



## Legislation Details

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<b>File #:</b>	17-0061	<b>Version:</b>	1	<b>Name:</b>	CD 7 - Workforce Demographics and Hiring
<b>Type:</b>	Agenda Item	<b>Status:</b>		<b>Status:</b>	Approved
<b>File created:</b>	1/30/2017	<b>In control:</b>		<b>In control:</b>	City Council
<b>On agenda:</b>	2/7/2017	<b>Final action:</b>		<b>Final action:</b>	2/7/2017

**Title:** Recommendation to request City Manager and the Executive Director of the Civil Service Department and Human Resources Director to collaborate in gathering data on existing workforce demographics and hiring pools in the City of Long Beach and draft a detailed report open to the public within 120 days.

This report should include, but not be limited to, the following for both Classified and Unclassified employees:

- a) Equal Employment Opportunity (EEO) statistics for each City department of both Classified and Unclassified Employees,
- b) Data should include gender, ethnicity, age, disability, and veteran status, and each grouping should include salary averages and EEO category and job cluster breakdowns (i.e., officials and administrators, professionals, technicians, protective service workers, administrative support, skilled craft workers, and service and maintenance).
- c) Track employment practices, including available labor market demographics and applicant and hiring diversity for both Classified and Unclassified Employees.
- d) Comparisons between the City of Long Beach and other leading cities in Southern California and the United States.

Request City Manager and the Executive Director of the Civil Service Department and Human Resources Director to prepare this report annually and present it to the City Council until replaced by an online dashboard.

Following completion of the initial study, request City Manager to work with the Technology and Innovation department to build an online dashboard (comparable to those on the City of Portland's and the City of Boston's websites) allowing data on employee demographics to be easily visualized through interactive charts and graphs.

Within another 90 days of publicizing the first report, request staff to return to the Council with recommendations for long-term equity goals, proposals for promoting diversity, and a strategic plan to ensure progress towards more inclusive employment practices.

**Sponsors:** COUNCILMEMBER ROBERTO URANGA, SEVENTH DISTRICT, COUNCILWOMAN SUZIE A. PRICE, THIRD DISTRICT, VICE MAYOR REX RICHARDSON, NINTH DISTRICT

**Indexes:**

**Code sections:**

**Attachments:** 1. 020717-R-15sr.pdf, 2. 020717-R-15 TFF Memo.pdf

Date	Ver.	Action By	Action	Result
2/7/2017	1	City Council	approve recommendation	Pass