



Date: October 21, 2008
To: Honorable Mayor and City Council
From: Councilwoman Gerrie Schipske, Chair Personnel and Civil Service Committee
Subject: **PROPOSED THREE-YEAR EQUAL EMPLOYMENT OPPORTUNITY PROGRAM PLAN 2007-2009**

The Personnel and Civil Service Committee, at its meeting held September 23, 2008, considered communications relative to the above subject.

It is the recommendation of the Personnel and Civil Service Committee to the City Council that the Equal Employment Opportunity Program Plan 2007-2009 be received and adopted.

Respectfully submitted,

PERSONNEL AND CIVIL SERVICE COMMITTEE

Councilwoman Gerrie Schipske, Chair

Prepared by:
Gloria Harper



CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

R-25

333 West Ocean Blvd / Long Beach, CA 90802 / Phone: 562.570.6304 / FAX: 562.570.5985

EQUAL EMPLOYMENT OPPORTUNITY/ADA

July 8, 2008

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Adopt the attached Resolution, which commits the City of Long Beach to a policy of nondiscrimination and equal employment in all hiring activities, and refer the proposed three-year Equal Employment Opportunity Program Plan 2007-2009 to the Personnel and Civil Service Committee for review. (Citywide)

DISCUSSION

The City of Long Beach actively monitors workplace hiring practices. Beginning in 1973, the City developed an Affirmative Action Plan to report on population and labor market availability by gender and race. Numeric "goals and objectives" were established to address areas of under-representation. In the mid-1990's, changes in federal and state laws required that the City discontinue the practice of developing specific goals and objectives.

Proposition 209 (the California Civil Rights Initiative) was passed by the voters in 1996. It prohibits the City from giving preferential treatment to any individual or group on the basis of race, sex, color, ethnicity or national origin. Proposition 209 also prohibits the City from using race or ethnic-based quotas or numerical goals in our hiring practices. As a result, the City changed from establishing numeric goals and/or quotas to establishing narrative objectives to address under-representation. Examples of narrative objectives include:

- To ensure equal access to all employment opportunities and to address categories that are under-represented, the Civil Service Department staff will continue to work with City Departments to focus its outreach efforts in areas where female and minority candidates are concentrated.
- To attract a larger applicant pool, available resources throughout the Southern California region continue to be used in the recruitment and selection process. Specifically, community organizations, community colleges and universities, trade schools and professional associations with large female and minority populations are targeted for recruitment efforts. A variety of multi-media resources, such as community newspapers, military newsletters, billboards, Internet websites, radio and

cable television in specific media markets are utilized and updated annually. The City utilizes many techniques in the recruiting and testing areas that enhance our testing process, including but not limited to, the use of the Internet, the use of band scores on eligible lists, selective certification for bilingual candidates, and the streamlining of testing processes to expedite candidate selection.

- To provide opportunities for upward mobility within the work force, internal methods to identify possible career paths and career development programs, such as the mentor program, supervisory and leadership-training programs, job specific training, and transfer-for-training programs will continue to be used. To capture the youth population as potential female and minority Firefighters and Police Officers, the City will continue to enhance youth development programs, such as Police Explorer and Fire Search and Rescue programs. In addition, the City's Workforce Development Program provides outreach to local high school students who participate in the annual youth job shadowing, job fair and internship programs.

The City currently uses an Equal Employment Opportunity Plan (EEOP) to capture these narrative objectives and provide hiring data. The EEOP analyzes the City's work force in comparison to its relevant labor market to determine if females and/or minorities are under-represented in the work force. The City uses the combined labor markets of Los Angeles and Orange Counties to determine the Labor Market Availability (LMA). LMA data includes persons over the age of 16, who are already employed, as well as those recorded as unemployed. The Plan identifies areas that are below the relevant labor market, sets forth overall non-numeric objectives to address under-representation, and determines steps to achieve these objectives. Attached is the proposed 2007-2009 Equal Employment Opportunity Plan. (Exhibit A)

2007 Accomplishments

Status of New Hires 2007:

The following status report provides a breakdown of the hires in the City's permanent full-time work force for 2007.

In 2007, there were 470 new hires. Of those hired in 2007, 215 or 45.7% were female, 305 or 64.9% were minority, and 368 were white females and minorities, for a combined white female and minority-hiring rate of 78.3%. Attachment A provides an overview of 2007 new hires. This represents an increase of 3% in minority hires between 2006 and 2007. However, Females, as a whole, and Hispanics continue to be under-represented in the work force by 10.9% each (See Attachment D). To address this area of under-representation, the City will continue to work with Civil Service staff and Departments to focus outreach efforts at increasing female and minority representation.

The City's EEOP continues to emphasize placing more females and minorities into Firefighter and Police Officer positions. During 2007, there were no firefighter recruit academies conducted. However, the Police Department held two academy classes,

totaling 83 hires. Of those, 12 or 14.5% were females and 53 or 63.9% were minorities, for a combined white female and minorities hiring rate of 55 or 66.3%. In the last five years, there has been a 54% increase in the combined hiring rate for white females and minorities in the Firefighter and Police Officer positions, which was 43.1% in 2003. More specific information regarding Police Recruit and Firefighter Recruit academies is contained in Attachment B. Fire and Police will continue to focus on enhanced recruitment efforts, which will include:

- Involvement with the Rescue Youth program by Fire Department staff to provide at-risk youth positive role models as well as educate them about careers in the fire service;
- Provision of Junior Lifeguard program scholarships to expose economically-disadvantaged youth to Marine Safety careers;
- Development of an in-house Fire Department committee for outreach to faith-based organizations serving the African-American community;
- Participation on the California Professional Firefighters' standing committee on recruitment and retention of females;
- The Fire Department institution of the Basic Life Support (BLS) Transportation Program to provide entry level positions in the public safety field;
- Recruitment for the BLS Program at Fire Academies with a diverse candidate pool, such as Rio Hondo College;
- Encourage all minority Safety personnel to act as recruiters;
- Visits to minority colleges and military bases in the region and outside the state to recruit candidates for Police Officer classifications;
- Assignment of Police Chief's Advisory Groups (African-American, Hispanic and Asian/Pacific Islander) as "Community Recruiters" for various Outreach Programs;
- Participation in ethnic community events and local parades;
- Visits to African-American churches to discuss law enforcement careers with families;
- Development of Cambodian Community Police Academy for Outreach to Cambodian families and young people; and,
- Outreach to minority youth by the Chief of Police through interviews on popular radio stations.

Work Force Analysis

The City's full-time permanent work force consisted of 4,664 employees as of December 31, 2007. The City continues to maintain steady levels for females and minorities, 1,593 or 34.2% were females, and 2,465 or 52.9% were minorities. The combined white female and minority rate is 3,094 or 66.3%. Please refer to Attachment D for an overview of the work force. The City has continued to show an incremental increase in the number of females and minorities in the work force since 2004. In 2004, the combined white female and minority rate was 2,906 or 64.7%, and in 2007, it was 3,094 or 66.3%. This represents an increase in the combined white female and minority rate of 1.6%. The City's ultimate

objective is to establish a diverse work force that is reflective of the relevant labor market for white females and minorities (77.1 %). Refer to Attachment C.

The City's work force is divided into the classified and unclassified service. The unclassified service includes elected and appointed officials and their staff, the City Manager and his staff, the City Clerk and his staff, Department Heads, Managers and their secretarial/clerical support, and all personnel in non-career positions. The classified service is comprised of all positions not specifically included in the Charter as being in the unclassified service. Employees in the unclassified service constitute 18% of the work force, while employees in the classified service make up 82% of the work force. The number of white females and minorities in the classified service is 51.8% and those in the unclassified service total 57.7%.

In 2007, in addition to the work of individual departments, the former City Manager directed a Special Committee to identify and address EEO challenges and opportunities for improving female and minority hires and promotions, as identified in the EEOP. Specifically, in 2007, the following actions were implemented:

- Developed financial incentives for City employee referrals to the City's Police Academy;
- Addition of a Targeted Result requiring department managers to promote and implement the Equal Employment Opportunity Plan objectives;
- Developed a diversity awareness and sensitivity program for City employees with the assistance of the California Conference for Equality and Justice (formerly NCCJ); and,
- Developed a Recruitment, Hiring and Retention study to evaluate current recruitment, hiring and retention strategies.

Strategies for future recruitment, selection and professional development activities will continue to be guided by these recommendations.

Equal Employment Opportunity Plan 2007-2009

Attached for City Council review and adoption is the EEOP 2007-2009 (See Exhibit A). The EEOP establishes responsibility and accountability for the City's Equal Employment Opportunity Program. It analyzes the City's work force, identifies areas of under-representation, and establishes objectives to address under-utilization to achieve a work force that is comparable to the relevant labor market.

The Department of Human Resources, in conjunction with other City departments, identified the roles and responsibilities required to ensure full support and cooperation in following both the spirit and intent of the EEOP.

This matter was reviewed by Deputy City Attorney, Christina Checelski on June 20, 2008 and Budget Management Officer, Victoria Bell, on June 20, 2008.

TIMING CONSIDERATIONS

City Council action on this matter is not time critical.

FISCAL IMPACT

None.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



Suzanne R. Mason
Director of Human Resources

SRM:DAH:slm
Share/eeostatusreport/2007/2007CouncilLtr2B

Approved:


Patrick H. West
City Manager

Attachments:

- A: 2007 Full-Time Permanent Hires
 - B: Total 2007 Police & Fire Recruit Hires
 - C: 2004 - 2007 Work Force Analysis
 - D: 2007 Classified/Unclassified Work Force
- Exhibit A: Equal Employment Opportunity Plan 2007-2009

New Hires
Permanent Full-Time Employees
January 1, 2007 - December 31, 2007

Attachment A

	2006		2007		%change 2006-2007
	#	%	#	%	
Total Hires	485		470		
Black	68	14.0%	64	13.6%	-0.4%
Hispanic	161	33.2%	145	30.9%	-2.3%
Asian	68	14.0%	92	19.6%	5.6%
American Indian	3	0.6%	4	0.9%	0.2%
White	185	38.1%	165	35.1%	-3.0%
Males	290	59.8%	255	54.3%	-5.5%
Females	195	40.2%	215	45.7%	5.5%
Total Minorities	300	61.9%	305	64.9%	3.0%
White Females & Minorities	367	75.7%	368	78.3%	2.6%

**2007 Total Police and Fire Recruit Hires
January 1, 2007 - December 31, 2007**

Attachment B

	LMA Protected Services	Total Recruit Hires 2007					
		Police Officer Recruit		Firefighter Recruit		Combined Hires	
		#	%	#	%	#	%
Total Hires		83		0		83	
Total Females		12	14.5%	0	0.0%	12	14.5%
Black	5.6%	1	1.2%	0	0.0%	1	1.2%
Hispanic	5.2%	9	10.8%	0	0.0%	9	10.8%
Asian	0.8%	0	0.0%	0	0.0%	0	0.0%
American Indian	0.3%	0	0.0%	0	0.0%	0	0.0%
White	6.6%	2	2.4%	0	0.0%	2	2.4%
Total Males		71	85.5%	0	0.0%	71	85.5%
Black	13.9%	4	4.8%	0	0.0%	4	4.8%
Hispanic	24.7%	22	26.5%	0	0.0%	22	26.5%
Asian	7.1%	17	20.5%	0	0.0%	17	20.5%
American Indian	0.7%	0	0.0%	0	0.0%	0	0.0%
White	35.2%	28	33.7%	0	0.0%	28	33.7%
Total Minorities		53	63.9%	0	0.0%	53	63.9%
White Females & Minorities		55	66.3%	0	0.0%	55	66.3%

**City of Long Beach
Permanent Full-Time Work Force
as of January 1, 2008**

Attachment C

Work-Force Analysis											
	2000 LMA		2004 Actual		2005 Actual		2006 Actual		2007 Actual		over/under LMA
	%	#	%	#	%	#	%	#	%		
Total Employees			4489		4514		4579		4664		
Black	7.3%		658	14.7%	655	14.5%	671	14.7%	663	14.2%	6.9%
Hispanic	35.6%		982	21.9%	1034	22.9%	1092	23.8%	1151	24.7%	-10.9%
Asian	13.4%		559	12.5%	561	12.4%	582	12.7%	621	13.3%	-0.1%
American Indian	0.6%		29	0.6%	29	0.6%	31	0.7%	30	0.6%	0.0%
White	41.5%		2261	50.4%	2234	49.5%	2203	48.1%	2199	47.1%	5.6%
Total Males	54.9%		2952	65.8%	3020	66.9%	3047	66.5%	3071	65.8%	10.9%
Total Females	45.1%		1537	34.2%	1494	33.1%	1532	33.5%	1593	34.2%	-10.9%
Total Minorities	58.5%		2228	49.6%	2279	50.5%	2376	51.9%	2465	52.9%	-5.6%
White Females & Minorities	77.1%		2906	64.7%	2917	64.6%	3010	65.7%	3094	66.3%	-10.8%

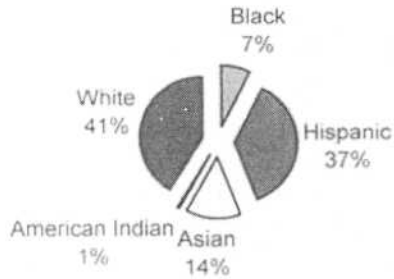
Note: Gains in 2007 for both minority and female hiring and workforce representation continue to reflect an incremental improvement over previous years. One of the EEO Plan objectives was to increase minority and female representation from 64.6% to 67% by the end of 2007 and ultimately establish a diverse workforce that is reflective of the relevant labor market.

Relevant Labor Market

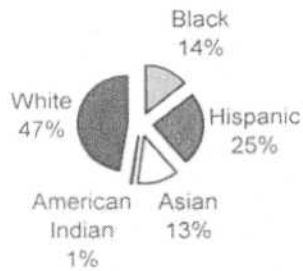
2007 Work Force as of January 1, 2008

Population based on 2000 Census Data

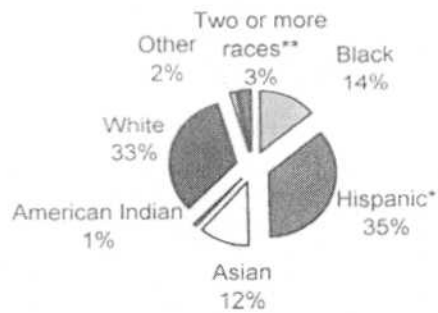
Relevant Labor Market



2007 Work Force by Ethnicity



Population By Race/Ethnicity



**2007 Classified - Unclassified
Permanent Full-Time Employees
as of December 31, 2007**

	Classified		Unclassified	
	#	%	#	%
Total	3799		837	
Black	532	14.0%	128	15.3%
Hispanic	917	24.1%	228	27.2%
Asian	492	13.0%	123	14.7%
American Indian	26	0.7%	4	0.5%
White	1832	48.2%	354	42.3%
Total Males	2766	72.8%	296	35.4%
Total Females	1033	27.2%	541	64.6%
Total Minorities	1967	51.8%	483	57.7%
White Females & Minorities	2396	63.1%	676	80.8%

1 RESOLUTION NO.

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE
4 CITY OF LONG BEACH ADOPTING AN EQUAL
5 EMPLOYMENT OPPORTUNITY PLAN FOR 2007-2009
6

7 WHEREAS, the City of Long Beach is firmly committed to a policy of
8 nondiscrimination and equal employment opportunity on all matters affecting employment
9 with the City; and

10 WHEREAS, the City of Long Beach reaffirms its commitment that no person
11 shall be benefited or discriminated against in any manner which is inconsistent with
12 federal or state statutes, the City Charter, City ordinances, resolutions, rules, or
13 regulations in its employment practices; and

14 WHEREAS, the City of Long Beach will continue working toward the
15 achievement of equal employment opportunity objectives which are both realistic and
16 meaningful; and

17 WHEREAS, an effective program is necessary to achieve a
18 representative work force at all levels of employment; and

19 WHEREAS, a recognition of equal business practices and principles is
20 consistent with program objectives; and

21 WHEREAS, the City solicits and requires the cooperation and support of its
22 officers and employees to promote the Equal Employment Opportunity Plan of the City to
23 successfully implement the Plan;

24 NOW, THEREFORE, the City Council of the City of Long Beach resolves as
25 follows:

26 Section 1. That the City Council of the City of Long Beach hereby adopts
27 an Equal Employment Opportunity Plan for 2007 through 2009, a copy of which is
28 attached hereto as Exhibit "A" and made a part hereof by this reference.

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NOW, THEREFORE, the City Council of the City of Long Beach resolves as follows:

Section 2. This resolution shall take effect immediately upon its adoption by the City Council, and the City Clerk shall certify the vote adopting this resolution.

I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of _____, 20__ by the following vote:

Ayes: Councilmembers: _____

Noes: Councilmembers: _____

Absent: Councilmembers: _____

City Clerk

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

CITY OF LONG BEACH



EQUAL EMPLOYMENT OPPORTUNITY PLAN

PROGRAM YEARS
2007 - 2009

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EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of the City of Long Beach to actively promote and provide equal employment opportunity to all persons on all matters affecting City employment. The City of Long Beach is committed to a policy of non-discrimination in employment practices, and reaffirms its commitment that no person shall benefit or be discriminated against on the basis of race, religion, color, national origin, ancestry, physical or mental disability, medical condition, marital status, age, sex, sexual orientation, or any other basis that is inconsistent with federal or state statutes, the City Charter, ordinances, resolutions, rules, or regulations.

To ensure enactment of this policy, the City Manager has approved this Equal Employment Opportunity Plan (EEOP), and the City Council, as the City's policy-making body, has adopted it by resolution. The EEOP establishes responsibility and accountability for the City's Equal Employment Opportunity Program. The plan analyzes the City's work force, identifies areas of under-utilization, and establishes specific objectives for addressing areas of under-utilization for achieving a representative work force at all levels of employment. To achieve a successful program, the City requires the full support and cooperation of its officers and employees in following both the spirit and intent of this Plan. Equal opportunity is consistent with sound management and quality services.

RESPONSIBILITY

The City Council adopts the EEOP by resolution to reaffirm the City's commitment to equal employment opportunity for all persons in all areas affecting City employment. The EEOP requires the cooperation of City officers and employees to achieve program success. To ensure program success, specific responsibilities have been delegated.

City Manager

The City Manager, as Chief Administrative Officer of the City, has the ultimate responsibility of carrying out the Equal Employment Opportunity policy. Therefore, the City Manager is the official signatory on any document requiring certification of compliance with equal employment opportunity rules and regulations. The City Manager shall:

1. Review and approve the EEOP;
2. Ensure that the City of Long Beach adheres to the stated policy of equal employment opportunity and complies with the intent and objectives of the EEOP;
3. Evaluate the City's overall performance in obtaining a workforce representative of its relevant labor market.

Director of Human Resources

The Director of Human Resources reports directly to the City Manager regarding the administration of the Equal Employment Opportunity Office. Upon completion of the hiring process, the Director has primary responsibility for all personnel-related matters, except as detailed in the Civil Service Rules and Regulations. The Director of Human Resources shall:

1. Assist Departments with recruitment, referral, screening, and record keeping for unclassified employees;
2. Review and modify employment practices to avoid adverse impact and unlawful discrimination;
3. Ensure that managers address areas of under-utilization in their departments to maintain a workforce representative of the relevant labor market;
4. Develop training and career advancement programs for employees;
5. Implement programs to ensure the success of the EEOP.

Equal Employment Opportunity Office

The Equal Employment Opportunity Officer represents the City on all equal employment opportunity matters and discrimination complaints, except those brought before the Civil Service Commission. The Equal Employment Opportunity Officer shall:

1. Prepare the City's EEOP;
2. Prepare annual reports for the City Council, City Manager, and the Director of Human Resources regarding the City's workforce utilization;
3. Coordinate and/or direct equal employment opportunity activities within the City;
4. Provide training and technical assistance to City departments on the EEOP and EEO matters;
5. Administer a system for resolving employment opportunity complaints from employees, applicants, and third parties;
6. Submit an annual status report on discrimination complaints filed against the City to the City Manager and the Director of Human Resources;
7. Review all policies, procedures, rules, and appropriate documents for compliance with EEO laws and regulations;
8. Prepare administrative regulations and/or personnel policies to ensure proper implementation and maintenance of EEO practices and procedures;
9. Monitor departmental compliance with state and federal EEO laws and regulations;
10. Interface with state and federal regulatory agencies regarding complaints, investigations, and reporting requirements;
11. Monitor and address unclassified recruitment and hiring practices.

Civil Service Department

The Civil Service Department has the primary responsibility for recruitment, testing, validation, certification, data collection, and reporting for the classified service in accordance with state and federal regulations. These activities are coordinated in conjunction with the Equal Employment Opportunity Office. The Civil Service Department shall:

1. Recruit classified applicants in a manner consistent with established objectives set to address under-utilization, as stipulated in the EEOP;
2. Advertise job openings in various forms of media as to maximize recruitment efforts to address under-utilization objectives;
3. Maintain liaisons with relevant community groups for recruitment purposes;
4. Test applicants in a manner consistent with applicable state and federal testing guidelines;
5. Monitor the certification process;
6. Collect, analyze, and maintain applicant flow data;
7. Prepare and submit required reports and documents to governmental agencies;
8. Review and revise Civil Service Rules and Regulations and Operating Procedures for compliance with EEO laws, regulations, and guidelines;
9. Ensure that minimum requirements and examinations are job-related.

City Attorney's Office

The City Attorney is responsible for handling all lawsuits, civil actions, and proceedings in which the City may have a legal interest. As such, complaints of discrimination and non-compliance, which are served upon the City by external regulatory agencies shall be referred to the City Attorney's Office for advice and/or appropriate action.

Department Heads

For the purposes of implementing the EEOP, a department head shall include all department heads appointed by the City Manager or the City Council, and elected officials who participate in the City's program. Each department head shall:

1. Comply with all aspects of the City's EEOP;
2. Implement the City's EEO policy;
3. Develop, implement, and revise departmental EEO programs, as appropriate;
4. Establish and monitor objectives for addressing under-utilization for all job categories;
5. Establish specific steps to achieve the objectives listed in #4 above;

6. Designate specific program responsibility within the department;
7. Inform all employees of the City's EEO policy and the EEOP;
8. Conduct outreach recruitment for unclassified positions and for classified positions, to address EEO objectives;
9. Maintain data required to document EEO practices;
10. Advise the Civil Service Department of specific recruitment needs for addressing under-utilization;
11. Develop training and career advancement programs for employees;
12. Submit an annual report no later than October 31st to the Director of Human Resources regarding actions taken to address under-utilization in all job categories.
13. Assist the Equal Employment Opportunity Office in resolving EEO complaints regarding departmental employment practices.

Departmental Equal Employment Opportunity Counselors

Each department head designates an Equal Employment Opportunity Counselor to act as a liaison between management and employees for EEO matters. To be effective, the Equal Employment Opportunity Counselor should have sufficient organizational authority and access to the department head. Each Equal Employment Opportunity Counselor shall:

1. Be knowledgeable of the City's EEO policy and the EEOP;
2. Apprise management of employee concerns regarding EEO matters;
3. Assist in resolving problems and concerns related to EEO matters;
4. Serve as the department's primary contact person on all internal and external EEO matters;
5. Make recommendations to management for efficient operation of the EEOP;
6. Analyze departmental utilization ratios.

Designated Equal Employment Opportunity Counselors:

<u>Department</u>	<u>Name</u>	<u>Phone Number</u>
City Attorney	Tyler Pike	570-2200
City Auditor	Janet Day	570-5895
City Clerk	Monique DelaGarza	570-6981
City Council	Roxana Valencia	570-6605
City Manager	Theressa Graham	570-6782
City Prosecutor	Sherri Seldon	570-5621
Civil Service	Herman Long	570-6785
Community Development	Nancy Morlock	570-5818
Financial Management	John Zanier	570-6704
Fire	David Honey	570-2517
Long Beach Energy	Leslie Horikawa-Thiede	570-2002
Harbor	Lisa Marin	590-4128
Health & Human Services	Roberto Uranga	570-3304
Human Resources	Dora Hogan	570-6304
Library	Rachel Lyon	570-6110
Oil Properties	Lennie Arazo	570-3925
Parks, Recreation & Marine	Ken Campbell	570-3188
Planning & Building	Georgia Pon	570-6038
Police	Debbie Bonesteel-Smith	570-7310
Public Works	Cynthia Stafford	570-4686
Technology Services	Amy Manning	570-6976
Water	Ken Bott	570-2364

City Employees

All City employees shall:

1. Demonstrate sensitivity and respect to fellow employees and the public;
2. Submit suggestions for strengthening their departmental EEO Program;
3. Advise supervisors of their desire to participate in training and/or educational activities that may enhance skill development, improve current job performance, or provide career development;
4. Assist with identifying EEO problems or concerns.

EEO Complaints and Counseling

There are two administrative processes available to City employees, job applicants, and third parties for resolving EEO complaints. Individuals may file EEO complaints with the City's Equal Employment Opportunity Office or with the Civil Service Commission for matters under the Commission's authority. Both processes are designed to resolve EEO complaints and minimize the financial impact to the complainant and the City.

Counseling is available to City employees, applicants, and third parties at the Equal Employment Opportunity Office and by the departmental Equal Employment Opportunity Counselors.

CITY OF LONG BEACH WORKFORCE

The figures shown in the following charts are reflective of the City's workforce as of January 1, 2007. The workforce, of 4,579 employees, is distributed among 22 departments, ranging in size from 11 to 1,353 employees. All departments employ females and minorities. For the purpose of the Plan, only the permanent full-time employees are counted.

City of Long Beach Work Force by Job Category*
(Permanent Full Time Work Force as of 01/01/07)

Job Category	Totals	Male					Female					
		White	Black	Hispanic	Asian	American Indian	White	Black	Hispanic	Asian	American Indian	
Officials/ Administrators (1)	246	97	12	17	17	2	54	18	15	14	0	
	100%	39.4%	4.9%	6.9%	6.9%	0.8%	22.0%	7.3%	6.1%	5.7%	0.0%	
Professional	678	171	22	50	71	2	188	42	52	78	2	
	100%	25.2%	3.2%	7.4%	10.5%	0.3%	27.7%	6.2%	7.7%	11.5%	0.3%	
Technicians	182	61	13	31	21	0	21	7	12	16	0	
	100%	33.5%	7.1%	17.0%	11.5%	0.0%	11.5%	3.8%	6.6%	8.8%	0.0%	
Protective Services	Fire	Officials (2)	109	74	7	24	3	1	0	0	0	0
		100%	69.6%	6.1%	20.9%	2.6%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
	Fire Fighters (3)	314	198	23	58	22	2	10	0	1	0	0
		100%	62.3%	7.5%	18.8%	7.1%	0.6%	3.2%	0.0%	0.3%	0.0%	0.0%
	Police	Officials (2)	179	136	7	14	8	1	10	0	3	0
		100%	76.0%	3.9%	7.8%	4.5%	0.6%	5.6%	0.0%	1.7%	0.0%	0.0%
	Patrol Officers (4)	782	361	52	224	66	2	41	9	24	2	1
		100%	46.2%	6.6%	28.6%	8.4%	0.3%	5.2%	1.2%	3.1%	0.3%	0.1%
Other (5)	238	97	24	45	13	2	32	12	12		1	
100%	40.8%	10.1%	18.9%	5.5%	0.8%	13.4%	5.0%	5.0%	0.0%	0.4%		
Para- professional	139	20	1	7	8	0	34	19	31	18	1	
	100%	14.4%	0.7%	5.0%	5.8%	0.0%	24.5%	13.7%	22.3%	12.9%	0.7%	
Office/Clerical	854	51	28	41	27	1	226	154	191	130	5	
	100%	6.0%	3.3%	4.8%	3.2%	0.1%	26.5%	18.0%	22.4%	15.2%	0.6%	
Skilled Craft	380	197	52	86	33	5	5	0	1	1	0	
	100%	51.8%	13.7%	22.6%	8.7%	1.3%	1.3%	0.0%	0.3%	0.3%	0.0%	
Service/ Maintenance	478	106	155	141	34	3	13	14	12	0	0	
	100%	22.2%	32.4%	29.5%	7.1%	0.6%	2.7%	2.9%	2.5%	0.0%	0.0%	
TOTAL (gender/race)	4,579	1,569	396	738	323	21	634	275	354	259	10	
	100%	34.3%	8.6%	16.1%	7.1%	0.5%	13.8%	6.0%	7.7%	5.7%	0.2%	

*U. S. Department of Justice Groups

(1) Citywide-Includes Non-Sworn Officials/Administrators from Police and Fire

(2) Fire Officials -Fire Captain and above; Police Officials-Sergeant and above

(3) Includes Fire Fighter and Fire Recruit

(4) Includes Police Officer and Police Recruit

(5) Includes Security Officers, Marine Safety Personnel, Animal Control Officer Series, Parking Control Checker Series, Park Rangers

**City of Long Beach
Fire Department Work Force by Job Category* (Sworn Personnel)
(Permanent Full Time Work Force as of 01/01/07)**

Job Category	Totals	Male					Female					
		White	Black	Hispanic	Asian	AM/IN	White	Black	Hispanic	Asian	AM/IN	
Officials	Fire Chief	1	1	0	0	0	0	0	0	0	0	0
		100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Asst Fire Chief	3	1	0	2	0	0	0	0	0	0	0
		100%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Deputy Fire Chief	3	1	0	1	1	0	0	0	0	0	0
		100%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Battalion Chief	11	10	1	0	0	0	0	0	0	0	0
	100%	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Fire Captain	91	61	6	21	2	1	0	0	0	0	0	
	100%	67.0%	6.6%	23.1%	2.2%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	
Totals	109	74	7	24	3	1	0	0	0	0	0	
	100%	67.9%	6.4%	22.0%	2.8%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	
Firefighters	Fire Boat Operator	6	6	0	0	0	0	0	0	0	0	0
		100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Fire Engineer	87	56	10	15	6	0	0	0	0	0	0
		100%	64.4%	11.5%	17.2%	6.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Firefighter	221	136	13	43	16	2	10	0	1	0	0
	100%	61.5%	5.9%	19.5%	7.2%	0.9%	4.5%	0.0%	0.5%	0.0%	0.0%	
Totals	314	198	23	58	22	2	10	0	1	0	0	
	100%	63.1%	7.3%	18.5%	7.0%	0.6%	3.2%	0.0%	0.3%	0.0%	0.0%	

*U. S. Department of Justice Groups

City of Long Beach
Police Department Work Force by Job Category* (Sworn Personnel)
 (Permanent Full Time Work Force as of 01/01/07)

		Male					Female				
Job Category	Totals	White	Black	Hispanic	Asian	AM/IN	White	Black	Hispanic	Asian	AM/IN
Officials	Chief of Police	1	0	1	0	0	0	0	0	0	0
		100%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Deputy Chief of Police	3	2	0	1	0	0	0	0	0	0
		100%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Police Commander	11	7	0	1	1	0	2	0	0	0
		100%	63.6%	0.0%	9.1%	9.1%	0.0%	18.2%	0.0%	0.0%	0.0%
	Police Lieutenant	36	29	1	2	0	0	2	0	2	0
		100%	80.6%	2.8%	5.6%	0.0%	0.0%	5.6%	0.0%	5.6%	0.0%
	Police Sergeant	128	98	5	10	7	1	6	0	1	0
		100%	76.6%	3.9%	7.8%	5.5%	0.8%	4.7%	0.0%	0.8%	0.0%
	Totals	179	136	7	14	8	1	10	0	3	0
		100%	76.0%	3.9%	7.8%	4.5%	0.6%	5.6%	0.0%	1.7%	0.0%
Patrol Officers	Police Corporal	25	19	1	2	0	1	2	0	0	0
		100%	76.0%	4.0%	8.0%	0.0%	4.0%	8.0%	0.0%	0.0%	0.0%
	Police Officer	757	342	51	222	66	1	39	9	24	2
		100%	45.2%	6.7%	29.3%	8.7%	0.1%	5.2%	1.2%	3.2%	0.3%
	Totals	782	361	52	224	66	2	41	9	24	2
	100%	46.2%	6.6%	28.6%	8.4%	0.3%	5.2%	1.2%	3.1%	0.3%	

*U. S. Department of Justice Groups

**Total does not include Security Officers

RELEVANT LABOR MARKET (RLM)

The City of Long Beach uses Los Angeles County and Orange County as its Standard Metropolitan Statistical Area (SMSA). SMSA's are intended to reflect the general areas for recruitment, as well as the areas where most employees live. This is a practice accepted by the federal government, and further defined in case law. Census figures for general labor market availability (LMA) for the SMSA are the standards, which the City has traditionally used to establish equal employment objectives and to measure the progress toward a diverse workforce. The relevant labor market for the City is the combined labor forces of Los Angeles and Orange Counties, since both counties are used as primary areas for recruitment and where most employees live. At this time, 71.5% of permanent full-time City employees live in Los Angeles County, 23.5% live in Orange County, and 5.0% live in other counties.

The City used labor market data purchased from Biddle & Associates, a well established consulting firm in the fields of test validation and scoring, job and pay analysis, and equal employment opportunity plan development and statistical support. The labor market figures provided by Biddle & Associates were derived from the United States Department of Commerce, Bureau of the Census, 2000 Census of Population and Housing, Equal Employment Opportunity File. LMA data includes persons over the age of sixteen who are already employed, as well as those recorded as unemployed.

Biddle & Associates developed the 2000 Labor Market Analysis for the City by conducting a series of calculations utilizing raw census data and employment data from the City. The employment data (zip code analysis) consisted of the primary areas of recruitment and where most employees live, percentages stated above. However, Biddle removed the data from any counties demonstrating less than 5% representation, and used the weighted average of the figures from Los Angeles County and Orange County. Thus, providing representation figures of 75.2% for Los Angeles County and 24.8% for Orange County.

Biddle & Associates excluded occupations unrelated to the City's work force, such as airplane mechanic and dentist. Even with taking this step, labor market figures remain general, since all jobs in the entire nation are categorized into 512 occupations. While occupations obviously unrelated to City jobs were eliminated, each occupation remains broad in itself. However, by eliminating these unrelated occupations, more realistic objectives were established for the City's workforce. Bottom-line relevant Labor Market Availability figures are provided only for informational purposes. RLM figures by job category are much more realistic when comparing the City's work force, which is used to determine under-representation.

The figures used in the chart are based upon the 2000 U.S. Census data for each of the eight standard EEO-4 job categories. The data has been broken down by gender within each racial/ethnic group.

**City of Long Beach
Relevant Labor Market* (RLM)
(Los Angeles County + Orange County)**

Job Category	Population Totals*	Male					Female				
		White	Black	Hispanic	Asian	American Indian	White	Black	Hispanic	Asian	American Indian
Officials/ Administrators	809,500	309,775	21,115	86,170	77,610	2,675	178,925	23,470	59,915	47,535	2,310
	100%	38.3%	2.6%	10.6%	9.6%	0.3%	22.1%	2.9%	7.4%	5.9%	0.3%
Professional	1,074,905	348,415	29,250	66,170	101,785	3,265	302,100	45,400	78,300	96,640	3,580
	100%	32.4%	2.7%	6.2%	9.5%	0.3%	28.1%	4.2%	7.3%	9.0%	0.3%
Technicians	101,509	23,455	3,824	12,785	11,745	250	20,120	6,710	10,810	11,480	330
	100%	23.1%	3.8%	12.6%	11.6%	0.2%	19.8%	6.6%	10.6%	11.3%	0.3%
Protective Services	90,339	31,825	12,550	22,295	6,390	640	5,950	5,045	4,670	694	280
	100%	35.2%	13.9%	24.7%	7.1%	0.7%	6.6%	5.6%	5.2%	0.8%	0.3%
Para- professional	4,720	1,355	250	400	133	45	1,090	334	985	113	15
	100%	28.7%	5.3%	8.5%	2.8%	1.0%	23.1%	7.1%	20.9%	2.4%	0.3%
Office/Clerical	1,473,265	236,865	43,840	178,640	79,125	3,060	403,240	93,385	306,185	122,225	6,700
	100%	16.1%	3.0%	12.1%	5.4%	0.2%	27.4%	6.3%	20.8%	8.3%	0.5%
Skilled Craft	367,830	61,105	19,770	208,985	36,770	2,900	9,700	2,150	18,105	8,045	300
	100%	16.6%	5.4%	56.8%	10.0%	0.8%	2.6%	0.6%	4.9%	2.2%	0.1%
Service/ Maintenance	1,523,475	188,775	54,100	581,885	79,540	4,080	134,805	42,165	359,235	75,890	3,000
	100%	12.4%	3.6%	38.2%	5.2%	0.3%	8.8%	2.8%	23.6%	5.0%	0.2%
Totals by Gender/Ethnicity	5,445,543	1,201,570	184,699	1,157,330	393,098	16,915	1,055,930	218,659	838,205	362,622	16,515
	100%	22.1%	3.4%	21.3%	7.2%	0.3%	19.4%	4.0%	15.4%	6.7%	0.3%

All Job Groups Combined	Male	Female	White	Black	Hispanic	Asian	American Indian	Total Minority
Population	2,953,612	2,491,931	2,257,500	403,358	1,995,535	755,720	33,430	3,188,043
Bottom-line Availability*	54.9%	45.1%	41.5%	7.3%	35.6%	13.4%	0.6%	58.5%

*The sum of Total Minorities under the Labor Market Availability may include Others
Based on 2000 Census data

WORKFORCE UTILIZATION ANALYSIS

To determine the level of utilization, the percentages obtained from the RLM chart are subtracted from those obtained in the "City of Long Beach Workforce."

When reviewing the chart, it should be remembered that the number of employees in a job category impacts the significance of the percentage difference. For example, the degree of significance of a negative 2.8% under-utilization factor for Black females in the Technicians category equates to 4.9 persons. This is not very significant, since the total number of employees for that job category is 182. We would consider this as "near parity," since normal turnover activity could account for any under- or over-representation. However, a negative 2.7% under-utilization factor in the Protective Services category for Hispanic females would be significant, since it equates to 43.8 persons, based on 1622 employees in that job category.

The following chart displays deficiencies of the work force by job categories where under-representation exists:

Group	Gender	Job Categories with under-utilization
White	M	Professional, Para-Professional and Office/Clerical
	F	Technicians, Protective Services, and Service/Maintenance
Black	M	Protective Services
	F	Protective Services
Hispanic	M	Office/Clerical, Skilled Craft, and Service/Maintenance
	F	Protective Services, Skilled Craft, and Service/Maintenance
Asian	M	Office/Clerical
	F	Service/Maintenance
American Indian	M	None
	F	None

UTILIZATION ANALYSIS

CHARTS:

The attached charts reflect the City's work force and its relevant labor market (as depicted in the 2000 Census). The charts are broken down by job category, ethnicity and gender, which provide an avenue to determine under-representation in the City's work force.

For purposes of simplicity, the narrative of the charts will discuss over- and under-utilization by using percentage points, as opposed to actual percentages.

NARRATIVE:

The RLM for the City is the combined labor forces of Los Angeles and Orange Counties. Both counties are used since they are the primary areas for recruitment, and where most employees live. Refer to page 13.

FEMALE:

Females, as a whole, are under-represented in the workforce. The bottom line total for female representation for the City of Long Beach is 33.4%, which is lower than the labor market representation of 45.1%. Because the City has several male-dominated job categories, such as Technicians, Protective Services, Skilled Craft and Service/Maintenance, the weighted average for female representation was reviewed. The weighted average female representation in the work force is 36%, which is closer to the relevant labor market of 45.1%. In almost all ethnic groups, females are under-represented in the male-dominated job categories, such as those mentioned above.

BLACK:

As a whole, male and female Blacks are over-represented in the work force for the City of Long Beach. The workforce total for Black employees is 14.7%, which exceeds the relevant labor market availability of 7.3%. Although Blacks are under-represented in the Technicians, Para-Professional and Skilled Craft job categories, the disparity is not significant, and is considered to be "near parity." "Near parity" can occur as a result of normal turnover, and is a contributing factor of under- or over-utilization. On the contrary, in the Protective Services job category, there is significant under-representation of male and female Blacks.

HISPANIC:

The bottom line total for all job categories for Hispanic representation in the work force (23.8%) is below the labor market average of 35.6%. Overall, it is 11.8 percentage points below the relevant labor market.

Asian:

As a whole, Asians are under-represented in the work force for the City of Long Beach in all categories, except Professional and Para-Professional as it relates to labor market availability. However, in most categories, the degree of under-utilization is not significant. Based on the relevant labor market of 13.4%, the City's 12.7% Asian representation is 0.7 percentage points below the labor market availability.

When broken down by gender, male Asians are under-represented in Officials/Administrators, Office/Clerical and Skilled Craft job categories. Female Asians are under-represented in Officials/Administrators, Technicians, Skilled Craft and Service/Maintenance job categories.

American Indian:

The City's American Indian representation in the work force is 0.7% and the labor market availability is 0.7%. American Indians are at or near Parity in all job categories.

**City of Long Beach
Utilization Analysis (%Work Force - %RLM)
(Permanent Full Time Work Force as of 01/01/07)**

Job Category (RLM = Relevant Labor Market)	Total	Male										Female										
		White		Black		Hispanic		Asian		American Indian		White		Black		Hispanic		Asian		American Indian		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Officials/ Administrators	Work Force	246	97	39.4	12	4.9	17	6.9	17	6.9	2	0.8	54	22.0	18	7.3	15	6.1	14	5.7	0	0.0
	RLM	809,500	309,775	38.3	21,115	2.6	86,170	10.6	77,610	9.6	2,675	0.3	178,925	22.1	23,470	2.9	59,915	7.4	47,535	5.9	2,310	0.3
	Utilization			1.2		2.3		-3.7		-2.7		0.5		-0.2		4.4		-1.3		-0.2		-0.3
Professional	Work Force	678	171	25.2	22	3.2	50	7.4	71	10.5	2	0.3	188	27.7	42	6.2	52	7.7	78	11.5	2	0.3
	RLM	1,074,905	348,415	32.4	29,250	2.7	66,170	6.2	101,785	9.5	3,265	0.3	302,100	28.1	45,400	4.2	78,300	7.3	98,640	9.0	3,580	0.3
	Utilization			-7.2		0.5		1.2		1.0		0.0		-0.4		2.0		0.4		2.5		0.0
Technicians	Work Force	182	61	33.5	13	7.1	31	17.0	21	11.5	0	0.0	21	11.5	7	3.8	12	6.6	16	8.8	0	0.0
	RLM	101,509	23,455	23.1	3,824	3.8	12,785	12.6	11,745	11.6	250	0.2	20,120	19.8	6,710	6.6	10,810	10.6	11,480	11.3	330	0.3
	Utilization			10.4		3.4		4.4		0.0		-0.2		-8.3		-2.8		-4.1		-2.5		-0.3
Protective Services	Work Force	1622	866	53.4	113	6.9	365	22.5	112	6.9	8	0.5	93	5.7	21	1.3	40	2.5	2	0.1	2	0.1
	RLM	90,339	31,825	35.2	12,550	13.9	22,295	24.7	6,390	7.1	640	0.7	5,950	6.6	5,045	5.6	4,670	5.2	694	0.8	280	0.3
	Utilization			18.2		-7.0		2.2		-0.2		-0.2		-0.9		-4.3		-2.7		-0.6		-0.2
Para- professional	Work Force	139	20	14.4	1	0.7	7	5.0	8	5.8	0	0.0	34	24.5	19	13.7	31	22.3	18	12.9	1	0.7
	RLM	4,720	1,355	28.7	250	5.3	400	8.5	133	2.8	45	1.0	1,090	23.1	334	7.1	985	20.9	113	2.4	15	0.3
	Utilization			-14.3		-4.6		-3.4		2.9		-1.0		1.4		6.6		1.4		10.6		0.4
Office/Clerical	Work Force	854	51	6.0	28	3.3	41	4.8	27	3.2	1	0.1	228	26.5	154	18.0	191	22.4	130	15.2	5	0.6
	RLM	1,473,265	236,865	16.1	43,840	3.0	178,640	12.1	79,125	5.4	3,060	0.2	403,240	27.4	93,385	6.3	306,185	20.8	122,225	8.3	6,700	0.5
	Utilization			-10.1		0.3		-7.3		-2.2		-0.1		-0.9		11.7		1.8		6.9		0.1
Skilled Craft	Work Force	380	197	51.8	52	13.7	86	22.6	33	8.7	5	1.3	5	1.3	0	0.0	1	0.3	1	0.3	0	0.0
	RLM	367,830	61,105	16.6	19,770	5.4	208,985	56.8	36,770	10.0	2,900	0.8	9,700	2.6	2,150	0.6	18,105	4.9	8,045	2.2	300	0.1
	Utilization			35.2		8.3		-34.2		-1.3		0.5		-1.3		-0.6		-4.7		-1.9		-0.1
Service/ Maintenance	Work Force	478	106	22.2	155	32.4	141	29.5	34	7.1	3	0.6	13	2.7	14	2.9	12	2.5	0	0.0	0	0.0
	RLM	1,523,475	186,775	12.4	54,100	3.6	581,885	38.2	79,540	5.2	4,080	0.3	134,805	8.8	42,165	2.8	359,235	23.6	75,890	5.0	3,000	0.2
	Utilization			8.8		28.9		-8.7		1.9		0.4		-6.1		0.2		-21.1		-5.0		-0.2

All Job Groups Combined	Male		Female		White		Black		Hispanic		Asian		American Indian		Total Minority	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
RLM Population	2,953,612		2,491,931		2,257,500		403,358		1,995,535		755,720		33,430		3,188,043	
RLM -Availability*		54.9%		45.1%		41.5%		7.3%		35.6%		13.4%		0.6%		58.5%
Workforce %		66.5%		33.5%		48.1%		14.7%		23.8%		12.7%		0.7%		51.9%

City of Long Beach
Fire Department Work Force Utilization Analysis by Job Category* (%Work Force - %RLM)
 (Permanent Full Time work Force as of 01/01/07)

Job Group Category (RLS = Regional Labor Statistics)*		Totals	Male					Female				
			White	Black	Hispanic	Asian	AM/IN	White	Black	Hispanic	Asian	AM/IN
Officials/ Administrators*	Workforce	3	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%
	RLM		38.3%	2.6%	10.6%	9.6%	0.3%	22.1%	2.9%	7.4%	5.9%	0.3%
	Utilization		28.4%	-2.6%	-10.6%	-9.6%	-0.3%	-22.1%	-2.9%	25.9%	-5.9%	-0.3%
Professional	Workforce	10	10.0%	0.0%	0.0%	10.0%	0.0%	40.0%	0.0%	30.0%	10.0%	0.0%
	RLM		32.4%	2.7%	6.2%	9.5%	0.3%	28.1%	4.2%	7.3%	9.0%	0.3%
	Utilization		-22.4%	-2.7%	-6.2%	0.5%	-0.3%	11.9%	-4.2%	22.7%	1.0%	-0.3%
Technicians	Workforce	23	39.1%	4.3%	43.5%	8.7%	0.0%	0.0%	0.0%	0.0%	4.3%	0.0%
	RLM		23.1%	3.8%	12.6%	11.6%	0.2%	19.8%	6.6%	10.6%	11.3%	0.3%
	Utilization		16.0%	0.6%	30.9%	-2.9%	-0.2%	-19.8%	-6.6%	-10.6%	-7.0%	-0.3%
Protective Services (Officials)**	Workforce	109	67.9%	6.4%	22.0%	2.8%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		35.2%	13.9%	24.7%	7.1%	0.7%	6.6%	5.6%	5.2%	0.8%	0.3%
	Utilization		32.7%	-7.5%	-2.7%	-4.3%	0.2%	-6.6%	-5.6%	-5.2%	-0.8%	-0.3%
Protective Services (Fire Fighters)	Workforce	339	63.7%	6.8%	18.3%	7.1%	0.6%	3.2%	0.0%	0.3%	0.0%	0.0%
	RLM		35.2%	13.9%	24.7%	7.1%	0.7%	6.6%	5.6%	5.2%	0.8%	0.3%
	Utilization		28.5%	-7.1%	-6.4%	0.0%	-0.1%	-3.3%	-5.6%	-4.9%	-0.8%	-0.3%
Para- professional	Workforce	1	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
	RLM		28.7%	5.3%	8.5%	2.8%	1.0%	23.1%	7.1%	20.9%	2.4%	0.3%
	Utilization		-28.7%	-5.3%	-8.5%	-2.8%	-1.0%	76.9%	-7.1%	-20.9%	-2.4%	-0.3%
Office/Clerical	Workforce	37	18.9%	0.0%	2.7%	0.0%	0.0%	45.9%	13.5%	13.5%	5.4%	0.0%
	RLM		16.1%	3.0%	12.1%	5.4%	0.2%	27.4%	6.3%	20.8%	8.3%	0.5%
	Utilization		2.8%	-3.0%	-9.4%	-5.4%	-0.2%	18.6%	7.2%	-7.3%	-2.9%	-0.5%
Skilled Craft	Workforce	7	71.4%	0.0%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		16.6%	5.4%	56.8%	10.0%	0.8%	2.6%	0.6%	4.9%	2.2%	0.1%
	Utilization		54.8%	-5.4%	-42.5%	4.3%	-0.8%	-2.6%	-0.6%	-4.9%	-2.2%	-0.1%

2000 Census Data

* Non-Sworn Officials

**Fire Captain and Above

City of Long Beach
Police Department Work Force Utilization Analysis by Job Category* (%Work Force - %RLM)
 (Permanent Full Time Work Force as of 01/01/07)

Job Group Category (RLM = Regional Labor Market)*		Totals	Male					Female				
			White	Black	Hispanic	Asian	AM/IN	White	Black	Hispanic	Asian	AM/IN
Officials/ Administrators*	Workforce	8	50.0%	0.0%	0.0%	0.0%	0.0%	37.5%	12.5%	0.0%	0.0%	0.0%
	RLM		38.3%	2.6%	10.6%	9.6%	0.3%	22.1%	2.9%	7.4%	5.9%	0.3%
	Utilization		11.7%	47.4%	-10.6%	-9.6%	-0.3%	-22.1%	34.6%	5.1%	-5.9%	-0.3%
Professional	Workforce	10	20.0%	0.0%	20.0%	0.0%	0.0%	50.0%	0.0%	0.0%	10.0%	0.0%
	RLM		32.4%	2.7%	6.2%	9.5%	0.3%	28.1%	4.2%	7.3%	9.0%	0.3%
	Utilization		-12.4%	-2.7%	13.8%	-9.5%	-0.3%	21.9%	-4.2%	-7.3%	1.0%	-0.3%
Technicians	Workforce	28	10.7%	0.0%	7.1%	14.3%	0.0%	32.1%	14.3%	14.3%	7.1%	0.0%
	RLM		23.1%	3.8%	12.6%	11.6%	0.2%	19.8%	6.6%	10.6%	11.3%	0.3%
	Utilization		-12.4%	-3.8%	-5.5%	2.7%	-0.2%	12.3%	7.7%	3.6%	-4.2%	-0.3%
Protective Services (Officials)**	Workforce	179	76.0%	3.9%	7.8%	4.5%	0.6%	5.6%	0.0%	1.7%	0.0%	0.0%
	RLM		35.2%	13.9%	24.7%	7.1%	0.7%	6.6%	5.6%	5.2%	0.8%	0.3%
	Utilization		40.7%	-10.0%	-16.9%	-2.6%	-0.1%	-1.0%	-5.6%	-3.5%	-0.8%	-0.3%
Protective Services (Patrol Officers)	Workforce	883	45.3%	7.4%	27.9%	7.9%	0.5%	5.7%	1.6%	3.4%	0.2%	0.2%
	RLM		35.2%	13.9%	24.7%	7.1%	0.7%	6.6%	5.6%	5.2%	0.8%	0.3%
	Utilization		10.1%	-6.5%	3.2%	0.9%	-0.3%	-0.9%	-4.0%	-1.8%	-0.5%	-0.1%
Para- professional	Workforce	33	18.2%	0.0%	3.0%	12.1%	0.0%	21.2%	9.1%	24.2%	12.1%	0.0%
	RLM		28.7%	5.3%	8.5%	2.8%	1.0%	23.1%	7.1%	20.9%	2.4%	0.3%
	Utilization		-10.5%	-5.3%	-5.4%	9.3%	-1.0%	-1.9%	2.0%	3.4%	9.7%	-0.3%
Office/Clerical	Workforce	205	7.3%	0.0%	0.5%	4.9%	0.0%	32.2%	18.5%	16.1%	20.0%	0.5%
	RLM		16.1%	3.0%	12.1%	5.4%	0.2%	27.4%	6.3%	20.8%	8.3%	0.5%
	Utilization		-8.8%	-3.0%	-11.6%	-0.5%	-0.2%	4.8%	12.2%	-4.7%	11.7%	0.0%
Service/ Maintenance	Workforce	6	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%
	RLM		12.4%	3.6%	38.2%	5.2%	0.3%	8.8%	2.8%	23.6%	5.0%	0.2%
	Utilization		4.3%	-3.6%	-21.5%	-5.2%	-0.3%	-8.8%	30.6%	9.8%	-5.0%	-0.2%

2000 Census Data

* Non-Sworn Officials

**Sergeants and Above

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

The City of Long Beach is committed to aggressively reaching out to candidates to create a work force, at all levels of employment, which reflects the diversity of the City's relevant labor market. Historically, the City has experienced low turnover and attrition; however, those trends are changing due to an aging workforce. And, as a result, the City has redirected its outreach endeavors to ensure that all individuals have equal access to all employment opportunities.

To further ensure equal access, the City has also implemented techniques in the recruiting and testing areas, including but not limited to, the use of the Internet, the use of band scores on eligible lists, selective certification for bilingual candidates and the streamlining of testing processes to expedite candidate selection. These combined tools allow the City to access and process a larger pool of candidates from the relevant labor market.

The City's current work force, as a whole, meets or exceeds its relevant labor market availability in all ethnic categories, except Hispanic and Asian. The Hispanic labor market availability, as a whole, is 35.6%. However, the City's Hispanic work force is 23.8%, thus creating under-utilization in this category by 11.8 percentage points. The Asian labor market availability, as a whole is 13.4%. Its representation in the work force is 12.7%, creating an under-utilization of 0.7 percentage points.

Although the City has made some progress towards achieving parity with the relevant labor market, as it relates to Hispanics and Asians, we are still under-represented in those ethnic categories. In an effort to enhance the recruitment and selection of Hispanic and Asian candidates, the City will continue to access available resources throughout the Southern California region. Specifically, we will continue to target community organizations, Community Colleges and Universities, Trade Schools and Professional associations with large Hispanic and Asian populations. The City will continue to use internal methods to identify possible career paths and career development programs, where appropriate, such as the management rotation, mentor, job specific training, and transfer-for-training programs to provide opportunities for upward mobility within the work force. Further, the City will continue to enhance youth development programs, such as Police Explorer and Fire Search and Rescue, to capture the growing youth population for potential female and minority Firefighter and Police Officers.

In addition, based on the City's work force by gender, females are under-represented in the bottom line totals for all City job categories, except Blacks. This is due to 54% of the City's workforce being concentrated in traditionally male-dominated job categories, such as Protective Services, Skilled Craft and Service/Maintenance. The weighted average female representation in the work force is 36.1%, which is closer to parity with the relevant labor market than the workforce representation at 33.46%.

To address the under-utilization of females in male-dominated job categories, the City will increase its recruitment efforts at the regional City Colleges and Universities and Professional associations. Although females overall are under-represented, the City's outreach efforts to attract a larger applicant pool of females has focused on areas wherein female candidates are concentrated, and will continue to do so.

While the current City of Long Beach statistics indicate that females and individuals from under-utilized ethnic groups have been hired at a significantly higher rate than their work force representation, the City's ultimate objective is a work force that is fully representative of our relevant labor market.

STEPS TO ACHIEVE OBJECTIVES

1. Work with the Civil Service Department staff to focus outreach efforts in areas where female and minority candidates are concentrated;
2. Contact technical schools, colleges and universities with large minority populations within Los Angeles and Orange Counties to encourage graduates to apply for positions within the City;
3. Identify, contact, and advertise in local minority news media and in locations that will maximize minority and female applicant flow;
4. Identify and contact minority community organizations in order to develop contacts and maintain a presence;
5. Visit local universities, colleges, trade schools, and other career development centers on a regular basis in order to cultivate prospective minority employees for internship programs or job placement;
6. Identify a variety of multi-media resources, such as community newspapers, military newsletters, billboards, Internet websites, radio and cable television to advertise in specific markets;
7. Assign the City's Public Information Office the task of developing a series of articles on the City's outreach efforts (e.g. Job Fairs, Expositions, and Safety Recruitment);
8. Identify possible career paths and create career development programs, where appropriate (e.g. Mentor Program);
9. Participate in local outreach programs.

DISSEMINATION

Internal

1. Copies of the EEOP will be distributed to Councilmembers, elected and appointed officials, City management, Equal Employment Opportunity Counselors, employee organizations, and City Boards and Commissions.
2. The EEOP will be available on the City's intranet site.
3. Department Heads will advise their employees that a copy of the EEOP is available for review.
4. The City's EEO policy statement will be distributed annually to all employees.
5. All required federal and state posters and notices will be posted at appropriate locations.
6. In-house publications will bear the statement "Equal Opportunity Employer" on the cover or face sheet, as appropriate.
7. City-sponsored publications will feature both minority and non-minority men and women.
8. EEO policy will be discussed in new employee orientation sessions and appropriate training programs.
9. Non-discrimination clauses will be included in all union agreements. All contracts will be reviewed to ensure they are non-discriminatory.
10. Develop a Diversity Awareness Program/Training to be administered by the California Conference for Equality and Justice (formerly NCCJ).

External

1. Any method used for recruitment purposes will conclude with the statement that the City is an "Equal Opportunity Employer."
2. Relevant advertising or City-sponsored publications prepared for the general public will feature both minority and non-minority men and women.

3. Printed material for external dissemination will include the statement "Equal Opportunity Employer," as appropriate.
4. The Civil Service Department will maintain a current listing of female/minority publications and community organizations whose interests are directed at ensuring equality.
5. Female and minority recruiting sources will be used to address areas of under-utilization.

CONCLUSION

It is the policy of the City to promote and provide equal employment opportunity to all persons on all matters affecting City employment. It is our policy to be committed to non-discriminatory employment practices.

The 2000 Census data shows the City's demographic statistics are increasingly more diverse. The data reflects growth in female, Hispanic, and Asian categories. Although, the City's ethnic and gender representation in the work force has increased to a record level, the numbers have fell slightly below minority and female representation as it relates to the relevant labor market. The City recognizes that in order to achieve full labor market representation, it must continue its efforts in outreach recruitment to obtain a qualified applicant pool that provides full representation of all ethnic and gender categories.

The City's ultimate objective is to establish a diverse workforce that is reflective of the relevant labor market and the community we serve. In the past three years, the City's efforts have been directed by statistical data from the 2000 Census. Citywide objectives were established to achieve workforce parity with the relevant labor market by job category for all ethnic and gender groups. Although, the City has not been able to meet the bottom-line objectives for females and Hispanics, significant gains have been made. As a group, females and minorities continue to be hired at a significantly higher rate than their workforce representation. In 2006, 75.67% of all the new hires were minorities and white females.

The City of Long Beach will continue along the path of utilizing diversity-enhancing programs and activities. We will persevere to maintain our current efforts, as well as implement additional efforts towards labor market diversification. The City will be proactive in our efforts, creative in our approach and adaptable to the ever-changing demographic realities of Long Beach.

Workforce By Department

The Manager of Employee Benefits and Equal Employment provided each department with their annual utilization statistical data. The information contained an analysis of the relevant labor market availability data as it relates to ethnicity and job category.

Each department was advised to establish a narrative addressing under-utilization, by job category and ethnicity. The narrative would address the department's inability to achieve a workforce at the level of the labor market availability standards. This narrative should also include information on specific efforts to increase diversity, by job category.

Based on the information received from the departments, the attached summary was developed. The summary contains charts depicting each department's annual utilization statistics, as compared to the relevant labor market availability standards. In addition, a narrative detailing the objectives to address under-utilization, by department, has been included.

CITY AUDITOR

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Currently, all budgeted positions are filled. But, because Blacks, Asians and American Indians are under-represented, should a vacancy arise, we will actively recruit to ensure a diverse applicant pool by advertising at national colleges and universities, professional organizations and minority communities.

PROFESSIONALS

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will actively recruit at national colleges and universities, professional organizations and minority communities to ensure a diverse applicant pool, as well as encourage existing employees to participate.

OFFICE/CLERICAL

- ◆ Because Blacks, Hispanics, Asians and American Indians are under-represented, we will actively recruit to ensure a diverse applicant pool by using all forms of media, such as newspaper and magazine advertisements, internet/intra-net access, and mass mailings, as well as post job vacancy announcements at the Career Transition Center.

Department: CITY AUDITOR

Job Category	Total Employees	Female		Black		Hispanic		Asian	American Indian		
		#	%	#	%	#	%	#	#	%	
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2006 Workforce (Actual)	3	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0
Diff (Workforce/Labor Market)			27.9		-5.7		15.1		-15.4		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2006 Workforce (Actual)	6	6	100.0	1	16.7	0	0.0	1	16.7	0	0.0
Diff (Workforce/Labor Market)			51.1		9.8		13.2		-1.4		-0.6
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2006 Workforce (Actual)	2	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			36.8		9.2		32.3		-13.4		-0.6
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2006 Workforce (Actual)	11	10	90.9	1	9.1	1	9.1	1	9.1	0	0.0
Diff (Workforce/Labor Market)			45.8		1.8		26.5		-4.3		-0.6

CITY CLERK

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Blacks are under-represented in the higher levels of our organization in such jobs as Officials/Administrators, we will focus internal recruitment efforts on existing employees through internal and department specific training, education, and industry specific certification (e.g. Mentor Program, Certified Municipal Clerk training, etc.).

PROFESSIONALS

- ◆ Because Hispanics are under-represented in the Professionals category, it is our objective to increase this representation by promoting from within when feasible to ensure that Hispanics are receiving equal opportunity to advance. To this end, each employee is asked to co-write annual career development plans, in conjunction with their supervisor, to establish goals and training curriculum.

PARA-PROFESSIONALS

- ◆ Because Asians are under-represented in the Para-professional category, it is our objective to increase recruitment efforts at national colleges, universities, professional trade publications, and minority communities.

OFFICE/CLERICAL

- ◆ Because Hispanics and Asians are under-represented in the Office/Clerical category, we will use all forms of media (e.g. newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings) to increase outreach efforts.

Department: CITY CLERK

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	4	3	75.0	0	0.0	2	50.0	1	25.0	0	0.0	
Diff (Workforce/Labor Market)			-36.2		-5.7		-31.8		-9.6		-0.6	
Professional -Labor Market			48.9		6.9		13.2		18.1		0.6	
2006 Workforce (Actual)	3	3	100.0	1	33.3	0	0.0	1	33.3	0	0.0	
Diff (Workforce/Labor Market)			-51.1		-26.4		-13.2		-15.2		-0.6	
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2	
2006 Workforce (Actual)	5	4	80.0	1	20.0	3	60.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			-29.9		-8.5		-26.9		-4.8		-1.2	
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6	
2006 Workforce (Actual)	4	4	100.0	1	25.0	1	25.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			-36.8		-15.8		-7.3		-13.4		-0.6	
TOTALS (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	16	14	87.5	3	18.8	6	37.5	2	12.5	0	0.0	
Diff (Workforce/Labor Market)			-42.4		-11.5		-1.9		-0.9		-0.6	

CITY MANAGER

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will work to increase representation by targeting recruitment efforts to reach diverse audiences and by enhancing internal development programs to existing employees by increasing training opportunities, encouraging mentoring relationships and creating defined career paths (e.g., Reassignment for Training Program, Mentor Program, Management Rotation Program, etc.).

PROFESSIONALS

- ◆ Because American Indians are under-represented, we will increase external recruitment efforts at national colleges and universities, professional organizations and minority communities.

OFFICE/CLERICAL

- ◆ Because Hispanics and American Indians are under-represented, we will increase outreach efforts in minority communities and ensure vacancy announcements are distributed at job fairs and expositions, as well as post the vacancy announcements at the Career Transition Center.

Department: CITY MANAGER

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	14	8	57.1	3	21.4	1	7.1	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			18.3		15.7		11.1		15.4		0.6	-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6	
2006 Workforce (Actual)	7	4	57.1	1	14.3	1	14.3	3	42.9	0	0.0	
Diff (Workforce/Labor Market)			8.2		7.4		1.1		24.8		0.6	-0.6
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6	
2006 Workforce (Actual)	7	7	100.0	2	28.6	0	0.0	1	14.3	0	0.0	
Diff (Workforce/Labor Market)			36.8		19.4		32.3		0.9		0.6	-0.6
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	28	19	67.9	6	21.4	2	7.1	4	14.3	0	0.0	
Diff (Workforce/Labor Market)			22.8		14.1		28.5		0.9		0.6	-0.6

CITY PROSECUTOR

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

PROFESSIONALS

- ◆ Because Blacks, Asians and American Indians are under-represented in the Professionals category, we will increase external recruitment efforts at national colleges and law schools, universities, professional organizations and minority communities.
- ◆ In addition, we will increase outreach effort by utilizing various forms of media, including but limited to, newspaper and magazine articles and the City's Inter-net/Intra-net.

PARA-PROFESSIONALS

- ◆ Because Hispanics, Asians and American Indians are under-represented in the Para-professionals category, the department will increase external recruitment efforts at national colleges, universities, professional organizations, minority communities and law schools with paraprofessional programs.
- ◆ In addition, we will increase outreach efforts by utilizing various forms of media, including but not limited to, newspaper and magazine articles and the City's Inter-net/Intra-net.

OFFICE/CLERICAL

- ◆ Because Blacks and American Indians are under-represented in the Office/Clerical category, the department will increase outreach efforts in minority communities by attending job fairs and expositions and post job vacancy announcements at the Career Transition Center.
- ◆ In addition, we will increase outreach efforts by utilizing various forms of media, including but not limited to, newspaper and magazine articles and the City's Inter-net/Intra-net.

Department: CITY PROSECUTOR

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Professionals	-Labor Market		48.9		6.9		13.2		18.1		0.6	
2006 Workforce (Actual)	21	11	52.4	1	4.8	5	23.8	3	14.3	0	0.0	
Diff (Workforce/Labor Market)			3.5		-2.1		10.6		-3.8		-0.6	
Paraprofessionals	-Labor Market		50.1		11.5		33.1		4.8		1.2	
2006 Workforce (Actual)	3	3	100.0	1	33.3	0	0.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			49.9		21.8		33.1		-4.8		-1.2	
Office/Clerical	-Labor Market		63.2		9.2		32.3		13.4		0.6	
2006 Workforce (Actual)	13	9	69.2	1	7.7	6	46.2	3	23.1	0	0.0	
Diff (Workforce/Labor Market)			6.0		-1.5		13.9		9.7		-0.6	
TOTAL (Bottom Line)	-Labor Market		45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	37	23	62.2	3	8.1	11	29.7	6	16.2	0	0.0	
Diff (Workforce/Labor Market)			17.1		0.8		5.9		2.8		-0.6	

CIVIL SERVICE

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Asians and American Indians are under-represented, we will increase outreach efforts by enhancing internal development programs to existing employees by increasing training opportunities, encouraging mentoring relationships and creating defined career paths (e.g. Reassignment for Training Program, Mentor Program, Management Rotation Program, etc.).

PROFESSIONALS

- ◆ Because American Indians are under-represented, future recruitment efforts will utilize a multi-media approach to increase outreach in minority communities.

PARA-PROFESSIONALS

- ◆ Because Blacks, Asians and American Indians are under-represented, we will increase internal recruitment efforts by increasing training opportunities, encouraging mentoring relationships and creating defined career paths.

OFFICE/CLERICAL

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will utilize a multi-media approach to increase outreach in minority communities.

Department: CIVIL SERVICE

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	4	2	50.0	1	25.0	2	50.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			11.2		19.3		31.8		15.4		0.6	
Professionals	-Labor Market		48.9		6.9		13.2		18.1		0.6	
2006 Workforce (Actual)	10	7	70.0	2	20.0	3	30.0	2	20.0	0	0.0	
Diff (Workforce/Labor Market)			21.1		13.1		16.8		1.9		0.6	
Paraprofessionals	-Labor Market		50.1		11.5		33.1		4.8		1.2	
2006 Workforce (Actual)	2	2	100.0	0	0.0	1	50.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			49.9		11.5		16.9		4.8		1.2	
Office/Clerical	-Labor Market		63.2		9.2		32.3		13.4		0.6	
2006 Workforce (Actual)	4	3	75.0	2	50.0	1	25.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			11.8		40.8		7.3		13.4		0.6	
Total (Bottom Line)	-Labor Market		45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	20	14	70.0	5	25.0	7	35.0	2	10.0	0	0.0	
Diff (Workforce/Labor Market)			24.9		17.7		0.6		3.4		0.6	

COMMUNITY DEVELOPMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts at national colleges and universities, professional organizations and minority communities.
- ◆ In addition, we will increase outreach efforts by utilizing various forms of media, including but limited to, newspaper and magazine articles and the City's Inter-net/Intra-net.

PROFESSIONALS

- ◆ Because Asians and American Indians are under-represented, we will increase recruitment at national colleges and universities, professional organizations and minority communities.

TECHNICIANS

- ◆ Because Blacks and American Indians are under-represented, we will increase recruitment efforts at national colleges and trade schools, professional organization and minority communities, as well as encourage existing employees to cross-train and participate in the City's Reassignment for Training and Mentor Programs.

PARA-PROFESSIONALS

- ◆ Because Hispanics and American Indians are under-represented, we will increase recruitment efforts in minority communities by attending job fairs and using all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mailings, to advertise available opportunities.

OFFICE/CLERICAL

- ◆ Because Hispanics are under-represented, we will increase recruitment efforts in minority communities by attending job fairs and expositions, as well as advertise current vacancies at the Career Transition Center.

COMMUNITY DEVELOPMENT
OBJECTIVES TO ADDRESS UNDER-UTILIZATION
(Continued)

SKILLED CRAFT

- ◆ Because Females, as a whole, Hispanics and American Indians are under-represented, we will increase outreach efforts at trade schools, professional organization and minority communities, as well as post job vacancies at the Career Transition Center.

Department: **COMMUNITY DEVELOPMENT**

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators - Labor Market		38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	29	8	27.6	6	20.7	3	10.3	1	3.4	1	3.4
Diff (Workforce/Labor Market)			-11.2		15.0		-7.9		-12.0		2.8
Professionals - Labor Market		48.9		6.9		13.2		18.1		0.6	
2006 Workforce (Actual)	71	46	64.8	12	16.9	21	29.6	7	9.9	0	0.0
Diff (Workforce/Labor Market)			15.9		10.0		16.4		-8.2		-0.6
Technicians - Labor Market		48.8		9.9		22.5		22.4		0.6	
2006 Workforce (Actual)	3	3	100.0	0	0.0	1	33.3	2	66.7	0	0.0
Diff (Workforce/Labor Market)			51.2		9.9		10.8		44.3		-0.6
Paraprofessionals - Labor Market		50.1		11.5		33.1		4.8		1.2	
2006 Workforce (Actual)	19	13	68.4	6	31.6	5	26.3	3	15.8	0	0.0
Diff (Workforce/Labor Market)			18.3		20.1		-6.8		11.0		-1.2
Office/Clerical - Labor Market		63.2		9.2		32.3		13.4		0.6	
2006 Workforce (Actual)	83	70	84.3	20	24.1	23	27.7	20	24.1	1	1.2
Diff (Workforce/Labor Market)			21.1		14.9		-4.6		10.7		0.6
Skilled Craft - Labor Market		8.3		4.6		48.2		9.6		0.7	
2006 Workforce (Actual)	20	3	4.0	2	10.0	3	15.0	2	10.0	0	0.0
Diff (Workforce/Labor Market)			-4.3		5.4		-33.2		0.4		-0.7
TOTAL - (Bottom Line) - Labor Market		45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	225	143	63.6	46	20.4	56	24.9	35	15.6	2	0.9
Diff (Workforce/Labor Market)			18.5		13.1		-10.7		2.2		0.3

FINANCIAL MANAGEMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Hispanics and American Indians are under-represented, we will increase internal and external recruitments at colleges and universities. We will also expand exposure to High Schools to stimulate career interests by the students.
- ◆ In addition, we will use various forms of media including newspaper and trade magazine advertisements, Inter-net and Intra-net access, professional organizations, and customized mailings to increase outreach.

PROFESSIONALS

- ◆ Because Hispanics and American Indians are under-represented, we will increase internal and external recruitment efforts in minority communities, colleges and universities. We will expand exposure at High Schools to stimulate career interests by the students.
- ◆ We will target internal recruitment efforts by establishing potential career paths for current employees (e.g. Reassignment for Training Program, Mentor Program, etc.).
- ◆ In addition, we will use various forms of media including newspaper and trade magazine advertisements, Inter-net and Intra-net access, professional organizations, and customized mailings to increase outreach.

TECHNICIANS

- ◆ Because Females, as a whole, Blacks, Asians, and American Indians are under-represented, we will increase internal and external recruitment efforts in minority communities.
- ◆ In addition, we will use various forms of media including newspaper and trade magazine advertisements, Inter-net and Intra-net access, professional organizations, and customized mailings to increase outreach.

FINANCIAL MANAGEMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

(Continued)

PARA-PROFESSIONALS

- ◆ Because Hispanics and American Indians are under-represented, we will increase internal and external recruitment efforts in minority communities.
- ◆ In addition, we will use various forms of media including newspaper and trade magazine advertisements, Inter-net and Intra-net access, professional organizations, and customized mailings to increase outreach.

OFFICE/CLERICAL

- ◆ Because Hispanics and American Indians are under-represented, we will increase internal and external recruitment efforts in minority communities.
- ◆ In addition, we will use various forms of media including newspaper and trade magazine advertisements, Inter-net and Intra-net access, professional organizations, and customized mailings to increase outreach.

Department: FINANCIAL MANAGEMENT

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	17	10	58.8	1	5.9	3	17.6	3	17.6	0	0.0	
Diff (Workforce/Labor Market)			20.0		0.2		0.6		2.2		-0.6	
Professionals	-Labor Market		48.9		6.9		13.2		18.1		0.6	
2006 Workforce (Actual)	26	17	65.4	3	11.5	1	3.8	9	34.6	0	0.0	
Diff (Workforce/Labor Market)			16.5		4.6		9.4		16.5		-0.6	
Technicians	-Labor Market		48.8		9.9		22.5		22.4		0.6	
2006 Workforce (Actual)	3	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			-15.5		-9.9		-10.8		-22.4		-0.6	
Paraprofessionals	-Labor Market		50.1		11.5		33.1		4.8		1.2	
2006 Workforce (Actual)	6	5	83.3	1	16.7	1	16.7	1	16.7	0	0.0	
Diff (Workforce/Labor Market)			33.2		5.2		-16.4		-11.9		-1.2	

FIRE DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Blacks, Asians and American Indians are under-represented, we will focus on increasing internal recruitment efforts by providing additional technical and leadership training opportunities, mentoring employees and establishing career paths for promotional opportunities.
- ◆ Additional outreach in minority communities will be conducted in conjunction with Civil Service to expand recruitment by attending job fairs, advertising with colleges, universities and professional organizations and using all forms of media to advertise opportunities, including newspaper and magazine advertisements, Inter-net/Intra-net access, and mailings.

PROFESSIONALS

- ◆ Because Blacks and American Indians are under-represented, we will work with Civil Service to expand recruitments with additional outreach in minority communities, attending job fairs, advertising with colleges, universities and professional organizations and using all forms of media to advertise opportunities, including newspaper and magazine advertisements, Inter-net/Intra-net access and mailings.

TECHNICIANS

- ◆ Because Females, as a whole, Blacks and American Indians are under-represented, we will work with Civil Service to expand recruitments with additional outreach in minority communities, attending job fairs and using all forms of media to advertise opportunities, including newspaper and magazine advertisements, Inter-net/Intra-net access and mailings.

PROTECTIVE SERVICES

- ◆ Because Females, as a whole, Blacks, Hispanics, Asians and American Indians are under-represented, we will work with Civil Service to expand recruitments with additional outreach in minority communities, attending job fairs, organizing information sessions, advertising with colleges, universities and professional organizations and using all forms of media to advertise opportunities, including newspaper and magazine advertisements, Inter-net/Intra-net access and mailings.

FIRE DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

- ◆ Continue to recommend to the Civil Service Department that the Fire Recruit examination be given annually to replenish available female and minority candidates. The current three-year cycle allows many female and minority candidates to accept employment in other fire agencies prior to the expiration of Long Beach's list, which depletes the number of available candidates.
- ◆ Continue to offer Firefighters opportunities to prepare for promotion, by providing the Captain's Preparation Academy and encouraging all female and minority Firefighters to participate.

PARA-PROFESSIONALS

- ◆ Only one position exists in this job category and it is currently filled. Should a vacancy occur, recruitment will be expanded to minority communities by attending job fairs and using all forms of media to advertise opportunities, including newspaper and magazine advertisements, inter-net/intra-net access and mailings. Training opportunities and mentoring for current employees will also be provided.

OFFICE/CLERICAL

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will work with Civil Service to expand recruitments with additional outreach to minority communities, attend job fairs and using all forms of media to advertise opportunities, including newspaper and magazine advertisements, inter-net/intra-net access and mailings.

SKILLED CRAFT

- ◆ Because Females, as a whole, Blacks, Hispanics, and American Indians are under-represented, we will work with Civil Service to expand recruitment with additional outreach in minority communities, attending job fairs and using all forms of media to advertise opportunities, including newspaper and magazine advertisements, inter-net/intra-net access and mailings.

Department: FIRE

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2006 Workforce (Actual)	10	1	10.0	0	0.0	4	40.0	1	10.0	0	0.0
Diff (Workforce/Labor Market)			-28.8		-5.7		-21.8		-5.4		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2006 Workforce (Actual)	10	8	80.0	0	0.0	3	30.0	2	20.0	0	0.0
Diff (Workforce/Labor Market)			-31.1		-6.9		-16.8		-1.9		-0.6
Technicians -Labor Market			48.8		9.9		22.5		22.4		0.6
2006 Workforce (Actual)	23	1	4.3	1	4.3	10	43.5	3	13.0	0	0.0
Diff (Workforce/Labor Market)			-44.5		-5.6		-21.0		-9.4		-0.6
Protective Services -Labor Market			18.3		18.5		28.9		7.7		1.0
2006 Workforce (Actual)	441	12	2.7	30	6.8	84	19.0	26	5.9	3	0.7
Diff (Workforce/Labor Market)			-15.6		-11.7		-9.9		-1.8		-0.3
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2006 Workforce (Actual)	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-49.9		-11.5		-33.1		-4.8		-1.2
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2006 Workforce (Actual)	37	29	78.4	5	13.5	6	16.2	2	5.4	0	0.0
Diff (Workforce/Labor Market)			-15.2		-4.3		-16.1		-8.0		-0.6
Skilled Craft -Labor Market			8.3		4.6		48.2		9.6		0.7
2006 Workforce (Actual)	7	0	0.0	0	0.0	1	14.3	1	14.3	0	0.0
Diff (Workforce/Labor Market)			-8.3		-4.6		-33.9		-4.7		-0.7
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2006 Workforce (Actual)	529	52	9.8	36	6.8	108	20.4	35	6.6	3	0.6
Diff (Workforce/Labor Market)			-35.3		-0.5		-15.2		-6.8		-0.0

Department: FIRE - SWORN (Firefighter classifications including Fire Recruit)

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
			#	%	#	%	#	%	#	%	#	%
Officials/Administrators* -Labor Market			38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	115	0	0.0	7	6.1	24	20.9	3	2.6	1	0.9	
Diff (Workforce/Labor Market)			-38.8		-0.4		-2.7		-12.8		-0.3	
Protective Services -Labor Market			16.0		18.8		20.7		5.9		0.7	
2006 Workforce (Actual)	308	11	3.6	23	7.5	59	19.2	22	7.1	2	0.6	
Diff (Workforce/Labor Market)			-12.4		-11.3		-1.5		-1.2		-0.1	
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	423	11	2.6	30	7.1	83	19.6	25	5.9	3	0.7	
Diff (Workforce/Labor Market)			-42.5		-0.2		-16.0		-7.5		-0.1	

*Includes Fire Captain and above

HARBOR DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will we will evaluate our promotional practices to ensure that all ethnic groups are receiving an equal opportunity to advance.
- ◆ In addition, we will use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and executive search firms to increase outreach efforts.

PROFESSIONALS

- ◆ Because Females, as a whole, Blacks, Hispanics and American Indians are under-represented, we will increase external recruitments at national colleges and universities and professional organizations, as well as use all forms of appropriate media and/or executive search firms.

TECHNICIANS

- ◆ Because Females, as a whole, Blacks, Hispanics and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center. And, we will evaluate our promotional practices to ensure that all ethnic groups are receiving an equal opportunity to advance.
- ◆ In addition, we will use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings to increase outreach efforts.

PROTECTIVE SERVICES

- ◆ Because Blacks, Hispanics and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center, as well as use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings.

HARBOR DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

PARA-PROFESSIONALS

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center, as well as use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings.

OFFICE/CLERICAL

- ◆ Because Asians and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center, as well as use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings.

SKILLED CRAFT

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center.

SERVICE MAINTENANCE

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center.

Department: HARBOR

Job Category	Total Employees	Female		Black	Hispanic		Asian		American Indian		
		#	%	#	#	%	#	%	#	%	
											%
Officials/Administrators -Labor Market			38.8	5.7	18.2		15.4		0.6		
2006 Workforce (Actual)	18	3	16.7	1	5.6	0	0.0	1	5.6	0	0.0
Diff (Workforce/Labor Market)			-22.1		-0.1		-18.2		-9.8		-0.6
Professionals -Labor Market			48.9	6.9	13.2		18.1		0.6		
2006 Workforce (Actual)	104	37	35.6	1	1.0	11	10.6	28	26.9	0	0.0
Diff (Workforce/Labor Market)			-13.3		-5.9		-2.6		-8.8		-0.6
Technicians -Labor Market			48.8	9.9	22.5		22.4		0.6		
2006 Workforce (Actual)	27	6	22.2	0	0.0	4	14.8	6	22.2	0	0.0
Diff (Workforce/Labor Market)			-26.6		-9.9		-7.7		-0.2		-0.6
Protective Services -Labor Market			18.3	18.5	28.9		7.7		1.0		
2006 Workforce (Actual)	39	8	20.5	5	12.8	9	23.1	3	7.7	0	0.0
Diff (Workforce/Labor Market)			-2.2		-5.7		-5.8		0.0		-1.0
Paraprofessionals -Labor Market			50.1	11.5	33.1		4.8		1.2		
2006 Workforce (Actual)	6	5	83.3	1	16.7	1	16.7	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-33.2		-5.2		-16.4		-4.8		-1.2
Office/Clerical -Labor Market			63.2	9.2	32.3		13.4		0.6		
2006 Workforce (Actual)	47	41	87.2	18	38.3	8	32.3	6	12.8	0	0.0
Diff (Workforce/Labor Market)			-24.0		-29.1		-0.0		-0.6		-0.6
Skilled Craft -Labor Market			8.3	4.6	48.2		9.6		0.7		
2006 Workforce (Actual)	47	1	2.1	6	12.8	8	17.0	3	6.4	0	0.0
Diff (Workforce/Labor Market)			-6.2		-8.2		-31.2		-3.2		-0.7
Service/Maintenance -Labor Market			40.4	6.0	60.6		10.2		0.5		
2006 Workforce (Actual)	28	1	3.6	11	39.3	8	28.6	1	3.6	0	0.0
Diff (Workforce/Labor Market)			-36.8		-33.3		-32.0		-6.6		-0.5
TOTAL (Bottom Line) -Labor Market			45.1	7.3	35.6		13.4		0.6		
2006 Workforce (Actual)	316	102	32.3	43	13.6	49	15.5	48	15.2	0	0.0
Diff (Workforce/Labor Market)			-12.8		-6.3		-20.1		-1.8		-0.6

HEALTH AND HUMAN SERVICES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Hispanics and American Indians are under-represented, we will evaluate our promotional practices to ensure that all ethnic groups are receiving an equal opportunity to advance.
- ◆ In addition, we will use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings to increase outreach efforts.

PROFESSIONALS

- ◆ Because Hispanics and American Indians are under-represented, we will evaluate our promotional practices to ensure that all ethnic groups are receiving an equal opportunity to advance.
- ◆ In addition, we will use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings to increase outreach efforts.

TECHNICIANS

- ◆ Because Blacks are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center. And, we will evaluate our promotional practices to ensure that all ethnic groups are receiving an equal opportunity to advance.
- ◆ In addition, we will use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings to increase outreach efforts

PROTECTIVE SERVICES

- ◆ Because Blacks are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center. And, we will evaluate our promotional practices to ensure that all ethnic groups are receiving an equal opportunity to advance.

HEALTH AND HUMAN SERVICES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

PROTECTIVE SERVICES (continued)

- ◆ In addition, we will use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings to increase outreach efforts

PARA-PROFESSIONALS

- ◆ Because Hispanics and American Indians are under-represented, we will evaluate our promotional practices to ensure that all ethnic groups are receiving an equal opportunity to advance.
- ◆ In addition, we will use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings to increase outreach efforts.

SKILLED CRAFT

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center.

SERVICE MAINTENANCE

- ◆ Because Females, as a whole, Hispanics and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center.

Department: HEALTH & HUMAN SERVICES

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	18	12	66.7	4	22.2	1	5.6	3	16.7	0	0.0	
Diff (Workforce/Labor Market)			27.9		16.5		12.6		1.3		0.6	
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6	
2006 Workforce (Actual)	105	72	68.6	18	17.1	13	12.4	31	29.5	0	0.0	
Diff (Workforce/Labor Market)			19.7		10.2		0.8		11.4		0.6	
Technicians -Labor Market			48.8		9.9		22.5		22.4		0.6	
2006 Workforce (Actual)	15	9	60.0	0	0.0	2	13.3	10	66.7	0	0.0	
Diff (Workforce/Labor Market)			11.2		9.9		9.2		44.3		0.6	
Protective Services -Labor Market			18.3		18.5		28.9		7.7		1.0	
2006 Workforce (Actual)	18	9	50.0	0	0.0	5	27.8	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			31.7		18.5		11.1		7.7		1.0	
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2	
2006 Workforce (Actual)	7	7	100.0	1	14.3	2	28.6	4	57.1	0	0.0	
Diff (Workforce/Labor Market)			49.9		2.8		4.5		52.3		1.2	
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6	
2006 Workforce (Actual)	171	137	80.1	32	18.7	79	46.2	35	20.5	1	0.6	
Diff (Workforce/Labor Market)			16.9		9.5		13.9		7.1		0.0	
Skilled Craft -Labor Market			8.3		4.6		48.2		9.6		0.7	
2006 Workforce (Actual)	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			8.3		95.4		48.2		9.6		0.7	
Service/Maintenance -Labor Market			40.4		6.0		60.6		10.2		0.5	
2006 Workforce (Actual)	11	2	18.2	7	63.6	1	9.1	2	18.2	0	0.0	
Diff (Workforce/Labor Market)			22.2		57.6		51.5		8.0		0.5	
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	346	248	71.7	63	18.2	103	29.8	85	24.6	1	0.3	
Diff (Workforce/Labor Market)			26.6		10.9		5.8		11.2		0.3	

HUMAN RESOURCES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Hispanics and American Indians are under-represented, we will enhance internal recruitments efforts by establishing a career path for current employees, i.e. Reassignment for Training, Mentor Program, etc., and use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, professional organizations and mass mailings to increase outreach.

PROFESSIONALS

- ◆ Because Asians and American Indians are under-represented, we will enhance internal recruitments efforts by establishing a career path for current employees, i.e. Reassignment for Training, Mentor Program, etc., and use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, professional organizations and mass mailings to increase outreach.

PARA-PROFESSIONALS

- ◆ Because Hispanics and American Indians are under-represented, we will enhance internal recruitments efforts by establishing a career path for current employees, i.e. Reassignment for Training, Mentor Program, etc., and use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, attend job fairs and expositions and post job opportunity bulletins at the Career Transition Center.

OFFICE/CLERICAL

- ◆ Because American Indians are under-represented, we will work with Civil Service to expand recruitment to include additional outreach to minority communities, attend job fairs and use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, and mailings, to advertise opportunities.

Department: HUMAN RESOURCES

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators	Labor Market		38.8		5.7		18.2		15.4		0.6
2006 Workforce (Actual)	4	1	25.0	1	25.0	0	0.0	1	25.0	0	0.0
Diff (Workforce/Labor Market)			-13.8		-19.3		-18.2		-9.6		-0.6
Professionals	Labor Market		48.9		6.9		13.2		18.1		0.3
2006 Workforce (Actual)	8	6	75.0	1	12.5	4	50.0	1	12.5	0	0.0
Diff (Workforce/Labor Market)			-26.1		-5.6		-36.8		-5.6		-0.3
Paraprofessionals	Labor Market		50.1		11.5		33.1		4.8		1.2
2006 Workforce (Actual)	5	5	100.0	1	20.0	1	20.0	1	20.0	0	0.0
Diff (Workforce/Labor Market)			-49.9		-8.5		-13.1		-15.2		-1.2
Office/Clerical	Labor Market		63.2		9.2		32.3		13.4		0.6
2006 Workforce (Actual)	3	3	100.0	1	33.3	1	33.3	1	33.3	0	0.0
Diff (Workforce/Labor Market)			-36.8		-24.1		-1.0		-19.9		-0.6
Total (Bottom Line)	Labor Market		45.1		7.3		35.6		13.4		0.6
2006 Workforce (Actual)	20	15	75.0	4	20.0	6	30.0	4	20.0	0	0.0
Diff (Workforce/Labor Market)			-29.9		-12.7		-5.6		-6.6		-0.6

LAW DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Blacks, Hispanics, Asians and American Indians are under-represented, we will evaluate promotional practices to ensure all persons are receiving an equal employment opportunity.
- ◆ In addition, we will focus internal recruitment efforts on existing employees by establishing a career path and promoting from within the department (e.g. Reassignment for Training Program, Mentor Program, Management Rotation Program, and the Long Beach Leadership Academy).

PROFESSIONALS

- ◆ Because Hispanics and Asians are under-represented, we will use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, and mailings, to advertise job opportunities. In addition, we will increase recruitment at national colleges and universities, professional organizations, and minority communities.

PARA-PROFESSIONALS

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, and mailings, to advertise job opportunities, as well as recruit through professional organizations and minority communities.

OFFICE/CLERICAL

- ◆ Because Asians and American Indians are under-represented, we will use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, and mailings, to advertise job opportunities, as well as recruit through professional organizations and minority communities. In addition, we will post job announcements at the Career Transition Center.

Department: LAW

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	8	4	50.0	0	0.0	0	0.0	1	12.5	0	0.0	
Diff (Workforce/Labor Market)			11.2		-5.7		-18.2		-2.9		-0.6	
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6	
2006 Workforce (Actual)	25	13	52.0	3	12.0	3	12.0	2	8.0	1	4.0	
Diff (Workforce/Labor Market)			3.1		-5.1		-1.2		-10.1		3.4	
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2	
2006 Workforce (Actual)	14	14	100.0	3	21.4	3	21.4	2	0.0	0	0.0	
Diff (Workforce/Labor Market)			49.9		9.9		-11.7		-4.8		-1.2	
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6	
2006 Workforce (Actual)	18	16	88.9	5	27.8	7	38.9	1	5.6	0	0.0	
Diff (Workforce/Labor Market)			25.7		18.6		6.6		-7.8		-0.6	
TOTALS (Bottom Line) - Labor Market			45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	65	47	72.3	11	16.9	13	20.0	6	9.2	1	1.5	
Diff (Workforce/Labor Market)			27.2		9.6		-15.6		-4.2		0.9	

LEGISLATIVE

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Blacks, Hispanics, Asians and American Indians are under-represented, we will evaluate recruiting and promotional practices to ensure minority communities have an equal opportunity for vacancies.

PROFESSIONALS

- ◆ Because Asians and American Indians are under-represented, we will increase internal recruitments efforts for existing employees by establishing a career path and promoting from within the department (e.g. Reassignment for Training Program, Mentor Program, Management Rotation Program, and the Long Beach Leadership Academy) and increase external outreach in minority communities.

PARA-PROFESSIONALS

- ◆ Because Blacks, Asians and American Indians are under-represented, we will use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, and mailings, to advertise job opportunities, as well as recruit through professional organizations and minority communities.

OFFICE/CLERICAL

- ◆ Because Females, as a whole, Hispanics, Asians and American Indian are under-represented, we will use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, and mailings, to advertise job opportunities, as well as post job announcements at the Career Transition Center.

Department: **LEGISLATIVE**

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	2	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0
Diff (Workforce/Labor Market)			-11.2		-5.7		-18.2		-15.4		-0.6	
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6	
2006 Workforce (Actual)	32	18	56.3	3	9.4	8	25.0	2	6.3	0	0.0	0
Diff (Workforce/Labor Market)			-7.4		-2.5		-11.8		-11.9		-0.6	
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2	
2006 Workforce (Actual)	7	6	85.7	0	0.0	5	71.4	0	0.0	0	0.0	0
Diff (Workforce/Labor Market)			-35.6		-11.5		-38.3		-4.8		-1.2	
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6	
2006 Workforce (Actual)	2	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0
Diff (Workforce/Labor Market)			-13.2		-40.8		-32.3		-13.4		-0.6	
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	43	26	60.5	4	9.3	13	30.2	2	4.7	0	0.0	0
Diff (Workforce/Labor Market)			-15.4		-2.0		-5.4		-3.7		-0.6	

LIBRARY SERVICES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Asians and American Indians are under-represented, we will evaluate promotional practices and increase external recruitment efforts in minority communities to ensure an equal employment opportunity.
- ◆ In addition, we will use all forms of media, such as newspaper and magazine advertisements, inter-net and intra-net access, professional organizations, and mailings, to increase outreach.

PROFESSIONALS

- ◆ Because Blacks, Hispanics, Asians and American Indians are under-represented, we will increase external recruitments at colleges, universities, professional organization, and minority communities.

TECHNICIANS

- ◆ There is only one budgeted position in this category.
- ◆ Because Females, as a whole, Blacks, Hispanics, Asians and American Indians are under-represented, as vacancies occur, we will increase outreach efforts at community colleges, trade and vocational schools and minority communities, as well as post job vacancy announcements at the Career Transition Center.

PARA-PROFESSIONALS

- ◆ There is only one budgeted position in this category.
- ◆ Because Females, as a whole, Blacks, Hispanics, Asians and American Indians are under-represented, as vacancies occur, we will increase outreach efforts at community colleges, trade and vocational schools and minority communities, as well as post job vacancy announcements at the Career Transition Center.

OFFICE/CLERICAL

- ◆ Because Asians and American Indians are under-represented, we will increase outreach efforts at community colleges, trade and vocational schools and

LIBRARY SERVICES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

minority communities, as well as post job vacancy announcements at the Career Transition Center.

SKILLED CRAFT

- ◆ There is only one position in this job category.
- ◆ Because Females, as a whole, Blacks, Hispanics, Asians and American Indians are under –represented, as vacancies occur, we will increase outreach efforts at community colleges, trade and vocational schools and minority communities.

SERVICE MAINTENANCE

- ◆ There is only one position in this job category.
- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, as vacancies occur, we will increase outreach efforts at community colleges, trade and vocational schools and minority communities, as well as post job vacancy announcements at the Career Transition Center.

Department: LIBRARY SERVICES

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
			#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market				38.8		5.7		18.2		15.4		0.6
2006 Workforce (Actual)	5	5	100.0		1	20.0	1	20.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			61.2		14.3		1.8		15.4		0.6	
Professionals -Labor Market				48.9		6.9		13.2		18.1		0.6
2006 Workforce (Actual)	37	33	89.2		0	0.0	2	5.4	2	5.4	0	0.0
Diff (Workforce/Labor Market)			40.3		6.9		7.8		12.7		0.3	
Technicians -Labor Market				48.8		9.9		22.5		22.4		0.6
2006 Workforce (Actual)	1	0	0.0		0	0.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			48.8		9.9		22.5		22.4		0.6	
Paraprofessionals -Labor Market				50.1		11.5		33.1		4.8		1.2
2006 Workforce (Actual)	1	0	0.0		0	0.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			50.1		11.5		33.1		4.8		1.2	
Office/Clerical -Labor Market				63.2		9.2		32.3		13.4		0.6
2006 Workforce (Actual)	31	21	67.7		3	9.7	10	32.3	4	12.9	0	0.0
Diff (Workforce/Labor Market)			4.5		0.5		0.0		0.5		0.6	
Skilled Craft -Labor Market				8.3		4.6		48.2		9.6		0.7
2006 Workforce (Actual)	1	0	0.0		0	0.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			8.3		4.6		48.2		9.6		0.7	
Service/Maintenance -Labor Market				40.4		6.0		60.6		10.2		0.5
2006 Workforce (Actual)	1	0	0.0		1	100.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			40.4		94.0		60.6		10.2		0.5	
TOTAL (Bottom Line) -Labor Market				45.1		7.3		35.6		13.4		0.6
2006 Workforce (Actual)	77	59	76.6		5	6.5	13	16.9	6	7.8	0	0.0
Diff (Workforce/Labor Market)			31.5		0.8		18.7		5.6		0.6	

LONG BEACH GAS & OIL

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Blacks, Hispanics, and American Indians are under-represented, we will focus internal recruitment efforts on existing employees by establishing a career path and promoting from within the department (e.g. Reassignment for Training Program, Mentor Program, Management Rotation Program, and the Long Beach Leadership Academy).

PROFESSIONALS

- ◆ Because Females, as a whole, Blacks and American Indians are under-represented, we will increase outreach efforts in minority communities by attending job fairs and expositions and post job vacancy announcements at national colleges and universities, professional organizations, and minority publications.

TECHNICIANS

- ◆ Because Females, as a whole, Blacks, Hispanics, and American Indians are under-represented, we will increase outreach efforts in minority communities by attending job fairs and expositions and post job vacancy announcements at national colleges and universities, professional organizations, and minority publications.

PARA-PROFESSIONALS

- ◆ Because Blacks and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, internet/intranet, and mass mailings) to increase outreach efforts

OFFICE/CLERICAL

- ◆ Because Asians and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, internet/intranet, and mass mailings) to increase outreach efforts

LONG BEACH GAS & OIL

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

SKILLED CRAFT

- ◆ Because Females, as a whole, Hispanics, and Asians are under-represented, we will use all forms of media (newspaper and magazine advertisements, internet/intranet, and mass mailings) to increase outreach efforts, and post job vacancy announcements in minority publications. In addition, the department will utilize the Reassignment for Training Program, where applicable.

SERVICE/MAINTENANCE

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, internet/intranet, and mass mailings) to increase outreach efforts, and post job vacancy announcements in minority publications. In addition, the department will utilize the Reassignment for Training Program, where applicable.

Department: Long Beach Gas & Oil

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	9	3	33.3	0	0.0	1	11.1	2	22.2	0	0.0	
Diff (Workforce/Labor Market)			-5.5		-5.7		-7.1		-6.8		-0.6	
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6	
2006 Workforce (Actual)	7	2	28.6	0	0.0	1	14.3	2	28.6	0	0.0	
Diff (Workforce/Labor Market)			-20.3		-6.9		-7.1		-10.5		-0.6	
Technicians -Labor Market			48.8		9.9		22.5		22.4		0.6	
2006 Workforce (Actual)	6	1	16.7	0	0.0	1	16.7	2	33.3	0	0.0	
Diff (Workforce/Labor Market)			-32.1		-9.9		-5.8		-10.9		-0.6	
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2	
2006 Workforce (Actual)	4	4	100.0	0	0.0	2	50.0	2	50.0	0	0.0	
Diff (Workforce/Labor Market)			-49.9		-11.5		-16.9		-45.2		-1.2	
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6	
2006 Workforce (Actual)	14	10	71.4	4	28.6	6	42.9	1	7.1	0	0.0	
Diff (Workforce/Labor Market)			-8.2		-19.4		-10.6		-6.3		-0.6	
Skilled Craft -Labor Market			8.3		4.6		48.2		9.6		0.7	
2006 Workforce (Actual)	40	0	0.0	4	10.0	6	15.0	3	7.5	3	7.5	
Diff (Workforce/Labor Market)			-8.3		-5.4		-33.2		-2.1		-6.8	
Service/Maintenance -Labor Market			40.4		6.0		60.6		10.2		0.5	
2006 Workforce (Actual)	94	5	5.3	24	25.5	30	31.9	6	6.4	0	0.0	
Diff (Workforce/Labor Market)			-35.1		-19.5		-28.7		-3.8		-0.5	
TOTALS (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	174	25	14.4	32	18.4	47	27.0	18	10.3	3	1.7	
Diff (Workforce/Labor Market)			-30.7		-11.1		-8.6		-3.1		-1.1	

OIL PROPERTIES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Blacks, Hispanics and American Indians are under-represented, we will focus internal recruitment efforts on existing employees by establishing a career path and promoting from within the department. We will ensure that all employees are given an equal opportunity to advance.

PROFESSIONALS

- ◆ Because Females, as a whole, and American Indians are under-represented, we will enhance the recruitment process by designing and publishing a professional booklet to advertise the vacancy, which will include case studies of successful candidates in non-traditional roles.
- ◆ In addition, we will use all forms of media (newspaper and magazine advertisement, inter-net/intra-net access, and mass mailings) and advertise vacancies at national colleges and universities, professional organizations and minority communities.

TECHNICIANS

- ◆ Because Females, as a whole, Blacks, Asians and American Indians are under-represented, we will focus on encouraging existing employees to cross-train and participate in the City's Reassignment for Training and Mentor Programs.

OFFICE/CLERICAL

- ◆ Because Hispanics and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisement, inter-net/intra-net access, and mass mailings) and advertise vacancies at job fairs and expositions, as well as post vacancy flyers at the Career Transition Center.

Department: OIL PROPERTIES

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
			#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	7	2	28.6	0	0.0	0	0.0	3	42.9	0	0.0	
Diff (Workforce/Labor Market)			-10.2		-5.7		-18.2		-27.5		-0.6	
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6	
2006 Workforce (Actual)	11	2	18.2	3	27.3	2	18.2	4	36.4	0	0.0	
Diff (Workforce/Labor Market)			-30.7		-20.4		-5.0		-18.3		-0.6	
Technicians -Labor Market			48.8		9.9		22.5		22.4		0.6	
2006 Workforce (Actual)	10	2	20.0	0	0.0	5	50.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			-28.8		-9.9		-27.5		-22.4		-0.6	
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6	
2006 Workforce (Actual)	5	5	100.0	1	20.0	0	0.0	2	40.0	0	0.0	
Diff (Workforce/Labor Market)			-36.8		-10.8		-32.3		-26.6		-0.6	
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	33	11	33.3	4	12.1	7	21.2	9	27.3	0	0.0	
Diff (Workforce/Labor Market)			-11.8		-4.8		-14.4		-13.9		-0.6	

PARKS, RECREATION AND MARINE

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Asians and American Indians are under-represented, we will increase outreach efforts in minority communities, as well as use all forms of media (inter-net/intra-net access, professional organizations, and minority publications).

PROFESSIONALS

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will advertise vacancies at national colleges and universities, professional organizations and minority communities, as well as use all forms of media (inter-net/intra-net access, professional organizations, and minority publications).

TECHNICIANS

- ◆ Because Females, as a whole, Blacks, Asians and American Indians are under-represented, we will advertise vacancies at national colleges and universities, professional organizations and minority communities, as well as use all forms of media (inter-net/intra-net access, professional organizations, and minority publications).

PROTECTIVE SERVICES

- ◆ Because Females, as a whole, Blacks, Asians and American Indians are under-represented, we will use all forms of media (inter-net/intra-net access, professional organizations, and minority publications) increase outreach efforts.

PARA-PROFESSIONALS

- ◆ Because Blacks, Hispanics, Asians and American Indians are under-represented, we will advertise vacancies at national colleges and universities, professional organizations and minority communities, as well as use all forms of media (inter-net/intra-net access, professional organizations, and minority publications).

PARKS, RECREATION AND MARINE

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

OFFICE/CLERICAL

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts by using all forms of media (inter-net/intra-net access, professional organizations, and minority publications), as well as posting job vacancy announcements at the Career Transition Center.

SKILLED CRAFT

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts by using all forms of media (inter-net/intra-net access, professional organizations, and minority publications) and post job vacancy announcements in minority communities. In addition, the department will utilize the Reassignment for Training Program, where applicable.

SERVICE MAINTENANCE

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts by using all forms of media (inter-net/intra-net access, trade and vocational schools, and minority publications) and post job vacancy announcements in minority communities.

Department: PARKS, RECREATION & MARINE

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2006 Workforce (Actual)	25	11	44.0	4	16.0	6	24.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-5.2		-10.3		-5.8		-15.4		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2006 Workforce (Actual)	35	21	60.0	5	14.3	3	8.6	4	11.4	0	0.0
Diff (Workforce/Labor Market)			-11.1		-7.4		-4.6		-6.7		-0.6
Technicians -Labor Market			48.8		9.9		22.5		22.4		0.6
2006 Workforce (Actual)	3	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-15.5		-9.9		-10.8		-22.4		-0.6
Protective Services -Labor Market			18.3		18.5		28.9		7.7		1.0
2006 Workforce (Actual)	7	1	14.3	0	0.0	4	57.1	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-4.0		-18.5		-28.2		-7.7		-1.0
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2006 Workforce (Actual)	3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-16.6		-11.5		-33.1		-4.8		-1.2
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2006 Workforce (Actual)	43	36	83.7	9	20.9	9	20.9	2	4.7	0	0.0
Diff (Workforce/Labor Market)			-20.5		-11.7		-11.4		-8.7		-0.6
Skilled Craft -Labor Market			8.3		4.6		48.2		9.6		0.7
2006 Workforce (Actual)	27	1	3.7	6	22.2	11	40.7	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-4.6		-17.6		-7.5		-9.6		-0.7
Service/Maintenance -Labor Market			40.4		6.0		60.6		10.2		0.5
2006 Workforce (Actual)	61	11	18.0	12	19.7	27	44.3	2	3.3	0	0.0
Diff (Workforce/Labor Market)			-22.4		-13.7		-16.3		-6.9		-0.5
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2006 Workforce (Actual)	204	84	41.2	36	17.6	61	29.9	8	3.9	0	0.0
Diff (Workforce/Labor Market)			-3.9		-10.3		-5.7		-9.5		-0.6

PLANNING AND BUILDING

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Blacks, Hispanics, and American Indians are under-represented, we will increase external recruitment efforts at professional organizations and minority communities.

PROFESSIONALS

- ◆ Because Females, as a whole, Asians and American Indians are under-represented, we will increase external recruitment efforts at national colleges and universities, professional organizations, and minority communities.

PARA-PROFESSIONALS

- ◆ Because Females, as a whole, Blacks, Asians and American Indians are under-represented, we will use all forms of media (newspapers and professional journals, inter-net/intra-net access and mass mailings) to increase outreach efforts.

OFFICE/CLERICAL

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will use all forms of media (newspaper and professional journals, inter-net/intra-net access, and mass mailings) to increase outreach efforts and post job vacancy announcements at the Career Transition Center.

SKILLED CRAFT

- ◆ Because Females, as a whole, Blacks, Hispanics, Asians and American Indians are under-represented, we will increase external recruitment efforts at professional organizations, attend job fairs and expositions in minority communities, and post job vacancy announcements at the Career Transition Center.

Department: PLANNING & BUILDING

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	9	6	66.7	0	0.0	0	0.0	2	22.2	0	0.0	
Diff (Workforce/Labor Market)			27.9		-5.7		-18.2		6.8		-0.6	
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6	
2006 Workforce (Actual)	27	8	29.6	3	11.1	5	18.5	4	14.8	0	0.0	
Diff (Workforce/Labor Market)			-19.3		-4.2		-5.3		-3.3		-0.6	
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2	
2006 Workforce (Actual)	5	1	20.0	0	0.0	2	40.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			-30.1		-11.5		-6.9		-4.8		-1.2	
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6	
2006 Workforce (Actual)	11	10	90.9	2	18.2	3	27.3	1	9.1	0	0.0	
Diff (Workforce/Labor Market)			27.7		-9.0		-5.0		-4.3		-0.6	
Skilled Craft -Labor Market			8.3		4.6		48.2		9.6		0.7	
2006 Workforce (Actual)	31	1	3.2	1	3.2	3	9.7	1	3.2	0	0.0	
Diff (Workforce/Labor Market)			-5.1		-1.4		-38.5		-6.4		-0.7	
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	83	26	31.3	6	7.2	13	15.7	8	9.6	0	0.0	
Diff (Workforce/Labor Market)			-13.8		-0.1		-19.9		-3.8		-0.6	

POLICE DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

(SWORN/NON-SWORN PERSONNEL)

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will evaluate current recruitment and promotional practices to ensure an equal employment opportunity for all employees eligible for advancement.
- ◆ In addition, we will enhance internal development programs for existing employees by increasing training opportunities, encouraging mentoring relationships and creating defined career paths.

PROFESSIONALS

- ◆ Because Blacks and Asians are under-represented, we will focus recruitment efforts at national colleges and universities, professional organizations and minority communities.
- ◆ In addition, we will enhance internal development programs for existing employees by increasing training opportunities; encouraging mentoring relationships and creating defined career paths (e.g. Reassignment for Training, Mentor Program, Long Beach Leadership Academy, etc.).

TECHNICIANS

- ◆ Because Hispanics, Asians, and American Indians are under-represented, we will increase outreach effort in minority communities by attending job fairs and expositions and posting job vacancy announcements at the Career Transition Center.

PROTECTIVE SERVICES

- ◆ Because Females, as a whole, Blacks, Hispanics, Asians and American Indians are under-represented, we will review recruitment practices to ensure an equal employment opportunity for all persons.

POLICE DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (SWORN/NON-SWORN PERSONNEL) (continued)

- ◆ We will increase recruitment efforts at national colleges and universities, professional organizations and minority communities, as well as attend job fairs and expositions and post job vacancy announcements at the Career Transition Center.
- ◆ We will use all forms of media (Newspaper and magazine advertisements, inter-net/intra-net access and mass mailings) to advertise employment opportunities.

PARA-PROFESSIONALS

- ◆ Because Blacks, Hispanics and American Indians are under-represented, we will enhance internal development programs for existing employees by increasing training opportunities; encouraging mentoring relationships and creating defined career paths (e.g. Reassignment for Training, Mentor Program, Long Beach Leadership Academy, etc.).

OFFICE/CLERICAL

- ◆ Because Hispanics and American Indians are under-represented, we will increase recruitment efforts by using all forms of media (Newspaper and magazine advertisements, inter-net/intra-net access and mass mailings) to advertise employment opportunities.

SERVICE MAINTENANCE

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will increase recruitment efforts by using all forms of media (Newspaper and magazine advertisements, inter-net/intra-net access, mass mailings, trade organizations and minority communities) to advertise employment opportunities, as well as attend job fairs and expositions and post job vacancy announcements at the Career Transition Center.

Department: POLICE

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		38.8		5.7		18.2		15.4		0.6
2006 Workforce (Actual)	23	6	26.1	2	8.7	2	8.7	1	4.3	0	0.0
Diff (Workforce/Labor Market)			-12.7		-3.0		-9.5		-11.1		-0.6
Professionals	-Labor Market		48.9		6.9		13.2		18.1		0.6
2006 Workforce (Actual)	10	6	60.0	0	0.0	2	20.0	0	0.0	1	10.0
Diff (Workforce/Labor Market)			-11.1		-6.9		-6.8		-18.1		-9.4
Technicians	-Labor Market		48.8		9.9		22.5		22.4		0.6
2006 Workforce (Actual)	28	19	67.9	4	14.3	6	21.4	6	21.4	0	0.0
Diff (Workforce/Labor Market)			-19.1		-4.4		-1.1		-1.0		-0.6
Protective Services	-Labor Market		18.3		18.5		28.9		7.7		1.0
2006 Workforce (Actual)	1047	109	10.4	85	8.1	291	27.8	79	7.5	7	0.7
Diff (Workforce/Labor Market)			-7.9		-10.4		-1.1		-0.2		-0.3
Paraprofessionals	-Labor Market		50.1		11.5		33.1		4.8		1.2
2006 Workforce (Actual)	33	22	66.7	3	9.1	9	27.3	8	24.2	0	0.0
Diff (Workforce/Labor Market)			-16.6		-2.4		-5.8		-19.4		-1.2
Office/Clerical	-Labor Market		63.2		9.2		32.3		13.4		0.6
2006 Workforce (Actual)	206	180	87.4	38	18.4	34	16.5	51	24.8	1	0.5
Diff (Workforce/Labor Market)			-24.2		-9.2		-15.8		-11.4		-0.1
Service/Maintenance	-Labor Market		40.4		6.0		60.6		10.2		0.5
2006 Workforce (Actual)	6	4	66.7	2	33.3	3	50.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-26.3		-27.3		-10.6		-10.2		-0.5
TOTAL (Bottom Line)	-Labor Market		45.1		7.3		35.6		13.4		0.6
2006 Workforce (Actual)	1353	346	25.6	134	9.9	347	25.6	145	10.7	9	0.7
Diff (Workforce/Labor Market)			-19.5		-2.6		-10.0		-2.7		-0.1

Department: POLICE - SWORN (Police Officer classifications including Police Recruit)

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators* -Labor Market			38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	179	13	7.3	7	3.9	17	9.5	8	4.5	1	0.6	
Diff (Workforce/Labor Market)			-31.5		-1.6		-8.7		-10.9		0.0	
Protective Services -Labor Market			18.3		18.5		28.9		7.7		1.0	
2006 Workforce (Actual)	782	77	9.8	61	7.8	248	31.7	68	8.7	3	0.4	
Diff (Workforce/Labor Market)			-8.5		-10.7		-2.8		-1.0		-0.6	
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	961	90	9.4	68	7.1	265	27.6	76	7.9	4	0.4	
Diff (Workforce/Labor Market)			-35.7		-0.2		-8.0		-5.5		-0.2	

*Includes Sergeants and above

PUBLIC WORKS

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, and Asians are under-represented, we will increase external recruitment efforts to include professional organizations and minority communities. In addition, we will focus internal recruitment efforts on existing employees by establishing a career path and promoting from within the department.

PROFESSIONALS

- ◆ Because Females, as a whole, are under-represented, we will increase recruitment efforts to include professional organizations and minority communities and establish a career path for promotional opportunities within the department.

TECHNICIANS

- ◆ Because Females, as a whole, Blacks, Hispanics, Asians and American Indians are under-represented, we will use all forms of media (newspaper and professional journals, inter-net/intra-net access and mass mailings) to advertise employment opportunities.

PROTECTIVE SERVICES

- ◆ Because Hispanics and American Indians are under-represented, we will review recruitment practices to ensure an equal employment opportunity, as well as use all forms of media (newspaper and professional journals, inter-net/intra-net access and mass mailings) to advertise employment opportunities.

PARA-PROFESSIONALS

- ◆ Because Females, as a whole, Blacks and Hispanics are under-represented, we will increase recruitment efforts by using all forms of media (newspaper and professional journals, inter-net/intra-net access and mass mailings) to advertise employment opportunities and posting job vacancies at the Career Transition Center.

PUBLIC WORKS

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

OFFICE/CLERICAL

- ◆ Because Hispanics are under-represented, we will increase recruitment efforts in minority communities and use all forms of media (newspaper and professional journals, inter-net/intra-net access and mass mailings) to advertise employment opportunities, as well as post job vacancies at the Career Transition Center.

SKILLED CRAFT

- ◆ Because Females, as a whole, and Hispanics are under-represented, we will increase recruitment efforts in minority communities and use all forms of media (newspaper and professional journals, inter-net/intra-net access and mass mailings) to advertise employment opportunities, as well as post job vacancies at the Career Transition Center.

SERVICE MAINTENANCE

- ◆ Because Females, as a whole, Hispanics and Asians are under-represented, we will increase recruitment efforts in minority communities and use all forms of media (newspaper and professional journals, inter-net/intra-net access and mass mailings) to advertise employment opportunities, as well as post job vacancies at the Career Transition Center.

Department: PUBLIC WORKS

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2006 Workforce (Actual)	33	10	30.3	4	12.1	8	24.2	5	15.2	1	3.0
Diff (Workforce/Labor Market)			-8.5		-6.4		-6.0		-0.2		-2.4
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2006 Workforce (Actual)	43	13	30.2	3	7.0	6	14.0	14	32.6	1	2.3
Diff (Workforce/Labor Market)			-18.7		-0.1		-0.8		-14.5		-1.7
Technicians -Labor Market			48.8		9.9		22.5		22.4		0.6
2006 Workforce (Actual)	14	3	21.4	1	7.1	2	14.3	3	21.4	0	0.0
Diff (Workforce/Labor Market)			-27.4		-2.8		-8.2		-1.0		-0.6
Protective Services -Labor Market			18.3		18.5		28.9		7.7		1.0
2006 Workforce (Actual)	48	17	35.4	13	27.1	7	14.6	4	8.3	0	0.0
Diff (Workforce/Labor Market)			17.1		8.6		-14.3		-0.6		-1.0
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2006 Workforce (Actual)	15	6	40.0	1	6.7	3	20.0	3	20.0	1	6.7
Diff (Workforce/Labor Market)			-10.1		-4.8		-13.1		-15.2		-5.5
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2006 Workforce (Actual)	52	38	73.1	9	12.3	14	26.9	8	15.4	1	1.9
Diff (Workforce/Labor Market)			9.9		3.1		-5.4		2.0		1.3
Skilled Craft -Labor Market			8.3		4.6		48.2		9.6		0.7
2006 Workforce (Actual)	139	1	0.7	25	18.0	35	25.2	20	14.4	2	1.4
Diff (Workforce/Labor Market)			-7.6		-13.4		-23.0		-4.8		-0.7
Service/Maintenance -Labor Market			40.4		6.0		60.6		10.2		0.5
2006 Workforce (Actual)	210	16	7.6	99	47.1	61	29.0	20	9.5	2	1.0
Diff (Workforce/Labor Market)			-32.8		41.1		-31.6		-0.7		-0.5
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2006 Workforce (Actual)	554	104	18.8	155	28.0	136	24.5	77	13.9	8	1.4
Diff (Workforce/Labor Market)			-26.3		20.7		-11.1		0.5		0.8

TECHNOLOGY SERVICES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Hispanics and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings) to increase outreach.
- ◆ In addition, we will enhance internal development programs to existing employees by increasing training opportunities, encouraging mentoring relationships and creating defined career paths (e.g. Reassignment for Training Program, Mentor Program, Management Rotation Program, etc.).

PROFESSIONALS

- ◆ Because Females, as a whole, Blacks, Hispanics and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings) to increase outreach. In addition, we will advertise at national colleges and universities, professional organizations and in minority communities.

TECHNICIANS

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings) to increase outreach. Also, attend job fairs and expositions and post vacancy announcements at the Career Transition Center.

OFFICE/CLERICAL

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings) to increase outreach, as well as attend job fairs and expositions and post vacancy announcements at the Career Transition Center.

TECHNOLOGY SERVICES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

(continued)

SKILLED CRAFT

- ◆ There are only two positions in this category. As such, it is not possible to reflect the diversity of the labor market in this category.
- ◆ Because Females, as a whole, Blacks, Hispanics, and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, inter-net/intra-net access, professional organizations and mailings) to increase outreach.

SERVICE/MAINTENANCE

- ◆ There are only one position in this category. As such, it is not possible to reflect the diversity of the labor market in this category.
- ◆ Because Females, as a whole, Blacks, Asians and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, inter-net/intra-net access, professional organizations and mailings) to increase outreach.

Department: TECHNOLOGY SERVICES

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	9	3	33.3	1	11.1	0	0.0	3	33.3	0	0.0	
Diff (Workforce/Labor Market)			-5.5		5.4		-18.2		17.9		-0.6	
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6	
2006 Workforce (Actual)	60	19	31.7	2	3.3	7	11.7	18	30.0	0	0.0	
Diff (Workforce/Labor Market)			-17.2		-3.6		-1.5		11.9		-0.6	
Technicians -Labor Market			48.8		9.9		22.5		22.4		0.6	
2006 Workforce (Actual)	40	8	20.0	11	27.5	8	20.0	5	12.5	0	0.0	
Diff (Workforce/Labor Market)			-28.8		17.6		-2.5		9.9		-0.6	
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6	
2006 Workforce (Actual)	11	9	81.8	3	27.3	1	9.1	1	9.1	0	0.0	
Diff (Workforce/Labor Market)			-18.6		18.1		-23.2		4.3		-0.6	
Skilled Craft -Labor Market			8.3		4.6		48.2		9.6		0.7	
2006 Workforce (Actual)	2	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	
Diff (Workforce/Labor Market)			-8.3		-4.6		-48.2		40.4		-0.7	
Service Maintenance -Labor Market			8.3		4.6		48.2		9.6		0.7	
2006 Workforce (Actual)	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			-8.3		-4.6		-51.8		9.6		-0.7	
TOTALS (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	123	39	31.7	17	13.8	17	13.8	28	22.8	0	0.0	
Diff (Workforce/Labor Market)			-13.4		6.5		-21.8		9.4		-0.6	

WATER DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Hispanics and American Indians are under-represented, we will increase recruitment efforts in minority communities and utilize a variety of media, such as newspapers, inter-net/intra-net access, and bilingual publications.

PROFESSIONALS

- ◆ Because Blacks and Hispanics are under-represented, we will increase outreach efforts to national colleges and universities, community- and minority-based agencies and professional associations.

TECHNICIANS

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will increase recruitment efforts in minority communities and post job opportunity announcements at community colleges, trade schools, technical organizations, and community-based agencies.

PARA-PROFESSIONALS

- ◆ Because Hispanics and American Indians are under-represented, we will increase recruitment efforts in minority communities and utilize a variety of media, such as newspapers, inter-net/intra-net access, and bilingual publications and post job opportunity announcements at the Career Transition Center.

OFFICE/CLERICAL

- ◆ Because Hispanics are under-represented, we will increase recruitment efforts in minority communities and utilize a variety of media, such as newspapers, inter-net/intra-net access, and bilingual publications and post job opportunity announcements at the Career Transition Center.

SKILLED CRAFT

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will increase recruitment efforts in minority communities

WATER DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

and post job opportunity announcements at community colleges, trade schools, technical organizations, and community-based agencies.

- ◆ In addition, we will continue recruitment efforts in minority communities by providing entry-level opportunities through the Non-Career Water Utility Mechanic Program.

SERVICE MAINTENANCE

- ◆ Because Females, as a whole, Hispanics and Asians are under-represented, we will increase recruitment efforts in minority communities and post job opportunity announcements at community colleges, trade schools, technical organizations, and community-based agencies.
- ◆ In addition, we will continue recruitment efforts in minority communities by providing entry-level opportunities through the Non-Career Water Utility Mechanic Program.

Department: WATER

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
			#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		38.8		5.7		18.2		15.4		0.6	
2006 Workforce (Actual)	17	2	11.8	2	11.8	2	11.8	5	29.4	0	0.0	
Diff (Workforce/Labor Market)			-27.0		-6.1		-6.4		-14.0		-0.6	
Professionals	-Labor Market		48.9		6.9		13.2		18.1		0.6	
2006 Workforce (Actual)	20	10	50.0	1	5.0	1	5.0	9	45.0	1	5.0	
Diff (Workforce/Labor Market)			-1.1		-1.9		-8.2		-26.9		-4.4	
Technicians	-Labor Market		48.8		9.9		22.5		22.4		0.6	
2006 Workforce (Actual)	9	2	22.2	3	33.3	2	22.2	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			-26.6		-23.4		-0.3		-22.4		-0.6	
Paraprofessionals	-Labor Market		50.1		11.5		33.1		4.8		1.2	
2006 Workforce (Actual)	3	3	100.0	1	33.3	0	0.0	2	66.7	0	0.0	
Diff (Workforce/Labor Market)			-49.9		-21.8		-33.1		-61.9		-1.2	
Office/Clerical	-Labor Market		63.2		9.2		32.3		13.4		0.6	
2006 Workforce (Actual)	15	13	86.7	2	13.3	3	20.0	6	40.0	1	6.7	
Diff (Workforce/Labor Market)			-23.5		-4.1		-12.3		-26.6		-6.1	
Skilled Craft	-Labor Market		8.3		4.6		48.2		9.6		0.7	
2005 Workforce (Actual)	65	0	0.0	7	10.8	20	30.8	3	4.6	0	0.0	
Diff (Workforce/Labor Market)			-8.3		-6.2		-17.4		-5.0		-0.7	
Service/Maintenance	-Labor Market		40.4		6.0		60.6		10.2		0.5	
2006 Workforce (Actual)	66	0	0.0	13	19.7	22	33.3	3	4.5	1	1.5	
Diff (Workforce/Labor Market)			-40.4		-13.7		-27.3		-5.7		-1.0	
TOTAL (Bottom Line)	-Labor Market		45.1		7.3		35.6		13.4		0.6	
2006 Workforce (Actual)	195	30	15.4	29	14.9	50	25.6	28	14.4	3	1.5	
Diff (Workforce/Labor Market)			-29.7		-7.6		-10.0		-1.0		-0.9	

POSITION TITLES BY JOB CATEGORY

OFFICIALS/ADMINISTRATORS:

Appointed Positions
Assistant City Manager
Deputy City Manager
Elected Officials
Management Positions
Office Manager – Attorney
Officer Manager – Water

PROFESSIONALS:

Accident Prevention Coordinator I-II
Accountant series
Administrative Analyst series
Administrative Projects Coordinator
Airport Operations Specialist I-II
Aquatics Supervisor I-IV
Assistant Administrative Analyst series
Assistant Band Conductor
Assistant Chief Harbor Engineer
Assistant Director of Finance
Assistant Director of Maintenance
Assistant Marketing Manager series
Assistant Planner I-II
Assistant Terminal Services Mgr
Assistant Traffic Manager
Associate Director of Properties
Audit Analyst
Audit Manager
Auditor series
Business Systems Specialist I-VII
Buyer I-II
Capital Project Coordinator I-III
Chief Building Inspector
Chief Construction Inspector
Chief Investigator
Chief Wharfinger
City Clerk Analyst
Civil Engineer series
Civil Engineering Assistant
Civil Engineering Associate

Claims Investigator/Representative I
Communications Center Coordinator
Communications Officer
Communications Specialist VII
Community Development Analyst I-III
Community Development Specialist I-V
Community Services Supervisor I-II
Contract Administrator I-II
Contractor – Special Status
Corrosion Control Supervisor
Cultural Program Supervisor
Department Librarian I-II
Deputy Chief Harbor Engineer I-II
Deputy City Attorney
Deputy City Prosecutor
Development Project Manager I-III
Economic Development Specialist I-III
Electrical Engineer
Electrical Engineering Associate
Emergency Medical Education Coordinator
Emergency Medical Educator
Employee Services Assistant
Environmental Health Specialist series
Environmental Remediation Spec I-II
Environmental Specialist series
Epidemiologist series
General Librarian I-II
Geographic Info System Analyst I-III
Geographic Info System Tech I-II
Geologist series
Hazardous Materials Specialist I-II
Hazardous Waste Coordinator
Historical Curator series
Housing Rehabilitation Supervisor I-II
Intelligence Analyst
Investigator I-III
Investigator – City Manager
Investigator – City Prosecutor
Landscape Architect
Legislative Assistant
Management Assistant
Manager of Environmental Planning

Manager of Leasing Sales
Manager of Master Planning
Manager of Rail Transportation
Manager of Transportation Planning
Market Planning Assistant
Market Research Economists
Marketing Manager
Mechanical Engineer series
Medical Social Worker I-II
Microbiologist Supervisor
Nurse series
Office Administrator
Office Automation Analyst I-IV
Office Manager – Prosecutor
Park Naturalist
Personnel Analyst I-III Conf
Petroleum Engineer series
Planner series
Port Communication Specialist I-V
Port Financial Analyst I-II
Port Leasing Sales Officer I-IV
Port Planner I-III
Port Risk series
Program Specialist – City Manager
Programmer/Analyst I-VI
Public Health Nurse series
Public Health Nutritionist I-III
Public Health Physician
Public Health Professional I-III
Recycling Specialist I-II
Senior Architectural Engineer
Senior Program Manager
Structural Engineer series
Systems Support Specialist I-VII
Traffic Engineer series
Traffic Manager
Transportation Planner I-III
Victim’s Advocate
Water Quality Organic Chemist
Water Quality Process Engineer
Workers Comp Claims Examiner series
Workforce Development Supervisor I

TECHNICIANS:

Communications Specialist I-VI
Computer Operator I-III
Criminalist I-II
Criminalist Supervisor
Data Processing Assistant
Electronic Communication Tech I-III
Engineering Technician series
Fingerprint Classifier
Forensic Specialist I-II
Forensic Specialist Supervisor
Gas Measurement Assistant I-II
Gas Systems Control Supervisor
Geographic Info Systems Technician I-II
Graphic Artist
Handwriting Examiner
Housing Rehabilitation Counselor
Laboratory Analyst I-III
Laboratory Assistant I-III
License Inspector I-II
Marina Supervisor I-II
Materials Inspector
Materials Testing Chemist
Microbiologist series
Microfilm Technician
Musician
Oil Field Gauger I-II
Petroleum Operations Coordinator I-II
Photographer
Polygraph Examiner
Principal Geological Drafting Technician
Programmer
Property Management Specialist I-II
Senior Engineering Technician I-II
Senior Geological Drafting Technician
Senior Records Clerk
Senior Survey Technician
Senior Surveyor
Survey Technician
Surveyor
Systems Analyst I-II
Systems Technician I-IV
Technical Assistant
Telemetry Instrument Technician I-II
Terminal Services Rep I-II
Visual Arts Specialist I-II

X-Ray Technician

PROTECTIVE SERVICES:

Animal Control Officer series
Animal Health Technician
Animal License Inspector
Battalion Chief
Chief Port Security Officer
Detention Officer I-II
Fire Boat Operator
Fire Captain
Fire Engineer
Fire Recruit
Fire Safety Specialist
Firefighter
Firefighter Trainee
Graphics Technician
Identification Officer
Lieutenant – Beach Safety
Lieutenant – Rescue Boats
Lifeguard
Marine Safety Captain
Marine Safety Lieutenant
Marine Safety Officer
Marine Safety Sergeant
Park Ranger I-II
Parking Control Checker I-II
Parking Control Supervisor
Police Cadet
Police Corporal
Police Investigator
Police Lieutenant
Police Officer
Police Recruit
Police Sergeant
Pool Lifeguard I-II
School Guard
Special Services Officer I-IV
Senior Animal Control Officer
Supervising Park Ranger

PARAPROFESSIONALS:

Accounting Technician

Administrative Aide I-III Conf
Administrative Intern
Airport Operations Assistant I-II
Assistant Buyer
Chief Deputy City Clerk
Chief Surveyor
Combination Building Inspector Aide I-II
Community Development Technician I-IV
Community Information Specialist I-II
Engineering Aide I-III
Law Clerk
Legal Assistant III-IV
Legal Records Management Supervisor
Licensed Vocational Nurse
Nutrition Aide I-II
Paralegal
Payroll Specialist I-II
Personnel Assistant I-II
Personnel Assistant I-III Conf
Petroleum Engineering Technician
Planning Aide
Police Services Assistant I-III
Protection Aide
Real Estate Technician I-II
Recreation Assistant
Recreation Leader/Specialist I-X
Senior Payroll/Personnel Assistant
Student Worker
Technical Aide
Traffic Engineering Aide I-II
Workers Comp Claims Assistant

OFFICE/CLERICAL:

Accounting Clerk I-III
Assistant to Executive Director
Cargo Audit Clerk I-IV
Case Manager I-III
City Clerk Assistant
Clerical Aide I-II
Clerk I-III
Clerk Supervisor
Clerk Typist I-V Conf
Communications Assistant I-III
Communications Center Supervisor

Communications Dispatcher I-IV
Community Develop Clerical Assistant I-III
Community Worker
Councilmanic Secretary
Counselor I-II
Customer Service Representative I-III
Customer Services Supervisor I-II
Data Entry Operator I-II
Deputy City Clerk I-II
Election Employee
Election Supervisor
Executive Secretary series
Health Educator I-II
Housing Assistance Coordinator
Housing Specialist I-III
Legal Assistant I-II
Legal Office Assistant
Legal Office Specialist
Legal Records Assistant
Legal Records Specialist
Legal Records Supervisor
Legal Secretary I-II
Legal Stenographer I-III
Liability Claims Assistant I-II
Library Aide
Library Circulation Supervisor
Library Clerk I-IV
Marina Agent I-III
Mechanical Equipment Stock Clerk I-III
Medical Assistant I-II
Messenger/Mail Clerk I-II
Minute Clerk
Neighborhood Svcs Specialist I-III
Occupancy Specialist I-III
Office Services Assistant I-III
Office Specialist – Prosecutor
Outreach Worker I-II
Page
Payroll/Personnel Assistant I-III
Police Property & Supply Clerk I-II
Police Systems Supervisor
Public Health Associate I-III
Public Health Registrar
Records Center Supervisor I-II
Records Manager – City Clerk

Secretary series
Senior Legal Secretary I-II
Senior Minute Clerk
Stock and Receiving Clerk
Storekeeper I-II
Student Worker
Supervising Senior Legal Secretary
Supervising Workers' Comp Secretary
Supervisor Stores & Property
Workers' Compensation Administrative
Assistant
Workers' Compensation Office Asst. I-II

SKILLED CRAFT:

Alternative Fuels Coordinator
Assistant Traffic Signal Technician I-II
Body & Fender Mechanic – Painter I-II
Building Maintenance Engineer
Building Services Supervisor
Carpenter
Carpenter Supervisor
Cement Finisher I-II
Combination Building Inspector series
Construction Inspector series
Construction Supervisor
Electrical Inspector series
Electrical Supervisor
Electrician
Equipment Mechanic I-II
Equipment Operator I-III
Fleet Services Supervisor
Gas Distribution Supervisor I-II
Gas Instrument Technician
Gas Maintenance Supervisor I-II
Gas Orifice Meter Technician I-II
General Maintenance Supervisor I-II
Harbor Maintenance Mechanic I-II
Harbor Maintenance Superintendent I-II
Helicopter Mechanic
Locksmith
Machinist
Mechanic – Harbor
Mechanical Supervisor I-II
Mechanical Systems Supervisor

Office Services Supervisor
Offset Press Operator I-II
Painter I-II
Painter Supervisor
Parking Meter Technician I-II
Pipeline Welder
Plan Checker series
Plasterer
Plumber
Plumber Supervisor
Plumbing Inspector series
Power Equipment Repair Mechanic I-III
Principal Building Inspector
Principal Construction Inspector
Senior Mechanical Inspector
Street Maintenance Supervisor I-II
Supervisor – Facilities Maintenance
Traffic Painter I-II
Traffic Signal Coordinator
Traffic Signal Technician series
Utilities System Operator
Water Support Services Supervisor
Water Treatment Operator I-III
Water Treatment Plant Supervisor
Water Utility Supervisor I-II
Welder

SERVICE/MAINTENANCE:

Automatic Sprinkler Control Technician
Garage Service Attendant I-III
Garage Supervisor
Gardener I-II
Gas Crew Utility Assistant I-III
Gas Field Service Representative I-III
General Maintenance Assistant
Groundskeeper I-II
Harbor Maintenance Supervisor
Institutional Cook
Maintenance Aide I-II
Maintenance Assistant I-III
Maintenance Supervisor
Marine Aide
Motor Sweeper Operator
Park Maintenance Supervisor
Park Operations Attendant I-II
Refuse Field Investigator
Refuse Operator I-III
Refuse Supervisor
Storm Drain Maintenance Crew Member I-II
Storm Drain Maintenance Crew Leader
Storm Drain Plan Mechanic
Street Landscaping Supervisor I-II
Supervisor – Waste Operations
Tree Trimmer I-II
Vector Control Specialist I-II
Water Utility Mechanic I-III
Youth Trainee I-IV

COMPARATIVE ANALYSIS OF WORK FORCE
Compares 2006 with 1973 (base year) and 2003 (year prior to last Plan)

	1973		2003		2006		Difference in Percentage Points Between 2006 &	
	#	%	#	%	#	%	1973	2003
Total Employees*	4,306		4629		4579		6.3%	1.1%
Male	3,549	82.4%	3019	65.2%	3047	66.5%	15.9%	-1.3%
Female	757	17.6%	1611	34.8%	1532	33.5%	-15.9%	1.3%
Total White	3,452	80.2%	2376	51.3%	2203	48.1%	32.1%	3.2%
Male	2,798	65.0%	1645	35.5%	1569	34.3%	30.7%	1.3%
Female	654	15.2%	731	15.8%	634	13.8%	1.3%	1.9%
Total Minority	854	19.8%	2253	48.7%	2376	51.9%	-32.1%	-3.2%
Male	751	17.4%	1374	29.7%	1478	32.2%	-14.8%	-2.6%
Female	103	2.4%	880	19.0%	898	19.6%	-17.2%	-0.6%
Black	576	13.4%	693	15.0%	671	14.7%	-1.3%	0.3%
Hispanic	168	3.9%	972	21.0%	1092	23.8%	-19.9%	-2.8%
Asian	93	2.2%	557	12.0%	582	12.7%	-10.6%	-0.7%
American Indian	17	0.4%	31	0.7%	31	0.7%	-0.3%	-0.3%

* Percent of change (All other figures in this column indicate changes in percentage points).

Table A
 ETHNIC/SEX REPRESENTATION IN WORK FORCE 1973 - 2006
 Permanent Full-time Work Force

Year	Total Work Force		Male		Female		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306		3549	82.4	757	17.6	3452	80.2	854	19.8	576	13.4	168	3.9	93	2.2	17	0.4
1974	4464		3598	80.6	866	19.4	3529	79.1	935	20.9	625	14.0	195	4.4	96	2.2	19	0.4
1975	4513		3648	80.8	865	19.2	3555	78.8	958	21.2	640	14.2	197	4.4	104	2.3	17	0.4
1976	4489		3590	80.0	899	20.0	3498	77.9	991	22.1	649	14.5	213	4.7	111	2.5	18	0.4
1977	4404		3493	79.3	911	20.7	3398	77.2	1006	22.8	646	14.7	234	5.3	110	2.5	16	0.4
1978	3894		3041	78.1	853	21.9	3003	77.1	891	22.9	569	14.6	212	5.4	94	2.4	16	0.4
1979	3858		3006	77.9	852	22.1	2915	75.8	943	24.4	589	15.3	221	5.7	119	3.1	14	0.4
1980	3948		3035	76.9	913	23.1	2872	72.7	1076	27.3	664	16.6	244	6.2	156	4.0	12	0.3
1981	3941		2978	75.6	963	24.4	2800	71.0	1141	29.0	697	17.7	257	6.5	171	4.3	16	0.4
1982	4035		3045	75.5	990	24.5	2849	70.6	1186	29.4	714	17.7	263	6.5	192	4.8	17	0.4
1983	4075		3069	75.3	1006	24.7	2878	70.6	1197	29.4	711	17.4	277	6.8	192	4.7	17	0.4
1984	3986		2994	75.1	992	24.9	2807	70.4	1179	29.6	681	17.1	282	7.1	197	4.9	19	0.5
1985	3999		2964	74.1	1035	25.9	2799	70.0	1200	30.0	683	17.1	302	7.6	194	4.9	21	0.5
1986	4109		3026	73.6	1083	26.4	2846	69.3	1263	30.7	686	16.7	351	8.6	202	4.9	24	0.6
1987	4157		3036	73.0	1121	27.0	2856	68.7	1301	31.3	667	16.0	382	9.2	226	5.4	26	0.6
1988	4125		2986	72.4	1139	27.6	2804	68.0	1321	32.0	660	16.0	405	9.8	229	5.6	27	0.7
1989	4144		2984	71.5	1180	28.5	2761	66.6	1383	33.4	656	15.8	446	10.8	250	6.0	31	0.7
1990	4187		2949	70.4	1238	29.6	2708	64.7	1479	35.3	678	16.2	498	11.9	274	6.5	29	0.7
1991	4209		2968	70.5	1241	29.5	2654	63.1	1555	36.9	692	16.4	537	12.8	295	7.0	31	0.7
1992	4123		2890	70.1	1233	29.9	2555	62.0	1568	38.0	671	16.3	563	13.7	301	7.3	33	0.8
1993	4231		2957	69.9	1274	30.1	2576	60.9	1655	39.1	673	15.9	617	14.6	331	7.8	34	0.8
1994	4228		2937	69.5	1291	30.5	2559	60.5	1669	39.5	655	15.5	631	14.9	350	8.3	33	0.8
1995	4156		2896	69.7	1260	30.3	2501	60.2	1655	39.8	644	15.5	622	15.0	356	8.6	33	0.8
1996	4109		2839	69.1	1270	30.9	2433	59.2	1676	40.8	627	15.3	639	15.6	377	9.2	33	0.8
1997	4181		2891	69.1	1290	30.9	2451	58.6	1730	41.4	634	15.2	665	15.9	399	9.5	32	0.8
1998	4182		2880	68.9	1302	31.1	2429	58.1	1753	41.9	640	15.3	682	16.3	399	9.5	32	0.8
1999	4192		2873	68.5	1319	31.5	2409	57.5	1783	42.5	635	15.1	709	16.9	410	9.8	29	0.7
2000	4383		2972	67.8	1411	32.2	2461	56.1	1922	43.9	655	14.9	788	18.0	449	10.2	30	0.7
2001	4698		3134	66.7	1564	33.3	2533	53.9	2165	46.1	723	16.4	894	19.0	519	11.0	29	0.6
2002	4784		3136	65.6	1648	34.4	2496	52.2	2287	47.8	725	15.2	962	20.1	570	11.9	30	0.6
2003	4630		3019	65.2	1611	34.8	2376	51.3	2253	48.7	693	15.0	972	21.0	557	12.0	31	0.7
2004	4489		2952	65.7	1537	34.3	2261	50.4	2228	49.6	658	14.7	982	21.9	559	12.4	29	0.6
2005	4514		3020	66.9	1494	33.1	2234	49.5	2279	50.5	655	14.5	1034	22.9	561	12.4	29	0.6
2006	4579		3047	66.5	1532	33.5	2203	48.1	2376	51.9	671	14.7	1092	23.8	582	12.7	31	0.7

Table B
FEMALE REPRESENTATION BY JOB CATEGORY 1973 - 2006
 Permanent Full-time Work Force

Year	Total Work Force		Total Female		Officials/ Administrators		Professionals		Technicians		Protective Services		Para- Professionals		Office/Clerical		Skilled Craft		Service Maintenance	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306		757	17.6	10	5.0	109	21.1	29	7.1	33	3.8	16	42.1	544	83.7	0	0.0	16	1.5
1974	4464		818	18.3	10	5.3	120	21.0	29	5.4	34	4.1	11	23.0	600	85.5	0	0.0	14	1.3
1975	4513		865	19.2	10	5.5	131	21.9	36	6.4	36	4.4	13	31.0	622	85.1	0	0.0	17	1.6
1976	4489		899	20.0	10	5.2	146	23.4	39	6.8	36	4.8	11	32.4	640	85.2	0	0.0	17	1.7
1977	4408		915	20.8	14	8.2	144	23.7	38	6.7	48	6.3	12	31.6	641	85.8	0	0.0	18	1.9
1978	3894		843	21.6	16	9.1	111	20.9	26	5.2	50	6.8	11	45.8	612	86.2	1	0.2	16	2.2
1979	3858		852	22.1	14	8.8	109	21.3	25	5.1	56	7.7	8	38.1	619	84.7	0	0.0	21	2.8
1980	3948		913	23.1	15	9.6	115	21.7	21	5.1	62	7.8	18	58.1	647	85.2	1	0.2	34	4.5
1981	3941		963	24.4	18	11.3	139	25.8	31	7.5	60	7.6	22	56.4	653	87.4	3	0.8	37	4.8
1982	4035		990	24.5	20	12.0	137	24.9	42	9.8	69	8.0	41	60.4	639	88.1	4	0.8	38	5.0
1983	4075		1006	24.7	21	13.0	138	24.8	43	9.9	74	8.4	40	63.3	647	87.7	5	1.0	38	5.0
1984	3986		992	24.9	27	16.5	141	25.8	44	10.4	70	8.1	33	82.5	636	88.3	4	0.8	37	5.0
1985	3999		1035	25.9	29	17.8	149	27.0	40	9.4	78	8.9	42	85.7	655	89.0	4	0.8	38	5.3
1986	4109		1083	26.4	36	19.5	158	28.6	39	9.6	97	10.0	35	72.9	688	87.4	2	0.4	28	4.1
1987	4157		1121	27.0	40	19.9	166	29.5	42	10.0	103	10.6	46	74.2	688	86.6	2	0.4	34	5.2
1988	4125		1139	27.6	37	18.0	181	31.8	46	11.1	107	11.3	49	77.8	677	86.6	4	0.8	38	5.8
1989	4144		1180	28.5	53	25.0	187	32.5	47	11.3	105	11.2	54	72.0	684	87.6	5	1.0	45	7.0
1990	4187		1238	29.6	65	29.3	204	35.0	52	13.0	102	10.9	58	85.8	705	88.2	7	1.4	45	7.0
1991	4209		1241	29.5	64	27.7	211	34.9	55	13.5	117	12.1	64	68.8	670	86.8	7	1.4	53	8.3
1992	4123		1233	29.9	61	28.1	208	44.6	57	27.4	131	9.9	62	86.2	657	86.2	8	1.7	49	8.3
1993	4231		1274	30.1	62	28.2	220	46.8	58	28.7	144	10.1	61	80.3	674	85.8	8	1.7	47	8.1
1994	4228		1291	30.5	61	27.2	238	49.0	54	27.8	150	10.4	62	78.5	671	85.8	9	2.0	46	8.2
1995	4156		1260	30.3	58	26.1	238	49.3	50	27.3	148	10.3	64	78.0	652	85.6	8	1.8	44	8.1
1996	4109		1270	30.9	61	27.4	243	51.6	55	30.9	156	10.5	61	79.2	641	85.6	11	2.6	42	8.3
1997	4181		1285	30.7	72	30.1	245	50.3	48	28.1	161	10.7	54	72.8	653	85.8	11	2.6	41	8.0
1998	4182		1302	31.1	78	32.2	247	50.1	48	28.9	163	10.8	62	78.8	631	85.0	12	3.0	41	7.9
1999	4192		1319	31.5	86	33.6	260	50.6	46	28.6	155	10.5	60	67.4	660	86.0	12	2.9	40	7.8
2000	4383		1411	32.2	92	34.7	289	52.7	43	25.7	168	10.8	71	69.6	694	85.3	12	2.9	42	8.1
2001	4698		1564	33.3	97	33.8	310	50.9	51	27.3	165	10.6	73	68.9	805	83.7	14	3.2	49	9.0
2002	4784		1648	34.4	105	38.2	331	50.4	53	28.6	156	10.1	118	72.4	819	83.1	13	3.0	53	10.1
2003	4630		1611	34.8	98	37.8	344	51.5	54	32.3	157	10.2	97	70.8	796	83.9	13	3.2	52	10.3
2004	4489		1537	34.3	102	39.2	333	51.5	56	33.3	154	10.0	93	72.7	746	83.2	10	2.6	43	9.1
2005	4514		1494	33.1	99	38.1	331	51.4	57	31.3	152	9.8	99	73.3	705	82.3	9	2.3	42	8.6
2006	4579		1532	33.5	103	38.4	362	53.4	56	30.8	156	9.8	103	74.1	706	82.7	7	1.8	39	8.2

Table C
 MINORITY REPRESENTATION BY JOB CATEGORY 1973 - 2006
 Permanent Full-time Work Force

Year	Total Work Force		Total Minorities		Officials/ Administrators		Professionals		Technicians		Protective Services		Para- Professionals		Office/Clerical		Skilled Craft		Service Maintenance	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306		854	19.8	9	4.5	52	10.1	34	7.1	73	8.3	17	44.7	88	13.5	57	12.6	524	47.8
1974	4464		935	20.9	9	4.8	60	10.5	39	7.3	79	9.8	18	37.5	113	16.1	78	15.3	539	49.6
1975	4513		958	21.2	12	6.6	69	11.5	42	7.5	79	9.8	17	40.5	124	17.0	75	14.6	540	50.2
1976	4486		991	22.1	12	6.2	83	13.3	49	8.3	79	10.6	14	41.2	142	18.9	86	16.3	526	51.4
1977	4408		1006	22.8	12	7.0	78	12.8	49	8.6	90	11.7	18	47.4	152	20.3	133	23.2	474	50.7
1978	3894		891	22.9	12	7.5	68	12.8	40	8.1	84	11.4	11	45.8	151	21.3	113	22.5	412	56.0
1979	3858		943	24.4	17	10.7	66	12.9	51	10.5	93	12.6	10	47.6	171	23.4	123	25.2	412	55.9
1980	3948		1076	27.3	20	12.7	74	14.0	55	13.4	116	14.5	15	48.4	213	28.1	146	29.0	437	57.4
1981	3941		1141	29.0	20	12.5	84	15.6	61	14.7	118	14.9	16	41.0	245	32.8	153	31.4	444	58.0
1982	4035		1186	29.4	24	14.4	92	16.7	70	16.4	125	14.6	17	33.3	259	35.7	154	31.2	445	58.4
1983	4075		1197	29.4	25	15.5	95	17.1	75	17.2	133	15.2	16	33.3	264	35.8	154	30.9	435	57.2
1984	3986		1179	29.6	28	17.1	100	18.1	80	18.8	124	14.4	14	35.0	260	36.1	161	33.0	412	55.8
1985	3999		1200	30.0	34	20.9	107	19.4	79	18.8	128	14.6	18	36.7	278	37.8	161	33.3	395	55.6
1986	4109		1263	30.7	41	22.2	116	21.0	78	19.3	175	18.1	18	37.5	295	37.5	158	32.8	382	55.9
1987	4157		1301	31.3	42	19.9	122	21.7	84	20.0	189	19.4	22	35.5	313	39.4	157	32.0	372	56.8
1988	4125		1321	32.0	43	20.9	125	21.8	87	20.9	192	20.4	22	34.9	318	40.7	156	32.2	378	57.6
1989	4144		1383	33.4	46	21.7	136	23.6	91	21.9	200	21.4	31	41.3	335	42.9	162	32.3	382	59.0
1990	4187		1479	35.3	49	22.1	150	25.7	96	24.0	219	23.3	48	46.2	364	45.6	160	32.0	393	61.5
1991	4209		1555	36.9	55	23.8	168	27.8	98	24.1	262	27.1	44	47.3	356	46.0	168	33.7	404	63.6
1992	4123		1568	38.0	53	24.4	158	33.9	85	40.9	315	23.8	35	44.3	362	47.5	169	35.1	391	66.6
1993	4231		1655	39.1	54	24.5	170	36.2	83	41.1	377	26.4	34	44.7	383	48.7	169	35.8	385	66.6
1994	4228		1669	39.5	57	25.4	182	37.4	79	40.7	393	27.2	37	45.7	376	48.0	169	37.2	376	67.0
1995	4156		1655	39.8	57	25.7	181	37.8	77	42.1	400	27.8	36	43.9	374	49.1	164	37.0	366	67.3
1996	4109		1676	40.8	58	26.0	185	39.3	75	42.1	434	29.2	42	54.5	375	50.1	161	38.3	346	68.2
1997	4181		1730	41.4	69	28.9	186	38.2	67	39.2	463	30.7	41	50.8	385	50.6	168	40.0	351	68.2
1998	4182		1757	42.0	70	28.9	189	38.3	69	41.6	472	31.3	50	48.1	388	52.3	165	40.6	354	67.8
1999	4192		1783	42.5	74	28.9	199	38.7	70	43.5	470	31.9	43	48.3	411	53.6	168	40.3	348	67.7
2000	4383		1922	43.9	73	27.5	215	39.2	72	43.1	528	34.0	53	52.0	457	56.1	174	41.7	350	67.6
2001	4698		2165	46.1	79	27.5	257	42.2	86	46.0	551	35.3	55	51.9	583	60.5	177	40.0	377	69.6
2002	4784		2287	47.8	87	31.6	282	42.9	88	47.6	564	35.3	100	61.3	606	61.5	184	41.9	376	71.3
2003	4630		2253	48.7	86	33.2	290	43.4	83	49.7	580	37.8	87	63.5	589	62.1	180	43.7	358	71.0
2004	4489		2228	49.6	87	33.5	289	44.7	86	51.2	604	39.2	79	61.7	574	63.9	166	43.8	343	73
2005	4514		2279	50.5	83	31.9	293	45.5	95	52.2	618	39.7	85	63	571	66.6	178	45.3	356	73.3
2006	4579		2376	51.9	103	38.4	319	47.1	100	54.9	655	40.9	85	61.2	577	67.5	178	46.8	359	75.1