

*Citra*

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# CITY OF SACRAMENTO

AFFIRMATIVE ACTION  
EQUAL EMPLOYMENT OPPORTUNITY

1995 ANNUAL PROGRAM STATUS REPORT



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## INTRODUCTION

In the present environment it is particularly significant that we recommit ourselves to the principle of equal employment opportunity and the concept of affirmative action. Some suggest that affirmative action should be ended and is no longer needed. These beliefs are based in part on what they perceive such programs to be. These views often contort the real meaning and purpose of affirmative action.

To understand this concept it might be helpful to say what it is not. Affirmative Action is not a program that forces an employer to hire unqualified applicants; it is not a quota program; it is not reverse discrimination; and it is not an attack against white males. Affirmative Action means to take positive steps to provide equal employment opportunity. It is a remedial measure designed to address prior discrimination. It is not an end, but a means of insuring the ultimate goal of equality of opportunity.

Affirmative Action means taking positive steps to check bias, attack systemic discrimination, and level the playing floor for individuals or groups that have been illegally excluded from enjoying the benefits and opportunities of employment, attaining government contracts, attending schools, getting loans, buying homes. Affirmative Action is designed to break down old patterns of segregation and hierarchy and to overcome the effects of past or present policies and practices or other barriers to equal opportunity.

The above definition may present a somewhat legalistic view of this concept. Perhaps we can all gain insight by considering how our youth view this concept. Excerpted below is the view of Leah Jackson. Ms. Jackson is a 14 year old Freshman at Rio Linda School.

*There will be many political, social, and spiritual issues that all of the youth, graduates, and future graduates must face. In this world we must be prepared for what the future holds so that our light and our legacy shines throughout all generations.*

*Affirmative action is an issue that will impact our future, and it is an issue that has opened my eyes. I want to share with you my insights into this volatile issue.*

*Affirmative action is like a dream fulfilled. What happens to a dream fulfilled? Does it spread its wings and fly high in the sky? Or comfort a soul's silent cry? Does it smell a sweet scent of victory, or smile and laugh all over like a baby?*

*Maybe it just opens a door of opportunity or does it create new possibilities...*

*I and many of my peers desire to be given the chance to reach our goals.*

*We are the future leaders of tomorrow. We are the dream of America. Affirmative action is like a door that once opened can lead to anywhere we choose to go. Whether affirmative action will be apart of the future of the United States of America, I do not know. But I do know that if the door of affirmative action is closed, it may be like a dream deferred as in Langton Hughes poem:*

*“What happens to a dream deferred?  
Does it dry up like a raisin in the sun or  
fester like a sore, and then run?  
Does it stink like rotten meat or crust and  
sugar over like a syrupy sweet?  
Maybe it just sags like a heavy load.  
Or does it explode?”*

## AFFIRMATIVE ACTION ADVISORY COMMITTEE

The Affirmative Action Advisory Committee is a Mayoral appointed Committee. The Committee reviews the Affirmative Action Program and advise staff and the Council's Personnel and Public Employees Committee on recruitment and affirmative action policy matters. The Committee also serves as a resource to inform the community of the status of the City's Affirmative Action Program efforts.

During calender year 1995 the Committee was involved in numerous activities that enhanced the City's EEO efforts and its ability to implement affirmative action programs. Two major accomplishments were the development of a Resolution opposing State action that negatively affected affirmative action programs and co-sponsoring a community Affirmative Action Workshop.

The City would like to extend it's appreciation to the members of the Committee for their participation and assistance.

### Members

Johnnie Mae Conner

Don Clark

Norm DeYoung

Alida Martinez

Dorthea Pennington

Kathleen Burks (Chair)

Donald Grady

Mary Beresford

Melissa Cadet-Brown

## 1995 AFFIRMATIVE ACTION REPORT HIGHLIGHTS

On January 10, 1981, the City adopted a written Affirmative Action Plan which committed to providing equal employment opportunities to all individuals and taking affirmative action to achieve the objectives of Plan. Our reaffirmation of that commitment as well as policy statements on discrimination and harassment, sexual harassment and disability discrimination are contained in this annual update.

One of the goals of the program is to address the underutilization of women and minorities in the work force. The City Council has established a goal of 46.63% for minority employment and 50.32% for female employment. This goal is applied City-wide, by occupational category, department and division, where underutilizations exist. Utilization is also assessed by Metropolitan Statistical Area (MSA) and County labor force and occupational labor force.

In this status report we analyze 1995 employment activity, progress made toward our established goals, and also make recommendations to enhance our ability to ensure true equality of opportunity to all employees and applicants for employment. The report reflects progress but suggest that there is still the need for continued affirmative efforts.

### Total Work Force

Total number of persons in the career work force increased by 1.89% (3334 to 3397).

Minorities comprised 33.85% of the work force as of December 1995. In 1994 minority representation was 33.26%. This is the third consecutive year that minority representation within the work force increased. Overall the number of minority career employees increased by 41. Their distribution within occupational categories continues to improve.

Females comprised 30.46% of the work force as of December 1995. Their representation has steadily increased, and this period reflects the highest level in the last ten years. The percentage representation increased for all female groups.

### Goals By Occupational Categories

#### Minorities

The minority employment goal has been reached in the Service Maintenance category. The level of minority employment increased in the remaining eight categories.

## **Females**

The female employment goal has been reached on the Clerical category. Female employment increased in the Police, Fire, Service Maintenance, Technician, and Exempt categories. No progress was made in the remaining three categories.

## **Goals By Department**

Two departments, Employee Relations and Neighborhood Services have achieved the minority parity goal. Nine departments have achieved the female parity goal. Of the previously existing departments ten showed improvement in minority employment (City Attorney, Finance, Information & Communications Services, Human Resources, Employee Relations, Police, Fire, Utilities, Planning & Development, Community & Visitor Services). There was no change in the level of representation for Mayor/Council and City Manager. All other departments showed a decrease in the percentage of minority employment.

Eleven departments showed improvement in the level of employment for females (City Manager, Information & Communications Services, Human Services, Employee Relations, Police, Fire, Public Works, Utilities, Planning & Development, Neighborhood Services, Library). All other departments experienced a decrease in the level of female employment.

The level of representation of persons with disabilities within the work force increased by seven or 30.43%. Because many persons with disabilities do not so identify this figure does not accurately reflect the increased level of persons with disabilities within the work force.

## **Employment Activity**

The hire rate for minorities (37%) is below the goal but exceeds their representation within the work force. The hire rate for females exceeds their goal as well as their representation within the work force.

The promotion rate for minorities and females exceeds their representation within the work force. With the exception of Hispanic males, the rates for all male groups exceeds their work force representation. The rates for Black, Asian, and Filipino females are below target.

The attrition rates for minorities and females exceeds their work force representation. Black females have the largest differential in their attrition rate and their work force representation level (10.53% of persons leaving vs. 3.44% of work force).

The disciplinary rates for Blacks and Native Americans exceeds their work force representation. The greatest disparity exist for Blacks 10.92% of the work force vs.

25.90% of persons disciplined.

### **A Ten Year Perspective**

Equal Employment Opportunity is a worthy goal that can only be achieved through definite, affirmative acts. To make progress towards that goal requires more than mere passive efforts. It requires policies and positive actions that eliminate conditions that create artificial barriers, and conditions that create inequities and result in discrimination. With this goal in mind, on January 20, 1982 the Sacramento City Council adopted the City's first formal Affirmative Action Plan. The City's program is a remedial measure, reasonably designed to solve identified problems.

The program is reviewed, adjusted and modified annually. Our goal is to promote equal opportunity. It is a fundamental principal of the Constitution that every American should have a fair chance to achieve success. This is also the primary goal of civil rights and affirmative action as well. Affirmative Action is but one tool designed to remove lingering biases and assist in moving us toward a work place where opportunity is truly equal. It is our desire to create programs and procedures that will ensure that our employment systems are inclusive and operate fairly for those who have been traditionally excluded, and in doing so avoid unnecessary restrictions on opportunities for the work force as a whole.

Below is a summary of the impact of our efforts during the last ten years. A review of the work force statistics provides an enlightening view of the gains made and suggest that our program has been successful and operating within the established legal parameters.

The level of minority employment (33.85%) is the highest of any reporting period in the last ten years. The overall work force representation level for Whites (66.15%) reflects only a .81% decrease in comparison to their level of representation at the beginning of this ten year period. The overall level of representation for Asians and Filipinos has increased since the beginning of this ten year period. All other groups show a slight decrease their level of representation.

Although the overall work force percentage increase for minorities was small, their distribution within the occupational categories is a positive indicator that our affirmative action efforts have been successful. When our program was initiated 47% of the total minority work force was classified as service maintenance. In 1995 only 30% of the minority work force are classified as service maintenance. The level of minority employment increased in every occupational group other than the service maintenance category when compared to their representation at the beginning of this ten year period. (As an example in 1985 minorities represented 19.79% of exempt employees. In 1995 minorities comprise 33.85% of this category)

When our program was initiated 70% of all females within the work force were classified as office clerical. In 1995 only 42% of females within the work force are classified in this category. Over the ten year period female representation has increased in all occupational categories except for the Professional and Office Clerical categories.

These figures are significant, in that they show that over the last ten years minorities and women have been successful in transitioning from traditional occupations into all segments of the City's work force. They are also significant in that they refute the misleading argument raised by many opponents of affirmative action i.e., that such programs bar opportunities for individuals not within their coverage and stigmatize those who benefited by participating in such efforts. As a matter of law, any affirmative action program that serves as a complete bar to individuals not within its coverage is illegal. Additionally, all persons appointed to career position must be qualified and competently perform their job functions.

Affirmative Action when properly administered has the purpose and effect of creating equal opportunities, and making the work place a better place for all. There is room for improvement however, from a statistical standpoint it would appear from this review of workforce statistics from the last ten years, that the affirmative action efforts within the City of Sacramento have been successful and truly a "win- win" proposition.

### REPORT RECOMMENDATIONS

- Each department should place greater emphasis on affirmative action. AA consideration should become an integral consideration in strategic planning. Departments should consider the AA implication in all policy, organizational, and personnel decision
- Departments should provide opportunities for employees to enhance their skills and enable them to perform at their highest potential, and prepare for promotional opportunities. Take action to improve employee work environment by providing training to address aa/eo and organizational issues.
- Each department in conjunction with their analyst should develop short and long range recruitment strategies. These strategies should reflect the Council Goal of inclusiveness of our diverse population, and reflect the needs of the City's changing demographics.
- Place greater emphasis on sensitivity and awareness training on ADA compliance. Review and update the City self-evaluation to ensure that all departments do not discriminate against qualified persons with disabilities, or in the provision of services.

## **REAFFIRMATION OF AFFIRMATIVE ACTION/EQUAL OPPORTUNITY POLICY STATEMENT**

The City of Sacramento is an equal opportunity employer and is committed to an active Equal Employment Opportunity/Affirmative Action Program. It is the stated policy of the City of Sacramento that all employees and applicants shall receive equal consideration and treatment in employment and in the terms and conditions of work regardless of race, color, ancestry, national origin, religious creed, sex, physical handicap, medical condition, age, and marital status.

The objective of the City's Equal Employment Opportunity Program is to ensure nondiscrimination in employment. The objective of the City's Affirmative Action Program is, wherever possible, to actively recruit and include for consideration for employment members of minority groups, females, and the disabled. Decisions on employment and promotions will be made on the basis of individual qualification (merit) and bona fide occupational qualifications for the job in question, and the feasibility of any necessary job accommodation.

The Director of Human Resources and the City's Affirmative Action Officer are responsible for the oversight of this effort. Inquiries concerning the application of federal, state, and local laws and regulations, should be referred to the Affirmative Action Officer.

All personnel actions are monitored and analyzed to ensure adherence to this policy. Regular annual reports assessing progress and recommending corrective actions will be submitted to the City Manager.

To achieve the goals of our Equal Employment Opportunity/Affirmative Action Program, it is necessary that each employee of the City understand the importance of this Program and his or her individual responsibility to contribute toward its maximum fulfillment. Specifically, the efforts of managers and supervisors towards the success of this program will be evaluated similar to their performance on other department goals.

**WILLIAM H. EDGAR**  
City Manager

## **CITY POLICY ON DISCRIMINATION AND HARASSMENT**

It is the policy of the City of Sacramento to afford equal employment opportunity to all persons and to prohibit discrimination or harassment based on race, color religion, sex, age, national origin, ancestry, physical or mental disability, sexual orientation, medical condition, or marital status unrelated to job requirements. Our commitment to equal opportunity extends to all job applicants, and employees and to all aspects of employment, including but not limited to recruitment, hiring, training, assignment, promotion, compensation, transfer, layoff, reinstatement, benefits, education, and termination, as well as providing reasonable accommodation to qualified persons with disabilities and in the provision of all City programs and services.

I am determined to see that the City reflects the highest standards in all areas of its responsibility. Disciplinary action up to and including termination will be instituted for behavior prescribed by this policy. Any retaliation against a person for filing a discrimination charge or making a discrimination/harassment complaint is prohibited. All complaints of discrimination or harassment will be promptly and objectively investigated.

The Director of Human Resources and the Affirmative Action Officer are my designees to direct, coordinate, and supervise activities associated with the policy.

### **POLICY IMPLEMENTATION**

Each department head is responsible for ensuring that the work environment is free of illegal discrimination and harassment by: 1) having managers and supervisors inform all employees under their supervision of this policy; 2) ensure that copies of this policy are posted in conspicuous locations; and, 3) require managers and supervisors to report instances of discrimination or harassment to the Affirmative Action Officer or the Director of Human Resources.

### **COMPLAINT RESOLUTION PROCEDURE**

The Affirmative Action Officer (or Director of Human Resources designee) will investigate and attempt resolution of discrimination or harassment complaints in accordance with the City's Internal Discrimination Complaint Resolution Guide. Individuals are encouraged to immediately report any act of discrimination or harassment to their immediate supervisor or department head, or to the Affirmative Action Officer (264-5270) or the Director of Human Resources (264-5270), to facilitate quick and fair resolution.

**WILLIAM H. EDGAR**  
City Manager

## POLICY STATEMENT ON SEXUAL HARASSMENT

The Equal Employment Opportunity Commission (EEOC) issued guidelines affirming its position that sex-related harassment in the work place is sex discrimination and, as such, is prohibited by Title VII of the 1964 Civil Rights Act.

It is the City of Sacramento's policy that all employees have a right to work in an environment free from any type of discrimination, including freedom from sexual harassment.

### OUR POLICY STATEMENT ON THE SUBJECT FOLLOWS:

It is the policy of the City of Sacramento that all employees should enjoy a working environment free from all forms of discrimination, including sexual harassment. No employee, either male or female, should be subjected to unsolicited, unwelcomed, and unwanted sexual overtures or conduct either verbal, visual, or physical which is of a sexual nature.

Sexual harassment lowers morale and is damaging to the work environment; it is also illegal. Therefore, the City of Sacramento will treat sexual harassment like any other form of employee misconduct -- **it will not be tolerated.**

Unwelcomed sexual advances, request for sexual favors, and other verbal, visual or physical conduct of a sexual nature constitutes sexual harassment when:

- ▶ Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment.
- ▶ Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual.
- ▶ Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

The City of Sacramento will enforce disciplinary action against any person who threatens or insinuates, either explicitly or implicitly, that an employee's refusal to submit to sexual advance will adversely affect the employee's employment, evaluation, wages, advancement, assigned duties, shifts, or any condition of employment or career development. This discipline can include termination.

Given the nature of this type of discrimination, the City of Sacramento also recognizes that false accusations of sexual harassment can have serious effects on innocent men and

women. Therefore, false accusations will result in the same severe disciplinary action applicable to one found guilty of sexual harassment.

#### **POLICY IMPLEMENTATION**

Each department head is responsible for ensuring that the work environment is free of harassment by: 1) having managers and supervisors inform all employees under their direction of the City policy and complaint resolution procedure; 2) requiring managers and supervisors to report instances of harassment to the Affirmative Action Officer or the Director of Human Resources; and, 3) posting this policy in conspicuous locations within the workplace.

#### **COMPLAINT RESOLUTION PROCEDURE**

The Affirmative Action Officer (or person designated by the Director of Human Resources) will investigate and attempt resolution of harassment complaints in accordance with the City's Discrimination Complaint Resolution Guide. Employees subjected to acts of sexual harassment should consider requesting the persons involved to cease from such harassment and shall immediately report such conduct to the Affirmative Action Officer or the appropriate supervisor or manager in the department.

**WILLIAM H. EDGAR**  
City Manager

## POLICY STATEMENT ON DISABILITY DISCRIMINATION

Discrimination on the basis of disability against any individual, applicant or an employee who is a qualified individual with a disability, by a supervisor, management employee or coworker is not condoned and will not be tolerated. This policy applies to the job application process and all terms and conditions of employment including, but not limited to recruitment, hiring, training, assignment, promotion, compensation, transfer, layoff, reinstatement, benefits, education, termination, and also in the provision of City programs and services.

All complaints of discrimination on the basis of disability will be promptly and objectively investigated.

Disciplinary action up to and including termination will be instituted for behavior prohibited by this policy.

Any retaliation against a person filing a discrimination charge or making a discrimination complaint is prohibited.

Discrimination on the basis of disability means:

- ▶ to limit, segregate, or classify a job applicant or employee in a way that may adversely affect opportunities or status because of the applicant's or employee's disability;
- ▶ to participate in a contract which could subject an applicant or employee with a disability to discrimination;
- ▶ to use any standards, criteria or method of administration which could have the effect of discriminating on the basis of disability;
- ▶ to deny equal jobs or benefits because of a disability;
- ▶ to fail to make reasonable accommodations for known physical or mental limitations of an otherwise qualified individual unless it can be shown that the accommodation would impose an undue hardship;
- ▶ to use selection criteria which exclude disabled persons unless the criteria is job-related and consistent with business necessity; and,
- ▶ to fail to use employment tests in a manner that ensures that the test results accurately reflect the applicant's or employee's skills or aptitude for a particular job.

### **POLICY IMPLEMENTATION**

Each department head is responsible for ensuring that there is no discrimination against individuals based on disability by: 1) having managers and supervisors inform all employees under their direction of this City policy; 2) ensuring that any instances or allegations of discrimination are immediately reported to the department ADA coordinator or the City Affirmative Action Officer; and, 3) posting this policy in conspicuous locations within the workplace.

### **COMPLAINT RESOLUTION PROCEDURE**

The Affirmative Action Officer (or person designated by the Director of Human Resources) will investigate and attempt resolution of complaints in accordance with the City's Discrimination Complaint Resolution Procedure. Individuals are encouraged to immediately report any act of discrimination to the Department ADA coordinator, supervisor, department head, or the Affirmative Action Officer.

**WILLIAM H. EDGAR**  
City Manager

## TOTAL CAREER WORKFORCE

The total number of persons in the career workforce increased by 1.89% or 63 persons, 3334 to 3397.

The number and percentage of minority career employees increased by 41 persons or 3.70%. The number and percentage of females in the career workforce also increased (67 persons, 6.92%).

1995 TOTAL CAREER WORKFORCE BY SEX & ETHNICITY						
ETHNICITY	MALE		FEMALE		TOTAL	
	#	%	#	%	#	%
White	1543	45.42	704	20.73	2247	66.15
Black	254	7.48	117	3.44	371	10.92
Hispanic	368	10.84	127	3.73	495	14.57
Asian	136	4.00	61	1.80	197	5.80
Native American	27	0.80	11	0.32	38	1.12
Filipino	34	1.00	15	0.44	49	1.44
Other	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	2362	69.54	1035	30.46	3397	100.00
MINORITIES	819	24.10	331	9.74	1150	33.85

### Status of Individual Groups

#### WHITE

1995 Net Change in Employment (+22)

	<u>Goal</u>	<u>1995 Actual</u>
Male	25.54%	45.42
Female	27.83%	20.73
Total	53.37%	66.15

The number of White employees increased by 22 (from 2225 to 2247) during 1995. White female representation is below parity.

#### BLACK

1995 Net Change in Employment (+13)

	<u>Goal</u>	<u>1995 Actual</u>
Male	7.03%	7.48
Female	7.76%	3.44
Total	14.79%	10.83

The number of Black employees increased by 13 (from 358 to 371) during 1995. Black males have achieved parity. Black female representation is below parity.

#### HISPANIC

1995 Net Change in Employment (+3)

	<u>Goal</u>	<u>1995 Actual</u>
Male	8.17%	10.84
Female	8.08%	3.73
Total	16.25%	14.57

The number of Hispanic employees increased by 3 (from 492 to 495) during 1995. Female representation is below parity. However, as a group Hispanic representation exceed parity. Hispanic males have achieved parity.

### ASIAN/PACIFIC ISLANDER

1995 Net Change in Employment (+17)

	<u>Goal</u>	<u>1995 Actual</u>
Male	7.72%	4.00
Female	5.23%	1.80
Total	12.45%	5.80

The number of Asian/Pacific Islander employees increased by 17 (from 180 to 197) during 1995. Their percentage representation also increased. The workforce representation for Asian/Pacific Islander is below parity.

### NATIVE AMERICAN/ALASKAN NATIVE

1995 Net Change in Employment (+3)

	<u>Goal</u>	<u>1995 Actual</u>
Male	0.47%	0.80
Female	0.48%	0.32
Total	0.95%	1.12

The number of Native American/Alaskan Native employees increased by 3 (from 35 to 38) during 1995. Their percentage representation within the workforce also increased. Although females are slightly below parity, the overall group has achieved parity.

### FILIPINO

1995 Net Change in Employment (+5)

	<u>Goal</u>	<u>1995 Actual</u>
Male	1.13%	1.00%
Female	0.82%	0.44%
Total	1.95%	1.44%

The number of Filipino employees increased by 5 (from 44 to 49) during 1995. Their representation is only slightly below parity.

## MINORITY GOAL COMPARISON BY OCCUPATIONAL CATEGORIES

An additional goal of the affirmative action program is to assist in the enhancement of the representation of minorities and females within the workforce. An occupational category is a group of similar jobs, e.g., Police - all sworn police positions; Professionals - all jobs which require specialized knowledge which usually is acquired through college. An exception is the Exempt category which contains all of the full-time career positions, irregardless of job duties, which are not covered by the Civil Service Rules and Regulations (see Attachment 1: Listing of Classifications by Occupational Category).

At year end minorities had reached parity in one category. Minority employment increased in eight (8) categories.

### Goal Comparison by Occupational Categories by Ethnicity

Male minority employment by occupational category where parity has been reached or progress made in 1995.

MALE MINORITY EMPLOYMENT									
	SUPV	POL	FIRE	PROF	SK/ CRFT	SRV/ MNT	TECH	CLER	EXPT
BLACK	X	N	X	Y	Y	X	N	Y	N
HISPANIC	X	X	X	Y	X	X	Y	Y	N
ASIAN	Y	Y	Y	Y	N	N	N	Y	Y
NAT AMER	X	X	X	N	X	X	Y	N	N
FILIPINO	X	X	N	Y	Y	Y	X	N	N
TOTAL MIN	Y	Y	Y	Y	Y	X	Y	Y	Y

O = No Representation

X = Parity

Y = Below Parity/Percentage Increase in 1995

N = Below Parity/No Improvement in 1995

Total column reflects progress made toward overall minority goal (46.39%)

**Black** - At parity in 3; improved in 3; no improvement in 3  
**Hispanic** - At parity in 5; improved in 3; no improvement in 1  
**Asian** - None at parity; improved in 3; no improvement in 3  
**Filipino** - At parity in 3; improved in 3; no improvement in 3

### Female Goal Comparison by Occupational Category

At years end females had reached parity in one (1) category. Representation increased in five (5) categories, and showed no improvement in three (3) categories.

FEMALE EMPLOYMENT									
	SUPV	POL	FIRE	PROF	SK/ CRFT	SRV/ MNT	TECH	CLER	EXPT
BLACK	Y	Y	N	Y	N	Y	Y	X	N
HISPANIC	N	Y	Y	Y	N	Y	N	X	Y
ASIAN	Y	Y	N	N	N	Y	N	X	Y
NAT AMER	N	Y	N	N	N	Y	N	X	N
FILIPINO	X	N	N	Y	X	N	X	X	Y
WHITE	N	Y	Y	X	N	Y	Y	X	X
TOTAL FEMALE	N	Y	Y	N	N	Y	Y	X	Y

O = No Representation

X = Parity

Y = Below Parity/Percentage Increase in 1995

N = Below Parity/No Improvement in 1995

Total column reflects progress made towards overall female goal (50.32%).

#### Supervisory

Filipinos are at parity, Blacks and Asian representation improved. No other groups showed improvement.

#### Police

With the exception of Filipinos all groups show an improvement in their representation within the workforce.

### **Fire**

The level of representation improved for Hispanic and White females. No other groups showed improvement.

### **Professional**

White females are at parity, representation for Black, Hispanic and Filipino females increased. The representation for Asian and Native American females who showed no improvement.

### **Skilled Craft**

Filipino females are at parity. No other group showed improvement.

### **Service Maintenance**

With the exception of Filipinos all groups show improvement.

### **Technician**

Filipinos are at parity, representation improved for Blacks and White females, all other groups showed no improvement.

### **Clerical**

All groups have achieved parity.

### **Exempt**

White females are at parity. Hispanic, Asian and Filipino female representation improved, no other group showed improvement.

**PERCENTAGE OCCUPATIONAL GOAL REACHED BY  
ETHNICITY AND SEX**

**Supervisory**

Except for Asian's all male groups have achieved parity. Only Filipino females have achieved parity.

SUPERVISORY		
ETHNICITY	MALE	FEMALE
White	185.47	81.96
Black	116.50	22.55
Hispanic	135.98	14.48
Asian	40.44	11.28
Native American	248.94	0
Filipino	154.87	142.68

100 = 100% parity with City population

**Police**

With the exception of Blacks all male groups have achieved parity. No female groups have achieved parity.

POLICE		
ETHNICITY	MALE	FEMALE
White	229.83	39.89
Black	75.39	15.46
Hispanic	127.30	30.94
Asian	92.80	15.30
Native American	102.12	66.67
Filipino	168.14	19.51

100 = 100% parity with City population

### Fire

White, Black, Hispanic and Native American males have achieved parity. No female groups have achieved parity.

FIRE		
ETHNICITY	MALE	FEMALE
White	245.89	30.18
Black	126.60	2.58
Hispanic	129.74	4.95
Asian	77.56	0
Native American	361.70	41.67
Filipino	70.80	0

100 = 100% parity with City population

### Professional

With the exception of White males and females no other groups have achieved parity.

PROFESSIONAL		
ETHNICITY	MALE	FEMALE
White	177.68	119.76
Black	34.28	41.37
Hispanic	39.29	44.80
Asian	61.22	53.73
Native American	0	0
Filipino	70.80	97.56

100 = 100% parity with City population

### Skilled Craft

White, Hispanic and Native American males have achieved parity.

SKILLED CRAFT		
ETHNICITY	MALE	FEMALE
White	260.77	9.70
Black	78.24	0
Hispanic	203.18	7.43
Asian	66.48	0
Native American	425.53	0
Filipino	0	73.17

100 = 100% parity with City population

### Service Maintenance

White, Black, Hispanic and Native American males have achieved parity.

SERVICE MAINTENANCE		
ETHNICITY	MALE	FEMALE
White	178.78	23.25
Black	234.71	23.07
Hispanic	269.40	22.15
Asian	40.03	5.16
Native American	263.83	56.25
Filipino	97.35	0

100 = 100% parity with City population

### Technicians

White males and Filipino males and females have achieved parity.

TECHNICIANS		
ETHNICITY	MALE	FEMALE
White	178.23	95.40
Black	53.91	53.35
Hispanic	88.62	63.99
Asian	38.23	39.58
Native American	74.47	0
Filipino	122.12	125.61

100 = 100% parity with City population

### Clerical

All female groups have achieved parity.

CLERICAL		
ETHNICITY	MALE	FEMALE
White	29.09	196.98
Black	37.13	152.71
Hispanic	19.71	149.13
Asian	11.08	119.12
Native American	42.55	250.00
Filipino	17.70	121.95

100 = 100% parity with City population

**Exempt**

White males and females have achieved parity.

EXEMPT		
ETHNICITY	MALE	FEMALE
White	161.90	110.67
Black	47.94	70.75
Hispanic	72.34	47.03
Asian	70.08	72.66
Native American	0	0
Filipino	0	51.22

100 = 100% parity with City population

PERCENTAGE OF GOAL REACHED BY DEPARTMENTS						
Department	Min	Min%	Fem	Fem%	Tot	Tot%
Mayor/Council**	10	40.00%	21	84.00%	25	100%
City Manager**	4	22.22%	10	55.56%	18	100%
City Attorney**	10	40.00%	16	60.00%	25	100%
City Clerk**	0	00.00%	8	88.89%	9	100%
City Treasurer**	4	30.77%	7	53.85%	13	100%
Finance**	33	40.24%	58	70.73%	82	100%
Info & Com Serv	22	42.31%	17	32.69%	52	100%
Human Resources**	22	39.29%	46	82.14%	56	100%
Employee Rel */**	3	60.00%	5	100%	5	100%
Police	286	30.33%	331	35.10%	943	100%
Fire	143	28.26%	56	11.07%	506	100%
Public Works	284	43.49%	126	19.30%	653	100%
Utilities	96	26.09%	58	15.76%	368	100%
Planning & Develop	15	17.05%	39	44.32%	88	100%
Community & Visit Serv	50	34.01%	48	32.65%	147	100%
Neighborhood Services*	148	46.54%	123	38.68%	318	100%
Library**	20	22.47%	66	74.16%	89	100%
City-Wide	1150	33.85%	1035	30.46%	3397	100%

Minority Parity = \* Female Parity = \*\*

Two departments (Employee Relations & Neighborhood Services) have achieved the minority parity goal. Nine departments have achieved the female parity goal (a two department increase).

**10 YEAR OVERVIEW MINORITIES/FEMALES**  
**CAREER EMPLOYEE WORKFORCE**

In viewing the representation of minorities for the workforce the trend of increased minority representation continues. Minority representation increased by almost one percent (.59%). The level of minority employment for 1995 is the highest of any reporting period during this ten year period.

PERCENTAGE OF FULL-TIME CAREER WORKFORCE BY ETHNICITY 1986 - 1995							
YEAR	WHITE	BLACK	HISPANIC	ASIAN	NAT AMER	FILIPINO	TOTAL MINORITY
1986	66.96%	11.58%	14.76%	4.54%	1.16%	0.99%	33.04%
1987	67.23%	11.30%	14.63%	4.59%	1.22%	1.03%	32.77%
1988	67.94%	11.20%	14.16%	4.48%	1.18%	1.03%	32.06%
1989	68.44%	11.04%	13.86%	4.40%	1.18%	1.06%	32.56%
1990	68.02%	10.86%	13.93%	4.73%	1.26%	1.19%	31.98%
1991	68.37%	10.57%	13.81%	4.89%	1.12%	1.24%	31.62%
1992	68.21%	10.70%	14.05%	4.86%	1.00%	1.17%	31.79%
1993	67.71%	10.42%	14.59%	5.06%	0.93%	1.29%	32.29%
1994	66.74%	10.74%	14.76%	5.40%	1.05%	1.32%	33.26%
1995	66.15%	10.92%	14.57%	5.80%	1.12%	1.44%	33.85%

**PERCENTAGE OF MALES IN THE FULL-TIME CAREER WORKFORCE  
1986 - 1995**

YEAR	WHITE	BLACK	HISPANIC	ASIAN	NAT AMER	FILIPINO	TOTAL MINORITY	TOTAL MALE
1986	51.14%	9.09%	11.96%	3.28%	0.96%	0.61%	25.90%	77.04%
1987	50.06%	8.76%	11.55%	3.40%	1.03%	0.74%	25.48%	75.55%
1988	19.83%	8.43%	11.27%	3.24%	0.93%	0.72%	24.59%	74.42%
1989	49.68%	8.19%	11.04%	3.17%	0.96%	0.72%	24.11%	73.76%
1990	48.39%	7.85%	10.83%	3.27%	1.02%	0.73%	23.71%	72.10%
1991	47.99%	7.51%	10.34%	3.47%	0.86%	0.78%	22.96%	70.95%
1992	47.75%	7.70%	10.56%	3.49%	0.83%	0.77%	23.35%	71.10%
1993	47.47%	7.46%	10.99%	3.56%	0.75%	0.84%	23.59%	71.07%
1994	46.64%	7.56%	11.19%	3.87%	0.81%	0.90%	24.33%	70.97%
1995	45.42%	7.48%	10.84%	4.00%	0.80%	1.00%	24.10%	69.54%

**MALES**

The percentage of males and minority males decreased. However, the number of minority males increased.

**PERCENTAGE OF FEMALES IN THE FULL-TIME CAREER WORKFORCE  
1986 - 1995**

YEAR	WHITE	BLACK	HISPANIC	ASIAN	NAT AMER	FILIPINO	TOTAL MINORITY	TOTAL FEMALE
1986	15.82%	2.49%	2.80%	1.26%	0.20%	0.38%	7.14%	22.96%
1987	17.17%	2.54%	3.08%	1.198%	0.19%	0.29%	7.28%	24.45%
1988	18.11%	2.77%	2.89%	1.24%	0.25%	0.31%	7.45%	25.58%
1989	18.75%	2.84%	2.81%	1.24%	0.21%	0.33%	7.45%	26.20%
1990	19.62%	3.00%	3.09%	1.46%	0.23%	0.46%	8.26%	27.89%
1991	20.38%	3.06%	3.47%	1.42%	0.26%	0.46%	8.66%	29.05%
1992	20.46%	3.00%	3.49%	1.37%	0.17%	0.45%	8.43%	28.90%
1993	20.25%	2.96%	3.59%	1.50%	0.18%	0.45%	8.69%	28.93%
1994	20.10%	3.18%	3.57%	1.53%	0.24%	0.42%	8.94%	29.03%
1995	20.73%	3.44%	3.73%	1.80%	0.32%	0.44%	9.74%	30.46%

**FEMALES**

The percentage of females and minority females in the City workforce continues to increase. Female representation remains below the City goal (50.32%).

MINORITIES/FEMALES BY OCCUPATIONAL CATEGORY 1986 - 1995										
CATEGORY	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
<b>SUPERVISORY</b>										
Minority	41	46	51	54	57	57	56	53	50	51
Female	26	27	46	47	51	51	54	54	50	47
Total	145	150	174	173	178	185	193	193	176	171
<b>POLICE</b>										
Minority	137	148	150	154	158	164	165	167	173	187
Female	38	47	49	49	57	61	61	68	83	101
Total	514	540	555	573	596	599	581	589	591	621
<b>FIRE</b>										
Minority	95	107	107	109	114	114	115	117	125	132
Female	15	22	24	26	290	32	33	34	36	43
Total	401	424	424	431	436	427	438	438	449	460
<b>PROFESSIONAL</b>										
Minority	32	34	34	38	47	48	52	49	47	53
Female	76	78	85	98	113	119	123	117	109	109
Total	167	173	197	219	247	261	271	257	247	249
<b>SKILLED CRAFT</b>										
Minority	31	32	31	36	37	37	37	39	41	44
Female	2	5	6	7	7	6	6	7	7	6
Total	119	127	133	143	145	151	146	140	142	144

**MINORITIES/FEMALES BY OCCUPATIONAL CATEGORY  
1986 - 1995 (Con't)**

CATEGORY	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
<b>SERVICE MAINTENANCE</b>										
Minority	395	409	404	401	397	378	394	362	363	348
Female	56	68	65	68	72	87	82	76	32	77
Total	755	799	794	806	797	781	812	754	754	727
<b>TECHNICIANS</b>										
Minority	85	53	56	52	60	67	65	64	73	81
Female	52	73	84	88	94	99	101	97	101	113
Total	213	253	268	268	277	287	283	280	276	290
<b>CLERICAL</b>										
Minority	146	151	157	157	171	175	171	169	172	188
Female	367	383	392	409	432	455	447	422	411	434
Total	420	437	439	455	479	506	504	472	464	498
<b>EXEMPT</b>										
Minority	38	41	40	42	54	55	58	58	65	66
Female	40	59	71	74	100	96	103	95	98	105
Total	192	213	229	237	269	266	267	232	235	237
<b>CITY TOTAL</b>										
Minority	967	1021	1030	1043	1095	1095	1111	1078	1109	1150
Female	672	762	822	866	955	1006	1010	966	968	1035
Total	2926	3116	3213	3305	3424	3463	3495	3339	3334	3397

**MINORITIES/FEMALES BY OCCUPATIONAL CATEGORY (PERCENTAGES)  
1986 - 1995**

CATEGORY	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
<b>SUPERVISORY</b>										
Minority	28.28	30.67	29.31	31.21	32.02	30.81	29.02	27.46	28.41	29.82
Female	17.93	18.00	26.44	27.17	28.65	27.527	27.98	27.98	28.41	27.49
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
<b>POLICE</b>										
Minority	26.65	27.41	27.03	26.88	26.51	27.38	28.23	28.35	29.27	30.11
Female	7.39	8.70	8.83	8.55	9.56	10.18	10.50	11.54	14.04	16.26
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
<b>FIRE</b>										
Minority	23.69	25.24	25.24	25.29	26.15	26.70	26.26	26.71	27.84	28.70
Female	3.74	5.19	5.66	6.06	6.65	7.49	7.53	7.76	8.02	9.35
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
<b>PROFESSIONAL</b>										
Minority	19.16	19.65	17.26	17.35	19.03	18.39	19.19	19.07	19.03	21.29
Female	45.51	45.09	43.15	44.75	45.75	45.59	45.39	45.53	44.13	43.78
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
<b>SKILLED CRAFT</b>										
Minority	26.05	25.20	23.31	25.17	25.52	24.50	25.34	27.86	28.87	30.56
Female	1.68	3.94	4.51	4.90	41.83	3.97	4.11	5.00	4.93	4.17
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

**MINORITIES/FEMALES BY OCCUPATIONAL CATEGORY (PERCENTAGES)  
1986 - 1995 (Con't)**

CATEGORY	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
<b>SERVICE MAINTENANCE</b>										
Minority	52.32	51.19	50.88	49.75	49.81	48.40	48.52	48.01	48.14	47.87
Female	7.42	8.51	8.19	8.44	9.03	11.14	10.10	10.08	9.68	10.59
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
<b>TECHNICIANS</b>										
Minority	24.41	20.95	20.90	19.40	21.66	23.34	22.97	22.86	26.45	27.93
Female	24.41	28.85	31.34	32.84	33.94	34.49	35.69	34.64	36.59	38.97
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
<b>CLERICAL</b>										
Minority	34.76	34.55	35.76	34.51	35.70	34.58	33.93	35.81	37.07	37.75
Female	87.38	87.64	89.29	89.89	90.19	89.92	88.69	89.41	88.58	87.15
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
<b>EXEMPT</b>										
Minority	19.79	19.25	17.47	17.72	20.07	20.68	21.72	25.00	27.66	27.85
Female	20.83	27.70	31.00	31.22	37.17	36.09	38.58	410.95	41.70	44.30
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
<b>CITY TOTAL</b>										
Minority	33.05	32.77	32.06	31.56	31.98	31.62	31.79	32.29	33.26	33.85
Female	22.97	24.45	25.58	26.20	27.89	29.05	28.90	28.93	29.03	30.47
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

## NEW HIRES

### Career Employees

CATEGORY	MALE	FEMALE	TOTAL
White	31 - 31.00%	32 - 32.00%	63 - 63.00%
Black	4 - 4.00%	5 - 5.00%	9 - 9.00%
Hispanic	5 - 5.00%	9 - 9.00%	14 - 14.00%
Asian	7 - 7.00%	4 - 4.00%	11 - 11.00%
Native American	0 - 0.00%	1 - 1.00%	1 - 1.00%
Filipino	2 - 2.00%	0 - 0.00%	2 - 2.00%
Total	49 - 4.00%	51 - 51.00%	100 - 100.00%
Minorities	18 - 18.00%	19 - 19.00%	37 - 37.00%

The female hire rate exceeds their goal and total workforce representation. The overall rate for minorities and minority females is below their established goal but exceeds their representation within the workforce. The hire rate for females (51%) exceed their 1994 rate (42.24%). The rate for minorities (37.00%) decrease from the prior review period (43.17%).

### Non-Career Employees

CATEGORY	MALE	FEMALE	TOTAL
White	126 - 18.61%	67 - 9.90%	193 - 18.50%
Black	166 - 24.52%	97 - 14.33%	263 - 38.84%
Hispanic	81 - 11.96%	33 - 4.87%	114 - 16.83%
Asian	50 - 7.39%	40 - 5.91%	90 - 13.29%
Native American	6 - 0.89%	1 - 0.15%	7 - 1.03%
Filipino	5 - 0.74%	5 - 0.74%	10 - 1.47%
Total	434 - 64.11%	243 - 35.89%	677 - 100.00%
Minorities	308 - 45.49%	176 - 26.00%	484 - 71.49%

The hire rate for females is below the established goals. The overall hire rate for minorities as well as the rate for minority females and minority males exceeds their goal.

## PROMOTIONS

### Career Employees

CATEGORY	MALE	FEMALE	TOTAL
White	36 - 39.13%	20 - 21.74%	56 - 60.87%
Black	8 - 8.70%	3 - 3.26%	11 - 11.96%
Hispanic	5 - 5.43%	7 - 7.61%	12 - 13.04%
Asian	8 - 8.70%	1 - 1.09%	9 - 9.78%
Native American	1 - 1.09%	1 - 1.09%	2 - 2.17%
Filipino	2 - 2.17%	0 - 0%	2 - 2.17%
Total	60 - 65.22%	32 - 34.78%	92 - 100.00%
Minorities	24 - 26.09%	12 - 13.04%	36 - 39.13%

With the exception of Hispanic males, Black, Asian and Filipino females, the promotion rates for all group exceeds their representation within the workforce. The overall promotion rate for minorities and females exceeds their workforce representation.

### Non-Career Employees

CATEGORY	MALE	FEMALE	TOTAL
White	2 - 10.53%	4 - 21.05%	6 - 31.58%
Black	4 - 21.05%	2 - 10.53%	6 - 31.58%
Hispanic	2 - 10.53%	0 - 0%	2 - 10.53%
Asian	3 - 15.79%	0 - 0%	3 - 15.79%
Native American	2 - 10.53%	0 - 0%	2 - 10.53%
Filipino	0 - 0%	0 - 0%	0 - 0%
Total	13 - 68.42%	6 - 31.58%	19 - 100.00%
Minorities	11 - 57.89%	2 - 10.53%	13 - 68.42%

## PERSONS LEAVING SERVICE

### Career Employees

CATEGORY	MALE	FEMALE	TOTAL
White	78 - 41.05%	43 - 22.63%	121 - 63.68%
Black	13 - 6.84%	2 - 10.53%	20 - 10.53%
Hispanic	25 - 13.16%	11 - 5.79%	36 - 18.95%
Asian	7 - 3.68%	1 - 0.53%	8 - 4.21%
Native American	3 - 1.58%	1 - 0.53 %	4 - 2.11%
Filipino	1 - 0.53%	0 - 0%	1 - 0.53%
Total	127 - 66.84%	63 - 33.16%	190 - 100.00%
Minorities	49 - 25.79%	20 - 10.53%	69 - 36.32%

The attrition rate for females and minorities exceeded their representation within the workforce. The greatest variance exist for Hispanics (4.38%).

### Non-Career Employees

CATEGORY	MALE	FEMALE	TOTAL
White	1 - 11.11%	1 - 11.11%	2 - 22.22%
Black	2 - 22.22%	2 - 22.22%	4 - 44.44%
Hispanic	1 - 11.11%	0 - 0%	1 - 11.11%
Asian	1 - 11.11%	0 - 0%	1 - 11.11%
Native American	1 - 11.11%	0 - 0 %	1 - 11.11%
Filipino	0 - 0%	0 - 0%	0 - 0%
Total	6 - 66.67%	3 - 33.33%	9 - 100.00%
Minorities	5 - 55.55%	2 - 22.22%	7 - 77.78%

## ANALYSIS OF DISCRIMINATION COMPLAINTS FILED IN 1995

The Affirmative Action Officer is responsible for the investigation of complaints filed through the Internal Discrimination Complaint Resolution guide. This unit in conjunction with the City Attorney's Office is also responsible for coordinating responses to discrimination complaints which are filed with state and federal compliance agencies.

In 1995, there were twenty (20) charges of discrimination formally filed with compliance agencies or through the internal complaint procedure. This is an increase in the number filed in 1994 (13). Six (6) were failed with external agencies, fourteen (14) internal filings. The majority of complaints, 60%, were based on allegations of race discrimination. The following chart provides a breakdown on the basis of complaints filed in 1995. These statistics do not reflect informal filings during the year.

<u>BASIS</u>	<u>NUMBER</u>	<u>%</u>
Race	12	60.0
Retaliation	1.5	7.5
Sex	4	20.0
Family Leave	1	5.0
Religion	0.5	2.5
Disability	1	5.0

## SYNOPSIS OF DISCRIMINATION COMPLAINTS FILED IN 1995

1. Investigating Agency: In-House  
Department: City Clerk  
Opened: 4/24/95  
Basis: Race/Color  
Status: Filed External
2. Investigating Agency: DFEH  
Department: Police  
Opened: 3/3/95  
Basis: Sex  
Status: Completed - elected court right to sue
3. Investigating Agency: In-House  
Department: Public Works  
Opened: 11/27/95  
Basis: Sex/Race  
Status: Resolved through mediation
4. Investigating Agency: In-House  
Department: Neighborhood Services  
Opened: 3/24/95  
Basis: Race  
Status: Administratively closed (jurisdiction)
5. Investigating Agency: In-House  
Department: Public Works  
Opened: 11/16/95  
Basis: Race  
Status: Resolved through mediation
6. Investigating Agency: In-House  
Department: Convention Center  
Opened: 5/24/95  
Basis: Sex  
Status: Resolved
7. Investigating Agency: DFEH  
Department: City Clerk  
Opened: 4/10/95  
Basis: Race/Retaliation  
Status: Right to sue

8. Investigating Agency: In-House  
 Department: Public Works  
 Opened: 11/13/95  
 Basis: Race  
 Status: Charge withdrawn
9. Investigating Agency: DFEH  
 Department: Public Works  
 Opened: 7/18/95  
 Basis: Family Leave  
 Status: Right to sue
10. Investigating Agency: DFEH  
 Department: City Clerk  
 Opened: 4/10/95  
 Basis: Race  
 Status: Right to sue
11. Investigating Agency: DFEH  
 Department: Community & Visitors Services  
 Opened: 4/20/95  
 Basis: Religion/Race  
 Status: Right to sue
12. Investigating Agency: In-House  
 Department: Police  
 Opened: 9/7/95  
 Basis: Race  
 Status: Administratively closed/grievance filed
13. Investigating Agency: In-House  
 Department: Public Works  
 Opened: 6/2/95  
 Basis: Race  
 Status: No cause finding
14. Investigating Agency: In-House  
 Department: Neighborhood Services  
 Opened: 5/27/95  
 Basis: Disability  
 Status: No cause finding

15. Investigating Agency: In-House  
Department: City Clerk  
Opened: 3/14/95  
Basis: Race  
Status: Administratively closed
16. Investigating Agency: In-House  
Department: City Clerk  
Opened: 4/20/95  
Basis: Race/Retaliation  
Status: Administratively closed
17. Investigating Agency: DFEH  
Department: City Clerk  
Opened: 4/10/95  
Basis: Race/Retaliation  
Status: Right to sue
18. Investigating Agency: In-House  
Department: Police  
Opened: 9/26/95  
Basis: Race/Sex  
Status: Administratively closed/other action pending
19. Investigating Agency: In-House  
Department: Police  
Opened: 12/11/95  
Basis: Race  
Status: No cause finding
20. Investigating Agency: In-House  
Department: City Treasurer  
Opened: 7/3/95  
Basis: Sex  
Status: Right to sue

## ADA COMPLIANCE EFFORTS

In December of 1991 the Sacramento City Council adopted a resolution "Endorsing Quick and Efficient Implementation of the Americans with Disabilities Act." A good faith effort approach was adopted since neither funds nor resources were available to accomplish total compliance within the mandated deadline. Funding has been set at approximately \$1 million per fiscal year. Due to insufficient funding to fully complete all of the identified projects, a phasing program has been implemented by staff to correct as many deficiencies as existing funding will allow.

Efforts continue to ensure that all City services and activities are accessible to all citizens, and that reasonable accommodations are provided to qualified persons with disabilities.

The City also co-sponsored Disability Independence Day. A celebration of the passage of the Americans with Disability Act, designed to acknowledge and honor the contributions that have been made by persons with disabilities.

TYPES OF DISABILITIES		
No Disability	3367	99.15%
Alcoholism	2	0.06%
Back Problem	3	0.08%
Physical Impairment	3	0.08%
Cancer	2	0.06%
Drug Addiction	1	0.03%
Visual Impairment	6	0.17%
Hearing Impairment	3	0.08%
Heart Condition	1	0.03%
Respiratory Impairment	2	0.06%
Mental Disorder	2	0.06%
Neurological Disorder	0	0%
Speech Impairment	1	0.03%
Other	4	0.11%

### ANALYSIS OF DISCIPLINARY ACTIONS

A total of one hundred twelve (112) disciplinary actions were taken against City employees during 1995. Discipline was administered in twelve departments and took fifteen forms.

FORMS OF DISCIPLINE TAKEN	
CODE	ACTION
1	Written reprimand
3	Rejection during probation
5	Termination
6	Suspension - 1 day
7	Suspension - 2 days
8	Suspension - 3 days
10	Suspension - 5 days
11	Suspension - 10 days
12	Suspension - 15 days
13	Suspension - 20 days
17	Suspension - 7 days
21	Reduction in salary
21 and 10	Both forms administered
35	Suspension - 56 days
36	Suspension - 6 days

### CHART 1

Summary of disciplinary actions by type, number and percentage. Written reprimands were the most common form of discipline. A total of thirty-two (32) or 28.58% of actions taken were in this area. Terminations were the second most common form of discipline issued.

CHART 1		
CODE	COUNT	PERCENTAGE
1	32	28.58
3	13	11.61
5	19	16.97
6	1	0.89
7	1	0.89
8	4	3.57
10	8	7.14
11	4	3.57
13	18	16.07
17	1	0.89
21	7	6.25
21 & 10	1	0.89
35	1	0.89
36	1	0.89

## CHART 2 (A-D) -- ETHNICITY/TYPE

Chart 2A is a numerical summary by ethnicity of all disciplinary actions taken.

Chart 2B is a percentage summary by ethnicity of all disciplinary actions taken.

Chart 2C is a percentage summary by ethnicity for each individual discipline code.

Chart 2D is a percentage summary by discipline code for each individual ethnic group.

Whites were the ethnic group receiving the most disciplinary action, 53.57% followed by Blacks 25.90% and Hispanics 13.39%. The percentage of Blacks and Native Americans exceeds their workforce representation. The greatest disparity exist for Blacks 10.92% of workforce vs. 25.90% of persons disciplined.

CHART 2A							
CODE	WHITE	BLACK	HISP	ASIAN	NAT AM	FIL	TOTAL
01	19	9	4	0	0	0	32
03	6	4	0	2	1	0	13
05	9	3	6	0	1	0	19
06	0	0	1	0	0	0	1
07	1	0	0	0	0	0	1
08	2	2	0	0	0	0	4
10	4	3	0	1	0	0	8
11	2	0	1	0	0	1	4
12	0	1	0	0	0	0	1
13	10	5	2	1	0	0	18
17	1	0	0	0	0	0	1
21	4	2	1	0	0	0	7
21 & 10	1	0	0	0	0	0	1
35	1	0	0	0	0	0	1
36	0	0	0	1	0	0	1
TOTAL	60	29	15	5	2	1	112

(Numerical summary of disciplinary action taken)

CHART 2B - % TOTAL							
CODE	WHITE	BLACK	HISP	ASIAN	NAT AM	FIL	TOTAL
01	16.97	8.04	3.57	0.00	0.00	0.00	28.58
03	5.36	3.57	0.00	1.79	0.89	0.00	11.61
05	8.04	2.68	5.36	0.00	0.89	0.00	16.97
06	0.00	0.00	0.89	0.00	0.00	0.00	0.89
07	0.89	0.00	0.00	0.00	0.00	0.00	0.89
08	1.79	1.79	0.00	0.00	0.00	0.00	3.57
10	3.57	2.68	0.00	0.89	0.00	0.00	7.14
11	1.79	0.00	0.89	0.00	0.00	0.89	3.57
12	0.00	0.89	0.00	0.00	0.00	0.00	0.89
13	8.93	4.47	1.79	0.89	0.00	0.00	16.08
17	0.89	0.00	0.00	0.00	0.00	0.00	0.89
21	3.57	1.79	0.89	0.00	0.00	0.00	6.25
21 & 10	0.89	0.00	0.00	0.00	0.00	0.00	0.89
35	0.89	0.00	0.00	0.00	0.00	0.00	0.89
36	0.00	0.00	0.00	0.89	0.00	0.00	0.89
TOTAL	53.57	25.90	13.39	4.46	1.79	0.89	100.00

(Percentage summary of disciplinary action taken)

CHART 2C - % ROW							
CODE	WHITE	BLACK	HISP	ASIAN	NAT AM	FIL	TOTAL
01	59.38	28.12	12.50	0.00	0.00	0.00	100.00
03	46.15	30.77	0.00	15.39	7.369	0.00	100.00
05	47.37	15.79	31.58	0.00	5.26	0.00	100.00
06	0.00	0.00	100.00	0.00	0.00	0.00	100.00
07	100.00	0.00	0.00	0.00	0.00	0.0	100.00
08	50.00	50.00	0.00	0.00	0.00	0.00	100.00
10	50.00	37.50	0.00	12.50	0.00	0.00	100.00
11	50.00	0.00	25.00	0.00	0.00	25.00	100.00
12	0.00	100.00	0.00	0.00	0.00	0.00	100.00
13	55.56	27.77	1.11	5.56	0.00	0.00	100.00
17	100.00	0.00	0.00	0.00	0.00	0.00	100.00
21	57.14	28.567	14.29	0.00	0.00	0.00	100.00
21 & 10	100.00	0.00	0.00	0.00	0.00	0.00	100.00
35	100.00	0.00	0.00	0.00	0.00	0.00	100.00
36	0.00	0.00	0.00	100.00	0.00	0.00	100.00
TOTAL	53.57	25.90	13.39	4.46	1.79	0.89	100.00

(This reflects of percentage of persons disciplined in each disciplinary code area)

CHART 2D - % COLUMN						
CODE	WHITE	BLACK	HISP	ASIAN	NAT AM	FIL
01	31.66	31.03	26.66	0.00	0.00	0.00
03	10.00	13.80	40.00	40.00	50.00	0.00
05	15.00	10.34	6.67	0.00	50.00	0.00
06	0.00	0.00	0.00	0.00	0.00	0.00
07	1.67	0.00	0.00	0.00	0.00	0.00
08	3.33	6.90	0.00	0.00	0.00	0.00
10	6.66	10.34	0.00	20.00	0.00	0.00
11	3.33	0.00	6.67	0.00	0.00	100.00
12	0.00	3.45	0.00	0.00	0.00	100.00
13	16.67	17.27	13.33	20.00	0.00	0.00
17	1.67	0.00	0.00	0.00	0.00	0.00
21	6.67	6.90	6.67	0.00	0.00	0.00
21 & 10	1.67	0.00	0.00	0.00	0.00	0.00
35	1.67	0.00	0.00	0.00	0.00	0.00
36	0.00	0.00	0.00	100.00	0.00	0.00
TOTAL	100.00	100.00	100.00	100.00	100.00	100.00

(This reflects of percentage by disciplinary code for each ethnic group)

### CHART 3 (A-D) -- DEPARTMENT/TYPE

The following tables depict disciplinary action by department and type. The majority of disciplinary actions occurred in the Public Works department (33.93%) followed by Police (33.04%). Termination was the most used form of discipline in Public Works. Written reprimands were the most used form in the Police department

#### Departments Taking Disciplinary Actions

Community & Visitor Services	=	CVS
Finance	=	FIN
Fire	=	FIRE
Human Resources	=	HR
Information & Communication Services	=	ICS
Library	=	LIB
Neighborhood Services	=	NS
Planning	=	PLN
Police	=	POL
Public Works	=	PW
Utilities	=	UTIL

**CHART 3A  
NUMERICAL SUMMARY OF DISCIPLINARY ACTIONS BY DEPARTMENT/TYPE**

CODE	CVS	FIN	FIRE	HR	ICS	LIB	NS	PLN	POL	PW	UTIL	TTL
1	2	1	2	0	0	0	1	0	13	12	1	32
3	0	0	1	0	1	1	1	0	6	3	0	13
5	2	0	0	0	0	0	3	1	4	4	5	19
6	0	0	0	0	0	0	1	0	0	0	0	1
7	0	0	0	0	0	0	0	0	1	0	0	1
8	0	1	0	1	0	0	0	0	0	1	1	4
10	1	0	0	0	0	0	0	0	3	3	1	8
11	1	0	0	0	0	0	0	0	2	1	0	4
12	0	0	0	0	0	0	0	0	1	0	0	1
13	0	0	0	0	0	0	2	0	1	11	4	18
17	0	0	0	0	0	0	0	0	0	1	0	1
21	0	0	1	0	0	0	0	0	5	1	0	7
21&10	0	0	0	1	0	0	0	0	0	0	0	1
35	0	0	0	0	0	0	0	0	1	0	0	1
36	0	0	0	0	0	0	0	0	0	1	0	1
<b>Total</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>8</b>	<b>1</b>	<b>37</b>	<b>38</b>	<b>12</b>	<b>112</b>

**CHART 3B - % TOTAL  
PERCENTAGE SUMMARY OF DISCIPLINARY ACTIONS BY DEPARTMENT/TYPE**

CODE	CVS	FIN	FIRE	HR	ICS	LIB	NS	PLN	POL	PW	UTIL
1	1.79	0.89	1.79	0.00	0.00	0.00	0.89	0.00	11.61	10.71	0.89
3	0.00	0.00	0.89	0.00	0.89	0.89	0.89	0.00	5.36	2.68	0.00
5	1.79	0.00	0.00	0.00	0.00	0.00	2.68	0.89	3.57	3.57	4.64
6	0.00	0.00	0.00	0.00	0.00	0.00	0.89	0.00	0.00	0.00	0.00
7	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.89	0.00	0.00
8	0.00	0.89	0.00	0.89	0.00	0.00	0.00	0.00	0.00	0.89	0.89
10	0.89	0.00	0.89	0.00	0.00	0.00	0.00	0.00	2.68	2.67	0.89
11	0.89	0.00	0.89	0.00	0.00	0.00	0.00	0.00	1.79	0.89	0.00
12	0.00	0.89	0.00	0.00	0.00	0.00	0.00	0.00	0.89	0.00	0.00
13	0.00	0.89	0.00	0.00	0.00	0.00	1.79	0.00	0.89	9.82	3.57
17	0.00	0.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.89	0.00
21	0.00	0.00	0.89	0.00	0.00	0.00	0.00	0.00	4.64	0.89	0.00
21&10	0.00	0.00	0.00	0.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00
35	0.00	0.89	0.00	0.00	0.00	0.00	0.00	0.00	0.89	0.00	0.00
36	0.00	0.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.89	0.00

**CHART 3C - % BY ROW**  
**PERCENTAGE SUMMARY OF DISCIPLINARY ACTIONS BY DEPARTMENT/TYPE**

CODE	CVS	FIN	FIRE	HR	ICS	LIB	NS	PLN	POL	PW	UTIL
1	6.25	3.13	6.25	0.00	0.00	0.00	3.13	0.00	40.62	37.50	3.1
3	0.00	0.00	7.69	0.00	7.69	7.69	7.69	0.00	46.16	23.08	0.0
5	10.53	0.00	0.00	0.00	0.00	0.00	15.79	5.26	21.05	21.05	26.3
6	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.0
7	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.0
8	0.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00	25.0
10	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	37.50	37.50	12.5
11	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	25.00	0.0
12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.0
13	0.00	0.00	0.00	0.00	0.00	0.00	11.11	0.00	5.56	61.11	22.2
17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.0
21	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00	71.42	14.29	0.0
21&10	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0
35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.0
36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.0

**CHART 3D - % BY COLUMN**  
**PERCENTAGE SUMMARY OF DISCIPLINARY ACTIONS BY DEPARTMENT/TYPE**

CODE	CVS	FIN	FIRE	HR	ICS	LIB	NS	PLN	POL	PW	UTIL
1	33.33	50.00	50.00	0.00	0.00	0.00	12.50	0.00	35.14	31.58	8.33
3	0.00	0.00	25.00	0.00	100.00	100.00	12.50	0.00	16.22	7.89	0.00
5	33.33	0.00	0.00	0.00	0.00	0.00	37.50	100.00	10.81	10.55	41.67
6	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00
7	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.70	0.00	0.00
8	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	2.63	8.33
10	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.11	7.89	8.33
11	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.40	2.63	0.00
12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.70	0.00	0.00
13	0.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00	2.70	28.95	33.33
17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.63	0.00
21	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	13.51	2.63	0.00
21&10	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.70	0.00	0.00
36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.63	0.00

## **ANALYSIS OF RECRUITMENT & TESTING DATA**

The use of an assessment procedure which has adverse impact constitutes unlawful discrimination unless the procedure has been validated or otherwise justified in accordance with applicable laws.

In reviewing the results of City Recruitment and Testing Data for 1995, statistics were compiled on exams administered during the year. This review is based on a compilation of all exams within an occupational category, and an assessment of the bottom line data. The findings are based on an application of the "eighty percent rule" and "the rule of one" to assess adverse impact on the bottom line results. It should be noted that individual exams are reviewed to determine if the selection rates for minorities and females are occurring at a "substantially different rate" (if there is adverse impact in any component of the process).

### **Supervisory**

Participation rates for White and Hispanic males and Native American females exceeds their employment goals. The rate for all other groups is below their goal.

### **Police**

Participation rates for Asians, Native American males and all female groups are below their goals. All other group- rates exceed the established goal.

### **Fire**

Participation rate for Blacks, Hispanics, Native American and Filipino males exceed their goals. All other groups are below the established goal.

### **Professional**

Participation rates for White, Asian and Filipino males and for Asian and Filipino females exceeds their representation goals. The rate for all other groups is below their goals.

### **Skilled Crafts**

Participation rate for White, Hispanic, Native American, and Filipino male groups exceed their representation goal. The rate for all other groups is below their goal.

### **Service Maintenance**

With the exception of Asian males, the participation rate for all male groups exceed their representation goals. Participation rates for all female groups is below their goals.

### **Technicians**

Participation rates for all male groups exceed their established goals. The rate for all female groups are below their representation goal.

### **Clerical**

Participation rates for all female groups exceeds their goals. All male group rates are below their goals.

### **Exempt**

Participation rates for all female groups exceeds their goals. All male group rates are below their goals.

### **Non-Career**

Participation rate for Black, Hispanic, and Native American males and White and Black females exceed their goal. All other group rates are below their goals.

**Category 1 - Applicants for Supervisory Positions**

ETHNICITY BY GENDER						
ETHNICITY	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
White	56	49.12	18	15.79	0	0.00
Black	5	4.39	5	4.39	0	0.00
Hispanic	15	13.15	4	3.51	0	0.00
Asian	5	4.39	3	2.63	0	0.00
American Indian	0	0.00	2	1.75	0	0.00
Filipino	1	0.88	0	0.00	0	0.00
Unknown	0	0.00	0	0.00	0	0.00
DISPOSITION BY GENDER						
DISPOSITION	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
Not Most Qualified	0	0.00	0	0.00	0	0.00
Did Not Meet Education Qualification	0	0.00	1	3.13	0	0.00
Did Not Meet Experience Qualification	9	10.98	5	15.63	0	0.00
Failed Oral	8	9.76	0	0.00	0	0.00
Failed Written	0	0.00	0	0.00	0	0.00
Failed Performance	0	0.00	0	0.00	0	0.00
Failed Typing	0	0.00	0	0.00	0	0.00
Not Randomly Selected	0	0.00	0	0.00	0	0.00
No Show	4	4.88	3	9.38	0	0.00
Eligible for Referral	61	74.39	23	71.88	0	0.00
<b>Total</b>	<b>82</b>	<b>100.00</b>	<b>32</b>	<b>100.00</b>	<b>0</b>	<b>100.00</b>

**CATEGORY 2 - APPLICANTS FOR POLICE POSITIONS**

ETHNICITY BY GENDER						
ETHNICITY	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
White	73	63.48	5	4.35	0	0.00
Black	10	8.69	1	0.87	0	0.00
Hispanic	14	12.17	1	0.87	0	0.00
Asian	7	6.09	1	0.87	0	0.00
American Indian	0	0.00	0	0.00	0	0.00
Filipino	2	1.74	0	0.00	0	0.00
Unknown	1	0.87	0	0.00	0	0.00
DISPOSITION BY GENDER						
DISPOSITION	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
Not Most Qualified	0	0.00	0	0.00	0	0.00
Did Not Meet Education Qualification	1	0.93	0	0.00	0	0.00
Did Not Meet Experience Qualification	9	8.41	1	12.50	0	0.00
Failed Oral	1	0.93	0	0.00	0	0.00
Failed Written	14	13.08	1	12.50	0	0.00
Failed Performance	0	0.00	0	0.00	0	0.00
Failed Typing	0	0.00	0	0.00	0	0.00
Not Randomly Selected	0	0.00	0	0.00	0	0.00
No Show	15	14.02	1	12.50	0	0.00
Eligible for Referral	67	62.62	5	62.50	0	0.00
<b>Total</b>	<b>107</b>	<b>100.00</b>	<b>8</b>	<b>100.00</b>	<b>0</b>	<b>100.00</b>

**Category 3 - Applicants for Fire Positions**

ETHNICITY BY GENDER						
ETHNICITY	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
White	82	46.33	31	17.51	0.00	0.00
Black	14	7.91	7	3.95	0.00	0.00
Hispanic	22	12.43	6	3.39	0.00	0.00
Asian	9	5.08	0.00	0.00	0.00	0.00
American Indian	3	1.70	1	0.57	0.00	0.00
Filipino	2	1.13	0.00	0.00	0.00	0.00
Unknown	0.00	0.00	0.00	0.00	0.00	0.00
DISPOSITION BY GENDER						
DISPOSITION	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
Not Most Qualified	0.00	0.00				
Did Not Meet Education Qualification	0	0.00	0	0.00	0	0.00
Did Not Meet Experience Qualification	0	0.00	0	0.00	0	0.00
Failed Oral	0	0.00	0	0.00	0	0.00
Failed Written	35	26.52	0	0.00	0	0.00
Failed Performance	0	0.00	0	0.00	0	0.00
Failed Typing	0	0.00	0	0.00	0	0.00
Not Randomly Selected	0	0.00	0	0.00	0	0.00
No Show	10	7.58	0	0.00	0	0.00
Eligible for Referral	87	65.91	45	100.00	0	0.00
<b>Total</b>	<b>132</b>	<b>100</b>	<b>45</b>	<b>100</b>	<b>0</b>	<b>100</b>

**Category 4 - Applicants for Professional Positions**

ETHNICITY BY GENDER						
ETHNICITY	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
White	166	35.55	88	18.84	0	0.00
Black	16	3.43	20	4.28	0	0.00
Hispanic	27	5.78	8	1.71	1	0.21
Asian	71	15.20	33	7.07	2	0.43
American Indian	3	0.64	1	0.21	0	0.00
Filipino	15	3.21	6	1.29	0	0.00
Unknown	6	1.29	3	0.64	1	0.21
DISPOSITION BY GENDER						
DISPOSITION	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
Not Most Qualified	87	28.62	15	9.43	3	75.00
Did Not Meet Education Qualification	16	5.26	14	8.81	0	0.00
Did Not Meet Experience Qualification	79	25.99	45	28.30	1	25.00
Failed Oral	10	3.29	6	3.77	0	0.00
Failed Written	23	7.57	8	5.03	0	0.00
Failed Performance	0	0.00	0	0.00	0	0.00
Failed Typing	0	0.00	0	0.00	0	0.00
Not Randomly Selected	0	0.00	0	0.00	0	0.00
No Show	28	9.21	17	10.69	0	0.00
Eligible for Referral	61	20.07	54	33.96	0	0.00
<b>Total</b>	<b>304</b>	<b>100</b>	<b>159</b>	<b>100</b>	<b>4</b>	<b>100.00</b>

**Category 5 - Applicants for Skilled Craft Positions**

ETHNICITY BY GENDER						
ETHNICITY	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
White	186	74.70	2	0.80	3	1.21
Black	14	5.62	0.00	0.00	0.00	0.00
Hispanic	21	8.43	1	0.40	0.00	0.00
Asian	9	3.62	0.00	0.00	0.00	0.00
American Indian	7	2.81	0.00	0.00	0.00	0.00
Filipino	3	1.21	0.00	0.00	0.00	0.00
Unknown	2	0.86	0.00	0.00	1	0.40
DISPOSITION BY GENDER						
DISPOSITION	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
Not Most Qualified	173	71.49	0	0.00	4	100.00
Did Not Meet Education Qualification	0	0.00	0	0.00	0	0.00
Did Not Meet Experience Qualification	16	6.61	0	0.00	0	0.00
Failed Oral	0	0.00	0	0.00	0	0.00
Failed Written	0	0.00	0	0.00	0	0.00
Failed Performance	7	2.89	1	33.33	0	0.00
Failed Typing	0	0.00	0	0.00	0	0.00
Not Randomly Selected	0	0.00	0	0.00	0	0.00
No Show	4	1.65	0	0.00	0	0.00
Eligible for Referral	42	17.36	2	66.67	0	0.00
<b>Total</b>	<b>242</b>	<b>100.00</b>	<b>3</b>	<b>100.00</b>	<b>4</b>	<b>100.00</b>

**Category 6 - Applicants for Service Maintenance Positions**

ETHNICITY BY GENDER						
ETHNICITY	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
White	707	38.93	148	8.15	0.00	0.00
Black	318	17.15	53	2.92	0.00	0.00
Hispanic	340	18.72	50	2.75	0.00	0.00
Asian	85	4.68	8	0.44	0.00	0.00
American Indian	38	2.09	6	0.33	0.00	0.00
Filipino	39	2.15	3	0.17	0.00	0.00
Unknown	16	0.88	4	0.22	1	0.06
DISPOSITION BY GENDER						
DISPOSITION	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
Not Most Qualified	154	9.98	25	9.19	0	0.00
Did Not Meet Education Qualification	0	0.00	0	0.00	0	0.00
Did Not Meet Experience Qualification	169	10.95	45	16.54	0	0.00
Failed Oral	4	0.26	0	0.00	0	0.00
Failed Written	14	0.91	11	4.04	0	0.00
Failed Performance	33	2.14	1	0.37	0	0.00
Failed Typing	0	0.00	0	0.00	0	0.00
Not Randomly Selected	72	4.67	9	3.31	0	0.00
No Show	69	4.47	13	4.78	0	0.00
Eligible for Referral	1028	66.62	168	61.76	1	100.00
<b>Total</b>	<b>1543</b>	<b>100.00</b>	<b>168</b>	<b>100.00</b>	<b>1</b>	<b>100.00</b>

**Category 7 - Applicants for Technicians Positions**

ETHNICITY BY GENDER						
ETHNICITY	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
White	290	27.56	207	19.67	0.00	0.00
Black	100	9.50	74	7.03	1	0.10
Hispanic	104	9.89	54	5.13	0.00	0.00
Asian	128	12.17	33	3.14	1	0.10
American Indian	8	0.76	6	0.57	0.00	0.00
Filipino	26	2.47	7	0.67	0.00	0.00
Unknown	7	0.67	4	0.38	2	0.19
DISPOSITION BY GENDER						
DISPOSITION	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
Not Most Qualified	5	0.75	13	3.38	0.00	0.00
Did Not Meet Education Qualification	30	4.52	9	2.34	1	25.00
Did Not Meet Experience Qualification	52	7.84	46	11.95	0.00	0.00
Failed Oral	1	0.15	1	0.26	0.00	0.00
Failed Written	182	27.45	79	20.52	1	25.00
Failed Performance	7	1.06	0.00	0.00	0.00	0.00
Failed Typing	0.00	0.00	0.00	0.00	0.00	0.00
Not Randomly Selected	0.00	0.00	0.00	0.00	0.00	0.00
No Show	187	28.21	88	22.86	1	25.00
Eligible for Referral	199	30.02	149	38.70	1	25.00
<b>Total</b>	<b>663</b>	<b>100.00</b>	<b>385</b>	<b>100.00</b>	<b>4</b>	<b>100.00</b>

**Category 8 - Applicants for Clerical Positions**

ETHNICITY BY GENDER						
ETHNICITY	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
White	29	9.90	150	51.19	0.00	0.00
Black	8	2.73	31	10.58	0.00	0.00
Hispanic	3	1.02	29	9.90	0.00	0.00
Asian	4	1.37	21	7.17	0.00	0.00
American Indian	0.00	0.00	5	1.71	0.00	0.00
Filipino	0.00	0.00	10	3.41	0.00	0.00
Unknown	0.00	0.00	2	0.68	1	100.00
DISPOSITION BY GENDER						
DISPOSITION	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
Not Most Qualified	12	27.27	12	4.84	1	100.00
Did Not Meet Education Qualification	0	0.00	4	1.61	0	0.00
Did Not Meet Experience Qualification	14	31.82	57	22.98	0	0.00
Failed Oral	0	0.00	1	0.40	0	0.00
Failed Written	0	0.00	25	10.08	0	0.00
Failed Performance	0	0.00	0	0.00	0	0.00
Failed Typing	1	2.27	23	9.27	0	0.00
Not Randomly Selected	0	0.00	0	0.00	0	0.00
No Show	2	4.55	25	10.08	0	0.00
Eligible for Referral	15	34.09	101	40.73	0	0.00
<b>Total</b>	<b>44</b>	<b>100.00</b>	<b>248</b>	<b>100.00</b>	<b>1</b>	<b>100.00</b>

**Category 9 - Persons Applying for Exempt Positions**

ETHNICITY BY GENDER						
ETHNICITY	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
White	1044	47.15	320	14.45	1	0.05
Black	172	7.27	118	5.33	0.00	0.00
Hispanic	192	8.67	63	2.85	0.00	0.00
Asian	159	2.18	26	1.17	0.00	0.00
American Indian	37	1.67	9	0.40	0.00	0.00
Filipino	28	1.27	6	0.27	0.00	0.00
Unknown	28	1.27	4	0.18	7	0.32
DISPOSITION BY GENDER						
DISPOSITION	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
Active	484	29.15	161	29.48	3	37.50
Inactive	1176	70.84	385	70.51	5	62.50
DISPOSITION BY ETHNICITY						
ETHNICITY	ACTIVE		INACTIVE			
	#	%	#	%		
White	435	67.12	930	59.38		
Black	45	6.94	245	15.64		
Hispanic	82	12.65	173	11.04		
Asian	47	7.25	138	8.81		
American Indian	16	2.46	30	1.91		
Filipino	12	1.85	22	1.40		
Unknown	11	1.69	28	1.78		
<b>Total</b>	<b>648</b>	<b>100</b>	<b>1566</b>	<b>100</b>		

**Category 10 - Persons Applying for Non-Career Positions**

ETHNICITY BY GENDER						
ETHNICITY	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
White	47	18.50	72	28.35	0	0.00
Black	25	9.84	27	10.63	1	0.39
Hispanic	36	14.17	18	7.09	1	0.39
Asian	6	2.36	7	2.76	1	0.39
American Indian	3	1.18	1	0.39	0	0.00
Filipino	2	0.70	1	0.39	0	0.00
Unknown	2	0.79	3	1.18	1	0.39
DISPOSITION BY GENDER						
DISPOSITION	MALE		FEMALE		UNKNOWN	
	#	%	#	%	#	%
Active	85	70.25	89	68.99	2	50.00
Inactive	36	29.75	40	31.01	2	50.00
DISPOSITION BY ETHNICITY						
ETHNICITY	ACTIVE		INACTIVE			
	#	%	#	%		
White	76	43.18	43	55.13		
Black	36	20.45	17	21.79		
Hispanic	42	23.86	13	16.67		
Asian	12	6.82	2	2.56		
American Indian	3	1.70	1	1.28		
Filipino	2	1.14	1	1.28		
Unknown	5	2.84	1	1.28		
<b>Total</b>	<b>176</b>	<b>100</b>	<b>78</b>	<b>100</b>		

## **ETHNIC DEFINITIONS**

### **White**

(Not of Hispanic origin). All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

### **Black**

(Not of Hispanic origin) All persons having origins in any of the Black racial groups of Africa.

### **Hispanic**

All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

### **Asian or Pacific Islander**

All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands (excluding the Philippine islands). This area includes, for example, China, Japan, Korea, and Samoa.

### **American Indian or Alaskan Native**

All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

### **Filipino**

All persons having origins in the Philippine Islands.

## Listing of Classifications by Occupational Category

**SUPERVISORY - Category 1** - Occupations in which employees are primarily responsible for supervising employees. Includes: office supervisors, field supervisors and similar positions.

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ASST REAL PROP & ASSESS	SR. PARKS & REC SUPVR
BENEFITS OFFICER	SR PROGRAMMER ANALYST
BOUTIQUE OPERATOR	SR RECREATION SUPVR
BUSINESS SERVICES MANAGER	SR. SCHOOL CROSSING GUARD
CAMP SACTO SUPVR	SR TRAF CON & LGHT SUPVR
CASHIERING SYSTEMS SUPVR	STAFF AIDE
CENTRAL SERVICES SUPVR	STREET CLEAN GEN SUPVR
CENTRAL STORES SUPERVISOR	STREET CLEAN SUPVR
CHIEF MUSEUM ATTD	STREET MAINT GEN SUPVR
CHILD CARE ACTIVITY PROG	STREET MAINT SUPVR R1
CHILD CARE PROGRAM SUPV	STREET MAINT SUPVR R2
COMPUTER OPR SUPVR	STRUCTURAL MAINT SUPVR R1
CUSTODIAL SUPVR	STRUCTURAL MAINT SUPVR R2
DRAINAGE SUPERVISOR	SUPVR PROP MGMT SECT
ENFORC & COLLEC SUPVR	SUPT IDENT BUREAU
EQ MAINT SUPVR	SUPVR CASHIER
EVENTS COORDINATOR	SUPVR COMM CENTER ATTD
FIELD SERVICES SUPERVISOR	SUPVR COMM SERV REP
GOLF COURSE SUPVR	SUPVR CONST INSPECTOR
INSTRUMENTATION SUPVR	SUPVR DISPATCHER
LAW CLERK	SUPVR GRAPHIC DESIGNER
MARINA/BOATING FACS SUPVR	SUPVR ID TECH
MECHANICAL MAINT SUPVR R1	SUPVR PLANT OPR
MECHANICAL MAINT SUPVR R2	SUPVR POLICE CLERK
MUSEUM SECURITY SUPVR	SUPVR PROPERTY ASST
OFFICE SUPVR	SUPVR POLICE REC ASST
PARKING ENFORC SUPVR	SUPVR SURVEYOR
PARKING FACS MAINT SUPVR	SUPVR PROPERTY MGMT SEC
PARKING LOT SUPVR	SUPVR RECORDS SECTION
PARKING METER REPAIR SUPVR	SURVEY PARTY CHIEF
PARKS SUPVR	TELECOMM SUPVR
PKG METER COLL SUPVR	TRAF CON/LGHT SUPVR
PLANT SERVICES MANAGER	TRAFF SUPVR
RECREATION SUPVR I/11	TREE MAINT SUPVR
REFUSE COLLEC GEN SUPVR	TREE TRIMMER SUPVR
RETIREMENT OFFICER	WATER & SEWER SUPVR
REVENUE SUPVR	WRKS' COMP OFC SUPVR (CONF)
SENIOR CITIZENS SRVS SUPVR	ZOO SUPVR
SOLID WASTE MAINT SUPVR	
SR ANIMAL CONTROL OFF	
SR MEDIA PRODUCTION SPCLT	
SR PARKING LOT SUPVR	

## Listing of Classifications by Occupational Category

**SUPERVISORY - Category 1** - Occupations in which employees are primarily responsible for supervising employees. Includes: office supervisors, field supervisors and similar positions.

-----

ASST REAL PROP & ASSESS	SR. PARKS & REC SUPVR
BENEFITS OFFICER	SR PROGRAMMER ANALYST
BOUTIQUE OPERATOR	SR RECREATION SUPVR
BUSINESS SERVICES MANAGER	SR. SCHOOL CROSSING GUARD
CAMP SACTO SUPVR	SR TRAF CON & LGHT SUPVR
CASHIERING SYSTEMS SUPVR	STAFF AIDE
CENTRAL SERVICES SUPVR	STREET CLEAN GEN SUPVR
CENTRAL STORES SUPERVISOR	STREET CLEAN SUPVR
CHIEF MUSEUM ATTD	STREET MAINT GEN SUPVR
CHILD CARE ACTIVITY PROG	STREET MAINT SUPVR R1
CHILD CARE PROGRAM SUPV	STREET MAINT SUPVR R2
COMPUTER OPR SUPVR	STRUCTURAL MAINT SUPVR R1
CUSTODIAL SUPVR	STRUCTURAL MAINT SUPVR R2
DRAINAGE SUPERVISOR	SUPVR PROP MGMT SECT
ENFORC & COLLEC SUPVR	SUPT IDENT BUREAU
EQ MAINT SUPVR	SUPVR CASHIER
EVENTS COORDINATOR	SUPVR COMM CENTER ATTD
FIELD SERVICES SUPERVISOR	SUPVR COMM SERV REP
GOLF COURSE SUPVR	SUPVR CONST INSPECTOR
INSTRUMENTATION SUPVR	SUPVR DISPATCHER
LAW CLERK	SUPVR GRAPHIC DESIGNER
MARINA/BOATING FACS SUPVR	SUPVR ID TECH
MECHANICAL MAINT SUPVR R1	SUPVR PLANT OPR
MECHANICAL MAINT SUPVR R2	SUPVR POLICE CLERK
MUSEUM SECURITY SUPVR	SUPVR PROPERTY ASST
OFFICE SUPVR	SUPVR POLICE REC ASST
PARKING ENFORC SUPVR	SUPVR SURVEYOR
PARKING FACS MAINT SUPVR	SUPVR PROPERTY MGMT SEC
PARKING LOT SUPVR	SUPVR RECORDS SECTION
PARKING METER REPAIR SUPVR	SURVEY PARTY CHIEF
PARKS SUPVR	TELECOMM SUPVR
PKG METER COLL SUPVR	TRAF CON/LGHT SUPVR
PLANT SERVICES MANAGER	TRAFF SUPVR
RECREATION SUPVR I/11	TREE MAINT SUPVR
REFUSE COLLEC GEN SUPVR	TREE TRIMMER SUPVR
RETIREMENT OFFICER	WATER & SEWER SUPVR
REVENUE SUPVR	WRKS' COMP OFC SUPVR (CONF)
SENIOR CITIZENS SRVS SUPVR	ZOO SUPVR
SOLID WASTE MAINT SUPVR	
SR ANIMAL CONTROL OFF	
SR MEDIA PRODUCTION SPCLT	
SR PARKING LOT SUPVR	

**POLICE - Category 2** - Positions in this occupational category represent sworn police officers, excluding management. They require some college education and an ability to perform up to physical standards.

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**COMMUNITY SERVICES OFFICER**

**POLICE CADET**

**POLICE LIEUTENANT**

**POLICE OFF**

**POLICE SERGEANT**

**POLICE SERGEANT**

**FIRE - Category 3** - Positions in this occupational category represent sworn firefighting personnel up to and including Fire Captains. The job requirements range from no college/no experience to highly technical experience and/or higher education.

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**FIR APP OPR  
FIR PR IN II  
FIRE CAPT  
FIRE INV I  
FIRE INV II  
FIRE RECRUIT  
FIREFIGHTER  
SPECIAL PROGRAM LEDR  
SPECIAL PROGRAM COORD**

PROFESSIONALS - Category 4 - Positions in this occupational category require specialized and theoretical knowledge which is usually acquired through college training ( or other specialized training which provides comparable knowledge) coupled with work experience. Includes: attorneys, accountants, engineers, librarians and similar professions.

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ACCOUNTANT-AUD I	JR. LANDSCAPE ARCH.
ACCOUNTANT-AUD II	JR PLANNER
ACCOUNTANT-AUD III	LIB I
ADM ASST I	LIB I CHILD SVCS LIB
ADMIN ANALYST I	LIB II
ADMIN ANALYST II	LIB II CHIL SVCS LIB
ADMIN TRAINEE	LIB II LIB AUTO COORD
ARBORIST	LIB III
ARCHIVIST	LIB III MIN SVC COORD
ART IN PUBLIC PLACES COORD	LIB III REG SVCS COORD
ARTS PROGRAM COORD	LIBRARY GALLERIA COORD
ASSOC ARCHITECT	MICROCOMPUTER SYS SPEC
ASSOC CIVIL ENGINEER	MUSEUM REGISTRAR
ASSOC CURATOR OF ART	NEIGHBORHOOD IMP COORD
ASSOC ELECTRICAL ENGINEER	NURSE
ASSOC MECHANICAL ENGINEER	PERSONNEL ANALYST I
ASSOC PLANNER	PERSONNEL ANALYST II
ASST ARCHITECT	PROGRAMMER ANALYST I
ASST BOX OFFICE SUPVR	PROGRAMMER ANALYST II
ASST CIVIL ENGINEER	PROGRAMMER I
ASST ELECTRICAL AENGINEER	PROGRAMMER II
ASST MECHANICAL ENGINEER	PROGRAMMER TRAINEE
ASST PLANNER	PUBLIC INFORMATION COORD
BOOKING COORDINATOR	REAL PROP AGENT I
BUYER I	REAL PROP AGENT II
BUYER II	RECREATION SUPERVISOR I
BUYER TRAINEE	RECRUITMENT COORD
CURATOR OF EDUCATION	SAFETY OFFICER
CURATOR OF HISTORICAL EXH	SAFETY SPECIALIST
DATA BASE ANALYST I	SCIENCE EDUCATION COORD
DATA BASE ANALYST II	SPECIAL DISTRICTS ANALYST
DEPT DATA ANALYST I	SR BUYER
DEPT DATA ANALYST II	SR DATA BASE ANALYST
ECONOMIC DEV MGR	SR DEPARTMENTAL DATA ANAL
ECONOMIC DEV SPEC I	STAFF AIDE
ECONOMIC DEV SPEC II	STUDENT TRAINEE
FIRE PROTECTION ENGINEER	SUPVR WATER QUALITY CHEM
FIRE SERVICE TRAIN SPEC	SYSTEMS PROGRAMMER I
GEO INFO SYSTEM ANAL 1/11	SYSTEMS PROGRAMMER II
JR ARCHITECT	TELECOMM ENG
JR ENGINEER	TRANSP SYS MGMT PROG COOR

PROFESSIONAL (continued)

TREASURY OPS OFFICER I  
TREASURY OPS OFFICER II  
VOC REHAB COORD  
WASTE REDUCTION COORD I  
WASTE REDUCTION COORD II  
WATER QUALITY CHEMIST  
WORKERS' COMP ADMIN  
WRKRS COMP CLMS REP I  
WRKRS COMP CLMS REP II  
WRKRS COMP CLMS REP TRNEE

**SKILLED CRAFTS - Category 5** - The positions listed in this category require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters and similar positions.

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BLACKSMITH-WELDER R1  
BLACKSMITH-WELDER R2  
CARPENTER R1  
CARPENTER R2  
ELECTRICIAN LINEWORKER R1  
ELECTRICIAN LINEWORKER R2  
ELECTRICIAN R1  
ELECTRICIAN R2  
ELECTRICIAN SUPVR R1  
ELECTRICIAN SUPVR R2  
EQ BODY MECHANIC  
EQ MECH I  
EQ MECH II  
EQ MECH III  
MACHINIST HELPER R1  
MACHINIST HELPER R2  
MACHINIST R1  
MACHINIST R2  
MACHINIST SUPVR R1  
MACHINIST SUPVR R2  
PAINTER R1  
PAINTER R2  
PLUMBER APPRENTICE  
PLUMBER R1  
PLUMBER R2  
ROOFER R1  
ROOFER R2  
SHEET METAL WORKER R1  
SHEET METAL WORKER R2  
SR CARPENTER R1  
SR CARPENTER R2  
SR ELECTRICIAN R1  
SR ELECTRICIAN R2  
SR PAINTER R1

SR PAINTER R2  
SR PLUMBER R1  
SR PLUMBER R2  
SR SHEET METAL WRK R1  
SR SHEET METAL WRK R2  
SR STATIONARY ENGINEER  
STAGEHAND I  
STAGEHAND II  
STATIONARY ENGINEER  
STREET CONSTR EQ OPR R1  
STREET CONSTR EQ OPR R2  
STREET CONSTR LAB R1  
STREET CONSTR LAB R2  
STREET CONSTR. LAB TRNEE  
TRAF CON/LT TCH TRN (CDT)

**SERVICE MAINTENANCE - Category 6** - The positions in this category represent occupations which contribute to the upkeep and care of building, facilities, grounds or articles or public property. Includes: maintenance workers, truck drivers, grounds keepers, refuse collectors and similar positions.

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ANIMAL CARE TECH  
ANIMAL CONTROL OFFICER  
BUILDING MAINT WORKER  
COMM CENTER ATTD I  
COMM CENTER ATTD I (CDT)  
COMM CENTER ATTD II  
CULTURAL FACILITIES ATTD  
CUSTODIAN  
ENG AIDE I  
ENG AIDE II  
EQ OPERATOR  
EQ OPERATOR II  
EQ SERVICE WORKER  
GENERAL HELPER  
GENERAL REPAIR WORKER  
GOLF COURSE MARSHAL  
GREENSKEEPER  
LANDFILL EQUIP OPR R1  
LANDFILL EQUIP OPR R2  
MAINTENANCE WORKER  
MAINTENANCE WORKER (CDT)  
MARINA/BOATING FACs ATTD  
MOTOR SWEEPER OPR  
MUSEUM ATTD  
OFFSET EQUIP OPR (CDT)  
PANTRY AIDE  
PARK EQUIP OPERATOR  
PARK MAIN WRKR I (PEST)  
PARK MAIN WRKR II (PEST)  
PARK MAIN WRKR I  
PARK MAINT WORKER II  
PARK MAINT WORKER III  
PARKING ENFORC OFF  
PARKING LOT ATTD  
PARKING METER COIN COLLEC  
PLANT OPERATOR I (CDTR)  
PLANT OPR I  
PLANT OPR II  
PLANT OPR III  
POOL MANAGER  
SANITATION WORKER I  
SANITATION WORKER II

SANITATION WORKER III  
SANITATION WORKER IV  
SANITATION WRKR I (NODL)  
SECURITY GUARD  
SR BLDG MAIN WORKER  
SR CUSTODIAN  
SR LANDFILL EQUIP OPR R1  
SR LANDFILL EQUIP OPR R2  
SR MAINTENANCE WORKER  
SR PARKING LOT ATTD  
SR TRAFFIC WORKER  
SR TREE TRIMMER  
STOREKEEPER  
STORES CLERK I  
STORES CLERK I (CDT)  
STORES CLERK II  
TRAF LEADWORKER  
TRAF WORKER I  
TRAF WORKER I (CDT)  
TRAF WORKER II  
TRAFFIC WORKER  
TREE MAINT WORKER I  
TREE MAINT WORKER II  
TREE TRIMMER I  
TREE TRIMMER II  
TREE TRIMMER TRAINEE  
UTILITY WORKER  
VEHICLE ABATEMENT OFFICER  
VEHICLE POOL SERWORKER  
VEHICLE SERVICE AIDE  
VEHICLE SERVICE ATT (CDT)  
VEHICLE SERVICE ATT (R1)  
VEHICLE SERVICE ATT (R2)  
WATER & SEWER LEADWORKER  
WATER & SEWER SVCWK (APP)  
WATER & SEWER SVCWORKER  
WATER X-CONN CNTRL SP  
ZOO ATTD I  
ZOO ATTD II

**TECHNICIANS - Category 7** - Positions within this occupational category generally require a combination of para-scientific knowledge and manual skill. They frequently require post-secondary education. Includes: inspectors, computer operators, architects, and similar professions.

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ACCOUNTING TECHNICIAN	ID TECH I
ADMINISTRATIVE TECH	ID TECH II
ARCHITECTURAL TECH	ID TECH III
ART MUSEUM REGISTRAR	INSTRUMENT TECH I
ASST LANDSCAPE ARCH	INSTRUMENT TECH II
BENEFITS TECHNICIAN	INSTRUMENT TECH TRN
BOOKING COORDINATOR	LANDSCAPE ARCH
BUILDING INSP I	LANDSCAPE ARCH TECH
BUILDING INSP II	LIB EQUIP SVC TECH
BUILDING INSP III	LIB TECH BRANCH SUPVR
BUILDING TECHNICIAN	LIBRARY TECHNICIAN
BURGLARY/ROB ALARM INSP	MEDIA & COMPUTER SPEC
CHILD CARE SITE COORD	MEDIA PRODUCTION SPEC
CLAIMS COLLECTOR	METER READER
CLAIMS REP	METER READER (CDT)
COMM SERVICE REP I	NUISANCE ABAT OFF
COMM SERVICE REP II	PARKING METER REPAIR WRK
COMMUNICATIONS ASST	PERSONNEL TECH
COMPUTER OPERATOR	PLANNING TECH I
CONSTR INSP I	PLANNING TECH II
CONSTR INSP II	RECREATION PROG COORD
CONSTR INSP III	RETIR SYS TECH
DEPT DATA TECHNICIAN	SERVICE CONTRACT INSP
ELECT CONSTR INSP I	SR ACCOUNTING TECH
ELECT CONSTR INSP II	SR CLAIMS COLLECTOR
ELECT CONSTR INSP III	SR COMPUTER OPERATOR
ELECT MAINT TECH TRN (CDT)	SR DATA PROC TECH
ELECTRON MAIN TECH I	SR ELECTRON MAINT TECH
ELECTRON MAIN TECH II	SR NUISANCE ABATE OFF
ELECTRON MAIN TECH TRN	SR RECREATION LEADER
ENG TECHNICIAN I	STAFF AIDE
ENG TECHNICIAN II	SURVEILLANCE EQUIP TECH
ENG TECHNICIAN III	TELECOMM TECH I
ENGINEERING TECHNICIAN	TELECOMM TECH II
EXHIBITS COORDINATOR	TELECOMM TECH TRN
FACILITY DRAWINGS TECH	TRAF CON TRAINEE
FIRE PREV OFCR I	TRAF CON/LGHT TECH I
FIRE PREV OFCR TRN (A-B)	TRAF CON/LGHT TECH II
FIRE PREV OFCR II	TRAF CON/LGHT TECH TRN
FIRE SERVICE WORKER	TRANSP SYS MGMT PROG ASST
FLEET MGMT TECH	WATER QUALITY INSP
GRAPHIC DESIGNER	WATER QUALITY LAB TECH

CLERICAL - Clerical 8 - Positions in this category are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office or similar setting. Includes: clerks, dispatchers, library assistants and similar positions.

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ACCT CLERK I  
ACCT CLERK II  
ARTS PROGRAM ASST  
CHILD CARE ASST  
CASHIER  
CLERK I  
CLERK I (CDT)  
CLERK II  
CLERK III  
CUSTOMER SERVICE REP  
CUSTOMER SERVICE TRN  
DATA ENTRY TECH  
DISPATCHER I  
DISPATCHER II  
DISPATCHER III  
DISPATCHER RECRUIT  
KEY DATA OPR I  
LIB ASST I  
LIB ASST II  
LIB FACILITY COORD  
PERSONNEL TRANS COORD  
POL RECDS ASST I  
POL RECDS ASST II  
POL RECDS ASST III  
POLICE CLERK I  
POLICE CLERK II  
POLICE CLERK III  
PROPERTY ASST  
PROPERTY ASST (CDT)  
RECREATION LEADER  
REVENUE REP I  
REVENUE REP II  
REVENUE REP III  
SECRETARY  
SECRETARY TO PLAN COMM  
SR CASHIER  
SR CUSTOMER SERVICE REP  
SR DATA ENTRY TECH  
SR KEY DATA OPR  
SR PERSONNEL TRANS COORD  
SR TAX AND PERMITS REP  
STAFF AIDE  
STENO CLERK I  
STENO CLERK II

STENO CLERK III  
STOREKEEPER  
TAX AND PERMITS REP  
TICKET SELLER  
TYPIST CLERK I  
TYPIST CLERK I (CDT)  
TYPIST CLERK II  
TYPIST CLERK III

EXEMPT - Category 9 - Includes occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the City's operations, or provide specialized consultation on a regional, district or area basis. Also includes all professional, technical and clerical positions appointed on an "Exempt" basis with the exception of seasonal and limited-term employees.

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ACCOUNTING MANAGER	BLDG INSPECTIONS MGR
ADMIN ASST TO CITY COUN	BLDG MAINT SUPT
ADMIN ASST TO MAYOR	BLDG PERMITS ADMIN
ADMIN SERVICES OFFICER	CAREER DEV COORD (EX)
ADMIN TRAINEE (EXEMPT)	CHIEF ANIMAL CONTROL OFF
AFFIR ACTION OFFICER	CHIEF BLDG INSP
ANTI DRUG & GANG COORD	CHIEF ELECTRICAL INSP
ART IN PUBLIC PLACES ADMN	CHIEF OF OFF-ST PK
ART MUSEUM MANAGER	CHIEF OF ON-ST PK
ASST ACCOUNTING MANAGER	CHIEF PLUMBING INSP
ASST BLDG INSP MGR	CHIEF OF STREET MAINT
ASST. CARETAKER	CHILD CARE ACTIVITY PROG
ASST CHIEF OF POLICE	CHILD CARE COORDINATOR
ASST CITY ATTORNEY	CHILD CARE SITE COORD
ASST CITY CLERK	CITIZENS ASST OFF
ASST CITY TREASURER	CITY ATTORNEY
ASST COMM CENTER OPR MGR	CITY ATTORNEY OFC ADM OFF
ASST COOK	CITY CLERK
ASST DIR OF COMM CTR	CITY COUNCIL
ASST DIR OF PARKS/COMMM SV	CITY COUNCIL OFFIC SECY
ASST DIR OF PLAN/DEVEL	CITY MANAGER
ASST DIR OF PUBLIC WORKS	CITY MGR'S OFFIC SUPV
ASST DIR OF UTILITIES	CITY TREASURER
ASST FLEET MANAGER	CLERICAL ASST
ASST LIB DIRECTOR	COMM CENTER OPR MGR
ASST NEIGHBORHOD SVCS MGR	COMM SYS MGR
ASST PROCTOR	COMM CTR FAC ADMIN
ASST PUB SFTY CM MGR	COMPUTER SVCS MGR
ASST REVENUE MANAGER	CONF OFFICE SUPVR
ASST ST DIV MANAGER	CONF SECRETARY
ASST SUPT OF MAINT	CONSTR CONTRACT OFF
ASST SUPT OF WSTEWTR FAC	CONTRACT COMPLIANCE OFF
ASST TO FACILITY MANAGER	CURATOR OF ART
ASST TO THE TRANS DIV MGR	CURATOR OF HISTORY
ASST WTR & SWR DIST SUPT	DEP CHIEF OF POLICE
AUX GOLF COURSE MARSHALL	DEP CITY ATTORNEY I
BATT FIRE CHIEF	DEP CITY ATTORNEY II
BOARD MEMBER	DEP CITY ATTORNEY III
BOOK SHELVOR	DEP CITY ATTORNEY IV
BOX OFFICE SUPVR	DEP CITY CLERK
BUDGET MANAGER	DEP CITY MANAGER
BUDGET TECHNICIAN	DEP CITY TREAS OPERATION

EXEMPT (continued)

DEP CITY TREASURER  
DEP CITY TREASURER (SPCL)  
DEP DIR OF PARKS/COMM SVS  
CAMP AIDE  
CAMP REC. LEADER  
CARETAKER  
CHARM & MODEL INSTR I  
CHARM & MODEL INSTR II  
DEP DIR OF PUB WKS  
DEP LIB DIR  
DEP SUPT OF WSTEWTR FAC  
DEP SUPT WTR PROD FAC  
DEPUTY TREASURER  
DIR OF COMM CENTER  
DIR COM & VISTR SRVCS  
DIR OF DATA MANAGEMENT  
DIR OF EMPL RELATIONS  
DIR OF FINANCE  
DIR INFO/COMM SRVCS  
DIR OF PARKS/COMM SVCS  
DIR OF SPECL PRJCTS  
DIR OF HUMAN RESOURCES  
DIR OF PLANNING/DEVELOP  
DIR OF PUBLIC WORKS  
DIR OF UTILITIES  
EMERG SERVICES OFCR  
EMERG SVCS COORD (EXEMPT)  
EMPLOYEE RELATIONS REP I  
EMPLOYEE RELATIONS REP II  
ENERGY SYSTEMS COORD  
ENG DIVISION MGR  
ENVIRON SERVICES MANAGER  
ENVIRON COORD  
EQ BODY MECH (AR)  
EVENT CROWD CONTROLLER  
EVENTS DUTY PERSON  
EVENTS USHER  
EVENT SERVICES MANAGER  
FACILITY MANAGER  
FINANCIAL SYS MGR  
FIRE BATT CHIEF  
FIRE CHIEF  
FIRE DEP CHIEF  
FIRE DIVISION CHIEF  
FIRE MARSHAL  
FIRST COOK  
FLEET MANAGER

FLOOD CON & SEW DIV MGR  
GEO INFO SYS ADMIN  
GOLF COURSE IRRIG.  
GOLF MANAGER  
GRADUATE LEGAL ASST  
GRADUATE STUDENT TRN  
HEAD EVENTS CROWD CONTROL  
HISTORY CENTER ADMIN  
HOST  
HOUSING ADMIN  
INFO SYS MGR  
INTERNAL AUDIT ADMIN  
INVESTMENT OFF I  
INVESTMENT OFF II  
LEGAL ASSISTANT  
LEGAL SECRETARY  
LEGAL SECRETARY II  
LIB DIRECTOR  
LIB IV  
LIB SUP SVCS MGR  
LIBRARY COMM REL COORD  
LIFEGUARD  
LOCKER ATTD  
MANAGEMENT ANALYST I  
MANAGEMENT ANALYST II  
MANAGEMENT ANALYST III  
MARINA AIDE  
MAYOR  
MAYOR/CC OFFICE RECEPTION  
MAYOR/CC OFF MANAGER  
METRO ARTS MANAGER  
MGMT OFF OF COMM CTR/BUR  
MIN WMN & SM BUS COORD  
MUSEUM AND HISTORY MGR  
MUSEUM ATTD  
NEIGH SERV A-T-M  
OPRNS & MAINT SUPT  
PANTRY AID  
PARKING ADMINISTRATOR  
PARKS SUPT  
PERSONNEL SVCS MGR  
POLICE BACKGRND ASST  
POLICE CAPTAIN  
POLICE CHIEF  
POLICE COMMANDER  
POLICE DATA SVCS ADMIN  
POLICE INFO OFFICER

## Status of Eligible / Reemployment / Recall List

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JobTitle	Exam ID	ExamType	Estb Dt	Exp Date	AllowExp	CurrElig	CurrRnks	Reemploy	Recall	Analyst	Technicn
ACCOUNT CLERK II	16002-95	Open	05/30/1995	05/29/1996		18	6			GG	DE
ACCOUNTANT/AUDITR I	10026-95	Open	10/12/1995	10/11/1996		27	16			KL	SC
ACCOUNTING TECH	16003-94	City Emp Only	02/28/1994	02/27/1996		27	7			GG	DP
ACCTANT/AUDITOR III	10028-94	Open	02/28/1995	02/27/1996		14	5			CB	DP
ADMIN ANALYST I	10001-94	open	10/03/1994	10/02/1996		11	6			BS	HK
ADMIN ANALYST II	10002-94	open	10/03/1994	10/02/1996		7	5	1		BS	HK
ADMIN TECH	3538	city employee	01/08/1992	01/07/1996	Y	64	19			CP	DC
ANIMAL CONTROL OFCR	94-0002	Recall	05/19/1994	02/19/1999		0	0		1		
ARTS PROGRAM COORD	16109-95	open	12/08/1995	12/07/1996		6	4			BS	DE
ARTS PROGRAM COORD	3574	Open	05/06/1992	05/05/1996		6	5			GS	SC
ASSIST CIVIL ENGINR	11011-94	Open	02/08/1995	02/07/1996		2	2			GG	DE
ASSIST CIVIL ENGINR	11011-95	Open	06/23/1995	06/22/1996		12	8			GG	DE
ASSOC CIVIL ENGINR	11012-94	Open	02/08/1995	02/07/1996		5	4	1		GG	DE
BOOKING COORDINATOR	16903-95	Open	07/24/1995	07/23/1996		8	5			BS	HK
BUILDING INSP I	16011-93	open	12/22/1993	12/21/1996		145	3	1		TW	DP
BUYER II	3543	Open	12/17/1991	12/16/1995	Y	5	3			BS	SC
CARPENTER	06202-95	open	06/27/1995	06/26/1996		15	6			KL	DE

City of Sacramento California

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APPENDIX C

## Status of Eligible / Reemployment / Recall List

(continued)

JobTitle	Exam ID	ExamType	Estb Dt	Exp Date	AllowExp	CurrElig	CurrRnks	Reemploy	Recall	Analyst	Technicn
CASHIER	94-0003	Recall	02/19/1994	02/19/1999		0	0		3		
CENTRAL STORE SUP	15013-94	City Emp Only	12/21/1994	12/20/1996		8	4			CB	DP
CHILD CARE COORDNTR	95-0001	Recall	07/31/1993	07/31/1998		0	0		1		
CHILD CARE PROG SUP	15072-95	City Emp Only	09/01/1995	08/31/1996		5	4			BS	HK
CHILD CARE SIT COOR	3558	City & Open	06/30/1992	06/29/1996		13	5			CB	CJ
CHILD CARE ST AC PG	3559-CITY	CITY	06/30/1992	06/29/1996		6	5			CB	CJ
CHILD CARE ST AC PG	3559-OPEN	OPEN	06/30/1992	06/29/1996		13	5			CB	CJ
CLERK I	3585	CITY EMP ONLY	04/21/1992	04/20/1996		18	4			GG	HK
COMMUNITY CTR ATM I	03656-95	Open	08/16/1995	08/17/1996		85	24			BS	DE
COMMUNITY SVC OFFCR	02036-95-H	Merged List	10/20/1995	10/19/1996		184	4			CB	HK
COMPUTER OPER SUPRV	15017-94	CEO	04/27/1994	04/26/1996		3	3			BS	HK
CONSTRUCTN INSP III	16027-95	City Emp Only	12/04/1995	12/03/1996		7	5			GG	SC
CULTURAL FACIL ATTN	95-0002	Recall	04/02/1994	04/02/1999		0	0		1		
CURATOR OF HIST EXH	95-0003	Recall	04/30/1994	04/30/1999		0	0		1		
CUSTODIAN	3600	CITY EMP ONLY	06/16/1992	06/15/1996		3	2			GG	HK
DEPARTAL DATA TECH	16921-94	open	03/08/1994	03/07/1996		10	5			TW	DP
DISPATCHER RECRUIT	09113-95	Continuous	05/25/1995	05/24/1996		26	4			CB	DP
ELECTRICIAN	06204-94	open	04/14/1994	04/13/1996		17	3			BS	HK

## Status of Eligible / Reemployment / Recall List

(continued)

JobTitle	Exam ID	ExamType	Estb Dt	Exp Date	AllowExp	CurrElig	CurrRnks	Reemploy	Recall	Analyst	Technicn
ELECTRON MTCE TECH	03615-95	open	05/02/1995	05/01/1996		7	5			KL	KL
ENG TECHNICIAN I	16930-95	Open	09/26/1995	09/25/1996		54	14			GG	DE
ENGINEERING TCH III	16939-95	City Emp Only	04/17/1995	04/16/1996		6	4			GG	DE
EQUIP MAINT SUPV	15053-95	City Emp Only	11/22/1995	11/21/1996		19	6			GG	SC
EQUIP SERVICE WRKR	12006-95	open	03/16/1995	03/15/1996		40	4	1		GG	DE
EQUIPMENT MECH I	12009A	OPEN	09/10/1993	09/09/1996		10	4			BS	HK
EQUIPMENT MECH II	12003A	OPEN	09/10/1993	09/09/1996		3	3			BS	HK
EQUIPMENT OPERATOR	03658-94-CITY	City Emp Only	08/29/1994	08/28/1996		11	3			GG	DE
EQUIPMENT OPERATOR	03658-94-OPEN	Open	08/29/1994	08/28/1996		20	5			GG	DE
EVENTS COORDINATOR	16043-94	Open	12/16/1994	12/15/1996		16	3			BS	HK
EXHIBITS COORDINATR	94-0006	Recall	07/31/1993	07/31/1998		0	0		2	LZ	
FIRE APPARATUS OPER	05050-95	Promotional	01/01/1996	12/31/1996		40	40			TW	SC
FIRE APPARATUS OPER	05050A	Promo	01/01/1994	12/31/1995	Y	11	11			CP	HK
FIRE CAPTAIN	05020-94	Promotional	01/01/1995	12/31/1996		47	47			TW	SC
FIRE INVESTIGATOR I	05067-95	Promotional	06/23/1995	06/22/1996		6	6			TW	SC
FIRE PREV OFCR TRNE	05064-95	City Emp Only	04/26/1995	04/25/1996		75	6			TW	DM
FIRE PREVENT OFFCER	95-0009	Reemployment	/ /	08/29/1996		0	0	1			
FIRE RECRUIT	05083-94	OPEN	06/23/1994	06/22/1996		2019	4			TW	HK

## Status of Eligible / Reemployment / Recall List

(continued)

JobTitle	Exam ID	ExamType	Estb Dt	Exp Date	AllowExp	CurrElig	CurrRnks	Reemploy	Recall	Analyst	Technicn
GENERAL HELPER	95-0006	Reemployment	/ /	08/25/1996		0	0	1			
GRAPHIC DESIGNER	95-0007	Recall	06/26/1993	06/26/1998		0	0		1		
GRAPHICS ASSISTANT	16957-95	Open	08/11/1995	08/10/1996		19	4			KL	KL
GREENSKEEPER	03619-94	Open	05/10/1994	05/09/1996		14	6				DP
ID TECH I	16046-94	Open	12/13/1994	12/12/1996		64	4			CB	DP
LANDFILL EQUIP OPER	94-0007	Recall	09/24/1994	09/24/1999		0	0		1		
LIB GALLERIA COORD	3554	Open	04/08/1992	04/07/1996		12	5			GS	SC
MACHINIST SUPERVISR	06210-95	City Emp Only	10/27/1995	10/26/1996		10	4			KL	SC
MAINTENANCE WORKER	03651-95	City Emp Only	07/07/1995	07/06/1996		72	3			GG	DE
MARINA BOTG FAC ATH	03650-94	Open	08/03/1994	08/02/1996		4	3			BS	HK
MEDIA & COMP SPECIAL	94-0008	Recall	07/31/1993	07/31/1998		0	0		1		
MOTOR SWEEPER OPER	03625-95	city only	03/15/1995	03/14/1996		17	4			GG	DE
MUSEUM REGISTRAR	94-0009	Recall	07/31/1993	07/31/1998		0	0		1		
NUISANCE ABATE OFFC	3570-CITY	City Emp Only	05/18/1992	05/17/1996		3	3			CP	DP
NUISANCE ABATE OFFC	3570-OPEN	Open	05/18/1992	05/17/1996		16	4			CP	DP
PARK EQUIPMENT OPER	94-0012	Recall	07/26/1991	07/26/1996		0	0		1		
PARK MAINT WKR I	03653-95	Open	03/03/1995	03/02/1996		693	13	1		BS	HK

## Status of Eligible / Reemployment / Recall List

(continued)

JobTitle	Exam ID	ExamType	Estb Dt	Exp Date	AllowExp	CurrElig	CurrRnks	Reemploy	Recall	Analyst	Technicn
PARK MAINT WKR II	03654-95	City Emp Only	06/28/1995	06/27/1996		7	2	1		BS	HK
PARK MAINT WKR III	94-0013	Reemp./Recall	06/26/1993	06/26/1998		0	0	1	1		
PARKING ENF OFF-REL	95-0010	Recall	/ /	02/03/1997		0	0		15		
PARKING ENF OFFICER	03630-94	City Emp Only	07/25/1994	07/23/1996		36	4			GG	DE
PARKING ENFORCE SUP	15025-95	City Emp Only	03/21/1995	03/20/1996		6	4			KL	KL
PKG MTR REPAIR WRKR	03629-94	city only	01/20/1995	01/19/1997		12	2			GG	DE
PLANT OPERATOR I	04001-95	open	04/24/1995	04/23/1996		37	4			TW	DE
PLANT OPERATOR II	04002-95-CITY	City Emp List	04/24/1995	04/23/1996		6	3			TW	DE
PLANT OPERATOR II	04002-95-OPEN	Open	04/24/1995	04/23/1996		10	5			TW	DE
PLANT OPERATOR III	04003-95	city only	05/25/1995	05/24/1996		5	3			TW	DE
POLICE CADET	02035-95-M	Merged List	10/09/1995	10/08/1996		501	4			CB	HK
POLICE OFF LATERAL	02027-94	open	12/16/1994	12/15/1995	Y	23	4			CB	DP
POLICE SERGEANT	02015-95	PROMOTIONAL	07/08/1995	07/07/1996		61	61			CB	DP
PROGRAMMER I	10051-95	Open	07/03/1995	07/02/1996		2	2			BS	SC
PROGRAMMER TRAINEE	10050-95	open	09/13/1995	09/12/1996		11	3			KL	DE
PROPERTY ASSISTANT	3603	City Emp Only	09/04/1992	09/03/1996		36	8			GS	SC
REAL PROPERTY AGT I	16074-94	Open	10/12/1994	10/11/1996		16	11			GG	DE
RECREA PROG COORD I	16955-94	Open	02/06/1995	02/05/1996		36	5			BS	HK

## Status of Eligible / Reemployment / Recall List

(continued)

JobTitle	Exam ID	ExamType	Estb Dt	Exp Date	AllowExp	CurrElig	CurrRnks	Reemploy	Recall	Analyst	Technicn
RECREATION LEADER	16949-95	Open	03/23/1995	03/22/1996		41	6			BS	HK
REFUSE COLL. SUPVR.	15032A	CITY ONLY	07/02/1993	07/01/1996		11	6			BS	HK
SANITATION WORKER I	03662A	city emp only	12/07/1993	12/06/1996		6	5			BS	SC
SANITATION WRKR III	03664-95	city only	08/23/1995	08/22/1996		8	3			GG	DE
SCIENCE EDU COORDTR	94-0015	Recall	07/31/1993	07/31/1998		0	0		1		
SECRETARY	10006-95	Open	04/19/1995	04/18/1996		21	12			BS	HK
SENIOR ELECTRICIAN	06265-95	City Employee	05/04/1995	05/03/1996		5	3			BS	KL
SPECIAL PROG COORDR	16956-95	open	11/08/1995	11/07/1996		12	6			BS	DE
SR. ACCOUNTING TECH	15064-94	City Emp Only	08/15/1994	08/14/1996		8	4			SC	DP
SR. ANIMAL CARE TCH	95-0004	Recall	02/19/1994	02/19/1999		0	0		1		
SR. CARPENTER	06255-95	City Emp Only	04/04/1995	04/03/1996		5	4			GG	DE
SR. ELECT MAINT TCH	03633-94	City Emp Only	08/01/1994	07/31/1996		3	3			SC	DP
SR. PAINTER	06051-95	City Emp Only	04/18/1995	04/17/1996		1	1			GG	DE
SR. PARKG LOT SUPVR	94-0016	Recall	06/26/1993	06/26/1998		0	0		1		
SR. PRKG LOT ATTDNT	95-0008	Recall	06/26/1993	06/26/1998		0	0		3		
SR. REVENUE SVC REP	16954-95	City Emp Only	03/16/1995	03/15/1996		9	6			CB	DP
SR. SCHL CRSSG GUAR	94-0017	Recall	06/26/1993	06/26/1998		0	0		1		
SR. TREE MAINT. WKR	03661-95	City Emp Only	05/24/1995	05/23/1996		7	3			BS	SC

## Status of Eligible / Reemployment / Recall List

(continued)

JobTitle	Exam ID	ExamType	Estb Dt	Exp Date	AllowExp	CurrElig	CurrRnks	Reemploy	Recall	Analyst	Technicn
SR. TREE TRIMMER	03680A	City Emp Only	04/28/1993	04/27/1996		2	2			TW	SC
SRVC CONTRACT INSP	16902-95	City Emp Only	10/09/1995	10/08/1996		4	3			GG	SC
ST CLEANING SUPVR	15036-95	city only	03/17/1995	03/16/1996		14	4			GG	DE
STAGEHAND II	06017A	City Only	06/25/1993	06/24/1996		2	1			GG	DP
STATIONARY ENGINEER	04005-94	open	03/18/1994	03/17/1996		7	3			GG	DP
STREET CONST EQP OP	06205-95	city only	08/25/1995	08/24/1996		5	5			GG	DE
SUPV PLANT OPERATOR	15040-95	city only	05/25/1995	05/24/1996		7	3			TW	DE
SUPVG ID TECH	15060A	City Only	06/16/1993	06/15/1996		5	3			LZ	SC
TRAFFIC CNTL LT TCI	3561	Open	02/12/1992	02/11/1996		22	7			BS	SC
TREASURY OP OFFCR I	10039-95	Open	08/20/1995	08/21/1996		17	6			TW	SC
TREE TRIMMER I	03639-95	open	08/28/1995	08/27/1996		1	1			BS	HK
TREE TRIMMER SUPVR	3553	city employee	05/26/1992	05/25/1996		4	3			CB	CJ
TREE TRIMMER TRANEE	03638-95	Open	08/29/1995	08/28/1996		24	14			BS	HK
TYPIST CLERK I	16094-93	open	05/01/1994	04/30/1996		29	7			GG	DP
TYPIST CLERK II	16095-94	open	10/03/1994	10/02/1996		23	4	5		GG	DE
TYPIST CLERK III	16096-95	City Emp Only	06/26/1995	06/25/1996		22	12	2		KL	DE
VEHICLE POOL SVCWKR	12013-93	CITY ONLY	12/21/1993	12/20/1996		10	5			BS	HK

## Status of Eligible / Reemployment / Recall List

(continued)

JobTitle	Exam ID	ExamType	Estb Dt	Exp Date	AllowExp	CurrElig	CurrRnks	Reemploy	Recall	Analyst	Technicn
WATER & SEWR SVCWKR	07001-95	Open	07/21/1995	07/20/1996		19	5			TW	DM
WATER QUAL LAB TECH	16080-95	Open	05/17/1995	05/16/1996		14	10			TW	HK
WC CLAIMS REP TRNEE	10065-94A	city only	11/18/1994	11/17/1996		4	4			GG	DE
WRKS COMP REP II	10067-95	open	08/04/1995	08/03/1996		1	1			KL	KL
WTR & SWR LEADWRKR	07002-95	promotional	12/07/1995	12/06/1996		48	48			TW	DE
ZOO ATTENDANT I	03642-95	open	09/07/1995	09/06/1996		12	4			KL	KL
ZOO ATTENDANT II	03643-95	city only	04/20/1995	04/19/1996		4	2			BS	DM
ZOO SUPERVISOR	15051-95	open	11/01/1995	10/31/1996		7	4			BS	DE