



Equal Employment Opportunity Committee

2009 Annual Report

February 11, 2010

City of Santa Cruz Equal Employment Opportunity Committee

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EEO Committee Members 2006 to Present

<u>Name</u>	<u>Position</u>	<u>Dates of Service</u>
Warren Barry	Police Sergeant	7/1/01-2/8/07
Patrick Clark	Wharf Custodian (City Council Appointment)	7/9/02-1/15/09
Akin Babatola	Wastewater Lab/Pretreatment Mgr.	9/8/03-8/14/07
Don Roland	(City Council Appointment)	9/14/04-present
Leslie Cook	City Clerk	11/30/05-3/7/08
Adela Gonzalez	HR Director	10/1/06-3/9/07
Simant Herkins	Parks Maintenance Worker	10/19/06-12/31/09
Brett Taylor	Fire Captain	10/19/06-6/30/08
Rudy Escalante	Police Lieutenant	10/26/06-11/3/09
Jack McPhillips	Police Sergeant	2/8/07-present
Lisa Sullivan	HR Director	6/1/07-present
Nancy Concepción	Associate Planner II	8/14/07-present
Laura Waldren	Office Supervisor, Public Works	11/6/08-present
Piret Harmon	Principal Administrative Analyst, Water	2/12/08-present
Deborah Holmes	(City Council Appointment)	1/27/09-present
Jonna Hubling	Parking Attendant	1/25/10-present
Colleen McMahon	Police Lieutenant	2/4/10-present

Staff Support

<u>Name</u>	<u>Position</u>
Kathy Stagnaro	HR Administrative Assistant III
Tom Graves	Deputy City Clerk
Laura Waldren	Public Works Office Supervisor
Joe McMullen	Staff Liaison/Assistant HR Director

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Section 1: Organization and Recent History of the EEO Committee

The City of Santa Cruz Equal Employment Opportunity Committee is an Advisory Body to the City Council of the City of Santa Cruz. It was originally formed pursuant to Council Resolution No. NS-17,301, dated November 18, 1986. The Committee is generally charged with the responsibility of confirming the City of Santa Cruz's commitment to maintaining a work environment free from unlawful discrimination and/or harassment for all current and prospective City employees. It serves primarily as a communications channel between employees, the City Manager and the community on matters related to Equal Employment Opportunity. The Committee has administrative and logistical support provided by a Staff Appointee of the Human Resources Director.

Prior to 2005 the EEO Committee produced an Annual Report summarizing the City's activities towards meeting the goals outlined in its Equal Employment Opportunity Assurance Plan. The Annual Report included demographics of each department based on job classification and minority status and described the activities engaged in that moved the City towards employing a workforce that was a reflection of the community it serves. To that end it evaluated the degree of success each department (and the City as a whole) had made towards specific numeric representational goals.

In 2005 the Assistant HR Director (Kelly Menehan) and the HR Department Staff Appointee to the EEO Committee (Ricardo Alcaino) received a legal analysis and opinion from the law firm of Liebert Cassidy Whitmore with respect to the draft 2005 EEO Committee Annual Report. The opinion stated that the Annual Report did not comply with California Proposition 209, passed in 1996, primarily because it stated goals and preferences for hiring minorities which had been prohibited by the Proposition. Sometime within a few months following receipt of the legal opinion several key HR staff resigned from their positions with the City of Santa Cruz, leaving the HR Department with no executive leadership or senior management, and severely short-staffed.

Meeting sporadically since the previous year (only one of the prescribed four meetings per year was held in both 2004 and 2005), and amid the organizational turmoil taking place in the HR Department, no efforts appear to have been made to complete the 2005 Annual Report with the changes necessary for it to comply with Proposition 209. A new HR Director was hired in early 2006, and she hired a Principal HR Analyst-EEO in mid-2006 who she appointed as Staff to the Committee. The next meeting was held in November 2006, at which two subcommittees were formed, one to update the Bylaws and the other to formally address needed changes to the Annual Report.

The Committee next met in February 2007. One week after that meeting, the new HR Director left her employment with the City, again leaving the HR Department with no executive leadership and the need for the two Principal Analysts to carry the leadership workload along with the Assistant City Manager until Lisa Martinez-Sullivan was hired in June, 2007. The May 2007 Committee meeting was cancelled, and at the November meeting that year the long-time Chair, Patrick Clark, stepped down from the role he had served in for over six years. In 2007 and 2008 the HR Department was engaged in renegotiating all of its labor agreements, leaving Staff with time for little else. Half of the Committee members turned over in this same time-frame. By that time, with a new Chair, new members and what had evolved into a loss of their sense of purpose, the Committee met only twice in 2008. The Annual Report sub-committee's work stalled and nothing was done to move forward with the needed changes to the Annual Report.

By mid 2009, with two rounds of budget concession talks with the City's bargaining units recently complete, the HR Department found it could once again turn its attention to the Staff work needed to move the Annual Report sub-committee's progress forward. The result of that is the Report you now hold in your hands, five years in the making and a very different product than the last Annual Report produced in 2004.

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**Section 2: California Proposition 209 and Its Effect on the
Equal Employment Opportunity Committee's Annual Report**

Pursuant to the Santa Cruz City Council's "Statement of Equal Employment Opportunity and Non-Discrimination Policy" the Equal Employment Opportunity Committee (a City Council Advisory Body) produces an Annual Report at the end of each calendar year, with the most recent report released in December 2004. In the past, the Annual Report included a section with statistics on gender and race for current and new hires in comparison to the general population. In addition, each Department was required to complete an Annual Department Head Questionnaire, which included information on hiring efforts to diversify the employee population as well as to outline annual equal employment opportunity objectives and implementation strategies to meet those objectives. Specific numerical goals were set for hiring individuals on the basis of race and sex.

In 2005, the City became aware that aspects of its EEOC Annual Report may not comply with California Proposition 209. Proposition 209 was passed in 1996 but several years needed to elapse before the courts and agencies had a clear understanding of the impact of the legislation. Proposition 209 amended the state constitution, adding a new Section 31 to Article 1 prohibiting public institutions from considering race, sex, color, national origin, or ethnicity in the operation of public employment or public contracting (or public education) with exceptions allowed for agencies to maintain eligibility for funding from federal programs. In the fall of 2005, the HR Department received a legal opinion from Liebert Cassidy Whitmore which advised that portions of the EEOC Annual Report and supporting documents did not comply with the requirements of Proposition 209. Specifically, annual representation goals and other provisions that appeared to prefer one race or sex had to be deleted from the Report and support documents as these provisions violated Proposition 209.

In terms of recruitment efforts, Proposition 209 and subsequent additions to the Government Code do not allow public agencies to show preference for any specific groups. Instead, its recruiting efforts must be broad-based and focus on increasing the total pool of applicants rather than targeting any specific population, minority or otherwise. However, efforts may include reaching out to historically underrepresented groups *in addition to* general recruiting efforts in an effort to ensure that jobs go to a diverse cross section of the population.

This 2009 Annual Report adheres to Proposition 209 while still reflecting the City's ongoing commitment to Equal Opportunity Employment. In keeping with federal guidelines, the City continues to maintain statistical records and monitor its hiring and promotional policies and procedures to ensure that there are no discriminatory effects on the basis of race, sex, or other

protected characteristics. The EEOC Annual Report now excludes references to objectives, goals, and parity concerns in relation to race or gender.

Going forward, the Committee will continue to review and update as needed all of the related documents that may still not comply with Proposition 209:

- Equal Employment Opportunity Assurance Plan
- City Manager's Directive on Equal Employment Opportunity
- City Council's Policy on Equal Employment Opportunity
- Harassment/Discrimination Policy and Complaint Procedure
- Municipal Code Section 9.83 Prohibiting Discrimination
- Resolution NS-17,301 Establishing the EEO Committee
- Personnel Request Form
- EEO Committee Webpage

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Section 3: Statement of EEO Committee Strategic Goals

Outcome of ICA (Institute of Cultural Affairs) Consensus Workshop Method
Facilitated by Dale Zevin on May 14, 2009

- Over the course of its next two meetings, the Committee will work to develop the following Strategic Goals, with specific and measurable objectives:
 - To reorganize the EEOC for sense of purpose, measurable goals, and consistent procedures
 - To promote and model a respectful , welcome environment to the community
 - To keep the EEOC fully staffed
 - To maintain and sustain a harassment-free, respectful workplace

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Section 4: Training
Dale Zevin

Since the 1980's, as part of its commitment to Equal Employment Opportunity, the City of Santa Cruz has mandated that all employees attend two workshops within the first year of hire: one workshop addressing Prevention of Discrimination, Harassment & Retaliation in the Workplace and the other workshop focusing on Understanding Cultural Diversity.

In September 2004 the Governor of California signed AB1825 which added Section 12950.1 to the California Government Code requiring all employers with fifty or more employees to provide two hours of sexual harassment prevention classroom training to supervisory employees hired July 1, 2005 and after. Employees gaining supervisory responsibilities through hiring, transfer, or promotion must be provided the training within six months of gaining those responsibilities. Refresher Harassment Prevention training must be provided to supervisory employees no less frequently than every two years, and the original City-mandated training requirement (including Cultural Diversity training) for all other employees (non-supervisory) remained in place.

In October 2005 the City conducted the initial training of the majority of its supervisory employees. The HR staff person responsible for coordinating all of the City's training programs (Principal HR Analyst Ricardo Alcaino) left City employment in August 2005. Mr. Alcaino's replacement (current Assistant HR Director Joe McMullen) was hired in May 2006. In order to comply with both City and State mandates, Mr. McMullen set about scheduling Harassment Prevention and Cultural Diversity training for all new hires and any employee who had (gained) supervisory responsibilities. Both classes continue to be offered approximately every six months.

Prior to 2006, the City of Santa Cruz did not require temporary employees to attend the two trainings. Since 2006, succinct Harassment Prevention training and City policy has been provided to Parks & Recreation Temps at their annual Staff Orientation per request.

In 2008 Dale Zevin was hired as HR Analyst/Training Manager. HR staff researched the State law in more detail and found no exception on which to base the exclusion of temporary employees from the two trainings. It is now expected that all Temps will attend the two trainings and that Temps with supervisory responsibilities must attend refresher training every two years.

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Section 5: Sub-Committee and Other Reports

- ❖ Annual Report Sub-Committee Report
- ❖ Bullying Sub-Committee Report
- ❖ Bylaws Sub-Committee Report
- ❖ Annual '*Access to Employment Job Fair*' Report

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Report of the Annual Report Subcommittee
Rudy Escalante, Nancy Concepción and Lisa Sullivan

The Annual Report Subcommittee was formed at the EEO Committee meeting of November 9, 2006. As described in Section 1 of this Annual Report (Organization & Recent History of the EEO Committee) work progressed in fits and starts for over two years until mid-2009 when the subcommittee members and Staff were able to return in earnest to make the needed modifications.

The larger report of which this report is one component is the subcommittee's work product.

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Report of the Bullying Subcommittee

Nancy Concepcion and Patrick Clark

The Bullying Subcommittee was established at the EEO Committee meeting of November 8, 2007. The subcommittee researched existing laws in other communities with an eye to possibly recommending that the Santa Cruz City Council adopt a resolution.

At the subcommittee's suggestion, stemming from their research, Liebert Cassidy Whitmore (LCW) updated their Harassment Prevention curriculum to include coverage of this topic as it may have a nexus to gender discrimination. LCW has been presenting the City's biannual *Preventing Harassment, Discrimination and Retaliation in the Workplace* training classes since at least 2005.

The subcommittee disbanded November 2008 without making a recommendation to the City Council, with the understanding that the City has policies already in place that prohibit this behavior without it being mentioned explicitly in those policies. The Committee may re-form another subcommittee in the future if it is deemed necessary or desirable to pursue anything more formal.

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Report of the Bylaws Subcommittee

Simant Herkins and Patrick Clark, with assistance from Leslie Cooke

The Bylaws Subcommittee was established at the EEO Committee meeting of November 9, 2006 with the purpose of updating the existing Bylaws according to a new Bylaws Template provided by the City Clerk's office. This was part of a larger project of the City Clerk for all Advisory Bodies to update their Bylaws.

The EEO Committee approved the first draft at its September 14, 2007 meeting. The draft was subsequently approved by the City Attorney, and finally by the City Council at its October 23, 2007 meeting.

The work of this subcommittee being complete, it was subsequently disbanded.

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Report of the Annual Access to Employment Job Fair Representative

Don Roland, Lori Fukuda

As part of its strong commitment to Equal Employment Opportunity the City of Santa Cruz is an ongoing sponsor of the annual *Access to Employment* job fair (<http://www.access2employment.com/>). A City representative from the EEO Committee or HR Department participates in the planning meetings with varying degrees of individual involvement depending on their interests, abilities and other time commitments. Representatives of the City's Recruitment team staff a table at the Fair to promote City employment and attract candidates to apply for job openings.

The 2007 event was held at the Cocoanut Grove and occurred at a time when the economy was still healthy. Sixty-four employers and twenty-four agencies participated in the event. Additionally, there were workshops for writing and critiquing résumés. One thousand fifty job seekers attended the event, the largest number since the mid-1990's.

In contrast, the 2008 event was almost cancelled. Although there was a large pool of job seekers, employers were reluctant to participate. Companies were feeling the effects of the recession and had started downsizing their operations. Most companies couldn't predict when they would begin hiring again so they reduced all recruiting related expenses, including job fair fees. Because of this, the Job Fair Committee considered canceling the event because it wouldn't be able to afford to promote the event or rent the Cocoanut Grove. At the 11th hour, representatives from ShareFest Santa Cruz County contacted the Job Fair Committee and offered the use of the Santa Cruz Bible Church's facilities free of charge. As a result, registration fees for employers were waived to increase participation. Although there were fewer participating employers and agencies than in prior years, the event was able to serve almost one thousand job seekers.

As in 2008, the 2009 event was almost cancelled as the economy continued to take its toll. Although the Job Fair Committee put forth a tremendous effort to recruit employers-with personal phone calls, email, letters sent out and articles in the Sentinel-less than a dozen employers registered. Many employers stated that they had job seekers knocking on their doors, and had no need for active recruitment. The Job Fair Committee decided to continue with the event as a public service for job seekers, and rescinded the fee for employers. This meant cutting the cash reserves of the Job Fair as a newly established non-profit entity; however it was a successful strategy for increasing employer participation. Thirty-seven employers ended up attending, as did about 900 job seekers. Looking forward, the Job Fair will be soliciting donations to offset expenses, and looking at the possibility of a less expensive facility.

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Section 6: Appendices

- ❖ 2009 Complaint Log
- ❖ Federal Equal Employment Opportunity Commission State & Local Government Report (“EEO-4 Report”)
- ❖ Federal Department of Labor Contractor Program Veterans’ Employment Report (“VETS-100 Report”)
- ❖ Community Demographics
(Santa Cruz County and State of California 2000 Federal Census Demographics)

City of Santa Cruz Equal Employment Opportunity Committee - *Complaint Log* - 2009

Complaint Received	Complainant's Department	Source Department	Basis	Complaint Type	Complaint Status
4/3/2009	Member of the Public (male)	Non-Discrimination Ordinance	Disability (unspecified in original complaint; specified as HIV/AIDS 10/15/09)	1) refused restaurant service because of service animal	1) <u>4/3/09</u> : Complaint received via telephone call to Joe McMullen 2) <u>4/23/09</u> : Pending 3) <u>5/9/09</u> : Complainant provided details of incident. 4) <u>5/12/09</u> : City responded in email with available option (mediation). 5) <u>5/29/09</u> : Complainant left voice message stating he would reply to 5/12/09 email. 6) <u>8/18/09</u> : City followed up in email to request complainant reply to 5/12/09 email. 7) <u>10/13/09</u> : City followed up in email to request complainant reply to 5/12/09 email. 8) <u>10/14/09</u> : Complainant replied via email that he still wanted to pursue his complaint. 9) <u>10/15/09</u> : City responded that time-frame for mediation ended in early October; offered to send business owner a neutral letter informing of the complaint and providing educational materials about ADA and requirement that businesses accommodate service animals. 10) <u>11/19/09</u> : pending 11) <u>12/31/09</u> : Closed for lack of response
5/11/2009	Member of the Public (female)	Non-Discrimination Ordinance	Gender (female)	1) alleged sexual harassment in the workplace 2) alleged unlawful discrimination in employment decision (termination of employment based on degree of femininity)	1) <u>5/12/09</u> : Call returned by Joe McMullen. 2) <u>5/14/09</u> : Complainant left voice message stating available times for City to call back. 3) <u>5/14/09</u> : City returned call and left message. 4) <u>5/18/09</u> : City returned call and left message. 5) <u>5/19/09</u> : Complainant left voice message stating available times for City to call back. 6) <u>5/20/09</u> : City returned call and left message. 7) <u>5/29/09</u> : City returned call and left message. 8) <u>6/2/09</u> : Complainant left voice message asking City to call back with advice on how to file unemployment claim. 9) <u>6/3/09</u> : City returned call and left message. 10) <u>6/24/09</u> : Complainant left voice message asking for return call. 11) <u>7/6/09</u> : City returned call and left message. 12) <u>7/10/09</u> : Complainant left voice message asking for return call. 13) <u>7/13 & 7/14/09</u> : City attempted to return call but discovered was calling incorrect number. 14) <u>7/16/09</u> : City returned call and left message. 15) <u>10/14/09</u> : City returned call and left message. 16) <u>11/19/09</u> : Pending 17) <u>12/31/09</u> : Closed for lack of response
10/27/2009 (DFEH)	Parks & Recreation (female)	Parks & Recreation	Disability (fractured ankle)	1) alleged employment termination motivated by protected disability	1) <u>10/26/09</u> : Complaint received. 2) <u>10/27/09</u> : Settlement requested. 3) <u>11/10/09</u> : Settlement talks failed; response now due to DFEH 12/26/09. 4) <u>12/14/09</u> : Response sent to DFEH.
11/2/2009	Member of the Public (female)	Non-Discrimination Ordinance	Gender (female)	1) alleged sexual harassment in the workplace	1) <u>11/2/09</u> : Complaint received via telephone by Joe McMullen. 2) <u>11/3/09</u> : Complainant met with Rebecca Dzamov. 3) <u>11/19/09</u> : Following review of allegations by Ass't. HR Director Joe McMullen, HR Director Lisa Sullivan and City Attorney John Barisone, Rebecca Dzamov wrote a response to the Complainant explaining that the City's non-discrimination ordinance did not cover her employer and that she should contact the DFEH or EEOC.

[illegible]

1. FULL TIME EMPLOYEES (temporary employees not included)											
ANNUAL SALARY (In thousands 000)	MALE						FEMALE				
	TOTAL (COLUMNS B-K)	NON-HISPANIC		hispanic	asian or pacific islander	american indian or alaskan native	NON-HISPANIC		hispanic	asian or pacific islander	american indian or alaskan native
		white	black				white	black			
	A	B	C	D	E	F	G	H	I	J	K
6 ADMINISTRATIVE SUPPORT (continued)											
42. 16.0 - 19.9											
43. 20.0 - 24.9											
44. 25.0 - 32.9	1						1				
45. 33.0 - 42.9	34	6		1	1		20	1	4	1	
46. 43.0 - 54.9	43	7					28		8		
47. 55.0 - 69.9	6						5		1		
48. 70.0 - PLUS	4						3				1
7 SKILLED CRAFT											
49. \$0.1 - 15.9											
50. 16.0 - 19.9											
51. 20.0 - 24.9											
52. 25.0 - 32.9											
53. 33.0 - 42.9	5	1		3	1						
54. 43.0 - 54.9	18	11		2		1	4				
55. 55.0 - 69.9	66	42	1	17	1	1	3		1		
56. 70.0 - PLUS	35	26	1	5	1	1	1				
8 SERVICE/MAINTENANCE											
57. \$0.1 - 15.9											
58. 16.0 - 19.9											
59. 20.0 - 24.9											
60. 25.0 - 32.9	11	7		3			1				
61. 33.0 - 42.9	44	22		14	1	1	6				
62. 43.0 - 54.9	93	44	1	28	2		12		6		
63. 55.0 - 69.9	3	1		1			1				
64. 70.0 - PLUS	1	1									
65. TOTAL FULL TIME (LINES 1-64)	752	367	8	103	18	6	207	1	29	10	3

2. OTHER THAN FULL TIME EMPLOYEES (include temporary employees)											
ANNUAL SALARY (In thousands 000)	MALE						FEMALE				
	TOTAL (COLUMNS B-K)	NON-HISPANIC		hispanic	asian or pacific islander	american indian or alaskan native	NON-HISPANIC		hispanic	asian or pacific islander	american indian or alaskan native
		white	black				white	black			
		A	B				C	D			
66. Officials/Administrators	2	1				1					
67. Professionals	29	9					20				
68. Technicians	4	3					1				
69. Protective Service	1	1									
70. Para-Professional	119	54	4	7	2		42	2	6		2
71. Administrative Support	97	18		1			65	2	5	5	1
72. Skilled Craft	5	5									
73. Service/Maintenance	60	29	1	8	2	1	15		4		
74. TOTAL OTHER THAN FULL TIME (LINES 66-73)	317	120	5	16	4	2	143	4	15	5	3

3. NEW HIRES FOR YEAR ENDING ON 7/10/2009 - Permanent full time only											
ANNUAL SALARY (In thousands 000)	MALE						FEMALE				
	TOTAL (COLUMNS B-K)	NON-HISPANIC		hispanic	asian or pacific islander	american indian or alaskan native	NON-HISPANIC		hispanic	asian or pacific islander	american indian or alaskan native
		white	black				white	black			
		A	B				C	D			
75. Officials/Administrators	2	1					1				
76. Professionals	1						1				
77. Technicians	2	1			1						
78. Protective Service	9	4		2	1		2				
79. Para-Professional	2						1	1			
80. Administrative Support	3				1		1		1		
81. Skilled Craft	1		1								
82. Service/Maintenance	1	1									
83. TOTAL NEW HIRES (LINES 75-82)	21	7	1	2	3		6	1	1		

FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-100

RETURN COMPLETED REPORT TO:

U.S. DEPARTMENT OF LABOR
VETERANS' EMPLOYMENT AND TRAINING SERVICE
VETS-100 REPORTING OFFICE
4200 FORBES BLVD., SUITE 202
LANHAM, MARYLAND 20706

TYPE OF REPORTING ORGANIZATION (Check one or both, as applicable) ☒ Prime Contractor ☐ Subcontractor	TYPE OF FORM (Check only one) ☒ Single Establishment ☐ Multiple Establishment-Headquarters ☐ Multiple Establishment-Hiring Location ☐ Multiple Establishment-State Consolidated (specify number of locations) _____(MSC)
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COMPANY IDENTIFICATION INFORMATION

(Omit if items preprinted above)

COMPANY NO: V041555	TWELVE MONTH PERIOD ENDING: 7/3/2009		
NAME OF PARENT COMPANY: CITY OF SANTA CRUZ	ADDRESS (NUMBER AND STREET): 809 CENTER ST ROOM 8		
CITY: SANTA CRUZ	COUNTY:	STATE: CA	ZIP CODE: 95060

NAME OF HIRING LOCATION: Same	ADDRESS (NUMBER AND STREET):		
CITY:	COUNTY:	STATE:	ZIP CODE:

NAICS: 921110	DUNS: 050515881	EMPLOYER ID: (IRS TAX No.) 946000427
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INFORMATION ON VETERANS

REPORT ALL PERMANENT FULL-TIME OR PART-TIME EMPLOYEES AND NEW HIRES WHO ARE VETERANS, AS DEFINED ON REVERSE, DATA ON NUMBER OF EMPLOYEES ARE TO BE ENTERED IN COLUMN L,M, AND N, LINES 1-9. DATA ON NEW HIRES ARE TO BE ENTERED IN COLUMNS O, P, Q, R, AND S. ENTRIES IN COLUMNS O, P, Q, R, AND S, LINES 1 THROUGH 9, AND COLUMNS L, M, AND N, LINE 10(GREY SHADED AREAS) ARE OPTOINAL. ENTRIES IN COLUMN Q, LINE 10 (AREA SHADED LIGHT GREY) ARE OPTIONAL FOR 2002 AND EXPECTED TO BE REQUIRED FOR THE 2003 REPORTING CYCLE.

JOB CATEGORIES		NUMBER OF EMPLOYEES			NEW HIRES (PREVIOUS 12 MONTHS)				
		SPECIAL DISABLED VETERANS (L)	VIETNAM ERA VETERANS (M)	OTHER PROTECTED VETERANS (N)	SPECIAL DISABLED VETERANS (O)	VIETNAM ERA VETERANS (P)	NEWLY SEPARATED VETERANS (Q)	OTHER PROTECTED VETERANS (R)	TOTAL NEW HIRES BOTH VETERANS AND NON-VETERANS
Officials and Managers	1	1	3	1	0	0	0	0	0
Professionals	2	1	2	0	0	0	0	0	0
Technicians	3	1	1	0	0	0	0	0	0
Sales Workers	4	0	0	0	0	0	0	0	0
Office and Clerical	5	1	0	2	0	0	0	0	0
Craft Workers (skilled)	6	0	14	3	0	0	0	0	0
Operative (semi-skilled)	7	0	2	0	0	0	0	0	0
Laborers (unskilled)	8	0	2	0	0	0	0	0	0
Service Workers	9	1	8	2	0	0	0	0	0
Total	10	5	32	8	0	0	0	0	0

Report the maximum and minimum number of permanent employees on board during the period covered by this report.

Maximum Number	Minimum Number
1,151	978

People QuickFacts	Santa Cruz County	California		
Population, 2008 estimate	253,137	36,756,666		
Population, percent change, April 1, 2000 to July 1, 2008	-1.0%	8.5%		
Population estimates base (April 1) 2000	255,600	33,871,650		
Persons under 5 years old, percent, 2008	6.6%	7.4%		
Persons under 18 years old, percent, 2008	21.5%	25.5%		
Persons 65 years old and over, percent, 2008	10.6%	11.2%		
Female persons, percent, 2008	49.8%	50.0%		
White persons, percent, 2008 (a)	90.3%	76.6%		
Black persons, percent, 2008 (a)	1.3%	6.7%		
American Indian and Alaska Native persons, percent, 2008 (a)	1.2%	1.2%		
Asian persons, percent, 2008 (a)	4.1%	12.5%		
Native Hawaiian and Other Pacific Islander, percent, 2008 (a)	0.2%	0.4%		
Persons reporting two or more races, percent, 2008	2.9%	2.6%		
Persons of Hispanic or Latino origin, percent, 2008 (b)	29.3%	36.6%		
White persons not Hispanic, percent, 2008	62.9%	42.3%		
Living in same house in 1995 and 2000, pct 5 yrs old & over	50.6%	50.2%		
Foreign born persons, percent, 2000	18.2%	26.2%		
Language other than English spoken at home, pct age 5+, 2000	27.8%	39.5%		
High school graduates, percent of persons age 25+, 2000	83.2%	76.8%		
Bachelor's degree or higher, pct of persons age 25+, 2000	34.2%	26.6%		
Persons with a disability, age 5+, 2000	37,895	5,923,361		
Mean travel time to work (minutes), workers age 16+, 2000	27.8	27.7		
Housing units, 2008	103,465	13,393,878		
Homeownership rate, 2000	60.0%	56.9%		
Housing units in multi-unit structures, percent, 2000	20.4%	31.4%		
Median value of owner-occupied housing units, 2000	\$377,500	\$211,500		
Households, 2000	91,139	11,502,870		
Persons per household, 2000	2.71	2.87		
Median household income, 2007	\$62,849	\$59,928		
Per capita money income, 1999	\$26,396	\$22,711		
Persons below poverty, percent, 2007	10.6%	12.4%		

Business QuickFacts	Santa Cruz County	California		
Private nonfarm establishments, 2007	7,175	891,997		
Private nonfarm employment, 2007	76,098	13,771,650		
Private nonfarm employment, percent change 2000-2007	-4.0%	6.9%		
Nonemployer establishments, 2007	23,144	2,757,179		
Total number of firms, 2002	26,725	2,908,758		
Black-owned firms, percent, 2002	S	3.9%		
American Indian and Alaska Native owned firms, percent, 2002	0.9%	1.3%		
Asian-owned firms, percent, 2002	3.9%	12.8%		
Native Hawaiian and Other Pacific Islander owned firms, percent, 2002	F	0.2%		
Hispanic-owned firms, percent, 2002	S	14.7%		
Women-owned firms, percent, 2002	25.7%	29.9%		
Manufacturers shipments, 2002 (\$1000)	1,053,584	378,661,414		
Wholesale trade sales, 2002 (\$1000)	2,293,668	655,954,708		
Retail sales, 2002 (\$1000)	2,618,480	359,120,365		
Retail sales per capita, 2002	\$10,335	\$10,264		
Accommodation and foodservices sales, 2002 (\$1000)	426,478	55,559,669		
Building permits, 2008		317 62,681		
Federal spending, 2008	1,464,050	299,922,630		
Geography QuickFacts	Santa Cruz County	California		
Land area, 2000 (square miles)	445.24	155,959.34		
Persons per square mile, 2000	574.4	217.2		
FIPS Code	87	6		
Metropolitan or Micropolitan Statistical Area	Santa Cruz-Watsonvil			
	(a) Includes persons reporting only one race.			
	(b) Hispanics may be of any race, so also are included in applicable race categories.			
	FN: Footnote on this item for this area in place of data			
	NA: Not available			
	D: Suppressed to avoid disclosure of confidential information			
	X: Not applicable			
	S: Suppressed; does not meet publication standards			
	Z: Value greater than zero but less than half unit of measure shown			
	F: Fewer than 100 firms			
	Source: US Census Bureau State & County QuickFacts			