

MEMORANDUM

September 15, 2016

TO: CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

FROM: JOHN LUEBBERKE, CITY ATTORNEY

SUBJECT: **ANNUAL EQUAL EMPLOYMENT REPORT – CITY ATTORNEY**

Introduction

I appreciate the opportunity to provide this report on the City Attorney's Office's diversity program for the period August 1, 2015, to the present.

Organizational Structure and Responsibilities

The City Attorney is a Council appointee. The functions of the City Attorney's Office include:

- Providing legal advice to City Councilmembers, officials, boards, commissions, and City departments regarding legal and regulatory matters of concern to the City and its operations;
- Working with other City departments and divisions on legal matters to defend the City from legal action(s) brought against it, initiating lawsuits, code enforcement compliance, collection of monies owed to the City, and eminent domain proceedings;
- Drafting and reviewing ordinances, resolutions, contracts, bonds, deeds, and other legal documents as requested by the City Council or other officials; and
- Prosecuting violations of the Stockton Municipal Code.

MISSION STATEMENT

The City Attorney's Office provides professional, quality legal services that ultimately protect the interests of the City of Stockton, its departments, the City Council, and the citizens of the community.

Workforce Composition

The City Attorney's Office currently has 12 full-time positions: 1 of which is filled by an annuitant, 8 of which are filled by females, and 3 of which are filled by males. We currently have one vacant position.

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

Ethnicity	City Attorney		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>	
White	6	54.54%	855	59.13%	66,836	23%	246,025	36%
Hispanic	4	36.36%	347	24.00%	117,590	40%	266,584	39%
Black	0	0%	74	5.11%	33,507	12%	48,657	7%
Asian	1	9.09%	143	9.89%	61,945	21%	97,999	14%
American Indian	0	0%	16	1.11%	1,237	0%	3,427	1%
Two or More Races	0	0%	11	0.76%	0	0	0	0
Other	0	0%	0	0%	10,592	4%	22,614	3%
Total	11	100%	1446	100%	291,707	100%	685,306	100%

Gender	City Attorney		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	3	22.22%	982	67.91%	142,925	49%	341,230	50%
Female	8	77.78%	464	32.09%	148,782	51%	344,076	50%
Total	11	100%	1446	100%	291,707	100%	685,306	100%

Personnel Changes in the Department

Since the last report, a paralegal position was created and one paralegal has been hired. One deputy city attorney has left, leaving one deputy city attorney position

vacant.

Professional and Diversity Training

City Attorney staff has received training in the following areas during this reporting period:

- 2016 Employment Law Update
- 21st Century Public Safety Officer
- Advanced Investigations Of Harassment Complaints
- Advanced Issues In Public Employee Discipline And Grievance Arbitration
- Annual Land Use Law Review And Update
- California Water Law
- CalPers Disability Retirement
- Cell Tower Leases
- Current Landscape Of Local Sex Offender Regulations
- Current Legal Issues For Same Sex Couples
- Ethics In Public Service
- FCC Wireless Siting Report And Order Webinar
- Get In The Zone: A Practical Guide To Land Use And Zoning Law
- How To Respond Effectively To EEOC Charges
- Is Free Speech Just An Illusion In The Workplace
- It Was Colonel Mustard In The Library: Workplace Investigations
- LAFCO: Planning & Regulating Boundaries & Service Areas In CA
- Labor And Employment Legal Update
- Land Use 101
- League Of California Cities Municipal Law Symposium
- Legal Aspect Of Violence In The Workplace (To Include Workplace Bullying)
- Lessons Learned From The Year's Biggest Employment Verdicts
- Mental Health: Know The Signs
- Municipal Water Utility Ratemaking
- Pitchess Motions In Administrative Hearings Post *Riverside County Sheriff's Dept v. Stiglitz*
- Presentation Skills
- Principles For Public Safety Employment
- Public Real Estate Transactions
- Substance Abuse, General Wellness, Stress Management
- The Retaliation Tsunami (Staying Afloat In The Midst Of A Tidal Wave Of Potential Liability)
- Undoing The Past: PERB's Busy Year
- Voir Dire
- Water Resources Management And Current Impacts To Urban Surface And Ground Water Suppliers

- Workplace Investigations

Summary

The City Attorney is committed to providing continued support to the City Council and Civil Service Commission/Equal Employment Commission to ensure the goals established by these legislative bodies are carried out to the fullest and successfully implemented. This department will continue to take advantage of the excellent training workshops that have been provided by the Human Resources Department, as well as any free workshops and/or webinars to encourage and promote staff development. Staff will also be encouraged to attend offsite training as the budget allows increasing their knowledge base and keeping their skills at a competitive level.