



Office of the City Manager

INFORMATION CALENDAR

June 12, 2007

To: Honorable Mayor and
Members of the City Council

From: *PK* Phil Kamlarz, City Manager

Submitted by: David W. Hodgkins, Director of Human Resources

Subject: The Work Force Report

INTRODUCTION

The City's Equal Employment Opportunity and Diversity Officer has prepared an analytical report showing minority and female representation within the City's current work force. The attached report reflects a comparison of the City's FY-07 third quarter work force statistics from a year ago. The City's overall figures continue to show positive representation and indicators of continual strides to increase minority and female figures.

BACKGROUND

Parity is the benchmark in the pursuit of diversification of the workforce. By definition, parity is achieved when minority and female representation figures equal minority and gender representation in the relevant civilian labor market (not general population). For the purpose of this report, the Alameda County relevant civilian labor market figures Standard Metropolitan Statistical Area (SMSA) were used as the primary source for comparison.

Minorities and females are well represented throughout the general work force indicative of widespread diversity. Upon closer scrutiny, the existence of small pockets of underutilization of minority groups and females in various occupational categories and/or departments were disclosed. The challenge to obtain parity is further compounded by the exodus of retiring City employees.

POSSIBLE FUTURE ACTION

Succession planning is imperative to addressing our future work force needs. External recruitment coupled with the development of internal candidates are essential employment tools towards fostering and maintaining a diverse work force. In FY 2004, the City launched the first of its Leadership Development training programs (LDP), as a vehicle towards enhancing skills of internal candidates in preparation for their transition into managerial positions. The program was deemed successful with nearly a 100% completion rate. It is anticipated that LDP's will be conducted annually in an effort to cultivate potential leaders. Coupled with work plans developed to implement succession planning and staff actively engaging in dialogue in the form of Task Forces, the City is committed to perpetuating diversity long into the future.

The attached Work Force Report has been reviewed and discussed with the Personnel Board at their regular meeting on May 7, 2007. It is the intention to provide the report to the Personnel Board and Council semi-annually for review and information.

FISCAL IMPACTS OF POSSIBLE FUTURE ACTION

The cost of internal training would be the only financial implication. Funds are available in the Training Budget.

CONTACT PERSON

David W. Hodgkins, Director of Human Resources, 981-6805

Dennis T. Feggans, Equal Employment Opportunity & Diversity Officer, 981-6811

Attachments:

1. Quarterly Work Force Report



Human Resources Dept.

April 2, 2007

To: Phil Kamlarz, City Manager

From: Dennis T. Feggans, Equal Employment Opportunity & Diversity Officer

Subject: **QUARTERLY WORK FORCE REPORT**

The following summary is based on an analysis of female and minority representation within the City's work force as of the end of March 2007. Based on comparison work force statistics of a year ago and Alameda's relevant labor market (SMSA) figures, the following is observed:

March 2006	Totals	Berkeley %	Alameda SMSA	March 2007	Totals	Berkeley %	Alameda SMSA
Total	1440			Total	1463		
Minorities	833	57.8%	45.7%	Minorities	835	57.1%	45.7%
African Americans	460	32%	11.1%	African Americans	446	30.5%	11.1%
Asians	201	14%	18%	Asians	204	13.7%	18%
Hispanics	168	11.7%	16.3%	Hispanics	181	12.4%	16.3%
Native Americans	4	.3%	.4%	Native Americans	4	.3%	.4%
Females	607	42.2%	45%	Females	625	42.7%	45%

The attached work force statistical reports disclose that the City's minority and African American work force representation figures continue to exceed both Alameda's and California's relevant labor market figures.

Asian work force figures show a minimal increase from a year ago. The Hispanic work force revealed an increase of thirteen (13) employees, with eight (8) or 60% of the increase in the Professional category, which is noteworthy.

The female population continues to increase, showing eighteen (18) new employees from a year ago; maintaining its representation at 42%, which represents 93% parity with the Alameda SMSA figure of 45%. Their representation figures in the Officials/Managers category (48%) and

QUARTERLY WORK FORCE REPORT

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the Professional category (62%), exceed parity with the California and Bay area SMSA figures for both categories respectively.

Despite ongoing retirements, review of sworn positions in Police and Fire disclosed that the departments are maintaining acceptable representation figures. The only exception is African American females in the Fire Fighter classification. It was found that the Fire Chief is the only African American female in the department. The requirement for paramedic certification has adversely impacted, not only female, but all African American recruitment efforts in the Fire Department. Alternative strategies are being considered to address this concern.

Significant underutilization figures appear in the following occupational categories (see attachments):

Females	Technicians, Skilled Craft
African American Females	Fire Fighters-Paramedics
Hispanics	Officials-Managers, Technicians, Service Maintenance
Asians	Technicians, Paraprofessionals, Service Maintenance

If you have any questions regarding the statistics, feel free to contact me.

Approved for distribution:

David W. Hodgkins, Director of Human Resources

Attachments

**CITY OF BERKELEY FIRE DEPARTMENT
WORKFORCE ANALYSIS AS OF MARCH 2006**

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES					FEMALES				
		W	B	H	A/PI	AI/AM	W	B	H	A/PI	AI/AM
CHIEF, DEPUTY CHIEF	2	1	0	0	0	0	0	1	0	0	0
		50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%
ASSISTANT FIRE CHIEFS	6	2	1	0	3	0	0	0	0	0	0
		33.3%	16.7%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%
CAPTAINS	9	4	2	1	1	0	1	0	0	0	0
		44.4%	22.2%	11.1%	11.1%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%
LIEUTENANTS	18	13	0	1	2	0	2	0	0	0	0
		72.2%	0.0%	5.6%	11.1%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%
INSPECTORS	1	0	1	0	0	0	0	0	0	0	0
		0.0%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		52.4%	19%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
FIREFIGHTERS	80	49	7	10	4	2	5	0	2	1	0
		61.3%	8.8%	12.5%	5.0%	2.5%	6.3%	0.0%	2.5%	1.3%	0.0%
ALAMEDA COUNTY SMSA		65.7%	8.8%	6.5%	8.8%	0.8%	6.5%	1.6%	0.0%	0.0%	0.0%
PARAMEDIC SUPERVISORS	3	2	1	0	0	0	0	0	0	0	0
		66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%
CITY TOTALS	119	71	12	12	10	2	8	1	2	1	0
		59.7%	10.1%	10.1%	8.4%	1.7%	6.7%	0.8%	1.7%	0.8%	0.0%
ALAMEDA COUNTY SMSA		66.3%	10.4%	6%	6.7%	0.6%	7%	1.2%	0.0%	0.0%	0.0%

**CITY OF BERKELEY FIRE DEPARTMENT
WORKFORCE ANALYSIS AS OF MARCH 2007**

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES					FEMALES				
		W	B	H	A/PI	AI/AM	W	B	H	A/PI	AI/AM
CHIEF, DEPUTY CHIEF	2	1	0	0	0	0	0	1	0	0	0
		50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%
ASSISTANT FIRE CHIEFS	6	3	1	0	2	0	0	0	0	0	0
		50.0%	16.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%
CAPTAINS	10	5	2	1	1	0	1	0	0	0	0
		50.0%	20.0%	10.0%	10.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%
LIEUTENANTS	17	12	0	1	2	0	2	0	0	0	0
		70.6%	0.0%	5.9%	11.8%	0.0%	11.8%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%
INSPECTORS	1	0	1	0	0	0	0	0	0	0	0
		0.0%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		52.4%	19%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
FIREFIGHTERS	81	50	6	11	4	2	5	0	2	1	0
		61.7%	7.4%	13.6%	4.9%	2.5%	6.2%	0.0%	2.5%	1.2%	0.0%
ALAMEDA COUNTY SMSA		65.7%	8.8%	6.5%	8.8%	0.8%	6.5%	1.6%	0.0%	0.0%	0.0%
PARAMEDIC SUPERVISORS	3	2	1	0	0	0	0	0	0	0	0
		66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ALAMEDA COUNTY SMSA		73.7%	13.7%	6.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%
CITY TOTALS	120	73	11	13	9	2	8	1	2	1	0
		60.8%	9.2%	10.8%	7.5%	1.7%	6.7%	0.8%	1.7%	0.8%	0.0%
ALAMEDA COUNTY SMSA		66.3%	10.4%	6%	6.7%	0.6%	7%	1.2%	0.0%	0.0%	0.0%

**CITY OF BERKELEY POLICE DEPARTMENT
WORKFORCE ANALYSIS AS OF MARCH 2006**

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES					FEMALES				
		W	B	H	A/PI	AI/AM	W	B	H	A/PI	AI/AM
POLICE CHIEF	1	1	0	0	0	0	0	0	0	0	0
ALAMEDA COUNTY SMSA		100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%
CAPTAINS	4	1	2	0	0	0	0	1	0	0	0
ALAMEDA COUNTY SMSA		25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%
		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%
LIEUTENANTS	9	3	2	0	3	0	0	1	0	0	0
ALAMEDA COUNTY SMSA		33%	22%	0.0%	33%	0.0%	0.0%	11%	0.0%	0.0%	0.0%
		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%
POLICE INSPECTORS	0	0	0	0	0	0	0	0	0	0	0
ALAMEDA COUNTY SMSA		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		45.6%	7.1%	9.2%	0.0%	2.1%	17.4%	10.6%	0.9%	5.9%	0.0%
SERGEANTS	30	15	4	2	3	0	4	1	1	0	0
ALAMEDA COUNTY SMSA		50.0%	13.3%	6.7%	10.0%	0.0%	13.3%	3.3%	3.3%	0.0%	0.0%
		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%
PATROL OFFICERS	133	55	18	11	19	1	16	6	4	3	0
ALAMEDA COUNTY SMSA		41.4%	13.5%	8.3%	14.3%	0.8%	12.0%	4.5%	3.0%	2.3%	0.0%
		54.4%	12.2%	9.9%	6.8%	0.1%	7.8%	4.5%	1.3%	0.3%	0.0%
PATROL RECRUITS	4	3	0	0	0	0	0	1	0	0	0
ALAMEDA COUNTY SMSA		75%	0%	0%	0%	0%	0%	25%	0%	0%	0%
		54.4%	12.2%	9.9%	6.8%	0.1%	7.8%	4.5%	1.3%	0.3%	0.0%
DEPARTMENT TOTALS	181	78	26	13	25	1	20	10	5	3	0
ALAMEDA COUNTY SMSA		43.1%	14.4%	7.2%	13.8%	0.6%	11.0%	5.5%	2.8%	1.7%	0.0%
		50.6%	13.1%	10.2%	5.4%	0.1%	9.9%	5.3%	1.9%	1%	0.0%

**CITY OF BERKELEY POLICE DEPARTMENT
WORKFORCE ANALYSIS AS OF MARCH 2007**

SWORN PERSONNEL ONLY	TOTAL NO. EMPLOYED	MALES					FEMALES				
		W	B	H	A/PI	AI/AM	W	B	H	A/PI	AI/AM
POLICE CHIEF	1	1	0	0	0	0	0	0	0	0	0
ALAMEDA COUNTY SMSA		100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%
CAPTAINS	4	2	2	0	0	0	0	0	0	0	0
ALAMEDA COUNTY SMSA		50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%
LIEUTENANTS	9	2	2	0	3	0	1	1	0	0	0
ALAMEDA COUNTY SMSA		22%	22%	0.0%	33%	0.0%	11.1%	11%	0.0%	0.0%	0.0%
		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%
POLICE INSPECTORS	0	0	0	0	0	0	0	0	0	0	0
ALAMEDA COUNTY SMSA		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		45.6%	7.1%	9.2%	0.0%	2.1%	17.4%	10.6%	0.9%	5.9%	0.0%
SERGEANTS	32	17	5	2	2	0	5	0	1	0	0
ALAMEDA COUNTY SMSA		53.1%	15.6%	6.3%	6.3%	0.0%	15.6%	0.0%	3.1%	0.0%	0.0%
		58.1%	15.7%	9.2%	0.9%	2.1%	10.3%	3.2%	1.7%	0.9%	0.0%
PATROL OFFICERS	129	57	14	10	19	1	14	7	4	3	0
ALAMEDA COUNTY SMSA		44.2%	10.9%	7.8%	14.7%	0.8%	10.9%	5.4%	3.1%	2.3%	0.0%
		54.4%	12.2%	9.9%	6.8%	0.1%	7.8%	4.5%	1.3%	0.3%	0.0%
PATROL RECRUITS	5	1	1	0	2	0	0	0	0	1	0
ALAMEDA COUNTY SMSA		20%	20%	0%	40%	0%	0%	0%	0%	20%	0%
		54.4%	12.2%	9.9%	6.8%	0.1%	7.8%	4.5%	1.3%	0.3%	0.0%
DEPARTMENT TOTALS	180	80	24	12	26	1	20	8	5	4	0
ALAMEDA COUNTY SMSA		44.4%	13.3%	6.7%	14.4%	0.6%	11.1%	4.4%	2.8%	2.2%	0.0%
		50.6%	13.1%	10.2%	5.4%	0.1%	9.9%	5.3%	1.9%	1%	0.0%

CITY-WIDE OCCUPATIONAL CATEGORIES BY RACE & GENDER

	TOTALS	MALES	FEMALES	As of MARCH 2006										ACTIVE AMERICAN MINORITIES
				WHITES		BLACKS		HISPANICS		ASIANS		M	F	
				M	F	M	F	M	F	M	F			
CITY WORK FORCE REPRESENTATION	1440	833 57.8%	607 42.2%	366 25.4%	241 16.7%	244 16.9%	216 15.0%	108 7.5%	60 4.2%	111 7.7%	90 6%	4 0.3%	0 0.0%	833 57.8%
CALIFORNIA SMSA ALAMEDA COUNTY SMSA		54.7% 55%	44.7% 45%	28.9% 28.1%	24.1% 22%	2.6% 5%	2.9% 6.1%	15.7% 9.8%	11.1% 6.5%	5.9% 9.5%	5.4% 8.4%	0.2% 0.2%	0.2% 0.2%	44% 45.7%
OFFICIALS/MANAGERS	108	57 52.8%	51 47.2%	35 32.4%	33 30.6%	12 11.1%	11 10.2%	4 3.7%	2 1.9%	6 5.6%	5 4.6%	0 0.0%	0 0.0%	40 37.0%
CALIFORNIA SMSA		61.5%	38.5%	44.6%	25.6%	2%	2.5%	6%	4.9%	7%	4.4%	0.2%	0.2%	27.2%
PROFESSIONALS	314	125 39.8%	189 60.2%	66 21.0%	102 32.5%	19 6.1%	45 14%	10 3.2%	12 3.8%	30 9.6%	30 9.6%	0 0.0%	0 0.0%	146 46.5%
BAY AREA COUNTIES SMSA		53.9%	46.1%	34.2%	32.7%	2.3%	3.1%	3%	3.4%	9.5%	8.6%	0.1%	0.1%	30.1%
AMINISTRATIVE SUPPORT	242	51 21.1%	191 78.9%	24 9.9%	44 18.2%	11 4.5%	86 35.5%	4 1.7%	22 9.1%	11 4.5%	39 16%	1 0.4%	0 0.0%	174 71.9%
ALAMEDA COUNTY SMSA		20.5%	79.5%	9.7%	39.2%	3%	13%	2.6%	11%	4.2%	12.4%	0.1%	0.4%	46.7%
TECHNICIANS REPRESENTATION	40	27 67.5%	13 32.5%	15 37.5%	5 12.5%	8 20%	4 10%	0 0.0%	2 5%	4 10%	2 5%	0 0.0%	0 0.0%	20 50%
BAY AREA COUNTIES SMSA		37.3%	62.7%	28.3%	25.3%	2.9%	5%	5.8%	4.6%	11.6%	12.6%	0.2%	0.2%	42.9%
PARAPROFESSIONAL REPRESENTATION	50	18 36.0%	32 64.0%	4 8%	9 18%	10 20%	14 28%	4 8%	5 10%	0 0.0%	4 8%	0 0.0%	0 0.0%	37 74%
ALAMEDA COUNTY SMSA		37.1%	63.4%	9.6%	32.5%	3.8%	13.2%	5.5%	12%	4.5%	13%	0%	0.2%	52.2%
SERVICE MAINTENANCE REPRESENTATION	211	186 88.2%	25 11.8%	27 12.8%	5 2.4%	110 52.1%	12 5.7%	41 19.4%	7 3.3%	8 3.8%	1 0.5%	0 0.0%	0 0.0%	179 84.8%
ALAMEDA COUNTY SMSA		87.2%	12.8%	31.3%	4%	11.6%	2.5%	33%	3.8%	8.5%	1.1%	0.4%	0.1%	61%
SKILLED CRAFT REPRESENTATION	92	90 97.8%	2 2.2%	37 40.2%	1 1.1%	23 25%	1 1.1%	15 16.3%	0 0.0%	15 16.3%	0 0.0%	0 0.0%	0 0.0%	54 58.7%
BAY AREA COUNTIES SMSA		95.1%	4.9%	54.1%	3.1%	4.4%	0.4%	22.3%	0.9%	8.9%	1.1%	0.6%	0.0%	39%
PROTECTIVE SERVICE	383	279 72.8%	104 27.2%	158 41.3%	42 11%	51 13%	43 11.2%	30 7.8%	10 2.6%	37 9.7%	9 2.3%	3 0.8%	0 0.0%	183 47.8%
ALAMEDA COUNTY SMSA		84.1%	15.9%	55.1%	9.1%	12.9%	4.6%	8.4%	0.9%	5.6%	0.7%	0.4%	0.0%	33.5%

CITY-WIDE OCCUPATIONAL CATEGORIES BY RACE & GENDER

	TOTALS	MALES	FEMALES	As of MARCH 2007										MINORITIES
				WHITES		BLACKS		HISPANICS		ASIANS		NATIVE AMERICANS		
				M	F	M	F	M	F	M	F	M	F	
CITY WORK FORCE REPRESENTATION	1463	838 57.3%	625 42.7%	377 25.8%	251 17.2%	234 16.0%	212 14.5%	111 7.6%	70 4.8%	112 7.7%	92 6%	4 0.3%	0 0.0%	835 57.1%
CALIFORNIA SMSA ALAMEDA COUNTY SMSA		54.7% 55%	44.7% 45%	28.9% 28.1%	24.1% 22%	2.6% 5%	2.9% 6.1%	15.7% 9.8%	11.1% 6.5%	5.9% 9.5%	5.4% 8.4%	0.2% 0.2%	0.2% 0.2%	44% 45.7%
OFFICIALS/MANAGERS	105	54 51.4%	51 48.6%	34 32.4%	34 32.4%	9 8.6%	10 9.5%	5 4.8%	2 1.9%	6 5.7%	5 4.8%	0 0.0%	0 0.0%	37 35.2%
CALIFORNIA SMSA		61.5%	38.5%	44.6%	25.6%	2%	2.5%	6%	4.9%	7%	4.4%	0.2%	0.2%	27.2%
PROFESSIONALS	332	124 37.3%	208 62.7%	67 20.2%	108 32.5%	17 5.1%	48 14%	10 3.0%	20 6.0%	30 9.0%	32 9.6%	0 0.0%	0 0.0%	157 47.3%
BAY AREA COUNTIES SMSA		53.9%	46.1%	34.2%	32.7%	2.3%	3.1%	3%	3.4%	9.5%	8.6%	0.1%	0.1%	30.1%
AMINISTRATIVE SUPPORT	252	56 22.2%	196 77.8%	27 10.7%	52 20.6%	11 4.4%	83 32.9%	6 2.4%	24 9.5%	11 4.4%	37 15%	1 0.4%	0 0.0%	173 68.7%
ALAMEDA COUNTY SMSA		20.5%	79.5%	9.7%	39.2%	3%	13%	2.6%	11%	4.2%	12.4%	0.1%	0.4%	46.7%
TECHNICIANS REPRESENTATION	42	29 69.0%	13 31.0%	17 40.5%	2 4.8%	8 19%	6 14%	0 0.0%	2 5%	4 10%	3 7%	0 0.0%	0 0.0%	23 55%
BAY AREA COUNTIES SMSA		37.3%	62.7%	28.3%	25.3%	2.9%	5%	5.8%	4.6%	11.6%	12.6%	0.2%	0.2%	42.9%
PARAPROFESSIONAL REPRESENTATION	50	20 40.0%	30 60.0%	4 8%	9 18%	11 22%	13 26%	5 10%	4 8%	0 0.0%	4 8%	0 0.0%	0 0.0%	37 74%
ALAMEDA COUNTY SMSA		37.1%	63.4%	9.6%	32.5%	3.8%	13.2%	5.5%	12%	4.5%	13%	0%	0.2%	52.2%
SERVICE MAINTENANCE REPRESENTATION	210	188 89.5%	22 10.5%	29 13.8%	4 1.9%	109 51.9%	10 4.8%	41 19.5%	7 3.3%	9 4.3%	1 0.5%	0 0.0%	0 0.0%	177 84.3%
ALAMEDA COUNTY SMSA		87.2%	12.8%	31.3%	4%	11.6%	2.5%	33%	3.8%	8.5%	1.1%	0.4%	0.1%	61%
SKILLED CRAFT REPRESENTATION	89	87 97.8%	2 2.2%	36 40.4%	1 1.1%	21 24%	1 1.1%	15 16.9%	0 0.0%	15 16.9%	0 0.0%	0 0.0%	0 0.0%	52 58.4%
BAY AREA COUNTIES SMSA		95.1%	4.9%	54.1%	3.1%	4.4%	0.4%	22.3%	0.9%	8.9%	1.1%	0.6%	0.0%	39%
PROTECTIVE SERVICE	383	280 73.1%	103 26.9%	163 42.6%	41 11%	48 13%	41 10.7%	29 7.6%	11 2.9%	37 9.7%	10 2.6%	3 0.8%	0 0.0%	179 46.7%
ALAMEDA COUNTY SMSA		84.1%	15.9%	55.1%	9.1%	12.9%	4.6%	8.4%	0.9%	5.6%	0.7%	0.4%	0.0%	33.5%