

Agenda Report

DATE: June 17, 2002

TO: CITY COUNCIL

FROM: CITY MANAGER

SUBJECT: **EQUAL OPPORTUNITY IN EMPLOYMENT ANNUAL REPORT:
JULY 1, 2000 – JUNE 30, 2001**

RECOMMENDATION:

It is recommended that the City Council receive and file the Equal Opportunity in Employment Annual Report.

EXECUTIVE SUMMARY:

The City of Pasadena has been successful in maintaining an ethnically diverse workforce, reflective of the community which it serves. A review of full-time employees by ethnicity shows 1,579 full-time employees, of which 37% are white; 24% are Black; 29% are Hispanic; 8% are Asian; 1% are Armenian; and .5% are Native American. Overall, minorities represent 63% of the full-time workforce. With respect to gender, 37% of the City's full-time employees are female, while 63% are male. The percentage of female employees has increased slightly over the past eleven years, from 33.3% to 37%, due primarily to under-representation in the Skilled Crafts, Service Maintenance, and Protective Services (i.e., Police and Fire) fields; fields which are traditionally male-dominated, and which comprise a sizable portion of the City's workforce. As of June 2002, thirty percent of those employed by the City of Pasadena are city residents.

The City continues to discuss strategies for ensuring that qualified, under-represented groups have access and opportunity for entry into all fields. The legal prohibitions established by Proposition 209 against "targeted" recruitments limit the City's ability to actively seek out candidates of a particular group. While the City remains optimistic about recruiting more females into "non-traditional" fields over the long-term, positive results are likely to come incrementally.

The following chart illustrates the City's full-time workforce, by gender and ethnicity, as it compares to the City of Pasadena's population at large. Data for the City of Pasadena's population is based on the 2000 Census.

City of Pasadena Population California State Dept. of Finance Data 133,936		City Full-Time Regular Workforce As of June 30, 2001 1,579
Females	68,441 (51%)	582 (37%)
Males	65,495 (48%)	997 (63%)
Whites	52,381 (39%)	586 (37%)
Blacks	18,711 (14%)	386 (24%)
Hispanics	44,734 (33%)	452 (29%)
Asians	13,253 (10%)	125 (8%)
Native Americans	324 (0.2%)	9 (.6%)
Other	302 (0.2%)	0
Two or more races	4,127 (3 %)	
TOTAL MINORITIES	81,469 (61%)	972 (63%)

UTILIZATION ANALYSIS:

A second method of analyzing the diversity of the City workforce is to compare Utilization and Availability data within the eight job categories established by the Equal Employment Opportunity Commission (commonly referred to as "EEO-4" categories). "Utilization" refers to the City's actual workforce by ethnicity and gender, versus the "Availability" of those ethnic and gender groups in the local labor market.

Exhibit #1 compares the Availability within the eight job categories in the Los Angeles County area, with the levels of Utilization by the City of Pasadena. Availability data is provided by the California State Employment Development Department (EDD), and for FY 2001, is based on 1990 U.S. Census data.

As illustrated by *Exhibit #2*, the City's overall Utilization of minorities equals or exceeds Availability, with the exception of the "Skilled Crafts" category (current EDD data for "Protective Services" is not available). Utilization is particularly encouraging in the categories of "Officials and Administrators" and "Professionals," where minorities have traditionally been under-represented.

Exhibit #2 provides an analysis of Utilization and Availability by department.

RECRUITMENT – NEW HIRES AND PROMOTIONS:

During FY 2001, the City hired 95 full-time regular employees, and promoted 67 current employees into full-time regular positions. These new hires and promotions have maintained

the ethnic diversity of the workforce and the new hire figures mirror the City's overall ethnic population quite closely

Promotions of existing staff have tended to be less reflective of the City's ethnic make-up, but here, other factors such as experience, seniority, and job performance play much more of a role in determining hiring decisions.

New hires and promotions are summarized in the charts below:

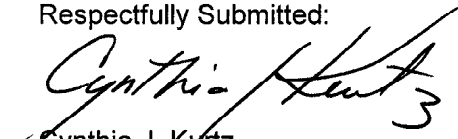
New Hires in FY 2001	
Females	37 (39%)
Males	58 (61%)
Whites	30 (32%)
Blacks	23 (24%)
Hispanics	32 (34%)
Asians	10 (11%)

Promotions in FY 2001	
Females	21 (31%)
Males	46 (69%)
Whites	29 (43%)
Blacks	13 (19%)
Hispanics	20 (30%)
Asians	5 (7%)

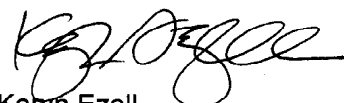
FISCAL IMPACT:

There is no fiscal impact from this report.

Respectfully Submitted:


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