



DEPARTMENT OF  
PERSONNEL

CITY OF SACRAMENTO  
CALIFORNIA

921 TENTH STREET  
ROOM 301  
SACRAMENTO, CA  
95814-2713

DONNA L. GILES  
DIRECTOR

916-449-5270

August 7, 1990

DIVISION:  
ADMINISTRATION  
PERSONNEL SERVICES  
OCCUPATIONAL HEALTH  
SAFETY & RETIREMENT

Personnel and Public Employees Committee  
Sacramento, California

Honorable Members in Session:

SUBJECT: Affirmative Action/Equal Employment Opportunity Status  
Report, Second Quarter 1990

SUMMARY

Each quarter, an Affirmative Action/Equal Employment Opportunity Status Report is completed and distributed to all Department Heads. The purpose of this report is to provide up to date information on the status of the City's Affirmative Action Program goals. It also provides each department a divisional breakdown of their progress or lack thereof.

RECOMMENDATION

This Report is submitted to you for your review and information.

Respectfully Submitted,

S. Rey Pena  
Affirmative Action Officer

ALL DISTRICTS  
August 14, 1990



DEPARTMENT OF  
PERSONNEL

DONNA L. GILES  
DIRECTOR

CITY OF SACRAMENTO  
CALIFORNIA

July 18, 1990

921 TENTH STREET  
ROOM 301  
SACRAMENTO, CA  
95814-2713

916-449-5270

DIVISION:  
ADMINISTRATION  
PERSONNEL SERVICES  
OCCUPATIONAL HEALTH  
SAFETY & RETIREMENT

**MEMORANDUM**

TO: All Department Heads


SUBJECT: **AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY STATUS  
REPORT SECOND QUARTER 1990**

Attached for your review is a copy of the June 1990 Employment Statistics Report covering your Department. Also attached are charts which show changes which have occurred in the total full time career workforce since December 1989. I am also including a copy of the summary of new hires, promotions and terminations through the first half of 1990.

As you can see, there continues to be a slight increase in the percentage of minorities in the City workforce for the first half of 1990. The minority workforce increased from 31.89% to 31.91% during this period. We have also had a slight increase in the percentage of females in the workforce during this period.

Overall, the percentage of minorities increased in six of the nine occupational categories during this reporting period. The percentages of females also increased in six of the nine occupational categories during this period.

Please continue to route copies of this report and accompanying charts to those supervisors and managers who assist you in making hiring decisions. Each appointing authority should refer to the employment statistics report and previously circulated Affirmative Action Targets 1989-90 Fiscal Year Chart. If you need additional copies of the target chart please contact Patti Rocha at ext. 5270. Should you have any questions regarding any of the information attached please do not hesitate to contact me at ext. 5270.

  
S. REY PENA  
Affirmative Action Officer

Enclosures

**CITY OF SACRAMENTO FULL-TIME CAREER EMPLOYMENT - 1990**

		DEC	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV
C	WHITE	2262	2239	2237	2238	2252	2251	2264					
A	BLACK	365	364	367	368	364	362	362					
R	HISPANIC	458	455	456	455	459	459	466					
E	ASIAN	146	148	149	150	154	154	155					
E	AMER. IND.	39	39	39	39	41	41	41					
R	FILIPINO	35	35	35	36	37	37	37					
	OTHER	0	0	0	0	0	0	0					
E													
M	TOTAL	3305	3280	3283	3286	3307	3304	3325					
P													
L	FEMALE	866	868	865	866	878	884	893					
	MINORITY	1043	1041	1046	1048	1055	1053	1061					
%	WHITE	68.44%	68.26%	68.14%	68.11%	68.10%	68.13%	68.09%					
	BLACK	11.04%	11.10%	11.18%	11.20%	11.01%	10.96%	10.89%					
O	HISPANIC	13.86%	13.87%	13.89%	13.85%	13.88%	13.89%	14.02%					
F	ASIAN	4.42%	4.51%	4.54%	4.56%	4.66%	4.66%	4.66%					
	AMER. IND.	1.18%	1.19%	1.19%	1.19%	1.24%	1.24%	1.23%					
T	FILIPINO	1.06%	1.07%	1.07%	1.10%	1.12%	1.12%	1.11%					
O	OTHER	.00%	.00%	.00%	.00%	.00%	.00%	.00%					
T													
A	TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%					
L													
	FEMALE <sup>1)</sup>	26.20%	26.46%	26.35%	26.35%	26.55%	26.76%	26.86%					
	MINORITY	31.56%	31.74%	31.86%	31.89%	31.90%	31.87%	31.91%					
MONTHLY COMPARISONS TO 12/89 FIGURES													
C	WHITE	0	-23	-25	-24	-10	-11	2					
H	BLACK	0	-1	2	3	-1	-3	-3					
A	HISPANIC	0	-3	-2	-3	1	1	8					
N	ASIAN	0	2	3	4	8	8	9					
G	AMER. IND.	0	0	0	0	2	2	2					
E	FILIPINO	0	0	0	1	2	2	2					
S	OTHER	0	0	0	0	0	0	0					
	TOTAL	0	-25	-22	-19	2	-1	20					
	FEMALE	0	2	-1	0	12	18	27					
	MINORITY	0	-2	3	5	12	10	18					
NET MONTHLY CHANGES/PERCENT OF TOTAL													
N	WHITE	0	92.00%	113.64%	126.32%	-500.00%	-500.00%	10.00%					
E	BLACK	0	4.00%	-9.09%	-15.79%	-50.00%	300.00%	-15.00%					
T	HISPANIC	0	12.00%	9.09%	15.79%	50.00%	-100.00%	40.00%					
	ASIAN	0	-8.00%	-13.64%	-21.05%	400.00%	-800.00%	45.00%					
%	AMER. IND.	0	.00%	.00%	.00%	100.00%	-200.00%	10.00%					
	FILIPINO	0	.00%	.00%	-5.26%	100.00%	-200.00%	10.00%					
C	OTHER	0	.00%	.00%	.00%	.00%	.00%	.00%					
H													
A	TOTAL	0	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%					
N													
G	FEMALE	0	-8.00%	4.55%	.00%	600.00%	-1800.00%	135.00%					
E	MINORITY	0	8.00%	-13.64%	-26.32%	600.00%	-1000.00%	90.00%					

CITY OF SACRAMENTO FULL-TIME CAREER EMPLOYMENT - 1989

FULL-TIME CAREER EMPLOYMENT/BY OCCUPATIONAL CATEGORIES - 1990

	Dec-89	Jan-90	Feb-90	Mar-90	Apr-90	May-90	Jun-90	Jul-90	Aug-90	Sep-90	Oct-90	Nov-90	Dec-90
Supervisory	119	119	122	123	122	122	123						
Police	419	409	415	419	422	419	417						
Fire	322	313	312	312	321	320	320						
Professional	181	179	177	172	169	168	171						
Skilled Crafts	107	107	105	105	105	106	108						
Service Maint.	405	402	397	401	402	402	403						
Technicians	216	217	218	218	220	219	218						
Clerical	298	299	295	290	289	292	297						
Exempt	195	194	196	198	202	203	207						
<b>Total</b>	<b>2262</b>	<b>2239</b>	<b>2237</b>	<b>2238</b>	<b>2252</b>	<b>2251</b>	<b>2264</b>						

MINORITY

Supervisory	54	54	53	54	55	56	56
Police	154	153	153	153	154	154	154
Fire	109	108	108	108	112	112	112
Professional	38	39	38	38	36	37	39
Skilled Crafts	36	36	36	36	36	37	37
Service Maint.	401	400	404	404	401	398	402
Technicians	52	52	56	56	58	58	59
Clerical	157	154	153	153	156	156	157
Exempt	42	45	45	46	47	45	45
<b>Total</b>	<b>1043</b>	<b>1041</b>	<b>1046</b>	<b>1048</b>	<b>1055</b>	<b>1053</b>	<b>1061</b>

FEMALE

Supervisory	47	46	47	50	49	51	52
Police	49	49	51	52	54	53	52
Fire	26	26	26	26	29	28	28
Professional	98	98	96	95	91	93	95
Skilled Crafts	7	7	7	7	7	7	7
Service Maint.	68	68	68	67	72	72	74
Technicians	88	88	90	91	93	93	92
Clerical	409	408	401	396	398	402	408
Exempt	74	78	79	82	85	85	85
<b>Total</b>	<b>866</b>	<b>868</b>	<b>865</b>	<b>866</b>	<b>878</b>	<b>884</b>	<b>893</b>

TOTAL

Supervisory	173	173	175	177	177	178	179
Police	573	562	568	572	576	573	571
Fire	431	421	420	420	433	432	432
Professional	219	218	215	210	205	205	210
Skilled Crafts	143	143	141	141	141	143	145
Service Maint.	806	802	801	805	803	800	805
Technicians	268	269	274	274	278	277	277
Clerical	455	453	448	443	398	448	454
Exempt	237	239	241	244	249	248	252
<b>Total</b>	<b>3305</b>	<b>3280</b>	<b>3283</b>	<b>3286</b>	<b>3260</b>	<b>3304</b>	<b>3325</b>

CITY OF SACRAMENTO FULL-TIME CAREER EMPLOYMENT - 1989

FULL-TIME CAREER EMPLOYMENT/BY OCCUPATIONAL CATEGORIES - 1990

	Dec-89	Jan-90	Feb-90	Mar-90	Apr-90	May-90	Jun-90	Jul-90	Aug-90	Sep-90	Oct-90	Nov-90	Dec-90
<b>WHITE</b>													
Supervisory	68.79%	68.79%	69.71%	69.49%	68.93%	68.54%	68.72%						
Police	73.12%	72.78%	73.06%	73.25%	73.26%	73.12%	73.03%						
Fire	74.71%	74.35%	74.29%	74.29%	74.13%	74.07%	74.07%						
Professional	82.65%	82.11%	82.33%	81.90%	82.44%	81.95%	81.43%						
Skilled Crafts	74.83%	74.83%	74.47%	74.47%	74.47%	74.13%	74.48%						
Service Maint.	50.25%	50.12%	49.56%	49.81%	50.06%	50.25%	50.06%						
Technicians	80.60%	80.67%	79.56%	79.56%	79.14%	79.06%	78.70%						
Clerical	65.49%	66.00%	65.85%	65.46%	72.61%	65.18%	65.42%						
Exempt	82.28%	81.17%	81.33%	81.15%	81.12%	81.85%	82.14%						
<b>Total</b>	<b>68.44%</b>	<b>68.26%</b>	<b>68.14%</b>	<b>68.11%</b>	<b>69.08%</b>	<b>68.13%</b>	<b>68.09%</b>						

**MINORITY**

Supervisory	31.21%	31.21%	30.29%	30.51%	31.07%	31.46%	31.28%
Police	26.88%	27.22%	26.94%	26.75%	26.74%	26.88%	26.97%
Fire	25.29%	25.65%	25.71%	25.71%	25.87%	25.93%	25.93%
Professional	17.35%	17.89%	17.67%	18.10%	17.56%	18.05%	18.57%
Skilled Crafts	25.17%	25.17%	25.53%	25.53%	25.53%	25.87%	25.52%
Service Maint.	49.75%	49.88%	50.44%	50.19%	49.94%	49.75%	49.94%
Technicians	19.40%	19.33%	20.44%	20.44%	20.86%	20.94%	21.30%
Clerical	34.51%	34.00%	34.15%	34.54%	39.20%	34.82%	34.58%
Exempt	17.72%	18.83%	18.67%	18.85%	18.88%	18.15%	17.86%
<b>Total</b>	<b>31.56%</b>	<b>31.74%</b>	<b>31.86%</b>	<b>31.89%</b>	<b>32.36%</b>	<b>31.87%</b>	<b>31.91%</b>

**FEMALE**

Supervisory	27.17%	26.59%	26.86%	28.25%	27.68%	28.65%	29.05%
Police	8.55%	8.72%	8.98%	9.09%	9.38%	9.25%	9.11%
Fire	6.03%	6.18%	6.19%	6.19%	6.70%	6.48%	6.48%
Professional	44.75%	44.95%	44.65%	45.24%	44.39%	45.37%	45.24%
Skilled Crafts	4.90%	4.90%	4.96%	4.96%	4.96%	4.90%	4.83%
Service Maint.	8.44%	8.48%	8.49%	8.32%	8.97%	9.00%	9.19%
Technicians	32.84%	32.71%	32.85%	33.21%	33.45%	33.57%	33.21%
Clerical	89.89%	90.07%	89.51%	89.39%	100.00%	89.73%	89.87%
Exempt	31.22%	32.64%	32.78%	33.61%	34.14%	34.27%	33.73%
<b>Total</b>	<b>26.20%</b>	<b>26.46%</b>	<b>26.35%</b>	<b>26.35%</b>	<b>26.93%</b>	<b>26.76%</b>	<b>26.86%</b>

**TOTAL**

Supervisory	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Police	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Fire	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Professional	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Skilled Crafts	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Service Maint.	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Technicians	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Clerical	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Exempt	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

REPORT NUMBER PAYR0000-H 1

CITY OF SACRAMENTO  
 QUARTER SUMMARY FOR 1990  
 TOTAL FOR NEW HIRE EMPLOYEES

PAGE 1  
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ETHNIC CODE	CAREER EMPLOYEES				TOTAL		ETHNIC CODE	NON CAREER EMPLOYEES				TOTAL			
	R/C	MALE PERCENT	R/C	FEMALE PERCENT	R/C	PERCENT		R/C	MALE PERCENT	R/C	FEMALE PERCENT	R/C	PERCENT		
CAUC	01	49	34.03 %	44	30.56 %	93	64.58 %	CAUC	01	174	25.97 %	198	29.55 %	372	55.52 %
BLACK	02	9	6.25 %	4	2.78 %	13	9.03 %	BLACK	02	95	14.18 %	61	9.10 %	156	23.28 %
SPAN	03	10	6.94 %	12	8.33 %	22	15.26 %	SPAN	03	73	10.90 %	31	4.63 %	104	15.52 %
ASIAN	04	7	4.86 %	5	3.47 %	12	8.33 %	ASIAN	04	12	1.79 %	16	2.39 %	28	4.17 %
NATAM	05	1	.69 %	1	.69 %	2	1.39 %	NATAM	05	5	.75 %	2	.30 %	7	1.04 %
FILIP	06	1	.69 %	1	.69 %	2	1.39 %	FILIP	06	1	.15 %	2	.30 %	3	.44 %
OTHERS	07							OTHERS	07						
TOTALS		77	53.47 %	67	46.53 %	144	100.00 %	TOTALS		360	53.73 %	310	46.27 %	670	100.00 %

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REPORT NUMBER PAYRO066-P 1

CITY OF SACRAMENTO  
 QUARTER SUMMARY FOR 1990  
 TOTAL FOR PROMOTED EMPLOYEES

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ETHNIC CODE	R/C	CAREER EMPLOYEES		R/C	TOTAL PERCENT	ETHNIC CODE	R/C	NON CAREER EMPLOYEES		R/C	TOTAL PERCENT				
		MALE PERCENT	FEMALE PERCENT					MALE PERCENT	FEMALE PERCENT						
CAUC	01	86	47.25 %	40	21.98 %	126	69.23 %	CAUC	01	7	29.17 %	7	29.17 %	14	58.33 %
BLACK	02	9	4.95 %	4	2.20 %	13	7.14 %	BLACK	02	4	16.67 %	2	8.33 %	6	25.00 %
SPAN	03	13	7.14 %	8	4.40 %	21	11.54 %	SPAN	03	2	8.33 %			2	8.33 %
ASIAN	04	12	6.59 %	3	1.65 %	15	8.24 %	ASIAN	04	1	4.17 %			1	4.17 %
NATAH	05	2	1.10 %	3	1.65 %	5	2.75 %	NATAH	05	1	4.17 %			1	4.17 %
FILIP	06	2	1.10 %			2	1.10 %	FILIP	06						
OTHERS	07			4		4		OTHERS	07			2		2	
TOTALS		124	68.13 %	58	31.87 %	182	100.00 %	TOTALS		15	62.50 %	9	37.50 %	24	100.00 %

REPORT NUMBER PAYR0066-T 1

CITY OF SACRAMENTO  
 QUARTER SUMMARY FOR 1990  
 TOTAL FOR TERMINATED EMPLOYEES

PROCESSING DATE 06/30/90 PAGE 34

ETHNIC CODE	CAREER EMPLOYEES				TOTAL		ETHNIC CODE	NON CAREER EMPLOYEES				TOTAL	
	R/C	MALE PERCENT	R/C	FEMALE PERCENT	R/C	PERCENT		R/C	MALE PERCENT	R/C	FEMALE PERCENT	R/C	PERCENT
CAUC 01	66	51.97 %	24	18.90 %	90	70.87 %	CAUC 01	55	27.64 %	55	27.64 %	110	55.28 %
BLACK 02	14	11.02 %	5	3.94 %	19	14.96 %	BLACK 02	41	20.60 %	13	6.53 %	54	27.14 %
SPAN 03	9	7.09 %	6	4.72 %	15	11.81 %	SPAN 03	15	7.54 %	10	5.03 %	25	12.56 %
ASIAN 04	2	1.57 %			2	1.57 %	ASIAN 04	3	1.51 %	2	1.01 %	5	2.51 %
NATAM 05			1	.79 %	1	.79 %	NATAM 05	2	1.01 %	1	.50 %	3	1.51 %
FILIP 06							FILIP 06	1	.50 %	1	.50 %	2	1.01 %
OTHERS 07							OTHERS 07						
<b>TOTALS</b>	<b>91</b>	<b>71.65 %</b>	<b>36</b>	<b>28.35 %</b>	<b>127</b>	<b>100.00 %</b>	<b>TOTALS</b>	<b>117</b>	<b>58.79 %</b>	<b>82</b>	<b>41.21 %</b>	<b>199</b>	<b>100.00 %</b>