

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%	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%	0	0.0%
Separations	2004	2	1	50.0%	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%	0	0.0%
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%	0	0.0%
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%	0	0.0%
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%	0	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%	0	0.0%
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%	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%	0	0.0%
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%	0	0.0%
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%	1	2.0%
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%	0	0.0%
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%	0	0.0%
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%	0	0.0%
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%	0	0.0%
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%	0	0.0%
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%	1	2.3%
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%	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%	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%	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	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Library Services																					
Hires	2004	2	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%
Promotions	2004	9	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%
Separations	2004	7	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%	0	0.0%
Oil Properties																					
Hires	2004	2	0.0%	0	0.0%	1	0.0%	1	1.0%	1	0.0%	0	0.0%	1	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%
Separations	2004	5	0.0%	1	0.0%	2	0.0%	3	0.0%	2	0.0%	0	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%
Parks and Recreation																					
Hires	2004	3	0.0%	3	100.0%	3	100.0%	2	66.7%	1	33.3%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%
Promotions	2004	12	25.0%	9	75.0%	10	83.3%	6	50.0%	6	50.0%	4	33.3%	1	8.3%	1	8.3%	0	0.0%	0	0.0%
Separations	2004	22	59.1%	9	40.9%	14	63.6%	15	68.2%	7	31.8%	5	22.7%	2	9.1%	0	0.0%	0	0.0%	0	0.0%
Planning and Building																					
Hires	2004	10	30.0%	7	70.0%	8	80.0%	4	40.0%	6	60.0%	2	20.0%	3	30.0%	1	10.0%	0	0.0%	0	0.0%
Promotions	2004	10	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%	0	0.0%
Separations	2004	10	60.0%	4	40.0%	6	60.0%	7	70.0%	3	30.0%	2	20.0%	0	0.0%	1	10.0%	0	0.0%	0	0.0%
Police																					
Hires	2004	102	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%
Promotions	2004	134	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%
Separations	2004	100	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%
Public Works																					
Hires	2004	5	60.0%	2	40.0%	3	60.0%	2	40.0%	3	60.0%	1	20.0%	0	0.0%	2	40.0%	0	0.0%	0	0.0%
Promotions	2004	26	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%
Separations	2004	18	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%
Technology Services																					
Hires	2004	8	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%
Promotions	2004	14	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%
Separations	2004	10	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%

**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	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	

**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	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	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	50.0%	1	50.0%	1	50.0%	1	50.0%	1	50.0%	1	50.0%	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

Hires	2004	15	6	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	0.0%	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	5	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	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	27	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	17	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**

Hires	2004	71	42	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	43	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	47	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

Hires	2004	289	194	67.1%	95	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	294	65.0%	158	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	259	60.8%	167	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**

Attachment B

January 1, 2004 - December 31, 2004

APPLIED

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

QUALIFIED

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

CERTIFIED

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

**Applicant Flow Data Summary
For Classified Service**

Attachment B

January 1, 2004 - December 31, 2004

***SELECTED**

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

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**

Position Title	Type of Recruitment	Date	S	R
City Manager				
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
Civil Service				
Employment Services Officer	Direct Appointment	11/20/2004	F	W
Community Development				
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
Fire				
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
Health & Human Services				
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
Human Resources				
Manager-Personnel Operations	Direct Appointment	3/6/2004	F	W
Library Services				
Manager-Main Library Services Bureau	State	12/18/2004	F	W

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

Position Title	Type of Recruitment	Date	S	R
Long Beach Energy				
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
Parks, Recreation & Marine				
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
Planning and Building				
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
Police				
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**

Position Title	Type of Recruitment	Date	S	R
Public Works				
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
Technology Services				
Director of Technology Services	Department	2/21/2004	M	A
Manager-Customer Service	Direct Appointment	3/20/2004	F	W
Water				
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									
#/Site/Date	Total	Total White Females & Minorities	Total Females	White	Total Minorities	Black	Hispanic	Asian	American Indian

1990 ACADEMIES

263 LASD (3/27/90)

Police Recruits # %	2	0	0	2	0	0	0	0	0
	100.0%	0.0%	0.0%	100.0%	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	0	0	2	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	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%

62 LBPD (3/31/90)

Police Recruits # %	33	19	4	17	16	3	12	1	0
	100.0%	57.6%	12.1%	51.5%	48.5%	9.1%	36.4%	3.0%	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	16	4	16	13	3	9	1	0
	100.0%	55.2%	13.8%	55.2%	44.8%	10.3%	31.0%	3.4%	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	0	0	3	0	0	0	0	0
	100.0%	0.0%	0.0%	100.0%	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	0	0	2	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	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	4	3	9	2	0	1	1	0
	100.0%	36.4%	27.3%	81.8%	18.2%	0.0%	9.1%	9.1%	0.0%
Academy Separations	3	0	0	3	0	0	0	0	0
Probation P.O. Separations	1	0		1	0	0	0	0	0
Permanent Police Officers # %	7	4	3	5	2	0	1	1	0
	100.0%	57.1%	42.9%	71.4%	28.6%	0.0%	14.3%	14.3%	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**

Attachment D

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 OCSD (11/30/90)

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

1991 ACADEMIES

270 LASD (1/7/91)

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

**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 LBPB (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 LBPB (8/8/92)

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

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

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**

Attachment D

1996 ACADEMIES

70 LBP (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 LBP (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 LBP (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 LBP (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**

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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%
Academy Separations	19	12	5	8	11	5	4	2	0
Probation P.O. Separations	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%
Rate of Completion	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%
Academy Separations	8	2	1	7	1	0	1	0	0
Probation P.O. Separations	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%
Rate of Completion	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%
Academy Separations	14	9	3	8	6	2	1	2	1
Probation P.O. Separations	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%
Rate of Completion	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%
Academy Separations	15	12	2	5	10	0	8	2	0
Probation P.O. Separations	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%
Rate of Completion	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
%	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
%	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**

Attachment E

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
1993-December 31, 2004**

Attachment E

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	2
	%	100.0%	42.8%	6.3%	62.0%	38.0%	14.8%	16.6%	5.9%	0.7%
Academy Separations		45	31	7	19	26	14	10	1	0
Probationary F.F. Separations		12	5	1	7	5	4	0	2	0
Permanent Firefighters	#	207	80	9	135	72	22	35	13	2
	%	100.0%	38.6%	4.3%	65.2%	34.8%	10.6%	16.9%	6.3%	1.0%
Rate of Completion	%	76.4%	69.0%	52.9%	80.4%	69.9%	55.0%	77.8%	81.3%	1.0%
Relevant Labor Market	%			45.1%	41.5%	58.5%	7.3%	35.6%	13.4%	0.6%

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