

EAST BAY REGIONAL PARK DISTRICT



HUMAN RESOURCES DEPARTMENT

Interoffice Memorandum

DATE: October 12, 2017
TO: Workforce Diversity Committee (see distribution)
FROM: Susan Gonzales, Interim Human Resources Manager
SUBJECT: Workforce Diversity – For Reporting Year Ending June 30, 2017

In accordance with the Park District's Equal Employment Opportunity Program, this report to the Workforce Diversity Committee covers the period of July 1, 2016 through June 30, 2017. 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.

This year's statistics continue to reflect an overall positive pattern for demonstrating the Park District's commitment to Equal Employment Opportunity to 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.

REGULAR STATUS NEW HIRES

The Park District hired 70 new regular status employees (full and part-time) during the one-year reporting period. The breakdown is as follows: 32 males (46%), and 38 females (54%). Of these new hires, 17 (24%) have self-identified as belonging to a racial group determined by the Equal Employment Opportunity Commission as a "protected class" (see Section D of the 2017 EEO-4 form). In review of the hiring statistics over the last ten years, the percentage of females hired has ranged from 21% (2014) to 54% (2017), and the percentage of self-identified minorities has ranged from 13% (2011) to 35% (2016).

PROMOTIONS

A "promotion" is defined as an existing regular status Park District employee (full and part-time) moving to a higher compensating position within the Park District. Accordingly, the Park District promoted 36 individuals as follows: 27 males (75%), and 9 females (25%). Of these promotions, 8 (22%) are self-identified minorities. Overall, there was a decrease in promotions from 12% from last year.

UPWARD MOBILITY

Temporary and Seasonal employees continue to be a significant resource from which to hire regular status employees. Of the 70 new hires during the reporting period, 19 (27%) were temporary or seasonal employees. This group consisted of 8 males (42%), and 11 females (58%). Of this group, 5 (26%) are self-identified minorities.

TURNOVER

Historically the Park 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 Park District's turnover rate for this reporting period is 8.13%; a 4.3% decrease from last year's 8.5%.

During the reporting period, 54 individuals separated from Park District employment. Of the total employee separations, 30 (56%) were retirements, 16 (30%) were voluntary resignations, and 8 (15%) employees were terminated for cause.

Attachments:

Section D of 2017 EEO-4 form detailing Race/Ethnic Categories

Minority/Female Breakdown of Regular Workforce by Division/Department

Race & Ethnicity/Gender Breakdown of Regular Workforce by EEOC Job Category

Race & Ethnicity/Gender Breakdown Compared Over Time

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