

# **City of San Diego**

**CIVIL SERVICE COMMISSION**

**Personnel Department**



**EQUAL EMPLOYMENT OPPORTUNITY**

**ANNUAL REPORT**

**2020**



CITY OF SAN DIEGO
CIVIL SERVICE COMMISSION
2020 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

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**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.

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**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, Word Processing Operator 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.

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**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 INSPECTORS**
  - Fire Prevention Inspector II and Fire Prevention Inspector I
- **FIRE FIGHTERS**
  - Fire Engineer, Fire Fighter III, Fire Fighter II, Fire Fighter I, Fire Recruit

▶ **Police**

- **FIRST-LINE SUPERVISORS/MANAGERS OF POLICE AND DETECTIVES**
  - 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



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▶ **Marine Safety**

- **LIFEGUARDS AND OTHER RECREATIONAL AND ALL OTHER PROTECTIVE SERVICE WORKERS**
  - Marine Safety Captain, Marine Safety Lieutenant, Lifeguard Sergeant, Lifeguard III, Lifeguard II, Lifeguard 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.

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**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
<b>Officials and Managers</b>	3.7%	15.7%	9.1%	0.3%	0.4%	1.9%	40.6%
<b>Professionals</b>	3.3%	13.7%	15.3%	0.3%	0.2%	2.2%	50.7%
<b>Technicians</b>	4.9%	17.5%	21.5%	0.2%	0.7%	2.8%	47.1%
<b>Administrative Support Workers</b>	6.1%	27.7%	11.1%	0.3%	0.7%	2.7%	70.7%
<b>Craft Workers</b>	3.8%	37.9%	6.4%	0.5%	0.5%	1.7%	4.6%
<b>Operatives</b>	5.6%	42.6%	13.7%	0.3%	0.7%	1.5%	26.4%
<b>Laborers and Helpers</b>	3.1%	60.5%	3.5%	0.6%	0.9%	1.5%	10.6%
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>	6.6%	10.9%	2.2%	2.2%	0.0%	0.0%	0.6%
<b>Fire Inspectors</b>	10.9%	3.6%	5.5%	0.0%	0.0%	7.2%	20.0%
<b>Fire Fighters</b>	2.1%	23.1%	3.1%	0.4%	0.8%	2.0%	4.0%
<b>1ST-Line Supvs/Mgrs of Police &amp; Det</b>	4.7%	20.5%	2.3%	0.0%	0.0%	0.4%	20.0%
<b>Detectives and Criminal Investigators</b>	10.0%	27.4%	3.0%	0.9%	0.0%	3.3%	27.7%
<b>Police Officers</b>	4.4%	29.1%	5.6%	0.7%	0.6%	1.4%	16.9%
<b>Lifeguards &amp; Other Prot Service Wrkrs</b>	0.0%	19.2%	5.9%	2.8%	0.0%	1.4%	31.8%
<b>Service Workers</b>	5.8%	41.5%	11.0%	0.4%	0.5%	2.3%	56.7%

**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).

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**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>	6.7%	28.8%	15.9%	0.6%	0.5%	5.1%	49.5%

**Table 2. Source:** U.S. Department of Commerce, Census Bureau, 2010 Population Availability Demographic Profile Data Geography-San Diego City, CA.

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

		Female		Male		Non-Binary		Total	
<b>White</b>									
	12/25/2020	1579	13.99%	3356	29.73%	0	0.00%	4935	43.72%
	12/27/2019	1665	14.42%	3438	29.78%	0	0.00%	5103	44.20%
<b>Black or African American</b>									
	12/25/2020	469	4.15%	860	7.62%	0	0.00%	1329	11.77%
	12/27/2019	491	4.25%	891	7.72%	0	0.00%	1382	11.97%
<b>Hispanic or Latino</b>									
	12/25/2020	1089	9.65%	2276	20.16%	1	0.01%	3366	29.82%
	12/27/2019	1120	9.70%	2257	19.55%	0	0.00%	3377	29.25%
<b>Asian</b>									
	12/25/2020	516	4.57%	740	6.56%	0	0.00%	1256	11.13%
	12/27/2019	531	4.60%	770	6.67%	0	0.00%	1301	11.27%
<b>American Indian or Alaska Native</b>									
	12/25/2020	23	0.20%	32	0.28%	0	0.00%	55	0.49%
	12/27/2019	24	0.21%	35	0.30%	0	0.00%	59	0.51%
<b>Native Hawaiian or Other Pacific Islander</b>									
	12/25/2020	14	0.12%	37	0.33%	0	0.00%	51	0.45%
	12/27/2019	10	0.09%	33	0.29%	0	0.00%	43	0.37%
<b>Other/Two or more races</b>									
	12/25/2020	113	1.00%	183	1.62%	0	0.00%	296	2.62%
	12/27/2019	104	0.90%	175	1.52%	0	0.00%	279	2.42%
<b>Non-White</b>									
	12/25/2020	2224	19.70%	4128	36.57%	1	0.01%	6353	56.28%
	12/27/2019	2280	19.75%	4161	36.04%	0	0.00%	6441	55.80%
<b>Total Employees:</b>									
	12/25/2020	3803	33.69%	7484	66.30%	1	0.01%	11288	100%
	12/27/2019	3945	34.17%	7599	65.83%	0	0.00%	11544	100%

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**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>																					
12/25/2020	511	313	61.25%	36	7.05%	92	18.00%	56	10.96%	1	0.20%	0	0.00%	13	2.54%	248	48.53%	263	51.47%	0	0.00%
12/27/2019	486	308	63.37%	27	5.56%	87	17.90%	52	10.70%	1	0.21%	0	0.00%	11	2.26%	239	49.18%	247	50.82%	0	0.00%
<b>Professionals</b>																					
12/25/2020	2525	1097	43.45%	205	8.12%	637	25.23%	506	20.04%	12	0.48%	2	0.08%	66	2.61%	1257	49.78%	1268	50.22%	0	0.00%
12/27/2019	2645	1159	43.82%	227	8.58%	661	24.99%	520	19.66%	12	0.45%	3	0.11%	63	2.38%	1309	49.49%	1336	50.51%	0	0.00%
<b>Technicians</b>																					
12/25/2020	299	127	42.47%	34	11.37%	86	28.76%	42	14.05%	2	0.67%	1	0.33%	7	2.34%	97	32.44%	202	67.56%	0	0.00%
12/27/2019	323	141	43.65%	39	12.07%	87	26.93%	47	14.55%	2	0.62%	1	0.31%	6	1.86%	102	31.58%	221	68.42%	0	0.00%
<b>Administrative Support Workers</b>																					
12/25/2020	1572	489	31.11%	250	15.90%	538	34.22%	212	13.49%	12	0.76%	14	0.89%	57	3.63%	1115	70.93%	457	29.07%	0	0.00%
12/27/2019	1644	523	31.81%	258	15.69%	555	33.76%	228	13.87%	14	0.85%	10	0.61%	56	3.41%	1170	71.17%	474	28.83%	0	0.00%
<b>Craft Workers</b>																					
12/25/2020	769	250	32.51%	111	14.43%	316	41.09%	68	8.84%	4	0.52%	3	0.39%	17	2.21%	38	4.94%	731	95.06%	0	0.00%
12/27/2019	761	257	33.77%	110	14.45%	303	39.82%	67	8.80%	6	0.79%	3	0.39%	15	1.97%	35	4.60%	726	95.40%	0	0.00%
<b>Operatives</b>																					
12/25/2020	255	20	7.84%	98	38.43%	115	45.10%	11	4.31%	3	1.18%	1	0.39%	7	2.75%	9	3.53%	246	96.47%	0	0.00%
12/27/2019	267	22	8.24%	104	38.95%	119	44.57%	12	4.49%	3	1.12%	1	0.37%	6	2.25%	12	4.49%	255	95.51%	0	0.00%
<b>Laborers and Helpers</b>																					
12/25/2020	1178	226	19.19%	289	24.53%	567	48.13%	62	5.26%	4	0.34%	15	1.27%	15	1.27%	132	11.21%	1046	88.79%	0	0.00%
12/27/2019	1197	231	19.30%	298	24.90%	567	47.37%	67	5.60%	5	0.42%	12	1.00%	17	1.42%	134	11.19%	1063	88.81%	0	0.00%
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>																					
12/25/2020	283	182	64.31%	14	4.95%	61	21.55%	24	8.48%	2	0.71%	0	0.00%	0	0.00%	9	3.18%	274	96.82%	0	0.00%
12/27/2019	273	175	64.10%	14	5.13%	57	20.88%	25	9.16%	2	0.73%	0	0.00%	0	0.00%	12	4.40%	261	95.60%	0	0.00%
<b>Fire Inspectors</b>																					
12/25/2020	36	25	69.44%	3	8.33%	7	19.44%	1	2.78%	0	0.00%	0	0.00%	0	0.00%	5	13.89%	31	86.11%	0	0.00%
12/27/2019	31	20	64.52%	3	9.68%	7	22.58%	1	3.23%	0	0.00%	0	0.00%	0	0.00%	4	12.90%	27	87.10%	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

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**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>Fire Fighters</b>																					
12/25/2020	628	421	67.04%	15	2.39%	129	20.54%	28	4.46%	4	0.64%	3	0.48%	28	4.46%	29	4.62%	599	95.38%	0	0.00%
12/27/2019	667	448	67.17%	18	2.70%	136	20.39%	31	4.65%	4	0.60%	2	0.30%	28	4.20%	30	4.50%	637	95.50%	0	0.00%
<b>1ST-Line Supvs/Mgrs of Police &amp; Det</b>																					
12/25/2020	345	223	64.64%	23	6.67%	62	17.97%	34	9.86%	3	0.87%	0	0.00%	0	0.00%	47	13.62%	298	86.38%	0	0.00%
12/27/2019	346	227	65.61%	24	6.94%	58	16.76%	34	9.83%	3	0.87%	0	0.00%	0	0.00%	48	13.87%	298	86.13%	0	0.00%
<b>Detectives and Criminal Investigators</b>																					
12/25/2020	247	148	59.92%	12	4.86%	69	27.94%	18	7.29%	0	0.00%	0	0.00%	0	0.00%	77	31.17%	170	68.83%	0	0.00%
12/27/2019	245	150	61.22%	15	6.12%	65	26.53%	15	6.12%	0	0.00%	0	0.00%	0	0.00%	70	28.57%	175	71.43%	0	0.00%
<b>Police Officers</b>																					
12/25/2020	1332	741	55.63%	78	5.86%	373	28.00%	103	7.73%	3	0.23%	4	0.30%	30	2.25%	194	14.56%	1138	85.44%	0	0.00%
12/27/2019	1317	750	56.95%	79	6.00%	354	26.88%	106	8.05%	3	0.23%	3	0.23%	22	1.67%	203	15.41%	1114	84.59%	0	0.00%
<b>Lifeguards &amp; Other Prot Service Wrks</b>																					
12/25/2020	554	389	70.22%	14	2.53%	106	19.13%	22	3.97%	3	0.54%	3	0.54%	17	3.07%	143	25.81%	411	74.19%	0	0.00%
12/27/2019	556	387	69.60%	11	1.98%	110	19.78%	21	3.78%	2	0.36%	4	0.72%	21	3.78%	146	26.26%	410	73.74%	0	0.00%
<b>Service Workers</b>																					
12/25/2020	471	110	23.35%	128	27.18%	159	33.76%	37	7.86%	1	0.21%	5	1.06%	31	6.58%	242	51.38%	229	48.62%	0	0.00%
12/27/2019	491	119	24.24%	135	27.49%	161	32.79%	42	8.55%	1	0.20%	4	0.81%	29	5.91%	253	51.53%	238	48.47%	0	0.00%
<b>Exempt</b>																					
12/25/2020	283	174	61.48%	19	6.71%	49	17.31%	32	11.31%	1	0.35%	0	0.00%	8	2.83%	161	56.89%	121	42.76%	1	0.35%
12/27/2019	295	186	63.05%	20	6.78%	50	16.95%	33	11.19%	1	0.34%	0	0.00%	5	1.69%	178	60.34%	117	39.66%	0	0.00%
<b>Total:</b>																					
12/25/2020	11288	4935	43.72%	1329	11.77%	3366	29.82%	1256	11.13%	55	0.49%	51	0.45%	296	2.62%	3803	33.69%	7484	66.30%	1	0.01%
12/27/2019	11544	5103	44.20%	1382	11.97%	3377	29.25%	1301	11.27%	59	0.51%	43	0.37%	279	2.42%	3945	34.17%	7599	65.83%	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

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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	9	5	55.56%	0	0.00%	3	33.33%	1	11.11%	0	0.00%	0	0.00%								
12/27/2019	9	5	55.56%	0	0.00%	3	33.33%	1	11.11%	0	0.00%	0	0.00%								
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	64	32	50.00%	6	9.38%	20	31.25%	5	7.81%	0	0.00%	0	0.00%	1	1.56%	30	46.88%	34	53.13%	0	0.00%
12/27/2019	64	32	50.00%	9	14.06%	17	26.56%	5	7.81%	0	0.00%	0	0.00%	1	1.56%	27	42.19%	37	57.81%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	131	53	40.46%	22	16.79%	40	30.53%	15	11.45%	0	0.00%	1	0.76%	0	0.00%	118	90.08%	13	9.92%	0	0.00%
12/27/2019	134	51	38.06%	24	17.91%	43	32.09%	15	11.19%	0	0.00%	1	0.75%	0	0.00%	121	90.30%	13	9.70%	0	0.00%
<b>Exempt</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>																					
12/25/2020	175	126	72.00%	7	4.00%	19	10.86%	20	11.43%	1	0.57%	0	0.00%	2	1.14%	107	61.14%	68	38.86%	0	0.00%
12/27/2019	175	126	72.00%	6	3.43%	19	10.86%	22	12.57%	1	0.57%	0	0.00%	1	0.57%	107	61.14%	68	38.86%	0	0.00%
<b>Total:</b>																					
12/25/2020	379	216	56.99%	35	9.23%	82	21.64%	41	10.82%	1	0.26%	1	0.26%	3	0.79%	261	68.87%	118	31.13%	0	0.00%
12/27/2019	382	214	56.02%	39	10.21%	82	21.47%	43	11.26%	1	0.26%	1	0.26%	2	0.52%	261	68.32%	121	31.68%	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 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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%	
12/25/2020	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	1	33.33%
<b>Professionals</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%	
12/25/2020	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	5	3	60.00%	1	20.00%	1	20.00%	0	0.00%	0	0.00%
<b>Administrative Support Workers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%	
12/25/2020	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	6	4	66.67%	0	0.00%	1	16.67%	0	0.00%	1	16.67%
<b>Exempt</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>											
12/25/2020	86	39	45.35%	10	11.63%	24	27.91%	9	10.47%	0	0.00%
12/27/2019	98	49	50.00%	9	9.18%	26	26.53%	10	10.20%	0	0.00%
<b>Total:</b>											
12/25/2020	89	42	47.19%	10	11.24%	24	26.97%	9	10.11%	0	0.00%
12/27/2019	112	59	52.68%	10	8.93%	28	25.00%	10	8.93%	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

Communications Department


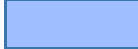

	Total	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Other/Two or more races	Female	Male	Non-Binary										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	12	6	50.00%	2	16.67%	3	25.00%	1	8.33%	0	0.00%	0	0.00%	0	0.00%	10	83.33%	2	16.67%	0	0.00%
12/27/2019	8	5	62.50%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	75.00%	2	25.00%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	13	7	53.85%	2	15.38%	3	23.08%	1	7.69%	0	0.00%	0	0.00%	0	0.00%	6	46.15%	7	53.85%	0	0.00%
12/27/2019	16	9	56.25%	3	18.75%	3	18.75%	1	6.25%	0	0.00%	0	0.00%	0	0.00%	9	56.25%	7	43.75%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%											
12/25/2020	4	1	25.00%	0	0.00%	2	50.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%
12/27/2019	5	2	40.00%	0	0.00%	2	40.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	2	40.00%	3	60.00%	0	0.00%
<b>Total:</b>																					
12/25/2020	29	14	48.28%	4	13.79%	8	27.59%	3	10.34%	0	0.00%	0	0.00%	0	0.00%	17	58.62%	12	41.38%	0	0.00%
12/27/2019	29	16	55.17%	4	13.79%	7	24.14%	2	6.90%	0	0.00%	0	0.00%	0	0.00%	17	58.62%	12	41.38%	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

Debt Management Department


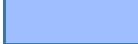

	Total	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Other/Two or more races	Female	Male	Non-Binary										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	8	3	37.50%	0	0.00%	1	12.50%	2	25.00%	0	0.00%	0	0.00%								
12/27/2019	10	5	50.00%	0	0.00%	1	10.00%	2	20.00%	0	0.00%	0	0.00%								
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	5	1	20.00%	0	0.00%	3	60.00%	0	0.00%	0	0.00%	1	20.00%	2	40.00%	3	60.00%	0	0.00%		
12/27/2019	6	1	16.67%	0	0.00%	3	50.00%	1	16.67%	0	0.00%	0	0.00%	1	16.67%	3	50.00%	3	50.00%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	2	0	0.00%	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
12/27/2019	2	0	0.00%	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
<b>Total:</b>																					
12/25/2020	15	4	26.67%	1	6.67%	4	26.67%	2	13.33%	1	6.67%	0	0.00%	3	20.00%	8	53.33%	7	46.67%	0	0.00%
12/27/2019	18	6	33.33%	1	5.56%	4	22.22%	3	16.67%	1	5.56%	0	0.00%	3	16.67%	9	50.00%	9	50.00%	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 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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	6	4	66.67%	0	0.00%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	0	0.00%		
12/27/2019	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%		
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	5	3	60.00%	1	20.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	80.00%	1	20.00%	0	0.00%
12/27/2019	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%		
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	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%
12/27/2019	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%		
<b>Total:</b>																					
12/25/2020	12	7	58.33%	1	8.33%	3	25.00%	1	8.33%	0	0.00%	0	0.00%	0	0.00%	9	75.00%	3	25.00%	0	0.00%
12/27/2019	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 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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	27	14	51.85%	1	3.70%	8	29.63%	4	14.81%	0	0.00%	0	0.00%	14	51.85%	13	48.15%	0	0.00%		
12/27/2019	24	12	50.00%	1	4.17%	7	29.17%	4	16.67%	0	0.00%	0	0.00%	14	58.33%	10	41.67%	0	0.00%		
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	62	20	32.26%	3	4.84%	16	25.81%	22	35.48%	0	0.00%	0	0.00%	1	1.61%	30	48.39%	32	51.61%	0	0.00%
12/27/2019	66	22	33.33%	5	7.58%	18	27.27%	20	30.30%	0	0.00%	0	0.00%	1	1.52%	32	48.48%	34	51.52%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	13	4	30.77%	3	23.08%	5	38.46%	0	0.00%	0	0.00%	0	0.00%	1	7.69%	12	92.31%	1	7.69%	0	0.00%
12/27/2019	14	4	28.57%	3	21.43%	6	42.86%	0	0.00%	0	0.00%	0	0.00%	1	7.14%	13	92.86%	1	7.14%	0	0.00%
<b>Total:</b>																					
12/25/2020	102	38	37.25%	7	6.86%	29	28.43%	26	25.49%	0	0.00%	0	0.00%	2	1.96%	56	54.90%	46	45.10%	0	0.00%
12/27/2019	104	38	36.54%	9	8.65%	31	29.81%	24	23.08%	0	0.00%	0	0.00%	2	1.92%	59	56.73%	45	43.27%	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

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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	50	31	62.00%	1	2.00%	5	10.00%	13	26.00%	0	0.00%	0	0.00%	0	0.00%	12	24.00%	38	76.00%	0	0.00%
12/27/2019	51	32	62.75%	0	0.00%	5	9.80%	13	25.49%	0	0.00%	0	0.00%	1	1.96%	17	33.33%	34	66.67%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	30	18	60.00%	2	6.67%	6	20.00%	4	13.33%	0	0.00%	0	0.00%	0	0.00%	11	36.67%	19	63.33%	0	0.00%
12/27/2019	23	15	65.22%	1	4.35%	4	17.39%	3	13.04%	0	0.00%	0	0.00%	0	0.00%	7	30.43%	16	69.57%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	4	1	25.00%	1	25.00%	1	25.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%
12/27/2019	4	2	50.00%	1	25.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.80%	37.90%	6.40%	0.50%	0.50%	1.70%	4.60%											
12/25/2020	24	8	33.33%	2	8.33%	12	50.00%	2	8.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	24	100.00%	0	0.00%
12/27/2019	27	9	33.33%	2	7.41%	13	48.15%	3	11.11%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	27	100.00%	0	0.00%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.10%	60.50%	3.50%	0.60%	0.90%	1.50%	10.60%											
12/25/2020	8	0	0.00%	0	0.00%	4	50.00%	3	37.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%	0	0.00%
12/27/2019	6	0	0.00%	0	0.00%	2	33.33%	3	50.00%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	6	100.00%	0	0.00%
<b>Total:</b>																					
12/25/2020	116	58	50.00%	6	5.17%	28	24.14%	23	19.83%	0	0.00%	1	0.86%	0	0.00%	27	23.28%	89	76.72%	0	0.00%
12/27/2019	111	58	52.25%	4	3.60%	25	22.52%	22	19.82%	0	0.00%	1	0.90%	1	0.90%	27	24.32%	84	75.68%	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 DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Department of Sustainability**

	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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
<b>12/25/2020</b>	<b>9</b>	4	44.44%	1	11.11%	2	22.22%	1	11.11%	0	0.00%	0	0.00%								
<b>12/27/2019</b>	<b>7</b>	5	71.43%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%								
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
<b>12/25/2020</b>	<b>16</b>	7	43.75%	2	12.50%	2	12.50%	3	18.75%	0	0.00%	0	0.00%	2	12.50%	10	62.50%	6	37.50%	0	0.00%
<b>12/27/2019</b>	<b>18</b>	7	38.89%	2	11.11%	3	16.67%	4	22.22%	0	0.00%	0	0.00%	2	11.11%	11	61.11%	7	38.89%	0	0.00%
<b>Total:</b>																					
<b>12/25/2020</b>	<b>25</b>	11	44.00%	3	12.00%	4	16.00%	4	16.00%	0	0.00%	0	0.00%	3	12.00%	15	60.00%	10	40.00%	0	0.00%
<b>12/27/2019</b>	<b>25</b>	12	48.00%	2	8.00%	5	20.00%	4	16.00%	0	0.00%	0	0.00%	2	8.00%	16	64.00%	9	36.00%	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 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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	25	17	68.00%	1	4.00%	3	12.00%	4	16.00%	0	0.00%	0	0.00%	0	0.00%	11	44.00%	14	56.00%	0	0.00%
12/27/2019	24	16	66.67%	1	4.17%	3	12.50%	4	16.67%	0	0.00%	0	0.00%	0	0.00%	13	54.17%	11	45.83%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	259	112	43.24%	10	3.86%	69	26.64%	54	20.85%	3	1.16%	1	0.39%	10	3.86%	107	41.31%	152	58.69%	0	0.00%
12/27/2019	247	110	44.53%	10	4.05%	69	27.94%	45	18.22%	3	1.21%	1	0.40%	9	3.64%	96	38.87%	151	61.13%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%											
12/25/2020	72	23	31.94%	13	18.06%	27	37.50%	7	9.72%	1	1.39%	1	1.39%	0	0.00%	32	44.44%	40	55.56%	0	0.00%
12/27/2019	69	24	34.78%	13	18.84%	22	31.88%	8	11.59%	1	1.45%	1	1.45%	0	0.00%	33	47.83%	36	52.17%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	60	14	23.33%	18	30.00%	20	33.33%	7	11.67%	0	0.00%	0	0.00%	1	1.67%	51	85.00%	9	15.00%	0	0.00%
12/27/2019	62	12	19.35%	17	27.42%	21	33.87%	9	14.52%	0	0.00%	0	0.00%	3	4.84%	55	88.71%	7	11.29%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.80%	37.90%	6.40%	0.50%	0.50%	1.70%	4.60%											
12/25/2020	87	56	64.37%	5	5.75%	21	24.14%	3	3.45%	0	0.00%	0	0.00%	2	2.30%	6	6.90%	81	93.10%	0	0.00%
12/27/2019	83	54	65.06%	5	6.02%	18	21.69%	3	3.61%	0	0.00%	0	0.00%	3	3.61%	3	3.61%	80	96.39%	0	0.00%
<b>Total:</b>																					
12/25/2020	503	222	44.14%	47	9.34%	140	27.83%	75	14.91%	4	0.80%	2	0.40%	13	2.58%	207	41.15%	296	58.85%	0	0.00%
12/27/2019	485	216	44.54%	46	9.48%	133	27.42%	69	14.23%	4	0.82%	2	0.41%	15	3.09%	200	41.24%	285	58.76%	0	0.00%

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

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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	23	10	43.48%	2	8.70%	9	39.13%	1	4.35%	0	0.00%	0	0.00%								
12/27/2019	24	13	54.17%	1	4.17%	8	33.33%	1	4.17%	0	0.00%	0	0.00%								
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	23	8	34.78%	5	21.74%	7	30.43%	2	8.70%	1	4.35%	0	0.00%	0	0.00%						
12/27/2019	23	10	43.48%	4	17.39%	6	26.09%	2	8.70%	1	4.35%	0	0.00%	0	0.00%						
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	3	0	0.00%	2	66.67%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%						
12/27/2019	2	0	0.00%	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%						
<b>Total:</b>																					
12/25/2020	49	18	36.73%	9	18.37%	16	32.65%	4	8.16%	1	2.04%	0	0.00%	1	2.04%	37	75.51%	12	24.49%	0	0.00%
12/27/2019	49	23	46.94%	6	12.24%	14	28.57%	4	8.16%	1	2.04%	0	0.00%	1	2.04%	34	69.39%	15	30.61%	0	0.00%




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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>						3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%									
12/25/2020	12	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	0	0.00%	1	8.33%	3	25.00%	9	75.00%	0	0.00%
12/27/2019	12	9	75.00%	0	0.00%	1	8.33%	1	8.33%	0	0.00%	0	0.00%	1	8.33%	4	33.33%	8	66.67%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>						3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%									
12/25/2020	89	42	47.19%	11	12.36%	22	24.72%	12	13.48%	1	1.12%	0	0.00%	1	1.12%	36	40.45%	53	59.55%	0	0.00%
12/27/2019	99	48	48.48%	15	15.15%	21	21.21%	13	13.13%	1	1.01%	0	0.00%	1	1.01%	43	43.43%	56	56.57%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>						4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%									
12/25/2020	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%
12/27/2019	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>						6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%									
12/25/2020	36	11	30.56%	8	22.22%	12	33.33%	2	5.56%	1	2.78%	0	0.00%	2	5.56%	27	75.00%	9	25.00%	0	0.00%
12/27/2019	37	11	29.73%	7	18.92%	14	37.84%	2	5.41%	1	2.70%	0	0.00%	2	5.41%	28	75.68%	9	24.32%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>						3.80%	37.90%	6.40%	0.50%	0.50%	1.70%	4.60%									
12/25/2020	26	12	46.15%	2	7.69%	10	38.46%	1	3.85%	0	0.00%	0	0.00%	1	3.85%	1	3.85%	25	96.15%	0	0.00%
12/27/2019	24	11	45.83%	4	16.67%	8	33.33%	0	0.00%	0	0.00%	0	0.00%	1	4.17%	1	4.17%	23	95.83%	0	0.00%
<b>Operatives</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>						5.60%	42.60%	13.70%	0.30%	0.70%	1.50%	26.40%									
12/25/2020	166	12	7.23%	67	40.36%	74	44.58%	6	3.61%	1	0.60%	1	0.60%	5	3.01%	4	2.41%	162	97.59%	0	0.00%
12/27/2019	168	12	7.14%	69	41.07%	74	44.05%	7	4.17%	1	0.60%	1	0.60%	4	2.38%	6	3.57%	162	96.43%	0	0.00%

 Indicates areas where County Labor Force Availability was not met  
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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>Laborers and Helpers</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.10%	60.50%	3.50%	0.60%	0.90%	1.50%	10.60%											
<b>12/25/2020</b>	<b>36</b>	14	38.89%	15	41.67%	5	13.89%	1	2.78%	0	0.00%	0	0.00%	2	5.56%	34	94.44%	0	0.00%		
<b>12/27/2019</b>	<b>39</b>	15	38.46%	14	35.90%	8	20.51%	1	2.56%	0	0.00%	0	0.00%	1	2.56%	2	5.13%	37	94.87%	0	0.00%
<b>Total:</b>																					
<b>12/25/2020</b>	<b>367</b>	102	27.79%	103	28.07%	125	34.06%	22	5.99%	3	0.82%	1	0.27%	11	3.00%	74	20.16%	293	79.84%	0	0.00%
<b>12/27/2019</b>	<b>380</b>	107	28.16%	109	28.68%	126	33.16%	24	6.32%	3	0.79%	1	0.26%	10	2.63%	84	22.11%	296	77.89%	0	0.00%




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CITY OF SAN DIEGO  
 CIVIL SERVICE COMMISSION  
 2020 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>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
<b>12/25/2020</b>	7	5	71.43%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	5	71.43%	2	28.57%	0	0.00%		
<b>12/27/2019</b>	5	3	60.00%	0	0.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	4	80.00%	1	20.00%	0	0.00%		
<b>Total:</b>																					
<b>12/25/2020</b>	7	5	71.43%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	71.43%	2	28.57%	0	0.00%
<b>12/27/2019</b>	5	3	60.00%	0	0.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	80.00%	1	20.00%	0	0.00%

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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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	17	13	76.47%	1	5.88%	1	5.88%	1	5.88%	0	0.00%	0	0.00%	1	5.88%	6	35.29%	11	64.71%	0	0.00%
12/27/2019	14	10	71.43%	1	7.14%	1	7.14%	1	7.14%	0	0.00%	0	0.00%	1	7.14%	6	42.86%	8	57.14%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	39	11	28.21%	4	10.26%	16	41.03%	8	20.51%	0	0.00%	0	0.00%	0	0.00%	28	71.79%	11	28.21%	0	0.00%
12/27/2019	36	13	36.11%	4	11.11%	12	33.33%	7	19.44%	0	0.00%	0	0.00%	0	0.00%	25	69.44%	11	30.56%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%											
12/25/2020	4	3	75.00%	0	0.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	2	50.00%	2	50.00%	0	0.00%
12/27/2019	5	4	80.00%	0	0.00%	0	0.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	2	40.00%	3	60.00%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	105	43	40.95%	13	12.38%	34	32.38%	7	6.67%	0	0.00%	1	0.95%	7	6.67%	67	63.81%	38	36.19%	0	0.00%
12/27/2019	92	37	40.22%	12	13.04%	31	33.70%	7	7.61%	0	0.00%	0	0.00%	5	5.43%	59	64.13%	33	35.87%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.80%	37.90%	6.40%	0.50%	0.50%	1.70%	4.60%											
12/25/2020	5	4	80.00%	0	0.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%
12/27/2019	4	3	75.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.60%	10.90%	2.20%	2.20%	0.00%	0.00%	0.60%											
12/25/2020	283	182	64.31%	14	4.95%	61	21.55%	24	8.48%	2	0.71%	0	0.00%	0	0.00%	9	3.18%	274	96.82%	0	0.00%
12/27/2019	273	175	64.10%	14	5.13%	57	20.88%	25	9.16%	2	0.73%	0	0.00%	0	0.00%	12	4.40%	261	95.60%	0	0.00%

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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2020 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>Fire Inspectors</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					10.90%		3.60%		5.50%		0.00%		0.00%		7.20%		20.00%				
12/25/2020	36	25	69.44%	3	8.33%	7	19.44%	1	2.78%	0	0.00%	0	0.00%	0	0.00%	5	13.89%	31	86.11%	0	0.00%
12/27/2019	31	20	64.52%	3	9.68%	7	22.58%	1	3.23%	0	0.00%	0	0.00%	0	0.00%	4	12.90%	27	87.10%	0	0.00%
<b>Fire Fighters</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					2.10%		23.10%		3.10%		0.40%		0.80%		2.00%		4.00%				
12/25/2020	628	421	67.04%	15	2.39%	129	20.54%	28	4.46%	4	0.64%	3	0.48%	28	4.46%	29	4.62%	599	95.38%	0	0.00%
12/27/2019	667	448	67.17%	18	2.70%	136	20.39%	31	4.65%	4	0.60%	2	0.30%	28	4.20%	30	4.50%	637	95.50%	0	0.00%
<b>Detectives and Criminal Investigators</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					10.00%		27.40%		3.00%		0.90%		0.00%		3.30%		27.70%				
12/25/2020	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%
12/27/2019	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>Lifeguards &amp; Other Prot Service Wrkrs</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					0.00%		19.20%		5.90%		2.80%		0.00%		1.40%		31.80%				
12/25/2020	373	303	81.23%	7	1.88%	41	10.99%	9	2.41%	2	0.54%	3	0.80%	8	2.14%	70	18.77%	303	81.23%	0	0.00%
12/27/2019	351	286	81.48%	6	1.71%	36	10.26%	8	2.28%	1	0.28%	3	0.85%	11	3.13%	60	17.09%	291	82.91%	0	0.00%
<b>Total:</b>																					
12/25/2020	1493	1007	67.45%	57	3.82%	291	19.49%	79	5.29%	8	0.54%	7	0.47%	44	2.95%	216	14.47%	1277	85.53%	0	0.00%
12/27/2019	1476	998	67.62%	58	3.93%	282	19.11%	81	5.49%	7	0.47%	5	0.34%	45	3.05%	198	13.41%	1278	86.59%	0	0.00%

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CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Fleet Operations 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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	4	2	50.00%	0	0.00%	1	25.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%		
12/27/2019	4	3	75.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%		
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	8	3	37.50%	0	0.00%	3	37.50%	2	25.00%	0	0.00%	0	0.00%	0	0.00%	4	50.00%	4	50.00%	0	0.00%
12/27/2019	10	3	30.00%	0	0.00%	4	40.00%	3	30.00%	0	0.00%	0	0.00%	0	0.00%	5	50.00%	5	50.00%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%											
12/25/2020	3	2	66.67%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%
12/27/2019	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>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	17	2	11.76%	1	5.88%	11	64.71%	1	5.88%	0	0.00%	1	5.88%	1	5.88%	4	23.53%	13	76.47%	0	0.00%
12/27/2019	15	3	20.00%	1	6.67%	10	66.67%	0	0.00%	0	0.00%	0	0.00%	1	6.67%	3	20.00%	12	80.00%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.80%	37.90%	6.40%	0.50%	0.50%	1.70%	4.60%											
12/25/2020	126	30	23.81%	9	7.14%	74	58.73%	11	8.73%	0	0.00%	1	0.79%	1	0.79%	1	0.79%	125	99.21%	0	0.00%
12/27/2019	126	37	29.37%	9	7.14%	67	53.17%	11	8.73%	1	0.79%	1	0.79%	0	0.00%	1	0.79%	125	99.21%	0	0.00%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.10%	60.50%	3.50%	0.60%	0.90%	1.50%	10.60%											
12/25/2020	24	9	37.50%	2	8.33%	9	37.50%	3	12.50%	0	0.00%	0	0.00%	1	4.17%	1	4.17%	23	95.83%	0	0.00%
12/27/2019	28	9	32.14%	2	7.14%	14	50.00%	2	7.14%	0	0.00%	0	0.00%	1	3.57%	1	3.57%	27	96.43%	0	0.00%
<b>Total:</b>																					
12/25/2020	182	48	26.37%	12	6.59%	99	54.40%	18	9.89%	0	0.00%	2	1.10%	3	1.65%	11	6.04%	171	93.96%	0	0.00%
12/27/2019	187	58	31.02%	12	6.42%	97	51.87%	16	8.56%	1	0.53%	1	0.53%	2	1.07%	11	5.88%	176	94.12%	0	0.00%

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

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Government Affairs Department**


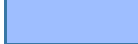

	Total	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Other/Two or more races	Female	Male	Non-Binary								
<b>Officials and Managers</b>																			
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%								
<b>12/25/2020</b>	5	2	40.00%	0	0.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%
<b>12/27/2019</b>	6	2	33.33%	0	0.00%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	4	66.67%	2	33.33%	0	0.00%
<b>Exempt</b>																			
<i>COUNTY LABOR FORCE AVAILABILITY</i>																			
<b>12/25/2020</b>	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%
<b>12/27/2019</b>	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
<b>Total:</b>																			
<b>12/25/2020</b>	6	2	33.33%	0	0.00%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	5	83.33%	0	0.00%
<b>12/27/2019</b>	7	3	42.86%	0	0.00%	4	57.14%	0	0.00%	0	0.00%	0	0.00%	4	57.14%	3	42.86%	0	0.00%

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

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Homelessness Strategies 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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%	
12/25/2020	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Professionals</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%	
12/25/2020	3	1	33.33%	0	0.00%	0	0.00%	0	0.00%	1	33.33%
12/27/2019	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>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%	
12/25/2020	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
12/27/2019	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total:</b>											
12/25/2020	7	4	57.14%	0	0.00%	1	14.29%	1	14.29%	0	0.00%
12/27/2019	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 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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	22	12	54.55%	3	13.64%	5	22.73%	2	9.09%	0	0.00%	0	0.00%	0	0.00%	15	68.18%	7	31.82%	0	0.00%
12/27/2019	21	10	47.62%	3	14.29%	5	23.81%	2	9.52%	0	0.00%	0	0.00%	1	4.76%	14	66.67%	7	33.33%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	7	2	28.57%	3	42.86%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	1	14.29%	4	57.14%	3	42.86%	0	0.00%
12/27/2019	10	5	50.00%	3	30.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	1	10.00%	7	70.00%	3	30.00%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	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%
12/27/2019	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>																					
12/25/2020	30	14	46.67%	6	20.00%	6	20.00%	3	10.00%	0	0.00%	0	0.00%	1	3.33%	20	66.67%	10	33.33%	0	0.00%
12/27/2019	32	15	46.88%	6	18.75%	6	18.75%	3	9.38%	0	0.00%	0	0.00%	2	6.25%	22	68.75%	10	31.25%	0	0.00%

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

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Library Department


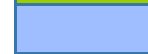

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.70%		15.70%		9.10%		0.30%		0.40%		1.90%		40.60%				
12/25/2020	5	1	20.00%	2	40.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	40.00%	3	60.00%	0	0.00%
12/27/2019	5	2	40.00%	2	40.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	60.00%	2	40.00%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.30%		13.70%		15.30%		0.30%		0.20%		2.20%		50.70%				
12/25/2020	268	130	48.51%	20	7.46%	45	16.79%	61	22.76%	2	0.75%	0	0.00%	10	3.73%	192	71.64%	76	28.36%	0	0.00%
12/27/2019	290	141	48.62%	26	8.97%	47	16.21%	65	22.41%	2	0.69%	0	0.00%	9	3.10%	205	70.69%	85	29.31%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.10%		27.70%		11.10%		0.30%		0.70%		2.70%		70.70%				
12/25/2020	295	105	35.59%	27	9.15%	77	26.10%	71	24.07%	2	0.68%	1	0.34%	12	4.07%	204	69.15%	91	30.85%	0	0.00%
12/27/2019	339	127	37.46%	31	9.14%	84	24.78%	79	23.30%	3	0.88%	1	0.29%	14	4.13%	233	68.73%	106	31.27%	0	0.00%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.10%		60.50%		3.50%		0.60%		0.90%		1.50%		10.60%				
12/25/2020	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%
12/27/2019	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>																					
12/25/2020	569	236	41.48%	49	8.61%	125	21.97%	132	23.20%	4	0.70%	1	0.18%	22	3.87%	398	69.95%	171	30.05%	0	0.00%
12/27/2019	635	270	42.52%	59	9.29%	133	20.94%	144	22.68%	5	0.79%	1	0.16%	23	3.62%	441	69.45%	194	30.55%	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

Mobility 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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%				
12/27/2019	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>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	7	3	42.86%	0	0.00%	3	42.86%	1	14.29%	0	0.00%	0	0.00%	0	0.00%	5	71.43%	2	28.57%	0	0.00%
12/27/2019	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>																					
12/25/2020	10	6	60.00%	0	0.00%	3	30.00%	1	10.00%	0	0.00%	0	0.00%	0	0.00%	7	70.00%	3	30.00%	0	0.00%
12/27/2019	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 DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of Boards and Commissions


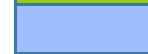

	Total	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Other/Two or more races	Female	Male	Non-Binary										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	4	0	0.00%	3	75.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%
12/27/2019	6	4	66.67%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	50.00%	3	50.00%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	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%
12/27/2019	5	2	40.00%	1	20.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	80.00%	1	20.00%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	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%
12/27/2019	2	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
<b>Total:</b>																					
12/25/2020	6	0	0.00%	5	83.33%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	50.00%	3	50.00%	0	0.00%
12/27/2019	13	7	53.85%	3	23.08%	3	23.08%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	69.23%	4	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 DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of the Assistant Chief Operating Officer


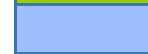

	Total	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Other/Two or more races	Female	Male	Non-Binary
<b>Officials and Managers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%	
12/25/2020	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%	1	50.00%
<b>Professionals</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%	
12/25/2020	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
12/27/2019	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
<b>Total:</b>											
12/25/2020	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
12/27/2019	3	2	66.67%	0	0.00%	1	33.33%	0	0.00%	2	66.67%

 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

Office of the Chief Financial Officer


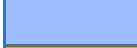

	Total	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Other/Two or more races	Female	Male	Non-Binary						
<b>Officials and Managers</b>																	
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%							
12/25/2020	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%		
12/27/2019	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%		
<b>Administrative Support Workers</b>																	
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%							
12/25/2020	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%		
12/27/2019	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%		
<b>Total:</b>																	
12/25/2020	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
12/27/2019	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	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 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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	6	5	83.33%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	3	50.00%	3	50.00%	0	0.00%		
12/27/2019	10	9	90.00%	1	10.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	40.00%	6	60.00%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%
12/27/2019	6	2	33.33%	0	0.00%	2	33.33%	1	16.67%	0	0.00%	0	0.00%	1	16.67%	4	66.67%	2	33.33%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	2	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
12/27/2019	6	3	50.00%	0	0.00%	2	33.33%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	0	0.00%
<b>Exempt</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>																					
12/25/2020	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%
12/27/2019	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
<b>Total:</b>																					
12/25/2020	13	10	76.92%	0	0.00%	2	15.38%	1	7.69%	0	0.00%	0	0.00%	0	0.00%	8	61.54%	5	38.46%	0	0.00%
12/27/2019	23	15	65.22%	1	4.35%	4	17.39%	2	8.70%	0	0.00%	0	0.00%	1	4.35%	14	60.87%	9	39.13%	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  
 2020 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>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
<b>12/25/2020</b>	<b>21</b>	11	52.38%	0	0.00%	5	23.81%	3	14.29%	0	0.00%	0	0.00%	2	9.52%	10	47.62%	11	52.38%	0	0.00%
<b>12/27/2019</b>	<b>18</b>	9	50.00%	0	0.00%	5	27.78%	3	16.67%	0	0.00%	0	0.00%	1	5.56%	8	44.44%	10	55.56%	0	0.00%
<b>Total:</b>																					
<b>12/25/2020</b>	<b>21</b>	11	52.38%	0	0.00%	5	23.81%	3	14.29%	0	0.00%	0	0.00%	2	9.52%	10	47.62%	11	52.38%	0	0.00%
<b>12/27/2019</b>	<b>18</b>	9	50.00%	0	0.00%	5	27.78%	3	16.67%	0	0.00%	0	0.00%	1	5.56%	8	44.44%	10	55.56%	0	0.00%


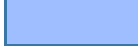

 Indicates areas where County Labor Force Availability was not met  
 Indicates areas where City Population Availability was not met  
 Indicates areas where both City Population and County Labor Force Availability was not met



CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of the City Clerk


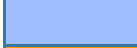

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.70%		15.70%		9.10%		0.30%		0.40%		1.90%		40.60%				
12/25/2020	4	1	25.00%	1	25.00%	1	25.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%
12/27/2019	4	1	25.00%	1	25.00%	1	25.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.30%		13.70%		15.30%		0.30%		0.20%		2.20%		50.70%				
12/25/2020	12	0	0.00%	3	25.00%	4	33.33%	5	41.67%	0	0.00%	0	0.00%	0	0.00%	10	83.33%	2	16.67%	0	0.00%
12/27/2019	13	0	0.00%	3	23.08%	5	38.46%	5	38.46%	0	0.00%	0	0.00%	0	0.00%	11	84.62%	2	15.38%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.10%		27.70%		11.10%		0.30%		0.70%		2.70%		70.70%				
12/25/2020	25	5	20.00%	6	24.00%	7	28.00%	4	16.00%	0	0.00%	0	0.00%	3	12.00%	21	84.00%	4	16.00%	0	0.00%
12/27/2019	26	6	23.08%	5	19.23%	8	30.77%	4	15.38%	0	0.00%	0	0.00%	3	11.54%	22	84.62%	4	15.38%	0	0.00%
<b>Exempt</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>																					
12/25/2020	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
12/27/2019	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
<b>Total:</b>																					
12/25/2020	42	7	16.67%	10	23.81%	12	28.57%	10	23.81%	0	0.00%	0	0.00%	3	7.14%	35	83.33%	7	16.67%	0	0.00%
12/27/2019	44	8	18.18%	9	20.45%	14	31.82%	10	22.73%	0	0.00%	0	0.00%	3	6.82%	37	84.09%	7	15.91%	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

Office of the City Treasurer


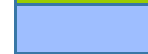

	Total	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Other/Two or more races	Female	Male	Non-Binary										
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	18	14	77.78%	1	5.56%	1	5.56%	2	11.11%	0	0.00%	0	0.00%	0	0.00%	13	72.22%	5	27.78%	0	0.00%
12/27/2019	16	12	75.00%	1	6.25%	1	6.25%	2	12.50%	0	0.00%	0	0.00%	0	0.00%	11	68.75%	5	31.25%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	62	16	25.81%	9	14.52%	30	48.39%	6	9.68%	0	0.00%	1	1.61%	0	0.00%	36	58.06%	26	41.94%	0	0.00%
12/27/2019	65	17	26.15%	11	16.92%	31	47.69%	5	7.69%	0	0.00%	1	1.54%	0	0.00%	37	56.92%	28	43.08%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	29	3	10.34%	3	10.34%	17	58.62%	4	13.79%	0	0.00%	1	3.45%	1	3.45%	23	79.31%	6	20.69%	0	0.00%
12/27/2019	28	3	10.71%	3	10.71%	17	60.71%	4	14.29%	0	0.00%	1	3.57%	0	0.00%	23	82.14%	5	17.86%	0	0.00%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.10%	60.50%	3.50%	0.60%	0.90%	1.50%	10.60%											
12/25/2020	11	6	54.55%	1	9.09%	3	27.27%	1	9.09%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%
12/27/2019	11	6	54.55%	1	9.09%	3	27.27%	1	9.09%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%
<b>Total:</b>																					
12/25/2020	120	39	32.50%	14	11.67%	51	42.50%	13	10.83%	0	0.00%	2	1.67%	1	0.83%	72	60.00%	48	40.00%	0	0.00%
12/27/2019	120	38	31.67%	16	13.33%	52	43.33%	12	10.00%	0	0.00%	2	1.67%	0	0.00%	71	59.17%	49	40.83%	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

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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%									
12/25/2020	9	7	77.78%	0	0.00%	0	0.00%	2	22.22%	0	0.00%	0	0.00%	4	44.44%	5	55.56%	0	0.00%
12/27/2019	8	6	75.00%	0	0.00%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	4	50.00%	4	50.00%	0	0.00%
<b>Exempt</b>																			
<i>COUNTY LABOR FORCE AVAILABILITY</i>																			
12/25/2020	1	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%
12/27/2019	1	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%
<b>Total:</b>																			
12/25/2020	10	7	70.00%	0	0.00%	1	10.00%	2	20.00%	0	0.00%	0	0.00%	5	50.00%	5	50.00%	0	0.00%
12/27/2019	9	6	66.67%	0	0.00%	1	11.11%	2	22.22%	0	0.00%	0	0.00%	5	55.56%	4	44.44%	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 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>					3.70%		15.70%		9.10%		0.30%		0.40%		1.90%		40.60%				
12/25/2020	4	1	25.00%	0	0.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	1	25.00%	2	50.00%	2	50.00%	0	0.00%
12/27/2019	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%
<b>Exempt</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>																					
12/25/2020	18	7	38.89%	2	11.11%	4	22.22%	3	16.67%	0	0.00%	0	0.00%	2	11.11%	10	55.56%	8	44.44%	0	0.00%
12/27/2019	18	8	44.44%	5	27.78%	4	22.22%	1	5.56%	0	0.00%	0	0.00%	0	0.00%	13	72.22%	5	27.78%	0	0.00%
<b>Total:</b>																					
12/25/2020	22	8	36.36%	2	9.09%	6	27.27%	3	13.64%	0	0.00%	0	0.00%	3	13.64%	12	54.55%	10	45.45%	0	0.00%
12/27/2019	21	11	52.38%	5	23.81%	4	19.05%	1	4.76%	0	0.00%	0	0.00%	0	0.00%	14	66.67%	7	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 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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	16	10	62.50%	1	6.25%	2	12.50%	2	12.50%	1	6.25%	0	0.00%	0	0.00%	7	43.75%	9	56.25%	0	0.00%
12/27/2019	15	10	66.67%	1	6.67%	2	13.33%	1	6.67%	1	6.67%	0	0.00%	0	0.00%	4	26.67%	11	73.33%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	90	44	48.89%	9	10.00%	22	24.44%	15	16.67%	0	0.00%	0	0.00%	0	0.00%	52	57.78%	38	42.22%	0	0.00%
12/27/2019	99	50	50.51%	9	9.09%	23	23.23%	15	15.15%	0	0.00%	0	0.00%	2	2.02%	57	57.58%	42	42.42%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%											
12/25/2020	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%
12/27/2019	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>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	50	27	54.00%	5	10.00%	13	26.00%	5	10.00%	0	0.00%	0	0.00%	0	0.00%	26	52.00%	24	48.00%	0	0.00%
12/27/2019	52	29	55.77%	6	11.54%	12	23.08%	5	9.62%	0	0.00%	0	0.00%	0	0.00%	24	46.15%	28	53.85%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.80%	37.90%	6.40%	0.50%	0.50%	1.70%	4.60%											
12/25/2020	32	2	6.25%	3	9.38%	22	68.75%	4	12.50%	0	0.00%	0	0.00%	1	3.13%	0	0.00%	32	100.00%	0	0.00%
12/27/2019	37	4	10.81%	4	10.81%	24	64.86%	4	10.81%	0	0.00%	0	0.00%	1	2.70%	1	2.70%	36	97.30%	0	0.00%
<b>Operatives</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				5.60%	42.60%	13.70%	0.30%	0.70%	1.50%	26.40%											
12/25/2020	20	4	20.00%	6	30.00%	7	35.00%	2	10.00%	1	5.00%	0	0.00%	0	0.00%	0	0.00%	20	100.00%	0	0.00%
12/27/2019	21	4	19.05%	6	28.57%	8	38.10%	2	9.52%	1	4.76%	0	0.00%	0	0.00%	0	0.00%	21	100.00%	0	0.00%

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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2020 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>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.10%		60.50%		3.50%		0.60%		0.90%		1.50%		10.60%				
12/25/2020	449	83	18.49%	69	15.37%	265	59.02%	23	5.12%	3	0.67%	3	0.67%	3	0.67%	66	14.70%	383	85.30%	0	0.00%
12/27/2019	441	83	18.82%	73	16.55%	250	56.69%	24	5.44%	4	0.91%	3	0.68%	4	0.91%	66	14.97%	375	85.03%	0	0.00%
<b>Lifeguards &amp; Other Prot Service Wrkrs</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					0.00%		19.20%		5.90%		2.80%		0.00%		1.40%		31.80%				
12/25/2020	176	82	46.59%	7	3.98%	64	36.36%	13	7.39%	1	0.57%	0	0.00%	9	5.11%	73	41.48%	103	58.52%	0	0.00%
12/27/2019	200	97	48.50%	5	2.50%	73	36.50%	13	6.50%	1	0.50%	1	0.50%	10	5.00%	86	43.00%	114	57.00%	0	0.00%
<b>Service Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					5.80%		41.50%		11.00%		0.40%		0.50%		2.30%		56.70%				
12/25/2020	456	109	23.90%	123	26.97%	151	33.11%	36	7.89%	1	0.22%	5	1.10%	31	6.80%	232	50.88%	224	49.12%	0	0.00%
12/27/2019	474	118	24.89%	129	27.22%	151	31.86%	42	8.86%	1	0.21%	4	0.84%	29	6.12%	244	51.48%	230	48.52%	0	0.00%
<b>Total:</b>																					
12/25/2020	1290	362	28.06%	223	17.29%	546	42.33%	100	7.75%	7	0.54%	8	0.62%	44	3.41%	456	35.35%	834	64.65%	0	0.00%
12/27/2019	1340	396	29.55%	233	17.39%	543	40.52%	106	7.91%	8	0.60%	8	0.60%	46	3.43%	482	35.97%	858	64.03%	0	0.00%

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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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	15	10	66.67%	2	13.33%	1	6.67%	2	13.33%	0	0.00%	0	0.00%	0	0.00%	5	33.33%	10	66.67%	0	0.00%
12/27/2019	13	11	84.62%	1	7.69%	1	7.69%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	38.46%	8	61.54%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	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%
12/27/2019	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
<b>Total:</b>																					
12/25/2020	15	10	66.67%	2	13.33%	1	6.67%	2	13.33%	0	0.00%	0	0.00%	0	0.00%	5	33.33%	10	66.67%	0	0.00%
12/27/2019	14	12	85.71%	1	7.14%	1	7.14%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	42.86%	8	57.14%	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**

**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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
<b>12/25/2020</b>	12	4	33.33%	3	25.00%	4	33.33%	1	8.33%	0	0.00%	0	0.00%	0	0.00%	8	66.67%	4	33.33%	0	0.00%
<b>12/27/2019</b>	12	4	33.33%	3	25.00%	4	33.33%	1	8.33%	0	0.00%	0	0.00%	0	0.00%	8	66.67%	4	33.33%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
<b>12/25/2020</b>	26	7	26.92%	4	15.38%	13	50.00%	2	7.69%	0	0.00%	0	0.00%	0	0.00%	17	65.38%	9	34.62%	0	0.00%
<b>12/27/2019</b>	29	8	27.59%	5	17.24%	14	48.28%	2	6.90%	0	0.00%	0	0.00%	0	0.00%	18	62.07%	11	37.93%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
<b>12/25/2020</b>	38	9	23.68%	3	7.89%	18	47.37%	4	10.53%	1	2.63%	0	0.00%	3	7.89%	31	81.58%	7	18.42%	0	0.00%
<b>12/27/2019</b>	42	10	23.81%	4	9.52%	18	42.86%	5	11.90%	1	2.38%	0	0.00%	4	9.52%	34	80.95%	8	19.05%	0	0.00%
<b>Total:</b>																					
<b>12/25/2020</b>	76	20	26.32%	10	13.16%	35	46.05%	7	9.21%	1	1.32%	0	0.00%	3	3.95%	56	73.68%	20	26.32%	0	0.00%
<b>12/27/2019</b>	83	22	26.51%	12	14.46%	36	43.37%	8	9.64%	1	1.20%	0	0.00%	4	4.82%	60	72.29%	23	27.71%	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 DEPARTMENT BY OCCUPATIONAL CATEGORY

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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	6	4	66.67%	0	0.00%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	1	16.67%	5	83.33%	0	0.00%		
12/27/2019	8	6	75.00%	0	0.00%	1	12.50%	1	12.50%	0	0.00%	0	0.00%	0	0.00%	3	37.50%	5	62.50%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	46	29	63.04%	2	4.35%	8	17.39%	5	10.87%	0	0.00%	0	0.00%	2	4.35%	26	56.52%	20	43.48%	0	0.00%
12/27/2019	57	34	59.65%	2	3.51%	12	21.05%	7	12.28%	0	0.00%	0	0.00%	2	3.51%	32	56.14%	25	43.86%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%											
12/25/2020	2	0	0.00%	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%
12/27/2019	2	0	0.00%	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	4	1	25.00%	2	50.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%
12/27/2019	3	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%
<b>Total:</b>																					
12/25/2020	58	34	58.62%	5	8.62%	10	17.24%	7	12.07%	0	0.00%	0	0.00%	2	3.45%	30	51.72%	28	48.28%	0	0.00%
12/27/2019	70	40	57.14%	5	7.14%	14	20.00%	9	12.86%	0	0.00%	0	0.00%	2	2.86%	37	52.86%	33	47.14%	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

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>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	21	14	66.67%	1	4.76%	4	19.05%	2	9.52%	0	0.00%	0	0.00%	10	47.62%	11	52.38%	0	0.00%		
12/27/2019	19	14	73.68%	1	5.26%	3	15.79%	1	5.26%	0	0.00%	0	0.00%	9	47.37%	10	52.63%	0	0.00%		
<b>Professionals</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	122	54	44.26%	6	4.92%	29	23.77%	29	23.77%	0	0.00%	0	0.00%	4	3.28%	75	61.48%	47	38.52%	0	0.00%
12/27/2019	130	63	48.46%	6	4.62%	29	22.31%	30	23.08%	0	0.00%	0	0.00%	2	1.54%	79	60.77%	51	39.23%	0	0.00%
<b>Technicians</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%											
12/25/2020	29	19	65.52%	1	3.45%	5	17.24%	2	6.90%	0	0.00%	0	0.00%	2	6.90%	17	58.62%	12	41.38%	0	0.00%
12/27/2019	35	19	54.29%	2	5.71%	7	20.00%	5	14.29%	0	0.00%	0	0.00%	2	5.71%	23	65.71%	12	34.29%	0	0.00%
<b>Administrative Support Workers</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	506	174	34.39%	63	12.45%	178	35.18%	64	12.65%	4	0.79%	6	1.19%	17	3.36%	325	64.23%	181	35.77%	0	0.00%
12/27/2019	514	178	34.63%	63	12.26%	181	35.21%	68	13.23%	5	0.97%	3	0.58%	16	3.11%	327	63.62%	187	36.38%	0	0.00%
<b>1ST-Line Supvs/Mgrs of Police &amp; Det</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				4.70%	20.50%	2.30%	0.00%	0.00%	0.40%	20.00%											
12/25/2020	345	223	64.64%	23	6.67%	62	17.97%	34	9.86%	3	0.87%	0	0.00%	0	0.00%	47	13.62%	298	86.38%	0	0.00%
12/27/2019	346	227	65.61%	24	6.94%	58	16.76%	34	9.83%	3	0.87%	0	0.00%	0	0.00%	48	13.87%	298	86.13%	0	0.00%
<b>Detectives and Criminal Investigators</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				10.00%	27.40%	3.00%	0.90%	0.00%	3.30%	27.70%											
12/25/2020	244	146	59.84%	12	4.92%	68	27.87%	18	7.38%	0	0.00%	0	0.00%	0	0.00%	77	31.56%	167	68.44%	0	0.00%
12/27/2019	242	148	61.16%	15	6.20%	64	26.45%	15	6.20%	0	0.00%	0	0.00%	0	0.00%	70	28.93%	172	71.07%	0	0.00%




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CITY OF SAN DIEGO  
 CIVIL SERVICE COMMISSION  
 2020 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Police Department (continued)


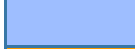

	Total	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Other/Two or more races	Female	Male	Non-Binary										
<b>Police Officers</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				4.40%	29.10%	5.60%	0.70%	0.60%	1.40%	16.90%											
<b>12/25/2020</b>	<b>1332</b>	741	55.63%	78	5.86%	373	28.00%	103	7.73%	3	0.23%	4	0.30%	30	2.25%	194	14.56%	1138	85.44%	0	0.00%
<b>12/27/2019</b>	<b>1317</b>	750	56.95%	79	6.00%	354	26.88%	106	8.05%	3	0.23%	3	0.23%	22	1.67%	203	15.41%	1114	84.59%	0	0.00%
<b>Total:</b>																					
<b>12/25/2020</b>	<b>2599</b>	1371	52.75%	184	7.08%	719	27.66%	252	9.70%	10	0.38%	10	0.38%	53	2.04%	745	28.66%	1854	71.34%	0	0.00%
<b>12/27/2019</b>	<b>2603</b>	1399	53.75%	190	7.30%	696	26.74%	259	9.95%	11	0.42%	6	0.23%	42	1.61%	759	29.16%	1844	70.84%	0	0.00%

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CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Public Utilities Department


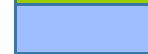

	Total	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Other/Two or more races	Female	Male	Non-Binary										
<b>Officials and Managers</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	35	26	74.29%	4	11.43%	2	5.71%	2	5.71%	0	0.00%	0	0.00%	1	2.86%	15	42.86%	20	57.14%	0	0.00%
12/27/2019	32	25	78.13%	4	12.50%	1	3.13%	2	6.25%	0	0.00%	0	0.00%	0	0.00%	13	40.63%	19	59.38%	0	0.00%
<b>Professionals</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	424	185	43.63%	46	10.85%	100	23.58%	80	18.87%	1	0.24%	0	0.00%	12	2.83%	204	48.11%	220	51.89%	0	0.00%
12/27/2019	456	193	42.32%	47	10.31%	117	25.66%	87	19.08%	1	0.22%	0	0.00%	11	2.41%	211	46.27%	245	53.73%	0	0.00%
<b>Technicians</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%											
12/25/2020	79	22	27.85%	12	15.19%	27	34.18%	15	18.99%	1	1.27%	0	0.00%	2	2.53%	21	26.58%	58	73.42%	0	0.00%
12/27/2019	86	26	30.23%	16	18.60%	30	34.88%	12	13.95%	1	1.16%	0	0.00%	1	1.16%	24	27.91%	62	72.09%	0	0.00%
<b>Administrative Support Workers</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	130	21	16.15%	46	35.38%	48	36.92%	7	5.38%	0	0.00%	2	1.54%	6	4.62%	103	79.23%	27	20.77%	0	0.00%
12/27/2019	135	21	15.56%	47	34.81%	50	37.04%	10	7.41%	0	0.00%	3	2.22%	4	2.96%	111	82.22%	24	17.78%	0	0.00%
<b>Craft Workers</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.80%	37.90%	6.40%	0.50%	0.50%	1.70%	4.60%											
12/25/2020	263	85	32.32%	63	23.95%	69	26.24%	36	13.69%	3	1.14%	1	0.38%	6	2.28%	24	9.13%	239	90.87%	0	0.00%
12/27/2019	245	78	31.84%	58	23.67%	65	26.53%	36	14.69%	3	1.22%	1	0.41%	4	1.63%	23	9.39%	222	90.61%	0	0.00%
<b>Operatives</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				5.60%	42.60%	13.70%	0.30%	0.70%	1.50%	26.40%											
12/25/2020	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%
12/27/2019	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%

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

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>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.10%	60.50%	3.50%	0.60%	0.90%	1.50%	10.60%											
<b>12/25/2020</b>	<b>452</b>	91	20.13%	147	32.52%	184	40.71%	19	4.20%	1	0.22%	7	1.55%	3	0.66%	47	10.40%	405	89.60%	0	0.00%
<b>12/27/2019</b>	<b>456</b>	91	19.96%	149	32.68%	183	40.13%	23	5.04%	1	0.22%	5	1.10%	4	0.88%	46	10.09%	410	89.91%	0	0.00%
<b>Lifeguards &amp; Other Prot Service Wrks</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				0.00%	19.20%	5.90%	2.80%	0.00%	1.40%	31.80%											
<b>12/25/2020</b>	<b>5</b>	4	80.00%	0	0.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%
<b>12/27/2019</b>	<b>5</b>	4	80.00%	0	0.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%
<b>Total:</b>																					
<b>12/25/2020</b>	<b>1394</b>	434	31.13%	322	23.10%	433	31.06%	159	11.41%	6	0.43%	10	0.72%	30	2.15%	414	29.70%	980	70.30%	0	0.00%
<b>12/27/2019</b>	<b>1421</b>	438	30.82%	325	22.87%	449	31.60%	170	11.96%	6	0.42%	9	0.63%	24	1.69%	428	30.12%	993	69.88%	0	0.00%

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

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Public Works Department - Engineering and Capital 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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%	
12/25/2020	18	11	61.11%	1	5.56%	5	27.78%	0	0.00%	0	0.00%
12/27/2019	19	10	52.63%	0	0.00%	6	31.58%	2	10.53%	0	0.00%
<b>Professionals</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%	
12/25/2020	536	229	42.72%	34	6.34%	131	24.44%	132	24.63%	4	0.75%
12/27/2019	539	234	43.41%	33	6.12%	128	23.75%	135	25.05%	4	0.74%
<b>Technicians</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%	
12/25/2020	95	51	53.68%	5	5.26%	22	23.16%	14	14.74%	0	0.00%
12/27/2019	106	57	53.77%	5	4.72%	23	21.70%	18	16.98%	0	0.00%
<b>Administrative Support Workers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%	
12/25/2020	14	1	7.14%	5	35.71%	5	35.71%	2	14.29%	1	7.14%
12/27/2019	15	2	13.33%	6	40.00%	4	26.67%	2	13.33%	1	6.67%
<b>Total:</b>											
12/25/2020	663	292	44.04%	45	6.79%	163	24.59%	148	22.32%	5	0.75%
12/27/2019	679	303	44.62%	44	6.48%	161	23.71%	157	23.12%	5	0.74%

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

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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	8	3	37.50%	1	12.50%	3	37.50%	1	12.50%	0	0.00%	0	0.00%	0	0.00%	3	37.50%	5	62.50%	0	0.00%
12/27/2019	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%	5	55.56%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	24	5	20.83%	4	16.67%	11	45.83%	2	8.33%	0	0.00%	0	0.00%	2	8.33%	15	62.50%	9	37.50%	0	0.00%
12/27/2019	25	6	24.00%	5	20.00%	10	40.00%	2	8.00%	0	0.00%	0	0.00%	2	8.00%	14	56.00%	11	44.00%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%											
12/25/2020	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
12/27/2019	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	20	2	10.00%	5	25.00%	8	40.00%	3	15.00%	1	5.00%	1	5.00%	0	0.00%	4	20.00%	16	80.00%	0	0.00%
12/27/2019	23	3	13.04%	6	26.09%	10	43.48%	2	8.70%	1	4.35%	1	4.35%	0	0.00%	7	30.43%	16	69.57%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.80%	37.90%	6.40%	0.50%	0.50%	1.70%	4.60%											
12/25/2020	5	3	60.00%	0	0.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%
12/27/2019	6	4	66.67%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%
<b>Total:</b>																					
12/25/2020	59	14	23.73%	10	16.95%	25	42.37%	6	10.17%	1	1.69%	1	1.69%	2	3.39%	24	40.68%	35	59.32%	0	0.00%
12/27/2019	65	18	27.69%	12	18.46%	26	40.00%	5	7.69%	1	1.54%	1	1.54%	2	3.08%	27	41.54%	38	58.46%	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

Real Estate Assets 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>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	10	7	70.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	6	60.00%	4	40.00%	0	0.00%				
12/27/2019	10	7	70.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	7	70.00%	3	30.00%	0	0.00%				
<b>Professionals</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	28	15	53.57%	2	7.14%	9	32.14%	2	7.14%	0	0.00%	0	0.00%	0	0.00%	16	57.14%	12	42.86%	0	0.00%
12/27/2019	37	18	48.65%	4	10.81%	8	21.62%	5	13.51%	0	0.00%	0	0.00%	2	5.41%	20	54.05%	17	45.95%	0	0.00%
<b>Technicians</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%											
12/25/2020	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%
12/27/2019	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>Administrative Support Workers</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	11	2	18.18%	2	18.18%	4	36.36%	2	18.18%	1	9.09%	0	0.00%	0	0.00%	9	81.82%	2	18.18%	0	0.00%
12/27/2019	12	2	16.67%	2	16.67%	4	33.33%	3	25.00%	1	8.33%	0	0.00%	0	0.00%	10	83.33%	2	16.67%	0	0.00%
<b>Craft Workers</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.80%	37.90%	6.40%	0.50%	0.50%	1.70%	4.60%											
12/25/2020	103	32	31.07%	12	11.65%	50	48.54%	3	2.91%	1	0.97%	1	0.97%	4	3.88%	3	2.91%	100	97.09%	0	0.00%
12/27/2019	116	38	32.76%	15	12.93%	52	44.83%	3	2.59%	2	1.72%	1	0.86%	5	4.31%	4	3.45%	112	96.55%	0	0.00%
<b>Laborers and Helpers</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.10%	60.50%	3.50%	0.60%	0.90%	1.50%	10.60%											
12/25/2020	35	9	25.71%	5	14.29%	17	48.57%	3	8.57%	0	0.00%	0	0.00%	1	2.86%	2	5.71%	33	94.29%	0	0.00%
12/27/2019	50	13	26.00%	9	18.00%	24	48.00%	3	6.00%	0	0.00%	0	0.00%	1	2.00%	3	6.00%	47	94.00%	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 DEPARTMENT BY OCCUPATIONAL CATEGORY

Real Estate Assets 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>Service Workers</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				5.80%	41.50%	11.00%	0.40%	0.50%	2.30%	56.70%											
<b>12/25/2020</b>	15	1	6.67%	5	33.33%	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>12/27/2019</b>	17	1	5.88%	6	35.29%	10	58.82%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	52.94%	8	47.06%	0	0.00%
<b>Total:</b>																					
<b>12/25/2020</b>	202	66	32.67%	27	13.37%	89	44.06%	12	5.94%	2	0.99%	1	0.50%	5	2.48%	46	22.77%	156	77.23%	0	0.00%
<b>12/27/2019</b>	243	79	32.51%	37	15.23%	100	41.15%	15	6.17%	3	1.23%	1	0.41%	8	3.29%	53	21.81%	190	78.19%	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

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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	16	9	56.25%	2	12.50%	4	25.00%	1	6.25%	0	0.00%	0	0.00%	0	0.00%	11	68.75%	5	31.25%	0	0.00%
12/27/2019	16	10	62.50%	1	6.25%	4	25.00%	1	6.25%	0	0.00%	0	0.00%	0	0.00%	9	56.25%	7	43.75%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	47	18	38.30%	6	12.77%	13	27.66%	8	17.02%	0	0.00%	0	0.00%	2	4.26%	31	65.96%	16	34.04%	0	0.00%
12/27/2019	46	18	39.13%	6	13.04%	13	28.26%	7	15.22%	0	0.00%	0	0.00%	2	4.35%	30	65.22%	16	34.78%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%											
12/25/2020	2	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
12/27/2019	2	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	15	1	6.67%	1	6.67%	10	66.67%	2	13.33%	0	0.00%	0	0.00%	1	6.67%	14	93.33%	1	6.67%	0	0.00%
12/27/2019	13	1	7.69%	1	7.69%	9	69.23%	1	7.69%	0	0.00%	0	0.00%	1	7.69%	12	92.31%	1	7.69%	0	0.00%
<b>Total:</b>																					
12/25/2020	80	29	36.25%	10	12.50%	27	33.75%	11	13.75%	0	0.00%	0	0.00%	3	3.75%	57	71.25%	23	28.75%	0	0.00%
12/27/2019	77	30	38.96%	9	11.69%	26	33.77%	9	11.69%	0	0.00%	0	0.00%	3	3.90%	52	67.53%	25	32.47%	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

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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%			
12/25/2020	19	13	68.42%	1	5.26%	1	5.26%	2	10.53%	0	0.00%	0	0.00%
12/27/2019	18	13	72.22%	0	0.00%	1	5.56%	2	11.11%	0	0.00%	0	0.00%
<b>Professionals</b>													
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%			
12/25/2020	15	5	33.33%	1	6.67%	7	46.67%	2	13.33%	0	0.00%	0	0.00%
12/27/2019	17	6	35.29%	1	5.88%	8	47.06%	2	11.76%	0	0.00%	0	0.00%
<b>Administrative Support Workers</b>													
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%			
12/25/2020	14	4	28.57%	2	14.29%	4	28.57%	3	21.43%	0	0.00%	0	0.00%
12/27/2019	14	4	28.57%	2	14.29%	4	28.57%	4	28.57%	0	0.00%	0	0.00%
<b>Total:</b>													
12/25/2020	48	22	45.83%	4	8.33%	12	25.00%	7	14.58%	0	0.00%	0	0.00%
12/27/2019	49	23	46.94%	3	6.12%	13	26.53%	8	16.33%	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 DEPARTMENT BY OCCUPATIONAL CATEGORY

Special Events




	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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%	
12/25/2020	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	3	1	33.33%	0	0.00%	1	33.33%	1	33.33%	0	0.00%
<b>Professionals</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%	
12/25/2020	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	2	1	50.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
<b>Administrative Support Workers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%	
12/25/2020	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
<b>Total:</b>											
12/25/2020	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	6	2	33.33%	1	16.67%	2	33.33%	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 DEPARTMENT BY OCCUPATIONAL CATEGORY

Special Projects


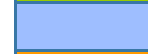

	Total	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Other/Two or more races	Female	Male	Non-Binary								
<b>Officials and Managers</b>																			
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%									
12/25/2020	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%				
12/27/2019	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%				
<b>Total:</b>																			
12/25/2020	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
12/27/2019	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%

 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

Stadium Operations

	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>											
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%	
<b>12/25/2020</b>	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>12/27/2019</b>	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total:</b>											
<b>12/25/2020</b>	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>12/27/2019</b>	2	2	100.00%	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 DEPARTMENT BY OCCUPATIONAL CATEGORY

Storm Water 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>					3.70%		15.70%		9.10%		0.30%		0.40%		1.90%		40.60%				
12/25/2020	5	3	60.00%	0	0.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	60.00%	2	40.00%	0	0.00%
12/27/2019	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>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.30%		13.70%		15.30%		0.30%		0.20%		2.20%		50.70%				
12/25/2020	66	33	50.00%	5	7.58%	12	18.18%	11	16.67%	0	0.00%	0	0.00%	5	7.58%	39	59.09%	27	40.91%	0	0.00%
12/27/2019	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>					6.10%		27.70%		11.10%		0.30%		0.70%		2.70%		70.70%				
12/25/2020	16	2	12.50%	6	37.50%	6	37.50%	1	6.25%	0	0.00%	0	0.00%	1	6.25%	10	62.50%	6	37.50%	0	0.00%
12/27/2019	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>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		37.90%		6.40%		0.50%		0.50%		1.70%		4.60%				
12/25/2020	23	2	8.70%	5	21.74%	14	60.87%	1	4.35%	0	0.00%	0	0.00%	1	4.35%	2	8.70%	21	91.30%	0	0.00%
12/27/2019	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>Operatives</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					5.60%		42.60%		13.70%		0.30%		0.70%		1.50%		26.40%				
12/25/2020	29	1	3.45%	12	41.38%	14	48.28%	2	6.90%	0	0.00%	0	0.00%	0	0.00%	4	13.79%	25	86.21%	0	0.00%
12/27/2019	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>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.10%		60.50%		3.50%		0.60%		0.90%		1.50%		10.60%				
12/25/2020	51	5	9.80%	15	29.41%	21	41.18%	6	11.76%	0	0.00%	1	1.96%	3	5.88%	2	3.92%	49	96.08%	0	0.00%
12/27/2019	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>																					
12/25/2020	190	46	24.21%	43	22.63%	69	36.32%	21	11.05%	0	0.00%	1	0.53%	10	5.26%	60	31.58%	130	68.42%	0	0.00%
12/27/2019	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 DEPARTMENT BY OCCUPATIONAL CATEGORY

Transportation and Storm Water 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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%	
12/25/2020	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	14	10	71.43%	0	0.00%	3	21.43%	1	7.14%	0	0.00%
<b>Professionals</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%	
12/25/2020	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	204	86	42.16%	10	4.90%	51	25.00%	47	23.04%	0	0.00%
<b>Technicians</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%	
12/25/2020	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	4	2	50.00%	1	25.00%	0	0.00%	1	25.00%	0	0.00%
<b>Administrative Support Workers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%	
12/25/2020	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	49	8	16.33%	12	24.49%	22	44.90%	6	12.24%	0	0.00%
<b>Craft Workers</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.80%	37.90%	6.40%	0.50%	0.50%	1.70%	4.60%	
12/25/2020	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	93	19	20.43%	13	13.98%	53	56.99%	7	7.53%	0	0.00%
<b>Operatives</b>											
<i>COUNTY LABOR FORCE AVAILABILITY</i>				5.60%	42.60%	13.70%	0.30%	0.70%	1.50%	26.40%	
12/25/2020	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
12/27/2019	72	6	8.33%	25	34.72%	35	48.61%	3	4.17%	1	1.39%




 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

Transportation and Storm Water 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>Laborers and Helpers</b>											
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.10%	60.50%	3.50%	0.60%	0.90%	1.50%	10.60%	
<b>12/25/2020</b>	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>12/27/2019</b>	165	14	8.48%	50	30.30%	82	49.70%	10	6.06%	0	0.00%
<b>Total:</b>											
<b>12/25/2020</b>	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>12/27/2019</b>	601	145	24.13%	111	18.47%	246	40.93%	75	12.48%	1	0.17%

 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

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>				3.70%	15.70%	9.10%	0.30%	0.40%	1.90%	40.60%											
12/25/2020	12	10	83.33%	0	0.00%	1	8.33%	1	8.33%	0	0.00%	0	0.00%	0	0.00%	1	8.33%	11	91.67%	0	0.00%
12/27/2019	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>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.30%	13.70%	15.30%	0.30%	0.20%	2.20%	50.70%											
12/25/2020	122	51	41.80%	4	3.28%	32	26.23%	30	24.59%	0	0.00%	0	0.00%	5	4.10%	43	35.25%	79	64.75%	0	0.00%
12/27/2019	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>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				4.90%	17.50%	21.50%	0.20%	0.70%	2.80%	47.10%											
12/25/2020	4	2	50.00%	1	25.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	2	50.00%	2	50.00%	0	0.00%
12/27/2019	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>				6.10%	27.70%	11.10%	0.30%	0.70%	2.70%	70.70%											
12/25/2020	27	3	11.11%	4	14.81%	15	55.56%	5	18.52%	0	0.00%	0	0.00%	0	0.00%	23	85.19%	4	14.81%	0	0.00%
12/27/2019	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>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				3.80%	37.90%	6.40%	0.50%	0.50%	1.70%	4.60%											
12/25/2020	75	16	21.33%	10	13.33%	41	54.67%	7	9.33%	0	0.00%	0	0.00%	1	1.33%	1	1.33%	74	98.67%	0	0.00%
12/27/2019	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>Operatives</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>				5.60%	42.60%	13.70%	0.30%	0.70%	1.50%	26.40%											
12/25/2020	34	3	8.82%	9	26.47%	18	52.94%	1	2.94%	1	2.94%	0	0.00%	2	5.88%	1	2.94%	33	97.06%	0	0.00%
12/27/2019	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 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>Laborers and Helpers</b>																					
<b>COUNTY LABOR FORCE AVAILABILITY</b>				3.10%	60.50%	3.50%	0.60%	0.90%	1.50%	10.60%											
<b>12/25/2020</b>	111	9	8.11%	35	31.53%	58	52.25%	3	2.70%	0	0.00%	3	2.70%	3	2.70%	12	10.81%	99	89.19%	0	0.00%
<b>12/27/2019</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>12/25/2020</b>	385	94	24.42%	63	16.36%	165	42.86%	48	12.47%	1	0.26%	3	0.78%	11	2.86%	83	21.56%	302	78.44%	0	0.00%
<b>12/27/2019</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

**HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS  
12/29/2018 through 12/27/2019**

**Attachment A**

**FIRE-RESCUE**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races	
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>															
Hired	1	0	0.0%	0	0.0%	1	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (into category)	25	22	88.0	0	0.0%	1	4.0	2	8.0	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	2	1	50.0	0	0.0%	1	50.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	16	11	68.8	1	6.3	4	25.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Detectives and Criminal Investigators</b>															
Hired	2	1	50.0	0	0.0%	1	50.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Fire Fighters</b>															
Demoted (into category)	7	4	57.1	0	0.0%	2	28.6	0	0.0%	1	14.3	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	101	61	60.4	2	2.0	30	29.7	2	2.0	0	0.0%	1	1.0	5	5.0
Promoted (within category)	139	92	66.2	2	1.4	36	25.9	5	3.6	1	0.7	0	0.0%	3	2.2
Separated	41	24	58.5	1	2.4	9	22.0	4	9.8	0	0.0%	0	0.0%	3	7.3
<b>Fire Inspectors</b>															
Hired	1	1	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (into category)	1	1	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	1	1	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Lifeguards &amp; Other Prot Service Wrkrs</b>															
Demoted (into category)	1	1	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hired	43	31	72.1	0	0.0%	5	11.6	2	4.7	0	0.0%	1	2.3	4	9.3
Promoted (within category)	11	8	72.7	0	0.0%	2	18.2	1	9.1	0	0.0%	0	0.0%	0	0.0%
Separated	44	30	68.2	1	2.3	5	11.4	1	2.3	0	0.0%	1	2.3	6	13.6
<b>Police Officers</b>															
Separated	1	0	0.0%	0	0.0%	1	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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.

**HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS  
12/28/2019 through 12/25/2020**

**Attachment A**

**FIRE-RESCUE**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races	
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>															
Promoted (into category)	21	13	61.9	1	4.8	6	28.6	1	4.8	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	6	5	83.3	0	0.0%	1	16.7	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	10	5	50.0	1	10.0	2	20.0	2	20.0	0	0.0%	0	0.0%	0	0.0%
<b>Fire Fighters</b>															
Demoted (into category)	1	1	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hired	28	14	50.0	1	3.6	10	35.7	1	3.6	0	0.0%	1	3.6	1	3.6
Promoted (into category)	3	3	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	83	48	57.8	3	3.6	24	28.9	2	2.4	0	0.0%	1	1.2	5	6.0
Separated	43	26	60.5	3	7.0	10	23.3	3	7.0	0	0.0%	0	0.0%	1	2.3
<b>Fire Inspectors</b>															
Demoted (into category)	2	2	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (into category)	2	2	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	3	2	66.7	0	0.0%	1	33.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Lifeguards &amp; Other Prot Service Wrkrs</b>															
Demoted (within category)	1	1	100.00	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hired	51	40	78.4	1	2.0	6	11.8	2	3.9	1	2.0	0	0.0%	1	2.0
Promoted (into category)	1	1	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	14	11	78.6	2	14.3	0	0.0%	1	7.1	0	0.0%	0	0.0%	0	0.0%
Separated	27	22	81.5	0	0.0%	1	3.7	0	0.0%	0	0.0%	0	0.0%	4	14.8
<b>Officials and Managers</b>															
Promoted (into category)	1	1	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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.

**HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS**  
12/29/2018 through 12/27/2019

**Attachment B**

**POLICE**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races	
<b>1ST-Line Supvs/Mgrs of Police &amp; Det</b>															
Promoted (into category)	30	23	76.7	1	3.3	4	13.3	2	6.7	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	13	6	46.2	2	15.4	4	30.8	1	7.7	0	0.0%	0	0.0%	0	0.0%
Separated	28	24	85.7	0	0.0%	3	10.7	1	3.6	0	0.0%	0	0.0%	0	0.0%
<b>Detectives and Criminal Investigators</b>															
Hired	1	0	0.0%	0	0.0%	1	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (into category)	30	17	56.7	1	3.3	8	26.7	4	13.3	0	0.0%	0	0.0%	0	0.0%
Separated	16	14	87.5	0	0.0%	2	12.5	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Lifeguards &amp; Other Prot Service Wrkrs</b>															
Demoted (into category)	1	1	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Officials and Managers</b>															
Promoted (into category)	1	0	0.0%	0	0.0%	1	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	1	1	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Police Officers</b>															
Hired	195	101	51.8	8	4.1	60	30.8	10	5.1	0	0.0%	3	1.5	13	6.7
Promoted (into category)	5	1	20.0	1	20.0	2	40.0	1	20.0	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	164	75	45.7	7	4.3	57	34.8	12	7.3	0	0.0%	2	1.2	11	6.7
Separated	101	57	56.4	6	5.9	30	29.7	5	5.0	1	1.0	1	1.0	1	1.0

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.

**HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS**  
12/28/2019 through 12/25/2020

**Attachment B**

**POLICE**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races	
<b>1ST-Line Supvs/Mgrs of Police &amp; Det</b>															
Promoted (into category)	32	23	71.9	1	3.1	7	21.9	1	3.1	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	18	8	44.4	3	16.7	5	27.8	2	11.1	0	0.0%	0	0.0%	0	0.0%
Separated	33	27	81.8	2	6.1	3	9.1	1	3.0	0	0.0%	0	0.0%	0	0.0%
<b>Detectives and Criminal Investigators</b>															
Hired	2	2	100.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (into category)	35	20	57.1	1	2.9	10	28.6	4	11.4	0	0.0%	0	0.0%	0	0.0%
Separated	24	18	75.0	4	16.7	2	8.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Police Officers</b>															
Hired	162	79	48.8	13	8.0	52	32.1	7	4.3	0	0.0%	1	0.6	10	6.2
Promoted (into category)	7	3	42.9	1	14.3	2	28.6	0	0.0%	0	0.0%	0	0.0%	1	14.3
Promoted (within category)	172	97	56.4	6	3.5	52	30.2	10	5.8	0	0.0%	1	0.6	6	3.5
Separated	85	50	58.8	10	11.8	16	18.8	6	7.1	0	0.0%	0	0.0%	3	3.5

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.