

July 17, 2025

TO: CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

FROM: TINA McCARTY, ECONOMIC DEVELOPMENT DIRECTOR

SUBJECT: **ANNUAL EQUAL EMPLOYMENT REPORT**

Introduction

The Economic Development Department is pleased to present the Annual Equal Employment Report. This report provides departmental equal employment information for the period of July 1, 2024, to June 30, 2025.

The Economic Development Department has gone through several personnel changes in the past year. Staff worked diligently with Human Resources during the hiring and restructuring process which included the hiring of new personnel, and promotion of internal staff.

Organizational Structure and Responsibilities

The Department is comprised of four (4) divisions and thirty (31) budgeted full-time employees: Economic Development and Property Management, Housing, Homelessness, Events/Venues and Parking, and the Business Operations and Successor Agency. The purpose of the department is to:

- Assist in business attraction, retention, expansion, and property management of City-owned properties.
- Preserve and facilitate the production of affordable housing and homelessness strategies through strategic distribution and management of grant funding.
- Manages City entertainment venues and events; downtown parking facilities, operations, and enforcement; and marina/boat launching facilities.
- Complete activities of the former Stockton Redevelopment Agency and budget preparation/monitoring, Capital Budget Monitoring, Grants Management/Administration, Fiscal and Administrative Support and customer service activities.

***MISSION STATEMENT**

“To support the City of Stockton becoming the best City in America to live, raise a family, and grow a business through its Business Development and Real Property, Housing and Homelessness, and Parking and Venues management efforts.”

The Economic Development Department is comprised of four (4) divisions, namely:

1. The Economic Development and Real Property Management Division engages in activities that expand and diversify the City of Stockton's economic base by supporting existing businesses through business retention and expansion efforts, attracting new investments through marketing and outreach, assisting in the creation of quality jobs, and promoting opportunities for business and development in Stockton to establish an economically sustainable community.
2. The Housing and Homelessness Division is responsible for administering local, State, and Federal grant programs. The division uses these funds to preserve and produce affordable housing, fund non-profit organizations that provide supportive services for low-income residents, rehabilitate, or construct public facilities, and assist the homeless. The division also plays a key role in participating in regional efforts through the Continuum of Care to reduce and prevent homelessness.
3. The Events/Venues and Parking Division manages City entertainment venues; events; downtown parking facilities, operations, and enforcement; and marina/boat launching facilities. The division administers third-party management responsible for daily operations at the Downtown Stockton Marina, Stockton Arena, Banner Island Ballpark, Bob Hope Theatre, Oak Park Ice Rink, and parking in the Downtown area. City Event Services manages the Civic Auditorium, Weber Point Events Center, Pixie Woods Children's Playpark and permits all events citywide. This division is also responsible for the boat launching facilities located at Louis Park, Buckley Cove, and Morelli Park, and oversees long-term leases for Pacific Boat Services, Riverpoint Marina, and the Stockton Sailing Club. Parking compliance and enforcement services are also provided by this division.
4. The Business Operations Division is responsible for completing the activities of the former Stockton Redevelopment Agency. Through the passage of State Assembly Bills x1 26 and 1484, all California redevelopment agencies were dissolved and replaced with successor

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agencies effective February 1, 2012. The City elected to become the Successor Agency, and an Oversight Board directs and/or approves actions of the Successor Agency. Additional functions under this division include: Budget Preparation and Monitoring, Capital Project Budget Monitoring, Grants Management/Administration, Fiscal and Administrative support, and Customer Service activities.

Workforce Composition

The Economic Development Department currently has thirty (31) full-time budgeted allocated positions, two (2) of which are currently vacant including the following classifications:

- (1) Managing Director of Events and Parking
- (1) Senior Economic Development Analyst

The department is comprised primarily of female employees, 69%, as compared to 49% of the employable population within the City of Stockton, and 50% of the employable population within San Joaquin County. A breakdown of Ethnicity for the Department as it compares to City Employees, Stockton residents and San Joaquin County residents is as follows:

Ethnicity	Economic Development Department		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	7	24%	548	41%	59,410	19%	228,644	30%
Hispanic	13	45%	476	36%	134,738	43%	320,102	42%
Black	2	7%	74	6%	31,268	10%	54,825	7%
Asian	4	14%	173	13%	68,790	22%	121,944	16%
American Indian	1	3%	6	0%	2,517	1%	2,336	0%
Two or More Races	2	7%	43	3%	12,832	4%	30,486	4%
Other	0	0%	8	1%	3,127	1%	3,811	1%
Total	29	100%	1,328	100%	312,682	100%	762,148	100%

Since the 2024 report, the Economic Development Department has experienced the following staff changes:

- No change in White, Black, American Indian, and two or more races

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- An increase in Hispanic staff members from 11 to 13
- An increase in Asian staff members from 3 to 4

Gender	Department		City Employees		City of Stockton		San Joaquin County	
					(Figures Reflect Employable Population Only)		(Figures Reflect Employable Population Only)	
					<i>Taken from the 2010 U.S. Census Bureau</i>		<i>Taken from the 2010 U.S. Census Bureau</i>	
Male	9	31%	814	61%	159,468	51%	381,074	50%
Female	20	69%	514	39%	153,214	49%	381,074	50%
Total	29	100%	1328	100%	312,682	100%	762,148	100%

The Economic Development Department 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 the Department

During this reporting period, six (6) positions were filled with open recruitment. The Economic Development staff worked closely with Human Resources to fill vacancies and as of this date, the following positions have been filled:

- (1) Real Property Agent I
- (1) Economic Development Analyst
- (1) Events Technician II
- (2) Program Manager I – Economic Development
- (1) Program Manager I - Homelessness

These positions were filled by: (1) Hispanic females, (1) Hispanic male (2) White males (1) Asian female, (1) Two or more races female.

The following were four (4) promotional appointments within the department:

- (1) Promotion from Managing Director of Events and Parking to Director
- (1) Events Technician II to Events Coordinator
- (1) Senior Economic Development Analyst to Program Manager III
- (1) Program Manager I to Program Manager III

Professional and Diversity Training

The Department encourages staff to attend various training programs that are provided by the City of Stockton. Several staff members have been participating in certificate programs that are offered through the City for their respective positions. Staff attended 15 training courses provided through our IT Department, as well as 22 virtual training courses from outside organizations, and participated in 16 training courses/conferences that were off-site and job specific. The Economic Development department currently has three personnel certified in bilingual Spanish speaking and one staff member with written bilingual Spanish translation.

Recruitment Efforts

Recruitment outreach efforts are coordinated through the Human Resources Department and emphasis is placed on communication opportunities that reach a multitude of elements within the community and associated professional networks. Opportunities are posted in publications and with agencies such as UOP Career Page for Students, National Forum for Black Public Administrators, Local Government Hispanic Network, California Association for Local Economic Development (CALED), National Alliance to End Homelessness, Housing California, International Association of Venue Managers (IAVM), The Record, Modesto Bee, Black Careers, Hispanic Hotline, Asian-Pacific Careers, and newspapers in the Bay Area. The intent of this extensive outreach is to continue the Economic Development Departments climate of diversity while attracting the most qualified candidate.

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 Economic Development Department works with the University of the Pacific, California State University Stanislaus-Stockton Center, and San Joaquin Delta Junior College. These opportunities frequently result in contracts with people of diverse backgrounds, experiences and cultures interested in pursuing a career with the Economic Development Department.

Summary

The Economic Development Department will continue to support the goals of the City Council and the Civil Service Commission/Equal Opportunity Employment Commission and to make certain that every aspect of the development services function is administrated in a fair-minded and equitable manner.

Our Department is committed to recognizing and appreciating the unique beliefs, values, skills, attributes, and characteristics of all employees in an environment that promotes and celebrates individual and collective achievement. When appropriate, our

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Department will continue to work with internal staff on personal and professional growth and consider internal job postings to encourage upward mobility of current employees. We continue to provide staff with training opportunities that develop their knowledge and skills to increase their professional development.

We provide equal opportunity to all customers and job applicants. Personnel selections are based on the most qualified individuals without regard to race, religion, color, national origin, gender identity, sexual orientation, veteran status, age, disability, or political affiliation/influence. All hiring decisions are based solely on job-related criteria and demonstrated ability to perform.



TINA MCCARTY, DIRECTOR
ECONOMIC DEVELOPMENT DEPARTMENT

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