



Louisville Metro Government

601 W. Jefferson Street
Louisville, KY 40202

Action Summary - Final Committee on Equity and Inclusion

Chair/Council President David James (D-6)

Vice Chair Nicole George (D-21)

Committee Member Barbara Shanklin (D-2)

Committee Member Keisha Dorsey (D-3)

Committee Member Markus Winkler (D-17)

Committee Member Robin Engel (R-22)

Committee Member James Peden (R-23)

Monday, October 26, 2020

3:00 PM

Council Chambers

Call to Order

Chair James called the meeting to order at 3:00 p.m.

Roll Call

Chair James introduced the committee members and non-committee members present. A quorum was established.

***NOTE:** All committee members and non-committee members present attended virtually.

Present: 7 - Chair David James (D-6), Vice Chair Nicole George (D-21), Committee Member Barbara Shanklin (D-2), Committee Member Keisha Dorsey (D-3), Committee Member Markus Winkler (D-17), Committee Member Robin Engel (R-22), and Committee Member James Peden (R-23)

Non-Committee Member(s)

Council Member Barbara Sexton Smith (D-4), Council Member Paula McCraney (D-7), and Council Member Bill Hollander (D-9)

Support Staff

Natalie Johnson, Jefferson County Attorney's Office

Clerk(s)

Connie Dearing, Assistant Clerk
Sonya Harward, Clerk

Special Discussion

1. [ID 20-1384](#)

Human Resources - Louisville Metro Government - Ernestine Booth, Kendall Boyd, Michael Meeks

Attachments: [Employee Demographics MC 10-26-20.pdf](#)
[Responses to Questions MC on 10-12-2020.pdf](#)
[Summer Works Demographics 10-26-20.pdf](#)

Kendall Boyd, Office of Equity, stated that the information discussed at the last meeting covered a wide variety of items that Metro is seeking to do with increasing equity from within Metro government in the wake of COVID-19 and the protests for racial justice. There are always obstacles, and the biggest will be resources, capital and finances in trying to implement new programs needed to hire employees to maintain these programs. This has been a problem since the beginning of when the Office of Equity started.

Chair James asked about the demographics of employees as it relates to the different positions in Metro. Kendall Boyd stated the information regarding demographics of employees is strictly voluntary information which does not show an accurate snapshot of information. Agency size impacts this data, such as an agency with 5-10 people versus 1,000 people, the data will look very different, which does not relate to the total equity of an agency.

Ernestine Booth, Human Resources, shared information that has breakdowns of department data, and has overall breakdown of the entire Metro. When comparing the demographics to MSA (Metropolitan statistical areas), there are a few outliers with departments that do not match the MSA.

Chair James asked if there have been discussions with the Louisville Metro Police Department in how they could improve the diversity and equity in the department. Ernestine Booth stated Human Resources is always looking at recruitment measures and methods in order to recruit a more diverse candidate pool. In the current environment, Metro is struggling with getting recruits across the board and hoping that anyone would apply for hire. There are discussions with the Louisville Metro Police Department and the Fraternal Order of Police. Their contract has incentives for those being hired that from certain areas of the community to come on board with Metro. Human Resources is trying to be creative with recruiting, and open for suggestions in how to recruit.

Kendall Boyd stated that his priority has been to do more Public Safety outreach to get more people of color involved in Public Safety. Nationwide there is a trend of police departments not hiring, especially people of color. In the wake of social, economic, and racial unrest, people are just not interested in becoming police officers at this time.

Committee Member Dorsey asked if there is a breakdown by salary, outside of collective bargaining, of African American employees pay scale, and are they are at the lower part of the pay scale. Kendall Boyd stated that part of the problem with the compensation analysis is that there are a number of factors

that goes into a salary when they come to work for Metro, such as length of time, has there been a promotion from the outside agency or inside agency, are they outside Metro coming into Metro, and is it a highly specialized area they are seeking.

Ernestine Booth stated that when looking at an analysis, some of the minority departments are the departments that are front-line/heavy labor versus professional departments. It is always a challenge trying to get minority professionals to come and work for government. She also stated that Human Resources does have information for grade and salary range.

Committee Member Dorsey stated that something to look at long term is when an African American moves up the scale with a promotion, that they are at the same pay scale as others, and that sometimes the policies overall were not allowing them to make the same pay as others because of salary negotiations when they were hired. Council Member Dorsey asked if a pay compensation analysis has been done across the board to look at the discrepancies of being paid a similar range for similar skills. Ernestine Booth stated that this is something worth looking at.

Kendall Boyd stated that it is always important to get the employee reviews done. The review justifies specific things regarding the employee. An equitable review of job descriptions has never been done, only an audit in respects to education, training, and grade levels.

Committee Member Shanklin is concerned about the number of African Americans in each department, especially one particular department in which she has never seen an African American female working in that department. She would like to look at an application to see the requirements necessary for certain job positions, and get African Americans qualified to apply for some of Metro's positions. Ernestine Booth stated that there are over 900 job description in Metro, but that it could be evaluated for necessary job requirements. Human Resources is getting a new resource management system and this will help with all analysis.

Chair James asked about the new management system. Ernestine Booth stated that the new system will broaden the capabilities. It will allow employees to have more access to their personal data, visibility and self-service. The name of the program is Workday, and the project name is EMerge.

Chair James asked if there is a specific budget in Human Resources for recruiting and if departments send employees out to schools to recruit. Ernestine Booth stated that there is no money in the budget for recruiting. She stated that the Public Safety departments do go out for recruitment. Human Resources does participate in some job fairs. It does make job fairs difficult to compete with companies such as Amazon and UPS.

Chair James asked if Human Resources ever goes outside of the state of Kentucky to recruit. Ernestine Booth stated that recruiting is done local due to a limited budget. Chair James stated that it would be good if Human Resources asked the Finance Chair to be considered for money for recruitment at budget time.

Committee Member Peden stated that in recent years the job fairs in high

schools have never had any representation from Metro where he has been employed, and can only assume that hopefully in the other 19 high schools there is representation. Each school has at least 250-300 seniors of which only one third to one half are going to go to college. It is not always important to have a specific department represent, but just to have a representative from Human Resources there. Metro needs to be at these job fairs to give these students their next step up. Maybe each department needs a budget for recruitment.

Committee Member Dorsey asked if the Jefferson County Public Schools academy schools, previously known as magnet schools, have ever been approached by Deputy Chief Chavous to do partnerships with graduating students, to pilot a program like other academies have. Metro is already investing in the Opportunity Youth program and Metro has a lot to offer with many amenities. Ernestine Booth stated that colleges and universities have been considered before, but never high schools, and this is something that can definitely be looked into.

Committee Member Peden made a suggestion to contact the Academy Coordinator at Jefferson County Public Schools.

Committee Member Dorsey stated that coordinating with the Academy schools would be a great way to continue to let the Metro money invested work better.

Committee Member George asked about demographic analysis related to retention. Kendall Boyd stated that this has never been done. Collective bargaining employees get promotions and raises per contract. For this to be looked at it will have to be in totality as far as workforce development. Metro has not figured it out yet, but is an important step that needs to be done by Metro.

Committee Member George asked if it could be examined longitudinally for how long employees are staying and at what point are we losing employees and to which sector. Kendall Boyd stated that we are losing young people due to the student loan crisis and Metro salaries are not sustainable to be paying off student loans. Ernestine Booth stated that it is around the 5-year mark that we start losing people. They leave with experience and go to the private sector. We lose non-union employees because the wage increases are not built in.

Committee Member Winkler asked if there was a continuum plan with the youth regarding the Summer Works program in regards to recruiting and retaining them. Ernestine Booth stated that there is no plan in progress. Kendall Boyd stated that this would not be good practice to promise these students a position, and then when the time comes to hire Metro has a hiring freeze or a budget deficit.

Committee Member Winkler asked if there was any type of equity breakdown of demographics like what has been done with employee demographics. Kendall Boyd stated that he would provide Metro Council with that information at a later date.

Chair James asked if there is any pre-assistance to help people get prepared for exams. Louisville Fire and Louisville Police are the only ones that Metro

initiates assistance.

Chair James asked if credit scores play any part in hiring of police officers. Low credit scores and ethnicity are factors that have become known. Sometimes this can be a blockage to someone being hired, and also drug usage. Kendall Boyd stated that Metro does not check credit scores, unless it is tied to the work that they are seeking. There have been examination of policies in regards to marijuana usage. If a person is using in the present, no hire will take place. Low-grade drug use is looked at in Metro hiring. Ernestine Booth stated that the policy for marijuana use has been lowered down to 2 years, other than jobs of heavy lifting and Commercial Driver's License requirements.

Committee Member Winkler asked in regards to all of our jobs, is it asked if marijuana has ever been used in the past, and is this a disqualifying question. Ernestine Booth stated that there are certain positions where there cannot be marijuana usage at all. Committee Member Winkler asked if the answer was for "ever" in the past, and not currently. Ernestine Booth stated that if it has not been in the past 1-2 years.

Committee Member Winkler stated that he is curious, as drug laws change from state to state, what happens if someone comes from a state that marijuana is legal, what is jobs are determined disqualifiers. Ernestine Booth stated that she will provide the job descriptions that would be disqualifiers. The legal action in one state compared to Metro for hiring has a possibility of disqualification for hire. Kendall Boyd stated that the Ban the Box Ordinance could be examined. It puts in specific criteria that could determine if a person is hired for Metro. Ban the Box is criminal history, but the same analysis could be used for recreational drugs moving forward.

Committee Member Peden had an example of someone who had passed the agility test and oral test for the Fire Department, but when asked if he had ever used marijuana, he was honest and said "yes" because he lived in Colorado before moving here, where marijuana is legal. The whole tone of the interview change due to that answer. He was not hired.

Adjournment

Without objection, Chair James adjourned the meeting at 3:54 p.m.