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Mayor

Philip A. Ginsburg
Human Resources Director

MEMORANDUM

To: Civil Service Commission

Through: Philip A. Ginsburg, Human Resources Director *PHG*

From: Dorothy Yee, EEO Manager, DHR *DY*

Date: August 15, 2005

Subject: **Equal Employment Opportunity Workforce Utilization Analysis**

AUTHORITY

Civil Service Commission Rule 103, Equal Employment Opportunity, provides that "it is the policy of the Civil Service Commission of the City & County of San Francisco that all persons shall have equal opportunity in employment..."

Section 103.2, Equal Employment Opportunity Analysis, provides that "the Department of Human Resources staff shall annually prepare an analysis of the work force to determine whether percentages of sex, race, or ethnic groups in occupational categories are substantially similar to the percentages of those groups available in the workforce in the relevant job market who possess the basic job-related qualifications."

In addition, the U.S. Department of Justice, Office of Civil Rights, (28 CFR 42.301 et seq) requires that the City & County of San Francisco (City) submit an Equal Employment Opportunity (EEO) Plan to be eligible to receive federal criminal justice funds. The plan is to include a breakdown of the agency's workforce, and identification of underutilization, if any, as well as identification of objectives to address findings of underutilization. Also, the City's Municipal Transportation Agency (MTA) is required to submit an EEO Plan to the Federal Transit Agency.

The California Constitution, as amended by Proposition 209, prohibits State and local government agencies from discriminating against or granting preferential treatment to any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, education, or contracting. The State does not however prohibit the collection of statistical data and reporting of underutilization by racial or gender categories to monitor employment practices. The State also "does not prevent government agencies from engaging in inclusive public sector outreach and recruitment programs that, as a component of general recruitment, may include, but not be limited to, focused outreach and recruitment of

minority groups and women if any group is underrepresented in entry level positions of a public sector employer.”

BACKGROUND

Data for the tables in this report were compiled from various sources including the U.S. Census Bureau, the U.S. Equal Employment Opportunity Commission (EEOC), the City’s payroll system, and City’s human resources information system. Earlier reports on City employment were compiled from data sources that were utilized at the time. Terminology in the various reports differs among agencies. In some cases, agencies have changed the descriptions of specific terms over reporting periods.

This report includes the presentation of the City’s total workforce on June 30, 2005 by race and gender, and by occupational categories. The workforce data for 2005 is compiled from records in the Department of Human Resources (DHR) Human Resources Management System (HRMS). For general comparison, the City’s workforce composition data from 1980, 1990, 1995, and 2000 are also reported, although they do not provide an exact match with 2005 data.

The City’s reports includes six **racial/ethnic groups**, five of which are required by the EEOC (White, Black, Hispanic, Asian, American Indian/Alaskan Native), and one which is required by California State Government Code §50087 (Filipino).

In the 2000 Census, respondents were allowed to identify themselves in one or more of 15 groups under ‘race’ and additionally identify whether or not they are of Hispanic origin. The Census Bureau then compiled data into Census 2000 Special EEO Tabulation Files which include six single race groups (White, Black, Hispanic, Asian, Other Pacific Islander, and American Indian/Alaskan Native), a group for those identifying as ‘some other race’, four two-group combinations, as well as a category for persons identifying more than two races. Detailed data on Filipinos in the labor market is not reported.

Relevant labor market is described as the pool of individuals who possess the requisite qualifications for the job within the geographic area in which the agency can reasonably expect to recruit. Data on the relevant labor market is compiled from the Census 2000 Special EEO Tabulation Files. For this report, the utilization analysis compared the City’s employment in occupational categories to categories summarized by the Census.

In order to determine the geographic area for the City’s relevant labor market, DHR staff reviewed City employees’ residency by address zip codes and found that 99% of the City’s workforce reside in eleven California counties. Labor market data for the eleven counties were compiled, proportional to the respective percentage in the City’s workforce, to establish the City’s available labor market. For example, 45% of the City’s workforce resides in San Francisco, so the San Francisco labor market data from the U.S. Census accounts for 45% of the City’s relevant labor market data. The eleven counties include: San Francisco (45%), San Mateo (21.4%), Marin (3.1%), Alameda (10.3%), Contra Costa (10.4%), Solano (4.5%), Sonoma (2.2%), Santa Clara (0.7%), Sacramento (0.6%), Tuolumne (0.4%), and San Joaquin (0.5%). (See Attachment A, page 14.)

FINDINGS AND ANALYSIS

LABOR MARKET AVAILABILITY

From 1993 to early 2004, the City used 1990 U.S. Census data to determine labor market availability for City employment. The geographic area included the immediate San Francisco Bay Area counties identified as the San Francisco PMSA (primary metropolitan statistical area). After the Census Bureau released its Census 2000 Special EEO Tabulation Files on December 29, 2003, the City identified its relevant labor market using the eleven counties in which 99% of the City's workforce reside.

Review of Census data indicates that labor market availability decreased for Whites (61.3% to 53.4%) from 1990 to 2000. During the same period, availability increased for Blacks (5.7% to 6.0%), Hispanics (13.4% to 14.7%) and Asians, including Filipinos (19.0% to 21.4%). Availability by gender did not change significantly.

1990 Labor Market Availability

	White	Black	Hispanic	Asian	AI/AN	Other	TOTAL
Male	33.4	3.0	7.7	9.9	0.2	0.1	54.1
Female	27.9	2.7	5.7	9.3	0.2	0.1	45.9
Total	61.3	5.7	13.4	19.2	0.4	0.2	100.0

AI/AN: American Indian or Alaskan Native.

2000 Labor Market Availability

	White	Black	Hispanic	Asian	AI/AN	ONH	TOTAL
Male	29.4	2.9	8.4	10.8	0.2	1.7	53.5
Female	24.0	3.1	6.3	10.6	0.1	1.5	45.6
Total	53.4	6.0	14.7	23.4	0.3	3.2	99.1

Asian includes census groups: 'Asian non-Hispanic' and 'Other Pacific Islander non-Hispanic'.

AI/AN: American Indian or Alaskan Native.

ONH (Other non-Hispanic) includes census groups: 'Black & White non-Hispanic', 'American Indian/Alaskan Native & White non-Hispanic', 'American Indian/Alaskan Native & Black non-Hispanic', 'Asian & Black non-Hispanic', 'Asian & White non-Hispanic', and 'Balance 2+ Races non-Hispanic'.

Data on "Other non-Hispanics" was not used in this report because the City does not currently collect information for a comparable grouping. Availability of American Indians and Alaskan Natives continues to be relatively low in this geographic area; limited analysis was conducted.

TOTAL CITY WORKFORCE

BY RACE/ETHNICITY, 1980 - 2005

As discussed above, the City's workforce composition reports were compiled from databases that were utilized at the time. The 1980 report was prepared by the Controller's Information Services Division and included all City employments. The 1990 report was prepared from DHR's Human Resources Information System (HRIS) and also included all employments. The 1995 and 2000 reports were prepared from the City's payroll database and only employees who received a paycheck in the June 30th pay period were included. Also, School District and College District employees were not included. The 2005 reports from DHR's current database

varied. School or College employees, and temporary exempt employees on as-needed work schedules were excluded in one report, but included in another.

The composition of the City's workforce shows that, from 1980 to 2005, employment of Whites and Blacks are on a decreasing trend while employment of Hispanics, Asians and Filipinos are increasing.

	White		Black		Hispanic		Asian		Filipino		AI/AN	
	M	F	M	F	M	F	M	F	M	F	M	F
1980	36.6	15.9	14.7	8.7	4.3	2.4	6.0	4.4	3.2	3.5	0.2	0.1
1990	27.5	14.8	10.9	8.8	6.1	4.5	8.6	7.0	5.0	6.5	0.3	0.1
1995	24.9	14.9	9.9	8.8	6.7	5.0	9.4	7.8	5.2	7.1	0.3	0.1
2000	24.4	12.7	9.4	8.2	7.5	5.1	11.0	8.0	6.0	7.3	0.2	0.2
2005	22.4	12.2	8.7	7.8	7.9	5.3	12.2	9.4	6.2	7.4	0.3	0.1

TOTAL CITY WORKFORCE BY GENDER

Data shows that the City continues to have more Males than Females employed in its workforce.

	Male	Female
1980	65.0	35.0
1990	58.4	41.6
1995	56.4	43.6
2000	58.5	41.5
2005	57.7	42.3

SELECTED WORKFORCE DATA BY DEPARTMENT

See Attachment B for 2005 workforce composition by department, race/ethnicity and sex. The following selected information identifies the departments (with 20 or more employees) with the highest and lowest percentages by racial/ethnic and gender groups.

Category	Highest	% of Dept	Lowest	% of Dept
Percentages of Men	Water	86.5	Emergency Communications	22.8
	Fire	84.6	Human Resources	26.9
	Hetch Hetchy	81.7	Human Services	30.0
	Police	77.3	Arts Commission	30.6
	Public Transportation	76.8	Child Support Services	30.8
Percentages of Women	Emergency Communications	77.2	Water	13.5
	Human Resources	73.1	Fire	15.4
	Human Services	70.0	Hetch Hetchy	18.3
	Arts Commission	69.4	Police	22.7
	Child Support Services	69.2	Public Transportation	23.2
Percentages of Whites	Hetch Hetchy	82.7	Assessor Recorder	10.5
	Arts Commission	72.2	Public Transportation	15.3
	Rent Arbitration	63.2	Child Support Services	18.1

	Environment	61.6	Treasurer Tax Collector	18.8
	City Attorney	60.2	Human Resources	24.0
Percentages of Blacks	Juvenile Probation	41.8	Hetch Hetchy	2.4
	Public Transportation	36.9	Environment	4.6
	Adult Probation	29.9	Rent Arbitration	5.3
	Mayor's Office	26.2	Telecomm & Info Services	6.4
	Sheriff	25.9	City Planning	7.3
Percentages of Hispanics	Child Support Services	24.8	Arts Commission	0.0
	Adult Probation	20.5	Elections	3.6
	Public Works	18.0	Environment	4.6
	Sheriff	16.9	Controller	4.9
	Public Defender	16.8	Port	6.0
Percentages of Asians	Assessor Recorder	41.4	Hetch Hetchy	5.7
	Controller	35.6	Children Youth & Families	8.3
	Building Inspection	34.1	Emergency Communications	11.0
	Public Utilities	31.8	Arts Commission	11.2
	Treasurer Tax Collector	31.6	City Attorney	12.7
Percentages of Filipinos	Public Health	27.0	Public Defender	2.1
	Children Youth and Families	25.0	Hetch Hetchy	2.4
	Assessor Recorder	24.1	Environment	4.6
	Treasurer Tax Collector	21.7	Fire	4.9
	Fine Arts Museum	19.4	District Attorney	4.9

The following table shows, for all males, all females, and race/ethnicity and gender groups, the departments in which the group has the highest representation, in percentages and in numbers of employments.

Category	Highest Percentage	% of Dept	Largest Number	Number
All Males	Water	86.5	Public Transportation	3169
All Females	Emergency Communications	77.2	Public Health	3997
White Males	Hetch Hetchy	68.3	Police	1052
White Females	Arts Commission	50.0	Public Health	968
Black Males	Juvenile Probation	26.1	Public Transportation	925
Black Females	Emergency Communications	19.2	Public Transportation	598
Hispanic Males	Water	14.2	Public Transportation	454
Hispanic Females	Child Support Services	15.8	Public Health	536
Asian Males	Public Transportation	21.2	Public Transportation	874
Asian Females	Controller	25.8	Public Health	771
Filipino Males	FAM, CHF	12.5	Public Health	419
Filipino Females	Public Health	19.9	Public Health	1169
AI/AN Males	Children Youth & Families	4.2	Public Transportation	16
AI/AN Females	Emergency Communications	0.9	Public Health	11

This table reports departments with 20 or more employees, which have zero employments in one or more race/ethnicity or sex category (not including American Indians/Alaskan Natives).

Department	Groups Not Employed
Asian Art Museum	Black Females
Arts Commission	Hispanic Males, Hispanic Females, Filipino Males, Filipino Females
Children Youth & Families	Asian Males
Elections	Hispanic Females
Rent Arbitration	Black Males, Filipino Females
War Memorial	Filipino Females

WORKFORCE COMPOSITION BY OCCUPATIONAL CATEGORIES

The City reports workforce composition by broad occupational categories to the EEOC and Department of Justice. However, these two agencies, and the Census Bureau, each have slightly different occupational categories and/or descriptions of jobs within categories. For example, the EEOC identifies 'Chief of Police' as an Official and Administrator; the Department of Justice identifies the job as Protective Service—Officials; and the Census maps the job to Protective Service: Sworn. The City's HRMS is currently mapped to EEOC occupational categories.

In 2003, the City submitted its EEO-4 Report to the EEOC and reported these occupational categories:

- Officials and Administrators
- Professionals
- Technicians
- Protective Service Workers
- Paraprofessionals
- Administrative Support Workers
- Skilled Craft Workers
- Service Maintenance Workers.

In 2004, the City submitted its EEO Plan to the Department of Justice, which required these categories:

- Officials/Administrators
- Professionals
- Technicians
- Protective Services
 - Officials (all sworn beyond entry-level)
 - Patrol Officers (all entry-level sworn officers)
- Para-professionals
- Office/Clerical
- Skilled Craft
- Service Maintenance.

In December 2003, the Census Bureau released Special EEO Tabulation Files, which included for state and local government reporting, these occupational categories:

- Officials/Administrators
- Professionals
- Technicians

- Protective Service: Sworn
- Protective Service: Non-sworn
- Administrative Support
- Skilled Craft
- Service Maintenance.

Six of eight categories are substantially identical for all three agencies. However, the Census did not include a summary category for Paraprofessionals. And, the categories for Protective Services are described differently in each of the three agencies. Therefore, in this report, data for these categories will be presented, but utilization will not be calculated. (See Attachment C for summary of 2000 labor market availability by occupational categories.)

OFFICIALS AND ADMINISTRATORS

The EEOC describes Officials and Administrators as: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agencies operations, or provide specialized consultation on a regional, district, or area basis. Includes department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, police and fire chiefs, assessors and kindred workers.

Examples of City jobs included in this category include: jobs described above, as well as managers in the City's MCCP (Management & Compensation Classification Plan), departmental personnel officers, information services managers, health administrators, fiscal managers, maintenance superintendents, etc.

The City reported 796 employments in the Officials and Administrators category for June 30, 2005.

	White		Black		Hispanic		Asian		Filipino		AI/AN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	Male	Female
2005	283	166	55	56	33	29	69	66	13	24	1	1	454	342
%	35.6	20.9	6.9	7.0	4.1	3.6	8.7	8.3	1.6	3.0	0.1	0.1	57.0	43.0

DHR calculated from 11-county Census data that labor market availability (LMA) for this occupational category is:

	White		Black		Hispanic		Asian		Filipino		AI/AN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	Male	Female
LMA	40.2	27.7	2.1	2.3	4.1	3.4	9.1	7.1	(with Asian)		0.1	0.1	57.3	41.8

This table does not include availability percentages for the remaining groups identifying with two or more racial groups.

Hence, the utilization of each group is calculated by dividing the percentage of employments in that group by the percentage of availability in the group. The Census included Filipinos under the Asian group; the City's Asian and Filipino numbers were combined and compared to the Census' availability data for Asians.

A utilization rate of '100' indicates that the group is employed at the same proportion as is available in the labor market. A rate below 100 indicates that the group might be underutilized and a rate over 100 indicates that the group might be overutilized, compared to the labor market availability rate. This format is similar to the Department of Justice utilization analysis requirement. Note however, this utilization analysis should be viewed only as a general comparison of broad categories, as jobs within the category are similar, but not necessarily identical with respect to requisite job qualifications. When underutilization is identified, additional analysis should be conducted to determine the causes for the underutilization.

	White		Black		Hispanic		Asian		Filipino		AI/AN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	Male	Female
Utilization	88	75	329	306	101	107	113	159	(with Asian)		126	126	100	103

The utilization analysis of Officials and Administrators indicate that White Males and White Females are underutilized compared to their availability in the relevant labor area. All other racial/ethnic groups are fully utilized in this category.

Although the percentages of some groups in this category appear to be small (e.g. Hispanics), utilization rates support that they are represented at levels comparable to, or above their labor market availability.

The City has not identified any obvious causes for the low utilization rates of Whites in the Officials and Administrators category. These rates might reflect the continuing decrease of Whites in the City's available labor market. One theory, unproven, is that White men and women who have the qualifications for management jobs might have better job opportunities (salaries, benefits, promotions) in private sector or other employment than do men or women from other racial or ethnic groups. Other possible deterrents might be the City's limited outreach and recruitment for many management level job openings or the City's lengthy selection processes to fill vacancies.

PROFESSIONALS

The EEOC describes Professionals as: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, registered nurses, lawyers, systems analysts, accountants, engineers, police and fire captains and lieutenants, librarians, management analysts, and kindred workers.

In the City, the Professionals category includes the above jobs as well as probation officers, counselors, architects, training officers, pharmacists, biologists, purchasers, planners, etc. In 2005, the City reported 7396 employments in the Professional category, the largest of all occupational categories. The largest class in this category is Registered Nurses.

The following table includes the City's employment of Professionals by number and percentage, labor market availability, and utilization rates.

	White		Black		Hispanic		Asian		Filipino		AI/AN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	Male	Female
2005	1480	1642	378	515	326	401	787	870	319	646	18	14	3308	4088
%	20.0	22.2	5.1	7.0	4.4	5.4	10.6	11.8	4.3	8.7	0.2	0.2	44.7	55.3
LMA	34.4	30.9	1.8	2.5	3.2	3.3	10.2	9.7	(with Asian)		0.1	0.1	51.3	47.8
Utiliz't'n	58	72	284	279	138	164	147	211	(with Asian)		243	189	87	116

This occupational category, as with Officials and Administrators, is underutilized for White Males and White Females, but not for any other racial or ethnic group. Possible causes for underutilization are the same ones discussed for the Officials and Administrators category. In addition, students at college job fairs report that other employers provide internships for college students, and could transition them to regular employment upon graduation. Other employers also could offer on-the-spot hires to promising candidates. The City has a few internship programs, such as student engineering trainees, but could probably benefit from additional programs in other professional areas.

TECHNICIANS

The EEOC describes Technicians as: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes licensed practical nurses, drafters, medical technicians, police and fire sergeants, inspectors and kindred workers.

In 2005, the City reported 2421 employments in the Technician category, which also includes eligibility workers, engineering assistants, building inspectors, claims investigators, etc.

	White		Black		Hispanic		Asian		Filipino		AI/AN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	Male	Female
2005	630	225	102	183	155	176	250	247	172	272	3	6	1312	1109
%	26.0	9.3	4.2	7.6	6.4	7.3	10.3	10.2	7.1%	11.2	0.1	0.2	54.2	45.8
LMA	26.4	24.4	3.0	3.8	5.6	4.7	13.2	14.6	(with Asian)		0.3	0.1	50.2	49.0
Utilization	99	38	140	199	114	155	132	119	(with Asian)		41	248	108	93

In this category, White Females appear to be underutilized. Although Females comprise 80% of the City's 229 Licensed Vocational Nurses, only 6% are White Females. Also, Females comprise 75% of employment as Senior Eligibility Workers, but only 9% are White Females.

PROTECTIVE SERVICE WORKERS

The EEOC describes Protective Service Workers as: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, firefighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, park rangers and kindred workers.

In the City, the Protective Services category includes the above jobs as well as parking control officers, museum guards, airfield safety officers, etc.

The Census Bureau tabulated labor market availability into two Protective Service categories: "Protective Services, Sworn" and "Protective Services, Non-sworn".

In 2005, 4301 employments were reported in this category. The largest classes are Police Officers, Fire Fighters and Deputy Sheriffs.

This table displays City employment in Protective Services by number and percentage, and the labor market availability for both sworn and non-sworn personnel. Utilization rates were not calculated due to data differences.

	White		Black		Hispanic		Asian		Filipino		AI/AN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	Male	Female
2005	1632	352	394	214	547	142	608	75	273	38	19	7	3473	828
%	37.9	8.2	9.2	5.0	12.7	3.3	14.1	1.7	6.3	0.9	0.4	0.2	80.7	19.3
LMA: S	39.5	9.4	12.5	5.3	8.7	2.0	13.4	3.8	(with Asian)		0.2	0.2	77.4	21.7
LMA: NS	27.3	33.1	7.7	6.0	7.1	3.5	5.6	3.2	(with Asian)		0.0	0.1	48.9	49.3

PARAPROFESSIONALS

The EEOC describes Paraprofessionals as: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Included are research assistants, child support workers, recreation assistants, home health aides, library assistants and clerks, and kindred workers.

Other City jobs in this category include health and laboratory assistants, health workers, instructional assistants, and public service aides.

The Census Bureau did not establish a Paraprofessionals category in its Census 2000 Special EEO Tabulation Files. Jobs that were previously included in this category are now mapped to other categories. For example, Health aides are now mapped to the Service Maintenance category; Library Technicians are now mapped to the Administrative Support category.

Although data for individual specific occupations within the Paraprofessional category is available, DHR did not compile them for this report. Therefore, the City's Paraprofessional employment is reported, but utilization rates were not calculated.

In 2005, the City reported 1611 Paraprofessional employments.

	White		Black		Hispanic		Asian		Filipino		AI/AN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	Male	Female
2005	80	123	103	223	86	166	95	203	131	394	3	4	498	1113
%	5.0	7.6	6.4	13.8	5.3	10.3	5.9	12.6	8.1	24.5	0.2	0.2	30.9	69.1

ADMINISTRATIVE SUPPORT WORKERS

The EEOC describes Administrative Support as: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes bookkeepers, clerk typists, stenographers, payroll clerks, legal assistants, cashiers and kindred workers.

In the City, this occupational category also includes personnel clerks, medical transcriber typists, meter readers, telephone operators, storekeepers, cashiers, dispatchers, billing clerks, medical records clerks, etc. 2967 employments in this category were reported for June 30, 2005. The largest classes in this occupational category include Clerk Typist, Senior Clerk Typist, Secretary I, and Clerk.

	White		Black		Hispanic		Asian		Filipino		AI/AN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	Male	Female
2005	179	362	97	471	95	342	171	628	152	461	4	5	698	2269
%	6.0	12.2	3.3	15.9	3.2	11.5	5.8	21.2	5.1	15.5	0.1	0.2	23.5	76.5
LMA	20.2	30.3	2.4	5.0	4.8	8.7	9.0	14.6	(with Asian)		0.2	0.3	38.0	61.2
Utilization	30	40	136	317	67	132	121	251	(with Asian)		67	56	62	125

In the Administrative Support Workers category, White Males, White Females, Hispanic Males, and total Males are underutilized. Many jobs in this category are entry level clerical positions; so there does not appear to be non-job-related barriers to employment. However, the hiring process is viewed be lengthy, and could be a deterrent to job applicants who have employment opportunities elsewhere.

SKILLED CRAFT WORKERS

The EEOC describes Skilled Craft Workers as: Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes mechanics and repairers, electricians, heavy equipment operators, stationary engineers, carpenters, water and sewage treatment plant operators and kindred workers.

The City reported 2297 employments in this category on June 30, 2005. The largest classes in this category are Stationary Engineer and Electrical Transit Mechanics.

	White		Black		Hispanic		Asian		Filipino		AI/AN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	Male	Female
2005	1036	36	162	20	295	14	466	13	236	3	16	0	2211	86
%	45.1	1.6	7.1	0.9	12.8	0.6	20.3	0.6	10.3	0.1	0.7	0.0	96.3	3.7
LMA	43.2	3.3	4.6	0.5	21.1	1.7	16.8	3.6	(with Asian)		0.4	0.0	89.7	9.4
Utilization	104	47	153	174	61	36	182	19	(with Asian)		174	0	107	40

In the Skilled Craft Workers occupational category, all Female groups except Black Females, are utilized at less than 50% of their labor market availability. Hispanic Males are also underutilized in this category.

City jobs in the Skilled Craft Workers category usually require completion of an apprenticeship program plus some journey-level work experience. Although applicants could substitute work experience for the apprenticeship training requirement, craft unions and their members in City employment seem to prefer applicants with apprentice training. The City currently has an apprenticeship program for Stationary Engineer, Sewage Plant. In the journey level class, Women now comprise over 9% of the workforce. Recommendations have been made by various groups for the City to initiate additional training programs in the skilled craft occupations.

SERVICE MAINTENANCE WORKERS

The EEOC describes Service Maintenance Workers as: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Includes laundry operatives, truck and bus drivers, custodial employees, gardeners, construction laborers, craft apprentices, trainees, helpers, and kindred workers.

In addition to the jobs listed, City jobs in this category include: animal keepers, porters, asphalt workers, camp assistants, watershed keepers, transit car cleaners, etc. Classes with the most employments in this category are: Transit Operator, Custodian and General Laborers.

Service Maintenance Workers comprise the second largest occupational category in the City, with 4991 employments reported for June 30, 2005.

	White		Black		Hispanic		Asian		Filipino		AI/AN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	Male	Female
2005	737	158	1074	593	656	154	826	267	431	70	21	4	3745	1246
%	14.8	3.2	21.5	11.9	13.1	3.1	16.5	5.3	8.6	1.4	0.4	0.1	75.0	25.0
LMA	18.8	13.3	4.3	3.0	18.7	11.2	13.8	12.6	(with Asian)		0.2	0.2	57.6	41.5
Utilization	79	24	500	396	70	28	183	54	(with Asian)		210	40	130	60

In this category, Whites, Hispanics, Asian Females and total Females are underutilized.

CONCLUSIONS

See Attachment D for a summary of the City's utilization analysis by occupational categories.

Utilization analysis at the occupational category level provides an overview, comparing employment rates by race, ethnicity, and sex, to similar occupations in the relevant labor market. In occupations where underutilization is identified, follow-up is needed. DHR will conduct further utilization analysis, using specific occupational data to determine if underutilization actually exists in those jobs. For example, the composition of the City's registered nurses will be compared to the composition of Registered Nurses in the relevant labor area, rather than to Professionals, which is a much broader grouping of jobs with different qualification requirements.

The City's workforce reflects diversity in all areas of employment. However, in a few areas, additional analysis will be conducted to identify if there might be impermissible barriers to employment. For example, White Females are underutilized in every occupational category that was analyzed in this report. Hispanic Males and Females are underutilized in blue collar jobs.

DHR will work with department representatives and other interested groups such as the Department on the Status of Women to further review the utilization of women in the City's workforce.

Civil Service reform proposals introduced by the Human Resources Director include programs designed to improve the City's hiring process for all groups. These proposals include outreach and recruitment programs to ensure that all segments of the community have access to information about job openings in the City; procedures to expedite the City's application and selection processes; and training programs to develop job skills needed in City employment.

RECOMMENDATION: Accept report.

ATTACHMENTS

- A. Labor Market Availability by 11 California Counties, page 14
- B. Workforce by Department, Race/Ethnicity and Sex, 6/30/2005, page 15
- C. Labor Market Availability by Occupational Category, page 20
- D. Utilization Analysis by Occupational Categories, page 21

LABOR MARKET AVAILABILITY, 11 CALIFORNIA COUNTIES, BY CITY EMPLOYEE RESIDENCY PROPORTIONS, 2000 U.S. CENSUS

	Total Male	White	Black	Hispanic	Asian	AI/AN	Other	Total F	White	Black	Hispanic	Asian	AI/AN	Other	
San Francisco	54.5	29.2	2.7	7.1	13.6	0.2	1.7	45.5	22.5	2.6	5.3	13.7	0.1	1.3	100
45.00%	24.525	13.14	1.215	3.195	6.12	0.09	0.765	20.475	10.125	1.17	2.385	6.165	0.045	0.585	
San Mateo	54	28.6	1.5	10.9	11.2	0.1	1.7	46	23.5	1.6	8.6	10.7	0.1	1.5	100
21.40%	11.556	6.1204	0.321	2.3326	2.3968	0.0214	0.3638	9.844	5.029	0.3424	1.8404	2.2898	0.0214	0.321	
Marin	53	42.8	0.9	5.7	2.1	0.1	1.3	47	38.4	0.8	3.9	2.5	0.1	1.2	99.8
3.10%	1.643	1.3268	0.0279	0.1767	0.0651	0.0031	0.0403	1.457	1.1904	0.0248	0.1209	0.0775	0.0031	0.0372	
Alameda	53.1	24.5	5.9	9.5	10.8	0.2	2.1	46.9	21.6	7	6.7	9.5	0.2	1.9	99.9
10.30%	5.4693	2.5235	0.6077	0.9785	1.1124	0.0206	0.2163	4.8307	2.2248	0.721	0.6901	0.9785	0.0206	0.1957	
Contra Costa	53.6	33.3	3.8	8.7	5.8	0.2	1.8	46.4	28.2	4.5	6.3	5.6	0.2	1.6	100
10.40%	5.5744	3.4632	0.3952	0.9048	0.6032	0.0208	0.1872	4.8256	2.9328	0.468	0.6552	0.5824	0.0208	0.1664	
Solano	52.5	27.8	6.4	8.9	6.8	0.3	2.3	47.5	24.6	7.1	6.4	7.1	0.3	2.2	100.2
4.50%	2.3625	1.251	0.288	0.4005	0.306	0.0135	0.1035	2.1375	1.107	0.3195	0.288	0.3195	0.0135	0.099	
Sonoma	53.4	39.8	0.9	9.4	1.6	0.5	1.4	46.6	36.9	0.5	5.9	1.6	0.4	1.3	100.2
2.20%	1.1748	0.8756	0.0198	0.2068	0.0352	0.011	0.0308	1.0252	0.8118	0.011	0.1298	0.0352	0.0088	0.0286	
Santa Clara	56.5	26.9	1.5	11.9	14.3	0.2	1.7	43.5	21	1.2	8.8	11	0.2	1.4	100.1
0.70%	0.3955	0.1883	0.0105	0.0833	0.1001	0.0014	0.0119	0.3045	0.147	0.0084	0.0616	0.077	0.0014	0.0098	
Sacramento	52.1	32.7	4	7.7	5.4	0.4	2	47.9	30	4.4	6.3	4.8	0.4	1.9	100
0.60%	0.3126	0.1962	0.024	0.0462	0.0324	0.0024	0.012	0.2874	0.18	0.0264	0.0378	0.0288	0.0024	0.0114	
San Joaquin	54.8	28.1	2.7	16.7	5.2	0.3	2	45.2	24.5	2.8	11.4	4.6	0.3	1.6	100.2
0.50%	0.274	0.1405	0.0135	0.0835	0.026	0.0015	0.01	0.226	0.1225	0.014	0.057	0.023	0.0015	0.008	
Tuolumne	52.9	47.2	0.3	3.1	0.6	0.6	1.2	47.1	41.4	0	3.2	0.4	0.8	1.3	100.1
0.40%	0.2116	0.1888	0.0012	0.0124	0.0024	0.0024	0.0048	0.1884	0.1656	0	0.0128	0.0016	0.0032	0.0052	
99% Total	53.4987	29.4143	2.9238	8.4203	10.7996	0.1881	1.7456	45.6013	24.0359	3.1055	6.2786	10.5783	0.1417	1.4673	99.099

14

Attachment A

	WHITE		BLACK		HISPANIC		ASIAN		FILIPINO		AM IND/AL NA		TOTAL		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	MALE	FEMALE	
AAM: Asian Art Museum	15	5	10	1	6	0	3	5	3	1	0	0	37	12	49
	30.6%	10.2%	20.4%	2.0%	12.2%	0.0%	6.1%	10.2%	6.1%	2.0%	0.0%	0.0%	75.5%	24.5%	
ADM: Administrative Services	113	31	21	16	27	24	50	33	33	12	3	1	247	117	364
	31.0%	8.5%	5.8%	4.4%	7.4%	6.6%	13.7%	9.1%	9.1%	3.3%	0.8%	0.3%	67.9%	32.1%	
ADP: Adult Probation	19	12	13	18	10	12	10	6	3	4	0	0	55	52	107
	17.8%	11.2%	12.1%	16.8%	9.3%	11.2%	9.3%	5.6%	2.8%	3.7%	0.0%	0.0%	51.4%	48.6%	
AIR: Airport	318	89	65	52	117	42	215	172	139	52	5	2	859	409	1268
	25.1%	7.0%	5.1%	4.1%	9.2%	3.3%	17.0%	13.6%	11.0%	4.1%	0.4%	0.2%	67.7%	32.3%	
ART: Art Commission	8	18	1	5	0	0	2	2	0	0	0	0	11	25	36
	22.2%	50.0%	2.8%	13.9%	0.0%	0.0%	5.6%	5.6%	0.0%	0.0%	0.0%	0.0%	30.6%	69.4%	
ASR: Assessor	7	4	5	8	2	10	19	24	16	9	0	0	49	55	104
	6.7%	3.8%	4.8%	7.7%	1.9%	9.6%	18.3%	23.1%	15.4%	8.7%	0.0%	0.0%	47.1%	52.9%	
BOS: Board of Supervisors	29	20	4	11	6	4	6	13	1	5	0	0	46	53	99
	29.3%	20.2%	4.0%	11.1%	6.1%	4.0%	6.1%	13.1%	1.0%	5.1%	0.0%	0.0%	46.5%	53.5%	
CAT: City Attorney	85	110	9	25	9	24	12	29	6	14	0	1	121	203	324
	26.2%	34.0%	2.8%	7.7%	2.8%	7.4%	3.7%	9.0%	1.9%	4.3%	0.0%	0.3%	37.3%	62.7%	
CFC: Children & Families Commission	0	2	0	1	0	2	0	1	0	0	0	0	0	6	6
	0.0%	33.3%	0.0%	16.7%	0.0%	33.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
CFM: Convention Facilities Management (ADM)	0	1	0	0	0	0	0	0	0	1	0	0	0	2	2
	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	100.0%	
CHF: Children Youth & Families	4	4	1	4	1	1	0	2	3	3	1	0	10	14	24
	16.7%	16.7%	4.2%	16.7%	4.2%	4.2%	0.0%	8.3%	12.5%	12.5%	4.2%	0.0%	41.7%	58.3%	

15

Attachment B

	WHITE		BLACK		HISPANIC		ASIAN		FILIPINO		AM IND/AL NA		TOTAL		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	MALE	FEMALE	
CON: Controller	25	27	4	13	2	6	16	42	12	16	0	0	59	104	163
	15.3%	16.6%	2.5%	8.0%	1.2%	3.7%	9.8%	25.8%	7.4%	9.8%	0.0%	0.0%	36.2%	63.8%	
CPC: City Planning	40	20	3	6	4	8	11	18	2	7	3	1	63	60	123
	32.5%	16.3%	2.4%	4.9%	3.3%	6.5%	8.9%	14.6%	1.6%	5.7%	2.4%	0.8%	51.2%	48.8%	
CSC: Civil Service Commission	2	1	0	2	0	3	1	0	0	1	0	0	3	7	10
	20.0%	10.0%	0.0%	20.0%	0.0%	30.0%	10.0%	0.0%	0.0%	10.0%	0.0%	0.0%	30.0%	70.0%	
CSS: Child Support Services	5	19	9	22	12	21	9	17	6	13	0	0	41	92	133
	3.8%	14.3%	6.8%	16.5%	9.0%	15.8%	6.8%	12.8%	4.5%	9.8%	0.0%	0.0%	30.8%	69.2%	
CWP: Clean Water	129	10	57	19	41	7	50	15	27	10	2	0	306	61	367
	35.1%	2.7%	15.5%	5.2%	11.2%	1.9%	13.6%	4.1%	7.4%	2.7%	0.5%	0.0%	83.4%	16.6%	
DAT: District Attorney	64	53	12	29	15	24	19	16	3	9	0	1	113	132	245
	26.1%	21.6%	4.9%	11.8%	6.1%	9.8%	7.8%	6.5%	1.2%	3.7%	0.0%	0.4%	46.1%	53.9%	
DBI: Building Inspection	71	26	11	9	7	9	51	33	9	20	0	0	149	97	246
	28.9%	10.6%	4.5%	3.7%	2.8%	3.7%	20.7%	13.4%	3.7%	8.1%	0.0%	0.0%	60.6%	39.4%	
DPH: Public Health	586	968	223	542	270	536	360	771	419	1169	5	11	1863	3997	5860
	10.0%	16.5%	3.8%	9.2%	4.6%	9.1%	6.1%	13.2%	7.1%	19.9%	0.1%	0.2%	31.8%	68.2%	
DPT: Public Transportation	529	103	925	598	454	90	874	115	371	49	16	1	3169	956	4125
	12.8%	2.5%	22.4%	14.5%	11.0%	2.2%	21.2%	2.8%	9.0%	1.2%	0.4%	0.0%	76.8%	23.2%	
DPW: Public Works	287	49	112	40	148	42	193	89	57	33	9	1	806	254	1060
	27.1%	4.6%	10.6%	3.8%	14.0%	4.0%	18.2%	8.4%	5.4%	3.1%	0.8%	0.1%	76.0%	24.0%	
DSS: Human Services Agency	160	285	63	218	77	177	123	300	75	179	1	6	499	1165	1664
	9.6%	17.1%	3.8%	13.1%	4.6%	10.6%	7.4%	18.0%	4.5%	10.8%	0.1%	0.4%	30.0%	70.0%	

	WHITE		BLACK		HISPANIC		ASIAN		FILIPINO		AM IND/AL NA		TOTAL		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	MALE	FEMALE	
ECD: Emergency Communications	27	72	6	42	2	19	8	16	5	18	2	2	50	169	219
	12.3%	32.9%	2.7%	19.2%	0.9%	8.7%	3.7%	7.3%	2.3%	8.2%	0.9%	0.9%	22.8%	77.2%	
ECN: Business, Economic Development	6	6	0	2	1	2	0	1	0	1	0	0	7	12	19
	31.6%	31.6%	0.0%	10.5%	5.3%	10.5%	0.0%	5.3%	0.0%	5.3%	0.0%	0.0%	36.8%	63.2%	
ENV: Environment	17	23	1	2	1	2	7	9	1	2	0	0	27	38	65
	26.2%	35.4%	1.5%	3.1%	1.5%	3.1%	10.8%	13.8%	1.5%	3.1%	0.0%	0.0%	41.5%	58.5%	
ETH: Ethics	5	2	0	0	0	0	1	4	0	2	0	0	6	8	14
	35.7%	14.3%	0.0%	0.0%	0.0%	0.0%	7.1%	28.6%	0.0%	14.3%	0.0%	0.0%	42.9%	57.1%	
FAM: Fine Arts Museum	20	9	6	4	7	2	5	5	9	5	0	0	47	25	72
	27.8%	12.5%	8.3%	5.6%	9.7%	2.8%	6.9%	6.9%	12.5%	6.9%	0.0%	0.0%	65.3%	34.7%	
FIR: Fire	827	134	132	32	193	43	227	42	72	12	7	2	1458	265	1723
	48.0%	7.8%	7.7%	1.9%	11.2%	2.5%	13.2%	2.4%	4.2%	0.7%	0.4%	0.1%	84.6%	15.4%	
HHP: Hetch Hetchy	142	30	4	1	12	2	8	4	4	1	0	0	170	38	208
	68.3%	14.4%	1.9%	0.5%	5.8%	1.0%	3.8%	1.9%	1.9%	0.5%	0.0%	0.0%	81.7%	18.3%	
HRC: Human Rights	6	11	5	6	2	3	5	5	4	3	0	0	22	28	50
	12.0%	22.0%	10.0%	12.0%	4.0%	6.0%	10.0%	10.0%	8.0%	6.0%	0.0%	0.0%	44.0%	56.0%	
HRD: Human Resources	22	20	5	24	5	20	9	38	6	26	0	0	47	128	175
	12.6%	11.4%	2.9%	13.7%	2.9%	11.4%	5.1%	21.7%	3.4%	14.9%	0.0%	0.0%	26.9%	73.1%	
JUV: Juvenile Probation	44	20	65	39	21	12	25	8	9	6	0	0	164	85	249
	17.7%	8.0%	26.1%	15.7%	8.4%	4.8%	10.0%	3.2%	3.6%	2.4%	0.0%	0.0%	65.9%	34.1%	
LHP: Light Heat & Power (PUC)	0	0	0	0	0	0	1	0	1	0	0	0	2	0	2
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	100.0%	0.0%	

17

	WHITE		BLACK		HISPANIC		ASIAN		FILIPINO		AM IND/AL NA		TOTAL		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	MALE	FEMALE	
LIB: Public Library	100	154	34	42	34	23	67	115	23	18	1	1	259	353	612
	16.3%	25.2%	5.6%	6.9%	5.6%	3.8%	10.9%	18.8%	3.8%	2.9%	0.2%	0.2%	42.3%	57.7%	
LLB: Law Library	0	3	0	0	0	0	0	0	0	0	0	0	0	3	3
	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
MYR: Mayor's Office	27	16	13	18	5	8	4	16	1	5	1	0	51	63	114
	23.7%	14.0%	11.4%	15.8%	4.4%	7.0%	3.5%	14.0%	0.9%	4.4%	0.9%	0.0%	44.7%	55.3%	
PAB: Board of Appeals	4	1	0	2	1	0	1	0	0	0	0	0	6	3	9
	44.4%	11.1%	0.0%	22.2%	11.1%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	
PDR: Public Defenders	37	36	5	10	9	15	7	21	1	2	0	0	59	84	143
	25.9%	25.2%	3.5%	7.0%	6.3%	10.5%	4.9%	14.7%	0.7%	1.4%	0.0%	0.0%	41.3%	58.7%	
POL: Police	1052	289	173	97	283	81	335	61	111	46	7	2	1961	576	2537
	41.5%	11.4%	6.8%	3.8%	11.2%	3.2%	13.2%	2.4%	4.4%	1.8%	0.3%	0.1%	77.3%	22.7%	
PRT: Port	102	24	11	6	11	2	15	19	11	11	3	0	153	62	215
	47.4%	11.2%	5.1%	2.8%	5.1%	0.9%	7.0%	8.8%	5.1%	5.1%	1.4%	0.0%	71.2%	28.8%	
PTC: Parking & Traffic	101	69	42	95	57	35	87	36	41	17	2	3	330	255	585
	17.3%	11.8%	7.2%	16.2%	9.7%	6.0%	14.9%	6.2%	7.0%	2.9%	0.3%	0.5%	56.4%	43.6%	
PUC: Public Utilities	158	93	28	37	35	28	135	96	45	68	2	2	403	324	727
	21.7%	12.8%	3.9%	5.1%	4.8%	3.9%	18.6%	13.2%	6.2%	9.4%	0.3%	0.3%	55.4%	44.6%	
REC: Recreation & Park	317	127	100	52	72	20	74	47	37	7	4	1	604	254	858
	36.9%	14.8%	11.7%	6.1%	8.4%	2.3%	8.6%	5.5%	4.3%	0.8%	0.5%	0.1%	70.4%	29.6%	
REG: Elections	7	7	1	4	1	0	1	3	1	3	0	0	11	17	28
	25.0%	25.0%	3.6%	14.3%	3.6%	0.0%	3.6%	10.7%	3.6%	10.7%	0.0%	0.0%	39.3%	60.7%	

18

	WHITE		BLACK		HISPANIC		ASIAN		FILIPINO		AM IND/AL NA		TOTAL		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	MALE	FEMALE	
RET: Retirement	18	6	3	5	3	4	10	11	3	4	0	0	37	30	67
	26.9%	9.0%	4.5%	7.5%	4.5%	6.0%	14.9%	16.4%	4.5%	6.0%	0.0%	0.0%	55.2%	44.8%	
RNT: Rent Arbitration Board	13	11	0	2	2	1	3	5	1	0	0	0	19	19	38
	34.2%	28.9%	0.0%	5.3%	5.3%	2.6%	7.9%	13.2%	2.6%	0.0%	0.0%	0.0%	50.0%	50.0%	
SCI: Academy of Science	4	0	0	0	0	0	0	0	0	0	1	0	5	0	5
	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	100.0%	0.0%	
SHF: Sheriff	219	52	129	106	123	31	117	22	95	9	5	1	688	221	909
	24.1%	5.7%	14.2%	11.7%	13.5%	3.4%	12.9%	2.4%	10.5%	1.0%	0.6%	0.1%	75.7%	24.3%	
TIS: Telecommunications & Information Services	94	21	12	5	23	14	36	31	22	8	2	0	189	79	268
	35.1%	7.8%	4.5%	1.9%	8.6%	5.2%	13.4%	11.6%	8.2%	3.0%	0.7%	0.0%	70.5%	29.5%	
TTX: Treasurer/Tax Collector	17	17	7	16	9	17	22	35	16	23	0	1	71	109	180
	9.4%	9.4%	3.9%	8.9%	5.0%	9.4%	12.2%	19.4%	8.9%	12.8%	0.0%	0.6%	39.4%	60.6%	
TXC: Taxi Commission	2	4	1	1	0	0	1	1	1	0	0	0	5	6	11
	18.2%	36.4%	9.1%	9.1%	0.0%	0.0%	9.1%	9.1%	9.1%	0.0%	0.0%	0.0%	45.5%	54.5%	
WAR: War Memorial	27	13	15	3	10	4	9	18	6	0	0	0	67	38	105
	25.7%	12.4%	14.3%	2.9%	9.5%	3.8%	8.6%	17.1%	5.7%	0.0%	0.0%	0.0%	63.8%	36.2%	
WOM: Status of Women	0	6	0	2	0	0	0	2	0	0	0	0	0	10	10
	0.0%	60.0%	0.0%	20.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
WTR: Water	275	32	38	14	77	3	54	16	22	7	3	1	469	73	542
	50.7%	5.9%	7.0%	2.6%	14.2%	0.6%	10.0%	3.0%	4.1%	1.3%	0.6%	0.2%	86.5%	13.5%	

LABOR MARKET AVAILABILITY BY OCCUPATIONAL CATEGORY AND 99% TOTAL, 11 BAY AREA COUNTIES, 2000 U.S. CENSUS

	T Male	White	Black	Hispanic	Asian	AI/AN	Other	T Female	White	Black	Hispanic	Asian	AI/AN	Other	
Officials and Managers	57.3	40.2	2.1	4.1	9.1	0.1	1.7	41.8	27.7	2.3	3.4	7.1	0.1	1.2	99.1138
Professionals	51.3	34.4	1.8	3.2	10.2	0.1	1.5	47.8	30.9	2.5	3.3	9.7	0.1	1.3	99.0891
Technicians	50.2	26.4	3.0	5.6	13.2	0.3	1.7	49.0	24.4	3.8	4.7	14.6	0.1	1.4	99.1977
Protective Service: Sworn	77.4	39.5	12.5	8.7	13.4	0.2	3.1	21.7	9.4	5.3	2.0	3.8	0.2	1.0	99.1149
Protective Service: Non-sworn*	48.9	27.3	7.7	7.1	5.6	0.0	1.3	49.3	33.1	6.0	3.5	3.2	0.1	3.5	98.3019
Administrative Support	38.0	20.2	2.4	4.8	9.0	0.2	1.4	61.2	30.3	5.0	8.7	14.6	0.3	2.2	99.0395
Skilled Craft Workers	89.7	43.2	4.6	21.1	16.8	0.4	3.4	9.4	3.3	0.5	1.7	3.7	0.0	0.3	99.0733
Service Maintenance Workers	57.6	18.8	4.3	18.7	13.8	0.2	1.8	41.5	13.3	3.0	11.2	12.6	0.2	1.3	99.1155
Total	53.5	29.4	2.9	8.4	10.8	0.2	1.7	45.6	24.0	3.1	6.3	10.6	0.1	1.5	99.099

* U.S. Census data does not total 100%

20
Attachment C

	WHITE		BLACK		HISPANIC		ASIAN		FILIPINO		AM IND/AL NAT		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	MALE	FEMALE	
OFFICIALS AND ADMINISTRATORS															
CCSF	283	166	55	56	33	29	69	66	13	24	1	1	454	342	796
	35.6%	20.9%	6.9%	7.0%	4.1%	3.6%	8.7%	8.3%	1.6%	3.0%	0.1%	0.1%	57.0%	43.0%	
LMA	40.2%	27.7%	2.1%	2.3%	4.1%	3.4%	9.1%	7.1%	(w/Asian)	(w/Asian)	0.1%	0.1%	57.3%	41.8%	
Utilization	88%	75%	329%	306%	101%	107%	113%	159%	(w/Asian)	(w/Asian)	126%	126%	100%	103%	
PROFESSIONALS															
CCSF	1480	1642	378	515	326	401	787	870	319	646	18	14	3308	4088	7396
	20.0%	22.2%	5.1%	7.0%	4.4%	5.4%	10.6%	11.8%	4.3%	8.7%	0.2%	0.2%	44.7%	55.3%	
LMA	34.4%	30.9%	1.8%	2.5%	3.2%	3.3%	10.2%	9.7%	(w/Asian)	(w/Asian)	0.1%	0.1%	51.3%	47.8%	
Utilization	58%	72%	284%	279%	138%	164%	147%	211%	(w/Asian)	(w/Asian)	243%	189%	87%	116%	
TECHNICIANS															
CCSF	630	225	102	183	155	176	250	247	172	272	3	6	1312	1109	2421
	26.0%	9.3%	4.2%	7.6%	6.4%	7.3%	10.3%	10.2%	7.1%	11.2%	0.1%	0.2%	54.2%	45.8%	
LMA	26.4%	24.4%	3.0%	3.8%	5.6%	4.7%	13.2%	14.6%	(w/Asian)	(w/Asian)	0.3%	0.1%	50.2%	49.0%	
Utilization	99%	38%	140%	199%	114%	155%	132%	119%	(w/Asian)	(w/Asian)	41%	248%	108%	93%	
PROTECTIVE SERVICE WORKERS															
CCSF	1632	352	394	214	547	142	608	75	273	38	19	7	3473	828	4301
	37.9%	8.2%	9.2%	5.0%	12.7%	3.3%	14.1%	1.7%	6.3%	0.9%	0.4%	0.2%	80.7%	19.3%	
LMA: Swon	39.5%	9.4%	12.5%	5.3%	8.6%	2.0%	13.4%	3.8%	(w/Asian)	(w/Asian)	0.2%	0.2%	77.4%	21.7%	
LMA: Non-	27.3%	33.1%	7.7%	6.0%	7.1%	3.5%	5.6%	3.2%	(w/Asian)	(w/Asian)	0.0%	0.1%	48.9%	49.3%	

21

Attachment D

	WHITE		BLACK		HISPANIC		ASIAN		FILIPINO		AM IND/AL NAT		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	MALE	FEMALE	
PARAPROFESSIONALS															
CCSF	80	123	103	223	86	166	95	203	131	394	3	4	498	1113	1611
	5.0%	7.6%	6.4%	13.8%	5.3%	10.3%	5.9%	12.6%	8.1%	24.5%	0.2%	0.2%	30.9%	69.1%	
Labor Market Data for Paraprofessionals not Available in 2000 Census Special Occupational Tabulation															
ADMINISTRATIVE SUPPORT															
CCSF	179	362	97	471	95	342	171	628	152	461	4	5	698	2269	2967
	6.0%	12.2%	3.3%	15.9%	3.2%	11.5%	5.8%	21.2%	5.1%	15.5%	0.1%	0.2%	23.5%	76.5%	
LMA	20.2%	30.3%	2.4%	5.0%	4.8%	8.7%	9.0%	14.6%	(w/Asian)	(w/Asian)	0.2%	0.3%	38.0%	61.2%	
Utilization	30%	40%	136%	317%	67%	132%	121%	251%	(w/Asian)	(w/Asian)	67%	56%	62%	125%	
SKILLED CRAFT WORKERS															
CCSF	1036	36	162	20	295	14	466	13	236	3	16	0	2211	86	2297
	45.1%	1.6%	7.1%	0.9%	12.8%	0.6%	20.3%	0.6%	10.3%	0.1%	0.7%	0.0%	96.3%	3.7%	
LMA	43.2%	3.3%	4.6%	0.5%	21.1%	1.7%	16.8%	3.7%	(w/Asian)	(w/Asian)	0.4%	0.0%	89.7%	9.4%	
Utilization	104%	47%	153%	174%	61%	36%	182%	19%	(w/Asian)	(w/Asian)	174%	0%	107%	40%	
SERVICE MAINTENANCE WORKERS															
CCSF	737	158	1074	593	656	154	826	267	431	70	21	4	3745	1246	4991
	14.8%	3.2%	21.5%	11.9%	13.1%	3.1%	16.5%	5.3%	8.6%	1.4%	0.4%	0.1%	75.0%	25.0%	
LMA	18.8%	13.3%	4.3%	3.0%	18.7%	11.2%	13.8%	12.6%	(w/Asian)	(w/Asian)	0.2%	0.2%	57.6%	41.5%	
Utilization	79%	24%	500%	396%	70%	28%	183%	54%	(w/Asian)	(w/Asian)	210%	40%	130%	60%	

22