

# Update on Workforce Data

Organization and Personnel Committee

Item 7b

May 10, 2010

# Metropolitan's Workforce as of 3/31/10

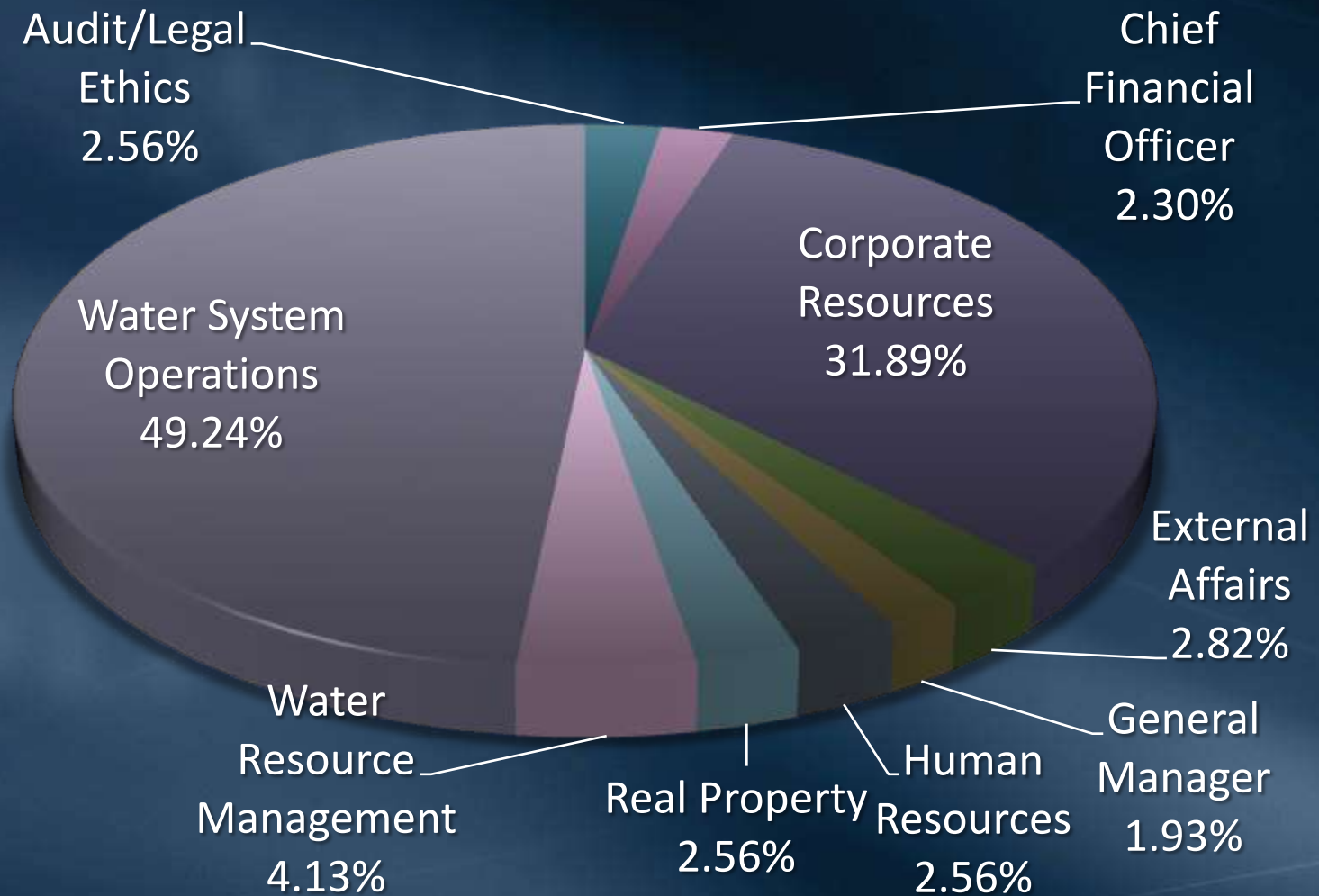
<b>Total</b>	<b>1913</b>	
Males	1393	72.82%
Females	520	27.18%
Whites	1039	54.31%
Minorities	874	45.69%
Asian/Pacific Islander	301	15.73%
Black	160	8.36%
Hispanic	400	20.91%
Native American/Alaskan Native	13	.68%

# Workforce by Functional Group

as of 3/31/10

<b>Total Employees</b>	<b>1913</b>	
Audit/Legal/Ethics	49	2.56%
Chief Financial Officer	44	2.30%
Corporate Resources	610	31.89%
External Affairs	54	2.82%
General Manager	37	1.93%
Human Resources	49	2.56%
Real Property Development & Management	49	2.56%
Water Resource Management	79	4.13%
Water System Operations	942	49.24%

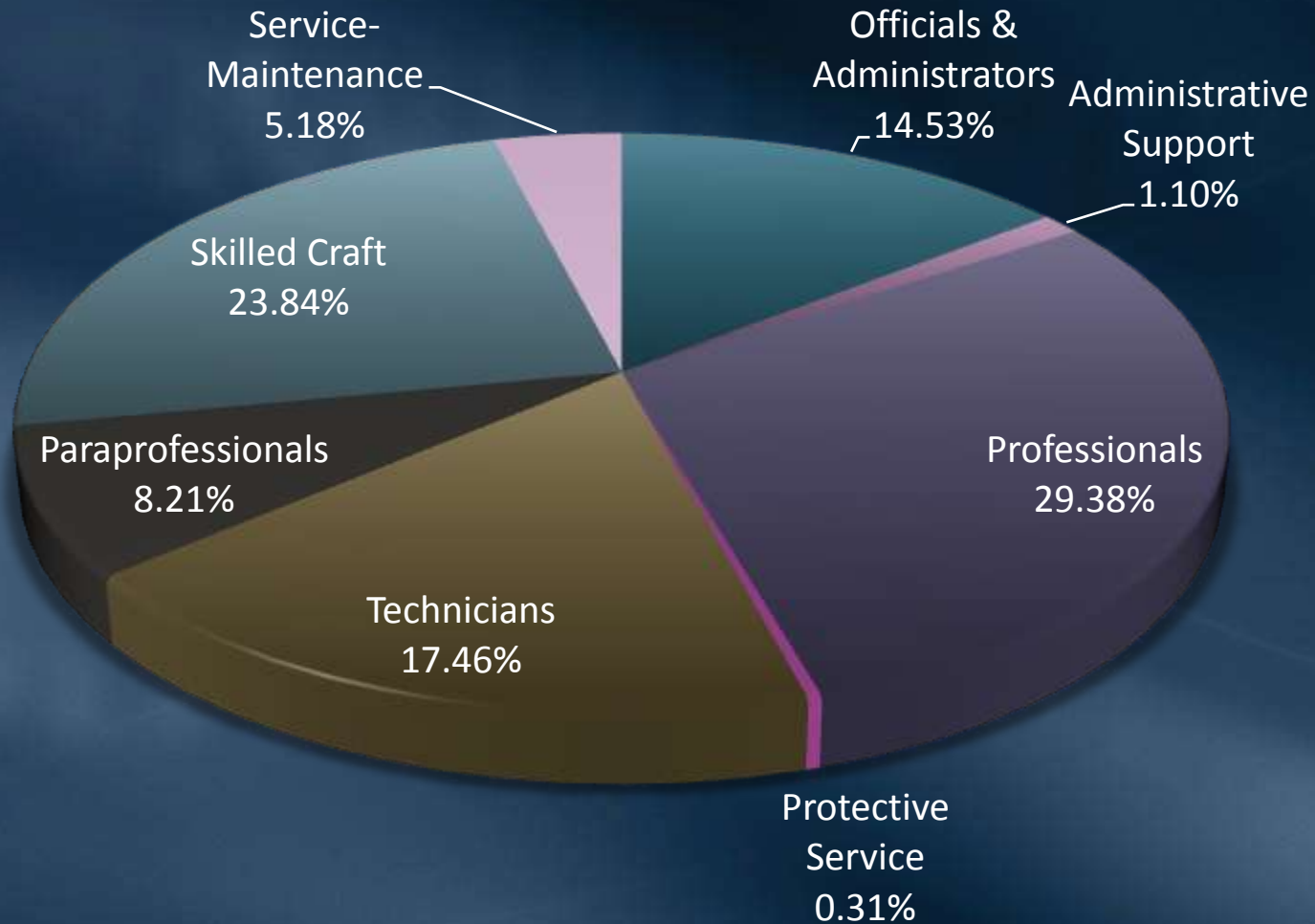
# Workforce by Functional Group



# Workforce by EEO Category as of 3/31/10

<b>Total Employees</b>	<b>1913</b>	
Officials & Administrators	278	14.53%
Professionals	562	29.38%
Technicians	334	17.46%
Protective Service Workers	6	.31%
Paraprofessionals	157	8.21%
Administrative Support	21	1.10%
Skilled Craft Workers	456	23.84%
Service-Maintenance	99	5.18%

# Workforce by EEO Category



# Workforce Comparison

	3/31/2010	3/31/2009	3/31/2008	3/31/2007
Total	1913	1962	1974	1932
Males	1393 72.82%	1430 72.88%	1445 73.20%	1403 72.62%
Females	520 27.18%	532 27.12%	529 26.80%	529 27.38%
Whites	1039 54.31%	1070 54.54%	1075 54.46%	1052 54.45%
Minorities	874 45.69%	892 45.46%	899 45.54%	880 45.55%
Asian/Pacific Islander	301 15.73%	308 15.70%	315 15.96%	309 15.99%
Black	160 8.36%	164 8.36%	166 8.41%	174 9.01%
Hispanic	400 20.91%	407 20.74%	402 20.36%	381 19.72%
Native American/ Alaskan Native	13 .68%	13 .66%	16 .81%	16 .83%

# Hiring Activity – 1/1/10 through 3/31/10

<b>Total</b>	<b>14</b>	
Males	13	92.86%
Females	1	7.14%
Whites	11	78.57%
Minorities	3	21.43%
Asian/Pacific Islander	0	0%
Black	1	7.14%
Hispanic	2	14.29%
Native American/Alaskan Native	0	0%



# Hiring Activity

	Jan – Dec 2009		Jan – Dec 2008		Jan – Dec 2007		Jan – Dec 2006	
Total	61		143		187		151	
Males	48	78.69%	99	69.23%	150	80.21%	113	74.83%
Females	13	21.31%	44	30.77%	37	19.79%	38	25.17%
Whites	33	54.10%	66	46.15%	99	52.94%	79	52.32%
Minorities	28	45.90%	76	53.15%	88	47.06%	72	47.68%
Asian/Pacific Islander	5	8.20%	19	13.29%	25	13.37%	28	18.54%
Black	7	11.48%	8	5.59%	10	5.35%	11	7.28%
Hispanic	15	24.59%	48	33.57%	53	28.34%	31	20.53%
Native American/ Alaskan Native	1	1.64%	1	.70%	0	0%	2	1.32%
Unknown	0	0%	1	.70%	0	0%	0	0%

# Promotional Activity - 1/1/10 through 3/31/10

<b>Total</b>		<b>26</b>
Males	21	80.77%
Females	5	19.23%
Whites	14	53.85%
Minorities	12	46.15%
Asian/Pacific Islander	5	19.23%
Black	0	0%
Hispanic	7	26.92%
Native American/Alaskan Native	0	0%

# Promotional Activity

	Jan – Dec 2009		Jan – Dec 2008		Jan – Dec 2007		Jan – Dec 2006	
Total	91		170		125		151	
Males	74	81.32%	118	69.41%	83	66.40%	109	72.19%
Females	17	18.68%	52	30.59%	42	33.60%	42	27.81%
Whites	44	48.35%	102	60.00%	62	49.60%	87	57.62%
Minorities	47	51.65%	68	40.00%	63	50.40%	64	42.38%
Asian/Pacific Islander	14	15.38%	20	11.76%	26	20.80%	19	12.58%
Black	7	7.69%	13	7.65%	8	6.40%	16	10.60%
Hispanic	26	28.57%	35	20.59%	26	20.80%	28	18.54%
Native American/ Alaskan Native	0	0%	0	0%	3	2.40%	1	.66%

# Retirement Activity - 1/1/10 through 3/31/10

<b>Total</b>	<b>6</b>	
Males	4	66.67%
Females	2	33.33%
Whites	5	83.33%
Minorities	1	16.67%
Asian/Pacific Islander	0	0%
Black	1	6.67%
Hispanic	0	0%
Native American/Alaskan Native	0	0%

# Retirement Activity

	Jan – Dec 2009		Jan – Dec 2008		Jan – Dec 2007		Jan – Dec 2006	
Total	23		44		30		66	
Males	18	78.26%	35	79.55%	23	76.67%	49	74.24%
Females	5	21.74%	9	20.45%	7	23.33%	17	25.76%
Whites	16	69.57%	24	54.55%	17	56.67%	48	72.73%
Minorities	7	30.43%	20	45.45%	13	43.33%	18	27.27%
Asian/Pacific Islander	4	17.39%	7	15.91%	2	6.67%	3	4.55%
Black	2	8.70%	2	4.55%	3	10.00%	5	7.58%
Hispanic	1	4.35%	9	20.45%	8	26.67%	9	13.64%
Native American/ Alaskan Native	0	0%	2	4.55%	0	0%	1	1.52%

# Separation Activity - 1/1/10 through 3/31/10

<b>Total</b>	<b>16</b>	
Males	13	81.25%
Females	3	18.75%
Whites	10	62.50%
Minorities	6	37.50%
Asian/Pacific Islander	1	6.25%
Black	1	6.25%
Hispanic	4	25.00%
Native American/Alaskan Native	0	0%

# Voluntary Separation Activity (not including retirements)

	Jan – Dec 2009		Jan – Dec 2008		Jan – Dec 2007		Jan – Dec 2006	
Total	8		20		16		26	
Males	6	75.00%	15	75.00%	11	68.75%	16	61.54%
Females	2	25.00%	5	25.00%	5	31.25%	10	38.46%
Whites	4	50.00%	11	55.00%	9	56.25%	19	73.08%
Minorities	4	50.00%	9	45.00%	7	43.75%	7	26.92%
Asian/Pacific Islander	3	37.50%	6	30.00%	2	12.50%	2	7.69%
Black	0	0%	1	5.00%	2	12.50%	1	3.85%
Hispanic	1	12.50%	2	10.00%	3	18.75%	4	15.38%
Native American/ Alaskan Native	0	0%	0	0%	0	0%	0	0%

# Involuntary Separation Activity

	Jan – Dec 2009		Jan – Dec 2008		Jan – Dec 2007		Jan – Dec 2006	
Total	45		43		26		22	
Males	32	71.11%	31	72.09%	19	73.08%	18	81.82%
Females	13	28.89%	12	27.91%	7	26.92%	4	18.18%
Whites	20	44.44%	21	48.84%	15	57.69%	15	68.18%
Minorities	25	55.56%	21	48.84%	11	42.31%	7	31.82%
Asian/Pacific Islander	6	13.33%	4	9.30%	1	3.85%	0	0%
Black	5	11.11%	5	11.63%	3	11.54%	5	22.73%
Hispanic	13	28.89%	10	23.26%	6	23.08%	2	9.09%
Native American/ Alaskan Native	1	2.22%	2	4.65%	1	3.85%	0	0%
Unknown by Race	0	0%	1	2.33%	0	0%	0	0%



# Applicant Demographics by Hires – 1/1/10 through 3/31/10

<b>Total Applicants</b> (Hires as a result of an external recruitment)	<b>85</b> (7)	
Males	67	78.82%
Females	11	12.94%
Unknown by Gender	7	8.24%
Whites	51	60.00%
Minorities	32	37.65%
Asian/Pacific Islander	12	14.12%
Black	5	5.88%
Hispanic	14	16.47%
Native American/Alaskan Native	1	1.18%
Unknown by Race	2	2.35%

# Workforce Data Summary

- Our current workforce is predominantly male and white. Head count decreased over the last 4 years with no change to the distribution of whites and minorities.
- Yearly hiring activity was highest in 2007, at 187. By 2009, it decreased to 61.
- Yearly promotional activity was highest in 2008, at 170. In 2009, it decreased to 91.
- Yearly retirements were highest in 2006 at 66, but by 2009 they decreased to 23.

# Workforce Data Summary

- The voluntary separation rates of males and minorities has increased over time.
- Involuntary separations have increased over the last 4 years.
- Overall applicant activity has decreased significantly over time and appears to be the result of the decrease in hires.

