

 <b>Council</b> <b>Communication</b> Office of the City Manager	<b>Date</b>	February 9, 2009
	<b>Agenda Item No.</b> 33 <b>Roll Call No.</b> <u>09-</u> <b>Communication No.</b> <u>09-050</u> <b>Submitted by: Tom Turner, Human Resources Director</b>	

**AGENDA HEADING:**

Approving the 26<sup>th</sup> Annual Equal Opportunity Status Report

**SYNOPSIS:**

Recommend approval of the 26<sup>th</sup> Annual Equal Opportunity Status Report’s findings.

**FISCAL IMPACT: NONE**

Amount: N/A

Funding Source: N/A

**ADDITIONAL INFORMATION:**

In August 2007 the City of Des Moines Human Resources Department migrated to a paperless on-line application process for employee recruitments. The impacts of this operational change have been many, including a substantial reduction in the number of staff hours committed to data entry requirements, less utilization of natural resources (paper products), and most significantly, a substantial increase in applications received from 4,017 in FY 2007 to 7,489 in FY 2008. The increase can be attributed to the ease of submitting an application and a far greater distribution of job information through local, regional and national access to our online job postings. For all vacancies posted during the 2008 fiscal year, the City of Des Moines received a total of 7,489 applications. By gender this number represented 4,505 males and 2,865 females. A break down by ethnicity finds that 54 American Indians, 160 Asians, 737 African Americans, 271 Hispanics, 5,925 Whites, and 342 unknown applicants applied for employment with the City of Des Moines. The 26<sup>th</sup> Annual Equal Opportunity Report is attached to the Roll Call.

**PREVIOUS COUNCIL ACTION(S):**

Date: November 19, 2007

Roll Call Number: 07-2265

Action: 25<sup>th</sup> Annual Equal Opportunity Status Report. (Council Communication No. 07-702) Moved by Kiernan to receive and file. Motion Carried 7-0.

Date: December 19, 2005

Roll Call Number: 05-3010

Action: City of Des Moines 2005 Equal Opportunity Status Report and the 2005-2006 Affirmative Action Annual Work Plan by the Human Resources Department. (Council Communication No. 05-699) Moved by Hensley to receive and file. Motion Carried 7-0.

**BOARD/COMMISSION ACTION(S): NONE**

**ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE**

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