



# Corrective Action and Discipline by Race/Ethnicity and Gender

*Last Updated on 9/11/19*





## Total Corrective Actions and Disciplines by Department

Dept.	Corrective Actions / Disciplines	Employees	Rate
AIR	21	1,489	1.41%
HSA	34	2,059	1.65%
DPH	66	6,150	1.07%
DPW	33	982	3.36%
PUC	16	1,782	0.90%
Citywide	294	19,703	1.49%
MTA	261	5,237	4.98%

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



# 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%	39.15%	7.12%	14.04%	13.23%	1.01%	24.85%	37.47%	62.53%
	CA / D	0.00%	23.81%	38.10%	4.76%	4.76%	0.00%	28.57%	19.05%	80.95%
HSA	Employees	0.29%	34.09%	13.94%	11.36%	21.52%	0.78%	18.02%	68.67%	31.33%
	CA / D	0.00%	11.76%	23.53%	26.47%	20.59%	0.00%	17.65%	61.76%	38.24%
DPH	Employees	0.34%	28.29%	12.10%	23.22%	14.54%	0.50%	21.01%	69.53%	30.47%
	CA / D	0.00%	21.21%	24.24%	9.09%	21.21%	0.00%	24.24%	63.64%	36.36%
DPW	Employees	1.12%	29.12%	17.21%	7.23%	16.29%	0.20%	28.82%	25.15%	74.85%
	CA / D	3.03%	3.03%	36.36%	6.06%	33.33%	0.00%	18.18%	12.12%	87.88%
PUC	Employees	0.28%	25.36%	7.63%	8.14%	13.19%	0.17%	45.23%	27.78%	72.22%
	CA / D	0.00%	12.50%	31.25%	6.25%	0.00%	6.25%	43.75%	37.50%	62.50%
Citywide	Employees	0.41%	29.65%	11.43%	13.72%	15.20%	0.59%	29.01%	50.43%	49.57%
	CA / D	0.34%	17.69%	25.17%	7.82%	21.43%	0.68%	26.87%	39.12%	60.88%
MTA	Employees	0.59%	32.50%	29.81%	9.81%	13.58%	0.48%	13.23%	22.19%	77.81%
	CA / D	1.53%	18.39%	50.96%	6.13%	12.26%	0.38%	10.34%	23.37%	76.63%

- 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%	17.24%	31.03%	10.34%	24.14%	0.00%	17.24%	51.72%	48.28%
Prob. Release	0.00%	22.45%	20.41%	0.00%	20.41%	4.08%	32.65%	53.06%	46.94%
Perf. Imp. Plan	0.00%	9.52%	38.10%	14.29%	4.76%	0.00%	33.33%	52.38%	47.62%
Written Warning	1.02%	21.43%	20.41%	9.18%	26.53%	0.00%	21.43%	35.71%	64.29%
Suspension	0.00%	14.44%	27.78%	5.56%	21.11%	0.00%	31.11%	26.67%	73.33%
Dismissal	0.00%	0.00%	28.57%	42.86%	0.00%	0.00%	28.57%	57.14%	42.86%
Corr. Actions / Disciplines	0.34%	17.69%	25.17%	7.82%	21.43%	0.68%	26.87%	39.12%	60.88%
Employees	0.41%	29.65%	11.43%	13.72%	15.20%	0.59%	29.01%	50.43%	49.57%

▪ Analysis excludes MTA



## Race/Ethnicity and Gender as a Percent of Each Reason for Corrective Action / Discipline

Reason	Am. Ind.	Asian	Black	Filipino	Hispanic	Multiracial	White	Female	Male	Total
Attendance	0.00%	9.26%	15.19%	15.38%	12.86%	0.00%	6.10%	13.28%	9.73%	11.18%
AWOL	0.00%	5.56%	6.33%	0.00%	8.57%	0.00%	14.63%	5.47%	10.27%	8.31%
Dishonesty	0.00%	1.85%	3.80%	7.69%	5.71%	0.00%	4.88%	6.25%	3.24%	4.47%
Insubordination	0.00%	9.26%	7.59%	7.69%	7.14%	0.00%	9.76%	7.81%	8.65%	8.31%
Inattention to Duty	100.00%	20.37%	24.05%	15.38%	25.71%	0.00%	28.05%	17.19%	29.19%	24.28%
Moral Turpitude	0.00%	5.56%	6.33%	7.69%	0.00%	0.00%	1.22%	2.34%	4.32%	3.51%
Misuse of Resources	0.00%	7.41%	1.27%	7.69%	2.86%	0.00%	3.66%	4.69%	3.24%	3.83%
Other	0.00%	1.85%	0.00%	0.00%	1.43%	0.00%	0.00%	1.56%	0.00%	0.64%
Performance	0.00%	37.04%	31.65%	30.77%	32.86%	100.00%	31.71%	41.41%	27.03%	32.91%
Substance Abuse	0.00%	0.00%	0.00%	0.00%	1.43%	0.00%	0.00%	0.00%	0.54%	0.32%
Violence	0.00%	1.85%	3.80%	7.69%	1.43%	0.00%	0.00%	0.00%	3.78%	2.24%

▪ Analysis excludes MTA



## Citywide Dismissals by Race/Ethnicity and Gender

Group	Employees (#)	Employees (%)	Dismissals (#)	Dismissals (%)
Am. Ind.	80	0.41%	0	0.00%
Asian	5,841	29.65%	0	0.00%
Black	2,252	11.43%	2	28.57%
Filipino	2,703	13.72%	3	42.86%
Hispanic	2,994	15.20%	0	0.00%
Multiracial	117	0.59%	0	0.00%
White	5,716	29.01%	2	28.57%
Female	9,936	50.43%	4	57.14%
Male	9,767	49.57%	3	42.86%
Total	19,703	-	7	-

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