



General Government and Planning Committee

October 17, 2023

Summary and Motions

Chair Worley called the meeting to order at 1:01 p.m. Vice Mayor Wu and Committee Members J. Brown, Ellinger, Lynch, LeGris, Sheehan, Baxter, Reynolds, and Plomin were in attendance. Council member Sevigny was present as a non-voting member.

I. September 19, 2023 General Government and Planning Committee Summary

Motion by Baxter to approve the September 19, 2023, GGP Committee Summary. Seconded by Sheehan. Motion passed without dissent.

II. Urban Growth Management Plan Update

Director Duncan provided an update on the Comprehensive Plan Goal 3. He gave an overview of the Planning Commission's recommendations regarding Goal 3. Council directed the Planning Commission to include 2,700-5,000 acres in the Urban Service Area and to adopt a master plan by December 1, 2024. The advisory committee considered the Council's direction in the goals and objectives, sewerability, and the PDR program.

The draft map for public input included approximately 5,000 acres, but the final recommended map for the Planning Commission includes roughly 3,000 acres. Planning staff worked to identify a consultant for the Urban Growth Master Plan and engaged the services of TSW Planning Consultants. Urban Growth Management Master Plan should be completed by October 2024. They will evaluate and address land use, transportation networks, environmentally sensitive lands, open space, infrastructure/utilities, and community facilities. TSW will also do extensive amounts of public and stakeholder engagement with updates to Council and Planning Commission. The draft is expected to be completed by October 2024 with a public hearing and adoption no later than November 21, 2024.

No action was taken on this item.

III. Comparison of Employee Pay by Race/Ethnicity and Gender

Director Walters introduced this item. Management Advisory Group (MAG) was asked to review and analyze LFUCG compensation data for classified and unclassified civil service positions in the unified pay plan to determine if race/ethnicity is a factor in salary distribution, if gender is a factor in salary distribution, and other influencing factors that could determine the distribution of annual salary compensation. The categories used for comparison in this report are: Black, Hispanic, and White, and Male and Female.

The raw data indicates salary disparities exist among the racial/ethnic categories. An analysis of variances shows the differences are not statistically significant at the standard 95% confidence interval. Statistically significant differences are service/maintenance and skilled craft. Once the pay grade of the employees was accounted for, those statistically significant differences no longer existed.

The occupational categories with statistically significant differences are officials/administrators, professionals, and service/maintenance. Once the pay grade of the employees was accounted for, those

statistically significant differences no longer existed. In conclusion, there is no statistical difference in the distribution of salaries by race/ethnicity or gender that cannot be accounted for by the pay grade of the incumbents. While the outcome is favorable, this is a continual process whereby we will monitor and continue to look for ways to improve.

The objectives to improve recruitment and retention include training, employment advertisements, mentorship program, review job descriptions, and monitoring progress. They have also included data that shows promotional comparisons for minorities. All classifications in the unified pay plan have a 500 level pay grade. Pay grade is determined by JPQ process and market studies.

There was discussion for the need of further analysis due to the lack of in-depth data analysis across pay grades. LFUCG has about 1,700 employees. 1,400 employees are in the study. Police, Fire, and Corrections are not included in this study because they are not a part of the unified pay plan. CAO Hamilton stressed that the issue is the inability to move or be promoted within departments/divisions and not pay.

No action was taken on this item.

IV. Diversity and Inclusion Workshop Update

Diversity and Inclusion Officer, Arthur Lucas, introduced this item. In 2020, the Mayor's Commission for Racial Justice and Equality recommended enhancing and establishing bias training and evaluation procedures for Law Enforcement. Mayor Gorton suggested all LFUCG employees complete the training. December 2020 Council approved an RFP to hire a consultant to develop and present a Diversity and Inclusion workshop to LFUCG staff. Focus was to build awareness with common and basic language. The organizational assessment included audit methodology, survey methodology, and focus group methodology. A total of 37, 70-minute workshops were conducted virtually for 1,515 employees. Over 700 employees provided workshop feedback.

The survey results showed that workplace culture is slow to change with a history to do nothing, and no cohesive organizational culture. 61% of men and 45% of women felt there are safe ways to voice grievances. 60% of men and 47% of women feel comfortable being themselves. Recommendations include leadership top-down support, policies and practices, and organizational culture. The recommendations that have been implemented include the Diversity, Equity, and Inclusion Plan, in-person D&I workshop for leadership, CAO policies review, and HR policy and practices review. Ongoing initiatives include adoption of formal DEI statement, Diversity and Inclusion Workshop for all employees, recruiting efforts, interviewing panels, diversity and inclusion trainings, CAO policies and HR policies and practices, as well as implementing the Crown Act.

Commendations listed in the report include leading on racial justice, appointment of Equity and Implementation Officer, establishment of the Minority Business Enterprise Program, development of a classified civil service workforce analysis and plan, increase of LFUCG minimum wage to \$15/hour, and achievement of a score of 110 on Municipal Equality Index (top 4% out of 506 locations).

No action was taken on this item.

V. Adjournment

Motion by Worley to adjourn at 2:46 p.m. Seconded by Plomin. Motion passed without dissent.