



CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

R-36

333 West Ocean Boulevard 13th Floor • Long Beach, CA 90802 • (562) 570.6621

ALEJANDRINA BASQUEZ
DIRECTOR

May 7, 2019

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Receive and file the 2018 City of Long Beach Workforce Demographics Report.
(Citywide)

DISCUSSION

On February 7, 2017, the City Council requested the City Manager to report back on workforce and applicant diversity data, on an annual basis, until such time an online dashboard is implemented. The 2018 City of Long Beach Workforce Demographics Report (Report) was transmitted to the City Council via memorandum on March 18, 2018 (Attachment). The Report provides an overview of the City's workforce by age, gender, ethnicity, salary, and EEO job categories, both by department and citywide. The Report also provides recruitment data for classified applicants, including Police Officer and Firefighter recruits.

Workforce Demographics and Hiring

Since the release of the 2017 Gender, Age, and Racial/Ethnic Diversity Report, the City has:

- Increased staffing levels by 8 percent through strategic succession planning and streamlined efforts to decrease timelines for filling a vacancy;
- Increased total ethnic minority representation in the workforce from 59 percent to 62 percent;
- Increased total ethnic minority representation in Police Recruits from 60 percent to 70 percent;
- Increased representation of female applicants for Police Recruit by 6 percent;
- Since 2017, increased ethnic minority representation in top management from 28 percent to 46 percent; and,
- Decreased the pay gap between women and men for permanent full-time employment from 81 cents to 85 cents, a 4-cent increase.

HONORABLE MAYOR AND CITY COUNCIL

May 7, 2019

Page 2

Overall, the City workforce is becoming younger, with representation in the 20-29 age bracket increasing from 17 percent to 22 percent. In 2018, 38 percent of the City's workforce was considered millennials (those born between 1981 and 1996). With 16 percent of the City's workforce at, or near, retirement eligibility, there are unique opportunities to continue increasing diversity.

Status of Online Dashboard

Priority projects such as LB COAST, City Hall move preparations, hiring improvements, audits, and department workload have impacted the timeline for this project. The Technology and Innovation Department is diligently working with OpenGov, the vendor used for BudgetLB, to build an online dashboard that will allow data on employee demographics to be easily visualized through interactive charts and graphs (similar to those on the City of Portland's and City of Boston's websites). Staff anticipates going live with the dashboard no later than January 1, 2020.

This matter was reviewed by Principal Deputy City Attorney Gary J. Anderson on April 22, 2019 and by Budget Analysis Officer Julissa Jose-Murray on April 19, 2019.

TIMING CONSIDERATIONS

City Council action on this matter is not time critical.

FISCAL IMPACT

There is no fiscal or local job impact associated with this recommendation.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



ALEJANDRINA BASQUEZ
DIRECTOR OF HUMAN RESOURCES

APPROVED:



PATRICK H. WEST
CITY MANAGER

AB:
R:\Administration\CITY COUNCIL LETTERS\2019\5-7-19\ Demographics Report.docx

Attachment



City of Long Beach
Working Together to Serve

Memorandum

Date: March 28, 2019

To: Patrick H. West, City Manager *T.H.W.*

From: Alejandrina Basquez, Director Human Resources Department *A. Basquez*

For: Mayor and Members of the City Council

Subject: 2018 City of Long Beach Workforce Demographics Report

At its February 7, 2017 meeting, the City Council requested the City Manager to report on workforce and applicant diversity data, on an annual basis, until such time an online dashboard is implemented.

Workforce Demographics and Hiring

The attached 2018 City of Long Beach Workforce Demographics Report provides an overview of the City's workforce by age, gender, ethnicity, salary, and EEO job categories, both by department and citywide. The report also provides recruitment data for classified applicants to include Police Officer and Firefighter recruits.

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Overall, the City workforce is becoming younger, with representation in the 20-29 age bracket increasing from 17 percent to 22 percent. In 2018, 38 percent of the City's workforce was considered millennials (those born between 1981 and 1996). With 16 percent of the City's workforce at, or near, retirement eligibility, there are unique opportunities to continue increasing diversity.


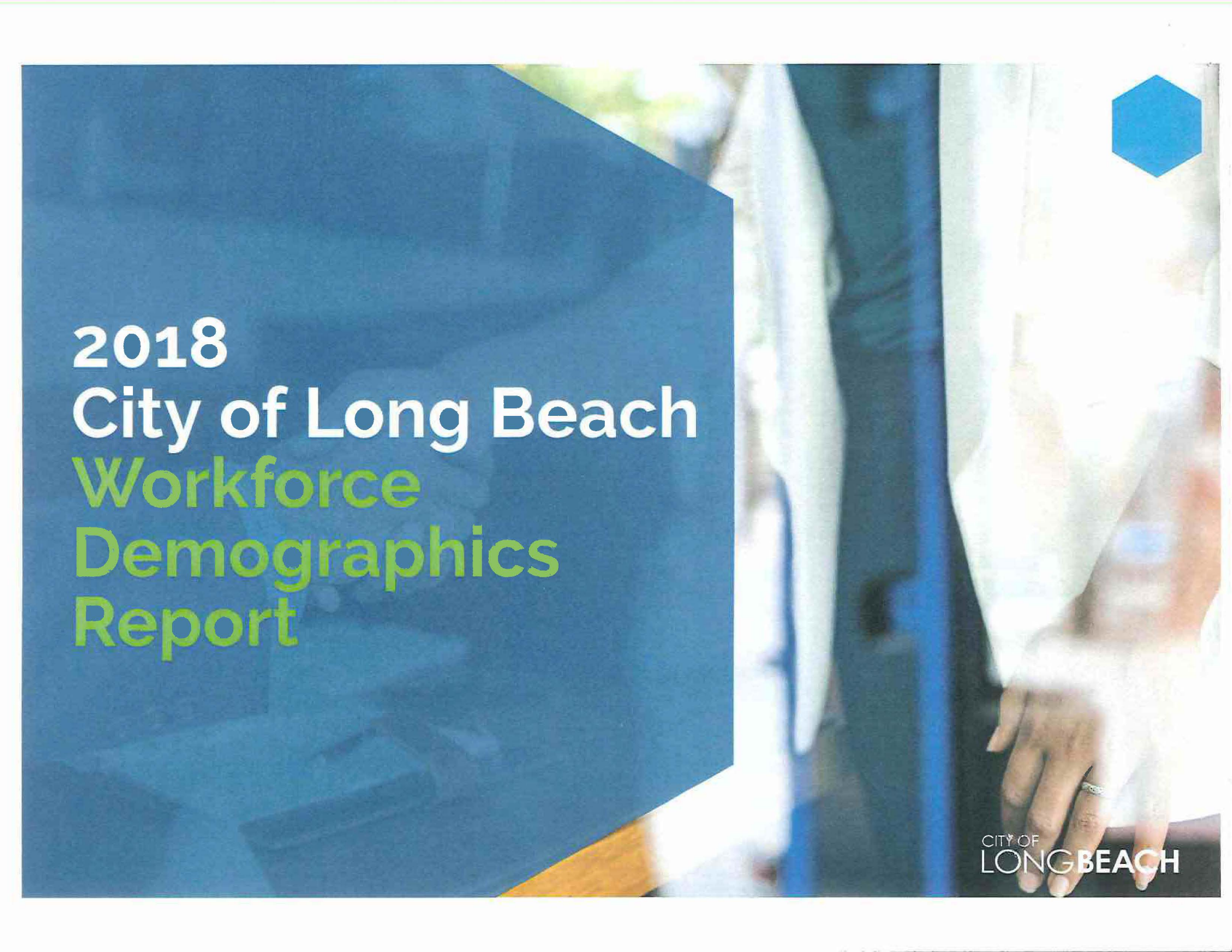
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If you have any questions regarding this memorandum, please contact Khristina Coston, Human Resources Officer, at (562) 570-6440.

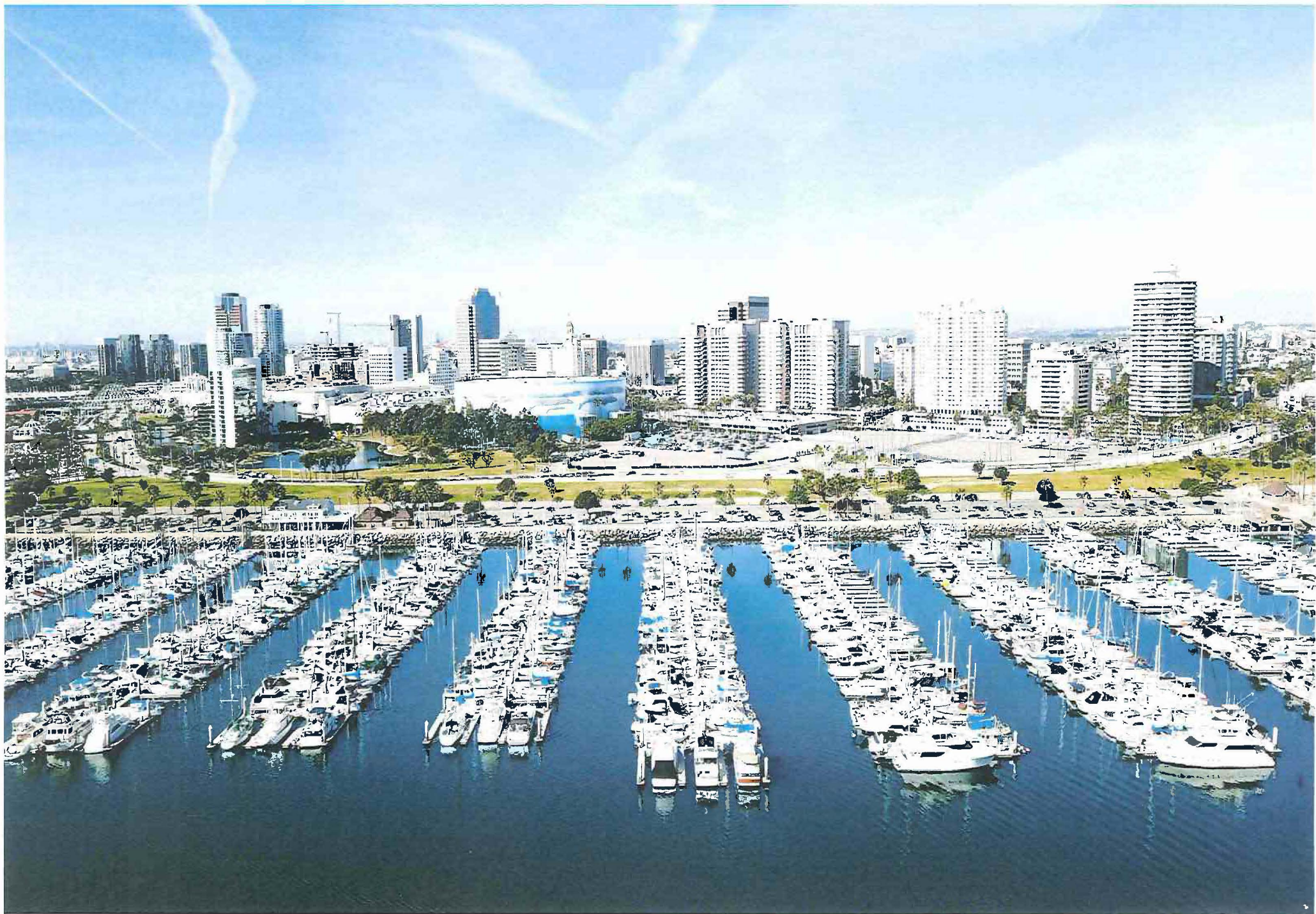
ATTACHMENT: 2018 CITY OF LONG BEACH WORKFORCE DEMOGRAPHICS REPORT

CC: CHARLES PARKIN, CITY ATTORNEY
LAURA L. DOUD, CITY AUDITOR
TOM MODICA, ASSISTANT CITY MANAGER
KEVIN JACKSON, DEPUTY CITY MANAGER
REBECCA GARNER, ADMINISTRATIVE DEPUTY TO THE CITY MANAGER
MONIQUE DE LA GARZA, CITY CLERK (REF. FILE #17-0061)
DEPARTMENT HEADS



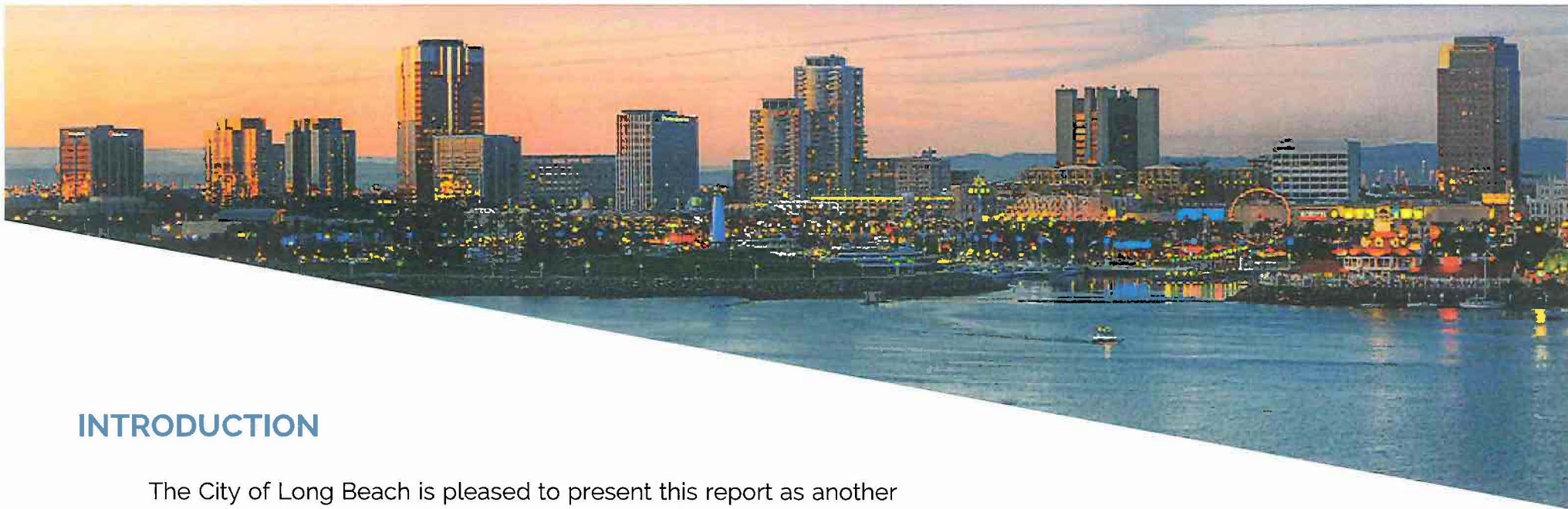
2018 City of Long Beach Workforce Demographics Report

CITY OF
LONGBEACH



CONTENT

INTRODUCTION	2
ABOUT THE CITY	3
OBJECTIVE, SCOPE, AND METHODOLOGY	4
PART I - CITYWIDE WORKFORCE DEMOGRAPHICS	8
1. PART-TIME AND FULL-TIME WORKFORCE POPULATION – BY DEPARTMENT	9
2. OCCUPATIONAL JOB CATEGORIES – BY DEPARTMENT	10
3. GENDER, AGE, AND RACIAL/ETHNIC DIVERSITY – CITYWIDE	11
4. GENDER AND RACIAL/ETHNIC DIVERSITY – COMPARABLE AGENCIES	14
PART II - DEPARTMENT WORKFORCE DEMOGRAPHICS	15
5. GENDER BREAKDOWN – BY DEPARTMENT	16
6. AGE BREAKDOWN – BY DEPARTMENT	40
7. RACE/ETHNICITY BREAKDOWN – BY DEPARTMENT	64
PART III - CIVIL SERVICE RECRUITMENT AND HIRING	88
8. CIVIL SERVICE RECRUITMENT DATA	89



INTRODUCTION

The City of Long Beach is pleased to present this report as another step in creating an equitable and diverse workforce. Prepared in partnership with our City Manager, Pat West, the Department of Human Resources, and the Civil Service Department, this report examines the workforce composition of the City of Long Beach's municipal government as of December 31, 2018.

Generated based on existing employee demographic information available through the City's current Human Resources Management System (HRMS), this report includes part-time and full-time employees, as well as both classified and unclassified employees. This report does NOT include data on contractors, consultants, unpaid interns or volunteers.

The findings of this report play a role in succession planning as the City prepares for the upcoming transition of an aging workforce. Given the City's commitment to open data, we will continue to publish this report on an annual basis until a public portal displaying employee demographics is made available.

**THE OBJECTIVE OF THIS REPORT
IS TO INCREASE TRANSPARENCY
AROUND THE CITY'S MUNICIPAL
WORKFORCE AND TO ASSESS THE
DIVERSITY OF CITY EMPLOYEES.**

ABOUT THE CITY

The City of Long Beach is a Charter City governed by a Mayor who is elected at-large, and nine City Council members who are elected by their respective council districts. The City Manager for the City of Long Beach is an appointed position that serves as the Chief Administrative Officer and implements policy set by the City Council in 15 of the 23 city departments. The remaining departments are elected offices (i.e., City Attorney, City Auditor, City Prosecutor, and Legislative), appointed (i.e., City Clerk), or governed by a board/commission (i.e., Harbor, Civil Service, and Water).

One of the few full-service cities in California, Long Beach has its own police and fire department, municipal water supply, sewer service, gas service, crude oil infrastructure, health services, sanitation, and animal control. These services are supported by a budget of \$3 billion- a great majority which is invested in the City's workforce.

The City remains one of the largest employers in Long Beach with 6,104 employees.

Currently, the City maintains labor contracts with 11 employee associations which altogether represent approximately 96% of Long Beach employees. Elected officials, as well as members of City Boards and Commissions remain unrepresented.

Effective March 29, 2018, the Long Beach Gas & Oil Department was renamed the Energy Resources Department.



**23 City
Departments**



**6,104
Employees**



**\$72,401
Median Annual
Salary**



**62% Ethnic
Minority
Workforce**

OBJECTIVE, SCOPE, AND METHODOLOGY

This report was generated based on existing employee demographic data that is gathered for reporting purposes and submitted to the Equal Employment Opportunity Commission on a biannual basis. The data presented in this report is complimentary to the EEO Plan, but encompasses a larger workforce demographic (includes part-time and full-time employees as well as both classified and unclassified employees City-wide). Unclassified Service, as defined by the Civil Service Rules and Regulations, includes:

1. All officers elected by the people and all employees of such elected officers;
2. Members of all appointive commissions;
3. The City Manager and all employees in the City Manager's department;
4. The City Clerk and all employees in the City Clerk's department;
5. Department heads, one assistant department head in each department, bureau heads, division heads, and one clerical position each;
6. Any classification which, at the discretion of the Civil Service Commission, is of such a nature as to require unique and special flexibility for administration;
7. The executive Secretary of the Board of Harbor Commissions and Harbor Department sales, traffic and promotion personnel, the Chief Wharfinger and all personnel intermittently employed in handling cargo and freight; and
8. All personnel serving in non-career positions as defined by the Civil Service Rules and Regulations.

The classified service is comprised of all positions not specifically included in the City Charter as being in the unclassified service. Currently, the City service is 60% classified and 40% unclassified.

This report, like the EEO Plan does not include data on contractors, consultants, unpaid interns or volunteers.

DIVERSITY REPORTING REQUIREMENTS



Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, requires all state and local governments that have 15 or more employees to keep records that prove compliance with the act, and to make reports to the EEOC required by federal regulations. An employer may acquire the ethnic information necessary to comply with the federal reporting requirements by visual surveys of the work force, or from post-employment records. Because visual surveys are permitted, the absence of ethnic identifications on agency records does not excuse the employer from reporting the requested information.

In addition to biennial EEO-4 survey reporting, the Human Resources Department of the City of Long Beach also develops an EEO Plan, the last of which covers the period from 2013 through 2017.

For the purposes of the EEO plan, only permanent full-time employees are counted. The EEO plan report does not include data on part-time employees, temporary employees, contractors, unpaid interns or volunteers.

GENDER CATEGORY

In accordance with Federal reporting requirements, the City permits employees to a male or female gender designation. Effective 2019, the State of California revised gender to include 'nonbinary' as third gender marker. The City anticipates incorporating this new category after launch of LB COAST (an Enterprise Resource Planning system scheduled to replace our current payroll/Human Resources Management System).

OCCUPATIONAL JOB CATEGORIES

The City's workforce is divided into the following eight occupational job categories, as defined by the U.S. Equal Employment Opportunity Commission:

- **01 - Officials/Administrators:** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis.
- **02 - Professionals:** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.
- **03 - Technicians:** Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.
- **04 - Protective Services:** Occupations in which workers are entrusted with public safety, security and protection from destructive forces.
- **05 - Paraprofessionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.
- **06 - Office/Clerical:** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.
- **07 - Skilled Craft:** Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.
- **08 - Service/Maintenance:** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

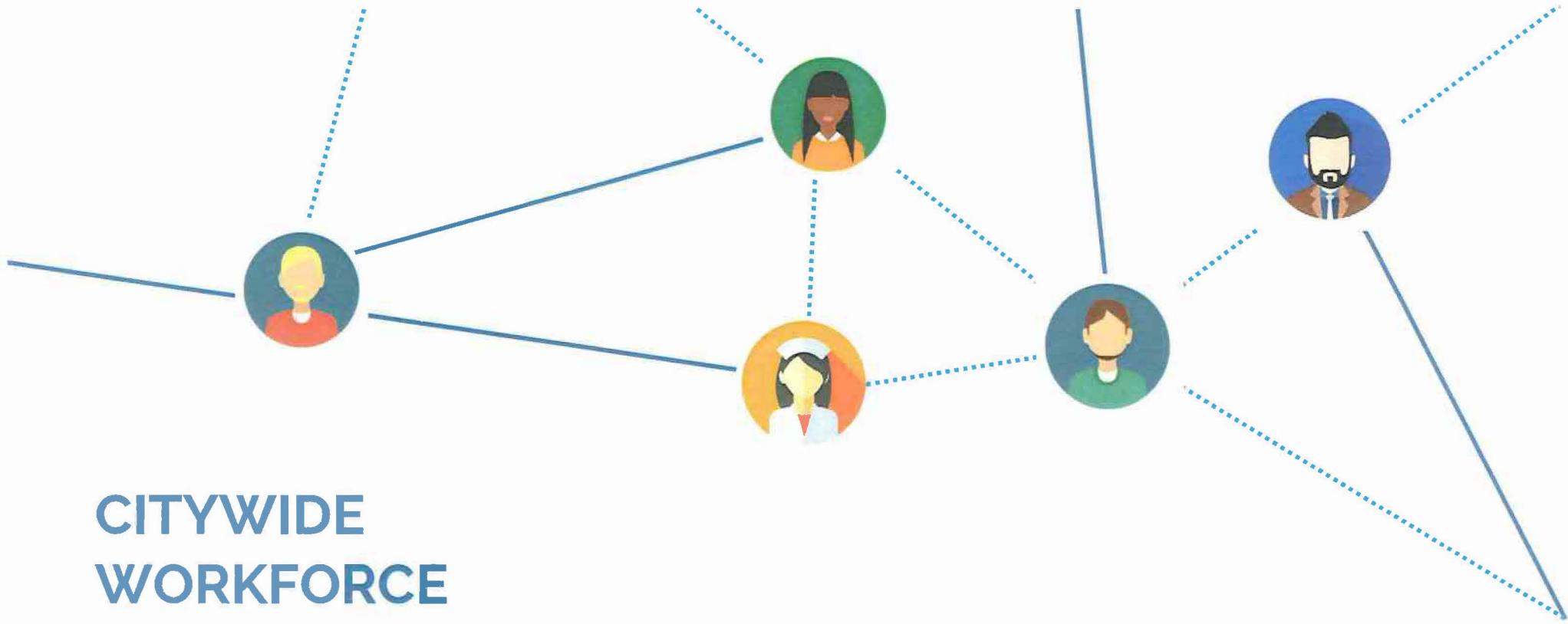
RACE/ETHNICITY CATEGORY

Race/ethnic designations as defined by the Equal Employment Opportunity Commission do not denote scientific definitions of anthropological origins. For the purposes of this report, an employee is included in the group to which he or she self-identifies with. No employee is counted in more than one race group. The ethnic categories used by the City are similar to those defined by the U.S. Equal Employment Opportunity Commission (EEOC):

- **White (Not of Hispanic Origin):** All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- **Black (Not of Hispanic Origin):** All persons having origins in any of the Black racial groups of Africa.
- **Asian (Not of Hispanic Origin):** All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.
- **Native American or Alaska Native (Not of Hispanic Origin):** All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.
- **Latinx (Hispanic):** All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin regardless of race.

Note: For purposes of this report, *Latinx* is used as a gender-neutral or nonbinary alternative to *Latino* or *Latina*.

The EEOC recently revised racial categories to include Two or More Races. The City anticipates incorporating this new category after the launch of LB Coast (an Enterprise Resource Planning system scheduled to replace our current Human Resources Management System).

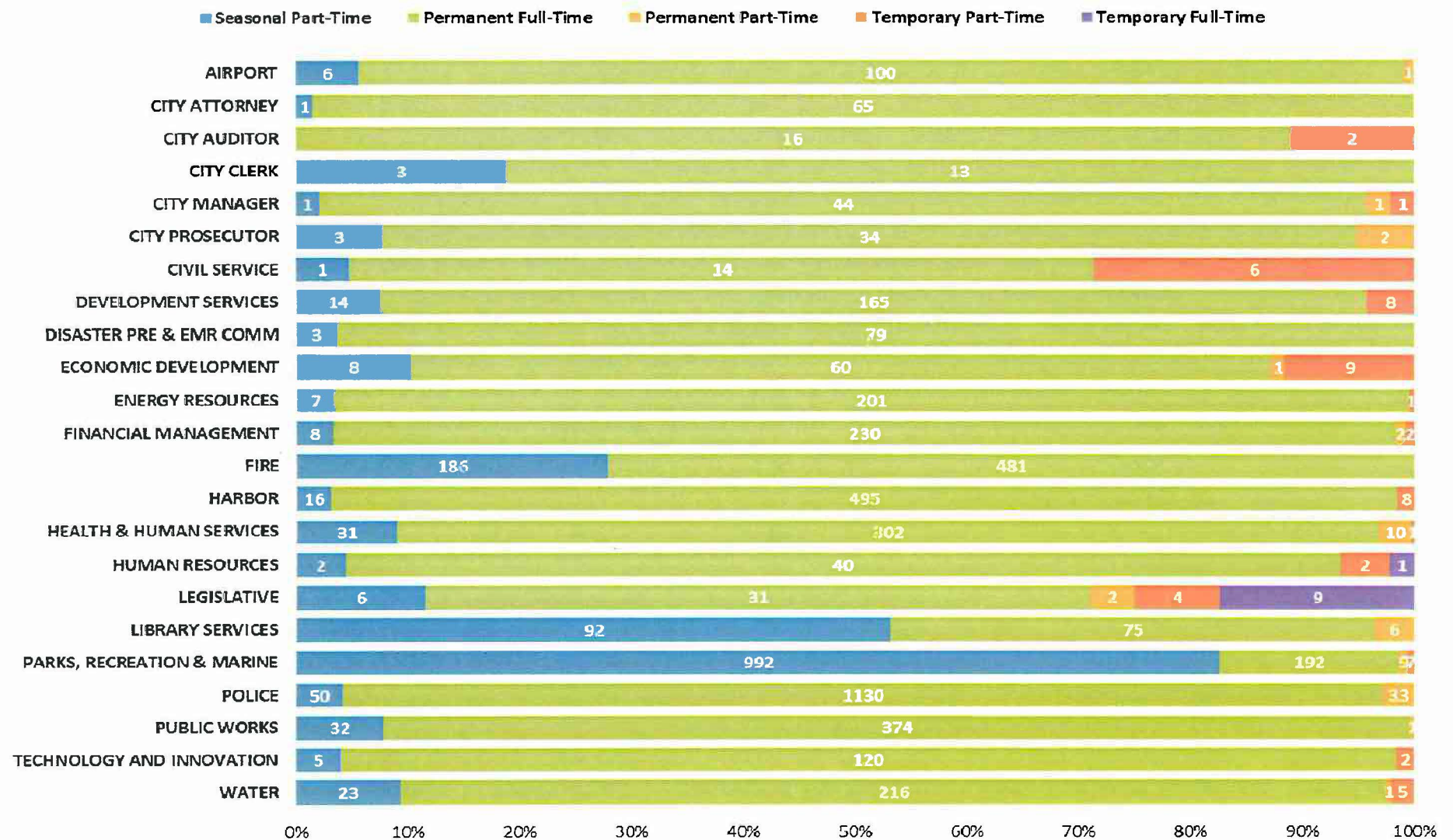


CITYWIDE WORKFORCE DEMOGRAPHICS

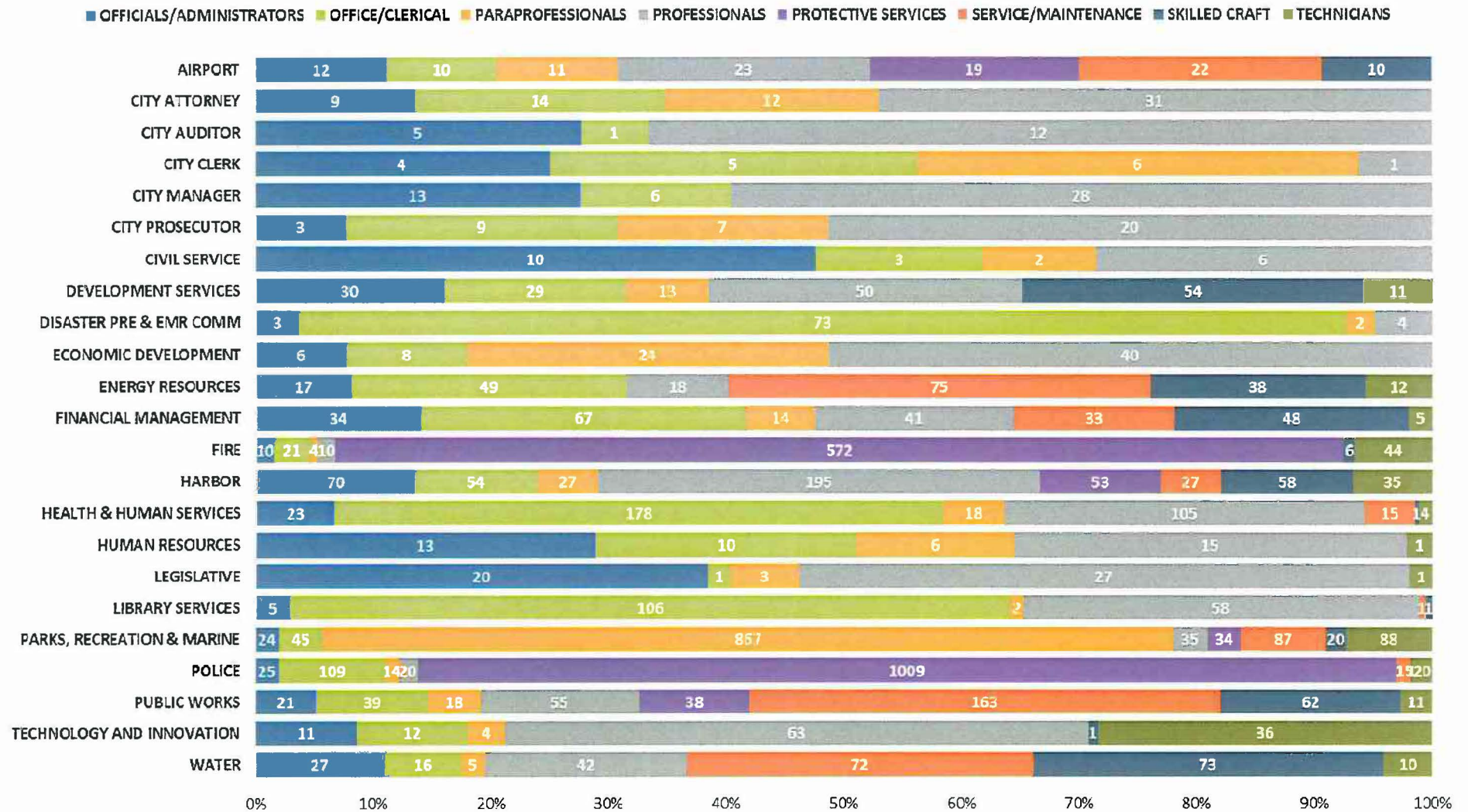
The following set of charts represent an overview of the entire City's workforce demographics:

1. Part-Time & Full Time Workforce Population – by Department
2. Occupational Job Categories – by Department
3. Citywide Gender, Age, and Race/Ethnic Diversity
4. Long Beach vs. Comparable Agencies

1. PART-TIME AND FULL-TIME WORKFORCE POPULATION – BY DEPARTMENT



2. OCCUPATIONAL JOB CATEGORIES – BY DEPARTMENT



3. GENDER, AGE, AND RACIAL/ETHNIC DIVERSITY – CITYWIDE

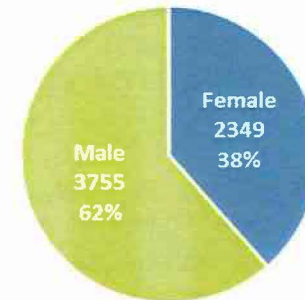
Since release of the 2017 Gender, Age, and Racial/Ethnic Diversity Report, staffing levels have increased by 8%. This is partly due to the passing of Measure A which funded new positions in Police and Fire Departments, strategic succession planning, and streamlined efforts from Human Resources and Civil Service Departments to decrease timelines for filling a vacancy.

Female representation in the workforce is at 38%. This is largely due to the City having several male-dominated job categories such as protective services, technicians, skilled craft and service maintenance. In 2018, these categories accounted for nearly 59% of permanent full-time hiring.

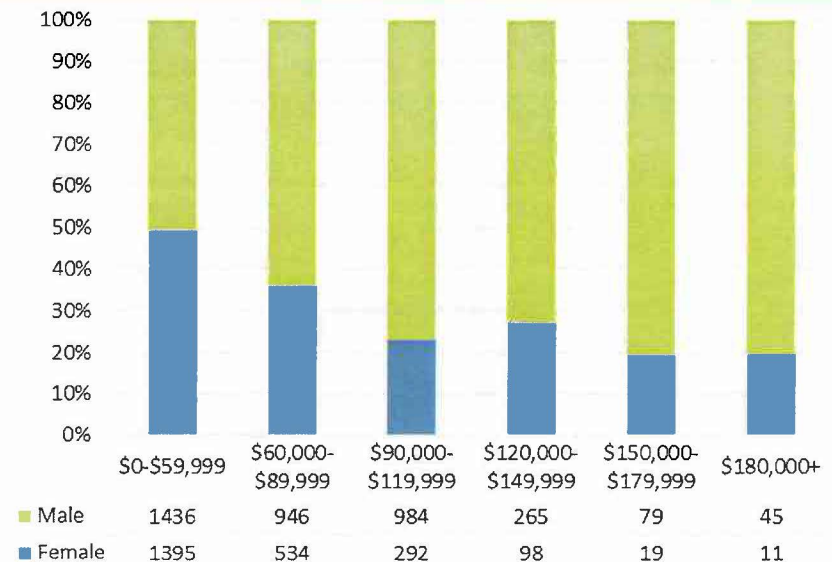
The pay gap between women and men for permanent full-time employment is 85 cents to the dollar; a 4-cent increase since the 2017 report.

NOTE: For comparison purposes, annual salaries are based on an individual's hourly base rate times 2087.1429 hours (total number of work hours in a year at full-time status). As such, board members, commissioners, and part-time employees' annual salary may appear inflated compared to their total earned salary in a year, since they are paid a flat meeting rate, or work less hours in a year. Salaries do not include overtime, skill pays, or any other compensation/benefits.

Gender

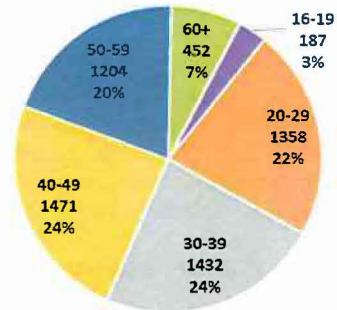


Gender by Salary Bracket



Gender, Age, and Racial/Ethnic Diversity – Citywide

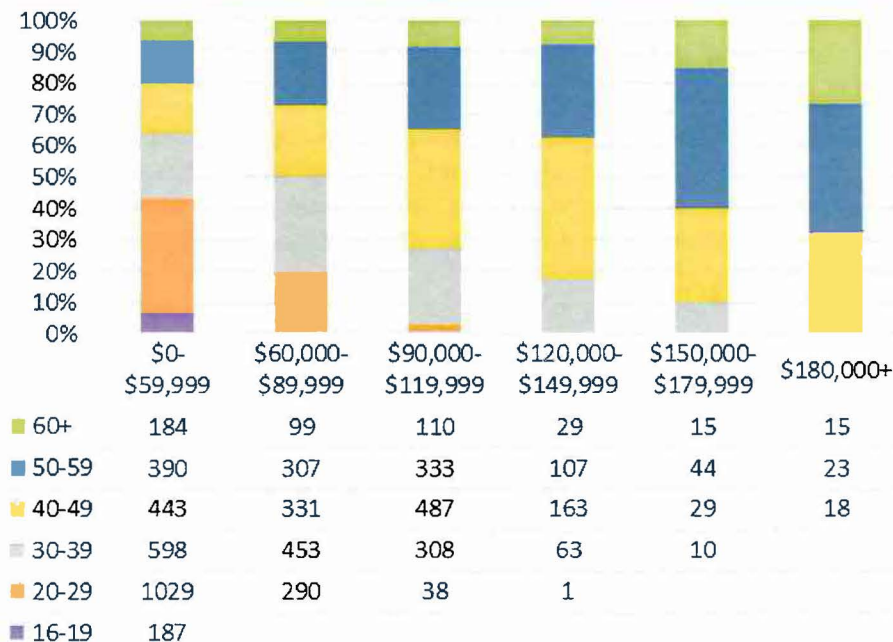
Age



The City's workforce in terms of age remains balanced between the different age brackets. As of December 31, 2018, the youngest employee was 16 years old, while the oldest was 93 years old.

Since 2017, representation in the 20-29 age bracket has increased from 17% to 22% of total workforce population.

Age by Salary Bracket



Currently, nearly 38% of the City's workforce are considered millennials (those born between 1981 and 1996).

This aligns with the projected decline in 60+ age bracket (9% to 7%) and 50-59 age bracket (22% to 20%) as eligible employees retire.

As of December 31, 2018, 16% of the City's workforce continues to be at or near retirement eligibility. This creates unique opportunities for the City to increase diversity.

As expected, younger employees continue to make less than older employees, who tend to have higher education and/or experience levels.

Gender, Age, and Racial/Ethnic Diversity – Citywide

In 2018, the City increased ethnic minority representation from 59% to 62%.

From January 1, 2018 to December 31, 2018, 64% of permanent full-time hires were ethnic minorities. In line with the labor market trends, the greatest growth was seen in the Latinx employee population, which experienced a 4% increase.

While other ethnic minority groups held steady or increased, Blacks seen relatively slow growth with a nearly 2% decline in overall employee representation. This may be attributed to the overall decline of black populations in large urban communities, such as those found throughout Los Angeles County.*

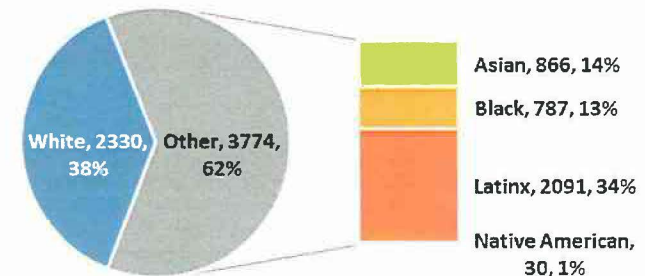
Since 2017, ethnic minority representation in the highest income bracket (\$180,000+) increased from 28% to 46%.

This is largely due to several City Manager appointments of ethnic minorities to top City positions such as Deputy City Manager, Fire Chief, Director of Development Services, Assistant Fire Chief, and City Health Officer.

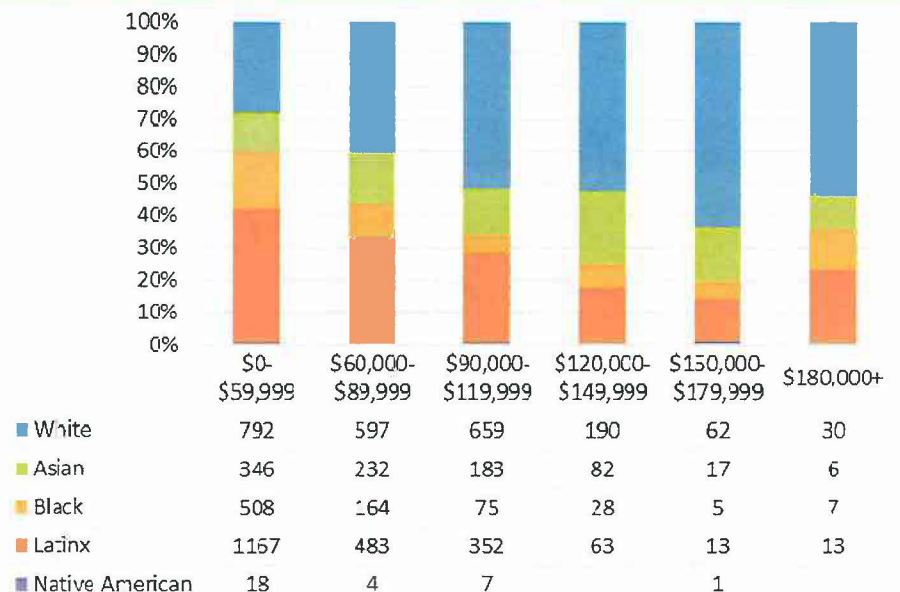
*Source: USC Program for Environmental & Regional Equity, *Changing Demographics of South LA*

https://dornsife.usc.edu/assets/sites/242/docs/SLA_COEO_Demographics_web.pdf

Race / Ethnicity



Race/Ethnicity by Salary Bracket

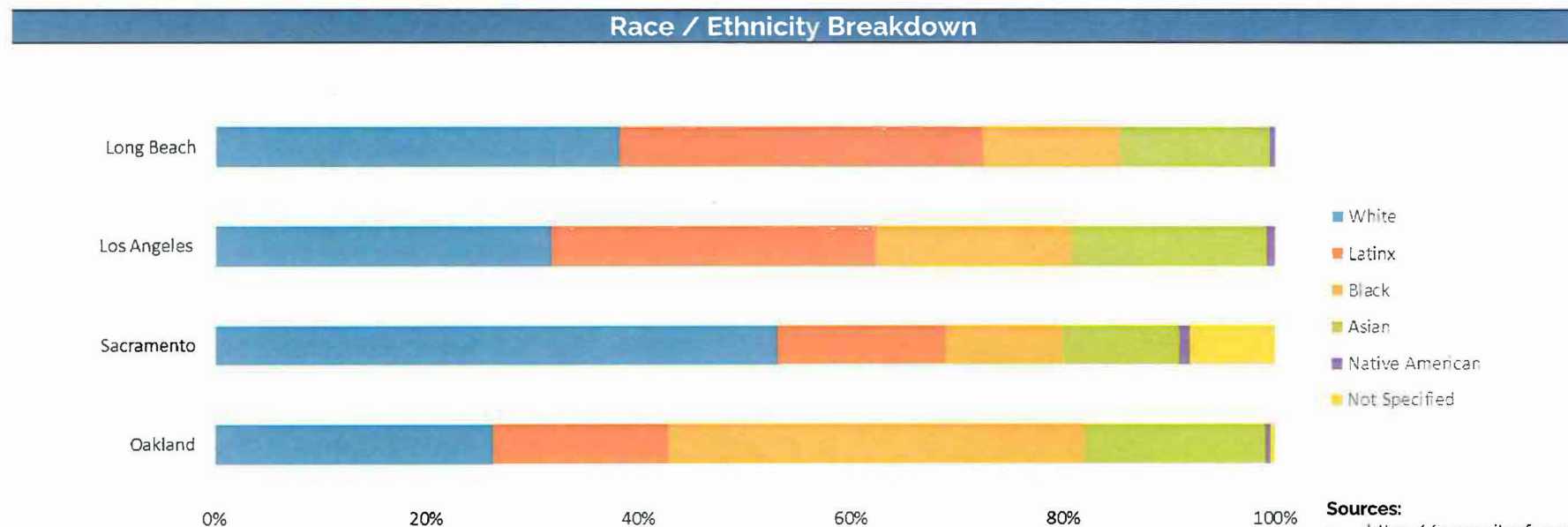
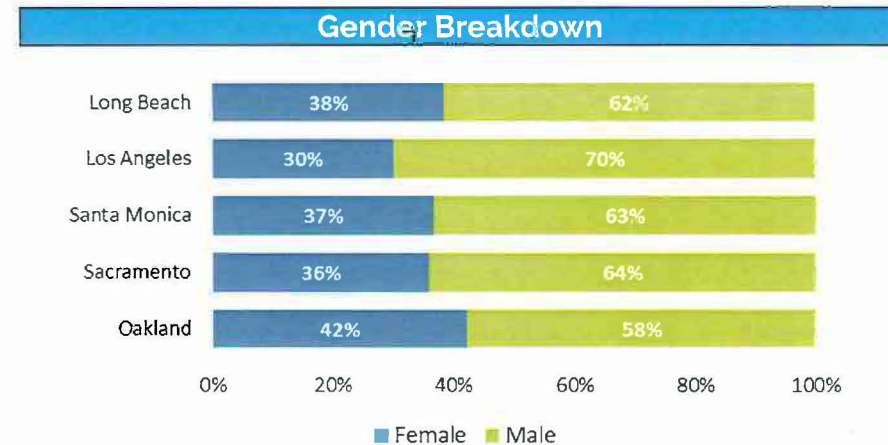


4. GENDER AND RACIAL/ETHNIC DIVERSITY – COMPARABLE AGENCIES

Highlights

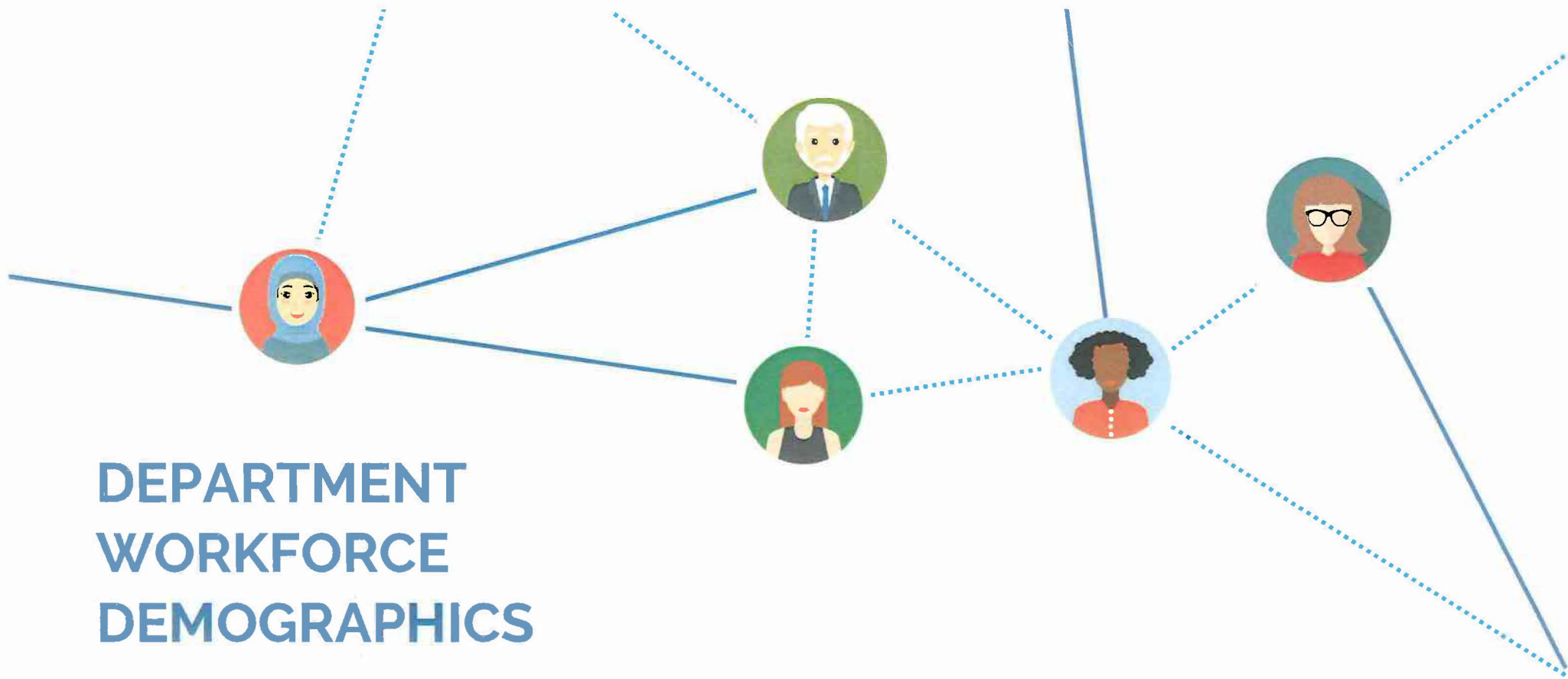
A set of comparable cities have been selected to identify how Long Beach compares in terms of workforce demographics.

The following charts demonstrate that the City of Long Beach compares favorably in terms of gender demographics to Oakland, Sacramento, & Los Angeles and fall between those agencies in terms of White to Non-white employee populations.



Sources:

1. <https://www.cityofsacramento.org>
2. <https://per.lacity.org/>
3. <https://data.oaklandnet.com>



DEPARTMENT WORKFORCE DEMOGRAPHICS

The following set of charts provide Gender, Age, and Racial/Ethnic Demographics by Department.

Note: Officials/Administrators category includes Elected Officials and Commissioners

5. Gender by Salary Bracket for Officials/Administrators and Non-Management
6. Age by Salary Bracket for Officials/Administrators and Non-Management
7. Race/Ethnicity by Salary for Officials/Administrators and Non-Management

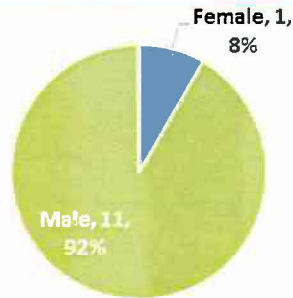
5. **GENDER BREAKDOWN** – BY DEPARTMENT

Gender Breakdown – By Department

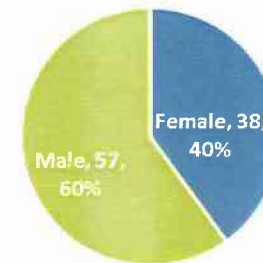
A) AIRPORT

Officials/Administrators

Officials/Administrators

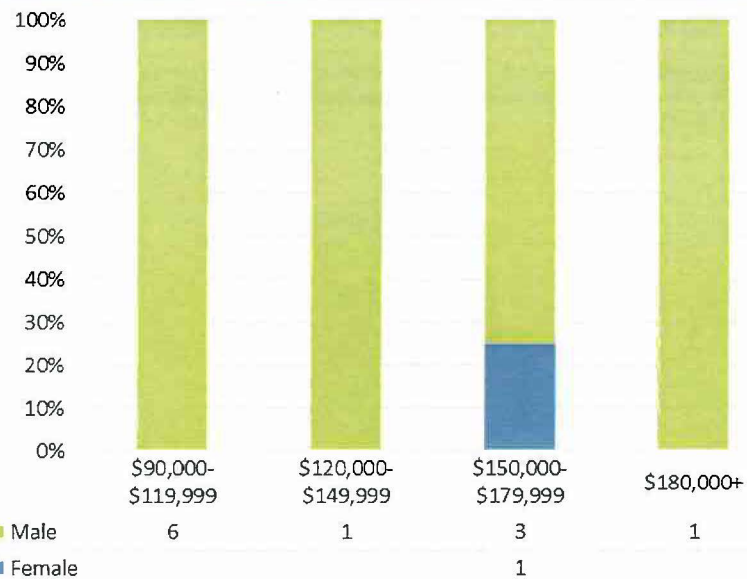


Non-Management



Gender by Salary Bracket

Officials/Administrators



Non-Management

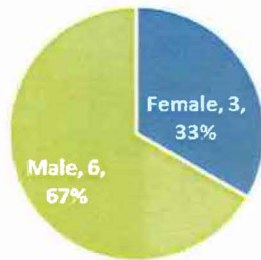


Gender Breakdown – By Department

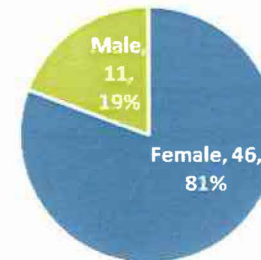
B) CITY ATTORNEY

Gender Breakdown

Officials/Administrators

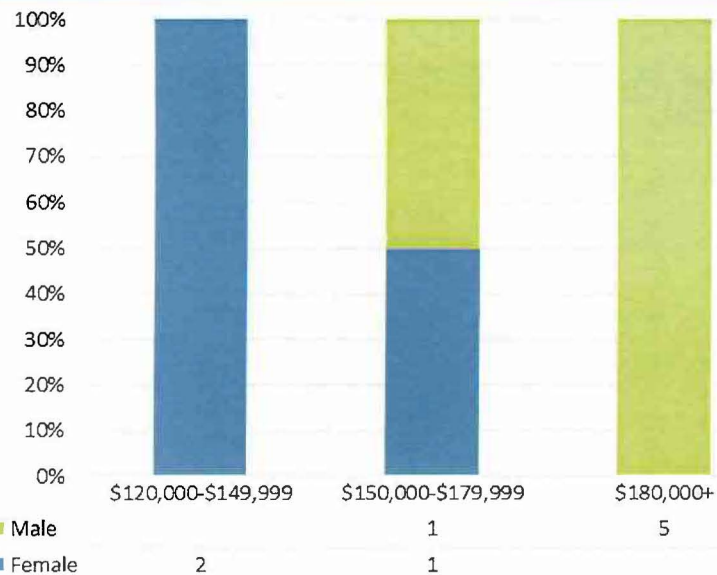


Non-Management



Gender by Salary Bracket

Officials/Administrators



Non-Management

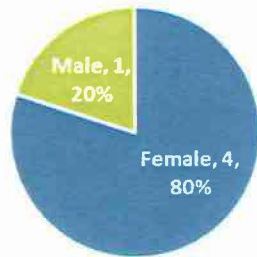


Gender Breakdown – By Department

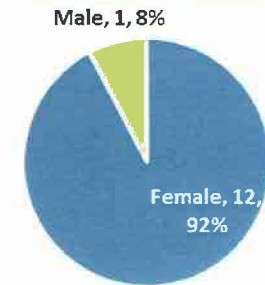
C) CITY AUDITOR

Gender Breakdown

Officials/Administrators

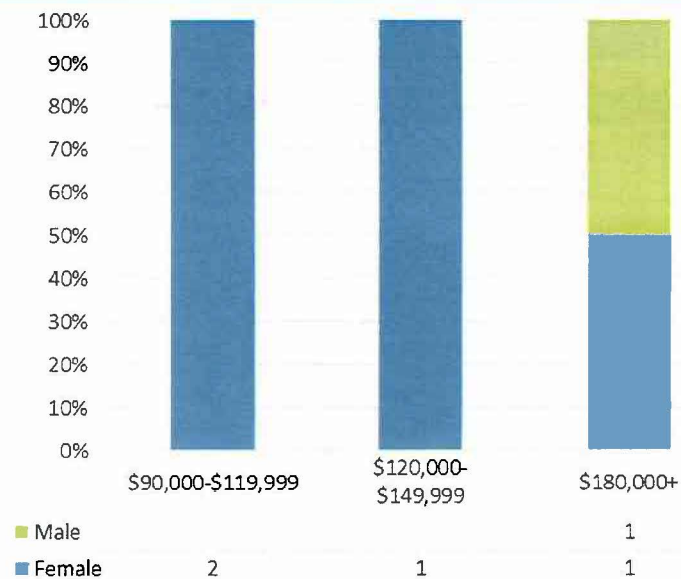


Non-Management

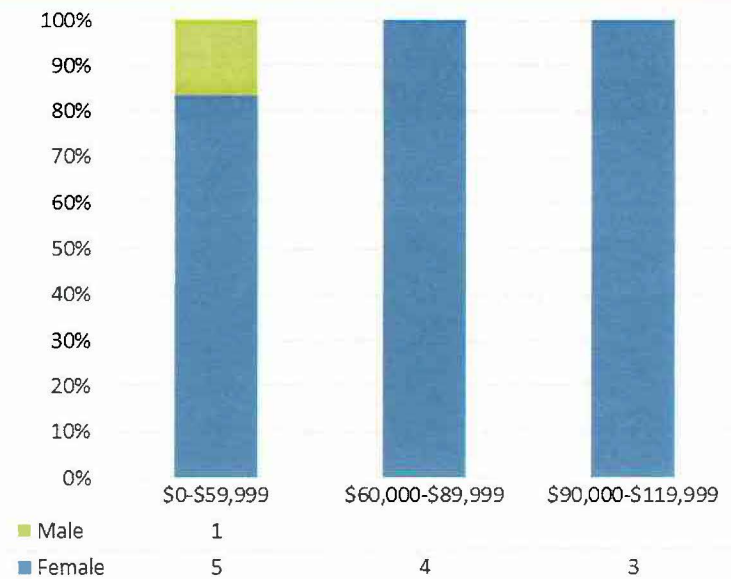


Gender by Salary Bracket

Officials/Administrators



Non-Management

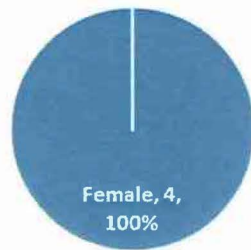


Gender Breakdown – By Department

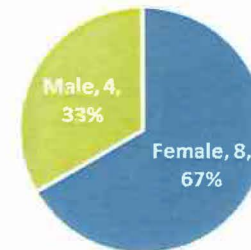
D) CITY CLERK

Gender Breakdown

Officials/Administrators

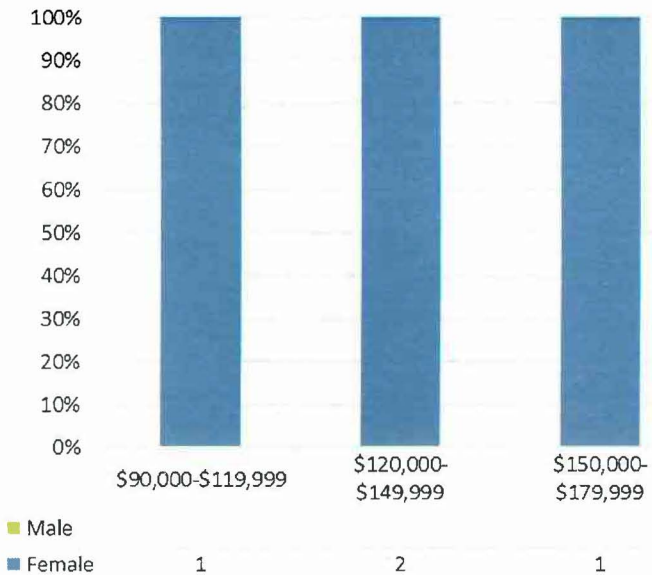


Non-Management

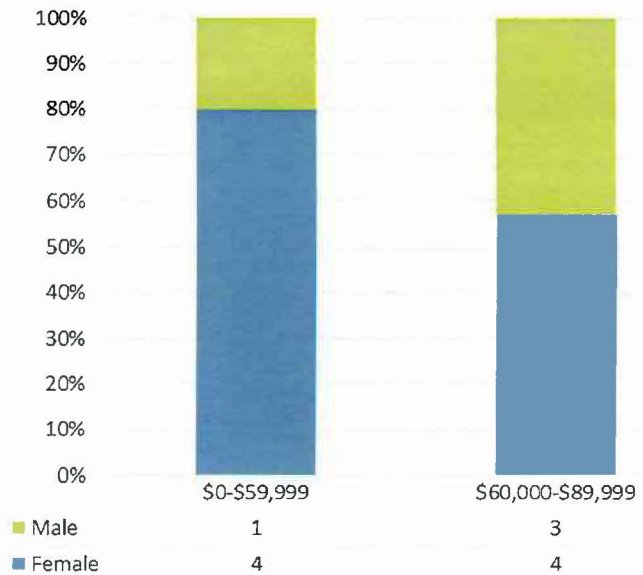


Gender by Salary Bracket

Officials/Administrators



Non-Management

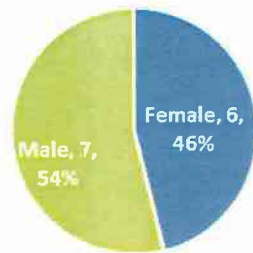


Gender Breakdown – By Department

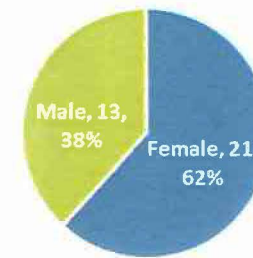
E) CITY MANAGER'S OFFICE

Gender Breakdown

Officials/Administrators

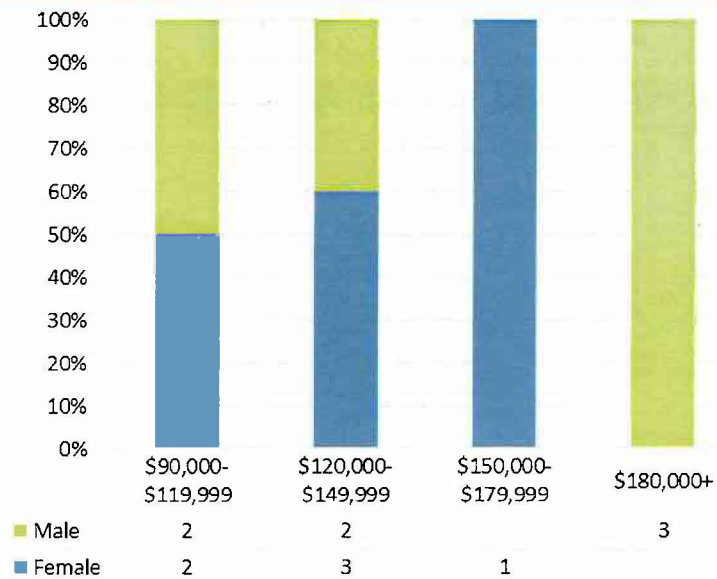


Non-Management

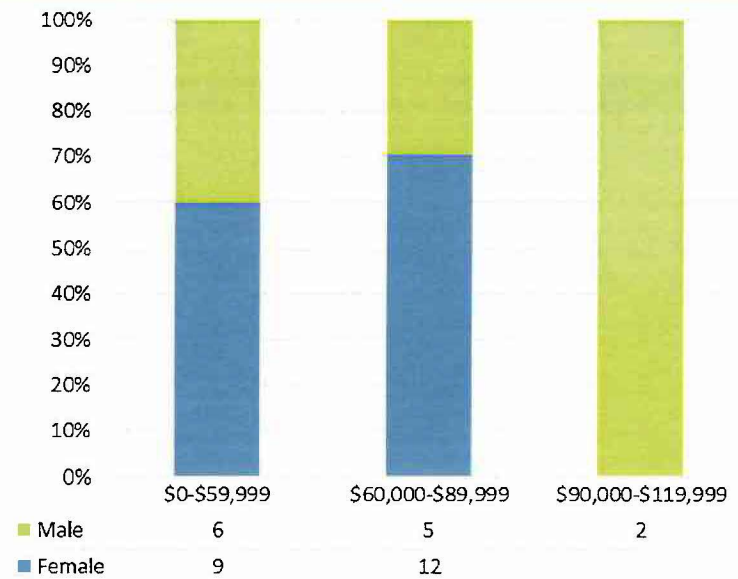


Gender by Salary Bracket

Officials/Administrators



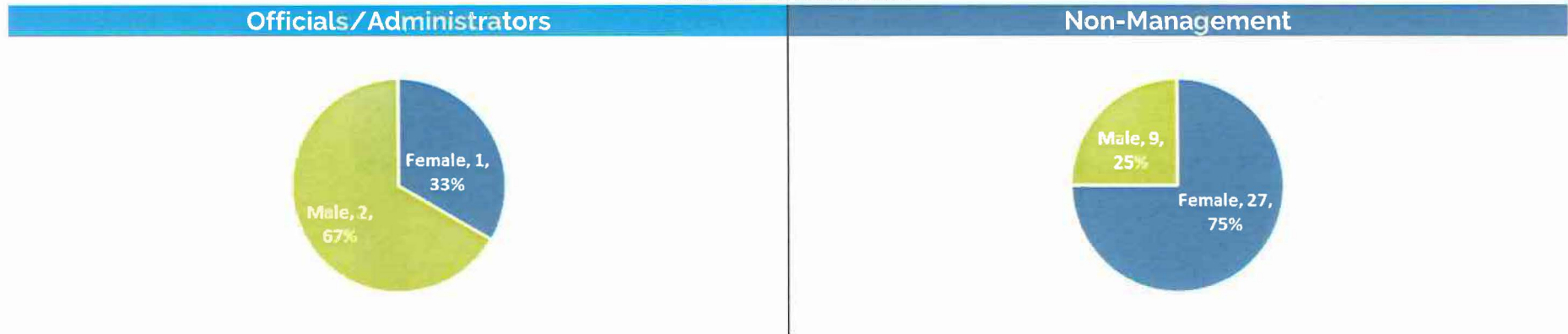
Non-Management



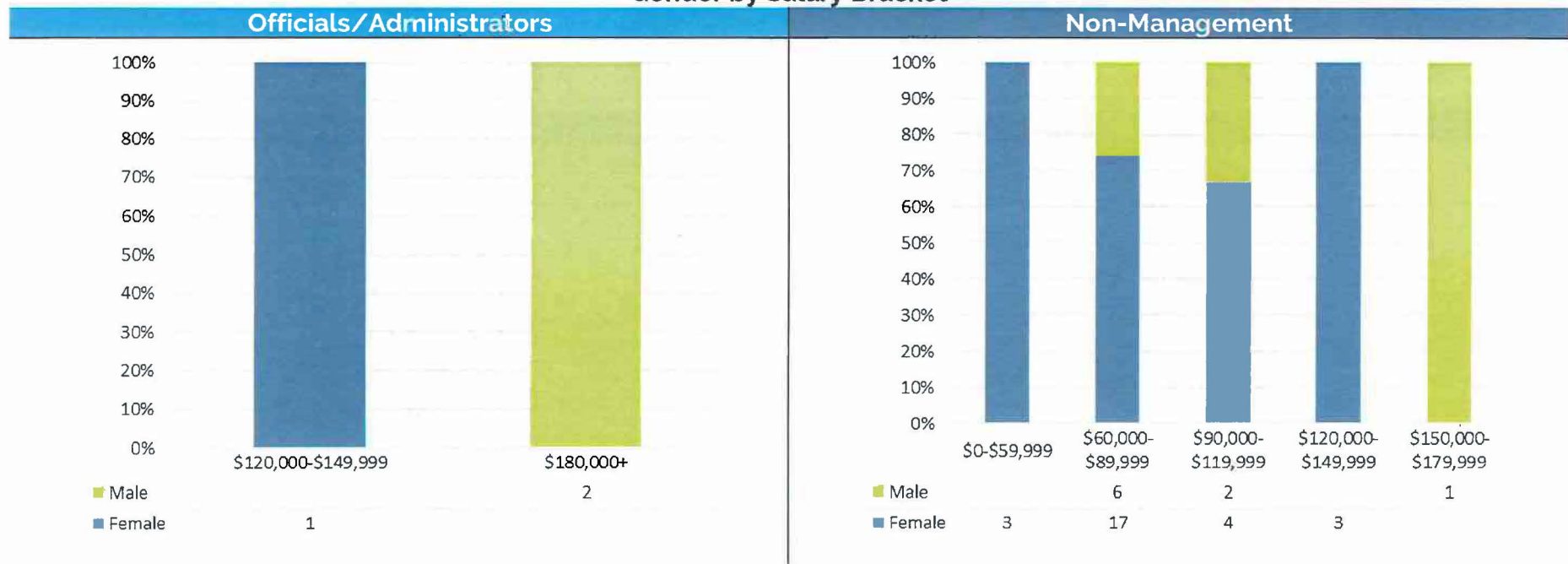
Gender Breakdown – By Department

F) CITY PROSECUTOR

Gender Breakdown



Gender by Salary Bracket

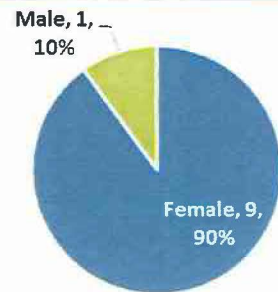


Gender Breakdown – By Department

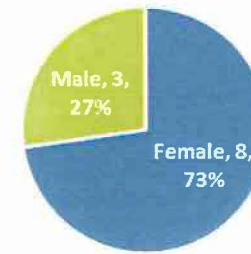
G) CIVIL SERVICE

Gender Breakdown

Officials/Administrators

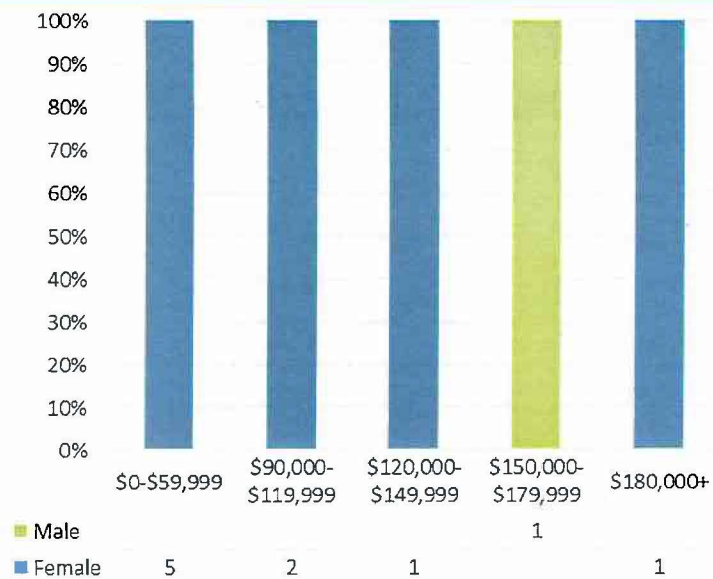


Non-Management

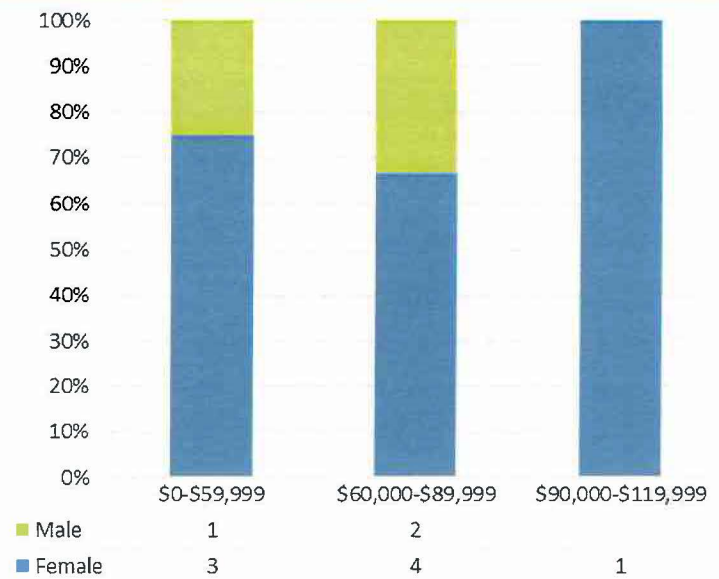


Gender by Salary Bracket

Officials/Administrators



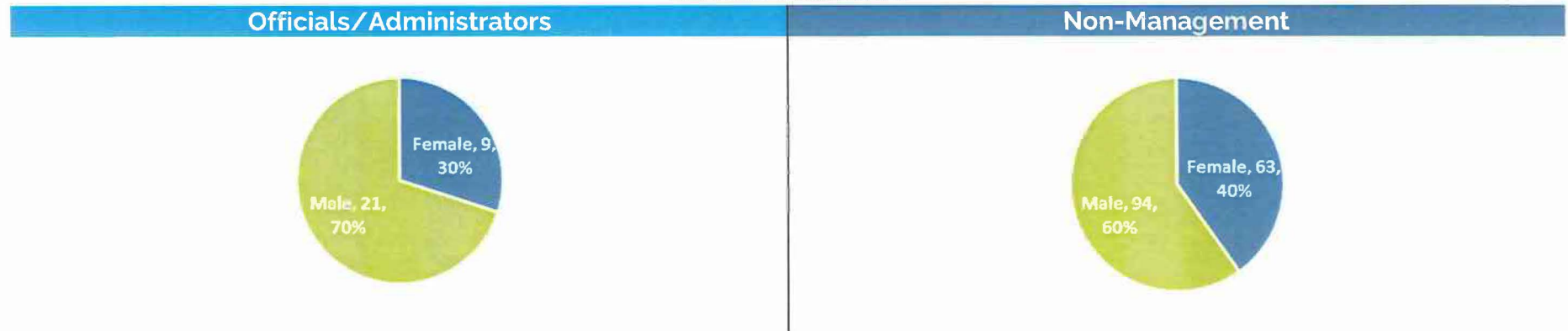
Non-Management



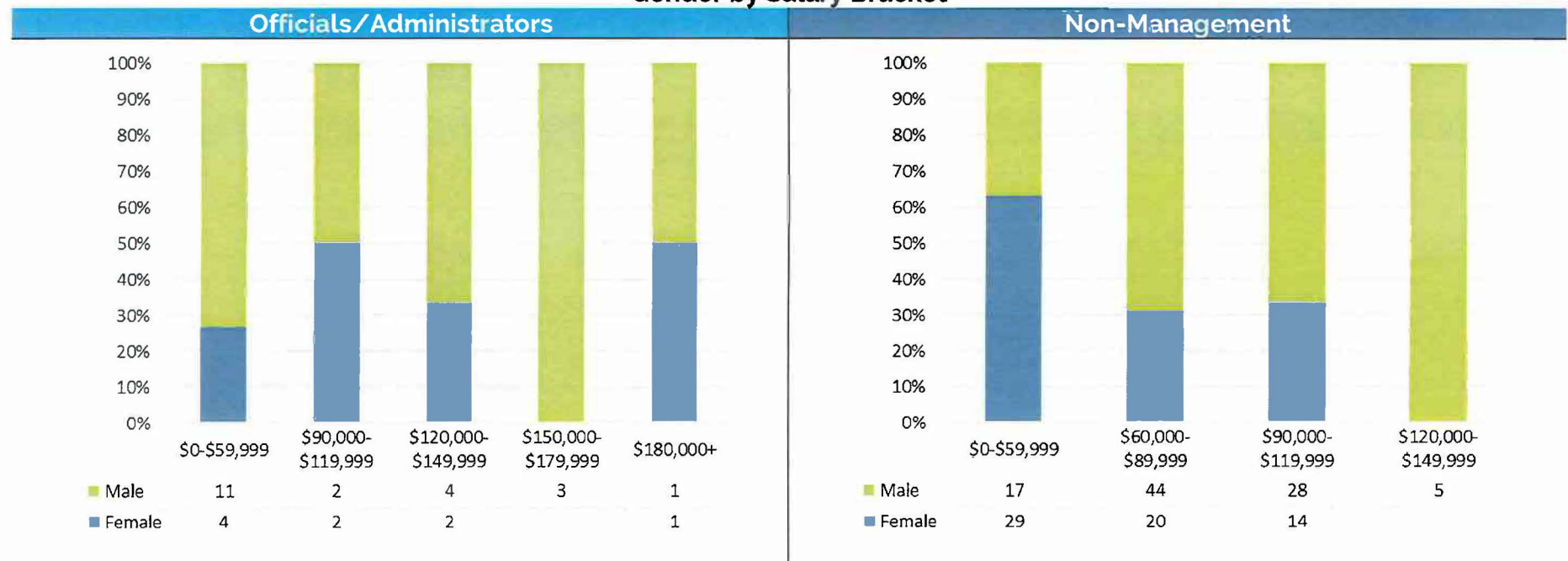
Gender Breakdown – By Department

H) DEVELOPMENT SERVICES

Gender Breakdown



Gender by Salary Bracket

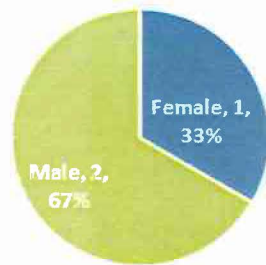


Gender Breakdown – By Department

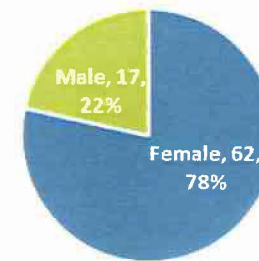
I) DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS

Gender Breakdown

Officials/Administrators

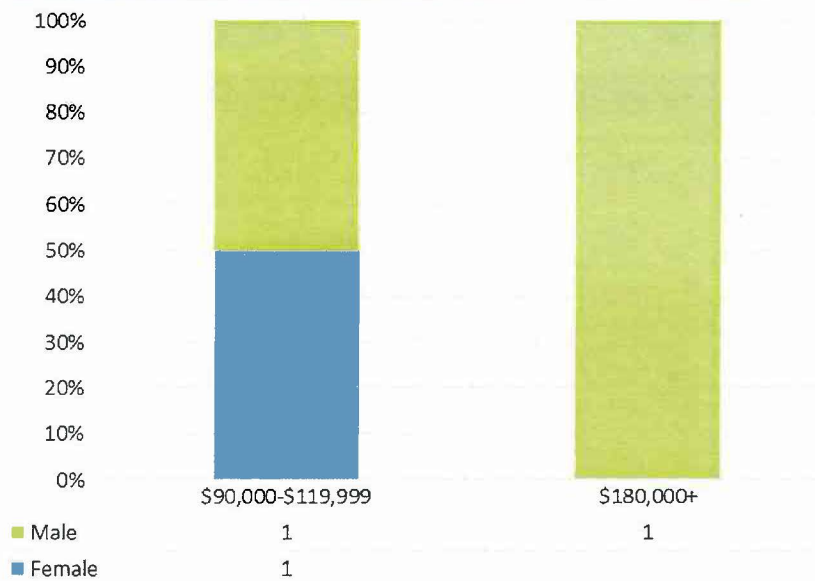


Non-Management

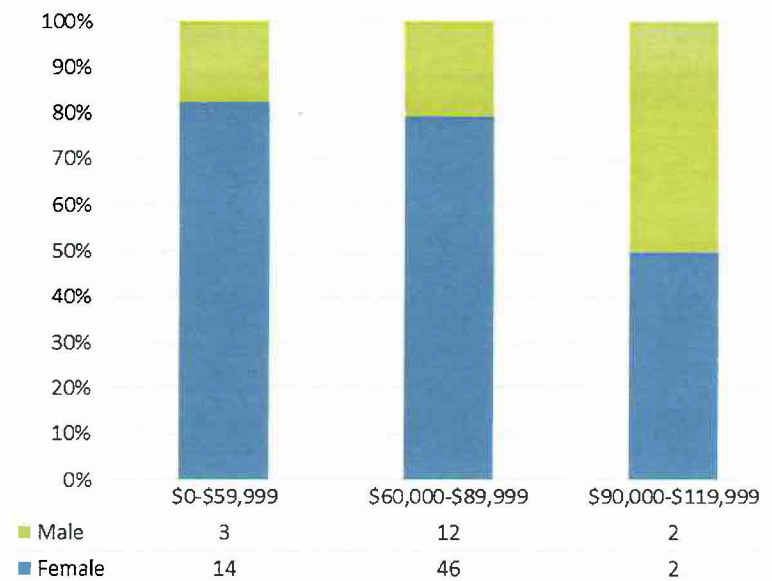


Gender by Salary Bracket

Officials/Administrators



Non-Management

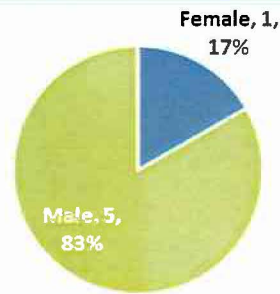


Gender Breakdown – By Department

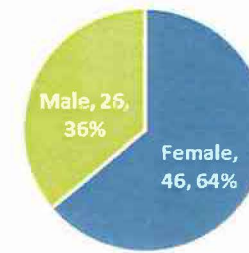
J) ECONOMIC DEVELOPMENT

Gender Breakdown

Officials/Administrators

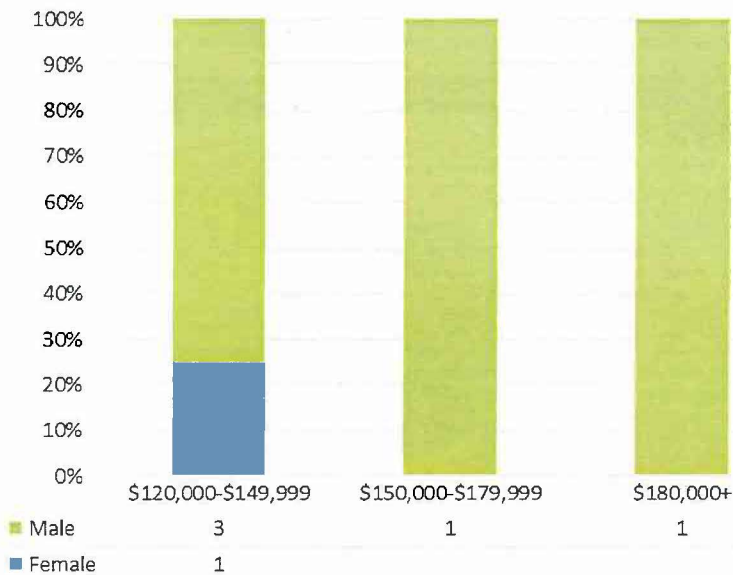


Non-Management

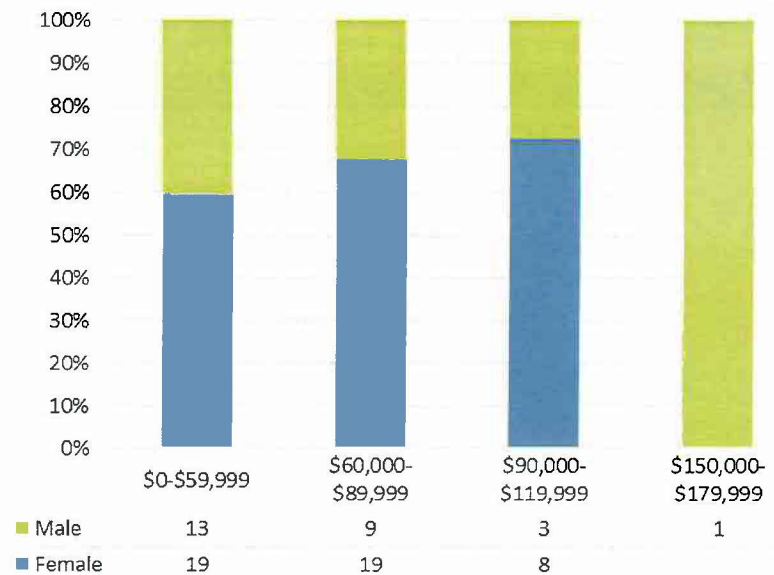


Gender by Salary Bracket

Officials/Administrators



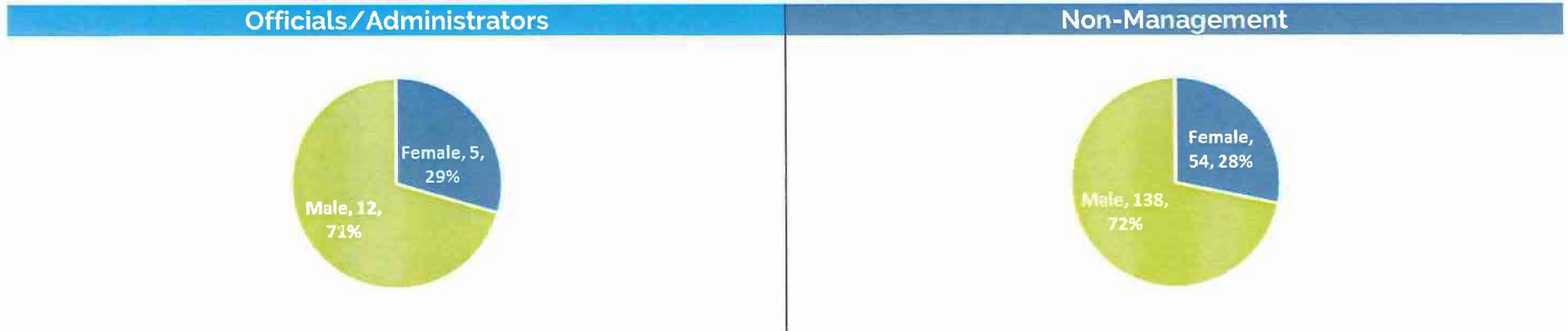
Non-Management



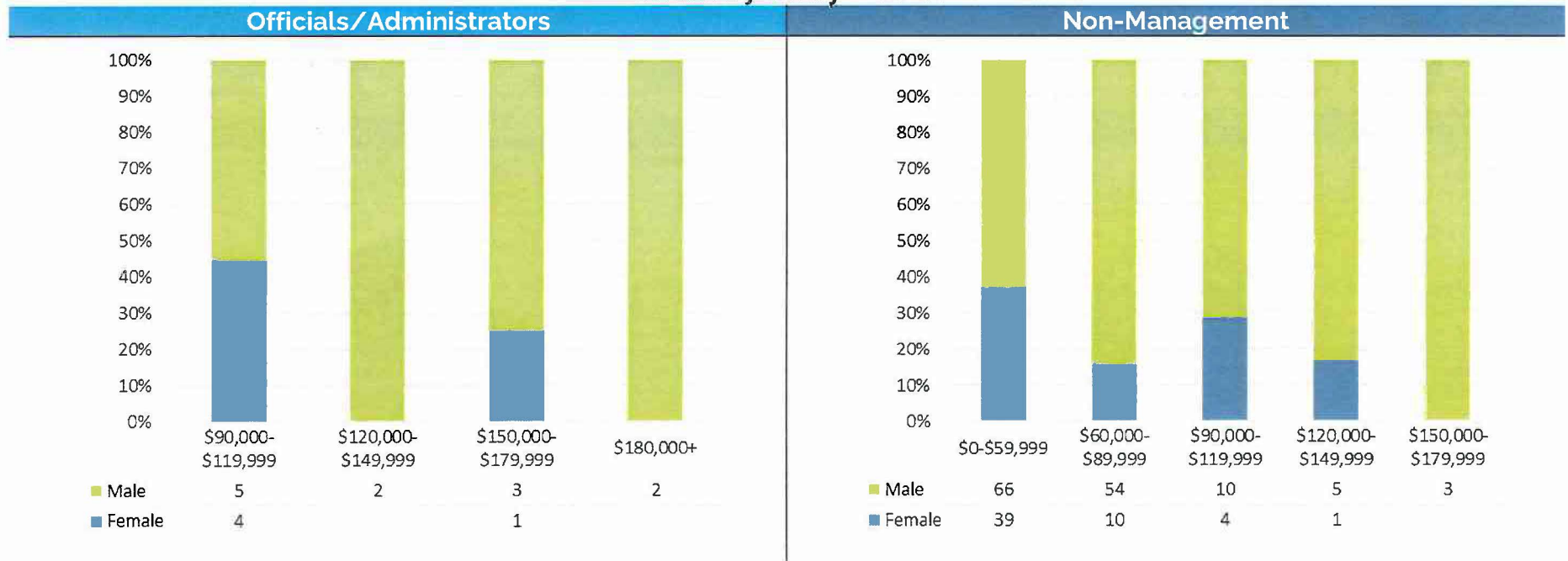
Gender Breakdown – By Department

K) ENERGY RESOURCES

Gender Breakdown



Gender by Salary Bracket

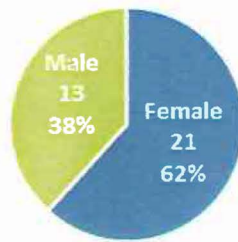


Gender Breakdown – By Department

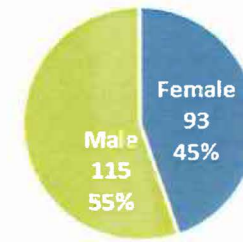
L) FINANCIAL MANAGEMENT

Gender Breakdown

Officials/Administrators



Non-Management

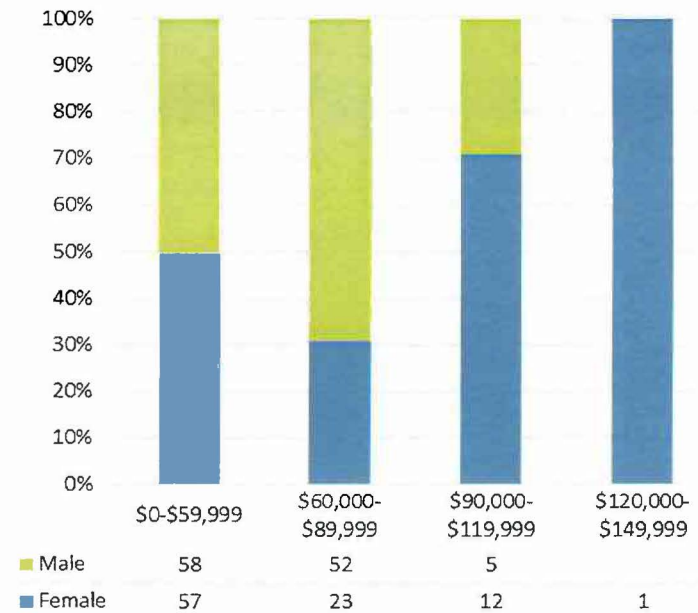


Gender by Salary Bracket

Officials/Administrators



Non-Management

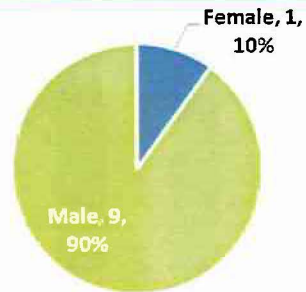


Gender Breakdown – By Department

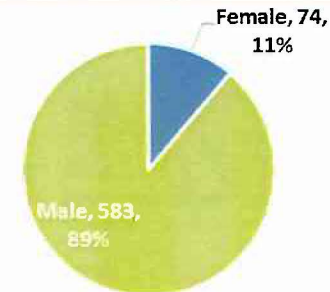
M) FIRE

Gender Breakdown

Officials/Administrators

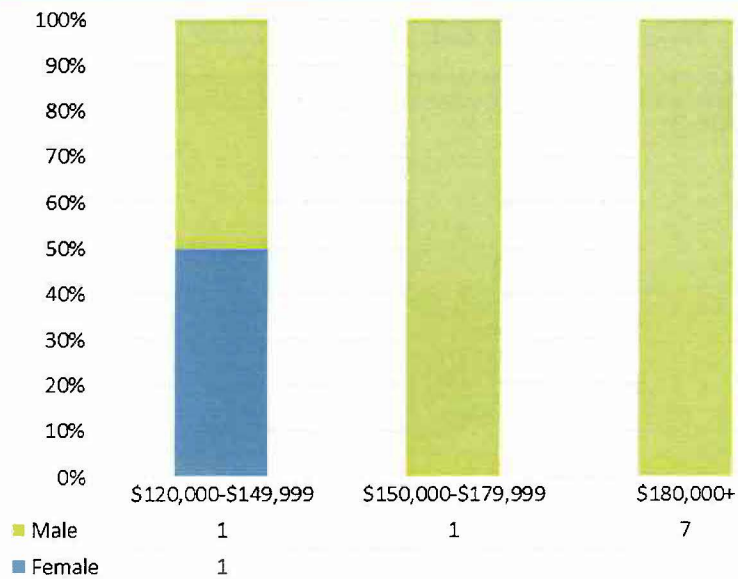


Non-Management

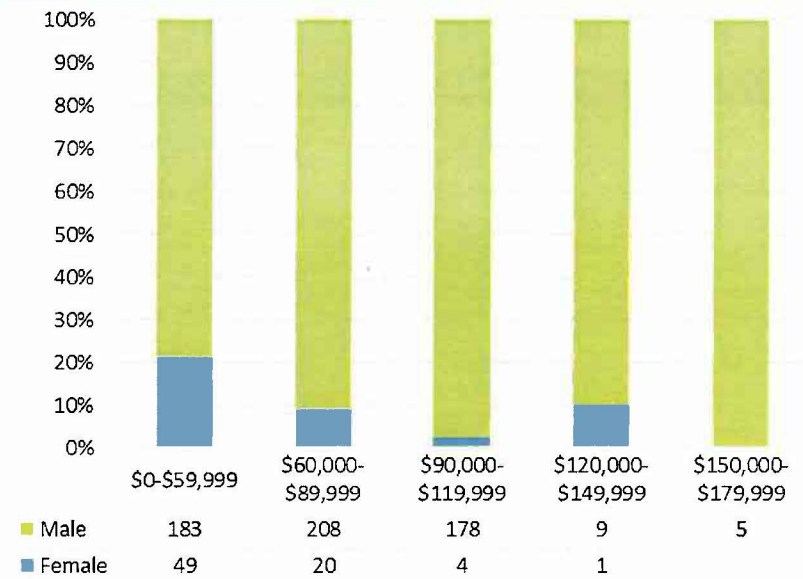


Gender by Salary Bracket

Officials/Administrators



Non-Management

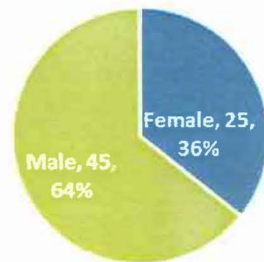


Gender Breakdown – By Department

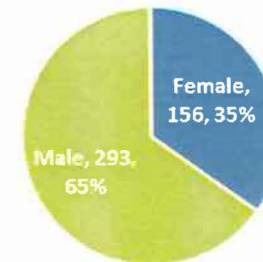
N) HARBOR

Gender Breakdown

Officials/Administrators



Non-Management

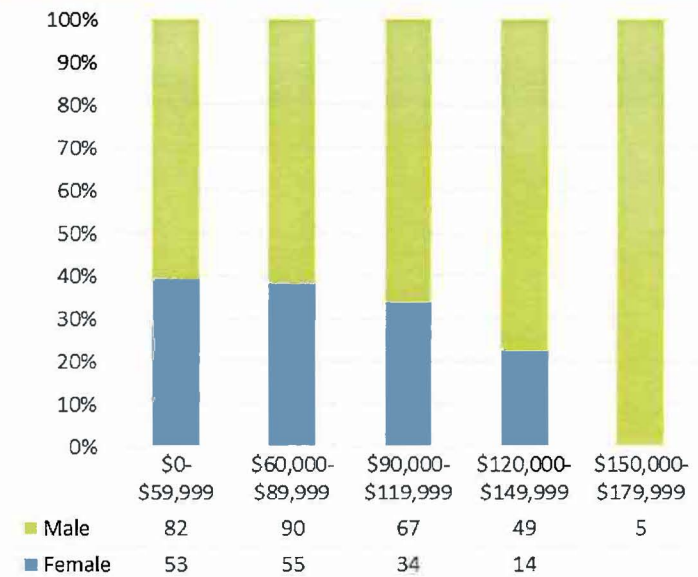


Gender by Salary Bracket

Officials/Administrators



Non-Management

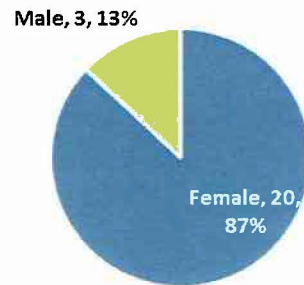


Gender Breakdown – By Department

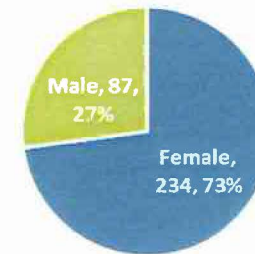
O) HEALTH AND HUMAN SERVICES

Gender Breakdown

Officials/Administrators

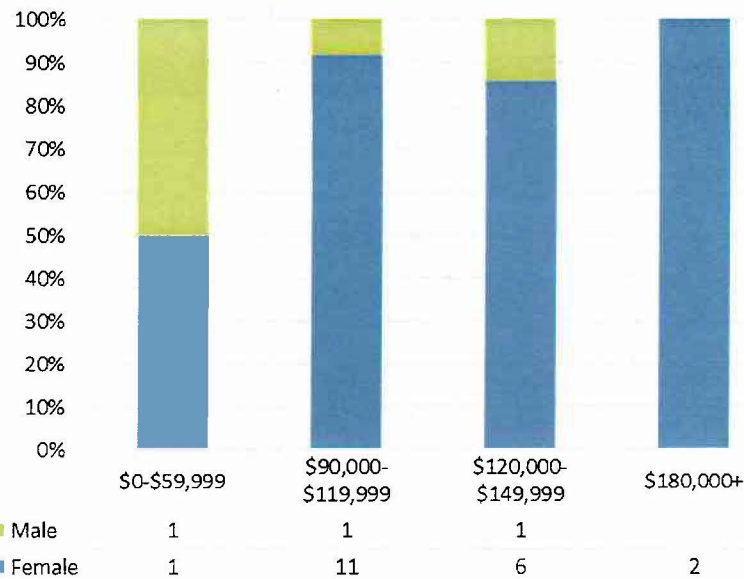


Non-Management

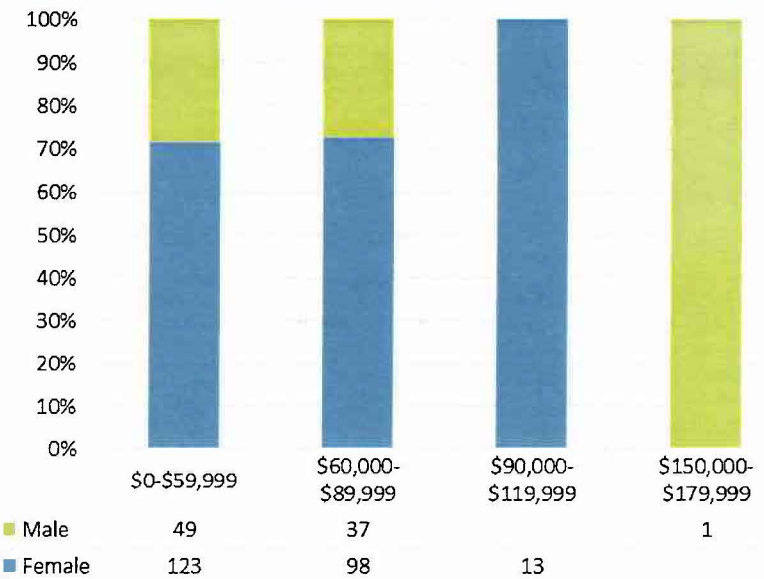


Gender by Salary Bracket

Officials/Administrators



Non-Management

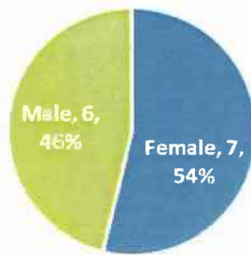


Gender Breakdown – By Department

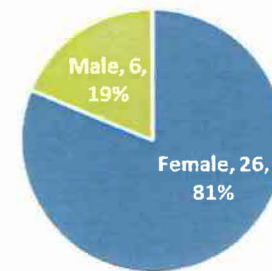
P) HUMAN RESOURCES

Gender Breakdown

Officials/Administrators

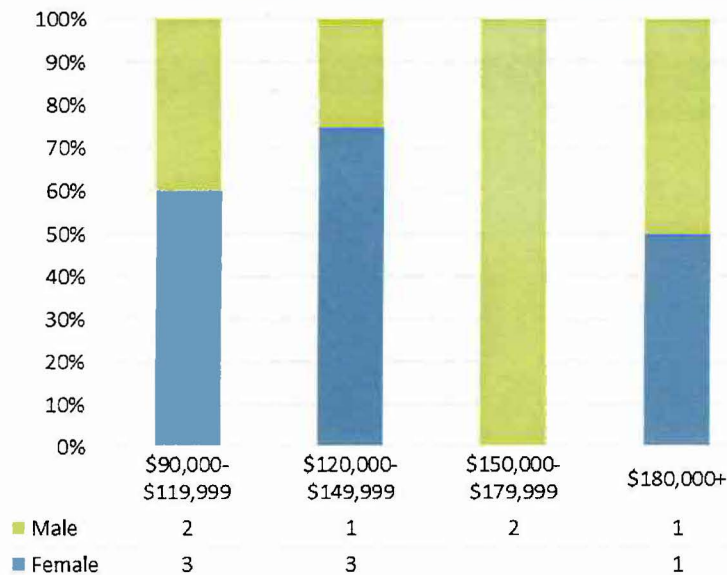


Non-Management

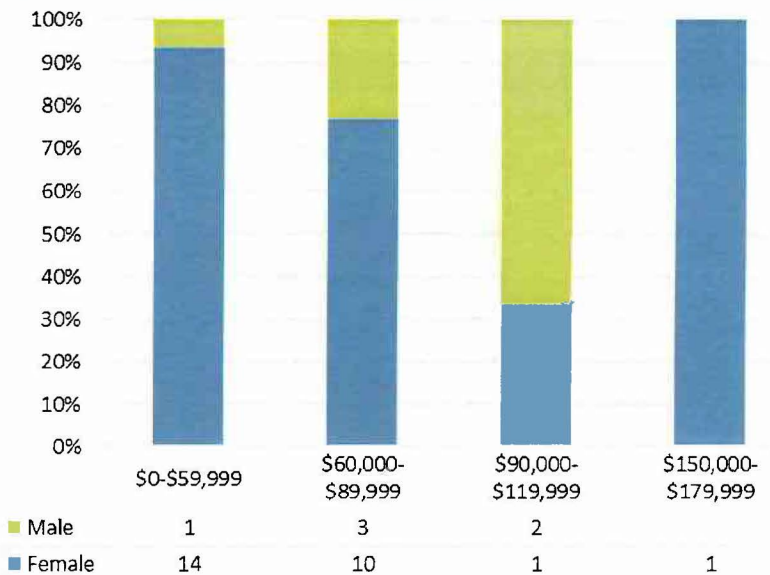


Gender by Salary Bracket

Officials/Administrators



Non-Management

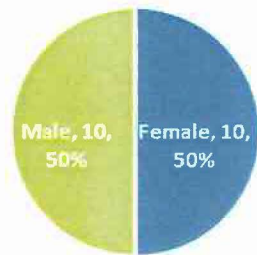


Gender Breakdown – By Department

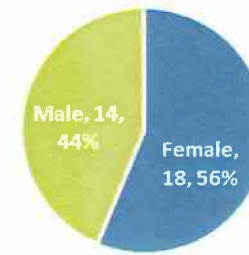
Q) LEGISLATIVE

Gender Breakdown

Officials/Administrators



Non-Management

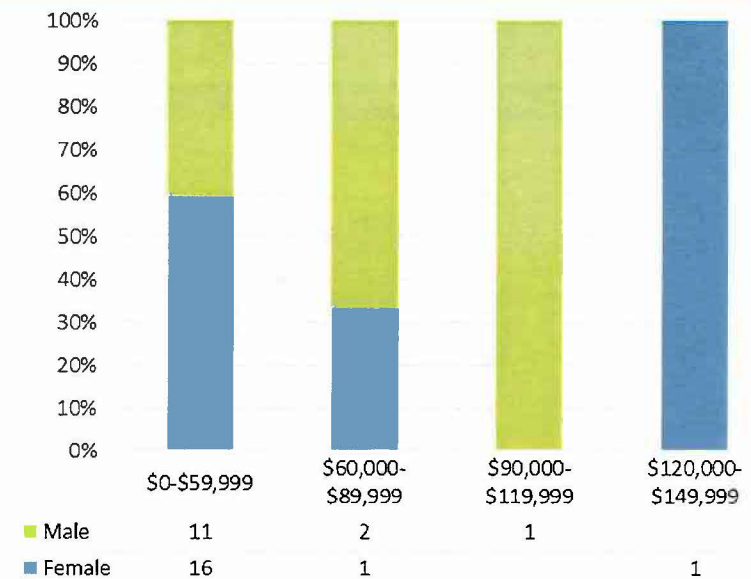


Gender by Salary Bracket

Officials/Administrators



Non-Management

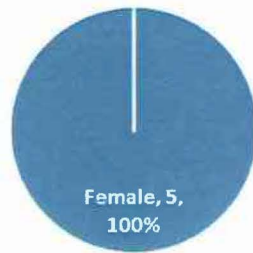


Gender Breakdown – By Department

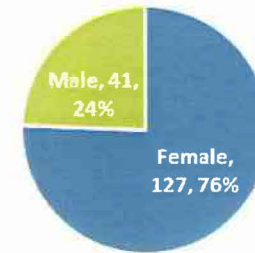
R) LIBRARY SERVICES

Gender Breakdown

Officials/Administrators

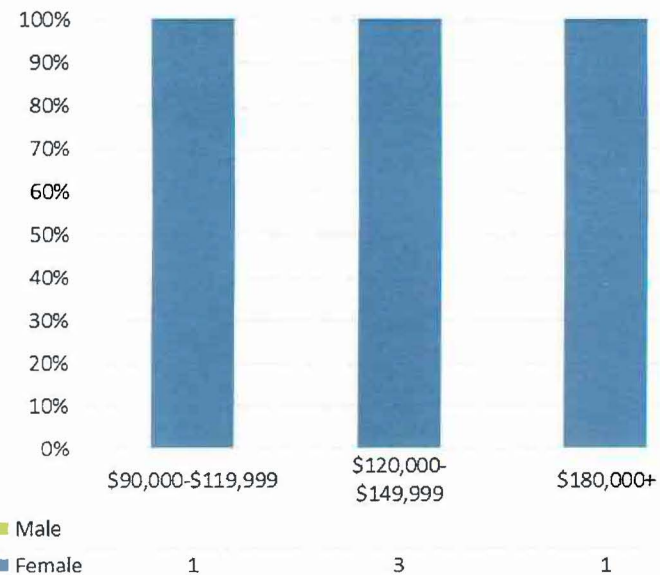


Non-Management

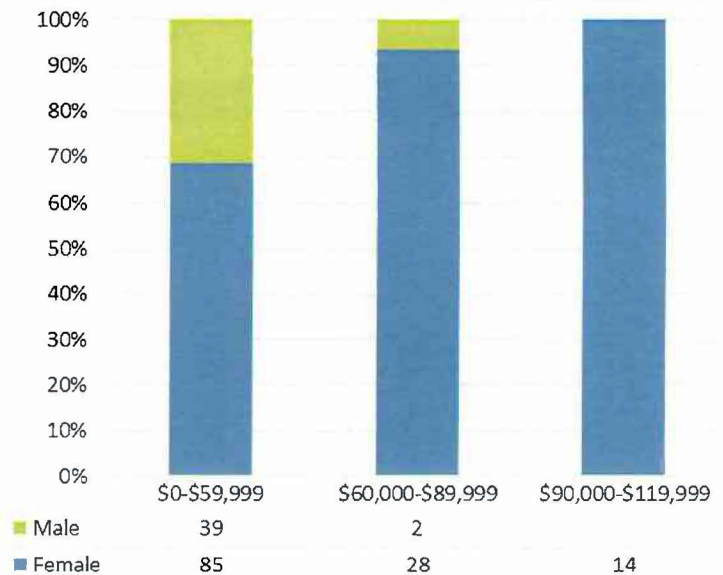


Gender by Salary Bracket

Officials/Administrators



Non-Management

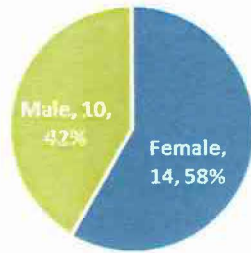


Gender Breakdown – By Department

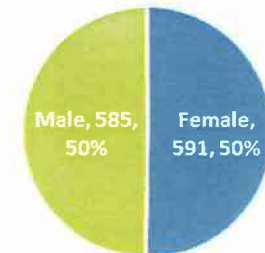
S) PARKS, RECREATION & MARINE

Gender Breakdown

Officials/Administrators

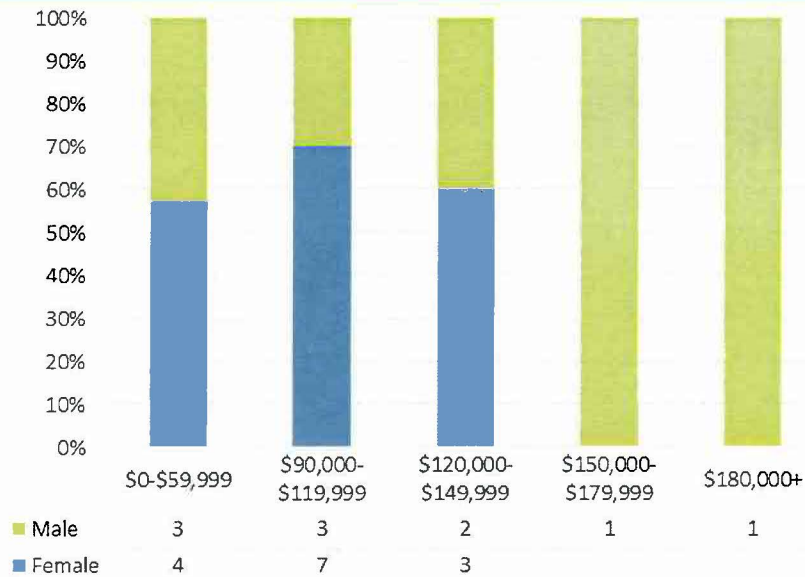


Non-Management

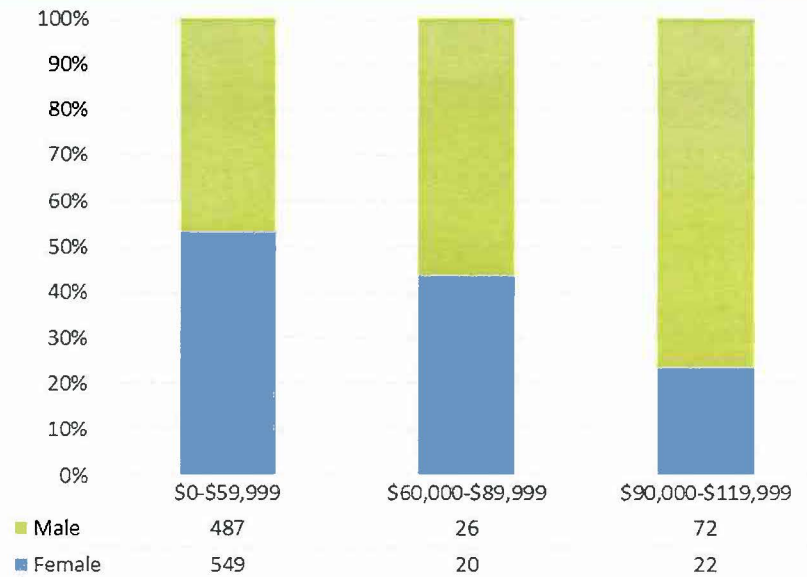


Gender by Salary Bracket

Officials/Administrators



Non-Management

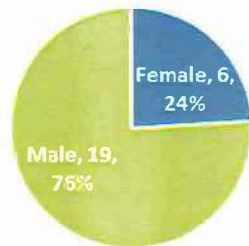


Gender Breakdown – By Department

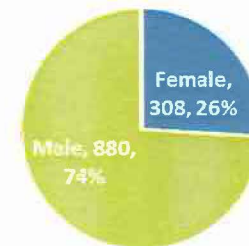
T) POLICE

Gender Breakdown

Officials/Administrators



Non-Management

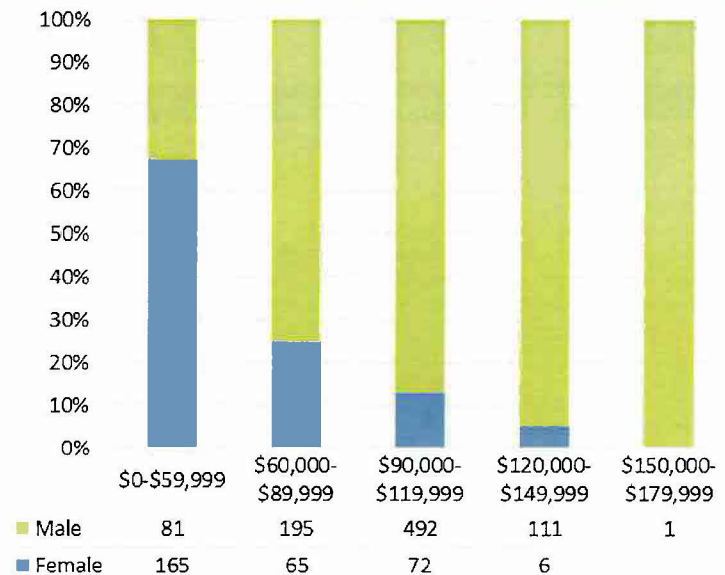


Gender by Salary Bracket

Officials/Administrators



Non-Management

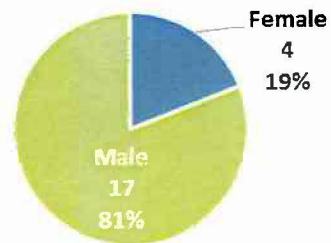


Gender Breakdown – By Department

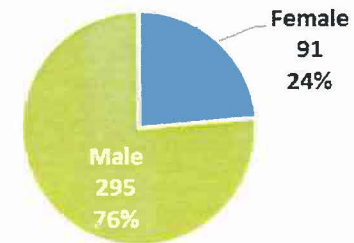
U) PUBLIC WORKS

Gender Breakdown

Officials/Administrators



Non-Management

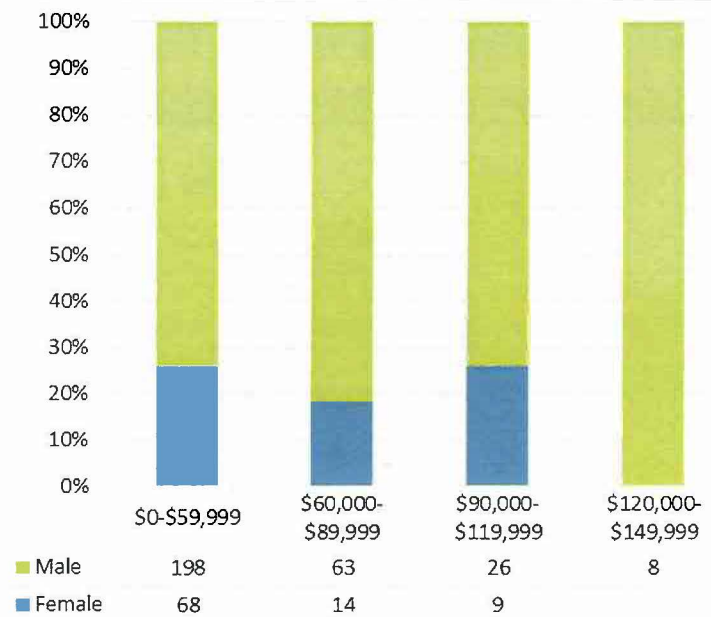


Gender by Salary Bracket

Officials/Administrators



Non-Management

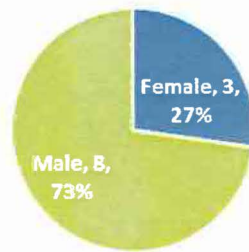


Gender Breakdown – By Department

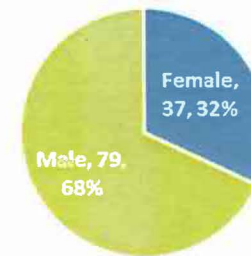
V) TECHNOLOGY AND INNOVATION

Gender Breakdown

Officials/Administrators

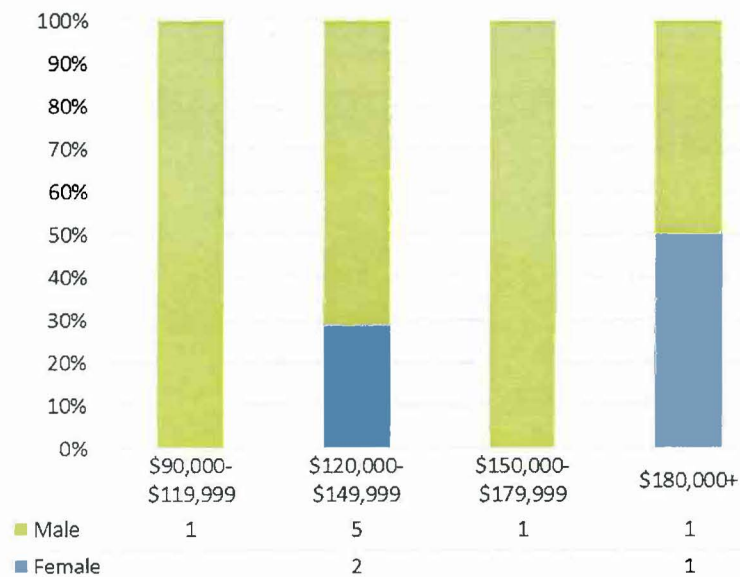


Non-Management

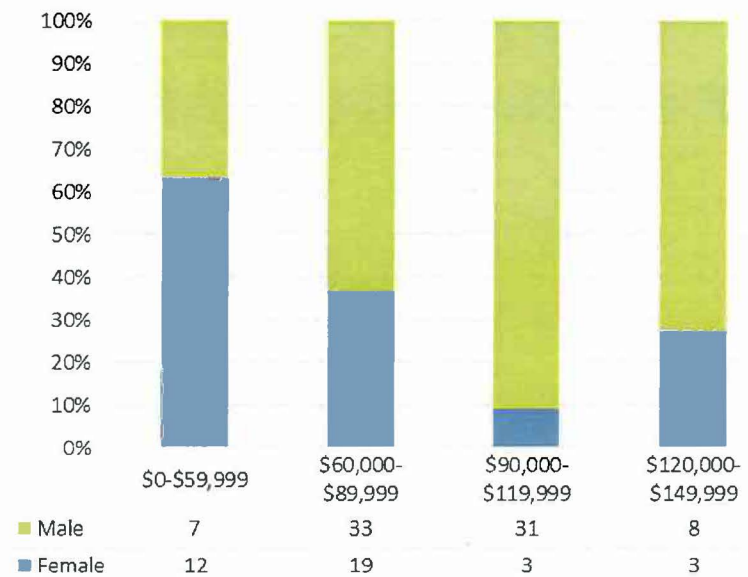


Gender by Salary Bracket

Officials/Administrators



Non-Management

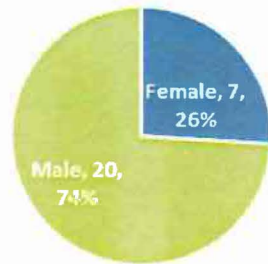


Gender Breakdown – By Department

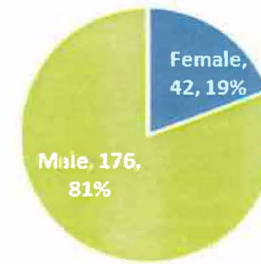
W) WATER

Gender Breakdown

Officials/Administrators

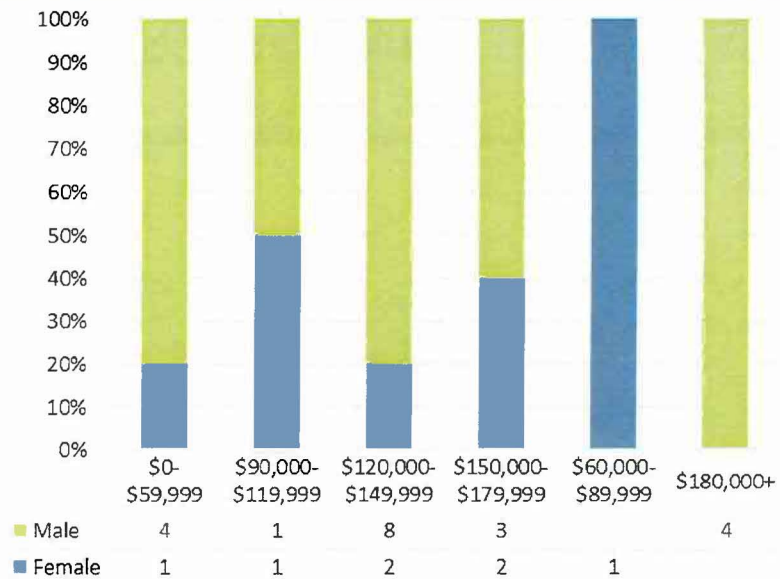


Non-Management



Gender by Salary Bracket

Officials/Administrators



Non-Management



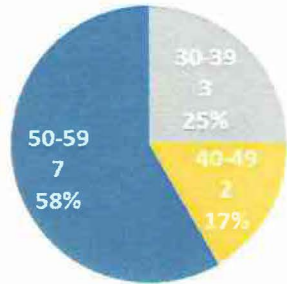
6. AGE BREAKDOWN – BY DEPARTMENT

Age Breakdown – By Department

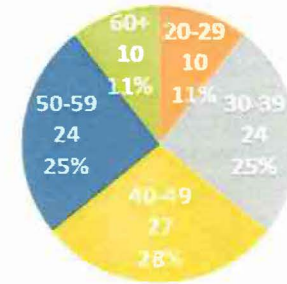
A) AIRPORT

Age Breakdown

Officials/Administrators

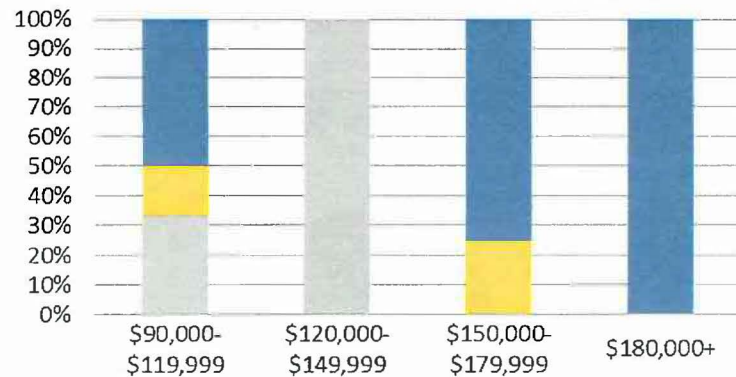


Non-Management



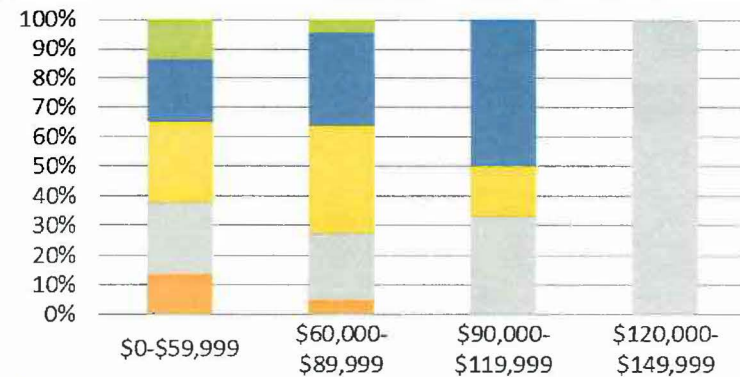
Age by Salary Bracket

Officials/Administrators



60+				
50-59	3		3	1
40-49	1		1	
30-39	2	1		
20-29				
16-19				

Non-Management



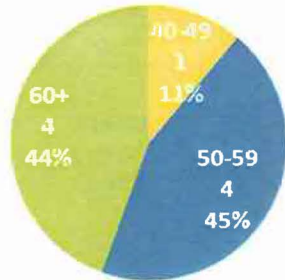
60+	9	1		
50-59	14	7	3	
40-49	18	8	1	
30-39	16	5	2	1
20-29	9	1		
16-19				

Age Breakdown – By Department

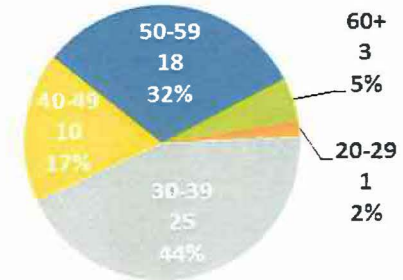
B) CITY ATTORNEY

Age Breakdown

Officials/Administrators

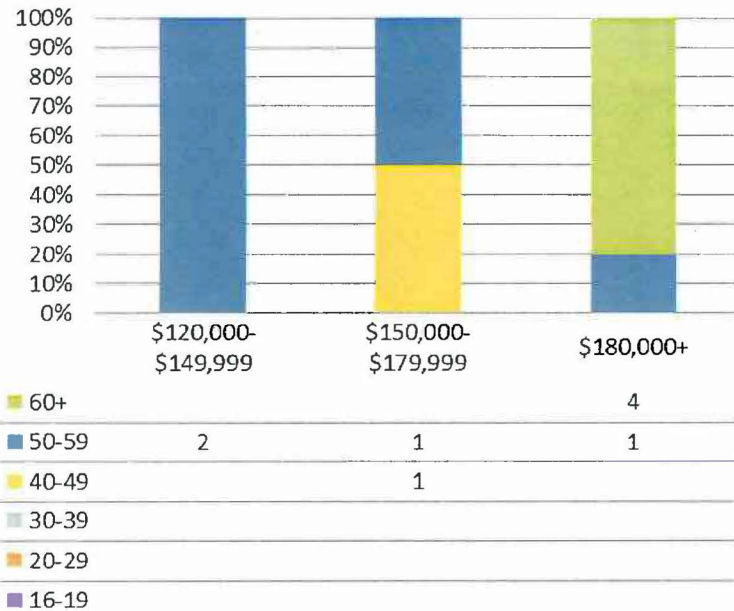


Non-Management



Age by Salary Bracket

Officials/Administrators



Non-Management

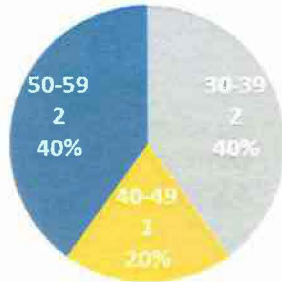


Age Breakdown – By Department

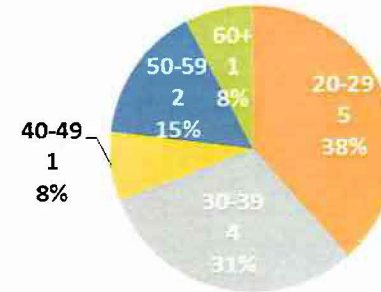
C) CITY AUDITOR

Age Breakdown

Officials/Administrators

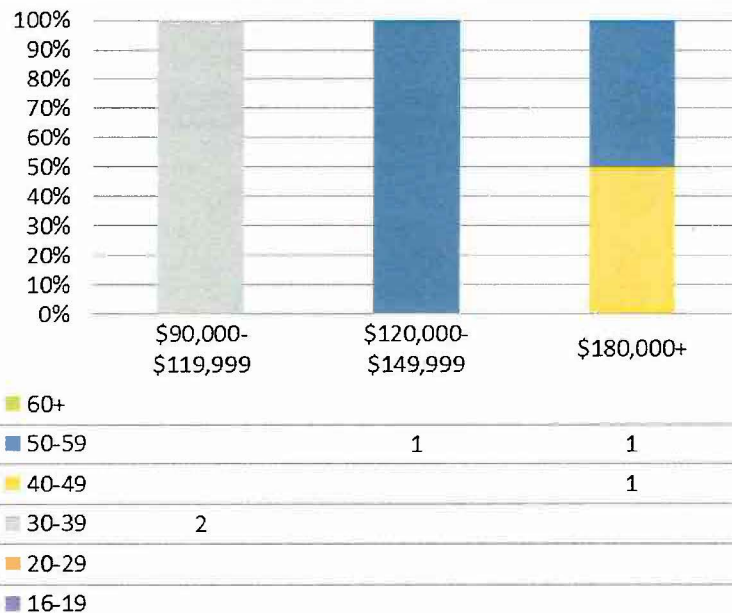


Non-Management



Age by Salary Bracket

Officials/Administrators



Non-Management

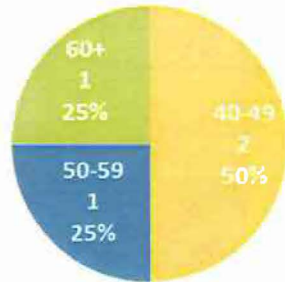


Age Breakdown – By Department

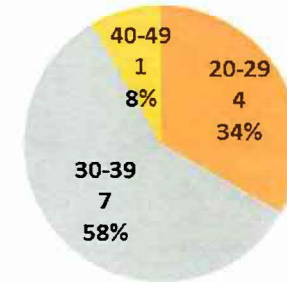
D) CITY CLERK

Age Breakdown

Officials/Administrators



Non-Management

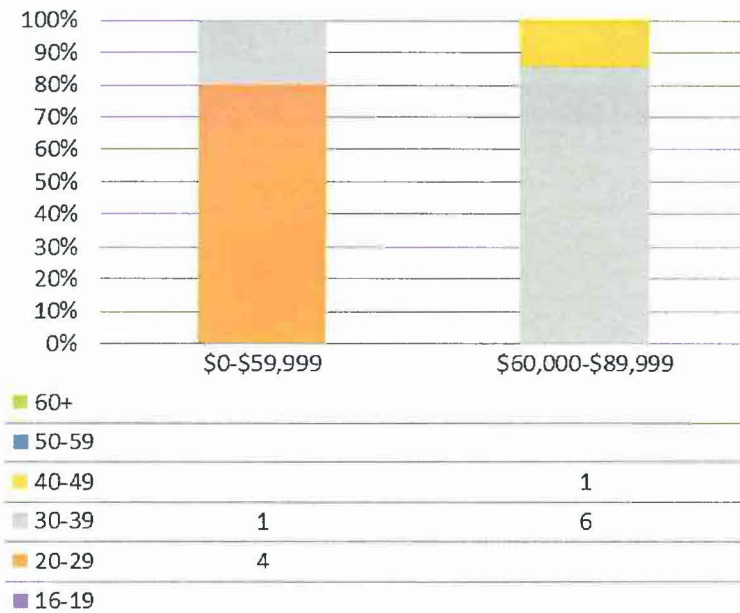


Age by Salary Bracket

Officials/Administrators



Non-Management

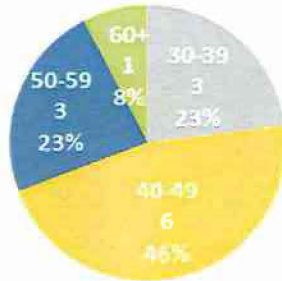


Age Breakdown – By Department

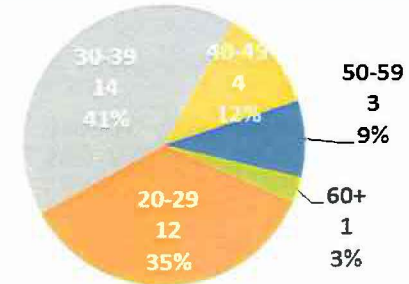
E) CITY MANAGER'S OFFICE

Age Breakdown

Officials/Administrators



Non-Management

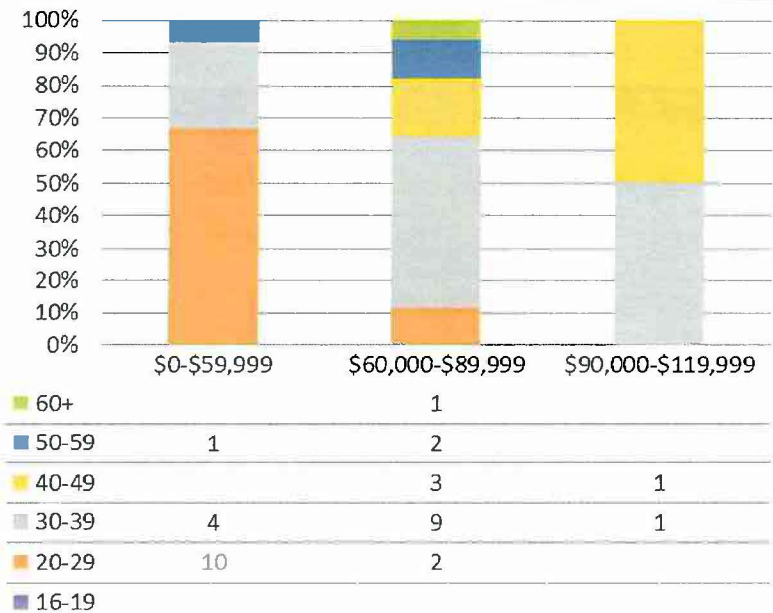


Age by Salary Bracket

Officials/Administrators



Non-Management

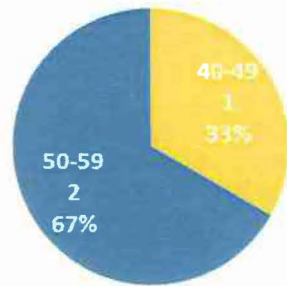


Age Breakdown – By Department

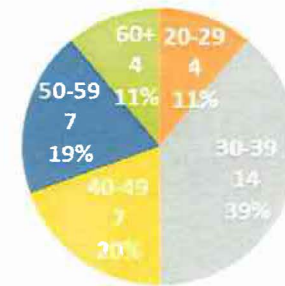
F) CITY PROSECUTOR

Age Breakdown

Officials/Administrators



Non-Management



Age by Salary Bracket

Officials/Administrators



Non-Management

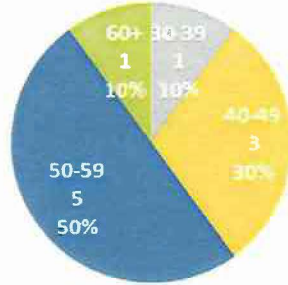


Age Breakdown – By Department

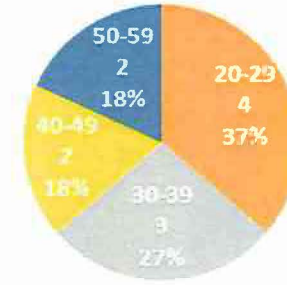
G) CIVIL SERVICE

Age Breakdown

Officials/Administrators

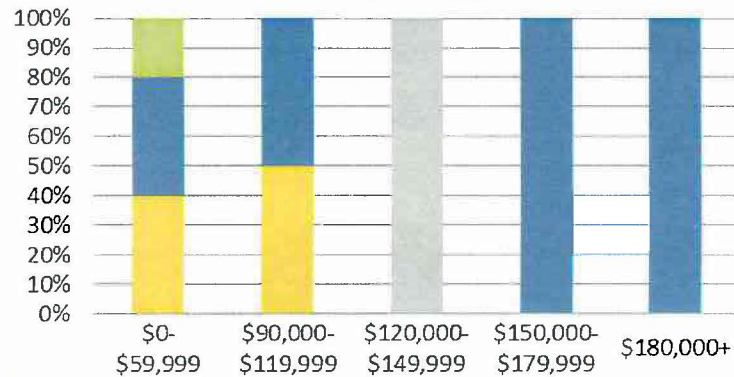


Non-Management



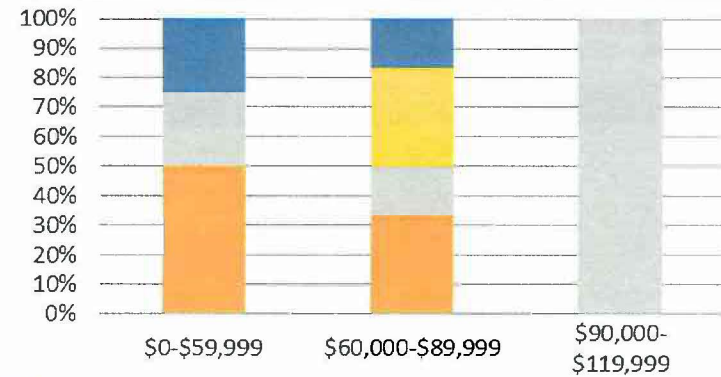
Age by Salary Bracket

Officials/Administrators



60+	1				
50-59	2	1		1	1
40-49	2	1			
30-39			1		
20-29					
16-19					

Non-Management



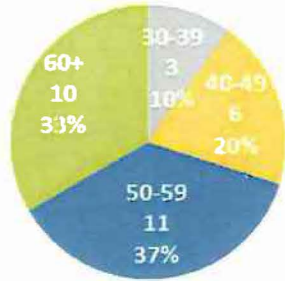
60+			
50-59	1	1	
40-49		2	
30-39	1	1	1
20-29	2	2	
16-19			

Age Breakdown – By Department

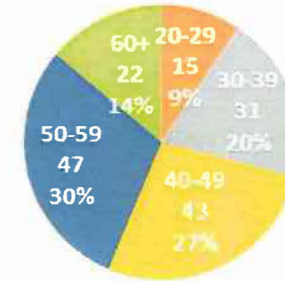
H) DEVELOPMENT SERVICES

Age Breakdown

Officials/Administrators



Non-Management



Age by Salary Bracket

Officials/Administrators



Non-Management

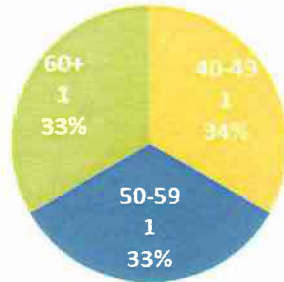


Age Breakdown – By Department

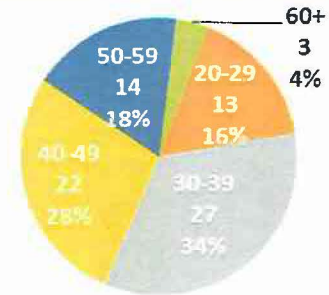
I) DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS

Age Breakdown

Officials/Administrators

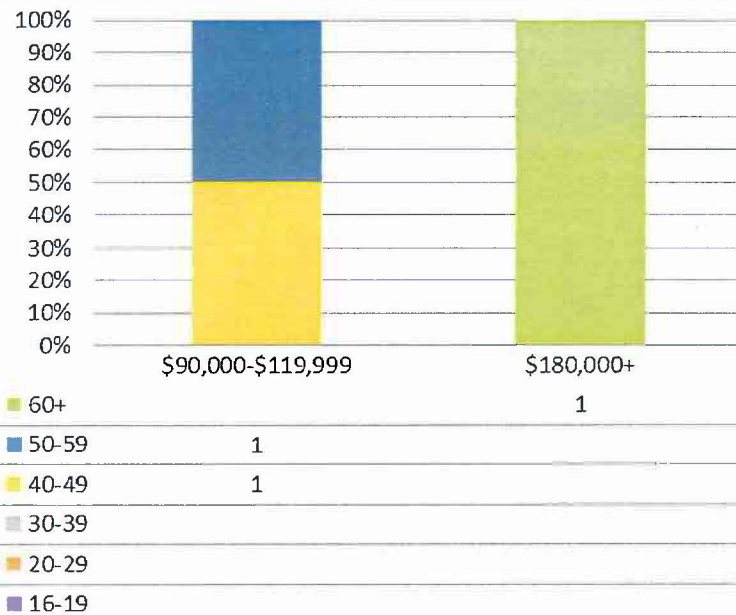


Non-Management

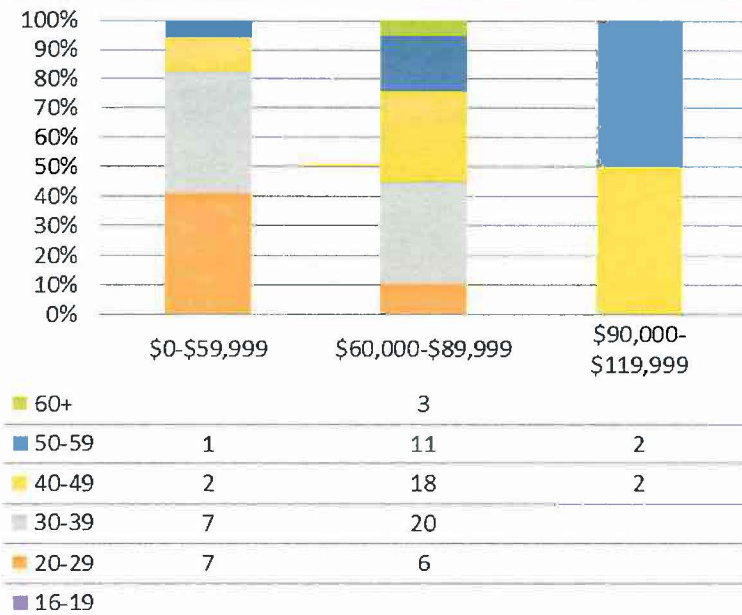


Age by Salary Bracket

Officials/Administrators



Non-Management

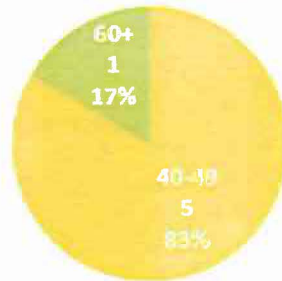


Age Breakdown – By Department

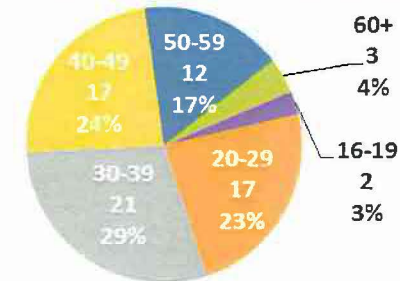
J) ECONOMIC DEVELOPMENT

Age Breakdown

Officials/Administrators



Non-Management



Age by Salary Bracket

Officials/Administrators



Non-Management

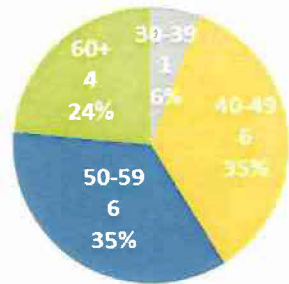


Age Breakdown – By Department

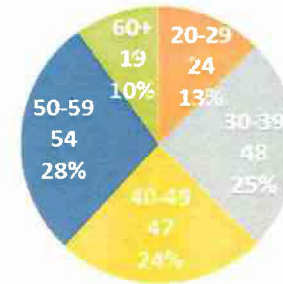
K) ENERGY RESOURCES

Age Breakdown

Officials/Administrators



Non-Management



Age by Salary Bracket

Officials/Administrators



Non-Management

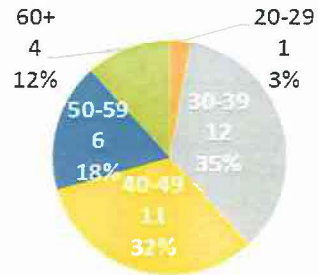


Age Breakdown – By Department

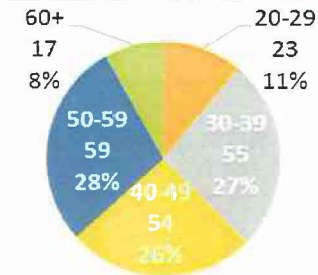
L) FINANCIAL MANAGEMENT

Age Breakdown

Officials/Administrators



Non-Management

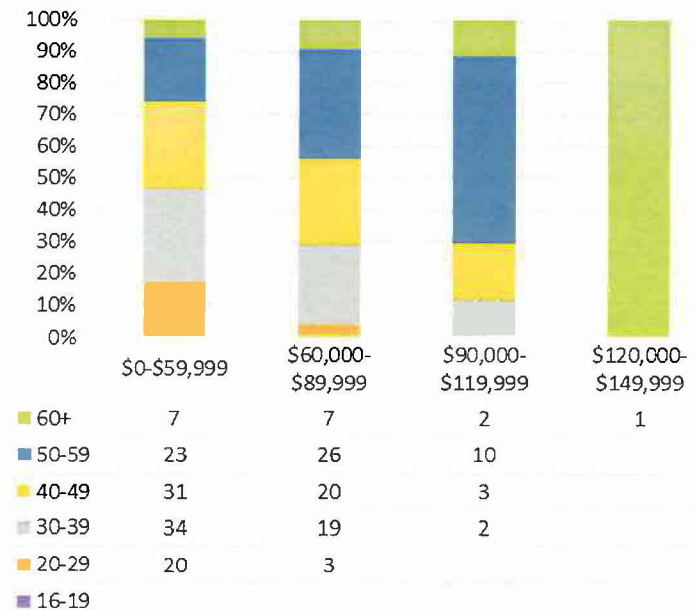


Age by Salary Bracket

Officials/Administrators



Non-Management

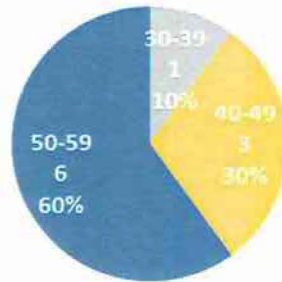


Age Breakdown – By Department

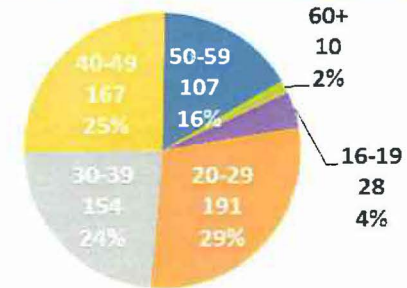
M) FIRE

Age Breakdown

Officials/Administrators

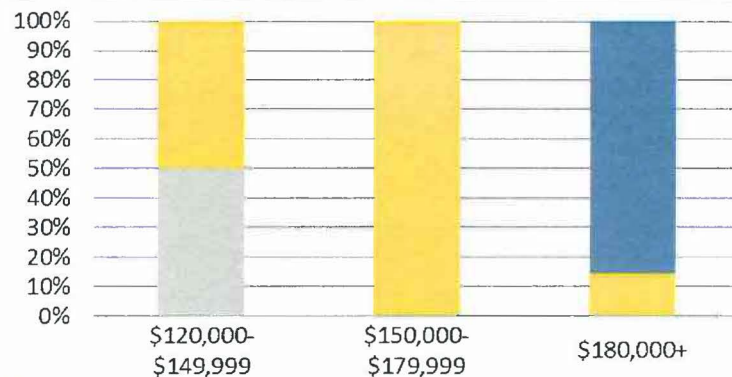


Non-Management



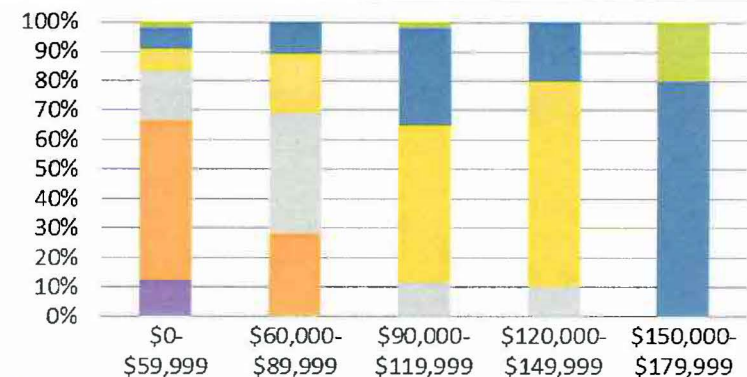
Age by Salary Bracket

Officials/Administrators



60+
50-59
40-49
30-39
20-29
16-19

Non-Management



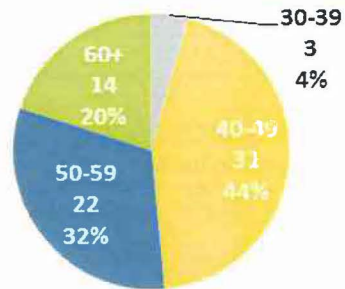
60+
50-59
40-49
30-39
20-29
16-19

Age Breakdown – By Department

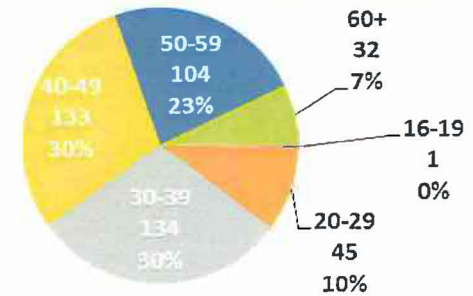
N) HARBOR

Age Breakdown

Officials/Administrators

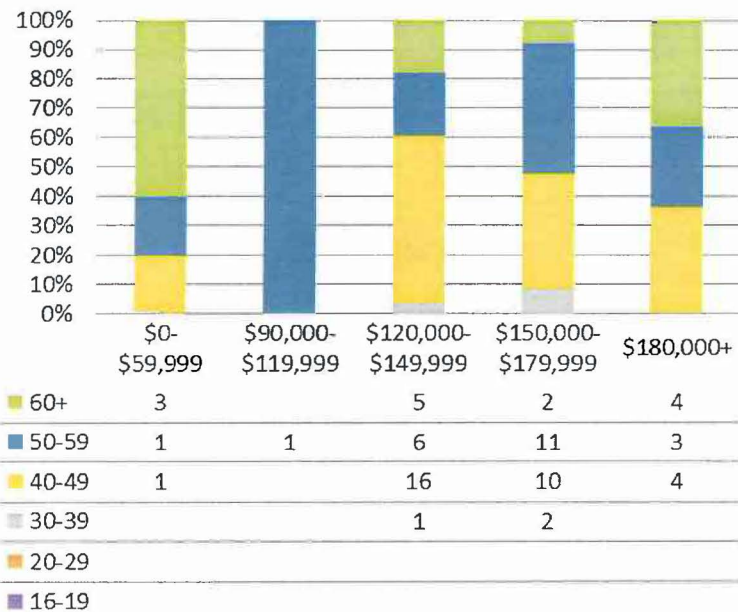


Non-Management



Age by Salary Bracket

Officials/Administrators



Non-Management

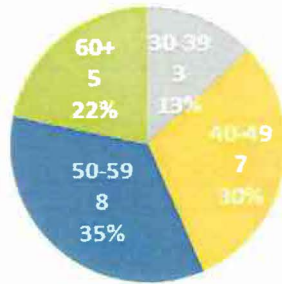


Age Breakdown – By Department

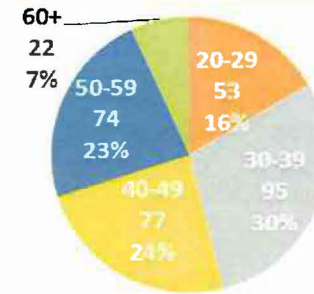
O) HEALTH & HUMAN SERVICES

Age Breakdown

Officials/Administrators



Non-Management



Age by Salary Bracket

Officials/Administrators



Non-Management

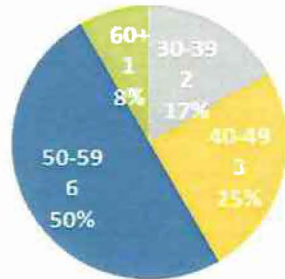


Age Breakdown – By Department

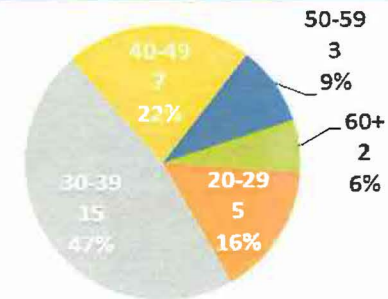
P) HUMAN RESOURCES

Age Breakdown

Officials/Administrators



Non-Management

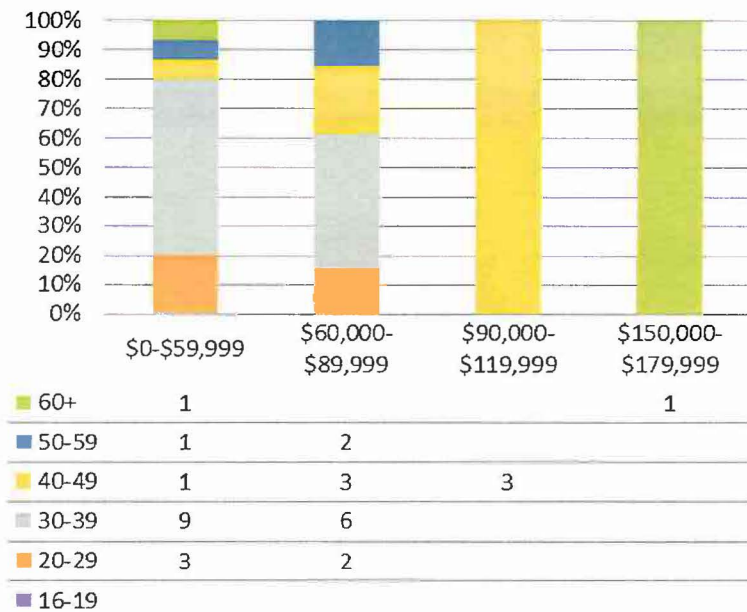


Age by Salary Bracket

Officials/Administrators



Non-Management

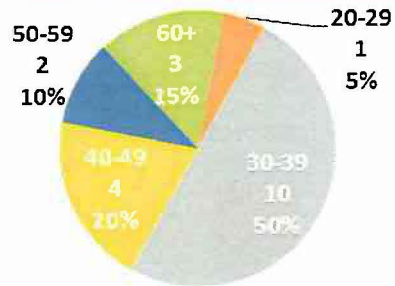


Age Breakdown – By Department

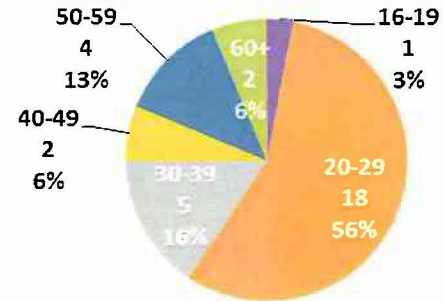
Q) LEGISLATIVE

Age Breakdown

Officials/Administrators



Non-Management



Age by Salary Bracket

Officials/Administrators



Non-Management

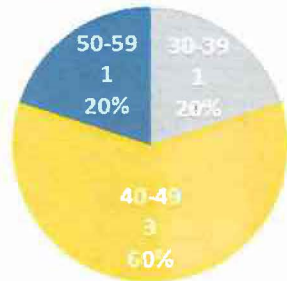


Age Breakdown – By Department

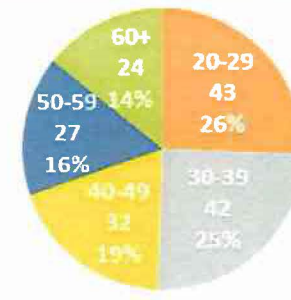
R) LIBRARY SERVICES

Age Breakdown

Officials/Administrators

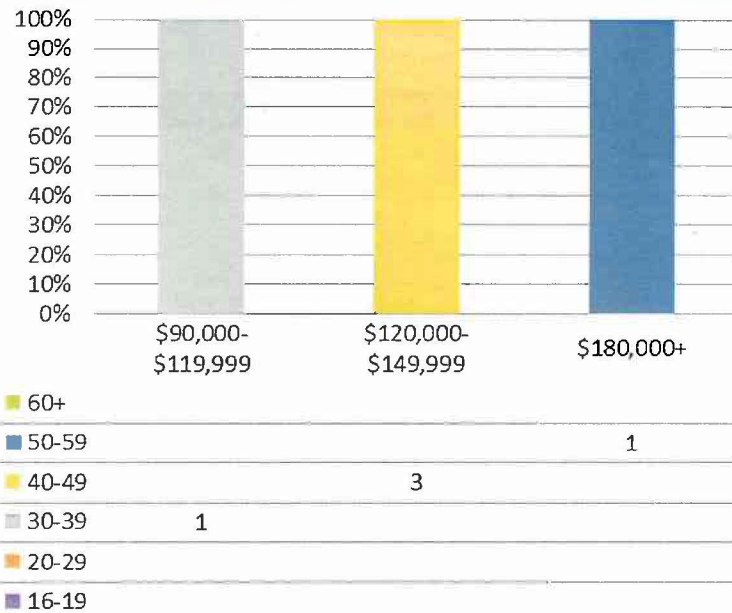


Non-Management

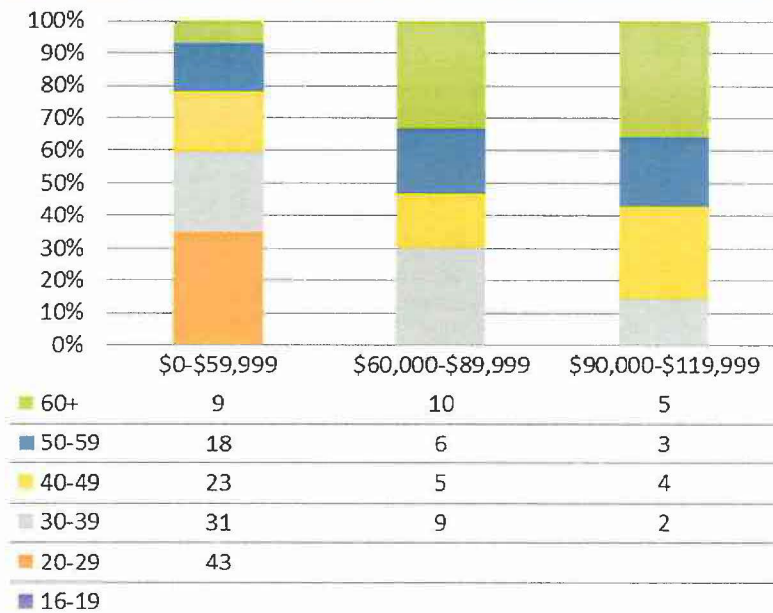


Age by Salary Bracket

Officials/Administrators



Non-Management

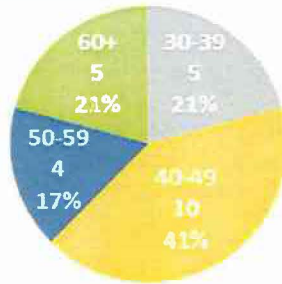


Age Breakdown – By Department

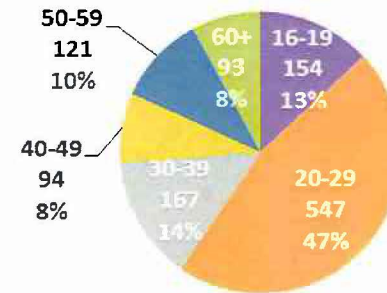
S) PARKS, RECREATION & MARINE

Age Breakdown

Officials/Administrators



Non-Management

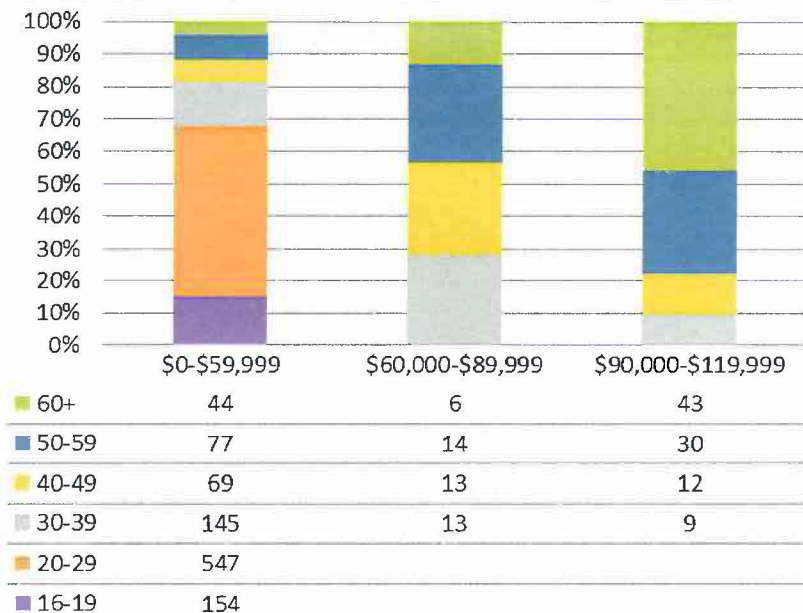


Age by Salary Bracket

Officials/Administrators



Non-Management

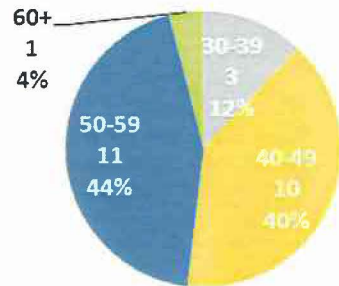


Age Breakdown – By Department

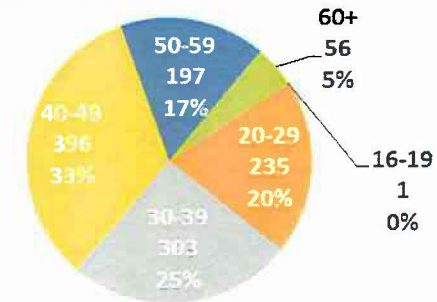
T) POLICE

Age Breakdown

Officials/Administrators



Non-Management



Age by Salary Bracket

Officials/Administrators



Non-Management

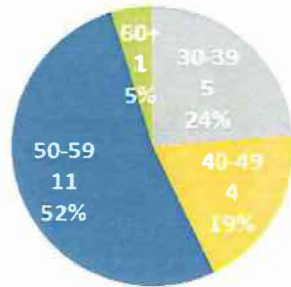


Age Breakdown – By Department

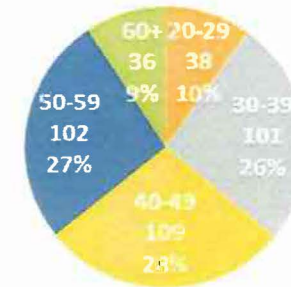
U) PUBLIC WORKS

Age Breakdown

Officials/Administrators

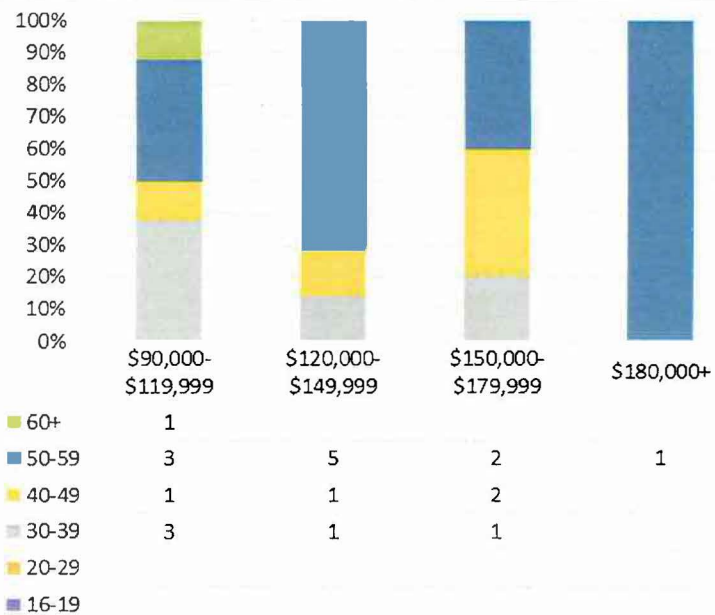


Non-Management

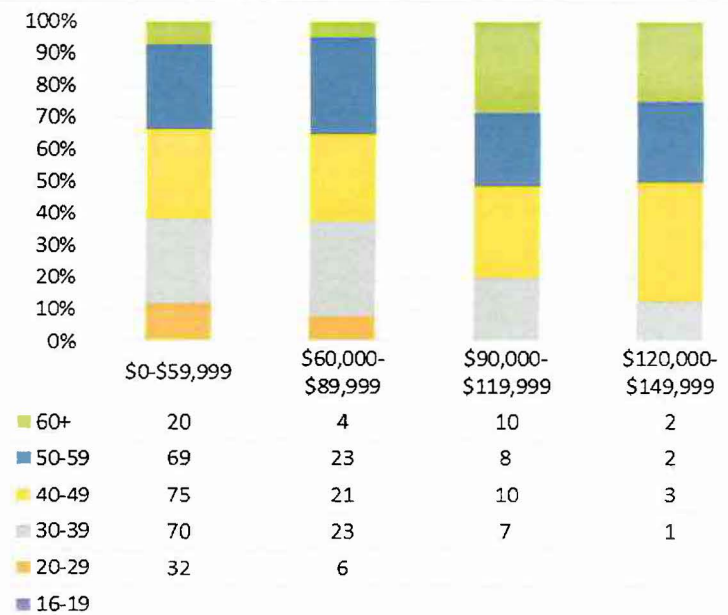


Age by Salary Bracket

Officials/Administrators



Non-Management

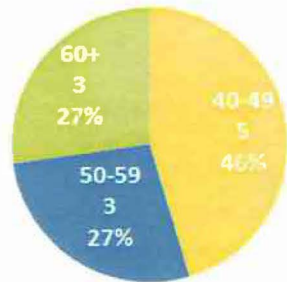


Age Breakdown – By Department

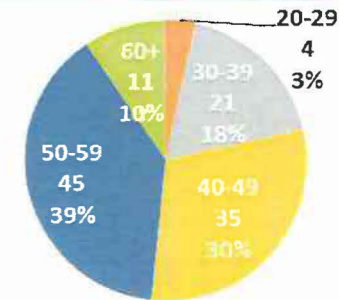
V) TECHNOLOGY AND INNOVATION

Age Breakdown

Officials/Administrators



Non-Management



Age by Salary Bracket

Officials/Administrators



Non-Management

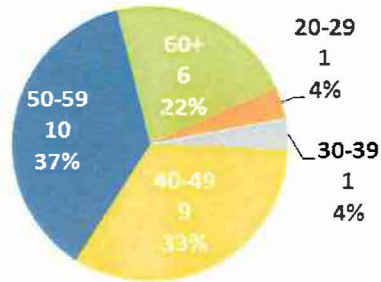


Age Breakdown – By Department

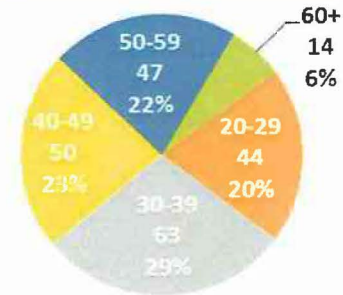
W) WATER

Age Breakdown

Officials/Administrators



Non-Management

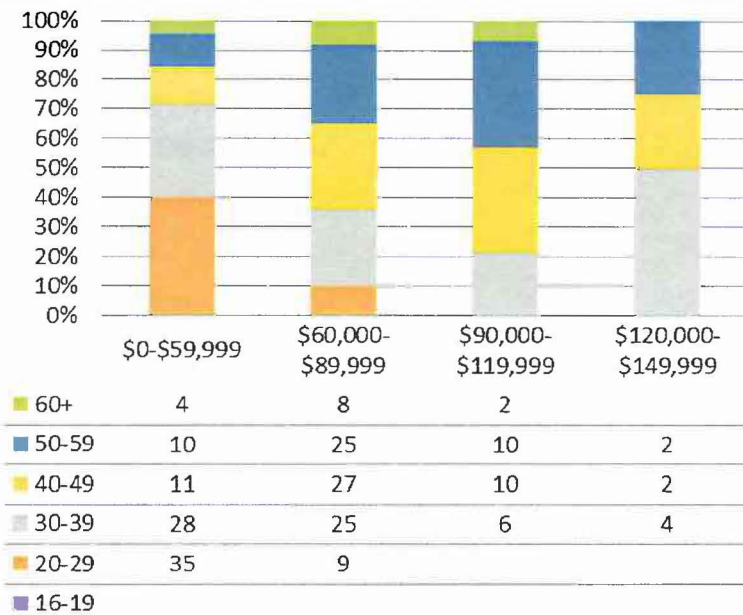


Age by Salary Bracket

Officials/Administrators



Non-Management



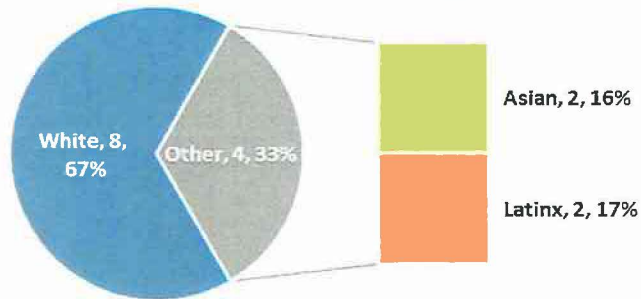
7. RACE/ETHNICITY BREAKDOWN – BY DEPARTMENT

Race/Ethnicity Breakdown – By Department

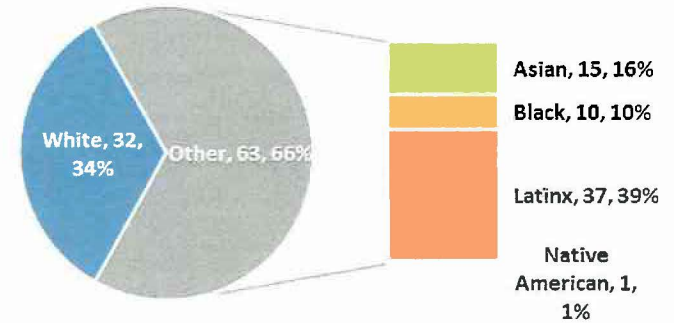
A) AIRPORT

Race/Ethnicity Breakdown

Officials/Administrators

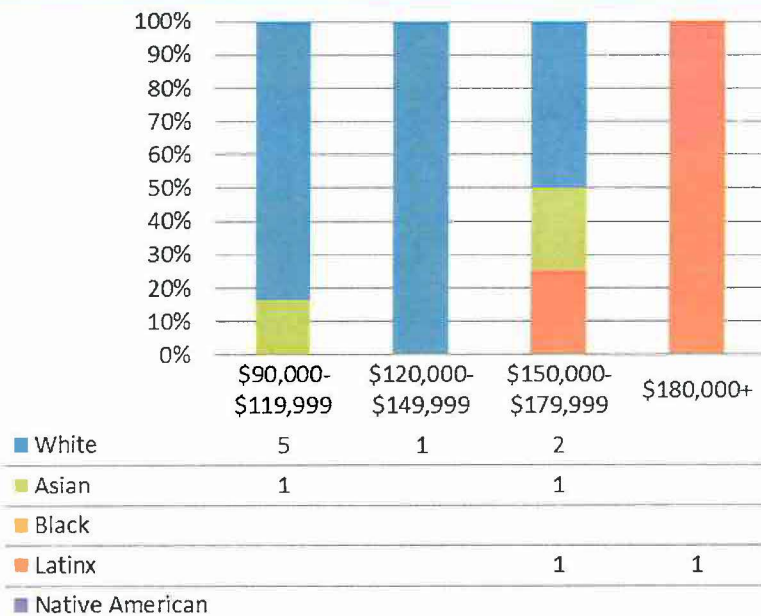


Non-Management



Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

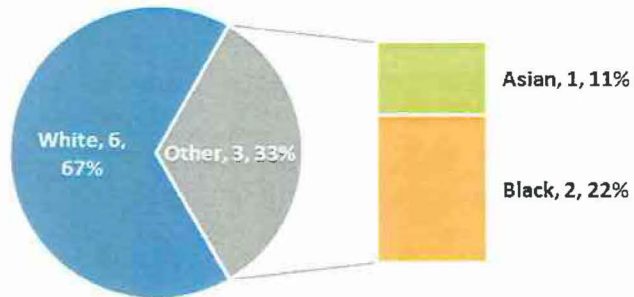


Race/Ethnicity Breakdown – By Department

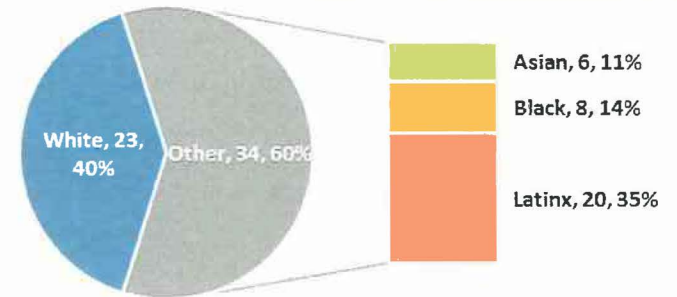
B) CITY ATTORNEY

Race/Ethnicity Breakdown

Officials/Administrators

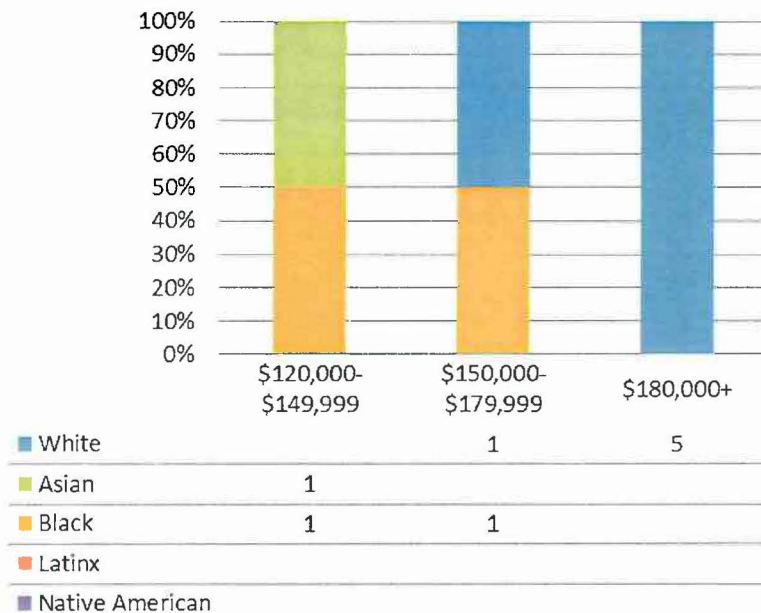


Non-Management

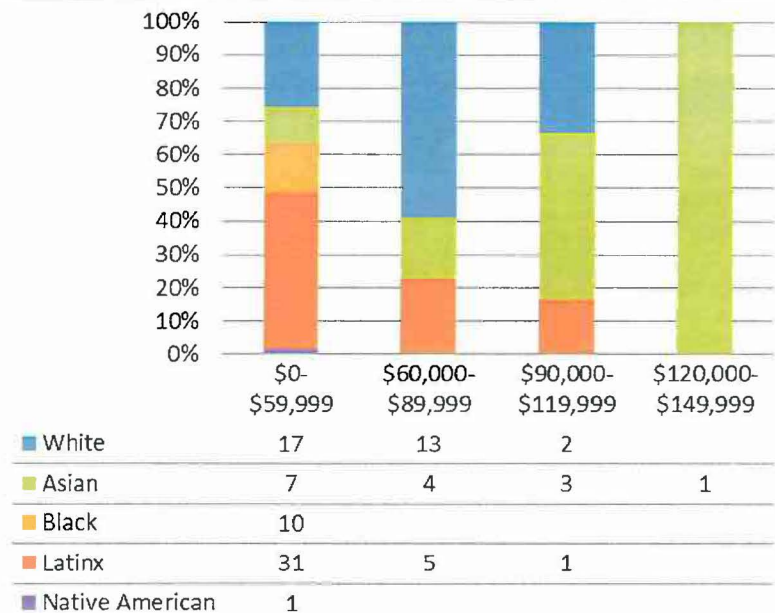


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

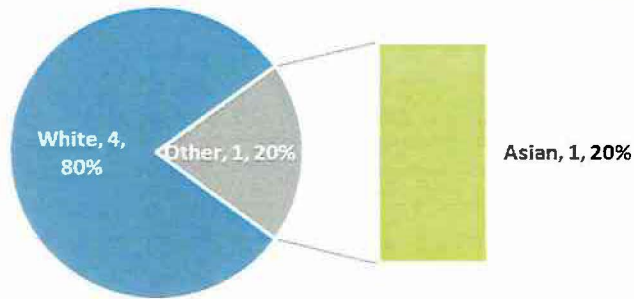


Race/Ethnicity Breakdown – By Department

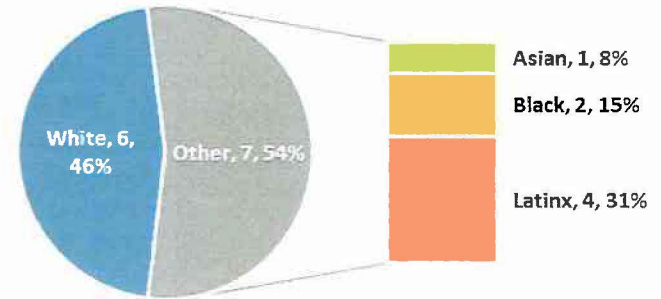
C) CITY AUDITOR

Race/Ethnicity Breakdown

Officials/Administrators

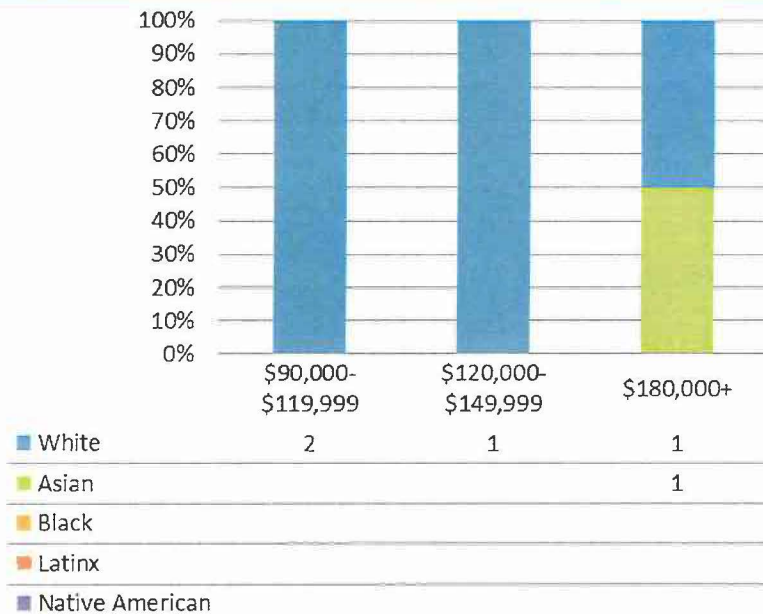


Non-Management

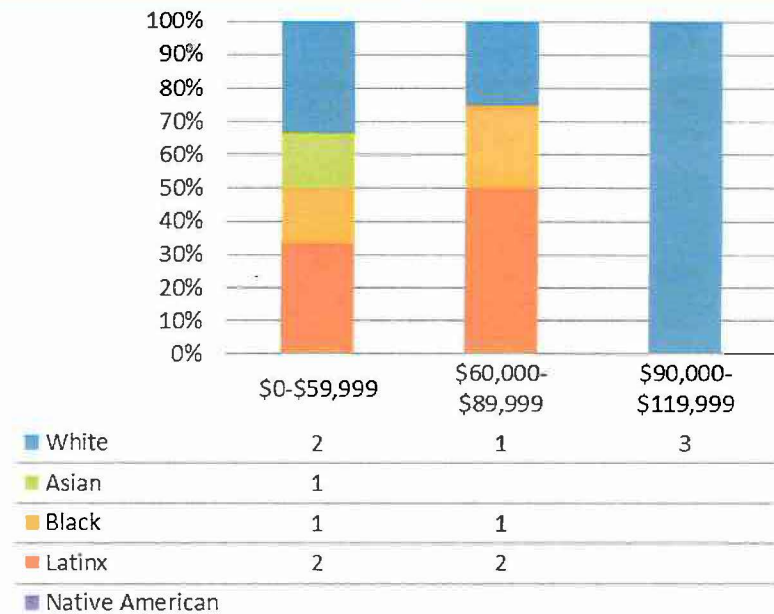


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

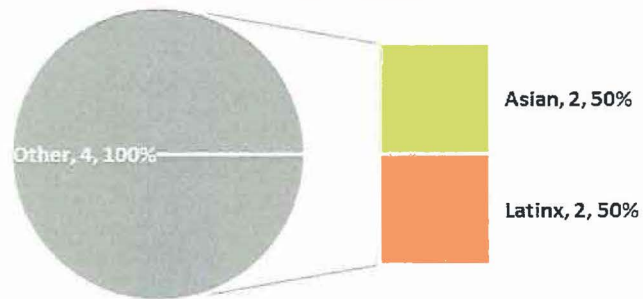


Race/Ethnicity Breakdown – By Department

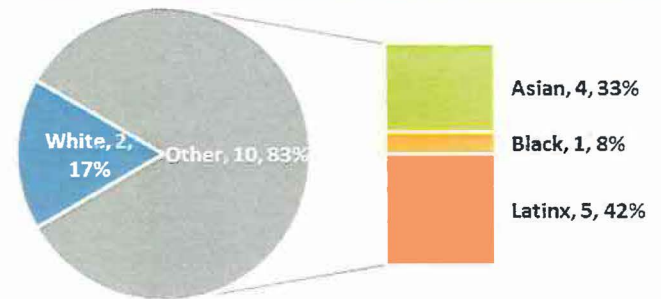
D) CITY CLERK

Race/Ethnicity Breakdown

Officials/Administrators

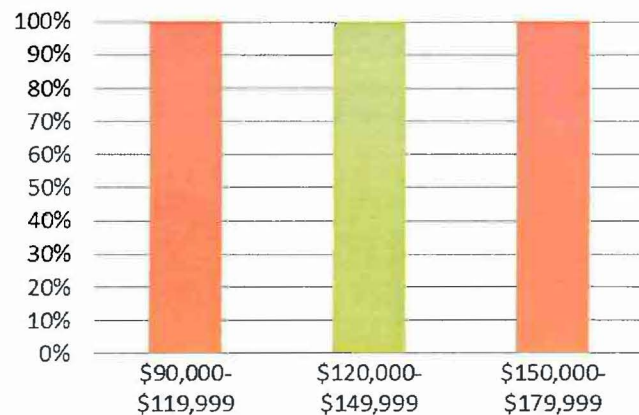


Non-Management



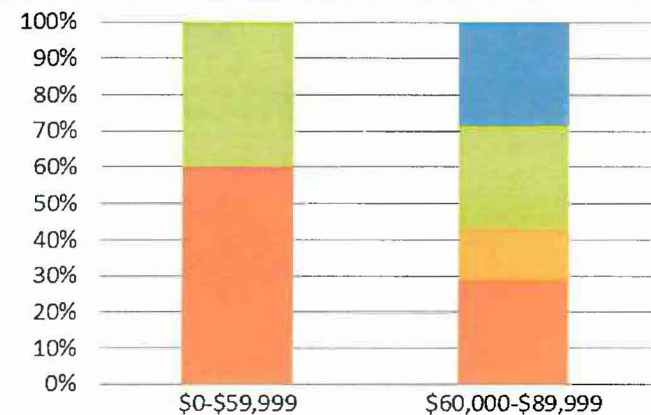
Race/Ethnicity by Salary Bracket

Officials/Administrators



White			
Asian		2	
Black			
Latinx	1		1
Native American			

Non-Management



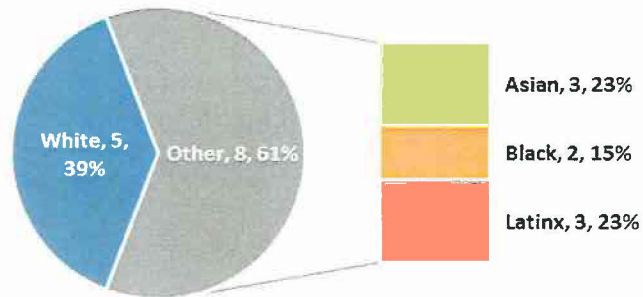
White		2
Asian	2	2
Black		1
Latinx	3	2
Native American		

Race/Ethnicity Breakdown – By Department

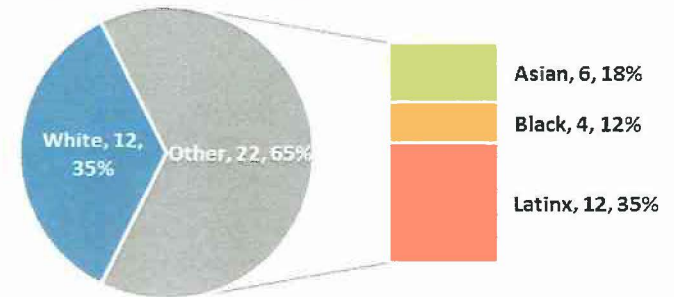
E) CITY MANAGER'S OFFICE

Race/Ethnicity Breakdown

Officials/Administrators

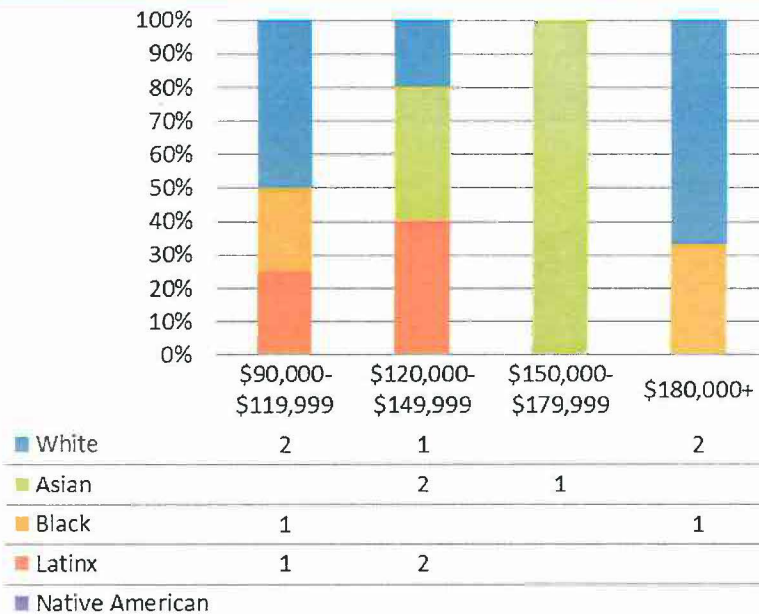


Non-Management



Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

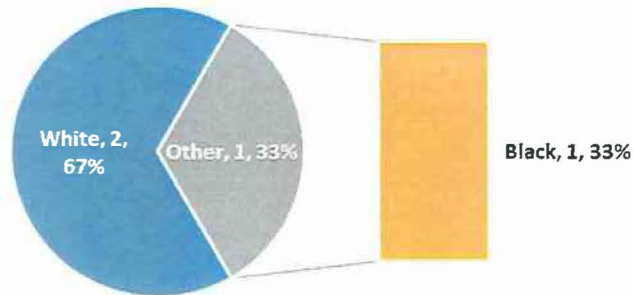


Race/Ethnicity Breakdown – By Department

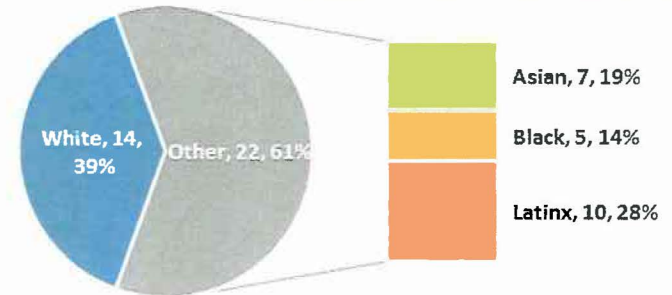
F) CITY PROSECUTOR

Race/Ethnicity Breakdown

Officials/Administrators

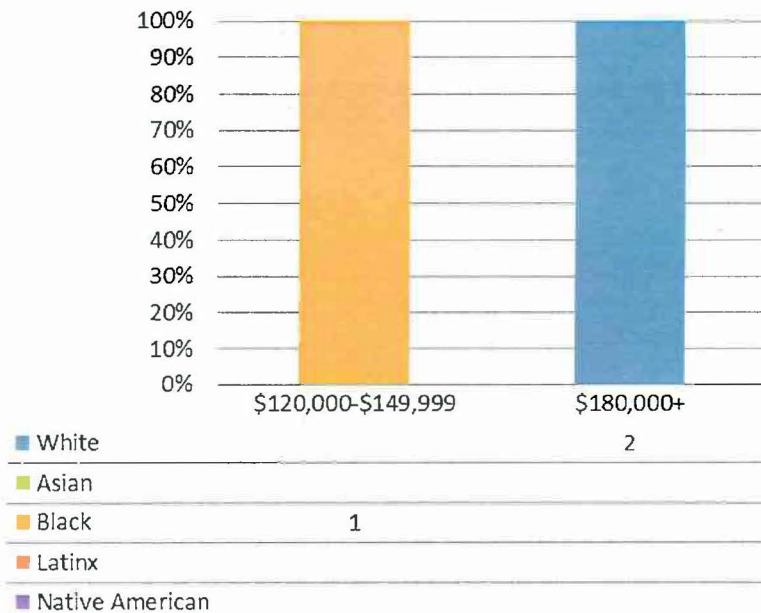


Non-Management



Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

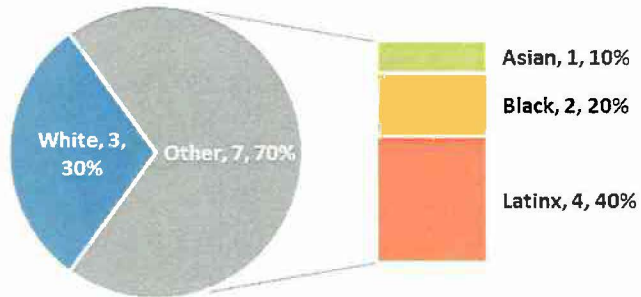


Race/Ethnicity Breakdown – By Department

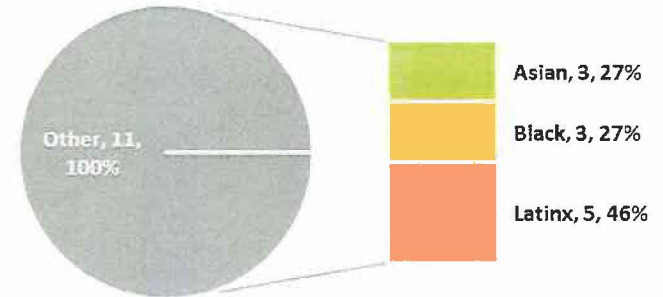
G) CIVIL SERVICE

Race/Ethnicity Breakdown

Officials/Administrators

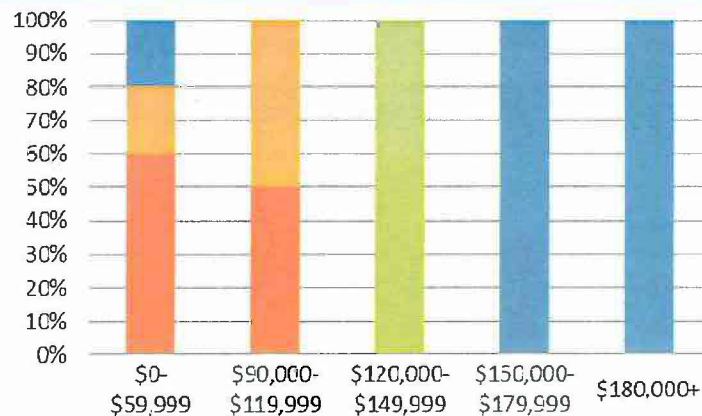


Non-Management



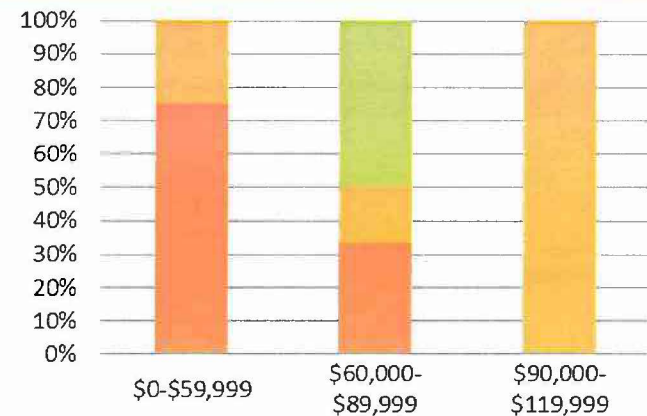
Race/Ethnicity by Salary Bracket

Officials/Administrators



White	1			1	1
Asian			1		
Black	1	1			
Latinx	3	1			
Native American					

Non-Management



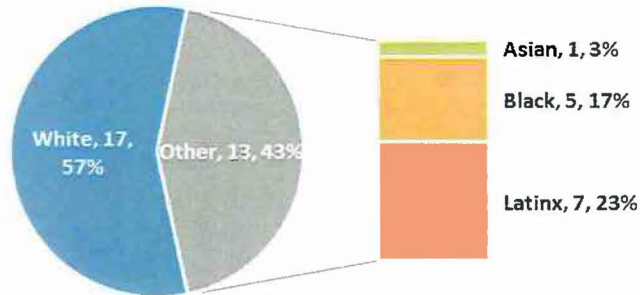
White			
Asian		3	
Black	1	1	1
Latinx	3	2	
Native American			

Race/Ethnicity Breakdown – By Department

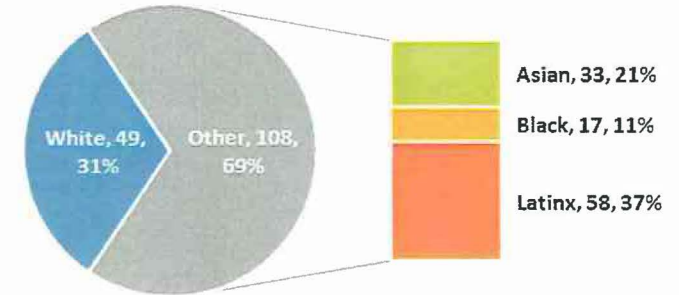
H) DEVELOPMENT SERVICES

Race/Ethnicity Breakdown

Officials/Administrators

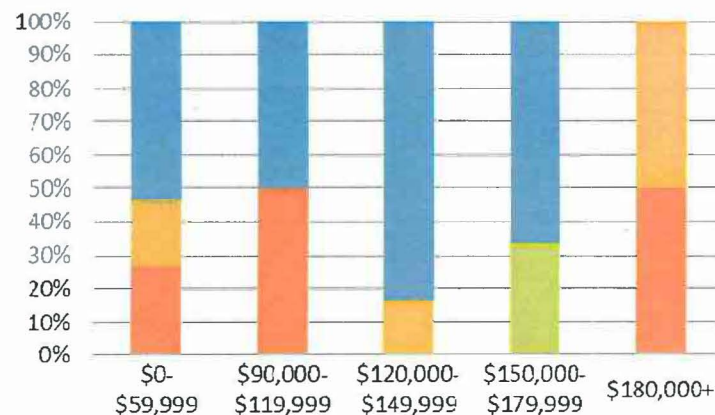


Non-Management



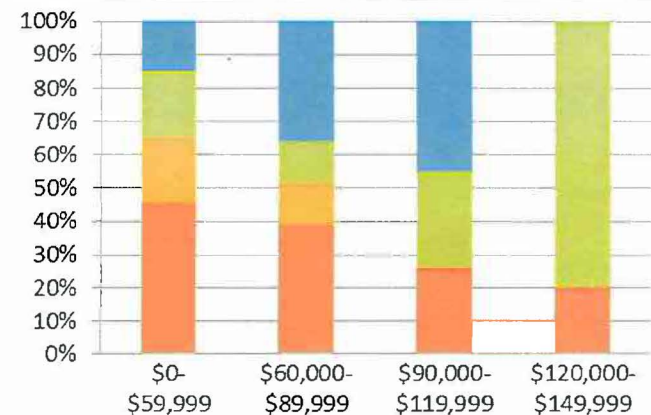
Race/Ethnicity by Salary Bracket

Officials/Administrators



White	8	2	5	2	
Asian				1	
Black	3		1		1
Latinx	4	2			1
Native American					

Non-Management

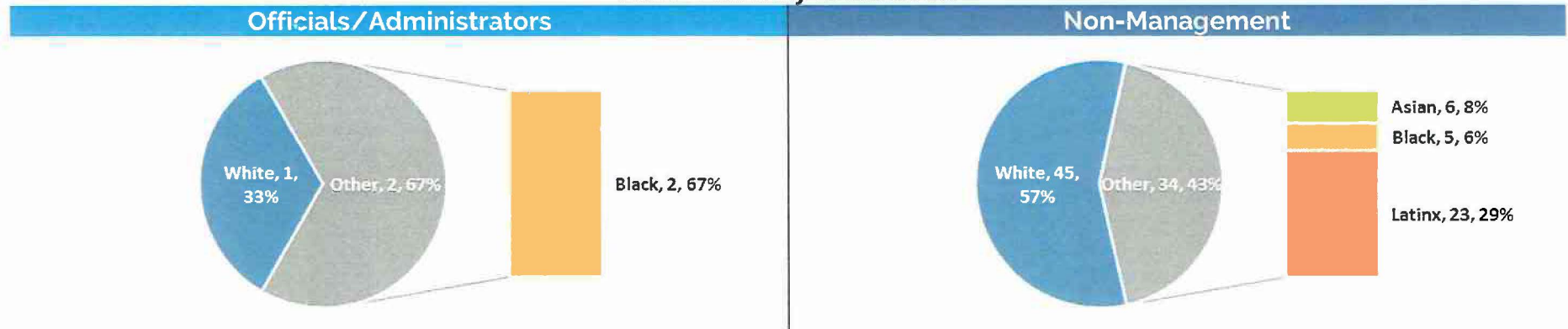


White	7	23	19	
Asian	9	8	12	4
Black	9	8		
Latinx	21	25	11	1
Native American				

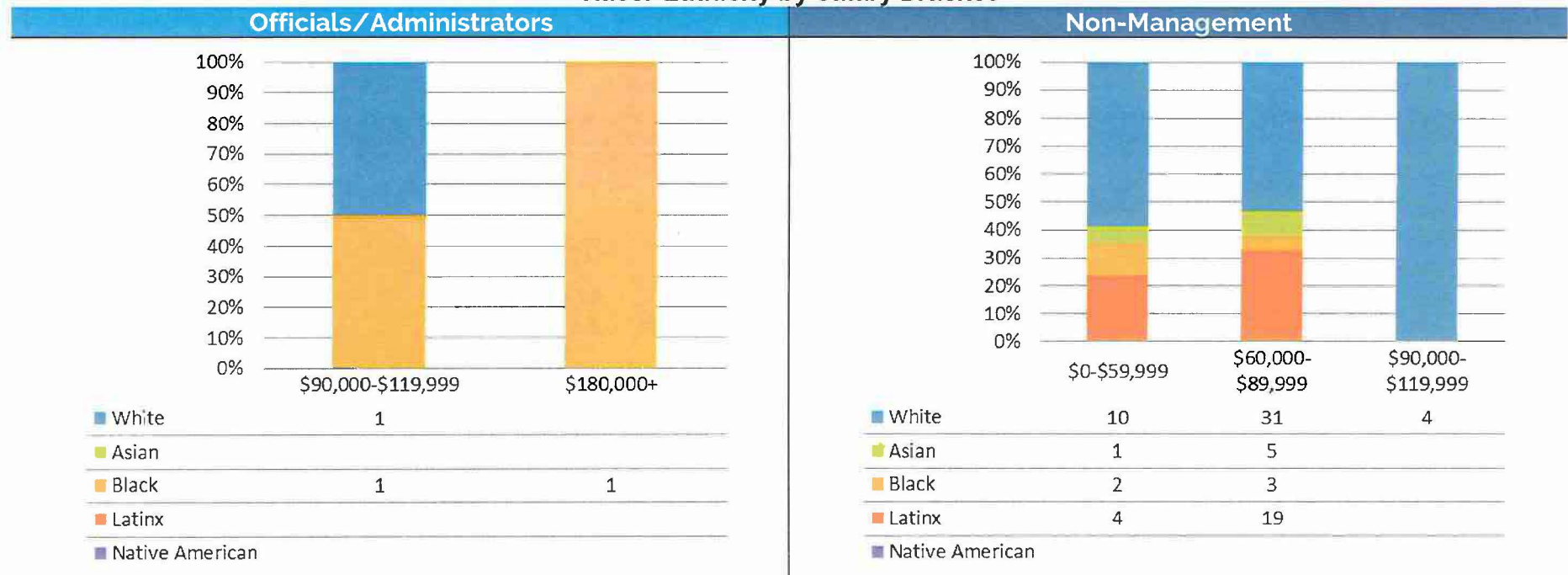
Race/Ethnicity Breakdown – By Department

I) DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS

Race/Ethnicity Breakdown



Race/Ethnicity by Salary Bracket

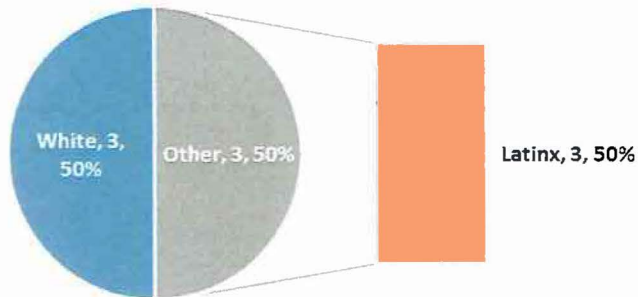


Race/Ethnicity Breakdown – By Department

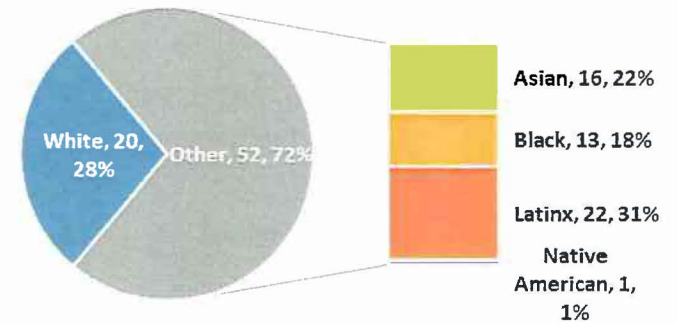
J) ECONOMIC DEVELOPMENT

Race/Ethnicity Breakdown

Officials/Administrators



Non-Management



Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

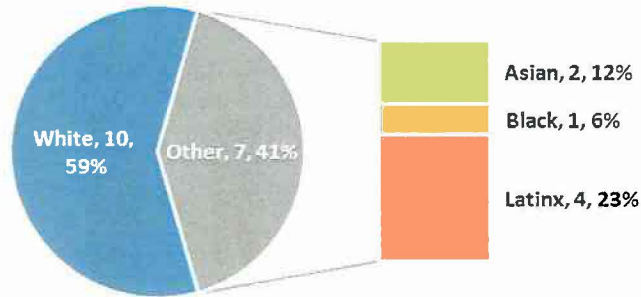


Race/Ethnicity Breakdown – By Department

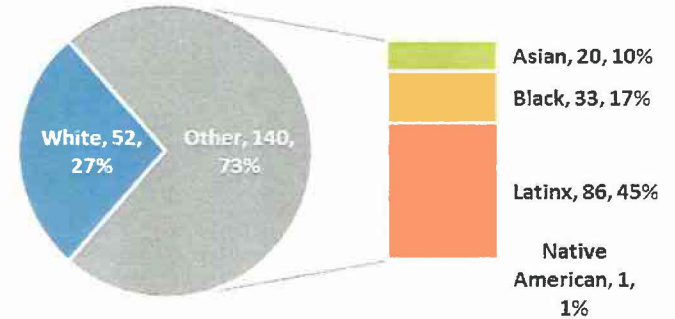
K) ENERGY RESOURCES

Race/Ethnicity Breakdown

Officials/Administrators



Non-Management

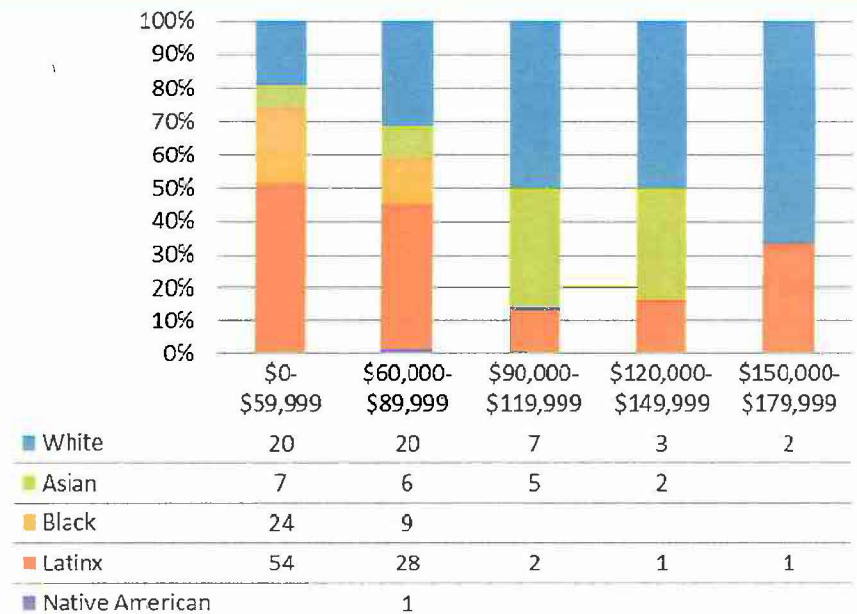


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

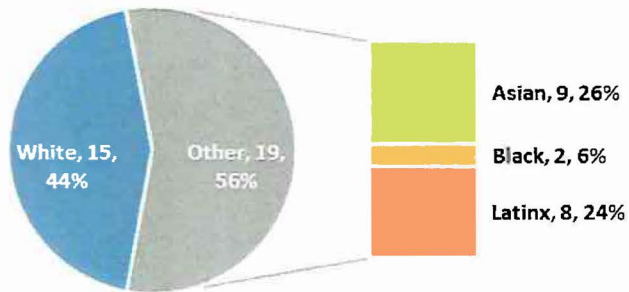


Race/Ethnicity Breakdown – By Department

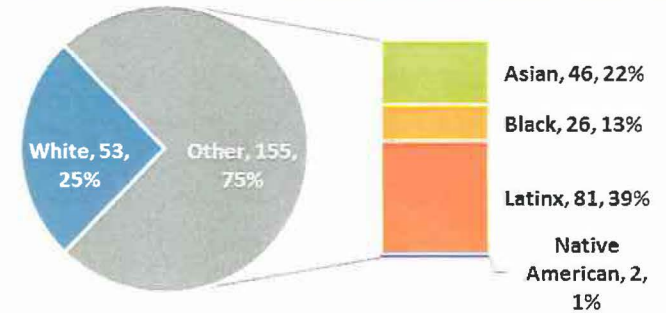
L) FINANCIAL MANAGEMENT

Race/Ethnicity Breakdown

Officials/Administrators



Non-Management

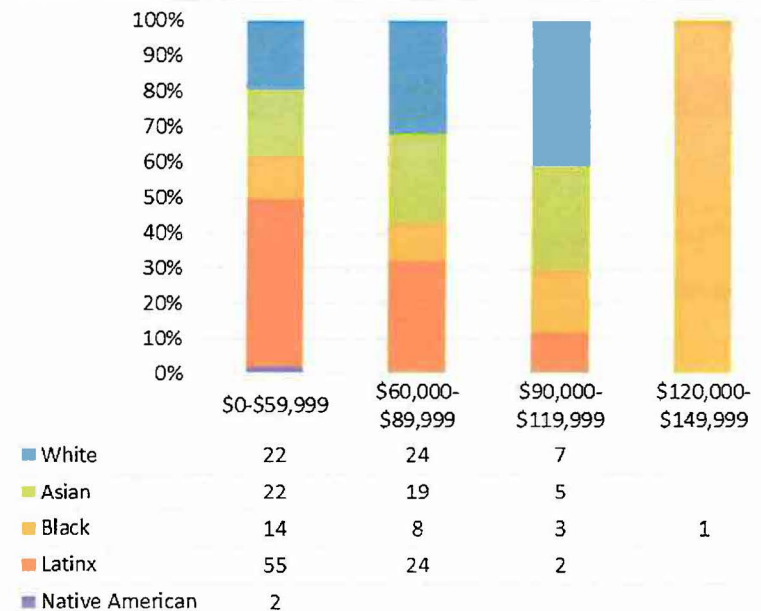


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

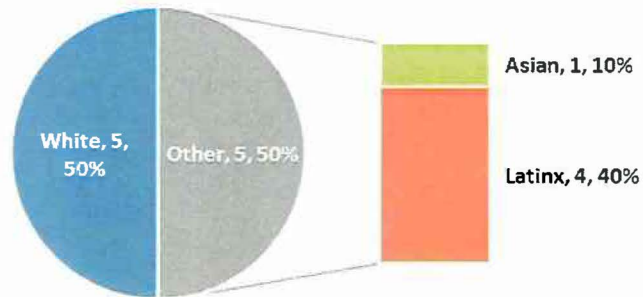


Race/Ethnicity Breakdown – By Department

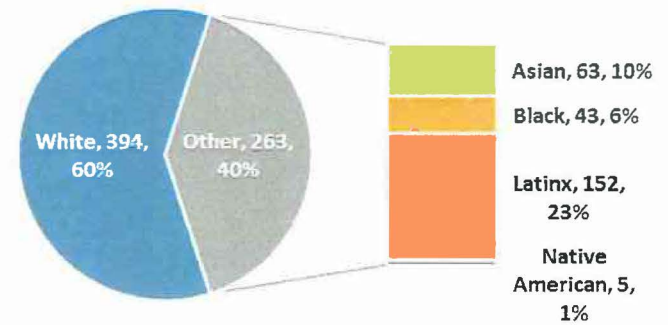
M) FIRE

Race/Ethnicity Breakdown

Officials/Administrators

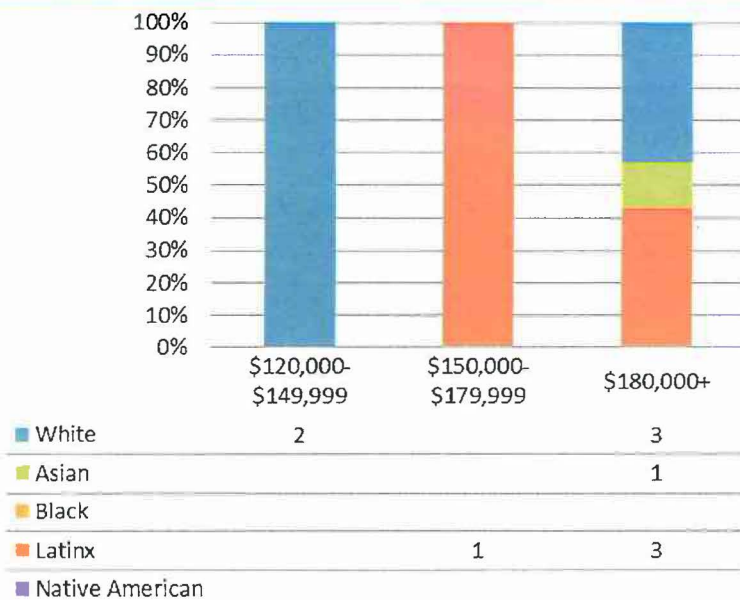


Non-Management

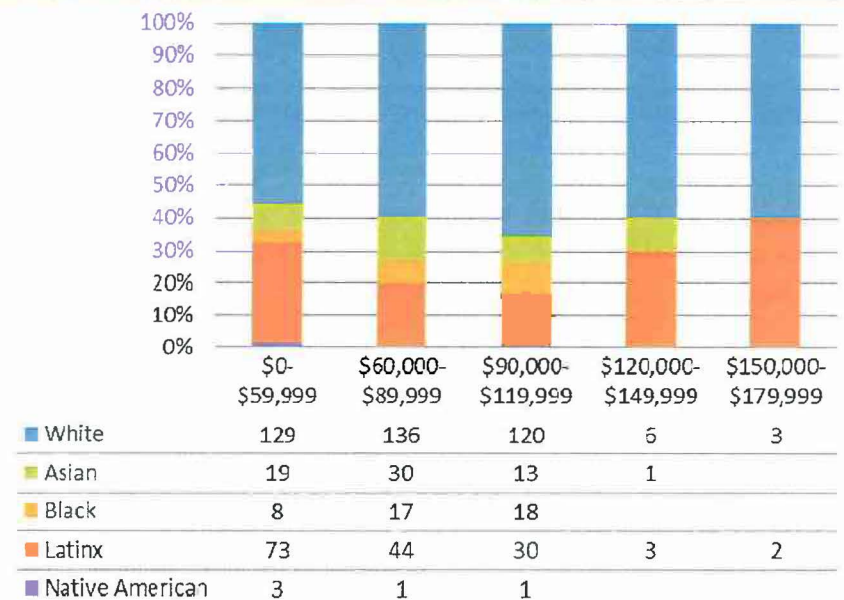


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

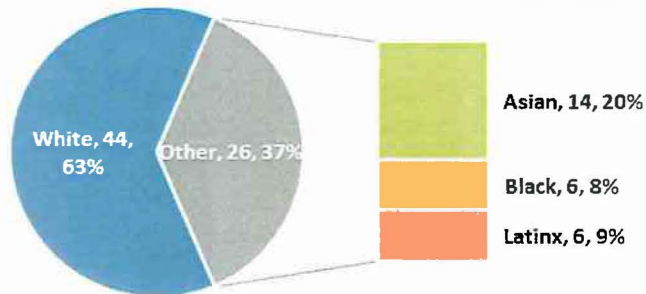


Race/Ethnicity Breakdown – By Department

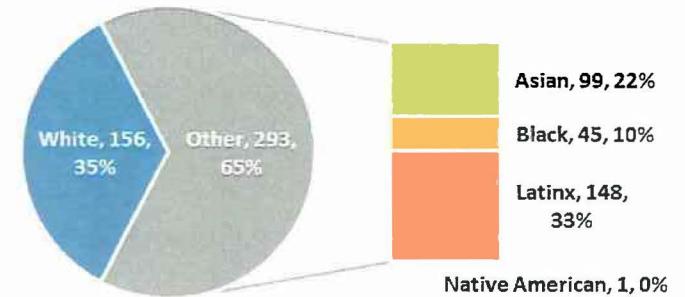
N) HARBOR

Race/Ethnicity Breakdown

Officials/Administrators

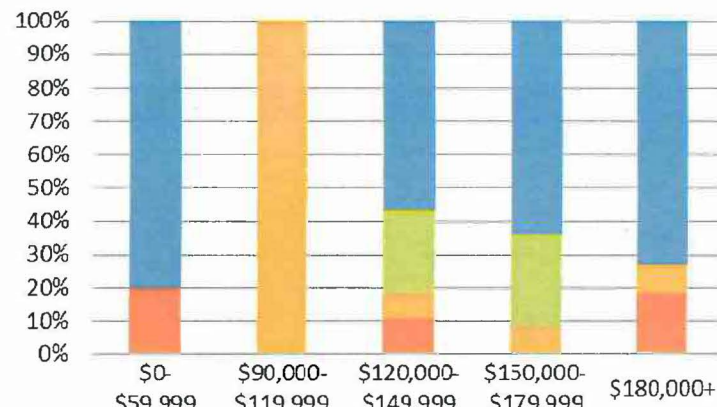


Non-Management



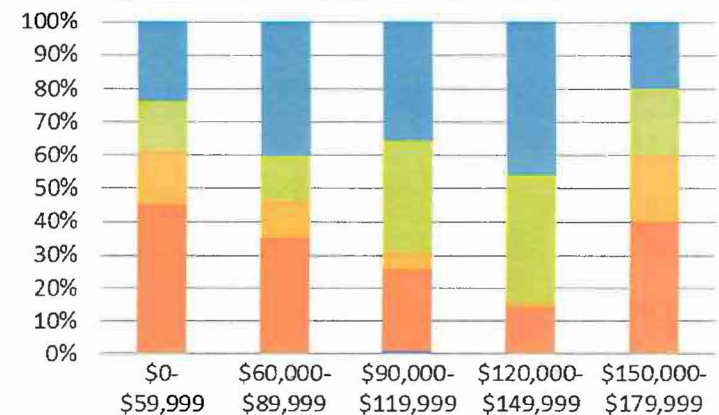
Race/Ethnicity by Salary Bracket

Officials/Administrators



White	4	16	16	8
Asian		7	7	
Black		1	2	1
Latinx	1	3		2
Native American				

Non-Management



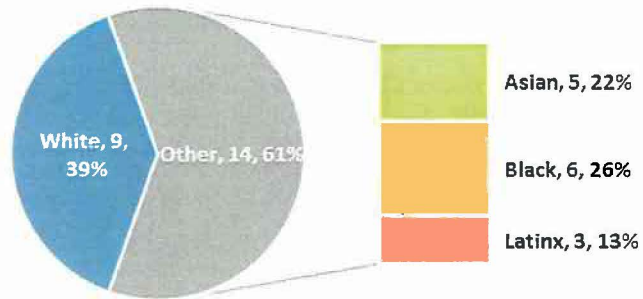
White	32	58	36	29	1
Asian	20	20	34	24	1
Black	22	16	5	1	1
Latinx	61	51	25	9	2
Native American			1		

Race/Ethnicity Breakdown – By Department

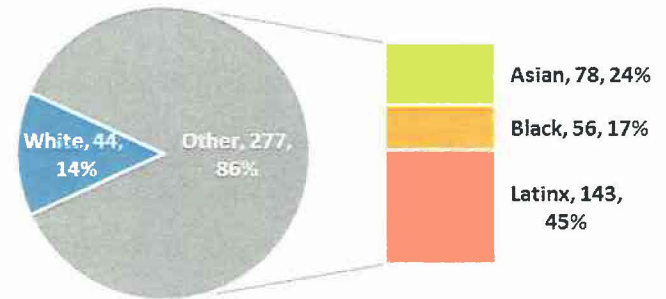
O) HEALTH & HUMAN SERVICES

Race/Ethnicity Breakdown

Officials/Administrators

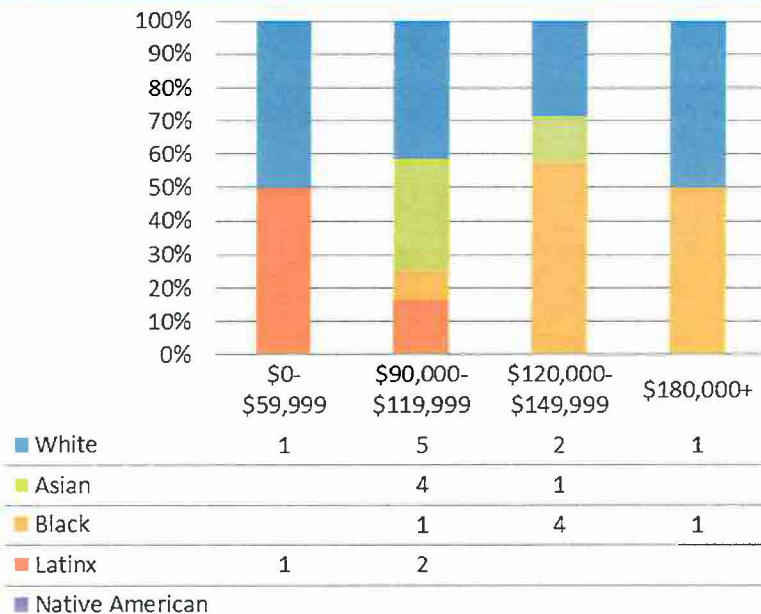


Non-Management

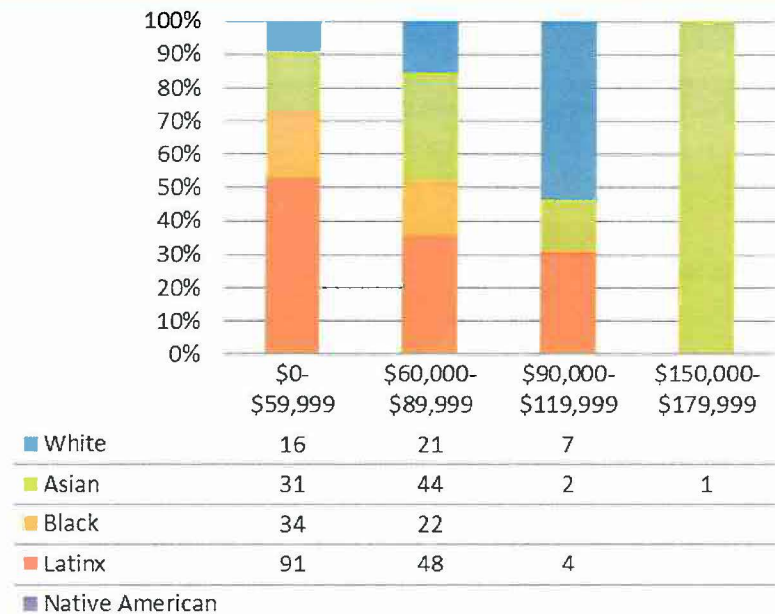


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

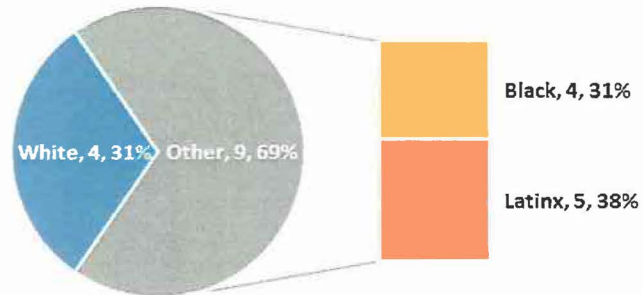


Race/Ethnicity Breakdown – By Department

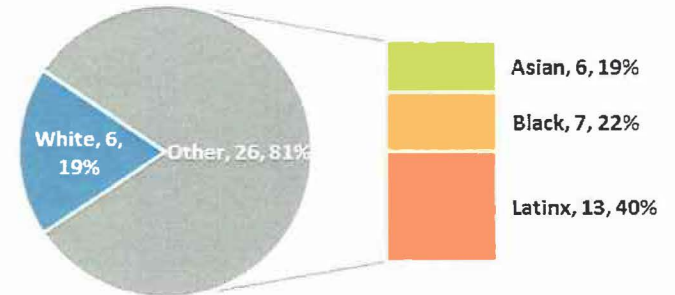
P) HUMAN RESOURCES

Race/Ethnicity Breakdown

Officials/Administrators

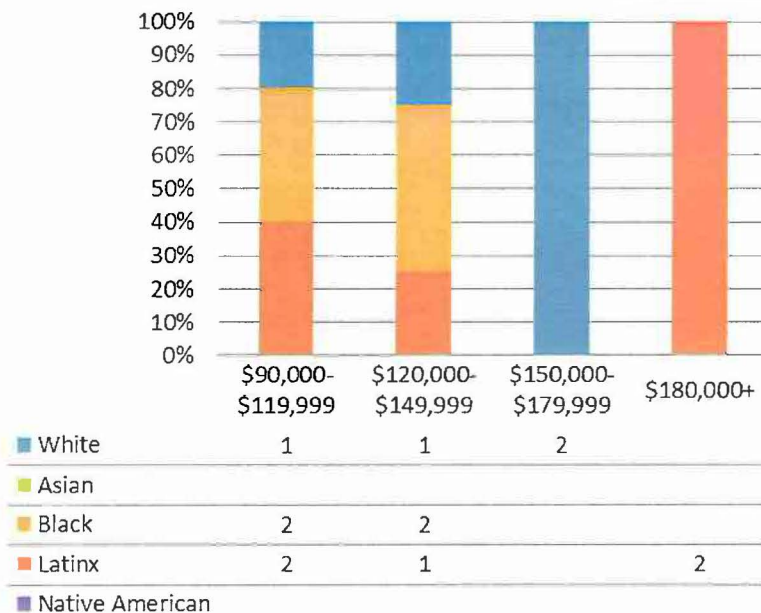


Non-Management

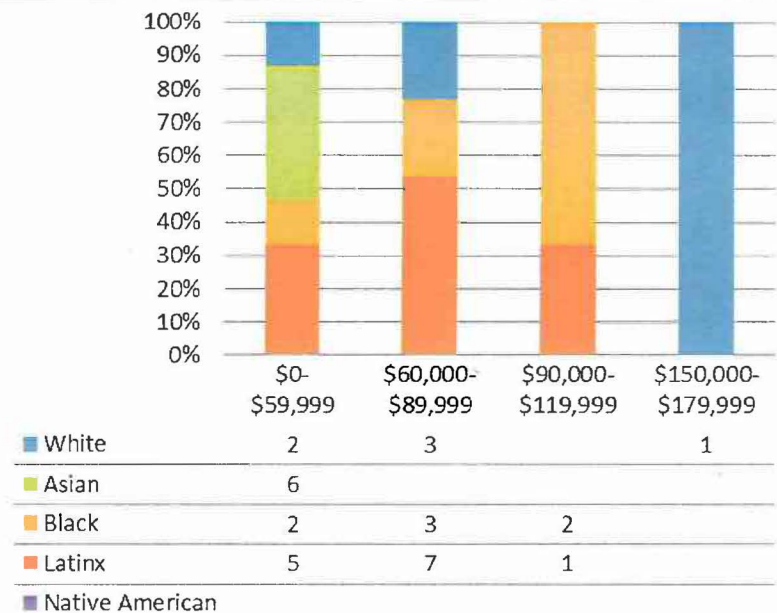


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

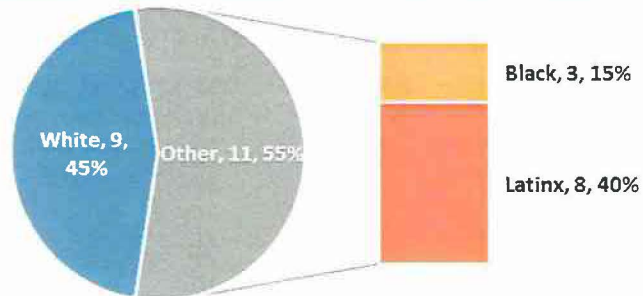


Race/Ethnicity Breakdown – By Department

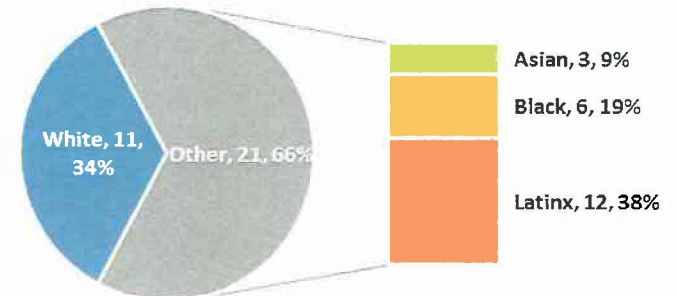
Q) LEGISLATIVE

Race/Ethnicity Breakdown

Officials/Administrators

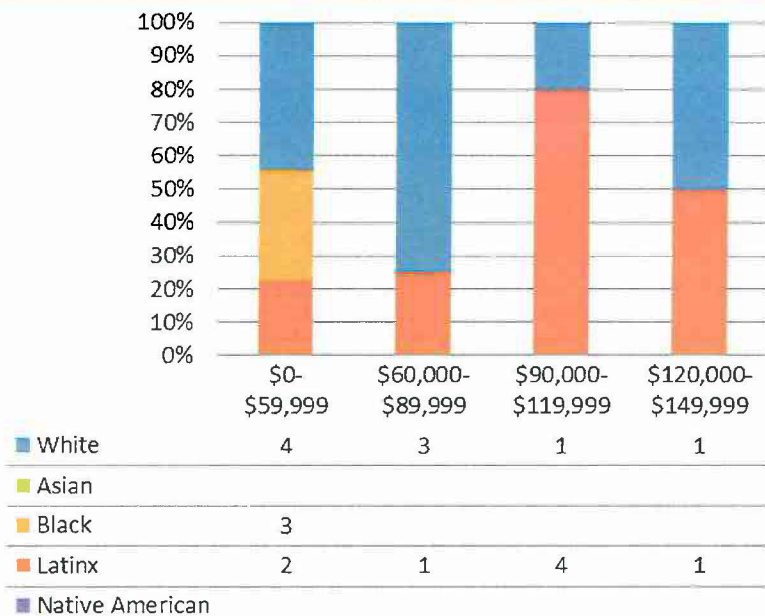


Non-Management

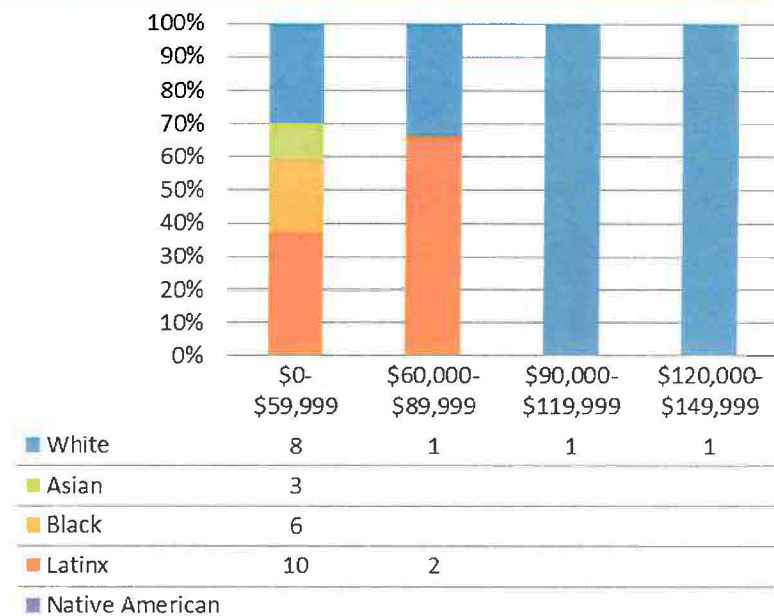


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

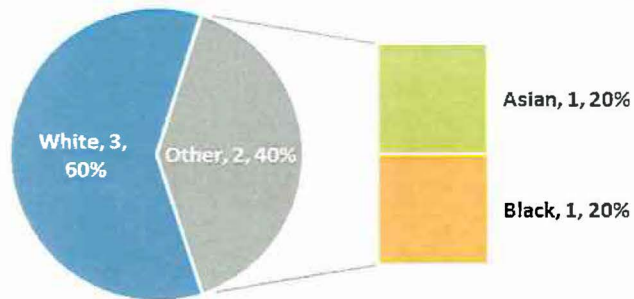


Race/Ethnicity Breakdown – By Department

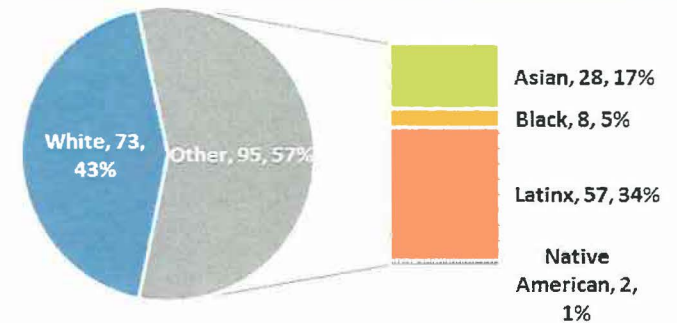
R) LIBRARY SERVICES

Race/Ethnicity Breakdown

Officials/Administrators

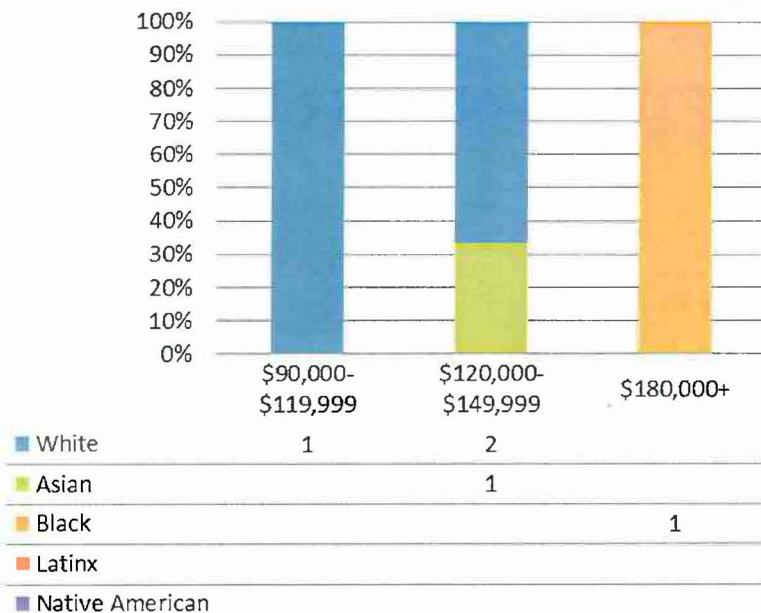


Non-Management

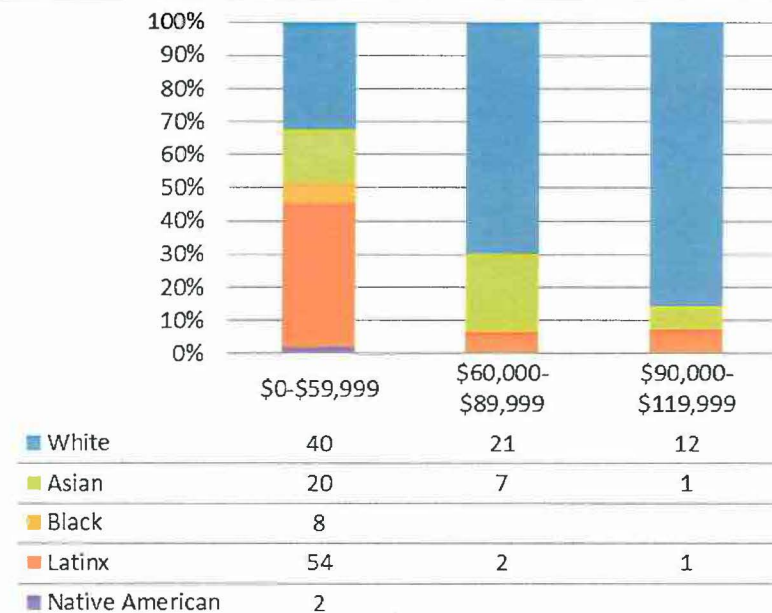


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

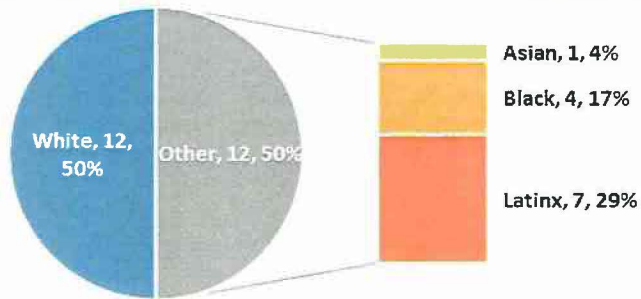


Race/Ethnicity Breakdown – By Department

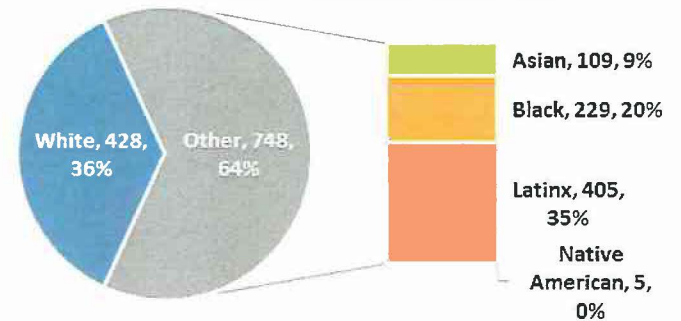
S) PARKS, RECREATION & MARINE

Race/Ethnicity Breakdown

Officials/Administrators

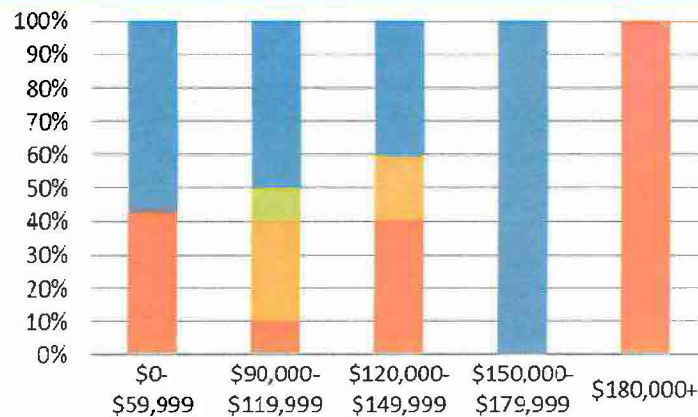


Non-Management



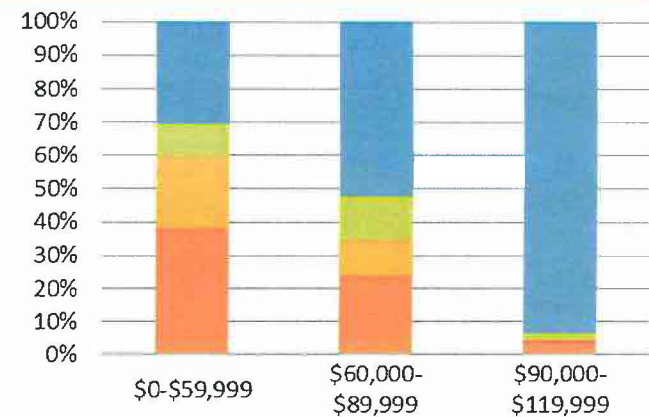
Race/Ethnicity by Salary Bracket

Officials/Administrators



White	4	5	2	1	
Asian		1			
Black		3	1		
Latinx	3	1	2		1
Native American					

Non-Management



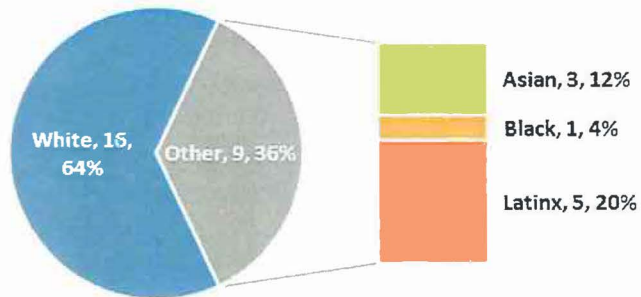
White	316	24	88
Asian	101	6	2
Black	224	5	
Latinx	390	11	4
Native American	5		

Race/Ethnicity Breakdown – By Department

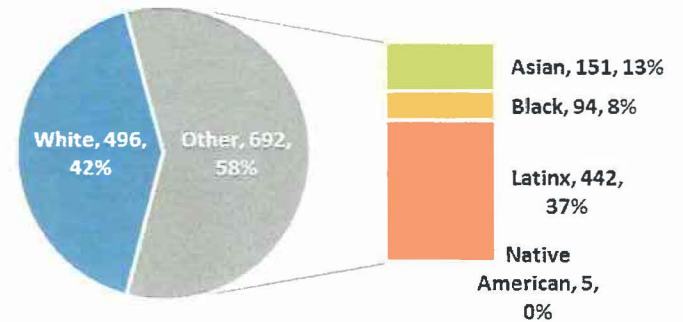
T) POLICE

Race/Ethnicity Breakdown

Officials/Administrators

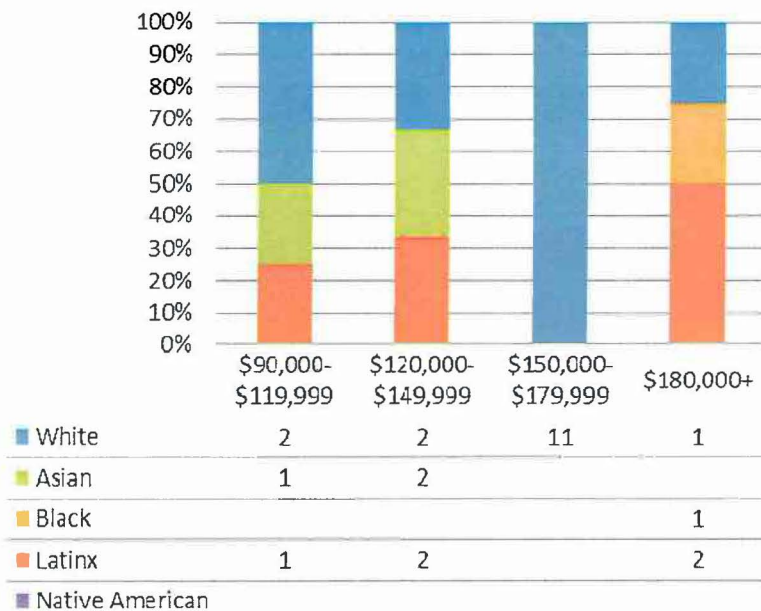


Non-Management

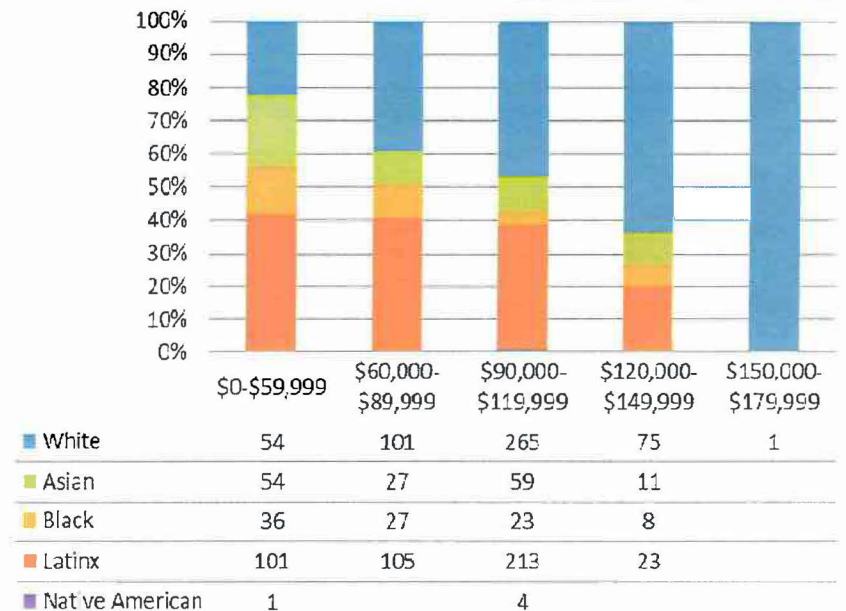


Race/Ethnicity by Salary Bracket

Officials/Administrators



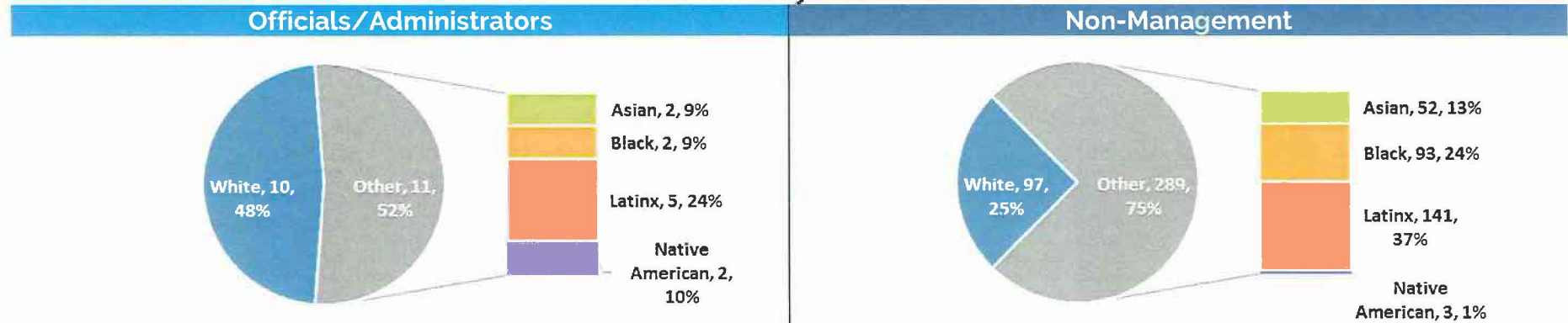
Non-Management



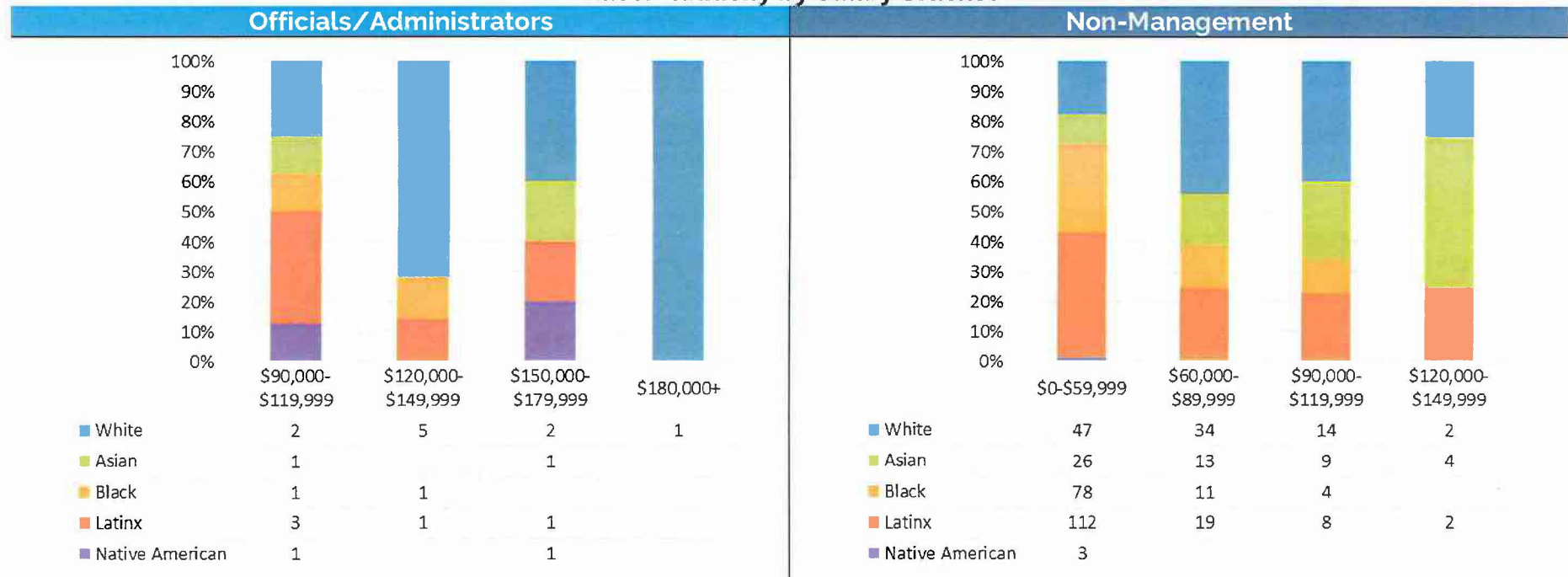
Race/Ethnicity Breakdown – By Department

U) PUBLIC WORKS

Race/Ethnicity Breakdown



Race/Ethnicity by Salary Bracket

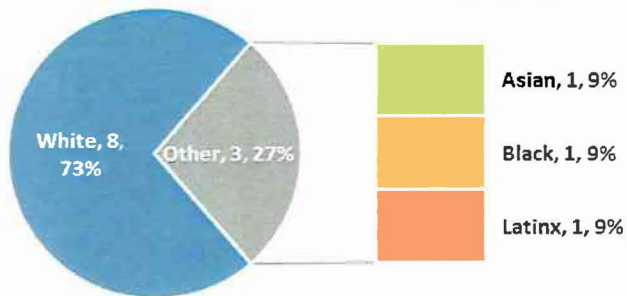


Race/Ethnicity Breakdown – By Department

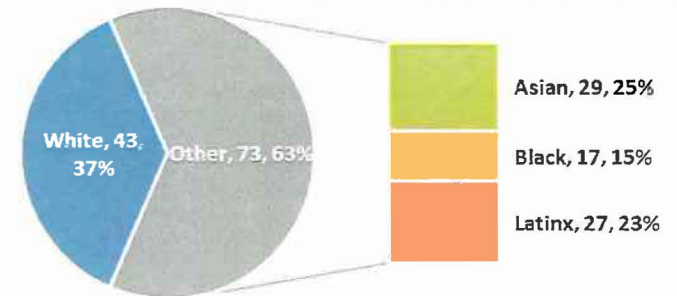
V) TECHNOLOGY AND INNOVATION

Race/Ethnicity Breakdown

Officials/Administrators

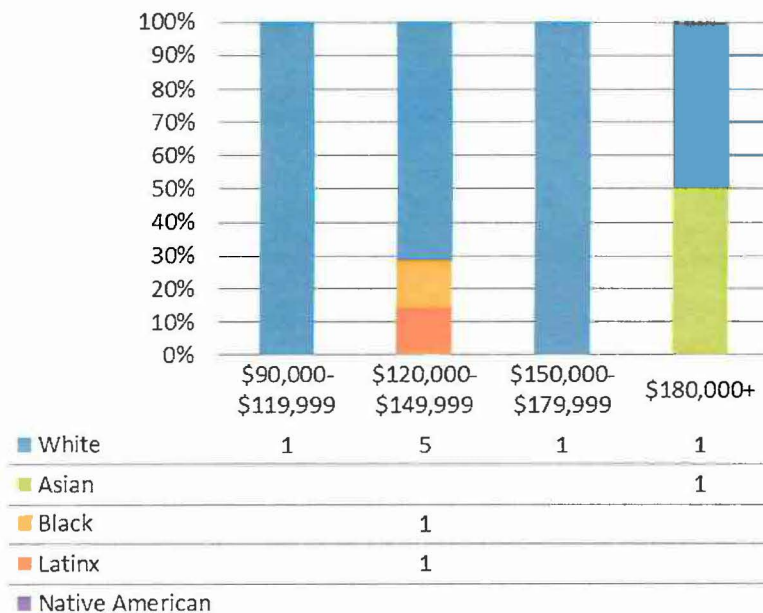


Non-Management

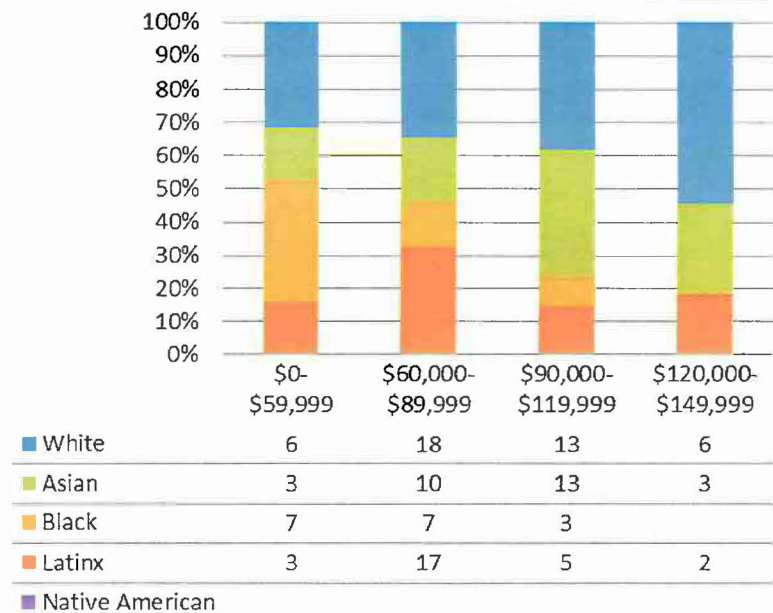


Race/Ethnicity by Salary Bracket

Officials/Administrators



Non-Management

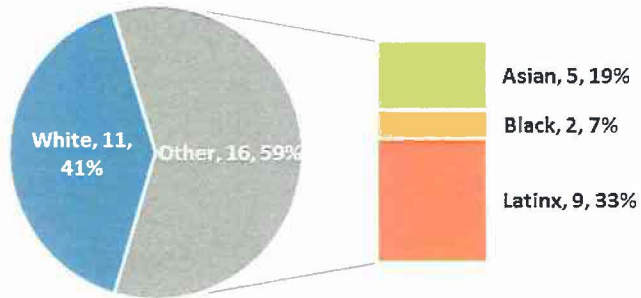


Race/Ethnicity Breakdown – By Department

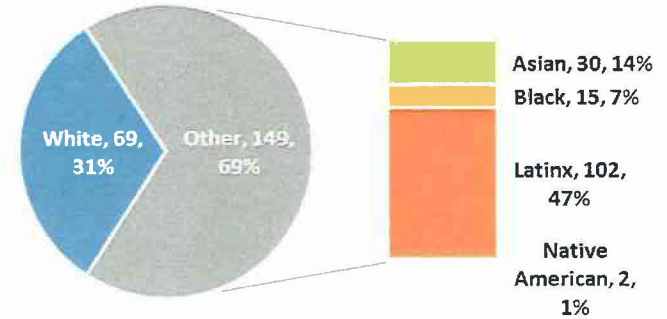
W) WATER

Race/Ethnicity Breakdown

Officials/Administrators

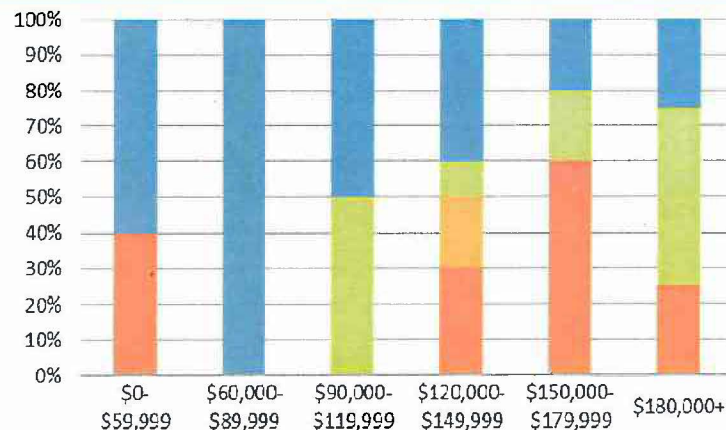


Non-Management



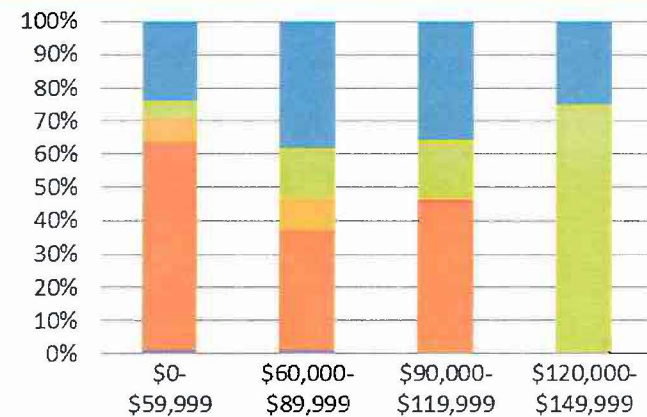
Race/Ethnicity by Salary Bracket

Officials/Administrators

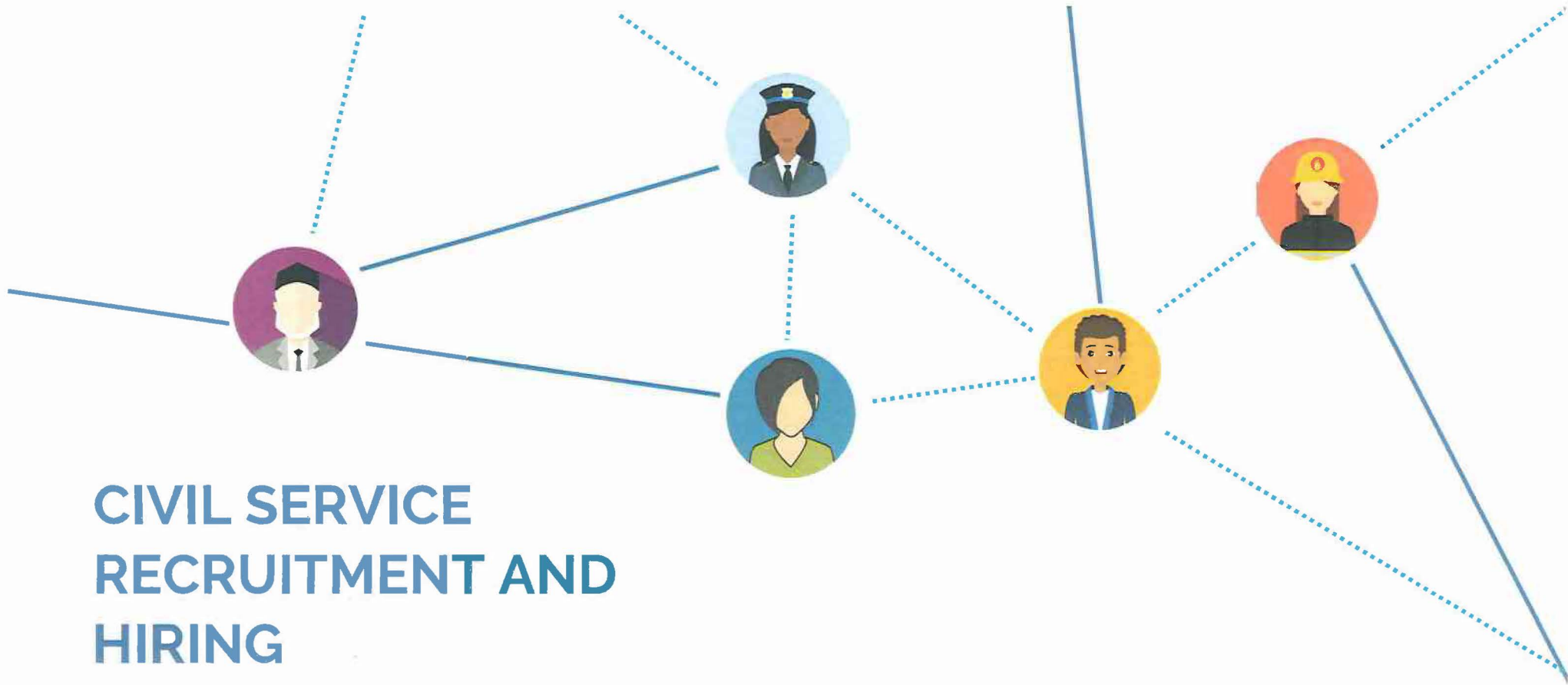


White
Asian
Black
Latinx
Native American

Non-Management



White
Asian
Black
Latinx
Native American



CIVIL SERVICE RECRUITMENT AND HIRING

This section of the report discusses Civil Service recruiting efforts and presents the demographic composition of job applicants at each stage of the hiring process by:

1. All Job Categories
2. Fire Recruit
3. Police Recruit
4. Specific Job Categories

8. CIVIL SERVICE RECRUITMENT DATA

Under the authority of the Civil Service Commission, the Civil Service Department provides an employment selection system designed to attract high-quality, diverse individuals who are reflective of our community. The Department is responsible for managing the recruitment and testing process for all applicants for classified positions. This section of the report presents the demographic composition of applicants for classified positions at each stage of the hiring process: all applicants; individuals who successfully complete testing and are placed on eligible lists; and individuals who are hired by the City.

In 2018, the Civil Service Department received a total of 20,191 applications for employment. After establishing eligible lists, City departments hired 656 applicants, resulting in a 3.25% probability of being hired when applying for a classified position.



Step 1: Application

Individuals who submit an application for employment with the City of Long Beach.



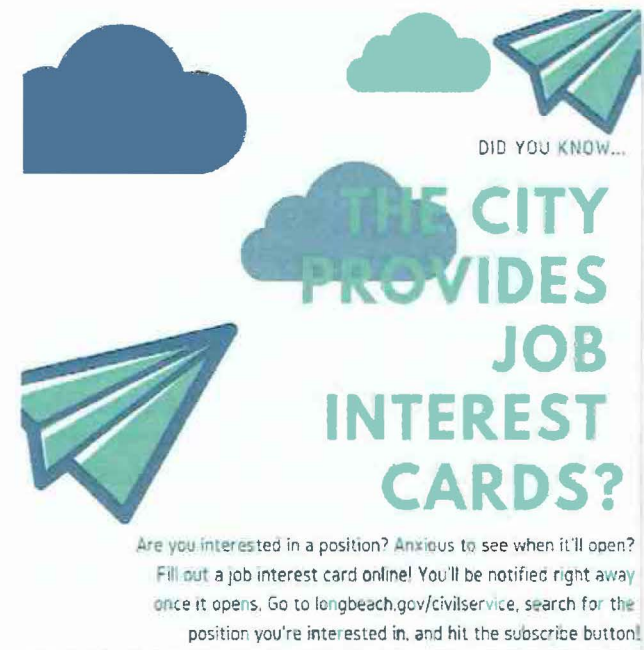
Step 2: Eligible List

Individuals who, after screening for minimum qualifications and successful completion of job specific tests, were placed on an eligible list.



Step 3: Hiring Decision

Individuals who are selected for employment.



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Civil Service Recruitment Data



Long Beach Police Officers recruiting at the Women in Law Enforcement Symposium

displays demographic data on recruitments for these two classifications, separately.

Note: Data is derived from applicants who self-reported their race/ethnicity and gender. Some applicants either selected "Other" or did not specify. Therefore, percentages expressed in the Highlights sections reflect those who specified a race/ethnicity or gender as a percentage of total applicants.

Recruitment efforts for 2018 include attending job fairs, advertising in publications that reach specific demographics and interests, and posting job information on the City's website and social media platforms.

Additionally, recruitment efforts for Fire Recruit and Police Recruit focused on attending job fairs in partnership with Police and Fire staff. This includes events that were designed for women, veterans, and potential applicants from underrepresented racial and ethnic groups.

In the accompanying set of charts, data is displayed by job categories defined by the U.S. Equal Employment Opportunity Commission: Professionals, Technicians, Protective Services, Paraprofessionals, Office/Clerical, Skilled Craft, and Service/Maintenance. The Civil Service Department does not recruit for positions classified under the Officials/Administrators category.

The Protective Services category includes data on Police Recruit and Fire Recruit. Additionally, to maintain consistency with prior reports, this report



City of Long Beach recruitment table at Women in Tech Conference

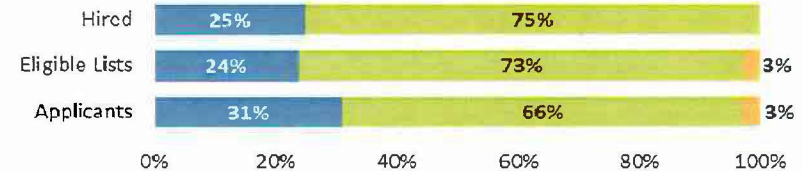
Civil Service Recruitment Data

A) ALL JOB CATEGORIES

Highlights – Compared to 2017 Report

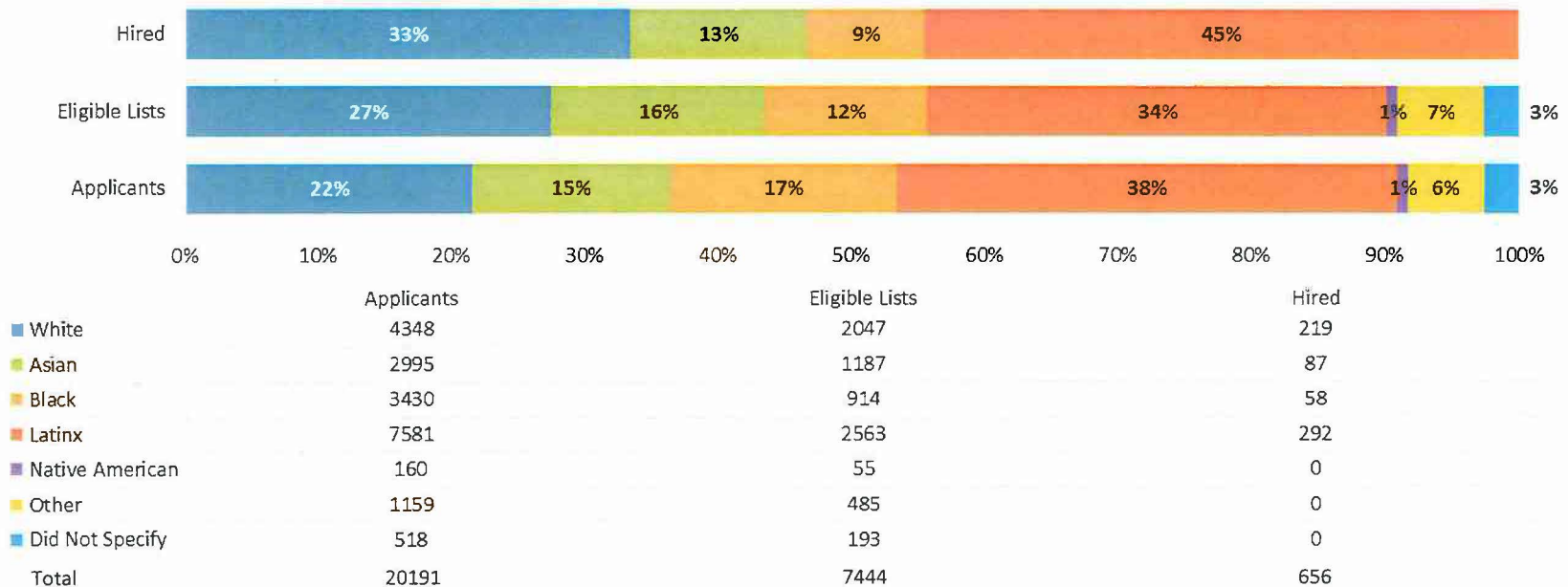
- Representation of Female applicants increased by 2%, while representation of Females hired decreased by 2%
- Ethnic minorities comprised 70% of applicants in 2018, an increase of 4%
- Representation of Latinx applicants hired increased by 10%, while hiring of Black applicants decreased by 4%.

Gender Breakdown



	Applicants	Eligible Lists	Hired
Female	6279	1777	164
Male	13329	5463	492
Did Not Specify	583	201	0
Total	20191	7444	656

Race / Ethnicity Breakdown



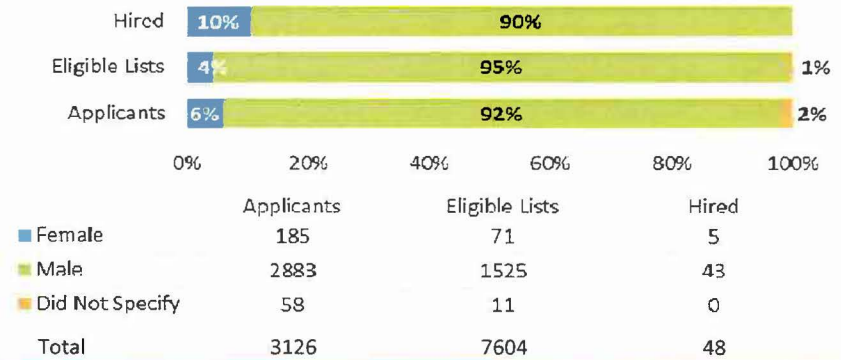
	Applicants	Eligible Lists	Hired
White	4348	2047	219
Asian	2995	1187	87
Black	3430	914	58
Latinx	7581	2563	292
Native American	160	55	0
Other	1159	485	0
Did Not Specify	518	193	0
Total	20191	7444	656

B) FIRE RECRUIT

Highlights – Compared to 2017 Report

- Gender distribution of applicants was 92% Male
- The number of Female applicants increased from 126 to 185
- Representation of **ethnic** minority applicants increased by 3%
- Ethnic minorities comprised 38% of hires, decreasing from 60%

Gender Breakdown



Race / Ethnicity Breakdown



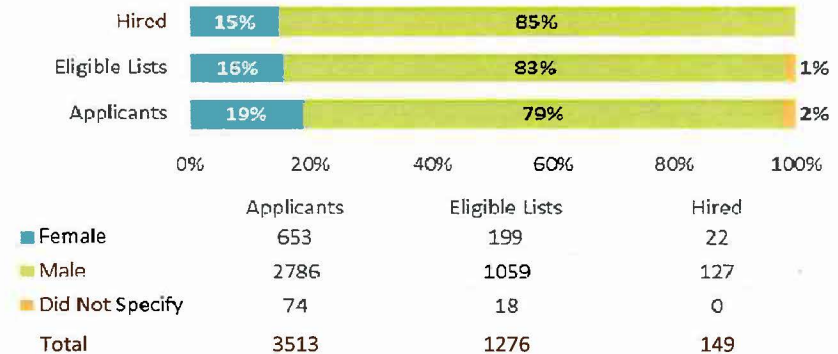
Civil Service Recruitment Data

C) POLICE RECRUIT

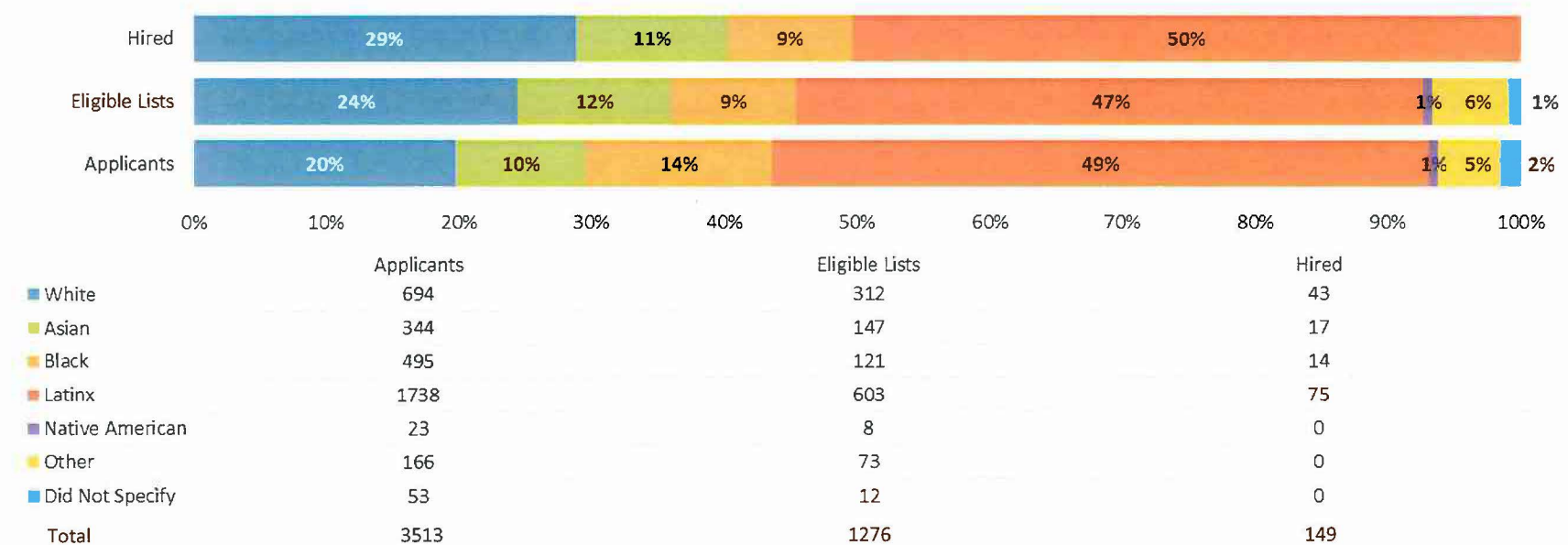
Highlights – Compared to 2017 Report

- Representation for Female applicants increased by 6%, while Female hires increased by 2%
- Ethnic minority representation in applicant pool increased by 3%
- Latinx representation in the hiring phase rose by 13%, helping to reach a 50% representation in hiring of Latinx police recruits

Gender Breakdown



Race / Ethnicity Breakdown



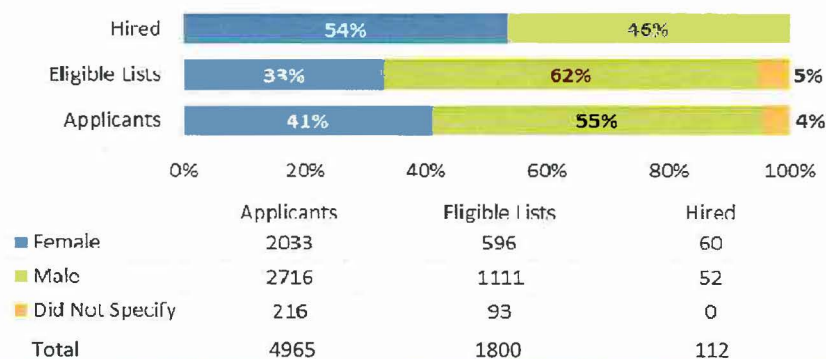
Civil Service Recruitment Data

D) PROFESSIONALS

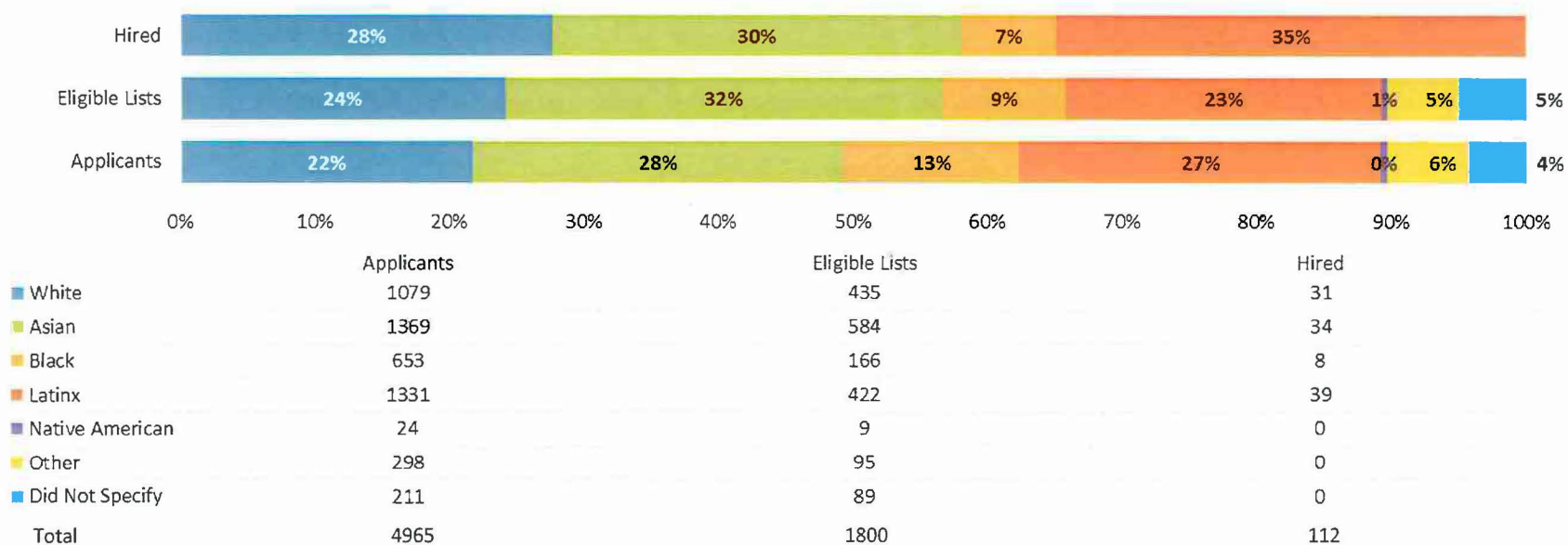
Highlights

- Females represented 41% of all applicants and 54% of those hired
- Ethnic minorities represented 68% of applicants and 72% of hires
- Latinx had the largest representation of hires (35%)
- Asians comprised 28% of applicants and 30% of hires

Gender Breakdown



Race / Ethnicity Breakdown



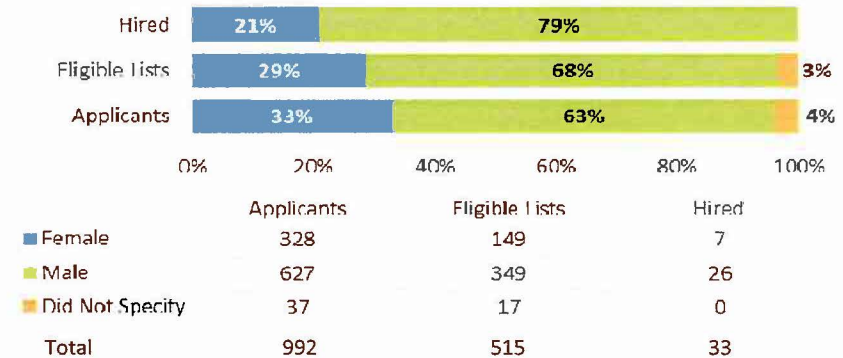
Civil Service Recruitment Data

E) TECHNICIANS

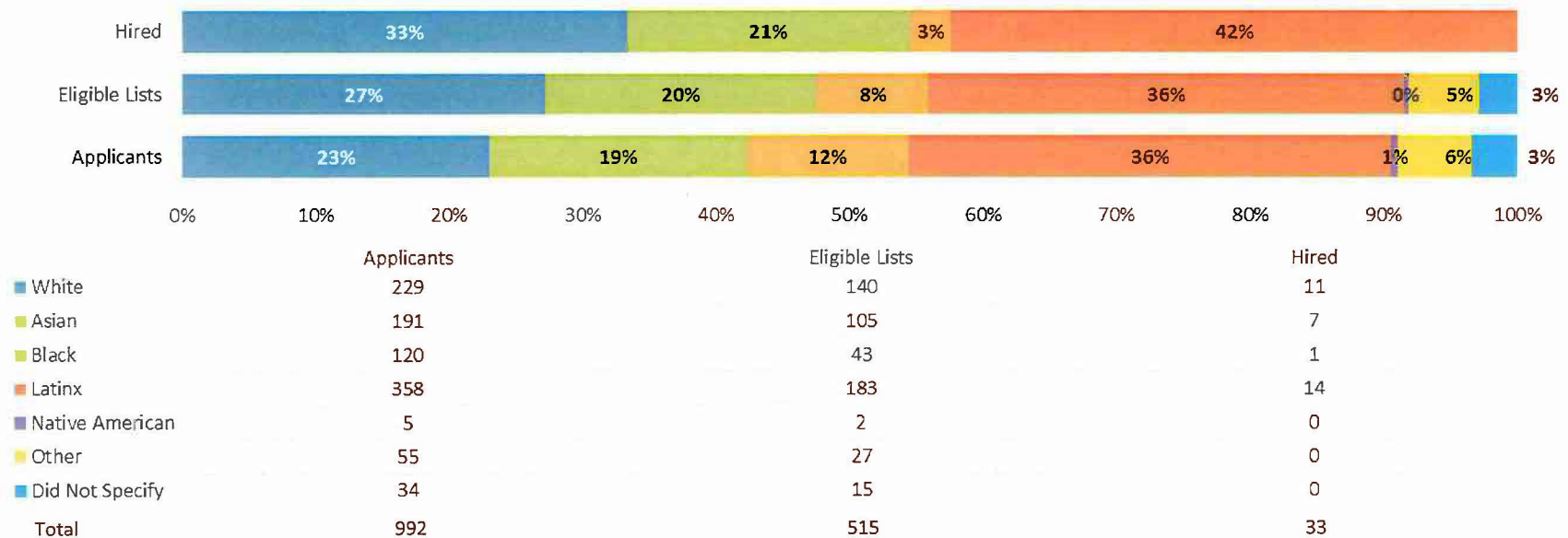
Highlights

- Gender distribution of applicants was majority male (63%)
- Females represented 21% of hires
- Latinx had the largest representation of applicants (36%) and hires (42%)

Gender Breakdown



Race / Ethnicity Breakdown



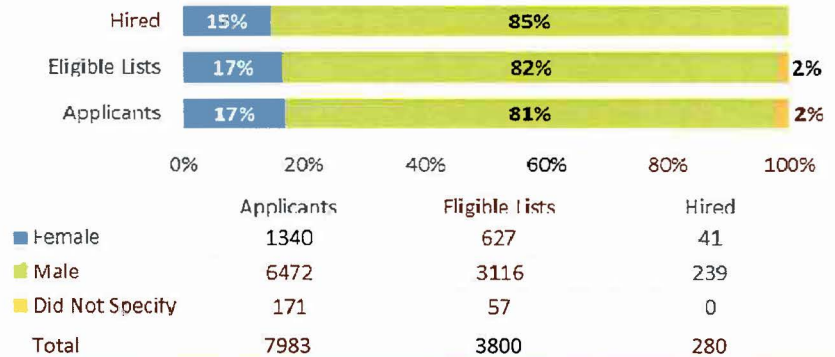
Civil Service Recruitment Data

F) PROTECTIVE SERVICES

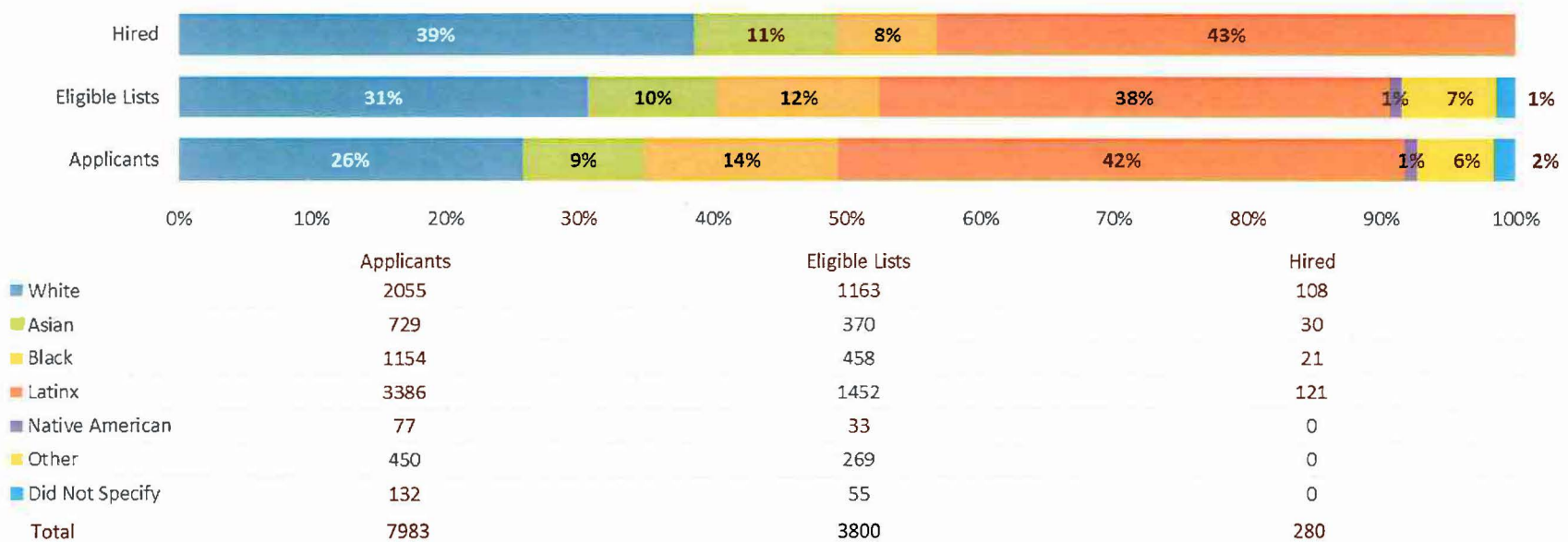
Highlights

- Gender distribution of applicants was majority male (81%) and stayed proportionately constant throughout the various stages of the process
- Females represented 17% of applicants and 15% of those hired
- Latinx had the largest representation of applicants (42%) and hires (43%)

Gender Breakdown



Race / Ethnicity Breakdown



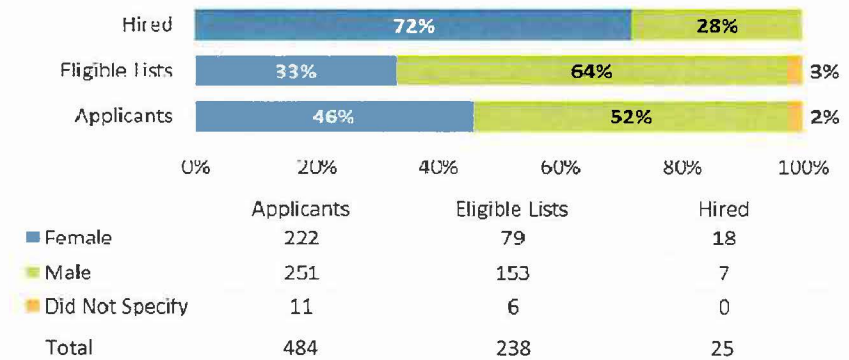
Civil Service Recruitment Data

G) PARAPROFESSIONALS

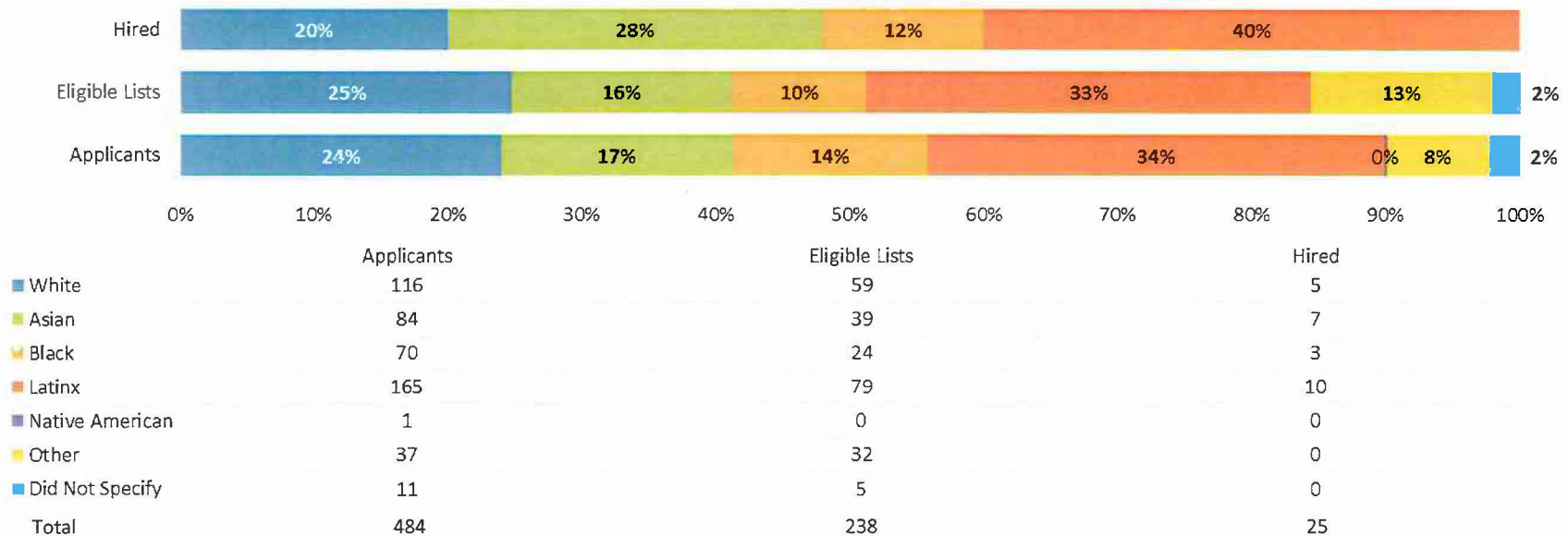
Highlights

- Females represented 46% of all applicants and 72% of hires
- Latinx had the largest representation of applicants (34%) and hires (40%)
- Asians had the second largest representation of hires (28%)

Gender Breakdown



Race / Ethnicity Breakdown



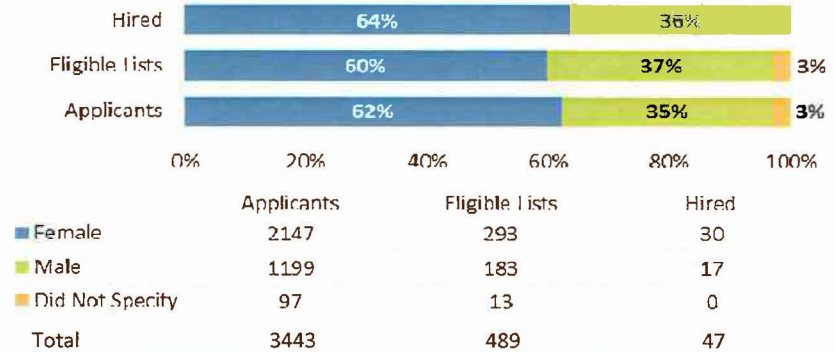
Civil Service Recruitment Data

H) OFFICE/CLERICAL

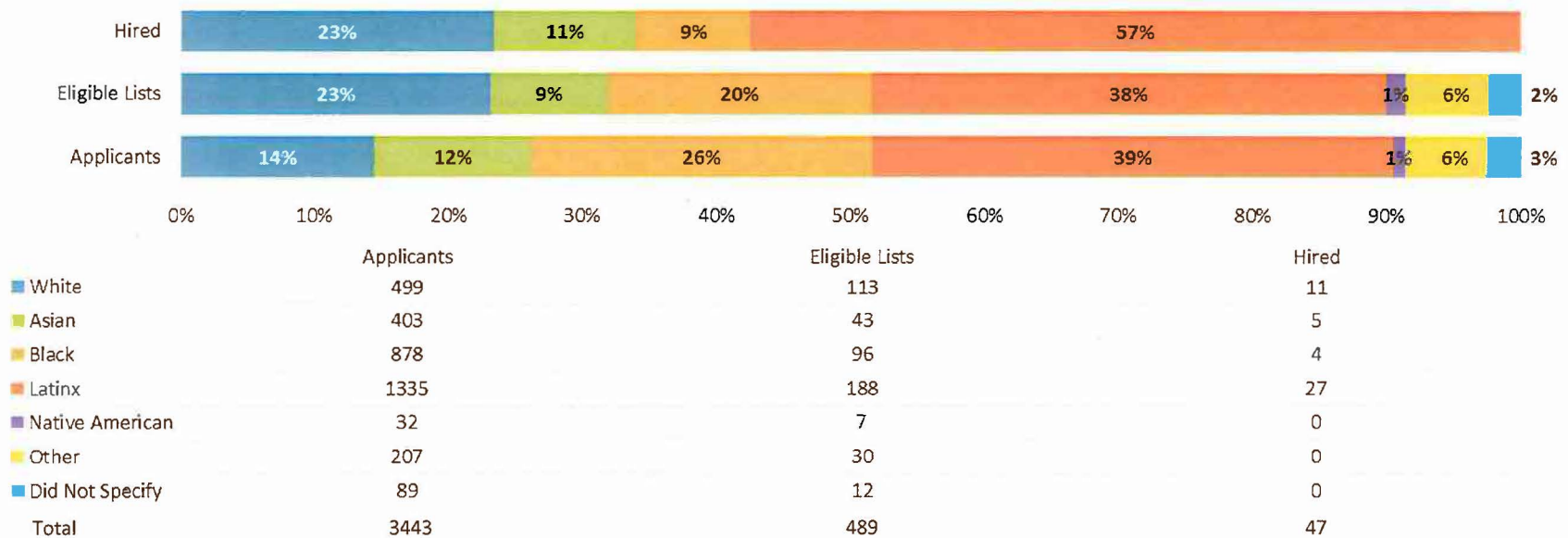
Highlights

- Gender distribution of applicants is majority Female (62%) and stayed proportionately constant throughout the various stages of the process
- Ethnic minorities represented 77% of those hired
- Latinx had the largest representation of applicants (39%) and hires (57%)

Gender Breakdown



Race / Ethnicity Breakdown



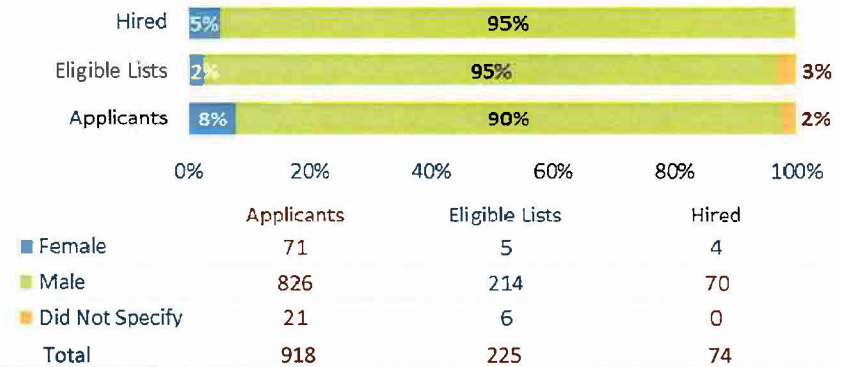
Civil Service Recruitment Data

I) SKILLED CRAFT

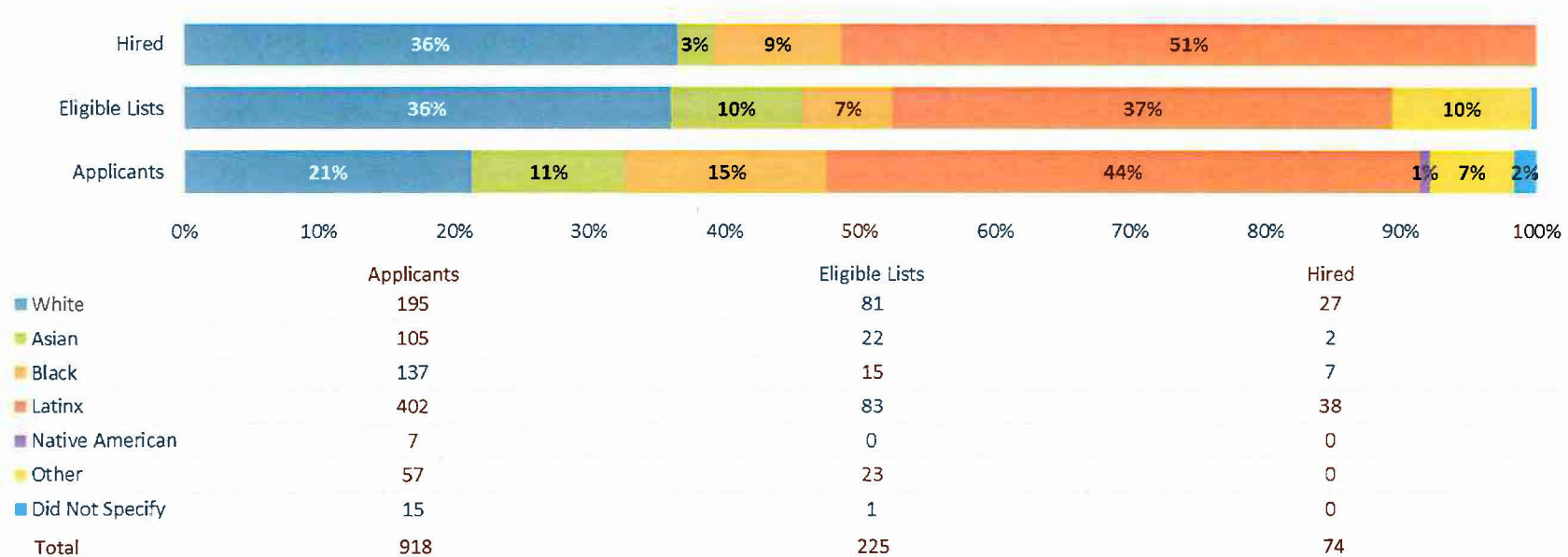
Highlights

- Gender distribution of applicants was majority Male (90%)
- Latinx accounted for over half (51%) of hires
- Ethnic minorities represented 71% of applicants and 64% of hires

Gender Breakdown



Race / Ethnicity Breakdown



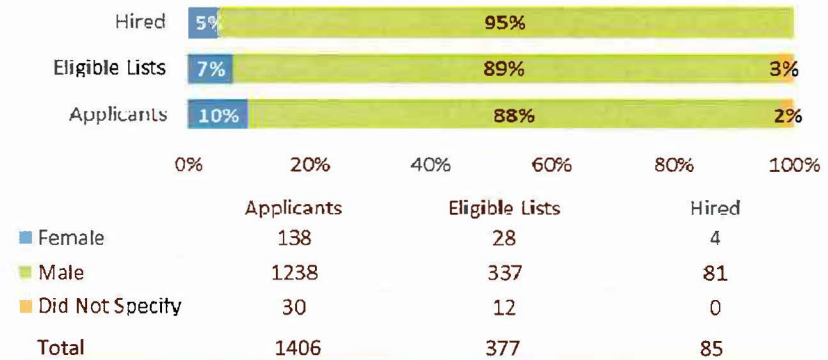
Civil Service Recruitment Data

J) SERVICE/MAINTENANCE

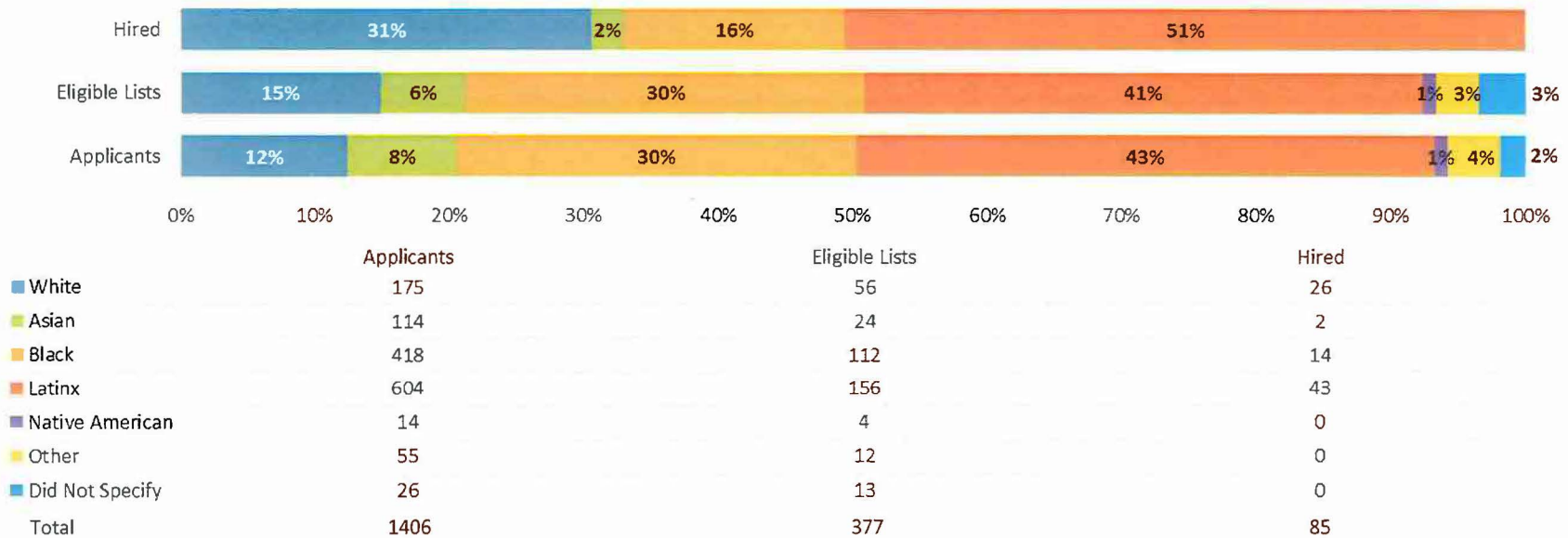
Highlights

- Gender distribution of applicants was majority Male (88%)
- 95% of those hired were Male
- Blacks comprised 30% of all applicants and 30% of applicants on eligible lists
- Latinx had the largest representation of applicants (43%) and hires (51%)

Gender Breakdown



Race / Ethnicity Breakdown



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