

# CITY OF AUSTIN WORKFORCE TRENDS AS AN EMPLOYER

Human Resources Department  
Presented to the  
Hispanic/Latino Quality of Life Commission  
October 26, 2016

# PURPOSE

Review detailed Hispanic/Latino demographic information  
and workforce trends

# Workforce Diversity – All Regular City Employees

*\*City of Austin (COA) Organization, excludes temporaries, data effective Q4, 2016*

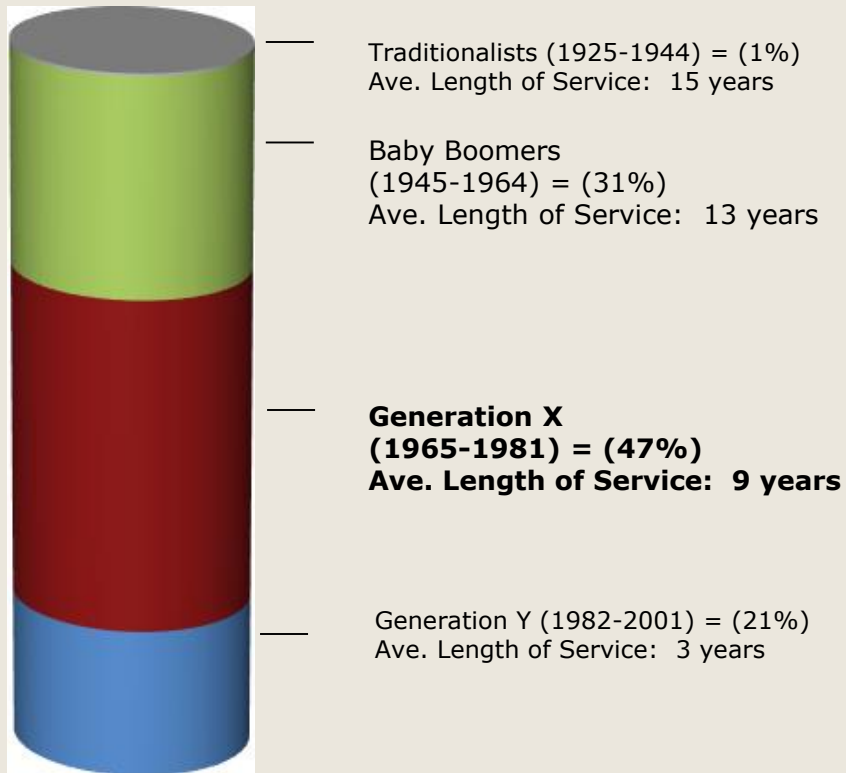
<b>Ethnicity</b>	<b>COA Org* 2015 without Civil Service</b>	<b>COA Org* 2016 without Civil Service</b>	<b>COA Org* 2015 with Civil Service</b>	<b>COA Org* 2016 with Civil Service</b>	<b>Austin, Texas 2013 Census</b>
White	48.1%	47.2%	54.8%	53.9%	47.1%
Hispanic	31.2%	31.5%	28.2%	27.9%	36.5%
Black	15.9%	16.2%	13.4%	13.7%	7.0%
Asian	3.5%	.37%	3.0%	3.2%	6.8%
Other	.5%	.4%	.4%	.4%	2.6%
<b>Gender</b>	<b>COA Org* 2015 without Civil Service</b>	<b>COA Org* 2016 without Civil Service</b>	<b>COA Org* 2015 with Civil Service</b>	<b>COA Org* 2016 with Civil Service</b>	<b>Austin, Texas 2013 Census</b>
Male	61.9%	69.5%	69.1%	68.7%	50.1%
Female	38.1%	38.5%	30.9%	31.3%	49.9%

# Workforce Age Trend

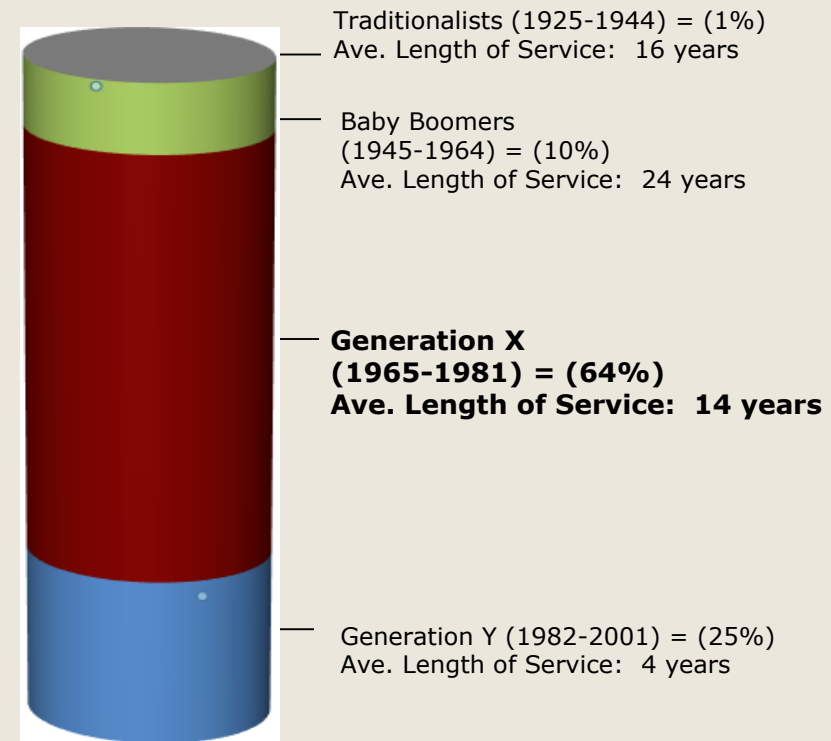
*29% of non-civil service regular employees eligible to retire within the next 5 years*

*28% of civil service employees eligible to retire within the next 5 years*

## Non Civil Service (n = 74%)



## Civil Service (n = 26%)



**\*\*Regular and Civil Service data (Excludes Temporary) effective 10/12/2016**

# Job Categories Defined

Job Category	Occupational activities	Job Examples
Officials and Administrators	Set policies or exercise overall responsibility for policy execution; direct individual departments; provide specialized consultation	-department head -director -controller
Professionals	Utilizes specialized and theoretical knowledge usually acquired through college training or equivalent experience	-lawyers -accountants -librarians
Technicians	Requires both scientific/technical knowledge and manual skill obtained from post-secondary education and/or on-the-job training	-software service -inspectors -drafters
Protective Service Workers	Work involving public safety, security and protection from destructive forces.	-security guard -downtown ranger
Para-Professionals	Performs some of the duties of a professional or technician, but with less education/training.	-library assistant -para-legal aide
Administrative Support	Records and retrieves data and/or information and other paperwork required in an office.	-cashier -payroll clerk
Skilled Crafts	Requires special manual skill and a thorough knowledge of processes; often uses apprentices.	-electrician -water treatment operator
Service/Maintenance Worker	Contributes to comfort, convenience or safety of the public or the upkeep of buildings/grounds.	-custodial employees -bus drivers

# Demographics by Job Category 2015

Job Category	City of Austin Employees	% by Job Category	Hispanic Employee Counts	% by Job Category	Hispanic as a % of all City of Austin Employees
Officials/Admin	122	1%	20	.7%	16%
Professional	2,777	32%	565	20.6%	20%
Technician	795	9%	204	7%	26%
Protect/Svc	198	2%	44	1.6%	22%
Para – Professional	1,550	18%	474	17%	31%
Admin Support	1,078	12%	464	17%	43%
Skilled Craft	1,039	12%	349	12.7%	34%
Serv/Maint	1,227	14%	620	22.6%	51%
<b>TOTAL</b>	<b>8,786</b>	<b>100%</b>	<b>2,740</b>	<b>100%</b>	<b>31%</b>

\* data effective September 2015

\*Not including Civil Service

# Demographics by Job Category 2016

Job Category	City of Austin Employees	% by Job Cat.	Hispanic Employee Counts	% of Hispanic by Job Cat.	Hispanic as a % of all COA Employees in the Job Category
Officials/Admin	130	1.4%	24	0.8%	18.5%
Professional	2,860	31.7%	576	20.3%	20.1%
Technician	813	9.0%	218	7.7%	26.8%
Protect/Svc	194	2.2%	61	2.2%	31.4%
Para-Professional	1,594	17.7%	481	16.9%	30.2%
Admin Support	1,101	12.2%	489	17.2%	44.4%
Skilled Craft	1,065	11.8%	367	12.9%	34.5%
Serv/Maint	1,255	13.9%	626	22.0%	49.9%
<b>TOTAL</b>	<b>9,012</b>	<b>100.0%</b>	<b>2,842</b>	<b>100.0%</b>	<b>31.5%</b>

*data effective September 2016*

# Hispanic Demographics by Department 2015

Department	# in dept.	# of Hispanic	% of Hispanic	Department	# in dept.	# of Hispanic	% of Hispanic
Animal Services	92	18	19.57%	Governmental Relations	2	1	50.00%
Austin Code	103	28	27.18%	Health & Human Services	394	172	43.65%
Austin Energy	1,530	379	24.77%	Human Resources	101	28	27.72%
Austin Resource Recovery	392	139	35.46%	Law	86	19	22.09%
Austin Transportation	191	63	32.98%	Library	380	92	24.21%
Austin Water Utility (22e,23e)	1,057	327	30.94%	Management Services	87	20	22.99%
Aviation	356	99	27.81%	Mayor & Council	33	9	27.27%
Building Services	158	68	43.04%	Municipal Court	177	78	44.07%
City Clerk	22	10	45.45%	Neighb Housing & Community Dev	48	10	20.83%
Communication & Tech Mgmt	255	51	20.00%	Office Of The City Auditor	25	4	16.00%
Communications & Public Inform	21	4	19.05%	Parks & Recreation	640	269	42.03%
Convention Center	239	92	38.49%	Planning & Development Review	93	16	17.20%
Development Revw & Inspection	244	74	30.33%	Police	573	180	31.41%
Economic Development	49	16	32.65%	Public Works	441	171	38.78%
Emergency Medical Services	72	22	30.56%	Real Estate	32	9	28.13%
Financial Services	218	64	29.36%	Small & Minority Business Rsrc	29	11	37.93%
Fire	153	39	25.49%	Watershed Protection	257	81	31.52%
Fleet Services	201	69	34.33%	Wireless Communication Svcs	35	8	22.86%
				Grand Total	8,786	2,740	31.2%

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*data effective September 2015*



# Hispanic Demographics by Department 2016

Department	# in dept.	# of Hispanic	% of Hispanic	Department	# in dept.	# of Hispanic	% of Hispanic
Animal Services	100	19	19.0%	Labor Relations	6	2	33.3%
Austin Code	111	28	25.2%	Law	84	19	22.6%
Austin Energy	1,554	385	24.8%	Library	387	99	25.6%
Austin Resource Recovery	406	145	35.7%	Management Services	59	15	25.4%
Austin Transportation	208	69	33.2%	Mayor & Council	45	10	22.2%
Austin Water Utility (22e,23e)	1,086	346	31.9%	Medical Director	7	2	28.6%
Aviation	373	105	28.2%	Municipal Court	178	80	44.9%
Building Services	163	72	44.2%	Neighb Housing & Community Dev	46	11	23.9%
City Clerk	22	10	45.5%	Office Of The City Auditor	26	4	15.4%
Communication & Tech Mgmt	257	50	19.5%	Parks & Recreation	647	277	42.8%
Communications & Public Inform	21	5	23.8%	Planning And Zoning	50	7	14.0%
Convention Center	246	90	36.6%	Police	615	191	31.1%
Development Services Dept.	305	90	29.5%	Public Works	440	173	39.3%
Economic Development	50	17	34.0%	Real Estate	30	9	30.0%
Emergency Medical Services	76	25	32.9%	Small & Minority Business Rsrc	28	12	42.9%
Financial Services	221	60	27.1%	TARA	14	2	14.3%
Fire	121	42	34.7%	Watershed Protection	262	84	32.1%
Fleet Services	205	72	35.1%	Wireless Communication Svcs	34	8	23.5%
Governmental Relations	4	2	50.0%	Grand Total	9,012	2,842	31.5%
Health & Human Services	421	176	41.8%				
Human Resources	104	29	27.9%				

**data effective September 2016**

# Pay Comparisons April 2015

	Count			Average			Median		
Ethnicity	M	F	All	M	F	All	M	F	All
Asian/Pacific Islander	137	155	292	\$37.92	\$33.31	\$35.47	\$37.28	\$32.50	\$35.12
White	2,608	1,598	4,206	\$32.47	\$29.59	\$31.38	\$30.19	\$26.78	\$28.81
American Indian/Aleutian	23	16	39	\$28.94	\$34.82	\$31.35	\$29.14	\$31.95	\$29.58
Other	15	14	29	\$27.72	\$29.62	\$28.64	\$21.49	\$31.75	\$25.59
Black	912	490	1,402	\$24.79	\$27.04	\$25.58	\$21.26	\$23.94	\$22.32
Hispanic	1,656	1,059	2,715	\$25.02	\$24.15	\$24.68	\$21.91	\$22.04	\$21.96
All	5,351	3,332	8,683	\$28.97	\$27.69	\$28.47	\$25.96	\$24.60	\$25.37

# Pay Comparisons April 2016

	Count			Average			Median		
Ethnicity	M	F	All	M	F	All	M	F	All
Asian/Pacific Islander	153	166	319	\$39.79	\$34.70	\$37.14	\$39.74	\$34.69	\$37.39
White	2,639	1,595	4,234	\$33.59	\$30.78	\$32.53	\$31.28	\$28.00	\$29.80
American Indian/Aleutian	25	17	42	\$29.13	\$36.60	\$32.15	\$28.93	\$34.63	\$29.71
Other	15	13	28	\$30.26	\$30.56	\$30.40	\$22.13	\$32.65	\$27.33
Black	928	515	1,443	\$25.58	\$27.56	\$26.28	\$21.93	\$24.45	\$22.92
Hispanic	1,679	1,106	2,785	\$25.79	\$24.88	\$25.43	\$22.61	\$22.75	\$22.66
All	5,439	3,412	8,851	\$29.96	\$28.60	\$29.44	\$27.06	\$25.15	\$26.36

# Executive Data as of September 2015

130 Executives		
	Counts	Percent
Females	51	39.2%
Males	79	60.8%
American Indian/Aleutian	2	1.5%
Asian/Pacific Islander	6	4.6%
Black	21	16.2%
Hispanic	21	16.2%
Other	1	0.7%
White	79	60.8%

# Executive Data as of September 2016

130 Executives		
	Counts	Percent
Females	55	42.3%
Males	75	57.7%
American Indian/Aleutian	2	1.5%
Asian/Pacific Islander	5	3.8%
Black	23	17.7%
Hispanic	24	18.5%
Other	1	0.8%
White	75	57.7%

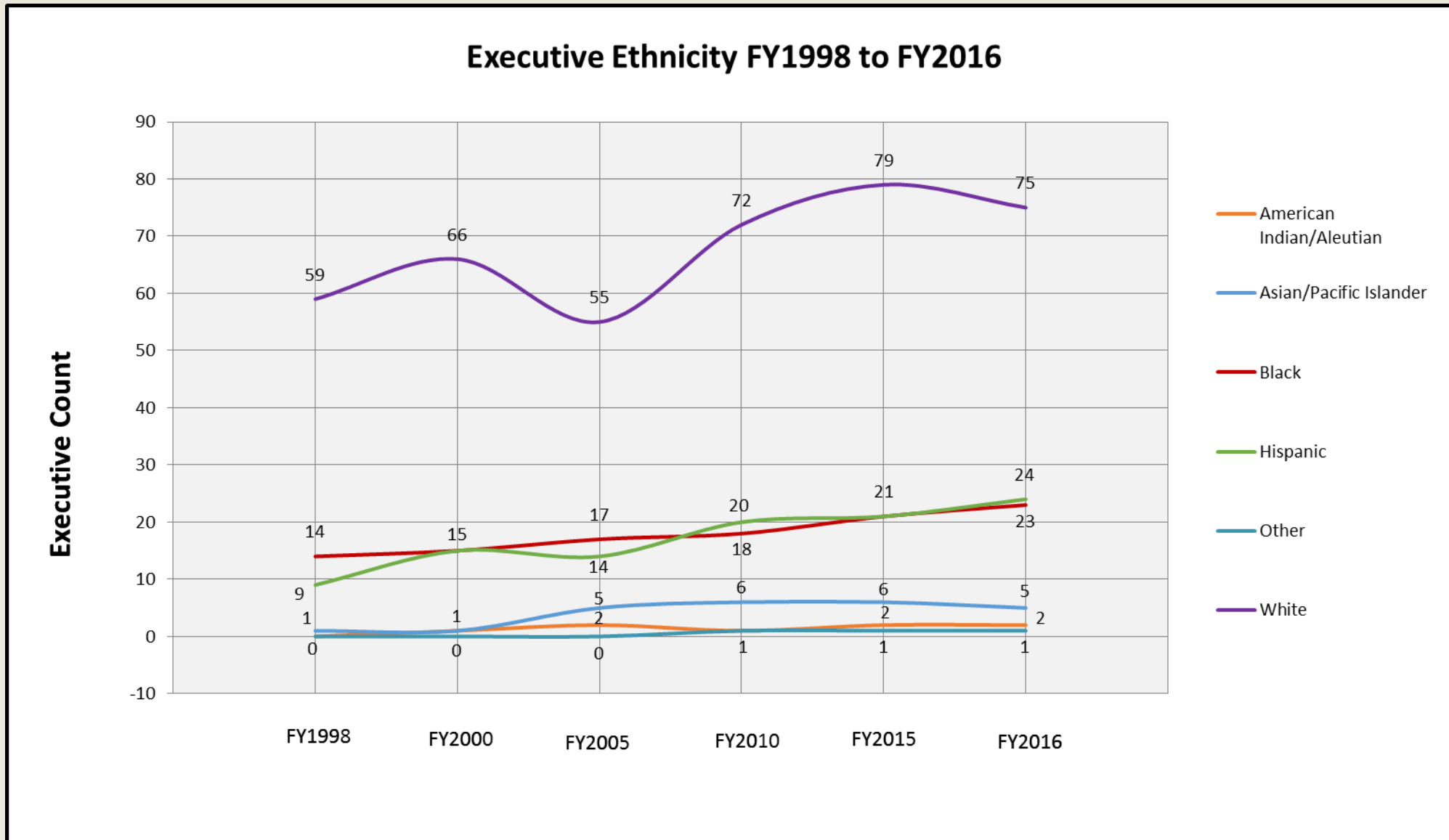
# Executive Ethnicity/Gender Comparison as of September 2015

Ethnicity Description	Gender	Executive Count
American Indian/Aleutian	Female	2
American Indian/Aleutian	Male	0
Asian/Pacific Islander	Female	1
Asian/Pacific Islander	Male	5
Black	Female	10
Black	Male	11
Hispanic	Female	5
Hispanic	Male	16
White	Female	33
White	Male	46
Other	Female	0
Other	Male	1
		130

# Executive Ethnicity/Gender Comparison as of September 2016

Ethnicity Description	Gender	Executive Count
American Indian/Aleutian	Female	2
American Indian/Aleutian	Male	0
Asian/Pacific Islander	Female	0
Asian/Pacific Islander	Male	5
Black	Female	14
Black	Male	9
Hispanic	Female	5
Hispanic	Male	19
White	Female	34
White	Male	41
Other	Female	0
Other	Male	1
		130

# Historical Executive Ethnicity





# Short-term Actions

- Launched “Talent Acquisition Network” for City recruiters to meet and leverage ideas on diversity, inclusion and hard-to-fill positions.
- Revised City jobs advertisement in Outreach newspaper for better branding and to promote all employment assistance locations and services
  - *LaPrensa (monthly)*
- City Executives participated “Undoing Racism” training
- HRD Executives and Managers participated in “Unconscious Bias” training
- Revised Acquiring Talent class for City supervisors/managers to include a discussion on Unconscious Bias.
- Assigned a Talent consultant to focus on our Diversity and Inclusion Strategy.

# Opportunities

- Utilize City of Austin Recruiter's Network to increase efforts on recruiting diverse workforce.
- Leverage social media more extensively, including utilizing the City's LinkedIn page for recruitment.
- Updating City brochure on how to apply for City jobs; includes Spanish version
- Bilingual staff (Spanish) at all levels in the HR organization
- Obtain feedback from Quality of Life Commission

# Observations Based on Data Analysis

- All ethnic groups had a slight increase in employee representation.
- There was a net increase of 102 Hispanic/Latino employees from 2015 to 2016.
- The data shows a slight shift away from Service/Maintenance positions into Skilled Craft, Admin Support, Technician and Officials/Admin categories.
- There was a net increase of 3 executives since September 2016 for Hispanic/Latino employees.
- The combined average salaries for Hispanic/Latino employees (male and female) showed a net increase of 3 percent from 2015.
- There was a net increase in the percentage of Hispanic/Latino employees selected for positions from 265 (26.9%) in 2015 to 323 (28.3%) in 2016.