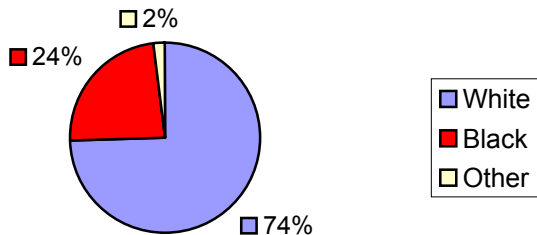


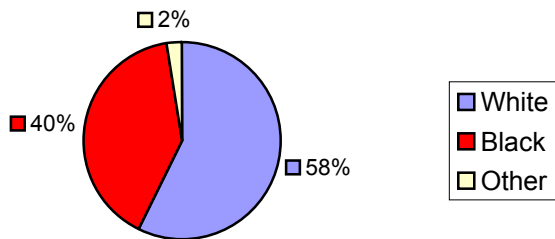
# **Comparison of Race Distribution of Town Employees and Supervisors to Race Distribution of Population in a Five County Area (Orange, Durham, Wake, Alamance and Chatham Counties) November 2003**

**Recruitment Area**



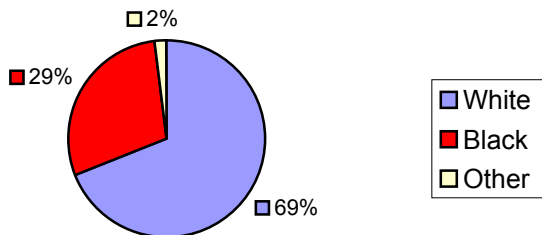
Recruitment Area		
White	630,882	74%
Black	201,302	24%
Other *	16,797	2%
Total	848,981	

**All Town Employees**



Town Employees		
White	354	58%
Black	250	40%
Other	15	2%
Total	619	

**Town Supervisors**



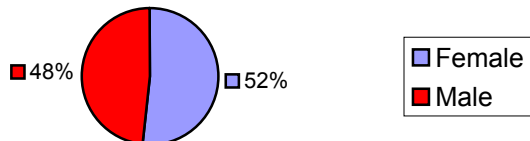
Town Supervisors		
White	102	69%
Black	43	29%
Other	3	2%
Total	148	

Population Data Source: North Carolina State Demographics Unit

\*The Other category includes American Indian or Alaskan Native, Asian or Pacific Islander, and Hispanic persons as defined by the Equal Opportunity Commission.

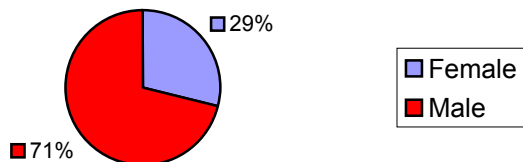
# **Comparison of Gender Distribution of Town employees and Supervisors to Gender Distribution of Population in a Five County Area (Orange, Durham, Wake, Alamance, and Chatham Counties) November 2003**

**Gender Distribution of  
Recruitment Area**



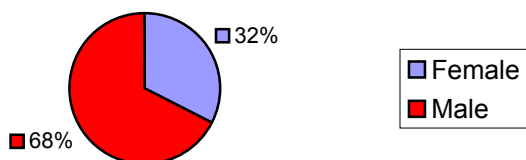
Recruitment Area		
Female	476,947	52%
Male	447,086	48%
Total	924,033	

**Gender Distribution of All Town  
Employees**



All Town Employees		
Female	179	29%
Male	440	71%
Total	619	

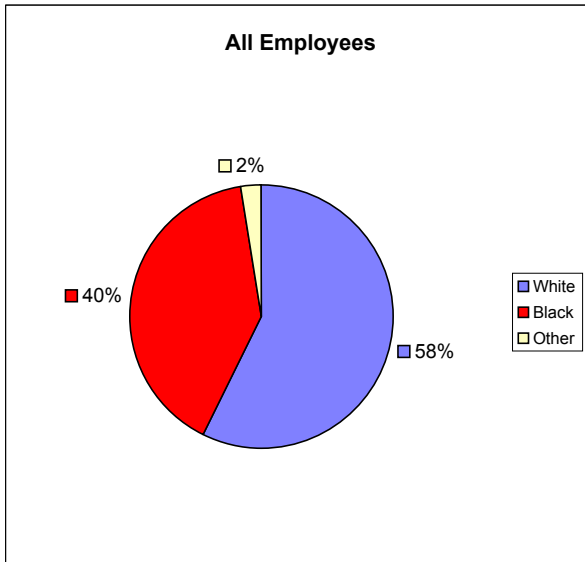
**Gender Distribution of Town  
Supervisors**



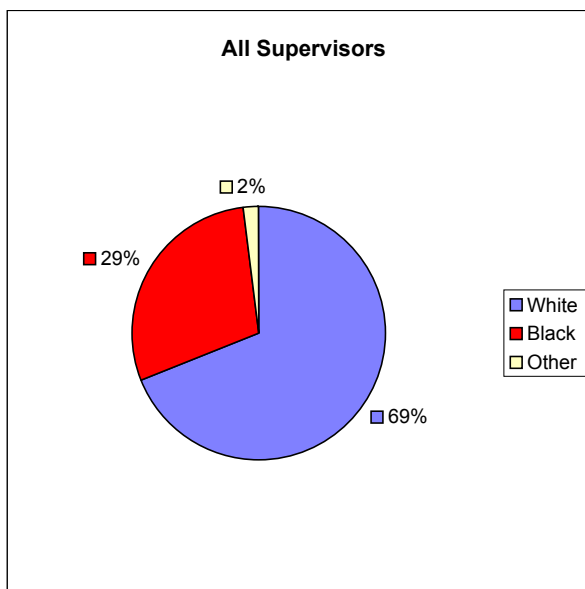
Town Supervisors		
Female	48	32%
Male	100	68%
Total	148	0%

Population Data Source: North Carolina State Demographics Unit

## Race Distribution of Town Employees November 2003



White	354	58%
Black	250	40%
Other	15	2%
Total	619	

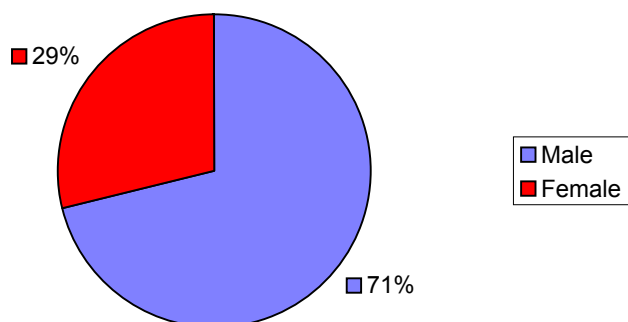


White	102	69%
Black	43	29%
Other	3	2%
Total	148	

	Male	Female	M Sup	F Sup	Total
White	186	66	68	34	354
Black	147	60	29	14	250
Other	7	5	3	0	15
Total	340	131	100	48	619

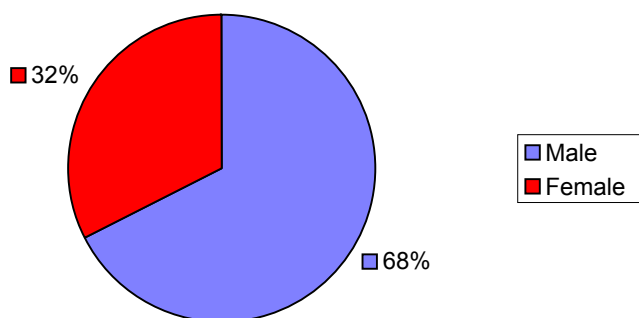
## Gender Distribution of Town Employees November 2003

**All Employees**



Male	440	71%
Female	179	29%
Total	619	

**All Supervisors**

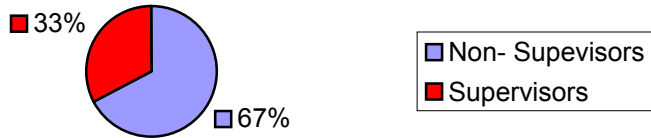


Male	100	68%
Female	48	32%
Total	148	

	Male	Female	M Sup	F Sup	Total
White	186	66	68	34	354
Black	147	60	29	14	250
Other	7	5	3	0	15
Total	340	131	100	48	619

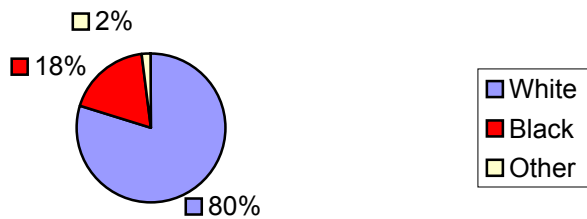
## Distribution of Supervisors by Race in the Fire Department November 2003

**Percentage of Supervisors and Non-Supervisors**



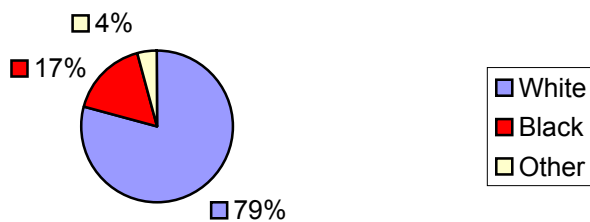
Non-Sup	49	67%
Supervisors	24	33%
Total	73	

**Race Distribution of Non-Supervisors**



White	39	80%
Black	9	18%
Other	1	2%
Total	49	

**Race Distribution of Supervisors**

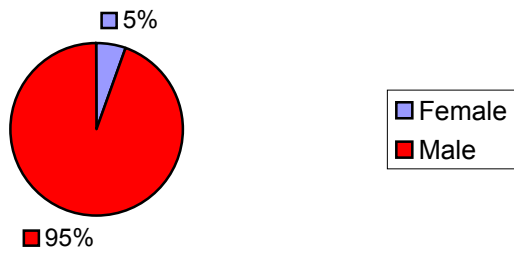


White	19	79%
Black	4	17%
Other	1	4%
Total	24	

	Supervisor	Non-Supervisor	Total
White	19	39	58
Black	4	9	13
Other	1	1	2
Total	24	49	73

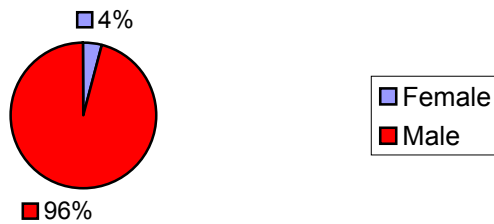
## Distribution of Supervisors by Gender in the Fire Department November 2003

**Gender Distribution of All Employees**



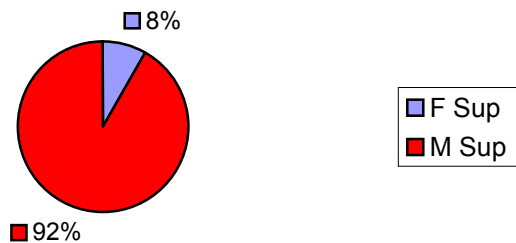
Female	4	5%
Male	69	95%
Total	73	

**Gender Distribution of Non-Supervisors**



Female	2	4%
Male	47	96%
Total	49	

**Gender Distribution of Supervisors**

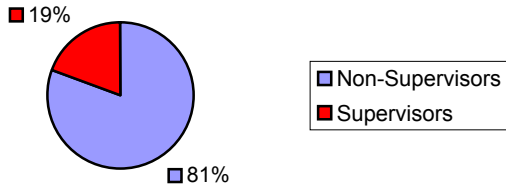


F Sup	2	8%
M Sup	22	92%
Total	24	

	Male	Female	M Sup	F Sup	Total
White	38	1	17	2	58
Black	9	0	4	0	13
Other	0	1	1	0	2
Total	47	2	22	2	73

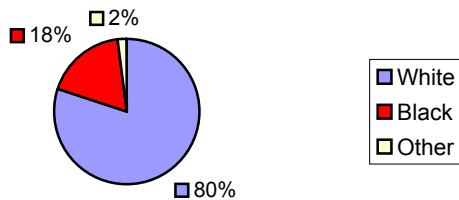
## Distribution of Supervisors by Race in the Police Department November 2003

**Percentage of Supervisors and Non-Supervisors**



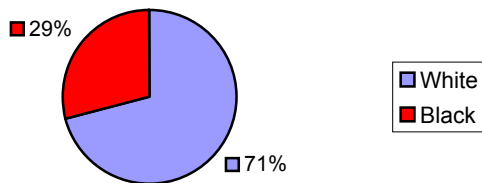
Non-Supervisors	100	81%
Supervisors	24	19%
Total	124	

**Race Distribution of Non-Supervisors**



White	80	80%
Black	18	18%
Other	2	2%
Total	100	

**Race Distribution of Supervisors**

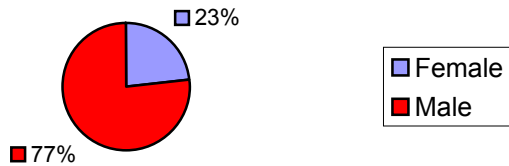


White	17	71%
Black	7	29%
Other	0	
Total	24	

	Supervisor	Non-Supervisor	Total
White	17	80	97
Black	7	18	25
Other	0	2	2
Total	24	100	124

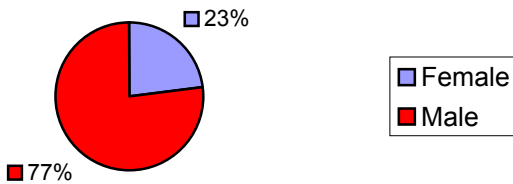
## Distribution of Supervisors by Gender in the Police Department November 2003

**Gender Distribution of All Employees**



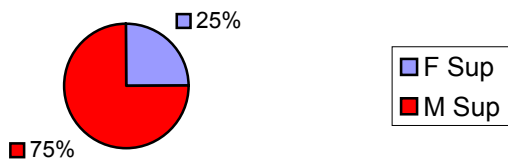
Female	29	23%
Male	95	77%
Total	124	

**Gender Distribution of Non-Supervisors**



Female	23	23%
Male	77	77%
Total	100	

**Gender Distribution of Supervisors**

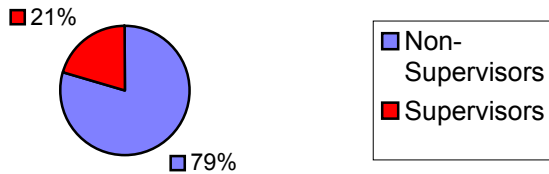


F Sup	6	25%
M Sup	18	75%
Total	24	

	Male	Female	M Sup	F Sup	Total
White	61	19	12	5	97
Black	14	4	6	1	25
Other	2	0	0	0	2
Total	77	23	18	6	124

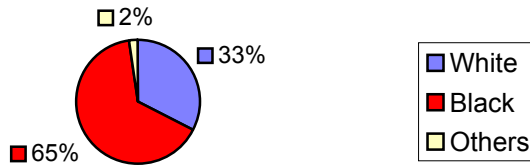
## Distribution of Supervisors by Race in the Public Works Department November 2003

**Percentage of Supervisors and  
Non-Supervisors**



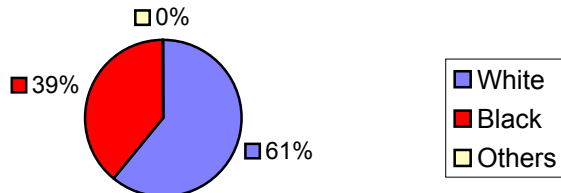
Non-Supervisors	89	79%
Supervisors	23	21%
Total	112	

**Race Distribution of Non-Supervisors**



White	29	33%
Black	58	65%
Other	2	2%
Total	89	

**Race Distribution of Supervisors**



White	14	61%
Black	9	39%
Other	0	
Total	23	

	Supervisors	Non Supervisors	Total
White	14	29	43
Black	9	58	67
Other	0	2	2
Total	23	89	112

## Distribution of Supervisors by Gender in the Public Works Department November 2003

**Gender Distribution of All Employees**



Female	6	5%
Male	106	95%
Total	112	

**Gender Distribution of Non-Supervisors**



Female	5	6%
Male	84	94%
Total	89	

**Gender Distribution of Supervisors**

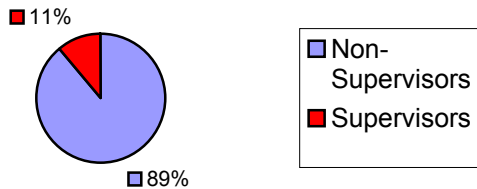


Female	1	4%
Male	22	96%
Total	23	

	Male	Female	M Sup	F Sup	Total
White	26	3	14	0	43
Black	56	2	8	1	67
Other	2	0	0	0	2
<b>Total</b>	<b>84</b>	<b>5</b>	<b>22</b>	<b>1</b>	<b>112</b>

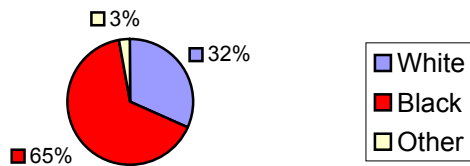
## Distribution of Supervisors by Race in the Transportation Department November 2003

**Percentage of Supervisors and Non-Supervisors**



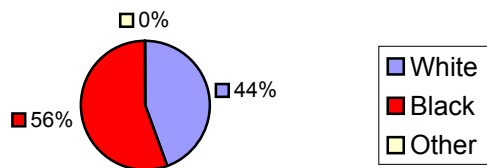
Non-Supervisors	145	89%
Supervisors	18	11%
Total	163	

**Race Distribution of Non-Supervisors**



White	46	32%
Black	95	65%
Other	4	3%
Total	145	

**Race Distribution of Supervisors**

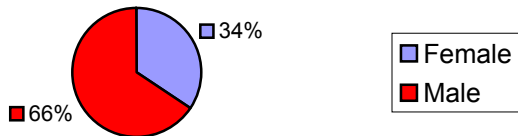


White	8	44%
Black	10	56%
Other	0	
Total	18	

	Supervisors	Non-Supervisors	Total
White	8	46	54
Black	10	95	105
Other	0	4	4
Total	18	145	163

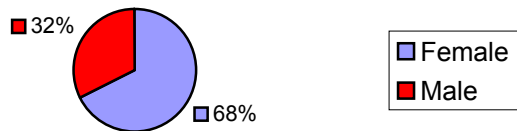
## Distribution of Supervisors by Gender in the Transportation Department November 2003

**Gender Distribution of All Employees**



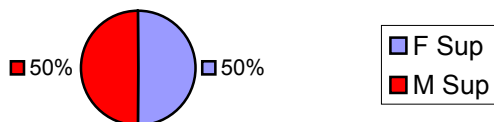
Female	56	34%
Male	107	66%
Total	163	

**Gender Distribution of Non-Supervisors**



Female	98	32%
Male	47	68%
Total	145	

**Gender Distribution of Supervisors**

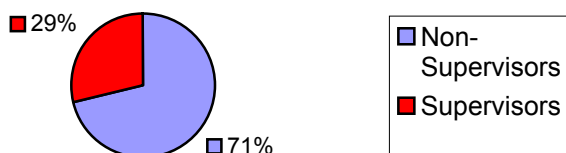


F Sup	9	50%
M Sup	9	50%
Total	18	

	Male	Female	M Sups	F Sups	Total
White	40	6	5	3	54
Black	54	41	4	6	105
Other	4	0	0	0	4
Total	98	47	9	9	163

## Distribution of All Town Employees by Race November 2003

**Percentage of White Employees in  
Supervisory Positions**



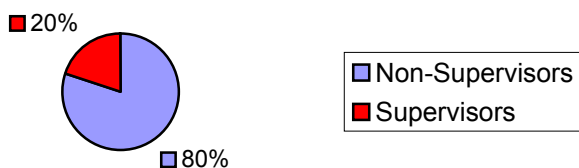
Non-Supervisors	252	71%
Supervisors	102	29%
Total	354	

**Percentage of Black Employees in  
Supervisory Positions**



Non-Supervisors	207	83%
Supervisors	43	17%
Total	250	

**Percentage of Other Employees in  
Supervisory Positions**



Non-Supervisors	12	80%
Supervisors	3	20%
Total	15	

	Employees	Supervisors	
White	354	102	29%
Black	250	43	17%
Other	15	3	20%
Total	619	148	

## Distribution of All Town Employees by Gender November 2003

**Gender Distribution of All Town Employees**



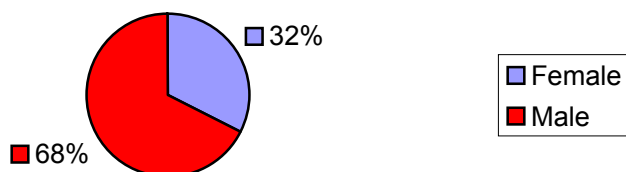
Female	179	29%
Male	440	71%
Total	619	

**Gender Distribution of Town Employees in Non-Supervisory Positions**



Female	131	28%
Male	340	72%
Total	471	

**Gender Distribution of Town Employees in Supervisory Positions**



Female	48	32%
Male	100	68%
Total	148	

	Male	Female
Non-Supervisors	100	131
Supervisors	48	340
Total	148	471