

# **City of San Diego**

## **CIVIL SERVICE COMMISSION**

### **Personnel Department**



## **EQUAL EMPLOYMENT OPPORTUNITY**

### **ANNUAL REPORT**

**2024**



**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2024 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
 <b>CITY DEPARTMENTS AND PROGRAMS BY OCCUPATIONAL CATEGORY</b>	
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 RACE AND EQUITY.....	21
DEPARTMENT OF REAL ESTATE AND AIRPORT MANAGEMENT.....	22
DEPARTMENT OF SUSTAINABILITY AND MOBILITY .....	23
DEVELOPMENT SERVICES DEPARTMENT .....	24



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



SPECIAL EVENTS AND FILMING .....	56
SPECIAL PROJECTS .....	57
STORMWATER DEPARTMENT .....	58-59
STRATEGIC CAPITAL PROJECTS DEPARTMENT.....	60
TRANSPORTATION DEPARTMENT .....	61-62
ATTACHMENT A – Hires/Promotions/Demotions/Separations – Fire-Rescue .....	1-2
ATTACHMENT B – Hires/Promotions/Demotions/Separations – Police .....	1-2

**This Page is Intentionally Left Blank**

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2024 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  
2024 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  
2024 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  
2024 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  
2024 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  
2024 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY POPULATION AVAILABILITY**

<b>City Population Availability</b>	<b>Black or African American</b>	<b>Hispanic or Latino</b>	<b>Asian</b>	<b>American Indian or Alaska Native</b>	<b>Native Hawaiian or Other Pacific Islander</b>	<b>Other/Two or more races</b>	<b>Female</b>
<b>City of San Diego</b>	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  
2024 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**


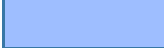

**CITYWIDE REPRESENTATION  
(Percentages shown are percentage of TOTAL CITY EMPLOYEES)**

		Female		Male		Non-Binary		Total	
<b>White</b>									
	<b>12/22/2023</b>	1716	13.38%	3426	26.72%	10	0.08%	<b>5152</b>	<b>40.18%</b>
	<b>12/20/2024</b>	1755	13.12%	3499	26.17%	12	0.09%	<b>5266</b>	<b>39.38%</b>
<b>Black or African American</b>									
	<b>12/22/2023</b>	473	3.69%	933	7.28%	1	0.01%	<b>1407</b>	<b>10.97%</b>
	<b>12/20/2024</b>	459	3.43%	951	7.11%	1	0.01%	<b>1411</b>	<b>10.55%</b>
<b>Hispanic or Latino</b>									
	<b>12/22/2023</b>	1333	10.40%	2882	22.48%	5	0.04%	<b>4220</b>	<b>32.91%</b>
	<b>12/20/2024</b>	1380	10.32%	3124	23.36%	7	0.05%	<b>4511</b>	<b>33.73%</b>
<b>Asian</b>									
	<b>12/22/2023</b>	574	4.48%	842	6.57%	6	0.05%	<b>1422</b>	<b>11.09%</b>
	<b>12/20/2024</b>	609	4.55%	870	6.51%	5	0.04%	<b>1484</b>	<b>11.10%</b>
<b>American Indian or Alaska Native</b>									
	<b>12/22/2023</b>	21	0.16%	32	0.25%	0	0.00%	<b>53</b>	<b>0.41%</b>
	<b>12/20/2024</b>	19	0.14%	36	0.27%	0	0.00%	<b>55</b>	<b>0.41%</b>
<b>Native Hawaiian or Other Pacific Islander</b>									
	<b>12/22/2023</b>	29	0.23%	60	0.47%	0	0.00%	<b>89</b>	<b>0.69%</b>
	<b>12/20/2024</b>	38	0.28%	72	0.54%	0	0.00%	<b>110</b>	<b>0.82%</b>
<b>Other/Two or more races</b>									
	<b>12/22/2023</b>	184	1.43%	292	2.28%	4	0.03%	<b>480</b>	<b>3.74%</b>
	<b>12/20/2024</b>	199	1.49%	332	2.48%	4	0.03%	<b>535</b>	<b>4.00%</b>
<b>Non-White</b>									
	<b>12/22/2023</b>	2614	20.39%	5041	39.31%	16	0.12%	<b>7671</b>	<b>59.82%</b>
	<b>12/20/2024</b>	2704	20.22%	5385	40.27%	17	0.13%	<b>8106</b>	<b>60.62%</b>
<b>Total Employees:</b>									
	<b>12/22/2023</b>	4330	33.77%	8467	66.03%	26	0.20%	<b>12823</b>	<b>100%</b>
	<b>12/20/2024</b>	4459	33.35%	8884	66.44%	29	0.22%	<b>13372</b>	<b>100%</b>

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2024 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	
<b>Officials and Managers</b>																					
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%
12/20/2024	695	396	56.98%	46	6.62%	126	18.13%	105	15.11%	1	0.14%	2	0.29%	19	2.73%	365	52.52%	328	47.19%	2	0.29%
<b>Professionals</b>																					
12/22/2023	3263	1317	40.36%	256	7.85%	924	28.32%	616	18.88%	13	0.40%	15	0.46%	122	3.74%	1631	49.98%	1623	49.74%	9	0.28%
12/20/2024	3409	1361	39.92%	259	7.60%	966	28.34%	666	19.54%	10	0.29%	21	0.62%	126	3.70%	1697	49.78%	1702	49.93%	10	0.29%
<b>Technicians</b>																					
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%
12/20/2024	403	169	41.94%	40	9.93%	130	32.26%	38	9.43%	2	0.50%	5	1.24%	19	4.71%	123	30.52%	280	69.48%	0	0.00%
<b>Administrative Support Workers</b>																					
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%
12/20/2024	1713	485	28.31%	213	12.43%	666	38.88%	217	12.67%	13	0.76%	24	1.40%	95	5.55%	1094	63.86%	609	35.55%	10	0.58%
<b>Craft Workers</b>																					
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%
12/20/2024	910	250	27.47%	115	12.64%	444	48.79%	60	6.59%	3	0.33%	11	1.21%	27	2.97%	38	4.18%	871	95.71%	1	0.11%
<b>Operatives</b>																					
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%
12/20/2024	342	26	7.60%	98	28.65%	180	52.63%	10	2.92%	4	1.17%	5	1.46%	19	5.56%	15	4.39%	327	95.61%	0	0.00%
<b>Laborers and Helpers</b>																					
12/22/2023	1301	195	14.99%	296	22.75%	698	53.65%	58	4.46%	3	0.23%	21	1.61%	30	2.31%	116	8.92%	1185	91.08%	0	0.00%
12/20/2024	1394	188	13.49%	309	22.17%	775	55.60%	58	4.16%	5	0.36%	22	1.58%	37	2.65%	121	8.68%	1272	91.25%	1	0.07%
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>																					
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%
12/20/2024	285	191	67.02%	10	3.51%	61	21.40%	20	7.02%	0	0.00%	0	0.00%	3	1.05%	8	2.81%	277	97.19%	0	0.00%
<b>1ST-Line Supvs/Mgrs of Law Enforce Wrkrs</b>																					
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%
12/20/2024	381	238	62.47%	30	7.87%	72	18.90%	38	9.97%	3	0.79%	0	0.00%	0	0.00%	43	11.29%	338	88.71%	0	0.00%
<b>Detectives and Criminal Investigators</b>																					
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%
12/20/2024	245	148	60.41%	10	4.08%	67	27.35%	20	8.16%	0	0.00%	0	0.00%	0	0.00%	70	28.57%	175	71.43%	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  
2024 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										
<b>Police Officers</b>																					
12/22/2023	1268	581	45.82%	83	6.55%	452	35.65%	105	8.28%	2	0.16%	7	0.55%	38	3.00%	202	15.93%	1066	84.07%	0	0.00%
12/20/2024	1251	567	45.32%	81	6.47%	450	35.97%	104	8.31%	4	0.32%	6	0.48%	39	3.12%	202	16.15%	1049	83.85%	0	0.00%
<b>Other Prot Service Wrkrs</b>																					
12/22/2023	648	436	67.28%	13	2.01%	128	19.75%	30	4.63%	3	0.46%	3	0.46%	35	5.40%	186	28.70%	461	71.14%	1	0.15%
12/20/2024	738	485	65.72%	14	1.90%	150	20.33%	36	4.88%	3	0.41%	4	0.54%	46	6.23%	224	30.35%	512	69.38%	2	0.27%
<b>Service Workers</b>																					
12/22/2023	547	131	23.95%	143	26.14%	186	34.00%	33	6.03%	3	0.55%	4	0.73%	47	8.59%	252	46.07%	293	53.56%	2	0.37%
12/20/2024	543	119	21.92%	142	26.15%	189	34.81%	35	6.45%	3	0.55%	5	0.92%	50	9.21%	237	43.65%	304	55.99%	2	0.37%
<b>Exempt</b>																					
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%
12/20/2024	322	196	60.87%	18	5.59%	59	18.32%	34	10.56%	1	0.31%	1	0.31%	13	4.04%	172	53.42%	149	46.27%	1	0.31%
<b>Firefighting &amp; Prevention Wrkrs</b>																					
12/22/2023	732	448	61.20%	25	3.42%	170	23.22%	41	5.60%	4	0.55%	4	0.55%	40	5.46%	51	6.97%	681	93.03%	0	0.00%
12/20/2024	741	447	60.32%	26	3.51%	176	23.75%	43	5.80%	3	0.40%	4	0.54%	42	5.67%	50	6.75%	691	93.25%	0	0.00%
<b>Total:</b>																					
12/22/2023	12823	5152	40.18%	1407	10.97%	4220	32.91%	1422	11.09%	53	0.41%	89	0.69%	480	3.74%	4330	33.77%	8467	66.03%	26	0.20%
12/20/2024	13372	5266	39.38%	1411	10.55%	4511	33.73%	1484	11.10%	55	0.41%	110	0.82%	535	4.00%	4459	33.35%	8884	66.44%	29	0.22%




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  
2024 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
<b>Officials and Managers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%		
12/22/2023	8	3	37.50%	1	12.50%	2	25.00%	1	12.50%	4	50.00%
12/20/2024	11	5	45.45%	1	9.09%	3	27.27%	1	9.09%	6	54.55%
<b>Professionals</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%		
12/22/2023	86	41	47.67%	8	9.30%	26	30.23%	8	9.30%	0	0.00%
12/20/2024	81	37	45.68%	9	11.11%	27	33.33%	5	6.17%	0	0.00%
<b>Administrative Support Workers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%		
12/22/2023	137	45	32.85%	13	9.49%	60	43.80%	13	9.49%	0	0.00%
12/20/2024	138	46	33.33%	11	7.97%	63	45.65%	11	7.97%	0	0.00%
<b>Exempt</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>											
12/22/2023	185	135	72.97%	4	2.16%	16	8.65%	22	11.89%	1	0.54%
12/20/2024	199	147	73.87%	4	2.01%	20	10.05%	22	11.06%	1	0.50%
<b>Total:</b>											
12/22/2023	416	224	53.85%	26	6.25%	104	25.00%	44	10.58%	1	0.24%
12/20/2024	429	235	54.78%	25	5.83%	113	26.34%	39	9.09%	1	0.23%

 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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	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%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	11	3	27.27%	0	0.00%	5	45.45%	2	18.18%	0	0.00%	1	9.09%	0	0.00%	9	81.82%	2	18.18%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	13	1	7.69%	1	7.69%	6	46.15%	3	23.08%	0	0.00%	0	0.00%	2	15.38%	8	61.54%	5	38.46%	0	0.00%
<b>Exempt</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>																					
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%
12/20/2024	103	43	41.75%	12	11.65%	32	31.07%	10	9.71%	0	0.00%	1	0.97%	5	4.85%	54	52.43%	48	46.60%	1	0.97%
<b>Total:</b>																					
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%
12/20/2024	133	51	38.35%	13	9.77%	44	33.08%	16	12.03%	0	0.00%	2	1.50%	7	5.26%	73	54.89%	59	44.36%	1	0.75%


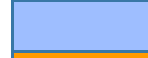

Indicates areas where County Labor Force Availability was not met  
 Indicates areas where City Population Availability was not met  
 Indicates areas where both City Population and County Labor Force Availability was not met

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
<b>12/22/2023</b>	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%
<b>12/20/2024</b>	13	8	61.54%	0	0.00%	1	7.69%	3	23.08%	0	0.00%	0	0.00%	1	7.69%	8	61.54%	5	38.46%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
<b>12/22/2023</b>	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%
<b>12/20/2024</b>	76	32	42.11%	0	0.00%	26	34.21%	13	17.11%	0	0.00%	1	1.32%	4	5.26%	42	55.26%	32	42.11%	2	2.63%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
<b>12/22/2023</b>	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%
<b>12/20/2024</b>	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%
<b>Total:</b>																					
<b>12/22/2023</b>	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%
<b>12/20/2024</b>	91	41	45.05%	0	0.00%	28	30.77%	16	17.58%	0	0.00%	1	1.10%	5	5.49%	51	56.04%	38	41.76%	2	2.20%

 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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
12/22/2023	3	2	66.67%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100.00%	0	0.00%	0	0.00%				
12/20/2024	6	2	33.33%	1	16.67%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	2	33.33%	3	50.00%	3	50.00%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	4	1	25.00%	1	25.00%	1	25.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	2	50.00%	2	50.00%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	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%
<b>Total:</b>																					
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%
12/20/2024	11	3	27.27%	2	18.18%	2	18.18%	2	18.18%	0	0.00%	0	0.00%	2	18.18%	6	54.55%	5	45.45%	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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	14	6	42.86%	2	14.29%	5	35.71%	1	7.14%	0	0.00%	0	0.00%	0	0.00%	9	64.29%	5	35.71%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	20	12	60.00%	2	10.00%	3	15.00%	2	10.00%	0	0.00%	1	5.00%	0	0.00%	10	50.00%	10	50.00%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.80%	30.10%	19.90%	0.20%	0.50%	3.40%	59.00%												
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%
12/20/2024	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%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			2.80%	45.90%	6.50%	0.40%	0.30%	1.40%	6.60%												
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%
12/20/2024	5	1	20.00%	0	0.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	0	0.00%	5	100.00%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	48	23	47.92%	4	8.33%	15	31.25%	4	8.33%	0	0.00%	1	2.08%	1	2.08%	23	47.92%	25	52.08%	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  
2024 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	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
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%
12/20/2024	11	6	54.55%	1	9.09%	2	18.18%	1	9.09%	0	0.00%	0	0.00%	1	9.09%	7	63.64%	4	36.36%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
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%
12/20/2024	22	3	13.64%	3	13.64%	11	50.00%	5	22.73%	0	0.00%	0	0.00%	0	0.00%	12	54.55%	10	45.45%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	33	9	27.27%	4	12.12%	13	39.39%	6	18.18%	0	0.00%	0	0.00%	1	3.03%	19	57.58%	14	42.42%	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  
2024 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								
<b>Officials and Managers</b>																			
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%										
12/22/2023	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%				
12/20/2024	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%				
<b>Professionals</b>																			
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%										
12/22/2023	4	3	75.00%	0	0.00%	1	25.00%	0	0.00%	2	50.00%	2	50.00%	0	0.00%				
12/20/2024	4	2	50.00%	1	25.00%	1	25.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%				
<b>Total:</b>																			
12/22/2023	7	6	85.71%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	0	0.00%	4	57.14%	3	42.86%	0	0.00%
12/20/2024	7	5	71.43%	1	14.29%	1	14.29%	0	0.00%	0	0.00%	0	0.00%	5	71.43%	2	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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	38	18	47.37%	1	2.63%	10	26.32%	7	18.42%	0	0.00%	0	0.00%	2	5.26%	17	44.74%	21	55.26%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%	16.00%	17.60%	0.20%	0.40%		3.20%	49.60%									
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%
12/20/2024	91	27	29.67%	2	2.20%	31	34.07%	26	28.57%	0	0.00%	1	1.10%	4	4.40%	50	54.95%	41	45.05%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%	32.60%	11.30%	0.40%	0.80%		3.20%	71.30%									
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%
12/20/2024	11	3	27.27%	2	18.18%	4	36.36%	1	9.09%	0	0.00%	0	0.00%	1	9.09%	9	81.82%	2	18.18%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	140	48	34.29%	5	3.57%	45	32.14%	34	24.29%	0	0.00%	1	0.71%	7	5.00%	76	54.29%	64	45.71%	0	0.00%


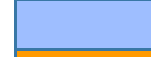

Indicates areas where County Labor Force Availability was not met  
 Indicates areas where City Population Availability was not met  
 Indicates areas where both City Population and County Labor Force Availability was not met

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2024 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
<b>Officials and Managers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%		
12/22/2023	8	3	37.50%	12.50%	12.50%	37.50%	0.00%	0.00%	25.00%	6	75.00%
12/20/2024	7	3	42.86%	14.29%	14.29%	28.57%	0.00%	0.00%	14.29%	6	85.71%
<b>Professionals</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%		
12/22/2023	22	7	31.82%	22.73%	31.82%	0.00%	0.00%	4.55%	36.36%	14	63.64%
12/20/2024	21	7	33.33%	19.05%	28.57%	0.00%	0.00%	4.76%	33.33%	14	66.67%
<b>Technicians</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.80%	30.10%	19.90%	0.20%	0.50%	3.40%	59.00%		
12/22/2023	4	1	25.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	4	100.00%
12/20/2024	6	1	16.67%	0.00%	66.67%	0.00%	16.67%	0.00%	16.67%	5	83.33%
<b>Administrative Support Workers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%		
12/22/2023	17	2	11.76%	5.88%	64.71%	5.88%	11.76%	0.00%	29.41%	12	70.59%
12/20/2024	17	1	5.88%	5.88%	70.59%	11.76%	5.88%	0.00%	35.29%	11	64.71%
<b>Craft Workers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			2.80%	45.90%	6.50%	0.40%	0.30%	1.40%	6.60%		
12/22/2023	234	53	22.65%	7.26%	60.68%	5.56%	1.28%	2.56%	0.85%	232	99.15%
12/20/2024	244	49	20.08%	4.51%	65.16%	6.15%	1.23%	2.87%	0.82%	242	99.18%


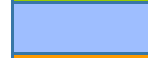

 Indicates areas where County Labor Force Availability was not met  
 Indicates areas where City Population Availability was not met  
 Indicates areas where both City Population and County Labor Force Availability was not met

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2024 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	
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
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%
12/20/2024	44	1	2.27%	5	11.36%	29	65.91%	7	15.91%	0	0.00%	0	0.00%	2	4.55%	2	4.55%	42	95.45%	0	0.00%
<b>Service Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					5.40%		45.20%		11.20%		0.30%		0.40%		2.90%		54.20%				
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%
12/20/2024	17	0	0.00%	9	52.94%	6	35.29%	1	5.88%	1	5.88%	0	0.00%	0	0.00%	8	47.06%	9	52.94%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	356	62	17.42%	30	8.43%	215	60.39%	33	9.27%	1	0.28%	5	1.40%	10	2.81%	27	7.58%	329	92.42%	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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%											
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%
12/20/2024	56	27	48.21%	2	3.57%	8	14.29%	18	32.14%	0	0.00%	0	0.00%	1	1.79%	19	33.93%	37	66.07%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
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%
12/20/2024	31	16	51.61%	1	3.23%	5	16.13%	8	25.81%	0	0.00%	0	0.00%	1	3.23%	14	45.16%	17	54.84%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
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%
12/20/2024	8	1	12.50%	1	12.50%	2	25.00%	4	50.00%	0	0.00%	0	0.00%	0	0.00%	5	62.50%	3	37.50%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
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%
12/20/2024	24	7	29.17%	1	4.17%	13	54.17%	3	12.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	24	100.00%	0	0.00%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
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%
12/20/2024	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%
<b>Total:</b>																					
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%
12/20/2024	126	51	40.48%	5	3.97%	32	25.40%	36	28.57%	0	0.00%	0	0.00%	2	1.59%	38	30.16%	88	69.84%	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  
2024 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Department 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								
<b>Officials and Managers</b>																			
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%										
12/22/2023	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%								
12/20/2024	6	1	16.67%	1	16.67%	2	33.33%	2	33.33%	0	0.00%	1	16.67%						
<b>Professionals</b>																			
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%										
12/22/2023	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%								
12/20/2024	3	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	1	33.33%						
<b>Administrative Support Workers</b>																			
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%										
12/22/2023	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%								
12/20/2024	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%						
<b>Total:</b>																			
12/22/2023	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%								
12/20/2024	10	1	10.00%	1	10.00%	2	20.00%	4	40.00%	0	0.00%	2	20.00%	7	70.00%	2	20.00%	1	10.00%

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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%											
12/22/2023	12	8	66.67%	0	0.00%	4	33.33%	0	0.00%	0	0.00%	0	0.00%	5	41.67%	7	58.33%	0	0.00%		
12/20/2024	16	11	68.75%	1	6.25%	4	25.00%	0	0.00%	0	0.00%	0	0.00%	8	50.00%	8	50.00%	0	0.00%		
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%											
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%
12/20/2024	32	18	56.25%	4	12.50%	6	18.75%	2	6.25%	0	0.00%	0	0.00%	2	6.25%	13	40.63%	19	59.38%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%											
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%
12/20/2024	7	0	0.00%	2	28.57%	3	42.86%	0	0.00%	1	14.29%	0	0.00%	1	14.29%	5	71.43%	2	28.57%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				2.80%	45.90%	6.50%	0.40%	0.30%	1.40%	6.60%											
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%
12/20/2024	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%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				4.40%	62.30%	4.80%	0.40%	0.70%	2.30%	16.40%											
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%
12/20/2024	9	3	33.33%	0	0.00%	3	33.33%	2	22.22%	0	0.00%	0	0.00%	1	11.11%	2	22.22%	7	77.78%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	65	33	50.77%	7	10.77%	16	24.62%	4	6.15%	1	1.54%	0	0.00%	4	6.15%	28	43.08%	37	56.92%	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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
12/22/2023	16	9	56.25%	0	0.00%	5	31.25%	1	6.25%	11	68.75%	5	31.25%	0	0.00%						
12/20/2024	13	9	69.23%	0	0.00%	2	15.38%	1	7.69%	8	61.54%	5	38.46%	0	0.00%						
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	42	13	30.95%	2	4.76%	13	30.95%	13	30.95%	0	0.00%	0	0.00%	1	2.38%	23	54.76%	18	42.86%	1	2.38%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	3	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	1	33.33%	2	66.67%	1	33.33%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	58	22	37.93%	2	3.45%	16	27.59%	15	25.86%	0	0.00%	0	0.00%	3	5.17%	33	56.90%	24	41.38%	1	1.72%


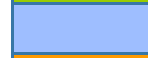

Indicates areas where County Labor Force Availability was not met  
 Indicates areas where City Population Availability was not met  
 Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	48	29	60.42%	3	6.25%	7	14.58%	9	18.75%	0	0.00%	0	0.00%	0	0.00%	24	50.00%	24	50.00%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
12/22/2023	396	171	43.18%	33	8.33%	101	25.51%	72	18.18%	3	0.76%	3	0.76%	13	3.28%	153	38.64%	243	61.36%	0	0.00%
12/20/2024	449	194	43.21%	32	7.13%	116	25.84%	85	18.93%	3	0.67%	5	1.11%	14	3.12%	176	39.20%	273	60.80%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.80%	30.10%	19.90%	0.20%	0.50%	3.40%	59.00%												
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%
12/20/2024	113	43	38.05%	13	11.50%	45	39.82%	7	6.19%	1	0.88%	1	0.88%	3	2.65%	45	39.82%	68	60.18%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	52	10	19.23%	11	21.15%	23	44.23%	7	13.46%	0	0.00%	0	0.00%	1	1.92%	46	88.46%	6	11.54%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			2.80%	45.90%	6.50%	0.40%	0.30%	1.40%	6.60%												
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%
12/20/2024	102	62	60.78%	5	4.90%	27	26.47%	3	2.94%	1	0.98%	0	0.00%	4	3.92%	8	7.84%	94	92.16%	0	0.00%
<b>Total:</b>																					
12/22/2023	686	308	44.90%	61	8.89%	191	27.84%	99	14.43%	4	0.58%	4	0.58%	19	2.77%	267	38.92%	419	61.08%	0	0.00%
12/20/2024	764	338	44.24%	64	8.38%	218	28.53%	111	14.53%	5	0.65%	6	0.79%	22	2.88%	299	39.14%	465	60.86%	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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	24	12	50.00%	1	4.17%	7	29.17%	4	16.67%	0	0.00%	0	0.00%	0	0.00%	19	79.17%	5	20.83%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	23	4	17.39%	7	30.43%	7	30.43%	4	17.39%	0	0.00%	1	4.35%	0	0.00%	18	78.26%	5	21.74%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	3	0	0.00%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	1	33.33%	3	100.00%	0	0.00%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	50	16	32.00%	9	18.00%	14	28.00%	9	18.00%	0	0.00%	1	2.00%	1	2.00%	40	80.00%	10	20.00%	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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	31	19	61.29%	2	6.45%	5	16.13%	5	16.13%	0	0.00%	0	0.00%	0	0.00%	15	48.39%	16	51.61%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	616	269	43.67%	32	5.19%	159	25.81%	139	22.56%	1	0.16%	0	0.00%	16	2.60%	233	37.82%	381	61.85%	2	0.32%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.80%	30.10%	19.90%	0.20%	0.50%	3.40%	59.00%												
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%
12/20/2024	125	68	54.40%	9	7.20%	29	23.20%	12	9.60%	0	0.00%	2	1.60%	5	4.00%	18	14.40%	107	85.60%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	15	4	26.67%	0	0.00%	7	46.67%	3	20.00%	0	0.00%	0	0.00%	1	6.67%	11	73.33%	4	26.67%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	787	360	45.74%	43	5.46%	200	25.41%	159	20.20%	1	0.13%	2	0.25%	22	2.80%	277	35.20%	508	64.55%	2	0.25%

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  
2024 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	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
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%
12/20/2024	16	10	62.50%	3	18.75%	1	6.25%	2	12.50%	0	0.00%	0	0.00%	0	0.00%	8	50.00%	8	50.00%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
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%
12/20/2024	142	53	37.32%	20	14.08%	40	28.17%	17	11.97%	1	0.70%	1	0.70%	10	7.04%	56	39.44%	86	60.56%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
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%
12/20/2024	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%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
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%
12/20/2024	44	11	25.00%	7	15.91%	14	31.82%	6	13.64%	0	0.00%	0	0.00%	6	13.64%	30	68.18%	14	31.82%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
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%
12/20/2024	31	12	38.71%	4	12.90%	11	35.48%	1	3.23%	0	0.00%	1	3.23%	2	6.45%	1	3.23%	30	96.77%	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 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	
<b>Operatives</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					5.90%		42.20%		12.90%		0.50%		0.70%		3.10%		23.40%				
<b>12/22/2023</b>	<b>233</b>	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%
<b>12/20/2024</b>	<b>231</b>	16	6.93%	66	28.57%	127	54.98%	5	2.16%	1	0.43%	4	1.73%	12	5.19%	10	4.33%	221	95.67%	0	0.00%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
<b>12/22/2023</b>	<b>50</b>	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%
<b>12/20/2024</b>	<b>59</b>	7	11.86%	21	35.59%	29	49.15%	0	0.00%	0	0.00%	0	0.00%	2	3.39%	11	18.64%	48	81.36%	0	0.00%
<b>Total:</b>																					
<b>12/22/2023</b>	<b>512</b>	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%
<b>12/20/2024</b>	<b>524</b>	110	20.99%	121	23.09%	222	42.37%	31	5.92%	2	0.38%	6	1.15%	32	6.11%	116	22.14%	408	77.86%	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  
2024 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	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
<b>12/22/2023</b>	<b>6</b>	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%
<b>12/20/2024</b>	<b>6</b>	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%
<b>Total:</b>																					
<b>12/22/2023</b>	<b>6</b>	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%
<b>12/20/2024</b>	<b>6</b>	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%

- 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  
2024 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
<b>Officials and Managers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%		
12/22/2023	17	13	76.47%	0	0.00%	0	0.00%	3	17.65%	0	0.00%
12/20/2024	16	11	68.75%	1	6.25%	0	0.00%	3	18.75%	1	6.25%
<b>Professionals</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%		
12/22/2023	41	11	26.83%	3	7.32%	23	56.10%	3	7.32%	0	0.00%
12/20/2024	40	11	27.50%	2	5.00%	22	55.00%	4	10.00%	0	0.00%
<b>Technicians</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.80%	30.10%	19.90%	0.20%	0.50%	3.40%	59.00%		
12/22/2023	2	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%
12/20/2024	2	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%
<b>Administrative Support Workers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%		
12/22/2023	157	70	44.59%	10	6.37%	50	31.85%	12	7.64%	0	0.00%
12/20/2024	166	67	40.36%	9	5.42%	60	36.14%	13	7.83%	1	0.60%
<b>Craft Workers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			2.80%	45.90%	6.50%	0.40%	0.30%	1.40%	6.60%		
12/22/2023	5	4	80.00%	0	0.00%	1	20.00%	0	0.00%	0	0.00%
12/20/2024	5	4	80.00%	0	0.00%	1	20.00%	0	0.00%	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  
2024 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										
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			0.80%	6.70%	7.60%	0.80%	0.00%	0.00%	4.80%												
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%
12/20/2024	285	191	67.02%	10	3.51%	61	21.40%	20	7.02%	0	0.00%	0	0.00%	3	1.05%	8	2.81%	277	97.19%	0	0.00%
<b>Detectives and Criminal Investigators</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.90%	29.50%	4.90%	0.00%	0.70%	1.40%	24.30%												
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%
12/20/2024	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%
<b>Other Prot Service Wrkrs</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			2.60%	25.80%	3.60%	0.00%	0.20%	3.10%	39.80%												
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%
12/20/2024	401	324	80.80%	4	1.00%	45	11.22%	6	1.50%	2	0.50%	3	0.75%	17	4.24%	94	23.44%	306	76.31%	1	0.25%
<b>Firefighting &amp; Prevention Wrkrs</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			1.90%	22.40%	0.10%	0.30%	0.10%	3.40%	6.30%												
12/22/2023	732	448	61.20%	25	3.42%	170	23.22%	41	5.60%	4	0.55%	4	0.55%	40	5.46%	51	6.97%	681	93.03%	0	0.00%
12/20/2024	741	447	60.32%	26	3.51%	176	23.75%	43	5.80%	3	0.40%	4	0.54%	42	5.67%	50	6.75%	691	93.25%	0	0.00%
<b>Total:</b>																					
12/22/2023	1602	1030	64.29%	53	3.31%	344	21.47%	88	5.49%	7	0.44%	10	0.62%	70	4.37%	256	15.98%	1346	84.02%	0	0.00%
12/20/2024	1659	1058	63.77%	52	3.13%	366	22.06%	90	5.42%	7	0.42%	11	0.66%	75	4.52%	268	16.15%	1390	83.79%	1	0.06%

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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	4	3	75.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%
<b>Exempt</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>																					
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%
12/20/2024	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%
<b>Total:</b>																					
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%
12/20/2024	5	4	80.00%	0	0.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%


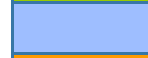

Indicates areas where County Labor Force Availability was not met  
 Indicates areas where City Population Availability was not met  
 Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO  
 CIVIL SERVICE COMMISSION  
 2024 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	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
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%
12/20/2024	10	7	70.00%	1	10.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	0	0.00%	8	80.00%	2	20.00%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
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%
12/20/2024	5	1	20.00%	2	40.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	60.00%	2	40.00%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	15	8	53.33%	3	20.00%	3	20.00%	1	6.67%	0	0.00%	0	0.00%	0	0.00%	11	73.33%	4	26.67%	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  
2024 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
12/22/2023	38	20	52.63%	6	15.79%	8	21.05%	2	5.26%	30	78.95%	8	21.05%	0	0.00%						
12/20/2024	37	20	54.05%	5	13.51%	7	18.92%	2	5.41%	28	75.68%	9	24.32%	0	0.00%						
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	21	7	33.33%	0	0.00%	6	28.57%	7	33.33%	0	0.00%	0	0.00%	1	4.76%	15	71.43%	6	28.57%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	13	0	0.00%	3	23.08%	8	61.54%	1	7.69%	0	0.00%	0	0.00%	1	7.69%	9	69.23%	4	30.77%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	71	27	38.03%	8	11.27%	21	29.58%	10	14.08%	0	0.00%	1	1.41%	4	5.63%	52	73.24%	19	26.76%	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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	9	4	44.44%	1	11.11%	3	33.33%	1	11.11%	0	0.00%	0	0.00%	0	0.00%	4	44.44%	4	44.44%	1	11.11%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	307	140	45.60%	19	6.19%	74	24.10%	62	20.20%	2	0.65%	0	0.00%	10	3.26%	228	74.27%	77	25.08%	2	0.65%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	280	88	31.43%	22	7.86%	87	31.07%	63	22.50%	2	0.71%	0	0.00%	18	6.43%	179	63.93%	93	33.21%	8	2.86%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.40%	62.30%	4.80%	0.40%	0.70%	2.30%	16.40%												
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%
12/20/2024	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%
<b>Total:</b>																					
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%
12/20/2024	597	232	38.86%	42	7.04%	165	27.64%	126	21.11%	4	0.67%	0	0.00%	28	4.69%	411	68.84%	175	29.31%	11	1.84%

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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	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%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	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%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	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%
<b>Total:</b>																					
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%
12/20/2024	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  
2024 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								
<b>Officials and Managers</b>																			
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%										
12/22/2023	6	6	100.00%	0	0.00%	0	0.00%	0	0.00%	2	33.33%	4	66.67%	0	0.00%				
12/20/2024	8	8	100.00%	0	0.00%	0	0.00%	0	0.00%	2	25.00%	6	75.00%	0	0.00%				
<b>Professionals</b>																			
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%										
12/22/2023	9	5	55.56%	2	22.22%	0	0.00%	0	0.00%	2	22.22%	5	55.56%	4	44.44%	0	0.00%		
12/20/2024	9	5	55.56%	2	22.22%	0	0.00%	0	0.00%	2	22.22%	5	55.56%	4	44.44%	0	0.00%		
<b>1ST-Line Supvs/Mgrs of Law Enforce Wrkrs</b>																			
<i>COUNTY LABOR FORCE AVAILABILITY</i>			5.80%	42.00%	3.70%	0.00%	1.70%	3.40%	16.30%										
12/22/2023	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%				
12/20/2024	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%				
<b>Other Prot Service Wrkrs</b>																			
<i>COUNTY LABOR FORCE AVAILABILITY</i>			2.60%	25.80%	3.60%	0.00%	0.20%	3.10%	39.80%										
12/22/2023	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%				
12/20/2024	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%				
<b>Total:</b>																			
12/22/2023	17	12	70.59%	2	11.76%	1	5.88%	0	0.00%	0	0.00%	2	11.76%	7	41.18%	10	58.82%	0	0.00%
12/20/2024	19	14	73.68%	2	10.53%	1	5.26%	0	0.00%	0	0.00%	2	10.53%	7	36.84%	12	63.16%	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  
2024 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	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
<b>12/22/2023</b>	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%
<b>12/20/2024</b>	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%
<b>Total:</b>																					
<b>12/22/2023</b>	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%
<b>12/20/2024</b>	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%

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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	14	10	71.43%	0	0.00%	1	7.14%	2	14.29%	0	0.00%	0	0.00%	1	7.14%	9	64.29%	5	35.71%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	7	2	28.57%	2	28.57%	2	28.57%	1	14.29%	0	0.00%	0	0.00%	0	0.00%	5	71.43%	2	28.57%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	4	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	25.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%
<b>Exempt</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>																					
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%
12/20/2024	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%
<b>Total:</b>																					
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%
12/20/2024	26	15	57.69%	3	11.54%	3	11.54%	3	11.54%	0	0.00%	1	3.85%	1	3.85%	18	69.23%	8	30.77%	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  
2024 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	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
<b>12/22/2023</b>	<b>21</b>	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%
<b>12/20/2024</b>	<b>25</b>	15	60.00%	2	8.00%	5	20.00%	1	4.00%	0	0.00%	0	0.00%	2	8.00%	14	56.00%	11	44.00%	0	0.00%
<b>Total:</b>																					
<b>12/22/2023</b>	<b>21</b>	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%
<b>12/20/2024</b>	<b>25</b>	15	60.00%	2	8.00%	5	20.00%	1	4.00%	0	0.00%	0	0.00%	2	8.00%	14	56.00%	11	44.00%	0	0.00%


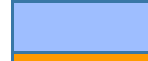

- Indicates areas where County Labor Force Availability was not met
- Indicates areas where City Population Availability was not met
- Indicates areas where both City Population and County Labor Force Availability was not met

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
12/22/2023	6	3	50.00%	0	0.00%	0	0.00%	0	0.00%	4	66.67%	2	33.33%	0	0.00%						
12/20/2024	6	2	33.33%	0	0.00%	1	16.67%	3	50.00%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	0	0.00%		
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	14	1	7.14%	1	7.14%	8	57.14%	4	28.57%	0	0.00%	0	0.00%	0	0.00%	8	57.14%	6	42.86%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	26	4	15.38%	3	11.54%	10	38.46%	3	11.54%	2	7.69%	0	0.00%	4	15.38%	22	84.62%	4	15.38%	0	0.00%
<b>Exempt</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>																					
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%
12/20/2024	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%
<b>Total:</b>																					
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%
12/20/2024	47	7	14.89%	4	8.51%	20	42.55%	10	21.28%	2	4.26%	0	0.00%	4	8.51%	36	76.60%	11	23.40%	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  
2024 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	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
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%
12/20/2024	18	11	61.11%	1	5.56%	3	16.67%	3	16.67%	0	0.00%	0	0.00%	0	0.00%	7	38.89%	11	61.11%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
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%
12/20/2024	66	14	21.21%	8	12.12%	33	50.00%	10	15.15%	0	0.00%	1	1.52%	0	0.00%	42	63.64%	24	36.36%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
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%
12/20/2024	26	3	11.54%	2	7.69%	18	69.23%	2	7.69%	0	0.00%	1	3.85%	0	0.00%	23	88.46%	3	11.54%	0	0.00%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
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%
12/20/2024	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%
<b>Total:</b>																					
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%
12/20/2024	115	30	26.09%	12	10.43%	56	48.70%	15	13.04%	0	0.00%	2	1.74%	0	0.00%	72	62.61%	43	37.39%	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  
2024 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
<b>Officials and Managers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%		
12/22/2023	10	6	60.00%	0	0.00%	0	0.00%	4	40.00%	0	0.00%
12/20/2024	10	6	60.00%	0	0.00%	0	0.00%	4	40.00%	0	0.00%
<b>Exempt</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>											
12/22/2023	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
12/20/2024	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
<b>Total:</b>											
12/22/2023	11	6	54.55%	0	0.00%	1	9.09%	4	36.36%	0	0.00%
12/20/2024	11	6	54.55%	0	0.00%	1	9.09%	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  
2024 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
<b>Officials and Managers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%		
12/22/2023	3	1	33.33%	0	0.00%	2	66.67%	0	0.00%	0	0.00%
12/20/2024	3	1	33.33%	0	0.00%	2	66.67%	0	0.00%	0	0.00%
<b>Professionals</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%		
12/22/2023	17	5	29.41%	1	5.88%	7	41.18%	3	17.65%	0	0.00%
12/20/2024	8	1	12.50%	1	12.50%	3	37.50%	2	25.00%	0	0.00%
<b>Administrative Support Workers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%		
12/22/2023	5	2	40.00%	1	20.00%	2	40.00%	0	0.00%	0	0.00%
12/20/2024	2	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
<b>Exempt</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>											
12/22/2023	15	6	40.00%	1	6.67%	2	13.33%	4	26.67%	0	0.00%
12/20/2024	16	5	31.25%	1	6.25%	5	31.25%	2	12.50%	0	0.00%
<b>Total:</b>											
12/22/2023	40	14	35.00%	3	7.50%	13	32.50%	7	17.50%	0	0.00%
12/20/2024	29	7	24.14%	2	6.90%	11	37.93%	5	17.24%	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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	24	13	54.17%	1	4.17%	6	25.00%	4	16.67%	0	0.00%	0	0.00%	0	0.00%	10	41.67%	14	58.33%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
12/22/2023	125	59	47.20%	11	8.80%	28	22.40%	23	18.40%	0	0.00%	0	0.00%	4	3.20%	70	56.00%	53	42.40%	2	1.60%
12/20/2024	135	61	45.19%	12	8.89%	31	22.96%	25	18.52%	0	0.00%	0	0.00%	6	4.44%	72	53.33%	62	45.93%	1	0.74%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.80%	30.10%	19.90%	0.20%	0.50%	3.40%	59.00%												
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%
12/20/2024	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%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	144	42	29.17%	28	19.44%	57	39.58%	6	4.17%	0	0.00%	2	1.39%	9	6.25%	62	43.06%	82	56.94%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			2.80%	45.90%	6.50%	0.40%	0.30%	1.40%	6.60%												
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%
12/20/2024	39	3	7.69%	3	7.69%	30	76.92%	3	7.69%	0	0.00%	0	0.00%	0	0.00%	1	2.56%	38	97.44%	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  
 2024 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										
<b>Operatives</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			5.90%	42.20%	12.90%	0.50%	0.70%	3.10%	23.40%												
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%
12/20/2024	25	5	20.00%	4	16.00%	11	44.00%	3	12.00%	1	4.00%	0	0.00%	1	4.00%	2	8.00%	23	92.00%	0	0.00%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.40%	62.30%	4.80%	0.40%	0.70%	2.30%	16.40%												
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%
12/20/2024	475	66	13.89%	68	14.32%	308	64.84%	16	3.37%	3	0.63%	5	1.05%	9	1.89%	58	12.21%	417	87.79%	0	0.00%
<b>Other Prot Service Wrks</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			2.60%	25.80%	3.60%	0.00%	0.20%	3.10%	39.80%												
12/22/2023	275	134	48.73%	8	2.91%	88	32.00%	22	8.00%	1	0.36%	0	0.00%	22	8.00%	99	36.00%	175	63.64%	1	0.36%
12/20/2024	332	157	47.29%	10	3.01%	104	31.33%	30	9.04%	1	0.30%	1	0.30%	29	8.73%	130	39.16%	201	60.54%	1	0.30%
<b>Service Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			5.40%	45.20%	11.20%	0.30%	0.40%	2.90%	54.20%												
12/22/2023	529	131	24.76%	133	25.14%	180	34.03%	32	6.05%	2	0.38%	4	0.76%	47	8.88%	243	45.94%	284	53.69%	2	0.38%
12/20/2024	526	119	22.62%	133	25.29%	183	34.79%	34	6.46%	2	0.38%	5	0.95%	50	9.51%	229	43.54%	295	56.08%	2	0.38%
<b>Total:</b>																					
12/22/2023	1608	453	28.17%	247	15.36%	685	42.60%	114	7.09%	8	0.50%	12	0.75%	89	5.53%	538	33.46%	1065	66.23%	5	0.31%
12/20/2024	1701	467	27.45%	259	15.23%	730	42.92%	121	7.11%	7	0.41%	13	0.76%	104	6.11%	564	33.16%	1133	66.61%	4	0.24%

 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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	15	10	66.67%	0	0.00%	0	0.00%	4	26.67%	0	0.00%	0	0.00%	1	6.67%	4	26.67%	11	73.33%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	2	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	1	50.00%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	20	10	50.00%	0	0.00%	1	5.00%	7	35.00%	0	0.00%	0	0.00%	2	10.00%	7	35.00%	13	65.00%	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  
2024 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	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
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%
12/20/2024	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%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
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%
12/20/2024	44	11	25.00%	6	13.64%	18	40.91%	7	15.91%	0	0.00%	2	4.55%	0	0.00%	29	65.91%	15	34.09%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
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%
12/20/2024	36	7	19.44%	1	2.78%	19	52.78%	7	19.44%	1	2.78%	0	0.00%	1	2.78%	26	72.22%	10	27.78%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	95	23	24.21%	8	8.42%	45	47.37%	15	15.79%	1	1.05%	2	2.11%	1	1.05%	65	68.42%	30	31.58%	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  
2024 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	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
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%
12/20/2024	19	7	36.84%	2	10.53%	5	26.32%	5	26.32%	0	0.00%	0	0.00%	0	0.00%	10	52.63%	9	47.37%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
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%
12/20/2024	128	52	40.63%	6	4.69%	33	25.78%	33	25.78%	0	0.00%	0	0.00%	4	3.13%	85	66.41%	43	33.59%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
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%
12/20/2024	38	19	50.00%	3	7.89%	8	21.05%	3	7.89%	0	0.00%	0	0.00%	5	13.16%	25	65.79%	13	34.21%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
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%
12/20/2024	477	148	31.03%	50	10.48%	188	39.41%	60	12.58%	5	1.05%	7	1.47%	19	3.98%	286	59.96%	191	40.04%	0	0.00%
<b>1ST-Line Supvs/Mgrs of Law Enforce Wrkrs</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					5.80%		42.00%		3.70%		0.00%		1.70%		3.40%		16.30%				
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%
12/20/2024	380	237	62.37%	30	7.89%	72	18.95%	38	10.00%	3	0.79%	0	0.00%	0	0.00%	43	11.32%	337	88.68%	0	0.00%


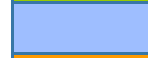

Indicates areas where County Labor Force Availability was not met  
 Indicates areas where City Population Availability was not met  
 Indicates areas where both City Population and County Labor Force Availability was not met

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2024 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										
<b>Detectives and Criminal Investigators</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.90%	29.50%	4.90%	0.00%	0.70%	1.40%	24.30%												
<b>12/22/2023</b>	<b>232</b>	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%
<b>12/20/2024</b>	<b>242</b>	146	60.33%	10	4.13%	66	27.27%	20	8.26%	0	0.00%	0	0.00%	0	0.00%	70	28.93%	172	71.07%	0	0.00%
<b>Police Officers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				9.60%	36.30%	4.90%	0.50%	0.40%	4.80%	14.30%											
<b>12/22/2023</b>	<b>1268</b>	581	45.82%	83	6.55%	452	35.65%	105	8.28%	2	0.16%	7	0.55%	38	3.00%	202	15.93%	1066	84.07%	0	0.00%
<b>12/20/2024</b>	<b>1251</b>	567	45.32%	81	6.47%	450	35.97%	104	8.31%	4	0.32%	6	0.48%	39	3.12%	202	16.15%	1049	83.85%	0	0.00%
<b>Total:</b>																					
<b>12/22/2023</b>	<b>2527</b>	1191	47.13%	192	7.60%	804	31.82%	256	10.13%	9	0.36%	14	0.55%	61	2.41%	718	28.41%	1809	71.59%	0	0.00%
<b>12/20/2024</b>	<b>2535</b>	1176	46.39%	182	7.18%	822	32.43%	263	10.37%	12	0.47%	13	0.51%	67	2.64%	721	28.44%	1814	71.56%	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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	55	37	67.27%	6	10.91%	6	10.91%	4	7.27%	0	0.00%	1	1.82%	1	1.82%	33	60.00%	22	40.00%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	554	203	36.64%	48	8.66%	157	28.34%	119	21.48%	2	0.36%	3	0.54%	22	3.97%	261	47.11%	291	52.53%	2	0.36%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.80%	30.10%	19.90%	0.20%	0.50%	3.40%	59.00%												
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%
12/20/2024	107	31	28.97%	15	14.02%	40	37.38%	13	12.15%	1	0.93%	1	0.93%	6	5.61%	29	27.10%	78	72.90%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	127	23	18.11%	34	26.77%	50	39.37%	9	7.09%	0	0.00%	6	4.72%	5	3.94%	95	74.80%	30	23.62%	2	1.57%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			2.80%	45.90%	6.50%	0.40%	0.30%	1.40%	6.60%												
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%
12/20/2024	334	86	25.75%	78	23.35%	122	36.53%	31	9.28%	2	0.60%	5	1.50%	10	2.99%	23	6.89%	310	92.81%	1	0.30%

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  
2024 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										
<b>Operatives</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			5.90%	42.20%	12.90%	0.50%	0.70%	3.10%	23.40%												
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%
12/20/2024	5	0	0.00%	3	60.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.40%	62.30%	4.80%	0.40%	0.70%	2.30%	16.40%												
12/22/2023	514	91	17.70%	147	28.60%	243	47.28%	17	3.31%	1	0.19%	6	1.17%	9	1.75%	34	6.61%	480	93.39%	0	0.00%
12/20/2024	566	95	16.78%	155	27.39%	278	49.12%	17	3.00%	1	0.18%	8	1.41%	12	2.12%	33	5.83%	532	93.99%	1	0.18%
<b>Other Prot Service Wrks</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			2.60%	25.80%	3.60%	0.00%	0.20%	3.10%	39.80%												
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%
12/20/2024	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%
<b>Total:</b>																					
12/22/2023	1591	449	28.22%	323	20.30%	570	35.83%	178	11.19%	6	0.38%	16	1.01%	49	3.08%	440	27.66%	1148	72.16%	3	0.19%
12/20/2024	1752	479	27.34%	339	19.35%	655	37.39%	193	11.02%	6	0.34%	24	1.37%	56	3.20%	474	27.05%	1272	72.60%	6	0.34%

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  
2024 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
<b>Officials and Managers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%		
12/22/2023	7	0	0.00%	0	0.00%	3	42.86%	3	42.86%	0	0.00%
12/20/2024	9	2	22.22%	0	0.00%	3	33.33%	3	33.33%	0	0.00%
<b>Professionals</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%		
12/22/2023	35	9	25.71%	5	14.29%	17	48.57%	3	8.57%	0	0.00%
12/20/2024	41	8	19.51%	6	14.63%	20	48.78%	6	14.63%	0	0.00%
<b>Administrative Support Workers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%		
12/22/2023	17	1	5.88%	1	5.88%	10	58.82%	2	11.76%	1	5.88%
12/20/2024	16	0	0.00%	1	6.25%	10	62.50%	2	12.50%	1	6.25%
<b>Total:</b>											
12/22/2023	59	10	16.95%	6	10.17%	30	50.85%	8	13.56%	1	1.69%
12/20/2024	66	10	15.15%	7	10.61%	33	50.00%	11	16.67%	1	1.52%

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  
2024 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	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
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%
12/20/2024	18	11	61.11%	1	5.56%	5	27.78%	1	5.56%	0	0.00%	0	0.00%	0	0.00%	9	50.00%	9	50.00%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
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%
12/20/2024	59	17	28.81%	8	13.56%	21	35.59%	6	10.17%	0	0.00%	2	3.39%	5	8.47%	42	71.19%	17	28.81%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
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%
12/20/2024	14	2	14.29%	4	28.57%	4	28.57%	3	21.43%	0	0.00%	0	0.00%	1	7.14%	11	78.57%	3	21.43%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	91	30	32.97%	13	14.29%	30	32.97%	10	10.99%	0	0.00%	2	2.20%	6	6.59%	62	68.13%	29	31.87%	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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	23	15	65.22%	2	8.70%	1	4.35%	3	13.04%	0	0.00%	0	0.00%	2	8.70%	13	56.52%	10	43.48%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%	16.00%	17.60%	0.20%	0.40%		3.20%	49.60%									
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%
12/20/2024	15	4	26.67%	0	0.00%	10	66.67%	0	0.00%	0	0.00%	1	6.67%	0	0.00%	11	73.33%	4	26.67%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%	32.60%	11.30%	0.40%	0.80%		3.20%	71.30%									
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%
12/20/2024	13	4	30.77%	2	15.38%	4	30.77%	2	15.38%	0	0.00%	0	0.00%	1	7.69%	10	76.92%	3	23.08%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	51	23	45.10%	4	7.84%	15	29.41%	5	9.80%	0	0.00%	1	1.96%	3	5.88%	34	66.67%	17	33.33%	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  
2024 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	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
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%
12/20/2024	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%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
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%
12/20/2024	7	3	42.86%	1	14.29%	1	14.29%	1	14.29%	0	0.00%	0	0.00%	1	14.29%	6	85.71%	1	14.29%	0	0.00%
<b>Total:</b>																					
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%
12/20/2024	12	7	58.33%	1	8.33%	2	16.67%	1	8.33%	0	0.00%	0	0.00%	1	8.33%	10	83.33%	2	16.67%	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  
2024 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
<b>Officials and Managers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%		
<b>12/22/2023</b>	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>12/20/2024</b>	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total:</b>											
<b>12/22/2023</b>	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>12/20/2024</b>	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	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  
2024 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
<b>Officials and Managers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%		
12/22/2023	8	7	87.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%
12/20/2024	8	6	75.00%	0	0.00%	2	25.00%	0	0.00%	0	0.00%
<b>Professionals</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%		
12/22/2023	114	61	53.51%	7	6.14%	19	16.67%	17	14.91%	0	0.00%
12/20/2024	111	62	55.86%	7	6.31%	17	15.32%	15	13.51%	0	0.00%
<b>Technicians</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.80%	30.10%	19.90%	0.20%	0.50%	3.40%	59.00%		
12/22/2023	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/20/2024	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Administrative Support Workers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%		
12/22/2023	21	6	28.57%	10	47.62%	3	14.29%	2	9.52%	0	0.00%
12/20/2024	21	8	38.10%	7	33.33%	4	19.05%	2	9.52%	0	0.00%
<b>Craft Workers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>			2.80%	45.90%	6.50%	0.40%	0.30%	1.40%	6.60%		
12/22/2023	30	2	6.67%	6	20.00%	20	66.67%	1	3.33%	0	0.00%
12/20/2024	25	2	8.00%	7	28.00%	16	64.00%	0	0.00%	0	0.00%


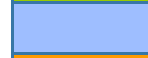

Indicates areas where County Labor Force Availability was not met  
 Indicates areas where City Population Availability was not met  
 Indicates areas where both City Population and County Labor Force Availability was not met

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2024 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	
<b>Operatives</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					<b>5.90%</b>		<b>42.20%</b>		<b>12.90%</b>		<b>0.50%</b>		<b>0.70%</b>		<b>3.10%</b>		<b>23.40%</b>				
<b>12/22/2023</b>	<b>37</b>	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%
<b>12/20/2024</b>	<b>36</b>	2	5.56%	14	38.89%	16	44.44%	1	2.78%	0	0.00%	1	2.78%	2	5.56%	2	5.56%	34	94.44%	0	0.00%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					<b>4.40%</b>		<b>62.30%</b>		<b>4.80%</b>		<b>0.40%</b>		<b>0.70%</b>		<b>2.30%</b>		<b>16.40%</b>				
<b>12/22/2023</b>	<b>71</b>	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%
<b>12/20/2024</b>	<b>72</b>	5	6.94%	21	29.17%	29	40.28%	7	9.72%	1	1.39%	3	4.17%	6	8.33%	3	4.17%	69	95.83%	0	0.00%
<b>Total:</b>																					
<b>12/22/2023</b>	<b>282</b>	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%
<b>12/20/2024</b>	<b>273</b>	85	31.14%	56	20.51%	84	30.77%	25	9.16%	1	0.37%	4	1.47%	18	6.59%	81	29.67%	192	70.33%	0	0.00%


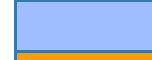

 Indicates areas where County Labor Force Availability was not met  
 Indicates areas where City Population Availability was not met  
 Indicates areas where both City Population and County Labor Force Availability was not met

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
12/22/2023	5	4	80.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	2	40.00%	3	60.00%	0	0.00%				
12/20/2024	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%				
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	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%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	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%
<b>Total:</b>																					
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%
12/20/2024	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%

 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  
2024 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										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	19.50%	9.90%	0.40%	0.30%	2.90%	39.80%												
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%
12/20/2024	16	11	68.75%	0	0.00%	3	18.75%	2	12.50%	0	0.00%	0	0.00%	0	0.00%	6	37.50%	10	62.50%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.50%	16.00%	17.60%	0.20%	0.40%	3.20%	49.60%												
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%
12/20/2024	166	67	40.36%	8	4.82%	53	31.93%	31	18.67%	1	0.60%	0	0.00%	6	3.61%	60	36.14%	106	63.86%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.80%	30.10%	19.90%	0.20%	0.50%	3.40%	59.00%												
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%
12/20/2024	1	0	0.00%	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%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.00%	32.60%	11.30%	0.40%	0.80%	3.20%	71.30%												
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%
12/20/2024	30	8	26.67%	9	30.00%	8	26.67%	4	13.33%	0	0.00%	0	0.00%	1	3.33%	24	80.00%	6	20.00%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>			2.80%	45.90%	6.50%	0.40%	0.30%	1.40%	6.60%												
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%
12/20/2024	100	23	23.00%	6	6.00%	62	62.00%	4	4.00%	0	0.00%	2	2.00%	3	3.00%	2	2.00%	98	98.00%	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  
2024 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	
<b>Operatives</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					5.90%		42.20%		12.90%		0.50%		0.70%		3.10%		23.40%				
<b>12/22/2023</b>	<b>40</b>	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%
<b>12/20/2024</b>	<b>45</b>	3	6.67%	11	24.44%	24	53.33%	1	2.22%	2	4.44%	0	0.00%	4	8.89%	1	2.22%	44	97.78%	0	0.00%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
<b>12/22/2023</b>	<b>131</b>	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%
<b>12/20/2024</b>	<b>156</b>	9	5.77%	38	24.36%	92	58.97%	6	3.85%	0	0.00%	6	3.85%	5	3.21%	12	7.69%	144	92.31%	0	0.00%
<b>Total:</b>																					
<b>12/22/2023</b>	<b>461</b>	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%
<b>12/20/2024</b>	<b>514</b>	121	23.54%	72	14.01%	242	47.08%	49	9.53%	3	0.58%	8	1.56%	19	3.70%	105	20.43%	409	79.57%	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

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/Pacific Islander		Other/Two or more	
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>															
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%
<b>Firefighting &amp; Prevention Wrkrs</b>															
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	38	17	44.7%	2	5.3%	11	28.9%	2	5.3%	0	0.0%	2	5.3%	4	10.5%
<b>Other Prot Service Wrkrs</b>															
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	59	45	76.3%	1	1.7%	7	11.9%	1	1.7%	1	1.7%	1	1.7%	3	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.

Attachment A

**HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS  
12/23/2023 THROUGH 12/20/2024**

**FIRE-RESCUE**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian/Pacific Islander		Other/Two or more	
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>															
Promoted (into category)	21	17	81.0%	1	4.8%	3	14.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	10	9	90.0%	0	0.0%	1	10.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	8	6	75.0%	0	0.0%	2	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Firefighting &amp; Prevention Wrkrs</b>															
Demoted (into category)	8	5	62.5%	0	0.0%	3	37.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
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	53	22	41.5%	4	7.5%	18	34.0%	5	9.4%	0	0.0%	0	0.0%	4	7.5%
Promoted (into category)	7	4	57.1%	0	0.0%	0	0.0%	2	28.6%	0	0.0%	0	0.0%	1	14.3%
Promoted (within category)	123	71	57.7%	1	0.8%	34	27.6%	6	4.9%	0	0.0%	1	0.8%	10	8.1%
Separated	37	15	40.5%	2	5.4%	11	29.7%	5	13.5%	1	2.7%	0	0.0%	3	8.1%
<b>Officials and Managers</b>															
Promoted (into category)	3	1	33.3%	1	33.3%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%
Separated	3	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Other Prot Service Wrkrs</b>															
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	55	40	72.7%	1	1.8%	7	12.7%	1	1.8%	0	0.0%	0	0.0%	6	10.9%
Promoted (into category)	13	11	84.6%	0	0.0%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	1	7.7%
Promoted (within category)	14	12	85.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	14.3%
Separated	31	22	71.0%	2	6.5%	0	0.0%	3	9.7%	0	0.0%	0	0.0%	4	12.9%

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.

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/Pacific Islander		Other/Two or more	
<b>1ST-Line Supvs/Mgrs of Law Enforce Wkrs</b>															
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%
<b>Detectives and Criminal Investigators</b>															
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%
<b>Police Officers</b>															
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)	111	30	27.0%	10	9.0%	56	50.5%	8	7.2%	1	0.9%	0	0.0%	6	5.4%
Separated	95	44	46.3%	6	6.3%	33	34.7%	10	10.5%	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.

Attachment B

**HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS  
12/23/2023 THROUGH 12/20/2024**

**POLICE**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian/Pacific Islander		Other/Two or more	
<b>1ST-Line Supvs/Mgrs of Law Enforce Wkrs</b>															
Demoted (within category)	3	0	0.0%	1	33.3%	1	33.3%	1	33.3%	0	0.0%	0	0.0%	0	0.0%
Promoted (into category)	15	6	40.0%	0	0.0%	6	40.0%	3	20.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	34	18	52.9%	4	11.8%	5	14.7%	6	17.6%	1	2.9%	0	0.0%	0	0.0%
Separated	12	11	91.7%	0	0.0%	1	8.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Detectives and Criminal Investigators</b>															
Promoted (into category)	27	11	40.7%	1	3.7%	11	40.7%	4	14.8%	0	0.0%	0	0.0%	0	0.0%
Separated	12	7	58.3%	0	0.0%	5	41.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Officials and Managers</b>															
Promoted (into category)	3	2	66.7%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%
Separated	3	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Police Officers</b>															
Demoted (into category)	2	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%
Hired	103	33	32.0%	6	5.8%	48	46.6%	11	10.7%	3	2.9%	0	0.0%	2	1.9%
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)	111	41	36.9%	4	3.6%	58	52.3%	4	3.6%	1	0.9%	0	0.0%	3	2.7%
Separated	72	29	40.3%	8	11.1%	27	37.5%	5	6.9%	0	0.0%	1	1.4%	2	2.8%

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.