

EAST BAY REGIONAL PARK DISTRICT



HUMAN RESOURCES DIVISION

Interoffice Memorandum

DATE: September 28, 2015

TO: Workforce Diversity Committee (see distribution)

FROM: Sukari Beshears, Human Resources Manager

SUBJECT: Workforce Diversity – For Reporting Year Ending June 30, 2015

In accordance with the District's Equal Employment Opportunity Program, this report to the Workforce Diversity Committee covers the period of July 1, 2014 through June 30, 2015. The major topics in this report include a numerical breakdown of new hires, promotions, and turnover rate for the reporting year, along with analysis of the information provided.

REGULAR STATUS NEW HIRES

The District hired 56 new regular status employees (full and part-time) during the one-year reporting period. The breakdown is as follows: 29 males (52%), 27 females (48%). Of these new hires, 18 (32%) are minorities, reflecting a 157% increase from the 7 minorities hired last year.

PROMOTIONS

A "promotion" is defined as an existing regular status District employee (full and part-time) moving to a higher compensating position within the District. Accordingly, the District promoted 36 individuals as follows: 17 males (47%), 19 females (53%). Of these promotions, 12 (33%) are minorities. This is an increase of 35% in the number of females and a 50% increase in the number minorities 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 56 new hires during the reporting period, 28 (50%) were temporary or seasonal employees. This group consisted of 17 males (61%) and 11 females (39%). Of this group, 9 (32%) 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 7.3%; a 14 % increase from last year's 6.4%.

During the reporting period, 47 individuals separated from District employment. Of the total employee separations, 33 (70%) were retirements, 13 were voluntary resignations, and one employee was terminated for cause.

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 inclusive workforce in all job categories.

Attachments

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