

CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

R-23

333 West Ocean Boulevard 13th Floor • Long Beach, CA 90802

December 12, 2006

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Authorize City Manager to execute a three-year agreement with the National Conference for Community Justice (NCCJ) to develop and implement an "Embracing Diversity – Building The Inclusive City" training program for City employees over a three-year period in an amount of \$202,000. (Citywide)

DISCUSSION

Over the past year, City management has been actively engaged in addressing the challenges and opportunities we face attracting, hiring and developing the highest quality workforce, and one that is reflective of the diverse community we serve.

At the direction of the City Manager, senior management, in cooperation with the Civil Service Department, has developed a series of action strategies designed both to enhance the City's external recruitment/outreach efforts, and expand our internal staff development and training programs. Among the many plans that have already been implemented are: increased participation and recruitment outreach at ethnic and cultural celebrations throughout the year; expansion of our mentoring and career development programs; expanded training and professional development programs; enhanced communication efforts directed toward minority organizations, community colleges and trade schools; increased diversity on interview panels; a financial candidate referral incentive program for Police Recruit; and diversity awareness training components for all New Employee Orientation and Supervisory Leadership training programs.

These programs have already begun to have a positive impact. On a citywide basis, our female and minority hiring rate for the most recent reporting period represents a 3 percent increase over the previous year. For public safety positions, our female and minority hiring rate is up 1.7 percent over the previous year.

While we are proud of these gains, more can be done. Over the past several months, staff has been meeting with representatives from the National Conference for Community Justice (NCCJ) to discuss further ways of expanding diversity awareness for all City staff. The NCCJ has long been a partner with the City in providing cultural sensitivity and diversity awareness programs. These discussions have resulted in a new effort that we believe will have far reaching impact in the City for years to come.

Embracing Diversity – Building The Inclusive City is more than a training program. It promotes a philosophy that incorporates a fundamental reality about Long Beach: that we are richer for the great diversity that this City represents.

During the next three years, NCCJ staff will work with senior executives, management, supervisors and lead staff to provide them with a greater understanding of the important role a diverse workforce has in improving service delivery to City residents, factors necessary for recruiting and retaining diverse employees, understanding demographic shifts in this community and building an inclusive City. In addition to providing a comprehensive needs assessment and training program, the NCCJ will assist in developing a Train-the-Trainer program to insure sustainability within all City departments.

One of the key components of our approach to this issue is the recognition that understanding and embracing diversity is not only the right thing to do but it is also a sound business practice that will improve our capacity to serve the community.

City Council approval is requested for a three-year agreement with the NCCJ to conduct a needs assessment, training sessions with department heads, management and lead staff throughout the City and conduct a Train-the-Trainer program for all City departments. The projected cost of the Embracing Diversity Program over a three-year period is \$202,000 and includes the training of 225 managers and 1,325 lead employees in all City departments.

On December 6, 2006, the Civil Service Commission endorsed the proposed diversity training program, and encourages the City Council to approve the training program.

We are enthusiastic about this partnership with the NCCJ and we look forward to your endorsement of this program.

This item was reviewed by Deputy City Attorney Christina Checél and by Budget Management Officer David Wodynski on December 5, 2006.

TIMING CONSIDERATIONS

City Council approval is requested on December 12, 2006 to provide for the initiation of the needs assessment in January 2007.

FISCAL IMPACT

The estimated cost of the Embracing Diversity Program is \$202,000 over a three-year period, with an estimated \$80,000 in expenditures in the current fiscal year. The cost of the program will be supported by the Employee Benefits Fund in the Department of Human Resources. The Employee Benefits Fund is allocated to all City funds based upon budgeted personnel and sufficient funds are budgeted in the Employee Benefits Fund to support the current fiscal year's program.

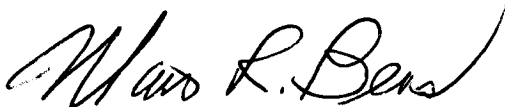
SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



KEVIN BOYLAN
DIRECTOR OF HUMAN RESOURCES



MARIO BEAS
EXECUTIVE DIRECTOR OF CIVIL SERVICE

APPROVED:



GERALD R. MILLER
CITY MANAGER