



CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

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EQUAL EMPLOYMENT OPPORTUNITY/ADA

August 17, 2004

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HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

SUBJECT: Equal Employment Opportunity Status Report – 2003, Adoption of Resolution Committing the City of Long Beach to a Policy of Nondiscrimination and Equal Employment Opportunity, and Equal Employment Opportunity Plan 2004-2006

DISCUSSION

It is recommended that the City Council receive and file this summary report on the hires for 2003, the second year of the City's two-year Equal Employment Opportunity Plan 2002-2003; adopt the attached resolution, which commits the City of Long Beach to a policy of nondiscrimination and equal employment opportunity in all hiring activities; and refer the proposed three-year Equal Employment Opportunity Plan 2004–2006 to the Personnel and Civil Service Committee for review.

Background

The City of Long Beach had an Affirmative Action Program Plan (AAPP) from 1973 through 2001. The AAPP reported on the population and labor market availability by gender and race, analyzed the work force by job category, and established specific Citywide and departmental numeric hiring "goals and objectives." In 2002, due to changes in state and federal laws, the City discontinued the AAPP for reporting work-force statistics. Now, the City uses an Equal Employment Opportunity Plan (EEOP). The EEOP analyzes the City's work force in comparison to its relevant labor market to determine if females and/or minorities are under-represented in the work force. The plan provides a narrative identifying areas that are below the relevant labor market, sets forth overall non-numeric objectives to address under-utilization, and determines steps to achieve these objectives. It does not establish numeric hiring goals or quotas.

Labor Market Availability

The City has traditionally used census figures for general labor market availability to establish equal employment objectives and to measure the progress toward a diverse work force. Historically, the City has utilized the combined labor forces of Los Angeles and Orange Counties to determine the Labor Market Availability (LMA). These combined labor force statistics are used since both counties are primary areas for recruitment and where most

employees live. At this time, 71.5% of permanent full-time City employees live in Los Angeles County, 23.5% live in Orange County, and 5.0% live in other counties. The data is broken down by gender within each racial/ethnic group.

There were significant changes in the labor market availability when the Census 2000 data became available in late 2003. The data indicate a significant increase in labor market statistics for Hispanics, an increase for females and Asians, and a slight decrease for Blacks. The changes in labor market statistics for Hispanics, females and Asians are mainly attributed to demographic changes in Los Angeles and Orange Counties. The decrease in Black representation may be attributed to the 12 new ethnic/racial categories allowed by the 2000 Census tracking data.

Status of New Hires

During the two-year period of this report, there were 802 new hires. Due to the hiring freeze, employment opportunities in 2003 were less than half of those available in 2002, 255 compared to 547. Despite fewer hires, the City continued to maintain consistent hiring levels for females and minorities. Of 255 new hires in 2003, 68.6% were white females and minorities compared to 69.1% the previous year. However, since females, as a whole, and Hispanics, Asians and Blacks in specific job categories are all under-represented, the City will continue to work with Civil Service staff to focus its outreach efforts to increase female and minority representation.

One of the highest priorities of the City's Equal Employment Opportunity Program continues to be placing more females and minorities in Firefighter and Police Officer positions. Over the last two years, 73 of 145 police recruit hires were white females and minorities, for a 50.3% hiring rate. During the same period, 14 of 57 fire recruit hires were white females and minorities, for a 24.6% hiring rate. The combined hiring rate of 43.1% for white females and minorities represents a decrease of 11.5% from the previous rate of 54.6% for program years 1999-2001. Part of this decrease, particularly in the Fire service, is attributable to the fact that in 2003, the Fire Department did not have a Fire recruit class. In the future, the City will strengthen outreach efforts in areas where females, Hispanic and Asian candidates are concentrated in an effort to attract a larger applicant pool.

Summary

There has been much progress since the City's first Affirmative Action Plan. The percentage of ethnic diversity in the workforce has more than doubled since calculations were first reported in 1973. Total females in 1973 were 17.6%, and 34.8% in 2003; total minorities were 19.8% in 1973, and 48.7% in 2003. The combined minority and white female representation is currently 64.5% of the City's work force. However, much work remains to be done. The City is still below parity in female, Hispanic and Asian representation. The 2004-2006 Equal Employment Opportunity Plan acknowledges these areas of under-representation and identifies strategies to deal with them. The EEOP reinforces the City's commitment to equal employment opportunities in all employment activities.

This matter was reviewed by Deputy City Attorney Christina Checél on August 6, 2004.

TIMING CONSIDERATIONS

City Council action on this matter is not time critical.

FISCAL IMPACT


None.

IT IS RECOMMENDED THAT THE CITY COUNCIL:

- 1) Receive and file this summary report on hires for 2003, the second year of the City's two-year Equal Employment Opportunity Program Plan (2002- 2003).
- 2) Adopt the attached Resolution, which commits the City of Long Beach to a policy of nondiscrimination and equal employment opportunity in all employment activities.
- 3) Refer the attached Equal Employment Opportunity Plan 2004-2006 to the Personnel and Civil Service Committee for review.

Respectfully submitted,

APPROVED:



KEVIN BOYLAN
DIRECTOR OF HUMAN RESOURCES



GERALD R. MILLER
CITY MANAGER