



DEPARTMENT OF
PERSONNEL

PERSONNEL SERVICES DIVISION

CITY OF SACRAMENTO
CALIFORNIA

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September 7, 1993

Personnel and Public Employees Committee
Sacramento, California

SUBJECT: EFFECTS OF SEVERANCE PROGRAM AND BUDGET CUTBACKS
ON MINORITY MANAGERS: REPORT BACK

LOCATION AND COUNCIL DISTRICT:

City.

RECOMMENDATION:

Informational item.

CONTACT PERSON:

Donna L. Giles, Director of Human Resources

FOR COMMITTEE MEETING OF:

September 14, 1993.

SUMMARY:

This report back explains the effect on minority managers of the City's severance program and budget cutbacks for 1993/94.

BACKGROUND INFORMATION:

At the August 28, 1993 P & PE meeting, the Committee asked for information regarding the effect on minority managers of the City's severance program and budget cutbacks for 1993/94.

The severance program was participated in by 100 employees. Fifteen (15) of the 100 were management employees, and of those fifteen (15), one (1) was minority. However, five (5) positions vacated by management employees were refilled, and of those five (5), one (1) was by a new management minority employee. The net effect of the severance program, therefore, was a wash.

Thirty-Eight (38) management positions were cut as part of the budget for 1993/94. Four (4) had incumbents, and all were non-minorities. Thus, the cutbacks had no effect on minorities.

FINANCIAL CONSIDERATIONS

Not applicable.

MBE/WBE EFFORTS:


Not applicable.

Respectfully Submitted,



Donna L. Giles
Director of Human Resources

**FOR PERSONNEL AND PUBLIC EMPLOYEES
COMMITTEE INFORMATION**



Jack R. Crist
Deputy City Manager

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