

Date February 9, 2009

Submittal of the 26<sup>th</sup> Annual Equal Opportunity Status Report by the Human Resources Department.

(Council Communication No. 09-050)

Moved by \_\_\_\_\_ to receive and file.

COUNCIL ACTION	YEAS	NAYS	PASS	ABSENT
COWNIE				
COLEMAN				
HENSLEY				
KIERNAN				
MAHAFFEY				
MEYER				
VLASSIS				
TOTAL				
MOTION CARRIED			APPROVED	
_____ Mayor				

**CERTIFICATE**

I, DIANE RAUH, City Clerk of said City hereby certify that at a meeting of the City Council of said City of Des Moines, held on the above date, among other proceedings the above was adopted.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my seal the day and year first above written.

\_\_\_\_\_ City Clerk

The following is a summary of the 26<sup>th</sup> Annual Equal Opportunity Status Report's findings.

From July 1, 2007 to June 30, 2008 (FY 2008)

55 full-time regular employees were hired to the City's workforce. Of this total 42 (76%) were white males; 7(12%) were white females; 5(9.09%) were minority males; and 1 (1.82%) were minority females.

Promotions were provided to 156 employees: 106 White males, 33 white females, 8 minority males, and 8 minority females.

A total of 60 employees resigned from the City's workforces: 31 white males, 19 white females, 3 minority males, 5 minority females, and each (2) non-specified male, and female.

A total of 53 employees retired from the City's workforce: 36 white males, 14 white females 2 minority males, and 1 minority female.

Over the last fiscal year, 29 permanent part-time employees were appointed to the City's workforce: 7 white males, 7 white females, 5 minority males, 6 minority females and 4 females race not specified.

#### **FISCAL YEAR 2008 MINORITY WORK FORCE SUMMARY**

<b><u>RACE</u></b>	<b>JUNE 2007</b>		<b>JUNE 2008</b>	
	<b><u>NUMBER</u></b>	<b><u>PERCENT</u></b>	<b><u>NUMBER</u></b>	<b><u>PERCENT</u></b>
African American	93	5.07	96	5.17
Hispanic	56	3.05	57	3.07
Asian	21	1.14	25	1.34
Native American	14	0.76	10	0.53
TOTAL	184	10.02	188	10.11

#### **Diversity Training Goals**

In fiscal year 2007- 2008 the Human Resources Department recruited for and hired a new Employee Development Specialist with the specific intent to bolster our employee development and enhance our affirmative action and diversity awareness programs. Currently the City of Des Moines requires 3 hours of annual EEO training for Division Heads, Supervisors and Directors which covers Affirmative Action /EEO Training. For non-management the annual training requirement is 2 hours. In October 2008, Employee Development Specialist began training employees on various EEO topics and to date have trained approximately six-hundred employees. Currently the city has about one-thousand-eight-hundred and fifty-five employees and the goal is to complete training on all employees by March of 2009. Beginning in May of 2009 all new employees hired by the city will be scheduled to attend and receive a in-depth EEO training session during a "quarterly" New Employee Training Class.



**UTILIZATION ANALYSIS**

**THE UTILIZATION ANALYSIS PROVIDES A BREAKDOWN OF EMPLOYEES BY RACE, SEX, AND TYPE OF POSITION.**

**KEY TO POSITIONS:**

- **O/A - OFFICIALS/ADMINISTRATION**
- **PRO - PROFESSIONAL**
- **TECH - TECHNICIANS**
- **P/S - PROTECTIVE SERVICE**
- **P/P - PARA-PROFESSIONAL**
- **O/C - OFFICE/CLERICAL**
- **S/C - SKILLED CRAFT**
- **S/M - SERVICE MAINTENANCE**

AVIATION	O/A	PRO	TECH	P/S	P/P	O/C	S/C	S/M	Totals	%
White Male	8	4	3		1		22	33	71	79.78%
White Female					1	3	1	5	10	11.24%
Black Male								1	1	1.12%
Black Female								2	2	2.25%
Hispanic Male								2	2	2.25%
Hispanic Female						2		1	3	3.37%
Asian Male									0	0.00%
Asian Female									0	0.00%
Am Indian Male									0	0.00%
Am Indian Female									0	0.00%
<b>Total</b>	<b>8</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>23</b>	<b>44</b>	<b>89</b>	<b>100.00%</b>

CITY CLERK OFFICE	O/A	Pro	Tech	P/S	P/P	O/C	S/C	S/M	Totals	%
White Male									0	0.00%
White Female	1	1				4			6	100.00%
Black Male									0	0.00%
Black Female									0	0.00%
Hispanic Male									0	0.00%
Hispanic Female									0	0.00%
Asian Male									0	0.00%
Asian Female									0	0.00%

Am Indian Male										0	0.00%
Am Indian Female										0	0.00%
<b>Total</b>	1	1	0	0	0	4	0	0		6	100.00%

COMMUNITY DEVELOPMENT	O/A	Pro	Tech	P/S	P/P	O/C	S/C	S/M	Totals	%
White Male	6	8	40			1			55	61.80%
White Female	3	4	3		2	12			24	26.97%
Black Male			1						1	1.12%
Black Female	2				3	2			7	7.87%
Hispanic Male			2						2	2.25%
Hispanic Female									0	0.00%
Asian Male									0	0.00%
Asian Female									0	0.00%
Am Indian Male									0	0.00%
Am Indian Female									0	0.00%
<b>Total</b>	11	12	46	0	5	15	0	0	89	100.00%

CITY MANAGER OFFICE	O/A	Pro	Tech	P/S	P/P	O/C	S/C	S/M	Totals	%
White Male	8	1					23	6	38	76.00%
White Female	1	3				6			10	20.00%
Black Male									0	0.00%
Black Female	1								1	2.00%
Hispanic Male									0	0.00%
Hispanic Female									0	0.00%
Asian Male							1		1	2.00%
Asian Female									0	0.00%
Am Indian Male									0	0.00%
Am Indian Female									0	0.00%
<b>Total</b>	10	4	0	0	0	6	24	6	50	100.00%

ENGINEERING	O/A	Pro	Tech	P/S	P/P	O/C	S/C	S/M	Totals	%
White Male	7	23	37		2		2	6	77	76.24%
White Female	1	2	2		4	8		1	18	17.82%
Black Male			3						3	2.97%
Black Female									0	0.00%
Hispanic Male			1					1	2	1.98%
Hispanic Female									0	0.00%
Asian Male			1						1	0.99%
Asian Female									0	0.00%
Am Indian Male									0	0.00%
Am Indian Female									0	0.00%
<b>Total</b>	8	25	44	0	6	8	2	8	101	100.00%

FINANCE	O/A	Pro	Tech	P/S	P/P	O/C	S/C	S/M	Totals	%
White Male	4	4	2			3	1		14	60.87%
White Female	2	3	1			2			8	34.78%
Black Male						1			1	4.35%

