



Corrective Action and Discipline by Race/Ethnicity and Gender for FY19-20

Last Updated on 10/16/20, 10:00 am





Total Corrective Actions and Disciplines by Department

Dept.	Corrective Actions / Disciplines	Employees	Rate
AIR	36	1,499	2.40%
HSA	69	2,035	3.39%
DPH	50	6,308	0.79%
DPW	68	981	6.93%
PUC	21	1,796	1.17%
Citywide	457	20,023	2.28%

- Corrective Actions: Number of probationary extensions, probationary releases and performance improvement plans among non-Peace Officer employees that occurred between 7/1/19 through 6/30/20
- Disciplines: Number of written warnings, suspensions and dismissals of permanent employees among non-Peace Officer employees that occurred between 7/1/19 through 6/30/20
- Employees: Number of active, PCS, non-Peace Officer employees as of 7/1/20
- Citywide: Excludes MTA



Citywide Corrective Action & Discipline by Race/Ethnicity and Gender FY 18-19 vs FY 19-20

Race/Ethnicity and Gender	Employees			Corrective Actions & Discipline		
	FY 18-19	FY 19-20	Change	FY 18-19	FY 19-20	Change
Am. Ind.	0.41%	0.39%	-0.02%	0.34%	1.09%	0.75%
Asian	29.65%	29.97%	0.32%	17.29%	21.23%	3.94%
Black	11.43%	11.70%	0.27%	25.08%	21.44%	(3.64%)
Filipino	13.72%	13.69%	-0.03%	7.80%	7.66%	(0.14%)
Hispanic	15.20%	15.34%	0.14%	21.69%	20.13%	(1.56%)
Multiracial	0.59%	0.71%	0.12%	1.02%	1.97%	0.95%
White	29.01%	28.20%	-0.81%	26.78%	26.48%	(0.30%)
Female	50.43%	50.62%	0.19%	38.98%	37.64%	(1.34%)
Male	49.57%	49.38%	-0.19%	61.02%	62.36%	1.34%

- Analysis includes active, PCS, non-Peace Officer, non-MTA employees
- Employees: Percentage of Employees by Race / Ethnicity and Gender
- Corrective Actions & Discipline: Percentage of Corrective Actions & Disciplines by Race / Ethnicity / Gender



Race/Ethnicity and Gender as a Percent of All Employees by Department

Dept.	Type	Am. Ind.	Asian	Black	Filipino	Hispanic	Multiracial	White	Female	Male
AIR	Employees	0.60%	39.03%	7.00%	14.41%	13.68%	1.07%	24.22%	37.83%	62.17%
	CA / D	0.00%	22.22%	19.44%	13.89%	5.56%	2.78%	36.11%	19.44%	80.56%
HSA	Employees	0.29%	34.89%	14.00%	10.91%	21.28%	0.69%	17.94%	68.60%	31.40%
	CA / D	0.00%	27.54%	27.54%	7.25%	26.09%	1.45%	10.14%	69.57%	30.43%
DPH	Employees	0.33%	28.58%	12.46%	22.81%	14.89%	0.65%	20.28%	69.75%	30.25%
	CA / D	0.00%	14.00%	22.00%	16.00%	28.00%	2.00%	18.00%	46.00%	54.00%
DPW	Employees	0.82%	30.78%	17.43%	7.24%	16.00%	0.31%	27.42%	25.79%	74.21%
	CA / D	1.47%	8.82%	32.35%	0.00%	33.82%	0.00%	23.53%	16.18%	83.82%
PUC	Employees	0.22%	25.78%	7.85%	8.24%	12.81%	0.17%	44.93%	27.78%	72.22%
	CA / D	0.00%	33.33%	4.76%	4.76%	14.29%	0.00%	42.86%	23.81%	76.19%
Citywide	Employees	0.39%	29.97%	11.70%	13.69%	15.34%	0.71%	28.20%	50.62%	49.38%
	CA / D	1.09%	21.23%	21.44%	7.66%	20.13%	1.97%	26.48%	37.64%	62.36%

: CA/D % > Employee %
: CA/D % < Employee %

- Employees: Percentage of Employees by Race / Ethnicity and Gender
- CA / D: Percentage of Corrective Actions / Disciplines by Race / Ethnicity and Gender



Race/Ethnicity and Gender as a Percent of Each Corrective Action / Disciplinary Type

Type	Am. Ind.	Asian	Black	Filipino	Hispanic	Multiracial	White	Female	Male
Prob. Extension	0.00%	34.04%	8.51%	12.77%	14.89%	4.26%	25.53%	59.57%	40.43%
Prob. Release	0.00%	18.37%	17.35%	10.20%	22.45%	7.14%	24.49%	51.02%	48.98%
Perf. Imp. Plan	0.00%	20.00%	42.86%	2.86%	17.14%	0.00%	17.14%	51.43%	48.57%
Written Warning	1.54%	18.46%	23.85%	6.92%	20.77%	0.00%	28.46%	32.31%	67.69%
Suspension	2.26%	23.31%	21.80%	5.26%	21.05%	0.00%	26.32%	24.81%	75.19%
Dismissal	0.00%	7.14%	14.29%	14.29%	14.29%	0.00%	50.00%	7.14%	92.86%
Corr. Actions / Disciplines	1.09%	21.23%	21.44%	7.66%	20.13%	1.97%	26.48%	37.64%	62.36%
Employees	0.39%	29.97%	11.70%	13.69%	15.34%	0.71%	28.20%	50.62%	49.38%

 : CA/D % > Employee %
 : CA/D % < Employee %

- Analysis includes active, PCS, non-Peace Officer, non-MTA employees
- Total of 13 non-MTA disciplinary cases that resulted in dismissal from 7/1/19 – 6/30/20



Citywide Corrective Actions and Disciplines by Race/Ethnicity and Gender, Count and Percent

Group	Employees (#)	Employees (%)	CA / Ds (#)	CA / Ds (%)	Dismissals (#)	Dismissals (%)
Am. Ind.	78	0.39%	5	1.09%	0	0.00%
Asian	6,001	29.97%	97	21.23%	1	7.14%
Black	2,343	11.70%	98	21.44%	2	14.29%
Filipino	2,742	13.69%	35	7.66%	2	14.29%
Hispanic	3,071	15.34%	92	20.13%	2	14.29%
Multiracial	142	0.71%	9	1.97%	0	0.00%
White	5,646	28.20%	121	26.48%	7	50.00%
Female	10,136	50.62%	172	37.64%	1	7.14%
Male	9,887	49.38%	285	62.36%	13	92.86%
Total	20,023	-	457	-	14	-

- Employees: Number of active, PCS, non-Peace Officer, non-MTA employees as of 7/1/20
- Dismissals: Number of dismissals of permanent non-Peace Officer, non-MTA employees that occurred between 7/1/19 through 6/30/20