



Consent 32

## SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY

October 13, 1981

CITY MANAGER'S OFFICE

RECEIVED  
OCT 21 1981

Redevelopment Agency of the  
City of Sacramento  
Housing Authority of the  
City of Sacramento  
Sacramento, CA

Honorable Members in Session:

**SUBJECT:** Agency Profile - Implementation of the Section  
23 Phased Layoff Plan

**SUMMARY:**

The Agency has completed implementation of the Section 23 Phased Layoff Plan as originally approved on July 1, 1980 and revised on June 30, 1981 by the Governing Bodies.

This report presents a profile of Agency personnel and the effect of the phased layoff plan on such profile during the period from July 1980 to September 1981.

**BACKGROUND INFORMATION:**

The original Section 23 Layoff Plan, as approved by the Governing Bodies was to reduce the 1980 budgeted figure of 290.57 positions by 62. The revision to the Phased Layoff Plan extended the phaseout period for the final 14 reductions (maintenance staff) from June 30, 1981 to September 14, 1981. Provisions of the plan were implemented in conjunction with the Agency reorganization plan as outlined in Management Reports #2 and #3.

The Agency Affirmative Action Profile, as of September 30, 1981, reflects the changes brought about by implementation of the Phased Layoff Plan as well as usual personnel actions. Most of the planned reduction in staff was accomplished through: (1) a freeze on hiring for the 1980 unfilled budgeted positions; and (2) not filling positions vacated by attrition.

OCT 27 1981

10-27-81

All Districts

# SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY

Housing Authority of the  
City of Sacramento  
Redevelopment Agency of the  
City of Sacramento

Page Two

October 13, 1981

The result was an actual layoff of only 13 employees as noted below:

<u>Classification</u>	<u>Number</u>
Area Housing Manager	1
Community Services Assistant	3*
Maintenance Specialist	1
General Repair Worker	2
Maintenance Worker II	2
Maintenance Worker I	4
TOTAL	13

\* Two (2) Community Services Assistants have been recalled and one (1) declined a recall opportunity.

The attached charts illustrate the change in the Affirmative Action Profile and ethnic and gender comparison as a result of implementation of the Phased Layoff Plan.

## RECOMMENDATION:

This report is submitted for information and review, and no action is necessary.

Respectfully submitted,

*William H. Edgar*  
WILLIAM H. EDGAR  
Interim Executive Director

## TRANSMITTAL TO COUNCIL:

*Walter J. Slipe*  
WALTER J. SLIPE, City Manager

WHE:rsm

**SHRA AFFIRMATIVE ACTION PROFILE**

Layoff Period - 14 Months

Job Category	July 1, 1980			September 30, 1981		
	Total Employees	Females	Minority (Males & Females)	Total Employees	Females	Minority (Males & Females)
Officials/ Administrators	44	14 31.8%	11 25.0%	40*	14 35.0%	13 32.5%
Professional	7	2 28.6%	3 42.9%	14	6 42.9%	2 14.3%
Technicians	49	18 36.7%	14 28.6%	47	20 42.6%	13 27.7%
Office/Clerical	66	61 92.4%	23 34.8%	74	58 78.4%	30 40.5%
Skilled Craft	15	0 0%	6 40.0%	12	0 0%	5 41.7%
Service/Maintenance	86	32 37.2%	43 50.0%	62	24 38.7%	25 40.3%
Total	267	127 47.6%	100 37.5%	249	122 49.0%	88 35.3%

\* Includes 6 contract employees (Executive Director, Deputy Director, Assistant Director of Finance, Assistant Director of Management and Maintenance, Chief of Management and Maintenance, and Personnel Officer)

# SHRA ETHNICITY PROFILE

Phased Layoff Period - 14 Months

July 1980

September 1981

Ethnicity

Number

%

Number

%

White

167

62.5%

161

64.7%

Black

44

16.5%

44

17.7%

Hispanic

37

13.9%

28

11.2%

Asian

14

5.2%

16

6.4%

Other

5

1.9%

0

0

Total Employees

267

100.0%

249

100.0%

Gender

Male

140

52.4%

127

51.0%

Female

127

47.6%

122

49.0%

Total Employees

267

100.0%

249

100.0%