

CITY OF SAN DIEGO  
M E M O R A N D U M

DATE: September 27, 2013  
TO: Civil Service Commission  
FROM: Hadi Dehghani, Personnel Director  
SUBJECT: 2012 Annual Equal Employment Opportunity Report

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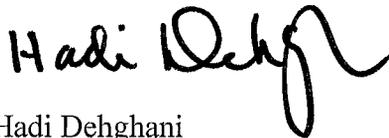
The Equal Employment Opportunity Program was adopted by the City Council on February 25, 1991. As a result of Council adopting this program, the Civil Service Commission has directed staff to provide regular Equal Employment Opportunity Reports. Attached is the current Annual Equal Employment Opportunity Report which covers calendar year 2012 ending December 21, 2012. This report contains tables which provide reference to County Labor Force Availability and City Population Availability based on 2010 Census data (see Table 1 and Table 2 on page 4). This report reflects updated occupational and ethnic categories consistent with the current Federal reporting requirements. Because the current 2010 Census based occupational and ethnic categories differ from the prior 1990 and 2000 Census based format there is no year-to-year comparisons of the data from past reports. Therefore, the prior years' data was eliminated. This report will be used as a starting point for future comparisons of the ethnic and gender breakdown of the City's workforce. The future Equal Employment Opportunity Reports will contain year-to-year comparison data.

This report contains definitions of occupational categories which describe typical classifications included within the category, Citywide data, department detail data and an attachment containing the promotions, terminations, and hires of sworn and uniformed personnel within the Police Department and Fire-Rescue Department (see Attachment A). The department detail tables show Citywide representation for the Equal Employment Opportunity Program's 15 occupational categories and the status of each of the City's departments. As a result of some restructuring, various departments and divisions of departments may have been relocated, merged, deleted, and in some cases, newly created.

The Citywide Representation by Occupational Category table beginning on page 6 show that in 2012 the City had some challenges in matching County Labor Force Availability and City Population in certain occupational categories. A review of the department detail tables indicates that potential underrepresentation, relative to County Labor Force Availability, exists in many areas Citywide. Staff, as it has done in the past, will distribute memorandums to City departments where areas of underrepresentation exist, offering assistance and guidance as well as discussing techniques to facilitate securing a diverse workforce.

In addition to the action noted above, the Personnel Department continues to apply a variety of process improvement and broad-based recruitment efforts and outreach programs to facilitate securing qualified and diverse candidates for consideration by departments when filling vacancies.

The Personnel Department encourages all City departments to realize that a diverse workforce is a positive reflection of the community it serves, and will continue to actively assist City departments in areas of recruiting, training, and workforce planning to ensure that areas of underrepresentation are addressed and mitigated.

A handwritten signature in black ink, appearing to read "Hadi Dehghani". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Hadi Dehghani  
Personnel Director

#### Attachments

HD:GE:bg  
I:\CSC\CSC Items\2013\10. October 3, 2013\0. 2012 CSC EEO Memorandum.docx

**City of San Diego**  
**CIVIL SERVICE COMMISSION**  
**Personnel Department**



**CIVIL SERVICE COMMISSION**  
**EQUAL EMPLOYMENT OPPORTUNITY**  
**ANNUAL REPORT**

**2012**

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
PERSONNEL DEPARTMENT**

**CSC EQUAL OPPORTUNITY PROGRAM  
ANNUAL REPORT**

December 2012

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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 2)

**City Population Availability**

City departments are directed 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. The various City departments must also contribute to the overall effort of the City when opportunities occur to exceed representation of all groups. (See Page 2)

**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.

## 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 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 junior colleges, or through equivalent on-the-job training. Includes classifications such as Graphic Designer and Engineering Aide.

### **ADMINISTRATIVE SUPPORT WORKERS**

Includes all clerical-type work regardless of level of difficulty. Occupations include Dispatcher, Cashier, Word Processing Operator and their supervisors.

### **CRAFT WORKERS**

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

### **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 Heavy Truck Driver, Motor Sweeper Operator, Sanitation Driver, 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 Laborer, Lake Aide and Building Service Technician.

## **PROTECTIVE SERVICE OCCUPATIONS**

### ▶ **Police**

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

### ▶ **Fire/Life Rescue**

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

### ▶ **Marine Safety**

- **LIFEGUARDS AND OTHER RECREATIONAL AND ALL OTHER PROTECTIVE SERVICE WORKERS**
  - Lifeguard I, Lifeguard II, Lifeguard Sergeant, Lifeguard Lieutenant, Lifeguard Captain

## **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 & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	WOMEN
OFFICIALS AND MANAGERS	3.7%	15.7%	9.5%	0.3%	1.9%	40.6%
PROFESSIONALS	3.3%	13.7%	15.5%	0.3%	2.2%	50.7%
TECHNICIANS	4.9%	17.5%	22.2%	0.2%	2.8%	47.1%
ADMINISTRATIVE SUPPORT WORKERS	6.1%	27.7%	11.8%	0.3%	2.7%	70.7%
CRAFT WORKERS	3.8%	37.9%	6.9%	0.5%	1.7%	4.6%
OPERATIVES	5.6%	42.6%	14.4%	0.3%	1.5%	26.4%
LABORERS AND HELPERS	3.1%	60.5%	4.4%	0.6%	1.5%	10.6%
1 <sup>ST</sup> -LINE SUPVS/MGRS OF FIRE FT & PREV	6.6%	10.9%	2.2%	2.2%	0.0%	0.6%
FIRE INSPECTORS	0.0%	3.6%	5.5%	0.0%	7.2%	20.0%
FIRE FIGHTERS	2.1%	23.1%	3.9%	0.4%	2.0%	4.0%
1 <sup>ST</sup> -LINE SUPVS/MGRS OF POLICE & DET	4.7%	20.5%	2.3%	0.0%	0.4%	20.0%
DETECTIVES & CRIMINAL INVESTIGATORS	10.0%	27.4%	3.0%	0.9%	3.3%	27.7%
POLICE OFFICERS	4.4%	29.1%	6.2%	0.7%	1.4%	16.9%
LIFEGUARDS & OTHER PROT SERVICE WRKRS	0.0%	19.2%	5.9%	2.8%	1.4%	31.8%
SERVICE WORKERS	5.8%	41.5%	11.5%	0.4%	2.3%	56.7%

Table 1. Data source for table: U.S. Census Bureau, EEO Tabulation, American Community Survey.

**CITY POPULATION AVAILABILITY**

CITY POPULATION AVAILABILITY	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	ASIAN & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	WOMEN
City of San Diego	6.3%	28.8%	16.0%	0.3%	3.6%	49.5%

Table 2. Data source for table: U.S. Census Bureau, EEO Tabulation, American Community Survey.

\* The EEO Tabulation 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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 CIVIL SERVICE COMMISSION  
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**CITYWIDE REPRESENTATION**  
 (Percentages shown are percentage of TOTAL CITY EMPLOYEES)

	MALE		FEMALE		TOTAL	
<b>WHITE</b>						
<b>2012</b>	3453	33.97%	1690	16.63%	5143	50.60%
<b>BLACK OR AFRICAN AMERICAN</b>						
<b>2012</b>	855	8.41%	490	4.82%	1345	13.23%
<b>HISPANIC OR LATINO</b>						
<b>2012</b>	1631	16.05%	790	7.77%	2421	23.82%
<b>ASIAN &amp; PACIFIC ISLANDER</b>						
<b>2012</b>	729	7.17%	440	4.33%	1169	11.50%
<b>AMERICAN INDIAN &amp; ALASKA NATIVE</b>						
<b>2012</b>	43	0.42%	32	0.31%	75	0.74%
<b>TWO OR MORE &amp; OTHER</b>						
<b>2012</b>	10	0.10%	2	0.02%	12	0.12%
<b>TOTAL NON-WHITE</b>						
<b>2012</b>	3268	32.15%	1754	17.26%	5022	49.40%
<b>TOTAL EMPLOYEES</b>						
<b>2012</b>	<b>6721</b>	<b>66.12%</b>	<b>3444</b>	<b>33.88%</b>	<b>10165</b>	<b>100.00%</b>

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CITY-WIDE REPRESENTATION BY OCCUPATIONAL CATEGORY

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
2012	287	210 73.2 %	19 6.6 %	37 12.9 %	21 7.3 %	0 0.0 %	0 0.0 %	131 45.6 %	156 54.4 %
<b>PROFESSIONALS</b>									
2012	2,025	1,077 53.2 %	176 8.7 %	384 19.0 %	373 18.4 %	11 0.5 %	4 0.2 %	961 47.5 %	1,064 52.5 %
<b>TECHNICIANS</b>									
2012	334	140 41.9 %	44 13.2 %	77 23.1 %	70 21.0 %	3 0.9 %	0 0.0 %	124 37.1 %	210 62.9 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
2012	1,608	634 39.4 %	300 18.7 %	402 25.0 %	253 15.7 %	17 1.1 %	2 0.1 %	1,174 73.0 %	434 27.0 %
<b>CRAFT WORKERS</b>									
2012	700	304 43.4 %	101 14.4 %	202 28.9 %	84 12.0 %	8 1.1 %	1 0.1 %	37 5.3 %	663 94.7 %
<b>OPERATIVES</b>									
2012	248	34 13.7 %	96 38.7 %	102 41.1 %	13 5.2 %	3 1.2 %	0 0.0 %	16 6.5 %	232 93.5 %
<b>LABORERS AND HELPERS</b>									
2012	1,114	263 23.6 %	310 27.8 %	456 40.9 %	79 7.1 %	6 0.5 %	0 0.0 %	154 13.8 %	960 86.2 %
<b>1ST-LINE SUPVS/MGRS OF FIRE FT &amp; PREV</b>									
2012	251	154 61.4 %	22 8.8 %	54 21.5 %	20 8.0 %	1 0.4 %	0 0.0 %	20 8.0 %	231 92.0 %
<b>FIRE INSPECTORS</b>									
2012	23	14 60.9 %	7 30.4 %	2 8.7 %	0 0.0 %	0 0.0 %	0 0.0 %	4 17.4 %	19 82.6 %
<b>FIRE FIGHTERS</b>									
2012	530	368 69.4 %	21 4.0 %	97 18.3 %	31 5.8 %	8 1.5 %	5 0.9 %	39 7.4 %	491 92.6 %
<b>1ST-LINE SUPVS/MGRS OF POLICE &amp; DET</b>									
2012	310	217 70.0 %	24 7.7 %	51 16.5 %	18 5.8 %	0 0.0 %	0 0.0 %	35 11.3 %	275 88.7 %
<b>DETECTIVES &amp; CRIMINAL INVESTIGATORS</b>									
2012	281	185 65.8 %	22 7.8 %	60 21.4 %	12 4.3 %	2 0.7 %	0 0.0 %	75 26.7 %	206 73.3 %
<b>POLICE OFFICERS</b>									
2012	1,261	814 65.0 %	78 6.2 %	250 19.8 %	110 8.7 %	9 0.7 %	0 0.0 %	171 13.6 %	1,090 86.4 %
<b>LIFEGUARDS &amp; OTHER PROT SERVICE WRKRS</b>									
2012	539	412 76.4 %	13 2.4 %	88 16.3 %	23 4.3 %	3 0.6 %	0 0.0 %	151 28.0 %	388 72.0 %
<b>SERVICE WORKERS</b>									
2012	391	133 34.0 %	94 24.0 %	124 31.7 %	37 9.5 %	3 0.8 %	0 0.0 %	201 51.4 %	190 48.6 %
<b>EXEMPT</b>									
2012	263	183 69.6 %	18 6.8 %	36 13.7 %	25 9.5 %	1 0.4 %	0 0.0 %	151 57.4 %	112 42.6 %
<b>TOTAL</b>									
2012	10,165	5,142 50.6 %	1,345 13.2 %	2,422 23.8 %	1,169 11.5 %	75 0.7 %	12 0.1 %	3,444 33.9 %	6,721 66.1 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

BUSINESS OPERATIONS/ADMINISTRATION

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	7	3 42.9 %	3 42.9 %	0 0 %	1 14.3 %	0 0 %	0 0 %	5 71.4 %	2 28.6 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	11	3 27.3 %	5 45.5 %	2 18.2 %	1 9.1 %	0 0 %	0 0 %	7 63.6 %	4 36.4 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	4	1 25 %	1 25 %	1 25 %	1 25 %	0 0 %	0 0 %	4 100 %	0 0 %
<b>EXEMPT</b>									
12/12/2012	1	0 0 %	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>TOTAL</b>									
12/21/2012	23	7 30.4 %	10 43.5 %	3 13 %	3 13 %	0 0 %	0 0 %	17 73.9 %	6 26.1 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

CITY ATTORNEY

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	3	2 66.7 %	0 0 %	1 33.3 %	0 0 %	0 0 %	0 0 %	1 33.3 %	2 66.7 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	51	32 62.7 %	6 11.8 %	10 19.6 %	3 5.9 %	0 0 %	0 0 %	25 49 %	26 51 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	138	58 42 %	35 25.4 %	27 19.6 %	18 13 %	0 0 %	0 0 %	121 87.7 %	17 12.3 %
<b>EXEMPT</b>									
12/12/2012	157	117 74.5 %	7 4.5 %	15 9.6 %	18 11.5 %	0 0 %	0 0 %	91 58 %	66 42 %
<b>TOTAL</b>									
12/21/2012	349	209 59.9 %	48 13.8 %	53 15.2 %	39 11.2 %	0 0 %	0 0 %	238 68.2 %	111 31.8 %

-  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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

CITY COMPTROLLER

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	11	7 63.6 %	1 9.1 %	2 18.2 %	1 9.1 %	0 0 %	0 0 %	5 45.5 %	6 54.5 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	47	17 36.2 %	6 12.8 %	10 21.3 %	14 29.8 %	0 0 %	0 0 %	32 68.1 %	15 31.9 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/21/2012	15	3 20 %	2 13.3 %	6 40 %	4 26.7 %	0 0 %	0 0 %	11 73.3 %	4 26.7 %
<b>EXEMPT</b>									
12/12/2012	1	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %
<b>TOTAL</b>									
12/21/2012	74	28 37.8 %	9 12.2 %	18 24.3 %	19 25.7 %	0 0 %	0 0 %	48 64.9 %	26 35.1 %

-  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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

CITY CLERK

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	3	2 66.7 %	1 33.3 %	0 0 %	0 0 %	0 0 %	0 0 %	2 66.7 %	1 33.3 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	9	2 22.2 %	3 33.3 %	3 33.3 %	1 11.1 %	0 0 %	0 0 %	8 88.9 %	1 11.1 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	29	6 20.7 %	5 17.2 %	12 41.4 %	6 20.7 %	0 0 %	0 0 %	25 86.2 %	4 13.8 %
<b>EXEMPT</b>									
12/12/2012	1	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>TOTAL</b>									
12/21/2012	42	11 26.2 %	9 21.4 %	15 35.7 %	7 16.7 %	0 0 %	0 0 %	36 85.7 %	6 14.3 %

-  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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

CITY TREASURER

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	14	12 85.7 %	0 0 %	1 7.1 %	1 7.1 %	0 0 %	0 0 %	9 64.3 %	5 35.7 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	47	20 42.6 %	10 21.3 %	14 29.8 %	3 6.4 %	0 0 %	0 0 %	31 66 %	16 34 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	38	12 31.6 %	12 31.6 %	9 23.7 %	5 13.2 %	0 0 %	0 0 %	31 81.6 %	7 18.4 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/21/2012	9	4 44.4 %	1 11.1 %	3 33.3 %	1 11.1 %	0 0 %	0 0 %	0 0 %	9 100 %
<b>TOTAL</b>									
12/21/2012	108	48 44.4 %	23 21.3 %	27 25 %	10 9.3 %	0 0 %	0 0 %	71 65.7 %	37 34.3 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

COMMISSION FOR ARTS AND CULTURE

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
2012	4	3 75 %	0 0 %	0 0 %	1 25 %	0 0 %	0 0 %	2 50 %	2 50 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
2012	1	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>TOTAL</b>									
2012	5	4 80 %	0 0 %	0 0 %	1 20 %	0 0 %	0 0 %	3 60 %	2 40 %

-  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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

COMMUNITY AND ECONOMIC DEVELOPMENT

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	1	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %
<b>EXEMPT</b>									
12/12/2012	14	5 35.7 %	2 14.3 %	6 42.9 %	1 7.1 %	0 0 %	0 0 %	9 64.3 %	5 35.7 %
<b>TOTAL</b>									
12/21/2012	15	6 40 %	2 13.3 %	6 40 %	1 6.7 %	0 0 %	0 0 %	9 60 %	6 40 %

-  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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

COUNCIL

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
2012	6	1 16.7 %	0 0 %	2 33.3 %	2 33.3 %	0 0 %	1 16.7 %	2 33.3 %	4 66.7 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
2012	1	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>EXEMPT</b>									
2012	86	57 66.3 %	8 9.3 %	14 16.3 %	6 7 %	1 1.2 %	0 0 %	48 55.8 %	38 44.2 %
<b>TOTAL</b>									
2012	93	58 62.4 %	8 8.6 %	16 17.2 %	9 9.7 %	1 1.1 %	1 1.1 %	51 54.8 %	42 45.2 %

-  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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

DEBT MANAGEMENT

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	9	3 33.3 %	1 11.1 %	2 22.2 %	3 33.3 %	0 0 %	0 0 %	3 33.3 %	6 66.7 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	6	1 16.7 %	1 16.7 %	0 0 %	3 50 %	0 0 %	1 16.7 %	4 66.7 %	2 33.3 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	2	0 0 %	0 0 %	1 50 %	1 50 %	0 0 %	0 0 %	2 100 %	0 0 %
<b>TOTAL</b>									
12/21/2012	17	4 23.5 %	2 11.8 %	3 17.6 %	7 41.2 %	0 0 %	1 5.9 %	9 52.9 %	8 47.1 %

-  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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

DEPARTMENT OF FINANCE

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	1	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	1	0 0 %	0 0 %	1 100 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	1	0 0 %	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>TOTAL</b>									
12/21/2012	3	1 33.3 %	1 33.3 %	1 33.3 %	0 0 %	0 0 %	0 0 %	3 100 %	0 0 %

-  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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

DEVELOPMENT SERVICES

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	13	11 84.6 %	0 0 %	2 15.4 %	0 0 %	0 0 %	0 0 %	4 30.8 %	9 69.2 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	145	89 61.4 %	12 8.3 %	21 14.5 %	21 14.5 %	2 1.4 %	0 0 %	52 35.9 %	93 64.1 %
<b>TECHNICIANS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/21/2012	70	30 42.9 %	10 14.3 %	15 21.4 %	13 18.6 %	2 2.9 %	0 0 %	31 44.3 %	39 55.7 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	53	11 20.8 %	18 34 %	16 30.2 %	8 15.1 %	0 0 %	0 0 %	49 92.5 %	4 7.5 %
<b>CRAFT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/21/2012	68	46 67.6 %	5 7.4 %	11 16.2 %	4 5.9 %	2 2.9 %	0 0 %	7 10.3 %	61 89.7 %
<b>LABORERS AND HELPERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/21/2012	3	1 33.3 %	2 66.7 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	3 100 %
<b>TOTAL</b>									
12/21/2012	352	188 53.4 %	47 13.4 %	65 18.5 %	46 13.1 %	6 1.7 %	0 0 %	143 40.6 %	209 59.4 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

ENGINEERING AND CAPITAL PROJECTS

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	8	7 87.5 %	0 0 %	1 12.5 %	0 0 %	0 0 %	0 0 %	2 25 %	6 75 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	348	177 50.9 %	16 4.6 %	62 17.8 %	90 25.9 %	3 0.9 %	0 0 %	105 30.2 %	243 69.8 %
<b>TECHNICIANS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/21/2012	82	37 45.1 %	8 9.8 %	12 14.6 %	24 29.3 %	1 1.2 %	0 0 %	17 20.7 %	65 79.3 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	23	5 21.7 %	4 17.4 %	5 21.7 %	8 34.8 %	1 4.3 %	0 0 %	21 91.3 %	2 8.7 %
<b>TOTAL</b>									
12/21/2012	461	226 49 %	28 6.1 %	80 17.4 %	122 26.5 %	5 1.1 %	0 0 %	145 31.5 %	316 68.5 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

ENVIRONMENTAL SERVICES

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	9	6 66.7 %	1 11.1 %	2 22.2 %	0 0 %	0 0 %	0 0 %	3 33.3 %	6 66.7 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	100	61 61 %	8 8 %	17 17 %	14 14 %	0 0 %	0 0 %	45 45 %	55 55 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/21/2012	4	3 75 %	0 0 %	1 25 %	0 0 %	0 0 %	0 0 %	1 25 %	3 75 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	38	22 57.9 %	3 7.9 %	10 26.3 %	3 7.9 %	0 0 %	0 0 %	31 81.6 %	7 18.4 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/21/2012	30	18 60 %	2 6.7 %	10 33.3 %	0 0 %	0 0 %	0 0 %	1 3.3 %	29 96.7 %
<b>OPERATIVES</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			5.60%	42.60%	14.40%	0.30%	1.50%	26.40%	
12/21/2012	171	19 11.1 %	66 38.6 %	76 44.4 %	9 5.3 %	1 0.6 %	0 0 %	7 4.1 %	164 95.9 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/21/2012	32	9 28.1 %	12 37.5 %	10 31.3 %	1 3.1 %	0 0 %	0 0 %	2 6.3 %	30 93.8 %
<b>SERVICE WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			5.80%	41.50%	11.50%	0.40%	2.30%	56.70%	
12/21/2012	1	0 0 %	0 0 %	1 100 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>EXEMPT</b>									
12/12/2012			%	%	%	%	%	%	%
<b>TOTAL</b>									
12/21/2012	385	138 35.8 %	92 23.9 %	127 33 %	27 7 %	1 0.3 %	0 0 %	91 23.6 %	294 76.4 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

ETHICS COMMISSION

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	2	2 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 50 %	1 50 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	3	1 33.3 %	0 0 %	2 66.7 %	0 0 %	0 0 %	0 0 %	3 100 %	0 0 %
<b>TOTAL</b>									
12/21/2012	5	3 60 %	0 0 %	2 40 %	0 0 %	0 0 %	0 0 %	4 80 %	1 20 %

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

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

FINANCIAL MANAGEMENT

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	3	2 66.7 %	0 0 %	1 33.3 %	0 0 %	0 0 %	0 0 %	1 33.3 %	2 66.7 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	23	7 30.4 %	1 4.3 %	11 47.8 %	4 17.4 %	0 0 %	0 0 %	11 47.8 %	12 52.2 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	1	0 0 %	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>TOTAL</b>									
12/21/2012	27	9 33.3 %	2 7.4 %	12 44.4 %	4 14.8 %	0 0 %	0 0 %	13 48.1 %	14 51.9 %

 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 were not met



CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

FIRE-RESCUE

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
LIFEGUARDS & OTHER PROT SERVICE WRKRS									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			0.00%	19.20%	5.90%	2.80%	1.40%	31.80%	
12/21/2012	314	270 86 %	6 1.9 %	25 8 %	11 3.5 %	2 0.6 %	0 0 %	51 16.2 %	263 83.8 %
<b>TOTAL</b>									
12/21/2012	1,263	888 70.3 %	69 5.5 %	213 16.9 %	76 6 %	12 1 %	5 0.4 %	199 15.8 %	1,064 84.2 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

GENERAL SERVICES

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	3	3 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	3 100 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	16	6 37.5 %	1 6.3 %	4 25 %	5 31.3 %	0 0 %	0 0 %	5 31.3 %	11 68.8 %
<b>TECHNICIANS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/21/2012	10	6 60 %	0 0 %	3 30 %	1 10 %	0 0 %	0 0 %	3 30 %	7 70 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	22	10 45.5 %	4 18.2 %	7 31.8 %	1 4.5 %	0 0 %	0 0 %	9 40.9 %	13 59.1 %
<b>CRAFT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/21/2012	206	95 46.1 %	19 9.2 %	70 34 %	19 9.2 %	2 1 %	1 0.5 %	4 1.9 %	202 98.1 %
<b>LABORERS AND HELPERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/21/2012	50	15 30 %	6 12 %	24 48 %	5 10 %	0 0 %	0 0 %	2 4 %	48 96 %
<b>SERVICE WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			5.80%	41.50%	11.50%	0.40%	2.30%	56.70%	
12/21/2012	9	1 11.1 %	3 33.3 %	5 55.6 %	0 0 %	0 0 %	0 0 %	4 44.4 %	5 55.6 %
<b>EXEMPT</b>									
12/12/2012									
<b>TOTAL</b>									
12/21/2012	316	136 43 %	33 10.4 %	113 35.8 %	31 9.8 %	2 0.6 %	1 0.3 %	27 8.5 %	289 91.5 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

HUMAN RESOURCES

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	11	8 72.7 %	1 9.1 %	2 18.2 %	0 0 %	0 0 %	0 0 %	9 81.8 %	2 18.2 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	8	5 62.5 %	0 0 %	1 12.5 %	1 12.5 %	1 12.5 %	0 0 %	5 62.5 %	3 37.5 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	1	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>TOTAL</b>									
12/21/2012	20	14 70 %	1 5 %	3 15 %	1 5 %	1 5 %	0 0 %	15 75 %	5 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

INDEPENDENT BUDGET ANALYST

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	9	7 77.8 %	1 11.1 %	1 11.1 %	0 0 %	0 0 %	0 0 %	5 55.6 %	4 44.4 %
<b>EXEMPT</b>									
12/12/2012	1	0 0 %	0 0 %	1 100 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>TOTAL</b>									
12/21/2012	10	7 70 %	1 10 %	2 20 %	0 0 %	0 0 %	0 0 %	6 60 %	4 40 %

-  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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

INFORMATION TECHNOLOGY AND COMMUNICATIONS

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	27	19 70.4 %	1 3.7 %	1 3.7 %	6 22.2 %	0 0 %	0 0 %	7 25.9 %	20 74.1 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	28	18 64.3 %	0 0 %	4 14.3 %	6 21.4 %	0 0 %	0 0 %	8 28.6 %	20 71.4 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/21/2012	3	1 33.3 %	1 33.3 %	0 0 %	1 33.3 %	0 0 %	0 0 %	0 0 %	3 100 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	6	3 50 %	1 16.7 %	2 33.3 %	0 0 %	0 0 %	0 0 %	5 83.3 %	1 16.7 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/21/2012	26	13 50 %	2 7.7 %	10 38.5 %	1 3.8 %	0 0 %	0 0 %	1 3.8 %	25 96.2 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/21/2012	8	1 12.5 %	0 0 %	5 62.5 %	2 25 %	0 0 %	0 0 %	0 0 %	8 100 %
<b>TOTAL</b>									
12/21/2012	98	55 56.1 %	5 5.1 %	22 22.4 %	16 16.3 %	0 0 %	0 0 %	21 21.4 %	77 78.6 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

LIBRARY

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	6	4 66.7 %	1 16.7 %	1 16.7 %	0 0 %	0 0 %	0 0 %	4 66.7 %	2 33.3 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	204	128 62.7 %	16 7.8 %	28 13.7 %	32 15.7 %	0 0 %	0 0 %	148 72.5 %	56 27.5 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	345	148 42.9 %	37 10.7 %	64 18.6 %	88 25.5 %	6 1.7 %	2 0.6 %	228 66.1 %	117 33.9 %
<b>LABORERS AND HELPERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/21/2012	5	0 0 %	0 0 %	5 100 %	0 0 %	0 0 %	0 0 %	2 40 %	3 60 %
<b>SERVICE WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			5.80%	41.50%	11.50%	0.40%	2.30%	56.70%	
12/21/2012	2	0 0 %	0 0 %	2 100 %	0 0 %	0 0 %	0 0 %	0 0 %	2 100 %
<b>TOTAL</b>									
12/21/2012	562	280 49.8 %	54 9.6 %	100 17.8 %	120 21.4 %	6 1.1 %	2 0.4 %	382 68 %	180 32 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

MAYOR'S SPECIAL EVENTS

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	2	1 50 %	0 0 %	1 50 %	0 0 %	0 0 %	0 0 %	2 100 %	0 0 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	1	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>TOTAL</b>									
12/21/2012	3	2 66.7 %	0 0 %	1 33.3 %	0 0 %	0 0 %	0 0 %	3 100 %	0 0 %

-  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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

OFFICE OF THE MAYOR

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	1	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	1	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>EXEMPT</b>									
12/12/2012	2	2 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	2 100 %
<b>TOTAL</b>									
12/21/2012	4	4 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 25 %	3 75 %

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

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

PARK AND RECREATION

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	9	8 88.9 %	1 11.1 %	0 0 %	0 0 %	0 0 %	0 0 %	3 33.3 %	6 66.7 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	74	43 58.1 %	8 10.8 %	15 20.3 %	7 9.5 %	1 1.4 %	0 0 %	39 52.7 %	35 47.3 %
<b>TECHNICIANS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/21/2012	1	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	54	28 51.9 %	8 14.8 %	10 18.5 %	7 13 %	1 1.9 %	0 0 %	25 46.3 %	29 53.7 %
<b>CRAFT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/21/2012	34	10 29.4 %	4 11.8 %	15 44.1 %	5 14.7 %	0 0 %	0 0 %	0 0 %	34 100 %
<b>OPERATIVES</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			5.60%	42.60%	14.40%	0.30%	1.50%	26.40%	
12/21/2012	17	8 47.1 %	2 11.8 %	4 23.5 %	2 11.8 %	1 5.9 %	0 0 %	2 11.8 %	15 88.2 %
<b>LABORERS AND HELPERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/21/2012	401	96 23.9 %	83 20.7 %	194 48.4 %	24 6 %	4 1 %	0 0 %	66 16.5 %	335 83.5 %
<b>LIFEGUARDS &amp; OTHER PROT SERVICE WRKRS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			0.00%	19.20%	5.90%	2.80%	1.40%	31.80%	
12/21/2012	219	137 62.6 %	7 3.2 %	62 28.3 %	12 5.5 %	1 0.5 %	0 0 %	100 45.7 %	119 54.3 %
<b>SERVICE WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			5.80%	41.50%	11.50%	0.40%	2.30%	56.70%	
12/21/2012	378	132 34.9 %	91 24.1 %	115 30.4 %	37 9.8 %	3 0.8 %	0 0 %	196 51.9 %	182 48.1 %
<b>TOTAL</b>									
12/21/2012	1,187	463 39 %	204 17.2 %	415 35 %	94 7.9 %	11 0.9 %	0 0 %	431 36.3 %	756 63.7 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

PERSONNEL

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	8	5 62.5 %	2 25 %	0 0 %	1 12.5 %	0 0 %	0 0 %	4 50 %	4 50 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	26	11 40.7 %	5 18.5 %	9 33.3 %	1 3.7 %	0 0 %	1 3.7 %	20 74.1 %	7 25.9 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	21	7 33.3 %	7 33.3 %	6 28.6 %	1 4.8 %	0 0 %	0 0 %	18 85.7 %	3 14.3 %
<b>TOTAL</b>									
12/21/2012	56	23 41.1 %	14 25 %	15 26.8 %	3 5.4 %	0 0 %	1 1.8 %	42 75 %	14 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

PLANNING

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	22	16 72.7 %	1 4.5 %	4 18.2 %	1 4.5 %	0 0 %	0 0 %	15 68.2 %	7 31.8 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	68	44 64.7 %	7 10.3 %	11 16.2 %	5 7.4 %	1 1.5 %	0 0 %	43 63.2 %	25 36.8 %
<b>TECHNICIANS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/21/2012	5	1 20 %	1 20 %	2 40 %	1 20 %	0 0 %	0 0 %	2 40 %	3 60 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	6	4 66.7 %	0 0 %	1 16.7 %	1 16.7 %	0 0 %	0 0 %	5 83.3 %	1 16.7 %
<b>TOTAL</b>									
12/21/2012	101	65 64.4 %	9 8.9 %	18 17.8 %	8 7.9 %	1 1 %	0 0 %	65 64.4 %	36 35.6 %

-  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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

POLICE

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	8	4 50 %	0 0 %	3 37.5 %	1 12.5 %	0 0 %	0 0 %	5 62.5 %	3 37.5 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	98	58 59.2 %	8 8.2 %	11 11.2 %	20 20.4 %	1 1 %	0 0 %	50 51 %	48 49 %
<b>TECHNICIANS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/21/2012	37	22 59.5 %	3 8.1 %	8 21.6 %	4 10.8 %	0 0 %	0 0 %	26 70.3 %	11 29.7 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	469	205 43.7 %	64 13.6 %	137 29.2 %	58 12.4 %	5 1.1 %	0 0 %	322 68.7 %	147 31.3 %
<b>CRAFT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/21/2012	3	2 66.7 %	0 0 %	1 33.3 %	0 0 %	0 0 %	0 0 %	0 0 %	3 100 %
<b>LABORERS AND HELPERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/21/2012	5	1 20 %	1 20 %	2 40 %	1 20 %	0 0 %	0 0 %	0 0 %	5 100 %
<b>1ST-LINE SUPVS/MGRS OF POLICE &amp; DET</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.70%	20.50%	2.30%	0.00%	0.40%	20.00%	
12/21/2012	308	216 70.1 %	24 7.8 %	50 16.2 %	18 5.8 %	0 0 %	0 0 %	35 11.4 %	273 88.6 %
<b>DETECTIVES &amp; CRIMINAL INVESTIGATORS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			10.00%	27.40%	3.00%	0.90%	3.30%	27.70%	
12/21/2012	281	185 65.8 %	22 7.8 %	60 21.4 %	12 4.3 %	2 0.7 %	0 0 %	75 26.7 %	206 73.3 %
<b>POLICE OFFICERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.40%	29.10%	6.20%	0.70%	1.40%	16.90%	
12/21/2012	1,260	813 64.5 %	78 6.2 %	250 19.8 %	110 8.7 %	9 0.7 %	0 0 %	171 13.6 %	1,089 86.4 %
<b>TOTAL</b>									
12/21/2012	2,469	1,506 61 %	200 8.1 %	522 21.1 %	224 9.1 %	17 0.7 %	0 0 %	684 27.7 %	1,784 72.3 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

PUBLIC UTILITIES (METROPOLITAN WASTEWATER)

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	12	9 75 %	0 0 %	0 0 %	3 25 %	0 0 %	0 0 %	6 50 %	6 50 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	230	122 53 %	10 4.3 %	49 21.3 %	48 20.9 %	1 0.4 %	0 0 %	90 39.1 %	140 60.9 %
<b>TECHNICIANS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/21/2012	53	14 26.4 %	7 13.2 %	18 34 %	14 26.4 %	0 0 %	0 0 %	19 35.8 %	34 64.2 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	49	15 30.6 %	17 34.7 %	10 20.4 %	7 14.3 %	0 0 %	0 0 %	35 71.4 %	14 28.6 %
<b>CRAFT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/21/2012	185	63 34.1 %	43 23.2 %	40 21.6 %	39 21.1 %	0 0 %	0 0 %	18 9.7 %	167 90.3 %
<b>OPERATIVES</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			5.60%	42.60%	14.40%	0.30%	1.50%	26.40%	
12/21/2012	4	0 0 %	2 50 %	2 50 %	0 0 %	0 0 %	0 0 %	0 0 %	4 100 %
<b>LABORERS AND HELPERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/21/2012	192	38 19.8 %	66 34.4 %	59 30.7 %	28 14.6 %	1 0.5 %	0 0 %	15 7.8 %	177 92.2 %
<b>TOTAL</b>									
12/21/2012	725	261 36 %	145 20 %	178 24.6 %	139 19.2 %	2 0.3 %	0 0 %	183 25.2 %	542 74.8 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

PUBLIC UTILITIES (WATER)

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	13	9 69.2 %	2 15.4 %	2 15.4 %	0 0 %	0 0 %	0 0 %	4 30.8 %	9 69.2 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	217	91 41.9 %	32 14.7 %	46 21.2 %	47 21.7 %	1 0.5 %	0 0 %	81 37.3 %	136 62.7 %
<b>TECHNICIANS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/21/2012	46	14 30.4 %	11 23.9 %	15 32.6 %	6 13 %	0 0 %	0 0 %	20 43.5 %	26 56.5 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	92	19 20.7 %	39 42.4 %	22 23.9 %	11 12 %	1 1.1 %	0 0 %	80 87 %	12 13 %
<b>CRAFT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/21/2012	61	29 47.5 %	13 21.3 %	8 13.1 %	9 14.8 %	2 3.3 %	0 0 %	5 8.2 %	56 91.8 %
<b>OPERATIVES</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			5.60%	42.60%	14.40%	0.30%	1.50%	26.40%	
12/21/2012	1	0 0 %	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %
<b>LABORERS AND HELPERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/21/2012	271	66 24.4 %	98 36.2 %	95 35.1 %	12 4.4 %	0 0 %	0 0 %	46 17 %	225 83 %
<b>LIFEGUARDS &amp; OTHER PROT SERVICE WRKRS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			0.00%	19.20%	5.90%	2.80%	1.40%	31.80%	
12/21/2012	6	5 83.3 %	0 0 %	1 16.7 %	0 0 %	0 0 %	0 0 %	0 0 %	6 100 %
<b>TOTAL</b>									
12/21/2012	707	233 33 %	196 27.7 %	189 26.7 %	85 12 %	4 0.6 %	0 0 %	236 33.4 %	471 66.6 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

PURCHASING AND CONTRACTING

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	1	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %
<b>PROFESSIONALS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	17	10 58.8 %	4 23.5 %	2 11.8 %	1 5.9 %	0 0 %	0 0 %	11 64.7 %	6 35.3 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<i>COUNTY LABOR FORCE AVAILABILITY</i>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	33	9 27.3 %	10 30.3 %	9 27.3 %	4 12.1 %	1 3 %	0 0 %	18 54.5 %	15 45.5 %
<b>TOTAL</b>									
12/21/2012	51	20 39.2 %	14 27.5 %	11 21.6 %	5 9.8 %	1 2 %	0 0 %	29 56.9 %	22 43.1 %

-  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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

QUALCOMM STADIUM

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	2	2 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	2 100 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	3	3 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	2 66.7 %	1 33.3 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	2	1 50 %	0 0 %	1 50 %	0 0 %	0 0 %	0 0 %	2 100 %	0 0 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/21/2012	7	4 57.1 %	0 0 %	2 28.6 %	0 0 %	1 14.3 %	0 0 %	0 0 %	7 100 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/21/2012	20	5 25 %	5 25 %	9 45 %	1 5 %	0 0 %	0 0 %	0 0 %	20 100 %
<b>SERVICE WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			5.80%	41.50%	11.50%	0.40%	2.30%	56.70%	
12/21/2012	1	0 0 %	0 0 %	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %
<b>TOTAL</b>									
12/21/2012	35	15 42.9 %	5 14.3 %	13 37.1 %	1 2.9 %	1 2.9 %	0 0 %	4 11.4 %	31 88.6 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

REAL ESTATE ASSETS

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	7	7 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 14.3 %	6 85.7 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	20	17 85 %	0 0 %	0 0 %	3 15 %	0 0 %	0 0 %	13 65 %	7 35 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	8	4 50 %	0 0 %	2 25 %	1 12.5 %	1 12.5 %	0 0 %	7 87.5 %	1 12.5 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/21/2012	1	0 0 %	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/21/2012	9	4 44.4 %	1 11.1 %	4 44.4 %	0 0 %	0 0 %	0 0 %	1 11.1 %	8 88.9 %
<b>TOTAL</b>									
12/21/2012	45	32 71.1 %	2 4.4 %	6 13.3 %	4 8.9 %	1 2.2 %	0 0 %	22 48.9 %	23 51.1 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

RETIREMENT

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	19	16 84.2 %	0 0 %	2 10.5 %	1 5.3 %	0 0 %	0 0 %	12 63.2 %	7 36.8 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	18	5 27.8 %	2 11.1 %	4 22.2 %	6 33.3 %	0 0 %	1 5.6 %	11 61.1 %	7 38.9 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	22	5 22.7 %	4 18.2 %	7 31.8 %	6 27.3 %	0 0 %	0 0 %	20 90.9 %	2 9.1 %
<b>TOTAL</b>									
12/21/2012	59	26 44.1 %	6 10.2 %	13 22 %	13 22 %	0 0 %	1 1.7 %	43 72.9 %	16 27.1 %

-  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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

RISK MANAGEMENT

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	2	2 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 50 %	1 50 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	51	29 56.9 %	5 9.8 %	9 17.6 %	8 15.7 %	0 0 %	0 0 %	38 74.5 %	13 25.5 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/21/2012	3	0 0 %	2 66.7 %	1 33.3 %	0 0 %	0 0 %	0 0 %	1 33.3 %	2 66.7 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	22	3 13.6 %	7 31.8 %	3 13.6 %	9 40.9 %	0 0 %	0 0 %	18 81.8 %	4 18.2 %
<b>TOTAL</b>									
12/21/2012	78	34 43.6 %	14 17.9 %	13 16.7 %	17 21.8 %	0 0 %	0 0 %	58 74.4 %	20 25.6 %

 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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

SPECIAL PROJECTS

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	1	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %
<b>TOTAL</b>									
12/21/2012	1	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %

-  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 were not met

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

TRANSPORTATION/STORM WATER

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/21/2012	6	6 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	2 33.3 %	4 66.7 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/21/2012	101	54 53.5 %	6 5.9 %	23 22.8 %	18 17.8 %	0 0 %	0 0 %	42 41.6 %	59 58.4 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/21/2012	9	2 22.2 %	1 11.1 %	2 22.2 %	4 44.4 %	0 0 %	0 0 %	1 11.1 %	8 88.9 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/21/2012	37	9 24.3 %	11 29.7 %	15 40.5 %	2 5.4 %	0 0 %	0 0 %	29 78.4 %	8 21.6 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/21/2012	79	24 30.4 %	12 15.2 %	35 44.3 %	7 8.9 %	1 1.3 %	0 0 %	1 1.3 %	78 98.7 %
<b>OPERATIVES</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			5.60%	42.60%	14.40%	0.30%	1.50%	26.40%	
12/21/2012	55	7 12.7 %	25 45.5 %	20 36.4 %	2 3.6 %	1 1.8 %	0 0 %	7 12.7 %	48 87.3 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/21/2012	108	22 20.4 %	35 32.4 %	46 42.6 %	4 3.7 %	1 0.9 %	0 0 %	20 18.5 %	88 81.5 %
<b>TOTAL</b>									
12/21/2012	395	124 31.4 %	90 22.8 %	141 35.7 %	37 9.4 %	3 0.8 %	0 0 %	102 25.8 %	293 74.2 %

 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 were not met

# **ATTACHMENT A**

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
PERSONNEL DEPARTMENT**

**PROMOTIONS/TERMINATIONS/HIRES  
12/24/2011 through 12/21/2012**

**FIRE-RESCUE**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>							
Promoted (into category)	25	17 68.0%	2 8.0%	5 20.0%	1 4.0%	0 0.0%	0 0.0%
Promoted (within category)	6	3 50.0%	0 0.0%	2 33.3%	1 16.7%	0 0.0%	0 0.0%
Terminated	23	14 60.9%	1 4.3%	5 21.7%	2 8.7%	1 4.3%	0 0.0%
<b>Fire Inspectors</b>							
Hired	2	2 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Terminated	4	3 75.0%	0 0.0%	1 25.0%	0 0.0%	0 0.0%	0 0.0%
<b>Fire Fighters</b>							
Hired	29	14 48.3%	3 10.3%	7 24.1%	0 0.0%	0 0.0%	5 17.2%
Promoted (within category)	36	31 86.1%	0 0.0%	3 8.3%	2 5.6%	0 0.0%	0 0.0%
Demoted (into category)	1	1 100.0%	0 0.0%	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%
Terminated	14	8 57.1%	1 7.1%	2 14.3%	2 14.3%	0 0.0%	1 7.1%
<b>Technicians</b>							
Terminated	2	2 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
<b>Lifeguards &amp; Other Prot Service Wrkrs</b>							
Hired	34	29 85.3%	0 0.0%	2 5.9%	3 8.8%	0 0.0%	0 0.0%
Promoted (into category)	2	2 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Promoted (within category)	4	4 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Demoted (within category)	1	0 0.0%	0 0.0%	0 0.0%	1 100.0%	0 0.0%	0 0.0%
Terminated	36	34 94.4%	0 0.0%	2 5.6%	0 0.0%	0 0.0%	0 0.0%

Into Category: Promotions into a higher category

Within Category: Promotions within the same category

NOTE: Promotions via the Career Advancement program are not included

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
PERSONNEL DEPARTMENT**

**PROMOTIONS/TERMINATIONS/HIRES  
12/24/2011 through 12/21/2012**

**POLICE**

	TOTAL	WHITES		BLACKS OR AFRICAN AMERICAN		HISPANIC OR LATINOS		ASIANS & PACIFIC ISLANDER		AMERICAN INDIAN & ALASKA NATIVE		TWO OR MORE & OTHER	
<b>1ST-Line Supvs/Mgrs of Police &amp; Det</b>													
Hired	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (into category)	15	9	60.0%	0	0.0%	3	20.0%	3	20.0%	0	0.0%	0	0.0%
Promoted (within category)	5	2	40.0%	0	0.0%	3	60.0%	0	0.0%	0	0.0%	0	0.0%
Terminated	20	18	90.0%	2	10.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Detectives and Criminal Investigators</b>													
Promoted (into category)	15	10	66.7%	0	0.0%	4	26.7%	1	6.7%	0	0.0%	0	0.0%
Terminated	20	16	80.0%	1	5.0%	3	15.0%	0	0.0%	0	0.0%	0	0.0%
<b>Police Officers</b>													
Hired	126	83	65.9%	13	10.3%	20	15.9%	10	7.9%	0	0.0%	0	0.0%
Promoted (into category)	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Promoted (within category)	141	91	64.5%	6	4.3%	34	24.1%	10	7.1%	0	0.0%	0	0.0%
Demoted (into category)	2	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Terminated	54	35	64.8%	7	13.0%	6	11.1%	6	11.1%	0	0.0%	0	0.0%

Into Category: Promotions into a higher category

Within Category: Promotions within the same category

NOTE: Promotions via the Career Advancement program are not included