

EAST BAY REGIONAL PARK DISTRICT



HUMAN RESOURCES DIVISION

Interoffice Memorandum

DATE: September 15, 2014

TO: Workforce Diversity Committee (see distribution)

FROM: Sukari Beshears, Human Resources Manager

SUBJECT: Workforce Diversity – For Reporting Year Ending June 30, 2014

In accordance with the District's Equal Employment Opportunity Program, this report to the Workforce Diversity Committee covers the period of July 1, 2013 through June 30, 2014. The major topics in this report include a numerical breakdown of the reporting year's new hires, promotions, turnover rate, and analysis of the information provided.

REGULAR-STATUS NEW HIRES

The District hired 38 new regular-status (full and part-time) employees during the one-year reporting period. The breakdown is as follows: 30 males (79%); 8 females (21%); and of the total new hires, 7 (18%) are minorities. This represents a decrease of 15 as compared to 53 new hires last year. This also represents a decrease in the number of minorities hired from last year.

PROMOTIONS

A "promotion" is defined as an existing regular-status (full and part-time) District employee moving to a higher compensating position within the District. Accordingly, the District promoted 30 individuals as follows: 16 males (53%); 14 females (47%); and of the total promotions, 8 (27%) are minorities. This represents an increase in the number of females promoted from last year.

UPWARD MOBILITY

Temporary and Seasonal employees continue to be a significant resource from which to hire regular-status employees. Of the 38 new hires during the reporting period, 12 (32%) were temporary or seasonal employees. This group consisted of 11 males (92%); and 1 female (8%), and of the total, 2 (17%) are minorities.

TURNOVER

Historically the District has maintained a very low turnover rate as compared to other public agency turnover rates which have traditionally been between 10% and 12%. The District's turnover rate for this reporting period is 6.4%; representing a .9 % decrease from last year's 7.3%.

During the reporting period, 40 individuals separated from District employment during the year. Of the total employee separations during the reporting period, 27 (68%) of them were retirements. Of the non-retirement separations 10 were voluntary resignations, two were released from probation, and one was released following the interactive process where the District was unable to reasonably accommodate the injured employee's work restrictions.

SUMMARY

This year's statistics continue to reflect an overall positive pattern for demonstrating our commitment to Equal Employment Opportunity here at the District and providing all employees with a workplace where once employed, few want to leave. At the same time, certainly there are areas in which we can continue our efforts to improve and work towards a more fully inclusive workforce in all job categories.

Attachments

Distribution:

Director Doug Siden

Director Whitney Dotson

Director Ayn Wieskamp, Alternate

Robert E. Doyle, General Manager

Bismarck Blanco, Human Resources Analyst II

Quynh Truong, Human Resources Analyst II

Erika Corral, Human Resources Technician

Cliff Rocha, AFSCME President

Sabrina Pinell AFSCME

Rachel Reside, AFSCME

Allen Pulido, Clerk of the Board

EAST BAY REGIONAL PARK DISTRICT
WORKFORCE DIVERSITY REPORT - For Fiscal Year Ended 6/30/2014
Minority/Female Breakdown of Regular Workforce by Division/Department

DIVISION/DEPARTMENT	DEPT. #	TOTAL EMPLOYEES	NUMBER OF MINORITIES	PERCENT	NUMBER OF FEMALES	PERCENT
Executive & Legislative	2010	7	2	29%	5	71%
Human Resources	2210	9	6	67%	8	89%
Legal / Risk	2120, 2130	6	4	67%	3	50%
Finance & Management Services						
Administration	4110	2	0	0%	1	50%
Clerk of the Board	4120	2	2	100%	1	50%
Grants	4130	3	1	33%	2	67%
Finance	4140	18	6	33%	14	78%
Information Services	4150	6	2	33%	2	33%
Office Services	4160	6	3	50%	2	33%
Central Stores	4161	3	2	67%	1	33%
Finance & Mgmt Services Total		40	16	40%	23	58%
Operations						
Administration	5010	6	1	17%	4	67%
Park Operation Admin.	5110	4	0	0%	1	25%
Parks						
Interpretive Parks Unit	5160, 5161	33	8	24%	4	12%
Lakes Unit	5140, 5141	48	7	15%	10	21%
Parkland Unit	5120, 5121	41	8	20%	10	24%
Recreation Areas Unit	5130, 5131	39	13	33%	11	28%
Delta Unit	5170-5172	30	14	47%	2	7%
Shoreline Unit	5150, 5151	36	19	53%	11	31%
Interpretation & Recreation						
Administration	5210	4	1	25%	3	75%
Interpretive Services	5240, 5241	48	16	33%	27	56%
Recreation Services	5220, 5221	4	1	25%	2	50%
Reservations	5224	8	5	63%	7	88%
Parks Express	5225, 5226	3	1	33%	2	67%
Facilities	5227	7	2	29%	1	14%
Maintenance & Skilled Trades						
Administration	5910	5	1	20%	1	20%
Fleet Mgmt. & Equipment	5930, 5931	17	3	18%	1	6%
Public Works Admin	5940	3	1	33%	2	67%
Trades	5942	24	7	29%	1	4%
Sanitation	5943	6	1	17%	0	0%
Roads & Trails	5944	14	5	36%	1	7%
Water Utilities	5945	2	1	50%	0	0%
Operations Total		382	115	30%	101	26%

Minority/Female Breakdown of Regular Workforce by Division/Department

DIVISION/DEPARTMENT	DEPT. #	TOTAL EMPLOYEES	NUMBER OF MINORITIES	PERCENT	NUMBER OF FEMALES	PERCENT
Land						
Administration	6310	4	1	25%	3	75%
Environmental Programs	6350	3	1	33%	2	67%
Interagency Planning	6320	3	1	33%	1	33%
Land Acquisition	6330	5	1	20%	3	60%
Trails Development	6340	3	0	0%	1	33%
Land Total		18	4	22%	10	56%
Planning/Stewardship/Development						
Administration	7010	2	0	0%	2	100%
Design	7110, 7120	14	8	57%	7	50%
Construction	7130	12	1	8%	1	8%
Planning/Stewardship Admin.	7410, 7420	7	0	0%	3	43%
Grazing	7440	1	0	0%	0	0%
Integrated Pest Management	7450	2	0	0%	1	50%
GIS	7455	3	0	0%	2	67%
Water Management	7460	2	0	0%	1	50%
Fisheries Management	7465	2	0	0%	0	0%
Wildlife Management	7475	2	0	0%	0	0%
Planning/Stew/Dev Total		47	9	19%	17	36%
Public Affairs						
Public Affairs	3110	10	5	50%	7	70%
Environmental Graphics	3120	4	0	0%	2	50%
Exhibit Design	3121	2	1	50%	1	50%
Public Affairs Total		16	6	38%	10	63%
Public Safety (includes Seasonal Officers)						
Office of the Chief	8110	2	0	0%	1	50%
Public Safety Administration	8120	8	1	13%	5	63%
Communications & Records	8130	14	7	50%	12	86%
Helicopter Unit	8230	5	1	20%	0	0%
EBMUD JPA	8240	5	1	20%	1	20%
Detectives	8250	7	4	57%	2	29%
Special Enforcement	8260	7	1	14%	0	0%
Volunteers	8270	1	0	0%	1	100%
Police Field	8210	32	11	34%	1	3%
Fire Operations	8310	15	3	20%	2	13%
Lifeguard Services	8320	5	2	40%	1	20%
Public Safety Total		101	31	31%	26	26%
GRAND TOTALS		626	193	31%	203	32%

**EAST BAY REGIONAL PARK DISTRICT
 WORKFORCE DIVERSITY REPORT - For Fiscal Year Ended - 6/30/2014
 ETHNIC/GENDER BREAKDOWN OF REGULAR WORKFORCE
 BY EEOC JOB CATEGORY**

1 - Official/Admin		2 - Professional		3 - Technician		4 - Protect/Svcs		5 - Para/Prof		6 - Admin Support		7 - Skilled Craft		8 - Serv/Maint		TOTAL
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	

MALE

White	26	48%	30	39%	20	47%	34	67%	10	43%	5	6%	50	77%	117	50%	292
Black	0	0%	1	1%	2	5%	2	4%	0	0%	1	1%	2	3%	21	9%	29
Hispanic	4	7%	2	3%	1	2%	8	16%	1	4%	3	4%	7	11%	38	16%	64
Asian/NA	3	6%	6	8%	6	14%	3	6%	2	9%	1	1%	3	5%	11	5%	35
Total	33	61%	39	51%	29	67%	47	92%	13	57%	10	13%	62	95%	187	80%	420

FEMALE

White	15	28%	25	33%	11	26%	4	8%	8	35%	35	44%	3	5%	36	15%	137
Black	1	2%	0	0%	0	0%	0	0%	2	9%	14	18%	0	0%	2	1%	19
Hispanic	1	2%	3	4%	1	2%	0	0%	0	0%	12	15%	0	0%	9	4%	26
Asian/NA	4	7%	9	12%	2	5%	0	0%	0	0%	8	10%	0	0%	1	0%	24
Total	21	39%	37	49%	14	33%	4	8%	10	43%	69	87%	3	5%	48	20%	206

TOTALS

White	41	76%	55	72%	31	72%	38	75%	18	78%	40	51%	53	82%	153	65%	429
Black	1	2%	1	1%	2	5%	2	4%	2	9%	15	19%	2	3%	23	10%	48
Hispanic	5	9%	5	7%	2	5%	8	16%	1	4%	15	19%	7	11%	47	20%	90
Asian/NA	7	13%	15	20%	8	19%	3	6%	2	9%	9	11%	3	5%	12	5%	59
TOTALS	54	100%	76	100%	43	100%	51	100%	23	100%	79	100%	65	100%	235	100%	626

**EAST BAY REGIONAL PARK DISTRICT
WORKFORCE DIVERSITY REPORT – For Fiscal Year Ended 6/30/2014
Ethnic/Gender Breakdown Compared Over Time**

	06-30-2000	06-30-2005	6-30-2010	6-30-2011	6-30-2012	6-30-2013	6-30-2014	Two County Census	
MALE								2000	2010
White	42.5%	43.4%	44.0%	45.5%	45.8%	46.3%	46.6%	*	*
Black	4.3%	4.6%	5.7%	5.3%	5.0%	4.8%	4.6%	*	*
66.Hispanic	8.3%	9.2%	10.1%	9.8%	9.8%	9.9%	10.2%	*	*
Asian/NA	5.8%	4.8%	5.7%	5.6%	5.3%	5.4%	5.6%	*	*
Total	61.0%	62.1%	65.5%	66.2%	65.9%	66.3%	67.1%	49.0%	49.4%
FEMALE									
White	27.8%	18.9%	22.9%	22.5%	22.5%	22.1%	21.9%	*	*
Black	3.6%	2.9%	3.0%	3.1%	3.2%	3.3%	3.0%	*	*
Hispanic	4.1%	4.0%	4.6%	4.7%	4.5%	4.6%	4.2%	*	*
Asian/NA	3.2%	3.5%	4.0%	3.5%	3.9%	3.7%	3.8%	*	*
Total	38.9%	37.9%	34.5%	33.8%	34.1%	33.7%	32.9%	51.1%	50.6%
TOTALS									
White	70.4%	70.8%	66.9%	68%	68.3%	68.4%	68.5%	57.15%	50.8%
Black	7.9%	7.6%	8.7%	8.4%	8.2%	8.1%	7.7%	12.15%	10.95%
Hispanic	12.4%	13.2%	14.7%	14.5%	14.3%	14.5%	14.4%	18.35%	16.75%
Asian/NA	9.1%	8.4%	9.7%	9.1%	9.2%	9.1%	9.4%	16.8%	21.5%

*The Census does not provide data in these areas.