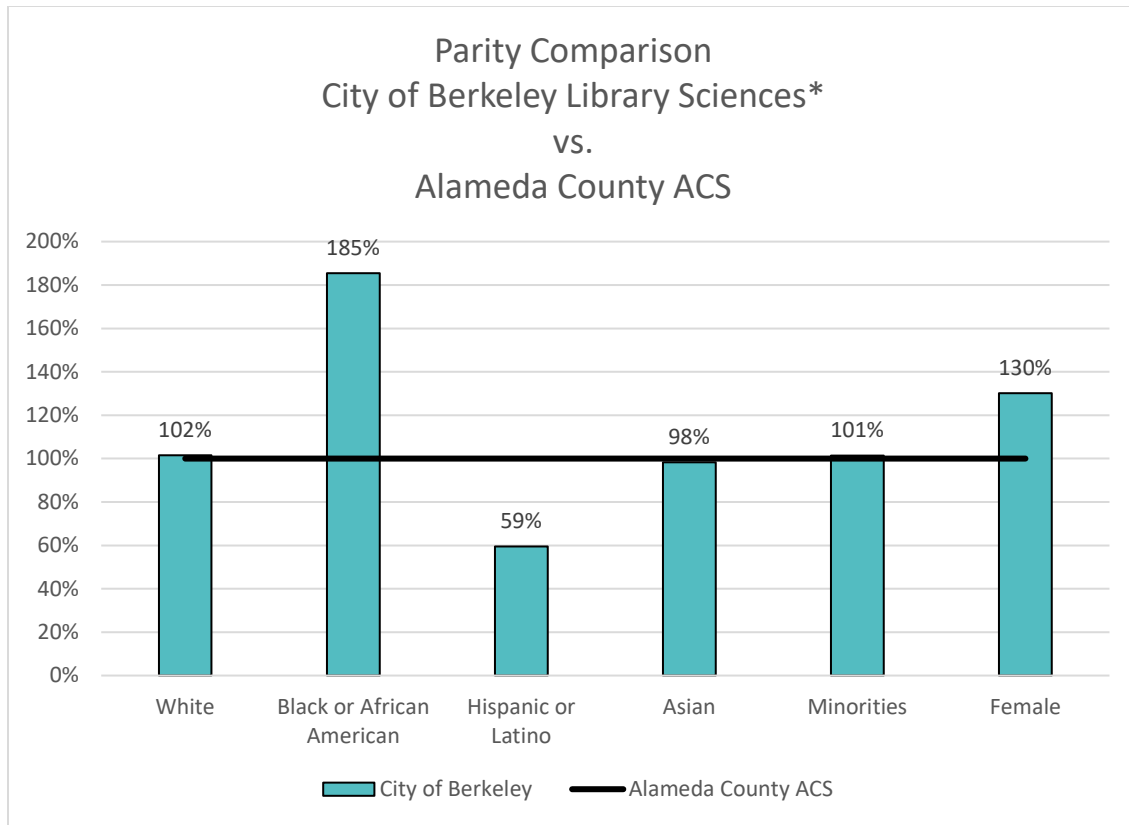
The Library staff decreased to 111 employees from 116 in FY 2020. The Department hired five employees including an African American that was hired in a Professional position.

The staff has exceeded 100% parity for African Americans, Minorities as a group and Females. The Hispanic workforce shows an underrepresentation at 59% parity. Asians are hovering at 98% of party. (Attachment 13.)

The following includes data on all employees in the Library Services Department. (See Figures 43 & 44.)

FY 2020 YEAR END WORKFORCE REPORT

Figures 43 and 44: Library Services Department Parity Compared to Alameda County ACS (Year End FY 2020)



**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	47	42.3%	41.7%
Black or African American	21	18.9%	10.2%
Hispanic or Latino	14	12.6%	21.2%
Asian	25	22.5%	22.9%
American Indian or Alaska Native	1	0.9%	0.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0.7%
Two or More Races	3	2.7%	1.7%
Total	111	100.0%	98.6%
Other Protected Categories			
Minorities	64	57.7%	56.9%
Female	65	58.6%	45.0%

FY 2020 YEAR END WORKFORCE REPORT

RENT BOARD:

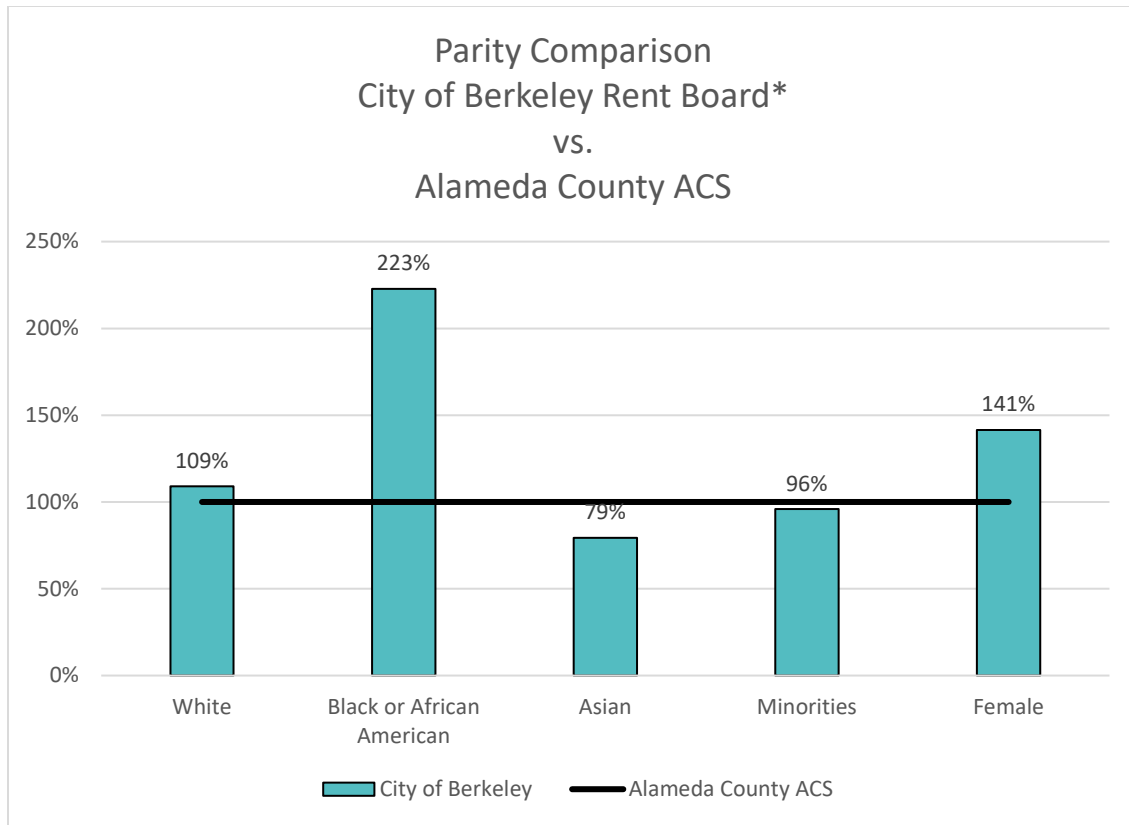
The Rent Board shows a slight increase from 21 to 22 employees during FY 2020.

It has exceeded 100% parity for African Americans and Females. Minorities are close to parity at 96 percent. The Hispanic and Asian workforce is below their availability in the ACS at 43% and 79%, respectively. (Attachment 19.)

The following includes data on all employees in the Rent Board. (See Figures 45 & 46.)

FY 2020 YEAR END WORKFORCE REPORT

Figures 45 and 46: Rent Board Parity Compared to Alameda County ACS (Year End FY 2020)



**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	10	45.5%	41.7%
Black or African American	5	22.7%	10.2%
Hispanic or Latino	2	9.1%	21.2%
Asian	4	18.2%	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	1	4.5%	1.7%
Total	22	100.0%	98.6%
Other Protected Categories			
Minorities	12	54.5%	56.9%
Female	14	63.6%	45.0%

FY 2020 YEAR END WORKFORCE REPORT

If you have any questions regarding the annual workforce report, feel free to contact me at (510) 981-6811.

Approved for distribution:

LaTanya Bellow, Director of Human Resources

Attachments

- Attachment 1: Population of Departments by Ethnicity & Gender (6/30/20)
- Attachment 2: City Workforce by Occupational Categories, Race & Gender (6/30/20)
- Attachments 3-19 Workforce Reports by Departments (6/30/20)
- Attachment 20 EEO Occupational Categories Listing
- Attachment 21 Managers and Supervisors Job Titles Listing included in analysis

cc: Dee Williams-Ridley, City Manager

NOTE: The analysis of the departments' workforces 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 2020 YEAR END WORKFORCE REPORT

ATTACHMENT 1: POPULATION OF DEPARTMENTS BY ETHNICITY & GENDER

DEPARTMENTS	As of JUNE 30, 2020																		
	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	12	5	7	4	4	0	1	0	2	1	0	0	0	0	0	0	0	4	33.3%
CITY AUDITOR *	13	5	8	1	6	0	0	0	0	3	2	0	0	0	0	1	0	6	46.2%
CITY CLERK	9	4	5	3	4	0	0	1	0	0	1	0	0	0	0	0	0	2	22.2%
CITY MANAGER	34	11	23	2	10	1	5	2	4	3	3	0	0	1	0	2	1	22	64.7%
ECONOMIC DEVELOPMENT	6	1	5	0	3	1	1	0	1	0	0	0	0	0	0	0	0	3	50.0%
FINANCE	41	11	30	4	0	1	9	2	1	2	16	1	0	0	0	1	4	37	90.2%
FIRE	143	119	24	80	12	10	3	18	2	6	6	0	0	2	0	3	1	51	35.7%
HEALTH, HOUSING & COMMUNITY SERVICES	169	44	125	19	26	7	38	8	32	7	21	0	1	0	0	3	7	124	73.4%
HUMAN RESOURCES	18	5	13	0	0	2	7	0	1	2	3	0	1	0	0	1	1	18	100.0%
INFORMATION TECHNOLOGY	43	23	20	9	6	4	7	2	2	7	4	0	1	0	0	1	0	28	65.1%
LIBRARY	111	46	65	24	23	10	11	5	9	7	18	0	0	0	1	0	3	64	57.7%
PARKS, RECREATION & WATERFRONT	94	67	27	25	12	11	6	19	2	6	6	1	0	0	0	5	1	57	60.6%
PLANNING	84	36	48	25	23	2	9	6	4	3	9	0	0	0	0	0	3	36	42.9%
POLICE	251	164	87	86	28	31	31	23	13	21	8	0	0	0	0	3	7	137	54.6%
POLICE REVIEW COMMISSION	3	1	2	0	0	1	0	0	1	0	1	0	0	0	0	0	0	3	100%
PUBLIC WORKS	279	236	43	54	10	69	16	81	9	23	8	0	0	2	0	7	0	215	77.1%
RENT BOARD	22	8	14	5	5	2	3	0	2	1	3	0	0	0	0	0	1	12	54.5%
TOTAL	1332	786	546	341	172	152	147	167	85	92	109	2	3	5	1	27	29	819	61.5%
CITY REPRESENTATION		59.0%	41.0%	25.6%	13%	11.4%	11.0%	12.5%	6.4%	6.9%	8.2%	0.2%	0.2%	0.4%	0.1%	2.0%	2.2%		
GROUP REPRESENTATION				39%		22%		19%		15%		0%		0%		4%			

* NOTE: Elected Officials are not included in totals.

Attachment 1

FY 2020 YEAR END WORKFORCE REPORT

ATTACHMENT 2: CITY WORKFORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of JUNE 30, 2020																		
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	1332	786	546	341	172	152	147	167	85	92	109	2	3	5	1	27	29	819
		59.0%	41.0%	25.6%	12.9%	11.4%	11.0%	12.5%	6.4%	6.9%	8.2%	0.2%	0.2%	0.4%	0.1%	2.0%	2.2%	61.5%
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	111	62	49	37	20	6	13	8	4	5	9	1	0	0	0	5	3	54
		55.9%	44.1%	33.3%	18.0%	5.4%	11.7%	7.2%	3.6%	4.5%	8.1%	0.9%	0.0%	0.0%	0.0%	4.5%	2.7%	48.6%
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	307	120	185	51	77	19	30	14	20	30	51	0	2	1	0	5	7	179
		39.1%	60.3%	16.6%	25.1%	6.2%	9.8%	4.6%	6.5%	9.8%	16.6%	0.0%	0.7%	0.3%	0.0%	1.6%	2.3%	58.3%
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	218	48	170	20	25	9	62	9	35	9	35	0	1	0	1	1	11	173
		22.0%	78.0%	9.2%	11.5%	4.1%	28.4%	4.1%	16.1%	4.1%	16.1%	0.0%	0.5%	0.0%	0.5%	0.5%	5.0%	79.4%
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%
TECHNICIANS REPRESENTATION	54	35	19	16	8	3	4	6	3	7	4	0	0	0	0	3	0	30
		64.8%	35.2%	29.6%	14.8%	5.6%	7.4%	11.1%	5.6%	13.0%	7.4%	0.0%	0.0%	0.0%	0.0%	5.6%	0.0%	55.6%
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	84	70	14	28	4	12	6	17	4	10	0	0	0	1	0	2	0	52
		83.3%	16.7%	33.3%	4.8%	14.3%	7.1%	20.2%	4.8%	11.9%	0.0%	0.0%	0.0%	1.2%	0.0%	2.4%	0.0%	61.9%
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	198	175	23	26	3	62	9	73	7	7	3	1	0	1	0	5	1	169
		88.4%	11.6%	13.1%	1.5%	31.3%	4.5%	36.9%	3.5%	3.5%	1.5%	0.5%	0.0%	0.5%	0.0%	2.5%	0.5%	85.4%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25.0%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%
PROTECTIVE SERVICES REPRESENTATION	360	276	84	163	35	41	23	40	12	24	7	0	0	2	0	6	7	162
		76.7%	23.3%	45.3%	9.7%	11.4%	6.4%	11.1%	3.3%	6.7%	1.9%	0.0%	0.0%	0.6%	0.0%	1.7%	1.9%	45.0%
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 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
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	12	5	7	4	4	0	1	0	2	1	0	0	0	0	0	0	0	4
		41.7%	58.3%	33.3%	33.3%	0.0%	8.3%	0.0%	16.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
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	4	2	3	2	0	0	0	0	1	0	0	0	0	0	0	0	1
		66.7%	33.3%	50.0%	33.3%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%
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	5	1	4	1	1	0	1	0	2	0	0	0	0	0	0	0	0	3
		20.0%	80.0%	20.0%	20.0%	0.0%	20.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
CITY AUDITOR'S OFFICE	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	13	5	8	1	6	0	0	0	0	3	2	0	0	0	0	1	0	6
		38.5%	61.5%	7.7%	46.2%	0.0%	0.0%	0.0%	0.0%	23.1%	15.4%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	46.2%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	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	6	2	4	0	3	0	0	0	0	1	1	0	0	0	0	1	0	3
		33.3%	66.7%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	50.0%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	4	1	3	0	2	0	0	0	0	1	1	0	0	0	0	0	0	2
		25.0%	75.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	25.0%	25.0%	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%
TECHNICIANS REPRESENTATION	2	1	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1
		50.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
METRO BAY AREA ACS		54.7%	45.3%	27.4%	17.3%	2.6%	3.1%	6.2%	5.6%	16.1%	17.2%	0.4%	0.4%	0.1%	0.1%	1.2%	1.1%	54.1%

2010 ACS Data

ATTACHMENT 4

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

FY 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
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	4	5	3	4	0	0	1	0	0	1	0	0	0	0	0	0	2
		44.4%	55.6%	33.3%	44.4%	0.0%	0.0%	11.1%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	5	2	3	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
		40.0%	60.0%	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	3	2	1	1	0	0	0	1	0	0	1	0	0	0	0	0	0	2
		66.7%	33.3%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%

2010 ACS Data

ATTACHMENT 5

FY 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
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	34	11	23	2	10	1	5	2	4	3	3	0	0	1	0	2	1	22
		32.4%	67.6%	5.9%	29.4%	2.9%	14.7%	5.9%	11.8%	8.8%	8.8%	0.0%	0.0%	2.9%	0.0%	5.9%	2.9%	64.7%
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	9	4	5	1	2	0	2	1	0	1	0	0	0	0	0	1	1	6
		44.4%	55.6%	11.1%	22.2%	0.0%	22.2%	11.1%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	11.1%	66.7%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	9	2	7	0	4	0	2	0	0	2	1	0	0	0	0	0	0	5
		22.2%	77.8%	0.0%	44.4%	0.0%	22.2%	0.0%	0.0%	22.2%	11.1%	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	5	0	5	0	1	0	1	0	1	0	2	0	0	0	0	0	0	4
		0.0%	100.0%	0.0%	20.0%	0.0%	20.0%	0.0%	20.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
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	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%
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	9	5	4	1	1	1	0	1	3	0	0	0	0	1	0	1	0	7
		55.6%	44.4%	11.1%	11.1%	11.1%	0.0%	11.1%	33.3%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	11.1%	0.0%	77.8%
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 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
ECONOMIC DEVELOPMENT	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	6	1	5	0	3	1	1	0	1	0	0	0	0	0	0	0	0	3
		16.7%	83.3%	0.0%	50.0%	16.7%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	5	1	4	0	3	1	0	0	1	0	0	0	0	0	0	0	0	2
		20.0%	80.0%	0.0%	60.0%	20.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
		0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
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 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
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	41	11	30	4	0	1	9	2	1	2	16	1	0	0	0	1	4	37
		26.8%	73.2%	9.8%	0.0%	2.4%	22.0%	4.9%	2.4%	4.9%	39.0%	2.4%	0.0%	0.0%	0.0%	2.4%	9.8%	90.2%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	5	3	2	1	0	1	0	0	0	0	2	1	0	0	0	0	0	4
		60.0%	40.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	40.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
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	12	3	9	2	0	0	1	0	0	1	7	0	0	0	0	0	1	10
		25.0%	75.0%	16.7%	0.0%	0.0%	8.3%	0.0%	0.0%	8.3%	58.3%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	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	22	5	17	1	0	0	8	2	0	1	6	0	0	0	0	1	3	21
		22.7%	77.3%	4.5%	0.0%	0.0%	36.4%	9.1%	0.0%	4.5%	27.3%	0.0%	0.0%	0.0%	0.0%	4.5%	13.6%	95.5%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	2
		0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
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	123	113	10	79	7	10	0	16	2	4	1	0	0	2	0	2	0	37
ALAMEDA ACS		91.9%	8.1%	64.2%	5.7%	8.1%	0.0%	13.0%	1.6%	3.3%	0.8%	0.0%	0.0%	1.6%	0.0%	1.6%	0.0%	30.1%
CHIEF, DEPUTY CHIEF REPRESENTATION	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
ALAMEDA ACS		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%	0.0%	100.0%
ASSIST-BATTALION CHIEF REPRESENTATION	3	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ALAMEDA ACS		100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CAPTAIN I REPRESENTATION	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ALAMEDA ACS		100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CAPTAIN II REPRESENTATION	29	27	2	20	1	3	0	3	1	0	0	0	0	1	0	0	0	8
ALAMEDA ACS		93.1%	6.9%	69.0%	3.4%	10.3%	0.0%	10.3%	3.4%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%	0.0%	0.0%	27.6%
FIRE & DEPUTY MARSHAL REPRESENTATION	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ALAMEDA ACS		100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
FIRE INSPECTOR REPRESENTATION	2	2	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	2
ALAMEDA ACS		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%	0.0%	50.0%	100.0%
FIREFIIGHTERS REPRESENTATION	80	72	8	50	6	6	0	10	1	3	1	0	0	1	0	2	0	24
ALAMEDA ACS		90.0%	10.0%	62.5%	7.5%	7.5%	0.0%	12.5%	1.3%	3.8%	1.3%	0.0%	0.0%	1.3%	0.0%	2.5%	0.0%	30.0%
PARAMEDIC SUPERVISOR REPRESENTATION	5	5	0	2	0	0	0	2	0	1	0	0	0	0	0	0	0	3
ALAMEDA ACS		100.0%	0.0%	40.0%	0.0%	0.0%	0.0%	40.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%
NON - SWORN REPRESENTATION	20	6	14	1	5	0	3	2	0	2	5	0	0	0	0	1	1	14
ALAMEDA ACS		30.0%	70.0%	5.0%	25.0%	0.0%	15.0%	10.0%	0.0%	10.0%	25.0%	0.0%	0.0%	0.0%	0.0%	5.0%	5.0%	70.0%
		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 2020 YEAR END WORKFORCE REPORT

ATTACHMENT 10: HHCS WORKFORCE BY OCCUPATIONAL CATEGORIES, RACE & GENDER

As of JUNE 30, 2020																		
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	169	44 26.0%	125 74.0%	19 11.2%	26 15.4%	7 4.1%	38 22.5%	8 4.7%	32 18.9%	7 4.1%	21 12.4%	0 0.0%	1 0.6%	0 0.0%	0 0.0%	3 1.8%	7 4.1%	124 73.4%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	21	7 33.3%	14 66.7%	3 14.3%	3 14.3%	1 4.8%	5 23.8%	1 4.8%	3 14.3%	1 4.8%	2 9.5%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 4.8%	1 4.8%	15 71.4%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	94	31 33.0%	63 67.0%	15 16.0%	16 17.0%	4 4.3%	16 17.0%	6 6.4%	14 14.9%	5 5.3%	13 13.8%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.1%	4 4.3%	63 67.0%
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	26	0 0.0%	26 100.0%	0 0.0%	1 3.8%	0 0.0%	9 34.6%	0 0.0%	10 38.5%	0 0.0%	4 15.4%	0 0.0%	1 3.8%	0 0.0%	0 0.0%	0 0.0%	1 3.8%	25 96.2%
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 0.0%	2 100.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	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%
SKILLED CRAFT REPRESENTATION	17	3 17.6%	14 82.4%	0 0.0%	4 23.5%	0 0.0%	6 35.3%	1 5.9%	4 23.5%	1 5.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 5.9%	0 0.0%	13 76.5%
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	9	3 33.3%	6 66.7%	1 11.1%	1 11.1%	2 22.2%	2 22.2%	0 0.0%	0 0.0%	0 0.0%	2 22.2%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 11.1%	7 77.8%
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 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
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	0	2	7	0	1	2	3	0	1	0	0	1	1	18
		27.8%	72.2%	0.0%	0.0%	11.1%	38.9%	0.0%	5.6%	11.1%	16.7%	0.0%	5.6%	0.0%	0.0%	5.6%	5.6%	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	0	0	0	0	0	0	1	1
		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%	100.0%	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	4	7	0	0	2	4	0	0	2	2	0	1	0	0	0	0	11
		36.4%	63.6%	0.0%	0.0%	18.2%	36.4%	0.0%	0.0%	18.2%	18.2%	0.0%	9.1%	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	5	0	5	0	0	0	3	0	1	0	1	0	0	0	0	0	0	5
		0.0%	100.0%	0.0%	0.0%	0.0%	60.0%	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
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	43	23	20	9	6	4	7	2	2	7	4	0	1	0	0	1	0	28
		53.5%	46.5%	20.9%	14.0%	9.3%	16.3%	4.7%	4.7%	16.3%	9.3%	0.0%	2.3%	0.0%	0.0%	2.3%	0.0%	65.1%
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	3	0	1	0	0	1	1	0	0	0	0	1	0	4
		37.5%	62.5%	12.5%	37.5%	0.0%	12.5%	0.0%	0.0%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	50.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	21	17	4	6	1	3	0	2	0	6	2	0	1	0	0	0	0	14
		81.0%	19.0%	28.6%	4.8%	14.3%	0.0%	9.5%	0.0%	28.6%	9.5%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	66.7%
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	11	1	10	1	2	0	5	0	2	0	1	0	0	0	0	0	0	8
		9.1%	90.9%	9.1%	18.2%	0.0%	45.5%	0.0%	18.2%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	72.7%
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	3	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	2
		66.7%	33.3%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0%	0%	0.0%	0.0%	0.0%	0.0%	66.7%
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 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
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	111	46	65	24	23	10	11	5	9	7	18	0	0	0	1	0	3	64
		41.4%	58.6%	21.6%	20.7%	9.0%	9.9%	4.5%	8.1%	6.3%	16.2%	0.0%	0.0%	0.0%	0.9%	0.0%	2.7%	57.7%
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	5	4	1	3	1	0	0	0	0	1	0	0	0	0	0	0	0	1
		80.0%	20.0%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	34	11	23	8	14	3	2	0	0	0	7	0	0	0	0	0	0	12
		32.4%	67.6%	23.5%	41.2%	8.8%	5.9%	0.0%	0.0%	0.0%	20.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	35.3%
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	68	27	41	12	8	6	9	5	9	4	11	0	0	0	1	0	3	48
		39.7%	60.3%	17.6%	11.8%	8.8%	13.2%	7.4%	13.2%	5.9%	16.2%	0.0%	0.0%	0.0%	1.5%	0.0%	4.4%	70.6%
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	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
		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%	0.0%	100.0%
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
		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%	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 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
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	94	67	27	25	12	11	6	19	2	6	6	1	0	0	0	5	1	57
		71.3%	28.7%	26.6%	12.8%	11.7%	6.4%	20.2%	2.1%	6.4%	6.4%	1.1%	0.0%	0.0%	0.0%	5.3%	1.1%	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	16	8	8	5	5	1	1	0	0	0	2	0	0	0	0	2	0	6
		50.0%	50.0%	31.3%	31.3%	6.3%	6.3%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	37.5%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	13	9	4	2	2	2	0	2	0	1	2	0	0	0	0	2	0	9
		69.2%	30.8%	15.4%	15.4%	15.4%	0.0%	15.4%	0.0%	7.7%	15.4%	0.0%	0.0%	0.0%	0.0%	15.4%	0.0%	69.2%
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	9	2	7	0	3	1	2	1	1	0	1	0	0	0	0	0	0	6
		22.2%	100.0%	0.0%	12.5%	0.0%	50.0%	0.0%	12.5%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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%
SKILLED CRAFT REPRESENTATION	21	21	0	9	0	2	0	5	0	4	0	0	0	0	0	1	0	12
		100.0%	0.0%	42.9%	0.0%	9.5%	0.0%	23.8%	0.0%	19.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%	0.0%	57.1%
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	33	27	6	9	1	5	3	11	1	1	1	1	0	0	0	0	0	23
		81.8%	18.2%	27.3%	3.0%	15.2%	9.1%	33.3%	3.0%	3.0%	3.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	69.7%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25.0%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%
PROTECTIVE SERVICES REPRESENTATION	2	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
		0.0%	100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%
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%

FY 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
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	84	36	48	25	23	2	9	6	4	3	9	0	0	0	0	0	3	36
		42.9%	57.1%	29.8%	27.4%	2.4%	10.7%	7.1%	4.8%	3.6%	10.7%	0.0%	0.0%	0.0%	0.0%	0.0%	3.6%	42.9%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	11	8	3	5	1	0	1	2	0	1	1	0	0	0	0	0	0	5
		72.7%	27.3%	45.5%	9.1%	0.0%	9.1%	18.2%	0.0%	9.1%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	45.5%
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	35	7	28	7	20	0	1	0	1	0	4	0	0	0	0	0	2	8
		20.0%	80.0%	20.0%	57.1%	0.0%	2.9%	0.0%	2.9%	0.0%	11.4%	0.0%	0.0%	0.0%	0.0%	0.0%	5.7%	22.9%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	13	5	8	3	0	1	4	0	2	1	1	0	0	0	0	0	1	10
		38.5%	61.5%	23.1%	0.0%	7.7%	30.8%	0.0%	15.4%	7.7%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	76.9%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	25	16	9	10	2	1	3	4	1	1	3	0	0	0	0	0	0	13
		64.0%	36.0%	40.0%	8.0%	4.0%	12.0%	16.0%	4.0%	4.0%	12.0%	0.0%	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 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
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	160	134	26	76	15	19	4	20	3	16	2	0	0	0	0	3	2	69
		83.8%	16.3%	47.5%	9.4%	11.9%	2.5%	12.5%	1.9%	10.0%	1.3%	0.0%	0.0%	0.0%	0.0%	1.9%	1.3%	43.1%
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	3	2	1	1	1	0	0	0	0	1	0	0	0	0	0	0	0	1
		66.7%	33.3%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	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%
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	31	23	8	16	5	3	0	2	1	2	1	0	0	0	0	0	1	10
		74.2%	25.8%	51.6%	16.1%	9.7%	0.0%	6.5%	3.2%	6.5%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%	32.3%
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%
POLICE OFFICERS REPRESENTATION	117	101	16	54	8	15	4	18	2	11	1	0	0	0	0	3	1	55
		86.3%	13.7%	46.2%	6.8%	12.8%	3.4%	15.4%	1.7%	9.4%	0.9%	0.0%	0.0%	0.0%	0.0%	2.6%	0.9%	47.0%
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	91	30	61	10	13	12	27	3	10	5	6	0	0	0	0	0	5	68
		33.0%	67.0%	11.0%	14.3%	13.2%	29.7%	3.3%	11.0%	5.5%	6.6%	0.0%	0.0%	0.0%	0.0%	0.0%	5.5%	75%
ALAMEDA ACS		57.9%	42.1%	19.7%	19.7%	2.0%	10.2%	11.4%	11.0%	19.7%	0.8%	0.0%	0.0%	0.8%	0.0%	2.4%	0.8%	59.1%

2010 ACS Data

ATTACHMENT 16

*Total does not include non-sworn personnel

FY 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
POLICE REVIEW COMMISSION	TOTAL	M	F	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		ASIAN		NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER		AMERICAN INDIAN AND ALASKA NATIVE		TWO OR MORE RACES		MINORITIES
				M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DEPARTMENT REPRESENTATION	3	1	2	0	0	1	0	0	1	0	1	0	0	0	0	0	0	3
		33.3%	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
ALAMEDA ACS		55.0%	45.0%	23.3%	18.4%	4.8%	5.4%	12.9%	8.3%	11.9%	11.0%	0.4%	0.3%	0.1%	0.1%	0.9%	0.8%	56.9%
OFFICIALS/MANAGERS REPRESENTATION	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
		0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
		100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
METRO BAY AREA ACS		49.0%	51.0%	29.2%	29.0%	2.4%	3.0%	3.6%	4.5%	12.3%	12.8%	0.1%	0.1%	0.1%	0.1%	0.8%	0.9%	40.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
		0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%

2010 ACS Data

ATTACHMENT 17

FY 2020 YEAR END WORKFORCE REPORT

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

As of JUNE 30, 2020																		
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	279	236	43	54	10	69	16	81	9	23	8	0	0	2	0	7	0	215
		84.6%	15.4%	19.4%	3.6%	24.7%	5.7%	29.0%	3.2%	8.2%	2.9%	0.0%	0.0%	0.7%	0.0%	2.5%	0.0%	77.1%
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	19	2	12	1	3	1	4	0	0	0	0	0	0	0	0	0	8
		90.5%	9.5%	57.1%	4.8%	14.3%	4.8%	19.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	38.1%
CALIFORNIA ACS		59.1%	40.9%	37.9%	23.7%	2.1%	2.5%	9.6%	7.4%	8.1%	6.2%	0.1%	0.2%	0.2%	0.2%	0.6%	0.6%	37.8%
PROFESSIONALS REPRESENTATION	38	21	17	4	4	2	2	4	3	9	8	0	0	1	0	1	0	30
		55.3%	44.7%	10.5%	10.5%	5.3%	5.3%	10.5%	7.9%	23.7%	21.1%	0.0%	0.0%	2.6%	0.0%	2.6%	0.0%	78.9%
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	0	16	0	4	0	9	0	3	0	0	0	0	0	0	0	0	12
		0.0%	100.0%	0.0%	25.0%	0.0%	56.3%	0.0%	18.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%
ALAMEDA ACS		40.5%	59.5%	17.5%	23.4%	4.2%	8.1%	7.4%	11.7%	9.9%	13.4%	0.4%	0.6%	0.1%	0.2%	0.6%	1.2%	57.8%
TECHNICIANS REPRESENTATION	15	14	1	5	1	1	0	1	0	5	0	0	0	0	0	2	0	9
		93.3%	6.7%	33.3%	6.7%	6.7%	0.0%	6.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	13.3%	0.0%	60.0%
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	45	45	0	19	0	10	0	11	0	4	0	0	0	1	0	0	0	26
		100.0%	0.0%	42.2%	0.0%	22.2%	0.0%	24.4%	0.0%	8.9%	0.0%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	57.8%
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	144	137	7	14	0	53	4	61	3	5	0	0	0	0	0	4	0	130
		95.1%	4.9%	9.7%	0.0%	36.8%	2.8%	42.4%	2.1%	3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	2.8%	0.0%	90.3%
ALAMEDA ACS		59.3%	40.7%	14.2%	10.1%	6.4%	5.3%	25.0%	12.9%	11.6%	10.8%	0.7%	0.3%	0.2%	0.2%	0.8%	0.7%	74.9%

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

As of JUNE 30, 2020																		
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	8	14	5	5	2	3	0	2	1	3	0	0	0	0	0	1	12
ALAMEDA ACS		36.4%	63.6%	22.7%	22.7%	9.1%	13.6%	0.0%	9.1%	4.5%	13.6%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%	54.5%
OFFICIALS/MANAGERS REPRESENTATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CALIFORNIA ACS		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS REPRESENTATION	15	6	9	4	4	1	1	0	1	1	3	0	0	0	0	0	0	7
METRO BAY AREA ACS		40.0%	60.0%	26.7%	26.7%	6.7%	6.7%	0.0%	6.7%	6.7%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	46.7%
ADMINISTRATIVE SUPPORT REPRESENTATION	7	2	5	1	1	1	2	0	1	0	0	0	0	0	0	0	1	5
ALAMEDA ACS		28.6%	71.4%	14.3%	14.3%	14.3%	28.6%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	71.4%
		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 2020 YEAR END WORKFORCE 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.

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MANAGERS AND SUPERVISORS JOB TITLES LISTING

1. Accounting Manager
2. Administration & Fiscal Services Manager
3. Animal Services Manager
4. Assistant Building & Safety Manager
5. Assistant 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

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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

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- 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