

Tempe Employee Database 2001-2004 Summary Data

<u><i>T.E.D. 2001-2004 Summary: Demographics by Department</i></u>						
	Total Workforce	City Court	City Attorney	Financial Services	Human Resources	Inform. Tech.
<i># of Employees</i>	-78	-2	-2	+10	-2	-5
Male	-1%	7%	-9%	-3%	-3%	0%
Female	1	-7	9	3	3	0
Af. Amer./Black	0	-3	0	1	0	0
Asian/Oriental	0	0	0	-1	8	0
Hispanic	0	-1	16	4	8	5
Nat. Am. Indian	0	0	0	0	0	-1
White/Anglo	0	4	-16	-4	0	4
Minority	0	-4	16	4	0	4
Under \$30K	-2	0	0	0	0	0
\$30K to \$39.9K	-4	9	-2	8	11	9
\$40K to \$49.9K	2	1	2	-6	0	2
\$50K to \$59.9K	-1	0	-23	-11	-19	-3
\$60K to \$69.9K	4	0	0	2	8	-10
\$70K to \$79.9K	-2	0	2	-3	5	15
\$80K and over	3	7	21	9	16	5
Full Time	0	-6	0	2	-6	0
Part Time	0	6	0	-2	6	0
Less than 1 yr.	-3	-6	0	-9	-14	-8
1 to 3 yrs.	-12	-26	-2	-2	-17	13
4 to 5 yrs.	5	-4	5	12	2	9
6 to 9 yrs.	10	32	14	6	42	12
10 to 14 yrs.	-3	7	-7	-4	-9	-4
15 to 19 yrs.	0	3	-2	2	-5	2
20 to 24 yrs.	2	-3	0	-2	1	2
25 yrs. and over	1	-3	-8	-3	0	0

<u><i>T.E.D. 2001-2004 Summary: Demographics by Department</i></u>						
	Police	Fire	Community Services	Development Services	Public Works	City Clerk
<i># of Employees</i>	-1	-9	-12	-11	-33	-1
Male	-2	2	0	-5	0	0
Female	2	-2	0	5	0	0
Af. Amer./Black	0	0	-2	-2	1	0
Asian/Oriental	0	0	0	-1	0	0
Hispanic	0	0	3	-1	0	0
Nat. Am. Indian	0	0	0	1	1	0
White/Anglo	0	0	-1	3	-2	0
Minority	0	0	1	-3	2	0
Under \$30K	-1	0	-1	0	-6	-20
\$30K to \$39.9K	-2	-5	-6	-4	0	-40
\$40K to \$49.9K	0	5	8	-4	1	35
\$50K to \$59.9K	1	-3	-2	6	3	0
\$60K to \$69.9K	0	14	10	10	-1	0
\$70K to \$79.9K	1	-12	-12	-12	2	25
\$80K and over	1	1	3	4	2	0
Full Time	-1	1	3	0	0	0
Part Time	1	-1	-3	0	0	0
Less than 1 yr.	-1	-4	-4	-3	-1	0
1 to 3 yrs.	-18	-16	-16	-9	-7	-40
4 to 5 yrs.	11	3	7	-6	0	25
6 to 9 yrs.	4	2	12	32	12	25
10 to 14 yrs.	2	4	-8	-3	-5	-40
15 to 19 yrs.	-2	5	4	-1	1	5
20 to 24 yrs.	2	2	5	-8	2	25
25 yrs. and over	2	4	-1	-2	-2	0

<u><i>T.E.D. 2001-2004 Summary: Demographics by Department</i></u>					
	Water Utilities	City Mgr./ Diversity	Economic Develop.	Internal Audit	Community Relations
<i># of Employees</i>	-3	-9	0	1	1
Male	3	-43	0	7	-10
Female	-3	43	0	-7	10
Af. Amer./Black	0	17	-25	0	7
Asian/Oriental	1	0	0	0	0
Hispanic	1	-3	0	0	-1
Nat. Am. Indian	0	0	0	0	0
White/Anglo	-2	-14	25	0	-6
Minority	2	14	-25	0	6
Under \$30K	1	17	0	0	0
\$30K to \$39.9K	-12	-50	-25	-33	-29
\$40K to \$49.9K	2	12	0	0	19
\$50K to \$59.9K	-5	-29	0	25	0
\$60K to \$69.9K	12	17	25	-17	-23
\$70K to \$79.9K	-4	0	-12	0	0
\$80K and over	6	33	12	25	33
Full Time	-4	0	0	0	0
Part Time	4	0	0	0	0
Less than 1 yr.	-7	-20	-37	-33	20
1 to 3 yrs.	-1	-7	37	-8	-57
4 to 5 yrs.	5	0	0	25	13
6 to 9 yrs.	7	0	-13	-33	14
10 to 14 yrs.	-12	10	-12	25	-16
15 to 19 yrs.	0	-20	25	25	13
20 to 24 yrs.	4	20	0	0	13
25 yrs. and over	4	17	0	0	0

<u><i>T.E.D. 2001-2004 Summary: Other Demographics by Gender</i></u>		
	Male	Female
<i># of Employees</i>	-67	-11
Total Workforce	-1%	1%
Af. Am./Black	2	-2
Asian/Oriental	-7	7
Hispanic	-1	1
Nat. Am. Indian	1	-1
White/Anglo	-1	1
Minority	-1	1
Under \$30K	-2	2
\$30K to \$39.9K	-1	1
\$40K to \$49.9K	0	0
\$50K to \$59.9K	-4	4
\$60K to \$69.9K	-1	1
\$70K to \$79.9K	-4	4
\$80K and over	-12	12
Full Time	-1	1
Part Time	-6	6
Less than 1 year	13	-13
1 to 3 years	-7	7
4 to 5 years	0	0
6 to 9 years	-3	3
10 to 14 years	2	-2
15 to 19 years	-1	1
20 to 24 years	-6	6
25 years and over	-2	2

<u><i>T.E.D. 2001-2004 Summary: Other Demographics by Ethnicity</i></u>						
	Af. Am/ Black	Asian/ Oriental	Hispanic	Nat. Am. Indian	White/ Anglo	Minority
<i># of Employees¹</i>	-3	1	-7	-2	-88	-11
Total Workforce	0%	0%	0%	0%	0%	0%
Male	0	0	0	0	0	0
Female	-1	1	1	0	-1	1
Under \$30K	2	0	-1	2	-3	3
\$30K to \$39.9K	-1	0	2	0	-1	1
\$40K to \$49.9K	0	1	3	0	-4	4
\$50K to \$59.9K	2	1	-1	0	-2	2
\$60K to \$69.9K	-1	0	0	0	1	-1
\$70K to \$79.9K	4	2	6	0	-12	12
\$80K and over	2	3	2	0	-7	7
Full Time	0	0	0	0	0	0
Part Time	0	4	1	0	-5	5
Less than 1 yr.	0	2	-3	-1	3	-3
1 to 3 yrs.	0	1	3	1	-4	4
4 to 5 yrs.	1	1	4	-1	-3	3
6 to 9 yrs.	1	1	-2	1	0	0
10 to 14 yrs.	0	0	0	0	1	-1
15 to 19 yrs.	-1	1	3	1	-4	4
20 to 24 yrs.	0	0	2	-1	-1	1
25 yrs. and over	0	0	-8	0	8	-8

¹ The Tempe Employee Database in both 2001 and 2004 did not include ethnicity data for all employees. Ten employees were not classified as to ethnicity in 2001 and 31 weren't in 2004, a net total of 21 employees with missing ethnicity data in one dataset but not the other. Therefore, the change figures above do not add up to -78, which is the actual change in head count from 2001 to 2004.

<u><i>T.E.D. 2001-2004 Summary: Other Demographics by Pay Categories</i></u>							
	< \$30K	\$30K- \$39.9K	\$40K- \$49.9K	\$50K- \$59.9K	\$60K- \$69.9 K	\$70K- \$79.9K	\$80K +
<i># of Employees</i>	-33	-89	4	-23	47	-39	55
Total Workforce	-2%	-4%	2%	-1%	4%	-2%	3%
Male	-2	-3	2	-1	3	3	3
Female	-2	-6	1	1	3	-1	4
Af. Am./Black	0	-16	7	4	-1	2	4
Asian/Oriental	-1	-11	7	-1	-5	0	9
Hispanic	-5	-5	7	-1	2	0	2
Nat. Am. Indian	-6	0	-13	1	6	0	0
White/Anglo	-1	-3	0	-1	5	4	4
Minority	-3	-6	6	0	1	0	2
Full Time	-1	-4	1	-1	4	2	3
Part Time	-10	15	0	-5	0	0	0
Less than 1 yr.	-1	-7	8	-2	-1	-3	6
1 to 3 yrs.	3	2	-5	-3	2	-1	1
4 to 5 yrs.	-5	-2	11	-2	-3	-1	2
6 to 9 yrs.	-1	3	1	-4	0	-1	2
10 to 14 yrs.	-6	-6	7	0	4	-3	4
15 to 19 yrs.	-2	-10	-1	6	7	-4	4
20 to 24 yrs.	1	-8	4	-4	14	-8	1
25 yrs. and over	0	-11	-1	0	7	-9	13

T.E.D. 2001-2004 Summary: Other Demographics by Work Status

	Full Time	Part Time
<i># of Employees</i>	-77	-1
Total Workforce	0%	0%
Male	-1	1
Female	0	0
Af. Am./Black	0	0
Asian/Oriental	-4	4
Hispanic	0	0
Nat. Am. Indian	0	0
White/Anglo	0	0
Minority	0	0
Under \$30K	1	-1
\$30K to \$39.9K	-1	1
\$40K to \$49.9K	0	0
\$50K to \$59.9K	1	-1
\$60K to \$69.9K	1	-1
\$70K to \$79.9K	0	0
\$80K and over	0	0
Less than 1 year	0	0
1 to 3 years	-1	1
4 to 5 years	2	-2
6 to 9 years	-2	2
10 to 14 years	1	-1
15 to 19 years	-1	1
20 to 24 years	0	0
25 years and over	-1	1

<u><i>T.E.D. 2001-2004 Summary: Other Demographics by Employment Length</i></u>								
	< 1 yr.	1 to 3 yrs.	4 to 5 yrs.	6 to 9 yrs.	10 to 14 yrs.	15 to 19 yrs.	20-24 yrs.	25 yrs. +
<i># of Employees</i>	-59	-219	80	147	-51	3	18	3
Total Workforce	-3%	-12%	5%	10%	-3%	1%	2%	1%
Male	-2	-13	6	9	-2	1	1	1
Female	-6	-12	6	12	-4	1	2	1
Af. Am./Black	-7	-18	14	14	-4	-1	2	0
Asian/Oriental	5	-19	-6	18	-1	4	-1	0
Hispanic	-6	-11	8	8	-2	-3	2	-1
Nat. Am. Indian	-9	-2	-4	17	-9	12	-4	0
White/Anglo	-4	-13	6	10	-2	0	2	1
Minority	-5	-12	8	10	-3	3	2	1
Under \$30K	-4	5	-1	10	13	0	3	1
\$30K to \$39.9K	-4	-10	7	13	-4	-2	0	0
\$40K to \$49.9K	-3	-18	10	9	0	-1	2	0
\$50K to \$59.9K	-2	-16	2	8	-2	10	0	1
\$60K to \$69.9K	-3	-9	-3	4	-4	4	9	2
\$70K to \$79.9K	-4	-4	12	17	-4	-4	-8	-5
\$80K and over	2	3	2	9	-6	3	-12	-2
Full Time	-3	-12	6	9	-3	1	2	1
Part Time	-3	-10	-11	28	-13	5	0	3

Tempe Employee Database 2004 Data

<u><i>Tempe Employee Database 2004: Demographics by Department</i></u>						
	Total Workforce	City Court	City Attorney	Financial Services	Human Resources	Inform. Tech.
<i># of Employees</i>	1584	32	24	64	19	69
Male	68%	28%	33%	34%	21%	77%
Female	32	72	67	66	79	23
Af. Amer./Black	4	6	0	8	0	6
Asian/Oriental	1	0	4	3	17	1
Hispanic	19	23	31	23	11	15
Nat. Am. Indian	1	0	0	0	5	0
White/Anglo	75	71	65	66	67	78
Minority	25	29	35	34	33	22
Under \$30K	5	0	0	2	0	0
\$30K to \$39.9K	28	56	29	47	37	0
\$40K to \$49.9K	33	19	17	9	5	12
\$50K to \$59.9K	11	0	0	19	0	20
\$60K to \$69.9K	14	0	8	11	37	22
\$70K to \$79.9K	4	12	13	1	5	38
\$80K and over	5	13	33	11	16	8
Full Time	98	94	96	100	89	100
Part Time	2	6	4	0	11	0
Less than 1 yr.	4	0	4	2	5	0
1 to 3 yrs.	15	9	21	20	21	19
4 to 5 yrs.	16	25	17	16	16	22
6 to 9 yrs.	23	50	33	23	42	27
10 to 14 yrs.	12	13	8	11	0	10
15 to 19 yrs.	15	3	13	20	5	12
20 to 24 yrs.	9	0	4	5	11	6
25 yrs. and over	6	0	0	3	0	4

<u><i>Tempe Employee Database 2004: Demographics by Department</i></u>						
	Police	Fire	Community Services	Development Services	Public Works	City Clerk
<i># of Employees</i>	491	154	144	82	343	4
Male	68%	93%	28%	57%	87%	0%
Female	32	7	72	43	13	100
Af. Amer./Black	4	2	1	4	4	0
Asian/Oriental	1	1	2	1	1	0
Hispanic	11	10	17	14	34	0
Nat. Am. Indian	1	1	1	2	2	0
White/Anglo	83	86	79	79	59	100
Minority	17	14	21	21	41	0
Under \$30K	1	1	8	0	14	0
\$30K to \$39.9K	25	4	24	26	46	0
\$40K to \$49.9K	56	42	20	23	18	75
\$50K to \$59.9K	2	25	28	22	10	0
\$60K to \$69.9K	12	22	17	19	6	0
\$70K to \$79.9K	1	0	0	6	4	25
\$80K and over	3	6	3	4	2	0
Full Time	99	99	86	98	99	100
Part Time	1	1	14	2	1	0
Less than 1 yr.	7	0	1	4	5	0
1 to 3 yrs.	17	3	13	21	14	0
4 to 5 yrs.	22	11	14	11	13	25
6 to 9 yrs.	17	21	28	43	23	25
10 to 14 yrs.	13	18	15	8	10	0
15 to 19 yrs.	13	20	17	12	18	25
20 to 24 yrs.	7	11	10	1	10	25
25 yrs. and over	4	16	2	0	7	0

<u><i>Tempe Employee Database 2004: Demographics by Department</i></u>					
	Water Utilities	City Mgr./ Diversity	Economic Develop.	Internal Audit	Community Relations
<i># of Employees</i>	125	6	8	4	15
Male	84%	17%	25%	75%	33%
Female	16	83	75	25	67
Af. Amer./Black	2	17	0	0	7
Asian/Oriental	3	0	0	0	0
Hispanic	31	17	0	0	20
Nat. Am. Indian	2	0	0	0	0
White/Anglo	62	66	100	100	73
Minority	38	34	0	0	27
Under \$30K	6	17	0	0	0
\$30K to \$39.9K	35	0	12	0	0
\$40K to \$49.9K	30	33	13	0	40
\$50K to \$59.9K	8	0	0	25	7
\$60K to \$69.9K	15	17	50	50	20
\$70K to \$79.9K	0	0	0	0	0
\$80K and over	6	33	25	25	33
Full Time	96	100	100	100	100
Part Time	4	0	0	0	0
Less than 1 yr.	2	0	0	0	20
1 to 3 yrs.	16	33	50	25	0
4 to 5 yrs.	10	0	12	25	13
6 to 9 yrs.	18	0	0	0	14
10 to 14 yrs.	10	17	13	25	13
15 to 19 yrs.	16	0	25	25	20
20 to 24 yrs.	18	33	0	0	20
25 yrs. and over	10	17	0	0	0

<u><i>Tempe Employee Database 2004: Other Demographics by Gender</i></u>		
	Male	Female
<i># of Employees</i>	1075	509
Total Workforce	68%	32%
Af. Am./Black	71	29
Asian/Oriental	36	64
Hispanic	69	31
Nat. Am. Indian	61	39
White/Anglo	68	32
Minority	67	33
Under \$30K	70	30
\$30K to \$39.9K	54	46
\$40K to \$49.9K	79	21
\$50K to \$59.9K	64	36
\$60K to \$69.9K	71	29
\$70K to \$79.9K	77	23
\$80K and over	68	32
Full Time	69	31
Part Time	19	81
Less than 1 year	69	31
1 to 3 years	57	43
4 to 5 years	66	34
6 to 9 years	65	35
10 to 14 years	68	32
15 to 19 years	74	26
20 to 24 years	72	28
25 years and over	91	9

<u><i>Tempe Employee Database 2004: Other Demographics by Ethnicity</i></u>						
	Af. Am/ Black	Asian/ Oriental	Hispanic	Nat. Am. Indian	White/ Anglo	Minority
<i># of Employees²</i>	55	22	302	18	1156	397
Total Workforce	4%	1%	19%	1%	75%	25%
Male	4	1	20	1	75	25
Female	3	3	19	1	74	26
Under \$30K	7	1	46	3	43	56
\$30K to \$39.9K	4	1	29	2	64	36
\$40K to \$49.9K	3	1	15	1	80	20
\$50K to \$59.9K	5	3	14	1	77	23
\$60K to \$69.9K	1	2	10	1	86	14
\$70K to \$79.9K	7	4	11	0	78	22
\$80K and over	2	3	12	0	83	17
Full Time	4	1	19	1	75	25
Part Time	0	9	22	0	69	31
Less than 1 yr.	6	2	20	2	71	29
1 to 3 yrs.	5	1	22	2	69	31
4 to 5 yrs.	6	2	20	1	71	29
6 to 9 yrs.	4	2	19	1	75	25
10 to 14 yrs.	2	2	20	1	76	24
15 to 19 yrs.	2	1	17	2	78	22
20 to 24 yrs.	1	1	17	1	80	20
25 yrs. and over	0	0	22	0	78	22

² The 2004 Tempe Employee Database did not include ethnicity data for all employees. Thirty-one employees are missing ethnicity data. Therefore the figures above do not include them and, as a result, the Number of Employees row does not add up to 1584, which is the actual 2004 head count.

<u><i>Tempe Employee Database 2004: Other Demographics by Pay Categories</i></u>							
	< \$30K	\$30K- \$39.9K	\$40K- \$49.9K	\$50K- \$59.9K	\$60K- \$69.9 K	\$70K- \$79.9K	\$80K +
<i># of Employees</i>	77	449	521	180	216	56	85
Total Workforce	5%	28%	33%	11%	14%	4%	5%
Male	5	23	38	11	14	4	5
Female	4	41	22	13	12	3	5
Af. Am./Black	9	29	31	16	4	7	4
Asian/Oriental	4	27	14	23	14	9	9
Hispanic	11	42	26	9	7	2	3
Nat. Am. Indian	11	50	22	6	11	0	0
White/Anglo	3	25	35	12	16	3	6
Minority	11	40	26	10	7	3	3
Full Time	5	28	33	11	14	4	5
Part Time	22	54	8	8	8	0	0
Less than 1 yr.	11	34	38	5	5	0	7
1 to 3 yrs.	10	36	33	9	8	2	1
4 to 5 yrs.	5	33	42	6	7	4	3
6 to 9 yrs.	5	30	32	13	12	4	4
10 to 14 yrs.	1	22	35	15	17	4	6
15 to 19 yrs.	2	22	30	15	21	4	6
20 to 24 yrs.	4	24	27	10	26	2	7
25 yrs. and over	3	22	19	14	17	3	21

<u><i>Tempe Employee Database 2004: Other Demographics by Work Status</i></u>		
	Full Time	Part Time
<i># of Employees</i>	1547	37
Total Workforce	98%	2%
Male	99	1
Female	94	6
Af. Am./Black	100	0
Asian/Oriental	86	14
Hispanic	97	3
Nat. Am. Indian	100	0
White/Anglo	98	2
Minority	97	3
Under \$30K	90	10
\$30K to \$39.9K	96	4
\$40K to \$49.9K	99	1
\$50K to \$59.9K	98	2
\$60K to \$69.9K	99	1
\$70K to \$79.9K	100	0
\$80K and over	100	0
Less than 1 year	97	3
1 to 3 years	97	3
4 to 5 years	99	1
6 to 9 years	95	5
10 to 14 years	98	2
15 to 19 years	99	1
20 to 24 years	98	2
25 years and over	99	1

<u><i>Tempe Employee Database 2004: Other Demographics by Employment Length</i></u>								
	< 1 yr.	1 to 3 yrs.	4 to 5 yrs.	6 to 9 yrs.	10 to 14 yrs.	15 to 19 yrs.	20-24 yrs.	25 yrs. +
<i># of Employees</i>	61	238	259	362	192	245	137	90
Total Workforce	4%	15%	16%	23%	12%	15%	9%	6%
Male	4	13	16	22	12	17	9	8
Female	4	20	17	25	12	13	7	2
Af. Am./Black	5	22	29	24	5	11	4	0
Asian/Oriental	5	14	18	32	18	9	4	0
Hispanic	3	17	17	22	13	14	8	7
Nat. Am. Indian	6	28	11	22	6	22	6	0
White/Anglo	3	14	16	23	12	16	10	6
Minority	4	18	19	23	12	14	7	5
Under \$30K	9	32	16	22	3	8	7	4
\$30K to \$39.9K	5	19	19	24	9	12	7	5
\$40K to \$49.9K	4	15	21	22	13	14	7	3
\$50K to \$59.9K	2	12	9	26	16	21	8	7
\$60K to \$69.9K	1	8	8	20	15	24	17	7
\$70K to \$79.9K	0	11	20	29	14	16	5	5
\$80K and over	5	3	9	19	14	16	11	22
Full Time	4	15	17	22	12	16	9	6
Part Time	5	19	5	46	8	8	5	3

Tempe Employee Database 2001 Data

<u><i>Tempe Employee Database 2001: Demographics by Department</i></u>						
	Total Workforce	City Court	City Attorney	Financial Services	Human Resources	Inform. Tech.
<i># of Employees</i>	1662	34	26	54	21	74
Male	69%	21%	42%	37%	24%	77%
Female	31	79	58	63	76	23
Af. Amer./Black	4	9	0	7	0	6
Asian/Oriental	1	0	4	4	9	1
Hispanic	19	24	15	19	19	10
Nat. Am. Indian	1	0	0	0	5	1
White/Anglo	75	67	81	70	67	82
Minority	25	33	19	30	33	18
Under \$30K	7	0	0	2	0	0
\$30K to \$39.9K	32	65	31	39	48	9
\$40K to \$49.9K	31	18	15	15	5	10
\$50K to \$59.9K	12	0	23	30	19	23
\$60K to \$69.9K	10	0	8	9	29	32
\$70K to \$79.9K	6	12	11	4	0	23
\$80K and over	2	6	12	2	0	3
Full Time	98	100	96	98	95	100
Part Time	2	0	4	2	5	0
Less than 1 yr.	7	6	4	11	19	8
1 to 3 yrs.	27	35	23	22	38	32
4 to 5 yrs.	11	29	12	4	14	13
6 to 9 yrs.	13	18	19	17	0	15
10 to 14 yrs.	15	6	15	15	9	14
15 to 19 yrs.	15	0	15	18	10	10
20 to 24 yrs.	7	3	4	7	10	4
25 yrs. and over	5	3	8	6	0	4

<u><i>Tempe Employee Database 2001: Demographics by Department</i></u>						
	Police	Fire	Community Services	Development Services	Public Works	City Clerk
<i># of Employees</i>	492	163	156	93	376	5
Male	70%	91%	28%	62%	87%	0%
Female	30	9	72	38	13	100
Af. Amer./Black	4	2	3	6	3	0
Asian/Oriental	1	1	2	2	1	0
Hispanic	11	10	14	15	34	0
Nat. Am. Indian	1	1	1	1	1	0
White/Anglo	83	86	80	76	61	100
Minority	17	14	20	24	39	0
Under \$30K	2	1	9	0	20	20
\$30K to \$39.9K	27	9	30	30	46	40
\$40K to \$49.9K	56	37	12	27	17	40
\$50K to \$59.9K	1	28	30	16	7	0
\$60K to \$69.9K	12	8	7	9	7	0
\$70K to \$79.9K	0	12	12	18	2	0
\$80K and over	2	5	0	0	0	0
Full Time	100	98	83	98	99	100
Part Time	0	2	17	2	1	0
Less than 1 yr.	8	4	5	7	6	0
1 to 3 yrs.	35	19	29	30	21	40
4 to 5 yrs.	11	8	7	17	13	0
6 to 9 yrs.	13	19	16	11	11	0
10 to 14 yrs.	11	14	23	11	15	40
15 to 19 yrs.	15	15	13	13	17	20
20 to 24 yrs.	5	9	5	9	8	0
25 yrs. and over	2	12	3	2	9	0

<u><i>Tempe Employee Database 2001: Demographics by Department</i></u>					
	Water Utilities	City Mgr./ Diversity	Economic Develop.	Internal Audit	Community Relations
<i># of Employees</i>	128	15	8	3	14
Male	81%	60%	25%	67%	43%
Female	19	40	75	32	57
Af. Amer./Black	2	0	25	0	0
Asian/Oriental	2	0	0	0	0
Hispanic	30	20	0	0	21
Nat. Am. Indian	2	0	0	0	0
White/Anglo	64	80	75	100	79
Minority	36	20	25	0	21
Under \$30K	5	0	0	0	0
\$30K to \$39.9K	47	50	37	33	29
\$40K to \$49.9K	28	21	13	0	21
\$50K to \$59.9K	13	29	0	0	7
\$60K to \$69.9K	3	0	25	67	43
\$70K to \$79.9K	4	0	12	0	0
\$80K and over	0	0	13	0	0
Full Time	100	100	100	100	100
Part Time	0	0	0	0	0
Less than 1 yr.	9	20	37	33	0
1 to 3 yrs.	17	40	13	33	57
4 to 5 yrs.	5	0	12	0	0
6 to 9 yrs.	11	0	13	33	0
10 to 14 yrs.	22	7	25	0	29
15 to 19 yrs.	16	20	0	0	7
20 to 24 yrs.	14	13	0	0	7
25 yrs. and over	6	0	0	0	0

<u><i>Tempe Employee Database 2001: Other Demographics by Gender</i></u>		
	Male	Female
<i># of Employees</i>	1142	520
Total Workforce	69%	31%
Af. Am./Black	69	31
Asian/Oriental	43	57
Hispanic	70	30
Nat. Am. Indian	60	40
White/Anglo	69	31
Minority	68	32
Under \$30K	72	28
\$30K to \$39.9K	55	45
\$40K to \$49.9K	79	21
\$50K to \$59.9K	68	32
\$60K to \$69.9K	72	28
\$70K to \$79.9K	81	19
\$80K and over	80	20
Full Time	70	30
Part Time	13	87
Less than 1 year	56	44
1 to 3 years	64	36
4 to 5 years	66	34
6 to 9 years	68	32
10 to 14 years	66	34
15 to 19 years	75	25
20 to 24 years	78	22
25 years and over	93	7

<u><i>Tempe Employee Database 2001: Other Demographics by Ethnicity</i></u>						
	Af. Am/ Black	Asian/ Oriental	Hispanic	Nat. Am. Indian	White/ Anglo	Minority
<i># of Employees³</i>	58	21	309	20	1244	408
Total Workforce	4%	1%	19%	1%	75%	25%
Male	4	1	19	1	75	25
Female	4	2	18	1	75	25
Under \$30K	5	1	47	1	46	54
\$30K to \$39.9K	5	1	27	2	65	35
\$40K to \$49.9K	3	0	12	1	84	16
\$50K to \$59.9K	3	2	15	1	79	21
\$60K to \$69.9K	2	2	10	1	85	15
\$70K to \$79.9K	3	2	5	0	90	10
\$80K and over	0	0	10	0	90	10
Full Time	4	1	19	1	75	25
Part Time	0	5	21	0	74	26
Less than 1 yr.	6	0	23	3	68	32
1 to 3 yrs.	5	2	19	1	73	27
4 to 5 yrs.	5	3	16	2	74	26
6 to 9 yrs.	3	1	21	0	75	25
10 to 14 yrs.	2	2	20	1	75	25
15 to 19 yrs.	3	0	14	1	82	18
20 to 24 yrs.	1	1	15	2	81	19
25 yrs. and over	0	0	30	0	70	30

³ The 2001 Tempe Employee Database did not include ethnicity data for all employees. Ten employees are missing ethnicity data. Therefore the figures above do not include them and, as a result, the Number of Employees row does not add up to 1662, which was the actual 2001 head count.

<u><i>Tempe Employee Database 2001: Other Demographics by Pay Categories</i></u>							
	< \$30K	\$30K- \$39.9K	\$40K- \$49.9K	\$50K- \$59.9K	\$60K- \$69.9 K	\$70K- \$79.9K	\$80K +
<i># of Employees</i>	110	538	517	203	169	95	30
Total Workforce	7%	32%	31%	12%	10%	6%	2%
Male	7	26	36	12	11	7	2
Female	6	47	21	12	9	4	1
Af. Am./Black	9	45	24	12	5	5	0
Asian/Oriental	5	38	5	24	19	9	0
Hispanic	16	47	19	10	5	2	1
Nat. Am. Indian	5	50	35	5	5	0	0
White/Anglo	4	28	35	13	11	7	2
Minority	14	46	20	10	6	3	1
Full Time	6	32	32	12	10	6	2
Part Time	32	39	8	13	8	0	0
Less than 1 yr.	12	41	30	7	6	3	1
1 to 3 yrs.	7	34	38	12	6	3	0
4 to 5 yrs.	10	35	31	8	10	5	1
6 to 9 yrs.	6	27	31	17	12	5	2
10 to 14 yrs.	7	28	28	15	13	7	2
15 to 19 yrs.	4	32	31	9	14	8	2
20 to 24 yrs.	3	32	23	14	12	10	6
25 yrs. and over	3	33	20	14	10	12	8

<u><i>Tempe Employee Database 2001: Other Demographics by Work Status</i></u>		
	Full Time	Part Time
<i># of Employees</i>	1624	38
Total Workforce	98%	2%
Male	100	0
Female	94	6
Af. Am./Black	100	0
Asian/Oriental	90	10
Hispanic	97	3
Nat. Am. Indian	100	0
White/Anglo	98	2
Minority	97	3
Under \$30K	89	11
\$30K to \$39.9K	97	3
\$40K to \$49.9K	99	1
\$50K to \$59.9K	97	3
\$60K to \$69.9K	98	2
\$70K to \$79.9K	100	0
\$80K and over	100	0
Less than 1 year	97	3
1 to 3 years	98	2
4 to 5 years	97	3
6 to 9 years	97	3
10 to 14 years	97	3
15 to 19 years	100	0
20 to 24 years	98	2
25 years and over	100	0

<u><i>Tempe Employee Database 2001: Other Demographics by Employment Length</i></u>								
	< 1 yr.	1 to 3 yrs.	4 to 5 yrs.	6 to 9 yrs.	10 to 14 yrs.	15 to 19 yrs.	20-24 yrs.	25 yrs. +
<i># of Employees</i>	120	457	179	215	243	242	119	87
Total Workforce	7%	27%	11%	13%	15%	14%	7%	5%
Male	6	26	10	13	14	16	8	7
Female	10	32	11	13	16	12	5	1
Af. Am./Black	12	40	15	10	9	12	2	0
Asian/Oriental	0	33	24	14	19	5	5	0
Hispanic	9	28	9	14	15	11	6	8
Nat. Am. Indian	15	30	15	5	15	10	10	0
White/Anglo	7	27	10	13	14	16	8	5
Minority	9	30	11	13	15	11	5	6
Under \$30K	13	27	17	12	16	8	4	3
\$30K to \$39.9K	9	29	12	11	13	14	7	5
\$40K to \$49.9K	7	33	11	13	13	15	5	3
\$50K to \$59.9K	4	28	7	18	18	11	8	6
\$60K to \$69.9K	4	17	11	16	19	20	8	5
\$70K to \$79.9K	4	15	8	12	18	20	13	10
\$80K and over	3	0	7	10	20	13	23	24
Full Time	7	27	11	13	15	15	7	5
Part Time	8	29	16	18	21	3	5	0

Tempe Promotions Data

10-27-04

City of Tempe Promotions 2000 – October 2004

Since January of 2000, we have had approximately 390 promotions.

121 Female (31.03%)

269 Male (68.97%)

125 Minorities (32.05%)

o 12 African-American (3.08%)

o 5 Asian (1.28%)

o 102 Hispanic (26.15%)

o 3 Native American (.77%)

o 3 Other (.77%)

265 White (67.95%)

City of Tempe Labor Force Representation 2003

Female (31.85%)

Male (68.15%)

Minority (26.04%)

o African American (3.30%)

o Asian (1.47%)

o Hispanic (19.19%)

o Native American (3.30%)

o Other (.92%)

White (73.96%)