




MEMORANDUM

Date: October 1, 2021

To: The Honorable Chair and Members
Pima County Board of Supervisors

From: C.H. Huckelberry
County Administrator 

Re: **Employee Demographics Related to COVID-19 Vaccinated versus Unvaccinated**

The table below shows the demographics of all employees as of September 30, 2021 compared to the demographics of those employees who are unvaccinated.

ALL EMPLOYEES AS OF 9/30/2021			INELIGIBLE FOR INCENTIVES		
<u>RACE/ETHNICITY</u>	<u>#</u>	<u>%</u>	<u>RACE/ETHNICITY</u>	<u>#</u>	<u>%</u>
Hispanic or Latino	2,471	37%	Hispanic or Latino	616	41%
Asian	117	2%	Asian	21	1%
Black or African American	215	3%	Black or African American	56	4%
White	3,442	51%	White	724	48%
American Indian/Alaska Native	106	2%	American Indian/Alaska Native	22	1%
Nat Hawaiian/Other Pac Islander	12	0%	Nat Hawaiian/Other Pac Islander	3	0%
Not Specified	172	3%	Not Specified	37	2%
Two or More Races	163	2%	Two or More Races	33	2%
	6,698	100%		1,512	99%
SEX/GENDER					
Female	3,376	50%	Female	554	37%
Male	3,315	49%	Male	956	63%
Not Specified	7	1%	Not Specified	2	0
	6,698	100%		1,512	100%
<i>Males make up 49% of employees but 63% of those ineligible for incentives</i>					
AGE					
18 - 30	1,390	20%	18 - 30	468	31%
31 - 40	1,292	19%	31 - 40	361	24%
41 - 50	1,344	20%	41 - 50	261	17%
51 - 60	1,574	24%	51 - 60	263	17%
61 - 70	904	14%	61 - 70	130	9%
71 - 80	174	3%	71 - 80	26	2%
81 +	20	0%	81 +	3	0%
	6,698	100%		1,512	100%
<i>40 and under make up 39% of employees but 55% of those ineligible for incentives</i>					

The Honorable Chair and Members, Pima County Board of Supervisors
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A key takeaway from this information is that male employees make up 49 percent of the workforce, but 63 percent of those are unvaccinated. In addition, those employees under the age of 40 make up 39 percent of the employee base, but represent 55 percent of the unvaccinated employees.

In summary, a majority of the County's unvaccinated workforce is represented by young men.

CHH/anc

c: Jan Leshar, Chief Deputy County Administrator
Carmine DeBonis, Jr., Deputy County Administrator for Public Works
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer,
Health and Community Services
Cathy Bohland, Director, Human Resources Department