CITY OF SACRAMENTO

25

DEPARTMENT OF PERSONNEL
801 NINTH STREET, ROOM 201
SACRAMENTO, CALIF. 95814
TELEPHONE (916) 449-5270

DONNA L. GILES
DIRECTOR OF PERSONNEL

March 30, 1983

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Resubmittal of the Affirmative Action/Equal Employment Opportunity Status Report for 1982

SUMMARY

On March 22, 1983 the Personnel and Public Employees Committee as directed, heard further testimony on the Affirmative Action/Equal Employment Opportunity Status Report for 1982. After reviewing information relative to some concerns that were previously raised, the Committee has voted to send the status report back to the Council.

Attachment 1 is a summary sheet which identifies the minority workforce by department and occupational category. Attachment 2 is the Affirmative Action/ Equal Employment Opportunity Status Report for 1982.

BACKGROUND

The Personnel and Public Employees Committee originally reviewed the Affirmative Action/Equal Employment Opportunity Status Report at its March 8, 1983 meeting. After hearing testimony on each section of the report, the Committee sent the status report to the City Council for further review.

On March 15, 1983, the City Council heard testimony from a member of the public who questioned various elements of the report. In response, the Council referred the report back to the P. & P. E. Committee so that the individuals concerns could be addressed.

COMMITTEE ACTION

On March 22, 1983 the Personnel and Public Employees Committee heard further testimony on the status report. Based on the information that was presented, the Committee has requested that staff develop a status report which highlights the affirmative action progress relative to exempt management positions. In addition, the Committee voted to transmit the 1982 status report back to the Council.

RECOMMENDATION

This report was resubmitted by the Personnel and Public Employees Committee as an information item for Council review. No further action is required.

Respectfully submitted,

Donna L. Giles

DONNA L. GILES
Director of Personnel

For City Council Information:

Walter J. Slipe

WALTER J. SLIPE
City Manager

Attachments

April 5, 1983

25

CITY OF SACRAMENTO

DEPARTMENT OF PERSONNEL
801 NINTH STREET, ROOM 201
SACRAMENTO, CALIF. 95814
TELEPHONE (916) 449-5270

DONNA L. GILES
DIRECTOR OF PERSONNEL

March 2, 1983

Personnel and Public Employees Committee
Sacramento, California

Honorable Members in Session:

SUBJECT: Affirmative Action/EEO Program Status Report for 1982

SUMMARY

The City's Affirmative Action Plan requires a review and update of the Affirmative Action/Equal Employment Opportunity Program on an annual basis. The attached report provides detailed information on the employment changes that have occurred since the January 19, 1982 report.

BACKGROUND INFORMATION

The City of Sacramento's Equal Employment Opportunity/Affirmative Action Program is continuing to show signs of progress although layoffs, resignations and retirements have reduced the number of minority employees and have limited the female employment gains. While the overall percentage of minorities in career positions has increased from 32.76% in 1981 to 32.90% in 1982, the actual number of minorities has dropped from 886 to 866. In addition, the percentage of females in the career workforce increased from 17.36% in 1981 to 17.89% in 1982, a net gain of four female employees (467 to 471).

The number of minorities dropped in 5 of the 8 occupational categories while there were percentage increases in 5 of these same 7 categories. The number of females dropped in 4 occupational categories while the percentage of females increased in 3 categories. In addition, the number of minorities decreased in 7 departments (there were percentage increases in 8 departments) and the number of females decreased in 6 departments (there were percentage increases in 10 departments).

RECOMMENDATION

The attached report is being submitted to the Personnel and Public Employees Committee for review. It is recommended that the Committee forward the report to the full Council for information.

Respectfully submitted,

Gary L. Little

GARY L. LITTLE
Affirmative Action Officer

Recommendation Approved:

Donna L. Giles

DONNA L. GILES
Director of Personnel

Walter J. Slipe

WALTER J. SLIPE
City Manager

Attachments

Finance - Continued

- Revenue & Collections - 33 Employees

  Blacks: 7 Clericals
  Hispanics: 1 Management/Supv*; 1 Technician
  4 Clerical
  Asians: 1 Professional; 2 Technicians
  1 Clerical
  Filipino: 1 Clerical

- Accounting - 20 Employees

  Blacks: 2 Clerical
  Hispanics: 1 Professional; 1 Clerical
  Filipino: 1 Technician

Fire

439 Total Employees

Blacks: 2 Management*/Supv; 16 Firefighters
1 Clerical
Hispanics: 2 Management/Supv (1 Mgmt)
41 Firefighters
Asians: 4 Firefighters
American-Indian: 10 Firefighters
Filipino: 1 Technician

General Services

129 Total Employees

- Administration - 3 Employees

  Hispanics: 1 Management*/Supv.

- Central Services - 5 Employees

  Hispanics: 1 Technician; 2 Clerical

- Facility Maintenance - 36 Employees

  Blacks: 1 Service Maint; 1 Technician
  Hispanics: 1 Technician
  Asians: 1 Skilled Craft

- Equipment Maintenance - 72 Employees

  Blacks: 2 Skilled Craft; 4 Service Maint.
  Hispanics: 5 Service Maint.
  Asians: 2 Management/Supv*; 6 Skilled Craft;
  3 Service Maint; 1 Technician

- Support Services - 10 Employees

  Hispanics: 1 Professional; 1 Service Maint.
  Asians: 1 Management*/Supv. ; Professionals

- Risk Management - 3 Employees

  No Minorities

*Denotes Either Management or Supervisory

Library

96 Total Employees
Black: 1 Professional; 1 Service Maint; 2 Technicians;
3 Clericals
Hispanics: 2 ServiceMaint; 1 Technician; 7 Clerical
Asians: 3 Professional; 4 Clerical
American-Indian: 1 Clerical

Personnel

28 Total Employees
Blacks: 3 Management/Supv (2 Management)
1 Professional; 1 Technicians; 2 Clerical
Hispanics: 3 Clerical
Asians: 1 Management/Supv*

Planning - 26 Employees

Hispanics: 1 Clerical
Asians: 3 Management/Supv*; 2 Professionals

Police

700 Total Employees
Blacks: 2 Management/Supv (1 Management)
35 Police Officers; 2 Service Maint.
19 Clericals
Hispanics: 2 Management/Supv (1 Management);
51 Police Officers; 3 Technicians;
28 Clerical
Asians: 1 Management/Supervisory*; 21 Police Officers;
1 Professional; 2 Technicians; 5 Clerical
American Indian: 9 Police Officers
Filipino: 7 Police Officers; 3 Clericals

RECAPITULATION

	Male		Female		Total	
	#	%	#	%	#	%
White	1457	55.36	309	11.74	1766	67.10
Black	270	10.25	62	2.36	442	12.61
Hispanic	309	11.74	62	2.36	371	14.20
Asian	85	3.23	27	1.03	112	4.26
American Indian	27	1.02	1	.04	28	1.06
Filipino	12	.45	8	.30	20	.76
Other/Unknown	1	.04	2	.07	3	.11
TOTALS	2161	82.10	471	17.90	2632	100.00

MINORITY EMPLOYMENT BY DEPARTMENT AND OCCUPATIONAL CATEGORY

ATTACHMENT 1

November 19, 1982 Summary Sheet

City Attorney

9 Total Employees
Blacks: 1 Professional

City Clerk

4 Total Employees
Asians: 1 Clerical
Filipinos: 1 Mgmt*/Supv.

City Council/Mayor

5 Total Employees
Blacks: 1 Clerical
Hispanics: 1 Clerical

City Manager

8 Total Employees
Blacks: 1 Professional

City Treasurer

8 Total Employees
Blacks: 1 Clerical
Asians: 1 Mgmt/Supv*
1 Professional

Community Center

36 Total Employees
Blacks: 1 Skilled Craft
3 Service Maint.
1 Clerical
Hispanics: 1 Skilled Craft
5 Service Maint.
1 Technician
American Indians: 1 Service Maint.
Filipinos: 1 Service Maint.

Community Services

322 Total Employees

- Administration - 9 Employees
  Hispanics: 1 Clerical
  Asian - 1 Clerical
- Recreation - 55 Employees
  Blacks: 3 Mgmt/Supv (1 Mgmt)
  6 Service Maint
  1 Technician
  2 Clericals
  Hispanics: 1 Mgmt/Supv*
  6 Service Maint.
  1 Clerical

- Recreation (Cont)
  Asian: 1 Mgmt/Supv*
  1 Clerical
  Filipino: 1 Mgmt/Supv*
- Golf - 31 Employees
  Blacks: 3 Service Maint.
  Hispanics: 3 Mgmt/Supv (1 Mgmt)
  5 Service Maint.
  Asian: 1 Service Maint.
- Parks - 205 Employees
  Blacks: 1 Mgmt/Supv*
  31 Service Maint.
  1 Clerical
  Hispanics: 1 Mgmt/Supv*
  63 Service Maint.
  Asians: 4 Service Maint.
  1 Technician
  American Indian: 1 Service Maint.
  Filipino: 1 Service Maint.
- Zoo - 16 Employees
  Blacks: 2 Service Maint.
  Hispanic: 1 Mgmt/Supv*
  2 Service Maint.
- Crocker Art Museum - 9 Employees
  Blacks: 1 Service Maint.
  Hispanic: 1 Service Maint.
  Filipino: 1 Clerical
  "Others" - 1 Technician
- Metropolitan Arts - 3 Employees
  "Others" - 1 Professional
- Museum & History - 4 Employees
  No minorities

Data Processing

27 Total Employees
Blacks: 1 Technician
2 Clerical
Hispanics: 1 Mgmt*/Supv
1 Clerical
Asians: 1 Technician

Employee Relations

4 Total Employees
Hispanics: 1 Professional

Engineering

722 Total Employees

- Engineering & Construction - 71 Employees
  Blacks: 1 Technician; 2 Clericals
  Hispanics: 3 Service Maint; 1 Techician
  Asians: 3 Mgmt/Supv (1 Mgmt); 2 Professionals;
  2 Service Maint; 3 Technicians
  American-Indians: 1 Technician
  Filipino: 1 Service Maint.
- Street Maintenance - 50 Employees
  Blacks: 3 Skilled Crafts; 1 Service Maint.
  Hispanics: 1 Management/Supervisory*
  4 Skilled Crafts; 6 Service Maint.
  Asians: 1 Skilled Crafts
- Water and Sewer - 209 Employees
  Blacks: 1 Skilled Craft; 6 Service Maint; 1 Technician
  Hispanics: 18 Service Maintenance
  Asians: 1 Professional; 7 Service Maint; 1 Clerical
  American Indians: 1 Skilled Craft; 2 Service Maint
  Filipino: 1 Clerical
- Traffic Engineering - 106 Employees
  Blacks: 1 Management/Supv*: 8 Service Maint.
  Hispanics: 2 Management/Supv*; 16 Service Maint; 1 Technician
  3 Clerical
  Asians: 1 Management/Supv*: 4 Service Maint; 1 Clerical
- Waste Removal - 229 Employees
  Blacks: 8 Management/Supv (1 Mgmt): 123 Service Maint.
  2 Clerical
  Hispanics: 1 Management/Supv; 48 Service Maint.
  Asians: 2 Service Maint.
  "Others": 1 Service Maint.
- Inspections - 44 Employees
  Blacks: 1 Technician; 1 Clerical
  Hispanic: 3 Technicians; 1 Clerical
  Asians: 1 Clerical
- Animal Control - 13 Employees
  Blacks: 1 Service Maint.
  Hispanics: 2 Management/Supv*; 3 Service Maint.
  Asians: 1 Service Maintenance; 1 Clerical

Finance

59 Total Employees

- Administration & Budget - 6 Employees
  Blacks: 1 Professional
  Asians: 1 Professional

*Denotes Either Management or Supervisory

AFFIRMATIVE ACTION/EEO PROGRAM

STATUS REPORT

1982

On January 20, 1981, the City of Sacramento adopted a written affirmative action plan to provide equal employment opportunity to all individuals regardless of race, color, religion, sex, age, national origin, ancestry, disability or marital status. The plan also contains specific goals and timetables for the employment of minorities and women in occupational categories and departments where they are under-utilized.

This report is the annual review of the total affirmative action/equal employment opportunity program. Section I of this report is a review of the equal employment opportunity program. Section II is an evaluation of the affirmative action program and an assessment of whether minorities and women are being hired in sufficient numbers to enable the affirmative action goals to be met within the timetables. Section III is a summation of the report.

This report is based on information which was available on December 13, 1982. Activities and changes after that date will be reflected in the next status report.

SECTION I

Equal Employment Opportunity

The City of Sacramento continued its promotion of equal employment opportunity during 1982. Some of the action items were: (1) A new pre-employment medical evaluation procedure was developed with assistance from the California Department of Fair Employment and Housing. The new procedure will help prevent discrimination against the disabled. (2) A sexual harassment policy was adopted by the City Manager. The policy was disseminated throughout the City system and awareness training was given to management staff. (3) Several inhouse policies were adopted by the Personnel Department. These policies include measures that define minimum filing periods; rules for the handling of discrimination complaints regarding employment tests; and, procedures for obtaining affirmative action/equal employment opportunity input on personnel related matters.

In addition to the above, a physical requirement survey of heavy labor jobs was completed during 1982. This study, which was financed through a special grant, will be a major tool in the efforts to provide equal employment opportunity to individuals with disabling conditions. The physical requirements survey has already helped the City reasonaly accommodate two disabled employees into new careers after they were no longer able to perform the functions of their former jobs.

Although the commitment to equal employment opportunity was quite evident in 1982, some individuals were reluctant to apply for positions after they discovered from the news media that City employees were being laid off, and that a hiring freeze was in effect. Because the City is dependent on attracting candidates from other employers, the 1982 economic problems hurt the equal employment opportunity program by sending a negative message to qualified minorities, women and disabled individuals.

In addition to the above, the problems which plagued the EEO program in 1981 were carried over into 1982: (1) the low number of professional and clerical staff in the Personnel Management Services Division limits recruitment activities; (2) the lack of revenue and professional training on test development for staff requires the Personnel Department to utilize employment tests, which may, at times, have a disparate impact against minorities, females and the disabled; and (3) the Rule-of-Three Civil Service merit system continues to discourage minorities and women from applying for non-traditional positions when they lack experience (or exposure) in those non-traditional occupations (specific recommendations are listed in Section III to correct some of these problems).

RECRUITMENT

Notwithstanding the above, there were no significant changes in the City's recruitment program during 1982. Each "open" and "promotional" examination is still being announced at the Personnel Department, and on the tape recorded "Job Line" (443-9990). The Personnel Department continues to send job announcements and related material to City Departments, community organizations, and individuals who appear on an extensive mailing list. As in 1981, the recruitment process is modified from time to time to provide additional coverage. The Personnel Department then communicates extensively with various community groups and organizations to assist in the recruitment of minorities and females. This is done to insure that minorities and females in the Sacramento metropolitan area are aware of City employment opportunities.

While there were no significant changes in the recruitment program during 1982, there were some minor changes which may improve the effectiveness of the program. (1) There was an increase in employment advertising in minority/female publications. (2) The Affirmative Action Office has instituted an "interest card program" for keeping track of minorities and females who have indicated an interest in City employment. When an examination is announced for a position in an individual's field of expertise, they are notified of the employment opportunity.

EXAMINATIONS

Since November 1, 1981, the Personnel Department has administered employment examinations for approximately 53 job classifications (three of those exams were actually given by the Sacramento County Personnel Department, and the City adopted their lists). A total of 1457 individuals passed those examinations and were placed on eligible lists. Of that total 466 (31.98%) were minorities and 637 (43.72%) were females.

In comparison to the 1981 figures, there was an increase in the percentage of minorities on the eligible lists for "Fire" and "Service Maintenance" occupations. There was also an increase in the percentage of females on the eligible lists for "Professional" and "Service Maintenance" occupations.

There was a decrease in the percentage of minorities on the eligible lists for the "Management/Supervisory", "Police" (note: there were no new lists reported for this occupational category during 1982), "Skilled Crafts", "Technical" and "Clerical" occupations. There was a decrease in the percentage of women on the eligible lists for the "Management/Supervisory", "Police" (same notation as above), "Technical", and "Clerical" occupations. The percentage of females on the "Fire" and "Skilled Crafts" lists did not change. (See Attachment "A" for a breakdown by occupational category.)

On a related note, the bi-annual Police Sergeant's examination was not held during 1982 as scheduled, because of a lawsuit filed in Superior Court by the Sacramento Police Officer's Association. The suit was filed against the Personnel Department for its proposed use of a technical scoring procedure designed to mitigate any actual adverse impact against minority candidates resulting from the examination. A settlement was negotiated between the Association and the City of Sacramento. As part of the settlement, a new procedure was designed to provide increased predictive validity of the examination process, thereby minimizing or eliminating adverse impact.

This is an important issue because of a recent United States Supreme Court decision. In the case Connecticut vs. Teal, the court ruled that each component of an examination process must stand alone in the determination of whether or not discrimination has occurred. An employer cannot preclude a prima-facie case of discrimination against one segment of an examination by showing that minorities have eventually been hired in proportionate numbers. Because of the Teal case, the City of Sacramento will continue to thoroughly review employment examinations in an attempt to reduce adverse impact.

CERTIFICATION FROM ELIGIBLE LISTS

Since November 5, 1981, 24.76% of the individuals who were certified from eligible lists for appointments and promotions were minorities and 53.75% were females. The percentage of minorities who were certified dropped from 33.78% in 1981 while the percentage of females certified increased from 38.64% in 1981. (See Chart A for information pertaining to total certifications by race and sex. See Charts B, C and D for certifications by occupational categories.

CERTIFIED FROM ELIGIBLE LISTS

11/81 - 11/82

(CHART A)

Race/Ethnicity	Male #	Male %	Female #	Female %	Total #	Total %
White	287	31.16	359	38.98	646	70.14
Black	47	5.10	34	3.69	81	8.79
Hispanic	59	6.41	35	3.80	94	10.21
Asian	14	1.52	31	3.37	45	4.89
American Indian	3	.33	0		3	.33
Filipino	4	.43	1	.11	5	.54
Other/Unknown	12	1.30	35	3.80	47	5.10
	426	(46.25)	495	(53.75)	921	

TOTAL CERTIFIED

11/81 - 11/82

(CHART B)

	#	%
Management/Supervisory	51	(5.54)
Police	13	(1.41)
Fire	3	(.33)
Professional	131	(14.22)
Skilled Craft	40	(4.34)
Service Maintenance	183	(19.87)
Technical	121	(13.14)
Clerical	379	(41.15)
TOTAL	921	

CERTIFIED FROM ELIGIBLE LISTS

11/81 - 11/82

(CHART C)

	Minority #	% of Total Number of Minorities Certified	% of Total Number of Candidates Certified
Management/Supervisory	8	(3.50)	15.69
Police	5	(2.20)	38.46
Fire	0	(0.00)	0.00
Professional	19	(8.33)	14.50
Skilled Craft	9	(3.95)	22.50
Service Maintenance	93	(40.79)	50.81
Technical	12	(5.26)	9.92
Clerical	82	(35.96)	21.63
TOTAL	228		

CERTIFIED FROM ELIGIBLE LIST

11/81 - 11/82

(CHART D)

	Female #	% of Total Number of Females Certified	% of Total Number of Candidates Certified
Management/Supervisory	18	(3.64)	35.29
Police	2	(.40)	15.38
Fire	0	(0.00)	0.00
Professional	79	(15.96)	60.31
Skilled Craft	0	(0.00)	0.00
Service Maintenance	21	(4.24)	11.48
Technical	67	(13.54)	55.37
Clerical	308	(62.22)	81.27
TOTAL	495		

In comparison to 1981 figures, there was an increase in the percentage of minorities certified in the Police, Progessional and Service Maintenance occupational categories. There was a decrease in the percentage of minorities certified in the Management/Supervisory, Fire (note: only one individual was certified for "Fire" occupations during 1982), Skilled Crafts, Technical, and Clerical occupational categories. There was also an increase in the percentage of females certified in the Management/Supervisory, Police, Service Maintenance and Technical occupational categories.

There was a decrease in the percentage of females certified in the Fire (see above notation), Professional, and Clerical occupational categories. There were no females certified for Skilled Crafts positions in either 1981 or 1982.

Based on the above information, an objective for the EEO Program in 1983 will be to increase the percentage of minorities who are certified for Management/ Supervisor, Professional, Skilled Crafts and Technical positions, and to increase the percentage of females certified to Management/Supervisory, Police, Skilled Crafts and Service Maintenance positions.

SELECTIONS MADE FROM ELIGIBLE LISTS

Of those individuals who were certified from eligible lists during 1982, minorities were appointed/promoted to 32.85% of the positions. During the same period, women were appointed/promoted to 39.52% of the positions. In comparison, minorities were appointed/promoted to 41.88% of the positions in 1981, and women were appointed/promoted to 33.33% of the positions.

Although the percentage of minorities appointed/promoted dropped during 1982, the selection rate was above the affirmative action parity rate of 31%. The occupational categories which experienced an increase in the minority selection rate were: Management/Supervisory, Police, Professional and Service Maintenance. The minority selection rates decreased in the Fire (only one appointment/promotion was made in this occupational category), Skilled Crafts, Technical, and Clerical occupational categories.

As noted above, there was an increase in the selection rate for females during 1982. The female appointment/promotion rate increased in the Management/ Supervisory, Police, Technical, and Clerical occupational categories. There was a decrease in the female selection rate in the Fire (see above notation), Professional, and Service Maintenance categories. There was no change in the Skilled Crafts occupational category. (See Chart E below for appointments made by race and sex. See Charts F, G, and H for appointments by occupational categories).

APPOINTED/PROMOTED FROM ELIGIBLE LISTS

11/81 - 11/82

(CHART E)

Race/Ethnicity	Male #	Male %	Female #	Female %	Total #	Total %
White	74	35.23	55	26.19	129	61.42
Black	21	10.00	10	4.76	31	14.76
Hispanic	24	11.43	4	1.90	28	13.33
Asian	3	1.43	5	2.38	8	3.81
American Indian	1	.48			1	.48
Filipino	1	.48			1	.48
Other/Unknown	3	1.43	9	4.29	12	5.72
TOTAL	127	60.48	83	39.52	210	100.00

TOTAL APPOINTED/PROMOTED FROM ELIGIBLE LISTS

11/81 - 11/82

(CHART F)

Category	#	% of Total
Management/Supervisory	18	8.57
Police	9	4.29
Fire	1	0.48
Professional	23	10.95
Skilled Craft	10	4.76
Service Maintenance	78	37.14
Techncial	17	8.10
Clerical	54	25.71
TOTAL	210	

MINORITIES APPOINTED/PROMOTED FROM ELIGIBLE LISTS

11/81 - 11/82

(CHART G)

Category	#	% of Total Number Minorities Selected	% of Total Number Candidates Appointed in Occupation Category
Management/Supervisory	2	2.90	11.11
Police	3	4.35	33.33
Fire	0	0.00	0.00
Professional	4	5.80	17.39
Skilled Craft	1	1.45	10.00
Service Maintenance	45	65.21	57.69
Technical	2	2.90	11.76
Clerical	12	17.39	22.22
TOTAL	69		

FEMALES APPOINTED/PROMOTED FROM ELIGIBLE LISTS

11/81 - 11/82

(CHART H)

Category	#	% of Total Number of Selected	% of Total Number of Candidates Appointed in Occupational Category
Management/Supervisory	9	10.84	50.00
Police	2	2.41	22.22
Fire	0	0.00	0.00
Professional	16	19.28	69.56
Skilled Craft	0	0.00	0.00
Service Maintance	4	4.82	5.12
Technical	7	8.43	41.18
Clerical	45	54.22	83.33
TOTAL	83		

Of those minorities who were certified but not appointed/promoted, the following information indicates why those candidates were not selected:

Reasons why Minorities were not selected

		1981	1982
A.	Minority candidate was interviewed but not selected. (Appointing authority rejected the candidate or another minority or non-minority candidate was appointed).	38.66%	56.60%
B.	Minority candidate refused employment. (Candidate did not accept appointment or did not choose to be interviewed for the position).	13.36%	25.79%
C.	Minority candidate did not respond to the certification. (Candidate did not answer the mailed notice).	14.66%	9.43%
D.	A selection was not made from this certification. (Appointing authority has not made a selection or the certification was cancelled).	33.32%	8.18%

Of those females who were certified but not appointed/promoted, the following indicates the reaons why those candidates were not selected:

Reasons why Females were not selected

		1981	1982
A.	Female candidate was interviewed but not selected. (Appointing authority rejected the candidate, or another male or female was appointed).	25.15%	25.24%
B.	Female candidate refused employment. (Candidate did not accept appointment or did not choose to be interviewed for the position).	38.45%	49.52%
C.	Female candidate did not respond to the certification. (Candidate did not answer mailed notice).	11.53%	12.86%
D.	A selection was not made from this certification. (Appointing authority has not made a selection or the certification was cancelled).	28.87%	12.38%

Based on the above information, it appears that the equal employment opportunity program was further impacted by: (1) a high percentage of minorities who were not selected by appointing authorities (Note: some of the minorities who were not selected were rejected in favor of other minority or female candidates;

(2) an increase in the percentage of minorities who took themselves out of the selection process (20.02% in 1981 compared to 35.22% in 1982); (3) an increase in the percentage of females who were not appointed; and, (4) an increase in the percentage of females who took themselves out of the selection process (49.98% in 1981 compared to 62.38% in 1982).

DISCRIMINATION COMPLAINTS

Since December 4, 1981, the City of Sacramento has investigated and/or responded to fifteen separate cases involving charges of discrimination. Forty percent (40.00%) of the cases involved physical handicap; 20.00% were charges of race discrimination; 13.33% were charges of sex discrimination; 13.33% were based on age discrimination; 6.67% were sexual harassment complaints; and, 6.67% were charges of retailiation. (See Attachment "B" for a synopsis of the discrimination cases).

Although there were a number of minority and female new hires in 1982, the affirmative action gains were offset by a high number of resignations, discharges, retirements and layoffs. While there was a slight increase in the percentage of minorities and females employed in the City, the actual number of minorities dropped and the number of females did not increase as much as had been expected.

CITY-WIDE EMPLOYMENT

The overall affirmative action employment goal is to have a workforce which is 31% minority and 42% female. When that goal is reached, the City workforce will reasonably reflect the composition of minorities in the City of Sacramento's population (1975) and the percentage of women in the Sacramento County labor-force (1980).

On November 19, 1982, minority career employment stood at 32.78% and female employment totaled 17.89%. These figures show a continued maintenance of minority employment at the parity level and a slight increase in the percentage of females. It should be noted, however, that on February 27, 1982, the City employed 894 minorities in career positions (33.35% of the workforce). Since February 1982, the level of minority employment has steadily declined. (Special note: In July 1982, seven minorities and five females were laid off from their career jobs. Six of the minorities and all of the females received limited-term employment under an Alternative Employment Program which was developed to maintain those employees who were being laid off in temporary employment in other occupations. It is hoped that AEP participants will reenter the City career workforce by recall or possibly in a new occupational area.

The reason for the decrease in minority employment can be traced back to a high number of minority resignations and retirements. Of the approximately 64 minority terminations in 1982, 33 (51.56%) were resignations; 22 (34.38%) were retirements; 8 (17.50%) were discharges; and 1 (1.56%) was an individual who deceased. Of those minorities who resigned, 12 (36.37%) left for better jobs; 7 (21.21%) left for health reasons; 4 (12.12%) left for personal reasons; 4 (12.12%) moved out of the area; 3 (9.09%) left because of problems on the job; 2 (6.06%) left for unknown reasons; and, 1 (3.03%) took a non-city job to avoid being laid off.

In comparision with minority employment, female employment has remained somewhat constant throughout the year. On April 23, 1982, female employment reached 473 or 17.66% of the workforce. Since April, female employment has dropped slightly to 471, while their percentage in the workforce has increased to the 17.89% level.

The total career City workforce also showed a decline during 1982. On November 22, 1982, there were 2,689 career employees reported. On November 19, 1982, there were only 2,632 full-time career employees in the City system.

The 1982 minority/female employment statistics confirm the fact that the affirmative action goals will not be met within the established timetables unless the economy allows the employment picture to return to normal. If the present rate of increase is maintained, female parity (the most ambitious goal) will not be reached until the year 2029. In order for the affirmative action program to succeed under these conditions, there will have to be an increase in the minority/female employment rate and a decrease in the minority/female termination rate.

CITY-WIDE EMPLOYMENT BY OCCUPATIONAL CATEGORIES

An additional affirmative action goal is to have a workforce in which 31% of those employed in each occupational category are minorities and 42% are females. The following charts (Charts I & J) compare the 1980 and 1981 minority and female employment in each occupational category with the most recent employment statistics.

MINORITY EMPLOYMENT BY OCCUPATIONAL CATEGORIES

CHART I

	1980		1981		1982	
	#	%	#	%	#	%
Management/Supervisory	49	22.17	56	23.52	55	22.63
Police	122	24.50	122	24.49	123	24.90
Fire	79	18.50	83	19.12	71	17.53
Professional	38	24.20	26	19.69	22	16.54
Skilled Crafts	21	19.44	21	20.00	21	20.19
Service Maintenance	415	55.48	411	54.50	410	55.56
Technical	31	21.09	36	21.42	35	22.01
Clerical	120	32.43	126	35.00	126	35.39
TOTAL MINORITY	875	32.71	881	32.76	863	32.78

FEMALE EMPLOYMENT BY OCCUPATIONAL CATEGORY

CHART J

	1980		1981		1982	
	#	%	#	%	#	%
Management/Supervisory	12	5.43	17	7.15	23	9.46
Police	13	2.61	14	2.81	13	2.63
Fire	2	0.47	8	1.84	2	0.49
Professional	50	31.85	47	35.60	57	42.85
Skilled Crafts	0	0.00	0	0.00	0	0.00
Service Maintenance	23	3.07	32	4.24	29	3.92
Technical	32	21.77	40	23.80	35	22.01
Clerical	307	82.70	309	85.83	312	87.64
TOTAL	439	16.41	467	17.36	471	17.89

Based on the above information, minority employment in the Fire and Professional categories are of immediate concern. The minority employment rate in the Fire category has been impacted by layoffs, terminations, and a hiring freeze. It is expected that the decrease of minorities will be corrected when the hiring freeze is lifted. The drop in the number of minorities in Professional positions was due to the resignation of four minorities and the retirement of two others. The minority new hires did not offset this loss. (Note: Three of the four minorities who resigned from Professional positons left for better employment).

The above information also indicates that female employment in the Police and Fire categories are also of immediate concern. The Police Department has beeen hit with a termination rate among female sworn officers, which has not been offset by new hires. The Department's aggressive recruitment program should rectify this problem. The Fire occupational category was devistated by the loss of five female firefighters through layoff. This problem will also be corrected when firefighter employment returns to normal.

Minority employment in the Management/Supervisory, Skilled Crafts, and Technical categories remained somewhat consistant during 1982. There was, however, a reduction in the percentage of minorities in Management positions due to the loss of one employee who left for better employment. The drop in female employment in the Service Maintenance category was due to the promotion of two females into Supervisory positions, which was not offset by new hires.

Female employment in the Skilled Crafts occupational category is still nonexistant. The Personnel Department has engaged in extensive female recruitment for the Skilled Crafts, but have been unsuccessful. The efforts will continue.

On a positive note, female employment in Professional positions is now at parity. It joins the Clerical occupational category in meeting parity.

In summary, the minority affirmative action goals for many of the occupational categories will not be met within the established timetables unless the minority termination rate is reduced or the minority hiring rate is increased. The affirmative action goals for women will also miss the timetables unless employment opportunities are increased. (See Attachment "C" for a breakdown of minority and female employment by occupational categories).

CITYWIDE EMPLOYMENT BY DEPARTMENT

The third affirmative action employment goal is to have a workforce in each Department which is 31% minority and 42% female. (See Charts K and L for 1980, 1981, and 1982 employment figures).

MINORITY EMPLOYMENT BY DEPARTMENT

(CHART K)

Department	10/9/1980		11/22/1981		11/19/1982	
	#	%	#	%	#	%
City Attorney	1	10.00	1	10.00	1	11.11
City Clerk	2	40.00	2	40.00	2	50.00
City Council/Mayor	2	40.00	2	40.00	2	20.00
City Manager	2	18.18	1	12.50	1	12.50
City Treasurer	1	20.00	2	33.33	3	37.50
Community Center	11	35.48	15	44.11	14	38.88
Community Services	156	44.69	154	45.29	151	45.48
Data Processing	7	21.87	7	23.33	6	22.22
Employee Relations	1	25.00	1	25.00	1	25.00
Engineering	350	41.81	309	42.85	313	43.35
Finance	30	36.14	24	38.09	25	42.37
Fire	85	18.43	90	18.98	78	17.77
General Services	--	---	46	31.72	36	27.90
Library	23	23.00	21	22.34	25	26.04
Personnel	14	48.27	12	42.85	11	39.29
Planning	8	28.57	8	26.66	6	23.08
Police	182	26.56	186	26.83	191	27.29
TOTALS	875	32.71	886	32.76	866	32.90

FEMALE EMPLOYMENT BY DEPARTMENT

(CHART L)

Department	10/9/1980		11/22/1981		11/19/82	
	#	%	#	%	#	%
City Attorney	5	50.00	4	40.00	4	44.44
City Clerk	4	80.00	4	80.00	4	100.00
City Council/Mayor	3	80.00	2	50.00	3	60.00
City Manager	2	18.18	2	25.00	3	37.50
City Treasurer	0	0.00	0	0.00	2	25.00
Community Center	7	22.58	7	22.58	8	22.22
Community Services	33	9.45	36	10.58	43	12.95
Data Processing	12	37.50	10	33.33	10	37.04
Employee Relations	2	50.00	2	50.00	2	50.00
Engineering	59	7.04	63	8.73	60	8.31
Finance	51	61.44	40	63.49	42	71.19
Fire	10	2.16	19	4.00	11	2.51
General Services	--	---	19	13.10	14	10.85
Library	84	84.00	81	86.17	79	82.29
Personnel	21	72.41	22	78.57	21	75.00
Planning	12	42.85	13	43.33	12	46.15
Police	133	19.41	143	20.63	153	21.86
TOTALS	439	16.41	467	17.36	471	17.89

Eight of the seventeen Departments had percentage increases in their minority workforce. Of those Departments, the City Treasurer, Engineering, Finance, Library, and Police Departments also increased the actual number of minorities in their workforce. Five Departments had percentage reductions in their

minority workforce. Three of those departments have minority workforces below parity, and one department slipped from a parity workforce to below parity.

Ten of the seventeen departments had percentage increases in their female workforce. Of those departments, the City Council/Mayor, City Treasurer, Community Center, Community Services, Finance and Police Departments also recorded increases in the number of females in their workforce. Five departments had percentage reductions in their female workforce. Three of those departments have female workforces below parity. (See Attachment D for a breakdown of minority/female employment by department and further discussions on departmental timetables.)

SECTION III

Summary and Conclusion

Based on the information contained in this report, it appears that the lack of a significant increase in the percentage of minorities and females in the workforce during 1982 was the result of two factors: (1) the number of minorities who were laid off, retired or resigned during 1982, completely offset the number of minorities who were hired; (2) The hiring freeze limited the number of opportunities for affirmative action/equal employment opportunity selections. There is reason to believe that the percentage of minorities and females in the workforce would have increased more dramatically had the appointing authorities been able to make more selections.

The City of Sacramento will continue to pursue equal employment opportunity and affirmative action during 1983. The following are some of the action items which are being conducted:

1. In 1982 the Personnel Department was awarded a grant to develop a process for improving the accommodation of the disabled in the employment testing process. This project is an offspring of the highly successful Physical Requirement Survey, and is expected to be completed in 1983.

2. The Equal Employment Opportunity Plan for the handicapped was drafted in 1982. The purpose of the Plan is to bring the City into conformity with the various state and federal requirements regarding employment of the handicapped. Public hearings are scheduled for early 1983.

3. During 1982, the City evaluated several special employment programs. Most recently, a firefighter apprenticeship program (aimed at increasing the number of women and minorities in fire service) and an on-the-job training program were thoroughly reviewed and considered. During 1983, it is expected that the City will continue to utilize special employment programs where feasible, in an attempt to increase minority and female employment in targeted occupations.

4. The 1981 Police Clerk III typing test was evaluated and the results showed a strong correlation between the amount of typing that candidates performed on their jobs and their performance on the Police Clerk III typing test. To counteract the high failure rate, the 1982 typing portion of the test for Police Clerk III and Typist Clerk III was given twice to those City employees who were taking the exam on a promotional basis. The additional opportunity was seen as a reasonable compensating practice.

Gary L. Little

GARY L. LITTLE
Affirmative Action Officer

INDIVIDUALS ON ELIGIBLE LISTS
Established
November 1981-1982

	Minorities	Females	Did not Indicate Ethnicity	Total
MANAGEMENT/SUPERVISORY (Supervisory only)				
Supervising Plant Operator	0	0	0	9
Parking Lot Supervisor	3	3	0	10
Street Maint. Supervisor	1	0	0	6
Parks Supervisor	2	0	1	13
Parking Meter Repair Supv.	0	0	0	3
Supervising Police Clerk	0	0	0	4
Supervising Dispatcher	1	4	0	5
Computer Operator Supv.	1	0	0	2
TOTAL	8	7	1	52
%	15.38	13.46	1.92	
POLICE				
TOTAL	0	0	0	0
%	0.00	0.00	0.00	0.00
FIRE				
Fire Apparatus Operator	11	0	0	50
Fire Investigator I	4	0	0	11
TOTAL	15	0	0	61
%	24.59	0	0	
PROFESSIONAL				
Administrative Trainee	1	7	0	9
Curator of Education	0	6	0	6
Assoc. Engineer	2	0	0	3
Accountant III	2	2	0	7
Museum Registrar	1	4	0	6
Art in Public Places Coord.	0	2	0	3
Programmer Analyst	0	0	0	5
Junior Planner	4	19	0	38
Assistant Planner	3	6	0	11
Associate Planner	0	3	0	7
Accountant-Auditor II	1	1	0	9
Librarian I	2	15	0	17
Librarian II	6	20	0	22
TOTAL	22	85	0	143
%	15.38	59.44	0	

25

INDIVIDUALS ON ELIGIBLE LISTS
Established
November 1981-1982

	Minorities	Females	Did not Indicate Ethnicity	Total
SKILLED CRAFTS				
Equipment Mechanic II	1	0	0	11
Machinist	5	0	1	25
Stagehand I	3	0	0	11
Stationary Engineer	1	0	0	7
Electrician	2	0	0	6
Equipment Mechanic II	1	0	0	9
Carpenter	0	0	0	1
TOTAL	13	0	1	70
%	18.57	0.00	1.43	
SERVICE MAINTENANCE				
Sanitation Worker II	12	0	0	14
Plant Operator II	3	0	1	14
Plant Operator III	2	1	0	17
Community Center Attndt. II	20	1	0	29
Storekeeper (Automotive)	4	0	1	25
Sr. Parking Lot Attendant	10	8	0	19
Plant Operator II	3	1	0	14
Offset Equipment Operator	5	1	0	17
TOTAL	59	12	2	149
%	39.59	8.05	1.34	
TECHNICIANS				
Traffic Signal Technician	0	0	0	3
Assoc. Architect	1	1	1	6
Assistant Architect	2	2	0	5
Historian-Arch. & Preservation	0	0	0	1
Traffic Signal Tech.	1	0	0	2
Traffic Signal Tech.	0	0	0	1
TOTAL	4	3	1	18
%	22.22	16.66	5.55	

25

INDIVIDUALS ON ELIGIBLE LISTS
Established
November 1981-1982

	Minorities	Females	Did not Indicate Ethnicity	Total
CLERICAL				
Typist Clerk I	13	31	6	35
Dispatcher I (Police)	10	55	0	65
Dispatcher III (Fire)	0	3	0	3
Typist Clerk III	1	3	0	3
Police Clerk III	0	5	0	5
Police Clerk I	22	65	0	69
Supervising Dispatcher	0	5	0	5
Dispatcher III	1	10	0	11
Library Page	298	530	28	768
TOTAL	345	707	34	964
%	35.79	73.34	3.53	

SYNOPSIS OF DISCRIMINATION CASES

11/81 - 11/82

1. Department of Fair Employment and Housing
Opened 2/9/1982 Closed _____.

Complainant alleged discrimination on the basis of physical handicap. The complainant was rejected from employment as an Identification Technician because of an allergy which would have posed significant problems. This case was successfully concilliated when the City offered the complainant the next available position.

2. Department of Fair Employment and Housing
Opened 3/11/1982 Closed _____.

Complainant alleged discrimination on the basis of race (Black). The Complainant resigned from a Police Officer position in order to avoid being terminated from probation. He indicated that he received disparate treatment during his training. The case is under investigation.

3. Department of Fair Employment and Housing
Opened 5/5/1982 Closed 5/13/1982

Complainant alleged discrimination on the basis of race (white). The Complainant alleged that the Personnel Department discriminated against him by not indicating on the job announcement what the pass-point would be for the Police Sergeant written examination. The Department of Fair Employment and Housing closed the case after they discovered that the Sacramento Police Officers' Association had filed suit.

4. Department of Fair Employment and Housing
Opened 10/18/1979 Closed _____.

Complainant alleged discrimination on the basis of physical handicap. The Complainant was rejected from employment as a Building Inspector because of a back disorder that created a significant health and safety hazzard. This case was heard by an Administrative Law Judge for the Department of Fair Employment and Housing, who ruled in favor of the Complainant. The City is negotiating with the Complainant in an attempt to resolve the issues.

5. Private Action/Inhouse Investigation
Opened 10/14/1982 Closed 1/14/83.

Complainant alleged discrimination on the basis of sex (sexual harassment). The Complainant alleged that several City employees had made sexually harassing remarks about her. The case was recently closed for lack of evidence due to lack of cooperation from the Respondent.

6. Department of Fair Employment and Housing
Opened 11/9/1982 Closed _____.

Complainant alleged discrimination on the basis of age. The Complainant was terminated from employment as a Stenographer Clerk when she walked off the job

and didn't return. The Complainant is alleging that the termination was based on age discrimination. The case is under investigation.

7. Department of Fair Employment and Housing
Opened 7/10/77 Closed _____.

Complainant alleged discrimination on the basis of physical handicap. The Complainant was rejected from employment as an Auxilliary Police Officer because of a back disorder that created a significant health and safety hazard. The case was heard by an Administrative Law Judge who ruled in favor of the Complainant. The City has not made a decision on whether to appeal the ruling.

8. Private Action/Inhouse Investigation
Opened 12/23/1981 Closed _____.

Complainants alleged discrimination on the basis of race (Black). The Complainants were rejected for promotion to Custodial Supervisor I positions because other candidates were deemed better qualified. The Complainants alleged that the other successful candidates had received preferential treatment. After an investigation, it was recommended and approved that one of the two Complainants receive the next available position.

9. Private Action
Opened 2/13/1980 Closed _____.

Complainant alleged discrimination on the basis of physical handicap. The Complainant was rejected from employment as a Building Inspector because of a back disorder that created a significant health and safety hazard. The Complainant's attorney has filed a claim with the U.S. District Court. No decision has been made on the merits of this case.

10. Department of Fair Employment and Housing
Opened 6/28/82 Closed _____.

Complainant alleged discrimination on the basis of sex. The Complainant (Male) alleged that the Police Department has discriminated against him by requiring male detectives to wear their guns in a belt holster while allowing female detectives to carry their guns in a purse. The case is under investigation.

11. Department of Fair Employment and Housing
Opened 7/23/81 Closed 6/25/1982

Complainant alleged discrimination on the basis of sex. The Complainant alleged that she was denied a promotion in the Planning Department because she is a female. The case was closed by the Department of Fair Employment and Housing for lack of evidence.

12. Department of Fair Employment and Housing
Opened 5/5/1982 Closed 1/7/83.

Complainant alleged discrimination on the basis of retaliation. The Complainant was transferred to other assignments in the Planning Department during the time a complaint she had filed was being investigated by the Department of Fair Employment and Housing. The Complainant felt that the transfer was made because she had filed a complaint with the Department of Fair Employment and Housing. This case was recently closed for lack of evidence.

13. Department of Fair Employment and Housing
Opened 3/2/1982 Closed _____.

Complainant alleged discrimination on the basis of physical handicap. The Complainant was rejected for employment as a Sanitation Worker because of a back disorder which could pose significant problem in the future. The Department of Fair Employment and Housing is investigating this case.

14. Department of Fair Employment and Housing
Opened 1/14/1981 Closed 8/6/1982

Complainant alleged discrimination on the basis of physical handicap. The Complainant was rejected from employment as a Police Officer/Police Cadet because of a back disorder which could pose signifiant problems in the future. The Complainant dropped the case after a settlement agreement was reached. Under the agreement, the City agreed to change its pre-employment medical practices and also pay the Complainant $4,000.

15. Equal Employment Opportunity Commission
Opened 7/21/1982 Closed 9/30/1982

The Equal Employment Opportunity Commission charged the City of Sacramento (and other California jurisidictions) with age discrimination. They alleged that the contract with the Public Employees Retirement System was discriminatory because it mandated retirement from safety positions at 65 years of age. EEOC dropped the charge after the City reaffirmed its position that safety employees would not be forced to retire at age 65.

MINORITY AND FEMALE EMPLOYMENT

BY OCCUPATIONAL CATEGORIES

11/19/1982

	Male		Female		Total	
MANAGEMENT/SUPERVISORY	#	%	#	%	#	%
White	172	70.78	16	6.59	188	77.37
Black	16	6.58	4	1.65	20	8.23
Hispanic	18	7.41	1	.41	19	7.82
Asian	13	5.35	1	.41	14	5.76
American Indian	-	-	-	-	-	-
Filipino	1	.41	1	.41	2	.82
Other/Unknown	-	-	-	-	-	-
TOTAL	220	90.53	23	9.47	243	100.00
POLICE						
White	364	73.69	7	1.42	371	75.10
Black	32	6.48	3	.61	35	7.09
Hispanic	49	9.92	2	.40	51	10.32
Asian	21	4.25	-	-	21	4.25
American Indian	9	1.82	-	-	9	1.82
Filipino	6	1.21	1	.20	7	1.42
Other/Unknown	-	-	-	-	-	-
TOTAL	481	97.37	13	2.63	494	100.00
FIRE						
White	332	81.98	2	.49	334	82.47
Black	16	3.95	-	-	16	3.95
Hispanic	41	10.12	-	-	41	10.12
Asian	4	.99	-	-	4	.99
American Indian	10	2.47	-	-	10	2.47
Filipino	-	-	-	-	-	-
Other/Unknown	-	-	-	-	-	-
TOTAL	403	99.51	2	.49	405	100.00

MINORITY AND FEMALE EMPLOYMENT

BY OCCUPATIONAL CATEGORIES

11/19/1982

	Male		Female		Total	
PROFESSIONAL	#	%	#	%	#	%
White	63	47.37	47	35.34	110	82.71
Black	2	1.50	3	2.26	5	3.76
Hispanic	2	1.50	1	.75	3	2.25
Asian	9	6.77	5	3.76	14	10.53
American Indian	-	-	-	-	-	-
Filipino	-	-	-	-	-	-
Other/Unknown	-	-	-	-	-	-
TOTAL					133	100.00
SKILLED CRAFTS						
White	83	79.81	-	-	83	79.81
Black	7	6.73	-	-	7	6.73
Hispanic	5	4.81	-	-	5	4.81
Asian	8	7.69	-	-	8	7.69
American Indian	1	.96	-	-	1	.96
Filipino	-	-	-	-	-	-
Other/Unknown	-	-	-	-	-	-
TOTAL	104	100.00	-	-	104	100.00
SERVICE MAINTENANCE						
White	311	42.14	16	2.16	327	44.31
Black	189	25.61	4	.54	193	26.15
Hispanic	176	23.85	8	1.08	184	24.93
Asian	23	3.12	1	.13	24	3.25
American Indian	6	.81	-	-	6	.81
Filipino	3	.41	-	-	3	.41
Other/Unknown	1	.14	-	-	1	.14
TOTAL	709	96.07	29	3.93	738	100.00

MINORITY AND FEMALE EMPLOYMENT

BY OCCUPATIONAL CATEGORIES

11/19/1982

	Male		Female		Total	
TECHNICIANS	#	%	#	%	#	%
White	100	62.89	23	14.47	123	77.36
Black	6	3.77	3	1.89	9	5.66
Hispanic	10	6.29	3	1.89	13	8.18
Asian	6	3.77	4	2.51	10	6.28
American Indian	1	.63	-	-	1	.63
Filipino	1	.63	1	.63	2	1.26
Other/Unknown	-	-	1	.63	1	.63
TOTAL	124	77.99	35	22.01	159	100.00
CLERICAL						
White	32	8.99	198	55.62	230	64.61
Black	2	.56	45	12.64	47	13.20
Hispanic	8	2.25	47	13.20	55	15.45
Asian	1	.28	16	4.49	17	4.77
American Indian	-	-	1	.28	1	.28
Filipino	1	.28	5	1.40	6	1.69
Other/Unknown	-	-	-	-	-	-
TOTAL	44	12.36	312	87.64	356	100.00
TOTALS						
White	1457	55.36	309	11.74	1766	67.10
Black	270	10.25	62	2.36	442	12.61
Hispanic	309	11.74	62	2.36	371	14.10
Asian	85	3.23	27	1.03	112	4.26
American Indian	27	1.02	1	.04	28	1.06
Filipino	12	.45	8	.30	20	.76
Other/Unknown	1	.04	2	.07	3	.11
TOTAL	2161	82.10	471	17.90	2632	

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

CITY ATTORNEY

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	4	40.00	5	50.00	4	44.44
White Female	5	50.00	4	40.00	4	44.00
Black Male	1	10.00	1	10.00	1	11.11
Black Female	-	-	-	-	-	-
Hispanic Male	-	-	-	-	-	-
Hispanic Female	-	-	-	-	-	-
Asian Male	-	-	-	-	-	-
Asian Female	-	-	-	-	-	-
American Indian Male	-	-	-	-	-	-
American Indian Female	-	-	-	-	-	-
Filipino Male	-	-	-	-	-	-
Filipino Female	-	-	-	-	-	-
Other Male	-	-	-	-	-	-
Other Female	-	-	-	-	-	-
Total Minority	1	10.00	1	10.00	1	11/11
Total Female	5	50.00	4	40.00	4	44.44
TOTAL	10		10		9	

NOTE: The computer did not count one white male on the 10/9/1980 run. Therefore, the A.A. Plan should read 5 white males instead of 4.

TIMETABLE - Would have to hire 2 minorities next year to meet the three year timetable.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

CITY CLERK

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	1	20.00	1	20.00	0	0.00
White Female	2	40.00	2	40.00	2	50.00
Black Male	-	-	-	-	-	-
Black Female	1	20.00	1	20.00	-	-
Hispanic Male	-	-	-	-	-	-
Hispanic Female	-	-	-	-	-	-
Asian Male	-	-	-	-	-	-
Asian Female	-	-	-	-	1	25.00
American Indian Male	-	-	-	-	-	-
American Indian Female	-	-	-	-	-	-
Filipino Male	-	-	-	-	-	-
Filipino Female	1	20.00	1	20.00	1	25.00
Other Male	-	-	-	-	-	-
Other Female	-	-	-	-	-	-
Total Minority	2	40.00	2	40.00	2	50.00
Total Female	4	80.00	4	80.00	4	100.00
TOTAL	5		5		4	

TIMETABLE - A timetable was not established for this Department

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

CITY COUNCIL/MAYOR

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	-	-	-	-	-	-
White Female	3	60.00	2	50.00	3	60.00
Black Male	1	20.00	1	20.00	1	20.00
Black Female	1	20.00	-	-	-	-
Hispanic Male	-	-	1	25.00	1	25.00
Hispanic Female	-	-	-	-	-	-
Asian Male	-	-				
Asian Female	-	-				
American Indian Male	-	-				
American Indian Female	-	-				
Filipino Male	-	-				
Filipino Female	-	-				
Other Male	-	-				
Other Female	-	-				
Total Minority	2	40.00	2	50.00	2	40.00
Total Female	4	80.00	2	50.00	3	60.00
TOTAL	5		4		5	

TIMETABLE - A timetable was not established for this Department.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

CITY MANAGER

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	7	63.63	5	62.50	4	50.00
White Female	2	18.18	2	25.00	3	37.50
Black Male	2	18.18	1	12.50	1	12.50
Black Female	-	-				
Hispanic Male	-	-				
Hispanic Female	-	-				
Asian Male	-	-				
Asian Female	-	-				
American Indian Male	-	-				
American Indian Female	-	-				
Filipino Male	-	-				
Filipino Female	-	-				
Other Male	-	-				
Other Female	-	-				
Total Minority	2	18.18	1	12.50	1	12.50
Total Female	2	18.18	2	25.00	3	37.50
TOTAL	11		8		8	

TIMETABLE - It is anticipated that the affirmative action goals will be met within the 12 year timetable.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

CITY TREASURER

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	4	80.00	4	66.66	4	50.00
White Female	-	-	-	-	1	12.50
Black Male	-	-	-	-	-	-
Black Female	-	-	-	-	1	12.50
Hispanic Male	-	-				
Hispanic Female	-	-				
Asian Male	1	20.00	2	33.33	2	25.00
Asian Female	-	-				
American Indian Male	-	-				
American Indian Female	-	-				
Filipino Male	-	-				
Filipino Female	-	-				
Other Male	-	-				
Other Female	-	-				
Total Minority	1	20.00	2	33.33	3	37.50
Total Female	-	-	-	-	2	25.00
TOTAL	5		6		8	

TIMETABLE - A timetable was not established for this Department.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

COMMUNITY CENTER

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	14	45.16	13	38.24	15	41.66
White Female	6	19.35	6	17.65	7	19.44
Black Male	3	9.67	5	14.71	4	11.11
Black Female	1	3.22	1	2.94	1	2.77
Hispanic Male	6	19.35	7	20.58	7	19.44
Hispanic Female	-	-	-	-	-	-
Asian Male	-	-	-	-	-	-
Asian Female	-	-	-	-	-	-
American Indian Male	-	-	1	2.94	1	2.77
American Indian Female	-	-	-	-	-	-
Filipino Male	1	3.22	1	2.94	1	2.77
Filipino Female	-	-	-	-	-	-
Other Male	-	-	-	-	-	-
Other Female	-	-	-	-	-	-
Total Minority	11	35.48	15	44.11	14	38.88
Total Female	7	22.58	7	20.58	8	22.22
TOTAL	32		34		36	

TIMETABLE - This Department will not meet the 8-year timetable unless the number of female new hires increases.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

COMMUNITY SERVICES

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	175	50.14	167	49.11	155	46.68
White Female	18	5.15	19	5.58	26	7.83
Black Male	45	12.89	45	13.23	45	13.55
Black Female	6	1.71	6	1.76	6	1.80
Hispanic Male	83	23.78	81	23.82	81	24.39
Hispanic Female	4	1.41	5	1.47	4	1.20
Asian Male	9	2.57	8	2.35	5	1.50
Asian Female	3	.85	3	.88	4	1.20
American Indian Male	2	.57	1	.29	1	.30
American Indian Female	-	-	-	-	-	-
Filipino Male	2	.57	2	.58	2	.60
Filipino Female	-	-	1	.29	1	.30
Other Male	-	-	-	-	-	-
Other Female	2	.57	2	.58	2	.60
Total Minority	156	44.69	154	45.29	151	45.48
Total Female	33	9.45	36	10.58	43	12.95
TOTAL	343		340		332	

TIMETABLE - This Department is at the rate needed to meet the timetable. A net increase of five females by next year will keep this Department on track.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

DATA PROCESSING

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	16	50.00	16	53.33	14	51.85
White Female	9	28.12	7	23.33	7	25.92
Black Male	2	6.25	2	6.66	1	3.70
Black Female	1	3.12	1	3.33	2	7.40
Hispanic Male	1	3.12	1	3.33	1	3.70
Hispanic Female	2	6.25	2	6.66	1	3.70
Asian Male	1	3.12	1	3.33	1	3.70
Asian Female	-	-	-	-	-	-
American Indian Male	-	-				
American Indian Female	-	-				
Filipino Male	-	-				
Filipino Female	-	-				
Other Male	-	--				
Other Female	-	-				
Total Minority	7	21.87	7	23.33	6	22.22
Total Female	12	37.50	10	33.33	10	37.04
TOTAL	31		30		27	

TIMETABLE - This Department will not meet its overall three-year timetable unless the number of minority and female new hires increases.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

EMPLOYEE RELATIONS

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	2	50.00	2	50.00	2	50.00
White Female	1	25.00	1	25.00	1	25.00
Black Male	-	-	-	-	-	-
Black Female	-	-	-	-	-	-
Hispanic Male	-	-	-	-	-	-
Hispanic Female	1	25.00	1	25.00	1	25.00
Asian Male	-	-				
Asian Female	-	-				
American Indian Male	-	-				
American Indian Female	-	-				
Filipino Male	-	-				
Filipino Female	-	-				
Other Male	-	-				
Other Female	-	-				
Total Minority	1	25.00	1	25.00	1	25.00
Total Female	2	50.00	2	50.00	2	50.00
TOTAL	4		4		4	

TIMETABLE - A timetable was not established for this Department.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

ENGINEERING DEPARTMENT

	Affirmative Action Plan Statistics		11/22/1981		'11/19/1982	
	#	%	#	%	#	%
White Male	447	53.41	371	51.45	370	51.24
White Female	40	4.78	41	5.68	39	5.40
Black Male	178	21.27	151	20.94	153	21.19
Black Female	7	.84	8	1.10	7	.96
Hispanic Male	110	13.14	102	14.14	105	14.54
Hispanic Female	5	.60	8	1.10	8	1.10
Asian Male	37	4.42	27	3.74	26	3.60
Asian Female	6	.72	5	.69	5	.69
American Indian Male	4	.48	5	.69	6	.83
American Indian Female	-	-	-	-	-	-
Filipino Male	1	.12	1	.13	1	.13
Filipino Female	1	.12	1	.13	1	.13
Other Male	1	.12	1	.13	1	.13
Other Female	-	-	-	-	-	-
Total Minority	350	41.82	309	42.85	313	43.35
Total Female	59	7.05	63	8.73	60	8.31
TOTAL	837		721		722	

TIMETABLE - This Department will not meet the interim timetables unless the employment rate for females increases significantly.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

FINANCE DEPARTMENT

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	19	22.89	17	26.98	13	22.03
White Female	34	40.96	22	34.92	21	35.59
Black Male	2	2.40	1	1.58	-	-
Black Female	8	9.63	10	15.87	10	16.94
Hispanic Male	5	6.02	3	4.76	2	3.38
Hispanic Female	4	4.81	4	6.34	6	10.16
Asian Male	5	6.02	1	1.58	1	1.69
Asian Female	4	4.81	3	4.76	4	6.77
American Indian Male	-	-	-	-	-	-
American Indian Female	-	-	-	-	-	-
Filipino Male	1	1.20	1	1.58	1	1.69
Filipino Female	1	1.20	1	1.58	1	1.69
Other Male	-	-				
Other Female	-	-				
Total Minority	30	36.14	24	38.09	25	42.37
Total Female	51	61.55	40	63.49	42	71.19
TOTAL	83		63		59	

TIMETABLE - This Department is at parity in the employment of minorities and females. It is recommended that they continue their upward mobility efforts and seek a balance of males and females within their minority workforce.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

FIRE DEPARTMENT

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	367	79.60	367	77.42	352	80.18
White Female	9	1.95	17	3.58	9	2.05
Black Male	20	4.33	20	4.21	18	4.10
Black Female	1	.21	1	.21	1	.22
Hispanic Male	48	10.41	50	10.54	44	10.02
Hispanic Female	-	-	-	-	-	-
Asian Male	5	1.08	5	1.08	4	.91
Asian Female	-	-	-	-	-	-
American Indian Male	10	2.16	12	2.53	10	2.27
American Indian Female	-	-	-	-	-	-
Filipino Male	-	-	-	-	-	-
Filipino Female	-	-	-	-	-	-
Other Male	1	.21	1	.21	-	-
Other Female	-	-	-	-	-	-
Total Minority	85	18.43	90	18.98	78	17.88
Total Female	10	2.16	19	4.00	11	2.505
TOTAL	461		474		439	

TIMETABLE - Based on the above information, it appears that this Department is below the employment needed to meet its goals within the timetable.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

GENERAL SERVICES

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male			84	57.93	82	63.65
White Female			15	10.35	11	8.52
Black Male			14	9.66	8	6.20
Black Female			1	.69	-	-
Hispanic Male			12	8.28	9	6.97
Hispanic Female			1	.69	3	2.32
Asian Male			16	11.03	16	12.40
Asian Female			2	1.38	-	-
American Indian Male			-	-		
American Indian Female			-	-		
Filipino Male			-	-		
Filipino Female			-	-		
Other Male			-	-		
Other Female			-	-		
Total Minority			46	31.72	36	27.90
Total Female			19	13.10	14	10.85
TOTAL			145		129	

TIMETABLE - A timetable of 39 years has been given to this Department based on the timetable for females in skilled crafts. Unless the level of female employment increases significantly, the goals will not be met within the timetable.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

LIBRARY DEPARTMENT

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	14	14.14	11	11.70	13	13.54
White Female	63	63.63	62	65.95	58	60.41
Black Male	1	1.01	1	1.06	1	1.04
Black Female	7	7.07	6	6.38	6	6.25
Hispanic Male	1	1.01	1	1.06	3	3.12
Hispanic Female	6	5.05	7	7.44	7	7.29
Asian Male	-	1.01	0	-	-	-
Asian Female	5	5.05	5	5.31	7	7.29
American Indian Male	-	-	-	-	-	-
American Indian Female	2	1.01	1	1.06	1	1.04
Filipino Male	-	-	-	-	-	-
Filipino Female	1	1.01	-	-	-	-
Other Male	-	-	-	-	-	-
Other Female	-	-	-	-	-	-
Total Minority	23	23.00	21	22.34	25	26.04
Total Female	84	84.00	81	86.17	79	82.29
TOTAL	100		94		96	

TIMETABLE - This Department will meet the 4.1/2 year timetable if the number of minority new hires continues at the current rate.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

PERSONNEL DEPARTMENT

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	6	20.68	5	17.85	6	21.42
White Female	9	34.48	11	39.28	11	39.28
Black Male	1	3.44	1	3.57	1	3.57
Black Female	5	17.24	5	17.85	6	21.42
Hispanic Male	1	3.44	-	-	-	-
Hispanic Female	3	6.89	3	10.71	3	10.71
Asian Male	-	-	-	-	-	-
Asian Female	4	13.79	3	10.71	1	3.57
American Indian Male	-	-				
American Indian Female	-	-				
Filipino Male	-	-				
Filipino Female	-	-				
Other Male	-	-				
Other Female	-	-				
Total Minority	14	48.27	12	42.85	11	39.29
Total Female	21	72.41	22	78.57	21	75.00
TOTAL	29		28		28	

TIMETABLE - This Department will not meet its timetable unless the number of minority males increases. This Department is at parity in the employment of minorities and females. It is recommended that they continue their efforts to seek a balance of males and females within the minority workforce.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

PLANNING DEPARTMENT

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	9	32.14	10	33.33	9	34.61
White Female	11	39.28	12	40.00	11	42.30
Black Male	-	-	-	-	-	-
Black Female	1	3.57	1	3.33	-	-
Hispanic Male	-	-	-	-	-	-
Hispanic Female	1	0.00	-	-	1	3.84
Asian Male	7	25.00	7	23.33	5	19.23
Asian Female	-	-	-	-	-	-
American Indian Male	-	-				
American Indian Female	-	-				
Filipino Male	-	-				
Filipino Female	-	-				
Other Male	-	-				
Other Female	-	-				
Total Minority	8	28.57	8	26.66	6	23.08
Total Female	12	42.85	13	43.33	12	46.15
TOTAL	28		30		26	

TIMETABLE - This Department can meet its timetable if it can diversify its minority and female workforce while increasing minority employment. Based on the above information, it appears that this Department is below the employment rate needed to meet its goals within the timetable.

MINORITY AND FEMALE EMPLOYMENT

BY DEPARTMENT

POLICE DEPARTMENT

	Affirmative Action Plan Statistics		11/22/1981		11/19/1982	
	#	%	#	%	#	%
White Male	419	61.16	418	60.31	414	59.14
White Female	84	12.26	89	12.84	95	13.57
Black Male	35	5.10	35	5.05	36	5.14
Black Female	19	2.77	18	2.59	22	3.14
Hispanic Male	57	8.32	56	8.08	56	8.00
Hispanic Female	24	3.50	30	4.32	28	4.00
Asian Male	25	3.64	26	3.75	25	3.57
Asian Female	3	.43	3	.43	5	.71
American Indian Male	9	1.31	8	1.15	9	1.28
American Indian Female	1	.14	1	.14	-	-
Filipino Male	7	1.02	7	1.01	7	1.00
Filipino Female	2	.29	2	.28	3	.42
Other Male	-	-	-	-	-	-
Other Female	-	-	-	-	-	-
Total Minority	182	26.56	186	26.83	191	27.28
Total Female	133	19.41	143	20.63	153	21.85
TOTAL	685		693			

TIMETABLE - This Department will be able to meet its overall affirmative action goals if it continues at the current rate. Special attention should continue to be given to the "Police" occupational category.

RECOMMENDATION

The attached report is being submitted to the Personnel and Public Employees Committee for review. It is recommended that the Committee forward the report to the full Council for information.

Respectfully submitted,

GARY L. LITTLE
Affirmative Action Officer

Recommendation Approved:

DONNA L. GILES
Director of Personnel

WALTER J. SLIPE
City Manager

Attachments

25

#25

Finance - Continued

- Revenue & Collections - 33 Employees

  Blacks: 7 Clericals
  Hispanics: 1 Management/Supv*; 1 Technician
  4 Clerical
  Asians: 1 Professional; 2 Technicians
  1 Clerical
  Filipino: 1 Clerical

- Accounting - 20 Employees

  Blacks: 2 Clerical
  Hispanics: 1 Professional; 1 Clerical
  Filipino: 1 Technician

Fire

439 Total Employees

Blacks: 2 Management*/Supv; 16 Firefighters
1 Clerical
Hispanics: 2 Management/Supv (1 Mgmt)
41 Firefighters
Asians: 4 Firefighters
American-Indian: 10 Firefighters
Filipino: 1 Technician

General Services

129 Total Employees

- Administration - 3 Employees

  Hispanics: 1 Management*/Supv.

- Central Services - 5 Employees

  Hispanics: 1 Technician; 2 Clerical

- Facility Maintenance - 36 Employees

  Blacks: 1 Service Maint; 1 Technician
  Hispanics: 1 Technician
  Asians: 1 Skilled Craft

- Equipment Maintenance - 72 Employees

  Blacks: 2 Skilled Craft; 4 Service Maint.
  Hispanics: 5 Service Maint.
  Asians: 2 Management/Supv*; 6 Skilled Craft;
  3 Service Maint; 1 Technician

- Support Services - 10 Employees

  Hispanics: 1 Professional; 1 Service Maint.
  Asians: 1 Management*/Supv. ; Professionals

- Risk Management - 3 Employees

  No Minorities

*Denotes Either Management or Supervisory

Library

96 Total Employees
Black: 1 Professional; 1 Service Maint; 2 Technicians;
3 Clericals
Hispanics: 2 ServiceMaint; 1 Technician; 7 Clerical
Asians: 3 Professional; 4 Clerical
American-Indian: 1 Clerical

Personnel

28 Total Employees
Blacks: 3 Management/Supv (2 Management)
1 Professional; 1 Technicians; 2 Clerical
Hispanics: 3 Clerical
Asians: 1 Management/Supv*

Planning - 26 Employees

Hispanics: 1 Clerical
Asians: 3 Management/Supv*; 2 Professionals

Police

700 Total Employees
Blacks: 2 Management/Supv (1 Management)
35 Police Officers; 2 Service Maint.
19 Clericals
Hispanics: 2 Management/Supv (1 Management);
51 Police Officers; 3 Technicians;
28 Clerical
Asians: 1 Management/Supervisory*; 21 Police Officers;
1 Professional; 2 Technicians; 5 Clerical
American Indian: 9 Police Officers
Filipino: 7 Police Officers; 3 Clericals

RECAPITULATION

	Male		Female		Total	
	#	%	#	%	#	%
White	1457	55.36	309	11.74	1766	67.10
Black	270	10.25	62	2.36	442	12.61
Hispanic	309	11.74	62	2.36	371	14.20
Asian	85	3.23	27	1.03	112	4.26
American Indian	27	1.02	1	.04	28	1.06
Filipino	12	.45	8	.30	20	.76
Other/Unknown	1	.04	2	.07	3	.11
TOTALS	2161	82.10	471	17.90	2632	100.00

21

#25

5
8

ATTACHMENT 1

#25

MINORITY EMPLOYMENT BY DEPARTMENT AND OCCUPATIONAL CATEGORY

November 19, 1982 Summary Sheet

City Attorney

9 Total Employees
Blacks: 1 Professional

City Clerk

4 Total Employees
Asians: 1 Clerical
Filipinos; 1 Mgmt*/Supv.

City Council/Mayor

5 Total Employees
Blacks: 1 Clerical
Hispanics: 1 Clerical

City Manager

8 Total Employees
Blacks: 1 Professional

City Treasurer

8 Total Employees
Blacks: 1 Clerical
Asians: 1 Mgmt/Supv*
1 Professional

Community Center

36 Total Employees
Blacks: 1 Skilled Craft
3 Service Maint.
1 Clerical
Hispanics: 1 Skilled Craft
5 Service Maint.
1 Technician
American Indians: 1 Service Maint.
Filipinos: 1 Service Maint.

Community Services

322 Total Employees

- Administration - 9 Employees
  Hispanics: 1 Clerical
  Asian - 1 Clerical
- Recreation - 55 Employees
  Blacks: 3 Mgmt/Supv (1 Mgmt)
  6 Service Maint
  1 Technician
  2 Clericals
  Hispanics: 1 Mgmt/Supv*
  6 Service Maint.
  1 Clerical
- Recreation (Cont)
  Asian: 1 Mgmt/Supv*
  1 Clerical
  Filipino: 1 Mgmt/Supv*
- Golf - 31 Employees
  Blacks: 3 Service Maint.
  Hispanics: 3 Mgmt/Supv (1 Mgmt)
  5 Service Maint.
  Asian: 1 Service Maint.
- Parks - 205 Employees
  Blacks: 1 Mgmt/Supv*
  31 Service Maint.
  1 Clerical
  Hispanics: 1 Mgmt/Supv*
  63 Service Maint.
  Asians: 4 Service Maint.
  1 Technician
  American Indian: 1 Service Maint.
  Filipino: 1 Service Maint.
- Zoo - 16 Employees
  Blacks: 2 Service Maint.
  Hispanic: 1 Mgmt/Supv*
  2 Service Maint.
- Crocker Art Museum - 9 Employees
  Blacks: 1 Service Maint.
  Hispanic: 1 Service Maint.
  Filipino: 1 Clerical
  "Others" - 1 Technician
- Metropolitan Arts - 3 Employees
  "Others" - 1 Professional
- Museum & History - 4 Employees
  No minorities

Data Processing

27 Total Employees
Blacks: 1 Technician
2 Clerical
Hispanics: 1 Mgmt*/Supv
1 Clerical
Asians: 1 Technician

Employee Relations

4 Total Employees
Hispanics: 1 Professional

Engineering

722 Total Employees

- Engineering & Construction - 71 Employees
  Blacks: 1 Technician; 2 Clericals
  Hispanics: 3 Service Maint; 1 Techician
  Asians: 3 Mgmt/Supv (1 Mgmt); 2 Professionals;
  2 Service Maint; 3 Technicians
  American-Indians: 1 Technician
  Filipino: 1 Service Maint.
- Street Maintenance - 50 Employees
  Blacks: 3 Skilled Crafts; 1 Service Maint.
  Hispanics: 1 Management/Supervisory*
  4 Skilled Crafts; 6 Service Maint.
  Asians: 1 Skilled Crafts
- Water and Sewer - 209 Employees
  Blacks: 1 Skilled Craft; 6 Service Maint; 1 Technician
  Hispanics: 18 Service Maintenance
  Asians: 1 Professional; 7 Service Maint; 1 Clerical
  American Indians: 1 Skilled Craft; 2 Service Maint
  Filipino: 1 Clerical
- Traffic Engineering - 106 Employees
  Blacks: 1 Management/Supv*: 8 Service Maint.
  Hispanics: 2 Management/Supv*; 16 Service Maint; 1 Technician
  3 Clerical
  Asians: 1 Management/Supv*: 4 Service Maint; 1 Clerical
- Waste Removal - 229 Employees
  Blacks: 8 Management/Supv (1 Mgmt): 123 Service Maint.
  2 Clerical
  Hispanics: 1 Management/Supv; 48 Service Maint.
  Asians: 2 Service Maint.
  "Others": 1 Service Maint.
- Inspections - 44 Employees
  Blacks: 1 Technician; 1 Clerical
  Hispanic: 3 Technicians; 1 Clerical
  Asians: 1 Clerical
- Animal Control - 13 Employees
  Blacks: 1 Service Maint.
  Hispanics: 2 Management/Supv*; 3 Service Maint.
  Asians: 1 Service Maintenance; 1 Clerical

Finance

59 Total Employees

- Administration & Budget - 6 Employees
  Blacks: 1 Professional
  Asians: 1 Professional

*Denotes Either Management or Supervisory

#25