



Workforce Demographics

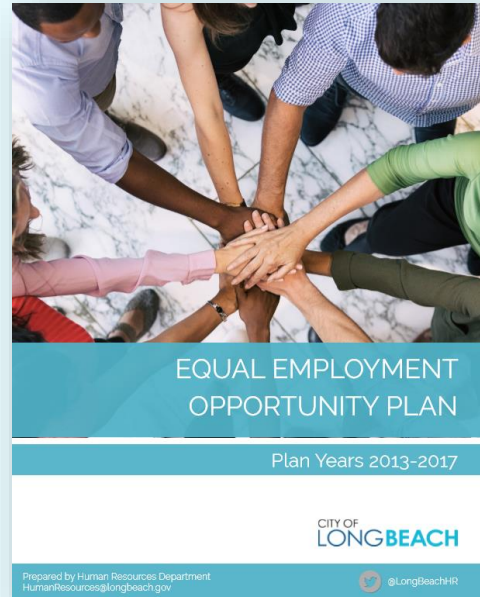
November 14, 2017
Report to Council

Why are we here?



1. City Council requested a report to assess the City's workforce diversity.
2. EEO Plan report details a comparison of the City's workforce against a standard relevant labor market benchmark and similar agencies.
3. These reports build on City's commitment to EEO principals.
4. The objective of preparing these reports is to evaluate the City's workforce data and maximize diversity-enhancing programs and activities.

Two Reports: EEO Plan & Diversity Report



- Full-Time Employees Only
- Detailed comparison of City workforce against census data on Relevant Labor Market (RLM)
- **Key finding:** City's minority workforce exceeds RLM in all EEO job categories except sworn and skill craft

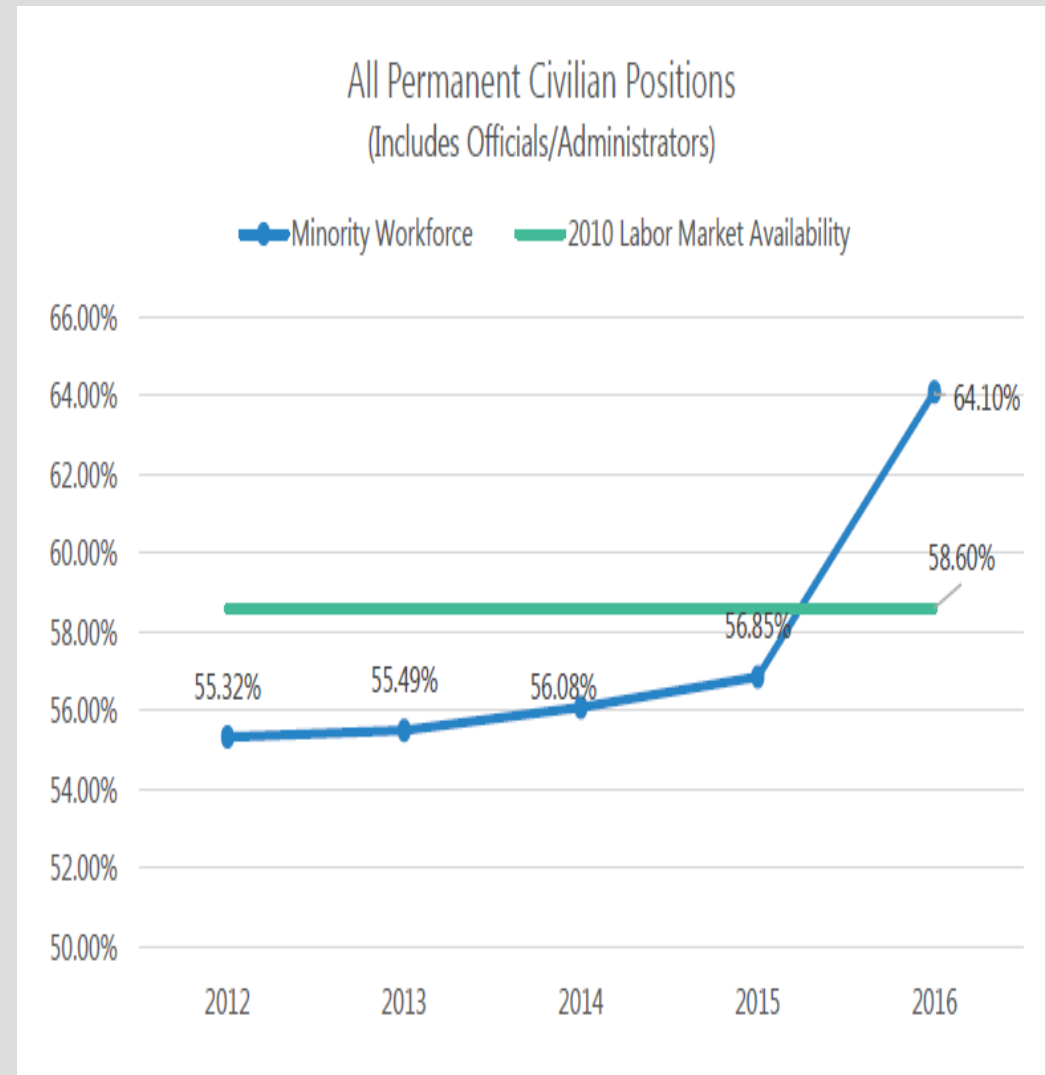
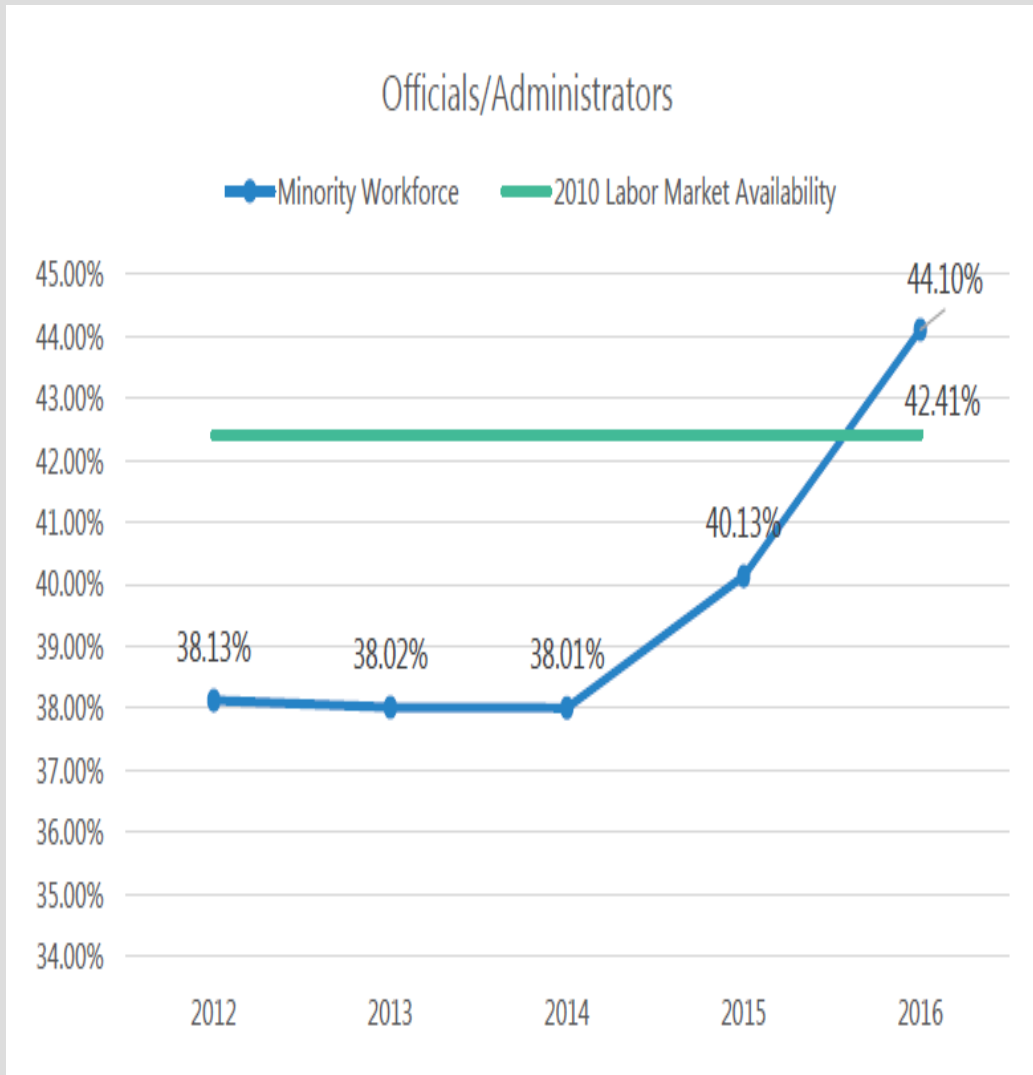


- Covers all City employees: full-time, part-time and seasonal
- Summary statistics by gender, ethnicity, age, and salary
- Includes a review of aggregate Civil Service applicant flow data.
- **Key finding:** City's gender and ethnic demographic compare favorably to other similar agencies

Overview of EEO Plan:

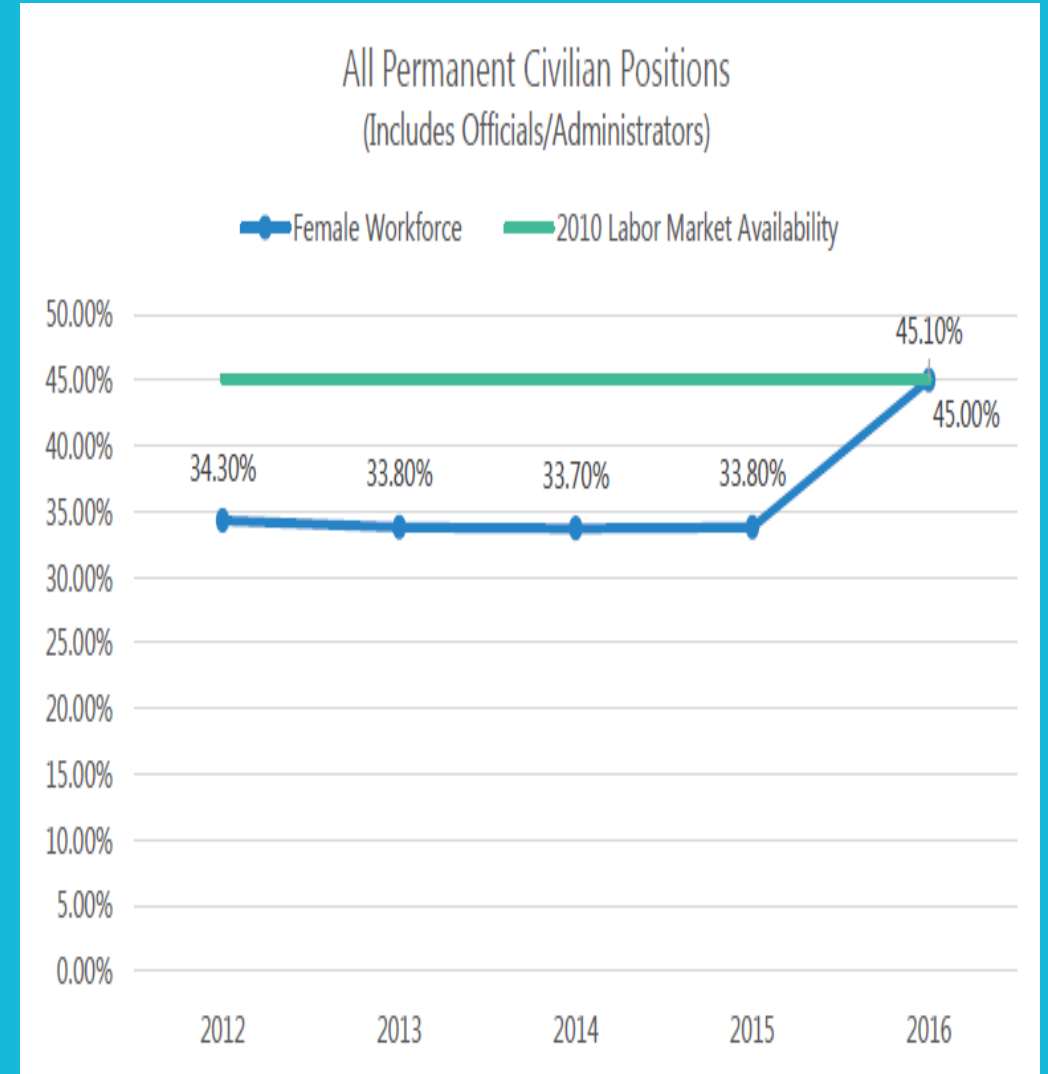
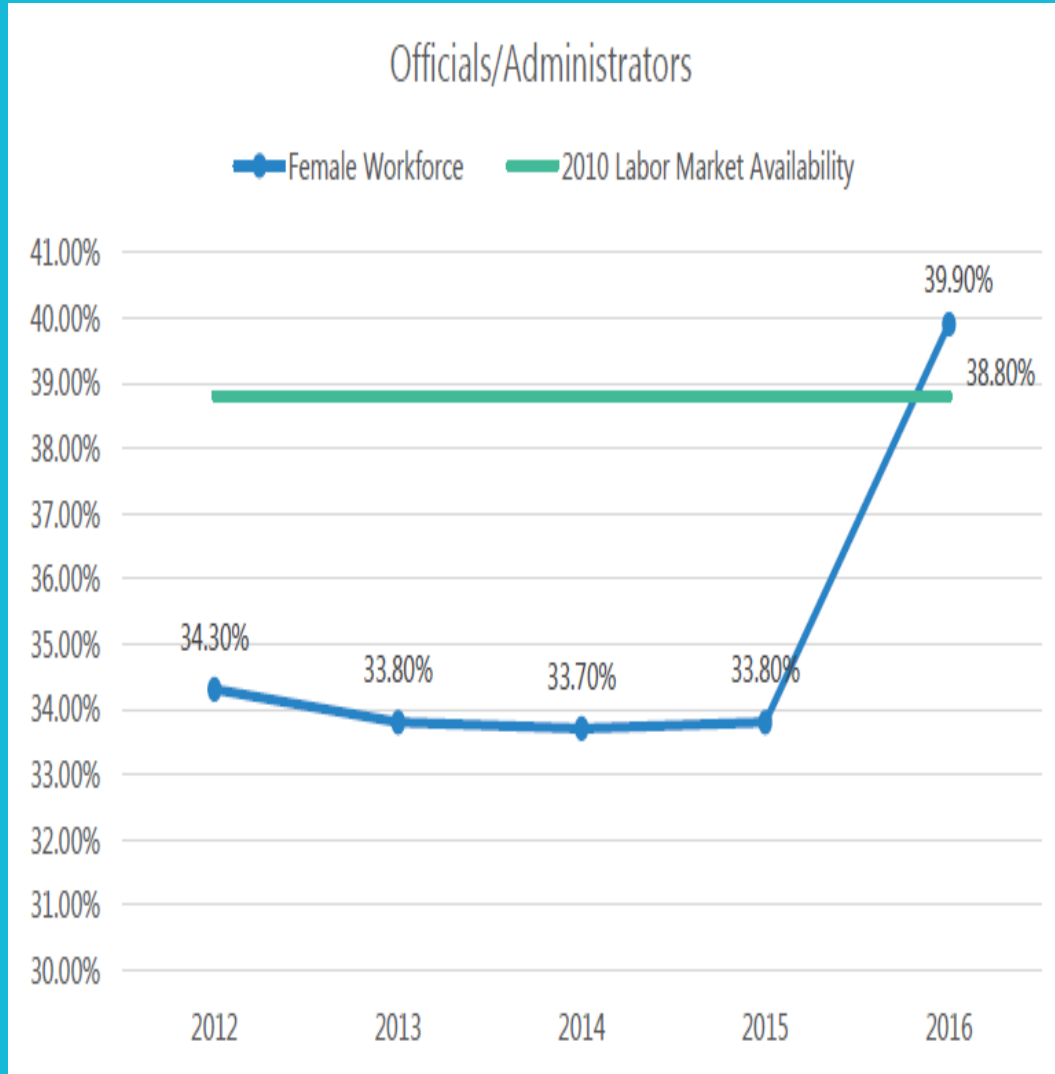
- 1. What is an EEO Plan?** The report provides an in depth comparison of the City's workforce compared to the relevant labor market data and serves a tool to identify possible barriers to the participation of women and minorities in all levels of the workforce.
- 2. History of EEO Plan with City Council** – In 2008 and 2011 the Council reviewed an EEO Plan report and adopted a Resolution committing the City to a policy of nondiscrimination and equal employment in all hiring activities and referred the proposed EEO Plan to Human Resources and Civil Service for review.
- 3. EEO Plan Findings** – The City has made significant improvement in minority representation in the civilian workforce. There are some areas that need attention and improvement.

RACIAL/ETHNIC MINORITY WORKFORCE



*Excludes sworn personnel

FEMALE WORKFORCE



*Excludes sworn personnel

Findings:
City is doing well
 comparable
 to other
 Cities

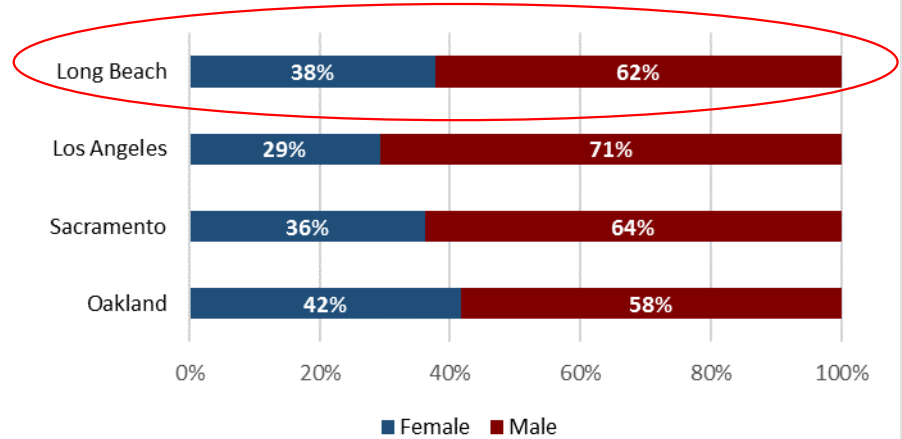
Ranks 2nd in terms of
 Female workforce



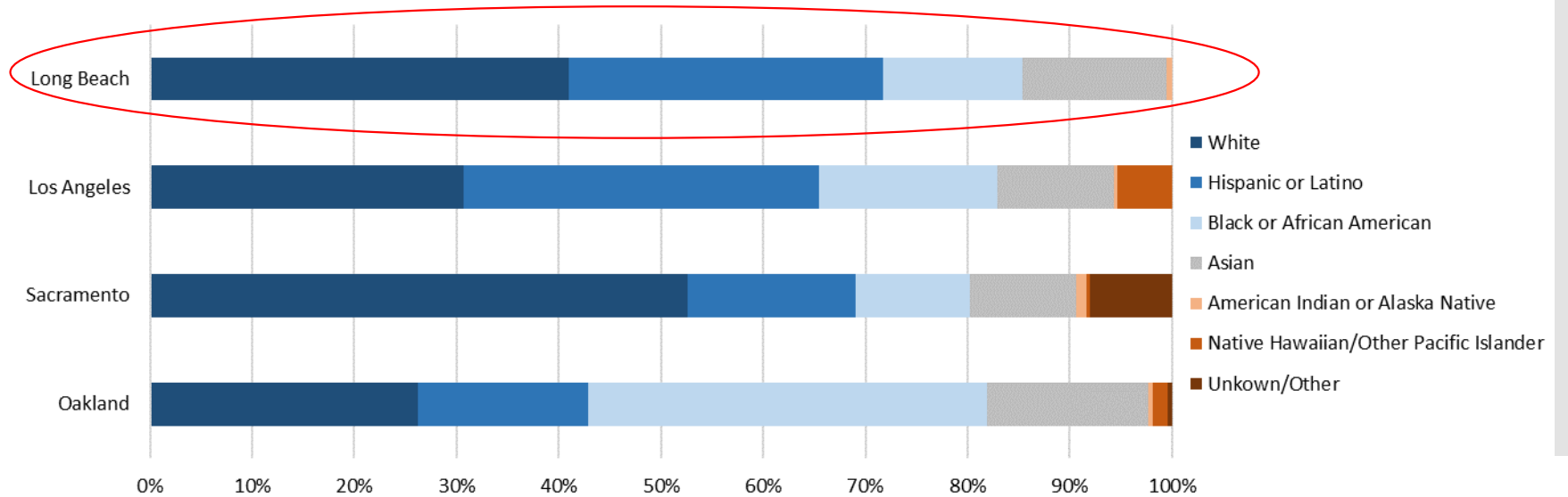
Ranks 3rd in terms of ethnic
 minorities in the workforce



Gender



Race/Ethnicity

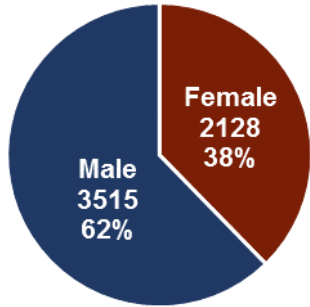


Overview of Diversity Report:

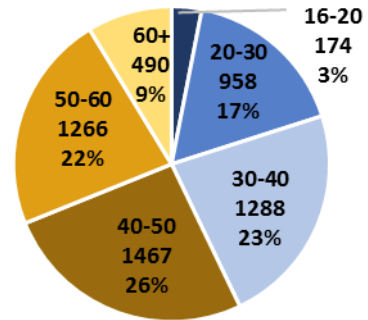
- 1. Diversity Report Data** - The report provides summary data Citywide and by department, breakdowns by gender, age, and ethnicity.
- 2. City Workforce** – There are 5,643 employees in the City and the majority are in classified positions.
- 3. Pay Gap** – The Diversity report contains a comparison of salary between men and women. The pay gap between men and women is similar to other public agencies and in part attributed to lower female representation in higher paying occupations such sworn, officials, and skilled craft.

CITYWIDE WORKFORCE DEMOGRAPHICS

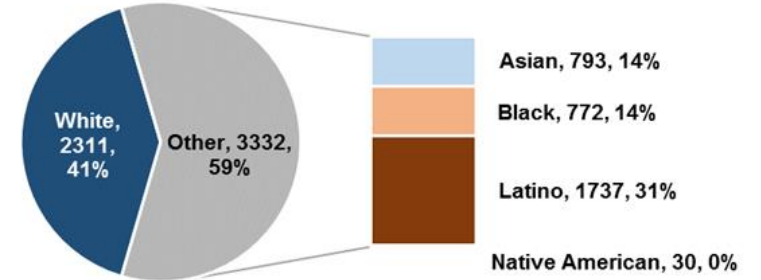
Gender



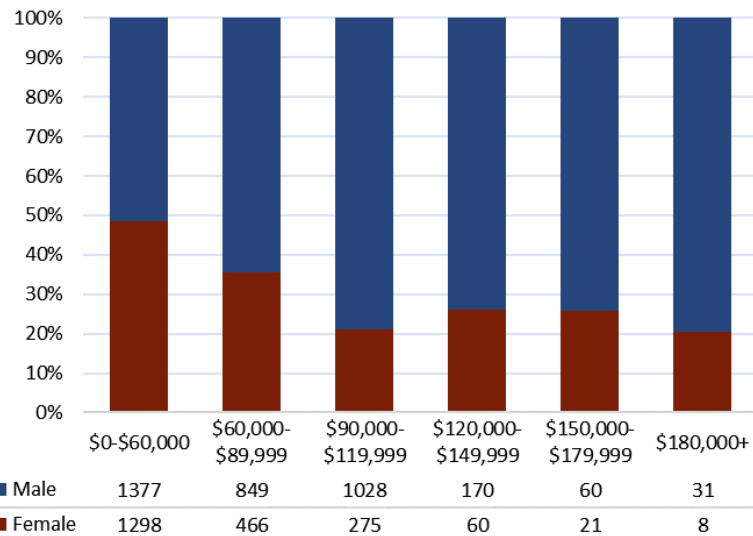
Age



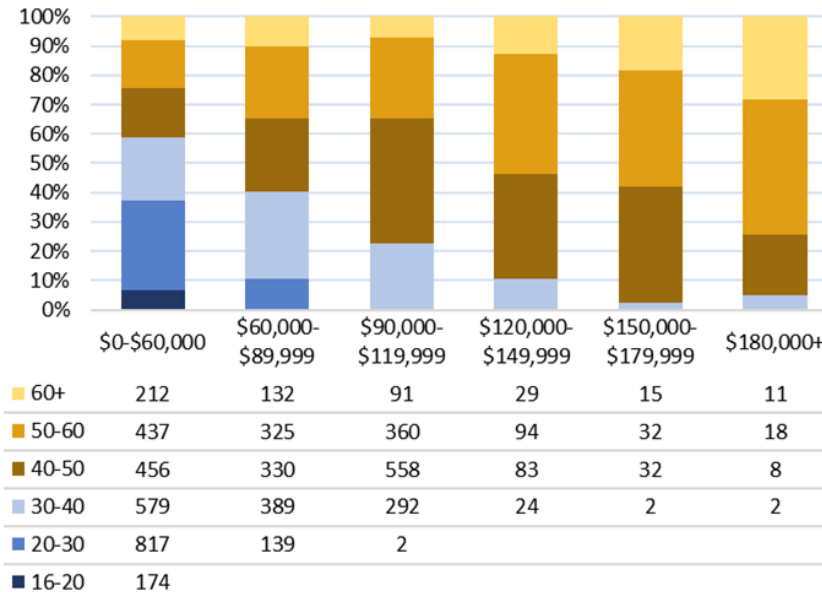
Race/Ethnicity



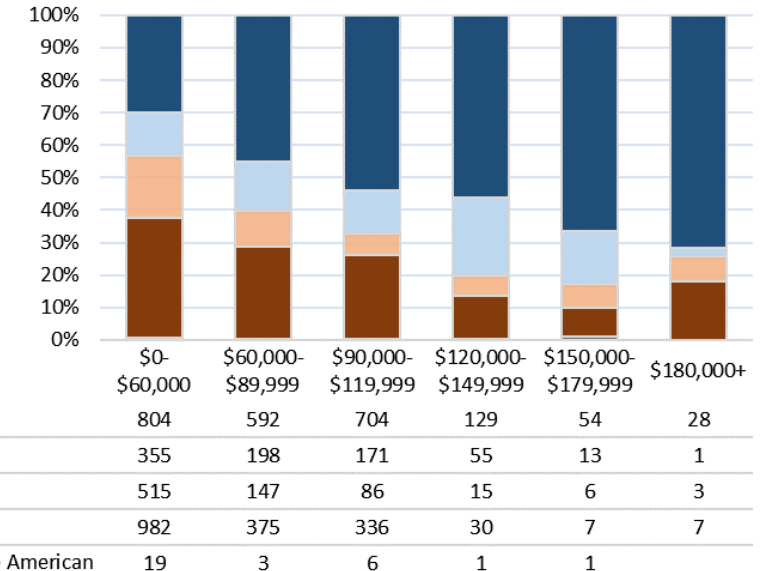
Gender By Salary Bracket



Age By Salary Bracket



Race/Ethnicity By Salary Bracket



Findings:
where we
can improve

Long Beach Pay Gap



Close pay gap by increasing female representation in higher pay classifications, sworn positions and in management.

Benchmarks: LA City: 83¢
CA: 84¢
United States: 79¢

Increased support of **succession planning and training programs** for current and prospective employees.



Targeted **support and recruitment of ethnic minorities** for employment at all levels.

EEO Strategies for addressing underutilization of RLM :

1. **Leveraging technology and social media** tools to streamline processes and create innovative ways to reach and communicate with potential candidates;
2. **Increasing transparency in recruitment** efforts and access to information through increased social media presence, communications;
3. **Developing training opportunities and career advancement programs** that help train and retain talent; and
4. **Supporting initiatives, projects, and groups that work to advance diversity** in the workforce by fostering cooperation, acceptance, and transparency.

Notable accomplishments to date:

Encouraging all City departments to utilize **internet-based job boards** such as Jobs Available, Indeed, Idealist.org, and SHRM to increase job posting visibility.

Utilizing a **FUSE Executive Fellow** to conduct a top to bottom review of recruitment and hiring practices.

Increasing **social media presence** on Facebook, Twitter, Instagram, and LinkedIn to broaden the City's recruitment pool and market the City of Long Beach as an employer of choice.

Implementation of LinkLB, a free email subscription service that allows interested parties to receive alerts for job openings.

Migrating to a **100% online based applicant system** creating greater job visibility, faster applicant screenings and expedited candidate selection.

Streamlining the application process through use of **computerized testing systems** such as Wonderlic, Montage and National Testing Network (NTN).

Questions?

Thank you.