

APPENDIX E: OEWD WORKFORCE DEMOGRAPHIC DATA SUMMARY (2021)

Per the City and County of San Francisco's Citywide Workforce Demographics, OEWD had 129 staff in 2021 and 136 staff in 2020. These data are published on DHR's website, and DHR uses a different methodology than the methodology for the report referenced in this Appendix.

According to the Department of Human Resources 7/1/2021 demographic report, ECN's workforce size was 127 employees, comprised of the following racial demographics – 40 White employees, 32 Asian employees, 20 Hispanic employees, 24 Black employees, 6 Filipino employees, 5 Multiracial employees, and 0 American Indian employees.

In order to not identify individual employees in subsections of the full workforce, demographic data regarding the composition of specific classes will be discussed in aggregate rather than by referencing specific ethnicities.

ECN's 127 employee workforce average salary is \$70.17 for White employees, and \$59.89 for BIPOC employees. Regarding gender, the employee workforce average salary is \$62.82 for female employees and \$63.53 for male employees. Further analysis around these data points may be limited in order to ensure that individual employees cannot be identified (see attached Age, Gender and Race/Ethnicity Data document).

Excluding MEA (Senior Staff and Leadership), ECN's workforce has 32 employees in Permanent Civil Service Classifications (PCS) and 72 employees in Exempt positions. The 32 PCS employees are comprised of 11 Asian Employees, 7 White employees, 6 Black employees, 3 Filipino employee, 3 Multiracial employees and 2 Hispanic Employees. The 72 exempt employees are comprised of 22 white employees, 19 Asian employees, 16 Black employees, 12 Hispanic employees, 2 Multiracial and 1 Filipino employee.

ECN's workforce is primarily comprised of job classifications that fall into 2 classification groups. The 1800 series includes 1820 Junior Administrative Analyst, 1822 Administrative Analyst, 1823 Senior Administrative Analyst, 1824 Principal Administrative Analyst, 1840 Junior Management Assistant, and 1842 Management Assistant, 1844 Senior Management Assistant. The 9700 series includes 9704 Employment and Training Specialist 3, 9772 Community Development Specialist, 9774 Senior Community Development Specialist, and 9775 Senior Community Development Specialist 2. These classifications comprise 84 of the 127 ECN employees. The demographic for specific classifications and classification groups of classes is as follows.

- Combined 1820, 1822, 1823, 1824, 1840, 1842, 1844 – 9 White, 13 BIPOC
- Combined 9704, 9706, 9772, 9774, 9775 - 15 White, 47 BIPOC
- 9774 – 11 White, 20 BIPOC
- 9775 – 4 White, 15 BIPOC
- MEA Senior Staff and Leadership – 11 White, 12 BIPOC

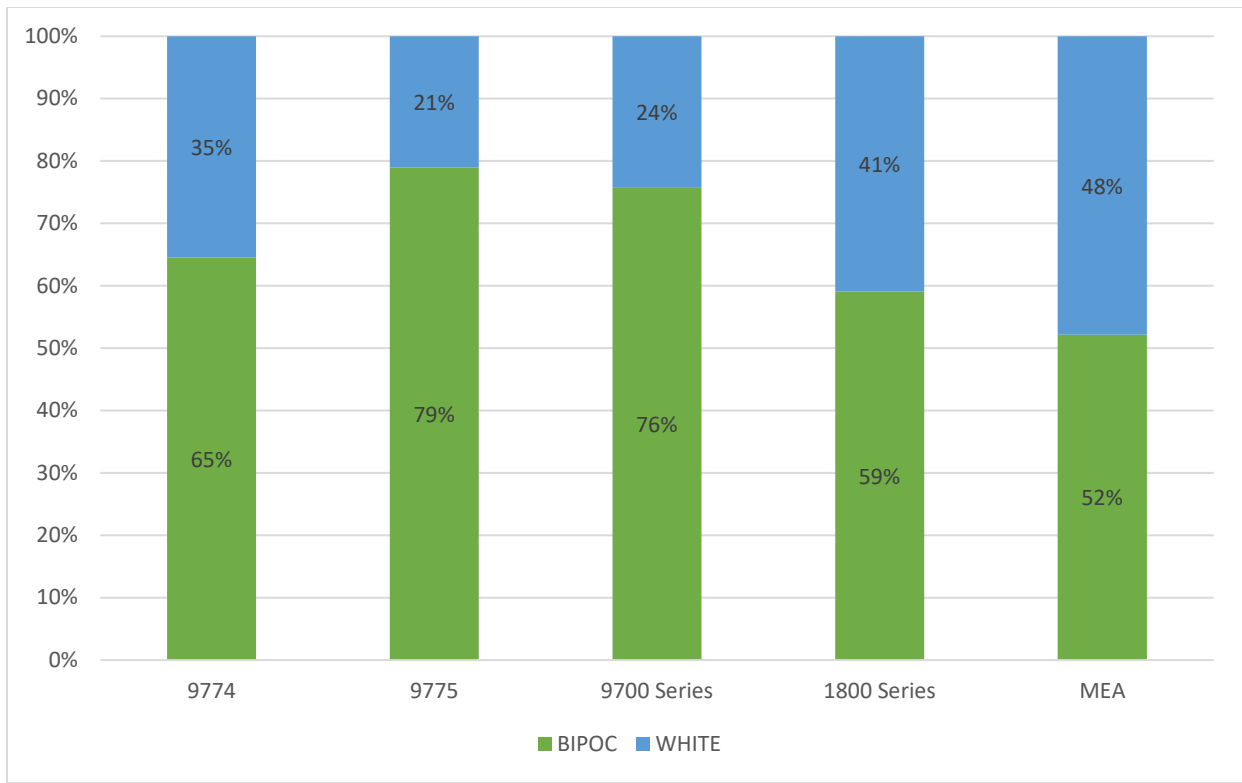


Figure 1. ECN BIPOC AND WHITE STAFF BY CLASSIFICATION, 2021.