

 <p style="text-align: center;"><b>Council Communication</b> Office of the City Manager</p>	<b>Date</b>	February 8, 2010
	<b>Agenda Item No.</b> <b>50</b> <b>Roll Call No.</b> <b>10-</b> <b>Communication No.</b> <b>10-058</b> <b>Submitted by: Tom Turner, Human Resources Director</b>	

**AGENDA HEADING:**

Approving the 27<sup>th</sup> Annual Equal Opportunity Status Report.

**SYNOPSIS:**

Receive and file the 27<sup>th</sup> Annual Equal Opportunity Status Report’s findings.

**FISCAL IMPACT: NONE**

Amount: N/A

Funding Source: N/A

**ADDITIONAL INFORMATION:**

Total City employment on June 30, 2009, was 1,769 full-time permanent positions. Of this total, 1,242 positions were held by white males; 141 were held by minority males; 347 were held by white females; and 39 were held by minority females. During the last fiscal year, 73 full-time permanent employees were appointed to the City’s workforce. Of this total, 36 (49.32%) were white males; 20 (27.40%) were white females; 8 (10.96%) were minority males; and 9 (12.33%) were minority female.

When comparing the June 2009 analysis with the July 2008 analysis, the net change in the City’s workforce diversity (persons of color) reveals a decrease in minority representation. In large part the decrease can be attributed to the reduction in forces (RIF) during the fiscal year as a result of significant funding shortages in the general fund.

The following is a summary of the 27<sup>th</sup> Annual Equal Opportunity Status Report’s findings on diversity from July 1, 2008 to June 30, 2009 (FY 2009):

**FISCAL YEAR 2009 MINORITY WORK FORCE SUMMARY**

<b>RACE</b>	<b>JUNE 2008</b>		<b>JUNE 2009</b>	
	<b>NUMBER</b>	<b>PERCENT</b>	<b>NUMBER</b>	<b>PERCENT</b>
African	96	5.18	94	5.31
American				
Hispanic	57	3.08	54	3.05
Asian	23	1.24	24	1.36

Native American	10	0.54	8	0.45
<b>TOTAL</b>	<b>186</b>	<b>10.04</b>	<b>180</b>	<b>10.18</b>

MAC FY 2008 EEO Report

According to the 2000 Census, persons of color represent approximately 14.89% of the total work force in Des Moines. The total number of persons of color in the City's work force is 180, or 10.18%. In fiscal year 2009, minority representation decreased from 186 to 180 full-time permanent employees.

### **Diversity Training Goals**

Currently the City has approximately 1769 employees that are subject to mandated Diversity Training. The objective is to promote the City policy statement on Affirmative Action and Valuing and Managing Diversity. The specific requirements are 3 hours annually for Directors, Division Heads, and Supervisors. All other full-time employees are required to receive 2 hours annually. During the 2009 fiscal year, City employees received 2,297 hours of relevant training. The City is on course to complete training for 100% of employees by the end of the 2010 fiscal year.

**PREVIOUS COUNCIL ACTION(S): NONE**

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

**ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE**

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