

**BUDGET & MANAGEMENT STUDIES**

DATE: June 18, 2020

TO: MAYOR LEE BRAND
COUNCIL PRESIDENT MIGUEL ARIAS
CITY COUNCIL MEMBERS

THROUGH: WILMA QUAN, City Manager 

FROM: HENRY FIERRO, Budget Manager 

SUBJECT: RESPONSE TO COUNCIL DIRECTION No. 17 – REQUEST FOR ETHNIC AND GENDER BREAKDOWN OF WORKFORCE

During the Budget Hearing on June 11, 2020, Council Member Soria requested Personnel provide a report of the ethnic breakdown of City workforce by bargaining unit. On June 17, 2020 she further requested the gender breakdown as well by Department, and Supervisors versus Non-Supervisors by Department. The following attachments provide that information.

C: Jane Sumpter, Assistant City Manager
Jim Schaad, Assistant City Manager
Tim Orman, Chief of Staff



PERSONNEL SERVICES DEPARTMENT

DATE: June 18, 2020

TO: HENRY FIERRO, Budget Manager
MICHELLE WOOTEN, Senior Budget Analyst

FROM: JEFF CARDELL, Director of Personnel Services

SUBJECT: BUDGET HEARING REQUEST

During the Budget Hearing on June 11, 2020, the Council Member Soria requested a report of the ethnic breakdown of City employees by bargaining unit. On June 17, 2020 the Council Member further requested the gender breakdown be included with the breakdown of City employees by bargaining unit, as well as the ethnic and gender breakdown of City employees by Department and Supervisors versus Non- Supervisors by Department. The information requested is attached.

CITY WORKFORCE ETHNICITY/GENDER COMPOSITION BY BARGAINING UNIT

Ethnic Group	Gender	L39	UnRep	FCEA	FPOA Basic	IAFF Basic	ATU	IBEW	FPOA Mgmt.	IAFF Mgmt.	FAPSO	CFPEA	CFPEA-2	CFMEA	FAPSS	Grand Total
AMIND	F	1	1	4								1				7
AMIND	M	5	5	2	3	1	4	1	1			4				20
AMIND Total		6	1	6	3	1	4	1	1			5				27
Asian	F	1	7	37			1									54
Asian	M	19	2	29	48	7	11	1	1	2		10		2		131
Asian Total		20	9	66	48	7	12	1	2	2		16		4		185
Black	F		4	19	4		32									71
Black	M	34	2	17	36	11	46	1	1	1		9		3		161
Black Total		34	6	36	40	11	78	1	1	1		18		5		232
Caucasian	F	4	35	158	35	4	9									342
Caucasian	M	210	31	134	314	179	42	21	20	12	7	107	1	31	5	1114
Caucasian Total		214	66	292	349	183	51	21	21	12	7	163	10	62	5	1456
Hispanic	F	11	30	183	47	1	27									351
Hispanic	M	374	15	105	253	61	83	12	7	3	4	45	1	11	2	976
Hispanic Total		385	45	288	300	62	110	12	9	3	4	73	10	24	2	1327
NSPEC	F		6	23	1		6									43
NSPEC	M	44	7	18	24	8	9	4	4			11		3		128
NSPEC Total		44	13	41	25	8	15	4	4			14		5		174
Pacific	F			3	1											5
Pacific	M	4		1	4	2	1		1							12
Pacific Total		4	4	4	5	2	1	1	1			1				17
F		17	83	427	88	5	75	0	3	0	0	104	21	50	0	873
M		690	57	306	682	269	195	40	29	18	11	186	2	50	7	2542
Grand Total		707	140	733	770	274	270	40	32	18	11	290	23	100	7	3415

CITY WORKFORCE ETHNICITY/GENDER BY DEPARTMENT

Ethnic Grp	Gender	AIRPORTS	CAO	City Clerk	City Council	CMO/Mayor	DPU	FINANCE	FIRE	ISD	P&D	PARCS	PD	PSD	PW	RETIRE	TRANSP	Grand Total
AMIND	F																	7
AMIND	M																	20
AMIND Total																		27
Asian	F	2					12	7										54
Asian	M	2					21	2	10	3	3	2	15	1	1	3	5	131
Asian Total		4					33	9	10	3	6	2	72	2	2	3	23	185
Black	F	2					1	3										71
Black	M	2					28	3	14	1	4	3	38	3	2	8	56	161
Black Total		4					29	6	15	4	6	3	49	3	10	94	232	
Caucasian	F	7					30	29	22			10	111	12	29	4	26	342
Caucasian	M	37					164	13	202	34	49	12	364	4	100	1	104	1114
Caucasian Total		44					194	42	224	38	68	22	475	16	129	5	130	1456
Hispanic	F	18					31	36	6									951
Hispanic	M	24					208	10	67	7	16	29	278	2	128	1	175	976
Hispanic Total		42					239	46	73	10	36	38	396	15	147	4	217	1327
NSPEC	F	1					2	1										43
NSPEC	M	7					26	1	8	2	2	1	26	1	24	2	22	128
NSPEC Total		8					28	2	9	3	5	2	35	1	26	3	30	171
Pacific	F																	5
Pacific	M						3											12
Pacific Total							3											17
F		30					78	76	31	11	48	24	267	29	53	11	119	873
M		72					454	29	304	48	74	26	771	8	275	4	362	2542
Grand Total		102					532	105	335	59	122	70	1038	37	328	15	501	3415

CITY SUPERVISOR WORKFORCE ETHNICITY/GENDER PER DEPARTMENT

Ethnicity/Gender	AIRPORTS	CAO	City Clerk	City Council	CMO/Mayor	DPU	FINANCE	FIRE	ISD	P&D	PARCS	PD	PSD	PW	RETIRE	TRANSP	Grand Total
F					1												1
M														3		1	4
AMIND					1									3		1	5
F		1				2	2			1						1	7
M						4	3	3	1		2			3		1	14
Asian		1				6	2	3	1	1	1	2	2	3		2	21
F	1	1	1						1			3		1		4	12
M	1	1				4	2	2				1		1		5	15
Black	2	2	1			4	2	2	1		4	4	6	2		9	27
F	5	6		4	4	4	9	4	1	8	5	9	3	15	2	10	89
M	13	6			5	27	3	15	11	17	5	26	3	33		20	184
Caucasian	18	12	4	4	9	31	12	19	12	25	10	35	6	48	2	30	273
F	4	3		2	3	5	2	1	1	5	1	5	4	3	1	2	41
M	6				2	15		3		2	6	7	1	15	1	13	71
Hispanic	10	3	2	2	5	20	2	4	2	7	7	12	5	18	2	15	112
F																	
M			1	1						1				1			4
M	3				3	3			2			1	1	3	1	1	18
NSPEC	3		1	1	3	3			2	1	1	1	1	4	1	1	22
F	10	11	2	7	8	11	13	5	2	15	6	17	7	20	3	17	154
M	23	7	0	0	10	53	3	23	14	19	11	37	5	58	2	41	306
Grand Total	33	18	2	7	18	64	16	28	16	34	17	54	12	78	5	58	460

NON-SUPERVISORY CITY WORKFORCE ETHNICITY/GENDER BY DEPARTMENT

Ethnic Grp	Gender	AIRPORTS	CAO	City Clerk	City Council	CMO/Mayor	DPU	FINANCE	FIRE	ISD	P&D	PARCS	PD	PSD	PW	RETIRE	TRANSP	Grand Total
AMIND	F		1			0	2			1		1	2					6
AMIND	M						4			1			4					16
AMIND Total			1			0	6			1		1	2	4				5
Asian	F	2	1			1	10	5				2	15	1	1	3	4	47
Asian	M	2	3				17	2	7	2	3	3	55	1	8	17		117
Asian Total		4	4			1	27	7	7	2	5	2	70	2	9	3	21	
Black	F	1	3	0			1	3	1	2	2	2	8	3	1			59
Black	M	1	3				24	3	12	1	4	3	37	7	7			146
Black Total		2	6	0			25	6	13	3	6	3	45	3	8			85
Caucasian	F	2	20	1		4	26	20	18	3	11	5	102	9	14	2	16	253
Caucasian	M	24	16			1	137	10	187	23	32	7	338	1	67	1	84	930
Caucasian Total		26	36	1		5	163	30	205	26	43	12	440	10	81	3	100	
Hispanic	F	14	20			2	26	34	5	3	15	8	113	9	16	2	40	310
Hispanic	M	18	23			1	193	10	64	7	14	23	271	1	113	0	162	905
Hispanic Total		32	43	2		3	219	44	69	10	29	31	384	10	129	2	202	
NSPEC	F	1	9	0		1	2	1	1	1	2	1	9	1	1	1	8	39
NSPEC	M	4	3			0	23	1	8	0	2	1	25	0	21	1	21	110
NSPEC Total		5	12	1		1	25	2	9	1	4	2	34	0	22	2	29	
Pacific	F		1						1				3					5
Pacific	M		1				3		2				4					12
Pacific Total			2				3		3				7					17
Grand Total	F	20	55	1	4	8	67	63	26	9	33	18	250	22	33	8	102	719
Grand Total	M	49	49	2	5	2	401	26	281	34	55	20	734	3	217	2	341	2236
Grand Total		69	104	3	9	10	468	89	307	43	88	38	984	25	250	10	443	2955