



## Legislation Details (With Text)

**File #:** 17-0974      **Version:** 1      **Name:** HR - Diversity in Hiring Report  
**Type:** Agenda Item      **Status:** Approved  
**File created:** 10/4/2017      **In control:** City Council  
**On agenda:** 11/14/2017      **Final action:** 11/14/2017  
**Title:** Recommendation to receive and file a staff report on Equal Employment Opportunity Plan and 2017 Workforce Gender, Age, and Ethnic Diversity Report. (Citywide)  
**Sponsors:** Human Resources  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. 102417-R-19sr&att, 2. 111417-UB-21sr&att, 3. 111417-UB-21 PowerPoint.pdf

Date	Ver.	Action By	Action	Result
11/14/2017	1	City Council	approve recommendation	Pass
10/24/2017	1	City Council	laid over	Pass

Recommendation to receive and file a staff report on Equal Employment Opportunity Plan and 2017 Workforce Gender, Age, and Ethnic Diversity Report. (Citywide)

On February 7, 2017, the City Council requested the City Manager to report back on workforce and applicant diversity data. It was requested the report include information on classified and unclassified employees, and demographic data such as gender, race, and age, salary averages, disability, veteran status, and Equal Employment Opportunity (EEO) job category breakdown. This staff report provides the information requested.

### Equal Employment Opportunity Plan

The Equal Employment Opportunity Plan (EEOP) is a Citywide guide for a plan of action and reference resources. The EEOP reaffirms the City's commitment to equal opportunity in its employment practices. The EEOP also provides a review of the City's workforce diversity compared to benchmarks and identifies areas where certain groups are underrepresented compared to the Relevant Labor Market. This EEOP helps the City identify and address areas of underrepresentation. The EEOP, covering the 2013 to 2017 period, is attached.

### Workforce Demographics and Hiring

The attached Workforce Gender, Age, and Ethnic Diversity Report provides an overview of the City's workforce demographics broken down by age, gender, ethnicity, salary, and EEO job category on a Citywide basis and by department. The report does not include employee disability and veteran status because this information is not collected. The report also provides Citywide recruitment data for classified applicants and data for Police

Officer and Firefighter recruits.

This matter was reviewed by Principal Deputy City Attorney Gary J. Anderson and by Revenue Management Officer Geraldine Alejo on October 11, 2017.

City Council action on this matter is not time critical.

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

Approve recommendation.

ALEJANDRINA BASQUEZ  
DIRECTOR OF HUMAN RESOURCES

APPROVED:

PATRICK H. WEST  
CITY MANAGER