

CITY OF LONG BEACH
DEPARTMENT OF HUMAN RESOURCES AND AFFIRMATIVE ACTION

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April 24, 2001

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

SUBJECT: 2000 Affirmative Action Status Report

DISCUSSION

Annual status reports are provided as part of the City's three-year Affirmative Action Program Plan (1999-2001), which was adopted by the City Council on April 13, 1999. This report sets forth City hiring data for calendar year 2000, the second year of the three-year plan.

The Citywide Affirmative Action goals for the three-year program are set forth in the three-year Affirmative Action Program Plan on page 71 (see attached Table 19). The City utilizes the combined labor forces 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 City compares its work force statistical data to the LMA data to determine if relevant employee representation in job categories is achieved.

The table below provides a breakdown of the hires in the permanent full-time work force for calendar year 2000. There were 522 hires during 2000, which represents an increase of 202 positions, or 38.7% from 1999. This increase includes approximately 100 employees in the Department of Health and Human Services who were converted from consultant/special status to permanent full time positions, and an increase in the number of Police Recruit hires. Of the 522 hires in 2000, 210 or 40.2% were females, 267 or 51.1% were minorities, and 363 were white females and minorities, for a combined white female/minority-hiring rate of 69.5%. This rate represents an increase of 0.9% from the combined average hiring rate for program years 1997-1999, which was 68.6%. As a group, females and minorities continue to be hired at a significantly higher rate than their work force representation.

2000 Hires

	#	%
Total Hires	522	
Total Females	210	40.2
Total Minority Females	114	21.8
Total Minorities	267	51.1
Black	69	13.2
Hispanic	128	24.5
Asian	67	12.8
American Indian	3	0.6
White Females & Minorities	363	69.5

For more specific information, refer to Attachment A, "Hires, Promotions and Separations for 2000 by Department." Attachment B shows management recruitments and selections made in 2000.

The chart below illustrates the progress made last year in attaining the 2000 work force goals established in the three-year Affirmative Action Program Plan. Bottom-line goals were established for females, Hispanic and Asians. The other data is for informational purposes only.

	LMA%	Work Force Goals					
		1999 Actual		2000 Goal		2000 Actual	
		#	%	#	%	#	%
Total Employees		4192		4374		4383	
Total Females	42.6	1319	31.4	1414	32.3	1411	32.1
Total Minorities	45	1783	42.5	1996	45.6	1922	43.8
Black	8.3	635	15.1	684	*	655	14.9
Hispanic	25.8	709	16.9	824	18.8	788	17.9
Asian	10.5	410	9.8	453	10.3	449	10.3
American Indian	0.4	29	0.7	35	*	30	0.7

* At or exceeds parity with relevant labor market

Minority and female representation in the permanent full-time work force continues to increase. Total minority representation increased by 139 positions, which represents an increase of 7.8%. Total female representation increased by 92 positions, which represents an increase of 7%. Although 522 people were hired during 2000, 327 employees separated from the City's permanent full-time work force, a net gain of 195 positions, or 37.3%. Whites and males are separating at a higher rate than females and minorities. Consequently, this allows the City to make progress in having a work force in parity with the relevant labor market.

The placement of females and minorities into Police and Firefighter positions continues to be a high priority of the City's Affirmative Action Program. In 2000, there were two Police Officer Recruit classes and two Firefighter Recruit classes. In 1999, there was one Police Officer Recruit class and no Fire Recruit classes. The following chart indicates recruits hired in 2000.

Total Recruit Hires 2000

	2000 Hires Police Officer		2000 Hires Firefighter		Combined 2000 Hires	
	#	%	#	%	#	%
Total Hires	115		44		159	
Total Minorities	55	47.8	11	25.0	66	41.5
Black	6	5.2	4	9.0	10	6.3
Hispanic	36	31.3	5	11.4	41	25.8
Asian	12	10.4	1	2.3	13	8.2
American Indian	1	0.9	1	2.3	2	1.2
Total Females	15	13.0	2	4.5	17	10.6
White Females	10	8.7	2	4.5	12	7.5
Minority Females	5	4.3	0	0	5	3.1
White Females & Minorities	65	56.5	13	29.5	78	49.0

As shown in the above chart, 41.5% of all hires for Police Officer and Firefighter Recruit were minority, 10.6% were female, 7.5% were white females, for a combined white female/minority hiring rate of 49.0%. Refer to Attachments C and D for more specific information on Police Officer Recruit and Firefighter Recruit academies.

TIMING CONSIDERATION

City Council action on this matter is not time critical.

FISCAL IMPACT


None.

IT IS RECOMMENDED THAT THE CITY COUNCIL:

Refer the attached report to the Personnel and Civil Service Committee.

Respectfully submitted,

APPROVED:


 WILLIAM H. STOREY
 DIRECTOR OF HUMAN RESOURCES
 AND AFFIRMATIVE ACTION


 HENRY TABOADA
 CITY MANAGER

WHS:cew

Attachments

CITY-WIDE AFFIRMATIVE ACTION GOALS 1999-2001

(Permanent Full-Time Work Force)

Job Category	Total Employees	Female		Black		Hispanic		Asian		Am Indian	
		#	%	#	%	#	%	#	%	#	%
Officials / Administrators - Labor Market:		36.4		5.3		13.1		9.4		0.4	
1998 Work Force	242	78	32.2	24	9.9	22	9.1	22	9.1	2	0.8
1999 Goal	247	87	35.2	26	10.5	30	12.1	24	9.7	2	0.8
2000 Goal	249	90	36.1	26	10.4	32	12.9	24	9.6	2	0.8
2001 Goal	252	96	38.1	28	11.1	35	13.9	27	10.7	4	1.6
Professionals - Labor Market:		47.6		6.8		9.0		16.4		0.3	
1998 Work Force	493	247	50.1	44	8.9	54	11.0	90	18.3	1	0.2
1999 Goal	538	267	49.6	53	9.9	65	12.1	99	18.4	1	0.2
2000 Goal	551	278	50.5	55	10.0	68	12.3	106	19.2	1	0.2
2001 Goal	563	287	51.0	54	9.6	72	12.8	110	19.5	2	0.4
Technicians - Labor Market:		41.1		8.3		16.2		21.2		0.3	
1998 Work Force	166	48	28.9	23	13.9	20	12.0	25	15.1	1	0.6
1999 Goal	172	53	30.8	24	14.0	24	14.0	27	15.7	0	0.0
2000 Goal	174	57	32.8	24	13.8	28	16.1	30	17.2	0	0.0
2001 Goal	175	61	34.9	24	13.7	28	16.0	33	18.9	0	0.0
Protective Services - Labor Market:		16.0		18.8		20.7		5.9		0.7	
1998 Work Force	1507	163	10.8	136	9.0	240	15.9	84	5.6	12	0.8
1999 Goal	1534	171	11.1	152	9.9	257	16.8	89	5.8	12	0.8
2000 Goal	1558	183	11.7	166	10.7	272	17.5	96	6.2	13	0.8
2001 Goal	1559	193	12.4	175	11.2	282	18.1	101	6.5	13	0.8
Paraprofessionals - Labor Market:		67.4		8.4		17.2		19.0		0.5	
1998 Work Force	104	82	78.8	8	7.7	17	16.3	24	23.1	1	1.0
1999 Goal	105	85	81.0	9	8.6	24	22.9	24	22.9	1	1.0
2000 Goal	108	87	80.6	11	10.2	25	23.1	26	24.1	1	0.9
2001 Goal	111	87	78.4	12	10.8	26	23.4	27	24.3	1	0.9
Office / Clerical - Labor Market:		78.9		11.0		22.6		10.6		0.5	
1998 Work Force	742	631	85.0	152	20.5	123	16.6	105	14.2	8	1.1
1999 Goal	772	643	83.3	151	19.6	144	18.7	110	14.2	8	1.0
2000 Goal	778	645	82.9	155	19.9	159	20.4	111	14.3	8	1.0
2001 Goal	785	649	82.7	154	19.6	167	21.3	115	14.6	8	1.0
Skilled Craft - Labor Market:		3.6		5.6		42.5		5.7		0.5	
1998 Work Force	406	12	3.0	64	15.8	70	17.2	23	5.7	8	2.0
1999 Goal	418	14	3.3	64	15.3	78	18.7	25	6.0	7	1.7
2000 Goal	420	17	4.0	64	15.2	85	20.2	26	6.2	6	1.4
2001 Goal	422	21	5.0	64	15.2	93	22.0	28	6.6	5	1.2
Service / Maintenance - Labor Market:		17.0		8.8		58.5		7.0		0.4	
1998 Work Force	522	41	7.9	189	36.2	136	26.1	26	5.0	3	0.6
1999 Goal	536	52	9.7	185	34.5	145	27.1	32	6.0	4	0.7
2000 Goal	536	57	10.6	183	34.1	155	28.9	34	6.3	4	0.7
2001 Goal	537	65	12.1	182	33.9	165	30.7	36	6.7	4	0.7
TOTAL (Bottom-line) - Labor Market:		42.6		8.3		25.8		10.5		0.4	
1998 Work Force	4182	1302	31.1	640	15.3	682	16.3	399	9.5	36	0.9
1999 Goal	4322	1372	31.7	664	15.4	767	17.7	430	9.9	35	0.8
2000 Goal	4374	1414	32.3	684	15.6	824	18.8	453	10.4	35	0.8
2001 Goal	4404	1459	33.1	693	15.7	868	19.7	477	10.8	37	0.8

Hires, Promotions and Separations for 2000 by Department
Permanent Full-Time Work Force

Attachment A

Total #	Total Male		Total Female		Total Female Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian #
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	

City Manager Departments

City Manager

Hires	2000	3	1	33.3%	2	66.7%	0	0.0%	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
Promotions	2000	7	2	28.6%	5	71.4%	4	57.1%	3	42.9%	4	57.1%	1	14.3%	2	28.6%	1	14.3%	0	0.0%
Separations	2000	1	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Community Development

Hires	2000	17	5	29.4%	12	70.6%	5	29.4%	10	58.8%	7	41.2%	4	23.5%	1	5.9%	2	11.8%	0	0.0%
Promotions	2000	27	7	25.9%	20	74.1%	10	37.0%	12	44.4%	15	55.6%	9	33.3%	3	11.1%	3	11.1%	0	0.0%
Separations	2000	11	4	36.4%	7	63.6%	3	27.3%	5	45.5%	6	54.5%	1	9.1%	4	36.4%	1	9.1%	0	0.0%

Financial Management

Hires	2000	18	5	27.8%	13	72.2%	0	0.4%	8	44.4%	10	55.6%	4	22.2%	4	22.2%	2	11.1%	0	0.0%
Promotions	2000	26	9	34.6%	17	65.4%	10	38.5%	14	53.8%	12	46.2%	4	15.4%	6	23.1%	2	7.7%	0	0.0%
Separations	2000	13	3	23.1%	10	76.9%	8	61.5%	4	30.8%	9	69.2%	6	46.2%	2	15.4%	1	7.7%	0	0.0%

Fire

Hires	2000	55	51	92.7%	4	7.3%	0	0.0%	41	74.5%	14	25.5%	5	9.1%	7	12.7%	1	1.8%	1	1.8%
Promotions	2000	68	63	92.6%	5	7.4%	2	2.9%	47	69.1%	21	30.9%	9	13.2%	8	11.8%	3	4.4%	1	1.5%
Separations	2000	37	34	91.9%	3	8.1%	1	2.7%	34	91.9%	3	8.1%	2	5.4%	0	0.0%	1	2.7%	0	0.0%

Gas & Electric

Hires	2000	11	11	100.0%	0	0.0%	0	0.0%	8	72.7%	3	27.3%	0	0.0%	2	18.2%	1	9.1%	0	0.0%
Promotions	2000	22	19	86.4%	3	13.6%	2	9.1%	14	63.6%	8	36.4%	3	13.6%	4	18.2%	1	4.5%	0	0.0%
Separations	2000	6	5	83.3%	1	16.7%	0	0.0%	3	50.0%	3	50.0%	1	16.7%	1	16.7%	1	16.7%	0	0.0%

Health & Human Services

Hires	2000	80	19	23.8%	61	76.3%	45	56.3%	25	31.3%	55	68.8%	18	22.5%	19	23.8%	18	22.5%	0	0.0%
Promotions	2000	19	6	31.6%	13	68.4%	9	47.4%	6	31.6%	13	68.4%	4	21.1%	3	15.8%	6	31.6%	0	0.0%
Separations	2000	25	8	32.0%	17	68.0%	10	40.0%	10	40.0%	15	60.0%	7	28.0%	4	16.0%	4	16.0%	0	0.0%

Human Resources & AA

Hires	2000	2	0	0.0%	2	100.0%	2	100.0%	0	0.0%	2	100.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%
Promotions	2000	9	2	22.2%	7	77.8%	4	44.4%	5	55.6%	4	44.4%	1	11.1%	2	22.2%	1	11.1%	0	0.0%
Separations	2000	3	0	0.0%	3	100.0%	3	100.0%	0	0.0%	3	100.0%	0	0.0%	3	100.0%	0	0.0%	0	0.0%

Hires, Promotions and Separations for 2000 by Department
Permanent Full-Time Work Force

Attachment A

		Total		Total Male		Total Female		Total Female Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	
Library Services																					
Hires	2000	10		2	20.0%	8	80.0%	1	10.0%	7	70.0%	3	30.0%	1	10.0%	2	20.0%	0	0.0%	0	0.0%
Promotions	2000	4		3	75.0%	1	25.0%	1	25.0%	1	25.0%	3	75.0%	2	50.0%	1	25.0%	0	0.0%	0	0.0%
Separations	2000	6		0	0.0%	6	100.0%	3	50.0%	3	50.0%	3	50.0%	0	0.0%	1	16.7%	2	33.3%	0	0.0%
Oil Properties																					
Hires	2000	2		2	100.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%	0	0.0%	1	50.0%	1	50.0%	0	0.0%
Promotions	2000	2		1	50.0%	1	50.0%	1	50.0%	0	0.0%	2	100.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%
Separations	2000	2		1	50.0%	1	50.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Parks and Recreation																					
Hires	2000	28		21	75.0%	7	25.0%	2	7.1%	12	42.9%	16	57.1%	7	25.0%	9	32.1%	0	0.0%	0	0.0%
Promotions	2000	18		9	50.0%	9	50.0%	6	33.3%	7	38.9%	11	61.1%	2	11.1%	9	50.0%	0	0.0%	0	0.0%
Separations	2000	15		12	80.0%	3	20.0%	1	6.7%	7	46.7%	8	53.3%	6	40.0%	2	13.3%	0	0.0%	0	0.0%
Planning and Building																					
Hires	2000	11		7	63.6%	4	36.4%	2	18.2%	7	63.6%	4	36.4%	1	9.1%	2	18.2%	1	9.1%	0	0.0%
Promotions	2000	6		4	66.7%	2	33.3%	0	0.0%	4	66.7%	2	33.3%	0	0.0%	1	16.7%	1	16.7%	0	0.0%
Separations	2000	4		2	50.0%	2	50.0%	1	25.0%	3	75.0%	1	25.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%
Police																					
Hires	2000	158		113	71.5%	45	28.5%	22	13.9%	72	45.6%	86	54.4%	10	6.3%	51	32.3%	24	15.2%	1	0.6%
Promotions	2000	154		114	74.0%	40	26.0%	23	14.9%	75	48.7%	79	51.3%	17	11.0%	40	26.0%	22	14.3%	0	0.0%
Separations	2000	81		64	79.0%	17	21.0%	6	7.4%	54	66.7%	27	33.3%	8	9.9%	13	16.0%	6	7.4%	0	0.0%
Public Works																					
Hires	2000	41		30	73.2%	11	26.8%	4	9.8%	17	41.5%	24	58.5%	7	17.1%	12	29.3%	5	12.2%	0	0.0%
Promotions	2000	51		39	76.5%	12	23.5%	3	5.9%	30	58.8%	21	41.2%	9	17.6%	7	13.7%	4	7.8%	1	2.0%
Separations	2000	52		38	73.1%	14	26.9%	5	9.6%	32	61.5%	20	38.5%	7	13.5%	8	15.4%	4	7.7%	1	1.9%
Technology Services																					
Hires	2000	17		8	47.1%	9	52.9%	5	29.4%	11	64.7%	6	35.3%	1	5.9%	3	17.6%	1	5.9%	1	5.9%
Promotions	2000	8		6	75.0%	2	25.0%	1	12.5%	5	62.5%	3	37.5%	2	25.0%	0	0.0%	1	12.5%	0	0.0%
Separations	2000	14		6	42.9%	8	57.1%	6	42.9%	6	42.9%	8	57.1%	3	21.4%	2	14.3%	2	14.3%	1	7.1%

Hires, Promotions and Separations for 2000 by Department
Permanent Full-Time Work Force

Attachment A

Total	Total Male		Total Female		Total Female Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	

TOTALS for City Manager Departments

Hires	2000	453	275	60.7%	178	39.3%	88	19.4%	221	48.8%	232	51.2%	59	13.0%	114	25.2%	56	12.4%	3	0.7%
Promotions	2000	421	284	67.5%	137	32.5%	76	18.1%	223	53.0%	198	47.0%	64	15.2%	87	20.7%	45	10.7%	2	0.5%
Separations	2000	270	178	65.9%	92	34.1%	47	17.4%	164	60.7%	106	39.3%	41	15.2%	41	15.2%	22	8.1%	2	0.7%

Non-City Manager Departments

City Auditor

Hires	2000	1	0	0.0%	1	100.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promotions	2000	2	0	0.0%	2	100.0%	2	100.0%	0	0.0%	2	100.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%
Separations	2000	3	1	33.3%	2	66.7%	1	33.3%	1	33.3%	2	66.7%	0	0.0%	0	0.0%	2	66.7%	0	0.0%

City Clerk

Hires	2000	1	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promotions	2000	7	1	14.3%	6	85.7%	3	42.9%	4	57.1%	3	42.9%	1	14.3%	0	0.0%	2	28.6%	0	0.0%
Separations	2000	2	1	50.0%	1	50.0%	1	50.0%	0	0.0%	2	100.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%

City Prosecutor

Hires	2000	5	1	20.0%	4	80.0%	3	60.0%	2	40.0%	3	60.0%	0	0.0%	1	20.0%	2	40.0%	0	0.0%
Promotions	2000	3	1	33.3%	2	66.7%	0	0.0%	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separations	2000	1	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Civil Services

Hires	2000	5	0	0.0%	5	100.0%	4	80.0%	1	20.0%	4	80.0%	1	20.0%	1	20.0%	2	40.0%	0	0.0%
Promotions	2000	5	0	0.0%	5	100.0%	3	60.0%	2	40.0%	3	60.0%	1	20.0%	2	40.0%	0	0.0%	0	0.0%
Separations	2000	1	0	0.0%	1	100.0%	1	100.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%

Harbor

Hires	2000	31	16	51.6%	15	48.4%	9	29.0%	15	48.4%	16	51.6%	5	16.1%	5	16.1%	6	19.4%	0	0.0%
Promotions	2000	36	20	55.6%	16	44.4%	6	16.7%	25	69.4%	11	30.6%	3	8.3%	4	11.1%	4	11.1%	0	0.0%
Separations	2000	26	18	69.2%	8	30.8%	2	7.7%	18	69.2%	8	30.8%	3	11.5%	4	15.4%	1	3.8%	0	0.0%

Hires, Promotions and Separations for 2000 by Department
Permanent Full-Time Work Force

Attachment A

Total	Total Male		Total Female		Total Female Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#

Law

Hires	2000	5	2	40.0%	3	60.0%	1	20.0%	3	60.0%	2	40.0%	1	20.0%	1	20.0%	0	0.0%	0	0.0%
Promotions	2000	13	4	30.8%	9	69.2%	3	23.1%	10	76.9%	3	23.1%	2	15.4%	1	7.7%	0	0.0%	0	0.0%
Separations	2000	4	2	50.0%	2	50.0%	1	25.0%	3	75.0%	1	25.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%
Mayor/City Council																				
Hires	2000	9	5	55.6%	4	44.4%	1	11.1%	6	66.7%	3	33.3%	2	22.2%	1	11.1%	0	0.0%	0	0.0%
Promotions	2000	11	4	36.4%	7	63.6%	4	36.4%	5	45.5%	6	54.5%	3	27.3%	3	27.3%	0	0.0%	0	0.0%
Separations	2000	10	2	20.0%	8	80.0%	4	40.0%	6	60.0%	4	40.0%	2	20.0%	2	20.0%	0	0.0%	0	0.0%
Water																				
Hires	2000	12	12	100.0%	0	0.0%	0	0.0%	5	41.7%	7	58.3%	1	8.3%	5	41.7%	1	8.3%	0	0.0%
Promotions	2000	23	17	73.9%	6	26.1%	3	13.0%	14	60.9%	9	39.1%	2	8.7%	4	17.4%	3	13.0%	0	0.0%
Separations	2000	10	7	70.0%	3	30.0%	1	10.0%	4	40.0%	6	60.0%	1	10.0%	2	20.0%	3	30.0%	0	0.0%

TOTALS for Non-City Manager Departments

Hires	2000	69	37	53.6%	32	46.4%	18	26.1%	34	49.3%	35	50.7%	10	14.5%	14	20.3%	11	15.9%	0	0.0%
Promotions	2000	100	47	47.0%	53	53.0%	24	24.0%	63	63.0%	37	37.0%	13	13.0%	15	15.0%	9	9.0%	0	0.0%
Separations	2000	57	32	56.1%	25	43.9%	11	19.3%	33	57.9%	24	42.1%	8	14.0%	9	15.8%	7	12.3%	0	0.0%

CITY-WIDE TOTALS

Hires	2000	522	312	59.8%	210	40.2%	106	20.3%	255	48.9%	267	51.1%	69	13.2%	128	24.5%	67	12.8%	3	0.6%
Promotions	2000	521	331	63.5%	190	36.5%	100	19.2%	286	54.9%	235	45.1%	77	14.8%	102	19.6%	54	10.4%	2	0.4%
Separations	2000	327	210	64.2%	117	35.8%	58	17.7%	197	60.2%	130	39.8%	49	15.0%	50	15.3%	29	8.9%	2	0.6%

Management Hiring Opportunities
Recruitments and Selections for Calendar Year 2000

Position Title	Type of Recruitment	Appointment			
		Name	Date	S	R
City Clerk					
Special Project Officer-City Clerk	Direct Appointment	Merianne Nakagawa	4/22/00	F	A
City Manager					
Deputy City Manager	Direct Appointment	Christine F. Davis	4/8/00	F	W
Contracts Officer	City Departments	Braden Philips	5/6/00	M	W
Admin. Assistant-City Manager	Direct Appointment	Vincent M. Coughlin	7/1/00	M	W
City Prosecutor					
Assistant City Prosecutor	Local	Dan A. Lenhart	4/3/00	M	W
Community Development					
Director of Community Development	National	Melanie Sue Fallon	6/3/00	F	W
Redevelopment Project Officer	Regional	Kimberly Ann Huy	10/23/00	F	W
Redevelopment Project Officer	Regional	Robert M. Zur Schmiede	10/30/00	M	W
Real Estate Officer	Direct Appointment	Amy J. Bodek	8/12/00	F	W
Manager-Property Services	Direct Appointment	Ruth M. Shikada	8/12/00	F	A
Financial Services Officer	City Departments	Craig Alan Beck	12/16/00	M	W
Fire Department					
Assistant Fire Chief	Department	David W. Ellis	3/11/00	M	W
Gas Department					
Manager-Engineering Services	National	Alan John Winter	4/27/00	M	W
Manager-Customer Service	Department	Daniel R. Howard	9/23/00	M	W
Harbor					
Chief Harbor Engineer	National	Douglas A. Thiessen	10/28/00	M	W
Director of Properties	Direct Appointment	Robert H. Duensing	1/8/00	M	W
Health and Human Services					
Director of Health & Human Services	National	Ronald Rodriguez Arias	2/12/00	M	H
Prevention Services Officer	State	Meredith Delaney	8/10/00	F	W
Manager-Public Health	National	Theresa Jo Marino	9/23/00	F	W
Human Resources-Affirmative Action					
Affirmative Action/ADA Officer	Direct Appointment	Dora A. Jones	8/12/00	F	B
Risk Manager	Direct Appointment	Margaret Shobert	8/5/00	F	W

Management Hiring Opportunities
Recruitments and Selections for Calendar Year 2000

Position Title	Type of Recruitment	Appointment			
		Name	Date	S	R
Law					
Principal Deputy City Attorney	Direct Appointment	Dominic T. Holzhaus	11/18/00	M	W
Library Services					
Manager Automated Services	National	Laurel C. Prysiazny	7/17/00	F	W
Administrative Officer	City Departments	Theresa Graham	10/7/00	F	B
Parks & Recreation					
General Superintendent-Parks/Marine	National	Thomas A. Shippey	3/20/00	M	W
Supt-Park Maintenance	National	Jeffrey M. Edwards	5/13/00	M	W
Recreation Superintendent	National	Laurell A. Detweiler	10/23/00	F	W
Planning & Building					
Engineering Plan Check Officer	National	Isam Y. Hasenin	8/15/00	M	W
Supt-Building and Safety	State	Fady Michail Mattar	2/29/00	M	W
Administrative Officer	Direct Appointment	Wilfrido F. Miranda	8/5/00	M	A
Police Department					
Deputy Chief of Police	Direct Appointment	John H. Bretza	2/26/00	M	W
Police Commander	Direct Appointment	Jeffrey J. Craig	2/26/00	M	W
Public Works					
Division Engineer	Direct Appointment	Peter Corpuz	2/19/00	M	A
Special Projects Officer	City Departments	Malcolm J. Oscarson	3/4/00	M	W
Superintendent-Street Sweeping	Local	Delbert E. Davis	7/29/00	M	W
Administrative Officer	State	Gwendolyn D. Parker	9/9/00	F	B
SERRF Operations Officer	Direct Appointment	Alan W. Foley	7/1/00	M	W
Fleet Finance Officer	Direct Appointment	Suzanne P. Brayton	8/12/00	F	W
Technology Services					
Applications Programming Officer	City Departments	Daniel F. Payne	12/31/00	M	W
Applications Development Officer	City Departments	Jerry David Wada	12/30/00	M	A
Groupware Applications Officer	City Departments	Toni Angela Krino	12/30/00	F	W
Water					
Division Engineer	Direct Appointment	Robert Victor Swain	8/2/00	M	W

**Management Hiring Opportunities
Summary of RECRUITMENTS for Calendar Year 2000**

	City Manager Departments		Non-City Manager Departments		Combined	
	#	%	#	%	#	%
Total Hiring Opportunities	36		6		42	
Total Recruitments	36	100.0	6	100.0	42	100.0
Direct Appointments	12	34.2	4	66.6	16	39.0
Department	2	5.7	0	0.0	2	4.8
City Departments	7	17.1	0	0.0	7	14.6
State	3	8.5	0	0.0	3	7.3
Local	1	2.8	1	16.6	2	4.8
Regional	2	5.7	0	0.0	2	4.8
National	9	25.7	1	16.6	10	24.3

**Management Hiring Opportunities
Summary of SELECTIONS for Calendar Year 2000**

	City Manager Departments		Non-City Manager Departments		Combined	
	#	%	#	%	#	%
Total Hiring Opportunities	36		6		42	
Male	21	57.1	5	83.3	26	60.9
Female	15	42.8	1	16.6	16	39.0
Total Minorities	8	22.8	1	16.6	9	21.9
Male	4	11.4	0	0.0	4	9.7
Female	4	11.4	1	16.6	5	12.2
Black	3	8.5	0	0.0	3	7.3
Hispanic	1	2.8	0	0.0	1	2.4
Asian	4	11.4	1	16.6	5	12.2
American Indian	0	0.0	0	0.0	0	0.0
White Females & Minorities	19	54.2	1	16.6	20	48.7

POLICE RECRUIT ACADEMIES 1990 - present (as of 03/01/01)

Attachment C

Academy Class #/Site/Date	Total	Total White Females & Minorities	Total Females	White	Total Minorities	Black	Hispanic	Asian	American Indian
1990 ACADEMIES									
263 LASD (3/27/90)									
Police Recruits	#	2	0	0	2	0	0	0	0
	%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Academy Separations		0	0	0	0	0	0	0	0
Probation P.O. Separations		0	0	0	0	0	0	0	0
		2	0	0	2	0	0	0	0
Permanent Police Officers	# %	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Rate of Completion	%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
62 LBPD (3/31/90)									
Police Recruits	#	33	19	4	17	16	3	12	1
	%	100.0%	57.6%	12.1%	51.5%	48.5%	9.1%	36.4%	3.0%
Academy Separations		3	2	0	1	2	0	2	0
Probation P.O. Separations		1	1	0	0	1	0	1	0
		29	16	4	16	13	3	9	1
Permanent Police Officers	# %	100.0%	55.2%	13.8%	55.2%	44.8%	10.3%	31.0%	3.4%
Rate of Completion	%	87.9%	84.2%	100.0%	94.1%	81.3%	100.0%	75.0%	100.0%
264 LASD (6/26/90)									
Police Recruits	#	3	0	0	3	0	0	0	0
	%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Academy Separations		1	0	0	1	0	0	0	0
Probation P.O. Separations		0	0	0	0	0	0	0	0
		2	0	0	2	0	0	0	0
Permanent Police Officers	# %	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Rate of Completion	%	66.7%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%
266 LASD (8/27/90)									
Police Recruits	#	11	4	3	9	2	0	1	1
	%	100.0%	36.4%	27.3%	81.8%	18.2%	0.0%	9.1%	9.1%
Academy Separations		3	0	0	3	0	0	0	0
Probation P.O. Separations		1	0	0	1	0	0	0	0
		7	4	3	5	2	0	1	1
Permanent Police Officers	# %	100.0%	57.1%	42.9%	71.4%	28.6%	0.0%	14.3%	14.3%
Rate of Completion	%	63.6%	100.0%	100.0%	55.6%	100.0%	0.0%	100.0%	100.0%
267 LASD (10/10/90)									
Police Recruits	#	15	8	3	9	6	2	4	0
	%	100.0%	53.3%	20.0%	60.0%	40.0%	13.3%	26.7%	0.0%
Academy Separations		1	0	0	1	0	0	0	0
Probation P.O. Separations		0	0	0	0	0	0	0	0
		14	8	3	8	6	2	4	0
Permanent Police Officers	# %	100.0%	57.1%	21.4%	57.1%	42.9%	14.3%	28.6%	0.0%
Rate of Completion	%	93.3%	100.0%	100.0%	88.9%	100.0%	100.0%	100.0%	0.0%

POLICE RECRUIT ACADEMIES 1990 - present (as of 03/01/01)

Attachment C

Academy Class #/Site/Date	Total	Total White Females & Minorities	Total Females	White	Total Minorities	Black	Hispanic	Asian	American Indian
268 LASD (11/27/90)									
Police Recruits	# 10	8	4	4	6	1	2	3	0
	% 100.0%	80.0%	40.0%	40.0%	60.0%	10.0%	20.0%	30.0%	0.0%
Academy Separations	3	2	1	2	1	0	0	1	0
Probation P.O. Separations	1	1		0	1	0	0	1	0
Permanent Police Officers	# 6	5	3	2	4	1	2	1	0
	% 100.0%	83.3%	50.0%	33.3%	66.7%	16.7%	33.3%	16.7%	0.0%
Rate of Completion	% 60.0%	62.5%	75.0%	50.0%	66.7%	100.0%	100.0%	33.3%	0.0%

103 OCSD (11/30/90)									
Police Recruits	# 9	3	0	6	3	3	0	0	0
	% 100.0%	33.3%	0.0%	66.7%	33.3%	33.3%	0.0%	0.0%	0.0%
Academy Separations	4	3	0	1	3	3	0	0	0
Probation P.O. Separations	0	0	0	0	0	0	0	0	0
Permanent Police Officers	# 5	0	0	5	0	0	0	0	0
	% 100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Rate of Completion	% 55.6%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%

1991 ACADEMIES

270 LASD (1/7/91)									
Police Recruits	# 1	0	0	0	1	0	1	0	0
	% 100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%
Academy Separations	0	0	0	0	0	0	0	0	0
Probation P.O. Separations	1	0	0	0	1	0	1	0	0
Permanent Police Officers	# 0	0	0	0	0	0	0	0	0
	% 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Rate of Completion	% 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

271 LASD (2/12/91)									
Police Recruits	# 20	16	2	4	16	7	3	5	1
	% 100.0%	80.0%	10.0%	20.0%	80.0%	35.0%	15.0%	25.0%	5.0%
Academy Separations	4	4	1	0	4	3	0	1	0
Probation P.O. Separations	3	2	0	1	2	0	0	1	1
Permanent Police Officers	# 13	10	1	3	10	4	3	3	0
	% 100.0%	76.9%	7.7%	23.1%	76.9%	30.8%	23.1%	23.1%	0.0%
Rate of Completion	% 65.0%	62.5%	50.0%	75.0%	62.5%	57.1%	100.0%	60.0%	0.0%

272 LASD (4/9/91)									
Police Recruits	# 8	6	2	3	5	2	2	1	0
	% 100.0%	75.0%	25.0%	37.5%	62.5%	25.0%	25.0%	12.5%	0.0%
Academy Separations	2	1	0	1	1	1	0	0	0
Probation P.O. Separations	1	1	1	0	1	1	0	0	0
Permanent Police Officers	# 5	4	1	2	3	0	2	1	0
	% 100.0%	80.0%	20.0%	40.0%	60.0%	0.0%	40.0%	20.0%	0.0%
Rate of Completion	% 62.5%	66.7%	50.0%	66.7%	60.0%	0.0%	100.0%	100.0%	0.0%

POLICE RECRUIT ACADEMIES 1990 - present (as of 03/01/01)

Attachment C

Academy Class #/Site/Date	Total	Total White Females & Minorities	Total Females	White	Total Minorities	Black	Hispanic	Asian	American Indian
274 LASD (5/21/91)									
Police Recruits	# 8	6	1	3	5	2	2	1	0
	% 100.0%	75.0%	12.5%	37.5%	62.5%	25.0%	25.0%	12.5%	0.0%
Academy Separations	3	2	0	1	2	1	0	1	0
Probation P.O. Separations	0	0	0	0	0	0	0	0	0
Permanent Police Officers	# 5	4	1	2	3	1	2	0	0
	% 100.0%	80.0%	20.0%	40.0%	60.0%	20.0%	40.0%	0.0%	0.0%
Rate of Completion	% 62.5%	66.7%	100.0%	66.7%	60.0%	50.0%	100.0%	0.0%	0.0%

275 LASD (7/2/91)									
Police Recruits	# 14	6	1	9	5	2	3	0	0
	% 100.0%	42.9%	7.1%	64.3%	35.7%	14.3%	21.4%	0.0%	0.0%
Academy Separations	3	0	0	3	0	0	0	0	0
Probation P.O. Separations	0	0	0	2	2	0	2	0	0
Permanent Police Officers	# 11	6	1	8	3	2	1	0	0
	% 100.0%	54.5%	9.1%	72.7%	27.3%	18.2%	9.1%	0.0%	0.0%
Rate of Completion	% 78.6%	100.0%	100.0%	88.9%	60.0%	100.0%	33.3%	0.0%	0.0%

276 LASD (8/17/91)									
Police Recruits	# 10	9	2	3	7	1	5	1	0
	% 100.0%	90.0%	20.0%	30.0%	70.0%	10.0%	50.0%	10.0%	0.0%
Academy Separations	3	2	0	1	2	0	1	1	0
Probation P.O. Separations	1	1	0	0	1	0	1	0	0
Permanent Police Officers	# 6	6	2	2	4	1	3	0	0
	% 100.0%	100.0%	33.3%	33.3%	66.7%	16.7%	50.0%	0.0%	0.0%
Rate of Completion	% 60.0%	66.7%	100.0%	66.7%	57.1%	100.0%	60.0%	0.0%	0.0%

279 LASD (12/10/91)									
Police Recruits	# 22	13	8	15	7	1	5	1	0
	% 100.0%	59.1%	36.4%	68.2%	31.8%	4.5%	22.7%	4.5%	0.0%
Academy Separations	10	8	7	7	3	1	2	0	0
Probation P.O. Separations	2	1	0	1	1	0	1	0	0
Permanent Police Officers	# 10	4	1	7	3	0	2	1	0
	% 100.0%	40.0%	10.0%	70.0%	30.0%	0.0%	20.0%	10.0%	0.0%
Rate of Completion	% 45.5%	30.8%	12.5%	46.7%	42.9%	0.0%	40.0%	100.0%	0.0%

1992 ACADEMIES

63 LBPD (3/2/92)									
Police Recruits	# 25	10	2	17	8	3	3	2	0
	% 100.0%	40.0%	8.0%	68.0%	32.0%	12.0%	12.0%	8.0%	0.0%
Academy Separations	6	4	1	3	3	1	2	0	0
Probation P.O. Separations	4	3	1	2	2	0	0	2	0
Permanent Police Officers	# 15	3	0	12	3	2	1	0	0
	% 100.0%	20.0%	0.0%	80.0%	20.0%	13.3%	6.7%	0.0%	0.0%
Rate of Completion	% 60.0%	30.0%	0.0%	70.6%	37.5%	66.7%	33.3%	0.0%	0.0%

POLICE RECRUIT ACADEMIES 1990 - present (as of 03/01/01)

Attachment C

Academy Class #/Site/Date	Total	Total White Females & Minorities	Total Females	White	Total Minorities	Black	Hispanic	Asian	American Indian
64 LBPB (8/8/92)									
Police Recruits	# 45	28	9	24	21	9	6	4	2
	% 100.0%	62.2%	20.0%	53.3%	46.7%	20.0%	13.3%	8.9%	4.4%
Academy Separations	8	7	4	2	6	4	1	1	0
Probation P.O. Separations	1	0	0	1	0	0	0	0	0
Permanent Police Officers	# 36	21	5	21	15	5	5	3	2
	% 100.0%	58.3%	13.9%	58.3%	41.7%	13.9%	13.9%	8.3%	5.6%
Rate of Completion	% 80.0%	75.0%	55.6%	87.5%	71.4%	55.6%	83.3%	75.0%	100.0%

1993 ACADEMIES

65 LBPB (1/18/93)

Police Recruits	# 56	26	8	37	19	4	8	7	0
	% 100.0%	46.4%	14.3%	66.1%	33.9%	7.1%	14.3%	12.5%	0.0%
Academy Separations	5	2	1	3	2	0	2	0	0
Probation P.O. Separations	2	1	1	2	0	0	0	0	0
Permanent Police Officers	# 49	23	6	32	17	4	6	7	0
	% 100.0%	46.9%	12.2%	65.3%	34.7%	8.2%	12.2%	14.3%	0.0%
Rate of Completion	% 87.5%	88.5%	75.0%	86.5%	89.5%	100.0%	75.0%	100.0%	0.0%

66 LBPB (9/22/93)

Police Recruits	# 68	36	5	34	34	4	21	9	0
	% 100.0%	52.9%	7.4%	50.0%	50.0%	5.9%	30.9%	13.2%	0.0%
Academy Separations	9	7	2	3	6	2	1	3	0
Probation P.O. Separations	3	1	0	2	1	0	0	1	0
Permanent Police Officers	# 56	28	3	29	27	2	20	5	0
	% 100.0%	50.0%	5.4%	51.8%	48.2%	3.6%	35.7%	8.9%	0.0%
Rate of Completion	% 82.4%	77.8%	60.0%	85.3%	79.4%	50.0%	95.2%	55.6%	0.0%

1994 ACADEMY

67 LBPB (3/21/94)

Police Recruits	# 44	16	5	32	12	2	7	3	0
	% 100.0%	36.4%	11.4%	72.7%	27.3%	4.5%	15.9%	6.8%	0.0%
Academy Separations	6	3	2	5	1	0	1	0	0
Probation P.O. Separations	7	2	0	5	2	0	1	1	0
Permanent Police Officers	# 31	11	3	22	9	2	5	2	0
	% 100.0%	35.5%	9.7%	71.0%	29.0%	6.5%	16.1%	6.5%	0.0%
Rate of Completion	% 70.5%	68.8%	60.0%	68.8%	75.0%	100.0%	71.4%	66.7%	0.0%

1995 ACADEMY

69 LBPB (6/26/95)

Police Recruits	# 34	14	4	23	11	0	8	3	0
	% 100.0%	41.2%	11.8%	67.6%	32.4%	0.0%	23.5%	8.8%	0.0%
Academy Separations	4	3	1	2	2	0	2	0	0
Probation P.O. Separations	2	1	0	1	1	0	0	1	0
Permanent Police Officers	# 28	10	3	20	8	0	6	2	0
	% 100.0%	35.7%	10.7%	71.4%	28.6%	0.0%	21.4%	7.1%	0.0%
Rate of Completion	% 82.4%	71.4%	75.0%	87.0%	72.7%	#DIV/0!	75.0%	66.7%	0.0%

POLICE RECRUIT ACADEMIES 1990 - present (as of 03/01/01)

Attachment C

Academy Class #/Site/Date	Total	Total White Females & Minorities	Total Females	White	Total Minorities	Black	Hispanic	Asian	American Indian
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1996 ACADEMIES

70 LBPB (1/8/96)

Police Recruits	#	44	26	10	25	19	6	6	7	0
	%	100.0%	59.1%	22.7%	56.8%	43.2%	13.6%	13.6%	15.9%	0.0%
Academy Separations		3	2	1	2	1	0	0	1	0
Probation P.O. Separations		3	2	0	1	2	1	1	0	0
Permanent Police Officers	#	38	22	9	22	16	5	5	6	0
	%	100.0%	57.9%	23.7%	57.9%	42.1%	13.2%	13.2%	15.8%	0.0%
Rate of Completion	%	86.4%	84.6%	90.0%	88.0%	84.2%	83.3%	83.3%	85.7%	0.0%

71 LBPB (9/30/96)

Police Recruits	#	20	15	3	7	13	4	6	3	0
	%	100.0%	75.0%	15.0%	35.0%	65.0%	20.0%	30.0%	15.0%	0.0%
Academy Separations		3	2	0	1	2	1	0	1	0
Probation P.O. Separations		2	2	2	0	2	0	1	1	0
Permanent Police Officers	#	15	11	1	6	9	3	5	1	0
	%	100.0%	73.3%	6.7%	40.0%	60.0%	20.0%	33.3%	6.7%	0.0%
Rate of Completion	%	75.0%	73.3%	33.3%	85.7%	69.2%	75.0%	83.3%	33.3%	0.0%

1997 ACADEMY

72 LBPB (11/10/97)

Police Recruits	#	60	33	7	30	30	6	16	7	1
	%	100.0%	55.0%	11.7%	50.0%	50.0%	10.0%	26.7%	11.7%	1.7%
Academy Separations		8	6	1	2	6	3	3	0	0
Probation P.O. Separations		4	2	0	2	2	0	1	1	0
Permanent Police Officers	#	48	25	6	26	22	3	12	6	1
	%	100.0%	52.1%	12.5%	54.2%	45.8%	6.3%	25.0%	12.5%	2.1%
Rate of Completion	%	80.0%	75.8%	85.7%	86.7%	73.3%	50.0%	75.0%	85.7%	100.0%

1998 ACADEMY

73 LBPB (6/8/98)

Police Recruits	#	34	19	4	17	17	4	8	5	0
	%	100.0%	55.9%	11.8%	50.0%	50.0%	11.8%	23.5%	14.7%	0.0%
Academy Separations		8	6	3	3	5	1	1	3	0
Probation P.O. Separations		11	7	1	5	6	2	4	0	0
Permanent Police Officers	#	15	6	0	9	6	1	3	2	0
	%	100.0%	40.0%	0.0%	60.0%	40.0%	6.7%	20.0%	13.3%	0.0%
Rate of Completion	%	44.1%	31.6%	0.0%	52.9%	35.3%	25.0%	37.5%	40.0%	0.0%

1999 ACADEMY

74 LBPB (6/8/98)

Police Recruits	#	50	33	6	18	32	9	18	5	0
	%	100.0%	66.0%	12.0%	36.0%	64.0%	18.0%	36.0%	10.0%	0.0%
Academy Separations		20	13	5	8	12	5	4	3	0
Probation P.O. Separations		6	4	0	2	4	0	3	1	0
Permanent Police Officers	#	24	16	1	8	16	4	11	1	0
	%	100.0%	66.7%	4.2%	33.3%	66.7%	16.7%	45.8%	4.2%	0.0%
Rate of Completion	%	48.0%	48.5%	16.7%	44.4%	50.0%	44.4%	61.1%	20.0%	0.0%

POLICE RECRUIT ACADEMIES 1990 - present (as of 03/01/01)

Attachment C

Academy Class #/Site/Date	Total	Total White Females & Minorities	Total Females	White	Total Minorities	Black	Hispanic	Asian	American Indian
2000 ACADEMIES									
75 LBP (4/3/00)*									
Police Recruits	# 56	28	5	31	25	1	18	6	0
	% 100.0%	50.0%	8.9%	55.4%	44.6%	1.8%	32.1%	10.7%	0.0%
Academy Separations	7	2	1	6	1	0	1	0	0
Probation P.O. Separations	0	0	0	0	0	0	0	0	0
Permanent Police Officers	# 49	26	4	25	24	1	17	6	0
	% 100.0%	53.1%	8.2%	51.0%	49.0%	2.0%	34.7%	12.2%	0.0%
Rate of Completion	% 87.5%	92.9%	80.0%	80.6%	96.0%	100.0%	94.4%	100.0%	0.0%

76 LBP (10/2/00)*									
Police Recruits	# 59	37	10	29	30	5	18	6	1
	% 100.0%	62.7%	16.9%	49.2%	50.8%	8.5%	30.5%	10.2%	1.7%
Academy Separations	8	5	1	4	4	2	1	0	1
Probation P.O. Separations	0	0	0	0	0	0	0	0	0
Permanent Police Officers	# 51	32	9	25	26	3	17	6	0
	% 100.0%	62.7%	17.6%	49.0%	51.0%	5.9%	33.3%	11.8%	0.0%
Rate of Completion	% 86.4%	86.5%	90.0%	86.2%	86.7%	60.0%	94.4%	100.0%	0.0%

TOTAL FOR ALL ACADEMIES

	Total	Total White Females & Minorities	Total Females	White	Total Minorities	Black	Hispanic	Asian	American Indian
Police Recruits	# 646	354	93	351	295	75	147	69	4
	% 100.0%	54.8%	14.4%	54.3%	45.7%	11.6%	22.8%	10.7%	0.6%
Academy Separations	120	79	30	56	64	26	22	16	0
Probation P.O. Separations	56	32	6	24	32	4	17	10	1
Permanent Police Officers	# 470	243	57	271	199	45	108	43	3
	% 100.0%	51.7%	12.1%	57.7%	42.3%	9.6%	23.0%	9.1%	0.6%
Rate of Completion	% 72.8%	68.6%	61.3%	77.2%	67.5%	60.0%	73.5%	62.3%	75.0%
Relevant Labor Market	% 86.4%	84.6%	90.0%	88.0%	84.2%	83.3%	83.3%	85.7%	

* Academy classes #75 & #76 are not included in the "Total" figures. Police recruits in class #75 will be on probation until 10/ 03/01 and recruits in class #76 will graduate in April 2001.

FIRE RECRUIT ACADEMIES - 1993 through 12/31/00

Attachment D

Academy Date	Total	Total White Females & Minorities	Total Females	White	Total Minorities	Black	Hispanic	Asian	American Indian
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1993 Academy

(11/15/93)

Fire Recruits	#	19	13	3	9	10	6	3	1	0
	%	100.0%	68.4%	15.8%	47.4%	52.6%	31.6%	15.8%	5.3%	0.0%
Academy Separations		1	1	0	0	1	1	0	0	0
Probation FF Separations		0	0	0	0	0	0	0	0	0
Permanent Firefighters	#	18	12	3	9	9	5	3	1	0
	%	100.0%	66.7%	16.7%	50.0%	50.0%	27.8%	16.7%	5.6%	0.0%
Rate of Completion	%	94.7%	92.3%	100.0%	100.0%	90.0%	83.3%	100.0%	100.0%	0.0%

1994 Academy

(08/01/94)

Fire Recruits	#	10	6	0	4	6	1	2	3	0
	%	100.0%	60.0%	0.0%	40.0%	60.0%	10.0%	20.0%	30.0%	0.0%
Academy Separations		1	1	0	0	1	0	0	1	0
Probation FF Separations		0	0	0	0	0	0	0	0	0
Permanent Firefighters	#	9	5	0	4	5	1	2	2	0
	%	100.0%	55.6%	0.0%	44.4%	55.6%	11.1%	22.2%	22.2%	0.0%
Rate of Completion	%	90.0%	83.3%	0.0%	100.0%	83.3%	100.0%	100.0%	66.7%	0.0%

1995 Academy

(10/16/95)

Fire Recruits	#	14	5	0	9	5	2	2	1	0
	%	100.0%	35.7%	0.0%	64.3%	35.7%	14.3%	14.3%	7.1%	0.0%
Academy Separations		2	2	0	0	2	1	1	0	0
Probation FF Separations		0	0	0	0	0	0	0	0	0
Permanent Firefighters	#	12	3	0	9	3	1	1	1	0
	%	100.0%	25.0%	0.0%	75.0%	25.0%	8.3%	8.3%	8.3%	0.0%
Rate of Completion	%	85.7%	60.0%	0.0%	100.0%	60.0%	50.0%	50.0%	100.0%	0.0%

1996 Academy

(02/26/96)

Fire Recruits	#	20	9	0	11	9	4	3	2	0
	%	100.0%	45.0%	0.0%	55.0%	45.0%	20.0%	15.0%	10.0%	0.0%
Academy Separations		5	2	0	3	2	1	1	0	0
Probation FF Separations		0	0	0	0	0	0	0	0	0
Permanent Firefighters	#	15	7	0	8	7	3	2	2	0
	%	100.0%	46.7%	0.0%	53.3%	46.7%	20.0%	13.3%	13.3%	0.0%
Rate of Completion	%	75.0%	77.8%	0.0%	72.7%	77.8%	75.0%	66.7%	100.0%	0.0%

FIRE RECRUIT ACADEMIES - 1993 through 12/31/00

Attachment D

Academy Date	Total	Total White Females & Minorities	Total Females	White	Total Minorities	Black	Hispanic	Asian	American Indian
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1997 Academy

(09/22/97)

Fire Recruits	#	20	10	2	11	9	4	2	3	0
	%	100.0%	50.0%	10.0%	55.0%	45.0%	20.0%	10.0%	15.0%	0.0%
Academy Separations		5	2	1	3	2	1	0	1	0
Probation FF Separations		0	0	0	0	0	0	0	0	0
Permanent Firefighters	#	15	8	1	8	7	3	2	2	0
	%	100.0%	53.3%	6.7%	53.3%	46.7%	20.0%	13.3%	13.3%	0.0%
Rate of Completion	%	75.0%	80.0%	50.0%	72.7%	77.8%	75.0%	100.0%	66.7%	0.0%

1998 Academies

(04/13/98)

Fire Recruits	#	20	10	2	11	9	3	4	2	0
	%	100.0%	50.0%	10.0%	55.0%	45.0%	15.0%	20.0%	10.0%	0.0%
Academy Separations		4	4	2	1	3	2	1	0	0
Probation FF Separations		0	0	0	0	0	0	0	0	0
Permanent Firefighters	#	16	6	0	10	6	1	3	2	0
	%	100.0%	37.5%	0.0%	62.5%	37.5%	6.3%	18.8%	12.5%	0.0%
Rate of Completion	%	80.0%	60.0%	0.0%	90.9%	66.7%	33.3%	75.0%	100.0%	0.0%

(11/30/98)

Fire Recruits	#	20	9	2	12	8	7	1	0	0
	%	100.0%	45.0%	10.0%	60.0%	40.0%	35.0%	5.0%	0.0%	0.0%
Academy Separations		4	4	0	0	4	4	0	0	0
Probation FF Separations		1	1	1	0	1	1	0	0	0
Permanent Firefighters	#	15	4	1	12	3	2	1	0	0
	%	100.0%	26.7%	6.7%	80.0%	20.0%	13.3%	6.7%	0.0%	0.0%
Rate of Completion	%	75.0%	44.4%	50.0%	100.0%	37.5%	28.6%	100.0%	0.0%	0.0%

*2000 Academies

(01/18/00)

Fire Recruits	#	20	8	2	13	7	2	3	1	1
	%	100.0%	40.0%	10.0%	65.0%	35.0%	10.0%	15.0%	5.0%	5.0%
Academy Separations		1	1	1	1	0	0	0	0	0
Probation FF Separations		0	0	0	0	0	0	0	0	0
Permanent Firefighters	#	19	7	1	12	7	2	3	1	1
	%	100.0%	36.8%	5.3%	63.2%	36.8%	10.5%	15.8%	5.3%	5.3%
Rate of Completion	%	95.0%	87.5%	50.0%	92.3%	100.0%	100.0%	100.0%	100.0%	0.0%

FIRE RECRUIT ACADEMIES - 1993 through 12/31/00

Attachment D

Academy Date	Total	Total White Females & Minorities	Total Females	White	Total Minorities	Black	Hispanic	Asian	American Indian
(07/17/00)									
Fire Recruits	# 24	4	0	19	5	2	3	0	0
	% 100.0%	16.7%	0.0%	79.2%	20.8%	8.3%	12.5%	0.0%	0.0%
Academy Separations	2	0	0	2	0	0	0	0	0
Probation FF Separations	1	0	0	1	0	0	0	0	0
Permanent Firefighters	# 21	4	0	16	5	2	3	0	0
	% 100.0%	19.0%	0.0%	76.2%	23.8%	9.5%	14.3%	0.0%	0.0%
Rate of Completion	% 87.5%	100.0%	0.0%	84.2%	100.0%	100.0%	100.0%	0.0%	0.0%

TOTAL FOR ALL ACADEMIES

	Total	Total White Females & Minorities	Total Females	White	Total Minorities	Black	Hispanic	Asian	American Indian
Fire Recruits	# 167	74	11	99	68	31	23	13	1
	% 100.0%	44.3%	6.6%	59.3%	40.7%	18.6%	13.8%	7.8%	0.6%
Academy Separations	25	17	4	10	15	10	3	2	0
Probationary F.F. Separations	2	1	1	1	1	1	0	0	0
Permanent Firefighters	# 140	56	6	88	52	20	20	11	1
	% 100.0%	40.0%	4.3%	62.9%	37.1%	14.3%	14.3%	7.9%	0.7%
Rate of Completion	% 83.8%	75.7%	54.5%	88.9%	76.5%	64.5%	87.0%	84.6%	0.7%
Relevant Labor Market	%		16.0%	53.9%	46.1%	18.8%	20.7%	5.9%	0.7%

*No academy classes in 1999