

September 18, 2025

TO: CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

FROM: LORI M. ASUNCION, CITY ATTORNEY  
TARYN N. JONES, ASSISTANT CITY ATTORNEY

SUBJECT: **ANNUAL EQUAL EMPLOYMENT REPORT**

### **Introduction**

I appreciate the opportunity to provide this report on the City Attorney's Office's diversity program for the period September 1, 2024, to the present.

The City Attorney is a Council appointee. The functions of the City Attorney's Office include:

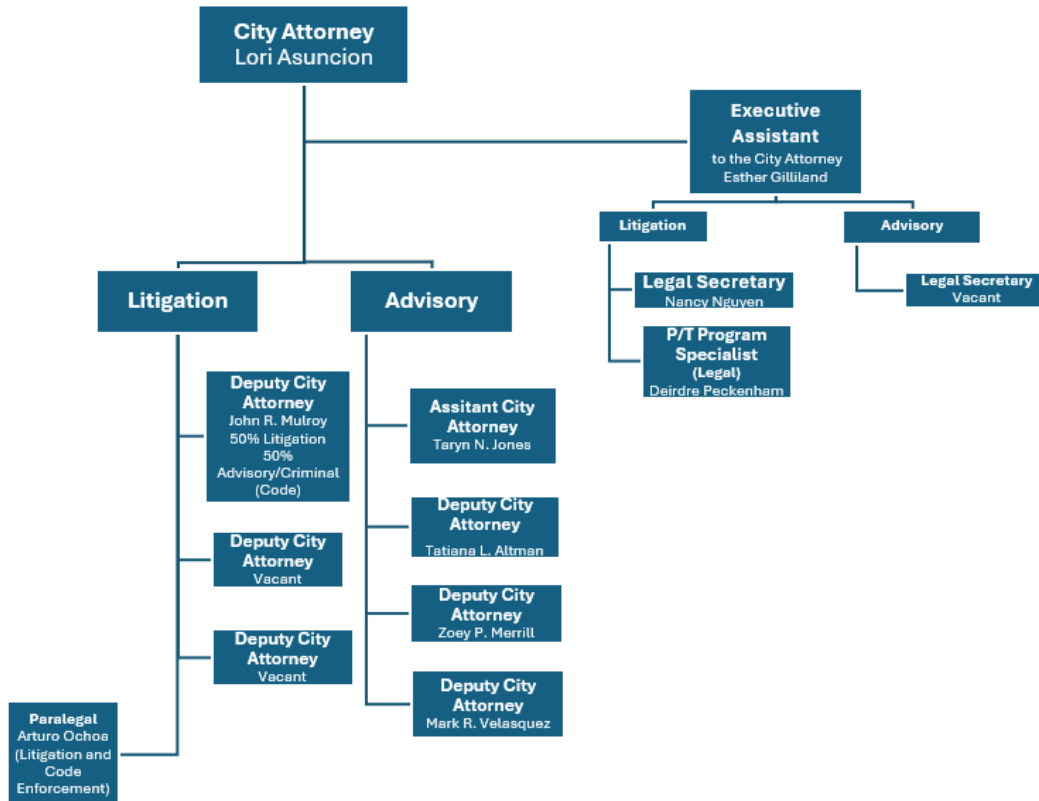
- Providing legal advice to City Councilmembers, officials, boards, commissions, and City departments regarding legal and regulatory matters of concern to the City and its operations;
- Working with other City departments and divisions on legal matters to defend the City from legal action(s) brought against it, initiating lawsuits, code enforcement compliance, collection of monies owed to the City, and eminent domain proceedings;
- Drafting and reviewing ordinances, resolutions, contracts, bonds, deeds, and other legal documents as requested by the City Council or other officials; and
- Prosecuting violations of the Stockton Municipal Code.

### **Organizational Structure and Responsibilities**

#### **\*MISSION STATEMENT**

*"It's the City Attorney's Office mission to provide professional, quality legal services that ultimately protect the interests of the City of Stockton, its departments, the City Council, and the citizens of the community."*

### City Attorney's Office Organization Chart



### Workforce Composition

The City Attorney's Office currently has 12 full-time budgeted allocated positions and one part-time position. This part-time position is a Program Specialist position and assists with the litigation workload.

The full-time positions are filled with six females (2 Hispanic, 2 White, 1 Asian and 1 two or more races) and three males (2 Hispanic, and 1 White). During this time frame we have three vacant positions. Two Deputy City Attorney positions and one Legal Secretary position.

The Department is comprised primarily of female employees at 67% and 33% male employees. A breakdown of Ethnicity for the Department as it compares to City Employees, Stockton residents, and San Joaquin County residents is as follows:

Ethnicity	City Attorney's Office		City Employees		City of Stockton (Figures Reflect Employable Population Only) <i>Taken from the 2019 U.S. Census Bureau</i>		San Joaquin County (Figures Reflect Employable Population Only) <i>Taken from the 2019 U.S. Census Bureau</i>	
White	3	33%	691	45%	59,410	19%	228,644	30%
Hispanic	4	44%	525	34%	134,738	43%	320,102	42%
Black	0		76	5%	31,268	10%	54,825	7%
Asian	1	11%	181	12%	68,790	22%	121,944	16%
American Indian	0		6	0%	2,517	1%	2,336	0%
Two or More Races	1	11%	54	4%	12,832	4%	30,486	4%
Other			13	1%	3,127	1%	3,811	1%
<b>Total</b>	<b>9</b>	<b>100%</b>	<b>1546</b>	<b>100%</b>	<b>312,682</b>	<b>100%</b>	<b>762,148</b>	<b>100%</b>

Gender	City Attorney's Office		City Employees		City of Stockton (Figures Reflect Employable Population Only) <i>Taken from the 2019 U.S. Census Bureau</i>		San Joaquin County (Figures Reflect Employable Population Only) <i>Taken from the 2019 U.S. Census Bureau</i>	
Male	3	33%	1022	66%	159,468	51%	381,074	50%
Female	6	67%	524	34%	153,214	49%	381,074	50%
<b>Total</b>	<b>9</b>	<b>100%</b>	<b>1546</b>	<b>100%</b>	<b>312,682</b>	<b>100%</b>	<b>762,148</b>	<b>100%</b>

The City Attorney's Office continually seeks to recruit and retain employees of all genders and races. The Department strives to create a better workforce by improving recruitment efforts, providing adequate training, and by hiring qualified, educated staff.

### **Personnel Changes in Department**

Three of the department's full-time positions are currently vacant:

- Two Deputy City Attorney (Both Litigation)
- Legal Secretary (Advisory)

For the period covered by this report (September 2024 through August 2025), we had seven vacancies: (Two Deputy City Attorney - Litigation, Two Deputy City Attorney - Advisory, One Paralegal, and Part-Time Program Specialist-Legal, and One Full-Time Legal Secretary). During the above time frame, four positions were filled: Two Deputy City Attorney-Advisory, One Paralegal, and the Part-Time Program Specialist-Legal.

### **Professional and Diversity Training**

City Attorney staff has received training in the following areas during this reporting period:

- 2024 CalCities Annual City Attorney's Spring Conference
- 2024 Employment Law Update
- 2024 CalPelra Annual Conference
- CalPelra Disability Retirement
- Customer Service
- Cyber Security
- Effective Employment Practices and the Importance of Timing
- Ethics Duties in the Legal Profession
- How To Respond Effectively to EEOC Charges
- Labor and Employment Legal Update
- CalCities Municipal Law Symposium
- Leave Benefits (formerly FMLA)
- Legal Aspect of Violence in The Workplace (To Include Workplace Bullying)
- Lessons Learned from The Year's Biggest Employment Verdicts
- Mental Health: Know the Signs
- Preventing Workplace Harassment, Discrimination, and Retaliation for General Workforce
- Public Contracts and Procurement Regulations
- Public Employment Relations Board Academy
- Substance Abuse, General Wellness, Stress Management
- Supervisor's Role in Workers' Compensation
- Municipal Law from Start to Finish

### **Recruitment Efforts**

Recruitment outreach efforts are coordinated through the Human Resources Department and place emphasis on communication opportunities that reach a multitude of elements within the community. Opportunities are posted in publications and with agencies such as The Record, San Francisco Daily Journal, McGeorge School of Law, and several online websites (i.e.: Governmentjobs.com, and Indeed.com). The intent of this extensive outreach is to continue the City Attorney's Office climate of diversity while attracting the most qualified candidates.

The Human Resources Department also advertises to the community by participating in events such as State of the City, Cinco de Mayo, Black Family Day, Juneteenth, and the Pride Festival. The City Attorney's Office also works with the University of the Pacific and Humphreys College School of Law. These opportunities frequently result in contacts with people of diverse backgrounds, experiences, and cultures interested in pursuing a career with our Legal Department.

Additionally, the City Attorney's Office worked with the Human Resources Department to issue a Request for Proposal (RFP) for recruitment services to assist in the recruitment for the vacant Deputy City Attorney positions. Following the RFP, the City Attorney's Office retained the services of Mosaic Public Partners. Mosaic assisted in filling two of

the four Deputy City Attorney vacancies and continues its recruitment efforts for the remaining two litigation vacancies.

**Summary**

The City Attorney is committed to providing continued support to the City Council and Civil Service Commission/Equal Employment Commission to ensure the goals established by these legislative bodies are carried out to the fullest and successfully implemented. This department will continue to take advantage of the excellent training workshops that have been provided by the Human Resources Department, as well as any free workshops and/or webinars to encourage and promote staff development. Staff will also be encouraged to attend offsite training as the budget allows increasing their knowledge base and keeping their skills at a competitive level.



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LORI M. ASUNCION  
CITY ATTORNEY

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