



# REPORT

## TO THE HONORABLE MAYOR AND CITY COUNCIL FROM THE PERSONNEL DIRECTOR

**DATE:** February 7, 2000

**TO:** Public Safety and Neighborhood Services Committee

**FROM:** Rich Snapper, Personnel Director

**SUBJECT:** Annual Equal Employment Opportunity Report

This is the Ninth Annual Equal Employment Opportunity Report issued under the Ten Year Equal Opportunity Program, adopted by the City Council on February 25, 1991. This report covers the period from December 11, 1998 to December 10, 1999. This report has been divided into three different sections as follows:

- A) Total City employees - this section includes all City employees, both benefitted and non-benefitted, hourly, full-time, and part-time.
- B) Benefitted employees - this section includes all benefitted employees. Benefitted employees are either in permanent or limited full-time (40 hrs. per week), three quarters time (30 hrs. per week) or half-time (20 hrs. per week) positions.
- C) Promotions, terminations, and hires - this section includes promotions, terminations, and hires of sworn and uniformed personnel with the Police Department and Life Safety Services Departments.

At the end of this reporting period, the total number of City employees increased to 11,433, which was an increase of 257 since December 11, 1998. A detailed table of the City-wide representation of minorities and women can be found on page 4 of the statistical section.

The City is organized into eight Business Centers, with managerial departments grouped into their related Business Centers. The eight Business Centers are:

- 1) Community and Neighborhood Services
- 2) Development Services
- 3) Employee Relations and Special Projects
- 4) Financial and Technical Services
- 5) Fire and Life Safety Services
- 6) City Manager



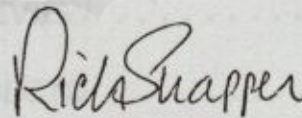
- 7) Police
- 8) Public Works

Additionally, independent departments are assembled separately in their own group. As a result of this restructuring, various departments and divisions of departments may have been relocated, merged, deleted, and in some cases, newly created. In those cases where a department or division is newly created or relocated, no comparable data is listed and is noted as such.

The attached tables show City-wide representation for the Program's fifteen occupational categories and the status of each of the City's departments. Also provided are definitions of occupational categories which describe typical classifications included within that category.

The Benefitted Employees Report is categorized by occupational group. It itemizes both benefitted and non-benefitted employees by ethnic group, the total for each group, and the difference between the two. There are a total of 9,934 benefitted employees and 1,501 non-benefitted employees. An explanation for some of the larger groups of non-benefitted employees is as follows:

- Professional/Technical - There are a large number of hourly employees in the Park and Recreation Department, e.g., Recreation Leaders and Recreation Aides, as well as the Library, e.g., hourly Librarians.
- Clerical - There are a large number of hourly employees in the Library, e.g., Library Aides, as well as various City departments having hourly clerical pools to backfill and cover for sick and vacationing employees.
- Marine Safety - There are a large number of hourly, seasonal Lifeguards hired during the summer months.
- Service Workers - There are a large number of hourly Custodians employed by the Stadium



Rich Snapper  
Personnel Director



CITY OF SAN DIEGO  
EQUAL OPPORTUNITY PROGRAM  
ANNUAL REPORT

FEBRUARY, 2000

CONTENTS

	PAGE
INTRODUCTION .....	1
COUNTY LABOR FORCE AVAILABILITY .....	2
CITY POPULATION AVAILABILITY .....	3
CITY-WIDE REPRESENTATION .....	4
DEFINITIONS-OCCUPATIONAL CATEGORIES .....	5,6
CITY-WIDE REPRESENTATION BY OCCUPATIONAL CATEGORY .....	7
CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY	
AUDITOR .....	8
CITY ATTORNEY .....	9
CITY CLERK .....	10
CITY MANAGER .....	11
ECONOMIC DEVELOPMENT AND COMMUNITY SERVICES .....	12
PLANNING AND DEVELOPMENT REVIEW .....	13
ENGINEERING AND CAPITAL PROJECTS .....	14
ENVIRONMENTAL SERVICES .....	15
FINANCIAL MANAGEMENT .....	16
FIRE & LIFE SAFETY SERVICES .....	17
INFORMATION TECHNOLOGY AND COMMUNICATIONS .....	18

(over)



LIBRARY .....	19
MAYOR/COUNCIL .....	20
METROPOLITAN WASTEWATER .....	21
PARK AND RECREATION .....	22
PERSONNEL .....	23
POLICE .....	24
REAL ESTATE ASSETS .....	25
RETIREMENT .....	26
RISK MANAGEMENT .....	27
SPECIAL PROGRAMS .....	28
SPECIAL PROJECTS .....	29
STADIUM .....	30
TRANSPORTATION .....	31
WATER .....	32
SECTION B - Benefitted Employees	
SECTION C - Promotions, Terminations, Hires - Police and Fire	

**CITY OF SAN DIEGO  
PERSONNEL DEPARTMENT  
EQUAL OPPORTUNITY PROGRAM**

**The Nature of Equal Opportunity**

The goal of this program is to achieve a representative, inclusive workforce, utilizing a broad-based outreach and recruitment program, to ensure attracting a qualified applicant pool. This broad-based outreach strategy, which touches all communities, includes marketing the City as a desirable employer and advertising all available positions throughout all communities of the City.

Implementation of a comprehensive strategy that incorporates an inclusive, proactive outreach, recruitment, interview, and selection process should result in a better, diversified pool of qualified candidates, and a workforce reflective of the diversity of our community.

**County Labor Force Availability**

Labor force statistics are based upon the actual demographics of city population. Figures are extracted from census tables to establish the percentage of women and minorities in the labor market in work similar to that done by City employees (See Page 2). The statistics are kept for informational purposes only and are not used to establish any goals for recruiting, hiring or promotion.



CITY OF SAN DIEGO  
EQUAL OPPORTUNITY PROGRAM

COUNTY LABOR FORCE AVAILABILITY

OCCUPATIONAL CATEGORY	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	WOMEN
MANAGERS/ADMINISTRATORS	3.2%	8.4%	2.2%	0.6%	2.0%	40.5%
PROFESSIONAL/TECHNICAL	4.5%	8.6%	4.4%	0.5%	4.0%	43.9%
CLERICAL	6.2%	15.0%	4.2%	0.7%	3.8%	80.1%
CRAFTS	4.4%	21.9%	3.0%	0.7%	2.8%	4.6%
TRANSPORT EQUIP OPERATIVES	6.3%	22.3%	1.6%	0.7%	1.5%	9.2%
LABORERS	3.3%	41.7%	1.5%	0.7%	1.4%	5.8%
FIRE MANAGERS	1.1%	2.4%	0.7%	0	0.6%	6.2%
FIRE PROFESSIONALS	1.1%	2.4%	0.7%	0	0.6%	6.2%
FIRE FIGHTERS	6.0%	9.9%	1.0%	1.2%	0.9%	7.1%
POLICE MANAGERS	5.0%	5.3%	2.0%	0	1.9%	12.5%
POLICE PROFESSIONALS	5.0%	5.3%	2.0%	0	1.9%	12.5%
POLICE OFFICERS	6.4%	19.2%	1.2%	1.2%	1.1%	16.4%
MARINE SAFETY	4.9%	18.1%	3.8%	0.6%	3.5%	44.9%
SERVICE WORKERS	9.1%	40.1%	5.1%	0.6%	4.6%	29.1%

CITY OF SAN DIEGO  
EQUAL OPPORTUNITY PROGRAM  
CITY POPULATION AVAILABILITY

	BLACKS	HISPANICS	ASIANS	AMERICAN INDIANS	FILIPINOS	WOMEN
CITY POPULATION AVAILABILITY	8.9%	20.7%	5.7%	0.5%	5.4%	49.0%



CITY OF SAN DIEGO  
ANNUAL REPORT  
CITY-WIDE REPRESENTATION

(Percentages shown are percentage of TOTAL CITY EMPLOYEES)

		MEN	WOMEN	TOTAL
WHITES	12/10/99	37.9%	19.1%	57.0%
	12/11/98	38.8%	19.1%	57.9%
BLACKS	12/10/99	9.4%	5.4%	14.8%
	12/11/98	9.7%	5.3%	15.0%
HISPANICS	12/10/99	12.5%	5.8%	18.3%
	12/11/98	12.3%	5.5%	17.8%
ASIANS	12/10/99	2.8%	1.5%	4.3%
	12/11/98	2.8%	1.4%	4.2%
AMERICAN INDIANS	12/10/99	0.5%	0.4%	1.0%
	12/11/98	0.6%	0.4%	1.0%
FILIPINOS	12/10/99	2.8%	1.8%	4.6%
	12/11/98	2.5%	1.7%	4.1%
TOTAL MINORITIES	12/10/99	28.0%	15.0%	43.0%
	12/11/98	27.8%	14.3%	42.1%
TOTAL EMPLOYEES	12/10/99	65.9%	34.1%	(11,433)
	12/11/98	66.6%	33.4%	(11,176)



EQUAL EMPLOYMENT OPPORTUNITY OCCUPATIONAL CATEGORIES

OCCUPATIONAL CATEGORY DEFINITIONS

MANAGERS/ADMINISTRATORS

Top management jobs in the Unclassified Service. Vacancies are not filled under the Civil Service procedures administered by the Personnel Department.

PROFESSIONAL/TECHNICAL

One of the most wide-ranging, populous groups. Includes very specialized classifications, such as Horticulturist and Hydrography Aide. Also includes several lengthy series that range from the sub-professional to the professional levels, such as Engineering Trainee to Senior Civil Engineer and Administrative Aide to Supervising Administrative Analyst.

CLERICAL

Classifications related to clerical work, including Dispatchers, Cashiers, and Meter Readers and their supervisors.

CRAFTS

The skilled trades and their supervisors. Includes Heavy Equipment Operator, Bindery Worker, and Layout Composer.

TRANSPORT EQUIPMENT OPERATIVES

Heavy Truck Drivers and Sanitation Drivers, Light Equipment and Sweeper Operators, and Refuse Collection Supervisory personnel.



Occupational Category Definitions (cont)

LABORERS

Unskilled, entry level laborers, as well as semi-skilled and skilled workers and their supervisory chain-of-command.

FIRE PROTECTION

- Fire Managers - Battalion Chief and higher
- Fire Professionals - Fire Engineers and Captains, Fire Prevention Supervisors
- Fire Fighters - Fire Recruit, Fire Fighter I and II, Fire Prevention Inspectors

POLICE PROTECTION

- Police Managers - Assistant Police Chief, Assistant to the Police Chief, Police Captains
- Police Professionals- Police Sergeants and Lieutenants
- Police Officers - Police Recruits, Police Officer I and II, and Police Agents

MARINE SAFETY

Lifeguards, Sergeants, and Lieutenants

SERVICE WORKERS

Custodial Series and Laboratory Assistants

EXEMPT

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



CITY OF SAN DIEGO  
ANNUAL REPORT  
CITY-WIDE REPRESENTATION BY OCCUPATIONAL CATEGORY

OCCUPATIONAL CATEGORY	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
MANAGERS/ADMINISTRATORS 12/10/99 (224) 12/11/98 (205)	74.1% 72.2%	12.1% 12.7%	10.7% 11.7%	2.2% 2.4%	0 0	0.9% 1.0%	57.1% 57.6%	42.9% 42.4%
PROFESSIONAL/TECHNICAL 12/10/99 (3260) 12/11/98 (3088)	60.5% 61.6%	10.6% 11.2%	15.9% 15.1%	6.3% 6.3%	0.8% 0.7%	5.8% 5.1%	55.7% 56.4%	44.3% 43.6%
RECREATION - PART-TIME 06/11/99 *(506)	43.5%	23.5%	23.9%	4.7%	2.0%	2.0%	52.8%	47.2%
CLERICAL 12/10/99 (1965) 12/11/98 (1903)	46.9% 49.1%	20.8% 20.5%	17.7% 16.8%	4.8% 4.6%	1.2% 1.3%	8.5% 7.8%	22.7% 22.3%	77.3% 77.7%
CRAFTS 12/10/99 (738) 12/11/98 (717)	58.8% 59.6%	12.9% 12.7%	19.1% 19.1%	2.6% 2.6%	0.8% 1.0%	5.8% 5.0%	94.7% 94.6%	5.3% 5.4%
TRANSPORT EQUIP OPERATIVES 12/10/99 (311) 12/11/98 (322)	19.6% 19.6%	42.8% 42.5%	31.8% 32.0%	1.6% 1.9%	0.3% 0.3%	3.9% 3.7%	92.6% 92.5%	7.4% 7.5%
LABORERS 12/10/99 (1323) 12/11/98 (1341)	34.7% 36.1%	27.0% 26.8%	30.7% 29.5%	3.3% 3.4%	1.3% 1.4%	3.0% 2.9%	87.5% 87.4%	12.5% 12.6%
FIRE MANAGERS 12/10/99 (34) 12/11/98 (35)	67.6% 71.4%	17.6% 14.3%	11.8% 11.4%	0 0	2.9% 2.9%	0 0	91.2% 88.6%	08.8% 11.4%
FIRE PROFESSIONALS 12/10/99 (408) 12/11/98 (429)	78.2% 78.6%	3.4% 3.5%	14.5% 14.2%	1.2% 1.2%	1.2% 1.2%	1.5% 1.4%	93.6% 93.9%	6.4% 6.1%
FIRE FIGHTERS 12/10/99 (479) 12/11/98 (487)	66.6% 67.4%	7.9% 7.8%	15.7% 15.4%	5.6% 5.5%	1.9% 1.8%	2.1% 1.8%	86.8% 86.2%	13.2% 13.8%
POLICE MANAGERS 12/10/99 (21) 12/11/98 (24)	76.2% 79.2%	9.5% 8.3%	14.3% 12.5%	0 0	0 0	0 0	85.7% 83.3%	14.3% 16.7%
POLICE PROFESSIONALS 12/10/99 (370) 12/11/98 (362)	74.1% 76.0%	9.7% 8.8%	13.5% 13.0%	1.6% 1.4%	0 0	1.1% 0.8%	87.6% 87.6%	12.4% 12.4%
POLICE OFFICERS 12/10/99 (1666) 12/11/98 (1659)	68.9% 69.6%	8.6% 8.3%	16.0% 15.5%	3.5% 3.6%	0.9% 1.0%	2.1% 2.1%	84.8% 85.4%	15.2% 14.6%
MARINE SAFETY 12/10/99 (245) 12/11/98 (217)	87.3% 88.0%	2.4% 2.3%	6.1% 6.5%	2.9% 1.4%	0.4% 0.5%	0.8% 1.4%	86.5% 87.6%	13.5% 12.4%
SERVICE WORKERS 12/10/99 (151) 12/11/98 (154)	13.2% 12.3%	40.4% 42.9%	39.1% 38.3%	0.7% 0.6%	1.3% 0.6%	5.3% 5.2%	64.9% 68.2%	35.1% 31.8%
EXEMPT 12/10/99 (238) 12/11/98 (233)	72.7% 71.2%	8.0% 9.4%	11.8% 11.6%	5.5% 5.6%	0.8% 0.9%	1.3% 1.3%	44.5% 46.8%	55.5% 53.2%
TOTAL 12/10/99 (11,433)	57.0%	14.8%	18.3%	4.3%	1.0%	4.6%	65.9%	34.1%
				4.2%	1.0%	4.1%	66.3%	33.4%



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

AUDITOR

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (12)	66.7%	0	33.3%	0	0	0%	58.3%	41.7%
12/11/98 (12)	58.3%	0	33.3%	0	0	8.3%	50.0%	50.0%
PROFESSIONAL/TECHNICAL								
12/10/99 (59)	66.1%	6.8%	13.6%	6.8%	0	6.8%	30.5%	69.5%
12/11/98 (60)	60.0%	8.3%	15.0%	10.0%	0	6.7%	35.0%	65.0%
CLERICAL								
12/10/99 (30)	33.3%	30.0%	13.3%	3.3%	0	20.0%	20.0%	80.0%
12/11/98 (30)	33.3%	30.0%	13.3%	3.3%	0	20.0%	20.7%	80.0%
EXEMPT								
12/10/99 (1)	100.0%	0	0	0	0	0	100.0%	0
12/11/98 (1)	100.0%	0	0	0	0	0	100.0%	0
TOTAL								
12/10/99 (102)	56.9%	12.7%	15.7%	4.9%	0	9.8%	31.4%	68.6%
12/11/98 (103)	52.4%	13.6%	16.5%	6.8%	0	10.7%	33.0%	67.0%



CITY OF SAN DIEGO  
ANNUAL REPORT

PAGE 9  
February, 2000

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

CITY ATTORNEY

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (1)	100.0%	0	0	0	0	0	0	100.0%
12/11/98 (1)	100.0%	0	0	0	0	0	0	100.0%
EXEMPT								
12/10/99 (132)	76.5%	3.8%	12.1%	6.8%	0.8%	0	40.2%	59.8%
12/11/98 (128)	74.2%	7.0%	10.9%	7.0%	0.8%	0	43.8%	56.9%
PROFESSIONAL/TECHNICAL								
12/10/99 (59)	76.3%	10.2%	10.2%	1.7%	0	1.7%	42.4%	57.6%
12/11/98 (55)	78.2%	12.5%	9.1%	1.8%	0	1.8%	43.6%	56.4%
CLERICAL								
12/10/99 (105)	42.9%	33.3%	14.3%	1.0%	0	8.6%	11.4%	88.6%
12/11/98 (104)	48.1%	31.7%	12.5%	0	0	7.7%	8.7%	91.3%
TOTAL								
12/10/99 (297)	64.6%	15.5%	12.5%	3.7%	0.3%	3.4%	30.3%	69.7%
12/11/98 (288)	65.6%	16.3%	11.1%	3.5%	0.3%	3.1%	30.9%	69.1%



CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

CITY CLERK

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (2)	100.0%	0	0	0	0	0	50.0%	50.0%
12/11/98 (3)	100.0%	0	0	0	0	0	33.3%	66.7%
PROFESSIONAL/TECHNICAL								
12/10/99 (7)	71.4%	0	0	14.3%	0	14.3%	28.6%	71.4%
12/11/98 (6)	83.3%	0	0	0	0	16.7%	16.7%	83.3%
CLERICAL								
12/10/99 (33)	48.5%	12.1%	21.2%	9.1%	0	9.1%	9.1%	90.9%
12/11/98 (33)	51.5%	6.1%	24.2%	12.1%	0	6.1%	6.1%	93.9%
EXEMPT								
12/10/99 (1)	100.0%	0	0	0	0	0	100.0%	0
12/11/98 (1)	100.0%	0	0	0	0	0	100.0%	0
TOTAL								
12/10/99 (43)	55.8%	9.3%	16.3%	9.3%	0	9.3%	16.3%	83.7%
12/11/98 (43)	60.5%	4.7%	18.6%	9.3%	0	7.0%	11.6%	88.4%



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

CITY MANAGER

			WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL			N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
CLERICAL										
	12/10/99	(1)	100.0%	0	0	0	0	0	0	100.0%
	12/11/98	(1)	100.0%	0	0	0	0	0	0	100.0%
EXEMPT										
	12/10/99	(1)	0	0	100.0%	0	0	0	100.0%	0
	12/11/98	(1)	0	0	100.0%	0	0	0	100.0%	0
TOTAL										
	12/10/99	(2)	50.0%	0	50.0%	0	0	0	50.0%	50.0%
	12/11/98	(2)	50.0%	0	50.0%	0	0	0	50.0%	50.0%



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

ECONOMIC DEVELOPMENT AND COMMUNITY SERVICES

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (43)	58.1%	23.3%	18.6%	0	0	0	48.8%	51.2%
12/11/98 (44)	59.1%	22.7%	15.9%	2.3%	0	0	50.0%	50.0%
PROFESSIONAL/TECHNICAL								
12/10/99 (86)	70.9%	11.6%	11.6%	1.2%	1.2%	3.5%	46.5%	53.5%
12/11/98 (116)	69.0%	9.5%	15.5%	4.3%	0.9%	0.9%	44.8%	55.2%
CLERICAL								
12/10/99 (26)	30.8%	26.9%	23.1%	7.7%	0	11.5%	0	100.0%
12/11/98 (53)	32.1%	28.3%	24.5%	3.8%	0	11.3%	13.2%	86.8%
CRAFTS								
12/10/99 (9)	33.3%	22.2%	33.3%	0	11.1%	0	66.7%	33.3%
12/11/98 (14)	42.9%	21.4%	28.6%	0	7.1%	0	64.3%	35.7%
LABORERS								
12/10/99 (6)	16.7%	66.7%	16.7%	0	0	0	100.0%	0
12/11/98 (6)	16.7%	66.7%	16.7%	0	0	0	100.0%	0
TOTAL								
12/10/99 (170)	57.6%	19.4%	16.5%	1.8%	1.2%	3.5%	42.9%	57.1%
12/11/98 (233)	55.8%	18.5%	18.5%	3.4%	0.9%	3.0%	41.2%	58.8%



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

DEVELOPMENT SERVICES			WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL			N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS										
	12/10/99	(20)	80.0%	5.0%	10.0%	0	0	5.0%	70.0%	30.0%
	12/11/98	(15)	80.0%	6.7%	6.7%	0	0	6.7%	80.0%	20.0%
PROFESSIONAL/TECHNICAL										
	12/10/99	(309)	64.7%	8.4%	9.4%	9.4%	1.0%	7.1%	62.1%	37.9%
	12/11/98	(243)	69.1%	8.2%	8.2%	7.4%	0.4%	6.6%	68.3%	31.7%
CLERICAL										
	12/10/99	(109)	27.5%	37.6%	23.9%	3.7%	0.9%	6.4%	16.5%	83.5%
	12/11/98	(79)	31.6%	35.4%	20.3%	3.8%	2.5%	6.3%	15.2%	84.8%
CRAFTS										
	12/10/99	(60)	76.7%	6.7%	10.0%	6.7%	0	0	83.3%	16.7%
	12/11/98	(55)	78.2%	5.5%	9.1%	7.3%	0	0	85.5%	14.5%
LABORERS										
	12/10/99	(1)	0	0	0	100.0%	0	0	0	100.0%
	12/11/98	(1)	0	0	0	100.0%	0	0	0	100.0%
FIRE PROTECTION/PROFESSIONAL										
	12/10/99	(2)	50.0%	0	50.0%	0	0	0	100.0%	
FIRE PROTECTION/FIREFIGHTERS										
	12/10/99	(8)	62.5%	12.5%	25.0%	0	0	0	75.0%	25.0%
TOTAL										
	12/10/99	(509)	58.5%	14.3%	13.0%	7.5%	0.8%	5.9%	55.4%	44.6%
	12/11/98	(393)	63.1%	13.2%	10.7%	6.6%	0.8%	5.6%	60.3%	39.7%



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

ENGINEERING AND CAPITAL PROJECTS

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
<b>MANAGERS/ADMINISTRATORS</b>								
12/10/99 (8)	75.0%	12.5%	12.5%	0	0	0	50.0%	50.0%
12/11/98 (8)	75.0%	12.5%	12.5%	0	0	0	50.0%	50.0%
<b>PROFESSIONAL/TECHNICAL</b>								
12/10/99 (340)	63.2%	6.8%	14.7%	6.2%	0.6%	8.5%	75.9%	24.1%
12/11/98 (315)	67.0%	5.7%	13.7%	5.7%	1.0%	7.0%	76.8%	23.2%
<b>CLERICAL</b>								
12/10/99 (41)	31.7%	17.1%	22.0%	2.4%	4.9%	22.0%	7.3%	92.7%
12/11/98 (37)	40.5%	16.2%	24.3%	0	0	18.9%	8.1%	91.9%
<b>TOTAL</b>								
12/10/99 (389)	60.2%	8.0%	15.4%	5.7%	1.0%	9.8%	68.1%	31.9%
12/11/98 (360)	64.4%	6.9%	14.7%	5.0%	0.8%	8.1%	69.2%	30.8%



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

ENVIRONMENTAL SERVICES

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (8)	62.5%	12.5%	12.5%	12.5%	0	0	62.5%	37.5%
12/11/98 (8)	62.5%	12.5%	12.5%	12.5%	0	0	62.5%	37.5%
PROFESSIONAL/TECHNICAL								
12/10/99 (87)	78.2%	5.7%	9.2%	3.4%	1.1%	2.3%	65.5%	34.5%
12/11/98 (84)	78.6%	6.0%	9.5%	2.4%	1.2%	2.4%	63.1%	36.9%
CLERICAL								
12/10/99 (45)	57.8%	15.6%	15.6%	4.4%	2.2%	4.4%	17.8%	82.2%
12/11/98 (47)	61.7%	17.0%	8.5%	4.3%	2.1%	6.4%	17.0%	83.0%
CRAFTS								
12/10/99 (37)	64.9%	8.1%	18.9%	2.7%	5.4%	0	94.6%	5.4%
12/11/98 (38)	65.8%	7.9%	18.4%	2.6%	5.3%	0	94.7%	5.3%
TRANSPORT EQUIP OPERATIVES								
12/10/99 (221)	17.2%	43.0%	34.4%	1.4%	0.5%	3.6%	92.8%	7.2%
12/11/98 (230)	17.0%	42.6%	34.8%	1.7%	0.4%	3.5%	92.6%	7.4%
LABORERS								
12/10/99 (41)	31.7%	34.1%	29.3%	0	2.4%	2.4%	78.0%	22.0%
12/11/98 (45)	35.6%	37.8%	22.2%	0	2.2%	2.2%	75.6%	24.4%
SERVICE WORKERS								
12/10/99 (2)	50.0%	50.0%	0	0	0	0	100.0%	0
12/11/98 (2)	50.0%	50.0%	0	0	0	0	100.0%	0
TOTAL								
12/10/99 (441)	39.7%	28.6%	25.2%	2.3%	1.4%	2.9%	78.0%	22.0%
12/11/98 (454)	39.9%	29.3%	24.2%	2.2%	1.3%	3.1%	77.3%	22.7%



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

FINANCIAL MANAGEMENT

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (14)	92.9%	0	0	7.1%	0	0	42.9%	57.1%
12/11/98 (14)	85.7%	0	7.1%	7.1%	0	0	50.0%	50.0%
PROFESSIONAL/TECHNICAL								
12/10/99 (96)	58.3%	9.4%	18.8%	4.2%	2.1%	7.3%	45.8%	54.2%
12/11/98 (97)	69.1%	10.3%	12.4%	3.1%	0	5.2%	44.3%	55.7%
CLERICAL								
12/10/99 (83)	33.7%	33.7%	20.5%	2.4%	0	9.6%	24.1%	75.9%
12/11/98 (83)	32.5%	30.1%	21.7%	4.8%	1.2%	9.6%	24.1%	75.9%
CRAFTS								
12/10/99 (17)	76.5%	0	17.6%	0	0	5.9%	82.4%	17.6%
12/11/98 (19)	73.7%	0	21.1%	0	0	5.3%	84.2%	15.8%
TOTAL								
12/10/99 (210)	52.4%	17.6%	18.1%	3.3%	1.0%	7.6%	40.0%	60.0%
12/11/98 (213)	56.3%	16.4%	16.4%	3.8%	0.5%	6.6%	40.4%	59.6%



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

			WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL			N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS										
	12/10/99	(5)	60.0%	20.0%	0	20.0%	0	0	80.0%	20.0%
	12/11/98	(5)	60.0%	40.0%	0	0	0	0	60.0%	40.0%
FIRE MANAGERS										
	12/10/99	(34)	67.6%	17.6%	11.8%	0	2.9%	0	91.2%	8.8%
	12/11/98	(35)	71.4%	14.3%	12.1%	0	2.9%	0	88.6%	11.4%
FIRE PROFESSIONALS										
	12/10/99	(406)	78.3%	3.4%	14.3%	1.2%	1.2%	1.5%	93.6%	6.4%
	12/11/98	(429)	78.6%	3.5%	14.2%	1.2%	1.2%	1.4%	93.9%	6.1%
FIRE FIGHTERS										
	12/10/99	(471)	66.7%	7.9%	15.5%	5.7%	1.9%	2.1%	87.0%	13.0%
	12/11/98	(487)	67.4%	7.8%	15.4%	5.5%	1.8%	1.8%	86.2%	13.8%
PROFESSIONAL/TECHNICAL										
	12/10/99	(27)	63.0%	7.4%	18.5%	3.7%	0	7.4%	55.6%	44.4%
	12/11/98	(23)	69.6%	4.3%	21.7%	4.3%	0	0	56.5%	43.5%
CLERICAL										
	12/10/99	(75)	58.7%	12.0%	20.0%	2.7%	2.7%	4.0%	24.0%	76.0%
	12/11/98	(73)	57.5%	12.3%	19.2%	2.7%	2.7%	5.5%	23.3%	76.7%
CRAFTS										
	12/10/99	(18)	55.6%	11.1%	33.3%	0	0	0	100.0%	0
	12/11/98	(16)	56.3%	6.3%	37.5%	0	0	0	100.0%	0
LABORERS										
	12/10/99	(3)	100.0%	0	0	0	0	0	100.0%	0
	12/11/98	(2)	50.0%	50.0%	0	0	0	0	100.0%	0
MARINE SAFETY										
	12/10/99	(245)	87.3%	2.4%	6.1%	2.9%	0.4%	0.8%	86.5%	13.5%
	12/11/98	(217)	88.0%	2.3%	6.5%	1.4%	0.5%	1.4%	87.6%	12.4%
TOTAL										
	12/10/99	(1284)	73.7%	6.0%	13.7%	3.3%	1.4%	1.8%	85.0%	15.0%
	12/11/98	(1287)	74.0%	6.0%	13.9%	3.0%	1.4%	1.7%	85.1%	14.9%



ANNUAL REPORT

February, 2000

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

INFORMATION TECHNOLOGY AND COMMUNICATIONS

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
<b>MANAGERS/ADMINISTRATORS</b>								
12/10/99 (7)	85.7%	0	14.3%	0	0	0	42.9%	57.1%
12/11/98 (7)	85.7%	0	14.3%	0	0	0	42.9%	57.1%
<b>PROFESSIONAL/TECHNICAL</b>								
12/10/99 (19)	89.5%	5.3%	0	0	0	5.3%	57.9%	42.1%
12/11/98 (18)	88.9%	5.6%	5.6%	0	0	0	55.6%	44.4%
<b>CLERICAL</b>								
12/10/99 (17)	64.7%	29.4%	5.9%	0	0	0	17.6%	82.4%
12/11/98 (18)	55.6%	33.6%	11.1%	0	0	0	16.7%	82.4%
<b>CRAFTS</b>								
12/10/99 (33)	78.8%	6.1%	9.1%	6.1%	0	0	97.0%	3.0%
12/11/98 (34)	82.4%	5.9%	5.9%	5.9%	0	0	97.1%	2.9%
<b>LABORERS</b>								
12/10/99 (5)	0	20.0%	80.0%	0	0	0	100.0%	0
12/11/98 (6)	0	16.7%	83.3%	0	0	0	100.0%	0
<b>TOTAL</b>								
12/10/99 (81)	74.1%	11.1%	11.1%	2.5%	0	1.2%	66.7%	33.3%
12/11/98 (83)	72.3%	12.0%	13.3%	2.4%	0	0	66.3%	33.7%



CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
LIBRARY								
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (5)	100.0%	0	0	0	0	0	20.0%	80.0%
12/11/98 (5)	100.0%	0	0	0	0	0	20.0%	80.0%
PROFESSIONAL/TECHNICAL								
12/10/99 (240)	70.4%	5.4%	10.8%	6.3%	0.8%	6.3%	24.2%	75.8%
12/11/98 (234)	70.1%	6.0%	10.7%	7.3%	0.9%	5.1%	24.4%	75.6%
CLERICAL								
12/10/99 (396)	48.0%	11.1%	15.4%	11.4%	1.5%	12.6%	32.3%	67.7%
12/11/98 (378)	50.5%	12.2%	15.1%	9.8%	1.6%	10.8%	32.0%	68.0%
LABORERS								
12/10/99 (8)	12.5%	12.5%	75.0%	0	0	0	62.5%	37.5%
12/11/98 (7)	14.3%	0	85.7%	0	0	0	71.4%	28.6%
SERVICE WORKERS								
12/10/99 (3)	0	0	100.0%	0	0	0	66.7%	33.3%
12/11/98 (3)	0	0	100.0%	0	0	0	66.7%	33.3%
TOTAL								
12/10/99 (652)	56.0%	8.9%	14.7%	9.2%	1.2%	10.0%	29.8%	70.2%
12/11/98 (627)	57.6%	9.6%	14.5%	8.6%	1.3%	8.5%	29.7%	70.3%



CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

MAYOR/COUNCIL

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (1)	100.0%	0	0	0	0	0	100.0%	0
12/11/98 (1)	100.0%	0	0	0	0	0	100.0%	0
PROFESSIONAL/TECHNICAL								
12/10/99 (11)	54.5%	27.3%	18.2%	0	0	0	45.4%	54.6%
12/11/98 (11)	63.6%	36.4%	0	0	0	0	54.5%	45.5%
CLERICAL								
12/10/99 (2)	100.0%	0	0	0	0	0	0	100.0%
12/11/98 (3)	66.7%	33.3%	0	0	0	0	0	100.0%
EXEMPT								
12/10/99 (97)	66.0%	14.4%	11.3%	4.1%	1.0%	3.1%	48.4%	51.6%
12/11/98 (100)	68.0%	12.0%	12.0%	4.0%	1.0%	2.9%	50.0%	50.0%
TOTAL								
12/10/99 (111)	65.8%	15.3%	11.7%	3.6%	0.9%	2.7%	47.8%	52.2%
12/11/98 (115)	67.8%	14.9%	10.4%	3.5%	0.9%	2.6%	49.6%	50.4%



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

METROPOLITAN WASTEWATER

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (12)	75.0%	8.3%	8.3%	8.3%	0	0	75.0%	25.0%
12/11/98 (13)	84.6%	7.7%	7.7%	0	0	0	76.9%	23.1%
PROFESSIONAL/TECHNICAL								
12/10/99 (400)	58.3%	6.5%	18.5%	8.3%	0.3%	8.3%	72.3%	27.8%
12/11/98 (397)	60.2%	6.5%	17.1%	9.6%	0	6.5%	73.0%	27.0%
CLERICAL								
12/10/99 (95)	49.0%	26.3%	13.7%	3.2%	2.1%	5.3%	22.1%	77.9%
12/11/98 (92)	54.3%	25.0%	9.8%	4.3%	1.1%	5.4%	19.6%	80.4%
CRAFTS								
12/10/99 (119)	47.9%	20.2%	11.8%	1.7%	0	18.5%	95.0%	5.0%
12/11/98 (114)	50.9%	17.5%	12.3%	1.8%	0	17.5%	93.9%	6.1%
TRANSPORT EQUIP OPERATIVES								
12/10/99 (7)	42.9%	42.9%	14.3%	0	0	0	100.0%	0
12/11/98 (7)	42.9%	42.9%	14.3%	0	0	0	100.0%	0
LABORERS								
12/10/99 (217)	33.2%	27.6%	26.3%	2.3%	2.3%	8.3%	92.6%	7.4%
12/11/98 (226)	34.5%	27.4%	27.0%	1.8%	1.8%	7.5%	92.9%	7.1%
SERVICE WORKERS								
12/10/99 (2)	0	50.0%	0	0	0	50.0%	50.0%	50.0%
12/11/98 (2)	0	50.0%	0	0	0	50.0%	50.0%	50.0%
TOTAL								
12/10/99 (852)	49.4%	16.4%	18.8%	5.2%	0.9%	9.3%	75.2%	24.8%
12/11/98 (851)	51.6%	16.0%	18.1%	5.6%	0.6%	8.1%	75.6%	24.4%



CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

PARK AND RECREATION

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
<b>MANAGERS/ADMINISTRATORS</b>								
12/10/99 (10)	80.0%	10.0%	10.0%	0	0	0	50.0%	50.0%
12/11/98 (8)	75.0%	12.5%	12.5%	0	0	0	62.5%	37.5%
<b>PROFESSIONAL/TECHNICAL</b>								
12/10/99 (759)	49.1%	18.6%	24.0%	4.3%	1.3%	2.6%	50.9%	49.1%
12/11/98 (724)	48.5%	20.6%	22.5%	4.4%	1.2%	2.8%	52.1%	47.9%
<b>CLERICAL</b>								
12/10/99 (52)	63.5%	15.4%	13.5%	1.9%	1.9%	3.8%	36.5%	63.5%
12/11/98 (51)	58.8%	23.5%	7.8%	2.0%	3.9%	3.9%	35.3%	64.7%
<b>CRAFTS</b>								
12/10/99 (38)	57.9%	21.1%	15.8%	0	0	5.3%	89.5%	10.5%
12/11/98 (39)	56.4%	23.1%	15.4%	0	0	5.1%	87.2%	12.8%
<b>TRANSPORT EQUIP OPERATIVES</b>								
12/10/99 (21)	28.6%	33.3%	23.8%	4.8%	0	9.5%	90.5%	9.5%
12/11/98 (20)	25.0%	35.0%	25.0%	5.0%	0	10.0%	90.0%	10.0%
<b>LABORERS</b>								
12/10/99 (384)	35.9%	21.1%	34.4%	5.5%	1.6%	1.6%	83.3%	16.7%
12/11/98 (383)	38.4%	21.7%	31.3%	5.7%	1.6%	1.3%	82.0%	18.0%
<b>SERVICE WORKERS</b>								
12/10/99 (21)	14.3%	61.9%	14.3%	0	0	9.5%	66.7%	33.3%
12/11/98 (19)	15.8%	57.9%	15.8%	0	0	10.5%	73.7%	26.3%
<b>TOTAL</b>								
12/10/99 (1285)	45.4%	20.2%	26.1%	4.4%	1.3%	2.6%	62.0%	38.0%
12/11/98 (1244)	45.3%	21.9%	24.3%	4.5%	1.4%	2.7%	62.7%	37.3%



CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

PERSONNEL

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (5)	60.0%	40.0%	0	0	0	0	80.0%	20.0%
12/11/98 (5)	60.0%	40.0%	0	0	0	0	80.0%	20.0%
PROFESSIONAL/TECHNICAL								
12/10/99 (33)	51.5%	18.2%	6.1%	0	3.0%	21.2%	36.4%	63.6%
12/11/98 (35)	54.3%	17.1%	5.7%	0	2.9%	20.0%	37.1%	62.9%
CLERICAL								
12/10/99 (38)	42.1%	21.1%	26.3%	2.6%	0	7.9%	18.4%	81.6%
12/11/98 (36)	50.0%	13.9%	25.0%	2.8%	0	8.3%	16.7%	83.3%
CRAFTS								
12/10/99 (1)	0	100.0%	0	0	0	0	100.0%	0
12/11/98 (1)	0	100.0%	0	0	0	0	100.0%	0
TOTAL								
12/10/99 (77)	46.8%	22.1%	15.6%	1.3%	1.3%	13.0%	31.2%	68.8%
12/11/98 (77)	51.9%	18.2%	14.3%	1.3%	1.3%	13.0%	31.2%	68.8%



CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

POLICE

			WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL			N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS										
	12/10/99	(11)	81.8%	9.1%	9.1%	0	0	0	45.5%	54.5%
	12/11/98	(8)	87.5%	12.5%	0	0	0	0	25.0%	75.0%
POLICE MANAGERS										
	12/10/99	(21)	76.2%	9.5%	14.3%	0	0	0	85.7%	14.3%
	12/11/98	(24)	79.2%	8.3%	12.5%	0	0	0	83.3%	16.7%
POLICE PROFESSIONALS										
	12/10/99	(370)	74.1%	9.7%	13.5%	1.6%	0	1.1%	87.6%	12.4%
	12/11/98	(362)	76.0%	8.8%	13.0%	1.4%	0	0.8%	87.6%	12.4%
POLICE OFFICERS										
	12/10/99	(1666)	68.9%	8.6%	16.0%	3.5%	0.9%	2.1%	84.8%	15.2%
	12/11/98	(1659)	69.6%	8.3%	15.5%	3.6%	1.0%	2.1%	85.4%	14.6%
PROFESSIONAL/TECHNICAL										
	12/10/99	(238)	60.9%	8.0%	11.8%	14.3%	0.8%	4.2%	47.1%	52.9%
	12/11/98	(216)	61.6%	8.3%	10.6%	13.4%	0.9%	5.1%	45.8%	54.2%
CLERICAL										
	12/10/99	(480)	53.8%	15.0%	19.4%	3.8%	1.3%	6.9%	20.4%	79.6%
	12/11/98	(471)	54.4%	15.5%	18.9%	3.6%	1.5%	6.2%	21.2%	78.8%
CRAFTS										
	12/10/99	(50)	72.0%	2.0%	22.0%	4.0%	0	0	98.0%	2.0%
	12/11/98	(45)	73.3%	4.4%	17.8%	4.4%	0	0	100.0%	0
LABORERS										
	12/10/99	(39)	30.8%	7.7%	46.2%	7.7%	2.6%	5.1%	97.4%	2.6%
	12/11/98	(37)	35.1%	8.1%	45.9%	5.4%	2.7%	2.7%	97.3%	2.7%
SERVICE WORKERS										
	12/10/99	(0)	0	0	0	0	0	0	0	0
	12/11/98	(1)	0	100.0%	0	0	0	0	0	0
TOTAL										
	12/10/99	(2875)	66.0%	9.6%	16.3%	4.2%	0.8%	2.9%	71.5%	28.5%
	12/11/98	(2823)	67.0%	9.5%	15.7%	4.0%	0.9%	2.8%	72.1%	27.9%



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

REAL ESTATE ASSETS

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (6)	66.7%	16.7%	16.7%	0	0	0	66.7%	33.3%
12/11/98 (5)	60.0%	20.0%	20.0%	0	0	0	60.0%	40.0%
PROFESSIONAL/TECHNICAL								
12/10/99 (56)	76.8%	7.1%	10.7%	3.6%	0	1.8%	62.5%	37.5%
12/11/98 (47)	76.6%	6.4%	12.8%	2.1%	0	2.1%	68.1%	31.9%
CLERICAL								
12/10/99 (20)	40.0%	30.0%	10.0%	0	0	20.0%	10.0%	90.0%
12/11/98 (23)	43.5%	17.4%	13.0%	8.7%	0	17.4%	13.0%	87.0%
CRAFTS								
12/10/99 (109)	60.6%	8.3%	19.3%	3.7%	1.8%	6.4%	95.4%	4.6%
12/11/98 (96)	62.5%	9.4%	19.8%	4.2%	1.0%	3.1%	96.9%	3.1%
TRANSPORT EQUIP OPERATIVES								
12/10/99 (1)	0	0	100.0%	0	0	0	100.0%	0
12/11/98 (1)	0	0	100.0%	0	0	0	100.0%	0
LABORERS								
12/10/99 (33)	45.5%	27.3%	27.3%	0	0	0	87.9%	12.1%
12/11/98 (39)	38.5%	28.2%	28.2%	0	2.6%	2.6%	89.7%	10.3%
SERVICE WORKERS								
12/10/99 (9)	0	33.3%	44.4%	11.1%	0	11.1%	55.6%	44.4%
12/11/98 (9)	0	33.3%	44.4%	11.1%	0	11.1%	55.6%	44.4%
TOTAL								
12/10/99 (234)	58.1%	13.7%	18.8%	3.0%	0.9%	5.6%	76.9%	23.1%
12/11/98 (220)	56.4%	14.1%	20.5%	3.6%	0.9%	4.5%	78.2%	21.8%



CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

RETIREMENT

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
<b>MANAGERS/ADMINISTRATORS</b>								
12/10/99 (6)	83.3%	16.7%	0	0	0	0	50.0%	50.0%
12/11/98 (3)	100.0%	0	0	0	0	0	66.7%	33.3%
<b>PROFESSIONAL/TECHNICAL</b>								
12/10/99 (15)	60.0%	26.7%	6.7%	0	0	6.7%	20.0%	80.0%
12/11/98 (11)	63.6%	27.3%	9.1%	0	0	0	18.2%	81.8%
<b>EXEMPT</b>								
12/10/99 (0)	0	0	0	0	0	0	0	0
12/11/98 (2)	100.0%	0	0	0	0	0	0	100.0%
<b>CLERICAL</b>								
12/10/99 (16)	56.3%	18.8%	0	0	0	25.0%	6.3%	93.8%
12/11/98 (13)	53.8%	15.4%	7.7%	0	0	23.1%	7.7%	92.3%
<b>TOTAL</b>								
12/10/99 (37)	62.2%	21.6%	2.7%	0	0	13.5%	18.9%	81.1%
12/11/98 (29)	65.5%	17.2%	6.9%	0	0	10.3%	17.2%	82.8%



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

RISK MANAGEMENT

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (2)	50.0%	0	50.0%	0	0	0	100.0%	0
12/11/98 (2)	50.0%	0	50.0%	0	0	0	100.0%	0
PROFESSIONAL/TECHNICAL								
12/10/99 (51)	58.8%	15.7%	13.7%	3.9%	0	7.8%	37.3%	62.7%
12/11/98 (48)	60.4%	14.6%	12.5%	4.2%	0	8.3%	31.3%	68.8%
CLERICAL								
12/10/99 (24)	54.2%	12.5%	4.2%	8.3%	4.2%	16.7%	4.2%	95.8%
12/11/98 (24)	62.5%	4.2%	8.3%	4.2%	4.2%	16.7%	8.3%	91.7%
TOTAL								
12/10/99 (77)	57.1%	14.3%	11.7%	5.2%	1.3%	10.4%	28.6%	71.4%
12/11/98 (74)	60.8%	10.8%	12.2%	4.1%	1.4%	10.8%	25.7%	74.3%



CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

SPECIAL PROGRAMS

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (20)	85.0%	10.0%	5.0%	0	0	0	60.0%	40.0%
12/11/98 (17)	58.8%	17.6%	17.6%	5.9%	0	0	70.6%	29.4%
CLERICAL								
12/10/99 (15)	53.3%	13.3%	26.7%	0	0	6.7%	0	100.0%
12/11/98 (10)	50.0%	20.0%	20.0%	10.0%	0	0	10.0%	90.0%
PROFESSIONAL/TECHNICAL								
12/10/99 (9)	66.7%	11.1%	11.1%	0	0	11.1%	0	100.0%
12/11/98 (1)	100.0%	0	0	0	0	0	0	100.0%
TOTAL								
12/10/99 (44)	70.5%	11.4%	13.6%	0	0	4.5%	27.3%	72.7%
12/11/98 (28)	57.1%	17.9%	17.9%	7.1%	0	0	46.4%	53.6%

\* Not Applicable



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

SPECIAL PROJECTS

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (7)	85.7%	14.3%	0	0	0	0	42.9%	57.1%
12/11/98 (5)	100.0%	0	0	0	0	0	20.0%	80.0%
PROFESSIONAL/TECHNICAL								
12/10/99 (12)	58.3%	8.3%	33.3%	0	0	0	25.0%	75.0%
12/11/98 (13)	46.2%	23.1%	23.1%	7.7%	0	0	15.4%	84.6%
CLERICAL								
12/10/99 (3)	66.7%	33.3%	0	0	0	0	33.3%	66.7%
12/11/98 (5)	60.0%	40.0%	0	0	0	0	40.0%	60.0%
TOTAL								
12/10/99 (22)	68.2%	13.6%	18.2%	0	0	0	31.8%	68.2%
12/11/98 (23)	60.9%	21.7%	13.0%	4.3%	0	0	21.7%	78.3%



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

STADIUM

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
<b>MANAGERS/ADMINISTRATORS</b>								
12/10/99 (2)	100.0%	0	0	0	0	0	100.0%	0
12/11/98 (2)	100.0%	0	0	0	0	0	100.0%	0
<b>PROFESSIONAL/TECHNICAL</b>								
12/10/99 (5)	40.0%	20.0%	20.0%	0	0	20.0%	60.0%	40.0%
12/11/98 (5)	40.0%	20.0%	20.0%	0	0	20.0%	60.0%	40.0%
<b>CLERICAL</b>								
12/10/99 (6)	33.3%	50.0%	0	0	0	16.7%	33.3%	66.7%
12/11/98 (5)	40.0%	40.0%	0	0	0	20.0%	20.0%	80.0%
<b>CRAFTS</b>								
12/10/99 (9)	66.7%	11.1%	22.2%	0	0	0	100.0%	0
12/11/98 (9)	66.7%	11.1%	22.2%	0	0	0	100.0%	0
<b>LABORERS</b>								
12/10/99 (28)	7.1%	10.7%	64.3%	7.1%	7.1%	3.6%	96.4%	3.6%
12/11/98 (24)	8.3%	4.2%	66.7%	8.3%	8.3%	4.2%	95.8%	4.2%
<b>SERVICE WORKERS</b>								
12/10/99 (109)	14.7%	36.7%	44.0%	0	0.9%	3.7%	65.1%	34.9%
12/11/98 (114)	13.2%	41.2%	42.1%	0	0	3.5%	68.4%	31.6%
<b>TOTAL</b>								
12/10/99 (159)	18.9%	30.2%	43.4%	1.3%	1.9%	4.4%	71.7%	28.3%
12/11/98 (159)	18.2%	32.7%	42.1%	1.3%	1.3%	4.4%	73.0%	27.0%



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

TRANSPORTATION

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
MANAGERS/ADMINISTRATORS								
12/10/99 (5)	80.0%	0	20.0%	0	0	0	60.0%	40.0%
12/11/98 (5)	80.0%	0	20.0%	0	0	0	80.0%	20.0%
PROFESSIONAL/TECHNICAL								
12/10/99 (86)	62.8%	9.3%	15.1%	7.0%	1.2%	4.7%	70.9%	29.1%
12/11/98 (88)	61.4%	13.6%	12.5%	8.0%	1.1%	3.4%	68.2%	31.8%
CLERICAL								
12/10/99 (128)	41.4%	30.5%	21.1%	0.8%	1.6%	4.7%	40.6%	59.4%
12/11/98 (113)	47.8%	30.1%	17.7%	0.9%	0	3.5%	34.5%	65.5%
CRAFTS								
12/10/99 (195)	53.8%	12.8%	26.7%	2.1%	0.5%	4.1%	97.9%	2.1%
12/11/98 (195)	52.8%	12.3%	27.2%	2.1%	1.5%	4.1%	97.4%	2.6%
TRANSPORT EQUIP OPERATIVES								
12/10/99 (59)	23.7%	44.1%	27.1%	1.7%	0	3.4%	91.5%	8.5%
12/11/98 (62)	25.8%	43.5%	25.8%	1.6%	0	3.2%	91.9%	8.1%
LABORERS								
12/10/99 (195)	34.4%	27.7%	33.8%	0.5%	0.5%	3.1%	89.2%	10.8%
12/11/98 (198)	35.4%	27.3%	31.8%	1.5%	1.0%	3.0%	88.4%	11.6%
SERVICE WORKERS								
12/10/99 (2)	0	50.0%	50.0%	0	0	0	100.0%	0
12/11/98 (2)	0	50.0%	50.0%	0	0	0	100.0%	0
TOTAL								
12/10/99 (670)	44.3%	22.8%	26.3%	1.9%	0.7%	3.9%	80.1%	19.9%
12/11/98 (663)	45.4%	22.9%	24.9%	2.4%	0.9%	3.5%	79.5%	20.5%



CITY OF SAN DIEGO  
ANNUAL REPORT

CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

WATER

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	MEN	WOMEN
POPULATION GOAL	N/A	8.9%	20.7%	5.7%	0.5%	5.4%	N/A	49.0%
<b>MANAGERS/ADMINISTRATORS</b>								
12/10/99 (12)	58.3%	25.0%	0	8.3%	0	8.3%	75.0%	25.0%
12/11/98 (9)	66.7%	22.2%	0	11.1%	0	0	66.7%	33.3%
<b>PROFESSIONAL/TECHNICAL</b>								
12/10/99 (256)	60.9%	10.2%	14.5%	5.9%	0.4%	8.2%	65.2%	34.8%
12/11/98 (241)	60.6%	10.4%	14.9%	5.4%	0.8%	7.9%	66.8%	33.2%
<b>CLERICAL</b>								
12/10/99 (124)	39.5%	33.9%	18.5%	4.0%	0	4.0%	18.5%	81.5%
12/11/98 (121)	39.7%	34.7%	18.2%	3.3%	0.8%	3.3%	20.7%	79.3%
<b>CRAFTS</b>								
12/10/99 (43)	46.5%	30.2%	16.3%	0	0	7.0%	100.0%	0
12/11/98 (42)	47.6%	31.0%	16.7%	0	0	4.8%	100.0%	0
<b>TRANSPORT EQUIP OPERATIVES</b>								
12/10/99 (2)	0	100.0%	0	0	0	0	100.0%	0
12/11/98 (2)	0	100.0%	0	0	0	0	100.0%	0
<b>LABORERS</b>								
12/10/99 (363)	37.2%	35.0%	22.0%	3.0%	0.3%	1.7%	87.3%	12.7%
12/11/98 (367)	38.1%	33.2%	23.2%	3.0%	0.5%	1.9%	88.8%	11.2%
<b>SERVICE WORKERS</b>								
12/10/99 (3)	0	66.7%	0	0	33.3%	0	33.3%	66.7%
12/11/98 (2)	0	50.0%	0	0	50.0%	0	50.0%	50.0%
<b>TOTAL</b>								
12/10/99 (803)	45.7%	26.8%	18.7%	4.0%	0.4%	4.5%	70.0%	30.0%
12/11/98 (784)	45.9%	26.4%	19.1%	3.7%	0.8%	4.1%	71.8%	28.2%

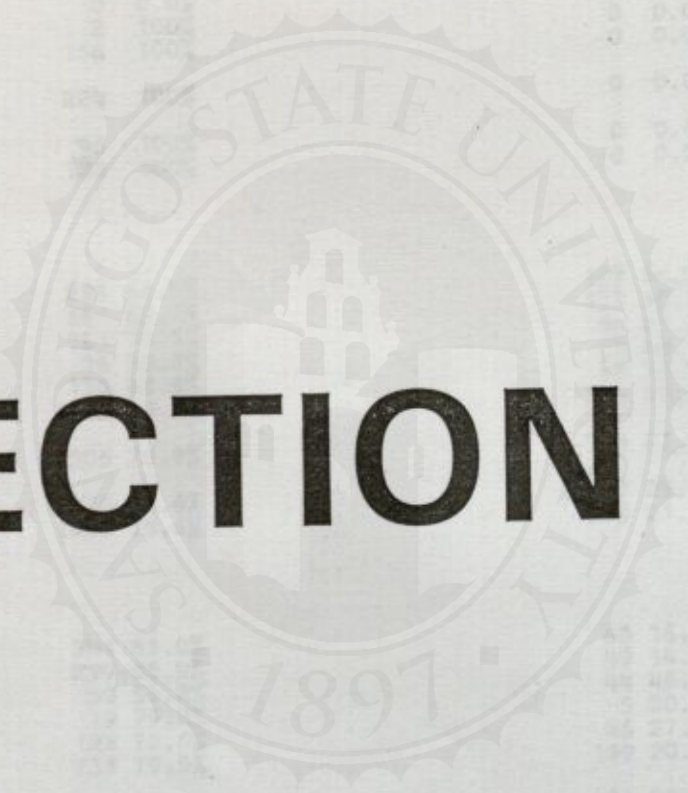


SUMMARY OF RACIAL/ETHNIC GROUPS

BY BENEFITS AS OF 12/10/99

CATEGORY	BENEFITS	NO BENEFITS	TOTAL	DIFFERENCE
<b>MANAGE AND ADMINISTRATORS</b>				
BLACK				
Hispanic				
ASIAN/PAC IS				
AM INDIAN				
PHILIPINO				
WHITE				
<b>TOTAL GROUP</b>				
<b>PROFESSIONAL AND TECHNICAL</b>				
BLACK				
Hispanic				
ASIAN/PAC IS				
AM INDIAN				
PHILIPINO				
WHITE				
<b>TOTAL GROUP</b>				
<b>CLERICAL AND SUPPORT WORKERS</b>				
BLACK				
Hispanic				
ASIAN/PAC IS				
AM INDIAN				
PHILIPINO				
WHITE				
<b>TOTAL GROUP</b>				

# SECTION B





## SUMMARY OF RACIAL/ETHNIC GROUPS

BY BENEFITS AS OF 12/10/99

CATEGORY	BENEFITS		NO BENEFITS		TOTAL	DIFFERENCE
MANAGERS AND ADMINISTRATORS	27	100%	0	0.0%	27	27
BLACK	24	100%	0	0.0%	24	24
HISPANIC	5	100%	0	0.0%	5	5
ASIAN/PAC IS	0	0.0%	0	0.0%	0	0
AM INDIAN	2	100%	0	0.0%	2	2
FILIPINO	166	100%	0	0.0%	166	166
WHITE						
TOTAL GROUP	224	100%	0	0.0%	224	224
WOMEN	96	100%	0	0.0%	96	96
MEN	128	100%	0	0.0%	128	128
PROFESSIONAL AND TECHNICAL	221	63.5%	127	36.5%	348	94
BLACK	361	69.7%	157	30.3%	518	204
HISPANIC	161	78.5%	44	21.5%	205	117
ASIAN/PAC IS	16	59.3%	11	40.7%	27	5
AM INDIAN	158	83.2%	32	16.8%	190	126
FILIPINO	1589	80.5%	384	19.5%	1973	1205
WHITE						
TOTAL GROUP	2506	76.8%	755	23.2%	3261	1751
WOMEN	1078	74.6%	367	25.4%	1445	711
MEN	1428	78.6%	388	21.4%	1816	1040
CLERICAL AND KINDRED WORKERS	341	83.4%	68	16.6%	409	273
BLACK	299	85.9%	49	14.1%	348	250
HISPANIC	50	53.2%	44	46.8%	94	6
ASIAN/PAC IS	19	79.2%	5	20.8%	24	14
AM INDIAN	122	72.6%	46	27.4%	168	76
FILIPINO	733	79.5%	189	20.5%	922	544
WHITE						
TOTAL GROUP	1564	79.6%	401	20.4%	1965	1163
WOMEN	1273	83.8%	246	16.2%	1519	1027
MEN	291	65.2%	155	34.8%	446	136



## SUMMARY OF RACIAL/ETHNIC GROUPS

PAGE: 2

BY BENEFITS AS OF 12/10/99

CATEGORY	BENEFITS	NO. BENEFITS	TOTAL	DIFFERENCE
<b>CRAFTS</b>				
BLACK	94 98.9%	1 1.1%	95	93
HISPANIC	140 99.3%	1 0.7%	141	139
ASIAN/PAC IS	19 100%	0 0.0%	19	19
AM INDIAN	6 100%	0 0.0%	6	6
FILIPINO	42 97.7%	1 2.3%	43	41
WHITE	432 99.5%	2 0.5%	434	430
TOTAL GROUP	733 99.3%	5 0.7%	738	728
WOMEN	39 100%	0 0.0%	39	39
MEN	694 99.3%	5 0.7%	699	689
<b>TRANSPORT EQUIPMENT OPERATIVES</b>				
BLACK	128 96.2%	5 3.8%	133	123
HISPANIC	94 94.9%	5 5.1%	99	89
ASIAN/PAC IS	5 100%	0 0.0%	5	5
AM INDIAN	1 100%	0 0.0%	1	1
FILIPINO	11 91.7%	1 8.3%	12	10
WHITE	56 91.8%	5 8.2%	61	51
TOTAL GROUP	295 94.9%	16 5.1%	311	279
WOMEN	22 95.7%	1 4.3%	23	21
MEN	273 94.8%	15 5.2%	288	258
<b>LABORERS</b>				
BLACK	346 96.9%	11 3.1%	357	335
HISPANIC	395 97.1%	12 2.9%	407	383
ASIAN/PAC IS	42 95.5%	2 4.5%	44	40
AM INDIAN	17 100%	0 0.0%	17	17
FILIPINO	39 97.5%	1 2.5%	40	38
WHITE	441 96.1%	18 3.9%	459	423
TOTAL GROUP	1280 96.7%	44 3.3%	1324	1236
WOMEN	154 92.8%	12 7.2%	166	142
MEN	1126 97.2%	32 2.8%	1158	1094



SUMMARY OF RACIAL/ETHNIC GROUPS

BY BENEFITS AS OF 12/10/99

CATEGORY	BENEFITS	NO BENEFITS	TOTAL	DIFFERENCE
<b>FIRE PROTECTION - MANAGERS AND ADMINISTRATORS</b>				
BLACK	6 100%	0 0.0%	6	6
HISPANIC	4 100%	0 0.0%	4	4
ASIAN/PAC IS	0 0.0%	0 0.0%	0	0
AM INDIAN	1 100%	0 0.0%	1	1
FILIPINO	0 0.0%	0 0.0%	0	0
WHITE	23 100%	0 0.0%	23	23
TOTAL GROUP	34 100%	0 0.0%	34	34
WOMEN	3 100%	0 0.0%	3	3
MEN	31 100%	0 0.0%	31	31
<b>FIRE PROTECTION - PROFESSIONAL</b>				
BLACK	14 100%	0 0.0%	14	14
HISPANIC	59 100%	0 0.0%	59	59
ASIAN/PAC IS	5 100%	0 0.0%	5	5
AM INDIAN	5 100%	0 0.0%	5	5
FILIPINO	6 100%	0 0.0%	6	6
WHITE	319 100%	0 0.0%	319	319
TOTAL GROUP	408 100%	0 0.0%	408	408
WOMEN	26 100%	0 0.0%	26	26
MEN	382 100%	0 0.0%	382	382
<b>FIRE PROTECTION - FIRE FIGHTERS</b>				
BLACK	38 100%	0 0.0%	38	38
HISPANIC	75 100%	0 0.0%	75	75
ASIAN/PAC IS	27 100%	0 0.0%	27	27
AM INDIAN	9 100%	0 0.0%	9	9
FILIPINO	10 100%	0 0.0%	10	10
WHITE	320 100%	0 0.0%	320	320
TOTAL GROUP	479 100%	0 0.0%	479	479
WOMEN	63 100%	0 0.0%	63	63
MEN	416 100%	0 0.0%	416	416



SUMMARY OF RACIAL/ETHNIC GROUPS

BY BENEFITS AS OF 12/10/99

CATEGORY	BENEFITS		NO BENEFITS		TOTAL	DIFFERENCE
<b>POLICE PROTECTION - MANAGERS AND ADMINISTRATORS</b>						
BLACK	2	100%	0	0.0%	2	2
HISPANIC	3	100%	0	0.0%	3	3
ASIAN/PAC IS	0	0.0%	0	0.0%	0	0
AM INDIAN	0	0.0%	0	0.0%	0	0
FILIPINO	0	0.0%	0	0.0%	0	0
WHITE	16	100%	0	0.0%	16	16
TOTAL GROUP	21	100%	0	0.0%	21	21
WOMEN	3	100%	0	0.0%	3	3
MEN	18	100%	0	0.0%	18	18
<b>POLICE PROTECTION - PROFESSIONAL</b>						
BLACK	36	100%	0	0.0%	36	36
HISPANIC	50	100%	0	0.0%	50	50
ASIAN/PAC IS	6	100%	0	0.0%	6	6
AM INDIAN	0	0.0%	0	0.0%	0	0
FILIPINO	4	100%	0	0.0%	4	4
WHITE	274	100%	0	0.0%	274	274
TOTAL GROUP	370	100%	0	0.0%	370	370
WOMEN	46	100%	0	0.0%	46	46
MEN	324	100%	0	0.0%	324	324
<b>POLICE PROTECTION - POLICE OFFICERS</b>						
BLACK	143	100%	0	0.0%	143	143
HISPANIC	266	100%	0	0.0%	266	266
ASIAN/PAC IS	59	100%	0	0.0%	59	59
AM INDIAN	15	100%	0	0.0%	15	15
FILIPINO	35	100%	0	0.0%	35	35
WHITE	1148	100%	0	0.0%	1148	1148
TOTAL GROUP	1666	100%	0	0.0%	1666	1666
WOMEN	254	100%	0	0.0%	254	254
MEN	1412	100%	0	0.0%	1412	1412



SUMMARY OF RACIAL/ETHNIC GROUPS

BY BENEFITS AS OF 12/10/99

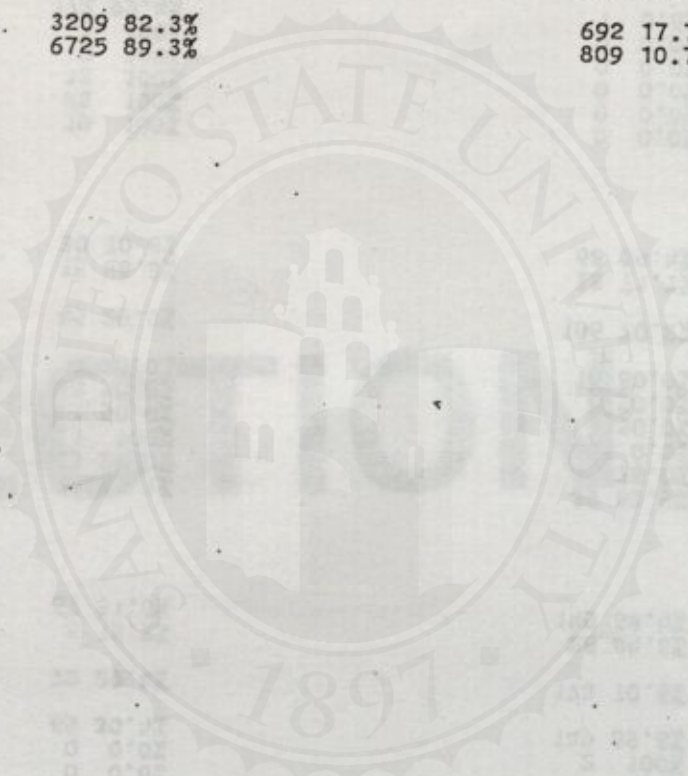
CATEGORY	BENEFITS	NO BENEFITS	TOTAL	DIFFERENCE
MARINE SAFETY	1 16.7%	5 83.3%	6	-4
BLACK	6 40.0%	9 60.0%	15	-3
HISPANIC	0 0.0%	7 100%	7	-7
ASIAN/PAC IS	0 0.0%	1 100%	1	-1
AM INDIAN	0 0.0%	2 100%	2	-2
FILIPINO	65 30.4%	149 69.6%	214	-84
WHITE				
TOTAL GROUP	72 29.4%	173 70.6%	245	-101
WOMEN	5 15.2%	28 84.8%	33	-23
MEN	67 31.6%	145 68.4%	212	-78
SERVICE WORKERS				
BLACK	22 36.1%	39 63.9%	61	-17
HISPANIC	13 22.0%	46 78.0%	59	-33
ASIAN/PAC IS	1 100%	0 0.0%	1	1
AM INDIAN	1 50.0%	1 50.0%	2	0
FILIPINO	4 50.0%	4 50.0%	8	0
WHITE	4 20.0%	16 80.0%	20	-12
TOTAL GROUP	45 29.8%	106 70.2%	151	-61
WOMEN	15 28.3%	38 71.7%	53	-23
MEN	30 30.6%	68 69.4%	98	-38
EXEMPT				
BLACK	19 100%	0 0.0%	19	19
HISPANIC	28 100%	0 0.0%	28	28
ASIAN/PAC IS	13 100%	0 0.0%	13	13
AM INDIAN	2 100%	0 0.0%	2	2
FILIPINO	3 100%	0 0.0%	3	3
WHITE	172 99.4%	1 0.6%	173	171
TOTAL GROUP	237 99.6%	1 0.4%	238	236
WOMEN	132 100%	0 0.0%	132	132
MEN	105 99.1%	1 0.9%	106	104



SUMMARY OF RACIAL/ETHNIC GROUPS  
BY BENEFITS AS OF 12/10/99

\*ALL OCCUPATIONAL CATEGORIES\*

	BENEFITS	NO BENEFITS	TOTAL	DIFFERENCE
BLACK	1438 84.9%	256 15.1%	1694	1182
HISPANIC	1817 86.7%	279 13.3%	2096	1538
ASIAN/PAC IS	393 80.2%	97 19.8%	490	296
AM INDIAN	92 83.6%	18 16.4%	110	74
FILIPINO	436 83.4%	87 16.6%	523	349
WHITE	5758 88.3%	764 11.7%	6522	4994
TOTAL GROUP	9934 86.9%	1501 13.1%	11435	8433
WOMEN	3209 82.3%	692 17.7%	3901	2517
MEN	6725 89.3%	809 10.7%	7534	5916



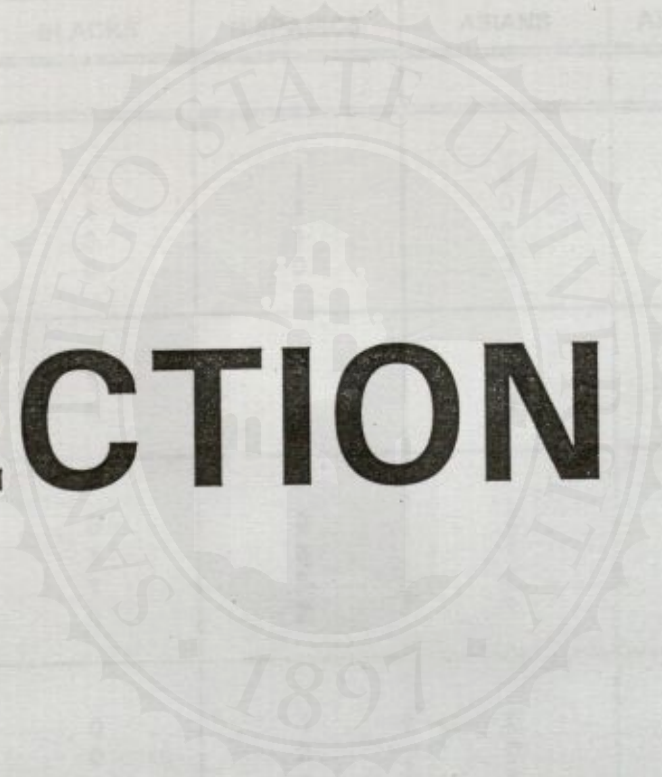
SECRET



CITY OF SAN DIEGO  
 PROMOTIONS / TERMINATIONS / HIRES  
 12/1/98 through 12/24/98

TYPE	WHITE	BLACK	ASIAN	ALL OTHERS	TERMINATED	OTHER
FIRE MANAGERS						
PROMOTED						
TERMINATED						
FIRE PROFESSIONALS						
PROMOTED						
TERMINATED						
FIRE FIGHTERS						
PROMOTED						
TERMINATED						
ALL OTHERS						
PROMOTED						
TERMINATED						

# SECTION C





CITY OF SAN DIEGO  
**PROMOTIONS / TERMINATIONS / HIRES**  
 12/11/98 through 12/24/99

**FIRE**

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	OTHER
<b>FIRE MANAGERS</b>							
PROMOTED (within category)	3	0	1	0	0	0	0
PROMOTED (into category)	2	1	1	0	0	0	0
TERMINATED	3	0	1	0	0	0	0
DEMOTED	1	0	0	0	0	0	0
<b>FIRE PROFESSIONALS</b>							
PROMOTED	9	1	4	1	1	0	0
TERMINATED	11	0	1	0	0	0	0
<b>FIRE FIGHTERS</b>							
PROMOTED (within category)	10	0	0	2	1	0	0
TERMINATED	39	1	3	1	0	0	0
HIRED	24	1	3	2	0	1	1
DEMOTED	4	0	2	2	0	0	0
<b>MARINE SAFETY</b>							
PROMOTED (within category)	14	0	1	0	0	0	0
TERMINATED	25	0	3	0	1	1	0
HIRED	52	1	4	4	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  
**PROMOTIONS / TERMINATIONS / HIRES**  
 12/11/98 through 12/24/99

**POLICE**

	WHITES	BLACKS	HISPANICS	ASIANS	AM. INDIANS	FILIPINOS	OTHER
POLICE ADMINISTRATIVE TERMINATED	1	0	0	0	0	0	0
PROMOTED (into category)			1				
POLICE MANAGERS PROMOTED (into category)	1	0	1	0	0	0	0
PROMOTED (within category)	3	0	0	0	0	0	0
TERMINATED	2	0	0	0	0	0	0
POLICE PROFESSIONALS PROMOTED (into category)	17	5	5	1	0	1	0
PROMOTED (within category)	1	0	1	0	0	0	0
TERMINATED	16	0	1	0	0	0	0
POLICE OFFICER HIRED	81	16	32	5	0	3	0
PROMOTED (within category)	0	0	0	0	0	0	0
DEMOTED (out of class)	0	0	0	1	0	0	0
TERMINATED	50	1	8	2	1	1	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