




# CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

## CIVIL SERVICE COMMISSION REPORT TRANSMITTAL (FORM 22)

1. Civil Service Commission Register Number: \_\_\_\_\_ - \_\_\_\_\_ -
2. For Civil Service Commission Meeting of: December 16, 2013
3. Check One:                      Ratification Agenda  
   Consent Agenda  
   Regular Agenda                      X  
   Human Resources Director's Report
4. Subject: 2013 Workforce Utilization Analysis Report
5. Recommendation: Adopt report.
6. Report prepared by: Linda C. Simon                      Telephone number: 557-4837
7. Notifications:  
  
Micki Callahan, Human Resources Director, 1 So. Van Ness Ave, 4<sup>th</sup> Fl.  
Linda C. Simon, Deputy Director, EEO Programs, DHR, 1 So. Van Ness Ave. 4<sup>th</sup> Fl.
8. Reviewed and approved for Civil Service Commission Agenda:  
  
Human Resources Director: Micki Callahan   
  
Date: December 5, 2013
9. Submit the original time-stamped copy of this form and person(s) to be notified (see Item 7 above) along with the required copies of the report to:

**Executive Officer, Civil Service Commission**  
**25 Van Ness Avenue, Suite 720, San Francisco, CA 94102**

10. Receipt-stamp this form in the "CSC RECEIPT STAMP" box to the right using the time-stamp in the CSC Office.

<b>CSC RECEIPT STAMP</b>

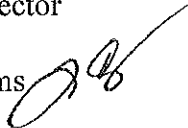
Attachment



MEMORANDUM

To: Civil Service Commission

Through: Micki Callahan, Human Resources Director

From: Linda C. Simon, Director EEO Programs 

Date: December 6, 2013

Subject: **2013 Equal Employment Opportunity Workforce Utilization Analysis**

Pursuant to Civil Service Commission Rule 103, Equal Employment Opportunity, "it is the policy of the Civil Service Commission of the City and County of San Francisco that all persons shall have equal opportunity in employment . . . ."

In keeping with this general requirement, Section 103.2, Equal Employment Opportunity Analysis, provides that, "the Department of Human Resources staff shall prepare every five years an analysis of the workforce to determine whether percentages of sex, race or ethnic groups in occupational categories are substantially similar to the percentages of those groups available in the workforce in the relevant job market who possess the basic job-related qualifications."

Enclosed is the 2013 Equal Employment Opportunity Workforce Utilization Analysis Report (2013 Report) prepared by the Department of Human Resources. The 2013 Report includes data from the 2010 U.S. Census on the race/ethnicity and gender composition of the City and County of San Francisco (*the City*) workforce on the available labor market for the civilian workforce, in occupational categories, and in similar selected job classes. The City's workforce composition is compared to the available labor market to assess if racial/ethnic and gender groups are substantially similar.

As of August 16, 2013, the City employed 23,237 persons in full time positions, including employees of all City departments, but excluding elected and appointed officials, and employments in the Municipal Transportation Agency (MTA), the School District (USD), the Community College District (CCD), and the Courts (CRT). Each of the excluded departments is authorized to prepare separate workforce utilization reports for submission to other government entities.

In summary, the City's total workforce continues to be represented at substantially similar percentages as the available labor market. Men and women are represented at percentages

substantially similar to their labor market availability. In addition, historically underrepresented racial/ethnic groups are present in the City workforce at percentages similar to or greater than their labor market availability. Blacks, Asians and American Indians are represented at parity or above parity with their labor market availability. Whites are below parity below parity in several occupational categories.

By occupational categories, Blacks and Asians/Filipinos are represented above parity in several occupational categories, while Whites are represented above parity in Protective Services. Compared to the labor market availability, White females are also at parity in the Officials/Administrators category.

The overall findings in the 2013 Report show the City remains in compliance with the Civil Service Commission Rule mandate to provide all persons equal employment opportunity in employment.

Attachment: 2013 Workforce Utilization Report

Recommendation: Adopt Report



**City & County of San Francisco  
Department of Human Resources**

Micki Callahan,  
Human Resources Director

# **2013 Equal Employment Opportunity Workforce Utilization Report**

## TABLE OF CONTENTS

### PURPOSE, AUTHORITY, BACKGROUND, AND METHODOLOGY SUMMARY OF FINDINGS

#### PART I: TOTAL CITY WORKFORCE

- I.1 by Race/Ethnicity and Gender
- I.2 by Appointment Type, Race/Ethnicity
- I.3 by Appointment Type and Gender

#### PART II: WORKFORCE BY OCCUPATIONAL CATEGORIES

- II.1 Distribution of City Workforce by Occupational Category, Race/Ethnicity
- II.2 Distribution of City Workforce by Occupational Category and Gender
- II.3 Officials & Administrators
- II.4 Professionals
- II.5 Technicians
- II.6 Protective Service Workers
- II.7 Paraprofessionals
- II.8 Administrative Service Workers
- II.9 Skilled Craft Workers
- II.10 Service Maintenance Workers

#### PART III: WORKFORCE BY SELECTED JOB CLASSES

- III.1 Registered Nurses
- III.2 Engineers
- III.3 Attorneys
- III.4 Eligibility Workers
- III.5 Licensed Vocational Nurses
- III.6 Police Officers
- III.7 Firefighters
- III.8 Deputy Sheriffs
- III.9 Nursing Assistants
- III.10 Clerk Typists
- III.11 Stationary Engineers
- III.12 Custodians
- III.13 General Laborers

#### PART IV: WORKFORCE BY DEPARTMENTS

#### UTILIZATION SUMMARIES AND INITIATIVES

- WORKFORCE COMPARISONS BY YEAR AND OCCUPATIONAL CATEGORIES
- INITIATIVES AND REFORMS

#### RECOMMENDATION

#### NOTES AND APPENDICES

- A. Labor Market Availability, 11 California Counties, by City Employee Residency
- B. Workforce Composition Percentages by Race/Ethnicity and Gender, 1972 – 2013

## 2013 EQUAL EMPLOYMENT OPPORTUNITY WORKFORCE UTILIZATION ANALYSIS

### PURPOSE

The 2013 Equal Employment Opportunity (EEO) Workforce Utilization Analysis (2013 Report) reports on employments in the City & County of San Francisco as required by Civil Service Commission Rule 103, Equal Employment Opportunity.

### AUTHORITY

Civil Service Commission Rule 103, Equal Employment Opportunity, Section 103.2, Equal Employment Opportunity Analysis, provides that “the Department of Human Resources staff shall annually prepare an analysis of the work force to determine whether percentages of sex, race, or ethnic groups in occupational categories are substantially similar to the percentages of those groups available in the workforce in the relevant job market who possess the basic job-related qualifications.”

### BACKGROUND

#### DESCRIPTION AND SOURCES OF DATA

Data on the City’s workforce presented in this report reflects employments recorded in the PeopleSoft Human Capital Management (HCM) database as of August 16, 2013. The City reported 23,237 employments including employees for all City departments, but excluding elected and appointed officials (ELC/NCS), and employments in the Municipal Transportation Agency (MTA), the School and College Districts (USD, CCD) and the Courts (CRT). MTA employees are excluded from this report pursuant to San Francisco Charter section 8A.104, subdivision (f), which expands the authority of the MTA to perform duties previously delegated to the Director of Human Resources, including workforce utilization reporting.

The utilization analysis is a comparison of City employment to labor market availability by race/ethnicity and gender in defined occupational categories and in selected job classes. An occupational category is a broad grouping of job classes which require similar levels of skills or training. The City’s job classes are each mapped to an occupational category based upon the U.S. EEOC (Equal Employment Opportunity Commission) definitions and descriptions of the category.

Racial/ethnic group identifications in the City’s HCM database include: (1) White; (2) Black; (3) Hispanic; (4) Asian or Pacific Islander (non-Filipino); (5) Filipino; and (6) American Indian or Alaskan Native. Employees may self-identify race and gender at the time of appointment. Filipino race is recorded separate from other Asians pursuant to California Government Code section 50087, which requires government employers to count Filipinos as an individual racial group. Employees may identify as two or more races by selecting a primary race and secondary races. This information can be recorded in the HCM database; however workforce demographic reports will only show the employee’s primary race designation. Departmental human resources personnel must select a race and gender for employees who fail to self-identify. If race and gender are omitted the HCM database will not allow the creation of a record.

The Census Bureau collects race data in accordance with guidelines provided by the U.S. Office of Management and Budget, and these data are based on self-identification. People may choose to report more than one race to indicate their racial mixture of two or more groups. However, 2010 Census data indicates that only 2.9% of the national population reported two or more races.<sup>1</sup> In San Francisco 4.7% of the population reported two or more races in 2010.<sup>2</sup> Processes are underway for adding a category for two or more races to the City's HCM database. Not only will this allow for a more accurate comparison with U.S. Census data, but adding a "two or more" race category will comply with reporting mandates from the U.S. Department of Justice.

Racial/ethnic group identifications used by the 2010 Census included the following 12 racial groups:

- |                                       |                             |
|---------------------------------------|-----------------------------|
| (1) White                             | (7) Other Asian             |
| (2) Black, African American, or Negro | (8) Native Hawaiian         |
| (3) American Indian or Alaska Native  | (9) Guamanian or Chamorro   |
| (4) Asian Indian                      | (10) Samoan                 |
| (5) Chinese                           | (11) Other Pacific Islander |
| (6) Filipino                          | (12) Some Other Race        |

In addition to race, the US Census allows persons to identify Hispanic ethnicity by selecting one of the following:

1. Mexican, Mexican American, Chicano
2. Puerto Rican
3. Cuban
4. Other Spanish/Hispanic/Latino

Hispanic origin is considered separately from race in the 2010 Census—and Hispanics may identify as any race.

Nevertheless, the Equal Employment Opportunity Tabulation (EEO Tabulation), which examines labor force diversity using Census data, is produced for federal agencies responsible for monitoring employment practices and enforcing civil rights laws for the workforce. The EEO Tabulation includes seven single racial groups: (1) White Hispanic or Latino (2). All other Hispanic or Latino; (3) White; (4) Black or African American; (5) American Indian and Alaska Native; (6) Asian; (7) Native Hawaiian and Other Pacific Islander. The EEO Tabulation also includes seven categories for two or more races and one category for other non-Hispanic races. Employers use this tabulation to measure compliance with federal laws and regulations. The Equal Employment Opportunity Commission, the Employment Litigation Section of the Civil Rights Division at the Department of Justice, the Office of Federal Contract Compliance Programs at the Department of Labor, and the Office of Personnel Management sponsor this EEO data reporting. Because the City's workforce data is not an exact match to U.S. Census data or the EEO Tabulation, this report is a general comparison of racial groups in the City's workforce to local labor force demographics.

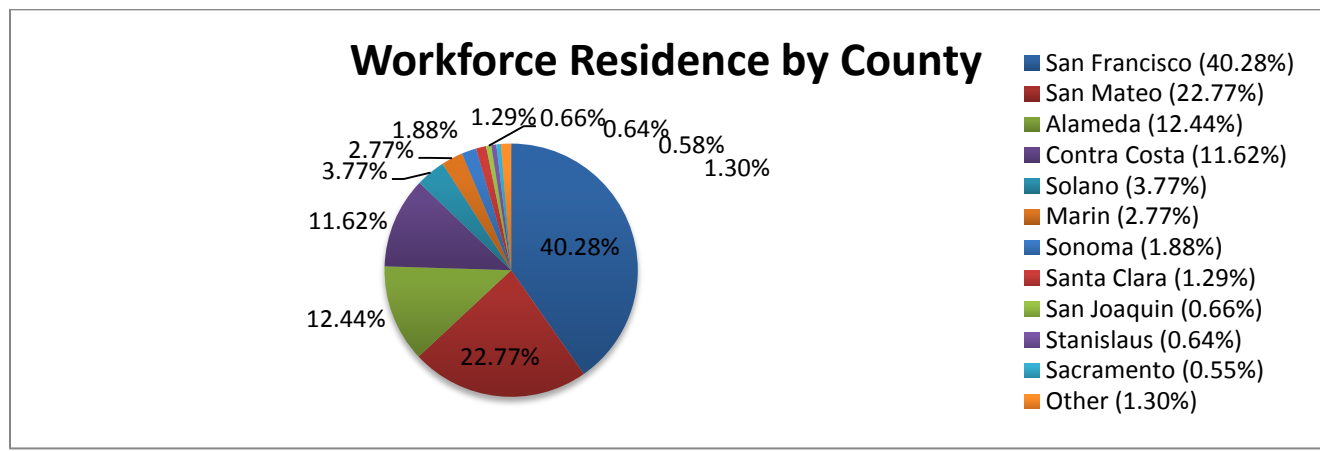
---

<sup>1</sup> *2010 Census Brief: The Two or More Race Population*, Issued September 2012, <http://www.census.gov/prod/cen2010/briefs/c2010br-13.pdf>

<sup>2</sup> Bay Area Census <http://www.bayareacensus.ca.gov/counties/SanFranciscoCounty.htm>

Labor market availability refers to the pool of persons in the labor force who are employed or are seeking employment. Labor market data is taken from the EEO Tabulation 2006-2010 (5-year American Community Survey data) released on November 29, 2012.

As of August 16, 2013, 98.70% of the City's employees resided in eleven northern California counties. Eight of these counties are members of the Association of Bay Area Governments.<sup>3</sup> For this report, labor market availability data was compiled from Census statistics for the eleven counties represented at .5% or higher in the City's workforce. County data was apportioned based on percentages of employees residing in each county. For example, 40.28% of the City's employees resided in San Francisco in 2013, so San Francisco census data accounted for 40.28% of the City's relevant labor market data. *See Appendix A.*



## POPULATION AND LABOR MARKET CHANGES SINCE 2000

U.S. census data for 2010 shows changes in local labor force demographics since 2000. Census 2010 data shows San Francisco's population has grown 3.67% since 2000. However, the Black/African American population has decreased 19.24%, while the Asian population increased 11.83%. Population changes have impacted the available labor pool, which has grown 3.93% overall.

## UTILIZATION ANALYSIS METHODOLOGY

Utilization rates, presented in percentages, are approximate indicators of whether a particular racial/ethnic or gender group is represented at a level similar to the group's presence in the labor market. The 2006-2010 EEO Tabulation serves as the primary external benchmark for comparing the race, ethnicity, and gender composition of an organization's internal workforce, and the analogous external labor market, within a specified geography and job category.

In this report, utilization is computed as follows: the percentage total of a racial/ethnic and/or gender group in the City's workforce is divided by the percentage total of the same or similar group in the available labor market. A utilization rate of 100% indicates that the group is represented in the City at the same percentage as is reported by the Census to be available in the labor market. A utilization

<sup>3</sup> Formed in 1961, ABAG addresses issues common to bay area residents from a regional perspective. ABAG council members represent San Francisco, San Mateo, Alameda, Contra Costa, Solano, Marin, Sonoma, Santa Clara and Napa.



rate higher than 100% indicates a higher percentage representation of the group than is in the labor market. A rate that is lower than 100% indicates that there is a smaller percentage of the group in the City's workforce than is available in the labor market.

## 2013 DEVELOPMENTS AND CHALLENGES

Unemployment rates in the Bay Area declined in August after a brief rise in July of 2013, according to data from the California Employment Development Department. In the Bay Area, unemployment remains significantly below the 10.4 % state average. San Francisco saw a decrease from 5.9% to 5.6 %, and Marin County, which typically has the lowest unemployment rate in California, dropped from 5.3 % to 5%. East Bay and North Bay counties also saw lower unemployment levels, with Alameda County falling from 7.8 % to 7.4 %, Contra Costa County from 7.7 % to 7.3 % and Sonoma County from 7.1% to 6.6 %. Solano County, which has the highest unemployment rates in the Bay Area, had its rate decline from 8.5 % to 8.2 %.

Corresponding to a decline in San Francisco's unemployment rate, the City's workforce has seen a decline in the percentage of employees residing in San Francisco. In 2008, San Francisco residents comprised 45% of the City's workforce. That percentage has fallen to 40.28% in 2013, as relatively more San Francisco workers secure private sector jobs. The City has seen modest increases in the percentage of employees residing in the following Bay Area counties: San Mateo, Alameda, Contra Costa, and Santa Clara. The percentage of employees residing in Solano County has declined, which likely can be attributed to higher transportation costs of commuting from that area.

## SUMMARY OF FINDINGS

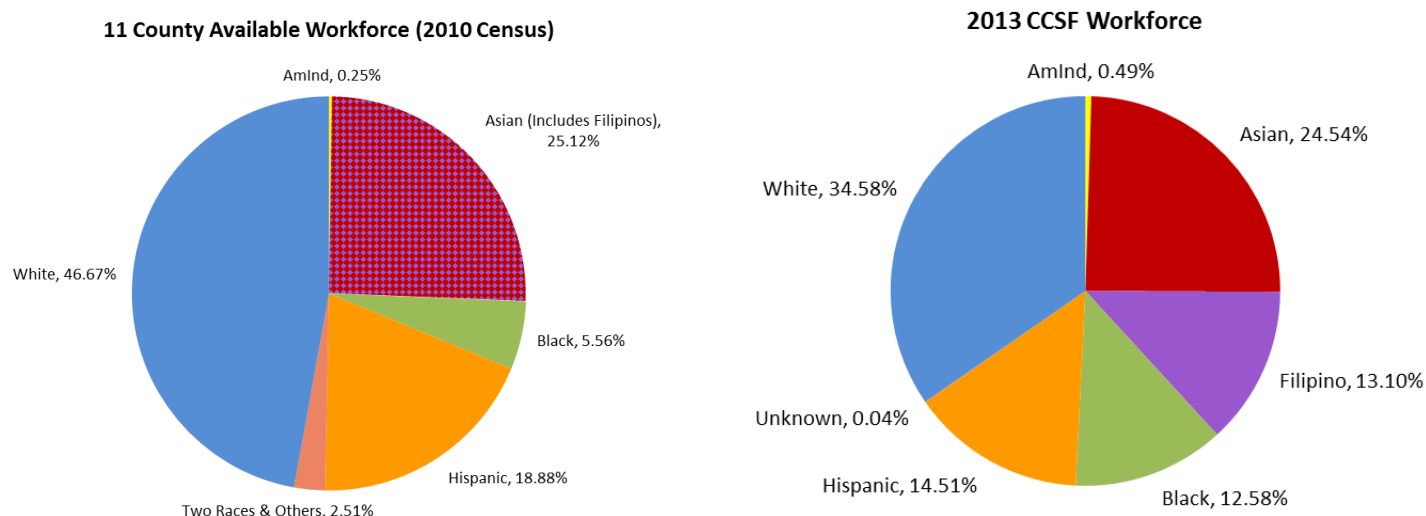
- The City continues to employ a diverse workforce in which all racial/ethnic groups are well represented.
- Traditionally underrepresented racial/ethnic groups—Blacks and Asians/Filipinos—are all represented in the City workforce at percentages equal to or above their percentages in the available labor market.
- Black/African-American utilization rates are rising as this group declines in the population. The consistent findings may reflect the fact that there has been a modest decrease in the City's workforce and no significant changes in the composition of the workforce. With the exception of African-Americans, Census data reflects only minor changes in demographics for counties represented in the City's workforce.
- Whites continue to make up the largest percentage of City employees, but the group is underrepresented in the aggregate overall City classifications, compared to their availability in the labor market.
- Women and men are represented at rates nearly identical to their availability in the labor market.
- Traditional gender-type occupational percentages remain unchanged. Women are represented at more than three times the rate of men in the Office/Clerical occupational category. Men are represented at more than 25 times the rate of women in the Skilled Crafts occupational

category. Women and men are below parity compared to their labor market availability in these gender-type occupational categories.

## PART I: TOTAL CITY WORKFORCE

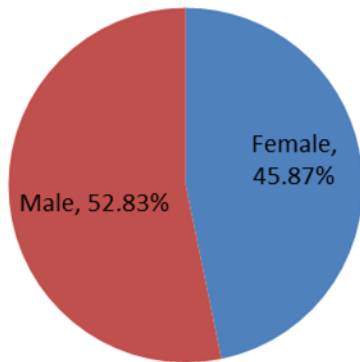
The City reported 23,237 employments as of August 16, 2013, not including elected and appointed officials (ELC/NCS), and employments in the Municipal Transportation Agency (MTA), the School (USD) and College Districts (CCD) and the Courts (CRT). Overall the City's workforce decreased from 24,092 employments in 2008, to the current 23,237 employments, for a 3.55% decrease. However, the current figure represents a slight increase over the 2011 total when the number of employments dropped to 22,109.

### I.1. TOTAL CITY WORKFORCE BY RACE/ETHNICITY AND GENDER

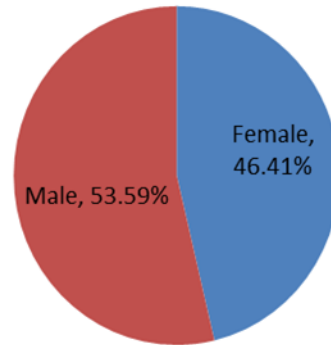


Whites continue to be the largest racial/ethnic group at 34.58% of the workforce, and White males the largest group by race/ethnicity and gender, at 21.65%. Asians represent the next largest group at 24.54%. Blacks, Hispanics and Filipinos are each represented at similar percentages (12% - 15%). American Indians and Alaskan Natives continue to represent less than one percent of the City's workforce. Compared to DHR's 2008 report, the percentage of White employment has decreased from 36.3% to 34.58%, and the percentage of Black employment decreased from 13.2% of the total workforce to 12.58%. However, even with this decline in Black employees this group is still above parity compared to the available workforce. In contrast, Asian employment increased from 22.4% to 24.54%. Hispanic employments increased from 13.9% to 14.51% of the workforce. Workforce reductions, economic growth in the private sector, and population shifts account for many changes in the City's workforce demographics.

## 11 County Available Workforce by Gender

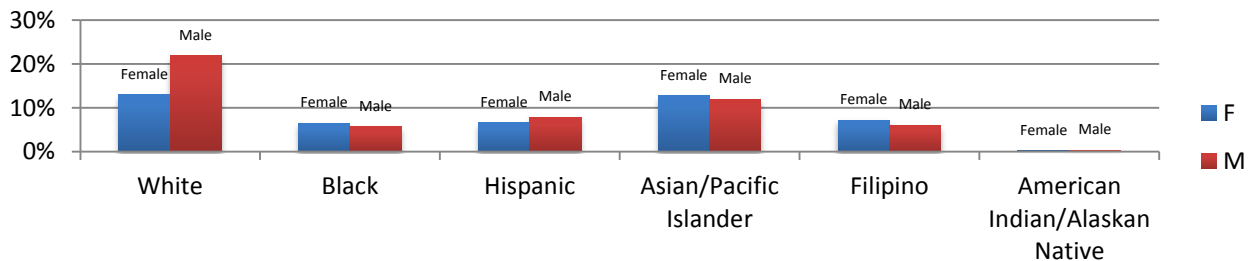


## 2013 CCSF Workforce



Composition: Total City Workforce, 8/16/2013								
	White	Black	Hispanic	All Asians		Am. Indian	Unknown	Total
				Asian	Filipino			
Female	3005	1572	1535	2940	1658	39	4	10753
	12.93%	6.77%	6.61%	12.65%	7.14%	0.17%	0.02%	46.28%
Male	5030	1388	1834	2763	1385	75	5	12480
	21.65%	5.97%	7.89%	11.89%	5.96%	0.32%	0.02%	53.71%
Unknown			1					1
Total	8035	2962	3371	5703	3043	114	9	23237
	34.58%	12.58%	14.51%	24.54%	13.10%	0.49%	0.04%	100.00%

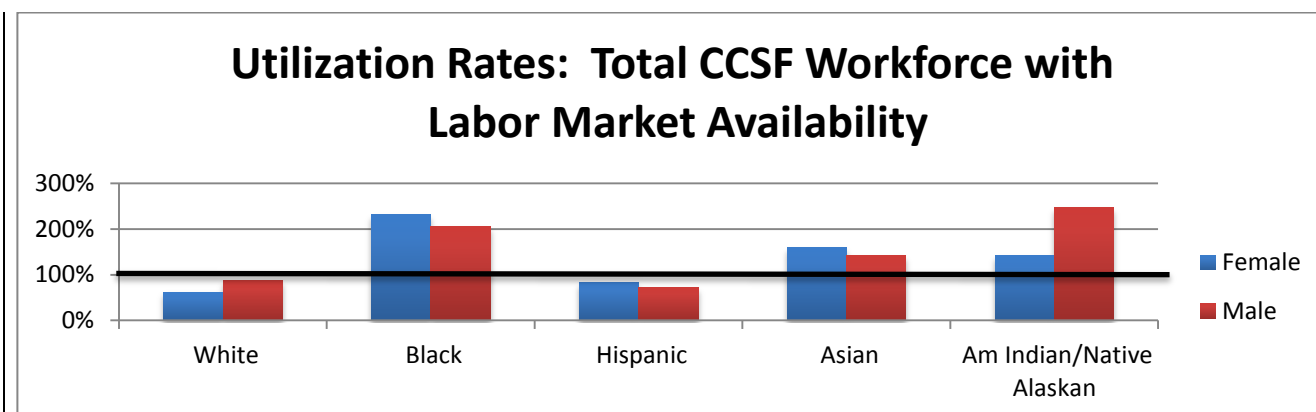
## Total CCSF Workforce 8/16/2013



According to the 2010 U.S. Census, labor market availability (for the eleven counties in which 98.70% of the City's employees reside) appeared as follows:

<b>Labor Market Availability by Percentage (Representative of 11 Counties)</b>							
	White	Black	Hispanic	Asian	AmInd/ Alaskan	Two Races & Others	Total
Female	21.11%	2.82%	8.02%	12.52%	0.12%	1.27%	45.87%
Male	25.26%	2.74%	10.86%	12.60%	0.13%	1.24%	52.83%
Total	46.37%	5.56%	18.88%	25.12%	0.25%	2.51%	98.70%

These percentages represent persons residing in the eleven counties who were in the labor force or available for work. At this level, general comparisons can be made between the City's workforce composition and the Census data on labor market availability; however, factors such as job qualifications, education and experience were not taken into account in the comparisons.



Asians (including Filipinos) comprise the largest number of the City's employees. This group is above parity at 37.92% compared to their general labor market availability of 25.12%. The second largest group is Whites at 34.92% of the workforce. Whites continued to be below parity compared to their general labor market availability of 46.37%. Blacks comprise 12.58% of the City's total workforce, and only 5.56% of the available labor market. Hence the utilization rate of Blacks is more than twice the availability of Blacks in the labor market. Hispanics are below parity at 76.16% of labor market availability. American Indians are above parity at 196% of their labor market availability, although the number of employees is so small that the percentage may lack practical significance.

## I. 2 WORKFORCE BY APPOINTMENT TYPE, RACE/ETHNICITY

Appointments of City employees are recorded as Permanent Civil Service, Permanent Exempt, Temporary Provisional, Temporary Exempt, or other status. Civil Service Commission Rules define Permanent Civil Service appointments to be those made as result of certification from an eligible list to a permanent position or to a position declared permanent. Provisional appointments are appointments to a permanent or temporary position in the absence of an available eligible list or in an emergency, which in either case is time limited. Exempt appointments are appointments to a

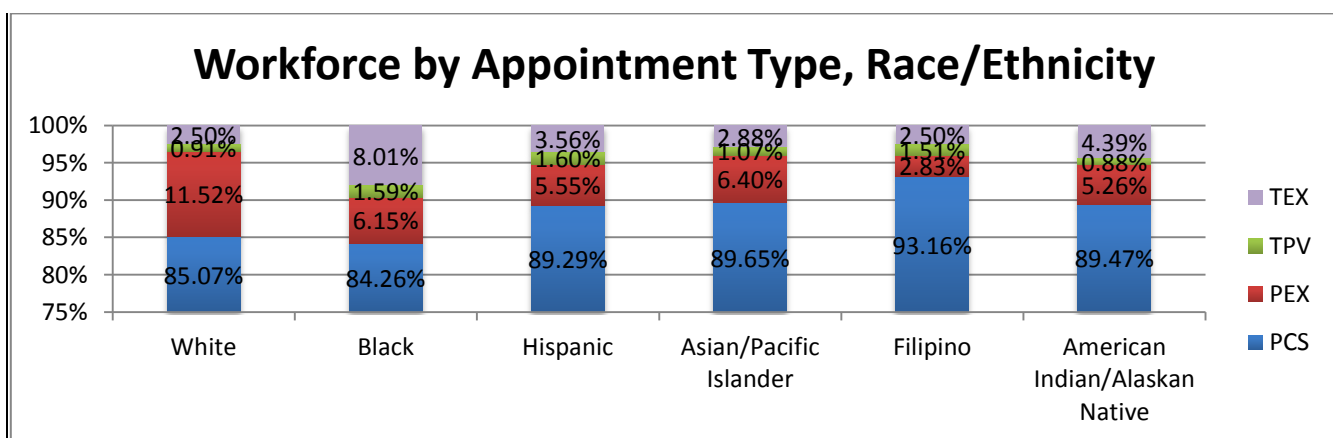
permanent or temporary position exempt from being filled from an eligible list in accordance with the provisions of Section 10.104 of the Charter.

As of August 16, 2013, the City reported 20,384 Permanent Civil Service (PCS) employments, representing 87.73% of the total workforce. Permanent Exempt (PEX) employments accounted for 7.57% of appointments (1,760), while Temporary Provisional (TPV) employments were 3.46% (803) and Temporary Exempt (TEX) employments were 1.21% of appointments (282). Temporary Civil Service (TCS) comprised 0.03% of the workforce (8).

City employees in Permanent Exempt appointments include, as examples: project managers, physicians, investigators, police inspectors, attorneys, confidential secretaries, and staff in the Mayor's Office or Board of Supervisors.

By race/ethnicity, Filipinos in the City's workforce had the greatest percentage (93.13%) of Permanent Civil Service (PCS) appointments, and Whites had the greatest percentage (11.51%) of Permanent Exempt (PEX) employments. In contrast, 85.04% of Whites in the City's workforce were employed in PCS, and 2.83% of Filipinos in PEX appointments.

<b>Workforce by Appointment Type, Race/Ethnicity</b>									
	White	Black	Hispanic	Asian/PI	Filipino	AmInd/AN	Unknown	Total %	Count
PCS	85.04%	84.20%	89.29%	89.62%	93.13%	89.47%	0.00%	87.73%	20384
PEX	11.51%	6.14%	5.55%	6.40%	2.83%	5.26%	100.00%	7.57%	1760
TCS	0.04%	0.07%	0.00%	0.04%	0.03%	0.00%	0.00%	0.03%	8
TEX	2.50%	8.00%	3.56%	2.88%	2.50%	4.39%	0.00%	3.46%	803
TPV	0.91%	1.59%	1.60%	1.07%	1.51%	0.88%	0.00%	1.21%	282
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	23237

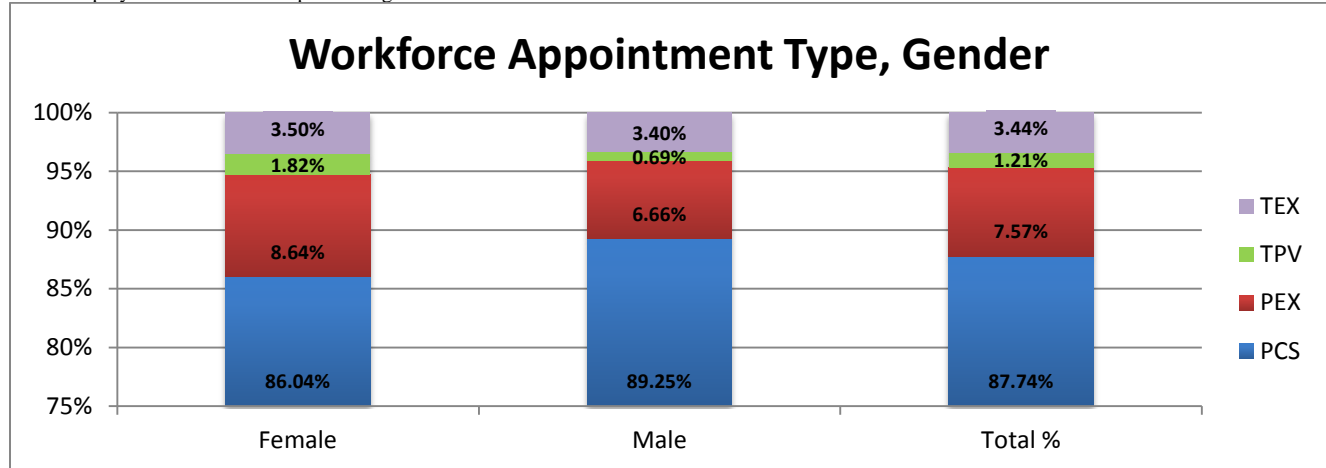


### I.3 WORKFORCE BY APPOINTMENT TYPE AND GENDER

Males comprise a higher percentage of Permanent Civil Service (PCS) employments than do Females, while Females comprise more Permanent Exempt (PEX) and Temporary Provisional (TPV) employments than do Males.

Workforce by Appointment Type, Gender				
	Female	Male	Total %	Total Count
PCS	86.04%	89.25%	87.74%	20383
PEX	8.64%	6.66%	7.57%	1759
TCS	0.07%	0.01%	0.03%	8
TEX	3.50%	3.40%	3.44%	800
TPV	1.82%	0.69%	1.21%	282
Total	100.00%	100.00%	100.00%	23233*

\*Four employees who failed to report their gender excluded from total.



## PART II: WORKFORCE BY OCCUPATIONAL CATEGORIES

### II.1 DISTRIBUTION OF CITY WORKFORCE BY OCCUPATIONAL CATEGORY, RACE/ETHNICITY

The occupational category with the largest number of employments is in the Professional category with 7,725, or one-third, of all employments. The next largest category is the Protective Service Worker category with 3,811 or 16.40% of employments. These findings are consistent with the 2008 report.

Accordingly, all racial/ethnic groups, except American Indians/Alaskan Natives, had the most employments in the Professional category. The second most employments for Whites, Blacks, Hispanics and American Indians were in the Protective Service Worker category. The second most employments for Asians and Filipinos were in the Administrative Support category, specifically in the Office/Clerical category.

<b>8/16/2013 Workforce Composition: Count by Occupational Category, Race/Ethnicity</b>								
EEO-4 Cat	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Unknown	Total
Officials and Administrators (01)	529	112	99	158	50	2		950
Professionals (02)	3157	768	847	1968	938	29		7725
Technicians (03)	766	278	404	652	375	10		2485
Protective Service (04)	1615	464	643	701	360	28		3811
Paraprofessionals (05)	259	465	378	524	477	12		2115
Office/Clerical (06)	385	412	375	750	487	5		2414
Skilled Crafts (07)	696	111	192	175	104	13		1291
Service Maintenance (08)	599	344	426	737	248	15		2369
No EEO-4 Reporting	29	8	7	20	4		9	77
<b>Total</b>	<b>8035</b>	<b>2962</b>	<b>3371</b>	<b>5703</b>	<b>3043</b>	<b>114</b>	<b>9</b>	<b>23237</b>

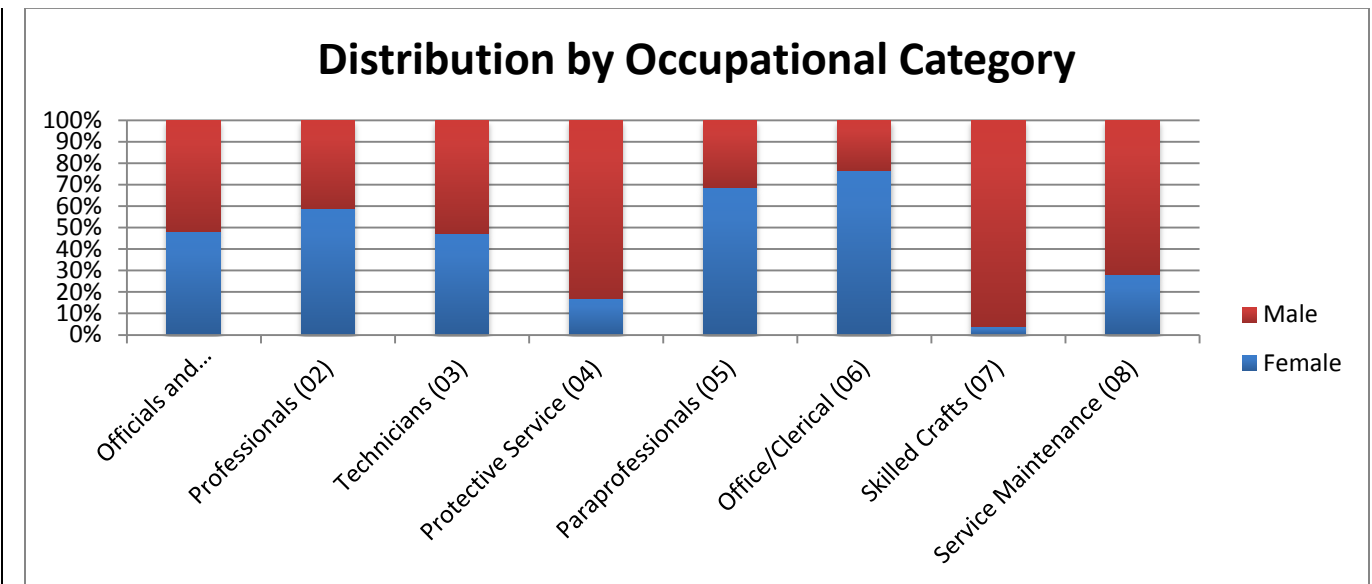
<b>8/16/2013 Workforce Composition: Percentage by Occupational Category, Race/Ethnicity</b>								
EEO-4 Cat	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Unknown	Total
Officials and Administrators (01)	2.28%	0.48%	0.43%	0.68%	0.22%	0.01%	0.00%	4.09%
Professionals (02)	13.59%	3.31%	3.65%	8.55%	4.04%	0.12%	0.00%	33.24%
Technicians (03)	3.30%	1.20%	1.74%	2.81%	1.61%	0.04%	0.00%	10.69%
Protective Service (04)	6.95%	2.00%	2.77%	3.02%	1.55%	0.12%	0.00%	16.40%
Paraprofessionals (05)	1.11%	2.00%	1.63%	2.26%	2.05%	0.05%	0.00%	9.10%
Office/Clerical (06)	1.66%	1.77%	1.61%	3.23%	2.10%	0.02%	0.00%	10.39%
Skilled Crafts (07)	3.00%	0.48%	0.83%	0.75%	0.45%	0.06%	0.00%	5.56%
Service Maintenance (08)	2.58%	1.48%	1.83%	3.17%	1.07%	0.06%	0.00%	10.19%
No EEO-4 Reporting	0.12%	0.03%	0.03%	0.09%	0.02%	0.00%	0.04%	0.33%
Total	34.58%	12.75%	14.51%	24.54%	13.10%	0.49%	0.04%	100.00%

Job classes identified with ‘No EEO Category’ were primarily Mayoral Staff classes. Because job specifications do not exist for these classes, they were not mapped to occupational categories.

## II.2 DISTRIBUTION OF CITY WORKFORCE BY OCCUPATIONAL CATEGORY AND GENDER

Females were employed in greatest numbers in the Professional category, followed by the Office/Clerical category. Males were employed in greatest numbers in the Professional category, followed by the Protective Service category.

<b>10/31/2011 Workforce Composition: By Occupational Category, Gender</b>							
Occupational Category	Female	Female %	Male	Male %	Unknown	Total	% Total
Officials & Administrators (01)	459	1.98%	491	2.11%		950	4.09%
Professionals (02)	4528	19.49%	3196	13.75%	1	7725	33.24%
Technicians (03)	1167	5.02%	1318	5.67%		2485	10.69%
Protective Service (04)	636	2.74%	3175	13.66%		3811	16.40%
Paraprofessionals (05)	1370	5.90%	742	3.19%	3	2115	9.10%
Office/Clerical (06)	1840	7.92%	574	2.47%		2414	10.39%
Skilled Craft (07)	49	0.21%	1242	5.34%		1291	5.56%
Service Maintenance (08)	658	2.83%	1711	7.36%		2369	10.19%
No EEO-4 Reporting	46	0.20%	31	0.13%		77	0.33%
Total	10753	46.28%	12480	53.71%	4	23237	100.00%



This table shows significant disparity in the utilization of Males and Females in Protective Service, Office/Clerical, Skilled Craft, and Service Maintenance Workers. However, compared to labor market availability no significant underutilization is noted in these occupational categories.

### II. 3 OCCUPATIONAL CATEGORY: OFFICIALS AND ADMINISTRATORS

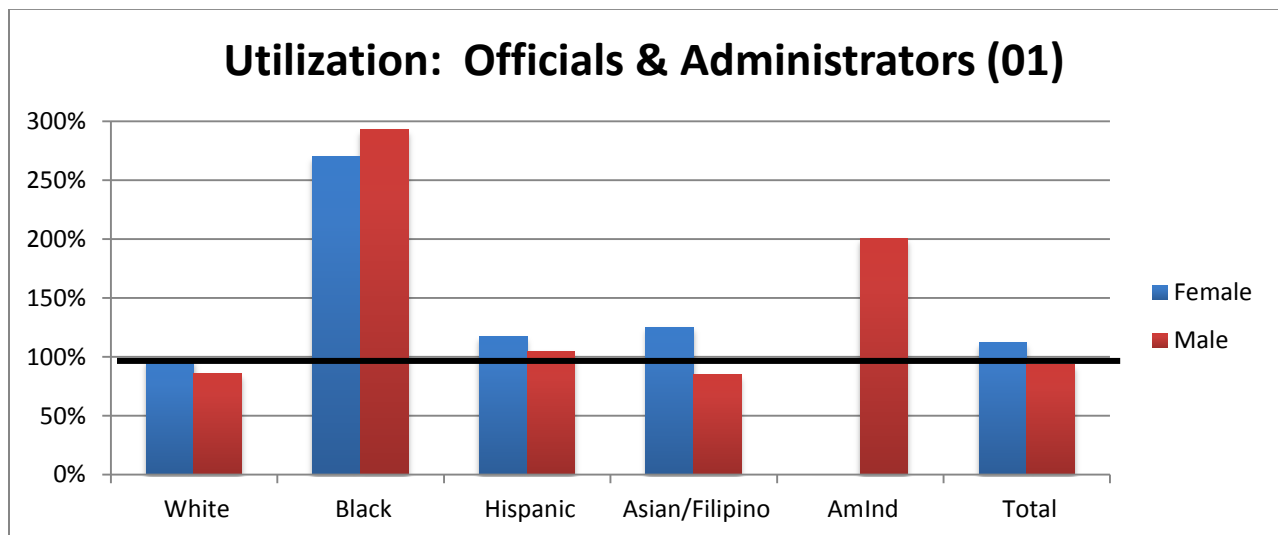
The EEOC describes Officials and Administrators as occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agencies operations, or provide specialized consultation on a regional, district, or area basis. The 2010 Census reported the following availability:



<b>EEO Tabulation 2006-2010: Officials &amp; Administrators (01)</b>								
	White	Black	Hispanic	Asian/ Filipino	AmInd	Two or More Races	Other Race	Total
Female	24.76%	2.20%	4.43%	10.18%	0.13%	0.84%	0.41%	42.95%
Male	36.46%	1.99%	5.08%	10.92%	0.11%	0.78%	0.41%	55.75%
Total	61.22%	4.19%	9.51%	21.10%	0.24%	1.62%	0.82%	98.70%

<b>8/16/2013 Composition: Officials &amp; Administrators (EEO-4 Job Code 01)</b>							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
				All Asians			
Female	233	56	50	88	32		459
				Combined: 118			
				9.26%	3.37%		
	24.53%	5.89%	5.26%	Combined: 12.75%		0.00%	48.32%
Male	296	56	49	70	18	2	491
				Combined: 86			
				7.37%	1.89%		
	31.16%	5.89%	5.16%	Combined: 9.28%		0.21%	51.94%
Total	529	112	99	158	50	2	950
				Combined: 208			
				16.63%	5.26%		
	55.51%	11.77%	10.48%	Combined: 21.89%		0.25%	100.00%

The City reported 950 employments in the Officials and Administrators category. City jobs in this category include: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, police and fire chiefs, assessors as well as managers in the City's M CCP (Management & Compensation Classification Plan), departmental personnel officers, information services managers, health administrators, fiscal managers, maintenance superintendents, etc.



Compared to 2010 Census data, the City's Officials and Administrators reflect the diverse composition of the available labor market. In this occupational category, Hispanic males and Asian males are utilized at rates similar to their labor market availability while Blacks and American Indian males are utilized at rates significantly greater than their labor market availability. Although Whites hold 55.51% of jobs in this category, they are utilized at 90.67%, slightly less than labor market availability. Both men and women are represented at approximately the same utilization percentages as in the available labor market, with women at a slightly higher rate.

#### II.4 OCCUPATIONAL CATEGORY: PROFESSIONALS

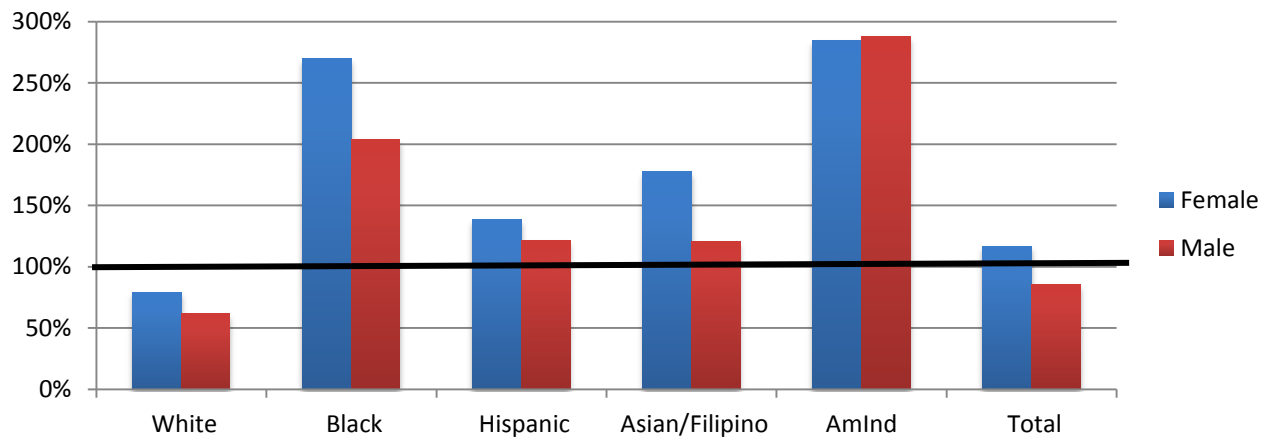
The EEOC describes Professionals as occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. The Special EEO Tabulation of the 2010 Census reported the availability of professional workers as follows:

<b>EEO Tabulation 2006-2010: Professionals (02)</b>								
	White	Black	Hispanic	Asian/Filipino	AmInd	Two or More Races	Other	Total All Races
Female	28.70%	2.26%	4.71%	13.06%	0.07%	0.93%	0.55%	50.28%
Male	29.32%	1.86%	3.68%	12.18%	0.06%	0.84%	0.48%	48.42%
Total	58.02%	4.12%	8.39%	25.24%	0.13%	1.77%	1.03%	98.70%

8/16/2013 Composition: Professionals (EEO-4 Job Code 02)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
				All Asians			
Female	1751	473	502	1161	626	15	4528
				Combined: 1744			
	22.67%	6.12%	6.50%	15.03%	8.10%	0.19%	58.62%
				Combined: 23.13			
Male	1406	295	344	825	312	14	3196
				Combined: 1104			
	18.20%	3.82%	4.45%	10.68%	4.04%	0.18%	41.38%
				Combined: 14.72			
Total	3157	768	846	1986	938	29	7724
				Combined: 2848			
	40.87%	9.94%	10.95%	25.71%	12.14%	0.38%	100.00%
				Combined: 37.85%			

In 2013, the City reported 7,724 employments in the Professional category, the largest of all occupational categories. The Professionals category includes personnel and labor relations workers, social workers, registered nurses, lawyers, systems analysts, accountants, engineers, police and fire captains and lieutenants, librarians, management analysts, probation officers, counselors, architects, training officers, pharmacists, biologists, purchasers, planners, etc.

### Utilization: Professionals (02)



Compared to 2010 Census data, the City's Professionals, with the exception of Whites, reflect the diverse composition of the available labor market. Blacks, Hispanics, Asians/Filipinos, and Females are fully utilized compared to labor market availability statistics.

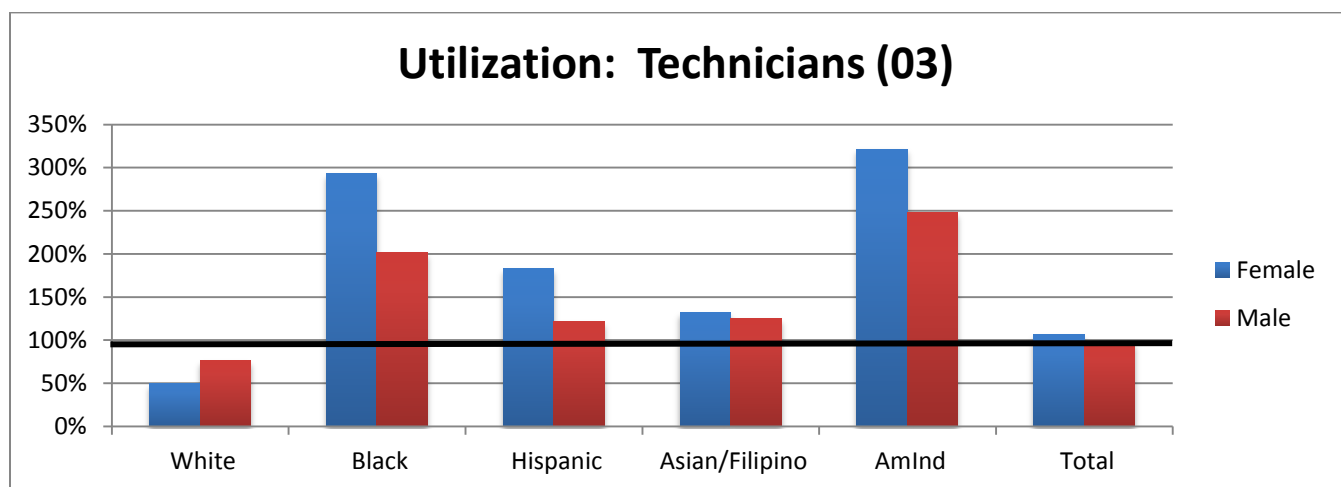
#### II.5 OCCUPATIONAL CATEGORY: TECHNICIANS

The EEOC describes Technicians as 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 through equivalent on-the-job training. The 2010 Census reported the availability of technical workers as follows:

EEO Tabulation 2006-2010 : Technicians (03)								
	White	Black	Hispanic	Asian/Filipino	AmInd	Two or More Races	Other Race	Total
Female	18.01%	2.31%	5.09%	16.46%	0.09%	1.72%	0.41%	44.09%
Male	28.68%	2.09%	5.71%	15.87%	0.05%	1.47%	0.74%	54.61%
Total	46.68%	4.40%	10.81%	32.33%	0.14%	3.19%	1.15%	98.70%

<b>8/16/2013 Composition: Technicians (EEO-4 Job Code 03)</b>							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	224	171	231	All Asians		7	1167
				319	215		
				Combined: 534			
Male	542	107	173	12.84%	8.65%	0.28%	46.96%
				Combined: 21.49%			
				333	160		
Total	766	278	404	Combined: 493		3	1318
				13.40%	6.44%		
				Combined: 19.84%			
Total	766	278	404	652	375	29	2485
				Combined: 2848			
				26.24%	15.09%		
Total	766	278	404	Combined: 41.33%		0.4%	100.00%
				30.82%	11.19%		
				16.26%			

In 2013, the City reported 2,485 employments in the Technician category, which includes licensed practical nurses, drafters, medical technicians, police and fire sergeants, claims investigators, building inspectors, eligibility workers, and engineering assistants.



As in the Officials & Administrators and Professionals categories, Blacks, Hispanics, and Asians/Filipinos, are fully utilized compared to labor market availability statistics. Whites are below parity compared to their labor market availability rates. Further analysis of individual job classes in this category is presented in Part III of this report.

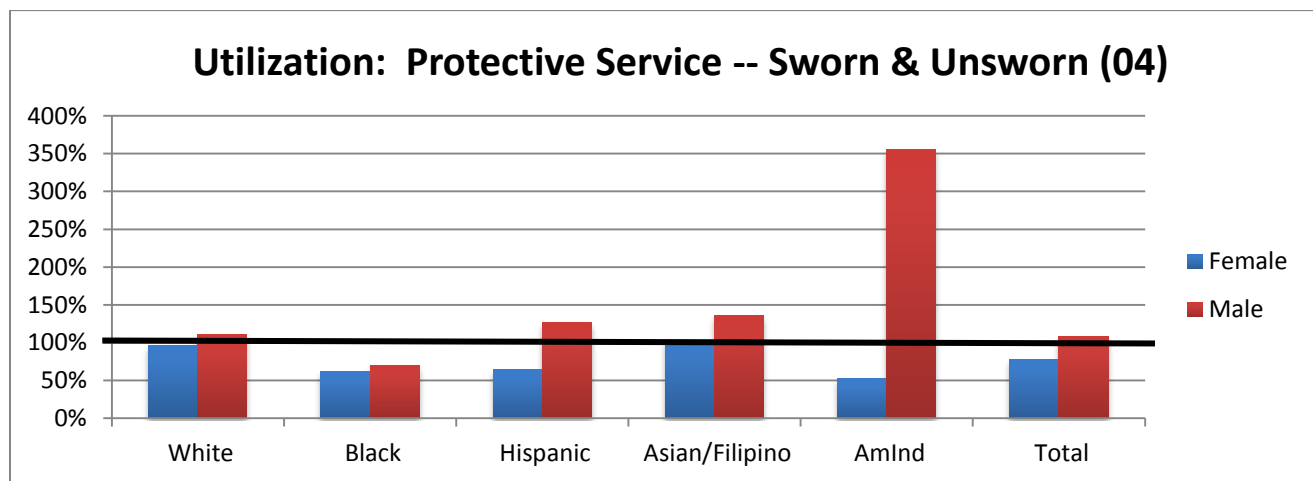
## II.6 OCCUPATIONAL CATEGORY: PROTECTIVE SERVICE WORKERS

The EEOC describes Protective Service Workers as: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. For purposes of this report, Census data for sworn and unsworn Protective Service Workers has been combined; thus the City's EEO tabulation also combines sworn and unsworn Protective Service Workers. The 2010 Census reported the availability of sworn and unsworn protective service workers as follows:

<b>EEO Tabulation 2006-2010 : Protective Service – Sworn &amp; Unsworn (04)</b>								
	White	Black	Hispanic	Asian/Filipino	AmInd	Two or More Races	Other Race	Total
Female	7.39%	5.59%	4.16%	3.33%	0.25%	0.73%	0.17%	21.62%
Male	32.09%	12.60%	11.23%	17.98%	0.17%	2.17%	0.84%	77.08%
Total	39.48%	18.19%	15.39%	21.31%	0.42%	2.90%	1.01%	98.70%

8/16/2013 Composition: Protective Services – Sworn & Unsworn (EEO Job Code 04)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	270	130	101	89	41	5	636
				Combined: 130			
	7.08%	3.41%	2.65%	2.34%	1.08%	0.13%	16.69%
				Combined: 3.42 %			
Male	1345	334	542	612	319	23	3175
				Combined: 931			
	35.29%	8.76%	14.22%	16.06%	8.37%	0.60%	83.31%
				Combined: 24.43 %			
Total	1615	464	642	701	360	28	3811
				Combined: 1061			
	42.38%	12.18%	16.87%	18.39%	9.45%	0.73%	100.00%
				Combined: 27.84%			

In 2013, the City reported 3,811 employments in the Protective Service category, which includes police patrol officers, firefighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, park rangers, parking control officers, museum guards, airfield safety officers, etc.



Compared to 2010 Census data, Whites, Asian/Filipinos, Hispanic males and American Indian males are fully utilized compared to labor market availability rates. Blacks, Hispanic females and American Indian females are below parity compared to their labor market availability rates.

## II. 7 OCCUPATIONAL CATEGORY: PARAPROFESSIONALS

The EEOC describes Paraprofessionals as occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. City jobs in this category include research assistants, child support workers, recreation assistants, home health aides, library assistants and clerks, and similar workers. Other paraprofessionals include health and laboratory assistants, health workers, instructional assistants, and public service aides. In 2013, the City reported 1796 Paraprofessional employments.

The Census Bureau did not include a Paraprofessionals category in its Census 2010 Special EEO Tabulation Files. Jobs that were previously included in this category are now mapped to other categories. For example, Health aides are now mapped to the Service Maintenance category; Library Technicians are now mapped to the Administrative Support category. For this reason, we are unable to provide a work force utilization comparison for this category.

The Department of Human Resources will work with the Controller's eMerge Office to revise the City's occupational reporting to make it consistent with U.S. Census data.

8/16/2013 Composition: Paraprofessionals (EEO-4 Job Code 05)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	150	300	250	349	316	5	1370
				Combined: 665			
	7.10%	14.20%	11.84%	16.52%	14.96%	0.24%	64.87%
				Combined: 31.48 %			
Male	109	163	127	175	161	7	742
				Combined: 336			
	5.16%	7.72%	6.01%	8.29%	7.62%	0.33%	35.13%
				Combined: 15.91 %			
Total	259	463	377	486	455	12	2112
				Combined: 1001			
	12.26%	21.92%	17.85%	24.81%	22.59%	0.57%	100.00%
				Combined: 47.4%			

\*Due to no Census data, a workforce utilization comparison is not available.

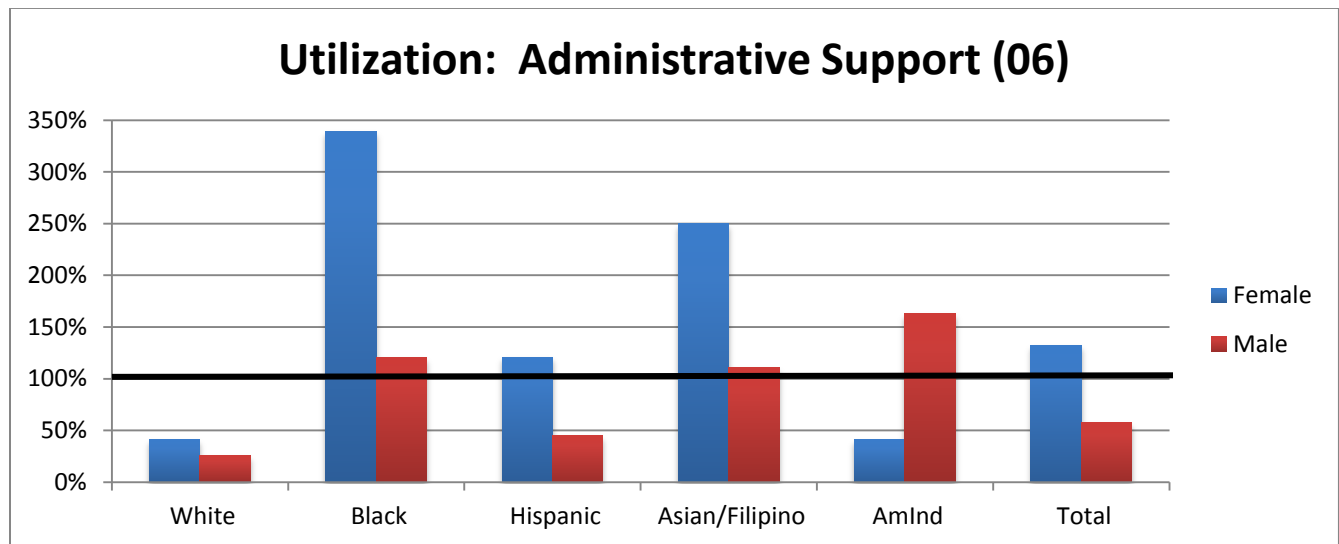
## II.8 OCCUPATIONAL CATEGORY: ADMINISTRATIVE SUPPORT WORKERS

The EEOC describes Administrative Support (or Office/Clerical) Workers as occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. The 2010 Census reported the availability of administrative service workers in our labor market as follows:

<b>EEO Tabulation 2006-2010: Administrative Support (06)</b>								
	White	Black	Hispanic	Asian/ Filipino	AmInd	Two or More Races	Other Race	Total
Female	25.70%	4.21%	10.35%	15.68%	0.21%	1.06%	0.65%	57.86%
Male	19.68%	2.31%	6.74%	11.11%	0.08%	0.53%	0.39%	40.84%
Total	45.38%	6.52%	17.09%	26.79%	0.29%	1.59%	1.04%	98.70%

8/16/2013 Composition: Administrative Support (EEO-4 Job Code 06)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	258	344	300	574	362	2	1840
				Combined: 936			
	10.69%	14.25%	12.43%	23.78%	15.00%	0.08%	76.22%
				Combined: 38.78%			
Male	127	68	75	176	125	3	574
				Combined: 301			
	5.26%	2.82%	3.11%	7.29%	5.18%	0.12%	23.78%
				Combined: 12.47%			
Total	385	412	375	717	469	5	2414
				Combined: 1186			
	15.95%	17.07%	15.53%	31.07%	20.17%	0.21%	100.00%
				Combined: 51.24%			

In the City, this occupational category includes typists, secretaries, personnel clerks, medical transcriber typists, meter readers, telephone operators, storekeepers, cashiers, dispatchers, billing clerks, medical records clerks, etc. For 2013 the city reported 2,304 employments in this category. The largest classes in this occupational category include Clerk Typist, Senior Clerk Typist, Secretary I, and Clerk.



Compared to 2010 Census data, Blacks, Asian/Filipinos, Hispanic females and American Indian Males are above parity compared to the labor market availability rates. Whites are utilized at below parity compared to the labor market availability rates. Cumulatively, by gender, Females are above parity and Males are below parity compared to labor market availability.

## II.9 OCCUPATIONAL CATEGORY: SKILLED CRAFT WORKERS

The EEOC describes Skilled Craft Workers as occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. The 2010 Census reported the availability of skilled craft workers as follows:

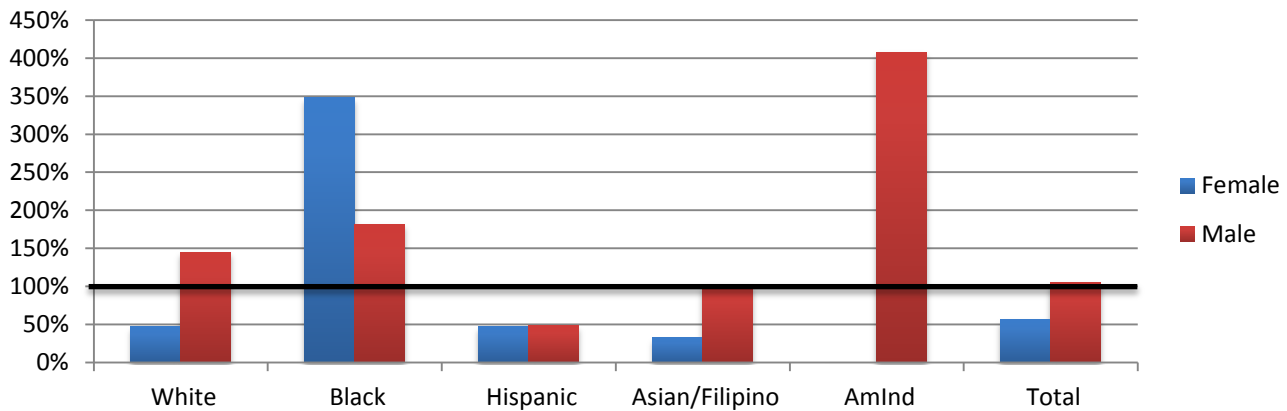
<b>EEO Tabulation 2006-2010: Skilled Crafts (07)</b>								
	White	Black	Hispanic	Asian/ Filipino	AmInd	Two or More Races	Other Race	Total
Female	2.33%	0.36%	1.16%	2.87%	0.00%	0.09%	0.02%	6.83%
Male	36.44%	4.05%	29.15%	20.27%	0.25%	0.96%	0.75%	91.87%
Total	38.77%	4.41%	30.31%	23.14%	0.25%	1.05%	0.77%	98.70%

8/16/2013 Composition: Skilled Crafts (EEO-4 Job Code 07)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	14	16	7	10	2		49
				Combined: 12			
				0.77%	0.15%		
	1.08%	1.24%	0.54%	0.77%	0.15%	0.00%	3.80%
				Combined: 0.92%			
Male	682	95	185	165	102	13	1242
				Combined: 267			
				12.78%	7.90%		
	52.83%	7.36%	14.33%	12.78%	7.90%	1.01%	96.2%
				Combined: 20.68%			
Total	696	111	192	175	104	13	1291
				Combined: 279			
				13.56%	8.06%		
	53.91%	8.60%	14.87%	13.56%	8.06%	1.01%	100.00%
				Combined: 21.62%			

The City reported 1,291 employments in this category which includes mechanics and repairers, electricians, heavy equipment operators, stationary engineers, carpenters, water and sewage treatment plant operators.



## Utilization: Skilled Crafts (07)



Compared to 2010 Census data, White males, Blacks, Asian/Filipino males and American Indian males are above parity compared to the labor market availability rates. Skilled Craft Workers are viewed as traditionally male dominated jobs. In the City, females hold 3.80% of jobs in this category, as compared to 6.83% in the available labor market. Looking at females, Black females are the only group represented at above parity in this category. By race/ethnicity, Hispanics are also below parity in this category.

City jobs in the Skilled Craft Workers category typically require completion of an apprenticeship program plus journey-level work experience. Although many labor unions that run apprenticeship programs are open to minority and women members, their memberships are still underrepresented in these groups. In trades where the City jointly sponsors apprenticeship programs, females and minorities are utilized at higher percentages than in trades without City-run apprenticeship programs.

The successful utilization of Black females in this occupational category is attributed largely to the City's apprenticeship program for Stationary Engineer, Sewage Plant. The program was initially created to provide training and employment opportunities to residents in the City's southeast neighborhood. Today, Black males and females comprise 4.17% of employments in the journey level 7372 Stationary Engineer, Sewage Plant, job class. At the 7375 apprentice level 21.43% of the 14 apprentices are female.

Overall the percentage of females in the Skilled Craft Workers occupational category has declined since 2008. This decline may be attributed to fewer apprenticeship programs leading to employment in this category within the City.

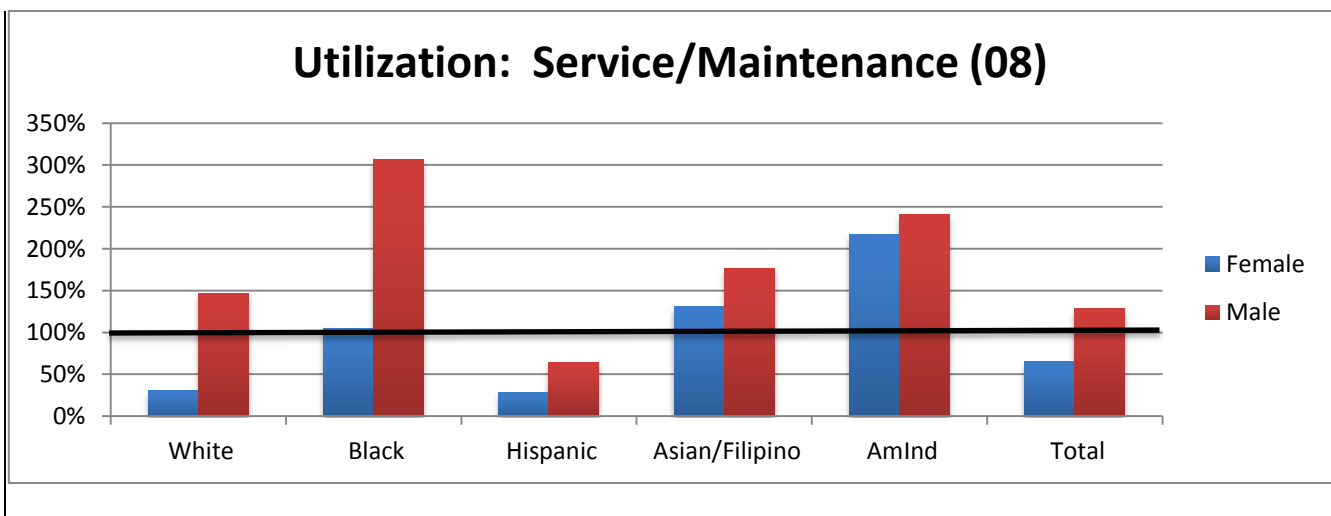
### II.10 OCCUPATIONAL CATEGORY: SERVICE MAINTENANCE WORKERS

The EEOC describes Service Maintenance Workers as occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. The Census reports labor market availability as follows:

<b>EEO Tabulation 2006-2010: Service/Maintenance (08)</b>								
	White	Black	Hispanic	Asian/ Filipino	AmInd	Two or More Races	Other Race	Total
Female	12.00%	2.89%	13.57%	13.20%	0.10%	0.52%	0.41%	42.69%
Male	14.79%	3.64%	22.36%	13.90%	0.18%	0.63%	0.51%	56.01%
Total	26.79%	6.53%	35.93%	27.10%	0.28%	1.15%	0.92%	98.70%

8/16/2013 Composition: Service/Maintenance (EEO-4 Job Code 08)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	87	75	90	339	62	5	658
				Combined: 401			
	3.67%	3.17%	3.80%	14.31%	2.62%	0.21%	27.78%
				Combined: 16.93%			
Male	512	269	336	398	186	10	1711
				Combined: 584			
	21.61%	11.36%	14.18%	16.80%	7.85%	0.42%	72.22%
				Combined: 24.65%			
Total	599	344	426	723	242	15	2369
				Combined: 965			
	25.28%	14.52%	17.98%	31.11%	10.47%	0.63%	100.00%
				Combined: 41.58%			

City jobs in this category include: laundry operatives, truck drivers, custodial employees, gardeners, construction laborers, porters, asphalt workers, camp assistants, watershed keepers, etc. The City employs 2,369 persons in this category.



Compared to 2010 Census data, White males, Blacks, Asian/Filipinos and American Indians are represented at above parity compared to the available labor market rates. White females and Hispanics are utilized at below parity in this category. Cumulatively, by gender, females are below parity in this category.

### PART III: WORKFORCE BY SELECTED JOB CLASSES

The job classes selected for review in this report were based on a number of factors, including: large numbers of employees in the job class, applicants enter City employment in these job classes, selection provides sampling of various occupational categories, and job classes are readily matched to similar census data.

#### III.1 REGISTERED NURSES

EEOC Occupational Category: Professionals  
City Job Class(s): 2320 Registered Nurse  
2010 Census Code: 3255 (SOC 29-1141) Registered Nurses

2010 Labor Market Availability								
	White	Black	Hispanic	Asian/PI	AmInd	Two or More Races	Other Race	Total
Female	42.70%	4.16%	6.44%	28.50%	0.06%	1.76%	1.08%	84.70%
Male	6.39%	0.79%	0.59%	5.89%	0.02%	0.14%	0.18%	14.00%
Total	49.09%	4.95%	7.03%	34.39%	0.08%	1.90%	1.26%	98.70%

Composition: Registered Nurses (2320)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	315	46	85	138	347	1	932
	27.04%	3.95%	7.30%	11.85%	29.79%	0.09%	80.00%
Male	89	12	21	20	90	1	233
	7.64%	1.03%	1.80%	1.72%	7.73%	0.09%	20.00%
Total	404	58	106	158	437	2	1165
	34.68%	4.98%	9.10%	13.56%	37.51%	0.17%	100.00%

#### III.2 ENGINEERS

Occupational Category: Professionals  
City Job Class(s): 5207 Associate Engineer, 5241 Engineer  
2010 Census Code: 1360 (SOC 17-2051) Civil Engineers

2010 Labor Market Availability								
	White	Black	Hispanic	Asian/PI	AmInd	Two or More Races	Other Race	Total
Female	9.94%	0.24%	2.52%	3.45%	0.00%	0.77%	0.10%	17.01%
Male	40.50%	4.12%	5.30%	29.71%	0.05%	1.31%	0.70%	81.69%
Total	50.44%	4.36%	7.82%	33.15%	0.05%	2.08%	0.80%	98.70%

<b>Composition: Engineers (5207)</b>							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	8		4	39	5		55
	3.32%	0.00%	1.66%	15.77%	2.07%	0.00%	22.82%
Male	58	2	6	103	16	1	186
	24.07%	0.83%	2.49%	42.74%	6.64%	0.41%	77.18%
Total	67	2	10	141	21	1	243
	27.39%	0.83%	4.15%	58.51%	8.71%	0.41%	100.00%

### III.3 ATTORNEYS

Occupational Category: Professionals  
City Job Class(es): 8177 Attorney  
2010 Census Code: 2100 (SOC 23-10XX) Lawyers

<b>2010 Labor Market Availability</b>								
	White	Black	Hispanic	Asian/PI	AmInd	Two or More Races	Other Race	Total
Female	27.01%	1.49%	2.58%	5.99%	0.26%	0.89%	0.46%	38.68%
Male	48.10%	1.73%	3.51%	5.28%	0.04%	0.87%	0.49%	60.02%
Total	75.11%	3.22%	6.09%	11.27%	0.30%	1.76%	0.95%	98.70%

<b>Composition: Attorneys (8177)</b>							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Grand Total
Female	121	19	18	31	3	1	193
	35.17%	5.52%	5.23%	9.01%	0.87%	0.29%	56.10%
Male	107	12	12	19		1	151
	31.10%	3.49%	3.49%	5.52%	0.00%	0.29%	43.90%
Total	228	31	30	50	3	2	344
	66.28%	9.01%	8.72%	14.53%	0.87%	0.58%	100.00%

### III.4 ELIGIBILITY WORKERS

Occupational Category: Technicians  
City Job Class(es): 2903 Eligibility Worker, 2905 Senior Eligibility Worker  
2010 Census Code: 5250 (SOC 43-4061) Eligibility Interviewers, Government Programs

<b>2010 Labor Market Availability</b>								
	White	Black	Hispanic	Asian/PI	AmInd	Two or More Races	Other Race	Total
Female	14.21%	14.45%	16.72%	37.26%	0.12%	1.62%	0.25%	84.63%
Male	5.74%	0.50%	2.79%	5.04%	0.00%	0.00%	0.00%	14.07%
Total	19.95%	14.95%	19.51%	42.30%	0.12%	1.62%	0.25%	98.70%

<b>Composition: Eligibility Workers (2003, 2005)</b>							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	39	64	94	148	64	0	409
	7.18%	11.79%	17.31%	27.26%	11.79%	0.00%	75.32%
Male	14	10	29	58	23	0	134
	2.58%	1.84%	5.34%	10.68%	4.24%	0.00%	24.68%
Total	53	74	123	206	87	0	543
	9.76%	13.63%	22.65%	37.94%	16.02%	0.00%	100.00%

### III.5 LICENSED VOCATIONAL NURSES

Occupational Category: Technicians  
City Job Class(es): 2312 Licensed Vocational Nurse  
2010 Census Code: 3500 (SOC 29-2061) Licensed Practical and Vocational Nurses

<b>2010 Labor Market Availability</b>								
	White	Black	Hispanic	Asian/PI	AmInd	Two or More Races	Other Race	Total
Female	18.75%	11.63%	12.15%	36.05%	0.08%	4.10%	3.25%	86.01%
Female	5.70%	2.54%	0.34%	4.02%	0.00%	0.00%	0.09%	12.69%
Total	24.45%	14.17%	12.49%	40.07%	0.08%	4.10%	3.34%	98.70%

<b>Composition: Licensed Vocational Nurses (2312)</b>							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	9	20	15	12	67	0	123
	5.81%	12.90%	9.68%	7.74%	43.23%	0.00%	79.35%
Male	6	1	6	2	17	0	32
	3.87%	0.65%	3.87%	1.29%	10.97%	0.00%	20.65%
Total	15	21	21	14	84	0	155
	9.68%	13.55%	13.55%	9.03%	54.19%	0.00%	100.00%

### III.6 POLICE OFFICERS

Occupational Category: Protective Service Workers  
City Job Class(es): Q2 Police Officer, Q3 Police Officer 2, Q4 Police Officer 3  
2010 Census Code: 3850 (SOC 33-3050) Police Officers

2010 Labor Market Availability								
	White	Black	Hispanic	Asian/PI	AmInd	Two or More Races	Other Race	Total
Female	9.58%	2.61%	2.47%	0.82%	0.03%	1.31%	0.00%	16.83%
Male	40.62%	5.69%	12.09%	21.28%	0.12%	1.36%	0.71%	81.87%
Total	50.20%	8.30%	14.56%	22.10%	0.15%	2.67%	0.71%	98.70%

Composition: Police Officers (Q2, Q3, Q4)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	112	22	42	28	11	2	217
	7.17%	1.41%	2.69%	1.79%	0.70%	0.13%	13.90%
Male	646	122	239	231	99	7	1344
	41.38%	7.82%	15.31%	14.80%	6.34%	0.45%	86.10%
Total	758	144	281	259	110	9	1561
	48.56%	9.22%	18.00%	16.59%	7.05%	0.58%	100.00%

### III.7 FIREFIGHTERS

Occupational Category: Protective Service Workers  
City Job Class(es): H2 Firefighter, H3 Firefighter/Paramedic  
2010 Census Code: 3740 (SOC 33-2011) Firefighters

2010 Labor Market Availability								
	White	Black	Hispanic	Asian/PI	AmInd	Two or More Races	Other Race	Total
Female	2.52%	2.64%	0.83%	0.48%	0.52%	0.00%	0.00%	6.99%
Male	55.61%	4.35%	9.95%	18.51%	0.45%	2.34%	0.50%	91.71%
Total	58.13%	6.99%	10.78%	18.99%	0.97%	2.34%	0.50%	98.70%

Composition: Firefighters (H2, H3)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	80	16	24	22	8	1	151
	7.83%	1.57%	2.35%	2.15%	0.78%	0.10%	14.77%
Male	407	76	137	182	59	10	871
	39.82%	7.44%	13.41%	17.81%	5.77%	0.98%	85.23%
Total	487	92	161	204	67	11	1022
	47.65%	9.00%	15.75%	19.96%	6.56%	1.08%	100.00%

### III.8 DEPUTY SHERIFF

Occupational Category: Protective Service Workers  
City Job Class(es): 8304 Deputy Sheriff  
2010 Census Code: 3800 (SOC 33-3010) Bailiffs, Correctional Officers, and Jailers

2010 Labor Market Availability								
	White	Black	Hispanic	Asian/PI	AmInd	Two or More Races	Other Race	Total
Female	11.51%	22.27%	2.77%	5.85%	0.06%	1.47%	0.15%	44.08%
Male	26.19%	12.84%	4.53%	8.44%	0.00%	0.68%	1.94%	54.62%
Total	37.70%	35.11%	7.30%	14.29%	0.06%	2.15%	2.09%	98.70%

Composition: Deputy Sheriff (8304)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	27	37	18	15	2	1	100
	4.26%	5.84%	2.84%	2.37%	0.32%	0.16%	15.77%
Male	148	75	107	108	93	3	534
	23.34%	11.83%	16.88%	17.03%	14.67%	0.47%	84.23%
Total	175	112	125	123	95	4	634
	27.60%	17.67%	19.72%	19.40%	14.98%	0.63%	100.00%

### III.9 NURSING ASSISTANTS

Occupational Category: Paraprofessionals  
City Job Class(es): 2302 Nursing Assistant  
2010 Census Code: 3600 (SOC 31-1010) Nursing, Psychiatric and Home Health Aides

2010 Labor Market Availability								
	White	Black	Hispanic	Asian/PI	AmInd	Two or More Races	Other Race	Total
Female	11.84%	15.74%	14.61%	34.22%	0.32%	0.74%	0.74%	78.21%
Male	5.78%	2.47%	2.71%	8.92%	0.00%	0.53%	0.08%	20.49%
Total	17.62%	18.21%	17.32%	43.14%	0.32%	1.27%	0.82%	98.70%

Composition: Nursing Assistants (2302)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	1	15	3	1	78	0	98
	0.90%	13.51%	2.70%	0.90%	70.27%	0.00%	88.29%
Male	3	2	1	7	0	13	
	0.00%	2.70%	1.80%	0.90%	6.31%	0.00%	11.71%
Total	1	18	5	2	85	0	111
	0.90%	16.22%	4.50%	1.80%	76.58%	0.00%	100.00%

### III.10 CLERK TYPISTS

Occupational Category: Administrative Support Workers  
City Job Class(es): 1402 Junior Clerk, 1404 Clerk, 1424 Clerk Typist,  
1426 Senior Clerk Typist  
2010 Census Code: 5820 (SOC 43-9022) Word Processors and Typists

2010 Labor Market Availability								
	White	Black	Hispanic	Asian/PI	AmInd	Two or More Races	Other Race	Total
Female	28.70%	5.70%	8.81%	36.56%	0.02%	0.95%	1.14%	81.88%
Male	6.31%	0.81%	0.94%	8.62%	0.00%	0.00%	0.14%	16.82%
Total	35.01%	6.51%	9.75%	45.18%	0.02%	0.95%	1.28%	98.70%

Composition: Clerk Typist (1402, 1404, 1424, 1426)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	30	65	67	119	82	0	363
	6.33%	13.71%	14.14%	25.11%	17.30%	0%	76.58%
Male	18	9	13	36	35	0	111
	3.80%	1.90%	2.74%	7.59%	7.38%	0%	23.42%
Total	48	74	80	155	117	0	474
	10.13%	15.61%	16.88%	32.70%	24.68%	0%	100.00%

### III.11 STATIONARY ENGINEERS

Occupational Category: Skilled Craft Workers  
City Job Code(s): 7334 Stationary Engineer, 7372 Stationary Engr, Sewage Plant  
2000 Census Code: 8610 (SOC 51-8021) Stationary Engineers and Boiler Operators

2010 Labor Market Availability								
	White	Black	Hispanic	Asian/PI	AmInd	Two or More Races	Other Race	Total
Female	3.73%	0.00%	0.00%	0.07%	0.00%	0.00%	0.00%	3.80%
Male	41.94%	4.17%	13.11%	34.78%	0.00%	0.89%	0.01%	94.95%
Total	45.67%	4.17%	13.11%	34.85%	0.00%	0.89%	0.01%	98.70%



<b>Composition: Stationary Engineers (7334, 7372)</b>							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	3	6	1	3	1	0	14
	0.98%	1.97%	0.33%	0.98%	0.33%	0%	4.59%
Male	120	39	40	37	55	0	291
	39.34%	12.79%	13.11%	12.13%	18.03%	0%	95.41%
Total	123	45	41	40	56	0	305
	40.33%	14.75%	13.44%	13.11%	18.36%	0%	100.00%

### III.12 CUSTODIANS

Occupational Category: Service and Maintenance Workers  
City Job Class(es): 2708 Custodian  
2010 Census Code: 4220 (SOC 37-201X) Janitors and Building Cleaners

<b>2010 Labor Market Availability</b>								
	White	Black	Hispanic	Asian/PI	AmInd	Two or More Race	Other Race	Total
Female	3.28%	2.03%	15.92%	7.41%	0.19%	0.20%	0.08%	29.11%
Male	12.13%	6.26%	33.32%	17.21%	0.10%	0.25%	0.32%	69.59%
Total	15.41%	8.29%	49.24%	24.62%	0.29%	0.45%	0.40%	98.70%

<b>Composition: Custodians (2708)</b>							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	3	22	25	199	17	1	267
	0.48%	3.54%	4.02%	31.99%	2.73%	0.16%	42.93%
Male	15	50	58	173	58	1	355
	2.41%	8.04%	9.32%	27.81%	9.32%	0.16%	57.07%
Total	18	72	83	372	75	2	622
	2.89%	11.58%	13.34%	59.81%	12.06%	0.32%	100.00%

### III.13 GENERAL LABORERS

Occupational Category: Service and Maintenance Workers  
City Job Class(es): 7514 General Laborer  
2010 Census Code: 6260 (SOC 47-2061) Construction Laborers

<b>2010 Labor Market Availability</b>								
	White	Black	Hispanic	Asian/PI	AmInd	Two or More Races	Other Race	Total
Female	1.07%	0.04%	0.56%	0.62%	0.01%	0.04%	0.00%	2.34%
Male	21.54%	3.87%	55.12%	13.94%	0.80%	0.70%	0.39%	96.36%
Total	22.61%	3.91%	55.68%	14.56%	0.81%	0.74%	0.39%	98.70%

<b>Composition: General Laborers (7514)</b>							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total
Female	3	14	2	5	1	1	26
	1.08%	5.05%	0.72%	1.81%	0.36%	0.36%	9.39%
Male	71	72	62	31	13	2	251
	25.63%	25.99%	22.38%	11.19%	4.69%	0.72%	90.61%
Total	74	86	63	36	14	3	277
	26.71%	31.05%	23.10%	13.00%	5.05%	1.08%	100.00%

## PART IV: WORKFORCE BY DEPARTMENT

### 10/31/11 Workforce Composition by Department, Race/Ethnicity and Gender

	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Total	Female	Male
<b>AAM</b>	<b>22</b>	<b>12</b>	<b>8</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>54</b>	<b>12</b>	<b>42</b>
Asian Art Museum	40.74%	22.22%	14.81%	9.26%	12.96%	0.00%	100.00%	22.22%	77.78%
<b>ADM</b>	<b>210</b>	<b>85</b>	<b>104</b>	<b>189</b>	<b>59</b>	<b>5</b>	<b>653</b>	<b>267</b>	<b>368</b>
Administrative Services	32.16%	13.02%	15.93%	28.94%	9.04%	0.77%	100.00%	40.89%	59.11%
<b>ADP</b>	<b>36</b>	<b>41</b>	<b>31</b>	<b>20</b>	<b>7</b>	<b>0</b>	<b>135</b>	<b>85</b>	<b>50</b>
Adult Probation	26.67%	30.37%	22.96%	14.81%	5.19%	0.00%	100.00%	62.96%	37.04%
<b>AIR</b>	<b>405</b>	<b>104</b>	<b>191</b>	<b>532</b>	<b>211</b>	<b>8</b>	<b>1451</b>	<b>509</b>	<b>942</b>
Airport Commission	27.91%	7.17%	13.16%	36.66%	14.54%	0.55%	100.00%	35.08%	64.92%
<b>ART</b>	<b>20</b>	<b>5</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>37</b>	<b>30</b>	<b>7</b>
Art Commission	54.05%	13.51%	0.00%	18.92%	2.70%	0.00%	100.00%	81.08%	18.92%
<b>ASR</b>	<b>26</b>	<b>12</b>	<b>14</b>	<b>59</b>	<b>27</b>	<b>0</b>	<b>138</b>	<b>81</b>	<b>57</b>
Assessor	18.84%	8.70%	10.14%	42.75%	19.57%	0.00%	100.00%	58.70%	41.30%
<b>BOS</b>	<b>25</b>	<b>3</b>	<b>8</b>	<b>19</b>	<b>8</b>	<b>2</b>	<b>65</b>	<b>41</b>	<b>24</b>
Board Of Supervisors	38.46%	4.62%	12.31%	29.23%	12.31%	3.08%	100.00%	63.08%	36.92%
<b>CAT</b>	<b>185</b>	<b>25</b>	<b>29</b>	<b>44</b>	<b>10</b>	<b>1</b>	<b>294</b>	<b>184</b>	<b>110</b>
City Attorney	63.93%	8.50%	9.86%	14.97%	3.40%	0.34%	100.00%	62.59%	37.41%
<b>CFC</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>10</b>	<b>4</b>
Children & Families Commission	35.71%	14.29%	7.14%	35.71%	7.14%	0.00%	100.00%	71.43%	28.57%
<b>CHF</b>	<b>10</b>	<b>7</b>	<b>4</b>	<b>9</b>	<b>1</b>	<b>1</b>	<b>32</b>	<b>19</b>	<b>13</b>
Children Youth & Families	31.25%	21.88%	12.50%	28.13%	3.13%	3.13%	100.00%	59.38%	40.63%
<b>CON</b>	<b>65</b>	<b>15</b>	<b>17</b>	<b>76</b>	<b>21</b>	<b>1</b>	<b>195</b>	<b>120</b>	<b>75</b>
Controller	33.33%	7.69%	8.72%	38.97%	10.77%	0.51%	100.00%	61.54%	38.46%
<b>CPC</b>	<b>87</b>	<b>11</b>	<b>14</b>	<b>38</b>	<b>13</b>	<b>1</b>	<b>164</b>	<b>92</b>	<b>72</b>
City Planning	53.05%	6.71%	8.54%	23.17%	7.93%	0.61%	100.00%	56.10%	43.90%
<b>CSC</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>6</b>	
Civil Service Commission	16.67%	0.00%	50.00%	33.33%	0.00%	0.00%	100.00%	100.00%	0.00%

	White	Black	Hispanic	Asian/PI	Filipino	Amlnd	Total	Female	Male
<b>CSS</b>	<b>17</b>	<b>24</b>	<b>23</b>	<b>14</b>	<b>12</b>	<b>0</b>	<b>90</b>	<b>66</b>	<b>24</b>
Child Support Services	18.89%	26.67%	25.56%	15.56%	13.33%	0.00%	100.00%	73.33%	26.67%
<b>CWP</b>	<b>188</b>	<b>89</b>	<b>74</b>	<b>88</b>	<b>32</b>	<b>3</b>	<b>474</b>	<b>96</b>	<b>378</b>
Clean Water	39.66%	18.78%	15.61%	18.57%	6.75%	0.63%	100.00%	20.25%	79.75%
<b>DAT</b>	<b>110</b>	<b>36</b>	<b>40</b>	<b>46</b>	<b>15</b>	<b>0</b>	<b>247</b>	<b>144</b>	<b>103</b>
District Attorney	44.53%	14.57%	16.19%	18.62%	6.07%	0.00%	100.00%	58.30%	41.70%
<b>DBI</b>	<b>87</b>	<b>18</b>	<b>20</b>	<b>86</b>	<b>33</b>	<b>1</b>	<b>245</b>	<b>89</b>	<b>156</b>
Building Inspection	35.51%	7.35%	8.16%	35.10%	13.47%	0.43%	100.00%	36.33%	63.67%
<b>DPH</b>	<b>1434</b>	<b>682</b>	<b>850</b>	<b>1381</b>	<b>1423</b>	<b>17</b>	<b>5787</b>	<b>4041</b>	<b>1746</b>
Public Health	24.78%	11.79%	14.69%	23.86%	24.59%	0.29%	100.00%	69.83%	30.17%
<b>DPW</b>	<b>281</b>	<b>151</b>	<b>157</b>	<b>287</b>	<b>78</b>	<b>11</b>	<b>965</b>	<b>236</b>	<b>729</b>
Department of Public Works	29.12%	15.65%	16.27%	29.74%	8.08%	1.14%	100.00%	24.46%	75.54%
<b>DSS</b>	<b>411</b>	<b>415</b>	<b>384</b>	<b>575</b>	<b>267</b>	<b>7</b>	<b>2059</b>	<b>1374</b>	<b>682</b>
Human Services	19.96%	20.16%	18.65%	27.93%	12.97%	0.34%	100.00%	66.73%	33.12%
<b>ECD</b>	<b>107</b>	<b>46</b>	<b>27</b>	<b>43</b>	<b>26</b>	<b>2</b>	<b>251</b>	<b>173</b>	<b>78</b>
Emergency Communications Dept	42.63%	18.33%	10.76%	17.13%	10.36%	0.80%	100.00%	68.92%	31.08%
<b>ECN</b>	<b>30</b>	<b>18</b>	<b>17</b>	<b>16</b>	<b>5</b>	<b>0</b>	<b>86</b>	<b>49</b>	<b>36</b>
Economic, Workforce Development, Public Finance, Business Affairs	34.88%	20.93%	19.77%	18.60%	5.81%	0.00%	100.00%	56.98%	41.86%
<b>ENV</b>	<b>56</b>	<b>12</b>	<b>12</b>	<b>21</b>	<b>2</b>	<b>1</b>	<b>106</b>	<b>63</b>	<b>43</b>
Environment	52.83%	11.32%	11.32%	19.81%	1.89%	0.94%	100.00%	59.43%	40.57%
<b>ETH</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>17</b>	<b>10</b>	<b>7</b>
Ethics Commission	29.41%	17.65%	11.76%	35.29%	5.88%	0.00%	100.00%	68.82%	41.18%
<b>FAM</b>	<b>23</b>	<b>31</b>	<b>8</b>	<b>14</b>	<b>14</b>	<b>1</b>	<b>91</b>	<b>32</b>	<b>59</b>
Fine Arts Museum	25.27%	34.07%	8.79%	15.38%	15.38%	1.10%	100.00%	35.16%	64.84%
<b>FIR</b>	<b>698</b>	<b>146</b>	<b>223</b>	<b>285</b>	<b>85</b>	<b>13</b>	<b>1450</b>	<b>254</b>	<b>1196</b>
Fire Department	48.14%	10.07%	15.38%	19.66%	5.86%	0.90%	100.00%	17.52%	82.48%
<b>HHP</b>	<b>220</b>	<b>4</b>	<b>26</b>	<b>24</b>	<b>13</b>	<b>0</b>	<b>287</b>	<b>48</b>	<b>239</b>
Hetch Hetchy	76.66%	1.39%	9.06%	8.36%	4.53%	0.00%	100.00%	16.73%	83.28%
<b>HRC</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>9</b>	<b>1</b>
Human Rights Commission	40.00%	20.00%	20.00%	20.00%	0.00%	0.00%	100.00%	90.00%	10.00%

	White	Black	Hispanic	Asian/PI	Filipino	Amlnd	Total	Female	Male
<b>HRD</b>	<b>50</b>	<b>16</b>	<b>16</b>	<b>38</b>	<b>28</b>	<b>0</b>	<b>148</b>	<b>97</b>	<b>51</b>
Human Resources	33.78%	10.81%	10.81%	25.68%	18.92%	0.00%	100.00%	65.54%	34.46%
<b>HSS</b>	<b>13</b>	<b>6</b>	<b>3</b>	<b>10</b>	<b>7</b>	<b>0</b>	<b>39</b>	<b>30</b>	<b>9</b>
Health Service System	33.33%	15.38%	7.69%	25.64%	17.95%	0.00%	100.00%	76.92%	23.08%
<b>JUV</b>	<b>50</b>	<b>86</b>	<b>36</b>	<b>34</b>	<b>8</b>	<b>0</b>	<b>214</b>	<b>82</b>	<b>132</b>
Juvenile Probation	23.36%	40.19%	16.82%	15.89%	3.74%	0.00%	100.00%	38.32%	61.68%
<b>LIB</b>	<b>258</b>	<b>67</b>	<b>87</b>	<b>274</b>	<b>38</b>	<b>3</b>	<b>728</b>	<b>428</b>	<b>300</b>
Public Library	35.44%	9.20%	11.95%	37.64%	5.22%	0.41%	100.00%	58.79%	41.21%
<b>LLB</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>
Law Library	100.0%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%
<b>MYR</b>	<b>37</b>	<b>8</b>	<b>9</b>	<b>24</b>	<b>9</b>	<b>1</b>	<b>88</b>	<b>58</b>	<b>30</b>
Mayor	42.05%	9.09%	10.23%	27.27%	10.23%	1.14%	100.00%	65.91%	34.09%
<b>PAB</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>1</b>		<b>0</b>	<b>6</b>	<b>3</b>	<b>3</b>
Board of Appeals	50.00%	0.00%	33.33%	16.67%	0.00%	0.00%	100.00%	50.00%	50.00%
<b>PDR</b>	<b>74</b>	<b>21</b>	<b>28</b>	<b>26</b>	<b>4</b>	<b>1</b>	<b>154</b>	<b>93</b>	<b>61</b>
Public Defender	48.05%	13.64%	18.18%	16.88%	2.60%	0.65%	100.00%	60.39%	39.61%
<b>POL</b>	<b>1232</b>	<b>260</b>	<b>403</b>	<b>488</b>	<b>188</b>	<b>12</b>	<b>2583</b>	<b>597</b>	<b>1986</b>
Police	47.60%	10.07%	15.60%	18.89%	7.28%	0.46%	100.00%	23.11%	76.89%
<b>PRT</b>	<b>111</b>	<b>17</b>	<b>20</b>	<b>45</b>	<b>18</b>	<b>3</b>	<b>214</b>	<b>60</b>	<b>154</b>
Port	51.87%	7.94%	9.35%	21.03%	8.41%	1.40%	100.00%	28.04%	71.96%
<b>PUC</b>	<b>211</b>	<b>61</b>	<b>54</b>	<b>231</b>	<b>91</b>	<b>4</b>	<b>652</b>	<b>294</b>	<b>358</b>
Public Utilities Commission	32.36%	9.36%	8.28%	35.43%	13.96%	0.61%	100.00%	45.09%	54.91%
<b>REC</b>	<b>390</b>	<b>93</b>	<b>91</b>	<b>124</b>	<b>44</b>	<b>6</b>	<b>749</b>	<b>224</b>	<b>525</b>
Recreation And Park Commission	52.07%	12.42%	12.15%	16.56%	5.87%	0.80%	100.00%	29.91%	70.09%
<b>REG</b>	<b>14</b>	<b>4</b>	<b>3</b>	<b>11</b>	<b>7</b>	<b>0</b>	<b>39</b>	<b>22</b>	<b>17</b>
Registrar	35.90%	10.26%	7.69%	28.21%	17.95%	0.00%	100.00%	56.41%	43.59%
<b>RET</b>	<b>26</b>	<b>10</b>	<b>9</b>	<b>38</b>	<b>10</b>	<b>0</b>	<b>93</b>	<b>52</b>	<b>41</b>
Retirement Services	27.96%	10.75%	9.68%	40.86%	10.75%	0.00%	100.00%	55.91%	44.09%
<b>RNT</b>	<b>14</b>	<b>2</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>18</b>	<b>9</b>
Rent Arbitration Board	51.85%	7.41%	11.11%	29.63%	0.00%	0.00%	100.00%	66.67%	33.33%

	White	Black	Hispanic	Asian/PI	Filipino	Amlnd	Total	Female	Male
<b>SCI</b>	<b>4</b>	<b>4</b>	<b>1</b>		<b>3</b>	<b>0</b>	<b>12</b>	<b>1</b>	<b>11</b>
Academy Of Sciences	33.33%	33.33%	8.33%	0.00%	25.00%	0.00%	100.00%	8.33%	91.67%
<b>SHF</b>	<b>291</b>	<b>204</b>	<b>178</b>	<b>196</b>	<b>131</b>	<b>6</b>	<b>1006</b>	<b>223</b>	<b>783</b>
Sheriff	28.93%	20.28%	17.69%	19.48%	13.02%	0.60%	100.00%	22.17%	77.83%
<b>TIS</b>	<b>73</b>	<b>15</b>	<b>21</b>	<b>57</b>	<b>20</b>	<b>3</b>	<b>189</b>	<b>53</b>	<b>136</b>
Department of Technology	38.62%	7.94%	11.11%	30.16%	10.58%	1.59%	100.00%	28.04%	71.96%
<b>TTX</b>	<b>34</b>	<b>17</b>	<b>32</b>	<b>80</b>	<b>27</b>	<b>0</b>	<b>190</b>	<b>110</b>	<b>80</b>
Treasurer/Tax Collector	17.89%	8.95%	16.84%	42.11%	14.21%	0.00%	100.00%	57.89%	42.11%
<b>WAR</b>	<b>24</b>	<b>10</b>	<b>8</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>53</b>	<b>20</b>	<b>33</b>
War Memorial	45.28%	18.87%	15.09%	16.98%	3.77%	0.00%	100.00%	37.74%	62.26%
<b>WOM</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>		<b>0</b>	<b>6</b>	<b>6</b>	<b>0</b>
Department on the Status of Women	33.33%	16.67%	16.67%	33.33%	0.00%	0.00%	100.00%	100.00%	0.00%
<b>WTR</b>	<b>354</b>	<b>61</b>	<b>77</b>	<b>114</b>	<b>36</b>	<b>0</b>	<b>642</b>	<b>140</b>	<b>502</b>
Water Department	55.14%	9.50%	11.99%	17.76%	5.61%	0.00%	100.00%	21.81%	78.19%
<b>Total</b>	<b>8035</b>	<b>2962</b>	<b>3371</b>	<b>5703</b>	<b>3043</b>	<b>114</b>	<b>23237*</b>	<b>10753</b>	<b>12480</b>
<b>Total Percentages</b>	<b>34.58%</b>	<b>12.75%</b>	<b>14.51%</b>	<b>24.54%</b>	<b>13.10%</b>	<b>0.49%</b>	<b>100.00%</b>	<b>46.28%</b>	<b>53.71%</b>
*Totals includes employees who identified as "Unknown" race and gender.									

This report shows that the City's workforce composition in most departments is diverse in race/ethnicity and gender. With only a single exception (American Indians/Alaska Natives), every major racial/ethnic group is represented in every department of thirty or more employees. Both males and females were also represented in each of these departments.

Highest Department Percentages by Race/Ethnicity			
White	Hetch Hetchy (76.66%)	City Attorney (62.93%)	Water Department (55.14%)
Black	Juvenile Probation (40.19%)	Fine Arts Museum (34.07%)	Adult Probation (30.37%)
Hispanic	Child Support Services (25.56%)	Adult Probation (22.96%)	Economic, Workforce Development, Etc. (19.77%)
Asian	Assessor (42.75%)	Treasurer/Tax Collector (42.11%)	Retirement Services (40.86%)
Filipino	Public Health (24.59%)	Assessor (19.57%)	Human Resources (18.92%)

<b>Lowest Department Percentages by Race/Ethnicity</b>			
White	Treasurer/Tax (17.89%)	Assessor (18.84%)	Child Support Services (18.89%)
Black	Hetch Hetchy (1.39%)	Board of Supervisors (4.62%)	City Planning (6.71%)
Hispanic	Building Inspection (8.16%)	Public Utilities Commission (8.28%)	City Planning (8.54%)
Asian	Hetch Hetchy (8.36%)	Asian Art Museum (9.26%)	Adult Probation (14.81%)
Filipino	Environment (1.89%)	Public Defender (2.60%)	City Attorney (3.40%)

<b>Highest Department Percentages by Gender</b>			
Female	Child Support Services (73.33%)	Public Health (69.83%)	Emergency Communications (68.92%)
Male	Hetch Hetchy (83.28%)	Fire (82.48%)	Clean Water (79.75%)

## UTILIZATION SUMMARIES AND INITIATIVES

### WORKFORCE COMPARISONS BY YEAR AND OCCUPATIONAL CATEGORIES

- Whites in the City's workforce have **decreased by 4.74%** since 2008; however this group is below parity with the available labor force in all occupational categories except Protective Services (04) and Skilled Crafts (07).
- Blacks in the City's workforce have **decreased by 4.70%** since 2008; however this group is above parity with the available labor force in all occupational categories except Protective Services (04).
- Hispanics in the City's workforce have **increased by 4.39%** since 2008; however this group is below parity with the available labor force in the following occupational categories: Administrative Support (06), Skilled Crafts (07), and Service/Maintenance (08).
- Asians in the City's workforce have **increased by 9.55%** since 2008 and this group is above parity with the available labor force in all occupational categories except Skilled Crafts (07). Filipinos in the City's workforce have **decreased by 4.38%** since 2008. However, this group is included as Asian in U.S. Census data, and consequently their representation is above parity with the available labor force in all occupational categories except Skilled Crafts (07).
- American Indians in the City's workforce have **decreased by 0.2%** since 2008; however this group continues to be above parity in all occupational categories, except Administrative Support (06). Also, their actual numbers in both the available work force and City employment are so low as to make percentage comparisons of no practical significance.

### INITIATIVES AND REFORMS

- The data demonstrate that the City has not created barriers to employment opportunity based on race, gender or other protected categories.
- Blacks and Hispanics are below parity in Protective Services occupations, such as Police Officer, Firefighter and Deputy Sheriff. Entry level applicants in these classifications must have completed high school and some college. To increase diversity, the City has

implemented a continuous testing process for the Q2 Police Officer class. The pilot testing program will make testing more convenient for applicants by offering a year-round open application period. This will in turn increase the pool of qualified applicants, which has been shown to increase diversity. The Human Resources Department is also preparing to implement continuous testing for H2 Firefighter.

- During the summer of 2013, the Department of Human Resources launched a clerical testing program providing opportunities for individuals with no work experience to qualify for the 1402 Junior Clerk and 1404 Clerk examinations. Individuals who passed a basic reading and math test were given a certificate that substituted for the work experience requirement for these classes. This program is expected to increase diversity, and may also benefit persons hired for temporary work through the JobsNow and CalWorks programs.
- Many changes have been made to simplify the City's selection processes and to make City employment competitive, including: reduction in the number of job classifications, position-based testing, on-line applications, and continuous testing in several classifications.
- The Department of Human Resources will continue to work with the Mayor, the Civil Service Commission and employee organizations to identify additional civil service reform measures that will improve the City's hiring processes and attract all race and gender groups to City employment.

RECOMMENDATION: Accept report.



Notes:

- The 2006-2010ACS Census data estimates in the Special EEO Tabulation were collected from sample groups of the population and may differ from actual values.
- The data in the Special EEO Tabulation in some cases did not add up to total 100% due to rounding.
- Data on Filipinos in the labor force were included as part of data for the Asian group.
- See Census website ([www.census.gov](http://www.census.gov)) for discussions on rounding, estimates, samples, margins of error.
- In this report, labor market availability data totals 98.70% instead of 100%.
- For some tables, utilization rates for the American Indian/Alaskan Native group were not displayed because Census data for the group are less reliable due to the small numbers and rounding.
- Utilization rates for multi-racial groups and “other” race were not included because the City does not currently collect such data on its employees.

Due to these variables and limitations in completeness of Census data, this report generally considers that a group is substantially similar to labor market availability when the utilization rate is 90% or above, and below parity when the rate is below 90%.

APPENDICES

- A: Labor Market Availability, 11 California Counties, By 2013 City Employee Residency Proportion 2010 U.S. Census
- B. City & County of San Francisco Workforce Composition Percentages by Race/Ethnicity and Gender, 1972 – 2013

**APENDIX A: Labor Market Availability, 11 California Counties by 2013 City Employee Residency Percentages, 2010 U.S. Census**

County	White	Black	Hispanic	Asian/PI	AmInd	Two or More Races	Other Race	Total
<b>San Francisco (40.28%)</b>								
Female	8.50%	0.89%	2.42%	6.16%	0.04%	0.36%	0.16%	18.53%
Male	10.71%	0.97%	3.43%	6.12%	0.04%	0.24%	0.20%	21.75%
Total	19.21%	1.85%	5.80%	12.32%	0.08%	0.68%	0.36%	40.28%
<b>San Mateo (22.77%)</b>								
Female	4.49%	0.27%	2.39%	3.17%	0.02%	0.14%	0.11%	10.57%
Male	5.46%	0.30%	3.07%	3.10%	0.02%	0.16%	0.11%	12.20%
Total	9.95%	0.57%	5.44%	6.24%	0.05%	0.30%	0.20%	22.77%
<b>Alameda (12.44%)</b>								
Female	2.24%	0.77%	1.07%	1.58%	0.01%	0.11%	0.07%	5.86%
Male	2.54%	0.66%	1.48%	1.70%	0.01%	0.11%	0.07%	6.58%
Total	4.76%	1.43%	2.55%	3.28%	0.04%	0.20%	0.15%	12.44%
<b>Contra Costa (11.62%)</b>								
Female	2.79%	0.52%	1.09%	0.87%	0.02%	0.10%	0.07%	5.47%
Male	3.16%	0.45%	1.46%	0.90%	0.01%	0.08%	0.06%	6.15%
Total	5.95%	0.99%	2.56%	1.78%	0.03%	0.19%	0.13%	11.62%
<b>Solano (3.77%)</b>								
Female	0.81%	0.26%	0.35%	0.33%	0.01%	0.04%	0.03%	1.82%
Male	0.87%	0.23%	0.47%	0.30%	0.01%	0.05%	0.03%	1.95%
Total	1.68%	0.49%	0.81%	0.62%	0.02%	0.09%	0.06%	3.77%
<b>Marin (2.77%)</b>								
Female	1.01%	0.02%	0.16%	0.08%	0.00%	0.01%	0.01%	1.32%
Male	1.09%	0.03%	0.24%	0.07%	0.00%	0.01%	0.01%	1.45%
Total	2.10%	0.06%	0.40%	0.16%	0.00%	0.02%	0.02%	2.77%
<b>Sonoma (1.88%)</b>								
Female	0.64%	0.01%	0.17%	0.04%	0.01%	0.01%	0.01%	0.88%
Male	0.67%	0.02%	0.25%	0.04%	0.01%	0.01%	0.00%	1.00%
Total	1.31%	0.03%	0.41%	0.08%	0.02%	0.02%	0.01%	1.88%
<b>Santa Clara (1.29%)</b>								
Female	0.22%	0.02%	0.13%	0.18%	0.00%	0.01%	0.01%	0.57%
Male	0.28%	0.02%	0.19%	0.22%	0.00%	0.01%	0.01%	0.72%
Total	0.50%	0.03%	0.32%	0.41%	0.00%	0.02%	0.01%	1.29%
<b>San Joaquin (0.66%)</b>								
Female	0.13%	0.02%	0.10%	0.04%	0.00%	0.01%	0.00%	0.30%
Male	0.14%	0.02%	0.14%	0.05%	0.00%	0.01%	0.00%	0.36%
Total	0.27%	0.04%	0.23%	0.09%	0.00%	0.01%	0.01%	0.66%

<b>Stanislaus (0.64%)</b>								
Female	0.15%	0.01%	0.10%	0.02%	0.00%	0.00%	0.00%	0.29%
Male	0.18%	0.01%	0.15%	0.02%	0.00%	0.00%	0.00%	0.35%
Total	0.33%	0.02%	0.24%	0.03%	0.00%	0.01%	0.00%	0.64%
<b>Sacramento (0.58%)</b>								
Female	0.15%	0.03%	0.04%	0.04%	0.00%	0.01%	0.00%	0.28%
Male	0.16%	0.02%	0.06%	0.04%	0.00%	0.01%	0.00%	0.30%
Total	0.31%	0.05%	0.11%	0.09%	0.00%	0.01%	0.01%	0.58%
<b>11 Counties (98.70%)</b>								
Female	12.00%	2.89%	13.57%	13.20%	0.10%	0.52%	0.41%	42.69%
Male	14.79%	3.64%	22.36%	13.90%	0.18%	0.63%	0.51%	56.01%
Total	26.79%	6.53%	35.93%	27.10%	0.28%	1.15%	0.92%	98.70%

**Appendix B: City & County of San Francisco Workforce Composition Percentages by Race/Ethnicity and Gender, 1972 – 2013**

	WHITE		BLACK		HISPANIC		ASIAN		FILIPINO		AI/AN		TOTAL		TOTAL
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
1972 <sup>4</sup>	49.9	16.4	14.6	7.4	2.9	1.4	3.3	1.9	1.3	1.0	0.1	0.0	71.9	28.1	21071
1976 <sup>5</sup>	38.7	18.1	13.7	9.7	3.1	2.3	4.4	3.5	2.2	2.8	0.2	0.1	63.0	37.0	24191
1980	36.6	15.9	14.7	8.7	4.3	2.4	6.0	4.4	3.2	3.5	0.2	0.1	65.0	35.0	25398
1985	32.6	14.6	13.1	8.6	5.9	3.6	7.1	5.3	4.2	4.7	0.3	0.1	63.1	36.9	27821
1990	27.5	14.8	10.9	8.8	6.1	4.5	8.6	7.0	5.0	6.5	0.3	0.1	58.4	41.6	30423
1995	24.9	14.9	9.9	8.8	6.7	5.0	9.4	7.8	5.2	7.1	0.3	0.1	56.4	43.6	32050
2000	24.4	12.7	9.4	8.2	7.5	5.1	11.0	8.0	6.0	7.3	0.2	0.2	58.5	41.5	29308
2005	22.4	12.2	8.7	7.8	7.9	5.3	12.2	9.4	6.2	7.4	0.3	0.1	57.7	42.3	29079
2006 <sup>6</sup>	22.1	11.5	8.6	8.5	8.2	5.4	12.3	9.4	6.4	7.1	0.3	0.2	57.9	42.1	27622
2008 <sup>7</sup>	23.0	13.3	6.1	7.0	7.7	6.2	11.1	11.3	5.9	7.8	0.3	0.2	54.1	45.9	24092
2013	21.7	12.9	6.0	6.8	7.9	6.6	11.9	12.7	7.1	6.0	0.3	0.2	53.7	46.3	23237

<sup>4</sup> Report prepared by Human Rights Commission; also 0.3% identified as Other Non-White

<sup>5</sup> Also 1.3% identified as Other Non-White

<sup>6</sup> Excludes School District, College District, Courts, and As-Needed Employments

<sup>7</sup> Excludes Municipal Transportation Agency, School District, College District, Courts, and As-Needed Employments