



**MEMORANDUM
BOARD OF COUNTY COMMISSIONERS
OFFICE OF THE COMMISSION AUDITOR**

TO: Honorable Carlos A. Gimenez,
Chairman and Members, Regional
Transportation Committee

DATE: May 25, 2005

FROM: Charles Anderson, CPA
Commission Auditor

A handwritten signature in black ink, appearing to read "Charles Anderson", is written over the printed name.

SUBJECT: Workforce Analysis

Attachments # 1 and 2 are workforce demographics as requested for the Regional Transportation Committee by Commissioner Moss.

Attachment #1 contains two tables providing side-by-side demographic comparisons of:

- Miami-Dade County employees per data provided by the County Manager in Attachment #2, and
- Miami-Dade County's population per U.S. Census Bureau estimates for July 2003. (See the last paragraph below for explanation of the Census estimates used in this attachment.)

Attachment #2 is a County Manager's memorandum containing two sections.

- The first provides overall data on the County's Workforce.
- The second section provides a separate table for five departments or agencies under the auspices of the Regional Transportation Committee (Transit, Aviation, Public Works, Metropolitan Planning Organization, and Citizens' Independent Transportation Trust.)

Commencing with the 2000 U.S. Census, the Census Bureau changed the categories of demographic information collected in their survey to try to more accurately identify the complex racial and ethnic origins of the U.S. population. As a result, there are now estimates available for categories which were not in the 1990 census, particularly for mixed racial or ethnic characteristics. In Attachment #1, persons in non-Hispanic, mixed racial and ethnic categories were grouped together as "Other, Non-Hispanic."

Attachments: #1 Demographic Comparison: County Workforce v. County Population
#2 County Manager's memorandum "Workforce Analysis by Regional Transportation Committee Departments" dated 5/20/05

Attachment #1

Demographic Comparison County Workforce v. County Population

County Workforce (Source: County Manager memorandum "Workforce Analysis by Regional Transportation Committee Departments" dated May 20, 2005)		
	Number	Pct of Total Workforce
Total Workforce	28,686	100.0%
Minorities	23,095	80.5%
Males	17,271	60.2%
Females	11,415	39.8%
White	5,591	19.5%
Males	3,876	13.5%
Females	1,715	6.0%
Black	10,886	37.9%
Males	5,401	18.8%
Females	5,485	19.1%
Hispanic	11,717	40.8%
Males	7,661	26.7%
Females	4,056	14.1%
Other	492	1.7%
Males*	333	1.2%
Females	159	0.6%

Notes:

* County Manager's memo rounded this percentage downward to 1.1%

County Population (Source: 2003 Census Bureau Estimates; available http://www.census.gov/popest/counties/asrh/CC-EST2003-alldata-12.csv)		
	Number	Pct of Total Population
Total Population	2,341,167	100.0%
Minorities*	1,910,203	81.6%
Males	1,133,987	48.4%
Females	1,207,180	51.6%
White Alone, Non-Hispanic	430,964	18.4%
Males	216,292	9.2%
Females	214,672	9.2%
Black Alone, Non-Hispanic	447,493	19.1%
Males	211,141	9.0%
Females	236,352	10.1%
Hispanic (all races)	1,415,772	60.5%
Males	683,676	29.2%
Females	732,096	31.3%
Other, Non-Hispanic**	46,938	2.0%
Males**	22,878	1.0%
Females**	24,060	1.0%

Notes:

* Category not in Census tables; figure was calculated by adding Census categories Black Alone Non-Hispanic, Hispanic (all races), and Other Non-Hispanic

** Category not in Census tables; figure was calculated by subtracting Hispanic, Black Alone Non-Hispanic & White Alone Non-Hispanic from Total Population

Memorandum



Date: May 20, 2005

To: Charles Anderson
Commission Auditor
Office of the Commission Auditor

Office of the

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From: George M. Burgess
County Manager

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Commission Auditor

Subject: Workforce Analysis by Regional Transportation Committee Departments

Per your request, please find the ethnic and gender breakdown of the Regional Transportation Committee assigned departments.

The report reflects employment data as of May 11, 2005, and identifies, by job category, the workforce of Miami-Dade County and the Transit, Aviation, Public Works, Metropolitan Planning Organization, and the Citizens Independent Transportation Trust departments.

Please advise if additional information is needed.

Attachments

c: Alina Tejeda Hudak, Assistant County Manager
Lucia Davis-Raiford, Director, Office of Fair Employment Practices

MIAMI-DADE COUNTY WORKFORCE

Total Workforce	28,686	100%
Minorities	23,095	80.5%
Males	17,271	60.2%
Females	11,415	39.8%
 WHITE	 5,591	 19.5%
Males	3,876	13.5%
Females	1,715	6.0%
 BLACK	 10,886	 37.9%
Males	5,401	18.8%
Females	5,485	19.1%
 HISPANIC	 11,717	 40.8%
Males	7,661	26.7%
Females	4,056	14.1%
 OTHER	 492	 1.7%
Males	333	1.1%
Females	159	.6%

Miami-Dade Transit Agency

Workforce Number	Workforce %	Job Category	Race/Ethnicity and Gender Numbers					
			White	Black	Hispanic	Other	Minority	Female
61	1.7%	Officials/Administrators	10	23	26	2	51	20
483	13.5%	Professionals	96	209	162	16	387	139
170	4.7%	Technicians	30	67	66	7	140	8
9	0.3%	Protective Services	0	4	5	0	9	4
18	0.5%	Para-Professionals	1	8	9	0	17	7
305	8.5%	Office/Clerical	28	166	103	8	277	214
217	6.1%	Skilled Crafts	32	99	82	4	185	8
2318	64.7%	Service/Maintenance	133	1520	643	22	2185	676
3581	100.0%	TOTAL	330	2096	1096	59	3251	1076

Workforce Number	Workforce %	Job Category	Race/Ethnicity and Gender Percentages					
			White	Black	Hispanic	Other	Minority	Female
61	1.7%	Officials/Administrators	16.4%	37.7%	42.6%	3.3%	83.6%	32.8%
483	13.5%	Professionals	19.9%	43.3%	33.5%	3.3%	76.8%	28.8%
170	4.7%	Technicians	17.6%	39.4%	38.8%	4.1%	78.2%	4.7%
9	0.3%	Protective Services	0.0%	44.4%	55.6%	0.0%	100.0%	44.4%
18	0.5%	Para-Professionals	5.6%	44.4%	50.0%	0.0%	94.4%	38.9%
305	8.5%	Office/Clerical	9.2%	54.4%	33.8%	2.6%	88.2%	70.2%
217	6.1%	Skilled Crafts	14.7%	45.6%	37.8%	1.8%	83.4%	3.7%
2318	64.7%	Service/Maintenance	5.7%	65.6%	27.7%	0.9%	93.3%	29.2%
3581	100.0%	TOTAL	9.2%	58.5%	30.6%	1.6%	90.8%	30.0%

Miami-Dade Aviation Department

Workforce Number	Workforce %	Job Category	Race/Ethnicity and Gender Numbers					
			White	Black	Hispanic	Other	Minority	Female
41	2.8%	Officials/Administrators	13	13	13	2	28	16
302	20.7%	Professionals	91	62	140	9	211	109
52	3.6%	Technicians	9	18	23	2	43	11
299	20.5%	Protective Services	71	79	146	3	228	56
0	0.0%	Para-Professionals	0	0	0	0	0	0
343	23.5%	Office/Clerical	54	124	162	3	289	180
311	21.3%	Skilled Crafts	79	94	133	5	232	4
114	7.8%	Service/Maintenance	15	41	58	0	99	14
1462	100.0%	TOTAL	332	431	675	24	1130	390

Workforce Number	Workforce %	Job Category	Race/Ethnicity and Gender Percentages					
			White	Black	Hispanic	Other	Minority	Female
41	2.8%	Officials/Administrators	31.7%	31.7%	31.7%	4.9%	68.3%	39.0%
302	20.7%	Professionals	30.1%	20.5%	46.4%	3.0%	66.9%	36.1%
52	3.6%	Technicians	17.3%	34.6%	44.2%	3.8%	78.8%	21.2%
299	20.5%	Protective Services	23.7%	26.4%	48.8%	1.0%	75.3%	18.7%
0	0.0%	Para-Professionals	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
343	23.5%	Office/Clerical	15.7%	36.2%	47.2%	0.9%	83.4%	52.5%
311	21.3%	Skilled Crafts	25.4%	30.2%	42.8%	1.6%	73.0%	1.3%
114	7.8%	Service/Maintenance	13.2%	36.0%	50.9%	0.0%	86.8%	12.3%
1462	100.0%	TOTAL	22.7%	29.5%	46.2%	1.6%	77.3%	26.7%

Public Works

Workforce Number	Workforce %	Job Category	Race/Ethnicity and Gender Numbers					
			White	Black	Hispanic	Other	Minority	Female
16	2.4%	Officials/Administrators	6	0	9	1	10	4
170	26.0%	Professionals	32	14	116	8	138	46
120	18.3%	Technicians	22	20	75	3	98	13
3	0.5%	Protective Services	1	2	0	0	2	0
0	0.0%	Para-Professionals	0	0	0	0	0	0
100	15.3%	Office/Clerical	4	25	70	1	96	67
151	23.1%	Skilled Crafts	24	50	74	3	127	0
95	14.5%	Service/Maintenance	10	45	37	3	85	21
655	100.0%	TOTAL	99	156	381	19	556	151

Workforce Number	Workforce %	Job Category	Race/Ethnicity and Gender Percentages					
			White	Black	Hispanic	Other	Minority	Female
16	2.4%	Officials/Administrators	37.5%	0.0%	56.3%	6.3%	62.5%	25.0%
170	26.0%	Professionals	18.8%	8.2%	68.2%	4.7%	76.5%	27.1%
120	18.3%	Technicians	18.3%	16.7%	62.5%	2.5%	79.2%	10.8%
3	0.5%	Protective Services	33.3%	66.7%	0.0%	0.0%	66.7%	0.0%
0	0.0%	Para-Professionals	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
100	15.3%	Office/Clerical	4.0%	25.0%	70.0%	1.0%	95.0%	67.0%
151	23.1%	Skilled Crafts	15.9%	33.1%	49.0%	2.0%	82.1%	0.0%
95	14.5%	Service/Maintenance	10.5%	47.4%	38.9%	3.2%	86.3%	22.1%
655	100.0%	TOTAL	15.1%	23.8%	58.2%	2.9%	84.9%	23.1%

Metropolitan Planning Organization

Workforce Number	Workforce %	Job Category	Race/Ethnicity and Gender Numbers					
			White	Black	Hispanic	Other	Minority	Female
2	12.5%	Officials/Administrators	0	0	2	0	2	1
12	75.0%	Professionals	4	2	6	0	8	3
0	0.0%	Technicians	0	0	0	0	0	0
0	0.0%	Protective Services	0	0	0	0	0	0
0	0.0%	Para-Professionals	0	0	0	0	0	0
2	12.5%	Office/Clerical	0	1	1	0	2	1
0	0.0%	Skilled Crafts	0	0	0	0	0	0
0	0.0%	Service/Maintenance	0	0	0	0	0	0
16	100.0%	TOTAL	4	3	9	0	12	5

Workforce Number	Workforce %	Job Category	Race/Ethnicity and Gender Percentages					
			White	Black	Hispanic	Other	Minority	Female
2	12.5%	Officials/Administrators	0.0%	0.0%	100.0%	0.0%	100.0%	50.0%
12	75.0%	Professionals	33.3%	16.7%	50.0%	0.0%	66.7%	25.0%
0	0.0%	Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0	0.0%	Protective Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0	0.0%	Para-Professionals	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2	12.5%	Office/Clerical	0.0%	50.0%	50.0%	0.0%	100.0%	50.0%
0	0.0%	Skilled Crafts	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0	0.0%	Service/Maintenance	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
16	100.0%	TOTAL	25.0%	18.8%	56.3%	0.0%	75.0%	31.3%

Citizens Independent Transportation Trust

Workforce Number		%	Job Category	Race/Ethnicity and Gender Numbers					
				White	Black	Hispanic	Other	Minority	Female
6	50.0%		Officials/Administrators	3	1	2	0	3	3
4	33.3%		Professionals	0	0	4	0	4	3
0	0.0%		Technicians	0	0	0	0	0	0
0	0.0%		Protective Services	0	0	0	0	0	0
0	0.0%		Para-Professionals	0	0	0	0	0	0
2	16.7%		Office/Clerical	0	0	2	0	2	2
0	0.0%		Skilled Crafts	0	0	0	0	0	0
0	0.0%		Service/Maintenance	0	0	0	0	0	0
12	100.0%		TOTAL	3	1	8	0	9	8

Workforce Number		%	Job Category	Race/Ethnicity and Gender Percentages					
				White	Black	Hispanic	Other	Minority	Female
6	50.0%		Officials/Administrators	50.0%	16.7%	33.3%	0.0%	50.0%	50.0%
4	33.3%		Professionals	0.0%	0.0%	100.0%	0.0%	100.0%	75.0%
0	0.0%		Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0	0.0%		Protective Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0	0.0%		Para-Professionals	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2	16.7%		Office/Clerical	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%
0	0.0%		Skilled Crafts	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0	0.0%		Service/Maintenance	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
12	100.0%		TOTAL	25.0%	8.3%	66.7%	0.0%	75.0%	66.7%

Miami-Dade County Workforce

Workforce Number	Workforce %	Job Category	Race/Ethnicity and Gender Numbers					
			White	Black	Hispanic	Other	Minority	Female
675	2.4%	Officials/Administrators	246	168	246	15	429	263
6596	23.0%	Professionals	1849	1785	2767	195	4747	2950
1950	6.8%	Technicians	516	452	947	35	1434	484
5804	20.2%	Protective Services	1398	2077	2269	60	4406	1620
931	3.2%	Para-Professionals	103	512	309	7	828	732
5714	19.9%	Office/Clerical	659	2375	2584	96	5055	4404
2642	9.2%	Skilled Crafts	573	754	1266	49	2069	37
4374	15.2%	Service/Maintenance	247	2763	1329	35	4127	925
28686	100.0%	TOTAL	5591	10886	11717	492	23095	11415

Workforce Number	Workforce %	Job Category	Race/Ethnicity and Gender Percentages					
			White	Black	Hispanic	Other	Minority	Female
675	2.4%	Officials/Administrators	36.4%	24.9%	36.4%	2.2%	63.6%	39.0%
6596	23.0%	Professionals	28.0%	27.1%	41.9%	3.0%	69.0%	44.7%
1950	6.8%	Technicians	26.5%	23.2%	48.6%	1.8%	71.7%	24.8%
5804	20.2%	Protective Services	24.1%	35.8%	39.1%	1.0%	74.9%	27.9%
931	3.2%	Para-Professionals	11.1%	55.0%	33.2%	0.8%	88.2%	78.6%
5714	19.9%	Office/Clerical	11.5%	41.6%	45.2%	1.7%	86.8%	77.1%
2642	9.2%	Skilled Crafts	21.7%	28.5%	47.9%	1.9%	76.5%	1.4%
4374	15.2%	Service/Maintenance	5.6%	63.2%	30.4%	0.8%	93.6%	21.1%
28686	100.0%	TOTAL	19.5%	37.9%	40.8%	1.7%	80.5%	39.8%