



**City of Long Beach**  
*Working Together to Serve*

*Memorandum*

~~**R-25**~~

**UB-30**

**Date:** October 11, 2005  
**To:** Honorable Mayor and City Council  
**From:** Councilmember Dan Baker, Chair, Personnel and Civil Service Committee  
**Subject:** **REPORT ON HIRES FOR 2004 – EQUAL EMPLOYMENT OPPORTUNITY PROGRAM PLAN (2004-2006)**

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The Personnel and Civil Service Committee, at its meeting held October 4, 2005, considered communications relative to the above subject.

It is the recommendation of the Personnel and Civil Service Committee to the City Council that the communications be received and filed; and request that staff return with a report to the full City Council in four weeks.

Respectfully submitted,

PERSONNEL AND CIVIL SERVICE COMMITTEE

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Councilmember Dan Baker, Chair

Prepared by:  
Martha Cobb

Unanimous vote  
Absent: None



# CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

~~R-30~~

333 WEST OCEAN BOULEVARD • LONG BEACH, CALIFORNIA 90802 • (562) 570-6621

August 16, 2005

HONORABLE MAYOR AND CITY COUNCIL  
City of Long Beach  
California

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## RECOMMENDATION:

Refer the report on hires for 2004, the first year of the City's three-year Equal Employment Opportunity Program Plan (2004-2006), to the Personnel and Civil Service Committee for review.

## DISCUSSION

Annual status reports are provided as part of the City's three-year Equal Employment Opportunity Program Plan (2004-2006), which was presented to the City Council on August 17, 2004 and referred to the Personnel and Civil Service Committee for review. This report sets forth the City's hiring data for the 2004 calendar year, the first year of the three-year plan.

## Background

The EEOP analyzes the City's workforce in comparison to its relevant labor market to determine if females and/or minorities are under-represented in the work force. Historically, the City has used the combined labor forces of Los Angeles and Orange Counties to determine the Labor Market Availability. The 2000 Census data was used to determine the City's relevant labor market availability statistics.

Work Force Analysis						
	2000 LMA	2003 Actual		Actual 2004		2004 Over/Under-Utilization
	%	#	%	#	%	
Total Employees		4629		4489		
Total Females	45.1%	1610	34.8%	1537	34.2%	-10.9%
Black	3.9%	295	6.4%	281	6.3%	2.4%
Hispanic	15.1%	328	7.1%	320	7.1%	-8.0%
Asian	6.4%	244	5.3%	247	5.5%	-0.9%
American Indian	0.2%	12	0.3%	11	0.2%	0.0%
White	18.7%	731	15.8%	678	15.1%	-3.6%
Total Males	54.9%	3019	65.2%	2952	65.8%	10.9%
Black	3.4%	398	8.6%	377	8.4%	5.0%
Hispanic	20.5%	644	13.9%	662	14.7%	-5.8%
Asian	6.9%	313	6.8%	312	7.0%	0.1%
American Indian	0.2%	19	0.4%	18	0.4%	0.2%
White	22.9%	1645	35.5%	1583	35.3%	12.4%
Total Minorities	58.5%	2253	48.7%	2228	49.6%	-8.9%
White Females & Minorities	77.1%	2984	64.5%	2906	64.7%	-12.4%

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As shown in the chart above, the City's "Work Force Analysis" illustrates some progress towards achieving the work force objectives. Citywide objectives were established for females, Hispanics and Asians. Although the City has made progress, we are still under-represented in the following categories: females, as a group, particularly Hispanic and White, and male Hispanics.

In an effort to address EEO challenges and opportunities for improving female and minority hires and promotions, as identified in the 2004-2006 EEOP, the City's Executive Management Team held a retreat on September 27, 2004. The purpose of the retreat was to discuss key issues facing the City, including diversifying the organization, future management and employee recruitment strategies, and the EEOP. On May 6, 2005, Executive Management and Civil Service met to discuss employee recruitment practices and EEOP objectives. Two standing committees were established to identify how the City Manager departments and Civil Service could work together to enhance recruitment efforts and provide employees with better training and career development opportunities. The committees are meeting on an on-going basis. The Assistant City Manager has oversight responsibility for the committees and will make regular progress reports to the City Manager as to their status.

In addition, the City will continue to work with Civil Service to enhance outreach efforts in areas where females and minority candidates are concentrated, such as minority organizations, community colleges and universities, and trade schools, etc. We will continue to incorporate diversity enhancing programs and activities in our recruitment process. City staff has also made a concerted effort over the past year to reach out to current non-career employees when filling permanent positions.

	2003		2004	
	#	%	#	%
Total Hires	255		289	
Total Females	112	43.9%	95	32.9%
Black	18	7.1%	15	5.2%
Hispanic	33	12.9%	30	10.4%
Asian	9	3.5%	15	5.2%
American Indian	1	0.4%	1	0.3%
White	51	20.0%	34	11.8%
Total Males	143	56.1%	194	67.1%
Black	13	5.1%	17	5.9%
Hispanic	36	14.1%	66	22.8%
Asian	80	31.4%	21	7.3%
American Indian	1	0.4%	0	0.0%
White	80	31.4%	90	31.1%
Total Minorities	124	48.6%	165	57.1%
White Females & Minorities	175	68.6%	199	68.9%

The table above provides a breakout of the new hires for the permanent full-time work force. Diversity efforts in both 2003 and 2004 have been hampered by the fact that City Manager Departments are operating with a hiring freeze, and only positions in critical

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service delivery areas (Public Safety, Building Inspection, etc.) are being filled. For the calendar year 2004, there were 289 hires, which represent an increase of 34 positions, or 12%, from 2003. Of those, 118, or 41%, were for public safety positions in the Police and Fire Departments. In addition, 95 or 32.9% were females, 165 or 57.1% were minorities, and 199 were white females and minorities, for a combined white female and minority rate of 68.9%. This rate represents an increase of 0.3% over the previous year. The City continues to hire minorities at a higher rate than work force representation.

More specific information is contained in Attachment A, "Hires, Promotions, and Separations for 2004 by Department", and Attachment B, Civil Service Department's "Applicant Flow Data Summary for Classified Service." Attachment C shows the report on Management Appointments for the "Officials/Administrators" job category for 2004.

The table below indicates the Police Officer and Firefighter Recruits hired in 2004. Of the 118 combined hires in 2004, 19.5% were females, 52.5% were minorities, and 7.6% white females. The combined white female and minority-hiring rate is 60.2%, which represents a 7% increase from 2003. The combined hires for public safety personnel meet, or exceed, labor market availability in all categories, except Blacks and American Indians. More specific information regarding Police Officer and Firefighter Recruit academies is contained in Attachments D and E.

	LMA Protected Services	Total Recruit Hires 2004					
		Police Officer Recruit		Firefighter Recruit		Combined Hires	
		#	%	#	%	#	%
Total Hires		90		28		118	
Total Females		20	22.2%	3	10.7%	23	19.5%
Black	5.6%	2	2.2%	0	0.0%	2	1.7%
Hispanic	5.2%	10	11.1%	0	0.0%	10	8.5%
Asian	0.8%	2	2.2%	0	0.0%	2	1.7%
American Indian	0.3%	0	0.0%	0	0.0%	0	0.0%
White	6.6%	6	6.7%	3	10.7%	9	7.6%
Total Males		70	77.8%	25	89.3%	95	80.5%
Black	13.9%	3	3.3%	1	3.6%	4	3.4%
Hispanic	24.7%	31	34.4%	4	14.3%	35	29.7%
Asian	7.1%	4	4.4%	5	17.9%	9	7.6%
American Indian	0.7%	0	0.0%	0	0.0%	0	0.0%
White	35.2%	32	35.6%	15	53.6%	47	39.8%
Total Minorities		52	57.8%	10	35.7%	62	52.5%
White Females & Minorities		58	64.4%	13	46.4%	71	60.2%

TIMING CONSIDERATIONS

City Council action on this matter is not time critical.

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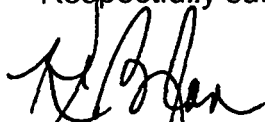
FISCAL IMPACT

None.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



Kevin Boylan  
Director of Human Resources

KB:DJ:slm

Share/eeostatusreport/2004/04CouncilLtr

Approved:



Gerald R. Miller  
City Manager

Attachments:

- A: Hires, Promotions, & Separations for 2004 by Department
- B: Civil Service – Applicant Flow Data Summary for Classified Service
- C: Management Hiring Opportunities: Recruitment and Selection
- D: Police Officer Recruit Academies 1990 – December 31, 2004
- E: Firefighter Recruit Academies 1993 – December 31, 2004

**Hires, Promotions, Separation for 2004 by Department  
Permanent Full-Time Work Force**

Total #	Total Males		Total Females		Total Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%

**City Manager Departments**

**City Manager**

Hires	2004	2	2	0.0%	0	0.0%	0	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promotions	2004	5	4	80.0%	1	20.0%	2	40.0%	4	80.0%	1	20.0%	0	0.0%	1	20.0%	0	0.0%
Separations	2004	2	1	50.0%	1	50.0%	1	50.0%	1	50.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%

**Community Development**

Hires	2004	3	3	100.0%	0	0.0%	3	100.0%	0	0.0%	3	100.0%	0	0.0%	2	66.7%	1	33.3%
Promotions	2004	39	17	43.6%	22	56.4%	34	87.2%	12	30.8%	27	69.2%	7	17.9%	12	30.8%	8	20.5%
Separations	2004	15	9	60.0%	6	40.0%	11	73.3%	6	40.0%	9	60.0%	2	13.3%	4	26.7%	3	20.0%

**Financial Management**

Hires	2004	3	1	33.3%	2	66.7%	3	100.0%	0	0.0%	3	100.0%	0	0.0%	2	66.7%	1	0.0%
Promotions	2004	9	4	44.4%	5	55.6%	6	66.7%	5	55.6%	4	44.4%	1	11.1%	1	11.1%	2	22.2%
Separations	2004	11	5	45.5%	6	54.5%	8	72.7%	6	54.5%	5	45.5%	1	9.1%	4	36.4%	0	0.0%

**Fire**

Hires	2004	37	31	83.8%	6	16.2%	20	54.1%	22	59.5%	15	40.5%	2	5.4%	7	18.9%	6	16.2%
Promotions	2004	37	32	86.5%	5	13.5%	15	40.5%	25	67.6%	12	32.4%	0	0.0%	8	21.6%	4	10.8%
Separations	2004	50	39	78.0%	11	22.0%	23	46.0%	36	72.0%	14	28.0%	5	10.0%	6	12.0%	2	4.0%

**Long Beach Energy**

Hires	2004	17	16	94.1%	1	5.9%	13	76.5%	4	23.5%	13	76.5%	9	52.9%	3	17.6%	1	5.9%
Promotions	2004	56	45	80.4%	11	19.6%	38	67.9%	22	39.3%	34	60.7%	16	28.6%	9	16.1%	9	16.1%
Separations	2004	46	34	73.9%	12	26.1%	32	69.6%	21	45.7%	25	54.3%	13	28.3%	10	21.7%	2	4.3%

**Health & Human Services**

Hires	2004	24	9	37.5%	15	62.5%	22	91.7%	7	29.2%	17	70.8%	4	16.7%	10	41.7%	3	12.5%
Promotions	2004	21	7	33.3%	14	66.7%	17	81.0%	5	23.8%	16	76.2%	3	14.3%	9	42.9%	4	19.0%
Separations	2004	44	15	34.1%	29	65.9%	39	88.6%	16	36.4%	28	63.6%	11	25.0%	10	22.7%	6	13.6%

**Human Resources**

Hires	2004	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promotions	2004	5	2	40.0%	3	60.0%	4	80.0%	4	80.0%	1	20.0%	0	0.0%	1	20.0%	0	0.0%
Separations	2004	1	0	0.0%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

**Hires, Promotions, Separation for 2004 by Department  
Permanent Full-Time Work Force**

Attachment A

	Total #	Total Males		Total Females		Total Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
<b>Library Services</b>																				
Hires	2004	2	1 50.0%	1 50.0%	1 50.0%	2 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	
Promotions	2004	9	2 22.2%	7 77.8%	8 88.9%	6 66.7%	3 33.3%	2 22.2%	1 11.1%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	
Separations	2004	7	2 28.6%	5 71.4%	6 85.7%	5 71.4%	2 28.6%	1 14.3%	0 0.0%	1 14.3%	0 0.0%	1 14.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	
<b>Oil Properties</b>																				
Hires	2004	2	2 0.0%	0 0.0%	1 0.0%	1 1.0%	1 0.0%	0 0.0%	0 0.0%	1 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Promotions	2004	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Separations	2004	5	4 0.0%	1 0.0%	2 0.0%	3 0.0%	2 0.0%	0 0.0%	2 0.0%	0 0.0%	2 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
<b>Parks and Recreation</b>																				
Hires	2004	3	0 0.0%	3 100.0%	3 100.0%	2 66.7%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 33.3%	0 0.0%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Promotions	2004	12	3 25.0%	9 75.0%	10 83.3%	6 50.0%	6 50.0%	4 33.3%	1 8.3%	1 8.3%	1 8.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Separations	2004	22	13 59.1%	9 40.9%	14 63.6%	15 68.2%	7 31.8%	5 22.7%	2 9.1%	0 0.0%	2 9.1%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
<b>Planning and Building</b>																				
Hires	2004	10	3 30.0%	7 70.0%	8 80.0%	4 40.0%	6 60.0%	2 20.0%	3 30.0%	1 10.0%	3 30.0%	1 10.0%	0 0.0%	1 10.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Promotions	2004	10	7 70.0%	3 30.0%	6 60.0%	6 60.0%	4 40.0%	0 0.0%	1 10.0%	3 30.0%	0 0.0%	1 10.0%	3 30.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Separations	2004	10	6 60.0%	4 40.0%	6 60.0%	7 70.0%	3 30.0%	2 20.0%	0 0.0%	2 20.0%	0 0.0%	1 10.0%	0 0.0%	1 10.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
<b>Police</b>																				
Hires	2004	102	75 73.5%	27 26.5%	69 67.6%	40 39.2%	62 60.8%	9 8.8%	45 44.1%	8 7.8%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Promotions	2004	134	103 76.9%	31 23.1%	74 55.2%	70 52.2%	64 47.8%	9 6.7%	40 29.9%	14 10.4%	1 0.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Separations	2004	100	65 65.0%	35 35.0%	62 62.0%	53 53.0%	47 47.0%	13 13.0%	30 30.0%	4 4.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
<b>Public Works</b>																				
Hires	2004	5	3 60.0%	2 40.0%	3 60.0%	2 40.0%	3 60.0%	1 20.0%	0 0.0%	0 0.0%	0 0.0%	2 40.0%	0 0.0%	2 40.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Promotions	2004	26	16 61.5%	10 38.5%	16 61.5%	12 46.2%	14 53.8%	2 7.7%	1 3.8%	10 38.5%	1 3.8%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Separations	2004	18	13 72.2%	5 27.8%	12 66.7%	8 44.4%	10 55.6%	3 16.7%	3 16.7%	4 22.2%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
<b>Technology Services</b>																				
Hires	2004	8	6 75.0%	2 25.0%	4 50.0%	4 50.0%	4 50.0%	0 0.0%	2 25.0%	2 25.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Promotions	2004	14	9 64.3%	5 35.7%	7 50.0%	8 57.1%	6 42.9%	1 7.1%	0 0.0%	5 35.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Separations	2004	10	6 60.0%	4 40.0%	7 70.0%	6 60.0%	4 40.0%	0 0.0%	1 10.0%	3 30.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

**Hires, Promotions, Separation for 2004 by Department  
Permanent Full-Time Work Force**

Attachment A

Total #	Total Males		Total Females		Total Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%

**TOTALS for City Manager  
Departments**

Hires	2004	218	152	69.7%	66	30.3%	150	68.8%	90	41.3%	128	58.7%	27	12.4%	75	34.4%	26	11.9%	0	0.0%
Promotions	2004	377	251	66.6%	126	33.4%	237	62.9%	185	49.1%	192	50.9%	45	11.9%	85	22.5%	60	15.9%	2	0.5%
Separations	2004	341	212	62.2%	129	37.8%	224	65.7%	184	54.0%	157	46.0%	56	16.4%	73	21.4%	26	7.6%	2	0.6%

**Non-City Manager  
Departments**

City Auditor

Hires	2004	1	1	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promotions	2004	1	1	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separations	2004	1	1	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

City Clerk

Hires	2004	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promotions	2004	2	0	0.0%	2	100.0%	2	100.0%	1	50.0%	1	50.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%
Separations	2004	2	0	0.0%	2	100.0%	2	100.0%	1	50.0%	1	50.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%

City Prosecutor

Hires	2004	3	1	33.3%	2	66.7%	2	66.7%	2	66.7%	1	33.3%	0	0.0%	1	33.3%	0	0.0%	0	0.0%
Promotions	2004	2	0	0.0%	2	0.0%	2	0.0%	1	0.0%	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%
Separations	2004	1	0	0.0%	1	100.0%	1	100.0%	0	0.0%	1	100.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%

Civil Service

Hires	2004	1	0	0.0%	1	100.0%	1	100.0%	0	0.0%	1	100.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Promotions	2004	8	1	12.5%	7	87.5%	8	100.0%	1	12.5%	7	87.5%	1	12.5%	6	75.0%	0	0.0%	0	0.0%
Separations	2004	2	1	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%

Harbor

Hires	2004	31	19	61.3%	12	38.7%	22	71.0%	15	48.4%	16	51.6%	2	6.5%	8	25.8%	6	19.4%	0	0.0%
Promotions	2004	24	14	58.3%	10	41.7%	21	87.5%	6	25.0%	18	75.0%	3	12.5%	9	37.5%	6	25.0%	0	0.0%
Separations	2004	27	19	70.4%	8	29.6%	12	44.4%	19	70.4%	8	29.6%	4	14.8%	1	3.7%	3	11.1%	0	0.0%

Law

Hires	2004	9	4	44.4%	5	55.6%	7	77.8%	2	22.2%	7	77.8%	2	22.2%	2	22.2%	2	22.2%	1	11.1%
Promotions	2004	4	0	0.0%	4	100.0%	4	100.0%	2	50.0%	2	50.0%	1	25.0%	1	25.0%	0	0.0%	0	0.0%
Separations	2004	15	4	26.7%	11	73.3%	12	80.0%	11	73.3%	4	26.7%	1	6.7%	1	6.7%	1	6.7%	1	6.7%



**Hires, Promotions, Separation for 2004 by Department  
Permanent Full-Time Work Force**

Attachment A

Total #	Total Males		Total Females		Total Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%

Legislative		Total	Total Males	Total Females	Total Females & Minorities	White	Total Minorities	Black	Hispanic	Asian	American Indian								
	2004	#	%	#	%	#	%	#	%	#	%								
Hires	2004	15	40.0%	9	60.0%	12	80.0%	8	53.3%	7	46.7%	1	6.7%	5	33.3%	1	6.7%	0	0.0%
Promotions	2004	3	0.0%	3	100.0%	3	100.0%	1	33.3%	2	66.7%	0	0.0%	2	66.7%	0	0.0%	0	0.0%
Separations	2004	14	35.7%	9	64.3%	11	78.6%	7	50.0%	7	50.0%	0	0.0%	5	35.7%	2	14.3%	0	0.0%
Water																			
Hires	2004	11	100.0%	0	0.0%	5	45.5%	6	54.5%	5	45.5%	0	0.0%	4	36.4%	1	9.1%	0	0.0%
Promotions	2004	31	87.1%	4	12.9%	14	45.2%	19	61.3%	12	38.7%	1	3.2%	5	16.1%	5	16.1%	1	3.2%
Separations	2004	23	73.9%	6	26.1%	12	52.2%	14	60.9%	9	39.1%	1	4.3%	7	30.4%	1	4.3%	0	0.0%

**TOTALS for Non-City  
Manager Departments**

	2004	Total	Total Males	Total Females	Total Females & Minorities	White	Total Minorities	Black	Hispanic	Asian	American Indian								
		#	%	#	%	#	%	#	%	#	%								
Hires	2004	71	59.2%	29	40.8%	49	69.0%	34	47.9%	37	52.1%	5	7.0%	21	29.6%	10	14.1%	1	1.4%
Promotions	2004	75	57.3%	32	42.7%	54	72.0%	32	42.7%	43	57.3%	6	8.0%	25	33.3%	11	14.7%	1	1.3%
Separations	2004	85	55.3%	38	44.7%	51	60.0%	54	63.5%	31	36.5%	7	8.2%	16	18.8%	7	8.2%	1	1.2%

**CITY-WIDE TOTALS**

	2004	Total	Total Males	Total Females	Total Females & Minorities	White	Total Minorities	Black	Hispanic	Asian	American Indian								
		#	%	#	%	#	%	#	%	#	%								
Hires	2004	289	67.1%	194	32.9%	199	68.9%	124	42.9%	165	57.1%	32	11.1%	96	33.2%	36	12.5%	1	0.3%
Promotions	2004	452	65.0%	294	35.0%	291	64.4%	217	48.0%	235	52.0%	51	11.3%	110	24.3%	71	15.7%	3	0.7%
Separations	2004	426	60.8%	259	39.2%	275	64.6%	238	55.9%	188	44.1%	63	14.8%	89	20.9%	33	7.7%	3	0.7%

**Applicant Flow Data Summary  
For Classified Service  
January 1, 2004 - December 31, 2004**

Attachment B

**APPLIED**

	Female		Male		Unknown		Total	
		% of Total Applied		% of Total Applied		% of Total Applied		% of Total Applied
<b>Total White</b>	<b>781</b>	<b>5.59%</b>	<b>4493</b>	<b>32.17%</b>	<b>40</b>	<b>0.29%</b>	<b>5314</b>	<b>38.04%</b>
<b>Black</b>	857	6.14%	1313	9.40%	28	0.20%	2198	15.74%
<b>Hispanic</b>	665	4.76%	2968	21.25%	25	0.18%	3658	26.19%
<b>Asian</b>	397	2.84%	1078	7.72%	12	0.09%	1487	10.65%
<b>American Indian</b>	18	0.13%	80	0.57%	1	0.01%	99	0.71%
<b>Total Minorities</b>	<b>1937</b>	<b>13.87%</b>	<b>5439</b>	<b>38.94%</b>	<b>66</b>	<b>0.47%</b>	<b>7442</b>	<b>53.28%</b>
<b>Total Unknown</b>	<b>219</b>	<b>1.57%</b>	<b>579</b>	<b>4.15%</b>	<b>414</b>	<b>2.96%</b>	<b>1212</b>	<b>8.68%</b>
<b>TOTAL</b>	<b>2937</b>	<b>21.03%</b>	<b>10511</b>	<b>75.25%</b>	<b>520</b>	<b>3.72%</b>	<b>13968</b>	<b>100%</b>

**QUALIFIED**

	Female		Male		Unknown		Total	
		% of Total Qualified		% of Total Qualified		% of Total Qualified		% of Total Qualified
<b>Total White</b>	<b>346</b>	<b>5.81%</b>	<b>2398</b>	<b>40.28%</b>	<b>17</b>	<b>0.29%</b>	<b>2761</b>	<b>46.38%</b>
<b>Black</b>	246	4.13%	328	5.51%	6	0.10%	580	9.74%
<b>Hispanic</b>	241	4.05%	1187	19.94%	5	0.08%	1433	24.07%
<b>Asian</b>	177	2.97%	456	7.66%	6	0.10%	639	10.73%
<b>American Indian</b>	7	0.12%	40	0.67%	0	0.00%	47	0.79%
<b>Total Minorities</b>	<b>671</b>	<b>11.27%</b>	<b>2011</b>	<b>33.78%</b>	<b>17</b>	<b>0.29%</b>	<b>2699</b>	<b>45.34%</b>
<b>Total Unknown</b>	<b>87</b>	<b>1.46%</b>	<b>242</b>	<b>4.07%</b>	<b>164</b>	<b>2.75%</b>	<b>493</b>	<b>8.28%</b>
<b>TOTAL</b>	<b>1104</b>	<b>18.55%</b>	<b>4651</b>	<b>78.13%</b>	<b>198</b>	<b>3.33%</b>	<b>5953</b>	<b>100%</b>

**CERTIFIED**

	Female		Male		Unknown		Total	
		% of Total Certified		% of Total Certified		% of Total Certified		% of Total Certified
<b>Total White</b>	<b>1526</b>	<b>10.32%</b>	<b>3794</b>	<b>25.66%</b>	<b>13</b>	<b>0.09%</b>	<b>5333</b>	<b>36.07%</b>
<b>Black</b>	1058	7.15%	1348	9.12%	6	0.04%	2412	16.31%
<b>Hispanic</b>	1011	6.84%	2216	14.99%	7	0.05%	3234	21.87%
<b>Asian</b>	725	4.90%	1655	11.19%	37	0.25%	2417	16.35%
<b>American Indian</b>	8	0.05%	89	0.60%	0	0.00%	97	0.66%
<b>Total Minorities</b>	<b>2802</b>	<b>18.95%</b>	<b>5308</b>	<b>35.90%</b>	<b>50</b>	<b>0.34%</b>	<b>8160</b>	<b>55.18%</b>
<b>Total Unknown</b>	<b>307</b>	<b>2.08%</b>	<b>551</b>	<b>3.73%</b>	<b>436</b>	<b>2.95%</b>	<b>1294</b>	<b>8.75%</b>
<b>TOTAL</b>	<b>4635</b>	<b>31.35%</b>	<b>9653</b>	<b>65.28%</b>	<b>499</b>	<b>3.37%</b>	<b>14787</b>	<b>100%</b>

**Applicant Flow Data Summary  
For Classified Service**

January 1, 2004 - December 31, 2004

**\*SELECTED**

	Female		Male		Unknown		Total	
		% of Total Selected		% of Total Selected		% of Total Selected		% of Total Selected
<b>Total White</b>	<b>23</b>	<b>7.35%</b>	<b>99</b>	<b>31.63%</b>	<b>0</b>	<b>0.00%</b>	<b>122</b>	<b>38.98%</b>
<b>Black</b>	13	4.15%	19	6.07%	0	0.00%	32	10.22%
<b>Hispanic</b>	24	7.67%	66	21.09%	1	0.32%	91	29.07%
<b>Asian</b>	16	5.11%	22	7.03%	0	0.00%	38	12.14%
<b>American Indian</b>	0	0.00%	1	0.32%	0	0.00%	1	0.32%
<b>Total Minorities</b>	<b>53</b>	<b>16.93%</b>	<b>108</b>	<b>34.50%</b>	<b>1</b>	<b>0.32%</b>	<b>162</b>	<b>51.76%</b>
<b>Total Unknown</b>	<b>5</b>	<b>1.60%</b>	<b>8</b>	<b>2.56%</b>	<b>16</b>	<b>5.11%</b>	<b>29</b>	<b>9.27%</b>
<b>TOTAL</b>	<b>81</b>	<b>25.88%</b>	<b>215</b>	<b>68.69%</b>	<b>17</b>	<b>5.43%</b>	<b>313</b>	<b>100%</b>

Includes all selections to fill Classified positions from Civil Service Eligible Lists, including promotional appointments of existing City employees.

- APPLIED:** Refers to applications received for various classifications for which results were approved by the Civil Service Commission during the program year.
- QUALIFIED:** Refers to applicants invited to and reporting for testing who were placed on eligible lists approved by the Civil Service Commission during the program year.
- CERTIFIED:** Refers to candidates whose names were certified from any existing eligible list to fill requisitioned vacancies during the program year regardless of the year in which the eligible list was approved by the Civil Service Commission.
- SELECTED:** Refers to candidates selected to fill requisitioned vacancies during the program year regardless of the year in which the certification occurred.

**Management Hiring Opportunities  
Recruitment and Selection  
Calendar Year 2004**

<b>Position Title</b>	<b>Type of Recruitment</b>	<b>Date</b>	<b>S</b>	<b>R</b>
<b>City Manager</b>				
Administrative Assistant to the City Mgr	Direct Appointment	7/3/2004	M	H
Administrative Assistant to the City Mgr	Direct Appointment	7/10/2004	M	W
<b>Civil Service</b>				
Employment Services Officer	Direct Appointment	11/20/2004	F	W
<b>Community Development</b>				
Financial Services Officer	Citywide	2/14/2004	F	W
Manager-Property Services	Direct Appointment	6/26/2004	M	W
Real Estate Officer	National	12/11/2004	M	H
Redevelopment Project Officer	State	12/25/2004	M	B
Redevelopment Project Officer	State	12/25/2004	F	W
<b>Fire</b>				
Fire Chief	Department	6/12/2004	M	W
Manager-Administration	Citywide	7/3/2004	F	H
Assistant Fire Chief	Direct Appointment	7/3/2004	M	W
<b>Health &amp; Human Services</b>				
Manager-Environmental Health	Citywide	2/14/2004	M	W
Animal Control Services Officer	Direct Appointment	4/24/2004	M	W
Hazardous Waste Operations Officer	Citywide	11/20/2004	M	W
<b>Human Resources</b>				
Manager-Personnel Operations	Direct Appointment	3/6/2004	F	W
<b>Library Services</b>				
Manager-Main Library Services Bureau	State	12/18/2004	F	W

**Management Hiring Opportunities  
Recruitment and Selection  
Calendar Year 2004**

<b>Position Title</b>	<b>Type of Recruitment</b>	<b>Date</b>	<b>S</b>	<b>R</b>
<b>Long Beach Energy</b>				
Manager-Fleet Services	Direct Appointment	5/5/2004	F	W
Superintendent-Operations	Department	5/29/2004	M	W
Superintendent-Fleet Maintenance	Department	1/5/2004	M	W
Superintendent-Fleet Operations	Department	2/21/2004	F	H
Personnel & Training Officer	Department	2/21/2004	M	W
Gas Supply & Business Officer	Citywide	9/18/2004	F	W
Manager-Business Operations	Citywide	7/24/2004	F	W
<b>Parks, Recreation &amp; Marine</b>				
Supt-Contract Management & Revenue	Citywide	1/24/2004	F	B
Superintendent-Park Maintenance	Citywide	6/19/2004	M	W
General Superintendent-Recreation	National	2/28/2004	F	W
Manager-Business Operations	Citywide	11/20/2004	F	W
Superintendent-Park Maintenance	Department	8/21/2004	F	W
Manager-Recreation Services	National	9/30/2004	F	W
Recreation Superintendent	Citywide	7/24/2004	F	B
<b>Planning and Building</b>				
Zoning Officer	Citywide	10/18/2004	F	W
Manager-Planning Bureau	Citywide	7/26/2004	M	W
Neighborhood/Historic Preservation Ofcr	National	7/19/2004	F	W
<b>Police</b>				
Commander	Department	1/17/2004	M	W
Commander	Department	1/17/2004	M	W
Commander	Department	10/30/2004	F	W
Commander	Department	1/17/2004	M	W
Commander	Department	1/17/2004	M	W
Administrative Officer	Citywide	1/24/2004	M	W
Commander	Department	10/30/2004	M	W
Records Administrator	Citywide	11/27/2004	M	W
Food Services Administrator	National	9/30/2004	F	B

**Management Hiring Opportunities  
Recruitment and Selection  
Calendar Year 2004**

<b>Position Title</b>	<b>Type of Recruitment</b>	<b>Date</b>	<b>S</b>	<b>R</b>
<b>Public Works</b>				
Superintendent-Airport Operations	Direct Appointment	10/2/2004	M	W
Special Projects Officer	Citywide	11/27/2004	M	W
Superintendent-Fleet Acquisitions	Citywide	8/7/2004	M	W
Superintendent-Fleet Operations	Citywide	10/2/2004	F	A
Superintendent-Street Maintenance	Direct Appointment	11/20/2004	M	I
<b>Technology Services</b>				
Director of Technology Services	Department	2/21/2004	M	A
Manager-Customer Service	Direct Appointment	3/20/2004	F	W
<b>Water</b>				
Sewer Operations Superintendent	Direct Appointment	5/15/2004	M	W
Water Operations Superintendent	Direct Appointment	5/1/2004	M	W

**Management Hiring Opportunities  
Summary of SELECTIONS for Calendar Year 2004**

2004	
#	%

**CITY MANAGER DEPARTMENTS**

Total Appointments	49	
Male	28	57.1%
Female	21	42.9%
Total Minorities	11	22.4%
Male	5	10.2%
Female	6	12.2%
Black	4	8.2%
Hispanic	4	8.2%
Asian	2	4.1%
American Indian	1	2.0%
White Females & Minorities	26	53.1%

**NON-CITY MANAGER DEPARTMENTS**

Total Appointments	3	
Male	2	66.7%
Female	1	33.3%
Total Minorities	0	0.0%
Male	0	0.0%
Female	0	0.0%
Black	0	0.0%
Hispanic	0	0.0%
Asian	0	0.0%
American Indian	0	0.0%
White Females & Minorities	1	33.3%

**ALL DEPARTMENTS**

Total Appointments	52	
Male	30	57.7%
Female	22	42.3%
Total Minorities	11	21.2%
Male	5	9.6%
Female	6	11.5%
Black	4	7.7%
Hispanic	4	7.7%
Asian	2	3.8%
American Indian	1	1.9%
White Females & Minorities	27	51.9%

**Police Recruit Academies  
1990 - December 31, 2004**

Attachment D

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

**1990 ACADEMIES**

**263 LASD (3/27/90)**

Police Recruits # %	2 100.0%	0 0.0%	0 0.0%	2 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Academy Separations	0	0	0	0	0	0	0	0	0
Probation P.O. Separations	0	0	0	0	0	0	0	0	0
Permanent Police Officers # %	2 100.0%	0 0.0%	0 0.0%	2 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Rate of Completion	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%

**62 LBPB (3/31/90)**

Police Recruits # %	33 100.0%	19 57.6%	4 12.1%	17 51.5%	16 48.5%	3 9.1%	12 36.4%	1 3.0%	0 0.0%
Academy Separations	3	2	0	1	2	0	2	0	0
Probation P.O. Separations	1	1	0	0	1	0	1	0	0
Permanent Police Officers # %	29 100.0%	16 55.2%	4 13.8%	16 55.2%	13 44.8%	3 10.3%	9 31.0%	1 3.4%	0 0.0%
Rate of Completion	87.9%	84.2%	100.0%	94.1%	81.3%	100.0%	75.0%	100.0%	0.0%

**264 LASD (6/26/90)**

Police Recruits # %	3 100.0%	0 0.0%	0 0.0%	3 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Academy Separations	1	0	0	1	0	0	0	0	0
Probation P.O. Separations	0	0	0	0	0	0	0	0	0
Permanent Police Officers # %	2 100.0%	0 0.0%	0 0.0%	2 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Rate of Completion	66.7%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%

**266 LASD (8/27/90)**

Police Recruits # %	11 100.0%	4 36.4%	3 27.3%	9 81.8%	2 18.2%	0 0.0%	1 9.1%	1 9.1%	0 0.0%
Academy Separations	3	0	0	3	0	0	0	0	0
Probation P.O. Separations	1	0	0	1	0	0	0	0	0
Permanent Police Officers # %	7 100.0%	4 57.1%	3 42.9%	5 71.4%	2 28.6%	0 0.0%	1 14.3%	1 14.3%	0 0.0%
Rate of Completion	63.6%	100.0%	100.0%	55.6%	100.0%	0.0%	100.0%	100.0%	0.0%



**Police Recruit Academies  
1990 - December 31, 2004**

**267 LASD (10/10/90)**

Police Recruits # %	15	8	3	9	6	2	4	0	0
	100.0%	53.3%	20.0%	60.0%	40.0%	13.3%	26.7%	0.0%	0.0%
Academy Separations	1	0	0	1	0	0	0	0	0
Probation P.O. Separations	0	0	0	0	0	0	0	0	0
Permanent Police Officers # %	14	8	3	8	6	2	4	0	0
	100.0%	57.1%	21.4%	57.1%	42.9%	14.3%	28.6%	0.0%	0.0%
Rate of Completion	93.3%	100.0%	100.0%	88.9%	100.0%	100.0%	100.0%	0.0%	0.0%

**268 LASD (11/27/90)**

Police Recruits # %	10	8	4	4	6	1	2	3	0
	100.0%	80.0%	40.0%	40.0%	60.0%	10.0%	20.0%	30.0%	0.0%
Academy Separations	3	2	1	2	1	0	0	1	0
Probation P.O. Separations	1	1	0	0	1	0	0	1	0
Permanent Police Officers # %	6	5	3	2	4	1	2	1	0
	100.0%	83.3%	50.0%	33.3%	66.7%	16.7%	33.3%	16.7%	0.0%
Rate of Completion	60.0%	62.5%	75.0%	50.0%	66.7%	100.0%	100.0%	33.3%	0.0%

**103 OCSO (11/30/90)**

Police Recruits # %	9	3	0	6	3	3	0	0	0
	100.0%	33.3%	0.0%	66.7%	33.3%	33.3%	0.0%	0.0%	0.0%
Academy Separations	4	3	0	1	3	3	0	0	0
Probation P.O. Separations	0	0	0	0	0	0	0	0	0
Permanent Police Officers # %	5	0	0	5	0	0	0	0	0
	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Rate of Completion	55.6%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%

**1991 ACADEMIES**

**270 LASD (1/7/91)**

Police Recruits # %	1	0	0	0	1	0	1	0	0
	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%
Academy Separations	0	0	0	0	0	0	0	0	0
Probation P.O. Separations	1	0	0	0	1	0	1	0	0
Permanent Police Officers # %	0	0	0	0	0	0	0	0	0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Rate of Completion	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

**Police Recruit Academies  
1990 - December 31, 2004**

Attachment D

**271 LASD (2/12/91)**

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

**272 LASD (4/9/91)**

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

**274 LASD (5/21/91)**

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

**275 LASD (7/2/91)**

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

**Police Recruit Academies  
1990 - December 31, 2004**

Attachment D

**276 LASD (8/17/91)**

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

**279 LASD (12/10/91)**

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

**1992 ACADEMIES**

**63 LBPD (3/2/92)**

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

**64 LBPD (8/8/92)**

Police Recruits #	45	28	9	24	21	9	6	4	2
%	100.0%	62.2%	20.0%	53.3%	46.7%	20.0%	13.3%	8.9%	4.4%
Academy Separations	8	7	4	2	6	4	1	1	0
Probation P.O. Separations	1	0	0	1	0	0	0	0	0
Permanent Police Officers #	36	21	5	21	15	5	5	3	2
%	100.0%	58.3%	13.9%	58.3%	41.7%	13.9%	13.9%	8.3%	5.6%
Rate of Completion	80.0%	75.0%	55.6%	87.5%	71.4%	55.6%	83.3%	75.0%	100.0%

**Police Recruit Academies  
1990 - December 31, 2004**

Attachment D

**1993 ACADEMIES**

**65 LBPD (1/18/93)**

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

**66 LBPD (9/22/93)**

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

**1994 ACADEMY**

**67 LBPD (3/21/94)**

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

**1995 ACADEMY**

**69 LBPD (6/26/95)**

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

**Police Recruit Academies  
1990 - December 31, 2004**

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**1996 ACADEMIES**

**70 LBPD (1/8/96)**

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

**71 LBPD (9/30/96)**

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

**1997 ACADEMY**

**72 LBPD (11/10/97)**

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

**1998 ACADEMY**

**73 LBPD (6/8/98)**

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

**Police Recruit Academies  
1990 - December 31, 2004**

Attachment D

**1999 ACADEMY**

**74 LBPD (6/8/98)**

Police Recruits #	%	50	33	6	18	32	9	18	5	0
		100.0%	66.0%	12.0%	36.0%	64.0%	18.0%	36.0%	10.0%	0.0%
<b>Academy Separations</b>		19	12	5	8	11	5	4	2	0
<b>Probation P.O. Separations</b>		6	4	0	2	4	0	3	1	0
Permanent Police Officers #	%	25	17	1	8	17	4	11	2	0
		100.0%	68.0%	4.0%	32.0%	68.0%	16.0%	44.0%	8.0%	0.0%
<b>Rate of Completion</b>		50.0%	51.5%	16.7%	44.4%	53.1%	44.4%	61.1%	40.0%	0.0%

**2000 ACADEMIES**

**75 LBPD (4/3/00)**

Police Recruits #	%	56	28	5	31	25	1	18	6	0
		100.0%	50.0%	8.9%	55.4%	44.6%	1.8%	32.1%	10.7%	0.0%
<b>Academy Separations</b>		8	2	1	7	1	0	1	0	0
<b>Probation P.O. Separations</b>		7	2	1	6	1	0	0	1	0
Permanent Police Officers #	%	41	24	3	18	23	1	17	5	0
		100.0%	58.5%	7.3%	43.9%	56.1%	2.4%	41.5%	12.2%	0.0%
<b>Rate of Completion</b>		73.2%	85.7%	60.0%	58.1%	92.0%	100.0%	94.4%	83.3%	0.0%

**76 LBPD (10/2/00)**

Police Recruits #	%	59	37	10	29	30	5	18	6	1
		100.0%	62.7%	16.9%	49.2%	50.8%	8.5%	30.5%	10.2%	1.7%
<b>Academy Separations</b>		14	9	3	8	6	2	1	2	1
<b>Probation P.O. Separations</b>		8	4	1	4	4	0	3	1	0
Permanent Police Officers #	%	37	24	6	17	20	3	14	3	0
		100.0%	64.9%	16.2%	45.9%	54.1%	8.1%	37.8%	8.1%	0.0%
<b>Rate of Completion</b>		62.7%	64.9%	60.0%	58.6%	66.7%	60.0%	77.8%	50.0%	0.0%

**2001 ACADEMIES**

**77 LBPD (10/22/01)**

Police Recruits #	%	55	36	5	22	33	4	22	7	0
		100.0%	65.5%	9.1%	40.0%	60.0%	7.3%	40.0%	12.7%	0.0%
<b>Academy Separations</b>		15	12	2	5	10	0	8	2	0
<b>Probation P.O. Separations</b>		8	4	0	4	4	0	2	2	0
Permanent Police Officers #	%	32	20	3	13	19	4	12	3	0
		100.0%	62.5%	9.4%	40.6%	59.4%	12.5%	37.5%	9.4%	0.0%
<b>Rate of Completion</b>		58.2%	55.6%	60.0%	59.1%	57.6%	100.0%	54.5%	42.9%	0.0%

**Police Recruit Academies  
1990 - December 31, 2004**

Attachment D

**2002 ACADEMIES**

**78 LBPD (10/07/02)**

Police Recruits #	%								
	60	26	5	36	24	5	11	8	0
	100.0%	43.3%	8.3%	60.0%	40.0%	8.3%	18.3%	13.3%	0.0%
Lateral Police Officers	14	3	0	11	3	0	2	1	0
	100.0%	21.4%	0.0%	78.6%	21.4%	0.0%	14.3%	7.1%	0.0%
Academy Separations	10	7	3	4	6	3	2	1	0
Probation P.O. Separations	2	0	0	2	0	0	1	0	0
Permanent Police Officers	# 62	22	2	41	21	2	10	8	0
	% 100.0%	35.5%	3.2%	66.1%	33.9%	3.2%	16.1%	12.9%	0.0%
Rate of Completion	83.8%	75.9%	40.0%	87.2%	77.8%	40.0%	76.9%	88.9%	0.0%

**2003 ACADEMIES**

**79 LBPD (06/01/03)**

Police Recruits #	%								
	61	38	10	25	36	4	24	8	0
	100.0%	62.3%	16.4%	41.0%	59.0%	6.6%	39.3%	13.1%	0.0%
Lateral Police Officers	10	5	2	7	3	0	2	1	0
	100.0%	50.0%	20.0%	70.0%	30.0%	0.0%	20.0%	10.0%	0.0%
Academy Separations	10	7	3	4	6	1	5	0	0
Probation P.O. Separations	1	1	1	0	1	0	1	0	0
Permanent Police Officers	# 60	35	8	28	32	3	20	9	0
	% 100.0%	58.3%	13.3%	46.7%	53.3%	5.0%	33.3%	15.0%	0.0%
Rate of Completion	84.5%	81.4%	66.7%	87.5%	82.1%	75.0%	76.9%	100.0%	0.0%

**2004 ACADEMIES\***

**80 LBPD (06/03/04)**

Police Recruits #	%								
	84	55	20	35	49	5	39	5	0
	100.0%	65.5%	23.8%	41.7%	58.3%	6.0%	46.4%	6.0%	0.0%
Lateral Police Officers	6	3	0	3	3	0	2	1	0
	100.0%	50.0%	0.0%	50.0%	50.0%	0.0%	33.3%	16.7%	0.0%
Academy Separations	19	13	10	9	10	3	6	1	0
Probation P.O. Separations	2	0	0	0	0	0	1	1	0
Permanent Police Officers	# 69	45	10	29	42	2	34	4	0
	% 100.0%	65.2%	14.5%	42.0%	60.9%	2.9%	49.3%	5.8%	0.0%
Rate of Completion	76.7%	77.6%	50.0%	76.3%	80.8%	40.0%	82.9%	66.7%	0.0%

**Police Recruit Academies  
1990 - December 31, 2004**

Attachment D

**TOTAL FOR ALL ACADEMIES**

	Total	Total White Females & Minorities	Total Females	White	Total Minorities	Black	Hispanic	Asian	American Indian
Police Recruits #	937	519	128	494	443	94	240	104	5
Police Recruits %	100.0%	55.4%	13.7%	52.7%	47.3%	10.0%	25.6%	11.1%	0.5%
Lateral Police Officers	24	8	2	18	6	0	4	2	0
	100.0%	33.3%	8.3%	75.0%	25.0%	0.0%	16.7%	8.3%	0.0%
Academy Separations	176	115	42	84	92	32	39	20	1
Probation P.O. Separations	82	43	9	40	42	4	24	14	1
Permanent Police Officers #	703	369	79	388	315	58	181	72	3
Permanent Police Officers %	100.0%	52.5%	11.2%	55.2%	44.8%	8.3%	25.7%	10.2%	0.4%
Rate of Completion	75.0%	71.1%	61.7%	78.5%	71.1%	61.7%	75.4%	69.2%	60.0%
Relevant Labor Market %			45.1%	41.5%	58.5%	7.3%	35.6%	13.4%	0.6%

\* Academy class #80 is not included in the "Total" figures. Police Recruits in class #80 will be on probation until December 2005



**Firefighter Recruit Academies  
1993-December 31, 2004**

Attachment E

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

**(11/15/93)**

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

**1994 Academy**

**(08/01/94)**

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

**1995 Academy**

**(10/16/95)**

Fire Recruits	#	12	5	0	7	5	2	2	1	0
	%	100.0%	41.7%	0.0%	58.3%	41.7%	16.7%	16.7%	8.3%	0.0%
Academy Separations		3	3	0	0	3	2	0	0	0
Probation FF Separations		0	0	0	0	0	0	0	0	0
Permanent Firefighters	#	9	2	0	7	2	0	2	1	0
	%	100.0%	22.2%	0.0%	77.8%	22.2%	0.0%	22.2%	11.1%	0.0%
Rate of Completion	%	85.7%	40.0%	0.0%	100.0%	40.0%	0.0%	100.0%	100.0%	0.0%

**1996 Academy**

**(02/26/96)**

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

**1997 Academy**

**(09/22/97)**

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

**Firefighter Recruit Academies  
1993-December 31, 2004**

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**1998 Academies**

**(04/13/98)**

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

**(11/30/98)**

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

**2000 Academies**

**(01/18/00)**

Fire Recruits	#	20	10	3	13	7	2	3	1	1
	%	100.0%	50.0%	15.0%	65.0%	35.0%	10.0%	15.0%	5.0%	5.0%
Academy Separations		1	1	1	1	0	0	0	0	0
Probation FF Separations		2	1	0	1	1	0	0	1	0
Permanent Firefighters	#	17	8	2	11	6	2	3	0	1
	%	100.0%	47.1%	11.8%	64.7%	35.3%	11.8%	17.6%	0.0%	5.9%
Rate of Completion	%	85.0%	80.0%	66.7%	84.6%	85.7%	100.0%	100.0%	0.0%	0.0%

**(07/17/00)**

Fire Recruits	#	24	4	0	19	5	2	3	0	0
	%	100.0%	16.7%	0.0%	79.2%	20.8%	8.3%	12.5%	0.0%	0.0%
Academy Separations		0	0	0	0	0	0	0	0	0
Probation FF Separations		3	0	0	3	0	0	0	0	0
Permanent Firefighters	#	21	4	0	16	5	2	3	0	0
	%	100.0%	19.0%	0.0%	76.2%	23.8%	9.5%	14.3%	0.0%	0.0%
Rate of Completion	%	87.5%	100.0%	0.0%	84.2%	100.0%	100.0%	100.0%	0.0%	0.0%

**2001 Academies**

**(03/05/01)**

Fire Recruits	#	25	14	4	15	10	2	6	2	0
	%	100.0%	56.0%	16.0%	60.0%	40.0%	8.0%	24.0%	8.0%	0.0%
Academy Separations		6	6	3	3	3	1	2	0	0
Probation FF Separations		2	1	0	1	1	1	0	0	0
Permanent Firefighters	#	17	7	1	11	6	0	4	2	0
	%	100.0%	41.2%	5.9%	64.7%	35.3%	0.0%	23.5%	11.8%	0.0%
Rate of Completion	%	68.0%	50.0%	0.0%	73.3%	60.0%	0.0%	66.7%	0.0%	0.0%

**(09/08/01)**

Fire Recruits	#	24	12	1	13	11	3	7	1	0
	%	100.0%	50.0%	4.2%	54.2%	45.8%	12.5%	29.2%	4.2%	0.0%
Academy Separations		3	1	0	2	1	0	1	0	0
Probation FF Separations		1	0	0	0	1	1	0	0	0
Permanent Firefighters	#	20	11	1	11	9	2	6	1	0
	%	100.0%	55.0%	5.0%	55.0%	45.0%	10.0%	30.0%	5.0%	0.0%
Rate of Completion	%	83.3%	91.7%	0.0%	84.6%	81.8%	66.7%	85.7%	0.0%	0.0%

**Firefighter Recruit Academies  
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**2002 Academies**

**(02/25/02)**

Fire Recruits	#	24	4	0	20	4	1	3	0	0
	%	100.0%	16.7%	0.0%	83.3%	16.7%	4.2%	12.5%	0.0%	0.0%
Academy Separations		6	3	0	3	3	1	2	0	0
Probation FF Separations		2	1	0	2	0	0	0	0	0
Permanent Firefighters	#	16	0	0	15	1	0	1	0	0
	%	100.0%	0.0%	0.0%	93.8%	6.3%	0.0%	6.3%	0.0%	0.0%
Rate of Completion	%	66.7%	0.0%	0.0%	75.0%	25.0%	0.0%	33.3%	0.0%	0.0%

**(09/09/02)**

Fire Recruits	#	24	9	0	15	9	3	5	0	1
	%	100.0%	37.5%	0.0%	62.5%	37.5%	12.5%	20.8%	0.0%	4.2%
Academy Separations		5	3	0	2	3	1	2	0	0
Probation FF Separations		0	0	0	0	0	1	0	0	0
Permanent Firefighters	#	19	6	0	13	6	1	3	0	1
	%	100.0%	31.6%	0.0%	68.4%	31.6%	5.3%	15.8%	0.0%	5.3%
Rate of Completion	%	79.2%	66.7%	0.0%	86.7%	66.7%	33.3%	60.0%	0.0%	0.0%

**2003 Academy**

**(10/20/03 - Laterals Only)**

Fire Recruits	#	9	1	0	8	1	0	1	0	0
	%	100.0%	11.1%	0.0%	88.9%	11.1%	0.0%	11.1%	0.0%	0.0%
Academy Separations		2	1	0	1	1	0	1	0	0
Probation FF Separations		0	0	0	0	0	0	0	0	0
Permanent Firefighters	#	7	0	0	7	0	0	0	0	0
	%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Rate of Completion	%	77.8%	0.0%	0.0%	87.5%	0.0%	0.0%	0.0%	0.0%	0.0%

**2004 Academy\***

**(09/07/04)**

Fire Recruits	#	28	13	3	18	10	1	4	5	0
	%	100.0%	46.4%	10.7%	64.3%	35.7%	3.6%	14.3%	17.9%	0.0%
Academy Separations		7	4	1	4	3	1	1	1	0
Probation FF Separations		0	0	0	0	0	0	0	0	0
Permanent Firefighters	#	21	9	2	14	7	0	3	4	0
	%	100.0%	42.9%	9.5%	66.7%	33.3%	0.0%	14.3%	19.0%	0.0%
Rate of Completion	%	75.0%	69.2%	0.0%	77.8%	70.0%	0.0%	75.0%	0.0%	0.0%

**TOTAL FOR ALL ACADEMIES**

	Total	Total White Females & Minorities	Total Females	White	Total Minorities	Black	Hispanic	Asian	American Indian
Fire Recruits	#	271	116	17	168	103	40	45	16
	%	100.0%	42.8%	6.3%	62.0%	38.0%	14.8%	16.6%	5.9%
Academy Separations		45	31	7	19	26	14	10	1
Probationary F.F. Separations		12	5	1	7	5	4	0	2
Permanent Firefighters	#	207	80	9	135	72	22	35	13
	%	100.0%	38.6%	4.3%	65.2%	34.8%	10.6%	16.9%	6.3%
Rate of Completion	%	76.4%	69.0%	52.9%	80.4%	69.9%	55.0%	77.8%	81.3%
Relevant Labor Market	%			45.1%	41.5%	58.5%	7.3%	35.6%	13.4%

\*No academy classes in 1999; 2004 Recruit class not included in total because they will be on probation until December 2005