

## WORKFORCE ANALYSIS BY SWORN PERSONNEL

The following is an analysis of the sworn (uniformed) personnel working in the Police and Fire Departments. This data only depicts sworn (uniformed) personnel; it does not include those positions which are classified as Officers and Managers and Professionals. These job classifications are illustrated separately from other job classifications due to the unique hiring opportunities and job requirements.

Table 9 shows the total minority representation for sworn (uniformed) personnel working in the Fire and Police Departments. The total minority representation for the Fire Department is 44.0 percent and 47.0 percent for the Police Department. Table 10 illustrates the representation of sworn (uniformed) officers by gender. In 1995, the female representation increased one percent in both the Fire and Police Departments.

**TABLE 9**  
**Racial/Ethnic Representation by Sworn (Uniformed) Personnel**

| JOB CATEGORIES | TOTAL UNIFORM EMPLOYEES | WHITE        | BLACK        | HISPANIC     | ASIAN      | FILIPINO   | NATIVE AMERICAN |
|----------------|-------------------------|--------------|--------------|--------------|------------|------------|-----------------|
| FIRE SWORN     | 100%<br>(419)           | 56%<br>(236) | 30%<br>(128) | 8%<br>(33)   | 3%<br>(13) | 2%<br>(7)  | 1%<br>(2)       |
| POLICE SWORN   | 100%<br>(639)           | 53%<br>(341) | 26%<br>(170) | 11%<br>(68)  | 7%<br>(43) | 2%<br>(13) | 1%<br>(4)       |
| TOTAL SWORN    | 100%<br>(1058)          | 55%<br>(577) | 28%<br>(298) | 10%<br>(101) | 5%<br>(56) | 2%<br>(20) | 0%<br>(6)       |

**TABLE 10**  
**Gender Representation by Sworn (Uniformed) Personnel**

| JOB CATEGORIES | TOTAL UNIFORM EMPLOYEES | MALE         | FEMALE      |
|----------------|-------------------------|--------------|-------------|
| FIRE SWORN     | 100%<br>(419)           | 92%<br>(386) | 8%<br>(33)  |
| POLICE SWORN   | 100%<br>(639)           | 90%<br>(578) | 10%<br>(61) |
| TOTAL SWORN    | 100%<br>(1058)          | 91%<br>(964) | 9%<br>(94)  |

1996

## WORKFORCE ANALYSIS BY SWORN PERSONNEL

The following is an analysis of the sworn (uniformed) personnel working in the Police and Fire Departments. This data does not include those positions, which are classified as Officers and Managers and Professionals. These job classifications are illustrated separately from other job classifications due to the unique hiring opportunities and job requirements.

Table 9 shows the total minority representation for sworn (uniformed) personnel working in the Fire and Police Departments. The total minority representation for the Fire Department is 45.4% and 48.2% for the Police Department. Table 10 illustrates the representation of sworn (uniformed) officers by gender.

**TABLE 9**

### RACIAL/ETHNIC REPRESENTATION BY SWORN (UNIFORMED ) PERSONNEL

| Job Categories | White        | Black        | Hispanic     | Asian      | Filipino   | Native American | Total Uniformed Employees |
|----------------|--------------|--------------|--------------|------------|------------|-----------------|---------------------------|
| Fire Sworn     | 54.6%<br>226 | 30.7%<br>127 | 9.4%<br>39   | 3.1%<br>13 | 1.7%<br>7  | 0.5%<br>2       | 100.0%<br>414             |
| Police Sworn   | 51.8%<br>315 | 26.3%<br>160 | 11.3%<br>69  | 7.7%<br>47 | 2.1%<br>13 | 0.7%<br>4       | 100.0%<br>608             |
| Total Sworn    | 52.9%<br>541 | 28.1%<br>287 | 10.6%<br>108 | 5.9%<br>60 | 2.0%<br>20 | 0.6%<br>6       | 100.0%<br>1,022.00        |

**TABLE 10**

### GENDER REPRESENTATION BY SWORN (UNIFORMED) PERSONNEL

| Job Categories | Male         | Female     | Total Uniformed Employees |
|----------------|--------------|------------|---------------------------|
| Fire Sworn     | 92.3%<br>382 | 7.7%<br>32 | 100.0%<br>414             |
| Police Sworn   | 91.0%<br>553 | 9.0%<br>55 | 100.0%<br>608             |
| Total Sworn    | 91.5%<br>935 | 8.5%<br>87 | 100.0%<br>1,022           |

1997

Table 7

**FEMALE SWORN (UNIFORMED) REPRESENTATION**

| Job Categories | White    | Black    | Hispanic | Asian   | Filipino | Native American | TOTAL FEMALE | TOTAL MALE | TOTAL         |
|----------------|----------|----------|----------|---------|----------|-----------------|--------------|------------|---------------|
|                | %<br>#   | %<br>#   | %<br>#   | %<br>#  | %<br>#   | %<br>#          | %<br>#       | %<br>#     | %<br>#        |
| Fire Sworn     | 4%<br>17 | 3%<br>11 | 1%<br>3  | 0%<br>  | 0%<br>   | 0%<br>          | 8%<br>31     | 92%<br>380 | 100%<br>411   |
| Police Sworn   | 4%<br>27 | 4%<br>22 | 1%<br>4  | 1%<br>4 | 0%<br>   | 0%<br>1         | 9%<br>58     | 91%<br>563 | 100%<br>621   |
| Total Sworn    | 4%<br>44 | 3%<br>33 | 1%<br>7  | 0%<br>4 | 0%<br>0  | 0%<br>1         | 9%<br>89     | 91%<br>943 | 100%<br>1,032 |

Table 8

**MALE SWORN (UNIFORMED) REPRESENTATION**

| Job Categories | White      | Black      | Hispanic   | Asian    | Filipino | Native American | TOTAL MALE | TOTAL FEMALE | TOTAL         |
|----------------|------------|------------|------------|----------|----------|-----------------|------------|--------------|---------------|
|                | %<br>#     | %<br>#     | %<br>#     | %<br>#   | %<br>#   | %<br>#          | %<br>#     | %<br>#       | %<br>#        |
| Fire Sworn     | 49%<br>200 | 29%<br>119 | 10%<br>40  | 3%<br>12 | 2%<br>7  | 0%<br>2         | 92%<br>380 | 8%<br>31     | 100%<br>411   |
| Police Sworn   | 45%<br>277 | 22%<br>137 | 13%<br>83  | 8%<br>49 | 2%<br>14 | 0%<br>3         | 91%<br>563 | 9%<br>58     | 100%<br>621   |
| Total Sworn    | 46%<br>477 | 25%<br>256 | 12%<br>123 | 6%<br>61 | 2%<br>21 | 0%<br>5         | 91%<br>943 | 9%<br>89     | 100%<br>1,032 |

Note 1: % - Percent of sworn total

Note 2: # - Actual number



Table 6

**FEMALE SWORN (UNIFORMED) REPRESENTATION**

| Job Categories | White    | Black    | Hispanic | Asian   | Filipino | Native American | TOTAL FEMALE | TOTAL MALE   | TOTAL         |
|----------------|----------|----------|----------|---------|----------|-----------------|--------------|--------------|---------------|
|                | %<br>#   | %<br>#   | %<br>#   | %<br>#  | %<br>#   | %<br>#          | %<br>#       | %<br>#       | %<br>#        |
| Fire Sworn     | 4%<br>20 | 3%<br>12 | 1%<br>3  | 0%<br>0 | 0%<br>0  | 0%<br>0         | 8%<br>35     | 92%<br>416   | 100%<br>451   |
| Police Sworn   | 4%<br>26 | 4%<br>23 | 1%<br>6  | 1%<br>5 | 0%<br>1  | 0%<br>0         | 9%<br>61     | 91%<br>589   | 100%<br>650   |
| Total Sworn    | 4%<br>46 | 3%<br>35 | 1%<br>9  | 0%<br>5 | 0%<br>1  | 0%<br>0         | 9%<br>96     | 91%<br>1,005 | 100%<br>1,101 |

Table 7

**MALE SWORN (UNIFORMED) REPRESENTATION**

| Job Categories | White      | Black      | Hispanic   | Asian    | Filipino | Native American | TOTAL MALE   | TOTAL FEMALE | TOTAL         |
|----------------|------------|------------|------------|----------|----------|-----------------|--------------|--------------|---------------|
|                | %<br>#     | %<br>#     | %<br>#     | %<br>#   | %<br>#   | %<br>#          | %<br>#       | %<br>#       | %<br>#        |
| Fire Sworn     | 46%<br>208 | 30%<br>134 | 10%<br>46  | 4%<br>17 | 2%<br>9  | 0%<br>2         | 92%<br>416   | 8%<br>35     | 100%<br>451   |
| Police Sworn   | 43%<br>277 | 23%<br>148 | 14%<br>94  | 8%<br>52 | 2%<br>15 | 0%<br>3         | 91%<br>589   | 9%<br>61     | 100%<br>650   |
| Total Sworn    | 44%<br>485 | 26%<br>282 | 13%<br>140 | 6%<br>69 | 2%<br>24 | 0%<br>5         | 91%<br>1,005 | 9%<br>96     | 100%<br>1,101 |

Note 1: % - Percent of sworn total

Note 2: # - Actual number

1998

## RESIDENCY BY DEPARTMENT

| DEPARTMENT                         | CITYWIDE TOTAL<br>BY DEPARTMENT |                         | RESIDENTS<br>BY DEPARTMENT |                         |
|------------------------------------|---------------------------------|-------------------------|----------------------------|-------------------------|
|                                    | % <small>Note 1</small>         | # <small>Note 2</small> | % <small>Note 3</small>    | # <small>Note 4</small> |
| Mayor                              | 0.4%                            | 15                      | 86.7%                      | 13                      |
| City Council                       | 0.9%                            | 31                      | 87.1%                      | 27                      |
| City Manager                       | 0.9%                            | 33                      | 72.7%                      | 24                      |
| City Clerk                         | 0.4%                            | 15                      | 53.3%                      | 8                       |
| City Attorney                      | 1.6%                            | 55                      | 43.6%                      | 24                      |
| OPRM-Personnel                     | 1.2%                            | 41                      | 39.0%                      | 16                      |
| City Auditor                       | 0.2%                            | 8                       | 12.5%                      | 1                       |
| Finance                            | 4.0%                            | 140                     | 50.7%                      | 71                      |
| Retirement                         | 0.4%                            | 13                      | 46.2%                      | 6                       |
| Police-Civilian                    | 12.4%                           | 437                     | 38.0%                      | 166                     |
| Police-Sworn                       | 18.4%                           | 650                     | 13.5%                      | 88                      |
| Fire-Civilian                      | 2.0%                            | 70                      | 52.9%                      | 37                      |
| Fire-Sworn                         | 12.7%                           | 448                     | 28.3%                      | 127                     |
| OPW - Public Works                 | 17.7%                           | 625                     | 59.0%                      | 369                     |
| CEDA                               | 8.6%                            | 304                     | 50.0%                      | 152                     |
| OIT                                | 2.1%                            | 74                      | 27.0%                      | 20                      |
| Parks & Recreation                 | 5.8%                            | 205                     | 61.0%                      | 125                     |
| Library                            | 4.1%                            | 146                     | 54.8%                      | 80                      |
| Museum                             | 1.2%                            | 44                      | 43.2%                      | 19                      |
| OHHS                               | 3.6%                            | 126                     | 64.3%                      | 81                      |
| ASA & Life Enrch.<br>Dirc. & Staff | 0.1%                            | 3                       | 66.7%                      | 2                       |
| Ofc on Aging                       | 1.3%                            | 47                      | 40.4%                      | 19                      |
| <b>TOTAL</b>                       | <b>100%</b>                     | <b>3,530</b>            | <b>n/a</b>                 | <b>1,475</b>            |

Note 1: % Citywide total by department

Note 2: # Citywide total by department

Note 3: % Residents in department

Note 4: # Residents in department



TABLE 4

## 1999 SWORN (UNIFORMED) REPRESENTATION

| Job<br>Categories | White      |          | Black      |          | Hispanic  |         | Asian    |         | Filipino |         | Native<br>American |         | TOTAL      |           | GRAND<br>TOTAL |
|-------------------|------------|----------|------------|----------|-----------|---------|----------|---------|----------|---------|--------------------|---------|------------|-----------|----------------|
|                   | Male       | Female   | Male       | Female   | Male      | Female  | Male     | Female  | Male     | Female  | Male               | Female  | Male       | Female    |                |
|                   | %          | Note 1   | %          |          | %         |         | %        |         | %        |         | %                  | %       | %          | %         |                |
|                   | #          | Note 2   | #          |          | #         |         | #        |         | #        |         | #                  | #       | #          | #         |                |
| Fire<br>Sworn     | 45%<br>214 | 5%<br>24 | 28%<br>135 | 3%<br>12 | 11%<br>53 | 1%<br>3 | 4%<br>19 | 0%<br>1 | 2%<br>10 | 0%<br>0 | 1%<br>3            | 0%<br>0 | 92%<br>434 | 8%<br>40  | 100%<br>474    |
| Police<br>Sworn   | 42%<br>284 | 4%<br>29 | 23%<br>153 | 4%<br>25 | 14%<br>98 | 1%<br>7 | 9%<br>59 | 1%<br>4 | 2%<br>16 | 0%<br>0 | 0%<br>2            | 0%<br>1 | 90%<br>612 | 10%<br>66 | 100%<br>678    |

|                |            |          |            |          |            |          |          |         |          |         |         |         |              |           |               |
|----------------|------------|----------|------------|----------|------------|----------|----------|---------|----------|---------|---------|---------|--------------|-----------|---------------|
| Total<br>Sworn | 43%<br>498 | 5%<br>53 | 25%<br>288 | 3%<br>37 | 13%<br>151 | 1%<br>10 | 7%<br>78 | 0%<br>5 | 2%<br>26 | 0%<br>0 | 0%<br>5 | 0%<br>1 | 91%<br>1,046 | 9%<br>106 | 100%<br>1,152 |
|----------------|------------|----------|------------|----------|------------|----------|----------|---------|----------|---------|---------|---------|--------------|-----------|---------------|

Note 1: % - Percent of sworn total

Note 2: # - Actual number

Data as of 11-12-99

TABLE 9

## 1999 RESIDENCY BY DEPARTMENT

| DEPARTMENT                         | CITYWIDE TOTAL<br>BY DEPARTMENT |                         | RESIDENTS<br>BY DEPARTMENT       |                         |
|------------------------------------|---------------------------------|-------------------------|----------------------------------|-------------------------|
|                                    | % <small>Note 1</small>         | # <small>Note 2</small> | % <small>Note 3</small>          | # <small>Note 4</small> |
| Mayor                              | 0.4%                            | 13                      | 69.2%                            | 9                       |
| City Council                       | 0.8%                            | 29                      | 86.2%                            | 25                      |
| City Manager                       | 1.4%                            | 50                      | 68.0%                            | 34                      |
| City Clerk                         | 0.3%                            | 12                      | 66.7%                            | 8                       |
| City Attorney                      | 1.8%                            | 62                      | 45.2%                            | 28                      |
| OPRM-Personnel                     | 1.3%                            | 46                      | 37.0%                            | 17                      |
| City Auditor                       | 0.3%                            | 9                       | 22.2%                            | 2                       |
| Finance                            | 4.6%                            | 160                     | 51.3%                            | 82                      |
| Retirement                         | 0.4%                            | 14                      | 50.0%                            | 7                       |
| Police-Civilian                    | 11.2%                           | 392                     | 37.8%                            | 148                     |
| Police-Sworn                       | 19.5%                           | 678                     | 13.1%                            | 89                      |
| Fire-Civilian                      | 1.9%                            | 67                      | 53.7%                            | 36                      |
| Fire-Sworn                         | 13.6%                           | 474                     | 28.7%                            | 136                     |
| OPW - Public Works                 | 16.2%                           | 565                     | 57.9%                            | 327                     |
| CEDA                               | 8.6%                            | 299                     | 51.8%                            | 155                     |
| OIT                                | 2.0%                            | 70                      | 28.6%                            | 20                      |
| Parks & Recreation                 | 5.5%                            | 191                     | 62.3%                            | 119                     |
| Library                            | 3.8%                            | 131                     | 53.4%                            | 70                      |
| Museum                             | 1.3%                            | 46                      | 43.5%                            | 20                      |
| OHHS                               | 3.8%                            | 132                     | 63.6%                            | 84                      |
| ASA & Life Enrch.<br>Dirc. & Staff | 0.1%                            | 4                       | 50.0%                            | 2                       |
| Ofc on Aging                       | 1.2%                            | 41                      | 41.5%                            | 17                      |
| <b>TOTAL</b>                       | <b>100%</b>                     | <b>3,485</b>            | <b>41%</b> <small>Note 5</small> | <b>1,435</b>            |

Note 1: % Citywide total by department

Data as of 11-12-99

Note 2: # Citywide total by department

Note 3: % Residents in department

Note 4: # Residents in department

Note 5: % Residents of total employees



## WORKFORCE ANALYSIS BY DEPARTMENT

The racial/ethnic and gender breakdown of the City's workforce by department is shown in Tables 3 and 3A. The departments with the least gender diversity are the Office of the City Clerk (100% female), Office of Health and Human Services (90.1% female), Cultural Arts (81.8% female), Public Works Agency (81.1% male), City Auditor (80% male), Police Department – Civilian (79.5% Female), Fire Department – Civilian (77.8% Female), Office of Personnel (72.0% female), Library (71.1% female), Office on Aging (70.7% female), Parks and Recreation (69.1% male) and Office of the City Attorney (66.7% female). The departments with the least racial diversity are the Office of the City Clerk (60% Black), Office of Parks and Recreation (57.1% Black), Public Works Agency (54.7% Black), Financial Services Agency (53.9% Black) Office of Health and Human Services (53.8% Black), Fire Department – Civilian (52.8% Black), Office on Aging (51.2% Black), and Office of the Mayor (50.0% White).

**TABLE 4 - 2001 SWORN (UNIFORMED) REPRESENTATION** (Actual # of Employees)<sup>6</sup>

| Job Category          | White |    | Black |    | Hispanic |    | Asian |   | Native American |   | TOTAL |     | Grand Total |
|-----------------------|-------|----|-------|----|----------|----|-------|---|-----------------|---|-------|-----|-------------|
|                       | M     | F  | M     | F  | M        | F  | M     | F | M               | F | M     | F   |             |
| Fire                  | 215   | 23 | 137   | 12 | 58       | 2  | 35    | 4 | 3               | 0 | 448   | 41  | 489         |
| Police                | 306   | 39 | 164   | 28 | 111      | 10 | 90    | 5 | 3               | 1 | 674   | 83  | 757         |
| Correctional Officers | 9     | 1  | 37    | 14 | 3        | 3  | 8     | 0 | 0               | 0 | 57    | 18  | 75          |
| Total Sworn           | 530   | 63 | 338   | 54 | 172      | 15 | 133   | 9 | 6               | 1 | 1179  | 142 | 1321        |

(Full-Time Sworn Personnel)

**TABLE 4A - 2001 SWORN (UNIFORMED) REPRESENTATION** (% of Employees)

| Job Category          | White |      | Black |       | Hispanic |      | Asian |      | Native American |      | Total |       |
|-----------------------|-------|------|-------|-------|----------|------|-------|------|-----------------|------|-------|-------|
|                       | M     | F    | M     | F     | M        | F    | M     | F    | M               | F    | M     | F     |
| Fire                  | 44.0% | 4.7% | 28.0% | 2.5%  | 11.9%    | 0.4% | 7.1%  | 0.8% | 0.6%            | 0.0% | 91.6% | 8.4%  |
| Police                | 40.4% | 5.2% | 21.7% | 3.7%  | 14.7%    | 1.3% | 11.9% | 0.7% | 0.4%            | 0.1% | 88.4% | 11.6% |
| Correctional Officers | 12.0% | 1.3% | 49.3% | 18.7% | 4.0%     | 4.0% | 10.7% | 0.0% | 0.0%            | 0.0% | 76.0% | 24.0% |
| Sworn Employees %     | 40.1% | 4.8% | 25.6% | 4.1%  | 13.0%    | 1.1% | 10.1% | 0.7% | 0.5%            | 0.0% | 89.3% | 10.7% |

(Full-Time Sworn Personnel)

<sup>6</sup> Raw statistical data on the municipal workforce provided by the Office of Personnel.



## WORKFORCE ANALYSIS BY SWORN PERSONNEL

Tables 4 and 4A present an analysis of sworn (uniformed) personnel working in the Police and Fire Departments, and in Protective Services (correctional officers). These job classifications are illustrated separately from the regular sworn category due to the unique hiring opportunities and job requirements. The Fire Department has the least diversity with respect to Asian representation and both the Police and Fire Departments are 88% or more male. Minority representation for sworn police and fire is at 55.1%.

**TABLE 5 - POLICE UNIFORM REPRESENTATION BY JOB TITLE <sup>7</sup>**

| Job Title       | White |    | Black |    | Hispanic |    | Asian |   | Native American |   | Total |    |
|-----------------|-------|----|-------|----|----------|----|-------|---|-----------------|---|-------|----|
|                 | M     | F  | M     | F  | M        | F  | M     | F | M               | F | M     | F  |
| Police Chiefs   | 2     | 0  | 2     | 0  | 0        | 0  | 0     | 0 | 0               | 0 | 4     | 0  |
| Captains        | 3     | 0  | 1     | 0  | 1        | 0  | 4     | 0 | 0               | 0 | 9     | 0  |
| Lieutenants     | 13    | 0  | 13    | 1  | 0        | 0  | 0     | 0 | 0               | 0 | 26    | 1  |
| Sergeants       | 53    | 3  | 28    | 2  | 21       | 2  | 13    | 0 | 1               | 1 | 116   | 8  |
| Police Officers | 229   | 36 | 119   | 23 | 88       | 8  | 72    | 5 | 2               | 0 | 510   | 72 |
| Rangers         | 6     | 0  | 1     | 2  | 1        | 0  | 1     | 0 | 0               | 0 | 9     | 2  |
| Totals          | 306   | 39 | 164   | 28 | 111      | 10 | 90    | 5 | 3               | 1 | 674   | 83 |

Table 5 shows that males, identified as African American/Black and Caucasian/White, comprise the majority of command positions in the Police Department, except for the rank of Captain where Asian males constitute 44.4% of these positions and Hispanic males 11.1%. While 7.5% of Sergeants are female, only one female has achieved a higher rank (Lieutenant).

**TABLE 6 - FIRE DEPARTMENT UNIFORM REPRESENTATION BY JOB TITLE**

| Job Title          | White |    | Black |    | Hispanic |   | Asian |   | Native American |   | Total |    |
|--------------------|-------|----|-------|----|----------|---|-------|---|-----------------|---|-------|----|
|                    | M     | F  | M     | F  | M        | F | M     | F | M               | F | M     | F  |
| Fire Chiefs        | 8     | 1  | 7     | 0  | 0        | 0 | 0     | 0 | 1               | 0 | 16    | 1  |
| Captains           | 28    | 0  | 14    | 2  | 3        | 0 | 0     | 0 | 0               | 0 | 45    | 2  |
| Lieutenants        | 23    | 3  | 26    | 2  | 10       | 0 | 2     | 0 | 0               | 0 | 61    | 5  |
| Engineers          | 32    | 7  | 30    | 1  | 6        | 0 | 6     | 0 | 0               | 0 | 74    | 8  |
| Fire Investigators | 1     | 0  | 1     | 1  | 0        | 0 | 0     | 0 | 0               | 0 | 2     | 1  |
| Fire Fighters      | 98    | 8  | 49    | 6  | 31       | 0 | 21    | 1 | 2               | 0 | 201   | 15 |
| Fire Paramedics    | 25    | 4  | 10    | 0  | 8        | 2 | 0     | 6 | 3               | 0 | 46    | 12 |
| Totals             | 215   | 23 | 137   | 12 | 58       | 2 | 29    | 7 | 6               | 0 | 445   | 44 |

Table 6 shows that males, identified as African American/Black and Caucasian/White, comprise the majority of command positions in the Fire Department. However, there is one American Indian Male Deputy Chief and one White Female Battalion Chief as well as three Hispanic Males and two Black Female Fire captains in the command ranks.

<sup>7</sup> All raw statistical data on the municipal work force provided by the Office of Personnel.

**TABLE 9 – 2001 EMPLOYEE RESIDENCY BY JOB CATEGORY<sup>10</sup>**

| Job Category              | % Permanent Employees<br>Who are Oakland residents | % Part-Time Employees<br>Who are Oakland residents |
|---------------------------|--|--|
| Senior Management         | 66%  | 0%   |
| Middle Management         | 43%  | 0%   |
| Supervisors               | 51%  | 100%   |
| Professionals             | 41%  | 84%  |
| Technicians               | 28%  | 57%  |
| Firefighting Occupations  | 28%  | 100%   |
| Police Occupations        | 15%  | 24%  |
| Other Protective Services | 52%  | 72%  |
| Paraprofessionals         | 56%  | 75%  |
| Senior Office & Clerical  | 47%  | 75%  |
| Junior Office & Clerical  | 63%  | 78%  |
| Skilled Craft             | 41%  | 0%   |
| Service/Maintenance       | 70%  | 78%  |
| Total                     | 41%  | 76%  |

**Table 9A - 2001 FULL-TIME EMPLOYEE RESIDENCY BY DEPARTMENT**

| Agency/Department   | % of Employees who are Oakland Residents |
|---------------------|--|
| Mayor               | 80%                                      |
| City Council        | 84%                                      |
| City Manager        | 59%                                      |
| City Clerk          | 50%                                      |
| City Attorney       | 47%                                      |
| Office of Personnel | 57%                                      |
| City Auditor        | 40%                                      |
| Finance             | 49%                                      |
| Police-Civilian     | 35%                                      |
| Police-Sworn        | 16%                                      |
| Fire-Civilian       | 49%                                      |
| Fire-Sworn          | 27%                                      |
| OPW-Public Works    | 57%                                      |
| CEDA                | 50%                                      |
| OIT                 | 36%                                      |
| Parks & Recreation  | 60%                                      |
| Library             | 54%                                      |
| Museum              | 45%                                      |
| OHHS                | 64%                                      |
| Office on Aging     | 46%                                      |
| Cultural Arts       | 50%                                      |
| Totals              | 41%                                      |

**WORKFORCE ANALYSIS BY EMPLOYEE RESIDENCY**

Tables 9 and 9A show the percentages of employees who are Oakland residents. Table 9 shows residency by job category and Table 9A shows residency by department/agency. Police—Sworn (16%), Fire-Sworn (27%), Police-Civilian (35%) and OIT (36%) have the fewest Oakland residents in their departments. Note that 41% of the workforce resides in Oakland.

<sup>10</sup> Raw statistical data on the municipal workforce provided by the Office of Personnel.