

City of San Diego

CIVIL SERVICE COMMISSION

Personnel Department



EQUAL EMPLOYMENT OPPORTUNITY

ANNUAL REPORT

2023

**CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

TABLE OF CONTENTS

	Page
DEFINITIONS-LABOR FORCE AND POPULATION AVAILABILITY	1
DEFINITIONS-OCCUPATIONAL CATEGORIES.....	2-4
COUNTY LABOR FORCE AVAILABILITY (Table 1).....	5
CITY POPULATION AVAILABILITY (Table 2).....	6
CITYWIDE REPRESENTATION.....	7
CITYWIDE REPRESENTATION BY OCCUPATIONAL CATEGORY	8-9
 CITY DEPARTMENTS AND PROGRAMS BY OCCUPATIONAL CATEGORY	
CITY ATTORNEY’S OFFICE	10
CITY COUNCIL	11
CITY PLANNING DEPARTMENT	12
COMMISSION ON POLICE PRACTICES.....	13
COMMUNICATIONS DEPARTMENT.....	14
COMPLIANCE DEPARTMENT.....	15
DEPARTMENT OF CULTURAL AFFAIRS	16
DEPARTMENT OF FINANCE.....	17
DEPARTMENT OF GENERAL SERVICES	18-19
DEPARTMENT OF INFORMATION TECHNOLOGY.....	20
DEPARTMENT OF REAL ESTATE AND AIRPORT MANAGEMENT.....	21
DEPARTMENT OF SUSTAINABILITY AND MOBILITY	22
DEVELOPMENT SERVICES DEPARTMENT	23
ECONOMIC DEVELOPMENT DEPARTMENT.....	24

ENGINEERING AND CAPITAL PROJECTS DEPARTMENT.....	25
ENVIRONMENTAL SERVICES DEPARTMENT	26-27
ETHICS COMMISSION	28
FIRE-RESCUE DEPARTMENT	29-30
GOVERNMENT AFFAIRS DEPARTMENT	31
HOMELESSNESS STRATEGIES AND SOLUTIONS DEPARTMENT.....	32
HUMAN RESOURCES DEPARTMENT	33
LIBRARY DEPARTMENT	34
OFFICE OF BOARDS AND COMMISSIONS.....	35
OFFICE OF EMERGENCY SERVICES.....	36
OFFICE OF RACE AND EQUITY	37
OFFICE OF THE CHIEF OPERATING OFFICER.....	38
OFFICE OF THE CITY AUDITOR.....	39
OFFICE OF THE CITY CLERK.....	40
OFFICE OF THE CITY TREASURER	41
OFFICE OF THE INDEPENDENT BUDGET ANALYST	42
OFFICE OF THE MAYOR.....	43
PARKS AND RECREATION DEPARTMENT	44-45
PERFORMANCE AND ANALYTICS DEPARTMENT	46
PERSONNEL DEPARTMENT.....	47
POLICE DEPARTMENT	48-49
PUBLIC UTILITIES DEPARTMENT	50-51
PURCHASING AND CONTRACTING DEPARTMENT	52
RISK MANAGEMENT DEPARTMENT	53
SDCERS	54
SPECIAL EVENTS AND FILMING	55



SPECIAL PROJECTS	56
STORMWATER DEPARTMENT	57-58
STRATEGIC CAPITAL PROJECTS DEPARTMENT.....	59
TRANSPORTATION DEPARTMENT	60-61
ATTACHMENT A – Hires/Promotions/Demotions/Separations – Fire-Rescue	1-2
ATTACHMENT B – Hires/Promotions/Demotions/Separations – Police	1-2

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**CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

County Labor Force Availability

Labor force availability data is based upon the actual representation of all ethnic groups and women in the workforce in each occupational category. Figures are extracted from the U.S. Census to establish the percentage of the various ethnic groups as identified by the census in the labor market in work similar to that done by City employees. (See Page 5)

City Population Availability

City departments are encouraged to work toward equitable representation for all groups present in the City of San Diego general population. Consequently, Appointing Authorities must review their own departments. (See Page 6)

The Nature of Equal Employment Opportunity Data Review

Focus and emphasis is placed upon establishing fair and equitable representation of all segments of the City population in all occupational groups of the City's workforce. Appointing Authorities should realize that this review is entirely consistent with the merit principle upon which the City's employment system is based. There is no requirement to hire, transfer, or promote a person who is not qualified on the basis of objective job-related criteria.

**CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

EQUAL EMPLOYMENT OPPORTUNITY OCCUPATIONAL CATEGORY DEFINITIONS

OFFICIALS AND MANAGERS

Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies and direct departments, divisions, programs or other units of an agency's operation. Occupations include top management jobs in the Unclassified Service such as Department Director. **NOTE:** Vacancies in this category are not filled under the Civil Service procedures administered by the Personnel Department.

PROFESSIONALS

Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. One of the most wide-ranging, populous groups. Includes very specialized classifications such as Horticulturist and Victim Services Coordinator. Also includes several lengthy series that range from the sub-professional to the professional levels, such as Administrative Aide I to Supervising Management Analyst.

TECHNICIANS

Occupations generally requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post-high school education, such as is offered in many technical institutes and community colleges, or through equivalent on-the-job training. Includes classifications such as Graphic Designer and Junior Engineering Aide.

ADMINISTRATIVE SUPPORT WORKERS

Includes all clerical-type work regardless of level of difficulty. Occupations include Fire Dispatcher, Cashier, Office Support Specialist, and their supervisors.

CRAFT WORKERS

Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes the skilled trades and their supervisors. Occupation examples include Electrician, Locksmith and Carpenter.

**CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

OPERATIVES

Workers who operate equipment for transporting, excavating, lifting, loading materials requiring intermediate skill which can be mastered in a few weeks and generally require only limited training. Occupations include Motor Sweeper Operator, Sanitation Driver I, Heavy Truck Driver I, and Refuse Collection supervisory personnel.

LABORERS AND HELPERS

Working in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Unskilled, entry-level laborers, as well as skilled workers and their supervisory chain-of-command. Occupations include Building Service Technician, Laborer, and Lake Aide.

PROTECTIVE SERVICE OCCUPATIONS

► **Fire**

- **FIRST-LINE SUPERVISORS/MANAGERS OF FIRE FIGHTING AND PREVENTION WORKERS**
 - Deputy Fire Chief, Assistant Fire Marshal, Fire Battalion Chief, Fire Prevention Supervisor, Fire Captain
- **FIRE FIGHTING AND PREVENTION WORKERS**
 - Fire Engineer, Fire Fighter III, Fire Fighter II, Fire Fighter I, Fire Recruit, Fire Prevention Inspector II, and Fire Prevention Inspector I

► **Police**

- **FIRST-LINE SUPERVISORS/MANAGERS OF LAW ENFORCEMENT WORKERS**
 - Assistant Police Chief, Police Captain, Police Lieutenant, Police Sergeant
- **DETECTIVES AND CRIMINAL INVESTIGATORS**
 - Police Detective
- **POLICE OFFICERS**
 - Police Officer III, Police Officer II, Police Officer I, Police Recruit

**CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

► **Other Safety**

- **OTHER PROTECTIVE SERVICE WORKERS**

- Marine Safety Captain, Marine Safety Lieutenant, Lifeguard Sergeant, Lifeguard III, Lifeguard II, Lifeguard I, Pool Guard II, and Pool Guard I

SERVICE WORKERS

Non-protective service workers. Occupations include the Custodial Series, Recreation positions and Laboratory Assistant.

EXEMPT

Elected officials and those Unclassified employees they appoint. Includes Deputy City Attorney.

**CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

COUNTY LABOR FORCE AVAILABILITY

Occupational Category	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Other/Two or more races	Female
Officials and Managers	3.8%	19.5%	9.9%	0.4%	0.3%	2.9%	39.8%
Professionals	3.5%	16.0%	17.6%	0.2%	0.4%	3.2%	49.6%
Technicians	4.8%	30.1%	19.9%	0.2%	0.5%	3.4%	59.0%
Administrative Support Workers	6.0%	32.6%	11.3%	0.4%	0.8%	3.2%	71.3%
Craft Workers	2.8%	45.9%	6.5%	0.4%	0.3%	1.4%	6.6%
Operatives	5.9%	42.2%	12.9%	0.5%	0.7%	3.1%	23.4%
Laborers and Helpers	4.4%	62.3%	4.8%	0.4%	0.7%	2.3%	16.4%
1ST-Line Supvs/Mgrs of Fire FT & Prev	0.8%	6.7%	7.6%	0.8%	0.0%	0.0%	4.8%
Firefighting & Prevention Wrkrs	1.9%	22.4%	0.1%	0.3%	0.1%	3.4%	6.3%
1ST-Line Supvs/Mgrs of Law Enforce Wrkrs	5.8%	42.0%	3.7%	0.0%	1.7%	3.4%	16.3%
Detectives and Criminal Investigators	6.9%	29.5%	4.9%	0.0%	0.7%	1.4%	24.3%
Police Officers	9.6%	36.3%	4.9%	0.5%	0.4%	4.8%	14.3%
Other Prot Service Wrkrs	2.6%	25.8%	3.6%	0.0%	0.2%	3.1%	39.8%
Service Workers	5.4%	45.2%	11.2%	0.3%	0.4%	2.9%	54.2%

Table 1. Source: U.S. Department of Commerce, Census Bureau, American Community Survey, SD County Data Source Table-EEO-1 Categories & Prot Serv Class, 5-year ACS data. The EEO Tabulation from which the occupation categories in the report are derived is sponsored by four Federal agencies consisting of the Equal Employment Opportunity Commission (EEOC), the Employment Litigation Section of the Civil Rights Division at the Department of Justice (DOJ), the Office of Federal Contract Compliance Programs (OFCCP) at the Department of Labor, and the Office of Personnel Management (OPM).

**CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

CITY POPULATION AVAILABILITY

City Population Availability	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Other/Two or more races	Female
City of San Diego	6.5%	30.1%	16.7%	0.4%	0.4%	5.2%	49.5%

Table 2. Source: U.S. Department of Commerce, Census Bureau, 2018 American Community Survey, 5-year Population Availability Demographic Characteristics Profile Data, Geography-San Diego City, CA.

CITY OF SAN DIEGO

CIVIL SERVICE COMMISSION

2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITYWIDE REPRESENTATION

(Percentages shown are percentage of TOTAL CITY EMPLOYEES)

	Female		Male		Non-Binary		Total	
White								
12/23/2022	1605	13.72%	3262	27.89%	5	0.04%	4872	41.65%
12/22/2023	1717	13.38%	3427	26.71%	10	0.08%	5154	40.18%
Black or African American								
12/23/2022	435	3.72%	860	7.35%	1	0.01%	1296	11.08%
12/22/2023	473	3.69%	933	7.27%	1	0.01%	1407	10.97%
Hispanic or Latino								
12/23/2022	1176	10.05%	2556	21.85%	4	0.03%	3736	31.94%
12/22/2023	1334	10.40%	2883	22.47%	5	0.04%	4222	32.91%
Asian								
12/23/2022	518	4.43%	779	6.66%	1	0.01%	1298	11.10%
12/22/2023	574	4.47%	842	6.56%	6	0.05%	1422	11.09%
American Indian or Alaska Native								
12/23/2022	20	0.17%	32	0.27%	0	0.00%	52	0.44%
12/22/2023	21	0.16%	32	0.25%	0	0.00%	53	0.41%
Native Hawaiian or Other Pacific Islander								
12/23/2022	18	0.15%	50	0.43%	0	0.00%	68	0.58%
12/22/2023	29	0.23%	60	0.47%	0	0.00%	89	0.69%
Other/Two or more races								
12/23/2022	144	1.23%	229	1.96%	3	0.03%	376	3.21%
12/22/2023	184	1.43%	293	2.28%	4	0.03%	481	3.75%
Non-White								
12/23/2022	2311	19.76%	4506	38.52%	9	0.08%	6825	58.35%
12/22/2023	2615	20.39%	5043	39.31%	16	0.12%	7674	59.82%
Total Employees:								
12/23/2022	3916	33.48%	7768	66.41%	14	0.12%	11698	100%
12/22/2023	4332	33.77%	8470	66.03%	26	0.20%	12828	100%

**CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

CITYWIDE REPRESENTATION BY OCCUPATIONAL CATEGORY

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
12/23/2022	601	352	58.57%	39	6.49%	107	17.80%	85	14.14%	0	0.00%	0	0.00%	18	3.00%	313	52.08%	287	47.75%	1	0.17%
12/22/2023	668	385	57.63%	42	6.29%	122	18.26%	100	14.97%	1	0.15%	0	0.00%	18	2.69%	356	53.29%	310	46.41%	2	0.30%
Professionals																					
12/23/2022	2803	1160	41.38%	223	7.96%	772	27.54%	541	19.30%	12	0.43%	6	0.21%	89	3.18%	1406	50.16%	1392	49.66%	5	0.18%
12/22/2023	3265	1319	40.40%	256	7.84%	924	28.30%	616	18.87%	13	0.40%	15	0.46%	122	3.74%	1632	49.98%	1624	49.74%	9	0.28%
Technicians																					
12/23/2022	330	135	40.91%	38	11.52%	105	31.82%	37	11.21%	2	0.61%	1	0.30%	12	3.64%	102	30.91%	228	69.09%	0	0.00%
12/22/2023	355	148	41.69%	39	10.99%	114	32.11%	35	9.86%	2	0.56%	2	0.56%	15	4.23%	117	32.96%	238	67.04%	0	0.00%
Administrative Support Workers																					
12/23/2022	1440	451	31.32%	206	14.31%	503	34.93%	195	13.54%	11	0.76%	20	1.39%	54	3.75%	977	67.85%	457	31.74%	6	0.42%
12/22/2023	1668	487	29.20%	228	13.67%	622	37.29%	221	13.25%	11	0.66%	22	1.32%	77	4.62%	1084	64.99%	574	34.41%	10	0.60%
Craft Workers																					
12/23/2022	785	243	30.96%	111	14.14%	354	45.10%	54	6.88%	2	0.25%	3	0.38%	18	2.29%	38	4.84%	747	95.16%	0	0.00%
12/22/2023	840	244	29.05%	113	13.45%	388	46.19%	64	7.62%	2	0.24%	7	0.83%	22	2.62%	42	5.00%	797	94.88%	1	0.12%
Operatives																					
12/23/2022	326	23	7.06%	103	31.60%	171	52.45%	10	3.07%	5	1.53%	3	0.92%	11	3.37%	11	3.37%	315	96.63%	0	0.00%
12/22/2023	342	27	7.89%	104	30.41%	175	51.17%	10	2.92%	4	1.17%	4	1.17%	18	5.26%	14	4.09%	328	95.91%	0	0.00%
Laborers and Helpers																					
12/23/2022	1195	191	15.98%	270	22.59%	630	52.72%	60	5.02%	4	0.33%	16	1.34%	24	2.01%	126	10.54%	1069	89.46%	0	0.00%
12/22/2023	1300	194	14.92%	296	22.77%	698	53.69%	58	4.46%	3	0.23%	21	1.62%	30	2.31%	116	8.92%	1184	91.08%	0	0.00%
1ST-Line Supvs/Mgrs of Fire FT & Prev																					
12/23/2022	268	175	65.30%	10	3.73%	60	22.39%	21	7.84%	1	0.37%	0	0.00%	1	0.37%	5	1.87%	263	98.13%	0	0.00%
12/22/2023	277	183	66.06%	10	3.61%	60	21.66%	20	7.22%	1	0.36%	0	0.00%	3	1.08%	8	2.89%	269	97.11%	0	0.00%
1ST-Line Supvs/Mgrs of Law Enforce Wrks																					
12/23/2022	347	223	64.27%	26	7.49%	59	17.00%	36	10.37%	3	0.86%	0	0.00%	0	0.00%	43	12.39%	304	87.61%	0	0.00%
12/22/2023	383	246	64.23%	31	8.09%	67	17.49%	36	9.40%	3	0.78%	0	0.00%	0	0.00%	44	11.49%	339	88.51%	0	0.00%
Detectives and Criminal Investigators																					
12/23/2022	221	134	60.63%	8	3.62%	67	30.32%	12	5.43%	0	0.00%	0	0.00%	0	0.00%	69	31.22%	152	68.78%	0	0.00%
12/22/2023	235	145	61.70%	9	3.83%	63	26.81%	18	7.66%	0	0.00%	0	0.00%	0	0.00%	72	30.64%	163	69.36%	0	0.00%

	Indicates areas where County Labor Force Availability was not met
	Indicates areas where City Population Availability was not met
	Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITYWIDE REPRESENTATION BY OCCUPATIONAL CATEGORY

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Police Officers																					
12/23/2022	1316	639	48.56%	90	6.84%	427	32.45%	116	8.81%	2	0.15%	6	0.46%	36	2.74%	209	15.88%	1107	84.12%	0	0.00%
12/22/2023	1269	582	45.86%	83	6.54%	452	35.62%	105	8.27%	2	0.16%	7	0.55%	38	2.99%	202	15.92%	1067	84.08%	0	0.00%
Other Prot Service Wrkrs																					
12/23/2022	581	404	69.54%	11	1.89%	105	18.07%	27	4.65%	4	0.69%	3	0.52%	27	4.65%	162	27.88%	419	72.12%	0	0.00%
12/22/2023	650	437	67.23%	13	2.00%	129	19.85%	30	4.62%	3	0.46%	3	0.46%	35	5.38%	186	28.62%	463	71.23%	1	0.15%
Service Workers																					
12/23/2022	472	121	25.64%	118	25.00%	160	33.90%	31	6.57%	1	0.21%	5	1.06%	36	7.63%	231	48.94%	240	50.85%	1	0.21%
12/22/2023	549	131	23.86%	143	26.05%	187	34.06%	33	6.01%	3	0.55%	4	0.73%	48	8.74%	253	46.08%	294	53.55%	2	0.36%
Exempt																					
12/23/2022	294	180	61.22%	19	6.46%	50	17.01%	34	11.56%	1	0.34%	0	0.00%	10	3.40%	168	57.14%	125	42.52%	1	0.34%
12/22/2023	296	179	60.47%	15	5.07%	51	17.23%	35	11.82%	1	0.34%	0	0.00%	15	5.07%	155	52.36%	140	47.30%	1	0.34%
Firefighting & Prevention Wrkrs																					
12/23/2022	719	441	61.34%	24	3.34%	166	23.09%	39	5.42%	4	0.56%	5	0.70%	40	5.56%	56	7.79%	663	92.21%	0	0.00%
12/22/2023	731	447	61.15%	25	3.42%	170	23.26%	41	5.61%	4	0.55%	4	0.55%	40	5.47%	51	6.98%	680	93.02%	0	0.00%
Total:																					
12/23/2022	11698	4872	41.65%	1296	11.08%	3736	31.94%	1298	11.10%	52	0.44%	68	0.58%	376	3.21%	3916	33.48%	7768	66.40%	14	0.12%
12/22/2023	12828	5154	40.18%	1407	10.97%	4222	32.91%	1422	11.09%	53	0.41%	89	0.69%	481	3.75%	4332	33.77%	8470	66.03%	26	0.20%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

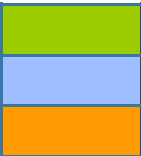
Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

City Attorney's Office

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	9	4	44.44%	1	11.11%	2	22.22%	1	11.11%	0	0.00%	0	0.00%	1	11.11%	5	55.56%	4	44.44%	0	0.00%
12/22/2023	8	3	37.50%	1	12.50%	2	25.00%	1	12.50%	0	0.00%	0	0.00%	1	12.50%	4	50.00%	4	50.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	75	37	49.33%	6	8.00%	23	30.67%	8	10.67%	0	0.00%	0	0.00%	1	1.33%	35	46.67%	40	53.33%	0	0.00%
12/22/2023	86	41	47.67%	8	9.30%	26	30.23%	8	9.30%	0	0.00%	1	1.16%	2	2.33%	41	47.67%	45	52.33%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	124	48	38.71%	13	10.48%	48	38.71%	10	8.06%	0	0.00%	1	0.81%	4	3.23%	110	88.71%	14	11.29%	0	0.00%
12/22/2023	137	45	32.85%	13	9.49%	60	43.80%	13	9.49%	0	0.00%	1	0.73%	5	3.65%	122	89.05%	15	10.95%	0	0.00%
Exempt																					
COUNTY LABOR FORCE AVAILABILITY																					
12/23/2022	188	138	73.40%	6	3.19%	19	10.11%	21	11.17%	1	0.53%	0	0.00%	3	1.60%	113	60.11%	75	39.89%	0	0.00%
12/22/2023	185	135	72.97%	4	2.16%	16	8.65%	22	11.89%	1	0.54%	0	0.00%	7	3.78%	99	53.51%	86	46.49%	0	0.00%
Total:																					
12/23/2022	396	227	57.32%	26	6.57%	92	23.23%	40	10.10%	1	0.25%	1	0.25%	9	2.27%	263	66.41%	133	33.59%	0	0.00%
12/22/2023	416	224	53.85%	26	6.25%	104	25.00%	44	10.58%	1	0.24%	2	0.48%	15	3.61%	266	63.94%	150	36.06%	0	0.00%



Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

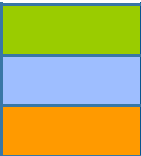
Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

City Council

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	6	4	66.67%	0	0.00%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	2	33.33%	4	66.67%	0	0.00%
12/22/2023	6	4	66.67%	0	0.00%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	2	33.33%	4	66.67%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	5	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	60.00%	2	40.00%	0	0.00%
12/22/2023	13	3	23.08%	3	23.08%	5	38.46%	2	15.38%	0	0.00%	0	0.00%	0	0.00%	8	61.54%	5	38.46%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	2	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%
12/22/2023	4	0	0.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%
Exempt																					
COUNTY LABOR FORCE AVAILABILITY																					
12/23/2022	86	35	40.70%	11	12.79%	26	30.23%	9	10.47%	0	0.00%	0	0.00%	5	5.81%	45	52.33%	40	46.51%	1	1.16%
12/22/2023	92	38	41.30%	9	9.78%	30	32.61%	9	9.78%	0	0.00%	0	0.00%	6	6.52%	46	50.00%	45	48.91%	1	1.09%
Total:																					
12/23/2022	99	39	39.39%	11	11.11%	34	34.34%	10	10.10%	0	0.00%	0	0.00%	5	5.05%	50	50.51%	48	48.48%	1	1.01%
12/22/2023	115	45	39.13%	12	10.43%	39	33.91%	13	11.30%	0	0.00%	0	0.00%	6	5.22%	57	49.57%	57	49.57%	1	0.87%



Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

City Planning Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	10	6	60.00%	0	0.00%	1	10.00%	2	20.00%	0	0.00%	0	0.00%	1	10.00%	6	60.00%	4	40.00%	0	0.00%
12/22/2023	15	9	60.00%	0	0.00%	2	13.33%	3	20.00%	0	0.00%	0	0.00%	1	6.67%	9	60.00%	6	40.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	53	23	43.40%	2	3.77%	17	32.08%	8	15.09%	0	0.00%	0	0.00%	3	5.66%	30	56.60%	23	43.40%	0	0.00%
12/22/2023	74	32	43.24%	3	4.05%	22	29.73%	11	14.86%	0	0.00%	0	0.00%	6	8.11%	42	56.76%	31	41.89%	1	1.35%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	2	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
12/22/2023	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
Total:																					
12/23/2022	65	29	44.62%	3	4.62%	19	29.23%	10	15.38%	0	0.00%	0	0.00%	4	6.15%	37	56.92%	28	43.08%	0	0.00%
12/22/2023	91	42	46.15%	3	3.30%	25	27.47%	14	15.38%	0	0.00%	0	0.00%	7	7.69%	52	57.14%	38	41.76%	1	1.10%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Commission on Police Practices

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
12/22/2023	3	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100.00%	0	0.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
12/22/2023	2	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
12/22/2023	4	1	25.00%	1	25.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	50.00%	2	50.00%	0	0.00%
Total:																					
12/23/2022	3	0	0.00%	1	33.33%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%
12/22/2023	9	3	33.33%	2	22.22%	3	33.33%	0	0.00%	0	0.00%	0	0.00%	1	11.11%	7	77.78%	2	22.22%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

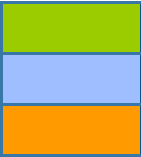
Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Communications Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	14	6	42.86%	2	14.29%	5	35.71%	1	7.14%	0	0.00%	0	0.00%	0	0.00%	11	78.57%	3	21.43%	0	0.00%
12/22/2023	13	5	38.46%	2	15.38%	5	38.46%	1	7.69%	0	0.00%	0	0.00%	0	0.00%	9	69.23%	4	30.77%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	14	7	50.00%	2	14.29%	3	21.43%	2	14.29%	0	0.00%	0	0.00%	0	0.00%	8	57.14%	6	42.86%	0	0.00%
12/22/2023	17	11	64.71%	2	11.76%	2	11.76%	2	11.76%	0	0.00%	0	0.00%	0	0.00%	9	52.94%	8	47.06%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/23/2022	8	4	50.00%	0	0.00%	3	37.50%	1	12.50%	0	0.00%	0	0.00%	0	0.00%	4	50.00%	4	50.00%	0	0.00%
12/22/2023	9	4	44.44%	0	0.00%	4	44.44%	1	11.11%	0	0.00%	0	0.00%	0	0.00%	4	44.44%	5	55.56%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/23/2022	2	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%
12/22/2023	5	1	20.00%	0	0.00%	3	60.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%
Total:																					
12/23/2022	38	17	44.74%	4	10.53%	13	34.21%	4	10.53%	0	0.00%	0	0.00%	0	0.00%	23	60.53%	15	39.47%	0	0.00%
12/22/2023	44	21	47.73%	4	9.09%	14	31.82%	5	11.36%	0	0.00%	0	0.00%	0	0.00%	23	52.27%	21	47.73%	0	0.00%



Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Compliance Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	9	7	77.78%	1	11.11%	1	11.11%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	88.89%	1	11.11%	0	0.00%
12/22/2023	9	5	55.56%	1	11.11%	2	22.22%	0	0.00%	0	0.00%	0	0.00%	1	11.11%	7	77.78%	2	22.22%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	17	6	35.29%	2	11.76%	7	41.18%	2	11.76%	0	0.00%	0	0.00%	0	0.00%	8	47.06%	9	52.94%	0	0.00%
12/22/2023	19	4	21.05%	3	15.79%	10	52.63%	2	10.53%	0	0.00%	0	0.00%	0	0.00%	11	57.89%	8	42.11%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/23/2022	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
12/22/2023	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total:																					
12/23/2022	27	13	48.15%	4	14.81%	8	29.63%	2	7.41%	0	0.00%	0	0.00%	0	0.00%	17	62.96%	10	37.04%	0	0.00%
12/22/2023	28	9	32.14%	4	14.29%	12	42.86%	2	7.14%	0	0.00%	0	0.00%	1	3.57%	18	64.29%	10	35.71%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Department of Cultural Affairs

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%
12/22/2023	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%
12/22/2023	4	3	75.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	50.00%	2	50.00%	0	0.00%
Total:																					
12/23/2022	6	6	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	50.00%	3	50.00%	0	0.00%
12/22/2023	7	6	85.71%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	57.14%	3	42.86%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Department of Finance

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	35	18	51.43%	1	2.86%	7	20.00%	7	20.00%	0	0.00%	0	0.00%	2	5.71%	16	45.71%	19	54.29%	0	0.00%
12/22/2023	39	19	48.72%	1	2.56%	10	25.64%	7	17.95%	0	0.00%	0	0.00%	2	5.13%	18	46.15%	21	53.85%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	78	22	28.21%	2	2.56%	27	34.62%	24	30.77%	0	0.00%	0	0.00%	3	3.85%	43	55.13%	35	44.87%	0	0.00%
12/22/2023	91	26	28.57%	3	3.30%	32	35.16%	26	28.57%	0	0.00%	0	0.00%	4	4.40%	51	56.04%	40	43.96%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	12	3	25.00%	3	25.00%	5	41.67%	1	8.33%	0	0.00%	0	0.00%	0	0.00%	10	83.33%	2	16.67%	0	0.00%
12/22/2023	9	2	22.22%	2	22.22%	4	44.44%	0	0.00%	0	0.00%	0	0.00%	1	11.11%	7	77.78%	2	22.22%	0	0.00%
Total:																					
12/23/2022	125	43	34.40%	6	4.80%	39	31.20%	32	25.60%	0	0.00%	0	0.00%	5	4.00%	69	55.20%	56	44.80%	0	0.00%
12/22/2023	139	47	33.81%	6	4.32%	46	33.09%	33	23.74%	0	0.00%	0	0.00%	7	5.04%	76	54.68%	63	45.32%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Department of General Services

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	6	2	33.33%	1	16.67%	1	16.67%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	5	83.33%	0	0.00%
12/22/2023	8	3	37.50%	1	12.50%	1	12.50%	3	37.50%	0	0.00%	0	0.00%	0	0.00%	2	25.00%	6	75.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	17	6	35.29%	4	23.53%	2	11.76%	5	29.41%	0	0.00%	0	0.00%	0	0.00%	7	41.18%	10	58.82%	0	0.00%
12/22/2023	22	7	31.82%	2	9.09%	5	22.73%	7	31.82%	0	0.00%	0	0.00%	1	4.55%	8	36.36%	14	63.64%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/23/2022	3	1	33.33%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
12/22/2023	4	1	25.00%	0	0.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	18	2	11.11%	2	11.11%	11	61.11%	1	5.56%	0	0.00%	1	5.56%	1	5.56%	7	38.89%	11	61.11%	0	0.00%
12/22/2023	17	2	11.76%	1	5.88%	11	64.71%	1	5.88%	0	0.00%	2	11.76%	0	0.00%	5	29.41%	12	70.59%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/23/2022	224	58	25.89%	17	7.59%	131	58.48%	11	4.91%	0	0.00%	2	0.89%	5	2.23%	2	0.89%	222	99.11%	0	0.00%
12/22/2023	234	53	22.65%	17	7.26%	142	60.68%	13	5.56%	0	0.00%	3	1.28%	6	2.56%	2	0.85%	232	99.15%	0	0.00%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/23/2022	37	6	16.22%	5	13.51%	20	54.05%	5	13.51%	0	0.00%	0	0.00%	1	2.70%	2	5.41%	35	94.59%	0	0.00%
12/22/2023	45	4	8.89%	7	15.56%	27	60.00%	6	13.33%	0	0.00%	0	0.00%	1	2.22%	2	4.44%	43	95.56%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Department of General Services (continued)

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Service Workers																					
COUNTY LABOR FORCE AVAILABILITY					5.40%		45.20%		11.20%		0.30%		0.40%		2.90%		54.20%				
12/23/2022	13	0	0.00%	6	46.15%	6	46.15%	1	7.69%	0	0.00%	0	0.00%	0	0.00%	8	61.54%	5	38.46%	0	0.00%
12/22/2023	18	0	0.00%	10	55.56%	6	33.33%	1	5.56%	1	5.56%	0	0.00%	0	0.00%	9	50.00%	9	50.00%	0	0.00%
Total:																					
12/23/2022	318	75	23.58%	35	11.01%	173	54.40%	25	7.86%	0	0.00%	3	0.94%	7	2.20%	27	8.49%	291	91.51%	0	0.00%
12/22/2023	348	70	20.11%	38	10.92%	195	56.03%	31	8.91%	1	0.29%	5	1.44%	8	2.30%	28	8.05%	320	91.95%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Department of Information Technology

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	50	25	50.00%	1	2.00%	7	14.00%	16	32.00%	0	0.00%	0	0.00%	1	2.00%	15	30.00%	35	70.00%	0	0.00%
12/22/2023	58	27	46.55%	2	3.45%	8	13.79%	20	34.48%	0	0.00%	0	0.00%	1	1.72%	19	32.76%	39	67.24%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	31	17	54.84%	2	6.45%	3	9.68%	9	29.03%	0	0.00%	0	0.00%	0	0.00%	13	41.94%	18	58.06%	0	0.00%
12/22/2023	33	14	42.42%	2	6.06%	5	15.15%	11	33.33%	0	0.00%	0	0.00%	1	3.03%	15	45.45%	18	54.55%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	7	1	14.29%	1	14.29%	1	14.29%	3	42.86%	0	0.00%	0	0.00%	1	14.29%	4	57.14%	3	42.86%	0	0.00%
12/22/2023	6	1	16.67%	1	16.67%	1	16.67%	2	33.33%	0	0.00%	0	0.00%	1	16.67%	6	100.00%	0	0.00%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/23/2022	21	7	33.33%	1	4.76%	11	52.38%	2	9.52%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	21	100.00%	0	0.00%
12/22/2023	25	7	28.00%	1	4.00%	14	56.00%	3	12.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	25	100.00%	0	0.00%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/23/2022	8	0	0.00%	0	0.00%	3	37.50%	4	50.00%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%	0	0.00%
12/22/2023	7	0	0.00%	0	0.00%	4	57.14%	3	42.86%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%	0	0.00%
Total:																					
12/23/2022	117	50	42.74%	5	4.27%	25	21.37%	34	29.06%	0	0.00%	1	0.85%	2	1.71%	32	27.35%	85	72.65%	0	0.00%
12/22/2023	129	49	37.98%	6	4.65%	32	24.81%	39	30.23%	0	0.00%	0	0.00%	3	2.33%	40	31.01%	89	68.99%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Department of Real Estate and Airport Management

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	11	8	72.73%	0	0.00%	3	27.27%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	54.55%	5	45.45%	0	0.00%
12/22/2023	12	8	66.67%	0	0.00%	4	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	41.67%	7	58.33%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	19	8	42.11%	2	10.53%	7	36.84%	1	5.26%	0	0.00%	0	0.00%	1	5.26%	12	63.16%	7	36.84%	0	0.00%
12/22/2023	23	10	43.48%	3	13.04%	6	26.09%	3	13.04%	0	0.00%	0	0.00%	1	4.35%	14	60.87%	9	39.13%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	6	1	16.67%	2	33.33%	1	16.67%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	0	0.00%
12/22/2023	5	0	0.00%	2	40.00%	1	20.00%	1	20.00%	1	20.00%	0	0.00%	0	0.00%	4	80.00%	1	20.00%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/23/2022	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
12/22/2023	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/23/2022	7	3	42.86%	0	0.00%	3	42.86%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	1	14.29%	6	85.71%	0	0.00%
12/22/2023	6	3	50.00%	0	0.00%	3	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	33.33%	4	66.67%	0	0.00%
Total:																					
12/23/2022	44	20	45.45%	5	11.36%	14	31.82%	2	4.55%	1	2.27%	0	0.00%	2	4.55%	24	54.55%	20	45.45%	0	0.00%
12/22/2023	47	22	46.81%	5	10.64%	14	29.79%	4	8.51%	1	2.13%	0	0.00%	1	2.13%	25	53.19%	22	46.81%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Department of Sustainability and Mobility

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	16	9	56.25%	0	0.00%	4	25.00%	2	12.50%	0	0.00%	0	0.00%	1	6.25%	12	75.00%	4	25.00%	0	0.00%
12/22/2023	16	9	56.25%	0	0.00%	5	31.25%	1	6.25%	0	0.00%	0	0.00%	1	6.25%	11	68.75%	5	31.25%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	33	11	33.33%	1	3.03%	10	30.30%	10	30.30%	0	0.00%	0	0.00%	1	3.03%	18	54.55%	15	45.45%	0	0.00%
12/22/2023	45	14	31.11%	1	2.22%	14	31.11%	13	28.89%	0	0.00%	0	0.00%	3	6.67%	28	62.22%	17	37.78%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	3	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%
12/22/2023	4	1	25.00%	0	0.00%	1	25.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%
Total:																					
12/23/2022	52	20	38.46%	1	1.92%	16	30.77%	13	25.00%	0	0.00%	0	0.00%	2	3.85%	32	61.54%	20	38.46%	0	0.00%
12/22/2023	65	24	36.92%	1	1.54%	20	30.77%	16	24.62%	0	0.00%	0	0.00%	4	6.15%	43	66.15%	22	33.85%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

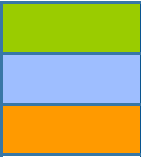
Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Development Services Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	40	25	62.50%	3	7.50%	4	10.00%	8	20.00%	0	0.00%	0	0.00%	0	0.00%	21	52.50%	19	47.50%	0	0.00%
12/22/2023	47	27	57.45%	3	6.38%	7	14.89%	10	21.28%	0	0.00%	0	0.00%	0	0.00%	24	51.06%	23	48.94%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	304	131	43.09%	20	6.58%	75	24.67%	61	20.07%	3	0.99%	2	0.66%	12	3.95%	123	40.46%	181	59.54%	0	0.00%
12/22/2023	397	172	43.32%	33	8.31%	101	25.44%	72	18.14%	3	0.76%	3	0.76%	13	3.27%	154	38.79%	243	61.21%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/23/2022	94	33	35.11%	12	12.77%	39	41.49%	7	7.45%	1	1.06%	1	1.06%	1	1.06%	37	39.36%	57	60.64%	0	0.00%
12/22/2023	104	41	39.42%	11	10.58%	43	41.35%	5	4.81%	1	0.96%	1	0.96%	2	1.92%	42	40.38%	62	59.62%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	44	10	22.73%	12	27.27%	15	34.09%	6	13.64%	0	0.00%	1	2.27%	0	0.00%	36	81.82%	8	18.18%	0	0.00%
12/22/2023	46	10	21.74%	10	21.74%	17	36.96%	8	17.39%	0	0.00%	0	0.00%	1	2.17%	41	89.13%	5	10.87%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/23/2022	87	55	63.22%	4	4.60%	23	26.44%	3	3.45%	0	0.00%	0	0.00%	2	2.30%	7	8.05%	80	91.95%	0	0.00%
12/22/2023	93	59	63.44%	4	4.30%	23	24.73%	4	4.30%	0	0.00%	0	0.00%	3	3.23%	7	7.53%	86	92.47%	0	0.00%
Total:																					
12/23/2022	569	254	44.64%	51	8.96%	156	27.42%	85	14.94%	4	0.70%	4	0.70%	15	2.64%	224	39.37%	345	60.63%	0	0.00%
12/22/2023	687	309	44.98%	61	8.88%	191	27.80%	99	14.41%	4	0.58%	4	0.58%	19	2.77%	268	39.01%	419	60.99%	0	0.00%



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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Economic Development Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	26	11	42.31%	3	11.54%	8	30.77%	4	15.38%	0	0.00%	0	0.00%	0	0.00%	22	84.62%	4	15.38%	0	0.00%
12/22/2023	23	11	47.83%	2	8.70%	7	30.43%	3	13.04%	0	0.00%	0	0.00%	0	0.00%	19	82.61%	4	17.39%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	20	6	30.00%	5	25.00%	7	35.00%	1	5.00%	1	5.00%	0	0.00%	0	0.00%	16	80.00%	4	20.00%	0	0.00%
12/22/2023	25	6	24.00%	10	40.00%	6	24.00%	1	4.00%	1	4.00%	1	4.00%	0	0.00%	20	80.00%	5	20.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	2	0	0.00%	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
12/22/2023	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Total:																					
12/23/2022	48	17	35.42%	9	18.75%	15	31.25%	6	12.50%	1	2.08%	0	0.00%	0	0.00%	40	83.33%	8	16.67%	0	0.00%
12/22/2023	49	17	34.69%	12	24.49%	13	26.53%	5	10.20%	1	2.04%	1	2.04%	0	0.00%	40	81.63%	9	18.37%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Engineering and Capital Projects Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	23	14	60.87%	1	4.35%	5	21.74%	2	8.70%	0	0.00%	0	0.00%	1	4.35%	10	43.48%	13	56.52%	0	0.00%
12/22/2023	23	13	56.52%	2	8.70%	5	21.74%	3	13.04%	0	0.00%	0	0.00%	0	0.00%	12	52.17%	11	47.83%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	544	235	43.20%	33	6.07%	135	24.82%	130	23.90%	3	0.55%	0	0.00%	8	1.47%	199	36.58%	345	63.42%	0	0.00%
12/22/2023	558	249	44.62%	26	4.66%	141	25.27%	131	23.48%	1	0.18%	0	0.00%	10	1.79%	208	37.28%	350	62.72%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/23/2022	108	55	50.93%	8	7.41%	22	20.37%	17	15.74%	0	0.00%	0	0.00%	6	5.56%	17	15.74%	91	84.26%	0	0.00%
12/22/2023	106	55	51.89%	9	8.49%	22	20.75%	14	13.21%	0	0.00%	1	0.94%	5	4.72%	20	18.87%	86	81.13%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	14	3	21.43%	0	0.00%	7	50.00%	3	21.43%	1	7.14%	0	0.00%	0	0.00%	11	78.57%	3	21.43%	0	0.00%
12/22/2023	13	3	23.08%	1	7.69%	6	46.15%	2	15.38%	1	7.69%	0	0.00%	0	0.00%	10	76.92%	3	23.08%	0	0.00%
Total:																					
12/23/2022	689	307	44.56%	42	6.10%	169	24.53%	152	22.06%	4	0.58%	0	0.00%	15	2.18%	237	34.40%	452	65.60%	0	0.00%
12/22/2023	700	320	45.71%	38	5.43%	174	24.86%	150	21.43%	2	0.29%	1	0.14%	15	2.14%	250	35.71%	450	64.29%	0	0.00%

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Environmental Services Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	14	10	71.43%	0	0.00%	2	14.29%	2	14.29%	0	0.00%	0	0.00%	0	0.00%	5	35.71%	9	64.29%	0	0.00%
12/22/2023	14	10	71.43%	1	7.14%	1	7.14%	2	14.29%	0	0.00%	0	0.00%	0	0.00%	6	42.86%	8	57.14%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	111	47	42.34%	14	12.61%	29	26.13%	13	11.71%	1	0.90%	0	0.00%	7	6.31%	41	36.94%	69	62.16%	1	0.90%
12/22/2023	140	52	37.14%	19	13.57%	39	27.86%	16	11.43%	2	1.43%	1	0.71%	11	7.86%	56	40.00%	83	59.29%	1	0.71%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/23/2022	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
12/22/2023	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	40	11	27.50%	8	20.00%	14	35.00%	4	10.00%	1	2.50%	0	0.00%	2	5.00%	29	72.50%	11	27.50%	0	0.00%
12/22/2023	44	10	22.73%	8	18.18%	19	43.18%	4	9.09%	0	0.00%	0	0.00%	3	6.82%	29	65.91%	15	34.09%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/23/2022	30	14	46.67%	2	6.67%	11	36.67%	1	3.33%	0	0.00%	0	0.00%	2	6.67%	1	3.33%	29	96.67%	0	0.00%
12/22/2023	29	12	41.38%	4	13.79%	10	34.48%	1	3.45%	0	0.00%	0	0.00%	2	6.90%	1	3.45%	28	96.55%	0	0.00%
Operatives																					
COUNTY LABOR FORCE AVAILABILITY					5.90%		42.20%		12.90%		0.50%		0.70%		3.10%		23.40%				
12/23/2022	225	14	6.22%	74	32.89%	118	52.44%	5	2.22%	1	0.44%	3	1.33%	10	4.44%	7	3.11%	218	96.89%	0	0.00%
12/22/2023	233	16	6.87%	72	30.90%	124	53.22%	5	2.15%	1	0.43%	4	1.72%	11	4.72%	11	4.72%	222	95.28%	0	0.00%

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Environmental Services Department (continued)

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/23/2022	38	9	23.68%	10	26.32%	17	44.74%	1	2.63%	0	0.00%	1	2.63%	0	0.00%	4	10.53%	34	89.47%	0	0.00%
12/22/2023	50	10	20.00%	16	32.00%	21	42.00%	1	2.00%	0	0.00%	1	2.00%	1	2.00%	6	12.00%	44	88.00%	0	0.00%
Total:																					
12/23/2022	460	106	23.04%	108	23.48%	192	41.74%	26	5.65%	3	0.65%	4	0.87%	21	4.57%	88	19.13%	371	80.65%	1	0.22%
12/22/2023	512	111	21.68%	120	23.44%	215	41.99%	29	5.66%	3	0.59%	6	1.17%	28	5.47%	110	21.48%	401	78.32%	1	0.20%

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Ethics Commission

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	6	4	66.67%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	0	0.00%
12/22/2023	6	4	66.67%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	0	0.00%
Total:																					
12/23/2022	6	4	66.67%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	0	0.00%
12/22/2023	6	4	66.67%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	0	0.00%

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CITY OF SAN DIEGO

CIVIL SERVICE COMMISSION

2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Fire-Rescue Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	16	12	75.00%	1	6.25%	0	0.00%	2	12.50%	0	0.00%	0	0.00%	1	6.25%	6	37.50%	10	62.50%	0	0.00%
12/22/2023	17	13	76.47%	0	0.00%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	1	5.88%	6	35.29%	11	64.71%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	42	11	26.19%	4	9.52%	20	47.62%	6	14.29%	0	0.00%	0	0.00%	1	2.38%	31	73.81%	11	26.19%	0	0.00%
12/22/2023	41	11	26.83%	3	7.32%	23	56.10%	3	7.32%	0	0.00%	0	0.00%	1	2.44%	27	65.85%	14	34.15%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/23/2022	3	2	66.67%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%
12/22/2023	2	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	117	56	47.86%	7	5.98%	40	34.19%	6	5.13%	0	0.00%	2	1.71%	6	5.13%	70	59.83%	47	40.17%	0	0.00%
12/22/2023	157	70	44.59%	10	6.37%	50	31.85%	12	7.64%	0	0.00%	3	1.91%	12	7.64%	76	48.41%	81	51.59%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/23/2022	6	5	83.33%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%
12/22/2023	5	4	80.00%	0	0.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%
1ST-Line Supvs/Mgrs of Fire FT & Prev																					
COUNTY LABOR FORCE AVAILABILITY					0.80%		6.70%		7.60%		0.80%		0.00%		0.00%		4.80%				
12/23/2022	268	175	65.30%	10	3.73%	60	22.39%	21	7.84%	1	0.37%	0	0.00%	1	0.37%	5	1.87%	263	98.13%	0	0.00%
12/22/2023	277	183	66.06%	10	3.61%	60	21.66%	20	7.22%	1	0.36%	0	0.00%	3	1.08%	8	2.89%	269	97.11%	0	0.00%

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Fire-Rescue Department (continued)

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Detectives and Criminal Investigators																					
COUNTY LABOR FORCE AVAILABILITY					6.90%		29.50%		4.90%		0.00%		0.70%		1.40%		24.30%				
12/23/2022	3	2	66.67%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
12/22/2023	3	2	66.67%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
Other Prot Service Wrkrs																					
COUNTY LABOR FORCE AVAILABILITY					2.60%		25.80%		3.60%		0.00%		0.20%		3.10%		39.80%				
12/23/2022	370	305	82.43%	6	1.62%	33	8.92%	8	2.16%	3	0.81%	3	0.81%	12	3.24%	80	21.62%	290	78.38%	0	0.00%
12/22/2023	368	298	80.98%	5	1.36%	39	10.60%	8	2.17%	2	0.54%	3	0.82%	13	3.53%	87	23.64%	281	76.36%	0	0.00%
Firefighting & Prevention Wrkrs																					
COUNTY LABOR FORCE AVAILABILITY					1.90%		22.40%		0.10%		0.30%		0.10%		3.40%		6.30%				
12/23/2022	719	441	61.34%	24	3.34%	166	23.09%	39	5.42%	4	0.56%	5	0.70%	40	5.56%	56	7.79%	663	92.21%	0	0.00%
12/22/2023	731	447	61.15%	25	3.42%	170	23.26%	41	5.61%	4	0.55%	4	0.55%	40	5.47%	51	6.98%	680	93.02%	0	0.00%
Total:																					
12/23/2022	1544	1009	65.35%	52	3.37%	321	20.79%	83	5.38%	8	0.52%	10	0.65%	61	3.95%	249	16.13%	1295	83.87%	0	0.00%
12/22/2023	1601	1029	64.27%	53	3.31%	344	21.49%	88	5.50%	7	0.44%	10	0.62%	70	4.37%	256	15.99%	1345	84.01%	0	0.00%

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Government Affairs Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	6	5	83.33%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	33.33%	4	66.67%	0	0.00%
12/22/2023	6	4	66.67%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	5	83.33%	0	0.00%
Exempt																					
COUNTY LABOR FORCE AVAILABILITY																					
12/23/2022	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
12/22/2023	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Total:																					
12/23/2022	7	5	71.43%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	28.57%	5	71.43%	0	0.00%
12/22/2023	7	4	57.14%	0	0.00%	3	42.86%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	6	85.71%	0	0.00%

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Homelessness Strategies and Solutions Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	10	5	50.00%	2	20.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	1	10.00%	7	70.00%	3	30.00%	0	0.00%
12/22/2023	9	6	66.67%	1	11.11%	1	11.11%	1	11.11%	0	0.00%	0	0.00%	0	0.00%	7	77.78%	2	22.22%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	2	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
12/22/2023	5	1	20.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	40.00%	3	60.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1	100.00%	0	0.00%
12/22/2023	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total:																					
12/23/2022	13	5	38.46%	3	23.08%	2	15.38%	1	7.69%	0	0.00%	0	0.00%	2	15.38%	8	61.54%	5	38.46%	0	0.00%
12/22/2023	14	7	50.00%	2	14.29%	4	28.57%	1	7.14%	0	0.00%	0	0.00%	0	0.00%	9	64.29%	5	35.71%	0	0.00%

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
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CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Human Resources Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	28	16	57.14%	4	14.29%	4	14.29%	3	10.71%	0	0.00%	0	0.00%	1	3.57%	21	75.00%	7	25.00%	0	0.00%
12/22/2023	38	20	52.63%	6	15.79%	8	21.05%	2	5.26%	0	0.00%	0	0.00%	2	5.26%	30	78.95%	8	21.05%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	12	3	25.00%	1	8.33%	6	50.00%	2	16.67%	0	0.00%	0	0.00%	0	0.00%	8	66.67%	4	33.33%	0	0.00%
12/22/2023	18	5	27.78%	2	11.11%	7	38.89%	3	16.67%	0	0.00%	0	0.00%	1	5.56%	11	61.11%	7	38.89%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	6	3	50.00%	0	0.00%	2	33.33%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	0	0.00%
12/22/2023	3	0	0.00%	1	33.33%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%
Total:																					
12/23/2022	46	22	47.83%	5	10.87%	12	26.09%	6	13.04%	0	0.00%	0	0.00%	1	2.17%	34	73.91%	12	26.09%	0	0.00%
12/22/2023	59	25	42.37%	9	15.25%	16	27.12%	6	10.17%	0	0.00%	0	0.00%	3	5.08%	43	72.88%	16	27.12%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

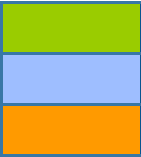
Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Library Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	7	3	42.86%	1	14.29%	3	42.86%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	42.86%	3	42.86%	1	14.29%
12/22/2023	7	3	42.86%	1	14.29%	3	42.86%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	42.86%	3	42.86%	1	14.29%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	295	139	47.12%	21	7.12%	67	22.71%	58	19.66%	2	0.68%	0	0.00%	8	2.71%	215	72.88%	77	26.10%	3	1.02%
12/22/2023	325	150	46.15%	22	6.77%	80	24.62%	59	18.15%	2	0.62%	0	0.00%	12	3.69%	237	72.92%	84	25.85%	4	1.23%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	241	85	35.27%	20	8.30%	67	27.80%	60	24.90%	1	0.41%	0	0.00%	8	3.32%	162	67.22%	74	30.71%	5	2.07%
12/22/2023	310	100	32.26%	28	9.03%	97	31.29%	68	21.94%	2	0.65%	0	0.00%	15	4.84%	197	63.55%	105	33.87%	8	2.58%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/23/2022	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
12/22/2023	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Total:																					
12/23/2022	544	227	41.73%	42	7.72%	138	25.37%	118	21.69%	3	0.55%	0	0.00%	16	2.94%	380	69.85%	155	28.49%	9	1.65%
12/22/2023	643	253	39.35%	51	7.93%	181	28.15%	127	19.75%	4	0.62%	0	0.00%	27	4.20%	437	67.96%	193	30.02%	13	2.02%



Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of Boards and Commissions

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	3	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%
12/22/2023	3	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
12/22/2023	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
12/22/2023	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Total:																					
12/23/2022	5	0	0.00%	4	80.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	60.00%	2	40.00%	0	0.00%
12/22/2023	5	0	0.00%	4	80.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	60.00%	2	40.00%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of Emergency Services

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%
12/22/2023	6	6	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	33.33%	4	66.67%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	7	4	57.14%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	6	85.71%	1	14.29%	0	0.00%
12/22/2023	9	5	55.56%	2	22.22%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	22.22%	5	55.56%	4	44.44%	0	0.00%
1ST-Line Supvs/Mgrs of Law Enforce Wrks																					
COUNTY LABOR FORCE AVAILABILITY					5.80%		42.00%		3.70%		0.00%		1.70%		3.40%		16.30%				
12/23/2022	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
12/22/2023	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Other Prot Service Wrks																					
COUNTY LABOR FORCE AVAILABILITY					2.60%		25.80%		3.60%		0.00%		0.20%		3.10%		39.80%				
12/23/2022	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
12/22/2023	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Total:																					
12/23/2022	14	10	71.43%	2	14.29%	1	7.14%	0	0.00%	0	0.00%	0	0.00%	1	7.14%	7	50.00%	7	50.00%	0	0.00%
12/22/2023	17	12	70.59%	2	11.76%	1	5.88%	0	0.00%	0	0.00%	0	0.00%	2	11.76%	7	41.18%	10	58.82%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of Race and Equity

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	3	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%
12/22/2023	7	0	0.00%	3	42.86%	2	28.57%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	6	85.71%	0	0.00%	1	14.29%
Total:																					
12/23/2022	3	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%
12/22/2023	7	0	0.00%	3	42.86%	2	28.57%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	6	85.71%	0	0.00%	1	14.29%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

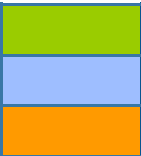
Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of the Chief Operating Officer

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	9	8	88.89%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	66.67%	3	33.33%	0	0.00%
12/22/2023	14	10	71.43%	1	7.14%	2	14.29%	1	7.14%	0	0.00%	0	0.00%	0	0.00%	9	64.29%	5	35.71%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
12/22/2023	8	0	0.00%	3	37.50%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	2	25.00%	6	75.00%	2	25.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	4	1	25.00%	1	25.00%	0	0.00%	1	25.00%	0	0.00%	1	25.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%
12/22/2023	5	1	20.00%	1	20.00%	1	20.00%	1	20.00%	0	0.00%	1	20.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%
Exempt																					
COUNTY LABOR FORCE AVAILABILITY																					
12/23/2022	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
12/22/2023	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Total:																					
12/23/2022	15	9	60.00%	2	13.33%	2	13.33%	1	6.67%	0	0.00%	1	6.67%	0	0.00%	11	73.33%	4	26.67%	0	0.00%
12/22/2023	28	11	39.29%	6	21.43%	4	14.29%	4	14.29%	0	0.00%	1	3.57%	2	7.14%	20	71.43%	8	28.57%	0	0.00%



Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of the City Auditor

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	22	13	59.09%	0	0.00%	4	18.18%	1	4.55%	0	0.00%	0	0.00%	4	18.18%	11	50.00%	11	50.00%	0	0.00%
12/22/2023	21	15	71.43%	0	0.00%	3	14.29%	1	4.76%	0	0.00%	0	0.00%	2	9.52%	12	57.14%	9	42.86%	0	0.00%
Total:																					
12/23/2022	22	13	59.09%	0	0.00%	4	18.18%	1	4.55%	0	0.00%	0	0.00%	4	18.18%	11	50.00%	11	50.00%	0	0.00%
12/22/2023	21	15	71.43%	0	0.00%	3	14.29%	1	4.76%	0	0.00%	0	0.00%	2	9.52%	12	57.14%	9	42.86%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

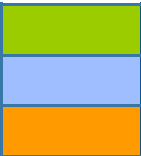
Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of the City Clerk

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	5	2	40.00%	0	0.00%	1	20.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	4	80.00%	1	20.00%	0	0.00%
12/22/2023	6	3	50.00%	0	0.00%	0	0.00%	3	50.00%	0	0.00%	0	0.00%	0	0.00%	4	66.67%	2	33.33%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	12	1	8.33%	2	16.67%	7	58.33%	2	16.67%	0	0.00%	0	0.00%	0	0.00%	8	66.67%	4	33.33%	0	0.00%
12/22/2023	15	1	6.67%	1	6.67%	9	60.00%	4	26.67%	0	0.00%	0	0.00%	0	0.00%	9	60.00%	6	40.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	25	6	24.00%	7	28.00%	3	12.00%	5	20.00%	1	4.00%	0	0.00%	3	12.00%	20	80.00%	5	20.00%	0	0.00%
12/22/2023	26	5	19.23%	4	15.38%	8	30.77%	4	15.38%	1	3.85%	0	0.00%	4	15.38%	23	88.46%	3	11.54%	0	0.00%
Exempt																					
COUNTY LABOR FORCE AVAILABILITY																					
12/23/2022	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
12/22/2023	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Total:																					
12/23/2022	43	10	23.26%	9	20.93%	11	25.58%	9	20.93%	1	2.33%	0	0.00%	3	6.98%	33	76.74%	10	23.26%	0	0.00%
12/22/2023	48	9	18.75%	5	10.42%	18	37.50%	11	22.92%	1	2.08%	0	0.00%	4	8.33%	37	77.08%	11	22.92%	0	0.00%



Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of the City Treasurer

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	17	12	70.59%	1	5.88%	1	5.88%	3	17.65%	0	0.00%	0	0.00%	0	0.00%	7	41.18%	10	58.82%	0	0.00%
12/22/2023	17	11	64.71%	1	5.88%	2	11.76%	3	17.65%	0	0.00%	0	0.00%	0	0.00%	7	41.18%	10	58.82%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	63	12	19.05%	9	14.29%	34	53.97%	6	9.52%	0	0.00%	1	1.59%	1	1.59%	38	60.32%	25	39.68%	0	0.00%
12/22/2023	63	12	19.05%	7	11.11%	33	52.38%	10	15.87%	0	0.00%	1	1.59%	0	0.00%	40	63.49%	23	36.51%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	24	2	8.33%	3	12.50%	15	62.50%	3	12.50%	0	0.00%	1	4.17%	0	0.00%	19	79.17%	5	20.83%	0	0.00%
12/22/2023	25	3	12.00%	3	12.00%	16	64.00%	2	8.00%	0	0.00%	1	4.00%	0	0.00%	20	80.00%	5	20.00%	0	0.00%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/23/2022	8	4	50.00%	1	12.50%	2	25.00%	1	12.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100.00%	0	0.00%
12/22/2023	5	2	40.00%	1	20.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%
Total:																					
12/23/2022	112	30	26.79%	14	12.50%	52	46.43%	13	11.61%	0	0.00%	2	1.79%	1	0.89%	64	57.14%	48	42.86%	0	0.00%
12/22/2023	110	28	25.45%	12	10.91%	53	48.18%	15	13.64%	0	0.00%	2	1.82%	0	0.00%	67	60.91%	43	39.09%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of the Independent Budget Analyst

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	9	6	66.67%	0	0.00%	0	0.00%	3	33.33%	0	0.00%	0	0.00%	0	0.00%	6	66.67%	3	33.33%	0	0.00%
12/22/2023	10	6	60.00%	0	0.00%	0	0.00%	4	40.00%	0	0.00%	0	0.00%	0	0.00%	6	60.00%	4	40.00%	0	0.00%
Exempt																					
COUNTY LABOR FORCE AVAILABILITY																					
12/23/2022	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
12/22/2023	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Total:																					
12/23/2022	10	6	60.00%	0	0.00%	1	10.00%	3	30.00%	0	0.00%	0	0.00%	0	0.00%	7	70.00%	3	30.00%	0	0.00%
12/22/2023	11	6	54.55%	0	0.00%	1	9.09%	4	36.36%	0	0.00%	0	0.00%	0	0.00%	7	63.64%	4	36.36%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

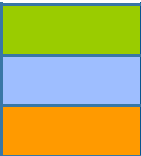
Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of the Mayor

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	4	1	25.00%	0	0.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%
12/22/2023	3	1	33.33%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	2	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
12/22/2023	17	5	29.41%	1	5.88%	7	41.18%	3	17.65%	0	0.00%	0	0.00%	1	5.88%	12	70.59%	5	29.41%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
12/22/2023	5	2	40.00%	1	20.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	80.00%	1	20.00%	0	0.00%
Exempt																					
COUNTY LABOR FORCE AVAILABILITY																					
12/23/2022	16	6	37.50%	1	6.25%	3	18.75%	4	25.00%	0	0.00%	0	0.00%	2	12.50%	8	50.00%	8	50.00%	0	0.00%
12/22/2023	15	6	40.00%	1	6.67%	2	13.33%	4	26.67%	0	0.00%	0	0.00%	2	13.33%	8	53.33%	7	46.67%	0	0.00%
Total:																					
12/23/2022	23	7	30.43%	1	4.35%	8	34.78%	4	17.39%	0	0.00%	0	0.00%	3	13.04%	14	60.87%	9	39.13%	0	0.00%
12/22/2023	40	14	35.00%	3	7.50%	13	32.50%	7	17.50%	0	0.00%	0	0.00%	3	7.50%	26	65.00%	14	35.00%	0	0.00%



Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Parks and Recreation Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	23	15	65.22%	1	4.35%	3	13.04%	4	17.39%	0	0.00%	0	0.00%	0	0.00%	10	43.48%	13	56.52%	0	0.00%
12/22/2023	23	13	56.52%	1	4.35%	4	17.39%	4	17.39%	1	4.35%	0	0.00%	0	0.00%	10	43.48%	13	56.52%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	115	50	43.48%	13	11.30%	30	26.09%	20	17.39%	0	0.00%	0	0.00%	2	1.74%	60	52.17%	54	46.96%	1	0.87%
12/22/2023	126	60	47.62%	11	8.73%	28	22.22%	23	18.25%	0	0.00%	0	0.00%	4	3.17%	70	55.56%	54	42.86%	2	1.59%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/23/2022	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
12/22/2023	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	64	30	46.88%	11	17.19%	16	25.00%	5	7.81%	0	0.00%	0	0.00%	2	3.13%	27	42.19%	37	57.81%	0	0.00%
12/22/2023	124	35	28.23%	20	16.13%	53	42.74%	8	6.45%	0	0.00%	1	0.81%	7	5.65%	55	44.35%	69	55.65%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/23/2022	34	3	8.82%	3	8.82%	25	73.53%	3	8.82%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	34	100.00%	0	0.00%
12/22/2023	34	3	8.82%	3	8.82%	24	70.59%	4	11.76%	0	0.00%	0	0.00%	0	0.00%	1	2.94%	33	97.06%	0	0.00%
Operatives																					
COUNTY LABOR FORCE AVAILABILITY					5.90%		42.20%		12.90%		0.50%		0.70%		3.10%		23.40%				
12/23/2022	24	3	12.50%	5	20.83%	11	45.83%	3	12.50%	2	8.33%	0	0.00%	0	0.00%	0	0.00%	24	100.00%	0	0.00%
12/22/2023	26	4	15.38%	5	19.23%	11	42.31%	3	11.54%	2	7.69%	0	0.00%	1	3.85%	1	3.85%	25	96.15%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Parks and Recreation Department (continued)

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/23/2022	425	70	16.47%	64	15.06%	259	60.94%	19	4.47%	2	0.47%	3	0.71%	8	1.88%	66	15.53%	359	84.47%	0	0.00%
12/22/2023	471	73	15.50%	66	14.01%	297	63.06%	18	3.82%	2	0.42%	7	1.49%	8	1.70%	59	12.53%	412	87.47%	0	0.00%
Other Prot Service Wrkrs																					
COUNTY LABOR FORCE AVAILABILITY					2.60%		25.80%		3.60%		0.00%		0.20%		3.10%		39.80%				
12/23/2022	207	96	46.38%	5	2.42%	71	34.30%	19	9.18%	1	0.48%	0	0.00%	15	7.25%	82	39.61%	125	60.39%	0	0.00%
12/22/2023	277	135	48.74%	8	2.89%	89	32.13%	22	7.94%	1	0.36%	0	0.00%	22	7.94%	99	35.74%	177	63.90%	1	0.36%
Service Workers																					
COUNTY LABOR FORCE AVAILABILITY					5.40%		45.20%		11.20%		0.30%		0.40%		2.90%		54.20%				
12/23/2022	459	121	26.36%	112	24.40%	154	33.55%	30	6.54%	1	0.22%	5	1.09%	36	7.84%	223	48.58%	235	51.20%	1	0.22%
12/22/2023	531	131	24.67%	133	25.05%	181	34.09%	32	6.03%	2	0.38%	4	0.75%	48	9.04%	244	45.95%	285	53.67%	2	0.38%
Total:																					
12/23/2022	1352	389	28.77%	214	15.83%	569	42.09%	103	7.62%	6	0.44%	8	0.59%	63	4.66%	468	34.62%	882	65.24%	2	0.15%
12/22/2023	1613	455	28.21%	247	15.31%	687	42.59%	114	7.07%	8	0.50%	12	0.74%	90	5.58%	539	33.42%	1069	66.27%	5	0.31%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Performance and Analytics Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	15	10	66.67%	1	6.67%	0	0.00%	3	20.00%	0	0.00%	0	0.00%	1	6.67%	6	40.00%	9	60.00%	0	0.00%
12/22/2023	17	11	64.71%	1	5.88%	0	0.00%	4	23.53%	0	0.00%	0	0.00%	1	5.88%	6	35.29%	11	64.71%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/22/2023	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Total:																					
12/23/2022	15	10	66.67%	1	6.67%	0	0.00%	3	20.00%	0	0.00%	0	0.00%	1	6.67%	6	40.00%	9	60.00%	0	0.00%
12/22/2023	18	11	61.11%	1	5.56%	1	5.56%	4	22.22%	0	0.00%	0	0.00%	1	5.56%	6	33.33%	12	66.67%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Personnel Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	15	5	33.33%	1	6.67%	8	53.33%	1	6.67%	0	0.00%	0	0.00%	0	0.00%	11	73.33%	4	26.67%	0	0.00%
12/22/2023	15	5	33.33%	1	6.67%	8	53.33%	1	6.67%	0	0.00%	0	0.00%	0	0.00%	10	66.67%	5	33.33%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	39	9	23.08%	6	15.38%	17	43.59%	6	15.38%	0	0.00%	1	2.56%	0	0.00%	24	61.54%	15	38.46%	0	0.00%
12/22/2023	42	11	26.19%	5	11.90%	18	42.86%	6	14.29%	0	0.00%	2	4.76%	0	0.00%	27	64.29%	15	35.71%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	37	9	24.32%	2	5.41%	18	48.65%	4	10.81%	1	2.70%	0	0.00%	3	8.11%	29	78.38%	8	21.62%	0	0.00%
12/22/2023	39	9	23.08%	2	5.13%	20	51.28%	5	12.82%	1	2.56%	0	0.00%	2	5.13%	29	74.36%	10	25.64%	0	0.00%
Total:																					
12/23/2022	91	23	25.27%	9	9.89%	43	47.25%	11	12.09%	1	1.10%	1	1.10%	3	3.30%	64	70.33%	27	29.67%	0	0.00%
12/22/2023	96	25	26.04%	8	8.33%	46	47.92%	12	12.50%	1	1.04%	2	2.08%	2	2.08%	66	68.75%	30	31.25%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Police Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	14	5	35.71%	1	7.14%	4	28.57%	4	28.57%	0	0.00%	0	0.00%	0	0.00%	6	42.86%	8	57.14%	0	0.00%
12/22/2023	16	7	43.75%	1	6.25%	4	25.00%	4	25.00%	0	0.00%	0	0.00%	0	0.00%	7	43.75%	9	56.25%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	119	53	44.54%	5	4.20%	29	24.37%	29	24.37%	0	0.00%	0	0.00%	3	2.52%	77	64.71%	42	35.29%	0	0.00%
12/22/2023	124	49	39.52%	6	4.84%	35	28.23%	30	24.19%	0	0.00%	0	0.00%	4	3.23%	83	66.94%	41	33.06%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/23/2022	29	14	48.28%	3	10.34%	10	34.48%	0	0.00%	0	0.00%	0	0.00%	2	6.90%	20	68.97%	9	31.03%	0	0.00%
12/22/2023	34	18	52.94%	3	8.82%	9	26.47%	2	5.88%	0	0.00%	0	0.00%	2	5.88%	24	70.59%	10	29.41%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	447	147	32.89%	57	12.75%	157	35.12%	61	13.65%	4	0.89%	7	1.57%	14	3.13%	282	63.09%	165	36.91%	0	0.00%
12/22/2023	471	148	31.42%	59	12.53%	175	37.15%	61	12.95%	4	0.85%	7	1.49%	17	3.61%	286	60.72%	185	39.28%	0	0.00%
1ST-Line Supvs/Mgrs of Law Enforce Wrks																					
COUNTY LABOR FORCE AVAILABILITY					5.80%		42.00%		3.70%		0.00%		1.70%		3.40%		16.30%				
12/23/2022	346	222	64.16%	26	7.51%	59	17.05%	36	10.40%	3	0.87%	0	0.00%	0	0.00%	43	12.43%	303	87.57%	0	0.00%
12/22/2023	382	245	64.14%	31	8.12%	67	17.54%	36	9.42%	3	0.79%	0	0.00%	0	0.00%	44	11.52%	338	88.48%	0	0.00%

	Indicates areas where County Labor Force Availability was not met
	Indicates areas where City Population Availability was not met
	Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
 CIVIL SERVICE COMMISSION
 2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Police Department (continued)

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Detectives and Criminal Investigators																					
COUNTY LABOR FORCE AVAILABILITY					6.90%		29.50%		4.90%		0.00%		0.70%		1.40%		24.30%				
12/23/2022	218	132	60.55%	8	3.67%	66	30.28%	12	5.50%	0	0.00%	0	0.00%	0	0.00%	69	31.65%	149	68.35%	0	0.00%
12/22/2023	232	143	61.64%	9	3.88%	62	26.72%	18	7.76%	0	0.00%	0	0.00%	0	0.00%	72	31.03%	160	68.97%	0	0.00%
Police Officers																					
COUNTY LABOR FORCE AVAILABILITY					9.60%		36.30%		4.90%		0.50%		0.40%		4.80%		14.30%				
12/23/2022	1316	639	48.56%	90	6.84%	427	32.45%	116	8.81%	2	0.15%	6	0.46%	36	2.74%	209	15.88%	1107	84.12%	0	0.00%
12/22/2023	1269	582	45.86%	83	6.54%	452	35.62%	105	8.27%	2	0.16%	7	0.55%	38	2.99%	202	15.92%	1067	84.08%	0	0.00%
Total:																					
12/23/2022	2488	1212	48.71%	190	7.64%	751	30.18%	258	10.37%	9	0.36%	13	0.52%	55	2.21%	705	28.34%	1783	71.66%	0	0.00%
12/22/2023	2528	1192	47.15%	192	7.59%	804	31.80%	256	10.13%	9	0.36%	14	0.55%	61	2.41%	718	28.40%	1810	71.60%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

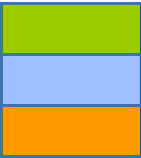
Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Public Utilities Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	44	33	75.00%	5	11.36%	5	11.36%	1	2.27%	0	0.00%	0	0.00%	0	0.00%	18	40.91%	26	59.09%	0	0.00%
12/22/2023	47	34	72.34%	5	10.64%	5	10.64%	3	6.38%	0	0.00%	0	0.00%	0	0.00%	26	55.32%	21	44.68%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	445	182	40.90%	39	8.76%	114	25.62%	92	20.67%	1	0.22%	1	0.22%	16	3.60%	216	48.54%	229	51.46%	0	0.00%
12/22/2023	510	195	38.24%	44	8.63%	142	27.84%	105	20.59%	2	0.39%	2	0.39%	20	3.92%	241	47.25%	269	52.75%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/23/2022	79	24	30.38%	13	16.46%	28	35.44%	10	12.66%	1	1.27%	0	0.00%	3	3.80%	20	25.32%	59	74.68%	0	0.00%
12/22/2023	90	25	27.78%	15	16.67%	32	35.56%	11	12.22%	1	1.11%	0	0.00%	6	6.67%	24	26.67%	66	73.33%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	113	17	15.04%	35	30.97%	44	38.94%	7	6.19%	0	0.00%	4	3.54%	6	5.31%	85	75.22%	27	23.89%	1	0.88%
12/22/2023	118	18	15.25%	36	30.51%	46	38.98%	8	6.78%	0	0.00%	4	3.39%	6	5.08%	91	77.12%	25	21.19%	2	1.69%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/23/2022	279	84	30.11%	70	25.09%	88	31.54%	28	10.04%	2	0.72%	1	0.36%	6	2.15%	23	8.24%	256	91.76%	0	0.00%
12/22/2023	302	82	27.15%	72	23.84%	100	33.11%	34	11.26%	2	0.66%	4	1.32%	8	2.65%	24	7.95%	277	91.72%	1	0.33%
Operatives																					
COUNTY LABOR FORCE AVAILABILITY					5.90%		42.20%		12.90%		0.50%		0.70%		3.10%		23.40%				
12/23/2022	6	0	0.00%	4	66.67%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%
12/22/2023	6	0	0.00%	4	66.67%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%



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Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Public Utilities Department (continued)

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/23/2022	489	88	18.00%	138	28.22%	231	47.24%	18	3.68%	2	0.41%	6	1.23%	6	1.23%	38	7.77%	451	92.23%	0	0.00%
12/22/2023	513	90	17.54%	147	28.65%	243	47.37%	17	3.31%	1	0.19%	6	1.17%	9	1.75%	34	6.63%	479	93.37%	0	0.00%
Other Prot Service Wrkrs																					
COUNTY LABOR FORCE AVAILABILITY					2.60%		25.80%		3.60%		0.00%		0.20%		3.10%		39.80%				
12/23/2022	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
12/22/2023	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%
Total:																					
12/23/2022	1458	431	29.56%	304	20.85%	512	35.12%	156	10.70%	6	0.41%	12	0.82%	37	2.54%	400	27.43%	1057	72.50%	1	0.07%
12/22/2023	1590	448	28.18%	323	20.31%	570	35.85%	178	11.19%	6	0.38%	16	1.01%	49	3.08%	440	27.67%	1147	72.14%	3	0.19%

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Purchasing and Contracting Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	6	0	0.00%	0	0.00%	2	33.33%	3	50.00%	0	0.00%	0	0.00%	1	16.67%	3	50.00%	3	50.00%	0	0.00%
12/22/2023	7	0	0.00%	0	0.00%	3	42.86%	3	42.86%	0	0.00%	0	0.00%	1	14.29%	4	57.14%	3	42.86%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	35	10	28.57%	6	17.14%	14	40.00%	2	5.71%	0	0.00%	0	0.00%	3	8.57%	17	48.57%	18	51.43%	0	0.00%
12/22/2023	35	9	25.71%	5	14.29%	17	48.57%	3	8.57%	0	0.00%	0	0.00%	1	2.86%	16	45.71%	19	54.29%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	18	1	5.56%	3	16.67%	9	50.00%	3	16.67%	1	5.56%	1	5.56%	0	0.00%	3	16.67%	15	83.33%	0	0.00%
12/22/2023	17	1	5.88%	1	5.88%	10	58.82%	2	11.76%	1	5.88%	2	11.76%	0	0.00%	3	17.65%	14	82.35%	0	0.00%
Total:																					
12/23/2022	59	11	18.64%	9	15.25%	25	42.37%	8	13.56%	1	1.69%	1	1.69%	4	6.78%	23	38.98%	36	61.02%	0	0.00%
12/22/2023	59	10	16.95%	6	10.17%	30	50.85%	8	13.56%	1	1.69%	2	3.39%	2	3.39%	23	38.98%	36	61.02%	0	0.00%

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Risk Management Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	16	10	62.50%	1	6.25%	4	25.00%	1	6.25%	0	0.00%	0	0.00%	0	0.00%	9	56.25%	7	43.75%	0	0.00%
12/22/2023	19	13	68.42%	1	5.26%	5	26.32%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	10	52.63%	9	47.37%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	47	17	36.17%	7	14.89%	14	29.79%	6	12.77%	0	0.00%	0	0.00%	3	6.38%	31	65.96%	16	34.04%	0	0.00%
12/22/2023	54	17	31.48%	8	14.81%	17	31.48%	6	11.11%	0	0.00%	2	3.70%	4	7.41%	38	70.37%	16	29.63%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	9	1	11.11%	2	22.22%	5	55.56%	1	11.11%	0	0.00%	0	0.00%	0	0.00%	7	77.78%	2	22.22%	0	0.00%
12/22/2023	10	1	10.00%	3	30.00%	2	20.00%	4	40.00%	0	0.00%	0	0.00%	0	0.00%	8	80.00%	2	20.00%	0	0.00%
Total:																					
12/23/2022	72	28	38.89%	10	13.89%	23	31.94%	8	11.11%	0	0.00%	0	0.00%	3	4.17%	47	65.28%	25	34.72%	0	0.00%
12/22/2023	83	31	37.35%	12	14.46%	24	28.92%	10	12.05%	0	0.00%	2	2.41%	4	4.82%	56	67.47%	27	32.53%	0	0.00%

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Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

SDCERS

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	21	15	71.43%	1	4.76%	0	0.00%	3	14.29%	0	0.00%	0	0.00%	2	9.52%	12	57.14%	9	42.86%	0	0.00%
12/22/2023	23	16	69.57%	1	4.35%	1	4.35%	3	13.04%	0	0.00%	0	0.00%	2	8.70%	14	60.87%	9	39.13%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	16	4	25.00%	1	6.25%	11	68.75%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	75.00%	4	25.00%	0	0.00%
12/22/2023	16	4	25.00%	0	0.00%	11	68.75%	0	0.00%	0	0.00%	1	6.25%	0	0.00%	13	81.25%	3	18.75%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	14	5	35.71%	3	21.43%	3	21.43%	2	14.29%	0	0.00%	0	0.00%	1	7.14%	12	85.71%	2	14.29%	0	0.00%
12/22/2023	10	3	30.00%	2	20.00%	1	10.00%	3	30.00%	0	0.00%	0	0.00%	1	10.00%	9	90.00%	1	10.00%	0	0.00%
Total:																					
12/23/2022	51	24	47.06%	5	9.80%	14	27.45%	5	9.80%	0	0.00%	0	0.00%	3	5.88%	36	70.59%	15	29.41%	0	0.00%
12/22/2023	49	23	46.94%	3	6.12%	13	26.53%	6	12.24%	0	0.00%	1	2.04%	3	6.12%	36	73.47%	13	26.53%	0	0.00%

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Special Events and Filming

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	4	3	75.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%
12/22/2023	5	4	80.00%	0	0.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	80.00%	1	20.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	3	2	66.67%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%
12/22/2023	5	3	60.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	5	100.00%	0	0.00%	0	0.00%
Total:																					
12/23/2022	7	5	71.43%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	85.71%	1	14.29%	0	0.00%
12/22/2023	10	7	70.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	0	0.00%	1	10.00%	9	90.00%	1	10.00%	0	0.00%

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Special Projects

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/22/2023	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Total:																					
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/22/2023	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%

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Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Stormwater Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	9	5	55.56%	0	0.00%	3	33.33%	1	11.11%	0	0.00%	0	0.00%	0	0.00%	5	55.56%	4	44.44%	0	0.00%
12/22/2023	8	7	87.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	62.50%	3	37.50%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	94	46	48.94%	5	5.32%	18	19.15%	14	14.89%	0	0.00%	1	1.06%	10	10.64%	50	53.19%	44	46.81%	0	0.00%
12/22/2023	114	61	53.51%	7	6.14%	19	16.67%	17	14.91%	0	0.00%	1	0.88%	9	7.89%	55	48.25%	59	51.75%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/22/2023	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	17	2	11.76%	8	47.06%	6	35.29%	0	0.00%	0	0.00%	1	5.88%	0	0.00%	11	64.71%	6	35.29%	0	0.00%
12/22/2023	21	6	28.57%	10	47.62%	3	14.29%	2	9.52%	0	0.00%	0	0.00%	0	0.00%	13	61.90%	8	38.10%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/23/2022	24	1	4.17%	7	29.17%	14	58.33%	1	4.17%	0	0.00%	0	0.00%	1	4.17%	2	8.33%	22	91.67%	0	0.00%
12/22/2023	30	2	6.67%	6	20.00%	20	66.67%	1	3.33%	0	0.00%	0	0.00%	1	3.33%	3	10.00%	27	90.00%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Stormwater Department (continued)

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Operatives																					
COUNTY LABOR FORCE AVAILABILITY					5.90%		42.20%		12.90%		0.50%		0.70%		3.10%		23.40%				
12/23/2022	32	1	3.13%	14	43.75%	16	50.00%	1	3.13%	0	0.00%	0	0.00%	0	0.00%	3	9.38%	29	90.63%	0	0.00%
12/22/2023	37	2	5.41%	14	37.84%	17	45.95%	1	2.70%	0	0.00%	0	0.00%	3	8.11%	2	5.41%	35	94.59%	0	0.00%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/23/2022	65	4	6.15%	19	29.23%	27	41.54%	8	12.31%	0	0.00%	2	3.08%	5	7.69%	2	3.08%	63	96.92%	0	0.00%
12/22/2023	71	5	7.04%	21	29.58%	29	40.85%	8	11.27%	0	0.00%	2	2.82%	6	8.45%	1	1.41%	70	98.59%	0	0.00%
Total:																					
12/23/2022	241	59	24.48%	53	21.99%	84	34.85%	25	10.37%	0	0.00%	4	1.66%	16	6.64%	73	30.29%	168	69.71%	0	0.00%
12/22/2023	282	84	29.79%	58	20.57%	89	31.56%	29	10.28%	0	0.00%	3	1.06%	19	6.74%	79	28.01%	203	71.99%	0	0.00%

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Strategic Capital Projects Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/22/2023	5	4	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	2	40.00%	3	60.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/22/2023	29	10	34.48%	1	3.45%	10	34.48%	5	17.24%	1	3.45%	0	0.00%	2	6.90%	9	31.03%	19	65.52%	1	3.45%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/22/2023	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Total:																					
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/22/2023	35	14	40.00%	1	2.86%	11	31.43%	5	14.29%	1	2.86%	0	0.00%	3	8.57%	12	34.29%	22	62.86%	1	2.86%

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Transportation Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/23/2022	11	7	63.64%	0	0.00%	3	27.27%	1	9.09%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	10	90.91%	0	0.00%
12/22/2023	15	10	66.67%	0	0.00%	2	13.33%	3	20.00%	0	0.00%	0	0.00%	0	0.00%	4	26.67%	11	73.33%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/23/2022	128	58	45.31%	5	3.91%	36	28.13%	23	17.97%	1	0.78%	0	0.00%	5	3.91%	47	36.72%	81	63.28%	0	0.00%
12/22/2023	158	66	41.77%	6	3.80%	47	29.75%	32	20.25%	1	0.63%	0	0.00%	6	3.80%	56	35.44%	102	64.56%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/23/2022	2	0	0.00%	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
12/22/2023	2	0	0.00%	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/23/2022	26	7	26.92%	3	11.54%	10	38.46%	5	19.23%	0	0.00%	0	0.00%	1	3.85%	21	80.77%	5	19.23%	0	0.00%
12/22/2023	33	9	27.27%	7	21.21%	10	30.30%	5	15.15%	0	0.00%	0	0.00%	2	6.06%	28	84.85%	5	15.15%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/23/2022	77	16	20.78%	6	7.79%	48	62.34%	5	6.49%	0	0.00%	0	0.00%	2	2.60%	3	3.90%	74	96.10%	0	0.00%
12/22/2023	82	20	24.39%	6	7.32%	51	62.20%	3	3.66%	0	0.00%	0	0.00%	2	2.44%	3	3.66%	79	96.34%	0	0.00%

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CITY OF SAN DIEGO
 CIVIL SERVICE COMMISSION
 2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Transportation Department (continued)

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Operatives																					
COUNTY LABOR FORCE AVAILABILITY					5.90%		42.20%		12.90%		0.50%		0.70%		3.10%		23.40%				
12/23/2022	39	5	12.82%	6	15.38%	24	61.54%	1	2.56%	2	5.13%	0	0.00%	1	2.56%	1	2.56%	38	97.44%	0	0.00%
12/22/2023	40	5	12.50%	9	22.50%	21	52.50%	1	2.50%	1	2.50%	0	0.00%	3	7.50%	0	0.00%	40	100.00%	0	0.00%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/23/2022	117	7	5.98%	33	28.21%	67	57.26%	4	3.42%	0	0.00%	3	2.56%	3	2.56%	13	11.11%	104	88.89%	0	0.00%
12/22/2023	131	7	5.34%	38	29.01%	71	54.20%	5	3.82%	0	0.00%	5	3.82%	5	3.82%	12	9.16%	119	90.84%	0	0.00%
Total:																					
12/23/2022	400	100	25.00%	54	13.50%	188	47.00%	40	10.00%	3	0.75%	3	0.75%	12	3.00%	87	21.75%	313	78.25%	0	0.00%
12/22/2023	461	117	25.38%	67	14.53%	202	43.82%	50	10.85%	2	0.43%	5	1.08%	18	3.90%	104	22.56%	357	77.44%	0	0.00%

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CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

Attachment A

HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS
12/25/2021 THROUGH 12/23/2022

FIRE-RESCUE

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races	
1ST-Line Supvs/Mgrs of Fire FT & Prev															
Promoted (into category)	20	15	75.0%	0	0.0%	5	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	11	8	72.7%	0	0.0%	3	27.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	13	9	69.2%	3	23.1%	0	0.0%	1	7.7%	0	0.0%	0	0.0%	0	0.0%
Firefighting & Prevention Wrkrs															
Demoted (into category)	7	5	71.4%	0	0.0%	0	0.0%	1	14.3%	0	0.0%	0	0.0%	1	14.3%
Hired	84	20	23.8%	6	7.1%	39	46.4%	11	13.1%	0	0.0%	2	2.4%	6	7.1%
Promoted (within category)	108	49	45.4%	8	7.4%	33	30.6%	9	8.3%	0	0.0%	3	2.8%	6	5.6%
Separated	46	26	56.5%	2	4.3%	15	32.6%	3	6.5%	0	0.0%	0	0.0%	0	0.0%
Officials and Managers															
Promoted (into category)	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Prot Service Wrkrs															
Hired	44	32	72.7%	0	0.0%	4	9.1%	4	9.1%	1	2.3%	0	0.0%	3	6.8%
Promoted (into category)	10	10	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	10	9	90.0%	1	10.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	38	25	65.8%	2	5.3%	8	21.1%	1	2.6%	0	0.0%	0	0.0%	2	5.3%

Into Category: Promotions or demotions into a different category.

Within Category: Promotions or demotions within the same category.

Note: Promotions via the Career Advancement program are not included.

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

Attachment A

HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS
12/24/2022 THROUGH 12/22/2023

FIRE-RESCUE

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races	
1ST-Line Supvs/Mgrs of Fire FT & Prev															
Hired	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (into category)	22	16	72.7%	0	0.0%	4	18.2%	0	0.0%	0	0.0%	0	0.0%	2	9.1%
Promoted (within category)	4	3	75.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	14	8	57.1%	1	7.1%	4	28.6%	1	7.1%	0	0.0%	0	0.0%	0	0.0%
Firefighting & Prevention Wrkrs															
Demoted (into category)	3	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hired	63	32	50.8%	3	4.8%	18	28.6%	3	4.8%	0	0.0%	1	1.6%	6	9.5%
Promoted (into category)	4	2	50.0%	0	0.0%	1	25.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	100	50	50.0%	3	3.0%	27	27.0%	9	9.0%	0	0.0%	0	0.0%	11	11.0%
Separated	37	16	43.2%	2	5.4%	11	29.7%	2	5.4%	0	0.0%	2	5.4%	4	10.8%
Other Prot Service Wrkrs															
Demoted (within category)	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hired	49	32	65.3%	0	0.0%	13	26.5%	1	2.0%	0	0.0%	1	2.0%	2	4.1%
Promoted (into category)	12	10	83.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	16.7%
Promoted (within category)	20	16	80.0%	0	0.0%	4	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	57	44	77.2%	1	1.8%	6	10.5%	1	1.8%	1	1.8%	1	1.8%	3	5.3%

Into Category: Promotions or demotions into a different category.

Within Category: Promotions or demotions within the same category.

Note: Promotions via the Career Advancement program are not included.

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

Attachment B

HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS
12/25/2021 THROUGH 12/23/2022

POLICE

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races	
1ST-Line Supvs/Mgrs of Law Enforce Wkrs															
Promoted (into category)	8	6	75.0%	0	0.0%	1	12.5%	1	12.5%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	3	2	66.7%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%
Separated	28	20	71.4%	0	0.0%	7	25.0%	0	0.0%	1	3.6%	0	0.0%	0	0.0%
Detectives and Criminal Investigators															
Promoted (into category)	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	25	12	48.0%	1	4.0%	7	28.0%	5	20.0%	0	0.0%	0	0.0%	0	0.0%
Police Officers															
Hired	167	44	26.3%	18	10.8%	74	44.3%	19	11.4%	1	0.6%	1	0.6%	10	6.0%
Promoted (into category)	5	1	20.0%	0	0.0%	4	80.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	77	17	22.1%	6	7.8%	39	50.6%	13	16.9%	0	0.0%	1	1.3%	1	1.3%
Separated	177	91	51.4%	9	5.1%	53	29.9%	14	7.9%	1	0.6%	0	0.0%	9	5.1%

Into Category: Promotions or demotions into a different category.

Within Category: Promotions or demotions within the same category.

Note: Promotions via the Career Advancement program are not included.

CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2023 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

Attachment B

HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS
12/24/2022 THROUGH 12/22/2023

POLICE

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races	
1ST-Line Supvs/Mgrs of Law Enforce Wkrs															
Promoted (into category)	45	30	66.7%	5	11.1%	9	20.0%	1	2.2%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	8	6	75.0%	0	0.0%	2	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	7	6	85.7%	0	0.0%	0	0.0%	1	14.3%	0	0.0%	0	0.0%	0	0.0%
Detectives and Criminal Investigators															
Promoted (into category)	50	32	64.0%	3	6.0%	9	18.0%	6	12.0%	0	0.0%	0	0.0%	0	0.0%
Separated	26	13	50.0%	1	3.8%	11	42.3%	1	3.8%	0	0.0%	0	0.0%	0	0.0%
Police Officers															
Demoted (into category)	3	2	66.7%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hired	141	40	28.4%	8	5.7%	76	53.9%	10	7.1%	0	0.0%	1	0.7%	6	4.3%
Promoted (into category)	8	2	25.0%	1	12.5%	5	62.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	110	30	27.3%	10	9.1%	55	50.0%	8	7.3%	1	0.9%	0	0.0%	6	5.5%
Separated	94	43	45.7%	6	6.4%	33	35.1%	10	10.6%	0	0.0%	0	0.0%	2	2.1%

Into Category: Promotions or demotions into a different category.
 Within Category: Promotions or demotions within the same category.
 Note: Promotions via the Career Advancement program are not included.