

CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

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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
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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



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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

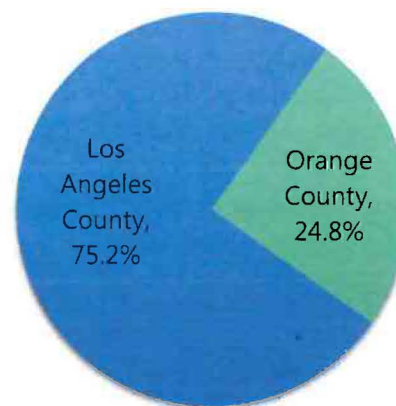
The City of Long Beach is required by federal law to maintain employee demographic information and report it biennially to the United States Equal Employment Opportunity Commission (EEOC). Race/ethnic designations, as defined by the Equal Employment Opportunity Commission, do not denote scientific definitions 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%).

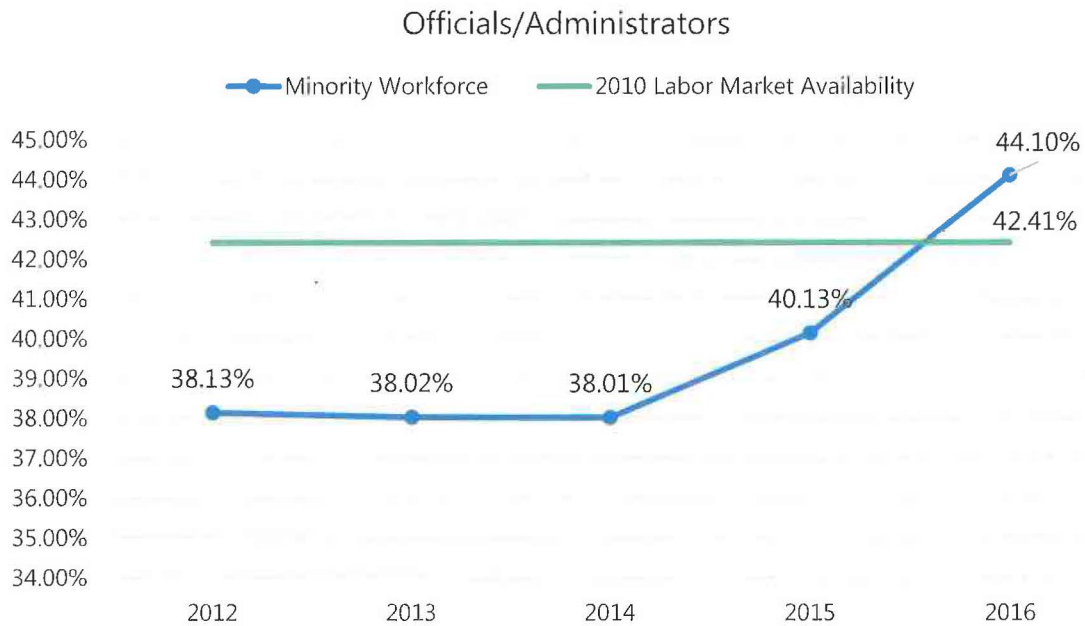
Asian

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.

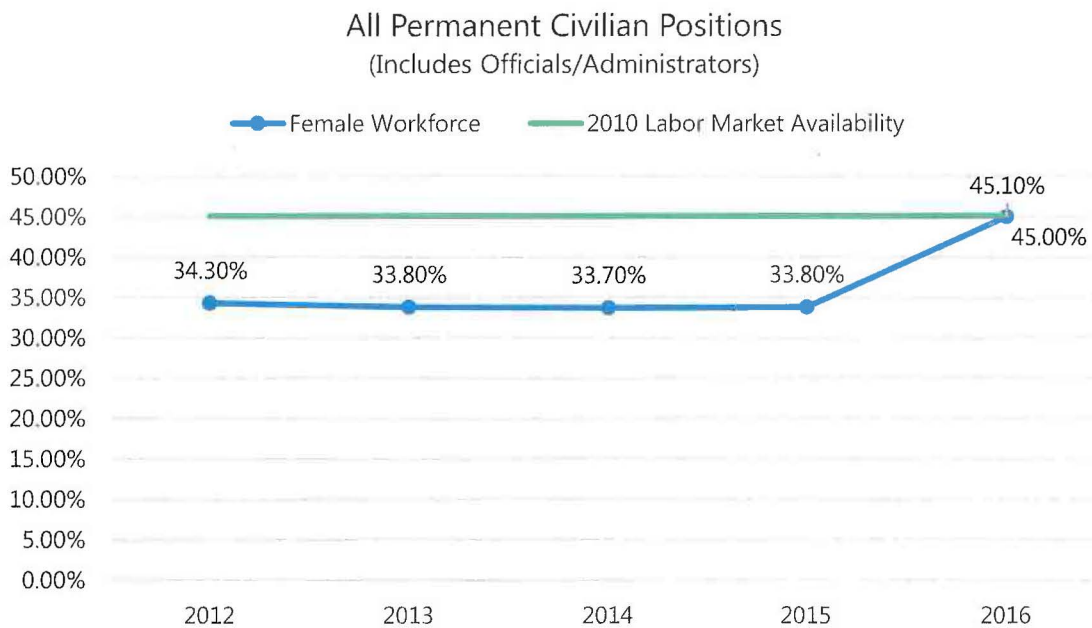
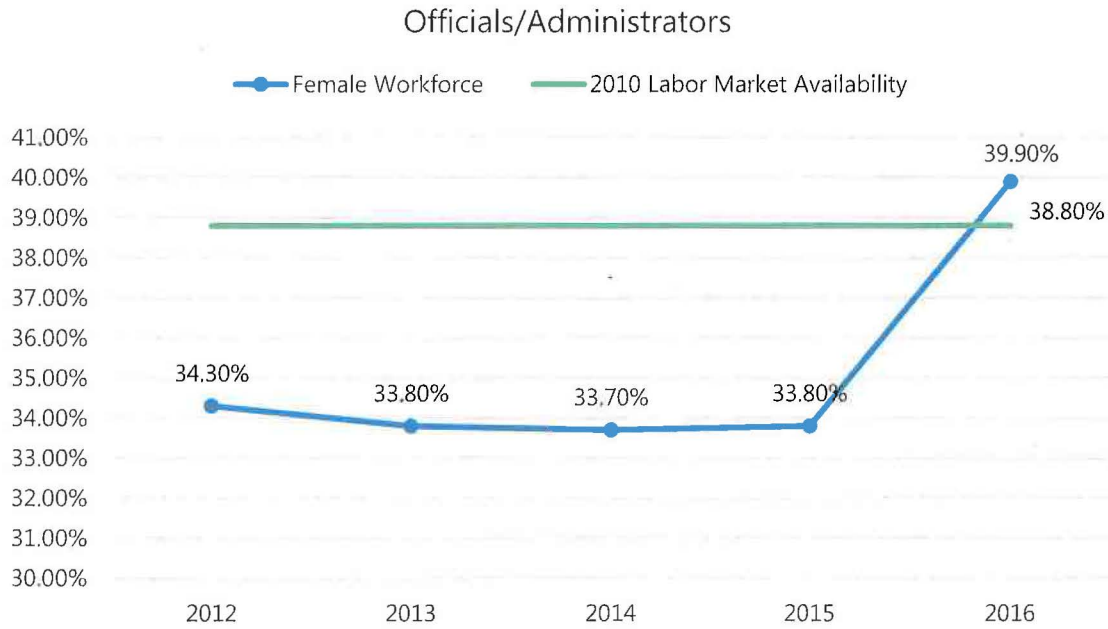
RACIAL/ETHNIC MINORITY WORKFORCE*



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

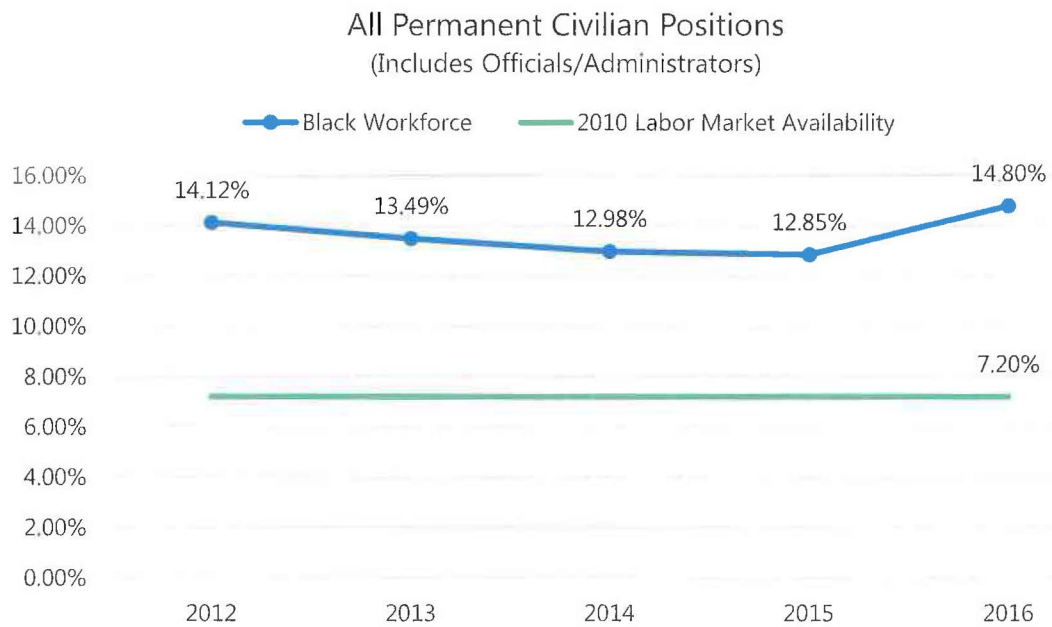
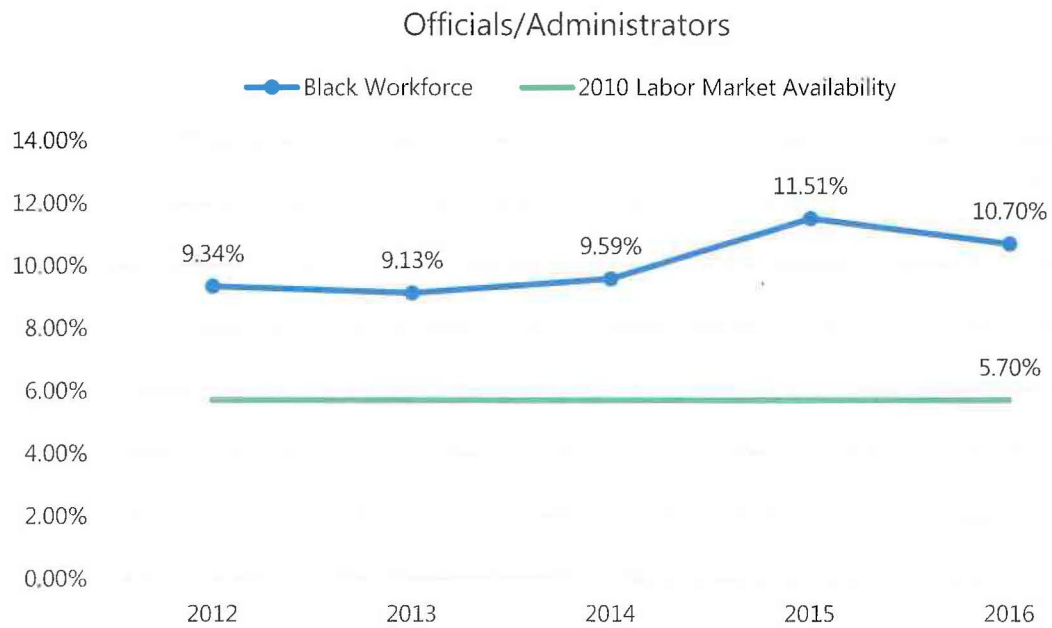
*Excludes Sworn Personnel

FEMALE WORKFORCE*



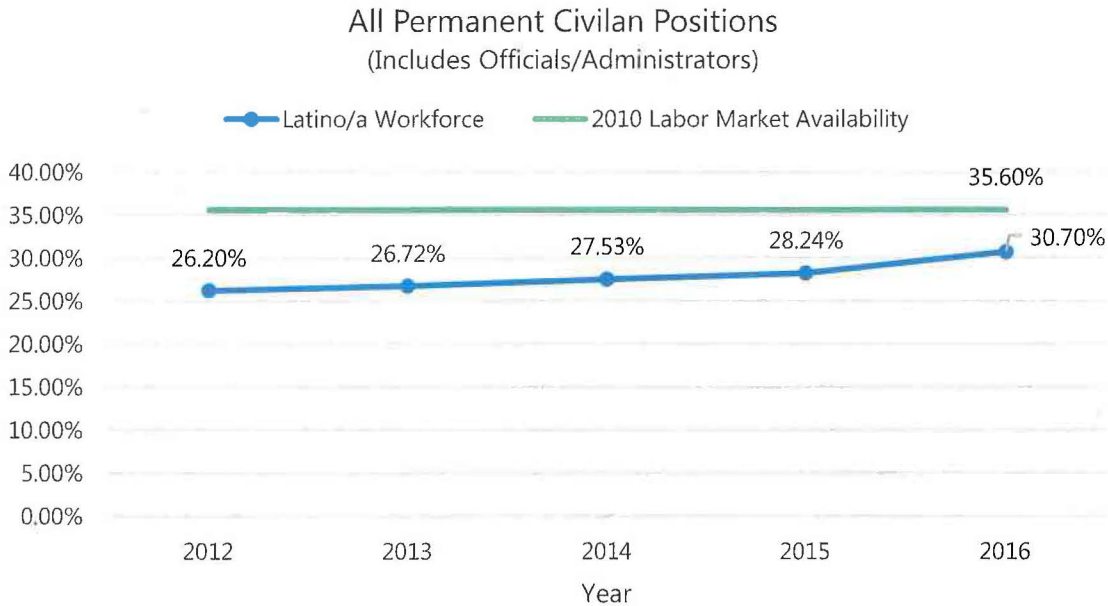
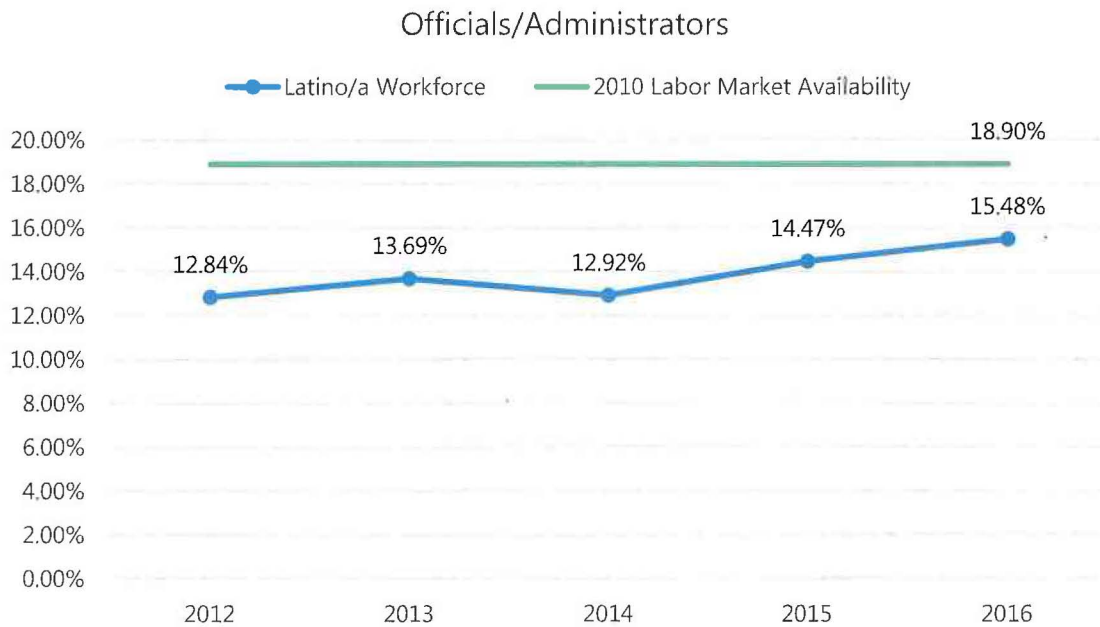
*Excludes Sworn Personnel

BLACK WORKFORCE*



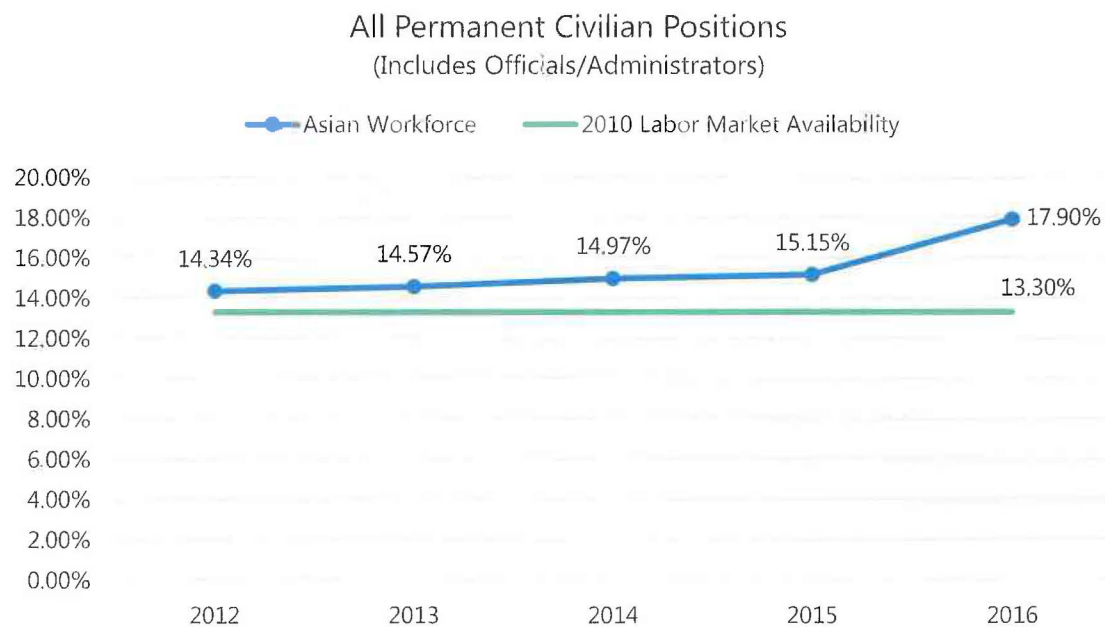
*Excludes Sworn Personnel

LATINO/A (HISPANIC) WORKFORCE*



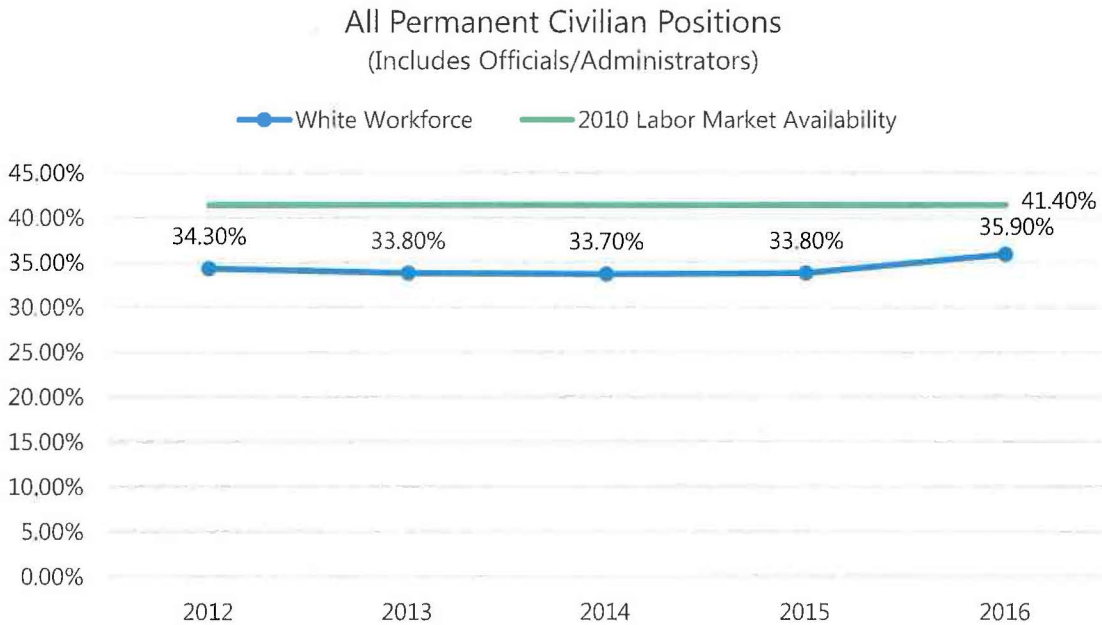
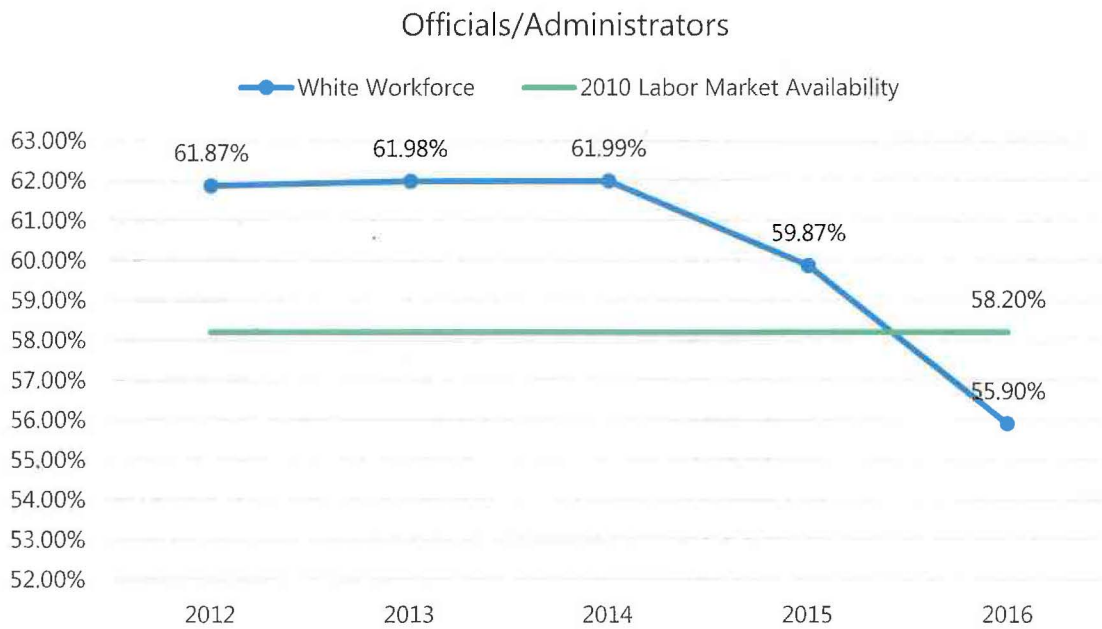
*Excludes Sworn Personnel

ASIAN WORKFORCE*



*Excludes Sworn Personnel

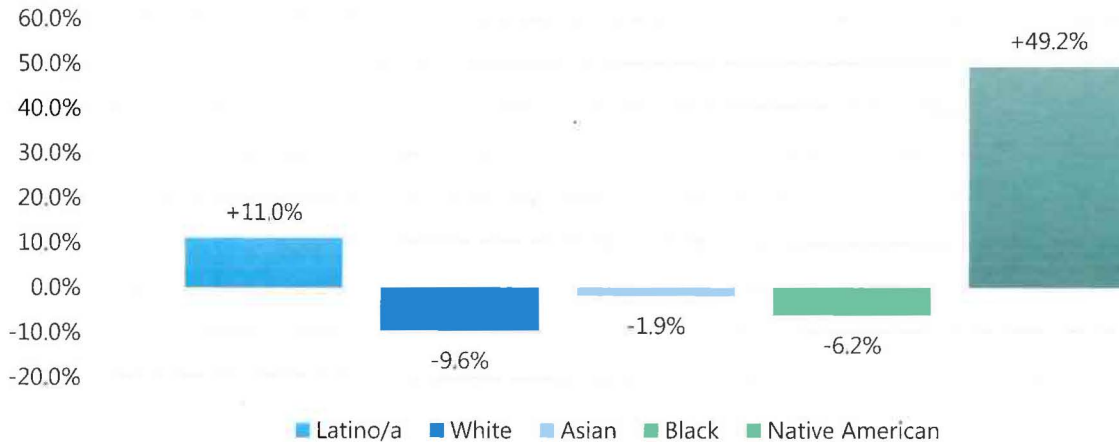
WHITE (NON-HISPANIC) WORKFORCE*



*Excludes Sworn Personnel

FUTURE WORKFORCE PROJECTIONS

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



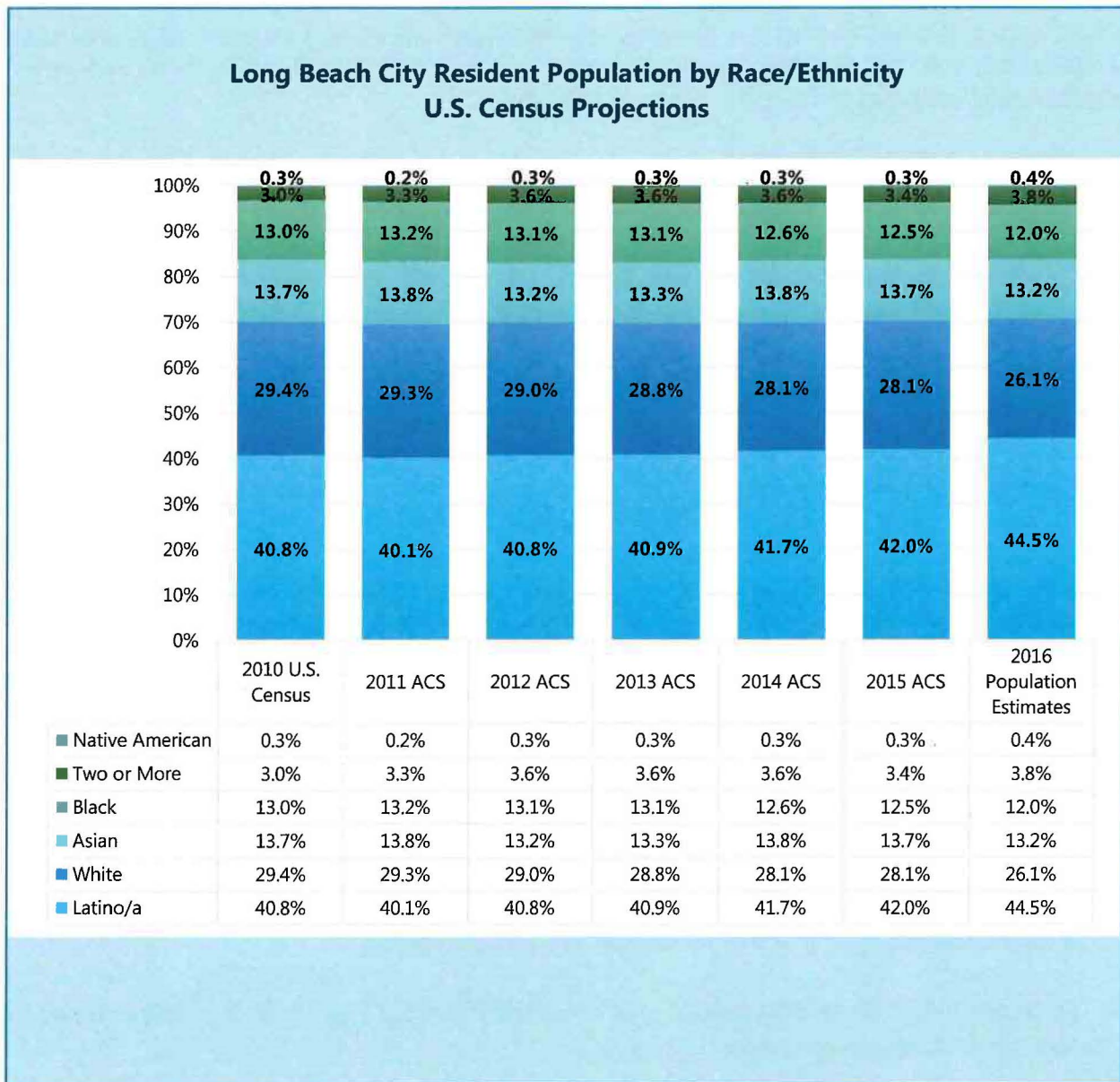
Ranked the 10th most diverse city in America¹, the City continually strives to ensure our workforce is reflective of the population we serve. Studies show that the demographic composition of a population directly affects the demographic composition of a labor workforce. As such, the City finds it important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

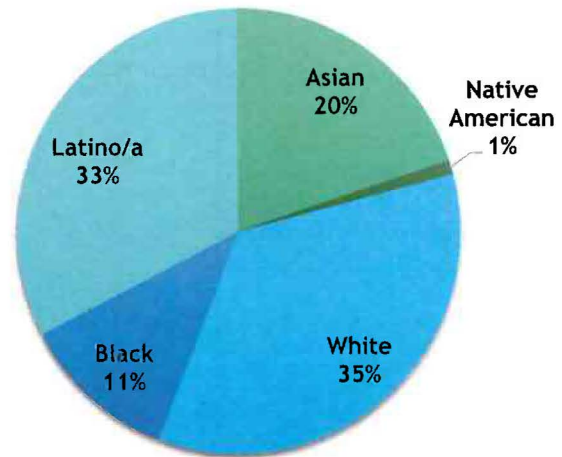
CONCLUSION

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% |
| | 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% | |
| Firefighters | 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% |
| | 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 | X | 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

| | | # EE | Total Minorities | Male | | | | | | Female | | | | | |
|--------------------------------------|-------------|------|------------------|--------|-------------|--------------|-------------|-----------------|------------|-------------|-------------|-------------|-------------|-----------------|--------------|
| | | | | 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

| | | # 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 | 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)

| | | | | Male | | | | | | Female | | | | | |
|--------------------------------------|-------------|------|------------------|--------|--------|--------|-------|-----------------|------------|--------|-------|--------|-------|-----------------|--------------|
| | | # EE | Total Minorities | 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

| | | | | Male | | | | | | Female | | | | | |
|---|-------------|------|------------------|-------|-------|--------|-------|-----------------|------------|--------|-------|--------|-------|-----------------|--------------|
| | | # EE | Total Minorities | 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

| | | | | Male | | | | | | Female | | | | | |
|--------------------------------------|-------------|------|------------------|--------|--------|--------|-------|-----------------|------------|--------|-------|--------|--------|-----------------|--------------|
| | | # EE | Total Minorities | 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 | 10.3 | 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
Telemetry 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
 Clerk Typist II- III Confidential
 Clerk Typist I-IV
 Communications Assistant I-III
 Communications Center Supervisor
 Communications Development Clerical
 Assistant I-III
 Community Worker
 Councilman Secretary
 Counselor I-II
 Customer Service Rep I-III
 Customer Services Supervisor I-II
 Deputy City Clerk I-II
 Election Supervisor
 Executive Assistant
 Executive Assistant to Assistant City Manager
 Executive Assistant to City Manager
 Executive Assistant-City Attorney
 Executive Secretary-Confidential
 Executive Secretary-Harbor
 Health Educator I-II
 Housing Aide I-II
 Housing Assistance Coordinator
 Housing Specialist I-III
 Legal Assistant I-II
 Legal Assistant-Prosecutor
 Legal Office Assistant
 Legal Office Specialist
 Legal Records Assistant
 Legal Records Specialist
 Legal Records Supervisor
 Legal Secretary I-II
 Legal Stenographer I-III
 Liability Claims Assistant I-II
 Library Aide
 Library Circulation Supervisor
 Library Clerk I-IV
 Marina Agent I-III
 Mechanical Equip Stock Clerk I-III
 Medical Assistant I-II
 Minute Clerk
 Neighborhood Services Specialist I-III

Occupancy Specialist I-III
 Office Services Assistant I-III
 Office Specialist-Prosecutor
 Outreach Worker I-II
 Payroll/Personnel Assistant I-III
 Police Property & Supply Clerk
 Police Property & Supply Clerk I-II
 Police Systems Supervisor
 Port Records Center Supervisor
 Port Security System Operator I-III
 Program Scheduler
 Project Estimator
 Prosecutor Assistant
 Prosecutor Assistant I-II
 Public Health Associate I-III
 Public Health Registrar
 Public Safety Dispatcher I-IV
 Records Manager-City Clerk
 Secretary
 Secretary to City Attorney-Confidential
 Secretary to City Auditor
 Secretary to Executive Director-Civil Service-
 Confidential
 Secretary to General Manager
 Secretary to The Board-Water
 Secretary to The Mayor
 Secretary-Confidential
 Senior Legal Secretary I-II
 Senior Minute Clerk
 Senior Secretary
 Stock & Receiving Clerk
 Storekeeper I-II
 Student Worker
 Supervising Senior Legal Secretary
 Supervising Workers' Comp Secretary
 Supervisor-Commercial Diving
 Supervisor-Stores & Property
 Water Communication Center Supervisor
 Water Communication Dispatcher I-II
 Workers Comp Admin Assistant
 Workers' Comp Claims Assistant
 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 | 15.4 | 894 | 19.0 | 519 | 11.0 | 29 | 0.6 |
| 2002 | 4784 | 3136 | 65.6 | 1648 | 34.4 | 2496 | 52.2 | 2287 | 47.8 | 725 | 15.2 | 962 | 20.1 | 570 | 11.9 | 30 | 0.6 |
| 2003 | 4630 | 3019 | 65.2 | 1611 | 34.8 | 2376 | 51.3 | 2253 | 48.7 | 693 | 15.0 | 972 | 21.0 | 557 | 12.0 | 31 | 0.7 |
| 2004 | 4489 | 2952 | 65.7 | 1537 | 34.3 | 2261 | 50.4 | 2228 | 49.6 | 658 | 14.7 | 982 | 21.9 | 559 | 12.4 | 29 | 0.6 |
| 2005 | 4514 | 3020 | 66.9 | 1494 | 33.1 | 2234 | 49.5 | 2279 | 50.5 | 655 | 14.5 | 1034 | 22.9 | 561 | 12.4 | 29 | 0.6 |
| 2006 | 4579 | 3047 | 66.5 | 1532 | 33.5 | 2203 | 48.1 | 2376 | 51.9 | 671 | 14.7 | 1092 | 23.8 | 582 | 12.7 | 31 | 0.7 |
| 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

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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.

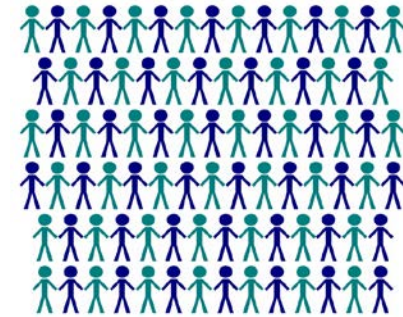
ABOUT THE CITY

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.

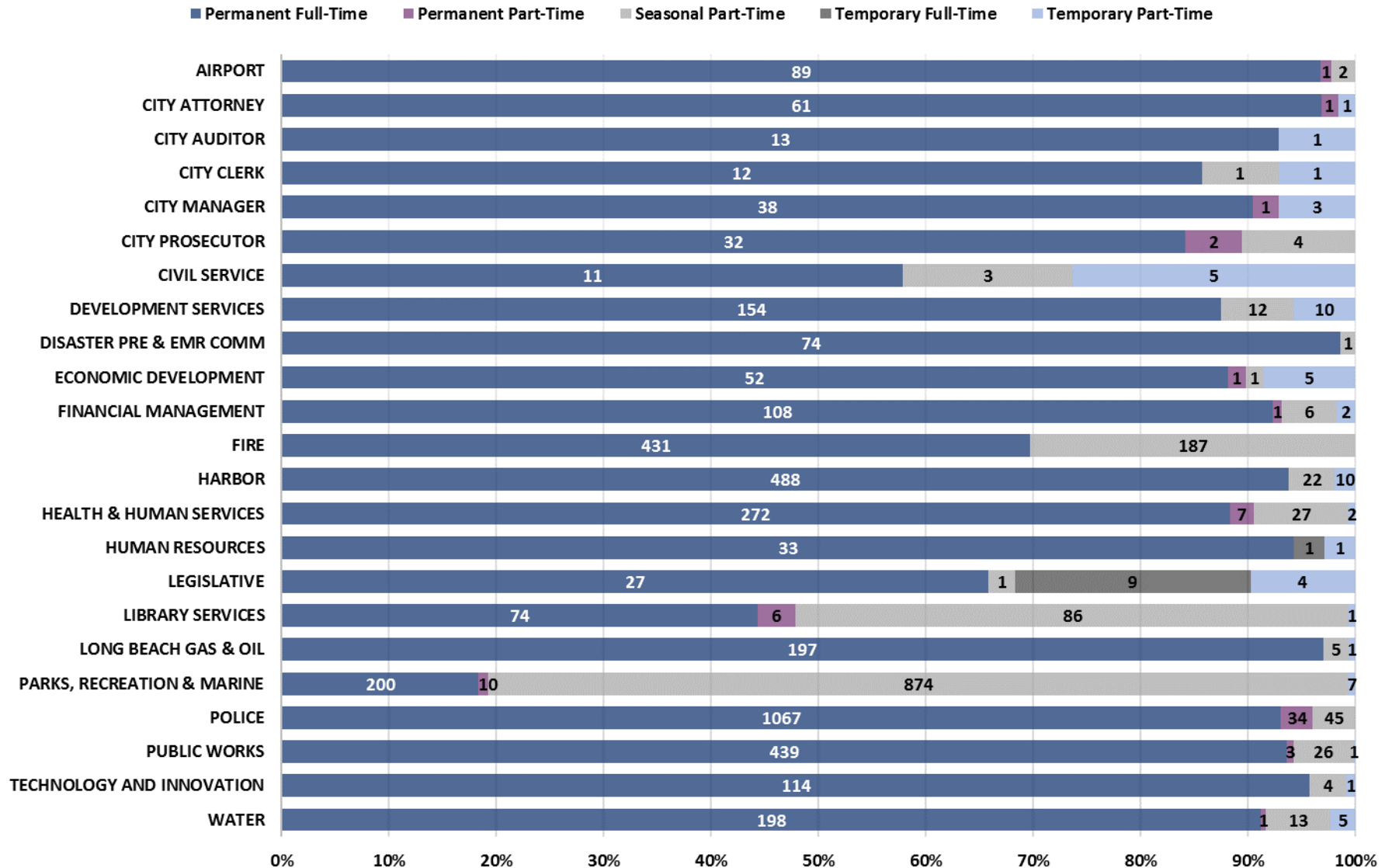
The first set of charts describe the City's workforce by department:

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

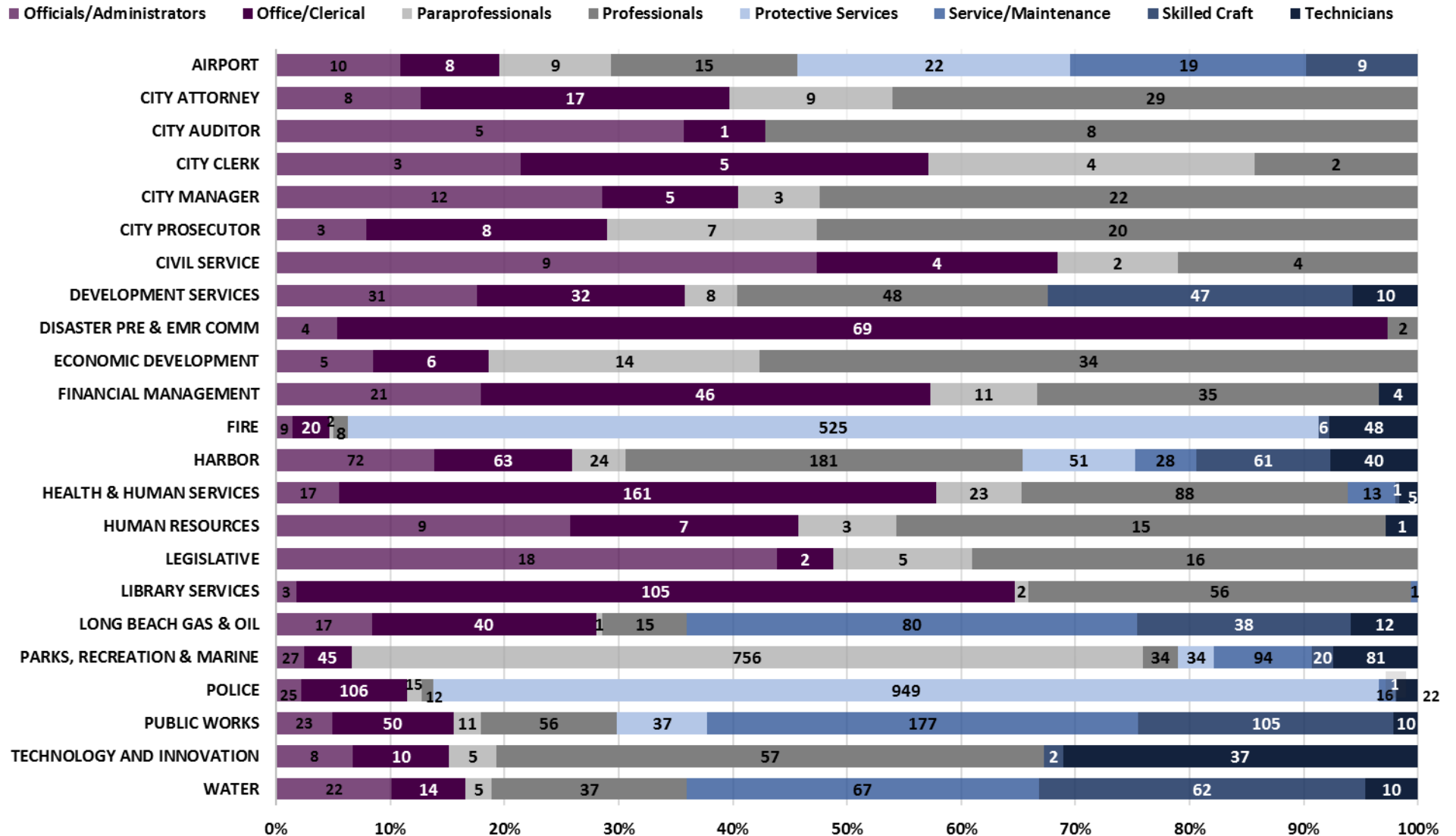
The next set of charts provide a citywide overview of workforce diversity:

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



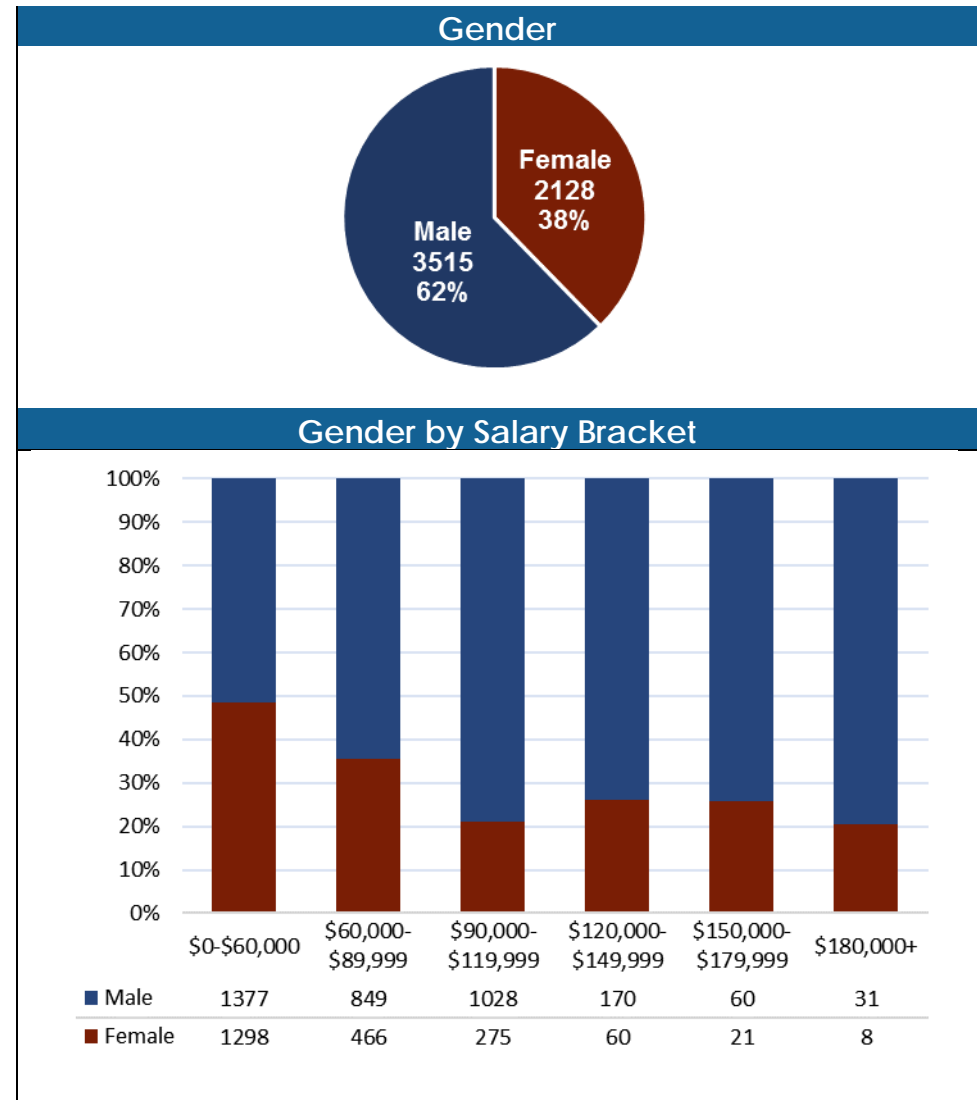
3. GENDER, AGE, AND RACIAL/ETHNIC DIVERSITY – CITYWIDE

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.

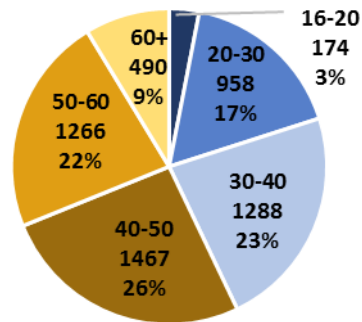
The salary breakdown shows what proportion of each salary bracket is composed of male and female employees. At the bottom of the chart the number of persons in each salary bracket by gender is shown.

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

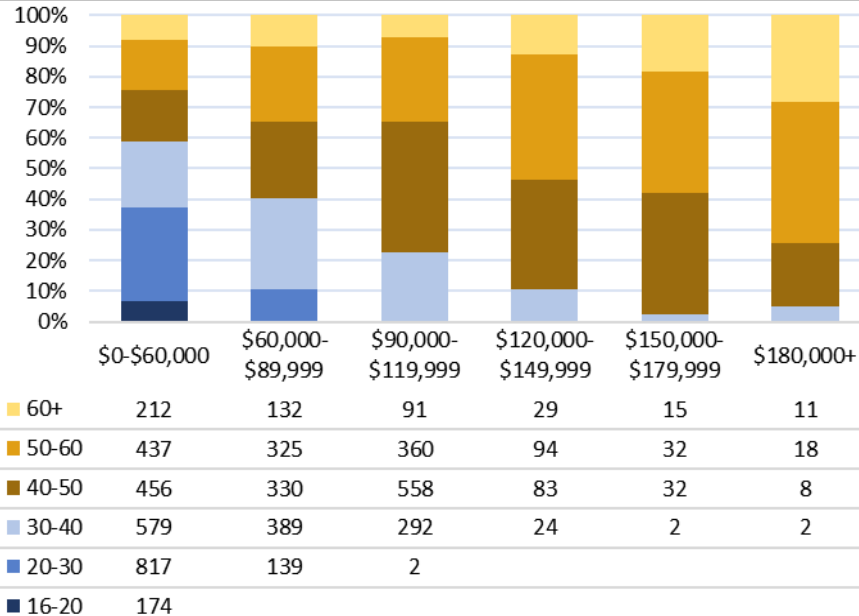


The City's workforce in terms of age is generally balanced between the different age brackets. As of December 21, 2016, the youngest employee was 17 years old, while the oldest was 92 years old.

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.

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

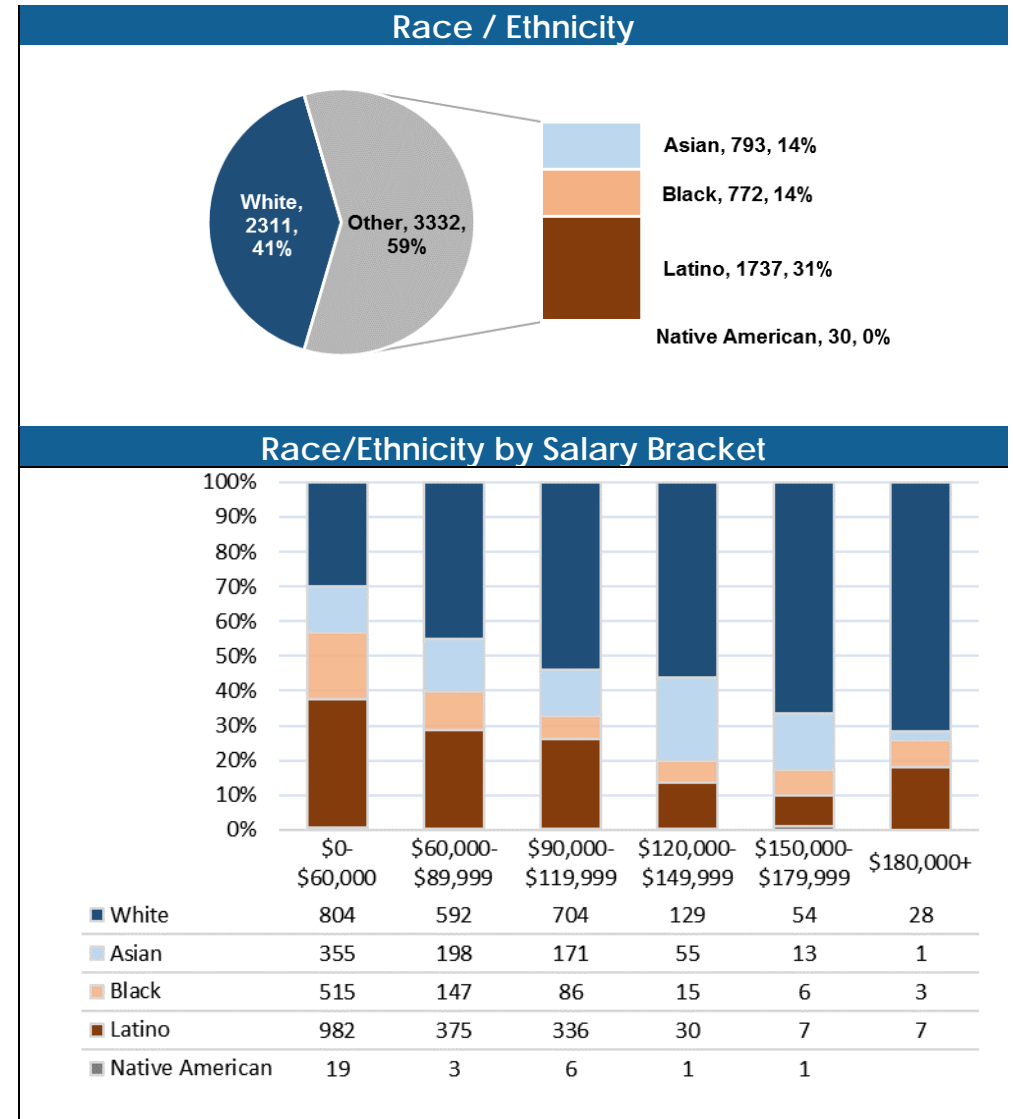
Age by Salary Bracket



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.

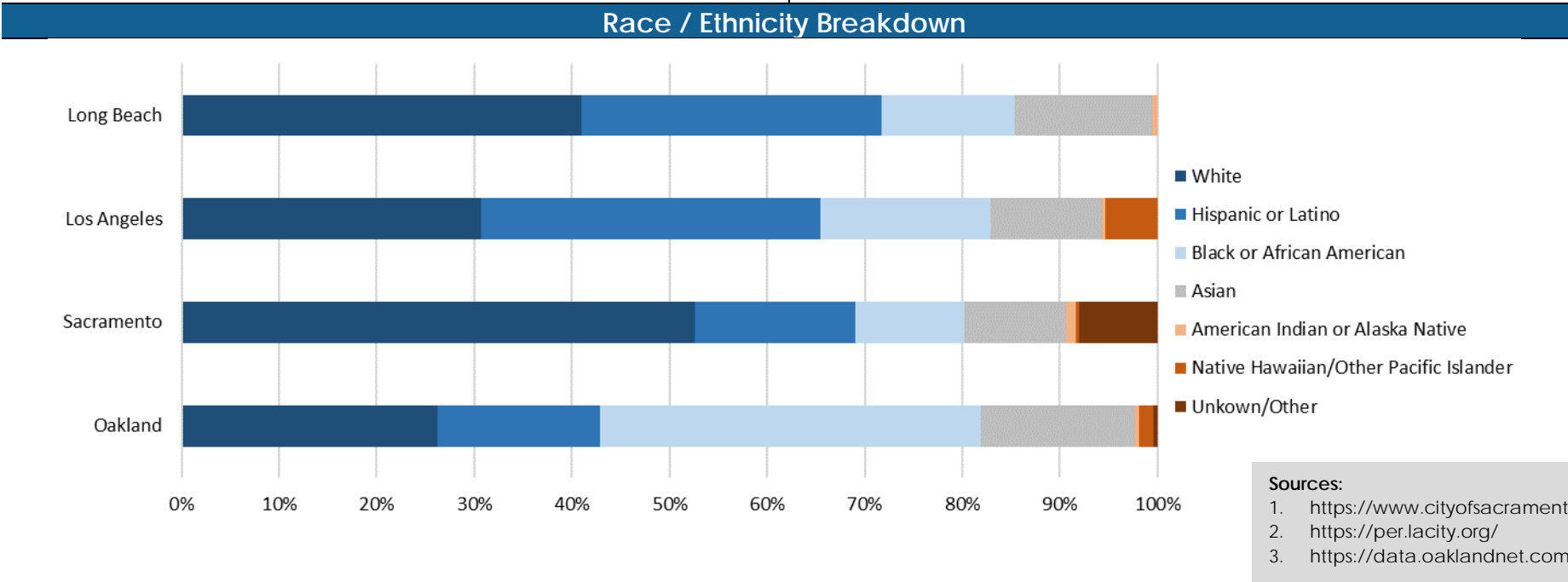
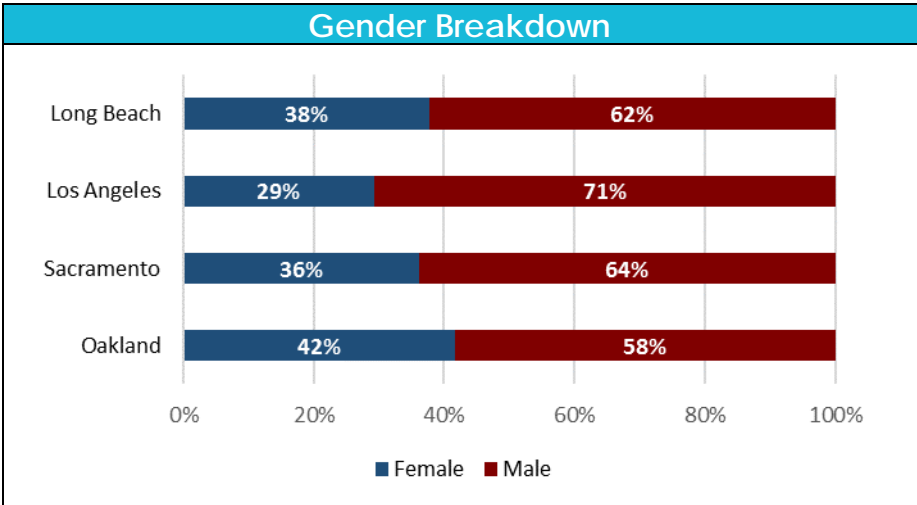


4. GENDER AND RACIAL/ETHNIC DIVERSITY – COMPARABLE AGENCIES

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.

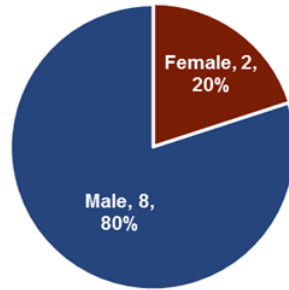
5. GENDER BREAKDOWN – BY DEPARTMENT

Gender Breakdown – By Department

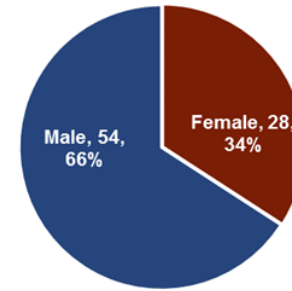
A) AIRPORT

Gender Breakdown

Officials/Administrators

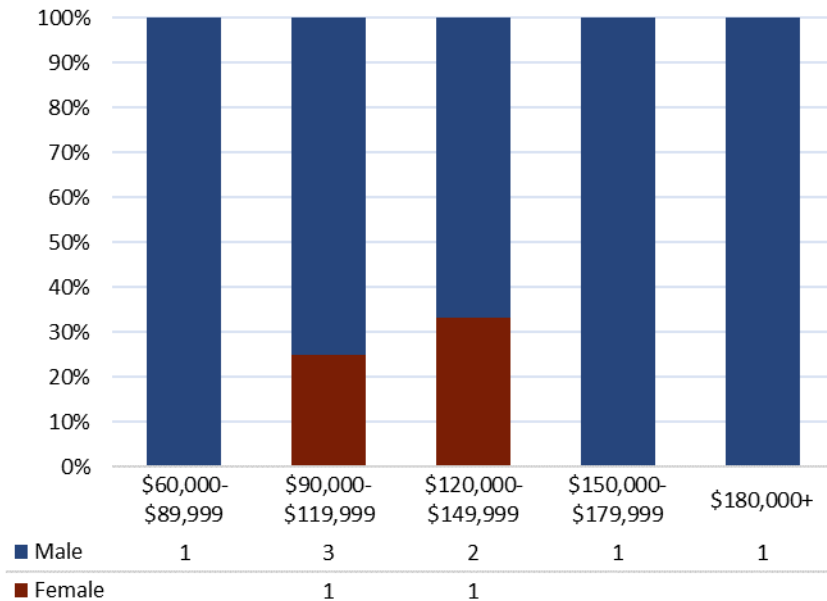


Non-Management

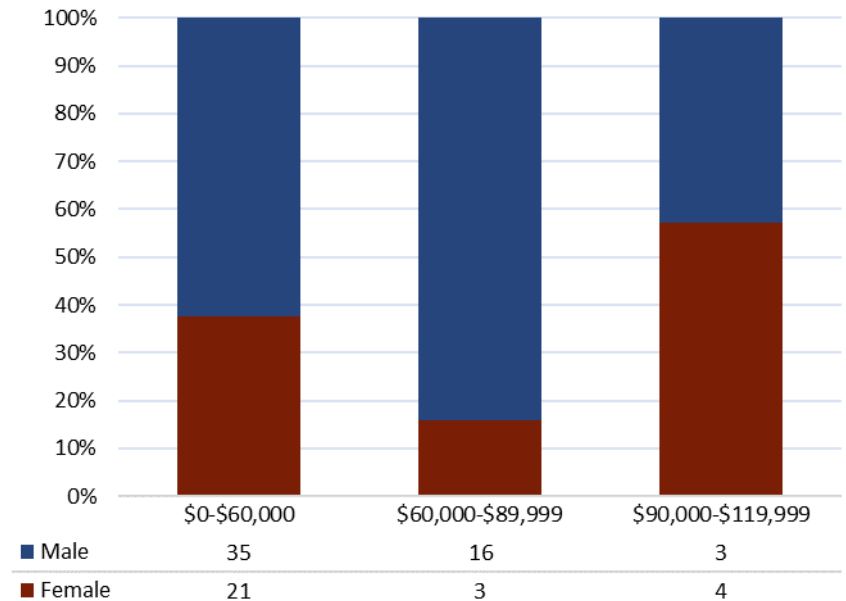


Gender by Salary Bracket

Officials/Administrators



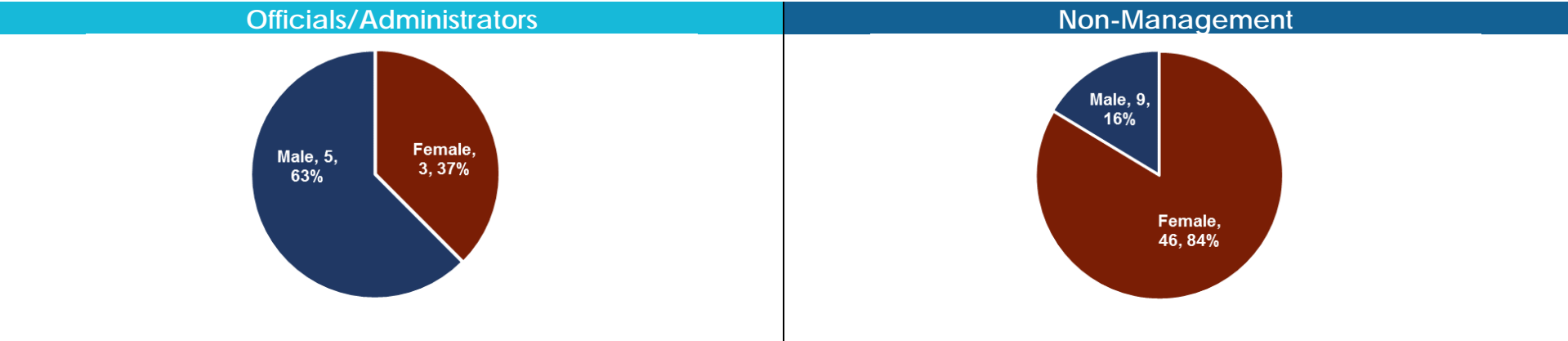
Non-Management



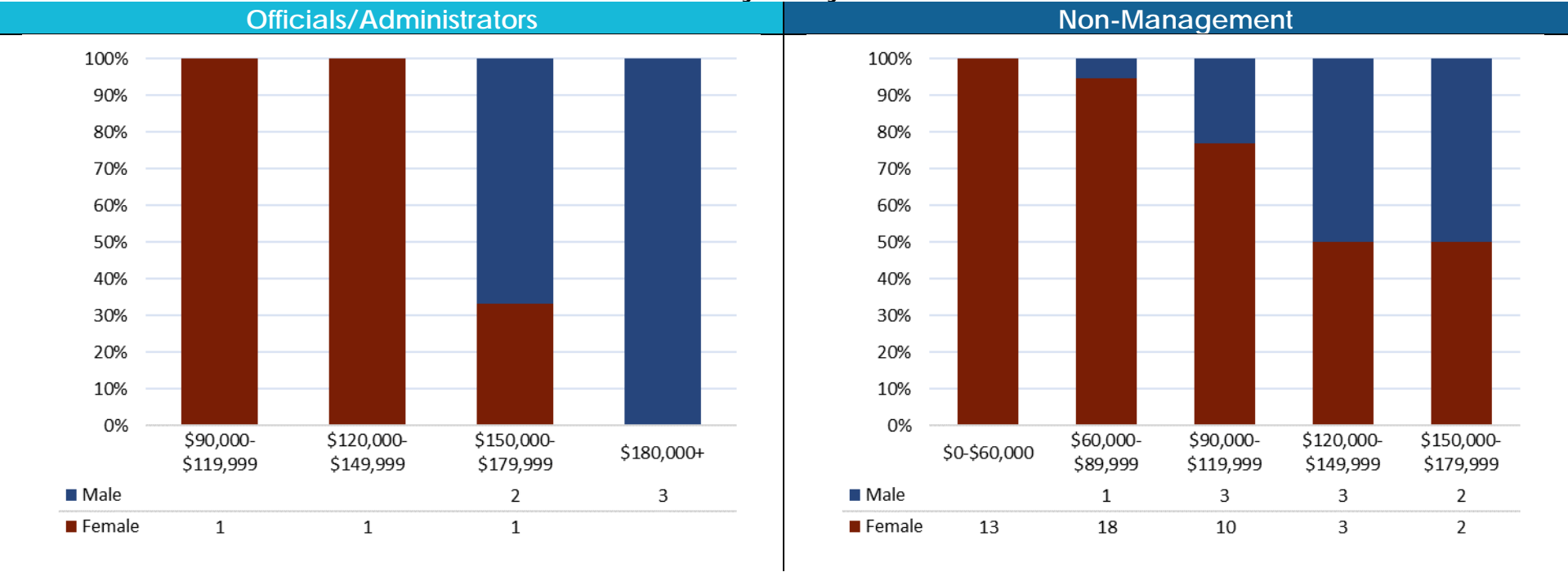
Gender Breakdown – By Department

B) CITY ATTORNEY

Gender Breakdown



Gender by Salary Bracket

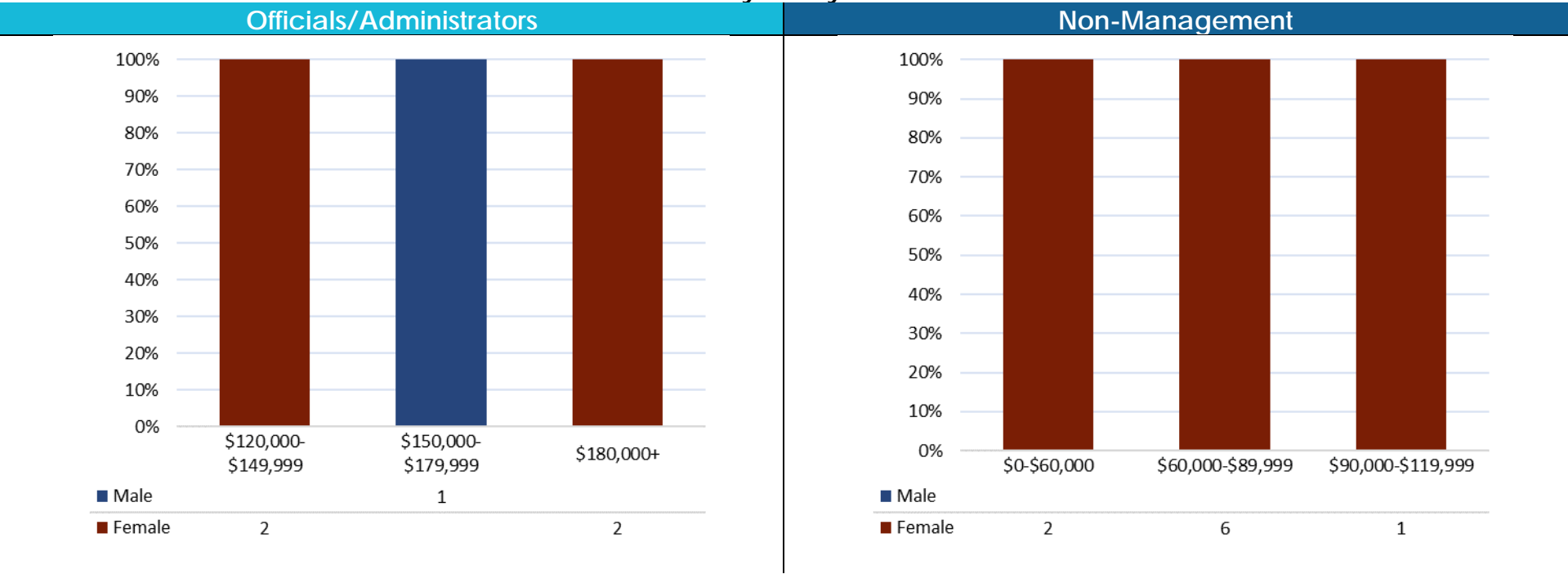


C) CITY AUDITOR

Gender Breakdown



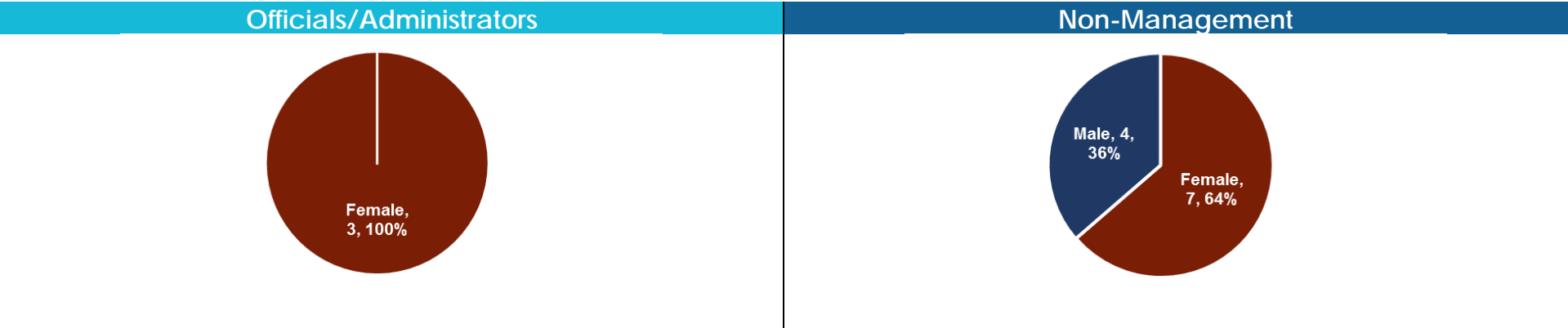
Gender by Salary Bracket



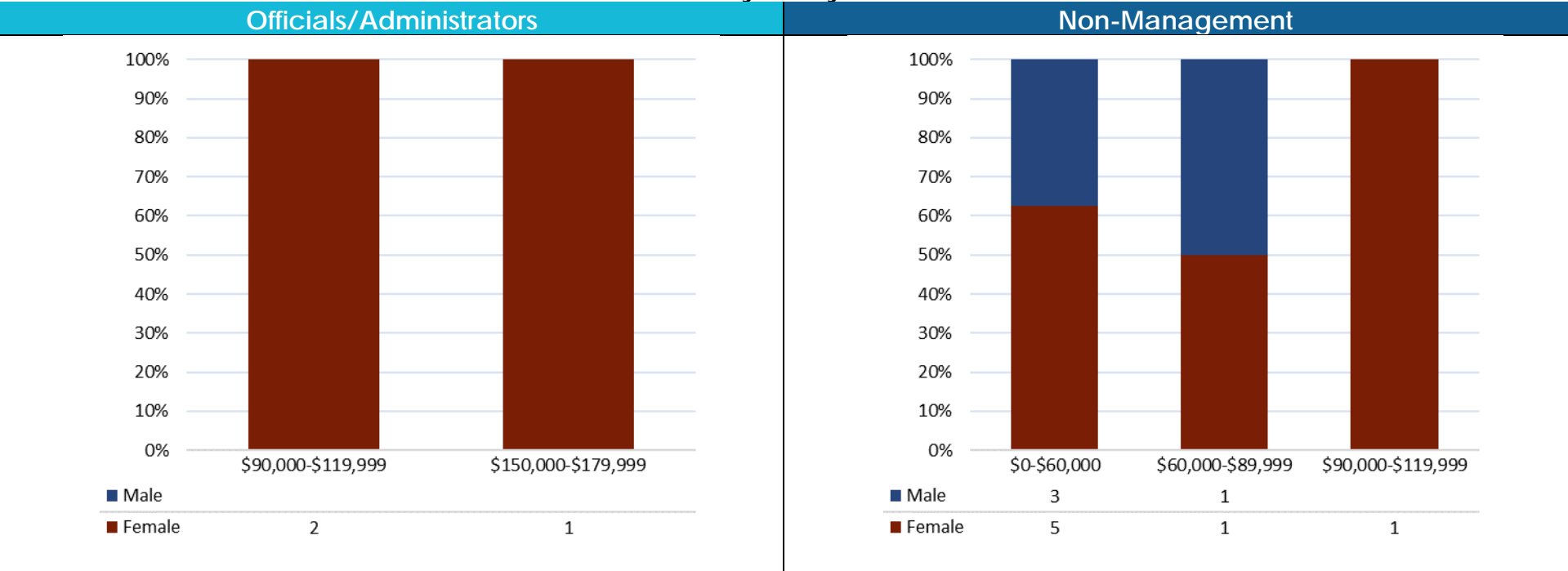
Gender Breakdown – By Department

D) CITY CLERK

Gender Breakdown



Gender by Salary Bracket



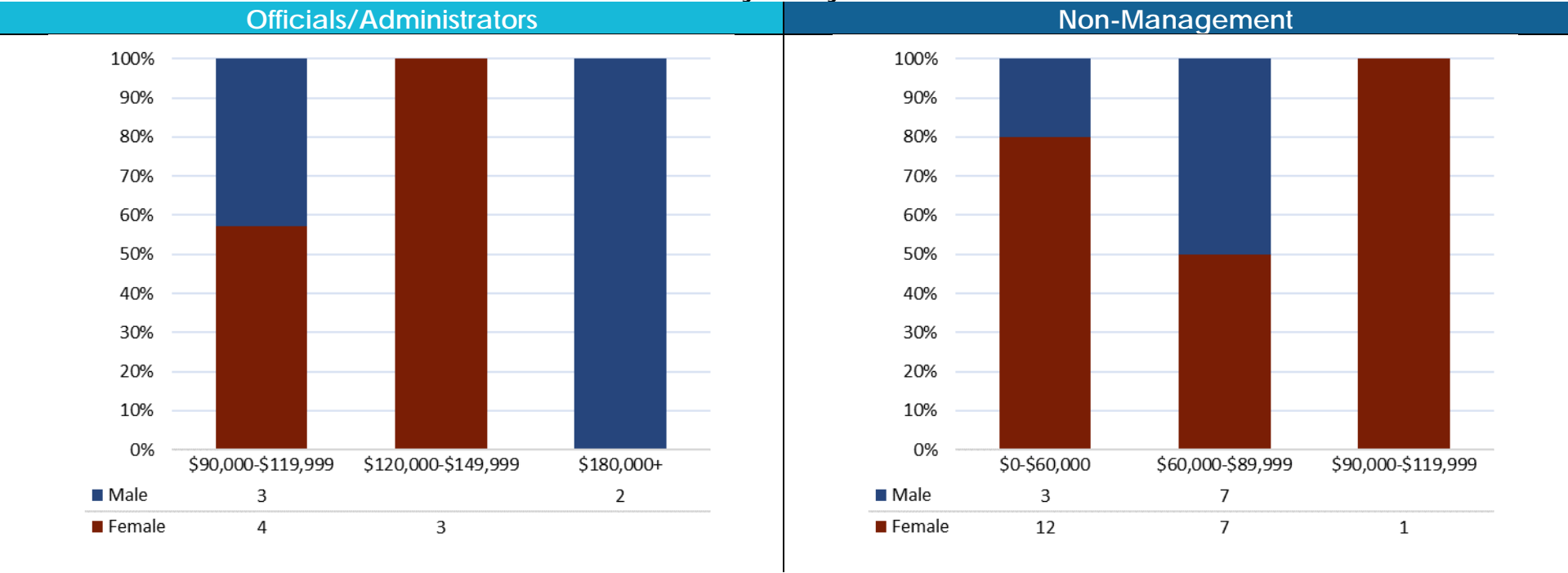
Gender Breakdown – By Department

E) CITY MANAGER’S OFFICE

Gender Breakdown



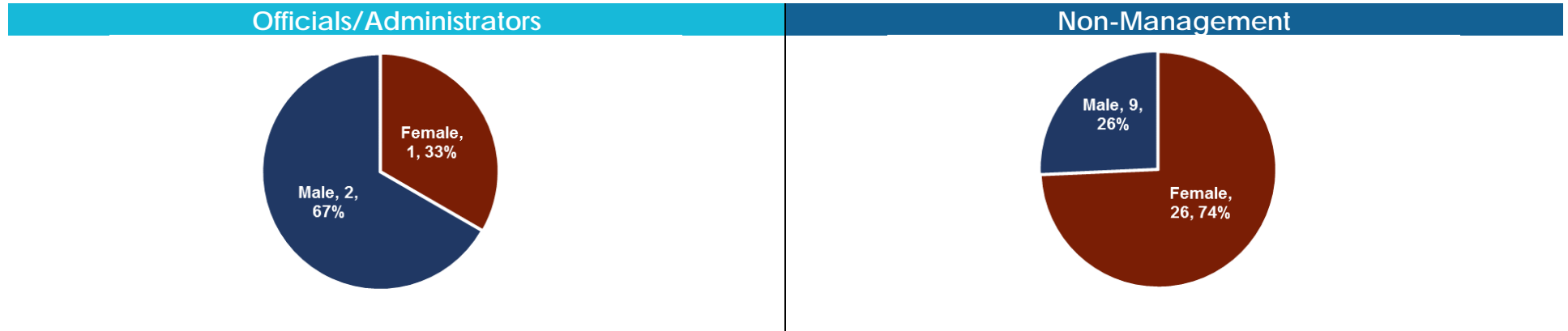
Gender by Salary Bracket



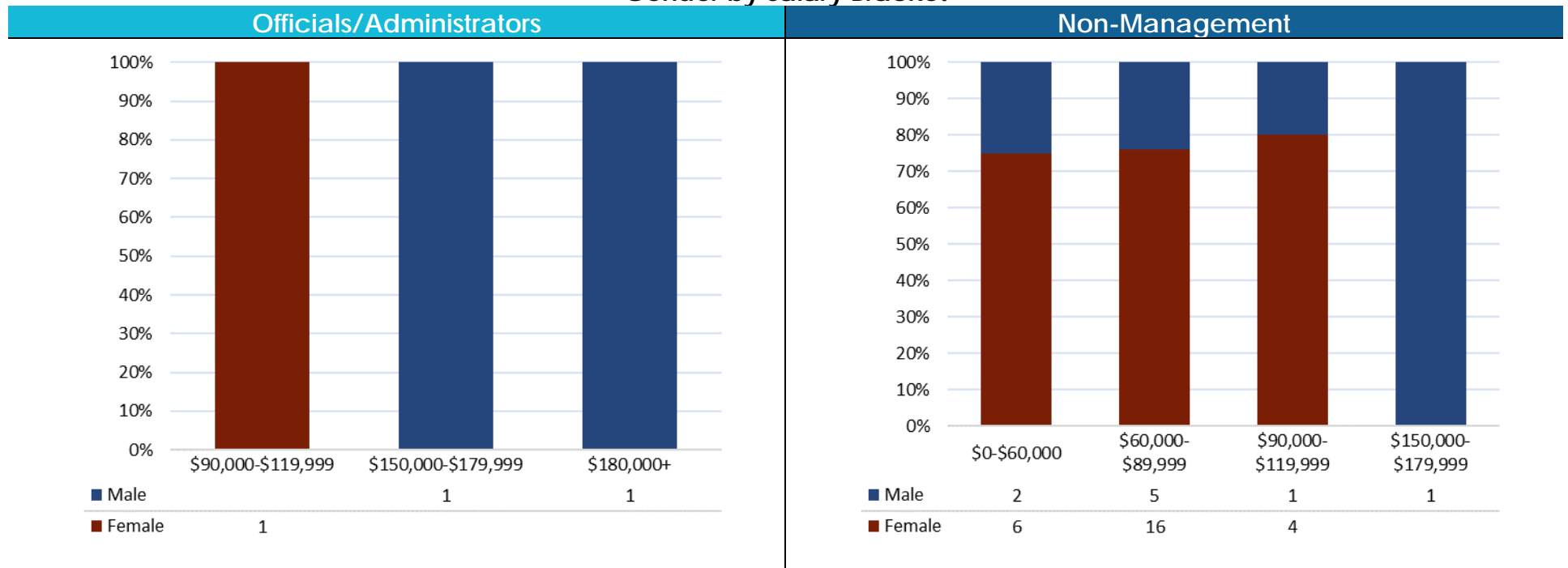
Gender Breakdown – By Department

F) CITY PROSECUTOR

Gender Breakdown



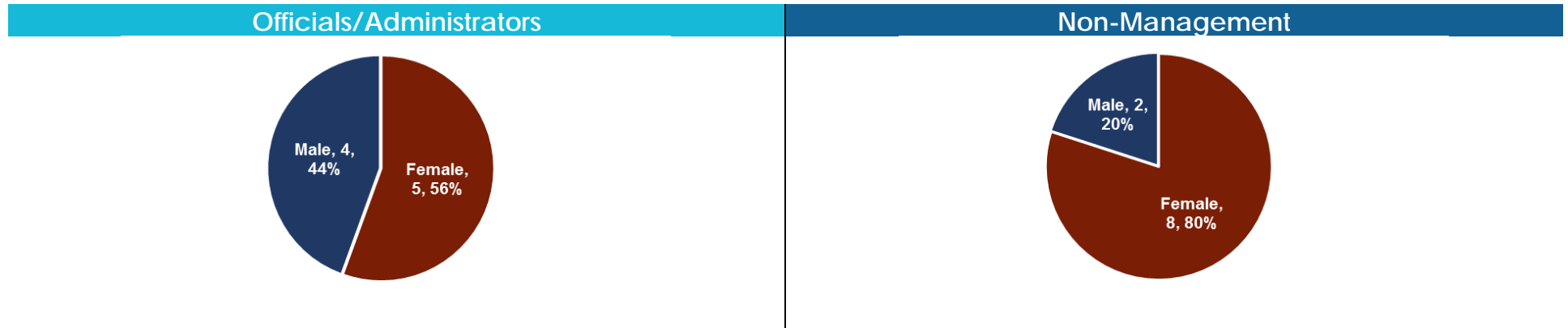
Gender by Salary Bracket



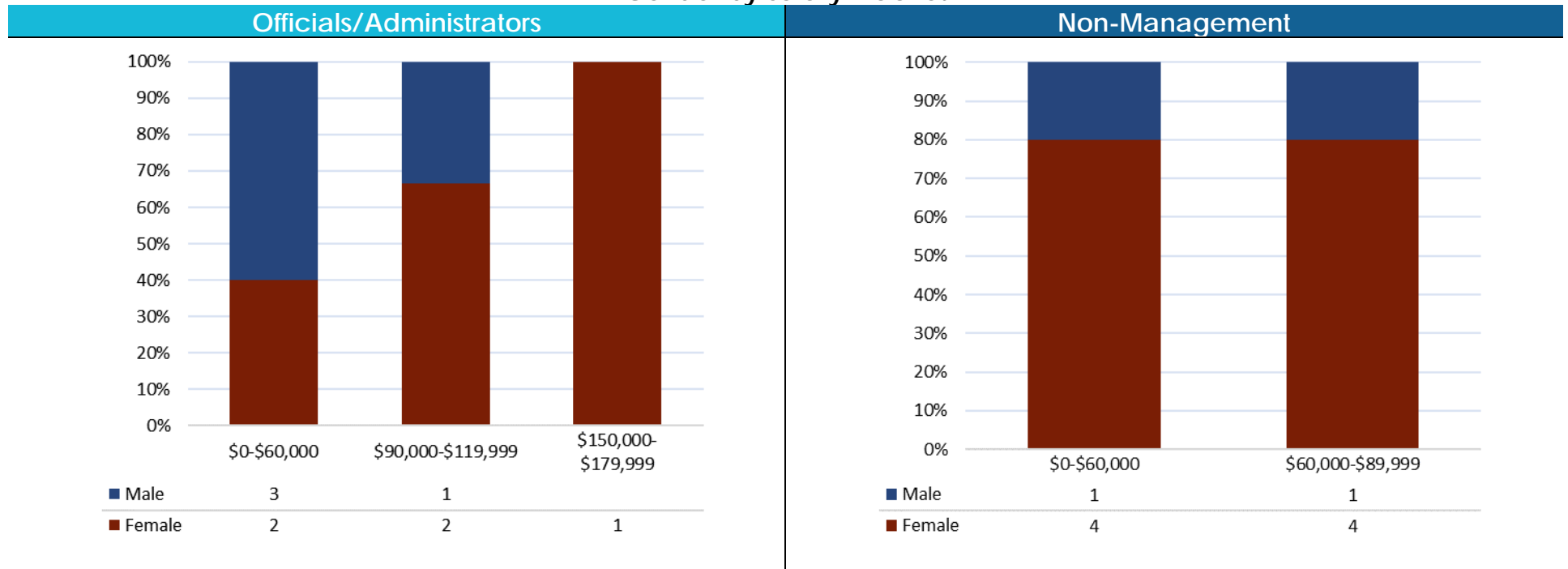
Gender Breakdown – By Department

G) CIVIL SERVICE

Gender Breakdown



Gender by Salary Bracket

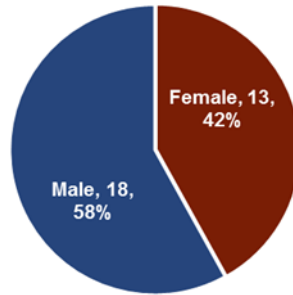


Gender Breakdown – By Department

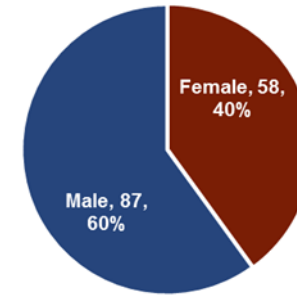
H) DEVELOPMENT SERVICES

Gender Breakdown

Officials/Administrators

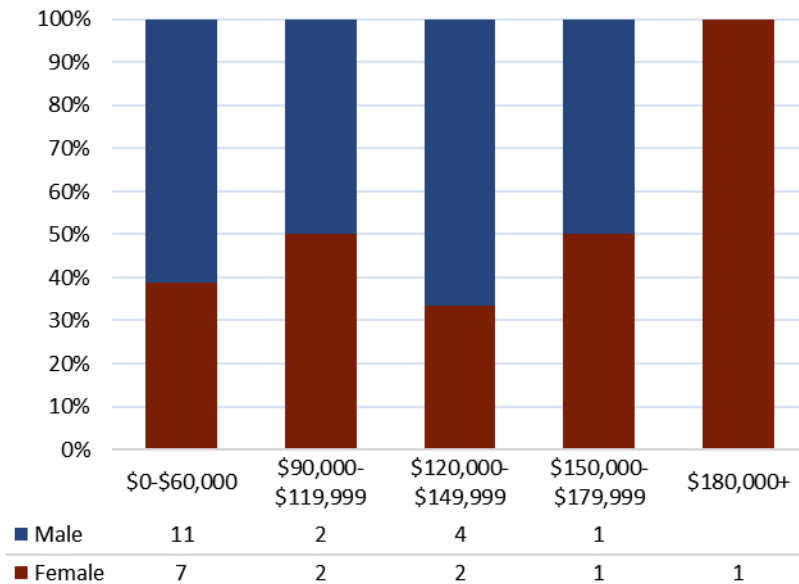


Non-Management

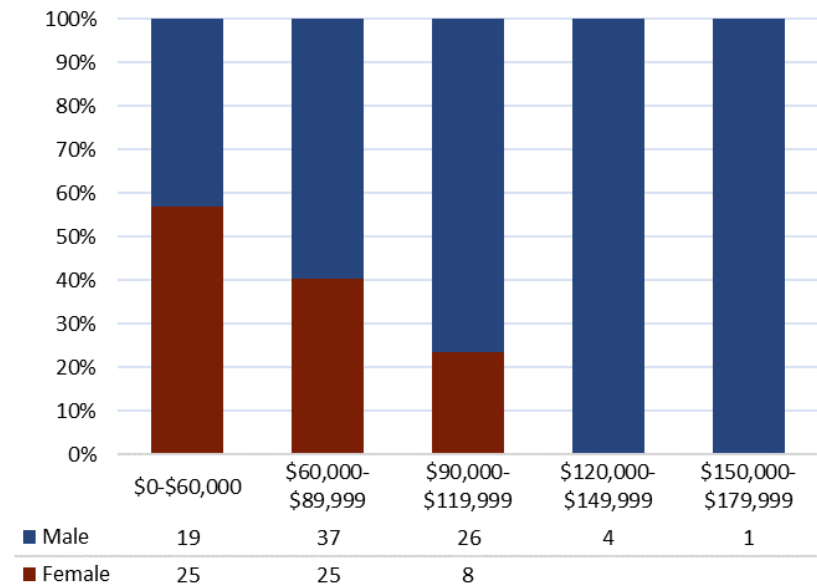


Gender by Salary Bracket

Officials/Administrators

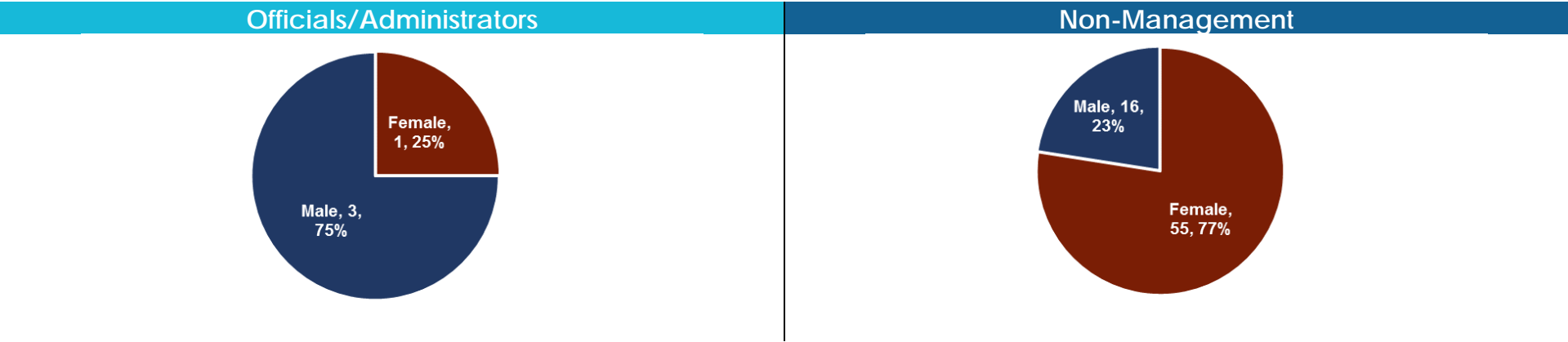


Non-Management

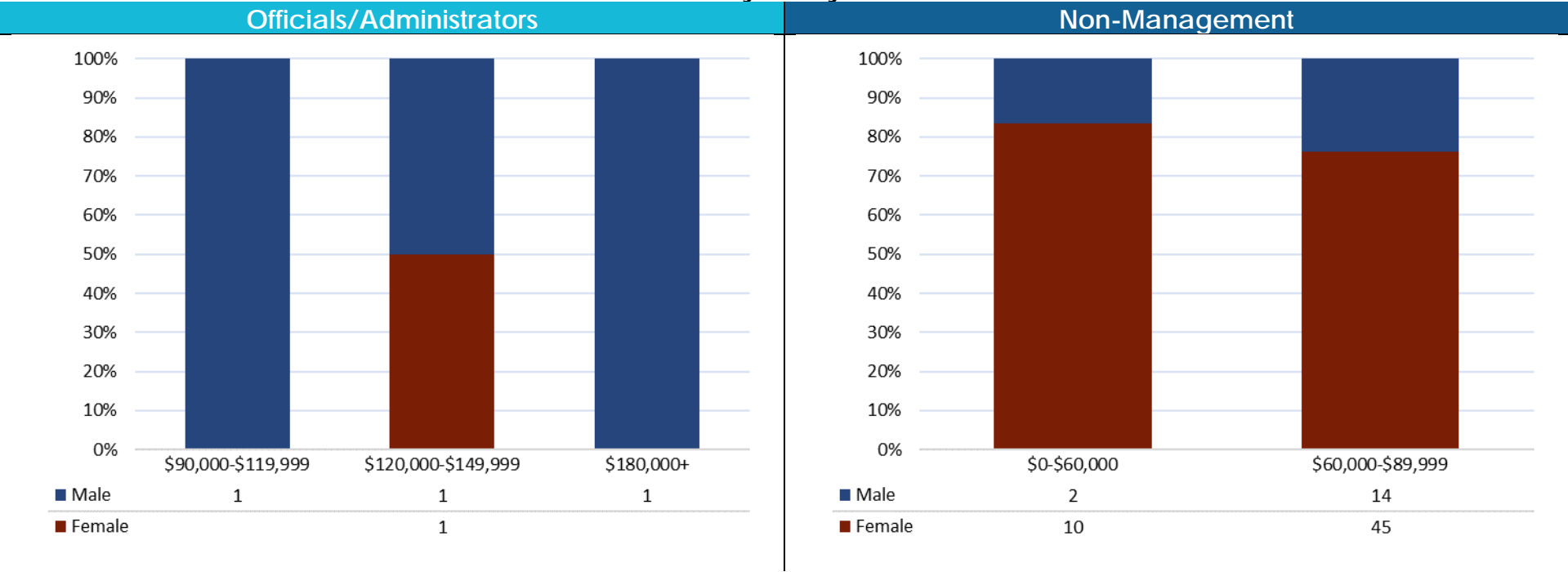


I) DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS

Gender Breakdown



Gender by Salary Bracket

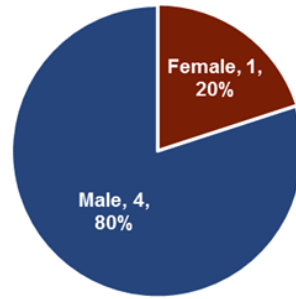


Gender Breakdown – By Department

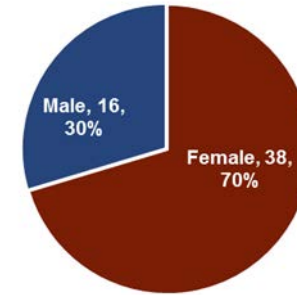
J) ECONOMIC DEVELOPMENT

Gender Breakdown

Officials/Administrators

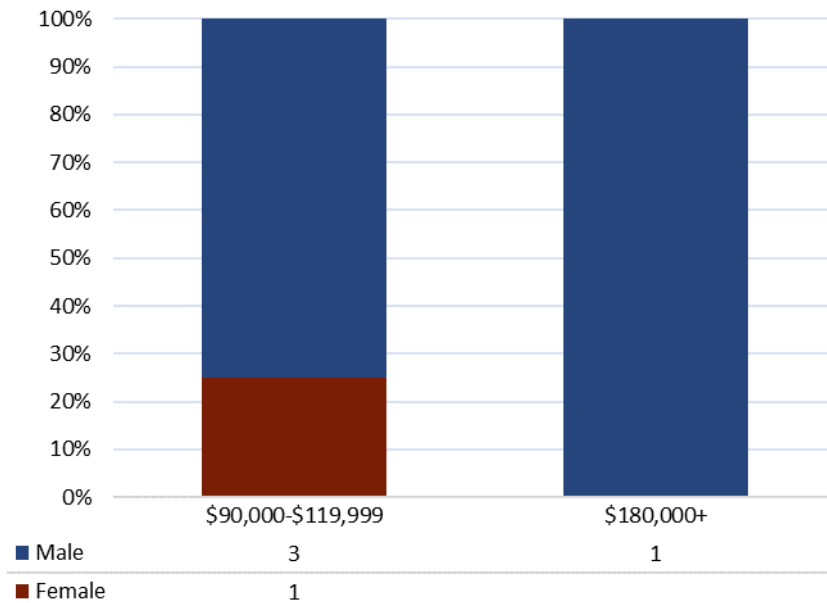


Non-Management

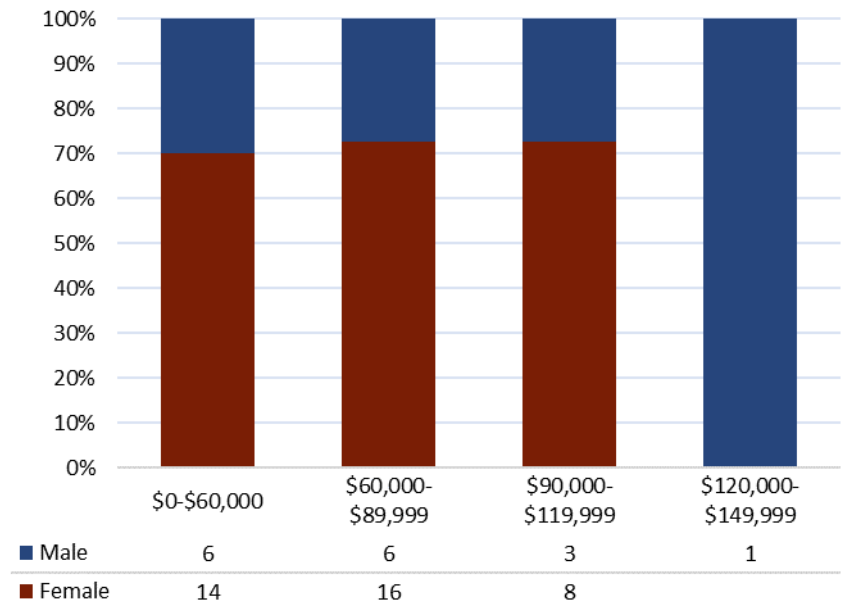


Gender by Salary Bracket

Officials/Administrators



Non-Management

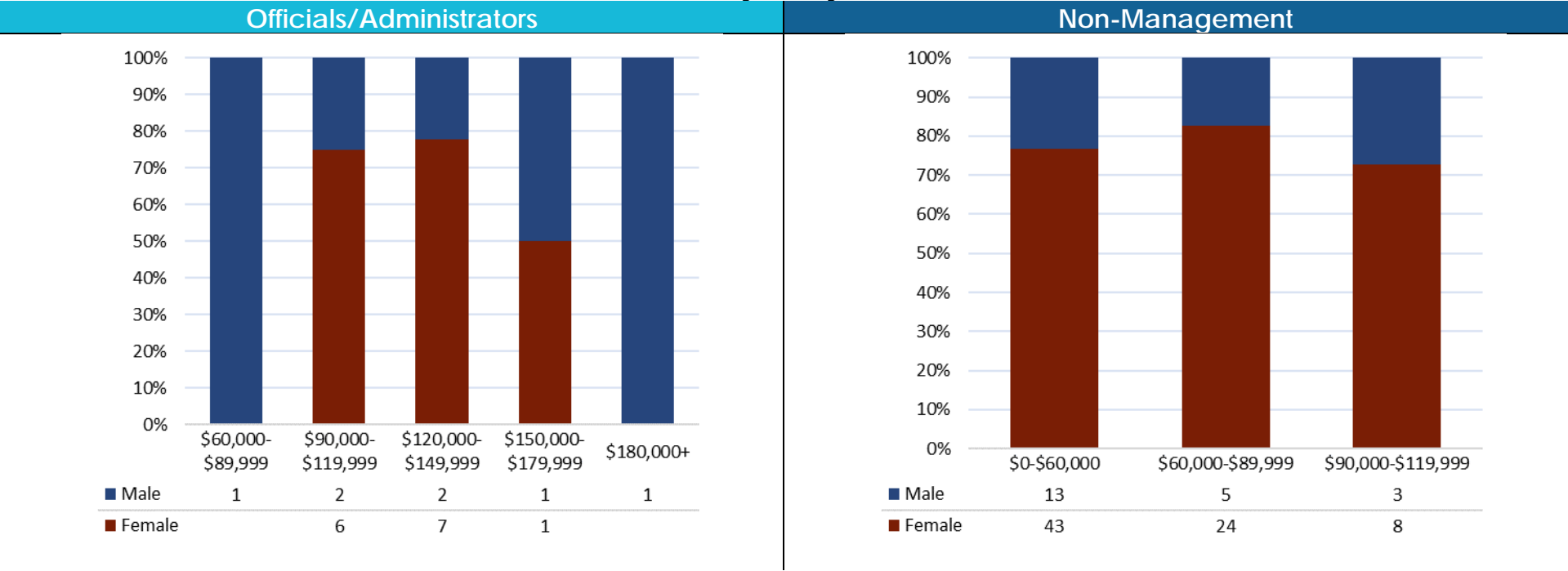


K) FINANCIAL MANAGEMENT

Gender Breakdown



Gender by Salary Bracket

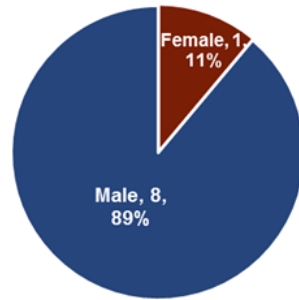


Gender Breakdown – By Department

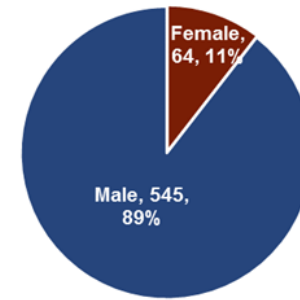
L) FIRE

Gender Breakdown

Officials/Administrators

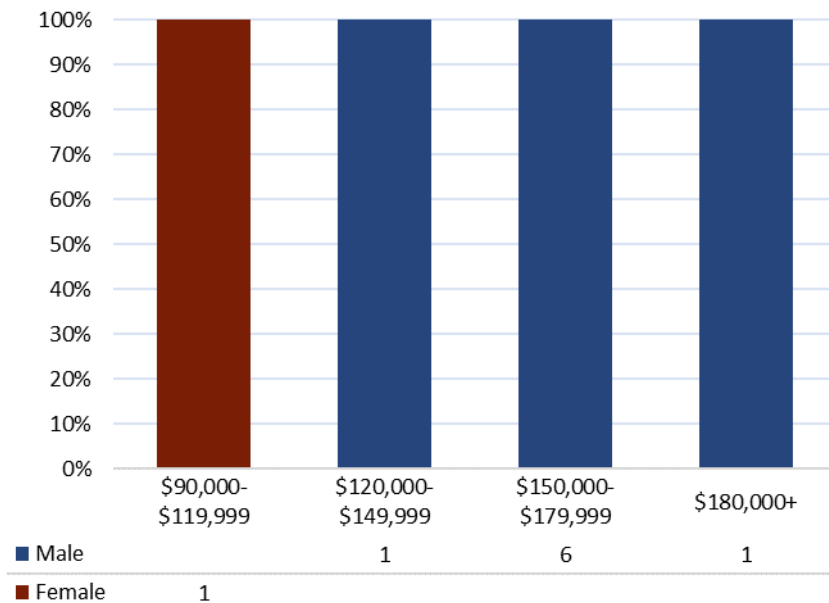


Non-Management

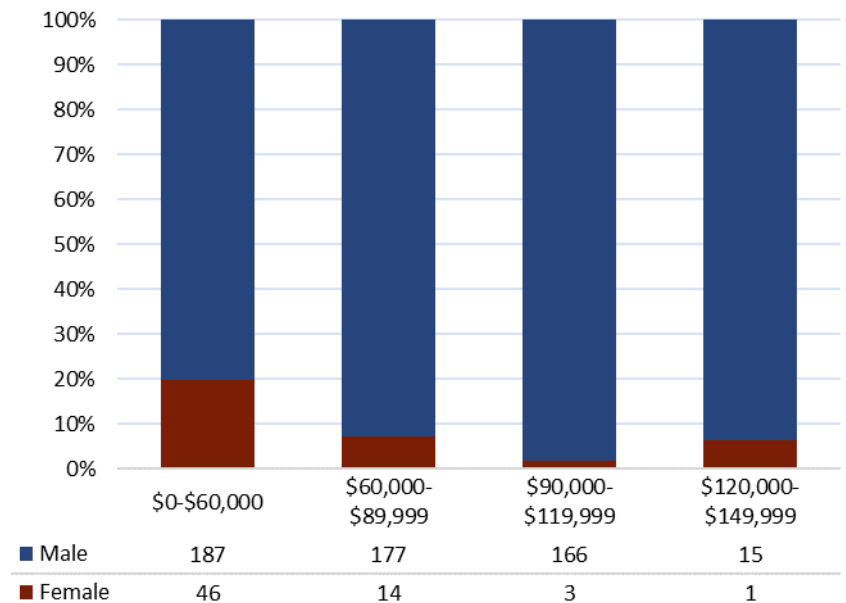


Gender by Salary Bracket

Officials/Administrators



Non-Management

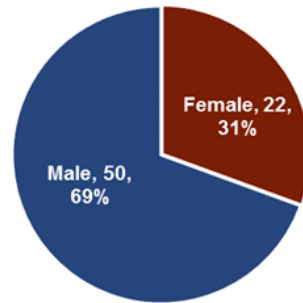


Gender Breakdown – By Department

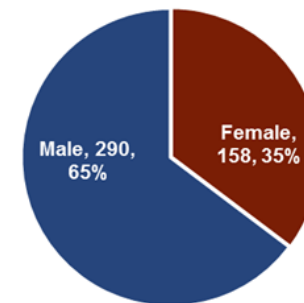
M) HARBOR

Gender Breakdown

Officials/Administrators

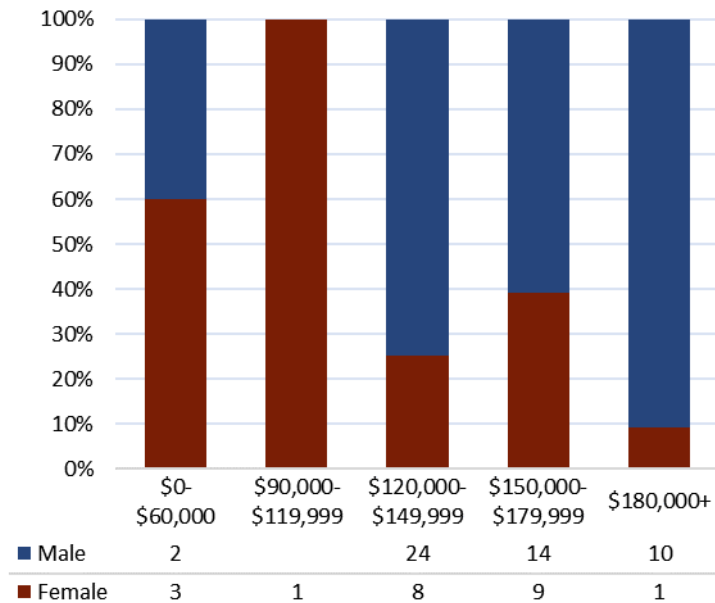


Non-Management

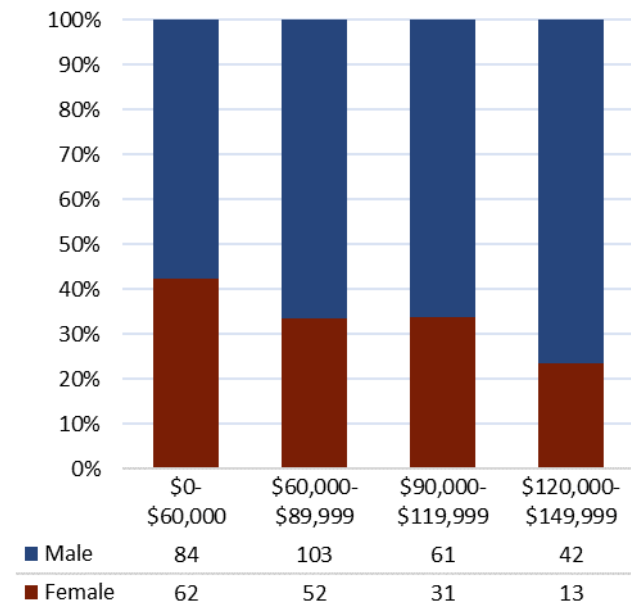


Gender by Salary Bracket

Officials/Administrators

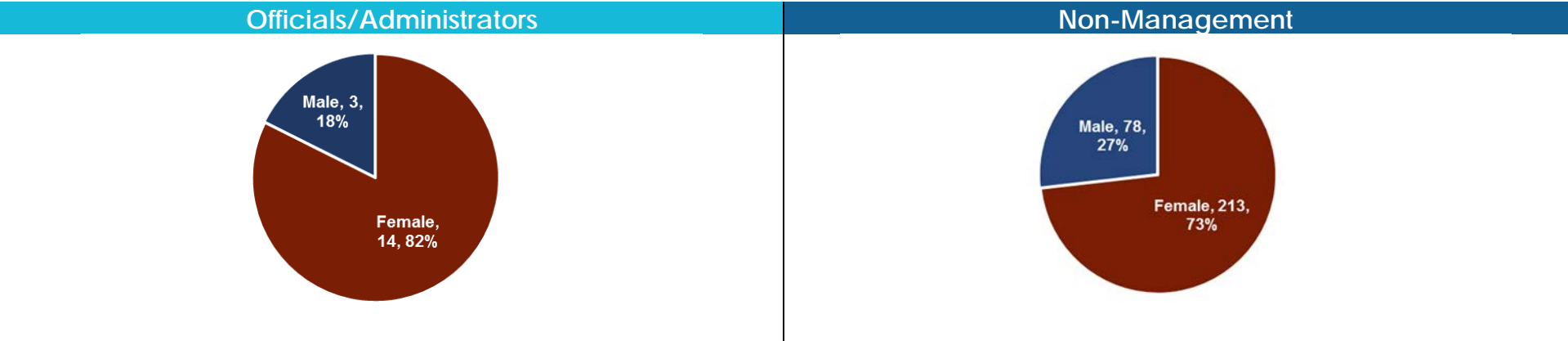


Non-Management

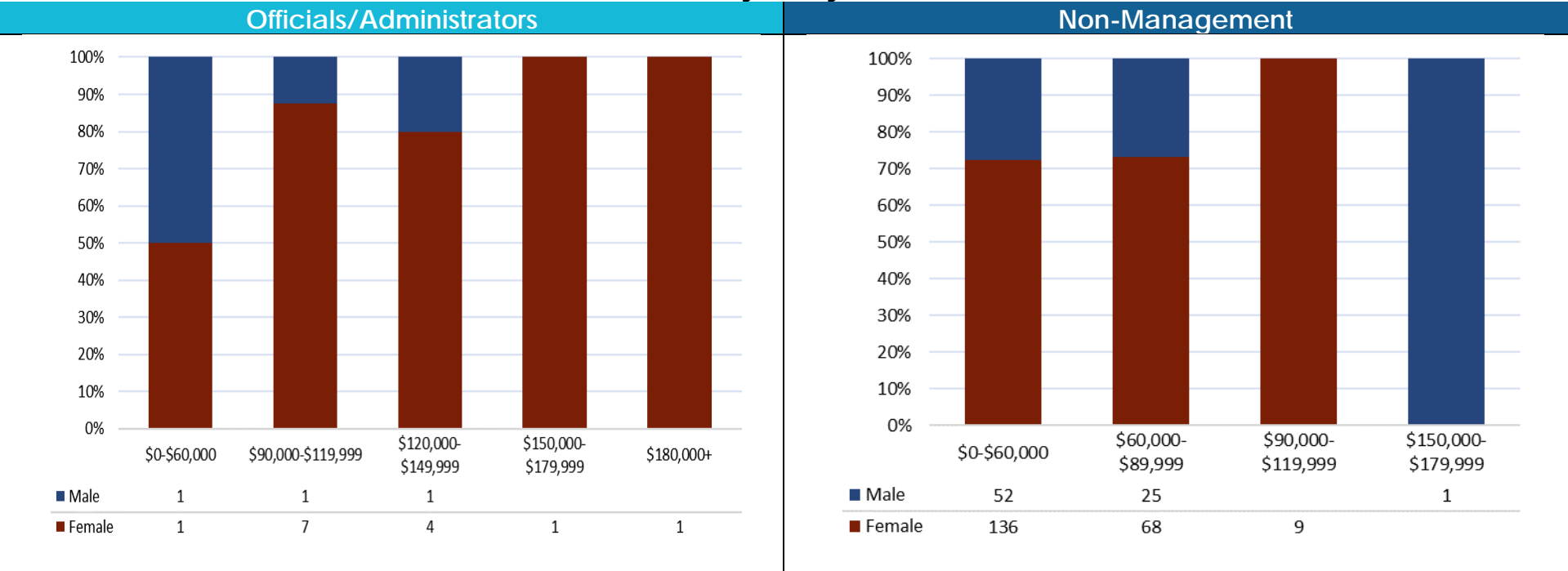


N) HEALTH AND HUMAN SERVICES

Gender Breakdown



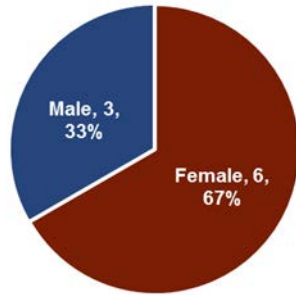
Gender by Salary Bracket



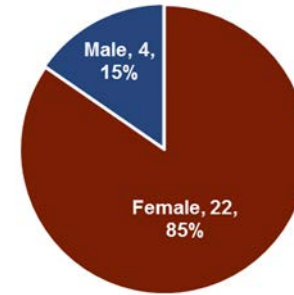
O) HUMAN RESOURCES

Gender Breakdown

Officials/Administrators

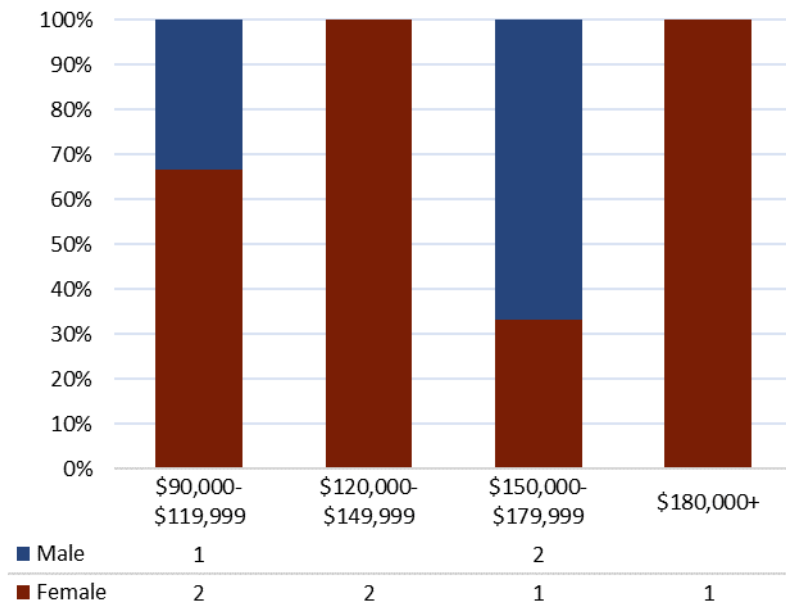


Non-Management

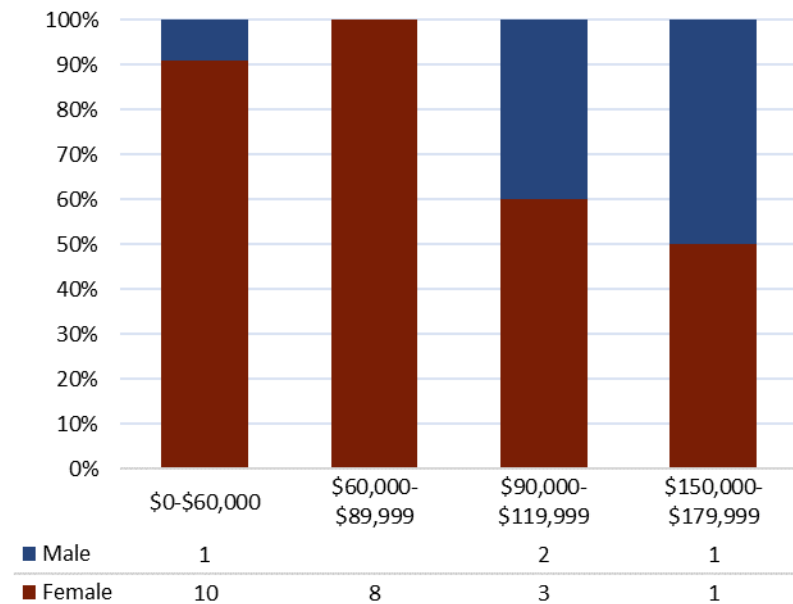


Gender by Salary Bracket

Officials/Administrators



Non-Management

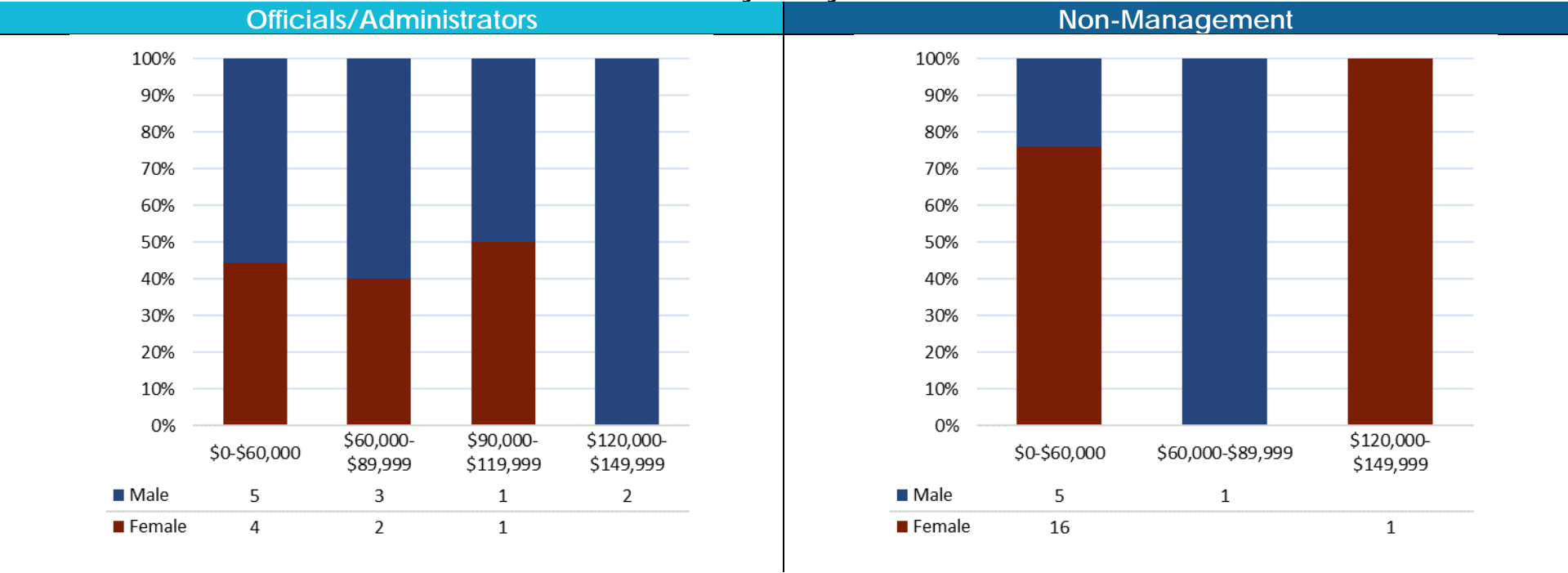


P) LEGISLATIVE

Gender Breakdown



Gender by Salary Bracket

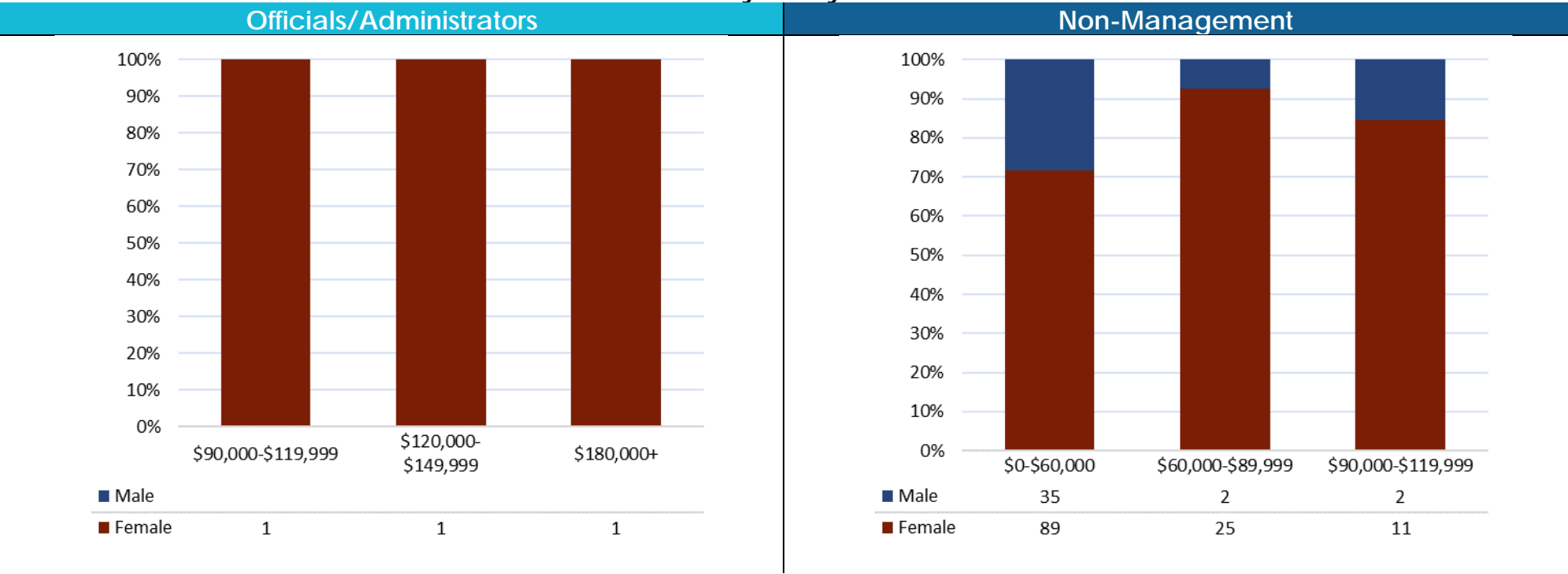


Q) LIBRARY SERVICES

Gender Breakdown



Gender by Salary Bracket

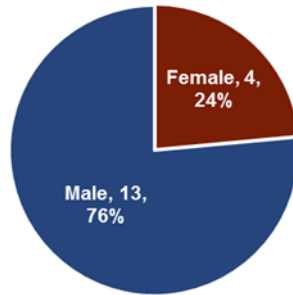


Gender Breakdown – By Department

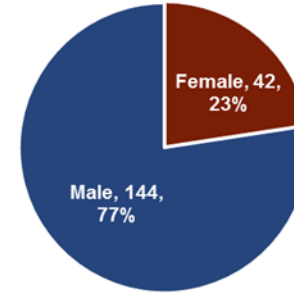
R) LONG BEACH GAS & OIL

Gender Breakdown

Officials/Administrators

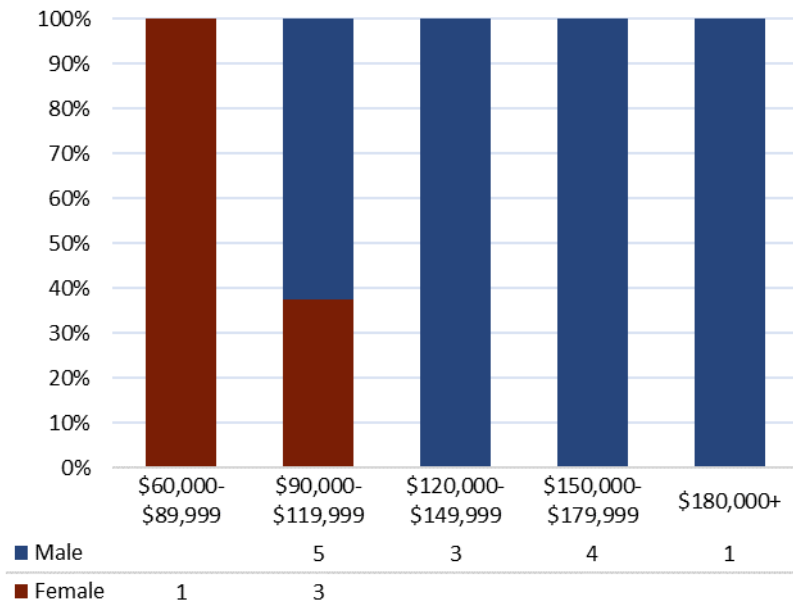


Non-Management

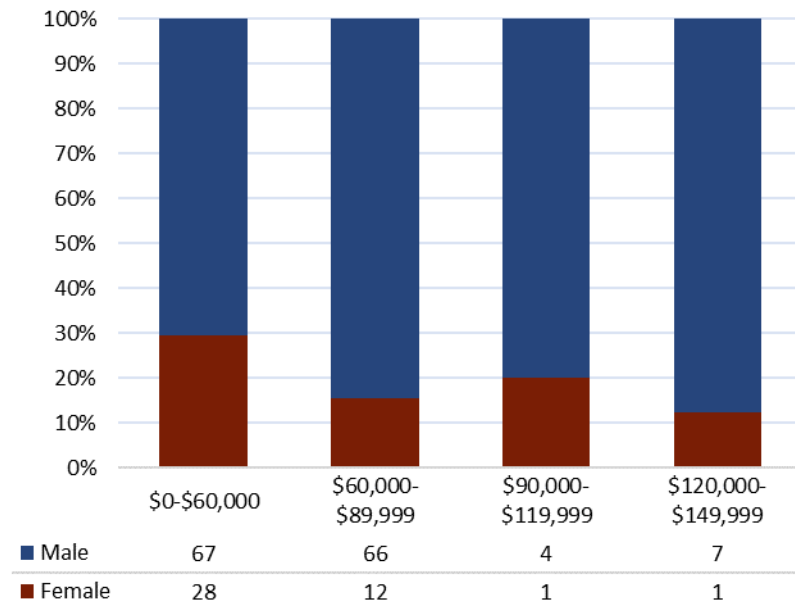


Gender by Salary Bracket

Officials/Administrators

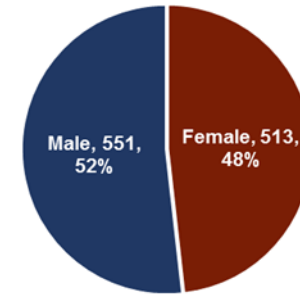


Non-Management

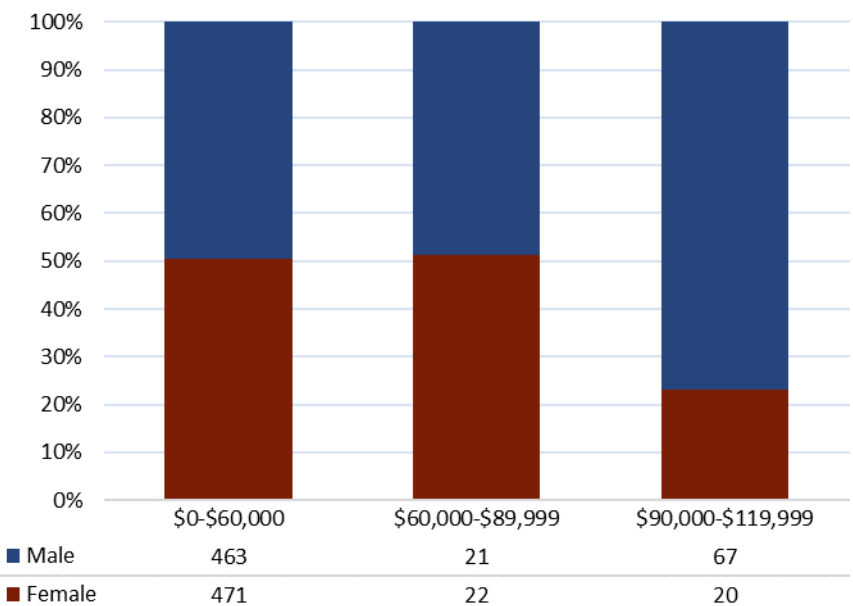


S) PARKS, RECREATION & MARINE

Non-Management



Non-Management

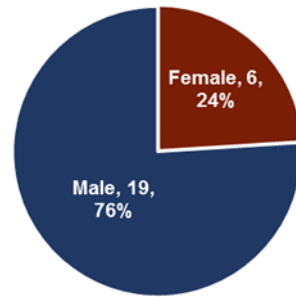


Gender Breakdown – By Department

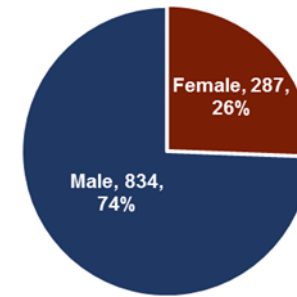
T) POLICE

Gender Breakdown

Officials/Administrators

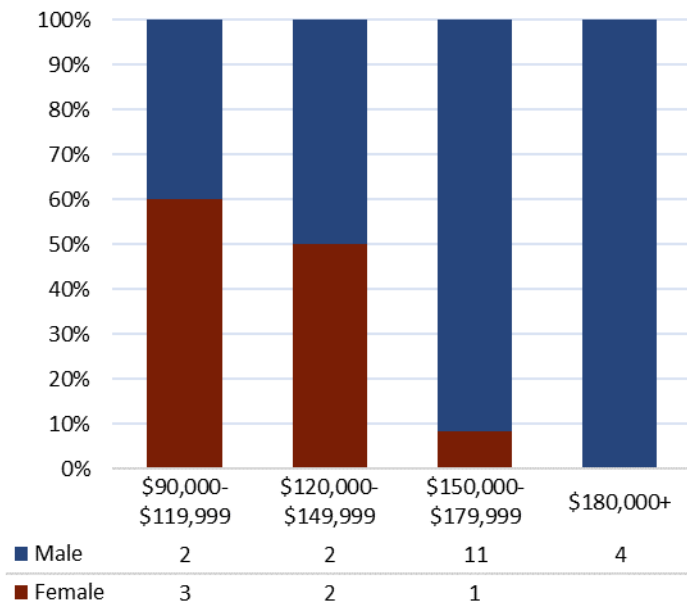


Non-Management

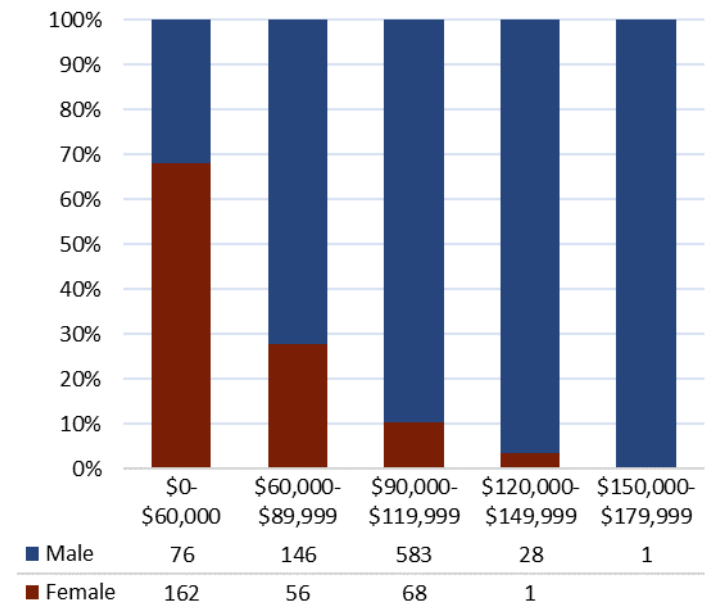


Gender by Salary Bracket

Officials/Administrators



Non-Management

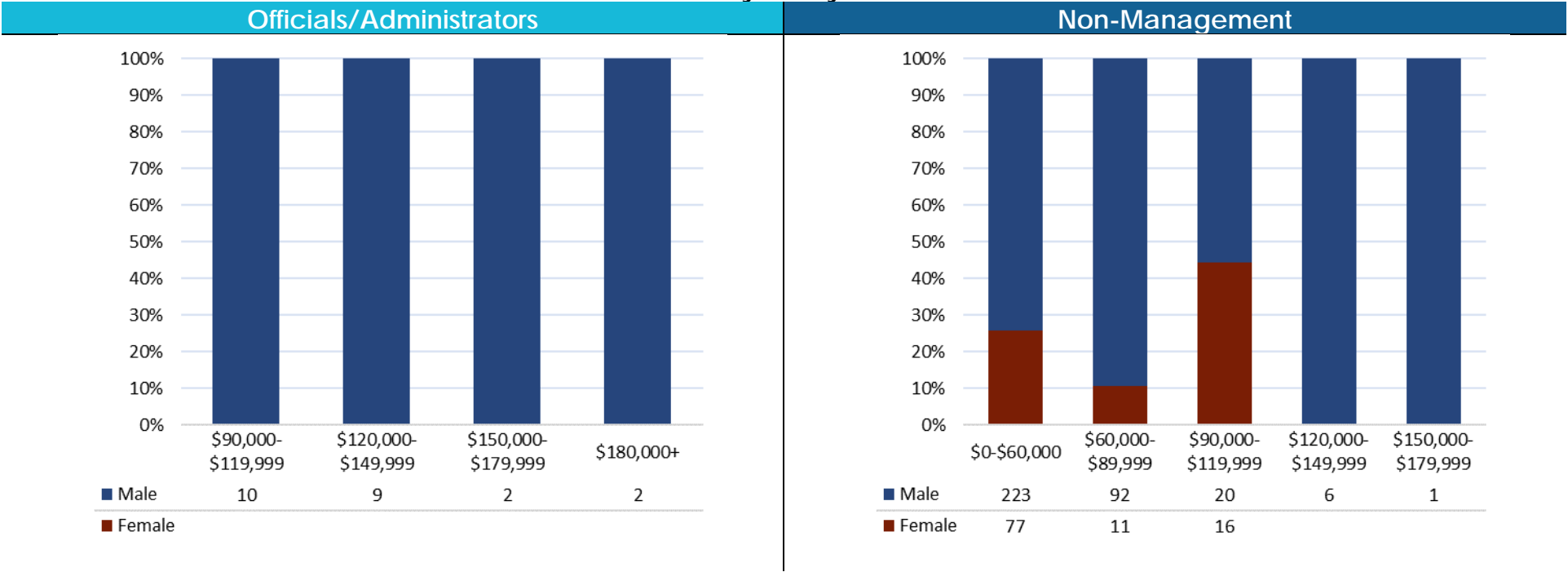


U) PUBLIC WORKS

Gender Breakdown



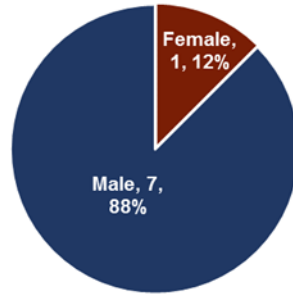
Gender by Salary Bracket



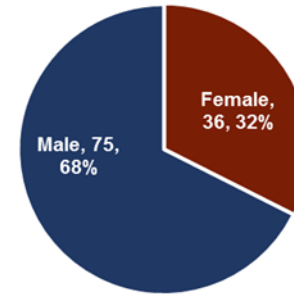
V) TECHNOLOGY AND INNOVATION

Gender Breakdown

Officials/Administrators

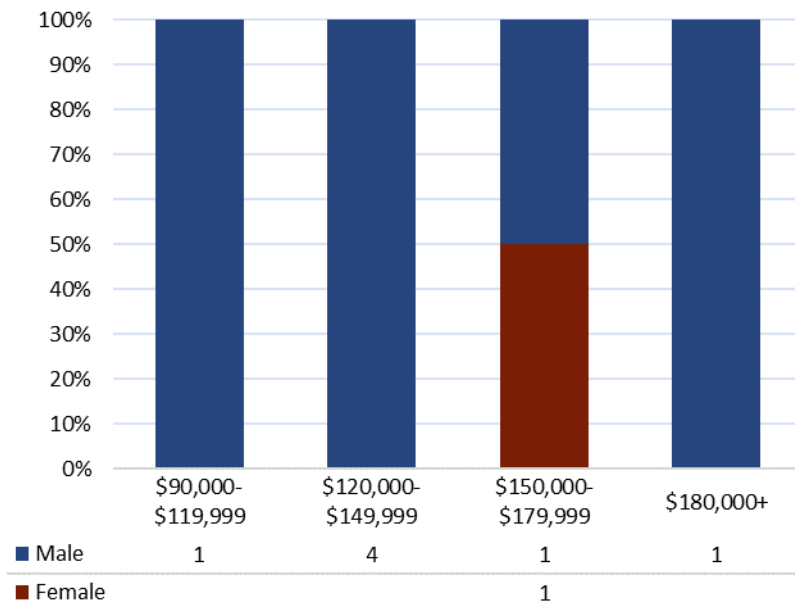


Non-Management

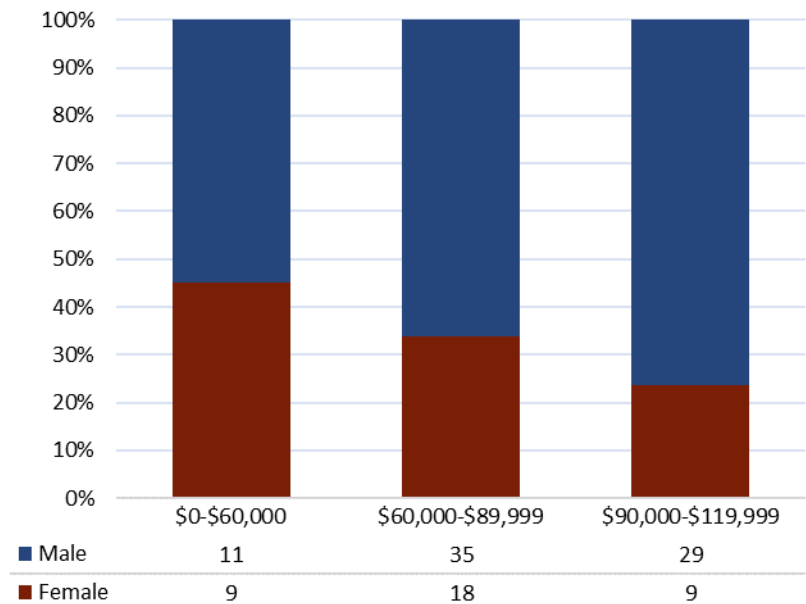


Gender by Salary Bracket

Officials/Administrators



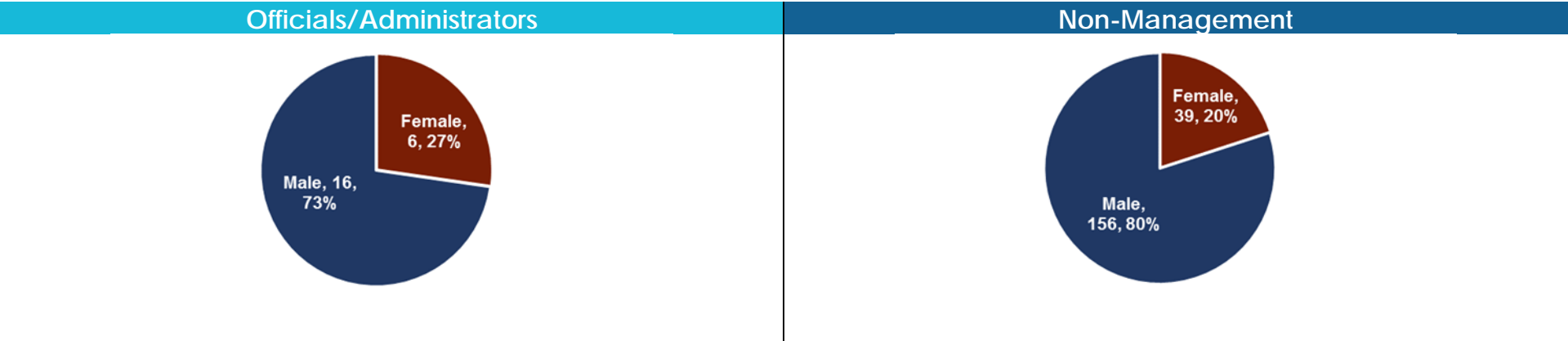
Non-Management



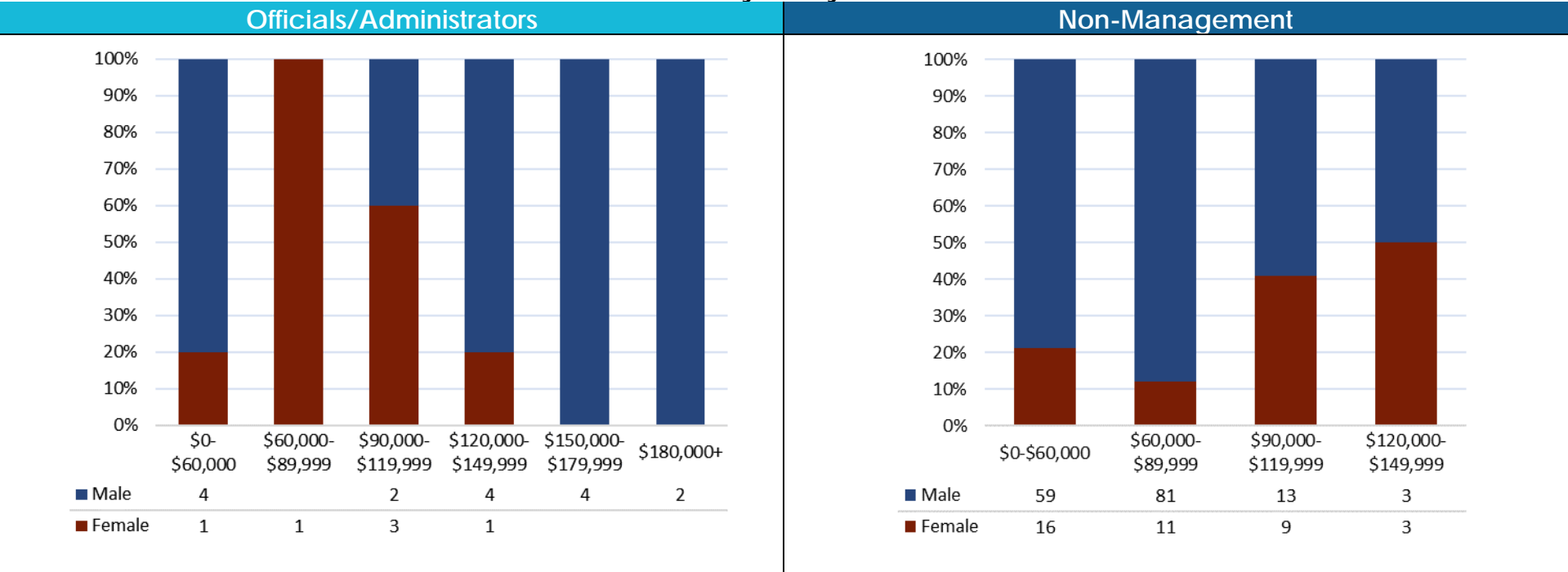
Gender Breakdown – By Department

W) WATER

Gender Breakdown



Gender by Salary Bracket



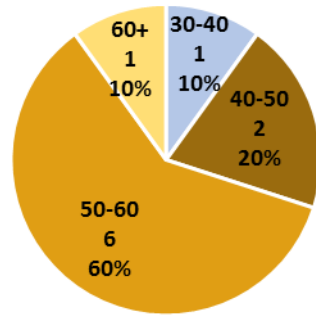
6. AGE BREAKDOWN – BY DEPARTMENT

Age Breakdown – By Department

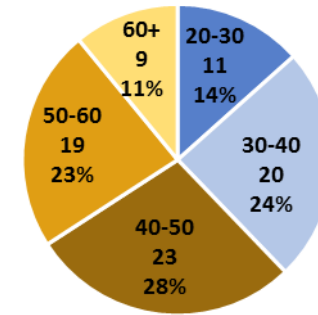
A) AIRPORT

Age Breakdown

Officials/Administrators

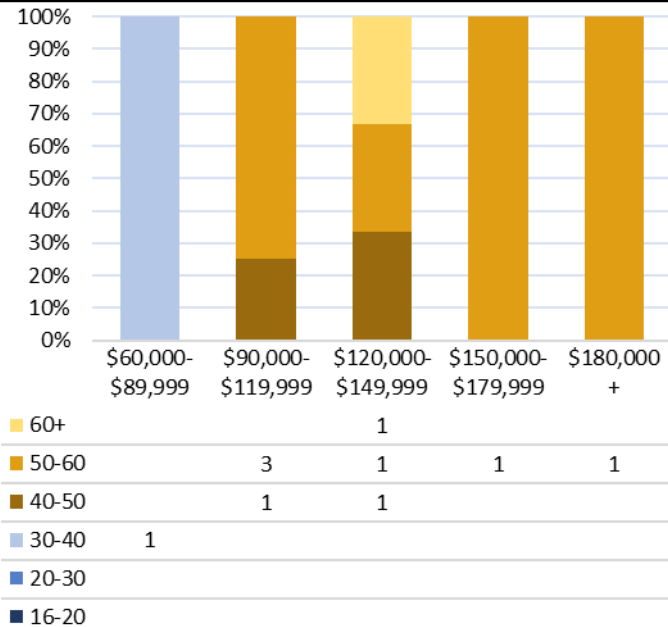


Non-Management

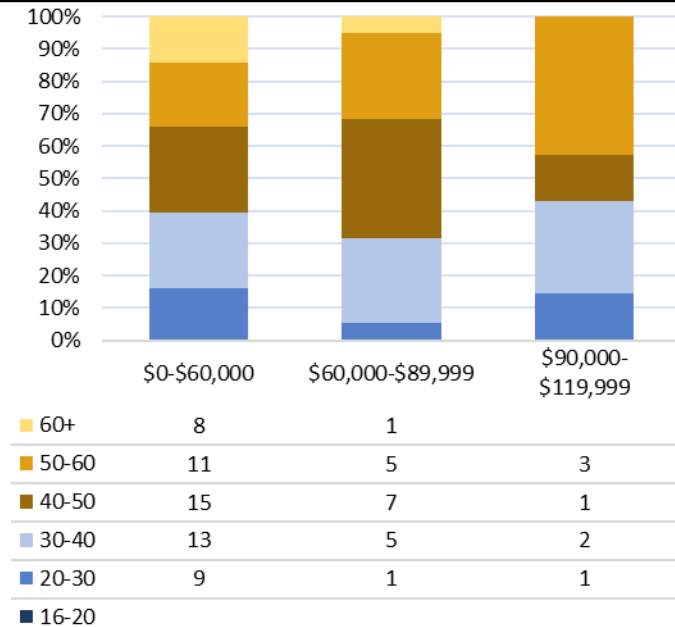


Age by Salary Bracket

Officials/Administrators



Non-Management

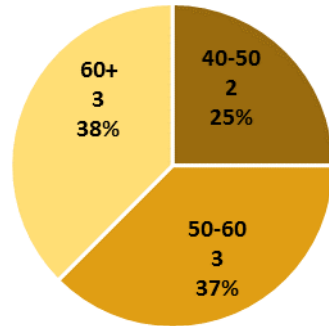


Age Breakdown – By Department

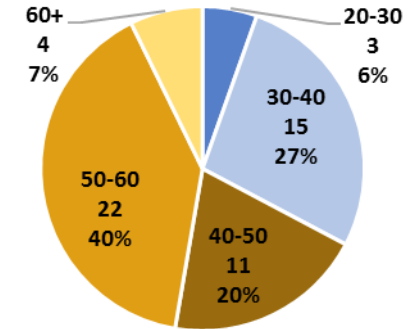
B) CITY ATTORNEY

Age Breakdown

Officials/Administrators

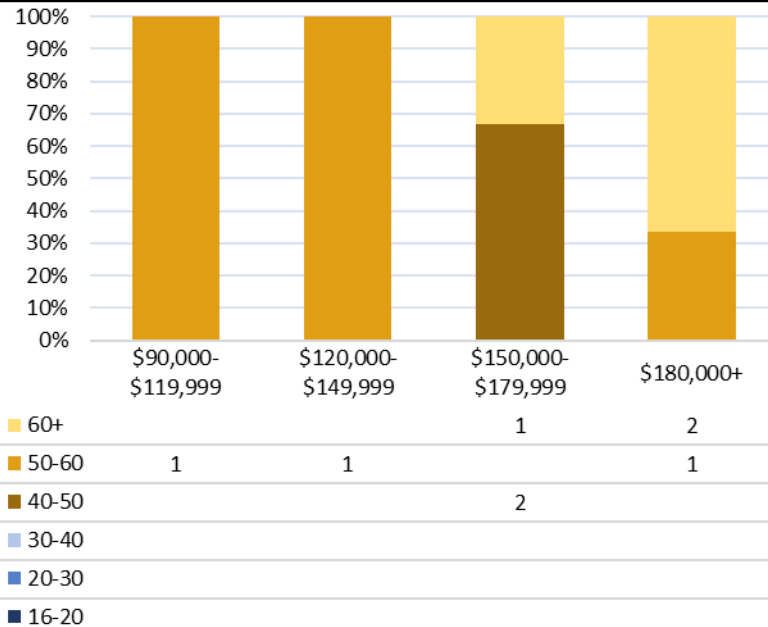


Non-Management

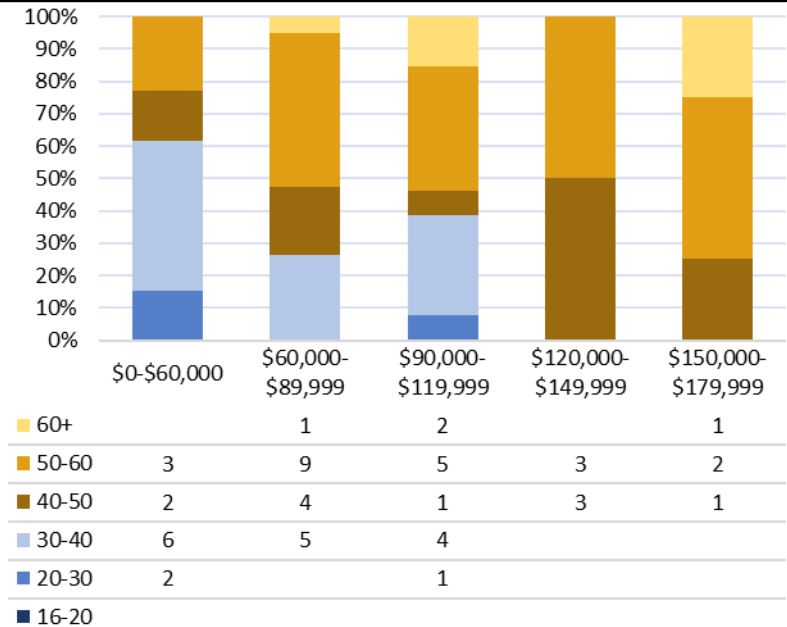


Age by Salary Bracket

Officials/Administrators

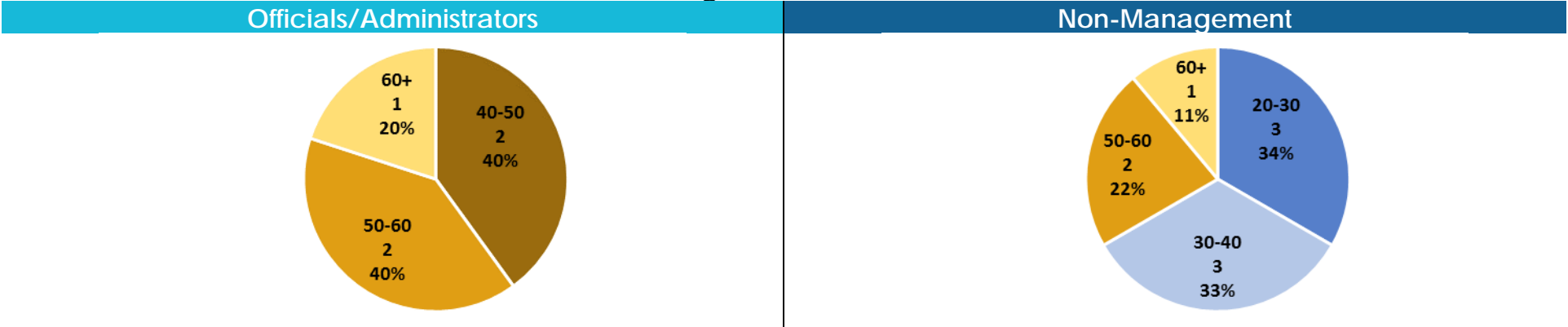


Non-Management

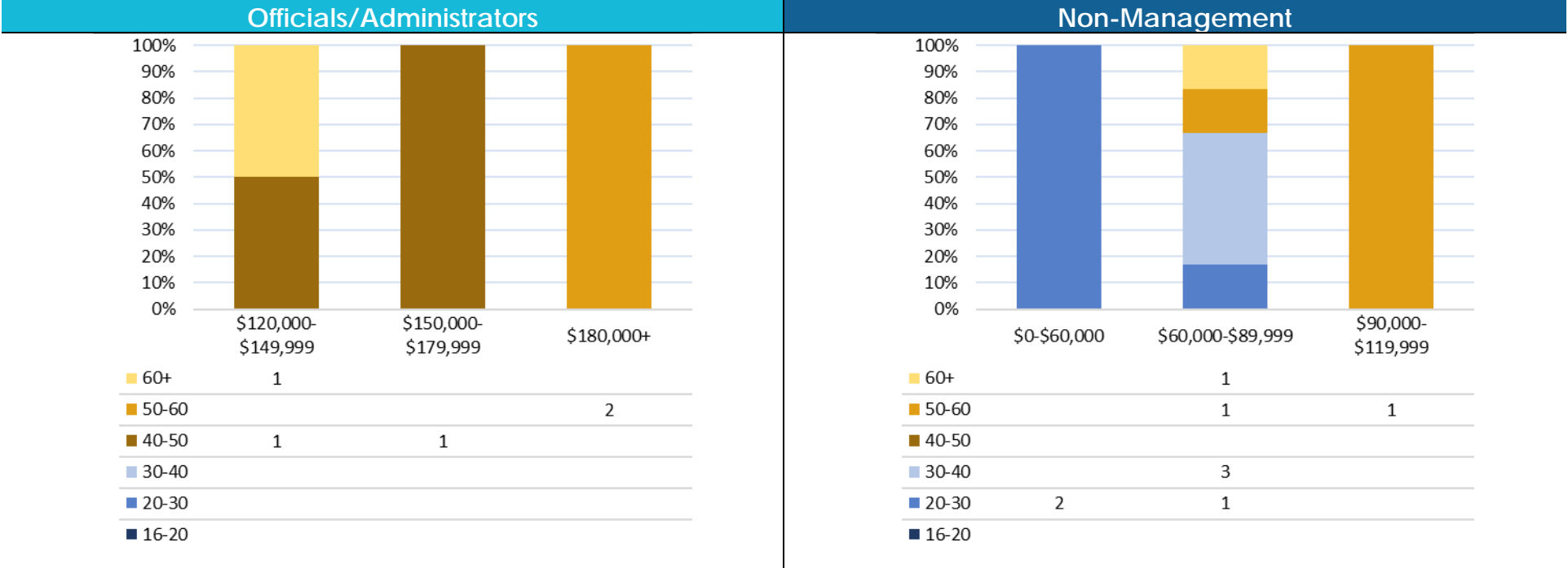


C) CITY AUDITOR

Age Breakdown



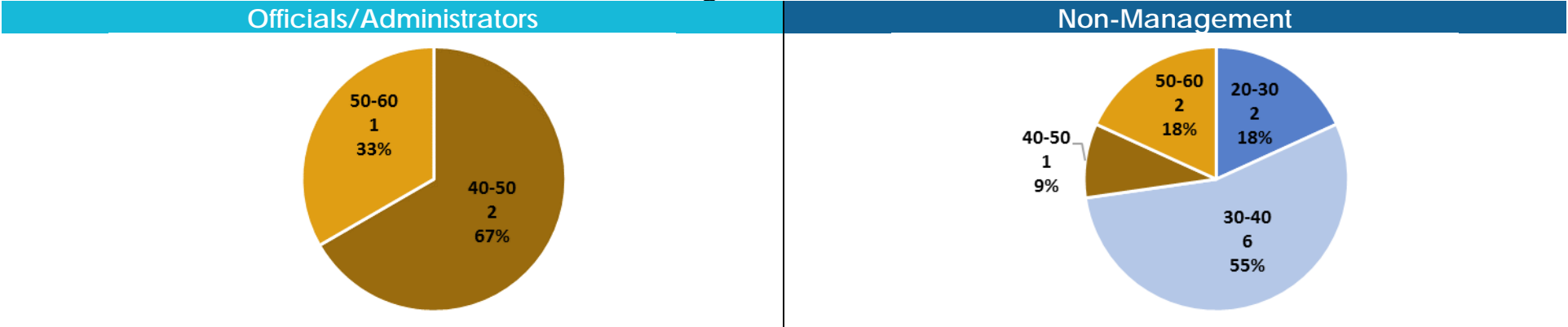
Age by Salary Bracket



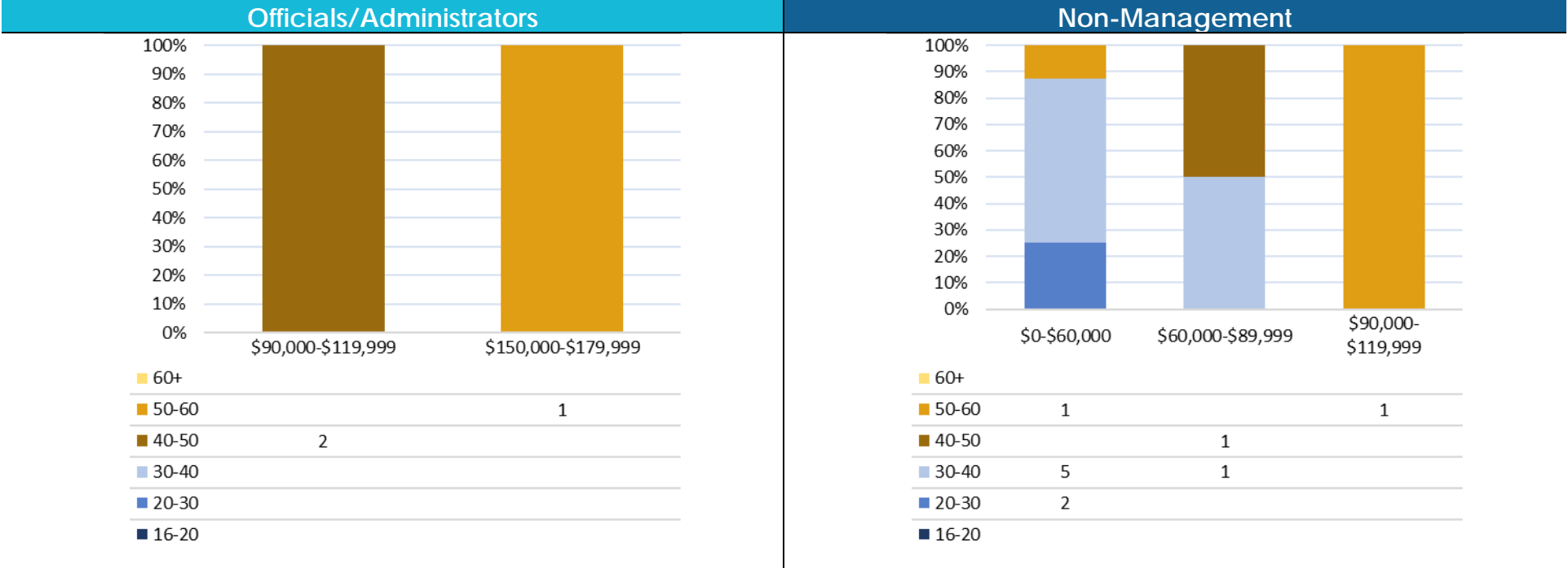
Age Breakdown – By Department

D) CITY CLERK

Age Breakdown

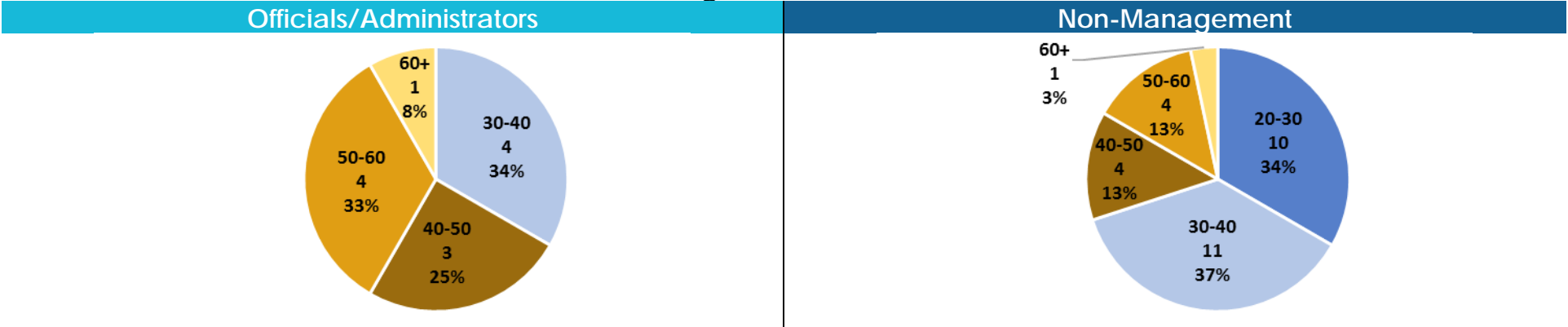


Age by Salary Bracket

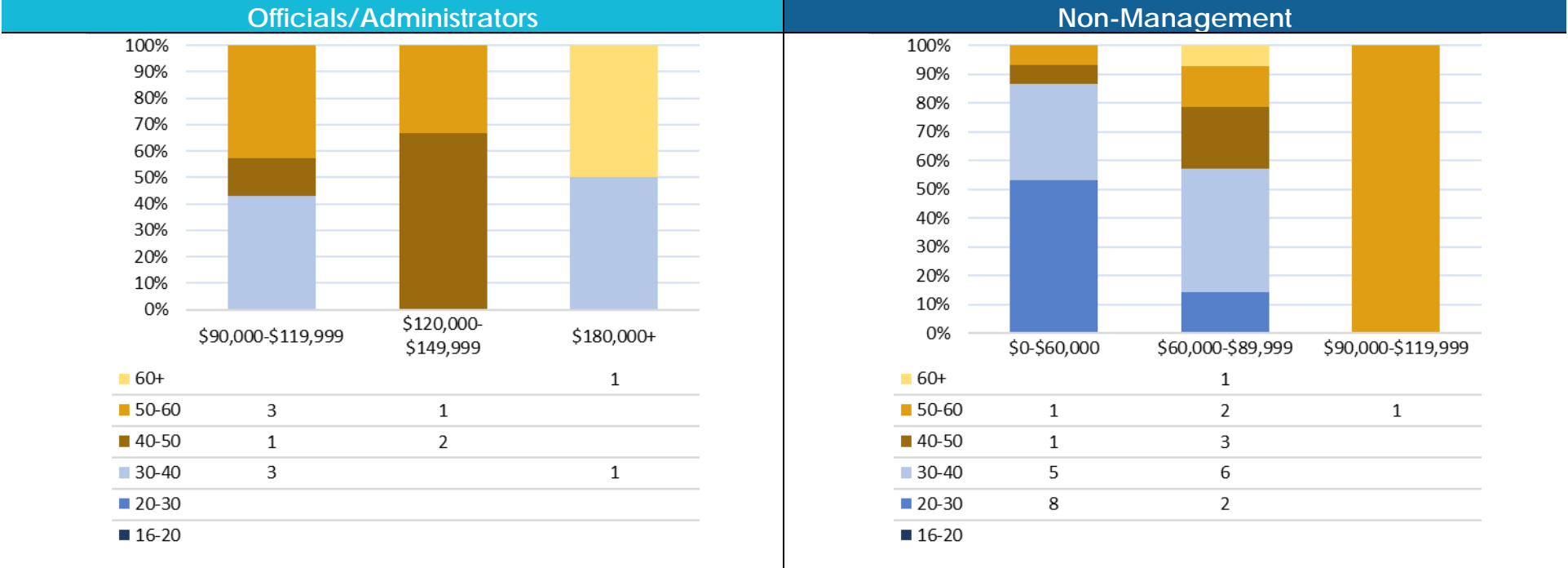


E) CITY MANAGER’S OFFICE

Age Breakdown



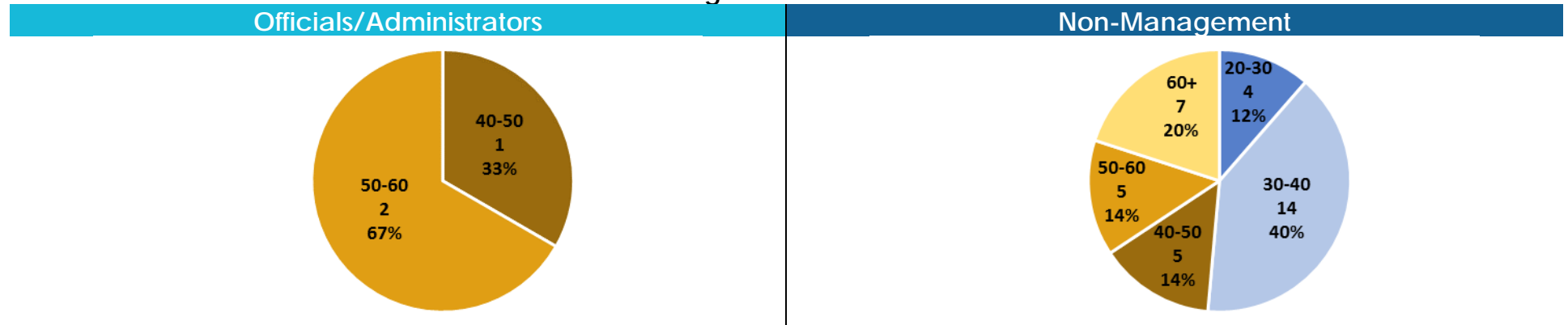
Age by Salary Bracket



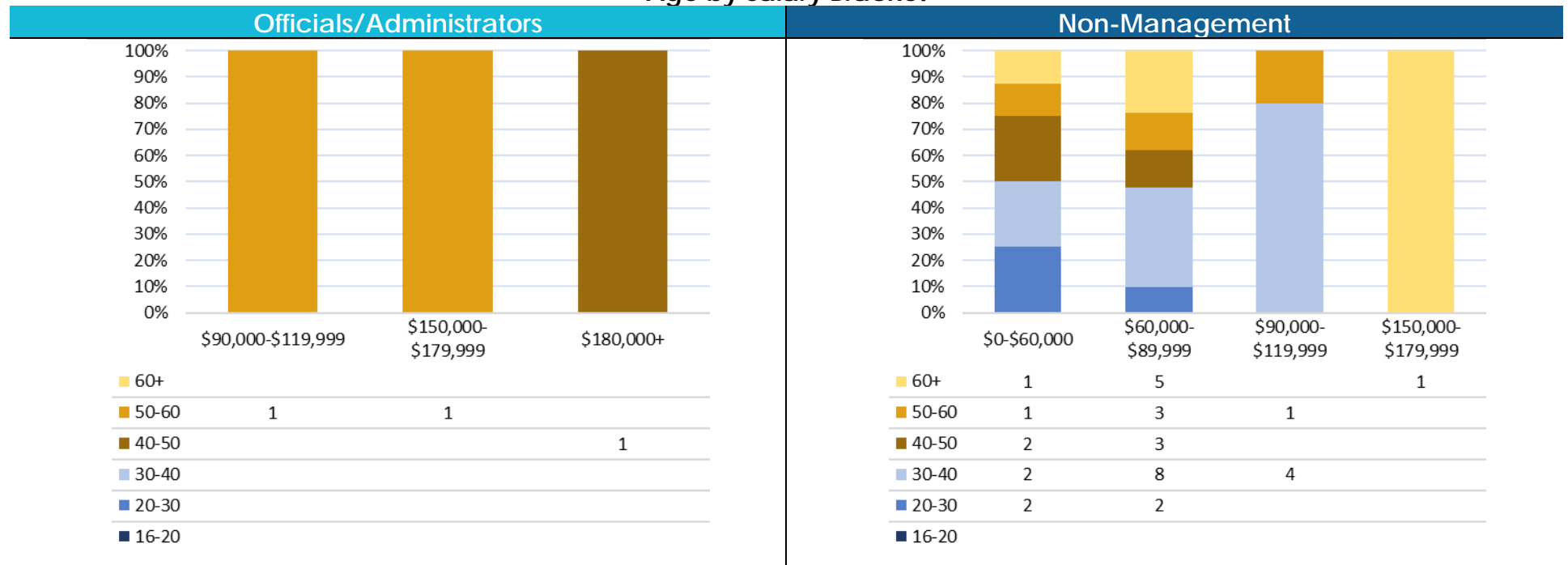
Age Breakdown – By Department

F) CITY PROSECUTOR

Age Breakdown



Age by Salary Bracket

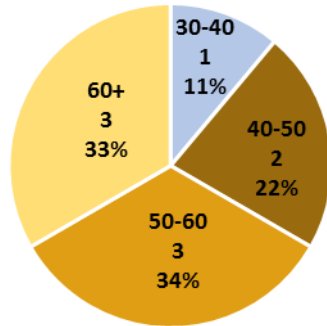


Age Breakdown – By Department

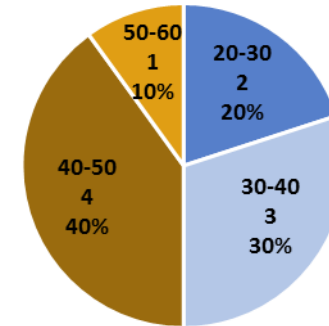
G) CIVIL SERVICE

Age Breakdown

Officials/Administrators

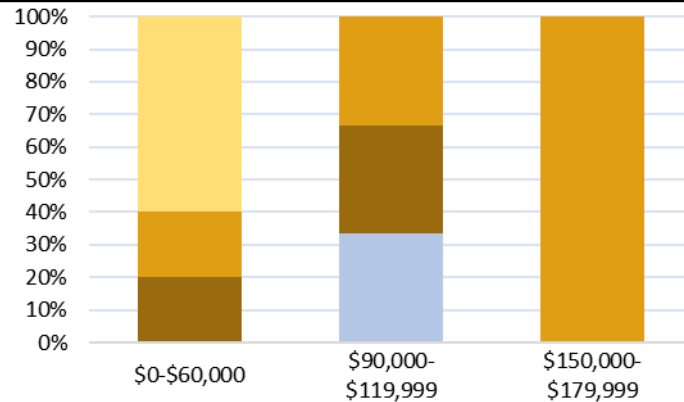


Non-Management



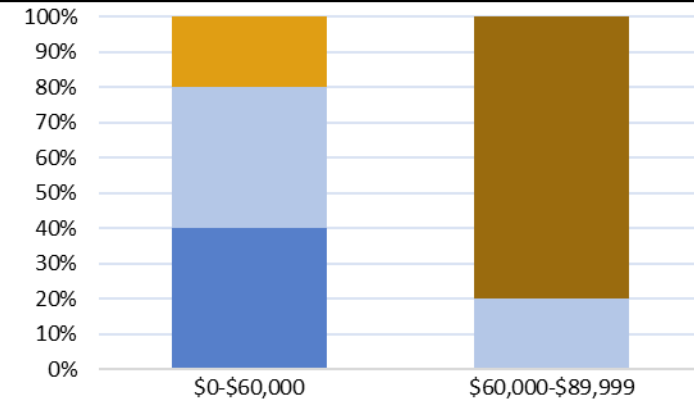
Age by Salary Bracket

Officials/Administrators



| | | | |
|-------|---|---|---|
| 60+ | 3 | | |
| 50-60 | 1 | 1 | 1 |
| 40-50 | 1 | 1 | |
| 30-40 | | 1 | |
| 20-30 | | | |
| 16-20 | | | |

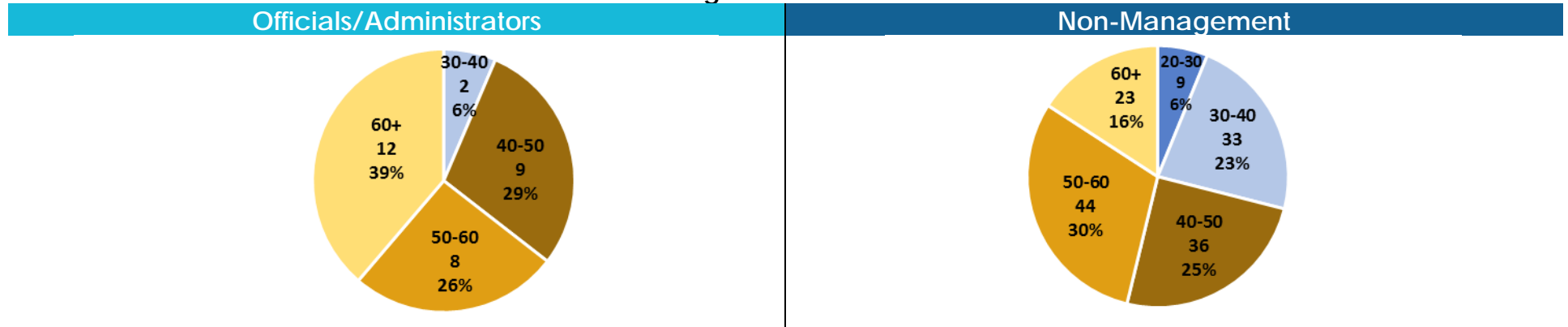
Non-Management



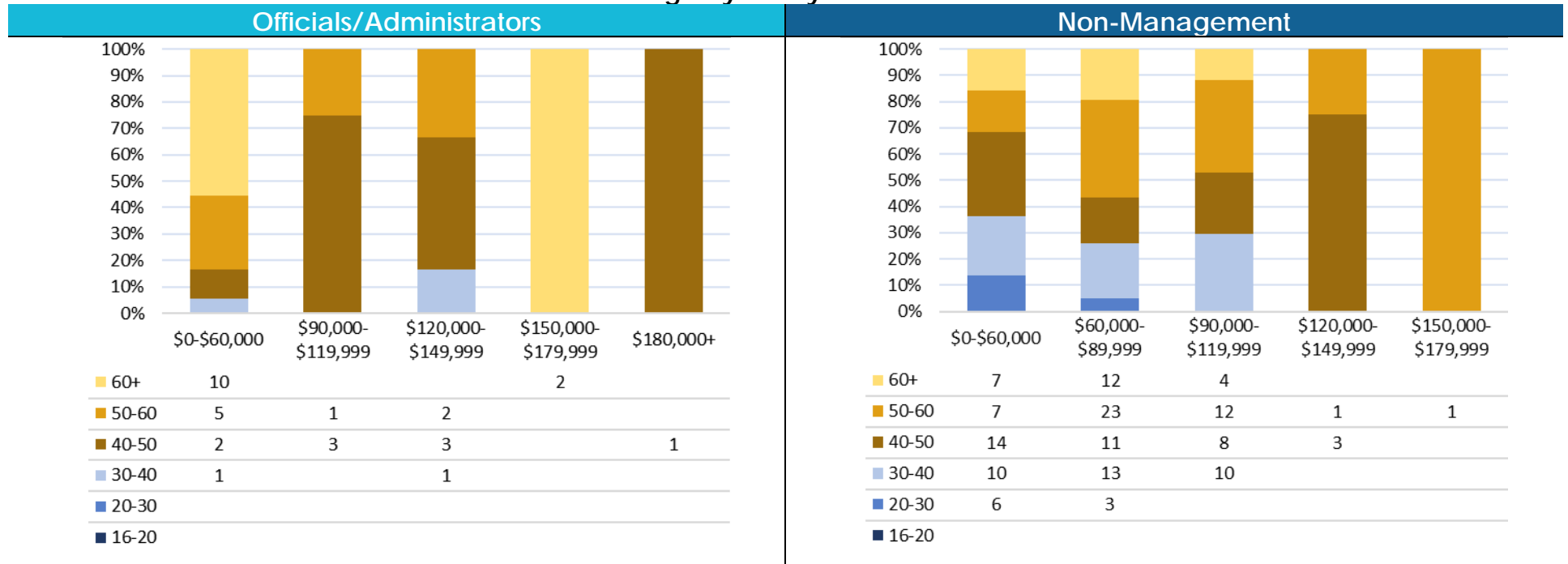
| | | |
|-------|---|---|
| 60+ | | |
| 50-60 | 1 | |
| 40-50 | | 4 |
| 30-40 | 2 | 1 |
| 20-30 | 2 | |
| 16-20 | | |

H) DEVELOPMENT SERVICES

Age Breakdown

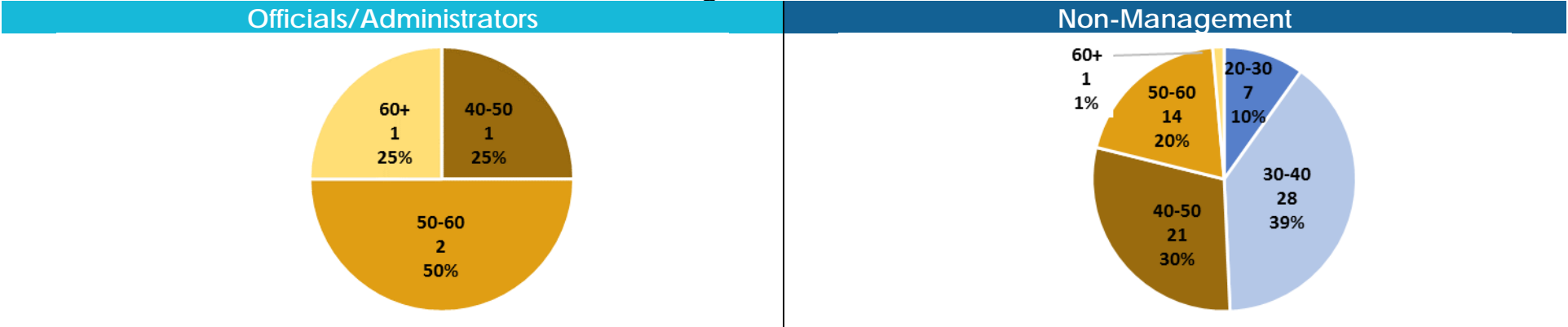


Age by Salary Bracket

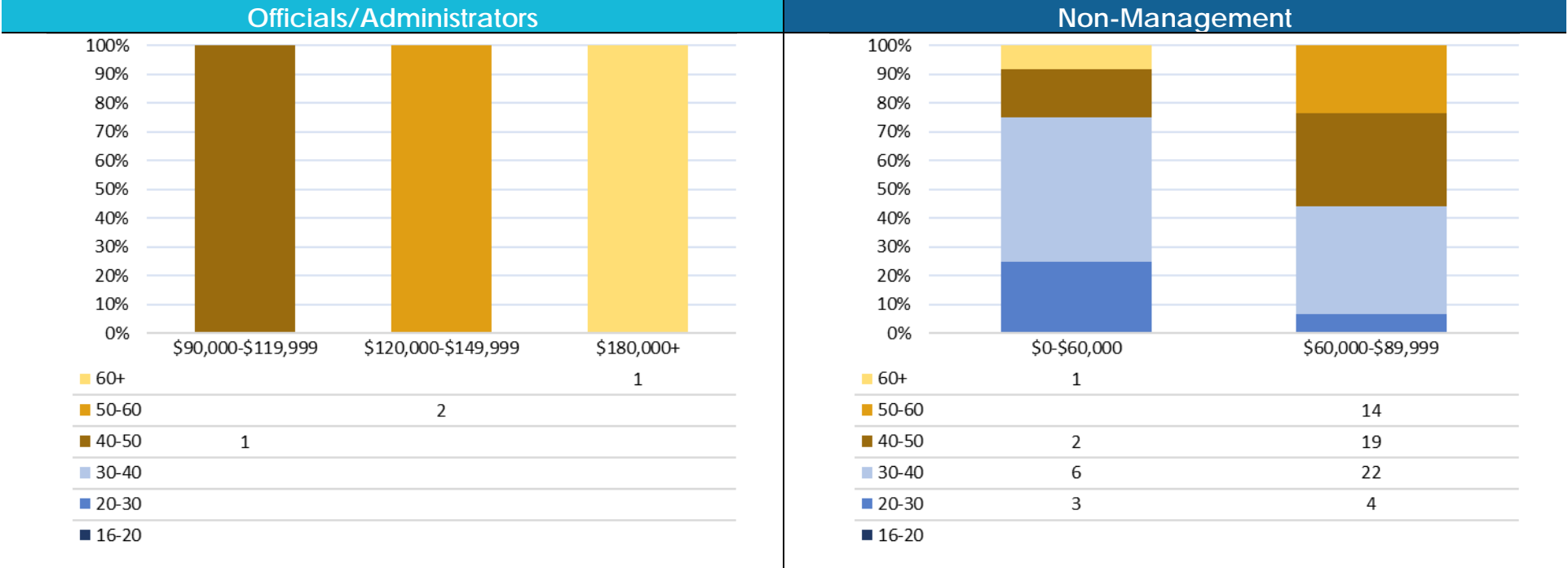


I) DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS

Age Breakdown

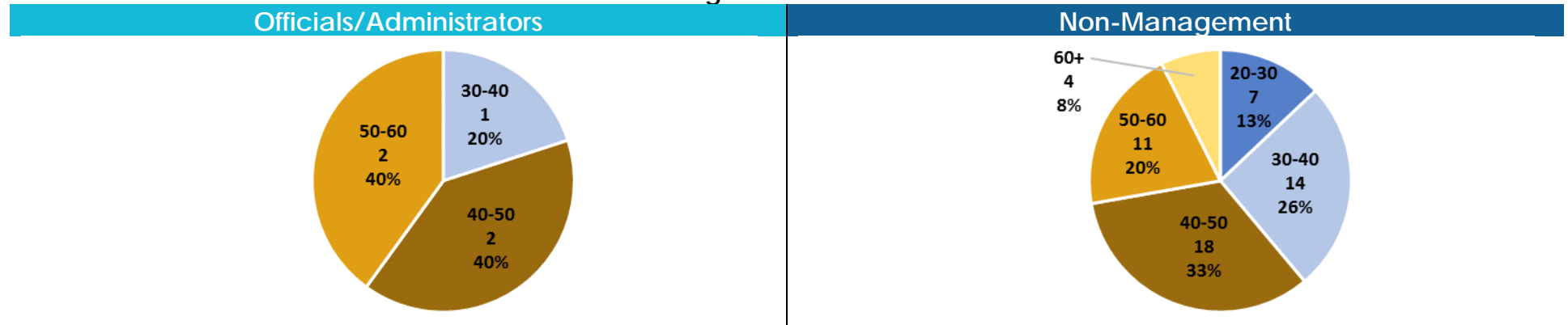


Age by Salary Bracket

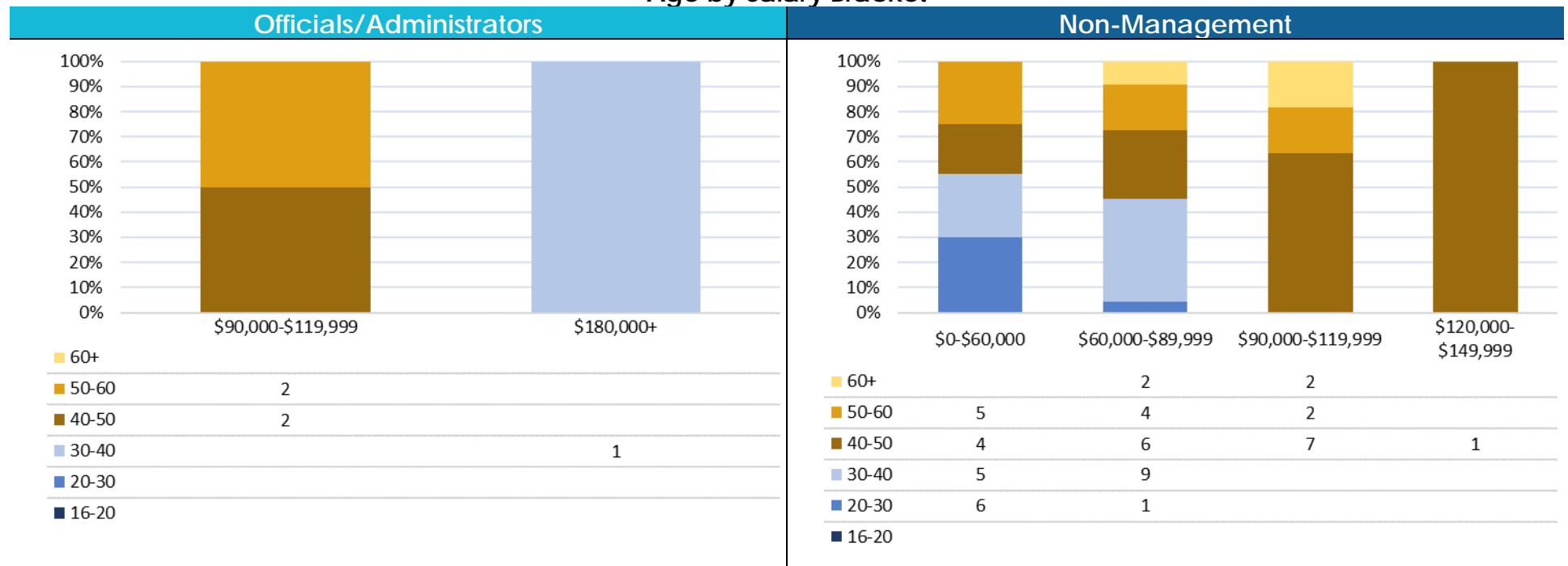


J) ECONOMIC DEVELOPMENT

Age Breakdown

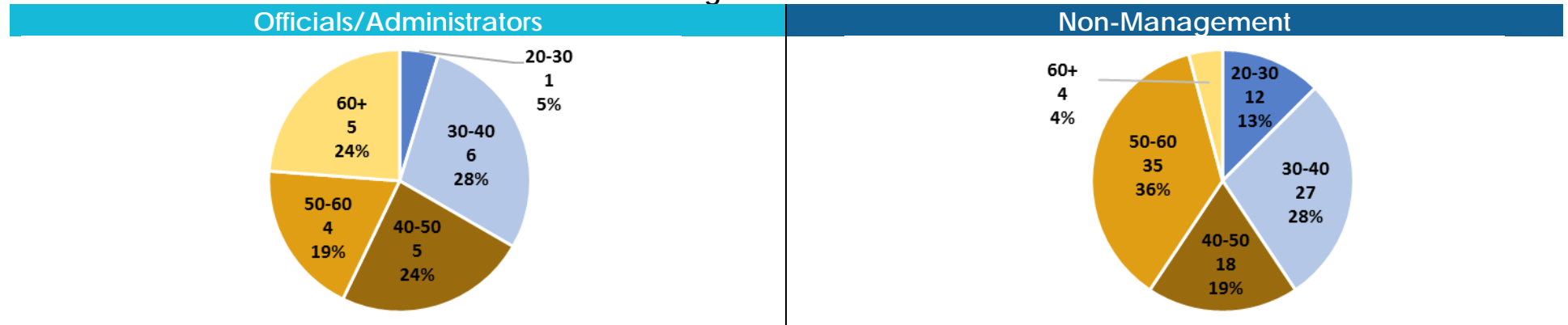


Age by Salary Bracket

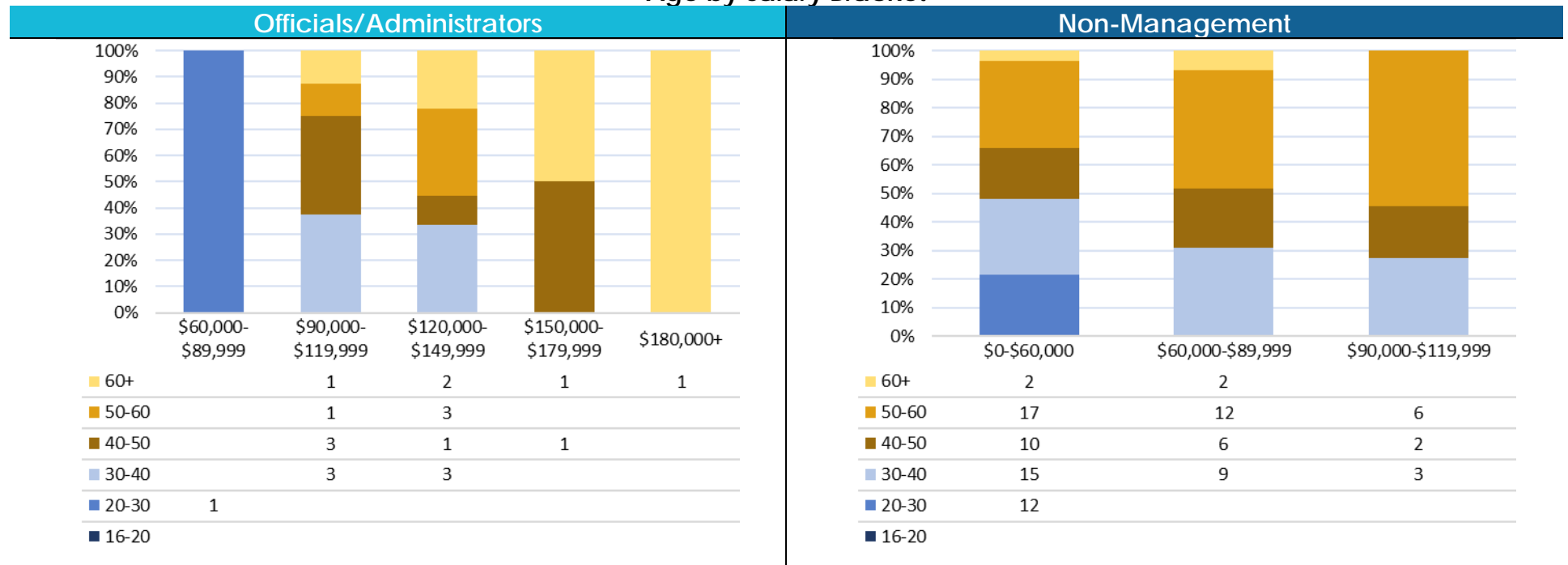


K) FINANCIAL MANAGEMENT

Age Breakdown



Age by Salary Bracket

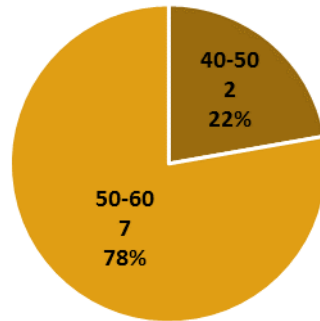


Age Breakdown – By Department

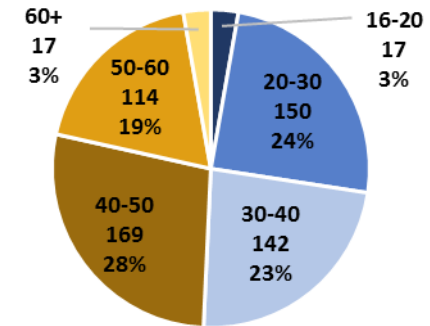
L) FIRE

Age Breakdown

Officials/Administrators

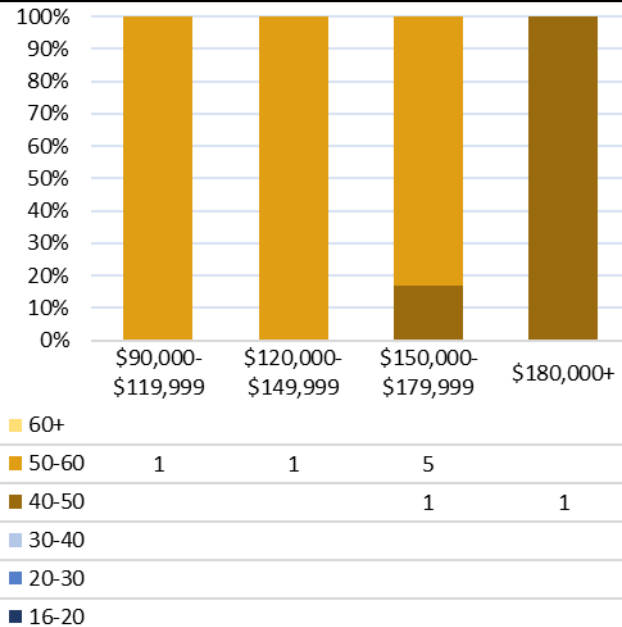


Non-Management

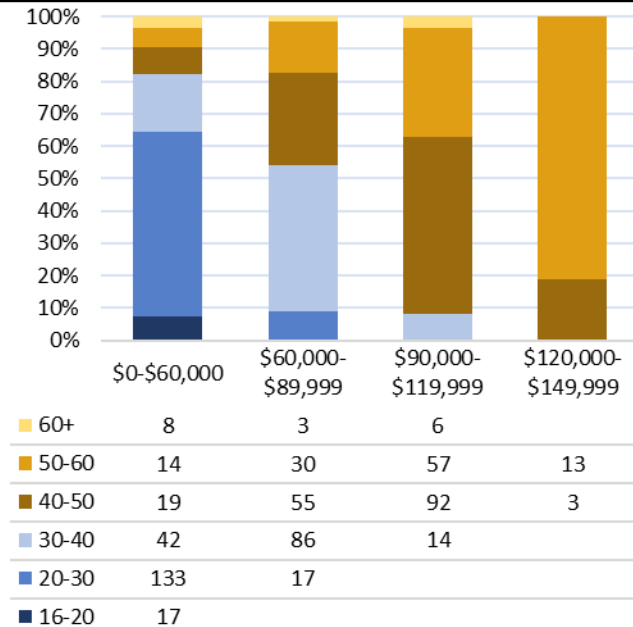


Age by Salary Bracket

Officials/Administrators



Non-Management

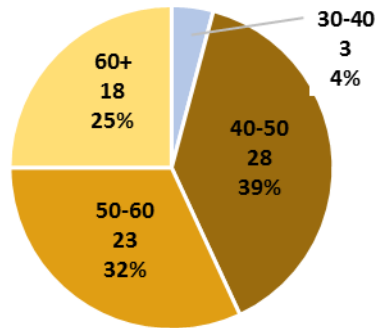


Age Breakdown – By Department

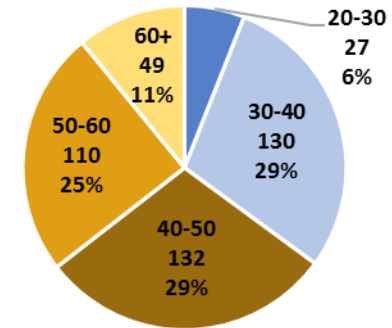
M) HARBOR

Age Breakdown

Officials/Administrators

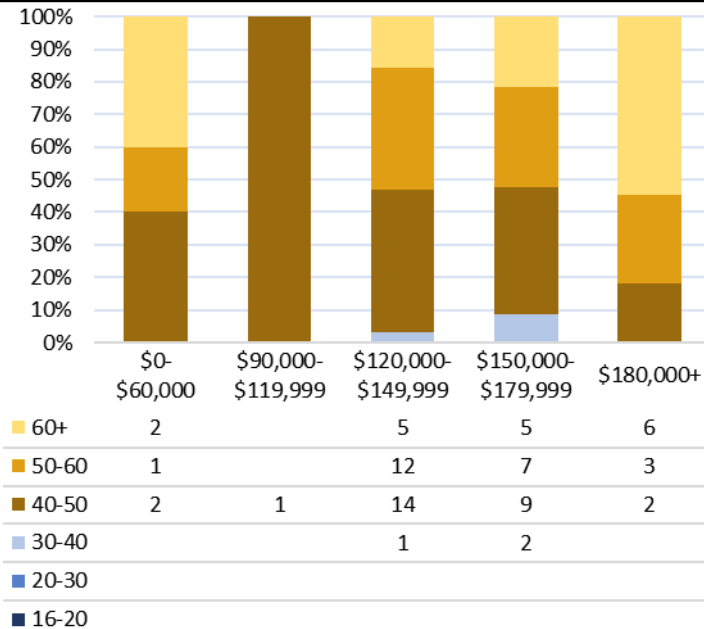


Non-Management

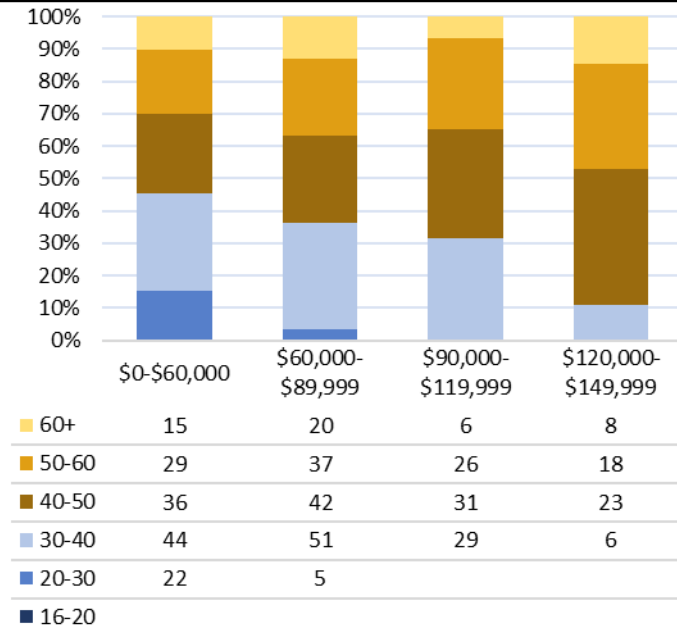


Age by Salary Bracket

Officials/Administrators

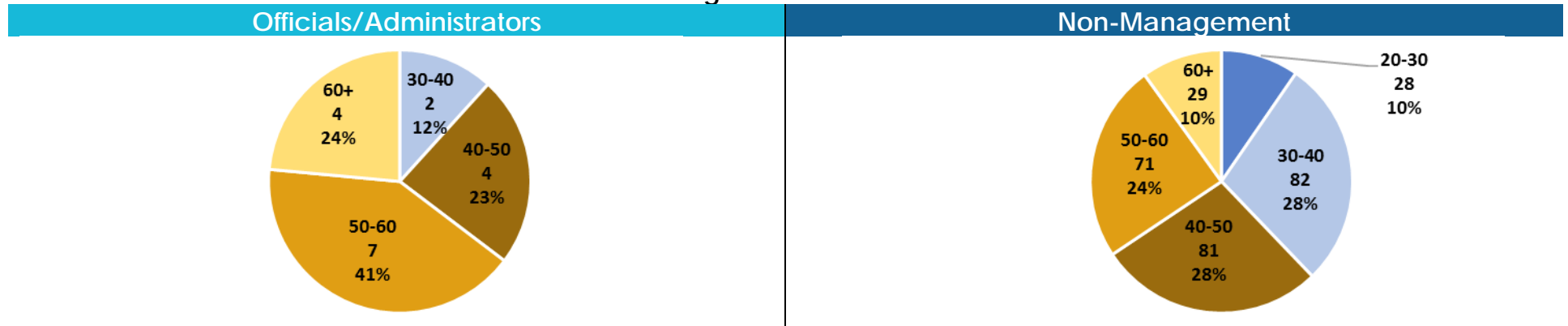


Non-Management

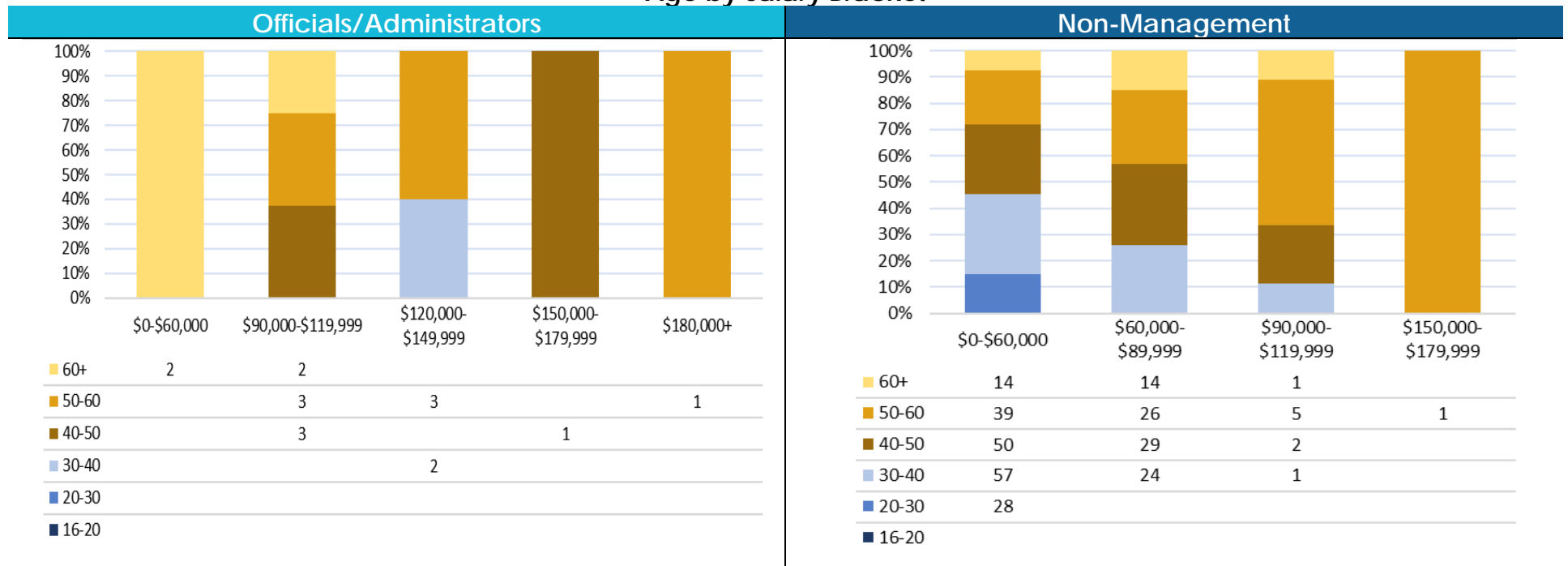


N) HEALTH & HUMAN SERVICES

Age Breakdown

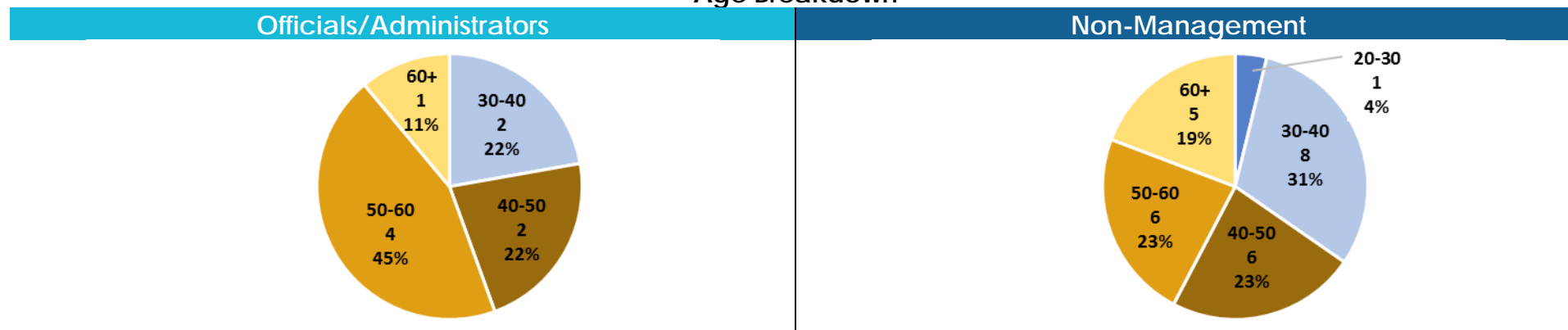


Age by Salary Bracket

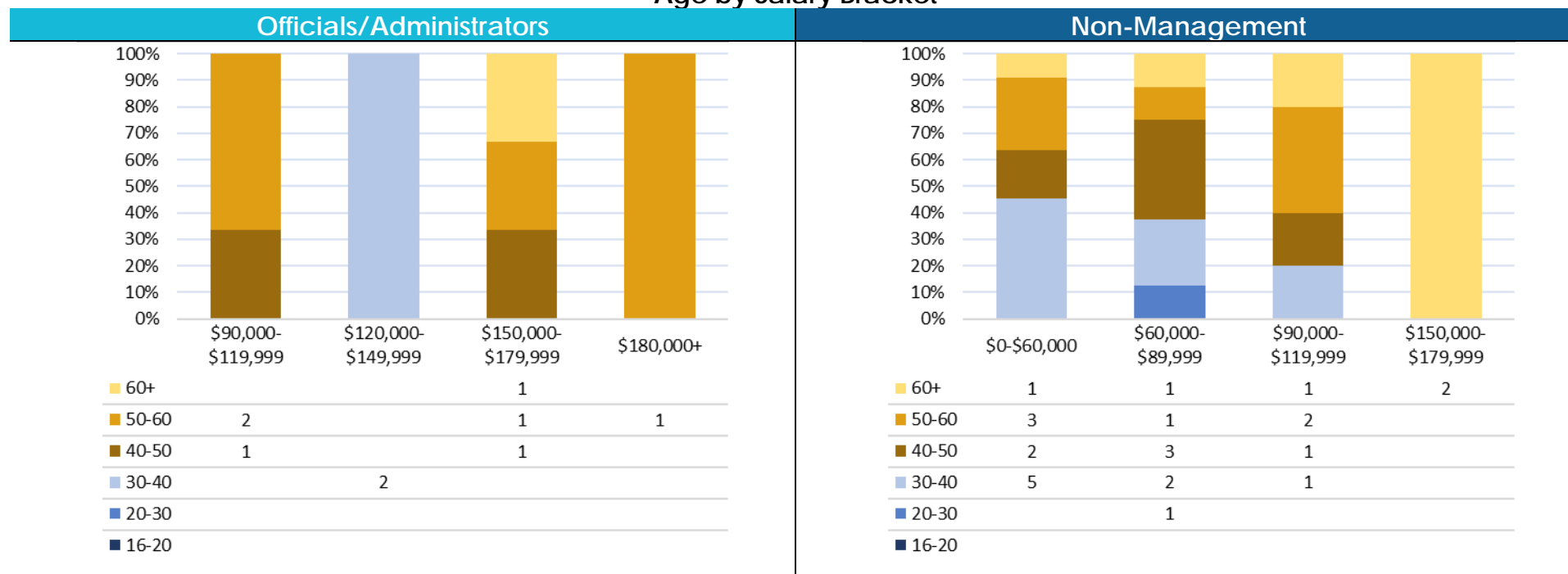


O) HUMAN RESOURCES

Age Breakdown



Age by Salary Bracket

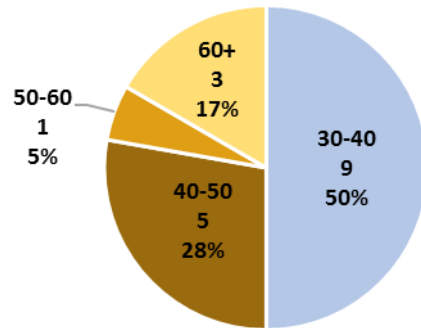


Age Breakdown – By Department

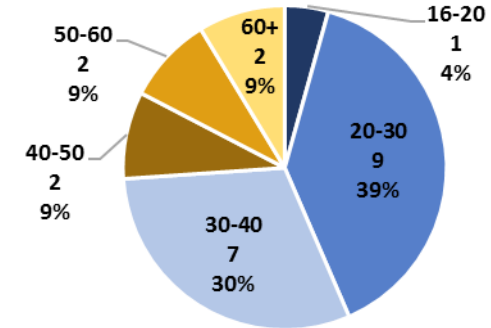
P) LEGISLATIVE

Age Breakdown

Officials/Administrators

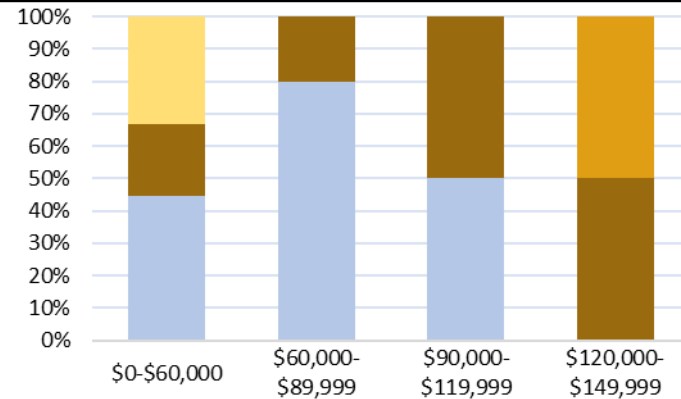


Non-Management



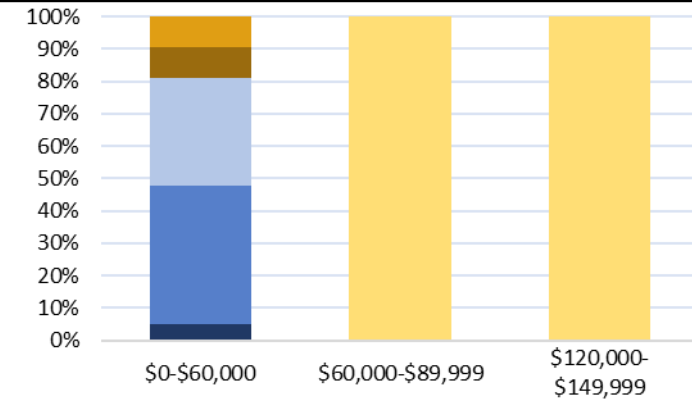
Age by Salary Bracket

Officials/Administrators



| | | | | |
|-------|---|---|---|---|
| 60+ | 3 | | | |
| 50-60 | | | | 1 |
| 40-50 | 2 | 1 | 1 | 1 |
| 30-40 | 4 | 4 | 1 | |
| 20-30 | | | | |
| 16-20 | | | | |

Non-Management



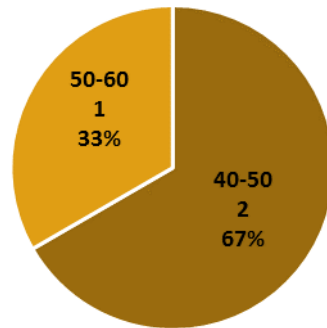
| | | | |
|-------|---|---|---|
| 60+ | 1 | 1 | 1 |
| 50-60 | 2 | | |
| 40-50 | 2 | | |
| 30-40 | 7 | | |
| 20-30 | 9 | | |
| 16-20 | 1 | | |

Age Breakdown – By Department

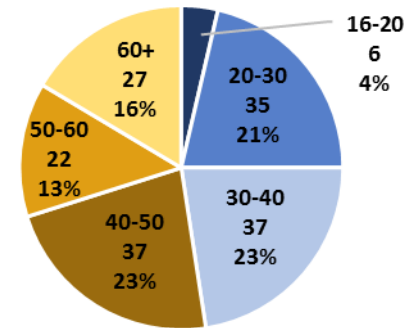
Q) LIBRARY SERVICES

Age Breakdown

Officials/Administrators

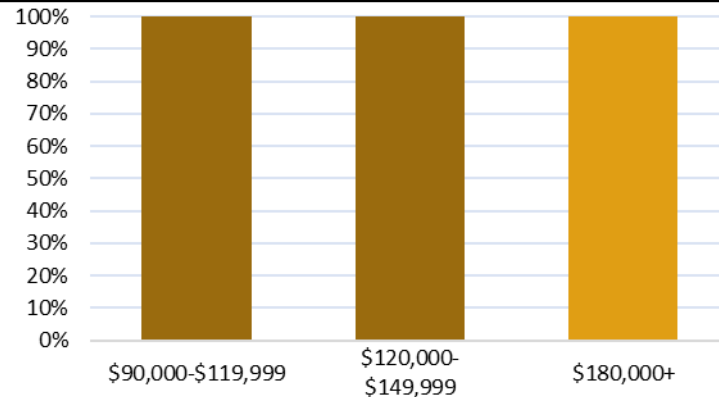


Non-Management



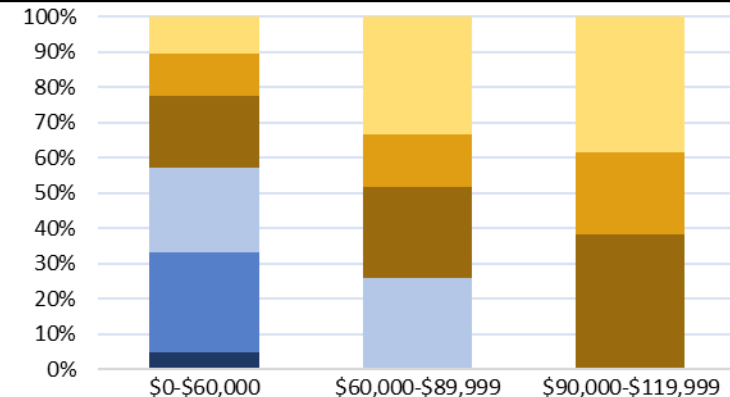
Age by Salary Bracket

Officials/Administrators



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

Non-Management



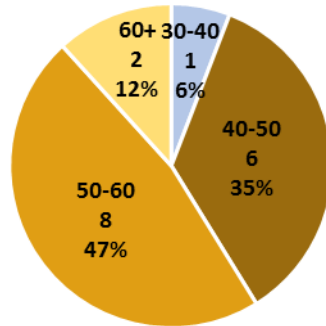
| | | | |
|-------|----|---|---|
| 60+ | 13 | 9 | 5 |
| 50-60 | 15 | 4 | 3 |
| 40-50 | 25 | 7 | 5 |
| 30-40 | 30 | 7 | |
| 20-30 | 35 | | |
| 16-20 | 6 | | |

Age Breakdown – By Department

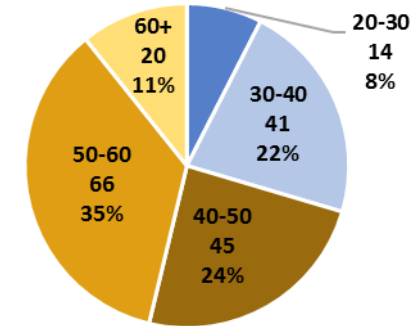
R) LONG BEACH GAS & OIL

Age Breakdown

Officials/Administrators

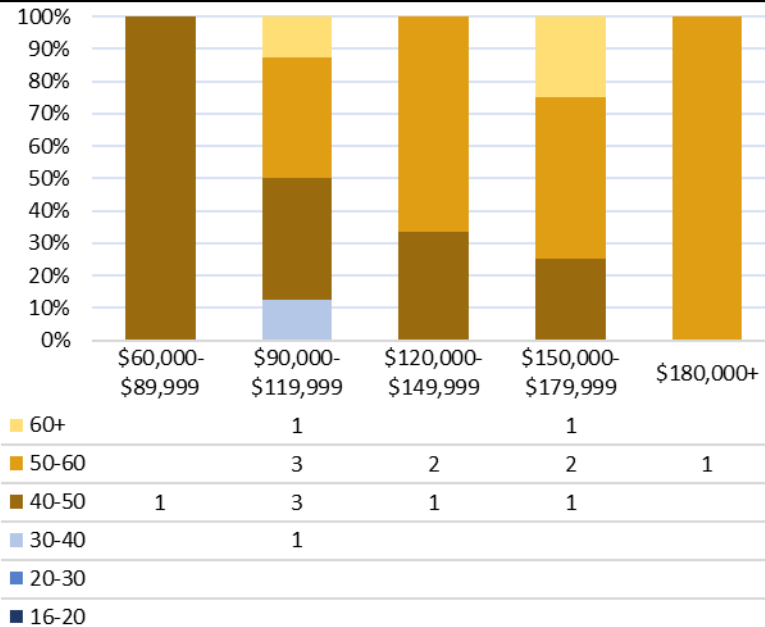


Non-Management

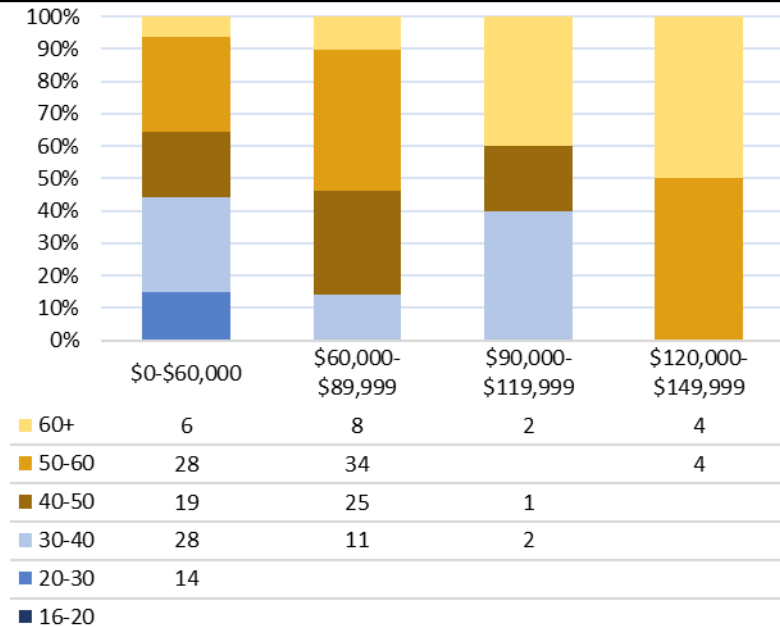


Age by Salary Bracket

Officials/Administrators

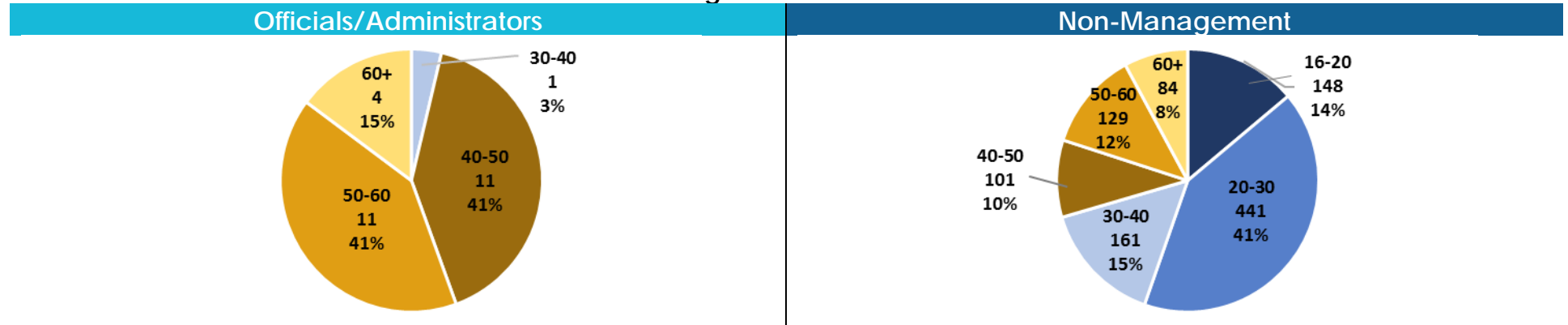


Non-Management

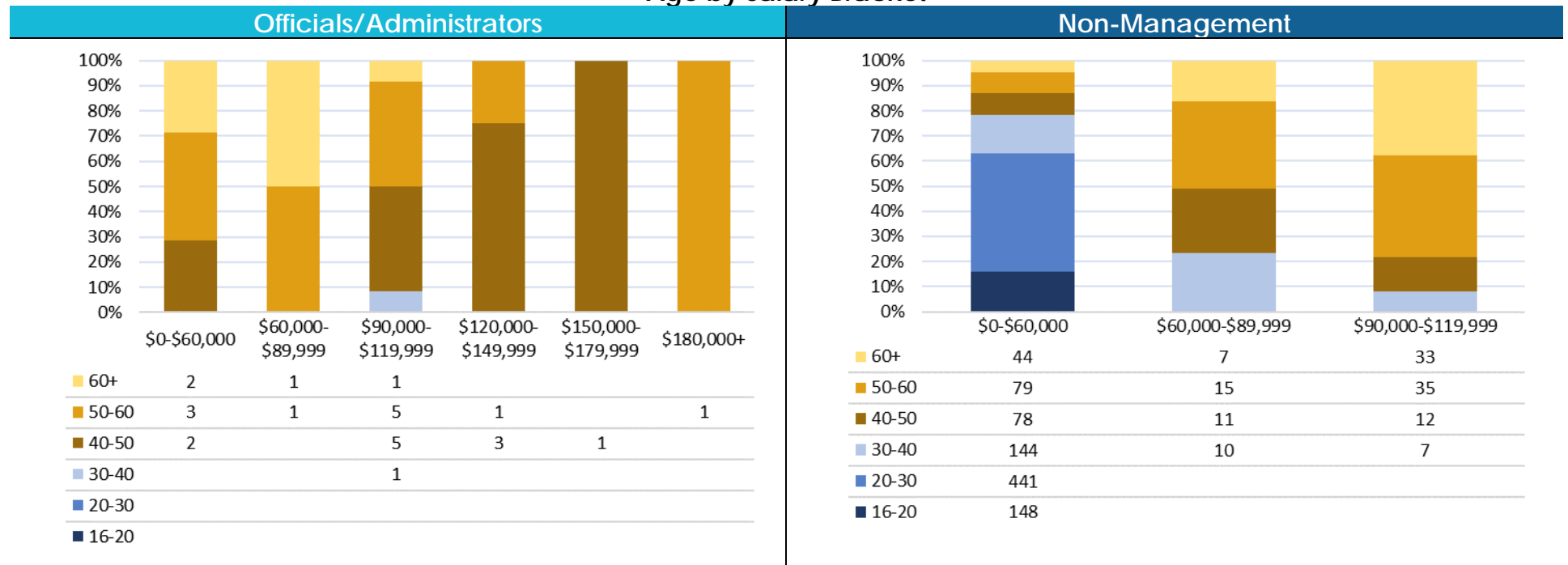


S) PARKS, RECREATION & MARINE

Age Breakdown



Age by Salary Bracket

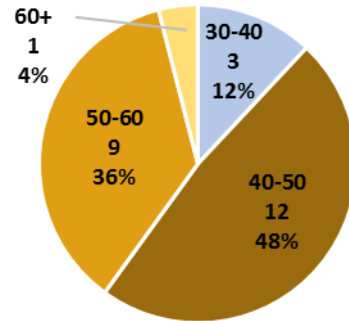


Age Breakdown – By Department

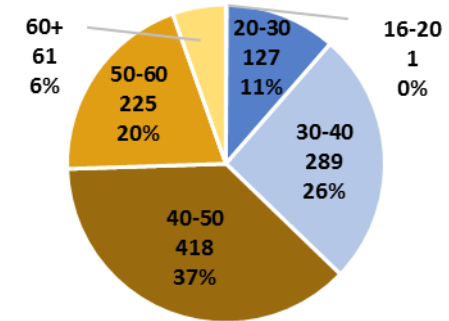
T) POLICE

Age Breakdown

Officials/Administrators

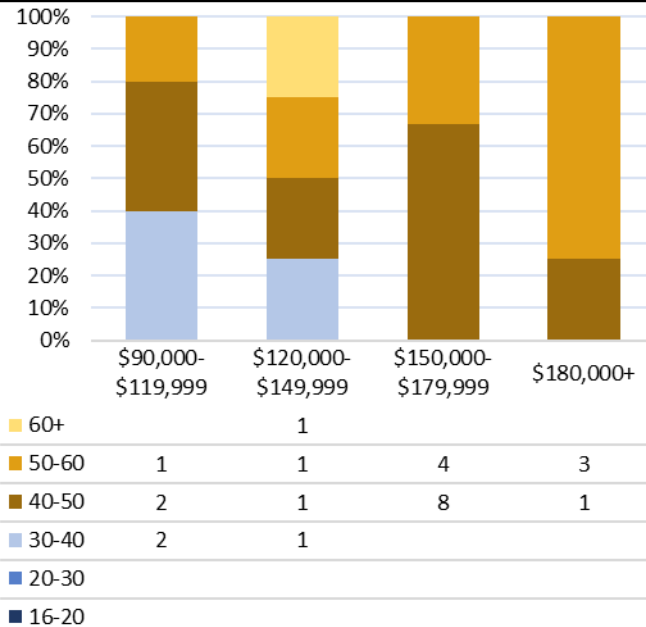


Non-Management

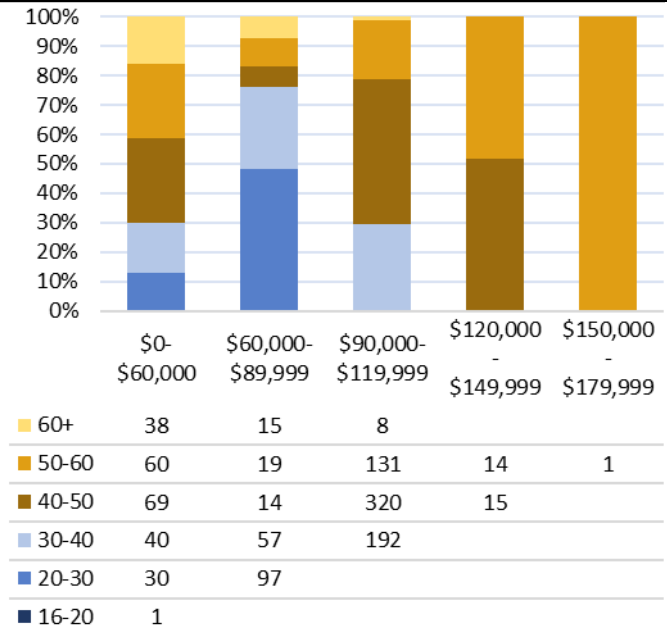


Age by Salary Bracket

Officials/Administrators

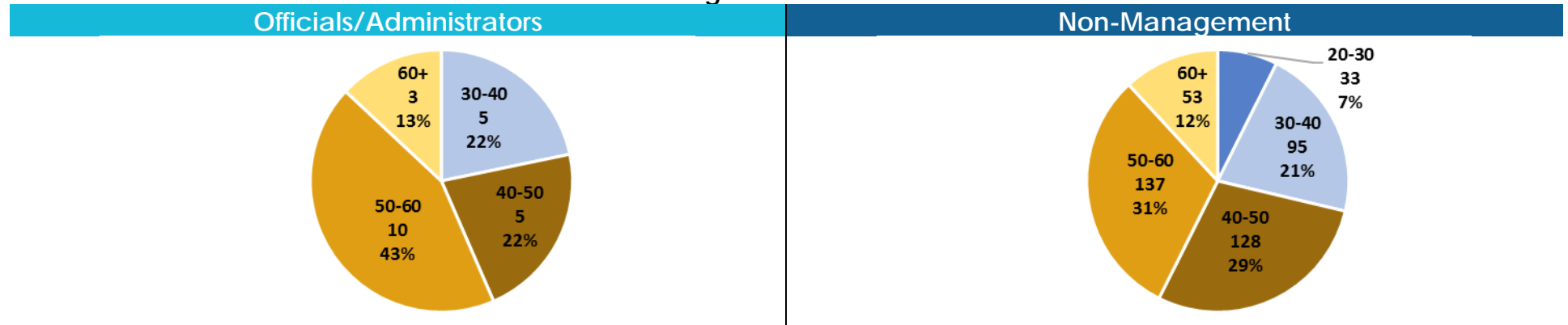


Non-Management

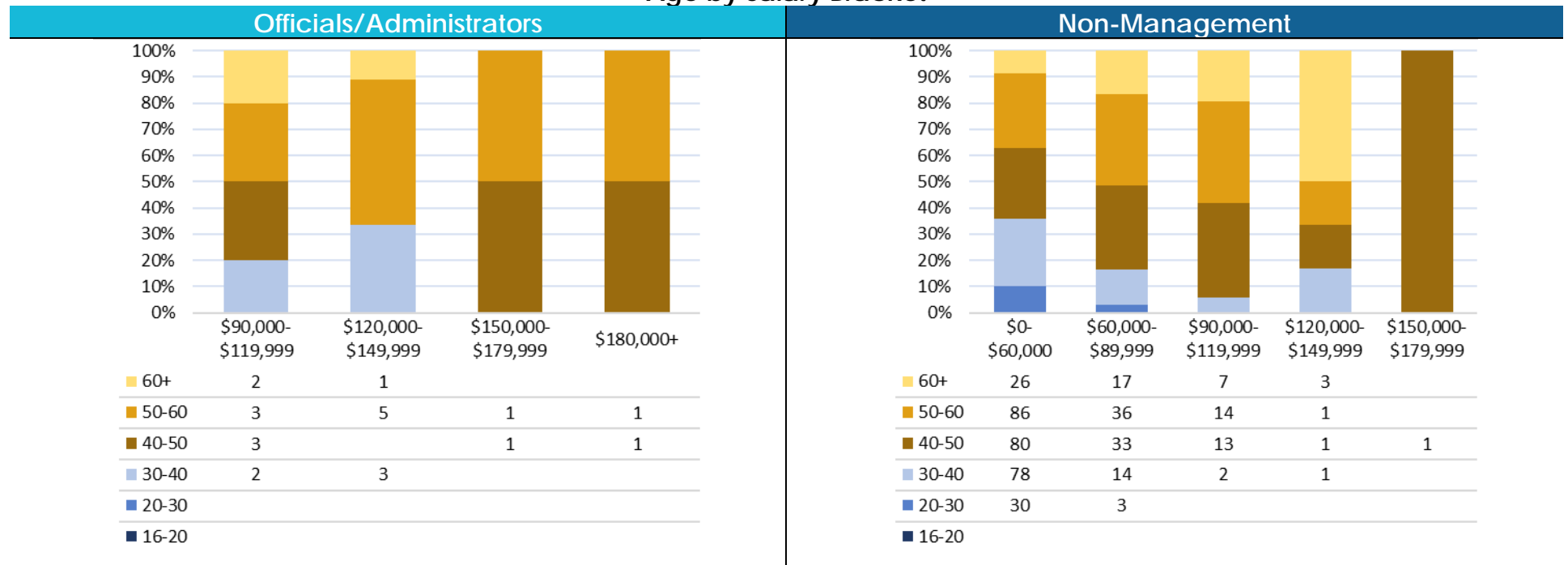


U) PUBLIC WORKS

Age Breakdown



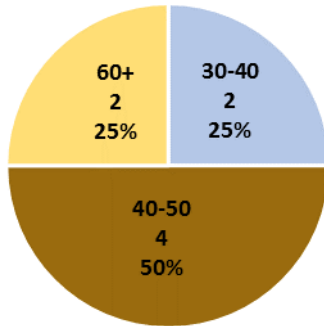
Age by Salary Bracket



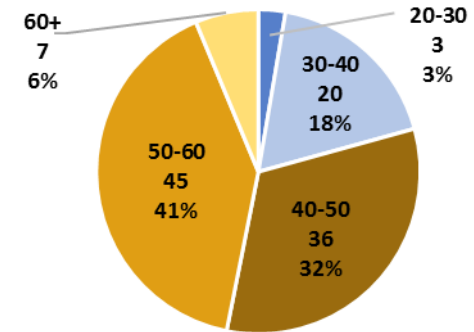
V) TECHNOLOGY AND INNOVATION

Age Breakdown

Officials/Administrators

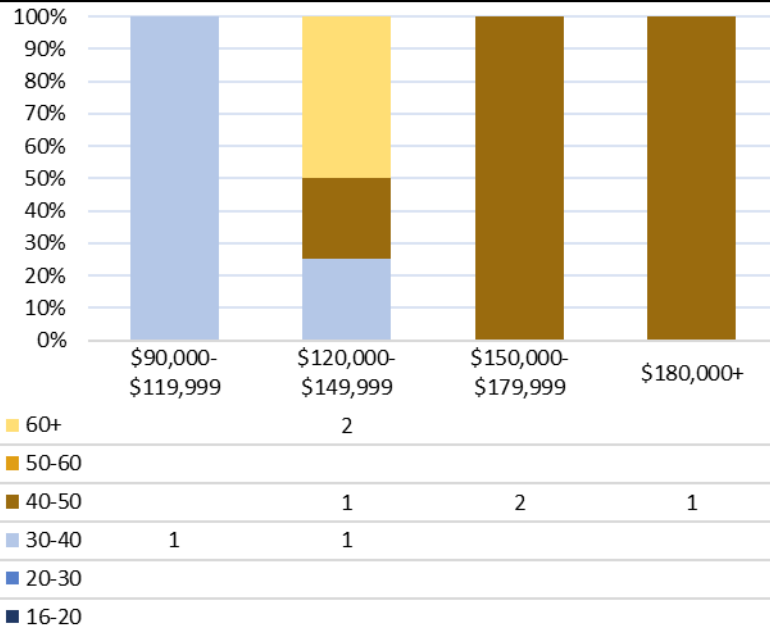


Non-Management

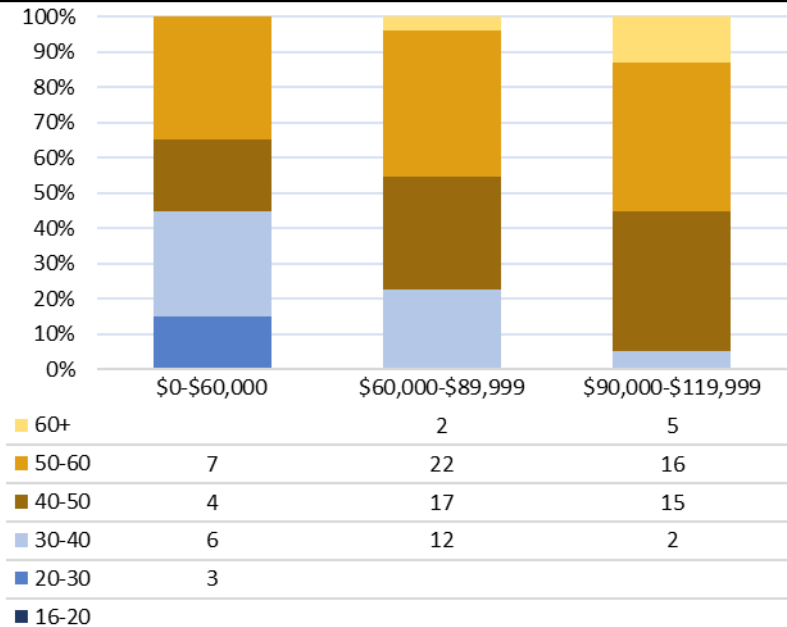


Age by Salary Bracket

Officials/Administrators



Non-Management

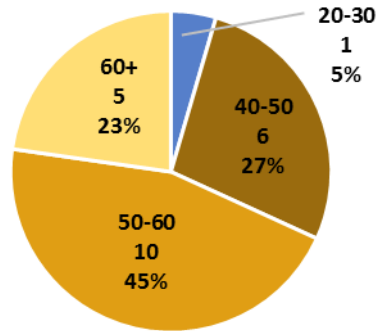


Age Breakdown – By Department

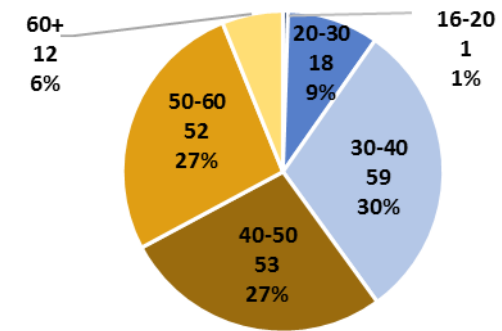
W) WATER

Age Breakdown

Officials/Administrators

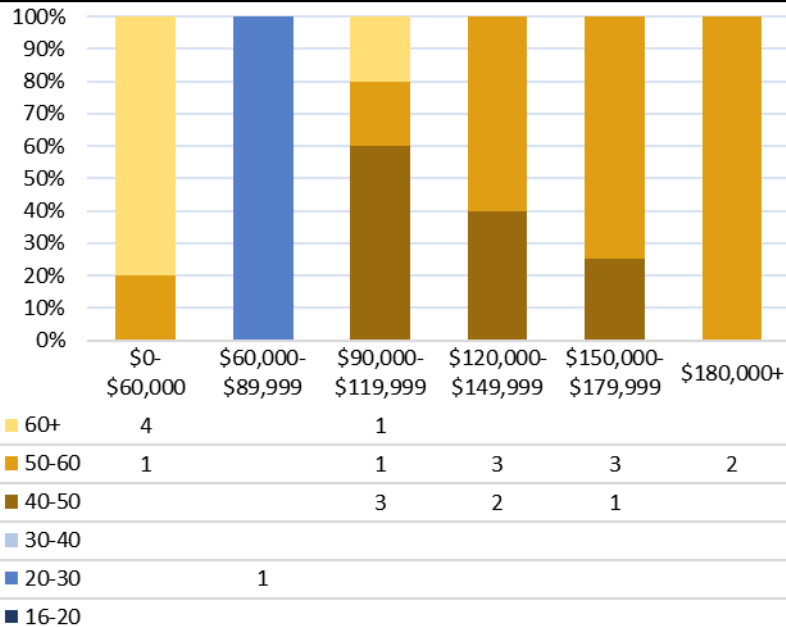


Non-Management

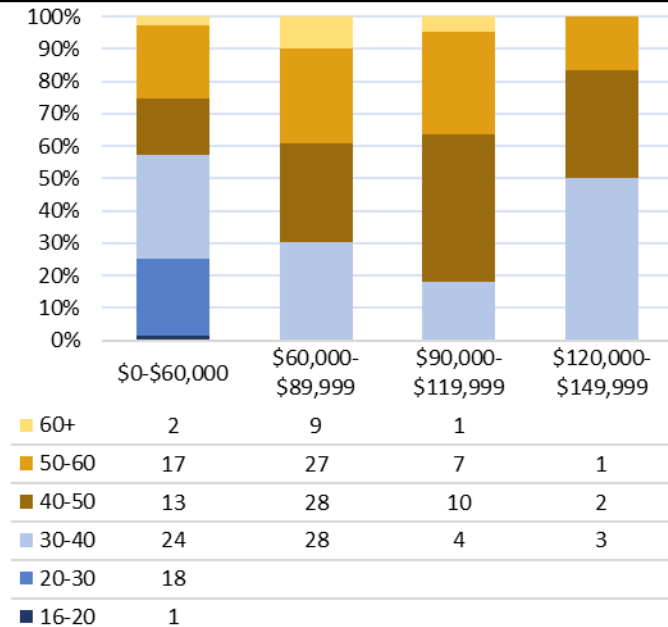


Age by Salary Bracket

Officials/Administrators



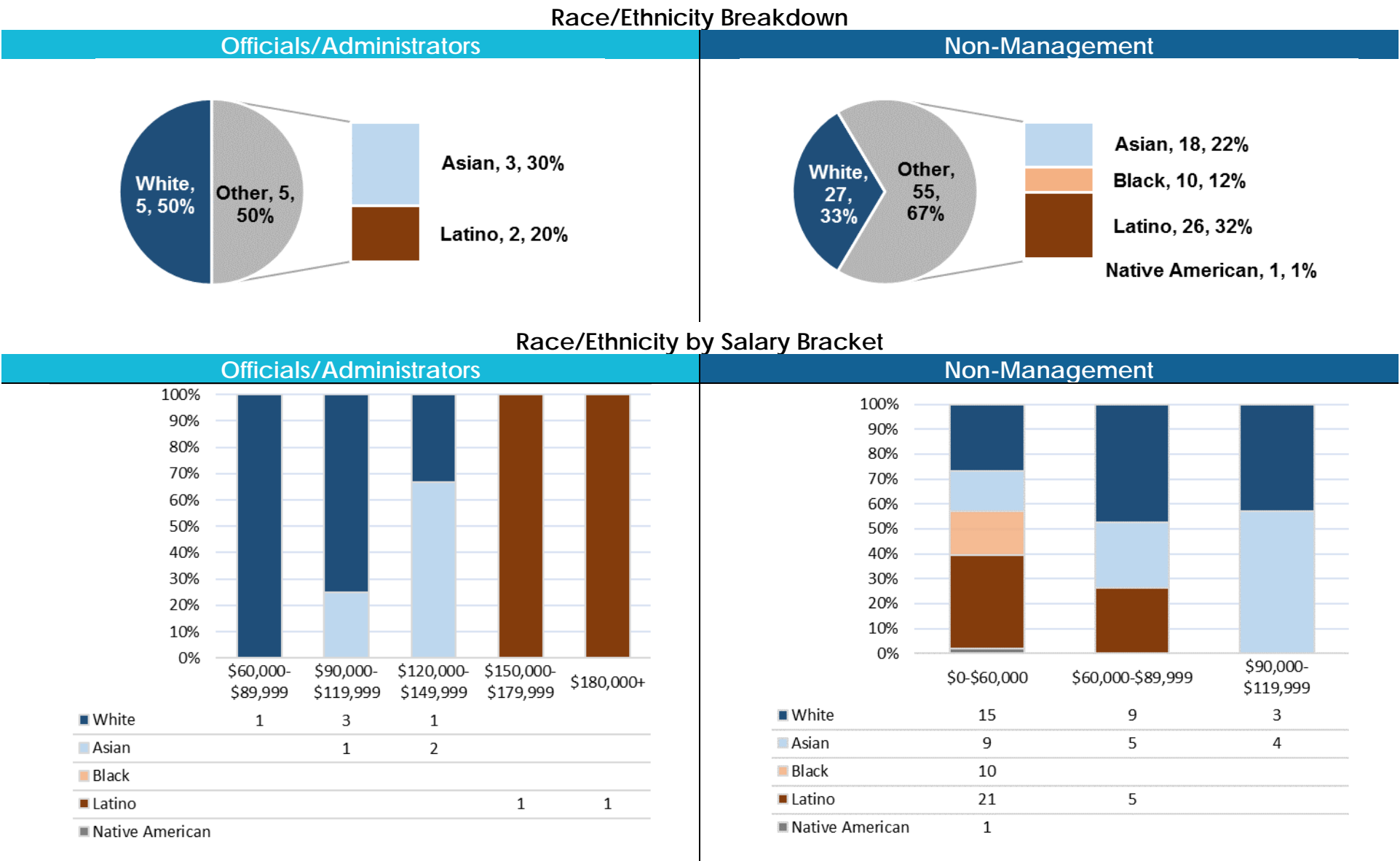
Non-Management



7. RACE/ETHNICITY BREAKDOWN – BY DEPARTMENT

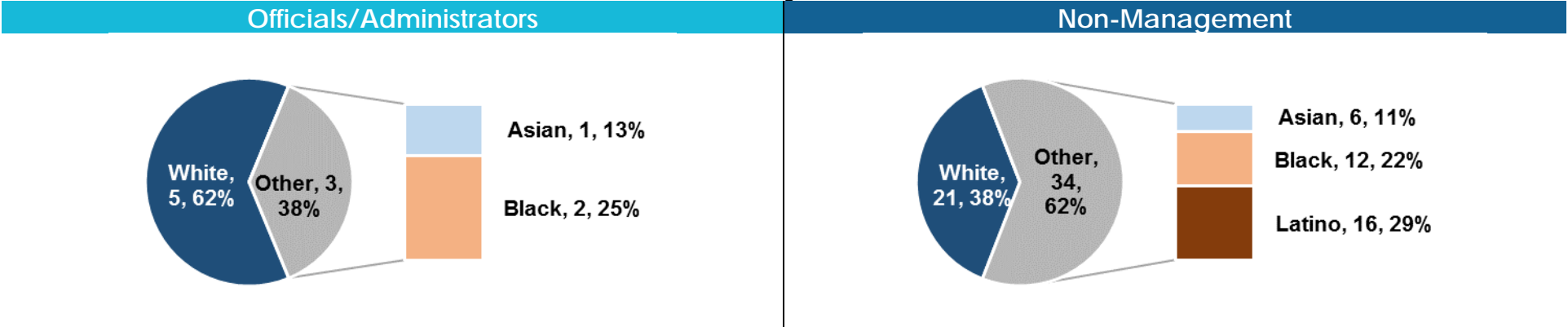
Race/Ethnicity Breakdown – By Department

A) AIRPORT

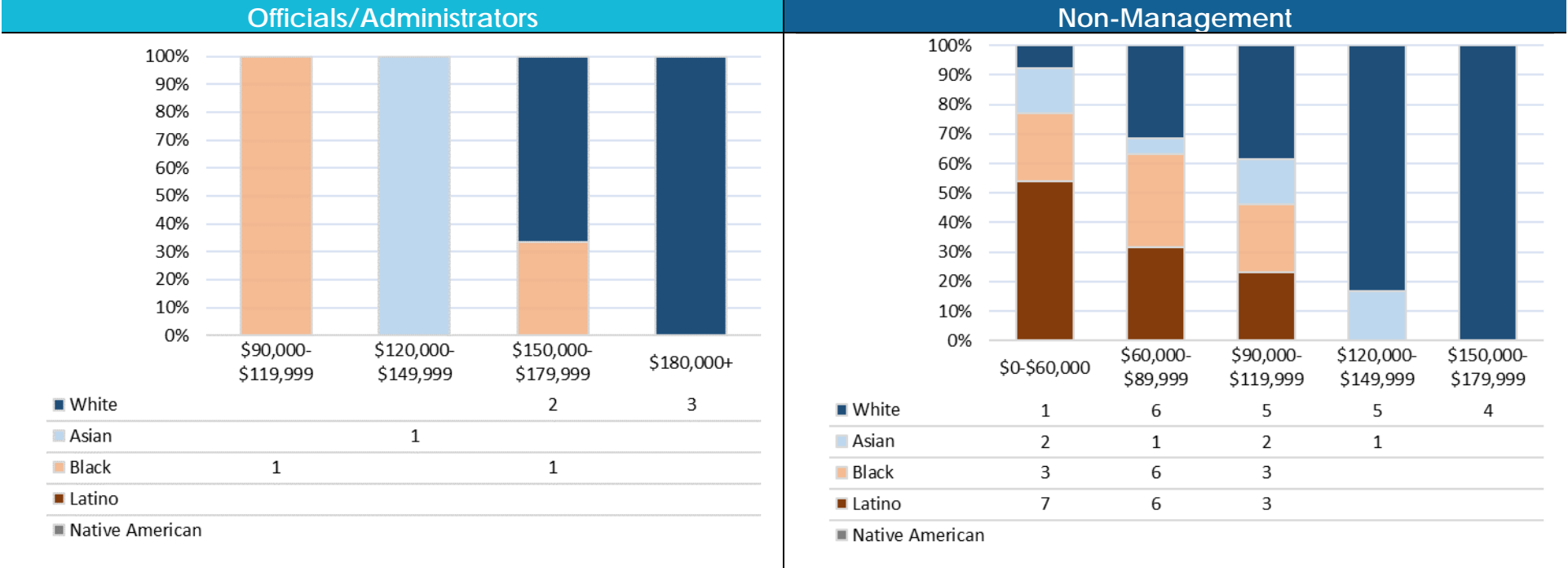


B) CITY ATTORNEY

Race/Ethnicity Breakdown

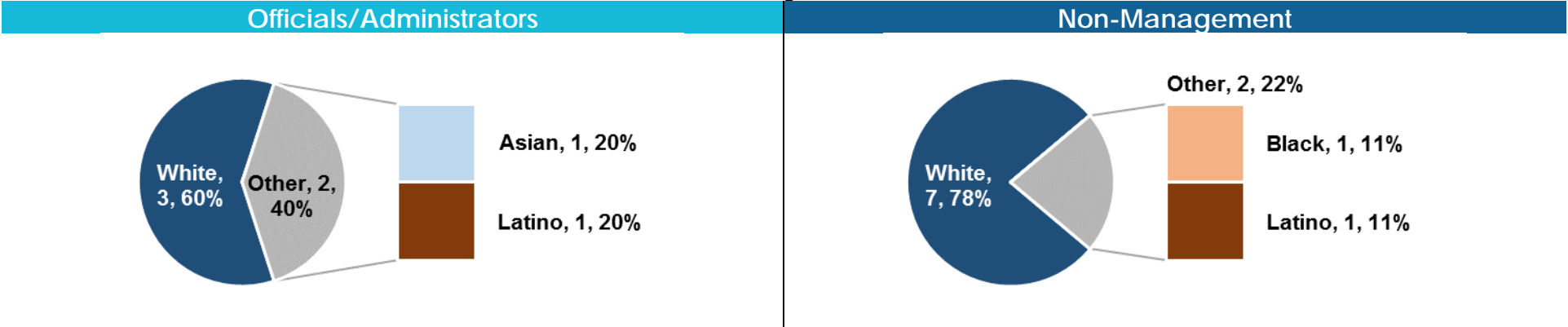


Race/Ethnicity by Salary Bracket

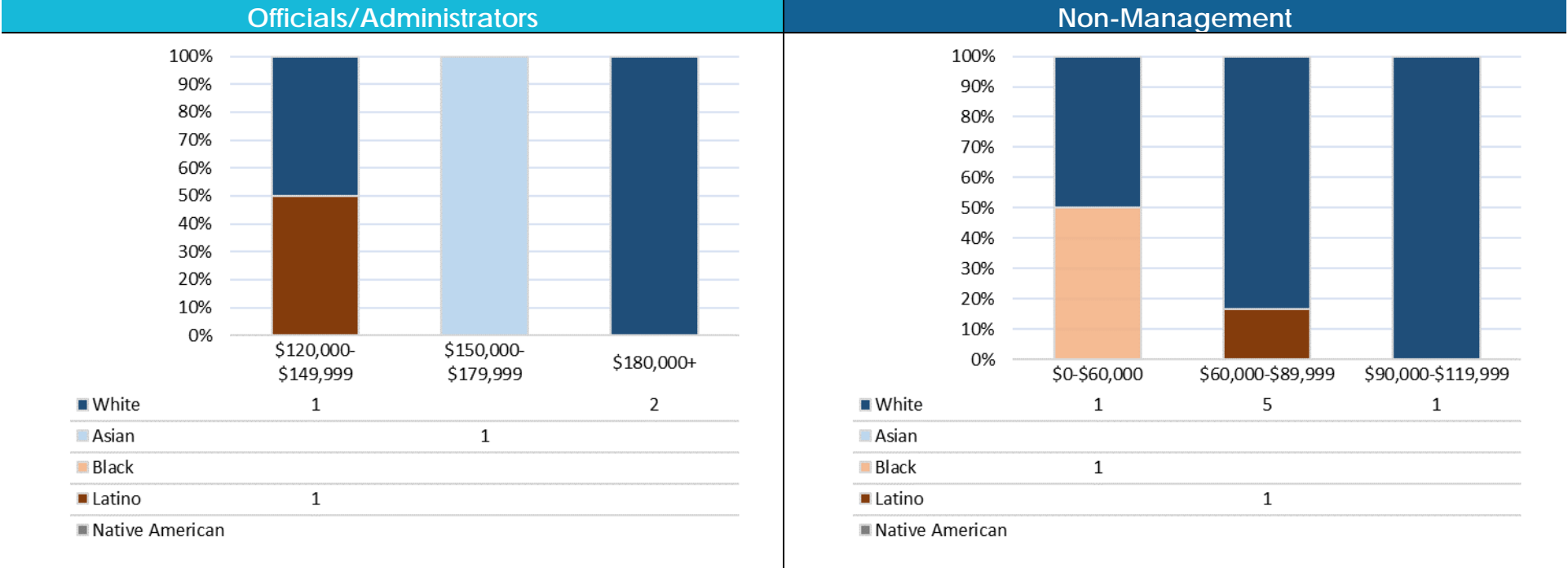


C) CITY AUDITOR

Race/Ethnicity Breakdown



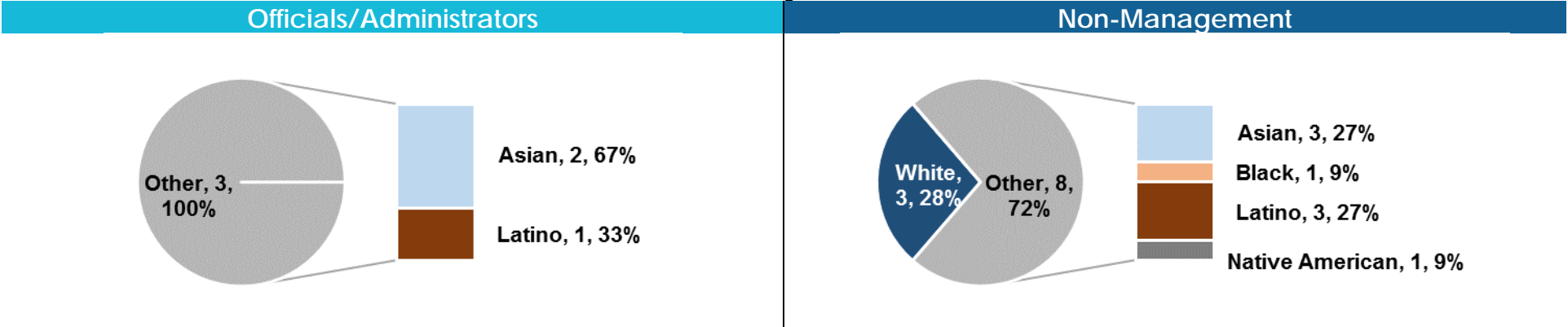
Race/Ethnicity by Salary Bracket



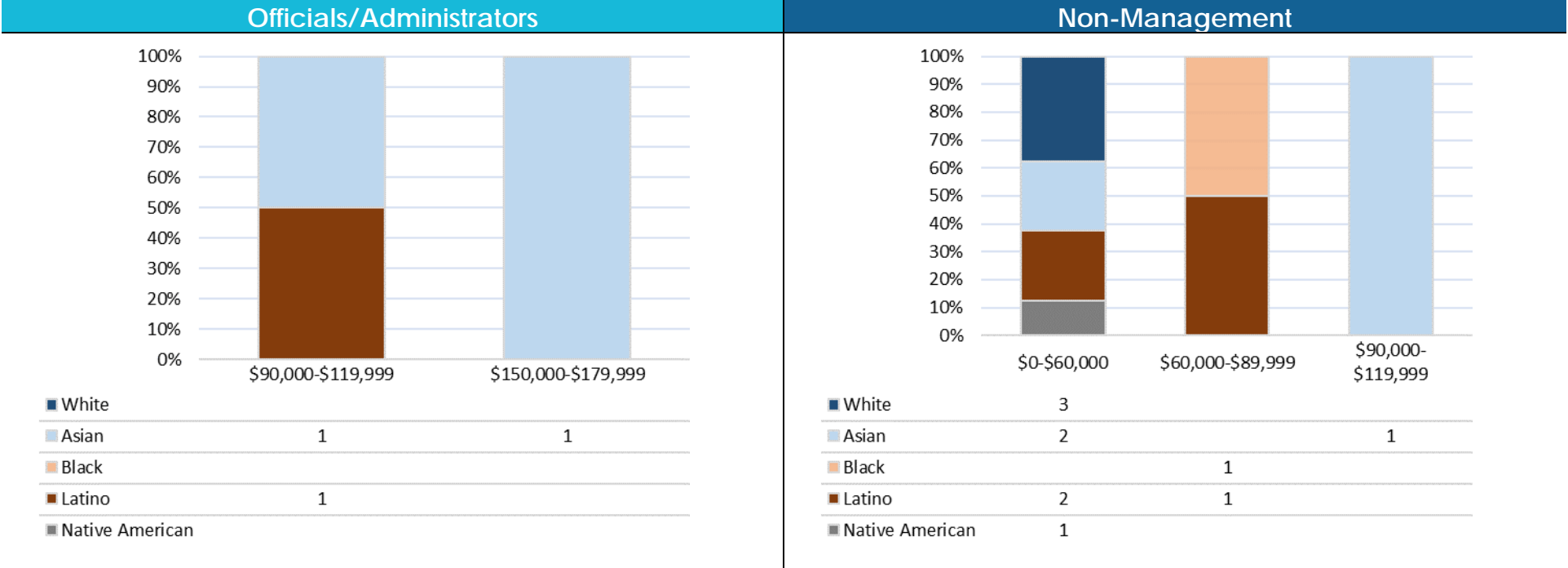
Race/Ethnicity Breakdown – By Department

D) CITY CLERK

Race/Ethnicity Breakdown

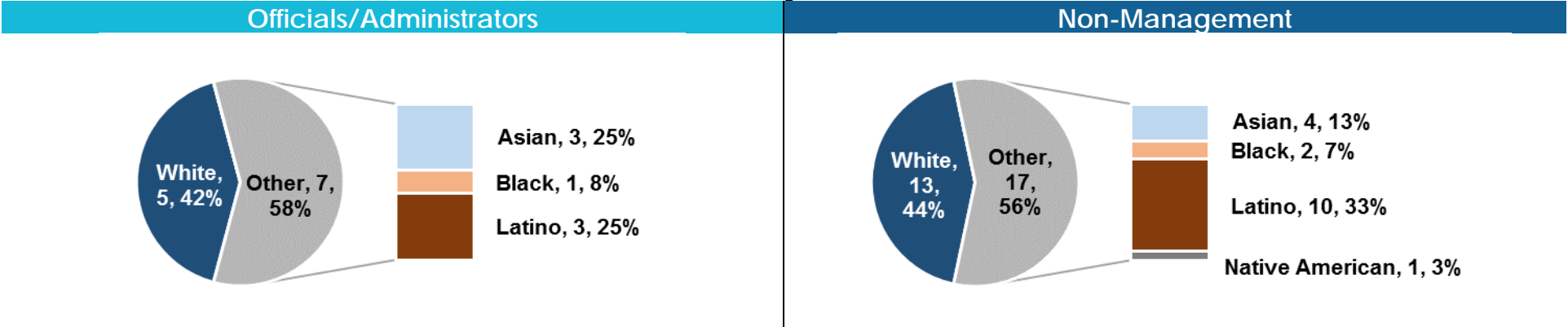


Race/Ethnicity by Salary Bracket

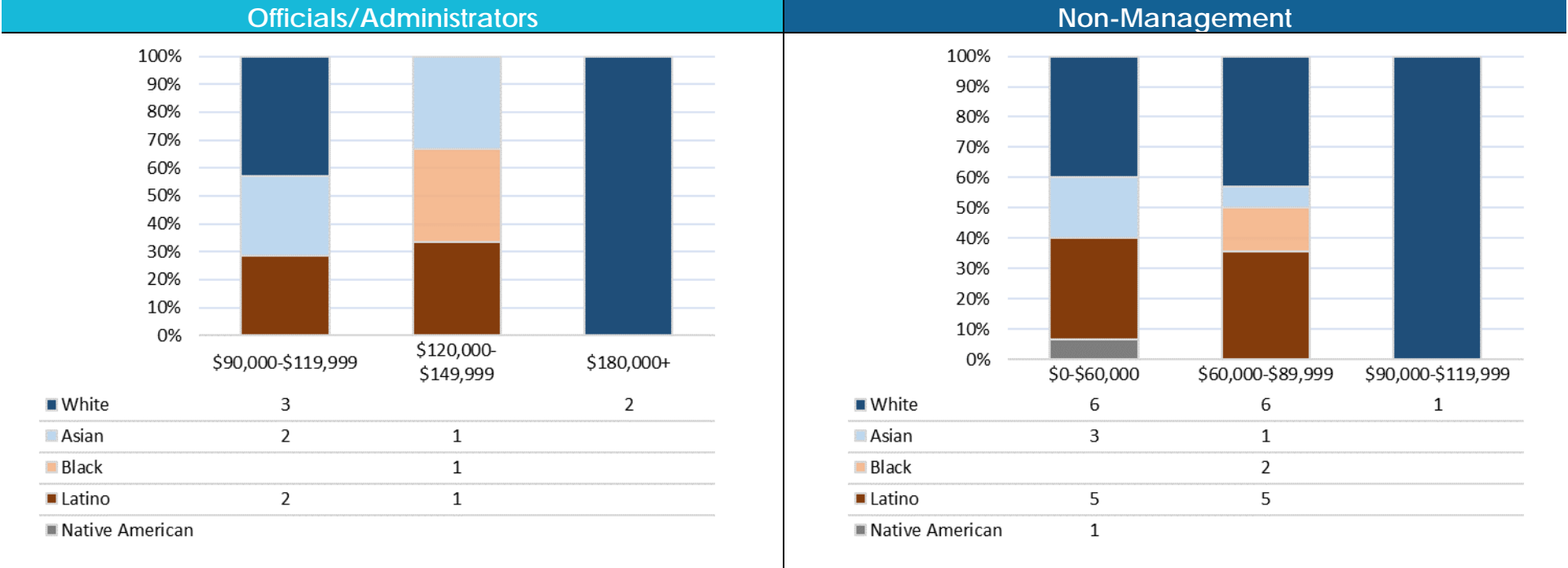


E) CITY MANAGER’S OFFICE

Race/Ethnicity Breakdown

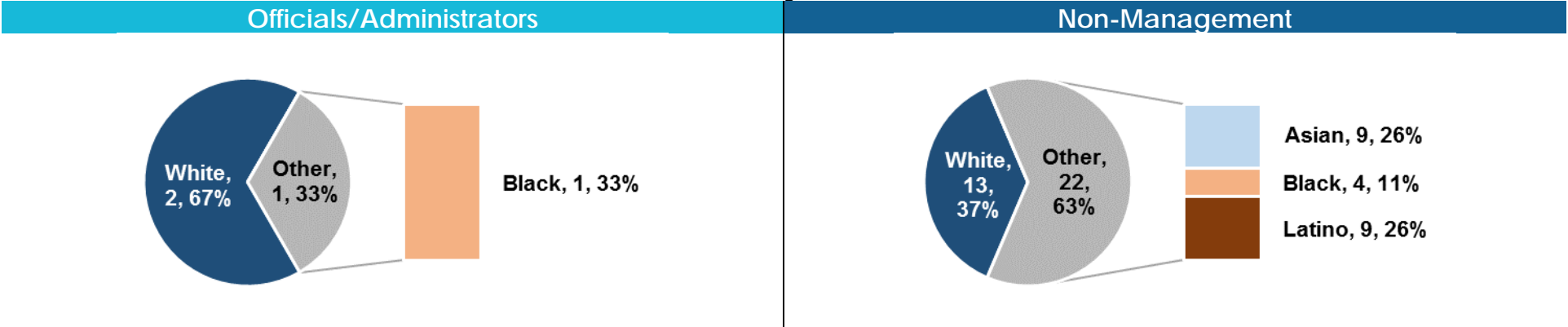


Race/Ethnicity by Salary Bracket

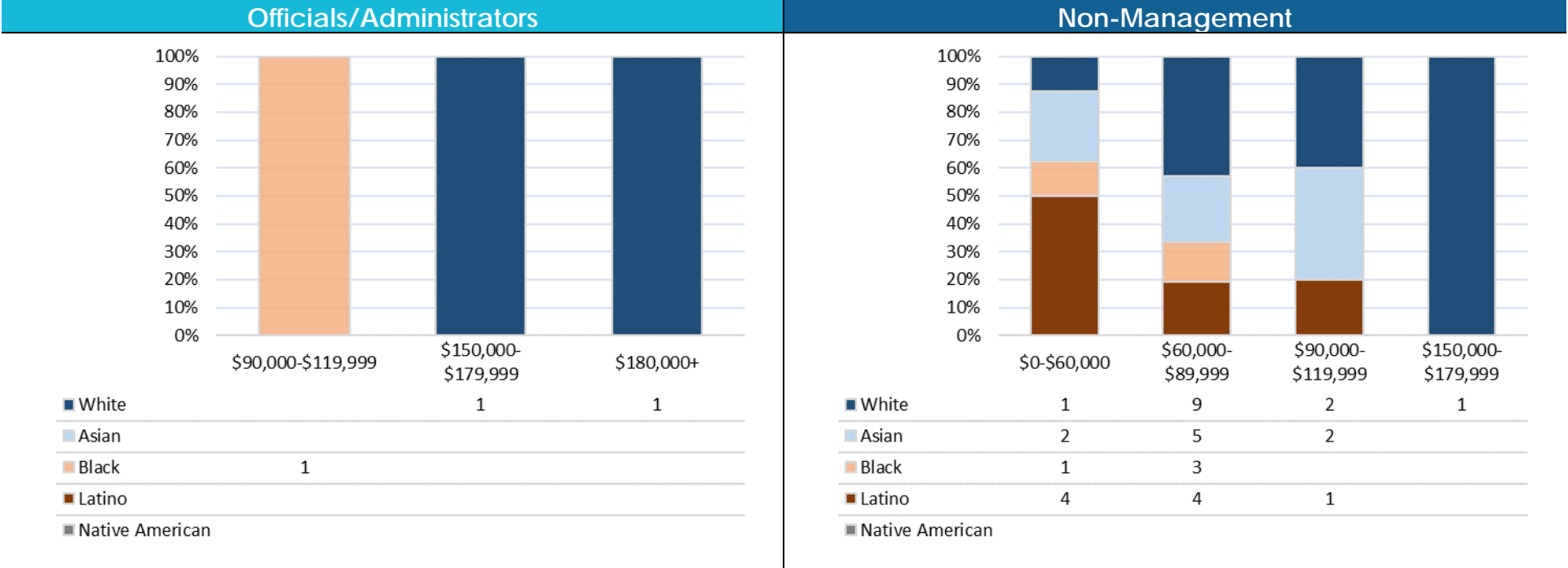


F) CITY PROSECUTOR

Race/Ethnicity Breakdown



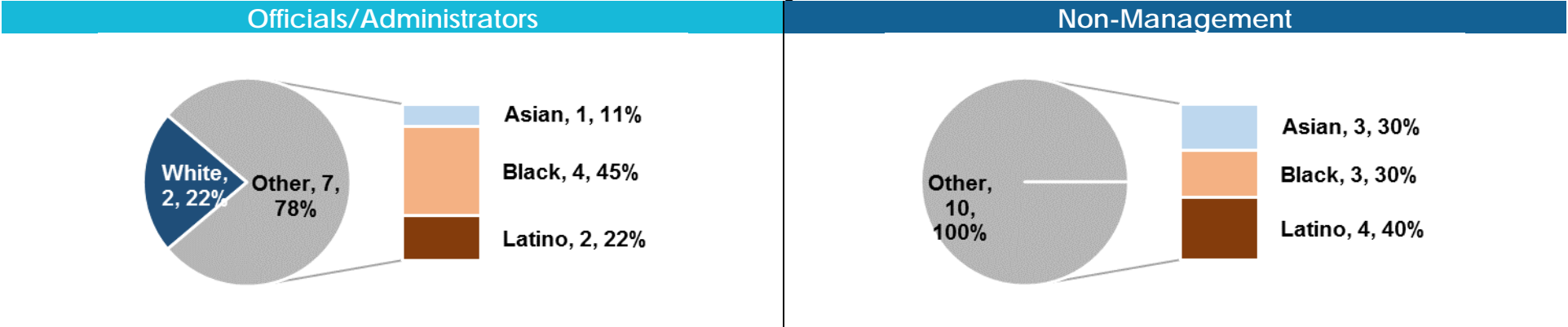
Race/Ethnicity by Salary Bracket



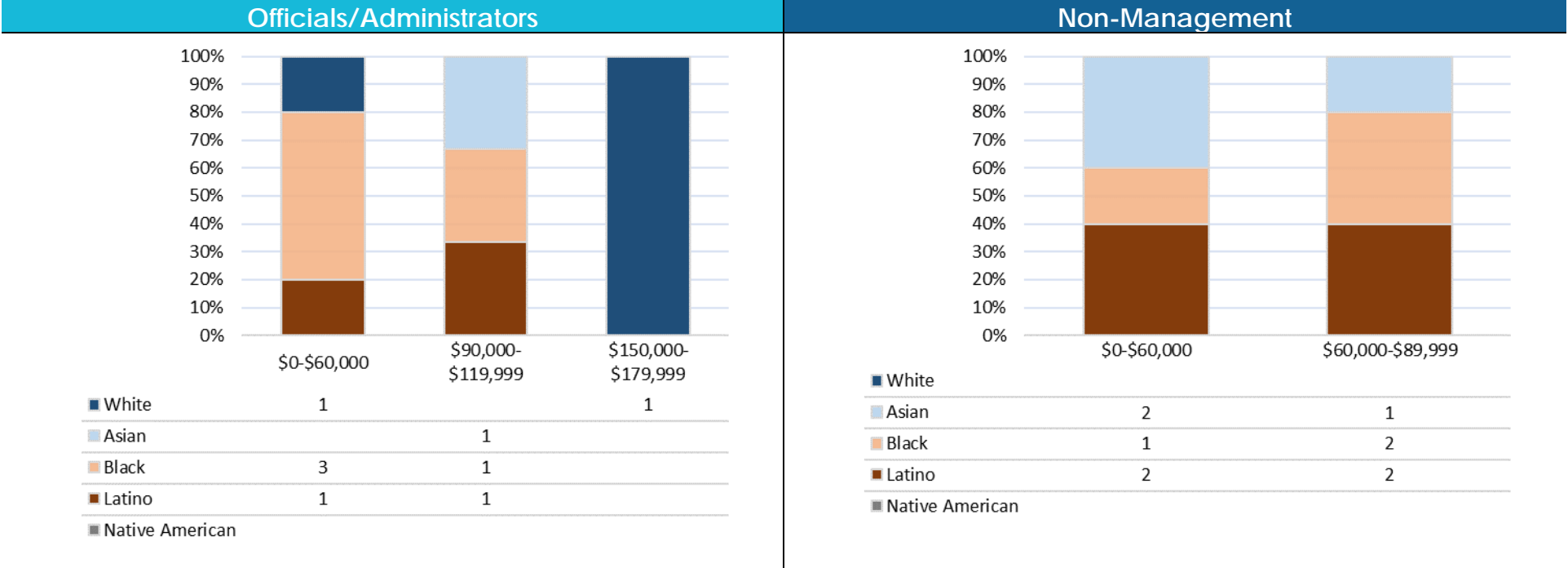
Race/Ethnicity Breakdown – By Department

G) CIVIL SERVICE

Race/Ethnicity Breakdown



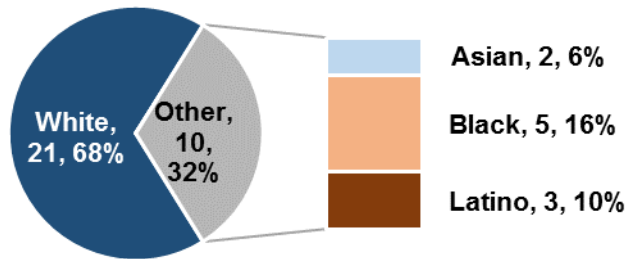
Race/Ethnicity by Salary Bracket



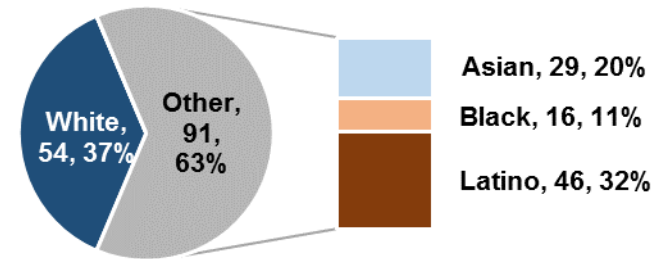
H) DEVELOPMENT SERVICES

Race/Ethnicity Breakdown

Officials/Administrators

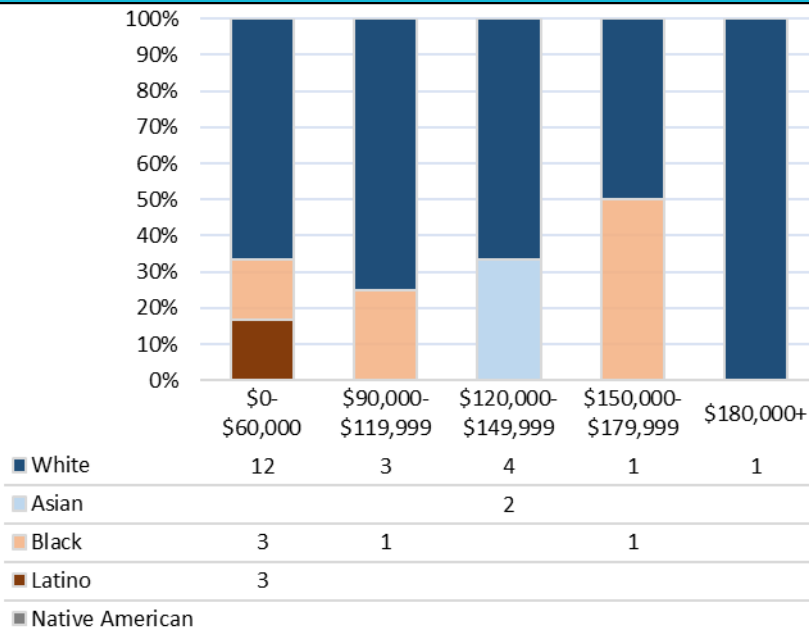


Non-Management

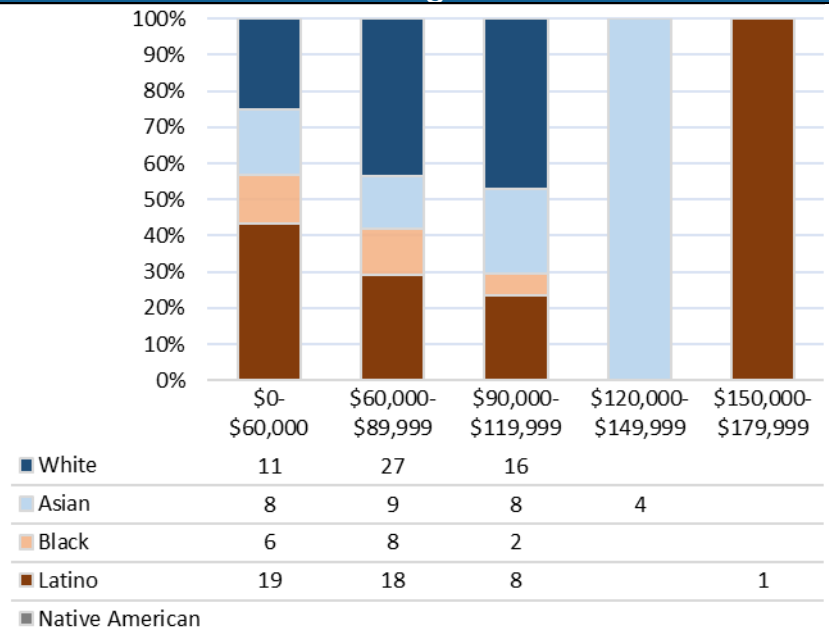


Race/Ethnicity by Salary Bracket

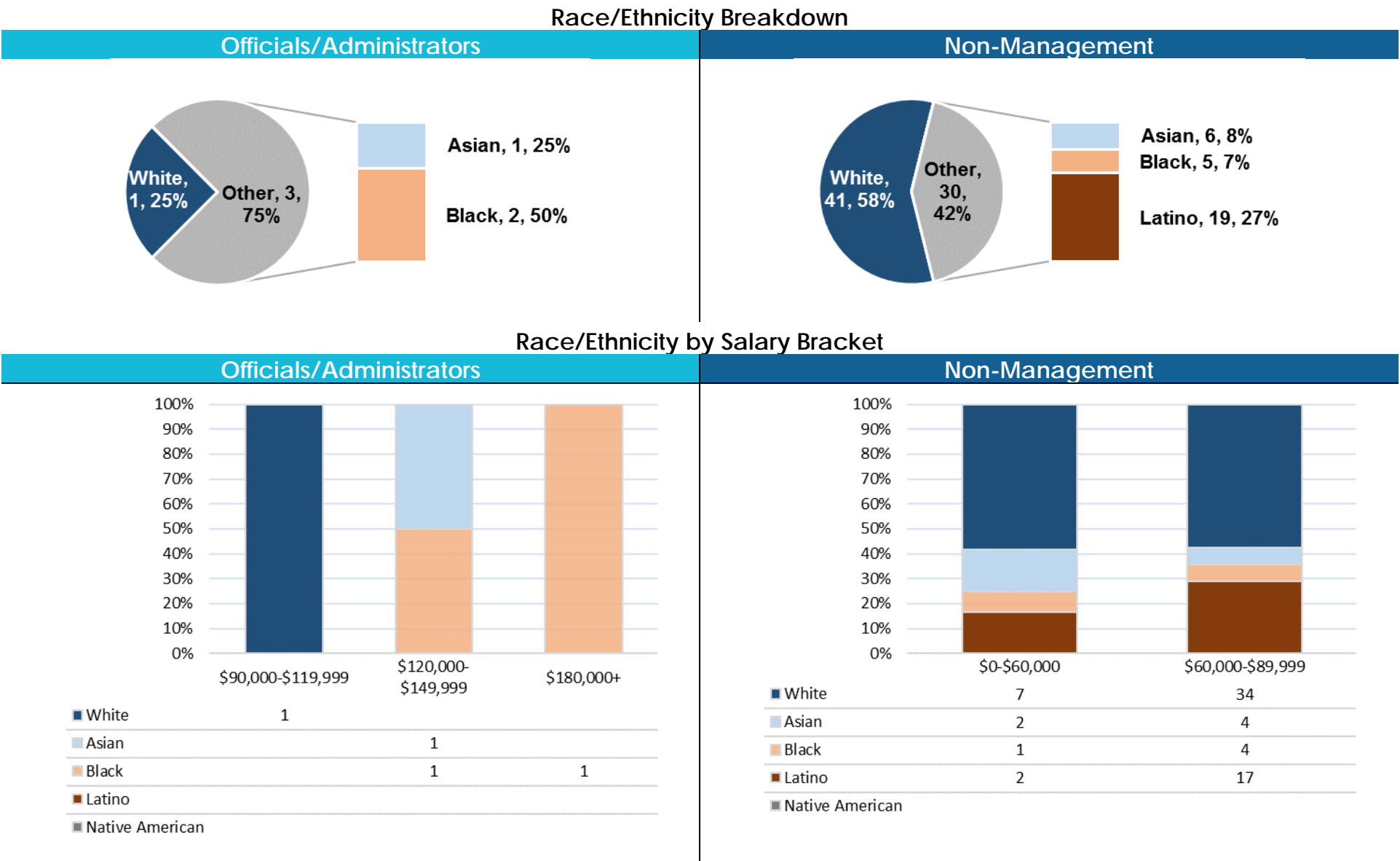
Officials/Administrators



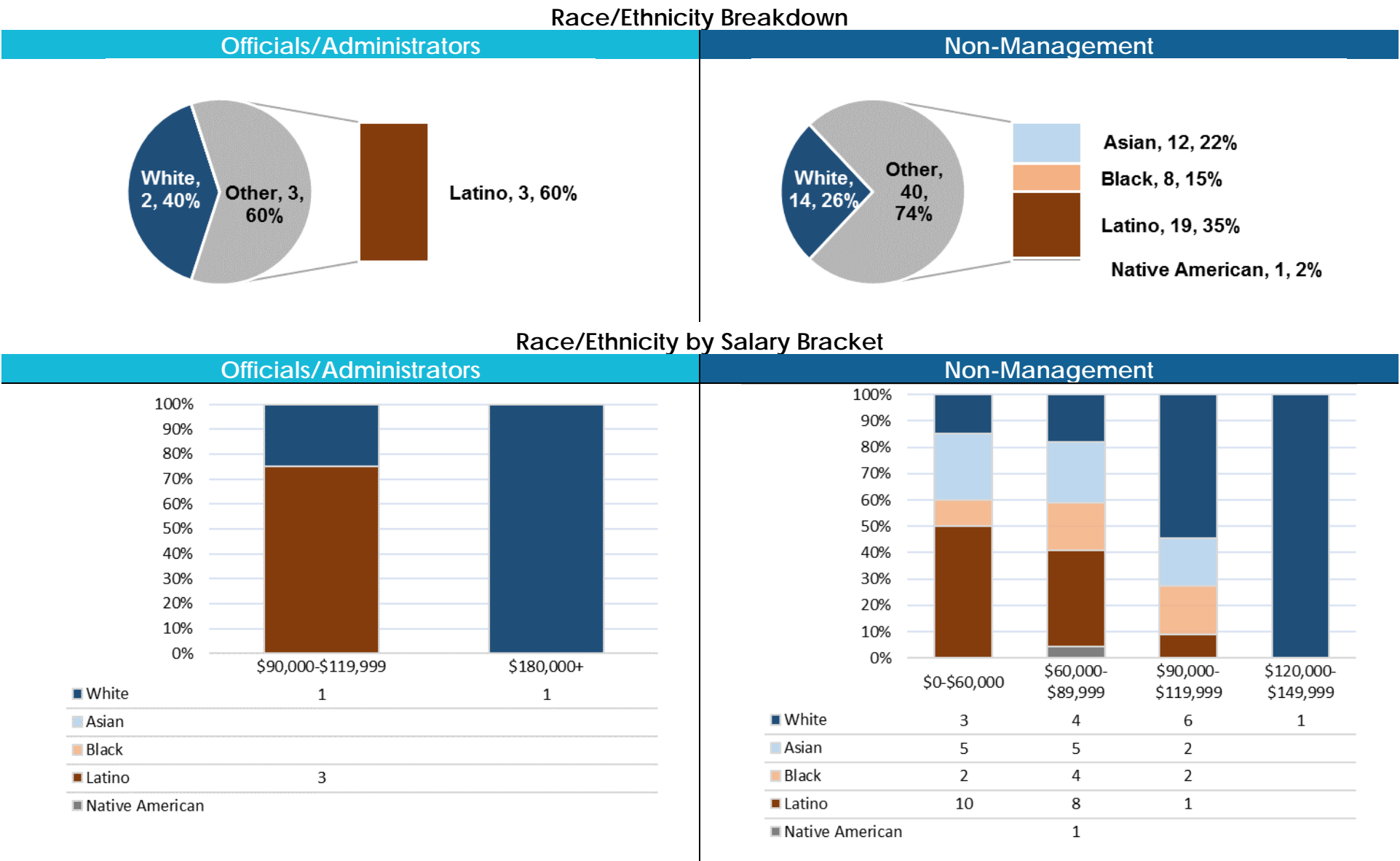
Non-Management



I) DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS

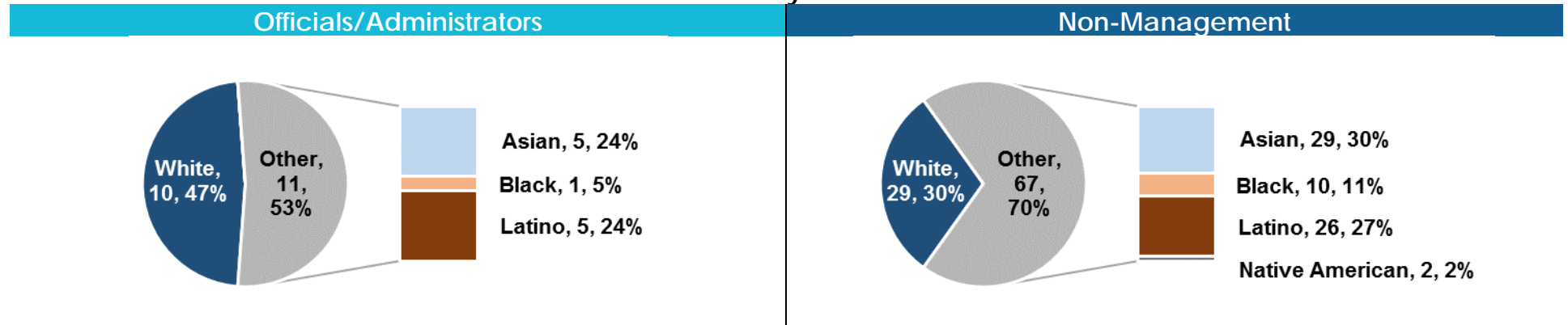


J) ECONOMIC DEVELOPMENT

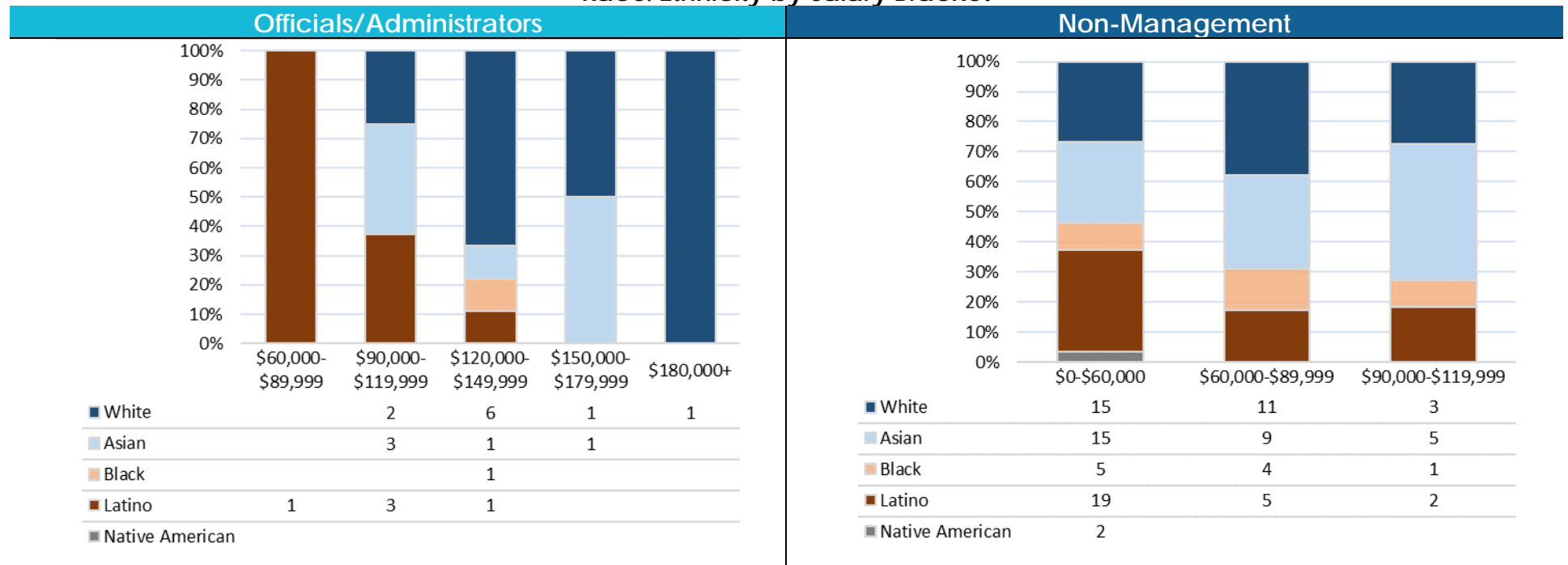


K) FINANCIAL MANAGEMENT

Race/Ethnicity Breakdown



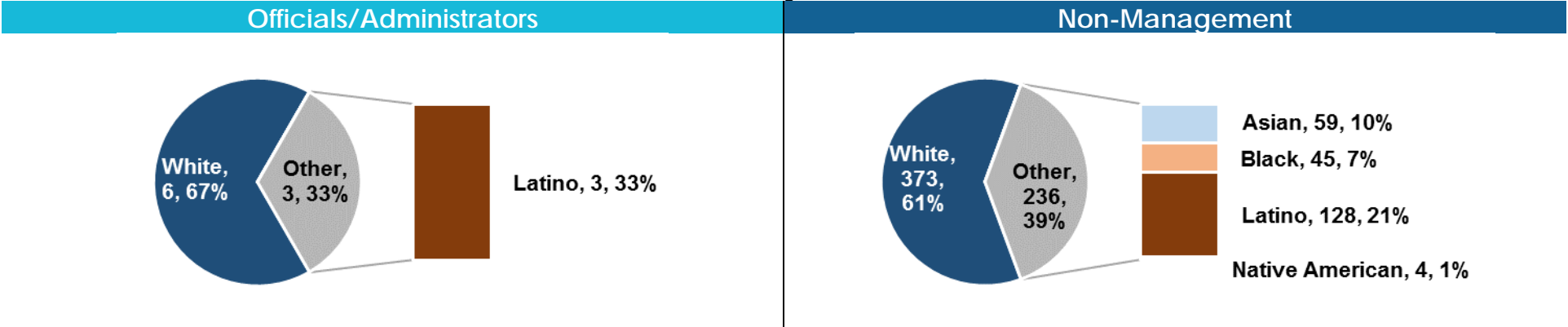
Race/Ethnicity by Salary Bracket



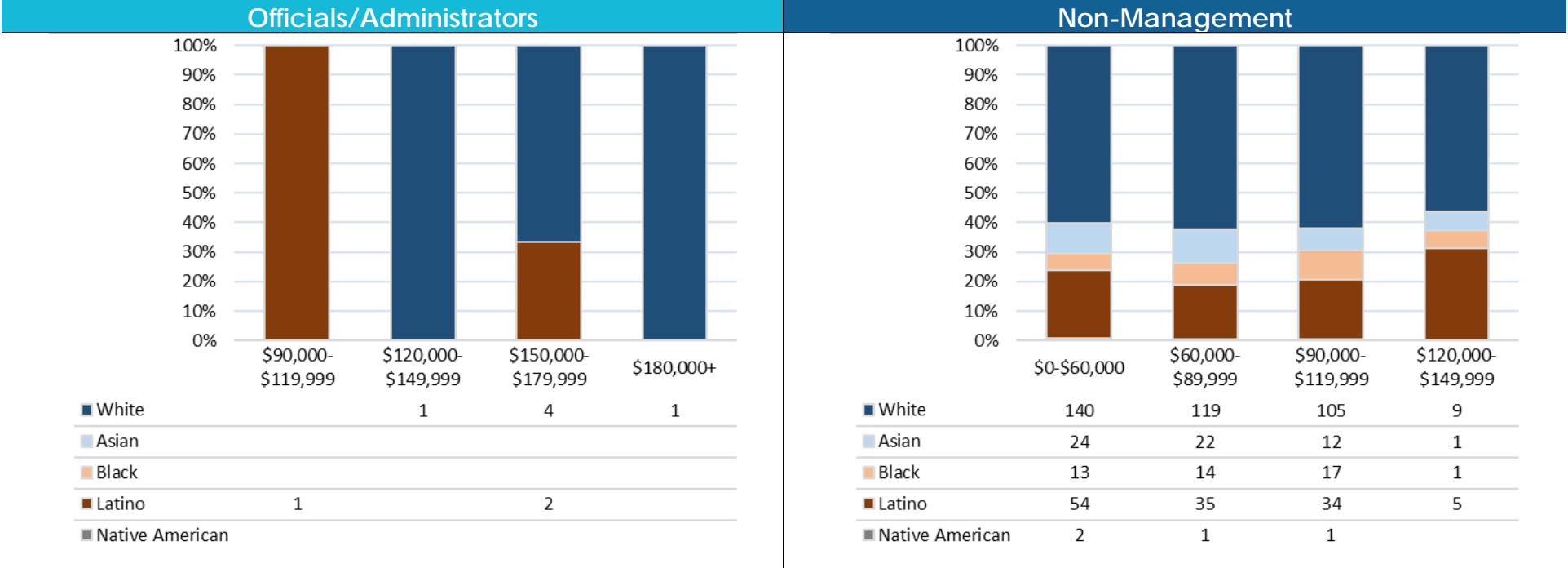
Race/Ethnicity Breakdown – By Department

L) FIRE

Race/Ethnicity Breakdown



Race/Ethnicity by Salary Bracket

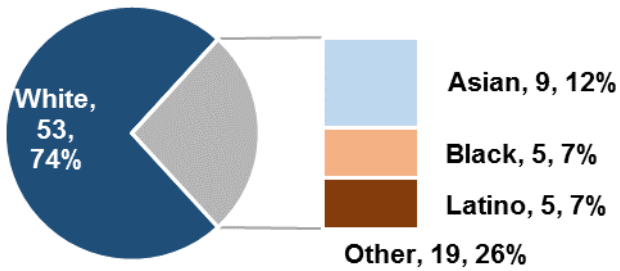


Race/Ethnicity Breakdown – By Department

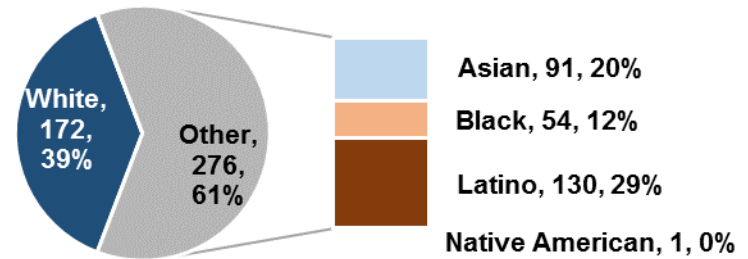
M) HARBOR

Race/Ethnicity Breakdown

Officials/Administrators

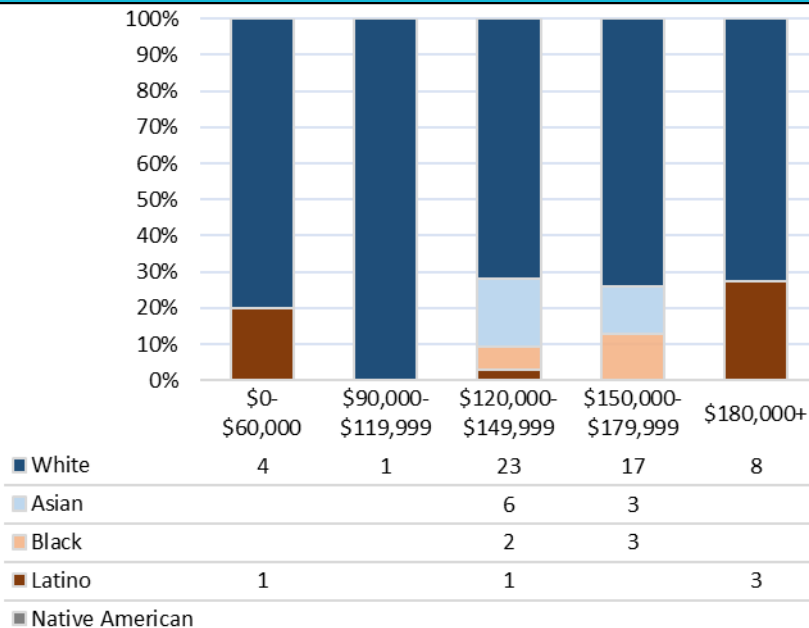


Non-Management

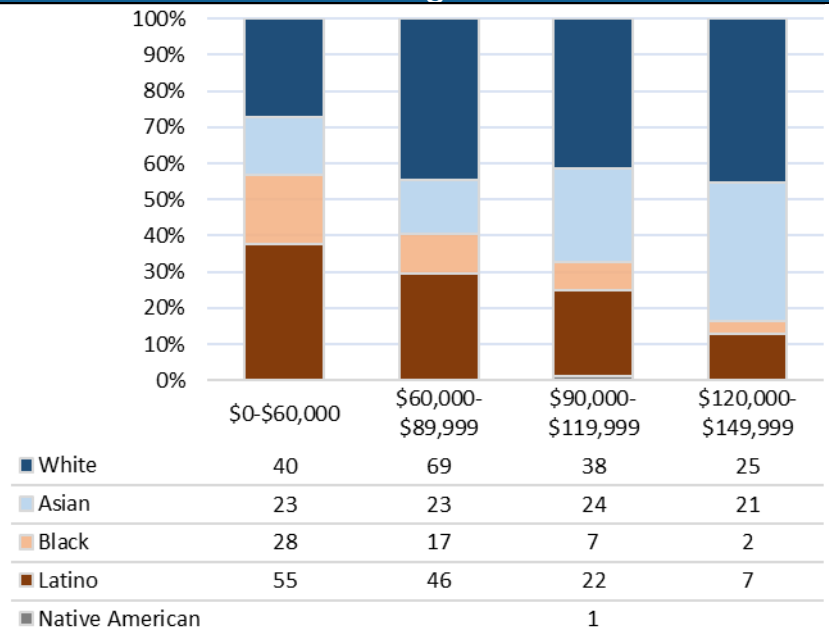


Race/Ethnicity by Salary Bracket

Officials/Administrators

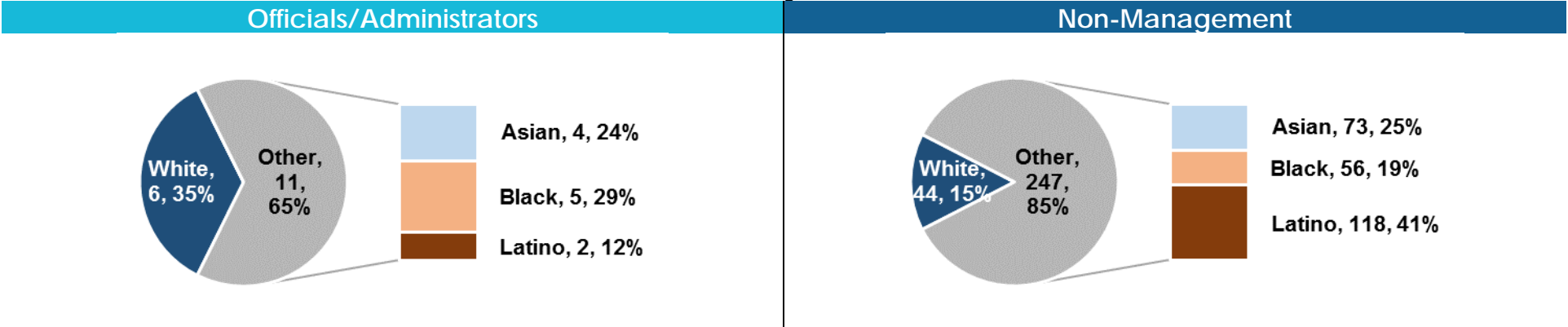


Non-Management

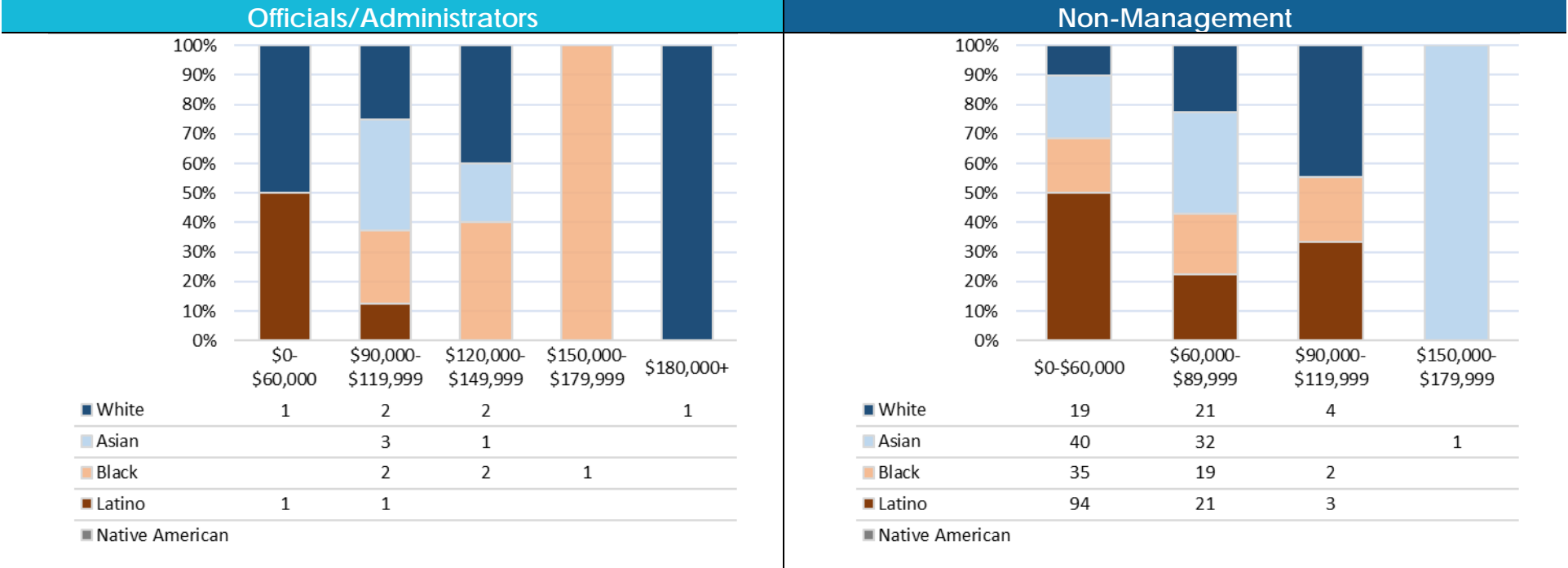


N) HEALTH & HUMAN SERVICES

Race/Ethnicity Breakdown

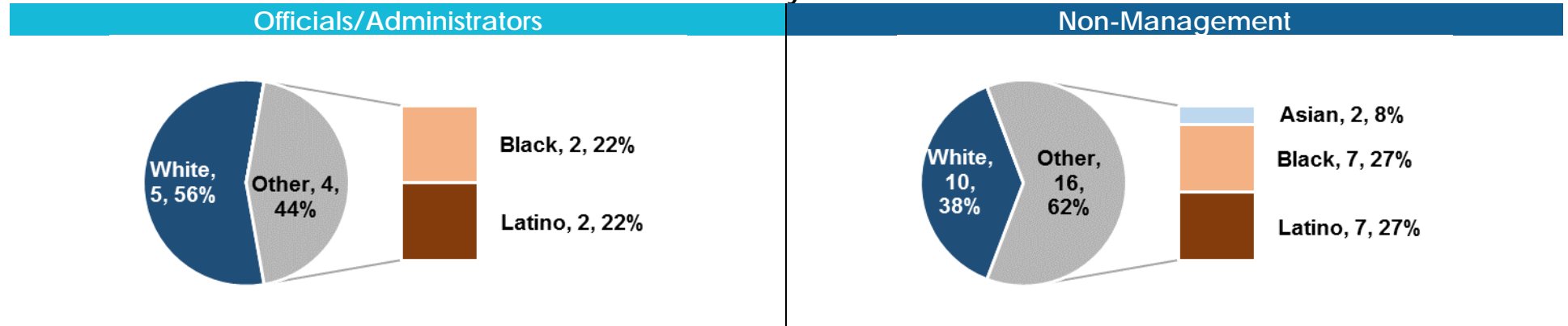


Race/Ethnicity by Salary Bracket

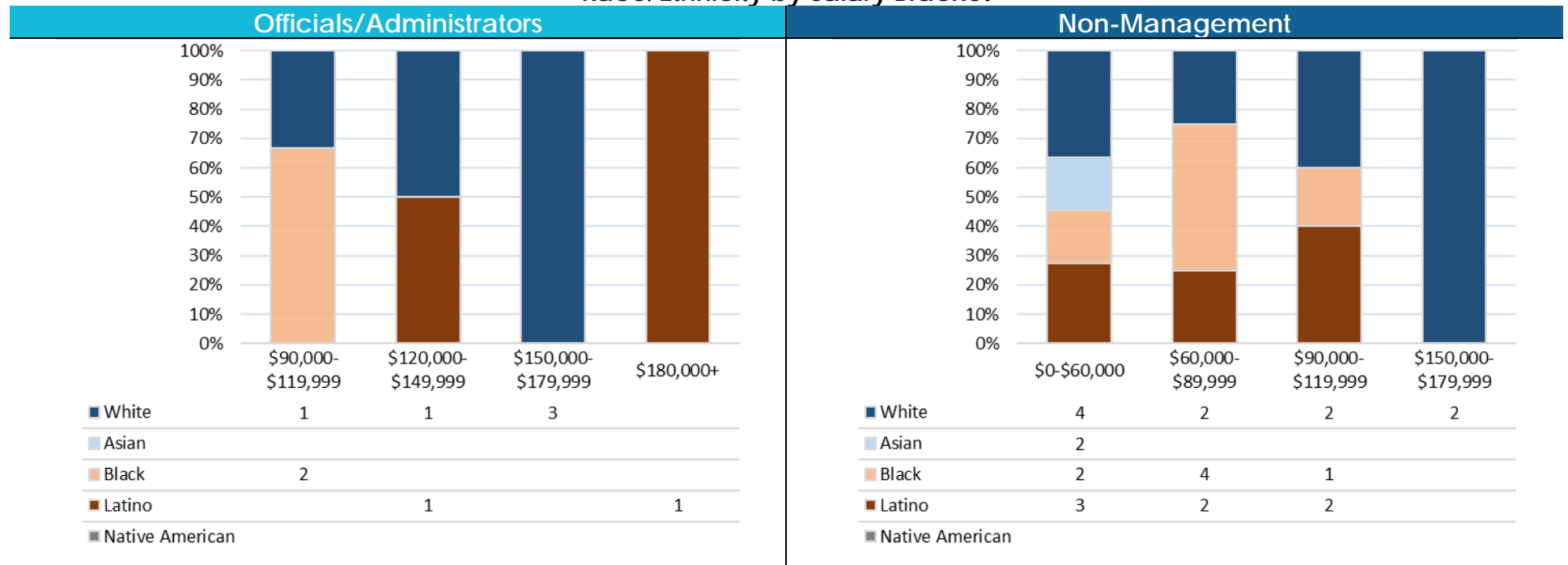


O) HUMAN RESOURCES

Race/Ethnicity Breakdown

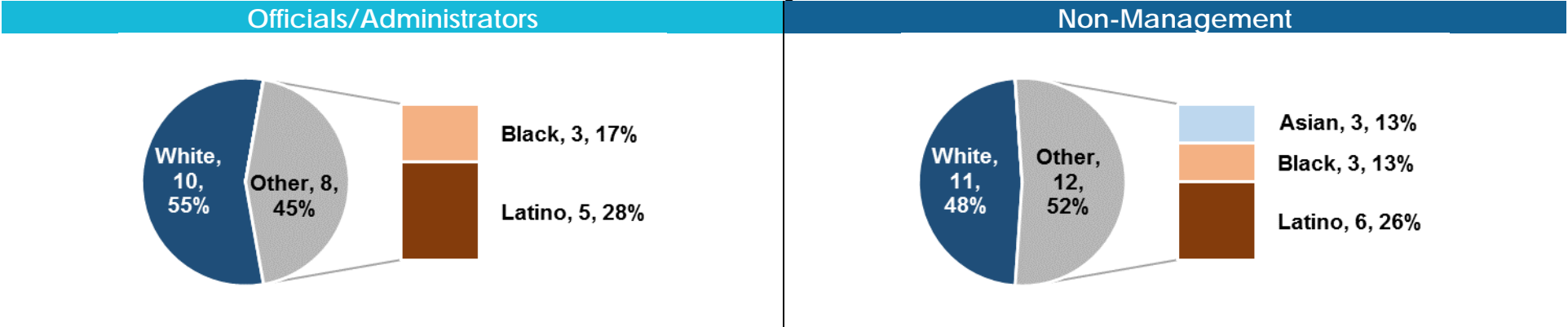


Race/Ethnicity by Salary Bracket

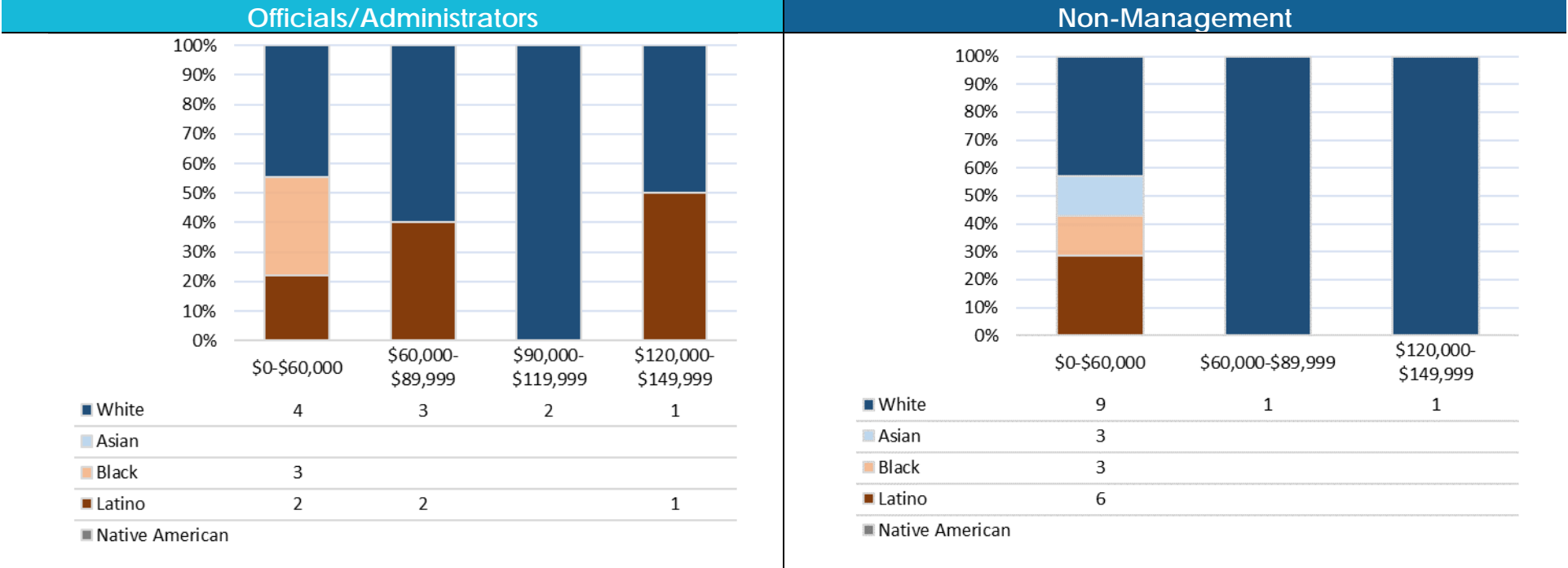


P) LEGISLATIVE

Race/Ethnicity Breakdown

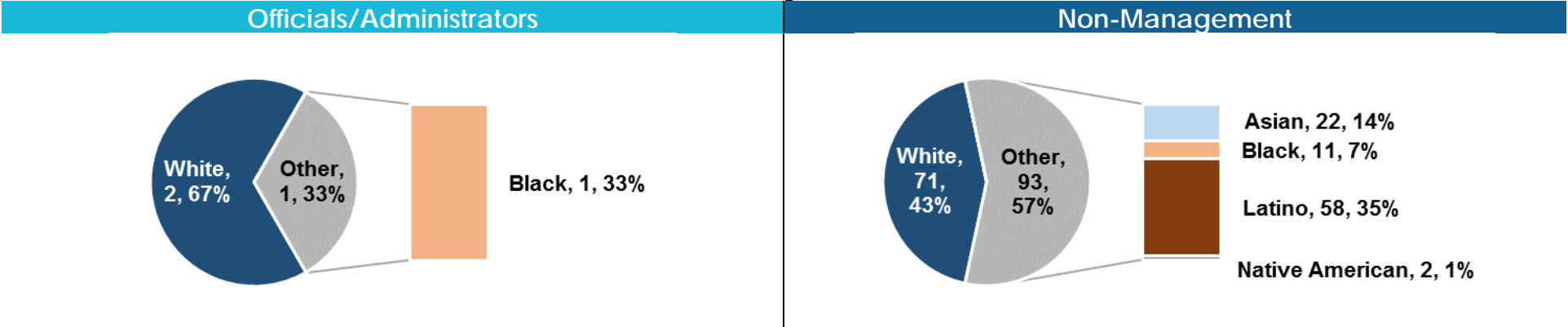


Race/Ethnicity by Salary Bracket

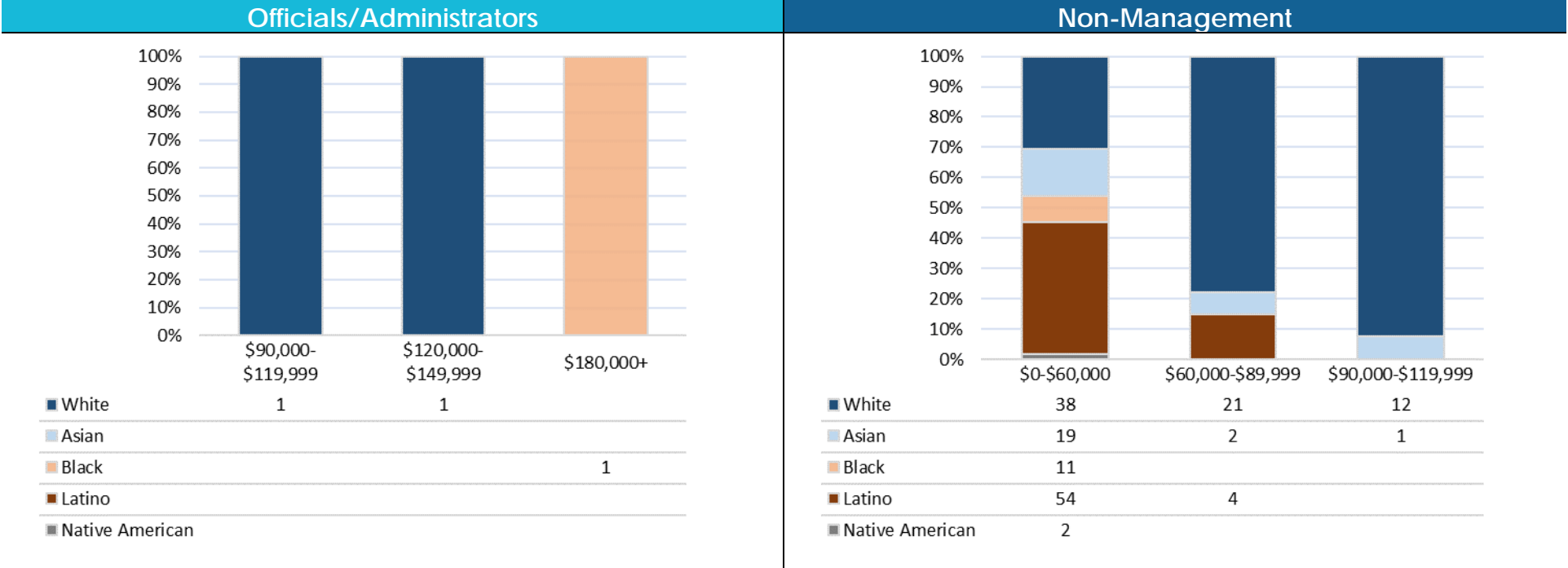


Q) LIBRARY SERVICES

Race/Ethnicity Breakdown

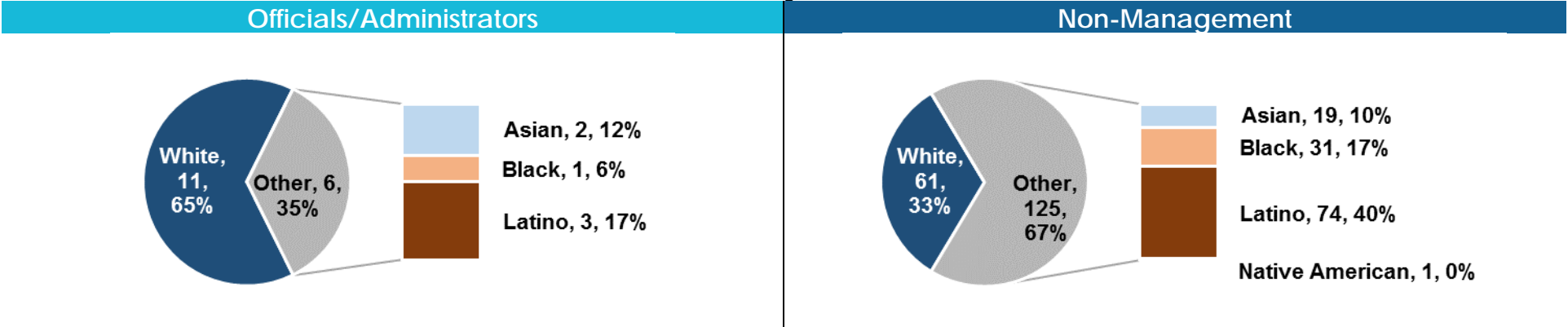


Race/Ethnicity by Salary Bracket

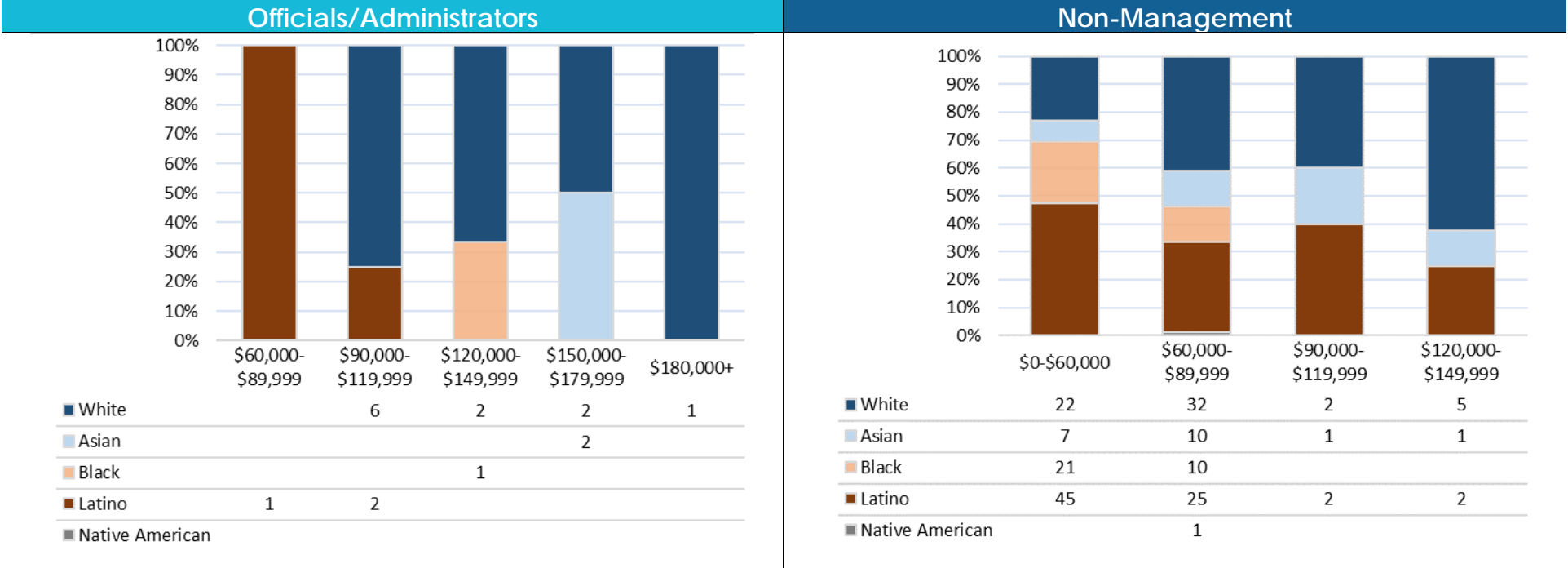


R) LONG BEACH GAS & OIL

Race/Ethnicity Breakdown



Race/Ethnicity by Salary Bracket

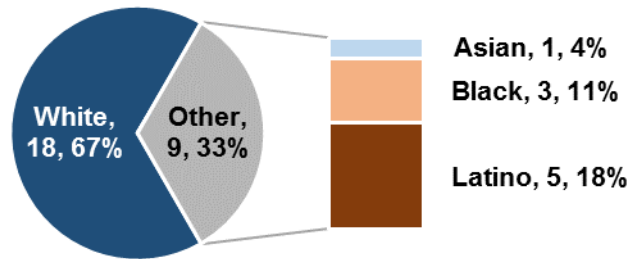


Race/Ethnicity Breakdown – By Department

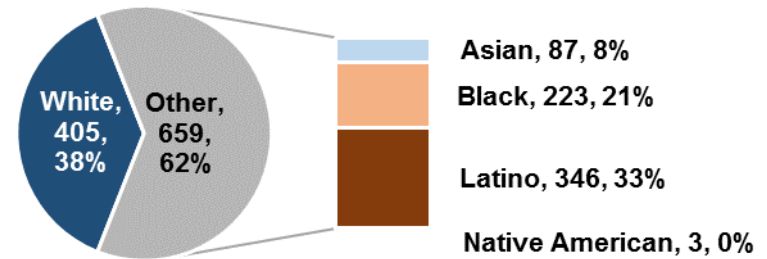
S) PARKS, RECREATION & MARINE

Race/Ethnicity Breakdown

Officials/Administrators

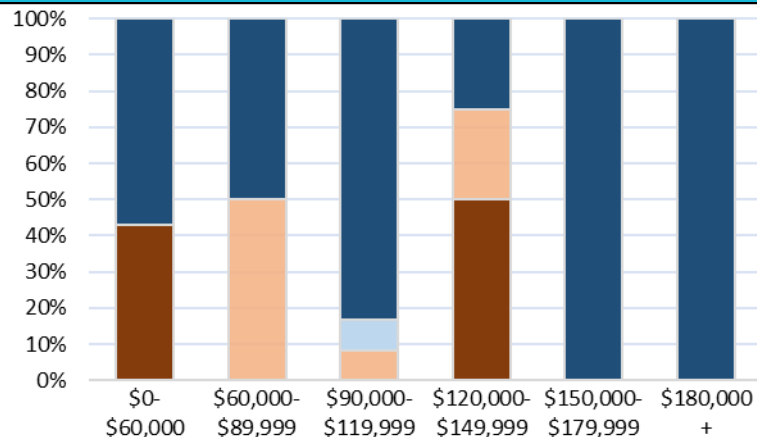


Non-Management

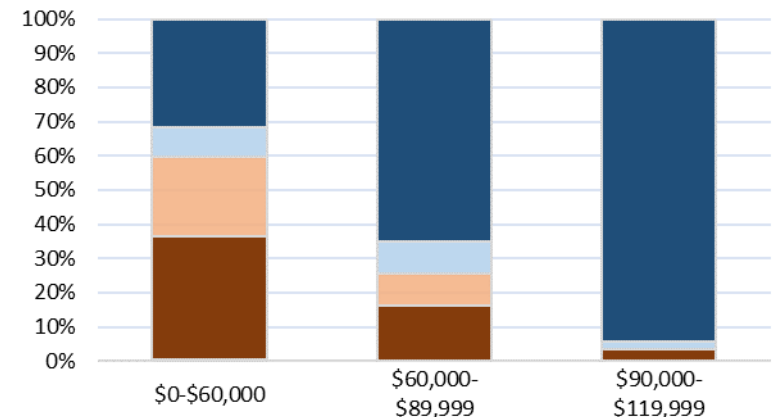


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management



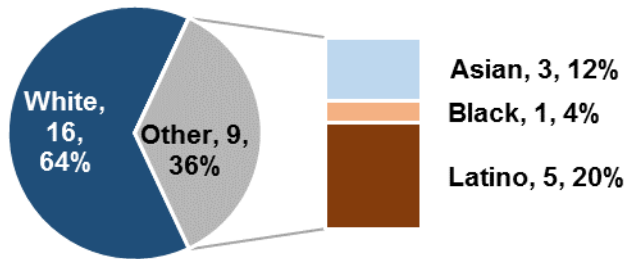
| | | | |
|-----------------|-----|----|----|
| White | 295 | 28 | 82 |
| Asian | 81 | 4 | 2 |
| Black | 219 | 4 | |
| Latino | 336 | 7 | 3 |
| Native American | 3 | | |

Race/Ethnicity Breakdown – By Department

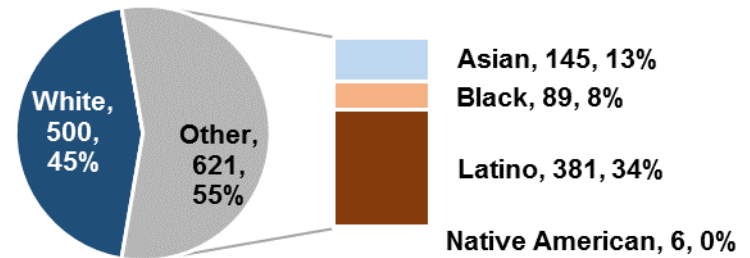
T) POLICE

Race/Ethnicity Breakdown

Officials/Administrators

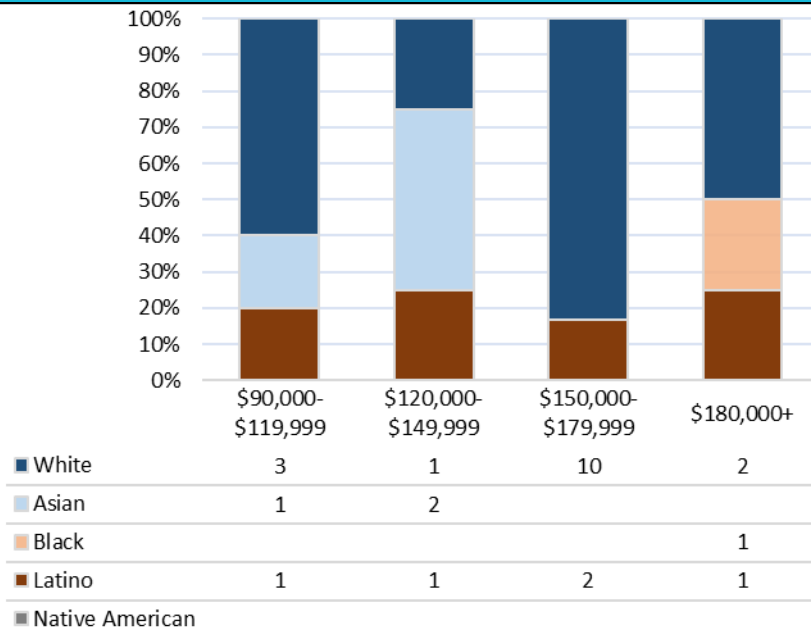


Non-Management

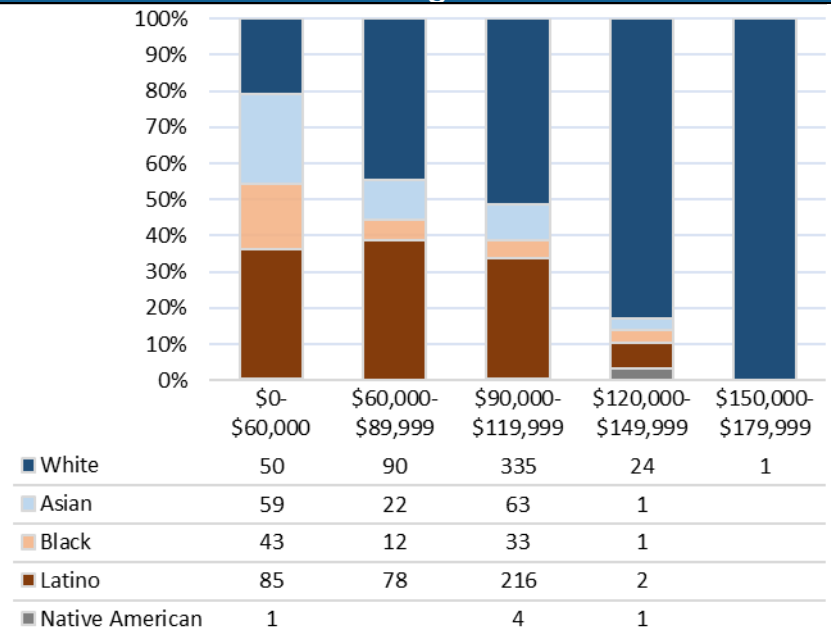


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

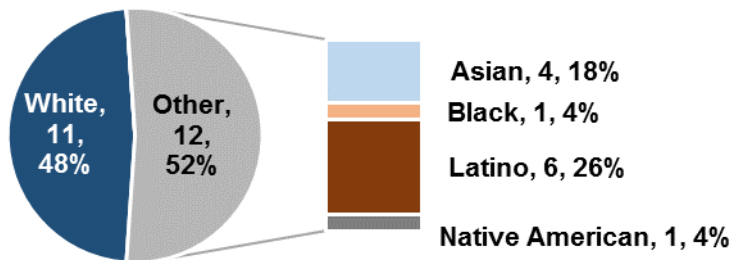


Race/Ethnicity Breakdown – By Department

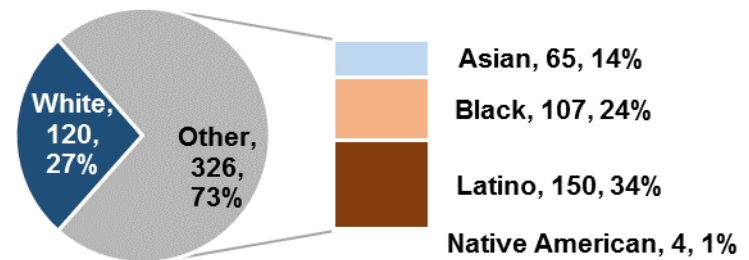
U) PUBLIC WORKS

Race/Ethnicity Breakdown

Officials/Administrators

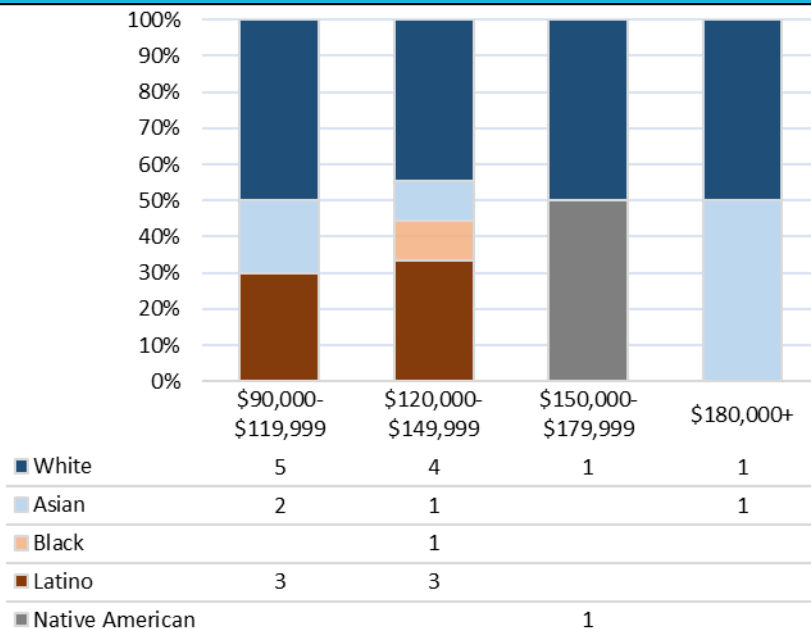


Non-Management

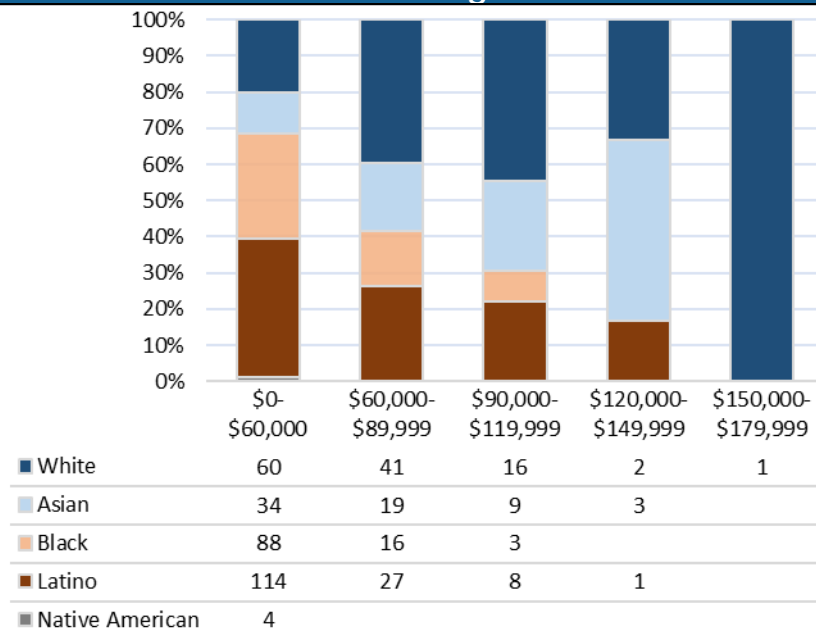


Race/Ethnicity by Salary Bracket

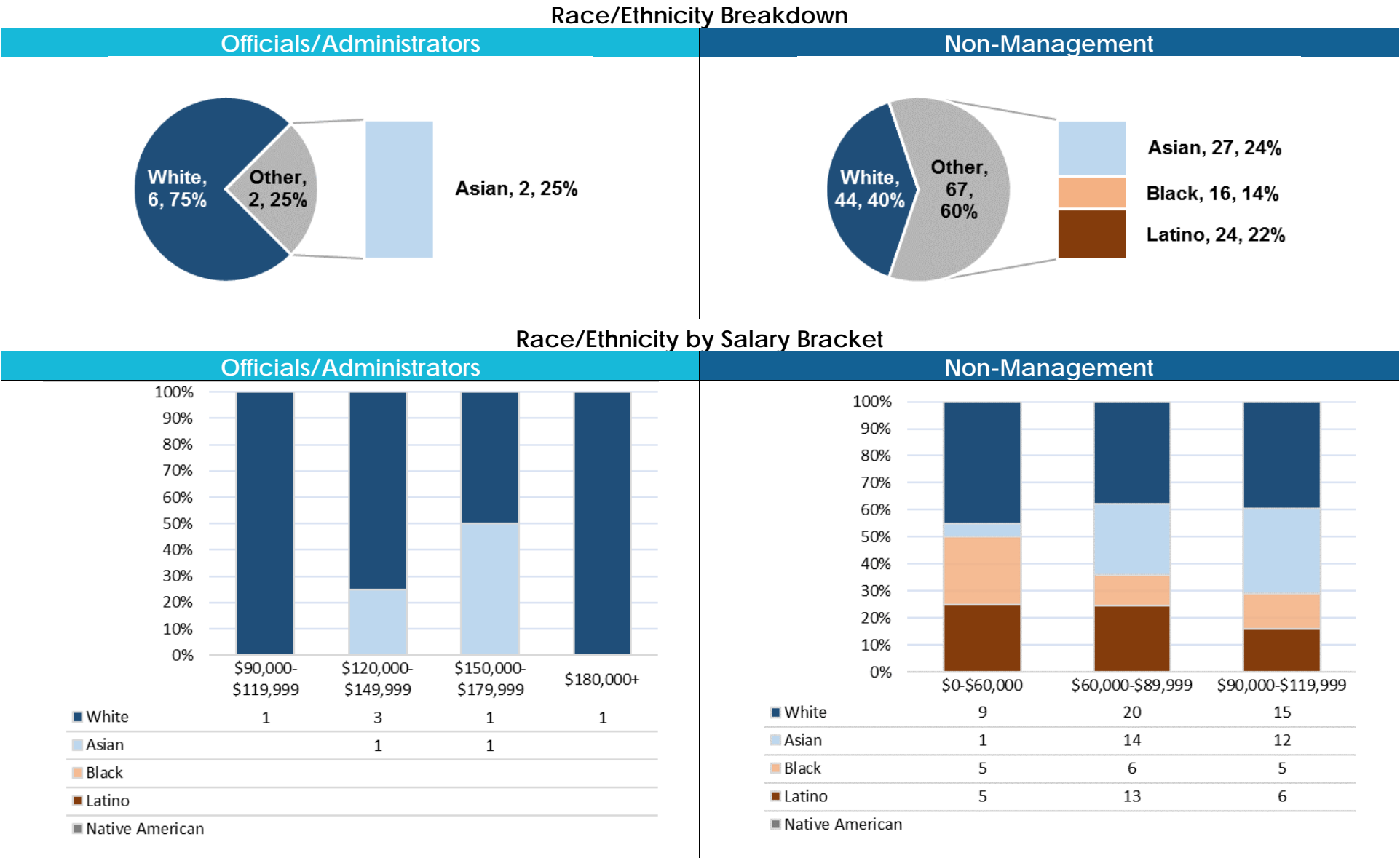
Officials/Administrators



Non-Management



V) TECHNOLOGY AND INNOVATION

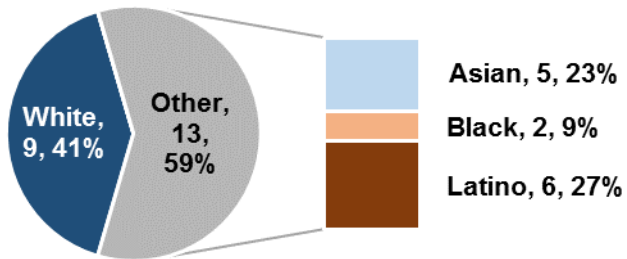


Race/Ethnicity Breakdown – By Department

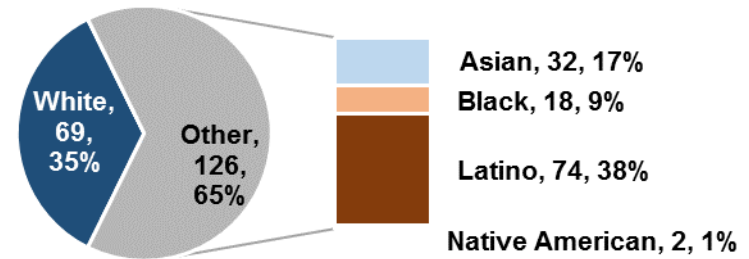
W) WATER

Race/Ethnicity Breakdown

Officials/Administrators

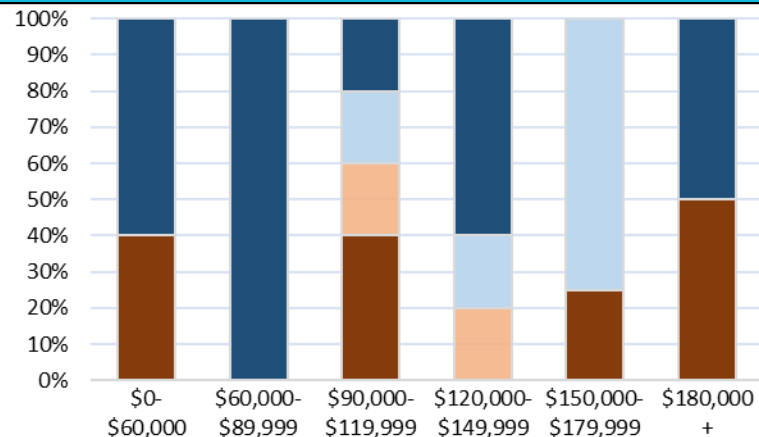


Non-Management

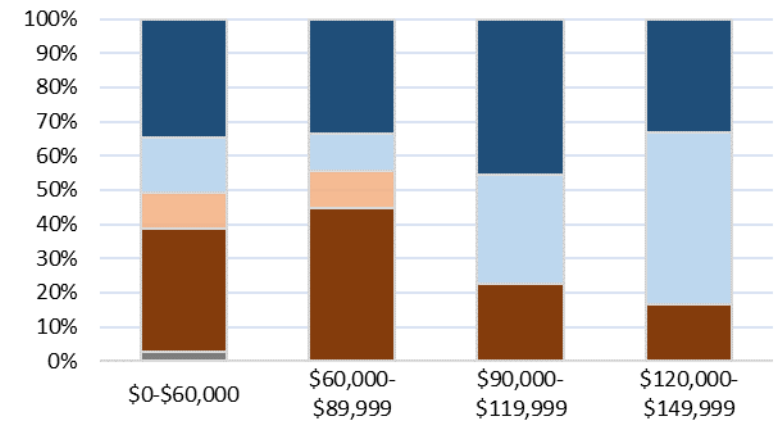


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management



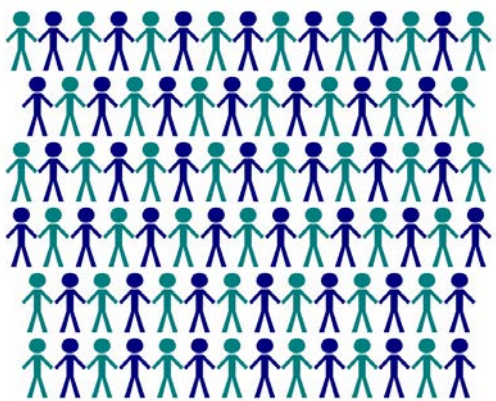
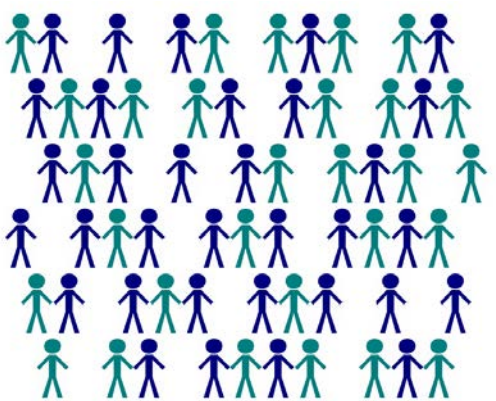
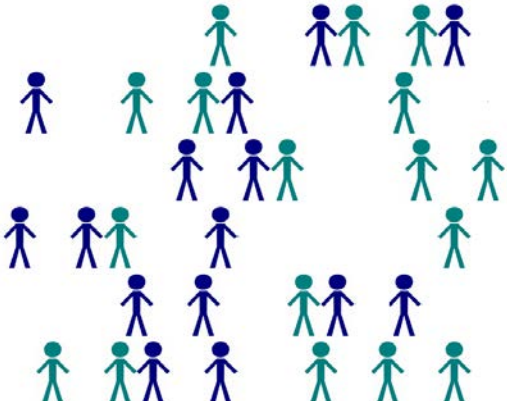
PART III - CIVIL SERVICE RECRUITMENT AND HIRING

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.



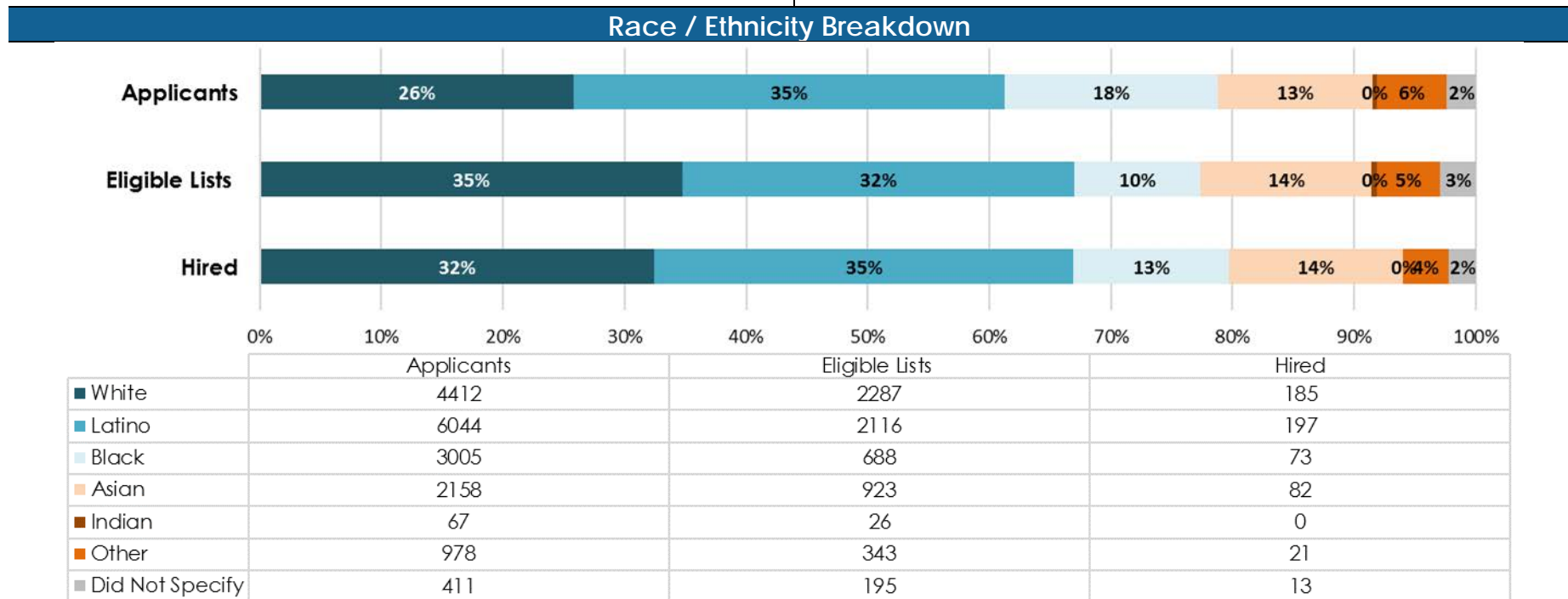
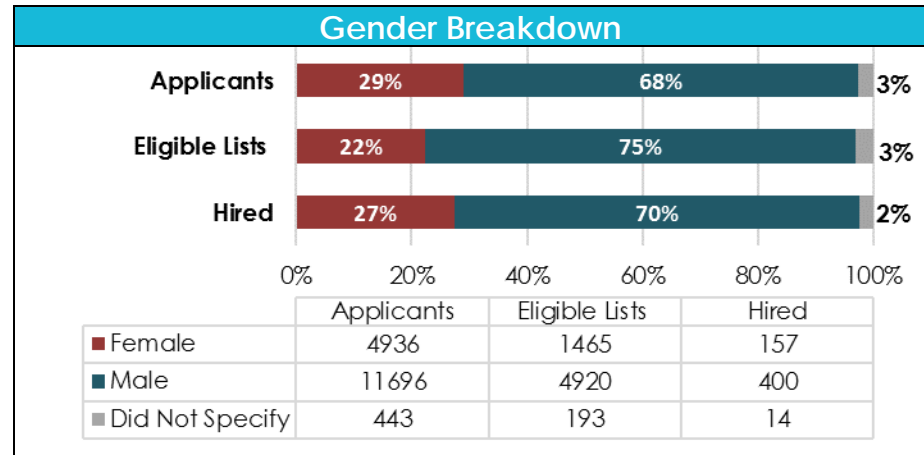
For the purposes of this report we have included the demographic composition of prospective employees at each of the various stages of the hiring process for

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

A) CITYWIDE RECRUITMENT DEMOGRAPHICS

Highlights

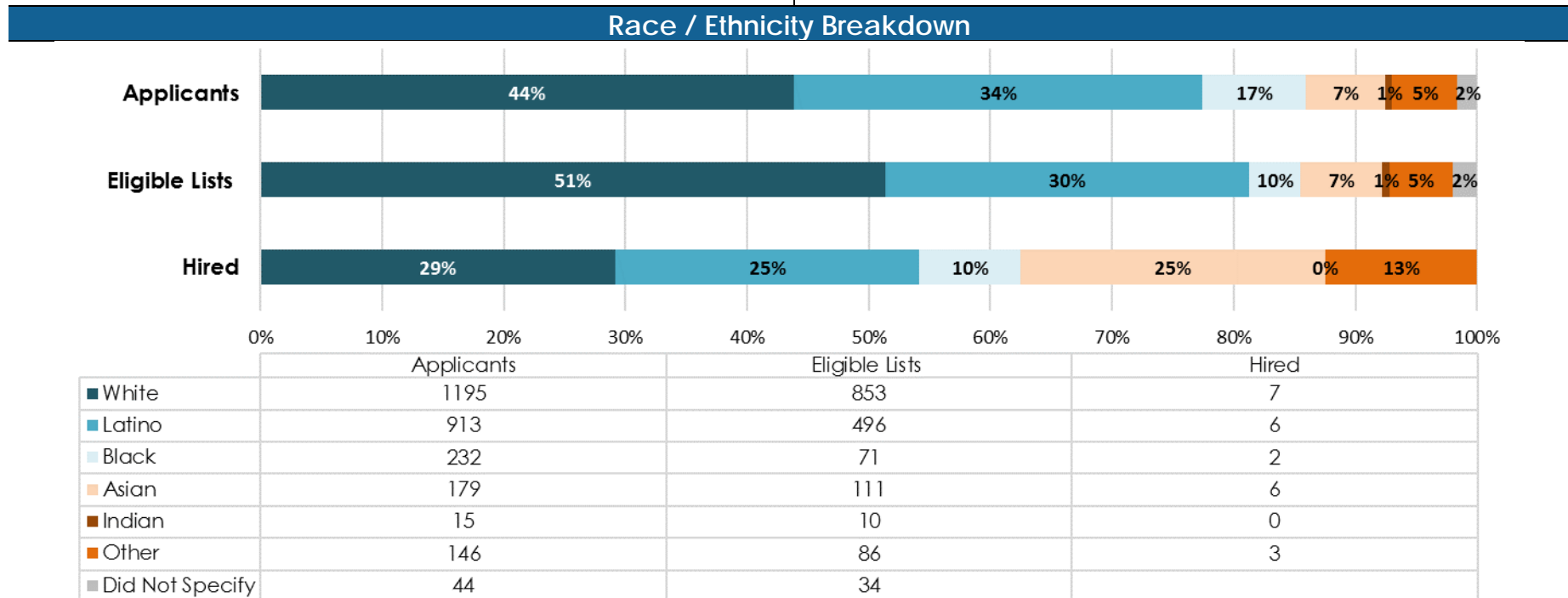
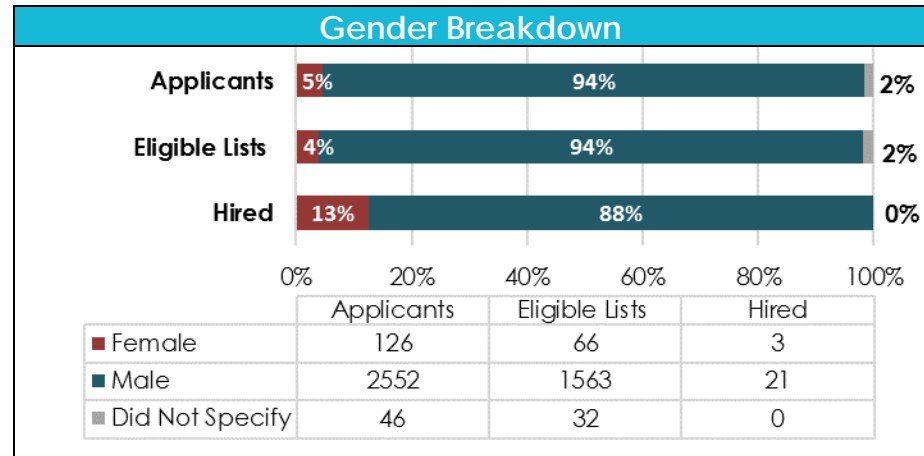
- Gender distribution of applicants is majority male (68%), and stayed proportionally constant throughout the various stages of the process.
- More than 70% of Long Beach applicants in the last year were non-white.
- Racial/ethnic demographic distribution of applicants remained relatively constant throughout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



B) FIRE RECRUIT DEMOGRAPHICS

Highlights

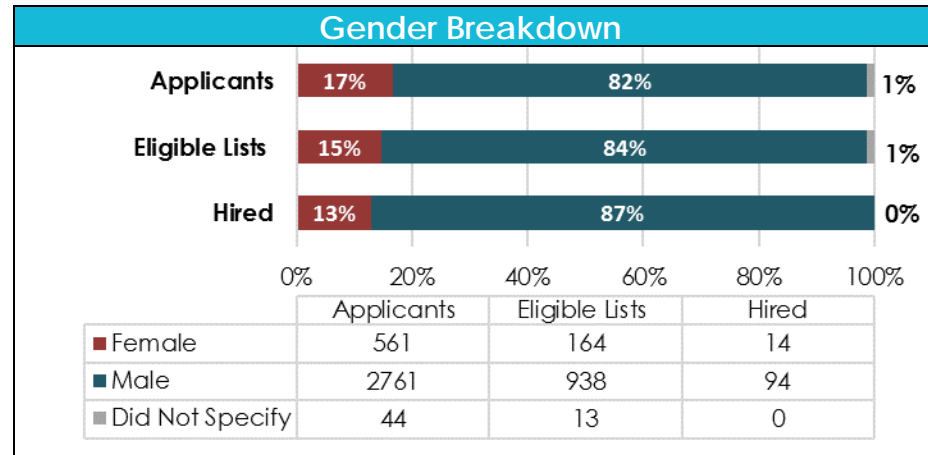
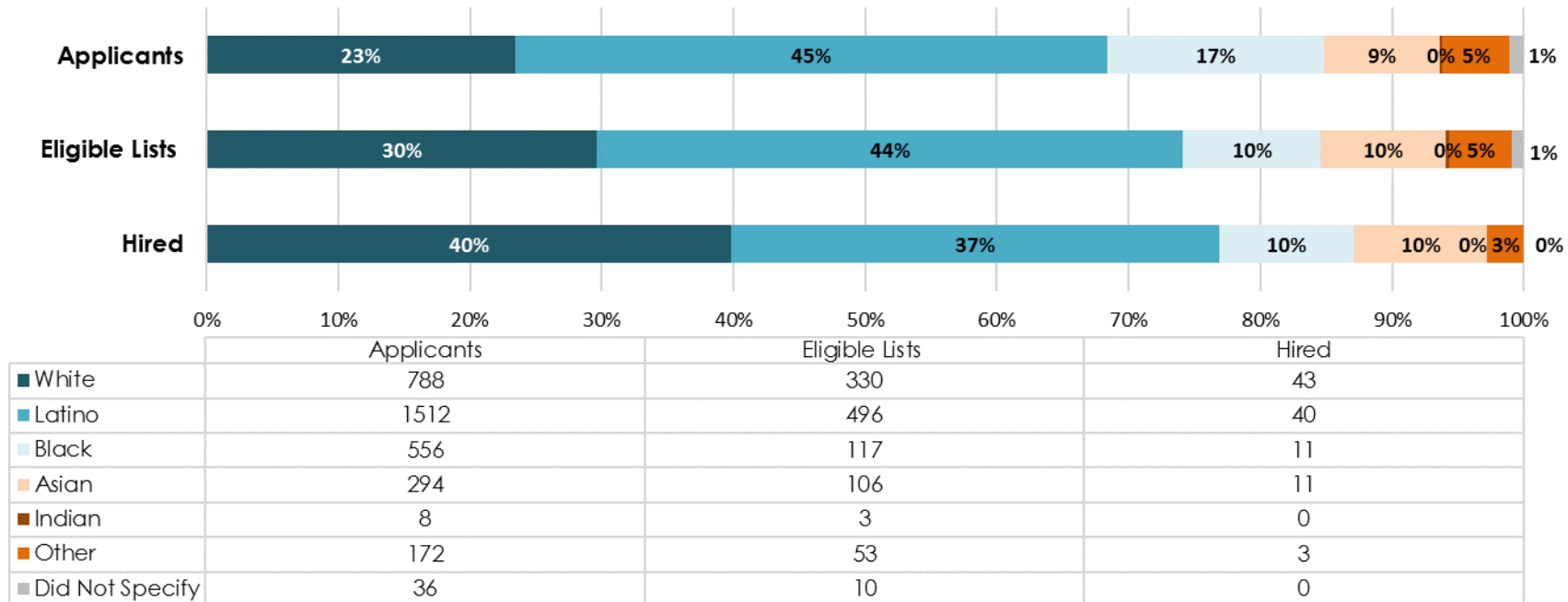
- Gender distribution of applicants was predominantly male (94%).
- Female representation increased by 8 percentage points by the last phase of the hiring process, with females representing 13% of all hires.
- About 54% of Long Beach Fire Recruit applicants were non-white.
- Over 70% of those who were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

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Visit us at www.longbeach.gov
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This information is available in alternative format by request.

The City of Long Beach's Department of Human Resources can be contacted
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Long Beach, CA 90802

