

**SOCIAL SERVICES AGENCY
ALAMEDA COUNTY**



QUARTERLY REPORT

December, 2000

PROGRAM DATA AND TRENDS

Kathy Archuleta, Interim Agency Director

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This report is issued on a quarterly basis. Except where otherwise specified, the data in the report are for the last month of the quarter. Questions regarding data should be directed to Luann Dewitt at 271-9104.

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SECTION 1: WELFARE TO WORK

Department of Welfare To Work
Service Month: December 2000

Benefit Programs Activity Summary	CALWORKS	MEDI-CAL ONLY	FOOD STAMPS	GENERAL ASSISTANCE	REFUGEE CASH
Applications Received	795	4,242	2,064	607	0
Applications Approved	427	2,575	1,258	189	0
Applications Denied	345	1,061	798	383	0
Applications Pending	506	3,210	312	24	4
Number Pending Within Required Time Frame*	448	1,795	213	13	3
Number Pending Beyond Required Time Frame	58	1,415	99	11	1
% Pending Within Required Time Frame	88.5%	55.9%	68.3%	54.2%	75.0%
% Pending Beyond Required Time Frame	11.5%	44.1%	31.7%	45.8%	25.0%
Total Cases Aided	18,340	54,389	21,675	2,843	104
Discontinued	1,812	2,517	2,948	533	N/A
Total \$'s Paid**	\$9,376,142		\$3,815,293	\$967,851	\$27,889
Average \$'s Per Case	\$511		\$176	\$340	\$268

* Pending applications are required to be processed within the following time frames:

CalWORKs - 45 days MEDI-CAL - 45 days NAFS - 30 days GA - 30 days RCA - 45 days

The counts of Food Stamps applications pending within and beyond the required time frame are for Non-Assistance Food Stamps only. Public Assistance Food Stamps are applied for as part of the CalWorks application process and are therefore not tracked and reported on separately.

** For the CalWORKs program, this number shows the gross amount of expenditures.

**Department of Welfare To Work
Service Month: December 2000**

Total Cases Aided By City of Residence

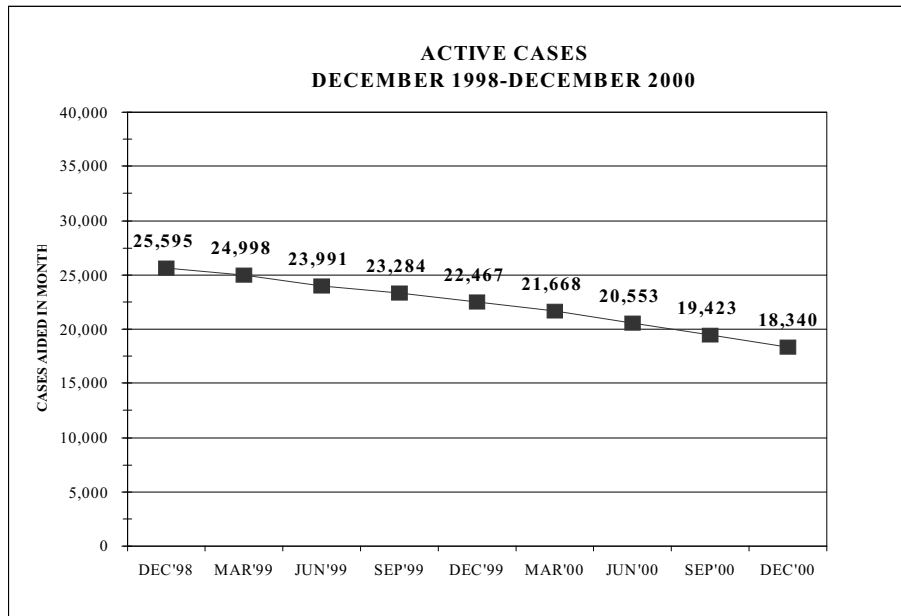
CITY	CALWORKS		MEDI-CAL ONLY		FOOD STAMPS		GENERAL ASSISTANCE		REFUGEE CASH		CITY POPULATION*	
	COUNT	%	COUNT	%	COUNT	%	COUNT	%	COUNT	%	COUNT	%
Alameda	620	3.4%	2,071	3.8%	705	3.3%	74	2.6%	9	8.8%	73,700	5.1%
Albany	49	0.3%	253	0.5%	59	0.3%	6	0.2%	2	1.8%	17,850	1.2%
Berkeley	643	3.5%	2,177	4.0%	1,019	4.7%	197	6.9%	4	3.5%	109,500	7.5%
Castro Valley	163	0.9%	880	1.6%	168	0.8%	22	0.8%	4	3.5%	56,000	3.9%
Dublin	65	0.4%	280	0.5%	57	0.3%	5	0.2%	0	0.0%	32,500	2.2%
Emeryville	76	0.4%	281	0.5%	129	0.6%	20	0.7%	0	0.0%	7,300	0.5%
Fremont	788	4.3%	4,619	8.5%	894	4.1%	180	6.3%	16	15.8%	208,000	14.3%
Hayward	1,852	10.1%	7,416	13.6%	2,018	9.3%	224	7.9%	20	19.3%	129,600	8.9%
Livermore	321	1.8%	1,183	2.2%	293	1.4%	12	0.4%	2	1.8%	74,300	5.1%
Newark	225	1.2%	1,091	2.0%	228	1.1%	19	0.7%	0	0.0%	43,050	3.0%
Oakland	10,756	58.6%	25,501	46.9%	12,952	59.8%	1,826	64.2%	27	26.3%	402,100	27.6%
Piedmont	3	0.0%	63	0.1%	8	0.0%	3	0.1%	0	0.0%	11,650	0.8%
Pleasanton	62	0.3%	600	1.1%	72	0.3%	6	0.2%	9	8.8%	65,900	4.5%
San Leandro	795	4.3%	3,440	6.3%	949	4.4%	105	3.7%	7	7.0%	76,700	5.3%
San Lorenzo	140	0.8%	694	1.3%	192	0.9%	24	0.8%	0	0.0%	21,650	1.5%
Union City	553	3.0%	2,362	4.3%	541	2.5%	60	2.1%	4	3.5%	67,200	4.6%
Homeless	1,172	6.4%	885	1.6%	1,355	6.3%	59	2.1%	0	0.0%		
Other	56	0.3%	592	1.1%	35	0.2%	3	0.1%	0	0.0%	57,200	3.9%
Total	18,340	100%	54,389	100%	21,675	100%	2,843	100%	104	100%	1,454,300	100%

* Source: California Department of Finance Website, Table 1: Historical County and State Population Estimates, 1991-2000, with 199 Census Counts.

CalWORKs Cash Assistance Program

Caseload Trend & Profile

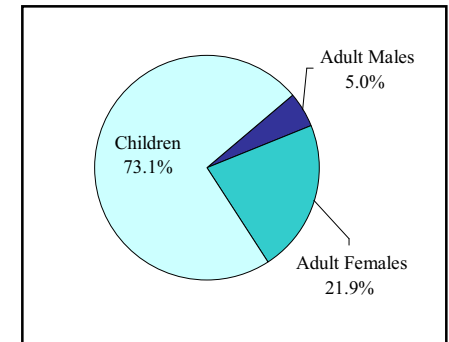
Service Month: December 2000



The overall decline in the CalWORKs caseload for this two year period follows the national trend of declining welfare casess.

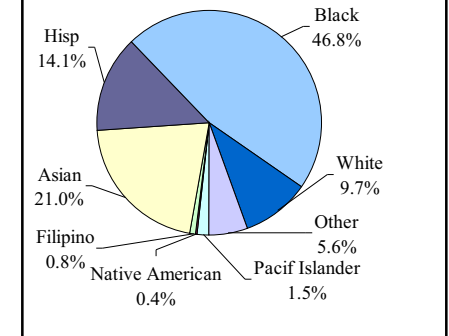
Case Profile

Adult Males	2,474
Adult Females	10,737
Total Adults	13,211
Children	35,881
Total Persons	49,091
Total Unborn	468
Total Cases With Youngest Child Age 17 & Older	449
Avg Age - Adult Male	43
Avg Age - Adult Female	34
Avg Age - Child	9
Avg Time On Aid (Years)	5.5



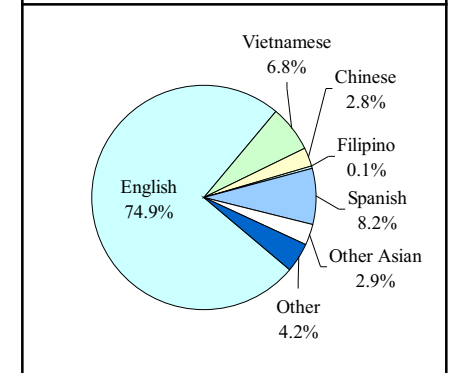
Persons by Ethnicity

Pacif Islander	759
Native American	198
Filipino	404
Asian	10,305
Hisp	6,920
Black	22,974
White	4,760
Other	2,771
Total Persons	49,091



Cases by Language

English	13,732
Vietnamese	1,254
Chinese	508
Filipino	27
Spanish	1,504
Other Asian	536
Other	779
Total Cases	18,340

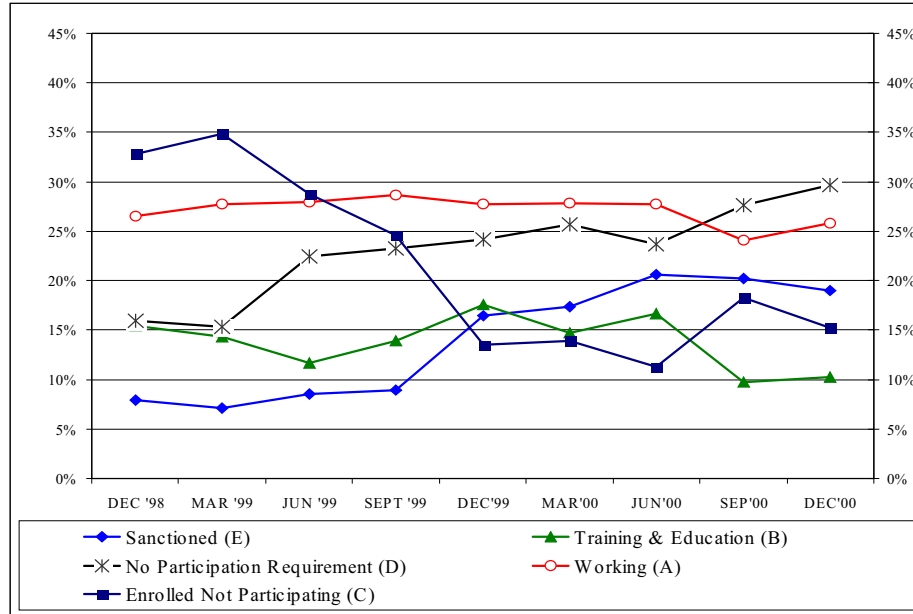


CalWORKs Employment Services Program

Service Month: December 2000

Participation Rate By Employment Services Component

December 1998-December 2000



December 2000

Participating In Welfare-To-Work Activities		
Working (A)	4,733	25.8%
In Job Workshops (B)	178	1.0%
In Assessment (B)	68	0.4%
In Self-Initiated Programs (B)	320	1.7%
In Basic Education (B)	49	0.3%
In Training (B)	1,267	6.9%
Total	6,615	36.1%
Enrolled/Not Participating In Welfare-To-Work Activities (C)		
Medi-Cal Or Other Exemption Pending	846	4.6%
In Orientation Process*	275	1.5%
In Sanction Process	1,682	9.2%
Total	2,803	15.3%
Total Enrolled In CalWORKs Employment Services	9,418	51.4%
No Participation Requirement (D)		
Exempt, e.g. medical or care of an infant	1,552	8.5%
Non-Needy Caretakers	3,433	18.7%
Cal-Learn Teen Parents	447	2.4%
Total	5,432	29.6%
Sanctioned (E)		
Adult Has Been Sanctioned, Children Receive Aid**	3,490	19.0%
Total	3,490	19.0%
Total Not Enrolled In CalWORKs Employment Services	8,922	48.6%
Total Cases Aided	18,340	100%

Each line on the graph above represents participant activity in a component of the CalWORKs Employment Services Program. Each point represents the percentage of the caseload participating in the component for that month.

* The category "In Orientation process" includes individuals in transition from Orientation to welfare-to-work activities.

** Sanctions are reviewed at annual renewal, and sanctioned clients are referred to Employment Counselors to resolve the sanction issue.

CalWORKs Employment Services Program Participant Profile*

Service Month: December 2000

Distribution by City

City	CalWORKs Employment Services**		City Population***	
	Count	%	Count	%
Alameda	384	4.1%	73,700	5.1%
Albany	31	0.3%	17,850	1.2%
Berkeley	336	3.6%	109,500	7.5%
Castro Valley	84	0.9%	56,000	3.9%
Dublin	35	0.4%	32,500	2.2%
Emeryville	45	0.5%	7,300	0.5%
Fremont	479	5.1%	208,000	14.3%
Hayward	956	10.2%	129,600	8.9%
Livermore	190	2.0%	74,300	5.1%
Newark	117	1.2%	43,050	3.0%
Oakland	5,852	62.1%	402,100	27.6%
Piedmont	3	0.0%	11,650	0.8%
Pleasanton	33	0.4%	65,900	4.5%
San Leandro	396	4.2%	76,700	5.3%
San Lorenzo	78	0.8%	21,650	1.5%
Union City	336	3.6%	67,200	4.6%
Other	64	0.7%	57,200	3.9%
Total	9,418	100%	1,454,300	100%

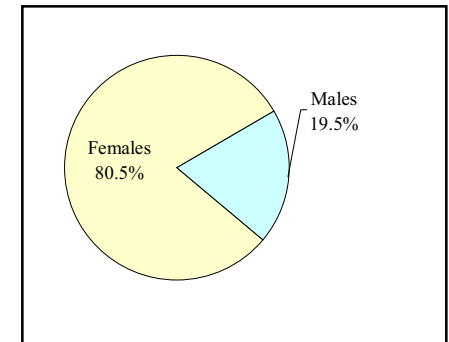
** Total enrollees and pending sanctions

*** Source: California Department of Finance Website, Table 1: Historical County and State Population Estimates, 1991-2000, with 1990 Census Counts

* This profile describes all enrollees in the CalWORKs Employment Services Program as represented in the chart on page 5.

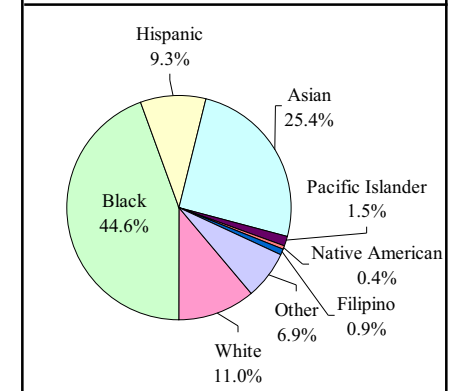
Persons by Gender

Females	7,574
Males	1,844
Total	9,418



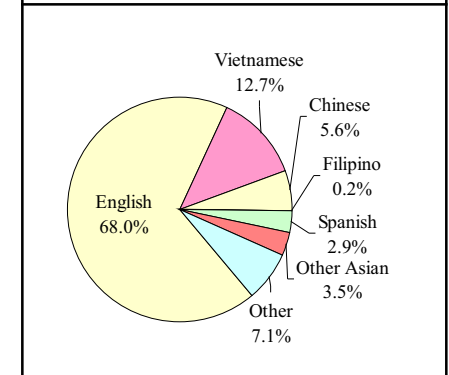
Persons by Ethnicity

Pacific Islander	144
Native American	38
Filipino	86
Asian	2,421
Hispanic	860
Black	4,199
White	1,016
Other	653
Total	9,418



Persons by Language

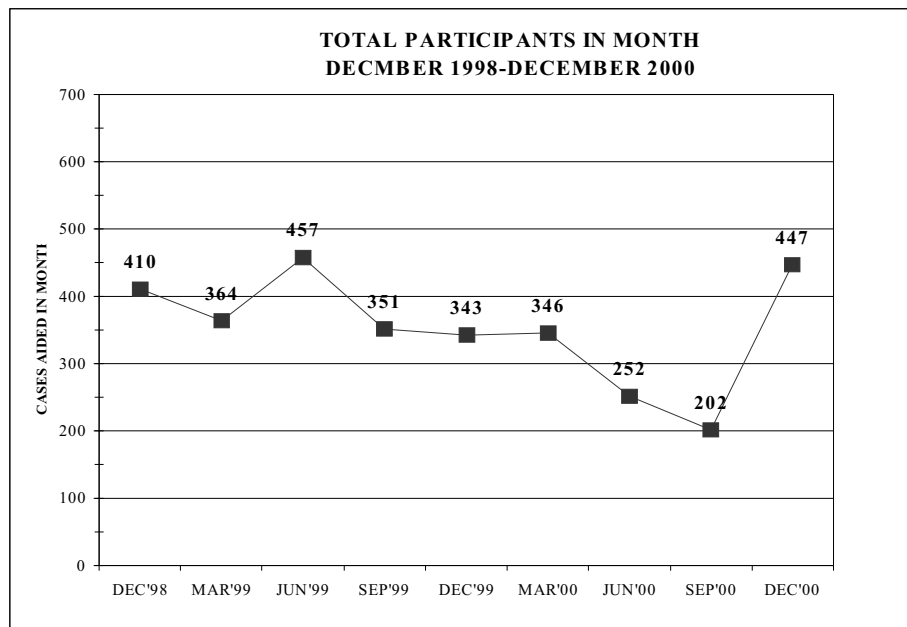
English	6,402
Vietnamese	1,198
Chinese	525
Filipino	19
Spanish	270
Other Asian	332
Other	673
Total	9,418



Cal-Learn Program

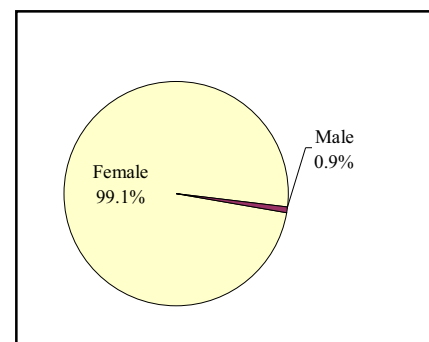
Caseload Trend & Profile

Service Month: December 2000



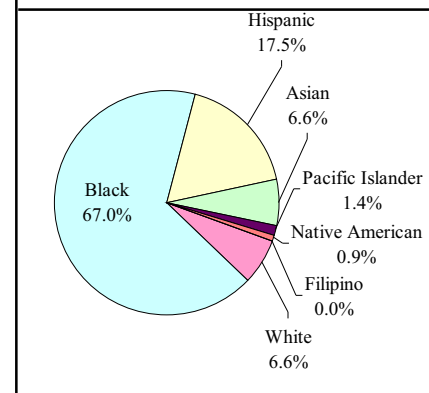
Persons by Gender

Female	445
Male	2
Total	447



Persons by Ethnicity

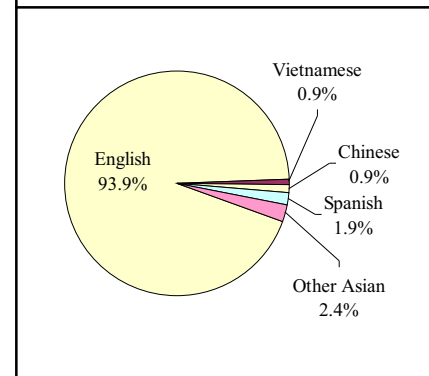
Pacific Islander	2
Native American	2
Filipino	2
Asian	30
Hispanic	66
Black	309
White	36
Other	0
Total	447



Cal-Learn is a mandatory program for all pregnant teens receiving CalWORKs benefits. It provides counseling and supportive financial services for CalWORKs teenage parents who remain in school to earn a high school diploma. Bonuses and/or sanctions are issued based on the report card grades of the program's participants. This program started in September, 1994.

Persons by Language

English	415
Vietnamese	6
Chinese	4
Filipino	0
Spanish	8
Other Asian	13
Other	0
Total	447



Cal-Learn Program

Service Month: December 2000

Distribution By City

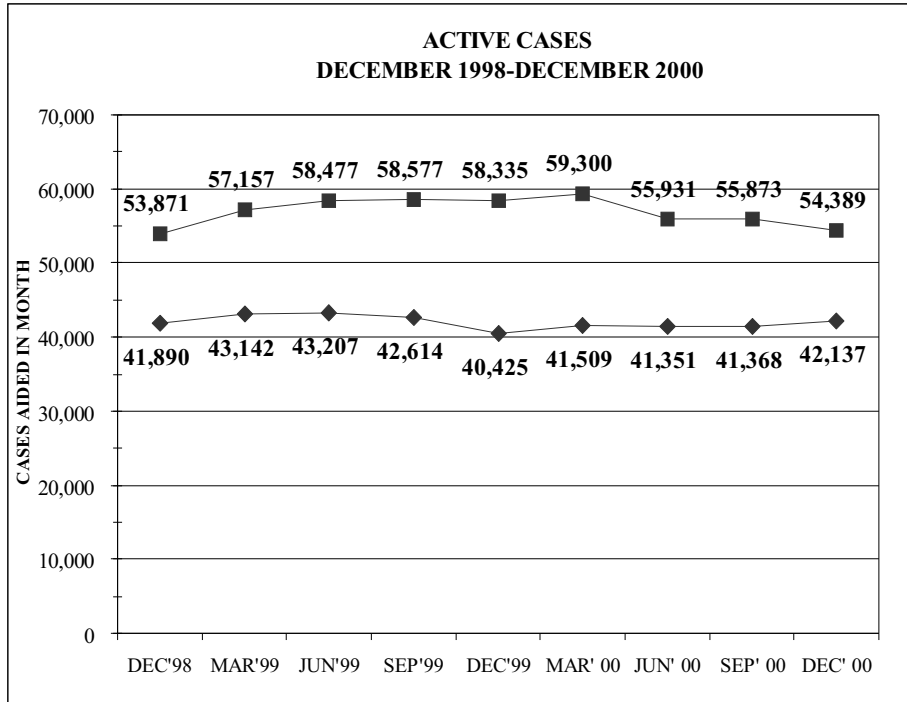
City	Cal-Learn*		City Population**	
	Count	%	Count	%
Alameda	8	1.9%	73,700	5.1%
Albany	0	0.0%	17,850	1.2%
Berkeley	17	3.8%	109,500	7.5%
Castro Valley	2	0.5%	56,000	3.9%
Dublin	0	0.0%	32,500	2.2%
Emeryville	2	0.5%	7,300	0.5%
Fremont	11	2.4%	208,000	14.3%
Hayward	47	10.4%	129,600	8.9%
Livermore	8	1.9%	74,300	5.1%
Newark	4	0.9%	43,050	3.0%
Oakland	328	73.5%	402,100	27.6%
Piedmont	0	0.0%	11,650	0.8%
Pleasanton	0	0.0%	65,900	4.5%
San Leandro	15	3.3%	76,700	5.3%
San Lorenzo	0	0.0%	21,650	1.5%
Union City	2	0.5%	67,200	4.6%
Other	2	0.5%	57,200	3.9%
Total	447	100%	1,454,300	100%

* **CalLearn:** A mandatory program for all CalWORKs pregnant/parenting teens.

Bonuses and/or sanctions are issued based on report card grades.

** Source: California Department of Finance Website, Table 1: Historical County and State Population Estimates, 1991-2000, with 1990 Census Counts.

Medi-Cal Only Program Caseload Trend & Profile Service Month: December 2000



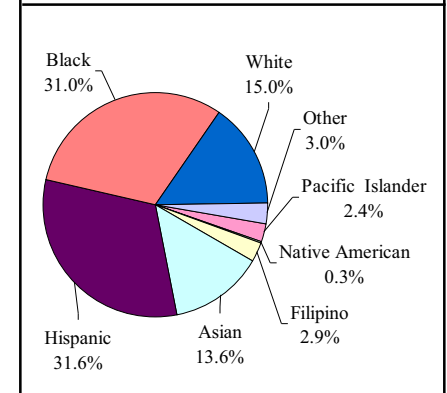
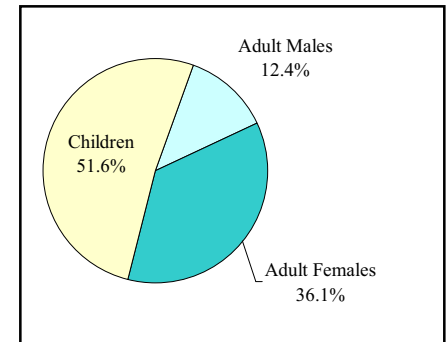
The upper line in the graph combines Medi-Cal only and continuing Medi-Cal "Edwards v. Kizer" cases. These latter cases are automatically opened when the CalWORKs case is discontinued. This practice allows families to receive uninterrupted medical services until a redetermination of their Medi-Cal eligibility can be made. The lower line does not include "Edwards v. Kizer" cases.

Case Profile

Adult Males	9,681
Adult Females	28,240
Total Adults	37,921
Children	40,353
Total Persons	78,274
Total Unborn	3,432
Avg Age - Adult Male	54
Avg Age - Adult Female	44
Avg Age - Child	9
Avg Time On Aid (Years)	2.7

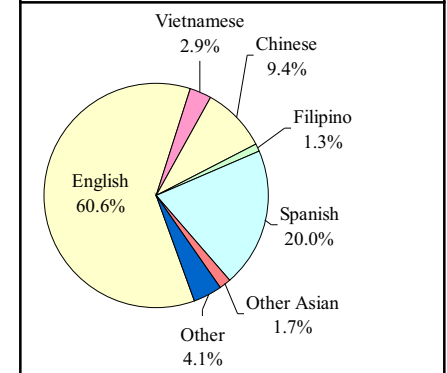
Persons by Ethnicity

Pacific Islander	1,857
Native American	264
Filipino	2,301
Asian	10,639
Hispanic	24,767
Black	24,288
White	11,771
Other	2,387
Total Persons	78,274

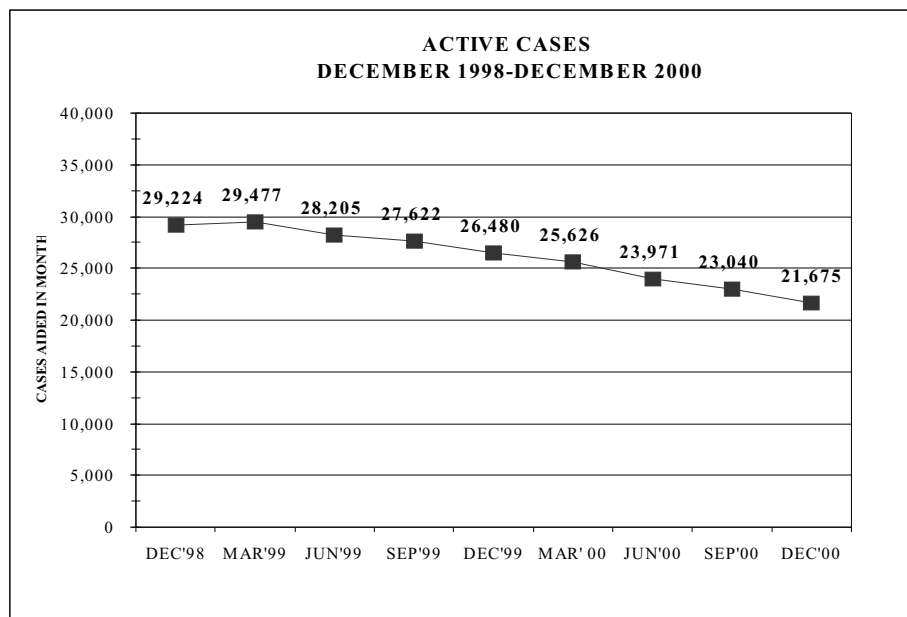


Cases by Language

English	32,965
Vietnamese	1,571
Chinese	5,136
Filipino	705
Spanish	10,881
Other Asian	918
Other	2,214
Total Cases	54,389



Food Stamps Assistance Caseload Trend & Profile Service Month: December 2000



In order to better reflect the amount of Food Stamps distributed in Alameda County, the Program Data and Trends Report includes Food Stamps issued to CalWORKS recipients along with those issued through the Non-Assistance Food Stamps (NAFS) program. Before June 1998, the Program Data and Trends report included only Non-Assistance Food Stamps as a reflection of Agency workload. Reflecting the Food Stamps issued to CalWORKS recipients along with those issued to NAFS recipients will fully capture Food Stamps benefits issued to the community as a whole. It is important to note that the NAFS population overlaps substantially with the GA and Medi-Cal caseload. The overall caseload decline follows the national trend of declining welfare cases.

Case Profile

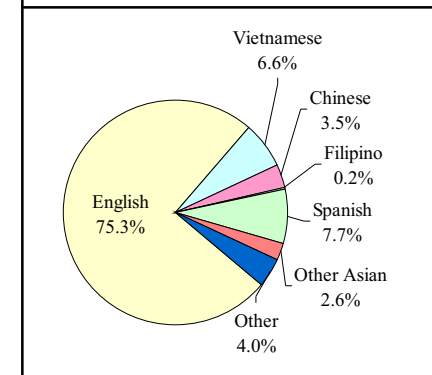
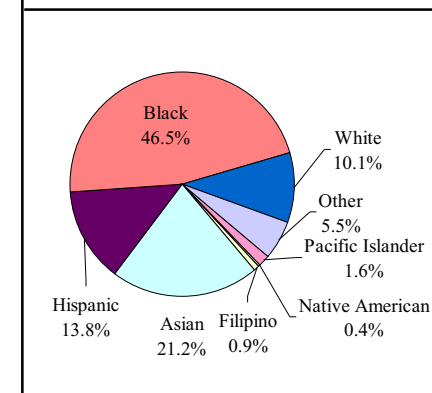
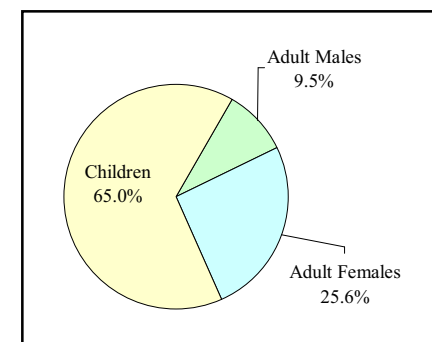
Adult Males	5,295
Adult Females	14,320
Total Adults	19,615
Children	36,370
Total Persons	55,985
Total Unborn	439
Avg Age - Adult Male	44
Avg Age - Adult Female	37
Avg Age - Child	9
Avg Time On Aid (Years)	5

Persons by Ethnicity

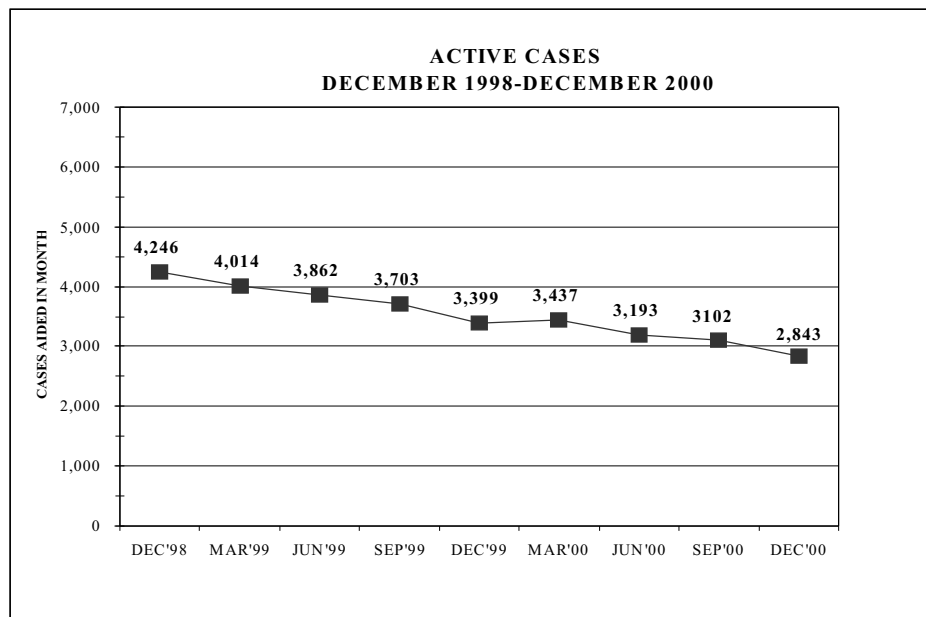
Pacific Islander	894
Native American	223
Filipino	498
Asian	11,866
Hispanic	7,731
Black	26,022
White	5,645
Other	3,106
Total Persons	55,985

Cases by Language

English	16,312
Vietnamese	1,438
Chinese	765
Filipino	51
Spanish	1,674
Other Asian	562
Other	875
Total Cases	21,675



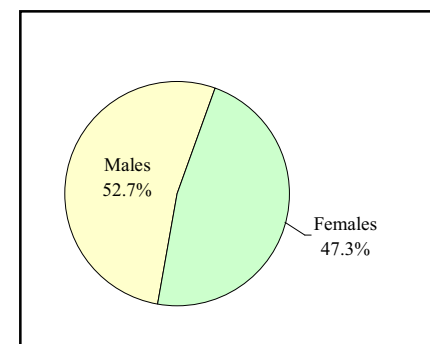
General Assistance Caseload Trend & Profile Service Month: December 2000



The overall caseload decline follows the national trend of declining welfare cases. Grant reductions, intensified eligibility verification efforts, tighter enforcement of income reporting requirements, and the implementation of the Community Housing & Shelter Support (CHASS) Program have also impacted GA caseload levels.

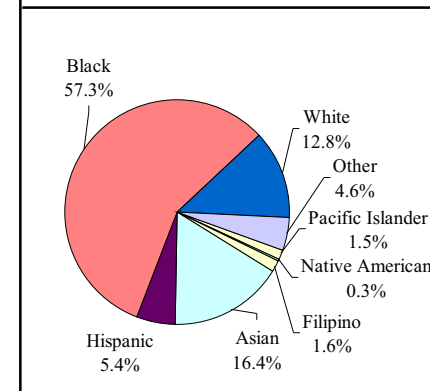
Case Profile

Males	1,471
Females	1,439
Total Persons	2,910
Total Unborn	0
Avg Age - Male	47
Avg Age - Female	50
Avg Time On Aid (Years)	1.45



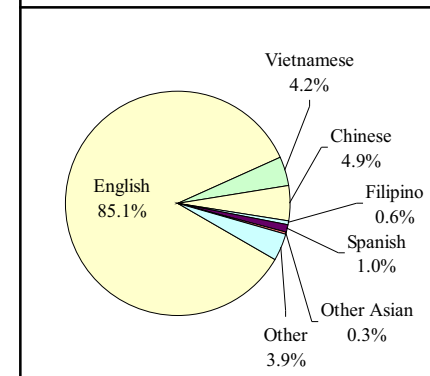
Persons by Ethnicity

Pacific Islander	43
Native American	9
Filipino	45
Asian	478
Hispanic	159
Black	1,668
White	372
Other	135
Total Persons	2,910



Cases by Language

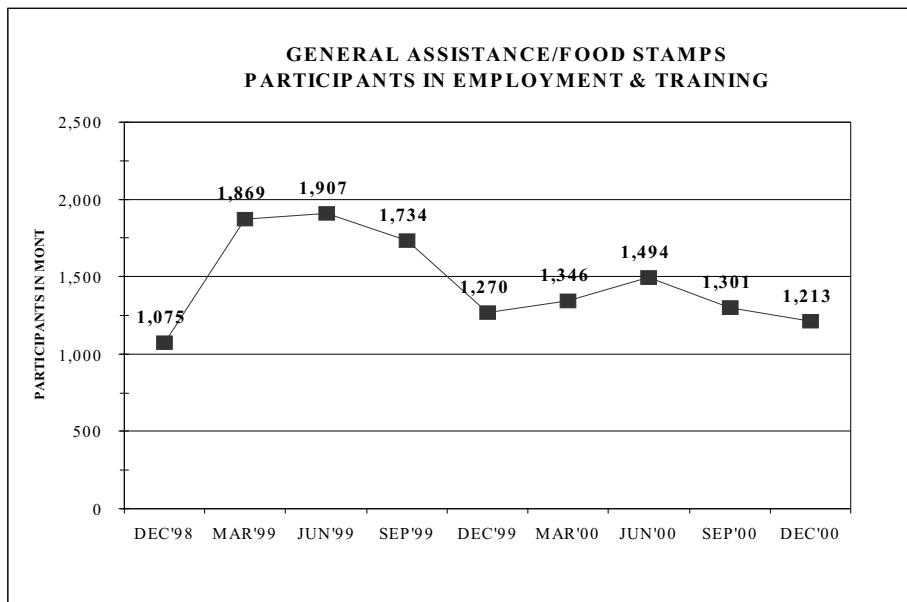
English	2,398
Vietnamese	124
Chinese	141
Filipino	18
Spanish	34
Other Asian	10
Other	119
Total Cases	2,843



General Assistance/Food Stamps Employment Services Program

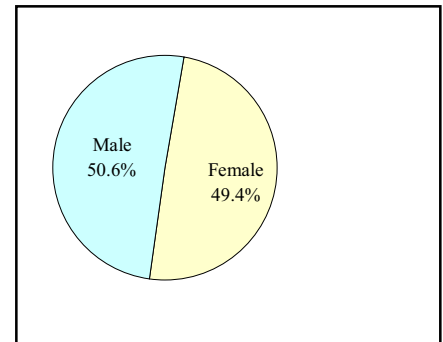
Caseload Trend & Profile

Service Month: December 2000



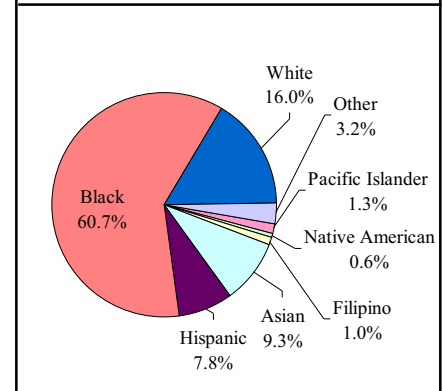
Persons by Gender

Female	600
Male	613
Total	1,213



Persons by Ethnicity

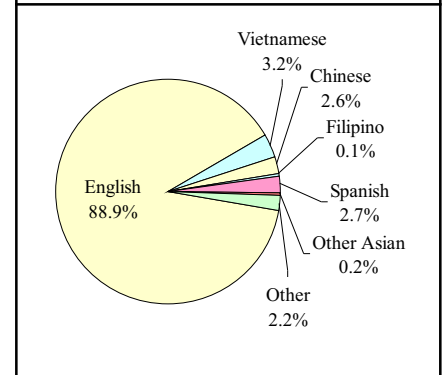
Pacific Islander	16
Native American	7
Filipino	13
Asian	113
Hispanic	95
Black	737
White	195
Other	38
Total	1,213



Count Of Participants	Total
Participants At End Of Month	1,213
Participants During Month	1,433
Job Search/Job Club/Grp Pending	499
Total Negative Actions	220
Applicants Denied For Non-Cooperation	92
Sanctioned/Discontinued For Non-Cooperation	38
Discontinued, No Sanction	39
Total Participant Job Placements	14
Sources Of Placements:	
Success Center	2
Employment Counselors Oakland Main	12

Persons by Language

English	1,079
Vietnamese	39
Chinese	32
Filipino	1
Spanish	33
Other Asian	3
Other	27
Total	1,213



General Assistance/Food Stamps Employment Services Program
Caseload Trend & Profile
Service Month: December 2000

Distribution By City

CITY	GA/FS*		City Population**	
	Count	%	Count	%
Alameda	37	3.0%	73,700	5.1%
Albany	2	0.2%	17,850	1.2%
Berkeley	55	4.5%	109,500	7.5%
Castro Valley	10	0.8%	56,000	3.9%
Dublin	1	0.1%	32,500	2.2%
Emeryville	6	0.5%	7,300	0.5%
Fremont	33	2.7%	208,000	14.3%
Hayward	87	7.1%	129,600	8.9%
Livermore	9	0.8%	74,300	5.1%
Newark	10	0.8%	43,050	3.0%
Oakland	891	73.5%	402,100	27.6%
Piedmont	1	0.1%	11,650	0.8%
Pleasanton	2	0.1%	65,900	4.5%
San Leandro	41	3.4%	76,700	5.3%
San Lorenzo	9	0.8%	21,650	1.5%
Union City	15	1.3%	67,200	4.6%
Other	5	0.4%	57,200	3.9%
Total	1,213	100%	1,454,300	100%

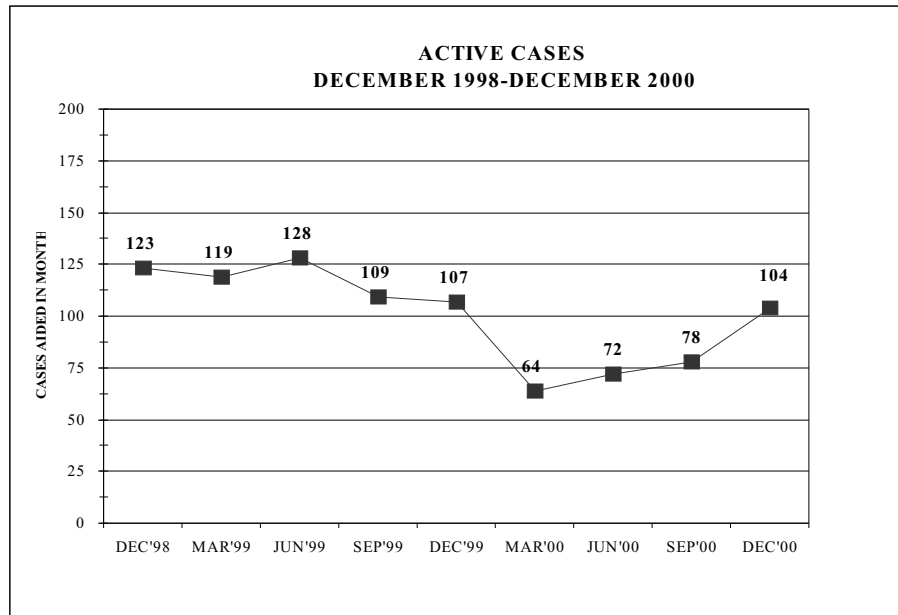
*GA/FS: This is a federally mandated program which requires employable Food Stamp recipients to complete a job club and an eight-week job search. These services are provided to Food Stamp/General Assistance recipients.

** Source: California Department of Finance Website, Table 1: Historical County and State Population Estimates, 1991-2000, with 1990 Census Counts.

Refugee Cash Assistance Program

Caseload Trend & Profile

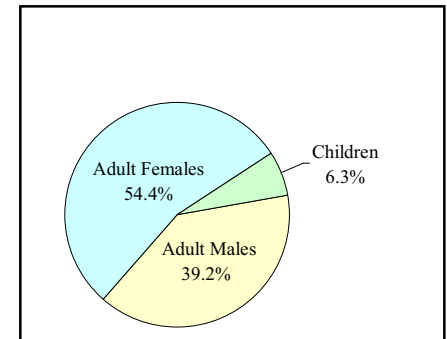
Service Month: December 2000



This program serves single adult political refugees. It is 100% federally funded and provides financial aid to eligible recipients up to eight months from their arrival date.

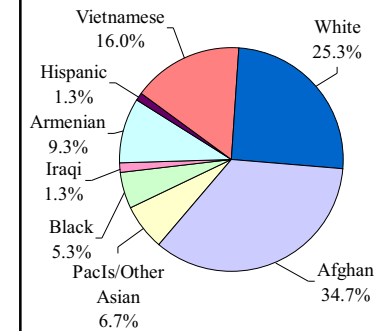
Case Profile

Adult Males	52
Adult Females	72
Total Adults	124
Children	8
Total Persons	132
Total Unborn	2
Avg Age - Adult Male	34
Avg Age - Adult Female	35
Avg Age - Child	10
Avg Time On Aid (Years)	0.2



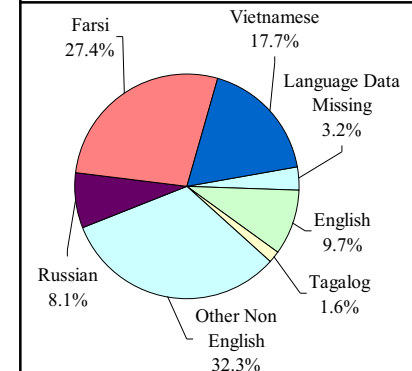
Persons by Ethnicity

PacIs/Other Asian	8
Black	7
Iranian	7
Iraqi	2
Armenian	12
Hispanic	2
Vietnamese	20
White	32
Afghan	43
Total Persons	132



Cases by Language

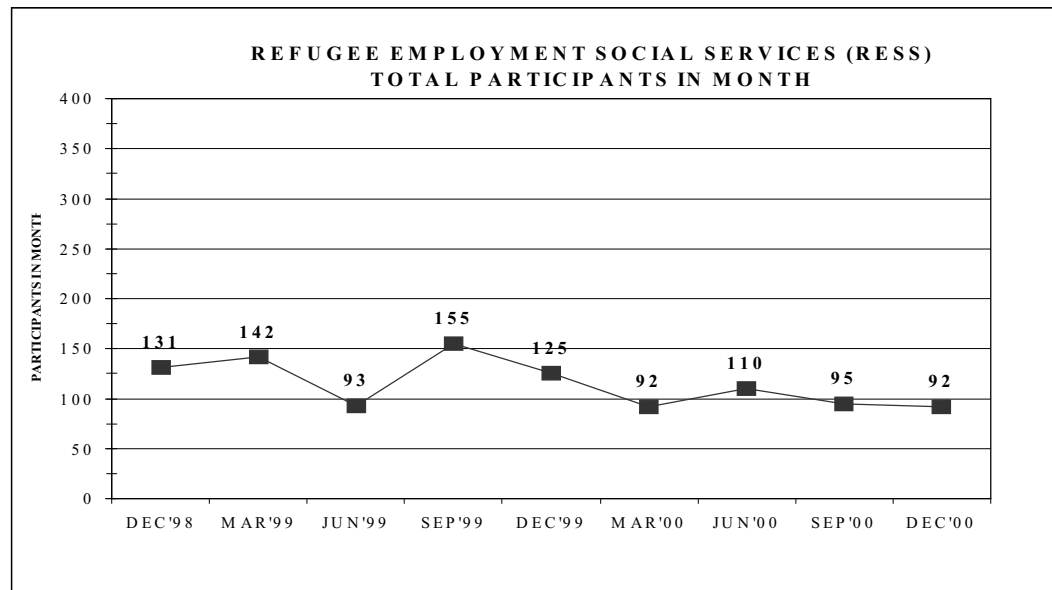
Language Data Missing	3
English	10
Tagalog	2
Other Non English	34
Russian	8
Farsi	29
Vietnamese	18
Total Cases	104



Refugee Employment Services Program

Caseload Trend & Profile

Service Month: December 2000



RESS: COUNT OF PARTICIPANTS

	Participants
Total Current Enrollments (Social Adjustment)	92
Total Current Enrollments (Employment & Training)	121

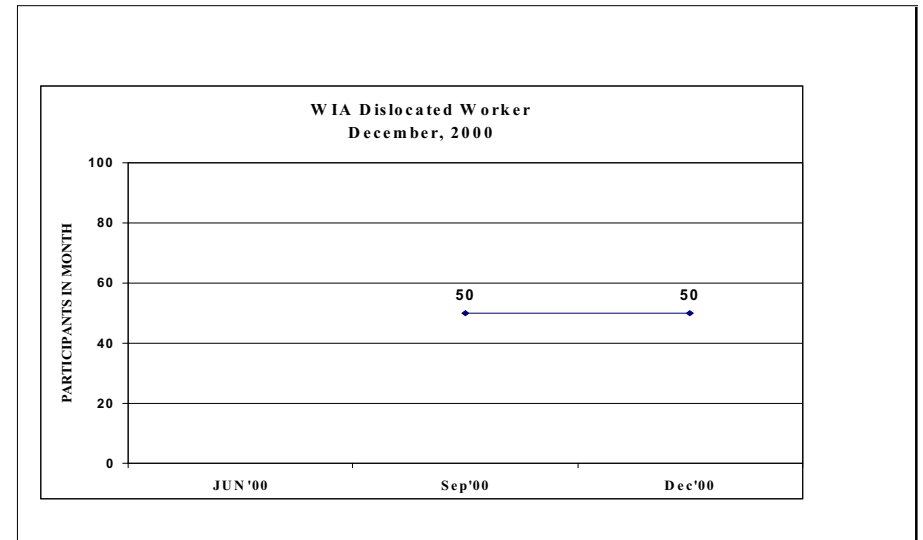
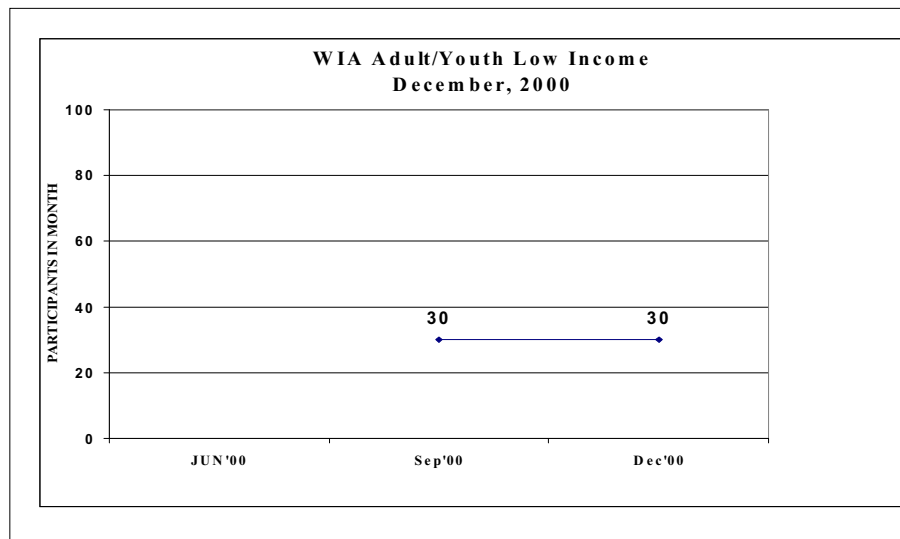
RESS: COUNT OF PARTICIPANTS - BY OUTCOMES

	Participants
Job Placements in Report Month	21
Current 90 Day Job Retentions	15
Persons Leaving Aid in Report Month	8

RESS provides employment, training, job placement and social adjustment services to refugees. Services are provided by local community based organizations. Since October 1996, federal funding has been reduced for RESS. In addition, a five year time limit was put on program participation. These changes may explain the drop in the number of participants. Furthermore, because the RESS program has a December start date, participant numbers typically increase as the program progresses throughout the year, reaching a high in September.

SECTION 2: WORKFORCE & RESOURCE DEVELOPMENT

Workforce & Resource Development Workforce Investment Board (WIB) Service Month: December 2000



The Adults/Youth Low Income Program is a new program created under the Workforce Investment Act which replaced the Job Training Partnership Act (JTPA) on October 1, 2000. This program provides job development workshops, job clubs and career counseling, vocational and on-the-job-training to low income adults 18-75 years of age.

The dislocated Worker Program is a new program created under the Workforce Investment Act which replaced the Job Training Partnership Act (JTPA) on October 1, 2000. It serves dislocated workers aged 18-75 by providing job development workshops, job clubs and career counseling, vocational and on-the-job-training.

**Workforce & Resource Development
Workforce Investment Board (WIB)
Service Month: December 2000**

Participant Activity

Participant Activity	Workforce Investment Act (WIA) Grants				
	WIA Adults/Youth - Low Income			WIA Dislocated Worker	
	201	301	Total	501	Total
TOTAL REGISTRANTS IN MONTH	30	0	30	50	50
TOTAL EXITS IN MONTH	0	0	0	0	0
Entered Unsubsidized Employment	0	0	0	0	0
Transferred to Other Program	0	0	0	0	0
All Other Terminations	0	0	0	0	0
TOTAL REGISTRANTS - END OF MONTH	30	0	30	50	50
HOURLY PAY - EXITERS WITH A JOB					
Exiters with No Previous Wage	0	0	0	0	0
Post WIA	\$0.00	\$0.00		\$0.00	0
Exiters with Previous Wage	0	0	0	0	0
Prior to WIA	\$0.00	\$0.00		\$0.00	0
Post WIA	\$0.00	\$0.00		\$0.00	0

Grant 201: Serves low income adults 18-75 years of age. Services: Core Staff-Assisted Services such as job development workshops, job clubs, and career counseling; Intensive Services such as objective assessment, development of Individual Employment Plan (IEP), Case management, pre-vocational skills services, and follow-up; and Training Services such as occupational training, on-the-job training, adult education and skills upgrade

Grant 301: Serves low income youth 14-18 years of age. Services to be determined.

Grant 501: Serves dislocated workers 18-75 years of age. Services: Core Staff-Assisted Services such as job development workshops, job clubs, and career counseling; Intensive Services such as objective assessment, development of Individual Employment Plan (IEP), Case management, pre-vocational skills services, and follow-up; and Training Services such as occupational training, on-the-job training, adult education and skills upgrade.

**Workforce & Resource Development
Workforce Investment Board (WIB)
Service Month: December 2000**

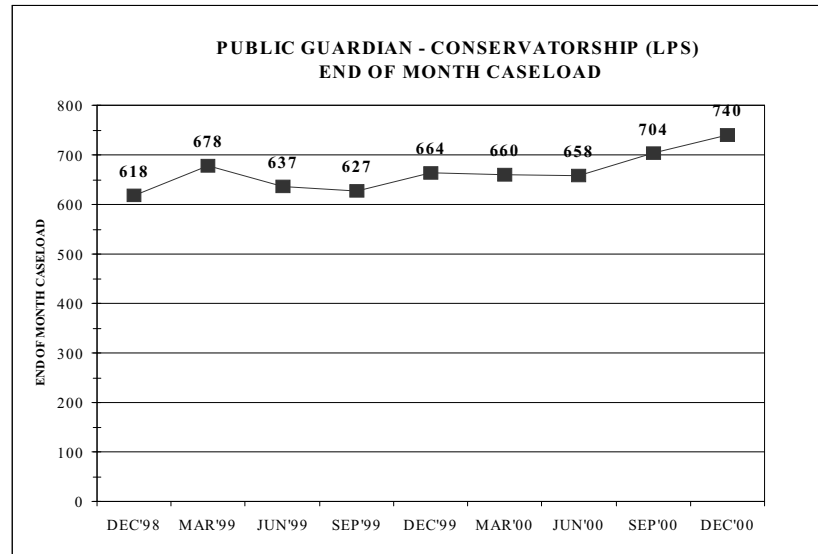
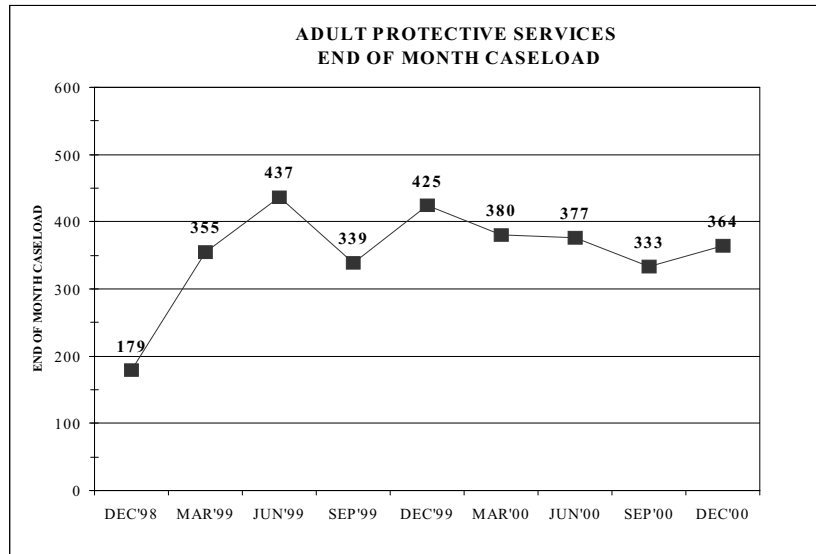
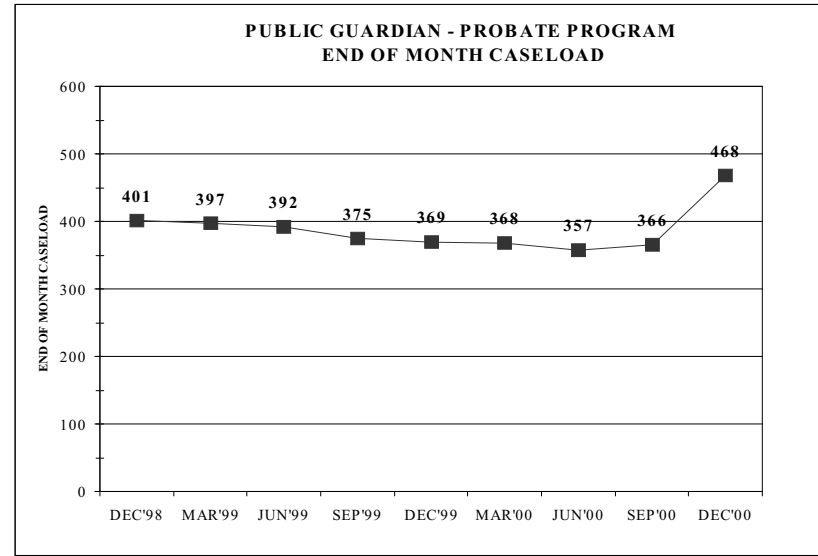
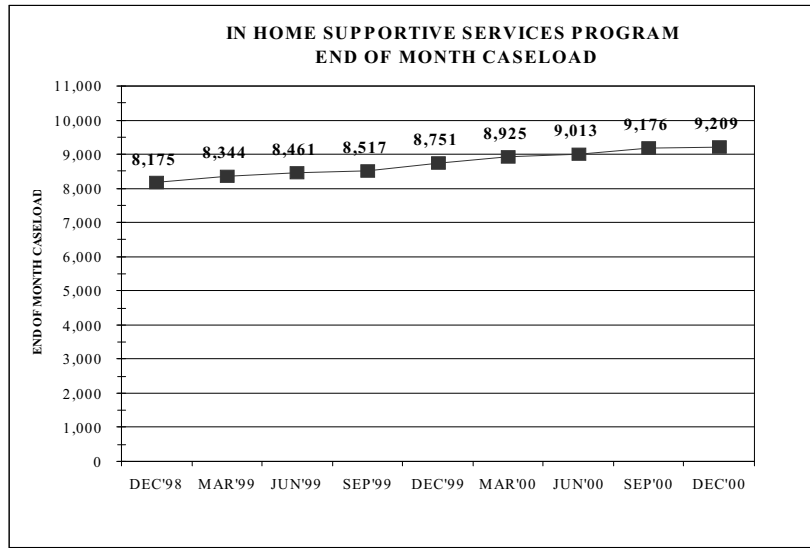
Profile of New Participants

	WIA Adults/Youth - Low Income						WIA - Dislocated Worker				Grand Total	
	201		301		Total		501		Total		Count	%
	Count	%	Count	%	Count	%	Count	%	Count	%		
Gender												
Male	5	16.7%	0	0.0%	5	16.7%	23	46.0%	23	46.0%	28	35.0%
Female	25	83.3%	0	0.0%	25	83.3%	27	54.0%	27	54.0%	52	65.0%
Total	30	100.0%	0	0.0%	30	100.0%	50	100.0%	50	100.0%	80	100.0%
Ethnicity												
White	13	43.3%	0	0.0%	13	43.3%	18	36.0%	18	36.0%	31	38.8%
Black	5	16.7%	0	0.0%	5	16.7%	5	10.0%	5	10.0%	10	12.5%
Hispanic	10	33.3%	0	0.0%	10	33.3%	14	28.0%	14	28.0%	24	30.0%
Asian/Pacific Islander	2	6.7%	0	0.0%	2	6.7%	12	24.0%	12	24.0%	14	17.5%
Native American	0	0.0%	0	0.0%	0	0.0%	1	2.0%	1	2.0%	1	1.3%
Total	30	100.0%	0	0.0%	30	100.0%	50	100.0%	50	100.0%	80	100.0%
In Receipt Of Public Assistance												
CalWORKs	9	81.8%	0	0.0%	9	81.8%	0	0.0%	0	0.0%	9	81.8%
GA	1	9.1%	0	0.0%	1	9.1%	0	0.0%	0	0.0%	1	9.1%
RCA	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SSI/SSP	1	9.1%	0	0.0%	1	9.1%	0	0.0%	0	0.0%	1	9.1%
Total	11	100.0%	0	0.0%	11	100.0%	0	0.0%	0	0.0%	11	100.0%

SECTION 3: ADULT & AGING SERVICES

Adult & Aging Services

Service Month: December 2000



Adult & Aging Services

Service Month: December 2000

	Adult Services Programs			
	IHSS	APS	PG	LPS
Referrals Received			6	40
Referrals Assigned		352	4	40
Referrals Unassigned/Closed *		71		
Referrals Unassigned			2	0
Referrals Closed			1	20
Applications Received	344			
Applications Assigned	296			
Applications Unassigned	413			
Applications Closed/Denied	68			
Applications Approved	161			
Conservatorships Ordered			6	26
Court Reports Submitted			16	25
Cases Closed	120	187	0	48
Total Renewals	2,040			
Renewals Completed	517			
Renewals Overdue	1523			
Annual Accoutings Completed			36	3
Reappointments (Public)				24
Total Service Provider Hours Paid	912,234			
Total Service Provider Payments	\$7,584,597			
Total Ongoing Cases (End Of Month)	9,209	364	468	740

* Such referrals are determined not to require face to face client contact. No on-sight investigation is deemed necessary.

Key:

IHSS = In Home Supportive Services Program

APS = Adult Protective Services Program

PG = Public Guardian - Probate Program

LPS = Public Guardian - Conservatorship Program

Adult & Aging Services

Service Month: December 2000

CITY	Adult Services Programs									
	IHSS		APS		PG		LPS		TOTAL	
	Count	%	Count	%	Count	%	Count	%	Count	%
Alameda	322	3.5%	18	4.9%	21	4.5%	6	0.8%	367	3.4%
Albany	28	0.3%	5	1.4%	0	0.0%	0	0.0%	33	0.3%
Berkeley	753	8.2%	33	9.1%	25	5.3%	38	5.1%	849	7.9%
Castro Valley	111	1.2%	9	2.5%	14	3.0%	7	0.9%	141	1.3%
Dublin	28	0.3%	3	0.8%	1	0.2%	1	0.1%	33	0.3%
Emeryville	83	0.9%	2	0.5%	0	0.0%	0	0.0%	85	0.8%
Fremont	800	8.7%	26	7.1%	17	3.6%	27	3.6%	870	8.1%
Hayward	809	8.8%	48	13.2%	108	23.1%	130	17.6%	1,095	10.2%
Livermore	120	1.3%	11	3.0%	3	0.6%	0	0.0%	134	1.2%
Newark	101	1.1%	5	1.4%	1	0.2%	0	0.0%	107	1.0%
Oakland	5,245	57.0%	167	45.9%	169	36.1%	277	37.4%	5,858	54.3%
Piedmont	9	0.1%	0	0.0%	0	0.0%	0	0.0%	9	0.1%
Pleasanton	64	0.7%	6	1.6%	0	0.0%	0	0.0%	70	0.6%
San Leandro	350	3.8%	13	3.6%	49	10.5%	172	23.2%	584	5.4%
San Lorenzo	64	0.7%	4	1.1%	1	0.2%	0	0.0%	69	0.6%
Union City	313	3.4%	12	3.3%	6	1.3%	4	0.5%	335	3.1%
Other/Out Of County Placements	9	0.1%	2	0.5%	53	11.3%	78	10.5%	142	1.3%
Total	9,209	100%	364	100%	468	100%	740	100%	10,781	100.0%

Key:

IHSS = In Home Supportive Services Program

APS = Adult Protective Services Program

PG = Public Guardian - Probate Program

LPS = Public Guardian - Conservatorship Program

Adult & Aging Services Service Month: December 2000

DISTRIBUTION OF CASES BY GENDER

	APS		IHSS		PG		LPS		TOTAL	
	Count	%	Count	%	Count	%	Count	%	Count	%
Female	244	67.0%	6,354	69.0%	271	57.9%	318	43.0%	7,187	66.7%
Male	120	33.0%	2,855	31.0%	197	42.1%	422	57.0%	3,594	33.3%
Total	364	100.0%	9,209	100.0%	468	100.0%	740	100.0%	10,781	100.0%

DISTRIBUTION OF CASES BY ETHNICITY

	APS		IHSS		PG		LPS		TOTAL	
	Count	%	Count	%	Count	%	Count	%	Count	%
White	143	39.3%	2,293	24.9%	212	45.3%	336	45.4%	2,984	27.7%
Black	128	35.2%	4,040	43.9%	139	29.7%	221	29.9%	4,528	42.0%
Hispanic	21	5.8%	691	7.5%	16	3.4%	25	3.4%	753	7.0%
Asian	17	4.7%	1,591	17.3%	14	3.0%	21	2.8%	1,643	15.2%
Pacific Islander	8	2.2%	262	2.8%	1	0.2%	2	0.3%	273	2.5%
Native American	0	0.0%	28	0.3%	6	1.3%	8	1.1%	42	0.4%
Filipino	6	1.6%	304	3.3%	1	0.2%	2	0.3%	313	2.9%
Other	41	11.3%	0	0.0%	79	16.9%	125	16.9%	245	2.3%
Total	364	100%	9,209	100%	468	100%	740	100%	10,781	100%

Key:

IHSS = In Home Supportive Services Program

APS = Adult Protective Services Program

PG = Public Guardian - Probate Program

LPS = Public Guardian - Conservatorship Program

Asian = Hmong, Cambodian, Japanese, Korean, Laotian, Vietnamese, Asian Indian, Chinese

Pacific Islander = Pacific/Other Asian, Guamanian, Hawaiian, Samoan.

Hispanic = Hispanic, Cuban/Haitian, Cuban

Other= Ethiopian, Romanian, Iranian, Other E. European, Portuguese, Iraqi, Armenian, Russian, Polish, Afghan

Adult & Aging Services Service Month: December 2000

DISTRIBUTION OF CASES BY PRIMARY LANGUAGE

	APS		IHSS		PG		LPS		TOTAL	
	Count	%	Count	%	Count	%	Count	%	Count	%
English	342	94.0%	6,140	66.7%	455	97.2%	712	96.2%	7,649	70.9%
Vietnamese	2	0.5%	239	2.6%	0	0.0%	2	0.3%	243	2.3%
Chinese	11	3.0%	979	10.6%	3	0.6%	3	0.4%	996	9.2%
Filipino	1	0.3%	111	1.2%	0	0.0%	0	0.0%	112	1.0%
Spanish	4	1.1%	414	4.5%	7	1.5%	3	0.4%	428	4.0%
Other Asian	2	0.5%	276	3.0%	0	0.0%	1	0.1%	279	2.6%
Other	2	0.5%	1,050	11.4%	3	0.6%	19	2.6%	1,074	10.0%
Total	364	100%	9,209	100%	468	100%	740	100%	10,781	100%

Key:

Chinese = Mandarin, Cantonese, Other Chinese

Filipino = Tagalog, Ilocano

Spanish = Spanish, Spanish Speak/ English Read

Other Asian = Mien, Cambodian, Korean, Laotian, Hmong, Thai, Japanese, Arabic, Am Sign Lang, Other Sign, Samoan

Other = Other-Non Eng, Portuguese, Italian, Russian, Farsi, Polish, Turkish, Hebrew, French, Romanian

CLIENT CHARACTERISTICS (See Key, below)

	IN-HOME SUPPORTIVE SERVICES PROGRAM									
	Aged	Blind	Disabled	Other	Total	PCSP	Non-PCSP	Total	SI	NSI
Client Count	4,153	304	4,743	9	9,209	8,003	1,206	9,209	3,269	5,940
Percent Of Clients	45.1%	3.3%	51.5%	0.1%	100%	86.9%	13.1%	100%	35.5%	64.5%

Key:

PCSP = Personal Care Services Program. IHSS program components funded 50% Federal, 32.5% State and 17.5% County

Non-PCSP = IHSS program funded with 35% County and 65% State

SI = Severely Impaired

NSI = Non-Severely Impaired

SECTION 4: CHILDREN & FAMILY SERVICES

Emergency Response Program Referrals Received During the Month of December 2000

	Reason For Referral							Total
	Sexual Abuse	Physical Abuse	Severe Neglect	General Neglect	Emotional Abuse	Exploitation	Caretaker Abs./Incapacity	
Referral Method								
Telephone	66	135	18	53	5	2	44	323
Written/Fax	8	13	1	4	1	0	3	30
In-Person	0	1	0	0	0	0	0	1
Total	74	149	19	57	6	2	47	354
Referral Response Type								
Eval Out	0	1	0	0	0	0	0	1
Immediate	19	45	10	5	1	0	17	97
3 Day	7	6	1	5	0	0	1	20
5 Day	5	4	2	5	0	0	3	19
10 Day	43	93	6	42	5	2	26	217
Total	74	149	19	57	6	2	47	354
Allegation Disposition Type								
Substantiated	12	32	5	7	0	0	11	67
Inconclusive	11	37	3	12	1	1	8	73
Unfounded	2	2	0	2	0	0	3	9
Pending	49	78	11	36	5	1	25	205
Total	74	149	19	57	6	2	47	354

Note: Children referred more than once during the report month will receive a count for each time they are referred.

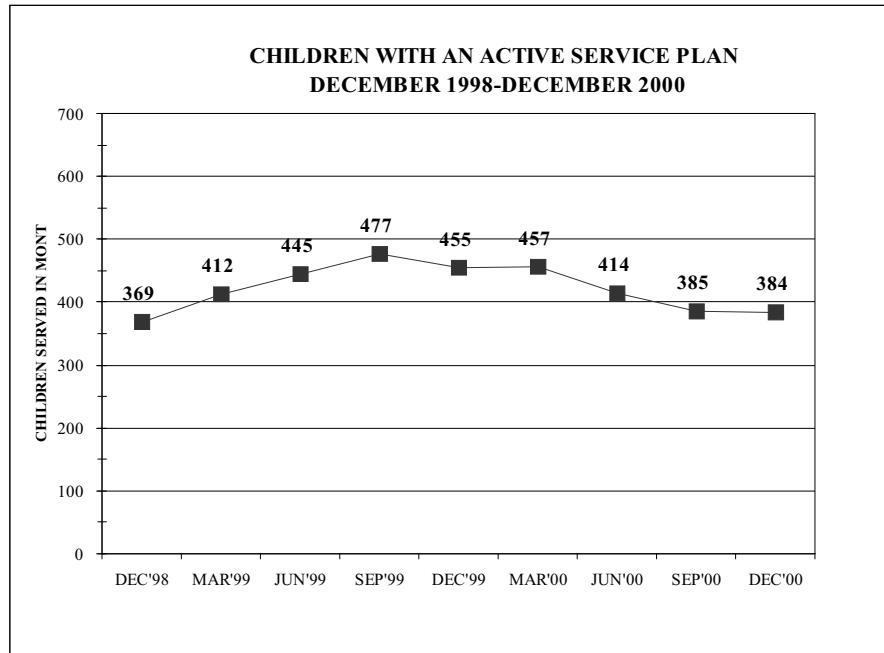
Eval Out: referral went through the initial evaluation process and was screened out by a supervisory social worker.

Unfounded: an investigator has determined, based on the facts, that there was no child abuse.

Pending: pending disposition.

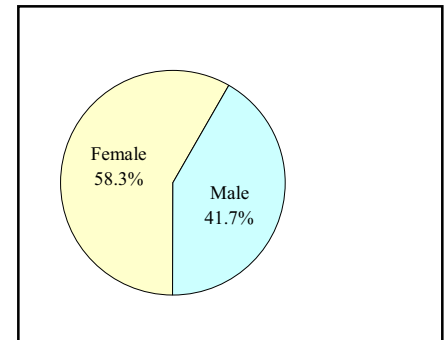
Emergency Response Program

Service Month: December 2000



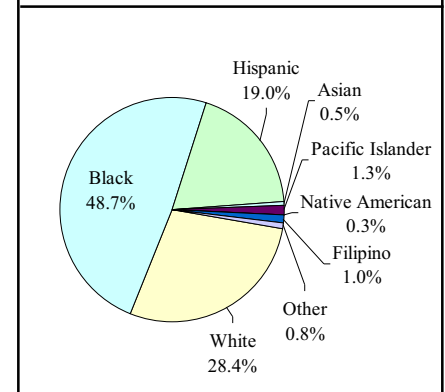
Persons by Gender

Female	224
Male	160
Total Children	384



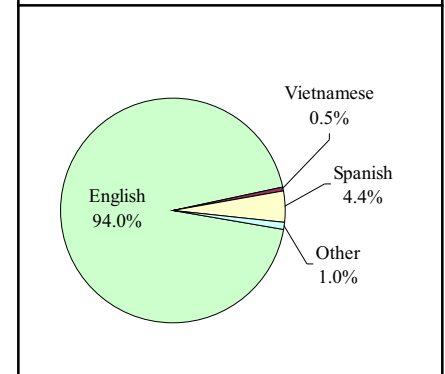
Persons by Ethnicity

White	109
Black	187
Hispanic	73
Asian	2
Pacific Islander	5
Native American	1
Filipino	4
Other	3
Total	384

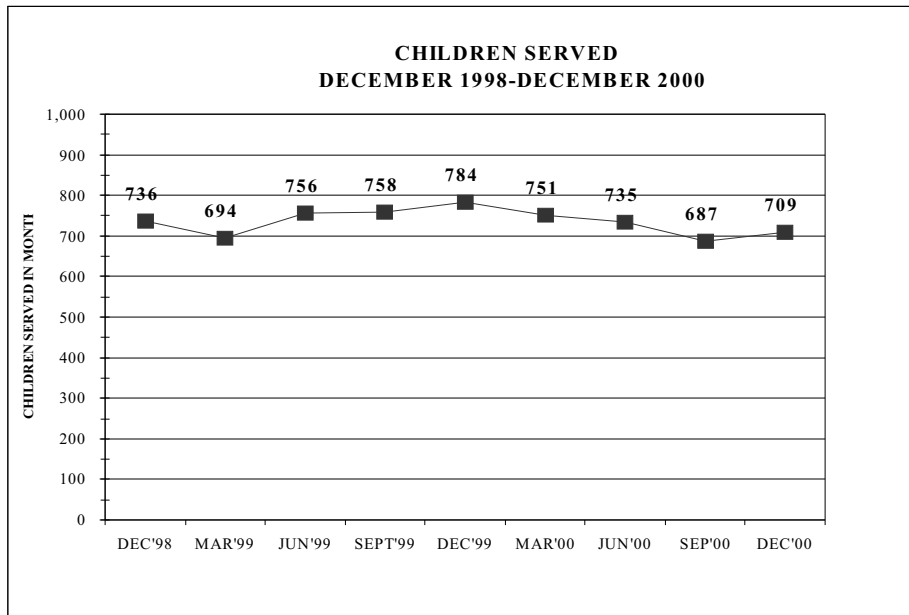


Persons by Language

English	361
Vietnamese	2
Chinese	0
Filipino	0
Spanish	17
Other Asian	0
Other	4
Total	384

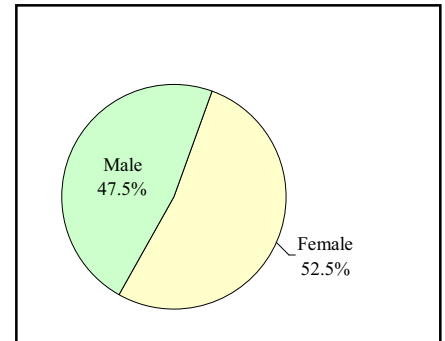


Family Maintenance Program Service Month: December 2000



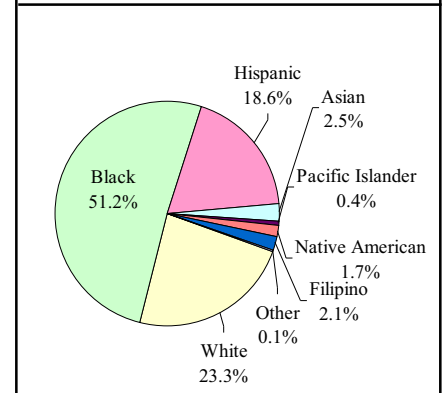
Persons by Gender

Female	372
Male	337
Total Children	709



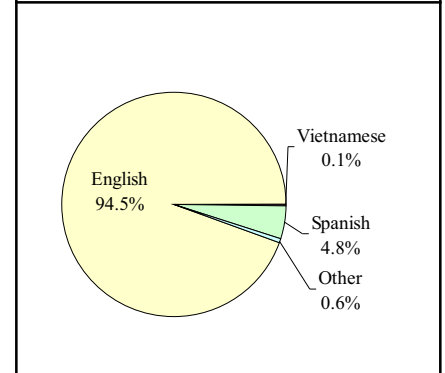
Persons by Ethnicity

White	165
Black	363
Hispanic	132
Asian	18
Pacific Islander	3
Native American	12
Filipino	15
Other	1
Total	709



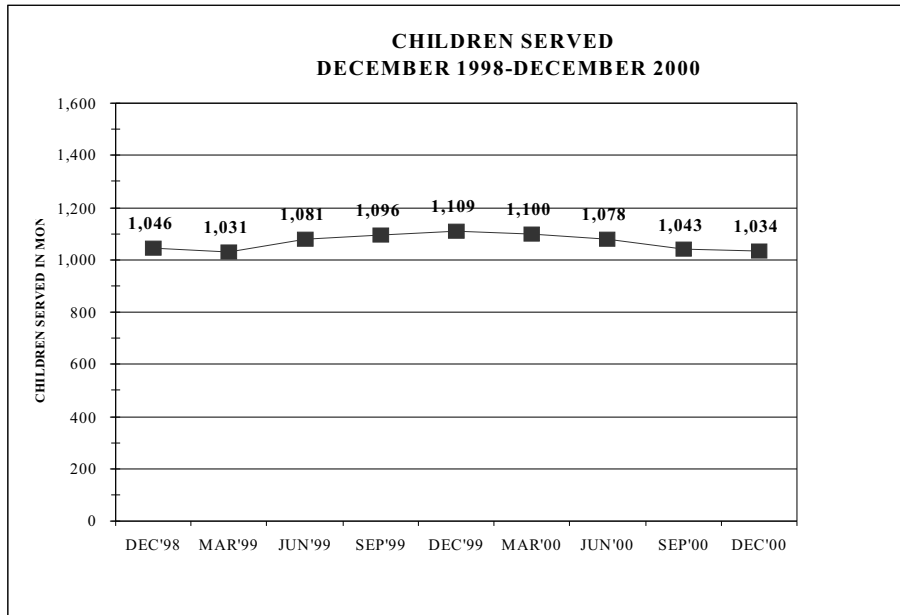
Persons by Language

English	666
Vietnamese	1
Chinese	0
Filipino	1
Spanish	34
Other Asian	3
Other	4
Total	709



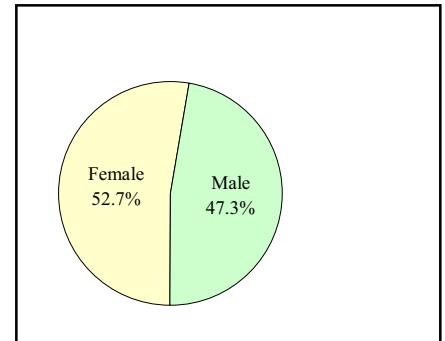
Family Reunification Program

Service Month: December 2000



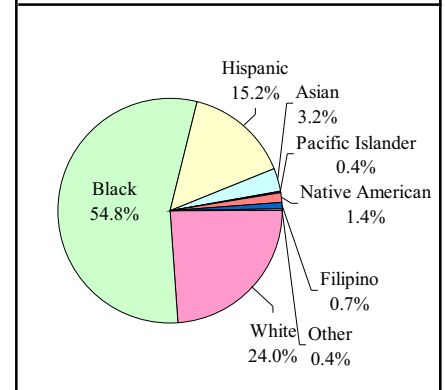
Persons by Gender

Female	545
Male	489
Total Children	1,034



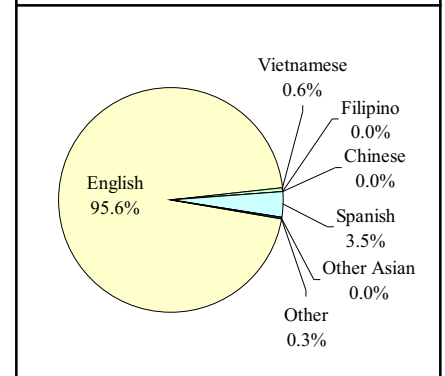
Persons by Ethnicity

White	248
Black	567
Hispanic	157
Asian	33
Pacific Islander	4
Native American	14
Filipino	7
Other	4
Total	1,034



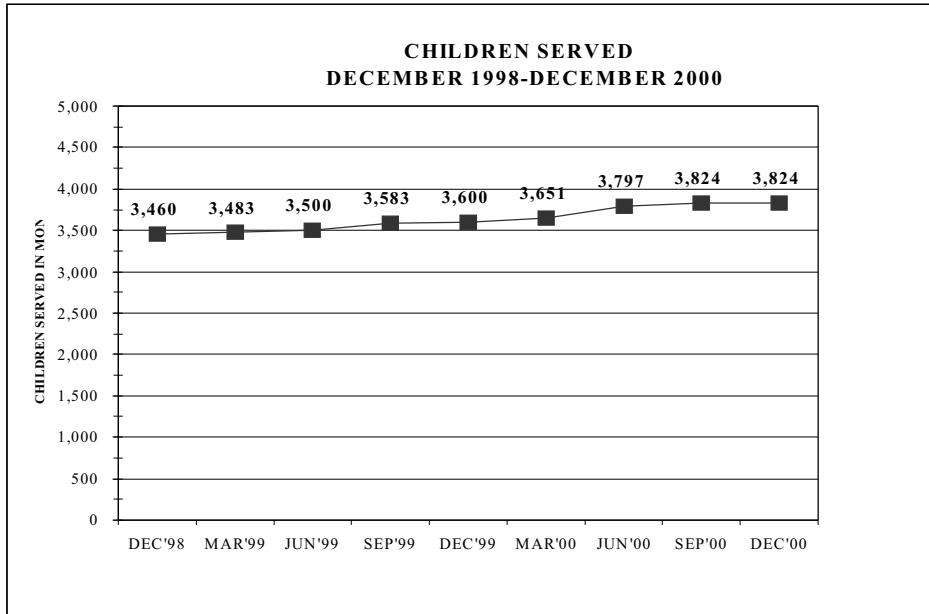
Persons by Language

English	989
Vietnamese	6
Chinese	0
Filipino	0
Spanish	36
Other Asian	0
Other	3
Total	1,034



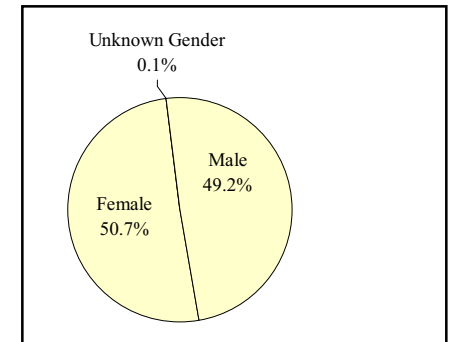
Permanent Placement Program

Service Month: December 2000



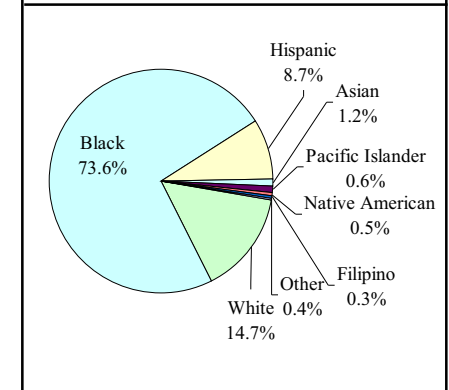
Persons by Gender

Female	1,939
Unknown Gender	2
Male	1,883
Total Children	3,824



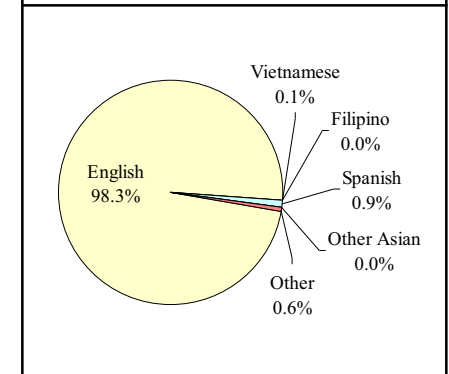
Persons by Ethnicity

White	561
Black	2,814
Hispanic	332
Asian	47
Pacific Islander	23
Native American	21
Filipino	12
Other	14
Total	3,824



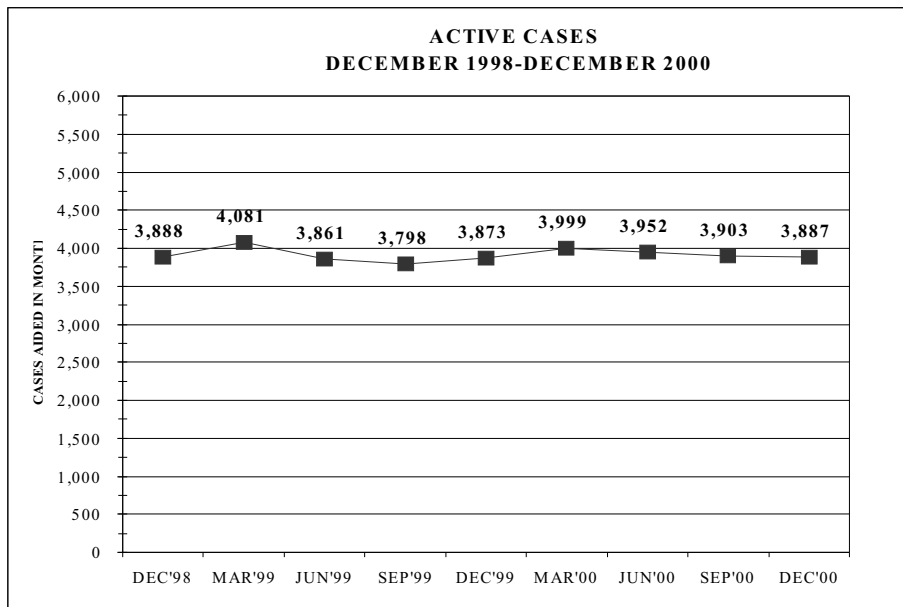
Persons by Language

English	3,758
Vietnamese	5
Chinese	1
Filipino	1
Spanish	36
Other Asian	1
Other	22
Total	3,824



Foster Care Program

Service Month: December 2000

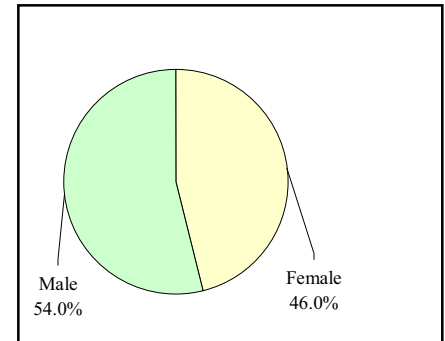


Program Activity

Applications Received	116
Applications Approved	141
Applications Denied	13
Applications pending 45 days or less	N/A
Applications pending over 45 days	N/A
Total Cases Aided	3,887
Cases Discontinued	205
Total \$\$ Paid	\$6,386,492
Average \$\$ Per Case	\$1,643.04

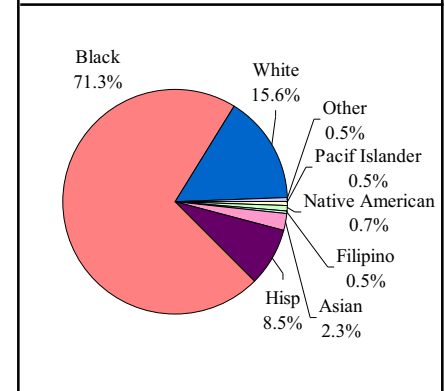
Persons by Gender

Female	1,787
Male	2,100
Total Children	3,887



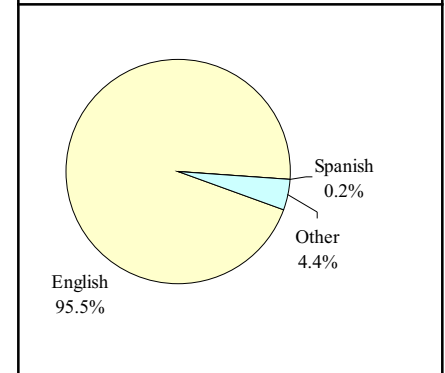
Persons by Ethnicity

Pacif Islander	20
Native American	29
Filipino	20
Asian	89
Hisp	330
Black	2,773
White	607
Other	19
Total	3,887



Persons by Language

English	3,709
Vietnamese	0
Chinese	0
Filipino	0
Spanish	6
Other Asian	3
Other	169
Total	3,887



Foster Care Program
Service Month: December 2000

Total Cases Aided By City of Residence

City	Foster Care		City Population*	
	Count	%	Count	%
Alameda	35	0.9%	73,700	5.1%
Albany	5	0.1%	17,850	1.2%
Berkeley	108	2.8%	109,500	7.5%
Castro Valley	67	1.7%	56,000	3.9%
Dublin	20	0.5%	32,500	2.2%
Emeryville	11	0.3%	7,300	0.5%
Fremont	98	2.5%	208,000	14.3%
Hayward	181	4.7%	129,600	8.9%
Livermore	41	1.0%	74,300	5.1%
Newark	27	0.7%	43,050	3.0%
Oakland	1,305	33.6%	402,100	27.7%
Piedmont	2	0.0%	11,650	0.8%
Pleasanton	26	0.7%	65,900	4.5%
San Leandro	120	3.1%	76,700	5.3%
San Lorenzo	22	0.6%	21,650	1.5%
Union City	62	1.6%	67,200	4.6%
Other	1,759	45.2%	57,200	3.9%
Total	3,887	100%	1,454,200	100%

* Source: California Department of Finance Website, Table 1: Historical County and State Population Estimates, 1990-2000, with 1990 Census Counts.

SECTION 5: AGENCY ADMINISTRATION & FINANCE

- **Welfare Fraud Program**
- **Human Resources**
- **Affirmative Action**

Welfare Fraud Program: Overview

Investigations in the Welfare Fraud Program consist of two components, Welfare Fraud Prevention and Welfare Fraud Detection.

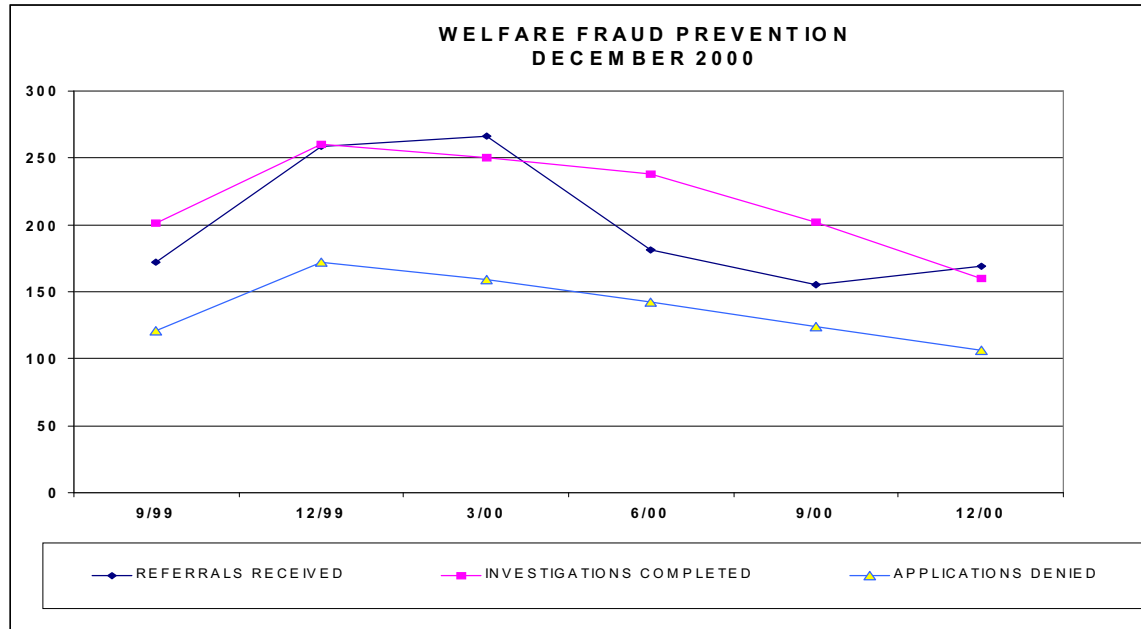
Welfare Fraud Prevention investigations occur during the application process, prior to the issuance of cash assistance and/or Food Stamps.

Welfare Fraud Detection investigations occur after cash assistance and/or Food Stamps have been approved.

Regular readers of this report will note that this section has been revised. Both formatting and statistical reporting changes have been made to provide a clearer and more accurate representation of welfare fraud activities within the Social Services Agency.

Previously, this report followed State reporting guidelines that counted fraud activity for each public assistance program that a household participated in (e.g. CalWORKs and Public Assistance Food Stamps). This count by program rather than by person has led to some confusion and misunderstanding. In this, and in all future reports, each investigation count represents a single adult. The majority of referred cases involve single parent households. Sanctions and convictions are imposed only on the responsible adult(s).

Welfare Fraud Prevention
CalWORKS/Food Stamps/All Other Programs*
Service Month: December 2000

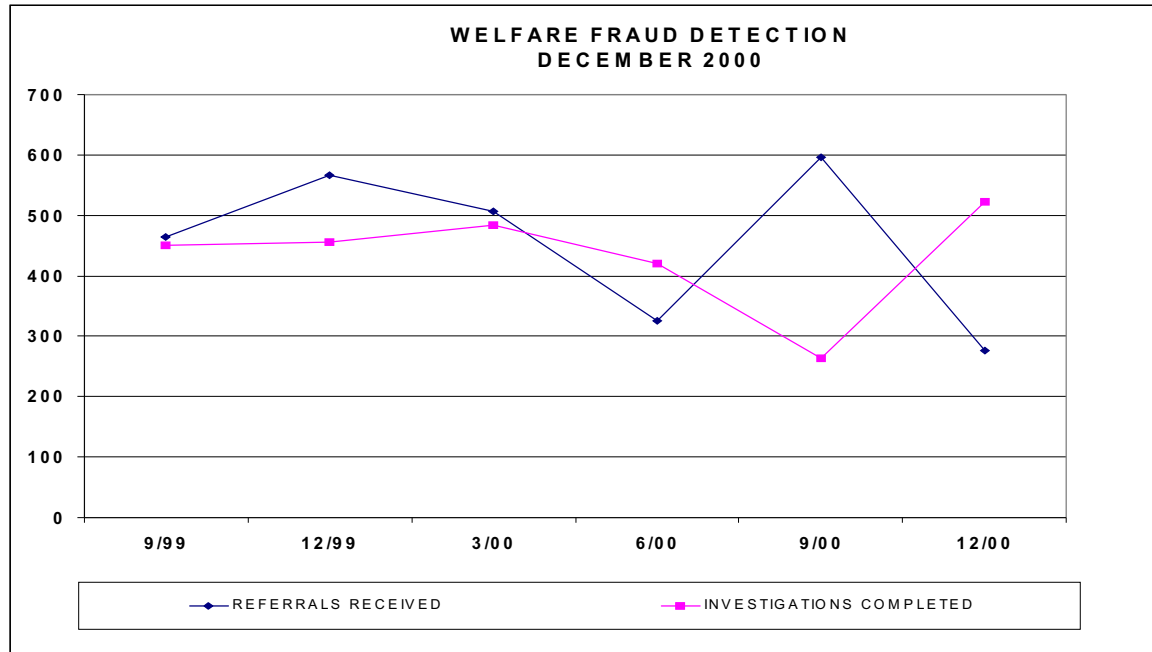


	CalWORKs	NA Food Stamps	Other	Total
Referrals Received	138	18	13	169
Investigations Completed	132	21	7	160
Applications Denied	88	14	4	106

Welfare Fraud Prevention statistics track investigations by Early Fraud Detection Investigators (FRED). These Investigations occur prior to the applicants' receipt of public assistance.

* All other programs include: General Assistance, In-Home Supportive Services, and Foster Care.

Welfare Fraud Detection
CalWORKS/Food Stamps/All Other Programs*
Service Month: December 2000

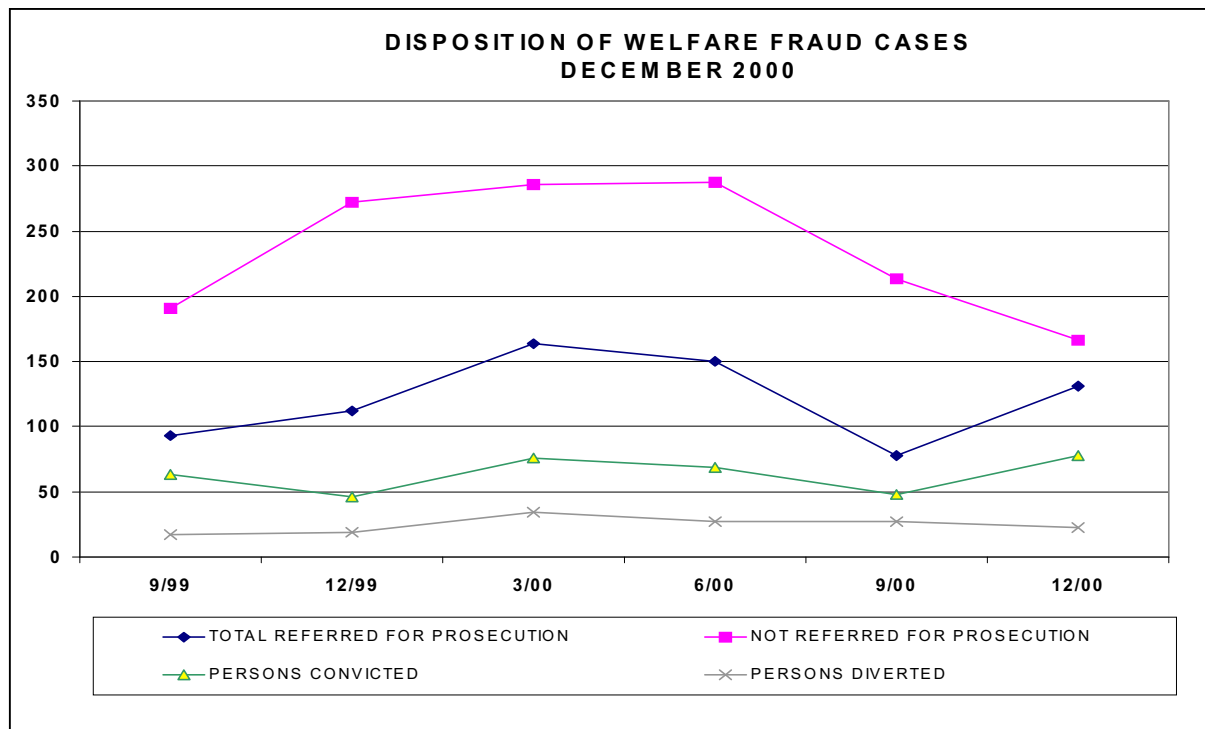


	CalWORKs	NA Food Stamps	Other	Total
Referrals Received	149	44	83	276
Investigations Completed	350	78	95	523

Welfare Fraud Detection statistics track investigations by the Welfare Fraud Prevention Division (WFPD) investigators and/or the District Attorney Special Investigations Unit (DA/SIU) inspectors. These investigations occur after public assistance has been approved

* All other programs include: General Assistance, In-Home Supportive Services, and Foster Care.

Welfare Fraud Disposition
CalWORKS/Food Stamps/All Other Programs*
Service Month: December 2000



Referred for Prosecution are those cases where there has been a determination of fraud established by the FRED or WFPD Investigator, or DA/SIU Inspector. These referrals may result in Felony Criminal Convictions or Diversion Court.

Not Referred for Prosecution are those cases where intentional fraud has not been established. These cases may still involve cash overpayments or Food Stamp overissuances that are, by regulation, collectible through grant adjustment or civil recovery.

Convictions and Diversions** may result in CalWORKs and Food Stamp penalties for Intentional Program Violations (IPVs). These penalties range from 6 months to permanent disqualification. Penalties are imposed only on the responsible adults.

	CalWORKs	PA & NA Food Stamps	Other	Total
Referred for Prosecution	109	8	14	131
Not Referred for Prosecution	134	18	14	166
Persons Convicted	48	14	16	78
Persons Diverted	19	2	2	23
Collections	\$65,705	\$63,565	\$17,884	\$147,154
Grant Adjustments	\$41,164	\$10,589	\$0	\$51,758

* All other programs include: General Assistance, In-Home Supportive Services, and Foster Care.

** Diversion cases must meet the following criteria: 1) the combined loss of cash and food stamps is \$5,000 or less; 2) losses are due to unreported earnings, not the use of false social security numbers, false identities, eligible children residing out of the home, or "absent" parents in the home; 3) there is no prior criminal history or welfare fraud charges. A successful participant may ultimately have their charges dismissed. These cases may still involve cash overpayments or food stamp overissuances that are, by regulation, collectible through grant adjustments or civil recovery.

Human Resources
Service Months: October-December 2000

Employment Changes By Department

Department	New Hires	Promotions	Demotions	Separations
Welfare to Work	32	80	3	18
Workforce & Resource Development	1	3	0	1
Children & Family Services	10	17	0	9
Admin & Finance	10	7	0	21
Adult & Aging Services	3	2	2	5
Total	56	109	5	54

Human Resources
Service Months: October-December
2000

New Hires By Job Category

Department	Officials	Professionals	Technicians	Protective Services	Para-Professionals	Office/Clerical	Service/Maintenance	Other	Total
Welfare to Work	0	1	6	0	0	25	0	0	32
Workforce & Resource Development	0	0	0	0	0	1	0	0	1
Children & Family Services	1	3	1	0	0	5	0	0	10
Admin & Finance	0	3	0	0	1	3	0	3	10
Adult & Aging Services	0	1	0	0	0	2	0	0	3
Total	1	8	7	0	1	36	0	3	56

Promotions By Job Category

Department	Officials	Professionals	Technicians	Protective Services	Para-Professionals	Office/Clerical	Service/Maintenance	Other	Total
Welfare to Work	0	1	76	0	0	3	0	0	80
Workforce & Resource Development	0	1	0	0	0	2	0	0	3
Children & Family Services	0	12	3	0	0	1	0	1	17
Admin & Finance	0	4	0	0	1	2	0	0	7
Adult & Aging Services	0	0	1	0	0	1	0	0	2
Total	0	18	80	0	1	9	0	1	109

EXAMPLES OF CLASSIFICATIONS WITHIN EACH JOB CATEGORY

- Officials: Agency Director, SSA; Assistant Agency Director; Deputy Director; Administrative Assistant, SSA; Division Director, Welfare Fraud Prevention Director, Administrative/Financial Manager, Director, OHRDA, HR Director, IS Director.
- Professionals: SS Program Manager, Asst. PIC Director, Asst. Director, Aging: Social Worker I/II/III/Supervisor, Prog. Systems Coordinator, Child Welfare Worker II/Supv., Management Analyst, Program Specialist, Program/Financial Specialist, Information Systems Specialist, Information Systems Analyst, Appeals Officer/Supervisor, Senior Accountant, Senior Nutritionist, Clinical Nurse II, Trust Manager, Departmental Personnel Officer I
- Technicians: Vocational Services Specialist, Eligibility Technician I/II/III/Supervisor, Quality Assurance Technician, Employment Counselor/Supervisor, Estate Manager/Investigator
- Protective Service: Child Care Worker II/Supervisor, Night Group Supervisor, Welfare Fraud Investigator/Supervisor
- Paraprofessionals: Administrative Assistant, Job Developer, PIC; Licensing Evaluator/Supervisor
- Office/Clerical: Clerk II, Specialist Clerk, Data Input Clerk, Elig Support Clerk, Supervising Clerk I/II/III, Supervising Secretary II, Secretary I/II/Admin, Account Clerk I/II, Payroll Records Clerk, Accounting Specialist, Accounting Technician, Messenger, Service Support Specialist, Lead Clerk, Transcriptionist
- Service/Maintenance: Supply Clerk I/II

Human Resources
Service Months: October-December
2000

Demotions By Job Category

Department	Officials	Professionals	Technicians	Protective Services	Para-Professionals	Office/Clerical	Service/Maintenance	Other	Total
Welfare to Work	0	0	0	0	0	3	0	0	3
Workforce & Resource Development	0	0	0	0	0	0	0	0	0
Children & Family Services	0	0	0	0	0	0	0	0	0
Admin & Finance	0	0	0	0	0	0	0	0	0
Adult & Aging Services	0	1	0	0	0	1	0	0	2
Total	0	1	0	0	0	4	0	0	5

Separations By Job Category

Department	Officials	Professionals	Technicians	Protective Services	Para-Professionals	Office/Clerical	Service/Maintenance	Other	Total
Welfare to Work	0	0	14	0	0	4	0	0	18
Workforce & Resource Development	0	1	0	0	0	0	0	0	1
Children & Family Services	0	7	0	0	0	2	0	0	9
Admin & Finance	1	9	2	2	1	6	0	0	21
Adult & Aging Services	0	3	0	0	0	2	0	0	5
Total	1	20	16	2	1	14	0	0	54

EXAMPLES OF CLASSIFICATIONS WITHIN EACH JOB CATEGORY

- Officials: Agency Director, SSA; Assistant Agency Director; Deputy Director; Administrative Assistant, SSA; Division Director, Welfare Fraud Prevention Director, Administrative/Financial Manager, Director, OHRDA, HR Director, IS Director.
- Professionals: SS Program Manager, Asst. PIC Director, Asst. Director, Aging: Social Worker I/II/III/Supervisor, Prog. Systems Coordinator, Child Welfare Worker II/Supv., Management Analyst, Program Specialist, Program/Financial Specialist, Information Systems Specialist, Information Systems Analyst, Appeals Officer/Supervisor, Senior Accountant, Senior Nutritionist, Clinical Nurse II, Trust Manager, Departmental Personnel Officer I
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- Service/Maintenance: Supply Clerk I/II

Affirmative Action Service Months: October-December 2000

Agency Staff Profile - By Job Category

	Officials		Senior Managers		Professionals		Technicians		Protective Services		Para-Professionals		Office/Clerical		Service/Maintenance		Total Agency Staff		% of County Labor Force*
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
Gender																			
Female	15	62.5%	48	63.2%	483	80.2%	656	79.8%	13	50.0%	10	76.9%	458	85.3%	0	0.0%	1,683	79.5%	46.6%
Male	9	37.5%	28	36.8%	119	19.8%	166	20.2%	13	50.0%	3	23.1%	79	14.7%	17	100.0%	434	20.5%	53.4%
Total	24	100%	76	100%	602	100%	822	100%	26	100%	13	100%	537	100%	17	100%	2,117	100%	100%
Ethnicity																			
White	9	37.5%	37	48.7%	302	50.2%	109	13.3%	11	42.3%	5	38.5%	83	15.5%	2	11.8%	558	26.4%	57.1%
Black	10	41.7%	24	31.6%	158	26.2%	337	41.0%	10	38.5%	2	15.4%	214	39.9%	9	52.9%	764	36.1%	14.9%
Hispanic	1	4.2%	6	7.9%	64	10.6%	155	18.9%	2	7.7%	4	30.8%	86	16.0%	2	11.8%	320	15.1%	13.1%
Asian	4	16.7%	9	11.8%	53	8.8%	132	16.1%	3	11.5%	2	15.4%	63	11.7%	4	23.5%	270	12.8%	14.1%
Pacific Isl.	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%
Nat. Amer.	0	0.0%	0	0.0%	0	0.0%	4	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.2%	0.6%
Filipino	0	0.0%	0	0.0%	21	3.5%	80	9.7%	0	0.0%	0	0.0%	90	16.8%	0	0.0%	191	9.0%	0.0%
Other	0	0.0%	0	0.0%	4	0.7%	5	0.6%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	10	0.5%	0.2%
Total	24	100%	76	100%	602	100%	822	100%	26	100%	13	100%	537	100%	17	100%	2,117	100%	100%

* County Labor Force is derived from the 1990 U.S. Census.

EXAMPLES OF CLASSIFICATIONS WITHIN EACH JOB CATEGORY

- Officials: Agency Director, SSA; Assistant Agency Director; Deputy Director; Administrative Assistant, SSA; Division Director, Welfare Fraud Prevention Director, Administrative/Financial Manager, Director, OHRDA, HR Director, IS Director.
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- Service/Maintenance: Supply Clerk I/II

Affirmative Action Service Months: October-December 2000

Positions Needed To Meet EEO Parity* - By Job Category

	Officials	Professionals	Technicians	Protective Services	Para-professionals	Office/Clerical	Service/Maintenance	Overall**
Gender								
Female	(3.8)	(12.6)	(202.5)	(0.9)	(3.9)	(207.8)	7.9	(423.5)
Male	3.8	12.6	202.5	0.9	3.9	207.8	(7.9)	423.5
Ethnicity								
White	4.7	6.4	41.7	3.8	2.4	223.6	7.7	290.4
Black	(6.4)	(12.7)	(68.3)	(6.1)	(0.1)	(134.0)	(6.5)	(234.0)
Hispanic	2.1	4.0	14.9	1.4	(2.3)	(15.7)	0.2	4.6
Asian	(0.6)	1.7	31.9	0.7	(0.2)	12.7	(1.6)	44.6
Pacific Isl.	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Nat. Amer.	0.1	0.5	3.6	0.2	0.1	3.2	0.1	7.8
Filipino	0.0	0.0	(21.0)	0.0	0.0	(90.0)	0.0	(111.0)
Other	0.0	0.2	(2.8)	0.1	0.0	0.1	0.0	(2.4)

*The Equal Employment Opportunity formula for parity is as follows: *multiply county labor force % by total # of employees in the category—then subtract the number of employees in the department in this category from this number.*

** A category whose count exceeds zero is below parity. A category whose count equals zero is at parity. A category whose count is less than zero exceeds parity.

EXAMPLES OF CLASSIFICATIONS WITHIN EACH JOB CATEGORY

Officials: Agency Director, SSA; Assistant Agency Director; Deputy Director; Administrative Assistant, SSA; Division Director, Welfare Fraud Prevention Director, Administrative/Financial Manager, Director, OHRDA, HR Director, IS Director.

Professionals: SS Program Manager, Asst. PIC Director, Asst. Director, Aging: Social Worker I/II/III/Supervisor, Prog. Systems Coordinator, Child Welfare Worker II/Supv., Management Analyst, Program Specialist, Program/Financial Specialist, Information Systems Specialist, Information Systems Analyst, Appeals Officer/Supervisor, Senior Accountant, Senior Nutritionist, Clinical Nurse II, Trust Manager, Departmental Personnel Officer I

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Service/Maintenance: Supply Clerk I/II

Affirmative Action
Service Months: October-December 2000

Discrimination Complaints By Workers & Clients

Basis of Complaint - By Department

	Agency Departments							Total By Workers	Total By Clients
	350 W2W	351 CFS	352 AAF	355 WRD	357 Public Gd	359 Aging	396 WIB		
Complaint Basis									
Race	3	0	0	0	1	2	0	6	1
Color	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0
Sex	2	0	0	1	0	0	0	2	0
National Origin	0	0	1	0	0	0	0	1	0
Marital Status	0	0	0	0	0	0	0	0	0
Age	1	0	0	0	0	0	0	1	0
Political Affiliation	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0
Disability	1	1	0	0	0	0	0	1	0
Other	1	0	1	1	0	0	0	3	2
Total	8	1	2	2	1	2	0	14	3

AAF Administration & Finance
Aging Adult & Aging Services
CFS Children & Family Services
PIC Private Industry Council
Public Gd Public Guardian
WRD Workforce & Resource Development
WtW Welfare to Work

