

EAST BAY REGIONAL PARK DISTRICT



HUMAN RESOURCES DEPARTMENT

Interoffice Memorandum

DATE: October 25, 2016
TO: Workforce Diversity Committee (see distribution)
FROM: Sukari Beshears, Human Resources Manager
SUBJECT: Workforce Diversity – For Reporting Year Ending June 30, 2016

In accordance with the District's Equal Employment Opportunity Program, this report to the Workforce Diversity Committee covers the period of July 1, 2015 through June 30, 2016. 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 65 new regular status employees (full and part-time) during the one-year reporting period. The breakdown is as follows: 41 males (63%), 24 females (37%). Of these new hires, 23 (35%) are minorities, reflecting a 28% increase from the 18 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 41 individuals as follows: 24 males (59%), 17 females (41%). Of these promotions, nine (22%) are minorities. Overall, there was an increase in promotions by 13%.

UPWARD MOBILITY

Temporary and Seasonal employees continue to be a significant resource from which to hire regular status employees. Of the 65 new hires during the reporting period, 29 (45%) were temporary or seasonal employees. This group consisted of 16 males (55%) and 13 females (45%). Of this group, 11 (38%) 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 8.5%; a 16% increase from last year's 7.3%.

During the reporting period, 55 individuals separated from District employment. Of the total employee separations, 27 (49%) were retirements, 22 (40%) were voluntary resignations, and six (11%) employees were terminated for cause.

SUMMARY

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

Attachments

Distribution:

Director Doug Siden

Director Whitney Dotson

Director Dennis Waespi, Alternate

Robert E. Doyle, General Manager

Ana Alvarez, Deputy General Manager

Leonard Bellow, Human Resources Analyst II

Bismarck Blanco, Human Resources Analyst II

Quynh Truong, Human Resources Analyst II

Erika Corral, Human Resources Technician

Mark Pearson, AFSCME President

Philip Coffin, AFSCME

Kathleen Hornbeck, AFSCME

Yolanda Barial Knight, Clerk of the Board

EAST BAY REGIONAL PARK DISTRICT
WORKFORCE DIVERSITY REPORT - For Fiscal Year Ended 6/30/2016
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	8	5	63%	6	75%
Human Resources	2210	9	9	100%	7	78%
Legal / Risk	2120, 2130	5	4	80%	4	80%
Finance & Management Services						
Administration	4110	4	1	25%	2	50%
Clerk of the Board	4120	2	1	50%	2	100%
Grants	4130	4	3	75%	3	75%
Finance	4140	17	7	41%	14	82%
Information Services	4150	6	1	17%	2	33%
Office Services	4160	6	3	50%	2	33%
Central Stores	4161	3	2	67%	1	33%
Finance & Mgmt Services Total		42	18	43%	26	62%
Operations						
Administration	5010	4	2	50%	3	75%
Park Operation Admin.	5110	1	0	0%	0	0%
Parks						
Interpretive Parks Unit	5160, 5161	39	12	31%	4	10%
Lakes Unit	5140, 5141	56	12	21%	15	27%
Parkland Unit	5120, 5121	43	10	23%	8	19%
Recreation Areas Unit	5130, 5131	38	12	32%	10	26%
Delta Unit	5170-5172	31	16	52%	2	6%
Shoreline Unit	5150, 5151	38	19	50%	12	32%
Interpretation & Recreation						
Administration and Business Services	5210, 5320	6	1	17%	5	83%
Interpretive Services	5228, 5240, 5241	49	13	27%	29	59%
Recreation Services	5221, 5245	5	1	20%	3	60%
Reservations	5324	7	5	71%	7	100%
Parks Express	5246	2	0	0%	2	100%
Facilities	5327	6	2	33%	1	17%
Maintenance & Skilled Trades						
Administration	5910	5	1	20%	1	20%
Fleet Mgmt. & Equipment	5930, 5931	17	3	18%	1	6%
Public Works Admin	5940	4	1	25%	2	50%
Trades	5942	24	7	29%	0	0%
Sanitation	5943	6	1	17%	0	0%
Roads & Trails	5944	14	5	36%	1	7%
Water Utilities	5945	3	1	33%	0	0%
Operations Total		398	124	31%	106	27%

Minority/Female Breakdown of Regular Workforce by Division/Department

DIVISION/DEPARTMENT	DEPT. #	TOTAL EMPLOYEES	NUMBER OF MINORITIES	PERCENT	NUMBER OF FEMALES	PERCENT
Acquisition, Stewardship & Development						
Administration	7010	4	1	25%	2	50%
Design & Construction Department	7110	2	1	50%	1	50%
Design Unit	7120	7	3	43%	4	57%
Construction/Survey Unit	7130	10	1	10%	1	10%
Project Management Unit	7140	2	0	0%	0	0%
Planning/GIS Department	7320	2	1	50%	1	50%
Advanced Planning Unit	7321	2	0	0%	1	50%
Current Planning Unit	7322	4	0	0%	3	75%
GIS Service Unit	7324	5	1	20%	3	60%
Land Acquisition Department	7330	6	1	17%	4	67%
Trails Development Department	7340	3	0	0%	1	33%
Environmental Programs Department	7350	2	2	100%	1	50%
Stewardship Department	7420	3	0	0%	2	67%
Wildlife Management Unit	7430	3	0	0%	1	33%
Wildland Management Unit	7440	3	0	0%	2	67%
Fisheries Management Unit	7465	1	0	0%	0	0%
Environmental Services Unit	7480	1	0	0%	0	0%
IPM Unit	7481	2	0	0%	1	50%
Water Management Unit	7482	2	0	0%	1	50%
ASD Total		64	11	17%	29	45%
Public Affairs						
Public Affairs	3110	12	6	50%	9	75%
Environmental Graphics	3120	4	0	0%	2	50%
Exhibit Design	3121	2	1	50%	0	0%
Public Affairs Total		18	7	39%	11	61%
Public Safety (includes Seasonal Officers)						
Office of the Chief	8110	2	0	0%	1	50%
Public Safety Administration	8120	7	0	0%	3	43%
Communications & Records	8130	16	7	44%	13	81%
Helicopter Unit	8230	4	1	25%	0	0%
EBMUD JPA	8240	5	1	20%	1	20%
Detectives	8250	6	2	33%	2	33%
Special Enforcement	8260	6	0	0%	0	0%
Volunteers	8270	1	0	0%	1	100%
Police Field	8210	37	13	35%	5	14%
Fire Operations	8310	16	3	19%	3	19%
Lifeguard Services	8320	6	2	33%	1	17%
Public Safety Total		106	29	27%	30	28%
GRAND TOTALS		650	207	32%	219	34%

**EAST BAY REGIONAL PARK DISTRICT
 WORKFORCE DIVERSITY REPORT - For Fiscal Year Ended - 6/30/2016
 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	30	48%	28	34%	19	50%	35	64%	9	41%	5	7%	47	73%	125	50%	298
Black	1	2%	0	0%	2	5%	2	4%	0	0%	1	1%	2	3%	21	8%	29
Hispanic	4	6%	1	1%	1	3%	9	16%	1	5%	2	3%	7	11%	43	17%	68
Asian/NA	5	8%	3	4%	5	13%	2	4%	1	5%	3	4%	5	8%	11	4%	35
Two+	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	1
Total	40	63%	32	39%	27	71%	48	87%	11	50%	11	14%	62	97%	200	80%	431

FEMALE

White	15	24%	35	42%	7	18%	7	13%	9	41%	34	45%	2	3%	36	14%	145
Black	3	5%	0	0%	0	0%	0	0%	2	9%	13	17%	0	0%	1	0%	19
Hispanic	2	3%	5	6%	1	3%	0	0%	0	0%	11	14%	0	0%	11	4%	30
Asian/NA	3	5%	11	13%	3	8%	0	0%	0	0%	5	7%	0	0%	1	0%	23
Two+	0	0%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	2
Total	23	37%	51	61%	11	29%	7	13%	11	50%	65	86%	2	3%	49	20%	219

TOTALS

White	45	71%	63	76%	26	68%	42	76%	18	82%	39	51%	49	77%	161	65%	443
Black	4	6%	0	0%	2	5%	2	4%	2	9%	14	18%	2	3%	22	9%	48
Hispanic	6	10%	6	7%	2	5%	9	16%	1	5%	13	17%	7	11%	54	22%	98
Asian/NA	8	13%	14	17%	8	21%	2	4%	1	5%	8	11%	5	8%	12	5%	58
Two+	0	0%	0	0%	0	0%	0	0%	0	0%	2	3%	1	2%	0	0%	3
TOTALS	63	100%	83	100%	38	100%	55	100%	22	100%	76	100%	64	100%	249	100%	650

EAST BAY REGIONAL PARK DISTRICT
WORKFORCE DIVERSITY REPORT – For Fiscal Year Ended 6/30/2016
Ethnic/Gender Breakdown Compared Over Time

	6-30-2010	6-30-2011	6-30-2012	6-30-2013	6-30-2014	6-30-2015	6-30-2016	Two County Census	
MALE								2000	2010
White	44.0%	45.5%	45.8%	46.3%	46.6%	46.3%	45.8%	*	*
Black	5.7%	5.3%	5.0%	4.8%	4.6%	4.4%	4.5%	*	*
Hispanic	10.1%	9.8%	9.8%	9.9%	10.2%	10.2%	10.5%	*	*
Asian/NA	5.7%	5.6%	5.3%	5.4%	5.6%	5.5%	5.4%	*	*
Two+	N/A	N/A	N/A	N/A	N/A	N/A	0.2%	*	*
Total	65.5%	66.2%	65.9%	66.3%	67.1%	66.4%	66.3%	49.0%	49.4%
FEMALE									
White	22.9%	22.5%	22.5%	22.1%	21.9%	22.0%	22.3%	*	*
Black	3.0%	3.1%	3.2%	3.3%	3.0%	3.3%	2.9%	*	*
Hispanic	4.6%	4.7%	4.5%	4.6%	4.2%	4.4%	4.6%	*	*
Asian/NA	4.0%	3.5%	3.9%	3.7%	3.8%	3.9%	3.5%	*	*
Two+	N/A	N/A	N/A	N/A	N/A	N/A	0.3%	*	*
Total	34.5%	33.8%	34.1%	33.7%	32.9%	33.6%	33.7%	51.1%	50.6%
TOTALS									
White	66.9%	68%	68.3%	68.4%	68.5%	68.3%	68.1%	57.15%	50.8%
Black	8.7%	8.4%	8.2%	8.1%	7.7%	7.7%	7.4%	12.15%	10.95%
Hispanic	14.7%	14.5%	14.3%	14.5%	14.4%	14.6%	15.1%	18.35%	16.75%
Asian/NA	9.7%	9.1%	9.2%	9.1%	9.4%	9.4%	8.9%	16.8%	21.5%
Two+	N/A	N/A	N/A	N/A	N/A	N/A	0.5%	N/A	N/A

*The Census does not provide data in these areas.