



CITY OF SACRAMENTO
CALIFORNIA

OFFICE OF THE
CITY MANAGER

March 26, 1985

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

Personnel and Public Employees Committee
Sacramento, California

Honorable Members in Session:

SUBJECT: EXEMPT EMPLOYMENT SURVEY

While the overwhelming majority of City employees are generally covered by the rules and regulations of the Civil Service Board, there are currently 163 positions which are categorized as "exempt." 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. Of the total number of exempt appointments, 144 are made by the City Manager. Thus, all these positions are referred to as "exempt."

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 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 1984; 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 Treasurer

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, 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 the 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 Exemptions 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.

EXEMPT POSITIONS

1984

| <u>Position Filled</u> | <u>Ethnicity of Individual</u> | <u>Sex of Individual</u> |
|--|--------------------------------|--------------------------|
| Battalion Fire Chief (FS/AA/EMT) | A. Indian | Male |
| Deputy City Clerk | Asian | Female |
| Senior Management Analyst | Asian | Female |
| Chief Electrical Engineer | Asian | Male |
| Chief of Revenue | Asian | Male |
| Principal Planner | Asian | Male |
| Principal Planner | Asian | Male |
| Treasury Operations Supervisor | Asian | Male |
| Director of Personnel | Black | Female |
| Senior Management Analyst | Black | Female |
| Senior Personnel Analyst | Black | Female |
| Affirmative Action Officer | Black | Male |
| Chief Electrical Inspector | Black | Male |
| Citizens' Assistance Officer | Black | Male |
| Deputy City Attorney IV | Black | Male |
| Deputy Director of Public Works, Public Services | Black | Male |
| Deputy Fire Chief (FS/AA) | Black | Male |
| Police Captain | Black | Male |
| City Clerk | Filipino | Female |
| Deputy City Clerk | Hispanic | Female |
| Employee Relations Representative II | Hispanic | Female |
| Graduate Legal Assistant | Hispanic | Female |
| Asst. Parking Manager | Hispanic | Male |
| Battalion Fire Chief (FS/AA/EMT) | Hispanic | Male |
| Chief Animal Control Officer | Hispanic | Male |
| Director of General Services | Hispanic | Male |
| Golf Superintendent | Hispanic | Male |
| Parks General Supervisor | Hispanic | Male |
| Police Captain | Hispanic | Male |
| Systems and Program Manager | Hispanic | Male |
| Administrative Assistant to the Mayor I | White | Female |
| Art Museum Director | White | Female |
| Asst. City Clerk | White | Female |
| Asst. to the Executive Secretary | White | Female |
| Confidential Office Supervisor | White | Female |
| Confidential Secretary | White | Female |
| Confidential Secretary | White | Female |
| Confidential Secretary | White | Female |
| Curator of History | White | Female |
| Deputy City Attorney III | White | Female |
| Deputy Library Director, Public Services | White | Female |
| Deputy Library Director, Auto/Technical Services | White | Female |
| Executive Secretary | White | Female |

EXEMPT POSITIONS CONT.

| | | |
|--|-------|--------|
| Executive Secretary | White | Female |
| Investment Officer I | White | Female |
| Public Information Officer | White | Female |
| Senior Administrative Services Officer | White | Female |
| Support Services Administrator | White | Female |
| Accounting Officer | White | Male |
| Administrative Services Officer | White | Male |
| Administrative Services Officer | White | Male |
| Administrative Services Officer | White | Male |
| Administrative Services Officer | White | Male |
| Assistant Water & Sewer Distribution Supt. | White | Male |
| Asst. Chief of Police | White | Male |
| Asst. City Attorney | White | Male |
| Asst. City Manager | White | Male |
| Asst. City Treasurer | White | Male |
| Asst. Community Center Facilities Superintendent | White | Male |
| Asst. Director of Community Center | White | Male |
| Asst. Director of Finance | White | Male |
| Asst. Director of Parks and Community Services | White | Male |
| Asst. Facility Management Superintendent | White | Male |
| Asst. Parking Manager | White | Male |
| Asst. Parks Superintendent | White | Male |
| Asst. Refuse Collection Superintendent | White | Male |
| Asst. Street Maintenance Superintendent | White | Male |
| Asst. Superintendent of Maintenance | White | Male |
| Asst. Superintendent of Water Production Fac. | White | Male |
| Asst. Superintendent of Wastewater Facilities | White | Male |
| Asst. Water and Sewer Distribution Supt. | White | Male |
| Battalion Fire Chief (FS/AA/EMT) | White | Male |
| Battalion Fire Chief | White | Male |
| Battalion Fire Chief (FS/AA/EMT) | White | Male |
| Battalion Fire Chief (FS/AA) | White | Male |
| Battalion Fire Chief (FS/AA/EMT) | White | Male |
| Battalion Fire Chief (FS/AA/EMT) | White | Male |
| Battalion Fire Chief (FS/AA/EMT) | White | Male |
| Battalion Fire Chief (FS/AA/EMT) | White | Male |
| Box Office Supervisor | White | Male |
| Building Permits Manager | White | Male |
| Chief Accountant | White | Male |
| Chief Building Inspector | White | Male |
| Chief Plumbing Inspector | White | Male |
| City Attorney | White | Male |
| City Manager | White | Male |
| City Treasurer | White | Male |
| Code Enforcement Supervisor | White | Male |
| Community Center Facilities Superintendent | White | Male |
| Computer Operations Manager | White | Male |
| Computer Systems Specialist | White | Male |
| Construction Supervisor | White | Male |
| Curator of Art | White | Male |
| Data Processing Director | White | Male |
| Deputy Chief of Police | White | Male |

EXEMPT POSITIONS CONT.

| | | |
|--|-------|------|
| Deputy Chief of Police | White | Male |
| Deputy Chief of Police | White | Male |
| Deputy City Attorney II | White | Male |
| Deputy City Attorney III | White | Male |
| Deputy City Attorney IV | White | Male |
| Deputy Director of Public Works, Eng. Services. | White | Male |
| Deputy Fire Chief (FS/AA) | White | Male |
| Deputy Fire Chief (FS/AA/EMT) | White | Male |
| Deputy Superintendent of Water Production Fac. | White | Male |
| Development Officer, Parks and Community Serv. | White | Male |
| Director of Community Center | White | Male |
| Director of Employee Relations | White | Male |
| Director of Finance | White | Male |
| Director of Parks and 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 Coordination Supervisor | White | Male |
| Executive Director-Museum and History Commission | White | Male |
| Facility Management Superintendent | White | Male |
| Fire Chief | White | Male |
| Fire Marshal (FS/AA) | White | Male |
| Fleet Superintendent | White | Male |
| Library Director | White | Male |
| Management Analyst I | White | Male |
| Management Analyst II | 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 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 Chief | White | Male |
| Real Property and Assessment District Supervisor | 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 Employee Relations Representative | White | Male |
| Senior Engineer | White | Male |

EXEMPT POSITIONS CONT.

| | | |
|---|-------|------|
| Senior Engineer | White | Male |
| Senior Engineer | White | Male |
| Senior Planner | White | Male |
| Senior Planner | White | Male |
| Senior Planner | White | Male |
| Senior Planner | White | Male |
| Senior Planner | White | Male |
| Street Division Manager | White | Male |
| Superintendent of Building Inspections | White | Male |
| Supervising Engineer | White | Male |
| Supervising Engineer | White | Male |
| Traffic Engineer | White | Male |
| Water and Sewer Distribution Superintendent | White | Male |
| Water and Sewer Division Manager | White | Male |
| Weed Abatement Supervisor | White | Male |
| Workers' Compensation Claims Manager | White | Male |
| Zoo Superintendent | White | Male |

NEW HIRES AND PROMOTIONS INTO EXEMPT POSITIONS

1984

| <u>Position Filled</u> | <u>Ethnicity of Individual</u> | <u>Sex of Individual</u> |
|--|--------------------------------|--------------------------|
| Deputy City Clerk | Asian | Female |
| Chief of Revenue | Asian | Male |
| Asst. to the Executive Secretary | Black | Female |
| Deputy Director of Public Works, Public Services | Black | Male |
| Deputy City Clerk | Hispanic | Female |
| Employee Relations Representative II | Hispanic | Female |
| Graduate Legal Assistant | Hispanic | Female |
| Chief Animal Control Officer | Hispanic | Male |
| Asst. to the Executive Secretary | White | Female |
| Senior Administrative Services Officer | White | Female |
| Support Services Administrator | White | Female |
| Administrative Services Officer | White | Male |
| Administrative Services Officer | White | Male |
| Assistant Water & Sewer Distribution Supt. | White | Male |
| Asst. Superintendent of Maintenance | White | Male |
| Asst. Superintendent of Water Prod. Facilities | White | Male |
| Battalian Fire Chief (FS/AA/EMT) | White | Male |
| Code Enforcement Supervisor | White | Male |
| Deputy City Attorney III | White | Male |
| Deputy Director of Public Works, Eng. Services | White | Male |
| Deputy Superintendent of Water Production Fac. | White | Male |
| Development Officer, Parks and Comm. Services | White | Male |
| Director of Planning/Development | White | Male |
| Director of Public Works | White | Male |
| Engineering Division Manager | White | Male |
| Management Analyst I | White | Male |
| Management Analyst II | White | Male |
| Parking Division Manager | White | Male |
| Senior Employee Relations Representative | White | Male |
| Street Division Manager | White | Male |
| Water and Sewer Division Manager | White | Male |

TERMINATIONS FROM EXEMPT POSITIONS

1984

| <u>Position Vacated</u> | <u>Ethnicity of Individual</u> | <u>Sex of Individual</u> |
|--|--------------------------------|--------------------------|
| Principle Planner | Asian | Male |
| Support Services Administrator | Asian | Male |
| Asst. to the Executive Secretary | Black | Female |
| Battalian Fire Chief (FS/AA) | Black | Male |
| Management Analyst II | White | Female |
| Chief Animal Control Officer | White | Male |
| Chief, Code Enforcement | White | Male |
| Deputy City Attorney IV | White | Male |
| Deputy Director of Public Works, Water & Sewer | White | Male |

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.

OCCUPATIONAL CATEGORIES - Definitions Cont.

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.

EXEMPT POSITIONS

CITY TOTAL

1984

| | Male | | Female | | Total | |
|-----------------|------|--------|--------|-------|-------|--------|
| | # | % | # | % | # | % |
| White | 121 | 74.23 | 12 | 7.36 | 133 | 81.59 |
| Black | 7 | 4.29 | 3 | 1.84 | 10 | 6.13 |
| Hispanic | 8 | 4.90 | 3 | 1.84 | 11 | 6.74 |
| Asian | 5 | 3.06 | 2 | 1.22 | 7 | 4.29 |
| American Indian | 1 | 0.61 | 0 | 0.00 | 1 | 0.61 |
| Filipino | 0 | 0.00 | 1 | 0.61 | 1 | 0.61 |
| TOTAL EMPLOYED | 142 | 87.118 | 21 | 12.88 | 163 | 100.00 |

EXEMPT POSITIONS

CITY COUNCIL APPOINTEES

TOTAL EMPLOYED

| | Male | | Female | | Total | |
|-----------------|------|-------|--------|-------|-------|--------|
| | # | % | # | % | # | % |
| White | 3 | 50.00 | 2 | 33.33 | 5 | 83.33 |
| 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 | 16.66 | 1 | 16.66 |
| TOTAL EMPLOYED | 3 | 50.00 | 3 | 50.00 | 6 | 100.00 |

CITY COUNCIL OFFICIALS/ADMINISTRATORS APPOINTEES

| | 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 |
| TOTAL EMPLOYED | 3 | 75.00 | 1 | 25.00 | 4 | 100.00 |

CITY COUNCIL PROFESSIONAL APPOINTEES

| | 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 |
| TOTAL EMPLOYED | 0 | 0.00 | 1 | 100.00 | 1 | 100.00 |

CITY COUNCIL CLERICAL APPOINTEES

| | 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 |
| TOTAL EMPLOYED | 0 | 0.00 | 1 | 100.00 | 1 | 100.00 |

EXEMPT POSITIONS

CITY ATTORNEY APPOINTEES

TOTAL EMPLOYED - 1984

| | Male | | Female | | Total | |
|-----------------|------|-------|--------|-------|-------|--------|
| | # | % | # | % | # | % |
| White | 4 | 57.14 | 1 | 14.28 | 5 | 71.42 |
| Black | 1 | 14.28 | 0 | 0.00 | 1 | 14.28 |
| Hispanic | 0 | 0.00 | 1 | 14.28 | 1 | 14.28 |
| 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 |
| TOTAL EMPLOYED | 5 | 71.42 | 2 | 28.57 | 7 | 100.00 |

CITY ATTORNEY OFFICIALS/ADMINISTRATORS APPOINTEES

| | 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 |
| TOTAL EMPLOYED | 1 | 100.00 | 0 | 0.00 | 1 | 100.00 |

CITY ATTORNEY PROFESSIONAL APPOINTEES

| | Male | | Female | | Total | |
|-----------------|------|-------|--------|-------|-------|--------|
| | # | % | # | % | # | % |
| White | 3 | 50.00 | 1 | 16.66 | 4 | 66.66 |
| Black | 1 | 16.66 | 0 | 0.00 | 1 | 16.66 |
| Hispanic | 0 | 0.00 | 1 | 16.66 | 1 | 16.66 |
| 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 |
| TOTAL EMPLOYED | 4 | 66.66 | 2 | 33.33 | 6 | 100.00 |

EXEMPT POSITIONS

CITY CLERK APPOINTEES

TOTAL EMPLOYED - 1984

| | Male | | Female | | Total | |
|-----------------|------|------|--------|--------|-------|--------|
| | # | % | # | % | # | % |
| White | 0 | 0.00 | 1 | 33.33 | 1 | 33.33 |
| Black | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic | 0 | 0.00 | 1 | 33.33 | 1 | 33.33 |
| Asian | 0 | 0.00 | 1 | 33.33 | 1 | 33.33 |
| American Indian | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Filipino | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| TOTAL EMPLOYED | 0 | 0.00 | 3 | 100.00 | 3 | 100.00 |

CITY CLERK OFFICIALS/ADMINISTRATORS APPOINTEES

| | 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 |
| TOTAL EMPLOYED | 0 | 0.00 | 1 | 100.00 | 1 | 100.00 |

CITY CLERK TECHNICIANS 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 | 1 | 50.00 | 1 | 50.00 |
| Asian | 0 | 0.00 | 1 | 50.00 | 1 | 50.00 |
| American Indian | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Filipino | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| TOTAL EMPLOYED | 0 | 0.00 | 2 | 100.00 | 2 | 100.00 |

EXEMPT POSITIONS

CITY MANAGER APPOINTEES

TOTAL EMPLOYED - 1984

| | Male | | Female | | Total | |
|-----------------|------|-------|--------|------|-------|--------|
| | # | % | # | % | # | % |
| White | 113 | 78.47 | 7 | 4.86 | 120 | 83.33 |
| Black | 6 | 4.16 | 3 | 2.08 | 9 | 6.25 |
| Hispanic | 8 | 5.55 | 1 | 0.69 | 9 | 6.25 |
| Asian | 4 | 2.77 | 1 | 0.69 | 5 | 3.47 |
| American Indian | 1 | 0.69 | 0 | 0.00 | 1 | 0.69 |
| Filipino | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| TOTAL EMPLOYED | 132 | 91.66 | 12 | 8.33 | 144 | 100.00 |

CITY MANAGER OFFICIALS/ADMINISTRATORS APPOINTEES

| | Male | | Female | | Total | |
|-----------------|------|-------|--------|------|-------|--------|
| | # | % | # | % | # | % |
| White | 78 | 82.10 | 4 | 4.21 | 82 | 86.31 |
| Black | 4 | 4.21 | 1 | 1.05 | 5 | 5.26 |
| Hispanic | 6 | 6.31 | 0 | 0.00 | 6 | 6.31 |
| Asian | 1 | 1.05 | 0 | 0.00 | 1 | 1.05 |
| American Indian | 1 | 1.05 | 0 | 0.00 | 1 | 1.05 |
| Filipino | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| TOTAL EMPLOYED | 90 | 94.73 | 5 | 5.26 | 95 | 100.00 |

CITY MANAGER PROFESSIONAL APPOINTEES

| | Male | | Female | | Total | |
|-----------------|------|-------|--------|-------|-------|--------|
| | # | % | # | % | # | % |
| White | 25 | 65.78 | 3 | 7.89 | 28 | 73.68 |
| Black | 1 | 2.63 | 2 | 5.26 | 3 | 7.89 |
| Hispanic | 2 | 5.26 | 1 | 2.63 | 3 | 7.89 |
| Asian | 3 | 7.89 | 1 | 2.63 | 4 | 10.52 |
| American Indian | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Filipino | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| TOTAL EMPLOYED | 31 | 81.57 | 7 | 18.42 | 38 | 100.00 |

CITY MANAGER TECHNICIANS APPOINTEES

| | Male | | Female | | Total | |
|-----------------|------|--------|--------|------|-------|--------|
| | # | % | # | % | # | % |
| White | 4 | 80.00 | 0 | 0.00 | 4 | 80.00 |
| Black | 1 | 20.00 | 0 | 0.00 | 1 | 20.00 |
| 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 |
| TOTAL EMPLOYED | 5 | 100.00 | 0 | 0.00 | 5 | 100.00 |

CITY MANAGER CLERICAL APPOINTEES

| | 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 |
| TOTAL EMPLOYED | 0 | 0.00 | 6 | 100.00 | 6 | 100.00 |

EXEMPT POSITIONS

CITY TREASURER APPOINTEES

TOTAL EMPLOYED - 1984

| | Male | | Female | | Total | |
|-----------------|------|-------|--------|-------|-------|--------|
| | # | % | # | % | # | % |
| White | 1 | 33.33 | 1 | 33.33 | 2 | 66.66 |
| 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 |
| TOTAL EMPLOYED | 2 | 66.66 | 1 | 33.33 | 3 | 100.00 |

CITY TREASURER OFFICIALS/ADMINISTRATORS APPOINTEES

| | Male | | Female | | Total | |
|-----------------|------|--------|--------|------|-------|--------|
| | # | % | # | % | # | % |
| White | 1 | 50.00 | 0 | 0.00 | 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 |
| TOTAL EMPLOYED | 2 | 100.00 | 0 | 0.00 | 2 | 100.00 |

CITY TREASURER PROFESSIONAL APPOINTEES

| | 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 |
| TOTAL EMPLOYED | 0 | 0.00 | 1 | 100.00 | 1 | 100.00 |
