

July 18, 2024

TO: CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

FROM: CARRIE WRIGHT, ECONOMIC DEVELOPMENT DIRECTOR

SUBJECT: **ANNUAL EQUAL EMPLOYMENT REPORT**

### **Introduction**

The Economic Development Department is pleased to present the Annual Equal Employment Report. This report provides departmental equal employment information for the period of July 1, 2023, to June 30, 2024.

The Economic Development Department has gone through several personnel changes in the past year. Staff worked diligently with Human Resources during the hiring and restructuring process which included the hiring of new personnel, and promotion of internal staff.

### **Organizational Structure and Responsibilities**

The Department is comprised of four (4) divisions and thirty (30) budgeted full-time employees: Economic Development and Property Management, Housing, Homelessness, Events/Venues and Parking, and the Business Operations and Successor Agency. The purpose of the department is to:

- Assist in business attraction, retention, expansion, and property management of City-owned properties.
- Preserve and facilitate the production of affordable housing and homelessness strategies through strategic distribution and management of grant funding.
- Manages City entertainment venues and events; downtown parking facilities, operations, and enforcement; and marina/boat launching facilities.
- Complete activities of the former Stockton Redevelopment Agency and budget preparation/monitoring, Capital Budget Monitoring, Grants Management/Administration, Fiscal and Administrative Support and customer service activities.

### **\*MISSION STATEMENT**

“To support the City of Stockton becoming the best City in America to live, raise a family, and grow a business through its Business Development and Real Property, Housing and Homelessness, and Parking and Venues management efforts.”

The Economic Development Department is comprised of four (4) divisions, namely:

1. The Economic Development and Real Property Management Division engages in activities that expand and diversify the City of Stockton's economic base by supporting existing businesses through business retention and expansion efforts, attracting new investments through marketing and outreach, assisting in the creation of quality jobs, and promoting opportunities for business and development in Stockton to establish an economically sustainable community.
2. The Housing and Homelessness Division is responsible for administering local, State, and Federal grant programs. The division uses these funds to preserve and produce affordable housing, fund non-profit organizations that provide supportive services for low-income residents, rehabilitate, or construct public facilities, and assist the homeless. The division also plays a key role in participating in regional efforts through the Continuum of Care to reduce and prevent homelessness.
3. The Events/Venues and Parking Division manages City entertainment venues; events; downtown parking facilities, operations, and enforcement; and marina/boat launching facilities. The division administers third-party management responsible for daily operations at the Downtown Stockton Marina, Stockton Arena, Banner Island Ballpark, Bob Hope Theatre, Oak Park Ice Rink, and parking in the Downtown area. City Event Services manages the Civic Auditorium, Weber Point Events Center, Pixie Woods Children's Playpark and permits all events citywide. This division is also responsible for the boat launching facilities located at Louis Park, Buckley Cove, and Morelli Park, and oversees long-term leases for Pacific Boat Services, Riverpoint Marina, and the Stockton Sailing Club. Parking compliance and enforcement services are also provided by this division.
4. The Business Operations Division is responsible for completing the activities of the former Stockton Redevelopment Agency. Through the passage of State Assembly Bills x1 26 and 1484, all California redevelopment agencies were dissolved and replaced with successor agencies effective February 1, 2012. The City elected to become the Successor Agency, and an Oversight Board directs and/or approves actions of the Successor Agency. Additional functions under this division include: Budget Preparation and Monitoring, Capital Project Budget Monitoring, Grants Management/Administration, Fiscal and Administrative support, and Customer Service activities.

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**Workforce Composition**

The Economic Development Department currently has thirty (30) full-time budgeted allocated positions, five (5) of which are currently vacant including the following classifications:

- (1) Program Manager III – Homeless Strategic Initiatives Manager
- (1) Program Manager I
- (1) Real Property Agent
- (1) Events Coordinator
- (1) Economic Development Analyst

A breakdown of Ethnicity for the Department as it compares to City Employees, Stockton residents and San Joaquin County residents is as follows:

Ethnicity	Economic Development Department		City Employees		City of Stockton (Figures Reflect Employable Population Only) <i>Taken from the 2019 U.S. Census Bureau</i>		San Joaquin County (Figures Reflect Employable Population Only) <i>Taken from the 2019 U.S. Census Bureau</i>	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
White	7	27%	691	46.94%	59,410	19%	228,644	30%
Hispanic	11	42%	482	32.74%	134,738	44.9%	320,102	42%
Black	2	8%	76	5.16%	31,266	10%	54,825	7%
Asian	3	12%	167	11.35%	68,790	22%	121,944	16%
American Indian	1	4%	6	.41%	2,517	1%	2,336	0%
Two or More Races	2	8%	43	2.92%	12,832	4%	30,486	4%
Other	0	0%	7	.48%	3,127	1%	3,811	1%
<b>Total</b>	<b>25</b>	<b>100%</b>	<b>1,473</b>	<b>100%</b>	<b>312,682</b>	<b>100%</b>	<b>762,148</b>	<b>100%</b>

Since the 2023 report, the Economic Development Department has experienced the following staff changes:

- A decrease in White population of 16% (from 43% to 27%)
- An increase in Hispanic population of 7% (from 35% to 42%)
- An increase in Black population of 4% (from 4% to 8%)
- An increase in Asian population of 3% (from 9% to 12%)
- No change in American Indian 4%
- An increase in Two or More Races population of 4% (from 4% to 8%)

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Gender	Department		City Employees		City of Stockton (Figures Reflect Employable Population Only) <i>Taken from the 2010 U.S. Census Bureau</i>		San Joaquin County (Figures Reflect Employable Population Only) <i>Taken from the 2010 U.S. Census Bureau</i>	
Male	6	34%	963	65.38%	159,468	51%	381,074	50%
Female	19	66%	510	34.62%	153,214	49%	381,074	50%
<b>Total</b>	25	100%	1473	100%	312,682	100%	762,148	100%

The department is comprised primarily of female employees, 66%, as compared to 49% of the employable population within the City of Stockton, and 50% of the employable population within San Joaquin County.

The Economic Development Department continually seeks to recruit and retain employees of all genders and races. The Department strives to create a better workforce by improving recruitment efforts, providing adequate training, and by hiring qualified, educated staff.

### **Personnel Changes in the Department**

During this reporting period, five (5) positions were filled with open recruitment. The Economic Development staff worked closely with Human Resources to fill vacancies and as of this date, the following positions have been filled:

- (1) Executive Assistant
- (1) Program Manager III – Business Incentives Manager
- (1) Office Assistant I – Events/Venues and Parking
- (1) Grants Analyst – Homelessness
- (1) Office Assistant II (Limited Term/Confidential)

These positions were filled by: (3) Hispanic females, (1) White female, (1) Two or more races female.

The following were two (2) promotional appointments within the department:

- (1) Promotion from Program Manager III to Deputy Redevelopment Director
- (1) Promotion from Program Manager I to Program Manager III

### **Professional and Diversity Training**

The Department encourages staff to attend various training programs that are provided by the City of Stockton. Several staff members have been participating in certificate programs that are offered through the City for their respective positions. Staff attended

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14 training courses provided through our IT Department, as well as 23 virtual training courses from outside organizations, and participated in 31 training courses/conferences that were off-site and job specific. In August 2023 all full-time staff attended the Diversity, Equity, and Include (DEI) Program through Westgate Center at UOP. The Economic Development department currently has two personnel certified in bilingual Spanish speaking and one staff member with written bilingual Spanish translation.

### **Recruitment Efforts**

Recruitment outreach efforts are coordinated through the Human Resources Department and emphasis is placed on communication opportunities that reach a multitude of elements within the community and associated professional networks.

### **Summary**

The Economic Development Department will continue to support the goals of the City Council and the Civil Service Commission/Equal Opportunity Employment Commission and to make certain that every aspect of the development services function is administrated in a fair-minded and equitable manner.

Our Department is committed to recognizing and appreciating the unique beliefs, values, skills, attributes, and characteristics of all employees in an environment that promotes and celebrates individual and collective achievement. When appropriate, our Department will continue to wok with internal staff on personal and professional growth and consider internal job postings to encourage upward mobility of current employees. We continue to provide staff with training opportunities that develop their knowledge and skills to increase their professional development.

We provide equal opportunity to all customers and job applicants. Personnel selections are based on the most qualified individuals without regard to race, religion, color, national origin, gender identity, sexual orientation, veteran status, age, disability, or political affiliation/influence. All hiring decisions are based solely on job-related criteria and demonstrated ability to perform.



CARRIE WRIGHT, DIRECTOR  
ECONOMIC DEVELOPMENT DEPARTMENT

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