

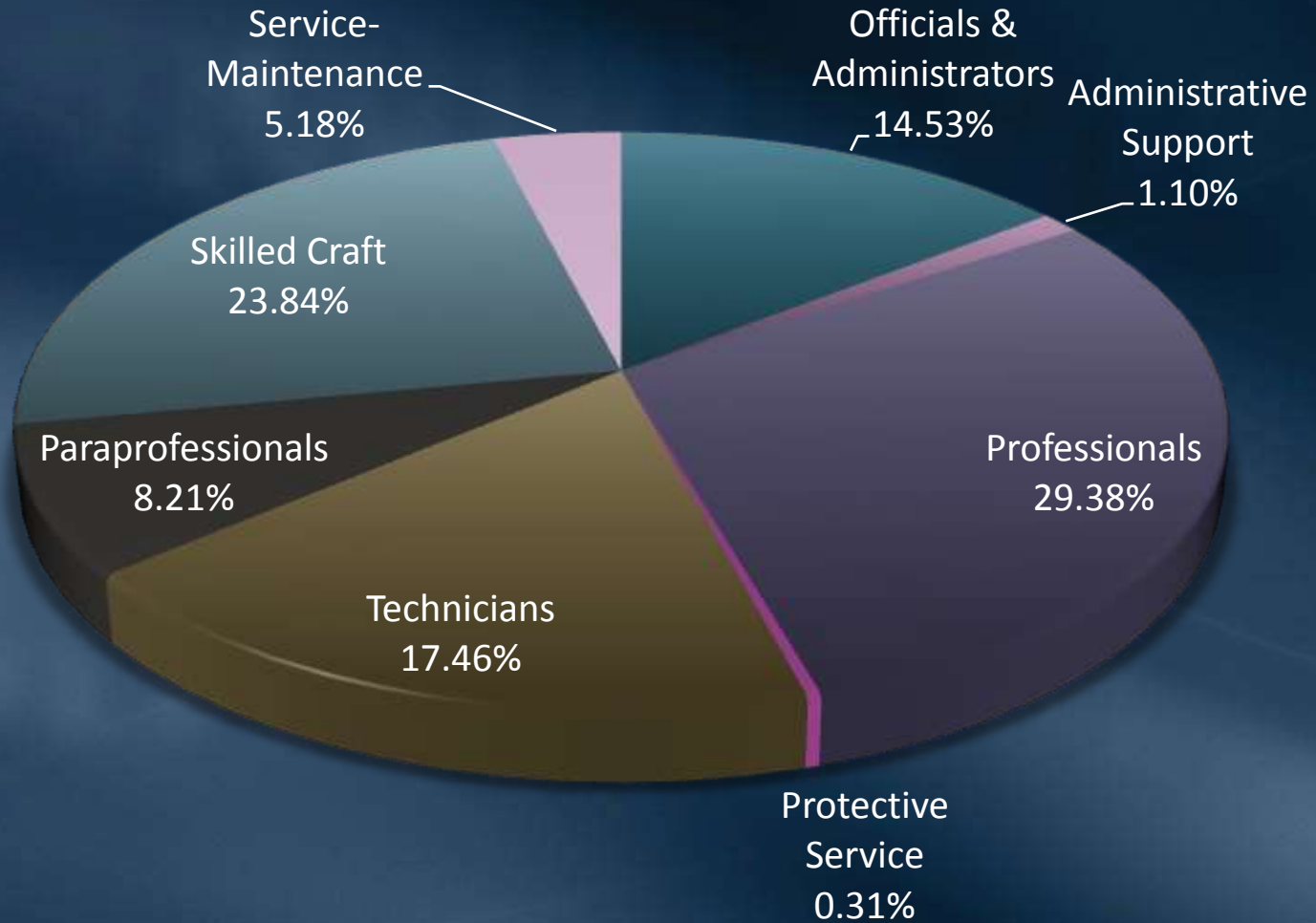
# Follow-up on Workforce Data

Organization and Personnel Committee  
Item 7b and 7c  
June 7, 2010

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

Total Employees	1913	
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 by EEO Category and Gender as of 3/31/10

	Male		Female	
Officials & Administrators	206	74.10%	72	25.90%
Professionals	334	59.43%	228	40.57%
Technicians	287	85.93%	47	14.07%
Protective Service Workers	6	100.00%	0	0%
Paraprofessionals	31	19.75%	126	80.25%
Administrative Support	12	57.14%	9	42.86%
Skilled Craft Workers	447	98.03%	9	1.97%
Service-Maintenance	70	70.71%	29	29.29%

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

	Officials & Administrators	Professionals	Technicians	Protective Service Workers	Para-professionals	Admin Support	Skilled Craft Workers	Service-Maintenance
<b>Total</b>	<b>278</b>	<b>562</b>	<b>334</b>	<b>6</b>	<b>157</b>	<b>21</b>	<b>456</b>	<b>99</b>
<b>Whites</b>	<b>171</b> 61.51%	<b>281</b> 50.00%	<b>195</b> 58.38%	<b>5</b> 83.33%	<b>49</b> 31.21%	<b>7</b> 33.33%	<b>273</b> 59.87%	<b>58</b> 58.59%
<b>Minorities</b>	<b>107</b> 38.49%	<b>281</b> 50.00%	<b>139</b> 41.62%	<b>1</b> 16.67%	<b>108</b> 68.79%	<b>14</b> 66.67%	<b>183</b> 40.13%	<b>41</b> 41.41%
Asian/Pacific Islander	<b>39</b> 14.03%	<b>153</b> 27.22%	<b>60</b> 17.96%	<b>0</b>	<b>23</b> 14.65%	<b>5</b> 23.81%	<b>17</b> 3.73%	<b>4</b> 4.04%
Black	<b>24</b> 8.63%	<b>45</b> 8.01%	<b>20</b> 5.99%	<b>1</b> 16.67%	<b>36</b> 22.93%	<b>7</b> 33.33%	<b>25</b> 5.48%	<b>2</b> 2.02%
Hispanic	<b>43</b> 15.47%	<b>80</b> 14.23%	<b>58</b> 17.37%	<b>0</b>	<b>48</b> 30.57%	<b>2</b> 9.52%	<b>134</b> 29.39%	<b>35</b> 35.35%
Native Amer/ Alaskan Native	<b>1</b> 0.36%	<b>3</b> 0.53%	<b>1</b> 0.30%	<b>0</b>	<b>1</b> 0.64%	<b>0</b>	<b>7</b> 1.54%	<b>0</b>

# Hiring Activity

- Definition of a hire:
  - Individual selected through a competitive recruitment and selection process for external candidates, or
  - Individual appointed to fill an open position, i.e., district temporary (annuitant) or carpenters union employee.
    - Temporary employee is an individual whose part-time or full-time employment carries a time limitation.
    - Annuitant is a PERS retiree hired back as a temporary worker.
    - Carpenters union employee is a temporary worker used for short term construction or maintenance projects.
- Employees selected to fill open positions through participation in an internal job bid process are not counted as a hire.

# 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 by Group & Job Title

1/1/10 through 3/31/10

Group/Job Title	Total	Method of Hire
<b>CFO</b>	1	
Assistant Section Manager		Recruitment
<b>WRM</b>	1	
Program Manager		Appointment – Annuitant
<b>WSO</b>	12	
Aqueduct Pump Specialist	1	Recruitment
Electronic Tech	1	Recruitment
Engineering Tech	1	Appointment – District Temp
Environmental Health & Safety Specialist	1	Recruitment
Jr. Microbiologist	1	Recruitment
Maintenance Mechanic I	5	Appointment – District Temp
O & M Tech IV (Diver)	1	Recruitment
Operator I	1	Recruitment



# Justification by Job Title

<b>Job Title</b>	<b>Total</b>	<b>Justification</b>
Assistant Section Manager	1	Assist Controller with managing workflows, ensuring strong succession plan, and building necessary technical skills of staff.
Program Manager	1	District Temp Annuitant – P/T program manager for Two-Gates Fish Demonstration Project and other related near-term Delta solutions.
Aqueduct Pump Specialist	1	Specialized journey level necessary to perform maintenance and repairs of main pumping units and auxiliary equipment – Desert Region.
Electronic Tech	1	Ozone Expansion service and maintenance – Skinner Treatment Plant.
Engineering Tech	1	District temp employed to assist in developing tools and processes for a centralized automated Water Quality Data Management Program.
Maintenance Mechanic I	5	District temps employed from Carpenter’s Union to support reservoir cleaning, weed abatement, landscaping, and other related assignments.

# Justification by Job Title

Job Title	Total	Justification
Environmental Health & Safety Specialist	1	Communicates environmental, health and safety roles and responsibilities based on compliance requirements and environmental/occupational program standards, providing guidance to managers and staff - Mills Treatment Plant.
Jr. Microbiologist	1	Member of Reservoir Management Team assisting with sampling and monitoring of source waters to meet compliance regulations and collecting data used to make source water management decisions. Required for compliance with safe diving practices during routine operations, inspection of underwater infrastructure and quagga mussel inspection and control measures.
O & M Tech IV (Diver)	1	Maintain and refurbish valves, gates and their operators and actuators - La Verne Valve & Dive Shop
Operator I	1	Assist Plant Operator with daily operations, including monitoring and controlling treatment process, handling chemicals and associated equipment, conducting water quality analyses - Diemer Treatment Plant.

