



# Agenda Report

DATE: April 21, 2003

TO: CITY COUNCIL  
FROM: CITY MANAGER  
SUBJECT: **EQUAL OPPORTUNITY IN EMPLOYMENT ANNUAL REPORT:  
JANUARY 1, 2002 – DECEMBER 31, 2002**

## **RECOMMENDATION:**

It is recommended that the City Council receive and file the Equal Opportunity in Employment Annual Report. This report is based on the calendar year, and reflects all individuals employed in regular positions during 2002.

## **EXECUTIVE SUMMARY:**

The City of Pasadena continues to be successful in maintaining an ethnically diverse workforce, reflective of the community which it serves. A review of full-time employees by ethnicity shows 1,751 full-time employees, of which 33% are white; 25% are Black; 31% are Hispanic; 9% are Asian; 1.4% are Armenian; and .4% are Native American. Overall, minorities represent 67% of the full-time workforce. With respect to gender, 39% of the City's full-time employees are female, while 61% are male. The percentage of female employees has increased slightly since the last reporting period, from 37% to 39%, although females continue to be under-represented 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.

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 December 31, 2002 1,751
Females	68,441 (51%)	686 (39%)
Males	65,495 (48%)	1,065 (61%)
Whites	52,381 (39%)	582 (33%)
Blacks	18,711 (14%)	439 (25%)
Hispanics	44,734 (33%)	542 (31%)
Asians	13,253 (10%)	155 (9%)
Armenian	No Data	25 (1.4%)
Native Americans	324 (0.2%)	8 (.4%)
Other	302 (0.2%)	0
Two or more races	4,127 (3 %)	
TOTAL	81,451 (61%)	1,169 (67%)
MINORITIES		

#### 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* provides an analysis of Utilization and Availability by department.

#### RECRUITMENT – NEW HIRES AND PROMOTIONS:

From the period of January 1, 2002 through December 31, 2002, the City hired 95 full-time regular employees, and promoted 105 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 community's ethnic make-up, but are reflective of the ethnic makeup of the City organization, which for promotions is the available labor pool.

New hires and promotions are summarized in the charts below:

<b>New Hires: 1/1/02 – 12/31/02</b>	
Females	35 (37%)
Males	60 (63%)
Whites	37 (39%)
Blacks	10 (10.5%)
Hispanics	35 (37%)
Asians	13 (13.5%)
Native Americans	0

<b>Promotions: 1/1/02 – 12/31/02</b>	
Females	45 (43%)
Males	60 (57%)
Whites	20 (19%)
Blacks	21 (20%)
Hispanics	30 (28.5%)
Asians	4 (4%)
Native American	0 (0%)
Did Not Designate	30 (28.5%)

**FISCAL IMPACT:**

There is no fiscal impact from this report.

Respectfully Submitted:



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