



CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

R-30

333 WEST OCEAN BOULEVARD • LONG BEACH, CALIFORNIA 90802 • (562) 570-6621

August 16, 2005

HONORABLE MAYOR AND CITY COUNCIL
 City of Long Beach
 California

RECOMMENDATION:

Refer the report on hires for 2004, the first year of the City's three-year Equal Employment Opportunity Program Plan (2004-2006), to the Personnel and Civil Service Committee for review.

DISCUSSION

Annual status reports are provided as part of the City's three-year Equal Employment Opportunity Program Plan (2004-2006), which was presented to the City Council on August 17, 2004 and referred to the Personnel and Civil Service Committee for review. This report sets forth the City's hiring data for the 2004 calendar year, the first year of the three-year plan.

Background

The EEOP analyzes the City's workforce in comparison to its relevant labor market to determine if females and/or minorities are under-represented in the work force. Historically, the City has used the combined labor forces of Los Angeles and Orange Counties to determine the Labor Market Availability. The 2000 Census data was used to determine the City's relevant labor market availability statistics.

Work Force Analysis						
	2000 LMA	2003 Actual		Actual 2004		2004 Over/Under-Utilization
	%	#	%	#	%	
Total Employees		4629		4489		
Total Females	45.1%	1610	34.8%	1537	34.2%	-10.9%
Black	3.9%	295	6.4%	281	6.3%	2.4%
Hispanic	15.1%	328	7.1%	320	7.1%	-8.0%
Asian	6.4%	244	5.3%	247	5.5%	-0.9%
American Indian	0.2%	12	0.3%	11	0.2%	0.0%
White	18.7%	731	15.8%	678	15.1%	-3.6%
Total Males	54.9%	3019	65.2%	2952	65.8%	10.9%
Black	3.4%	398	8.6%	377	8.4%	5.0%
Hispanic	20.5%	644	13.9%	662	14.7%	-5.8%
Asian	6.9%	313	6.8%	312	7.0%	0.1%
American Indian	0.2%	19	0.4%	18	0.4%	0.2%
White	22.9%	1645	35.5%	1583	35.3%	12.4%
Total Minorities	58.5%	2253	48.7%	2228	49.6%	-8.9%
White Females & Minorities	77.1%	2984	64.5%	2906	64.7%	-12.4%

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As shown in the chart above, the City's "Work Force Analysis" illustrates some progress towards achieving the work force objectives. Citywide objectives were established for females, Hispanics and Asians. Although the City has made progress, we are still under-represented in the following categories: females, as a group, particularly Hispanic and White, and male Hispanics.

In an effort to address EEO challenges and opportunities for improving female and minority hires and promotions, as identified in the 2004-2006 EEOP, the City's Executive Management Team held a retreat on September 27, 2004. The purpose of the retreat was to discuss key issues facing the City, including diversifying the organization, future management and employee recruitment strategies, and the EEOP. On May 6, 2005, Executive Management and Civil Service met to discuss employee recruitment practices and EEOP objectives. Two standing committees were established to identify how the City Manager departments and Civil Service could work together to enhance recruitment efforts and provide employees with better training and career development opportunities. The committees are meeting on an on-going basis. The Assistant City Manager has oversight responsibility for the committees and will make regular progress reports to the City Manager as to their status.

In addition, the City will continue to work with Civil Service to enhance outreach efforts in areas where females and minority candidates are concentrated, such as minority organizations, community colleges and universities, and trade schools, etc. We will continue to incorporate diversity enhancing programs and activities in our recruitment process. City staff has also made a concerted effort over the past year to reach out to current non-career employees when filling permanent positions.

	2003		2004	
	#	%	#	%
Total Hires	255		289	
Total Females	112	43.9%	95	32.9%
Black	18	7.1%	15	5.2%
Hispanic	33	12.9%	30	10.4%
Asian	9	3.5%	15	5.2%
American Indian	1	0.4%	1	0.3%
White	51	20.0%	34	11.8%
Total Males	143	56.1%	194	67.1%
Black	13	5.1%	17	5.9%
Hispanic	36	14.1%	66	22.8%
Asian	80	31.4%	21	7.3%
American Indian	1	0.4%	0	0.0%
White	80	31.4%	90	31.1%
Total Minorities	124	48.6%	165	57.1%
White Females & Minorities	175	68.6%	199	68.9%

The table above provides a breakout of the new hires for the permanent full-time work force. Diversity efforts in both 2003 and 2004 have been hampered by the fact that City Manager Departments are operating with a hiring freeze, and only positions in critical

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service delivery areas (Public Safety, Building Inspection, etc.) are being filled. For the calendar year 2004, there were 289 hires, which represent an increase of 34 positions, or 12%, from 2003. Of those, 118, or 41%, were for public safety positions in the Police and Fire Departments. In addition, 95 or 32.9% were females, 165 or 57.1% were minorities, and 199 were white females and minorities, for a combined white female and minority rate of 68.9%. This rate represents an increase of 0.3% over the previous year. The City continues to hire minorities at a higher rate than work force representation.

More specific information is contained in Attachment A, "Hires, Promotions, and Separations for 2004 by Department", and Attachment B, Civil Service Department's "Applicant Flow Data Summary for Classified Service." Attachment C shows the report on Management Appointments for the "Officials/Administrators" job category for 2004.

The table below indicates the Police Officer and Firefighter Recruits hired in 2004. Of the 118 combined hires in 2004, 19.5% were females, 52.5% were minorities, and 7.6% white females. The combined white female and minority-hiring rate is 60.2%, which represents a 7% increase from 2003. The combined hires for public safety personnel meet, or exceed, labor market availability in all categories, except Blacks and American Indians. More specific information regarding Police Officer and Firefighter Recruit academies is contained in Attachments D and E.

	LMA Protected Services	Total Recruit Hires 2004					
		Police Officer Recruit		Firefighter Recruit		Combined Hires	
		#	%	#	%	#	%
Total Hires		90		28		118	
Total Females		20	22.2%	3	10.7%	23	19.5%
Black	5.6%	2	2.2%	0	0.0%	2	1.7%
Hispanic	5.2%	10	11.1%	0	0.0%	10	8.5%
Asian	0.8%	2	2.2%	0	0.0%	2	1.7%
American Indian	0.3%	0	0.0%	0	0.0%	0	0.0%
White	6.6%	6	6.7%	3	10.7%	9	7.6%
Total Males		70	77.8%	25	89.3%	95	80.5%
Black	13.9%	3	3.3%	1	3.6%	4	3.4%
Hispanic	24.7%	31	34.4%	4	14.3%	35	29.7%
Asian	7.1%	4	4.4%	5	17.9%	9	7.6%
American Indian	0.7%	0	0.0%	0	0.0%	0	0.0%
White	35.2%	32	35.6%	15	53.6%	47	39.8%
Total Minorities		52	57.8%	10	35.7%	62	52.5%
White Females & Minorities		58	64.4%	13	46.4%	71	60.2%

TIMING CONSIDERATIONS

City Council action on this matter is not time critical.

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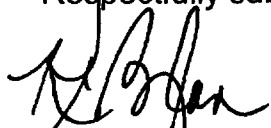
FISCAL IMPACT

None.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



Kevin Boylan
Director of Human Resources

KB:DJ:slm
Share/eeostatusreport/2004/04CouncilLtr

Approved:



Gerald R. Miller
City Manager

Attachments:

- A: Hires, Promotions, & Separations for 2004 by Department
- B: Civil Service – Applicant Flow Data Summary for Classified Service
- C: Management Hiring Opportunities: Recruitment and Selection
- D: Police Officer Recruit Academies 1990 – December 31, 2004
- E: Firefighter Recruit Academies 1993 – December 31, 2004