



2018 City of Long Beach Workforce Demographics

Report to Council
May 14, 2019

WHY WE ARE HERE

2018 WORKFORCE DIVERSITY REPORT

ESTABLISHMENT
Council request for
report



2017



REPORT

2017 Workforce
Report presented
to Council

ONLINE DASHBOARD
HR & TI met to discuss
online dashboard design



2018

2019



REPORT

2018 Workforce
Demographics
Report published

**TODAY'S
PRESENTATION**



Note: HR will continue to present an annual report until launch of on-line dashboard.

2018 REPORT

- Examines workforce composition as of December 31, 2018
- Covers all City employees
- Does NOT include data on contractors, consultants, unpaid interns or volunteers
- Summarizes statistics by gender, ethnicity, age and salary
- Includes a review of Civil Service applicant flow data by EEO-based job categories



www.longbeach.gov/WorkforceDiversity

ABOUT THE CITY

2018 WORKFORCE DIVERSITY REPORT

23 City
Departments



6,104
Employees



\$72,401
Median
Annual Salary

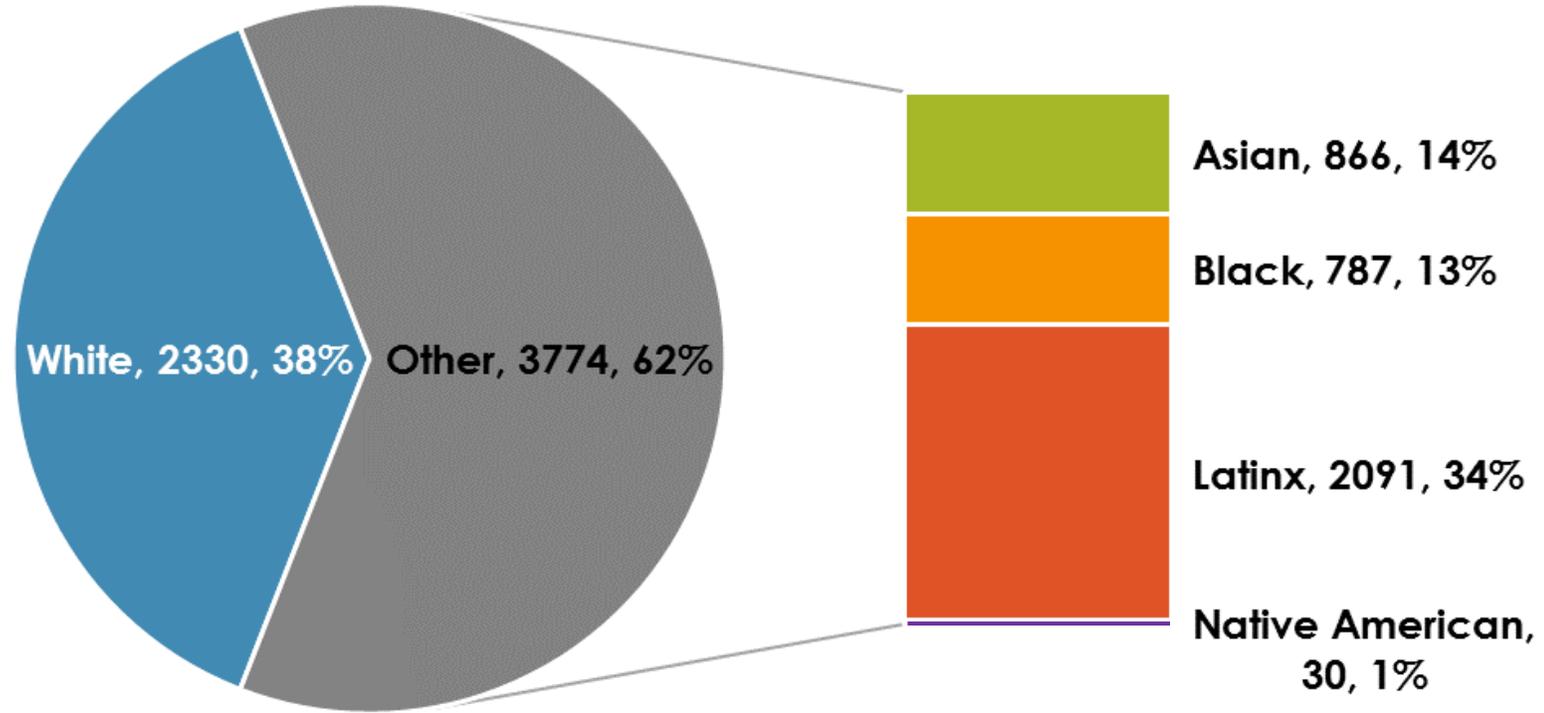


62% Ethnic
Minority
Workforce



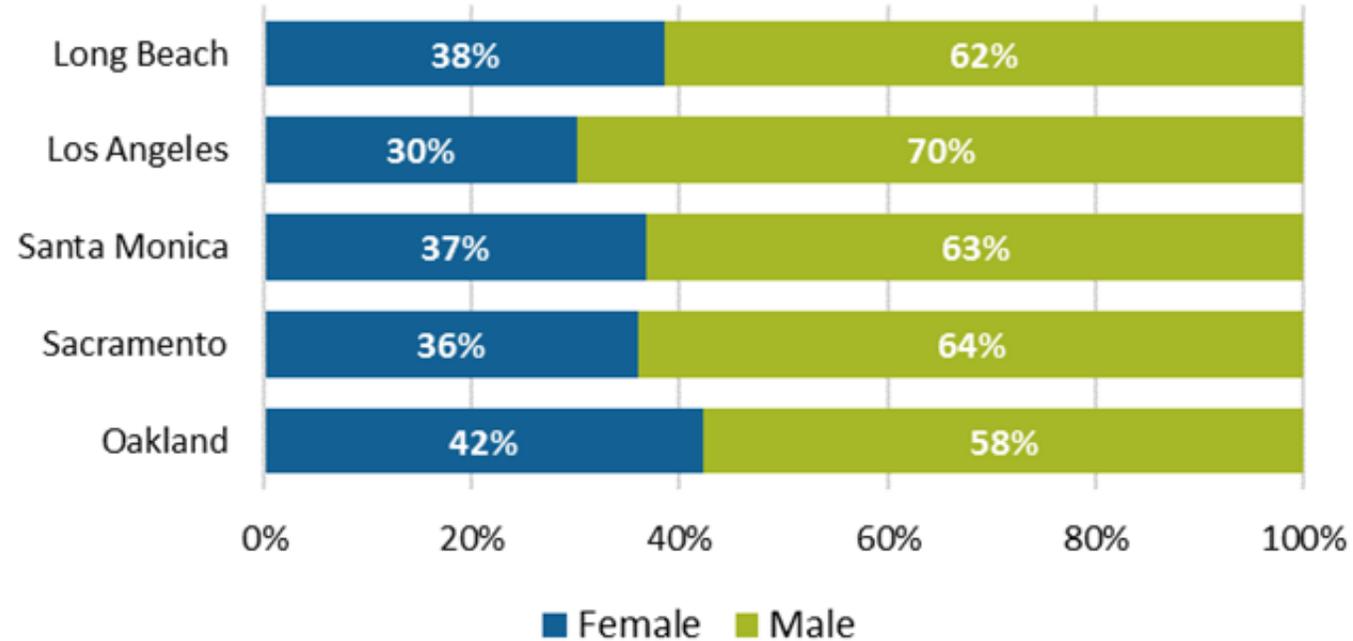
ABOUT THE CITY

Race/Ethnicity



ABOUT THE CITY

Gender - City Comparisons



City of Long Beach Ranks #2 in female representation.

NOTABLE ACCOMPLISHMENTS

COMPARED TO 2017 REPORT



INCREASED TOTAL ETHNIC MINORITY REPRESENTATION IN WORKFORCE BY 3%



INCREASED CITY STAFFING LEVELS BY 8% THROUGH STRATEGIC PLANNING



DECREASED PAY GAP BETWEEN PERMANENT FULL-TIME WOMEN AND MEN BY 4¢



INCREASED TOTAL ETHNIC MINORITY REPRESENTATION IN POLICE RECRUITS BY 10%



INCREASED ETHNIC MINORITY REPRESENTATION IN TOP MANAGEMENT BY 18%



INCREASED FEMALE APPLICANTS FOR POLICE RECRUITS BY 6% AND HIRES BY 2%

AREAS TO MONITOR

OPPORTUNITIES FOR GROWTH



**HIRING AND
RETENTION OF BLACK
& LATINX EMPLOYEES**



**RETIREMENT
ELIGIBILITY**



**RECRUITMENT OF
FEMALES INTO MALE-
DOMINATED FIELDS**



**FIRE RECRUIT
DIVERSITY**

NEXT PHASE

ONLINE DASHBOARD

REQUEST FOR ONLINE
DASHBOARD



2017

VENDOR SELECTION



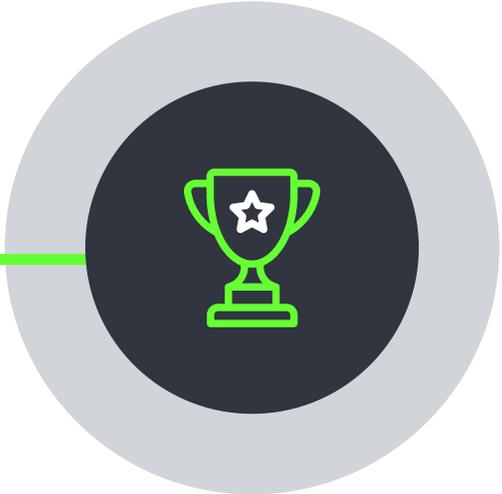
2018

SITE DESIGN



2019

GO-LIVE



2020

Staff anticipates going live
with an online dashboard
by January 1, 2020



Questions?

CITY OF
LONGBEACH