From: Terry White <twhite@ashevillenc.gov>
Sent: 9/5/2018 10:59:01 AM
To: Asheville Blade <ashevilleblade@gmail.com>
Cc:
Subject: Re: [Public Records Request] Records request: recent PoC hiring data for city workers

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Dear David,
I did have a good holiday. I hope you did as well.
I am sorry for the delay in getting this to you - I thought I sent it to you yesterday. Thank you for following up.

Here are the answers to your two questions:
1. Applicants for employment may voluntarily include their race on their applications. As you may know, N.C.G.S.§ 160A-168(b) sets out what information is public record in an employee's personnel file. Race is not one of the 12 items listed. The city tracks the information so that it can answer questions such as yours regarding the racial makeup of the new employees and to check our progress in increasing the racial diversity of city staff.
2. Yes. The information includes all employees, including temporary and seasonal.

Please let me know if you have other questions.
All best,

On Wed, Sep 5, 2018 at 11:50 AM Asheville Blade <ashevilleblade@gmail.com> wrote:

> Hey Terry, hope your holiday went well. I wanted to check back in on these follow-up questions.
>
> Best,
>
> David
>
>
> On Aug 31, 2018 12:24 PM, "Asheville Blade" <ashevilleblade@gmail.com> wrote:
>> Thanks Terry, two follow up questions:
>>
>> 1) How does the city get the "ethnic code" information if an employee's race isn't public record? Are you saying the city tracks it but doesn't make such information available to the public?
>>
>> 2) Do these 200 hires include "temporary/seasonal" workers as well as the city's part- and full-time staff?
>>
>> Best,
>>
>> David
>>
>> On Thu, Aug 30, 2018 at 8:41 AM Terry White <twhite@ashevillenc.gov> wrote:
>>> Dear David:

Individual employee's race is not public record. However, here is the breakdown of the race of the last 200 persons hired by the city as of July 26, 2018.
In the Open Data Portal you can find the salary and position for all City of Asheville employees.
Please let me know if you have other questions.
All best,

On Thu, Jul 26, 2018 at 10:03 AM Asheville Blade <ashevilleblade@gmail.com> wrote:

> Good morning. At the July 24 Asheville City Council meeting, Assistant City manager Peggy Rowe mentioned that of the last 200 workers hired by the city of Asheville, 13 percent were people of color. This is a records request for a list of those 200 employees, with a breakdown by relevant demographics, their positions and their pay/compensation.
>
> Thank you for your time and cooperation,
>
> David Forbes
> Editor, Asheville Blade
> ashevilleblade.com
> Support us and subscribe at: patreon.com/avlblade
> Or donate: paypal.me/AshevilleBlade

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Terry White
Public Records Officer
City of Asheville
828.259.5631

Office Hours
Tuesday - Thursday: 8:00 - 6:30
Friday: 8:00 - 4:00

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Additional Resources:
SimpliCity; Open Records Portal; Transparency; Planning and Zoning: and, Open Data Portal

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