

EEO Policy Statement and Q&A



King County Metro Transit (Metro) Equal Employment Opportunity

Policy Statement

King County Metro Transit (Metro) possesses a strong commitment to the community we serve and to its employees. Further, Metro believes that equal employment opportunity, diversity and an inclusive work environment is foundational to the provision of the highest quality service we seek to provide. Metro's commitment is predicated on the fact that successful achievement of EEO goals will benefit Metro and any applicable sub-recipients and/or contractors through fuller utilization and development of previously underutilized human resources.

As an equal opportunity employer, Metro strives to have a workforce that reflects the community we serve. Additionally, Metro is committed to non-discrimination and Equal Employment Opportunity for all persons. Therefore, no person shall be unlawfully excluded from employment opportunities based on race, color, age, sex (including gender identity, sexual orientation and pregnancy), marital status, religion, ancestry, national origin, genetic information, veteran status, disability, or other protected class. This policy applies to all employment practices and actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay and all other forms of compensation including, benefits, and all other terms and conditions of employment.

This policy reaffirms that all applicants and all employees have the right to report incidents of alleged discrimination and to file complaints alleging discrimination with Metro's EEO Officer, their immediate supervisor, any other member of management within the agency, Transit Human Resources, the General Manager/Department Director or designee, the King County Human Resources Director or designee, the County's Diversity Manager, and/or enforcement agencies such as the King County Office of Civil Rights and Open Government, the Equal Employment Opportunity Commission, and the Washington State Human Rights Commission.

Retaliation against any individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

Terry White
General Manager, King County Metro Transit (Metro)

Metro is committed to providing reasonable accommodations to applicants and employees who need such accommodations due to disability or as required to practice or observe their religion unless such accommodation causes undue hardship.

As Metro's General Manager, I maintain overall responsibility and accountability for Metro's compliance with its EEO Policy and Program. To ensure day-to-day management, including program design, preparation, monitoring, and complaint investigation, I have appointed the following as Metro's EEO Officer who reports directly to me and acts with my authority with all levels of management, labor unions and employees:

Christopher Bhang

King County Metro Transit (Metro) EEO Officer

Email: MetroEEO@kingcounty.gov

Phone: 206-477-9454

KSC-TR-0415

201 S. Jackson Street, Suite 415
Seattle, WA 98104

Even in light of the above stated appointment of Metro's EEO Officer, all Metro executives, management, and supervisory personnel share in the responsibility for effective implementation and monitoring of Metro's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. Therefore, Metro will evaluate its executives', managers' and supervisors' performance on their effective implementation of Metro's policies and procedures, in the same way Metro assesses their performance regarding other agency goals.

Metro is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and to make the EEO Program available for inspection by any employee or applicant for employment upon request.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.

November 1, 2021

Date

To request this information in your native language, please email metro.equity@kingcounty.gov or call 206-205-8000.

Spanish - Para solicitar esta información en Español, sírvase llamar al metro.equity@kingcounty.gov o envíe un mensaje de correo electrónico a 206-205-8000.

Chinese - 如果要索取本資訊的中文版, 請致電 metro.equity@kingcounty.gov 或發電郵給 206-205-8000.

Vietnamese - Để có các thông tin này bằng tiếng Việt, xin gọi số metro.equity@kingcounty.gov hoặc gửi điện thư đến 206-205-8000.

Somali - Si aad u weyddiisato inaad ku hesho macluumaadkan Af-Soomaali, fadlan wac metro.equity@kingcounty.gov ama iimayl u dir 206-205-8000.

Updated EEO Policy Statement

Q&A

What does it mean to be an EEO employer and what is the difference between this and affirmative action?

EEO employers, such as Metro, take purposeful steps to make sure everyone receives the same chance at employment regardless of protected class (gender, race, sexual orientation, disability, religion, veteran status, or other protected class). Once an applicant becomes an employee, EEO employers also attempt to make sure that all employment actions (training, promotions, layoffs, etc.) are administered in a non-discriminatory manner. Under EEO regulations, each individual has the right to be evaluated on the basis of his or her qualifications, free of discrimination and stereotyping.

In contrast, affirmative action is a more direct way of ensuring diversity than equal employment opportunity (which seeks to ensure a lack of discrimination). Affirmative action provides legally allowed preferential treatment based on protected class, and gives clearly defined special rights in hiring, promotion, etc. to members of protected classes. The intent is to make up for past discrimination. Affirmative action in the United States is a set of laws, policies, guidelines, and administrative practices "intended to end and correct the effects of a specific form of discrimination."

What are Metro's EEO goals and are they different from quotas?

The EEO goals in Metro's non-discrimination program are aspirational goals that we strive to achieve; they are not required quotas as an affirmative action program would have. The goals are meant to highlight areas where the demographic makeup of our workforce does not reflect the local labor market, so we can see where we need to work harder to recruit employees.

How does the EEO program benefit Metro and the services we provide?

Metro must comply with federal non-discrimination laws to receive federal funds. In addition, we believe that non-discrimination in employment, diversity, and a truly inclusive work environment are the foundation for providing the highest quality service to our customers.

What should I do if I need an accommodation for disability or religion?

Disability accommodation is administered by Metro's Transit Disability Services staff, which is part of Transit Human Resources.

If you need an accommodation based on religion, please let your superintendent/manager know, or contact Metro's EEO Office, which will work with you and your superintendent/manager to address your need for religious accommodation.

The policy mentions “undue hardship”—what does that mean?

An employer is not required to provide a reasonable accommodation if it would cause undue hardship to the employer. Undue hardship is determined on a case-by-case basis.

Is Metro’s EEO policy different from the King County non-discrimination policy?

Metro’s EEO policy incorporates and is consistent with King County’s [Non-discrimination and Anti-harassment Policy](https://kingcounty.gov/~media/audience/employees/policies-forms/hr-policies/2018-0001_-_Nondiscrimination_and_Anti-Harassment_-_FINAL.ashx?la=en):
[https://kingcounty.gov/~media/audience/employees/policies-forms/hr-policies/2018-0001 - Nondiscrimination and Anti-Harassment - FINAL.ashx?la=en](https://kingcounty.gov/~media/audience/employees/policies-forms/hr-policies/2018-0001_-_Nondiscrimination_and_Anti-Harassment_-_FINAL.ashx?la=en)

Who do I report to if I believe I am being unlawfully discriminated against or harassed (including sexually harassed)?

Metro’s EEO policy reaffirms that any applicant or employee has the right to report incidents of alleged discrimination or to file a complaint alleging discrimination with Metro’s EEO Officer. The EEO Officer can be reached at:

Metro.equity@kingcounty.gov

- or -

206-205-8000

For definitions of unlawful discrimination, harassment and sexual harassment, please consult King County’s [Non-discrimination and Anti-harassment Policy](#).

The policy also identifies other avenues for reporting.

The EEO policy strictly prohibits retaliation against anyone who reports discrimination or participates in an employment discrimination proceeding. Prohibited retaliation will not be tolerated.

Has Metro always had this policy?

Consistent with state, federal and local law, Metro policy has always prohibited discrimination in employment. Metro regularly updates our policy, conforms with the FTA’s EEO requirements, and reaffirms our commitment to non-discrimination.

What are the next steps with Metro’s EEO program?

Next steps include disseminating this policy to all Metro employees, conducting training, continuing to work with Metro Employee Services, and providing reports and discussing issues with management. Ensuring Metro’s compliance with non-discrimination laws is an ongoing process, and we will take additional steps as needed.

The EEO policy statement indicates that all management and supervisory personnel share responsibility for effective implementation and monitoring of Metro’s EEO policy and program. Who does this apply to and what is expected?

The FTA requires that agency officials, managers and supervisors have EEO responsibilities that include the following:

- Modeling non-discriminatory behavior and striving to cultivate and maintain a work environment that is free from discrimination, harassment, and retaliation, including but not limited to holding discussions as needed to assure the agency’s policies and procedures are being followed

- Cooperating with Metro’s EEO Officer and other staff in the review of information and investigation of any complaints
- Encouraging employee participation in professional development and career growth opportunities
- Helping to implement King County and Metro diversity and inclusion strategies.

What are the differences between Metro’s EEO program, diversity, inclusion, equity and social justice, and PACE?

Metro’s **EEO program** is required by the FTA, and focuses on the prohibition of discrimination and retaliation.

Diversity is about being aware of and appreciating differences.

Inclusion refers to incorporating, respecting and valuing differences within the organization in an authentic way.

King County’s **Equity and Social Justice** (ESJ) efforts seek to address the impact of historical and contemporary systems of power and privilege, advancing equity for everyone in our county.


PACE (Partnership to Achieve Comprehensive Equity) is a partnership of Metro Transit and labor unions that strives to advance all of the concepts above. PACE uses these concepts—especially true inclusion—to ensure change in Metro that is holistic, profound and irreversible.

Metro EEO Policy
PER 22-8-DP



**King County
Department Policies and Procedures**

King County

Title Equal Employment Opportunity Policy King County Metro Transit King County, Washington	Document Code No. PER-22-7-DP
Department/Issuing Agency King County Metro Transit (Metro)	Date As signed Replaces August 25, 2015, PER-1-1 (D-P)
Approved  Rob Gannon, General Manager	Date signed 20 FEB 2018

1.0 SUBJECT TITLE: Equal Employment Opportunity Policy

1.1 EFFECTIVE DATE: As signed

1.2 TYPE OF ACTION: Update

1.3 KEY WORDS/PHRASE: (1) Equal Employment Opportunity, Non-Discrimination

2.0 PURPOSE:

2.1 In addition to the specific elements contained in this policy, in order to overcome the effects of past discrimination on minorities and women, Metro is committed to King County's affirmative action program, including its goals and timetables. Metro's commitment is predicated on the fact that successful achievement of EEO goals will benefit Metro and any applicable sub-recipients and/or contractors through fuller utilization and development of previously underutilized human resources.

3.0 ORGANIZATIONS AFFECTED: King County Metro Transit

3.1 This policy applies to all employment actions and practices, including but not limited to, recruitment, hiring, selection for training, promotion, termination, transfer, demotion, layoff, termination, rates of pay and all other forms of compensation including, benefits, and all other terms and conditions of employment.

4.0 REFERENCES:

- 4.1 References: King County Code 3.12.330
- 4.2 King County EEO/AA Plan (as updated and/or revised)
- 4.3 King County Administrative Policy & Procedure PER 22-3-3 Non-Discrimination and Anti-Harassment Policy & Procedure
- 4.4 FTA Circular 4704.1A

5.0 POLICIES:

- 5.1 King County Metro Transit (Metro) possesses a strong commitment to the community we serve and to its employees. Further, Metro believes that equal employment opportunity, diversity and an inclusive work environment is foundational to the provision of the highest quality service we seek to provide. Metro's commitment is predicated on the fact that successful achievement of EEO goals will benefit Metro and any applicable sub-recipients and/or contractors through fuller utilization and development of previously underutilized human resources.
- 5.2 As an equal opportunity employer, Metro strives to have a workforce that reflects the community we serve. Additionally, Metro is committed to non-discrimination and Equal Employment Opportunity for all persons. Therefore no person shall be unlawfully excluded from employment opportunities based on race, color, age, sex (including gender identity, sexual orientation and pregnancy), marital status, religion, ancestry, national origin, genetic information, veteran status, disability, or other protected class. This policy applies to all employment practices and actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay and all other forms of compensation including, benefits, and all other terms and conditions of employment.
- 5.3 In addition to the specific elements contained in this policy, Metro is committed to any affirmative action plan adopted by King County, including its goals and timetables.
- 5.4 This policy reaffirms that all applicants and all employees have the right to report incidents of alleged discrimination and to file complaints alleging discrimination with Metro's EEO Officer, their immediate supervisor, any other member of management within the agency, Transit Human Resources, the General Manager/Department Director or his/her designee, the King County Human Resources Director or his/her designee, the County's Diversity Manager, and/or enforcement agencies such as the King County Office of Civil Rights and Open Government, the Equal Employment Opportunity Commission, and the Washington State Human Rights Commission.

Retaliation against any individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

- 5.5 Metro is committed to providing reasonable accommodations to applicants and employees who need such accommodations due to disability or as required to practice or observe their religion unless such accommodation causes undue hardship.
- 5.6 Metro's General Manager, maintains overall responsibility and accountability for Metro's compliance with its EEO Policy and Program. To ensure day-to-day management, including program design, preparation, monitoring, and complaint investigation, Metro's General Manager has appointed the following as Metro's EEO Officer who reports directly to the General Manager and acts with the General Manager's authority with all levels of management, labor unions and employees:

Anita L. Whitfield
King County Metro Transit EEO Officer
KSC-TR-0415
201 S. Jackson Street, Suite 415
Seattle, WA 98104

E-mail: Metro – Equity@kingcounty.gov
Anita.whitfield@kingcounty.gov

Phone: 206-205-8000
206-477-2669

- 5.7 Even in light of the above stated appointment of Metro's EEO Officer, all Metro executives, management, and supervisory personnel share in the responsibility for effective implementation and monitoring of Metro's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. Therefore, Metro will evaluate its executives, managers and supervisors performance on their effective implementation of Metro's policies and procedures, in the same way Metro assesses their performance regarding other agency goals.
- 5.8 Metro is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and to make the EEO Program available for inspection by any employee or applicant for employment upon request.

6.0 PROCEDURES:

Action By:
Transit EEO Officer

Action:

6.1 – Under the oversight of Metro’s EEO Officer, Metro will communicate the existence of its EEO policy and program to employees, applicants and potential applicants by dissemination of its EEO policy internally and externally. As part of Metro’s EEO Plan/Program, internal dissemination shall occur through:

- Written communication from the General Manager
- Posting of official EEO materials (e.g. Federal and state labor law posters and Metro’s policy statement in conspicuous and accessible locations (e.g. on bulletin boards, near time clocks, in employee breakrooms and in employment/personnel offices)
- The inclusion of the EEO policy statement in employee handbooks and manuals
- Meeting with top management officials (e.g. operations, human resources, planning, marketing, etc.) at least semiannually to discuss the EEO Program and its implementation
- Meeting with Metro’s EEO/AA Advisory Committee members, as well as existing affinity groups to seek input on program implementation
- Conducting periodic EEO training for employees and managers
- Conducting EEO training for all new supervisors or managers within 90 days of their appointment
- Presentation of the EEO program as part of employee orientation/training programs
- Inclusion of the EEO policy statement in core agency policies or strategic plans

As part of King County’s EEO Plan/Program, external dissemination shall occur through:

- Including a statement that Metro is an equal employment opportunity employer in all recruitment ads (e.g. newspapers, magazines, websites and social media)

- Dissemination of Metro's EEO policy wherever there is outreach or advertising to recruitment entities (e.g. employment agencies, educational institutions and minority and women's organizations) as well as entities which regularly refer applicants such as employment agencies, hiring halls, unions, educational/training institutions, and minority, people with disabilities, women's and civil rights organizations and community action groups
- Public media sources including those oriented to women, minority and disabled populations
- Statements in advertisements that King County is an Equal Employment Opportunity/Affirmative Action Employer

Dissemination shall occur at least annually.

7.0 RESPONSIBILITIES:

7.1 Metro Transit's EEO Officer is given lead responsibility for implementation and coordination of its EEO program and execution of associated EEO policies.

7.1.1 Specifically, Metro Transit's EEO Officer shall be responsible for:

7.1.1.1 Developing and recommending EEO policy, a written EEO program and internal and external communication procedures

7.1.1.2 Assisting management in collecting and analyzing employment data, identifying problem areas, setting goals and timetables and developing programs to achieve goals

7.1.1.3 Designing, implementing and monitoring internal audit and reporting systems to measure program effectiveness and to determine where progress has been made and where proactive action is needed

7.1.1.4 Reviewing the agency's nondiscrimination plan with all managers and supervisors to ensure that the policy is understood

7.1.1.5 Concurring in the hiring and promotion process

7.1.1.6 In conjunction with human resources, periodically reviewing employment practices policies, complaint policies, reasonable accommodation policies, performance evaluations, grievance procedures, and union agreements

7.1.1.7 Reporting at least semiannually to the General Manager on progress of each section in relation to the agency's goals, including but not limited to contractor and vendor compliance

- 7.1.1.8 Serving as a liaison between the agency, federal, state, and local governments, regulatory agencies, and community groups representing minorities, women, and persons with disabilities and others
- 7.1.1.9 Maintaining awareness of current EEO laws and regulations, and ensuring the laws and regulations affecting nondiscrimination are disseminated to responsible officials
- 7.1.1.10 Investigating employment discrimination complaints
- 7.1.1.11 Providing and/or ensuring the provision of EEO training for employees and managers
- 7.1.1.12 In conjunction with human resources, advising employees and applicants of available training programs and professional development opportunities and entrance requirements
- 7.1.1.13 Auditing postings of Metro's EEO policy statement to ensure compliance information is posted and up to date

7.2 In addition, all Metro Transit management personnel share in the responsibility to assure compliance with the EEO program and policies.

7.2.1 Specifically, EEO responsibilities for agency officials, managers and supervisors shall include:

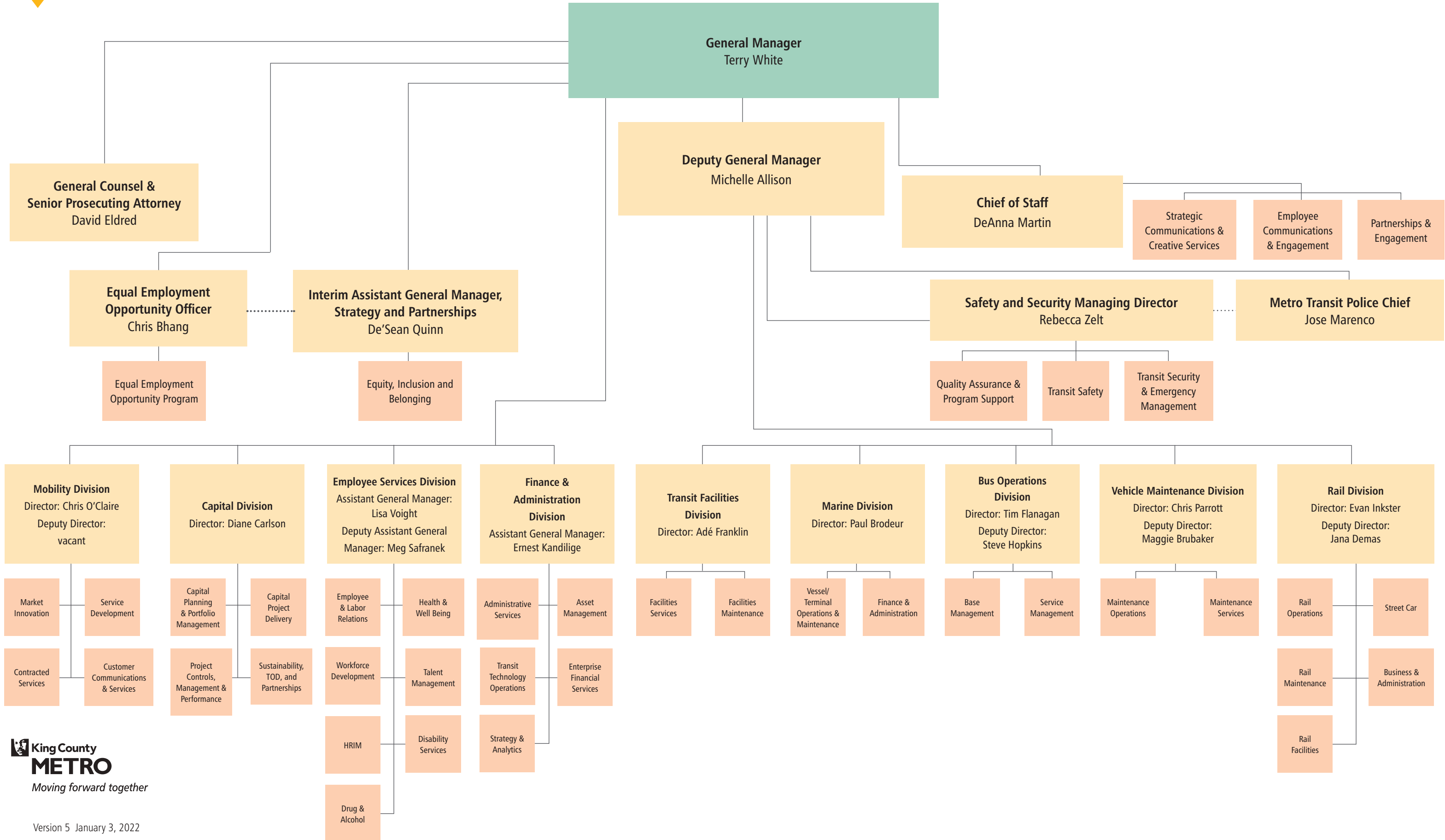
- 7.2.1.1 Holding regular discussions with other managers, supervisors and employees and affinity groups to assure the agency's policies and procedures are being followed
- 7.2.1.2 In conjunction with the EEO Officer, maintaining and updating the personnel database(s) to all generation of reports required for the nondiscrimination program
- 7.2.1.3 Cooperating with the EEO Officer and other staff in review of information and investigation of complaints
- 7.2.1.4 Encouraging employee participation to support the advancement of the EEO Program (e.g. professional development and career growth opportunities, posting promotional opportunities, shadowing and/or mentoring)
- 7.2.1.5 Implementing County and Metro diversity and inclusion strategies.

7.3 Should Metro Transit subcontract with applicable subcontractors, such subcontractors shall be required to provide proof of the existence of an EEO program which meets the required program elements.

Metro Organization Chart 2022

METRO TRANSIT
Department Structure

For orientation purposes only—not for staffing, business or financial decision making.



Goals and Timetables from
Previous Submission
2018

WORKFORCE UTILIZATION REPORT - 2015

Dept. Job Title or Number	Salary	Current Period As Of: 12/31/2015																	Current				Availability %		% of Under-Utilization				GOAL		12 MO	
		TRANSIT DIVISION EMPLOYEES																	MIN		F		MIN	F	MIN	F	MIN	F	MIN	F		
		All Employees			MALE								FEMALE						#	%	#	%										
		TOT	M	F	W	AA	HISP	API	AIAN	NHOPI	MULTI	W	AA	HISP	API	AIAN	NHOPI	MULTI					#	%	#	%						
Officials and Administrators		3	3	0	2	0	1	0	0	0	0	0	0	0	0	0	0	1	33.3%	0	0.0%	23.3%	30.2%	10.0%	-30.2%	(0.30)	0.91					
Professionals		504	309	195	223	32	9	36	0	1	8	149	17	4	16	3	0	6	132	26.2%	195	38.7%	25.9%	37.3%	0.3%	1.4%	(1.46)	(7.01)				
Technicians		14	11	3	9	0	0	2	0	0	0	2	1	0	0	0	0	0	3	21.4%	3	21.4%	23.2%	41.6%	-1.8%	-20.2%	0.25	2.82	2.0%			
Protective Service		2	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0.0%	1	50.0%	17.9%	56.8%	-17.9%	-6.8%	0.36	0.14				
Administrative Support		221	94	127	64	13	5	6	1	1	4	80	23	5	17	1	0	1	77	34.8%	127	57.5%	31.4%	55.2%	3.4%	2.3%	(7.61)	(5.01)				
Skilled Crafts		739	698	41	492	61	22	76	14	15	18	29	6	3	3	0	0	0	218	29.5%	41	5.5%	23.0%	9.8%	6.5%	-4.3%	(48.03)	31.42		2.0%		
Service Maintenance		3381	2655	726	1381	703	113	329	35	42	52	365	235	35	31	13	11	36	1635	48.4%	726	21.5%	33.5%	32.7%	14.9%	-11.2%	(502.37)	379.59		2.0%		

AA - African American
HISP - Hispanic
API - Asian Pacific Islander
AIAN - American Indian or Alaskan Native
NHOPI - Native Hawaiian or Other Pacific Islander
Multi - Two or More Races

WORKFORCE UTILIZATION REPORT - 2016

Dept. Job Title or Number	Salary	Current Period As Of: 12/31/2016																		Current				Availability %		% of Under-Utilization		GOAL		12 MO	
		TRANSIT DIVISION EMPLOYEES																		MIN		F		MIN	F	MIN	F	MIN	F		
		All Employees			MALE									FEMALE						#	%	#	%								
		TOT	M	F	W	AA	HISP	API	AIAN	NHOPI	MULTI	W	AA	HISP	API	AIAN	NHOPI	MULTI													
Officials and Administrators		7	4	3	2	0	1	1	0	0	0	2	1	0	0	0	0	0	3	42.9%	3	42.9%	31.7%	35.4%	11.2%	7.5%	(0.78)	(0.53)			
Professionals		571	365	206	253	40	14	36	1	4	11	145	29	5	16	3	0	8	167	29.2%	206	36.1%	28.7%	36.1%	0.6%	-0.1%	(3.41)	0.36			
Technicians		16	13	3	11	1	0	1	0	0	0	2	1	0	0	0	0	0	3	18.8%	3	18.8%	49.9%	20.9%	-31.2%	-2.1%	4.99	0.34	2.0%		
Protective Service		3	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	1	33.3%	1	33.3%	17.9%	56.8%	15.4%	-23.4%	(0.46)	0.70			
Administrative Support		204	87	117	56	13	3	9	1	1	4	68	22	7	14	2	1	1	78	38.2%	115	56.4%	34.6%	58.6%	3.7%	-2.2%	(7.46)	4.54	2.0%		
Skilled Crafts		758	717	41	484	68	32	77	15	15	18	29	7	2	3	0	0	0	237	31.3%	41	5.4%	24.7%	10.0%	6.6%	-4.6%	(50.00)	35.10	2.0%		
Service Maintenance		3216	2548	668	1257	710	112	331	29	37	56	337	220	32	33	12	8	20	1600	49.8%	662	20.6%	43.1%	26.5%	6.6%	-5.9%	(212.94)	190.88	2.0%		

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WORKFORCE UTILIZATION REPORT - 2017

Dept. Job Title or Number	Salary	Current Period As Of: 12/31/2017																				Current				Availability %		% of Under-Utilization				GOAL		PROJECTED % INCREASE																
		TRANSIT DIVISION EMPLOYEES																		MIN		F		MIN	L	MIN	L	MIN	L	12 MO		2 YR		3 YR		4 YR														
		All Employees			MALE									FEMALE						#	%	#	%							MIN	L	MIN	L	MIN	L	MIN	F	MIN	F	MIN	F	MIN	F							
		TOT	M	F	W	AA	HISP	API	AIAN	NHOPI	MULTI	W	AA	HISP	API	AIAN	NHOPI	MULTI	W	AA	HISP	API	AIAN	NHOPI	MULTI	#	%	#	%	MIN	L	MIN	L	MIN	L	MIN	F	MIN	F	MIN	F									
Officials and Administrators		8	4	4	2	0	1	1	0	0	0	3	1	0	0	0	0	3	37.5%	4	50.0%	31.7%	35.4%	5.8%	14.7%	(0.46)	(1.17)																							
Professionals		614	381	233	265	44	14	40	1	4	13	161	31	7	20	4	0	10	188	30.6%	233	37.9%	28.7%	36.1%	2.0%	1.8%	(12.09)	(11.10)																						
Technicians		16	13	3	11	1	0	1	0	0	0	2	1	0	0	0	0	0	3	18.8%	3	18.8%	49.9%	20.9%	-31.2%	-2.1%	4.99	0.34																						
Protective Service		3	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	1	33.3%	1	33.3%	17.9%	56.8%	15.4%	-23.4%	(0.46)	0.70																						
Administrative Support		252	106	146	62	16	8	9	2	5	4	85	26	6	19	2	1	7	105	41.7%	146	57.9%	34.6%	58.6%	7.1%	-0.7%	(17.86)	1.67																						
Skilled Crafts		808	761	47	511	76	35	82	18	17	22	33	9	2	3	0	0	0	264	32.7%	47	5.8%	24.7%	10.0%	8.0%	-4.2%	(64.67)	34.12																						
Service Maintenance		3377	2674	703	1244	811	133	349	31	40	66	324	252	36	40	17	9	25	1809	53.6%	703	20.8%	43.1%	26.5%	10.4%	-5.7%	(352.50)	192.58																						

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Multi - Two or More Races

Seattle DOT EEO Program

Bhang, Christopher

Subject: EEO KC Collab and Intro
Location: Microsoft Teams Meeting

Start: Thu 2/17/2022 9:00 AM
End: Thu 2/17/2022 10:00 AM

Recurrence: (none)

Meeting Status: Accepted

Organizer: Siddick, Salma

[EXTERNAL Email Notice!] External communication is important to us. Be cautious of phishing attempts. Do not click or open suspicious links or attachments.

Hi Chris and Michele,

Hoping this time works for you both. Looking forward to connecting and collaborating with you Chris.

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Join with a video conferencing device

seattle@m.webex.com

Video Conference ID: 114 417 142 3

[Alternate VTC instructions](#)

[Learn More](#) | [Meeting options](#)

Seattle Department of Transportation

EQUAL EMPLOYMENT OPPORTUNITY (EEO)

The Office of Equity and Economic Inclusion (OEEI) is responsible for leading the strategic vision and leadership in the planning, promotion and advancement of equity and diversity, and leads SDOT to measurable improvements. As an equal opportunity employer, SDOT strives to have a workforce that reflects our diverse community.



Seattle
Department of
Transportation

Agency Reporting Information

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SDOT Director

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Our Commitment

I, along with the entire Executive Leadership of the Seattle Department of Transportation (SDOT), have a strong commitment to our employees and the diverse community we serve. To further this commitment, we have implemented several strategies to ensure that we maintain a workplace that is equitable, inclusive, and respectful to all employees.

Our vision at SDOT is that Seattle is a thriving, equitable community powered by dependable transportation. Equity is one of our core values, and we believe transportation must meet the needs of communities of color and those of all incomes, abilities, and ages. Our goal is to partner with communities to build a racially equitable and socially just transportation system.

Ensuring equal employment opportunity is an ongoing process, and not a static “point in time” evaluation. We will continue to utilize and support OEEI to hold ourselves accountable to our ongoing commitment for an equitable and safe workplace.



Sam Zimbabwe
Director, Seattle Department of Transportation
March 29, 2021



INTRODUCTION

It is the policy of City of Seattle to provide Equal Opportunity (EEO) in all personnel actions to all persons regardless of age, race, color, national origins, sex, sexual orientation, marital status, religion, political ideology, veteran status or disability status.

All employees are made aware of the intent and principles of City of Seattle's EEO Policy. A work environment free of prejudicial attitudes and actions is essential to the success of our agency. And it is the responsibility of all City of Seattle employees to promote a discrimination free work environment.

City of Seattle has prepared an Affirmative Action Plan (AAP) to ensure the ongoing success of our EEO Program. Affirmative Action goals have been established based upon the utilization and availability. Employees responsible for personnel actions such as hiring, supervising, promoting, training, disciplining, and terminating are aware of and held accountable for meeting our Affirmative Action goals.

This document contains SDOT's first EEO submission to the Federal Transit Authority. This is the first year SDOT has met the threshold as an FTA recipient requiring our organization to carry out FTA's Equal Employment Opportunity Program elements, and to submit an EEO Program every four years. Threshold requirements state that any FTA applicant, recipient, subrecipient, and contractor who meet both of the following threshold requirements must implement all of

the EEO Program elements, and submit an EEO Program every four years: 1) employs 100 or more transit-related employees, and 2) requests or receives capital or operating assistance in excess of \$1 million in the previous Federal fiscal year, or requests or receives planning assistance in excess of \$250,000 in the previous Federal fiscal year.

We look forward to providing the required information, maintaining EEO program compliance, and we look forward to building on this initial work in the coming years. This report covers information from March 1, 2016 through February 29, 2020.

SDOT is a nationally recognized municipal transportation agency at the leading edge of multi-modal transportation. We envision Seattle as a thriving, equitable community, powered by dependable transportation. Our mission is to deliver a transportation system that provides safe and affordable access to places and opportunities. Our core values drive our work toward creating an equitable, sustainable, mobile, safe, and vibrant city for all. SDOT's core responsibilities include maintenance and operations of the city's transportation right-of-way, the expansion of the city's bicycle and pedestrian network, care of over 240 bridges, permitting use of public spaces and enhancing access to the regional transit system. With approximately 1,000 dedicated staff, SDOT maintains an operational presence 24 hours a day, 7 days a week, in all weather conditions to serve and ensure Seattle's public mobility.

STATEMENT OF POLICY

It is our policy not to discriminate against any employee or applicant for employment because of his or her race, color, religion, sex, sexual orientation, gender identity, national origin, or because he or she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as “protected veterans.” It is also SDOT’s policy to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment. Furthermore, SDOT will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

SDOT prohibits harassment of employees and applicants based on being individuals with disabilities or protected veterans. SDOT also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to

obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity for individuals with disabilities and protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion, or other adverse actions that might dissuade someone from asserting their rights.

One of the EEO Officer’s duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of City of Seattle’s programs. The EEO Officer will work within SDOT and with the Seattle Department of Human Resources (SDHR) city-wide EEO Officer to establish an effective monitoring system as well as maintaining an ethical complaint procedure.

In furtherance of the overall City of Seattle’s policy regarding affirmative action and equal employment opportunity, SDOT is committed to ensuring that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. SDOT will continue to deliver a transportation system that provides safe and affordable access to places and opportunities. SDOT is committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.

DELEGATION OF PERSONNEL RESPONSIBILITY

SDOT Director, Sam Zimbabwe has the overall responsibility implementing the Equal Opportunity Policy. SDOT has assigned primary management responsibility and accountability for ensuing full compliance with the plan to Michele Domingo, Director of Equity and Inclusion. Ms. Domingo serves as the EEO Officer and has the authority, resources, and support of the SDOT Director and executive team to ensure the effective implementation of the EEO plan and all applicable regulations.

Salma Siddick is the EEO Program Lead and is responsible for the day-to-day management and implementation of the EEO Program.

The Seattle Department of Human Resources (SDHR) is currently recruiting an EEO Officer to ensure that the City of Seattle overall is efficiently staffed to carry out the citywide EEO program as needed. Felecia Caldwell is the Interim Citywide EEO Officer.

SDOT ensures no conflicts of interest or positionality occur with respect to the EEO Officer's role. In 2016, SDOT established the Office of Equity and Economic Inclusion separate from the Office of Human Resources. The SDOT EEO Officer and SDOT HR functions are separate in order to maintain the integrity of the EEO investigative and decision-making process. The SDOT EEO officer, EEO Program Lead, HR Director, other HR staff, and Chief of Staff meet regularly.

The duties of the EEO Officer include:

1. Developing and recommending EEO Policy, Affirmative Action Programs, and internal and external communication procedures.
2. Assisting management in the analysis of data to identify underutilized areas, establish goals and timetables, and develop programs to achieve those goals.

3. Designing and implementing an internal audit and reporting system that measures the effectiveness of the Affirmative Action Program. The internal audit determines the degree to which AAP goals and objectives are met and identifies the need for remedial action.
4. Providing updates to the Director of SDOT and management to keep them informed of equal opportunity progress and reporting potential problem areas within SDOT.
5. Serving as liaison between City of Seattle, Federal, State, and local government, regulatory agencies, women, minority, veteran, and disabled organizations and other community groups.
6. Advising all levels of management to ensure compliance with equal opportunity laws and policy and informing the Board and/or Senior Management on current and/or changes to federal, state, and local regulations.
7. Partnering with Human Resources and Management to continuously improve workforce diversity and equal opportunity through recruitment outreach efforts directed towards women, people of color, veterans, and individuals with disabilities.
8. Processing any internal employment discrimination complaints.
9. Ensuring that the Talent Acquisition Team reviews every applicant to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer, and termination actions occur.
10. Ensuring there are HR processes both in place and in development to review employees for the multitude of personnel actions and to assess whether the personnel actions are justified, fair and equitable.

DISSEMINATION OF POLICY

EXTERNAL DISSEMINATION OF POLICY, OUTREACH, AND POSITIVE RECRUITMENT

SDOT is committed to ensuring that all employees and applicants are aware of the departments EEO and affirmative action policy. SDOT undertakes appropriate outreach and positive recruitment efforts to effectively attract people who identify as women, people of color, veterans, and individuals with disabilities.

To comply with the external dissemination of the EEO and Affirmative Action policy, SDOT has posted our commitment to Equal Opportunity on the external website www.seattle.gov/transportation/about-us/office-of-equity-and-economic-inclusion which also links to the Citywide EEO webpage www.seattle.gov/personnel/employment/default.asp.

SDOT has also complied with the external dissemination of the EEO and Affirmative Action policy by providing written or electronic notification to all current contractors, subcontractors, vendors, and suppliers on an annual basis. SDOT will also provide such notification to new subcontractors, vendors, and suppliers upon entering into a relationship with them. SDOT requests all recruiting sources to actively recruit and refer qualified persons for job opportunities. SDOT will include the equal opportunity clause concerning the employment of qualified individuals with disabilities in all non-exempt contracts, subcontracts, and purchase orders. Please see Appendix 8 for our transit related contract list.

INTERNAL DISSEMINATION OF POLICY

SDOT has developed internal procedures to communicate its obligation to engage in affirmative action efforts to employ and advance in employment qualified women, people of color, veterans and individuals with disabilities. Procedures are designed to foster understanding, acceptance, and support among all employees and to encourage them to help City of Seattle meet this obligation.

SDOT realizes that an outreach program is ineffective without the adequate internal support from management personnel and other employees. To ensure greater employee cooperation and participation in SDOT's affirmative action efforts, SDOT has adopted policies and engaged in activities which are not limited to the following:

1. EEO Policy Statement and the EEO is the Law posters are placed on bulletin boards located throughout our facilities and work areas.
2. In recognition of the increase in telework, electronic versions of the EEO Policy Statement and the EEO is the Law poster are clearly labeled and posted on our internal website.
3. The EEO Officer is a member of the Executive Leadership and provides the SDOT Director with monthly updates.
4. Managers and supervisors are provided with affirmative action and EEO training upon commencement of their management roles.

5. Policy reviewed and acknowledged during employee orientation, during outreach, and Job Fairs.
6. Union officials and/or employee representatives are informed of these policies.
7. Annual communication will be sent out to all employees starting 2021 by SDOT's Director, expressing commitment to the EEO Policy and informing employees where to go for EEO information and concerns. This communication will be posted on SDOT's OEEI external webpage as well as on our internal website.

Agency Executive Leadership, Managers, and Supervisor Responsibilities will include:

1. Participating in periodic reviews of all aspects of employment to identify and remove barriers obstructing the achievement of specified goals and objectives.
2. Participating in regular discussions with other managers, supervisors, employees, and Employee Resource Groups (ERG's) to ensure agency policies and procedures are being followed.
3. The Office of Human Resources will maintain and update the personnel database for generating reports required for the nondiscrimination program.
4. Cooperating with the EEO program and OEEI team in review of information and investigation of complaints.
5. Encouraging employee participation to support the advancement of the EEO Program, (e.g. professional development, career growth opportunities, mentoring, and promotional opportunities).

The EEO Officer, EEO Program Lead, and ERG's continue to identify strategies to ensure employees, job applicants, and community are aware of our commitment to our SDOT EEO policy, equity and inclusion.

UTILIZATION ANALYSIS – WORKFORCE ANALYSIS

The purpose of the utilization analysis is to identify those job categories where there is an underutilization and/or concentration of people of color and/or women in relation to their availability in the relevant labor market. The analysis also establishes the framework for goals and timetables and other affirmative action to address or correct employment practices that contributed

to any identified absence, underutilization or concentration. A utilization analysis consists of a workforce analysis and an availability analysis.

WORKFORCE ANALYSIS REPORT

Please see Appendix 1 to view the entire Workforce Analysis.

UTILIZATION ANALYSIS – AVAILABILITY ANALYSIS

The purpose of the availability is to establish a benchmark against which the demographic composition of the workforce may be compared to the expected availability to determine whether any limitations to equal opportunity may exist within job groups.

In determining availability, we reviewed our reasonable recruitment labor areas, census codes, and internal feeder job groups. To determine

external availability, we used the 2010 Census Data. The following chart set forth the availability Analysis which includes the current employment percentages as of March 1, 2020 and the availability of males and women within each minority group to include Asian, Black, Hispanic, Native American, Pacific Islander, and More than One Race. When the organization's employment is less than availability by at least one whole person, a goal has been identified with a YES in the Underutilized column.

INCUMBENCY VS. AVAILABILITY REPORT

Job Category Use EEO-4	Total Workforce					Male							Female						
	All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi
1 OFFICIALS & ADMINISTRATORS																			
Current Workforce	67	24	13	23	7	24	-	6	1	6	-	-	23	-	2	2	3	-	-
Percent in Category		35.8%	19.4%	34.3%	10.4%	35.8%	0.0%	9.0%	1.5%	9.0%	0.0%	0.0%	34.3%	0.0%	3.0%	3.0%	4.5%	0.0%	0.0%
Percent of Availability						47.4%	0.5%	3.3%	2.4%	10.3%	0.7%	0.9%	22.3%	0.2%	2.5%	1.7%	6.0%	0.4%	1.2%
Percent Underutilized									1%	1%							2%		
Underutilized (Yes/No)							No	No	No	No	No	No	No	No	No	No	Yes	No	No
2 PROFESSIONALS																			
Current Workforce	370	110	68	108	84	110	2	9	10	44	-	3	108	1	19	11	41	3	9
Percent in Category		29.7%	18.4%	29.2%	22.7%	29.7%	0.5%	2.4%	2.7%	11.9%	0.0%	0.8%	29.2%	0.3%	5.1%	3.0%	11.1%	0.8%	2.4%
Percent of Availability						38.7%	0.3%	2.5%	2.1%	9.0%	0.3%	0.9%	27.9%	0.5%	2.8%	1.9%	9.7%	1.0%	1.7%
Percent Underutilized								0%			0%	0%		0%				0%	
Underutilized (Yes/No)							No	No	No	No	Yes	No	No	No	No	No	No	No	No
3 TECHNICIANS																			
Current Workforce	165	67	55	33	10	67	-	18	6	15	8	8	33	-	1	1	6	-	2
Percent in Category		40.6%	33.3%	20.0%	6.1%	40.6%	0.0%	10.9%	3.6%	9.1%	4.8%	4.8%	20.0%	0.0%	0.6%	0.6%	3.6%	0.0%	1.2%
Percent of Availability						42.5%	0.7%	5.6%	4.6%	10.9%	1.8%	1.2%	20.3%	0.1%	1.3%	0.7%	8.3%	0.7%	1.1%
Percent Underutilized							1%		1%	2%			0%		1%	0%	5%	1%	
Underutilized (Yes/No)							Yes	No	Yes	Yes	No	No	No	No	Yes	No	Yes	Yes	No
5 PARAPROFESSIONALS																			
Current Workforce	114	40	20	28	26	40	-	2	3	14	-	1	28	-	2	-	19	1	4
Percent in Category		35.1%	17.5%	24.6%	22.8%	35.1%	0.0%	1.8%	2.6%	12.3%	0.0%	0.9%	24.6%	0.0%	1.8%	0.0%	16.7%	0.9%	3.5%
Percent of Availability						25.2%	0.5%	2.6%	2.0%	8.2%	0.0%	0.5%	32.8%	0.7%	5.3%	2.9%	13.3%	3.0%	2.8%
Percent Underutilized								1%					8%		4%	3%		2%	
Underutilized (Yes/No)							No	No	No	No	No	No	Yes	No	Yes	Yes	No	Yes	No
6 ADMINISTRATIVE SUPPORT																			
Current Workforce	58	4	10	11	33	4	-	2	1	6	-	1	11	1	6	3	11	8	4
Percent in Category		6.9%	17.2%	19.0%	56.9%	6.9%	0.0%	3.4%	1.7%	10.3%	0.0%	1.7%	19.0%	1.7%	10.3%	5.2%	19.0%	13.8%	6.9%
Percent of Availability						15.3%	0.7%	2.1%	1.1%	3.4%	0.3%	0.9%	51.1%	1.0%	6.8%	3.9%	9.1%	1.5%	2.5%
Percent Underutilized													32%						
Underutilized (Yes/No)							No	No	No	No	No	No	Yes	No	No	No	No	No	No

Job Category Use EEO-4	Total Workforce					Male							Female						
	All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi
7 SKILLED CRAFT WORKERS																			
Current Workforce	126	61	56	2	7	61	-	15	10	17	11	3	2	-	3	1	-	3	-
Percent in Category		48.4%	44.4%	1.6%	5.6%	48.4%	0.0%	11.9%	7.9%	13.5%	8.7%	2.4%	1.6%	0.0%	2.4%	0.8%	0.0%	2.4%	0.0%
Percent of Availability						52.3%	1.0%	9.4%	12.7%	10.7%	5.1%	1.7%	3.6%	0.3%	1.3%	0.2%	0.4%	0.9%	0.0%
Percent Underutilized							1%		5%				2%						
Underutilized (Yes/No)							Yes	No	Yes	No	No	No	Yes	No	No	No	No	No	No
8 SERVICE MAINTENANCE																			
Current Workforce	222	79	119	14	10	79	3	35	25	29	22	5	14	2	3	-	1	4	-
Percent in Category		35.6%	53.6%	6.3%	4.5%	35.6%	1.4%	15.8%	11.3%	13.1%	9.9%	2.3%	6.3%	0.9%	1.4%	0.0%	0.5%	1.8%	0.0%
Percent of Availability						44.8%	1.1%	9.8%	11.2%	11.3%	5.3%	1.4%	9.9%	0.5%	1.6%	0.5%	1.2%	0.9%	0.1%
Percent Underutilized													4%		0%	0%	1%		
Underutilized (Yes/No)							No	No	No	No	No	No	Yes	No	No	Yes	Yes	No	No

GOALS AND TIMETABLES

As required by applicable regulations, the FTA Circular 4704.1A, SDOT has established short- and long-term goals where the actual representation of people of color or women in a job groups is less than would be reasonably expected based on the calculated availability.

In establishing short- and long-term goals, we applied the following principles:

- We established a goal when the percentage of people of color or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, a goal was established. We utilized the whole person rule which sets a goal then employment is less than availability by at least one whole person rule.
- Short- and long-term goals are not quotas that must be met. Where there is an underutilization in a job group City of Seattle is committed to increasing the number of minority and women applicants for any openings in the position.
- Short and long term do not create set asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Short- and long-term goals do not require City of Seattle to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.

Where a goal (short or long term) is set, we will develop action-oriented steps to assist in meeting both the short- and long-term goals.

Placement Goals Report

SDOT reviewed job groups by gender within race. When the percentage of incumbents employed in a particular job group is less than would reasonably be expected a goal was established. Short- and long-term goals have been set and SDOT will make good faith efforts and utilize focused recruiting to meet these goals.

Job Category Use EEO-4	Salary Range (\$XX,000- XX,000)	Total Workforce					Male							Female						
		All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi
1 OFFICIALS & ADMINISTRATORS																				
Current Workforce	116,000 - 215,000	67	24	13	23	7	24	-	6	1	6	-	-	23	-	2	2	3	-	-
Percent in Category	^Entry		35.8%	19.4%	34.3%	10.4%	35.8%	0.0%	9.0%	1.5%	9.0%	0.0%	0.0%	34.3%	0.0%	3.0%	3.0%	4.5%	0.0%	0.0%
Percent of Availability							47.4%	0.5%	3.3%	2.4%	10.3%	0.7%	0.9%	22.3%	0.2%	2.5%	1.7%	6.0%	0.4%	1.2%
Percent Underutilized										1%	1%							2%		
Underutilized (Yes/No)								No	No	No	No	No	No	No	No	No	No	Yes	No	No
Number Needed to Reach Parity								-	-	-	-	-	-	-	-	-	-	1	-	-
Planned percent increase Year 1																				0%
Planned percent increase Year 2																				1%
Planned percent increase Year 3																				0%
Planned percent increase Year 4																				1%
2 PROFESSIONALS																				
Current Workforce	67,000 - 153,000	370	110	68	108	84	110	2	9	10	44	-	3	108	1	19	11	41	3	9
Percent in Category	^Entry		29.7%	18.4%	29.2%	22.7%	29.7%	0.5%	2.4%	2.7%	11.9%	0.0%	0.8%	29.2%	0.3%	5.1%	3.0%	11.1%	0.8%	2.4%
Percent of Availability							38.7%	0.3%	2.5%	2.1%	9.0%	0.3%	0.9%	27.9%	0.5%	2.8%	1.9%	9.7%	1.0%	1.7%
Percent Underutilized									0%			0%	0%		0%				0%	
Underutilized (Yes/No)								No	No	No	No	Yes	No	No	No	No	No	No	No	No
Number Needed to Reach Parity								-	-	-	-	1	-	-	-	-	-	-	-	-
Planned percent increase Year 1												0%								
Planned percent increase Year 2												0%								
Planned percent increase Year 3												0%								
Planned percent increase Year 4												1%								

Job Category Use EEO-4	Salary Range (\$XX,000- XX,000)	Total Workforce					Male							Female						
		All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi
3 TECHNICIANS																				
Current Workforce	65,000 - 118,000	165	67	55	33	10	67	-	18	6	15	8	8	33	-	1	1	6	-	2
Percent in Category	^Entry		40.6%	33.3%	20.0%	6.1%	40.6%	0.0%	10.9%	3.6%	9.1%	4.8%	4.8%	20.0%	0.0%	0.6%	0.6%	3.6%	0.0%	1.2%
Percent of Availability							42.5%	0.7%	5.6%	4.6%	10.9%	1.8%	1.2%	20.3%	0.1%	1.3%	0.7%	8.3%	0.7%	1.1%
Percent Underutilized								1%		1%	2%			0%		1%	0%	5%	1%	
Underutilized (Yes/No)								Yes	No	Yes	Yes	No	No	No	No	Yes	No	Yes	Yes	No
Number Needed to Reach Parity								1	-	1	3	-	-	-	-	1	-	7	1	-
Planned percent increase Year 1								0%		0%	0%					0%		1%	0%	
Planned percent increase Year 2								0%		0%	1%					0%		2%	0%	
Planned percent increase Year 3								0%		0%	0%					0%		1%	0%	
Planned percent increase Year 4								1%		1%	1%					1%		1%	1%	
5 PARAPROFESSIONALS																				
Current Workforce	37,000 - 79,000	114	40	20	28	26	40	-	2	3	14	-	1	28	-	2	-	19	1	4
Percent in Category	^Entry		35.1%	17.5%	24.6%	22.8%	35.1%	0.0%	1.8%	2.6%	12.3%	0.0%	0.9%	24.6%	0.0%	1.8%	0.0%	16.7%	0.9%	3.5%
Percent of Availability							25.2%	0.5%	2.6%	2.0%	8.2%	0.0%	0.5%	32.8%	0.7%	5.3%	2.9%	13.3%	3.0%	2.8%
Percent Underutilized									1%					8%		4%	3%		2%	
Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	Yes	Yes	No	Yes	No
Number Needed to Reach Parity								-	-	-	-	-	-	9	-	4	3	-	2	-
Planned percent increase Year 1									0%					2%		1%	0%		0%	
Planned percent increase Year 2									0%					2%		1%	1%		1%	
Planned percent increase Year 3									0%					2%		1%	1%		0%	
Planned percent increase Year 4									1%					2%		1%	1%		1%	

Job Category Use EEO-4	Salary Range (\$XX,000- XX,000)	Total Workforce					Male							Female						
		All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi
6 ADMINISTRATIVE SUPPORT																				
Current Workforce	54,000 - 76,000	58	4	10	11	33	4	-	2	1	6	-	1	11	1	6	3	11	8	4
Percent in Category	^Entry		6.9%	17.2%	19.0%	56.9%	6.9%	0.0%	3.4%	1.7%	10.3%	0.0%	1.7%	19.0%	1.7%	10.3%	5.2%	19.0%	13.8%	6.9%
Percent of Availability							15.3%	0.7%	2.1%	1.1%	3.4%	0.3%	0.9%	51.1%	1.0%	6.8%	3.9%	9.1%	1.5%	2.5%
Percent Underutilized														32%						
Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	No	No	No	No	No
Number Needed to Reach Parity								-	-	-	-	-	-	18	-	-	-	-	-	-
Planned percent increase Year 1														8%						
Planned percent increase Year 2														8%						
Planned percent increase Year 3														8%						
Planned percent increase Year 4														8%						
7 SKILLED CRAFT WORKERS																				
Current Workforce	68,000 - 119,000	126	61	56	2	7	61	-	15	10	17	11	3	2	-	3	1	-	3	-
Percent in Category	^Entry		48.4%	44.4%	1.6%	5.6%	48.4%	0.0%	11.9%	7.9%	13.5%	8.7%	2.4%	1.6%	0.0%	2.4%	0.8%	0.0%	2.4%	0.0%
Percent of Availability							52.3%	1.0%	9.4%	12.7%	10.7%	5.1%	1.7%	3.6%	0.3%	1.3%	0.2%	0.4%	0.9%	0.0%
Percent Underutilized								1%		5%				2%						
Underutilized (Yes/No)								Yes	No	Yes	No	No	No	Yes	No	No	No	No	No	No
Number Needed to Reach Parity								1	-	5	-	-	-	2	-	-	-	-	-	-
Planned percent increase Year 1								0%		1%				0%						
Planned percent increase Year 2								1%		2%				1%						
Planned percent increase Year 3								0%		1%				0%						
Planned percent increase Year 4								1%		1%				1%						

Job Category Use EEO-4	Salary Range (\$XX,000- XX,000)	Total Workforce					Male							Female						
		All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi
8 SERVICE MAINTENANCE																				
Current Workforce	36,000 - 93,000	222	79	119	14	10	79	3	35	25	29	22	5	14	2	3	-	1	4	-
Percent in Category	^Entry		35.6%	53.6%	6.3%	4.5%	35.6%	1.4%	15.8%	11.3%	13.1%	9.9%	2.3%	6.3%	0.9%	1.4%	0.0%	0.5%	1.8%	0.0%
Percent of Availability						44.8%	1.1%	9.8%	11.2%	11.3%	5.3%	1.4%	9.9%	0.5%	1.6%	0.5%	1.2%	0.9%	0.1%	
Percent Underutilized														4%		0%	0%	1%		
Underutilized (Yes/No)							No	No	No	No	No	No	No	Yes	No	No	Yes	Yes	No	No
Number Needed to Reach Parity							-	-	-	-	-	-	-	8	-	-	1	1	-	-
Planned percent increase Year 1														1%			0%	0%		
Planned percent increase Year 2														1%			0%	0%		
Planned percent increase Year 3														1%			0%	0%		
Planned percent increase Year 4														1%			1%	1%		

THE DEVELOPMENT AND EXECUTION OF ACTION-ORIENTED PROGRAMS

Programs have been instituted to ensure no barriers to employment exist. These programs include, but are not limited to, the following:

1. Conducting real-time analyses of job descriptions before each job posting to ensure they accurately reflect job functions.
2. Making job descriptions available to recruiting sources and available to all members of management involved in the recruiting, screening, selection and promotion processes.
3. Evaluating the total selection process to ensure freedom from bias through:
 - a. Reviewing job applications and other pre-employment forms to ensure information requested is job-related.
 - b. Evaluating selection methods that may have a disparate impact to ensure that they are job-related and consistent with business necessity.
 - c. Training personnel and management staff on proper interview and selection procedures; and
 - d. Beginning in 2022, we intend to set up at least two trainings per year trainings on EEO and other related policies for management and supervisory staff.
4. Using techniques to improve recruitment and retention and to increase the flow of qualified applicants, including minority and/or women applicants, SDOT undertakes the following actions:
 - a. Including the phrase "As an EEO/Affirmative Action Employer all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status" or other acceptable tagline in all printed employment advertisements;
 - b. Placing employment advertisements where appropriate in targeted media to attract women and people of color;
 - c. Disseminating information on job opportunities to organizations representing women and people of color and to employment development agencies when job opportunities become available.
 - d. Encouraging all employees to refer qualified applicants.
 - e. Actively recruiting at high schools, colleges and universities, including universities with predominantly minority and/or women enrollments.
 - f. Requesting employment agencies to refer qualified women and people of color.
5. Reviewing compensation practices.
6. Ensuring that all employees are given equal opportunity for promotions and/or transfers. This is achieved by:
 - a. Posting opportunities internally.
 - b. Offering guidance to employees in identifying opportunities to enhance promotions and opportunities for job rotation or transfer.
 - c. Evaluating job requirements to ensure that they are appropriate.

ASSESSMENT OF EMPLOYMENT PRACTICES

The analysis of SDOT's employment practices included a review based on race and gender of the workforce as of March 1, 2020 and employment transaction (applicant data, hires, promotions, and terminations) from March 1, 2016 through February 28, 2020.

IDENTIFICATION OF PROBLEM AREAS

SDOT performs in-depth analysis of its total employment process to determine if there are areas where people of color and/or women groups may face impediments to equal opportunity. The following analyses are conducted annually to reveal any potential problem areas:

- 1. Placement Goals:** An analysis of incumbency versus availability is performed to determine whether there are problems of people of color and/or women utilization. Whenever a problem exists, as defined by a statistical methodology, Placement Goals are set (see the Placement Goals report which follows this section).

Whether there are Placement Goals or not, steps will be taken to encourage and increase the percentage of qualified people of color and/or women applying for positions both externally and internally. These steps may include, but are not limited to the following:
 - Working with hiring managers and recruiters to determine appropriate outreach to attract qualified applicant pools.
 - Recruiting/Sourcing targeted to women and people of color at colleges and universities, and networking media such as LinkedIn.
 - Publishing targeted job advertisements on websites to attract women and people of color.
 - Offering job training to women and people of color currently employed by the organization to increase their chances of advancement.
- 2. Review of Employment Decisions:** A review of employment decisions is made to determine whether women and people of color are selected at a less favorable rate. A review of non-POC and/or males is also conducted to determine if either group is being selected at a statistically significant lesser rate than people of color and/or women.
- 3. Review of Hires/Promotions:** Whenever women and people of color are selected at a lower rate than non-POC and/or males, a review of the applicant pool is conducted to determine possible reasons why people of color and/or women were not attracted and/or selected at a more favorable rate. If SDOT is attracting fewer than expected women and/or people of color that fit the qualifications for the job groups, good faith efforts will be put into place to attempt to improve the applicant pool of qualified people of color and/or women. If non-POC and/or males are selected at a statistically significantly lesser rate than women or POC, a review of the applicant pool and selection decisions is also made to ensure that there is no evidence of discrimination.

4. **Review of Terminations:** For terminations, if women and/or people of color are being involuntarily terminated or are voluntarily leaving at a higher rate than non-POC and/or males, a review will be made to ensure that policies and procedures for termination are being applied equally for protected as well as non-protected classes. If non-POCs and/or males have a statistically significant higher rate of termination than people of color and/or women, an investigation will also be conducted to determine the cause.

5. **Compensation:** Compensation is reviewed for positions with discretionary pay scales at least annually to determine if there are significant discrepancies in pay when comparing women to male rates of pay and people of color versus non-POC rates of pay. If discrepancies do exist, a thorough review is conducted to determine if the difference in pay is justified due to appropriate factors. If the difference in pay cannot be justified, SDOT will put a plan in place to bring pay into greater alignment.

MONITORING AND REPORTING SYSTEMS

One of the most important elements in effectively implementing a written Affirmative Action Program is an adequate internal audit and reporting system. Through this system, the total program can be monitored for effectiveness, and management can be kept informed. Our audit and reporting system is designed to:

1. Measure the effectiveness of the AAP/EEO program.
2. Document and analyze personnel activities.
3. Identify problem areas and develop action plans where remedial action is needed.
4. Determine the degree to which AAP goals and objectives have been attained.

The following personnel activities are reviewed, as necessary and desirable, to ensure nondiscrimination and EEO for all individuals without regard to their race, color, gender, religion, national origin, age, sex, sexual orientation, gender identity, pregnancy, genetic information, disability, veteran status, or any other legally protected status covered by applicable state or local law:

1. Recruitment, advertising, and job application procedures.
2. Hiring, promotion, upgrading, layoff, recall from layoff.
3. Rates of pay and any other forms of compensation.
4. Job assignments, job classifications, job descriptions.
5. Sick leave, leaves of absence, or any other leave. Training, attendance at professional meetings and conferences.
6. Any other term, condition, or privilege of employment.

COMPLAINTS

Any employee or applicant who believes they have been unlawfully discriminated against on the basis of race, color, religion, national origin, sex, age, disability, or veteran status can file a complaint with the Citywide EEO Officer. SDOT are encouraged to report any incidents of discrimination and/or harassment.

The following information is maintained as a component of SDOT's internal audit process:

1. Summary data of hires, promotions, transfers, and terminations.
2. Data pertaining to SDOT's compensation system and decisions.
3. Records pertaining to discipline and terminations.

SDOT's audit system includes periodic review of employment decisions. Managers and supervisors are required to report any issues related to discrimination, harassment, or any other claims related to EEO issues. If problem areas arise, the manager or supervisor is to report problem areas immediately to the EEO Officer.

Beginning in 2022, SDOT will conduct bi-yearly internal audits. In 2021, given the limited access to data, SDOT will conduct one internal audit before year end.

During the reporting cycle, the following occurs:

1. The EEO Officer will discuss any problems relating to substantial disparate impact, EEO charges, etc., with management; and
2. The EEO Officer will liaise with the citywide EEO Officer in SDHR and collaborate with their HR Investigation Unit.

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Seattle
Department of
Transportation

3.2021

Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy

Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy & Reporting Procedures

Policy Number: 2021-0012
 Issue Date: 07-02-2021
 Replaces: 2018-0001

POLICY

King County is committed to maintaining a respectful, productive, inclusive and equitable workplace. Therefore, all elected officials and employees are expected to act with fairness, civility, integrity and to treat all coworkers equitably. Discrimination, harassment, retaliation, and inappropriate conduct based on a protected status undermines the integrity of the employment relationship and is prohibited. All complaints of conduct inconsistent with these expectations, regardless of whether the conduct rises to the level of unlawful discrimination, harassment or retaliation, will be addressed. King County will determine the appropriate response to all complaints, which may include a formal investigation. Substantiated complaints will result in prompt, corrective action, up to and including termination of any employee violating this policy.

King County prohibits discrimination or harassment that is related to an individual's race, color, sex, age, creed, disability, marital status, national origin, religion, pregnancy, gender, gender identity or expression, genetic information, sexual orientation, veteran or military status, use of a service animal, domestic violence victimization, and any other status protected by federal, state or local law. Additionally, King County prohibits retaliation of any kind against employees who engage in related protected activity, such as good faith reporting of harassment, discrimination, inappropriate conduct, or retaliation, or assisting in the investigation of such complaints.

DEFINITIONS

Discrimination occurs when an employer takes a discrete adverse employment action against an employee and the employee's protected status was a substantial factor in the employer's decision.

- **Disability Discrimination** occurs when the employer knows that an employee is unable to perform an essential function of the job due to a disability and fails to provide a reasonable accommodation that would enable the employee to perform the essential function.

Discrete Adverse Employment Action, in the case of discrimination, is an action that substantially affects the terms, conditions, or privileges of employment. It includes, but is not limited to, discipline, discharge, layoff, and a failure to hire or promote.

- **In the case of retaliation**, it is an action that would discourage a reasonable employee from making a complaint or participating in a discrimination, harassment or retaliation investigation or proceeding.

Protected Status includes an employee's sex, age, creed, disability, marital status, national origin, race, color, religion, pregnancy, gender, gender identity or expression, genetic information, sexual orientation, veteran or military status, use of a service animal, domestic violence victimization, engaging in protected activity and any other status protected by federal, state or local law.

Harassment is unwelcome conduct that can take many forms, including but not limited to, innuendoes, unwelcome compliments, suggestive or insulting noises, facial expressions, vulgar language, nicknames, slurs, derogatory comments, cartoons, jokes, pranks, written materials, offensive gestures or touching, and deliberately misgendering someone. It is illegal when:

- Enduring the conduct becomes a condition of continued employment; or
- The conduct is severe or pervasive enough to create an environment that a reasonable person would consider intimidating, hostile or abusive.

Sexual Harassment occurs when unsolicited and unwelcome sexual advances, requests for sexual favors, displays of sexually oriented material, or other verbal or physical conduct of a sexual nature:

- Is explicitly or implicitly made a term or condition of employment;
- Is used as a basis for an employment decision; or
- Unreasonably interferes with an employee's work performance, or creates an intimidating, hostile or otherwise offensive environment.

Both the victim and the harasser can be the same gender or gender identity.

Retaliation occurs when a supervisor or manager takes a discrete adverse employment action against an employee because the employee engaged in protected activity, such as good faith reporting of harassment, discrimination, inappropriate conduct, or retaliation, or assisting in the investigation of such complaints. It also occurs when a co-worker engages in retaliatory harassment, if the conduct is sufficiently severe or pervasive.

Inappropriate Conduct is conduct that, while not rising to the level of unlawful discrimination, harassment, sexual harassment or retaliation, communicates a hostile, derogatory, unwelcome or negative message about persons based on a protected status. Inappropriate conduct can be either verbal or nonverbal and includes slights, insults, and other conduct that a reasonable person would find offensive.

Disability is a sensory, mental or physical impairment that: (1) is medically recognized or diagnosable; (2) exists as a record or history; or (3) is perceived by the employer to exist, whether or not it actually exists. A disability exists whether it is temporary or permanent, common or uncommon, mitigated or unmitigated, limits the ability to work generally or work at a particular job, or limits any other activity.

REPORTING PROCEDURES

Reporting Discrimination, Harassment, Retaliation, or Inappropriate Conduct

If an employee believes that they have been the subject of inappropriate, discriminatory or harassing conduct based on a protected status, or they have been subjected to retaliation for reporting such conduct, they should report the conduct either verbally or in writing to one of the County's Human Resources (HR) Managers, the Workforce Equity Manager, or the Equal Employment Opportunity (EEO) Officer for Metro Transit. A report can be made to anyone on the list below; it does not have to be the employee's department HR Manager.

- [List of the current HR Managers, Workforce Equity Manager, and EEO Officer for Metro Transit](#)

Allegations of conduct which violate this policy made against the King County Executive, Assessor or the Director of Elections should be reported to the Department of Human Resources Director.

If an employee feels that their complaint is not being adequately addressed by the managers listed above, please contact the Department of Human Resources Director.

If an employee is concerned that they or another King County employee has been subjected to treatment in violation of this policy and the employee wants to have a confidential discussion about their concerns, please contact the Employee Assistance Program at 206-477-0632 or 206-477-0631, or Making Life Easier at 1-888-874-7290. These resources offer comprehensive programs and services that help King County employees, and their families, to be healthy and safe.

Confidentiality and Public Disclosure

All information will be maintained on a confidential basis to the greatest extent possible. However, such information may be subject to disclosure under Washington's Public Records Act, RCW 42.56, and RCW 41.56, or for relevant litigation. Additionally, information may need to be disclosed to employees to carry out the purpose and intent of this policy.

Pursuant to RCW 42.56.250(6), investigative records that involve discrimination, harassment, or related retaliation claims are exempt from public disclosure while an investigation is active and ongoing. Once the investigation has been concluded and the complainant has been notified of the outcome, the records may be disclosed, provided that the names of the following are redacted, unless the following consent to the disclosure of their name:

- the complainant;
- other accusers; and
- witnesses.

RESPONSIBILITIES

Responsibilities of All King County Executive Branch Employees and Elected Officials

All employees and elected officials in executive branch departments, offices, divisions and agencies, including the Assessor's Office, Elections, and the Sheriff's Office, shall be responsible for:

- Acting professionally and refraining from discriminatory, harassing, retaliatory or inappropriate conduct;
- Becoming familiar with the provisions of this policy, complying with all requirements of this policy, and cooperating with any inquiry under this policy; and
- Promptly reporting, as outlined above, any incident of discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status that they experience or observe. The County cannot correct discriminatory, harassing, retaliatory or inappropriate conduct if the conduct is not known.

Where an inquiry establishes that an employee engaged in discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status, the employee will be subject to appropriate corrective action, up to and including termination.

Responsibilities of the Human Resources Managers, the Workforce Equity Manager, and the Equal Employment Opportunity Officer for Metro Transit

The HR Managers in executive branch departments, offices, divisions and agencies, the Workforce Equity Manager and the EEO Officer for Metro Transit shall be responsible for:

- Receiving allegations of discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status;
- Advising supervisors and managers on appropriate actions to address alleged or substantiated conduct that violates this policy (e.g., investigation, counseling, education, corrective action);
- As appropriate, promptly conducting or overseeing fair and impartial investigations into allegations of discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status;

- Advising supervisors and managers on interim actions, as needed, to ensure retaliation or other misconduct does not occur pending the outcome of an investigation;
- Communicating with the complaining party about the status of the investigation, what the complainant should do if they feel that they are being retaliated against for making a complaint under this policy, the resolution of the investigation, and what actions will be taken, if applicable;
- Advising the relevant division and/or department director about allegations of discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status and the resolution of those allegations under this policy;
- Providing the Department of Human Resources Director, the Department Director and the Division/Office Director with quarterly reports on complaints filed under this policy and the outcome of investigations; and
- Documenting the allegations received and the steps taken to address them.

Responsibilities of Supervisors and Managers

All supervisors and managers in executive branch departments, offices, divisions and agencies, including the Assessor's Office, Elections, and the Sheriff's Office, shall be responsible for:

- Receiving allegations of discrimination, harassment, retaliation or inappropriate conduct based on a protected status and handling complaints promptly and appropriately;
- Acting promptly and appropriately to prevent discrimination, harassment, retaliation or inappropriate conduct in the workplace. This includes using sound judgment in determining the appropriate corrective actions. In some situations, the appropriate corrective action may be immediate supervisory actions, such as counseling the offending employee. If unsure the supervisor should consult with their HR Manager.
- Consulting with their HR Manager if there are concerns or questions about whether a particular situation rises to the level of a policy violation;
- Reporting to their HR Manager, the Workforce Equity Manager, or the EEO Officer for Metro Transit any alleged incident of discrimination, harassment, retaliation or inappropriate conduct based on a protected status, that they witness or is otherwise brought to their attention;
- In consultation with the HR Manager, Workforce Equity Manager or EEO Officer for Metro Transit, providing interim actions, as needed, to ensure that retaliation or other misconduct does not occur pending the outcome of an investigation;
- In consultation with the HR Manager, Workforce Equity Manager or EEO Officer for Metro Transit, taking prompt and appropriate corrective and disciplinary action, up to and including termination, against employees who have engaged in discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status or who have not carried out their responsibilities under this policy; and
- Actively monitoring the workplace to ensure compliance with this policy. A supervisor or manager who knew or should have known about harassment, discrimination, retaliation or other inappropriate behavior in the workgroup and failed to report it to their department's HR Manager, may be subject to corrective action, up to and including termination.

Responsibilities of Division and Department Directors

All directors in executive branch divisions and departments, including the Assessor's Office, Elections, and the Sheriff's Office, shall be responsible for:

- Acting promptly and appropriately to prevent and address discrimination, harassment, retaliation or inappropriate conduct in the workplace;
- In consultation with the HR Manager, Workforce Equity Manager or EEO Officer for Metro Transit, ensuring that interim action is provided, as needed, to ensure that retaliation or other misconduct does not occur pending the outcome of an investigation; and
- In consultation with the HR Manager, Workforce Equity Manager or EEO Officer for Metro Transit, taking prompt and appropriate corrective and disciplinary action, up to and including termination, against employees who have engaged in discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status or who have not carried out their responsibilities under this policy.

Consequences of Non-Compliance

Any employee, manager, supervisor, HR Manager, Workforce Equity Manager, EEO Officer, or Division or Department Director found to have failed to properly carry out the responsibilities outlined above, shall be subject to appropriate corrective action, up to and including termination.

ADDITIONAL RESOURCES & AVENUES FOR REPORTING AVAILABLE TO EMPLOYEES

King County Civil Rights Program, Office of Equity and Social Justice,
<https://kingcounty.gov/elected/executive/equity-social-justice/civil-rights.aspx>

- The enforcement unit of the Civil Rights Program investigates and resolves complaints of discrimination, provides education and offers technical assistance. They work as impartial fact-finders and do not represent any party.

Washington State Human Rights Commission, <https://www.hum.wa.gov/>

U.S. Equal Employment Opportunity Commission, <https://www.eeoc.gov/>

Workforce Analysis by Job Title 2018-2021

Metro Workforce Analysis by Job Title as of December 31, 2018

Job Title	EEOC Category	Total Workforce						Men						Women								
		Total Men & Women	Total Men	Percent Women	Total Women	Percent Women	Total Minorities	Percent Minorities	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races
Accountant	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Accountant - Senior	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Specialist II	6	2	0	0.0%	2	100.0%	2	100.00%	0	0	0	0	0	0	0	0	0	0	2	0	0	0
Administrative Staff Assistant	6	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Administrator I	6	13	2	15.4%	11	84.6%	5	38.46%	0	0	0	0	1	1	0	8	2	1	0	0	0	0
Administrator II	2	6	1	16.7%	5	83.3%	0	0.00%	1	0	0	0	0	0	0	5	0	0	0	0	0	0
Administrator III	2	2	0	0.0%	2	100.0%	0	0.00%	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Administrator IV	2	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Asst Div Dir., Transit	1	6	2	33.3%	4	66.7%	1	16.67%	1	1	0	0	0	0	0	4	0	0	0	0	0	0
Business & Finance Officer II	2	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Business & Finance Officer III	2	7	4	57.1%	3	42.9%	2	28.57%	4	0	0	0	0	0	0	1	0	0	0	0	0	2
Business & Finance Officer IV	2	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Business Analyst	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Capital Projects Managing Supv	2	3	2	66.7%	1	33.3%	1	33.33%	1	0	0	1	0	0	0	1	0	0	0	0	0	0
Chief Admin Officer	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Communications Specialist II	2	3	1	33.3%	2	66.7%	1	33.33%	1	0	0	0	0	0	0	1	0	0	1	0	0	0
Communications Specialist III	2	4	1	25.0%	3	75.0%	1	25.00%	1	0	0	0	0	0	0	2	0	0	1	0	0	0
Communications Specialist IV	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Confidential Secretary II	6	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Continuous Improvement Spc	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Continuous Improvement Spc -Sr	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Contract Specialist I	2	6	6	100.0%	0	0.0%	0	0.00%	6	0	0	0	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Contract Specialist II	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Customer Services Coord -Lead	6	6	1	16.7%	5	83.3%	3	50.00%	0	0	0	0	0	0	1	3	2	0	0	0	0	0
Customer Services Coordinator	6	9	4	44.4%	5	55.6%	7	77.78%	1	1	1	1	0	0	0	1	1	0	3	0	0	0
Div. Dir., Transit	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Educator Consultant III	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	0	1	0	0
Electrician Constr Crew Chief	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Electrician Constructor	7	13	12	92.3%	1	7.7%	6	46.15%	7	3	0	2	0	0	0	0	1	0	0	0	0	0
Electrician Constructor 2nd	7	6	6	100.0%	0	0.0%	2	33.33%	4	1	0	1	0	0	0	0	0	0	0	0	0	0
Employee & Labor Relations Rep	2	4	0	0.0%	4	100.0%	0	0.00%	0	0	0	0	0	0	0	4	0	0	0	0	0	0
Employee Trans Prog Admintor	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Engineer II	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Engineer IV	2	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Environmental Scientist III	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Finance Mgr - Enterprise Ops	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Financial Services Administr.	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Fiscal Specialist II	6	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Fiscal Specialist III	6	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Functional Analyst II	2	2	1	50.0%	1	50.0%	2	100.00%	0	0	0	1	0	0	0	0	1	0	0	0	0	0
Functional Analyst III	2	26	15	57.7%	11	42.3%	14	53.85%	9	2	0	3	0	0	1	3	1	0	5	1	0	1
Functional Analyst IV	2	6	4	66.7%	2	33.3%	2	33.33%	2	0	0	2	0	0	0	2	0	0	0	0	0	0
GIS Specialist - Senior	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Human Resource Analyst	2	6	0	0.0%	6	100.0%	5	83.33%	0	0	0	0	0	0	0	1	1	0	1	0	0	3
Human Resource Analyst- Senior	2	3	1	33.3%	2	66.7%	0	0.00%	1	0	0	0	0	0	0	2	0	0	0	0	0	0
Human Resource Associate	6	8	2	25.0%	6	75.0%	5	62.50%	1	1	0	0	0	0	0	2	0	2	0	0	0	2
Human Resource Mgr III	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Human Resources Supervisor	2	3	1	33.3%	2	66.7%	0	0.00%	1	0	0	0	0	0	0	2	0	0	0	0	0	0
IT Project Manager II	2	10	6	60.0%	4	40.0%	0	0.00%	6	0	0	0	0	0	0	4	0	0	0	0	0	0
Labor Relations Negotiator-Sr	2	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Line Crew Chief	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	1	1	0	0	0	0	0	0	0	0	0	0
Line Material Worker I	7	5	4	80.0%	1	20.0%	0	0.00%	4	0	0	0	0	0	0	1	0	0	0	0	0	0
Line Material Worker I -2/3rd	7	3	1	33.3%	2	66.7%	0	0.00%	1	0	0	0	0	0	0	2	0	0	0	0	0	0
Maintenance Planner Scheduler	2	3	2	66.7%	1	33.3%	2	66.67%	0	0	1	1	0	0	0	1	0	0	0	0	0	0
Manager - Transit Sys Dev &Ops	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Marketing and Sales Spec II	6	7	5	71.4%	2	28.6%	1	14.29%	4	1	0	0	0	0	0	2	0	0	0	0	0	0
Marketing and Sales Spec III	6	4	2	50.0%	2	50.0%	0	0.00%	2	0	0	0	0	0	0	2	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Occupational Ed&Trng Pr Admstr	2	2	1	50.0%	1	50.0%	1	50.00%	0	1	0	0	0	0	0	1	0	0	0	0	0	0
Occupational Ed&TrngPr Adm- Sr	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Paratransit/Rideshare Ops Mgr	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Payroll Specialist	6	3	0	0.0%	3	100.0%	2	66.67%	0	0	0	0	0	0	0	1	1	1	0	0	0	0
Power Distribution Tech Asst	7	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Project/Program Manager I	2	5	1	20.0%	4	80.0%	0	0.00%	1	0	0	0	0	0	0	4	0	0	0	0	0	0
Project/Program Manager II	2	13	8	61.5%	5	38.5%	7	53.85%	2	3	0	2	0	0	1	4	0	0	0	1	0	0
Project/Program Manager III	2	30	11	36.7%	19	63.3%	11	36.67%	8	1	0	0	0	0	2	11	0	1	4	0	0	3
Project/Program Manager IV	2	8	3	37.5%	5	62.5%	3	37.50%	1	0	0	1	0	0	1	4	1	0	0	0	0	0
Rail Electrical Wkr -2nd/3rdSh	7	12	10	83.3%	2	16.7%	4	33.33%	7	3	0	0	0	0	0	1	1	0	0	0	0	0
Rail Electrical Wkr-2nd/3rd-Ld	7	2	2	100.0%	0	0.0%	2	100.00%	0	1	0	0	0	0	1	0	0	0	0	0	0	0
Rail Electrical Worker	7	3	3	100.0%	0	0.0%	3	100.00%	0	1	0	2	0	0	0	0	0	0	0	0	0	0
Rail Electrical Worker - Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Electro-Mechanic	7	7	7	100.0%	0	0.0%	6	85.71%	1	3	2	0	0	1	0	0	0	0	0	0	0	0
Rail Electro-Mechanic -2nd Shf	7	10	9	90.0%	1	10.0%	8	80.00%	2	1	1	2	2	1	0	0	0	0	1	0	0	0
Rail Electro-Mechanic -3rd Shf	7	13	13	100.0%	0	0.0%	8	61.54%	5	1	2	3	0	0	2	0	0	0	0	0	0	0
Rail Electro-Mechanic Trainee	7	3	2	66.7%	1	33.3%	2	66.67%	0	0	1	0	0	1	0	1	0	0	0	0	0	0
Rail Electro-Mech-Lead-2ndShf	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Electro-Mech-Lead-3rdShf	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Facilities Custodian	8	4	2	50.0%	2	50.0%	4	100.00%	0	1	0	1	0	0	0	0	1	0	1	0	0	0
Rail Facilities Custodian - Ld	8	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mech -3rdShf	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	0	2	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mech -Lead	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Rail Facilities Mech -Lead3dSh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mechanic	7	4	4	100.0%	0	0.0%	1	25.00%	3	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Laborer	8	4	4	100.0%	0	0.0%	4	100.00%	0	1	2	0	0	1	0	0	0	0	0	0	0	0
Rail Maint Svc Ctr Wkr -2ndShf	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Rail Maint Svc Ctr Worker	8	4	4	100.0%	0	0.0%	2	50.00%	2	1	0	0	1	0	0	0	0	0	0	0	0	0
Rail Operator	8	76	66	86.8%	10	13.2%	23	30.26%	45	8	2	6	0	2	3	8	1	0	1	0	0	0
Rail Operator - Trainee	8	4	4	100.0%	0	0.0%	3	75.00%	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Rail SCADA Systems Spec	7	8	8	100.0%	0	0.0%	2	25.00%	6	2	0	0	0	0	0	0	0	0	0	0	0	0
Rail SCADA Systems Spec Sr	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Service Wker-Lead-3rdShf	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Rail Service Worker	8	3	2	66.7%	1	33.3%	1	33.33%	1	1	0	0	0	0	0	1	0	0	0	0	0	0
Rail Service Worker - 2nd Shf	8	2	2	100.0%	0	0.0%	2	100.00%	0	2	0	0	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Rail Service Worker - 3rd Shf	8	9	9	100.0%	0	0.0%	8	88.89%	1	4	1	1	0	1	1	0	0	0	0	0	0	0
Rail Service Worker - Lead	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Signal & Com Tech	7	7	7	100.0%	0	0.0%	0	0.00%	7	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Signal & Com Tech -3rdShf	3	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	1	0	0	0	0	0	0	0	0	0	0
Rail Signal & Com Tech-Ld	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Station Custn -2nd Shf	8	2	2	100.0%	0	0.0%	1	50.00%	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Rail Station Custn -3rd Shf	8	7	7	100.0%	0	0.0%	7	100.00%	0	2	0	4	1	0	0	0	0	0	0	0	0	0
Rail Station Custn -3rdShf- Ld	8	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Rail Station Custodian	8	7	6	85.7%	1	14.3%	3	42.86%	3	2	0	1	0	0	0	1	0	0	0	0	0	0
Rail Station Custodian - Ld	8	3	3	100.0%	0	0.0%	2	66.67%	1	0	0	1	0	0	1	0	0	0	0	0	0	0
Rail Supervisor	8	21	18	85.7%	3	14.3%	6	28.57%	12	2	1	3	0	0	0	3	0	0	0	0	0	0
Rail Supervisor - Trainee	8	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Technical Trainer	2	5	5	100.0%	0	0.0%	0	0.00%	5	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Track & ROW Maint.-Ld	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Track & ROW Maint.-Ld3dSh	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Track & ROW Mnt -3rdShf	7	11	10	90.9%	1	9.1%	4	36.36%	6	2	0	0	1	1	0	1	0	0	0	0	0	0
Rail Track and ROW Maintainer	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Real Est Lnd Use Env Plan Supv	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Real Property Agent II	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Real Property Agent III	2	2	0	0.0%	2	100.0%	0	0.00%	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Real Property Agent IV	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rideshare Services Rep	2	15	8	53.3%	7	46.7%	9	60.00%	4	2	0	2	0	0	0	2	4	0	1	0	0	0
SEP Associate III	6	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Special Projects Manager II	2	6	1	16.7%	5	83.3%	2	33.33%	1	0	0	0	0	0	0	3	0	1	1	0	0	0
Special Projects Manager III	2	3	0	0.0%	3	100.0%	1	33.33%	0	0	0	0	0	0	0	2	0	0	1	0	0	0
Special Projects Manager IV	2	3	2	66.7%	1	33.3%	2	66.67%	1	0	0	1	0	0	0	0	1	0	0	0	0	0
Strategic Development Analyst	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Strategic Planning Mgr I	2	4	2	50.0%	2	50.0%	0	0.00%	2	0	0	0	0	0	0	2	0	0	0	0	0	0
Strategic Planning Mgr II	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Streetcar Operator	8	33	22	66.7%	11	33.3%	14	42.42%	14	3	1	3	0	0	1	5	4	0	1	0	0	1
Streetcar Ops and Maint Supv	2	9	5	55.6%	4	44.4%	7	77.78%	0	2	1	1	1	0	0	2	2	0	0	0	0	0
Transit Accounting Rep -Senior	6	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Admin Support Spec I	6	3	0	0.0%	3	100.0%	1	33.33%	0	0	0	0	0	0	0	2	0	1	0	0	0	0
Transit Admin Support Spec II	6	5	1	20.0%	4	80.0%	3	60.00%	0	0	0	1	0	0	0	2	1	1	0	0	0	0
Transit Admin Support Spec III	6	39	5	12.8%	34	87.2%	15	38.46%	2	0	0	2	0	1	0	22	5	1	5	0	0	1

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Base Dispatch/Planner	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit BaseDispch/Plnr-Prem	2	23	20	87.0%	3	13.0%	12	52.17%	9	6	1	4	0	0	0	2	1	0	0	0	0	0
Transit Bldg Opr Engr -2d Sh	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Building Opr Engineer	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Transit Building Opr Engr-Ld	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Carpenter	7	9	8	88.9%	1	11.1%	5	55.56%	4	1	0	2	1	0	0	0	0	1	0	0	0	0
Transit Carpenter - Lead	7	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Chief -Customer Svcs	2	5	2	40.0%	3	60.0%	2	40.00%	1	0	1	0	0	0	0	2	1	0	0	0	0	0
Transit Chief -Facility Maint	8	8	6	75.0%	2	25.0%	3	37.50%	3	1	1	1	0	0	0	2	0	0	0	0	0	0
Transit Chief -Market&Svc Info	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Chief -Operations	2	42	25	59.5%	17	40.5%	17	40.48%	16	8	0	0	0	1	0	9	8	0	0	0	0	0
Transit Chief -Power Distribtn	7	4	4	100.0%	0	0.0%	2	50.00%	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Transit Chief -Radio Maint.	7	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Chief -Rail Ops	2	11	11	100.0%	0	0.0%	6	54.55%	5	1	2	2	0	1	0	0	0	0	0	0	0	0
Transit Chief -Rail Tract. Pwr	7	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Chief -Rail Veh Maint.	7	5	5	100.0%	0	0.0%	2	40.00%	3	0	0	2	0	0	0	0	0	0	0	0	0	0
Transit Chief -Railway,Sig&Fac	7	6	6	100.0%	0	0.0%	2	33.33%	4	1	0	1	0	0	0	0	0	0	0	0	0	0
Transit Chief -Rideshare Ops	2	3	1	33.3%	2	66.7%	1	33.33%	1	0	0	0	0	0	0	1	0	0	1	0	0	0
Transit Chief -Vehicle Maint.	7	29	27	93.1%	2	6.9%	7	24.14%	20	2	0	4	0	0	1	2	0	0	0	0	0	0
Transit Comm Coord-Premium	2	23	17	73.9%	6	26.1%	10	43.48%	8	5	0	4	0	0	0	5	1	0	0	0	0	0
Transit Construction Mgmt I	2	2	2	100.0%	0	0.0%	2	100.00%	0	1	0	0	0	0	1	0	0	0	0	0	0	0
Transit Construction Mgmt II	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Construction Mgmt III	2	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Construction Mgmt IV	2	5	4	80.0%	1	20.0%	1	20.00%	3	1	0	0	0	0	0	1	0	0	0	0	0	0
Transit Construction Mgmt V	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Cust. Comm & Svcs Mgr	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Custodian -2nd Shf- Ld	8	3	2	66.7%	1	33.3%	3	100.00%	0	2	0	0	0	0	0	0	0	0	1	0	0	0
Transit Custodian -3rd Shf- Ld	8	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Custodian I	8	6	4	66.7%	2	33.3%	4	66.67%	1	1	0	2	0	0	0	1	0	1	0	0	0	0
Transit Custodian I - 2nd Shf	8	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Transit Custodian II	8	9	9	100.0%	0	0.0%	6	66.67%	3	4	0	2	0	0	0	0	0	0	0	0	0	0
Transit Custodian II -2nd Shf	8	26	24	92.3%	2	7.7%	22	84.62%	3	8	0	11	1	1	0	1	0	0	0	0	0	1
Transit Custodian II -3rd Shf	8	6	5	83.3%	1	16.7%	6	100.00%	0	2	0	3	0	0	0	0	1	0	0	0	0	0
Transit Customer Info Spc	6	20	8	40.0%	12	60.0%	10	50.00%	4	4	0	0	0	0	0	6	2	0	2	1	0	1
Transit Customer Info Spc -Sr	6	2	0	0.0%	2	100.0%	1	50.00%	0	0	0	0	0	0	0	1	1	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Customer Service Spec	6	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Design & Constrn. Mgr	2	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Designer III	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Designer IV	2	5	5	100.0%	0	0.0%	2	40.00%	3	0	0	1	0	1	0	0	0	0	0	0	0	0
Transit Designer V	2	4	2	50.0%	2	50.0%	2	50.00%	1	1	0	0	0	0	0	1	0	1	0	0	0	0
Transit Electronic Comm Tech	7	4	4	100.0%	0	0.0%	2	50.00%	2	1	0	0	0	1	0	0	0	0	0	0	0	0
Transit Electronic Tech - Lead	7	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Transit Electronic Tech -2d Sh	7	4	4	100.0%	0	0.0%	3	75.00%	1	0	0	3	0	0	0	0	0	0	0	0	0	0
Transit Electronic Technician	7	16	16	100.0%	0	0.0%	4	25.00%	12	0	0	1	2	1	0	0	0	0	0	0	0	0
Transit Engineer I	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Engineer III	2	5	3	60.0%	2	40.0%	2	40.00%	1	2	0	0	0	0	0	2	0	0	0	0	0	0
Transit Engineer IV	2	12	11	91.7%	1	8.3%	4	33.33%	7	1	0	2	0	0	1	1	0	0	0	0	0	0
Transit Engineer V	2	10	7	70.0%	3	30.0%	1	10.00%	7	0	0	0	0	0	0	2	0	0	0	0	0	1
Transit Engineer VI	2	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Environ Planner III	2	3	2	66.7%	1	33.3%	0	0.00%	2	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Equip Operator-3d Sh	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	0	1	1	0	0	0	0	0	0	0	0	0
Transit Equip Painter - Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Equip Painter -2d Sh	7	3	3	100.0%	0	0.0%	2	66.67%	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Transit Equip Svc Wkr-2d Sh	8	70	67	95.7%	3	4.3%	45	64.29%	24	11	6	20	1	2	3	1	2	0	0	0	0	0
Transit Equip Svc Wkr-3d Sh	8	44	43	97.7%	1	2.3%	27	61.36%	17	5	5	13	0	1	2	0	0	1	0	0	0	0
Transit Equip Svc Wkr-Ld-2d Sh	8	5	4	80.0%	1	20.0%	3	60.00%	2	0	0	2	0	0	0	0	1	0	0	0	0	0
Transit Equip Svc Wkr-Ld-3d Sh	8	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Equip Svc Wkr-Strs Drv	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Equip Svc Worker	8	21	20	95.2%	1	4.8%	10	47.62%	10	2	0	6	0	1	1	1	0	0	0	0	0	0
Transit Equip. Dispatch-3d Sh	3	7	5	71.4%	2	28.6%	0	0.00%	5	0	0	0	0	0	0	2	0	0	0	0	0	0
Transit Equipment Dispatcher	3	7	6	85.7%	1	14.3%	2	28.57%	5	0	0	1	0	0	0	0	1	0	0	0	0	0
Transit Equipment Operator	7	4	4	100.0%	0	0.0%	1	25.00%	3	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Equipment Painter	7	8	8	100.0%	0	0.0%	7	87.50%	1	0	3	2	1	0	1	0	0	0	0	0	0	0
Transit Fac Elec-Ld-2nd/3rdShf	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Fac. Electn -3rdShf	7	3	3	100.0%	0	0.0%	1	33.33%	2	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Fac. Electrician-Lead	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Transit Facilities Electrician	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	0	2	0	0	0	0	0	0	0	0	0	0
Transit Facilities Maint. Wkr	8	5	2	40.0%	3	60.0%	2	40.00%	2	0	0	0	0	0	0	1	1	0	1	0	0	0
Transit Grounds Spc - Lead	8	3	3	100.0%	0	0.0%	0	0.00%	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Grounds Specialist	8	4	4	100.0%	0	0.0%	3	75.00%	1	2	1	0	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+	
Transit Info Distributor	6	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0	
Transit Instructor	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Transit Instructor-Premium	2	21	17	81.0%	4	19.0%	10	47.62%	9	3	1	3	0	0	1	2	2	0	0	0	0	0	
Transit Light Rail Manager	2	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Constr-2d Sh	7	2	2	100.0%	0	0.0%	1	50.00%	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Constr-3d Sh	7	3	3	100.0%	0	0.0%	0	0.00%	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Constructor	7	8	8	100.0%	0	0.0%	2	25.00%	6	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Machinist - Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Machinist-2d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Painter - Lead	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Sign. Spc - Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Signage Spc	7	5	5	100.0%	0	0.0%	2	40.00%	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maintenance Analyst	2	8	8	100.0%	0	0.0%	0	0.00%	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maintenance Machinist	7	5	5	100.0%	0	0.0%	0	0.00%	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maintenance Painter	7	8	8	100.0%	0	0.0%	5	62.50%	3	2	1	1	0	1	0	0	0	0	0	0	0	0	0
Transit Mechanic	7	119	119	100.0%	0	0.0%	30	25.21%	89	6	4	13	1	3	3	0	0	0	0	0	0	0	0
Transit Mechanic - Apprentice	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Transit Mechanic - Lead	7	14	14	100.0%	0	0.0%	2	14.29%	12	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Mechanic -2d Sh	7	79	78	98.7%	1	1.3%	19	24.05%	59	3	3	9	0	2	2	1	0	0	0	0	0	0	0
Transit Mechanic -3d Sh	7	78	78	100.0%	0	0.0%	27	34.62%	51	3	5	7	1	3	8	0	0	0	0	0	0	0	0
Transit Mechanic -Ld-2d Sh	7	10	10	100.0%	0	0.0%	2	20.00%	8	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Transit Mechanic -Ld-3d Sh	7	10	10	100.0%	0	0.0%	3	30.00%	7	0	0	1	1	0	1	0	0	0	0	0	0	0	0
Transit Metal Constr -2d Sh	7	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Transit Metal Constructor	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Millwright	7	8	8	100.0%	0	0.0%	2	25.00%	6	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Operations Manager	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Operator	8	2935	2278	77.6%	657	22.4%	1666	56.76%	986	781	115	278	27	31	60	283	266	34	29	14	7	24	
Transit Operator -System Board	8	35	29	82.9%	6	17.1%	21	60.00%	12	13	0	4	0	0	0	2	2	0	0	1	0	1	
Transit Ops Manager - Asst	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Ops Security Liaison	4	3	3	100.0%	0	0.0%	2	66.67%	1	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Transit Ops Support Sys Coord	2	6	3	50.0%	3	50.0%	0	0.00%	3	0	0	0	0	0	0	3	0	0	0	0	0	0	0
Transit Paint Prep Tech	3	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Parts Spc - 2d Sh	6	8	7	87.5%	1	12.5%	1	12.50%	6	0	0	1	0	0	0	1	0	0	0	0	0	0	0
Transit Parts Spc - 3d Sh	6	6	4	66.7%	2	33.3%	2	33.33%	3	1	0	0	0	0	0	1	0	1	0	0	0	0	0
Transit Parts Spec - Lead	6	7	7	100.0%	0	0.0%	3	42.86%	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Parts Specialist	6	8	6	75.0%	2	25.0%	3	37.50%	4	0	1	0	0	0	1	1	0	0	0	0	1	0
Transit Pass Sales Rep	6	11	8	72.7%	3	27.3%	4	36.36%	6	1	0	1	0	0	0	1	1	0	1	0	0	0
Transit Power & Facilities Mgr	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Proj Control Engr I	2	2	0	0.0%	2	100.0%	1	50.00%	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Transit Proj Control Engr II	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Proj Control Engr III	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Proj Control Engr IV	2	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Purchasing Spc - Lead	6	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Purchasing Specialist	6	8	8	100.0%	0	0.0%	1	12.50%	7	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Radio & Comm Sys Spc	7	9	9	100.0%	0	0.0%	5	55.56%	4	3	0	1	0	0	1	0	0	0	0	0	0	0
Transit Radio&Comm Sys Spc-Ld	7	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Revenue Coordinator	6	6	5	83.3%	1	16.7%	5	83.33%	1	3	0	1	0	0	0	0	1	0	0	0	0	0
Transit Safety & Security Mgr	2	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Schedule Plnr - Senior	2	11	8	72.7%	3	27.3%	3	27.27%	5	0	0	3	0	0	0	3	0	0	0	0	0	0
Transit Service Dev. Mgr	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Service Supervisor	7	4	4	100.0%	0	0.0%	1	25.00%	3	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Service Supv-Premium	2	42	35	83.3%	7	16.7%	14	33.33%	23	8	1	2	0	1	0	5	1	1	0	0	0	0
Transit Sheet Met Wkr -Ld-2dSh	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Sheet Metal Wkr - Lead	7	5	5	100.0%	0	0.0%	1	20.00%	4	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Sheet Metal Wkr-2d Sh	7	10	10	100.0%	0	0.0%	4	40.00%	6	0	0	1	1	1	1	0	0	0	0	0	0	0
Transit Sheet Metal Wkr-3d Sh	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Sheet Metal Worker	7	19	19	100.0%	0	0.0%	6	31.58%	13	0	0	6	0	0	0	0	0	0	0	0	0	0
Transit Supervisor-in-Training	7	35	28	80.0%	7	20.0%	19	54.29%	13	9	0	4	0	1	1	3	2	0	1	0	0	1
Transit Supt. - Streetcar	7	2	1	50.0%	1	50.0%	1	50.00%	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Transit Supt. -Base Operations	7	4	3	75.0%	1	25.0%	1	25.00%	2	1	0	0	0	0	0	1	0	0	0	0	0	0
Transit Supt. -Control Center	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Fac Maint.	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	1	0	0	0	1	0	0	0	0	0	0	0
Transit Supt. -Ops Training	7	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Supt. -Plng & Tech Sup	7	2	0	0.0%	2	100.0%	1	50.00%	0	0	0	0	0	0	0	1	0	0	1	0	0	0
Transit Supt. -Power	7	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Transit Supt. -Rail Fac Maint.	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Rail Operations	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Rail Training	7	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Supt. -Rail Veh Maint.	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -RailWay,Pwr&Sig	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Supt. -Safety&Security	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Service Quality	7	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Veh.Procurement	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Vehicle Maint.	7	9	8	88.9%	1	11.1%	2	22.22%	6	0	1	0	0	0	1	1	0	0	0	0	0	0
Transit Supv -Accessible Svcs	7	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supv -Customer Svcs	7	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supv -Service Dev.	7	7	3	42.9%	4	57.1%	2	28.57%	2	0	0	1	0	0	0	3	0	0	1	0	0	0
Transit Supv -Systems Dev	7	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Supv -Systems Ops	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Transf Rm/WarehouseWkr	6	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Laborer	8	21	21	100.0%	0	0.0%	13	61.90%	8	5	4	2	1	1	0	0	0	0	0	0	0	0
Transit Utility Laborer - Lead	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Laborer-3d Sh	8	14	12	85.7%	2	14.3%	8	57.14%	6	4	0	2	0	0	0	0	1	1	0	0	0	0
Transit Utility Labor-Ld-3d Sh	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr	8	7	5	71.4%	2	28.6%	5	71.43%	1	1	0	1	0	0	2	1	1	0	0	0	0	0
Transit Utility Svc Wkr - Asst	8	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr-2d Sh	8	5	2	40.0%	3	60.0%	4	80.00%	0	1	0	0	0	0	1	1	0	0	0	2	0	0
Transit Utility Svc Wkr-3d Sh	8	13	7	53.8%	6	46.2%	12	92.31%	0	4	0	2	0	1	0	1	1	0	4	0	0	0
Transit Utility Svc Wkr-CDL2Sh	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr-CDLDrv	8	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr-Grd2Sh	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr-Grd3Sh	8	5	2	40.0%	3	60.0%	4	80.00%	1	1	0	0	0	0	0	0	1	0	2	0	0	0
Transit Utility Svc Wkr-Grfd	8	5	2	40.0%	3	60.0%	5	100.00%	0	1	0	1	0	0	0	0	0	0	3	0	0	0
Transit Veh Damage Estr-3d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Veh Maint TIP Spc	6	9	1	11.1%	8	88.9%	2	22.22%	1	0	0	0	0	0	0	6	1	0	1	0	0	0
Transit Veh Upholster-2d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Veh. Maint. Mgr - Asst	2	2	0	0.0%	2	100.0%	0	0.00%	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Transit Vehicle Maint. Manager	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Transit Vehicle Procure Admin	2	3	3	100.0%	0	0.0%	0	0.00%	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Vehicle Upholsterer	7	7	7	100.0%	0	0.0%	3	42.86%	4	1	0	1	0	0	1	0	0	0	0	0	0	0
Transit Vehicle Upholster-Ld	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Warranty Claims Anlyst	2	4	2	50.0%	2	50.0%	1	25.00%	1	0	1	0	0	0	0	2	0	0	0	0	0	0
Transportation Planner II	2	18	11	61.1%	7	38.9%	1	5.56%	10	0	0	1	0	0	0	7	0	0	0	0	0	0
Transportation Planner III	2	34	18	52.9%	16	47.1%	11	32.35%	13	2	2	1	0	0	0	10	3	2	0	0	0	1
Transportation Planner IV	2	18	14	77.8%	4	22.2%	5	27.78%	9	2	1	2	0	0	0	4	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transportation Safety Admstr	2	10	6	60.0%	4	40.0%	2	20.00%	4	0	0	0	0	0	2	4	0	0	0	0	0	0
Utility Line Wkr-Helper 2d/3rd	8	3	3	100.0%	0	0.0%	1	33.33%	2	1	0	0	0	0	0	0	0	0	0	0	0	0
Utility Line Worker	7	9	9	100.0%	0	0.0%	3	33.33%	6	1	1	1	0	0	0	0	0	0	0	0	0	0
Utility Line Worker - Helper	8	7	7	100.0%	0	0.0%	4	57.14%	3	2	2	0	0	0	0	0	0	0	0	0	0	0
Utility Line Wrkr 2nd/3rd	7	6	6	100.0%	0	0.0%	0	0.00%	6	0	0	0	0	0	0	0	0	0	0	0	0	0
Van Pool Risk Specialist	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Website Developer - Senior	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Metro Workforce Analysis by Job Title as of December 31, 2019

Job Title	EEOC Category	Total Workforce						Men						Women								
		Total Men & Women	Total Men	Percent Women	Total Women	Percent Women	Total Minorities	Percent Minorities	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races
Accountant	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Accountant - Senior	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Specialist II	6	2	0	0.0%	2	100.0%	1	50.00%	0	0	0	0	0	0	0	1	0	0	1	0	0	0
Administrative Specialist III	6	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Administrative Staff Assistant	6	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Administrator I	6	11	1	9.1%	10	90.9%	5	45.45%	0	0	0	0	1	0	0	6	3	0	1	0	0	0
Administrator I	2	11	1	9.1%	10	90.9%	5	45.45%	0	0	0	0	1	0	0	6	3	0	1	0	0	0
Administrator II	2	6	1	16.7%	5	83.3%	0	0.00%	1	0	0	0	0	0	0	5	0	0	0	0	0	0
Administrator III	2	7	1	14.3%	6	85.7%	3	42.86%	1	0	0	0	0	0	0	3	1	0	1	0	0	1
Administrator IV	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Asst County Executive Ops I	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Benefits Plan Manager	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Business & Finance Officer II	2	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Business & Finance Officer III	2	7	2	28.6%	5	71.4%	3	42.86%	1	0	0	1	0	0	0	3	0	0	1	0	0	1
Business & Finance Officer IV	2	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	1	0	0	0	0	0	0	0	0	0	0
Business Analyst	2	2	0	0.0%	2	100.0%	1	50.00%	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Business Analyst - Sr.	2	4	3	75.0%	1	25.0%	1	25.00%	2	0	0	1	0	0	0	1	0	0	0	0	0	0
Capital Projects Managing Supv	2	3	2	66.7%	1	33.3%	1	33.33%	1	0	0	1	0	0	0	1	0	0	0	0	0	0
Chief of Staff II	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Communications Manager	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Communications Specialist II	2	3	1	33.3%	2	66.7%	1	33.33%	1	0	0	0	0	0	0	1	0	0	1	0	0	0
Communications Specialist III	2	7	3	42.9%	4	57.1%	3	42.86%	2	0	1	0	0	0	0	2	0	0	2	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Communications Specialist IV	2	7	3	42.9%	4	57.1%	0	0.00%	3	0	0	0	0	0	0	4	0	0	0	0	0	0
Continuous Improvement Spc	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Continuous Improvement Spc -Sr	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Contract Specialist II	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Customer Services Coord -Lead	6	6	2	33.3%	4	66.7%	3	50.00%	1	0	0	0	0	0	1	2	2	0	0	0	0	0
Customer Services Coordinator	6	8	3	37.5%	5	62.5%	6	75.00%	1	1	1	0	0	0	0	1	1	0	3	0	0	0
Customer Services Supervisor	6	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Dep Dept Dir-Metro Transit	1	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Dep Div Dir-Bus Ops	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Dep Div Dir-MT Cap Proj	1	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Dep Div Dir-MT Vehicle Maint	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Dep Div Dir-Rail	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Dept Dir-Metro Transit	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-Bus Ops	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-Marine	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-MT Cap Proj	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Div Dir-MT Emp Svcs	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Div Dir-MT Fin&Admin	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-MT Mobility	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Div Dir-MT Vehicle Maint	1	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Div Dir-Rail	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-Trans Facilt	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Educator Consultant III	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	0	1	0	0
Electrician Constr Crew Chief	7	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Electrician Constructor	7	13	13	100.0%	0	0.0%	6	46.15%	7	3	0	3	0	0	0	0	0	0	0	0	0	0
Electrician Constructor 2nd	7	5	5	100.0%	0	0.0%	0	0.00%	5	0	0	0	0	0	0	0	0	0	0	0	0	0
Employee & Labor Relations Rep	2	5	2	40.0%	3	60.0%	0	0.00%	2	0	0	0	0	0	0	3	0	0	0	0	0	0
Employee Trans Prog Admintor	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Engineer III	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Engineer IV	2	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Environmental Scientist II	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Environmental Scientist III	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Executive Secretary/Asst I	6	6	1	16.7%	5	83.3%	3	50.00%	0	0	0	0	0	1	0	3	0	1	1	0	0	0
Executive Secretary/Asst II	6	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Finance Mgr - Enterprise Ops	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Financial Services Administr.	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Fiscal Specialist II	6	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Fiscal Specialist III	6	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Functional Analyst I	2	2	0	0.0%	2	100.0%	2	100.00%	0	0	0	0	0	0	0	0	1	0	1	0	0	0
Functional Analyst II	2	3	1	33.3%	2	66.7%	2	66.67%	1	0	0	0	0	0	0	0	1	0	0	1	0	0
Functional Analyst III	2	29	19	65.5%	10	34.5%	14	48.28%	12	2	0	3	0	0	2	3	1	0	4	1	0	1
Functional Analyst IV	2	6	3	50.0%	3	50.0%	2	33.33%	1	0	0	2	0	0	0	3	0	0	0	0	0	0
GIS Specialist - Senior	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Government Relations Administr	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Government Relations Officer	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Grant Administrator	2	3	2	66.7%	1	33.3%	1	33.33%	2	0	0	0	0	0	0	0	0	1	0	0	0	0
Human Resource Analyst	2	8	0	0.0%	8	100.0%	5	62.50%	0	0	0	0	0	0	0	3	2	1	1	0	0	1
Human Resource Analyst- Senior	2	5	3	60.0%	2	40.0%	2	40.00%	2	1	0	0	0	0	0	1	1	0	0	0	0	0
Human Resource Associate	6	6	1	16.7%	5	83.3%	5	83.33%	0	1	0	0	0	0	0	1	2	0	0	1	0	1
Human Resource Mgr II	2	2	0	0.0%	2	100.0%	0	0.00%	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Human Resources Supervisor	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Inventory Purchasing Spec II	6	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Investigations Manager	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
IT Project Manager II	2	11	7	63.6%	4	36.4%	0	0.00%	7	0	0	0	0	0	0	4	0	0	0	0	0	0
Line Crew Chief	7	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Line Crew Chief - 2nd/3rd Shf	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Line Material Worker I	7	4	3	75.0%	1	25.0%	0	0.00%	3	0	0	0	0	0	0	1	0	0	0	0	0	0
Line Material Worker I -2/3rd	7	3	1	33.3%	2	66.7%	0	0.00%	1	0	0	0	0	0	0	2	0	0	0	0	0	0
Line Material Worker II	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Maintenance Planner Scheduler	2	3	2	66.7%	1	33.3%	2	66.67%	0	0	1	1	0	0	0	1	0	0	0	0	0	0
Manager - Transit Sys Dev &Ops	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Marine Captain	2	4	4	100.0%	0	0.0%	1	25.00%	3	0	1	0	0	0	0	0	0	0	0	0	0	0
Marine Captain	8	4	4	100.0%	0	0.0%	1	25.00%	3	0	1	0	0	0	0	0	0	0	0	0	0	0
Marine Deckhand	8	11	9	81.8%	2	18.2%	2	18.18%	7	0	1	1	0	0	0	2	0	0	0	0	0	0
Marine Engineer	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Marine Information Agent	6	4	3	75.0%	1	25.0%	1	25.00%	2	1	0	0	0	0	0	1	0	0	0	0	0	0
Marine Oiler	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Marine Operations & Maint. Mgr	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Marketing and Sales Spec II	6	7	5	71.4%	2	28.6%	1	14.29%	4	1	0	0	0	0	0	2	0	0	0	0	0	0
Marketing and Sales Spec III	6	5	2	40.0%	3	60.0%	0	0.00%	2	0	0	0	0	0	0	3	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Occupational Ed&Trng Pr Admstr	2	2	1	50.0%	1	50.0%	1	50.00%	0	1	0	0	0	0	0	1	0	0	0	0	0	0
Occupational Ed&TrngPr Adm- Sr	2	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Paratransit/Rideshare Ops Mgr	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Payroll Specialist	6	3	0	0.0%	3	100.0%	2	66.67%	0	0	0	0	0	0	0	1	1	1	0	0	0	0
Photographer - Lead	3	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Power Distribution Tech Asst	7	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Project/Program Manager I	2	11	3	27.3%	8	72.7%	7	63.64%	1	1	0	0	0	0	1	3	1	2	1	0	0	1
Project/Program Manager II	2	22	7	31.8%	15	68.2%	11	50.00%	1	4	0	2	0	0	0	10	0	2	1	1	0	1
Project/Program Manager III	2	33	13	39.4%	20	60.6%	10	30.30%	9	2	1	0	0	0	1	14	0	0	4	0	0	2
Project/Program Manager IV	2	17	6	35.3%	11	64.7%	2	11.76%	5	0	0	0	0	0	1	10	1	0	0	0	0	0
Rail Electrical Wkr -2nd/3rdSh	7	11	9	81.8%	2	18.2%	3	27.27%	7	2	0	0	0	0	0	1	1	0	0	0	0	0
Rail Electrical Wkr-2nd/3rd-Ld	7	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Electrical Worker	7	6	6	100.0%	0	0.0%	4	66.67%	2	1	0	2	1	0	0	0	0	0	0	0	0	0
Rail Electrical Worker - Lead	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Rail Electro-Mech Trainee-2dsh	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Rail Electro-Mech Trainee-3dSh	7	2	1	50.0%	1	50.0%	1	50.00%	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Rail Electro-Mechanic	7	15	15	100.0%	0	0.0%	9	60.00%	6	3	3	1	1	1	0	0	0	0	0	0	0	0
Rail Electro-Mechanic - Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Electro-Mechanic -2nd Shf	7	8	7	87.5%	1	12.5%	5	62.50%	3	2	1	0	1	0	0	0	0	0	1	0	0	0
Rail Electro-Mechanic -3rd Shf	7	15	15	100.0%	0	0.0%	7	46.67%	8	1	0	4	0	0	2	0	0	0	0	0	0	0
Rail Electro-Mech-Lead-2ndShf	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Electro-Mech-Lead-3rdShf	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Facilities Custodian	8	4	2	50.0%	2	50.0%	4	100.00%	0	1	0	1	0	0	0	0	1	0	1	0	0	0
Rail Facilities Custodian - Ld	8	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mech -2ndShf	7	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mech -3rdShf	7	5	5	100.0%	0	0.0%	4	80.00%	1	1	1	2	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mech -Lead	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Rail Facilities Mech -Lead2dSh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mech -Lead3dSh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mechanic	7	5	5	100.0%	0	0.0%	2	40.00%	3	1	1	0	0	0	0	0	0	0	0	0	0	0
Rail Laborer	8	3	3	100.0%	0	0.0%	3	100.00%	0	1	1	0	0	1	0	0	0	0	0	0	0	0
Rail Maint Svc Ctr Wkr -2ndShf	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Rail Maint Svc Ctr Wkr -3rdShf	8	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Rail Maint Svc Ctr Worker	8	6	5	83.3%	1	16.7%	4	66.67%	2	1	1	0	1	0	0	0	0	0	1	0	0	0
Rail Operator	8	79	68	86.1%	11	13.9%	26	32.91%	45	7	3	7	1	1	4	8	1	0	2	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+	
Rail Operator - Trainee	8	6	5	83.3%	1	16.7%	2	33.33%	4	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Rail SCADA Sys Spec -3rd Shf	7	9	9	100.0%	0	0.0%	3	33.33%	6	2	0	1	0	0	0	0	0	0	0	0	0	0	0
Rail SCADA Sys Spec -3rd Shf	3	9	9	100.0%	0	0.0%	3	33.33%	6	2	0	1	0	0	0	0	0	0	0	0	0	0	0
Rail SCADA Systems Spec Sr	3	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Service Wker-Lead-3rdShf	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Service Worker	8	5	4	80.0%	1	20.0%	3	60.00%	1	3	0	0	0	0	0	1	0	0	0	0	0	0	0
Rail Service Worker - 3rd Shf	8	12	11	91.7%	1	8.3%	10	83.33%	1	3	1	3	0	2	1	1	0	0	0	0	0	0	0
Rail Service Worker - Lead	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Signal & Com Tech	7	5	5	100.0%	0	0.0%	0	0.00%	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Signal & Com Tech -2ndShf	7	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Rail Signal & Com Tech -2ndShf	3	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Rail Signal & Com Tech-Ld	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Station Custn -2nd Shf	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Station Custn -3rd Shf	8	9	9	100.0%	0	0.0%	9	100.00%	0	1	1	5	2	0	0	0	0	0	0	0	0	0	0
Rail Station Custn -3rdShf- Ld	8	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Rail Station Custodian	8	8	8	100.0%	0	0.0%	4	50.00%	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Station Custodian - Ld	8	3	3	100.0%	0	0.0%	2	66.67%	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Rail Supervisor	8	24	21	87.5%	3	12.5%	7	29.17%	14	3	1	3	0	0	0	3	0	0	0	0	0	0	0
Rail Supervisor	2	24	21	87.5%	3	12.5%	7	29.17%	14	3	1	3	0	0	0	3	0	0	0	0	0	0	0
Rail Supervisor - Trainee	2	6	5	83.3%	1	16.7%	3	50.00%	2	1	0	0	0	1	1	1	0	0	0	0	0	0	0
Rail Technical Trainer	2	7	7	100.0%	0	0.0%	2	28.57%	5	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Rail Track & ROW Maint.-Ld3dSh	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Track & ROW Maint.-Lead	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Track & ROW Mnt -3rdShf	7	12	11	91.7%	1	8.3%	3	25.00%	8	1	0	1	1	0	0	1	0	0	0	0	0	0	0
Rail Track and ROW Maintainer	7	6	6	100.0%	0	0.0%	4	66.67%	2	1	2	0	0	1	0	0	0	0	0	0	0	0	0
Real Est Lnd Use Env Plan Supv	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Real Property Agent II	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Real Property Agent III	2	2	0	0.0%	2	100.0%	0	0.00%	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
Real Property Agent IV	2	2	1	50.0%	1	50.0%	1	50.00%	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0
REW - App 2nd/3rd Shift	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Rideshare Services Rep	2	15	8	53.3%	7	46.7%	9	60.00%	4	2	0	2	0	0	0	2	4	0	1	0	0	0	0
Rideshare Services Rep	6	15	8	53.3%	7	46.7%	9	60.00%	4	2	0	2	0	0	0	2	4	0	1	0	0	0	0
SEP Associate III	6	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Special Projects Manager II	2	7	2	28.6%	5	71.4%	2	28.57%	2	0	0	0	0	0	0	3	0	1	1	0	0	0	0
Special Projects Manager III	2	2	0	0.0%	2	100.0%	1	50.00%	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Special Projects Manager IV	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Strategic Development Analyst	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Strategic Planning Mgr I	2	4	3	75.0%	1	25.0%	0	0.00%	3	0	0	0	0	0	0	1	0	0	0	0	0	0
Strategic Planning Mgr II	2	4	1	25.0%	3	75.0%	0	0.00%	1	0	0	0	0	0	0	3	0	0	0	0	0	0
Streetcar Operator	8	33	21	63.6%	12	36.4%	15	45.45%	13	5	1	2	0	0	0	5	4	0	1	0	1	1
Streetcar Ops and Maint Supv	2	10	6	60.0%	4	40.0%	8	80.00%	0	2	1	2	1	0	0	2	2	0	0	0	0	0
Tr.Building Operating Eng.-App	7	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Accounting Rep -Senior	6	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Admin Support Spec I	6	3	0	0.0%	3	100.0%	1	33.33%	0	0	0	0	0	0	0	2	0	1	0	0	0	0
Transit Admin Support Spec II	6	5	1	20.0%	4	80.0%	4	80.00%	0	1	0	0	0	0	0	1	1	2	0	0	0	0
Transit Admin Support Spec III	6	43	9	20.9%	34	79.1%	21	48.84%	3	1	0	3	0	1	1	19	4	1	9	0	0	1
Transit Base Dispatch/Planner	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit BaseDispch/Plnr-Prem	2	25	22	88.0%	3	12.0%	17	68.00%	7	9	0	6	0	0	0	1	1	0	1	0	0	0
Transit Bldg Opr Engr -2d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Building Opr Engineer	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Building Opr Engr-Ld	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Capital Section Mgr	2	2	1	50.0%	1	50.0%	1	50.00%	0	1	0	0	0	0	0	1	0	0	0	0	0	0
Transit Carpenter	7	9	8	88.9%	1	11.1%	4	44.44%	5	0	0	2	1	0	0	0	0	1	0	0	0	0
Transit Carpenter - Lead	7	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Chief -Customer Svcs	2	3	1	33.3%	2	66.7%	0	0.00%	1	0	0	0	0	0	0	2	0	0	0	0	0	0
Transit Chief -Facility Maint	2	10	8	80.0%	2	20.0%	4	40.00%	4	2	1	1	0	0	0	2	0	0	0	0	0	0
Transit Chief -Facility Maint	8	10	8	80.0%	2	20.0%	4	40.00%	4	2	1	1	0	0	0	2	0	0	0	0	0	0
Transit Chief -Market&Svc Info	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Chief -Operations	2	39	23	59.0%	16	41.0%	17	43.59%	14	7	1	0	0	1	0	8	8	0	0	0	0	0
Transit Chief -Power Distribtn	7	7	7	100.0%	0	0.0%	5	71.43%	2	4	0	1	0	0	0	0	0	0	0	0	0	0
Transit Chief -Power Distribtn	2	7	7	100.0%	0	0.0%	5	71.43%	2	4	0	1	0	0	0	0	0	0	0	0	0	0
Transit Chief -Radio Maint.	3	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Chief -Rail Ops	2	12	11	91.7%	1	8.3%	6	50.00%	6	1	1	2	0	1	0	0	1	0	0	0	0	0
Transit Chief -Rail Tract. Pwr	7	2	1	50.0%	1	50.0%	1	50.00%	0	1	0	0	0	0	0	1	0	0	0	0	0	0
Transit Chief -Rail Tract. Pwr	2	2	1	50.0%	1	50.0%	1	50.00%	0	1	0	0	0	0	0	1	0	0	0	0	0	0
Transit Chief -Rail Veh Maint.	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	0	2	0	0	0	0	0	0	0	0	0	0
Transit Chief -Rail Veh Maint.	2	4	4	100.0%	0	0.0%	2	50.00%	2	0	0	2	0	0	0	0	0	0	0	0	0	0
Transit Chief -Railway,Sig&Fac	2	5	5	100.0%	0	0.0%	2	40.00%	3	1	0	1	0	0	0	0	0	0	0	0	0	0
Transit Chief -Railway,Sig&Fac	7	5	5	100.0%	0	0.0%	2	40.00%	3	1	0	1	0	0	0	0	0	0	0	0	0	0
Transit Chief -Rideshare Ops	2	3	1	33.3%	2	66.7%	1	33.33%	1	0	0	0	0	0	0	1	0	0	1	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Chief -Vehicle Maint.	7	29	27	93.1%	2	6.9%	8	27.59%	19	2	2	3	0	0	1	2	0	0	0	0	0	0
Transit Chief -Vehicle Maint.	2	29	27	93.1%	2	6.9%	8	27.59%	19	2	2	3	0	0	1	2	0	0	0	0	0	0
Transit Comm Coord-Premium	2	26	20	76.9%	6	23.1%	11	42.31%	10	5	1	4	0	0	0	5	1	0	0	0	0	0
Transit Construction Mgmt I	2	2	2	100.0%	0	0.0%	2	100.00%	0	1	0	0	0	0	1	0	0	0	0	0	0	0
Transit Construction Mgmt II	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Construction Mgmt III	2	4	4	100.0%	0	0.0%	1	25.00%	3	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Construction Mgmt IV	2	5	5	100.0%	0	0.0%	1	20.00%	4	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Construction Mgmt V	2	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Cust. Comm & Svcs Mgr	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Custodian -2nd Shf- Ld	8	3	2	66.7%	1	33.3%	3	100.00%	0	2	0	0	0	0	0	0	0	0	1	0	0	0
Transit Custodian -3rd Shf- Ld	8	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Custodian I	8	6	4	66.7%	2	33.3%	4	66.67%	1	1	0	2	0	0	0	1	0	1	0	0	0	0
Transit Custodian I - 2nd Shf	8	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Transit Custodian II	8	10	9	90.0%	1	10.0%	8	80.00%	2	5	0	2	0	0	0	0	1	0	0	0	0	0
Transit Custodian II -2nd Shf	8	29	27	93.1%	2	6.9%	26	89.66%	3	9	0	12	1	1	1	0	1	0	0	0	0	1
Transit Custodian II -3rd Shf	8	5	5	100.0%	0	0.0%	5	100.00%	0	2	0	3	0	0	0	0	0	0	0	0	0	0
Transit Customer Info Spc	6	27	10	37.0%	17	63.0%	16	59.26%	3	4	0	2	0	0	1	8	6	0	0	2	0	1
Transit Customer Info Spc -Sr	6	3	0	0.0%	3	100.0%	1	33.33%	0	0	0	0	0	0	0	2	1	0	0	0	0	0
Transit Customer Service Spec	6	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Designer III	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Designer IV	2	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Designer V	2	5	3	60.0%	2	40.0%	1	20.00%	2	0	0	0	0	1	0	2	0	0	0	0	0	0
Transit Electronic Comm Tech	7	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	0	0	1	0	0	0	0	0	0	0	0
Transit Electronic Tech - Lead	7	3	3	100.0%	0	0.0%	0	0.00%	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Electronic Tech -2d Sh	7	5	5	100.0%	0	0.0%	3	60.00%	2	1	0	1	1	0	0	0	0	0	0	0	0	0
Transit Electronic Technician	7	18	18	100.0%	0	0.0%	8	44.44%	10	3	0	3	0	1	1	0	0	0	0	0	0	0
Transit Engineer I	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Transit Engineer II	2	2	1	50.0%	1	50.0%	1	50.00%	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Transit Engineer III	2	9	7	77.8%	2	22.2%	5	55.56%	3	3	0	1	0	0	0	1	0	1	0	0	0	0
Transit Engineer IV	2	16	13	81.3%	3	18.8%	5	31.25%	8	2	0	2	0	0	1	3	0	0	0	0	0	0
Transit Engineer V	2	14	10	71.4%	4	28.6%	1	7.14%	10	0	0	0	0	0	0	3	0	0	0	0	0	1
Transit Engineer VI	2	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Environ Planner II	2	2	1	50.0%	1	50.0%	1	50.00%	0	0	0	1	0	0	0	1	0	0	0	0	0	0
Transit Environ Planner III	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Equip Operator-3d Sh	7	3	3	100.0%	0	0.0%	2	66.67%	1	0	0	1	1	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Equip Painter - Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Equip Painter -2d Sh	7	3	3	100.0%	0	0.0%	2	66.67%	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Transit Equip Svc Wkr-Strs Drv	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Equip Svc Worker	8	22	22	100.0%	0	0.0%	12	54.55%	10	2	1	7	1	1	0	0	0	0	0	0	0	0
Transit Equip Svc Worker	7	22	22	100.0%	0	0.0%	12	54.55%	10	2	1	7	1	1	0	0	0	0	0	0	0	0
Transit Equip Svc Worker-2ndSh	8	76	72	94.7%	4	5.3%	49	64.47%	25	11	6	25	0	2	3	2	2	0	0	0	0	0
Transit Equip Svc Worker-2ndSh	7	76	72	94.7%	4	5.3%	49	64.47%	25	11	6	25	0	2	3	2	2	0	0	0	0	0
Transit Equip Svc Worker-3rdSh	8	45	44	97.8%	1	2.2%	26	57.78%	19	6	5	10	0	1	3	0	0	1	0	0	0	0
Transit Equip Svc Worker-3rdSh	7	45	44	97.8%	1	2.2%	26	57.78%	19	6	5	10	0	1	3	0	0	1	0	0	0	0
Transit Equip. Dispatch-3d Sh	3	7	6	85.7%	1	14.3%	0	0.00%	6	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Equip. Svc Wkr-Ld2ndSh	8	5	4	80.0%	1	20.0%	3	60.00%	2	0	0	2	0	0	0	0	1	0	0	0	0	0
Transit Equip. Svc Wkr-Ld3rdSh	8	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Equipment Dispatcher	3	7	5	71.4%	2	28.6%	2	28.57%	4	0	0	1	0	0	0	1	1	0	0	0	0	0
Transit Equipment Operator	7	7	7	100.0%	0	0.0%	4	57.14%	3	3	1	0	0	0	0	0	0	0	0	0	0	0
Transit Equipment Painter	7	8	8	100.0%	0	0.0%	7	87.50%	1	0	3	2	1	0	1	0	0	0	0	0	0	0
Transit Fac Elec-Ld-2nd/3rdShf	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Fac. Electn -3rdShf	7	5	5	100.0%	0	0.0%	2	40.00%	3	1	0	1	0	0	0	0	0	0	0	0	0	0
Transit Fac. Electrician-Lead	7	2	2	100.0%	0	0.0%	2	100.00%	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Transit Facilities Electrician	7	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Facilities Maint. Wkr	8	5	2	40.0%	3	60.0%	2	40.00%	2	0	0	0	0	0	0	1	1	0	1	0	0	0
Transit Grounds Spc - Lead	8	3	3	100.0%	0	0.0%	0	0.00%	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Grounds Specialist	8	4	4	100.0%	0	0.0%	3	75.00%	1	2	1	0	0	0	0	0	0	0	0	0	0	0
Transit Info Distributor	6	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Instructor	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Transit Instructor-Premium	2	25	21	84.0%	4	16.0%	10	40.00%	12	4	0	3	0	0	2	3	1	0	0	0	0	0
Transit Maint Constr-2d Sh	7	2	2	100.0%	0	0.0%	1	50.00%	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Constr-3d Sh	7	3	3	100.0%	0	0.0%	0	0.00%	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Constr-Ld2dSh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Constructor	7	6	6	100.0%	0	0.0%	1	16.67%	5	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Maint Machinist - Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Machinist-2d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Painter - Lead	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Sign. Spc - Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Signage Spc	7	5	5	100.0%	0	0.0%	2	40.00%	3	2	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maintenance Analyst	2	9	9	100.0%	0	0.0%	0	0.00%	9	0	0	0	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Maintenance Machinist	7	5	5	100.0%	0	0.0%	0	0.00%	5	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maintenance Painter	7	8	8	100.0%	0	0.0%	5	62.50%	3	2	1	1	0	1	0	0	0	0	0	0	0	0
Transit Mechanic	7	116	116	100.0%	0	0.0%	26	22.41%	90	6	2	11	1	3	3	0	0	0	0	0	0	0
Transit Mechanic - Apprentice	7	6	6	100.0%	0	0.0%	2	33.33%	4	0	0	1	1	0	0	0	0	0	0	0	0	0
Transit Mechanic - Lead	7	14	14	100.0%	0	0.0%	2	14.29%	12	1	0	1	0	0	0	0	0	0	0	0	0	0
Transit Mechanic -2d Sh	7	84	83	98.8%	1	1.2%	21	25.00%	62	3	4	10	0	2	2	1	0	0	0	0	0	0
Transit Mechanic -3d Sh	7	83	83	100.0%	0	0.0%	27	32.53%	56	3	5	5	1	3	10	0	0	0	0	0	0	0
Transit Mechanic -Ld-2d Sh	7	9	9	100.0%	0	0.0%	2	22.22%	7	0	0	2	0	0	0	0	0	0	0	0	0	0
Transit Mechanic -Ld-3d Sh	7	11	11	100.0%	0	0.0%	3	27.27%	8	0	0	1	1	0	1	0	0	0	0	0	0	0
Transit Metal Constr -2d Sh	7	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Metal Constructor	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Millwright	7	9	9	100.0%	0	0.0%	4	44.44%	5	2	0	0	1	1	0	0	0	0	0	0	0	0
Transit Operator	8	3057	2397	78.4%	660	21.6%	1831	59.90%	953	881	121	318	26	37	61	273	270	36	33	14	8	26
Transit Operator -System Board	8	24	20	83.3%	4	16.7%	16	66.67%	7	10	0	2	1	0	0	1	1	0	1	1	0	0
Transit Ops Security Liaison	4	3	2	66.7%	1	33.3%	2	66.67%	1	1	0	0	0	0	0	0	0	0	0	0	0	1
Transit Ops Security Liaison	2	3	2	66.7%	1	33.3%	2	66.67%	1	1	0	0	0	0	0	0	0	0	0	0	0	1
Transit Ops Support Sys Coord	2	6	3	50.0%	3	50.0%	1	16.67%	2	1	0	0	0	0	0	3	0	0	0	0	0	0
Transit Parts Spc - 2d Sh	6	8	7	87.5%	1	12.5%	3	37.50%	4	0	1	1	0	0	1	1	0	0	0	0	0	0
Transit Parts Spc - 3d Sh	6	5	4	80.0%	1	20.0%	1	20.00%	3	1	0	0	0	0	0	1	0	0	0	0	0	0
Transit Parts Spec - Lead	6	7	6	85.7%	1	14.3%	3	42.86%	3	1	1	1	0	0	0	1	0	0	0	0	0	0
Transit Parts Specialist	6	7	7	100.0%	0	0.0%	3	42.86%	4	0	0	0	1	0	2	0	0	0	0	0	0	0
Transit Pass Sales Rep	6	11	4	36.4%	7	63.6%	5	45.45%	4	0	0	0	0	0	0	2	2	1	1	0	0	1
Transit Proj Control Engr I	2	5	1	20.0%	4	80.0%	2	40.00%	1	0	0	0	0	0	0	2	0	2	0	0	0	0
Transit Proj Control Engr II	2	2	0	0.0%	2	100.0%	2	100.00%	0	0	0	0	0	0	0	0	0	1	1	0	0	0
Transit Proj Control Engr III	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Proj Control Engr IV	2	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Purchasing Spc - Lead	6	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Purchasing Specialist	6	8	8	100.0%	0	0.0%	1	12.50%	7	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Radio & Comm Sys Spc	7	11	11	100.0%	0	0.0%	7	63.64%	4	2	0	5	0	0	0	0	0	0	0	0	0	0
Transit Revenue Coordinator	6	6	5	83.3%	1	16.7%	3	50.00%	3	1	0	1	0	0	0	0	1	0	0	0	0	0
Transit Safety & Security Mgr	2	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Schedule Plnr - Senior	2	12	8	66.7%	4	33.3%	3	25.00%	5	0	0	3	0	0	0	4	0	0	0	0	0	0
Transit Section Manager	2	11	5	45.5%	6	54.5%	4	36.36%	4	1	0	0	0	0	0	3	1	0	2	0	0	0
Transit Service Dev. Mgr	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Service Supervisor	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Service Supv-Premium	2	57	45	78.9%	12	21.1%	21	36.84%	29	8	2	4	0	2	0	7	3	1	0	0	0	1
Transit Sheet Met Wkr -Ld-2dSh	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Sheet Metal Wkr - Lead	7	5	5	100.0%	0	0.0%	2	40.00%	3	0	1	1	0	0	0	0	0	0	0	0	0	0
Transit Sheet Metal Wkr-2d Sh	7	12	12	100.0%	0	0.0%	4	33.33%	8	0	0	1	1	1	1	0	0	0	0	0	0	0
Transit Sheet Metal Wkr-3d Sh	7	3	3	100.0%	0	0.0%	1	33.33%	2	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Sheet Metal Worker	7	19	19	100.0%	0	0.0%	3	15.79%	16	0	0	3	0	0	0	0	0	0	0	0	0	0
Transit Supervisor inTrng-Prem	7	4	4	100.0%	0	0.0%	2	50.00%	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Base Operations	2	6	4	66.7%	2	33.3%	2	33.33%	3	1	0	0	0	0	0	1	1	0	0	0	0	0
Transit Supt. -Base Operations	7	6	4	66.7%	2	33.3%	2	33.33%	3	1	0	0	0	0	0	1	1	0	0	0	0	0
Transit Supt. -Control Center	2	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Fac Maint.	2	4	4	100.0%	0	0.0%	2	50.00%	2	0	1	0	0	0	1	0	0	0	0	0	0	0
Transit Supt. -Fac Maint.	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	1	0	0	0	1	0	0	0	0	0	0	0
Transit Supt. -Ops Training	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Png & Tech Sup	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Power	7	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Transit Supt. -Rail Fac Maint.	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Rail Operations	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Rail Power	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Rail Training	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Rail Veh Maint.	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Safety&Security	2	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Service Quality	2	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Veh.Procurement	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Vehicle Maint.	7	8	7	87.5%	1	12.5%	2	25.00%	5	0	0	1	0	0	1	1	0	0	0	0	0	0
Transit Supt.-RailTrack,St,Sig	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supv -Accessible Svcs	2	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Supv -Accessible Svcs	7	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Supv -Customer Svcs	7	2	1	50.0%	1	50.0%	1	50.00%	0	1	0	0	0	0	0	1	0	0	0	0	0	0
Transit Supv -Market &Svc Info	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Supv -Rideshare Ops	7	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Supv -Service Dev.	7	8	4	50.0%	4	50.0%	2	25.00%	3	0	0	1	0	0	0	3	0	0	1	0	0	0
Transit Supv -Service Dev.	2	8	4	50.0%	4	50.0%	2	25.00%	3	0	0	1	0	0	0	3	0	0	1	0	0	0
Transit Supv -Systems Dev	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supv -Systems Ops	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Laborer	8	22	21	95.5%	1	4.5%	12	54.55%	10	5	3	1	1	1	0	0	0	0	1	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Utility Laborer - Lead	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Laborer-3d Sh	8	14	13	92.9%	1	7.1%	8	57.14%	6	4	0	3	0	0	0	0	0	1	0	0	0	0
Transit Utility Labor-Ld-3d Sh	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr	8	6	2	33.3%	4	66.7%	5	83.33%	0	1	0	0	0	0	1	1	1	0	2	0	0	0
Transit Utility Svc Wkr - Asst	8	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr-2d Sh	8	6	2	33.3%	4	66.7%	4	66.67%	0	1	0	1	0	0	0	2	0	0	0	2	0	0
Transit Utility Svc Wkr-3d Sh	8	16	9	56.3%	7	43.8%	14	87.50%	1	4	0	2	0	2	0	1	2	0	4	0	0	0
Transit Utility Svc Wkr-CDL2Sh	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr-CDLDrv	8	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr-Grd2Sh	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr-Grd3Sh	8	2	1	50.0%	1	50.0%	2	100.00%	0	1	0	0	0	0	0	0	0	0	1	0	0	0
Transit Utility Svc Wkr-Grfd	8	5	2	40.0%	3	60.0%	5	100.00%	0	1	0	1	0	0	0	0	0	0	3	0	0	0
Transit Veh Damage Estr-3d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Veh Maint TIP Spc	6	9	1	11.1%	8	88.9%	3	33.33%	1	0	0	0	0	0	0	5	2	0	1	0	0	0
Transit Veh Upholster-2d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Veh. Maint. Mgr - Asst	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Vehicle Procure Admin	2	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Vehicle Upholsterer	7	7	7	100.0%	0	0.0%	3	42.86%	4	1	0	1	0	0	1	0	0	0	0	0	0	0
Transit Vehicle Upholster-Ld	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Warranty Claims Anlyst	2	5	2	40.0%	3	60.0%	2	40.00%	1	0	1	0	0	0	0	2	0	0	0	0	1	0
Transportation Planner I	2	5	3	60.0%	2	40.0%	2	40.00%	2	0	0	0	0	0	1	1	0	0	0	0	0	1
Transportation Planner II	2	21	11	52.4%	10	47.6%	7	33.33%	8	1	0	1	0	0	1	6	0	0	4	0	0	0
Transportation Planner III	2	37	18	48.6%	19	51.4%	12	32.43%	13	3	1	1	0	0	0	12	3	1	1	0	0	2
Transportation Planner IV	2	21	18	85.7%	3	14.3%	7	33.33%	11	4	1	1	0	0	1	3	0	0	0	0	0	0
Transportation Safety Admstr	2	11	7	63.6%	4	36.4%	2	18.18%	5	0	0	0	0	0	2	4	0	0	0	0	0	0
Utility Line Wkr-Helper 2d/3rd	8	3	3	100.0%	0	0.0%	1	33.33%	2	1	0	0	0	0	0	0	0	0	0	0	0	0
Utility Line Worker	7	8	8	100.0%	0	0.0%	2	25.00%	6	0	1	1	0	0	0	0	0	0	0	0	0	0
Utility Line Worker - Helper	8	3	3	100.0%	0	0.0%	2	66.67%	1	0	2	0	0	0	0	0	0	0	0	0	0	0
Utility Line Wrkr 2nd/3rd	7	7	7	100.0%	0	0.0%	0	0.00%	7	0	0	0	0	0	0	0	0	0	0	0	0	0
Van Pool Risk Specialist	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Website Developer - Senior	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Metro Workforce Analysis by Job Title as of December 31, 2020

Job Title	EEOC Category	Total Workforce						Men						Women								
		Total Men & Women	Total Men	Percent Women	Total Women	Percent Women	Total Minorities	Percent Minorities	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races
Accountant	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Accountant - Senior	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Specialist II	6	3	0	0.0%	3	100.0%	1	33.33%	0	0	0	0	0	0	0	2	0	0	1	0	0	0
Administrative Specialist III	6	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Administrative Staff Assistant	6	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Administrator I	2	9	0	0.0%	9	100.0%	3	33.33%	0	0	0	0	0	0	0	6	2	0	1	0	0	0
Administrator II	2	7	1	14.3%	6	85.7%	1	14.29%	1	0	0	0	0	0	0	5	1	0	0	0	0	0
Administrator III	2	5	1	20.0%	4	80.0%	3	60.00%	0	0	0	1	0	0	0	2	0	0	1	0	0	1
Administrator IV	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Asst County Executive Ops I	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Business & Finance Officer III	2	6	1	16.7%	5	83.3%	3	50.00%	0	0	0	1	0	0	0	3	0	0	1	0	0	1
Business & Finance Officer IV	2	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	1	0	0	0	0	0	0	0	0	0	0
Business Analyst	2	2	1	50.0%	1	50.0%	1	50.00%	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Business Analyst - Sr.	2	5	4	80.0%	1	20.0%	1	20.00%	3	0	0	1	0	0	0	1	0	0	0	0	0	0
Cable Splicer	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Capital Projects Managing Supv	2	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Communications Manager	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Communications Specialist II	2	3	1	33.3%	2	66.7%	1	33.33%	1	0	0	0	0	0	0	1	0	0	1	0	0	0
Communications Specialist III	2	7	3	42.9%	4	57.1%	4	57.14%	1	1	1	0	0	0	0	2	0	0	1	0	0	1
Communications Specialist IV	2	6	3	50.0%	3	50.0%	0	0.00%	3	0	0	0	0	0	0	3	0	0	0	0	0	0
Continuous Improvement Spc	2	2	0	0.0%	2	100.0%	0	0.00%	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Continuous Improvement Spc -Sr	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+	
Contract Specialist II	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Customer Services Coord -Lead	6	6	2	33.3%	4	66.7%	3	50.00%	1	0	0	0	0	0	1	2	2	0	0	0	0	0	0
Customer Services Coordinator	6	9	4	44.4%	5	55.6%	7	77.78%	1	2	1	0	0	0	0	1	1	0	3	0	0	0	0
Customer Services Supervisor	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dep Dept Dir-Metro Transit	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Dep Div Dir-Bus Ops	1	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Dep Div Dir-MT Cap Proj	1	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Dep Div Dir-MT Mobility	1	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Dep Div Dir-MT Vehicle Maint	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Dep Div Dir-Rail	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Dept Dir-Metro Transit	1	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-Bus Ops	1	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-Marine	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-MT Cap Proj	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Div Dir-MT Emp Svcs	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Div Dir-MT Fin&Admin	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-MT Mobility	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Div Dir-MT Vehicle Maint	1	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Div Dir-Rail	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-Trans Facilt	1	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Electrician Constr Crew Chief	7	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Electrician Constructor	7	13	13	100.0%	0	0.0%	4	30.77%	9	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Electrician Constructor 2nd	7	5	5	100.0%	0	0.0%	1	20.00%	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Employee & Labor Relations Rep	2	4	0	0.0%	4	100.0%	0	0.00%	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0
Employee Trans Prog Admintor	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Engineer III	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Engineer IV	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Environmental Scientist II	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Environmental Scientist III	2	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Executive Secretary/Asst I	6	7	1	14.3%	6	85.7%	3	42.86%	0	0	0	0	0	1	0	4	0	1	1	0	0	0	0
Finance Mgr - Enterprise Ops	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Financial Services Administr.	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Fiscal Specialist II	6	2	1	50.0%	1	50.0%	2	100.00%	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0
Fiscal Specialist III	6	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Functional Analyst I	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Functional Analyst II	2	2	0	0.0%	2	100.0%	2	100.00%	0	0	0	0	0	0	0	0	1	0	0	1	0	0
Functional Analyst III	2	26	16	61.5%	10	38.5%	13	50.00%	10	2	0	3	0	0	1	3	1	0	4	1	0	1
Functional Analyst IV	2	5	3	60.0%	2	40.0%	2	40.00%	1	0	0	2	0	0	0	2	0	0	0	0	0	0
GIS Specialist - Senior	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Government Relations Administr	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Government Relations Officer	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Grant Administrator	2	3	2	66.7%	1	33.3%	1	33.33%	2	0	0	0	0	0	0	0	0	1	0	0	0	0
Human Resource Analyst	2	5	0	0.0%	5	100.0%	3	60.00%	0	0	0	0	0	0	0	2	2	1	0	0	0	0
Human Resource Analyst- Senior	2	10	2	20.0%	8	80.0%	7	70.00%	1	1	0	0	0	0	0	2	2	0	1	0	0	3
Human Resource Associate	6	4	1	25.0%	3	75.0%	2	50.00%	1	0	0	0	0	0	0	1	1	0	1	0	0	0
Human Resources Mgr I	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Human Resources Mgr II	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Human Resources Mgr III	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Inventory Purchasing Spec III	6	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Investigations Manager	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
IT Project Administrator -Jrny	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
IT Project Manager II	2	11	7	63.6%	4	36.4%	0	0.00%	7	0	0	0	0	0	0	4	0	0	0	0	0	0
Labor Relations Negotiator-Sr	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Line Crew Chief	7	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Line Material Worker I	7	3	2	66.7%	1	33.3%	0	0.00%	2	0	0	0	0	0	0	1	0	0	0	0	0	0
Line Material Worker I -2/3rd	7	3	3	100.0%	0	0.0%	1	33.33%	2	0	1	0	0	0	0	0	0	0	0	0	0	0
Line Material Worker II	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Maintenance Planner Scheduler	2	4	3	75.0%	1	25.0%	2	50.00%	1	0	1	1	0	0	0	1	0	0	0	0	0	0
Marine Captain	2	4	4	100.0%	0	0.0%	1	25.00%	3	0	1	0	0	0	0	0	0	0	0	0	0	0
Marine Deckhand	8	12	10	83.3%	2	16.7%	2	16.67%	8	0	1	1	0	0	0	2	0	0	0	0	0	0
Marine Engineer	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Marine Information Agent	6	4	3	75.0%	1	25.0%	1	25.00%	2	1	0	0	0	0	0	1	0	0	0	0	0	0
Marine Oiler	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Marine Operations & Maint. Mgr	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Marine Operations Supervisor	2	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Marketing and Sales Spec I	2	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Marketing and Sales Spec II	2	7	5	71.4%	2	28.6%	1	14.29%	4	1	0	0	0	0	0	2	0	0	0	0	0	0
Marketing and Sales Spec III	2	5	2	40.0%	3	60.0%	0	0.00%	2	0	0	0	0	0	0	3	0	0	0	0	0	0
Occupational Ed&Trng Pr Admstr	2	2	1	50.0%	1	50.0%	1	50.00%	0	1	0	0	0	0	0	1	0	0	0	0	0	0
Occupational Ed&TrngPr Adm- Sr	2	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Paratransit/Rideshare Ops Mgr	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Payroll Specialist	6	3	0	0.0%	3	100.0%	2	66.67%	0	0	0	0	0	0	0	1	1	1	0	0	0	0
Photographer - Lead	3	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Power Distribution Tech Asst	7	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Project/Program Manager I	2	5	2	40.0%	3	60.0%	2	40.00%	1	0	0	0	0	0	1	2	0	1	0	0	0	0
Project/Program Manager II	2	24	6	25.0%	18	75.0%	12	50.00%	2	2	0	2	0	0	0	10	0	3	4	1	0	0
Project/Program Manager III	2	33	13	39.4%	20	60.6%	8	24.24%	11	1	0	0	0	0	1	14	0	0	5	0	0	1
Project/Program Manager IV	2	15	6	40.0%	9	60.0%	2	13.33%	5	0	0	0	0	0	1	8	1	0	0	0	0	0
Rail Electrical Wkr -2nd/3rdSh	7	14	13	92.9%	1	7.1%	4	28.57%	10	1	1	0	1	0	0	0	1	0	0	0	0	0
Rail Electrical Wkr-2nd/3rd-Ld	7	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Electrical Worker	7	4	4	100.0%	0	0.0%	3	75.00%	1	1	0	2	0	0	0	0	0	0	0	0	0	0
Rail Electrical Worker - App	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Rail Electrical Worker - Lead	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Rail Electro-Mechanic	7	16	16	100.0%	0	0.0%	9	56.25%	7	1	3	1	1	2	1	0	0	0	0	0	0	0
Rail Electro-Mechanic - Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Electro-Mechanic -2nd Shf	7	17	16	94.1%	1	5.9%	6	35.29%	11	1	1	1	1	1	0	0	0	0	1	0	0	0
Rail Electro-Mechanic -3rd Shf	7	15	14	93.3%	1	6.7%	9	60.00%	5	3	1	3	0	0	2	1	0	0	0	0	0	0
Rail Electro-Mech-Lead-2ndShf	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Rail Electro-Mech-Lead-3rdShf	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Facilities Custodian	8	2	1	50.0%	1	50.0%	2	100.00%	0	0	0	1	0	0	0	0	0	0	1	0	0	0
Rail Facilities Custodian - Ld	8	2	1	50.0%	1	50.0%	2	100.00%	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Rail Facilities Mech -3rdShf	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	1	1	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mech -Lead	7	3	3	100.0%	0	0.0%	2	66.67%	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mech -Lead3dSh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mechanic	7	5	5	100.0%	0	0.0%	2	40.00%	3	2	0	0	0	0	0	0	0	0	0	0	0	0
Rail Laborer	8	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Laborer - Lead	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Rail Maint Svc Ctr Wkr - Lead	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Rail Maint Svc Ctr Wkr -2ndShf	8	2	1	50.0%	1	50.0%	2	100.00%	0	0	1	0	0	0	0	0	0	0	1	0	0	0
Rail Maint Svc Ctr Wkr -3rdShf	8	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Maint Svc Ctr Worker	8	5	3	60.0%	2	40.0%	4	80.00%	1	1	0	0	0	0	1	0	0	0	2	0	0	0
Rail Operator	8	75	63	84.0%	12	16.0%	27	36.00%	41	6	2	8	1	1	4	7	2	0	3	0	0	0
Rail Operator - Trainee	8	3	3	100.0%	0	0.0%	2	66.67%	1	2	0	0	0	0	0	0	0	0	0	0	0	0
Rail SCADA Sys Spec	3	6	6	100.0%	0	0.0%	1	16.67%	5	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail SCADA Sys Spec -3rd Shf	3	3	3	100.0%	0	0.0%	2	66.67%	1	1	0	1	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Rail SCADA Systems Spec Sr	3	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Service Wker-Lead-3rdShf	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Rail Service Worker	8	5	4	80.0%	1	20.0%	3	60.00%	1	3	0	0	0	0	0	1	0	0	0	0	0	0
Rail Service Worker - 3rd Shf	8	16	15	93.8%	1	6.3%	11	68.75%	4	4	2	4	0	1	0	1	0	0	0	0	0	0
Rail Service Worker - Lead	8	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Signal & Com Tech	7	5	5	100.0%	0	0.0%	0	0.00%	5	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Signal & Com Tech -3rdShf	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	0	1	0	0	1	0	0	0	0	0	0	0
Rail Signal & Com Tech-Ld	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Signal & Com Tech-Ld3dSh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Station Custn -2nd Shf	8	3	3	100.0%	0	0.0%	2	66.67%	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Rail Station Custn -2ndShf- Ld	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Station Custn -3rd Shf	8	10	10	100.0%	0	0.0%	9	90.00%	1	3	0	5	1	0	0	0	0	0	0	0	0	0
Rail Station Custn -3rdShf- Ld	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Station Custodian	8	11	11	100.0%	0	0.0%	7	63.64%	4	4	3	0	0	0	0	0	0	0	0	0	0	0
Rail Station Custodian - Ld	8	2	2	100.0%	0	0.0%	2	100.00%	0	1	0	0	0	0	1	0	0	0	0	0	0	0
Rail Supervisor	2	26	23	88.5%	3	11.5%	8	30.77%	15	4	1	1	0	1	1	3	0	0	0	0	0	0
Rail Supervisor - Trainee	2	5	3	60.0%	2	40.0%	3	60.00%	1	2	0	0	0	0	0	1	1	0	0	0	0	0
Rail Technical Trainer	2	7	7	100.0%	0	0.0%	2	28.57%	5	0	1	1	0	0	0	0	0	0	0	0	0	0
Rail Track & ROW Maint.-Ld3dSh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Track & ROW Maint.-Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Track & ROW Mnt -3rdShf	7	13	12	92.3%	1	7.7%	5	38.46%	7	2	0	1	1	0	1	1	0	0	0	0	0	0
Rail Track and ROW Maintainer	7	7	7	100.0%	0	0.0%	3	42.86%	4	0	2	0	0	1	0	0	0	0	0	0	0	0
Real Est Lnd Use Env Plan Supv	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Real Property Agent II	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Real Property Agent III	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Real Property Agent IV	2	2	1	50.0%	1	50.0%	1	50.00%	0	0	0	0	1	0	0	1	0	0	0	0	0	0
Rideshare Services Rep	6	15	8	53.3%	7	46.7%	9	60.00%	4	2	0	2	0	0	0	2	4	0	1	0	0	0
Safety & Health Admin I	2	2	2	100.0%	0	0.0%	2	100.00%	0	1	1	0	0	0	0	0	0	0	0	0	0	0
SEP Associate III	6	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Special Projects Manager II	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Special Projects Manager III	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Special Projects Manager IV	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Strategic Development Analyst	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Strategic Planning Mgr I	2	5	3	60.0%	2	40.0%	1	20.00%	3	0	0	0	0	0	0	1	0	0	1	0	0	0
Strategic Planning Mgr II	2	4	2	50.0%	2	50.0%	1	25.00%	1	1	0	0	0	0	0	2	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Streetcar Operator	8	30	19	63.3%	11	36.7%	14	46.67%	12	4	1	2	0	0	0	4	3	1	1	0	1	1
Streetcar Ops and Maint Supv	2	8	7	87.5%	1	12.5%	5	62.50%	2	1	1	2	1	0	0	1	0	0	0	0	0	0
Tr.Building Operating Eng.-App	7	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Accounting Rep -Senior	6	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Admin Support Spec I	6	2	0	0.0%	2	100.0%	1	50.00%	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Transit Admin Support Spec II	6	6	2	33.3%	4	66.7%	4	66.67%	1	1	0	0	0	0	0	1	1	2	0	0	0	0
Transit Admin Support Spec III	6	40	7	17.5%	33	82.5%	18	45.00%	3	0	0	3	0	1	0	19	3	1	9	0	0	1
Transit Base Dispatch/Planner	2	26	22	84.6%	4	15.4%	17	65.38%	7	7	0	7	0	1	0	2	1	0	0	0	0	1
Transit Bldg Opr Engr -3d Sh	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Building Opr Engineer	7	3	3	100.0%	0	0.0%	0	0.00%	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Building Opr Engr-Ld	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Capital Section Mgr	2	2	0	0.0%	2	100.0%	0	0.00%	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Transit Carpenter	7	8	7	87.5%	1	12.5%	3	37.50%	5	0	0	2	0	0	0	0	0	1	0	0	0	0
Transit Chief -Customer Svcs	2	5	1	20.0%	4	80.0%	0	0.00%	1	0	0	0	0	0	0	4	0	0	0	0	0	0
Transit Chief -Facility Maint	2	10	8	80.0%	2	20.0%	4	40.00%	4	2	1	1	0	0	0	2	0	0	0	0	0	0
Transit Chief -Market&Svc Info	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Chief -Operations	2	42	27	64.3%	15	35.7%	19	45.24%	14	8	3	1	0	1	0	9	6	0	0	0	0	0
Transit Chief -Power Distribtn	2	7	7	100.0%	0	0.0%	5	71.43%	2	4	0	1	0	0	0	0	0	0	0	0	0	0
Transit Chief -Radio Maint.	3	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Chief -Rail Ops	2	13	12	92.3%	1	7.7%	8	61.54%	5	1	1	4	0	1	0	0	1	0	0	0	0	0
Transit Chief -Rail Tract. Pwr	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Chief -Rail Veh Maint.	2	5	5	100.0%	0	0.0%	3	60.00%	2	0	0	2	0	1	0	0	0	0	0	0	0	0
Transit Chief -Railway,Sig&Fac	2	6	6	100.0%	0	0.0%	2	33.33%	4	1	0	1	0	0	0	0	0	0	0	0	0	0
Transit Chief -Rideshare Ops	2	3	1	33.3%	2	66.7%	1	33.33%	1	0	0	0	0	0	0	1	0	0	1	0	0	0
Transit Chief -Vehicle Maint.	2	29	27	93.1%	2	6.9%	12	41.38%	15	3	3	4	0	0	2	2	0	0	0	0	0	0
Transit Communications Coord.	2	26	21	80.8%	5	19.2%	13	50.00%	10	6	0	4	0	0	1	3	2	0	0	0	0	0
Transit Construction Mgmt I	2	2	2	100.0%	0	0.0%	2	100.00%	0	1	0	0	0	0	1	0	0	0	0	0	0	0
Transit Construction Mgmt III	2	6	6	100.0%	0	0.0%	1	16.67%	5	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Construction Mgmt IV	2	5	5	100.0%	0	0.0%	1	20.00%	4	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Construction Mgmt V	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Cust. Comm & Svcs Mgr	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Custodian - Lead	8	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Custodian -2nd Shf- Ld	8	3	2	66.7%	1	33.3%	3	100.00%	0	2	0	0	0	0	0	0	0	0	1	0	0	0
Transit Custodian -3rd Shf- Ld	8	2	1	50.0%	1	50.0%	2	100.00%	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Transit Custodian I	8	5	3	60.0%	2	40.0%	3	60.00%	1	0	0	2	0	0	0	1	0	1	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Custodian I - 2nd Shf	8	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Transit Custodian II	8	14	13	92.9%	1	7.1%	12	85.71%	2	6	0	3	0	1	1	0	1	0	0	0	0	0
Transit Custodian II -2nd Shf	8	25	24	96.0%	1	4.0%	22	88.00%	3	9	0	11	1	0	0	0	0	0	0	0	0	1
Transit Custodian II -3rd Shf	8	9	7	77.8%	2	22.2%	8	88.89%	0	4	0	2	0	0	1	1	0	0	1	0	0	0
Transit Customer Info Spc	6	22	7	31.8%	15	68.2%	13	59.09%	3	3	0	0	0	0	1	6	7	0	0	1	0	1
Transit Customer Info Spc -Sr	6	3	0	0.0%	3	100.0%	1	33.33%	0	0	0	0	0	0	0	2	1	0	0	0	0	0
Transit Customer Service Spec	6	4	1	25.0%	3	75.0%	2	50.00%	1	0	0	0	0	0	0	1	1	0	0	1	0	0
Transit Designer IV	2	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Designer V	2	6	3	50.0%	3	50.0%	1	16.67%	2	0	0	0	0	1	0	3	0	0	0	0	0	0
Transit Electronic Comm Tech	7	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	0	0	1	0	0	0	0	0	0	0	0
Transit Electronic Tech - Lead	7	3	3	100.0%	0	0.0%	0	0.00%	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Electronic Tech -2d Sh	7	6	6	100.0%	0	0.0%	4	66.67%	2	1	0	1	0	1	1	0	0	0	0	0	0	0
Transit Electronic Technician	7	16	16	100.0%	0	0.0%	7	43.75%	9	2	0	4	0	0	1	0	0	0	0	0	0	0
Transit Engineer I	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Transit Engineer II	2	2	1	50.0%	1	50.0%	1	50.00%	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Transit Engineer III	2	7	5	71.4%	2	28.6%	5	71.43%	1	3	0	1	0	0	0	1	0	1	0	0	0	0
Transit Engineer IV	2	16	13	81.3%	3	18.8%	4	25.00%	9	1	0	2	0	0	1	3	0	0	0	0	0	0
Transit Engineer V	2	16	12	75.0%	4	25.0%	2	12.50%	11	1	0	0	0	0	0	3	0	0	0	0	0	1
Transit Engineer VI	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Environ Planner II	2	2	1	50.0%	1	50.0%	1	50.00%	0	0	0	1	0	0	0	1	0	0	0	0	0	0
Transit Environ Planner III	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Equip Operator-3d Sh	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	0	1	1	0	0	0	0	0	0	0	0	0
Transit Equip Painter -2d Sh	7	3	3	100.0%	0	0.0%	2	66.67%	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Transit Equip Svc Wkr-Strs Drv	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Equip Svc Worker	7	21	18	85.7%	3	14.3%	11	52.38%	8	2	1	6	0	0	1	2	1	0	0	0	0	0
Transit Equip Svc Worker-2ndSh	7	69	68	98.6%	1	1.4%	48	69.57%	21	11	6	25	1	3	1	0	1	0	0	0	0	0
Transit Equip Svc Worker-3rdSh	7	45	44	97.8%	1	2.2%	33	73.33%	12	7	6	14	0	1	4	0	0	1	0	0	0	0
Transit Equip. Dispatch-3d Sh	3	6	6	100.0%	0	0.0%	0	0.00%	6	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Equip. Svc Wkr-Ld2ndSh	7	5	4	80.0%	1	20.0%	3	60.00%	2	0	0	2	0	0	0	0	1	0	0	0	0	0
Transit Equip. Svc Wkr-Ld3rdSh	7	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Equipment Dispatcher	3	7	6	85.7%	1	14.3%	2	28.57%	5	0	0	1	0	0	0	0	1	0	0	0	0	0
Transit Equipment Operator	7	6	6	100.0%	0	0.0%	4	66.67%	2	3	1	0	0	0	0	0	0	0	0	0	0	0
Transit Equipment Painter	7	8	8	100.0%	0	0.0%	7	87.50%	1	0	3	2	1	0	1	0	0	0	0	0	0	0
Transit Fac Elec-Ld-2nd/3rdShf	7	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	0	0	1	0	0	0	0	0	0	0	0
Transit Fac. Electn -2ndShf	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Fac. Electn -3rdShf	7	7	7	100.0%	0	0.0%	4	57.14%	3	3	0	1	0	0	0	0	0	0	0	0	0	0
Transit Fac. Electrician-Lead	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Facilities Electrician	7	3	3	100.0%	0	0.0%	2	66.67%	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Transit Facilities Maint. Wkr	8	5	2	40.0%	3	60.0%	2	40.00%	2	0	0	0	0	0	0	1	1	0	1	0	0	0
Transit Grounds Spc - Lead	8	4	4	100.0%	0	0.0%	0	0.00%	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Grounds Specialist	8	6	6	100.0%	0	0.0%	3	50.00%	3	2	1	0	0	0	0	0	0	0	0	0	0	0
Transit Info Distributor	6	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Instructor	2	20	18	90.0%	2	10.0%	8	40.00%	11	6	0	0	0	0	1	1	0	0	0	0	0	1
Transit Maint Constr-2d Sh	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Constr-3d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Constructor	7	4	4	100.0%	0	0.0%	1	25.00%	3	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Maint Constructor-Ld	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Machinist - Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Machinist-2d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Painter - Lead	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Sign. Spc - Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Signage Spc	7	5	5	100.0%	0	0.0%	2	40.00%	3	2	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maintenance Analyst	2	12	12	100.0%	0	0.0%	3	25.00%	9	1	0	1	1	0	0	0	0	0	0	0	0	0
Transit Maintenance Machinist	7	4	4	100.0%	0	0.0%	0	0.00%	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maintenance Painter	7	8	8	100.0%	0	0.0%	5	62.50%	3	2	1	1	0	1	0	0	0	0	0	0	0	0
Transit Mechanic	7	107	107	100.0%	0	0.0%	28	26.17%	79	5	3	10	2	3	5	0	0	0	0	0	0	0
Transit Mechanic - Apprentice	7	6	6	100.0%	0	0.0%	1	16.67%	5	0	0	0	0	1	0	0	0	0	0	0	0	0
Transit Mechanic - Lead	7	14	14	100.0%	0	0.0%	2	14.29%	12	0	0	1	1	0	0	0	0	0	0	0	0	0
Transit Mechanic -2d Sh	7	75	74	98.7%	1	1.3%	17	22.67%	57	2	4	6	0	2	3	1	0	0	0	0	0	0
Transit Mechanic -3d Sh	7	73	73	100.0%	0	0.0%	24	32.88%	49	3	3	7	1	1	9	0	0	0	0	0	0	0
Transit Mechanic -Ld-2d Sh	7	10	10	100.0%	0	0.0%	3	30.00%	7	0	0	3	0	0	0	0	0	0	0	0	0	0
Transit Mechanic -Ld-3d Sh	7	10	10	100.0%	0	0.0%	2	20.00%	8	0	0	1	0	1	0	0	0	0	0	0	0	0
Transit Metal Constr -2d Sh	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Metal Constructor	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Millwright	7	8	8	100.0%	0	0.0%	4	50.00%	4	2	0	0	1	1	0	0	0	0	0	0	0	0
Transit Millwright -2d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Operator	8	2679	2099	78.4%	580	21.6%	1639	61.18%	810	784	110	282	26	29	58	230	239	34	26	15	8	28
Transit Operator -System Board	8	14	13	92.9%	1	7.1%	11	78.57%	3	6	1	2	0	1	0	0	0	0	0	0	0	1
Transit Ops Security Liaison	2	4	4	100.0%	0	0.0%	2	50.00%	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Transit Ops Support Sys Coord	2	6	3	50.0%	3	50.0%	1	16.67%	2	1	0	0	0	0	0	3	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Parts Spc - 2d Sh	6	8	8	100.0%	0	0.0%	4	50.00%	4	0	0	1	0	0	3	0	0	0	0	0	0	0
Transit Parts Spc - 3d Sh	6	6	5	83.3%	1	16.7%	3	50.00%	2	1	1	0	1	0	0	1	0	0	0	0	0	0
Transit Parts Spec - Lead	6	7	6	85.7%	1	14.3%	3	42.86%	3	1	1	1	0	0	0	1	0	0	0	0	0	0
Transit Parts Specialist	6	6	5	83.3%	1	16.7%	1	16.67%	4	0	0	0	0	0	1	1	0	0	0	0	0	0
Transit Pass Sales Rep	6	9	3	33.3%	6	66.7%	5	55.56%	3	0	0	0	0	0	0	1	2	1	1	0	0	1
Transit Power Dist Coordinator	7	2	2	100.0%	0	0.0%	2	100.00%	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Transit Proj Control Engr I	2	4	1	25.0%	3	75.0%	3	75.00%	0	1	0	0	0	0	0	1	0	2	0	0	0	0
Transit Proj Control Engr II	2	3	1	33.3%	2	66.7%	1	33.33%	1	0	0	0	0	0	0	1	0	1	0	0	0	0
Transit Proj Control Engr III	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Proj Control Engr IV	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Purchasing Spc - Lead	6	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Purchasing Specialist	6	6	6	100.0%	0	0.0%	1	16.67%	5	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Radio & Comm Sys Spc	7	10	10	100.0%	0	0.0%	7	70.00%	3	2	0	4	0	0	1	0	0	0	0	0	0	0
Transit Revenue Coordinator	6	5	4	80.0%	1	20.0%	3	60.00%	2	1	0	0	0	1	0	0	1	0	0	0	0	0
Transit Schedule Plnr - Senior	2	12	8	66.7%	4	33.3%	4	33.33%	4	1	0	3	0	0	0	4	0	0	0	0	0	0
Transit Section Manager	2	10	4	40.0%	6	60.0%	4	40.00%	3	1	0	0	0	0	0	3	0	0	3	0	0	0
Transit Service Dev. Mgr	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Service Supervisor	2	58	43	74.1%	15	25.9%	19	32.76%	29	7	2	4	0	1	0	10	3	1	1	0	0	0
Transit Sheet Met Wkr -Ld-2dSh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Sheet Metal Wkr - Lead	7	5	5	100.0%	0	0.0%	2	40.00%	3	0	1	1	0	0	0	0	0	0	0	0	0	0
Transit Sheet Metal Wkr-2d Sh	7	9	9	100.0%	0	0.0%	2	22.22%	7	1	0	0	0	1	0	0	0	0	0	0	0	0
Transit Sheet Metal Wkr-3d Sh	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Sheet Metal Worker	7	20	20	100.0%	0	0.0%	5	25.00%	15	0	0	4	1	0	0	0	0	0	0	0	0	0
Transit Supervisor-in-Training	7	10	7	70.0%	3	30.0%	7	70.00%	2	3	0	1	0	1	0	1	1	0	1	0	0	0
Transit Supt. -Base Operations	2	7	4	57.1%	3	42.9%	3	42.86%	3	1	0	0	0	0	0	1	2	0	0	0	0	0
Transit Supt. -Control Center	2	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Fac Maint.	2	5	4	80.0%	1	20.0%	2	40.00%	2	0	1	0	0	0	1	1	0	0	0	0	0	0
Transit Supt. -Ops Training	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Plng & Tech Sup	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Power	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Transit Supt. -Rail Fac Maint.	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Rail Operations	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Rail Power	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Rail Training	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Rail Veh Maint.	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Supt. -Safety&Security	2	3	2	66.7%	1	33.3%	1	33.33%	1	1	0	0	0	0	0	1	0	0	0	0	0	0
Transit Supt. -Service Quality	2	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Veh.Procurement	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Vehicle Maint.	2	10	10	100.0%	0	0.0%	3	30.00%	7	1	0	1	0	0	1	0	0	0	0	0	0	0
Transit Supt.-RailTrack,St,Sig	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supv -Accessible Svcs	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Supv -Customer Svcs	2	2	1	50.0%	1	50.0%	1	50.00%	0	1	0	0	0	0	0	1	0	0	0	0	0	0
Transit Supv -Market &Svc Info	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Supv -Rideshare Ops	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Supv -Service Dev.	2	7	4	57.1%	3	42.9%	1	14.29%	4	0	0	0	0	0	0	2	0	0	1	0	0	0
Transit Supv -Systems Dev	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supv -Systems Ops	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Laborer	8	21	20	95.2%	1	4.8%	10	47.62%	11	5	2	1	1	0	0	0	1	0	0	0	0	0
Transit Utility Laborer - Lead	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Laborer-3d Sh	8	14	13	92.9%	1	7.1%	10	71.43%	4	4	0	3	0	1	1	0	0	1	0	0	0	0
Transit Utility Labor-Ld-3d Sh	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr	8	9	6	66.7%	3	33.3%	6	66.67%	2	2	0	1	0	0	1	1	1	0	1	0	0	0
Transit Utility Svc Wkr - Asst	8	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr-2d Sh	8	12	4	33.3%	8	66.7%	9	75.00%	0	2	0	2	0	0	0	3	1	1	2	1	0	0
Transit Utility Svc Wkr-3d Sh	8	25	13	52.0%	12	48.0%	20	80.00%	2	5	0	3	0	1	2	3	1	0	8	0	0	0
Transit Utility Svc Wkr-CDL2Sh	8	3	3	100.0%	0	0.0%	3	100.00%	0	1	0	1	1	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr-CDL3Sh	8	11	8	72.7%	3	27.3%	11	100.00%	0	4	0	4	0	0	0	0	3	0	0	0	0	0
Transit Utility Svc Wkr-CDLDrv	8	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr-Grd3Sh	8	2	1	50.0%	1	50.0%	2	100.00%	0	1	0	0	0	0	0	0	0	0	1	0	0	0
Transit Utility Svc Wkr-Grfd	8	4	2	50.0%	2	50.0%	4	100.00%	0	1	0	1	0	0	0	0	0	0	2	0	0	0
Transit Veh Damage Estr-3d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Veh Maint TIP Spc	6	9	1	11.1%	8	88.9%	3	33.33%	1	0	0	0	0	0	0	5	2	0	1	0	0	0
Transit Veh Upholster-2d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Veh. Maint. Mgr - Asst	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Vehicle Procure Admin	2	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Vehicle Upholsterer	7	6	6	100.0%	0	0.0%	3	50.00%	3	1	0	1	0	0	1	0	0	0	0	0	0	0
Transit Vehicle Upholster-Ld	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Warranty Claims Anlyst	2	4	2	50.0%	2	50.0%	2	50.00%	1	0	1	0	0	0	0	1	0	0	0	0	1	0
Transportation Planner I	2	3	1	33.3%	2	66.7%	2	66.67%	0	0	0	0	0	0	1	1	0	0	0	0	0	1
Transportation Planner II	2	18	9	50.0%	9	50.0%	6	33.33%	7	0	0	1	0	0	1	5	0	0	4	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transportation Planner III	2	39	19	48.7%	20	51.3%	12	30.77%	14	3	1	1	0	0	0	13	3	1	1	0	0	2
Transportation Planner IV	2	19	18	94.7%	1	5.3%	7	36.84%	11	4	1	1	0	0	1	1	0	0	0	0	0	0
Transportation Safety Admstr	2	11	7	63.6%	4	36.4%	3	27.27%	5	0	0	0	0	0	2	3	1	0	0	0	0	0
Utility Line Wkr-Helper 2d/3rd	8	6	5	83.3%	1	16.7%	2	33.33%	4	1	0	0	0	0	0	0	0	0	1	0	0	0
Utility Line Worker	7	7	7	100.0%	0	0.0%	2	28.57%	5	1	1	0	0	0	0	0	0	0	0	0	0	0
Utility Line Worker - Helper	8	5	5	100.0%	0	0.0%	3	60.00%	2	2	1	0	0	0	0	0	0	0	0	0	0	0
Utility Line Wrkr 2nd/3rd	7	6	6	100.0%	0	0.0%	1	16.67%	5	0	0	1	0	0	0	0	0	0	0	0	0	0
Website Developer - Senior	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Metro Workforce Analysis by Job Title as of December 31, 2021

Job Title	EEOC Category	Total Workforce						Men						Women								
		Total Men & Women	Total Men	Percent Women	Total Women	Percent Women	Total Minorities	Percent Minorities	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races
Accountant - Senior	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Administrative Specialist II	6	4	0	0.0%	4	100.0%	2	50.00%	0	0	0	0	0	0	0	2	1	0	1	0	0	0
Administrative Specialist III	6	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Administrative Staff Assistant	6	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Administrator I	2	10	1	10.0%	9	90.0%	8	80.00%	0	0	1	0	0	0	0	2	5	1	1	0	0	0
Administrator II	2	7	1	14.3%	6	85.7%	1	14.29%	1	0	0	0	0	0	0	5	1	0	0	0	0	0
Administrator III	2	5	1	20.0%	4	80.0%	3	60.00%	0	0	0	1	0	0	0	2	0	0	1	0	0	1
Administrator IV	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Asst County Executive Ops I	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Bus Assembly Inspector	2	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Business & Finance Officer III	2	5	2	40.0%	3	60.0%	3	60.00%	0	0	0	2	0	0	0	2	0	0	0	0	0	1
Business & Finance Officer IV	2	4	3	75.0%	1	25.0%	1	25.00%	2	0	0	1	0	0	0	1	0	0	0	0	0	0
Business Analyst	2	2	1	50.0%	1	50.0%	1	50.00%	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Business Analyst - Sr.	2	5	4	80.0%	1	20.0%	1	20.00%	3	0	0	1	0	0	0	1	0	0	0	0	0	0
Cable Splicer	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Capital Projects Managing Supv	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Chief of Staff II	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Communications Manager	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Communications Specialist II	2	4	1	25.0%	3	75.0%	2	50.00%	1	0	0	0	0	0	0	1	0	1	0	0	0	1
Communications Specialist III	2	9	1	11.1%	8	88.9%	5	55.56%	0	0	1	0	0	0	0	4	0	1	2	0	0	1
Communications Specialist IV	2	6	3	50.0%	3	50.0%	2	33.33%	2	1	0	0	0	0	0	2	0	1	0	0	0	0
Continuous Improvement Spc	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Continuous Improvement Spc -Sr	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Contract Specialist II	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Customer Services Coord -Lead	6	6	3	50.0%	3	50.0%	3	50.00%	1	0	1	0	0	0	1	2	1	0	0	0	0	0
Customer Services Coordinator	6	9	4	44.4%	5	55.6%	6	66.67%	2	2	0	0	0	0	0	1	1	0	3	0	0	0
Dep Dept Dir-Metro Transit	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Dep Div Dir-Bus Ops	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Dep Div Dir-MT Emp Svcs	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Dep Div Dir-MT Vehicle Maint	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Dep Div Dir-Rail	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Dept Dir-Metro Transit	1	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-Bus Ops	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-Marine	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-MT Cap Proj	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Div Dir-MT Emp Svcs	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Div Dir-MT Fin&Admin	1	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-MT Mobility	1	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Div Dir-MT Vehicle Maint	1	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Div Dir-Rail	1	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Div Dir-Trans Facilt	1	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Educator Consultant II	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
EIB Manager III	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Electrician Constr Crew Chief	7	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Electrician Constructor	7	9	9	100.0%	0	0.0%	2	22.22%	7	1	0	1	0	0	0	0	0	0	0	0	0	0
Electrician Constructor 2nd	7	6	6	100.0%	0	0.0%	1	16.67%	5	1	0	0	0	0	0	0	0	0	0	0	0	0
Employee & Labor Relations Rep	2	5	2	40.0%	3	60.0%	1	20.00%	1	0	0	0	0	0	1	3	0	0	0	0	0	0
Employee Trans Prog Admintor	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Engineer IV	2	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Environmental Scientist II	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Environmental Scientist III	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Executive Secretary/Asst I	6	6	1	16.7%	5	83.3%	2	33.33%	0	0	0	0	0	1	0	4	1	0	0	0	0	0
Executive Secretary/Asst II	6	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Finance and Admin Services Mgr	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Finance Mgr - Enterprise Ops	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Financial Services Administr.	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Fiscal Specialist I	6	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	1	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Fiscal Specialist II	6	2	1	50.0%	1	50.0%	2	100.00%	0	0	0	1	0	0	0	0	0	0	1	0	0	0
Fiscal Specialist III	6	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Functional Analyst II	2	3	1	33.3%	2	66.7%	2	66.67%	1	0	0	0	0	0	0	0	1	0	0	1	0	0
Functional Analyst III	2	24	12	50.0%	12	50.0%	13	54.17%	7	2	0	1	0	0	2	4	1	0	5	1	0	1
Functional Analyst IV	2	5	4	80.0%	1	20.0%	2	40.00%	2	0	0	2	0	0	0	1	0	0	0	0	0	0
GIS Specialist - Senior	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Government Relations Administr	2	3	1	33.3%	2	66.7%	0	0.00%	1	0	0	0	0	0	0	2	0	0	0	0	0	0
Government Relations Officer	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Grant Administrator	2	2	1	50.0%	1	50.0%	1	50.00%	1	0	0	0	0	0	0	0	0	1	0	0	0	0
Human Resource Analyst	2	16	3	18.8%	13	81.3%	6	37.50%	2	1	0	0	0	0	0	8	3	1	0	0	0	1
Human Resource Analyst- Senior	2	8	0	0.0%	8	100.0%	6	75.00%	0	0	0	0	0	0	0	2	1	0	2	0	0	3
Human Resource Associate	6	7	1	14.3%	6	85.7%	6	85.71%	0	0	0	1	0	0	0	1	1	0	3	0	0	1
Human Resources Mgr I	2	3	1	33.3%	2	66.7%	3	100.00%	0	0	0	1	0	0	0	0	1	0	1	0	0	0
Human Resources Mgr II	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Human Resources Mgr III	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Inventory Purchasing Spec III	6	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Investigations Manager	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
IT Project Administrator -Jrny	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
IT Project Manager II	2	11	7	63.6%	4	36.4%	1	9.09%	7	0	0	0	0	0	0	3	0	0	1	0	0	0
Labor Relations Negotiator-Sr	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Line Crew Chief	7	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Line Material Worker I	7	5	4	80.0%	1	20.0%	0	0.00%	4	0	0	0	0	0	0	1	0	0	0	0	0	0
Line Material Worker I -2/3rd	7	3	3	100.0%	0	0.0%	1	33.33%	2	0	1	0	0	0	0	0	0	0	0	0	0	0
Line Material Worker II	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Maintenance Planner Scheduler	2	4	3	75.0%	1	25.0%	2	50.00%	1	0	1	1	0	0	0	1	0	0	0	0	0	0
Manager - Transit Sys Dev &Ops	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Marine Captain	2	3	3	100.0%	0	0.0%	1	33.33%	2	0	1	0	0	0	0	0	0	0	0	0	0	0
Marine Deckhand	8	14	13	92.9%	1	7.1%	3	21.43%	10	0	2	1	0	0	0	1	0	0	0	0	0	0
Marine Engineer	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Marine Information Agent	6	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Marine Oiler	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Marine Operations & Maint. Mgr	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Marine Operations Supervisor	2	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Marketing and Sales Spec II	2	6	4	66.7%	2	33.3%	2	33.33%	2	2	0	0	0	0	0	2	0	0	0	0	0	0
Marketing and Sales Spec III	2	5	2	40.0%	3	60.0%	0	0.00%	2	0	0	0	0	0	0	3	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Occupational Ed&Trng Pr Admstr	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Occupational Ed&TrngPr Adm- Sr	2	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Paratransit/Rideshare Ops Mgr	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Payroll Specialist	6	3	0	0.0%	3	100.0%	2	66.67%	0	0	0	0	0	0	0	1	1	1	0	0	0	0
Photographer - Lead	3	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Power Distribution Tech Asst	7	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Program Project Director	1	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Project/Program Manager I	2	5	2	40.0%	3	60.0%	2	40.00%	2	0	0	0	0	0	0	1	1	0	0	0	0	1
Project/Program Manager II	2	22	9	40.9%	13	59.1%	10	45.45%	4	1	0	3	0	0	1	8	0	2	2	1	0	0
Project/Program Manager III	2	43	18	41.9%	25	58.1%	18	41.86%	11	4	1	1	0	0	1	14	0	1	7	0	0	3
Project/Program Manager IV	2	17	10	58.8%	7	41.2%	1	5.88%	9	1	0	0	0	0	0	7	0	0	0	0	0	0
Rail Electrical Wkr -2nd/3rdSh	7	14	13	92.9%	1	7.1%	4	28.57%	10	0	1	1	1	0	0	0	1	0	0	0	0	0
Rail Electrical Wkr-2nd/3rd-Ld	7	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Electrical Worker	7	3	3	100.0%	0	0.0%	2	66.67%	1	1	0	1	0	0	0	0	0	0	0	0	0	0
Rail Electrical Worker - App	7	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Electrical Worker - Lead	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Rail Electro-Mechanic	7	23	22	95.7%	1	4.3%	15	65.22%	8	2	5	3	1	1	2	0	1	0	0	0	0	0
Rail Electro-Mechanic - Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Electro-Mechanic -2nd Shf	7	16	14	87.5%	2	12.5%	5	31.25%	10	0	0	1	1	1	1	1	0	0	1	0	0	0
Rail Electro-Mechanic -3rd Shf	7	15	15	100.0%	0	0.0%	11	73.33%	4	3	3	3	1	1	0	0	0	0	0	0	0	0
Rail Electro-Mech-Lead-2ndShf	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Electro-Mech-Lead-3rdShf	7	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Rail Facilities Custodian	8	5	4	80.0%	1	20.0%	4	80.00%	1	2	0	1	0	0	0	0	0	0	1	0	0	0
Rail Facilities Custodian - Ld	8	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Rail Facilities Mech -2ndShf	7	2	2	100.0%	0	0.0%	2	100.00%	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mech -3rdShf	7	8	8	100.0%	0	0.0%	5	62.50%	3	1	1	2	0	1	0	0	0	0	0	0	0	0
Rail Facilities Mech -Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mech -Lead2dSh	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mech -Lead3dSh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Facilities Mechanic	7	5	5	100.0%	0	0.0%	0	0.00%	5	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Maint Svc Ctr Wkr - Lead	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Rail Maint Svc Ctr Wkr -2ndShf	8	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Maint Svc Ctr Wkr -3rdShf	8	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Rail Maint Svc Ctr Wkr-Ld-2dSh	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Rail Maint Svc Ctr Worker	8	4	2	50.0%	2	50.0%	3	75.00%	1	0	0	0	0	0	1	0	0	0	2	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Rail Operator	8	84	75	89.3%	9	10.7%	35	41.67%	45	9	3	12	1	1	4	4	1	1	3	0	0	0
Rail Operator - Trainee	8	13	10	76.9%	3	23.1%	7	53.85%	4	1	0	5	0	0	0	2	0	0	1	0	0	0
Rail SCADA Sys Spec	3	10	10	100.0%	0	0.0%	4	40.00%	6	3	0	1	0	0	0	0	0	0	0	0	0	0
Rail SCADA Sys Spec -3rd Shf	3	3	3	100.0%	0	0.0%	2	66.67%	1	1	0	1	0	0	0	0	0	0	0	0	0	0
Rail SCADA Systems Spec Sr	3	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Service Wker-Lead-3rdShf	8	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Service Worker	8	8	7	87.5%	1	12.5%	5	62.50%	2	3	0	2	0	0	0	1	0	0	0	0	0	0
Rail Service Worker - 3rd Shf	8	17	15	88.2%	2	11.8%	12	70.59%	4	5	1	3	0	1	1	1	0	0	1	0	0	0
Rail Service Worker - Lead	8	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Rail Signal & Com Tech	7	6	6	100.0%	0	0.0%	1	16.67%	5	0	0	1	0	0	0	0	0	0	0	0	0	0
Rail Signal & Com Tech -3rdShf	7	4	4	100.0%	0	0.0%	3	75.00%	1	0	1	1	0	0	1	0	0	0	0	0	0	0
Rail Signal & Com Tech-Ld	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Signal & Com Tech-Ld3dSh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Station Custn -2nd Shf	8	4	4	100.0%	0	0.0%	2	50.00%	2	1	0	1	0	0	0	0	0	0	0	0	0	0
Rail Station Custn -3rd Shf	8	11	11	100.0%	0	0.0%	11	100.00%	0	4	0	6	1	0	0	0	0	0	0	0	0	0
Rail Station Custn -3rdShf- Ld	8	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Rail Station Custodian	8	16	15	93.8%	1	6.3%	14	87.50%	2	7	2	1	1	0	2	0	0	0	0	0	0	1
Rail Station Custodian - Ld	8	4	3	75.0%	1	25.0%	3	75.00%	1	2	0	0	0	0	0	0	0	0	1	0	0	0
Rail Supervisor	2	28	24	85.7%	4	14.3%	11	39.29%	14	5	1	1	0	1	2	3	1	0	0	0	0	0
Rail Supervisor - Trainee	2	11	6	54.5%	5	45.5%	7	63.64%	3	1	0	1	0	0	1	1	2	0	1	0	0	1
Rail Technical Trainer	2	8	8	100.0%	0	0.0%	2	25.00%	6	0	1	0	0	1	0	0	0	0	0	0	0	0
Rail Track & ROW Maint.-Ld3dSh	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Track & ROW Maint.-Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail Track & ROW Mnt -3rdShf	7	10	10	100.0%	0	0.0%	5	50.00%	5	2	0	1	1	1	0	0	0	0	0	0	0	0
Rail Track and ROW Maintainer	7	8	7	87.5%	1	12.5%	3	37.50%	4	0	3	0	0	0	0	1	0	0	0	0	0	0
Real Est Lnd Use Env Plan Supv	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Real Property Agent II	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Real Property Agent IV	2	3	1	33.3%	2	66.7%	1	33.33%	0	0	0	0	1	0	0	2	0	0	0	0	0	0
REW - App 2nd/3rd Shift	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Rideshare Services Rep	6	15	8	53.3%	7	46.7%	8	53.33%	5	2	0	1	0	0	0	2	4	0	1	0	0	0
Safety & Health Admin I	2	4	3	75.0%	1	25.0%	3	75.00%	1	2	0	0	0	0	0	0	1	0	0	0	0	0
SEP Associate I	6	5	5	100.0%	0	0.0%	3	60.00%	2	2	0	1	0	0	0	0	0	0	0	0	0	0
SEP Associate III	6	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Special Projects Manager I	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Special Projects Manager II	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Special Projects Manager IV	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Strategic Planning Mgr I	2	4	2	50.0%	2	50.0%	1	25.00%	2	0	0	0	0	0	0	1	0	0	1	0	0	0
Strategic Planning Mgr II	2	4	1	25.0%	3	75.0%	2	50.00%	1	0	0	0	0	0	0	1	1	1	0	0	0	0
Streetcar Operator	8	30	19	63.3%	11	36.7%	13	43.33%	12	4	1	2	0	0	0	5	3	1	0	1	1	0
Streetcar Ops and Maint Supv	2	9	8	88.9%	1	11.1%	6	66.67%	2	1	2	2	1	0	0	1	0	0	0	0	0	0
Streetcar Ops&Maint Supv-Trne	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Tr.Building Operating Eng.-App	7	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Accounting Rep -Senior	6	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Admin Support Spec I	6	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Admin Support Spec II	6	4	1	25.0%	3	75.0%	3	75.00%	0	1	0	0	0	0	0	1	0	1	1	0	0	0
Transit Admin Support Spec III	6	36	5	13.9%	31	86.1%	20	55.56%	1	0	0	3	0	1	0	15	4	3	8	0	0	1
Transit Base Dispatch/Planner	2	27	20	74.1%	7	25.9%	19	70.37%	5	5	0	8	0	1	1	3	2	0	2	0	0	0
Transit Bldg Opr Engr -2d Sh	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Building Opr Engineer	7	6	6	100.0%	0	0.0%	0	0.00%	6	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Building Opr Engr-Ld	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Capital Section Mgr	2	2	0	0.0%	2	100.0%	0	0.00%	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Transit Carpenter	7	6	6	100.0%	0	0.0%	1	16.67%	5	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Chief -Customer Svcs	2	5	2	40.0%	3	60.0%	1	20.00%	1	0	0	1	0	0	0	3	0	0	0	0	0	0
Transit Chief -Facility Maint	2	9	7	77.8%	2	22.2%	4	44.44%	3	2	1	1	0	0	0	2	0	0	0	0	0	0
Transit Chief -Market&Svc Info	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Chief -Operations	2	35	24	68.6%	11	31.4%	16	45.71%	12	7	2	1	0	1	1	7	4	0	0	0	0	0
Transit Chief -Power Distribtn	2	7	7	100.0%	0	0.0%	6	85.71%	1	5	1	0	0	0	0	0	0	0	0	0	0	0
Transit Chief -Radio Maint.	3	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Chief -Rail Ops	2	14	11	78.6%	3	21.4%	9	64.29%	4	2	1	3	0	1	0	1	2	0	0	0	0	0
Transit Chief -Rail Tract. Pwr	2	3	2	66.7%	1	33.3%	1	33.33%	1	1	0	0	0	0	0	1	0	0	0	0	0	0
Transit Chief -Rail Veh Maint.	2	5	5	100.0%	0	0.0%	3	60.00%	2	0	1	2	0	0	0	0	0	0	0	0	0	0
Transit Chief -Railway,Sig&Fac	2	8	8	100.0%	0	0.0%	3	37.50%	5	1	1	1	0	0	0	0	0	0	0	0	0	0
Transit Chief -Rideshare Ops	2	3	1	33.3%	2	66.7%	1	33.33%	1	0	0	0	0	0	0	1	0	0	1	0	0	0
Transit Chief -Vehicle Maint.	2	29	26	89.7%	3	10.3%	13	44.83%	15	3	2	4	0	0	2	1	0	0	0	0	1	1
Transit Communications Coord.	2	26	20	76.9%	6	23.1%	12	46.15%	11	7	0	1	0	0	1	3	2	0	0	0	0	1
Transit Construction Mgmt I	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Construction Mgmt III	2	6	6	100.0%	0	0.0%	1	16.67%	5	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Construction Mgmt IV	2	5	5	100.0%	0	0.0%	1	20.00%	4	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Construction Mgmt V	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Cust. Comm & Svcs Mgr	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+	
Transit Custodian - Lead	8	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
Transit Custodian -2nd Shf- Ld	8	2	1	50.0%	1	50.0%	2	100.00%	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Transit Custodian I	8	6	4	66.7%	2	33.3%	5	83.33%	1	0	0	3	0	0	0	0	0	1	1	0	0	0	0
Transit Custodian II	8	12	11	91.7%	1	8.3%	9	75.00%	3	5	0	2	0	1	0	0	0	0	0	0	0	0	1
Transit Custodian II -2nd Shf	8	23	21	91.3%	2	8.7%	21	91.30%	2	9	0	10	0	0	0	0	0	2	0	0	0	0	0
Transit Customer Info Spc	6	20	7	35.0%	13	65.0%	12	60.00%	3	2	0	1	0	0	1	5	5	0	1	1	1	1	0
Transit Customer Info Spc -Sr	6	4	1	25.0%	3	75.0%	2	50.00%	0	1	0	0	0	0	0	2	1	0	0	0	0	0	0
Transit Customer Service Spec	6	8	1	12.5%	7	87.5%	5	62.50%	1	0	0	0	0	0	0	2	2	0	0	1	0	2	
Transit Designer IV	2	3	3	100.0%	0	0.0%	1	33.33%	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Designer V	2	5	2	40.0%	3	60.0%	1	20.00%	1	0	0	0	0	1	0	3	0	0	0	0	0	0	0
Transit Electronic Comm Tech	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Electronic Tech - Lead	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Electronic Tech -2d Sh	7	7	7	100.0%	0	0.0%	6	85.71%	1	1	0	2	1	1	1	0	0	0	0	0	0	0	0
Transit Electronic Tech -3d Sh	7	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Transit Electronic Technician	7	15	15	100.0%	0	0.0%	7	46.67%	8	1	0	5	0	1	0	0	0	0	0	0	0	0	0
Transit Engineer I	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Transit Engineer II	2	2	1	50.0%	1	50.0%	1	50.00%	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0
Transit Engineer III	2	4	3	75.0%	1	25.0%	3	75.00%	1	2	0	0	0	0	0	0	0	1	0	0	0	0	0
Transit Engineer IV	2	16	13	81.3%	3	18.8%	6	37.50%	7	2	0	3	0	0	1	3	0	0	0	0	0	0	0
Transit Engineer V	2	20	15	75.0%	5	25.0%	4	20.00%	12	1	0	1	0	1	0	4	0	0	0	0	0	0	1
Transit Engineer VI	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Environ Planner II	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Environ Planner III	2	3	1	33.3%	2	66.7%	0	0.00%	1	0	0	0	0	0	0	2	0	0	0	0	0	0	0
Transit Equip Operator-3d Sh	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Transit Equip Painter - Lead	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Equip Painter -2d Sh	7	2	2	100.0%	0	0.0%	1	50.00%	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Equip Svc Wkr-Strs Drv	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Equip Svc Worker	7	18	17	94.4%	1	5.6%	10	55.56%	7	0	1	8	0	1	0	1	0	0	0	0	0	0	0
Transit Equip Svc Worker-2ndSh	7	73	67	91.8%	6	8.2%	50	68.49%	21	8	5	27	1	2	3	2	3	0	1	0	0	0	
Transit Equip Svc Worker-3rdSh	7	46	44	95.7%	2	4.3%	35	76.09%	10	8	7	15	0	1	3	1	0	1	0	0	0	0	
Transit Equip. Dispatch-3d Sh	3	7	6	85.7%	1	14.3%	1	14.29%	6	0	0	0	0	0	0	0	1	0	0	0	0	0	
Transit Equip. Svc Wkr-Ld2ndSh	7	6	5	83.3%	1	16.7%	3	50.00%	3	0	0	2	0	0	0	0	1	0	0	0	0	0	
Transit Equip. Svc Wkr-Ld3rdSh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Equipment Dispatcher	3	7	7	100.0%	0	0.0%	1	14.29%	6	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Equipment Operator	7	5	5	100.0%	0	0.0%	4	80.00%	1	2	1	0	0	0	1	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Equipment Operator-Ld	7	1	1	100.0%	0	0.0%	1	100.00%	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Equipment Painter	7	7	7	100.0%	0	0.0%	6	85.71%	1	1	2	1	1	0	1	0	0	0	0	0	0	0
Transit Fac Elec-Ld-2nd/3rdShf	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Fac. Electn -2ndShf	7	3	3	100.0%	0	0.0%	2	66.67%	1	2	0	0	0	0	0	0	0	0	0	0	0	0
Transit Fac. Electn -3rdShf	7	8	8	100.0%	0	0.0%	3	37.50%	5	1	1	1	0	0	0	0	0	0	0	0	0	0
Transit Fac. Electrician-Lead	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Facilities Electrician	7	4	2	50.0%	2	50.0%	1	25.00%	2	0	0	0	0	0	0	1	1	0	0	0	0	0
Transit Facilities Maint. Wkr	8	5	2	40.0%	3	60.0%	2	40.00%	2	0	0	0	0	0	0	1	1	0	1	0	0	0
Transit Grounds Spc - Lead	8	4	4	100.0%	0	0.0%	0	0.00%	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Grounds Specialist	8	5	4	80.0%	1	20.0%	3	60.00%	2	1	1	0	0	0	0	0	0	0	1	0	0	0
Transit Info Distributor	6	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Instructor	2	21	17	81.0%	4	19.0%	7	33.33%	11	4	0	2	0	0	0	3	0	0	0	0	0	1
Transit Maint Constr-2d Sh	7	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Maint Constructor	7	5	5	100.0%	0	0.0%	2	40.00%	3	0	0	2	0	0	0	0	0	0	0	0	0	0
Transit Maint Constructor-Ld	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Machinist - Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Machinist-2d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Painter - Lead	7	3	3	100.0%	0	0.0%	1	33.33%	2	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Sign. Spc - Lead	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maint Signage Spc	7	4	4	100.0%	0	0.0%	1	25.00%	3	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Maintenance Analyst	2	11	11	100.0%	0	0.0%	3	27.27%	8	1	0	1	1	0	0	0	0	0	0	0	0	0
Transit Maintenance Machinist	7	4	4	100.0%	0	0.0%	1	25.00%	3	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Maintenance Painter	7	6	6	100.0%	0	0.0%	3	50.00%	3	1	0	1	0	1	0	0	0	0	0	0	0	0
Transit Mechanic	7	103	103	100.0%	0	0.0%	28	27.18%	75	5	4	10	1	3	5	0	0	0	0	0	0	0
Transit Mechanic - Apprentice	7	6	6	100.0%	0	0.0%	1	16.67%	5	0	0	0	0	1	0	0	0	0	0	0	0	0
Transit Mechanic - Lead	7	14	14	100.0%	0	0.0%	4	28.57%	10	0	0	3	1	0	0	0	0	0	0	0	0	0
Transit Mechanic -2d Sh	7	72	71	98.6%	1	1.4%	17	23.61%	54	1	5	6	0	1	4	1	0	0	0	0	0	0
Transit Mechanic -3d Sh	7	72	72	100.0%	0	0.0%	25	34.72%	47	4	2	8	1	3	7	0	0	0	0	0	0	0
Transit Mechanic -Ld-2d Sh	7	10	10	100.0%	0	0.0%	2	20.00%	8	0	0	2	0	0	0	0	0	0	0	0	0	0
Transit Mechanic -Ld-3d Sh	7	9	9	100.0%	0	0.0%	2	22.22%	7	0	0	0	0	1	1	0	0	0	0	0	0	0
Transit Metal Constr -2d Sh	7	2	1	50.0%	1	50.0%	2	100.00%	0	0	0	0	0	0	1	0	0	1	0	0	0	0
Transit Metal Constructor	7	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Millwright	7	9	9	100.0%	0	0.0%	3	33.33%	6	1	0	0	1	1	0	0	0	0	0	0	0	0
Transit Operator	8	2589	2042	78.9%	547	21.1%	1669	64.47%	716	817	103	289	27	37	53	204	230	34	30	14	10	25
Transit Operator -System Board	8	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Ops Security Liaison	2	5	4	80.0%	1	20.0%	2	40.00%	2	2	0	0	0	0	0	1	0	0	0	0	0	0
Transit Ops Support Sys Coord	2	6	3	50.0%	3	50.0%	1	16.67%	2	1	0	0	0	0	0	3	0	0	0	0	0	0
Transit Parts Spc - 2d Sh	6	7	7	100.0%	0	0.0%	2	28.57%	5	0	0	0	0	0	2	0	0	0	0	0	0	0
Transit Parts Spc - 3d Sh	6	6	5	83.3%	1	16.7%	3	50.00%	2	0	1	0	1	0	1	1	0	0	0	0	0	0
Transit Parts Spec - Lead	6	7	6	85.7%	1	14.3%	3	42.86%	3	1	1	1	0	0	0	1	0	0	0	0	0	0
Transit Parts Specialist	6	7	6	85.7%	1	14.3%	1	14.29%	5	1	0	0	0	0	0	1	0	0	0	0	0	0
Transit Pass Sales Rep	6	13	5	38.5%	8	61.5%	7	53.85%	4	0	0	0	0	0	1	2	3	1	1	0	0	1
Transit Power Dist Coordinator	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Proj Control Engr I	2	4	0	0.0%	4	100.0%	3	75.00%	0	0	0	0	0	0	0	1	0	3	0	0	0	0
Transit Proj Control Engr II	2	3	1	33.3%	2	66.7%	1	33.33%	1	0	0	0	0	0	0	1	0	1	0	0	0	0
Transit Proj Control Engr III	2	2	1	50.0%	1	50.0%	0	0.00%	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Proj Control Engr IV	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Purchasing Spc - Lead	6	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Purchasing Specialist	6	8	7	87.5%	1	12.5%	2	25.00%	6	0	0	0	0	0	1	0	0	0	0	0	0	1
Transit Radio & Comm Sys Spc	7	4	4	100.0%	0	0.0%	3	75.00%	1	1	0	2	0	0	0	0	0	0	0	0	0	0
Transit Radio&Comm Sys Spc-Ld	7	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Revenue Coordinator	6	6	4	66.7%	2	33.3%	3	50.00%	3	1	0	0	0	0	0	0	1	0	0	0	0	1
Transit Schedule Plnr - Senior	2	12	7	58.3%	5	41.7%	2	16.67%	5	0	0	2	0	0	0	5	0	0	0	0	0	0
Transit Section Manager	2	11	4	36.4%	7	63.6%	4	36.36%	3	1	0	0	0	0	0	4	1	0	2	0	0	0
Transit Service Dev. Mgr	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transit Service Supervisor	2	59	49	83.1%	10	16.9%	26	44.07%	27	13	2	5	0	2	0	6	3	1	0	0	0	0
Transit Sheet Met Wkr -Ld-2dSh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Sheet Metal Wkr - Lead	7	4	4	100.0%	0	0.0%	2	50.00%	2	0	1	1	0	0	0	0	0	0	0	0	0	0
Transit Sheet Metal Wkr-2d Sh	7	7	7	100.0%	0	0.0%	1	14.29%	6	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Sheet Metal Wkr-3d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Sheet Metal Worker	7	19	19	100.0%	0	0.0%	6	31.58%	13	0	0	4	1	1	0	0	0	0	0	0	0	0
Transit Supervisor-in-Training	7	15	12	80.0%	3	20.0%	7	46.67%	7	1	2	1	0	0	1	1	1	0	0	0	0	1
Transit Supt. -Base Operations	2	6	4	66.7%	2	33.3%	4	66.67%	2	1	0	1	0	0	0	0	2	0	0	0	0	0
Transit Supt. -Control Center	2	2	2	100.0%	0	0.0%	0	0.00%	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Fac Maint.	2	5	4	80.0%	1	20.0%	3	60.00%	1	1	1	0	0	0	1	1	0	0	0	0	0	0
Transit Supt. -Ops Training	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Png & Tech Sup	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Power	2	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Transit Supt. -Rail Fac Maint.	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Rail Operations	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+	
Transit Supt. -Rail Power	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Rail Training	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Rail Veh Maint.	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Safety&Security	2	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Service Quality	2	2	2	100.0%	0	0.0%	1	50.00%	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Veh.Procurement	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supt. -Vehicle Maint.	2	10	10	100.0%	0	0.0%	3	30.00%	7	1	0	1	0	0	1	0	0	0	0	0	0	0	0
Transit Supt.-RailTrack,St,Sig	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supv -Accessible Svcs	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Supv -Customer Svcs	2	2	1	50.0%	1	50.0%	1	50.00%	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Supv -Market &Svc Info	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Transit Supv -Rideshare Ops	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Supv -Service Dev.	2	7	4	57.1%	3	42.9%	1	14.29%	4	0	0	0	0	0	0	2	0	0	1	0	0	0	0
Transit Supv -Systems Dev	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supv -Systems Ops	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Supv-Cap Planning Fac	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Laborer	8	22	22	100.0%	0	0.0%	14	63.64%	8	8	1	2	1	1	1	0	0	0	0	0	0	0	0
Transit Utility Laborer - Lead	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Laborer-3d Sh	8	13	12	92.3%	1	7.7%	8	61.54%	5	5	0	2	0	0	0	0	0	1	0	0	0	0	0
Transit Utility Labor-Ld-3d Sh	8	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr	8	9	6	66.7%	3	33.3%	7	77.78%	2	1	0	2	0	0	1	0	1	0	1	1	1	0	0
Transit Utility Svc Wkr-2d Sh	8	14	5	35.7%	9	64.3%	12	85.71%	0	3	0	1	0	0	1	2	0	1	3	0	1	2	
Transit Utility Svc Wkr-3d Sh	8	52	32	61.5%	20	38.5%	45	86.54%	4	11	2	9	0	1	5	3	3	1	9	0	2	2	
Transit Utility Svc Wkr-CDL2Sh	8	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Transit Utility Svc Wkr-CDL3Sh	8	2	2	100.0%	0	0.0%	2	100.00%	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr-CDLDrv	8	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Utility Svc Wkr-Grd2Sh	8	1	0	0.0%	1	100.0%	1	100.00%	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Transit Utility Svc Wkr-Grfd	8	4	3	75.0%	1	25.0%	4	100.00%	0	2	0	1	0	0	0	0	0	0	1	0	0	0	0
Transit Veh Damage Estr-3d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Veh Maint TIP Spc	6	7	1	14.3%	6	85.7%	2	28.57%	1	0	0	0	0	0	0	4	2	0	0	0	0	0	0
Transit Veh Upholster-2d Sh	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transit Veh. Maint. Mgr - Asst	2	1	0	0.0%	1	100.0%	0	0.00%	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Transit Vehicle Procure Admin	2	2	2	100.0%	0	0.0%	1	50.00%	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transit Vehicle Upholsterer	7	6	6	100.0%	0	0.0%	3	50.00%	3	1	0	1	0	0	1	0	0	0	0	0	0	0	0
Transit Vehicle Upholster-Ld	7	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Job Title	Cat.	Total	M	%M	W	%W	Min	%Min	W	B/AA	H/Lat	A	Nat	NHPI	2+	W	B/AA	H/Lat	A	Nat	NHPI	2+
Transit Warranty Claims Anlyst	2	3	2	66.7%	1	33.3%	1	33.33%	1	0	1	0	0	0	0	1	0	0	0	0	0	0
Transportation Planner I	2	2	1	50.0%	1	50.0%	2	100.00%	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Transportation Planner II	2	20	11	55.0%	9	45.0%	11	55.00%	5	1	2	1	0	0	2	4	0	0	4	0	0	1
Transportation Planner III	2	39	19	48.7%	20	51.3%	12	30.77%	15	2	0	1	0	0	1	12	2	1	2	0	0	3
Transportation Planner IV	2	23	18	78.3%	5	21.7%	8	34.78%	11	4	1	1	0	0	1	4	1	0	0	0	0	0
Transportation Safety Admstr	2	12	7	58.3%	5	41.7%	3	25.00%	5	0	0	0	0	0	2	4	1	0	0	0	0	0
Utility Line Wkr-Helper 2d/3rd	8	3	2	66.7%	1	33.3%	2	66.67%	1	1	0	0	0	0	0	0	0	0	1	0	0	0
Utility Line Worker	7	6	6	100.0%	0	0.0%	1	16.67%	5	1	0	0	0	0	0	0	0	0	0	0	0	0
Utility Line Worker - Helper	8	8	8	100.0%	0	0.0%	4	50.00%	4	1	1	1	0	0	1	0	0	0	0	0	0	0
Utility Line Wrkr 2nd/3rd	7	5	5	100.0%	0	0.0%	2	40.00%	3	0	1	1	0	0	0	0	0	0	0	0	0	0
Van Pool Risk Specialist	2	1	1	100.0%	0	0.0%	1	100.00%	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Ventilation Sys Coordinator	3	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Warehouse Coordinator	6	1	1	100.0%	0	0.0%	1	100.00%	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Website Developer - Senior	2	1	1	100.0%	0	0.0%	0	0.00%	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Workforce Availability and Utilization
Analysis by EEO Category
2018-2021

Metro Workforce Availability and Utilization Analysis by EEO Category, as of December 31, 2018

EEO Category	Total Workforce						Men						Women							
	Total Men & Women	Total Men	Total Women	Total Minorities	Percent Women	Percent Minorities	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races
1 - OFFICIALS AND ADMINISTRATORS																				
Current Workforce	8	4	4	1	50.0%	12.5%	3	1	0	0	0	0	0	4	0	0	0	0	0	0
Percent Availability					35.4%	31.7%														
Percent Utilized					14.6%	-19.2%														
Underutilized?					No	Yes														
Number to Reach Parity					N/A	2														
2 - PROFESSIONALS																				
Current Workforce	597	374	223	198	37.4%	33.2%	243	56	13	45	1	5	11	156	28	7	17	3	0	12
Percent Availability					36.1%	28.7%														
Percent Utilized					1.3%	4.5%														
Underutilized?					No	No														
Number to Reach Parity					N/A	N/A														
3 - TECHNICIANS																				
Current Workforce	19	16	3	4	15.8%	21.1%	13	1	0	2	0	0	0	2	1	0	0	0	0	0
Percent Availability					20.9%	49.9%														
Percent Utilized					-5.1%	-28.8%														
Underutilized?					Yes	Yes														
Number to Reach Parity					1	5														
4 - PROTECTIVE SERVICE																				
Current Workforce	3	3	0	2	0.0%	66.7%	1	0	0	1	0	1	0	0	0	0	0	0	0	0
Percent Availability					56.8%	17.9%														
Percent Utilized					-56.8%	48.8%														
Underutilized?					Yes	No														
Number to Reach Parity					2	N/A														
5 - PARAPROFESSIONALS - METRO does not have position in this EEO Category																				

EEO Category	Total Workforce						Men							Women						
	Total Men & Women	Total Men	Total Women	Total Minorities	Percent Women	Percent Minorities	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races
6 - ADMINISTRATIVE SUPPORT																				
Current Workforce	198	84	114	77	57.6%	38.9%	53	14	3	8	1	2	3	68	18	8	14	1	1	4
Percent Availability					58.6%	34.6%														
Percent Utilized					-1.0%	4.3%														
Underutilized?					Yes	No														
Number to Reach Parity					2	N/A														
7 - SKILLED CRAFT																				
Current Workforce	767	732	35	261	4.6%	34.0%	483	68	36	85	15	19	26	23	6	1	4	0	0	1
Percent Availability					10.0%	24.7%														
Percent Utilized					-5.4%	9.3%														
Underutilized?					Yes	No														
Number to Reach Parity					42	N/A														
8 - SERVICE MAINTENANCE																				
Current Workforce	3461	2733	728	1968	21.0%	56.9%	1180	885	144	373	32	42	77	313	284	37	43	17	7	27
Percent Availability					26.5%	43.1%														
Percent Utilized					-5.5%	13.8%														
Underutilized?					Yes	No														
Number to Reach Parity					189	N/A														

Metro Workforce Availability and Utilization Analysis by EEO Category, as of December 31, 2019

EEO Category	Total Workforce						Men						Women							
	Total Men & Women	Total Men	Total Women	Total Minorities	Percent Women	Percent Minorities	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races
1 - OFFICIALS AND ADMINISTRATORS																				
Current Workforce	17	9	8	3	47.1%	17.6%	6	2	0	0	0	1	0	8	0	0	0	0	0	0
Percent Availability					35.4%	31.7%														
Percent Utilized					11.7%	-14.1%														
Underutilized?					No	Yes														
Number to Reach Parity					N/A	2														
2 - PROFESSIONALS																				
Current Workforce	788	486	302	281	38.3%	35.7%	308	79	16	57	2	7	17	199	36	14	33	4	1	15
Percent Availability					36.1%	28.7%														
Percent Utilized					2.2%	7.0%														
Underutilized?					No	No														
Number to Reach Parity					N/A	N/A														
3 - TECHNICIANS																				
Current Workforce	20	17	3	4	15.0%	20.0%	14	0	0	3	0	0	0	2	1	0	0	0	0	0
Percent Availability					20.9%	49.9%														
Percent Utilized					-5.9%	-29.9%														
Underutilized?					Yes	Yes														
Number to Reach Parity					1	6														
4 - PROTECTIVE SERVICE																				
Current Workforce	1	1	0	0	0.0%	0.0%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Percent Availability					56.8%	17.9%														
Percent Utilized					-56.8%	-17.9%														
Underutilized?					Yes	Yes														
Number to Reach Parity					1	0														
5 - PARAPROFESSIONALS - METRO does not have position in this EEO Category																				

EEO Category	Total Workforce						Men						Women								
	Total Men & Women	Total Men	Total Women	Total Minorities	Percent Women	Percent Minorities	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races	
6 - ADMINISTRATIVE SUPPORT																					
Current Workforce	216	92	124	93	57.4%	43.1%	55	14	3	9	2	2	7	68	25	8	16	3	0	4	
Percent Availability					58.6%	34.6%															
Percent Utilized					-1.2%	8.5%															
Underutilized?					Yes	No															
Number to Reach Parity					3	N/A															
7 - SKILLED CRAFT																					
Current Workforce	800	774	26	276	3.3%	34.5%	506	68	42	94	15	19	30	18	4	2	2	0	0	0	
Percent Availability					10.0%	24.7%															
Percent Utilized					-6.8%	9.8%															
Underutilized?					Yes	No															
Number to Reach Parity					54	N/A															
8 - SERVICE MAINTENANCE																					
Current Workforce	3538	2805	733	2108	20.7%	59.6%	1129	974	145	403	33	48	73	301	287	38	53	17	9	28	
Percent Availability					26.5%	43.1%															
Percent Utilized					-5.8%	16.5%															
Underutilized?					Yes	No															
Number to Reach Parity					205	N/A															

Metro Workforce Availability and Utilization Analysis by EEO Category, as of December 31, 2020

EEO Category	Total Workforce						Men						Women							
	Total Men & Women	Total Men	Total Women	Total Minorities	Percent Women	Percent Minorities	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races
1 - OFFICIALS AND ADMINISTRATORS																				
Current Workforce	18	10	8	6	44.4%	33.3%	5	4	0	0	0	1	0	7	1	0	0	0	0	0
Percent Availability					35.4%	31.7%														
Percent Utilized					9.0%	1.6%														
Underutilized?					No	No														
Number to Reach Parity					N/A	N/A														
2 - PROFESSIONALS																				
Current Workforce	857	556	301	306	35.1%	35.7%	347	91	23	65	3	7	20	204	32	12	35	3	1	14
Percent Availability					36.1%	28.7%														
Percent Utilized					-1.0%	7.0%														
Underutilized?					Yes	No														
Number to Reach Parity					8	N/A														
3 - TECHNICIANS																				
Current Workforce	26	25	1	5	3.8%	19.2%	21	2	0	2	0	0	0	0	1	0	0	0	0	0
Percent Availability					20.9%	49.9%														
Percent Utilized					-17.1%	-30.7%														
Underutilized?					Yes	Yes														
Number to Reach Parity					4	8														
4 - PROTECTIVE SERVICE																				
Current Workforce	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percent Availability					56.8%	17.9%														
Percent Utilized																				
Underutilized?																				
Number to Reach Parity																				
5 - PARAPROFESSIONALS - METRO does not have position in this EEO Category																				

EEO Category	Total Workforce						Men						Women							
	Total Men & Women	Total Men	Total Women	Total Minorities	Percent Women	Percent Minorities	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races
6 - ADMINISTRATIVE SUPPORT																				
Current Workforce	196	80	116	93	59.2%	47.4%	46	12	3	8	1	3	7	57	27	8	19	2	0	3
Percent Availability					58.6%	34.6%														
Percent Utilized					0.6%	12.8%														
Underutilized?					No	No														
Number to Reach Parity					N/A	N/A														
7 - SKILLED CRAFT																				
Current Workforce	792	776	16	317	2.0%	40.0%	468	75	46	116	13	23	35	7	5	2	2	0	0	0
Percent Availability					10.0%	24.7%														
Percent Utilized					-8.0%	15.3%														
Underutilized?					Yes	No														
Number to Reach Parity					63	N/A														
8 - SERVICE MAINTENANCE																				
Current Workforce	3072	2415	657	1885	21.4%	61.4%	932	877	127	341	32	36	70	255	256	38	52	16	9	31
Percent Availability					26.5%	43.1%														
Percent Utilized					-5.1%	18.3%														
Underutilized?					Yes	No														
Number to Reach Parity					157	N/A														

Metro Workforce Availability and Utilization Analysis by EEO Category, as of December 31, 2021

EEO Category	Total Workforce						Men						Women							
	Total Men & Women	Total Men	Total Women	Total Minorities	Percent Women	Percent Minorities	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races
1 - OFFICIALS AND ADMINISTRATORS																				
Current Workforce	18	9	9	5	50.0%	27.8%	4	4	0	0	0	1	0	9	0	0	0	0	0	0
Percent Availability					35.4%	31.7%														
Percent Utilized					14.6%	-3.9%														
Underutilized?					No	Yes														
Number to Reach Parity					N/A	1														
2 - PROFESSIONALS																				
Current Workforce	892	569	323	356	36.2%	39.9%	337	96	28	69	4	9	26	199	42	17	38	3	1	23
Percent Availability					36.1%	28.7%														
Percent Utilized					0.1%	11.2%														
Underutilized?					No	No														
Number to Reach Parity					N/A	N/A														
3 - TECHNICIANS																				
Current Workforce	31	30	1	9	3.2%	29.0%	22	4	0	3	0	0	1	0	1	0	0	0	0	0
Percent Availability					20.9%	49.9%														
Percent Utilized					-17.7%	-20.9%														
Underutilized?					Yes	Yes														
Number to Reach Parity					5	6														
4 - PROTECTIVE SERVICE																				
Current Workforce	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percent Availability					56.8%	17.9%														
Percent Utilized																				
Underutilized?																				
Number to Reach Parity																				
5 - PARAPROFESSIONALS - METRO does not have position in this EEO Category																				

EEO Category	Total Workforce						Men						Women							
	Total Men & Women	Total Men	Total Women	Total Minorities	Percent Women	Percent Minorities	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races	White	Black/African American	Hispanic/Latinx	Asian	Native American	Native Hawaiian/Pacific Islander	Two or More Races
6 - ADMINISTRATIVE SUPPORT																				
Current Workforce	205	86	119	103	58.0%	50.2%	50	13	3	9	1	2	8	52	28	8	21	2	1	7
Percent Availability					58.6%	34.6%														
Percent Utilized					-0.6%	15.6%														
Underutilized?					Yes	No														
Number to Reach Parity					1	N/A														
7 - SKILLED CRAFT																				
Current Workforce	788	764	24	325	3.0%	41.2%	452	61	50	128	14	23	36	11	8	2	2	0	0	1
Percent Availability					10.0%	24.7%														
Percent Utilized					-7.0%	16.5%														
Underutilized?					Yes	No														
Number to Reach Parity					55	N/A														
8 - SERVICE MAINTENANCE																				
Current Workforce	3001	2373	628	1934	20.9%	64.4%	843	908	118	359	32	42	71	224	243	40	60	16	14	31
Percent Availability					26.5%	43.1%														
Percent Utilized					-5.6%	21.3%														
Underutilized?					Yes	No														
Number to Reach Parity					167	N/A														

Utilization Analysis, Goals, and
Timetables
2022-2025

Utilization Analysis, Goals and Timetables, 2022-2025													
EEO Category	2017	Current Workforce Analysis				Planned % Increase and Number of Employees Added							
		2018	2019	2020	2021	2022		2023		2024		2025	
1 - Women		14.6%	11.7%	9.0%	14.6%								
1 - Minorities		-19.2%	-14.1%	1.6%	-3.9%							3.9%	1
2 - Women		1.3%	2.2%	-1.0%	0.1%								
2 - Minorities		4.5%	7.0%	7.0%	11.2%								
3 - Women	-2.1%	-5.1%	-5.9%	-17.1%	-17.7%	3.5%	1	3.5%	1	3.5%	1	7.0%	2
3 - Minorities	-31.2%	-28.8%	-29.9%	-30.7%	-20.9%	3.5%	1	3.5%	1	7.0%	2	7.0%	2
4 - Women	-23.4%	-56.8%	-56.8%	N/A	N/A								
4 - Minorities		48.8%	-17.9%	N/A	N/A								
6 - Women	-0.7%	-1.0%	-1.2%	0.6%	-0.6%							0.6%	1
6 - Minorities		4.3%	8.5%	12.8%	15.6%								
7 - Women	-4.2%	-5.4%	-6.8%	-8.0%	-7.0%	1.65%	13	1.65%	13	1.65%	13	2.4%	19
7 - Minorities		9.3%	9.8%	15.3%	16.5%								
8 - Women	-5.7%	-5.5%	-5.8%	-5.1%	-5.6%	1.4%	42	1.4%	42	1.4%	42	1.4%	41
8 - Minorities		13.8%	16.5%	18.3%	21.3%								

Statistical Analysis by EEO Category 2016-2021

Statistical Analysis, EEO Category 1 - Officials and Administrators

Hires/Promotions/Transfers by Gender

Fiscal Year	Female		Male	
	Hire Count	Hire %	Hire Count	Hire %
2016			1	100.0%
2017	2	100.0%		
2018			3	100.0%
2019	5	41.7%	7	58.3%
2020			2	100.0%
2021	2	100.0%		

2021 Average Annual Starting Base Salary (Female): \$134,418

2021 Average Annual Starting Base Salary (Male): \$139,486

Hires/Promotions/Transfers by Race

		2016		2017		2018		2019		2020		2021	
POC or White Ethnicity	Ethnic Group Name	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %
POC	Black or African American					1	33.3%	3	25.0%	2	100.0%		
	Native Hawaiian or Other Pacific Islander							1	8.3%				
POC Total						1	33.3%	4	33.3%	2	100.0%		
White	White	1	100.0%	2	100.0%	2	66.7%	8	66.7%			2	100.0%
White Total		1	100.0%	2	100.0%	2	66.7%	8	66.7%			2	100.0%
Grand Total		1	100.0%	2	100.0%	3	100.0%	12	100.0%	2	100.0%	2	100.0%

Statistical Analysis, EEO Category 2 - Professionals

Hires/Promotions/Transfers by Gender

Fiscal Year	Female		Male	
	Hire Count	Hire %	Hire Count	Hire %
2016	38	38.4%	61	61.6%
2017	34	28.1%	87	71.9%
2018	34	32.7%	70	67.3%
2019	154	39.4%	237	60.6%
2020	29	33.0%	59	67.0%
2021	57	35.2%	105	64.8%

2021 Average Annual Starting Base Salary (Female): \$104,792

2021 Average Annual Starting Base Salary (Male): \$107,237

Hires/Promotions/Transfers by Race

		2016		2017		2018		2019		2020		2021	
POC or White Ethnicity	Ethnic Group Name	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %
Null & Not Specified	Unknown	5	5.1%	6	5.0%	3	2.9%	17	4.3%	3	3.4%	6	3.7%
POC	American Indian or Alaska Native	1	1.0%					5	1.3%				
	Asian	4	4.0%	13	10.7%	12	11.5%	38	9.7%	8	9.1%	31	19.1%
	Black or African American	17	17.2%	20	16.5%	16	15.4%	40	10.2%	17	19.3%	29	17.9%
	Hispanic or Latino	9	9.1%	4	3.3%	3	2.9%	17	4.3%	3	3.4%	11	6.8%
	Native Hawaiian or Other Pacific Islander	1	1.0%	2	1.7%	3	2.9%	6	1.5%	2	2.3%	1	0.6%
	Two or More Ethnicities	2	2.0%	2	1.7%	2	1.9%	17	4.3%	5	5.7%	10	6.2%
	POC Total		34	34.3%	41	33.9%	36	34.6%	123	31.5%	35	39.8%	82
White	White	60	60.6%	74	61.2%	65	62.5%	251	64.2%	50	56.8%	74	45.7%
White Total		60	60.6%	74	61.2%	65	62.5%	251	64.2%	50	56.8%	74	45.7%
Grand Total		99	100.0%	121	100.0%	104	100.0%	391	100.0%	88	100.0%	162	100.0%

Statistical Analysis, EEO Category 3 - Technicians

Hires/Promotions/Transfers by Gender

Fiscal Year	Female		Male	
	Hire Count	Hire %	Hire Count	Hire %
2016			1	100.0%
2017			6	100.0%
2018	1	9.1%	10	90.9%
2019			3	100.0%
2020			13	100.0%
2021	1	6.3%	15	93.8%

2021 Average Annual Starting Base Salary (Female): \$66,735

2021 Average Annual Starting Base Salary (Male): \$79,176

Hires/Promotions/Transfers by Race

		2016		2017		2018		2019		2020		2021	
POC or White Ethnicity	Ethnic Group Name	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %
Null & Not Specified	Unknown											1	6.3%
POC	Asian			3	50.0%	1	9.1%						
	Black or African American											1	6.3%
POC Total				3	50.0%	1	9.1%					1	6.3%
White	White	1	100.0%	3	50.0%	10	90.9%	3	100.0%	13	100.0%	14	87.5%
White Total		1	100.0%	3	50.0%	10	90.9%	3	100.0%	13	100.0%	14	87.5%
Grand Total		1	100.0%	6	100.0%	11	100.0%	3	100.0%	13	100.0%	16	100.0%

Statistical Analysis, EEO Category 4 - Protective Services

Statistical Analysis, EEO Category 5 - Paraprofessionals

Metro does not currently have positions in these EEO categories.

Statistical Analysis, EEO Category 6 - Administrative Support

Hires/Promotions/Transfers by Gender

Fiscal Year	Female		Male	
	Hire Count	Hire %	Hire Count	Hire %
2016	8	36.4%	14	63.6%
2017	19	61.3%	12	38.7%
2018	19	45.2%	23	54.8%
2019	58	53.7%	50	46.3%
2020	12	30.8%	27	69.2%
2021	18	45.0%	22	55.0%

2021 Average Annual Starting Base Salary (Female): \$60,218

2021 Average Annual Starting Base Salary (Male): \$58,420

Hires/Promotions/Transfers by Race

		2016		2017		2018		2019		2020		2021	
POC or White Ethnicity	Ethnic Group Name	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %
Null & Not Specified	Unknown	1	4.5%	1	3.2%	6	14.3%	3	2.8%	2	5.1%	4	10.0%
POC	American Indian or Alaska Native							1	0.9%	3	7.7%		
	Asian	3	13.6%	5	16.1%	3	7.1%	14	13.0%	4	10.3%	6	15.0%
	Black or African American	2	9.1%	3	9.7%	6	14.3%	19	17.6%	4	10.3%	5	12.5%
	Hispanic or Latino	4	18.2%	4	12.9%	3	7.1%	8	7.4%	2	5.1%	2	5.0%
	Native Hawaiian or Other Pacific Islander			1	3.2%	1	2.4%	1	0.9%	1	2.6%		
	Two or More Ethnicities	3	13.6%	2	6.5%	4	9.5%	7	6.5%	3	7.7%	4	10.0%
POC Total		12	54.5%	15	48.4%	17	40.5%	50	46.3%	17	43.6%	17	42.5%
White	White	9	40.9%	15	48.4%	19	45.2%	55	50.9%	20	51.3%	19	47.5%
White Total		9	40.9%	15	48.4%	19	45.2%	55	50.9%	20	51.3%	19	47.5%
Grand Total		22	100.0%	31	100.0%	42	100.0%	108	100.0%	39	100.0%	40	100.0%

Statistical Analysis, EEO Category 7 - Skilled Craft

Hires/Promotions/Transfers by Gender

Fiscal Year	Female		Male	
	Hire Count	Hire %	Hire Count	Hire %
2016	12	4.9%	234	95.1%
2017	16	3.8%	410	96.2%
2018	19	4.2%	429	95.8%
2019	7	3.6%	190	96.4%
2020	15	4.4%	329	95.6%
2021	15	4.6%	310	95.4%

2021 Average Annual Starting Base Salary (Female): \$93,545

2021 Average Annual Starting Base Salary (Male): \$90,155

Hires/Promotions/Transfers by Race

		2016		2017		2018		2019		2020		2021	
POC or White Ethnicity	Ethnic Group Name	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %
Null & Not Specified	Unknown	8	3.3%	13	3.1%	19	4.2%	11	5.6%	21	6.1%	16	4.9%
POC	American Indian or Alaska Native	5	2.0%	6	1.4%	4	0.9%	3	1.5%	5	1.5%	4	1.2%
	Asian	23	9.3%	56	13.1%	50	11.2%	19	9.6%	35	10.2%	34	10.5%
	Black or African American	31	12.6%	29	6.8%	30	6.7%	23	11.7%	28	8.1%	31	9.5%
	Hispanic or Latino	13	5.3%	23	5.4%	19	4.2%	7	3.6%	27	7.8%	20	6.2%
	Native Hawaiian or Other Pacific Islander	4	1.6%	13	3.1%	12	2.7%	4	2.0%	16	4.7%	14	4.3%
	Two or More Ethnicities	8	3.3%	12	2.8%	24	5.4%	11	5.6%	23	6.7%	21	6.5%
	POC Total		84	34.1%	139	32.6%	139	31.0%	67	34.0%	134	39.0%	124
White	White	154	62.6%	274	64.3%	290	64.7%	119	60.4%	189	54.9%	185	56.9%
White Total		154	62.6%	274	64.3%	290	64.7%	119	60.4%	189	54.9%	185	56.9%
Grand Total		246	100.0%	426	100.0%	448	100.0%	197	100.0%	344	100.0%	325	100.0%

Statistical Analysis, EEO Category 8 - Service Maintenance

Hires/Promotions/Transfers by Gender

Fiscal Year	Female		Male	
	Hire Count	Hire %	Hire Count	Hire %
2016	73	24.6%	224	75.4%
2017	52	14.5%	307	85.5%
2018	51	13.9%	317	86.1%
2019	28	17.0%	137	83.0%
2020	51	19.9%	205	80.1%
2021	69	14.1%	422	85.9%

2021 Average Annual Starting Base Salary (Female): \$48,136

2021 Average Annual Starting Base Salary (Male): \$51,513

Hires/Promotions/Transfers by Race

		2016		2017		2018		2019		2020		2021	
POC or White Ethnicity	Ethnic Group Name	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %	Hire Count	Hire %
Null & Not Specified	Unknown	2	0.7%	10	2.8%	10	2.7%	3	1.8%	10	3.9%	17	3.5%
POC	American Indian or Alaska Native	3	1.0%	8	2.2%	2	0.5%	5	3.0%	6	2.3%	11	2.2%
	Asian	44	14.8%	68	18.9%	66	17.9%	33	20.0%	63	24.6%	123	25.1%
	Black or African American	77	25.9%	70	19.5%	99	26.9%	42	25.5%	71	27.7%	149	30.3%
	Hispanic or Latino	17	5.7%	41	11.4%	34	9.2%	10	6.1%	16	6.3%	32	6.5%
	Native Hawaiian or Other Pacific Islander	7	2.4%	17	4.7%	7	1.9%	6	3.6%	6	2.3%	12	2.4%
	Two or More Ethnicities	11	3.7%	9	2.5%	20	5.4%	7	4.2%	13	5.1%	19	3.9%
	POC Total		159	53.5%	213	59.3%	228	62.0%	103	62.4%	175	68.4%	346
White	White	136	45.8%	136	37.9%	130	35.3%	59	35.8%	71	27.7%	128	26.1%
White Total		136	45.8%	136	37.9%	130	35.3%	59	35.8%	71	27.7%	128	26.1%
Grand Total		297	100.0%	359	100.0%	368	100.0%	165	100.0%	256	100.0%	491	100.0%