

CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

R-19

333 West Ocean Boulevard 13th Floor • Long Beach, CA 90802 • (562) 570.6621

ALEJANDRINA BASQUEZ
DIRECTOR

October 24, 2017

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Receive and file a staff report on Equal Employment Opportunity Plan and 2017 Workforce Gender, Age, and Ethnic Diversity Report. (Citywide)

DISCUSSION

On February 7, 2017, the City Council requested the City Manager to report back on workforce and applicant diversity data. It was requested the report include information on classified and unclassified employees, and demographic data such as gender, race, and age, salary averages, disability, veteran status, and Equal Employment Opportunity (EEO) job category breakdown. This staff report provides the information requested.

Equal Employment Opportunity Plan

The Equal Employment Opportunity Plan (EEOP) is a Citywide guide for a plan of action and reference resources. The EEOP reaffirms the City's commitment to equal opportunity in its employment practices. The EEOP also provides a review of the City's workforce diversity compared to benchmarks and identifies areas where certain groups are underrepresented compared to the Relevant Labor Market. This EEOP helps the City identify and address areas of underrepresentation. The EEOP, covering the 2013 to 2017 period, is attached.

Workforce Demographics and Hiring

The attached Workforce Gender, Age, and Ethnic Diversity Report provides an overview of the City's workforce demographics broken down by age, gender, ethnicity, salary, and EEO job category on a Citywide basis and by department. The report does not include employee disability and veteran status because this information is not collected. The report also provides Citywide recruitment data for classified applicants and data for Police Officer and Firefighter recruits.

HONORABLE MAYOR AND CITY COUNCIL
October 24, 2017
Page 2

This matter was reviewed by Principal Deputy City Attorney Gary J. Anderson and by Revenue Management Officer Geraldine Alejo on October 11, 2017.

TIMING CONSIDERATIONS

City Council action on this matter is not time critical.

FISCAL IMPACT

There is no fiscal or local job impact associated with this recommendation.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



ALEJANDRINA BASQUEZ
DIRECTOR OF HUMAN RESOURCES

AB:
R:\Administration\CITY COUNCIL LETTERS\2017\10-24-17\ Diversity Report - Draft.docx

Attachments

APPROVED:


PATRICK H. WEST
CITY MANAGER



EQUAL EMPLOYMENT OPPORTUNITY PLAN

Plan Years 2013-2017

CITY OF
LONG BEACH



CONTENTS

Introduction.....	3
Equal Employment Opportunity Policy.....	4
Plan Responsibilities.....	5
City of Long Beach Workforce	7
Workforce Utilization Analysis	8
Summary of Findings.....	10
Future Workforce Projections.....	17
Objectives to Address Underutilization	19
Conclusion	20
Appendix A: City Workforce Charts.....	21
Appendix B: Charts for Workforce Utilization Analysis.....	25
Citywide Utilization by Job Category	26
Total Civilian Workforce by Job Category.....	27
City Attorney (Law).....	28
City Auditor.....	29
City Clerk.....	30
City Manager.....	31
City Prosecutor	32
Civil Service	33
Development Services	34
Disaster Preparedness & Emergency Communications.....	35
Economic and Property Development	36
Financial Management	37
Fire Department – Non-Sworn (Civilian).....	38
Fire Department – Sworn Personnel Only.....	39
Harbor Department (Port of Long Beach).....	40
Health and Human Services	41
Human Resources.....	42
Library Services.....	43

Long Beach Airport (LGB)	44
Long Beach Gas & Oil (LBGO).....	45
Mayor & City Council (Legislative).....	46
Parks, Recreation & Marine	47
Police Department – Non-Sworn (Civilian).....	48
Police Department – Sworn Personnel Only	49
Public Works.....	50
Technology & Innovation.....	51
Water Department	52
Appendix C: Position Titles by Occupational Job Category	53
Appendix D: Historical Data Charts	60
30-Year Ethnic/Sex Representation in Workforce.....	60
30-Year Female Representation by Occupational Job Category.....	61
30-Year Total Minority Representation by Occupational Job Category	62
Appendix E: Designated Department EEO Counselors.....	63

INTRODUCTION

The City of Long Beach's Office of Equal Employment Opportunity is pleased to present this Equal Employment Opportunity Plan (EEOP). This document is intended to be a Citywide guide for a plan of action and reference resource. The purpose of the EEOP is to commit the City of Long Beach to:

Reaffirm the City's commitment to Equal Employment Opportunity in its employment practices.

Define specific actions to promote an environment that is free from all forms of discrimination and harassment; eliminate unnecessary, arbitrary or artificial practices that affect applicants and employees; provide opportunities for career development and advances for all employees; and acknowledge the equal employment opportunity occupational job categories where all employees, including minorities and women, continue to be underrepresented; and recommend recruitment, retention and career development solutions to address these areas.

Recognize the City's workforce by fostering and supporting programs that enhance diversity.

Assign shared responsibility and accountability for the success of the EEOP to the City Manager, Department of Human Resources, Civil Service Department, Departmental EEO Counselors, and individuals with hiring authority (i.e., department heads, bureau managers, and supervisors).

This plan will be publicly posted to the City's internet website and available for download or review by the public and any City department. This EEOP will be maintained by the City's Equal Employment Opportunity Office to ensure implementation of equal employment opportunity principals and conform to federal and state laws. It is our hope that this plan reaffirms the City's commitment to the principles and philosophy of equal employment opportunity and reinforces the need for efforts to ensure that our City's workforce is best able to serve the needs of our diverse community.

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, gender, gender identity, gender expression, sexual orientation, genetic info, military and veterans status, or any other basis that is inconsistent with federal or state statutes, the City Charter, ordinances, resolutions, rules, or regulations.

Statements of non-discrimination are reaffirmed in City of Long Beach Personnel Policies and Procedures, Policy 2.1 – Discrimination Complaints; City of Long Beach Personnel Policies and Procedures, Policy 2.2 – Unlawful Harassment Complaints; Civil Service Rules and Regulations: Article I, Section 2 – Non Discrimination; and Administrative Regulations AR8-10: Policy Regarding Sexual Harassment.

PLAN RESPONSIBILITIES

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 all City employees to achieve program success. To ensure program success, specific responsibilities have been delegated as follows:

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, or designee, is the official signatory on any document requiring certification of compliance with equal employment opportunity rules and regulations. The City Manager shall review and approve the EEOP; ensure the City of Long Beach adheres to the stated policy of equal employment opportunity and complies with the intent and objectives of the EEOP; and evaluate the City's overall performance in obtaining a workforce that is representative of its relevant labor market.

Director of Human Resources

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. Human Resources shall assist departments with recruitment, referral, screening and record keeping for unclassified employees, and review and modify employment practices to avoid adverse impact and/or unlawful discrimination.

Equal Employment Opportunity Office

The Equal Employment Opportunity Office shall prepare the City's EEOP; prepare reports for the City Council, City Manager, and the Director of Human Resources regarding the City's workforce demographics; collaborate with and provide technical assistance to City departments on the EEOP; monitor applicant flow data for unclassified recruitments; provide and/or oversee all EEO related training citywide; and administer a system for resolving EEO complaints of harassment or discrimination from applicants, employees, and third parties.

Civil Service Department

The Civil Service Department has the primary responsibility for recruitment, testing, validation, certification, and reporting for the classified service. The Civil Service Department shall take reasonable steps to maximize recruitment efforts in job categories that underutilize ethnic minorities and white females; collect, analyze, and maintain applicant flow data for classified recruitments; and review and revise operating procedures to avoid adverse impact or discrimination in the hiring process.

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 legal advice and/or appropriate action.

Department Heads

Department Heads will adhere to the City's EEOP in both spirit and intent. Department Heads are responsible for achieving progress toward the goals and objectives of the plan in their department. Specifically, the Department Head will ensure all employment decisions, including unclassified recruitment, development of job knowledge, skill requirements, interviews, offers of employment and compensation commitments, assignments, trainings and evaluations, and employee relations are consistent with the City's personnel practices and EEO principles.

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 make recommendations to management for efficient operation of the EEOP and analyze departmental utilization ratios to implement plans to address underutilization. For a complete list of department identified EEO counselors, please see Appendix E: Designated Department EEO Counselors, on page 63.

CITY OF LONG BEACH WORKFORCE

This EEO Plan covers the period from 2013 through 2017. The analysis in this workbook is based on the workforce statistics for calendar year 2016. The figures shown in the following charts are reflective of the City's workforce as of January 1, 2017. The workforce of 4,245 employees is distributed among 23 City departments, ranging in size from 13 to 1,082 employees. All departments employ females and ethnic minorities. For the purpose of this plan, only permanent full-time employees are counted. This report does not include data on part-time employees, temporary employees, contractors, unpaid interns or volunteers.

EEO Occupational Job Categories

The City's workforce is divided into the following eight occupational job categories, as defined by the U.S. Equal Employment Opportunity Commission¹:

- Officials/Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis.
- Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.
- Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.
- Protective Services: Occupations in which workers are entrusted with public safety, security and protection from destructive forces.
- Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.
- Office/Clerical: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

¹ <https://www.eeoc.gov/employers/eeo4survey/e4instruct.cfm>

- Skilled Craft: Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.
- Service/Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

For a complete list of position titles by occupational category, please see Appendix C: Position Titles by Occupational Job Category (page 53).

Race/Ethnic Identification

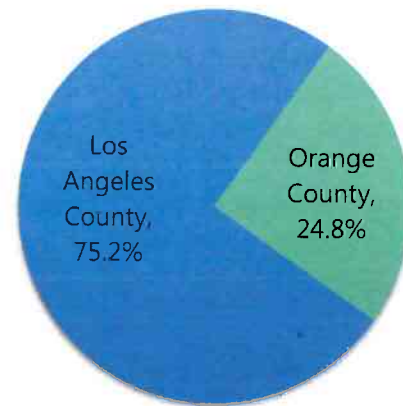
The City of Long Beach is required by federal law to maintain employee demographic information and report it biennially to the United States Equal Employment Opportunity Commission (EEOC). Race/ethnic designations, as defined by the Equal Employment Opportunity Commission, do not denote scientific definitions of anthropological origins. For the purposes of this report, an employee is included in the group to which he or she self-identifies. No employee is counted in more than one race group. The ethnic categories used by the City are similar to those defined by the U.S. Equal Employment Opportunity Commission:

- White (Not of Hispanic Origin): All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- Black (Not of Hispanic Origin): All persons having origins in any of the Black racial groups of Africa.
- Asian (Not of Hispanic Origin): All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.
- Native American or Alaska Native (Not of Hispanic Origin): All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.
- Latino/a (Hispanic): All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin regardless of race.

WORKFORCE UTILIZATION ANALYSIS

Under federal law and City policy, the City as an employer must provide equal employment opportunity to all job applicants and employees. Employers ensure that this requirement is met by analyzing workforce demographics, identifying groups that have significant lower representation or "underutilization", and accordingly changing some aspect of their personnel practices to eliminate potential discriminatory and non-job-related employment barriers. This is the purpose for conducting the EEOP report and analysis.

Employee County of Residence



The EEOP also provides review of the City's workforce diversity compared to benchmarks and identifies areas where certain groups are underrepresented compared to the Relevant Labor Market. As a best practice for EEO Plans¹, the City has used the Relevant Labor Market (RLM) data as the benchmark to compare City's current labor workforce. RLM data includes persons over the age of sixteen who are already employed, as well as those recorded as unemployed. The RLM is used by other agencies such as the State of California, City and County of Los Angeles, and the City of Oakland as a benchmark for determining underutilization.

The City of Long Beach utilized Biddle & Associates (a well-known and established consulting firm in the fields of test validation and scoring, job and pay analysis, statistical support, and equal employment opportunity plan development) to determine local workforce demographics. In developing the City's RLM data, Biddle & Associates conducted a series of calculations utilizing raw 2010 U.S. Census data² and City employment data. Through the use of a Zip Code Analysis, Biddle & Associates determined 75.2% of employees reside in Los Angeles County and 24.8% reside in Orange County. The Zip Code Analysis removed any counties demonstrating less than 5% representation as not representative of the City's workforce.

To generate realistic objectives, U.S. Census occupations unrelated to the City's workforce, such as airplane mechanic, barber and dentist were excluded. Even with taking this step, labor market figures remain general, since each of the 512 job occupations identified by the U.S. Census remain broad in itself.

For a complete chart of RLM availability please see Appendix A: City Workforce Charts on page 21. Figures provided are for informational purposes only.

¹ <https://ojp.gov/about/ocr/eeop.htm>

² Updated RLM data will be available upon conclusion of the U.S. 2020 Census.

SUMMARY OF FINDINGS

See Appendix B: Charts for Workforce Utilization Analysis (page 25) for explanation of methodology and charts.

Minority Representation

As a whole, the City's minority workforce exceeds the RLM in all job categories except for Sworn Protective Services and Skilled Craft, -12.6% and -11.3% respectively.

Female

Civilian female representation in the workforce is near parity with the RLM. The City's female civilian workforce representation is 45.0%, which is slightly lower than the labor market representation of 45.1%. White females, as a whole, are under-represented in all categories except Skilled Craft (which is near parity). In male-dominated job categories such as Technicians, Protective Services, Skilled Craft and Service/Maintenance, the City has yet to achieve parity with female labor market availability.

Black

While the total civilian workforce for Black employees (14.8%) exceeds the RLM availability of 7.2%, there are several areas of underutilization. Specifically, Black males and females are under-represented in the following job categories: A) Males: Sworn Protective Services (7.1%), Paraprofessional (-12.3%), Office/Clerical (-9.6%); B) Females: Sworn Protective Services (-5.0%), Paraprofessional (-5.8%), and Office/Clerical (-7.3%).

Latino/a (Hispanic)

As a whole, the total civilian workforce for Latino employees (30.7%) is below the RLM of 35.6% resulting in under-utilization. Specifically, Latino's are underrepresented in the following job categories: A) Males: Officials/Administrators (-2.4%) and Skilled Craft (-12.1%); B) Females: Non-Sworn Protective Services (-10.8%), Sworn Protective Services (-2.1%), Skilled Craft (-3.2%), and Service/Maintenance (-17.8%).

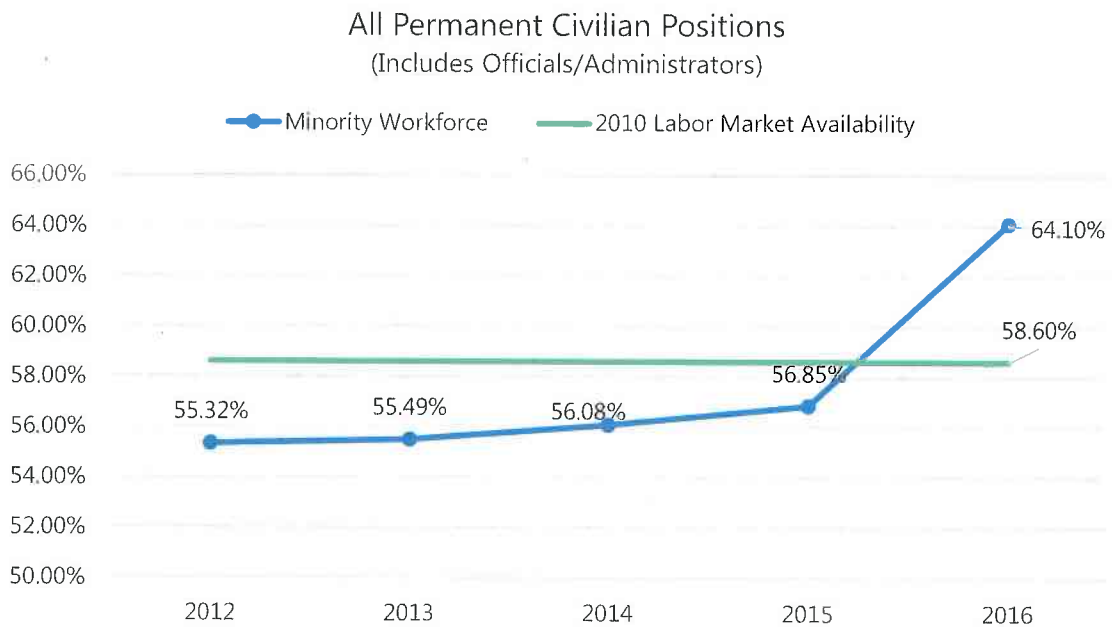
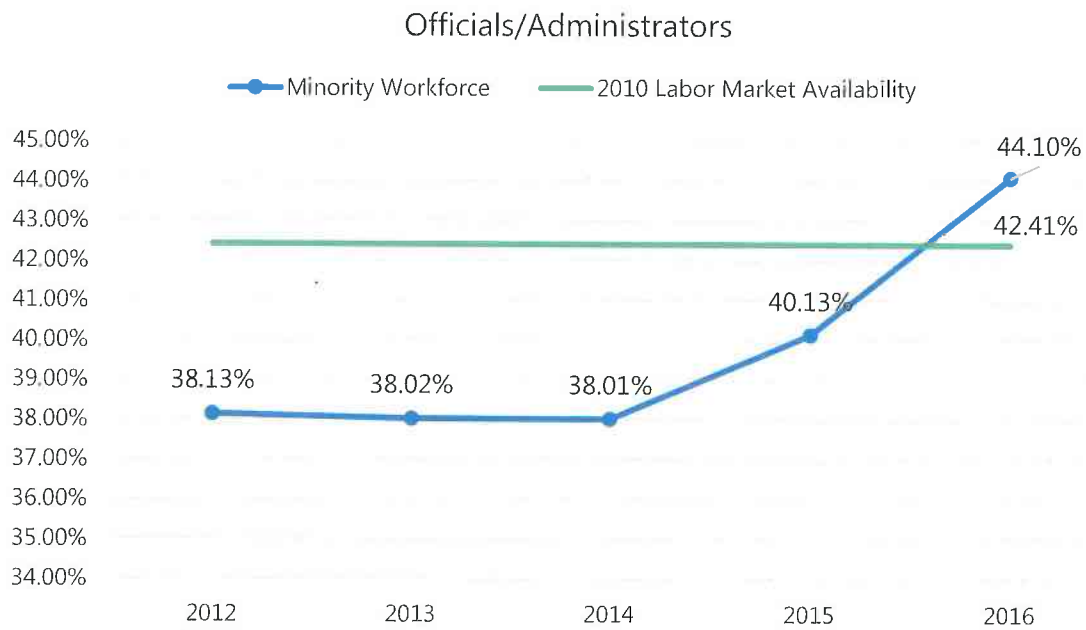
Asian

While the total civilian workforce for Asian employees (17.9%) exceeds the RLM availability of 13.3%, there are areas of underutilization. Specifically, Asian males and females are under-represented in the following job categories: A) Males: Office/Clerical (-1.4%); B) Females: Sworn Protective Services (-1.3%) and Service/Maintenance (-5.0%).

Native American

As a whole, the City's Native American representation in the workforce is 0.6% and the labor market availability is 0.6%. Native Americans are at, or near, parity in all job categories.

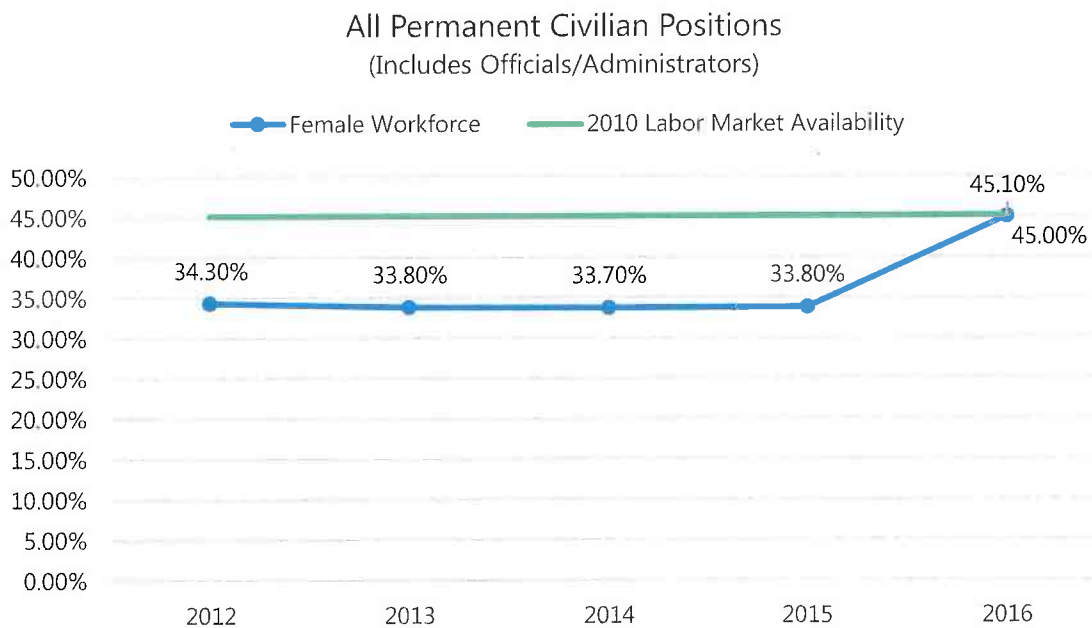
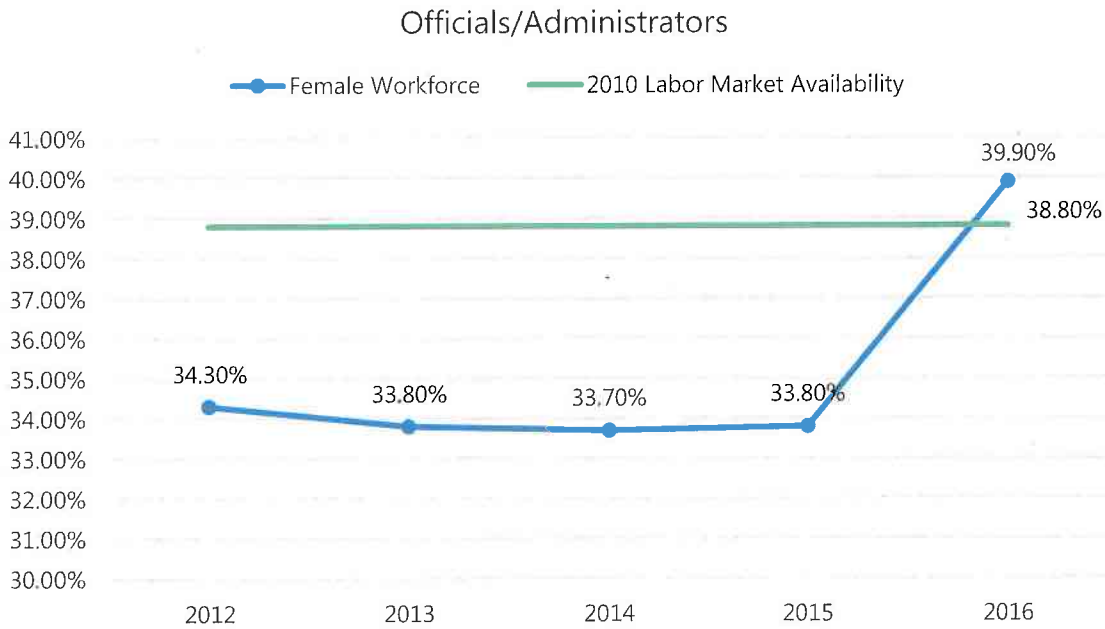
RACIAL/ETHNIC MINORITY WORKFORCE*



Minority Workforce includes the following groups: Black, Latino/a (Hispanic), Asian, and Native American.

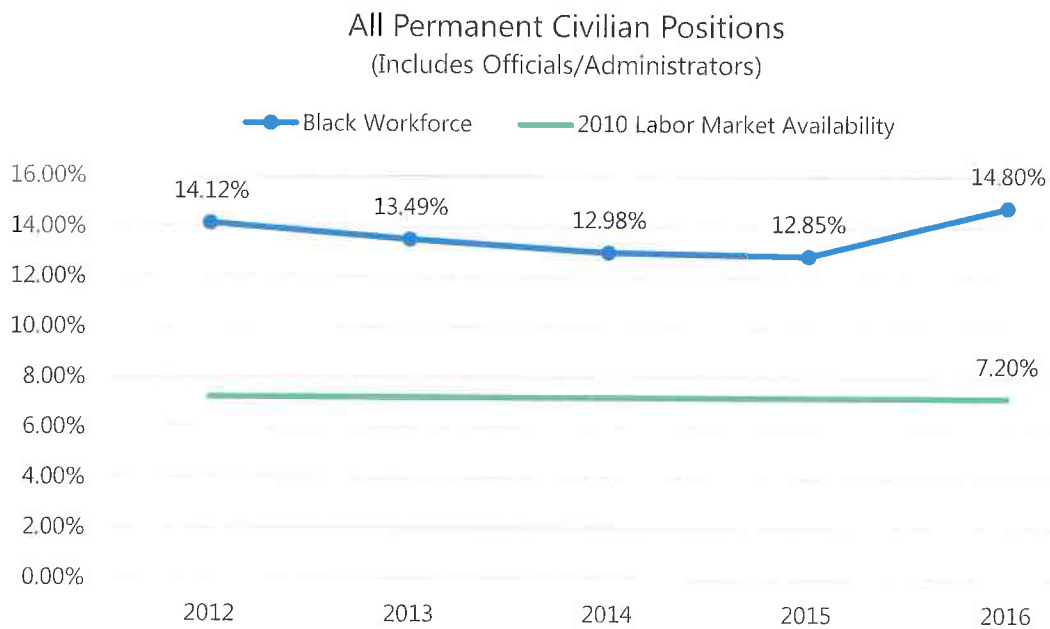
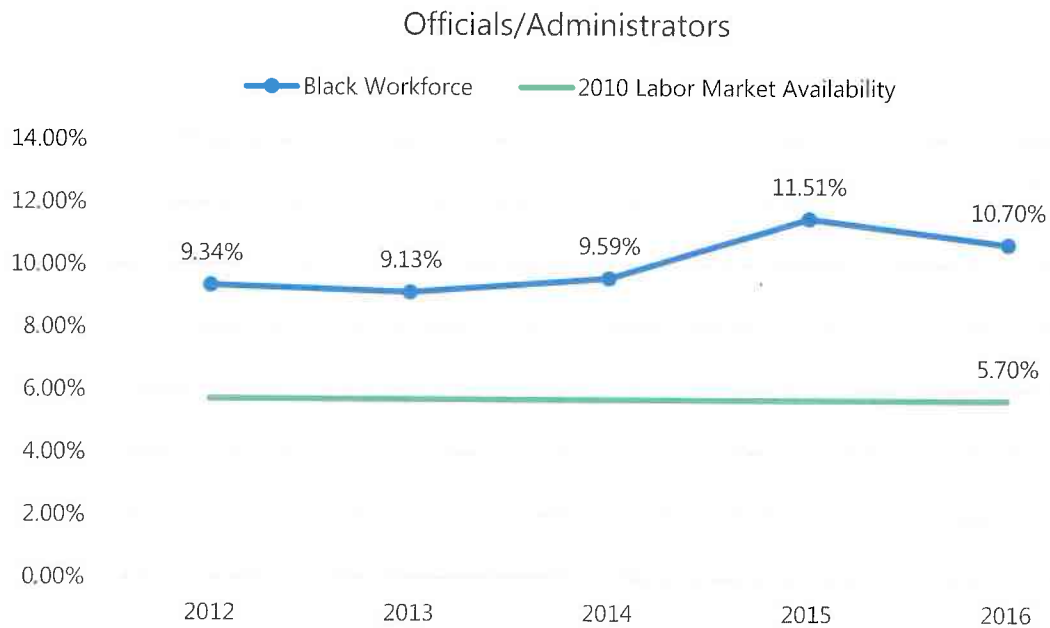
*Excludes Sworn Personnel

FEMALE WORKFORCE*



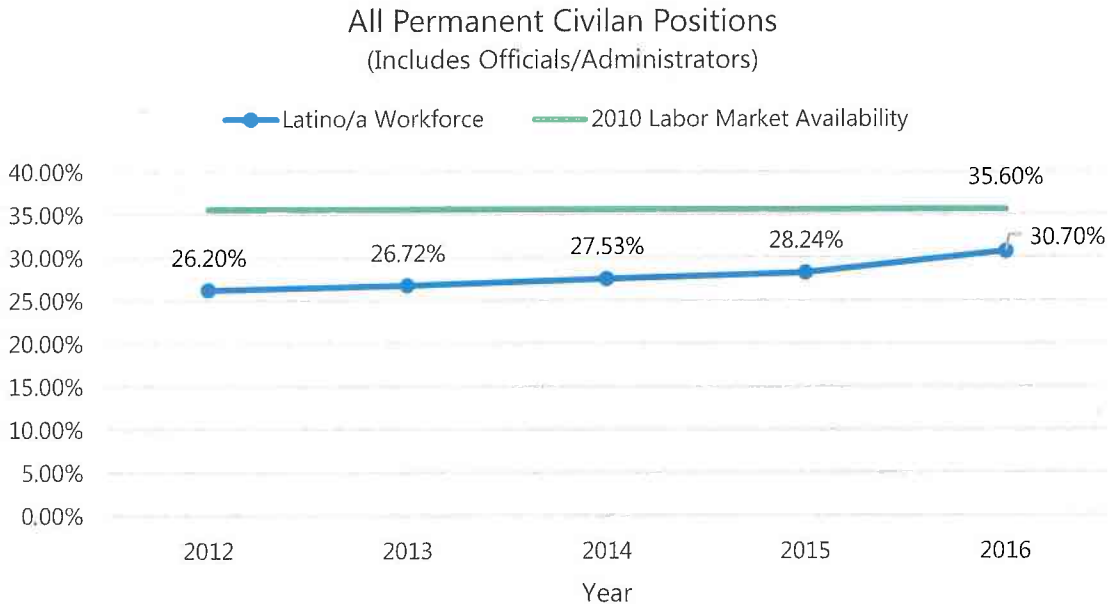
*Excludes Sworn Personnel

BLACK WORKFORCE*



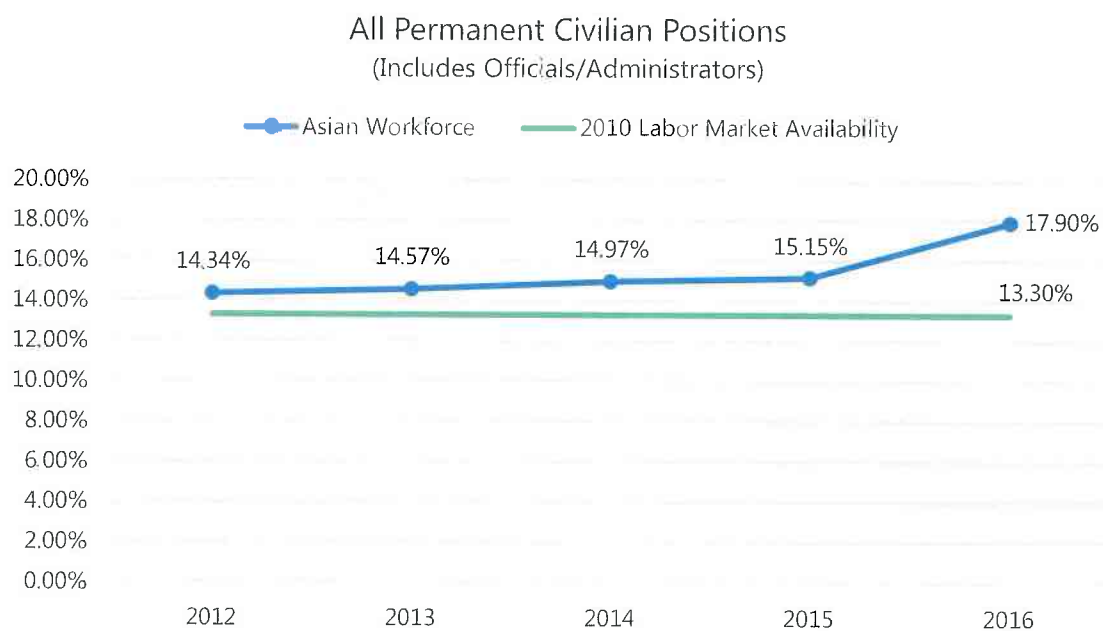
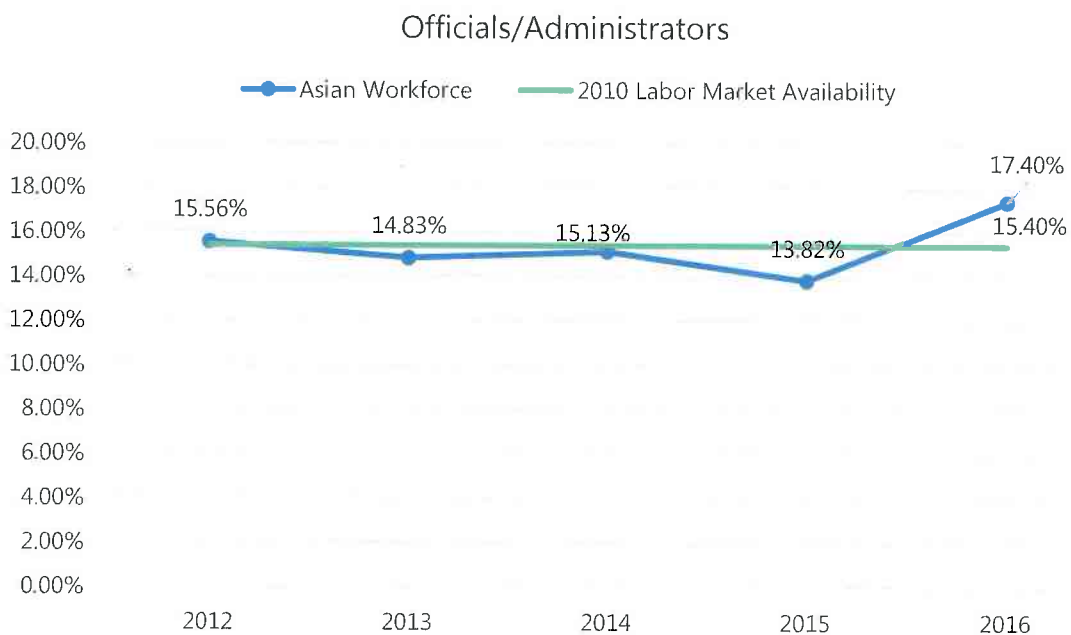
*Excludes Sworn Personnel

LATINO/A (HISPANIC) WORKFORCE*



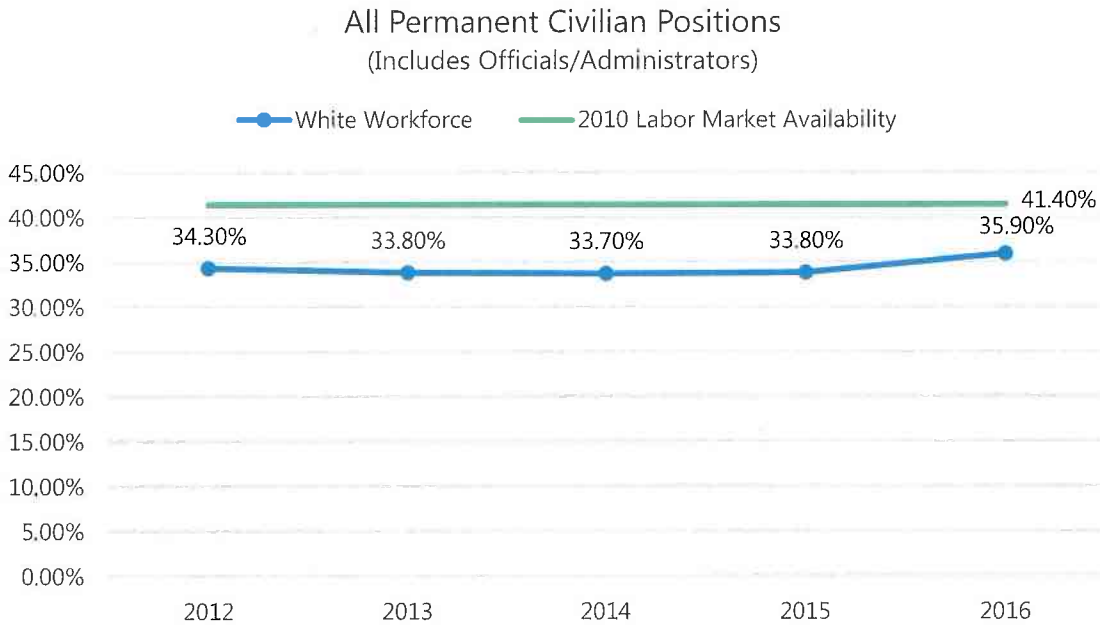
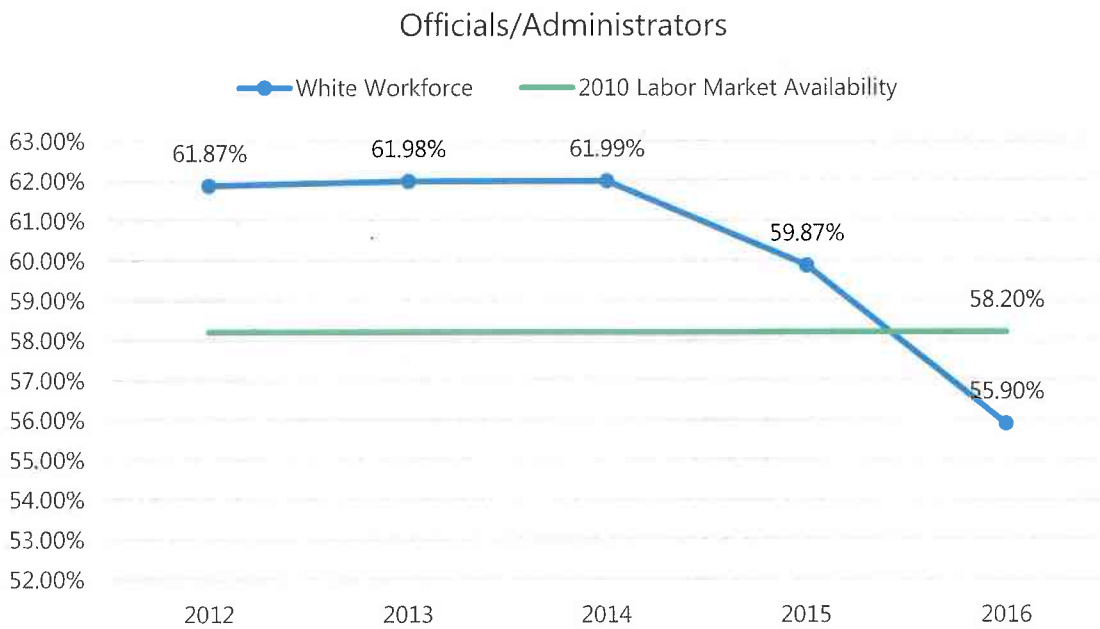
*Excludes Sworn Personnel

ASIAN WORKFORCE*



*Excludes Sworn Personnel

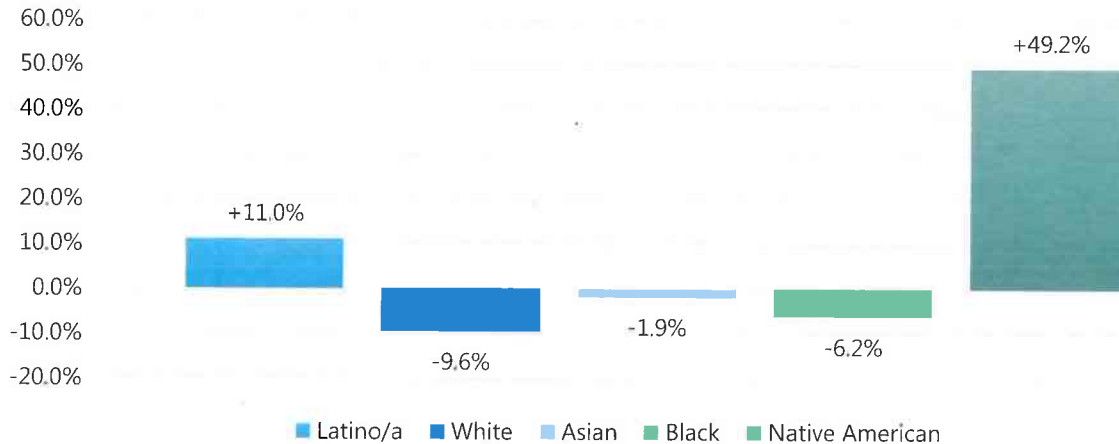
WHITE (NON-HISPANIC) WORKFORCE*



*Excludes Sworn Personnel

FUTURE WORKFORCE PROJECTIONS

**City of Long Beach Resident Population
% Change, Years 2010-2016**



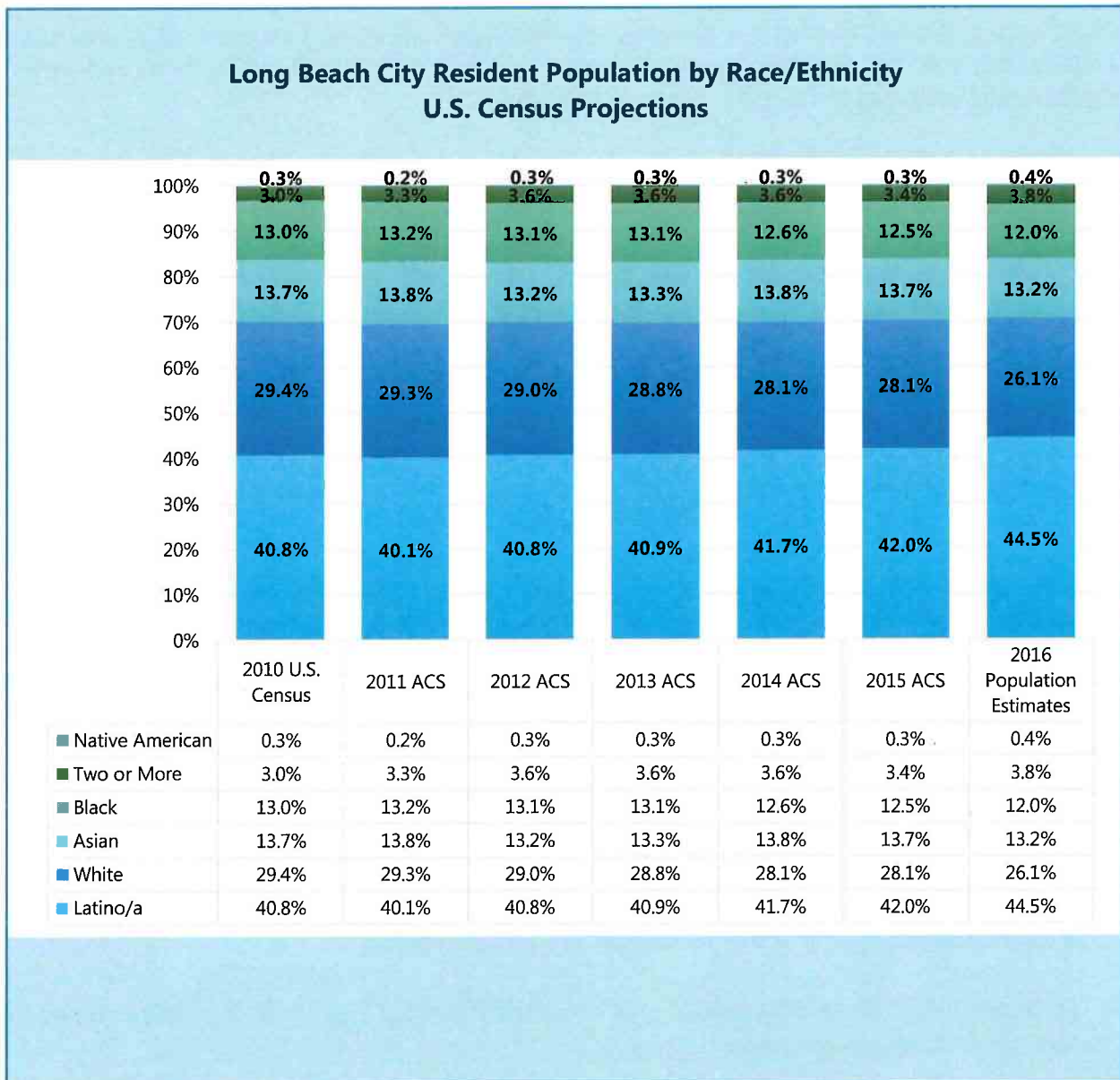
Ranked the 10th most diverse city in America¹, the City continually strives to ensure our workforce is reflective of the population we serve. Studies show that the demographic composition of a population directly affects the demographic composition of a labor workforce. As such, the City finds it important to monitor population trends to anticipate and plan for workforce demographic changes.

Using projections from the U.S. Census 2011-2015 American Community Survey (ACS) and the 2016 ACS 1-year estimate, the City anticipates a decrease in White (non-Latino), Asian and Black labor workforces. For Latino and Native Americans populations, the City anticipates an increase. While Native Americans will remain the smallest ethnic minority group, the greatest growth will occur in this area.

U.S. Census Population by Ethnicity/Race Long Beach City, California								
	2010 U.S. Census	2011 ACS	2012 ACS	2013 ACS	2014 ACS	2015 ACS	2016 ACS 1-YR Estimate	% Change 2010- 2016
Total Population	462,257	462,197	463,589	465,424	468,594	470,237	470,140	+1.7%
Latino	188,412	185,362	189,070	190,364	195,367	197,567	209,148	+11.0%
White	135,698	135,466	134,526	134,154	131,481	132,243	122,674	-9.6%
Asian	63,183	63,929	61,379	61,744	64,591	64,212	62,008	-1.9%
Black	59,925	60,943	60,739	60,883	59,067	58,759	56,211	-6.2%
Two or More	13,690	15,369	16,668	16,951	16,841	16,035	18,086	+32.1%
Native American	1,349	1,128	1,207	1,328	1,247	1,421	2,013	+49.2%

¹ <https://wallethub.com/edu/most-diverse-cities/12690/>

Keeping population growth projections in mind, it becomes critical for the City to make great strides in closing current labor gaps, particularly in the Latino/a (Hispanic) market. With a current 5 percentage point deficit to the 2010 RLM, the gap is projected to increase in 2020.



OBJECTIVES TO ADDRESS UNDERUTILIZATION

In order to achieve full labor market representation, the City must continue to evolve outreach efforts and processes to obtain a diversely qualified applicant pool. To ensure equal access to employment, transfer, and promotional opportunities, the City will work diligently to implement the following strategies for addressing underutilization:

- 1) Leveraging technology and social media tools to streamline processes and create innovative ways to reach and communicate with potential candidates;
- 2) Increasing transparency in recruitment efforts and access to information through increased social media presence, communications;
- 3) Developing training opportunities and career advancement programs that help train and retain talent; and
- 4) Supporting initiatives, projects, and groups that work to advance the goals of this plan by fostering cooperation, acceptance, democracy and free expression of ideas.

Notable accomplishments for ensuring equal access to employment opportunities, from 2013 to present, include:

- Migrating to a 100% online based applicant system creating greater job visibility, faster applicant screenings and expedited candidate selection.
- Streamlining the application process through use of computerized testing systems such as Wonderlic, Montage and National Testing Network (NTN).
- Encouraging all City departments to utilize internet-based job boards such as Jobs Available, Indeed, Idealist.org, and SHRM to increase job posting visibility.
- Implementation of e-Notify, a free email subscription service that allows interested parties to receive alerts for job openings.
- Increasing social media presence on Facebook, Twitter, Instagram, and LinkedIn to broaden the City's recruitment pool and market the City of Long Beach as an employer of choice.
- Utilizing a FUSE Executive Fellow to conduct a top to bottom review of recruitment and hiring practices.

These combined tools allow the City to access and process a larger pool of candidates from the RLM.

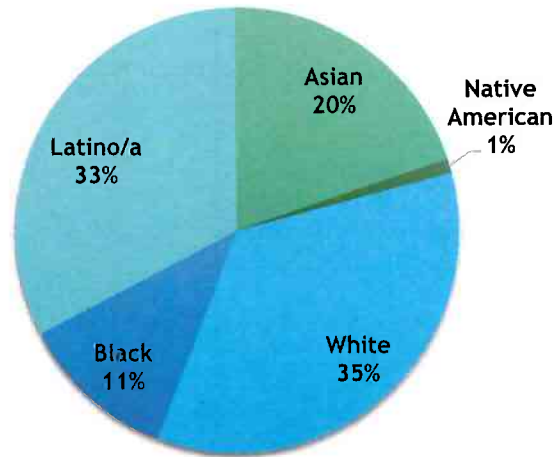
CONCLUSION

The City's ultimate objective is to establish a diverse workforce that is reflective of the relevant labor market and the community we serve. To achieve this objective, the City will continue outreach efforts in recruitment to obtain a qualified applicant pool that is representative of all ethnic and gender categories.

Citywide objectives have been 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 objectives for Latinas and Latinos, significant gains have been made. In 2016, nearly 1 out of 3 new hires (33%) were Latino/a. As a group, females and ethnic minorities continue to be hired at a higher rate than their workforce representation. In 2016, 80.5% of new hires were ethnic minorities and/or 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.

New Hire Representation by Race/Ethnicity



APPENDIX A: CITY WORKFORCE CHARTS

Relevant Labor Market (RLM)
2010 U.S. Census Percentage (LA County + Orange County)

		Male							Female						
Occupational Job Category	Total Minorities	White	Black	Latino	Asian	Native American	Two or More	Total Male	White	Black	Latina	Asian	Native American	Two or More	Total Female
Officials/ Administrators	41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	1.2%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	0.7%	38.8%
Professionals	40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	1.0%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	0.8%	48.9%
Technicians	57.7%	22.6%	3.6%	12.2%	11.3%	0.2%	1.2%	51.2%	19.5%	6.3%	10.3%	11.0%	0.3%	1.3%	48.8%
Protective Services	Non-Sworn	52.2%	26.5%	4.9%	13.8%	2.6%	0.9%	49.9%	21.3%	6.6%	19.3%	2.2%	0.3%	0.3%	50.1%
	Sworn	58.1%	35.3%	13.2%	23.9%	6.9%	0.7%	81.7%	6.6%	5.3%	5.0%	0.7%	0.3%	0.4%	18.3%
Paraprofessionals	52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	1.1%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	0.3%	50.1%
Office/Clerical	57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	0.8%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	1.1%	63.0%
Skilled Craft	64.9%	33.1%	4.2%	44.3%	7.9%	0.6%	1.6%	91.7%	2.1%	0.5%	3.8%	1.7%	0.1%	0.2%	8.3%
Service/ Maintenance	78.6%	12.5%	3.4%	37.5%	5.2%	0.3%	0.8%	59.7%	8.9%	2.6%	23.1%	5.0%	0.2%	0.5%	40.3%
Total Civilian Labor Force*	58.6%	22.8%	3.3%	20.5%	6.9%	0.3%	1.0%	54.9%	18.6%	3.9%	15.1%	6.4%	0.3%	0.7%	45.1%

*Excludes Sworn Personnel

City of Long Beach
Workforce by Occupational Category
(Permanent Full-Time Workforce as of 01/01/17)

Occupational Job Category*			Male						Female						
Total			White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female	
Officials/ Administrators ¹			288	110	11	24	27	1	173	51	20	21	23	0	115
			100%	38.2%	3.8%	8.3%	9.4%	0.3%	60.1%	17.7%	6.9%	7.3%	8.0%	0.0%	39.9%
Professionals			761	148	19	78	95	0	340	166	57	78	117	3	421
			100%	19.4%	2.5%	10.2%	12.5%	0.0%	44.7%	21.8%	7.5%	10.2%	15.4%	0.4%	55.3%
Technicians			178	52	14	36	17	0	119	20	9	14	16	0	59
			100%	29.2%	7.9%	20.2%	9.6%	0.0%	66.9%	11.2%	5.1%	7.9%	9.0%	0.0%	33.1%
Protective Services	Fire	Officials ²	100	64	8	19	8	0	99	1	0	0	0	0	1
			100%	64.0%	8.0%	19.0%	8.0%	0.0%	99.0%	1.0%	0.0%	0.0%	0.0%	0.0%	1.0%
	Firefighters ³	249	140	25	50	23	2	240	8	0	1	0	0	9	
			100%	56.2%	10.0%	20.1%	9.2%	0.8%	96.4%	3.2%	0.0%	0.4%	0.0%	0.0%	3.6%
	Police	Officials ⁴	147	94	10	21	12	1	138	7	0	1	1	0	9
			100%	63.9%	6.8%	14.3%	8.2%	0.7%	93.9%	4.8%	0.0%	0.7%	0.7%	0.0%	6.1%
	Police Officers ⁵	693	293	30	224	65	2	614	41	3	33	1	1	79	
			100%	42.3%	4.3%	32.3%	9.4%	0.3%	88.6%	5.9%	0.4%	4.8%	0.1%	0.1%	11.4%
	Other ⁶	224	47	24	66	22	1	160	30	12	19	2	1	64	
		100%	21.0%	10.7%	29.5%	9.8%	0.4%	71.4%	13.4%	5.4%	8.5%	0.9%	0.4%	28.6%	
Paraprofessionals			133	12	2	17	6	0	37	23	18	34	20	1	96
			100%	9.0%	1.5%	12.8%	4.5%	0.0%	27.8%	17.3%	13.5%	25.6%	15.0%	0.8%	72.2%
Office/Clerical			709	44	16	45	28	1	134	153	93	217	108	4	575
			100%	6.2%	2.3%	6.3%	3.9%	0.1%	18.9%	21.6%	13.1%	30.6%	15.2%	0.6%	81.1%
Skilled Craft			351	158	36	113	33	2	342	5	0	2	2	0	9
			100%	45.0%	10.3%	32.2%	9.4%	0.6%	97.4%	1.4%	0.0%	0.6%	0.6%	0.0%	2.6%
Service/ Maintenance			412	74	111	154	33	3	375	5	10	22	0	0	37
			100%	18.0%	26.9%	37.4%	8.0%	0.7%	91.0%	1.2%	2.4%	5.3%	0.0%	0.0%	9.0%
TOTAL (gender/race)			4245	1236	306	847	369	13	2771	510	222	442	290	10	1474
			100%	29.1%	7.2%	20.0%	8.7%	0.3%	65.3%	12.0%	5.2%	10.4%	6.8%	0.2%	34.7%

*Refer to EEO Occupational Job Categories (page 7) for category definitions; Refer to Appendix C: Position Titles by Occupational Job Category (page 53) for a complete list of position titles by occupational job category

¹ Sworn Officials/Administrators from Police and Fire are reflected in the Protective Services Category

² Sworn Fire Officials include Fire Captain and above

³ Includes Firefighters, Fire Engineers, Fire Boat Operators, and Fire Recruits

⁴ Sworn Police Officials include Sergeant and above

⁵ Includes Police Officer and Police Recruit

⁶ Includes Special Services Officers, Marine Safety Personnel, Animal Control Officer Series, Parking Control Checker Series, and Park Rangers

City of Long Beach
Fire Department Workforce by Position Title (Sworn Personnel Only)
(Permanent Full-Time Workforce as of 01/01/17)

			Male						Female					
Position Title		Totals	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/Administrators	Fire Chief	1	1	0	0	0	0	1	0	0	0	0	0	0
		100%	100%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Assistant Fire Chief	2	1	0	1	0	0	2	0	0	0	0	0	0
		100%	50.0%	0.0%	50.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Deputy Fire Chief	3	3	0	0	0	0	3	0	0	0	0	0	0
			100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Battalion Chief	13	6	1	5	1	0	13	0	0	0	0	0	0
		100%	46.2%	7.7%	38.5%	7.7%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Firefighters	Fire Captain	81	53	7	13	7	0	80	1	0	0	0	0	1
		100%	65.4%	8.6%	16.0%	8.6%	0.0%	98.8%	1.2%	0.0%	0.0%	0.0%	0.0%	1.2%
	Totals	100	64	8	19	8	0	99	1	0	0	0	0	1
		100%	64.0%	8.0%	19.0%	8.0%	0.0%	99.0%	1.0%	0.0%	0.0%	0.0%	0.0%	1.0%
	Fire Boat Operator	6	5	0	1	0	0	6	0	0	0	0	0	0
		100%	83.3%	0.0%	16.7%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Fire Engineer	79	43	12	19	4	1	79	0	0	0	0	0	0
		1	54.4%	15.2%	24.1%	5.1%	1.3%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Firefighters	Firefighter	164	92	13	30	19	1	155	8	0	1	0	0	9
		100%	56.1%	7.9%	18.3%	11.6%	0.6%	94.5%	4.9%	0.0%	0.6%	0.0%	0.0%	5.5%
	Totals	249	140	25	50	23	2	240	8	0	1	0	0	9
		100%	56.2%	10.0%	20.1%	9.2%	0.8%	96.4%	3.2%	0.0%	0.4%	0.0%	0.0%	3.6%

City of Long Beach
Police Department Workforce by Position Title (Sworn Personnel Only)
(Permanent Full-Time Workforce as of 01/01/17)

			Male						Female					
Position Title		Total	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/Administrators	Chief of Police	1	0	0	1	0	0	1	0	0	0	0	0	0
		100%	0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Deputy Chief of Police	3	2	1	0	0	0	3	0	0	0	0	0	0
		100%	66.7%	33.3%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Police Commander	12	10	0	1	0	0	11	0	0	1	0	0	1
		100%	83.3%	0.0%	8.3%	0.0%	0.0%	91.7%	0.0%	0.0%	8.3%	0.0%	0.0%	8.3%
	Police Lieutenant	29	24	1	1	1	1	28	1	0	0	0	0	1
		100%	82.8%	3.4%	3.4%	3.4%	3.4%	96.6%	3.4%	0.0%	0.0%	0.0%	0.0%	3.4%
Patrol Officers	Police Sergeant	102	58	8	18	11	0	95	6	0	0	1	0	7
		100%	56.9%	7.8%	17.6%	10.8%	0.0%	93.1%	5.9%	0.0%	0.0%	1.0%	0.0%	6.9%
	Totals	147	94	10	21	12	1	138	7	0	1	1	0	9
		100%	63.9%	6.8%	14.3%	8.2%	0.7%	93.9%	4.8%	0.0%	0.7%	0.7%	0.0%	6.1%
	Police Corporal	7	4	1	0	0	1	6	1	0	0	0	0	1
		100%	57.1%	14.3%	0.0%	0.0%	14.3%	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%
	Police Officer	644	277	25	208	62	1	573	37	3	30	0	1	71
		100%	43.0%	3.9%	32.3%	9.6%	0.2%	89.0%	5.7%	0.5%	4.7%	0.0%	0.2%	11.0%
Patrol Officers	Police Recruit	42	12	4	16	3	0	35	3	0	3	1	0	7
		100%	28.6%	9.5%	38.1%	7.1%	0.0%	83.3%	7.1%	0.0%	7.1%	2.4%	0.0%	16.7%
	Totals	693	293	30	224	65	2	614	41	3	33	1	1	79
		100%	42.3%	4.3%	32.3%	9.4%	0.3%	88.6%	5.9%	0.4%	4.8%	0.1%	0.1%	11.4%

APPENDIX B: CHARTS FOR WORKFORCE UTILIZATION ANALYSIS

The attached charts reflect the City's workforce utilization statistics. The charts are broken down by job category, ethnicity and gender, providing an avenue to determine under-representation in the City's workforce. To determine utilization percentage rates for a represented category, the percentages obtained from the Workforce Utilization Analysis (page 8) are subtracted the actual city workforce percentage.

Job Category		# EE	Male
	Workforce		18.1%
	RLM		16.3%
	Utilization		1.8%
	Persons		

The percentage point difference is then multiplied by the number of employees (#EE) in each category to determine under representation by "persons".

Job Category		# EE	Male
	Workforce	283	18.1%
	RLM		16.3%
	Utilization		1.8%
	Persons		5.1

Converting the utilization percentage rate to "persons" helps quantify the significance of a percentage point difference. For example, a -25.0% percentage point difference in a category with 4 employees would equate to -1 persons. In this scenario, the category is considered "near parity", since normal turnover activity could account for over- or under-utilization. However, -25.0% percentage point difference in a category with 500 employees would equate to -125 persons. In this scenario, the category would be categorized as underutilized since there is a significant deficiency in representation.

For this report, utilization rates are analyzed for ethnic minorities and female categories only. The attached charts display deficiencies in the City's workforce, by job categories, utilizing the following classification system:

Legend	
Meets or Exceeds	Meets or Exceeds RLM
Near Parity	1-4 whole persons below RLM
Underutilized	More than 5 whole persons below RLM

For identified areas of underutilization, departments will implement Objectives to Address Underutilization (page 19) to reach parity with RLM.

Citywide Utilization by Job Category

				Male						Female					
		# EE	Total Minorities	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators*	Workforce	288	44.1%	38.2%	3.8%	8.3%	9.4%	0.3%	60.1%	17.7%	6.9%	7.3%	8.0%	0.0%	39.9%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		2.3%	1.4%	1.1%	-2.4%	-0.1%	0.0%	-1.1%	-3.7%	3.9%	-0.2%	2.1%	-0.3%	1.1%
	Persons		6.6	4.0	3.2	-6.8	-0.4	0.1	-3.3	-10.6	11.4	-0.6	6.0	-0.9	3.3
Professionals	Workforce	761	58.7%	19.4%	2.5%	10.2%	12.5%	0.0%	44.7%	21.8%	7.5%	10.2%	15.4%	0.4%	55.3%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		18.0%	-12.4%	-0.2%	4.1%	3.2%	-0.3%	-6.4%	-5.8%	3.3%	3.0%	6.6%	0.1%	6.4%
	Persons		137.3	-94.0	-1.5	31.6	24.2	-2.3	-48.9	-44.0	25.0	23.2	50.0	0.7	48.9
Technicians	Workforce	178	59.6%	29.2%	7.9%	20.2%	9.6%	0.0%	66.9%	11.2%	5.1%	7.9%	9.0%	0.0%	33.1%
	RLM		57.7%	22.6%	3.6%	12.2%	11.3%	0.2%	51.2%	19.5%	6.3%	10.3%	11.0%	0.3%	48.8%
	Utilization		1.9%	6.6%	4.3%	8.0%	-1.7%	-0.2%	15.7%	-8.3%	-1.2%	-2.4%	-2.0%	-0.3%	-15.7%
	Persons		3.3	11.8	7.6	14.3	-3.1	-0.4	27.9	-14.7	-2.2	-4.3	-3.6	-0.5	-27.9
Protective Services:	Non-Sworn	Workforce	224	65.6%	21.0%	10.7%	29.5%	9.8%	71.4%	13.4%	5.4%	8.5%	0.9%	0.4%	28.6%
		RLM		52.2%	26.5%	4.9%	13.8%	2.6%	49.9%	21.3%	6.6%	19.3%	2.2%	0.3%	50.1%
		Utilization		13.4%	-5.5%	5.8%	15.7%	7.2%	21.5%	-7.9%	-1.2%	-10.8%	-1.3%	0.1%	-21.5%
		Persons		30.1	-12.4	13.0	35.1	16.2	48.2	-17.7	-2.8	-24.2	-2.9	0.2	-48.2
	Sworn	Workforce	1189	45.5%	49.7%	6.1%	26.4%	9.1%	91.8%	4.8%	0.3%	2.9%	0.2%	0.1%	8.2%
		RLM		58.1%	35.3%	13.2%	23.9%	6.9%	81.7%	6.6%	5.3%	5.0%	0.7%	0.3%	18.3%
		Utilization		-12.6%	14.4%	-7.1%	2.5%	2.2%	10.1%	-1.8%	-5.0%	-2.1%	-0.5%	-0.2%	-10.1%
		Persons		-149.8	171.3	-83.9	29.8	26.0	119.6	21.5	-60.0	-24.5	-6.3	-2.6	-119.6
Paraprofessionals	Workforce	133	73.7%	9.0%	1.5%	12.8%	4.5%	0.0%	27.8%	17.3%	13.5%	25.6%	15.0%	0.8%	72.2%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		21.6%	-17.5%	-12.3%	7.9%	1.9%	-0.9%	-22.1%	-4.0%	-5.8%	19.0%	12.8%	0.4%	22.1%
	Persons		28.7	-23.3	-16.4	10.5	2.5	-1.2	-29.3	-5.3	-7.7	25.2	17.1	0.5	29.4
Office/Clerical	Workforce	709	72.2%	6.2%	2.3%	6.3%	3.9%	0.1%	18.9%	21.6%	13.1%	30.6%	15.2%	0.6%	81.1%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		14.8%	-9.6%	-9.6%	3.3%	-1.4%	-0.1%	-18.1%	-5.2%	-7.3%	24.4%	7.1%	0.2%	18.1%
	Persons		105.0	-68.0	-68.4	23.7	-9.6	-0.4	-128.3	-37.0	-51.6	173.0	50.6	1.2	128.3
Skilled Craft	Workforce	351	53.6%	45.0%	10.3%	32.2%	9.4%	0.6%	97.4%	1.4%	0.0%	0.6%	0.6%	0.0%	2.6%
	RLM		64.9%	33.1%	4.2%	44.3%	7.9%	0.6%	91.7%	2.1%	0.5%	3.8%	1.7%	0.1%	8.3%
	Utilization		-11.3%	11.9%	6.1%	-12.1%	1.5%	0.0%	5.7%	-0.7%	-0.5%	-3.2%	-1.1%	-0.1%	-5.7%
	Persons		-39.8	41.8	21.3	-42.5	5.3	0.0	20.1	-2.4	-1.8	-11.3	-4.0	-0.4	-20.1
Service/ Maintenance	Workforce	412	80.8%	18.0%	26.9%	37.4%	8.0%	0.7%	91.0%	1.2%	2.4%	5.3%	0.0%	0.0%	9.0%
	RLM		78.6%	12.5%	3.4%	37.5%	5.2%	0.3%	59.7%	8.9%	2.6%	23.1%	5.0%	0.2%	40.3%
	Utilization		2.2%	5.5%	23.5%	-0.1%	2.8%	0.4%	31.3%	-7.7%	-0.2%	-17.8%	-5.0%	-0.2%	-31.3%
	Persons		9.2	22.5	97.0	-0.5	11.6	1.8	129.0	-31.7	-0.7	-73.2	-20.6	-0.8	-129.0

Total Civilian Workforce by Job Category

				Male						Female					
		# EE	Total Minorities	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Total Civilian Workforce*	Workforce	3065	64.1%	21.1%	7.6%	17.4%	8.5%	0.3%	55.0%	14.8%	7.2%	13.3%	9.4%	0.3%	45.0%
	RLM		58.6%	22.8%	3.3%	20.5%	6.9%	0.3%	54.9%	18.6%	3.9%	15.1%	6.4%	0.3%	45.1%
	Utilization		5.5%	-1.7%	4.3%	-3.1%	1.6%	-0.1%	0.1%	-3.8%	3.3%	-1.8%	3.0%	0.0%	-0.1%
	Persons		168.9	-51.9	131.3	-93.8	50.3	0.0	3.1	-115.8	100.1	-55.8	92.7	0.0	-3.1

*Excludes all sworn personnel

City Attorney (Law)

				Male						Female					
		# EE	Total Minorities	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	7	57.2%	42.9%	14.3%	0.0%	0.0%	0.0%	57.2%	14.3%	14.3%	0.0%	14.3%	0.0%	42.9%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		15.4%	6.1%	11.6%	-10.7%	-9.5%	-0.3%	-4.0%	-7.1%	11.3%	-7.5%	8.4%	-0.3%	4.1%
	Persons		1.1	0.4	0.8	-0.7	-0.7	0.0	-0.3	-0.5	0.8	-0.5	0.6	0.0	0.3
Professionals	Workforce	28	75.0%	25.0%	3.6%	3.6%	0.0%	0.0%	32.2%	32.1%	17.9%	10.7%	7.1%	0.0%	67.8%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		34.3%	-6.8%	0.9%	-2.5%	-9.3%	-0.3%	-18.9%	4.5%	13.7%	3.5%	-1.7%	-0.3%	18.9%
	Persons		9.6	-1.9	0.3	-0.7	-2.6	-0.1	-5.3	1.3	3.8	1.0	-0.5	-0.1	5.3
Paraprofessionals	Workforce	10	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	30.0%	40.0%	10.0%	0.0%	100.0%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		47.9%	-26.5%	-13.8%	-4.9%	-2.6%	-0.9%	-49.9%	-1.3%	10.7%	33.4%	7.8%	-0.3%	49.9%
	Persons		4.8	-2.7	-1.4	-0.5	-0.3	-0.1	-5.0	-0.1	1.1	3.3	0.8	0.0	5.0
Office/Clerical	Workforce	17	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	23.5%	17.6%	47.1%	11.8%	0.0%	100.0%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		42.6%	-15.8%	-11.9%	-3.0%	-5.3%	-0.2%	-37.0%	-3.3%	-2.8%	40.9%	3.7%	-0.4%	37.0%
	Persons		7.2	-2.7	-2.0	-0.5	-0.9	0.0	-6.3	-0.6	-0.5	7.0	0.6	-0.1	6.3

City Auditor

		# EE	Total Minorities	Male						Female					
				White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	4	100.0%	0.0%	0.0%	0.0%	25.0%	0.0%	25.0%	50.0%	0.0%	25.0%	0.0%	0.0%	75.0%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		58.2%	-36.8%	-2.7%	-10.7%	15.5%	-0.3%	-36.2%	28.6%	-3.0%	17.5%	-5.9%	-0.3%	36.2%
	Persons		2.3	-1.5	-0.1	-0.4	0.6	0.0	-1.4	1.1	-0.1	0.7	-0.2	0.0	1.4
Professionals	Workforce	8	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%	12.5%	0.0%	0.0%	0.0%	100.0%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		59.3%	-31.8%	-2.7%	-6.1%	-9.3%	-0.3%	-51.1%	59.9%	8.3%	-7.2%	-8.8%	-0.3%	51.1%
	Persons		4.7	-2.5	-0.2	-0.5	-0.7	0.0	-4.1	4.8	0.7	-0.6	-0.7	0.0	4.1
Office/Clerical	Workforce	1	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		42.6%	-15.8%	-11.9%	-3.0%	-5.3%	-0.2%	-37.0%	73.2%	-20.4%	-6.2%	-8.1%	-0.4%	37.0%
	Persons		0.4	-0.2	-0.1	0.0	-0.1	0.0	-0.4	0.7	-0.2	-0.1	-0.1	0.0	0.4

City Clerk

		# EE	Total Minorities	Male						Female					
				White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	2	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	100.0%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		58.2%	-36.8%	-2.7%	-10.7%	-9.5%	-0.3%	-61.2%	-21.4%	-3.0%	42.5%	44.1%	-0.3%	61.2%
	Persons		1.2	-0.7	-0.1	-0.2	-0.2	0.0	-1.2	-0.4	-0.1	0.9	0.9	0.0	1.2
Professionals	Workforce	1	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		59.3%	-31.8%	-2.7%	-6.1%	-9.3%	-0.3%	-51.1%	-27.6%	-4.2%	-7.2%	91.2%	-0.3%	51.1%
	Persons		0.6	-0.3	0.0	-0.1	-0.1	0.0	-0.5	-0.3	0.0	-0.1	0.9	0.0	0.5
Paraprofessionals	Workforce	4	100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		47.9%	-26.5%	36.2%	-4.9%	-2.6%	-0.9%	0.1%	-21.3%	30.7%	-6.6%	-2.2%	-0.3%	-0.1%
	Persons		1.9	-1.1	1.4	-0.2	-0.1	0.0	0.0	-0.9	1.2	-0.3	-0.1	0.0	0.0
Office/Clerical	Workforce	6	83.4%	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%	0.0%	33.3%	16.7%	16.7%	83.4%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		26.0%	0.9%	-11.9%	-3.0%	-5.3%	-0.2%	-20.3%	-10.1%	-20.4%	27.1%	8.6%	16.3%	20.4%
	Persons		1.6	0.1	-0.7	-0.2	-0.3	0.0	-1.2	-0.6	-1.2	1.6	0.5	1.0	1.2

City Manager

				Male						Female					
		# EE	Total Minorities	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	13	69.3%	30.8%	0.0%	15.4%	7.7%	0.0%	53.9%	15.4%	7.7%	7.7%	15.4%	0.0%	46.2%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		27.5%	-6.0%	-2.7%	4.7%	-1.8%	-0.3%	-7.3%	-6.0%	4.7%	0.2%	9.5%	-0.3%	7.4%
	Persons		3.6	-0.8	-0.4	0.6	-0.2	0.0	-0.9	-0.8	0.6	0.0	1.2	0.0	1.0
Professionals	Workforce	20	85.0%	15.0%	0.0%	20.0%	5.0%	0.0%	40.0%	20.0%	0.0%	25.0%	10.0%	5.0%	60.0%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		44.3%	-16.8%	-2.7%	13.9%	-4.3%	-0.3%	-11.1%	-7.6%	-4.2%	17.8%	1.2%	4.7%	11.1%
	Persons		8.9	-3.4	-0.5	2.8	-0.9	-0.1	-2.2	-1.5	-0.8	3.6	0.2	0.9	2.2
Office/Clerical	Workforce	5	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	20.0%	0.0%	0.0%	0.0%	80.0%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		22.6%	-15.8%	-11.9%	-3.0%	-5.3%	-0.2%	-37.0%	33.2%	-0.4%	-6.2%	-8.1%	-0.4%	17.0%
	Persons		1.1	-0.8	-0.6	-0.2	-0.3	0.0	-1.9	1.7	0.0	-0.3	-0.4	0.0	0.9

City Prosecutor

		# EE	Total Minorities	Male						Female					
				White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	2	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		8.2%	13.2%	-2.7%	-10.7%	-9.5%	-0.3%	-11.2%	-21.4%	47.0%	-7.5%	-5.9%	-0.3%	11.2%
	Persons		0.2	0.3	-0.1	-0.2	-0.2	0.0	-0.2	-0.4	0.9	-0.2	-0.1	0.0	0.2
Professionals	Workforce	17	88.2%	11.8%	0.0%	5.9%	11.8%	0.0%	29.5%	29.4%	17.6%	5.9%	17.6%	0.0%	70.5%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		47.5%	-20.0%	-2.7%	-0.2%	2.5%	-0.3%	-21.6%	1.8%	13.4%	-1.3%	8.8%	-0.3%	21.6%
	Persons		8.1	-3.4	-0.5	0.0	0.4	-0.1	-3.7	0.3	2.3	-0.2	1.5	-0.1	3.7
Paraprofessionals	Workforce	5	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	20.0%	20.0%	0.0%	100.0%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		47.9%	-26.5%	-13.8%	-4.9%	-2.6%	-0.9%	-49.9%	38.7%	-19.3%	13.4%	17.8%	-0.3%	49.9%
	Persons		2.4	-1.3	-0.7	-0.2	-0.1	0.0	-2.5	1.9	-1.0	0.7	0.9	0.0	2.5
Office/Clerical	Workforce	8	87.5%	12.5%	0.0%	0.0%	12.5%	0.0%	25.0%	0.0%	12.5%	62.5%	0.0%	0.0%	75.0%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		30.1%	-3.3%	-11.9%	-3.0%	7.2%	-0.2%	-12.0%	-26.8%	-7.9%	56.3%	-8.1%	-0.4%	12.0%
	Persons		2.4	-0.3	-1.0	-0.2	0.6	0.0	-1.0	-2.1	-0.6	4.5	-0.6	0.0	1.0

Civil Service

		# EE	Total Minorities	Male						Female					
				White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	4	100.0%	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%	25.0%	25.0%	0.0%	25.0%	0.0%	75.0%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		58.2%	-36.8%	-2.7%	14.3%	-9.5%	-0.3%	-36.2%	3.6%	22.0%	-7.5%	19.1%	-0.3%	36.2%
	Persons		2.3	-1.5	-0.1	0.6	-0.4	0.0	-1.4	0.1	0.9	-0.3	0.8	0.0	1.4
Professionals	Workforce	5	100.0%	0.0%	0.0%	20.0%	0.0%	0.0%	20.0%	0.0%	40.0%	20.0%	20.0%	0.0%	80.0%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		59.3%	-31.8%	-2.7%	13.9%	-9.3%	-0.3%	-31.1%	-27.6%	35.8%	12.8%	11.2%	-0.3%	31.1%
	Persons		3.0	-1.6	-0.1	0.7	-0.5	0.0	-1.6	-1.4	1.8	0.6	0.6	0.0	1.6
Paraprofessionals	Workforce	1	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		47.9%	-26.5%	-13.8%	-4.9%	-2.6%	-0.9%	-49.9%	-21.3%	80.7%	-6.6%	-2.2%	-0.3%	49.9%
	Persons		0.5	0	-0.3	-0.1	-0.1	0.0	-0.5	-0.2	0.8	-0.1	0.0	0.0	0.5
Office/Clerical	Workforce	2	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		42.6%	-15.8%	-11.9%	-3.0%	-5.3%	-0.2%	-37.0%	-26.8%	-20.4%	93.8%	-8.1%	-0.4%	37.0%
	Persons		0.9	-0.3	-0.2	-0.1	-0.1	0.0	-0.7	-0.5	-0.4	1.9	-0.2	0.0	0.7

Development Services

				Male						Female					
		# EE	Total Minorities	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	15	66.8%	33.3%	6.7%	0.0%	6.7%	0.0%	46.7%	33.3%	6.7%	6.7%	6.7%	0.0%	53.4%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		25.0%	-3.5%	4.0%	-10.7%	-2.8%	-0.3%	-14.5%	11.9%	3.7%	-0.8%	0.8%	-0.3%	14.6%
	Persons		3.8	-0.5	0.6	-1.6	-0.4	0.0	-2.2	1.8	0.6	-0.1	0.1	0.0	2.2
Professionals	Workforce	52	82.8%	17.3%	5.8%	13.5%	17.3%	0.0%	53.9%	13.5%	5.8%	19.2%	7.7%	0.0%	46.2%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		42.1%	-14.5%	3.1%	7.4%	8.0%	-0.3%	2.8%	-14.1%	1.6%	12.0%	-1.1%	-0.3%	-2.7%
	Persons		21.9	-7.5	1.6	3.8	4.2	-0.2	1.5	-7.3	0.8	6.2	-0.6	-0.2	-1.4
Technicians	Workforce	9	100.0%	0.0%	0.0%	22.2%	0.0%	0.0%	22.2%	33.3%	11.1%	22.2%	11.2%	0.0%	77.8%
	RLM		57.7%	22.6%	3.6%	12.2%	11.3%	0.2%	51.2%	19.5%	6.3%	10.3%	11.0%	0.3%	48.8%
	Utilization		42.3%	-22.6%	-3.6%	10.0%	-11.3%	-0.2%	-29.0%	13.8%	4.8%	11.9%	0.2%	-0.3%	29.0%
	Persons		3.8	-2.0	-0.3	0.9	-1.0	0.0	-2.6	1.2	0.4	1.1	0.0	0.0	2.6
Paraprofessionals	Workforce	9	77.7%	22.2%	0.0%	44.4%	11.1%	0.0%	77.7%	0.0%	0.0%	11.1%	11.1%	0.0%	22.2%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		25.6%	-4.3%	-13.8%	39.5%	8.5%	-0.9%	27.8%	-21.3%	-19.3%	4.5%	8.9%	-0.3%	-27.9%
	Persons		2.3	-0.4	-1.2	3.6	0.8	-0.1	2.5	-1.9	-1.7	0.4	0.8	0.0	-2.5
Office/Clerical	Workforce	29	93.0%	6.9%	3.4%	6.9%	13.8%	0.0%	31.0%	20.7%	13.8%	24.1%	10.3%	0.0%	68.9%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		35.6%	-8.9%	-8.5%	3.9%	8.5%	-0.2%	-6.0%	-6.1%	-6.6%	17.9%	2.2%	-0.4%	5.9%
	Persons		10.3	-2.6	-2.5	1.1	2.5	-0.1	-1.7	-1.8	-1.9	5.2	0.6	-0.1	1.7
Skilled Craft	Workforce	46	50.0%	50.0%	8.7%	19.6%	8.7%	0.0%	87.0%	6.5%	0.0%	2.2%	4.3%	0.0%	13.0%
	RLM		64.9%	33.1%	4.2%	44.3%	7.9%	0.6%	91.7%	2.1%	0.5%	3.8%	1.7%	0.1%	8.3%
	Utilization		-14.9%	16.9%	4.5%	-24.7%	0.8%	-0.6%	-4.7%	4.4%	-0.5%	-1.6%	2.6%	-0.1%	4.7%
	Persons		-6.9	7.8	2.1	-11.4	0.4	-0.3	-2.2	2.0	-0.2	-0.7	1.2	0.0	2.2

Disaster Preparedness & Emergency Communications

				Male						Female					
		# EE	Total Minorities	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	4	75.0%	25.0%	50.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	25.0%	0.0%	25.0%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		33.2%	-11.8%	47.3%	-10.7%	-9.5%	-0.3%	13.8%	-21.4%	-3.0%	-7.5%	19.1%	-0.3%	-13.8%
	Persons		1.3	-0.5	1.9	-0.4	-0.4	0.0	0.6	-0.9	-0.1	-0.3	0.8	0.0	-0.6
Professionals	Workforce	2	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		59.3%	-31.8%	-2.7%	-6.1%	-9.3%	-0.3%	-51.1%	72.4%	-4.2%	-7.2%	-8.8%	-0.3%	51.1%
	Persons		1.2	-0.6	-0.1	-0.1	-0.2	0.0	-1.0	1.4	-0.1	-0.1	-0.2	0.0	1.0
Office/Clerical	Workforce	70	85.8%	14.3%	1.4%	4.3%	2.9%	0.0%	22.9%	42.9%	5.7%	22.9%	5.7%	0.0%	77.2%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		28.4%	-1.5%	-10.5%	1.3%	-2.4%	-0.2%	-14.1%	16.1%	-14.7%	16.7%	-2.4%	-0.4%	14.2%
	Persons		19.9	-1.1	-7.4	0.9	-1.7	-0.1	-9.9	11.3	-10.3	11.7	-1.7	-0.3	9.9

Economic and Property Development

		# EE	Total Minorities	Male						Female					
				White	Black	Latino	Asian	Native American	Total Male	White	Black	Latino	Asian	Native American	Total Female
Officials/ Administrators	Workforce	4	75.0%	25.0%	0.0%	50.0%	0.0%	0.0%	75.0%	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		33.2%	-11.8%	-2.7%	39.3%	-9.5%	-0.3%	13.8%	-21.4%	-3.0%	17.5%	-5.9%	-0.3%	-13.8%
	Persons		1.3	-0.5	-0.1	1.6	-0.4	0.0	0.6	-0.9	-0.1	0.7	-0.2	0.0	-0.6
Professionals	Workforce	33	81.8%	18.2%	0.0%	12.1%	3.0%	0.0%	33.3%	15.2%	18.2%	18.2%	12.1%	3.0%	66.7%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		41.1%	-13.6%	-2.7%	6.0%	-6.3%	-0.3%	-17.8%	-12.4%	14.0%	11.0%	3.3%	2.7%	17.8%
	Persons		13.6	-4.5	-0.9	2.0	-2.1	-0.1	-5.9	-4.1	4.6	3.6	1.1	0.9	5.9
Paraprofessionals	Workforce	8	100.0%	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%	0.0%	12.5%	25.0%	37.5%	0.0%	75.0%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		47.9%	-26.5%	-13.8%	20.1%	-2.6%	-0.9%	-24.9%	-21.3%	-6.8%	18.4%	35.3%	-0.3%	24.9%
	Persons		3.8	-2.1	-1.1	1.6	-0.2	-0.1	-2.0	-1.7	-0.5	1.5	2.8	0.0	2.0
Office/Clerical	Workforce	6	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	100.0%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		42.6%	-15.8%	-11.9%	-3.0%	-5.3%	-0.2%	-37.0%	-26.8%	-20.4%	43.8%	41.9%	-0.4%	37.0%
	Persons		2.6	-0.9	-0.7	-0.2	-0.3	0.0	-2.2	-1.6	-1.2	2.6	2.5	0.0	2.2

Financial Management

		# EE	Total Minorities	Male						Female					
				White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	21	85.8%	14.3%	0.0%	14.3%	4.8%	0.0%	33.3%	38.1%	4.8%	9.5%	14.3%	0.0%	66.7%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		44.0%	-22.5%	-2.7%	3.6%	-4.7%	-0.3%	-27.9%	16.7%	1.8%	2.0%	8.4%	-0.3%	27.9%
	Persons		9.2	-4.7	-0.6	0.8	-1.0	-0.1	-5.9	3.5	0.4	0.4	1.8	-0.1	5.9
Professionals	Workforce	37	86.4%	13.5%	0.0%	2.7%	5.4%	0.0%	21.6%	24.3%	5.4%	8.1%	40.5%	0.0%	78.4%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		45.7%	-18.3%	-2.7%	-3.4%	-3.9%	-0.3%	-29.5%	-3.3%	1.2%	0.9%	31.7%	-0.3%	29.5%
	Persons		16.9	-6.8	-1.0	-1.3	-1.4	-0.1	-10.9	-1.2	0.4	0.3	11.7	-0.1	10.9
Technicians	Workforce	4	75.0%	25.0%	0.0%	25.0%	0.0%	0.0%	50.0%	25.0%	0.0%	0.0%	25.0%	0.0%	50.0%
	RLM		57.7%	22.6%	3.6%	12.2%	11.3%	0.2%	51.2%	19.5%	6.3%	10.3%	11.0%	0.3%	48.8%
	Utilization		17.3%	2.4%	-3.6%	12.8%	-11.3%	-0.2%	-1.2%	5.5%	-6.3%	-10.3%	14.0%	-0.3%	1.2%
	Persons		0.7	0.1	-0.1	0.5	-0.5	0.0	0.0	0.2	-0.3	-0.4	0.6	0.0	0.0
Paraprofessionals	Workforce	9	99.9%	0.0%	0.0%	0.0%	22.2%	0.0%	22.2%	33.3%	11.1%	11.1%	11.1%	11.1%	77.8%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		47.8%	-26.5%	-13.8%	-4.9%	19.6%	-0.9%	-27.7%	12.0%	-8.2%	4.5%	8.9%	10.8%	27.7%
	Persons		4.3	-2.4	-1.2	-0.4	1.8	-0.1	-2.5	1.1	-0.7	0.4	0.8	1.0	2.5
Office/Clerical	Workforce	40	95.0%	5.0%	2.5%	2.5%	2.5%	0.0%	12.5%	10.0%	15.0%	40.0%	20.0%	2.5%	87.5%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		37.6%	-10.8%	-9.4%	-0.5%	-2.8%	-0.2%	-24.5%	-16.8%	-5.4%	33.8%	11.9%	2.1%	24.5%
	Persons		15.0	-4.3	-3.8	-0.2	-1.1	-0.1	-9.8	-6.7	-2.2	13.5	4.8	0.8	9.8

Fire Department – Non-Sworn (Civilian)

		# EE	Total Minorities	Male						Female					
				White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators*	Workforce	3	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	33.3%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		-8.5%	29.9%	-2.7%	-10.7%	-9.5%	-0.3%	5.5%	-21.4%	-3.0%	25.8%	-5.9%	-0.3%	-5.5%
	Persons		-0.3	0.9	-0.1	-0.3	-0.3	0.0	0.2	-0.6	-0.1	0.8	-0.2	0.0	-0.2
Professionals	Workforce	8	75.0%	25.0%	0.0%	25.0%	0.0%	0.0%	50.0%	25.0%	0.0%	12.5%	12.5%	0.0%	50.0%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		34.3%	-6.8%	-2.7%	18.9%	-9.3%	-0.3%	-1.1%	-2.6%	-4.2%	5.3%	3.7%	-0.3%	1.1%
	Persons		2.7	-0.5	-0.2	1.5	-0.7	0.0	-0.1	-0.2	-0.3	0.4	0.3	0.0	0.1
Technicians	Workforce	26	53.8%	46.2%	15.4%	26.9%	0.0%	0.0%	88.5%	7.7%	3.8%	0.0%	0.0%	0.0%	11.5%
	RLM		57.7%	22.6%	3.6%	12.2%	11.3%	0.2%	51.2%	19.5%	6.3%	10.3%	11.0%	0.3%	48.8%
	Utilization		-3.9%	23.6%	11.8%	14.7%	-11.3%	-0.2%	37.3%	-11.8%	-2.5%	-10.3%	-11.0%	-0.3%	-37.3%
	Persons		-1.0	6.1	3.1	3.8	-2.9	-0.1	9.7	-3.1	-0.7	-2.7	-2.9	-0.1	-9.7
Protective Services: Non-Sworn	Workforce	23	34.7%	65.2%	0.0%	13.0%	8.7%	0.0%	86.9%	8.7%	0.0%	0.0%	4.3%	0.0%	13.0%
	RLM		52.2%	26.5%	4.9%	13.8%	2.6%	0.9%	49.9%	21.3%	6.6%	19.3%	2.2%	0.3%	50.1%
	Utilization		-17.5%	38.7%	-4.9%	-0.8%	6.1%	-0.9%	37.0%	-12.6%	-6.6%	-19.3%	2.1%	-0.3%	-37.1%
	Persons		-4.0	8.9	-1.1	-0.2	1.4	-0.2	8.5	-2.9	-1.5	-4.4	0.5	-0.1	-8.5
Paraprofessionals	Workforce	2	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		47.9%	-26.5%	-13.8%	95.1%	-2.6%	-0.9%	50.1%	-21.3%	-19.3%	-6.6%	-2.2%	-0.3%	-50.1%
	Persons		1.0	-0.5	-0.3	1.9	-0.1	0.0	1.0	-0.4	-0.4	-0.1	0.0	0.0	-1.0
Office/Clerical	Workforce	19	89.6%	10.5%	0.0%	0.0%	0.0%	0.0%	10.5%	31.6%	21.1%	21.1%	15.8%	0.0%	89.5%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		32.2%	-5.3%	-11.9%	-3.0%	-5.3%	-0.2%	-26.5%	4.8%	0.7%	14.9%	7.7%	-0.4%	26.5%
	Persons		6.1	-1.0	-2.3	-0.6	-1.0	0.0	-5.0	0.9	0.1	2.8	1.5	-0.1	5.0
Skilled Craft	Workforce	4	25.0%	75.0%	0.0%	25.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		64.9%	33.1%	4.2%	44.3%	7.9%	0.6%	91.7%	2.1%	0.5%	3.8%	1.7%	0.1%	8.3%
	Utilization		-39.9%	41.9%	-4.2%	-19.3%	-7.9%	-0.6%	8.3%	-2.1%	-0.5%	-3.8%	-1.7%	-0.1%	-8.3%
	Persons		-1.6	1.7	-0.2	-0.8	-0.3	0.0	0.3	-0.1	0.0	-0.2	-0.1	0.0	-0.3

*Excludes Sworn Officials/Administrators

Fire Department – Sworn Personnel Only

				Male						Female					
		# EE	Total Minorities	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators*	Workforce	100	36.0%	64.0%	8.0%	19.0%	8.0%	0.0%	99.0%	1.0%	0.0%	0.0%	0.0%	0.0%	1.0%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		-5.8%	27.2%	5.3%	8.3%	-1.5%	-0.3%	37.8%	-20.4%	-3.0%	-7.5%	-5.9%	-0.3%	-37.8%
	Persons		-5.8	27.2	5.3	8.3	-1.5	-0.3	37.8	-20.4	-3.0	-7.5	-5.9	-0.3	-37.8
Protective Services: Sworn	Workforce	249	45.6%	56.2%	10.0%	20.1%	9.2%	0.8%	96.4%	4.9%	0.0%	0.6%	0.0%	0.0%	5.5%
	RLM		58.1%	35.3%	13.2%	23.9%	6.9%	0.7%	81.7%	6.6%	5.3%	5.0%	0.7%	0.3%	18.3%
	Utilization		-12.5%	20.9%	-3.2%	-3.8%	2.3%	0.1%	14.7%	-1.7%	-5.3%	-4.4%	-0.7%	-0.3%	-12.8%
	Persons		-31.1	52.0	-8.0	-3.5	5.7	0.2	36.6	-4.2	-13.2	-11.0	-1.7	-0.7	-31.9

*Includes Fire Captain and Above

Harbor Department (Port of Long Beach)

				Male						Female					
		# EE	Total Minorities	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	69	43.4%	56.6%	1.5%	4.3%	10.1%	0.0%	72.5%	15.9%	5.8%	1.5%	4.3%	0.0%	27.5%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		1.6%	19.8%	-1.2%	-6.4%	0.6%	-0.3%	11.3%	-5.5%	2.8%	-6.0%	-1.6%	-0.3%	-11.3%
	Persons		1.1	13.7	-0.8	-4.4	0.4	-0.2	7.8	-3.8	1.9	-4.1	-1.1	-0.2	-7.8
Professionals	Workforce	182	75.3%	24.7%	2.2%	15.4%	15.9%	0.0%	58.2%	13.2%	7.1%	7.7%	13.7%	0.0%	41.8%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		34.6%	-7.1%	-0.5%	9.3%	6.6%	-0.3%	7.1%	-14.4%	2.9%	0.5%	4.9%	-0.3%	-7.1%
	Persons		62.9	-12.9	-0.9	16.9	12.0	-0.5	12.9	-26.2	5.4	0.9	9.0	-0.5	-13.0
Technicians	Workforce	40	55.0%	45.0%	0.0%	20.0%	22.5%	0.0%	87.5%	2.5%	0.0%	2.5%	7.5%	0.0%	12.5%
	RLM		57.7%	22.6%	3.6%	12.2%	11.3%	0.2%	51.2%	19.5%	6.3%	10.3%	11.0%	0.3%	48.8%
	Utilization		-2.7%	22.4%	-3.6%	7.8%	11.2%	-0.2%	36.3%	-17.0%	-6.3%	-7.8%	-3.5%	-0.3%	-36.3%
	Persons		-1.1	9.0	-1.4	3.1	4.5	-0.1	14.5	-6.8	-2.5	-3.1	-1.4	-0.1	-14.5
Protective Services: Non-Sworn	Workforce	43	69.9%	30.2%	11.6%	32.6%	14.0%	0.0%	88.4%	2.3%	4.7%	4.7%	0.0%	0.0%	11.6%
	RLM		52.2%	26.5%	4.9%	13.8%	2.6%	0.9%	49.9%	21.3%	6.6%	19.3%	2.2%	0.3%	50.1%
	Utilization		17.7%	3.7%	6.7%	18.8%	11.4%	-0.9%	38.5%	-19.0%	-1.9%	-14.6%	-2.2%	-0.3%	-38.5%
	Persons		7.6	1.6	2.9	8.1	4.9	-0.4	16.6	-8.2	-0.8	-6.3	-0.9	-0.1	-16.5
Paraprofessionals	Workforce	14	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.4%	7.1%	50.0%	21.4%	0.0%	100.0%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		47.8%	-26.5%	-13.8%	-4.9%	-2.6%	-0.9%	-49.9%	0.1%	-12.2%	43.4%	19.2%	-0.3%	49.9%
	Persons		6.7	-3.7	-1.9	-0.7	-0.4	-0.1	-7.0	0.0	-1.7	6.1	2.7	0.0	7.0
Office/Clerical	Workforce	64	89.2%	10.9%	1.6%	12.5%	1.6%	0.0%	26.6%	31.3%	14.1%	17.2%	10.9%	0.0%	73.4%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		31.8%	-4.9%	-10.3%	9.5%	-3.7%	-0.2%	-10.4%	4.5%	-6.3%	11.0%	2.8%	-0.4%	10.4%
	Persons		20.4	-3.1	-6.6	6.1	-2.4	-0.1	-6.7	2.9	-4.0	7.0	1.8	-0.3	6.7
Skilled Craft	Workforce	60	51.7%	48.3%	11.7%	28.3%	6.7%	1.7%	96.7%	3.3%	0.0%	0.0%	0.0%	0.0%	3.3%
	RLM		64.9%	33.1%	4.2%	44.3%	7.9%	0.6%	91.7%	2.1%	0.5%	3.8%	1.7%	0.1%	8.3%
	Utilization		-13.2%	15.2%	7.5%	-16.0%	-1.2%	1.1%	5.0%	1.2%	-0.5%	-3.8%	-1.7%	-0.1%	-5.0%
	Persons		-7.9	9.1	4.5	-9.6	-0.7	0.7	3.0	0.7	-0.3	-2.3	-1.0	-0.1	-3.0
Service/ Maintenance	Workforce	27	81.4%	18.5%	22.2%	40.7%	7.4%	0.0%	88.9%	0.0%	3.7%	7.4%	0.0%	0.0%	11.1%
	RLM		78.6%	12.5%	3.4%	37.5%	5.2%	0.3%	59.7%	8.9%	2.6%	23.1%	5.0%	0.2%	40.3%
	Utilization		2.8%	6.0%	18.8%	3.2%	2.2%	-0.3%	29.2%	-8.9%	1.1%	-15.7%	-5.0%	-0.2%	-29.2%
	Persons		0.8	1.6	5.1	0.9	0.6	-0.1	7.9	-2.4	0.3	-4.2	-1.4	-0.1	-7.9

Health and Human Services

		# EE	Total Minorities	Male						Female					
				White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	14	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%	35.7%	7.1%	28.6%	0.0%	85.7%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		43.9%	-22.5%	-2.7%	-10.7%	-9.5%	-0.3%	-46.9%	-7.1%	32.7%	-0.4%	22.7%	-0.3%	46.9%
	Persons		6.1	-3.2	-0.4	-1.5	-1.3	0.0	-6.6	-1.0	4.6	-0.1	3.2	0.0	6.6
Professionals	Workforce	82	93.9%	6.1%	1.2%	6.1%	18.3%	0.0%	31.7%	25.6%	12.2%	12.2%	18.3%	0.0%	68.3%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		53.2%	-25.7%	-1.5%	0.0%	9.0%	-0.3%	-19.4%	-2.0%	8.0%	5.0%	9.5%	-0.3%	19.4%
	Persons		43.6	-21.1	-1.2	0.0	7.4	-0.2	-15.9	-1.6	6.6	4.1	7.8	-0.2	15.9
Technicians	Workforce	4	100.0%	0.0%	0.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	75.0%	0.0%	75.0%
	RLM		57.7%	22.6%	3.6%	12.2%	11.3%	0.2%	51.2%	19.5%	6.3%	10.3%	11.0%	0.3%	48.8%
	Utilization		42.3%	-22.6%	-3.6%	-12.2%	13.7%	-0.2%	-26.2%	-19.5%	-6.3%	-10.3%	64.0%	-0.3%	26.2%
	Persons		1.7	-0.9	-0.1	-0.5	0.5	0.0	-1.0	-0.8	-0.3	-0.4	2.6	0.0	1.0
Paraprofessionals	Workforce	17	100.0%	0.0%	0.0%	17.6%	0.0%	0.0%	17.6%	11.8%	23.5%	11.8%	35.3%	0.0%	82.4%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		47.9%	-26.5%	-13.8%	12.7%	-2.6%	-0.9%	-32.3%	-9.5%	4.2%	5.2%	33.1%	-0.3%	32.3%
	Persons		8.1	-4.5	-2.3	2.2	-0.4	-0.2	-5.5	-1.6	0.7	0.9	5.6	-0.1	5.5
Office/Clerical	Workforce	151	98.7%	1.3%	4.6%	9.3%	4.0%	0.0%	19.2%	6.6%	16.6%	43.0%	14.6%	0.0%	80.8%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		41.3%	-14.5%	-7.3%	6.3%	-1.3%	-0.2%	-17.8%	-20.2%	-3.8%	36.8%	6.5%	-0.4%	17.8%
	Persons		62.4	-21.9	-11.0	9.5	-2.0	-0.3	-26.9	-30.5	-5.7	55.6	9.8	-0.6	26.9
Skilled Craft	Workforce	1	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		64.9%	33.1%	4.2%	44.3%	7.9%	0.6%	91.7%	2.1%	0.5%	3.8%	1.7%	0.1%	8.3%
	Utilization		35.1%	-33.1%	95.8%	-44.3%	-7.9%	-0.6%	8.3%	-2.1%	-0.5%	-3.8%	-1.7%	-0.1%	-8.3%
	Persons		0.4	-0.3	1.0	-0.4	-0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	-0.1
Service/ Maintenance	Workforce	4	100.0%	0.0%	25.0%	0.0%	50.0%	0.0%	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	25.0%
	RLM		78.6%	12.5%	3.4%	37.5%	5.2%	0.3%	59.7%	8.9%	2.6%	23.1%	5.0%	0.2%	40.3%
	Utilization		21.4%	-12.5%	21.6%	-37.5%	44.8%	-0.3%	15.3%	-8.9%	22.4%	-23.1%	-5.0%	-0.2%	-15.3%
	Persons		0.9	-0.5	0.9	-1.5	1.8	0.0	0.6	-0.4	0.9	-0.9	-0.2	0.0	-0.6

Human Resources

		# EE	Total Minorities	Male						Female					
				White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	7	71.5%	28.6%	0.0%	0.0%	0.0%	0.0%	28.6%	14.3%	28.6%	28.6%	0.0%	0.0%	71.4%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		29.7%	-8.2%	-2.7%	-10.7%	-9.5%	-0.3%	-32.6%	-7.1%	25.6%	21.1%	-5.9%	-0.3%	32.6%
	Persons		2.1	-0.6	-0.2	-0.7	-0.7	0.0	-2.3	-0.5	1.8	1.5	-0.4	0.0	2.3
Professionals	Workforce	14	78.5%	21.4%	0.0%	7.1%	0.0%	0.0%	28.6%	35.7%	21.4%	14.3%	0.0%	0.0%	71.4%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		37.8%	-10.4%	-2.7%	1.0%	-9.3%	-0.3%	-22.5%	8.1%	17.2%	7.1%	-8.8%	-0.3%	22.5%
	Persons		5.3	-1.5	-0.4	0.1	-1.3	0.0	-3.2	1.1	2.4	1.0	-1.2	0.0	3.2
Technicians	Workforce	1	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		57.7%	22.6%	3.6%	12.2%	11.3%	0.2%	51.2%	19.5%	6.3%	10.3%	11.0%	0.3%	48.8%
	Utilization		-57.7%	77.4%	-3.6%	-12.2%	-11.3%	-0.2%	48.8%	-19.5%	-6.3%	-10.3%	-11.0%	-0.3%	-48.8%
	Persons		-0.6	0.8	0.0	-0.1	-0.1	0.0	0.5	-0.2	-0.1	-0.1	-0.1	0.0	-0.5
Paraprofessionals	Workforce	3	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	100.0%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		47.9%	-26.5%	-13.8%	-4.9%	-2.6%	-0.9%	-49.9%	12.0%	-19.3%	60.1%	-2.2%	-0.3%	49.9%
	Persons		1.4	-0.8	-0.4	-0.1	-0.1	0.0	-1.5	0.4	-0.6	1.8	-0.1	0.0	1.5
Office/Clerical	Workforce	8	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	25.0%	37.5%	25.0%	0.0%	100.0%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		42.6%	-15.8%	-11.9%	-3.0%	-5.3%	-0.2%	-37.0%	-14.3%	4.6%	31.3%	16.9%	-0.4%	37.0%
	Persons		3.4	-1.3	-1.0	-0.2	-0.4	0.0	-3.0	-1.1	0.4	2.5	1.4	0.0	3.0

Library Services

				Male						Female					
		# EE	Total Minorities	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	5	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	60.0%	20.0%	0.0%	0.0%	0.0%	80.0%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		38.2%	-16.8%	-2.7%	-10.7%	-9.5%	-0.3%	-41.2%	38.6%	17.0%	-7.5%	-5.9%	-0.3%	41.2%
	Persons		1.9	-0.8	-0.1	-0.5	-0.5	0.0	-2.1	1.9	0.9	-0.4	-0.3	0.0	2.1
Professionals	Workforce	35	91.4%	8.6%	0.0%	0.0%	0.0%	0.0%	8.6%	65.7%	0.0%	11.4%	14.3%	0.0%	91.4%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		50.7%	-23.2%	-2.7%	-6.1%	-9.3%	-0.3%	-42.5%	38.1%	-4.2%	4.2%	5.5%	-0.3%	42.5%
	Persons		17.7	-8.1	-0.9	-2.1	-3.3	-0.1	-14.9	13.3	-1.5	1.5	1.9	-0.1	14.9
Paraprofessionals	Workforce	2	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		-2.1%	23.5%	-13.8%	-4.9%	-2.6%	-0.9%	0.1%	28.7%	-19.3%	-6.6%	-2.2%	-0.3%	-0.1%
	Persons		0.0	0.5	-0.3	-0.1	-0.1	0.0	0.0	0.6	-0.4	-0.1	0.0	0.0	0.0
Office/Clerical	Workforce	30	86.7%	13.3%	6.7%	10.0%	10.0%	3.3%	43.3%	23.3%	6.7%	16.7%	10.0%	0.0%	56.7%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		29.3%	-2.5%	-5.2%	7.0%	4.7%	3.1%	6.3%	-3.5%	-13.7%	10.5%	1.9%	-0.4%	-6.3%
	Persons		8.8	-0.8	-1.6	2.1	1.4	0.9	1.9	-1.1	-4.1	3.2	0.6	-0.1	-1.9
Service/ Maintenance	Workforce	1	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		78.6%	12.5%	3.4%	37.5%	5.2%	0.3%	59.7%	8.9%	2.6%	23.1%	5.0%	0.2%	40.3%
	Utilization		21.4%	-12.5%	-3.4%	-37.5%	94.8%	-0.3%	40.3%	-8.9%	-2.6%	-23.1%	-5.0%	-0.2%	-40.3%
	Persons		0.2	-0.1	0.0	-0.4	0.9	0.0	0.4	-0.1	0.0	-0.2	-0.1	0.0	-0.4

Long Beach Airport (LGB)

				Male						Female					
		# EE	Total Minorities	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	11	63.7%	36.4%	0.0%	18.2%	18.2%	0.0%	72.8%	18.2%	0.0%	0.0%	9.1%	0.0%	27.3%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		21.9%	-0.4%	-2.7%	7.5%	8.7%	-0.3%	11.6%	-3.2%	-3.0%	-7.5%	3.2%	-0.3%	-11.5%
	Persons		2.4	0.0	-0.3	0.8	1.0	0.0	1.3	-0.4	-0.3	-0.8	0.4	0.0	-1.3
Professionals	Workforce	15	80.0%	20.0%	0.0%	6.7%	26.7%	0.0%	53.3%	13.3%	0.0%	13.3%	20.0%	0.0%	46.6%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		39.3%	-11.8%	-2.7%	0.6%	17.4%	-0.3%	2.2%	-14.3%	-4.2%	6.1%	11.2%	-0.3%	-2.3%
	Persons		5.9	-1.8	-0.4	0.1	2.6	0.0	0.3	-2.1	-0.6	0.9	1.7	0.0	-0.3
Protective Services: Non-Sworn	Workforce	22	68.0%	31.8%	9.1%	22.7%	13.6%	0.0%	77.3%	4.5%	4.5%	9.1%	4.5%	0.0%	22.7%
	RLM		52.2%	26.5%	4.9%	13.8%	2.6%	0.9%	49.9%	21.3%	6.6%	19.3%	2.2%	0.3%	50.1%
	Utilization		15.8%	5.3%	4.2%	8.9%	11.0%	-0.9%	27.4%	-16.8%	-2.1%	-10.2%	2.3%	-0.3%	-27.4%
	Persons		3.5	1.2	0.9	2.0	2.4	-0.2	6.0	-3.7	-0.5	-2.2	0.5	-0.1	-6.0
Paraprofessionals	Workforce	7	28.6%	71.4%	0.0%	14.3%	14.3%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		-23.5%	44.9%	-13.8%	9.4%	11.7%	-0.9%	50.1%	-21.3%	-19.3%	-6.6%	-2.2%	-0.3%	-50.1%
	Persons		-1.6	3.1	-1.0	0.7	0.8	-0.1	3.5	-1.5	-1.4	-0.5	-0.2	0.0	-3.5
Office/Clerical	Workforce	9	77.7%	22.0%	0.0%	0.0%	0.0%	0.0%	22.0%	11.1%	11.1%	11.1%	44.4%	0.0%	77.8%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		20.3%	6.2%	-11.9%	-3.0%	-5.3%	-0.2%	-15.0%	-15.7%	-9.3%	4.9%	36.3%	-0.4%	14.8%
	Persons		1.8	0.6	-1.1	-0.3	-0.5	0.0	-1.4	-1.4	-0.8	0.4	3.3	0.0	1.3
Skilled Craft	Workforce	9	44.4%	55.6%	22.2%	22.2%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		64.9%	33.1%	4.2%	44.3%	7.9%	0.6%	91.7%	2.1%	0.5%	3.8%	1.7%	0.1%	8.3%
	Utilization		-20.5%	22.5%	18.0%	-22.1%	-7.9%	-0.6%	8.3%	-2.1%	-0.5%	-3.8%	-1.7%	-0.1%	-8.3%
	Persons		-1.8	2.0	1.6	-2.0	-0.7	-0.1	0.7	-0.2	0.0	-0.3	-0.2	0.0	-0.7
Service/ Maintenance	Workforce	18	100.1%	0.0%	16.7%	22.2%	11.1%	5.6%	55.6%	0.0%	5.6%	38.9%	0.0%	0.0%	44.5%
	RLM		78.6%	12.5%	3.4%	37.5%	5.2%	0.3%	59.7%	8.9%	2.6%	23.1%	5.0%	0.2%	40.3%
	Utilization		21.5%	-12.5%	13.3%	-15.3%	5.9%	5.3%	-4.1%	-8.9%	3.0%	15.8%	-5.0%	-0.2%	4.2%
	Persons		3.9	-2.3	2.4	-2.8	1.1	1.0	-0.7	-1.6	0.5	2.8	-0.9	0.0	0.8

Long Beach Gas & Oil (LBGO)

				Male						Female					
		# EE	Total Minorities	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	16	37.6%	62.5%	6.3%	0.0%	12.5%	0.0%	81.3%	0.0%	0.0%	18.8%	0.0%	0.0%	18.8%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		-4.2%	25.7%	3.6%	-10.7%	3.0%	-0.3%	20.1%	-21.4%	-3.0%	11.3%	-5.9%	-0.3%	-20.0%
	Persons		-0.7	4.1	0.6	-1.7	0.5	0.0	3.2	-3.4	-0.5	1.8	-0.9	0.0	-3.2
Professionals	Workforce	15	66.8%	33.3%	6.7%	6.7%	26.7%	0.0%	73.4%	13.3%	0.0%	6.7%	6.7%	0.0%	26.7%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		26.1%	1.5%	4.0%	0.6%	17.4%	-0.3%	22.3%	-14.3%	-4.2%	-0.5%	-2.1%	-0.3%	-22.2%
	Persons		3.9	0.2	0.6	0.1	2.6	0.0	3.3	-2.1	-0.6	-0.1	-0.3	0.0	-3.3
Technicians	Workforce	12	83.3%	16.7%	0.0%	25.0%	8.3%	0.0%	50.0%	8.3%	0.0%	25.0%	16.7%	0.0%	50.0%
	RLM		57.7%	22.6%	3.6%	12.2%	11.3%	0.2%	51.2%	19.5%	6.3%	10.3%	11.0%	0.3%	48.8%
	Utilization		25.6%	-5.9%	-3.6%	12.8%	-3.0%	-0.2%	-1.2%	-11.2%	-6.3%	14.7%	5.7%	-0.3%	1.2%
	Persons		3.1	-0.7	-0.4	1.5	-0.4	0.0	-0.1	-1.3	-0.8	1.8	0.7	0.0	0.1
Office/Clerical	Workforce	38	92.1%	7.9%	2.6%	13.2%	2.6%	0.0%	26.3%	18.4%	13.2%	36.8%	5.3%	0.0%	73.7%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		34.7%	-7.9%	-9.3%	10.2%	-2.7%	-0.2%	-10.7%	-8.4%	-7.2%	30.6%	-2.8%	-0.4%	10.7%
	Persons		13.2	-3.0	-3.5	3.9	-1.0	-0.1	-4.1	-3.2	-2.7	11.6	-1.1	-0.2	4.1
Skilled Craft	Workforce	38	39.5%	60.5%	7.9%	21.1%	7.9%	2.6%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		64.9%	33.1%	4.2%	44.3%	7.9%	0.6%	91.7%	2.1%	0.5%	3.8%	1.7%	0.1%	8.3%
	Utilization		-25.4%	27.4%	3.7%	-23.2%	0.0%	2.0%	8.3%	-2.1%	-0.5%	-3.8%	-1.7%	-0.1%	-8.3%
	Persons		-9.7	10.4	1.4	-8.8	0.0	0.8	3.2	-0.8	-0.2	-1.4	-0.6	0.0	-3.2
Service/ Maintenance	Workforce	77	78.0%	22.1%	26.0%	42.9%	6.5%	0.0%	97.4%	0.0%	0.0%	2.6%	0.0%	0.0%	2.6%
	RLM		78.6%	12.5%	3.4%	37.5%	5.2%	0.3%	59.7%	8.9%	2.6%	23.1%	5.0%	0.2%	40.3%
	Utilization		-0.6%	9.6%	22.6%	5.4%	1.3%	-0.3%	37.7%	-8.9%	-2.6%	-20.5%	-5.0%	-0.2%	-37.7%
	Persons		-0.5	7.4	17.4	4.2	1.0	-0.2	29.0	-6.9	-2.0	-15.8	-3.9	-0.2	-29.0

Mayor & City Council (Legislative)

		# EE	Total Minorities	Male						Female					
				White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	11	45.4%	54.5%	9.1%	9.1%	0.0%	0.0%	72.7%	9.0%	0.0%	18.2%	0.0%	0.0%	27.3%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		3.6%	17.7%	6.4%	-1.6%	-9.5%	-0.3%	11.5%	-12.4%	-3.0%	10.7%	-5.9%	-0.3%	-11.5%
	Persons		0.4	1.9	0.7	-0.2	-1.0	0.0	1.3	-1.4	-0.3	1.2	-0.6	0.0	-1.3
Professionals	Workforce	12	91.6%	8.3%	8.3%	0.0%	0.0%	0.0%	16.7%	25.0%	8.3%	25.0%	25.0%	0.0%	83.3%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		50.9%	-23.5%	5.6%	-6.1%	-9.3%	-0.3%	-34.4%	-2.6%	4.1%	17.8%	16.2%	-0.3%	34.4%
	Persons		6.1	-2.8	0.7	-0.7	-1.1	0.0	-4.1	-0.3	0.5	2.1	1.9	0.0	4.1
Paraprofessionals	Workforce	4	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	25.0%	50.0%	0.0%	0.0%	100.0%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		47.9%	-26.5%	-13.8%	-4.9%	-2.6%	-0.9%	-49.9%	3.7%	5.7%	43.4%	-2.2%	-0.3%	49.9%
	Persons		1.9	-1.1	-0.6	-0.2	-0.1	0.0	-2.0	0.1	0.2	1.7	-0.1	0.0	2.0
Office/Clerical	Workforce	2	100.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		42.6%	-15.8%	-11.9%	47.0%	-5.3%	-0.2%	13.0%	-26.8%	-20.4%	43.8%	-8.1%	-0.4%	-13.0%
	Persons		0.9	-0.3	-0.2	0.9	-0.1	0.0	0.3	-0.5	-0.4	0.9	-0.2	0.0	-0.3

Parks, Recreation & Marine

		# EE	Total Minorities	Male						Female					
				White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	20	65.0%	35.0%	10.0%	0.0%	0.0%	0.0%	45.0%	35.0%	5.0%	10.0%	5.0%	0.0%	55.0%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		23.2%	-1.8%	7.3%	-10.7%	-9.5%	-0.3%	-16.2%	13.6%	2.0%	2.5%	-0.9%	-0.3%	16.2%
	Persons		4.6	-0.4	1.5	-2.1	-1.9	-0.1	-3.2	2.7	0.4	0.5	-0.2	-0.1	3.2
Professionals	Workforce	34	79.4%	20.6%	2.9%	2.9%	11.8%	0.0%	38.2%	47.1%	11.8%	0.0%	2.9%	0.0%	61.8%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		38.7%	-11.2%	0.2%	-3.2%	2.5%	-0.3%	-12.9%	19.5%	7.6%	-7.2%	-5.9%	-0.3%	12.9%
	Persons		13.2	-3.8	0.1	-1.1	0.9	-0.1	-4.4	6.6	2.6	-2.4	-2.0	-0.1	4.4
Technicians	Workforce	2	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%
	RLM		57.7%	22.6%	3.6%	12.2%	11.3%	0.2%	51.2%	19.5%	6.3%	10.3%	11.0%	0.3%	48.8%
	Utilization		-7.7%	27.4%	-3.6%	-12.2%	-11.3%	-0.2%	-1.2%	30.5%	-6.3%	-10.3%	-11.0%	-0.3%	1.2%
	Persons		-0.2	0.5	-0.1	-0.2	-0.2	0.0	0.0	0.6	-0.1	-0.2	-0.2	0.0	0.0
Protective Services: Non- Sworn	Workforce	18	72.2%	27.8%	11.1%	22.2%	0.0%	0.0%	61.1%	27.8%	0.0%	11.1%	0.0%	0.0%	38.9%
	RLM		52.2%	26.5%	4.9%	13.8%	2.6%	0.9%	49.9%	21.3%	6.6%	19.3%	2.2%	0.3%	50.1%
	Utilization		20.0%	1.3%	6.2%	8.4%	-2.6%	-0.9%	11.2%	6.5%	-6.6%	-8.2%	-2.2%	-0.3%	-11.2%
	Persons		3.6	0.2	1.1	1.5	-0.5	-0.2	2.0	1.2	-1.2	-1.5	-0.4	-0.1	-2.0
Paraprofessionals	Workforce	20	85.0%	15.0%	10.0%	15.0%	5.0%	0.0%	45.0%	20.0%	10.0%	25.0%	0.0%	0.0%	55.0%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		32.9%	-11.5%	-3.8%	10.1%	2.4%	-0.9%	-4.9%	-1.3%	-9.3%	18.4%	-2.2%	-0.3%	4.9%
	Persons		6.6	-2.3	-0.8	2.0	0.5	-0.2	-1.0	-0.3	-1.9	3.7	-0.4	-0.1	1.0
Office/Clerical	Workforce	35	91.5%	8.6%	2.9%	0.0%	0.0%	0.0%	11.4%	40.0%	11.4%	28.6%	8.6%	0.0%	88.6%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		34.1%	-7.2%	-9.0%	-3.0%	-5.3%	-0.2%	-25.6%	13.2%	-9.0%	22.4%	0.5%	-0.4%	25.6%
	Persons		11.9	-2.5	-3.2	-1.1	-1.9	-0.1	-9.0	4.6	-3.2	7.8	0.2	-0.1	9.0
Skilled Craft	Workforce	18	66.7%	33.3%	16.7%	44.4%	5.6%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		64.9%	33.1%	4.2%	44.3%	7.9%	0.6%	91.7%	2.1%	0.5%	3.8%	1.7%	0.1%	8.3%
	Utilization		1.8%	0.2%	12.5%	0.1%	-2.3%	-0.6%	8.3%	-2.1%	-0.5%	-3.8%	-1.7%	-0.1%	-8.3%
	Persons		0.3	0.0	2.3	0.0	-0.4	-0.1	1.5	-0.4	-0.1	-0.7	-0.3	0.0	-1.5
Service/ Maintenance	Workforce	55	83.6%	16.4%	23.6%	49.1%	0.0%	0.0%	89.1%	3.6%	0.0%	7.3%	0.0%	0.0%	10.9%
	RLM		78.6%	12.5%	3.4%	37.5%	5.2%	0.3%	59.7%	8.9%	2.6%	23.1%	5.0%	0.2%	40.3%
	Utilization		5.0%	3.9%	20.2%	11.6%	-5.2%	-0.3%	29.4%	-5.3%	-2.6%	-15.8%	-5.0%	-0.2%	-29.4%
	Persons		2.7	2.1	11.1	6.4	-2.9	-0.2	16.2	-2.9	-1.4	-8.7	-2.8	-0.1	-16.2

Police Department – Non-Sworn (Civilian)

		# EE	Total Minorities	Male						Female					
				White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators*	Workforce	8	87.5%	12.5%	0.0%	12.5%	25.0%	0.0%	50.0%	25.0%	0.0%	12.5%	12.5%	0.0%	50.0%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		45.7%	-24.3%	-2.7%	1.8%	15.5%	-0.3%	-11.2%	3.6%	-3.0%	5.0%	6.6%	-0.3%	11.2%
	Persons		3.7	-1.9	-0.2	0.1	1.2	0.0	-0.9	0.3	-0.2	0.4	0.5	0.0	0.9
Professionals	Workforce	12	91.6%	8.3%	0.0%	0.0%	8.3%	0.0%	16.7%	33.3%	8.3%	16.7%	16.7%	8.3%	83.3%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		50.9%	-23.5%	-2.7%	-6.1%	-1.0%	-0.3%	-34.4%	5.7%	4.1%	9.5%	7.9%	8.0%	34.4%
	Persons		6.1	-2.8	-0.3	-0.7	-0.1	0.0	-4.1	0.7	0.5	1.1	0.9	1.0	4.1
Technicians	Workforce	23	91.2%	8.7%	0.0%	8.7%	4.3%	0.0%	21.7%	30.4%	13.0%	26.1%	8.7%	0.0%	78.3%
	RLM		57.7%	22.6%	3.6%	12.2%	11.3%	0.2%	51.2%	19.5%	6.3%	10.3%	11.0%	0.3%	48.8%
	Utilization		33.5%	-13.9%	-3.6%	-3.5%	7.0%	-0.2%	-29.5%	10.9%	6.7%	15.8%	-2.3%	-0.3%	29.5%
	Persons		7.7	-3.2	-0.8	-0.8	-1.6	0.0	-6.8	2.5	1.5	3.6	-0.5	-0.1	6.8
Protective Services: Non-Sworn	Workforce	81	81.5%	18.5%	12.3%	34.6%	11.1%	1.2%	77.8%	6.2%	3.7%	12.3%	0.0%	0.0%	22.2%
	RLM		52.2%	26.5%	4.9%	13.8%	2.6%	0.9%	49.9%	21.3%	6.6%	19.3%	2.2%	0.3%	50.1%
	Utilization		29.3%	-8.0%	7.4%	20.8%	8.5%	0.3%	27.9%	-15.1%	-2.9%	-7.0%	-2.2%	-0.3%	-27.9%
	Persons		23.7	-6.5	6.0	16.8	6.9	0.3	22.6	12.3	-2.3	-5.6	-1.8	-0.3	-22.6
Paraprofessionals	Workforce	8	87.5%	12.5%	0.0%	0.0%	0.0%	0.0%	12.5%	12.5%	12.5%	50.0%	12.5%	0.0%	87.5%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		35.4%	-14.0%	-13.8%	-4.9%	-2.6%	-0.9%	-37.4%	-8.8%	-6.8%	43.4%	10.3%	-0.3%	37.4%
	Persons		2.8	-1.1	-1.1	-0.4	-0.2	-0.1	-3.0	-0.7	-0.5	3.5	0.8	0.0	3.0
Office/Clerical	Workforce	103	99.0%	1.0%	0.0%	1.9%	8.7%	0.0%	11.6%	20.4%	11.7%	25.2%	31.1%	0.0%	88.4%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		41.6%	-14.8%	-11.9%	-1.1%	3.4%	-0.2%	-25.4%	-6.4%	-8.7%	19.0%	23.0%	-0.4%	25.4%
	Persons		42.8	-15.2	-12.3	-1.1	3.5	-0.2	-26.2	-6.6	-9.0	19.6	23.7	-0.4	26.2
Skilled Craft	Workforce	1	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		64.9%	33.1%	4.2%	44.3%	7.9%	0.6%	91.7%	2.1%	0.5%	3.8%	1.7%	0.1%	8.3%
	Utilization		35.1%	-33.1%	-4.2%	55.7%	-7.9%	-0.6%	8.3%	-2.1%	-0.5%	-3.8%	-1.7%	-0.1%	-8.3%
	Persons		0.4	-0.3	0.0	0.6	-0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	-0.1
Service/ Maintenance	Workforce	6	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	100.0%
	RLM		78.6%	12.5%	3.4%	37.5%	5.2%	0.3%	59.7%	8.9%	2.6%	23.1%	5.0%	0.2%	40.3%
	Utilization		21.4%	-12.5%	-3.4%	-37.5%	-5.2%	-0.3%	-59.7%	-8.9%	30.7%	43.6%	-5.0%	-0.2%	59.7%
	Persons		1.3	-0.8	-0.2	-2.3	-0.3	0.0	-3.6	-0.5	1.8	2.6	-0.3	0.0	3.6

*Excludes Sworn Officials/Administrators

Police Department – Sworn Personnel Only

		# EE	Total Minorities	Male						Female					
				White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators*	Workforce	147	36.1%	63.9%	6.8%	14.3%	8.2%	0.7%	93.9%	4.8%	0.0%	0.7%	0.7%	0.0%	6.1%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		-5.7%	27.1%	4.1%	3.6%	-1.3%	0.4%	32.7%	-16.6%	-3.0%	-6.8%	-5.2%	-0.3%	-32.7%
	Persons		-8.4	39.9	6.0	5.3	-2.0	0.6	48.0	-24.5	-4.4	-10.0	-7.7	-0.4	-48.0
Protective Services: Sworn	Workforce	693	57.7%	42.3%	4.3%	32.3%	9.4%	0.3%	88.6%	5.9%	0.4%	4.8%	0.1%	0.1%	11.4%
	RLM		58.1%	35.3%	13.2%	23.9%	6.9%	0.7%	81.7%	6.6%	5.3%	5.0%	0.7%	0.3%	18.3%
	Utilization		-0.4%	7.0%	-8.9%	8.4%	2.5%	-0.4%	6.9%	-0.7%	-4.9%	-0.2%	-0.6%	-0.2%	-6.9%
	Persons		-2.6	48.4	-61.5	58.4	17.2	-2.9	47.8	-4.7	-33.7	-1.7	-3.9	-1.1	-47.8

*Includes Police Sergeant and Above

Public Works

		# EE	Total Minorities	Male						Female					
				White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	22	54.4%	45.5%	4.5%	22.7%	18.2%	4.5%	95.5%	0.0%	0.0%	0.0%	4.5%	0.0%	4.5%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		12.6%	8.7%	1.8%	12.0%	8.7%	4.2%	34.3%	-21.4%	-3.0%	-7.5%	-1.4%	-0.3%	-34.3%
	Persons		2.8	1.9	0.4	2.6	1.9	0.9	7.5	-4.7	-0.7	-1.7	-0.3	-0.1	-7.5
Professionals	Workforce	55	72.8%	27.3%	7.3%	12.7%	10.9%	0.0%	58.2%	10.9%	5.5%	7.3%	18.2%	0.0%	41.8%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		32.1%	-4.5%	4.6%	6.6%	1.6%	-0.3%	7.1%	-16.7%	1.3%	0.1%	9.4%	-0.3%	-7.1%
	Persons		17.7	-2.5	2.5	3.6	0.9	-0.2	3.9	-9.2	0.7	0.1	5.2	-0.2	-3.9
Technicians	Workforce	11	54.5%	45.5%	18.2%	9.1%	18.2%	0.0%	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	9.1%
	RLM		57.7%	22.6%	3.6%	12.2%	11.3%	0.2%	51.2%	19.5%	6.3%	10.3%	11.0%	0.3%	48.8%
	Utilization		-3.2%	22.9%	14.6%	-3.1%	6.9%	-0.2%	39.7%	-10.4%	-6.3%	-10.3%	-11.0%	-0.3%	-39.7%
	Persons		-0.3	2.5	1.6	-0.3	0.8	0.0	4.4	-1.1	-0.7	-1.1	-1.2	0.0	-4.4
Protective Services: Non-Sworn	Workforce	37	97.2%	2.7%	13.5%	35.1%	5.4%	0.0%	56.8%	18.9%	16.2%	5.4%	0.0%	2.7%	43.2%
	RLM		52.2%	26.5%	4.9%	13.8%	2.6%	0.9%	49.9%	21.3%	6.6%	19.3%	2.2%	0.3%	50.1%
	Utilization		45.0%	-23.8%	8.6%	21.3%	2.8%	-0.9%	6.9%	-2.4%	9.6%	-13.9%	-2.2%	2.4%	-6.9%
	Persons		16.7	-8.8	3.2	7.9	1.0	-0.3	2.6	-0.9	3.6	-5.1	-0.8	0.9	-2.5
Paraprofessionals	Workforce	8	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	12.5%	37.5%	25.0%	0.0%	100.0%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		47.9%	-26.5%	-13.8%	-4.9%	-2.6%	-0.9%	-49.9%	3.7%	-6.8%	30.9%	22.8%	-0.3%	49.9%
	Persons		3.8	-2.1	-1.1	-0.4	-0.2	-0.1	-4.0	0.3	-0.5	2.5	1.8	0.0	4.0
Office/Clerical	Workforce	43	95.4%	4.7%	0.0%	9.3%	0.0%	0.0%	14.0%	25.6%	14.0%	30.2%	14.0%	2.3%	86.0%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		38.0%	-11.1%	-11.9%	6.3%	-5.3%	-0.2%	-23.0%	-1.2%	-6.4%	24.0%	5.9%	1.9%	23.0%
	Persons		16.3	-4.8	-5.1	2.7	-2.3	-0.1	-9.9	-0.5	-2.8	10.1	2.5	0.8	9.9
Skilled Craft	Workforce	109	63.3%	36.7%	11.0%	35.8%	15.6%	0.0%	99.1%	0.0%	0.0%	0.9%	0.0%	0.0%	0.9%
	RLM		64.9%	33.1%	4.2%	44.3%	7.9%	0.6%	91.7%	2.1%	0.5%	3.8%	1.7%	0.1%	8.3%
	Utilization		-1.6%	3.6%	6.8%	-8.5%	7.7%	-0.6%	7.4%	-2.1%	-0.5%	-2.9%	-1.7%	-0.1%	-7.4%
	Persons		-1.7	3.9	7.4	-9.3	8.4	-0.7	8.1	-2.3	-0.5	-3.2	-1.9	-0.1	-8.1
Service/ Maintenance	Workforce	161	86.2%	13.7%	36.6%	33.5%	9.9%	0.6%	94.3%	1.2%	2.5%	1.9%	0.0%	0.0%	5.6%
	RLM		78.6%	12.5%	3.4%	37.5%	5.2%	0.3%	59.7%	8.9%	2.6%	23.1%	5.0%	0.2%	40.3%
	Utilization		7.6%	1.2%	33.2%	-4.0%	4.7%	0.3%	34.6%	-7.7%	-0.1%	-21.2%	-5.0%	-0.2%	-34.7%
	Persons		12.2	1.9	53.5	-6.4	7.6	0.5	55.7	-12.4	-0.2	-34.1	-8.1	-0.3	-55.9

Technology & Innovation

				Male						Female					
		# EE	Total Minorities	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	9	44.4%	55.6%	0.0%	0.0%	22.2%	0.0%	77.8%	11.1%	0.0%	0.0%	11.1%	0.0%	22.2%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		2.6%	18.8%	-2.7%	-10.7%	12.7%	-0.3%	16.6%	-10.3%	-3.0%	-7.5%	5.2%	-0.3%	-16.6%
	Persons		0.2	1.7	-0.2	-1.0	1.1	0.0	1.5	-0.9	-0.3	-0.7	0.5	0.0	-1.5
Professional	Workforce	58	67.3%	32.8%	5.2%	12.1%	22.4%	0.0%	72.4%	6.9%	0.0%	6.9%	13.8%	0.0%	27.6%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		26.6%	1.0%	2.5%	6.0%	13.1%	-0.3%	21.3%	-20.7%	-4.2%	-0.3%	5.0%	-0.3%	-21.3%
	Persons		15.4	0.6	1.5	3.5	7.6	-0.2	12.4	-12.0	-2.4	-0.2	2.9	-0.2	-12.4
Technicians	Workforce	36	75.0%	25.0%	16.7%	25.0%	5.6%	0.0%	72.2%	8.3%	8.3%	2.8%	8.3%	0.0%	27.8%
	RLM		57.7%	22.6%	3.6%	12.2%	11.3%	0.2%	51.2%	19.5%	6.3%	10.3%	11.0%	0.3%	48.8%
	Utilization		17.3%	2.4%	13.1%	12.8%	-5.7%	-0.2%	21.0%	-11.2%	2.0%	-7.5%	-2.7%	-0.3%	-21.0%
	Persons		6.2	0.9	4.7	4.6	-2.1	-0.1	7.6	-4.0	0.7	-2.7	-1.0	-0.1	-7.6
Office/Clerical	Workforce	10	80.0%	20.0%	10.0%	0.0%	0.0%	0.0%	30.0%	30.0%	30.0%	10.0%	0.0%	0.0%	70.0%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		22.6%	4.2%	-1.9%	-3.0%	-5.3%	-0.2%	-7.0%	3.2%	9.6%	3.8%	-8.1%	-0.4%	7.0%
	Persons		2.3	0.4	-0.2	-0.3	-0.5	0.0	-0.7	0.3	1.0	0.4	-0.8	0.0	0.7
Skilled Craft	Workforce	2	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		64.9%	33.1%	4.2%	44.3%	7.9%	0.6%	91.7%	2.1%	0.5%	3.8%	1.7%	0.1%	8.3%
	Utilization		-64.9%	66.9%	-4.2%	-44.3%	-7.9%	-0.6%	8.3%	-2.1%	-0.5%	-3.8%	-1.7%	-0.1%	-8.3%
	Persons		-1.3	1.3	-0.1	-0.9	-0.2	0.0	0.2	0.0	0.0	-0.1	0.0	0.0	-0.2

Water Department

				Male						Female					
		# EE	Total Minorities	White	Black	Latino	Asian	Native American	Total Male	White	Black	Latina	Asian	Native American	Total Female
Officials/ Administrators	Workforce	17	76.5%	23.5%	5.9%	17.6%	23.5%	0.0%	70.6%	11.8%	5.9%	5.9%	5.9%	0.0%	29.4%
	RLM		41.8%	36.8%	2.7%	10.7%	9.5%	0.3%	61.2%	21.4%	3.0%	7.5%	5.9%	0.3%	38.8%
	Utilization		34.7%	-13.3%	3.2%	6.9%	14.0%	-0.3%	9.4%	-9.6%	2.9%	-1.6%	0.0%	-0.3%	-9.4%
	Persons		5.9	-2.3	0.5	1.2	2.4	-0.1	1.6	-1.6	0.5	-0.3	0.0	-0.1	-1.6
Professional	Workforce	36	80.7%	19.4%	0.0%	16.7%	11.1%	0.0%	47.2%	16.7%	0.0%	5.6%	30.6%	0.0%	52.8%
	RLM		40.7%	31.8%	2.7%	6.1%	9.3%	0.3%	51.1%	27.6%	4.2%	7.2%	8.8%	0.3%	48.9%
	Utilization		40.0%	-12.4%	-2.7%	10.6%	1.8%	-0.3%	-3.9%	-10.9%	-4.2%	-1.6%	21.8%	-0.3%	3.9%
	Persons		14.4	-4.5	-1.0	3.8	0.6	-0.1	-1.4	-3.9	-1.5	-0.6	7.8	-0.1	1.4
Technicians	Workforce	10	90.0%	10.0%	20.0%	30.0%	10.0%	0.0%	70.0%	0.0%	10.0%	10.0%	10.0%	0.0%	30.0%
	RLM		57.7%	22.6%	3.6%	12.2%	11.3%	0.2%	51.2%	19.5%	6.3%	10.3%	11.0%	0.3%	48.8%
	Utilization		32.3%	-12.6%	16.4%	17.8%	-1.3%	-0.2%	18.8%	-19.5%	3.7%	-0.3%	-1.0%	-0.3%	-18.8%
	Persons		3.2	-1.3	1.6	1.8	-0.1	0.0	1.9	-2.0	0.4	0.0	-0.1	0.0	-1.9
Paraprofessional	Workforce	2	100.1%	0.0%	0.0%	15.4%	0.0%	0.0%	15.4%	23.1%	7.7%	23.1%	23.1%	7.7%	84.6%
	RLM		52.1%	26.5%	13.8%	4.9%	2.6%	0.9%	49.9%	21.3%	19.3%	6.6%	2.2%	0.3%	50.1%
	Utilization		48.0%	-26.5%	-13.8%	10.5%	-2.6%	-0.9%	-34.5%	1.8%	-11.6%	16.5%	20.9%	7.4%	34.5%
	Persons		1.0	-0.5	-0.3	0.2	-0.1	0.0	-0.7	0.0	-0.2	0.3	0.4	0.1	0.7
Office/Clerical	Workforce	13	57.0%	42.9%	6.3%	44.4%	6.3%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		57.4%	15.8%	11.9%	3.0%	5.3%	0.2%	37.0%	26.8%	20.4%	6.2%	8.1%	0.4%	63.0%
	Utilization		-0.4%	27.1%	-5.6%	41.4%	1.0%	-0.2%	63.0%	-26.8%	-20.4%	-6.2%	-8.1%	-0.4%	-63.0%
	Persons		-0.1	3.5	-0.7	5.4	0.1	0.0	8.2	-3.5	-2.7	-0.8	-1.1	-0.1	-8.2
Skilled Craft	Workforce	63	66.7%	33.3%	14.3%	39.7%	7.9%	1.6%	96.8%	1.6%	1.6%	0.0%	0.0%	0.0%	3.2%
	RLM		64.9%	33.1%	4.2%	44.3%	7.9%	0.6%	91.7%	2.1%	0.5%	3.8%	1.7%	0.1%	8.3%
	Utilization		1.8%	0.2%	10.1%	-4.6%	0.0%	1.0%	5.1%	-0.5%	1.1%	-3.8%	-1.7%	-0.1%	-5.1%
	Persons		1.1	0.1	6.4	-2.9	0.0	0.6	3.2	-0.3	0.7	-2.4	-1.1	-0.1	-3.2
Service/ Maintenance	Workforce	63	66.7%	33.3%	14.3%	39.7%	7.9%	1.6%	96.8%	1.6%	1.6%	0.0%	0.0%	0.0%	3.2%
	RLM		78.6%	12.5%	3.4%	37.5%	5.2%	0.3%	59.7%	8.9%	2.6%	23.1%	5.0%	0.2%	40.3%
	Utilization		-11.9%	20.8%	10.9%	2.2%	2.7%	1.3%	37.1%	-7.3%	-1.0%	-23.1%	-5.0%	-0.2%	-37.1%
	Persons		-7.5	13.1	6.9	1.4	1.7	0.8	23.4	-4.6	-0.6	-14.6	-3.2	-0.1	-23.4

APPENDIX C: POSITION TITLES BY OCCUPATIONAL JOB CATEGORY

OFFICIALS/ADMINISTRATORS (01)

Appointed Positions

Assistant City Manager
Chief of Staff-Mayor
Chief of Staff-Prosecutor
Deputy City Manager

Elected Officials

Management Positions
Office Manager-Attorney
Office Manager-Water

PROFESSIONALS (02)

Accident Prevention Coordinator I
Accountant I-III
Administrative Analyst I-IV
Administrative Analyst I-V Confidential
Administrative Projects Coordinator
Airport Operations Specialist I-II
Airport Public Affairs Assistant
Aquatics Supervisor I-II
Assistant Admin Analyst I-II
Assistant Admin Analyst I-II Confidential
Assistant Chief Harbor Engineer
Assistant Chief of Staff Confidential
Assistant Marketing Manager I-III
Assistant Planner I-II
Assistant Terminal Services Manager
Assistant Traffic Manager
Audit Analyst
Audit Manager
Business Systems Specialist I-VII
Buyer I-II
Capital Projects Coordinator
Capital Projects Coordinator I-IV
Chief Building Inspector
Chief Construction Inspector
Chief Investigator
Chief Wharfinger
City Clerk Analyst
City Traffic Engineer
Civil Engineer
Civil Engineering Assistant
Civil Engineering Associate
Communication Specialist VII

Communications Center Coordinator
Communications Officer
Community Program Specialist I-V
Community Services Supervisor
Community Svc Worker Program Coordinator
Construction Manager
Contract Administrator I-II
Contract Compliance Analyst I-IV
Corrosion Control Supervisor
Cultural Program Supervisor
Curator
Deputy Chief Harbor Engineer I-II
Deputy City Attorney
Deputy City Prosecutor
Deputy City Prosecutor I-IV
Deputy Director-Development Services
Development Project Manager I-III
Economic Development Spec I-III
Electrical Engineer
Electrical Engineering Associate
Emergency Med Education Coordinator
Emergency Medical Educator
Employee Services Assistant-Confidential
Environ Remediation Spec I-II
Environmental Health Spec I-IV
Environmental Specialist Assistant
Environmental Specialist Associate
Environmental Specialist I-II
Epidemiologist
Epidemiologist-Supervisor
Events Coordinator I-II
Financial Controls Analyst

Financial Management Analyst I-II-
 Confidential
 General Liability Claims Adjuster I-III
 General Librarian
 Geographic Information Systems Analyst I-III
 Geologist I-II
 Harbor Marine Engineer
 Hazardous Materials Spec I-II
 Hazardous Waste Coordinator
 Health Promotion Officer
 Housing Administrator
 Housing Rehabilitation Supervisor I-II
 Intelligence Analyst
 Intermodal Operations Coordinator
 Investigator I-III
 Investigator-City Manager
 Investigator-City Prosecutor
 Landscape Architect
 Legal Assistant-Subrogation
 Legal Assistant-Supervisor
 Legal Systems Support Specialist
 Legal Technologist-Prosecutor
 Legislative Aide
 Legislative Assistant
 Legislative Clerk
 Management Assistant
 Manager of Master Planning
 Manager of Rail Transportation
 Market Planning Assistant
 Market Research Economist
 Marketing Manager
 Mechanical Engineer
 Mechanical Engineering Associate
 Medical Social Worker I-II
 Microbiologist Supervisor
 Nurse Practitioner
 Office Administrator
 Office Automation Analyst I-IV
 Office Systems Analyst I-II
 Park Naturalist
 Personnel Analyst I-III
 Personnel Analyst I-III-Confidential
 Petroleum Engineer I-II
 Petroleum Engineering Assistant
 Petroleum Engineering Associate

Petroleum Engineering Associate I-II
 Physician Assistant
 Planner I-V
 Port Commercial Appraiser
 Port Communications Specialist I-V
 Port Financial Analyst I-III
 Port Leasing Sales Officer I-V
 Port Planner I-V
 Port Risk Assistant I-II
 Port Risk Manager I-II
 Port Trade Analyst
 Program Specialist-City Manager
 Programmer/Analyst I-VI
 Programmer/Analyst I-VI-Confidential
 Project Budget Analyst I-III
 Project Scheduler I-II
 Public Health Nurse I-III
 Public Health Nurse Supervisor
 Public Health Nutritionist I-III
 Public Health Physician
 Public Health Professional I-III
 Real Estate Project Coordinator II-III
 Recycling Specialist I-II
 Registered Nurse I-II
 Research Assistant-Water
 Safety Specialist I-III
 Safety Specialist I-III-Confidential
 Senior Accountant
 Senior Accountant-Confidential
 Senior Architectural Engineer
 Senior Auditor
 Senior City Clerk Analyst
 Senior Civil Engineer
 Senior Deputy City Attorney
 Senior Electrical Engineer
 Senior Estimator
 Senior Librarian
 Senior Mechanical Engineer
 Senior Port Leasing Officer
 Senior Program Manager
 Senior Program Manager-Water
 Senior Prosecutor Assistant
 Senior Scheduler
 Senior Structural Engineer
 Senior Traffic Engineer

Staff Auditor
Structural Engineer
Structural Engineering Associate
Supervising Deputy City Prosecutor
Supervising Prosecutor Assistant
Systems Support Specialist I-VII
Traffic Engineer
Traffic Engineering Associate I-II
Traffic Manager
Traffic/Trans Program Administrator

Transportation Planner I-IV
Transportation Program Planner
Veterinarian
Victim's Advocate
Water Conservation Specialist
Water Quality Organic Chemist
Water Quality Process Engineer
Workers' Comp Claims Examiner II-III
Workforce Development Supervisor I

TECHNICIANS (03)

Ambulance Operator
Communication Specialist I-VI
Criminalist I-IV
Criminalist Supervisor
Data Processing Assistant
Electronic Communication Tech I-III
Engineering Tech I-II
Fingerprint Classifier
Forensic Specialist I-II
Forensic Specialist Supervisor
Gas Measurement Assistant
Gas Systems Control Supervisor
Geographic Info Sys Supervisor
Geographic Info Sys Tech I-II
Graphic Artist
Handwriting Examiner-Miscellaneous
Handwriting Examiner-Safety
Housing Rehabilitation Counselor
Laboratory Analyst I-III
Laboratory Assistant
Laboratory Assistant I-III
License Inspector I-II
Marina Supervisor I-II
Materials Inspector
Materials Testing Chemist
Microbiologist
Microbiologist I-III
Microfilm Technician

Office Systems Analyst III
Oil Field Gauger I-II
Permit Center Supervisor
Permit Technician I-II
Petroleum Operations Coordinator I-II
Photographer
Polygraph Examiner-Miscellaneous
Polygraph Examiner-Safety
Port Hydrographer
Principal Geological Drafting Tech
Programmer
Property Management Specialist I-II
Senior Engineering Tech I-II
Senior Geological Drafting Tech
Senior Records Clerk
Senior Survey Technician
Senior Surveyor
Survey Supervisor
Survey Technician
Surveyor
Systems Analyst I-II
Systems Technician I-IV
Technical Assistant
Telemetering Instrument Tech I-II
Terminal Services Rep I-II
Visual Arts Specialist I-II
X-Ray Technician

PROTECTIVE SERVICES (04)

Animal Control Officer I-III

Animal Health Technician

Animal Services Operations Supervisor
Battalion Chief
Chief Port Security Officer
Detention Officer I-II
Fire Boat Pilot
Fire Captain
Fire Engineer
Fire Recruit
Fire Recruit (Safety)
Firefighter
Firefighter Trainee
Graphics Technician
Lieutenant-Beach Safety
Marine Safety Captain
Marine Safety Lieutenant
Marine Safety Officer
Marine Safety Sergeant
Marine Safety Sergeant-Boat-Operator

Park Ranger I-II
Parking Control Checker I-II
Parking Control Supervisor
POA President-Police Lieutenant
POA President-Police Officer
POA President-Police Sergeant
Police Corporal
Police Lieutenant
Police Officer
Police Recruit
Police Sergeant
School Guard
School Guard
Senior Animal Control Officer
Special Services Officer I-V
Special Services Officer III-V Armed
Supervising Park Ranger

PARAPROFESSIONALS (05)

Accounting Technician
Administrative Aide I-II
Administrative Aide I-II Confidential
Airport Operations Assistant I-II
Assistant Buyer I-II
Chief Surveyor
City Clerk Specialist
Comb Building Inspector Aide I-II
Community Information Spec I-II
Community Program Tech I-IV
Customer Services Supervisor III
Engineering Aide I-III
Law Clerk-City Attorney
Law Clerk-City Prosecutor
Legal Administrative Assistant
Legal Assistant
Legal Assistant III-IV
Legal Records Management Supervisor

Licensed Vocational Nurse
Nutrition Aide I-II
Paralegal-City Attorney
Paralegal-City Prosecutor
Payroll Specialist I-II
Personnel Assistant I-II Confidential
Petroleum Engineering Tech
Planning Aide
Police Services Specialist I-III
Prosecutor Assistant III-IV
Protection Aide
Real Estate Technician I-II
Recreation Assistant
Technical Aide
Traffic Engineering Aide I-II
Workers' Comp Examiner I
Workers' Compensation Medical Only
Examiner

OFFICE/CLERICAL (06)

Accounting Clerk I-III
Assistant to Chief Executive
Cargo Audit Clerk I-IV

Case Manager I-III
City Clerk Assistant
Clerk I-III

Clerk Supervisor	Occupancy Specialist I-III
Clerk Typist II- III Confidential	Office Services Assistant I-III
Clerk Typist I-IV	Office Specialist-Prosecutor
Communications Assistant I-III	Outreach Worker I-II
Communications Center Supervisor	Payroll/Personnel Assistant I-III
Communications Development Clerical	Police Property & Supply Clerk
Assistant I-III	Police Property & Supply Clerk I-II
Community Worker	Police Systems Supervisor
Councilman Secretary	Port Records Center Supervisor
Counselor I-II	Port Security System Operator I-III
Customer Service Rep I-III	Program Scheduler
Customer Services Supervisor I-II	Project Estimator
Deputy City Clerk I-II	Prosecutor Assistant
Election Supervisor	Prosecutor Assistant I-II
Executive Assistant	Public Health Associate I-III
Executive Assistant to Assistant City Manager	Public Health Registrar
Executive Assistant to City Manager	Public Safety Dispatcher I-IV
Executive Assistant-City Attorney	Records Manager-City Clerk
Executive Secretary-Confidential	Secretary
Executive Secretary-Harbor	Secretary to City Attorney-Confidential
Health Educator I-II	Secretary to City Auditor
Housing Aide I-II	Secretary to Executive Director-Civil Service-
Housing Assistance Coordinator	Confidential
Housing Specialist I-III	Secretary to General Manager
Legal Assistant I-II	Secretary to The Board-Water
Legal Assistant-Prosecutor	Secretary to The Mayor
Legal Office Assistant	Secretary-Confidential
Legal Office Specialist	Senior Legal Secretary I-II
Legal Records Assistant	Senior Minute Clerk
Legal Records Specialist	Senior Secretary
Legal Records Supervisor	Stock & Receiving Clerk
Legal Secretary I-II	Storekeeper I-II
Legal Stenographer I-III	Student Worker
Liability Claims Assistant I-II	Supervising Senior Legal Secretary
Library Aide	Supervising Workers' Comp Secretary
Library Circulation Supervisor	Supervisor-Commercial Diving
Library Clerk I-IV	Supervisor-Stores & Property
Marina Agent I-III	Water Communication Center Supervisor
Mechanical Equip Stock Clerk I-III	Water Communication Dispatcher I-II
Medical Assistant I-II	Workers Comp Admin Assistant
Minute Clerk	Workers' Comp Claims Assistant
Neighborhood Services Specialist I-III	Workers' Comp Office Assistant

SKILLED CRAFT (07)

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
 Commercial Diver I-II
 Construction Inspector I-II
 Construction Supervisor
 Deputy Fire Marshal
 Electrical Inspector
 Electrical Supervisor
 Electrician
 Equipment Mechanic I-II
 Equipment Operator I-III
 Fleet Services Supervisor I-II
 Gas Distribution Supervisor I-II
 Gas Field Technician I-III
 Gas Instrument Technician I-II
 Gas Maintenance Supervisor I-II
 Gas Orifice Meter Tech
 Gas Pipeline Welder/Layout Fitter
 General Maintenance Supervisor I-II
 Harbor Control Center Supervisor
 Harbor Maintenance Mechanic I-II
 Helicopter Mechanic
 Locksmith
 Machinist
 Maintenance Planner I-II
 Mechanical Supervisor
 Mechanical Systems Supervisor
 Mechanic-Harbor

Office Services Supervisor
 Offset Press Operator I-II
 Painter I-II
 Painter Supervisor
 Parking Meter Technician I-II
 Plan Checker-Electrical I-II
 Plan Checker-Fire Prevention -II
 Plan Checker-Mechanical I-II
 Plan Checker-Plumbing I-II
 Plasterer
 Plumber
 Plumber Supervisor
 Plumbing Inspector
 Port Senior Crane Operator
 Power Equipment Repair Mechanic I-III
 Principal Building Inspector
 Principal Construction Inspector
 Senior Combination Building Inspector
 Senior Electrical Inspector
 Senior Equipment Operator
 Senior Mechanical Inspector
 Senior Plumbing Inspector
 Street Maintenance Supervisor
 Street Maintenance Supervisor I-II
 Supervisor-Facilities Maintenance
 Traffic Painter I-II
 Traffic Signal Coordinator
 Traffic Signal Technician I-II
 Utilities Systems Operator
 Water Support Services Supervisor
 Water Treatment Operator I-IV
 Water Treatment Supervisor I-II
 Water Utility Supervisor I-II
 Welder

SERVICE/MAINTENANCE (08)

Automatic Sprinkler Control Technician
 Garage Service Attendant I-III
 Garage Service Attendant-Towing
 Garage Supervisor I-II
 Garage Supervisor I-II Harbor
 Gardener I-II
 Gas Construction Worker I-III

Gas Field Service Representative I-III
 General Maintenance Assistant
 Harbor Maintenance Supervisor
 Institutional Cook
 Maintenance Aide I-II
 Maintenance Assistant I-III
 Maintenance Supervisor

Motor Sweeper Operator
Park Maintenance Supervisor
Refuse Field Investigator
Refuse Operator I-III
Refuse Supervisor
Storm Drain Maintenance Crew Member I-II

Storm Drain Plant Mechanic
Street Landscaping Supervisor I-II
Supervisor-Waste Operations
Tree Trimmer I-II
Vector Control Specialist I-II
Water Utility Mechanic I-III

APPENDIX D: HISTORICAL DATA CHARTS

Table A

30-Year Ethnic/Sex Representation in Workforce

Year	Total Workforce	Male		Female		White		Total Minorities		Black		Latino/a		Asian		Native American	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1986	4109	3026	73.6	1083	26.4	2846	69.3	1263	30.7	686	16.7	351	8.5	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	2964	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	15.2	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	15.00	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
2007	4664	3071	65.8	1593	34.2	2199	47.1	2465	52.9	663	14.2	1151	24.7	621	13.3	30	0.6
2008	4710	3097	65.8	1613	34.2	2184	46.4	2526	53.6	677	14.4	1171	24.9	646	13.7	32	0.7
2009	4516	2965	65.7	1551	34.3	2080	46.1	2436	53.9	626	13.9	1148	25.4	633	14.0	29	0.6
2010	4397	2881	65.5	1516	34.5	1997	45.4	2400	54.6	613	13.9	1144	26.0	615	14.0	28	0.6
2011	4248	2792	65.7	1456	34.3	1898	44.7	2350	55.3	600	14.1	1113	26.2	609	14.3	28	0.7
2012	4091	2711	66.3	1380	33.7	1821	44.5	2270	55.5	552	13.5	1093	26.7	596	14.6	29	0.7
2013	4081	2703	66.2	1378	33.8	1793	43.9	2288	56.1	531	13.0	1121	27.5	611	15.0	25	0.6
2014	4087	2708	66.3	1379	33.7	1762	43.1	2325	56.9	526	12.9	1156	28.3	618	15.1	25	0.6
2015	4159	2722	65.4	1437	34.6	1755	42.2	2404	57.8	533	12.8	1217	29.3	629	15.1	25	0.6
2016	4245	2781	65.5	1464	34.5	1746	41.1	2499	58.9	528	12.4	1289	30.4	659	15.5	23	0.5

Table B

30-Year Female Representation by Occupational Job Category

Year	Total Workforce	Total Female		Officials/ Administrators		Professionals		Technicians		Protective Services		Paraprofessionals		Office/Clerical		Skilled Craft		Service Maintenance	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
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	31.5	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	55.8	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	86.6	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	76.5	671	85.6	9	2.0	46	8.2
1995	4156	1260	30.3	58	26.1	236	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	82	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
2007	4664	1593	34.2	110	37.8	397	55.3	58	31.4	158	9.8	94	74.0	727	82.9	7	1.9	42	8.7
2008	4710	1613	34.2	111	38.3	414	55.6	60	30.0	161	10.0	90	72.6	722	82.7	10	2.6	45	9.3
2009	4516	1551	34.3	106	37.5	414	56.3	62	31.2	151	9.8	87	69.6	680	83.4	10	2.7	41	9.1
2010	4397	1516	34.5	98	35.8	422	57.3	57	29.8	148	10.1	85	72.6	655	82.7	10	2.7	41	9.3
2011	4248	1456	34.3	92	34.6	402	56.2	49	26.6	144	10.4	85	70.8	634	82.2	9	2.4	41	9.5
2012	4091	1380	33.7	88	34.2	366	54.5	47	26.6	142	10.5	80	74.1	608	81.4	8	2.2	41	9.8
2013	4081	1378	33.8	102	38.8	366	54.7	46	26.6	141	10.2	85	71.4	593	80.1	8	2.3	37	9.4
2014	4087	1379	33.7	100	36.9	372	54.6	50	29.1	137	10.0	83	66.9	590	80.3	8	2.4	39	9.8
2015	4159	1437	34.6	115	37.8	400	55.2	60	33.9	141	10.3	86	71.1	587	81.0	8	2.3	40	10.2
2016	4245	1464	34.5	116	37.4	421	55.3	59	33.1	151	10.9	96	72.2	575	81.1	9	2.6	37	9.0

Table C

30-Year Total Minority Representation by Occupational Job Category

Year	Total Workforce	Total Minorities		Officials/ Administrators		Professionals		Technicians		Protective Services		Paraprofessionals		Office/Clerical		Skilled Craft		Service Maintenance	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
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	66.5
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	50.6	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	36.3	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
2007	4664	2465	52.9	112	41.2	357	49.7	96	51.9	669	41.5	80	63	608	69.3	174	47.3	369	76.1
2008	4710	2526	53.6	111	38.3	387	52	105	52.5	680	42.2	75	60.5	608	69.6	184	47.7	376	78
2009	4516	2436	53.9	108	38.2	385	52.3	103	51.8	663	43.2	76	60.8	561	68.8	185	49.2	355	79.1
2010	4397	2400	54.6	103	37.6	384	52.1	102	53.4	647	44.1	71	60.7	549	69.3	192	50.9	352	79.6
2011	4248	2350	55.3	105	39.5	381	53.3	99	53.8	626	45.1	71	59.2	540	70.0	186	50.3	342	79.0
2012	4091	2270	55.5	98	38.1	358	53.3	93	52.5	619	45.8	68	63.0	521	69.7	183	51.0	330	78.9
2013	4081	2288	56.1	100	38.0	379	56.7	95	54.9	629	45.6	74	62.2	524	70.8	176	51.5	311	78.7
2014	4087	2325	56.9	103	38.0	392	57.6	99	57.6	640	46.7	79	63.7	521	70.9	172	51.2	319	80.4
2015	4159	2404	57.8	122	40.1	429	59.2	106	59.9	652	47.8	81	66.9	513	70.8	183	52.4	318	80.7
2016	4245	2499	58.9	132	42.6	447	58.7	106	59.6	683	49.1	98	73.7	512	72.2	188	53.6	333	80.8

APPENDIX E: DESIGNATED DEPARTMENT EEO COUNSELORS

Department	Name	Phone Number
City Attorney	Tyler Pike	570-2208
City Auditor	James Lam	570-6989
City Clerk	Maggie Seymore	570-6549
City Council	Mark Taylor	570-7799
City Manager	Andrew Vialpando	570-6782
City Prosecutor	Sherri Seldon	570-5621
Civil Service	Crystal Slaten	570-7057
Development Services	Michael Goldschmidt	570-7744
Disaster Preparedness & Emergency Communications	Leslie Untener	570-9490
Economic & Property Development	Vaniah De Rojas	570-5386
Financial Management	Sandra Kennedy	570-6688
Fire	Mariel Sipman	570-2551
Harbor	Stacey Lewis	283-7515
Health & Human Services	Tom Papademetriou	570-3304
Human Resources	Khristina Coston	570-6440
Library	Amber Ahlo	570-6110
Long Beach Airport	Dale Worsham	570-2606
Long Beach Gas & Oil	Sandra Aguilar	570-2043
Parks, Recreation & Marine	Stephen Scott	570-3200
Police	Paula Gallegos	570-7310
Public Works	Russ Ficker	570-4686
Technology & Innovation	Danielle Mitchell	570-7079
Water	Ken Bott	570-2364

As of 09/30/2017



2017 GENDER, AGE, AND RACIAL/ETHNIC DIVERSITY REPORT

Long Beach Workforce Demographics

THIS PAGE IS INTENTIONALLY LEFT BLANK



TABLE OF CONTENTS

INTRODUCTION2

ABOUT THE CITY.....4

OBJECTIVE, SCOPE, AND METHODOLOGY.....5

PART I – CITYWIDE WORKFORCE DEMOGRAPHICS.....9

1. PART-TIME AND FULL-TIME WORKFORCE POPULATION – BY DEPARTMENT10

2. OCCUPATIONAL JOB CATEGORIES – BY DEPARTMENT11

3. GENDER, AGE, AND RACIAL/ETHNIC DIVERSITY – CITYWIDE.....12

4. GENDER AND RACIAL/ETHNIC DIVERSITY – COMPARABLE AGENCIES.....15

PART II - DEPARTMENT WORKFORCE DEMOGRAPHICS.....16

5. GENDER BREAKDOWN – BY DEPARTMENT17

6. AGE BREAKDOWN – BY DEPARTMENT41

7. RACE/ETHNICITY BREAKDOWN – BY DEPARTMENT65

PART III - CIVIL SERVICE RECRUITMENT AND HIRING89

8. CIVIL SERVICE RECRUITMENT DATA – CITYWIDE AND PUBLIC SAFETY90

INTRODUCTION

Long Beach is the 7th largest City in California, covering almost 52 square miles in the Southern region of Los Angeles County. Recognized as the 10th most diverse City in America, Long Beach is comprised of a 72% ethnic minority community. The City of Long Beach employs more than 5,500 full and part-time personnel throughout 23 departments. We believe the City's greatest assets are its employees, and we take great pride in managing the systems that support a highly productive, innovative, caring, and customer-oriented workforce.



The City of Long Beach is pleased to present this report as the next step in creating an equitable and diverse workforce. Prepared in partnership with our City Manager, Pat West, the Department of Human Resources, and the Civil Service Department, this report is the first step towards developing long-term equity goals, promoting diversity, and ensuring inclusive employment practices within the City.

The goal of this report is to make the City of Long Beach's municipal workforce transparent to the people it serves, and to provide interested parties with the personnel data needed for analysis and planning.

As part of this effort, it is essential that the City of Long Beach conduct reasonable self-analysis to ensure government employment practices promote equity in City staff. Such self-analysis requires information about

existing workforce demographics, as well as comparisons within the available labor market and other leading cities.

This 2017 report examines the workforce composition of the City of Long Beach's municipal government as of December 31, 2016. The findings of this report will play a role in succession planning as the City prepares for the upcoming transition of an aging workforce. Given the City's commitment to Open Data, we will continue to publish this report on an annual basis and explore other methods of displaying the information, including interactive charts and graphs as feasible.

Within 120 days of publishing this report, staff will return to Council with recommendations for long-term equity goals, proposals for promoting diversity, and a strategic plan to ensure progress towards more inclusive employment practices.

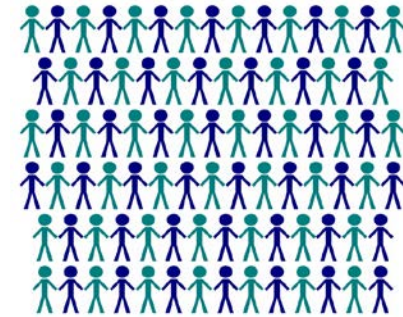
ABOUT THE CITY

The City of Long Beach is a Charter City governed by a Mayor who is elected at-large, and nine City Council members who are each elected by their respective council districts. The City Manager of the City of Long Beach is an appointed position that serves as the Chief Administrative Officer and implements policy set by the City Council in 15 of the 23 City Departments. The rest of the City departments are elected offices (E.g., City Attorney, City Auditor, City Prosecutor, Legislative), appointed (E.g., City Clerk), or governed by a board/commission (E.g., Harbor, Civil Service, Water).

One of the few full-service cities in California, Long Beach has its own police and fire department, municipal water supply, sewer service, gas service, crude oil infrastructure, health services, sanitation, and animal control. These services are supported by a budget of \$2.6 billion, a great majority of which is invested in the City's workforce.

78% of the City's FY18 General Fund Budget has been allocated to Salaries, Wages, and Benefits of Long Beach City Employees.

The City of Long Beach employs more than 5,500 employees across 23 City departments and is one of the largest employers in Long Beach. The City maintains labor contracts with 11 employee associations, which altogether represent 96% of Long Beach City employees. The remaining 4% of employees who are unrepresented include elected officials, as well as members of City Boards and Commissioners.



5,643
Employees Across
23 Departments

59.0%
Minority
Workforce

\$69,446
Median Annual
Salary Rate

OBJECTIVE, SCOPE, AND METHODOLOGY

This report was generated based on existing employee demographic data that is gathered for reporting purposes and submitted to the Equal Employment Opportunity Commission on a biannual basis. The data presented in this report is complimentary to the EEO Plan and it encompasses a larger workforce demographic (includes part-time and full-time employees as well as both classified and unclassified employees City-wide). Unclassified Service, as defined by the Civil Service Rules and Regulations, includes:

1. All officers elected by the people and all employees of such elected officers;
2. Members of all appointive commissions;
3. The City Manager and all employees in the City Manager's department;
4. The City Clerk and all employees in the City Clerk's department;
5. Department heads, one assistant department head in each department, bureau heads, division heads, and one clerical position each;
6. Any classification which, at the discretion of the Civil Service Commission, is of such a nature as to require unique and special flexibility for administration;
7. The executive Secretary of the Board of Harbor Commissions and Harbor Department sales, traffic and promotion personnel, the Chief Wharfinger and all personnel intermittently employed in handling cargo and freight; and
8. All personnel serving in non-career positions as defined by the Civil Service Rules and Regulations.

The classified service is comprised of all positions not specifically included in the City Charter as being in the unclassified service. Currently, the City service is 61% classified and 29% unclassified.

This report, like the EEO Plan does not include data on contractors, consultants, unpaid interns or volunteers.

DIVERSITY REPORTING REQUIREMENTS



Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, requires all state and local governments that have 15 or more employees to keep records that prove compliance with the act, and to make reports to the EEOC required by federal regulations. An employer may acquire the ethnic information necessary to comply with the federal reporting requirements by visual surveys of the work force, or from post-employment records. Because visual surveys are permitted, the absence of ethnic identifications on agency records does not excuse the employer from reporting the requested information.

The Human Resources Department of the City of Long Beach has complied with this requirement by developing an EEO Plan, the last of which covers the period from 2013 through 2017.

For the purposes of the EEO plan, only permanent full-time employees are counted. The EEO plan report does not include data on part-time employees, temporary employees, contractors, unpaid interns or volunteers.

The City's workforce is divided into the following eight occupational job categories, as defined by the U.S. Equal Employment Opportunity Commission:

- **01 - Officials/Administrators:** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis.
- **02 - Professionals:** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.
- **03 - Technicians:** Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.

- **04 - Protective Services:** Occupations in which workers are entrusted with public safety, security and protection from destructive forces.
- **05 - Paraprofessionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.
- **06 - Office/Clerical:** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.
- **07 - Skilled Craft:** Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.
- **08 - Service/Maintenance:** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

Race/ethnic designations as defined by the Equal Employment Opportunity Commission do not denote scientific definitions of anthropological origins. For the purposes of this report, an employee is included in the group to which he or she self-identifies with. No employee is counted in more than one race group. The ethnic categories used by the City are similar to those defined by the U.S. Equal Employment Opportunity Commission:

- **White (Not of Hispanic Origin):** All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- **Black (Not of Hispanic Origin):** All persons having origins in any of the Black racial groups of Africa.
- **Asian (Not of Hispanic Origin):** All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.

- **Native American or Alaska Native (Not of Hispanic Origin):** All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.
- **Latino/a (Hispanic):** All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin regardless of race.

Note: The City does not currently allow the ethnic designation of “not specified.” Employees are included in the group to which he or she self-identifies with. No person is counted in more than one race/ethnic group.

Recently, the EEOC revised its EEO-4 report to include the following race and ethnicity categories: Hispanic or Latino; White; Black or African American; Native Hawaiian or Other Pacific Islander; American Indian or Alaska Native; and Two or More Races. The City anticipates incorporating the new categories after the launch of LB Coast, an Enterprise Resource Planning (ERP) system scheduled to replace our current Human Resources Management System.

PART I – CITYWIDE WORKFORCE DEMOGRAPHICS

The following set of charts represent an overview of the entire city's workforce demographics.

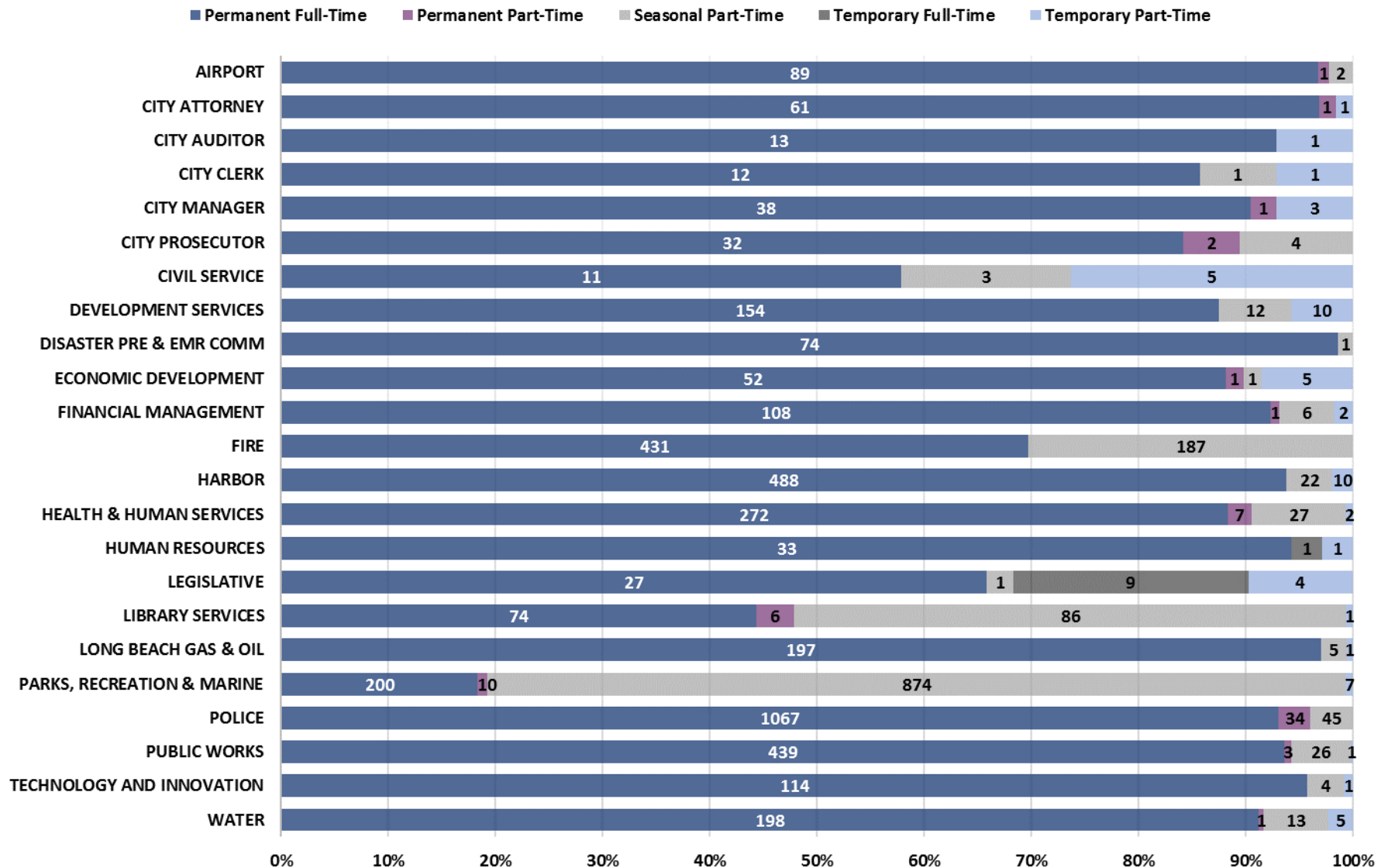
The first set of charts describe the City's workforce by department:

1. Part-Time and Full-Time Employees
2. Occupational (EEO) Job Categories

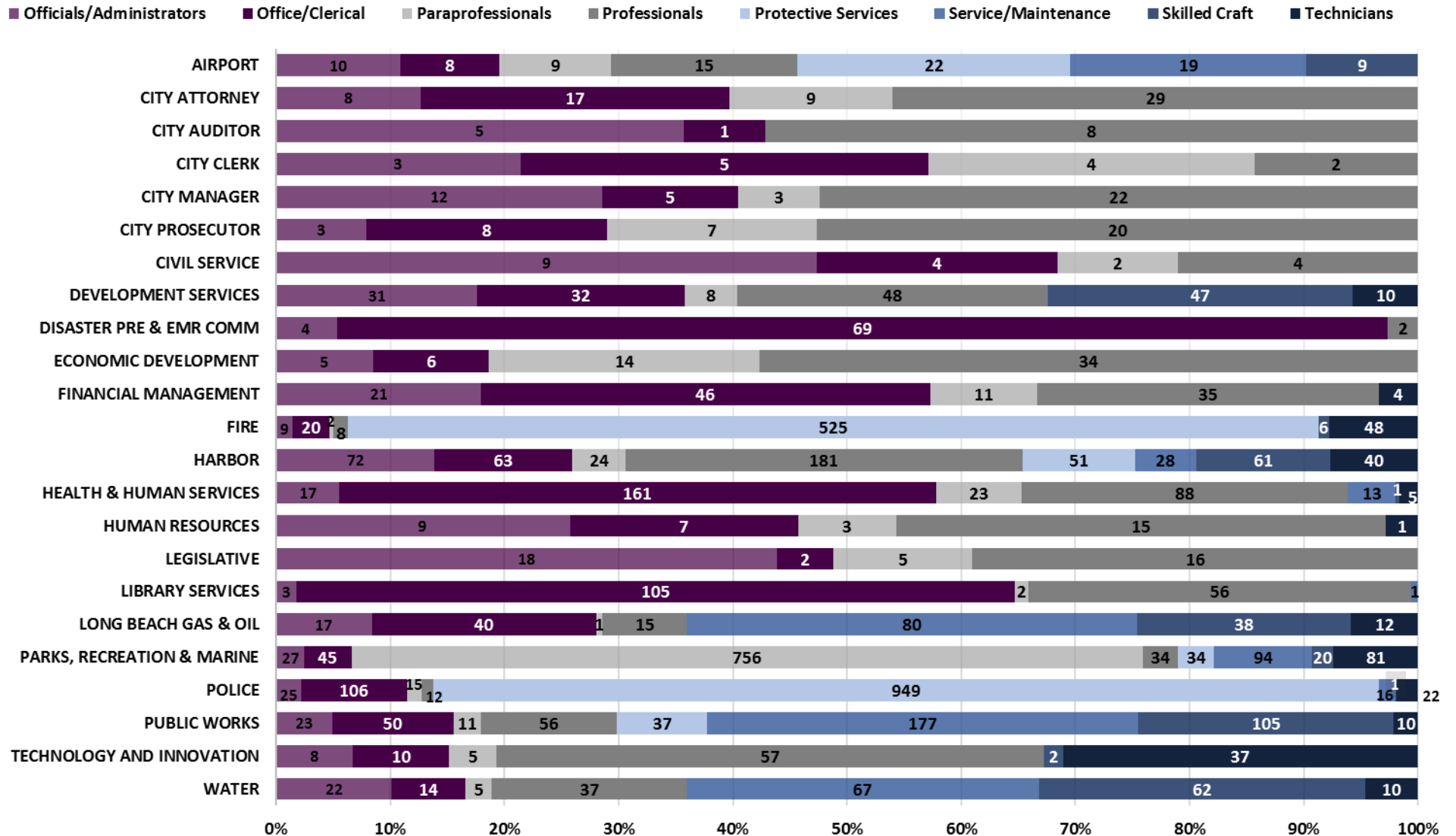
The next set of charts provide a citywide overview of workforce diversity:

3. Gender, Age, and Racial/Ethnic Diversity Citywide
4. Gender and Racial/Ethnic Diversity of Comparable Agencies

1. PART-TIME AND FULL-TIME WORKFORCE POPULATION – BY DEPARTMENT



2. OCCUPATIONAL JOB CATEGORIES – BY DEPARTMENT



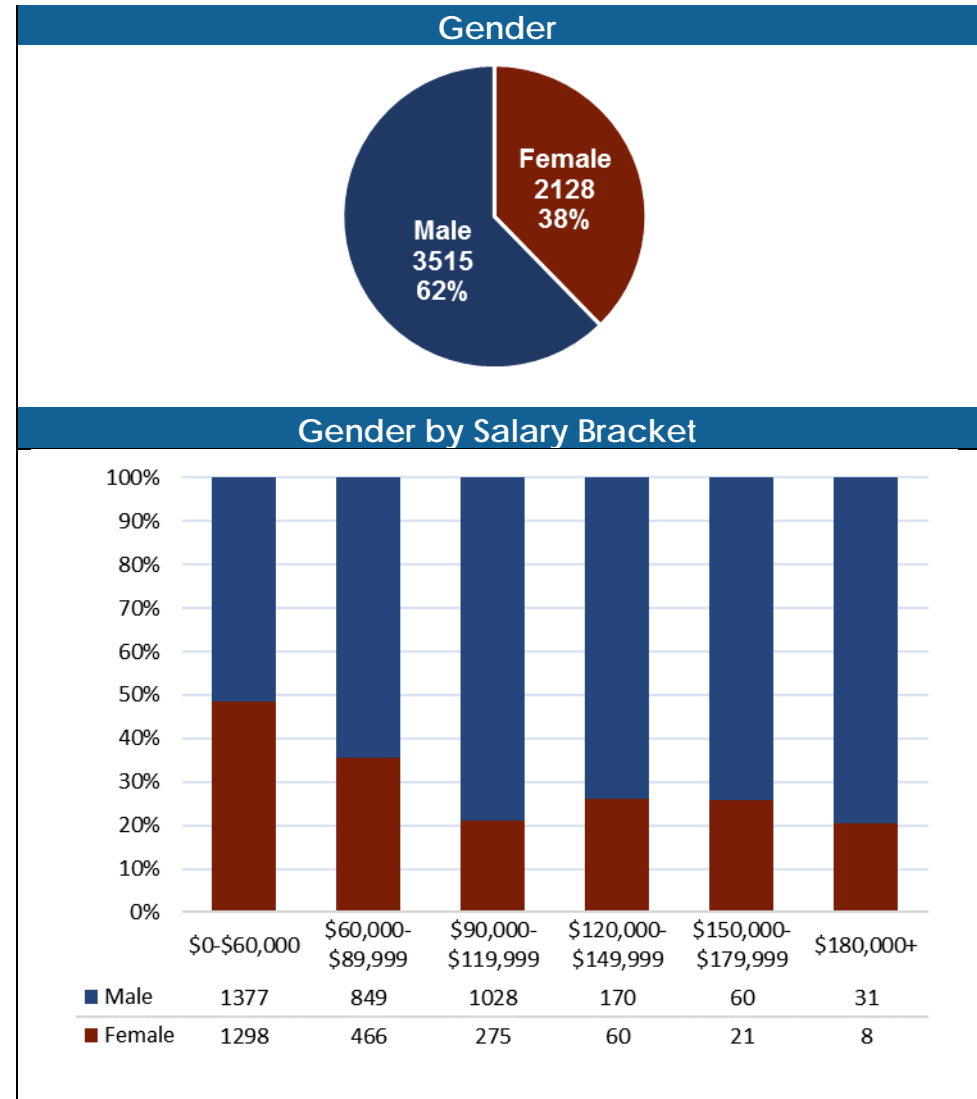
3. GENDER, AGE, AND RACIAL/ETHNIC DIVERSITY – CITYWIDE

Largely due to the City having several male-dominated job categories such as protective services, technicians, skilled craft and service maintenance, females as whole, are under-represented in the workforce.

The bottom line for female representation in the workforce is 38%, while males represent 62% of the workforce. This figure is similar to comparable agencies, and should be kept in mind when analyzing specific departments or occupations. In some cases, this figure will be higher or lower as a function of Labor Market Availability, and/or historical trends of specific occupations.

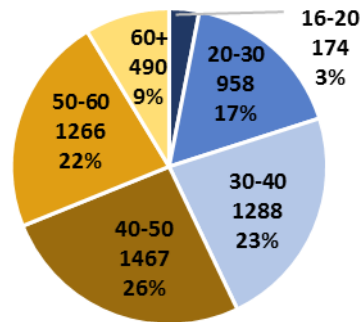
The salary breakdown shows what proportion of each salary bracket is composed of male and female employees. At the bottom of the chart the number of persons in each salary bracket by gender is shown.

NOTE: For comparison purposes, annual salaries are based on an individuals' hourly base rate times 2087.1429 hours (total number of work hours in a year at full-time status). As such, board members, commissioners, and part-time employees' annual salary may appear inflated compared to their total earned salary in a year, since they are paid a flat meeting rate, or work less hours in a year. Salaries do not include overtime, skill pays, or any other compensation/benefits.



Gender, Age, and Racial/Ethnic Diversity – Citywide

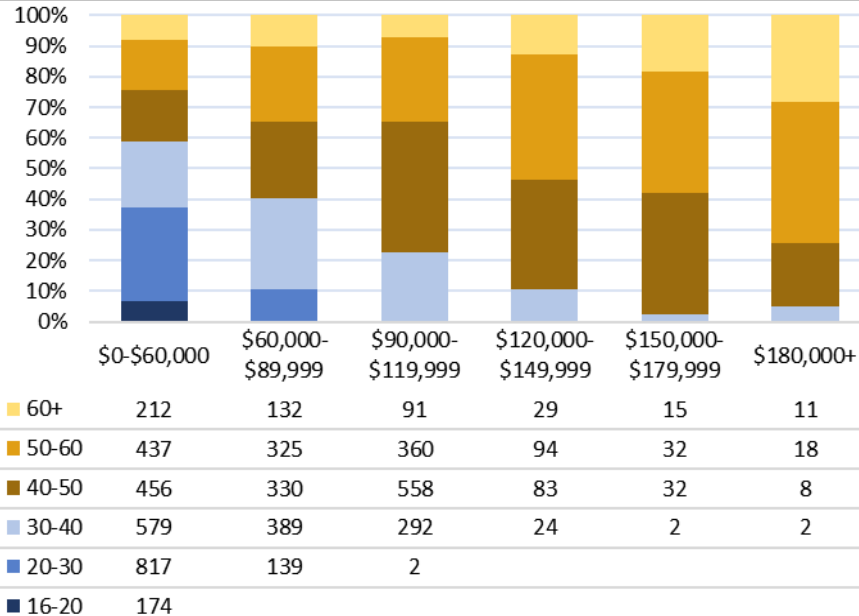
Age



The City's workforce in terms of age is generally balanced between the different age brackets. As of December 21, 2016, the youngest employee was 17 years old, while the oldest was 92 years old.

As expected, the higher salaries are associated with older employees as these individuals tend to have higher education and experience levels. Another factor that may affect this dynamic are the occupations in which workers are employed, and younger individuals in more specialized fields may find themselves at generally higher income. Employees who are 30 years old or younger are virtually unrepresented at income brackets higher than \$89,999.

Age by Salary Bracket

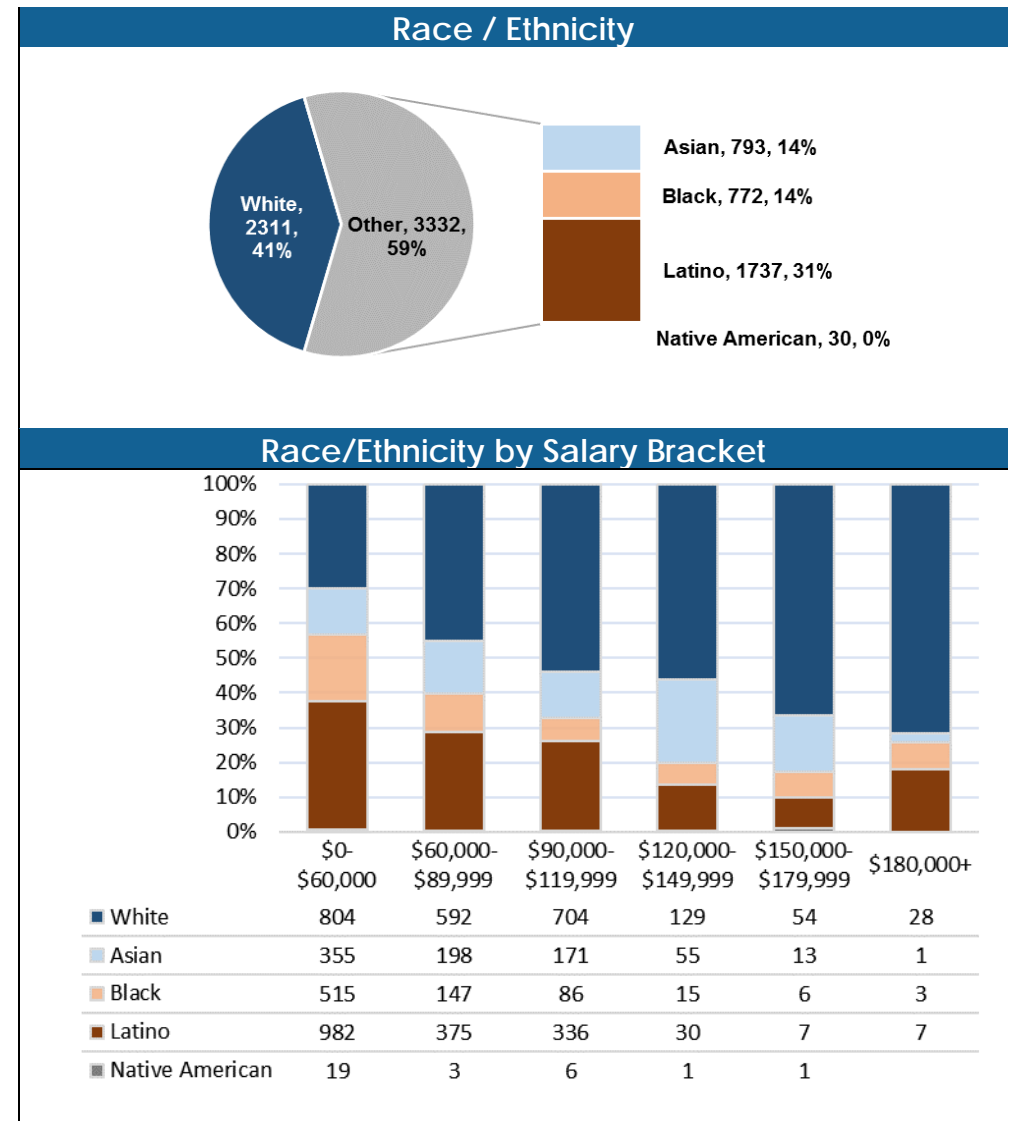


Approximately 18% of the workforce is at or near retirement age, creating challenges and opportunities to increase diversity through succession planning.

Based on current data, the City of Long Beach has a 59% minority workforce. Specifically, City employee demographics are defined as follows:

- 41% White,
- 31% Latino,
- 14% Black,
- 14% Asian, and
- 1% American Indian.

Non-White individuals represent about 67% of the lowest income bracket (\$0-60,000), and about 28% of the highest income bracket (\$180,000+). The largest ethnic minority representation in the highest income bracket is by Latinos, who represent about 18% of this population, followed by Blacks who represent about 8% of the highest income bracket.

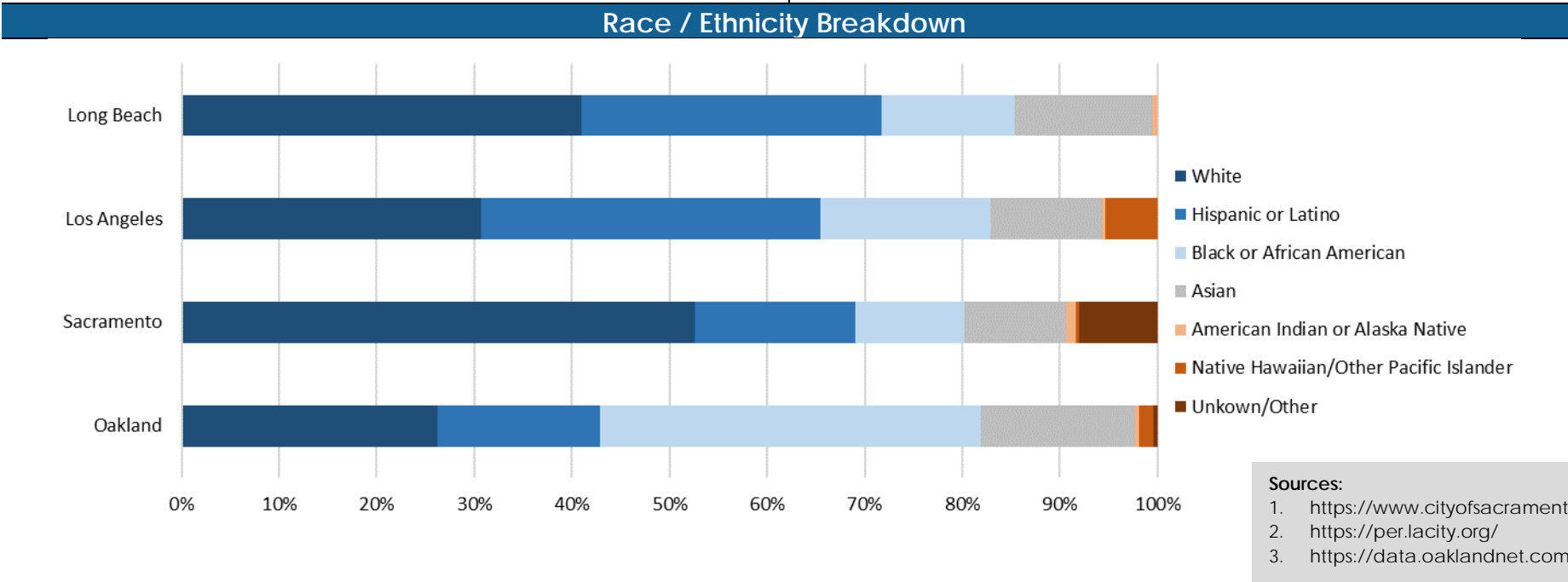
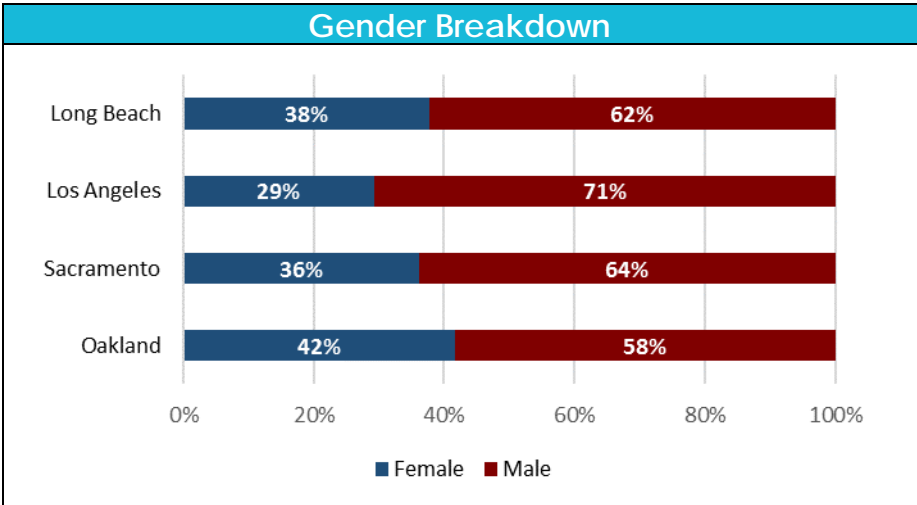


4. GENDER AND RACIAL/ETHNIC DIVERSITY – COMPARABLE AGENCIES

Highlights

A set of comparable cities have been selected to identify how Long Beach compares in terms of workforce demographics.

The following charts demonstrate that the City of Long Beach compares favorably in terms of gender demographics to Oakland, Sacramento, & Los Angeles and fall between those agencies in terms of White to Non-white employee populations.



PART II - DEPARTMENT WORKFORCE DEMOGRAPHICS

The next section of this report provides Gender, Age, and Racial/Ethnic Demographics by department. The data are broken down as follows:

Gender

- Gender Breakdown of Officials/Administrators and Non-Management
- Gender by Salary Bracket of Officials/Administrators and Non-Management

Age

- Age Breakdown of Officials/Administrators and Non-Management
- Age by Salary Bracket of Officials/Administrators and Non-Management

Race/Ethnicity

- Race/Ethnicity Breakdown of Officials/Administrators and Non-Management
- Race/Ethnicity by Salary Bracket of Officials/Administrators and Non-Management

Note: Officials/Administrators category includes Elected Officials and Commissioners.

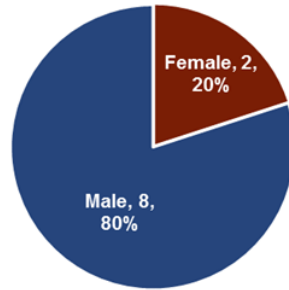
5. GENDER BREAKDOWN – BY DEPARTMENT

Gender Breakdown – By Department

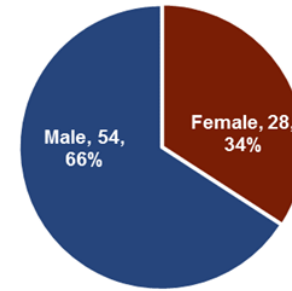
A) AIRPORT

Gender Breakdown

Officials/Administrators

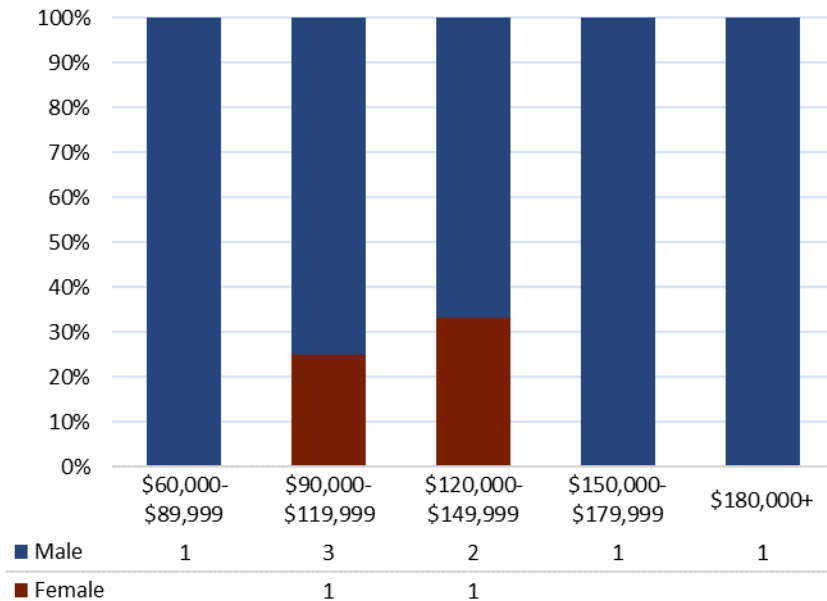


Non-Management

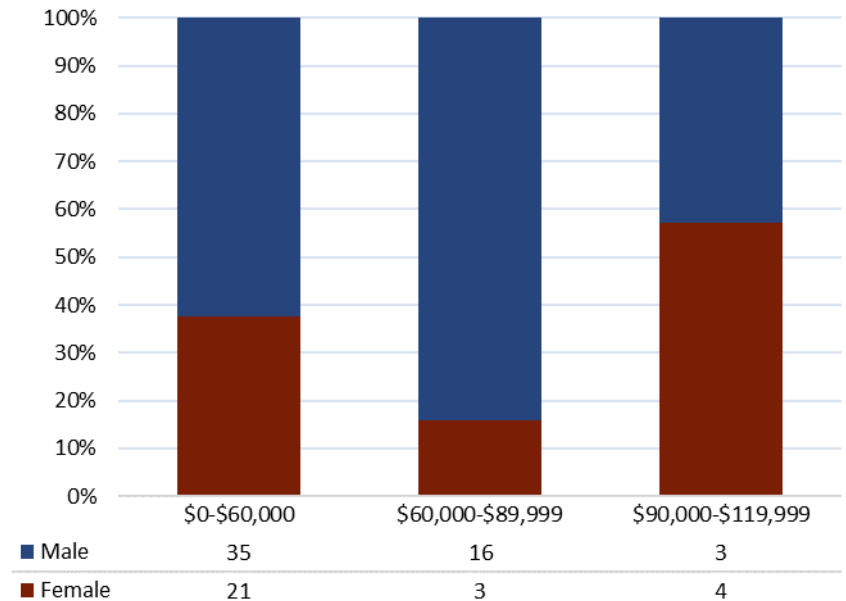


Gender by Salary Bracket

Officials/Administrators



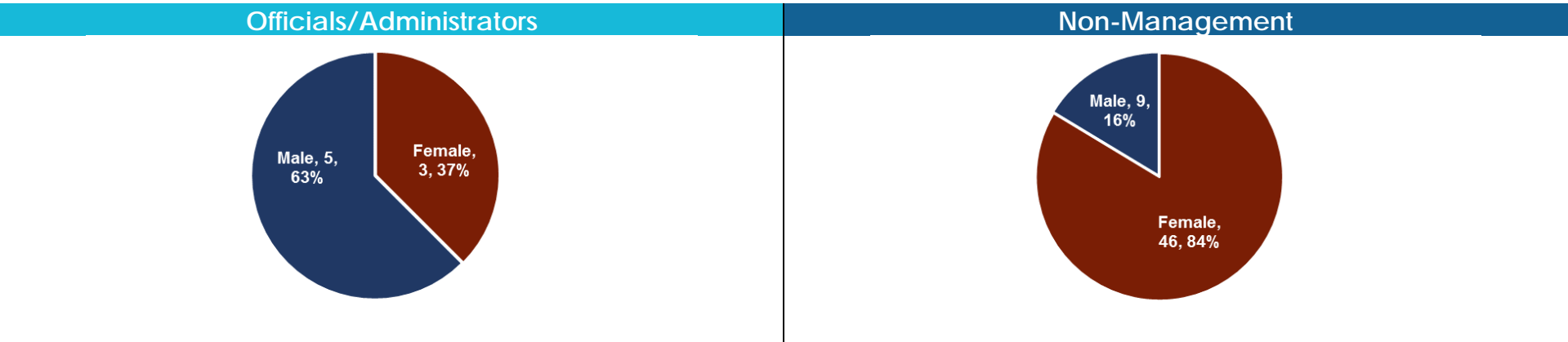
Non-Management



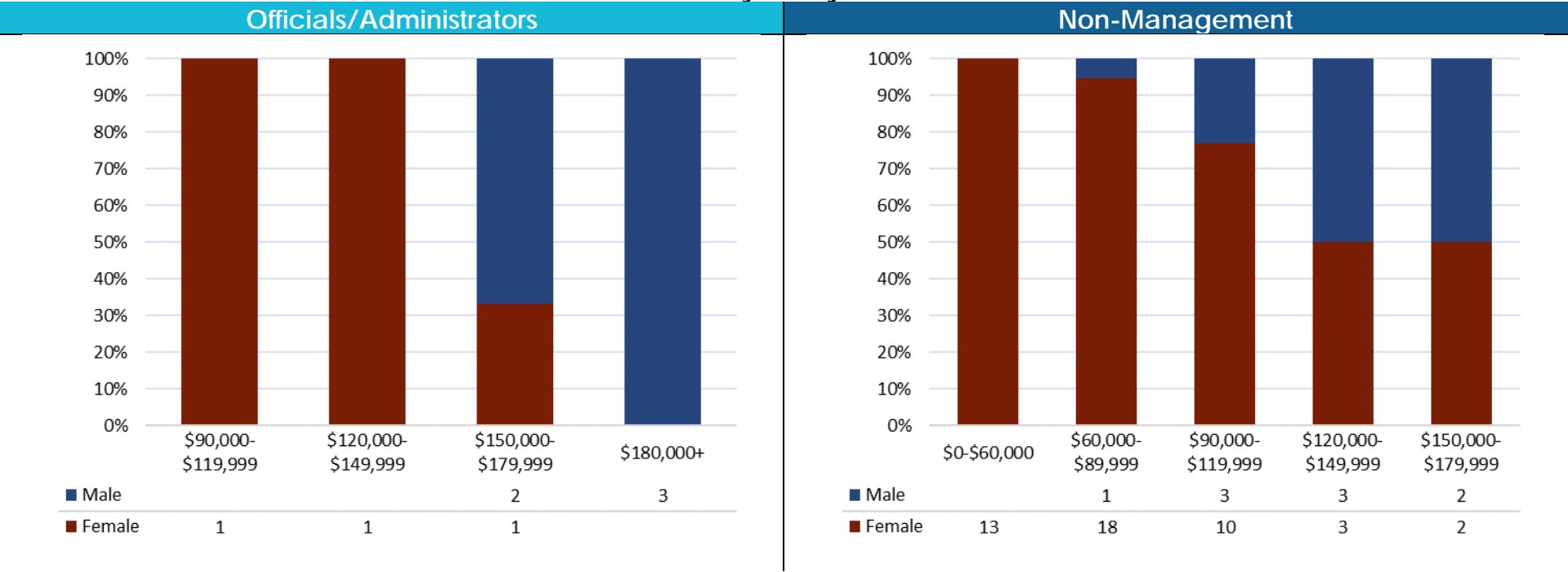
Gender Breakdown – By Department

B) CITY ATTORNEY

Gender Breakdown



Gender by Salary Bracket

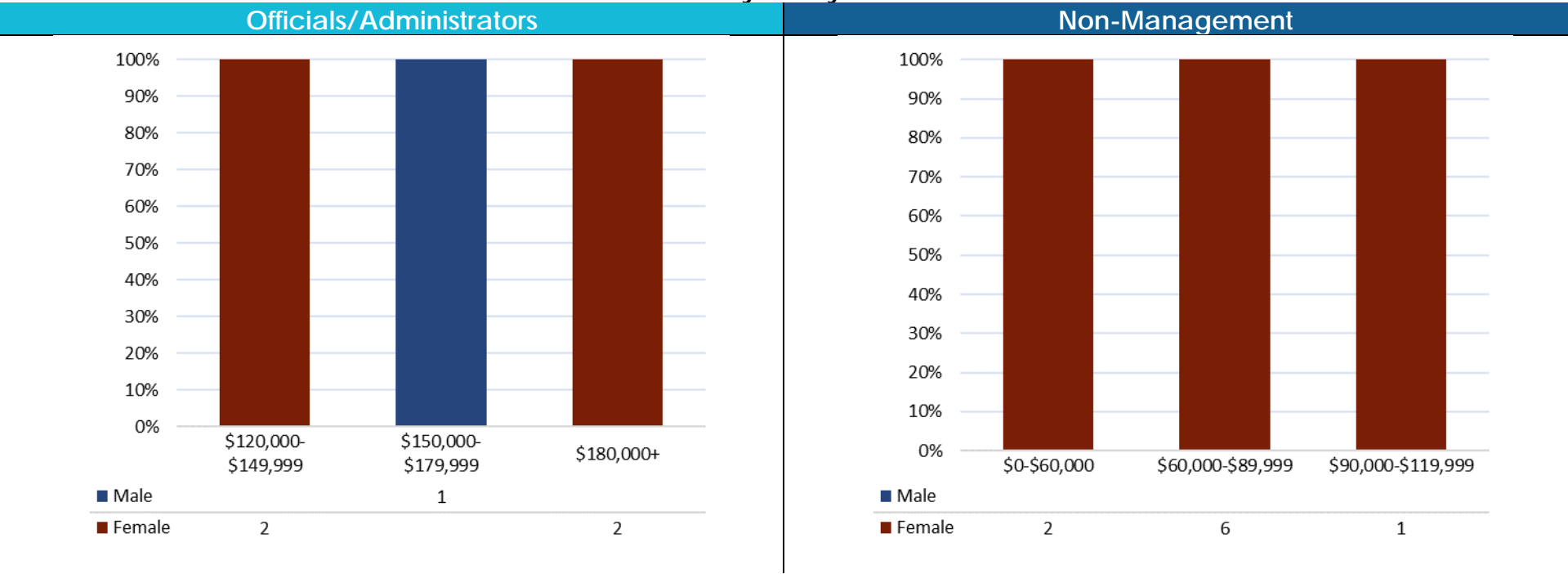


C) CITY AUDITOR

Gender Breakdown



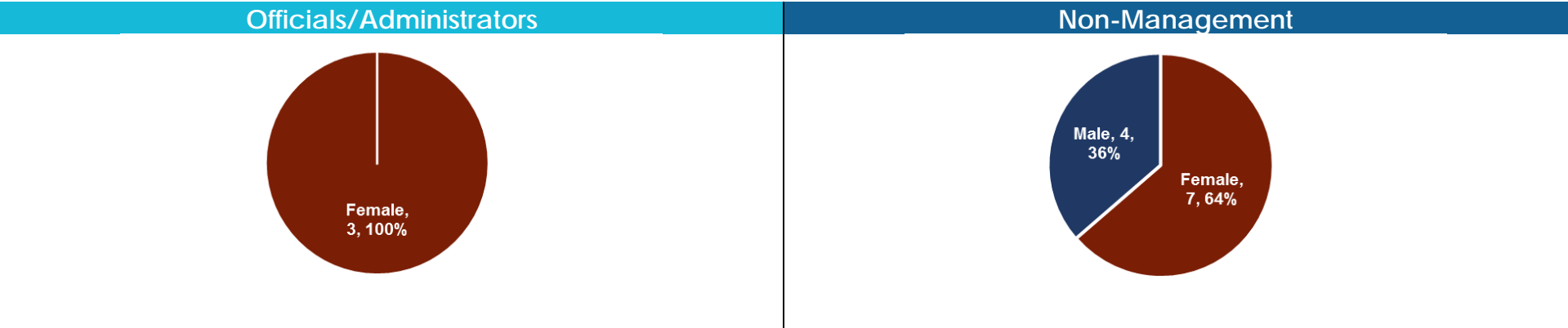
Gender by Salary Bracket



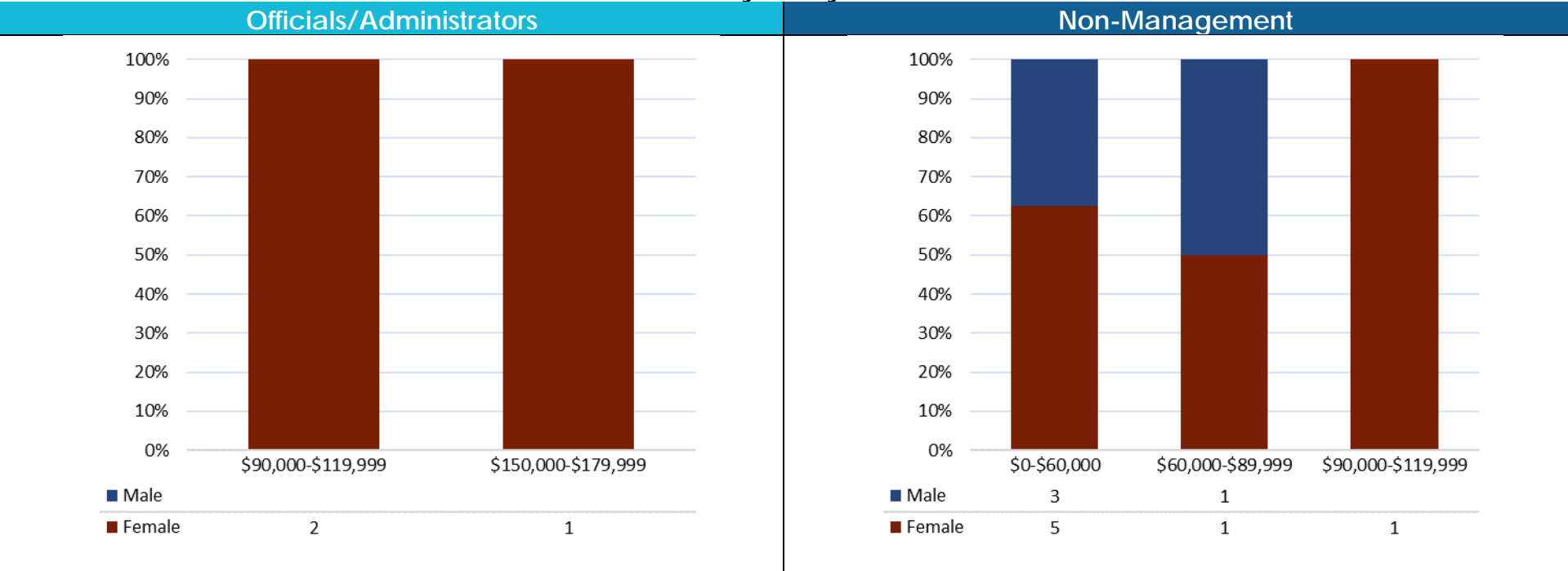
Gender Breakdown – By Department

D) CITY CLERK

Gender Breakdown



Gender by Salary Bracket



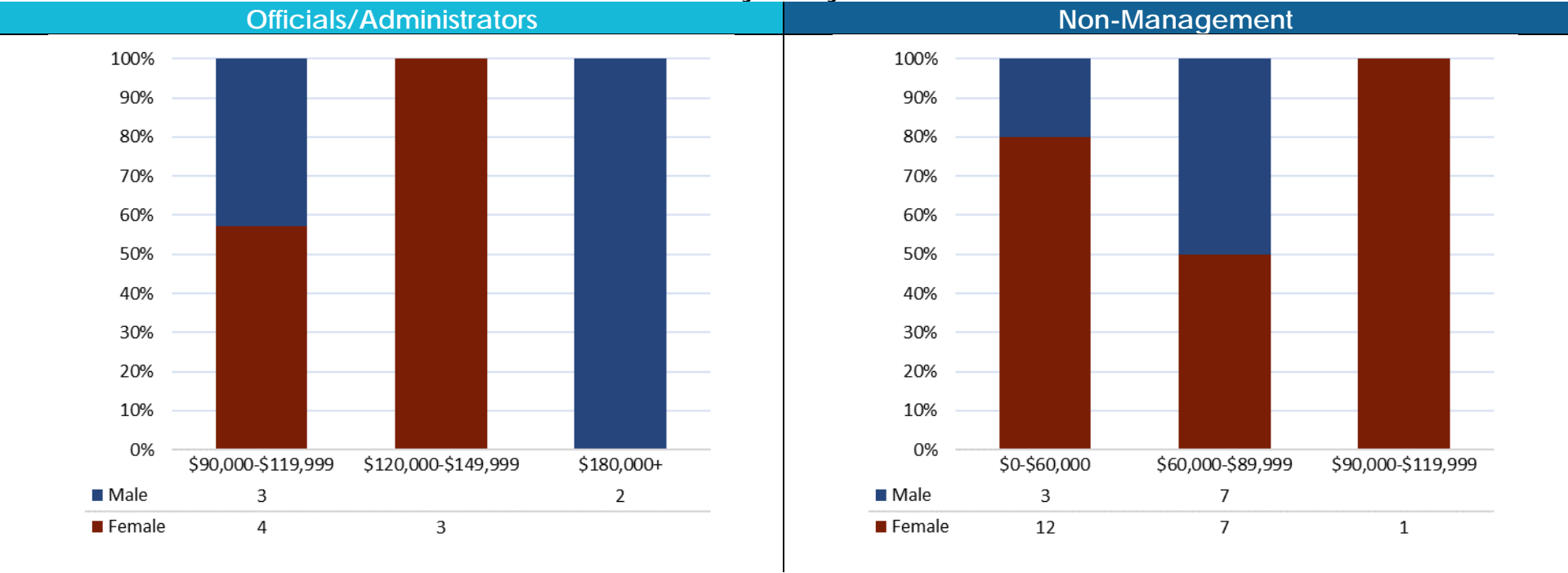
Gender Breakdown – By Department

E) CITY MANAGER’S OFFICE

Gender Breakdown



Gender by Salary Bracket



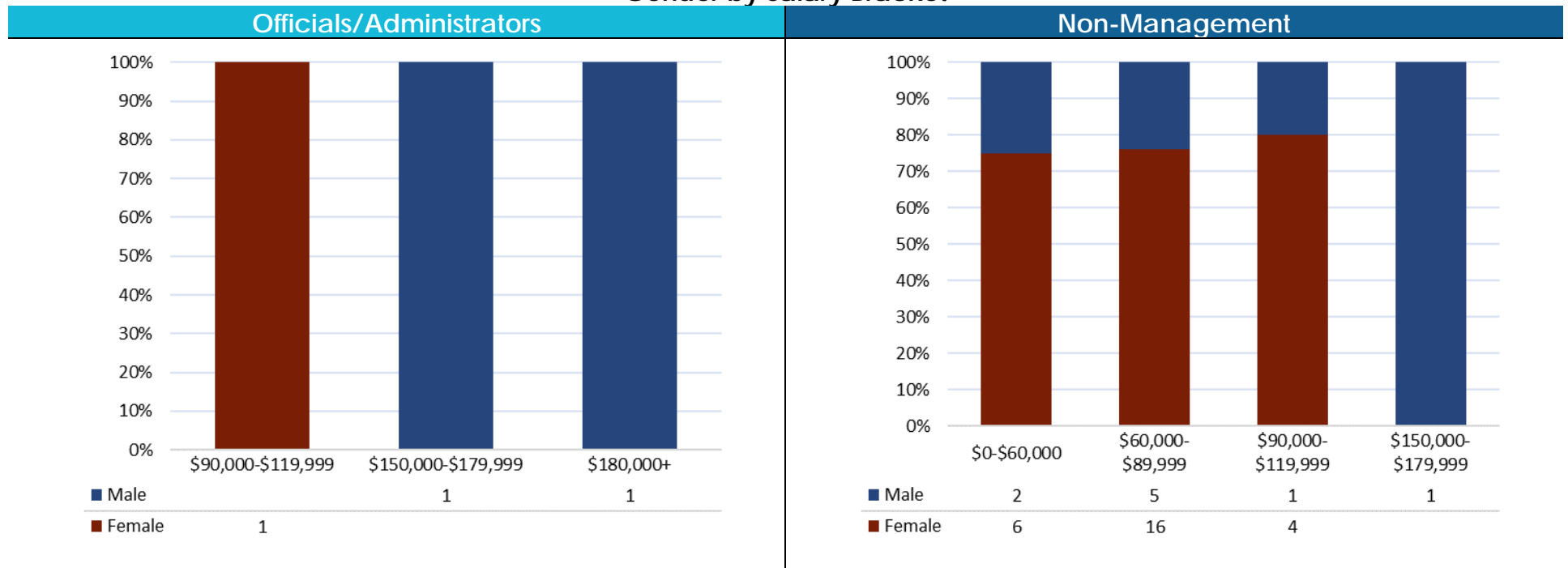
Gender Breakdown – By Department

F) CITY PROSECUTOR

Gender Breakdown



Gender by Salary Bracket

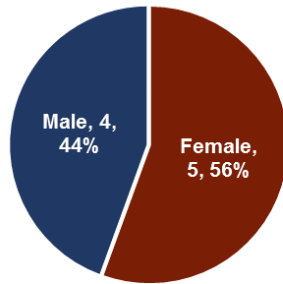


Gender Breakdown – By Department

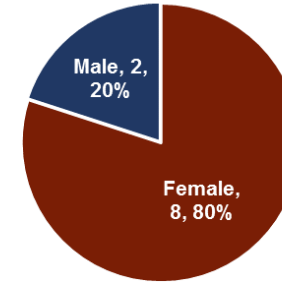
G) CIVIL SERVICE

Gender Breakdown

Officials/Administrators

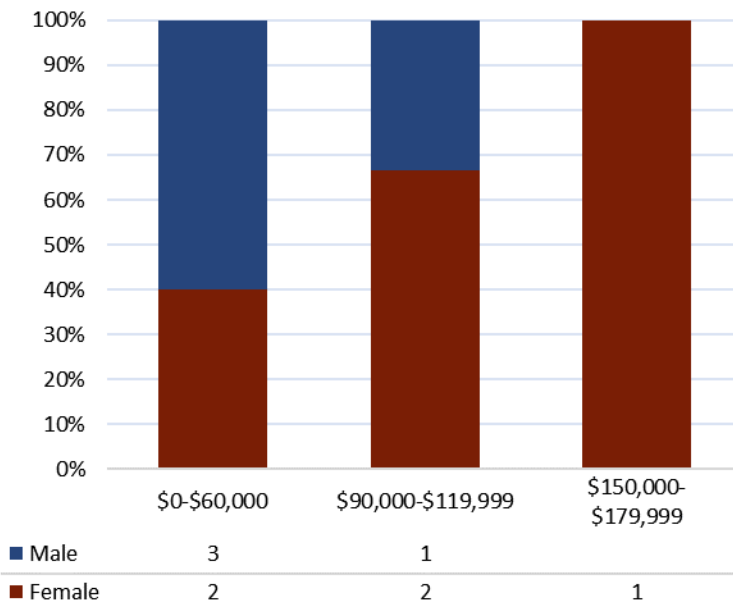


Non-Management

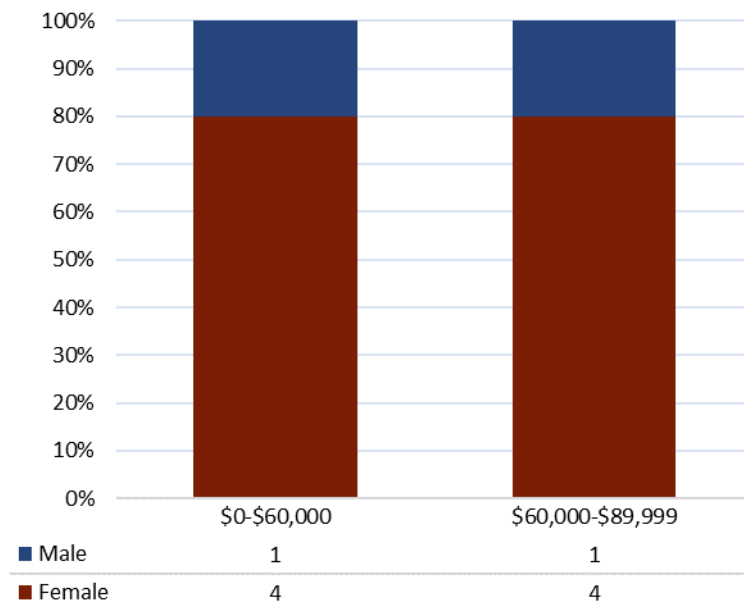


Gender by Salary Bracket

Officials/Administrators



Non-Management

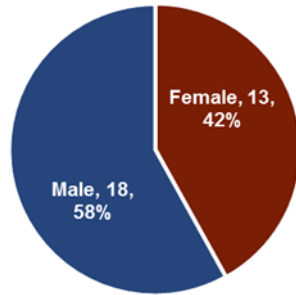


Gender Breakdown – By Department

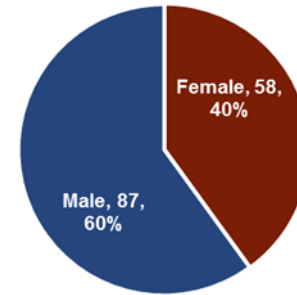
H) DEVELOPMENT SERVICES

Gender Breakdown

Officials/Administrators

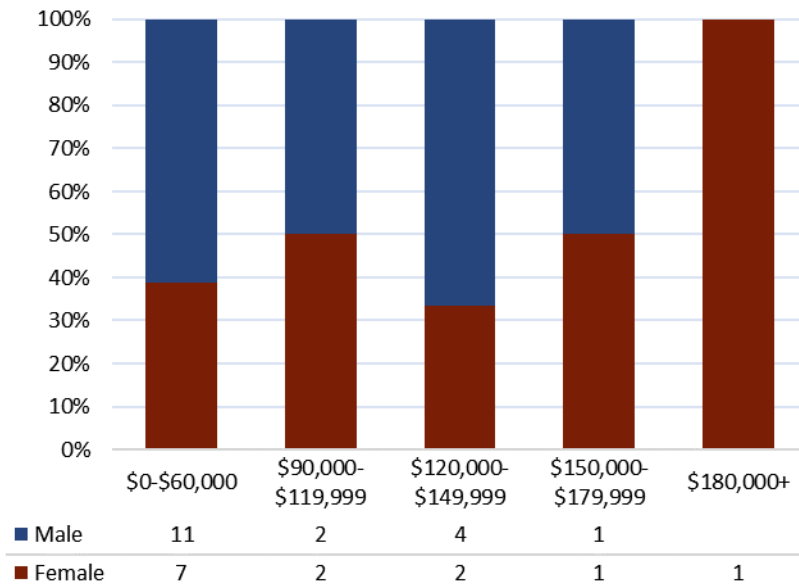


Non-Management

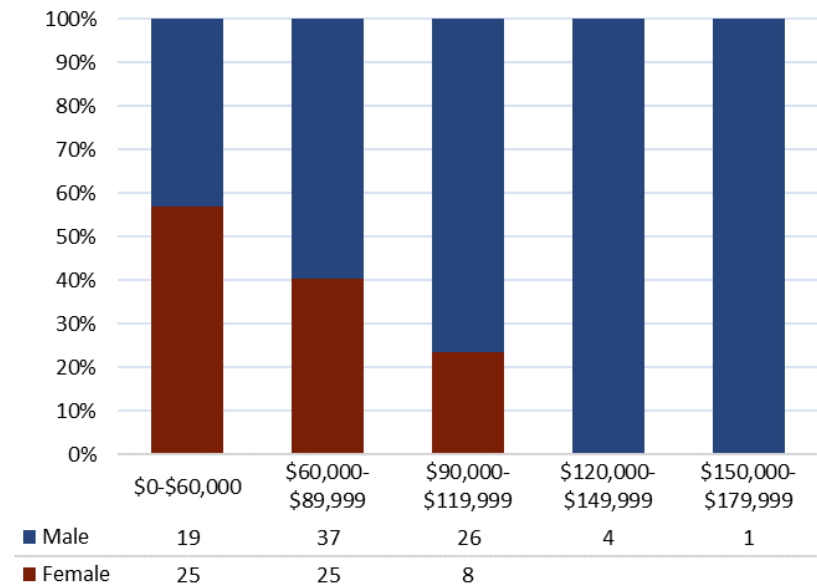


Gender by Salary Bracket

Officials/Administrators

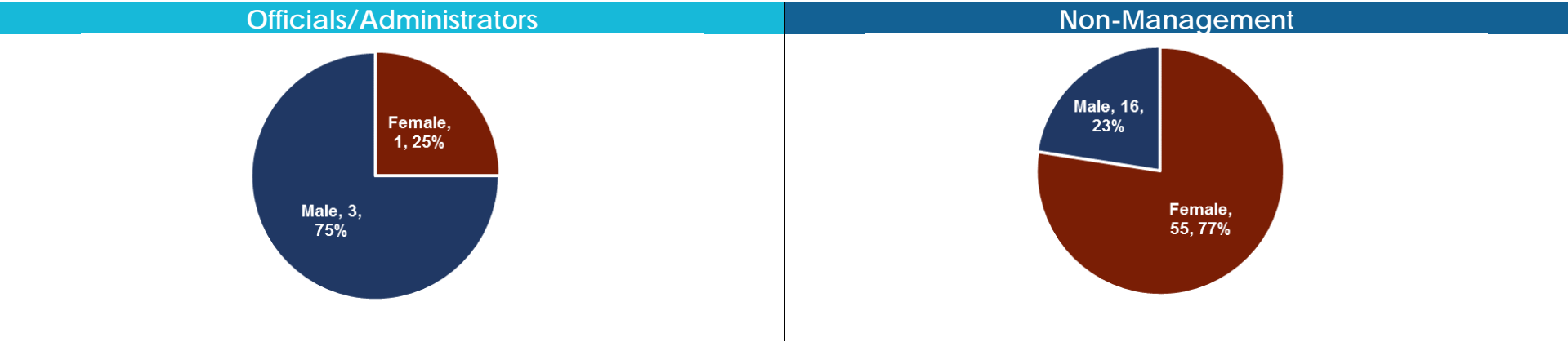


Non-Management

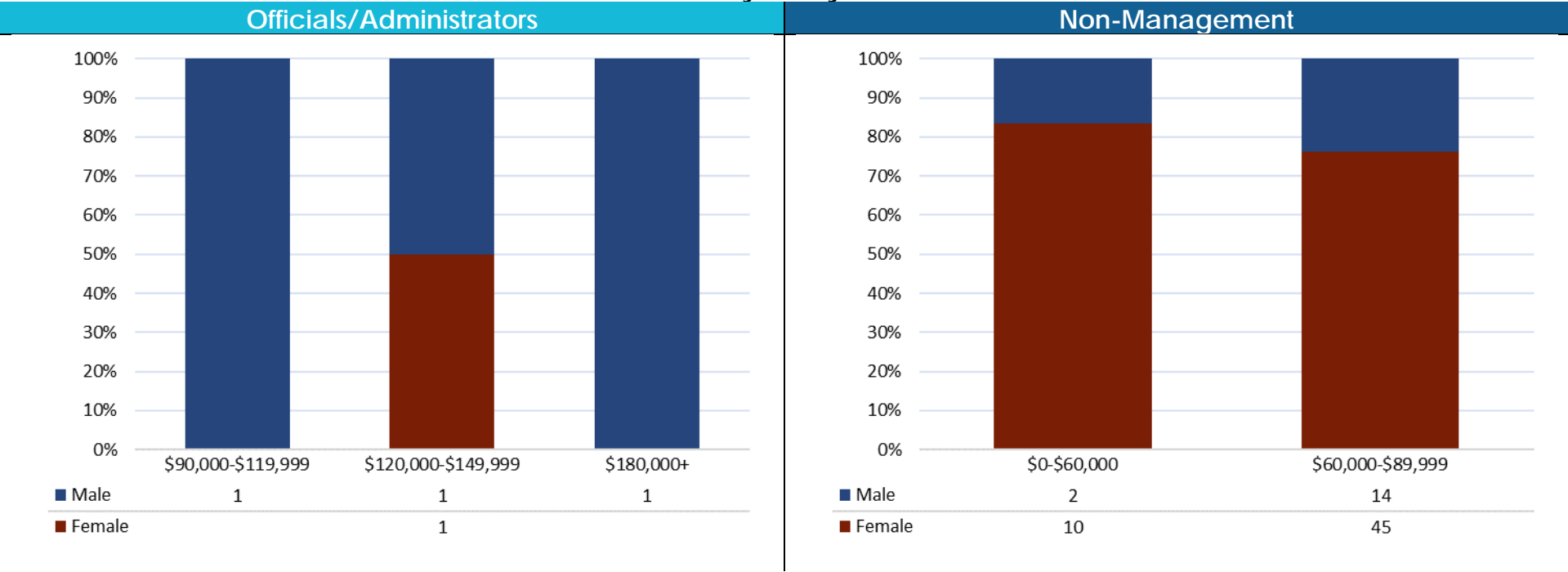


I) DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS

Gender Breakdown



Gender by Salary Bracket

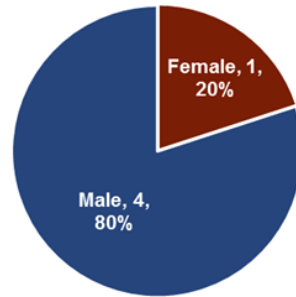


Gender Breakdown – By Department

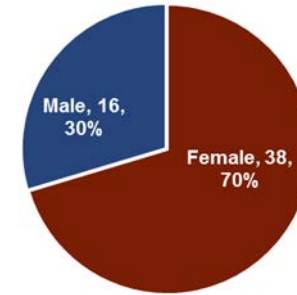
J) ECONOMIC DEVELOPMENT

Gender Breakdown

Officials/Administrators

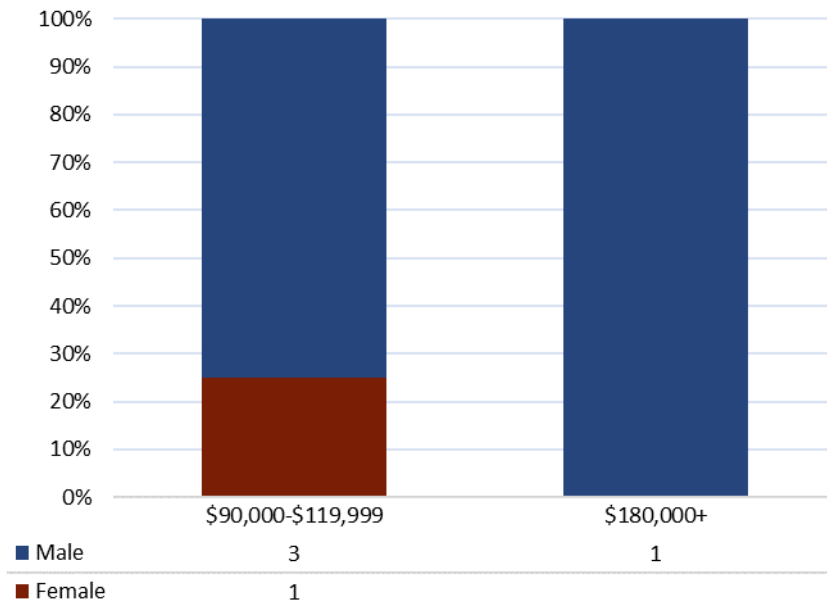


Non-Management

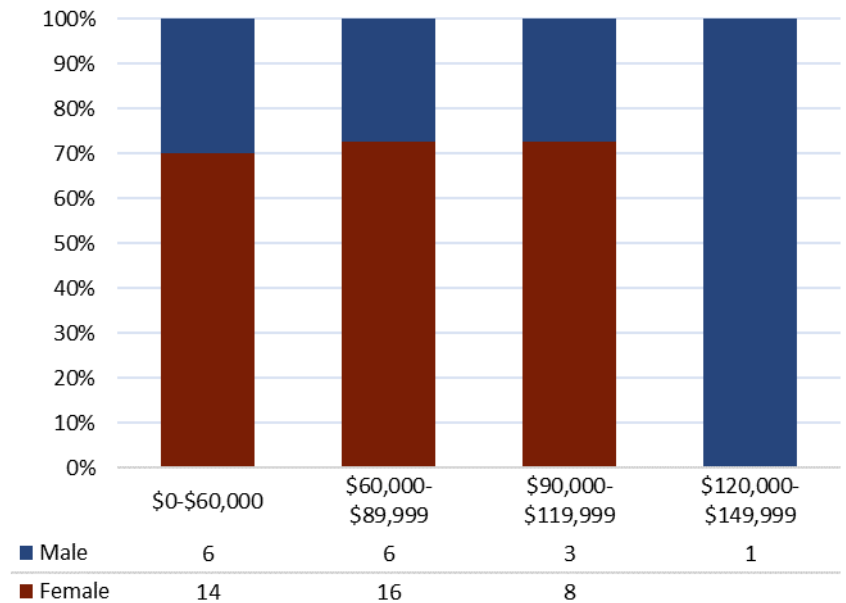


Gender by Salary Bracket

Officials/Administrators



Non-Management

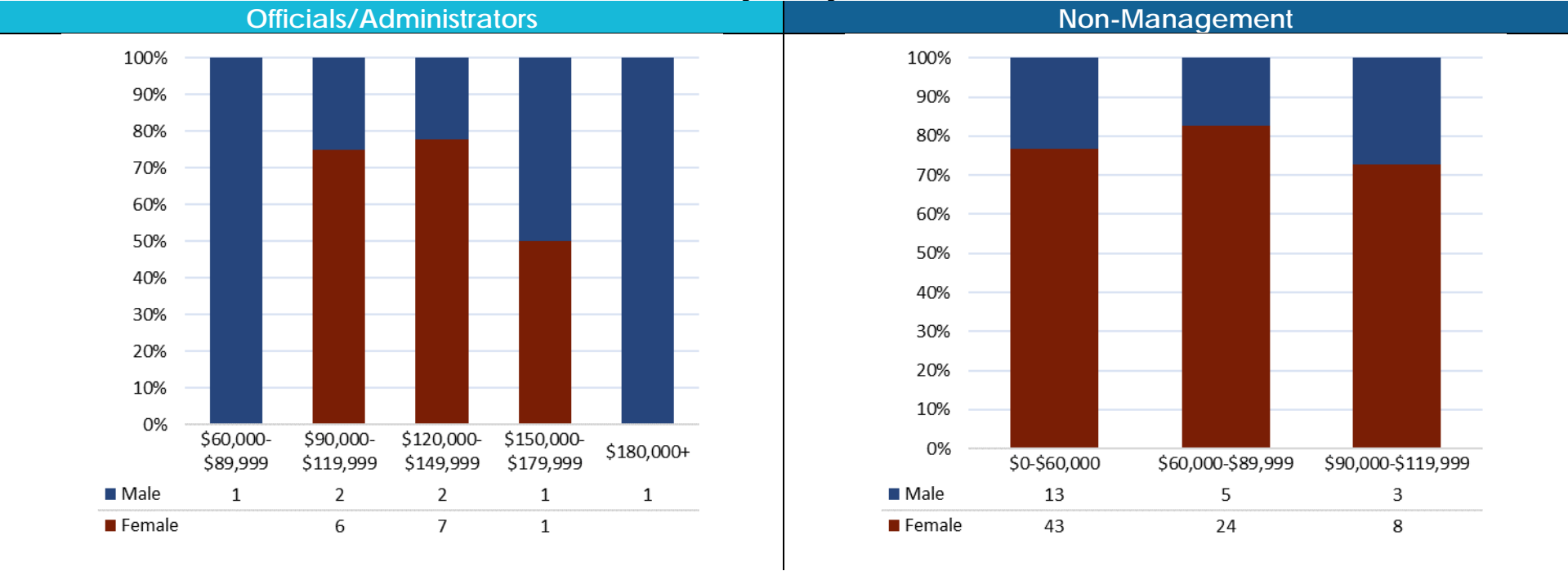


K) FINANCIAL MANAGEMENT

Gender Breakdown



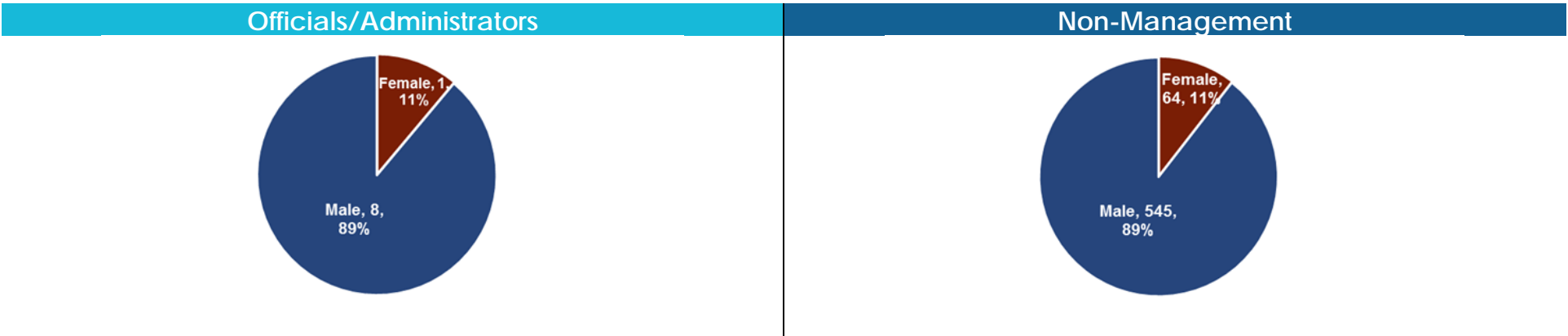
Gender by Salary Bracket



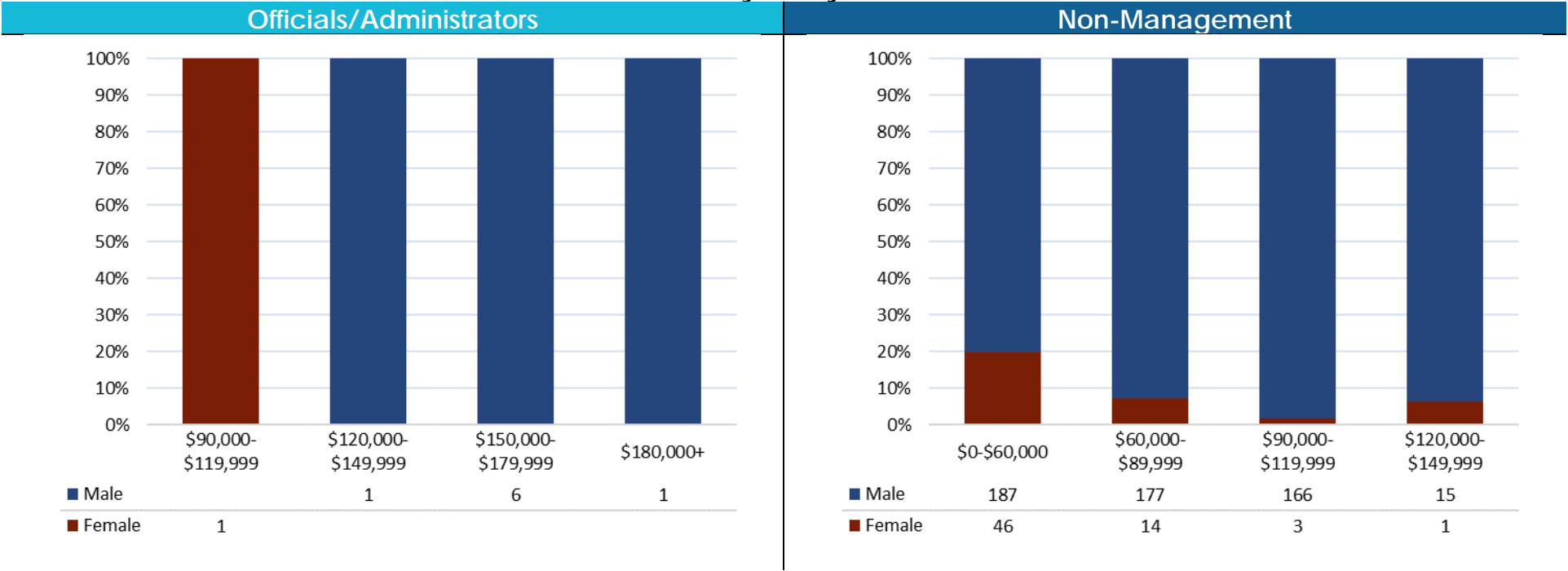
Gender Breakdown – By Department

L) FIRE

Gender Breakdown

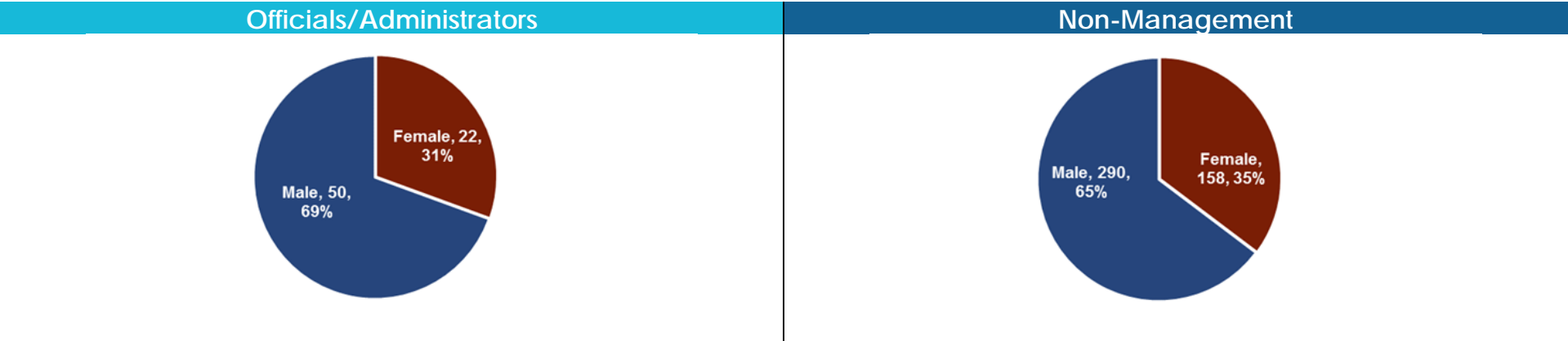


Gender by Salary Bracket

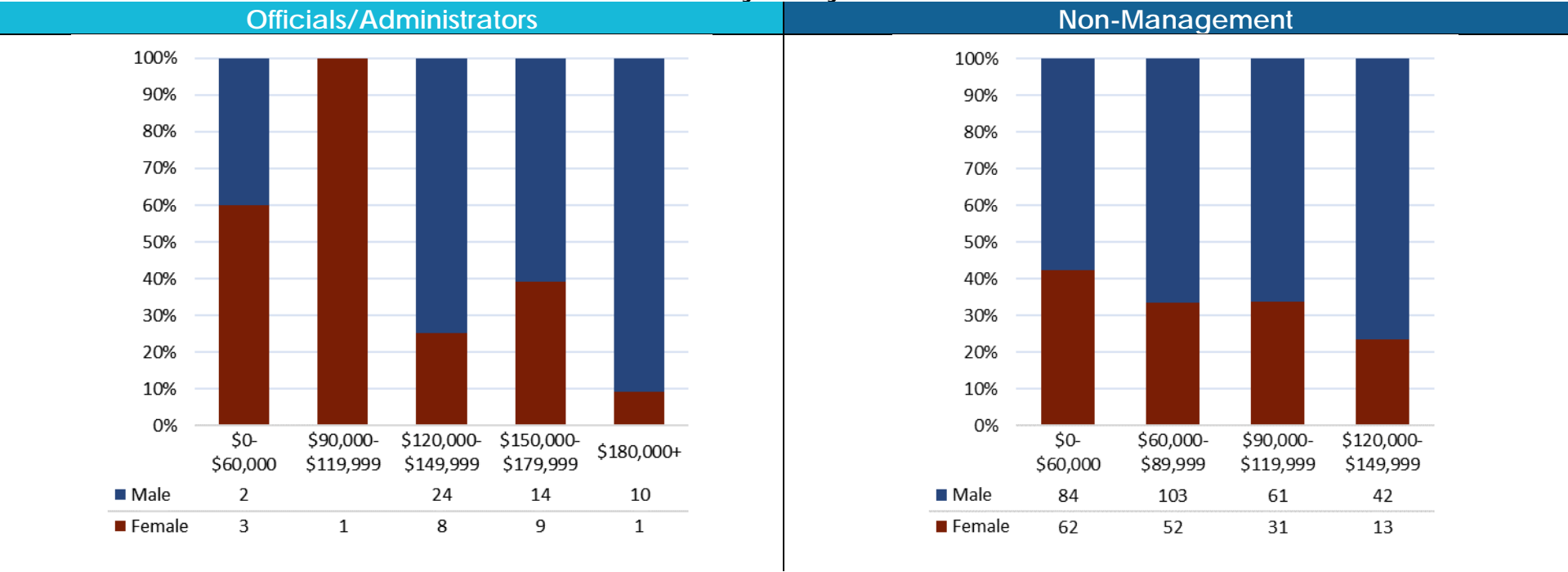


M) HARBOR

Gender Breakdown



Gender by Salary Bracket

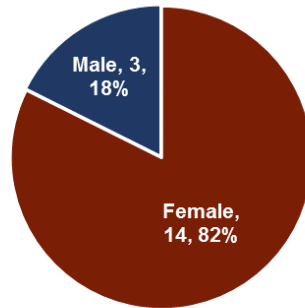


Gender Breakdown – By Department

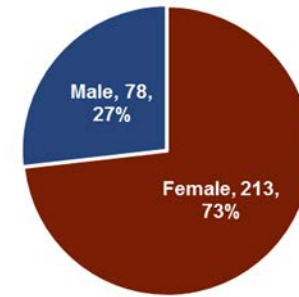
N) HEALTH AND HUMAN SERVICES

Gender Breakdown

Officials/Administrators

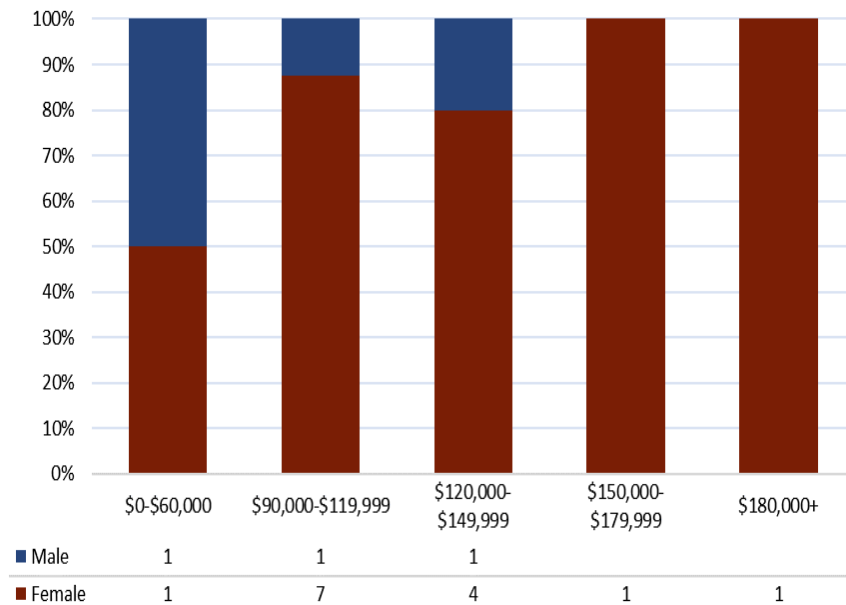


Non-Management

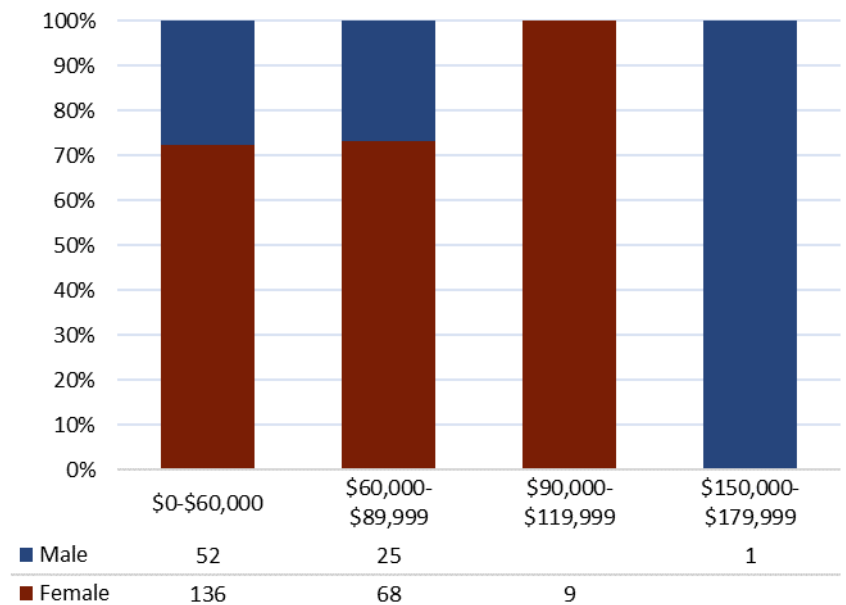


Gender by Salary Bracket

Officials/Administrators



Non-Management

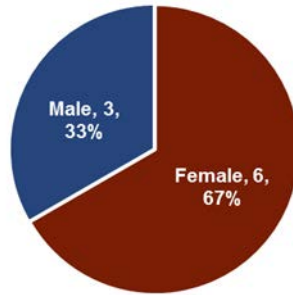


Gender Breakdown – By Department

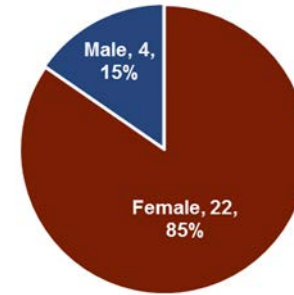
O) HUMAN RESOURCES

Gender Breakdown

Officials/Administrators

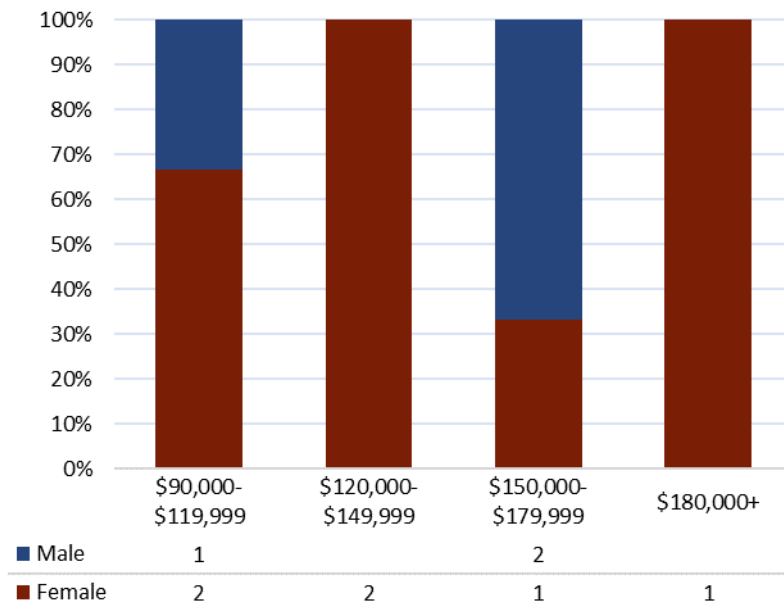


Non-Management

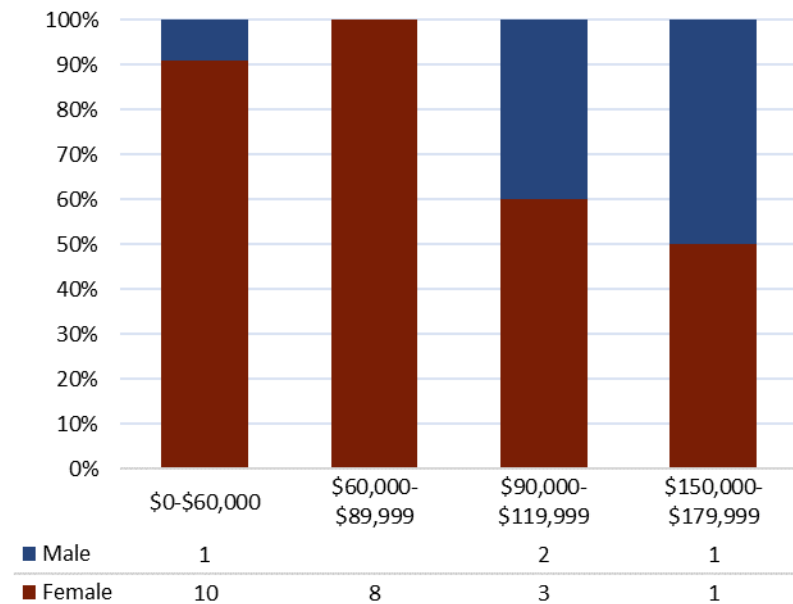


Gender by Salary Bracket

Officials/Administrators



Non-Management

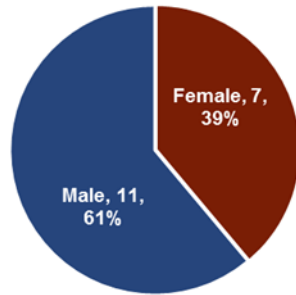


Gender Breakdown – By Department

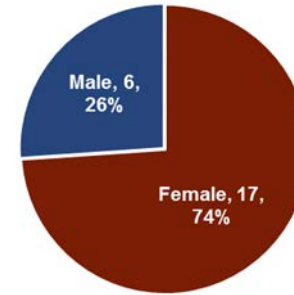
P) LEGISLATIVE

Gender Breakdown

Officials/Administrators

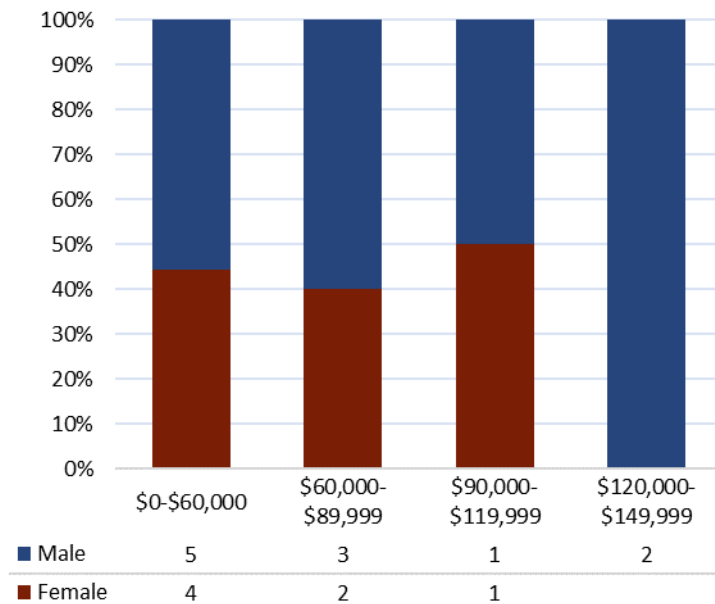


Non-Management

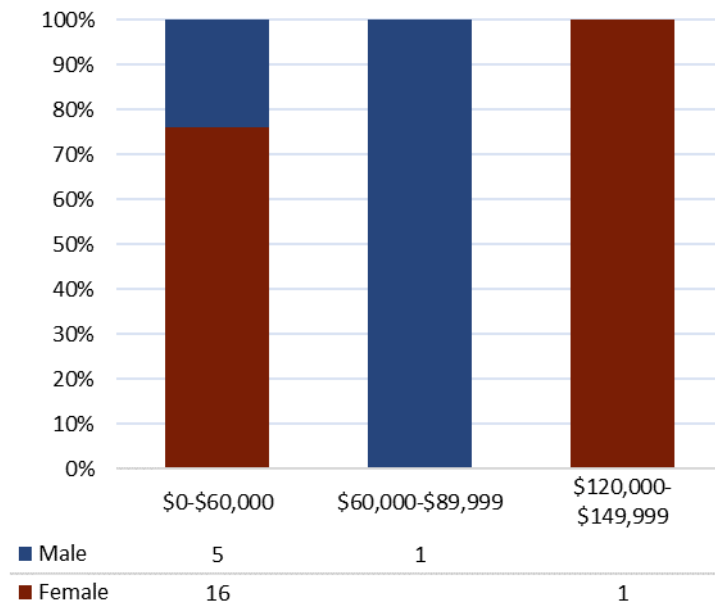


Gender by Salary Bracket

Officials/Administrators



Non-Management



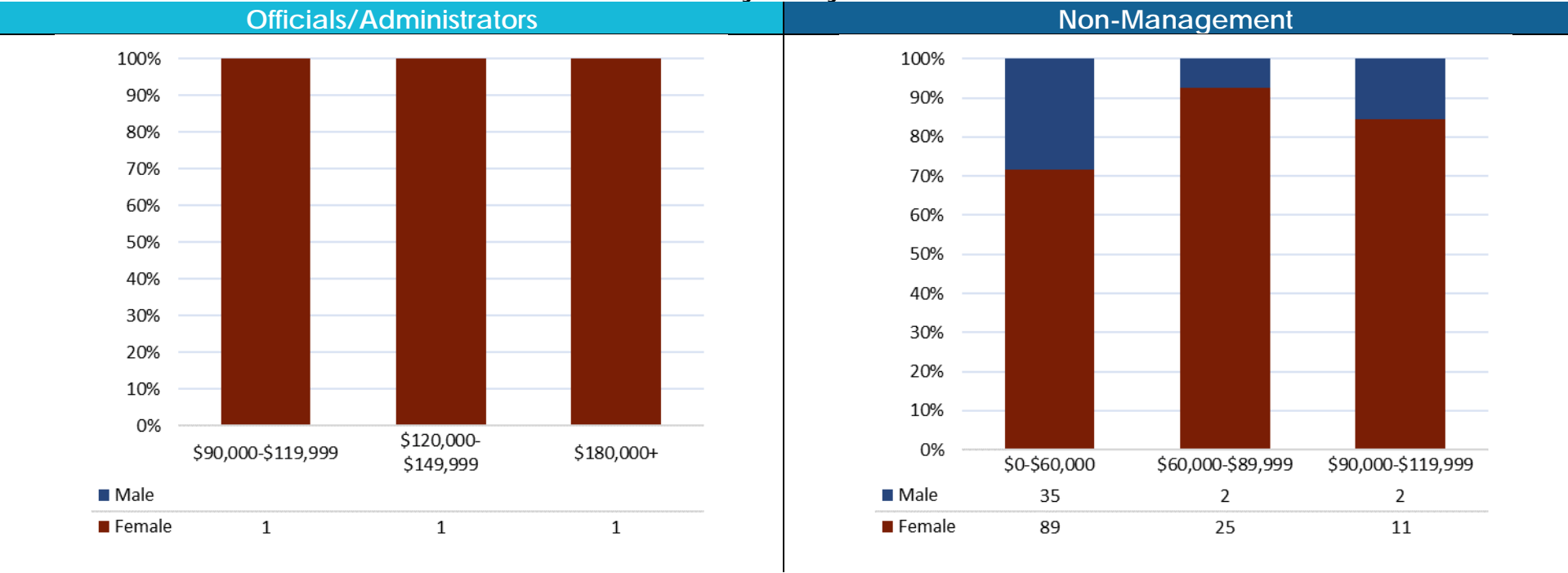
Gender Breakdown – By Department

Q) LIBRARY SERVICES

Gender Breakdown



Gender by Salary Bracket

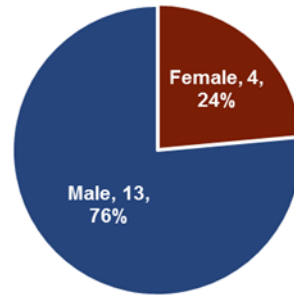


Gender Breakdown – By Department

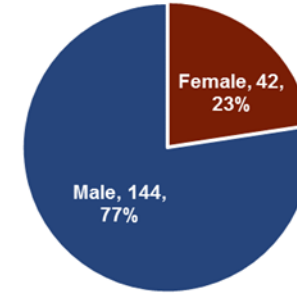
R) LONG BEACH GAS & OIL

Gender Breakdown

Officials/Administrators

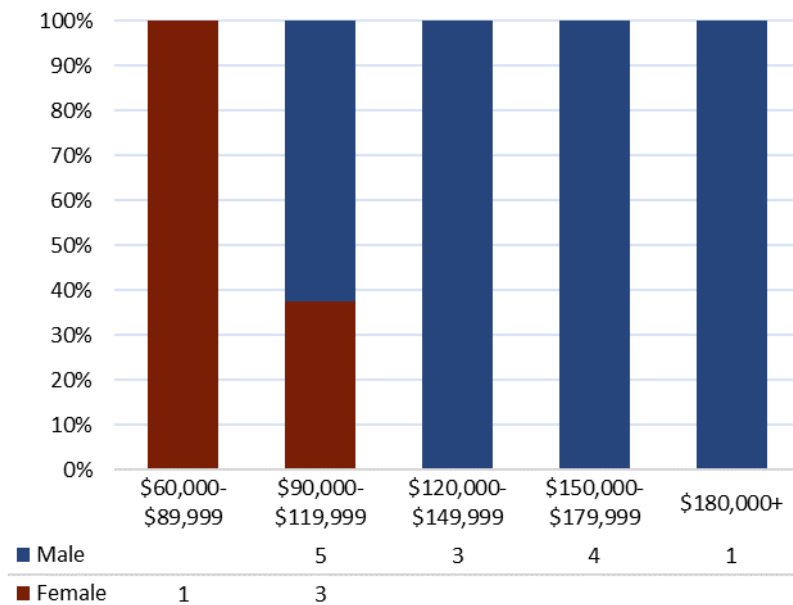


Non-Management

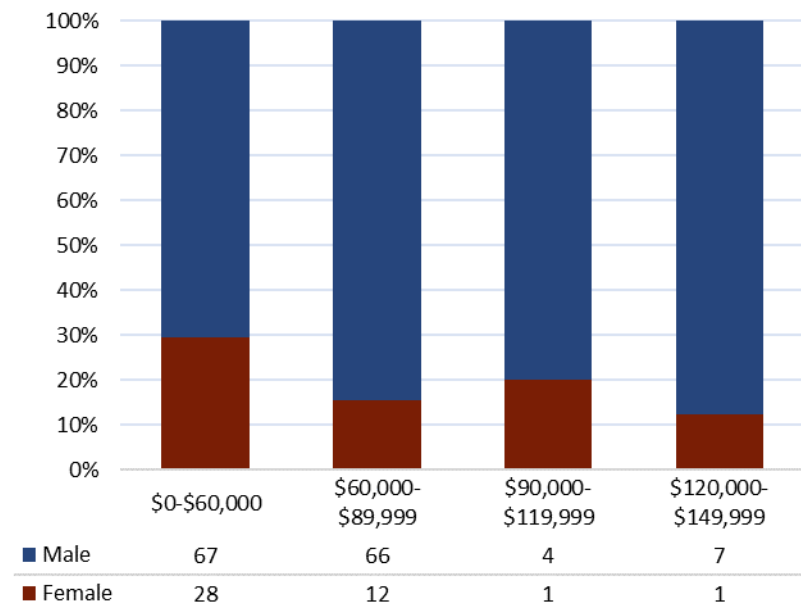


Gender by Salary Bracket

Officials/Administrators



Non-Management

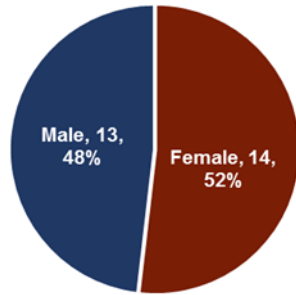


Gender Breakdown – By Department

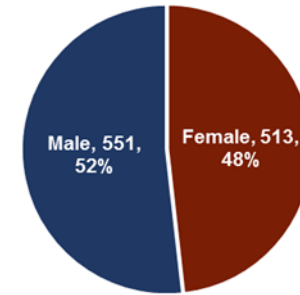
S) PARKS, RECREATION & MARINE

Gender Breakdown

Officials/Administrators

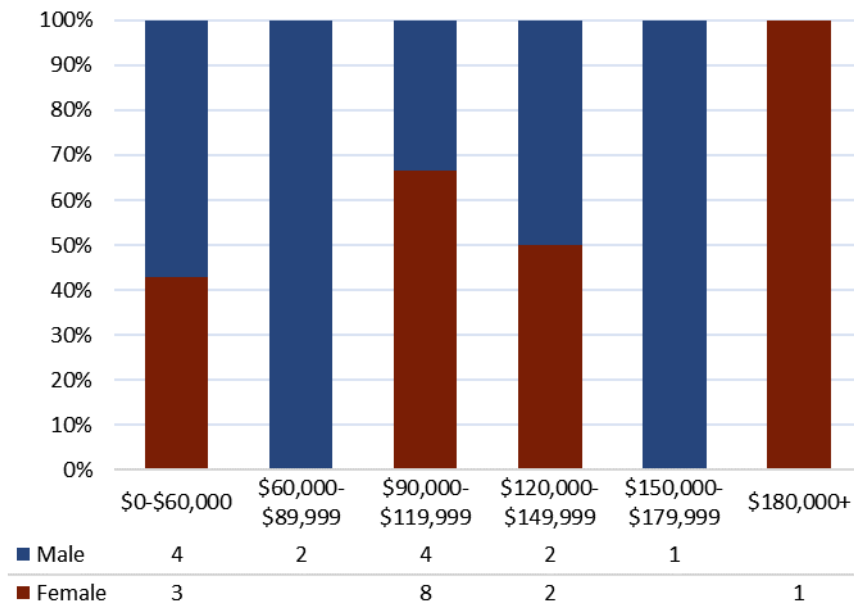


Non-Management

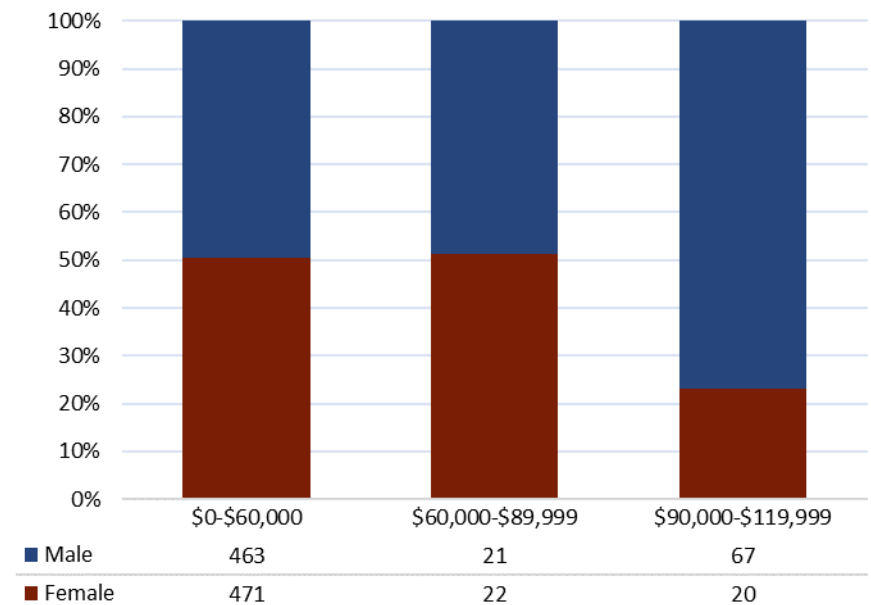


Gender by Salary Bracket

Officials/Administrators



Non-Management

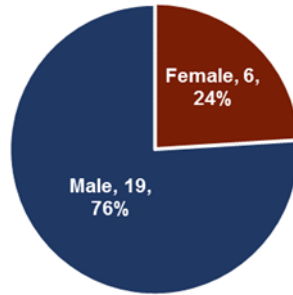


Gender Breakdown – By Department

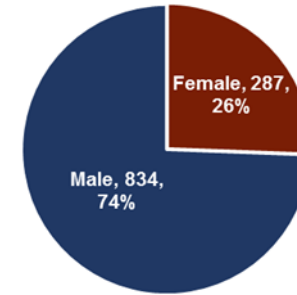
T) POLICE

Gender Breakdown

Officials/Administrators

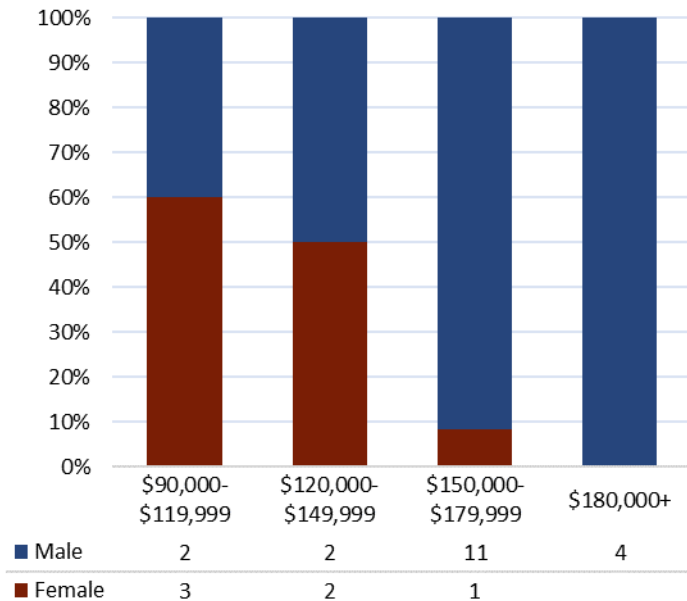


Non-Management

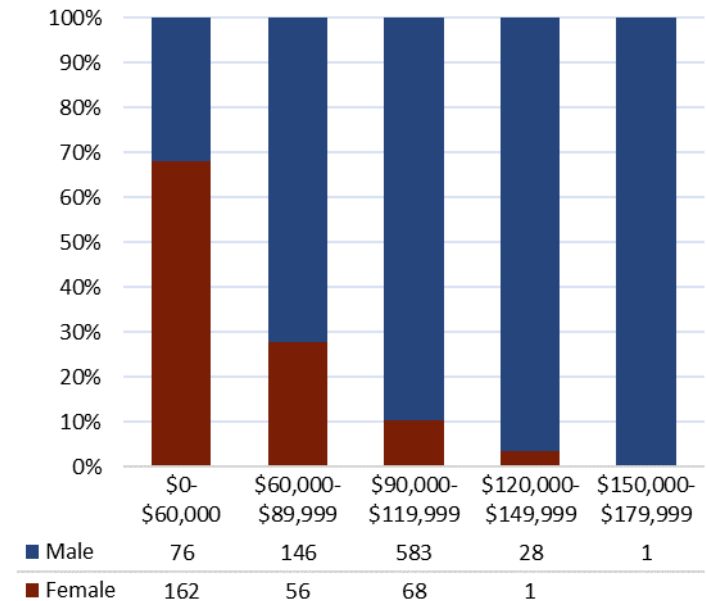


Gender by Salary Bracket

Officials/Administrators



Non-Management

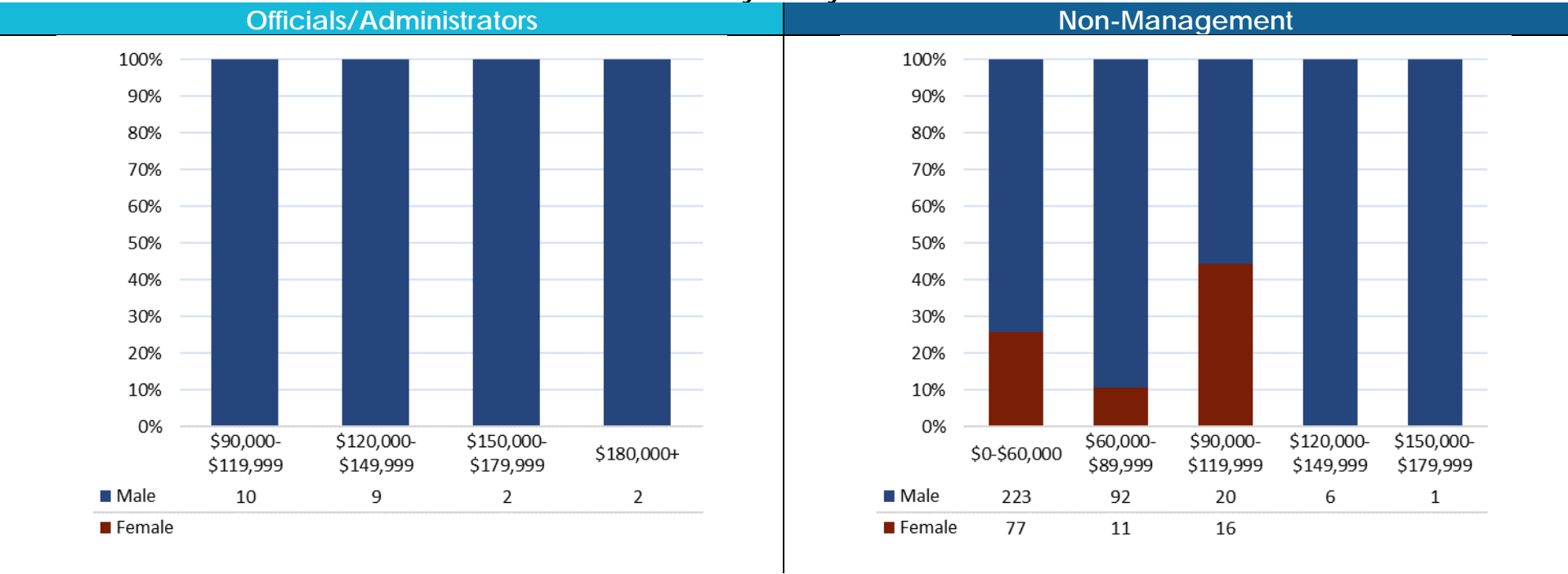


U) PUBLIC WORKS

Gender Breakdown



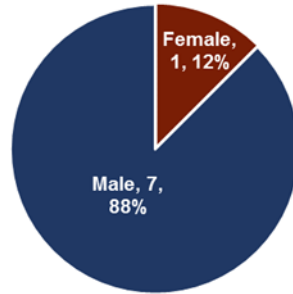
Gender by Salary Bracket



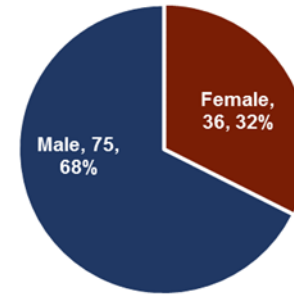
V) TECHNOLOGY AND INNOVATION

Gender Breakdown

Officials/Administrators

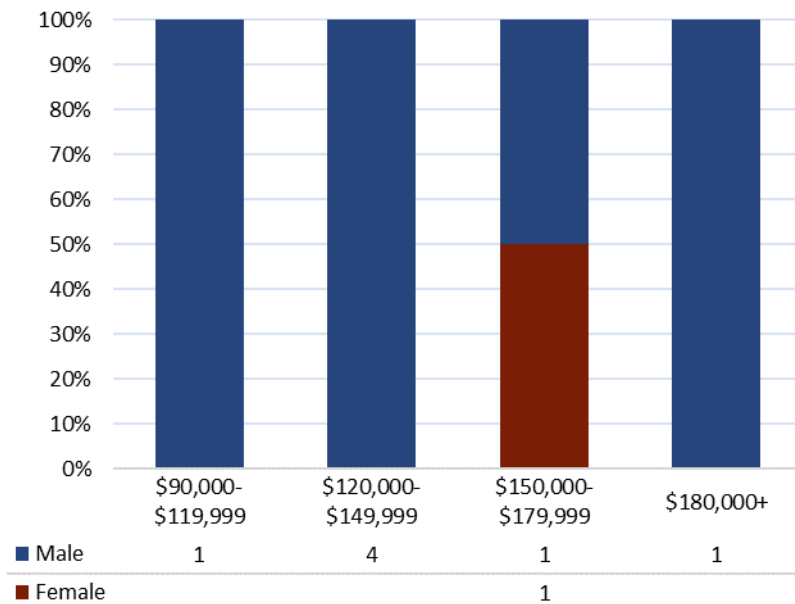


Non-Management

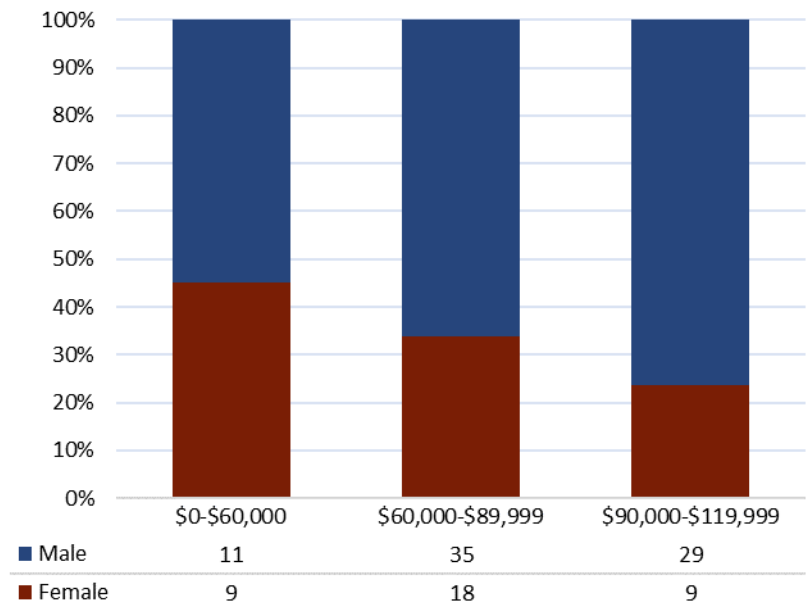


Gender by Salary Bracket

Officials/Administrators



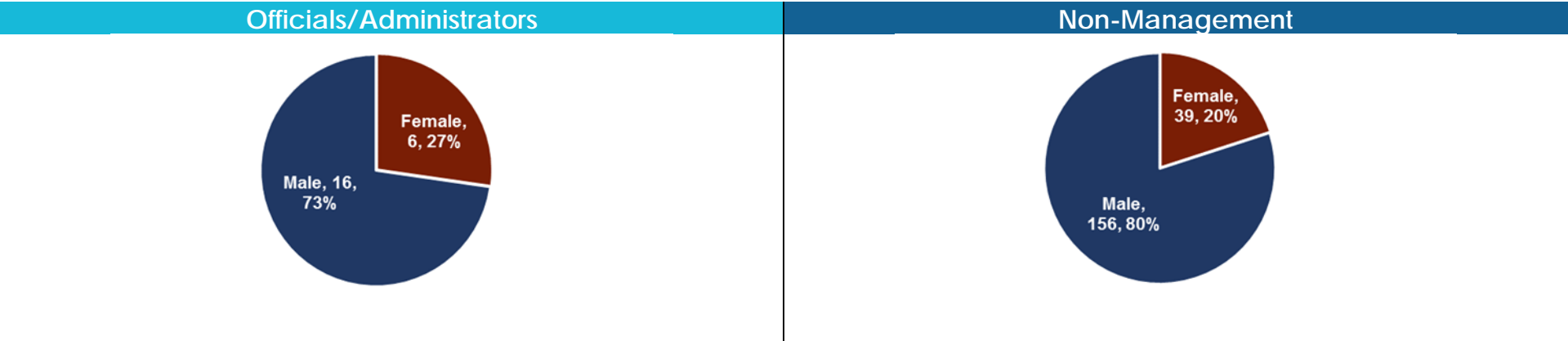
Non-Management



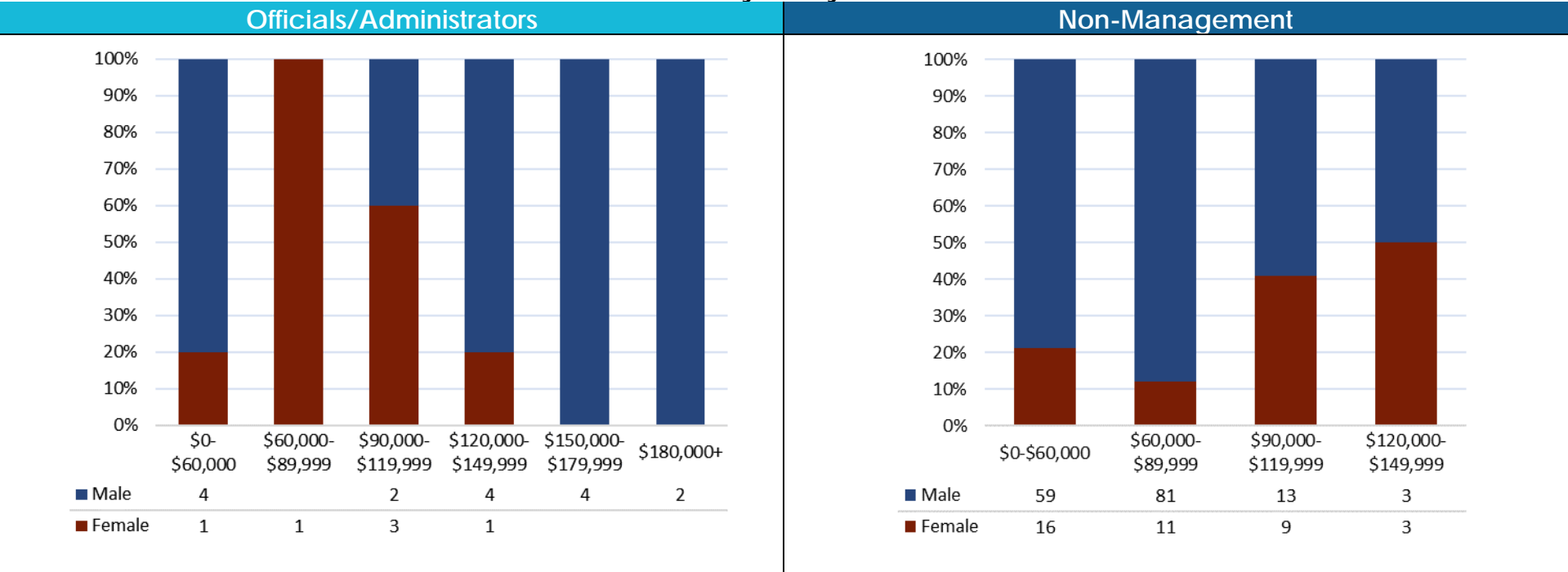
Gender Breakdown – By Department

W) WATER

Gender Breakdown



Gender by Salary Bracket



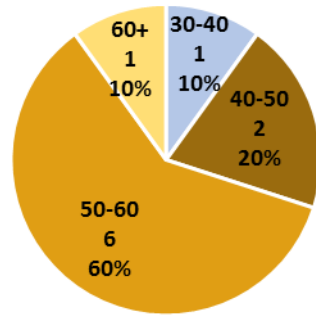
6. AGE BREAKDOWN – BY DEPARTMENT

Age Breakdown – By Department

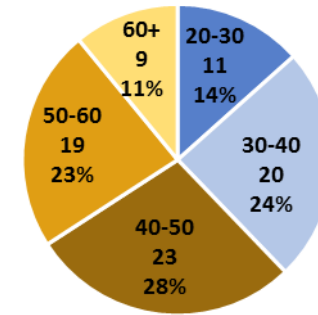
A) AIRPORT

Age Breakdown

Officials/Administrators

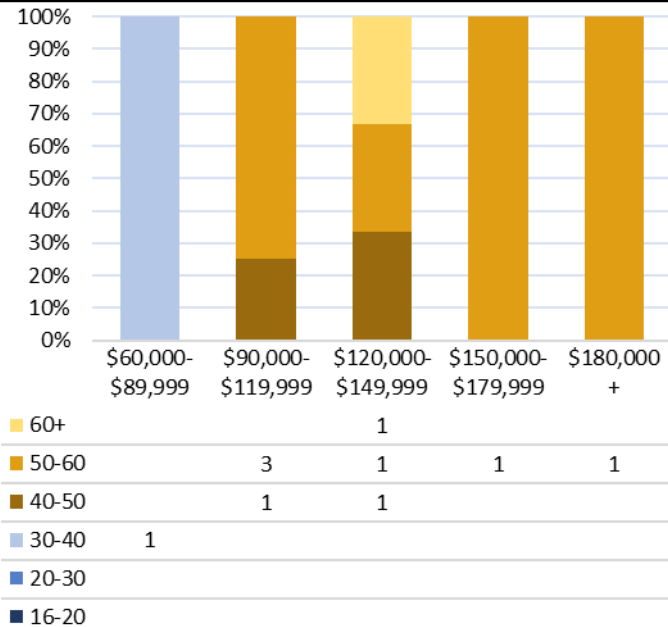


Non-Management

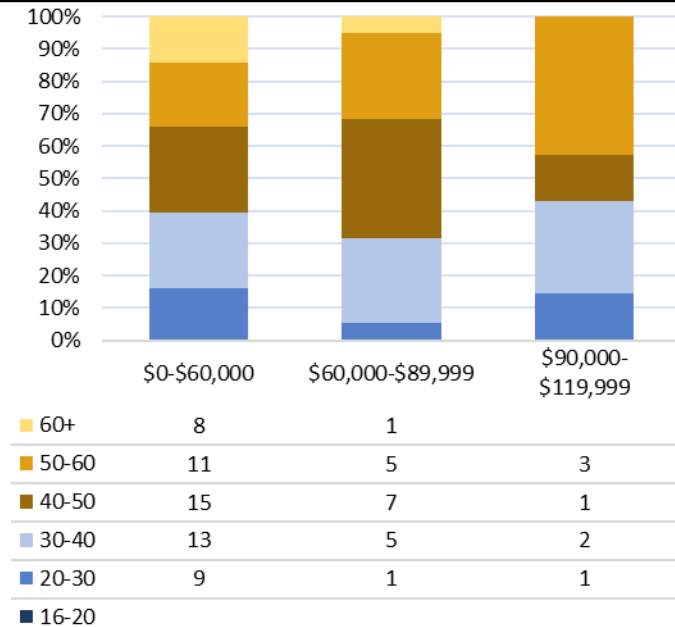


Age by Salary Bracket

Officials/Administrators



Non-Management

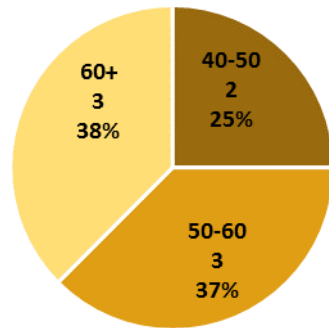


Age Breakdown – By Department

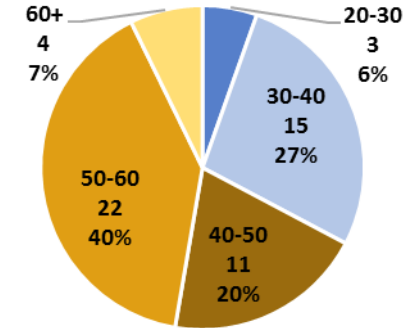
B) CITY ATTORNEY

Age Breakdown

Officials/Administrators

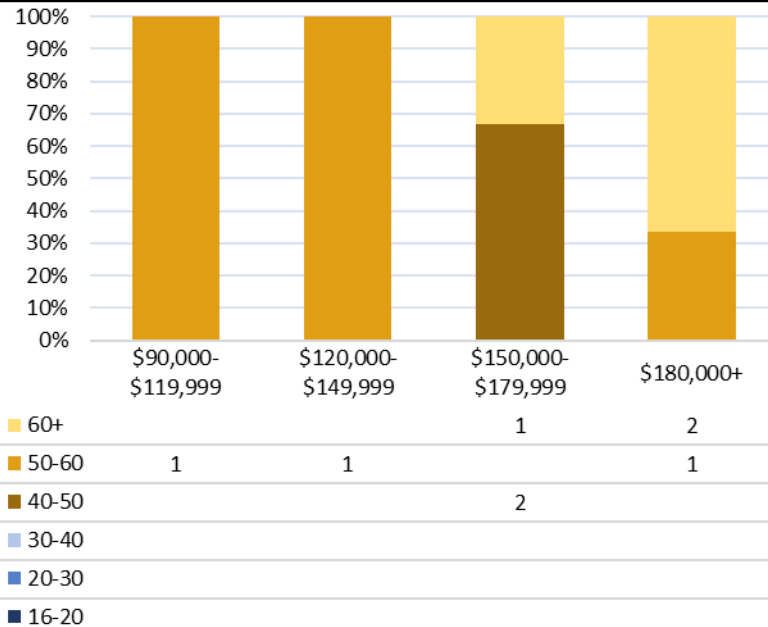


Non-Management

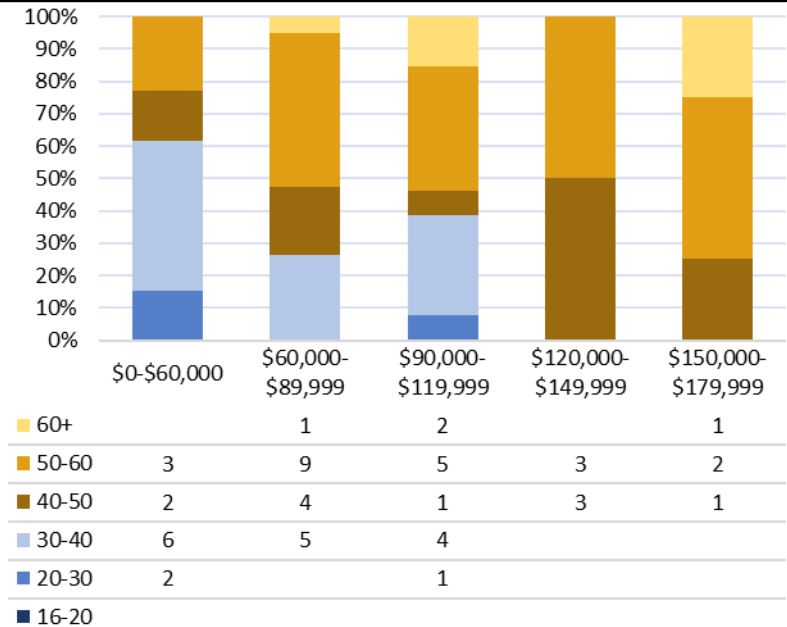


Age by Salary Bracket

Officials/Administrators



Non-Management

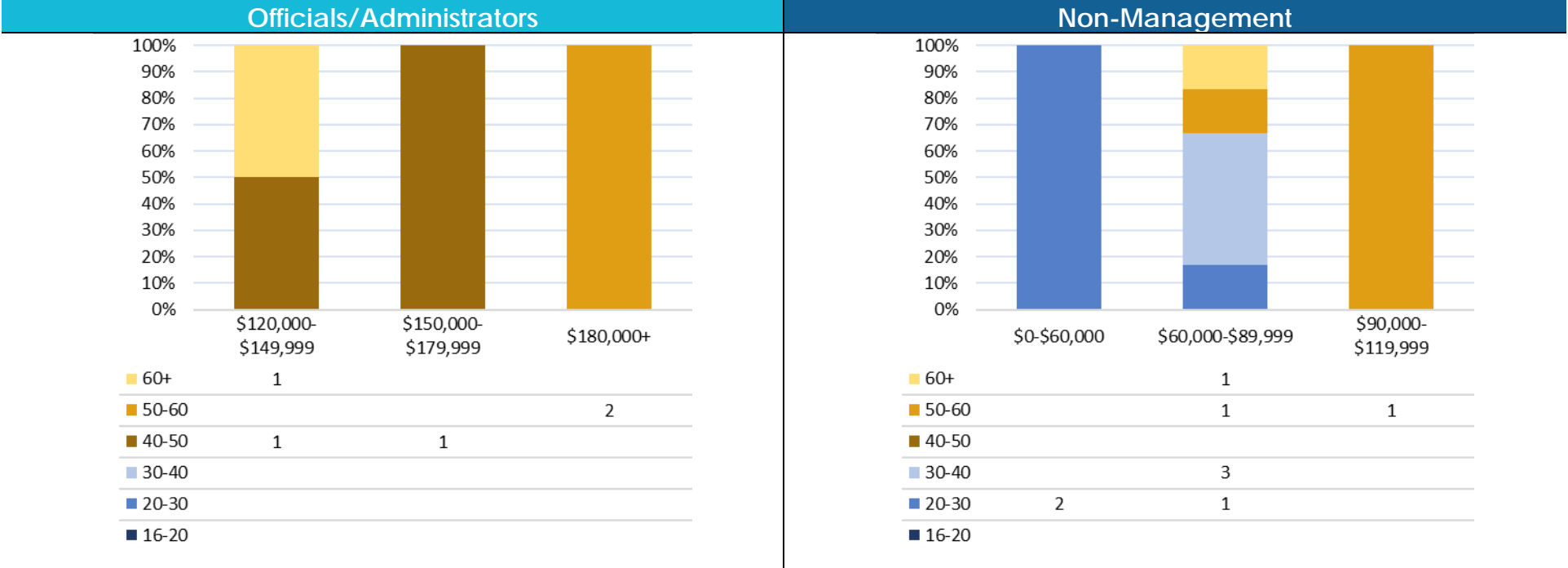


C) CITY AUDITOR

Age Breakdown



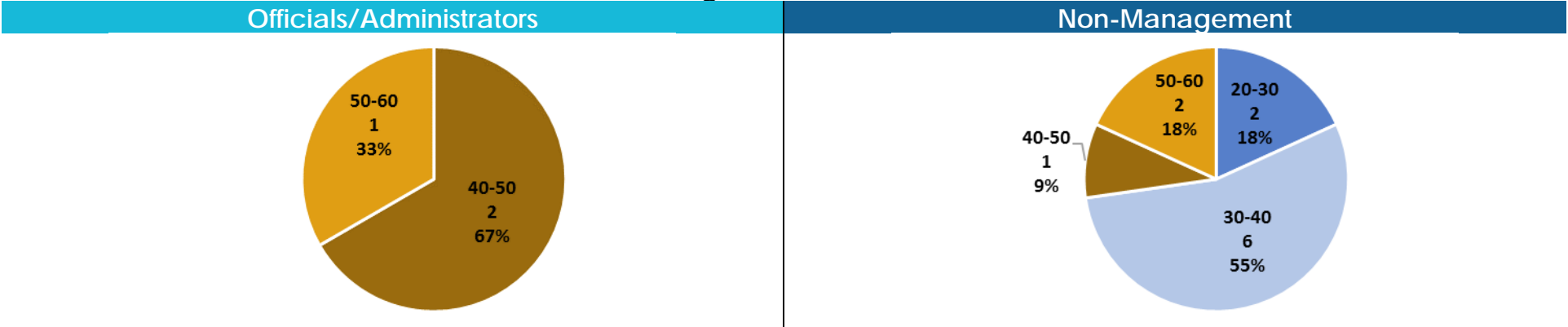
Age by Salary Bracket



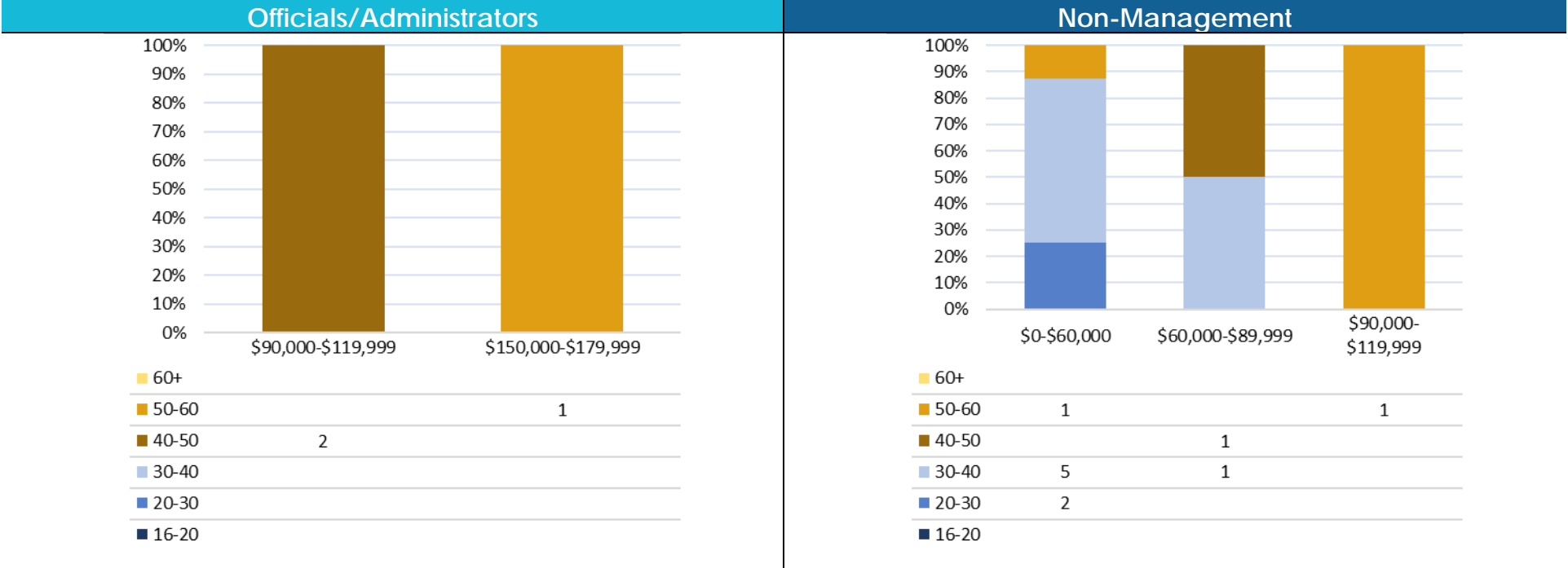
Age Breakdown – By Department

D) CITY CLERK

Age Breakdown



Age by Salary Bracket

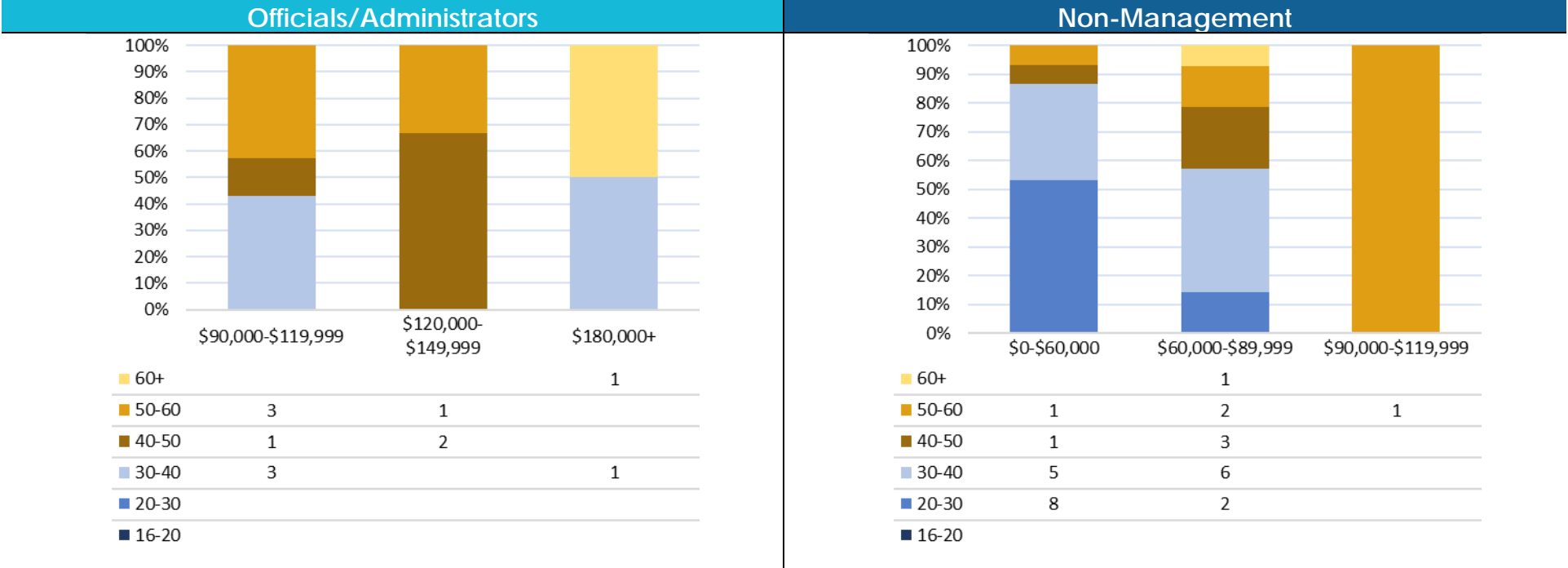


E) CITY MANAGER’S OFFICE

Age Breakdown



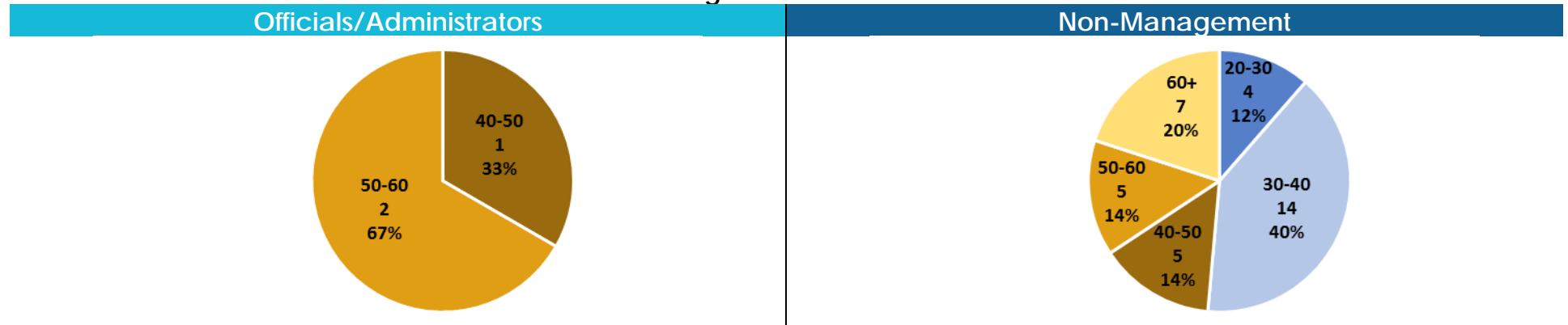
Age by Salary Bracket



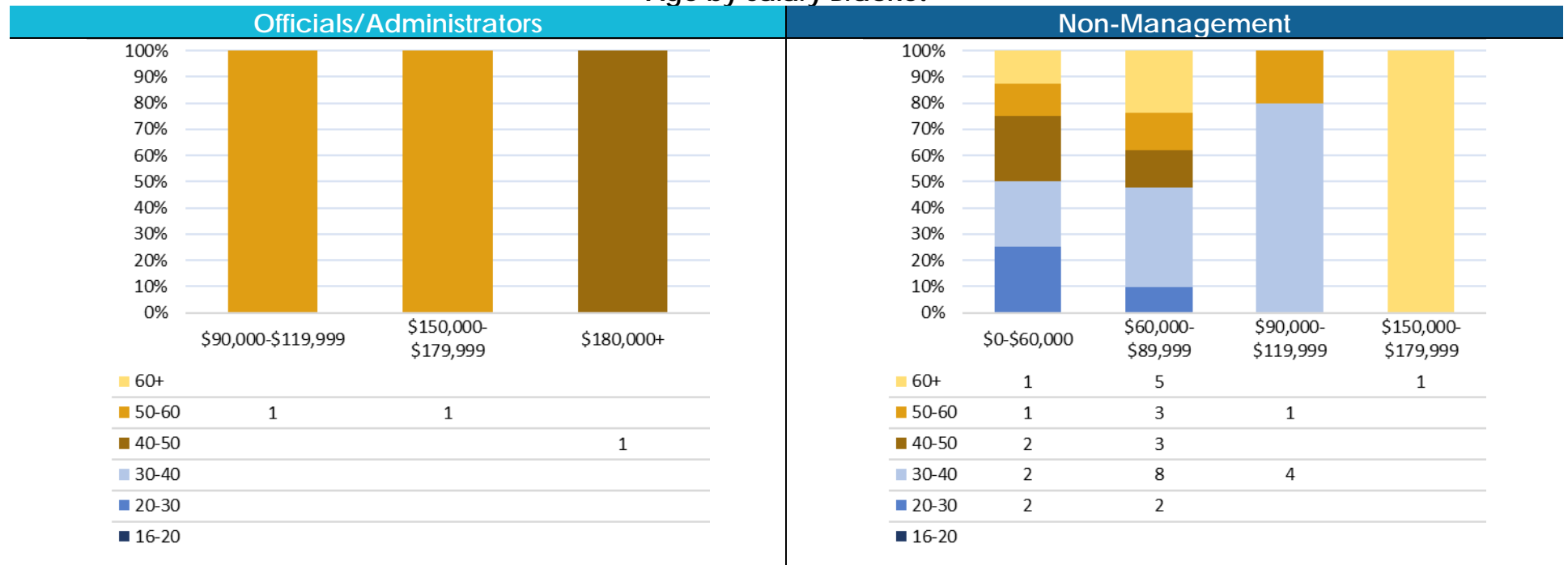
Age Breakdown – By Department

F) CITY PROSECUTOR

Age Breakdown



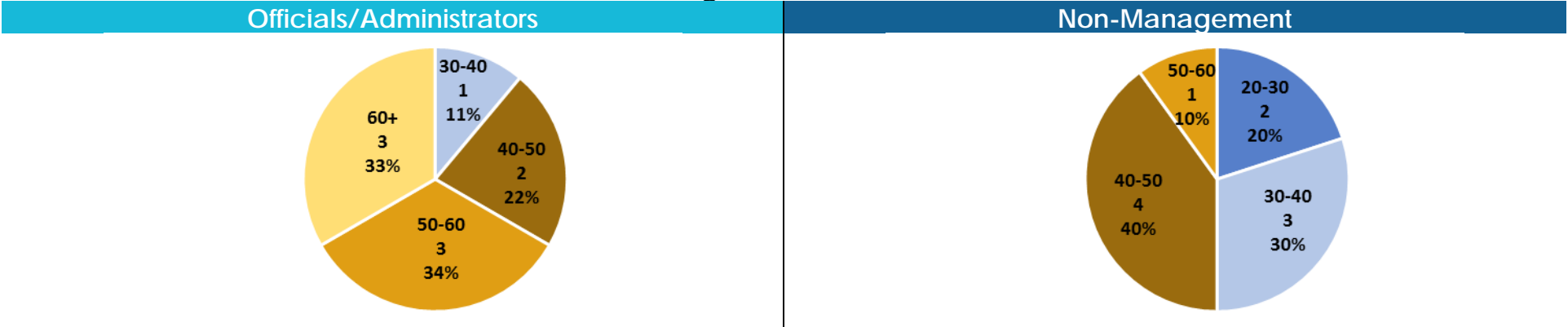
Age by Salary Bracket



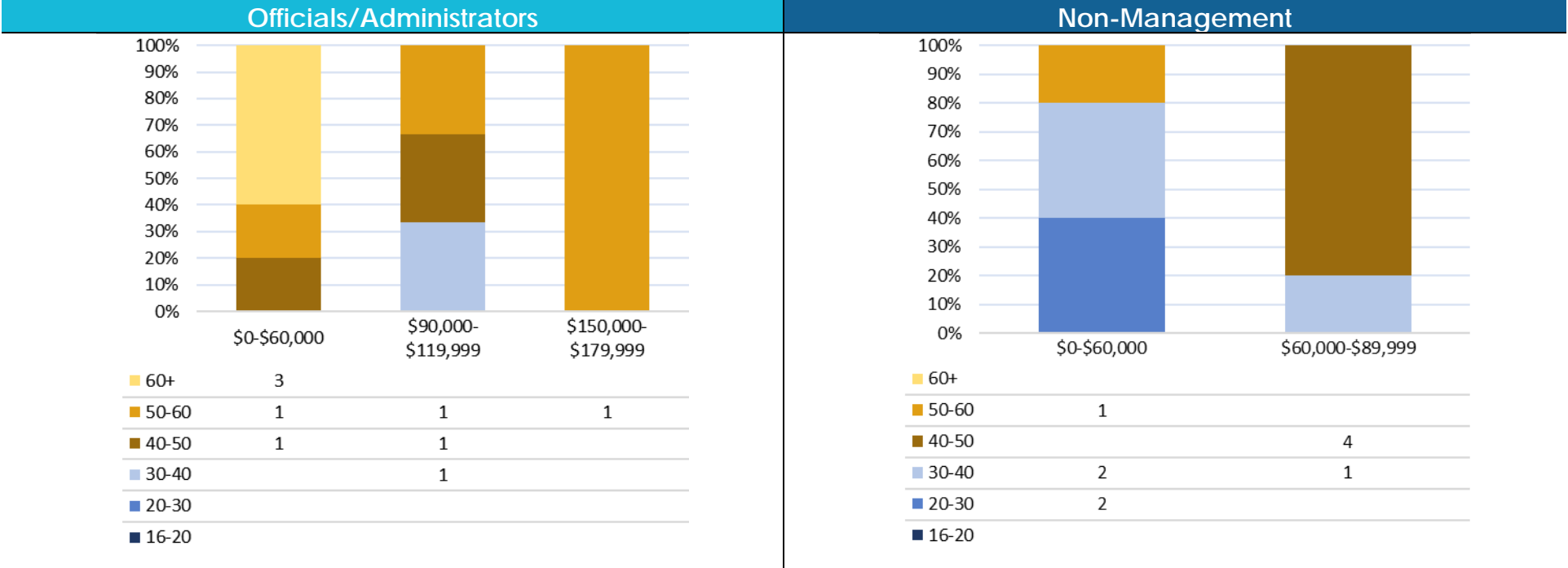
Age Breakdown – By Department

G) CIVIL SERVICE

Age Breakdown

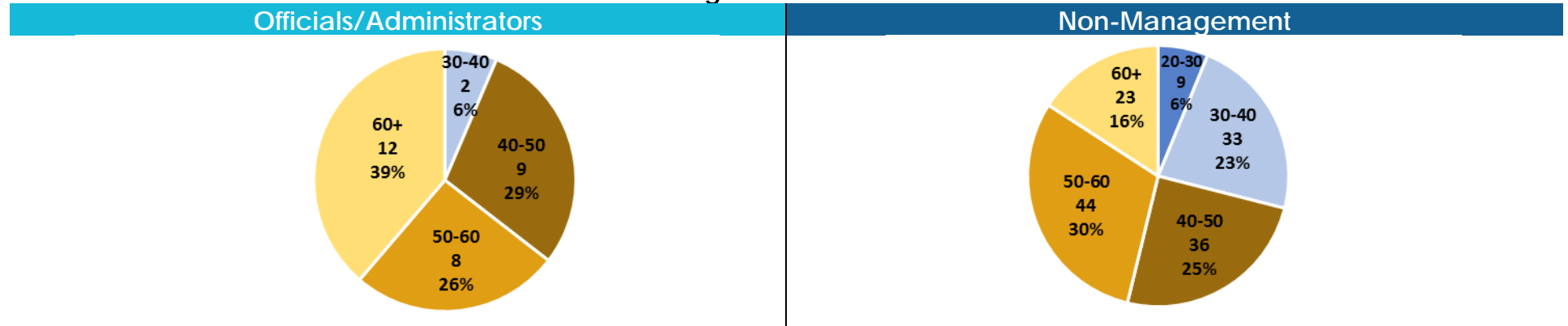


Age by Salary Bracket

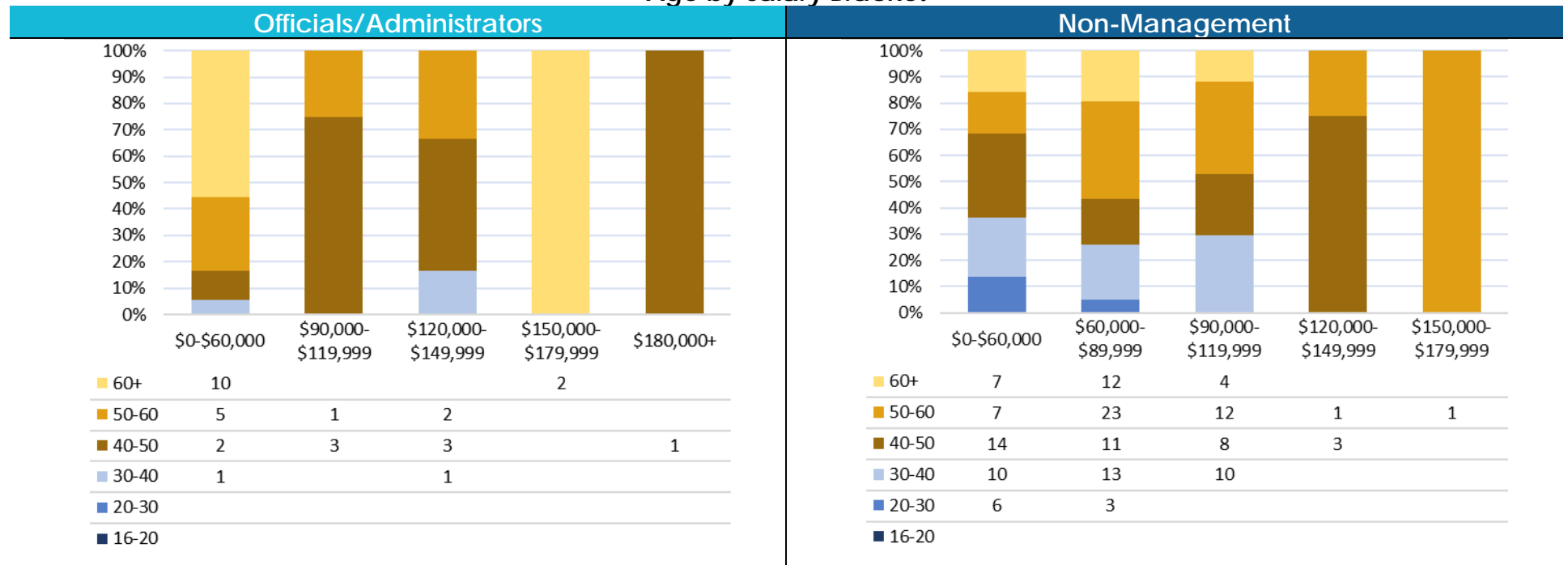


H) DEVELOPMENT SERVICES

Age Breakdown

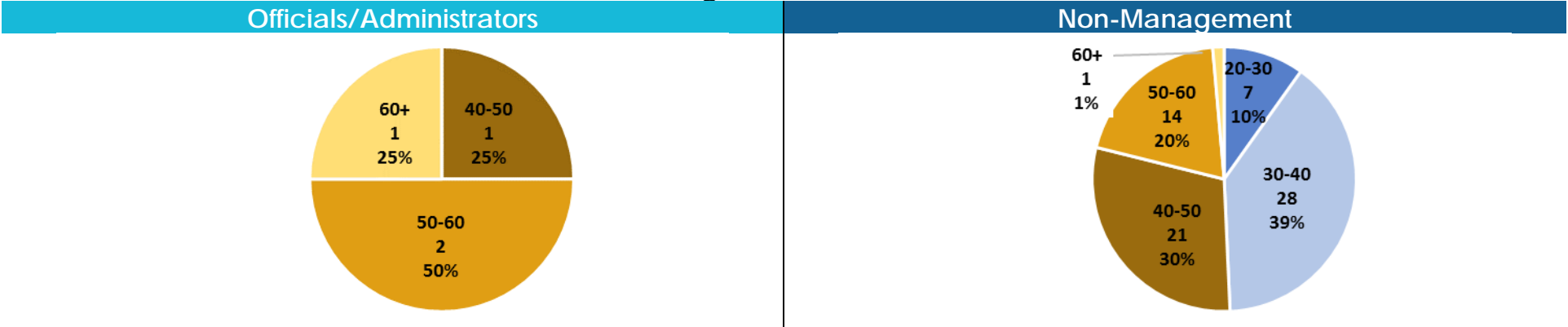


Age by Salary Bracket

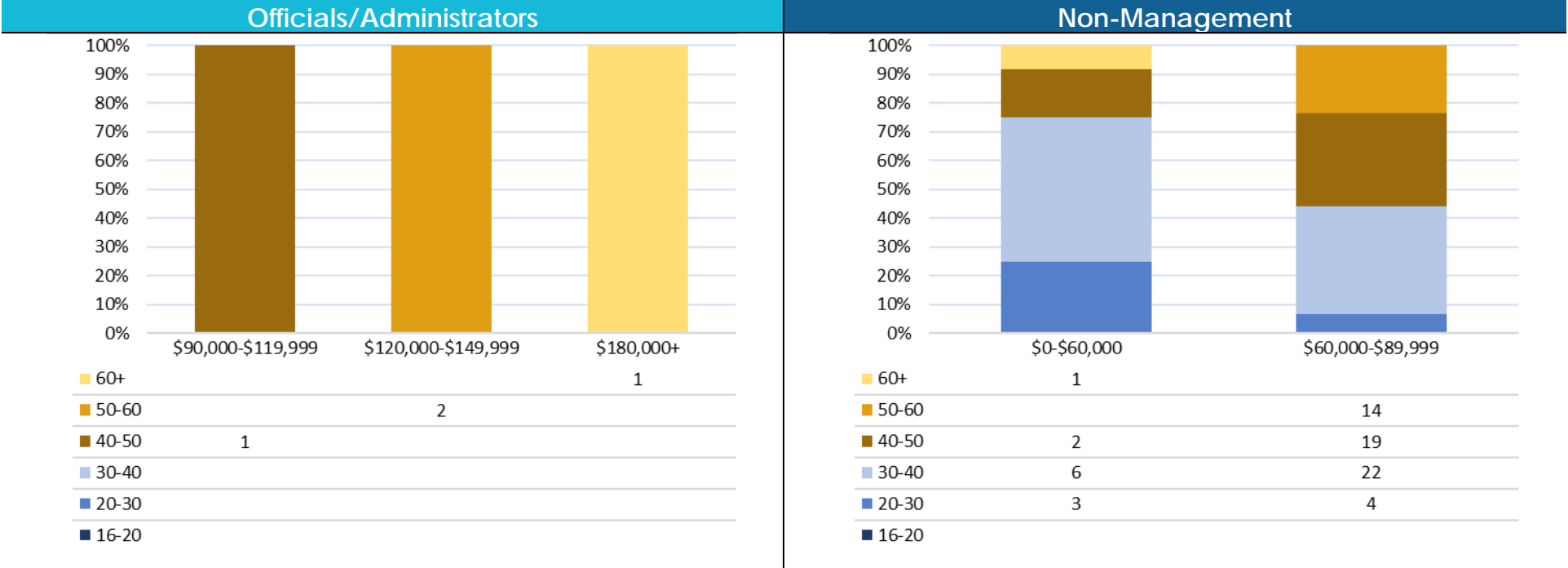


I) DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS

Age Breakdown

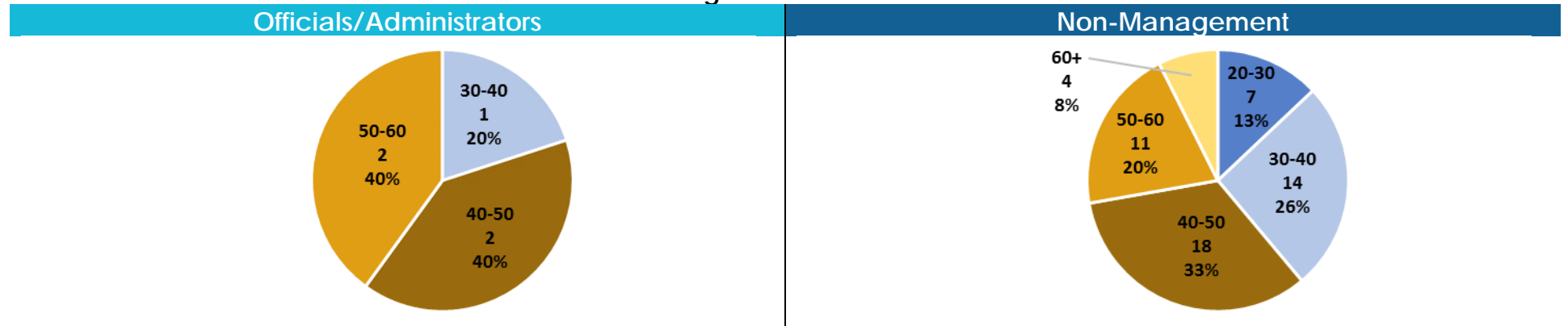


Age by Salary Bracket

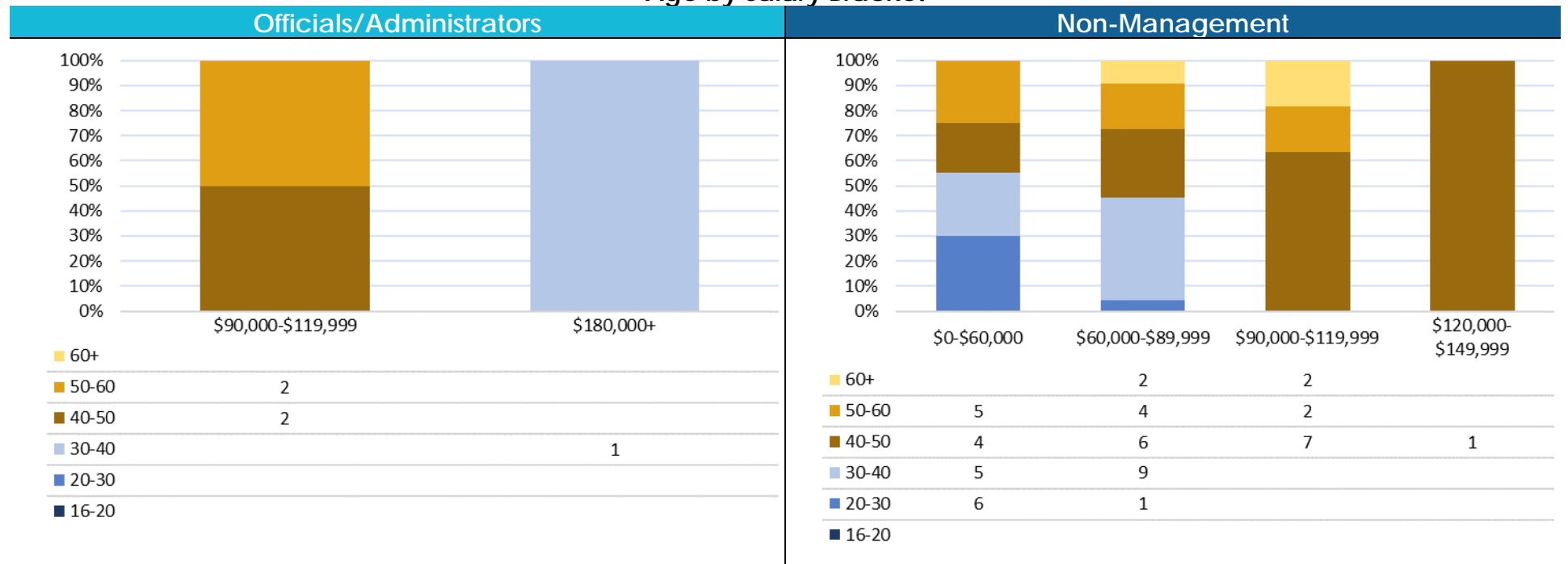


J) ECONOMIC DEVELOPMENT

Age Breakdown

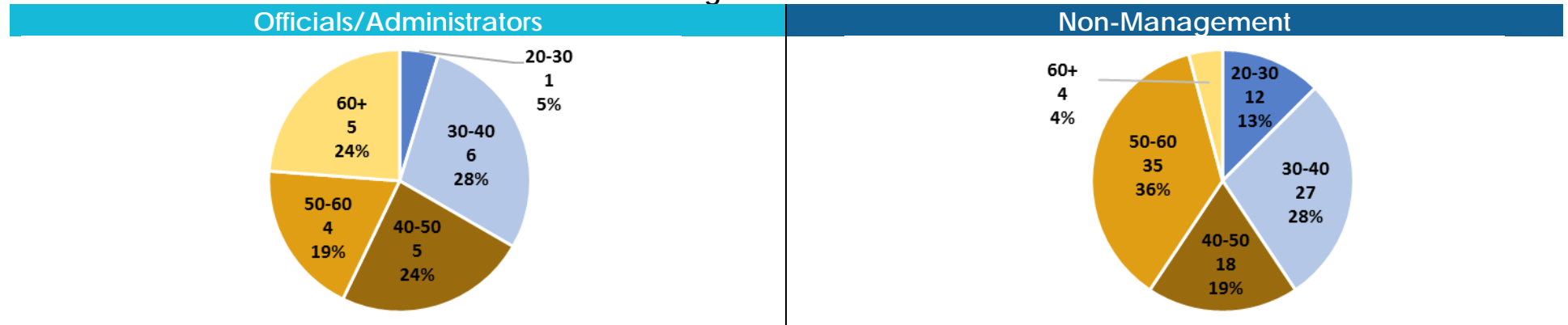


Age by Salary Bracket

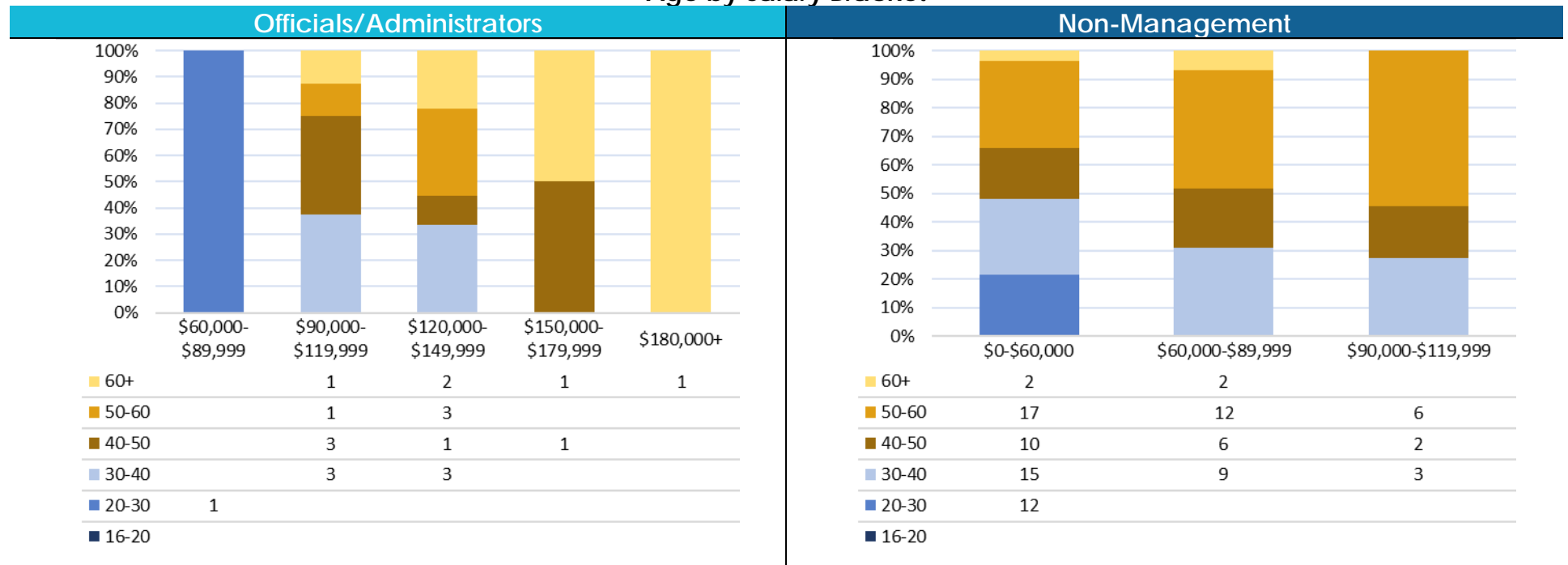


K) FINANCIAL MANAGEMENT

Age Breakdown



Age by Salary Bracket

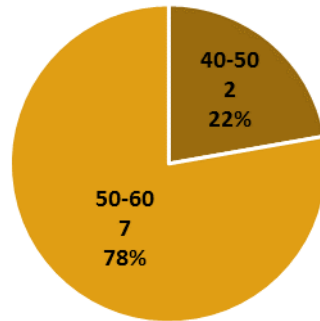


Age Breakdown – By Department

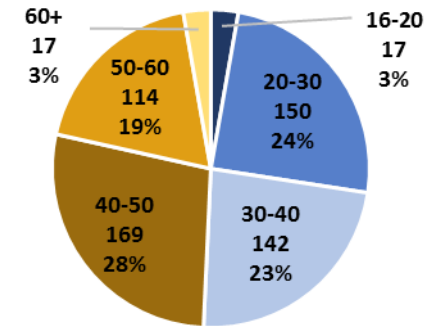
L) FIRE

Age Breakdown

Officials/Administrators

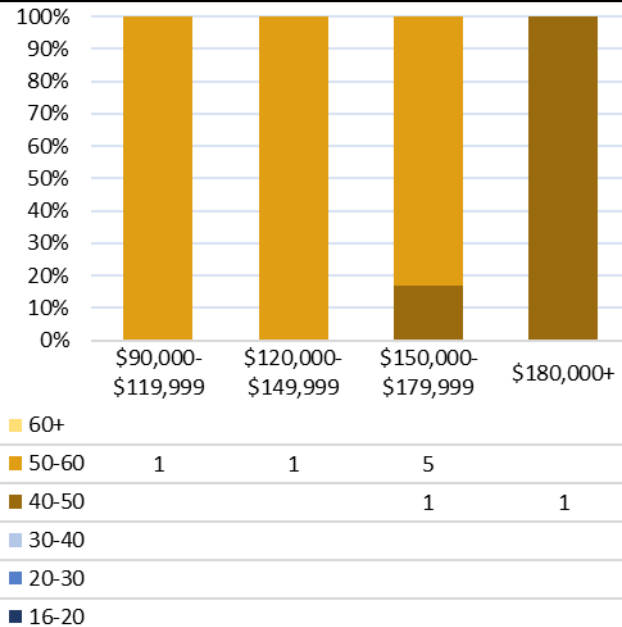


Non-Management

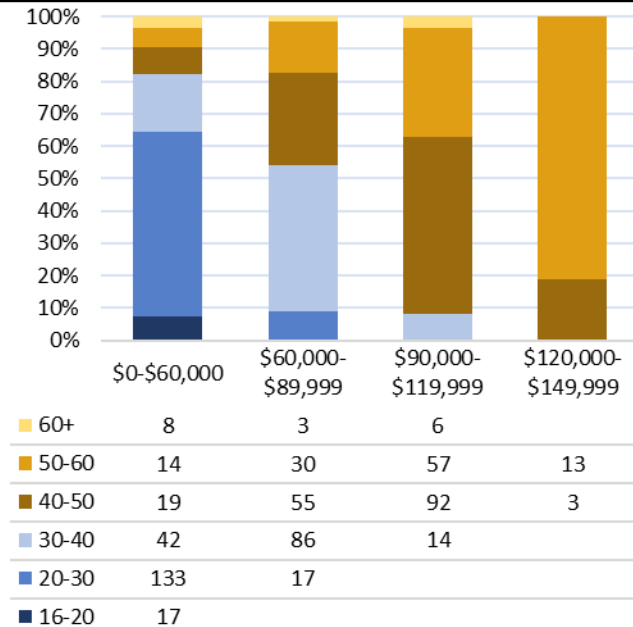


Age by Salary Bracket

Officials/Administrators



Non-Management

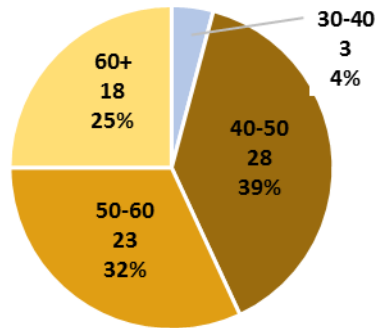


Age Breakdown – By Department

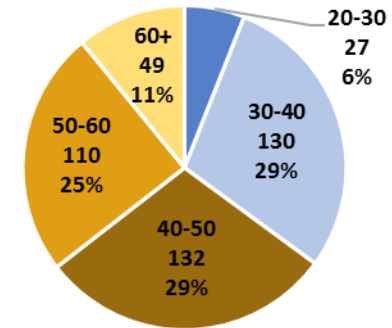
M) HARBOR

Age Breakdown

Officials/Administrators

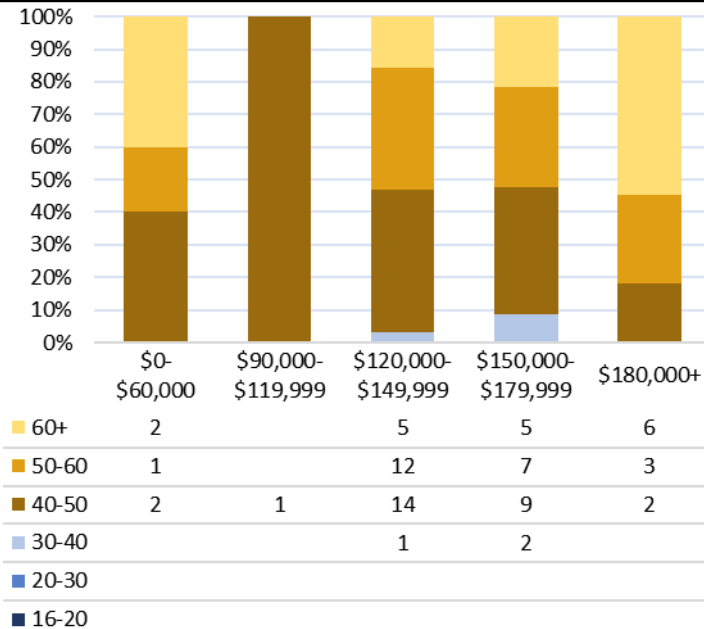


Non-Management

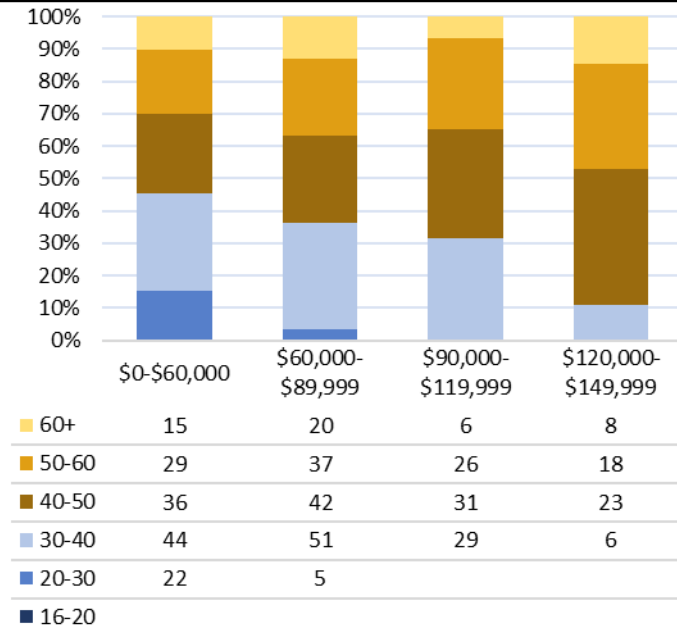


Age by Salary Bracket

Officials/Administrators

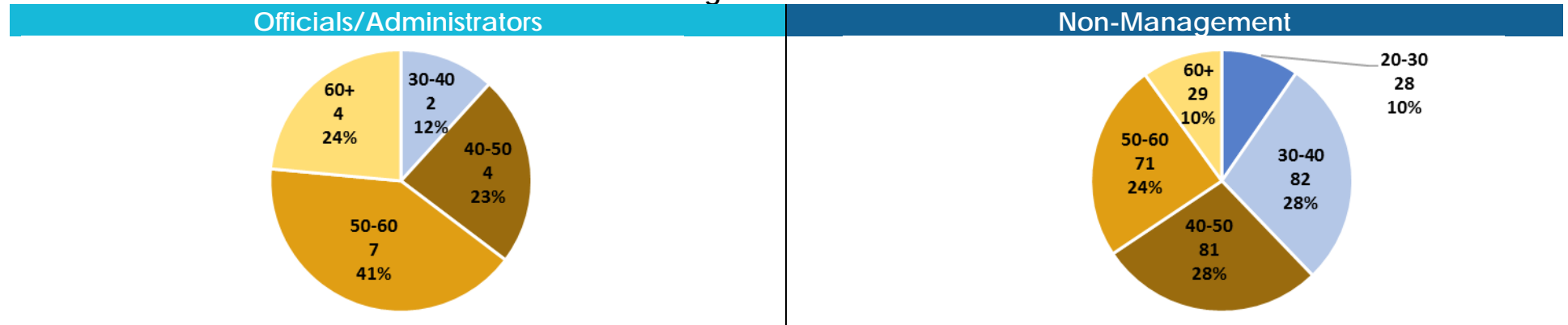


Non-Management

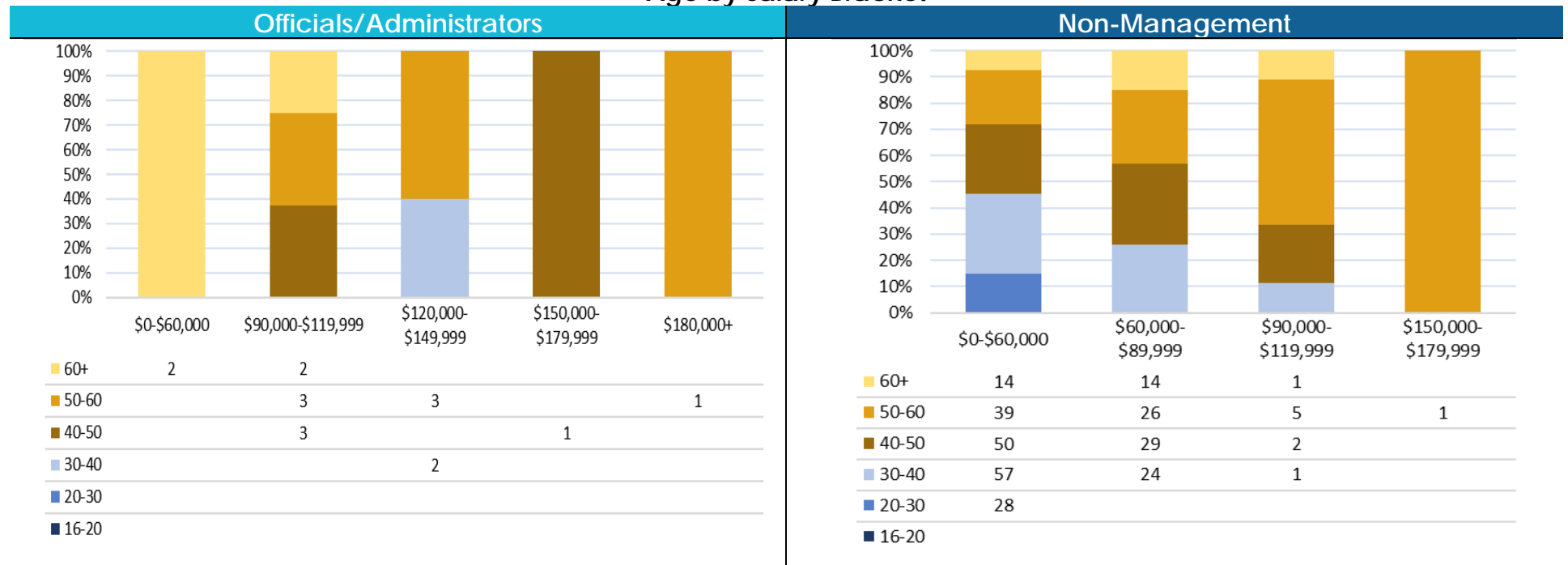


N) HEALTH & HUMAN SERVICES

Age Breakdown

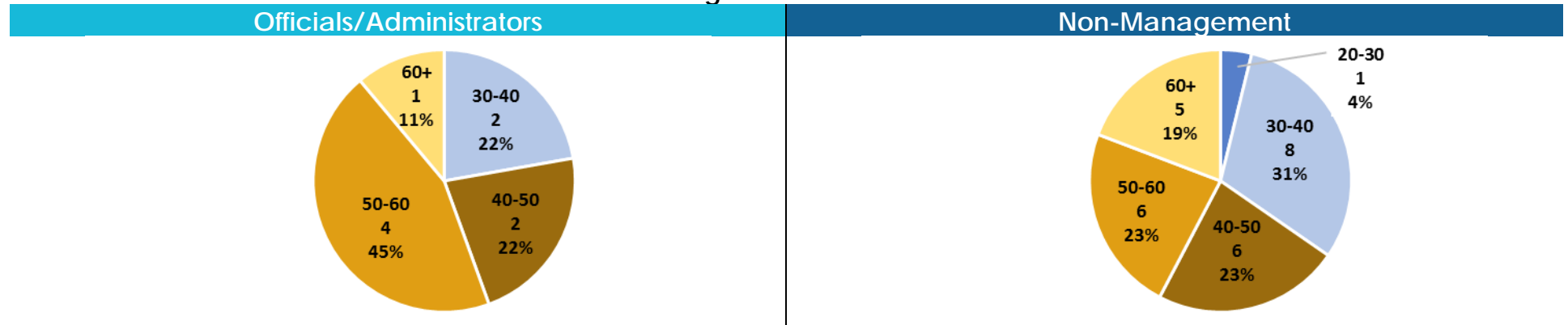


Age by Salary Bracket

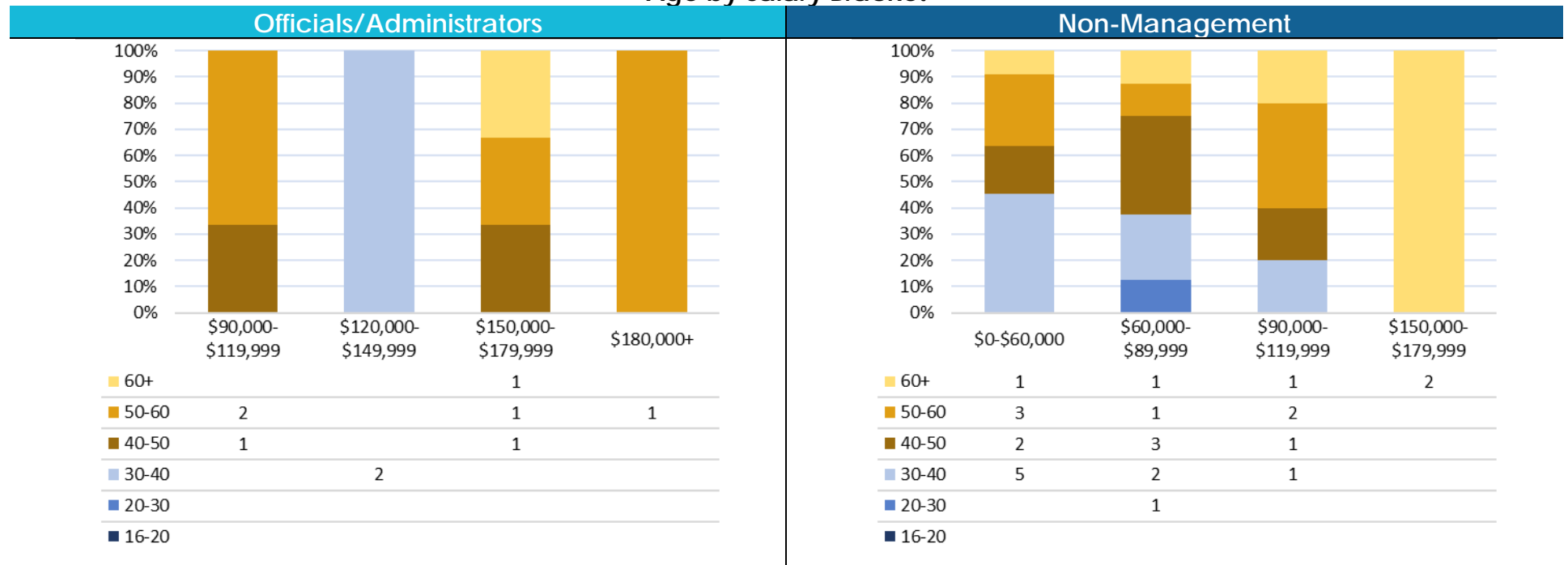


O) HUMAN RESOURCES

Age Breakdown



Age by Salary Bracket

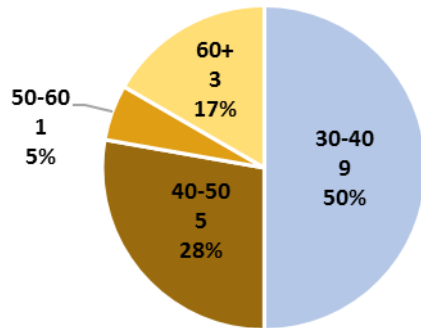


Age Breakdown – By Department

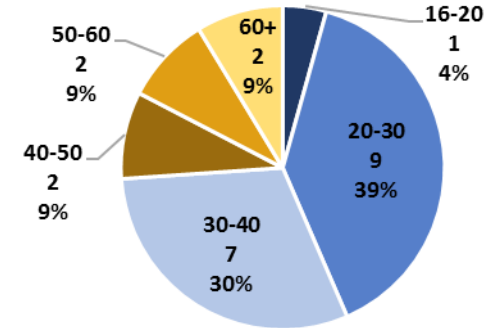
P) LEGISLATIVE

Age Breakdown

Officials/Administrators

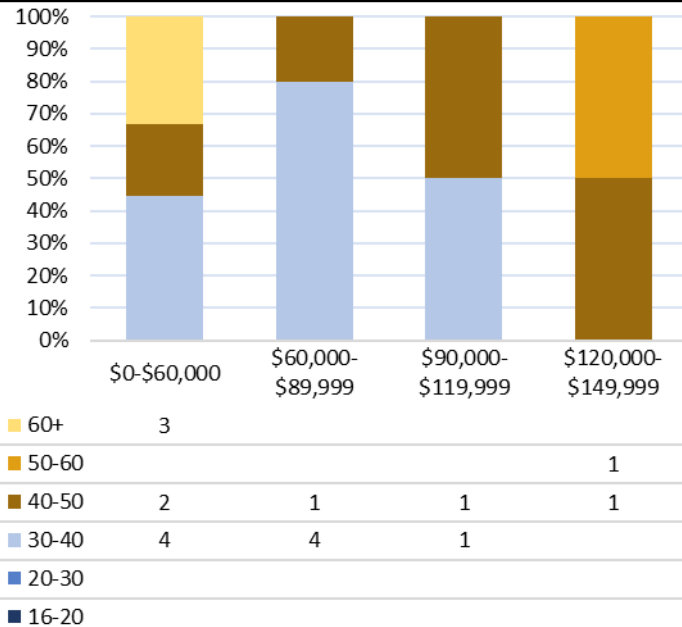


Non-Management

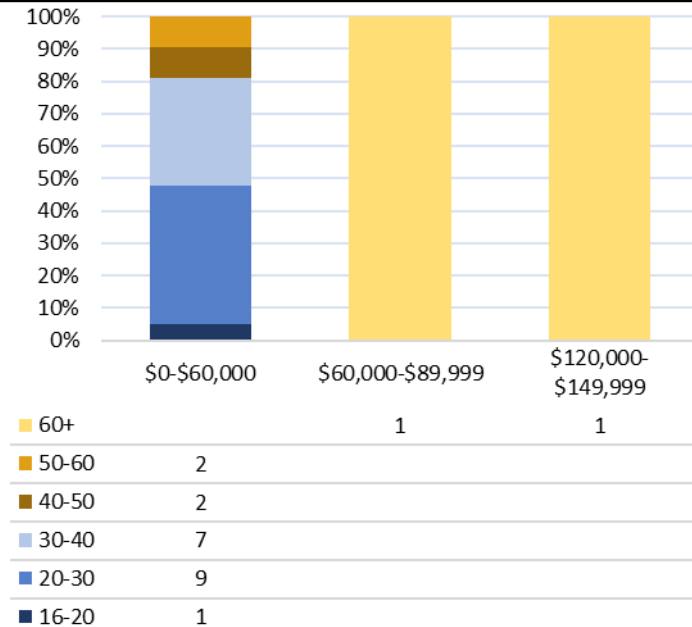


Age by Salary Bracket

Officials/Administrators



Non-Management

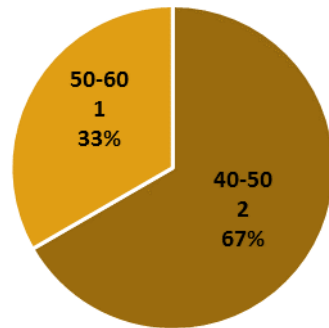


Age Breakdown – By Department

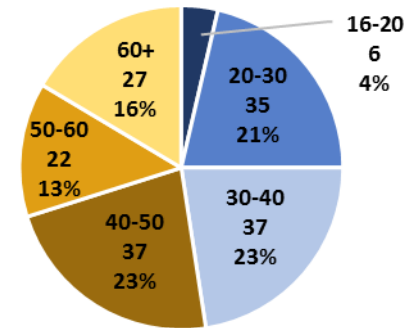
Q) LIBRARY SERVICES

Age Breakdown

Officials/Administrators

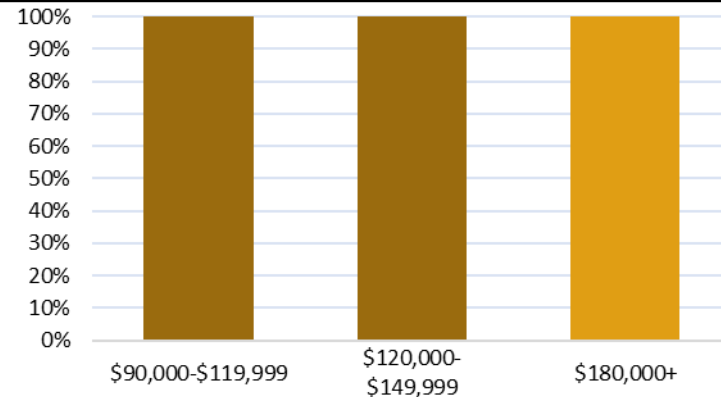


Non-Management



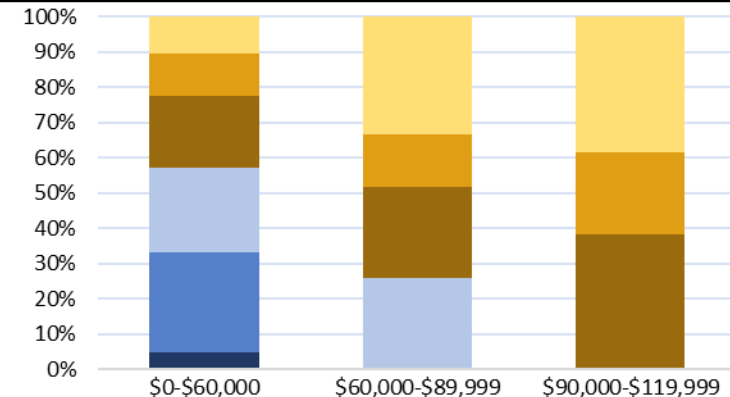
Age by Salary Bracket

Officials/Administrators



60+			
50-60			1
40-50	1	1	
30-40			
20-30			
16-20			

Non-Management



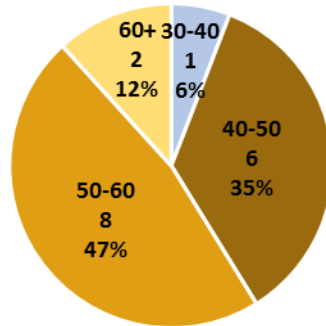
60+	13	9	5
50-60	15	4	3
40-50	25	7	5
30-40	30	7	
20-30	35		
16-20	6		

Age Breakdown – By Department

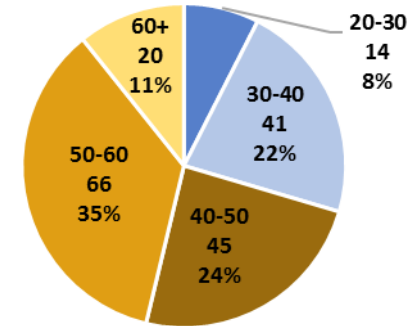
R) LONG BEACH GAS & OIL

Age Breakdown

Officials/Administrators

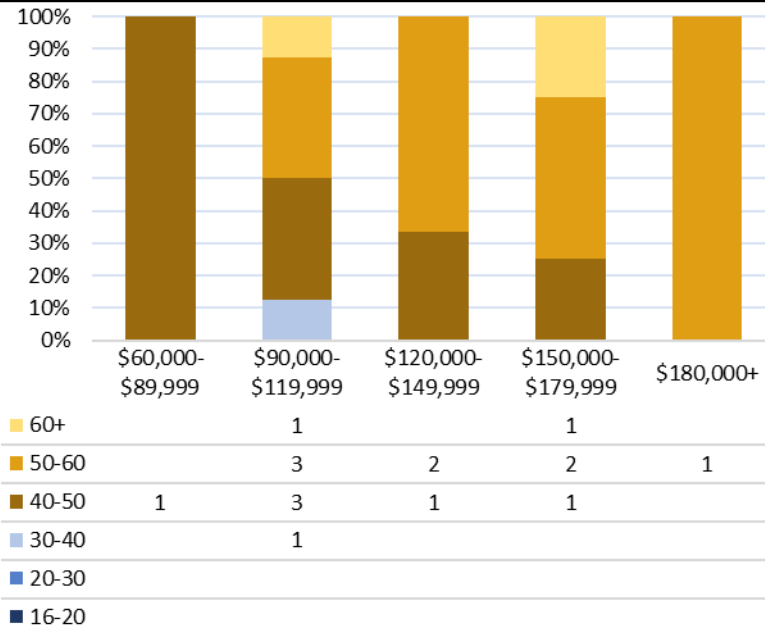


Non-Management

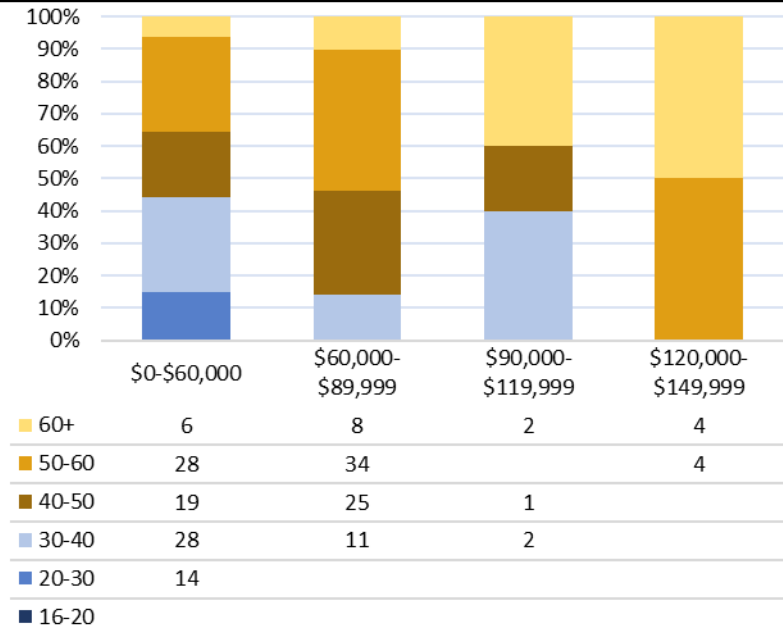


Age by Salary Bracket

Officials/Administrators

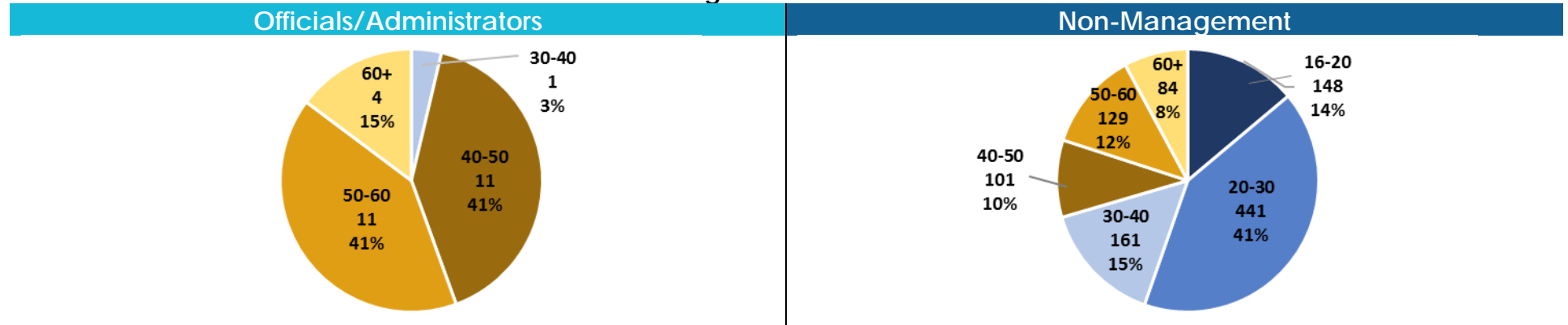


Non-Management

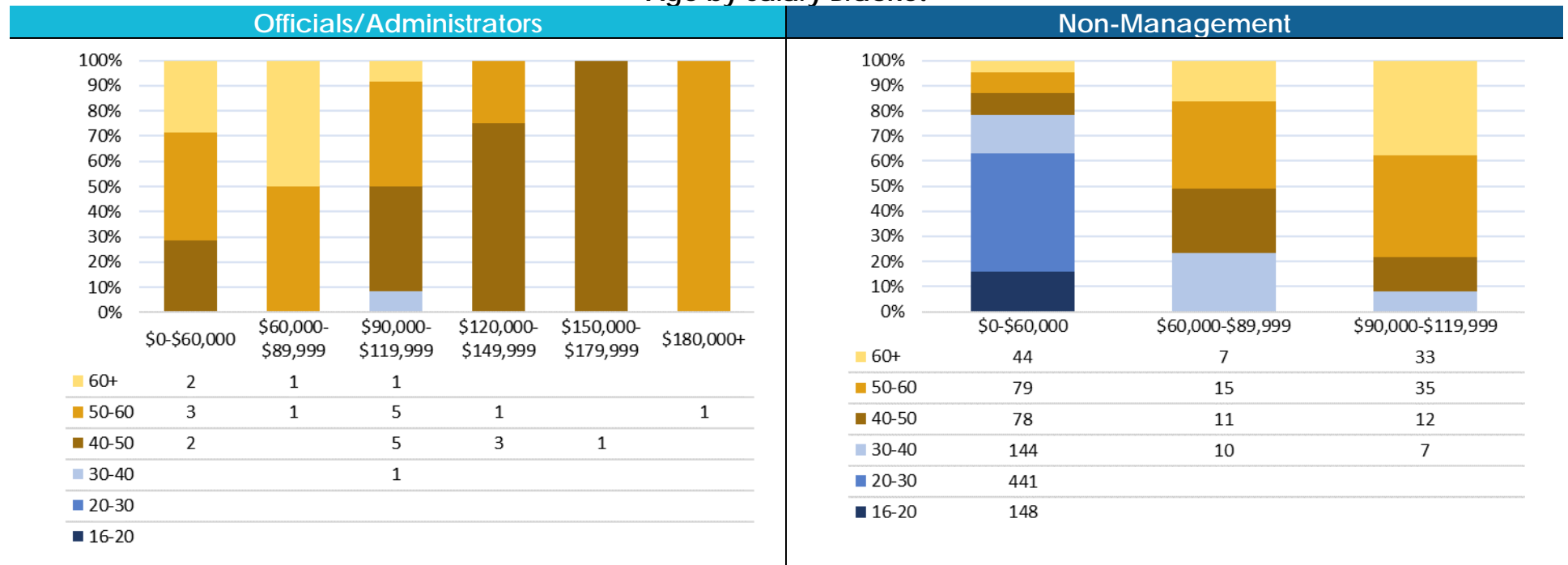


S) PARKS, RECREATION & MARINE

Age Breakdown



Age by Salary Bracket

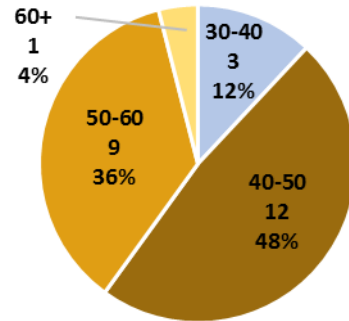


Age Breakdown – By Department

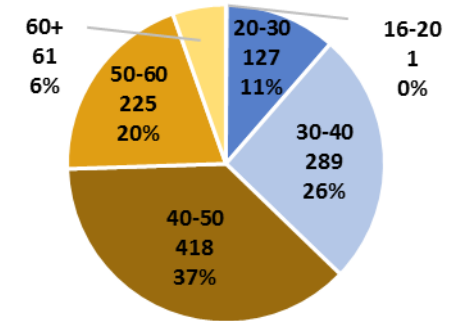
T) POLICE

Age Breakdown

Officials/Administrators

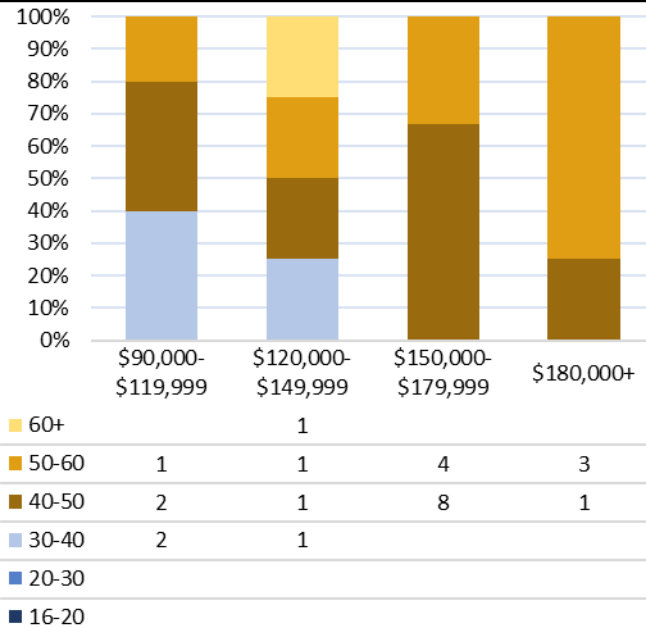


Non-Management

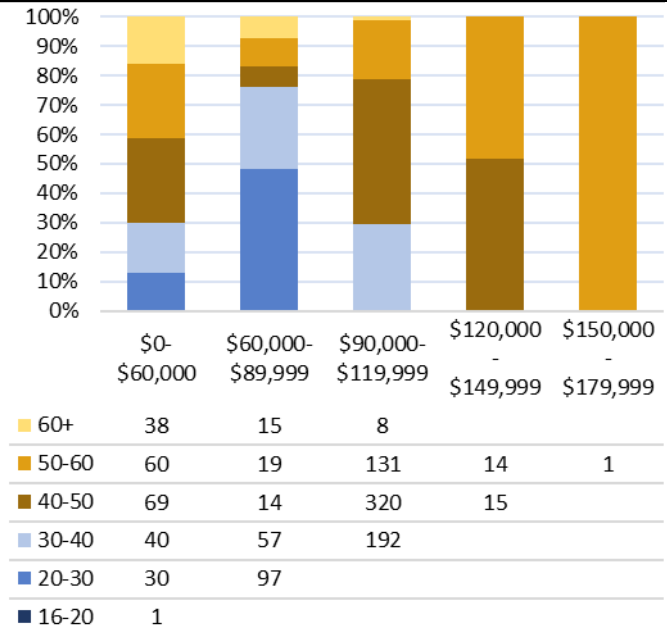


Age by Salary Bracket

Officials/Administrators

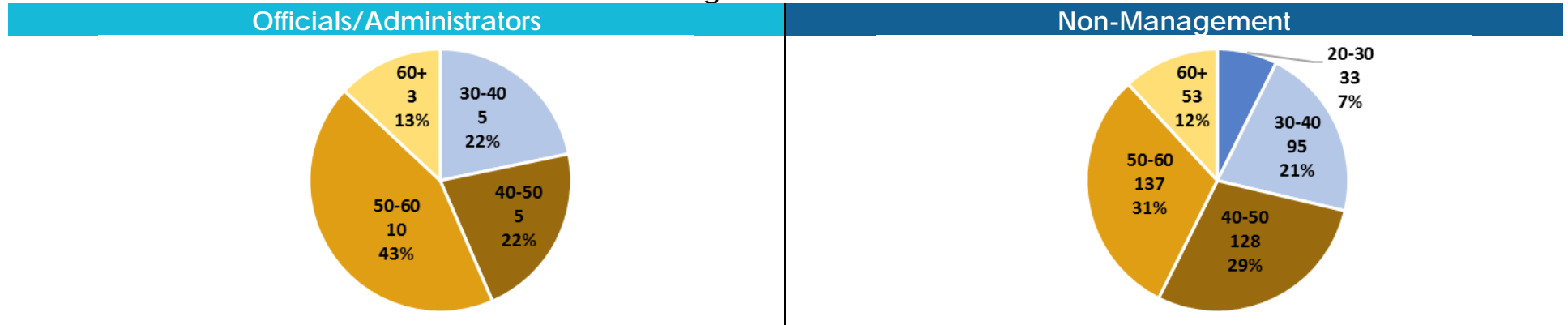


Non-Management

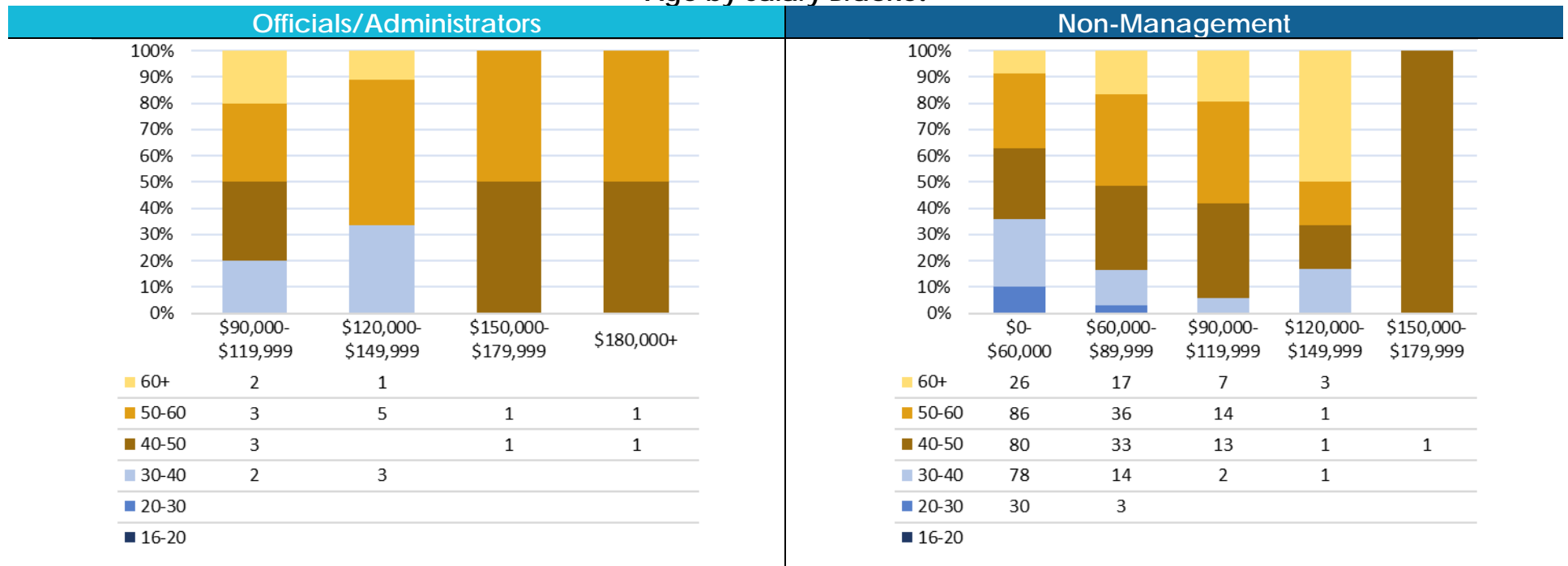


U) PUBLIC WORKS

Age Breakdown



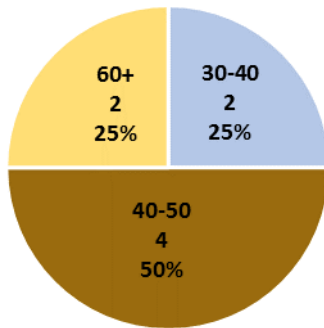
Age by Salary Bracket



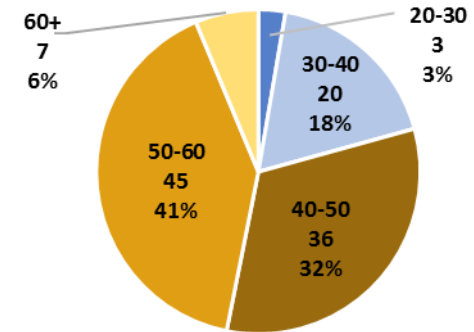
V) TECHNOLOGY AND INNOVATION

Age Breakdown

Officials/Administrators

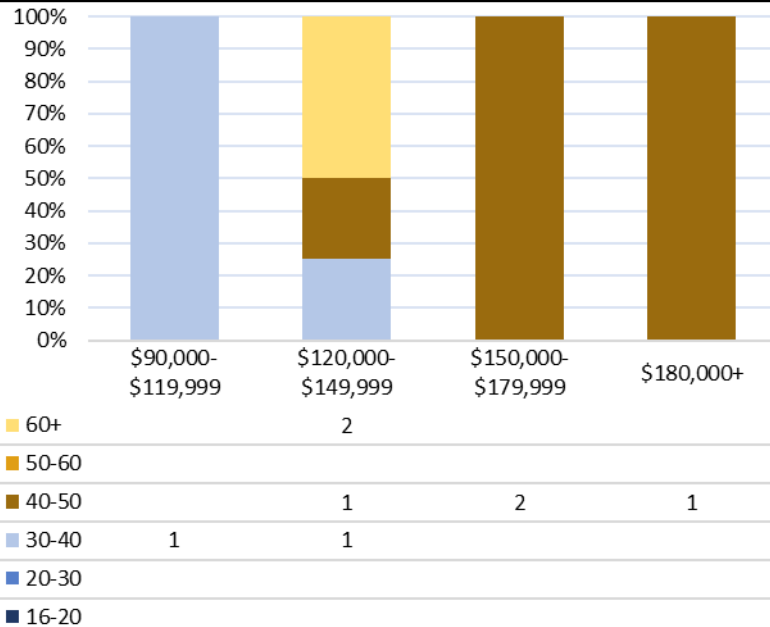


Non-Management

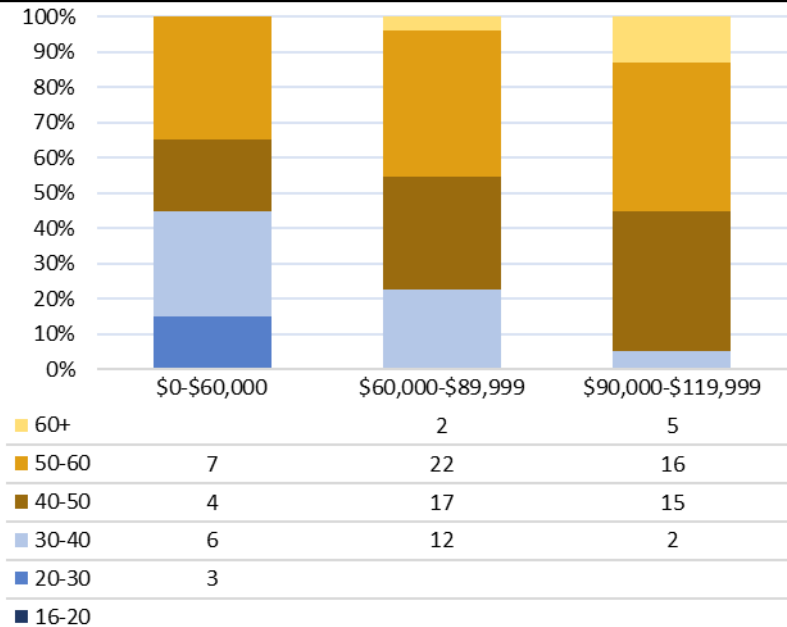


Age by Salary Bracket

Officials/Administrators



Non-Management

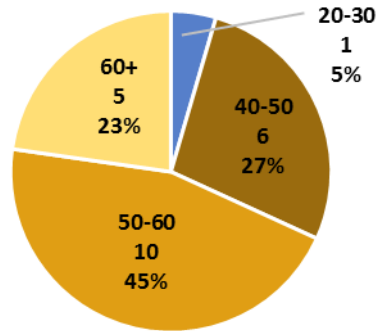


Age Breakdown – By Department

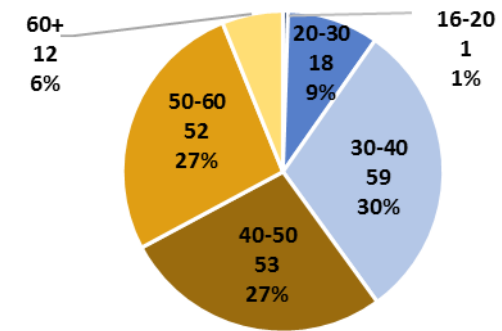
W) WATER

Age Breakdown

Officials/Administrators

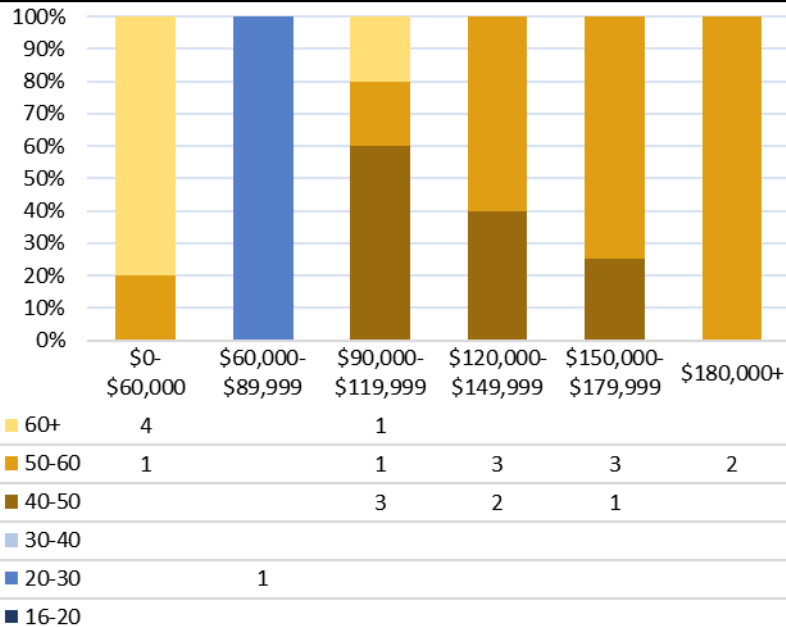


Non-Management

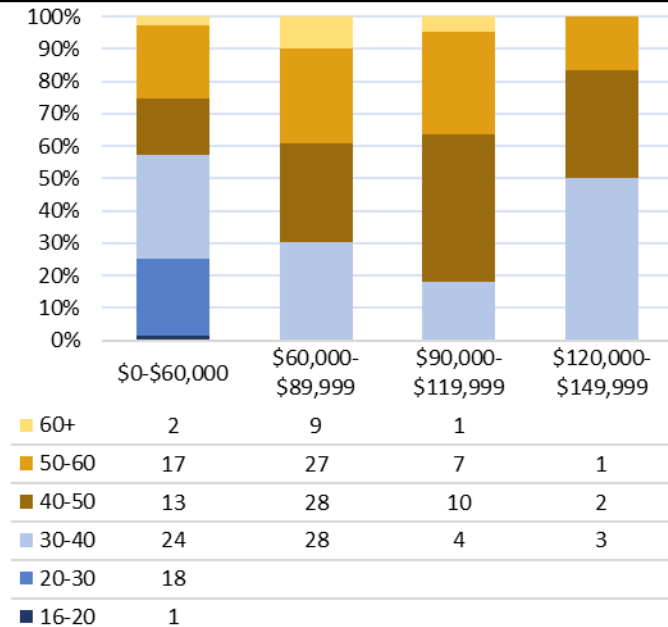


Age by Salary Bracket

Officials/Administrators



Non-Management

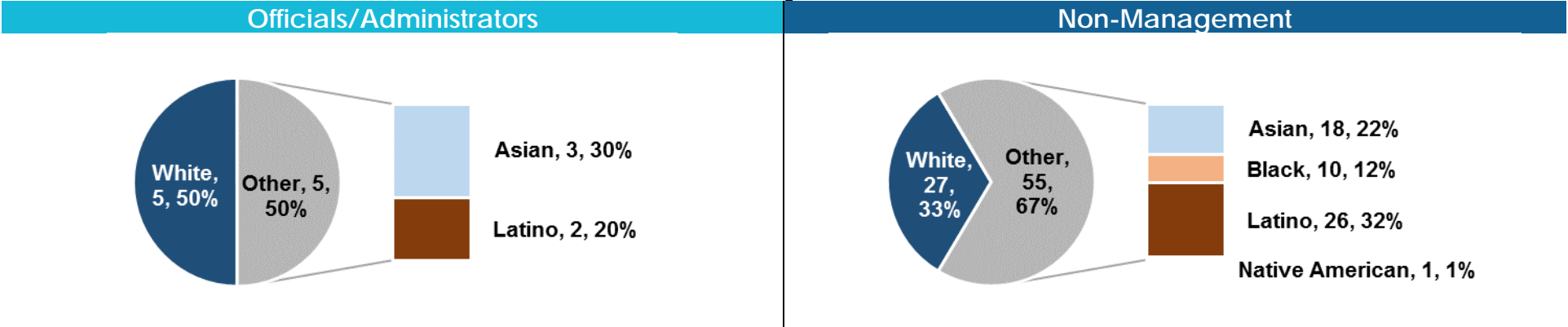


7. RACE/ETHNICITY BREAKDOWN – BY DEPARTMENT

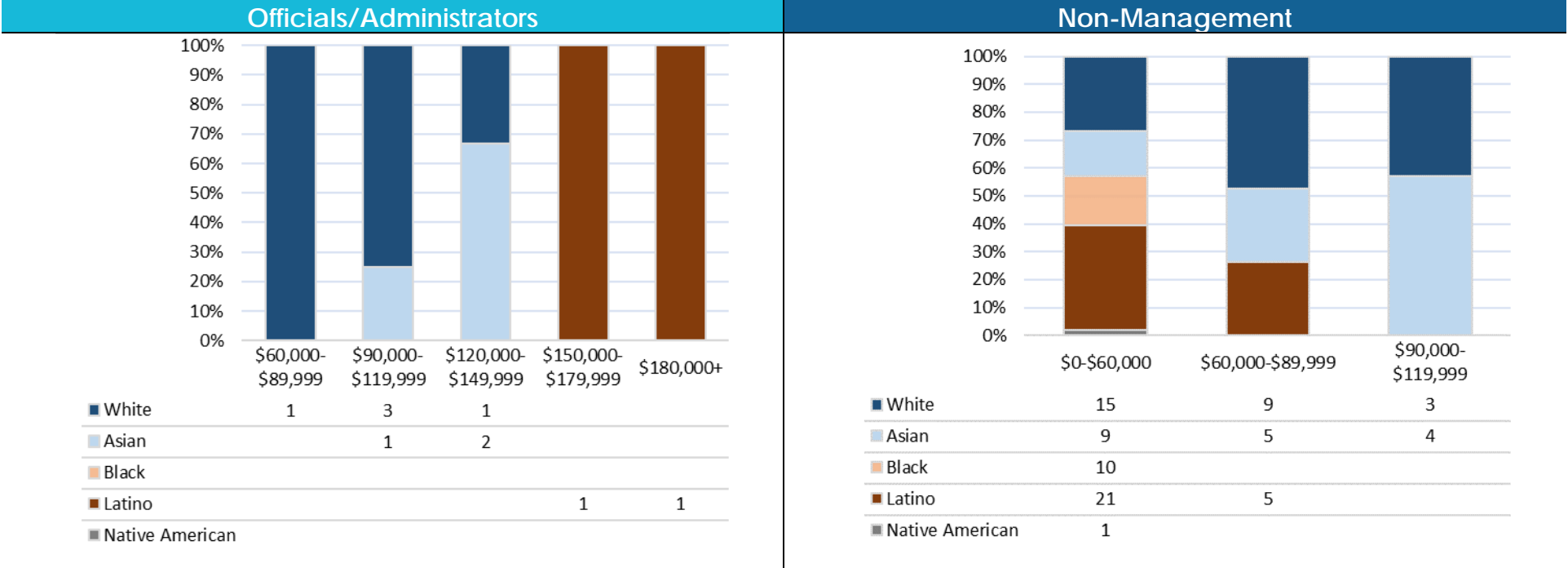
Race/Ethnicity Breakdown – By Department

A) AIRPORT

Race/Ethnicity Breakdown

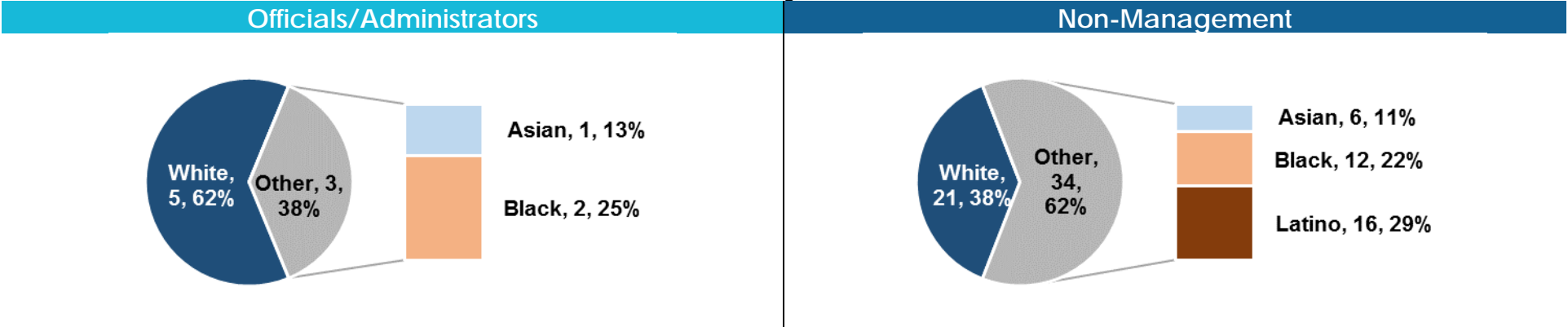


Race/Ethnicity by Salary Bracket

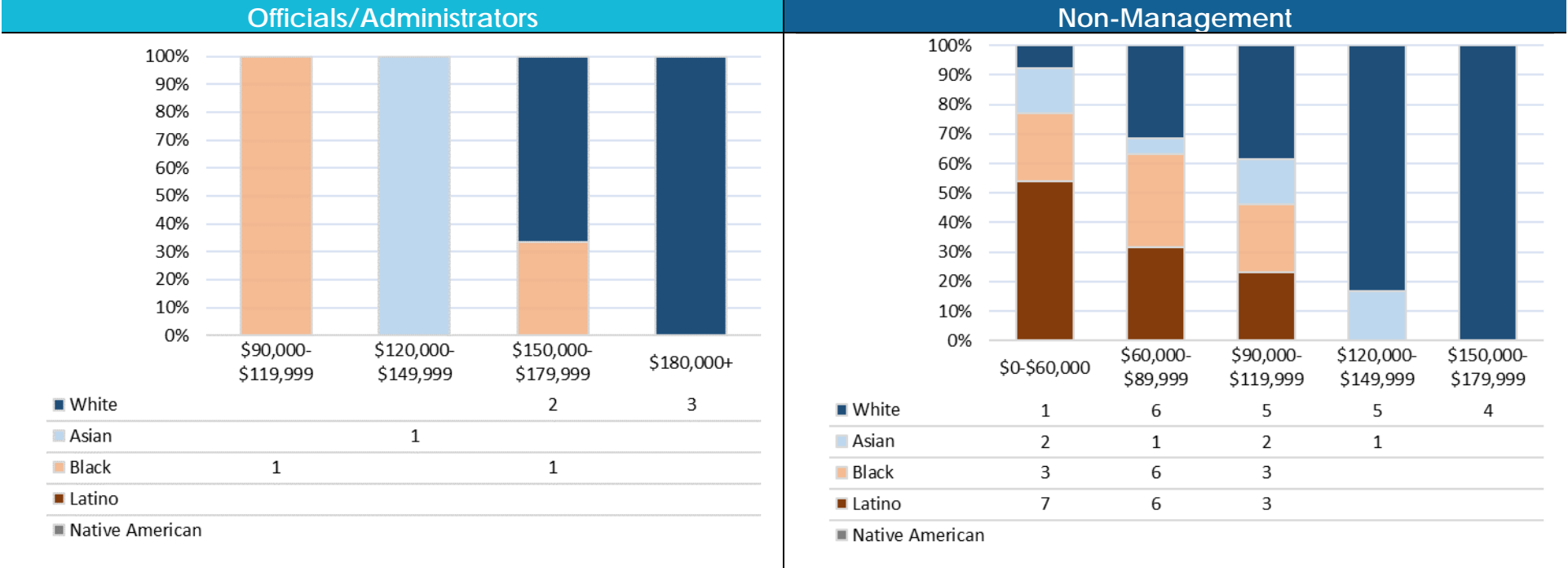


B) CITY ATTORNEY

Race/Ethnicity Breakdown

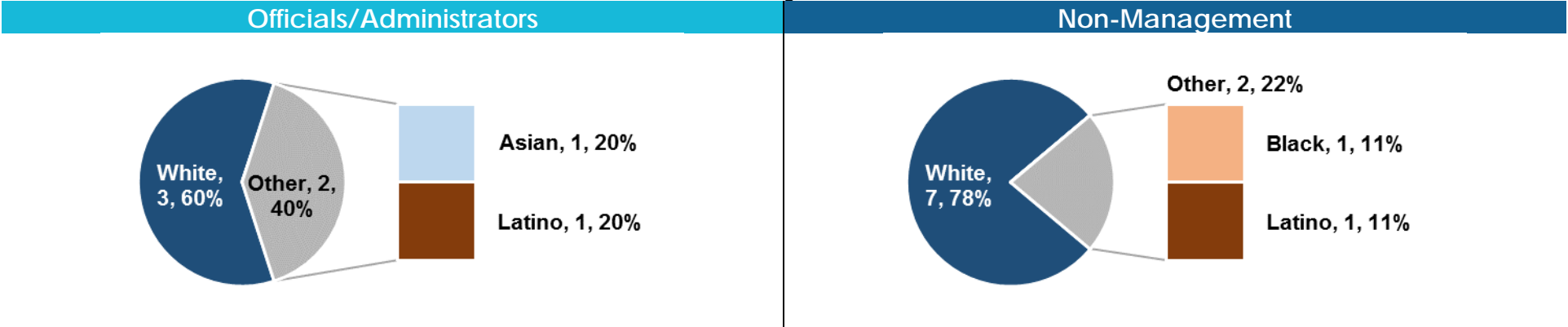


Race/Ethnicity by Salary Bracket

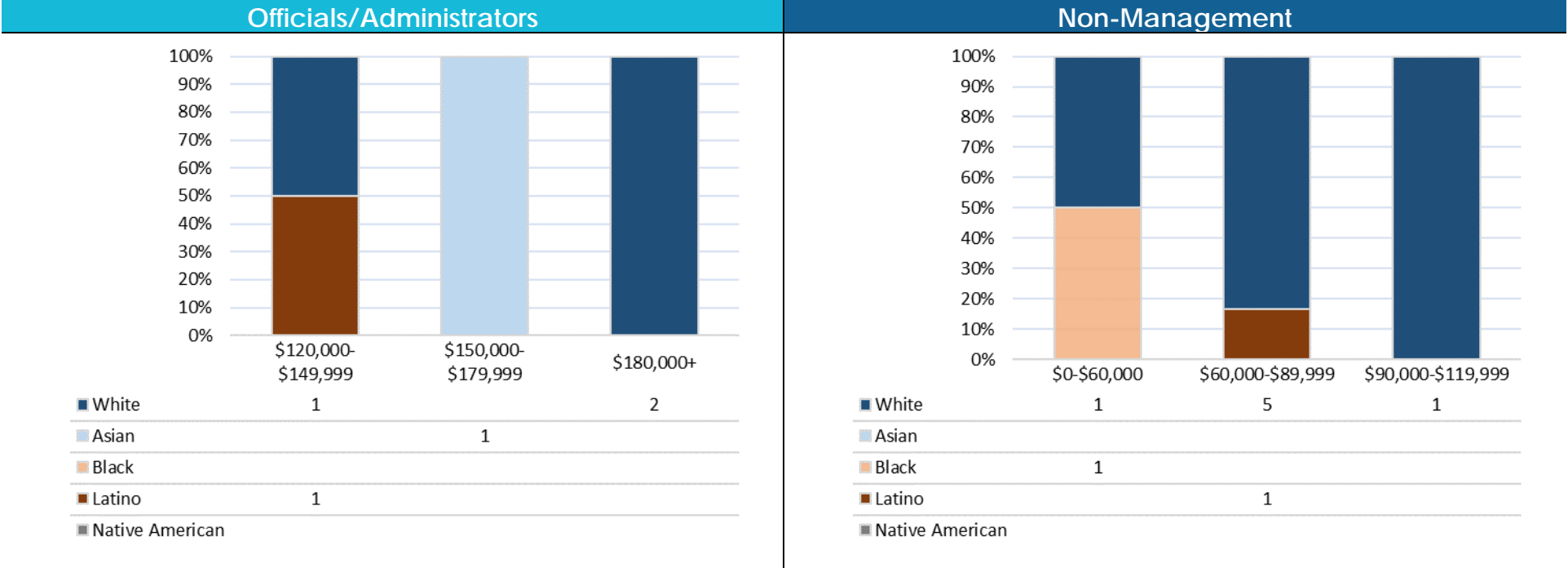


C) CITY AUDITOR

Race/Ethnicity Breakdown



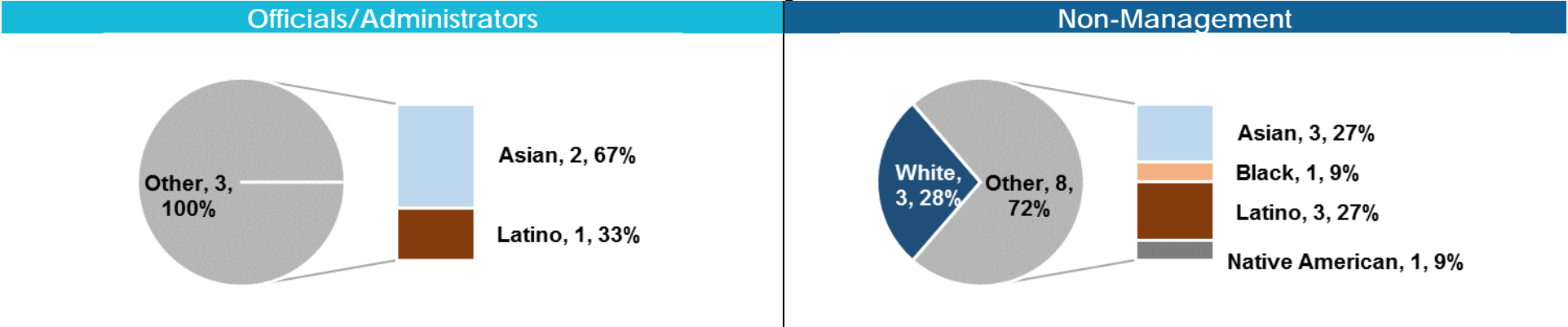
Race/Ethnicity by Salary Bracket



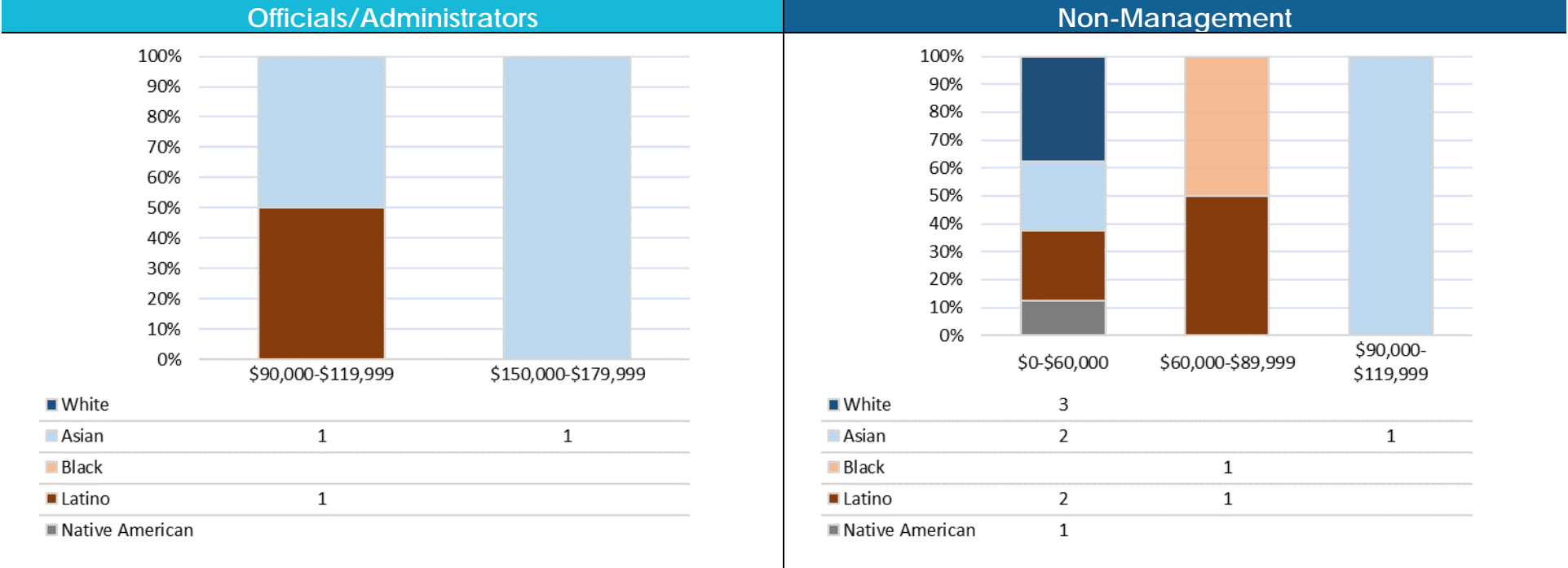
Race/Ethnicity Breakdown – By Department

D) CITY CLERK

Race/Ethnicity Breakdown

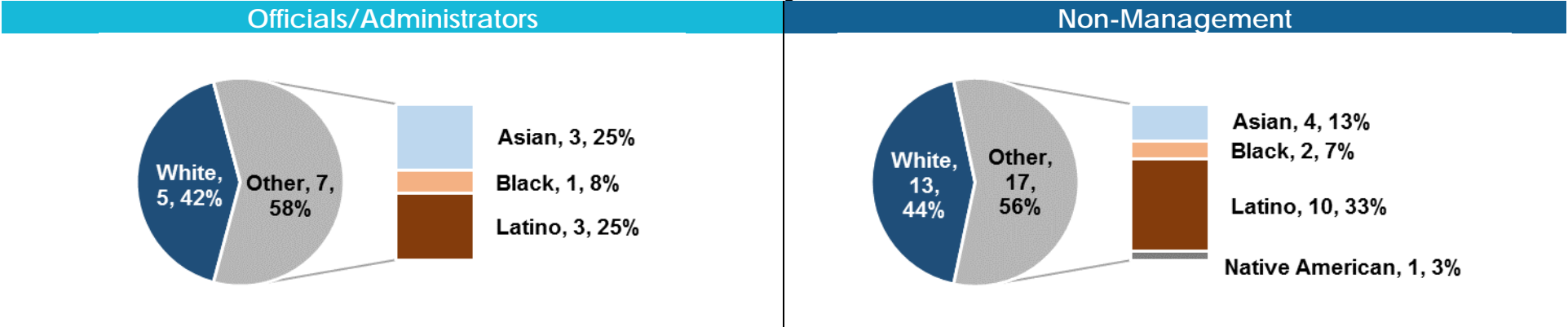


Race/Ethnicity by Salary Bracket

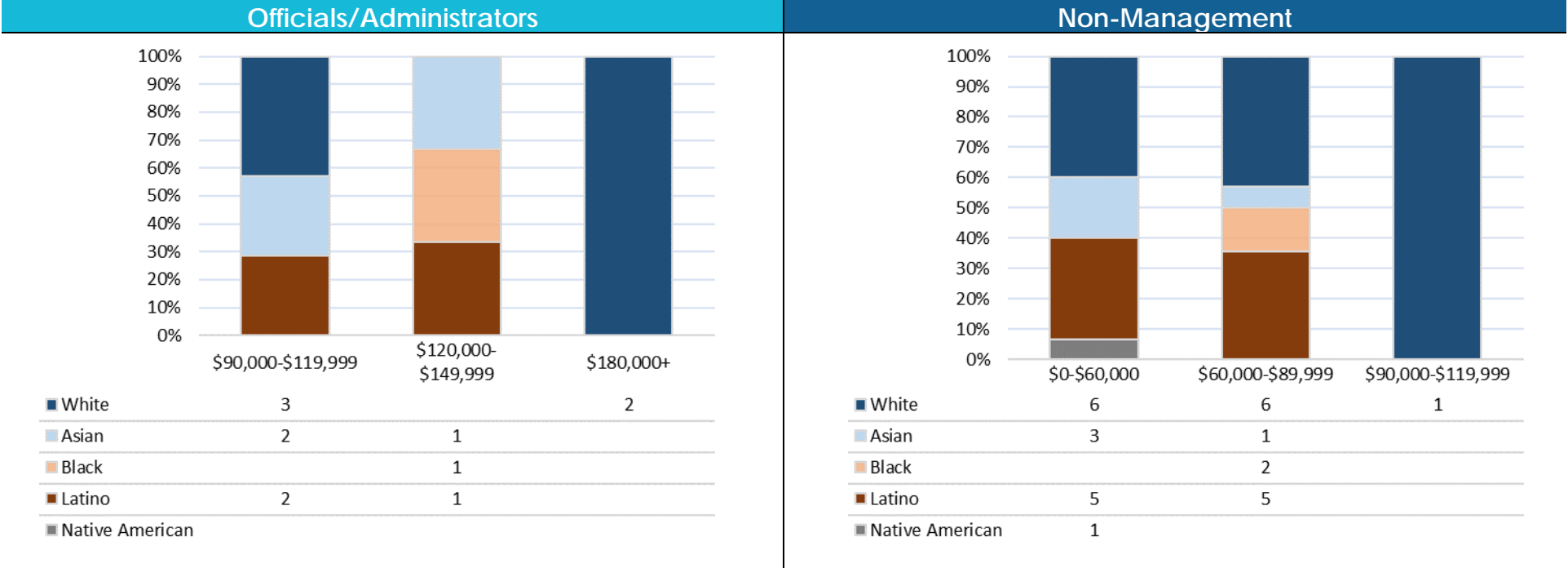


E) CITY MANAGER’S OFFICE

Race/Ethnicity Breakdown

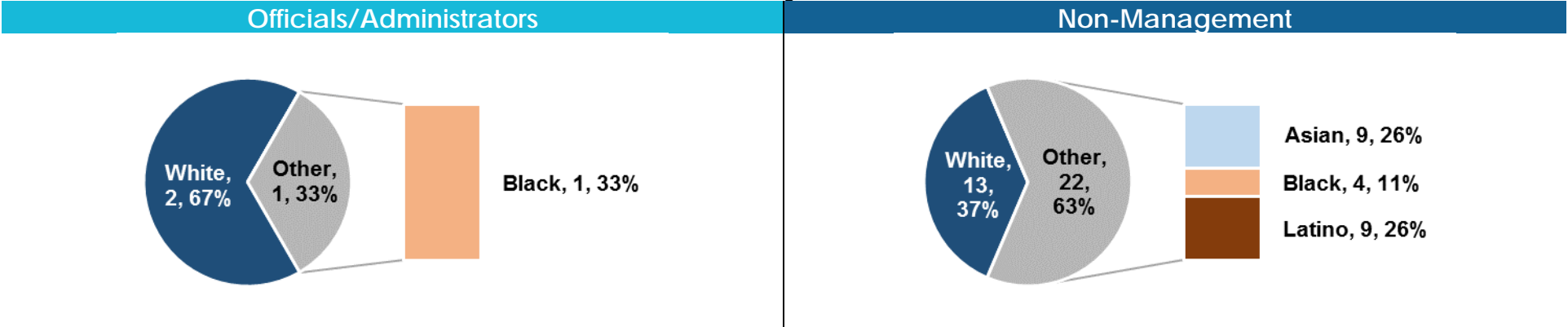


Race/Ethnicity by Salary Bracket

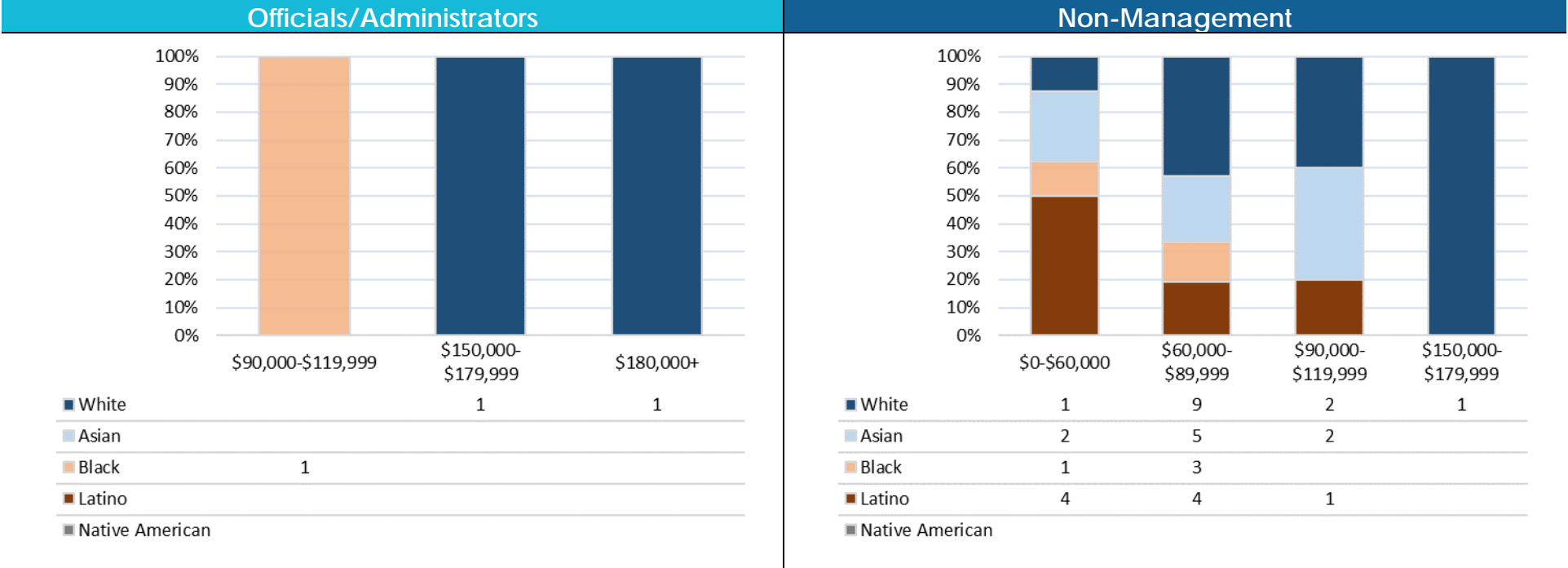


F) CITY PROSECUTOR

Race/Ethnicity Breakdown



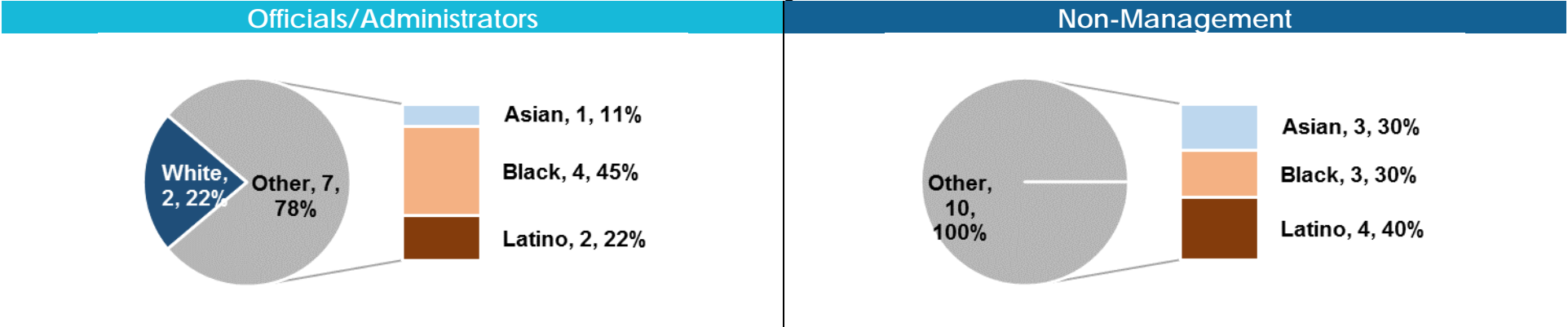
Race/Ethnicity by Salary Bracket



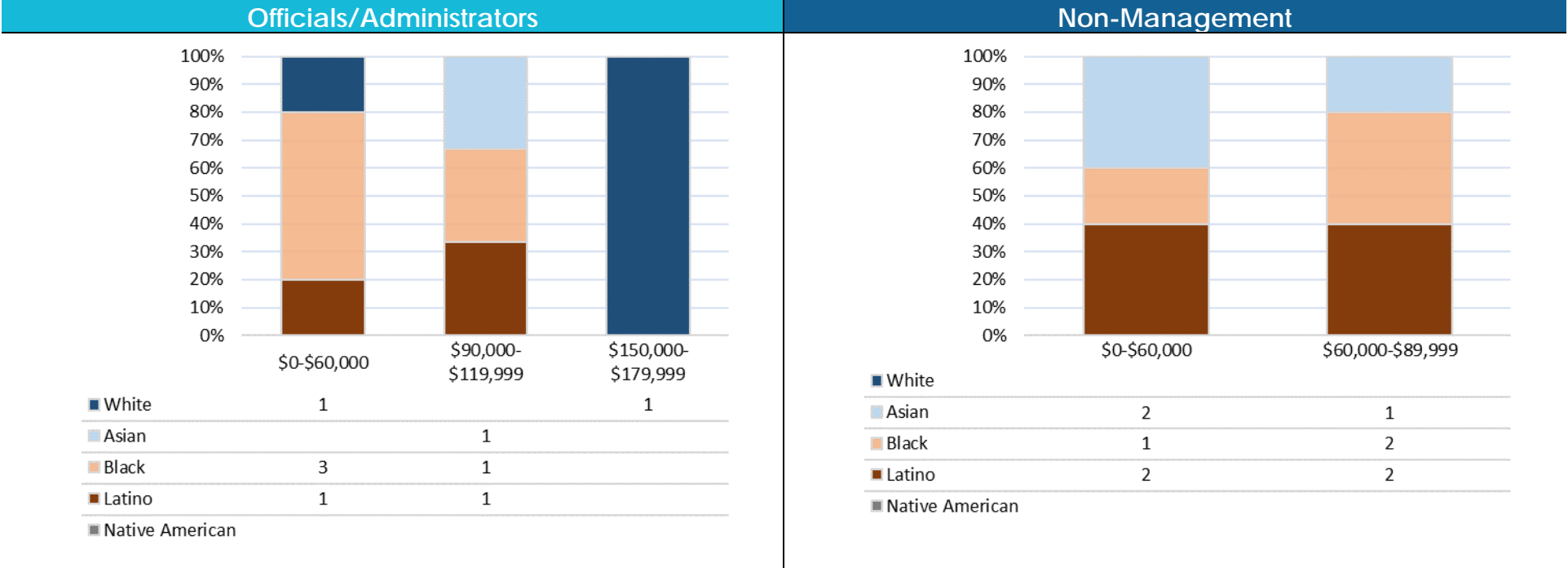
Race/Ethnicity Breakdown – By Department

G) CIVIL SERVICE

Race/Ethnicity Breakdown



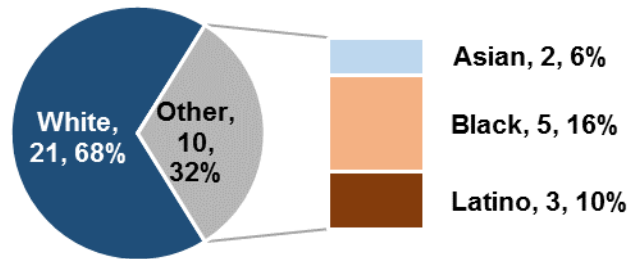
Race/Ethnicity by Salary Bracket



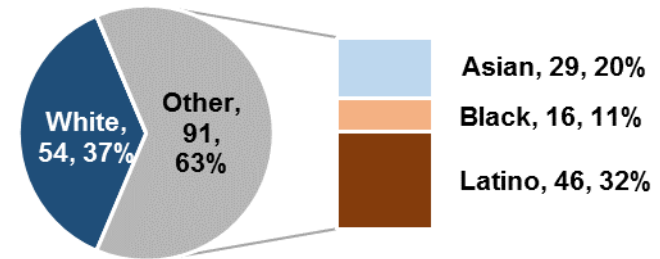
H) DEVELOPMENT SERVICES

Race/Ethnicity Breakdown

Officials/Administrators

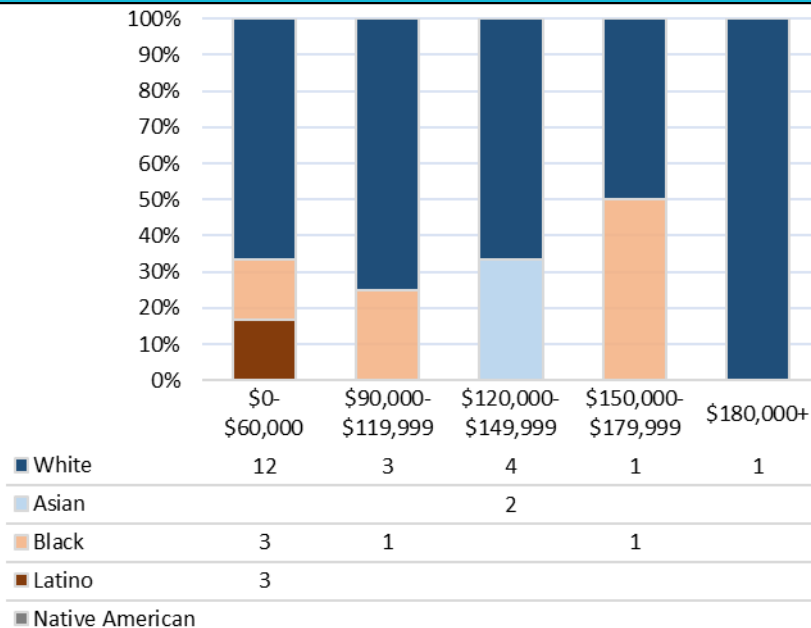


Non-Management

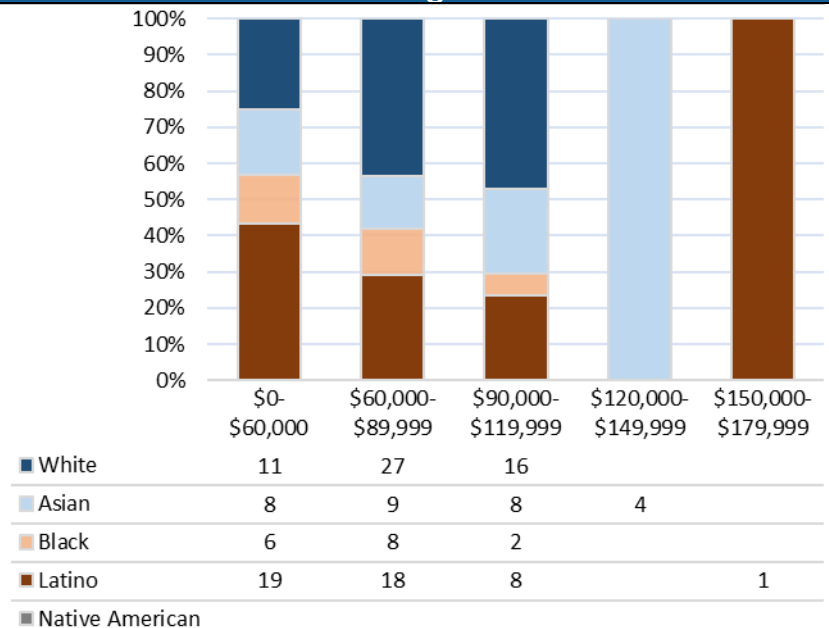


Race/Ethnicity by Salary Bracket

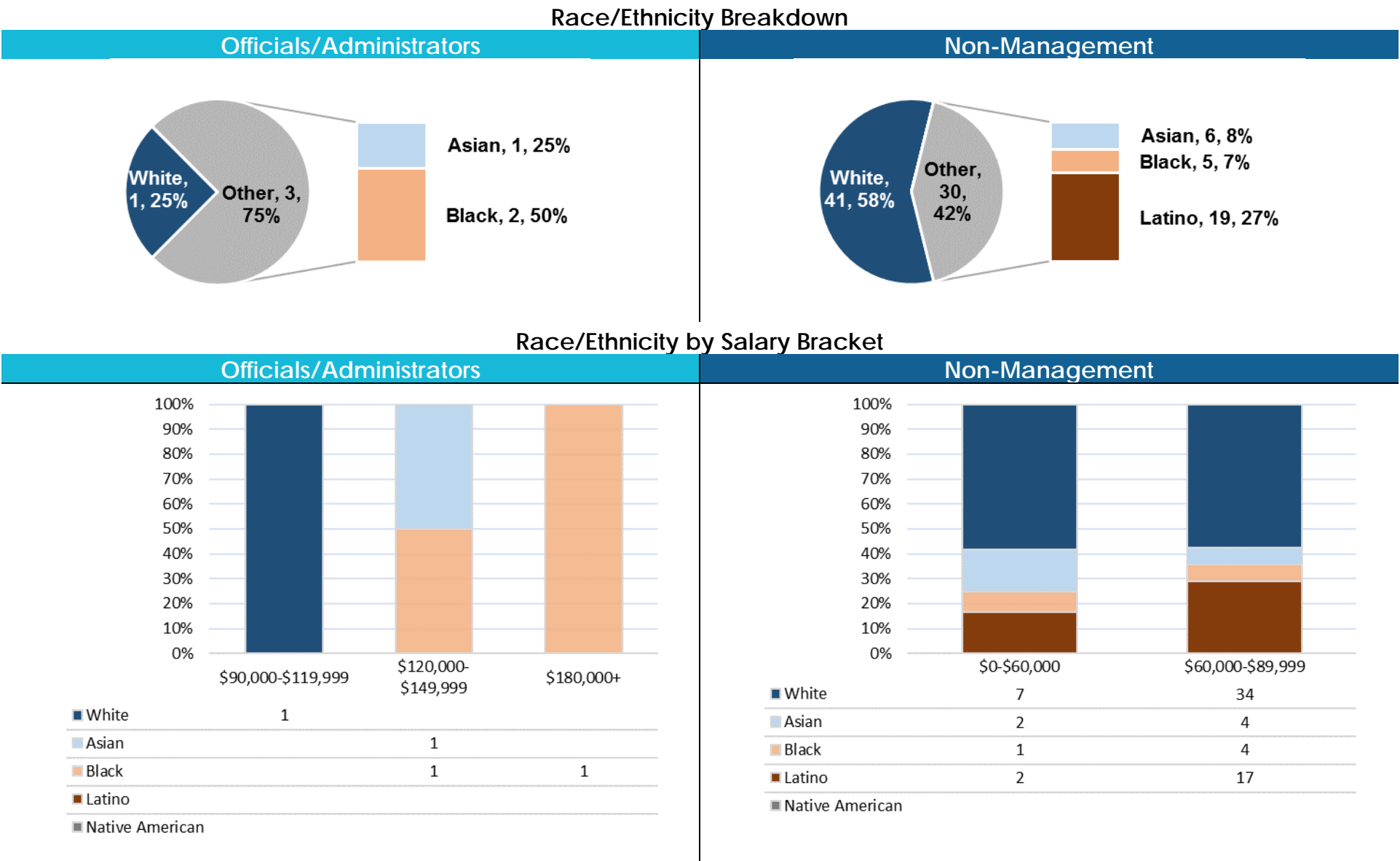
Officials/Administrators



Non-Management

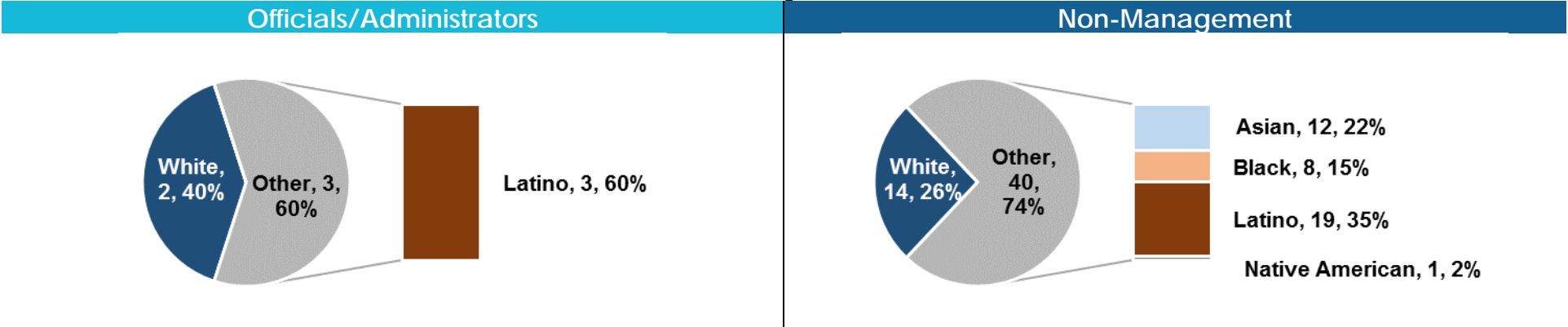


I) DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS

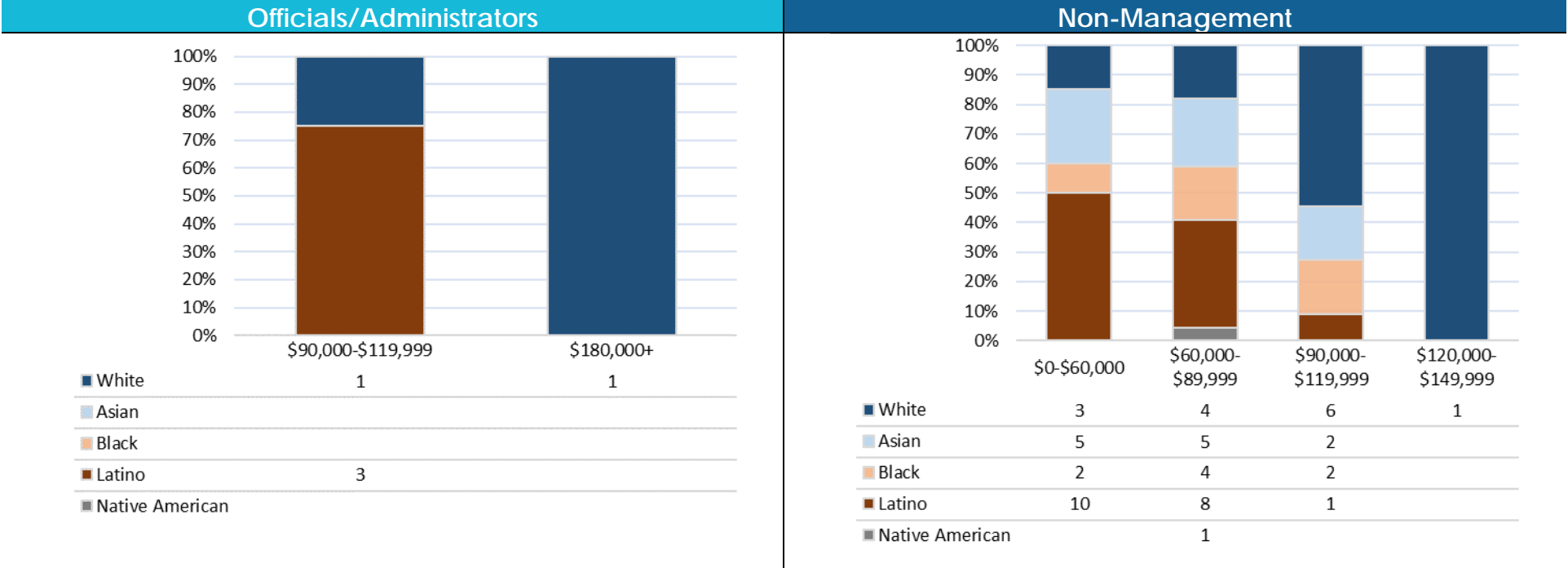


J) ECONOMIC DEVELOPMENT

Race/Ethnicity Breakdown

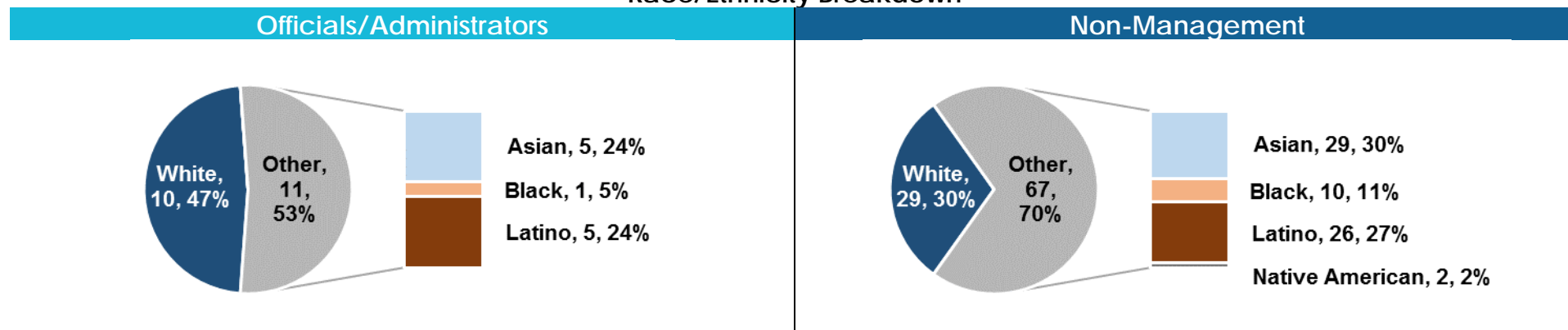


Race/Ethnicity by Salary Bracket

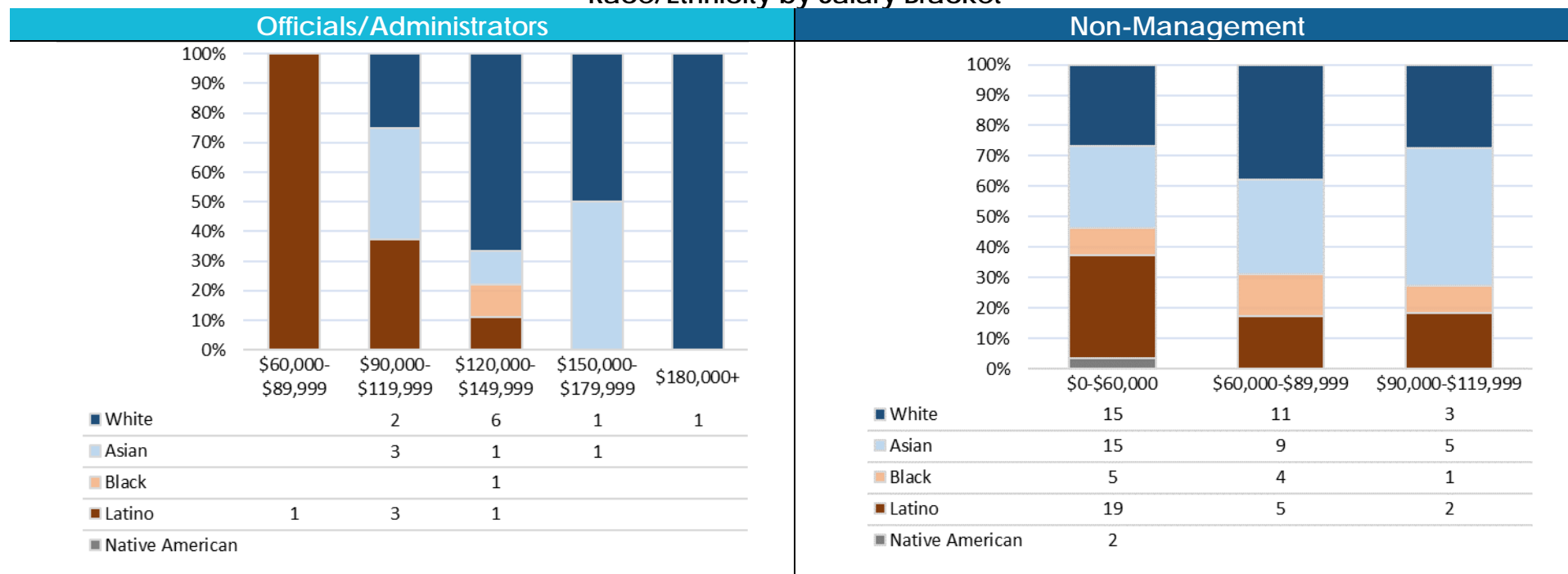


K) FINANCIAL MANAGEMENT

Race/Ethnicity Breakdown



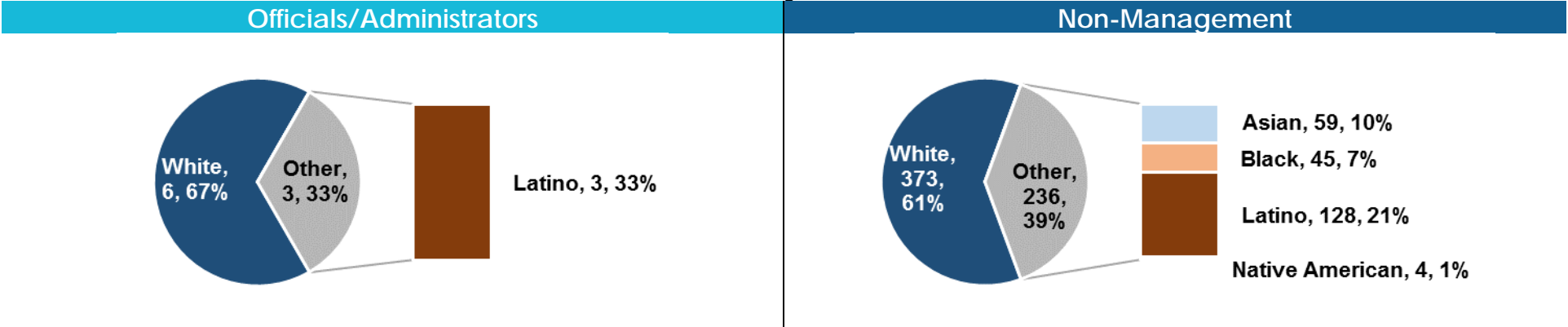
Race/Ethnicity by Salary Bracket



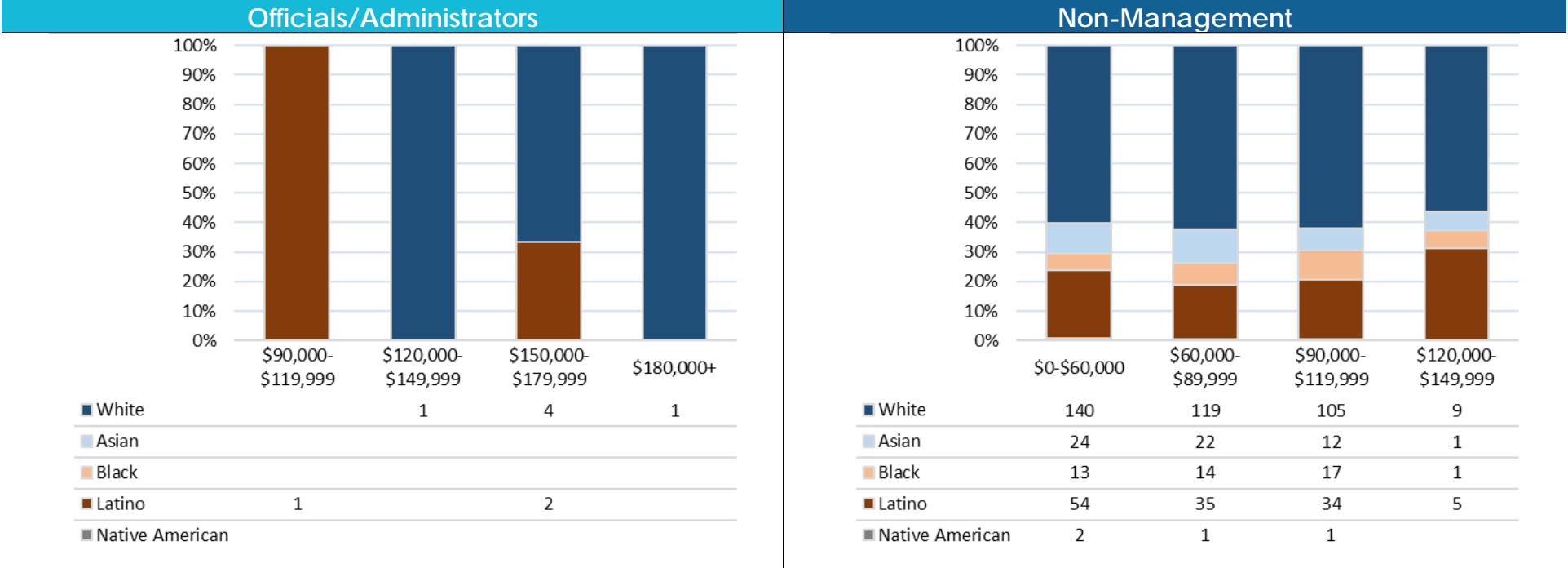
Race/Ethnicity Breakdown – By Department

L) FIRE

Race/Ethnicity Breakdown



Race/Ethnicity by Salary Bracket

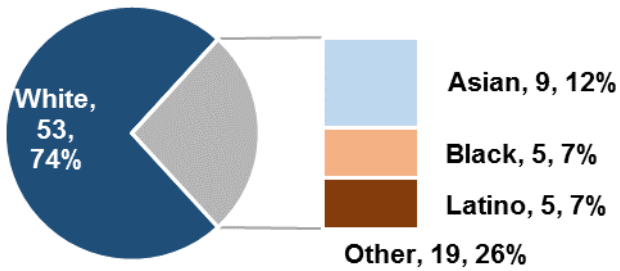


Race/Ethnicity Breakdown – By Department

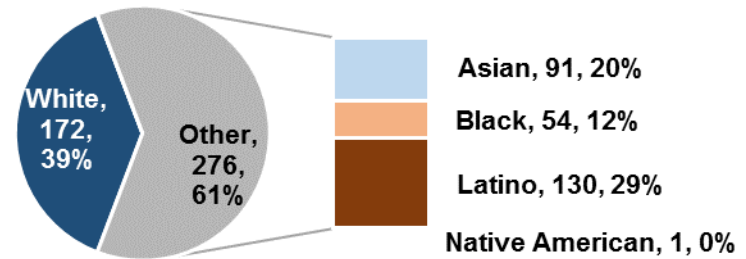
M) HARBOR

Race/Ethnicity Breakdown

Officials/Administrators

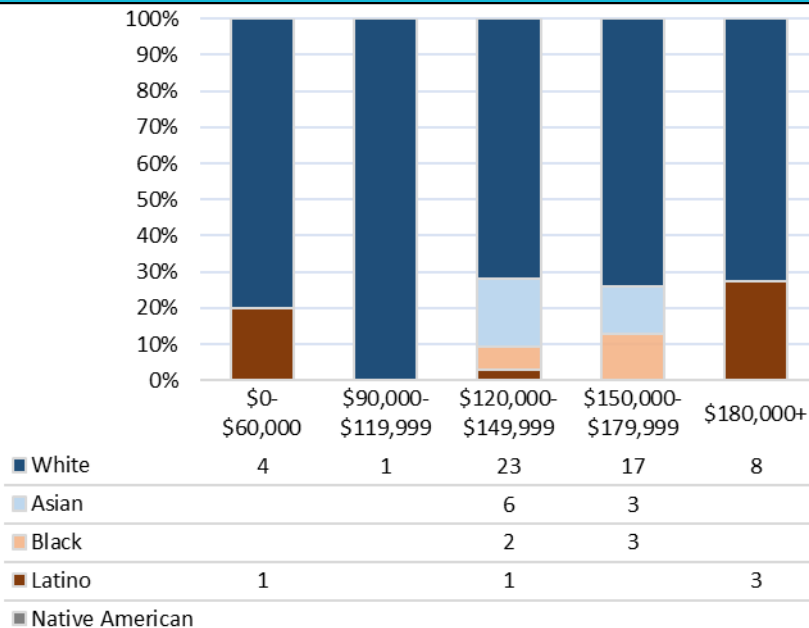


Non-Management

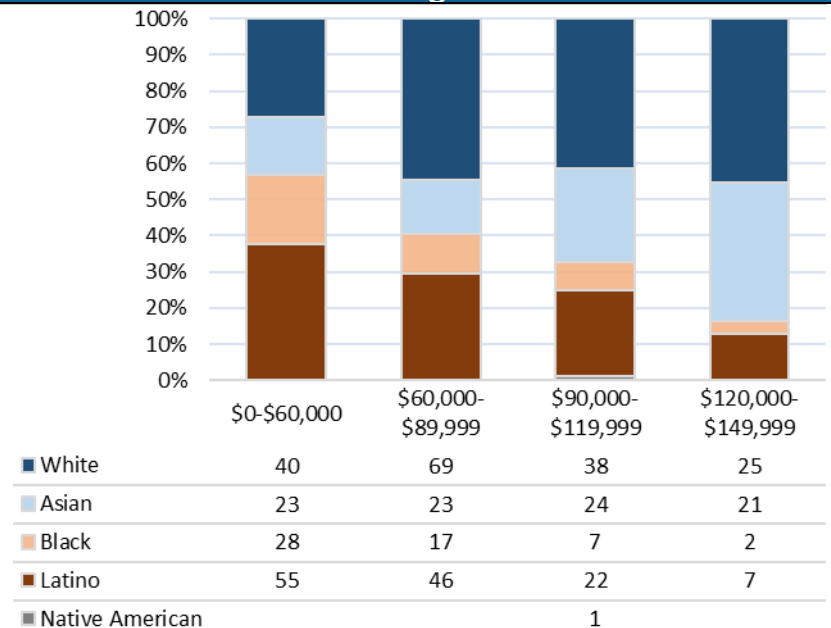


Race/Ethnicity by Salary Bracket

Officials/Administrators

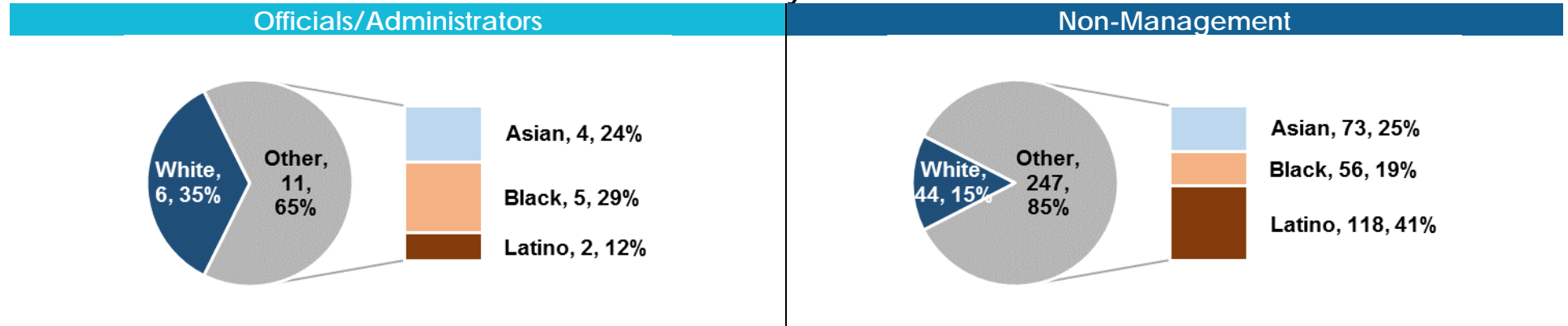


Non-Management

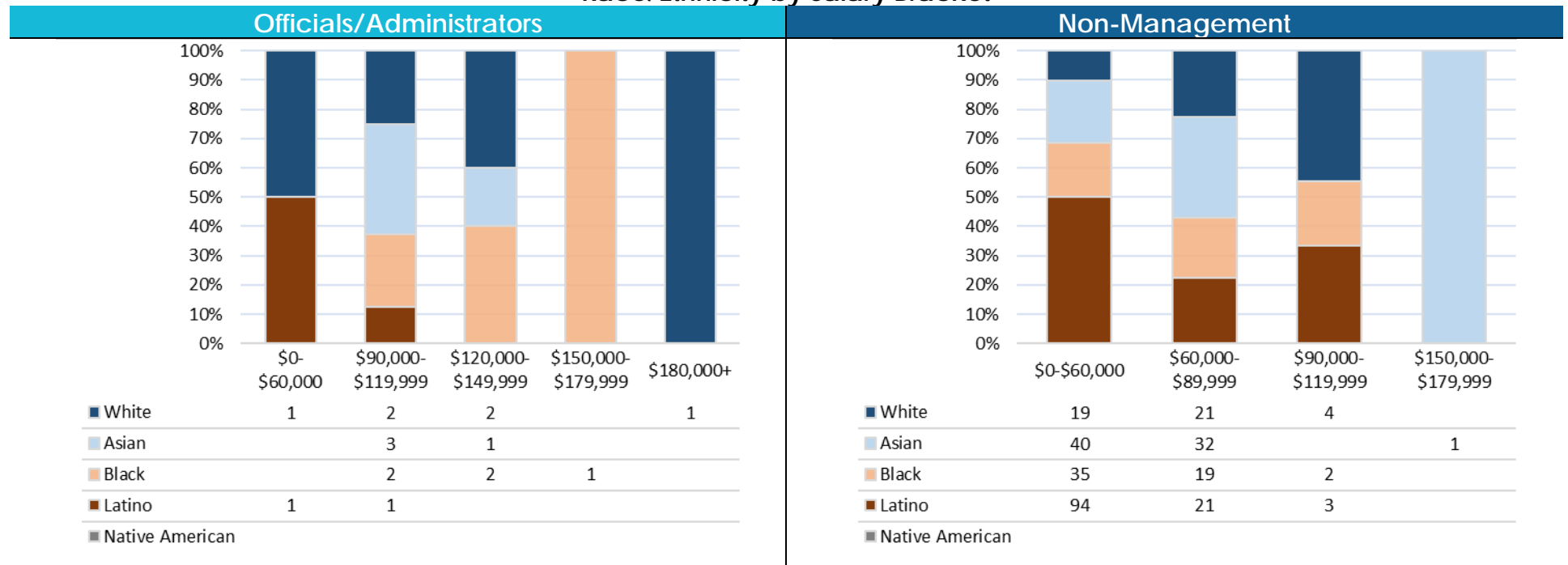


N) HEALTH & HUMAN SERVICES

Race/Ethnicity Breakdown

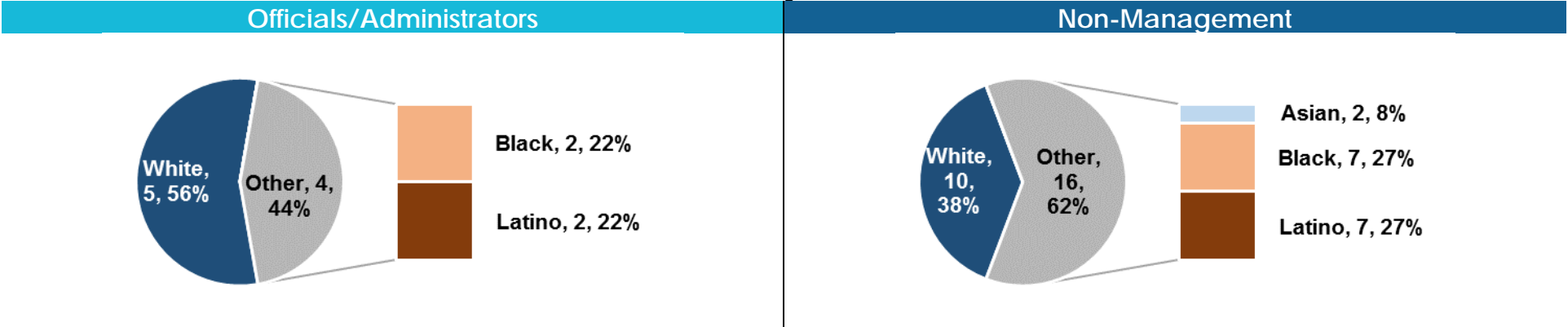


Race/Ethnicity by Salary Bracket

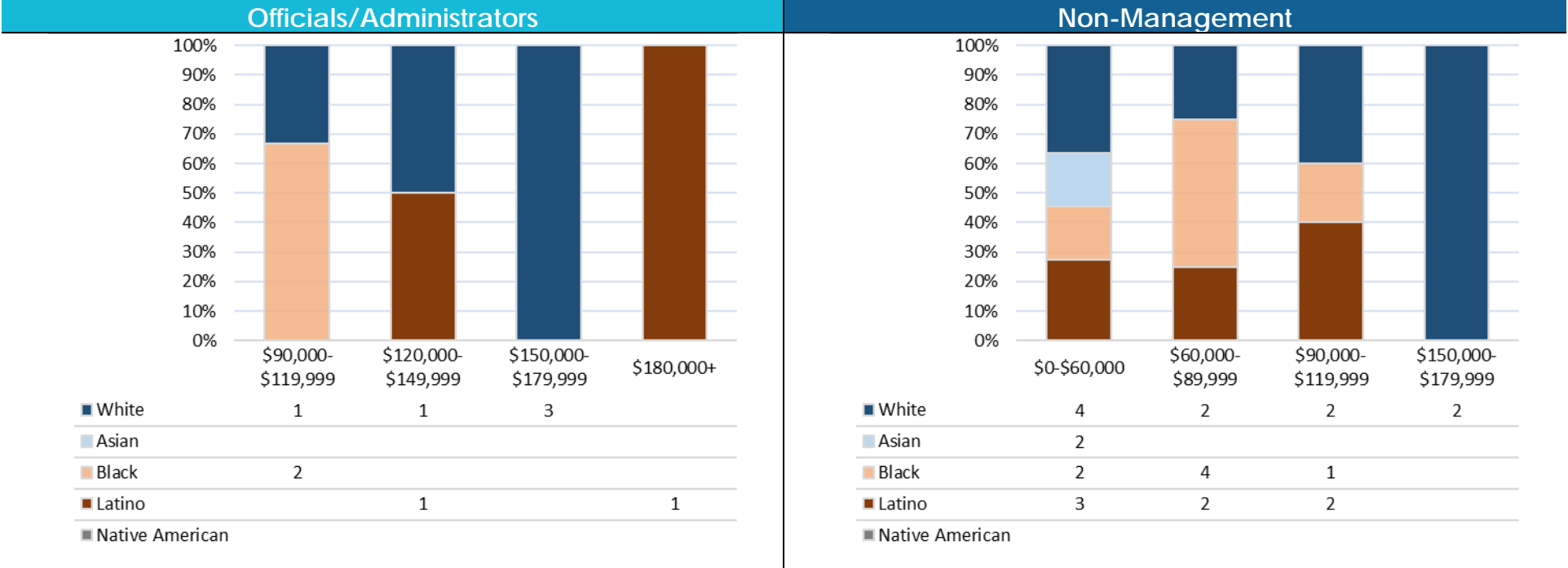


O) HUMAN RESOURCES

Race/Ethnicity Breakdown

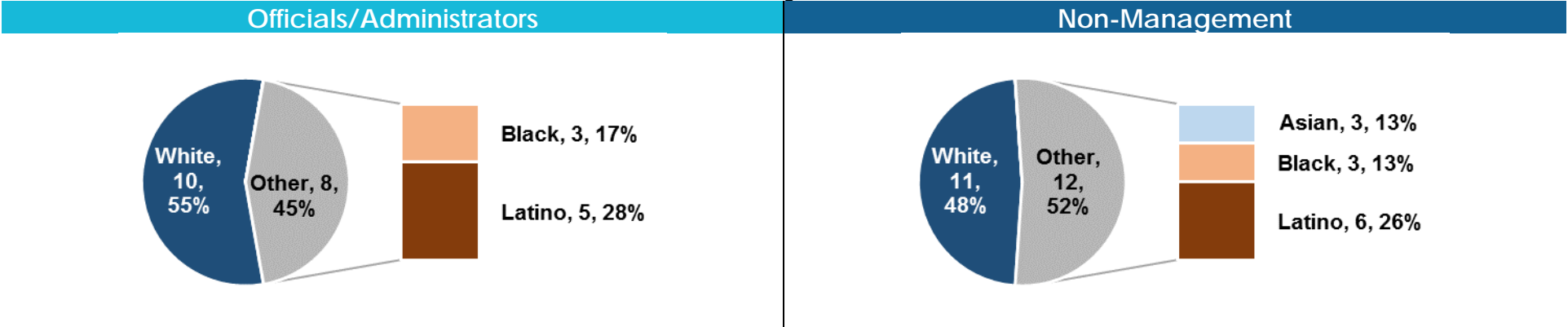


Race/Ethnicity by Salary Bracket

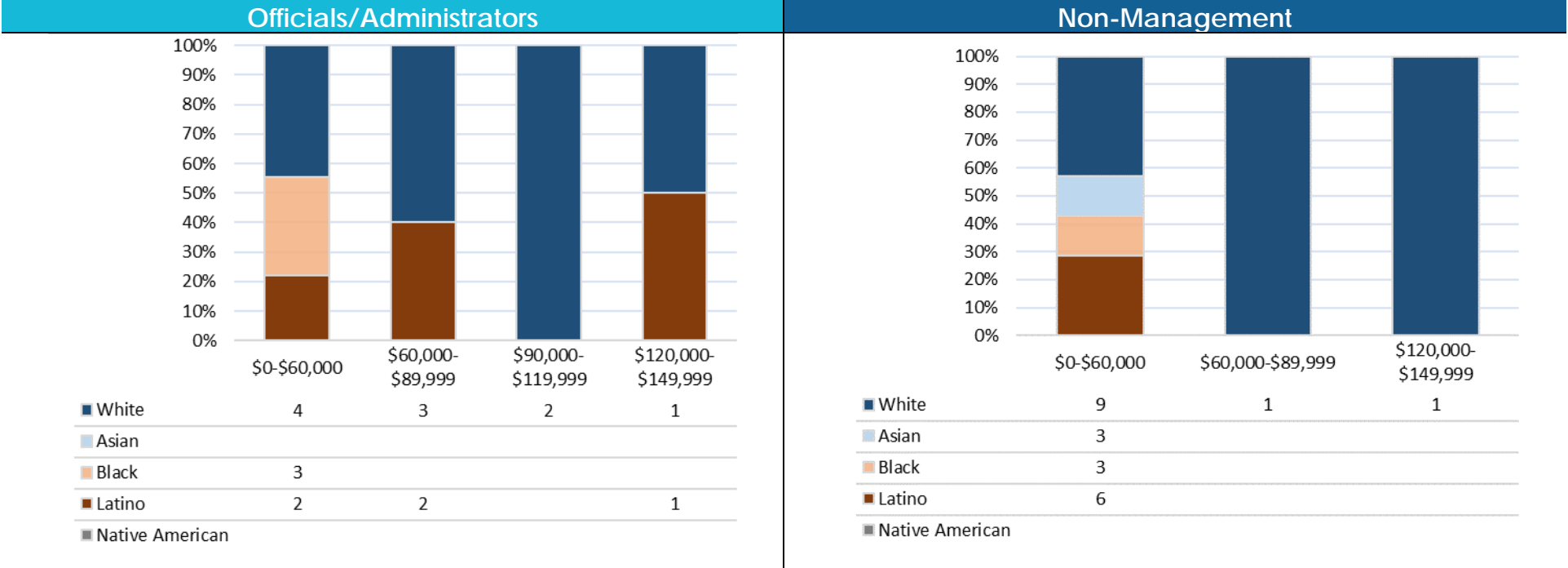


P) LEGISLATIVE

Race/Ethnicity Breakdown

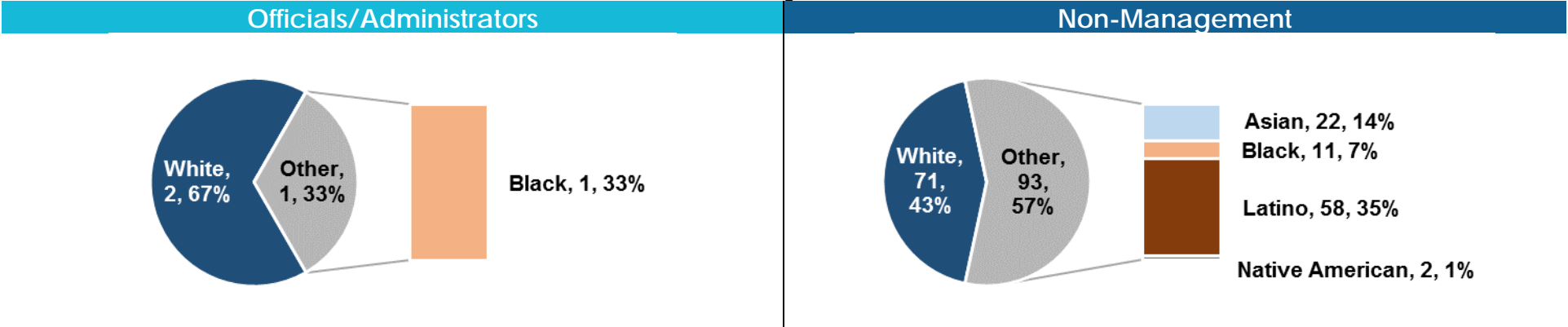


Race/Ethnicity by Salary Bracket

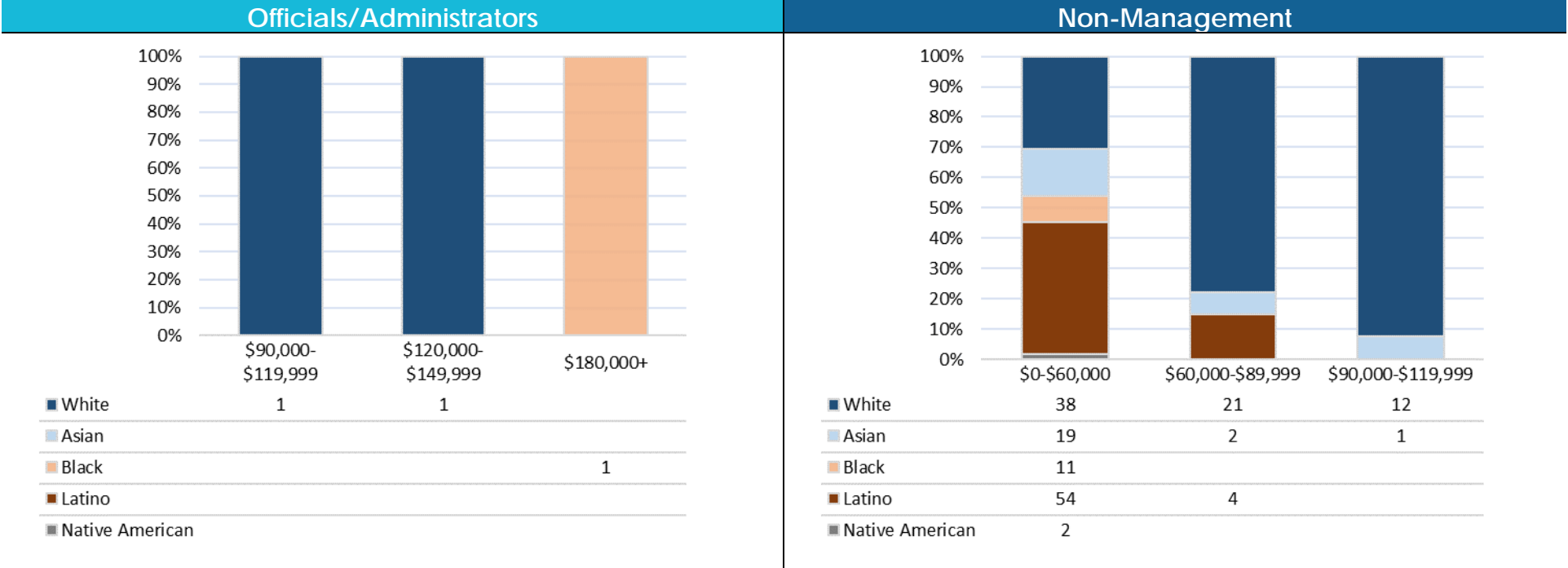


Q) LIBRARY SERVICES

Race/Ethnicity Breakdown



Race/Ethnicity by Salary Bracket

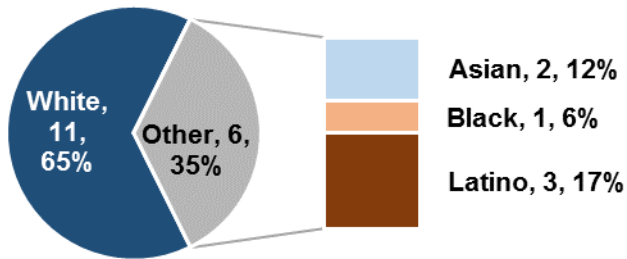


Race/Ethnicity Breakdown – By Department

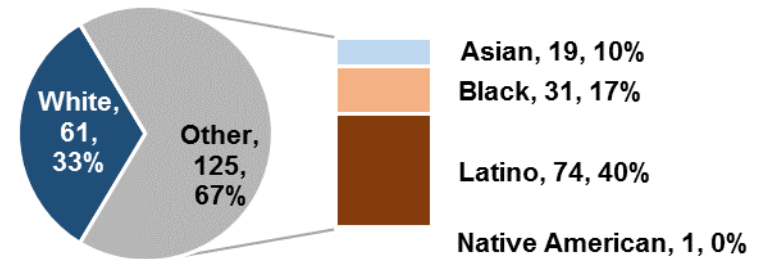
R) LONG BEACH GAS & OIL

Race/Ethnicity Breakdown

Officials/Administrators

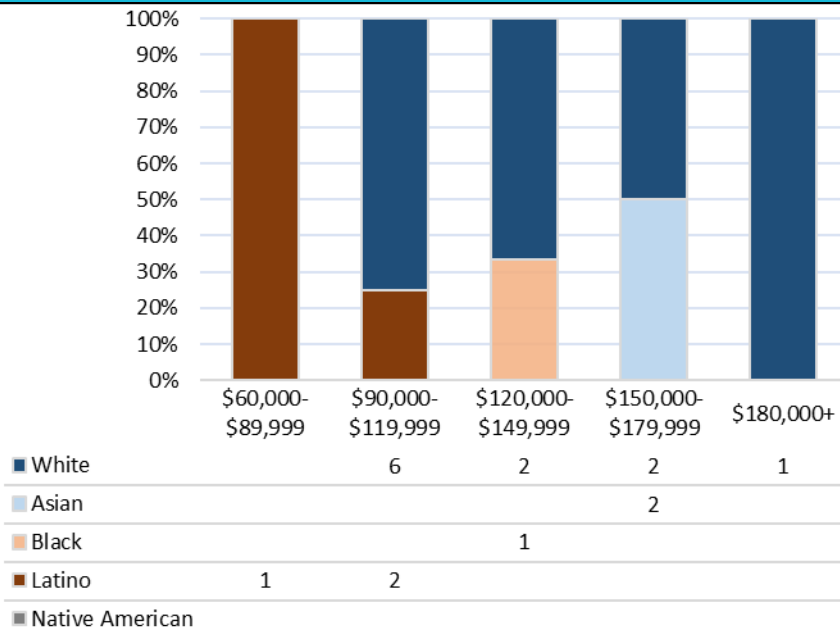


Non-Management

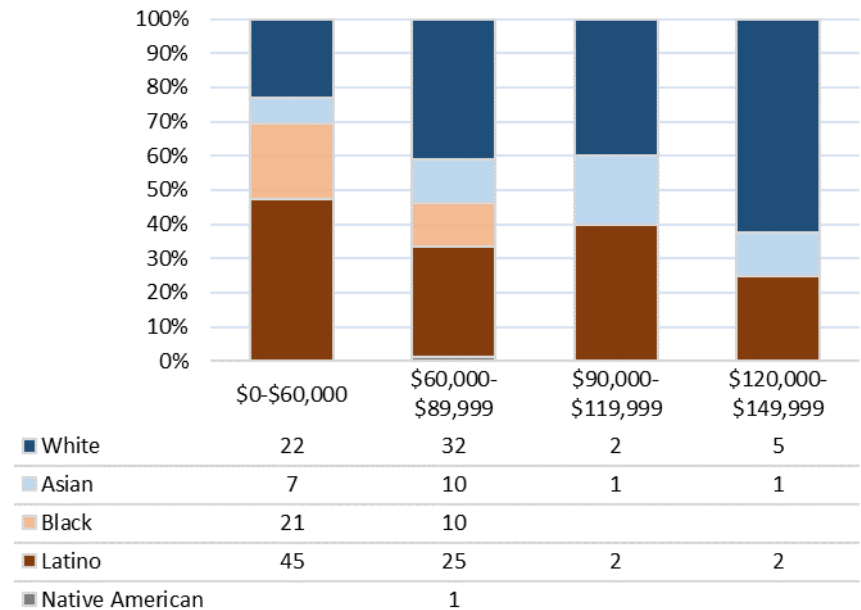


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

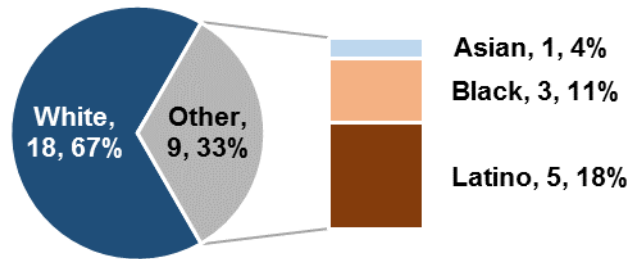


Race/Ethnicity Breakdown – By Department

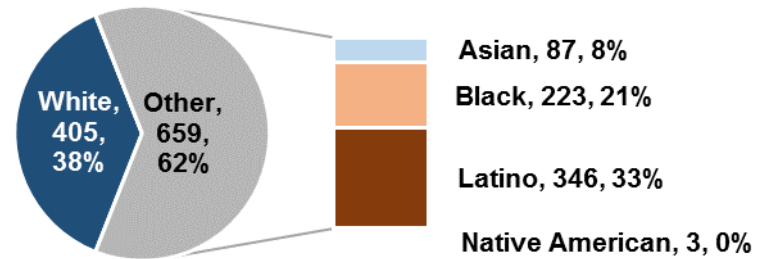
S) PARKS, RECREATION & MARINE

Race/Ethnicity Breakdown

Officials/Administrators

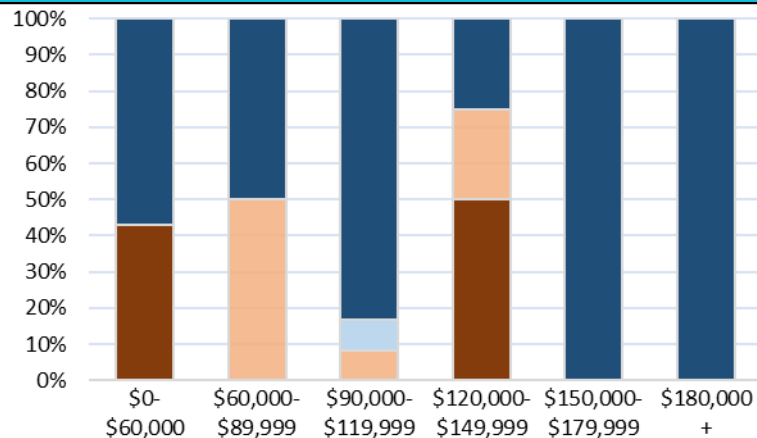


Non-Management

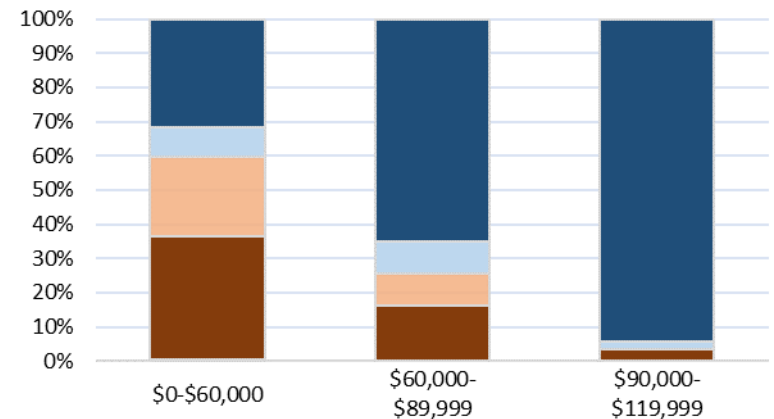


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management



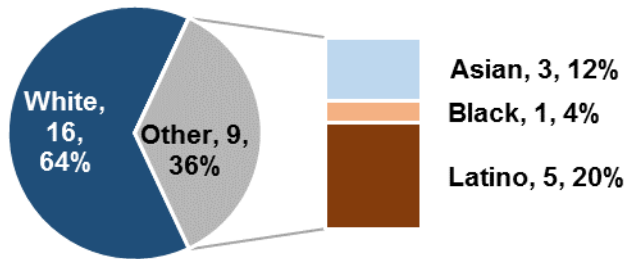
White	295	28	82
Asian	81	4	2
Black	219	4	
Latino	336	7	3
Native American	3		

Race/Ethnicity Breakdown – By Department

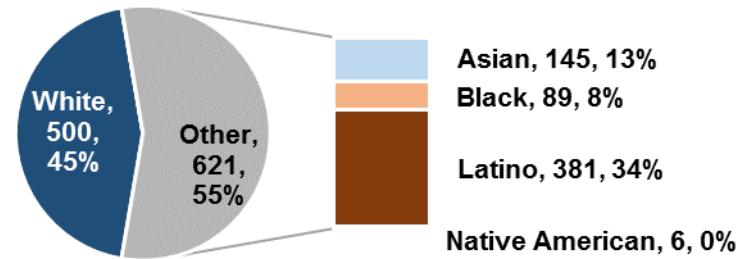
T) POLICE

Race/Ethnicity Breakdown

Officials/Administrators

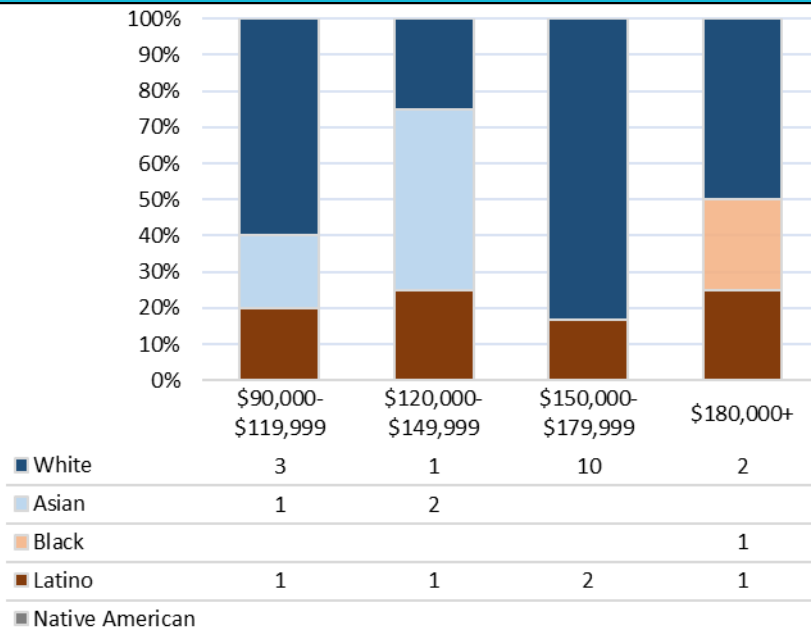


Non-Management

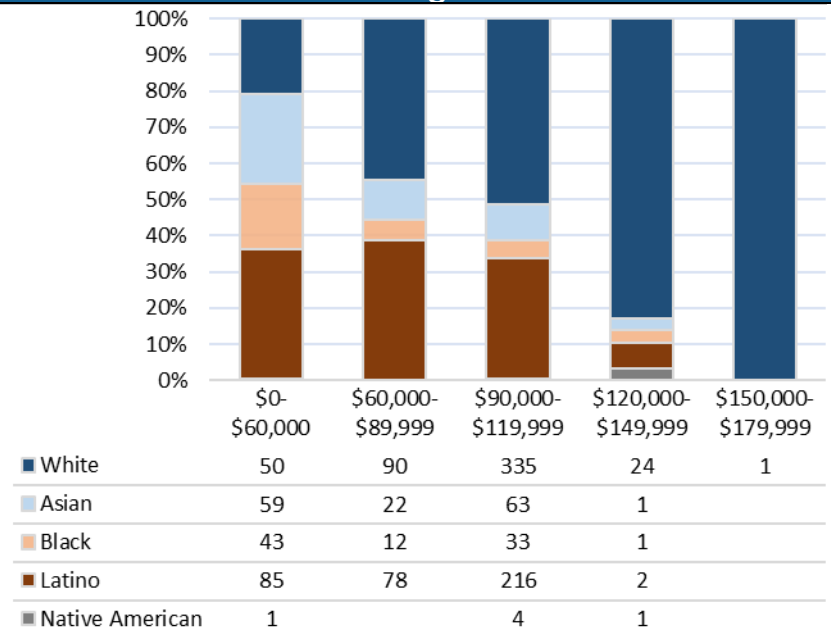


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

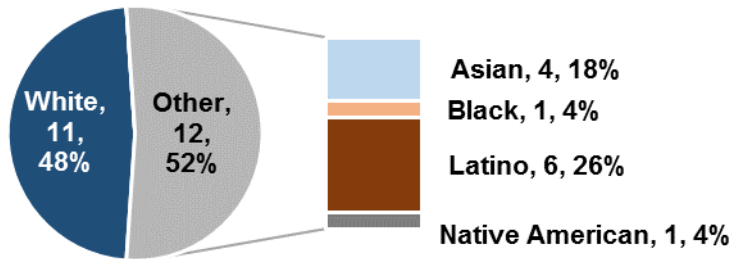


Race/Ethnicity Breakdown – By Department

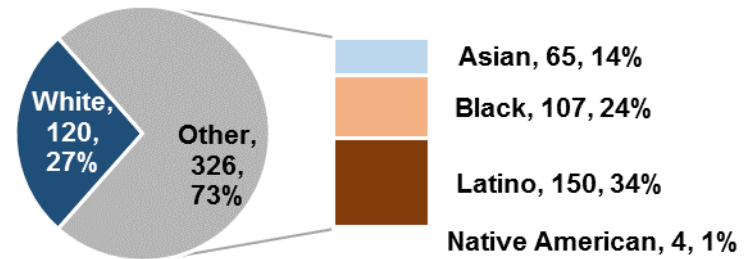
U) PUBLIC WORKS

Race/Ethnicity Breakdown

Officials/Administrators

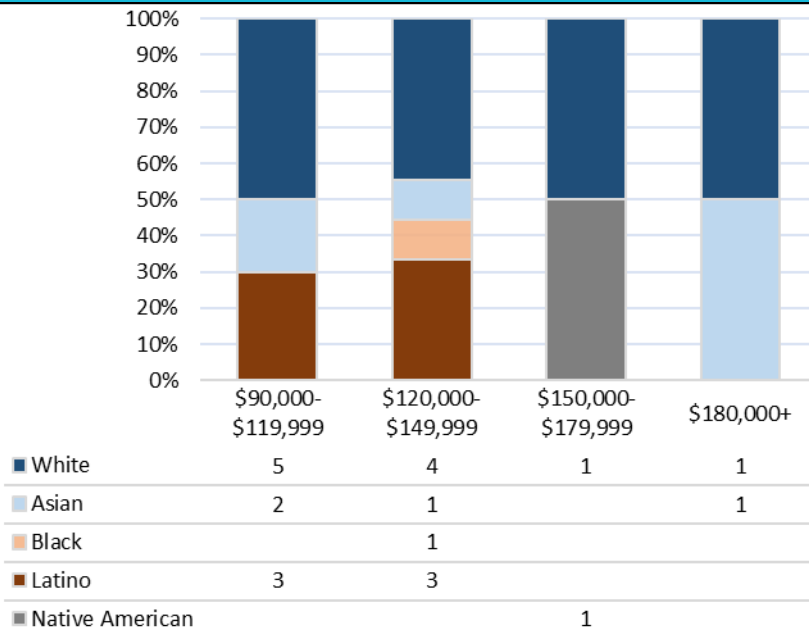


Non-Management

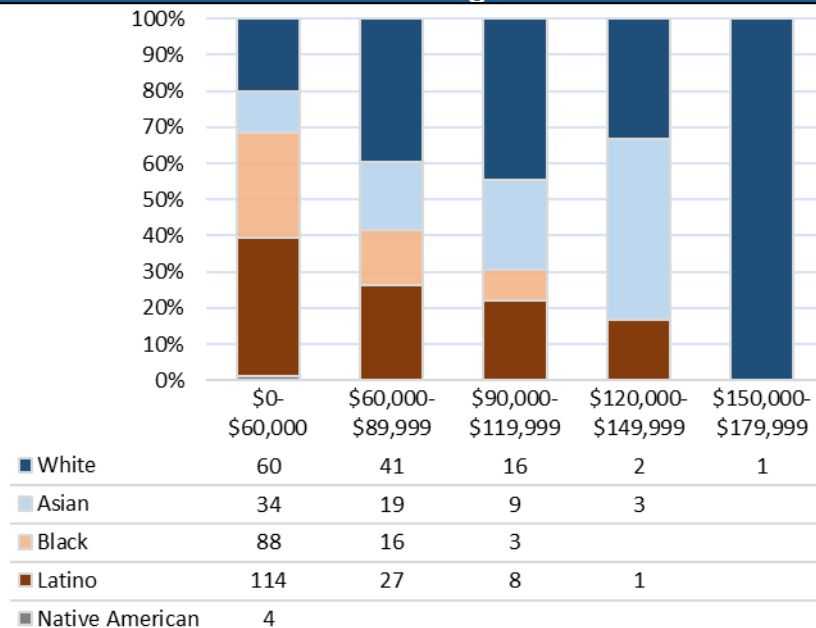


Race/Ethnicity by Salary Bracket

Officials/Administrators

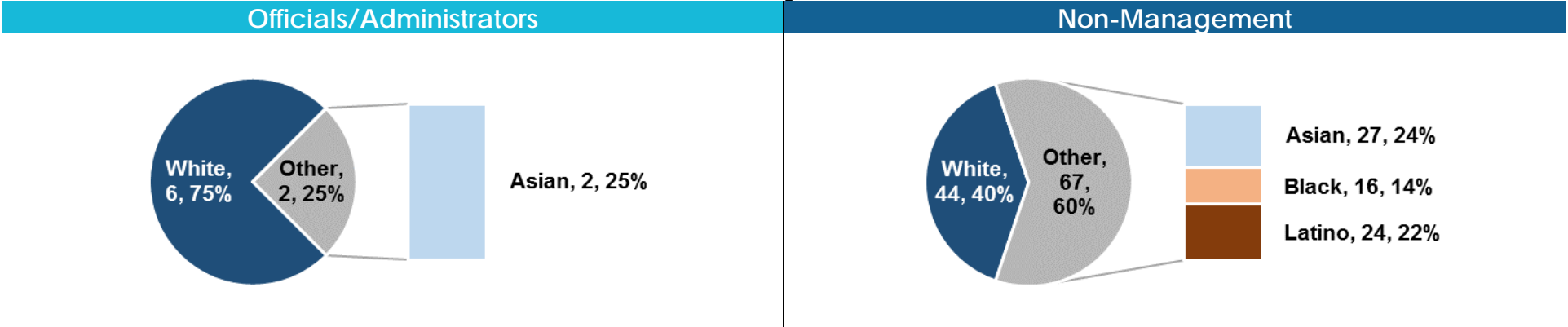


Non-Management

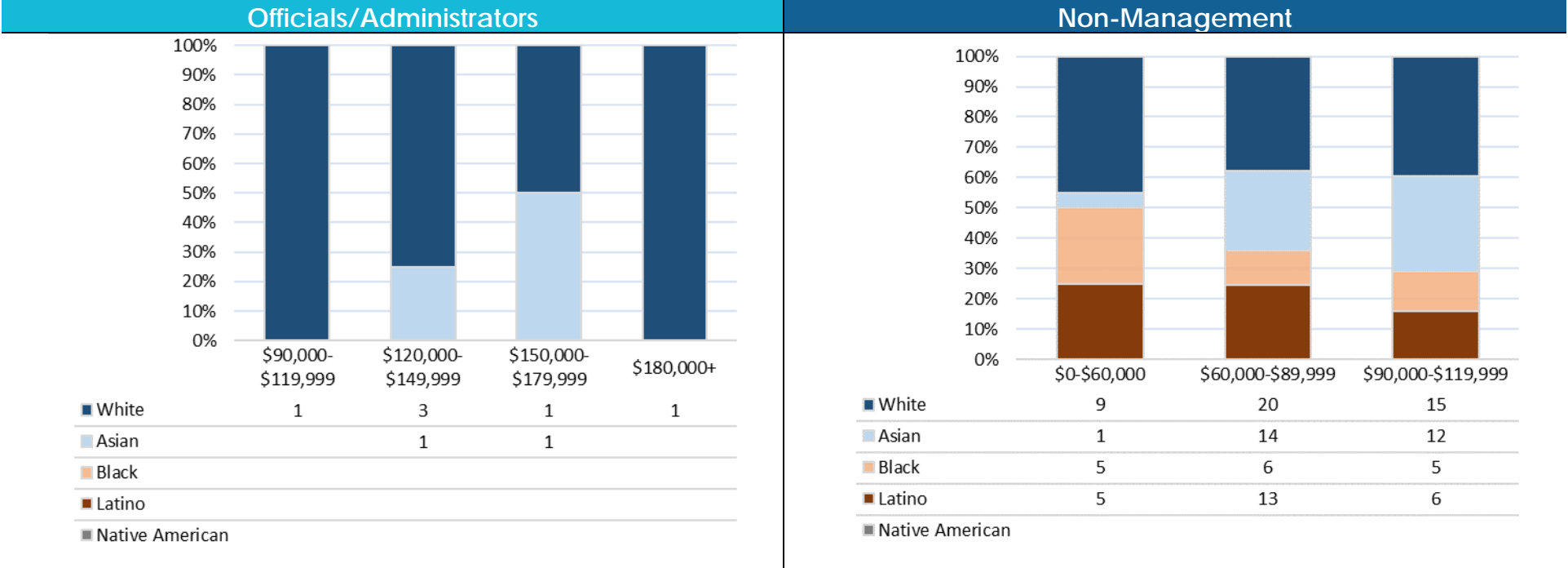


V) TECHNOLOGY AND INNOVATION

Race/Ethnicity Breakdown



Race/Ethnicity by Salary Bracket

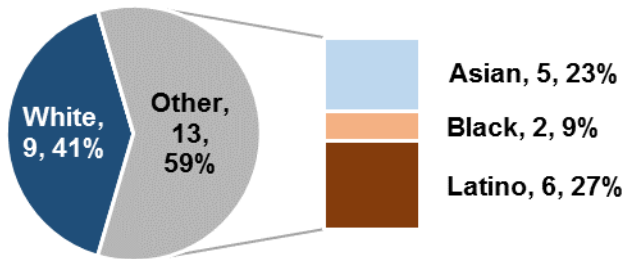


Race/Ethnicity Breakdown – By Department

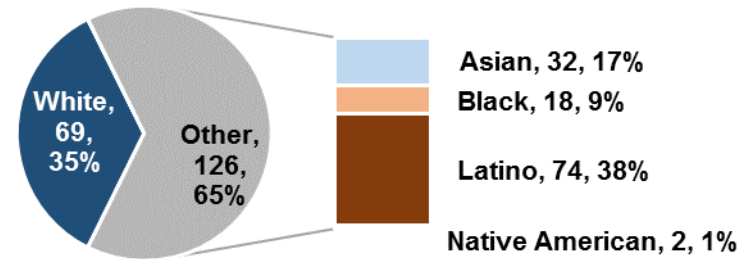
W) WATER

Race/Ethnicity Breakdown

Officials/Administrators

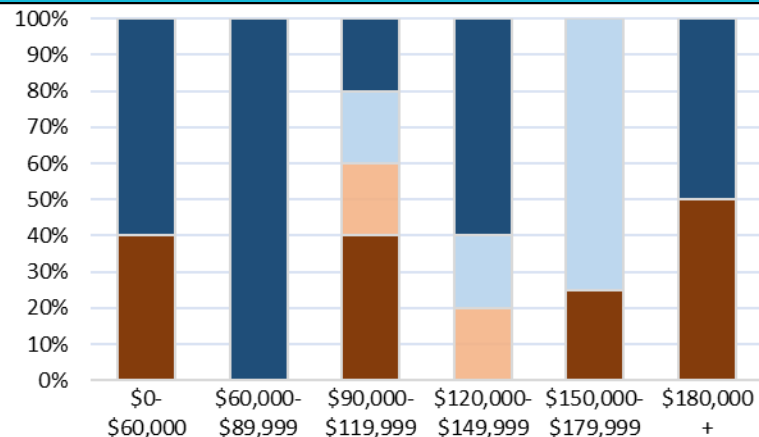


Non-Management

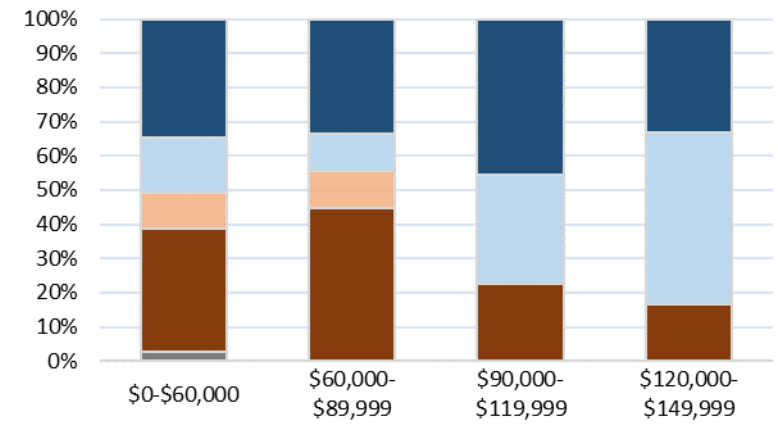


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management



White	3	1	1	3		1
Asian			1	1	3	
Black			1	1		
Latino	2		2		1	1
Native American						

White	26	31	10	2
Asian	12	10	7	3
Black	8	10		
Latino	27	41	5	1
Native American	2			

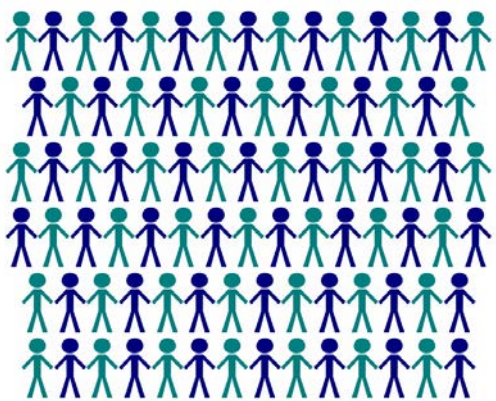
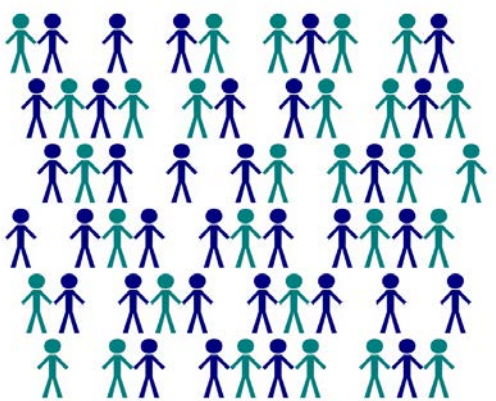
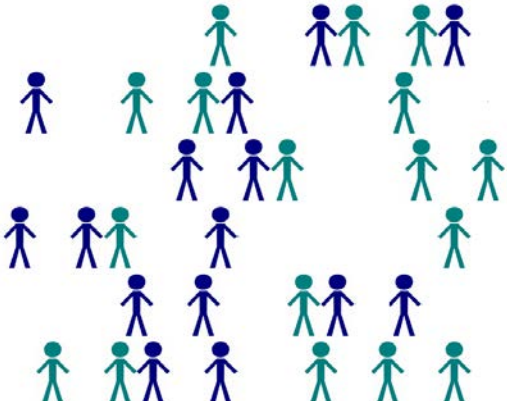
PART III - CIVIL SERVICE RECRUITMENT AND HIRING

The following section of this report explains the various stages of the civil service (Applicants, Eligible List, & Hired) recruitment and hiring process. The report also provides diversity demographics data at each stage of the process as follows:

1. Citywide Recruitment Demographics
 - Gender
 - Race/Ethnicity
2. Fire Recruit Demographics
 - Gender
 - Race/Ethnicity
3. Police Recruit Demographics
 - Gender
 - Race/Ethnicity

8. CIVIL SERVICE RECRUITMENT DATA – CITYWIDE AND PUBLIC SAFETY

The Civil Service Department of the City of Long Beach is responsible for managing the recruitment process for prospective classified employees. An analysis of the demographic composition of prospective employees requires a close look at each of the stages in the hiring process. As such we have included in this report the gender and racial/ethnic demographic breakdown of prospective employees in each of the various stages of the hiring process.

Step 1: Application	Step 2: Eligibility List	Step 3: Hiring Decision
Individuals who submitted an application for employment with the City of Long Beach.	Individuals who, after screening for minimum qualifications and successful completion of pertinent tests, were placed on an eligibility list.	Individuals who, after selection from an eligibility list and successful interviewing process were selected for employment.
		



Citywide statistics of the prospective employee demographics requires aggregating data of employees who may be applying for drastically different positions that call for different types of qualifications and experience. Some occupations are historically over represented by specific demographic groups. It is therefore important to consider the gender and racial/ethnic composition of each applicant pool of specific classifications throughout the City, which will tend to look different depending on the type of occupation.

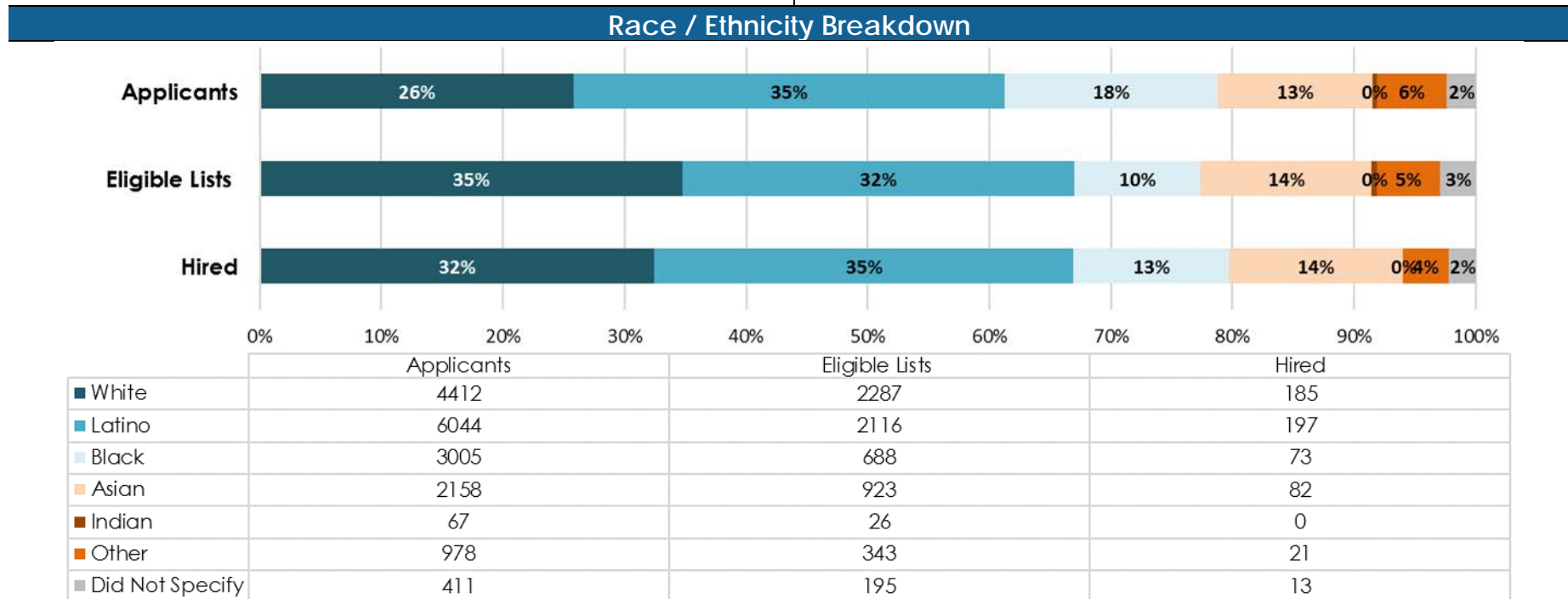
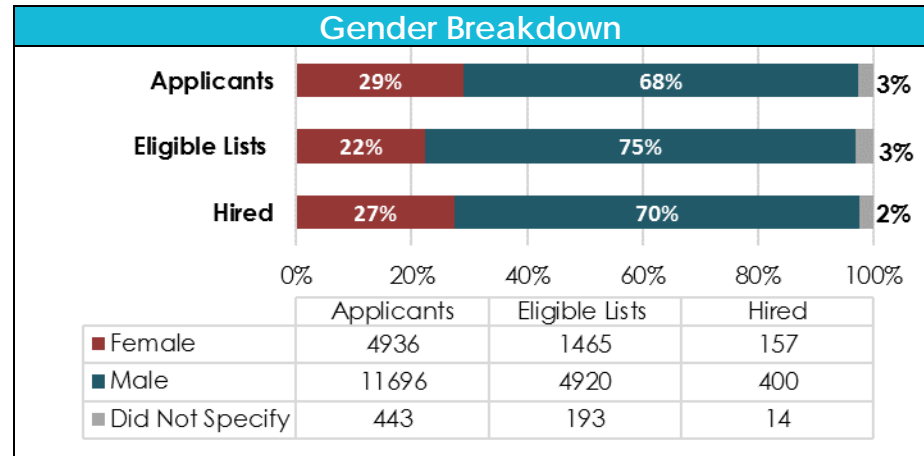
For the purposes of this report we have included the demographic composition of prospective employees at each of the various stages of the hiring process for

1. All classifications
2. Fire Recruit
3. Police Recruit

A) CITYWIDE RECRUITMENT DEMOGRAPHICS

Highlights

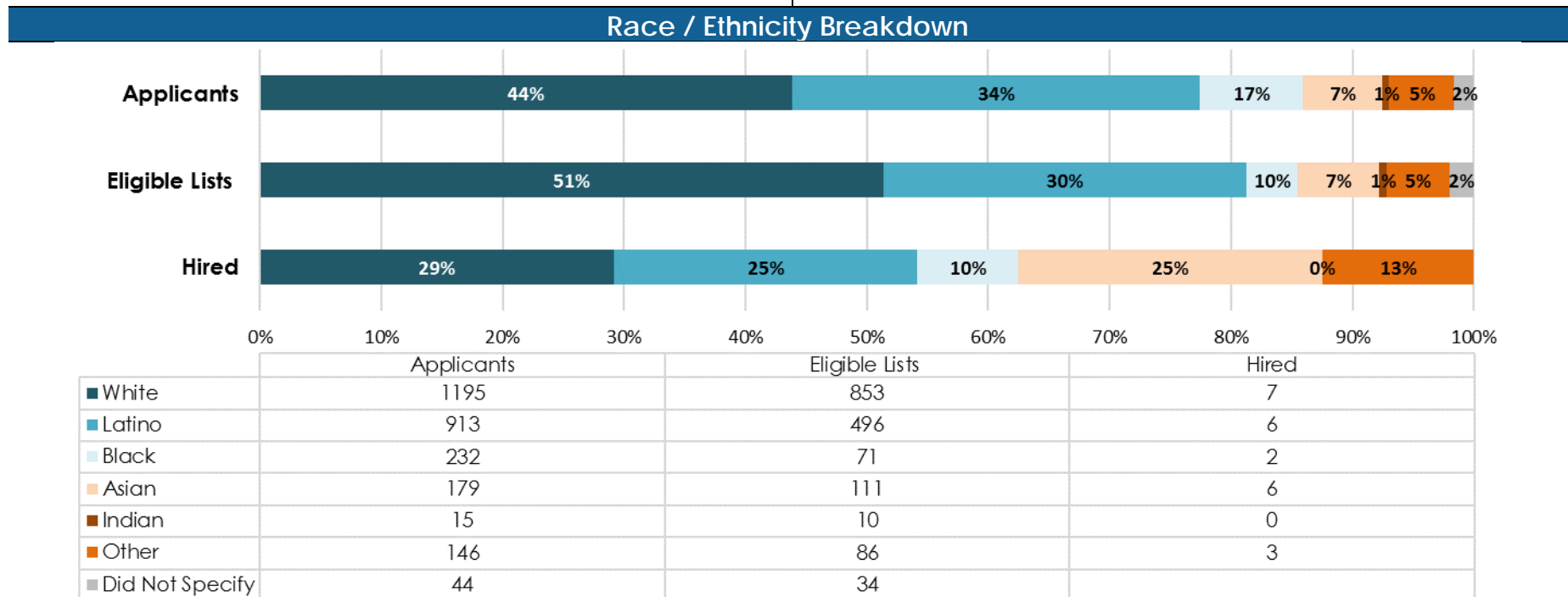
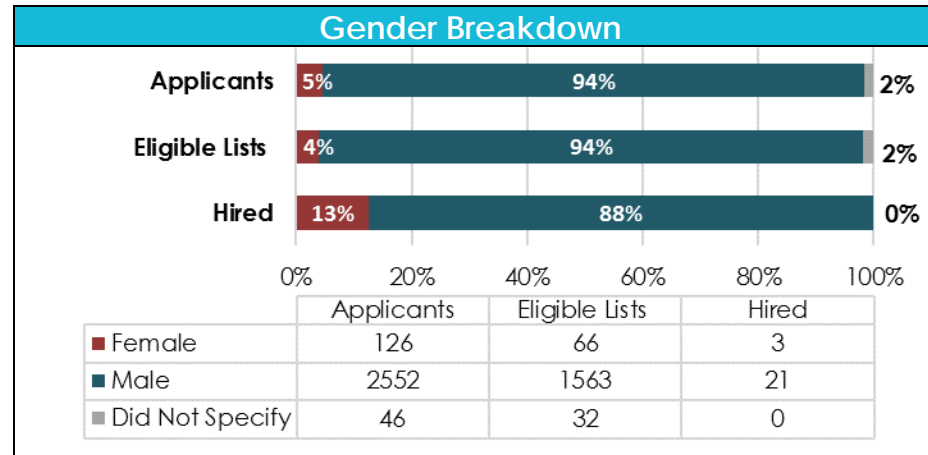
- Gender distribution of applicants is majority male (68%), and stayed proportionally constant throughout the various stages of the process.
- More than 70% of Long Beach applicants in the last year were non-white.
- Racial/ethnic demographic distribution of applicants remained relatively constant throughout the process.



B) FIRE RECRUIT DEMOGRAPHICS

Highlights

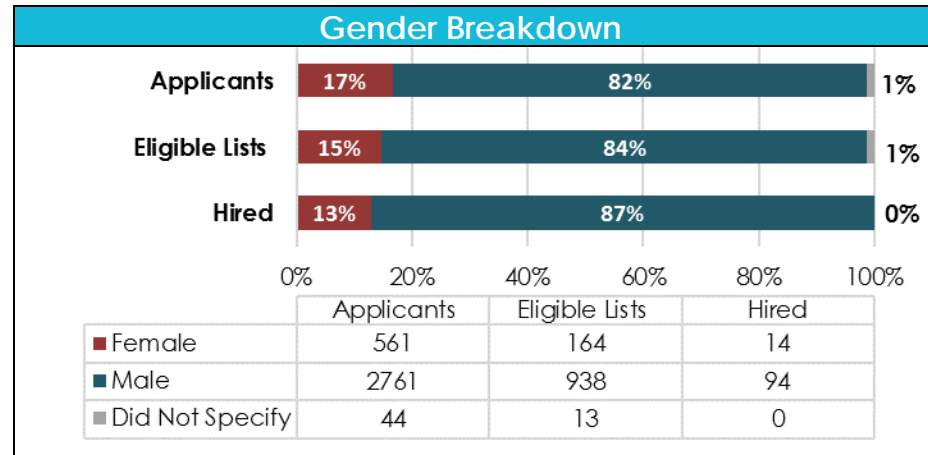
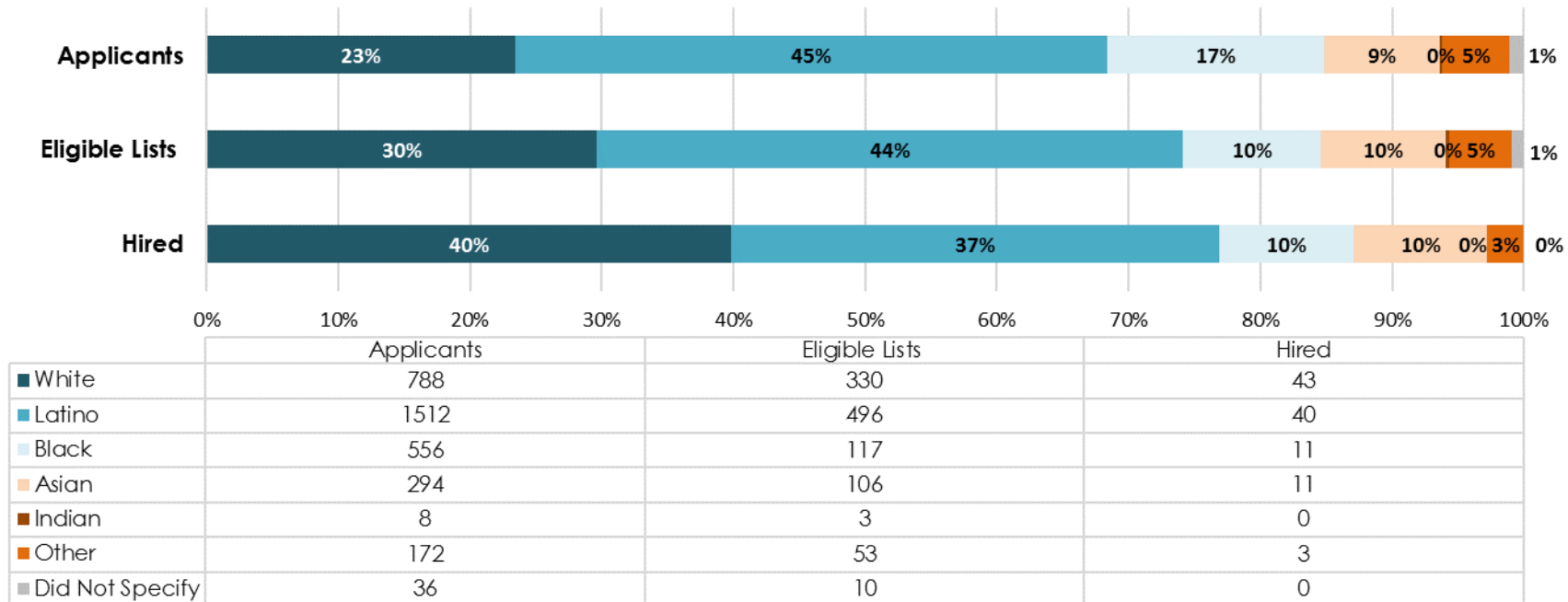
- Gender distribution of applicants was predominantly male (94%).
- Female representation increased by 8 percentage points by the last phase of the hiring process, with females representing 13% of all hires.
- About 54% of Long Beach Fire Recruit applicants were non-white.
- Over 70% of those who were hired at the end of the process were non-white.



C) POLICE RECRUIT DEMOGRAPHICS

Highlights

- Gender distribution of applicants for Police Recruit is majority male (82%).
- Females represented 13% of the police recruit hires, which is generally consistent with national trends in law enforcement.
- More than 75% of Long Beach applicants for Police Recruit were non-white.
- Latinos had the largest representation of applicants and second largest representation of hires.

**Race / Ethnicity Breakdown**

THIS PAGE IS INTENTIONALLY LEFT BLANK

Visit us at www.longbeach.gov
facebook.com/CityofLongBeachCA@LongBeachCity
This information is available in alternative format by request.

The City of Long Beach's Department of Human Resources can be contacted
by phone at (562) 570-6621 or at the address below:

333 W. Ocean Blvd
Civic Center | 13th Floor
Long Beach, CA 90802

