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DEPARTMENT OF
PERSONNEL

DONNA L. GILES
DIRECTOR

CITY OF SACRAMENTO
CALIFORNIA

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DIVISION:
ADMINISTRATION
PERSONNEL SERVICES
OCCUPATIONAL HEALTH
SAFETY & RETIREMENT

June 18, 1991

City Council
Sacramento, California

Honorable Members in Session

**SUBJECT: REPORT BACK ON IMPACT OF BUDGET REDUCTIONS ON MINORITY
AND FEMALE REPRESENTATION**

SUMMARY

This report analyzes the potential effect of the proposed budget action and its impact on female and minorities within the City workforce.

BACKGROUND INFORMATION

The attached chart is a comparison of persons potentially effected by the Reduction In Force (RIF) with their current representation within the City's workforce. It appears that overall protected groups will not be disproportionately impacted by this action. However, Filipinos would be effected at a rate slightly higher than their representation within the workforce, i.e. 1.2% of workforce 3.4% of persons RIF'ed. Although, overall females would not be impacted disproportionately by this action the impact on Black and Filipino females would be greater than their representation within the workforce. Black females comprise 2.9% of the workforce, 6.9% of those persons affected by the RIF. Filipino females comprise .5% of the workforce, 3.4% of those persons effected by the RIF. With the exception of these groups, the impact on all other protected groups is at a rate below their representation within the workforce. The number of persons effected is not sufficient to be statistically significant and the ratios do not appear to indicate that this action will have an adverse impact.

SALARY AND FUNDING

None

POLICY CONSIDERATIONS

None

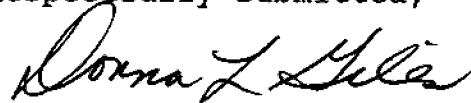
MBE/WBE EFFORTS

No impact.

RECOMMENDATION

It is advisable that we review options that would reduce the impact any future reductions might have on our ability to accomplish Affirmative Action Program Goals.

Respectfully submitted,



DONNA L. GILES
Director of Personnel

DLG/KMF/pjr

RECOMMENDATION APPROVED:



WALTER J. SLUPE
City Manager

Contact Person:

KENNETH M. FLEMING
Affirmative Action Officer
449-5270

All Districts
6/18/91

REVIEW OF 1991 LAYOFF LIST

<u>MALE</u>	<u>RIF</u>	<u>WORKFORCE</u>
White	20 = 69.0%	48.4%
Black	1 = 3.4%	7.7%
Hispanic	-	10.6%
Asian	-	3.3%
Native American	-	.9%
Filipino	-	.7%
Other	-	0.0%
 <u>FEMALE</u>		
White	5 = 17.2%	20.1%
Black	2 = 6.9%	2.9%
Hispanic	-	3.2%
Asian	-	1.4%
Native American	1 = 3.4%	.3%
Filipino	-	.5%
Other	-	0%
 <u>TOTAL</u>		
White	25 = 86.2%	68.5%
Black	3 = 10.3%	10.6%
Hispanic	-	13.8%
Asian	-	4.7%
Native American	-	1.2%
Filipino	1 = 3.4%	1.2%
Other	-	0%
 Total	 29 = 100%	 3428 = 100%
Male	21 = 72.4%	2456 = 71.6%
Female	8 = 27.6%	972 = 28.4%