

**2023 BI-ANNUAL  
WORKFORCE STATISTICS REPORT**

***Water Resources***

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## **DIVERSITY POLICIES AND EFFORTS QUESTIONNAIRE**

***IF ANY QUESTION HAS A “NON-APPLICABLE” ANSWER, PLEASE EXPLAIN WHY.***

- (1) Please provide a brief description of the services and functions provided by your department.

The Sacramento County Department of Water Resources (Department) provides drainage, flood control, and water supply services to various service areas of unincorporated Sacramento County and the cities of Citrus Heights, Elk Grove, and Rancho Cordova. The Department consists of three divisions: Drainage, Water Supply, and Finance & Administration. The Drainage Division provides drainage services to the urbanized and urbanizing portions of unincorporated Sacramento County and to the cities of Citrus Heights and Rancho Cordova. The Water Supply Division provides water supply services to over 58,000 homes and businesses in the Laguna Vineyard area of the South Sacramento County, Mather-Sunrise, Arden Park-Sierra Oaks, Hood, Northgate, and Southwest Tract. The Finance & Administration Division oversees department budget, finance, and personnel processes and administers the financial operations for the County Stormwater Utility Program and Sacramento County Water Agency.

- (2) Please describe your department’s selection and hiring procedures and how they help ensure a workforce representative of Sacramento County. (Include, if applicable, hiring interview procedures & policies; internships; education & training opportunities; training & development assignments, etc.)

The Department complies with the guidelines provided by the Civil Service Rules regarding interviewing and appointment from lists developed through the County Department of Personnel Services. The Department follows the County’s Employee Selection Handbook and provides hiring managers with DWR Hiring Instructions which were developed internally. In addition, the County’s Training and Organization Development division provides a large variety of training classes for employees, supervisors, and managers through the MyLearning platform.

- (3) Please describe what recruiting and/or informational events your department has participated in and how they help to ensure a workforce representative of Sacramento County. (Include, if applicable, high school or college job fairs, high school or college programs, church events, or community events).

The Department participates in the Sacramento County Career Fair events and is represented by employees from each of our operating units (Water Supply, Drainage, and Finance & Administration). In addition, DWR advertises jobs within various industry associations such as the American Water Works Association (AWWA), the Association of California Water Agencies (ACWA), and the Building Industry Association (BIA).

- (4) Please describe all websites your department advertises its job vacancies to help ensure a workforce representative of Sacramento County.

The Department complies with the guidelines provided by the Civil Service Rules regarding interviewing and appointment from hiring lists. Examinations that are announced are typically advertised on the County's Employment website, through other local jurisdictions, and industry specific internet and print publications.

Additional advertising has been done through LinkedIn, ACWA, AWWA and CalCPA websites.

- (5) Please describe your department's promotion and career advancement procedures designed to enable all employees to have an equal and fair opportunity to compete for and attain County Promotional opportunities. (Include, if applicable, mentoring, career development activities, etc.)

The Department has collaborated with the County Leadership and Organizational Development Office in presenting the Leadership Development series, and with coordinating training activities for the "Supervisor Academy" and "Facilitation Training" workshops. These training classes are beneficial for promotion and career advancement opportunities.

Additionally, intensive in-house training programs have been developed within the Department for Field/Maintenance Operations units. This training is to provide all in-house promotional candidates with additional experience and skills helpful for promotion within Water Resources and other departments. (Example: 3-day in-house backhoe/heavy equipment training.)

- (6) Please describe how the County's Equal Employment Opportunity program objectives are incorporated into your department's strategic and operational priorities.

The Department recommends that all employees attend diversity training. Discrimination and Sexual Harassment Prevention (AB1825) training is mandatory for all leads/supervisory employees every two years, and all non-supervisory employees every three years.

- (7) Please describe your department's method to ensure its EEO activities and efforts result in service delivery across all sectors of the community (e.g., systems or processes for communication between County agencies and direct contact with community organizations, etc.)

The Department works to support its employees to provide safe, efficient, and beneficial services to all citizens of Sacramento County as well as communicating information to the general public and participating in discussions with neighborhood groups. The Department has increased its emphasis on using social media outlets such as Facebook and Twitter to communicate information regarding Department services and programs and to ensure that all community members can readily contact DWR to request services we provide.

- (8) For complaints reported in Table 4, if there were any with a finding of *Violation of County Policy*, for each category of complaints (i.e., race, gender, age, etc.) please provide a description of the measures taken to prevent recurrences. Please do not provide specifics regarding the case(s), individual(s) involved, or corrective/disciplinary action taken.

*Not Applicable: There were no complaints with a finding of Violation of County Policy for this reporting period.*

**TABLE 1**  
**WORKFORCE COMPARATIVE ANALYSIS**

<i>ETHNICITY</i>	Census Data	Census Data	Workforce Composition				Workforce Composition			
	2010	2020	County of Sacramento				WATER RESOURCES			
			2017 (1)		2022 (2)		2019 Report (3)		2023 Report (4)	
	%	%	#	%	#	%	#	%	#	%
<b>2 or More Races</b>	4.4%	6.5%	268	2.4%	437	3.8%	9	3.9%	10	4.2%
<b>American Indian/Alaskan Native</b>	1.3%	0.5%	117	1.0%	102	0.9%	4	1.7%	4	1.7%
<b>Asian</b>	13.6%	17.4%	1,710	15.2%	1,938	16.9%	31	13.5%	27	11.4%
<b>Black/African American</b>	10.5%	9.2%	1,368	12.2%	1,312	11.5%	16	7.0%	14	5.9%
<b>Hispanic/Latino</b>	17.9%	23.6%	1,836	16.3%	2,272	19.8%	47	20.5%	66	28.0%
<b>Native Hawaiian/Pacific Islander</b>	1.0%	1.1%	113	1.0%	136	1.2%	4	1.7%	3	1.3%
<b>Other</b>		0.6%								
<b>White/Non-Hispanic</b>	51.4%	41.0%	5,824	51.8%	5,257	45.9%	118	51.5%	112	47.5%
<b>Total</b>	100.0%	100.0%	11,236	100.0%	11,454	100.0%	229	100.0%	236	100.0%
<b>Minority Representation</b>	48.6%	59.0%	5,412	48.2%	6,197	54.1%	111	48.5%	124	52.5%
<b>Female Representation</b>	50.8%	51.1%	5,812	51.7%	5,867	51.2%	38	16.6%	43	18.2%

<sup>1</sup> Sacramento County Workforce as of pay period 26 ending 12/23/2017

<sup>2</sup> Sacramento County Workforce as of pay period 26 ending 12/17/2022

<sup>3</sup> Employed by County of Sacramento as of pay period 26 ending 12/22/2018

<sup>4</sup> Employed by County of Sacramento as of pay period 26 ending 12/17/2022

**TABLE 2**  
**JOB CATEGORIES COMPARISON**  
**BETWEEN 2020 AND 2022 REPORTS**

JOB Categories	REPORT:	Minority Females		Minority Males		Minority Total		Female Total		Total Employees	
		2021*	2023**	2021*	2023**	2021*	2023**	2021*	2023**	2021*	2023**
1. Officials/Administrators	#	1	1	6	5	7	6	4	4	27	27
	%	3.7%	3.7%	22.2%	18.5%	25.9%	22.2%	14.8%	14.8%	100.0%	100.0%
2. Professionals	#	15	12	20	20	35	32	23	26	58	58
	%	25.9%	20.7%	34.5%	34.5%	60.3%	55.2%	39.7%	44.8%	100.0%	100.0%
3. Technicians	#	3	3	10	12	13	15	4	4	32	31
	%	9.4%	9.7%	31.3%	38.7%	40.6%	48.4%	12.5%	12.9%	100.0%	100.0%
4. Protective Services	#										
	%										
5. Paraprofessionals	#	0	0	0	0	0	0	0	0	1	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
6. Office/Clerical Workers	#	6	6	2	2	8	8	10	7	13	10
	%	46.2%	60.0%	15.4%	20.0%	61.5%	80.0%	76.9%	70.0%	100.0%	100.0%
7. Skilled Craft Workers	#	1	1	16	23	17	24	1	1	58	60
	%	1.7%	1.7%	27.6%	38.3%	29.3%	40.0%	1.7%	1.7%	100.0%	100.0%
8. Service Maintenance	#	0	1	42	38	42	39	1	1	54	49
	%	0.0%	2.0%	77.8%	77.6%	77.8%	79.6%	1.9%	2.0%	100.0%	100.0%
Total	#	26	24	96	100	122	124	43	43	243	236
	%	10.7%	10.2%	39.5%	42.4%	50.2%	52.5%	17.7%	18.2%	100.0%	100.0%

**TABLE 2**

\* The numbers for the 2021 Report are taken from pay period 26, ending December 19, 2020

\*\* The numbers for the 2023 Report are taken from pay period 26 ending December 17, 2022

**TABLE 3.1**  
**Personnel Actions Report**  
**HIRES/RE-HIRES - Permanent Position Employees**  
**(From 01/01/2021 to 12/31/2022)**

<b>NEW HIRES</b>	<b>FEMALE</b>	<b>%</b>	<b>MALE</b>	<b>%</b>	<b>TOTAL</b>	<b>%</b>
White	4	13.3%	5	16.7%	9	30.0%
American Indian/Alaskan Native	1	3.3%	0	0.0%	1	3.3%
Asian	0	0.0%	0	0.0%	0	0.0%
Black	0	0.0%	3	10.0%	3	10.0%
Native Hawaiian/Pacific Islander	0	0.0%	1	3.3%	1	3.3%
2 or More Races	0	0.0%	4	13.3%	4	13.3%
Hispanic	1	3.3%	11	36.7%	12	40.0%
<b>TOTAL MINORITY HIRES</b>	<b>2</b>	<b>6.7%</b>	<b>19</b>	<b>63.3%</b>	<b>21</b>	<b>70.0%</b>
<b>TOTAL NEW HIRES</b>	<b>6</b>	<b>20.0%</b>	<b>24</b>	<b>80.0%</b>	<b>30</b>	<b>100.0%</b>

<b>NEW RE-HIRES</b>	<b>FEMALE</b>	<b>%</b>	<b>MALE</b>	<b>%</b>	<b>TOTAL</b>	<b>%</b>
White	2	33.3%	1	16.7%	3	50.0%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	1	16.7%	1	16.7%
Black	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%
2 or More Races	0	0.0%	0	0.0%	0	0.0%
Hispanic	1	16.7%	1	16.7%	2	33.3%
<b>TOTAL MINORITY RE-HIRES</b>	<b>1</b>	<b>16.7%</b>	<b>2</b>	<b>33.3%</b>	<b>3</b>	<b>50.0%</b>
<b>TOTAL NEW RE-HIRES</b>	<b>3</b>	<b>50.0%</b>	<b>3</b>	<b>50.0%</b>	<b>6</b>	<b>100.0%</b>

**COMMENTS FOR TABLE 3.1**

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**TABLE 3.2**  
**Personnel Action Report**  
**TERMINATIONS – Permanent Position Employees**  
**(From 01/01/2021 to 12/31/2022)**

<b>TERMINATIONS</b>	<b>FEMALE</b>	<b>%</b>	<b>MALE</b>	<b>%</b>	<b>TOTAL</b>	<b>%</b>
White	3	6.7%	18	40.0%	21	46.7%
American Indian/Alaskan Native	0	0.0%	1	2.2%	1	2.2%
Asian	3	6.7%	6	13.3%	9	20.0%
Black	1	2.2%	4	8.9%	5	11.1%
Native Hawaiian/Pacific Islander	0	0.0%	1	2.2%	1	2.2%
2 or More Races	0	0.0%	3	6.7%	3	6.7%
Hispanic	1	2.2%	4	8.9%	5	11.1%
<b>TOTAL MINORITY TERMINATIONS</b>	<b>5</b>	<b>11.1%</b>	<b>19</b>	<b>42.2%</b>	<b>24</b>	<b>53.3%</b>
<b>TOTAL TERMINATIONS</b>	<b>8</b>	<b>17.8%</b>	<b>37</b>	<b>82.2%</b>	<b>45</b>	<b>100.0%</b>

<b>REASON TERMINATED</b>	<b>Number</b>	<b>% of Total</b>	<b># of Female</b>	<b># of Minority</b>
RETIRED OR DISABILITY RETIREMENT	21	%	5	9
RESIGN OTHER EMPLOYMENT	0	%	0	0
EMPLOYEE INITIATED / NO REASON GIVEN	21	%	3	13
DECEASED	1	%	0	1
LAID OFF/REDUCTION IN FORCE	0	%	0	0
DISCIPLINARY, PENDING DISCIPLINE OR RELEASE FROM PROBATION	2	%	0	1
AUTOMATIC RESIGNATION	0	%	0	0
OTHER– Please list:	0	%	0	0
<b>Totals:</b>	<b>45</b>	<b>100%</b>	<b>8</b>	<b>24</b>

**COMMENTS FOR TABLE 3.2**

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**TABLE 3.4**  
**Personnel Action Report**  
**PROMOTIONS/DEMOTIONS - Permanent Positions**  
**(From 01/01/2021 to 12/31/2022)**

<b>PROMOTIONS</b>	<b>FEMALE</b>	<b>%</b>	<b>MALE</b>	<b>%</b>	<b>TOTAL</b>	<b>%</b>
White	3	7.3%	16	39.0%	19	46.3%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	1	2.4%	1	2.4%	2	4.9%
Black	1	2.4%	0	0.0%	1	2.4%
Native Hawaiian/Pacific Islander	0	0.0%	1	2.4%	1	2.4%
2 or More Races	1	2.4%	2	4.9%	3	7.3%
Hispanic	3	7.3%	12	29.3%	15	36.6%
<b>TOTAL MINORITY PROMOTIONS</b>	<b>6</b>	<b>14.6%</b>	<b>16</b>	<b>39.0%</b>	<b>22</b>	<b>53.7%</b>
<b>TOTAL PROMOTIONS</b>	<b>9</b>	<b>22.0%</b>	<b>32</b>	<b>78.0%</b>	<b>41</b>	<b>100.0%</b>

<b>DEMOTIONS</b>	<b>FEMALE</b>	<b>%</b>	<b>MALE</b>	<b>%</b>	<b>TOTAL</b>	<b>%</b>
White	1	100.0%	0	0.0%	1	100.0%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%
Black	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%
2 or More Races	0	0.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL MINORITY DEMOTIONS</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
<b>TOTAL DEMOTIONS</b>	<b>1</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>100.0%</b>

**COMMENTS FOR TABLE 3.4**

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**TABLE 4**  
**Discrimination/Harassment Complaint Activity**  
(From 01/01/2021 to 12/31/2022)

*The purpose of this section is to provide the Committee with an overview of the complaint activity in the department. Please supply information pertaining to the last 12 months if your department is reviewed annually or the last two years if your department is reviewed bi-annually.*

Complaint Types	In House				Outside Investigator				DFEH or EEOC		Total Allegat.
	Violation	No Violation	Insuff Evid	On-going	Violation	No Violation	Insuff Evid	On-going	Closed	On-going	
Age											
Disability/Medical Condition/Genetic Information											
Marital Status											
Pregnancy											
Political Affiliation or Beliefs											
Race/Color/National Origin/Ancestry											
Religion											
Retaliation											
Sex/Gender		A							B		2
Sexual Orientation		A									1
<b>TOTAL Allegations:</b>		2							1		<b>3</b>

Note: Use an alpha to represent each complaint. *[Water Resources had a total of 1 COMPLAINT]*  
i.e. Employee Smith files a complaint involving Gender / Disability. You would place alpha A in columns Gender and Disability.  
Employee Lopez files a complaint involving Religion / Race. You would place alpha B in columns Religion and Race

*This information is collected for use by the Equal Employment Opportunity Advisory Committee to tabulate the County's total annual number of complaints.*