

# **City of San Diego**

## **CIVIL SERVICE COMMISSION**

### **Personnel Department**



## **EQUAL EMPLOYMENT OPPORTUNITY**

### **ANNUAL REPORT**

**2022**

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 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, Office Support Specialist, and their supervisors.

**CRAFT WORKERS**

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

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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 FIGHTING AND PREVENTION WORKERS**

- Fire Engineer, Fire Fighter III, Fire Fighter II, Fire Fighter I, Fire Recruit, Fire Prevention Inspector II, and Fire Prevention Inspector I

► **Police**

- **FIRST-LINE SUPERVISORS/MANAGERS OF LAW ENFORCEMENT WORKERS**

- Assistant Police Chief, Police Captain, Police Lieutenant, Police Sergeant

- **DETECTIVES AND CRIMINAL INVESTIGATORS**

- Police Detective

- **POLICE OFFICERS**

- Police Officer III, Police Officer II, Police Officer I, Police Recruit



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► **Other Safety**

- **OTHER PROTECTIVE SERVICE WORKERS**

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

**SERVICE WORKERS**

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

**EXEMPT**

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

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

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

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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>	6.5%	30.1%	16.7%	0.4%	0.4%	5.2%	49.5%

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

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

	Female		Male		Non-Binary		Total	
<b>White</b>								
12/24/2021	1568	13.95%	3281	29.18%	2	0.02%	4851	43.15%
12/23/2022	1604	13.70%	3264	27.89%	8	0.07%	4876	41.66%
<b>Black or African American</b>								
12/24/2021	432	3.84%	844	7.51%	0	0.00%	1276	11.35%
12/23/2022	433	3.70%	861	7.36%	2	0.02%	1296	11.07%
<b>Hispanic or Latino</b>								
12/24/2021	1082	9.62%	2350	20.90%	1	0.01%	3433	30.53%
12/23/2022	1176	10.05%	2557	21.85%	4	0.03%	3737	31.93%
<b>Asian</b>								
12/24/2021	503	4.47%	756	6.72%	0	0.00%	1259	11.20%
12/23/2022	519	4.43%	779	6.66%	2	0.02%	1300	11.11%
<b>American Indian or Alaska Native</b>								
12/24/2021	23	0.20%	28	0.25%	0	0.00%	51	0.45%
12/23/2022	20	0.17%	32	0.27%	0	0.00%	52	0.44%
<b>Native Hawaiian or Other Pacific Islander</b>								
12/24/2021	14	0.12%	41	0.36%	0	0.00%	55	0.49%
12/23/2022	18	0.15%	50	0.43%	0	0.00%	68	0.58%
<b>Other/Two or more races</b>								
12/24/2021	120	1.07%	196	1.74%	2	0.02%	318	2.83%
12/23/2022	145	1.24%	227	1.94%	4	0.03%	376	3.21%
<b>Non-White</b>								
12/24/2021	2174	19.34%	4215	37.49%	3	0.03%	6392	56.85%
12/23/2022	2311	19.74%	4506	38.50%	12	0.10%	6829	58.34%
<b>Total Employees:</b>								
12/24/2021	3742	33.28%	7496	66.67%	5	0.04%	11243	100%
12/23/2022	3915	33.45%	7770	66.38%	20	0.17%	11705	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>																					
12/24/2021	529	319	60.30%	33	6.24%	89	16.82%	67	12.67%	1	0.19%	0	0.00%	20	3.78%	271	51.23%	257	48.58%	1	0.19%
12/23/2022	601	352	58.57%	39	6.49%	107	17.80%	85	14.14%	0	0.00%	0	0.00%	18	3.00%	313	52.08%	287	47.75%	1	0.17%
<b>Professionals</b>																					
12/24/2021	2605	1110	42.61%	210	8.06%	665	25.53%	536	20.58%	10	0.38%	3	0.12%	71	2.73%	1295	49.71%	1308	50.21%	2	0.08%
12/23/2022	2802	1160	41.40%	222	7.92%	772	27.55%	541	19.31%	12	0.43%	6	0.21%	89	3.18%	1402	50.04%	1391	49.64%	9	0.32%
<b>Technicians</b>																					
12/24/2021	312	131	41.99%	32	10.26%	97	31.09%	36	11.54%	2	0.64%	1	0.32%	13	4.17%	96	30.77%	216	69.23%	0	0.00%
12/23/2022	330	135	40.91%	38	11.52%	105	31.82%	37	11.21%	2	0.61%	1	0.30%	12	3.64%	102	30.91%	228	69.09%	0	0.00%
<b>Administrative Support Workers</b>																					
12/24/2021	1423	441	30.99%	218	15.32%	498	35.00%	192	13.49%	13	0.91%	15	1.05%	46	3.23%	1001	70.34%	422	29.66%	0	0.00%
12/23/2022	1442	452	31.35%	206	14.29%	503	34.88%	196	13.59%	11	0.76%	20	1.39%	54	3.74%	977	67.75%	458	31.76%	7	0.49%
<b>Craft Workers</b>																					
12/24/2021	774	245	31.65%	112	14.47%	334	43.15%	62	8.01%	2	0.26%	3	0.39%	16	2.07%	38	4.91%	736	95.09%	0	0.00%
12/23/2022	786	244	31.04%	111	14.12%	354	45.04%	54	6.87%	2	0.25%	3	0.38%	18	2.29%	38	4.83%	748	95.17%	0	0.00%
<b>Operatives</b>																					
12/24/2021	266	23	8.65%	96	36.09%	122	45.86%	11	4.14%	4	1.50%	4	1.50%	6	2.26%	9	3.38%	257	96.62%	0	0.00%
12/23/2022	326	23	7.06%	103	31.60%	171	52.45%	10	3.07%	5	1.53%	3	0.92%	11	3.37%	11	3.37%	315	96.63%	0	0.00%
<b>Laborers and Helpers</b>																					
12/24/2021	1151	210	18.25%	275	23.89%	574	49.87%	59	5.13%	3	0.26%	14	1.22%	16	1.39%	131	11.38%	1020	88.62%	0	0.00%
12/23/2022	1196	191	15.97%	271	22.66%	630	52.68%	60	5.02%	4	0.33%	16	1.34%	24	2.01%	126	10.54%	1070	89.46%	0	0.00%
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>																					
12/24/2021	262	170	64.89%	13	4.96%	55	20.99%	22	8.40%	1	0.38%	0	0.00%	1	0.38%	7	2.67%	255	97.33%	0	0.00%
12/23/2022	268	175	65.30%	10	3.73%	60	22.39%	21	7.84%	1	0.37%	0	0.00%	1	0.37%	5	1.87%	263	98.13%	0	0.00%

	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>1ST-Line Supvs/Mgrs of Law Enforce Wrkrs</b>																					
12/24/2021	366	237	64.75%	26	7.10%	64	17.49%	35	9.56%	4	1.09%	0	0.00%	0	0.00%	46	12.57%	320	87.43%	0	0.00%
12/23/2022	346	223	64.45%	26	7.51%	58	16.76%	36	10.40%	3	0.87%	0	0.00%	0	0.00%	42	12.14%	304	87.86%	0	0.00%
<b>Detectives and Criminal Investigators</b>																					
12/24/2021	251	149	59.36%	9	3.59%	75	29.88%	18	7.17%	0	0.00%	0	0.00%	0	0.00%	76	30.28%	175	69.72%	0	0.00%
12/23/2022	221	134	60.63%	8	3.62%	67	30.32%	12	5.43%	0	0.00%	0	0.00%	0	0.00%	69	31.22%	152	68.78%	0	0.00%
<b>Police Officers</b>																					
12/24/2021	1331	689	51.77%	83	6.24%	404	30.35%	112	8.41%	2	0.15%	5	0.38%	36	2.70%	197	14.80%	1134	85.20%	0	0.00%
12/23/2022	1316	639	48.56%	90	6.84%	427	32.45%	116	8.81%	2	0.15%	6	0.46%	36	2.74%	209	15.88%	1107	84.12%	0	0.00%
<b>Other Prot Service Wrkrs</b>																					
12/24/2021	565	386	68.32%	16	2.83%	115	20.35%	19	3.36%	3	0.53%	3	0.53%	23	4.07%	153	27.08%	412	72.92%	0	0.00%
12/23/2022	585	406	69.40%	11	1.88%	106	18.12%	28	4.79%	4	0.68%	3	0.51%	27	4.62%	164	28.03%	420	71.79%	1	0.17%
<b>Service Workers</b>																					
12/24/2021	423	102	24.11%	116	27.42%	144	34.04%	29	6.86%	1	0.24%	4	0.95%	27	6.38%	213	50.35%	209	49.41%	1	0.24%
12/23/2022	473	121	25.58%	118	24.95%	161	34.04%	31	6.55%	1	0.21%	5	1.06%	36	7.61%	232	49.05%	240	50.74%	1	0.21%
<b>Exempt</b>																					
12/24/2021	286	179	62.59%	17	5.94%	50	17.48%	30	10.49%	1	0.35%	0	0.00%	9	3.15%	165	57.69%	120	41.96%	1	0.35%
12/23/2022	294	180	61.22%	19	6.46%	50	17.01%	34	11.56%	1	0.34%	0	0.00%	10	3.40%	169	57.48%	124	42.18%	1	0.34%
<b>Firefighting &amp; Prevention Wrkrs</b>																					
12/24/2021	699	460	65.81%	20	2.86%	147	21.03%	31	4.43%	4	0.57%	3	0.43%	34	4.86%	44	6.29%	655	93.71%	0	0.00%
12/23/2022	719	441	61.34%	24	3.34%	166	23.09%	39	5.42%	4	0.56%	5	0.70%	40	5.56%	56	7.79%	663	92.21%	0	0.00%
<b>Total:</b>																					
12/24/2021	11243	4851	43.15%	1276	11.35%	3433	30.53%	1259	11.20%	51	0.45%	55	0.49%	318	2.83%	3742	33.28%	7496	66.67%	5	0.04%
12/23/2022	11705	4876	41.66%	1296	11.07%	3737	31.93%	1300	11.11%	52	0.44%	68	0.58%	376	3.21%	3915	33.45%	7770	66.38%	20	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

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**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**City Attorney's Office**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	8	4	50.00%	1	12.50%	2	25.00%	1	12.50%	0	0.00%	0	0.00%	0	0.00%	5	62.50%	3	37.50%	0	0.00%
12/23/2022	9	4	44.44%	1	11.11%	2	22.22%	1	11.11%	0	0.00%	0	0.00%	1	11.11%	5	55.56%	4	44.44%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	65	35	53.85%	6	9.23%	16	24.62%	7	10.77%	0	0.00%	0	0.00%	1	1.54%	30	46.15%	35	53.85%	0	0.00%
12/23/2022	75	37	49.33%	6	8.00%	23	30.67%	8	10.67%	0	0.00%	0	0.00%	1	1.33%	35	46.67%	40	53.33%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	128	48	37.50%	18	14.06%	49	38.28%	10	7.81%	0	0.00%	1	0.78%	2	1.56%	114	89.06%	14	10.94%	0	0.00%
12/23/2022	124	48	38.71%	13	10.48%	48	38.71%	10	8.06%	0	0.00%	1	0.81%	4	3.23%	110	88.71%	14	11.29%	0	0.00%
<b>Exempt</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>																					
12/24/2021	177	131	74.01%	6	3.39%	17	9.60%	20	11.30%	1	0.56%	0	0.00%	2	1.13%	109	61.58%	68	38.42%	0	0.00%
12/23/2022	188	138	73.40%	6	3.19%	19	10.11%	21	11.17%	1	0.53%	0	0.00%	3	1.60%	113	60.11%	75	39.89%	0	0.00%
<b>Total:</b>																					
12/24/2021	378	218	57.67%	31	8.20%	84	22.22%	38	10.05%	1	0.26%	1	0.26%	5	1.32%	258	68.25%	120	31.75%	0	0.00%
12/23/2022	396	227	57.32%	26	6.57%	92	23.23%	40	10.10%	1	0.25%	1	0.25%	9	2.27%	263	66.41%	133	33.59%	0	0.00%

 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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**City Council**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	3	2	66.67%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
12/23/2022	6	4	66.67%	0	0.00%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	2	33.33%	4	66.67%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	4	2	50.00%	0	0.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	50.00%	1	25.00%	1	25.00%
12/23/2022	5	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	60.00%	2	40.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	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%
12/23/2022	3	1	33.33%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
Exempt																					
COUNTY LABOR FORCE AVAILABILITY																					
12/24/2021	88	41	46.59%	9	10.23%	26	29.55%	7	7.95%	0	0.00%	0	0.00%	5	5.68%	46	52.27%	41	46.59%	1	1.14%
12/23/2022	86	35	40.70%	11	12.79%	26	30.23%	9	10.47%	0	0.00%	0	0.00%	5	5.81%	46	53.49%	39	45.35%	1	1.16%
Total:																					
12/24/2021	96	46	47.92%	9	9.38%	28	29.17%	8	8.33%	0	0.00%	0	0.00%	5	5.21%	48	50.00%	46	47.92%	2	2.08%
12/23/2022	100	40	40.00%	11	11.00%	34	34.00%	10	10.00%	0	0.00%	0	0.00%	5	5.00%	51	51.00%	48	48.00%	1	1.00%

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**  
**2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Commission on Police Practices**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	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%
12/23/2022	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
12/23/2022	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	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%
12/23/2022	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
<b>Total:</b>																					
12/24/2021	3	0	0.00%	1	33.33%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%
12/23/2022	3	0	0.00%	1	33.33%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%

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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Communications Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	14	7	50.00%	2	14.29%	4	28.57%	1	7.14%	0	0.00%	0	0.00%	0	0.00%	11	78.57%	3	21.43%	0	0.00%
12/23/2022	14	6	42.86%	2	14.29%	5	35.71%	1	7.14%	0	0.00%	0	0.00%	0	0.00%	11	78.57%	3	21.43%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	14	7	50.00%	2	14.29%	3	21.43%	2	14.29%	0	0.00%	0	0.00%	0	0.00%	8	57.14%	6	42.86%	0	0.00%
12/23/2022	14	7	50.00%	2	14.29%	3	21.43%	2	14.29%	0	0.00%	0	0.00%	0	0.00%	8	57.14%	6	42.86%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/24/2021	5	3	60.00%	0	0.00%	1	20.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%
12/23/2022	8	4	50.00%	0	0.00%	3	37.50%	1	12.50%	0	0.00%	0	0.00%	0	0.00%	4	50.00%	4	50.00%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/24/2021	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%
12/23/2022	2	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%
Total:																					
12/24/2021	33	17	51.52%	4	12.12%	8	24.24%	4	12.12%	0	0.00%	0	0.00%	0	0.00%	20	60.61%	13	39.39%	0	0.00%
12/23/2022	38	17	44.74%	4	10.53%	13	34.21%	4	10.53%	0	0.00%	0	0.00%	0	0.00%	23	60.53%	15	39.47%	0	0.00%

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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Compliance Department**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	6	5	83.33%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	0	0.00%
12/23/2022	9	7	77.78%	1	11.11%	1	11.11%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	88.89%	1	11.11%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	18	7	38.89%	1	5.56%	8	44.44%	2	11.11%	0	0.00%	0	0.00%	0	0.00%	11	61.11%	7	38.89%	0	0.00%
12/23/2022	17	6	35.29%	2	11.76%	7	41.18%	2	11.76%	0	0.00%	0	0.00%	0	0.00%	8	47.06%	9	52.94%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/24/2021	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%
12/23/2022	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
<b>Total:</b>																					
12/24/2021	26	13	50.00%	2	7.69%	9	34.62%	2	7.69%	0	0.00%	0	0.00%	0	0.00%	17	65.38%	9	34.62%	0	0.00%
12/23/2022	27	13	48.15%	4	14.81%	8	29.63%	2	7.41%	0	0.00%	0	0.00%	0	0.00%	17	62.96%	10	37.04%	0	0.00%

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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

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	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	8	3	37.50%	0	0.00%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	2	25.00%	6	75.00%	2	25.00%	0	0.00%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	6	0	0.00%	0	0.00%	5	83.33%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	2	33.33%	4	66.67%	0	0.00%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total:																					
12/24/2021	14	3	21.43%	0	0.00%	5	35.71%	3	21.43%	0	0.00%	0	0.00%	3	21.43%	8	57.14%	6	42.86%	0	0.00%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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Indicates areas where City Population Availability was not met

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

CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Department of Cultural Affairs

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%
12/23/2022	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	50.00%	2	50.00%	0	0.00%
12/23/2022	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%
Total:																					
12/24/2021	7	7	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	57.14%	3	42.86%	0	0.00%
12/23/2022	6	6	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	50.00%	3	50.00%	0	0.00%

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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Department of Finance**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	27	13	48.15%	1	3.70%	8	29.63%	5	18.52%	0	0.00%	0	0.00%	0	0.00%	13	48.15%	14	51.85%	0	0.00%
12/23/2022	35	18	51.43%	1	2.86%	7	20.00%	7	20.00%	0	0.00%	0	0.00%	2	5.71%	16	45.71%	19	54.29%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	60	19	31.67%	2	3.33%	17	28.33%	20	33.33%	0	0.00%	0	0.00%	2	3.33%	31	51.67%	29	48.33%	0	0.00%
12/23/2022	78	22	28.21%	2	2.56%	27	34.62%	24	30.77%	0	0.00%	0	0.00%	3	3.85%	43	55.13%	35	44.87%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	11	3	27.27%	3	27.27%	5	45.45%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	81.82%	2	18.18%	0	0.00%
12/23/2022	12	3	25.00%	3	25.00%	5	41.67%	1	8.33%	0	0.00%	0	0.00%	0	0.00%	10	83.33%	2	16.67%	0	0.00%
<b>Total:</b>																					
12/24/2021	98	35	35.71%	6	6.12%	30	30.61%	25	25.51%	0	0.00%	0	0.00%	2	2.04%	53	54.08%	45	45.92%	0	0.00%
12/23/2022	125	43	34.40%	6	4.80%	39	31.20%	32	25.60%	0	0.00%	0	0.00%	5	4.00%	69	55.20%	56	44.80%	0	0.00%




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

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Department of General Services**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	6	2	33.33%	1	16.67%	1	16.67%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	2	33.33%	4	66.67%	0	0.00%
12/23/2022	6	2	33.33%	1	16.67%	1	16.67%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	5	83.33%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	18	7	38.89%	2	11.11%	5	27.78%	4	22.22%	0	0.00%	0	0.00%	0	0.00%	8	44.44%	10	55.56%	0	0.00%
12/23/2022	17	6	35.29%	4	23.53%	2	11.76%	5	29.41%	0	0.00%	0	0.00%	0	0.00%	7	41.18%	10	58.82%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/24/2021	4	2	50.00%	0	0.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%
12/23/2022	3	1	33.33%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	18	1	5.56%	2	11.11%	13	72.22%	1	5.56%	0	0.00%	1	5.56%	0	0.00%	6	33.33%	12	66.67%	0	0.00%
12/23/2022	18	2	11.11%	2	11.11%	11	61.11%	1	5.56%	0	0.00%	1	5.56%	1	5.56%	7	38.89%	11	61.11%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/24/2021	224	59	26.34%	16	7.14%	128	57.14%	14	6.25%	0	0.00%	2	0.89%	5	2.23%	3	1.34%	221	98.66%	0	0.00%
12/23/2022	225	59	26.22%	17	7.56%	131	58.22%	11	4.89%	0	0.00%	2	0.89%	5	2.22%	2	0.89%	223	99.11%	0	0.00%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/24/2021	51	12	23.53%	6	11.76%	26	50.98%	6	11.76%	0	0.00%	0	0.00%	1	1.96%	3	5.88%	48	94.12%	0	0.00%
12/23/2022	37	6	16.22%	5	13.51%	20	54.05%	5	13.51%	0	0.00%	0	0.00%	1	2.70%	2	5.41%	35	94.59%	0	0.00%

 Indicates areas where County Labor Force Availability was not met  
 Indicates areas where City Population Availability was not met  
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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Department of General Services (continued)

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Service Workers																					
COUNTY LABOR FORCE AVAILABILITY					5.40%		45.20%		11.20%		0.30%		0.40%		2.90%		54.20%				
12/24/2021	16	1	6.25%	7	43.75%	7	43.75%	1	6.25%	0	0.00%	0	0.00%	0	0.00%	9	56.25%	7	43.75%	0	0.00%
12/23/2022	13	0	0.00%	6	46.15%	6	46.15%	1	7.69%	0	0.00%	0	0.00%	0	0.00%	8	61.54%	5	38.46%	0	0.00%
Total:																					
12/24/2021	337	84	24.93%	34	10.09%	182	54.01%	28	8.31%	0	0.00%	3	0.89%	6	1.78%	32	9.50%	305	90.50%	0	0.00%
12/23/2022	319	76	23.82%	35	10.97%	173	54.23%	25	7.84%	0	0.00%	3	0.94%	7	2.19%	27	8.46%	292	91.54%	0	0.00%

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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Department of Information Technology

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	47	26	55.32%	0	0.00%	5	10.64%	15	31.91%	0	0.00%	0	0.00%	1	2.13%	12	25.53%	35	74.47%	0	0.00%
12/23/2022	50	25	50.00%	1	2.00%	7	14.00%	16	32.00%	0	0.00%	0	0.00%	1	2.00%	15	30.00%	35	70.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	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%
12/23/2022	31	17	54.84%	2	6.45%	3	9.68%	9	29.03%	0	0.00%	0	0.00%	0	0.00%	13	41.94%	18	58.06%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	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%
12/23/2022	7	1	14.29%	1	14.29%	1	14.29%	3	42.86%	0	0.00%	0	0.00%	1	14.29%	4	57.14%	3	42.86%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/24/2021	22	8	36.36%	1	4.55%	11	50.00%	2	9.09%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	22	100.00%	0	0.00%
12/23/2022	21	7	33.33%	1	4.76%	11	52.38%	2	9.52%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	21	100.00%	0	0.00%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/24/2021	7	0	0.00%	0	0.00%	3	42.86%	3	42.86%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100.00%	0	0.00%
12/23/2022	8	0	0.00%	0	0.00%	3	37.50%	4	50.00%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%	0	0.00%
Total:																					
12/24/2021	110	53	48.18%	4	3.64%	26	23.64%	25	22.73%	0	0.00%	1	0.91%	1	0.91%	27	24.55%	83	75.45%	0	0.00%
12/23/2022	117	50	42.74%	5	4.27%	25	21.37%	34	29.06%	0	0.00%	1	0.85%	2	1.71%	32	27.35%	85	72.65%	0	0.00%

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

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Department of Real Estate and Airport Management**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	9	8	88.89%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	55.56%	4	44.44%	0	0.00%
12/23/2022	11	8	72.73%	0	0.00%	3	27.27%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	54.55%	5	45.45%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	21	12	57.14%	2	9.52%	6	28.57%	1	4.76%	0	0.00%	0	0.00%	0	0.00%	15	71.43%	6	28.57%	0	0.00%
12/23/2022	19	8	42.11%	2	10.53%	7	36.84%	1	5.26%	0	0.00%	0	0.00%	1	5.26%	12	63.16%	7	36.84%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	7	2	28.57%	2	28.57%	1	14.29%	1	14.29%	1	14.29%	0	0.00%	0	0.00%	6	85.71%	1	14.29%	0	0.00%
12/23/2022	6	1	16.67%	2	33.33%	1	16.67%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/24/2021	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
12/23/2022	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/24/2021	9	6	66.67%	0	0.00%	3	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100.00%	0	0.00%
12/23/2022	7	3	42.86%	0	0.00%	3	42.86%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	1	14.29%	6	85.71%	0	0.00%
<b>Total:</b>																					
12/24/2021	47	28	59.57%	5	10.64%	11	23.40%	2	4.26%	1	2.13%	0	0.00%	0	0.00%	26	55.32%	21	44.68%	0	0.00%
12/23/2022	44	20	45.45%	5	11.36%	14	31.82%	2	4.55%	1	2.27%	0	0.00%	2	4.55%	24	54.55%	20	45.45%	0	0.00%

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**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Department of Sustainability and Mobility**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	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%
12/23/2022	16	9	56.25%	0	0.00%	4	25.00%	2	12.50%	0	0.00%	0	0.00%	1	6.25%	12	75.00%	4	25.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	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%
12/23/2022	33	11	33.33%	1	3.03%	10	30.30%	10	30.30%	0	0.00%	0	0.00%	1	3.03%	18	54.55%	15	45.45%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	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%
12/23/2022	3	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%
Total:																					
12/24/2021	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%
12/23/2022	52	20	38.46%	1	1.92%	16	30.77%	13	25.00%	0	0.00%	0	0.00%	2	3.85%	32	61.54%	20	38.46%	0	0.00%

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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Development Services Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	33	23	69.70%	1	3.03%	3	9.09%	6	18.18%	0	0.00%	0	0.00%	0	0.00%	15	45.45%	18	54.55%	0	0.00%
12/23/2022	40	25	62.50%	3	7.50%	4	10.00%	8	20.00%	0	0.00%	0	0.00%	0	0.00%	21	52.50%	19	47.50%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	270	113	41.85%	15	5.56%	72	26.67%	55	20.37%	3	1.11%	1	0.37%	11	4.07%	111	41.11%	159	58.89%	0	0.00%
12/23/2022	304	131	43.09%	20	6.58%	75	24.67%	61	20.07%	3	0.99%	2	0.66%	12	3.95%	123	40.46%	181	59.54%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/24/2021	76	24	31.58%	11	14.47%	32	42.11%	6	7.89%	1	1.32%	1	1.32%	1	1.32%	33	43.42%	43	56.58%	0	0.00%
12/23/2022	94	33	35.11%	12	12.77%	39	41.49%	7	7.45%	1	1.06%	1	1.06%	1	1.06%	37	39.36%	57	60.64%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	58	14	24.14%	17	29.31%	20	34.48%	6	10.34%	0	0.00%	0	0.00%	1	1.72%	48	82.76%	10	17.24%	0	0.00%
12/23/2022	44	10	22.73%	12	27.27%	15	34.09%	6	13.64%	0	0.00%	1	2.27%	0	0.00%	36	81.82%	8	18.18%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/24/2021	80	53	66.25%	4	5.00%	19	23.75%	2	2.50%	0	0.00%	0	0.00%	2	2.50%	6	7.50%	74	92.50%	0	0.00%
12/23/2022	87	55	63.22%	4	4.60%	23	26.44%	3	3.45%	0	0.00%	0	0.00%	2	2.30%	7	8.05%	80	91.95%	0	0.00%
Total:																					
12/24/2021	517	227	43.91%	48	9.28%	146	28.24%	75	14.51%	4	0.77%	2	0.39%	15	2.90%	213	41.20%	304	58.80%	0	0.00%
12/23/2022	569	254	44.64%	51	8.96%	156	27.42%	85	14.94%	4	0.70%	4	0.70%	15	2.64%	224	39.37%	345	60.63%	0	0.00%

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CITY OF SAN DIEGO

CIVIL SERVICE COMMISSION

2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Economic Development Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	24	9	37.50%	3	12.50%	8	33.33%	3	12.50%	0	0.00%	0	0.00%	1	4.17%	20	83.33%	4	16.67%	0	0.00%
12/23/2022	26	11	42.31%	3	11.54%	8	30.77%	4	15.38%	0	0.00%	0	0.00%	0	0.00%	22	84.62%	4	15.38%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	22	7	31.82%	5	22.73%	6	27.27%	3	13.64%	1	4.55%	0	0.00%	0	0.00%	14	63.64%	8	36.36%	0	0.00%
12/23/2022	20	6	30.00%	5	25.00%	7	35.00%	1	5.00%	1	5.00%	0	0.00%	0	0.00%	16	80.00%	4	20.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	3	0	0.00%	2	66.67%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%
12/23/2022	2	0	0.00%	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
Total:																					
12/24/2021	49	16	32.65%	10	20.41%	14	28.57%	7	14.29%	1	2.04%	0	0.00%	1	2.04%	37	75.51%	12	24.49%	0	0.00%
12/23/2022	48	17	35.42%	9	18.75%	15	31.25%	6	12.50%	1	2.08%	0	0.00%	0	0.00%	40	83.33%	8	16.67%	0	0.00%

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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Environmental Services Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	10	7	70.00%	0	0.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	1	10.00%	2	20.00%	8	80.00%	0	0.00%
12/23/2022	14	10	71.43%	0	0.00%	2	14.29%	2	14.29%	0	0.00%	0	0.00%	0	0.00%	5	35.71%	9	64.29%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	95	43	45.26%	13	13.68%	23	24.21%	12	12.63%	1	1.05%	0	0.00%	3	3.16%	39	41.05%	56	58.95%	0	0.00%
12/23/2022	111	47	42.34%	14	12.61%	29	26.13%	13	11.71%	1	0.90%	0	0.00%	7	6.31%	41	36.94%	69	62.16%	1	0.90%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/24/2021	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%
12/23/2022	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	37	12	32.43%	7	18.92%	12	32.43%	3	8.11%	1	2.70%	0	0.00%	2	5.41%	29	78.38%	8	21.62%	0	0.00%
12/23/2022	40	11	27.50%	8	20.00%	14	35.00%	4	10.00%	1	2.50%	0	0.00%	2	5.00%	29	72.50%	11	27.50%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/24/2021	31	15	48.39%	2	6.45%	11	35.48%	1	3.23%	0	0.00%	0	0.00%	2	6.45%	1	3.23%	30	96.77%	0	0.00%
12/23/2022	30	14	46.67%	2	6.67%	11	36.67%	1	3.33%	0	0.00%	0	0.00%	2	6.67%	1	3.33%	29	96.67%	0	0.00%



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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Environmental Services Department (continued)

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Operatives																					
COUNTY LABOR FORCE AVAILABILITY					5.90%		42.20%		12.90%		0.50%		0.70%		3.10%		23.40%				
12/24/2021	169	14	8.28%	64	37.87%	76	44.97%	6	3.55%	1	0.59%	4	2.37%	4	2.37%	4	2.37%	165	97.63%	0	0.00%
12/23/2022	225	14	6.22%	74	32.89%	118	52.44%	5	2.22%	1	0.44%	3	1.33%	10	4.44%	7	3.11%	218	96.89%	0	0.00%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/24/2021	31	9	29.03%	12	38.71%	10	32.26%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	12.90%	27	87.10%	0	0.00%
12/23/2022	38	9	23.68%	10	26.32%	17	44.74%	1	2.63%	0	0.00%	1	2.63%	0	0.00%	4	10.53%	34	89.47%	0	0.00%
Total:																					
12/24/2021	375	101	26.93%	98	26.13%	134	35.73%	23	6.13%	3	0.80%	4	1.07%	12	3.20%	80	21.33%	295	78.67%	0	0.00%
12/23/2022	460	106	23.04%	108	23.48%	192	41.74%	26	5.65%	3	0.65%	4	0.87%	21	4.57%	88	19.13%	371	80.65%	1	0.22%

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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Ethics Commission

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	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%
12/23/2022	6	4	66.67%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	0	0.00%
Total:																					
12/24/2021	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%
12/23/2022	6	4	66.67%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	0	0.00%

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


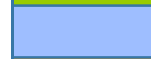



CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Fire-Rescue Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	16	13	81.25%	1	6.25%	0	0.00%	1	6.25%	0	0.00%	0	0.00%	1	6.25%	6	37.50%	10	62.50%	0	0.00%
12/23/2022	16	12	75.00%	1	6.25%	0	0.00%	2	12.50%	0	0.00%	0	0.00%	1	6.25%	6	37.50%	10	62.50%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	38	11	28.95%	3	7.89%	15	39.47%	9	23.68%	0	0.00%	0	0.00%	0	0.00%	25	65.79%	13	34.21%	0	0.00%
12/23/2022	42	11	26.19%	4	9.52%	20	47.62%	6	14.29%	0	0.00%	0	0.00%	1	2.38%	31	73.81%	11	26.19%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/24/2021	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%
12/23/2022	3	2	66.67%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	106	47	44.34%	11	10.38%	34	32.08%	8	7.55%	0	0.00%	1	0.94%	5	4.72%	64	60.38%	42	39.62%	0	0.00%
12/23/2022	117	56	47.86%	7	5.98%	40	34.19%	6	5.13%	0	0.00%	2	1.71%	6	5.13%	69	58.97%	47	40.17%	1	0.85%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/24/2021	6	5	83.33%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%
12/23/2022	6	5	83.33%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%




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 Indicates areas where City Population Availability was not met  
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**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Fire-Rescue Department (continued)**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					0.80%		6.70%		7.60%		0.80%		0.00%		0.00%		4.80%				
<b>12/24/2021</b>	<b>262</b>	170	64.89%	13	4.96%	55	20.99%	22	8.40%	1	0.38%	0	0.00%	1	0.38%	7	2.67%	255	97.33%	0	0.00%
<b>12/23/2022</b>	<b>268</b>	175	65.30%	10	3.73%	60	22.39%	21	7.84%	1	0.37%	0	0.00%	1	0.37%	5	1.87%	263	98.13%	0	0.00%
<b>Detectives and Criminal Investigators</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.90%		29.50%		4.90%		0.00%		0.70%		1.40%		24.30%				
<b>12/24/2021</b>	<b>3</b>	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>12/23/2022</b>	<b>3</b>	2	66.67%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
<b>Other Prot Service Wrks</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>																					
<b>12/24/2021</b>	<b>361</b>	292	80.89%	8	2.22%	38	10.53%	6	1.66%	2	0.55%	3	0.83%	12	3.32%	73	20.22%	288	79.78%	0	0.00%
<b>12/23/2022</b>	<b>372</b>	306	82.26%	6	1.61%	33	8.87%	9	2.42%	3	0.81%	3	0.81%	12	3.23%	81	21.77%	290	77.96%	1	0.27%
<b>Firefighting &amp; Prevention Wrks</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					1.90%		22.40%		0.10%		0.30%		0.10%		3.40%		6.30%				
<b>12/24/2021</b>	<b>699</b>	460	65.81%	20	2.86%	147	21.03%	31	4.43%	4	0.57%	3	0.43%	34	4.86%	44	6.29%	655	93.71%	0	0.00%
<b>12/23/2022</b>	<b>719</b>	441	61.34%	24	3.34%	166	23.09%	39	5.42%	4	0.56%	5	0.70%	40	5.56%	56	7.79%	663	92.21%	0	0.00%
<b>Total:</b>																					
<b>12/24/2021</b>	<b>1495</b>	<b>1003</b>	<b>67.09%</b>	<b>56</b>	<b>3.75%</b>	<b>291</b>	<b>19.46%</b>	<b>78</b>	<b>5.22%</b>	<b>7</b>	<b>0.47%</b>	<b>7</b>	<b>0.47%</b>	<b>53</b>	<b>3.55%</b>	<b>221</b>	<b>14.78%</b>	<b>1274</b>	<b>85.22%</b>	<b>0</b>	<b>0.00%</b>
<b>12/23/2022</b>	<b>1546</b>	<b>1010</b>	<b>65.33%</b>	<b>52</b>	<b>3.36%</b>	<b>321</b>	<b>20.76%</b>	<b>84</b>	<b>5.43%</b>	<b>8</b>	<b>0.52%</b>	<b>10</b>	<b>0.65%</b>	<b>61</b>	<b>3.95%</b>	<b>249</b>	<b>16.11%</b>	<b>1295</b>	<b>83.76%</b>	<b>2</b>	<b>0.13%</b>

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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Government Affairs Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	6	5	83.33%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	50.00%	3	50.00%	0	0.00%
12/23/2022	6	5	83.33%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	33.33%	4	66.67%	0	0.00%
Exempt																					
COUNTY LABOR FORCE AVAILABILITY																					
12/24/2021	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%
12/23/2022	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Total:																					
12/24/2021	7	5	71.43%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	42.86%	4	57.14%	0	0.00%
12/23/2022	7	5	71.43%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	28.57%	5	71.43%	0	0.00%

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CITY OF SAN DIEGO

CIVIL SERVICE COMMISSION

2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Homelessness Strategies and Solutions Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	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%
12/23/2022	10	5	50.00%	2	20.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	1	10.00%	7	70.00%	3	30.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	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%
12/23/2022	2	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	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%
12/23/2022	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1	100.00%	0	0.00%
Total:																					
12/24/2021	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%
12/23/2022	13	5	38.46%	3	23.08%	2	15.38%	1	7.69%	0	0.00%	0	0.00%	2	15.38%	8	61.54%	5	38.46%	0	0.00%

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

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	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	6	3	50.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	4	66.67%	2	33.33%	0	0.00%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	3	1	33.33%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	1	33.33%	2	66.67%	1	33.33%	0	0.00%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	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%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total:																					
12/24/2021	10	4	40.00%	2	20.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	2	20.00%	6	60.00%	4	40.00%	0	0.00%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Human Resources Department**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	26	15	57.69%	3	11.54%	4	15.38%	2	7.69%	0	0.00%	0	0.00%	2	7.69%	19	73.08%	7	26.92%	0	0.00%
12/23/2022	28	16	57.14%	4	14.29%	4	14.29%	3	10.71%	0	0.00%	0	0.00%	1	3.57%	21	75.00%	7	25.00%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	13	1	7.69%	3	23.08%	4	30.77%	4	30.77%	0	0.00%	0	0.00%	1	7.69%	9	69.23%	4	30.77%	0	0.00%
12/23/2022	12	3	25.00%	1	8.33%	6	50.00%	2	16.67%	0	0.00%	0	0.00%	0	0.00%	8	66.67%	4	33.33%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	5	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	3	60.00%	2	40.00%	0	0.00%
12/23/2022	7	3	42.86%	0	0.00%	2	28.57%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	6	85.71%	1	14.29%	0	0.00%
<b>Total:</b>																					
12/24/2021	44	17	38.64%	6	13.64%	9	20.45%	9	20.45%	0	0.00%	0	0.00%	3	6.82%	31	70.45%	13	29.55%	0	0.00%
12/23/2022	47	22	46.81%	5	10.64%	12	25.53%	7	14.89%	0	0.00%	0	0.00%	1	2.13%	35	74.47%	12	25.53%	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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Library Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	5	2	40.00%	1	20.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	3	60.00%	1	20.00%
12/23/2022	7	3	42.86%	1	14.29%	3	42.86%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	42.86%	3	42.86%	1	14.29%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	283	131	46.29%	21	7.42%	57	20.14%	63	22.26%	2	0.71%	0	0.00%	9	3.18%	204	72.08%	79	27.92%	0	0.00%
12/23/2022	295	139	47.12%	21	7.12%	67	22.71%	58	19.66%	2	0.68%	0	0.00%	8	2.71%	213	72.20%	77	26.10%	5	1.69%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	226	81	35.84%	21	9.29%	55	24.34%	57	25.22%	2	0.88%	1	0.44%	9	3.98%	154	68.14%	72	31.86%	0	0.00%
12/23/2022	241	85	35.27%	20	8.30%	67	27.80%	60	24.90%	1	0.41%	0	0.00%	8	3.32%	162	67.22%	74	30.71%	5	2.07%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/24/2021	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%
12/23/2022	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Total:																					
12/24/2021	515	214	41.55%	43	8.35%	115	22.33%	120	23.30%	4	0.78%	1	0.19%	18	3.50%	359	69.71%	155	30.10%	1	0.19%
12/23/2022	544	227	41.73%	42	7.72%	138	25.37%	118	21.69%	3	0.55%	0	0.00%	16	2.94%	378	69.49%	155	28.49%	11	2.02%



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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

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	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	10	2	20.00%	0	0.00%	4	40.00%	4	40.00%	0	0.00%	0	0.00%	0	0.00%	6	60.00%	4	40.00%	0	0.00%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total:																					
12/24/2021	13	5	38.46%	0	0.00%	4	30.77%	4	30.77%	0	0.00%	0	0.00%	0	0.00%	8	61.54%	5	38.46%	0	0.00%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Indicates areas where County Labor Force Availability was not met

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**CITY OF SAN DIEGO**  
**CIVIL SERVICE COMMISSION**  
**2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Office of Boards and Commissions**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	3	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
12/23/2022	3	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	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%
12/23/2022	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	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%
12/23/2022	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
<b>Total:</b>																					
12/24/2021	5	0	0.00%	4	80.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	40.00%	3	60.00%	0	0.00%
12/23/2022	5	0	0.00%	4	80.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	60.00%	2	40.00%	0	0.00%

 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  
 2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of Emergency Services

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	40.00%	3	60.00%	0	0.00%
12/23/2022	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	9	5	55.56%	2	22.22%	1	11.11%	0	0.00%	0	0.00%	0	0.00%	1	11.11%	7	77.78%	2	22.22%	0	0.00%
12/23/2022	7	4	57.14%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	6	85.71%	1	14.29%	0	0.00%
1ST-Line Supvs/Mgrs of Law Enforce Wrkrs																					
COUNTY LABOR FORCE AVAILABILITY					5.80%		42.00%		3.70%		0.00%		1.70%		3.40%		16.30%				
12/24/2021	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%
12/23/2022	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Other Prot Service Wrkrs																					
COUNTY LABOR FORCE AVAILABILITY																					
12/24/2021	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%
12/23/2022	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Total:																					
12/24/2021	15	11	73.33%	2	13.33%	1	6.67%	0	0.00%	0	0.00%	0	0.00%	1	6.67%	9	60.00%	6	40.00%	0	0.00%
12/23/2022	14	10	71.43%	2	14.29%	1	7.14%	0	0.00%	0	0.00%	0	0.00%	1	7.14%	7	50.00%	7	50.00%	0	0.00%

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	Indicates areas where City Population Availability was not met
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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of Race and Equity

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	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%
12/23/2022	3	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%
Total:																					
12/24/2021	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%
12/23/2022	3	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%

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Indicates areas where City Population Availability was not met

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

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Office of the Chief Operating Officer**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	7	5	71.43%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	5	71.43%	2	28.57%	0	0.00%
12/23/2022	9	8	88.89%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	66.67%	3	33.33%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	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%
12/23/2022	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	3	1	33.33%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%
12/23/2022	4	1	25.00%	1	25.00%	0	0.00%	1	25.00%	0	0.00%	1	25.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%
<b>Exempt</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>																					
12/24/2021	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%
12/23/2022	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
<b>Total:</b>																					
12/24/2021	11	7	63.64%	0	0.00%	2	18.18%	1	9.09%	0	0.00%	0	0.00%	1	9.09%	8	72.73%	3	27.27%	0	0.00%
12/23/2022	15	9	60.00%	2	13.33%	2	13.33%	1	6.67%	0	0.00%	1	6.67%	0	0.00%	11	73.33%	4	26.67%	0	0.00%

Indicates areas where County Labor Force Availability was not met

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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of the City Auditor

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	22	13	59.09%	0	0.00%	5	22.73%	2	9.09%	0	0.00%	0	0.00%	2	9.09%	10	45.45%	12	54.55%	0	0.00%
12/23/2022	22	13	59.09%	0	0.00%	4	18.18%	1	4.55%	0	0.00%	0	0.00%	4	18.18%	11	50.00%	11	50.00%	0	0.00%
Total:																					
12/24/2021	22	13	59.09%	0	0.00%	5	22.73%	2	9.09%	0	0.00%	0	0.00%	2	9.09%	10	45.45%	12	54.55%	0	0.00%
12/23/2022	22	13	59.09%	0	0.00%	4	18.18%	1	4.55%	0	0.00%	0	0.00%	4	18.18%	11	50.00%	11	50.00%	0	0.00%

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Indicates areas where City Population Availability was not met




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

CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of the City Clerk

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	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%
12/23/2022	5	2	40.00%	0	0.00%	1	20.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	4	80.00%	1	20.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	10	1	10.00%	2	20.00%	3	30.00%	4	40.00%	0	0.00%	0	0.00%	0	0.00%	8	80.00%	2	20.00%	0	0.00%
12/23/2022	12	1	8.33%	2	16.67%	7	58.33%	2	16.67%	0	0.00%	0	0.00%	0	0.00%	8	66.67%	4	33.33%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	23	5	21.74%	5	21.74%	5	21.74%	4	17.39%	1	4.35%	0	0.00%	3	13.04%	20	86.96%	3	13.04%	0	0.00%
12/23/2022	25	6	24.00%	7	28.00%	3	12.00%	5	20.00%	1	4.00%	0	0.00%	3	12.00%	20	80.00%	5	20.00%	0	0.00%
Exempt																					
COUNTY LABOR FORCE AVAILABILITY																					
12/24/2021	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%
12/23/2022	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Total:																					
12/24/2021	38	8	21.05%	8	21.05%	9	23.68%	9	23.68%	1	2.63%	0	0.00%	3	7.89%	33	86.84%	5	13.16%	0	0.00%
12/23/2022	43	10	23.26%	9	20.93%	11	25.58%	9	20.93%	1	2.33%	0	0.00%	3	6.98%	33	76.74%	10	23.26%	0	0.00%

 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 OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Office of the City Treasurer**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	15	13	86.67%	0	0.00%	1	6.67%	1	6.67%	0	0.00%	0	0.00%	0	0.00%	8	53.33%	7	46.67%	0	0.00%
12/23/2022	17	12	70.59%	1	5.88%	1	5.88%	3	17.65%	0	0.00%	0	0.00%	0	0.00%	7	41.18%	10	58.82%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	63	16	25.40%	10	15.87%	30	47.62%	6	9.52%	0	0.00%	1	1.59%	0	0.00%	36	57.14%	27	42.86%	0	0.00%
12/23/2022	63	12	19.05%	9	14.29%	34	53.97%	6	9.52%	0	0.00%	1	1.59%	1	1.59%	38	60.32%	25	39.68%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	27	3	11.11%	3	11.11%	15	55.56%	4	14.81%	0	0.00%	1	3.70%	1	3.70%	21	77.78%	6	22.22%	0	0.00%
12/23/2022	24	2	8.33%	3	12.50%	15	62.50%	3	12.50%	0	0.00%	1	4.17%	0	0.00%	19	79.17%	5	20.83%	0	0.00%
<b>Laborers and Helpers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/24/2021	10	5	50.00%	1	10.00%	3	30.00%	1	10.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	10	100.00%	0	0.00%
12/23/2022	8	4	50.00%	1	12.50%	2	25.00%	1	12.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100.00%	0	0.00%
<b>Total:</b>																					
12/24/2021	115	37	32.17%	14	12.17%	49	42.61%	12	10.43%	0	0.00%	2	1.74%	1	0.87%	65	56.52%	50	43.48%	0	0.00%
12/23/2022	112	30	26.79%	14	12.50%	52	46.43%	13	11.61%	0	0.00%	2	1.79%	1	0.89%	64	57.14%	48	42.86%	0	0.00%

Indicates areas where County Labor Force Availability was not met

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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of the Independent Budget Analyst

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	8	7	87.50%	0	0.00%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	0	0.00%	4	50.00%	4	50.00%	0	0.00%
12/23/2022	9	6	66.67%	0	0.00%	0	0.00%	3	33.33%	0	0.00%	0	0.00%	0	0.00%	6	66.67%	3	33.33%	0	0.00%
Exempt																					
COUNTY LABOR FORCE AVAILABILITY																					
12/24/2021	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%
12/23/2022	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Total:																					
12/24/2021	9	7	77.78%	0	0.00%	1	11.11%	1	11.11%	0	0.00%	0	0.00%	0	0.00%	5	55.56%	4	44.44%	0	0.00%
12/23/2022	10	6	60.00%	0	0.00%	1	10.00%	3	30.00%	0	0.00%	0	0.00%	0	0.00%	7	70.00%	3	30.00%	0	0.00%

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



CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Office of the Mayor

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	4	2	50.00%	0	0.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%
12/23/2022	4	1	25.00%	0	0.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	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%
12/23/2022	2	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	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%
12/23/2022	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Exempt																					
COUNTY LABOR FORCE AVAILABILITY																					
12/24/2021	17	5	29.41%	2	11.76%	5	29.41%	3	17.65%	0	0.00%	0	0.00%	2	11.76%	8	47.06%	9	52.94%	0	0.00%
12/23/2022	16	6	37.50%	1	6.25%	3	18.75%	4	25.00%	0	0.00%	0	0.00%	2	12.50%	8	50.00%	8	50.00%	0	0.00%
Total:																					
12/24/2021	21	7	33.33%	2	9.52%	7	33.33%	3	14.29%	0	0.00%	0	0.00%	2	9.52%	11	52.38%	10	47.62%	0	0.00%
12/23/2022	23	7	30.43%	1	4.35%	8	34.78%	4	17.39%	0	0.00%	0	0.00%	3	13.04%	14	60.87%	9	39.13%	0	0.00%

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

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Parks and Recreation Department**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	16	11	68.75%	1	6.25%	1	6.25%	2	12.50%	1	6.25%	0	0.00%	0	0.00%	7	43.75%	9	56.25%	0	0.00%
12/23/2022	23	15	65.22%	1	4.35%	3	13.04%	4	17.39%	0	0.00%	0	0.00%	0	0.00%	10	43.48%	13	56.52%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	100	48	48.00%	7	7.00%	22	22.00%	22	22.00%	0	0.00%	0	0.00%	1	1.00%	54	54.00%	46	46.00%	0	0.00%
12/23/2022	115	50	43.48%	13	11.30%	30	26.09%	20	17.39%	0	0.00%	0	0.00%	2	1.74%	60	52.17%	54	46.96%	1	0.87%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/24/2021	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%
12/23/2022	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	45	20	44.44%	7	15.56%	13	28.89%	5	11.11%	0	0.00%	0	0.00%	0	0.00%	24	53.33%	21	46.67%	0	0.00%
12/23/2022	64	30	46.88%	11	17.19%	16	25.00%	5	7.81%	0	0.00%	0	0.00%	2	3.13%	27	42.19%	37	57.81%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/24/2021	35	3	8.57%	4	11.43%	24	68.57%	4	11.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	35	100.00%	0	0.00%
12/23/2022	34	3	8.82%	3	8.82%	25	73.53%	3	8.82%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	34	100.00%	0	0.00%



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

CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 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	
Operatives																					
COUNTY LABOR FORCE AVAILABILITY					5.90%		42.20%		12.90%		0.50%		0.70%		3.10%		23.40%				
12/24/2021	22	4	18.18%	5	22.73%	9	40.91%	2	9.09%	2	9.09%	0	0.00%	0	0.00%	0	0.00%	22	100.00%	0	0.00%
12/23/2022	24	3	12.50%	5	20.83%	11	45.83%	3	12.50%	2	8.33%	0	0.00%	0	0.00%	0	0.00%	24	100.00%	0	0.00%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/24/2021	397	75	18.89%	63	15.87%	232	58.44%	19	4.79%	2	0.50%	3	0.76%	3	0.76%	64	16.12%	333	83.88%	0	0.00%
12/23/2022	425	70	16.47%	64	15.06%	259	60.94%	19	4.47%	2	0.47%	3	0.71%	8	1.88%	66	15.53%	359	84.47%	0	0.00%
Other Prot Service Wrkrs																					
COUNTY LABOR FORCE AVAILABILITY																					
12/24/2021	199	90	45.23%	8	4.02%	76	38.19%	13	6.53%	1	0.50%	0	0.00%	11	5.53%	80	40.20%	119	59.80%	0	0.00%
12/23/2022	209	97	46.41%	5	2.39%	72	34.45%	19	9.09%	1	0.48%	0	0.00%	15	7.18%	83	39.71%	126	60.29%	0	0.00%
Service Workers																					
COUNTY LABOR FORCE AVAILABILITY					5.40%		45.20%		11.20%		0.30%		0.40%		2.90%		54.20%				
12/24/2021	407	101	24.82%	109	26.78%	137	33.66%	28	6.88%	1	0.25%	4	0.98%	27	6.63%	204	50.12%	202	49.63%	1	0.25%
12/23/2022	460	121	26.30%	112	24.35%	155	33.70%	30	6.52%	1	0.22%	5	1.09%	36	7.83%	224	48.70%	235	51.09%	1	0.22%
Total:																					
12/24/2021	1222	353	28.89%	204	16.69%	514	42.06%	95	7.77%	7	0.57%	7	0.57%	42	3.44%	433	35.43%	788	64.48%	1	0.08%
12/23/2022	1355	390	28.78%	214	15.79%	571	42.14%	103	7.60%	6	0.44%	8	0.59%	63	4.65%	470	34.69%	883	65.17%	2	0.15%

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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Performance and Analytics Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	14	10	71.43%	1	7.14%	1	7.14%	2	14.29%	0	0.00%	0	0.00%	0	0.00%	5	35.71%	9	64.29%	0	0.00%
12/23/2022	15	10	66.67%	1	6.67%	0	0.00%	3	20.00%	0	0.00%	0	0.00%	1	6.67%	6	40.00%	9	60.00%	0	0.00%
Total:																					
12/24/2021	14	10	71.43%	1	7.14%	1	7.14%	2	14.29%	0	0.00%	0	0.00%	0	0.00%	5	35.71%	9	64.29%	0	0.00%
12/23/2022	15	10	66.67%	1	6.67%	0	0.00%	3	20.00%	0	0.00%	0	0.00%	1	6.67%	6	40.00%	9	60.00%	0	0.00%

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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Personnel Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	13	4	30.77%	1	7.69%	7	53.85%	1	7.69%	0	0.00%	0	0.00%	0	0.00%	9	69.23%	4	30.77%	0	0.00%
12/23/2022	15	5	33.33%	1	6.67%	8	53.33%	1	6.67%	0	0.00%	0	0.00%	0	0.00%	11	73.33%	4	26.67%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	27	8	29.63%	4	14.81%	11	40.74%	3	11.11%	0	0.00%	1	3.70%	0	0.00%	17	62.96%	10	37.04%	0	0.00%
12/23/2022	39	9	23.08%	6	15.38%	17	43.59%	6	15.38%	0	0.00%	1	2.56%	0	0.00%	24	61.54%	15	38.46%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	37	10	27.03%	2	5.41%	19	51.35%	3	8.11%	1	2.70%	0	0.00%	2	5.41%	30	81.08%	7	18.92%	0	0.00%
12/23/2022	37	9	24.32%	2	5.41%	18	48.65%	4	10.81%	1	2.70%	0	0.00%	3	8.11%	29	78.38%	8	21.62%	0	0.00%
Total:																					
12/24/2021	77	22	28.57%	7	9.09%	37	48.05%	7	9.09%	1	1.30%	1	1.30%	2	2.60%	56	72.73%	21	27.27%	0	0.00%
12/23/2022	91	23	25.27%	9	9.89%	43	47.25%	11	12.09%	1	1.10%	1	1.10%	3	3.30%	64	70.33%	27	29.67%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met


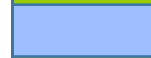

Indicates areas where both City Population and County Labor Force Availability was not met

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**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>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	8	5	62.50%	0	0.00%	1	12.50%	1	12.50%	0	0.00%	0	0.00%	1	12.50%	3	37.50%	5	62.50%	0	0.00%
12/23/2022	10	6	60.00%	0	0.00%	1	10.00%	2	20.00%	0	0.00%	0	0.00%	1	10.00%	6	60.00%	4	40.00%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	46	26	56.52%	1	2.17%	9	19.57%	8	17.39%	0	0.00%	0	0.00%	2	4.35%	27	58.70%	19	41.30%	0	0.00%
12/23/2022	53	23	43.40%	2	3.77%	17	32.08%	8	15.09%	0	0.00%	0	0.00%	3	5.66%	30	56.60%	23	43.40%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/24/2021	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	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%
12/23/2022	2	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
<b>Total:</b>																					
12/24/2021	56	31	55.36%	2	3.57%	10	17.86%	10	17.86%	0	0.00%	0	0.00%	3	5.36%	31	55.36%	25	44.64%	0	0.00%
12/23/2022	65	29	44.62%	3	4.62%	19	29.23%	10	15.38%	0	0.00%	0	0.00%	4	6.15%	37	56.92%	28	43.08%	0	0.00%

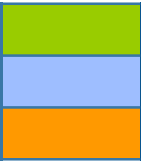
 Indicates areas where County Labor Force Availability was not met  
 Indicates areas where City Population Availability was not met  
 Indicates areas where both City Population and County Labor Force Availability was not met

CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Police Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	14	6	42.86%	1	7.14%	4	28.57%	3	21.43%	0	0.00%	0	0.00%	0	0.00%	7	50.00%	7	50.00%	0	0.00%
12/23/2022	14	5	35.71%	1	7.14%	4	28.57%	4	28.57%	0	0.00%	0	0.00%	0	0.00%	6	42.86%	8	57.14%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	114	57	50.00%	5	4.39%	24	21.05%	26	22.81%	0	0.00%	0	0.00%	2	1.75%	72	63.16%	42	36.84%	0	0.00%
12/23/2022	119	53	44.54%	5	4.20%	29	24.37%	29	24.37%	0	0.00%	0	0.00%	3	2.52%	77	64.71%	42	35.29%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/24/2021	25	14	56.00%	1	4.00%	7	28.00%	1	4.00%	0	0.00%	0	0.00%	2	8.00%	15	60.00%	10	40.00%	0	0.00%
12/23/2022	29	14	48.28%	3	10.34%	10	34.48%	0	0.00%	0	0.00%	0	0.00%	2	6.90%	20	68.97%	9	31.03%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	462	160	34.63%	55	11.90%	161	34.85%	63	13.64%	4	0.87%	6	1.30%	13	2.81%	299	64.72%	163	35.28%	0	0.00%
12/23/2022	447	147	32.89%	57	12.75%	157	35.12%	61	13.65%	4	0.89%	7	1.57%	14	3.13%	282	63.09%	165	36.91%	0	0.00%
1ST-Line Supvs/Mgrs of Law Enforce Wrkrs																					
COUNTY LABOR FORCE AVAILABILITY					5.80%		42.00%		3.70%		0.00%		1.70%		3.40%		16.30%				
12/24/2021	365	236	64.66%	26	7.12%	64	17.53%	35	9.59%	4	1.10%	0	0.00%	0	0.00%	46	12.60%	319	87.40%	0	0.00%
12/23/2022	345	222	64.35%	26	7.54%	58	16.81%	36	10.43%	3	0.87%	0	0.00%	0	0.00%	42	12.17%	303	87.83%	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 OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Police Department (continued)

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Detectives and Criminal Investigators																					
COUNTY LABOR FORCE AVAILABILITY					6.90%		29.50%		4.90%		0.00%		0.70%		1.40%		24.30%				
12/24/2021	248	147	59.27%	9	3.63%	74	29.84%	18	7.26%	0	0.00%	0	0.00%	0	0.00%	76	30.65%	172	69.35%	0	0.00%
12/23/2022	218	132	60.55%	8	3.67%	66	30.28%	12	5.50%	0	0.00%	0	0.00%	0	0.00%	69	31.65%	149	68.35%	0	0.00%
Police Officers																					
COUNTY LABOR FORCE AVAILABILITY					9.60%		36.30%		4.90%		0.50%		0.40%		4.80%		14.30%				
12/24/2021	1331	689	51.77%	83	6.24%	404	30.35%	112	8.41%	2	0.15%	5	0.38%	36	2.70%	197	14.80%	1134	85.20%	0	0.00%
12/23/2022	1316	639	48.56%	90	6.84%	427	32.45%	116	8.81%	2	0.15%	6	0.46%	36	2.74%	209	15.88%	1107	84.12%	0	0.00%
Total:																					
12/24/2021	2559	1309	51.15%	180	7.03%	738	28.84%	258	10.08%	10	0.39%	11	0.43%	53	2.07%	712	27.82%	1847	72.18%	0	0.00%
12/23/2022	2488	1212	48.71%	190	7.64%	751	30.18%	258	10.37%	9	0.36%	13	0.52%	55	2.21%	705	28.34%	1783	71.66%	0	0.00%

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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Public Utilities Department**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	40	29	72.50%	5	12.50%	3	7.50%	2	5.00%	0	0.00%	0	0.00%	1	2.50%	20	50.00%	20	50.00%	0	0.00%
12/23/2022	44	33	75.00%	5	11.36%	5	11.36%	1	2.27%	0	0.00%	0	0.00%	0	0.00%	18	40.91%	26	59.09%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	431	181	42.00%	42	9.74%	107	24.83%	88	20.42%	1	0.23%	0	0.00%	12	2.78%	202	46.87%	228	52.90%	1	0.23%
12/23/2022	444	182	40.99%	38	8.56%	114	25.68%	92	20.72%	1	0.23%	1	0.23%	16	3.60%	215	48.42%	228	51.35%	1	0.23%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/24/2021	81	27	33.33%	11	13.58%	26	32.10%	12	14.81%	1	1.23%	0	0.00%	4	4.94%	23	28.40%	58	71.60%	0	0.00%
12/23/2022	79	24	30.38%	13	16.46%	28	35.44%	10	12.66%	1	1.27%	0	0.00%	3	3.80%	20	25.32%	59	74.68%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	118	17	14.41%	39	33.05%	46	38.98%	6	5.08%	1	0.85%	2	1.69%	7	5.93%	91	77.12%	27	22.88%	0	0.00%
12/23/2022	113	17	15.04%	35	30.97%	44	38.94%	7	6.19%	0	0.00%	4	3.54%	6	5.31%	85	75.22%	27	23.89%	1	0.88%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/24/2021	274	86	31.39%	71	25.91%	80	29.20%	31	11.31%	2	0.73%	1	0.36%	3	1.09%	24	8.76%	250	91.24%	0	0.00%
12/23/2022	279	84	30.11%	70	25.09%	88	31.54%	28	10.04%	2	0.72%	1	0.36%	6	2.15%	23	8.24%	256	91.76%	0	0.00%

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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Public Utilities Department (continued)

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Operatives																					
COUNTY LABOR FORCE AVAILABILITY					5.90%		42.20%		12.90%		0.50%		0.70%		3.10%		23.40%				
12/24/2021	5	0	0.00%	4	80.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%
12/23/2022	6	0	0.00%	4	66.67%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/24/2021	466	87	18.67%	147	31.55%	199	42.70%	20	4.29%	1	0.21%	6	1.29%	6	1.29%	45	9.66%	421	90.34%	0	0.00%
12/23/2022	490	88	17.96%	139	28.37%	231	47.14%	18	3.67%	2	0.41%	6	1.22%	6	1.22%	38	7.76%	452	92.24%	0	0.00%
Other Prot Service Wrkrs																					
COUNTY LABOR FORCE AVAILABILITY																					
12/24/2021	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%
12/23/2022	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
Total:																					
12/24/2021	1420	431	30.35%	319	22.46%	463	32.61%	159	11.20%	6	0.42%	9	0.63%	33	2.32%	405	28.52%	1014	71.41%	1	0.07%
12/23/2022	1458	431	29.56%	304	20.85%	512	35.12%	156	10.70%	6	0.41%	12	0.82%	37	2.54%	399	27.37%	1057	72.50%	2	0.14%

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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**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>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	17	9	52.94%	1	5.88%	5	29.41%	1	5.88%	0	0.00%	0	0.00%	1	5.88%	7	41.18%	10	58.82%	0	0.00%
12/23/2022	23	14	60.87%	1	4.35%	5	21.74%	2	8.70%	0	0.00%	0	0.00%	1	4.35%	10	43.48%	13	56.52%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	518	224	43.24%	32	6.18%	122	23.55%	132	25.48%	2	0.39%	0	0.00%	6	1.16%	182	35.14%	336	64.86%	0	0.00%
12/23/2022	544	235	43.20%	33	6.07%	135	24.82%	130	23.90%	3	0.55%	0	0.00%	8	1.47%	199	36.58%	345	63.42%	0	0.00%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/24/2021	106	54	50.94%	7	6.60%	26	24.53%	13	12.26%	0	0.00%	0	0.00%	6	5.66%	16	15.09%	90	84.91%	0	0.00%
12/23/2022	108	55	50.93%	8	7.41%	22	20.37%	17	15.74%	0	0.00%	0	0.00%	6	5.56%	17	15.74%	91	84.26%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	12	0	0.00%	2	16.67%	7	58.33%	2	16.67%	1	8.33%	0	0.00%	0	0.00%	11	91.67%	1	8.33%	0	0.00%
12/23/2022	14	3	21.43%	0	0.00%	7	50.00%	3	21.43%	1	7.14%	0	0.00%	0	0.00%	11	78.57%	3	21.43%	0	0.00%
<b>Total:</b>																					
12/24/2021	653	287	43.95%	42	6.43%	160	24.50%	148	22.66%	3	0.46%	0	0.00%	13	1.99%	216	33.08%	437	66.92%	0	0.00%
12/23/2022	689	307	44.56%	42	6.10%	169	24.53%	152	22.06%	4	0.58%	0	0.00%	15	2.18%	237	34.40%	452	65.60%	0	0.00%

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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Purchasing and Contracting Department**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	7	2	28.57%	0	0.00%	2	28.57%	2	28.57%	0	0.00%	0	0.00%	1	14.29%	5	71.43%	2	28.57%	0	0.00%
12/23/2022	6	0	0.00%	0	0.00%	2	33.33%	3	50.00%	0	0.00%	0	0.00%	1	16.67%	3	50.00%	3	50.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	33	8	24.24%	5	15.15%	15	45.45%	4	12.12%	0	0.00%	0	0.00%	1	3.03%	17	51.52%	16	48.48%	0	0.00%
12/23/2022	35	10	28.57%	6	17.14%	14	40.00%	2	5.71%	0	0.00%	0	0.00%	3	8.57%	17	48.57%	18	51.43%	0	0.00%
Technicians																					
COUNTY LABOR FORCE AVAILABILITY					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/24/2021	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%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	19	2	10.53%	4	21.05%	8	42.11%	3	15.79%	1	5.26%	1	5.26%	0	0.00%	4	21.05%	15	78.95%	0	0.00%
12/23/2022	18	1	5.56%	3	16.67%	9	50.00%	3	16.67%	1	5.56%	1	5.56%	0	0.00%	3	16.67%	15	83.33%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/24/2021	3	1	33.33%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total:																					
12/24/2021	63	13	20.63%	9	14.29%	28	44.44%	9	14.29%	1	1.59%	1	1.59%	2	3.17%	27	42.86%	36	57.14%	0	0.00%
12/23/2022	59	11	18.64%	9	15.25%	25	42.37%	8	13.56%	1	1.69%	1	1.69%	4	6.78%	23	38.98%	36	61.02%	0	0.00%

 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

2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Risk Management Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	15	9	60.00%	1	6.67%	4	26.67%	1	6.67%	0	0.00%	0	0.00%	0	0.00%	8	53.33%	7	46.67%	0	0.00%
12/23/2022	16	10	62.50%	1	6.25%	4	25.00%	1	6.25%	0	0.00%	0	0.00%	0	0.00%	9	56.25%	7	43.75%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	44	14	31.82%	6	13.64%	14	31.82%	8	18.18%	0	0.00%	0	0.00%	2	4.55%	28	63.64%	16	36.36%	0	0.00%
12/23/2022	47	17	36.17%	7	14.89%	14	29.79%	6	12.77%	0	0.00%	0	0.00%	3	6.38%	31	65.96%	16	34.04%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	11	1	9.09%	2	18.18%	7	63.64%	1	9.09%	0	0.00%	0	0.00%	0	0.00%	10	90.91%	1	9.09%	0	0.00%
12/23/2022	9	1	11.11%	2	22.22%	5	55.56%	1	11.11%	0	0.00%	0	0.00%	0	0.00%	7	77.78%	2	22.22%	0	0.00%
Total:																					
12/24/2021	70	24	34.29%	9	12.86%	25	35.71%	10	14.29%	0	0.00%	0	0.00%	2	2.86%	46	65.71%	24	34.29%	0	0.00%
12/23/2022	72	28	38.89%	10	13.89%	23	31.94%	8	11.11%	0	0.00%	0	0.00%	3	4.17%	47	65.28%	25	34.72%	0	0.00%

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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

SDCERS

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	20	13	65.00%	1	5.00%	1	5.00%	3	15.00%	0	0.00%	0	0.00%	2	10.00%	11	55.00%	9	45.00%	0	0.00%
12/23/2022	21	15	71.43%	1	4.76%	0	0.00%	3	14.29%	0	0.00%	0	0.00%	2	9.52%	12	57.14%	9	42.86%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	18	7	38.89%	1	5.56%	9	50.00%	1	5.56%	0	0.00%	0	0.00%	0	0.00%	14	77.78%	4	22.22%	0	0.00%
12/23/2022	16	4	25.00%	1	6.25%	11	68.75%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	75.00%	4	25.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	14	5	35.71%	2	14.29%	4	28.57%	2	14.29%	0	0.00%	0	0.00%	1	7.14%	13	92.86%	1	7.14%	0	0.00%
12/23/2022	14	5	35.71%	3	21.43%	3	21.43%	2	14.29%	0	0.00%	0	0.00%	1	7.14%	12	85.71%	2	14.29%	0	0.00%
Total:																					
12/24/2021	52	25	48.08%	4	7.69%	14	26.92%	6	11.54%	0	0.00%	0	0.00%	3	5.77%	38	73.08%	14	26.92%	0	0.00%
12/23/2022	51	24	47.06%	5	9.80%	14	27.45%	5	9.80%	0	0.00%	0	0.00%	3	5.88%	36	70.59%	15	29.41%	0	0.00%

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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Special Events and Filming

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	4	3	75.00%	0	0.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%
12/23/2022	4	3	75.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	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%
12/23/2022	3	2	66.67%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%
Total:																					
12/24/2021	6	4	66.67%	1	16.67%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%	0	0.00%
12/23/2022	7	5	71.43%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	85.71%	1	14.29%	0	0.00%

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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Special Projects

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	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%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total:																					
12/24/2021	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%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

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	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	7	4	57.14%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	4	57.14%	3	42.86%	0	0.00%
12/23/2022	9	5	55.56%	0	0.00%	3	33.33%	1	11.11%	0	0.00%	0	0.00%	0	0.00%	5	55.56%	4	44.44%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	70	30	42.86%	7	10.00%	14	20.00%	11	15.71%	0	0.00%	0	0.00%	8	11.43%	38	54.29%	32	45.71%	0	0.00%
12/23/2022	94	46	48.94%	5	5.32%	18	19.15%	14	14.89%	0	0.00%	1	1.06%	10	10.64%	50	53.19%	44	46.81%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	18	2	11.11%	8	44.44%	6	33.33%	1	5.56%	0	0.00%	1	5.56%	0	0.00%	10	55.56%	8	44.44%	0	0.00%
12/23/2022	17	2	11.76%	8	47.06%	6	35.29%	0	0.00%	0	0.00%	1	5.88%	0	0.00%	11	64.71%	6	35.29%	0	0.00%
Craft Workers																					
COUNTY LABOR FORCE AVAILABILITY					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/24/2021	23	1	4.35%	5	21.74%	13	56.52%	2	8.70%	0	0.00%	0	0.00%	2	8.70%	2	8.70%	21	91.30%	0	0.00%
12/23/2022	24	1	4.17%	7	29.17%	14	58.33%	1	4.17%	0	0.00%	0	0.00%	1	4.17%	2	8.33%	22	91.67%	0	0.00%

	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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

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	
Operatives																					
COUNTY LABOR FORCE AVAILABILITY					5.90%		42.20%		12.90%		0.50%		0.70%		3.10%		23.40%				
12/24/2021	31	1	3.23%	12	38.71%	15	48.39%	2	6.45%	0	0.00%	0	0.00%	1	3.23%	4	12.90%	27	87.10%	0	0.00%
12/23/2022	32	1	3.13%	14	43.75%	16	50.00%	1	3.13%	0	0.00%	0	0.00%	0	0.00%	3	9.38%	29	90.63%	0	0.00%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/24/2021	63	5	7.94%	17	26.98%	29	46.03%	6	9.52%	0	0.00%	1	1.59%	5	7.94%	2	3.17%	61	96.83%	0	0.00%
12/23/2022	65	4	6.15%	19	29.23%	27	41.54%	8	12.31%	0	0.00%	2	3.08%	5	7.69%	2	3.08%	63	96.92%	0	0.00%
Total:																					
12/24/2021	212	43	20.28%	49	23.11%	79	37.26%	22	10.38%	0	0.00%	2	0.94%	17	8.02%	60	28.30%	152	71.70%	0	0.00%
12/23/2022	241	59	24.48%	53	21.99%	84	34.85%	25	10.37%	0	0.00%	4	1.66%	16	6.64%	73	30.29%	168	69.71%	0	0.00%

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  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT

CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Sustainability Department

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Officials and Managers																					
COUNTY LABOR FORCE AVAILABILITY					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	8	4	50.00%	0	0.00%	2	25.00%	1	12.50%	0	0.00%	0	0.00%	1	12.50%	6	75.00%	2	25.00%	0	0.00%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Professionals																					
COUNTY LABOR FORCE AVAILABILITY					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	16	6	37.50%	2	12.50%	2	12.50%	5	31.25%	0	0.00%	0	0.00%	1	6.25%	10	62.50%	6	37.50%	0	0.00%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Administrative Support Workers																					
COUNTY LABOR FORCE AVAILABILITY					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	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%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total:																					
12/24/2021	26	10	38.46%	2	7.69%	5	19.23%	7	26.92%	0	0.00%	0	0.00%	2	7.69%	18	69.23%	8	30.77%	0	0.00%
12/23/2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met


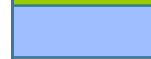

Indicates areas where both City Population and County Labor Force Availability was not met

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT**

**CITY DEPARTMENT BY OCCUPATIONAL CATEGORY**

**Transportation Department**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
<b>Officials and Managers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.80%		19.50%		9.90%		0.40%		0.30%		2.90%		39.80%				
12/24/2021	10	7	70.00%	0	0.00%	2	20.00%	1	10.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	10	100.00%	0	0.00%
12/23/2022	11	7	63.64%	0	0.00%	3	27.27%	1	9.09%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	10	90.91%	0	0.00%
<b>Professionals</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					3.50%		16.00%		17.60%		0.20%		0.40%		3.20%		49.60%				
12/24/2021	128	58	45.31%	5	3.91%	33	25.78%	26	20.31%	0	0.00%	0	0.00%	6	4.69%	49	38.28%	79	61.72%	0	0.00%
12/23/2022	128	58	45.31%	5	3.91%	36	28.13%	23	17.97%	1	0.78%	0	0.00%	5	3.91%	46	35.94%	81	63.28%	1	0.78%
<b>Technicians</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					4.80%		30.10%		19.90%		0.20%		0.50%		3.40%		59.00%				
12/24/2021	4	1	25.00%	1	25.00%	1	25.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	2	50.00%	2	50.00%	0	0.00%
12/23/2022	2	0	0.00%	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
<b>Administrative Support Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					6.00%		32.60%		11.30%		0.40%		0.80%		3.20%		71.30%				
12/24/2021	24	4	16.67%	3	12.50%	12	50.00%	5	20.83%	0	0.00%	0	0.00%	0	0.00%	20	83.33%	4	16.67%	0	0.00%
12/23/2022	26	7	26.92%	3	11.54%	10	38.46%	5	19.23%	0	0.00%	0	0.00%	1	3.85%	21	80.77%	5	19.23%	0	0.00%
<b>Craft Workers</b>																					
<i>COUNTY LABOR FORCE AVAILABILITY</i>					2.80%		45.90%		6.50%		0.40%		0.30%		1.40%		6.60%				
12/24/2021	75	14	18.67%	8	10.67%	45	60.00%	6	8.00%	0	0.00%	0	0.00%	2	2.67%	2	2.67%	73	97.33%	0	0.00%
12/23/2022	77	16	20.78%	6	7.79%	48	62.34%	5	6.49%	0	0.00%	0	0.00%	2	2.60%	3	3.90%	74	96.10%	0	0.00%

 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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CITY DEPARTMENT BY OCCUPATIONAL CATEGORY

Transportation Department (continued)

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		Other/Two or more races		Female		Male		Non-Binary	
Operatives																					
COUNTY LABOR FORCE AVAILABILITY					5.90%		42.20%		12.90%		0.50%		0.70%		3.10%		23.40%				
12/24/2021	39	4	10.26%	11	28.21%	21	53.85%	1	2.56%	1	2.56%	0	0.00%	1	2.56%	1	2.56%	38	97.44%	0	0.00%
12/23/2022	39	5	12.82%	6	15.38%	24	61.54%	1	2.56%	2	5.13%	0	0.00%	1	2.56%	1	2.56%	38	97.44%	0	0.00%
Laborers and Helpers																					
COUNTY LABOR FORCE AVAILABILITY					4.40%		62.30%		4.80%		0.40%		0.70%		2.30%		16.40%				
12/24/2021	116	11	9.48%	29	25.00%	68	58.62%	4	3.45%	0	0.00%	3	2.59%	1	0.86%	13	11.21%	103	88.79%	0	0.00%
12/23/2022	117	7	5.98%	33	28.21%	67	57.26%	4	3.42%	0	0.00%	3	2.56%	3	2.56%	13	11.11%	104	88.89%	0	0.00%
Total:																					
12/24/2021	396	99	25.00%	57	14.39%	182	45.96%	44	11.11%	1	0.25%	3	0.76%	10	2.53%	87	21.97%	309	78.03%	0	0.00%
12/23/2022	400	100	25.00%	54	13.50%	188	47.00%	40	10.00%	3	0.75%	3	0.75%	12	3.00%	86	21.50%	313	78.25%	1	0.25%

Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

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

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**Attachment A**

**HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS  
12/26/2020 through 12/24/2021**

**FIRE-RESCUE**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian/Pacific Islander		Other/Two or more races	
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>															
Promoted (into category)	7	5	71.4%	1	14.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	14.3%
Promoted (within category)	7	4	57.1%	1	14.3%	1	14.3%	0	0.0%	1	14.3%	0	0.0%	0	0.0%
Separated	27	16	59.3%	2	7.4%	6	22.2%	2	7.4%	1	3.7%	0	0.0%	0	0.0%
<b>Firefighting &amp; Prevention Wrkrs</b>															
Demoted (into category)	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Demoted (within category)	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hired	94	45	47.9%	7	7.4%	23	24.5%	8	8.5%	0	0.0%	2	2.1%	9	9.6%
Promoted (within category)	90	58	64.4%	3	3.3%	15	16.7%	4	4.4%	0	0.0%	0	0.0%	10	11.1%
Separated	51	25	49.0%	3	5.9%	13	25.5%	6	11.8%	0	0.0%	2	3.9%	2	3.9%
<b>Officials and Managers</b>															
Separated	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hired	34	27	79.4%	0	0.0%	4	11.8%	0	0.0%	0	0.0%	0	0.0%	3	8.8%
Promoted (into category)	15	11	73.3%	1	6.7%	1	6.7%	0	0.0%	0	0.0%	0	0.0%	2	13.3%
Promoted (within category)	8	7	87.5%	0	0.0%	1	12.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	55	45	81.8%	0	0.0%	7	12.7%	2	3.6%	0	0.0%	0	0.0%	1	1.8%
<b>Police Officers</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

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.

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**Attachment A**

**HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS  
12/25/2021 through 12/23/2022**

**FIRE-RESCUE**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian/Pacific Islander		Other/Two or more races	
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>															
Promoted (into category)	20	15	75.0%	0	0.0%	5	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	11	8	72.7%	0	0.0%	3	27.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	13	9	69.2%	3	23.1%	0	0.0%	1	7.7%	0	0.0%	0	0.0%	0	0.0%
<b>Firefighting &amp; Prevention Wrkrs</b>															
Demoted (into category)	7	5	71.4%	0	0.0%	0	0.0%	1	14.3%	0	0.0%	0	0.0%	1	14.3%
Hired	84	20	23.8%	6	7.1%	39	46.4%	11	13.1%	0	0.0%	2	2.4%	6	7.1%
Promoted (within category)	108	49	45.4%	8	7.4%	33	30.6%	9	8.3%	0	0.0%	3	2.8%	6	5.6%
Separated	46	26	56.5%	2	4.3%	15	32.6%	3	6.5%	0	0.0%	0	0.0%	0	0.0%
<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%
Separated	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Other Prot Service Wrkrs</b>															
Hired	44	32	72.7%	0	0.0%	4	9.1%	4	9.1%	1	2.3%	0	0.0%	3	6.8%
Promoted (into category)	10	10	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	10	9	90.0%	1	10.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Separated	37	24	64.9%	2	5.4%	8	21.6%	1	2.7%	0	0.0%	0	0.0%	2	5.4%

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.

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**Attachment B**

**HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS  
12/26/2020 through 12/24/2021**

**Police**

	Total	White		Black or African American		Hispanic or Latino		Asian		American Indian or Alaska Native		Native Hawaiian/Pacific Islander		Other/Two or more races	
<b>1ST-Line Supvs/Mgrs of Law Enforce Wkrs</b>															
Promoted (into category)	47	32	68.1%	4	8.5%	8	17.0%	2	4.3%	1	2.1%	0	0.0%	0	0.0%
Promoted (within category)	12	7	58.3%	0	0.0%	2	16.7%	3	25.0%	0	0.0%	0	0.0%	0	0.0%
Separated	25	17	68.0%	1	4.0%	6	24.0%	1	4.0%	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%
Promoted (into category)	48	31	64.6%	2	4.2%	12	25.0%	3	6.3%	0	0.0%	0	0.0%	0	0.0%
Separated	28	18	64.3%	4	14.3%	4	14.3%	2	7.1%	0	0.0%	0	0.0%	0	0.0%
<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%
Separated	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Police Officers</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	194	63	32.5%	20	10.3%	77	39.7%	22	11.3%	0	0.0%	2	1.0%	10	5.2%
Promoted (into category)	3	0	0.0%	0	0.0%	2	66.7%	1	33.3%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	50	19	38.0%	3	6.0%	18	36.0%	8	16.0%	0	0.0%	0	0.0%	2	4.0%
Separated	113	60	53.1%	10	8.8%	29	25.7%	9	8.0%	0	0.0%	1	0.9%	4	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.



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**Attachment B**

**HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS  
12/25/2021 through 12/23/2022**

**POLICE**

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

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