



City of Phoenix

Equal Opportunity Department

To: Jerome Miller
Deputy City Manager

Date: November 23, 2010

From: Lionel D. Lyons
Equal Opportunity Director

Subject: 2010 CITY OF PHOENIX EEO STATISTICAL REPORT

The Equal Opportunity Department performs an annual statistical analysis of the city's progress in employing minorities and females in proportion to their availability in the labor market. This information is shared with interested citizens, community-based organizations, the U.S. Equal Employment Opportunity Commission, city departments and the media. The data is used to document our progress and reinforce our commitment to equal opportunity in employment. We also showcase our continuing efforts in achieving work force diversity.

Maricopa County civilian labor force (CLF) information from the 2000 U.S. Census is used in determining whether the city is at or below parity in its hiring of minorities and females. The determination is made by comparing the city's employment rates in each of eight federal occupation categories with the CLF for that group. Data from the 2010 U.S. Census is not available at this time for the county's civilian labor force.

The number of full-time city employees totaled 13,830 on July 1, 2010, representing a net decrease of 475 employees or 3.3 percent from July 2009.

Minority Representation

Minorities comprised 40.3 percent of the city work force as of July 1, 2010, an increase of 0.2 percent. However, the number of minorities in the city work force actually decreased by 154 employees, from 5,734 in 2009 to 5,580 in 2010. The minority work force is 12.3 percent higher than the Maricopa County labor market availability. The number of minorities employed in the city has grown steadily over the years from 31.0 percent in 1990 before leveling at 40.1 percent in 2007.

Whites accounted for 59.7 percent of the current city workforce, Latinos for 28.2 percent, African-Americans for 7.0 percent, Asian Americans for 2.0 percent and American Indians make up 1.1 percent. Employees self-identifying with a category of two or more races were 1.2 percent and those who identified as "Other" accounted for 0.7 percent. See Table 1 for a breakdown of minority representation by job category.

**Table 1: Overall Minority Representation by Job Category
 July 1, 2010**

<u>Job Category</u>	<u>2010</u>	<u>2009</u>	<u>Net Change (2009-2010)</u>	<u>Minority CLF 2000 Census</u>
Officials & Administrators	23.0%	23.9%	-0.9%	16.0%
Professionals	33.6%	32.9%	0.7%	17.1%
Technicians	35.5%	35.3%	0.2%	22.3%
Protective Services Sworn	25.1%	24.6%	0.5%	24.9%
Protective Services Non-Sworn	49.6%	49.3%	0.3%	15.2%
Office & Clerical	51.6%	51.5%	0.1%	23.9%
Skilled Craft	44.4%	44.6%	-0.2%	37.1%
Service Maintenance	67.1%	66.7%	0.4%	45.9%
TOTAL	40.3%	40.1%	0.2%	28.0%

Female Representation

Females comprised 31.4% percent of the city work force as of July 1, 2010. There was an increase of 0.3 percent from July 2009. The number of females in the city work force decreased by 104 employees, from 4,447 in 2009 to 4,343 in 2010. The female work force is 13.0 percent lower than the Maricopa County labor market availability.

**Table 2: Overall Female Representation by Job Category
 July 1, 2010**

<u>Job Category</u>	<u>2010</u>	<u>2009</u>	<u>Net Change (2009-2010)</u>	<u>Female CLF 2000 Census</u>
Officials & Administrators	39.3%	37.6%	1.7%	38.7%
Professionals	44.3%	43.3%	1.0%	49.2%
Technicians	22.4%	22.4%	0.0%	51.4%
Protective Services Sworn	9.6%	9.7%	-0.1%	20.1%
Protective Services Non-Sworn	31.2%	31.4%	-0.2%	51.4%
Office & Clerical	79.3%	79.9%	-0.6%	64.9%
Skilled Craft	2.5%	2.5%	0.0%	6.6%
Service Maintenance	9.2%	10.1%	0.9%	38.7
TOTAL	31.4%	31.1%	0.3%	44.4%

Jerome Miller
November 23, 2010
Page 3 of 3

If you have any questions about this information, please feel free to contact me or Ira McCullough, Equal Opportunity Specialist, at 602-262-6258.

c: Ed Zuercher
Janet Smith
Marquita Beene
Ira McCullough