



CITY OF SACRAMENTO

DEPARTMENT OF PERSONNEL

DONNA L. GILES
Director of Personnel

ADMINISTRATION
EMPLOYEE SERVICES DIVISION
PERSONNEL MANAGEMENT SERVICES
WORKERS' COMPENSATION DIVISION

June 25, 1986

Personnel and Public Employees Committee
of the City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Report Back: Miscellaneous Minority/Female Employment
Statistics.

SUMMARY

At the April 17, 1986 meeting of the Personnel and Public Employees Committee, staff was requested to report back to the Committee on various matters regarding the minority female work forces and related subjects. The following is in response to that request.

ELIGIBLES NOT SELECTED

The Committee requested a breakdown of the number of minorities and females who were certified in 1985 but not selected. Attachment "A" is breakdown of: 1) Individuals who were certified but a hiring decision had not been made by the close of 1985; 2) Eligibles who chose not to be interviewed and did not respond to the certification notice; 3) Eligibles who responded to the certification notice but informed the appointing authority that they were not interested in the position; and, 4) Eligibles who interviewed for a position but were not appointed or promoted.

MINORITY FEMALE WORK FORCE

A request was made by the Committee, that staff provide the percentage of minority females in the work force. The following is a statistical breakdown of the 1985 Career work force including the percentage of minority females in career positions.

TOTAL CITY WORK FORCE - 1985

	MALE		FEMALE		TOTAL	
White	1,450	52.65%	407	14.78%	1,857	67.43%
Black	246	8.93%	69	2.51%	315	11.44%
Hispanic	328	11.91%	74	2.69%	402	14.60%
Asian	90	3.27%	35	1.27%	125	4.54%
American Indian	27	0.98%	3	0.11%	30	1.09%
Filipino	15	0.54%	9	0.33%	24	0.87%
Other	1	0.04%	0	0.00%	1	0.04%
TOTAL	2,157	78.32%	597	21.68%	2,754	100.00%
TOTAL MINORITY	706	25.64%	190	6.90%	896	32.53%

CHANGES IN THE MINORITY & FEMALE WORK FORCE

The Committee requested data showing the percentage change in the minority & female work force from 1980 to 1985. Attachment "B" is a table which gives the number of minorities and females in the work force 1980 - 1985 and the percentage increase or decrease on a year to year basis. Also on Attachment "B" is a graph which pictorially shows the changes in the minority & female work force.

POLICE DEPARTMENT HIRING PRACTICES

The Committee also requested information pertaining to the hiring practices of the Police Department. Specifically, the Committee requested: 1) A profile of CSO hires over the past five years; 2) The number of minorities & females in promotable positions within the Police Department; and 3) The number of minorities above the rank of Police Officer.

In response, Attachment "C" shows the number of Community Service Officers currently employed; the number of CSO candidates who were interviewed between July 1983 and the present; the number of the CSO's who subsequently were transitioned into the Police Officer ranks; the number of CSO eligibles who were interviewed and rejected for CSO positions; and, the number of CSO's who were not transitioned into the Police Officer classification. Attachment "D" lists the number of minorities and females above the rank of Police Officer; lists the number of minorities and females who have been promoted to higher ranks within the past five years; and, gives the number of minorities and females currently employed in sworn positions, most of which would be qualified to take the next promotional examinations.

CAREER DEVELOPMENT TRAINEE PROGRAM

The Committee also requested information on the Career Development Trainee program. The following is an overview of that program. Attachment "E" provides information on the type of jobs filled through the program and a statistical breakdown on the individuals who have been employed as "Trainees".

On February 28, 1984, the City Council approved the development of a classification entitled Career Development Trainee. The purpose of the classification is to provide a means for disadvantaged, handicapped, veterans and others, who lack entry level job skills, to gain entry into the career work force. Since its inception, the classification has been used 19 times, primarily to train and place women into non-traditional jobs. The classification has also been used to employ the disabled and individuals with other disadvantages.

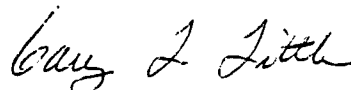
The cost of the program is usually borne by the appointing department, but on occasion, the City contracts with Women's Services and Training (WEST) which allows the City to receive a partial reimbursement through the Job Training Partnership Act (JTPA) or other federal funds.

To date, only two of the trainees have failed to complete the program or their subsequent probationary period.

RECOMMENDATION

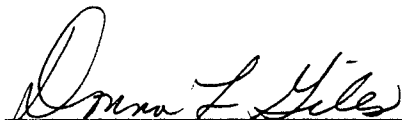
This report is an informational item. No action is required.

Respectfully Submitted,



GARY L. LITTLE
Affirmative Action Officer

Submittal Approved:



DONNA L. GILES
Director of Personnel

ATTACHMENT "A"

INDIVIDUALS CERTIFIED AND NOT HIRED IN 1985

SELECTION NOT MADE

white	32	36.36%	29	32.95%	61	69.32%
black	8	9.09%	4	4.55%	12	13.64%
hispanic	2	2.27%	3	3.41%	5	5.68%
asian	4	4.55%	5	5.68%	9	10.23%
american indian	0	0.00%	0	0.00%	0	0.00%
filipino	0	0.00%	0	0.00%	0	0.00%
other	0	0.00%	1	1.14%	1	1.14%
TOTAL	46	52.27%	42	47.73%	88	100.00%

ELIGIBLE NOT INTERVIEWED

white	32	29.36%	44	40.37%	76	69.72%
black	10	9.17%	4	3.67%	14	12.84%
hispanic	9	8.26%	2	1.83%	11	10.09%
asian	0	0.00%	4	3.67%	4	3.67%
american indian	0	0.00%	0	0.00%	0	0.00%
filipino	1	0.92%	0	0.00%	1	0.92%
other	1	0.92%	2	1.83%	3	2.75%
TOTAL	53	48.62%	56	51.38%	109	100.00%

ELIGIBLE REFUSED EMPLOYMENT

white	95	29.97%	132	41.64%	227	71.61%
black	9	2.84%	10	3.15%	19	5.99%
hispanic	9	2.84%	27	8.52%	36	11.36%
asian	9	2.84%	16	5.05%	25	7.89%
american indian	0	0.00%	0	0.00%	0	0.00%
filipino	3	0.95%	0	0.00%	3	0.95%
other	2	0.63%	5	1.58%	7	2.21%
TOTAL	127	40.06%	190	59.94%	317	100.00%

ELIGIBLE INTERVIEWED/NOT SELECTED

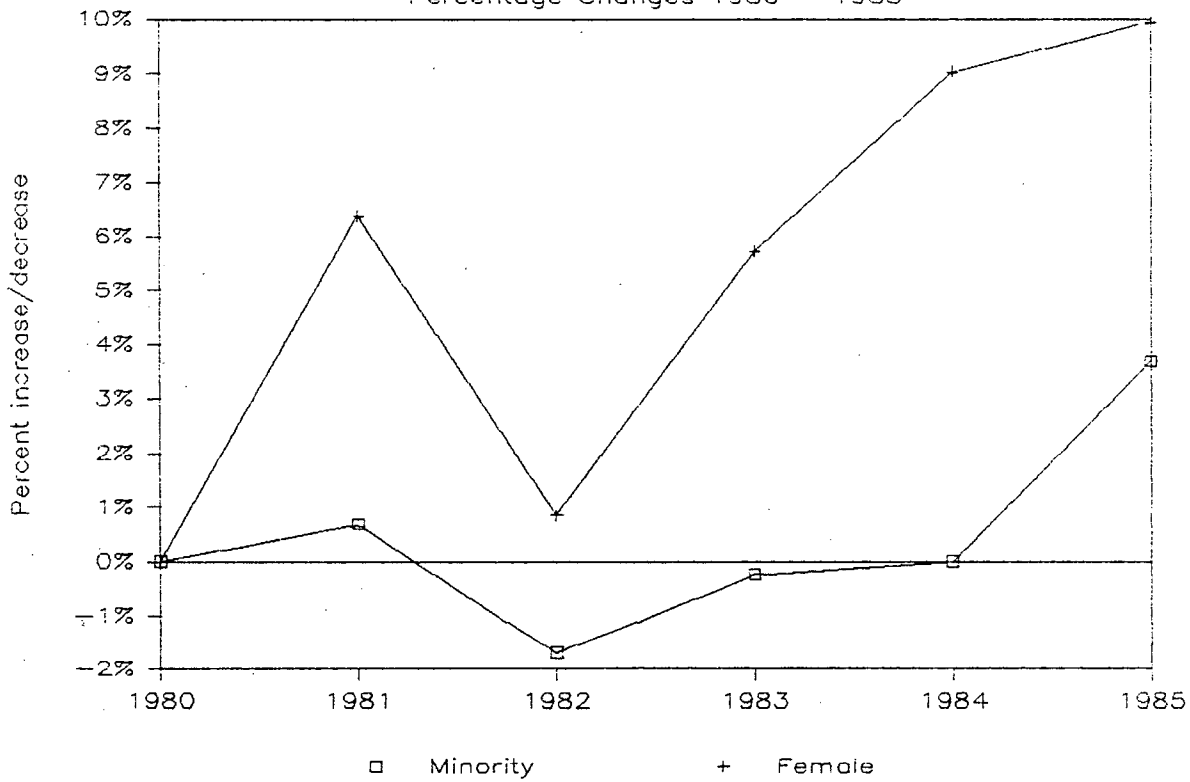
white	147	41.64%	89	25.21%	236	66.86%
black	25	7.08%	8	2.27%	33	9.35%
hispanic	30	8.50%	16	4.53%	46	13.03%
asian	9	2.55%	12	3.40%	21	5.95%
american indian	5	1.42%	0	0.00%	5	1.42%
filipino	0	0.00%	2	0.57%	2	0.57%
other	4	1.13%	6	1.70%	10	2.83%
TOTAL	220	62.32%	133	37.68%	353	100.00%

CHANGES IN MINORITY & FEMALE FULL-TIME WORK FORCE

Year	Minorities	% Change		Females	% Change
1980	875		*	439	
1981	881	0.69%	*	467	6.38%
1982	866	-1.70%	*	471	0.86%
1983	864	-0.23%	*	498	5.73%
1984	864	0.00%	*	543	9.04%
1985	896	3.70%	*	597	9.94%

MINORITY AND FEMALE WORKFORCE

Percentage Changes 1980 - 1985



COMMUNITY SERVICE OFFICER HIRING STATISTICS

CURRENTLY EMPLOYED

	Male		Female		Total	
White	5	17.86%	6	21.43%	11	39.29%
Black	2	7.14%	1	3.57%	3	10.71%
Hispanic	4	14.29%	2	7.14%	6	21.43%
Asian	3	10.71%	1	3.57%	4	14.29%
American Indian	0	0.00%	1	3.57%	1	3.57%
Filipino	2	7.14%	1	3.57%	3	10.71%
Other	0	0.00%	0	0.00%	0	0.00%
TOTAL	16	57.14%	12	42.86%	28	100.00%
Minorities	11	39.29%	6	21.43%	17	60.71%

INTERVIEWED - JULY 1983 TO PRESENT

	Male		Female		Total	
White	71	35.86%	48	24.24%	119	60.10%
Black	9	4.55%	8	4.04%	17	8.59%
Hispanic	21	10.61%	10	5.05%	31	15.66%
Asian	16	8.08%	6	3.03%	22	11.11%
American Indian	2	1.01%	1	0.51%	3	1.52%
Filipino	5	2.53%	1	0.51%	6	3.03%
Other	0	0.00%	0	0.00%	0	0.00%
TOTAL	124	62.63%	74	37.37%	198	100.00%
Minorities	53	26.77%	26	13.13%	79	39.90%

APPOINTED TO CSO - TRANSITIONED TO POLICE OFFICER 1983 TO PRESENT

	Male		Female		Total	
White	26	45.61%	17	29.82%	43	75.44%
Black	0	0.00%	1	1.75%	1	1.75%
Hispanic	4	7.02%	2	3.51%	6	10.53%
Asian	6	10.53%	0	0.00%	6	10.53%
American Indian	0	0.00%	0	0.00%	0	0.00%
Filipino	1	1.75%	0	0.00%	1	1.75%
Other	0	0.00%	0	0.00%	0	0.00%
TOTAL	37	64.91%	20	35.09%	57	100.00%
Minorities	11	19.30%	3	5.26%	14	24.56%

INTERVIEWED AND REJECTED - JULY 1983 TO PRESENT

	Male		Female		Total	
White	35	39.33%	19	21.35%	54	60.67%
Black	8	8.99%	2	2.25%	10	11.24%
Hispanic	11	12.36%	2	2.25%	13	14.61%
Asian	5	5.62%	4	4.49%	9	10.11%
American Indian	1	1.12%	0	0.00%	1	1.12%

ATTACHMENT "C"

COMMUNITY SERVICE OFFICER HIRING STATISTICS

Filipino	2	2.25%	0	0.00%	2	2.25%
Other	0	0.00%	0	0.00%	0	0.00%
TOTAL	62	69.66%	27	30.34%	89	100.00%
Minorities	27	30.34%	8	8.99%	35	39.33%

APPOINTED CSO/NOT TRANSITIONED TO POLICE OFFICER

	Male		Female		Total	
White	6	30.00%	6	30.00%	12	60.00%
Black	0	0.00%	5	25.00%	5	25.00%
Hispanic	1	5.00%	2	10.00%	3	15.00%
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%
Other	0	0.00%	0	0.00%	0	0.00%
TOTAL	7	35.00%	13	65.00%	20	100.00%
Minorities	1	5.00%	7	35.00%	8	40.00%

MINORITY/FEMALE SWORN PROMOTIONS

MINORITIES & FEMALES ABOVE THE RANK OF POLICE OFFICER

	Male	Female	Total
White		1	
Black	9	0	9
Hispanic	1	0	1
Asian	3	0	3
American Indian	1	0	1
Filipino	2	0	2
Other	0	0	0
TOTAL	16	1	16
Minorities	16	0	16

MINORITIES & FEMALES PROMOTED TO A HIGHER RANK WITHIN PAST FIVE YEARS

	Male	Female	Total
White		1	1
Black	2	0	2
Hispanic	3	0	3
Asian	1	0	1
American Indian	0	0	0
Filipino	0	0	0
Other	0	0	0
TOTAL	6	1	7
Minorities	6	0	6

CURRENT MINORITY/FEMALE OFFICERS (POSSIBLE PROMOTIONAL CANDIDATES)

	Male	Female	Total
White		26	26
Black	32	4	36
Hispanic	56	3	59
Asian	27	0	27
American Indian	7	0	7
Filipino	7	1	8
Other	0	0	0
TOTAL	129	34	163
Minorities	129	8	137

ATTACHMENT "E"

CAREER DEVELOPMENT TRAINEES 2/84 - 6/86

CLERK	MALE	WHITE
CLERK	FEMALE	WHITE
LITTER CONTROL AIDE	FEMALE	HISPANIC
MAINTENANCE WORKER	MALE	BLACK
MAINTENANCE WORKER	MALE	BLACK
METER READER	FEMALE	WHITE
METER READER	FEMALE	BLACK
METER READER	FEMALE	HISPANIC
PAINTER	FEMALE	WHITE
PLANT OPERATOR	FEMALE	WHITE
PLANT OPERATOR	FEMALE	WHITE
PLANT OPERATOR	FEMALE	WHITE
PLANT OPERATOR	FEMALE	WHITE
STREET CONSTRUCTION LABORER	FEMALE	BLACK
STREET CONSTRUCTION LABORER	FEMALE	WHITE
WATER & SEWER SERVICEMAN	FEMALE	WHITE
WATER & SEWER SERVICEMAN	FEMALE	BLACK
WATER & SEWER SERVICEMAN	FEMALE	WHITE
WATER & SEWER SERVICEMAN	FEMALE	WHITE

	MALE		FEMALE		TOTAL	
WHITE	1	5.26%	11	57.89%	12	63.16%
BLACK	2	10.53%	3	15.79%	5	26.32%
HISPANIC	0	0.00%	2	10.53%	2	10.53%
TOTAL	3	15.79%	16	84.21%	19	100.00%
MINORITIES	2	10.53%	5	26.32%	7	36.84%