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DEPARTMENT OF
PERSONNEL

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May 2, 1990

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Personnel & Public Employees Committee
Sacramento, California

Honorable Members in Session:

**SUBJECT: ARTICLES ON CITY'S AFFIRMATIVE ACTION EFFORTS AND UPDATE TO THE
PERSONNEL AND PUBLIC EMPLOYEES COMMITTEE PER COUNCILMEMBER ROBIE**

SUMMARY

There has been a number of news articles in the local papers and on local television related to affirmative action issues. The thrust of the coverage is criticism from members of the minority community about the lack of progress in our Affirmative Action Program and the apparent lack of promotional opportunities for minorities within the City.

BACKGROUND

The most extensive article was written by Reporter Robert Davila in the Sacramento Bee on March 11, 1990. Subsequent articles were written in the Sacramento Bee on April 11, 1990 and in the Sacramento Union and Sacramento Bee on April 20, 1990.

The most critical coverage was by Channel 3 in a special report they did on the City's Affirmative Action Program. Their leadin to the article was "that the City of Sacramento's Affirmative Action Program has failed."

The principle issues raised which were common in each of the articles were:

1. The declining percentage of minorities in the City's workforce;
2. That the majority of minority employees are in the lower paying classifications; and
3. That the City system is not providing opportunities for minorities to advance.

RESPONSE

We must assure you that the City's Affirmative Action Program is not failing and that there has been progress made in a number of areas of the program.

However, we must advise you that at the end of 1989, the minority workforce consisted of 31.56% which is the lowest percent it has been since the implementation of the Affirmative Action Plan and that it is a fact, that 53% of the minority employees in the City's workforce are concentrated in the clerical and maintenance classifications.

Progress has been made in the following areas:

1. The total female workforce increased from 16.41% in 1980 to 26.2% at the end of 1989.
2. There are more women in non-traditional jobs than ever before in the City's workforce.
3. There was an increase in the percentage of women in eight of the nine occupational categories at the end of 1989.
4. The percentage of minorities increased in five of the nine occupational categories at end of 1989. Two of the occupational categories in which minorities did not increase were the service maintenance and the clerical which, as already reported, has the heaviest concentration of minority employees. The other two categories that did not show any increase were the police and technical occupational categories.

Due to the change in the nature of the workforce, jobs are going from more manual to more technical. Therefore, the decrease in the positions in the service classifications directly impacts the overall percentage of minority workforce due to the high concentration of minorities in that classification. Conversely, the increase in new positions is in the more technical areas.

In order to address these situations, we are in the process of developing a Career Development Opportunity Program that will focus on our internal resources by identifying employees with the interest and potential and tracking them into the program. We are renewing our efforts and pursuing resources to enhance our recruitment of minorities into every level of City employment. In addition, there is a strong effort being made in conjunction with our Training Office to provide cultural diversity training at each and every level of City employment.

This information is presented as an update and response to the most recent media coverage regarding the City's affirmative action efforts. The Affirmative Action Equal Opportunity Status Report for 1989 will be presented to the Committee at a later meeting and will discuss the status of affirmative action in much more detail.


S. REY PENA
Affirmative Action Officer