



CITY OF OAKLAND

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AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Kip Walsh
Acting Director of Human
Resources Management

SUBJECT: Equal Access to Services Ordinance
Annual Compliance Report

DATE: September 2, 2016

City Administrator Approval:

Date:

9/14/16

RECOMMENDATION

Staff Recommends That The City Council Receive This Informational Report Regarding The Annual Equal Access To Services Ordinance Compliance Report For Fiscal Year 2015-2016.

EXECUTIVE SUMMARY

This report serves as the City Administrator's Annual Compliance Plan and Report on the implementation of the Equal Access to Services Ordinance for the period July 1, 2015 through June 30, 2016. This document provides a detailed reporting of the City's compliance activities and makes recommendations for areas of improvement. In addition, this report provides information from the Equal Access Office on protocol and timeline for translating documents, and for a list of Departments that the Equal Access Office has been working with on translation of materials as requested by the June 29 2016 Rules & Legislation Committee.

BACKGROUND/ LEGISLATIVE HISTORY

The Equal Access to Services Ordinance (Oakland City Ordinance No. 12324 CMS and Section 2.30 of the Oakland Municipal Code, "EAO") was passed on May 8, 2001 for the purpose of providing equal access to City services to all Oakland residents by way of translation services to those with limited proficiency in English. The City was sued in 2011 by Family Bridges, Inc. and the Educational Coalition for Hispanics in Oakland (ECHO) seeking to force implementation of the program. The cases were settled within a few months. The settlement agreement, among other things, established reporting procedures. The City Administrator's Office issued an Administrative Instruction (AI 145) on November 9, 2011 to provide direction on the implementation of the EAO. As part of the Settlement Agreement, the City agreed to comply with requirements of the Oakland Municipal Code Section 2.30, "Equal Access to Services", which included submission to the City Council an Annual compliance Plan with specific data regarding the status of oral and written language services and assessment of EAO implementation by City Departments.

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Finance & Management Committee
September 27, 2016

ANALYSIS

Key Compliance Highlights

In the reporting period (July 1, 2015 – June 30, 2016), the City demonstrated continued progress in providing equal access to services regardless of English language proficiency. Key compliance accomplishments are:

- The number of bilingual public contact position employees has been steadily increasing since 2010. There was a two percent (2%) positive increase in the number of bilingual public contact employees over the last twelve months despite impacts from attrition and staff turnovers.
- The City is able to attract more bilingual applicants to City Jobs. Statistics shows a five percent (5%) increase in the number of Spanish-speaking applicants, and a two percent (2%) increase in the number of Chinese-speaking applicants.
- The number of translated vital documents reported has been steadily increasing since 2010. This year City Departments have worked with the Equal Access Office in producing 445 translated documents to provide greater access to City services.
- City Departments are offering more customer service telephone lines that features multi-lingual recordings. Five more telephone lines now offer recordings in multiple languages.
- The City is making progress in enhancing the language accessibility of City of Oakland web pages. The Google Translator function has been moved to a more prominent location on the City's website www.oaklandnet.com. The Planning & Building Department has acquired a new Land Use and Permit-Tracking Automated System this year, and is working with the Information Technology and Equal Access offices on launching the Spanish and Chinese online platforms.

Four Key Areas of Compliance:

- (1) Equal Access to Services: Utilizing sufficient bilingual Public Contact Position (PCP) employees for City departments to provide the same level of service to LES groups as they provide English speakers.
- (2) Translation of Documents: City departments translate vital documents into EAO threshold languages.
- (3) Telephone Recordings: City departments provide recorded telephone messages in EAO threshold languages.
- (4) Communication & Assessment: City departments report on communications with LES groups including complaint procedures. A customer language access survey is to be conducted at least biennially for evaluation purposes.

A. City-Wide Assessment

1. Equal Access to Services

The Equal Access to Services Ordinance requires that the City take specific actions to provide services to substantial groups of Limited-English Speaking (LES) persons. By the definition provided in the ordinance, substantial LES group means "at least ten thousand limited English-speaking City residents who speak a shared language other than English." Qualifying languages are also referred to as "threshold languages," based on the U.S. Census Bureau American Community Survey.

Table 1 shows the top three most common languages spoken by Oaklanders besides English are Spanish, Chinese and Vietnamese.

Among the top three languages, the Spanish and Chinese groups meet the "ten thousand threshold" requirement and therefore are deemed the EAO designated languages as shown in Chart 1.

Citywide survey result (41,728 customers surveyed in a two-week period in 2015) serves as a reminder that over one third of customers accessing City services at the City's many public contact locations speak a language other than English as their primary language as shown in Chart 2. The survey, in its entirety, was presented and received in the September 29, 2015 Finance and Management Committee.

Table 1: 2014 American Community Survey Language Spoken at Home By Ability to Speak English for Population 5 years and over

	Oakland City, California	
	Population	Percentage
Total	385,809	100%
Top Three Languages Spoken besides English:		
1. Speak Spanish - Total	90,120	23%
Speak Spanish with limited English	44,204	11%
2. Speak Chinese - Total	28,544	7%
Speak Chinese with limited English	19,785	5%
3. Speak Vietnamese - Total	6,016	2%
Speak Vietnamese with limited English	4,382	1%

Chart 1: "Ten Thousand" Threshold Requirement

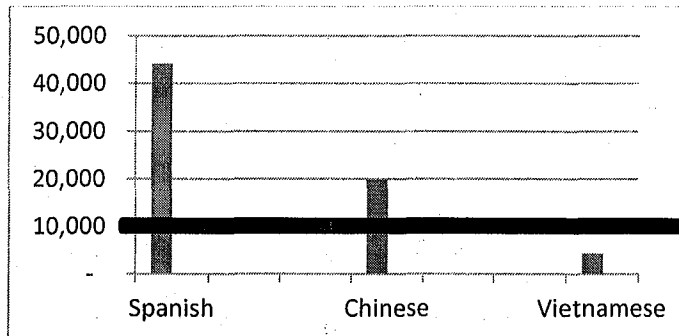
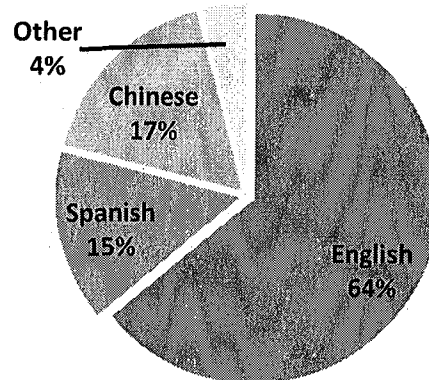


Chart 2: Primary Language Use

41,728 clients surveyed



1.1 Bilingual Staffing

Public Contact Position (PCP) is defined by the EAO as “a position, whether of a clerical, service, professional or sworn nature, that emphasizes greeting, meeting, contact, or provision of information and/or services to the public in the performance of the duties of that position.” Unless otherwise mentioned, ‘bilingual employees’ mentioned in this report refer to those who are bilingual in English/ Spanish languages or English/ Chinese (Mandarin or Cantonese) languages.

Based on the 2009-2011 American Community Survey, 11.39 percent of the Oakland population is LES persons speak Spanish, and 5.63 percent speak Chinese. The latest available data in the 2014 American Community Survey revealed no significant changes.

The City-wide minimum goal for bilingual employees is calculated by multiplying the number of PCPs by the percentage of the Spanish or Chinese LES population. The Equal Access Office reviews recruitment requisitions to ensure that the City employs a sufficient number of bilingual PCP employees to meet the needs of LES groups. When calculating the minimum goal (number of PCP multiply by a percentage), resulting numbers are rounded off to the nearest whole number. For example 1.2 will be rounded off to 1 and 2.8 will be rounded off to 3. In addition, employee statistics could be analyzed using budgeted full-time-equivalent (FTE) method or actual headcount. Consistent with the City’s practice for the past several years, data in this report was analyzed based on the FTE. **Table 2** presents departmental statistics on bilingual staffing:

Table 2: City-Wide Assessment			SPANISH-SPEAKING PCP			CHINESE-SPEAKING PCP		
Departments	FTE	PCP	MIN.GOAL	ACTUAL	Compliance?	MIN.GOAL	ACTUAL	Compliance?
CAO	99	34	4	7	YES	2	5	YES
CITY ATTORNEY	72	9	1	2	YES	1	1	YES
CITY AUDITOR	9	2	0	0	YES	0	0	YES
CITY CLERK	17.5	4	1	1	YES	1	1	YES
COUNCIL	27.5	27.5	3	3	YES	2	2	YES
EWD	50.5	2	0	1	YES	0	1	YES
FINANCE	136	56	6	7	YES	3	6	YES
FIRE	593.95	448	51	68	YES	25	14	NO
HCD	51	15	1	3	YES	1	2	YES
HRM	37	5	1	1	YES	0	1	YES
HSD	306	154	18	33	YES	9	17	YES
ITD	72	0	0	0	YES	0	0	YES
MAYOR	16	10	1	2	YES	1	1	YES
OPL	215	175	20	32	YES	10	15	YES
OPR	247	237	27	32	YES	13	11	NO
PBD	141	96	11	11	YES	5	12	YES
OPD	1251	1150	131	191	YES	65	65	YES
OPW	796	15	2	3	YES	1	2	YES
TOTAL	4138	2439		397			156	

*FTE = Full Time Equivalent BPCP = Bilingual Public Contact Position

A total of 4,138 FTE employees were reported for the reporting period, which included 2,439 PCPs. Spanish-speaking PCPs accounted for 397 positions, and Chinese PCPs accounted for 156 positions. An increase in the number of bilingual staff in both languages is recorded. However, the Fire and the Parks and Recreation Departments continue to record a deficiency in the number of Chinese-speaking PCPs. These two City Departments present unique challenges in analyzing employee demographics.

Oakland Fire Department successfully increased its number of Spanish-speaking PCPs by 17% as compared to the last year while the number of Chinese-speaking PCP remained at the same level. The Fire Service Industry traditionally has attracted fewer minority and bilingual applicants when compared to other industries or general labor statistics. The Department is recommended to identify new strategies in promoting Fire Service jobs, which may include collaboration with schools, colleges, and community programs to educate the next generation of workforce on the exciting opportunity on becoming a fire fighter. The City of Oakland hires a higher percentage of Hispanic/ Latino and Asian Fire Fighters as compared to national average.

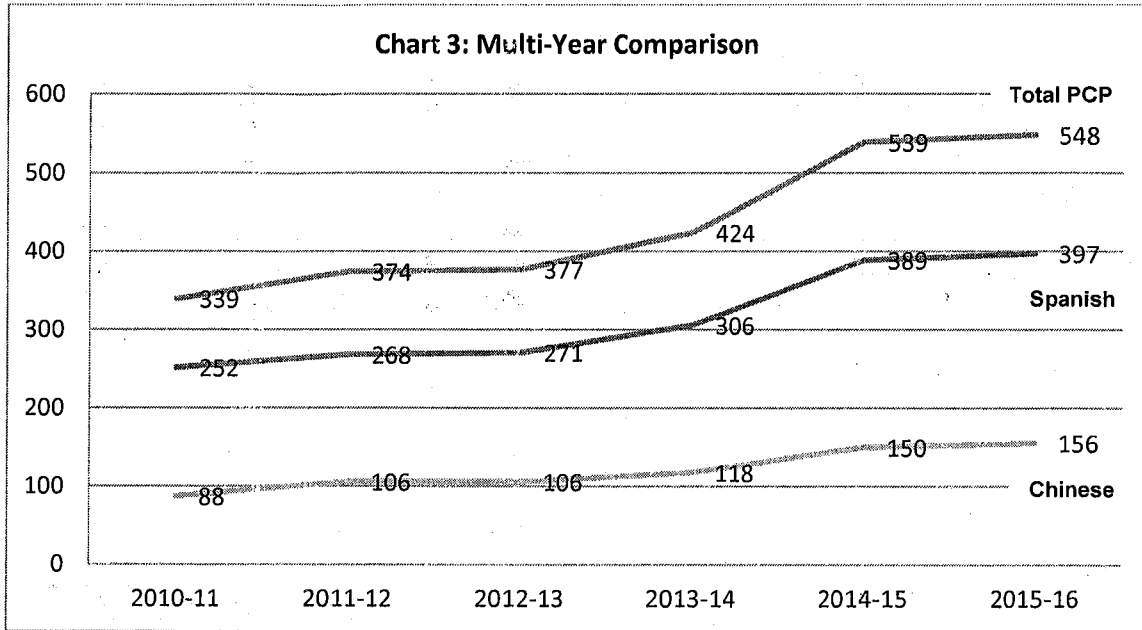
Labor Statistics By Sex, Race & Ethnicity	Women	Black	Hispanic/Latino	Asian
Bureau of Labor Statistics 2015 (All jobs)^	47%	12%	16%	6%
Bureau of Labor Statistics 2015, Fire Fighter Statistics^	6%	8%	8%	1%
City of Oakland 2015 Report, Fire Fighter Applicant Statistics	6%	9%	25%	8%
City of Oakland 2015 Report, Fire Fighter Hire Statistics*	14%	18%	28%	18%

^ Labor Force Statistics from the Current Population Survey, US Department of Labor, released February 2016
 *Recent recruitment data was used for analysis in the 2015 Information Report on Employee Demographics

Due to the nature of the programs, OPR deployed seasonal and part-time staff to meet the need of the program. For example, the need of an one-hour a day, three days a week swimming class is often met by a part-time instructor. In evaluating Spanish-speaking PCP staffing goal, OPR has 81 Spanish-speaking employees who can provide bilingual service to the community. The 81 employees can also be consolidated into 32 FTE positions after factoring in the number of hours worked. Similarly, OPR hired 41 Chinese speaking PCP (equate to 11 FTE) to provide bilingual service at parks and recreation centers. OPR is committed to offering bilingual services at service locations. Our office recommends Selective Certification in Chinese Language for future recruitments to further increase Chinese language access.

Department	FTE	PCP	SP-GOAL	SP-ACTUAL	CH-GOAL	CH- ACTUAL
OPR	247	237	27	32 FTE (81 Person)	13	11 FTE (41 Person)

Staffing information for community based service locations is provided in **Attachment A**. Two years comparison of City-Wide Assessment is provided in **Attachment B**. A graphical display showing the City's steady increase of the number of bilingual employees over the years is shown in **Chart 3**.



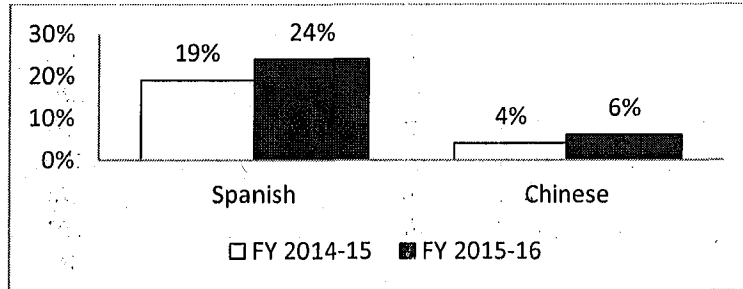
1.2 New Hires & Applicant Data

“New hire” refers to new incumbent filling a particular job classification during the reporting period (although the incumbent may not be new to City employment). Depending on job classification, a position could be filled by open recruitment, promotional recruitment, restricted recruitment, or direct appointment. Vacancies could be filled by appointment from an existing eligible list, reinstatement, re-employment, transfer reassignment, or temporary appointments. The City of Oakland hiring process is governed by the City Charter, Civil Service Rules, and Labor Agreements. Details of job titles, languages other than English, and number of new hires are provided in the public contact positions staffing table in **Attachment G**. The complete list is available for public access at Human Resources Department Service Counter at 150 Frank H. Ogawa Plaza, Oakland.

The number of positions filled and the number of applicants from an “applicant pool” will vary due to the fact that not all appointments are made from a newly established applicant pool. Of the total number of applications the City received for PCP vacancies, 24 percent applicants speak Spanish and 6 percent speak Chinese. Moreover, any Department that does not have sufficient bilingual employees in public contact positions is mandated by the EAO to utilize selective certification to ensure there are sufficient bilingual public contact employees to provide equal service to LES population. Detail breakdowns of Applicant Pool Statistics and Language Selective Certification Hiring List can be found in **Attachment C**.

Chart 4: Applicant Pool Data Two-Year Comparison

Data suggests the City's PCP job openings successfully attracted a higher percentage of bilingual applicants in this reporting year.



2. Translation Services

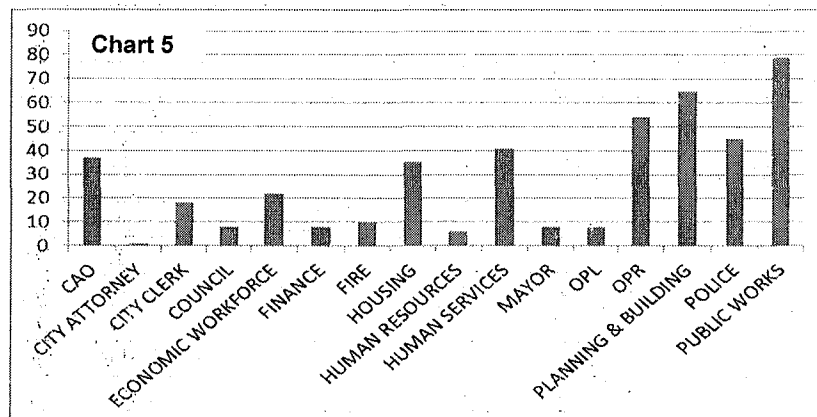
2.1 Information Update on Departments and Documents Equal Access Office Working With

The Equal Access unit of the Human Resources Management Department provides support to City Departments in meeting the requirements of the Equal Access Ordinance. **Table 3** provides a list of Departments working with the Equal Access Office in FY 2015-16 and the number of translation of materials. **Chart 5** is a graphic presentation of the translation of documents by Department. A full list of translated document name is provided in **Attachment D**.

Documents submitted to Equal Access for translation include event flyers, press releases, advertisements, posters, public notices, letters, forms, brochures, presentations, website text, and vital documents. This list tracks all requests that came into Equal Access Office during the year. Translations performed by City Department's in-house bilingual employees are not included on this list.

Table 3: FY 2015-16 Document Translation Request By Department

Department	Spanish	Chinese	Other	Total by Dept.
CAO	12	16	9	37
CITY ATTORNEY	0	0	1	1
CITY CLERK	9	9	0	18
COUNCIL	4	3	1	8
ECONOMIC WORKFORCE	12	10	0	22
FINANCE	3	3	2	8
FIRE	3	4	3	10
HOUSING	18	17	0	35
HUMAN RESOURCES	3	3	0	6
HUMAN SERVICES	21	19	1	41
MAYOR	6	2	0	8
OPL	1	1	6	8
OPR	25	26	3	54
PLANNING & BUILDING	31	32	2	65
POLICE	23	20	2	45
PUBLIC WORKS	36	35	8	79
Total by Language	207	200	38	
Total Documents	445			



Our Office generally covers Citywide expenditures on document translations and interpretations. Funding for contracted services is budgeted at \$150,000 a year to support eighteen City Departments. Spending for the last three fiscal years is listed in **Table 4**.

FY 2013-14	\$	180,284
FY 2014-15	\$	180,373
FY 2015-16*	\$	166,366

**Annualized Estimates based on April 30 2016 figures*

The intent of the EAO is for City Departments to hire sufficient number of bilingual employees to provide bilingual services. In the event there are insufficient bilingual employees, contracted vendors will be brought in to provide language services. Our Office seeks to work in partnership with City Departments. When expenditures are trending towards overspending or when City Departments put in a special request (such as video captioning), a price quote from vendor is obtained and the cost may be shared with City Departments. Simultaneous interpretation for public meetings and hearings require high accuracy in a fast-paced environment that may involve legal and technical terminologies. Skilled professional interpreters are often brought in to meet this need. Funds are prioritized to meet the need of official City document translations and interpretations at public meetings and hearings. Services are coordinated within the provisions of the EAO.

2.2 Information Update on the Protocol and Timeline for Translation Documents

There is a one-step process in requesting translation support from Equal Access Office. The requesting City Department provides electronic file(s) to the Equal Access Office. The most common method of submission is through electronic mail where the requestor states the language(s) needed, the expected need-by date, and attaches the document(s). Other data storage devices such as Universal Serial Bus (USB) or compact disc are also acceptable. Our office is staffed by two Program Analysts. All requests are logged and tracked by EAO staff and many documents are translated by EAO staff. For complex documents, documents with special formatting and long documents, external vendors are used. In addition, our Office is in contractual agreement with three professional translation companies to provide translations service to the City. The average turnaround time is two-weeks where the finished project will be delivered electronically to the requestor. Upon request, vendors are also equipped to provide 24-hour expedited service for documents less than 3,000 words for added cost.

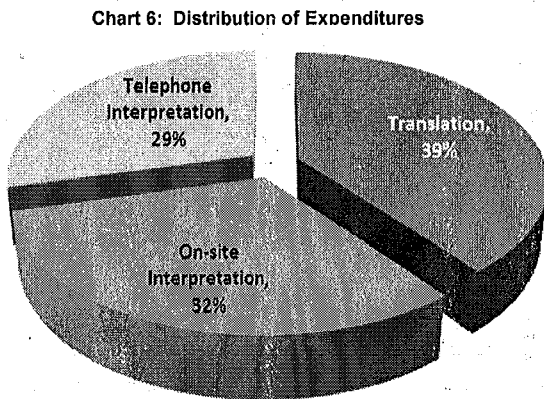
Table 5 shows a comparison of expected translation timeline in other local jurisdictions as stated in their official document or online request system. School districts are used here as a comparison. School districts are under governance to provide access to LES clients, similar to the City under EAO governance to provide access to LES population. In addition, most school districts have an established system in place for requesting translation service with clearly stated timeline. Our office also looked into other public entities, but did not find comparable entities at similar service level. For example, the California Courts system has Court-certified interpreters system in place, however, no comparable document translation policies can be located. The Alameda County does not have a County-wide Language Access Program nor translation request system in place. The City & County of San Francisco offers a decentralized system where each Department processes its own document translation needs and assumes

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related costs. Their Language Access Program under the Office of Civic Engagement & Immigrant Affairs does not provide centralized translation service to City & County Departments.

City of Oakland Equal Access Office	2 weeks
Oakland Unified School District	2 weeks for 1-3 pages; 3 weeks for 3 pages or longer
Berkeley Unified School District	At least 10 days
Hayward Unified School District	2 weeks; 3 weeks for Special Education Dept.
San Francisco Unified School District	2 weeks
Los Angeles Unified School District	30 days

Chart 6 and Table 6 display the EAO Budget and Expenditures Distribution.



EAO Budget	\$ 150,000
EAO Expense (as of April 30, 2016)	
Document Translation	\$ 54,448
On-site Interpretation	\$ 44,024
Telephone Interpretation	\$ 40,166
Total Expense (as of April 30, 2016)	\$ 138,638
EAO Annualized Estimated Expense	\$ 166,366

2.3 Information Update on the Development of Council Meeting Agenda Templates Translation

At the request of the City Clerk’s Office, EAO staff met with them to discuss strategies for making City Council agenda materials available in the threshold languages. The Equal Access Office was established to administer work prescribed in the EAO. Translation of meeting agendas is not included in the work plan for the Office. EAO Sec.2.30.070 Public Meetings and Hearings “(a) City Commissions and Departments shall not be required to translate meeting notices, agendas, or minutes.” The agenda for the June 7th 2016 City Council meeting was provided to our vendor for a price quote. In addition, templates provided by the City Clerk’s Office were translated and delivered to the Clerk’s Office. A price quote is displayed in **Table 7**. Price is quoted based on existing contractual terms.

Spanish	\$	1,395.00
Chinese	\$	1,488.00
24-Hour Expedited Service Fee	\$	1,441.60
Total Cost for One Agenda	\$	4,324.60
Annual Cost for 20 Council Meetings	\$	86,492.00

(Do not include committee meeting agendas)

To successfully implement this project, our office recommends that: A professional service contract is to be set up between the City Clerk's Office and select vendor to ensure direct line of communication of the most up-to-date agenda packet materials. As new contract is established, pricing arrangement and terms can be negotiated. Resources shall be evaluated to determine the on-going needs.

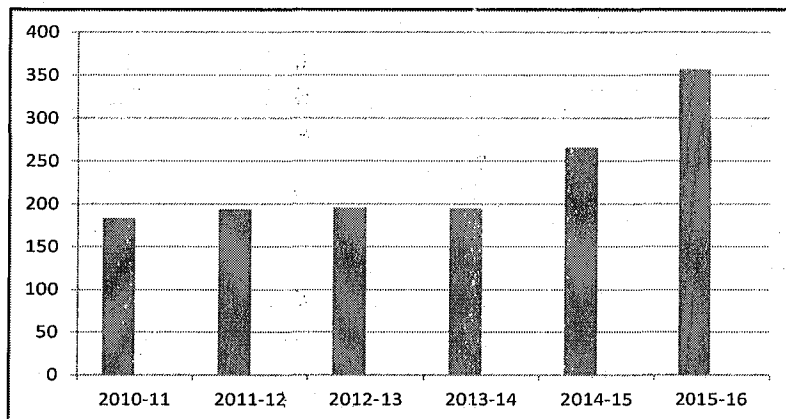
2.4 Translation of Vital Documents

EAO SEC.2.30.050 Translation of Materials states that Departments shall translate written materials that provide vital information to the public about the Department's services or programs into the language(s) spoken by the Substantial Number of Limited English Speaking Persons Group(s).

As advised by the Finance and Management Committee, our office launched an effort to identify all vital documents in the City. Vital documents were tracked using the "City of Oakland Vital Documents Checklist" Information was presented and received on March 22, 2016 by Finance and Management Committee. As a result of this effort, the number of vital documents reported by City Departments has increased from last reporting year's 266 documents to this year's 357. **Table 8** is a summary of the number of documents reported by City Departments in June 30, 2016. **Chart 7** shows comparison across multiple years.

Vital Documents	Total	Spanish	Chinese
CAO	66	35	35
CITY ATTORNEY	2	2	2
CITY AUDITOR	3	3	3
CITY CLERK	5	5	5
COUNCIL	5	5	5
EWD	16	16	16
FINANCE	6	6	6
FIRE	47	28	17
HOUSING	20	20	20
HRM	10	10	10
HSD	45	34	34
MAYOR	8	8	7
OPL	8	8	8
OPR	35	34	34
PBD	26	26	21
OPD	25	25	13
OPW	30	30	30
TOTAL	357	295	266
PERCENTAGE	100%	83%	75%

Chart 7: Multi-Year Comparison Number of Vital Documents Reported



Years	# Documents Reported
2015-16	357
2014-15	266
2013-14	195
2012-13	196
2011-12	194
2010-11	184

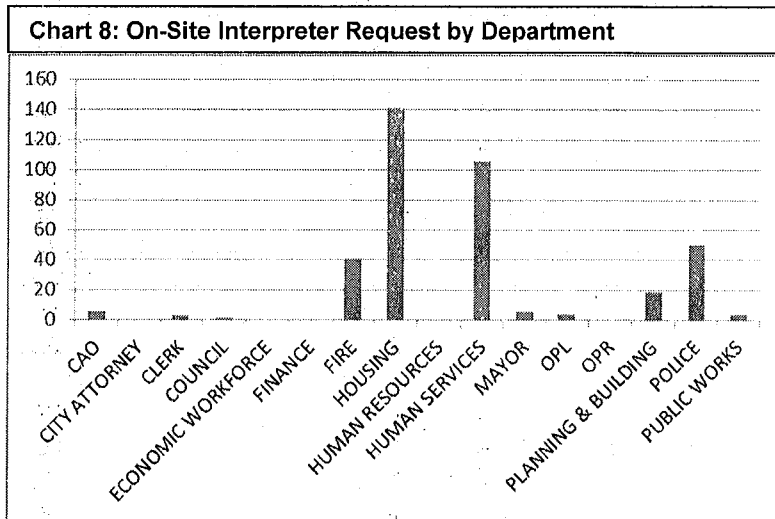
2.5 Web Content Accessibility

Staff presented information on a Supplemental Report to Finance and Management Committee on March 22, 2016 that included an analysis on the City's online accessibility and tools employed by other jurisdictions. Research of other public sector websites revealed Google Translator as a popular choice. Among the twenty-five researched public entity websites, 56% utilized Google Translate; 12% offered selected information in other languages; 12% offered web site in both English and Spanish; and the remaining 20% did not appear to provide translation of any kind. Since our presentation in March, our office has worked with the Information Technology Department in improving the Google Translator function on our City's web page. Instead of only showing the Google Translator "Select Language" toolbar on the home page only, the toolbar now appears on the upper right hand corner as visitors navigate through the website. This tool allows translation of web contents into more than fifty languages.

The City of Oakland City-wide Communications Team is exploring different content management options. The current website could be moved into a new layout and format in the next twelve to eighteen months. Our Office has been involved in the evaluation of different content management systems, and engaged in discussions on language accessibility of any potential new website for the City. In addition, the Communications Team has created a City of Oakland Styles Guide for web content writers, and has worked with our office to address importance of language support. The newly developed Styles Guide now includes a section on "language accessibility" that provides guidelines on providing translated materials on web platforms for web content writers.

Chart 8 is a graphic representation of the usage of on-site interpreter by Department. Interpretation and bilingual services performed by bilingual employees are not tracked nor displayed on this report.

Details of interpretation requests in terms of number of hours and topic of the meeting or event can be found in **Attachment E**.



2.6 Interpretation

The intent of the EAO calls for hiring sufficient bilingual employees to provide language assistance services. In some cases where needs cannot be met by bilingual employees, City Departments use services provided by our office for on-site interpretation or over-the-phone interpretation.

Table 9 shows the number of on-site interpretation hours requested by City Departments. When a request is submitted to the Equal Access Office, professional interpreter is coordinated and dispatched to service location at requested time. High volume users included Human Services Department senior home visits, Housing Development Department rent adjustment program hearings, Police Department neighborhood crime prevention council meetings, and the Fire Department's Emergency Training Classes.

Department	Hours in SP	Hours in CH	Other	# of Equip Request
CAO	2	4	0	2
CITY ATTORNEY	0	0	0	0
CLERK	0	3	0	1
COUNCIL	2	0	0	1
ECONOMIC WORKFORCE	0	0	0	0
FINANCE	0	0	0	0
FIRE	9	26	6	13
HOUSING	89	38	14	0
HUMAN RESOURCES	0	0	0	0
HUMAN SERVICES	25	62	19	1
MAYOR	2	4	0	2
OPL	2	2	0	1
OPR	0	0	0	0
PLANNING & BUILDING	10	9	0	8
POLICE	50	0	0	25
PUBLIC WORKS	2	2	0	1
Total Hours by Language	193	150	39	55

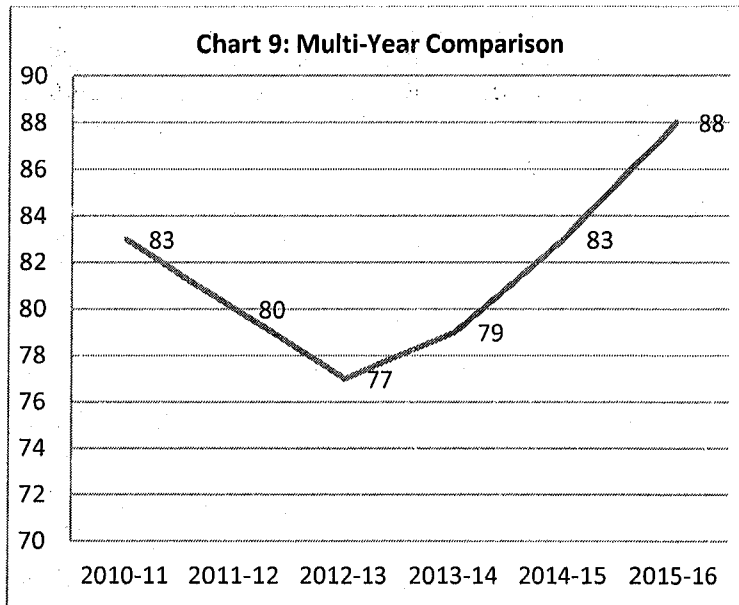
To further reaffirm the City's commitment in providing interpretation at public meetings, the City-wide Communications Team, the Equal Access Office, and the ADA Office met and developed template language that informs the public on how to request for Spanish, Chinese, American Sign Language interpretation and disability-related accommodations. Information was provided to all Language Access Coordinators and Departmental Coordinators for Americans with Disabilities Act (ADA). City Departments are advised to provide this information on public meeting agendas and meeting notices.

3. Translation of Telephone Recordings

Eighty-eight telephone lines were identified by City Departments as main customer service numbers addressing public inquiries on regular basis and offer multi-lingual voice recordings.

Chart 9 presents a multi-year comparison of multi-lingual telephone recordings in the last six fiscal years. The number has been steadily increasing in the last four years.

Details such as phone numbers can be located in the individual Departmental Report in **Attachment F**.



4. Communication & Service Assessment

As part of the EAO requirement, City departments were required to post Language Access Posters (public notice) at public contact locations, and have language access complaint forms available on-site. No formal language access complaints were received this year.

As an evaluation tool, City departments are required to participate in a Language Access Survey at least biennially to assess the quality of language service and identify possible service gaps. A City-wide survey was conducted in Spring 2015 and results were presented in the FY 2014-15 Annual Compliance Report. Additional qualitative survey assessment was done during Winter 2015 where 97 walk-in clients from the Revenue Bureau and 101 walk-in clients from Parks & Recreation Centers were surveyed. Specifically, the Parking Citation Assistance Center, the Business Tax Section, and eighteen recreation centers were included in this assessment. Results were presented as a Supplemental Report and received by the Finance and Management Committee on March 22, 2016. Table 13 shows result summary.

Table 10: Assessment Results Summary

Revenue Bureau:		58%	Listed English as primary language.
93%	Received services s/he came in for.	22%	Listed Spanish as primary language.
91%	Indicated signs and instructions are clear.	13%	Listed Chinese as primary language.
93%	Rated services as excellent/ good.	7%	Listed other language as primary language.
Parks & Recreation Centers:		53%	Listed English as primary language.
93%	Received services s/he came in for.	11%	Listed Spanish as primary language.
91%	Indicated signs and instructions are clear.	35%	Listed Chinese as primary language.
96%	Rated services as excellent/ good.	1%	Listed other language as primary language.

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B. DEPARTMENTAL ASSESSMENTS

City Administrator's Office (CAO)

CAO met the bilingual PCP baseline goal, the Super PCP goal (Citizen Police Review Board and the Oakland Animal Services (OAS)), and offered ten customer service lines in multiple languages. An area of improvement is the translation of vital documents, where only about half of the sixty-six documents reported to have current and up-to-date translated version available.

The Oakland Animal Services transitioned from the Oakland Police Department to the CAO in the 2014-15 fiscal year. Although most of the materials were translated once before, materials have become outdated. Equal Access Office staff conducted a site visit at the OAS and discussed compliance requirements with OAS staff in Fall 2015. Information on compliance requirement, how to submit materials for translation and a copy of all previously translated OAS materials were provided to OAS for reference. OAS staff reported that program brochures and materials are being re-created and re-designed at the OAS. Staff recommends focused effort on the development and translation of OAS materials in the next twelve months.

City Attorney (OCA)

The Office of the City Attorney recruited and hired more bilingual employees this year. Although some positions are not traditionally listed as PCP, several vacancies were filled with bilingual candidates. A Deputy City Attorney's vacancy was filled by a Chinese-speaking internal candidate (internal promotion). Two out of three Neighborhood Services Coordinator vacancies was filled by bilingual candidates. One candidate who filled the position is fluent in Arabic and Spanish, and another candidate is fluent in Spanish. In addition to the PCP positions, the Office is staffed with three Chinese-speaking employees and three Spanish-speaking employees in non-PCP positions that are available to assist the public when needed.

City Auditor (AUDITOR)

Three positions in the City Auditor's Office became vacant during the reporting period. Recruitment efforts have targeted as wide a field as possible by contacting various auditor associations and posting openings on LinkedIn. The third-party vendor for the FW+A reporting offers services in multiple languages. The Office of the City Auditor is exploring options to upgrade its Fraud, Waste + Abuse Prevention Program to include new employee orientation and making the language options of the FW+A website more prominent.

City Clerk (CLERK)

The Office of the City Clerk met its EAO baseline compliance goals. Additionally, election efforts are coordinated with the Alameda County Registrar which provided publications and poll workers in multiple languages (including, Chinese, Spanish, Tagalog, Vietnamese, and more). The City Clerk's Office is working closely with the Equal Access Office in offering simultaneous interpretation service at City Council public meetings. Staff from the Office participated at training sessions on how to operate interpretation equipment.

City Council (COUNCIL)

The Office of the City Council is made up of one representative from each of seven districts and one at-large representative. Council Offices have three Spanish-speaking and two-Chinese-speaking employees to provide bilingual services. In addition, several Council members have the ability to speak a language other than English. Council members worked closely with community groups, neighborhood advisory committees, businesses, and residents. Councilmembers held community office hours and town hall meetings at various public locations increasing its reach into the community, including the LES community.

Economic & Workforce Development (EWD)

EWD satisfies baseline requirements and has diligently worked with the Equal Access Office to ensure that all of its identified vital documents are translated and offered in English, Spanish and Chinese. The Business Assistance Center (BAC) offers monthly Legal Clinic in English Chinese and Spanish. Participants can sign up with Lawyers Committee for Civil Rights (LCCR) which can provide Chinese and Spanish attorney consultation.

Finance Department (FINANCE)

Finance Department continues to meet its bilingual staffing minimum goal, including its Super PCP goal. The Revenue Bureau routinely processes business tax applications, and parking citation payments, and experiences heavy public contact on a regular basis. The Department is in the process of making various translated forms and materials available on its website to provide greater accessibility to the documents. The Department hired two Revenue Assistants this year, of which one is bilingual in Chinese and one is bilingual in Spanish.

Fire Department (FIRE)

FIRE increased its total number of bilingual PCP employees from last year's 72 to this year's 82. The Department exceeds its Spanish-speaking goal. Despite outreach efforts, it has been challenging to recruit applicants from the Asian community for Fire Department jobs. The number of Chinese-speaking PCPs falls short of the threshold goal. Additional outreach effort shall be made in the future to increase the department's service capacity to LES population.

The Fire Department has increased its number of CORE (Communities of Oakland Respond to Emergencies) training in Spanish and Chinese; and has requested interpretation at CORE Trainings twelve times this year. The classes are well received by the community and provide important life-saving information. One of the challenges of translating vital documents is that some of these materials are developed by an external party and the Fire Department does not have ownership right to work on these files. Staff recommends further research and discussion to be conducted by the Fire Department and develop a plan on how to provide these materials to the public in multiple languages.

Housing & Community Development Department (HCD)

The HCD's Housing Assistance Center and Renter's Assistance Program assisted many LES clients throughout the year, and routinely requested for interpretation services for hearings. HCD improved on compliance outcomes and brought all areas into compliance. HCD hired

additional bilingual staff this year. In addition, more translated vital documents are made available this year.

Human Resources Management Department (HRM)

HRM is fully committed into Equal Access to City Services Ordinance and continues to meet compliance requirements. HRM has maintained its vital document translation, multi-lingual recordings and bilingual staffing. The Department participated at Job Fairs at Fruitvale District and Chinatown as part of our outreach to bilingual candidates. The HR regularly sent out weekly updates of City of Oakland job openings to over 100 agencies in the Bay Area. In addition, the Department launched the City's Learn2Grow Employee Training Program and offered multiple sessions of language access service training and diversity training. These training tools are effective in enhancing employee awareness and developing linguistic and culture sensitivity.

Human Services Department (HSD)

HSD exceeded its compliance goal for Spanish-speaking and Chinese-speaking PCP employees. HSD engaged in a comprehensive review of its programs brochures and increased by its number of translated materials by seventy-two percent last year. This year HSD diligently conducted additional review of its available materials and identified eleven more documents to be translated. More information will be available to the public in multiple languages due to this comprehensive effort.

Information Technology Department (ITD)

ITD provides internal technological support to City departments. Services are not offered to members of the public. ITD provides the necessary infrastructure and training needed to accomplish EAO compliance goals. Database management, voice mail box configuration, online platform that interface with the public were all crucial to the successful implementation of EAO. During the reporting year, ITD worked with the Equal Access Office on revamping the Google Translator function of the City's website.

Office of the Mayor (MAYOR)

The Mayor's Office continues to actively foster discussion about linguistic and culture diversity in City of Oakland and among City departments. One of the initiatives this year involve working with the Oakland Unified School District and the Equal Access Office in developing the Oakland Promise Initiative, where support is provided to Oakland students achieving higher education. Materials were translated into multiple languages to meet students and families' linguistic needs.

The Oaklander's Assistance Center (OAC) serves as a one-stop center in linking the public to the City services they need. There remains a continuing need to improve service delivery to Chinese-speaking LEP customers.

Oakland Public Library (OPL)

The Oakland Public Library complies with the EAO to members of the Limited English Speaking Spanish and Chinese populations. The Oakland Public Library has bilingual staff that account for 175 FTE of public contact positions and 41 FTE of non-public contact positions. This year,

sixteen public libraries met bilingual staffing goals. The only two exceptions warrants special considerations: (1) The Asian Library shows a deficiency in Spanish-speaking PCP, and the African-American Museum shows a deficiency in Chinese-speaking PCP. Other than these two unique situations, all other libraries have met their minimum threshold.

OPL excelled in language diversity in its programs. Examples included: (1) new "Learn a Language" ESL Conversation Club, Spanish Conversation Group, Language Exchange program, Learning Express Library, and Transparent Language Online program; (2) "Spanish for Non-Native Speakers" class for staff; (3) Arabic signs for the Arabic Collection; (4) bilingual story times; (5) a language Exchange Group; (6) bilingual Summer Reading programs; (7) volunteer youth computer docents with Ready, Set, Connect! tutor patrons in Spanish and Chinese; (8) Lawyers in the Library in Spanish; (9) English-As-Second-Language Conversation Group; (10) bi-weekly Spanish Conversation Groups; and (11) Book Reading Club.

Oakland Parks & Recreation (OPR)

OPR integrated a wide distribution of Spanish and Chinese translated materials for its major hiring event this year. In addition to online posting, over 3,000 English/Spanish and 3,000 English/Chinese Summer Job Opportunity notices were distributed to City offices, recreation sites, 10 local colleges, all Oakland Unified School District High School and Middle School locations, 16 Libraries, 21 Faith Based Organizations, and 25 Charter School/Education Centers. Concentrated bilingual outreach efforts were intensified to included staff visits to 15 Community Based Organizations (CBOs) serving the Spanish speaking community and 28 CBOs and merchants serving the Chinese speaking community. Additional strategies (such as selective certification, internship programs, volunteer programs) shall be identified in the next twelve months to increase Chinese language capacity as the Department falls short of the Chinese-speaking employee goal.

Oakland Public Works (OPW)

OPW is steadily increasing its language diversity in bilingual employee capacity and program materials. Among its six Public Service Representative working at the Call Center, two are bilingual. This reporting year OPW participated in an outreach effort to hire eight (8) High School student interns from various diverse backgrounds from three local Oakland High Schools – McClymonds, Oakland Tech and Oakland High. This is a concerted effort between both OPW and the Oakland Unified School District to help students gain insight and knowledge of how Oakland City Government works and specifically how OPW serves the LES community and the citizens of Oakland in general. OPW's Call Center is working on translating the "Report a Problem" Video in Spanish, Chinese and Vietnamese. This video specifically targets any maintenance, engineering or construction problem that a resident may have (i.e. pot holes, illegal dumping, graffiti, City building/park, storm drain or volunteer efforts). Once the FAQ document regarding septic tanks is complete, it will be translated in Spanish, Chinese and Vietnamese. OPW plans to form a departmental committee to explore more outreach efforts to better serve the LES community. The Recycling Program has developed posters, advertisements, door hangers, brochures, videos, hotlines in multiple languages, and worked with the Equal Access Office throughout the fiscal year.

Planning & Building Department (PBD)

The Planning & Building Department has acquired a new on-line Land Use and Permit-Tracking Automated System this year, and is working with the Information Technology and Equal Access offices on launching the Spanish and Chinese online platforms. This effort will provide easy access in permit research and request. PBD has met compliance requirements including the Super PCP requirement for Planning & Zoning unit. Additional vital documents were identified this year and the Department is working with the Equal Access Office in translation of the materials.

Oakland Police Department (OPD)

Through continued outreach efforts, the Oakland Police Department (OPD) successfully meets its bilingual employee goals in both Spanish and Chinese languages. The Communications Unit has undergone some recent attrition, and as of June 30, 2016, the unit falls below the goal by one Chinese-speaking staff. Recruitment is underway and the Department is conducting outreach to attract a diverse pool of applicants.

RECOMMENDATIONS & NEXT STEPS

The City of Oakland has worked to make meaningful advances in providing language access to City services each year. The annual compliance and action reports over the years have served to both document the City's progress and call for continued improvement. Through the efforts of the Equal Access Program office and City departments, the City organization is becoming more linguistically diverse in serving residents, businesses, and visitors in the City of Oakland.

Although the City is better prepared today, continuous training and recruitment of culturally and linguistically competent bilingual staff are still needed to improve the quality of service and timeliness of response level in service delivery. The minimum goals set forth by the EAO serve as a baseline threshold for minimally acceptable standards. Depending on operational needs, meeting the minimum goal may not equate to meeting the needs of our community. The intent of the EAO is to create a service environment where every customer received the same quality of services regardless of English language proficiency. The Equal Access Program works continually to increase outreach to LES communities and to work with departments to ensure bilingual materials are integrated in our everyday service delivery models and business operation. In the coming year, the Equal Access Program office will continue to work with City departments to ensure that important documents are translated, that key public contact positions are filled with bilingual staff, and that telephone and other service access points are accessible to LEP residents through the following actions.

1. **Provide education and training to those who are involved in the decision-making and hiring process.** –The findings in this Annual Compliance Plan & Report are to be shared among all Language Access Coordinators, departmental personnel coordinators, department directors, and human resources personnel. The City is launching a Supervisor's Academy Training Program for supervisors and managers in the City in fiscal year 2016-17. Planning is underway to include Equal Access Program in the training curriculum to ensure that supervisory and management level staffs are well equipped with knowledge and tools in developing language access strategies.

2. **Provide education and training to direct service employees by making on-site trainings available.** – On-site training will be offered to City employees, interns, and volunteers to orient direct service providers to resources available when serving LES clients.
3. **Conduct outreach in the community to promote City Jobs.** – City Departments and the Equal Access Office will partner to actively pursue outreach opportunities to recruit for bilingual job applicants. In addition to participating at job fairs, presentations will be coordinated at various community locations.
4. **Conduct site visits to inspect notices informing the public of the availability of language assistance services.** – Site visits will be conducted to ensure that notices and signs informing the public of their right to request for language assistance services in EAO designated languages are posted.
5. **Engage in concentrated effort for the translation of vital documents for the Oakland Animal Services (OAS), and Human Services Department (HSD).** – Identify a plan to have the remaining vital documents translated into Spanish and Chinese in the next twelve months.
6. **Increase language capacity at the Oaklanders' Assistance Center (OAC).** - Work with the Oaklander's Assistance Center and the Mayor's Office in identifying strategies to increase Chinese language access at the OAC.
7. **Conduct City-Wide Language Assessment Survey.** – Language Assessment Survey is to be conducted at least every two years, and the next one is scheduled for FY 2016-17. The City will be engaged in City-wide effort in identifying service levels and any potential service gaps.

FISCAL IMPACT

This is an informational report intended to provide an update on the implementation of the Equal Access to Services Ordinance. Acceptance of this report and its recommendations has no fiscal impacts or cost implications.

PUBLIC OUTREACH

No outreach was deemed necessary for the presentation of the information contained in this report beyond the standard City Council agenda noticing procedures.

COORDINATION

The Equal Access Unit of the Human Resources Management Department (HRM) coordinated the collection, compilation, and reporting of data with the Language Access Coordinators in each City department. Budget & the City Attorney's Office were consulted in preparation of this report.

SUSTAINABLE OPPORTUNITIES

Economic: There is no economic opportunity associated with this report.

Environmental: There is no environmental opportunity associated with this report.

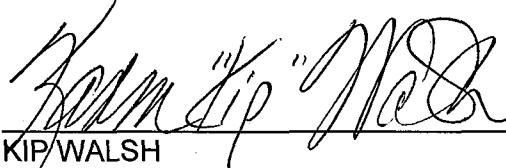
Social Equity: The Equal Access to Services Ordinance was enacted for the purpose of providing equal access to City services to all Oakland residents, including those with limited proficiency in English. Providing this annual report supports the City's efforts to provide services to Oakland residents who have limited English speaking ability.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Receive this Informational Report Regarding the Annual Equal Access to Services Ordinance Compliance Report for Fiscal Year 2015-2016.

For questions regarding this report, please contact May Tam, Program Analyst III, at (510) 238-3112.

Respectfully submitted,



KIP WALSH
Acting Director, Human Resources Management
Department

Prepared by:
May Tam, Program Analyst III
Equal Access Program of Human Resources

Attachments (7):

- A: Community Based Services Analysis Snapshot
- B. Two-Year Comparison
- C. Applicant Pool List & Language Selective Certification Hire List
- D. Translated Document List
- E. Interpretation Request List
- F. Departmental Annual Compliance Report
- G. Public Contact Position Staffing Table by Department

ATTACHMENT A

**Community Based Services Analysis Snapshot
FY 2015-2016**

Community Based Services Analysis Snapshot 2015-2016

City of Oakland locations that provide service at geographically based locations are captured here with quantitative assessment made at each location by zip code. Information is based on June 30, 2016 staffing report. City departments that provide community based service list its service locations, the total number of public contact employees, and the number of bilingual employees at each location. Bilingual staffing ratio is compared to neighborhood LES population statistics. Minimum goal is calculated for each site using US Census's LES population data based on zip code of the service area. Areas that indicate a potential service gap, i.e. actual bilingual staff is less than the minimum goal, are highlighted. Further service descriptions can be found in Narrative Report in Department Report.

OAKLAND FIRE DEPRATMENT

Fire Houses Analysis				SPANISH-		CHINESE-SPEAKING	
#	Firehouse Locations	Zip Code	PCP	Min. Goal	Actual	Min. Goal	Actual
1	1603 M. L. King Jr. Way	94612	10	0	5	1	2
3	1445 14th Street	94607	9	0	4	1	0
4	1235 International Blvd	94606	9	1	1	1	1
5	934 34th Street	94608	4	0	0	0	0
6	7080 Colton Blvd	94611	4	0	1	0	0
7	1006 Amito Avenue	94605	4	0	0	0	1
8	463 51st Street	94609	8	0	1	0	0
10	172 Santa Clara Avenue	94610	4	0	1	0	0
12	822 Alice Street	94607	4	0	1	1	0
13	1225 Derby Avenue	94601	4	1	3	0	1
15	455 27th Street	94612	9	0	2	1	0
16	3600 13th Avenue	94610	4	0	2	0	0
17	3344 High Street	94619	5	0	3	0	2
18	1700 50th Avenue	94601	8	2	4	0	1
19	5776 Miles Avenue	94618	4	0	1	0	0
20	1401 98th Avenue	94603	9	2	2	0	0
21	13150 Skyline Boulevard	94619	4	0	0	0	0
22	751 Air Cargo Way	94621	6	1	1	0	0
23	7100 Foothill Blvd	94605	4	0	1	0	0
24	5900 Shepherd Canyon Rd	94611	4	0	2	0	0
25	2795 Butters Drive	94602	4	0	1	0	0
26	2611 98th Avenue	94603	4	1	1	0	0
27	8501 Pardee Drive	94621	4	1	0	0	0
28	4615 Grass Valley Road	94621	4	1	0	0	0
29	1016 66th Avenue	94621	4	1	1	0	0
TOTAL			137	11	38	5	8

OAKLAND POLICE DEPARTMENT

	Facilities/ Program	Address	Area	PCP	SPANISH-SPEAKING		CHINESE-SPEAKING	
					Min.Goal	Actual	MinGoal	Actual
1	Police Administration Building	455 7th Street	CITIWIDE	661	75	107	37	44
2	Eastmont Sub-Station	2651 73rd Avenue	CITIWIDE	315	36	54	18	12
3	Communications	7101 Edgewater Drive	CITIWIDE	79	9	16	4	3
4	Background, Recruiting and IA	250 Frank H. Ogawa	CITIWIDE	87	10	7	5	3
5	Domestic Violence Unit	470 27th Street	CITIWIDE	8	1	1	0	0
There are no other sub-stations or facilities used by the Oakland Police Department								

OAKLAND PUBLIC LIBRARY

Oakland Public Library Branch Locations					SPANISH-SPEAKING		CHINESE-SPEAKING	
	Library	Address	Zip Code	PCP	Min.Goal	Actual	Min.Goal	Actual
1	81st Avenue	1021 81st Avenue	94621	8	2	3	0	0
2	Asian	388 9th Street #190	94607	10	1	0	2	7
3	Brookfield	9255 Edes Avenue	94603	4	1	1	0	1
4	Cesar Chavez	3301 East 12th Street	94601	7	2	5	0	0
5	Dimond	3565 Fruitvale	94602	9	0	1	0	0.4
6	Eastmont	7200 Bancroft Ave	94605	7	1	1	0	0
7	Elmhurst	1427 88th Avenue	94621	4	1	2	0	0
8	Golden Gate	5606 San Pablo	94608	5	0	1	0	0
9	Lakeview	550 El Embarcadero	94610	5	0	1	0	0.4
10	MLK Jr	6833 International	94621	4	1	1	0	0
11	Melrose	4805 Foothill Blvd	94601	4	1	1	0	0
12	Montclair	1687 Mountain Blvd	94611	5	0	2	0	0
13	Piedmont	80 Echo Avenue	94611	5	0	0	0	0
14	Rockridge	5366 College Avenue	94618	10	0	1	0	1
15	Temescal	5208 Telegraph	94609	7	0	0	0	0
16	West Oakland	1801 Adeline Street	94607	4	0	0	1	1
17	Main Library	125 14th Street	CITIWIDE	68	8	12	4	4
18	African Am.Museum	659 14th Street	94607	5	0	0	1	0
TOTAL				171	18	32	8	15

HUMAN SERVICES DEPARTMENT

Head Start Center & Senior Center Analysis					SPANISH-SPEAKING		CHINESE-SPEAKING	
Center	Address	Zip	PCP	Min.Goal	Actual	Min.Goal	Actual	
HEAD START CENTERS:								
1	FANNIE WALL	647 55th Street	94609	4	0	0	0	0
2	FRANK G. MAR	274 12th Street	94607	4	0	0	1	2
3	FRANKLIN	1010 E15th Street	94606	3	0	0	0	2
4	MANZANITA	2701 22nd Ave	94606	3	0	1	0	0
5	SAN ANTONIO CDC	2228 E15th Street	94606	6	0	1	1	1
6	SAN ANTONIO PARK	1701 E19th Street	94606	5	0	1	1	2
7	VIRGINIA	4335 Virginia Ave	94619	6	0	1	0	0
8	ARROYO VIEJO	7701 Krause Ave	94605	3	0	1	0	0
9	BROOKFIELD	9600 Edes Ave	94603	6	1	0	0	0
10	EASTMONT	7200 Bancroft Ave	94605	10	1	3	0	1
11	LION CREEK	6818 Lions	94621	6	1	1	0	1
12	SUN GATE	2563 International	94601	6	2	1	0	1
13	TASSAFARONGA	975 85th Ave	94621	3	1	1	0	0
14	WEST GRAND	1058 W Grand Ave	94607	7	0	1	1	0
15	85TH AVENUE	8501 International	94621	8	2	1	0	1
16	92ND AVENUE	9202 International	94603	8	2	6	0	1
EARLY HEAD START CENTERS:								
17	FAME	3717 Telegraph	94606	6	0	2	1	0
18	FIRST	2619 Broadway	94612	5	0	1	1	0
SENIOR CENTERS:								
19	EAST OAKLAND	9255 Edes Ave	94621	3	1	1	0	0
20	WEST OAKLAND	1724 Adeline	94607	2.5	0	0	0	0
21	DOWNTOWN	200 Grand Ave	94612	2.5	0	1	0	0
22	NORTH OAKLAND	5714 MLK, Jr Way	94609	2.5	0	0	0	0
TOTAL				110	14	24	7	12

OAKLAND PARKS & RECREATIONS

Parks & Recreation Facilities					SPANISH-SPEAKING		CHINESE-SPEAKING	
	Facility	Address	Zip Code	PCP	Min.Goal	Actual	Min.Goal	Actual
1	ALLENDALE	3711 Suter Street	94619	3	0	0	0	0
2	ARROYO VIEJO	7701 Krause Avenue	94605	6	0	2	1	0
3	BOATING	568 Bellevue Avenue	CITIOWIDE	6	1	2	0	0
4	BUSHROD	560 - 59th Street	94609	4	0	1	0	0
5	CARMEN FLORES	1637 Fruitvale	94601	6	2	4	0	0
6	DAVIE TENNIS	198 Oak Road	CITIOWIDE	3	0	0	0	1
7	DEFR. AAQUATICS	1651 Adeline Street	CITIOWIDE	11	1	1	1	1
8	DEFREMERY	1651 Adeline Street	94607	3	0	0	1	0
9	DACA/ RAINBOW TEEN	5818 International	94621	1	0	0	0	0
10	DIMOND	3860 Hanly Road	94602	9	0	1	0	0
11	DIMOND AQUATICS	3860 Hanly Road	94602	2	0	0	0	0
12	DISCOVERY EAST	2521 HIGH STREET	94601	3	1	2	0	0
13	DISCOVERY WEST	935 UNION STREET	94607	2	0	2	0	0
14	DUNSMUIR ESTATE	2960 Peralta Oaks	94605	4	0	0	0	0
15	EAST OAKLAND	9161 Edes Avenue	94603	17	4	5	0	2
16	FM SMITH	1969 Park Boulevard	94606	3	0	1	0	0
17	FRANKLIN	1010 East 15th	94606	4	0	0	0	0
18	FREMONT AQUATICS	4550 Foothill Blvd	94601	3	1	1	0	0
19	GOLDEN GATE	1075 - 62nd Street	94608	5	0	0	0	0
20	IRA JENKINS	9175 Edes Avenue	94603	6	1	0	0	0
21	LINCOLN SQUARE	250 - 10th Street	94607	7	0	0	1	3
22	MALONGA ART	1428 Alice Street	CITIOWIDE	5	0	0	0	0
23	MANZANITA	2701 - 22nd Avenue	94606	4	0	2	1	0
24	MONTCLAIR	6300 Moraga Avenue	94611	6	0	0	0	0
25	MOSSWOOD	3612 Webster Street	94609	9	0	1	0	0
26	RAINBOW	5800 International	94621	3	1	1	0	0
27	REDWOOD HEIGHTS	3883 Aliso Avenue	94619	9	0	0	0	0
28	ROTARY NATURE	600 BELLEVUE	94610	4	0	0	0	0
29	SAN ANTONIO	1701 East 19th	94606	2	0	1	0	0
30	SHEFFIELD VILLAGE	247 Marlow Drive	94605	2	0	0	0	0
31	STUDIO ONE	365 45th Street	94609	22	1	4	0	1
32	TASSAFARONGA	975 - 85th Avenue	94621	4	1	0	0	0
33	TEMESCAL AQUATICS	371 - 45th Street	94609	3	0	0	0	0
34	WILLIE KEYS	3131 Union Street	94608	5	0	0	0	0
TOTAL				186	14	31	5	8

LIMITED ENGLISH-SPEAKING POPULATION DATA BY ZIP CODE

	SPANISH-SPEAKING	CHINESE-SPEAKING %
CITYWIDE	11.39%	5.63%
Zip Code 94601	26.53%	4.37%
Zip Code 94602	3.17%	5.27%
Zip Code 94603	24.23%	1.07%
Zip Code 94605	9.43%	0.98%
Zip Code 94606	7.40%	13.31%
Zip Code 94607	5.46%	15.56%
Zip Code 94608	4.00%	1.88%
Zip Code 94609	2.46%	1.53%
Zip Code 94610	0.80%	2.65%
Zip Code 94611	0.41%	1.80%
Zip Code 94612	3.65%	12.43%
Zip Code 94613	5.32%	1.61%
Zip Code 94618	0.38%	0.67%
Zip Code 94619	5.00%	4.83%
Zip Code 94621	24.51%	0.63%

ATTACHMENT B

**City-Wide Assessment
Two Year Comparison**

Two Year Comparison

CITY-WIDE ASSESSMENT FY 2015-16			SPANISH-SPEAKING PCP			CHINESE-SPEAKING PCP		
Departments	FTE	PCP	MIN.GOAL	ACTUAL	GOAL MET?	MIN.GOAL	ACTUAL	GOAL MET?
CAO	99	34	4	7	YES	2	5	YES
CITY ATTORNEY	72	9	1	2	YES	1	1	YES
CITY AUDITOR	9	2	0	0	YES	0	0	YES
CITY CLERK	17.5	4	1	1	YES	1	1	YES
COUNCIL	27.5	27.5	3	3	YES	2	2	YES
EWD	50.5	2	0	1	YES	0	1	YES
FINANCE	136	56	6	7	YES	3	6	YES
FIRE	593.95	448	51	68	YES	25	14	NO
HCD	51	15	1	3	YES	1	2	YES
HRM	37	5	1	1	YES	0	1	YES
HUMAN SVC	306	154	18	33	YES	9	17	YES
ITD	72	0	0	0	YES	0	0	YES
MAYOR	16	10	1	2	YES	1	1	YES
OPL	215	175	20	32	YES	10	15	YES
OPR	247	237	27	32	YES	13	11	YES
PUBLIC WORKS	796	15	2	3	YES	1	2	YES
PLANNING	141	96	11	11	YES	5	12	YES
POLICE	1251	1150	131	191	YES	65	65	YES
TOTAL	4,138	2,439		397			156	

CITY-WIDE ASSESSMENT FY 2014-2015			SPANISH-SPEAKING PCP			CHINESE-SPEAKING PCP		
	FTE	PCP	MIN.GOAL	ACTUAL	GOAL MET?	MIN.GOAL	ACTUAL	GOAL MET?
CAO	102	33	4	4	YES	2	5	YES
City Attorney	68	9	1	2	YES	1	2	YES
City Auditor	10	2	0	0	YES	0	0	YES
City Clerk	9	4	0	1	YES	0	1	YES
City Council	19	19	2	3	YES	1	1	YES
EWD	51	2	0	1	YES	0	0	YES
Finance	133	52	6	10	YES	3	5	YES
Fire	597	453	52	58	YES	26	14	NO
Housing	48	10	1	3	YES	1	1	YES
HRM	42	4	1	1	YES	0	1	YES
Human Services	306	154	18	33	YES	9	17	YES
ITD	58	0	0	0	YES	0	0	YES
Mayor	11	10	1	1	YES	1	1	YES
OPL	215	172	20	31	YES	10	17	YES
OPR	245	237	27	32	YES	13	11	NO
Public Works	772	15	2	3	YES	1	2	YES
Planning	131	96	11	16	YES	5	8	YES
Police	1220	1102	126	190	YES	62	64	YES
TOTAL	4,037	2,374		389			150	

ATTACHMENT C

**Applicant Pool List For Public Contact Positions Filled
FY 2015-16**

Applicant Pool List

Attachment C

Public Contact Positions Applicant Pool List FY 2015-2016				
<u>Department</u>	<u>Job Description</u>	<u>Total</u>	<u>SP</u>	<u>CH</u>
City Administrator's Office	Volunteer Program Specialist II (Extended Closing Date)	68	15	5
City Administrator's Office	Ethics Investigator	61	12	4
City Administrator's Office	Complaint Investigator II	97	11	5
Finance Department	Tax Enforcement Officer II (Restricted)	9	0	0
Finance Department	Revenue Assistant	223	25	24
Housing & Community Development	Home Management Specialist II	58	8	4
Housing & Community Development	HOME MANAGEMENT SPECIALIST (COUNSELOR) III	23	5	3
Human Services Department	Early Childhood Instructor - Head Start	2	1	1
Human Services Department	Case Manager I (Selective Certification	89	14	10
Human Services Department	Case Manager II (Selective Certification - Children & Youth)	43	6	2
Human Services Department	Early Childhood Center Director	36	5	0
Human Services Department	Early Childhood Instructor (Selective Certification - Early Head	50	5	9
Human Services Department	Early Childhood Instructor (Selective Certification - Early Head	45	9	0
Human Services Department	Outreach Developer	29	8	1
Human Services Department	Senior Services Program Assistant	95	16	12
Human Services Department	Case Manager, Supervising	38	6	5
Human Services Department	Head Start Instructor	11	3	1
Oakland Fire Department	Fire Suppression District Inspector	62	12	1
Oakland Fire Department	Fire Communications Dispatcher (Selective Language Certific	171	30	15
Oakland Fire Department	Fire Prevention Bureau Inspector, Civilian	32	5	7
Oakland Fire Department	Fire Protection Engineer (Selective Language Certification - C	1	0	1
Oakland Fire Department	Fire Communications Dispatcher, Senior (Continuous)	17	5	0
Oakland Fire Department	Fire Communications Dispatcher, Senior (Continuous)	37	4	0
Oakland Fire Department	Fire Protection Engineer	3	0	0
Oakland Parks & Recreation Departm	Lifeguard, PT (Continuous)	19	8	0
Oakland Parks & Recreation Departm	Lifeguard, PT (Continuous)	3	1	0
Oakland Parks & Recreation Departm	Recreation Center Director (Restricted)	14	4	0
Oakland Parks & Recreation Departm	Recreation Leader II, PPT (Selective Language Certification) (19	3	0
Oakland Parks & Recreation Departm	Recreation Program Director (Selective Certification - Perform	26	3	3
Oakland Parks & Recreation Departm	Recreation Program Director (Restricted)	9	2	0
Oakland Parks & Recreation Departm	Recreation Specialist II, PPT (Selective Certification - Commun	11	1	1
Oakland Parks & Recreation Departm	Lifeguard, Part Time (Continuous)	8	1	0
Oakland Parks & Recreation Departm	Lifeguard, Part Time (Continuous)	11	1	1
Oakland Parks & Recreation Departm	Lifeguard, Part Time (Continuous)	15	3	0
Oakland Parks & Recreation Departm	Lifeguard, Part Time (Continuous)	12	1	3
Oakland Parks & Recreation Departm	Lifeguard, Part Time (Continuous)	14	8	0

Public Contact Positions Applicant Pool List FY 2015-2016				
<u>Department</u>	<u>Job Description</u>	<u>Total</u>	<u>SP</u>	<u>CH</u>
Oakland Parks & Recreation Department	Water Safety Instructor, Part Time (Continuous)	3	0	0
Oakland Parks & Recreation Department	Water Safety Instructor, Part Time (Continuous)	3	0	0
Oakland Parks & Recreation Department	Recreation Leader I, Part Time	177	23	8
Oakland Parks & Recreation Department	Recreation Leader II, Part Time	49	4	2
Oakland Parks & Recreation Department	Recreation Specialist I, Part Time	77	19	2
Oakland Parks & Recreation Department	Recreation Specialist II, Part Time	75	12	3
Oakland Parks & Recreation Department	Sports Official, Part Time	99	9	2
Oakland Parks & Recreation Department	Recreation Aide, Part Time	374	72	26
Oakland Parks & Recreation Department	Recreation Attendant I, Part Time	125	18	5
Oakland Police Department	Police Cadet, PT	102	35	4
Oakland Police Department	Police Communications Dispatcher (Selective Certification-La	390	62	24
Oakland Police Department	Police Evidence Technician	866	166	42
Oakland Police Department	Police Officer Trainee (175A)	751	196	18
Oakland Police Department	Police Officer Trainee (175B)	981	233	38
Oakland Police Department	Police Officer Trainee (175C)	714	187	18
Oakland Police Department	Police Officer Trainee (175D)	762	184	22
Oakland Police Department	Neighborhood Services Coordinator (Selective Certification-C	30	4	16
Oakland Police Department	Intake Technician - Selective Language Certification	51	21	18
Oakland Police Department	Police Cadet, PT	40	27	3
Oakland Police Department	Police Cadet, PT	36	14	2
Oakland Police Department	Police Officer Trainee (177A)	773	356	40
Oakland Police Department	Police Services Technician II (Restricted)	18	3	2
Oakland Police Department	Neighborhood Services Coordinator (Selective Certification-L	47	12	14
Oakland Police Department	Police Records Specialist	209	32	20
Oakland Public Library	Librarian I (Selective Certification - Youth Services) RESTRIC	11	1	2
Oakland Public Library	Librarian I (Restricted)	2	0	0
Oakland Public Library	Librarian II (Restricted)	18	7	3
Oakland Public Library	Library Aide (Restricted)	5	1	1
Oakland Public Library	Library Assistant (Restricted)	78	22	9
Oakland Public Works Department	Public Service Representative (Restricted) - Selective Langua	7	1	1
	TOTAL	8334	1962	463
	PERCENTAGE OF TOTAL	100%	24%	6%

Language Selective Certification Hiring List FY 2015-16

Positions shown on this list indicate incumbent hired under Equal Access Ordinance's Selective Certification requirement in FY 2015-16. Incumbent's language skill is shown on chart.

	Department	Class Title	Specialty (Language)
1	CAO	INTAKE TECHNICIAN	Spanish
2	CAO	PUBLIC SERVICE REPRESENTATIVE	Spanish
3	FIRE	FIRE PREVENTION BUREAU INSPECTOR,	Cantonese
4	FIRE	FIRE PREVENTION BUREAU INSPECTOR,	Spanish
5	FIRE	FIRE SUPPRESSION DISTRICT INSPECTOR	Spanish
6	FIRE	FIRE SUPPRESSION DISTRICT INSPECTOR, PT	Spanish
7	FIRE	FIRE SUPPRESSION DISTRICT INSPECTOR, PT	Cantonese
8	FIRE	FIREFIGHTER PARAMEDIC	Spanish
9	FIRE	FIREFIGHTER PARAMEDIC	Spanish
10	FIRE	FIREFIGHTER PARAMEDIC	Spanish
11	FIRE	FIREFIGHTER PARAMEDIC	Spanish
12	FIRE	FIREFIGHTER TRAINEE	Spanish
13	FIRE	FIREFIGHTER TRAINEE	Spanish
14	FIRE	FIREFIGHTER TRAINEE	Spanish
15	FIRE	FIREFIGHTER TRAINEE	Spanish
16	HSD	CASE MANAGER I	Cantonese
17	HSD	HEAD START INSTRUCTOR	Cantonese
18	OPD	INTAKE TECHNICIAN	Cantonese
19	OPD	POLICE COMMUNICATIONS DISPATCHER	Spanish
20	OPD	POLICE COMMUNICATIONS DISPATCHER	Spanish
21	OPD	POLICE COMMUNICATIONS DISPATCHER	Spanish
22	OPD	POLICE EVIDENCE TECHNICIAN	Cantonese/Mandarin
23	OPD	POLICE OFFICER TRAINEE	Spanish
24	OPD	POLICE OFFICER TRAINEE	Cantonese
25	OPD	POLICE OFFICER TRAINEE	Spanish
26	OPD	POLICE OFFICER TRAINEE	Spanish
27	OPD	POLICE OFFICER TRAINEE	Spanish
28	OPD	POLICE OFFICER TRAINEE	Spanish
29	OPD	POLICE OFFICER TRAINEE	Spanish
30	OPD	POLICE OFFICER TRAINEE	Spanish
31	OPD	POLICE OFFICER TRAINEE	Spanish
32	OPD	POLICE OFFICER TRAINEE	Spanish
33	OPD	POLICE OFFICER TRAINEE	Spanish
34	OPD	POLICE OFFICER TRAINEE	Spanish
35	OPD	POLICE OFFICER TRAINEE	Spanish
36	OPD	POLICE OFFICER TRAINEE	Spanish
38	OPD	POLICE OFFICER TRAINEE	Spanish
39	OPD	POLICE OFFICER TRAINEE	Spanish
40	OPD	POLICE OFFICER TRAINEE	Spanish
41	OPD	POLICE OFFICER TRAINEE	Spanish
42	OPD	POLICE OFFICER TRAINEE	Spanish
43	OPD	POLICE OFFICER TRAINEE	Spanish
44	OPD	POLICE OFFICER TRAINEE	Spanish
45	OPD	POLICE OFFICER TRAINEE	Cantonese & Mandarin
46	OPD	POLICE OFFICER TRAINEE	Cantonese
47	OPD	POLICE OFFICER TRAINEE	Cantonese
48	OPD	POLICE OFFICER TRAINEE	Cantonese
49	OPD	POLICE OFFICER TRAINEE	Cantonese
50	OPD	POLICE SERVICES TECHNICIAN II	Spanish
51	OPR	RECREATION LEADER I, PT	Chinese
52	PBD	PLANNER I	Cantonese/Mandarin

ATTACHMENT D

**Document Translation Request By Department
FY 2015-2016**

Document Translation Request By Department

Attachment D

FY 2015-16 Document Translation Request By Department						
Dep	Inv Code	Name of Document	SP	CH	VI	OTHER
CAO	CAOadm201601a	Talking Points	X			
CAO	CAOadm201601b	Flood Brochure	X	X		
CAO	CAOadm201603a	Graffiti Outreach	X	X		
CAO	CAOadm201605a	Newspaper ad	X	X		
CAO	CAOadm201605c	Courtesy Notice		X		
CAO	CAOamd201605b	Graffiti Abatement	X	X		
CAO	CAOcc201509a	Minimum Wage			X	
CAO	CAOcc201509b	Employer Questionnaire		X	X	
CAO	CAOcc201509c	Employer Questionnaire (2)		X	X	
CAO	CAocc201510a	Minimum Wage	X	X	X	
CAO	CAOcc201511a	Non-Colission		X		
CAO	CAOcc201605a	Measure FF Rules	X	X	X	
CAO	CAOcprb201512a	CPRB Powerpoint	X	X		
CAO	CAOcprb201603a	Citizens Letter	X	X	X	
CAO	CAOktop201509a	Speaker Card	X	X		
CAO	CAOmt201510a	Text for website	X	X	X	
CAO	CAOmt201510b	Advertisement			X	
CAO	CAOmt201510c	SingTao		X		
CAO	CAOmt201510d	Text for website	X	X	X	
COUNCIL	CCO02201511a	Thanksgiving	X	X		
COUNCIL	CCO02201603a	Community Meeting	X	X	X	
COUNCIL	CCO04201508a	Letter to Constituents	X			
COUNCIL	CCO06201511a	Thanksgiving	X	X		
HSD	DHS201507a	Ceasefire	X			
HSD	DHS201507b	HeadStart	X	X		
HSD	DHS201508a	Parent/Child Activity Book	X	X	X	
HSD	DHS201511a	Thanksgiving	X	X		
HSD	DHS201512a	Site Rules	X			
HSD	DHS201512b	Community Action Partnership	X	X		
HSD	DHS201512c	CAP FAQ	X	X		
HSD	DHS201601a	Pre-school reg	X	X		
HSD	DHS201601b	Ages 0-3 reg	X	X		
HSD	DHS201601c	Pre-school 3-5	X	X		
HSD	DHS201601d	Pre-school Reg	X	X		
HSD	DHS201601e	Infant-Toddler program	X	X		
HSD	DHS201603a	OU Voluntary Consent	X	X		
HSD	DHS201603b	OU Personal Data	X	X		
HSD	DHS201605a	ASSETS	X	X		
HSD	DHS201605b	Grievance Procedure	X	X		
HSD	DHS201605c	Grievance Form	X	X		
HSD	DHS201605d	Equal Opportunity	X	X		
HSD	DHS201605e	Discrimination text	X	X		
HSD	DHS201606a	OCYF Youth	X	X		
HSD	DHS201606b	OCYF Adult	X	X		
EWD	EWD201507a	Broadway Shuttle	X	X		
EWD	EWD201512a	Tenant Improvement P	X	X		
EWD	EWD201512b	Tenant Improvement D	X	X		
EWD	EWD201512c	Tenant Improvement P	X	X		
EWD	EWD201512d	Tenant Improvement D	X	X		
EWD	EWD201601a	St Andrew Closure	X			
EWD	EWD201604a	Small Business Week	X	X		

Dep	Inv Code	Name of Document	SP	CH	VI	OTHER
EWD	EWD201604a	Small Business Week	X			
EWD	EWDded201601a	Broadway Shuttle Survey	X	X		
EWD	EWDred201601a	Real Estate 1148 71st Ave	X	X		
EWD	EWDred201601b	Real Estate Tunnel Road	X	X		
EWD	EWDred201601c	Surplus Property	X	X		
FINANCE	FMAbt201511a	Gral Contractors info	X	X		
FINANCE	FMAbt201511b	New Business	X	X		
FINANCE	FMAbt201511c	Rental Property	X	X		
FINANCE	FMApac201507a	Letter from constituents				EN
FINANCE	FMApac201604a	Contested Ticket				EN
HCD	HCD201509a	Text	X	X		
HCD	HCD201509b	Analysis of Inpediment	X	X		
HCD	HCD201510a	MAP	X	X		
HCD	HCDcdbg201604a	Public Notice	X	X		
HCD	HCDhac201601	OSNI Committee	X			
HCD	HCDhac201601b	Home Owner Workshop	X	X		
HCD	HCDhac201601c	Workshop Evaluation	X	X		
HCD	HCDhac201606a	Housing Serach Intake	X	X		
HCD	HCDhac201606b	Family Shelters	X	X		
HCD	HCDhac201606c	Men Shelters	X	X		
HCD	HCDhac201606d	Women Resources	X	X		
HCD	HCDhac201606e	Financial Aid Resources	X	X		
HCD	HCDhac20512a	Senior Homeowner	X	X		
HCD	HCDhac20512b	Senior Homeowner	X	X		
HCD	HCDrap201604a	Notice to Tenants	X	X		
HCD	HCDrap201604b	Notice to Landlords	X	X		
HCD	HCDrb201606a	Protection Ordinance	X	X		
HCD	HDC201604a	Know Your Rights	X	X		
HRM	EAO201601	Meeting Agenda Footnote	X	X		
HRM	EAO201602	NSC Recruitment Flyer	X	X		
HRM	EAO201501	Follow Up Survey	X	X		
MAYOR	MAY201510a	Helpful Phone Numbers	X	X		
MAYOR	MAY2015605a	OP brochure text	X			
MAYOR	MAY201603a	Oakland Promise	X			
MAYOR	MAY201604a	Text for OP	X			
MAYOR	MAY201605a	Press Release	X			
MAYOR	MAY201606a	Safe Oakland	X	X		
CITY ATTOR	OCA201601a	Claim for Citizen				EN
CLERK	OCC201508a	Speaker Card	X	X		
CLERK	OCC201606a	Legislative Calendar Week 1-3	X	X		
CLERK	OCC201607b	Legislative Calendar Week 2-4	X	X		
CLERK	OCC201608c	Meeting Agenda (Safety)	X	X		
CLERK	OCC201609d	Meeting Agenda (Finance)	X	X		
CLERK	OCC201610e	Meeting Agenda (Rules)	X	X		
CLERK	OCC201611f	Meeting Agenda (Public Works)	X	X		
CLERK	OCC201612g	Meeting Agenda (CEDC)	X	X		
CLERK	OCC201612h	Meeting Agenda (Supplemental)	X	X		
OFD	OFD201507a	Residential Inspection		X	X	
OFD	OFD201510a	Inspection Notice Tenants	X	X	X	
OFD	OFD201510b	Inspection Notice Owners	X	X	X	
OFD	OFD201606a	Hotline Tex	X	X		
OPD	OPD201507	Letter to Constituent	X			
OPD	OPD201507a	20th IMT Report	X	X		

Dep	Inv Code	Name of Document	SP	CH	VI	OTHER
OPD	OPD201507b	21st IMT Report	X	X		
OPD	OPD201507c	22nd IMT Report	X	X		
OPD	OPD201507d	4th Progress Report	X	X		
OPD	OPD201507e	5th Progress Report	X	X		
OPD	OPD201507f	6th Progress Report	X	X		
OPD	OPD201508a	23rd IMT Report	X	X		
OPD	OPD201509a	Visa U information	X	X		
OPD	OPD201509c	Special events Unit	X	X		
OPD	OPD201509d	24th IMT Report	X	Z		
OPD	OPD201510a	Sideshow	X	X		
OPD	OPD201510b	Traffic Operations	X	X		
OPD	OPD201510c	25th IMT Report	X	X		
OPD	OPD201510d	TF-3208			X	
OPD	OPD201511a	26th IMT Report	X	X		
OPD	OPD201601a	27th IMT Report	X	X		
OPD	OPD201601b	28th IMT Report	X	X		
OPD	OPD201601c	OPD Chief letter		X		
OPD	OPD201605a	Parking Pass	X	X		
OPD	OPD201605b	5 de Mayo Apology	X			
OPD	OPD201606a	OpenHouse	X			
OPD	OPDns201510a	Personal Safety				LAO
OPD	OPDns201601a	OPD Citizens Academy Bro	X	X		
OPD	OPDns201601b	OPD Citizens Academy Reg	X	X		
OPD	OPDns201602a	Citizens Academy Rules	X	X		
OPL	OPL201603a	Titles for library				*** Tagalog, Arabic, Thai, Farsi, French and Russian
OPL	OPL201603b	Privacy Statement	X	X		
OPR	OPR201507a	Program w/o Borders	X	X		
OPR	OPR201508a	Quick Rental Info	X	X		
OPR	OPR201509a	Table Tennis LRC		X		
OPR	OPR201509b	Citywide info	X	X		
OPR	OPR201510a	Surf Sisters	X	X		
OPR	OPR201510a	DACA Catalog	X			
OPR	OPR201510b	Surf Sisters	X	X		
OPR	OPR201511a	OPR survey	X	X		
OPR	OPR201511b	Rental Application	X	X		
OPR	OPR201511c	Rental Procedures	X	X		
OPR	OPR201601a	Volunteer Application	X	X		
OPR	OPR201601b	Release & Waiver	X	X		
OPR	OPR201601c	LMBC Reg form	X	X		
OPR	OPR201601d	SIS Flyer	X	X		
OPR	OPR201601e	Restroom Signage	X	X		
OPR	OPR201601f	Swimming Pool Rental	X	X		
OPR	OPR201601g	Financial Assistance App	X	X		
OPR	OPR201601h	Summer Jobs Text	X	X		
OPR	OPR201603a	Locker Room Gender	X	X		
OPR	OPR201604a	Summer Booklet	X	X		
OPR	OPR201604a	Explorer Camp	X	X		
OPR	OPR201604b	Bathroom Sign	X	X		
OPR	OPR201604b	Rowing Program	X	X		
OPR	OPR201604c	Youth Sailing	X	X		
OPR	OPR201604d	Whale Boat	X	X		

Dep	Inv Code	Name of Document	SP	CH	VI	Attachment D
OPR	OPR201604e	Adult Sailing	X	X		
OPR	OPR201606a	Billion Year Quiz		X	X	Korean, Tagalo
PBD	ACCELA01	Online Permit Center Text File 1	X	X		
PBD	ACCELA02	Online Permit Center Text File 2	X	X		
PBD	ACCELA03	Online Permit Center Text File 3	X	X		
PBD	ACCELA04	Online Permit Center Text File 4	X	X		
PBD	ACCELA05	Online Permit Center Text File 5	X	X		
PBD	ACCELA06	Online Permit Center Text File 6	X	X		
PBD	ACCELA07	Online Permit Center Text File 7	X	X		
PBD	ACCELA08	Online Permit Center Text File 8	X	X		
PBD	ACCELA09	Online Permit Center Text File 9	X	X		
PBD	ACCELA10	Online Permit Center Text File 10	X	X		
PBD	ACCELA11	Online Permit Center Text File 11	X	X		
PBD	ACCELA12	Online Permit Center Text File 12	X	X		
PBD	ACCELA13	Online Permit Center Text File 13	X	X		
PBD	ACCELA14	Online Permit Center Text File 14	X	X		
PBD	ACCELA15	Online Permit Center Text File 15	X	X		
PBD	ACCELA16	Online Permit Center Text File 16	X	X		
PBD	ACCELA17	Online Permit Center Text File 17	X	X		
PBD	ACCELA18	Online Permit Center Text File 18	X	X		
PBD	ACCELA19	Online Permit Center Text File 19	X	X		
PBD	ACCELA20	Online Permit Center Text File 20	X	X		
PBD	ACCELA21	Online Permit Center Text File 21	X	X		
PBD	ACCELA22	Online Permit Center Text File 22	X	X		
PBD	PBD201508a	Save the Date	X	X		
PBD	PBD201509a	Progress letter		X		
PBD	PBD201509a	MVF	X	X		
PBD	PBD201509a	Citywide Food Vending		X		
PBD	PBD201509a	Meeter Template	X	X		
PBD	PBD201510a	Property Resale Guide	X	X		
PBD	PBD201510b	Housing Inspection Prog	X	X		
PBD	PBDpb201510a	Parking Regulations	X	X	X	
PBD	PBDpb201601a	Alternative Plan		X		
PBD	PBDpb201602a	Regulation Comparison	X			
PBD	PBDpb201606a	Mobile Food Ordinance	X	X		
PBD	PBDpz201603a	Fruitvale Streetscape	X			
PWA	PWA201510a	Door Hanger	X	X		
PWA	PWA201601a	El Nino Press Release	X			
PWA	PWA201601b	Telegraph Ave	X	X	X	
PWA	PWA201604a	Bridge Notice	X	X		
PWA	PWA201606a	Hotline Text	X	X		
PWA	PWAada201604a	ADA Survey	X	X		
PWA	PWAada20604b	ADA Text	X	X		
PWA	PWAes201507a	New Business Rates Sheet	X	X	X	
PWA	PWAes201509a	Free Compost	X	X	X	
PWA	PWAes201509b	Free Bulky Items	X	X	X	
PWA	PWAes201510A	Adopt a Drain	X	X		
PWA	PWAes201511a	Adopt a Drain	X	X		
PWA	PWAes201511a	Prepare for El Niño	X	X		
PWA	PWAes201512a	Adopt a Spot	X	X		
PWA	PWAes201512b	Volunteer Guideline	X	X		

Attachment D

Dep	Inv Code	Name of Document	SP	CH	VI	OTHER
PWA	PWAes201601a	FB post translation	X			
PWA	PWAes201601b	Text for website		X		
PWA	PWAes201602a	Earth Day Posters	X	X		
PWA	PWAes201602b	Earth Day Expo	X	X		
PWA	PWAes201602v	Earth Day Post cards	X	X		
PWA	PWAes201603a	Compost Giveaway	X	X	X	
PWA	PWAes201604a	B.E.W.U.	X	X		
PWA	PWAfs201509a	Labor Day	X	X		
PWA	PWAfs201509b	Admissions Day	X	X		
PWA	PWAfs201511a	Veterans Day	X	X		
PWA	PWAfs201511b	Thanksgiving	X	X		
PWA	PWAfs201511c	Christmas	X	X		
PWA	PWAfs201511d	New Years	X	X		
PWA	PWAfsholidayFeb1	Lincoln's Birthday	X	X		
PWA	PWAfsholidayFeb2	President's Day Holiday	X	X		
PWA	PWAfsholidayMay	Memorial Day Holiday	X	X		
PWA	PWAfsholidayJuly	Independence Day Holiday	X	X		
PWA	PWAfs201601a	MLK Holiday	X	X		
PWA	PWAKob201606a	Graffiti flyer	X	X		
PWA	PWAfs201507a	Bike Newsletter	X	X	X	
PWA	PWAfs2015604a	Telegraph Ave				Korean
PWA	PWAfs201602a	Bike Newsletter	X	X	X	
PWA	PWAfs201605a	Telegraph Ave Survey	X	X		
			SP	CH	VI	OTHER
		DOCUMENT PRODUCED	208	200	24	13
		TOTAL = 445 documents				

ATTACHMENT E

**Interpretation Request By Department
FY 2015-2016**

Document Translation Request By Department

Attachment E

FY 2015-16 On-site Interpretation Request By Department								
Dept	Date	# of Hours	Hrs in SP	Hrs in CH	Hrs in VI	Other	Topic	Equip Request
CAO	2/29/2016	4		4			Committee Meeting	X
CAO	4/26/2016	2	2				Community Meeting	X
COUNCIL	10/20/2015	2	2				City Council Mtg	X
CLERK	6/27/2016	3		3			Special City Council	X
HSD	7/6/2015	2		2			Senior Visit	
HSD	7/7/2015	2	2				Senior Visit	
HSD	7/10/2015	2			2		Presentation	
HSD	7/10/2015	2		2			Presentation	
HSD	7/14/2015	2	2				Senior Visit	
HSD	7/20/2015	1		1			Senior Visit	
HSD	7/22/2015	2		2			Senior Visit	
HSD	7/30/2015	2	2				Senior Visit	
HSD	8/6/2015	3		2			Senior Visit	
HSD	8/14/2015	2			2		Presentation	
HSD	8/14/2015	2		2			Presentation	
HSD	8/15/2015	3		3			Senior Visit	
HSD	8/17/2015	2		2			Senior Visit	
HSD	8/18/2015	2		2			Senior Visit	
HSD	8/18/2015	2		2			Senior Visit	
HSD	8/19/2015	2				Korean	Senior Visit	
HSD	8/20/2015	2		2			Senior Visit	
HSD	8/20/2015	2		2			Senior Visit	
HSD	8/21/2015	2		2			Senior Visit	
HSD	8/26/2015	2		2			Senior Visit	
HSD	8/26/2015	2		2			Senior Visit	
HSD	9/1/2015	2		2			Senior Visit	
HSD	9/16/2015	2				Russian	Senior Visit	
HSD	9/23/2015	2		2			Senior Visit	
HSD	9/24/2015	2				Rusian	Senior Visit	
HSD	9/24/2015	2	2				Senior Visit	
HSD	9/25/2015	2			2		Senior Visit	
HSD	9/30/2015	2		2			Senior Visit	
HSD	10/1/2015	2		2			Senior Visit	
HSD	10/7/2015	2		2			Senior Visit	
HSD	10/12/2015	2		2			Senior Visit	
HSD	10/13/2015	2		2			Senior Visit	
HSD	10/13/2015	2		2			Senior Visit	
HSD	10/14/2015	2		2			Senior Visit	
HSD	10/19/2015	2	2				Senior Visit	
HSD	10/21/2015	2		2			Senior Visit	
HSD	10/22/2015	2		2			Senior Visit	
HSD	10/23/2015	2			2		Presentation	
HSD	10/27/2015	2	2				Senior Visit	
HSD	10/29/2015	2	2				Senior Visit	
HSD	10/30/2015	2			2		Senior Visit	
HSD	11/4/2015	2		2			Senior Visit	
HSD	11/5/2015	2		2			Senior Visit	
HSD	11/16/2015	2				Korean	Senior Visit	
HSD	11/16/2015	2		2			Senior Visit	
HSD	11/17/2015	2		2			Senior Visit	

Dept	Date	# of Hours	Hrs in SP	Hrs in CH	Hrs in VI	Other	Topic	Equip Request
HSD	3/9/2016	2	2				Community Meeting	X
HSD	3/18/2016	1	1				Elegibility Screening	
HSD	3/25/2016	1	1				Elegibility Screening	
HSD	4/26/2016	1	1				Individual Emp Plan	
HSD	4/27/2016	1	1				Individual Emp Plan	
HSD	4/28/2016	1	1				Individual Emp Plan	
HSD	4/29/2016	1	1				Individual Emp Plan	
HSD	6/1/2016	4	2	2			Service Employment P.	
HSD	6/28/2016	1	1				Individual Emp Plan	
HCD	7/10/2015	2		2			Rent Board Hearing	
HCD	7/17/2015	2				Korean	Rent Board Hearing	
HCD	7/30/2015	2		2			Rent Board Hearing	
HCD	8/11/2015	3		3			Rent Board Hearing	
HCD	8/12/2015	2	2				Rent Board Hearing	
HCD	8/18/2015	2	2				Rent Board Hearing	
HCD	8/19/2015	2		2			Rent Board Hearing	
HCD	8/24/2015	4		4			Rent Board Hearing	
HCD	9/3/2015	4	4				Rent Board Hearing	
HCD	9/17/2015	3		3			Rent Board Hearing	
HCD	9/24/2015	2	2				Rent Board Hearing	
HCD	9/29/2015	3	3				Rent Board Hearing	
HCD	9/29/2015	2		2			Rent Board Hearing	
HCD	9/30/2015	2	2				Rent Board Hearing	
HCD	10/1/2015	3	3				Rent Board Hearing	
HCD	10/6/2015	3				Korean	Rent Board Hearing	
HCD	10/7/2015	3	3				Rent Board Hearing	
HCD	10/21/2015	3	3				Rent Board Hearing	
HCD	10/29/2015	4	4				Rent Board Hearing	
HCD	11/3/2015	3	3				Rent Board Hearing	
HCD	1/11/2016	3	3				Rent Board Hearing	
HCD	1/21/2016	6	6				Rent Board Hearing	
HCD	1/28/2016	2		2			Rent Board Hearing	
HCD	2/18/2016	2	2				Rent Board Hearing	
HCD	2/24/2016	3	3				Rent Board Hearing	
HCD	2/25/2016	3	3				Rent Board Hearing	
HCD	3/1/2016	3	3				Rent Board Hearing	
HCD	3/4/2016	3		3			Rent Board Hearing	
HCD	3/14/2016	3				Haitian	Rent Board Hearing	
HCD	3/14/2016	2	2				Rent Board Hearing	
HCD	3/16/2016	3	3				Rent Board Hearing	
HCD	3/16/2016	3	3				Rent Board Hearing	
HCD	3/17/2016	3	3				Rent Board Hearing	
HCD	3/21/2016	3	3				Rent Board Hearing	
HCD	4/1/2016	3		3			Rent Board Hearing	
HCD	4/5/2016	3				Romanian	Rent Board Hearing	
HCD	4/5/2016	3	3				Rent Board Hearing	
HCD	4/7/2016	2		2			Rent Board Hearing	
HCD	4/20/2016	3		2			Rent Board Hearing	
HCD	4/25/2016	2				Ethiopian	Rent Board Hearing	
HCD	4/27/2016	3	3				Rent Board Hearing	
HCD	4/27/2016	3		3			Rent Board Hearing	

Dept	Date	# of Hours	Hrs in SP	Hrs in CH	Hrs in VI	Other	Topic	Equip Request
HCD	5/4/2016	3	3				Rent Board Hearing	
HCD	5/9/2016	3	3				Rent Board Hearing	
HCD	5/18/2016	3		3			Rent Board Hearing	
HCD	5/18/2016	2		2			Rent Board Hearing	
HCD	6/6/2016	2	2				Rent Board Hearing	
HCD	6/8/2016	3	3				Rent Board Hearing	
HCD	6/15/2016	3	3				Rent Board Hearing	
HCD	6/21/2016	2	2				Rent Board Hearing	
HCD	6/29/2016	2	2				Rent Board Hearing	
MAYOR	9/3/2015	2		2			Community Meeting	X
MAYOR	10/28/2015	4	2	2			Community Meeting	X
OFD	6/9/2016	3		3			CORE Training	X
OFD	7/23/2015	3		3			CORE Training	X
OFD	10/1/2015	2		2			CORE Training	X
OFD	1/16/2016	2	2				CORE Training	X
OFD	1/25/2016	3		3			CORE Training	X
OFD	1/29/2016	3		3			CORE Training	X
OFD	3/10/2016	3		3			CORE Training	X
OFD	3/14/2016	3			3		CORE Training	X
OFD	3/16/2016	3		3			CORE Training	X
OFD	3/21/2016	3			3		CORE Training	X
OFD	3/22/2016	3		3			CORE Training	X
OFD	3/24/2016	3		3			CORE Training	X
OFD	5/14/2016	7	7				CORE Training	X
OPD	7/8/2015	2	2				NCPC Meeting -	X
OPD	7/9/2015	2	2				NCPC Meeting -	X
OPD	7/16/2015	2	2				NCPC Meeting -	X
OPD	8/13/2015	2	2				NCPC Meeting -	X
OPD	9/10/2015	2	2				NCPC Meeting -	X
OPD	9/17/2015	2	2				NCPC Meeting -	X
OPD	10/21/2015	2	2				Community Meeting	X
OPD	11/18/2015	2	2				NCPC Meeting -	X
OPD	11/19/2015	2	2				NCPC Meeting -	X
OPD	2/8/2016	2	2				Police Citizens A.	X
OPD	2/29/2016	2	2				Police Citizens A.	X
OPD	3/14/2016	2	2				Police Citizens A.	X
OPD	4/14/2016	2	2				NCPC Meeting -	X
OPD	4/20/2016	2	2				NCPC Meeting -	X
OPD	5/9/2016	2	2				Community Meeting	X
OPD	5/12/2016	2	2				Community Meeting	X
OPD	5/18/2016	2	2				NCPC Meeting -	X
OPD	5/19/2016	2	2				NCPC Meeting -	X
OPD	5/25/2016	2	2				Community Meeting	X
OPD	6/2/2016	2	2				C meta Meeting	X
OPD	6/9/2016	2	2				NCPC Meeting -	X
OPD	6/9/2016	2	2				NCPC Meeting -	X
OPD	6/15/2016	2	2				NCPC Meeting -	X
OPD	6/16/2016	2	2				NCPC Meeting -	X
OPD	6/20/2016	2	2				NCPC Meeting -	X
OPL	11/7/2015	2	2				Library Presentation	X

Dept	Date	# of Hours	Hrs in SP	Hrs in CH	Hrs in VI	Other	Topic	Equip Request
PBD	8/25/2015	2	2				Community Meeting	X
PBD	8/26/2015	2		2			Community Meeting	X
PBD	9/10/2015	2		2			Community Meeting	X
PBD	10/19/2015	2		2			Community Meeting	X
PBD	2/1/2016	3		3			Community Meeting	X
PBD	3/8/2016	2	2				Community Meeting	X
PBD	4/26/2016	3	3				Community Meeting	X
PBD	6/1/2016	3	3				Public Hearing	X
PWA	8/4/2015	2		2			Presentation	
PWA	5/26/2016	2	2				Traffic Meeting	X
			SP	CH	VI	OTHER		
			193	150	16	23		55
TOTAL INTERPRETATION HR		380						

ATTACHMENT F

Departmental Annual Compliance Report

Reference Guide

AUDITOR	OFFICE OF THE CITY AUDITOR
CAO	CITY ADMINISTRATOR'S OFFICE
CLERK	OFFICE OF THE CITY CLERK
COUNCIL	CITY COUNCIL
EWD	ECONOMIC & WORKFORCE DEVELOPMENT
FINANCE	FINANCE DEPARTMENT
FIRE	FIRE DEPARTMENT
HCD	HOUSING & COMMUNITY DEVELOPMENT DEPT
HRM	HUMAN RESOURCES MANAGEMENT DEPT
HSD	HUMAN SERVICES DEPARTMENT
ITD	INFORMATION & TECHNOLOGY DEPARTMENT
MAYOR	OFFICE OF THE MAYOR
OCA	OFFICE OF THE CITY ATTORNEY
OPL	OAKLAND PUBLIC LIBRARY
OPR	OAKLAND PARKS & RECREATION DEPARTMENT
OPW	OAKLAND PUBLIC WORKS DEPARTMENT
PBD	PLANNING & BUILDING DEPARTMENT
POLICE/OPD	OAKLAND POLICE DEPARTMENT

ATTACHMENT G

Public Contact Position Staffing Table

Public Contact Position Staffing Table By Department

ATTACHMENT G

CITY ADMINISTRATOR

JUNE 2016

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
02111 - City Manager Administration Unit	25	6	1	1	7
Admin Asst to City Administrator	1				
Administrative Assistant II (CONF)	1	1			
Assist to the City Administrator	5				
Assistant City Administrator	2				1
City Administrator	1				1
City Administrator Analyst	4				1
Deputy City Administrator	2				2
Exec Asst to Asst City Administrator	1			1	
Exempt Limited Duration Employee	1				1
Manager, Agency Administrative	1				
Mayor's PSE 14	2	2	1		
Public Information Officer II	1	1			
Public Service Representative	1				
Senior Aide, PT	2	2			1
02211 - Citizens Police Review Board Unit	11	7	2	1	3
Complaint Investigator II	4	4	1	1	
CPRB Executive Director	1				
Equal Emp Opportunities Officer	1				
Intake Technician	3	3	1		2
Office Assistant II	1				
Temp Contract Svcs Employee, PT	1				1
02311 - Equal Opportunity Programs	2				1
Emp & Labor Relations Analyst, Senior	1				
Temp Contract Svcs Employee, PT	1				1
02331 - Employee Relations	5				1
Animal Care Attendant	1				
Emp & Labor Relations Analyst, Senior	1				1
Employee Relations Analyst Prin	1				
Employee Relations Director	1				
Human Resource Technician	1				
02491 - Oakland Animal Services	32	15	2	2	5
Animal Care Attendant	3				1
Animal Care Attendant, PT	7				

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
Animal Control & Shelter Manager	1				
Animal Control Officer	8	8		2	
Animal Control Officer, PPT	2	2	1		
Director of Animal Services	1	1			
Exec Asst to the Director	1				
Exempt Limited Duration Employee	1				1
Public Service Representative	2	2	1		1
Temp Contract Svcs Employee, PT	4				1
Veterinary Technician	1	1			
Volunteer Program Specialist II	1	1			1
02611 - Contract Compliance Unit	4		1	1	
Administrative Analyst II	1			1	
Administrative Services Manager I	1				
Director of Contracts & Purchasing	1				
Exempt Limited Duration Employee	1		1		
02621 - Employment Services Unit	11	5	1		1
Contract Compliance Office Asst	2	2			
Contract Compliance Officer	3				
Contract Compliance Officer, Sr.	1				
Employment Services Supervisor	1	1			
Exempt Limited Duration Employee	2		1		1
Job Developer	1	1			
Receptionist	1	1			
02631 - Outreach & Administrative Support Unit	1				
Administrative Analyst II	1				
02711 - Ethics Unit	5	1	1		2
Administrative Assistant II	1	1	1		
Deputy Dir, Public Ethics Comm	1				1
Ethics Analyst I	1				
Ethics Investigator	1				1
Exec Dir, Public Ethics Comm	1				
02811 - Budget Division	3				1
Accountant III	1				
Assist to the City Administrator	1				
City Administrator Analyst	1				1
Grand Total	99	34	8	5	21

CITY ATTORNEY

Jun-16

Row Labels	Sum of Position	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
CITY ATTORNEY	72	9	4	4	10
Accountant II	1			1	
Administrative Analyst I	1				
City Attorney	1				
City Attorney, Assistant	2				
Claims Investigator III	1	1		1	
Deputy City Attorney II	4			1	
Deputy City Attorney III	9				1
Deputy City Attorney IV	11		1		2
Deputy City Attorney V	7		1		1
Exec Asst to Asst City Attorney	2			1	
Exec Asst to City Attorney	1				
Information Systems Spec II	1				
Legal Admin Assistant, Supervising	1				
Legal Administrative Assistant	9				
Legal Support Supervisor	1				
Manager, Agency Administrative	1				
Manager, Legal Admin Services	1				
Neighborhood Law Corps Attorney	5	5	1		2
Office Assistant I	1				1
Open Government Coordinator	1	1	1		1
Paralegal	7				2
Public Service Representative	2	2			
Special Counsel	2				
Grand Total	72	9	4	4	10

CITY AUDITOR

Jun-16

Row Labels	Count of Positions	Count of PGP	Count of Spanish	Count of Chinese	Count of New Hire
07111 - City Auditor Unit	8	1			8
City Auditor	1				1
City Auditor, Assistant	1				1
Performance Audit Manager	2				2
Performance Auditor	1				1
Performance Auditor, Senior	1				1
Performance Auditor, Senior (TCSE)	1				1
Receptionist to the City Auditor (TCSE)	1	1			1
7112 - City Auditor Unit	1	1			
Executive Assistant (vacant)	1	1			
Grand Total	9	2			8

CITY CLERK

JUNE 2016

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
03121 - City Clerk Unit	8	4	2	1	1
Administrative Analyst I	1	1			
City Clerk	1	1	1		
Citywide Records Manager	1				
Exec Asst to the Director	1		1		1
Legislative Recorder	3	1			
Management Assistant	1	1		1	
03211 - KTOP Operations	9			1	
Cable Operations Technician	4				
Cable TV Operations Chief Engineer	1				
Cable TV Prod & Ops Manager	1				
Cable TV Production Assistant	2			1	
Cable TV Stage Manager, PT	1				
Grand Total	17	4	2	2	1

CITY COUNCIL

JUNE 2016

Row Labels	Sum of Positions	Count of PGP	Count of Spanish	Count of Chinese	Count of New Hire
00011 - Council Administration Unit	2	2	1		
City Council PSE 14	1	1	1		
City Council PSE-51	1	1			
00111 - District One Unit	4	4			
City Council PSE 14	1	1			
City Council PSE-51	2	2			
Council Member	1	1			
00211 - District Two Unit	5	5	1	1	3
City Council PSE 14	1	1		1	1
City Council PSE 14, PPT	1	1			
City Council PSE-51	2	2			2
Council Member	1	1	1		
00311 - District Three Unit	5	5			2
City Council PSE 14	2	2			1
City Council PSE-51	2	2			1
Council Member	1	1			
00411 - District Four Unit	4	4			
City Council PSE 14	1	1			
City Council PSE-51	2	2			
Council Member	1	1			
00511 - District Five Unit	4	4	3		2
City Council PSE 14	2	2	1		2
City Council PSE-51	1	1	1		
Council Member	1	1	1		
00611 - District Six Unit	9	9			
City Council PSE 14, PT	8	8			
Council Member	1	1			
00711 - District Seven Unit	4	4			
City Council PSE 14	1	1			
City Council PSE-51	2	2			
Council Member	1	1			
00911 - Council At Large Unit	3	3		1	1
City Council PSE 14	1	1		1	
City Council PSE-51	1	1			1
Council Member	1	1			
Grand Total	40	40	5	2	8

ECONOMIC AND WORKFORCE

JUNE 2016

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
85111 - Admin: Economic & Workforce Development	2				
Director of Econ & Workfrc Dev	1				
Special Projects	1				
85221 - Project Implementation	5				5
TCSE	2				2
Urban Economic Analyst IV	2				2
Urban Economic Coordinator	1				1
85221 - Project Implementation: Staffing	21	1		2	2
Account Clerk III	2				
Administrative Analyst II	1	1		1	
Administrative Assistant I	1				
Administrative Services Manager II	1				
Development/Redevelopment Pgrm MGR	2				
Office Assistant II	1				
Program Analyst I, PPT	1				1
Project Manager	1				
Student Trainee, PT	2				
TCSE	1				
Urban Economic Analyst II	3				
Urban Economic Analyst III	1				
Urban Economic Analyst IV, Projects	2			1	
Urban Economic Coordinator	2				1
85231 - Real Estate	7				2
Administrative Analyst II	2				1
Real Estate Agent	4				1
Real Estate Services Manager	1				
85244 - Oakland Army Base Redevelopment	1				
Project Manager III	1				
85311 - Workforce Development	8		1		4
Program Analyst II	4		1		1
Program Analyst III	1				1
Project Manager III	1				1
TCSE	2				1
85411 - Economic Development	11	1	1		2
City Administrator Analyst	1				

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
Employment Services Supervisor	1	1	1		
TCSE	2				2
Urban Economic Analyst I	1				
Urban Economic Analyst II	1				
Urban Economic Analyst III	2				
Urban Economic Analyst IV, Projects	2				
Urban Economic Coordinator	1				
85511 - Cultural Arts & Marketing	4				
Program Analyst I, PT	1				
Program Analyst II, PPT	1				
Program Analyst III	1				
Special Events Coordinator	1				
85521 - Public Art	4				3
ELDE	1				1
Program Analyst II	1				
Program Analyst III/O	1				1
TCSE	1				1
Grand Total	63	2	2	2	18

FINANCE

JUNE 2016

Row Labels	Sum of Positions	Count of PGP	Count of Spanish	Count of Chinese	Count of New Hire
08211 - Accounting Administration Unit	1				
Controller	1				
08222 - General Ledger	12			1	
Accountant II	1				
Accountant III	6			1	
Accounting Supervisor	1				
Accounting Technician	1				
City Administrator Analyst	1				
Controller, Assistant	1				
Financial Analyst	1				
08241 - Payables	5				
Account Clerk III	1				
Accounting Technician	3				
Controller, Assistant	1				
08242 - Stores Operations	2				
Storekeeper II	1				
Storekeeper III	1				
08243 - Purchasing	6				
Buyer	4				
Office Assistant II	1				
Purchasing Supervisor	1				
08261 - Budget Analysis & Operations	5				
Budget & Operations Analyst III	2				
Business Analyst IV	1				
City Administrator Analyst	1				
Financial Analyst	1				
08411 - Revenue Administration Unit	6				
Accountant II	2				
Revenue & Tax Administrator	1				
Revenue Analyst	1				
Revenue Analyst, Principal	2				
08421 - Revenue Audit Unit	16	14	2	1	
Revenue Operations Supervisor	1				
Tax Auditor II	7	7	1	1	
Tax Auditor III	1				
Tax Enforcement Officer II	7	7	1		
08431 - Business License Tax Unit	15	14	2	1	2
Revenue Assistant	5	5	1		2
Revenue Operations Supervisor	1				
Tax Enforcement Officer II	7	7	1		
Tax Representative II	2	2		1	
08432 - Business License Tax Unit	1	1		1	1
Revenue Assistant	1	1		1	1
08441 - Revenue Collections Unit	15	14			1
Cashier	1				

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
Collections Officer	6	6			
Revenue Assistant	7	7			1
Tax Enforcement Officer II	1	1			
08441 - Mandatory Garbage/Citywide Collections	1				
Operations Supervisor	1				
08711 - Treasury Administration Unit	2				
Administrative Assistant II	1				
Agency Director, Finance & Mgmt	1				
08721 - Treasury Operations Unit	6				
Exempt Limited Duration Employee	1				
Financial Analyst	1				
Financial Analyst, Principal	1				
Treasury Analyst I	1				
Treasury Analyst II	1				
Treasury Analyst III	1				
08731 - Treasury Cashiering Unit	1				
Cashier	1				
08741 - Treasury Payroll	12				
Financial Analyst, Principal	1				
Human Res Operations Tech, Senior	3				
Human Res Operations Technician	1				
Human Res Systems Analyst, Senior..	2				
Human Res Systems Analyst, Supv	1				
Human Resource Oper Supervisor	1				
Payroll Personnel Clerk II	2				
Payroll Personnel Clerk III	1				
08751 - Retirement	5		1		
Administrative Assistant II	1				
Benefits Representative	2				
Investment Officer	1				
Retirement Systems Accountant	1		1		
08921 - Parking Citation Assistance Center	15	13	3	3	
Public Service Representative	13	13	3	3	
Revenue Operations Supervisor	2				
08921 - Parking Citation Assistance Center	2				
Hearing Officer	2				
08931 - Meter Collection	1				
Parking Meter Collector	1				
08931 - Meter Operations	8		3		
Parking Meter Collector	7		3		
Parking Meter Collector Supervisor	1				
8931 - Meter Operations	1				
Parking Meter Collector	1				
Grand Total	138	56	11	7	4

FIRE DEPARTMENT

JUNE 2016

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
20110 - Fire Chief Unit	3				
20241 - Fire Communications Unit	5	5			1
20251 - Communications Emergency Dispatch Unit	18	18	1	3	3
20311 - Fire Marshals Office Unit	3	1	1		
20312 - Fire Marshals Office Unit	1				
20314 - Fire Marshals Office Unit	1		1		
20315 - Fire Marshals Office Unit	1	1			
20331 - Inspectional Services Unit	6	6	2		
20332 - Inspectional Services Unit	3	3		1	2
20341 - Arson Investigation Unit	3	3	1		
20351 - Engineering Unit	1	1			
20371 - Vegetation Management Unit	7	7	1		4
20411 - Emergency Service/Suppression	410	398	60	11	26
20412 - Emergency Service/Suppression	1	1			
20511 - Budget and Planning Administration	2				
20521 - Budget Unit	1				
20531 - Accounts Payable Unit	1			1	
20541 - Payroll Unit	1				
20551 - Time and Attendance Unit	1				
20611 - Education and Training Administration Unit	2				
20631 - In-Service Training Unit	34		6		33
20711 - Emergency Services Program Unit	7	1		1	1
20811 - Human Resources	3	1	1		
20814 - Airport	12	11	1		
20815 - U.S.A.R	2	1			
20816 - Fire - Support & Services Unit	2		1		
20912 - Measure N - Paramedic	9		1		2
20913 - Emergency Services Training	1				1
Grand Total	541	458	77	17	73

HOUSING & COMMUNITY DEVELOPMENT

JUNE 2016

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
89919 - Admin: Housing & Community Development	13	4	1	4	
Accountant II	1			1	
Administrative Services Manager I	1				
Community Dev Prgm Coordinator	1	1	1		
Director of Housing & Comm Dev	1				
Exempt Limited Duration Employee	1				
Home Management Specialist II	2	2			
Housing Development Coordinator I (Provisional)	1				
Housing Development Coordinator III	1				
Program Analyst I	1	1		1	
Program Analyst III	1			1	
Project Manager III	1			1	
Temp Contract Svcs Employee, PT	1				
89929 - Housing Development	7	1	1		1
Administrative Assistant I	1				1
Development/Redevelopment Prgm MGR	1				
Home Management Counselor III	1	1			
Housing Development Coordinator III	1				
Housing Development Coordinator IV	3		1		
89939 - Municipal Lending	13	5	1		
Administrative Assistant I	1				
Administrative Assistant II	1				
Development/Redevelopment Prgm MGR	1				
Exec Asst to the Director	1				
Loan Servicing Administrator	1				
Loan Servicing Specialist	1	1			
Management Assistant	1				
Mortgage Advisor	2	2			
Program Analyst I	1				
Rehabilitation Advisor III	2	2			
Rehabilitation Supervisor I	1		1		
89949 - CDBG Coordination	5				
Administrative Assistant II	2				
Community Dev Prgm Coordinator	3				
89969 - Residential Rent Arbitration	10	5	2	1	1

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
Administrative Assistant I	2	1	1		1
Hearing Officer	2				
Program Analyst II	2	2	1		
Program Analyst III	1	1			
Project Manager II	1				
Senior Hearing Officer	1	1		1	
Temp Contract Svcs Employee, PT	1				
89979 - Commercial Lending	3			1	
Vacant	1				
Account Clerk II	1			1	
Administrative Analyst I	1				
Grand Total	51	15	5	6	2

HUMAN RESOURCES MANAGEMENT

JUNE 2016

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of CHINESE	Count of New Hire
05111 - Personnel Admin/Human Resource Info	4				
Administrative Analyst II	1				
Director of Human Resources Mgmt	1				
Exec Asst to the Director	1				
Office Assistant II	1				
05211 - Employment and Classification Unit	18	2	2	1	4
Exempt Limited Duration Employee	1				1
Human Resource Analyst (CONF)	4			1	
Human Resource Analyst, Assistant	1				
Human Resource Analyst, Principal	2				
Human Resource Analyst, Senior	1		1		
Human Resource Clerk	2	2			2
Human Resource Oper Supervisor	1				
Human Resource Technician	4		1		
Human Resources Manager	1				
Student Trainee, PT	1				1
05221 - Equal Access	2	2	1	1	
Program Analyst I	1	1	1		
Program Analyst III	1	1		1	
05511 - Human Resource Development Unit	1				
Training Coordinator	1				
05611 - Employee Benefits Services	3				1
Benefits Coordinator	1				1
Benefits Representative	1				
Benefits Technician	1				
05621 - Risk Management	9	1			
Administrative Analyst II	1				
Benefits Representative	1				
Benefits Technician	1				
Claims & Risk Manager	1				
Disability Benefits Coordinator	2				
Employee Fleet & Safety Coordinator	1				
Human Resource Clerk	1	1			
Management Assistant	1				
Grand Total	37	5	3	2	5

HUMAN SERVICES DEPARTMENT - HEALTH AND HUMAN SERVICES

JUNE 2016

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
78111 - DHS Administration Unit	10	3	1		1
Administrative Assistant I	1				1
Assistant to the Director	1				
Case Manager I, PT	1	1			
Crossing Guard, PT	2	2			
Director of Human Services	1				
Exec Asst to the Director	1				
Program Analyst II, PPT	1				
Senior Aide, PT	1		1		
Student Trainee, PT	1				
78199 - DHS Fiscal Unit	2		1		
Accountant II	1		1		
Administrative Services Manager II	1				
78231 - HS Classroom & Seasonal	168	144	30	14	17
Cook III	1				
Custodian	1		1		
Early Childhood Center Director	16	16	4		
Exempt Limited Duration Employee	1				
Family Advocate	15	15	5		
Food Service Worker	4		1		
Head Start Driver Courier	4				1
Head Start Instructor	63	63	15	13	3
Head Start Supervisor	1				
Headstart Program Coordinator	5	5			
Maintenance Mechanic, PPT	2				
Maintenance Mechanic, PT	1				
Office Assistant II	1				
Senior Aide, PT	1				
Student Trainee, PT	45	45	4	1	6
Temp Contract Svcs Employee, PT	7				7
78232 - Head Start - Central Office Program	11	7	6		
Child Education Coordinator	1	1			
Data Entry Operator	2		1		
Data Entry Operator, Senior	1		1		
Head Start Facilities Coordinator	1				
Head Start Nutrition Coordinator	2	2	2		
Headstart Program Coordinator	4	4	2		
78235 - HS Central Office Administration	11				
Accountant I	1				
Accountant III	1				
Administrative Assistant II	2				
Exempt Limited Duration Employee	1				

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
Head Start Supervisor	2				
Health & Human Svcs Prgm Planner	1				
Manager, Youth Services	1				
Payroll Personnel Clerk III	1				
Temp Contract Svcs Employee, PT	1				
78241 - Year Round Lunch Program Unit	23	1	1		2
Food Program Driver, PT	12		1		
Food Program Monitor, PT	9				1
Temp Contract Svcs Employee, PT	2	1			1
78251 - Youth Sevices	10	2			2
Administrative Assistant II	1				
Case Manager II	2	2			2
Exempt Limited Duration Employee	1				
Health & Human Svcs Prgm Planner	1				
Manager, Human Services	1				
Program Analyst I	1				
Program Analyst II	3				
78311 - Policy & Planning	20	4	2		8
Administrative Assistant I, PT	1				1
Administrative Assistant I, PPT	1				
Case Manager I	3	3	1		2
Exempt Limited Duration Employee	1				1
Health & Human Svcs Prgm Planner	4				1
Manager, Human Services	1				
Outreach Developer	1	1			
Program Analyst I	2				1
Program Analyst II	4		1		1
Program Analyst III	1				
Temp Contract Svcs Employee, PT	1				1
78361 - CSBG - Admin	3		1		
Administrative Assistant I	1		1		
Health & Human Svcs Prgm Planner	1				
Temp Contract Svcs Employee, PT	1				
78362 - CSBG - Programs	2				2
Program Analyst I	2				2
78411 - Community Housing Services	7				2
Accountant II	1				
Community Housing Services Manager	1				
Health & Human Svcs Prgm Planner	1				
Program Analyst I	1				
Program Analyst II	2				1
Temp Contract Svcs Employee, PT	1				1
Grand Total	267	161	42	14	34

HUMAN SERVICES DEPARTMENT - AGING & ADULT SERVICES

JUNE 2016

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
75231 - Multipurpose Senior Service Program Unit	12	9	1	1	1
Case Manager I	3	3			1
Case Manager II	1	1	1		
Case Manager, Supervising	2	2			
Nurse Case Manager	2	2		1	
Program Analyst II, PPT	1				
Senior Aide, PT	1				
Senior Services Prgm Assistant	1				
Senior Services Supervisor	1	1			
75241 - Senior Companion Program Unit	2	2			
Senior Services Prgm Assistant, PPT	1	1			
Senior Services Supervisor	1	1			
75251 - Outreach Program Unit	2	2			
Outreach Worker, PT	2	2			
75621 - Oakland Paratransit for the Elderly and Disable	11	7			1
Accountant II	1				
Administrative Assistant I, PT	1	1			
Office Assistant I, PT	1				
Senior Aide, PT	5	5			
Senior Services Prgm Assistant	2	1			1
Senior Services Supervisor	1				
75631 - Senior Center Unit	30	7			1
Administrative Assistant I	4	3			
Custodian	3				
Custodian Supervisor	1				
Custodian, PT	15				1
Manager, Human Services	1				
Senior Aide, PT	2				
Senior Center Director	4	4			
75651 - Senior Aide Program Unit	178				52
Outreach Developer	1				
Senior Aide, PT	175				51
Senior Services Prgm Assistant, PPT	1				1
Senior Services Supervisor	1				
Grand Total	235	27	1	1	52

INFORMATION TECHNOLOGY

JUNE 2016

Job Class	Data				
	Sum of Positions	Count of pcp	Count of Spanish	Count of Chinese	Count of New Hire
Accountant II	1				
Administrative Analyst I	1				
Administrative Analyst II	1				
Application Developer II	1				1
Application Developer III	6				
Assistant to the Director	1				
Database Administrator	2				1
Database Analyst III	1				
Electronics Technician	3			1	
Exec Asst to the Director	1				1
Exempt Limited Duration Employee	4		1		3
Information System Administrator	1				
Information Systems Spec I	2				
Information Systems Spec II	10			1	
Information Systems Spec III	6			2	2
Information Systems Supervisor	4				1
Manager, Information Systems	2				
Manager, Oracle Operations	1			1	
Network Architect	2			1	
Operations Support Specialist	4				4
Project Manager	1				
Project Manager II	1				1
Project Manager III	1				
Reproduction Assistant	1				
Reproduction Offset Operator	3		1		1
Reprograhpic Shop Supervisor	1				
Spatial Data Analyst III	4				
Telecommunication Systems Engineer	2				1
Telecommunications Electrician	1				
Telephone Services Specialist	2				1
Temp Contract Svcs Employee	1				
Grand Total	72		2	6	17

MAYOR'S OFFICE

JUNE 2016

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
01111 - Mayor - Administration Unit	15	10	2	1	5
Director of Equity and Strategic Partnership	1	1	1		1
Exempt Limited Duration Employee	1				1
Management Intern, PT	1				1
Mayor	1	1			
Mayor's PSE 14	1	1	1		
Special Assistant to the Mayor I	3	3		1	
Special Assistant to the Mayor II	2	2			
Special Assistant to the Mayor III	3	2			
Student Trainee, PT	1				1
Temp Contract Svcs Employee, PT	1				1
1112 - Mayor - Administration Unit	1				
Director of Education	1				
Grand Total	16	16	2	1	5

OAKLAND PUBLIC LIBRARY

JUNE 2016

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hires
61111 - Director Unit	1	1	1		
Director of Library Services	1	1	1		
61121 - Departmental Operation Unit	13	13	1		
Library Aide	1	1			
Library Aide, PPT	1	1			
Museum Guard	1	1			
Museum Guard, PT	10	10	1		
61133 - Community Relations	4	4			
Development Specialist III	1	1			
Librarian, Senior	1	1			
Library Asst, PPT	1	1			
Program Analyst I, PT	1	1			
61211 - Administrative Unit	1	1			
Associate Director, Library Services	1	1			
61212 - On-Call Public Services	66	66	5	4	6
Librarian I, PT	33	33	1	1	5
Librarian II, PT	5	5			
Librarian, Senior, PT	1	1			
Library Aide, PT	11	11	1	1	1
Library Assistant, PT	16	16	3	2	
61213 - Literacy	4	4			
Literacy Assistant	1	1			
Literacy Assistant, PT	2	2			
Literacy Assistant, Senior	1	1			
61221 - Main Library Administration	1	1			
Librarian, Supervising	1	1			
61231 - Art/History/Literature	21	21	3		4
Library Aide, PPT	2	2	1		
Library Aide, PT	17	17			4
Library Assistant	1	1	1		
Library Assistant, PT	1	1	1		
61235 - Magazines and Newspapers	5	5			
Librarian I	1	1			
Librarian I, PT	2	2			
Librarian II	1	1			
Library Asst, PPT	1	1			
61236 - Science Business and Sociology	7	7	1		
Librarian I	2	2			
Librarian II	3	3			
Librarian, Senior	2	2	1		
61237 - Childrens Room	11	11	1	4	
Librarian II	1	1			
Library Aide, PT	7	7	1	1	
Library Assistant	1	1		1	
Library Assistant, PT	2	2		2	

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hires
61243 - Circulation/Automation	18	18	5	4	2
Library Aide, PT	11	11	4	3	2
Library Assistant	2	2	1		
Library Assistant, PT	4	4		1	
Library Assistant, Senior	1	1			
61311 - Branch Administration	2	2	1		
Librarian, Supervising	2	2	1		
61313 - Childrens Services/Youth	4	4	2		
Librarian II	2	2	2		
Librarian II, PPT	1	1			
Librarian, Supervising	1	1			
61321 - Teen Services Unit	4	4	1	1	
Librarian I	1	1		1	
Librarian II	1	1			
Library Aide, PPT	1	1			
Library Assistant	1	1	1		
61331 - Brookfield Village Branch	8	8	5	1	2
Librarian I	1	1			
Librarian II	1	1	1		
Library Aide, PT	5	5	4		2
Library Assistant	1	1		1	
61332 - Dimond Branch	14	14	1	1	1
Librarian I	1	1			
Librarian II	2	2			
Librarian, Senior	1	1			
Library Aide, PT	9	9		1	1
Library Assistant, Senior	1	1	1		
61333 - Eastmont Branch	11	11	2		
Librarian I	1	1			
Librarian II	1	1			
Librarian, Senior	1	1			
Library Aide, PPT	1	1			
Library Aide, PT	3	3	1		
Library Assistant, PT	3	3			
Library Assistant, Senior	1	1	1		
61334 - Elmhurst Branch	5	5	2		1
Librarian I	1	1	1		
Librarian II	1	1	1		
Library Aide, PPT	1	1			
Library Aide, PT	1	1			1
Library Assistant	1	1			
61335 - M.L. King Jr. Branch	4	4	2		
Librarian I	1	1	1		
Librarian II	1	1			
Library Aide, PT	1	1	1		
Library Assistant	1	1			
61336 - Montclair Branch	8	8	2		

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hires
Librarian I	1	1			
Librarian II	1	1	1		
Library Aide, PT	5	5	1		
Library Assistant	1	1			
61337 - Rockridge Branch	13	13	2	1	3
Librarian II	3	3		1	1
Librarian, Senior	1	1			
Library Aide, PT	7	7	2		2
Library Assistant	1	1			
Library Assistant, Senior	1	1			
61338 - Temescal Branch	10	10			
Librarian I	1	1			
Librarian II	1	1			
Library Aide, PT	5	5			
Library Assistant, PT	1	1			
Library Assistant, Senior	1	1			
Library Asst, PPT	1	1			
61339 - 81st Avenue Branch	8	8	4		
Librarian II	1	1			
Librarian, Senior	1	1	1		
Library Aide, PT	4	4	1		
Library Assistant, Senior	1	1	1		
Library Asst, PPT	1	1	1		
61341 - Asian Branch	22	22		11	1
Librarian I	1	1		1	
Librarian II	2	2		2	
Librarian, Senior	1	1		1	
Library Aide, PT	11	11		4	1
Library Assistant	1	1		1	
Library Assistant, PT	5	5		1	
Library Assistant, Senior	1	1		1	
61343 - Golden Gate Branch	5	5	1		
Librarian I	1	1	1		
Library Aide, PPT	1	1			
Library Aide, PT	2	2			
Library Assistant	1	1			
61344 - Lakeview Branch	11	11	2	1	1
Librarian I	1	1			
Librarian II	1	1			
Library Aide, PT	6	6	1	1	1
Library Assistant	1	1			
Library Assistant, PT	2	2	1		
61345 - Cesar Chavez Branch	14	14	9		
Librarian II	2	2	1		
Librarian, Senior	1	1	1		
Library Aide, PT	6	6	3		
Library Assistant, PT	4	4	3		

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hires
Library Assistant, Senior	1	1	1		
61346 - Melrose Branch	6	6	2		2
Librarian I	1	1			
Librarian II	1	1			1
Library Aide, PPT	1	1	1		
Library Aide, PT	2	2	1		1
Library Assistant	1	1			
61347 - Piedmont Branch	5	5			
Librarian I	1	1			
Librarian II	1	1			
Library Aide, PPT	1	1			
Library Aide, PT	1	1			
Library Assistant	1	1			
61348 - West Oakland Branch	7	7	1	1	
Librarian I	1	1		1	
Librarian II	1	1			
Library Aide, PPT	1	1			
Library Aide, PT	2	2	1		
Library Assistant	1	1			
Library Assistant, PT	1	1			
61511 - African-American Museum & Library	5	5			
Archivist	1	1			
Curator of History, Chief	1	1			
Library Assistant, PT	2	2			
Museum Project Coordinator	1	1			
Grand Total	318	318	56	29	23

OAKLAND PARKS AND RECREATION

JUNE 2016

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of NEW HIRE
501110 - Directors Unit	3	2			
Exec Asst to the Director	1				
Recreation Aide, PT	1	1			
Recreation Leader I, PT	1	1			
501120 - OPR Administrative Services	2				
Assistant to the Director	1				
Capital Imp Proj Coord, Asst	1				
501210 - Budget and Fiscal	5	4			
Administrative Services Manager II	1				
Recreation Attendant II, PT	1	1			
Recreation Leader I, PT	1	1			
Recreation Leader II, PT	1	1			
Recreation Specialist II, PT	1	1			
501220 - Accounting Unit	3				
Account Clerk II	1				
Account Clerk III	1				
Accountant III	1				
501230 - OPR Personnel Unit	2				
Payroll Personnel Clerk II	1				
Payroll Personnel Clerk III	1				
501240 - Central Reservations	31	29	3	1	5
Facility Security Assistant, PPT	1		1		
Facility Security Assistant, PT	1				
Public Service Rep, PPT	1	1			
Public Service Representative	3	3			
Public Service Representative, PT	1	1			
Recreation Attendant I, PT	18	18	2		5
Recreation Attendant II, PT	1	1			
Recreation Leader I, PT	5	5		1	
501250 - Special Programs	14	14	2		1
Recreation Aide, PT	2	2	1		
Recreation Center Director	1	1			
Recreation Leader I, PT	6	6	1		
Recreation Leader II, PT	1	1			
Recreation Specialist I, PT	4	4			1
501270 - Dunsmuir Hellman Estate	5	4			
Park Attendant, PT	1				
Recreation Attendant I, PT	1	1			
Recreation Center Director	1	1			
Recreation Specialist II, PPT	1	1			
Recreation Supervisor	1	1			

Row Labels	Sum of Positions	Count of FCP	Count of Spanish	Count of Chinese	Count of NEW HIRE
502230 - Area 1 Rec Center Supervision	2	2		1	1
Recreation Leader II, PPT	1	1		1	1
Recreation Supervisor	1	1			
502231 - Bushrod Recreation Center	6	6	1		
Recreation Center Director	1	1			
Recreation Leader I, PT	4	4	1		
Recreation Leader II, PPT	1	1			
502232 - Defremery Recreation Center	6	6			
Recreation Aide, PT	1	1			
Recreation Center Director	1	1			
Recreation Leader I, PT	3	3			
Recreation Leader II, PPT	1	1			
502233 - Golden Gate Recreation Center	11	11			1
Recreation Aide, PT	3	3			1
Recreation Leader I, PT	7	7			
Recreation Program Director	1	1			
502234 - Lincoln Recreation Center	16	16	1	7	1
Recreation Aide, PT	3	3		2	
Recreation Center Director	1	1			
Recreation Leader I, PT	8	8	1	3	1
Recreation Leader II, PT	3	3		2	
Recreation Specialist II, PPT	1	1			
502235 - Montclair Recreation Center	19	19	1		
Recreation Aide, PT	3	3			
Recreation Leader I, PT	9	9	1		
Recreation Leader II, PPT	1	1			
Recreation Leader II, PT	2	2			
Recreation Specialist II, PT	1	1			
Recreation Specialist III, PT	2	2			
Recreation Supervisor	1	1			
502236 - Mosswood Recreation Center	10	10	1		3
Recreation Aide, PT	3	3			1
Recreation Attendant I, PT	2	2	1		1
Recreation Center Director	1	1			
Recreation Leader I, PT	3	3			
Recreation Leader II, PPT	1	1			1
502237 - Poplar Recreation Center	10	10	1		
Recreation Aide, PT	2	2	1		
Recreation Attendant I, PT	1	1			
Recreation Center Director	1	1			
Recreation Leader I, PT	4	4			
Recreation Leader II, PPT	1	1			

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of NEW HIRE
Recreation Leader II, PT	1	1			
502260 - Rotary Nature Center	17	17		1	2
Naturalist, Supervising	1	1			
Recreation Aide, PT	3	3			1
Recreation Attendant I, PT	1	1			
Recreation Leader I, PT	8	8		1	
Recreation Leader II, PPT	1	1			1
Recreation Specialist II, PT	2	2			
Temporary Recreation Leader I, PT	1	1			
502310 - Aquatics Supervision	2	2			1
Recreation Specialist II, PPT	1	1			
Recreation Supervisor	1	1			1
502312 - Dimond Aquatics	19	19	4	1	3
Lifeguard, PT	11	11	2	1	2
Pool Manager, PT	3	3	1		1
Recreation Attendant I, PT	1	1			
Water Safety Instructor, PT	4	4	1		
502313 - Defremery Aquatics	13	13	1		1
Lifeguard, PT	6	6	1		1
Pool Manager, PT	2	2			
Recreation Attendant I, PT	1	1			
Recreation Leader I, PT	1	1			
Recreation Specialist II, PT	1	1			
Water Safety Instructor, PT	2	2			
502314 - Temescal Aquatics	11	11	1		2
Lifeguard, PT	8	8			2
Pool Manager, PT	2	2			
Recreation Attendant I, PT	1	1	1		
502315 - Fremont Aquatics	9	9	2	1	2
Lifeguard, PT	6	6	2	1	2
Pool Manager, PT	1	1			
Recreation Attendant I, PT	1	1			
Water Safety Instructor, PT	1	1			
502320 - Tennis	12	12	2	2	2
Recreation Aide, PT	1	1		1	
Recreation Attendant I, PT	4	4	1	1	
Recreation Center Director	1	1			
Recreation Leader I, PT	2	2			
Recreation Leader II, PT	1	1			
Recreation Specialist II, PT	1	1			1
Recreation Specialist III, PT	2	2	1		1
502330 - City-Wide Sports	48	48	2	1	1

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of NEW HIRE
Recreation Aide, PT	1	1			
Recreation Attendant I, PT	4	4			
Recreation Leader I, PT	25	25	2	1	1
Recreation Leader II, PPT	1	1			
Recreation Leader II, PT	12	12			
Recreation Specialist I, PT	2	2			
Recreation Specialist II, PT	1	1			
Sports Program Coordinator	1	1			
Temporary Recreation Leader II, PT	1	1			
502331 - Girls Sports	10	9	1		3
Administrative Analyst II	1		1		1
Recreation Aide, PT	3	3			1
Recreation Leader I, PT	4	4			1
Recreation Leader II, PPT	1	1			
Recreation Leader II, PT	1	1			
502332 - East Oakland Sports Center	72	72	14	3	10
Lifeguard, PT	18	18	5		6
Pool Manager, PT	3	3			
Recreation Aide, PT	1	1			
Recreation Attendant I, PT	28	28	6	1	1
Recreation General Supervisor	1	1			
Recreation Leader I, PT	5	5	2	1	1
Recreation Leader II, PPT	1	1			
Recreation Program Director	3	3	1	1	1
Recreation Specialist I, PT	3	3			1
Recreation Specialist II, PT	9	9			
502340 - Youth & Adult Sports	13	13			1
Recreation Aide, PT	7	7			1
Recreation Leader I, PT	2	2			
Recreation Leader II, PPT	2	2			
Recreation Specialist II, PT	1	1			
Sports Program Coordinator	1	1			
502350 - Boating	28	28	2	2	2
Recreation Attendant I, PT	11	11	1	1	
Recreation Attendant II, PPT	1	1			1
Recreation Attendant II, PT	2	2			
Recreation Leader I, PT	7	7	1	1	
Recreation Leader II, PPT	1	1			1
Recreation Specialist I, PT	5	5			
Recreation Supervisor	1	1			
502370 - Area One Special Sports Programs	5	5			1
Recreation Aide, PT	1	1			

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of NEW HIRE
Recreation Attendant I, PT	1	1			
Recreation Program Director	1	1			
Recreation Specialist I, PT	1	1			
Student Trainee, PT	1	1			1
502380 - Community Gardens	1	1			1
Recreation Specialist II, PPT	1	1			1
503231 - Allendale Recreation Center	18	18			3
Recreation Aide, PT	8	8			
Recreation Leader I, PT	8	8			2
Recreation Leader II, PPT	1	1			1
Recreation Leader II, PT	1	1			
503232 - Dimond Recreation Center	28	28	2	1	1
Recreation Aide, PT	12	12			1
Recreation Attendant I, PT	1	1			
Recreation Leader I, PT	12	12	2	1	
Recreation Leader II, PPT	1	1			
Recreation Specialist I, PT	1	1			
Recreation Supervisor	1	1			
503233 - Franklin Recreation Center	11	11	2	2	1
Recreation Aide, PT	2	2			
Recreation Attendant I, PT	1	1	1		
Recreation Leader I, PT	5	5		1	
Recreation Leader II, PPT	1	1		1	1
Recreation Program Director	1	1			
Recreation Specialist I, PT	1	1	1		
503235 - Manzanita Recreation Center	7	7	3		
Recreation Aide, PT	1	1			
Recreation Center Director	1	1	1		
Recreation Leader I, PT	4	4	2		
Recreation Leader II, PPT	1	1			
503236 - Redwood Heights Recreation Center	23	22			
Facility Security Assistant	1				
Recreation Aide, PT	2	2			
Recreation Center Director	1	1			
Recreation Leader I, PT	7	7			
Recreation Leader II, PPT	1	1			
Recreation Leader II, PT	4	4			
Recreation Specialist I, PT	2	2			
Recreation Specialist II, PT	1	1			
Recreation Specialist III, PT	4	4			
503237 - FM Smith Recreation Center	11	11	1	1	
Recreation Aide, PT	4	4	1	1	

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of NEW HIRE
Recreation Center Director	1	1			
Recreation Leader I, PT	4	4			
Recreation Leader II, PPT	1	1			
Recreation Specialist II, PT	1	1			
503238 - San Antonio Recreation Center	4	4			2
Recreation Aide, PT	2	2			
Recreation Specialist I, PT	1	1			1
Recreation Specialist II, PT	1	1			1
503239 - Carmen Flores Recreation Center	18	18	13		1
Recreation Aide, PT	7	7	6		1
Recreation Attendant I, PT	2	2	1		
Recreation Leader I, PT	5	5	3		
Recreation Leader II, PPT	1	1			
Recreation Program Director	1	1	1		
Recreation Specialist I, PT	1	1	1		
Recreation Specialist II, PT	1	1	1		
504320 - Malonga Casquelourd Center	13	11	1		
Facility Manager	1				
Public Service Representative, PT	1	1			
Recreation Attendant I, PT	3	3			
Recreation Leader I, PT	4	4	1		
Recreation Specialist I, PT	3	3			
Stagehand, PT	1				
504330 - Studio One	59	59	4	1	5
Recreation Aide, PT	5	5			
Recreation Attendant I, PT	2	2	1		
Recreation Leader I, PT	20	20	1	1	2
Recreation Leader II, PPT	1	1			
Recreation Leader II, PT	1	1			
Recreation Program Director	1	1			
Recreation Specialist-I, PT	16	16			2
Recreation Specialist II, PT	13	13	2		1
504410 - City-Wide Programs Unit	8	8		1	
Recreation Aide, PT	3	3		1	
Recreation Leader I, PT	1	1			
Recreation Specialist III, PT	3	3			
Recreation Supervisor	1	1			
509231 - Arroyo Recreation Center	9	9	2		1
Recreation Aide, PT	2	2	1		
Recreation Leader I, PT	5	5			
Recreation Leader II, PPT	1	1			1
Recreation Supervisor	1	1	1		

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of NEW HIRE
509232 - Brookdale Recreation Center	1	1			
Recreation Leader I, PT	1	1			
509233 - Ira Jenkins Recreation Center	18	18	4		2
Recreation Aide, PT	5	5	1		
Recreation Attendant I, PT	2	2			
Recreation Center Director	1	1	1		
Recreation Leader I, PT	8	8	1		
Recreation Leader II, PPT	1	1	1		1
Recreation Specialist I, PT	1	1			1
509234 - Discovery	8	7		1	
Program Analyst II	1				
Recreation Aide, PT	3	3		1	
Recreation Leader I, PT	2	2			
Recreation Leader II, PPT	1	1			
Recreation Specialist II, PPT	1	1			
509235 - Rainbow	8	8	1		1
Recreation Aide, PT	1	1			
Recreation Attendant I, PT	1	1			
Recreation Center Director	1	1			
Recreation Leader I, PT	4	4	1		
Recreation Leader II, PPT	1	1			1
509236 - Tassafaranga Recreation Center	6	6			
Recreation Attendant I, PT	1	1			
Recreation Center Director	1	1			
Recreation Leader I, PT	3	3			
Recreation Leader II, PPT	1	1			
509237 - Sheffield Village Recreation Center	7	7			1
Recreation Aide, PT	1	1			1
Recreation Attendant I, PT	1	1			
Recreation Leader I, PT	2	2			
Recreation Leader II, PPT	1	1			
Recreation Program Director	1	1			
Recreation Specialist I, PT	1	1			
509239 - Rainbow Teen Center	8	8			3
Recreation Aide, PT	2	2			2
Recreation Leader II, PT	1	1			
Recreation Specialist I, PT	3	3			1
Recreation Specialist II, PPT	1	1			
Recreation Specialist II, PT	1	1			
509290 - Ball Fields Maintenance	1				
Park Attendant, PT	1				
509330 - At-Risk Youth	10	4	1		

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of NEW HIRE
Recreation Aide, PT	2	2			
Recreation Leader I, PT	1	1			
Recreation Leader II, PT	1	1			
Van Driver, PT	6		1		
OPR	1	1			
Recreation Aide, PT	1	1			
Grand Total	682	658	73	27	65

PLANNING & BUILDING

JUNE 2016

Row Labels	Sum of Position	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hires
84111 - Admin: Planning, Building & Neighborhood Preserv	9	1			3
Account Clerk III	1				
Administrative Analyst II	1				
Administrative Services Manager I	1				
Business Analyst IV	1				1
Director of Planning & Building	1				
Exec Asst to the Director	1				
Public Service Representative	1	1			
Student Trainee, PT	2				2
84211 - Planning	15	9	1		1
Deputy Director/City Planner	1	1			
Graphic Delineator	1				
Planner II	2	2			1
Planner III	5	5	1		
Planner III, Historic Preservation	1	1			
Planner IV	1				
Planner V	2				
Planning Intern, PT	2				
84229 - Zoning	17	14	2	1	2
Administrative Assistant I	1	1			
Administrative Assistant II	1	1			
Manager, Zoning	1				
Planner II	5	5	2		
Planner II, Design Review	1	1			
Planner III	5	5			
Planning Intern, PT	2	1		1	2
Temp Contract Svcs Employee, PT	1				
84411 - Admin: Engineering	1				
Deputy Director/Building Official	1				
84412 - Admin: Building Inspection	11	5		2	2
Account Clerk II	1				
Management Assistant	1				
Office Assistant II	3	2		1	2
Office Manager	1				
Public Service Rep, Sr	1	1			
Public Service Representative	2	2		1	
Temp Contract Svcs Employee, PT	2				
84421 - Engineering: Permit Center	32	28	4	4	7
Account Clerk II	1		1	1	1
Administrative Analyst II	1				
Engineer, Assistant II (Office)	2	2			
Engineer, Civil (Office)	1	1		1	

Row Labels	Sum of Position	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hires
Engineer, Civil Principal	1	1			
Engineer, Civil Supv (Office)	1	1		1	
Engineering Intern, PT	1	1			1
Office Assistant II	2	1	1		2
Permit Technician I	4	4			1
Permit Technician II	1	1			
Principal Inspection Supv	1	1			
Process Coordinator II	1				
Public Service Rep, Sr	1	1		1	
Public Service Representative	3	3	1		1
Specialty Combination Insp, Senior	1	1	1		
Specialty Combination Inspector	7	7			
Temp Contract Svcs Employee, PT	3	3			1
84431 - Building & Infrastructure Plan Check	3	3		2	
Engineer, Civil (Office)	3	3		2	
84432 - Engineering: Project Coordination	1	1			
Engineer, Assistant II (Office)	1	1			
84433 - Engineering: Infrastructure Plan Check	2	1	1		
Planner IV	1	1	1		
Process Coordinator III	1				
84451 - Inspections: Commercial Building	10	9	3	1	1
Engineer, Civil Principal	1	1		1	
Exempt Limited Duration Employee	1				1
Specialty Combination Insp, Senior	1	1			
Specialty Combination Inspector	7	7	3		
84452 - Inspections: Residential Building	11	11	1	3	2
Account Clerk II	1	1		1	
Specialty Combination Inspector	10	10	1	2	2
84453 - Inspections: Infrastructure	2	2			
Construction Inspector, Sr (Office)	2	2			
84454 - Inspections: Neighborhood Preservation	15	12			2
Exempt Limited Duration Employee	1				1
Planner III	1	1			
Principal Inspection Supv	1				
Program Analyst III	1				
Specialty Combination Insp, Senior	1	1			
Specialty Combination Inspector	10	10			1
Grand Total	129	96	12	13	20

OAKLAND POLICE DEPARTMENT

JUNE 2016

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
101110 - Office of Chief - Administration	5	3	1	1	
Exec Asst to the Director	1				
Police Records Specialist	1	1		1	
Sergeant of Police (PERS)	2	2	1		
Technical Communications Specialist	1				
101112 - Public Information Unit	2	2			
Police Officer (PERS)	2	2			
101120 - Internal Affairs	29	27	2	2	3
Captain of Police (PERS)	1				
Intake Technician	2	2			2
Lieutenant of Police (PERS)	4	4		1	
Police Officer (PERS)	3	3	1		
Police Records Specialist	3	3		1	
Police Records Supervisor	1	1			
Project Manager III	1	1			1
Sergeant of Police (PERS)	13	13	1		
Temp Contract Svcs Employee, PT	1				
101130 - Office of the Inspector General	10	6		1	
Lieutenant of Police (PERS)	1	1			
Police Officer (PERS)	1	1			
Police Performance Auditor	3				
Police Pgrm & Performance Auditor	1				
Police Records Specialist	1	1			
Sergeant of Police (PERS)	3	3		1	
101140 - Intelligence Unit	7	7	1	1	
Police Officer (PERS)	6	6	1	1	
Sergeant of Police (PERS)	1	1			
102110 - Bureau of Investigations Administration	6	3	1	2	
Administrative Analyst II	4	1		1	
Police Records Specialist	2	2	1	1	
102120 - Property and Evidence	8	7			1
Exempt Limited Duration Employee	1				1
Police Officer (PERS)	1	1			
Police Property Specialist	4	4			
Police Services Technician II	2	2			
102130 - Special Victims Section	34	34	2	2	
Lieutenant of Police (PERS)	1	1			
Police Officer (PERS)	22	22	2		
Police Records Specialist	1	1			
Police Services Technician II	7	7		2	
Sergeant of Police (PERS)	3	3			
102140 - Research, Planning & Crime Analysis	4	3			1
Management Assistant	1				
Police Officer (PERS)	1	1			
Police Services Manager I	2	2			1

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
102310 - Criminal Investigations	9	3		1	3
Administrative Analyst II	1				
Captain of Police (PERS)	1	1			
Crime Analyst	3				2
Deputy Chief of Police (PERS)	1				
Exempt Limited Duration Employee	1				1
Police Records Specialist	1	1		1	
Sergeant of Police (PERS)	1	1			
102320 - Homicide	17	16	4		
Police Officer (PERS)	8	7	2		
Police Records Specialist	1	1			
Police Services Technician II	1	1			
Sergeant of Police (PERS)	7	7	2		
102321 - Misdemeanor Crimes & Task Forces	15	15	2	1	
Lieutenant of Police (PERS)	1	1			
Police Officer (PERS)	13	13	2	1	
Sergeant of Police (PERS)	1	1			
102324 - Felony Assault & Gang Section	14	14	5		
Police Officer (PERS)	11	11	5		
Police Records Specialist	1	1			
Sergeant of Police (PERS)	2	2			
102330 - Robbery & Burglary Section	13	12			
Administrative Analyst II	1				
Lieutenant of Police (PERS)	1	1			
Police Officer (PERS)	8	8			
Sergeant of Police (PERS)	3	3			
102340 - Property/Theft	1				
Administrative Assistant I	1				
102350 - Youth & School Services Section	25	25	4	1	
Lieutenant of Police (PERS)	1	1			
Police Officer (PERS)	17	17	3	1	
Police Records Specialist	1	1			
Police Services Technician II	2	2			
Sergeant of Police (PERS)	4	4	1		
102510 - Assault	1	1			
Police Officer (PERS)	1	1			
102610 - Criminalistics Unit	30	1	1		3
Criminalist I	2				
Criminalist II	13				1
Criminalist III	5				
Forensic Technician	1				1
Latent Print Examiner II	5				1
Latent Print Examiner III	1				
Manager, Crime Laboratory	1				
Office Assistant II	1				
Police Services Technician II	1	1	1		
103110 - Bureau of Services - Administration Unit	3	1	1		1

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
Administrative Analyst II	1	1	1		
Captain of Police (PERS)	1				
Student Trainee, PT	1				1
103240 - Records Unit	1	1			
Police Services Manager I	1	1			
103242 - Records & Warrants	29	28	4	3	3
Administrative Assistant I	1				
Police Records Specialist	23	23	4	3	3
Police Records Supervisor	4	4			
Police Services Technician II	1	1			
103310 - Communications Unit	76	72	14	4	15
Police Communications Dispatcher	59	59	11	3	12
Police Communications Operator	5	5	3		2
Police Communications Supervisor	4	4			
Police Records Specialist	1	1			
Sergeant of Police (PERS)	3	3		1	
Temp Contract Svcs Employee, PT	4				1
103430 - Training Unit	110	109	26	4	75
Administrative Assistant I	1				
Lieutenant of Police (PERS)	1	1			
Police Cadet, PT	24	24	9	1	17
Police Officer (PERS)	16	16	4		
Police Officer Trainee	62	62	12	3	58
Police Records Specialist	2	2	1		
Reproduction Offset Operator	1	1			
Sergeant of Police (PERS)	3	3			
106210 - Police Personnel	10	2	3	1	
Administrative Analyst II	3			1	
Payroll Personnel Clerk II	1				
Payroll Personnel Clerk III	3		2		
Police Personnel Oper Specialist	1				
Police Records Specialist	2	2	1		
106410 - Police Information Technology	2	2			
Police Officer (PERS)	1	1			
Police Services Technician II	1	1			
106510 - Fiscal Services	11	1	2		2
Account Clerk I	1				
Account Clerk II	3				
Account Clerk III	1		1		
Accountant II	1				1
Accountant III	1				
Administrative Analyst II	2		1		
Grants Coordinator	1				1
Police Services Manager I	1	1			
106610 - Background & Recruiting	27	4	2	2	6
Police Officer (PERS)	3	3			
Police Personnel Oper Specialist	1				

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
Police Records Specialist	1	1		1	
Temp Contract Svcs Employee, PT	22		2	1	6
106810 - PAS Administration	1				
Police Pgrm & Performance Auditor	1				
107210 - Police Area 2	2	2			
Police Officer (PERS)	1	1			
Sergeant of Police (PERS)	1	1			
107410 - Support Operations	12	12	4		1
Captain of Police (PERS)	1	1	1		
Neighborhood Services Coordinator	9	9	2		
Police Services Technician II	1	1	1		1
Program Analyst III	1	1			
107510 - Traffic Operations	88	88	9	5	5
Crossing Guard, PPT	1	1			
Crossing Guard, PT	47	47	4	1	5
Lieutenant of Police (PERS)	1	1			
Police Officer (PERS)	20	20	3	1	
Police Records Specialist	3	3		1	
Police Services Manager I	1	1			
Police Services Technician II	13	13	2	2	
Sergeant of Police (PERS)	2	2			
107511 - Parking Enforcement	75	75	6	4	2
Parking Control Technician	25	25	2	2	
Parking Control Technician, PPT	8	8	1		
Parking Control Technician, PT	37	37	3	2	2
Parking Enforcement Supervisor I	4	4			
Public Service Representative	1	1			
107710 - Special Operations	15	14	1	1	
Administrative Analyst II	1				
Lieutenant of Police (PERS)	2	2			
Police Officer (PERS)	7	7	1		
Police Services Technician II	2	2		1	
Sergeant of Police (PERS)	3	3			
108010 - District Command Administration	36	30	9	2	7
Administrative Analyst II	1				
Deputy Chief of Police (PERS)	1	1			
Lieutenant of Police (PERS)	1	1			
Police Officer (PERS)	23	19	7	1	7
Police Records Specialist	6	5	1	1	
Police Services Technician II	1	1			
Sergeant of Police (PERS)	3	3	1		
108110 - District Area 1	147	142	17	12	29
Captain of Police (PERS)	1				
Lieutenant of Police (PERS)	5	5			
Police Evidence Technician	3	1	1	1	
Police Officer (PERS)	118	116	15	9	28
Police Services Technician II	4	4		1	1

Row Labels	Sum of Positions	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
Sergeant of Police (PERS)	16	16	1	1	
108120 - District Area 2	88	86	9	6	
Captain of Police (PERS)	1	1			
Lieutenant of Police (PERS)	1	1			
Police Evidence Technician	4	3		2	
Police Officer (PERS)	70	69	8	4	
Police Services Technician II	2	2			
Sergeant of Police (PERS)	10	10	1		
108130 - District Area 3	104	104	22	6	1
Lieutenant of Police (PERS)	4	4			
Police Evidence Technician	4	4		1	
Police Officer (PERS)	75	75	17	5	1
Police Services Technician II	8	8	2		
Sergeant of Police (PERS)	13	13	3		
108140 - District Area 4	101	98	23	3	
Administrative Analyst II	1				
Captain of Police (PERS)	1				
Lieutenant of Police (PERS)	2	2	1		
Police Evidence Technician	4	3			
Police Officer (PERS)	73	73	18	2	
Police Services Technician II	5	5	2		
Sergeant of Police (PERS)	15	15	2	1	
108150 - District Area 5	108	107	15	5	
Captain of Police (PERS)	1	1			
Lieutenant of Police (PERS)	1	1			
Police Evidence Technician	5	5	1		
Police Officer (PERS)	84	83	13	5	
Police Services Technician II	4	4	1		
Sergeant of Police (PERS)	13	13			
108630 - Ceasefire	10	9	3		
Captain of Police (PERS)	1				
Police Officer (PERS)	2	2	1		
Project Manager II	1	1			
Sergeant of Police (PERS)	5	5	2		
Volunteer Program Specialist II	1	1			
108710 - Neighborhood Services Section 1	2	1			
Office Assistant I, PT	1				
Program Analyst III	1	1			
108820 - Neighborhood Services Section 2	2	2	1	1	
Police Services Technician II	2	2	1	1	
Grand Total	1290	1169	194	71	158

OAKLAND PUBLIC WORKS

JUNE 2016

Row Labels	Sum of Position	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
30111 - Director and Human Resources Unit	4	1			1
Administrative Assistant I	1	1			1
Agency Director, Public Works	1				
Exec Asst to the Director	1				
Manager, Agency Administrative	1				
30112 - Human Resources	12				
Administrative Assistant II	1				
Administrative Assistant II (CONF)	1				
Manager, Support Services	1				
Payroll Personnel Clerk III	4				
Program Analyst I	1				
Support Services Supervisor	3				
Training & Public Svcs Admin	1				
30121 - PWA Fiscal Services	13				
Account Clerk III	4				
Accountant I	2				
Accountant II	1				
Accountant III	3				
Administrative Services Manager II	1				
Budget & Grants Administrator	1				
Senior Aide, PT	1				
30131 - Public Works Call Center	7	7	1	1	1
Management Assistant	1	1			
Public Service Representative	5	5	1	1	1
Public Service Representative (LD)	1	1			
30181 - Management Information Systems Unit	2				
Business Analyst II	1				
Manager, Technology Pgm	1				
30211 - Engineering and Construction - Administration	5				
Administrative Assistant II	1				
Administrative Services Manager I	1				
Assist Director, Pub Works Agency	1				
Management Intern	1				
Project Manager II	1				
30211 - Engineering and Construction - Administration	1	1			
Program Analyst II (Prov)	1	1			
30214 - ADA Programs	3	1			
Administrative Assistant II	1	1			
Program Analyst III	1				
Project Manager II	1				
30232 - Construction Management and Material Testing	22		1	3	1
Architectural Assistant (Office)	1		1		

Row Labels	Sum of Position	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
Construction Inspector (Field)	3				
Construction Inspector Sup (Field)	2				
Engineer, Assistant II (Office)	7				
Engineer, Civil (Field)	3			1	
Engineer, Civil (Office)	2				
Engineer, Civil Principal	1				
Engineer, Civil Supervising (Field)	1			1	
Engineer, Transportation Assistant	1			1	
Spatial Data Analyst III	1				1
30233 - Project Management	4			1	
Administrative Assistant II	1				
Capital Improvement Project Coor	3			1	
30234 - Facilities Planning and Development	5				
Account Clerk III	1				
Capital Improvement Project Coor	3				
Project Manager II	1				
30235 - Surveying	5				
Chief of Party	1				
City Land Surveyor	1				
Student Trainee, PT	1				
Surveying Technician, Sr (Field)	2				
30241 - Engineering Design and ROW - Administration	2				
Administrative Assistant II	1				
Engineer, Civil Principal	1				
30242 - Streets and Structures	7				
Architectural Associate (Field)	1				
Drafting Technician, Int (Office)	1				
Drafting/Design Technician, Sr	1				
Engineer, Assistant II (Office)	2				
Engineer, Civil (Office)	2				
30242 - Streets and Structures	2			1	
Engineer, Assistant II (Office)	2			1	
30243 - Right of Way Management	20		2	1	1
Administrative Assistant II	1				
Arboricultural Inspector	1				
Construction Inspector (Field)	8			1	
Construction Inspector Sup (Field)	1				
Construction Inspector, Sr (Field)	4				
Engineer, Assistant II (Office)	2				
Engineer, Civil Supv (Office)	1				
Engineering Technician, Sr (Office)	2		2		1
30244 - Sanitary Sewer Design	12				1
Engineer, Assistant II (Office)	5				1
Engineer, Civil (Office)	2				

Row Labels	Sum of Position	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
Engineer, Civil Supv (Office)	2				
Engineering Intern, PT	3				
30245 - Watershed and Stormwater Program	3				
Environmental Program Specialist	1				
Program Analyst III	1				
Watershed Program Supervisor	1				
30261 - Transportation Services - Administration	2	1			
Administrative Assistant II	1	1			
Engineer, Civil Principal	1				
30264 - Traffic Capital Projects	10				1
Engineer, Assistant II (Office)	2				
Engineer, Transportation	3				
Engineer, Transportation Assistant	1				
Engineer, Transportation Supv	1				
Engineering Intern, PT	2				1
Program Analyst III	1				
30265 - Traffic Safety Program	7				
Engineer, Assistant II (Office)	2				
Engineer, Transportation	2				
Engineer, Transportation Supv	1				
Engineering Technician II (Office)	2				
30275 - IPPD Plans and Programming	13				5
Engineer, Civil (Office)	1				
Exempt Limited Duration Employee	2				1
Manager, Capital Improvement Pgrm	1				
Program Analyst I	1				
Program Analyst III	1				
Student Trainee, PT	6				4
Transportation Planner, Senior	1				
30511 - Infrastructure & Ops Asst Director's Office	3				
Administrative Assistant I	1				
Assist Director, Pub Works Agency	1				
Budget & Operations Analyst III	1				
30522 - Electrical Maintenance	19				1
Administrative Assistant II	1				
Electrical Const & Maint Planner	1				
Electrical Engineer III	1				1
Electrical Supervisor	2				
Electrician	10				
Electrician Helper	1				
Electrician Leader	2				
Manager, Electrical Services	1				
30523 - Electrical Traffic Maintenance	16				1
Public Works Maintenance Worker	2				

Row Labels	Sum of Position	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
Public Works Supervisor I	1				
Public Works Supervisor II	1				
Sign Maintenance Worker	7				1
Traffic Painter	4				
Traffic Sign Maker	1				
30523 - Storm Drain Maintenance	1				
Public Works Maintenance Worker	1				
30524 - Electrical Services: Meter Operations	7				
Parking Meter Repair Worker	6				
Public Works Supervisor I	1				
30531 - Infrastructure Maint Admin	3				
Administrative Assistant I	1				
Management Assistant	1				
Public Works Operations Manager	1				
30532 - Storm Drain Maintenance	22	1			
Heavy Equipment Operator	1				
Public Works Maintenance Worker	10				
Public Works Supervisor I	2				
Public Works Supervisor II	1	1			
Street Maintenance Leader	8				
30533 - Sewer System Maintenance	66				
Administrative Assistant I	1				
Administrative Assistant II	1				
Heavy Equipment Operator	2				
Program Analyst II	1				
Public Works Supervisor I	5				
Public Works Supervisor II	2				
Sewer Maintenance Leader	22				
Sewer Maintenance Planner	1				
Sewer Maintenance Worker	31				
30534 - Street & Sidewalk Maintenance	38				
Concrete Finisher	3				
Heavy Equipment Operator	3				
Public Works Maintenance Worker	18				
Public Works Supervisor I	3				
Public Works Supervisor II	1				
Street Maintenance Leader	10				
30541 - Equipment Services Administration	48		1	1	
Administrative Assistant II	1		1	1	
Auto Equipment Mechanic	7				
Auto Equipment Service Worker	4				
Electro-Mechanical Machinist	1				
Equipment Body Repair Worker	3				
Equipment Parts Technician	3				

Row Labels	Sum of Position	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
Equipment Services Superintendent	1				
Equipment Supervisor	3				
Facility Security Assistant, PT	2				
Fleet Compliance Coordinator	1				
Fleet Specialist	1				
Heavy Equipment Mechanic	13				
Heavy Equipment Service Worker	5				
Heavy Equipment Supervisor	1				
Manager, Equipment Services	1				
Office Assistant II	1				
30611 - Facilities & Environ Asst. Director's Office	3	1	1		
Administrative Assistant II	1	1	1		
Administrative Services Manager I	1				
Assist Director, Pub Works Agency	1				
30631 - Facility Services Admin	3	1		1	
Administrative Analyst II	1	1		1	
Facilities Complex Manager	1				
Manager, Building Services	1				
30632 - Civic Center Complex	28		2	1	3
Custodial Services Supervisor I	1				
Custodian	11		2	1	
Custodian Supervisor	1				
Custodian, PPT	2				
Custodian, PT	10				3
Stationary Engineer	2				
Stationary Engineer, Chief	1				
30633 - Hall of Justice Complex	15				2
Custodian	6				
Custodian, PT	5				2
Maintenance Mechanic	1				
Stationary Engineer	2				
Stationary Engineer, Chief	1				
30634 - Plant Operations	9				
Construction & Maintenance Mechanic	1				
Custodian	2				
Custodian, PPT	1				
Stationary Engineer	4				
Stationary Engineer, Chief	1				
30635 - Roving Custodial	57				4
Custodial Services Supervisor I	2				
Custodian	24				
Custodian, PPT	2				
Custodian, PT	21				3
Maintenance Mechanic	4				1

Row Labels	Sum of Position	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
Painter	1				
Pool Technician	2				
Pool Technician, PPT	1				
30651 - Parks/Bldg Maint Admin	4	1	1		
Administrative Analyst II	1				
Administrative Assistant II	1				
Facilities Complex Manager	1	1	1		
Manager, Park Services	1				
30652 - Landscape Maintenance	84				2
Gardener Crew Leader	19				
Gardener II	10				
Irrigation Repair Specialist	4				
Park Attendant, PPT	2				
Park Attendant, PT	38				2
Park Equipment Operator	5				
Park Supervisor I	5				
Park Supervisor II	1				
30654 - Tree Services	15				
Administrative Assistant I	1				
Arboricultural Inspector	2				
Tree High Climber	2				
Tree Supervisor I	1				
Tree Supervisor II	1				
Tree Trimmer	8				
30655 - Bldgs Electrical & Painting	11				
Construction & Maintenance Supv I	1				
Electrician	2				
Electrician Leader	1				
Maintenance Mechanic	1				
Painter	3				
Plumber	3				
30658 - Bldgs Structural	14				
Carpenter	5				
Construction & Maintenance Mechanic	3				
Construction & Maintenance Supv I	1				
Maintenance Mechanic	5				
30671 - SCGA Admin	2				
Administrative Assistant II	1				
Public Works Operations Manager	1				
30672 - Street Cleaning	26				
Public Works Maintenance Worker	2				
Public Works Supervisor I	2				
Public Works Supervisor II	1				
Street Maintenance Leader	1				

Row Labels	Sum of Position	Count of PCP	Count of Spanish	Count of Chinese	Count of New Hire
Street Sweeper Operator	20				
30673 - Graffiti Abatement & Rapid Response	16				1
Electrical Painter	3				
Facility Security Assistant, PT	1				
Painter	4				1
Public Works Maintenance Worker	4				
Public Works Supervisor I	1				
Street Maintenance Leader	3				
30674 - Illegal Dumping	7				5
Public Works Maintenance Worker	6				5
Street Maintenance Leader	1				
30674 - Illegal Dumping	25				
Public Works Maintenance Worker	14				
Public Works Supervisor I	2				
Public Works Supervisor II	1				
Street Maintenance Leader	8				
30681 - Environmental Services Admin	2				
Administrative Assistant II	1				
Manager, Environmental Services	1				
30682 - Env Svcs Recycling & Solid Waste	7				
Environmental Services Intern	1				
Recycling Specialist	3				
Recycling Specialist, Senior	2				
Solid Waste/Recycling Prog Supervisor	1				
30683 - Env Svcs Environmental Remediation	6				3
Environmental Program Specialist	2				2
Environmental Program Supervisor	1				
Management Intern, PT	1				1
Program Analyst II	1				
Program Analyst III	1				
30684 - Env Svcs Sustainability	2				
Manager, Sustainability Pgm	1				
Program Analyst III	1				
30685 - Env Svcs Watershed Program	3				
Program Analyst II	1				
Student Trainee, PT	2				
30689 - Env Svcs Enenergy Group	3				
Electrical Engineer II	1				
Energy Engineer III	1				
Management Intern, PT	1				
Grand Total	726	15	9	10	33