



CITY OF SACRAMENTO

DEPARTMENT OF PERSONNEL

DONNA L. GILES
Director of Personnel

ADMINISTRATION
EMPLOYEE SERVICES DIVISION
PERSONNEL MANAGEMENT SERVICES
WORKERS' COMPENSATION DIVISION

June 25, 1985

Personnel and Public Employees Committee
of the City Council

Honorable Members in Session:

SUBJECT: AFFIRMATIVE ACTION PROGRAM REVIEW - PLANNING & DEVELOPMENT AND
LIBRARY DEPARTMENTS

The Personnel and Public Employees Committee has requested special hearings on the affirmative action program, focusing on department employment practices. The first hearing, scheduled for July 3, 1985, will cover the Planning & Development and Library Departments.

The following information provides the committee with basic employment statistics on both departments.

PLANNING & DEVELOPMENT

The Department of Planning & Development is presently composed of three major divisions: Administration, Planning and Building Inspections. It is a relatively new department, formed at the start of the 1983 - 84 FY from a consolidation of the Inspections Division of the Public Works Department with the former Planning Department. The most recent statistics (June 15, 1985 reporting date) show the department with 89 full-time career employees of which 16 (17.98%) are minorities and 25 (28.09%) are females. In comparison with the Affirmative Action Goals, the department is under parity in both minority and female employment.

The following chart shows the department's June 15, 1985 employment statistics in comparison with the December 1983 statistics.

PLANNING & DEVELOPMENT EMPLOYMENT STATISTICS

	12/83		6/85		CHANGE
	#	%	#	%	
White Male	45	57.69	53	59.55	+8
White Female	19	24.35	20	22.47	+1

PLANNING & DEVELOPMENT CONT.

	12/83		6/85		CHANGE
	#	%	#	%	#
Black Male	T	1.28	T	1.12	No change
Black Female	3	3.84	4	4.49	+1
Hispanic Male	3	3.84	3	3.37	No Change
Hispanic Female	1	1.28	1	1.12	No Change
Asian Male	5	6.41	6	6.74	+1
Asian Female	1	1.28	0	0.00	-1
American Indian Male	0	0.00	1	1.12	+1
American Indian Female	0	0.00	0	0.00	No Change
Filipino Male	0	0.00	0	0.00	No Change
Filipino Female	0	0.00	0	0.00	No Change
Other Male	0	0.00	0	0.00	No Change
Other Female	0	0.00	0	0.00	No Change
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Total Minority	14	17.94	16	17.97	+2
Total Female	24	30.76	25	28.08	+1
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TOTAL	78		89		+11
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Administration Division 0% Minority 40.000% Female

There were five individuals employed full-time career in the Administration Division in the last reporting period. There are no minorities employed in this division. Two of the employees are categorized as "Clerical" (both are White females), and the remaining three employees occupy "Exempt" positions (all are White males).

Planning Division 17.241% Minority 37.931% Female

Twenty-nine people were employed in this division on a full-time career basis at last report. Five are minorities (four Asian males, one Black female) and eleven are females. Sixteen of the employees are categorized as "Professionals" (eight White males, six White females and two Asian males). Four employees are "Clerical" (three White females and one Black female) and nine are in "Exempt" classifications (six White males, one White female and two Asian males).

Inspections Division

20.000% Minority

21.818% Female

The largest division in the department is the Inspections Division with a total of 55 employees. Eleven are minorities (one Black male, three Black females, three Hispanic males, one Hispanic female, two Asian males and one American Indian Male) and twelve are female. One occupied position is categorized as "Supervisory" (one White female); three are "Professionals" (two White males and one Asian male); thirty-six are "Technicians" (twenty-eight White males, three White females, three Hispanic males, one Asian male and one American Indian male); eight are "Clerical" (four White females, three Black females and one Hispanic female); and seven are "Exempt" positions (six White males and one Black male).

LIBRARY

The City Library is functionally consolidated with the Sacramento County library system. The City library system consists of a Central Library and nine neighborhood branch libraries. There are no major divisions.

At last report (June 15, 1985), the department had 87 full-time career City employees, 22 (25.287%) minorities and 71 (81.609%) females. The department is under parity in minority employment and above parity in female employment. The following chart shows the department's June 15, 1985 employment statistics in comparison with October 1980 figures.

LIBRARY EMPLOYMENT STATISTICS

	10/80		6/85		CHANGE
	#	%	#	%	#
White Male	14	14.14	12	13.79	+2
White Female	63	63.63	53	60.91	-10
Black Male	1	1.01	1	1.14	No change
Black Female	7	7.07	5	5.74	-2
Hispanic Male	1	1.01	3	3.44	+2
Hispanic Female	6	5.05	8	9.19	+2
Asian Male	0	0.00	0	0.00	No Change
Asian Female	5	5.05	5	5.74	No Change
American Indian Male	0	0.00	0	0.00	No Change
American Indian Female	2	1.01	0	0.00	-2
Filipino Male	0	0.00	0	0.00	No Change
Filipino Female	1	1.01	0	0.00	-1
Other Male	0	0.00	0	0.00	No Change
Other Female	0	0.00	0	0.00	No Change

LIBRARY CONT.

	10/80		6/85		CHANGE
	#	%	#	%	#
Total Minority	23	23.00	22	25.28	+1
Total Female	84	84.00	71	81.60	-13
TOTAL	100		87		-13

There is one individual employed in a position categorized as "Supervisory" (one Hispanic female). Twenty-one employees are "Professionals" (four White males, sixteen White females, and one Asian female); five employees are in "Service Maintenance" positions (two White males, one Black female and two Hispanic males); seventeen are categorized as "Technicians" (two White males, eleven White females, one Black male, one Black female and two Hispanic females); forty are "Clerical" employees (three White males, twenty-four White females, three Black females, one Hispanic male, five Hispanic females, four Asian females); and three individuals occupy "Exempt" positions (one White male, and two White females).

RECOMMENDATION

This is an informational report for the Committee's review. No specific action is recommended.

Gary L. Little

GARY L. LITTLE
Affirmative Action Officer

REPORT APPROVED FOR SUBMISSION:

Donna L. Giles

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