

## Ethics Commissioner Recruitment and Application Process Staff Report – February 20, 2020

At its January 29, 2010 Ethics Commission (Commission) meeting, staff presented a report (attached) on the recruitment and application process for the selection of the three remaining commissioner vacancies. Since there was a high number of applications (30 of 51) that were deemed incomplete (resume omitted), the Commission unanimously voted to open provide those applicants with another opportunity to submit a resume, if interested, for further consideration. Based on this direction, the following steps were taken by staff:

- An email was sent to all 30 applicants on January 30, 2020 – offering the applicants an opportunity to submit their resumes by 4:00 p.m., Friday, February 7, 2020.
- A total of 24 resumes were received by the February 7, 2020 deadline
- Applications were redacted and mailed “same day” delivery to Commissioners on February 13, 2020

Following are the revised demographics of all qualified applicants, as of February 13, 2020.

### Applications:

Received:	54
Incomplete Submittals:	6 (no resume)
Minimum Qualifications Not Met:	3
Qualified Applicants:	45

### Demographics by Ethnicity:

Asian or Pacific Islander	3
Black (Not of Hispanic origin)	10
Hispanic	8
White (Not of Hispanic origin)	17
Another	3
Declined to Answer	3
Unknown	1
Total:	45

### Demographics by Gender:

Female	17
Male	24
Declined to Answer	2
Unknown	2
Total:	45

### Demographics by District:

Districts	1	2	3	4	5	6	7	8	9
Applicants	5	9	7	6	3	2	6	3	4

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**Recruitment Period:**

- November 29 to December 31, 2019

**Minimum Qualifications:**

- Must be a resident of the City of Long Beach.
- No member of the Commission, during his or her term, shall:
  - Currently hold elective office in the City of Long Beach, including the Long Beach Unified School District Board or the Long Beach Community College Board of Trustees;
  - Serve as an officer in any election campaign for or against a candidate for any current elected office in the City of Long Beach, Long Beach Unified School District or the Long Beach Community College District, or any City or District measure;
  - Be an employee of the City of Long Beach; and,
  - Employ or be employed as a person required to register as a lobbyist with the City of Long Beach.

**Desirable Qualifications:**

The most qualified candidates will reflect the interests of the greater Long Beach neighborhood, non-profit and business communities. Candidates DO NOT have to have a background in ethics review; however, successful candidates will have a resume that demonstrates:

- Significant involvement with local community organizations or other non-profit organizations in Long Beach; and,
- Volunteerism within the Long Beach community.

**Selection Procedure:**

To be considered for this opportunity, applicants must submit an online application, complete the supplemental questionnaire, and submit a resume. The most qualified candidates will be invited to participate in a interview with the Ethics Commission, open to the public. Incomplete applications or candidates who do not meet the requirements to serve in this position will not be considered. Final appointment is contingent upon the successful completion of a background check.

**Outreach:**

- Neogov portal (governmentjobs.com)
- Emailed the link to everyone who originally applied for the commission
- Ethics Commission LinkLB email
- Link available on Ethics Commission website
- Social media posts on City and City Clerk accounts, including Facebook, Twitter, and LinkedIn
- Included in December Council District Newsletters
- Included in the Go Long Beach Citywide Newsletter
- Emailed to Neighborhood Resource Center groups and leaders
- *Press-Release was not issued*

**Applications:**

Received:	54
Incomplete Submittals:	30 (no resume)
Minimum Qualifications Not Met:	3
Qualified Applicants:	21

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Demographics by Ethnicity:

Asian or Pacific Islander	2
Black (Not of Hispanic origin)	5
Hispanic	3
White (Not of Hispanic origin)	9
Another	1
Unknown	1
Total:	21

Demographics by Gender:

Female	7
Male	13
Unknown	1
Total:	21

Demographics by District:

Districts	1	2	3	4	5	6	7	8	9
Applicants	1	6	2	4	2	1	3	1	1