



# Corrective Action and Discipline by Race/Ethnicity and Gender for FY20-21

*Last Updated on 10/15/21*





# Issuance of Discipline

- Employment Provisions in the Charter of the City and County of San Francisco (Appendix A8.341 and A8.342) govern the issuance of discipline.
- The City charter delegates authority to issue disciplinary action to employees appointing officers.

\*San Francisco Charter Appendix A: Employment Provisions  
[https://codelibrary.amlegal.com/codes/san\\_francisco/latest/sf\\_charter/0-0-0-1804](https://codelibrary.amlegal.com/codes/san_francisco/latest/sf_charter/0-0-0-1804)



## Total Corrective Actions and Disciplines by Department

Dept.	Corrective Actions / Disciplines	Employees	Rate
AIR	28	1,432	1.96%
HSA	49	2,020	2.43%
DPH	58	6,321	0.92%
DPW	70	960	7.29%
PUC	31	1,746	1.78%
<b>Citywide</b>	<b>409</b>	<b>19,734</b>	<b>2.07%</b>

- **Corrective Actions:** Number of probationary extensions, probationary releases and performance improvement plans among non-Peace Officer employees that occurred between 7/1/20 through 6/30/21
- **Disciplines:** Number of written warnings, suspensions and dismissals of permanent employees among non-Peace Officer employees that occurred between 7/1/20 through 6/30/21
- **Employees:** Number of active, PCS, non-Peace Officer employees as of 7/1/21
- **Citywide:** Excludes MTA



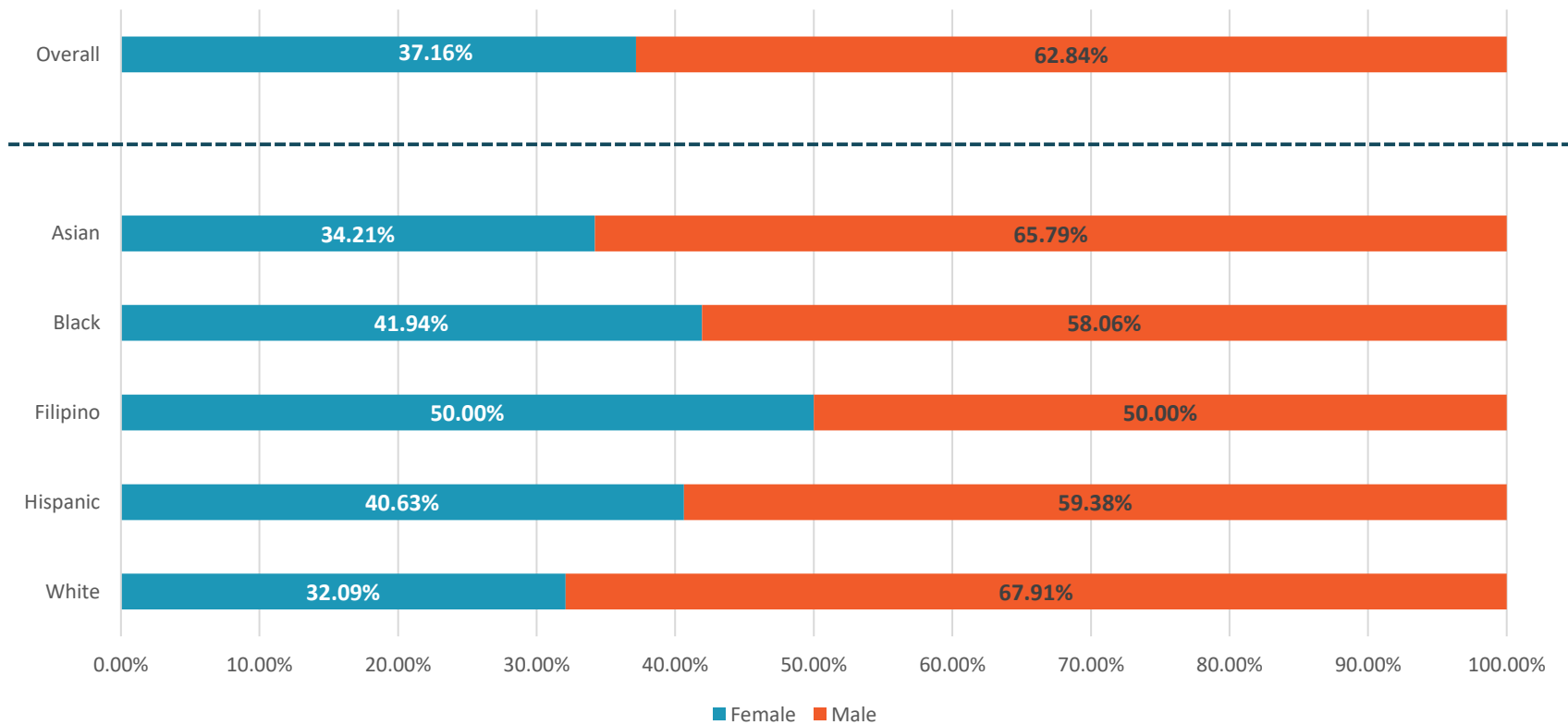
# Citywide Corrective Action & Discipline by Race/Ethnicity and Gender FY 19-20 vs FY 20-21

Race/Ethnicity and Gender	Employees			Corrective Actions & Disciplines		
	FY 19-20	FY 20-21	Change	FY 19-20	FY 20-21	Change
Am. Ind.	0.39% ( 78 )	0.41% ( 80 )	0.02% ( 2 )	1.08% ( 5 )	1.22% ( 5 )	0.14% ( - )
Asian	29.97% ( 6,001 )	30.41% ( 6,001 )	0.44% ( - )	21.43% ( 99 )	18.58% ( 76 )	-2.85% ( -23 )
Black	11.70% ( 2,343 )	11.78% ( 2,324 )	0.08% ( -19 )	21.43% ( 99 )	22.74% ( 93 )	1.31% ( -6 )
Filipino	13.69% ( 2,742 )	13.57% ( 2,677 )	-0.13% ( -65 )	7.58% ( 35 )	7.82% ( 32 )	0.24% ( -3 )
Hispanic	15.34% ( 3,071 )	15.53% ( 3,065 )	0.19% ( -6 )	19.91% ( 92 )	15.65% ( 64 )	-4.27% ( -28 )
Multiracial	0.71% ( 142 )	0.54% ( 107 )	-0.17% ( -35 )	1.95% ( 9 )	1.22% ( 5 )	-0.73% ( -4 )
White	28.20% ( 5,646 )	27.73% ( 5,473 )	-0.46% ( -173 )	26.62% ( 123 )	32.76% ( 134 )	6.14% ( 11 )
Female	50.62% ( 10,136 )	50.76% ( 10,017 )	0.14% ( -119 )	37.23% ( 172 )	37.16% ( 152 )	-0.07% ( -20 )
Male	49.38% ( 9,887 )	49.24% ( 9,717 )	-0.14% ( -170 )	62.77% ( 290 )	62.84% ( 257 )	0.07% ( -33 )

- 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



# Corrective Actions / Disciplines of Each Race / Ethnicity by Gender



- 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	0.56%	39.94%	7.12%	14.53%	13.76%	0.84%	23.25%	37.57%	62.43%
	CA / D	0.00%	42.86%	14.29%	3.57%	7.14%	3.57%	28.57%	32.14%	67.86%
HSA	Employees	0.25%	35.45%	14.11%	10.69%	21.73%	0.50%	17.28%	67.62%	32.38%
	CA / D	4.08%	22.45%	28.57%	8.16%	22.45%	0.00%	14.29%	63.27%	36.73%
DPH	Employees	0.38%	29.09%	12.70%	22.13%	15.17%	0.46%	20.01%	69.34%	30.66%
	CA / D	0.00%	8.62%	24.14%	29.31%	17.24%	1.72%	18.97%	62.07%	37.93%
DPW	Employees	0.83%	31.67%	15.83%	7.71%	16.98%	0.21%	26.77%	25.63%	74.38%
	CA / D	2.86%	17.14%	40.00%	1.43%	11.43%	0.00%	27.14%	18.57%	81.43%
PUC	Employees	0.23%	26.69%	8.13%	7.90%	12.49%	0.11%	44.44%	29.10%	70.90%
	CA / D	0.00%	29.03%	12.90%	3.23%	12.90%	0.00%	41.94%	12.90%	87.10%
Citywide	Employees	0.41%	30.41%	11.78%	13.57%	15.53%	0.54%	27.73%	50.76%	49.24%
	CA / D	1.22%	18.58%	22.74%	7.82%	15.65%	1.22%	32.76%	37.16%	62.84%

: 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
- Total by race / ethnicity for Citywide Employees do not add up to 100% as breakout for Native Hawaiian / Pacific Islander is not shown.



# 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	2.04%	26.53%	16.33%	8.16%	24.49%	4.08%	18.37%	71.43%	28.57%
Prob. Release	2.13%	12.77%	27.66%	6.38%	25.53%	0.00%	25.53%	42.55%	57.45%
Perf. Imp. Plan	4.55%	27.27%	13.64%	0.00%	13.64%	0.00%	40.91%	63.64%	36.36%
Written Warning	0.64%	18.47%	24.20%	10.83%	10.83%	1.27%	33.76%	29.30%	70.70%
Suspension	0.00%	16.35%	25.00%	3.85%	12.50%	0.96%	41.35%	26.92%	73.08%
Dismissal	3.33%	16.67%	16.67%	13.33%	23.33%	0.00%	26.67%	30.00%	70.00%
Corr. Actions / Disciplines	1.22%	18.58%	22.74%	7.82%	15.65%	1.22%	32.76%	37.16%	62.84%
Employees	0.41%	30.41%	11.78%	13.57%	15.53%	0.54%	27.73%	50.76%	49.24%

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

- Analysis includes active, PCS, non-Peace Officer, non-MTA employees
- Total of 30 non-MTA disciplinary cases that resulted in dismissal from 7/1/10 – 6/30/21



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

Group	Employees (#)	Employees (%)	CA / Ds (#)	CA / Ds (%)	Dismissals (#)	Dismissals (%)
Am. Ind.	80	0.41%	5	1.22%	1	3.33%
Asian	6,001	30.41%	76	18.58%	5	16.67%
Black	2,324	11.78%	93	22.74%	5	16.67%
Filipino	2,677	13.57%	32	7.82%	4	13.33%
Hispanic	3,065	15.53%	64	15.65%	7	23.33%
Multiracial	107	0.54%	5	1.22%	0	0.00%
White	5,473	27.73%	134	32.76%	8	26.67%
Female	10,017	50.76%	152	37.16%	9	30.00%
Male	9,717	49.24%	257	62.84%	21	70.00%
Total	19,734	-	409	-	30	-

- Employees: Number of active, PCS, non-Peace Officer, non-MTA employees as of 7/1/21
- Dismissals: Number of dismissals of permanent non-Peace Officer, non-MTA employees that occurred between 7/1/20 through 6/30/21





## Breakdown of Race / Ethnicity by Discipline Reason

Discipline Reason	Overall	Asian	Black	Filipino	Hispanic	White
Attendance	14.36%	8.06%	18.02%	25.00%	15.79%	13.16%
Dishonesty	7.59%	4.84%	9.91%	6.25%	7.02%	7.02%
Inattention to Duty	28.73%	32.26%	27.93%	18.75%	24.56%	29.82%
Insubordination	6.50%	8.06%	7.21%	0.00%	3.51%	7.02%
Misuse of Public Resources	6.78%	0.00%	5.41%	25.00%	7.02%	8.77%
Moral Turpitude	2.17%	0.00%	2.70%	6.25%	3.51%	1.75%
Performance Issues	29.81%	41.94%	25.23%	12.50%	33.33%	28.95%
Substance Abuse	1.36%	0.00%	1.80%	0.00%	1.75%	1.75%
Violence	2.71%	4.84%	1.80%	6.25%	3.51%	1.75%

▪ Analysis includes active, PCS, non-Peace Officer, non-MTA employees