

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

1 RESOLUTION NO. RES-11-0115

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE
4 CITY OF LONG BEACH ADOPTING AN EQUAL
5 EMPLOYMENT OPPORTUNITY PLAN FOR 2010-2012
6

7 WHEREAS, the City of Long Beach is firmly committed to a policy of
8 nondiscrimination and equal employment opportunity on all matters affecting employment
9 with the City; and

10 WHEREAS, the City of Long Beach reaffirms its commitment that no person
11 shall be benefited or discriminated against in any manner which is inconsistent with
12 federal or state statutes, the City Charter, City ordinances, resolutions, rules, or
13 regulations in its employment practices; and

14 WHEREAS, the City of Long Beach will continue working toward the
15 achievement of equal employment opportunity objectives which are both realistic and
16 meaningful; and

17 WHEREAS, an effective program is necessary to achieve a representative
18 work force at all levels of employment; and

19 WHEREAS, a recognition of equal business practices and principles is
20 consistent with program objectives; and

21 WHEREAS, the City solicits and requires the cooperation and support of its
22 officers and employees to promote the Equal Employment Opportunity Plan of the City to
23 successfully implement the Plan;

24 NOW, THEREFORE, the City Council of the City of Long Beach resolves as
25 follows:

26 Section 1. That the City Council of the City of Long Beach hereby adopts
27 an Equal Employment Opportunity Plan for 2010 through 2012, a copy of which is
28 attached hereto as Exhibit "A" and made a part hereof by this reference.

1 Section 2. This resolution shall take effect immediately upon its adoption
2 by the City Council, and the City Clerk shall certify the vote adopting this resolution.

3 I hereby certify that the foregoing resolution was adopted by the City
4 Council of the City of Long Beach at its meeting of October 11, 2011 by the
5 following vote:

6
7 Ayes: Councilmembers: Garcia, Lowenthal, Schipske, Andrews,
8 Johnson, Gabelich, Neal.

9
10
11 Noes: Councilmembers: None.

12
13 Absent: Councilmembers: DeLong, O'Donnell.

14
15
16 
17 _____
18 City Clerk

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EXHIBIT “A”

Hires, Promotions, Separation for 2007-2009 by Department
Permanent Full-Time Work Force

	Total #	Total Males		Total Females		White Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
City Manager Departments																			
City Manager																			
Hires																			
2007	5	0	0.0%	5	100.0%	5	100.0%	1	20.0%	4	80.0%	2	40.0%	1	20.0%	1	20.0%	0	0.0%
2008	5	3	60.0%	2	40.0%	3	60.0%	4	80.0%	1	20.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%
2009	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%
Total	10	3	30.0%	7	70.0%	8	80.0%	5	50.0%	5	50.0%	3	30.0%	1	10.0%	1	10.0%	0	0.0%
Promotions																			
2007	13	4	30.8%	9	69.2%	12	92.3%	5	38.5%	8	61.5%	2	15.4%	2	15.4%	4	30.8%	0	0.0%
2008	5	0	0.0%	5	100.0%	5	100.0%	3	60.0%	2	40.0%	0	0.0%	1	20.0%	1	20.0%	0	0.0%
2009	3	1	33.3%	2	66.7%	3	100.0%	2	66.7%	1	33.3%	1	33.3%	0	0.0%	0	0.0%	0	0.0%
Total	21	5	23.8%	16	76.2%	20	95.2%	10	47.6%	11	52.4%	3	14.3%	3	14.3%	5	23.8%	0	0.0%
Separations																			
2007	6	2	33.3%	4	66.7%	4	66.7%	4	66.7%	2	33.3%	1	16.7%	0	0.0%	1	16.7%	0	0.0%
2008	1	0	0.0%	1	100.0%	1	100.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2009	4	1	25.0%	3	75.0%	3	75.0%	3	75.0%	1	25.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%
Total	11	3	27.3%	8	72.7%	8	72.7%	8	72.7%	3	27.3%	2	18.2%	0	0.0%	1	9.1%	0	0.0%
Community Development																			
Hires																			
2007	49	13	26.5%	36	73.5%	41	83.7%	16	32.7%	33	67.3%	13	26.5%	10	20.4%	10	20.4%	0	0.0%
2008	28	12	42.9%	16	57.1%	22	78.6%	8	28.6%	20	71.4%	9	32.1%	7	25.0%	3	10.7%	1	3.6%
2009	9	2	22.2%	7	77.8%	9	100.0%	1	11.1%	8	88.9%	1	11.1%	5	55.6%	2	22.2%	0	0.0%
Total	86	27	31.4%	59	68.6%	72	83.7%	25	29.1%	61	70.9%	23	26.7%	22	25.6%	15	17.4%	1	1.2%
Promotions																			
2007	43	18	41.9%	25	58.1%	33	76.7%	20	46.5%	23	53.5%	3	7.0%	10	23.3%	10	23.3%	0	0.0%
2008	35	11	31.4%	24	68.6%	33	94.3%	8	22.9%	27	77.1%	15	42.9%	10	28.6%	2	5.7%	0	0.0%
2009	30	6	20.0%	24	80.0%	27	90.0%	13	43.3%	17	56.7%	4	13.3%	8	26.7%	4	13.3%	1	3.3%
Total	108	35	32.4%	73	67.6%	93	86.1%	41	38.0%	67	62.0%	22	20.4%	28	25.9%	16	14.8%	1	0.9%
Separations																			
2007	19	7	36.8%	12	63.2%	18	94.7%	3	15.8%	16	84.2%	3	15.8%	7	36.8%	5	26.3%	1	5.3%
2008	14	7	50.0%	7	50.0%	11	78.6%	4	28.6%	10	71.4%	6	42.9%	3	21.4%	1	7.1%	0	0.0%
2009	22	10	45.5%	12	54.5%	18	81.8%	9	40.9%	13	59.1%	6	27.3%	5	22.7%	1	4.5%	1	4.5%
Total	55	24	43.6%	31	56.4%	47	85.5%	16	29.1%	39	70.9%	15	27.3%	15	27.3%	7	12.7%	2	3.6%

Hires, Promotions, Separation for 2007-2009 by Department
Permanent Full-Time Work Force

	Total #	Total Males		Total Females		White Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Financial Management																			
Hires																			
2007	17	6	35.3%	11	64.7%	14	82.4%	6	35.3%	11	64.7%	1	5.9%	4	23.5%	5	0.0%	1	5.9%
2008	16	1	6.3%	15	93.8%	15	93.8%	4	25.0%	12	75.0%	3	18.8%	3	18.8%	6	0.0%	0	0.0%
2009	2	1	50.0%	1	50.0%	2	100.0%	1	50.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
Total	35	8	22.9%	27	77.1%	31	88.6%	11	31.4%	24	68.6%	5	14.3%	7	20.0%	11	31.4%	1	2.9%
Promotions																			
2007	29	4	13.8%	25	86.2%	28	96.6%	9	31.0%	20	69.0%	3	10.3%	4	13.8%	12	41.4%	1	3.4%
2008	10	2	20.0%	8	80.0%	9	90.0%	4	40.0%	6	60.0%	1	10.0%	2	20.0%	3	30.0%	0	0.0%
2009	9	1	11.1%	8	88.9%	8	88.9%	1	11.1%	8	88.9%	1	11.1%	3	33.3%	3	33.3%	1	11.1%
Total	48	7	14.6%	41	85.4%	45	93.8%	14	29.2%	34	70.8%	5	10.4%	9	18.8%	18	37.5%	2	4.2%
Separations																			
2007	13	5	38.5%	8	61.5%	10	76.9%	6	46.2%	7	53.8%	4	30.8%	2	15.4%	1	7.7%	0	0.0%
2008	8	3	37.5%	5	62.5%	7	87.5%	3	37.5%	5	62.5%	2	25.0%	1	12.5%	2	25.0%	0	0.0%
2009	19	2	10.5%	17	89.5%	18	94.7%	8	42.1%	11	57.9%	5	26.3%	3	15.8%	3	15.8%	0	0.0%
Total	40	10	25.0%	30	75.0%	35	87.5%	17	42.5%	23	57.5%	11	27.5%	6	15.0%	6	15.0%	0	0.0%
Fire																			
Hires																			
2007	21	18	85.7%	3	14.3%	9	42.9%	13	61.9%	8	38.1%	1	4.8%	5	23.8%	2	9.5%	0	0.0%
2008	41	39	95.1%	2	4.9%	20	48.8%	23	56.1%	18	43.9%	5	12.2%	8	19.5%	5	12.2%	0	0.0%
2009	15	11	73.3%	4	26.7%	7	46.7%	11	73.3%	4	26.7%	1	6.7%	2	13.3%	1	6.7%	0	0.0%
Total	77	68	88.3%	9	11.7%	36	46.8%	47	61.0%	30	39.0%	7	9.1%	15	19.5%	8	10.4%	0	0.0%
Promotions																			
2007	22	18	81.8%	4	18.2%	7	31.8%	18	81.8%	4	18.2%	3	13.6%	1	4.5%	0	0.0%	0	0.0%
2008	44	40	90.9%	4	9.1%	23	52.3%	23	52.3%	21	47.7%	4	9.1%	10	22.7%	6	13.6%	1	2.3%
2009	11	11	100.0%	0	0.0%	4	36.4%	7	63.6%	4	36.4%	1	9.1%	2	18.2%	1	9.1%	0	0.0%
Total	77	69	89.6%	8	10.4%	34	44.2%	48	62.3%	29	37.7%	8	10.4%	13	16.9%	7	9.1%	1	1.3%
Separations																			
2007	28	25	89.3%	3	10.7%	13	46.4%	17	60.7%	11	39.3%	0	0.0%	8	28.6%	3	10.7%	0	0.0%
2008	44	37	84.1%	7	15.9%	23	52.3%	25	56.8%	19	43.2%	4	9.1%	12	27.3%	3	6.8%	0	0.0%
2009	42	41	97.6%	1	2.4%	10	23.8%	32	76.2%	10	23.8%	3	7.1%	5	11.9%	2	4.8%	0	0.0%
Total	114	103	90.4%	11	9.6%	46	40.4%	74	64.9%	40	35.1%	7	6.1%	25	21.9%	8	7.0%	0	0.0%

Hires, Promotions, Separation for 2007-2009 by Department
Permanent Full-Time Work Force

	Total #	Total Males		Total Females		White Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Long Beach Energy																			
Hires																			
2007	17	15	88.2%	2	11.8%	12	70.6%	5	29.4%	12	70.6%	3	17.6%	6	35.3%	3	17.6%	0	0.0%
2008	6	6	100.0%	0	0.0%	5	83.3%	1	16.7%	5	83.3%	1	16.7%	2	33.3%	2	33.3%	0	0.0%
2009	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%
Total	25	22	88.0%	3	12.0%	18	72.0%	7	28.0%	18	72.0%	4	16.0%	9	36.0%	5	20.0%	0	0.0%
Promotions																			
2007	23	20	87.0%	3	13.0%	18	78.3%	5	21.7%	18	78.3%	4	17.4%	12	52.2%	2	8.7%	0	0.0%
2008	29	26	89.7%	3	10.3%	17	58.6%	13	44.8%	16	55.2%	4	13.8%	9	31.0%	3	10.3%	0	0.0%
2009	11	11	100.0%	0	0.0%	6	54.5%	5	45.5%	6	54.5%	1	9.1%	3	27.3%	2	18.2%	0	0.0%
Total	63	57	90.5%	6	13.0%	41	65.1%	23	36.5%	40	63.5%	9	14.3%	24	38.1%	7	11.1%	0	0.0%
Separations																			
2007	12	8	66.7%	4	33.3%	10	83.3%	3	25.0%	9	75.0%	1	8.3%	6	50.0%	2	16.7%	0	0.0%
2008	10	9	90.0%	1	10.0%	5	50.0%	6	60.0%	4	40.0%	2	20.0%	1	10.0%	1	10.0%	0	0.0%
2009	12	12	100.0%	0	0.0%	5	41.7%	7	58.3%	5	41.7%	3	25.0%	1	8.3%	0	0.0%	1	8.3%
Total	34	29	85.3%	5	14.7%	20	58.8%	16	47.1%	18	52.9%	6	17.6%	8	23.5%	3	8.8%	1	2.9%
Health & Human Services																			
Hires																			
2007	44	11	25.0%	33	75.0%	40	90.9%	12	27.3%	32	72.7%	5	11.4%	21	47.7%	6	13.6%	0	0.0%
2008	40	12	30.0%	28	70.0%	36	90.0%	8	20.0%	32	80.0%	11	27.5%	11	27.5%	10	25.0%	0	0.0%
2009	17	2	11.8%	15	88.2%	17	100.0%	4	23.5%	13	76.5%	5	29.4%	4	23.5%	4	23.5%	0	0.0%
Total	101	25	24.8%	76	75.2%	93	92.1%	24	23.8%	77	76.2%	21	20.8%	36	35.6%	20	19.8%	0	0.0%
Promotions																			
2007	22	3	13.6%	19	86.4%	22	100.0%	6	27.3%	16	72.7%	2	9.1%	8	36.4%	5	22.7%	1	4.5%
2008	24	7	29.2%	17	70.8%	21	87.5%	8	33.3%	16	66.7%	6	25.0%	9	37.5%	1	4.2%	0	0.0%
2009	16	5	31.3%	11	68.8%	13	81.3%	7	43.8%	9	56.3%	1	6.3%	5	31.3%	3	18.8%	0	0.0%
Total	62	15	24.2%	47	75.8%	56	90.3%	21	33.9%	41	66.1%	9	14.5%	22	35.5%	9	14.5%	1	1.6%
Separations																			
2007	39	10	25.6%	29	74.4%	36	92.3%	13	33.3%	26	66.7%	7	17.9%	9	23.1%	9	23.1%	1	2.6%
2008	50	15	30.0%	35	70.0%	42	84.0%	19	38.0%	31	62.0%	10	20.0%	14	28.0%	7	14.0%	0	0.0%
2009	49	18	36.7%	31	63.3%	47	95.9%	7	14.3%	42	85.7%	15	30.6%	17	34.7%	10	20.4%	0	0.0%
Total	138	43	31.2%	95	68.8%	125	90.6%	39	28.3%	99	71.7%	32	23.2%	40	29.0%	26	18.8%	1	0.7%

**Hires, Promotions, Separation for 2007-2009 by Department
Permanent Full-Time Work Force**

	Total #	Total Males		Total Females		White Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Human Resources																			
Hires																			
2007	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%
2008	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%
2009	1	0	0.0%	1	100.0%	1	100.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	5	1	20.0%	4	80.0%	4	80.0%	3	60.0%	2	40.0%	0	0.0%	2	40.0%	0	0.0%	0	0.0%
Promotions																			
2007	10	3	30.0%	7	70.0%	10	100.0%	2	20.0%	8	80.0%	3	30.0%	4	40.0%	1	10.0%	0	0.0%
2008	2	1	50.0%	1	50.0%	2	100.0%	1	50.0%	1	50.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%
2009	5	2	40.0%	3	60.0%	4	80.0%	2	40.0%	3	60.0%	0	0.0%	1	20.0%	2	40.0%	0	0.0%
Total	17	6	35.3%	11	64.7%	16	94.1%	5	29.4%	12	70.6%	3	17.6%	6	35.3%	3	17.6%	0	0.0%
Separations																			
2007	1	0	0.0%	1	100.0%	1	100.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%
2008	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%
2009	3	1	0.0%	2	0.0%	3	0.0%	1	0.0%	2	0.0%	1	0.0%	0	0.0%	1	0.0%	0	0.0%
Total	4	1	25.0%	3	75.0%	4	100.0%	1	25.0%	3	75.0%	1	25.0%	0	0.0%	2	50.0%	0	0.0%
Library Services																			
Hires																			
2007	18	3	16.7%	15	83.3%	17	94.4%	13	72.2%	5	27.8%	0	0.0%	3	16.7%	2	11.1%	0	0.0%
2008	12	6	50.0%	6	50.0%	9	75.0%	7	58.3%	5	41.7%	0	0.0%	3	25.0%	2	16.7%	0	0.0%
2009	2	1	50.0%	1	50.0%	2	100.0%	0	0.0%	2	100.0%	0	0.0%	1	50.0%	1	50.0%	0	0.0%
Total	32	10	31.3%	22	68.8%	28	87.5%	20	62.5%	12	37.5%	0	0.0%	7	21.9%	5	15.6%	0	0.0%
Promotions																			
2007	11	2	18.2%	9	81.8%	10	90.9%	7	63.6%	4	36.4%	1	9.1%	3	27.3%	0	0.0%	0	0.0%
2008	11	2	18.2%	9	81.8%	10	90.9%	8	72.7%	3	27.3%	2	18.2%	1	9.1%	0	0.0%	0	0.0%
2009	1	0	0.0%	1	100.0%	1	100.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	23	4	17.4%	19	82.6%	21	91.3%	16	69.6%	7	30.4%	3	13.0%	4	17.4%	0	0.0%	0	0.0%
Separations																			
2007	10	2	20.0%	8	80.0%	10	100.0%	7	70.0%	3	30.0%	0	0.0%	2	20.0%	1	10.0%	0	0.0%
2008	7	4	57.1%	3	42.9%	4	57.1%	6	85.7%	1	14.3%	0	0.0%	1	14.3%	0	0.0%	0	0.0%
2009	4	0	0.0%	4	100.0%	4	100.0%	3	75.0%	1	25.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%
Total	21	6	28.6%	15	71.4%	18	85.7%	16	76.2%	5	23.8%	0	0.0%	4	19.0%	1	4.8%	0	0.0%

Hires, Promotions, Separation for 2007-2009 by Department
Permanent Full-Time Work Force

	Total #	Total Males		Total Females		White Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Oil Properties																			
Hires																			
2007	3	2	0.0%	1	0.0%	2	0.0%	1	0.0%	2	0.0%	0	0.0%	0	0.0%	2	0.0%	0	0.0%
2008	2	2	0.0%	0	0.0%	2	0.0%	0	0.0%	2	0.0%	0	0.0%	0	0.0%	2	0.0%	0	0.0%
2009	1	1	0.0%	0	0.0%	1	0.0%	0	0.0%	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%
Total	6	5	83.3%	1	16.7%	5	83.3%	1	16.7%	5	83.3%	0	0.0%	1	16.7%	4	66.7%	0	0.0%
Promotions																			
2007	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%
2008	3	3	0.0%	0	0.0%	2	0.0%	1	0.0%	2	0.0%	0	0.0%	0	0.0%	2	0.0%	0	0.0%
2009	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%
Total	3	3	100.0%	0	0.0%	2	66.7%	1	33.3%	2	66.7%	0	0.0%	0	0.0%	2	66.7%	0	0.0%
Separations																			
2007	2	2	100.0%	0	0.0%	2	100.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%	2	100.0%	0	0.0%
2008	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%
2009	6	4	66.7%	2	33.3%	4	66.7%	3	50.0%	3	50.0%	1	16.7%	1	16.7%	1	16.7%	0	0.0%
Total	9	6	66.7%	3	33.3%	7	77.8%	3	33.3%	6	66.7%	1	11.1%	2	22.2%	3	33.3%	0	0.0%
Parks, Recreation & Marine																			
Hires																			
2007	17	9	52.9%	8	47.1%	13	76.5%	5	29.4%	12	70.6%	4	23.5%	6	35.3%	2	11.8%	0	0.0%
2008	3	3	100.0%	0	0.0%	1	33.3%	2	66.7%	1	33.3%	0	0.0%	1	33.3%	0	0.0%	0	0.0%
2009	8	4	50.0%	4	50.0%	7	87.5%	5	62.5%	3	37.5%	0	0.0%	2	25.0%	1	12.5%	0	0.0%
Total	28	16	57.1%	12	42.9%	21	75.0%	12	42.9%	16	57.1%	4	14.3%	9	32.1%	3	10.7%	0	0.0%
Promotions																			
2007	23	12	52.2%	11	47.8%	15	65.2%	11	47.8%	12	52.2%	5	21.7%	6	26.1%	1	4.3%	0	0.0%
2008	10	4	40.0%	6	60.0%	7	70.0%	4	40.0%	6	60.0%	1	10.0%	3	30.0%	2	20.0%	0	0.0%
2009	15	7	46.7%	8	53.3%	13	86.7%	4	26.7%	11	73.3%	4	26.7%	6	40.0%	1	6.7%	0	0.0%
Total	48	23	47.9%	25	52.1%	35	72.9%	19	39.6%	29	60.4%	10	20.8%	15	31.3%	4	8.3%	0	0.0%
Separations																			
2007	14	7	50.0%	7	50.0%	12	85.7%	5	35.7%	9	64.3%	6	42.9%	3	21.4%	0	0.0%	0	0.0%
2008	17	12	70.6%	5	29.4%	11	64.7%	11	64.7%	6	35.3%	3	17.6%	3	17.6%	0	0.0%	0	0.0%
2009	13	6	46.2%	7	53.8%	12	92.3%	4	30.8%	9	69.2%	4	30.8%	5	38.5%	0	0.0%	0	0.0%
Total	44	25	56.8%	19	43.2%	35	79.5%	20	45.5%	24	54.5%	13	29.5%	11	25.0%	0	0.0%	0	0.0%

Hires, Promotions, Separation for 2007-2009 by Department
Permanent Full-Time Work Force

	Total #	Total Males		Total Females		White Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Development Services																			
Hires																			
2007	11	6	54.5%	5	45.5%	8	72.7%	6	54.5%	5	45.5%	1	9.1%	1	9.1%	3	27.3%	0	0.0%
2008	5	3	60.0%	2	40.0%	4	80.0%	1	20.0%	4	80.0%	1	20.0%	2	40.0%	1	20.0%	0	0.0%
2009	1	0	0.0%	1	100.0%	1	100.0%	0	0.0%	1	100.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Total	17	9	52.9%	8	47.1%	13	76.5%	7	41.2%	10	58.8%	3	17.6%	3	17.6%	4	23.5%	0	0.0%
Promotions																			
2007	7	4	57.1%	3	42.9%	4	57.1%	5	71.4%	2	28.6%	0	0.0%	1	14.3%	1	14.3%	0	0.0%
2008	15	10	66.7%	5	33.3%	8	53.3%	9	60.0%	6	40.0%	2	13.3%	3	20.0%	1	6.7%	0	0.0%
2009	3	2	66.7%	1	33.3%	2	66.7%	1	33.3%	2	66.7%	2	66.7%	0	0.0%	0	0.0%	0	0.0%
Total	25	16	64.0%	9	36.0%	14	56.0%	15	60.0%	10	40.0%	4	16.0%	4	16.0%	2	8.0%	0	0.0%
Separations																			
2007	8	5	62.5%	3	37.5%	6	75.0%	4	50.0%	4	50.0%	2	25.0%	2	25.0%	0	0.0%	0	0.0%
2008	11	7	63.6%	4	36.4%	6	54.5%	8	72.7%	3	27.3%	1	9.1%	2	18.2%	0	0.0%	0	0.0%
2009	8	4	50.0%	4	50.0%	5	62.5%	5	62.5%	3	37.5%	0	0.0%	3	37.5%	0	0.0%	0	0.0%
Total	27	16	59.3%	11	40.7%	17	63.0%	17	63.0%	10	37.0%	3	11.1%	7	25.9%	0	0.0%	0	0.0%
Police																			
Hires																			
2007	110	81	73.6%	29	26.4%	78	70.9%	40	36.4%	70	63.6%	6	5.5%	41	37.3%	22	20.0%	1	0.9%
2008	61	41	67.2%	20	32.8%	44	72.1%	21	34.4%	40	65.6%	10	16.4%	21	34.4%	8	13.1%	1	1.6%
2009	15	9	60.0%	6	40.0%	14	93.3%	3	20.0%	12	80.0%	3	20.0%	6	40.0%	3	20.0%	0	0.0%
Total	186	131	70.4%	55	29.6%	136	73.1%	64	34.4%	122	65.6%	19	10.2%	68	36.6%	33	17.7%	2	1.1%
Promotions																			
2007	77	60	77.9%	17	22.1%	44	57.1%	38	49.4%	39	50.6%	13	16.9%	16	20.8%	9	11.7%	1	1.3%
2008	65	44	67.7%	21	32.3%	43	66.2%	35	53.8%	30	46.2%	5	7.7%	20	30.8%	5	7.7%	0	0.0%
2009	26	21	80.8%	5	19.2%	15	57.7%	12	46.2%	14	53.8%	1	3.8%	12	46.2%	1	3.8%	0	0.0%
Total	168	125	74.4%	43	25.6%	102	60.7%	85	50.6%	83	49.4%	19	11.3%	48	28.6%	15	8.9%	1	0.6%
Separations																			
2007	88	60	68.2%	28	31.8%	63	71.6%	32	36.4%	56	63.6%	23	26.1%	23	26.1%	9	10.2%	1	1.1%
2008	78	59	75.6%	19	24.4%	45	57.7%	40	51.3%	38	48.7%	9	11.5%	18	23.1%	11	14.1%	0	0.0%
2009	75	51	68.0%	24	32.0%	37	49.3%	48	64.0%	27	36.0%	11	14.7%	9	12.0%	6	8.0%	1	1.3%
Total	241	170	70.5%	71	29.5%	145	60.2%	120	49.8%	121	50.2%	43	17.8%	50	20.7%	26	10.8%	2	0.8%

**Hires, Promotions, Separation for 2007-2009 by Department
Permanent Full-Time Work Force**

	Total #	Total Males		Total Females		White Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Public Works																			
Hires																			
2007	60	34	56.7%	26	43.3%	56	93.3%	11	18.3%	49	81.7%	15	25.0%	22	36.7%	10	16.7%	2	3.3%
2008	48	31	64.6%	17	35.4%	35	72.9%	19	39.6%	29	60.4%	9	18.8%	13	27.1%	6	12.5%	1	2.1%
2009	15	11	73.3%	4	26.7%	13	86.7%	3	20.0%	12	80.0%	5	33.3%	5	33.3%	2	13.3%	0	0.0%
Total	123	76	61.8%	47	38.2%	104	84.6%	33	26.8%	90	73.2%	29	23.6%	40	32.5%	18	14.6%	3	2.4%
Promotions																			
2007	61	42	68.9%	19	31.1%	46	75.4%	20	32.8%	41	67.2%	15	24.6%	11	18.0%	15	24.6%	0	0.0%
2008	44	32	72.7%	12	27.3%	32	72.7%	17	38.6%	27	61.4%	8	18.2%	12	27.3%	7	15.9%	0	0.0%
2009	17	11	64.7%	6	35.3%	13	76.5%	6	35.3%	11	64.7%	3	17.6%	4	23.5%	3	17.6%	1	5.9%
Total	122	85	69.7%	37	30.3%	91	74.6%	43	35.2%	79	64.8%	26	21.3%	27	22.1%	25	20.5%	1	0.8%
Separations																			
2007	57	45	78.9%	12	21.1%	43	75.4%	20	35.1%	37	64.9%	13	22.8%	14	24.6%	7	12.3%	3	5.3%
2008	32	21	65.6%	11	34.4%	23	71.9%	12	37.5%	20	62.5%	7	21.9%	9	28.1%	4	12.5%	0	0.0%
2009	31	27	87.1%	4	12.9%	22	71.0%	10	32.3%	21	67.7%	9	29.0%	9	29.0%	3	9.7%	0	0.0%
Total	120	93	77.5%	27	22.5%	88	73.3%	42	35.0%	78	65.0%	29	24.2%	32	26.7%	14	11.7%	3	2.5%
Airport																			
Hires																			
2007	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%
2008	4	4	100.0%	0	0.0%	2	50.0%	2	50.0%	2	50.0%	0	0.0%	0	0.0%	2	50.0%	0	0.0%
2009	5	3	60.0%	2	40.0%	5	100.0%	1	20.0%	4	80.0%	0	0.0%	4	80.0%	0	0.0%	0	0.0%
Total	9	7	77.8%	2	22.2%	7	77.8%	3	33.3%	6	66.7%	0	0.0%	4	44.4%	2	22.2%	0	0.0%
Promotions																			
2007	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%
2008	3	1	1.0%	2	66.7%	2	66.7%	1	33.3%	2	66.7%	0	0.0%	2	66.7%	0	0.0%	0	0.0%
2009	10	5	1.0%	5	50.0%	6	60.0%	5	50.0%	5	50.0%	0	0.0%	3	30.0%	2	20.0%	0	0.0%
Total	13	6	46.2%	7	53.8%	8	61.5%	6	46.2%	7	53.8%	0	0.0%	5	38.5%	2	15.4%	0	0.0%
Separations																			
2007	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%
2008	2	1	50.0%	1	50.0%	2	100.0%	0	0.0%	2	100.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%
2009	6	4	66.7%	2	33.3%	3	50.0%	4	66.7%	2	33.3%	1	16.7%	1	16.7%	0	0.0%	0	0.0%
Total	8	5	62.5%	3	37.5%	5	62.5%	4	50.0%	4	50.0%	3	37.5%	1	12.5%	0	0.0%	0	0.0%

**Hires, Promotions, Separation for 2007-2009 by Department
Permanent Full-Time Work Force**

	Total #	Total Males		Total Females		White Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Technology Services																			
Hires																			
2007	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%
2008	9	5	55.6%	4	44.4%	7	77.8%	3	33.3%	6	66.7%	1	11.1%	1	11.1%	4	44.4%	0	0.0%
2009	3	0	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%
Total	20	11	55.0%	9	45.0%	14	70.0%	9	45.0%	11	55.0%	1	5.0%	3	15.0%	7	35.0%	0	0.0%
Promotions																			
2007	18	12	66.7%	6	33.3%	11	61.1%	8	44.4%	10	55.6%	2	11.1%	2	11.1%	6	33.3%	0	0.0%
2008	10	8	80.0%	2	20.0%	4	40.0%	6	60.0%	4	40.0%	2	20.0%	0	0.0%	2	20.0%	0	0.0%
2009	6	4	66.7%	2	33.3%	3	50.0%	3	50.0%	3	50.0%	2	33.3%	1	16.7%	0	0.0%	0	0.0%
Total	34	24	70.6%	10	29.4%	18	52.9%	17	50.0%	17	50.0%	6	17.6%	3	8.8%	8	23.5%	0	0.0%
Separations																			
2007	8	4	50.0%	4	50.0%	8	100.0%	3	37.5%	5	62.5%	2	25.0%	1	12.5%	2	25.0%	0	0.0%
2008	4	2	50.0%	2	50.0%	2	50.0%	4	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2009	6	5	83.3%	1	16.7%	2	33.3%	4	66.7%	2	33.3%	0	0.0%	0	0.0%	2	33.3%	0	0.0%
Total	18	11	61.1%	7	38.9%	12	66.7%	11	61.1%	7	38.9%	2	11.1%	1	5.6%	4	22.2%	0	0.0%

**TOTALS for City Manager
Departments**

Hires																			
2007	381	204	53.5%	177	46.5%	300	78.7%	133	34.9%	248	65.1%	51	13.4%	123	32.3%	70	18.4%	4	1.0%
2008	359	202	56.3%	157	43.7%	260	72.4%	154	42.9%	205	57.1%	56	15.6%	80	22.3%	66	18.4%	3	0.8%
2009	305	182	59.7%	123	40.3%	236	77.4%	117	38.4%	188	61.6%	62	20.3%	77	25.2%	43	14.1%	6	2.0%
Hires																			
2008	283	169	59.7%	114	40.3%	207	73.1%	105	37.1%	178	62.9%	51	18.0%	73	25.8%	51	18.0%	3	1.1%
2008	96	190	197.9%	117	121.9%	216	225.0%	140	145.8%	167	174.0%	50	52.1%	81	84.4%	35	36.5%	1	1.0%
2008	760	176	23.2%	101	13.3%	181	23.8%	139	18.3%	138	18.2%	44	5.8%	65	8.6%	29	3.8%	0	0.0%
Hires																			
2009	96	46	47.9%	50	52.1%	83	86.5%	33	34.4%	63	65.6%	17	17.7%	31	32.3%	15	15.6%	0	0.0%
2009	163	87	53.4%	76	46.6%	118	72.4%	69	42.3%	94	57.7%	21	12.9%	48	29.4%	22	13.5%	3	1.8%
2009	300	186	62.0%	114	38.0%	193	64.3%	148	49.3%	152	50.7%	60	20.0%	60	20.0%	29	9.7%	3	1.0%

Hires, Promotions, Separation for 2007-2009 by Department
Permanent Full-Time Work Force

Total #	Total Males		Total Females		White Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Non-City Manager Departments																			
City Auditor																			
Hires																			
2007	5	1	20.0%	4	80.0%	5	100.0%	0	0.0%	5	100.0%	0	0.0%	2	40.0%	3	60.0%	0	0.0%
2008	1	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2009	1	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	7	3	42.9%	4	57.1%	5	71.4%	2	28.6%	5	71.4%	0	0.0%	2	28.6%	3	42.9%	0	0.0%
Promotions																			
2007	2	0	0.0%	2	100.0%	2	100.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2008	2	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%
2009	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%
Total	5	2	40.0%	3	60.0%	3	60.0%	4	80.0%	1	20.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%
Separations																			
2007	1	0	0.0%	1	100.0%	1	100.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%
2008	1	0	0.0%	1	100.0%	1	100.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2009	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%
Total	2	0	0.0%	2	100.0%	2	100.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%
City Clerk																			
Hires																			
2007	3	1	33.3%	2	66.7%	2	66.7%	1	33.3%	2	66.7%	0	0.0%	1	33.3%	1	33.3%	0	0.0%
2008	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%
2009	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%
Total	3	1	33.3%	2	66.7%	2	66.7%	1	33.3%	2	66.7%	0	0.0%	1	33.3%	1	33.3%	0	0.0%
Promotions																			
2007	3	0	0.0%	3	100.0%	3	100.0%	0	0.0%	3	100.0%	1	33.3%	1	33.3%	1	33.3%	0	0.0%
2008	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%
2009	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%
Total	3	0	0.0%	3	100.0%	3	100.0%	0	0.0%	3	100.0%	1	33.3%	1	33.3%	1	33.3%	0	0.0%
Separations																			
2007	2	0	0.0%	2	100.0%	2	100.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2008	1	0	0.0%	1	100.0%	1	100.0%	0	0.0%	1	100.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
2009	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%
Total	5	0	0.0%	5	100.0%	5	100.0%	3	60.0%	2	40.0%	1	20.0%	1	20.0%	0	0.0%	0	0.0%

**Hires, Promotions, Separation for 2007-2009 by Department
Permanent Full-Time Work Force**

	Total Males		Total Females		White Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
City Prosecutor Hires																		
2007	2	18.2%	9	81.8%	10	90.9%	5	45.5%	6	54.5%	1	9.1%	2	18.2%	3	27.3%	0	0.0%
2008	2	28.6%	5	71.4%	5	71.4%	5	71.4%	2	28.6%	0	0.0%	0	0.0%	2	28.6%	0	0.0%
2009	2	50.0%	1	50.0%	2	100.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%
Total	5	25.0%	15	75.0%	17	85.0%	11	55.0%	9	45.0%	1	5.0%	2	10.0%	6	30.0%	0	0.0%
Promotions																		
2007	10	40.0%	6	60.0%	8	80.0%	5	50.0%	5	50.0%	0	0.0%	4	40.0%	1	10.0%	0	0.0%
2008	29	34.5%	19	65.5%	24	82.8%	12	41.4%	17	58.6%	3	10.3%	11	37.9%	3	10.3%	0	0.0%
2009	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%
Total	42	33.3%	28	66.7%	35	83.3%	19	45.2%	23	54.8%	3	7.1%	15	35.7%	5	11.9%	0	0.0%
Separations																		
2007	10	40.0%	6	60.0%	8	80.0%	7	70.0%	3	30.0%	0	0.0%	0	0.0%	3	30.0%	0	0.0%
2008	6	16.7%	5	83.3%	5	83.3%	2	33.3%	4	66.7%	0	0.0%	1	16.7%	3	50.0%	0	0.0%
2009	4	25.0%	3	75.0%	4	100.0%	2	50.0%	2	50.0%	0	0.0%	1	25.0%	1	25.0%	0	0.0%
Total	20	30.0%	14	70.0%	17	85.0%	11	55.0%	9	45.0%	0	0.0%	2	10.0%	7	35.0%	0	0.0%
Civil Service Hires																		
2007	2	0.0%	2	100.0%	2	100.0%	0	0.0%	2	100.0%	0	0.0%	1	50.0%	1	50.0%	0	0.0%
2008	1	100.0%	0	0.0%	1	100.0%	0	0.0%	1	100.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
2009	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%
Total	3	33.3%	2	66.7%	3	100.0%	0	0.0%	3	100.0%	0	0.0%	2	66.7%	1	33.3%	0	0.0%
Promotions																		
2007	9	33.3%	6	66.7%	8	88.9%	2	22.2%	7	77.8%	4	44.4%	3	33.3%	0	0.0%	0	0.0%
2008	6	0.0%	6	100.0%	6	100.0%	2	33.3%	4	66.7%	2	33.3%	2	33.3%	0	0.0%	0	0.0%
2009	4	0.0%	4	100.0%	4	100.0%	3	75.0%	1	25.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%
Total	19	15.8%	16	84.2%	18	94.7%	7	36.8%	12	63.2%	7	36.8%	5	26.3%	0	0.0%	0	0.0%
Separations																		
2007	3	33.3%	2	66.7%	2	66.7%	1	33.3%	2	66.7%	0	0.0%	2	66.7%	0	0.0%	0	0.0%
2008	1	100.0%	0	0.0%	1	100.0%	0	0.0%	1	100.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
2009	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%
Total	4	50.0%	2	50.0%	3	75.0%	1	25.0%	3	75.0%	1	25.0%	2	50.0%	0	0.0%	0	0.0%

Hires, Promotions, Separation for 2007-2009 by Department
Permanent Full-Time Work Force

	Total Males		Total Females		White Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Harbor																		
Hires																		
2007	44	75.0%	11	25.0%	30	68.2%	17	38.6%	27	61.4%	8	18.2%	10	22.7%	9	20.5%	0	0.0%
2008	60	66.7%	20	33.3%	35	58.3%	31	51.7%	29	48.3%	8	13.3%	14	23.3%	7	11.7%	0	0.0%
2009	38	71.1%	11	28.9%	18	47.4%	28	73.7%	10	26.3%	1	2.6%	2	5.3%	7	18.4%	0	0.0%
Total	142	70.4%	42	29.6%	83	58.5%	76	53.5%	66	46.5%	17	12.0%	26	18.3%	23	16.2%	0	0.0%
Promotions																		
2007	50	62.0%	19	38.0%	34	68.0%	24	48.0%	26	52.0%	8	16.0%	9	18.0%	9	18.0%	0	0.0%
2008	35	71.4%	10	28.6%	20	57.1%	21	60.0%	14	40.0%	3	8.6%	6	17.1%	5	14.3%	0	0.0%
2009	34	55.9%	15	44.1%	25	73.5%	13	38.2%	21	61.8%	5	14.7%	8	23.5%	8	23.5%	0	0.0%
Total	119	63.0%	44	37.0%	79	66.4%	58	48.7%	61	51.3%	16	13.4%	23	19.3%	22	18.5%	0	0.0%
Separations																		
2007	40	72.5%	11	27.5%	21	52.5%	26	65.0%	14	35.0%	6	15.0%	4	10.0%	4	10.0%	0	0.0%
2008	23	69.6%	7	30.4%	16	69.6%	9	39.1%	14	60.9%	2	8.7%	5	21.7%	7	30.4%	0	0.0%
2009	18	77.8%	4	22.2%	8	44.4%	12	66.7%	6	33.3%	4	22.2%	0	0.0%	2	11.1%	0	0.0%
Total	81	72.8%	22	27.2%	45	55.6%	47	58.0%	34	42.0%	12	14.8%	9	11.1%	13	16.0%	0	0.0%
Law																		
Hires																		
2007	5	20.0%	4	80.0%	4	80.0%	3	60.0%	2	40.0%	2	40.0%	0	0.0%	0	0.0%	0	0.0%
2008	6	16.7%	5	83.3%	5	83.3%	3	50.0%	3	50.0%	1	16.7%	1	16.7%	1	16.7%	0	0.0%
2009	1	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%
Total	12	16.7%	10	83.3%	10	83.3%	6	50.0%	6	50.0%	3	25.0%	2	16.7%	1	8.3%	0	0.0%
Promotions																		
2007	4	25.0%	3	75.0%	3	75.0%	1	25.0%	3	75.0%	1	25.0%	2	50.0%	0	0.0%	0	0.0%
2008	16	31.3%	11	68.8%	14	87.5%	6	37.5%	10	62.5%	0	0.0%	9	56.3%	1	6.3%	0	0.0%
2009	1	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%
Total	21	28.6%	15	71.4%	18	85.7%	7	33.3%	14	66.7%	1	4.8%	12	57.1%	1	4.8%	0	0.0%
Separations																		
2007	3	33.3%	2	66.7%	2	66.7%	2	66.7%	1	33.3%	0	0.0%	0	0.0%	1	33.3%	0	0.0%
2008	8	12.5%	7	87.5%	8	100.0%	5	62.5%	3	37.5%	1	12.5%	0	0.0%	1	12.5%	1	12.5%
2009	2	0.0%	2	100.0%	2	100.0%	0	0.0%	2	100.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%
Total	13	15.4%	11	84.6%	12	92.3%	7	53.8%	6	46.2%	1	7.7%	2	15.4%	2	15.4%	1	7.7%

Hires, Promotions, Separation for 2007-2009 by Department
Permanent Full-Time Work Force

	Total Males		Total Females		White Females & Minorities		White		Total Minorities		Black		Hispanic		Asian		American Indian		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Legislative																			
Hires																			
2007	5	60.0%	2	40.0%	3	60.0%	2	40.0%	3	60.0%	1	20.0%	1	20.0%	1	20.0%	0	0.0%	
2008	5	20.0%	4	80.0%	4	80.0%	1	20.0%	4	80.0%	1	20.0%	1	20.0%	2	40.0%	0	0.0%	
2009	8	75.0%	2	25.0%	5	62.5%	3	37.5%	5	62.5%	0	0.0%	5	62.5%	0	0.0%	0	0.0%	
Total	18	55.6%	8	44.4%	12	66.7%	6	33.3%	12	66.7%	2	11.1%	7	38.9%	3	16.7%	0	0.0%	
Promotions																			
2007	14	42.9%	8	57.1%	11	78.6%	7	50.0%	7	50.0%	2	14.3%	5	35.7%	0	0.0%	0	0.0%	
2008	4	25.0%	3	75.0%	3	75.0%	3	75.0%	1	25.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	
2009	2	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%	
Total	20	40.0%	12	60.0%	15	75.0%	11	55.0%	9	45.0%	3	15.0%	6	30.0%	0	0.0%	0	0.0%	
Separations																			
2007	9	44.4%	5	55.6%	6	66.7%	6	66.7%	3	33.3%	1	11.1%	2	22.2%	0	0.0%	0	0.0%	
2008	8	50.0%	4	50.0%	6	75.0%	3	37.5%	5	62.5%	0	0.0%	4	50.0%	1	12.5%	0	0.0%	
2009	4	50.0%	2	50.0%	3	75.0%	1	25.0%	3	75.0%	0	0.0%	1	25.0%	2	50.0%	0	0.0%	
Total	21	47.6%	11	52.4%	15	71.4%	10	47.6%	11	52.4%	1	4.8%	7	33.3%	3	14.3%	0	0.0%	
Water																			
Hires																			
2007	14	71.4%	4	28.6%	12	85.7%	4	28.6%	10	71.4%	1	7.1%	5	35.7%	4	28.6%	0	0.0%	
2008	15	86.7%	2	13.3%	10	66.7%	5	33.3%	10	66.7%	1	6.7%	6	40.0%	3	20.0%	0	0.0%	
2009	17	76.5%	4	23.5%	12	70.6%	9	52.9%	8	47.1%	0	0.0%	7	41.2%	1	5.9%	0	0.0%	
Total	46	78.3%	10	21.7%	34	73.9%	18	39.1%	28	60.9%	2	4.3%	18	39.1%	8	17.4%	0	0.0%	
Promotions																			
2007	29	72.4%	8	27.6%	20	69.0%	11	37.9%	18	62.1%	1	3.4%	9	31.0%	7	24.1%	1	3.4%	
2008	28	82.1%	5	17.9%	20	71.4%	9	32.1%	19	67.9%	2	7.1%	12	42.9%	5	17.9%	0	0.0%	
2009	12	75.0%	3	25.0%	9	75.0%	6	50.0%	6	50.0%	1	8.3%	2	16.7%	3	25.0%	0	0.0%	
Total	69	76.8%	16	23.2%	49	71.0%	26	37.7%	43	62.3%	4	5.8%	23	33.3%	15	21.7%	1	1.4%	
Separations																			
2007	15	80.0%	3	20.0%	9	60.0%	8	53.3%	7	46.7%	4	26.7%	2	13.3%	1	6.7%	0	0.0%	
2008	15	73.3%	4	26.7%	9	60.0%	6	40.0%	9	60.0%	1	6.7%	5	33.3%	3	20.0%	0	0.0%	
2009	22	95.5%	1	4.5%	10	45.5%	13	59.1%	9	40.9%	4	18.2%	3	13.6%	2	9.1%	0	0.0%	
Total	52	84.6%	8	15.4%	28	53.8%	27	51.9%	25	48.1%	9	17.3%	10	19.2%	6	11.5%	0	0.0%	

**Hires, Promotions, Separation for 2007-2009 by Department
Permanent Full-Time Work Force**

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

**TOTALS for Non-City
Manager Departments**

Hires	2007	89	57.3%	38	42.7%	68	76.4%	32	36.0%	57	64.0%	13	14.6%	22	24.7%	22	24.7%	0	0.0%
Promotions	2007	121	115.8%	55	96.5%	89	156.1%	52	91.2%	69	121.1%	17	29.8%	33	57.9%	18	31.6%	1	1.8%
Separations	2007	83	61.4%	32	38.6%	51	61.4%	52	62.7%	31	37.3%	11	13.3%	10	12.0%	10	12.0%	0	0.0%
Hires	2008	95	62.1%	36	37.9%	60	63.2%	46	48.4%	49	51.6%	11	11.6%	23	24.2%	15	15.8%	0	0.0%
Promotions	2008	120	55.0%	54	45.0%	87	72.5%	55	45.8%	65	54.2%	11	9.2%	40	33.3%	14	11.7%	0	0.0%
Separations	2008	63	54.0%	29	46.0%	47	74.6%	26	41.3%	37	58.7%	6	9.5%	15	23.8%	15	23.8%	1	1.6%
Hires	2009	67	71.6%	19	28.4%	38	56.7%	42	62.7%	25	37.3%	1	1.5%	15	22.4%	9	13.4%	0	0.0%
Promotions	2009	57	50.9%	28	49.1%	44	77.2%	25	43.9%	32	56.1%	7	12.3%	13	22.8%	12	21.1%	0	0.0%
Separations	2009	52	73.1%	14	26.9%	29	55.8%	29	55.8%	23	44.2%	8	15.4%	8	15.4%	7	13.5%	0	0.0%

CITY-WIDE TOTALS

Hires	2007	470	54.3%	215	45.7%	368	78.3%	165	35.1%	305	64.9%	64	13.6%	145	30.9%	92	19.6%	4	0.9%
Promotions	2007	480	55.8%	212	44.2%	349	72.7%	206	42.9%	274	57.1%	73	15.2%	113	23.5%	84	17.5%	4	0.8%
Separations	2007	388	60.1%	155	39.9%	287	74.0%	169	43.6%	219	56.4%	73	18.8%	87	22.4%	53	13.7%	6	1.5%
Hires	2008	378	60.3%	150	39.7%	267	70.6%	151	39.9%	227	60.1%	62	16.4%	96	25.4%	66	17.5%	3	0.8%
Promotions	2008	216	118.5%	171	79.2%	303	140.3%	195	90.3%	232	107.4%	61	28.2%	121	56.0%	49	22.7%	1	0.5%
Separations	2008	823	25.5%	130	15.8%	228	27.7%	165	20.0%	175	21.3%	50	6.1%	80	9.7%	44	5.3%	1	0.1%
Hires	2009	163	57.7%	69	42.3%	121	74.2%	75	46.0%	88	54.0%	18	11.0%	46	28.2%	24	14.7%	0	0.0%
Promotions	2009	220	52.7%	104	47.3%	162	73.6%	94	42.7%	126	57.3%	28	12.7%	61	27.7%	34	15.5%	3	1.4%
Separations	2009	352	63.6%	128	36.4%	222	63.1%	177	50.3%	175	49.7%	68	19.3%	68	19.3%	36	10.2%	3	0.9%

CITY OF LONG BEACH



EQUAL EMPLOYMENT OPPORTUNITY

PLAN

**PROGRAM YEARS
2010 – 2012**

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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, sex, sexual orientation, or any other basis that is inconsistent with federal or state statutes, the City Charter, ordinances, resolutions, rules, or regulations.

To ensure enactment of this policy, the City Manager has approved this Equal Employment Opportunity Plan (EEOP), and the City Council, as the City's policy-making body, has adopted it by resolution. The EEOP establishes responsibility and accountability for the City's Equal Employment Opportunity Program. The plan analyzes the City's work force, identifies areas of under-utilization, and establishes specific objectives for addressing areas of under-utilization for achieving a representative work force at all levels of employment. To achieve a successful program, the City requires the full support and cooperation of its officers and employees in following both the spirit and intent of this Plan. Equal opportunity is consistent with sound management and quality services.

RESPONSIBILITY

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 City officers and employees to achieve program success. To ensure program success, specific responsibilities have been delegated.

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 is the official signatory on any document requiring certification of compliance with equal employment opportunity rules and regulations. The City Manager shall:

1. Review and approve the EEOP;
2. Ensure that the City of Long Beach adheres to the stated policy of equal employment opportunity and complies with the intent and objectives of the EEOP;
3. Evaluate the City's overall performance in obtaining a workforce representative of its relevant labor market.

Director of Human Resources

The Director of Human Resources reports directly to the City Manager regarding the administration of the Equal Employment Opportunity Office. 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. The Director of Human Resources shall:

1. Assist Departments with recruitment, referral, screening, and record keeping for unclassified employees;
2. Review and modify employment practices to avoid adverse impact and unlawful discrimination;
3. Ensure that managers address areas of under-utilization in their departments to maintain a workforce representative of the relevant labor market;
4. Develop training and career advancement programs for employees;
5. Implement programs to ensure the success of the EEOP.

Equal Employment Opportunity Office

The Equal Employment Opportunity Officer represents the City on all equal employment opportunity matters and discrimination complaints, except those brought before the Civil Service Commission. The Equal Employment Opportunity Officer shall:

1. Prepare the City's EEOP;
2. Prepare annual reports for the City Council, City Manager, and the Director of Human Resources regarding the City's workforce utilization;
3. Coordinate and/or direct equal employment opportunity activities within the City;
4. Provide training and technical assistance to City departments on the EEOP and EEO matters;
5. Administer a system for resolving employment opportunity complaints from employees, applicants, and third parties;
6. Submit an annual status report on discrimination complaints filed against the City to the City Manager and the Director of Human Resources;
7. Review all policies, procedures, rules, and appropriate documents for compliance with EEO laws and regulations;
8. Prepare administrative regulations and/or personnel policies to ensure proper implementation and maintenance of EEO practices and procedures;
9. Monitor departmental compliance with state and federal EEO laws and regulations;
10. Interface with state and federal regulatory agencies regarding complaints, investigations, and reporting requirements;
11. Monitor and address unclassified recruitment and hiring practices.

Civil Service Department

The Civil Service Department has the primary responsibility for recruitment, testing, validation, certification, data collection, and reporting for the classified service in accordance with state and federal regulations. These activities are coordinated in conjunction with the Equal Employment Opportunity Office. The Civil Service Department shall:

1. Recruit classified applicants in a manner consistent with established objectives set to address under-utilization, as stipulated in the EEOP;
2. Advertise job openings in various forms of media as to maximize recruitment efforts to address under-utilization objectives;
3. Maintain liaisons with relevant community groups for recruitment purposes;
4. Test applicants in a manner consistent with applicable state and federal testing guidelines;
5. Monitor the certification process;
6. Collect, analyze, and maintain applicant flow data;
7. Prepare and submit required reports and documents to governmental agencies;
8. Review and revise Civil Service Rules and Regulations and Operating Procedures for compliance with EEO laws, regulations, and guidelines;
9. Ensure that minimum requirements and examinations are job-related.

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 advice and/or appropriate action.

Department Heads

For the purposes of implementing the EEOP, a department head shall include all department heads appointed by the City Manager or the City Council, and elected officials who participate in the City's program. Each department head shall:

1. Comply with all aspects of the City's EEOP;
2. Implement the City's EEO policy;
3. Develop, implement, and revise departmental EEO programs, as appropriate;
4. Establish and monitor objectives for addressing under-utilization for all job categories;
5. Establish specific steps to achieve the objectives listed in #4 above;

6. Designate specific program responsibility within the department;
7. Inform all employees of the City's EEO policy and the EEOP;
8. Conduct outreach recruitment for unclassified positions and for classified positions, to address EEO objectives;
9. Maintain data required to document EEO practices;
10. Advise the Civil Service Department of specific recruitment needs for addressing under-utilization;
11. Develop training and career advancement programs for employees;
12. Submit an annual report no later than October 31st to the Director of Human Resources regarding actions taken to address under-utilization in all job categories.
13. Assist the Equal Employment Opportunity Office in resolving EEO complaints regarding departmental employment practices.

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:

1. Be knowledgeable of the City's EEO policy and the EEOP;
2. Apprise management of employee concerns regarding EEO matters;
3. Assist in resolving problems and concerns related to EEO matters;
4. Serve as the department's primary contact person on all internal and external EEO matters;
5. Make recommendations to management for efficient operation of the EEOP;
6. Analyze departmental utilization ratios.

Designated Equal Employment Opportunity Counselors:

<u>Department</u>	<u>Name</u>	<u>Phone Number</u>
City Attorney	Tyler Pike	570-2200
City Auditor	Janet Day	570-5895
City Clerk	Monique DelaGarza	570-6981
City Council	Roxana Valencia	570-6605
City Manager	Theresa Graham	570-6782
City Prosecutor	Sherri Seldon	570-5621
Civil Service	Melinda George	570-7057
Development Services	Nancy Morlock	570-5818
Financial Management	John Zanier	570-6704
Fire	David Honey	570-2517
Long Beach Gas & Oil	Lennie Arazo	570-3925
Harbor	Margaret Huebner	590-4128
Health & Human Services	Roberto Uranga	570-3304
Human Resources	Sherriel Murry	570-6304
Library	Rachel Rock	570-6110
Long Beach Airport	Claudia Lewis	570-2612
Parks, Recreation & Marine	Ken Campbell	570-3188
Police	Karen Owens	570-7310
Public Works	Cynthia Stafford	570-4686
Technology Services	Amy Manning	570-6976
Water	Ken Bott	570-2364

City Employees

All City employees shall:

1. Demonstrate sensitivity and respect to fellow employees and the public;
2. Submit suggestions for strengthening their departmental EEO Program;
3. Advise supervisors of their desire to participate in training and/or educational activities that may enhance skill development, improve current job performance, or provide career development;
4. Assist with identifying EEO problems or concerns.

EEO Complaints and Counseling

There are two administrative processes available to City employees, job applicants, and third parties for resolving EEO complaints. Individuals may file EEO complaints with the City's Equal Employment Opportunity Office or with the Civil Service Commission for matters under the Commission's authority. Both processes are designed to resolve EEO complaints and minimize the financial impact to the complainant and the City.

Counseling is available to City employees, applicants, and third parties at the Equal Employment Opportunity Office and by the departmental Equal Employment Opportunity Counselors.

CITY OF LONG BEACH WORKFORCE

The figures shown in the following charts are reflective of the City's workforce as of January 1, 2010. The workforce, of 4,516 employees, is distributed among 21 departments, ranging in size from 15 to 1,284 employees. All departments employ females and minorities. For the purpose of the Plan, only the permanent full-time employees are counted.

City of Long Beach Work Force by Job Category*
(Permanent Full Time Work Force as of 01/01/07)

Job Category	Totals	Male					Female				
		White	Black	Hispanic	Asian	American Indian	White	Black	Hispanic	Asian	American Indian
Officials/ Administrators (1)	265	108	12	18	22	1	54	16	15	19	0
	100%	40.8%	4.5%	6.8%	8.3%	0.4%	20.4%	6.0%	5.7%	7.2%	0.0%
Professional	736	167	17	59	78	1	184	58	69	100	3
	100%	22.7%	2.3%	8.0%	10.6%	0.1%	25.0%	7.9%	9.4%	13.6%	0.4%
Technicians	199	74	13	29	21	0	22	8	13	19	0
	100%	37.2%	6.5%	14.6%	10.6%	0.0%	11.1%	4.0%	6.5%	9.5%	0.0%
Officials (2)	98	66	7	21	3	1	0	0	0	0	0
Fire	286	171	23	55	24	2	11	0	0	0	0
Fighters (3)	100%	59.8%	8.0%	19.2%	8.4%	0.7%	3.8%	0.0%	0.0%	0.0%	0.0%
Officials (2)	156	109	8	16	8	1	11	0	3	0	0
Patrol	100%	69.9%	5.1%	10.3%	5.1%	0.6%	7.1%	0.0%	1.9%	0.0%	0.0%
Officers (4)	762	354	38	230	68	2	37	7	24	1	1
	100%	46.5%	5.0%	30.2%	8.9%	0.3%	4.9%	0.9%	3.1%	0.1%	0.1%
Other (5)	249	94	23	50	21	3	30	11	16	0	1
	100%	37.8%	9.2%	20.1%	8.4%	1.2%	12.0%	4.4%	6.4%	0.0%	0.4%
Para- professional	125	18	2	11	7	0	31	17	22	14	3
	100%	14.4%	1.6%	8.8%	5.6%	0.0%	24.8%	13.6%	17.6%	11.2%	2.4%
Office/Clerical	815	51	19	39	26	0	203	139	204	130	4
	100%	6.3%	2.3%	4.8%	3.2%	0.0%	24.9%	17.1%	25.0%	16.0%	0.5%
Skilled Craft	376	185	49	92	37	3	6	1	2	1	0
	100%	49.2%	13.0%	24.5%	9.8%	0.8%	1.6%	0.3%	0.5%	0.3%	0.0%
Service/ Maintenance	449	85	142	144	34	3	9	16	16	0	0
	100%	18.9%	31.6%	32.1%	7.6%	0.7%	2.0%	3.6%	3.6%	0.0%	0.0%
TOTAL (gender/race)	4,516	1,482	353	764	349	17	598	273	384	284	12
	100%	32.8%	7.8%	16.9%	7.7%	0.4%	13.2%	6.0%	8.5%	6.3%	0.3%

*U. S. Department of Justice Groups

- (1) Citywide-Includes Non-Sworn Officials/Administrators from Police and Fire
- (2) Fire Officials -Fire Captain and above; Police Officials-Sergeant and above
- (3) Includes Fire Fighter and Fire Recruit
- (4) Includes Police Officer and Police Recruit
- (5) Includes Special Services Officers, Marine Safety Personnel, Animal Control Officer Series, Parking Control Checker Series, Park Rangers

**City of Long Beach
Fire Department Work Force by Job Category* (Sworn Personnel)
(Permanent Full Time Work Force as of 01/01/10)**

Job Category	Totals	Male					Female				
		White	Black	Hispanic	Asian	AM/IN	White	Black	Hispanic	Asian	AM/IN
Fire Chief	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%
Asst Fire Chief	1	1	0	0	0	0	0	0	0	0	0
	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Deputy Fire Chief	3	1	0	1	1	0	0	0	0	0	0
	100%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Battalion Chief	7	6	0	1	0	0	0	0	0	0	0
	100%	85.7%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Fire Captain	87	58	7	19	2	1	0	0	0	0	0
	100%	66.7%	8.0%	21.8%	2.3%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Totals	98	66	7	21	3	1	0	0	0	0	0
	100%	67.3%	7.1%	21.4%	3.1%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Fire Boat Operator	4	4	0	0	0	0	0	0	0	0	0
	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Fire Engineer	85	52	13	13	6	1	0	0	0	0	0
	100%	61.2%	15.3%	15.3%	7.1%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Firefighter	197	115	10	42	18	1	11	0	0	0	0
	100%	58.4%	5.1%	21.3%	9.1%	0.5%	5.6%	0.0%	0.0%	0.0%	0.0%
Totals	286	171	23	55	24	2	11	0	0	0	0
	100%	59.8%	8.0%	19.2%	8.4%	0.7%	3.8%	0.0%	0.0%	0.0%	0.0%

*U. S. Department of Justice Groups

**City of Long Beach
Police Department Work Force by Job Category* (Sworn Personnel)
(Permanent Full Time Work Force as of 01/01/10)**

Job Category	Totals	Male					Female				
		White	Black	Hispanic	Asian	AM/IN	White	Black	Hispanic	Asian	AM/IN
Chief of Police	1	0	0	0	1	0	0	0	0	0	0
	100%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Deputy Chief of Police	3	2	0	1	0	0	0	0	0	0	0
	100%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Police Commander	10	7	0	1	0	0	0	0	0	0	0
	100%	70.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Police Lieutenant	31	24	1	3	0	0	0	2	0	0	0
	100%	77.4%	3.2%	9.7%	0.0%	0.0%	0.0%	6.5%	0.0%	0.0%	0.0%
Police Sergeant	111	76	7	11	7	1	8	1	0	0	0
	100%	68.5%	6.3%	9.9%	6.3%	0.9%	7.2%	0.9%	0.0%	0.0%	0.0%
Totals	156	109	8	16	8	1	11	3	0	0	0
	100%	69.9%	5.1%	10.3%	5.1%	0.6%	7.1%	1.9%	0.0%	0.0%	0.0%
Patrol Officers	14	10	1	1	0	1	1	0	0	0	0
	100%	71.4%	7.1%	7.1%	0.0%	7.1%	7.1%	0.0%	0.0%	0.0%	0.0%
Police Officer	748	344	37	229	68	1	36	24	1	1	1
	100%	46.0%	4.9%	30.6%	9.1%	0.1%	4.8%	3.2%	0.1%	0.1%	0.1%
Totals**	762	354	38	230	68	2	37	24	1	1	1
	100%	46.5%	5.0%	30.2%	8.9%	0.3%	4.9%	3.1%	0.1%	0.1%	0.1%

* U. S. Department of Justice Groups

**Total does not include Security Officers

RELEVANT LABOR MARKET (RLM)

The City of Long Beach uses Los Angeles County and Orange County as its Standard Metropolitan Statistical Area (SMSA). SMSA's are intended to reflect the general areas for recruitment, as well as the areas where most employees live. This is a practice accepted by the federal government, and further defined in case law. Census figures for general labor market availability (LMA) for the SMSA are the standards, which the City has traditionally used to establish equal employment objectives and to measure the progress toward a diverse workforce. The relevant labor market for the City are the combined labor forces of Los Angeles and Orange Counties, since both counties are used as primary areas for recruitment and where most employees live. At this time, 66.3% of permanent full-time City employees live in Los Angeles County, 23.8% live in Orange County, and 9.8% live in other counties.

The City used labor market data purchased from Biddle & Associates, a well established consulting firm in the fields of test validation and scoring, job and pay analysis, and equal employment opportunity plan development and statistical support. The labor market figures provided by Biddle & Associates were derived from the United States Department of Commerce, Bureau of the Census, 2000 Census of Population and Housing, Equal Employment Opportunity File. LMA data includes persons over the age of sixteen who are already employed, as well as those recorded as unemployed.

Biddle & Associates developed the 2000 Labor Market Analysis for the City by conducting a series of calculations utilizing raw census data and employment data from the City. The employment data (zip code analysis) consisted of the primary areas of recruitment and where most employees live, percentages stated above. However, Biddle removed the data from any counties demonstrating less than 5% representation, and used the weighted average of the figures from Los Angeles County and Orange County. Thus, providing representation figures of 75.2% for Los Angeles County and 24.8% for Orange County.

Biddle & Associates excluded occupations unrelated to the City's work force, such as airplane mechanic and dentist. Even with taking this step, labor market figures remain general, since all jobs in the entire nation are categorized into 512 occupations. While occupations obviously unrelated to City jobs were eliminated, each occupation remains broad in itself. However, by eliminating these unrelated occupations, more realistic objectives were established for the City's workforce. Bottom-line relevant Labor Market Availability figures are provided only for informational purposes. RLM figures by job category are much more realistic when comparing the City's work force, which is used to determine under-representation.

The figures used in the chart are based upon the 2000 U.S. Census data for each of the eight standard EEO-4 job categories. The data has been broken down by gender within each racial/ethnic group. Since the 2010 Census data has not yet been provided, we will continue to use the 2000 Census data for purposes of this EEO Plan.

**City of Long Beach
Relevant Labor Market* (RLM)
(Los Angeles County + Orange County)**

Job Category	Population Totals*	Male						Female					
		White	Black	Hispanic	Asian	American Indian	White	Black	Hispanic	Asian	American Indian		
Officials/ Administrators	809,500	309,775	21,115	86,170	77,610	2,675	178,925	23,470	59,915	47,535	2,310		
	100%	38.3%	2.6%	10.6%	9.6%	0.3%	22.1%	2.9%	7.4%	5.9%	0.3%		
Professionals	1,074,905	348,415	29,250	66,170	101,785	3,265	302,100	45,400	78,300	96,640	3,580		
	100%	32.4%	2.7%	6.2%	9.5%	0.3%	28.1%	4.2%	7.3%	9.0%	0.3%		
Technicians	101,509	23,455	3,824	12,785	11,745	250	20,120	6,710	10,810	11,480	330		
	100%	23.1%	3.8%	12.6%	11.6%	0.2%	19.8%	6.6%	10.6%	11.3%	0.3%		
Protective Services	90,339	31,825	12,550	22,295	6,390	640	5,950	5,045	4,670	694	280		
	100%	35.2%	13.9%	24.7%	7.1%	0.7%	6.6%	5.6%	5.2%	0.8%	0.3%		
Para- professionals	4,720	1,355	250	400	133	45	1,090	334	985	113	15		
	100%	28.7%	5.3%	8.5%	2.8%	1.0%	23.1%	7.1%	20.9%	2.4%	0.3%		
Office/Clerical	1,473,265	236,865	43,840	178,640	79,125	3,060	403,240	93,385	306,185	122,225	6,700		
	100%	16.1%	3.0%	12.1%	5.4%	0.2%	27.4%	6.3%	20.8%	8.3%	0.5%		
Skilled Craft	367,830	61,105	19,770	208,985	36,770	2,900	9,700	2,150	18,105	8,045	300		
	100%	16.6%	5.4%	56.8%	10.0%	0.8%	2.6%	0.6%	4.9%	2.2%	0.1%		
Service/ Maintenance	1,523,475	188,775	54,100	581,885	79,540	4,080	134,805	42,165	359,235	75,890	3,000		
	100%	12.4%	3.6%	38.2%	5.2%	0.3%	8.8%	2.8%	23.6%	5.0%	0.2%		
Totals by Gender/Ethnicity	5,445,543	1,201,570	184,699	1,157,330	393,098	16,915	1,055,930	218,659	838,205	362,622	16,515		
	100%	22.1%	3.4%	21.3%	7.2%	0.3%	19.4%	4.0%	15.4%	6.7%	0.3%		

All Job Groups Combined	Male	Female	White	Black	Hispanic	Asian	American Indian	Total Minority
Population	2,953,612	2,491,931	2,257,500	403,358	1,995,535	755,720	33,430	3,188,043
Bottom-line Availability*	54.9%	45.1%	41.5%	7.3%	35.6%	13.4%	0.6%	58.5%

*The sum of Total Minorities under the Labor Market Availability may include Others
Based on 2000 Census data

WORKFORCE UTILIZATION ANALYSIS

To determine the level of utilization, the percentages obtained from the RLM chart are subtracted from those obtained in the "City of Long Beach Workforce."

When reviewing the chart, it should be remembered that the number of employees in a job category impacts the significance of the percentage difference. For example, the degree of significance of a negative 1.7% under-utilization factor for White females in the Officials/Administrators category equates to 4.5 persons. This is not very significant, since the total number of employees for that job category is 265. We would consider this as "near parity," since normal turnover activity could account for any under- or over-representation. However, a negative 1.7% under-utilization factor in the Protective Services category for White females would be significant, since it equates to 26.4 persons, based on 1551 employees in that job category.

The following chart displays deficiencies of the work force by job categories where significant (5 or greater) under-representation exists:

Group	Gender	Job Categories with under-utilization
White	M	Professional, Para-Professional and Office/Clerical
	F	Professionals, Technicians, Protective Services, Office/Clerical and Service/Maintenance
Black	M	Protective Services
	F	Technicians and Protective Services
Hispanic	M	Officials/Administrators, Office/Clerical, Skilled Craft, and Service/Maintenance
	F	Technicians, Protective Services, Skilled Craft and Service/Maintenance
Asian	M	Office/Clerical
	F	Protective Services, Skilled Craft and Service/Maintenance
American Indian	M	Protective Services
	F	None

UTILIZATION ANALYSIS

CHARTS:

The attached charts reflect the City's work force and its relevant labor market (as depicted in the 2000 Census; 2010 Census info is not available yet). The charts are broken down by job category, ethnicity and gender, which provide an avenue to determine under-representation in the City's work force.

For purposes of simplicity, the narrative of the charts will discuss over- and under-utilization by using percentage points, as opposed to actual percentages.

NARRATIVE:

The RLM for the City is the combined labor forces of Los Angeles and Orange Counties. Both counties are used since they are the primary areas for recruitment, and where most employees live. Refer to page 13.

FEMALE:

Females, as a whole, are under-represented in the workforce. The bottom line total for female representation for the City of Long Beach is 34.3%, which is lower than the labor market representation of 45.1%. Because the City has several male-dominated job categories, such as Technicians, Protective Services, Skilled Craft and Service/Maintenance, the weighted average for female representation was reviewed. The weighted average female representation in the work force is 36.3%, which is closer to the relevant labor market of 45.1%. In almost all ethnic groups, females are under-represented in the male-dominated job categories, such as those mentioned above.

BLACK:

As a whole, Blacks are over-represented in the work force for the City of Long Beach. The workforce total for Black employees is 13.9%, which exceeds the relevant labor market availability of 7.3%. Although Blacks are under-represented in the Professionals, Para-Professional, Office/Clerical and Skilled Craft job categories, the disparity is not significant, and is considered to be "near parity." "Near parity" can occur as a result of normal turnover, and is a contributing factor of under- or over-utilization. On the contrary, in the Protective Services job category, there is significant under-representation of male and female Blacks, as well as significant under-representation in female Technicians.

HISPANIC:

Hispanics, as a whole, are under-represented in the work force (25.4%) and is below the labor market availability of 35.6%. Specifically, the following job categories show significant under-utilization: A) Males (Officials/Administrators, Office/Clerical, Skilled Craft and Service/Maintenance); B) Females (Technicians, Protective Services, Skilled Craft and Service/Maintenance).

Asian:

As a whole, Asians are slightly over-represented in the work force for the City of Long Beach. Based on the relevant labor market of 13.4%, the City's 14.0% Asian representation is 0.6 percentage points above the labor market availability. Asians have made incremental progress at achieving parity with the labor. However, we still show significant under-representation in the following job categories: Protective Services, Office/Clerical, Skilled Craft and Services/Maintenance.

When broken down by gender, male Asians are under-represented in Office/Clerical job category. Female Asians are under-represented in Protective Services, Skilled Craft and Service/Maintenance job categories, which are typically male-dominated job categories.

American Indian:

As a whole, the City's American Indian representation in the work force is 0.6% and the labor market availability is 0.6%. American Indians are at, or near, parity in all job categories. The only job category that shows significant under-representation is the Protective Services.

City of Long Beach
Utilization Analysis (%Work Force - %RLM)
 (Permanent Full Time Work Force as of 01/01/10)

Job Category Relevant Labor Market)	(RLM =	Male					Female				
		White	Black	Hispanic	Asian	American Indian	White	Black	Hispanic	Asian	American Indian
Officials/ Administrators	265	40.8%	4.5%	6.8%	8.3%	0.4%	20.4%	6.0%	5.7%	7.2%	0.0%
	809,500	38.3%	2.6%	10.6%	9.6%	0.3%	22.1%	2.9%	7.4%	5.9%	0.3%
Professional	786	2.5%	1.9%	-3.9%	-1.3%	0.0%	-1.7%	3.1%	-1.7%	1.3%	-0.3%
	1,074,905	22.7%	2.3%	8.0%	10.6%	0.1%	25.0%	7.9%	9.4%	13.6%	0.4%
Technicians	199	32.4%	2.7%	6.2%	9.5%	0.3%	28.1%	4.2%	7.3%	9.0%	0.3%
	101,509	-9.7%	-0.4%	1.9%	1.1%	-0.2%	-3.1%	3.7%	2.1%	4.6%	0.1%
Protective Services	155	37.2%	6.5%	14.6%	10.8%	0.0%	11.1%	4.0%	6.5%	9.5%	0.0%
	90,339	23.1%	3.8%	12.6%	11.6%	0.2%	19.8%	6.6%	10.6%	11.3%	0.3%
Para- professional	128	14.1%	2.8%	2.0%	-1.0%	-0.2%	-8.8%	-2.6%	-4.1%	-1.8%	-0.3%
	4,720	46.5%	5.0%	30.2%	8.9%	0.3%	4.9%	0.9%	3.1%	0.1%	0.1%
Office/Clerical	815	35.2%	13.9%	24.7%	7.1%	0.7%	6.6%	5.6%	5.2%	0.8%	0.3%
	1,473,265	11.2%	-8.9%	5.5%	1.9%	-0.4%	-1.7%	-4.7%	-2.0%	-0.6%	-0.2%
Skilled Craft	128	14.4%	1.6%	8.8%	5.6%	0.0%	24.8%	13.6%	17.6%	11.2%	2.4%
	367,830	28.7%	5.3%	8.5%	2.8%	1.0%	23.1%	7.1%	20.9%	2.4%	0.3%
Service/ Maintenance	449	-14.3%	-3.7%	0.3%	2.8%	-1.0%	1.7%	6.5%	-3.3%	8.8%	2.1%
	1,523,475	6.3%	2.3%	4.8%	3.2%	0.0%	24.9%	17.1%	25.0%	16.0%	0.5%
Utilization	376	16.1%	3.0%	12.1%	5.4%	0.2%	27.4%	6.3%	20.8%	8.3%	0.5%
	367,830	-9.8%	-0.6%	-7.3%	-2.2%	-0.2%	-2.5%	10.7%	4.2%	7.7%	0.0%
Utilization	449	49.2%	13.0%	24.5%	9.8%	0.8%	1.6%	0.3%	0.5%	0.3%	0.0%
	1,523,475	16.6%	5.4%	56.8%	10.0%	0.8%	2.6%	0.6%	4.9%	2.2%	0.1%
Utilization	376	32.6%	7.7%	-32.3%	-0.2%	0.0%	-1.0%	-0.3%	-4.4%	-1.9%	-0.1%
	367,830	18.9%	31.6%	32.1%	7.6%	0.7%	2.0%	3.6%	3.6%	0.0%	0.0%
Utilization	449	12.4%	3.6%	38.2%	5.2%	0.3%	8.8%	2.8%	23.6%	5.0%	0.2%
	1,523,475	6.5%	28.1%	-6.1%	2.4%	0.4%	-6.8%	0.8%	-20.0%	-5.0%	-0.2%

All Job Groups Combined	Male	Female	White	Black	Hispanic	Asian	American Indian	Total Minority
Population	2,953,612	2,491,931	2,257,500	403,358	1,995,535	755,720	33,430	3,188,043
Availability*	54.9%	45.1%	41.5%	7.3%	35.6%	13.4%	0.6%	58.5%
Workforce %	65.7%	34.3%	46.1%	13.9%	25.4%	14.0%	0.6%	53.9%

City of Long Beach
Fire Department Work Force Utilization Analysis by Job Category* (%Work Force - %RLM)
 (Permanent Full Time work Force as of 01/01/10)

Job Group Category (RLS = Regional Labor Statistics)*	Totals	Male					Female						
		White	Black	Hispanic	Asian	AM/IN	White	Black	Hispanic	Asian	AM/IN		
Officials/ Administrators*	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%
		38.3%	2.6%	10.6%	9.6%	0.3%	22.1%	2.9%	7.4%	5.9%	0.3%	0.3%	0.3%
		61.7%	-2.6%	-10.6%	-9.6%	-0.3%	-22.1%	-2.9%	-7.4%	-5.9%	-0.3%	-0.3%	-0.3%
Professionals	10	20.0%	0.0%	20.0%	0.0%	0.0%	30.0%	0.0%	30.0%	0.0%	0.0%	0.0%	0.0%
		32.4%	2.7%	6.2%	9.5%	0.3%	28.1%	4.2%	7.3%	9.0%	0.3%	0.3%	0.3%
		-12.4%	-2.7%	13.8%	-9.5%	-0.3%	1.9%	-4.2%	22.7%	-9.0%	-0.3%	-0.3%	-0.3%
Technicians	24	70.8%	4.2%	16.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		23.1%	3.8%	12.6%	11.6%	0.2%	19.8%	6.6%	10.6%	11.3%	0.3%	0.3%	0.3%
		47.7%	0.4%	4.1%	-3.2%	-0.2%	-19.8%	-6.6%	-10.6%	-11.3%	-0.3%	-0.3%	-0.3%
Protective Services (Officials)**	98	67.3%	7.1%	21.4%	3.1%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		35.2%	13.9%	24.7%	7.1%	0.7%	6.6%	5.6%	5.2%	0.8%	0.3%	0.3%	0.3%
		32.1%	-6.7%	-3.3%	-4.0%	0.3%	-6.6%	-5.6%	-5.2%	-0.8%	-0.3%	-0.3%	-0.3%
Protective Services (Fire Fighters)	311	61.1%	7.4%	18.6%	8.4%	0.6%	3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		35.2%	13.9%	24.7%	7.1%	0.7%	6.6%	5.6%	5.2%	0.8%	0.3%	0.3%	0.3%
		25.9%	-6.5%	-6.0%	1.3%	-0.1%	-2.7%	-5.6%	-5.2%	-0.8%	-0.3%	-0.3%	-0.3%
Para- professionals	2	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		28.7%	5.3%	8.5%	2.8%	1.0%	23.1%	7.1%	20.9%	2.4%	0.3%	0.3%	0.3%
		-28.7%	-5.3%	41.5%	47.2%	-1.0%	-23.1%	-7.1%	-20.9%	-2.4%	-0.3%	-0.3%	-0.3%
Office/Clerical	38	15.8%	0.0%	2.6%	0.0%	0.0%	44.7%	13.2%	18.4%	5.3%	0.0%	0.0%	0.0%
		16.1%	3.0%	12.1%	5.4%	0.2%	27.4%	6.3%	20.8%	8.3%	0.5%	0.5%	0.5%
		-0.3%	-3.0%	-9.5%	-5.4%	-0.2%	17.4%	6.8%	-2.4%	-3.0%	-0.5%	-0.5%	-0.5%
Skilled Craft	8	62.5%	0.0%	12.5%	12.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		16.6%	5.4%	56.8%	10.0%	0.8%	2.6%	0.6%	4.9%	2.2%	0.1%	0.1%	0.1%
		45.9%	-5.4%	-44.3%	2.5%	-0.8%	9.9%	-0.6%	-4.9%	-2.2%	-0.1%	-0.1%	-0.1%

2000 Census Data
 * Non-Sworn Officials
 ** Fire Captain and Above

City of Long Beach
Police Department Work Force Utilization Analysis by Job Category* (%Work Force - %RLM)
 (Permanent Full Time Work Force as of 01/01/10)

Job Group Category (RLM = Regional Labor Market)*	Totals	Male					Female				
		White	Black	Hispanic	Asian	AM/IN	White	Black	Hispanic	Asian	AM/IN
Officials/ Administrators*	7	42.9%	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%	14.3%	0.0%	
		38.3%	2.6%	10.6%	9.6%	0.3%	22.1%	2.9%	7.4%	5.9%	
		4.6%	40.2%	-10.6%	-9.6%	-0.3%	-22.1%	11.4%	6.9%	8.4%	
Professionals	13	15.4%	0.0%	7.7%	0.0%	0.0%	46.2%	0.0%	0.0%	23.1%	
		32.4%	2.7%	6.2%	9.5%	0.3%	28.1%	4.2%	7.3%	9.0%	
		-17.0%	-2.7%	1.5%	-9.5%	-0.3%	18.0%	-4.2%	-7.3%	14.1%	
Technicians	30	10.0%	0.0%	6.7%	13.3%	0.0%	30.0%	16.7%	13.3%	10.0%	
		23.1%	3.8%	12.6%	11.6%	0.2%	19.8%	6.6%	10.6%	11.3%	
		-13.1%	-3.8%	-5.9%	1.8%	-0.2%	10.2%	10.1%	2.7%	-1.3%	
Protective Services (Officials)**	156	69.9%	5.1%	10.3%	5.1%	0.6%	7.1%	0.0%	1.9%	0.0%	
		35.2%	13.9%	24.7%	7.1%	0.7%	6.6%	5.6%	5.2%	0.8%	
		34.6%	-8.8%	-14.4%	-1.9%	-0.1%	0.5%	-5.6%	-3.2%	-0.8%	
Protective Services (Patrol Officers)	855	44.8%	5.5%	29.7%	9.0%	0.5%	5.1%	1.3%	3.9%	0.1%	
		35.2%	13.9%	24.7%	7.1%	0.7%	6.6%	5.6%	5.2%	0.8%	
		9.6%	-8.4%	5.0%	1.9%	-0.2%	-1.4%	-4.3%	-1.3%	-0.7%	
Para- professionals	25	16.0%	0.0%	4.0%	16.0%	0.0%	24.0%	4.0%	20.0%	16.0%	
		28.7%	5.3%	8.5%	2.8%	1.0%	23.1%	7.1%	20.9%	2.4%	
		-12.7%	-5.3%	-4.5%	13.2%	-1.0%	0.9%	-3.1%	-0.9%	13.6%	
Office/Clerical	195	5.6%	0.0%	1.5%	5.6%	0.0%	31.3%	15.9%	20.0%	19.5%	
		16.1%	3.0%	12.1%	5.4%	0.2%	27.4%	6.3%	20.8%	8.3%	
		-10.4%	-3.0%	-10.6%	0.3%	-0.2%	3.9%	9.6%	-0.8%	11.2%	
Service/ Maintenance	3	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	
		12.4%	3.6%	38.2%	5.2%	0.3%	8.8%	2.8%	23.6%	5.0%	
		-12.4%	-3.6%	-38.2%	-5.2%	-0.3%	-8.8%	30.6%	43.1%	-5.0%	

2000 Census Data
 * Non-Sworn Officials
 **Sergeants and Above

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

The City of Long Beach is committed to aggressively reaching out to candidates to create a work force, at all levels of employment, which reflects the diversity of the City's relevant labor market. Historically, the City has experienced low turnover and attrition; however, those trends are changing due to an aging workforce. And, as a result, the City has redirected its outreach endeavors to ensure that all individuals have equal access to all employment opportunities.

To further ensure equal access, the City has also implemented techniques in the recruiting and testing areas, including but not limited to, the use of the Internet, the use of band scores on eligible lists, selective certification for bilingual candidates and the streamlining of testing processes to expedite candidate selection. These combined tools allow the City to access and process a larger pool of candidates from the relevant labor market.

The City's current work force, as a whole, meets or exceeds its relevant labor market availability in all ethnic categories, except Hispanic. The Hispanic labor market availability, as a whole, is 35.6%. However, the City's Hispanic work force is 25.4%, thus creating under-utilization in this category by 10.2 percentage points, which shows an incremental increase over the 2007-2009 EEO Plan.

Although the City has made some progress towards achieving parity with the relevant labor market, as it relates to Hispanics, we are still under-represented in this ethnic category. In an effort to enhance the recruitment and selection of Hispanic candidates, the City will continue to access available resources throughout the Southern California region. Specifically, we will continue to target community organizations, Community Colleges and Universities, Trade Schools and Professional associations with large Hispanic populations. The City will continue to use internal methods to identify possible career paths and career development programs, where appropriate, such as the management rotation, mentor, job specific training, and transfer-for-training programs to provide opportunities for upward mobility within the work force. Further, the City will continue to enhance youth development programs, such as Police Explorer and Fire Search and Rescue, to capture the growing youth population for potential female and minority Firefighter and Police Officers.

In addition, based on the City's work force by gender, females are under-represented in the bottom line totals for all City job categories, except Blacks. This is due to 54% of the City's workforce being concentrated in traditionally male-dominated job categories, such as Protective Services, Skilled Craft and Service/Maintenance. The weighted average female representation in the work force is 36.3%, which is closer to parity with the relevant labor market than the workforce representation at 34.3%.

To address the under-utilization of females in male-dominated job categories, the City will increase its recruitment efforts at the regional City Colleges and Universities and Professional associations. Although females overall are under-represented, the City's

outreach efforts to attract a larger applicant pool of females has focused on areas wherein female candidates are concentrated, and will continue to do so.

While the current City of Long Beach statistics indicate that females and individuals from under-utilized ethnic groups have been hired at a significantly higher rate than their work force representation, the City's ultimate objective is a work force that is fully representative of our relevant labor market.

STEPS TO ACHIEVE OBJECTIVES

1. Work with the Civil Service Department staff to focus outreach efforts in areas where female and minority candidates are concentrated;
2. Contact technical schools, colleges and universities with large minority populations within Los Angeles and Orange Counties to encourage graduates to apply for positions within the City;
3. Identify, contact, and advertise in local minority news media and in locations that will maximize minority and female applicant flow;
4. Identify and contact minority community organizations in order to develop contacts and maintain a presence;
5. Visit local universities, colleges, trade schools, and other career development centers on a regular basis in order to cultivate prospective minority employees for internship programs or job placement;
6. Identify a variety of multi-media resources, such as community newspapers, military newsletters, billboards, Internet websites, radio and cable television to advertise in specific markets;
7. Assign the City's Public Information Office the task of developing a series of articles on the City's outreach efforts (e.g. Job Fairs, Expositions, and Safety Recruitment);
8. Identify possible career paths and create career development programs, where appropriate (e.g. Mentor Program, Supervisors Leadership Academy, etc.);
9. Participate in local outreach programs.

DISSEMINATION

Internal

1. Copies of the EEOP will be distributed to Councilmembers, elected and appointed officials, City management, Equal Employment Opportunity Counselors, employee organizations, and City Boards and Commissions.
2. The EEOP will be available on the City's intranet site.
3. Department Heads will advise their employees that a copy of the EEOP is available for review.
4. The City's EEO policy statement will be distributed annually to all employees.
5. All required federal and state posters and notices will be posted at appropriate locations.
6. In-house publications will bear the statement "Equal Opportunity Employer" on the cover or face sheet, as appropriate.
7. City-sponsored publications will feature both minority and non-minority men and women.
8. EEO policy will be discussed in new employee orientation sessions and appropriate training programs.
9. Non-discrimination clauses will be included in all union agreements. All contracts will be reviewed to ensure they are non-discriminatory.
10. Diversity Awareness Program/Training will be administered during the City's Supervisors' Leadership Academy.

External

1. Any method used for recruitment purposes will conclude with the statement that the City is an "Equal Opportunity Employer."
2. Relevant advertising or City-sponsored publications prepared for the general public will feature both minority and non-minority men and women.

3. Printed material for external dissemination will include the statement "Equal Opportunity Employer," as appropriate.
4. The Civil Service Department will maintain a current listing of female/minority publications and community organizations whose interests are directed at ensuring equality.
5. Female and minority recruiting sources will be used to address areas of under-utilization.

CONCLUSION

It is the policy of the City to promote and provide equal employment opportunity to all persons on all matters affecting City employment. It is our policy to be committed to non-discriminatory employment practices.

The 2000 Census data (2010 Census data is not available yet) shows the City's demographic statistics are increasingly more diverse. The data reflects growth in female, Hispanic, and Asian categories. Although, the City's ethnic and gender representation in the work force has increased to a record level, the numbers have fell slightly below minority and female representation as it relates to the relevant labor market. The City recognizes that in order to achieve full labor market representation, it must continue its efforts in outreach recruitment to obtain a qualified applicant pool that provides full representation of all ethnic and gender categories.

The City's ultimate objective is to establish a diverse workforce that is reflective of the relevant labor market and the community we serve. In the past three years, the City's efforts have been directed by statistical data from the 2000 Census. Citywide objectives were 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 bottom-line objectives for females and Hispanics, significant gains have been made. As a group, females and minorities continue to be hired at a significantly higher rate than their workforce representation. In 2009, 74.2% of all the new hires were minorities and 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.

Workforce By Department

The Manager of Employee Benefits and Equal Employment provided each department with their annual utilization statistical data. The information contained an analysis of the relevant labor market availability data as it relates to ethnicity and job category.

Each department was advised to establish a narrative addressing under-utilization, by job category and ethnicity. The narrative would address the department's inability to achieve a workforce at the level of the labor market availability standards. This narrative should also include information on specific efforts to increase diversity, by job category.

Based on the information received from the departments, the attached summary was developed. The summary contains charts depicting each department's annual utilization statistics, as compared to the relevant labor market availability standards. In addition, a narrative detailing the objectives to address under-utilization, by department, has been included.

CITY AUDITOR

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Blacks, Asians and American Indians are under-represented, should a vacancy arise, we will actively recruit to ensure a diverse applicant pool by advertising at national colleges and universities, professional organizations and minority communities.

PROFESSIONALS

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will actively recruit at national colleges and universities, professional organizations and minority communities to ensure a diverse applicant pool, as well as encourage existing employees to participate.

OFFICE/CLERICAL

- ◆ Because Blacks, Hispanics, Asians and American Indians are under-represented, we will actively recruit to ensure a diverse applicant pool by using all forms of media, such as newspaper and magazine advertisements, inter-net and/or intra-net access, and mass mailings, as well as post job vacancy announcements at the Career Transition Center.

Department: CITY AUDITOR

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	4	3	75.0	0	0.0	1	25.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			36.2		-5.7		6.8		-15.4		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	11	8	72.7	1	9.1	2	18.2	3	27.3	0	0.0
Diff (Workforce/Labor Market)			23.8		2.2		5.0		9.2		-0.6
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			36.8		-9.2		-32.3		-13.4		-0.6
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	16	12	75.0	1	6.3	3	18.8	3	18.8	0	0.0
Diff (Workforce/Labor Market)			29.9		-1.1		-16.9		5.4		-0.6

CITY CLERK

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Blacks and American Indians are under-represented in the higher levels of our organization in such jobs as Officials/Administrators, we will focus internal recruitment efforts on existing employees through internal and department specific training, education, and industry specific certification (e.g. Mentor Program, Certified Municipal Clerk training, etc.).

PROFESSIONALS

- ◆ Because American Indians are under-represented in the Professionals category, it is our objective to increase recruitment efforts at national colleges, universities, professional trade publications, and minority communities.

PARA-PROFESSIONALS

- ◆ Because Asians and American Indians are under-represented in the Para-professional category, it is our objective to increase recruitment efforts at national colleges, universities, professional trade publications, and minority communities.

OFFICE/CLERICAL

- ◆ Because Blacks and American Indians are under-represented in the Office/Clerical category, we will use all forms of media (e.g. newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings) to increase outreach efforts.

Department: CITY CLERK

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	4	3	75.0	0	0.0	2	50.0	2	50.0	0	0.0
Diff (Workforce/Labor Market)			36.2		-5.7		31.8		34.6		-0.6
Professional -Labor Market			48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	4	4	100.0	1	25.0	1	25.0	1	25.0	0	0.0
Diff (Workforce/Labor Market)			51.1		18.1		11.8		6.9		-0.6
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	5	4	80.0	2	40.0	2	40.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			29.9		28.5		6.9		-4.8		-1.2
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	2	2	100.0	0	0.0	1	50.0	1	50.0	0	0.0
Diff (Workforce/Labor Market)			36.8		-9.2		17.7		36.6		-0.6
TOTALS (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	15	13	86.7	3	20.0	6	40.0	4	26.7	0	0.0
Diff (Workforce/Labor Market)			41.6		12.7		4.4		13.3		-0.6

CITY MANAGER

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Hispanics, Asians and American Indians are under-represented in the Officials/Administrators category, the City Manager's Office will work to increase representation in Hispanics, Asians, and American Indians by targeting recruitment materials to reach a diverse audience and by supporting workplace skills training workshops and other instructional and mentoring opportunities to enhance the development of existing employees.

PROFESSIONALS

- ◆ Because Females, Hispanics, Asians, and American Indians are under-represented in the Professionals category, the City Manager's Office will increase outreach to existing employees when there are employment opportunities. In addition, for external recruitment, the City Manager's Officer will increase efforts at national colleges, as well as target professional organizations and minority communities.

OFFICE/CLERICAL

- ◆ Because Hispanics and American Indians are under-represented in the Office/Clerical category, the City Manager's Office will ensure that existing employees are aware of job opportunities through the posting of vacancy announcement and the use of the City's Intranet. Additionally, the City Manager's Office will increase outreach efforts in minority communities and ensure vacancy announcements are distributed at job fairs posted at the Career Transition Center for external recruitments.

Department: CITY MANAGER

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	8	4	50.0	3	37.5	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			11.2		31.8		-18.2		-15.4		-0.6
Professionals	-Labor Market		48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	3	1	33.3	1	33.3	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-15.6		26.4		-13.2		-18.1		-0.6
Office/Clerical	-Labor Market		63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	5	5	100.0	2	40.0	0	0.0	1	20.0	0	0.0
Diff (Workforce/Labor Market)			36.8		30.8		-32.3		6.6		-0.6
TOTAL (Bottom Line)	-Labor Market		45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	16	10	62.5	6	37.5	0	0.0	1	6.3	0	0.0
Diff (Workforce/Labor Market)			17.4		30.2		-35.6		-7.2		-0.6

CITY PROSECUTOR

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Blacks, Hispanics, Asians and American Indians are under-represented in the Officials/Administrators job category, we will increase external recruitment efforts at national colleges and law schools, universities, professional organizations and minority communities.

PROFESSIONALS

- ◆ Because Asians and American Indians are under-represented in the Professionals category, we will increase external recruitment efforts at national colleges and law schools, universities, professional organizations and minority communities. In addition, we will increase outreach effort by utilizing various forms of media, including but limited to, newspaper and magazine articles and the City's Inter-net/Intra-net.

PARA-PROFESSIONALS

- ◆ Because Blacks, Hispanics, and American Indians are under-represented in the Para-professionals category, the department will increase external recruitment efforts at national colleges, universities, professional organizations, minority communities and law schools with paraprofessional programs.
- ◆ In addition, we will increase outreach efforts by utilizing various forms of media, including but not limited to, newspaper and magazine articles and the City's Inter-net/Intra-net.

OFFICE/CLERICAL

- ◆ Because Blacks and American Indians are under-represented in the Office/Clerical category, the department will increase outreach efforts in minority communities by attending job fairs and expositions and post job vacancy announcements at the Career Transition Center.
- ◆ In addition, we will increase outreach efforts by utilizing various forms of media, including but not limited to, newspaper and magazine articles and the City's Inter-net/Intra-net.

Department: CITY PROSECUTOR

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-38.8		-5.7		-18.2		-15.4		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	20	12	60.0	3	15.0	5	25.0	1	5.0	0	0.0
Diff (Workforce/Labor Market)			11.1		8.1		11.8		-13.1		-0.6
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	4	3	75.0	0	0.0	0	0.0	1	25.0	0	0.0
Diff (Workforce/Labor Market)			24.9		-11.5		-33.1		20.2		-1.2
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	13	10	76.9	1	7.7	6	46.2	3	23.1	0	0.0
Diff (Workforce/Labor Market)			13.7		-1.5		13.9		9.7		-0.6
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	38	25	65.8	4	10.5	11	28.9	5	13.2	0	0.0
Diff (Workforce/Labor Market)			20.7		3.2		-6.7		-0.2		-0.6

CIVIL SERVICE

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Blacks, Asians and American Indians are under-represented, we will increase outreach efforts by enhancing internal development programs to existing employees by increasing training opportunities, encouraging mentoring relationships and creating defined career paths (e.g. Reassignment for Training Program, Mentor Program, Management Rotation Program, etc.).

PROFESSIONALS

- ◆ Because Asians and American Indians are under-represented, future recruitment efforts will utilize a multi-media approach to increase outreach in minority communities.

PARA-PROFESSIONALS

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will increase internal recruitment efforts by increasing training opportunities, encouraging mentoring relationships and creating defined career paths.

OFFICE/CLERICAL

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will utilize a multi-media approach to increase outreach in minority communities.

Department: CIVIL SERVICE

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	3	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0
Diff (Workforce/Labor Market)			27.9		-5.7		15.1		-15.4		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	6	4	66.7	2	33.3	4	66.7	0	0.0	0	0.0
Diff (Workforce/Labor Market)			17.8		26.4		53.5		-18.1		-0.6
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	2	2	100.0	1	50.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			49.9		38.5		-33.1		-4.8		-1.2
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	4	4	100.0	2	50.0	1	25.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			36.8		40.8		-7.3		-13.4		-0.6
Total (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	15	12	80.0	5	33.3	6	40.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			34.9		26.0		4.4		-13.4		-0.6

COMMUNITY DEVELOPMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts at national colleges and universities, professional organizations and minority communities.
- ◆ In addition, we will increase outreach efforts by utilizing various forms of media, including newspapers and magazines and the City's Inter-net/Intra-net.

PROFESSIONALS

- ◆ Because Asians are under-represented, we will increase recruitment at national colleges and universities, professional organizations and minority communities.

TECHNICIANS

- ◆ Because Blacks and American Indians are under-represented, we will increase recruitment efforts at national colleges and trade schools, professional organization and minority communities, as well as encourage existing employees to cross-train and participate in the City's Reassignment for Training Program.

PARA-PROFESSIONALS

- ◆ Because Females are under-represented, we will increase recruitment efforts in minority communities by utilizing all forms of media, including newspapers and magazines, and the City's Inter-net/Intra-net access.

OFFICE/CLERICAL

- ◆ Because Hispanics and American Indians are under-represented, we will increase recruitment efforts in minority communities, as well as advertise at the Career Transition Center and on the City's Inter-net/Intra-net.

SKILLED CRAFT

- ◆ Because Hispanics and American Indians are under-represented, we will increase outreach efforts at trade schools, professional organizations and minority communities, as well as advertise at the Career Transition Center and on the City's Inter-net/Intra-net.

Department: COMMUNITY DEVELOPMENT

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	25	14	56.0	3	12.0	1	4.0	3	12.0	0	0.0
Diff (Workforce/Labor Market)			17.2		6.3		-14.2		-3.4		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	74	48	64.9	15	20.3	21	28.4	13	17.6	1	1.4
Diff (Workforce/Labor Market)			16.0		13.4		15.2		-0.5		0.8
Technicians -Labor Market			48.8		9.9		22.5		22.4		0.6
2009 Workforce (Actual)	5	4	80.0	0	0.0	2	40.0	2	40.0	0	0.0
Diff (Workforce/Labor Market)			31.2		-9.9		17.5		17.6		-0.6
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	23	11	47.8	4	17.4	8	34.8	3	13.0	1	4.3
Diff (Workforce/Labor Market)			-2.3		5.9		1.7		8.2		3.1
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	80	69	86.3	25	31.3	23	28.8	19	23.8	0	0.0
Diff (Workforce/Labor Market)			23.1		22.1		-3.6		10.4		-0.6
Skilled Craft -Labor Market			8.3		4.6		48.2		9.6		0.7
2009 Workforce (Actual)	24	4	16.7	2	8.3	5	20.8	3	12.5	0	0.0
Diff (Workforce/Labor Market)			8.4		3.7		-27.4		2.9		-0.7
TOTALS (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	231	150	64.9	49	21.2	60	26.0	43	18.6	2	0.9
Diff (Workforce/Labor Market)			19.8		13.9		-9.6		5.2		0.3

FINANCIAL MANAGEMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Hispanics and American Indians are under-represented, we will increase internal and external recruitments at colleges and universities. We will also expand exposure to High Schools to stimulate career interests by the students. In addition, we will use various forms of media including newspaper and trade magazine advertisements, Inter-net and Intra-net access, professional organizations, and customized mailings to increase outreach.

PROFESSIONALS

- ◆ Because Hispanics and American Indians are under-represented, we will increase internal and external recruitment efforts in minority communities, colleges and universities. We will expand exposure at High Schools to stimulate career interests by the students.
- ◆ We will target internal recruitment efforts by establishing potential career paths for current employees (e.g. Reassignment for Training Program, Mentor Program, etc.). In addition, we will use various forms of media including newspaper and trade magazine advertisements, Inter-net and Intra-net access, professional organizations, and customized mailings to increase outreach.

TECHNICIANS

- ◆ Because Blacks, and American Indians are under-represented, we will increase internal and external recruitment efforts in minority communities. In addition, we will use various forms of media including newspaper and trade magazine advertisements, Inter-net and Intra-net access, professional organizations, and customized mailings to increase outreach.

PARA-PROFESSIONALS

- ◆ Because Blacks and Hispanics are under-represented, we will increase internal and external recruitment efforts in minority communities. In addition, we will use various forms of media including newspaper and trade magazine advertisements, Inter-net and Intra-net access, professional organizations, and customized mailings to increase outreach.

Department: FINANCIAL MANAGEMENT

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	17	9	52.9	2	11.8	2	11.8	3	17.6	0	0.0
Diff (Workforce/Labor Market)			14.1		6.1		-6.4		2.2		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	32	25	78.1	3	9.4	3	9.4	14	43.8	0	0.0
Diff (Workforce/Labor Market)			29.2		2.5		-3.8		25.7		-0.6
Technicians -Labor Market			48.8		9.9		22.5		22.4		0.6
2009 Workforce (Actual)	4	2	50.0	0	0.0	1	25.0	1	25.0	0	0.0
Diff (Workforce/Labor Market)			1.2		-9.9		2.5		2.6		-0.6
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	6	5	83.3	0	0.0	1	16.7	1	16.7	2	33.3
Diff (Workforce/Labor Market)			33.2		-11.5		-16.4		11.9		32.1
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	62	52	83.9	17	27.4	21	33.9	11	17.7	1	1.6
Diff (Workforce/Labor Market)			20.7		18.2		1.6		4.3		1.0
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	121	93	76.9	22	18.2	28	23.1	30	24.8	3	2.5
Diff (Workforce/Labor Market)			31.8		10.9		-12.5		11.4		1.9

FIRE DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Blacks, Hispanics and American Indians are under-represented, we will focus on increasing internal recruitment efforts by providing additional technical and leadership training opportunities, mentoring employees and establishing career paths for promotional opportunities.
- ◆ Additional outreach in minority communities will be conducted in conjunction with Civil Service to expand recruitment by attending job fairs, advertising with colleges, universities and professional organizations and using all forms of media to advertise opportunities, including newspaper and magazine advertisements, Inter-net/Intra-net access, and mailings.

PROFESSIONALS

- ◆ Because Blacks, Asians and American Indians are under-represented, we will work with Civil Service to expand recruitments with additional outreach in minority communities, attending job fairs, advertising with colleges, universities and professional organizations and using all forms of media to advertise opportunities, including newspaper and magazine advertisements, Inter-net/Intra-net access and mailings.

TECHNICIANS

- ◆ Because Females, as a whole, Blacks, Hispanics, Asians and American Indians are under-represented, we will work with Civil Service to expand recruitments with additional outreach in minority communities, attending job fairs and using all forms of media to advertise opportunities, including newspaper and magazine advertisements, Inter-net/Intra-net access and mailings.

PROTECTIVE SERVICES

- ◆ Because Females, as a whole, Blacks, Hispanics, and American Indians are under-represented, we will work with Civil Service to expand recruitments with additional outreach in minority communities, attending job fairs, organizing information sessions, advertising with colleges, universities and professional organizations and using all forms of media to advertise opportunities, including newspaper and magazine advertisements, Inter-net/Intra-net access and mailings.

FIRE DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

- ◆ Continue to recommend to the Civil Service Department that the Fire Recruit examination be given annually to replenish available female and minority candidates.
- ◆ Continue to offer Firefighters opportunities to prepare for promotion, by providing the Captain's Preparation Academy and encouraging all female and minority Firefighters to participate.

PARA-PROFESSIONALS

- ◆ Only one position exists in this job category and it is currently filled. Should a vacancy occur, recruitment will be expanded to minority communities by attending job fairs and using all forms of media to advertise opportunities, including newspaper and magazine advertisements, inter-net/intra-net access and mailings. Training opportunities and mentoring for current employees will also be provided.

OFFICE/CLERICAL

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will work with Civil Service to expand recruitments with additional outreach to minority communities, attend job fairs and using all forms of media to advertise opportunities, including newspaper and magazine advertisements, inter-net/intra-net access and mailings.

SKILLED CRAFT

- ◆ Because Females, as a whole, Blacks, Hispanics, and American Indians are under-represented, we will work with Civil Service to expand recruitment with additional outreach in minority communities, attending job fairs and using all forms of media to advertise opportunities, including newspaper and magazine advertisements, inter-net/intra-net access and mailings.

Department: FIRE

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	6	0	0.0	0	0.0	1	16.7	1	16.7	0	0.0
Diff (Workforce/Labor Market)			-38.8		-5.7		-1.5		1.3		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	10	6	60.0	0	0.0	5	50.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			11.1		-6.9		36.8		-18.1		-0.6
Technicians -Labor Market			48.8		9.9		22.5		22.4		0.6
2009 Workforce (Actual)	24	0	0.0	1	4.2	4	16.7	2	8.3	0	0.0
Diff (Workforce/Labor Market)			-48.8		-5.7		-5.8		-14.1		-0.6
Protective Services -Labor Market			50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	405	12	3.0	30	7.4	78	19.3	28	6.9	3	0.7
Diff (Workforce/Labor Market)			-47.1		-4.1		-13.8		2.1		-0.5
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	2	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0
Diff (Workforce/Labor Market)			-50.1		-11.5		16.9		45.2		-1.2
Office/Clerical -Labor Market			8.3		4.6		48.2		9.6		0.7
2009 Workforce (Actual)	38	31	81.6	5	13.2	8	21.1	2	5.3	0	0.0
Diff (Workforce/Labor Market)			73.3		8.6		-27.1		-4.3		-0.7
Skilled Craft -Labor Market			40.4		6.0		60.6		10.2		0.5
2009 Workforce (Actual)	8	1	12.5	0	0.0	1	12.5	1	12.5	0	0.0
Diff (Workforce/Labor Market)			-27.9		-6.0		-48.1		2.3		-0.5
TOTALS (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	493	50	10.1	36	7.3	98	19.9	35	7.1	3	0.6
Diff (Workforce/Labor Market)			-35.0		0.0		-15.7		-6.3		0.0

Department: FIRE - SWORN (Firefighter classifications including Fire Recruit)

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators*	-Labor Market		38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	98	0	0.0	7	7.1	21	21.4	3	3.1	1	1.0
Diff (Workforce/Labor Market)			-38.8		1.4		3.2		-12.3		0.4
Protective Services	-Labor Market		18.3		18.5		28.9		7.7		1.0
2009 Workforce (Actual)	286	11	3.8	23	8.0	55	19.2	24	8.4	2	0.7
Diff (Workforce/Labor Market)			-14.5		-10.5		-9.7		0.7		-0.3
TOTAL (Bottom Line)	-Labor Market		45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	384	11	2.9	30	7.8	76	19.8	27	7.0	3	0.8
Diff (Workforce/Labor Market)			-42.2		0.5		-15.8		-6.4		0.2

*Includes Fire Captain and above

HARBOR DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will we will evaluate our promotional practices to ensure that all ethnic groups are receiving an equal opportunity to advance.
- ◆ In addition, we will use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and executive search firms to increase outreach efforts.

PROFESSIONALS

- ◆ Because Females, as a whole, Blacks and American Indians are under-represented, we will increase external recruitments at national colleges and universities and professional organizations, as well as use all forms of appropriate media and/or executive search firms.

TECHNICIANS

- ◆ Because Females, as a whole, Blacks, Hispanics and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center. And, we will evaluate our promotional practices to ensure that all ethnic groups are receiving an equal opportunity to advance.
- ◆ In addition, we will use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings to increase outreach efforts.

PROTECTIVE SERVICES

- ◆ Because Females, as a whole, Blacks, Hispanics and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center, as well as use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings.

HARBOR DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

PARA-PROFESSIONALS

- ◆ Because Hispanics and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center, as well as use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings.

OFFICE/CLERICAL

- ◆ Because Asians and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center, as well as use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings.

SKILLED CRAFT

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center.

SERVICE MAINTENANCE

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center.

Department: HARBOR

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators-Labor Market			38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	38	7	18.4	4	10.5	0	0.0	4	10.5	0	0.0
Diff (Workforce/Labor Market)			-20.4		4.8		-18.2		-4.9		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	123	50	40.7	8	6.5	21	17.1	32	26.0	0	0.0
Diff (Workforce/Labor Market)			-8.2		-0.4		3.9		7.9		-0.6
Technicians -Labor Market			48.8		9.9		22.5		22.4		0.6
2009 Workforce (Actual)	37	7	18.9	0	0.0	5	13.5	11	29.7	0	0.0
Diff (Workforce/Labor Market)			-29.9		-9.9		-9.0		7.3		-0.6
Protective Services Labor Market			18.3		18.5		28.9		7.7		1.0
2009 Workforce (Actual)	43	7	16.3	4	9.3	11	25.6	4	9.3	0	0.0
Diff (Workforce/Labor Market)			-2.0		-9.2		-3.3		1.6		-1.0
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	8	7	87.5	1	12.5	1	12.5	1	12.5	0	0.0
Diff (Workforce/Labor Market)			37.4		1.0		-20.6		7.7		-1.2
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	56	46	82.1	17	30.4	10	32.3	6	10.7	0	0.0
Diff (Workforce/Labor Market)			18.9		21.2		0.0		-2.7		-0.6
Skilled Craft -Labor Market			8.3		4.6		48.2		9.6		0.7
2009 Workforce (Actual)	46	1	2.2	4	8.7	10	21.7	2	4.3	0	0.0
Diff (Workforce/Labor Market)			-6.1		4.1		-26.5		-5.3		-0.7
Service/Maintenance -Labor Market			40.4		6.0		60.6		10.2		0.5
2009 Workforce (Actual)	29	2	6.9	10	34.5	10	34.5	1	3.4	0	0.0
Diff (Workforce/Labor Market)			-33.5		28.5		-26.1		-6.8		-0.5
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	380	127	33.4	48	12.6	68	17.9	61	16.1	0	0.0
Diff (Workforce/Labor Market)			-11.7		5.3		-17.7		2.7		-0.6

HEALTH AND HUMAN SERVICES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Hispanics and American Indians are under-represented, we will evaluate our promotional practices to ensure that all ethnic groups are receiving an equal opportunity to advance.
- ◆ The department will increase its outreach efforts through enhancing internal development programs to existing employees by providing training opportunities, encouraging mentoring relationships, creating defined career paths through the Reassignment for Training Program, Transfers, etc., and promoting internship opportunities. In addition, we will use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings to increase outreach efforts.

PROFESSIONALS

- ◆ Because American Indians are under-represented, we will evaluate our promotional practices to ensure that all ethnic groups are receiving an equal opportunity to advance.
- ◆ The department will increase its outreach efforts through enhancing internal development programs to existing employees by providing training opportunities, encouraging mentoring relationships, creating defined career paths through the Reassignment for Training Program, Transfers, etc., and promoting internship opportunities. In addition, we will use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings to increase outreach efforts.

TECHNICIANS

- ◆ Because Blacks and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center. And, we will evaluate our promotional practices to ensure that all ethnic groups are receiving an equal opportunity to advance.
- ◆ The department will increase its outreach efforts through enhancing internal development programs to existing employees by providing training opportunities, encouraging mentoring relationships, creating defined career paths through the

HEALTH AND HUMAN SERVICES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

TECHNICIANS (continued)

Reassignment for Training Program, Transfers, etc., and promoting internship opportunities. In addition, we will use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings to increase outreach efforts

PROTECTIVE SERVICES

- ◆ Because Blacks, Asians and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center. And, we will evaluate our promotional practices to ensure that all ethnic groups are receiving an equal opportunity to advance.
- ◆ The department will increase its outreach efforts through enhancing internal development programs to existing employees by providing training opportunities, encouraging mentoring relationships, creating defined career paths through the Reassignment for Training Program, Transfers, etc., and promoting internship opportunities. In addition, we will use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings to increase outreach efforts

PARA-PROFESSIONALS

- ◆ Because Hispanics and American Indians are under-represented, we will evaluate our promotional practices to ensure that all ethnic groups are receiving an equal opportunity to advance.
- ◆ The department will increase its outreach efforts through enhancing internal development programs to existing employees by providing training opportunities, encouraging mentoring relationships, creating defined career paths through the Reassignment for Training Program, Transfers, etc., and promoting internship opportunities. In addition, we will use all forms of media, including newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings to increase outreach efforts.

HEALTH AND HUMAN SERVICES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

OFFICE/CLERICAL

- ◆ Because American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center.
- ◆ The department will increase its outreach efforts through enhancing internal development programs to existing employees by providing training opportunities, encouraging mentoring relationships, creating defined career paths through the Reassignment for Training Program, Transfers, etc., and promoting internship opportunities.

SKILLED CRAFT

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center.
- ◆ The department will increase its outreach efforts through enhancing internal development programs to existing employees by providing training opportunities, encouraging mentoring relationships, creating defined career paths through the Reassignment for Training Program, Transfers, etc., and promoting internship opportunities.

SERVICE MAINTENANCE

- ◆ Because Females, as a whole, Hispanics and American Indians are under-represented, we will increase outreach efforts by attending job fairs and expositions and posting job opportunity bulletins at the Career Transition Center.
- ◆ The department will increase its outreach efforts through enhancing internal development programs to existing employees by providing training opportunities, encouraging mentoring relationships, creating defined career paths through the Reassignment for Training Program, Transfers, etc., and promoting internship opportunities.

Department: HEALTH & HUMAN SERVICES

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	14	9	64.3	1	7.1	2	14.3	3	21.4	0	0.0
Diff (Workforce/Labor Market)			25.5		1.4		-3.9		6.0		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	93	67	72.0	13	14.0	14	15.1	29	31.2	0	0.0
Diff (Workforce/Labor Market)			23.1		7.1		1.9		13.1		-0.6
Technicians -Labor Market			48.8		9.9		22.5		22.4		0.6
2009 Workforce (Actual)	13	9	69.2	0	0.0	4	30.8	6	46.2	0	0.0
Diff (Workforce/Labor Market)			20.4		-9.9		8.3		23.8		-0.6
Protective Services -Labor Market			18.3		18.5		28.9		7.7		1.0
2009 Workforce (Actual)	17	8	47.1	2	11.8	5	29.4	0	0.0	0	0.0
Diff (Workforce/Labor Market)			28.8		-6.7		0.5		-7.7		-1.0
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	5	5	100.0	1	20.0	1	20.0	3	60.0	0	0.0
Diff (Workforce/Labor Market)			49.9		8.5		-13.1		55.2		-1.2
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	145	118	81.4	24	16.6	68	46.9	34	23.4	0	0.0
Diff (Workforce/Labor Market)			18.2		7.4		14.6		10.0		-0.6
Skilled Craft -Labor Market			8.3		4.6		48.2		9.6		0.7
2009 Workforce (Actual)	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-8.3		95.4		-48.2		-9.6		-0.7
Service/Maintenance -Labor Market			40.4		6.0		60.6		10.2		0.5
2009 Workforce (Actual)	6	1	16.7	4	66.7	0	0.0	2	33.3	0	0.0
Diff (Workforce/Labor Market)			-23.7		60.7		-60.6		23.1		-0.5
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	294	217	73.8	46	15.6	94	32.0	77	26.2	0	0.0
Diff (Workforce/Labor Market)			28.7		8.3		-3.6		12.8		-0.6

HUMAN RESOURCES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Asians and American Indians are under-represented, we will enhance internal recruitments efforts by establishing a career path for current employees, i.e. Reassignment for Training, Mentor Program, etc., and use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, professional organizations and mass mailings to increase outreach.

PROFESSIONALS

- ◆ Because Asians and American Indians are under-represented, we will enhance internal recruitments efforts by establishing a career path for current employees, i.e. Reassignment for Training, Mentor Program, etc., and use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, professional organizations and mass mailings to increase outreach.

PARA-PROFESSIONALS

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will enhance internal recruitments efforts by establishing a career path for current employees, i.e. Reassignment for Training, Mentor Program, etc., and use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, attend job fairs and expositions and post job opportunity bulletins at the Career Transition Center.

OFFICE/CLERICAL

- ◆ Because Blacks and American Indians are under-represented, we will work with Civil Service to expand recruitment to include additional outreach to minority communities, attend job fairs and use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, and mailings, to advertise opportunities.

Department: HUMAN RESOURCES

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	7	3	42.9	1	14.3	2	28.6	1	14.3	0	0.0
Diff (Workforce/Labor Market)			4.1		8.6		10.4		-1.1		-0.6
Professional -Labor Market			48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	9	7	77.8	1	11.1	3	33.3	0	0.0	0	0.0
Diff (Workforce/Labor Market)			28.9		4.2		20.1		-18.1		-0.6
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	4	4	100.0	1	25.0	1	25.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			49.9		13.5		-8.1		-4.8		-1.2
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	3	3	100.0	0	0.0	1	33.3	1	33.3	0	0.0
Diff (Workforce/Labor Market)			36.8		-9.2		1.0		19.9		-0.6
TOTALS (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	23	17	73.9	3	13.0	7	30.4	2	8.7	0	0.0
Diff (Workforce/Labor Market)			28.8		5.7		-5.2		-4.7		-0.6

LAW DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Blacks, Hispanics, Asians and American Indians are under-represented, we will evaluate promotional practices to ensure all persons are receiving an equal employment opportunity.
- ◆ In addition, we will focus internal recruitment efforts on existing employees by establishing a career path and promoting from within the department (e.g. Reassignment for Training Program, Mentor Program, Management Rotation Program, and the Long Beach Leadership Academy).

PROFESSIONALS

- ◆ Because Asians and American Indians are under-represented, we will use all forms of media, such as newspaper and magazine advertisements, internet/intra-net access, and mailings, to advertise job opportunities. In addition, we will increase recruitment at national colleges and universities, professional organizations, and minority communities.

PARA-PROFESSIONALS

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will use all forms of media, such as newspaper and magazine advertisements, internet/intra-net access, and mailings, to advertise job opportunities, as well as recruit through professional organizations and minority communities.

OFFICE/CLERICAL

- ◆ Because Asians and American Indians are under-represented, we will use all forms of media, such as newspaper and magazine advertisements, internet/intra-net access, and mailings, to advertise job opportunities, as well as recruit through professional organizations and minority communities. In addition, we will post job announcements at the Career Transition Center.

Department: LAW

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6	
2009 Workforce (Actual)	8	3	37.5	0	0.0	0	0.0	1	12.5	0	0.0	
Diff (Workforce/Labor Market)			-1.3		-5.7		-18.2		-2.9		-0.6	
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6	
2009 Workforce (Actual)	25	13	52.0	4	16.0	4	16.0	2	8.0	0	0.0	
Diff (Workforce/Labor Market)			3.1		9.1		2.8		-10.1		-0.6	
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2	
2009 Workforce (Actual)	15	15	100.0	4	26.7	3	20.0	1	0.0	0	0.0	
Diff (Workforce/Labor Market)			49.9		15.2		-13.1		-4.8		-1.2	
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6	
2009 Workforce (Actual)	16	14	87.5	5	31.3	7	43.8	1	6.3	0	0.0	
Diff (Workforce/Labor Market)			24.3		22.1		11.5		-7.2		-0.6	
TOTALS (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6	
2009 Workforce (Actual)	64	45	70.3	13	20.3	14	21.9	5	7.8	0	0.0	
Diff (Workforce/Labor Market)			25.2		13.0		-13.7		-5.6		-0.6	

LEGISLATIVE

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will evaluate recruiting and promotional practices to ensure minority communities have an equal opportunity for vacancies.

PROFESSIONALS

- ◆ Because Asians and American Indians are under-represented, we will increase internal recruitments efforts for existing employees by establishing a career path and promoting from within the department (e.g. Reassignment for Training Program, Mentor Program, Management Rotation Program, and the Long Beach Leadership Academy) and increase external outreach in minority communities.

PARA-PROFESSIONALS

- ◆ Because Asians and American Indians are under-represented, we will use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, and mailings, to advertise job opportunities, as well as recruit through professional organizations and minority communities.

OFFICE/CLERICAL

- ◆ Because Females, as a whole, Asians and American Indian are under-represented, we will use all forms of media, such as newspaper and magazine advertisements, inter-net/intra-net access, and mailings, to advertise job opportunities, as well as post job announcements at the Career Transition Center.

Department: **LEGISLATIVE**

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	10	5	50.0	1	10.0	1	10.0	1	10.0	0	0.0
Diff (Workforce/Labor Market)			11.2		4.3		-8.2		-5.4		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	18	10	55.6	2	11.1	4	22.2	1	5.6	0	0.0
Diff (Workforce/Labor Market)			6.7		4.2		9.0		-12.5		-0.6
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	6	5	83.3	1	16.7	4	66.7	0	0.0	0	0.0
Diff (Workforce/Labor Market)			33.2		5.2		33.6		-4.8		-1.2
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	5	2	40.0	1	20.0	3	60.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-23.2		10.8		27.7		-13.4		-0.6
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	39	22	56.4	5	12.8	12	30.8	2	5.1	0	0.0
Diff (Workforce/Labor Market)			11.3		5.5		-4.8		-8.3		-0.6

LIBRARY SERVICES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Hispanics and American Indians are under-represented, we will evaluate promotional practices and increase external recruitment efforts in minority communities to ensure an equal employment opportunity.
- ◆ In addition, we will use all forms of media, such as newspaper and magazine advertisements, inter-net and intra-net access, professional organizations, and mailings, to increase outreach.

PROFESSIONALS

- ◆ Because Blacks, Hispanics, Asians and American Indians are under-represented, we will increase external recruitments at colleges, universities, professional organization, and minority communities.

TECHNICIANS

- ◆ There is only one budgeted position in this category.
- ◆ Because Females, as a whole, Blacks, Hispanics, Asians and American Indians are under-represented, as vacancies occur, we will increase outreach efforts at community colleges, trade and vocational schools and minority communities, as well as post job vacancy announcements at the Career Transition Center.

PARA-PROFESSIONALS

- ◆ There is only one budgeted position in this category.
- ◆ Because Females, as a whole, Blacks, Hispanics, Asians and American Indians are under-represented, as vacancies occur, we will increase outreach efforts at community colleges, trade and vocational schools and minority communities, as well as post job vacancy announcements at the Career Transition Center.

OFFICE/CLERICAL

- ◆ Because Blacks, Hispanics and American Indians are under-represented, we will increase outreach efforts at community colleges, trade and vocational schools and minority communities, as well as post job vacancy announcements at the

LIBRARY SERVICES

**OBJECTIVES TO ADDRESS UNDER-UTILIZATION
(continued)**

OFFICE/CLERICAL (continued)

Career Transition Center.

SKILLED CRAFT

- ◆ There is only one position in this job category.
- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, as vacancies occur, we will increase outreach efforts at community colleges, trade and vocational schools and minority communities.

SERVICE MAINTENANCE

- ◆ There is only one position in this job category.
- ◆ Because Hispanics, Asians and American Indians are under-represented, as vacancies occur, we will increase outreach efforts at community colleges, trade and vocational schools and minority communities, as well as post job vacancy announcements at the Career Transition Center.

Department: LIBRARY SERVICES

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		38.8		5.7		18.2		15.4		0.6	
2009 Workforce (Actual)	6	5	83.3	1	16.7	0	0.0	1	16.7	0	0.0	
Diff (Workforce/Labor Market)			44.5		11.0		-18.2		1.3		-0.6	
Professionals	-Labor Market		48.9		6.9		13.2		18.1		0.6	
2009 Workforce (Actual)	42	37	88.1	0	0.0	3	7.1	3	7.1	0	0.0	
Diff (Workforce/Labor Market)			39.2		-6.9		-6.1		-11.0		-0.3	
Technicians	-Labor Market		48.8		9.9		22.5		22.4		0.6	
2009 Workforce (Actual)	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			-48.8		-9.9		-22.5		-22.4		-0.6	
Paraprofessionals	-Labor Market		50.1		11.5		33.1		4.8		1.2	
2009 Workforce (Actual)	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			-50.1		-11.5		-33.1		-4.8		-1.2	
Office/Clerical	-Labor Market		63.2		9.2		32.3		13.4		0.6	
2009 Workforce (Actual)	35	23	65.7	3	8.6	11	31.4	5	14.3	0	0.0	
Diff (Workforce/Labor Market)			2.5		-0.6		-0.9		0.9		-0.6	
Skilled Craft	-Labor Market		8.3		4.6		48.2		9.6		0.7	
2009 Workforce (Actual)	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			-8.3		95.4		-48.2		-9.6		-0.7	
Service/Maintenance	-Labor Market		40.4		6.0		60.6		10.2		0.5	
2009 Workforce (Actual)	1	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			59.6		94.0		-60.6		-10.2		-0.5	
TOTAL (Bottom Line)	-Labor Market		45.1		7.3		35.6		13.4		0.6	
2009 Workforce (Actual)	87	66	75.9	6	6.9	14	16.1	9	10.3	0	0.0	
Diff (Workforce/Labor Market)			30.8		-0.4		-19.5		-3.1		-0.6	

LONG BEACH AIRPORT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Asians and American Indians are under-represented, and considering the City's hiring freeze on external candidates, we will focus internal recruitment efforts on existing employees by establishing a career path and promoting from within the Department.

PROFESSIONALS

- ◆ Because Blacks, Hispanics and American Indians are under-represented, the Department will exert more efforts in reaching out to the female workforce by using all forms of media (newspaper and magazine advertisement, inter-net/intra-net access, and mass mailings) and advertise vacancies at colleges and universities, professional organizations and minority communities.

PROTECTIVE SERVICES

- ◆ Because Blacks and Hispanics are under-represented, we will review recruitment practices to ensure an equal employment opportunity, as well as use all forms of media (newspaper and professional journals, inter-net/intra-net access and mass mailings) to advertise employment opportunities.

PARA-PROFESSIONALS

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, and considering the City's hiring freeze on external candidates, we will focus internal recruitment efforts on existing employees by establishing a career path and promoting from within the Department.

OFFICE/CLERICAL

- ◆ Because Blacks, Hispanics and American Indians are under-represented, and considering the City's hiring freeze on external candidates, we will focus internal recruitment efforts on existing employees by establishing a career path and promoting from within the Department.

LONG BEACH AIRPORT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

SKILLED CRAFT

- ◆ Because Females, as a whole, Hispanics, and American Indians are under-represented, we will increase recruitment efforts in minority communities and use all forms of media (newspaper and professional journals, inter-net/intra-net access and mass mailings) to advertise employment opportunities, as well as post job vacancies at the Career Transition Center.

SERVICE/MAINTENANCE

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will increase recruitment efforts in minority communities and use all forms of media (newspaper and professional journals, inter-net/intra-net access and mass mailings) to advertise employment opportunities, as well as post job vacancies at the Career Transition Center.

Department: AIRPORT

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	8	4	50.0	1	12.5	4	50.0	1	12.5	0	0.0
Diff (Workforce/Labor Market)			11.2		6.8		31.8		-2.9		-0.6
Professionals	-Labor Market		48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	16	8	50.0	1	6.3	1	6.3	7	43.8	0	0.0
Diff (Workforce/Labor Market)			1.1		-0.7		-7.0		25.7		-0.6
Protective Services	-Labor Market		18.3		18.5		28.9		7.7		1.0
2009 Workforce (Actual)	26	5	19.2	2	7.7	3	11.5	5	19.2	1	3.8
Diff (Workforce/Labor Market)			0.9		-10.8		-17.4		11.5		2.8
Paraprofessionals	-Labor Market		50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	5	0	0.0	1	20.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-50.1		8.5		-33.1		-4.8		-1.2
Office/Clerical	-Labor Market		63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	9	7	77.8	0	0.0	2	22.2	3	33.3	0	0.0
Diff (Workforce/Labor Market)			14.6		-9.2		-10.1		19.9		-0.6
Skilled Craft	-Labor Market		8.3		4.6		48.2		9.6		0.7
2009 Workforce (Actual)	10	0	0.0	1	10.0	2	20.0	1	10.0	0	0.0
Diff (Workforce/Labor Market)			-8.3		5.4		-28.2		0.4		-0.7
Service/Maintenance	-Labor Market		40.4		6.0		60.6		10.2		0.5
2009 Workforce (Actual)	15	9	60.0	5	33.3	9	60.0	1	6.7	0	0.0
Diff (Workforce/Labor Market)			19.6		27.3		-0.6		-3.5		-0.5
TOTAL (Bottom Line)	-Labor Market		45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	89	33	37.1	11	12.4	21	23.6	18	20.2	1	1.1
Diff (Workforce/Labor Market)			-8.0		5.1		-12.0		6.8		0.5

LONG BEACH GAS & OIL

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Since the Department is under-represented in Females, as a whole, Blacks, Hispanics, and American Indians are under-represented, we will focus on internal recruitment by establishing career paths for its employees, promoting from within the Department and ensuring all employees are given equal opportunities to advance. Should all qualified internal candidates be lacking, the Department will utilize all available recruitment tools to reach said under-represented groups.

PROFESSIONALS

- ◆ Since Females, as a whole, Blacks and American Indians are under-represented, the Department will exert more efforts in reaching out to the female workforce by using all forms of media (newspaper and magazine advertisement, inter-net/intra-net access, and mass mailings) and advertise vacancies at colleges and universities, professional organizations and minority communities.

TECHNICIANS

- ◆ Since Females, as a whole, Blacks, Hispanics, and American Indians are under-represented, the Department will focus on encouraging Department and City employees to cross-train and participate in the City's Reassignment for Training and Mentor Programs.

PARA-PROFESSIONALS

- ◆ Because Blacks, Hispanics and American Indians are under-represented, the Department will focus its recruitment efforts in new graduates from City colleges and trade schools; attend job fairs to reach out to various community groups.

OFFICE/CLERICAL

- ◆ Because American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, internet/intranet, and mass mailings) to increase outreach efforts.

LONG BEACH GAS & OIL

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

SKILLED CRAFT

- ◆ Since Females, as a whole, Hispanics, and Asians are under-represented, the Department will partner with the City's Workforce Development Services to develop outreach plans and training programs for females and minorities.

SERVICE/MAINTENANCE

- ◆ Since the Gas Utility is a male-dominated industry, the Department has been historically under-represented in Females, as a whole. It is also under-represented in Hispanics, Asians and American Indians. As in the Skilled Craft, the Department will partner with the City's Workforce Development Services to develop training programs that will encourage females, as well as minorities, to work on areas of natural gas pipeline construction, maintenance and repair; and installation, maintenance and repair of natural gas distribution apparatus and appliances.

Department: Long Beach Gas & Oil

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	16	4	25.0	0	0.0	1	6.3	5	31.3	0	0.0
Diff (Workforce/Labor Market)			-13.8		-5.7		-12.0		15.9		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	21	4	19.0	2	9.5	4	19.0	7	33.3	0	0.0
Diff (Workforce/Labor Market)			-29.9		2.6		5.8		15.2		-0.6
Technicians -Labor Market			48.8		9.9		22.5		22.4		0.6
2009 Workforce (Actual)	14	2	14.3	0	0.0	5	35.7	3	21.4	0	0.0
Diff (Workforce/Labor Market)			-34.5		-9.9		13.2		-1.0		-0.6
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	1	1	100.0	0	0.0	0	0.0	1	100.0	0	0.0
Diff (Workforce/Labor Market)			49.9		-11.5		-33.1		95.2		-1.2
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	16	13	81.3	5	31.3	6	37.5	2	12.5	0	0.0
Diff (Workforce/Labor Market)			18.1		22.1		5.2		-0.9		-0.6
Skilled Craft -Labor Market			8.3		4.6		48.2		9.6		0.7
2009 Workforce (Actual)	43	0	0.0	4	9.3	9	20.9	3	7.0	2	4.7
Diff (Workforce/Labor Market)			-8.3		4.7		-27.3		-2.6		4.0
Service/Maintenance -Labor Market			40.4		6.0		60.6		10.2		0.5
2009 Workforce (Actual)	86	5	5.8	24	27.9	32	37.2	6	7.0	0	0.0
Diff (Workforce/Labor Market)			-34.6		21.9		-23.4		-3.2		-0.5
TOTALS (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	197	29	14.7	35	17.8	57	28.9	27	13.7	2	1.0
Diff (Workforce/Labor Market)			-30.4		10.5		-6.7		0.3		0.4

PARKS, RECREATION AND MARINE

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Asians and American Indians are under-represented, we will increase outreach efforts in minority communities, as well as use all forms of media (inter-net/intra-net access, professional organizations, and minority publications).

PROFESSIONALS

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will advertise vacancies at national colleges and universities, professional organizations and minority communities, as well as use all forms of media (inter-net/intra-net access, professional organizations, and minority publications).

TECHNICIANS

- ◆ Because Females, as a whole, Blacks, Asians and American Indians are under-represented, we will advertise vacancies at national colleges and universities, professional organizations and minority communities, as well as use all forms of media (inter-net/intra-net access, professional organizations, and minority publications).

PROTECTIVE SERVICES

- ◆ Because Females, as a whole, Blacks, Asians and American Indians are under-represented, we will use all forms of media (inter-net/intra-net access, professional organizations, and minority publications) increase outreach efforts.

PARA-PROFESSIONALS

- ◆ Because Blacks, Asians and American Indians are under-represented, we will advertise vacancies at national colleges and universities, professional organizations and minority communities, as well as use all forms of media (inter-net/intra-net access, professional organizations, and minority publications).

PARKS, RECREATION AND MARINE
OBJECTIVES TO ADDRESS UNDER-UTILIZATION
(continued)

OFFICE/CLERICAL

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts by using all forms of media (inter-net/intra-net access, professional organizations, and minority publications), as well as posting job vacancy announcements at the Career Transition Center.

SKILLED CRAFT

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts by using all forms of media (inter-net/intra-net access, professional organizations, and minority publications) and post job vacancy announcements in minority communities. In addition, the department will utilize the Reassignment for Training Program, where applicable.

SERVICE MAINTENANCE

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will increase outreach efforts by using all forms of media (inter-net/intra-net access, trade and vocational schools, and minority publications) and post job vacancy announcements in minority communities.

Department: PARKS, RECREATION & MARINE

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	24	11	45.8	3	12.5	9	37.5	0	0.0	0	0.0
Diff (Workforce/Labor Market)			7.0		6.8		19.3		-15.4		-0.6
Professionals	-Labor Market		48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	41	25	61.0	7	17.1	5	12.2	5	12.2	0	0.0
Diff (Workforce/Labor Market)			12.1		10.2		-1.0		-5.9		-0.6
Technicians	-Labor Market		48.8		9.9		22.5		22.4		0.6
2009 Workforce (Actual)	3	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-15.5		-9.9		10.8		-22.4		-0.6
Protective Services	-Labor Market		18.3		18.5		28.9		7.7		1.0
2009 Workforce (Actual)	7	0	0.0	0	0.0	4	57.1	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-18.3		-18.5		28.2		-7.7		-1.0
Paraprofessionals	-Labor Market		50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	3	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0
Diff (Workforce/Labor Market)			16.6		-11.5		0.2		-4.8		-1.2
Office/Clerical	-Labor Market		63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	39	34	87.2	5	12.8	8	20.5	3	7.7	0	0.0
Diff (Workforce/Labor Market)			24.0		3.6		-11.8		-5.7		-0.6
Skilled Craft	-Labor Market		8.3		4.6		48.2		9.6		0.7
2009 Workforce (Actual)	26	2	7.7	7	26.9	9	34.6	1	3.8	0	0.0
Diff (Workforce/Labor Market)			-0.6		22.3		-13.6		-5.8		-0.7
Service/Maintenance	-Labor Market		40.4		6.0		60.6		10.2		0.5
2009 Workforce (Actual)	50	6	12.0	6	12.0	24	48.0	2	4.0	0	0.0
Diff (Workforce/Labor Market)			-28.4		6.0		-12.6		-6.2		-0.5
TOTAL (Bottom Line)	-Labor Market		45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	193	81	42.0	28	14.5	61	31.6	11	5.7	0	0.0
Diff (Workforce/Labor Market)			-3.1		7.2		-4.0		-7.7		-0.6

DEVELOPMENT SERVICES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Hispanics, Asians and American Indians are under-represented, it is our objective to increase external recruitment efforts at professional organizations and minority communities.

PROFESSIONALS

- ◆ Because American Indians are under-represented, it is our objective to increase external recruitment efforts at national colleges and universities, professional organizations and minority communities.

PARA-PROFESSIONALS

- ◆ Because Females, as a whole, Blacks, Asians and American Indians are under-represented, it is our objective to use all forms of media (newspapers and professional journals, inter-net/intra-net access and mass mailings) to increase outreach efforts.

OFFICE/CLERICAL

- ◆ Because Hispanics, Asians and American Indians are under-represented, it is our objective to use all forms of media (newspaper and professional journals, inter-net/intra-net access, and mass mailings) to increase outreach efforts and post job vacancy announcements at the Career Transition Center.

SKILLED CRAFT

- ◆ Because all categories are under-represented, it is our objective to increase external recruitment efforts at professional organizations, attend job fairs and expositions in minority communities, and post job vacancy announcements at the Career Transition Center.

Department: DEVELOPMENT SERVICES

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	15	6	40.0	2	13.3	2	13.3	2	13.3	0	0.0
Diff (Workforce/Labor Market)			1.2		7.6		-4.9		-2.1		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	42	21	50.0	6	14.3	8	19.0	9	21.4	0	0.0
Diff (Workforce/Labor Market)			1.1		7.4		5.8		3.3		-0.6
Paraprofessionals -Labor Market			50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	2	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-50.1		-11.5		16.9		-4.8		-1.2
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	18	17	94.4	4	22.2	4	22.2	1	5.6	0	0.0
Diff (Workforce/Labor Market)			31.2		13.0		-10.1		-7.8		-0.6
Skilled Craft -Labor Market			8.3		4.6		48.2		9.6		0.7
2009 Workforce (Actual)	23	0	0.0	0	0.0	3	13.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-8.3		-4.6		-35.2		-9.6		-0.7
TOTAL (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	100	44	44.0	12	12.0	18	18.0	12	12.0	0	0.0
Diff (Workforce/Labor Market)			-1.1		4.7		-17.6		-1.4		-0.6

POLICE DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

(SWORN/NON-SWORN PERSONNEL)

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Blacks, Hispanics, Asians and American Indians are under-represented, we will evaluate current recruitment and promotional practices to ensure an equal employment opportunity for all employees eligible for advancement.
- ◆ In addition, we will enhance internal development programs for existing employees by increasing training opportunities, encouraging mentoring relationships and creating defined career paths.

PROFESSIONALS

- ◆ Because Blacks and Hispanics are under-represented, we will work with Civil Service to focus recruitment efforts at national colleges and universities, professional organizations and minority communities. We will use all forms of media (newspaper and magazine advertisements, inter-net/intra-net postings, social media and mass mailings) to advertise for employment opportunities.
- ◆ In addition, we will continue to support internal development programs for existing employees by increasing training opportunities; encouraging mentoring relationships and creating defined career paths.

TECHNICIANS

- ◆ Because Hispanics and American Indians are under-represented, we will work with Civil Service to increase outreach effort in minority communities by attending job fairs and expositions and posting job vacancy announcements at the Career Transition Center. We will use all forms of media (newspaper and magazine advertisements, inter-net/intra-net postings, social media and mass mailings) to advertise for employment opportunities.

PROTECTIVE SERVICES

- ◆ Because Females, as a whole, Blacks and American Indians are under-represented, we will review recruitment practices to ensure an equal employment opportunity for all persons.

POLICE DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (SWORN/NON-SWORN PERSONNEL) (continued)

- ◆ We will increase recruitment efforts at national colleges and universities, professional organizations and minority communities, as well as attend job fairs and expositions and post job vacancy announcements at the Career Transition Center. We will use all forms of media (Newspaper and magazine advertisements, inter-net/intra-net access and mass mailings) to advertise employment opportunities.

PARA-PROFESSIONALS

- ◆ Because Blacks, Hispanics and American Indians are under-represented, we will continue to support internal development programs for existing employees by increasing training opportunities; encouraging mentoring relationships and creating defined career paths. We will use all forms of media (Newspaper and magazine advertisements, inter-net/intra-net access and mass mailings) to advertise employment opportunities.

OFFICE/CLERICAL

- ◆ Because Hispanics and American Indians are under-represented, we will increase recruitment efforts by using all forms of media (Newspaper and magazine advertisements, inter-net/intra-net access and mass mailings) to advertise employment opportunities.

SERVICE MAINTENANCE

- ◆ Because Asians and American Indians are under-represented, we will increase recruitment efforts by using all forms of media (Newspaper and magazine advertisements, inter-net/intra-net access, mass mailings, trade organizations and minority communities) to advertise employment opportunities.

Department: POLICE

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	21	6	28.6	1	4.8	3	14.3	2	9.5	0	0.0
Diff (Workforce/Labor Market)			-10.2		-0.9		-3.9		-5.9		-0.6
Professionals	-Labor Market		48.9		6.9		13.2		18.1		0.6
2009 Workforce (Actual)	13	10	76.9	0	0.0	1	7.7	3	23.1	1	7.7
Diff (Workforce/Labor Market)			28.0		-6.9		-5.5		5.0		7.1
Technicians	-Labor Market		48.8		9.9		22.5		22.4		0.6
2009 Workforce (Actual)	30	21	70.0	5	16.7	6	20.0	7	23.3	0	0.0
Diff (Workforce/Labor Market)			21.2		6.8		-2.5		0.9		-0.6
Protective Services	-Labor Market		18.3		18.5		28.9		7.7		1.0
2009 Workforce (Actual)	997	102	10.2	66	6.6	304	30.5	85	8.5	6	0.6
Diff (Workforce/Labor Market)			-8.1		-11.9		1.6		0.8		-0.4
Paraprofessionals	-Labor Market		50.1		11.5		33.1		4.8		1.2
2009 Workforce (Actual)	25	16	64.0	1	4.0	6	24.0	8	32.0	0	0.0
Diff (Workforce/Labor Market)			13.9		-7.5		-9.1		27.2		-1.2
Office/Clerical	-Labor Market		63.2		9.2		32.3		13.4		0.6
2009 Workforce (Actual)	195	170	87.2	31	15.9	42	21.5	49	25.1	1	0.5
Diff (Workforce/Labor Market)			24.0		6.7		-10.8		11.7		-0.1
Service/Maintenance	-Labor Market		40.4		6.0		60.6		10.2		0.5
2009 Workforce (Actual)	3	3	100.0	1	33.3	2	66.7	0	0.0	0	0.0
Diff (Workforce/Labor Market)			59.6		27.3		6.1		-10.2		-0.5
TOTAL (Bottom Line)	-Labor Market		45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	1284	328	25.5	105	8.2	364	28.3	154	12.0	8	0.6
Diff (Workforce/Labor Market)			-19.6		0.9		-7.3		-1.4		0.0

Department: POLICE - SWORN (Police Officer classifications including Police Recruit)

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrator* Market	-Labor		38.8		5.7		18.2		15.4		0.6
2009 Workforce (Actual)	156	14	9.0	8	5.1	19	12.2	8	5.1	1	0.6
Diff (Workforce/Labor Market)			-29.8		-0.6		-6.0		-10.3		0.0
Protective Services Market	-Labor Market		18.3		18.5		28.9		7.7		1.0
2009 Workforce (Actual)	762	70	9.2	45	5.9	254	33.3	69	9.1	3	0.4
Diff (Workforce/Labor Market)			-9.1		-12.6		4.4		1.4		-0.6
TOTAL (Bottom Line) Market	-Labor		45.1		7.3		35.6		13.4		0.6
2009 Workforce (Actual)	918	84	9.2	53	5.8	273	29.7	77	8.4	4	0.4
Diff (Workforce/Labor Market)			-35.9		-1.5		-5.9		-5.0		-0.2

*Includes Sergeants and above

PUBLIC WORKS

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Hispanics and Asians are under-represented, and considering the City's hiring freeze on external candidates, we will focus internal recruitment efforts on existing employees by establishing a career path and promoting from within the department.

PROFESSIONALS

- ◆ Because Females, as a whole, are under-represented, and considering the City's hiring freeze on external candidates, we will focus internal recruitment efforts on existing employees by establishing a career path and promoting from within the department.

TECHNICIANS

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, and considering the City's hiring freeze on external candidates, we will focus internal recruitment efforts on existing employees by establishing a career path and promoting from within the department.

PROTECTIVE SERVICES

- ◆ Because Hispanics and American Indians are under-represented, we will review recruitment practices to ensure an equal employment opportunity, as well as use all forms of media (newspaper and professional journals, inter-net/intra-net access and mass mailings) to advertise employment opportunities.

PARA-PROFESSIONALS

- ◆ Because American Indians are under-represented, and considering the City's hiring freeze on external candidates, we will focus internal recruitment efforts on existing employees by establishing a career path and promoting from within the department.

PUBLIC WORKS

OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued)

OFFICE/CLERICAL

- ◆ Because Blacks and Hispanics are under-represented, and considering the City's hiring freeze on external candidates, we will focus internal recruitment efforts on existing employees by establishing a career path and promoting from within the department.

SKILLED CRAFT

- ◆ Because Females, as a whole, and Hispanics are under-represented, we will increase recruitment efforts in minority communities and use all forms of media (newspaper and professional journals, inter-net/intra-net access and mass mailings) to advertise employment opportunities, as well as post job vacancies at the Career Transition Center.

SERVICE MAINTENANCE

- ◆ Because Females, as a whole, Hispanics and Asians are under-represented, we will increase recruitment efforts in minority communities and use all forms of media (newspaper and professional journals, inter-net/intra-net access and mass mailings) to advertise employment opportunities, as well as post job vacancies at the Career Transition Center.

Department: PUBLIC WORKS

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		38.8		5.7		18.2		15.4		0.6	
2009 Workforce (Actual)	21	4	19.0	2	9.5	3	14.3	3	14.3	1	4.8	
Diff (Workforce/Labor Market)			-19.8		3.8		-3.9		-1.1		4.2	
Professionals	-Labor Market		48.9		6.9		13.2		18.1		0.6	
2009 Workforce (Actual)	42	16	38.1	3	7.1	8	19.0	13	31.0	1	2.4	
Diff (Workforce/Labor Market)			-10.8		0.2		5.8		12.9		1.8	
Technicians	-Labor Market		48.8		9.9		22.5		22.4		0.6	
2009 Workforce (Actual)	16	5	31.3	2	12.5	1	6.3	3	18.8	0	0.0	
Diff (Workforce/Labor Market)			-17.6		2.6		-16.3		-3.7		-0.6	
Protective Services	-Labor Market		18.3		18.5		28.9		7.7		1.0	
2009 Workforce (Actual)	38	17	44.7	13	34.2	7	18.4	1	2.6	1	2.6	
Diff (Workforce/Labor Market)			26.4		15.7		-10.5		-5.1		1.6	
Paraprofessionals	-Labor Market		50.1		11.5		33.1		4.8		1.2	
2009 Workforce (Actual)	6	6	100.0	1	16.7	3	50.0	1	16.7	0	0.0	
Diff (Workforce/Labor Market)			49.9		5.2		16.9		11.9		-1.2	
Office/Clerical	-Labor Market		63.2		9.2		32.3		13.4		0.6	
2009 Workforce (Actual)	48	39	81.3	7	8.6	15	31.3	9	18.8	1	2.1	
Diff (Workforce/Labor Market)			18.1		-0.6		-1.1		5.4		1.5	
Skilled Craft	-Labor Market		8.3		4.6		48.2		9.6		0.7	
2009 Workforce (Actual)	129	2	1.6	24	18.6	32	24.8	21	16.3	1	0.8	
Diff (Workforce/Labor Market)			-6.7		14.0		-23.4		6.7		0.1	
Service/Maintenance	-Labor Market		40.4		6.0		60.6		10.2		0.5	
2009 Workforce (Actual)	201	14	7.0	97	48.3	60	29.9	20	10.0	2	1.0	
Diff (Workforce/Labor Market)			-33.4		42.3		-30.7		-0.2		0.5	
TOTAL (Bottom Line)	-Labor Market		45.1		7.3		35.6		13.4		0.6	
2009 Workforce (Actual)	501	103	20.6	149	29.7	129	25.7	71	14.2	7	1.4	
Diff (Workforce/Labor Market)			-24.5		22.4		-9.9		0.8		0.8	

TECHNOLOGY SERVICES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Hispanics and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings) to increase outreach in recruitment efforts.
- ◆ In addition, we will enhance internal development programs to existing employees by increasing training opportunities; encouraging mentoring relationships and creating defined career paths (e.g. Reassignment for Training Program, Mentor Program, Management Rotation Program, etc.).

PROFESSIONALS

- ◆ Because Females, as a whole, Blacks, Hispanics and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings) to increase outreach. In addition, we will advertise at national colleges and universities, professional organizations and in minority communities.

TECHNICIANS

- ◆ Because Females, as a whole, Asians and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings) to increase outreach. Also, we will attend job fairs and expositions and post vacancy announcements at the Career Transition Center.

PARAPROFESSIONALS

- ◆ There is only one position in this category. As such, it is not possible to reflect the diversity of the labor market within the category. When, and if, it becomes necessary to recruit for this position, we will use all forms of media (newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings) to increase outreach.

TECHNOLOGY SERVICES

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

(continued)

OFFICE/CLERICAL

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, inter-net/intra-net access, and mass mailings) to increase outreach, as well as attend job fairs and expositions and post vacancy announcements at the Career Transition Center.

SKILLED CRAFT

- ◆ There are only two positions in this category, making it impossible to reflect the diversity of the labor market in this category.
- ◆ Because Females, as a whole, Blacks, Hispanics, and American Indians are under-represented, we will use all forms of media (newspaper and magazine advertisements, inter-net/intra-net access, professional organizations and mailings) to increase outreach should recruitment take place in this category.

Department: TECHNOLOGY SERVICES

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	
Officials/Administrators -Labor Market			38.8		5.7		18.2		15.4	0.6	
2009 Workforce (Actual)	11	2	18.2	1	9.1	0	0.0	4	36.4	0	0.0
Diff (Workforce/Labor Market)			-20.6		3.4		-18.2		21.0		-0.6
Professionals -Labor Market			48.9		6.9		13.2		18.1	0.6	
2009 Workforce (Actual)	60	20	33.3	2	3.3	7	11.7	21	35.0	0	0.0
Diff (Workforce/Labor Market)			-15.6		-3.6		-1.5		16.9		-0.6
Technicians -Labor Market			48.8		9.9		22.5		22.4	0.6	
2009 Workforce (Actual)	44	9	20.5	11	25.0	10	22.7	5	11.4	0	0.0
Diff (Workforce/Labor Market)			-28.3		15.1		0.2		-11.0		-0.6
Paraprofessional -Labor Market			50.1		11.5		33.1		4.8	1.2	
2009 Workforce (Actual)	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-50.1		-11.5		-33.1		-4.8		-1.2
Office/Clerical -Labor Market			63.2		9.2		32.3		13.4	0.6	
2009 Workforce (Actual)	11	8	72.7	3	27.3	2	18.2	1	9.1	0	0.0
Diff (Workforce/Labor Market)			9.5		18.1		-14.1		-4.3		-0.6
Skilled Craft -Labor Market			8.3		4.6		48.2		9.6	0.7	
2009 Workforce (Actual)	2	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0
Diff (Workforce/Labor Market)			-8.3		-4.6		-48.2		40.4		-0.7
TOTALS (Bottom Line) -Labor Market			45.1		7.3		35.6		13.4	0.6	
2009 Workforce (Actual)	129	39	30.2	17	13.2	19	14.7	32	24.8	0	0.0
Diff (Workforce/Labor Market)			-14.9		5.9		-20.9		11.4		-0.6

WATER DEPARTMENT

OBJECTIVES TO ADDRESS UNDER-UTILIZATION

OFFICIALS/ADMINISTRATORS

- ◆ Because Females, as a whole, Hispanics and American Indians are under-represented, we will increase recruitment efforts in minority communities and utilize a variety of media, such as newspapers, inter-net/intra-net access, and bilingual publications.

PROFESSIONALS

- ◆ Because Blacks and Hispanics are under-represented, we will increase outreach efforts to national colleges and universities, community- and minority-based agencies and professional associations.

TECHNICIANS

- ◆ Because Females, as a whole, Asians and American Indians are under-represented, we will increase recruitment efforts in minority communities and post job opportunity announcements at community colleges, trade schools, technical organizations, and community-based agencies.

PARA-PROFESSIONALS

- ◆ Because Hispanics, Asians and American Indians are under-represented, we will increase recruitment efforts in minority communities and utilize a variety of media, such as newspapers, inter-net/intra-net access, and bilingual publications and post job opportunity announcements at the Career Transition Center.

OFFICE/CLERICAL

- ◆ Because Blacks and Hispanics are under-represented, we will increase recruitment efforts in minority communities and utilize a variety of media, such as newspapers, inter-net/intra-net access, and bilingual publications and post job opportunity announcements at the Career Transition Center.

SKILLED CRAFT

- ◆ Because Females, as a whole, Hispanics, Asians and American Indians are under-represented, we will increase recruitment efforts in minority communities

Department: WATER

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		38.8		5.7		18.2		15.4		0.6	
2009 Workforce (Actual)	16	2	12.5	2	12.5	1	6.3	6	37.5	0	0.0	
Diff (Workforce/Labor Market)			-26.3		6.8		-12.0		22.1		-0.6	
Professionals	-Labor Market		48.9		6.9		13.2		18.1		0.6	
2009 Workforce (Actual)	31	18	58.1	0	0.0	4	12.9	14	45.2	1	3.2	
Diff (Workforce/Labor Market)			9.2		-6.9		-0.3		27.1		2.6	
Technicians	-Labor Market		48.8		9.9		22.5		22.4		0.6	
2009 Workforce (Actual)	8	2	25.0	2	25.0	3	37.5	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			-23.8		15.1		15.0		-22.4		-0.6	
Paraprofessionals	-Labor Market		50.1		11.5		33.1		4.8		1.2	
2009 Workforce (Actual)	1	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	
Diff (Workforce/Labor Market)			49.9		88.5		-33.1		-4.8		-1.2	
Office/Clerical	-Labor Market		63.2		9.2		32.3		13.4		0.6	
2009 Workforce (Actual)	14	12	85.7	1	7.1	4	28.6	4	28.6	1	7.1	
Diff (Workforce/Labor Market)			22.5		-2.1		-3.7		15.2		6.5	
Skilled Craft	-Labor Market		8.3		4.6		48.2		9.6		0.7	
2009 Workforce (Actual)	63	0	0.0	6	9.5	23	36.5	5	7.9	0	0.0	
Diff (Workforce/Labor Market)			-8.3		4.9		-11.7		-1.7		-0.7	
Service/Maintenance	-Labor Market		40.4		6.0		60.6		10.2		0.5	
2009 Workforce (Actual)	58	0	0.0	10	17.2	23	39.7	2	3.4	1	1.7	
Diff (Workforce/Labor Market)			-40.4		11.2		-20.9		-6.8		1.2	
TOTAL (Bottom Line)	-Labor Market		45.1		7.3		35.6		13.4		0.6	
2009 Workforce (Actual)	191	35	18.3	22	11.5	58	30.4	31	16.2	3	1.6	
Diff (Workforce/Labor Market)			-26.8		4.2		-5.2		2.8		1.0	

POSITION TITLES BY JOB CATEGORY

OFFICIALS/ADMINISTRATORS:

Appointed Positions
 Assistant City Manager
 Deputy City Manager
 Elected Officials
 Management Positions
 Office Manager – Attorney
 Office Manager – Water

PROFESSIONALS:

Accident Prevention Coordinator I
 Accountant series
 Administrative Analyst series
 Administrative Projects Coordinator
 Airport Public Affairs Assistant
 Airport Operations Specialist I-II
 Aquatics Supervisor I-II
 Assistant Administrative Analyst series
 Assistant Band Conductor
 Assistant Chief Harbor Engineer
 Assistant Chief of Staff-Conf
 Assistant Director of Maintenance
 Assistant Marketing Manager series
 Assistant Planner I-II
 Assistant Terminal Services Mgr
 Assistant Traffic Manager
 Associate Director of Properties
 Audit Analyst
 Audit Manager
 Business Systems Specialist I-VII
 Buyer I-II
 Capital Project Coordinator I-III
 Chief Building Inspector
 Chief Construction Inspector
 Chief Investigator
 Chief of Staff-Prosecutor-Conf
 Chief Wharfinger
 City Clerk Analyst
 City Traffic Engineer
 Civil Engineer series

Civil Engineering Assistant
 Civil Engineering Associate
 Claims Investigator/Representative I
 Communications Center Coordinator
 Communications Officer
 Communications Specialist VII
 Community Development Analyst I-III
 Community Development Specialist I-V
 Community Services Supervisor I-II
 Construction Manager
 Contract Administrator I-II
 Contractor – Special Status
 Corrosion Control Supervisor
 Cultural Program Supervisor
 Curator
 Department Librarian I-II
 Deputy Chief Harbor Engineer I-II
 Deputy City Attorney
 Deputy City Prosecutor Series
 Development Project Manager I-III
 Economic Development Specialist I-III
 Electrical Engineer
 Electrical Engineering Associate
 Emergency Medical Education Coordinator
 Emergency Medical Educator
 Employee Services Assistant-Conf
 Environmental Health Specialist series
 Environmental Remediation Spec I-II
 Environmental Specialist series
 Epidemiologist series
 Events Coordinator I-II
 Financial Reporting/Controls Officer
 General Librarian
 Geographic Info System Analyst I-III
 Geologist series
 Hazardous Materials Specialist I-II
 Hazardous Waste Coordinator
 Housing Rehabilitation Supervisor I-II
 Intelligence Analyst
 Investigator I-III
 Investigator – City Manager
 Investigator – City Prosecutor

Landscape Architect
 Legal Assistant – Subrogation
 Legal Assistant – Supervisor
 Legal Systems Support Specialist
 Legislative Assistant
 Management Assistant
 Manager of Environmental Planning
 Manager of Leasing Sales
 Manager of Master Planning
 Manager of Rail Transportation
 Manager of Transportation Planning
 Market Planning Assistant
 Market Research Economists
 Marketing Manager
 Mechanical Engineer series
 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 Conf
 Petroleum Engineer series
 Physicians Assistant
 Planner series
 Port Communication Specialist I-V
 Port Financial Analyst I-II
 Port Leasing Sales Officer I-IV
 Port Planner I-III
 Port Risk series
 Program Specialist – City Manager
 Programmer/Analyst I-VI
 Public Health Nurse series
 Public Health Nutritionist I-III
 Public Health Physician
 Public Health Professional I-III
 Recycling Specialist I-II
 Registered Nurse Series
 Safety Specialist I-II
 Senior Accountant
 Senior Architectural Engineer
 Senior Auditor
 Senior Program Manager
 Structural Engineer series

Systems Support Specialist I-VII
 Traffic Engineer series
 Traffic Manager
 Transportation Planner I-III
 Victim's Advocate
 Water Quality Organic Chemist
 Water Quality Process Engineer
 Workers Comp Claims Examiner series
 Workforce Development Supervisor I

TECHNICIANS:

Ambulance Operator
 Communications Specialist I-VI
 Computer Operator I
 Criminalist I-II
 Criminalist Supervisor
 Data Processing Assistant
 Electronic Communication Tech I-III
 Engineering Technician series
 Fingerprint Classifier
 Forensic Specialist I-II
 Forensic Specialist Supervisor
 Gas Measurement Assistant
 Gas Systems Control Supervisor
 Geographic Info Systems Technician I-II
 Graphic Artist
 Handwriting Examiner
 Housing Rehabilitation Counselor
 Laboratory Analyst I-III
 Laboratory Assistant I-III
 License Inspector I-II
 Marina Supervisor I-II
 Materials Inspector
 Materials Testing Chemist
 Microbiologist series
 Microfilm Technician
 Musician
 Office Systems Analyst III
 Oil Field Gauger I-II
 Petroleum Operations Coordinator I-II
 Photographer
 Polygraph Examiner
 Principal Geological Drafting Technician
 Programmer

Property Management Specialist I-II
Senior Engineering Technician I-II
Senior Geological Drafting Technician
Senior Records Clerk
Senior Survey Technician
Senior Surveyor
Survey Technician
Surveyor
Systems Analyst I-II
Systems Technician I-IV
Technical Assistant
Telemetering Instrument Technician I-II
Terminal Services Rep I-II
Visual Arts Specialist I-II
X-Ray Technician

PROTECTIVE SERVICES:

Animal Control Officer series
Animal Health Technician
Animal License Inspector
Battalion Chief
Chief Port Security Officer
Detention Officer I-II
Fire Boat Operator
Fire Captain
Fire Engineer
Fire Recruit
Fire Safety Specialist
Firefighter
Firefighter Trainee
Graphics Technician
Identification Officer
Lieutenant – Beach Safety
Lifeguard
Marine Safety Captain
Marine Safety Lieutenant
Marine Safety Officer
Marine Safety Sergeant
Park Ranger I-II
Parking Control Checker I-II
Parking Control Supervisor
Police Cadet
Police Corporal
Police Investigator

Police Lieutenant
Police Officer
Police Recruit
Police Sergeant
Pool Lifeguard I-II
School Guard
Special Services Officer I-IV
Senior Animal Control Officer
Supervising Park Ranger

PARAPROFESSIONALS:

Accounting Technician
Administrative Aide I-III Conf
Administrative Intern
Airport Operations Assistant I-II
Assistant Buyer I-II
Chief Surveyor
City Clerk Specialist
Combination Building Inspector Aide I-II
Community Development Technician I-IV
Community Information Specialist I-II
Engineering Aide I-III
Law Clerk
Legal Administrative Assistant
Legal Assistant III-IV
Legal Records Management Coordinator
Licensed Vocational Nurse
Nutrition Aide I-II
Paralegal
Payroll Specialist I-II
Personnel Assistant I-III Conf
Petroleum Engineering Technician
Planning Aide
Police Services Specialist I-III
Prosecutor Assistant III-IV
Protection Aide
Real Estate Technician I-II
Recreation Assistant
Recreation Leader/Specialist I-X
Senior Payroll/Personnel Assistant
Student Worker
Technical Aide
Traffic Engineering Aide I-II
Workers Comp Medical Only Examiner

OFFICE/CLERICAL:

Accounting Clerk I-III
Assistant to Executive Director
Cargo Audit Clerk I-IV
Case Manager I-III
City Clerk Assistant
Clerical Aide I-II
Clerk I-III
Clerk Supervisor
Clerk Typist I-V Conf
Communications Assistant I-III
Communications Center Supervisor
Community Develop Clerical Assistant I-III
Community Worker
Control Center Operator I-IV
Councilmanic Secretary
Counselor I-II
Customer Service Representative I-III
Customer Services Supervisor I-II
Data Entry Operator I-II
Deputy City Clerk I-II
Election Employee
Election Supervisor
Executive Assistant series
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 Equipment Stock Clerk I-III

Medical Assistant I-II
Messenger/Mail Clerk 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
Page
Payroll/Personnel Assistant I-III
Police Property & Supply Clerk I-II
Police Systems Supervisor
Program Scheduler
Project Estimator
Prosecutor Assistant I-II
Public Health Associate I-III
Public Health Registrar
Public Safety Dispatcher I-IV
Records Center Supervisor I-II
Records Manager – City Clerk
Secretary series
Senior Legal Secretary I-II
Senior Minute Clerk
Stock and Receiving Clerk
Storekeeper I-II
Student Worker
Supervising Senior Legal Secretary
Supervising Workers' Comp Secretary
Supervisor Stores & Property
Water Communications Dispatcher I-II
Waters Communications Center Supvr
Workers' Compensation Admin Asst
Workers' Compensation Claims Asst
Workers' Compensation Office Asst. I-II

SKILLED CRAFT:

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 series
Construction Inspector series
Construction Supervisor
Electrical Inspector series
Electrical Supervisor
Electrician
Equipment Mechanic I-II
Equipment Operator I-III
Fleet Services Supervisor I-II
Gas Distribution Supervisor I-II
Gas Instrument Technician I-II
Gas Maintenance Supervisor I-II
Gas Orifice Meter Technician I-II
General Maintenance Supervisor I-II
Harbor Maintenance Mechanic I-II
Harbor Maintenance Superintendent I-II
Helicopter Mechanic
Locksmith
Machinist
Mechanic – Harbor
Mechanical Supervisor
Mechanical Systems Supervisor
Office Services Supervisor
Offset Press Operator I-II
Painter I-II
Painter Supervisor
Parking Meter Technician I-II
Pipeline Welder
Plan Checker series
Plasterer
Plumber
Plumber Supervisor
Plumbing Inspector series
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
Street Maintenance Supervisor I-II

Supervisor – Facilities Maintenance
Traffic Painter I-II
Traffic Signal Coordinator
Traffic Signal Technician series
Utilities System Operator
Water Support Services Supervisor
Water Treatment Operator I-III
Water Treatment Plant Supervisor
Water Utility Supervisor I-II
Welder

SERVICE/MAINTENANCE:

Automatic Sprinkler Control Technician
Garage Service Attendant I-III
Garage Supervisor-Harbor
Gardener I-II
Gas Field Service Representative I-III
General Maintenance Assistant
Groundskeeper I-II
Harbor Maintenance Supervisor
Institutional Cook
Maintenance Aide I-II
Maintenance Assistant I-III
Maintenance Supervisor
Marine Aide
Motor Sweeper Operator
Park Maintenance Supervisor
Parking Operations Attendant I-II
Refuse Field Investigator
Refuse Operator I-III
Refuse Supervisor
Storm Drain Maintenance Crew Member I-II
Storm Drain Maintenance Crew Leader
Storm Drain Plan Mechanic
Street Landscaping Supervisor I-II
Supervisor – Waste Operations
Tree Trimmer I-II
Vector Control Specialist I-II
Water Utility Mechanic I-III
Youth Trainee I-IV

COMPARATIVE ANALYSIS OF WORK FORCE
Compares 2009 with 1973 (base year) and 2006 (year prior to last Plan)

	1973		2006		2009		Difference in Percentage Points	
	#	%	#	%	#	%	1973	2006
Total Employees*	4,306		4579		4516		4.9%	1.4%
Male	3,549	82.4%	3047	66.5%	2965	65.7%	16.8%	0.9%
Female	757	17.6%	1532	33.5%	1551	34.3%	-16.8%	-0.9%
Total White	3,452	80.2%	2203	48.1%	2080	46.1%	34.1%	2.1%
Male	2,798	65.0%	1569	34.3%	1482	32.8%	32.2%	1.4%
Female	654	15.2%	634	13.8%	598	13.2%	1.9%	0.6%
Total Minority	854	19.8%	2376	51.9%	2436	53.9%	-34.1%	-2.1%
Male	751	17.4%	1478	32.3%	1482	32.8%	-15.4%	-0.5%
Female	103	2.4%	898	19.6%	953	21.1%	-18.7%	-1.5%
Black	576	13.4%	671	14.7%	626	13.9%	-0.5%	0.8%
Hispanic	168	3.9%	1092	23.8%	1148	25.4%	-21.5%	-1.6%
Asian	93	2.2%	582	12.7%	633	14.0%	-11.9%	-1.3%
American Indian	17	0.4%	31	0.7%	29	0.6%	-0.2%	-0.3%

* Percent of change (All other figures in this column indicate changes in percentage points).

Table A
ETHNIC/SEX REPRESENTATION IN WORK FORCE 1973 - 2009
 Permanent Full-time Work Force

Total Work Force #	Male		Female		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
4306	3549	82.4	757	17.6	3452	80.2	854	19.8	576	13.4	188	3.9	93	2.2	17	0.4
4464	3598	80.6	866	19.4	3529	79.1	935	20.9	625	14.0	195	4.4	96	2.2	19	0.4
4513	3648	80.8	865	19.2	3555	78.8	958	21.2	640	14.2	197	4.4	104	2.3	17	0.4
4489	3590	80.0	899	20.0	3498	77.9	991	22.1	649	14.5	213	4.7	111	2.5	18	0.4
4404	3493	79.3	911	20.7	3398	77.2	1006	22.8	646	14.7	234	5.3	110	2.5	16	0.4
3894	3041	78.1	853	21.9	3003	77.1	891	22.9	569	14.6	212	5.4	94	2.4	16	0.4
3858	3006	77.9	852	22.1	2915	75.6	943	24.4	589	15.3	221	5.7	119	3.1	14	0.4
3948	3035	76.9	913	23.1	2872	72.7	1076	27.3	664	16.8	244	6.2	156	4.0	12	0.3
3941	2978	75.6	963	24.4	2800	71.0	1141	29.0	697	17.7	257	6.5	171	4.3	16	0.4
4035	3045	75.5	990	24.5	2849	70.6	1186	29.4	714	17.7	263	6.5	192	4.8	17	0.4
4075	3069	75.3	1006	24.7	2878	70.6	1197	29.4	711	17.4	277	6.8	192	4.7	17	0.4
3986	2994	75.1	992	24.9	2807	70.4	1179	29.6	681	17.1	282	7.1	197	4.9	19	0.5
3999	2964	74.1	1035	25.9	2799	70.0	1200	30.0	683	17.1	302	7.6	194	4.9	21	0.5
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
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
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
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
4187	2949	70.4	1238	29.6	2708	64.7	1479	35.3	678	15.2	498	11.9	274	6.5	29	0.7
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
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
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
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
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
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
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
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
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
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
4698	3134	66.7	1564	33.3	2533	53.9	2165	46.1	723	13.3	894	19.0	519	11.0	29	0.6
4784	3136	65.6	1648	34.4	2496	52.2	2287	47.8	725	13.2	962	20.1	570	11.9	30	0.6
4630	3019	65.2	1611	34.8	2376	51.3	2253	46.7	693	12.4	972	21.0	557	12.0	31	0.7
4489	2952	65.7	1537	34.3	2261	50.4	2228	49.6	658	11.7	982	21.9	559	12.4	29	0.6
4514	3020	66.9	1494	33.1	2234	49.5	2279	50.5	655	11.5	1034	22.9	561	12.4	29	0.6
4579	3047	66.5	1532	33.5	2203	48.1	2376	51.9	671	11.7	1032	23.8	582	12.7	31	0.7
4664	3071	65.8	1593	34.2	2199	47.1	2465	52.9	663	11.2	1151	24.7	621	13.3	30	0.6
4710	3097	65.8	1613	34.2	2184	46.4	2526	53.6	677	11.4	1171	24.9	646	13.7	32	0.7
4516	2965	65.7	1551	34.3	2080	46.1	2436	53.9	626	10.9	1148	25.4	633	14.0	29	0.6

Table B
FEMALE REPRESENTATION BY JOB CATEGORY 1973 - 2009
 Permanent Full-time Work Force

Year	Total Work Force		Total Female		Officials/ Administrators		Professionals		Technicians		Protective Services		Para-Professionals		Office/Clerical		Skilled Craft		Service Maintenance	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	17.6	757	17.6	10	5.0	109	21.1	29	7.1	33	3.8	16	42.1	544	83.7	0	0.0	16	1.5
1974	4464	18.3	818	18.3	10	5.3	120	21.0	29	5.4	34	4.1	11	23.0	600	85.5	0	0.0	14	1.3
1975	4513	18.2	865	18.2	10	5.5	131	21.9	36	6.4	36	4.4	13	31.0	622	85.1	0	0.0	17	1.6
1976	4489	18.0	899	20.0	10	5.2	146	23.4	39	6.6	36	4.8	11	32.4	640	85.2	0	0.0	17	1.7
1977	4408	19.5	915	20.8	14	8.2	144	23.7	38	6.7	48	6.3	12	31.6	641	85.8	0	0.0	18	1.9
1978	3894	16.6	843	21.6	16	9.1	111	20.9	26	5.2	50	6.8	11	45.8	612	86.2	1	0.2	16	2.2
1979	3858	16.4	852	22.1	14	8.8	109	21.3	25	5.1	56	7.7	8	38.1	619	84.7	0	0.0	21	2.8
1980	3948	16.9	913	23.1	15	9.6	115	21.7	21	5.1	62	7.8	18	58.1	647	85.2	1	0.2	34	4.5
1981	3941	16.8	963	24.4	18	11.3	139	25.8	31	7.5	60	7.6	22	56.4	653	87.4	3	0.6	37	4.8
1982	4035	17.5	990	24.5	20	12.0	137	24.9	42	9.8	69	8.0	41	80.4	639	88.1	4	0.8	38	5.0
1983	4075	17.4	1006	24.7	21	13.0	138	24.8	43	9.9	74	8.4	40	83.3	647	87.7	5	1.0	38	5.0
1984	3986	17.1	992	24.9	27	16.5	141	25.8	44	10.4	70	8.1	33	82.5	636	88.3	4	0.8	37	5.0
1985	3999	17.2	1035	25.9	29	17.8	149	27.0	40	9.4	78	8.9	42	85.7	655	89.0	4	0.8	38	5.3
1986	4109	18.1	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	18.3	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	18.0	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	18.0	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	18.3	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	18.4	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	4231	18.5	1233	29.5	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	18.5	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	18.5	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	18.3	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	18.0	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	18.2	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	18.2	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	18.2	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	19.1	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	20.9	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	21.4	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	20.1	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	19.7	1577	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	19.8	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	20.0	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	20.3	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	20.4	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	19.7	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

Table C
TOTAL MINORITY REPRESENTATION BY JOB CATEGORY 1973-2009
 Permanent Full-time Work Force

Year	Total Work Force		Total Minorities		Officials/ Administrators		Professionals		Technicians		Protective Services		Para-Professionals		Office/Clerical		Skilled Craft		Service Maintenance	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	19.8	854	19.8	9	4.5	52	10.1	34	7.1	73	8.3	17	44.7	88	13.5	57	12.6	524	47.8
1974	4464	20.9	935	20.9	9	4.8	60	10.5	39	7.3	79	9.6	18	37.5	113	16.1	78	15.3	539	49.6
1975	4513	21.2	958	21.2	12	6.6	69	11.5	42	7.5	79	9.8	17	40.5	124	17.0	75	14.6	540	50.2
1976	4489	22.1	991	22.1	12	6.2	83	13.3	49	8.3	79	10.6	14	41.2	142	18.9	86	16.3	526	51.4
1977	4408	22.8	1006	22.8	12	7.0	78	12.8	49	8.6	90	11.7	18	47.4	152	20.3	133	23.2	474	50.7
1978	3894	22.9	891	22.9	12	7.5	68	12.8	40	8.1	84	11.4	11	45.8	151	21.3	113	22.5	412	56.0
1979	3858	24.4	943	24.4	17	10.7	66	12.9	51	10.5	93	12.8	10	47.6	171	23.4	123	25.2	412	55.9
1980	3948	27.3	1076	27.3	20	12.7	74	14.0	55	13.4	116	14.5	15	48.4	213	28.1	146	29.0	437	57.4
1981	3941	29.0	1141	29.0	20	12.5	84	15.6	61	14.7	118	14.9	16	41.0	245	32.8	153	31.4	444	58.0
1982	4035	29.4	1186	29.4	24	14.4	92	16.7	70	16.4	125	14.6	17	33.3	259	35.7	154	31.2	445	58.4
1983	4075	29.4	1197	29.4	25	15.5	95	17.1	75	17.2	133	15.2	16	33.3	264	35.8	154	30.9	435	57.2
1984	3986	29.6	1179	29.6	28	17.1	100	18.1	80	18.8	124	14.4	14	35.0	260	36.1	161	33.0	412	55.8
1985	3999	30.0	1200	30.0	34	20.9	107	19.4	79	18.5	128	14.6	18	36.7	278	37.8	161	33.3	395	55.6
1986	4109	30.7	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	31.3	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	4126	32.0	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	33.4	1383	33.4	46	21.7	136	23.6	91	21.9	200	21.4	21	41.3	335	42.9	162	32.3	382	59.0
1990	4187	35.3	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	36.9	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	38.0	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	39.1	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	39.5	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	39.8	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	40.8	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	41.4	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	42.0	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	42.5	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	43.9	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	46.1	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	47.8	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	48.7	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	49.6	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	50.5	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	51.9	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	52.9	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	53.6	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	53.9	2436	53.9	108	38.2	385	52.3	103	51.8	663	43.2	78	60.8	561	68.8	185	49.2	355	79.1