



CITY OF SACRAMENTO
CALIFORNIA

OFFICE OF THE
CITY MANAGER

CITY HALL
915 I STREET - 95814
(916) 449-5704

May 8, 1986

Personnel and Public Employees Committee
Sacramento, California

Honorable Members in Session:

SUBJECT: EXEMPT EMPLOYMENT SURVEY

While the overwhelming majority of City employees are covered by the rules and regulations of the Civil Service Board, there were 172 employees in positions categorized as "exempt" at the end of 1985. Under the City Charter, the City Manager, City Clerk, City Attorney, City Treasurer, department heads, assistant department heads, confidential secretaries and other management personnel are exempt from civil service.

Employees in exempt positions are not covered by the civil service hiring or termination provisions. Exempt employees work solely at the pleasure of their appointing authority. The four Council officers are hired by the City Council directly. The City Manager, City Attorney, City Clerk and City Treasurer, in turn, hire the key staff directly responsible to them. The concept is that the power to hire and fire will help assure responsiveness and hopefully, competence.

Since the City Charter establishes the basic structure for the exempt management positions, I have attached copies of the relevant Charter provisions (Sections 60, 62, 70, 71, 72, 73, 74 & 83).

For your information, the attached pages list exempt classifications with the sex and ethnicity of employees in each position; lists the exempt positions which were filled and vacated in 1985; gives a detailed statistical breakdown of the sex and ethnicity of exempt employees by occupational categories.

If there are any questions concerning the information contained within this report, please contact me.

Respectfully submitted,



WALTER J. SLIPE
City Manager

cc: City Attorney
City Clerk
City Treasure

CITY CHARTER PROVISIONS

Section 60 City Manager - Appointment, qualifications and removal

There shall be a city manager who shall be appointed by the city council. The city manager shall be selected solely on the basis of executive and administrative qualifications. The city manager shall be appointed by and shall serve at the pleasure of the city council.

Section 62 Non-interference with city manager.

No member of the city council shall directly or indirectly coerce or attempt to coerce the city manager relative to the appointment or removal of any city officer or employee which is made by the city manager, but prior to the making of any appointment or removal of any head or director of any department or division of the city, the city manager shall endeavor to advise the city council of his intention to do so.

Section 70 Appointive officers

The following other city officers shall be appointed by the city council:

- (a) City Clerk
- (b) City Attorney
- (c) City Treasurer; and
- (d) Such other officers and employees of its own body as it deems necessary.

Section 71 City Clerk

The city council shall appoint a city clerk who shall have custody of and shall be responsible for the official seal and records of the city. The city clerk shall act as secretary of the city council and all other boards and commissions and agencies of the city. The city council shall prescribe the qualifications, additional duties and compensation of the city clerk. The city clerk shall appoint subject to the civil service provisions of this Charter, such deputies and employees as the council may by resolution prescribe.

Section 72 City Attorney

The city council shall appoint a city attorney and shall prescribe the qualifications, duties and compensation of such officer. The city attorney shall serve as legal counsel to the city government and all officers, departments, boards, commissions and agencies thereof, and shall have such other powers and duties as may be prescribed by state law and by ordinance or resolution of the city council. In situations where the city attorney determines there is a conflict in representation by that office, the city council may authorize the retention of other legal counsel to represent one of the conflicting parties. The city attorney shall appoint all other members of city attorney's office.

Section 73

City Treasurer

The city treasurer shall be responsible for the deposit and investment of all funds of the city treasury not made subject to the control of others pursuant to this Charter. The city treasurer shall keep the city council fully advised as to the deposit and investment of funds subject to his control. The city council shall prescribe the qualifications, additional duties, and compensation of the city treasurer. The city treasurer shall appoint, subject to the civil service provisions of this Charter, such deputies and employees as the council may by resolution prescribe.

Section 74

Mayor's staff

The mayor shall appoint such members of the mayor's staff, exempt from the civil service system, as may be provided by resolution. The compensation paid to such staff members shall be fixed by resolution of the council. The mayor's staff shall serve at the pleasure of the mayor.

Section 83

Exemption and classified service

The officers and employees of the city who shall be exempt from the rules and regulations of the civil service board shall include:

- (a) Officers directly elected by the people;
- (b) Members of advisory boards and commissions;
- (c) The city manager, and any person or persons employed as assistant city manager, and confidential secretary;
- (d) Those officials of the city government responsible for the operation of a city department or division, along with those persons who may be employed as assistants to such officials; and
- (e) Those employees occupying positions in classes which are filled only on a part-time, seasonal, or limited term basis.

The city council shall, by resolution, designate those classes of positions, employees in which shall be considered exempt from the rules and regulations of the civil service board, in accordance with the intent and meaning of this section.

OCCUPATIONAL CATEGORIES

Definitions

1. Officials and Administrators

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.

2. Police

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.

3. Fire

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.

4. Professionals

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.

5. Skilled Crafts

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.

6. Service Maintenance

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.

7. Technicians

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.

8. Clerical

The 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.

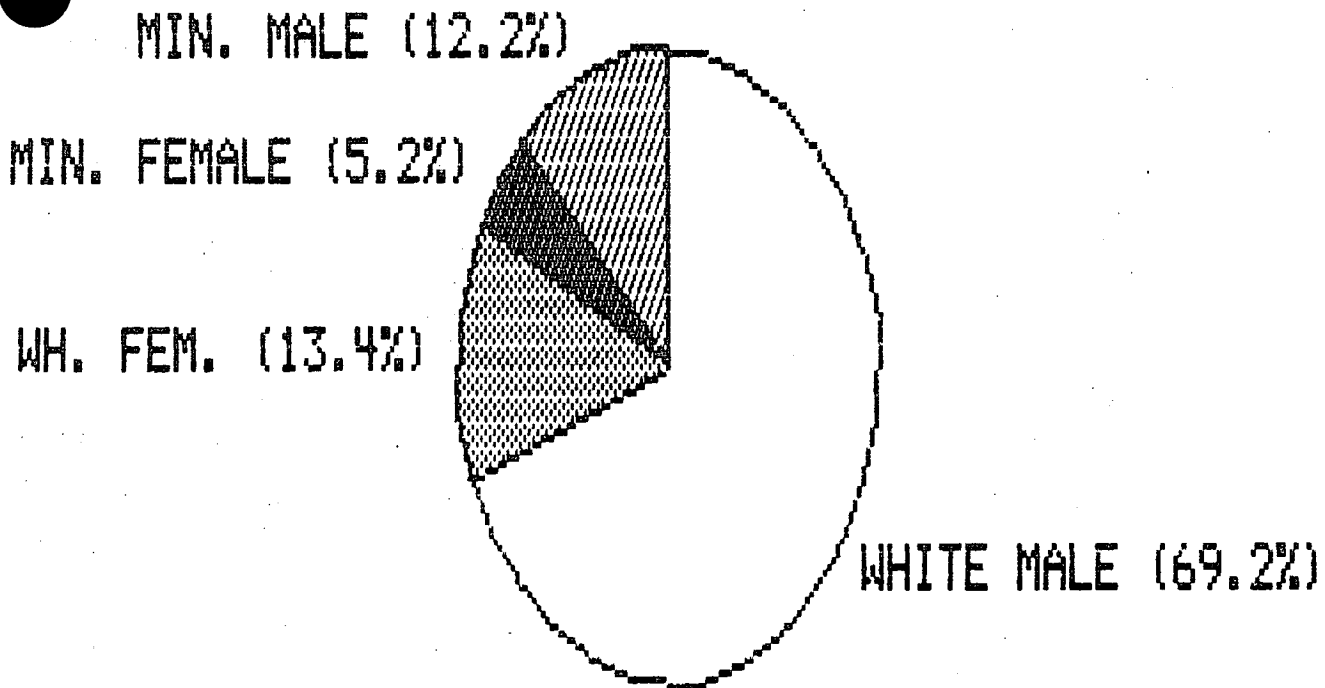
9. Supervisors

Occupations in which employees are primarily responsible for supervising employees. Includes: office supervisors, field supervisors and similar positions

1985 TOTAL EXEMPT WORK FORCE

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|--------|--------|--------|-------|---------|
| WHITE | 119 | 69.19% | 23 | 13.37% | 142 | 82.56% |
| BLACK | 8 | 4.65% | 3 | 1.74% | 11 | 6.40% |
| HISPANIC | 8 | 4.65% | 2 | 1.16% | 10 | 5.81% |
| ASIAN | 4 | 2.33% | 2 | 1.16% | 6 | 3.49% |
| AMERICAN INDIAN | 1 | 0.58% | 1 | 0.58% | 2 | 1.16% |
| FILIPINO | 0 | 0.00% | 1 | 0.58% | 1 | 0.58% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 140 | 81.40% | 32 | 18.60% | 172 | 100.00% |

1985 EXEMPT EMPLOYMENT
TOTAL WORK FORCE



1985 TOTAL EXEMPT WORK FORCE BY CLASSIFICATION, ETHNICITY & SEX

| CLASSIFICATION | ETHNICITY | SEX |
|--|-----------------|--------|
| Assistant City Clerk | American Indian | Female |
| Battalion Fire Chief | American Indian | Male |
| Budget Officer | Asian | Female |
| Deputy City Clerk | Asian | Female |
| Principal Planner | Asian | Male |
| Principal Planner | Asian | Male |
| Treasury Operations Supervisor | Asian | Male |
| Senior Management Analyst | Asian | Male |
| Senior Administrative Services Officer | Black | Female |
| Director of Personnel | Black | Female |
| Senior Personnel Analyst | Black | Female |
| Deputy City Attorney IV | Black | Male |
| Chief of Revenue | Black | Male |
| Citizens Assistance Officer | Black | Male |
| Affirmative Action Officer | Black | Male |
| Chief Electrical Inspector | Black | Male |
| Deputy Chief of Police | Black | Male |
| Deputy Fire Chief | Black | Male |
| Deputy Director Public Works Public Services | Black | Male |
| City Clerk | Filipino | Female |
| Senior Employee Relations Representative | Hispanic | Female |
| Graduate Legal Assistant | Hispanic | Female |
| Police Captain | Hispanic | Male |
| Director of General Services | Hispanic | Male |
| Parks General Supervisor | Hispanic | Male |
| Chief Animal Control Officer | Hispanic | Male |
| Golf Superintendent | Hispanic | Male |
| Systems & Program Manager | Hispanic | Male |
| Assistant Parking Manager | Hispanic | Male |
| Battalion Fire Chief | Hispanic | Male |
| Administrative Assistant to Mayor II | White | Female |
| Administrative Trainee | White | Female |
| Art Museum Director | White | Female |
| Assistant to Executive Secretary | White | Female |
| Confidential Office Supervisor | White | Female |
| Confidential Secretary | White | Female |
| Confidential Secretary | White | Female |
| Confidential Secretary | White | Female |
| Curator of Art | White | Female |
| Curator of History | White | Female |
| Deputy City Attorney II | White | Female |
| Deputy City Attorney III | White | Female |
| Deputy Library Director Auto/Tech Services | White | Female |
| Deputy Library Director Public Services | White | Female |
| Director of Metropolitan Arts Division | White | Female |
| Executive Secretary | White | Female |
| Investment Officer I | White | Female |
| Parks General Supervisor | White | Female |
| Public Information Officer | White | Female |
| Senior Administrative Services Officer | White | Female |
| Senior Management Analyst | White | Female |
| Senior Planner | White | Female |
| Support Services Administrator | White | Female |
| Accounting Officer | White | Male |

1985 TOTAL EXEMPT WORK FORCE BY CLASSIFICATION, ETHNICITY & SEX

| CLASSIFICATION | ETHNICITY | SEX |
|--|-----------|------|
| Administrative Services Officer | White | Male |
| Administrative Services Officer | White | Male |
| Administrative Services Officer | White | Male |
| Administrative Services Officer | White | Male |
| Assistant Chief of Police | White | Male |
| Assistant City Attorney | White | Male |
| Assistant City Manager | White | Male |
| Assistant City Treasurer | White | Male |
| Assistant Community Center Facility Supt. | White | Male |
| Assistant Director of Community Center | White | Male |
| Assistant Director of Parks/Community Services | White | Male |
| Assistant Director of Planning/Development | White | Male |
| Assistant Facility Management Superintendent | White | Male |
| Assistant Parks Superintendent | White | Male |
| Assistant Street Maintenance Superintendent | White | Male |
| Assistant Superintendent of Maintenance | White | Male |
| Assistant Superintendent of Waste Water Fac. | White | Male |
| Assistant Superintendent of Water Prod. Fac. | White | Male |
| Assistant Water & Sewer District Supt. | White | Male |
| Assistant Water & Sewer District Supt. | White | Male |
| Battalion Fire Chief | White | Male |
| Battalion Fire Chief | White | Male |
| Battalion Fire Chief | White | Male |
| Battalion Fire Chief | White | Male |
| Battalion Fire Chief | White | Male |
| Battalion Fire Chief | White | Male |
| Battalion Fire Chief | White | Male |
| Battalion Fire Chief | White | Male |
| Box Office Supervisor | White | Male |
| Building Permits Manager | White | Male |
| Chief Accountant | White | Male |
| Chief Building Inspector | White | Male |
| Chief Code Enforcement Officer | White | Male |
| Chief Plumbing Inspector | White | Male |
| Chief of Solid Waste Disposal | White | Male |
| City Attorney | White | Male |
| City Manager | White | Male |
| City Treasurer | White | Male |
| Communications System Manager | White | Male |
| Community Center Facilities Supt. | White | Male |
| Computer Operations Manager | White | Male |
| Computer Systems Specialist | White | Male |
| Data Processing Director | White | Male |
| Deputy Chief of Police | White | Male |
| Deputy Chief of Police | White | Male |
| Deputy City Attorney III | White | Male |
| Deputy City Attorney IV | White | Male |
| Deputy City Attorney IV | White | Male |
| Deputy Director Public Works Engineering Svcs. | White | Male |
| Deputy Fire Chief | White | Male |
| Deputy Fire Chief | White | Male |
| Deputy Superintendent of Water Prod. Fac. | White | Male |
| Dev. Off. Parks/Community Services | White | Male |
| Director of Community Center | White | Male |

1985 TOTAL EXEMPT WORK FORCE BY CLASSIFICATION, ETHNICITY & SEX

| CLASSIFICATION | ETHNICITY | SEX |
|---|-----------|------|
| Director of Employee Relations | White | Male |
| Director of Finance | White | Male |
| Director of Parks/Community Services | White | Male |
| Director of Planning/Development | White | Male |
| Director of Public Works | White | Male |
| Employee Services Manager | White | Male |
| Energy Systems Coordinator | White | Male |
| Engineering Division Manager | White | Male |
| Events Coordinator Supervisor | White | Male |
| Executive Director Museum & History Comm. | White | Male |
| Facility Management Superintendent | White | Male |
| Fire Chief | White | Male |
| Fire Marshall | White | Male |
| Fleet Superintendent | White | Male |
| Library Director | White | Male |
| Management Analyst II | White | Male |
| Management Analyst II | White | Male |
| Operations & Maintenance Superintendent | White | Male |
| Parking Division Manager | White | Male |
| Parks General Supervisor | White | Male |
| Parks General Supervisor | White | Male |
| Parks General Supervisor | White | Male |
| Parks General Supervisor | White | Male |
| Parks General Supervisor | White | Male |
| Parks General Supervisor | White | Male |
| Parks Superintendent | White | Male |
| Personnel Services Manager | White | Male |
| Planning Director | White | Male |
| Police Captain | White | Male |
| Police Captain | White | Male |
| Police Captain | White | Male |
| Police Captain | White | Male |
| Police Captain | White | Male |
| Police Captain | White | Male |
| Police Captain | White | Male |
| Police Chief | White | Male |
| Principal Planner | White | Male |
| Real Property & Assessment District | White | Male |
| Recreation General Supervisor | White | Male |
| Recreation General Supervisor | White | Male |
| Recreation General Supervisor | White | Male |
| Recreation Superintendent | White | Male |
| Revenue Officer | White | Male |
| Risk Manager | White | Male |
| Senior Architect | White | Male |
| Senior Employee Relations Representative | White | Male |
| Senior Engineer | White | Male |
| Senior Engineer | White | Male |
| Senior Planner | White | Male |
| Senior Planner | White | Male |
| Senior Planner | White | Male |
| Senior Planner | White | Male |
| Solid Waste Division Manager | White | Male |
| Superintendent of Building Inspections | White | Male |
| Supervising Engineer | White | Male |

1985 TOTAL EXEMPT WORK FORCE BY CLASSIFICATION, ETHNICITY & SEX

| CLASSIFICATION | ETHNICITY | SEX |
|---------------------------------------|-----------|------|
| Supervising Engineer | White | Male |
| Supervising Engineer | White | Male |
| Supervising Engineer | White | Male |
| Traffic Engineer | White | Male |
| Training Officer | White | Male |
| Water & Sewer District Superintendent | White | Male |
| Water & Sewer Division Manager | White | Male |
| Weed Abatement Supervisor | White | Male |
| Workers' Compensation Claims Manager | White | Male |
| Zoo Superintendent | White | Male |

1985 EXEMPT WORK FORCE BY APPOINTING AUTHORITY

YOR/COUNCIL APPOINTEES

Total Appointees

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|--------|--------|--------|-------|---------|
| WHITE | 3 | 60.00% | 1 | 20.00% | 4 | 80.00% |
| BLACK | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| HISPANIC | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ASIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| AMERICAN INDIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| FILIPINO | 0 | 0.00% | 1 | 20.00% | 1 | 20.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 3 | 60.00% | 2 | 40.00% | 5 | 100.00% |

| | | | | | | |
|------------|---|-------|---|--------|---|--------|
| MINORITIES | 0 | 0.00% | 1 | 20.00% | 1 | 20.00% |
|------------|---|-------|---|--------|---|--------|

CITY MANAGER APPOINTEES

Total Appointees

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|--------|--------|--------|-------|---------|
| WHITE | 111 | 72.08% | 19 | 12.34% | 130 | 84.42% |
| BLACK | 7 | 4.55% | 3 | 1.95% | 10 | 6.49% |
| HISPANIC | 8 | 5.19% | 1 | 0.65% | 9 | 5.84% |
| ASIAN | 3 | 1.95% | 1 | 0.65% | 4 | 2.60% |
| AMERICAN INDIAN | 1 | 0.65% | 0 | 0.00% | 1 | 0.65% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 130 | 84.42% | 24 | 15.58% | 154 | 100.00% |

| | | | | | | |
|------------|----|--------|---|-------|----|--------|
| MINORITIES | 19 | 12.34% | 5 | 3.25% | 24 | 15.58% |
|------------|----|--------|---|-------|----|--------|

CITY ATTORNEY APPOINTEES

Total Appointees

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|--------|--------|--------|-------|---------|
| WHITE | 4 | 50.00% | 2 | 25.00% | 6 | 75.00% |
| BLACK | 1 | 12.50% | 0 | 0.00% | 1 | 12.50% |
| HISPANIC | 0 | 0.00% | 1 | 12.50% | 1 | 12.50% |
| ASIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| AMERICAN INDIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 5 | 62.50% | 3 | 37.50% | 8 | 100.00% |

| | | | | | | |
|------------|---|--------|---|--------|---|--------|
| MINORITIES | 1 | 12.50% | 1 | 12.50% | 2 | 25.00% |
|------------|---|--------|---|--------|---|--------|

1985 EXEMPT WORK FORCE BY APPOINTING AUTHORITY

CITY CLERK APPOINTEES

Total Appointees

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|-------|--------|---------|-------|---------|
| WHITE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| BLACK | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| HISPANIC | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ASIAN | 0 | 0.00% | 1 | 50.00% | 1 | 50.00% |
| AMERICAN INDIAN | 0 | 0.00% | 1 | 50.00% | 1 | 50.00% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 0 | 0.00% | 2 | 100.00% | 2 | 100.00% |
| MINORITIES | 0 | 0.00% | 2 | 100.00% | 2 | 100.00% |

CITY TREASURER APPOINTEES

Total Appointees

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|--------|--------|--------|-------|---------|
| WHITE | 1 | 33.33% | 1 | 33.33% | 2 | 66.67% |
| BLACK | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| HISPANIC | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ASIAN | 1 | 33.33% | 0 | 0.00% | 1 | 33.33% |
| AMERICAN INDIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 2 | 66.67% | 1 | 33.33% | 3 | 100.00% |
| MINORITIES | 1 | 33.33% | 0 | 0.00% | 1 | 33.33% |

1985 EXEMPT WORK FORCE BY APPOINTING AUTHORITY & OCCUPATIONAL CATEGORY

MAYOR/COUNCIL APPOINTEES

Officials/Administrators

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|--------|--------|--------|-------|---------|
| WHITE | 3 | 75.00% | 0 | 0.00% | 3 | 75.00% |
| BLACK | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| HISPANIC | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ASIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| AMERICAN INDIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| FILIPINO | 0 | 0.00% | 1 | 25.00% | 1 | 25.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 3 | 75.00% | 1 | 25.00% | 4 | 100.00% |
| MINORITIES | 0 | 0.00% | 1 | 25.00% | 1 | 25.00% |

Professionals

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|-------|--------|---------|-------|---------|
| WHITE | 0 | 0.00% | 1 | 100.00% | 1 | 100.00% |
| BLACK | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| HISPANIC | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ASIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| AMERICAN INDIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 0 | 0.00% | 1 | 100.00% | 1 | 100.00% |
| MINORITIES | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |

CITY MANAGER APPOINTEES

Officials/Administrators

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|--------|--------|--------|-------|---------|
| WHITE | 85 | 77.27% | 8 | 7.27% | 93 | 84.55% |
| BLACK | 6 | 5.45% | 2 | 1.82% | 8 | 7.27% |
| HISPANIC | 6 | 5.45% | 1 | 0.91% | 7 | 6.36% |
| ASIAN | 0 | 0.00% | 1 | 0.91% | 1 | 0.91% |
| AMERICAN INDIAN | 1 | 0.91% | 0 | 0.00% | 1 | 0.91% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 98 | 89.09% | 12 | 10.91% | 110 | 100.00% |
| MINORITIES | 13 | 11.82% | 4 | 3.64% | 17 | 15.45% |

1985 EXEMPT WORK FORCE BY APPOINTING AUTHORITY & OCCUPATIONAL CATEGORY

Professionals

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|--------|--------|--------|-------|---------|
| WHITE | 23 | 65.71% | 5 | 14.29% | 28 | 80.00% |
| BLACK | 1 | 2.86% | 1 | 2.86% | 2 | 5.71% |
| HISPANIC | 2 | 5.71% | 0 | 0.00% | 2 | 5.71% |
| ASIAN | 3 | 8.57% | 0 | 0.00% | 3 | 8.57% |
| AMERICAN INDIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 29 | 82.86% | 6 | 17.14% | 35 | 100.00% |
| MINORITIES | 6 | 17.14% | 1 | 2.86% | 7 | 20.00% |
| ***** | | | | | | |

Technicians

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|---------|--------|-------|-------|---------|
| WHITE | 3 | 100.00% | 0 | 0.00% | 3 | 100.00% |
| BLACK | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| HISPANIC | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ASIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| AMERICAN INDIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 3 | 100.00% | 0 | 0.00% | 3 | 100.00% |
| MINORITIES | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ***** | | | | | | |

Clerical

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|-------|--------|---------|-------|---------|
| WHITE | 0 | 0.00% | 6 | 100.00% | 6 | 100.00% |
| BLACK | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| HISPANIC | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ASIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| AMERICAN INDIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 0 | 0.00% | 6 | 100.00% | 6 | 100.00% |
| MINORITIES | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ***** | | | | | | |

BY ATTORNEY APPOINTEES

Officials/Administrators

MALE FEMALE TOTAL

1985 EXEMPT WORK FORCE BY APPOINTING AUTHORITY & OCCUPATIONAL CATEGORY

| | | | | | | |
|------------------|---|---------|---|-------|---|---------|
| WHITE | 1 | 100.00% | 0 | 0.00% | 1 | 100.00% |
| BLACK | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| HISPANIC | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ASIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| AMERICAN INDIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 1 | 100.00% | 0 | 0.00% | 1 | 100.00% |
| MINORITIES | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |

Professionals

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|--------|--------|--------|-------|---------|
| WHITE | 3 | 42.86% | 2 | 28.57% | 5 | 71.43% |
| BLACK | 1 | 14.29% | 0 | 0.00% | 1 | 14.29% |
| HISPANIC | 0 | 0.00% | 1 | 14.29% | 1 | 14.29% |
| ASIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| AMERICAN INDIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 4 | 57.14% | 3 | 42.86% | 7 | 100.00% |
| MINORITIES | 1 | 14.29% | 1 | 14.29% | 2 | 28.57% |

CITY CLERK APPOINTEES

Officials/Administrators

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|-------|--------|---------|-------|---------|
| WHITE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| BLACK | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| HISPANIC | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ASIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| AMERICAN INDIAN | 0 | 0.00% | 1 | 100.00% | 1 | 100.00% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 0 | 0.00% | 1 | 100.00% | 1 | 100.00% |
| MINORITIES | 0 | 0.00% | 1 | 100.00% | 1 | 100.00% |

Technicians

| | MALE | | FEMALE | | TOTAL | |
|-------|------|-------|--------|-------|-------|-------|
| WHITE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| BLACK | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |

1985 EXEMPT WORK FORCE BY APPOINTING AUTHORITY & OCCUPATIONAL CATEGORY

| | | | | | | |
|------------------|---|-------|---|---------|---|---------|
| HISPANIC | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ASIAN | 0 | 0.00% | 1 | 100.00% | 1 | 100.00% |
| AMERICAN INDIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 0 | 0.00% | 1 | 100.00% | 1 | 100.00% |
| MINORITIES | 0 | 0.00% | 1 | 100.00% | 1 | 100.00% |
| ***** | | | | | | |

CITY TREASURER APPOINTEES

Officials/Administrators

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|---------|--------|-------|-------|---------|
| WHITE | 1 | 100.00% | 0 | 0.00% | 1 | 100.00% |
| BLACK | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| HISPANIC | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ASIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| AMERICAN INDIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 1 | 100.00% | 0 | 0.00% | 1 | 100.00% |
| MINORITIES | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ***** | | | | | | |

Professionals

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|--------|--------|--------|-------|---------|
| WHITE | 0 | 0.00% | 1 | 50.00% | 1 | 50.00% |
| BLACK | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| HISPANIC | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| ASIAN | 1 | 50.00% | 0 | 0.00% | 1 | 50.00% |
| AMERICAN INDIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 1 | 50.00% | 1 | 50.00% | 2 | 100.00% |
| MINORITIES | 1 | 50.00% | 0 | 0.00% | 1 | 50.00% |
| ***** | | | | | | |

1985 EXEMPT NEW HIRES/PROMOTIONS

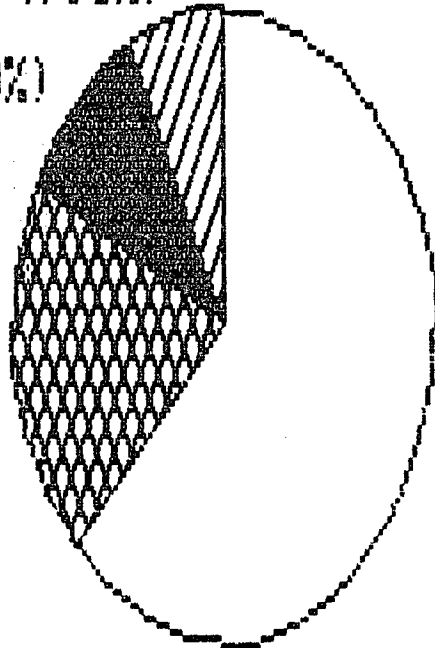
| | | | | | | |
|------------------|----|--------|----|--------|----|---------|
| WHITE | 25 | 62.50% | 8 | 20.00% | 33 | 82.50% |
| BLACK | 2 | 5.00% | 2 | 5.00% | 4 | 10.00% |
| HISPANIC | 0 | 0.00% | 1 | 2.50% | 1 | 2.50% |
| ASIAN | 1 | 2.50% | 1 | 2.50% | 2 | 5.00% |
| AMERICAN INDIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| FILIPINO | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 28 | 70.00% | 12 | 30.00% | 40 | 100.00% |

1985 EXEMPT EMPLOYMENT
NEW APPOINTEES/PROMOTIONS

MIN. MALE (7.5%)

MIN. FEMALE (10.0%)

WH. FEM. (20.0%)



WHITE MALE (62.5%)

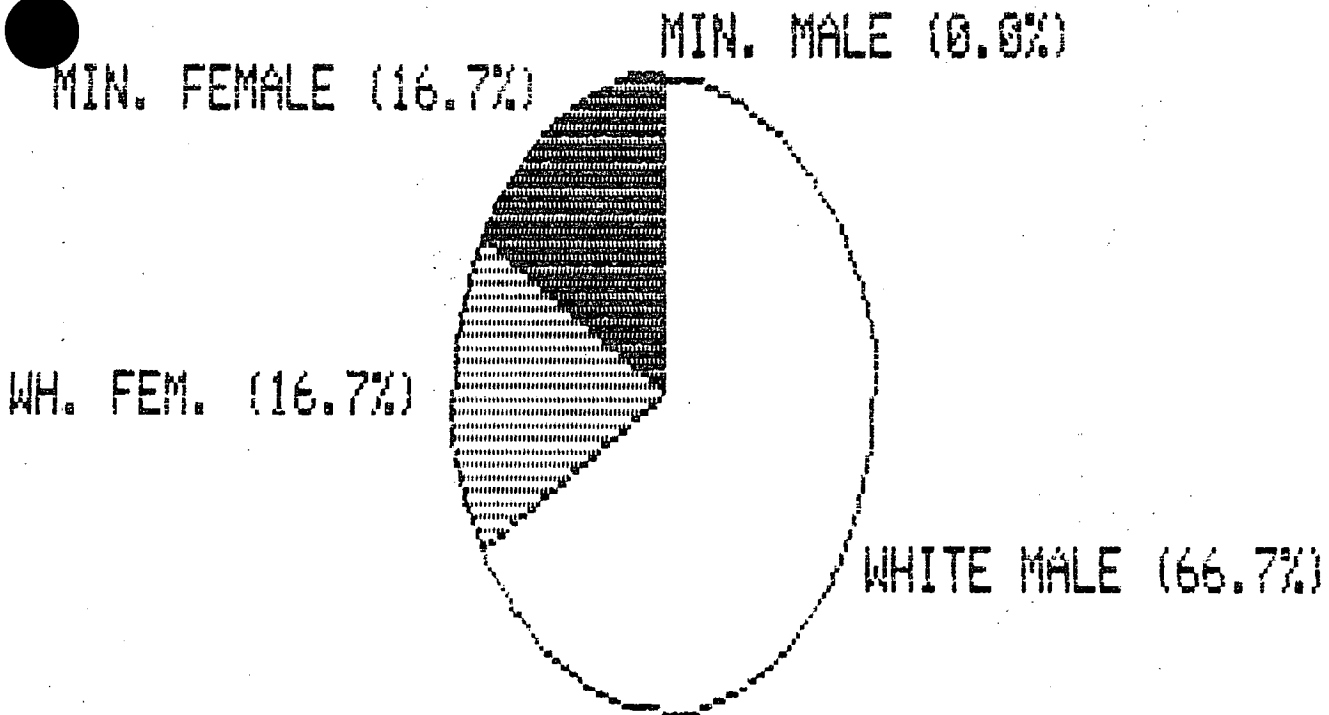
1985 EXEMPT NEW HIRES/PROMOTIONS

| | |
|--|-----------------|
| BUDGET OFFICER | ASIAN FEMALE |
| NUISANCE ABATEMENT MANAGER | ASIAN MALE |
| SENIOR MANAGEMENT ANALYST | ASIAN MALE |
| ASSISTANT TO THE EXECUTIVE SECRETARY | BLACK FEMALE |
| SENIOR ADMINISTRATIVE SERVICES OFFICER | BLACK FEMALE |
| CHIEF OF REVENUE | BLACK MALE |
| DEPUTY CHIEF OF POLICE | BLACK MALE |
| SENIOR EMPLOYEE RELATIONS REP. | HISPANIC FEMALE |
| ADMINISTRATIVE ASSISTANT TO THE MAYOR II | WHITE FEMALE |
| ADMINISTRATIVE TRAINEE | WHITE FEMALE |
| CURATOR OF ART | WHITE FEMALE |
| DEPUTY CITY ATTORNEY II | WHITE FEMALE |
| DIRECTOR, METROPOLITAN ARTS COMMISSION | WHITE FEMALE |
| PARKS GENERAL SUPERVISOR | WHITE FEMALE |
| SENIOR MANAGEMENT ANALYST | WHITE FEMALE |
| SENIOR PLANNER | WHITE FEMALE |
| SENIOR PLANNER | WHITE FEMALE |
| ASSIST. SUPERINTENDENT/WATER & SEWER | WHITE MALE |
| ASSISTANT DIRECTOR OF PLANNING AND DEVELOPMENT | WHITE MALE |
| BATTALION FIRE CHIEF | WHITE MALE |
| CHIEF OF SOLID WASTE DISPOSAL | WHITE MALE |
| COMMUNICATIONS SYSTEM MANAGER | WHITE MALE |
| DEPUTY CHIEF OF POLICE | WHITE MALE |
| DEPUTY FIRE CHIEF | WHITE MALE |
| FIRE MARSHAL | WHITE MALE |
| OPERATIONS AND MAINTENANCE SUPERINTENDENT | WHITE MALE |
| PARKS GENERAL SUPERVISOR | WHITE MALE |
| PARKS SUPERINTENDENT | WHITE MALE |
| POLICE CAPTAIN | WHITE MALE |
| POLICE CAPTAIN | WHITE MALE |
| POLICE CAPTAIN | WHITE MALE |
| PRINCIPAL PLANNER | WHITE MALE |
| SENIOR ARCHITECT | WHITE MALE |
| SENIOR ENGINEER | WHITE MALE |
| SENIOR ENGINEER | WHITE MALE |
| SENIOR ENGINEER | WHITE MALE |
| SENIOR ENGINEER | WHITE MALE |
| STREET DIVISION MANAGER | WHITE MALE |
| SUPERVISING ENGINEER | WHITE MALE |
| SUPERVISING ENGINEER | WHITE MALE |
| TRAINING OFFICER | WHITE MALE |

1985 EXEMPT TERMINATIONS

| | MALE | | FEMALE | | TOTAL | |
|------------------|------|--------|--------|--------|-------|---------|
| White | 4 | 66.67% | 1 | 16.67% | 5 | 83.33% |
| Black | 0 | 0.00% | 1 | 16.67% | 1 | 16.67% |
| Hispanic | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Asian | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| American Indian | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Filipino | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Did Not Indicate | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Total | 4 | 66.67% | 2 | 33.33% | 6 | 100.00% |

1985 EXEMPT EMPLOYMENT
TERMINATIONS



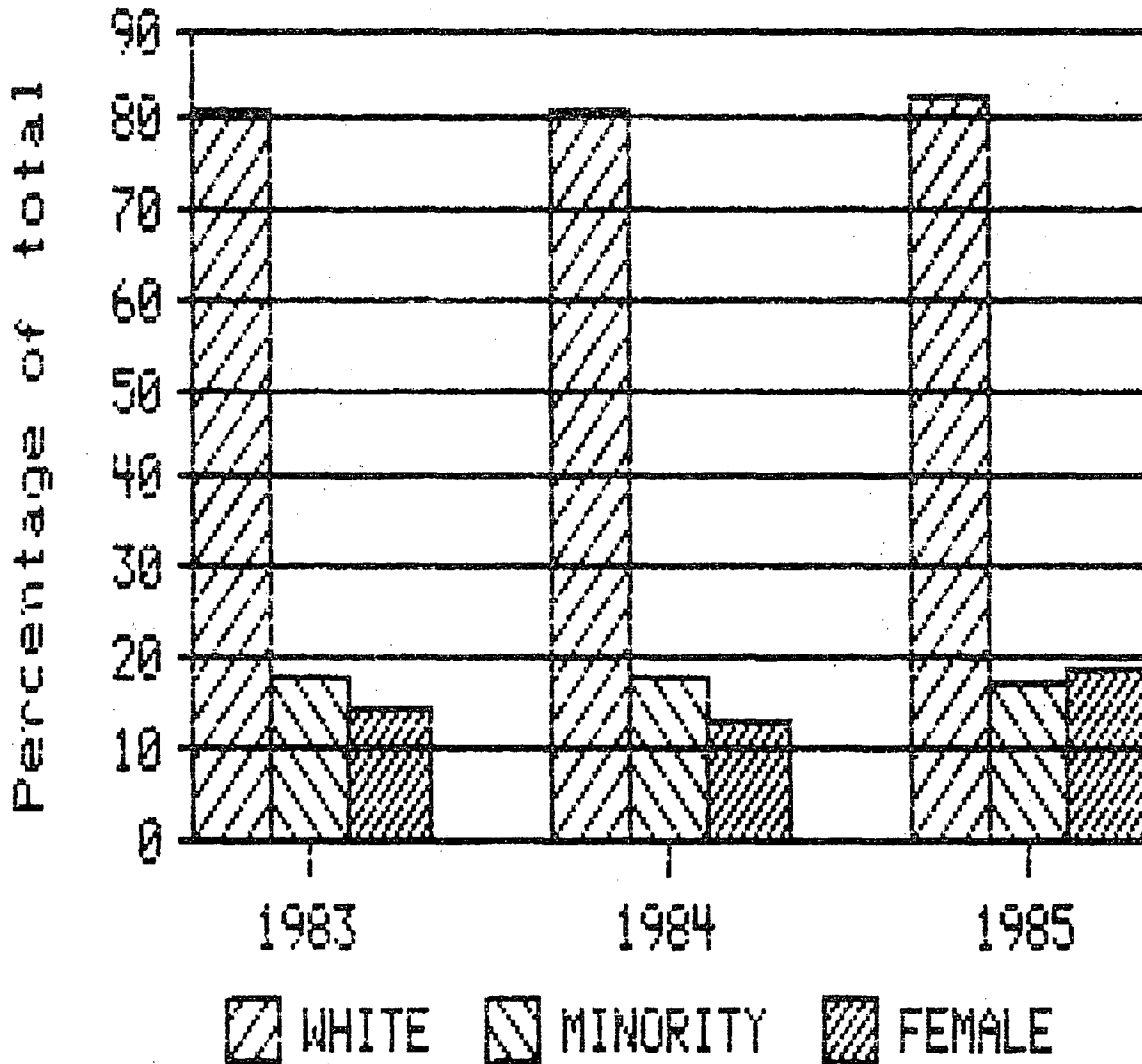
1985 EXEMPT TERMINATIONS

| | |
|---|--------------|
| Assistant to the Executive Secretary | Black Female |
| Administrative Assistant to the Mayor I | White Female |
| Budget Officer | White Male |
| Curator of Art | White Male |
| Senior Engineer | White Male |
| Street Division Manager | White Male |

CHANGES IN EXEMPT WORK FORCE 1983 - 1985

| | 1983 | | 1984 | | 1985 | |
|------------------|------|---------|------|---------|------|---------|
| WHITE | 128 | 81.53% | 133 | 81.60% | 142 | 82.56% |
| BLACK | 11 | 7.01% | 10 | 6.13% | 11 | 6.40% |
| HISPANIC | 9 | 5.73% | 11 | 6.75% | 10 | 5.81% |
| ASIAN | 7 | 4.46% | 7 | 4.29% | 6 | 3.49% |
| AMERICAN INDIAN | 1 | 0.64% | 1 | 0.61% | 2 | 1.16% |
| FILIPINO | 1 | 0.64% | 1 | 0.61% | 1 | 0.58% |
| DID NOT INDICATE | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| TOTAL | 157 | 100.00% | 163 | 100.00% | 172 | 100.00% |
| MINORITIES | 29 | 18.47% | 30 | 18.40% | 30 | 17.44% |
| FEMALES | 23 | 14.65% | 21 | 12.88% | 32 | 18.60% |

CHANGES IN EXEMPT EMPLOYMENT
WHITE/MINORITY/FEMALE



42nd Annual
 NRA Jr. Sectional Official Results
 April 19-20, 1986
 Sacramento, California
 Sponsored by
 Sacramento Parks and Community Services Department
 Sacramento Rifle & Pistol Council
 CapRod Jr. Shooting Club

THREE (3) POSITION MATCH

| NAME | PRONE | STANDING | KNEELING | TOTAL |
|---------------------------------------|---------|----------|----------|---------|
| Match Winner | | | | |
| Spencer Coe (Gold Medallion) | 195-3c | 176-1c | 191-6c | 562-10c |
| Second Place | | | | |
| Ryan Goss (Silver Medallion) | 195-6c | 163-3c | 185-7c | 543-16c |
| Third Place | | | | |
| Catherine Rook (Bronze Medallion) | 197-8c | 166- | 176-1c | 539-9c |
| JUNIOR CATEGORY | | | | |
| Christopher Hoversten (Gold Medal) | 195-13c | 159-1c | 178-2c | 532-16c |
| Daniel Thornton (Silver Medal) | 190-4c | 157- | 184-5c | 531-9c |
| Mervyn Collings (Bronze Medal) | 191-3c | 170-1c | 169-1c | 530-5c |
| Ray Guffee | 195-11c | 152-2c | 173-5c | 520-18c |
| Chris Le | 188-3c | 144-1c | 184-2c | 516-6c |
| Wm. Pfau | 188-3c | 150-2c | 176-3c | 514-8c |
| Mark Comer | 184-3c | 151-1c | 177- | 512-4c |
| Gregrey Thomas | 186-7c | 164-1c | 152- | 502-8c |
| Paul Ward | 190-9c | 139- | 153- | 482-9c |

42nd Annual
NRA Jr. Sectional
April 19-20, 1986
Sacramento, California

THREE (3) POSITION MATCH (continued)

INTERMEDIATE-JUNIOR CATEGORY

| NAME | PRONE | STANDING | KNEELING | TOTAL |
|------------------------------------|--------|----------|----------|--------|
| William Dooley III (Gold Medal) | 192-6c | 161-1c | 176- | 529-7c |
| Anne Hart (Silver Medal) | 188-4c | 164- | 175-4c | 527-8c |
| Greg Schneider (Bronze Medal) | 194-8c | 143- | 163- | 500-8c |
| Brian Brecht | 187-6c | 132- | 156- | 475-6c |
| Jeffrey Deem | 184-5c | 141- | 137- | 462-5c |
| Joseph Eyres | 180-5c | 122- | 160- | 462-5c |
| Rico Pena | 173-3c | 131- | 154-3c | 458-6c |
| Lisa Pevc | 168-3c | 93-1c | 158-1c | 419-5c |
| Juan Wong | 184-3c | 100- | 134- | 418-3c |
| Carlos Perez | 164- | 94-1c | 151-1c | 409-2c |
| Christen Benbough | 156-1c | 117- | 133-2c | 406-3c |
| Kelly Wizner | 163-1c | 94- | 106- | 363-1c |
| Wendy Greig | 174-1c | 69- | 91- | 334-1c |

SUB JUNIOR CATEGORY

| | | | | |
|-------------------------------|--------|--------|--------|--------|
| Ryan Aglietti (Gold Medal) | 190-4c | 152-1c | 182-4c | 524-9c |
| Kenny Olufs | 180-3c | 140- | 147-1c | 467-4c |

42nd Annual
NRA Jr. Sectional
THREE (3) POSITION MATCH (continued)

R O T C CATEGORY

| NAME | PRONE | STANDING | KNEELING | TOTAL |
|----------------------------------|---------|----------|----------|---------|
| Michael Tomimoto (Gold Medal) | 186-7c | 155- | 178-2c | 519-9c |
| Eric Ludovico | 191-11c | 141- | 177-2c | 509-13c |
| Winston Tai | 189-6c | 141-1c | 169- | 499-7c |
| Choom-Wing Lee | 185-1c | 135-1c | 169-1c | 489-3c |

JUNIOR TEAMS (combined)

Winning Team Cotati Gold 2020-49c
 Ryan Goss - 543-16c; Ray Guffee - 520-18c; Paul Ward - 482-9c; Brian Brecht - 475-6c

1st Place Lowell A 2016-32c
 M. Tomimoto - 519-9c; E. Ludovico - 509-13c; W. Tai - 499-7c; C. W. Lee - 489-3c

Lassen Gold 1966-28c
 Thornton - 531-9c; A. Hart - 527-8c; G. Thomas - 502-8c; C. Benbough - 406-3c

Lowell B 1857-19c
 C. Le - 516-6c; W. Pfau - 514-8c; J. Wong - 418-3c; C. Perez - 409-2c

42nd Annual
NRA Junior Sectional
April 19-20, 1986

FOUR (4) POSITION MATCH

| NAME | PRONE | SITTING | KNEELING | OFFHAND | TOTAL |
|---|-----------|-----------|----------|----------|------------|
| Match Winner Spencer Coe (Gold Medallion) | 100-8x-1c | 100-7x-1c | 97-6x-1c | 92-3x- | 389-24x3c |
| Second Place Daniel Thornton (Silver Medallion) | 100-8x-4c | 96-3x-1c | 98-3x | 93-2x-1c | 387-16x-6c |
| Third Place Ryan Aglietti (Bronze Medallion) | 98-6x-5c | 99-7x-3c | 97-4x | 92-3x | 386-20x-8c |

JUNIOR CATEGORY

| | | | | | |
|-----------------------------------|-----------|----------|----------|----------|------------|
| Ryan Goss (Gold Medal) | 100-6x | 98-5x | 99-5x-2c | 89-2x | 386-18x-2c |
| Ray Guffee (Silver Medal) | 100-7x-1c | 94-3x-1c | 94-2x | 94-3x-1c | 382-15x-3c |
| Chris Hoversten (Bronze Medal) | 100-9x-2c | 99-5x-2c | 97-4x-2c | 85 | 381-18x-6c |
| Mervyn Collings | 100-9x-2c | 96-4x-2c | 94-2x-1c | 85-1x | 375-16x-5c |
| Paul Ward | 100-5x-2c | 96-1x-1c | 90 | 89 | 375-6x-3c |
| William Pfau | 98-5x-1c | 87-1x-1c | 95-3x | 92-2x | 372-11x-2c |
| Gregrey Thomas | 98-5x-2c | 94-2x-1c | 91 | 89-1x | 372-8x-3c |
| Chris Le | 99-4x-1c | 86-1x-1c | 94-3x | 86-1x | 365-9x-2c |

42nd Annual
NRA Jr. Sectional

FOUR (4) POSITION MATCH (continued)

INTERMEDIATE JUNIOR CATEGORY

| NAME | PRONE | SITTING | KNEELING | OFF-HAND | TOTAL |
|----------------------------------|-----------|----------|----------|----------|------------|
| Anne Hart (Gold Medal) | 100-6x-1c | 94-5x | 92-1x | 93-3x-1c | 379-15x-2c |
| Greg Schneider (Silver Medal) | 100-8x-4c | 97-4x-2c | 93-4x-3c | 88 | 378-16x9c |
| Joseph Eyres (Bronze Medal) | 96-6x-1c | 96-3x | 93-3x-2c | 92-2x-1c | 377-14x-4c |
| William Dooley III | 99-9x-5c | 97-6x-2c | 91 | 86 | 373-15x7c |
| Brian Brecht | 98-5x-3c | 95-4x-1c | 90 | 82 | 365-9x-4c |
| Rico Pena | 98-5x-2c | 91-1x | 93-4x-2c | 78 | 360-10x-4c |
| Carlos Perez | 90 | 94-2x-1c | 88-1x | 84 | 356-3x-1c |
| Lisa Pevc | 97-3x | 91-2x | 85 | 80 | 353-5x |
| Man Wong | 98-4x-3c | 88-1x | 86-2x | 77 | 349-7x-3c |
| Christen Benbough | 99-5x-1c | 91 | 83-1x | 70-1x | 343-7x-1c |
| Kelly Wizner | 95-3x-1c | 92 | 81-2x | 68 | 336-5x-1c |
| Wendy Greig | 91 | 83-1x | 74 | 53 | 301-1x |
| Jeffrey Deem | 65 | 69 | 82 | 80 | 296 |

SUB-JUNIOR CATEGORY

| | | | | | |
|-----------------------------|----------|-------|----------|-------|------------|
| Kenny Olufs (Gold Medal) | 97-4x-1c | 96-3x | 92-1x-1c | 82-2x | 367-10x-2c |
|-----------------------------|----------|-------|----------|-------|------------|

42nd Annual
NRA Junior Sectional

FOUR (4) POSITION MATCH (continued)

ROTC CATEGORY

| | PRONE | SITTING | KNEELING | OFF-HAND | TOTAL |
|----------------------------------|-----------|----------|----------|----------|------------|
| Michael Tomimoto (Gold Medal) | 98-4x-2c | 95-1x | 96-4x | 94-2x | 383-11x-2c |
| Eric Ludovico | 100-8x-2c | 97-6x-2c | 94-2x | 90-2x-2c | 381-18x4c |
| Choon-Wing Lee | 97-3x-1c | 91-1x | 97-2x-1c | 90 | 375-6x-2c |
| Winston Tai | 96-4x-2c | 91-3x-1c | 91-2x | 93-2x | 371-11x-3c |

JUNIOR TEAMS

Winning Team Cotati Gold 1499-39x
R. Guffee - 378-9x; R. Goss - 377-10x; P. Ward - 372-10x; B. Brecht - 372-10x

1st Place Lowell A 1491-38x
C-W. Lee - 383-11x; E. Ludovico - 372-11x; W. Tai - 369-9x; M. Tomimoto - 367-7x

Lassen Gold 1478-39x
D. Thornton - 378-19x; A. Hart - 373-13x; G. Thomas - 370-5x; C. Benbough - 357-2x

Lowell B 1436-28x
W. Pfau - 370-12x; C. Le - 365-5x; C. Perez - 358-8x; J. Wong - 343-3x