



**MWD**

METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

9-13

January 22, 1998

**To:** Board of Directors (Organization and Personnel Committee--Information)

**From:** General Manager

**Submitted by:** Liz Rojas  
Executive Assistant for Strategic  
Policy Development

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**Subject:** Semiannual Report on Equal Employment Opportunity

**RECOMMENDATION**

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For Information Only.

**EXECUTIVE SUMMARY**

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This semiannual report summarizes the equal employment opportunity efforts of the District for the period July 1, 1997 through December 31, 1997 and is presented pursuant to Administrative Code Section 6304. This report highlights activities completed in accordance with the District's Affirmative Action Plan during this period. The attached tables illustrate the makeup of the District's work force, with emphasis on minority and/or female employment and advancement during the reporting period.

**DETAILED REPORT**

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**Equal Employment Opportunity Advisory Committee**

The Equal Employment Opportunity Advisory Committee (EEOAC) as defined in the District's Affirmative Action Plan is comprised of representatives of the following employee groups: Asian American Employees Organization (AAEO); Black Employees Association (BEA); Gay and Lesbian Employees at Metropolitan (GLEAM); Hispanic Employees Association (HEA); Native American and Alaskan Native Association (NAANA); Vietnam Era Veterans Association; and the Women's Association for Equal Opportunity. Also represented are the District's four bargaining units: the Association of Confidential Employees (ACE); Management and Professional Employees' Association (MAPA); Association of Federal, State, County and Municipal Employees (AFSCME); and the Supervisors Association.

During this period, the EEOAC convened four times to review and discuss District personnel practices as they relate to equal employment opportunity. The Equal Employment Opportunity Officer continued his series of conferences with the employee groups, holding individual meetings with the officers of the BEA, GLEAM, and the Women's Association for Equal Opportunity.

During the month of October, the District held its third Diversity Month celebration. The EEO office worked with the various employee groups to sponsor a month-long series of displays and activities ending with a diversity celebration program which included remarks from the Deputy General Manager, refreshments, and a raffle of prizes contributed by the employee groups and local businesses.

### **Equal Employment Opportunity Office Staff**

During this period, the Equal Employment Opportunity Officer served as a panelist at a conference entitled "Recognizing and Managing Inter-Group Conflict in the Workplace" sponsored by the Los Angeles County Human Relations Commission, attended in-service training with the United States Equal Employment Opportunity Commission, testified on behalf of the District at a hearing involving a claim for unemployment insurance brought by a former employee, participated as a member of the District's Risk Management review committee, and met with the members of the fraud review committee to review policies and practices relating to the District's fraud hotline. The EEO Officer also represented the District at the Society of Hispanic Professional Engineers event in August and attended a two-day Management Supervisory Training class sponsored by the Human Resources Division at the MWD headquarters building.

Also during this period, the EEO Officer assisted the Human Resources Division by serving on the interview panel for selection of an administrative analyst position in Human Resources and met with members of the Human Resources Training and Development section to assist in the design of training to reinforce employee awareness of discrimination issues.

### **Outreach**

During this period, the Human Resources Division coordinated the District's participation in the NAACP High Tech and diversity Job Fair, the La Puente Unified School District's Career Tour, the Loyola University Hispanic Scholastic Awards, the Asian American Architects and Engineers Showcase, as well as the Cal State University at Los Angeles' mock interviews.

### **Complaint Activity**

There are two cases pending before the State of California Department of Fair Employment and Housing (DFEH) and/or the U.S. Equal Employment Opportunity Commission which were filed by District employees. There are three internal complaints currently being processed by the EEO office.

**Statistical Analysis**

A statistical analysis of personnel activities shows a total of 40 promotions, including 42.5 percent minorities and 25.0 percent females. A total of 4 positions were filled through job postings, including 50.0 percent minorities and 50.0 percent females. The District processed a total of 948 applications of which 52.4 percent were from minority applicants and 42.6 percent were from female applicants. A total of 10 hires during this period consisted of 40.0 percent minorities and 30.0 percent females. There were a total of 24 separations of regular employees, including 37.5 percent minorities and 33.3 percent females.

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Attachment(s)

## COMPARISON OF DISTRICT WORKFORCE AND EXPECTED WORKFORCE BASED ON LABOR MARKET ANALYSIS

	District Total	Non-Minority	Black	Hispanic	Asian Pacific Islander	Native American	Male	Women
<b>Actual Workforce</b> 12/31/97	1892 100.0%	1183 62.5%	151 8.0%	292 15.4%	242 12.8%	24 1.3%	1427 75.4%	465 24.6%
(1)Officials/Administrators I Expected Number: Difference/Underutilization:	26	20	1 2 -1	2 3 -1	3 2 1	0 0 0	19	7 9 -2
(2)Officials/Administrators II Expected Number: Difference/Underutilization:	104	77	2 5 -3	10 10 0	13 15 -2	2 0 2	86	18 19 -1
(3)Professionals I Expected Number: Difference/Underutilization:	190	137	5 10 -5	10 16 -6	37 36 1	1 0 1	164	26 28 -2
4)Professionals II Expected Number: Difference/Underutilization:	290	176	21 21 0	24 28 -4	68 56 12	1 1 0	193	97 99 -2
(5)Professionals III Expected Number: Difference/Underutilization:	61	30	7 9 -2	7 11 -4	17 9 8	0 0 0	19	42 44 -2
(6)Engineering Tech./Supv. Expected Number: Difference/Underutilization:	89	70	4 7 -3	11 14 -3	3 11 -8	1 1 0	77	12 19 -7
(7)Engineering Tech./Aides Expected Number: Difference/Underutilization:	82	52	6 7 0	13 14 -1	8 10 -2	3 1 2	68	14 18 -4
(8)Technicians/Supervisory Expected Number: Difference/Underutilization:	60	49	2 4 -2	6 9 -3	3 7 -4	0 0 0	58	2 10 -8
(9)Tech./Protective Serv. Expected Number: Difference/Underutilization:	270	175	11 19 8	36 41 5	47 34 13	1 2 -1	222	48 50 -2
(10)Paraprofessionals Expected Number: Difference/Underutilization:	49	14	8 8 0	19 12 7	8 5 3	0 0 0	10	39 38 1
(11)Office and Clerical I Expected Number: Difference/Underutilization:	64	21	14 15 -1	15 14 1	14 8 6	0 1 -1	10	54 52 2
(12)Office and Clerical II Expected Number: Difference/Underutilization:	114	39	34 24 10	28 28 0	10 14 -4	3 1 2	20	94 93 1
(13)Skilled Craft - Supv. Expected Number: Difference/Underutilization:	1	1	0 0 0	0 0 0	0 0 0	0 0 0	1	0 0 0
(14)Skilled Craft Expected Number: Difference/Underutilization:	323	234	16 21 -5	58 88 -30	8 10 -2	7 4 3	321	2 9 -7
(15)Maintenance Workers Expected Number: Difference/Underutilization:	123	66	13 8 5	39 33 6	1 4 -3	4 1 3	119	4 13 -9
(16)Service and Maintenance Expected Number: Difference/Underutilization:	46	22	7 5 2	14 17 -3	2 3 -1	1 0 1	40	6 11 -5

**TABLE 1**  
**MWD WORK FORCE ANALYSIS - INCUMBENT PROFILE - REGULAR**  
**SIX MONTH COMPARISON**  
**December 31, 1997**

CATEGORY	NUMBER 12/31/97	PERCENTAGE 12/31/97	PERCENTAGE 6/30/97
TOTAL EMPLOYEES	1892		
MALES	1427	75.4%	76.1%
FEMALES	465	24.6%	23.9%
TOTAL MINORITIES	709	37.5%	36.8%
BLACK	151	8.0%	8.0%
HISPANIC	292	15.4%	15.3%
ASIAN	242	12.8%	12.2%
NATIVE AMERICANS	24	1.3%	1.3%

Source: Human Resources Division Report - MWD Reg Employees by Division/Job Code/Ethnicity/Sex

**TABLE 2**  
**MWD WORK FORCE ANALYSIS - LONG TERM COMPARISON - REGULAR**  
**December 31, 1997**

CATEGORY	1974	12/31/97
TOTAL EMPLOYEES	1399	1892
MALES	90.0%	75.4%
FEMALES	10.0%	24.6%
TOTAL MINORITIES	13.3%	37.5%
BLACK	2.2%	8.0%
HISPANIC	7.5%	15.4%
ASIAN	3.0%	12.8%
NATIVE AMERICANS	0.3%	1.3%

Source: Human Resources Division Report - MWD Reg Employees by Division/Job Code/Ethnicity/Sex

**TABLE 3**  
**MWD WORK FORCE ANALYSIS - EEO CATEGORY BY SALARY**  
**JUNE 30, 1997**

EEO-4 Category	ANNUAL SALARY (000's)	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL		
		M	F	M	F	M	F	M	F	M	F	M	F	
OFFICIALS/ ADMINISTRATORS	0.1 - 15.0													
	16.0 - 19.9													
	20.0 - 24.9													
	25.0 - 32.9													
	33.0 - 42.9													
	43.0 - 54.9													
	55.0 - 69.9													
70.0 - Plus			71	19	5	1	10	1	10	8	2		98	29
<b>TOTAL</b>			71	19	5	1	10	1	10	8	2		98	29
PROFESSIONALS	0.1 - 15.0													
	16.0 - 19.9													
	20.0 - 24.9													
	25.0 - 32.9													
	33.0 - 42.9				1		1		2	2			2	4
	43.0 - 54.9	6	8	1	5	4	4	3	6				14	23
	55.0 - 69.9	85	49	8	5	18	2	38	22	1			150	78
70.0 - Plus	153	40	7	6	11	3	39	7	1			211	56	
<b>TOTAL</b>		244	98	16	17	33	9	82	37	2			377	161
TECHNICIANS	0.1 - 15.0													
	16.0 - 19.9													
	20.0 - 24.9													
	25.0 - 32.9						1			1				2
	33.0 - 42.9	12	3			2	2	1	1				15	6
	43.0 - 54.9	60	10	4	4	17	3	15	6	1	1		97	24
	55.0 - 69.9	151	16	6	2	31	4	15	7	3			206	29
70.0 - Plus	60	6	3	1	5	1	10	4				78	12	
<b>TOTAL</b>		283	35	13	7	55	11	41	19	4	1		396	73

**TABLE 3**  
**MWD WORK FORCE ANALYSIS - EEO CATEGORY BY SALARY**  
**JUNE 30, 1997**

EEO-4 Category	ANNUAL SALARY (000's)	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
		M	F	M	F	M	F	M	F	M	F	M	F
PROTECTIVE SERVICES	0.1 - 15.0												
	16.0 - 19.9												
	20.0 - 24.9												
	25.0 - 32.9												
	33.0 - 42.9												
	43.0 - 54.9												
	55.0 - 69.9	4											4
70.0 - Plus													
<b>TOTAL</b>		4											4
PARA- PROFESSIONALS	0.1 - 15.0												
	16.0 - 19.9												
	20.0 - 24.9												
	25.0 - 32.9					1						1	
	33.0 - 42.9	1	3			1	2	1	3			3	8
	43.0 - 54.9	4	3	2	7	2	13		4			8	27
	55.0 - 69.9												
70.0 - Plus													
<b>TOTAL</b>		5	6	2	7	4	15	1	7			12	35
OFFICE AND CLERICAL	0.1 - 15.0												
	16.0 - 19.9												
	20.0 - 24.9				1								1
	25.0 - 32.9	2	6	1	3		4		2			3	16
	33.0 - 42.9	3	27	10	21	5	21	1	8		2	19	79
	43.0 - 54.9		13	1	8	1	7	2	9			4	37
	55.0 - 69.9	3	4		2		3		2			3	11
70.0 - Plus													
<b>TOTAL</b>		8	50	12	35	6	35	3	21		3	29	144



**TABLE 3**  
**MWD WORK FORCE ANALYSIS - EEO CATEGORY BY SALARY**  
**JUNE 30, 1997**

EEO-4 Category	ANNUAL SALARY (000's)	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
		M	F	M	F	M	F	M	F	M	F	M	F
SKILLED CRAFT	0.1 - 15.0												
	16.0 -19.9												
	20.0 -24.9												
	25.0 - 32.9		1	2	1	1				1		4	2
	33.0 -42.9	26	2	5		17		1		1		50	2
	43.0 - 54.9	255	1	22		77		8		8	1	370	2
	55.0 - 69.9	41		1		13				1		56	
70.0 - Plus	1										1		
<b>TOTAL</b>		<b>323</b>	<b>4</b>	<b>30</b>	<b>1</b>	<b>108</b>		<b>9</b>		<b>11</b>	<b>1</b>	<b>481</b>	<b>6</b>
SERVICE MAINTENANCE	0.1 - 15.0												
	16.0 -19.9												
	20.0 -24.9												
	25.0 - 32.9	1	1			5						6	1
	33.0 -42.9	6	2	1		7						14	2
	43.0 - 54.9	6	2	4		2		2				14	2
	55.0 - 69.9	2		1								3	
70.0 - Plus	1						1				2		
<b>TOTAL</b>		<b>16</b>	<b>5</b>	<b>6</b>		<b>14</b>		<b>3</b>				<b>39</b>	<b>5</b>
DISTRICT TOTALS BY SALARY CLASS	0.1 - 15.0												
	16.0 -19.9												
	20.0 -24.9				1								1
	25.0 - 32.9	3	8	3	4	7	5		3	1	1	14	21
	33.0 -42.9	48	38	16	22	32	25	6	14	1	2	103	101
	43.0 - 54.9	331	37	34	24	103	27	30	25	9	2	507	115
	55.0 - 69.9	286	69	16	9	62	9	53	31	5		422	118
70.0 - Plus	286	65	15	8	26	5	60	19	3		390	97	
<b>TOTAL</b>		<b>954</b>	<b>217</b>	<b>84</b>	<b>68</b>	<b>230</b>	<b>71</b>	<b>149</b>	<b>92</b>	<b>19</b>	<b>5</b>	<b>1436</b>	<b>453</b>

**TABLE 4**  
**MWD WORK FORCE ANALYSIS**  
**PROMOTIONS -**  
**ALL PROMOTIONS**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS	1				2			1			3	1
PROFESSIONALS	5	3	1	1	1		3				10	4
TECHNICIANS	5				4	1		1			9	2
PROTECTIVE SERVICES												
PARA- PROFESSIONALS						1		1				2
OFFICE AND CLERICAL		1										1
SKILLED CRAFT	7										7	
SERVICE MAINTENANCE	1										1	
<b>TOTAL</b>	<b>19</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>3</b>			<b>30</b>	<b>10</b>

TOTAL	40
MINORITY	42.5%
NON-MINORITY	57.5%
FEMALE	25.0%

**TABLE 4A**  
**MWD WORK FORCE ANALYSIS**  
**PROMOTIONS - JOB BID**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS					1						1	
PROFESSIONALS												
TECHNICIANS	1										1	
PROTECTIVE SERVICES												
PARA- PROFESSIONALS								1				1
OFFICE AND CLERICAL												
SKILLED CRAFT												
SERVICE MAINTENANCE	1										1	
<b>TOTAL</b>	<b>2</b>				<b>1</b>			<b>1</b>			<b>3</b>	<b>1</b>

TOTAL	4
MINORITY	50.0%
NON-MINORITY	50.0%
FEMALE	25.0%

**TABLE 4B**  
**MWD WORK FORCE ANALYSIS**  
**PROMOTIONS - NORMAL CAREER PROGRESSION**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS												
PROFESSIONALS	5	2	1	1	1		2				9	3
TECHNICIANS	3				3	1		1			6	2
PROTECTIVE SERVICES												
PARA- PROFESSIONALS						1						1
OFFICE AND CLERICAL		1										1
SKILLED CRAFT	7										7	
SERVICE MAINTENANCE												
<b>TOTAL</b>	<b>15</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>1</b>			<b>22</b>	<b>7</b>

TOTAL	29
MINORITY	37.9%
NON-MINORITY	62.1%
FEMALE	24.1%

**TABLE 4C**  
**MWD WORK FORCE ANALYSIS**  
**PROMOTIONS - OUT OF CAREER PROGRESSION**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS	1				1			1			2	1
PROFESSIONALS												
TECHNICIANS	1										1	
PROTECTIVE SERVICES												
PARA- PROFESSIONALS												
OFFICE AND CLERICAL												
SKILLED CRAFT												
SERVICE MAINTENANCE												
<b>TOTAL</b>	<b>2</b>				<b>1</b>			<b>1</b>			<b>3</b>	<b>1</b>

TOTAL	4
MINORITY	50.0%
NON-MINORITY	50.0%
FEMALE	25.0%

**TABLE 4D**  
**MWD WORK FORCE ANALYSIS**  
**PROMOTIONS - TEMPORARY TO REGULAR**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS												
PROFESSIONALS		1					1				1	1
TECHNICIANS					1						1	
PROTECTIVE SERVICES												
PARA- PROFESSIONALS												
OFFICE AND CLERICAL												
SKILLED CRAFT												
SERVICE MAINTENANCE												
<b>TOTAL</b>		1			1		1				2	1

TOTAL	3
MINORITY	66.7%
NON-MINORITY	33.3%
FEMALE	33.3%

**TABLE 5**  
**MWD WORK FORCE ANALYSIS**  
**HIRES -**  
**TEMPORARY ASSIGNMENT**  
**January 1, 1997 - June 30, 1997 (NOTE: No Activity Reported for this Period)**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS												
PROFESSIONALS												
TECHNICIANS												
PROTECTIVE SERVICES												
PARA- PROFESSIONALS												
OFFICE AND CLERICAL												
SKILLED CRAFT												
SERVICE MAINTENANCE												
<b>TOTAL</b>												

TOTAL	
MINORITY	#DIV/0!
NON-MINORITY	#DIV/0!
FEMALE	#DIV/0!

**TABLE 6**  
**MWD WORK FORCE ANALYSIS - APPLICANT FLOW**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS	1	1									1	1
PROFESSIONALS	143	60	15	20	15	10	52	15			225	105
TECHNICIANS	22	4	10	9	8	2	10	2			50	17
PROTECTIVE SERVICES	82	5	43	2	30		16		1		172	7
PARA- PROFESSIONALS	18	47	5	16	8	9	8	19		1	39	92
OFFICE AND CLERICAL	1	44	2	74	2	36	1	27		1	6	182
SKILLED CRAFT	23		3		13		12				51	
SERVICE MAINTENANCE												
<b>TOTAL</b>	<b>290</b>	<b>161</b>	<b>78</b>	<b>121</b>	<b>76</b>	<b>57</b>	<b>99</b>	<b>63</b>	<b>1</b>	<b>2</b>	<b>544</b>	<b>404</b>

TOTAL	948
MINORITY	52.4%
NON-MINORITY	47.6%
FEMALE	42.6%



**TABLE 7**  
**MWD WORK FORCE ANALYSIS**  
**HIRES -**  
**ALL HIRES**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS												
PROFESSIONALS	1	1					2				3	1
TECHNICIANS			1								1	
PROTECTIVE SERVICES	1										1	
PARA- PROFESSIONALS												
OFFICE AND CLERICAL		1		1								2
SKILLED CRAFT	2										2	
SERVICE MAINTENANCE												
<b>TOTAL</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>			<b>2</b>				<b>7</b>	<b>3</b>

TOTAL	10
MINORITY	40.0%
NON-MINORITY	60.0%
FEMALE	30.0%

**TABLE 7A**  
**MWD WORK FORCE ANALYSIS**  
**HIRES -**  
**REPLACEMENT**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS												
PROFESSIONALS	1	1					2				3	1
TECHNICIANS												
PROTECTIVE SERVICES	1										1	
PARA- PROFESSIONALS												
OFFICE AND CLERICAL		1		1								2
SKILLED CRAFT	2										2	
SERVICE MAINTENANCE												
<b>TOTAL</b>	<b>4</b>	<b>2</b>		<b>1</b>			<b>2</b>				<b>6</b>	<b>3</b>

TOTAL	9
MINORITY	33.3%
NON-MINORITY	66.7%
FEMALE	33.3%

**TABLE 7B**  
**MWD WORK FORCE ANALYSIS**  
**HIRES - REHIRE**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS												
PROFESSIONALS												
TECHNICIANS			1									1
PROTECTIVE SERVICES												
PARA- PROFESSIONALS												
OFFICE AND CLERICAL												
SKILLED CRAFT												
SERVICE MAINTENANCE												
<b>TOTAL</b>			<b>1</b>									<b>1</b>

TOTAL	1
MINORITY	100.0%
NON-MINORITY	
FEMALE	

Source: MWD Human Resources Division Report MHR808A

**TABLE 8  
MWD WORK FORCE ANALYSIS  
RETIREMENT -  
ALL RETIREMENTS**

**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS	2										2	
PROFESSIONALS	4						1				5	
TECHNICIANS	18	2			1						19	2
PROTECTIVE SERVICES			1								1	
PARA- PROFESSIONALS		2										2
OFFICE AND CLERICAL		3			1						1	3
SKILLED CRAFT	14				2				1		17	
SERVICE MAINTENANCE												
<b>TOTAL</b>	<b>38</b>	<b>7</b>	<b>1</b>		<b>4</b>		<b>1</b>		<b>1</b>		<b>45</b>	<b>7</b>

TOTAL	52
MINORITY	13.5%
NON-MINORITY	86.5%
FEMALE	13.5%

**TABLE 8A**  
**MWD WORK FORCE ANALYSIS**  
**RETIREMENT - SERVICE**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS	2										2	
PROFESSIONALS	4										4	
TECHNICIANS	17	1			1						18	1
PROTECTIVE SERVICES			1								1	
PARA- PROFESSIONALS		2										2
OFFICE AND CLERICAL		3			1						1	3
SKILLED CRAFT	14				2				1		17	
SERVICE MAINTENANCE												
<b>TOTAL</b>	<b>37</b>	<b>6</b>	<b>1</b>		<b>4</b>				<b>1</b>		<b>43</b>	<b>6</b>

TOTAL	49
MINORITY	12.2%
NON-MINORITY	87.8%
FEMALE	12.2%

**TABLE 8B**  
**MWD WORK FORCE ANALYSIS**  
**RETIREMENT - DISABILITY**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS												
PROFESSIONALS							1				1	
TECHNICIANS	1	1									1	1
PROTECTIVE SERVICES												
PARA- PROFESSIONALS												
OFFICE AND CLERICAL												
SKILLED CRAFT												
SERVICE MAINTENANCE												
<b>TOTAL</b>	1	1					1				2	1

TOTAL	3
MINORITY	33.3%
NON-MINORITY	66.7%
FEMALE	33.3%

**TABLE 9**  
**MWD WORK FORCE ANALYSIS**  
**SEPARATION - ALL SEPARATIONS**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS												
PROFESSIONALS	1	1		2			1				2	3
TECHNICIANS	3	2	1		1		1				6	2
PROTECTIVE SERVICES												
PARA- PROFESSIONALS	1	1		1							1	2
OFFICE AND CLERICAL		1										1
SKILLED CRAFT	3								1		4	
SERVICE MAINTENANCE	2		1								3	
<b>TOTAL</b>	<b>10</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b></b>	<b>2</b>	<b></b>	<b>1</b>	<b></b>	<b>16</b>	<b>8</b>

TOTAL	24
MINORITY	37.5%
NON-MINORITY	62.5%
FEMALE	33.3%

**TABLE 9A**  
**MWD WORK FORCE ANALYSIS**  
**SEPARATION -**  
**RESIGNATION**

**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS												
PROFESSIONALS												
TECHNICIANS	1		1								2	
PROTECTIVE SERVICES												
PARA- PROFESSIONALS												
OFFICE AND CLERICAL												
SKILLED CRAFT	1										1	
SERVICE MAINTENANCE			1								1	
<b>TOTAL</b>	<b>2</b>		<b>2</b>								<b>4</b>	

TOTAL	4
MINORITY	50.0%
NON-MINORITY	50.0%
FEMALE	



**TABLE 9B**  
**MWD WORK FORCE ANALYSIS**  
**SEPARATION - DECEASED**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS												
PROFESSIONALS							1				1	
TECHNICIANS	1										1	
PROTECTIVE SERVICES												
PARA- PROFESSIONALS												
OFFICE AND CLERICAL												
SKILLED CRAFT												
SERVICE MAINTENANCE												
<b>TOTAL</b>	1						1				2	

TOTAL	2
MINORITY	50.0%
NON-MINORITY	50.0%
FEMALE	

Source: MWD Human Resources Division Report MHR808

**TABLE 9C**  
**MWD WORK FORCE ANALYSIS**  
**SEPARATION -**  
**RESIGNATION - FAMILY REASONS**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS												
PROFESSIONALS				1								1
TECHNICIANS												
PROTECTIVE SERVICES												
PARA- PROFESSIONALS		1										1
OFFICE AND CLERICAL		1										1
SKILLED CRAFT									1		1	
SERVICE MAINTENANCE												
<b>TOTAL</b>		2		1					1		1	3

TOTAL	4
MINORITY	50.0%
NON-MINORITY	50.0%
FEMALE	75.0%

**TABLE 9D**  
**MWD WORK FORCE ANALYSIS**  
**SEPARATION -**  
**RESIGNATION - ACCEPTED OTHER EMPLOYMENT**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS												
PROFESSIONALS	1	1		1							1	2
TECHNICIANS		2			1		1				2	2
PROTECTIVE SERVICES												
PARA- PROFESSIONALS	1										1	
OFFICE AND CLERICAL	1										1	
SKILLED CRAFT	2										2	
SERVICE MAINTENANCE												
<b>TOTAL</b>	<b>5</b>	<b>3</b>		<b>1</b>	<b>1</b>		<b>1</b>				<b>7</b>	<b>4</b>

TOTAL	11
MINORITY	27.3%
NON-MINORITY	72.7%
FEMALE	36.4%

**TABLE 9E**  
**MWD WORK FORCE ANALYSIS**  
**SEPARATION -**  
**RESIGNATION - RELOCATION**  
**July 1, 1997 - December 31, 1997**

EEO-4 Category	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS												
PROFESSIONALS												
TECHNICIANS	1										1	
PROTECTIVE SERVICES												
PARA- PROFESSIONALS				1								1
OFFICE AND CLERICAL												
SKILLED CRAFT	1										1	
SERVICE MAINTENANCE												
<b>TOTAL</b>	<b>2</b>			<b>1</b>							<b>2</b>	<b>1</b>

TOTAL	3
MINORITY	33.3%
NON-MINORITY	66.7%
FEMALE	33.3%