



APRIL 3, 1996
Office Of
Board Liaison

MEMO TO: BOARD OF DIRECTORS

FROM: STANLEY G. PHERNAMBUCQ

SUBJECT: CONSTRUCTION DIVISION STAFFING

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ISSUE

The Construction Division authorized staffing totals 235 positions. The Division, in conjunction with Human Resources, is aggressively recruiting to fill all positions. As of December, 1994, there were 124 filled positions. An additional seventy-two (72) positions were filled during the period January, 1995 through March, 1996. Currently, 196 positions are filled.

BACKGROUND

On Wednesday, March 27, 1996, Director Mel Wilson requested an update on hiring of Construction Division staffing and how it "reflects the community in which we work." The summary level statistical data related to gender and ethnicity is as follows:

Staffing as of December 1994			
Ethnicity	Total	Male	Female
Caucasian	73	55	18
African American	20	6	14
Asian	16	15	1
Hispanic	15	10	5
American Indian	0	0	0
Total	124	86	38
Staff Added from January 1995 Through March 1996			
Ethnicity	Total	Male	Female
Caucasian	45	36	9
African American	9	2	7
Asian	9	5	4
Hispanic	8	7	1
American Indian	1	0	1
Total	72	50	22
Total Construction Division Staffing			
Ethnicity	Total	Male	Female
Caucasian	118	91	27
African American	29	8	21
Asian	25	20	5
Hispanic	23	17	6
American Indian	1	0	1
Total	196	136	60

Prepared by:

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