

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%	2.4%	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%	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%		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%	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	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	-	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%	1.6%	0.0%	2.4%	0.8%	0.0%	2.4%	0.0%	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%	0.3%	3.6%	0.3%	1.3%	0.2%	0.4%	0.9%	0.3%	0.0%			
Percent Underutilized							1%		5%				2%							2%										
Underutilized (Yes/No)							Yes	No	Yes	No	No	No	Yes	No	No	No	No	No	No	Yes	No	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	-	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%	6.3%	0.9%	1.4%	0.0%	0.5%	1.8%	0.0%	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%	0.5%	9.9%	0.5%	1.6%	0.5%	1.2%	0.9%	0.1%	0.1%			
Percent Underutilized													4%							4%				0%	1%					
Underutilized (Yes/No)							No	No	No	No	No	No	Yes	No	No	Yes	Yes	No	No	Yes	No	No	Yes	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									
												Male					Female					Male					Female				
		All	WM	MM	WF	MF	W	A/AN	B	H/L	A	NHOPI	Multi	W	A/AN	B	H/L	A	NHOPI	Multi	W	A/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	-	-	23	-	2	2	3	-	-				
Percent in Category	^Entry	35.8%	19.4%	34.3%	10.4%	35.8%	35.8%	0.0%	9.0%	1.5%	9.0%	0.0%	34.3%	0.0%	3.0%	3.0%	3.0%	4.5%	0.0%	34.3%	0.0%	3.0%	3.0%	4.5%	0.0%	0.0%					
Percent of Availability						47.4%	47.4%	0.5%	3.3%	2.4%	10.3%	0.7%	22.3%	0.2%	2.5%	1.7%	6.0%	6.0%	0.4%	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	No	No	No	No	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	108	1	19	11	41	3					
Percent in Category	^Entry	29.7%	18.4%	29.2%	22.7%	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%	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%	27.9%	0.5%	2.8%	1.9%	9.7%	1.0%	1.7%					
Percent Underutilized									0%			0%	0%						0%												
Underutilized (Yes/No)								No	No	No	No	Yes	No	No	No	No	No	No	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												0%																			

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		NH/PI		Multi		W		AI/AN		B		H/L		A		NH/PI		Multi	
3 TECHNICIANS																																							
Current Workforce	65,000 - 118,000	165	67	55	33	10	67	-	18	6	15	8	8	8	33	-	1	1	6	-	1	1	1	2	8	8	33	-	1	1	6	-	1	1	6	-	1	1	2
Percent in Category	^Entry	40.6%	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%	3.6%	0.0%	0.6%	0.6%	1.2%	4.8%	4.8%	20.0%	0.0%	0.6%	0.6%	3.6%	3.6%	0.0%	0.6%	0.6%	1.2%	4.8%	4.8%	20.0%	
Percent of Availability							42.5%	0.7%	5.6%	4.6%	10.9%	1.8%	1.8%	20.3%	0.1%	1.3%	0.7%	8.3%	8.3%	0.1%	1.3%	0.7%	1.1%	1.8%	1.8%	20.3%	0.1%	1.3%	0.7%	8.3%	8.3%	0.1%	1.3%	0.7%	1.1%	1.8%	1.8%	20.3%	
Percent Underutilized								1%		1%	2%				0%		1%	0%	5%	5%	0%	0%	1%				0%		1%	1%	5%	5%	0%	0%	1%	1%	1%		
Underutilized (Yes/No)								Yes	No	Yes	Yes	No	No	No	No	Yes	No	No	Yes	Yes	No	No	No	No	No	No	No	No	Yes	No	Yes	Yes	Yes	Yes	No	No	No	No	
Number Needed to Reach Parity								1	-	1	3	-	-	-	-	1	-	-	7	7	-	-	-	-	-	-	-	1	-	7	7	1	1	1	1	1	-	-	
Planned percent increase Year 1								0%		0%	0%				0%			1%	0%	1%	0%	0%					0%		1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Planned percent increase Year 2								0%		0%	0%				0%			0%	2%	2%	0%	0%					0%		2%	2%	0%	0%	0%	0%	0%	0%	0%	0%	
Planned percent increase Year 3								0%		0%	0%				0%			0%	1%	1%	0%	0%					0%		1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	
Planned percent increase Year 4								1%		1%	1%				1%			1%	1%	1%	0%	0%					1%		1%	1%	1%	1%	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	19	-	-	1	1	1	1	28	-	2	-	19	19	1	1	1	1	4	4	
Percent in Category	^Entry	35.1%	35.1%	17.5%	24.6%	22.8%	35.1%	0.0%	1.8%	2.6%	12.3%	0.0%	0.0%	0.9%	24.6%	0.0%	1.8%	0.0%	16.7%	16.7%	0.0%	0.0%	0.9%	0.9%	24.6%	0.0%	1.8%	0.0%	16.7%	16.7%	0.9%	0.9%	0.9%	0.9%	3.5%	3.5%			
Percent of Availability							25.2%	0.5%	2.6%	2.0%	8.2%	0.0%	0.0%	0.5%	32.8%	0.7%	5.3%	2.9%	13.3%	13.3%	0.7%	0.7%	3.0%	2.8%	32.8%	0.7%	5.3%	2.9%	13.3%	13.3%	3.0%	3.0%	2.8%	2.8%	2.8%	2.8%	2.8%		
Percent Underutilized									1%						8%		4%	3%		2%	2%						8%		4%	3%		2%	2%						
Underutilized (Yes/No)								No	No	No	No	No	No	No	Yes	No	Yes	Yes	No	No	No	No	No	No	No	No	Yes	No	Yes	Yes	No	Yes	Yes	Yes	No	No	No		
Number Needed to Reach Parity								-	-	-	-	-	-	-	9	-	4	3	-	2	2	-	-	-	-	-	9	-	4	3	-	2	2	-	-	-			
Planned percent increase Year 1									0%						2%		1%	0%	0%	0%	0%					2%		1%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
Planned percent increase Year 2									0%						2%		1%	1%	1%	1%	1%					2%		1%	1%	1%	1%	1%	1%	1%	1%	1%	1%		
Planned percent increase Year 3									0%						2%		1%	1%	1%	1%	1%					2%		1%	1%	1%	1%	1%	1%	1%	1%	1%	1%		
Planned percent increase Year 4									1%						2%		1%	1%	1%	1%	1%					2%		1%	1%	1%	1%	1%	1%	1%	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	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	11	1	6	3	11	8	4				
Percent in Category	^Entry	6.9%	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%	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%	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	No	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	-	-	3	2	-	3	-					
Percent in Category	^Entry	48.4%	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%	0.0%	2.4%	1.6%	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%	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	No	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																						
Underutilized (Yes/No)								No	No	No	No	No	No	4%	No	0%	0%	1%	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 lessor 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 lessor 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.

APPENDIX 1: WORKFORCE ANALYSIS

Work Force Analysis Analysis Data as of 03/01/2020

Plan: COS - CITY OF SEATTLE
Department: TRA00 - DIRECTOR'S OFFICE

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Admin Spec II	030	6	1	1	Male Female	0	0	0	0	0	0	0	0
	Public Relations Spec.Sr.*	030	2	1	0	Male Female	0	0	0	0	0	0	0	0
	Admin Staff Analyst	030	2	1	0	Male Female	0	0	0	0	0	0	0	0
	StratAdvsr1,Exempt	140	2	1	0	Male Female	1	1	0	0	0	0	0	0
	Exec Asst	030	2	1	0	Male Female	0	0	0	0	0	0	0	0
	StratAdvsr1,General Govt	140	2	1	1	Male Female	0	0	0	0	0	0	0	0
	Exec Asst,Sr	030	2	1	1	Male Female	0	0	0	0	0	0	0	0
	StratAdvsr1,CSPI&P	140	2	1	0	Male Female	0	0	0	0	0	0	0	0
	StratAdvsr2*	140	2	1	0	Male Female	1	1	0	0	0	0	0	0
	StratAdvsr2,General Govt	140	2	2	1	Male Female	1	1	0	0	0	0	0	0
	StratAdvsr3,CL&PS	140	2	1	0	Male Female	0	0	0	0	0	0	0	0
	StratAdvsr3,General Govt	140	2	1	0	Male Female	0	0	0	0	0	0	0	0
	StratAdvsr3,Exempt	140	2	1	0	Male Female	0	0	0	0	0	0	0	0
	Executive3	140	1	5	2	Male Female	2	0	1	1	0	0	0	0
	Executive4	140	1	1	0	Male Female	3	3	0	0	0	0	0	0
	Totals			20	6	Male Female	6	4	1	1	0	0	0	0
							14	10	1	1	0	2	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRA10 - PUBLIC INFORMATION OFFICE

Incl/Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total											
						Male	Female	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races			
	Admin Spec II-BU	035	6	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	Public Relations Spec	030	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	Public Relations Spec,Sr *	030	2	4	2	1	1	0	0	0	0	0	0	0	0	0	0
	Public Relations Spec,Sr	030	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	StratAdvsr1 *	140	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	Capital Pjfts Coord	034	2	4	2	2	1	1	0	0	0	0	0	0	0	0	0
	StratAdvsr1,General Govt	140	2	2	1	0	0	0	0	0	0	0	0	0	0	0	0
	Manager1,General Govt	140	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	StratAdvsr1,CSPI&P	140	2	2	0	2	2	0	0	0	0	0	0	0	0	0	0
	Capital Pjfts Coord, Sr	034	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	StratAdvsr2,CSPI&P	140	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Executive2	140	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Totals				23	8	7	9	6	1	0	0	0	0	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRA20 - OFFICE OF WATERFRONT

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Capital Projts Coord	034	2	1	0	1	1	0	0	0	0	0	0
	Exec Asst	030	2	1	1	0	0	0	0	0	0	0	0
	Capital Projts Coord,Sr	034	2	1	0	1	0	0	0	0	0	1	0
	StratAdvsr2,General Govt	140	2	1	0	1	1	0	0	0	0	0	0
	StratAdvsr2,Engng&Plans Rev	140	2	2	1	1	1	0	0	0	0	0	0
	StratAdvsr3,Exempt	140	2	1	0	0	0	0	1	0	0	0	0
	StratAdvsr3,Engng&Plans Rev	140	2	1	0	0	0	0	0	0	0	0	0
	Executive2	140	1	1	0	0	0	0	0	0	0	0	0
	Executive3	140	1	1	0	1	1	0	0	0	0	0	0
Totals				10	2	4	4	0	1	0	0	0	0
						6	4	0	1	0	0	1	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRA30 - MAJOR PROJECTS

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Admin Staff Analyst	030	2	1	1	0	0	0	0	0	0	0
	StratAdvsr2, General Govt	140	2	2	2	0	0	0	0	1	0	0
	Civil Engr Supv	032	2	1	0	1	0	0	0	0	0	0
	Manager3,Engng&Plans Rev	140	1	1	1	0	0	1	0	0	0	0
	StratAdvsr3,Engng&Plans Rev	140	2	1	0	0	0	0	0	0	0	0
	Executive2	140	1	1	0	1	0	0	0	0	0	0
	Executive3	140	1	1	0	1	0	0	0	0	0	0
Totals				8	4	3	0	1	0	1	0	0
						1	0	1	0	0	0	1

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRA35 - ST3 COORDINATION

Incl/ Excl	Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Total		Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
						Male	Female						
	StratAdvsr3,Engng&Plans Rev	140	2	1	0		0	0	0	0	0	0	0
				1	0		1	0	0	0	0	0	0
Totals				1	0		0	0	0	0	0	0	0
							1	0	0	0	0	0	0
								0	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRA40 - HUMAN RESOURCES 2019

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Admin Spec III-BU	035	6	1	1	Male Female	0	0	0	0	0	0	0	0
	Mgmt Sys Analyst, Asst *	030	5	1	1	Male Female	0	0	0	0	0	0	0	0
	Personnel Spec *	030	2	2	1	Male Female	1	0	0	0	0	0	0	0
	Admin Staff Analyst	030	2	1	1	Male Female	0	0	0	0	0	0	0	0
	Personnel Spec, Sr	030	2	5	5	Male Female	2	0	1	0	0	1	0	0
	Mgmt Sys Analyst, Sr *	030	2	1	1	Male Female	3	0	0	0	0	1	0	1
	Personnel Spec, Supvsng	030	2	1	1	Male Female	0	0	0	0	0	0	0	0
	Exec Asst	030	2	1	1	Male Female	0	0	0	0	0	0	0	0
	StratAdvsr1, General Govt	140	2	3	2	Male Female	1	0	0	0	0	0	0	0
	Manager1, General Govt	140	1	1	0	Male Female	1	0	0	0	0	0	0	0
	Manager2, General Govt	140	1	1	0	Male Female	0	0	0	0	0	0	0	0
	Labor Relations Coord	030	2	1	1	Male Female	0	0	0	0	0	0	0	0
	Executive2	140	1	1	1	Male Female	0	0	0	0	0	0	0	0
Totals				20	16	Male Female	8	4	0	3	0	1	0	0
							12	0	5	3	0	1	1	2

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRA50 - OFF OF EQUITY & ECON INCLUSION

Incl/ Excl	Job Title	Salary Code	EEO Code	Total Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Male	Female								
	Mgmt Systs Anlyst*	030	2	1	1		0	0	0	0	0	0	0	0
				1			1	0	0	0	0	1	0	0
				1	1		0	0	0	0	0	0	0	0
							1	0	0	0	0	1	0	0
							1	0	0	0	0	1	0	0
							1	0	0	0	0	1	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRA60 - DO DOWNTOWN MOBILITY

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Civil Engng Spec,Assoc *	004	3	1	0	1	0	0	0	0	0	0	0
	Civil Engr,Assoc	034	2	2	2	0	0	0	0	0	0	0	0
	Civil Engng Spec,Sr	032	3	5	1	2	0	0	0	0	0	0	0
	StratAdvsr2,Engng&Plans Rev	140	2	2	0	1	0	0	0	0	0	0	0
	Manager3,Engng&Plans Rev	140	1	1	0	0	0	0	0	0	0	0	0
	Executive2	140	1	1	0	0	0	0	0	0	0	0	0
Totals				12	3	7	4	2	1	0	0	0	0
						5	5	0	0	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRB00 - FAD DIVISION MGMT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Paralegal, Sr *	030	2	1	1	0	0	0	0	0	0	0
	Admin Staff Analyst	030	2	1	0	0	0	0	0	0	0	0
	StratAdvsr1, General Govt	140	2	1	0	1	0	0	0	0	0	0
	StratAdvsr3, General Govt	140	2	1	0	1	0	0	0	0	0	0
	Executive3	140	1	1	0	0	0	0	0	0	0	0
Totals				5	1	1	1	0	0	0	0	0
						3	1	0	0	0	0	0
						4						

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRB05 - LEGAL AFFAIRS

<i>Incl/ Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total Employees</i>	<i>Minorities</i>	<i>Total</i>		<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>	
						<i>Male</i>	<i>Female</i>								
	Civil Enging Spec,Sr	032	3	1	1		1	0	0	0	0	0	0	0	1
				1	1		1	0	0	0	0	0	0	0	0
Totals							1	0	0	0	0	0	0	0	1

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRB10 - FINANCE

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Ofc/Maint Aide	030	8	1	1	0	0	1	0	0	0	0	0
	Fin Anlyst *	030	2	1	0	0	0	0	0	0	0	0	0
	Admin Staff Anlyst	030	2	1	1	0	0	0	0	0	0	0	0
	Fin Anlyst,Sr *	030	2	1	0	1	0	0	0	0	0	0	0
	Mgmt Systs Anlyst,Sr *	030	2	1	1	0	0	0	0	0	0	0	0
	Fin Anlyst,Sr	030	2	10	3	4	0	1	0	0	0	0	0
	Mgmt Systs Anlyst,Sr	030	2	2	0	3	0	1	0	0	0	0	0
	StratAdvsr2 *	140	2	1	0	0	0	0	0	0	0	0	0
	Capital Pjrts Coord,Sr	034	2	2	2	0	0	0	0	0	0	0	0
	Capital Pjrts Coord Supv	030	2	1	1	0	0	1	0	0	0	0	0
	Manager2,Fin,Bud,&Actg	140	1	2	0	0	0	0	0	0	0	0	0
	StratAdvsr2,Fin,Bud,&Actg	140	2	2	1	2	0	1	0	0	0	0	0
	Manager3,Fin,Bud,&Actg	140	1	2	1	1	0	1	0	0	0	0	0
Totals				27	11	12	7	5	3	0	2	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRB20 - ACCOUNTING

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Ofc/Maint Aide	030	8	1	0	0	0	0	0	0	0	0	0
	Actg Tech II-BU	035	6	5	4	3	0	0	0	0	0	0	0
	Actg Tech III-BU	035	6	3	3	2	1	0	0	0	0	1	0
	Accountant *	030	2	2	1	0	0	0	0	0	0	1	0
	Accountant,Sr *	030	2	3	3	2	1	0	0	0	0	0	0
	Accountant,Sr	030	2	4	3	1	0	0	0	0	0	0	0
	Accountant,Prin	030	2	3	1	2	0	0	0	0	0	0	0
	Manager1,Fin,Bud,&Actg	140	1	3	1	0	0	0	0	0	0	0	0
	StratAdvsr2,Fin,Bud,&Actg	140	2	1	0	0	0	0	0	0	0	0	0
	Manager3,Fin,Bud,&Actg	140	1	1	0	0	0	0	0	0	0	0	0
Totals				26	16	7	2	1	4	0	0	0	0
						19	8	4	5	0	0	2	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRB40 - SAFETY & FIELD SUPPORT

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Res&Eval Asst-BU	004	5	1	1	Male Female	0	0	0	0	0	0	0	0
	Space Plnr	030	2	1	0	Male Female	0	0	0	1	0	0	0	0
	Auto Engr, Sr	030	2	1	1	Male Female	1	1	0	0	0	0	0	0
	Comms Engr, Assoc	034	2	1	0	Male Female	1	1	0	0	0	0	0	0
	Sfty&Hlth Spec, Sr	030	3	3	1	Male Female	2	2	0	0	0	0	0	0
	Mgmt Sysys Anlyst, Sr	030	2	1	0	Male Female	1	0	0	1	0	0	0	0
	StratAdvsr1, General Govt	140	2	1	0	Male Female	1	1	0	0	0	0	0	0
	Civil Engrng Spec, Sr	032	3	1	0	Male Female	1	1	0	0	0	0	0	0
	Sfty&Hlth Supv	030	3	1	0	Male Female	1	1	0	0	0	0	0	0
	Civil Engrng Spec Supv	032	3	1	0	Male Female	0	0	0	0	0	0	0	0
Totals				12	3	Male Female	7	6	0	1	0	0	0	0
							5	3	0	2	0	0	0	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRB50 - ASSET MGMT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Mgmt Systs Anlyst *	030	2	1	0	1	0	0	0	0	0	0
	Plng&Dev Spec II *	034	2	1	0	1	0	0	0	0	0	0
	Civil Engng Spec,Sr *	032	3	1	0	1	0	0	0	0	0	0
	Civil Engng Spec,Assoc	004	3	2	0	1	0	0	0	0	0	0
	Economist,Prin	030	2	1	1	0	0	0	0	0	0	0
	StratAdvsr2,CSPI&P	140	2	2	1	0	0	1	0	0	0	0
	StratAdvsr3,Fin,Bud,&Actg	140	2	1	0	1	0	0	0	0	0	0
Totals				9	2	6	0	1	0	0	0	0
						3	0	1	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRB80 - PROCUREMENT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Admin Staff Anlyst	030	2	1	1	0	0	1	0	0	0	0
	Pjrt Fund&Agreemts Coord	030	2	1	1	0	0	0	0	0	0	0
	Pjrt Fund&Agreemts Coord, Sr	030	2	2	1	0	0	0	0	0	0	0
	Mgmt Sysys Anlyst, Sr *	030	2	1	1	0	0	1	0	0	0	0
	Pjrt Fund&Agreemts Coord, Supv	030	2	1	0	0	0	0	0	0	0	0
	Capital Pjrts Coord, Sr	034	2	1	1	0	1	0	0	0	0	0
				7	5	0	1	2	0	0	0	1
	Totals					2	0	1	0	0	0	0
						2	0	1	0	0	0	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRC00 - PR DIVISION MGMT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Ofc/Maint Aide	030	8	1	0	0	0	0	0	0	0	0
	Admin Staff Anlyst *	030	2	1	0	0	0	0	0	0	0	0
	Executive2	140	1	1	0	0	0	0	0	0	0	0
	Totals			3	0	0	0	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRC10 - PLANNING

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
	Transp Plnr, Assoc	034	2	2	1	0	0	0	0	0	0	0	0
	Transp Plnr, Sr	032	2	3	1	2	1	0	1	0	0	0	0
	StratAdvsr2, General Govt	140	2	1	0	0	0	0	0	0	0	0	0
	StratAdvsr2, Engrng&Plans Rev	140	2	1	1	1	0	0	1	0	0	0	0
	Manager3, General Govt	140	1	1	0	1	1	0	0	0	0	0	0
Totals				8	3	4	3	0	1	0	0	0	0
						4	2	0	2	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRC20 - URBAN DESIGN

<i>Incl/ Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>							
	Transp Plnr,Asst *	034	5	1	0	1	0	0	0	0	0	0
	StratAdvsr1 *	140	2	1	1	0	0	1	0	0	0	0
	StratAdvsr2,Engnrng&Plans Rev	140	2	1	1	0	0	0	0	0	0	0
	Manager3,Engnrng&Plans Rev	140	1	1	0	0	0	1	0	0	0	0
				4	2	1	0	1	0	0	0	0
	Totals					1	0	1	0	0	0	0
						1	0	1	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRC30 - REVENUE & CAPITAL DEVELOPMENT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Transp Plnr, Sr	032	2	1	0	1	0	0	0	0	0	0
	StratAdvsr3, General Govt	140	2	1	1	0	0	0	0	0	0	0
				2	1	1	0	1	0	0	0	0
Totals						1	0	1	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRD00 - PD DIVISION MGMT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
	Admin Staff Anlyst	030	2	1	1	0	0	0	0	0	0	0	0
	Executive2	140	1	1	0	1	1	0	0	0	0	0	0
				2	1	1	1	0	0	0	0	0	0
Totals						1	0	0	0	0	0	0	1

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRD10 - CORRIDOR DEVELOPMENT

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Transp Plnr,Assoc *	034	2	1	0	Male Female	0	0	0	0	0	0	0	0
	Transp Plnr,Sr *	032	2	1	0	Male Female	0	0	0	0	0	0	0	0
	StratAdvsr2,General Govt	140	2	1	0	Male Female	0	0	0	0	0	0	0	0
	Civil Engr,Sr	032	2	1	0	Male Female	1	1	0	0	0	0	0	0
	StratAdvsr2,Engng&Plans Rev	140	2	2	1	Male Female	0	0	0	0	0	0	0	0
	StratAdvsr3,Engng&Plans Rev	140	2	1	0	Male Female	2	1	0	1	0	0	0	0
Totals				7	1	Male Female	1	1	0	0	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRD20 - MASTER PLAN IMPLEMENTATION

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Transp Plnr,Asst*	034	5	1	0	0	0	0	0	0	0	0
	Civil Engr,Asst I *	034	2	1	1	0	0	0	0	0	0	0
	Transp Plnr,Assoc	034	2	2	1	0	0	1	0	0	0	0
	Transp Plnr,Sr	032	2	3	0	1	0	0	0	0	0	0
	StratAdvsr2,General Govt	140	2	1	0	1	0	0	0	0	0	0
	Civil Engr, Sr	032	2	1	0	0	0	0	0	0	0	0
Totals				9	2	2	0	1	0	0	0	0
						5	0	1	0	1	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRD30 - VISION ZERO

Incl/ Excl	Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Male Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Transp Plnr,Assoc *	034	2	1	0	Female	0	0	0	0	0	0	0	0
	Civil Engr,Assoc	034	2	1	0	Male	1	1	0	0	0	0	0	0
	Transp Plnr, Sr	032	2	1	0	Female	0	0	0	0	0	0	0	0
	Transp Plnr, Sr *	032	2	2	0	Female	1	1	0	0	0	0	0	0
	StratAdvsr1,Engrng&Plans Rev	140	2	1	0	Female	0	0	0	0	0	0	0	0
	Capital Pjjs Coord, Sr	034	2	2	0	Female	1	1	0	0	0	0	0	0
	StratAdvsr2,General Govt	140	2	1	0	Female	0	0	0	0	0	0	0	0
	Civil Engr, Sr	032	2	1	1	Female	1	0	1	0	0	0	0	0
Totals				10	1	Male Female	5	4	0	1	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRD40 - PROJECT DELIVERY

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Engng Aide	004	5	1	0	1	0	0	0	0	0	0
	Transp Plnr,Asst	034	5	1	1	0	0	1	0	0	0	0
	Civil Engng Spec,Assoc	004	3	1	1	0	0	0	0	1	0	0
	Capital Pjfts Coord *	034	2	1	1	0	0	0	0	0	0	0
	Civil Engr,Assoc	034	2	2	1	0	0	0	0	0	0	0
	Civil Engng Spec,Sr	032	3	1	0	0	0	0	0	0	0	0
	Civil Engr, Sr	032	2	1	1	0	0	0	0	1	0	0
	Civil Engr Supv	032	2	2	1	1	0	1	0	0	0	0
Totals				10	6	2	0	2	0	2	0	0
						2	0	2	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRE00 - SU DIVISION MGMT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Total							Two or more races		
						Male	Female	White	Black	Asian	Native American	Hispanic		Pacific Islander	
	Admin Staff Anlyst	030	2	1	1		Female	0	0	0	0	0	0	0	0
	Executive2	140	1	1	0		Male	0	0	0	0	0	0	0	0
							Female	1	0	0	0	0	0	0	0
Totals				2	1		Male	0	0	0	0	0	0	0	0
							Female	1	1	0	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRE10 - TRANSPORTATION CONSTRUCTION

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Ofc/Maint Aide	030	8	4	1	2	0	1	0	0	0	0
	Admin Spec II-BU	035	6	10	10	1	0	0	0	0	0	0
	Mgmt Sysys Analyst,Asst	030	5	1	0	0	1	4	1	1	1	1
	Permit Tech *	004	3	2	2	0	0	0	0	0	0	0
	Civil Enging Spec,Asst I	004	3	3	1	1	0	0	0	1	0	0
	Civil Enging Spec,Assoc *	004	3	1	1	0	1	0	0	0	0	0
	Civil Enging Spec,Assoc	004	3	10	3	3	0	0	0	2	0	1
	Mgmt Sysys Analyst,Sr	030	2	2	1	4	0	0	0	0	0	0
	Civil Enging Spec,Sr	032	3	1	0	1	0	0	0	0	0	0
	Civil Enging Spec Supv	032	3	2	0	0	0	0	0	0	0	0
	Manager3,Enging&Plans Rev	140	1	1	0	0	0	0	0	0	0	0
Totals				37	19	7	2	2	0	4	0	1
						11	2	4	1	1	1	1

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRE20 - TRANSPORTATION DEVELOPMENT

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Transp Plnr,Asst*	034	5	1	0	Male	Female	1	1	0	0	0	0	0	0
	Transp Plnr,Assoc *	034	2	1	0	Male	Female	1	1	0	0	0	0	0	0
	Civil Engng Spec,Assoc	004	3	1	0	Male	Female	1	1	0	0	0	0	0	0
	Transp Plnr,Sr	032	2	1	0	Male	Female	1	1	0	0	0	0	0	0
	Civil Engng Spec,Sr	032	3	7	5	Male	Female	4	2	1	0	0	0	1	0
	Civil Engr, Sr *	032	2	1	0	Male	Female	1	1	0	0	0	0	0	0
	Civil Engr, Sr	032	2	5	4	Male	Female	3	0	0	3	0	0	0	0
	Civil Engr Supv	032	2	2	2	Male	Female	2	1	0	0	0	1	0	0
	Manager3,Engng&Plans Rev	140	1	1	0	Male	Female	1	0	0	0	0	0	0	0
Totals				20	11	Male	Female	13	7	1	4	0	0	1	0
								7	2	0	3	0	2	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRE25 - SDOT STREET USE CONST INSP

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Ofc/Maint Aide	030	8	2	1	Male Female	2	1	0	1	0	0	0	0
	Admin Spec II-BU	035	6	4	2	Male Female	1	1	0	0	0	0	0	0
	Permit Tech	004	3	1	0	Male Female	3	1	0	1	0	0	0	1
	Civil Engng Spec,Assoc *	004	3	2	0	Male Female	1	1	0	0	0	0	0	0
	Civil Engng Spec,Assoc	004	3	24	10	Male Female	19	10	2	2	0	1	2	2
	Civil Engng Spec,Sr	032	3	3	3	Male Female	3	0	1	1	0	0	0	1
	Civil Engng Spec Supv	032	3	2	1	Male Female	2	1	1	0	0	0	0	0
	Civil Engr, Sr *	032	2	4	1	Male Female	3	3	0	0	0	0	0	0
	Manager2,Engng&Plans Rev	140	1	1	0	Male Female	1	1	0	0	0	0	0	0
	Civil Engr Supv	032	2	1	1	Male Female	0	0	0	0	0	0	0	0
				44	19	Male Female	32	18	4	4	0	1	2	3
	Totals						12	7	0	3	0	0	0	2

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRE30 - TRANSPORTATION PUBLIC SPACE

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Ofc/Maint Aide	030	8	1	1			0	0	0	0	0	0	0	0
	Civil Engng Spec,Asst I	004	3	3	2			2	0	0	0	0	0	1	0
	Plng&Dev Spec I *	034	2	1	0			0	0	0	0	0	0	0	0
	Plng&Dev Spec I	034	2	1	0			0	0	0	0	0	0	0	0
	Civil Engng Spec,Assoc *	004	3	1	0			1	0	0	0	0	0	0	0
	Plng&Dev Spec II	034	2	6	3			3	2	0	1	0	0	0	0
	Civil Engng Spec,Assoc	004	3	6	2			3	2	0	1	0	0	1	0
	Plng&Dev Spec,Sr	030	2	1	0			0	0	0	0	0	0	0	0
	Civil Engng Spec,Sr	032	3	2	0			1	1	0	0	0	0	0	0
	StratAdvsr2,P&FM	140	2	1	0			0	0	0	0	0	0	0	0
	StratAdvsr2,Engng&Plans Rev	140	2	2	1			0	1	0	0	0	0	0	0
	Manager3,Engng&Plans Rev	140	1	1	0			0	0	0	0	0	0	0	0
Totals				26	9	Male	Female	10	6	0	1	0	0	2	1
								16	11	0	4	0	0	0	1

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRE40 - SDOT STREET USE CONST COORD

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Mgmt Sysys Anlyst	030	2	1	0	1	0	0	0	0	0	0
	Mgmt Sysys Anlyst,Sr	030	2	2	1	0	0	0	0	0	0	0
	StratAdvsr2,Engng&Plans Rev	140	2	1	0	1	0	0	0	0	0	0
	Totals			4	1	2	0	0	0	0	0	0
						1	0	0	0	0	0	1

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

Work Force Analysis
Analysis Data as of 03/01/2020

Plan: COS - CITY OF SEATTLE
Department: TRF00 - CPRS DIVISION MGMT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Ofc/Maint Aide	030	8	1	0	1	0	0	0	0	0	0
	Admin Spec III-BU	035	6	1	0	0	0	0	0	0	0	0
	Executive2	140	1	1	1	0	1	0	0	0	0	0
	Totals			3	1	2	1	0	0	0	0	0
						1	0	0	0	0	0	0
						1	0	0	0	0	0	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRF05 - OFFICE OF MOVE SEATTLE

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	StratAdvsr2,General Govt	140	2	1	0	0	0	0	0	0	0	0	0
	StratAdvsr2,Enging&Plans Rev	140	2	1	0	1	1	0	0	0	0	0	0
	Manager3,Enging&Plans Rev	140	1	1	0	1	1	0	0	0	0	0	0
				3	0	2	2	0	0	0	0	0	0
	Totals					1	1	0	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRF20 - PROPERTY & ENVIRONMENTAL

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities									
	Manager3,P&FM	140	1	1			1	0	0	1	0	0	0	0
								0	0	0	0	0	0	0
				1		1	1	0	0	1	0	0	0	0
Totals							0	0	0	0	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRF21 - REAL PROPERTY

<i>Incl/ Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>							
	Admin Staff Analyst	030	2	1	1	0	0	0	0	0	0	0
	Real Property Agent, Sr	034	2	6	2	1	0	0	0	0	0	0
	Manager2,P&FM	140	1	1	0	3	0	0	1	0	0	1
				1	0	0	0	0	0	0	0	0
				8	3	1	0	0	0	0	0	0
	Totals					7	1	0	1	0	0	1

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRF22 - ENVIRONMENTAL SERVICES

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Envrnmntl Anlyst,Assoc	034	2	1	1			1	0	0	0	1	0	0	0
	Envrnmntl Anlyst,Sr	034	2	3	0			1	1	0	0	0	0	0	0
	StratAdvsr1,General Govt	140	2	1	0			0	2	0	0	0	0	0	0
	StratAdvsr2,General Govt	140	2	1	0			1	1	0	0	0	0	0	0
				6	1			3	2	0	0	1	0	0	0
	Totals							3	3	0	0	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRF30 - CAPITAL PROJECT DELIVERY

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total												
					Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
	Civil Engr, Asst I *	034	2	1	1		Male	Female	1	0	0	0	0	0	0	0	0
	Civil Engr, Asst III	034	2	1	1	1	Male	Female	0	0	0	0	0	0	0	0	0
	Civil Engng Spec, Sr	032	3	1	0	0	Male	Female	1	1	0	0	0	0	0	0	0
	Civil Engr, Sr	032	2	2	1	1	Male	Female	2	1	0	0	0	0	0	0	0
	StratAdvsr3, General Govt	140	2	1	0	0	Male	Female	1	1	0	0	0	0	0	0	0
Totals				6	3		Male	Female	5	3	0	0	1	1	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRF31 - CONSTRUCTION MGT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Civil Engng Spec,Asst I	004	3	1	0	Male	Female	0	0	0	0	0	0	0	0
	Admin Staff Asst *	030	2	1	1	Male	Female	0	0	0	0	0	0	0	0
	Civil Engng Spec,Asst II	004	3	1	0	Male	Female	1	1	0	0	0	0	0	0
	Civil Engr,Asst II	034	2	1	1	Male	Female	1	0	0	1	0	0	0	0
	Civil Engng Spec,Assoc	004	3	6	3	Male	Female	3	1	2	0	0	0	0	0
	Civil Engng Spec,Sr	032	3	4	2	Male	Female	2	0	0	2	0	0	0	0
	Civil Engng Spec Supv	032	3	6	1	Male	Female	4	3	0	0	0	0	1	0
	Manager2,Engng&Plans Rev	140	1	2	1	Male	Female	2	1	0	0	0	1	0	0
	Civil Engr Supv	032	2	5	3	Male	Female	5	2	0	3	0	0	0	0
	Manager3,Engng&Plans Rev	140	1	1	0	Male	Female	1	1	0	0	0	0	0	0
Totals				28	12	Male	Female	19	9	2	6	0	1	1	0
								9	7	1	1	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRF32 - PROJECT MGMT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Capital Pjts Coord,Asst*	034	2	2	1	0	0	1	0	0	0	0
	Capital Pjts Coord,Asst	034	2	1	1	0	0	0	0	0	0	0
	Capital Pjts Coord,Sr	034	2	3	2	1	1	0	0	0	0	0
	StratAdvsr2,General Govt	140	2	6	1	4	0	0	1	0	0	0
	Civil Engr, Sr	032	2	8	2	3	0	1	0	0	0	0
	StratAdvsr2,Engng&Plans Rev	140	2	1	0	1	0	0	0	0	0	0
	Manager3,Engng&Plans Rev	140	1	1	0	1	0	0	0	0	0	0
Totals				22	7	10	1	2	1	0	0	0
						5	0	3	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRF34 - ENGINEERING SERVICES

Incl/ Excl	Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Male Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Civil Engrg Spec,Asst I*	004	3	1	1	Male Female	1	0	0	0	0	0	1	0
	Civil Engr,Asst II	034	2	1	1	Male Female	0	0	0	0	0	0	0	0
	Civil Engrg Spec,Asst III	004	3	1	1	Male Female	1	0	0	0	0	0	0	1
	Civil Engrg Spec,Assoc	004	3	1	0	Male Female	1	1	0	0	0	0	0	0
	Civil Engr,Assoc	034	2	5	3	Male Female	4	2	1	1	0	0	0	0
	Civil Engrg Spec,Sr	032	3	3	0	Male Female	1	0	0	1	0	0	0	0
	Civil Engrg Spec Supv	032	3	1	0	Male Female	1	1	0	0	0	0	0	0
	Civil Engr, Sr	032	2	10	6	Male Female	5	3	0	2	0	0	0	0
	Manager2,Engng&Plans Rev	140	1	1	1	Male Female	0	0	0	0	0	0	0	0
	Manager3,General Govt	140	1	1	0	Male Female	1	1	0	0	0	0	0	0
	Civil Engr Supv	032	2	8	5	Male Female	7	3	0	2	0	2	0	0
				33	18	Male Female	24	14	1	6	0	2	1	0
Totals							9	1	1	6	0	0	0	1

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRF40 - ROADWAY STRUCTURES

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Ofc/Maint Aide	030	8	1	1	0	0	0	0	1	0	0
	Admin Staff Anlyst *	030	2	1	0	0	0	0	0	0	0	0
	Trng&Ed Coord	030	2	1	0	1	0	0	0	0	0	0
	Admin Staff Anlyst	030	2	1	1	0	0	1	0	0	0	0
	Manager2,Engng&Plans Rev	140	1	1	1	0	1	0	0	0	0	0
	Manager3,Engng&Plans Rev	140	1	1	0	1	0	0	0	0	0	0
Totals				6	3	2	1	1	0	1	0	0
						1	0	0	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRF41 - STRUCTURAL ENGINEERING

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Female							
	Civil Engr, Assoc	034	2	1	1	0	0	0	0	0	1	0	0
	Civil Engng Spec, Sr	032	3	1	1	0	0	0	0	0	0	0	0
	Civil Engr, Sr	032	2	1	0	1	0	0	0	0	0	0	0
	Civil Engr Supv	032	2	1	1	0	1	0	0	0	0	0	0
Totals				4	3	4	1	1	0	0	1	0	1

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRF42 - BRIDGE MTCE

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Installation Maint Wkr*	019	8	4	3	0	0	2	0	1	0	0
	Installation Maint Wkr	019	8	7	4	3	1	1	0	1	1	0
	Cement Finisher, Sr	019	7	5	3	2	0	1	0	0	2	0
	Cement Finisher, Sr*	019	7	3	1	2	1	0	0	0	0	0
	Bridge Carpentry&Maint Lead	017	8	3	0	3	0	0	0	0	0	0
	Street Maint CC	081	7	1	0	0	0	0	0	0	0	0
	Bridge Maint Mechanic	014	7	1	0	1	0	0	0	0	0	0
	Carpenter CC	017	7	1	0	1	0	0	0	0	0	0
	Bridge Maint General Supv	004	7	1	0	1	0	0	0	0	0	0
Totals				26	11	13	2	4	0	2	3	0
						2	0	0	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRF43 - ELECTRICAL MECHANICAL MTCE

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Bridge Maint Mech Hlpr	014	8	2	1	Male	Female	2	1	1	0	0	0	0	0
	Elecl Maint Hlpr	013	8	1	1	Male	Female	1	0	0	1	0	0	0	0
	Bridge Maint Mechanic	014	7	4	1	Male	Female	3	2	1	0	0	0	0	0
	Bridge Maint Mechanic, Sr	014	7	1	0	Male	Female	1	1	0	0	0	0	0	0
	Bridge Maint Mechanic CC	014	7	1	0	Male	Female	1	1	0	0	0	0	0	0
	Elctn	013	7	3	1	Male	Female	3	2	0	0	0	1	0	0
	Bridge Elecl CC	013	7	1	1	Male	Female	1	0	0	0	0	0	0	1
	Bridge Elecl Maint Supv	004	7	1	0	Male	Female	1	1	0	0	0	0	0	0
Totals				14	5	Male	Female	13	8	2	1	0	1	0	1
								1	1	0	0	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRF44 - BRIDGE OPERATIONS

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Installation Maint Wkr *	019	8	1	1	0	0	1	0	0	0	0
	Bridge Op *	004	8	6	2	4	1	0	0	1	0	0
	Bridge Op	004	8	16	5	7	2	0	0	3	0	0
	Bridge Op,Sr	004	8	3	1	4	0	0	1	0	0	0
	Bridge Opns CC	004	8	1	0	1	0	0	0	0	0	0
	Bridge Opns General Supv	004	8	1	0	0	0	0	0	0	0	0
Totals				28	9	14	3	1	1	4	0	0
						5	0	0	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRH00 - TO DIVISION MGT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Admin Spec III-BU	035	6	1	0	Male	Female	0	0	0	0	0	0	0	0
	Engng Aide	004	5	1	1	Male	Female	0	0	0	0	0	0	0	0
	Admin Staff Analyst	030	2	1	0	Male	Female	0	0	0	0	0	0	0	0
	Info Technol Prof C-BU	158	2	1	0	Male	Female	0	0	0	0	0	0	0	0
	StratAdvsr1,Engng&Plans Rev	140	2	1	0	Male	Female	1	1	0	0	0	0	0	0
	StratAdvsr2,General Govt	140	2	1	0	Male	Female	0	0	0	0	0	0	0	0
	Manager3,Engng&Plans Rev	140	1	2	2	Male	Female	2	0	1	1	0	0	0	0
	Executive2	140	1	1	1	Male	Female	0	0	0	0	0	0	0	0
Totals				9	4	Male	Female	4	2	1	1	0	0	0	0
								5	3	2	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRH10 - TRUCK PERMITS & ENFORCEMENT

<i>Incl/ Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Employees</i>	<i>Total Minorities</i>		<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
					<i>Male</i>	<i>Female</i>							
	Admin Spec III+BU	035	6	4	2		1	0	0	0	1	0	0
	Commercial Veh Enf Ofcr	004	3	4	0		4	0	0	0	0	0	0
	Admin Staff Asst	030	2	1	0		1	0	0	0	0	0	0
	Totals			9	2		6	1	0	0	1	0	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRH20 - SIGNAL DESIGN & FIELD OPS

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Trng&Ed Coord	030	2	1	1	0	0	0	0	0	0	0	0
	Manager3,Engng&Plans Rev	140	1	1	0	1	0	0	0	0	0	1	0
						0	0	0	0	0	0	0	0
Totals				2	1	1	1	0	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRH21 - SIGNAL MAINT & OPS

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Admin Spec II-BU	035	6	1	1	0	0	0	0	0	0	0
	Signal Eictn,Journey-Level	078	7	23	7	16	1	2	0	3	0	1
	Signal Eictn,Journey-Level *	078	7	1	1	0	0	0	0	0	0	0
	Signal Eictn V	078	7	1	0	1	0	0	0	0	0	0
	Civil Engng Spec Supv	032	3	1	1	0	1	0	0	0	0	0
	Signal Eictn CC	078	7	7	2	5	0	1	0	1	0	0
	Manager2,Engng&Plans Rev	140	1	1	0	1	0	0	0	0	0	0
Totals				35	12	23	2	3	0	4	0	1
						0	1	1	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRH23 - SIGNAL DESIGN

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
	Civil Engrng Spec,Sr *	032	3	1	1	1	0	1	0	0	0	0	0
	Civil Engrng Spec,Assoc	004	3	1	1	1	0	1	0	0	0	0	0
	Civil Engrng Spec,Sr	032	3	1	0	1	1	0	0	0	0	0	0
	Civil Engr,Sr	032	2	4	2	4	2	0	2	0	0	0	0
	Civil Engr Supv	032	2	2	0	1	1	0	0	0	0	0	0
Totals				9	4	8	4	2	2	0	0	0	0
						1	1	0	0	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRH30 - TRANS OPS ENGINEERING

Incl/ Excl	Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
						Male	Female							
	Manager3,Engng&Plans Rev	140	1	1	0		1	0	0	0	0	0	0	0
				1	0		0	0	0	0	0	0	0	0
Totals				1	0		1	0	0	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

Work Force Analysis
Analysis Data as of 03/01/2020

Plan: COS - CITY OF SEATTLE
Department: TRH31 - SIGNAL OPS

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
	Engrng Aide	004	5	1	0	0	0	0	0	0	0	0	0
	Civil Engr, Assoc	034	2	3	2	3	1	1	0	0	0	0	0
	Civil Engrng Spec, Sr	032	3	2	1	2	1	1	0	0	0	0	0
	Civil Engr Supv	032	2	1	0	1	1	0	0	0	0	0	0
Totals				7	3	6	3	2	1	0	0	0	0
						1	1	0	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRH32 - TRAFFIC OPS

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Ofc/Maint Aide	030	8	1	1	0	0	0	0	0	0	0
	Ofc/Maint Aide *	030	8	1	0	1	0	0	0	0	0	0
	Civil Engrng Spec,Asst I *	004	3	1	1	0	0	1	0	0	0	0
	Res&Eval Asst-BU *	004	5	1	1	0	1	0	0	0	0	0
	Civil Engrng Spec,Asst I	004	3	1	1	0	0	1	0	0	0	0
	Complaint Investigator	030	2	2	1	0	0	0	0	1	0	0
	Civil Engr,Asst I *	034	2	2	2	0	0	0	0	0	0	0
	Permit Spec	004	3	1	0	1	0	0	0	0	0	0
	Civil Engrng Spec,Assoc *	004	3	2	1	1	0	1	0	0	0	0
	Civil Engrng Spec,Asst III	004	3	2	0	2	0	0	0	0	0	0
	Civil Engr,Asst III	034	2	1	1	0	0	1	0	0	0	0
	Civil Engrng Spec,Assoc	004	3	2	0	2	0	0	0	0	0	0
	Civil Engr,Assoc	034	2	5	1	3	0	0	0	0	0	0
	Transp Plnr,Sr	032	2	2	1	1	0	1	0	0	0	1
	Civil Engr, Sr *	032	2	1	0	1	0	0	0	0	0	0
	Civil Engr, Sr	032	2	3	1	1	0	0	0	0	0	0
				2	1	1	0	0	0	1	0	0
				1		1	0	0	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRH32 - TRAFFIC OPS

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
	Civil Engr Supv	032	2	2	2	2	0	0	2	0	0	0	0
							Male	Female					
				30	14	22	12	1	7	0	2	0	0
						8	4	0	2	1	0	0	1
	Totals												

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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRH33 - TRAFFIC RECORDS

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Ofc/Maint Aide	030	8	2	1	0	0	0	0	0	0	1
	Engng Aide	004	5	3	3	0	0	0	0	0	0	0
	Res&Eval Asst-BU	004	5	3	2	0	0	1	0	0	0	1
	StratAdvsr1 *	140	2	1	0	0	0	0	0	0	0	0
	Civil Engng Spec.Sr	032	3	1	1	0	0	1	0	0	0	0
Totals				10	7	1	1	2	0	0	0	1
						2	0	1	0	0	1	1

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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRH40 - TRANS OPERATION CENTER

<i>Incl/ Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Employees</i>	<i>Total Minorities</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
	Engng Aide *	004	5	3	3	Male	Female	2	0	0	2	0	0	0	0
	Civil Engng Spec,Asst I *	004	3	1	1	Male	Female	1	0	0	0	0	0	0	0
	Civil Engng Spec,Asst I	004	3	1	1	Male	Female	0	0	0	0	0	0	0	0
	Civil Engng Spec,Assoc *	004	3	3	2	Male	Female	3	1	1	1	0	0	0	0
	Info Technol Systs Anlyst	034	2	1	0	Male	Female	0	0	0	0	0	0	0	0
	Civil Engr,Asst III	034	2	1	1	Male	Female	1	1	0	0	0	0	0	0
	Civil Engng Spec,Assoc	004	3	3	3	Male	Female	2	0	0	1	0	0	0	0
	Civil Engng Spec,Sr	032	3	2	1	Male	Female	1	0	0	0	0	0	0	1
	StratAdvsr1,Engng&Plans Rev	140	2	1	0	Male	Female	0	1	0	0	0	0	0	0
	Civil Engr, Sr	032	2	1	1	Male	Female	1	0	0	1	0	0	0	0
Totals				17	13	Male	Female	14	3	4	6	0	0	0	1
								3	1	1	0	0	0	0	1

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRINT - TRANSPORTATION INTERNS

<i>Incl/Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Employees</i>	<i>Total Minorities</i>		<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
					<i>Male</i>	<i>Female</i>							
	Cooperative Intern *	030	5	19	7		5	0	2	0	1	0	0
	Muni Government Intern *	030	5	36	6		17	0	3	0	0	0	1
	Student Engr Intern *	030	5	29	14		13	0	4	0	0	0	1
	Student Accountant Intern *	030	5	7	5		11	0	6	0	2	0	1
		030	5	7	5		4	0	5	0	0	0	0
		030	5	7	5		1	0	1	0	0	0	0
		030	5	7	5		1	0	3	0	0	0	1
Totals				91	32		34	0	10	0	3	0	1
							25	0	15	0	0	0	3

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRJ00 - TRANSIT DIVISION MGMT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
						Male	Female							
	Admin Staff Anlyst	030	2	1	1		Female	0	0	0	0	0	0	0
	Executive2	140	1	1	1		Male	0	0	0	0	0	0	0
							Female	0	0	0	0	1	0	0
Totals				2	2		Male	0	0	0	0	0	0	0
							Female	0	1	0	0	1	0	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRJ20 - TRANSIT SYSTEM DEVELOPMENT

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total												
					Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
	Public Relations Spec *	030	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Transp Plnr,Asst *	034	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Transp Plnr,Sr	032	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	StratAdvsr2,Fin,Bud,&Actg	140	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Manager3,Engng&Plans Rev	140	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals				7	0	3	4	3	4	0	0	0	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRJ30 - RAIL PROGRAM

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
	Transp Plnr,Sr	032	2	2	1	1	1	0	0	0	0	0	0
	StratAdvsr1,General Govt	140	2	1	1	1	0	1	0	0	0	0	0
	StratAdvsr2,General Govt	140	2	1	0	1	1	0	0	0	0	0	0
	StratAdvsr2,Engng&Plans Rev	140	2	1	0	0	0	0	0	0	0	0	0
	StratAdvsr3,Exempt	140	2	1	0	1	1	0	0	0	0	0	0
Totals				6	2	4	3	0	1	0	0	0	0
						2	1	1	0	0	0	0	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRJ40 - MOBILITY PROGRAM

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Transp Plnr,Assoc *	034	2	1	0	1	0	0	0	0	0	0
	StratAdvsr1 *	140	2	4	4	0	0	0	0	0	0	0
	Plng&Dev Spec,Sr	030	2	1	0	0	0	1	0	1	0	0
	Transp Plnr,Sr *	032	2	1	0	1	0	0	0	0	0	0
	StratAdvsr1,General Govt	140	2	2	0	0	0	0	0	0	0	0
	StratAdvsr2,General Govt	140	2	2	0	2	0	0	0	0	0	0
	Manager3,Engng&Plans Rev	140	1	1	0	1	0	0	0	0	0	0
Totals				12	4	6	4	0	0	1	0	2
												0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRJ50 - PARKING

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Radio Dispatcher	006	6	1	1	Female	0	0	0	0	0	0	0	0
	Admin Spec II-BU	035	6	1	1	Male Female	1	0	1	0	0	0	0	0
	Maint Laborer	019	8	4	3	Male Female	4	1	0	0	0	1	0	0
	Maint Laborer, Sr-Traffic	019	8	1	1	Male Female	1	0	1	0	0	0	0	0
	Civil Engng Spec,Asst I	004	3	1	1	Male Female	1	0	1	0	0	0	0	0
	Parking Pay Stat Tech	004	7	6	6	Male Female	6	0	2	0	0	0	0	0
	Transp Plnr,Assoc	034	2	1	0	Male Female	1	1	0	0	0	0	0	0
	Parking Pay Stat Shop,Supv	004	7	1	1	Male Female	1	0	1	0	0	0	0	0
	Civil Engng Spec,Assoc	004	3	3	1	Male Female	3	1	0	0	0	0	0	0
	Transp Plnr,Sr	032	2	1	0	Male Female	1	1	0	0	0	0	0	0
	Civil Engng Spec,Sr	032	3	1	1	Male Female	1	0	0	0	0	0	1	0
	StratAdvsr1,Engng&Plans Rev	140	2	1	0	Male Female	1	0	0	0	0	0	0	0
	Capital Pjcts Coord,Sr	034	2	1	0	Male Female	1	1	0	0	0	0	0	0
	StratAdvsr2,General Govt	140	2	2	0	Male Female	2	0	0	0	0	0	0	0
	StratAdvsr2,Engng&Plans Rev	140	2	1	0	Male Female	1	1	0	0	0	0	0	0
	Manager3,Engng&Plans Rev	140	1	1	0	Male Female	1	1	0	0	0	0	0	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRJ50 - PARKING

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
				27	16	19	5	7	5	0	1	1	0
						8	6	0	2	0	0	0	0
Totals													

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK00 - OM DIVISION MGMT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Ofc/Maint Aide *	030	8	1	0	1	0	0	0	0	0	0
	Grounds Equip Mechanic	019	7	1	1	0	0	1	0	0	0	0
	Admin Staff Analyst	030	2	1	1	0	0	0	0	0	0	0
	Exec Asst *	030	2	1	0	0	0	0	0	0	0	0
	Manager2.CSPI&P	140	1	1	1	0	0	0	0	0	0	0
	Executive2	140	1	1	0	0	0	0	0	1	0	0
				6	3	1	0	1	0	0	0	0
	Totals					2	0	1	0	0	0	0
						4	0	1	0	1	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK01 - CUSTOMER SERVICE AND DISPATCH

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
	Cust Svc Rep	035	6	2	2	0	0	0	0	0	0	0	0
	Mgmt Syts Anlyst,Asst *	030	5	1	0	1	0	0	0	0	0	0	0
	Cust Svc Rep Supv	031	6	1	0	0	0	0	0	0	0	0	0
	Transp Plnr,Assoc	034	2	1	0	1	1	0	0	0	0	0	0
				5	2	2	2	0	0	0	0	0	0
Totals						3	1	1	0	0	0	1	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK02 - INCIDENT RESPONSE TEAM

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Gender								
	Engng Emerg Laborer	019	8	10	8	Male Female	10	2	3	2	0	1	2	0
	Street Maint Supv	081	7	1	1	Male Female	0	0	0	0	0	0	0	0
	Totals			11	9	Male Female	10	2	3	2	0	1	2	0
							1	0	0	0	0	1	0	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK03 - DISPATCH

<i>Incl/ Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>							
	Radio Dispatcher*	006	6	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	1	0
	Radio Dispatcher	006	6	7	3	1	1	0	0	0	0	0
						Male	1	0	0	0	0	0
						Female	3	0	0	0	1	0
Totals				8	4	1	1	0	0	0	0	0
						Male	3	0	0	0	2	0
						Female	6	0	0	0	2	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK10 - URBAN FORESTRY AND OPS

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Admin Staff Asst*	030	2	1	1	Female	0	0	0	0	0	0	0
	Admin Staff Asst	030	2	1	0	Male	1	0	0	0	0	0	0
	Manager2,General Govt	140	1	2	1	Female	0	0	0	0	0	0	0
	Manager3,General Govt	140	1	1	0	Male	1	0	0	0	0	0	0
				5	2	Female	2	1	0	0	0	0	0
	Totals						3	1	0	0	0	0	0
							2	1	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK11 - ARBORIST SERVICES

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
	Arboriculturist	019	2	5	0	3	3	0	0	0	0	0	0
	Arborist	030	2	1	0	2	2	0	0	0	0	0	0
						1	1	0	0	0	0	0	0
						0	0	0	0	0	0	0	0
	Totals			6	0	4	4	0	0	0	0	0	0
						2	2	0	0	0	0	0	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK12 - LANDSCAPE ARCHITECT SERVICES

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Civil Enging Spec,Assoc	004	3	2	0	1	1	0	0	0	0	0	0
								Female					
	Landscpe Architect,Sr	032	2	1	0	0	0	0	0	0	0	0	0
								Male					
								Female					
Totals				3	0	1	2	0	0	0	0	0	0
								Male					
								Female					

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK13 - LANDSCAPE MAINTENANCE

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Gardener,Asst	019	8	1	0	1	0	0	0	0	0	0	0
	Gardener	019	8	8	1	6	5	0	1	0	0	0	0
	Facilities Maint Wkr	019	8	1	1	2	2	0	0	0	0	0	0
	Gardener,Sr	019	8	2	0	1	0	0	0	0	1	0	0
	Grounds Equip Mechanic,Sr	019	7	1	1	2	0	0	0	0	0	0	0
	Landscape Supv	019	2	1	0	1	0	0	0	0	0	0	0
				14	3	12	9	0	1	0	2	0	0
	Totals					2	2	0	0	0	0	0	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK14 - TREE MAINTENANCE

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
	Tree Trimmer	019	8	6	0	6	6	0	0	0	0	0	0
							Female	0	0	0	0	0	0
	Tree Trimmer, Lead	019	8	3	1	3	2	0	0	0	0	0	1
							Male	0	0	0	0	0	0
	Arboriculturist	019	2	1	0	1	1	0	0	0	0	0	0
							Female	0	0	0	0	0	0
Totals				10	1	10	9	0	0	0	0	0	1
							Female	0	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK20 - PAVING

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Res&Eval Aide *	030	5	1	1	0	0	0	0	0	0	0
	Admin Staff Anlyst *	030	2	1	1	0	0	1	0	0	0	0
	Admin Staff Anlyst	030	2	2	1	0	1	0	0	0	0	0
	Manager2,Engng&Plans Rev	140	1	1	0	1	0	0	0	0	0	0
	Manager3,Engng&Plans Rev	140	1	1	1	0	1	0	0	0	0	0
Totals				6	4	2	1	2	0	0	0	0
						1	1	0	0	0	0	0
						1	1	2	0	0	0	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK21 - NORTH OPS & MAINTENANCE

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Maint Laborer	019	8	8	8	0	8	6	0	3	1	0	1	1	0
	Asphalt Raker	019	7	2	2	0	2	2	0	0	0	0	0	2	0
	Truck Drvr	006	8	5	3	2	1	5	2	2	0	0	0	1	0
	Constr&Maint Equip Op	080	7	1	0	1	0	1	1	0	0	0	0	0	0
	Street Maint CC	081	7	2	1	1	1	1	0	0	0	0	0	1	0
	Street Maint Supv	081	7	1	1	0	1	0	0	0	0	0	0	0	0
				19	15	4	11	15	4	5	1	0	1	4	0
Totals								4	0	1	0	0	0	3	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK22 - CENTRAL SOUTH OPS & MAINT

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Female							
	Maint Laborer	019	8	8	5	Male Female	3	2	1	0	0	2	0
	Asphalt Raker	019	7	2	1	Male Female	1	1	0	0	0	0	0
	Truck Dvr	006	8	5	4	Male Female	1	1	2	1	0	0	0
	Constr&Maint Equip Op	080	7	4	4	Male Female	0	1	1	0	1	0	0
	Street Maint CC	081	7	2	0	Male Female	2	0	0	0	0	0	0
	Street Maint Supv	081	7	1	0	Male Female	1	0	0	0	0	0	0
Totals				22	14	Male Female	8	5	4	1	1	2	0
							0	0	0	0	0	1	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK23 - NIGHTS OPS & MAINT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
	Maint Laborer	019	8	4	4	4	0	2	2	0	0	0	0
	Truck Drvr	006	8	3	2	3	1	1	0	0	0	0	0
	Constr&Maint Equip Op	080	7	4	2	4	2	0	2	0	0	0	0
	Street Maint CC	081	7	1	1	1	0	0	0	0	0	0	0
	Street Maint Supv	081	7	1	1	1	0	1	0	0	0	1	0
				13	10	12	3	4	5	0	0	0	0
						1	0	0	0	0	0	1	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK24 - CONCRETE CREW-UTILITY

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Maint Laborer	019	8	3	3	Male Female	0	0	1	0	1	1	0
	Truck Drvr	006	8	1	1	Male Female	0	0	1	0	0	0	0
	Cement Finisher	019	7	4	3	Male Female	1	1	0	0	0	2	0
	Constr&Maint Equip Op	080	7	1	0	Male Female	1	0	0	0	0	0	0
	Street Paving CC	081	7	1	0	Male Female	1	0	0	0	0	0	0
Totals				10	7	Male Female	3	1	2	0	1	3	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK25 - CONCRETE CREW-PAVING

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Maint Laborer	019	8	3	3	0	0	0	0	0	0	2	0
	Truck Drvr	006	8	2	2	0	2	0	0	0	0	1	0
	Cement Finisher	019	7	1	1	0	0	1	0	0	0	0	0
	Cement Finisher, Sr	019	7	1	1	0	0	1	0	0	0	0	0
	Constr&Maint Equip Op	080	7	1	1	0	1	0	0	0	0	0	0
	Street Paving CC	081	7	1	1	0	1	0	0	0	0	0	0
	Totals			9	9	0	4	2	0	0	0	2	0
						0	0	0	0	0	0	1	0

*Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK26 - CONCRETE CREW-PAVING 2

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Maint Laborer	019	8	1	0	1	0	0	0	0	0	0	0
	Truck Drvr	006	8	2	1	0	0	0	0	0	0	0	0
	Cement Finisher	019	7	2	2	0	0	0	0	0	1	0	0
	Truck Drvr, Heavy	006	8	1	0	1	0	0	0	0	0	0	0
	Cement Finisher, Sr	019	7	1	1	0	0	0	0	0	0	1	0
	Constr&Maint Equip Op	080	7	1	1	0	0	1	0	0	0	0	0
	Street Paving CC	081	7	1	0	1	0	0	0	0	0	0	0
Totals				9	5	9	4	2	2	0	1	2	0
							0	0	0	0	0	0	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK27 - ASPHALT CREW-NORTH

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Maint Laborer	019	8	2	2	Male Female	0	0	0	0	1	0	0
	Truck Drvr	006	8	4	1	Male Female	3	0	0	1	0	0	0
	Asphalt Raker,Sr	019	7	1	0	Male Female	1	0	0	0	0	0	0
	Truck Drvr, Heavy	006	8	2	1	Male Female	1	0	0	0	0	0	0
	Asphalt Paving CC,Asst	019	7	2	0	Male Female	2	0	0	0	0	0	0
	Constr&Maint Equip Op,Sr	080	7	1	0	Male Female	1	0	0	0	0	0	0
	Street Paving CC	081	7	1	1	Male Female	0	0	0	0	1	0	0
Totals				13	5	Male Female	8	1	0	1	2	1	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK28 - ASPHALT CREW-SOUTH

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities							
	Maint Laborer	019	8	4	4	0	0	0	0	3	1	0
	Truck Drvr	006	8	1	1	0	0	0	0	0	0	0
	Asphalt Raker,Sr	019	7	4	1	3	0	0	0	1	0	0
	Truck Drvr, Heavy	006	8	2	1	1	0	0	0	1	0	0
	Const&Maint Equip Op	080	7	1	1	0	0	1	0	0	0	0
	Const&Maint Equip Op,Sr	080	7	2	1	1	0	1	0	0	0	0
	Street Paving CC	081	7	1	1	0	0	0	0	0	0	1
				15	10	5	0	2	0	5	1	1
Totals						0	0	0	1	0	0	0
						0	0	0	1	0	0	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK29 - CONCRETE CREW - PAVING 3

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
						Male	Female							
	Maint Laborer	019	8	3	3		0	0	0	0	0	1	0	2
	Truck Drvr	006	8	2	1		1	0	0	0	0	1	0	0
	Cement Finisher	019	7	3	2		1	0	1	0	0	0	1	0
	Constr&Maint Equip Op	080	7	1	1		0	1	0	0	0	0	0	0
	Street Paving CC	081	7	1	0		1	0	0	0	0	0	0	0
	Totals			10	7		3	1	1	1	0	2	1	2
							0	0	0	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK30 - PAVEMENT ENGINEERING MGMT

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male Female	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	Civil Engrng Spec,Assoc	004	3	6	1	Male Female	5	4	1	0	0	0	0	0
	Mgmt Systs Anlyst,Sr	030	2	1	0	Male Female	0	0	0	0	0	0	0	0
	Civil Engrng Spec,Sr	032	3	4	1	Male Female	3	2	0	0	0	1	0	0
	Civil Engr,Sr	032	2	2	1	Male Female	2	1	0	1	0	0	0	0
	Manager3,Engng&Plans Rev	140	1	1	0	Male Female	0	0	0	0	0	0	0	0
Totals				14	3	Male Female	10	7	1	1	0	1	0	0
							4	4	0	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK40 - SIGNS & MARKINGS

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
	Ofc/Maint Aide	030	8	1	0	1	1	0	0	0	0	0	0
	Admin Spec II-BU	035	6	1	1	0	0	0	0	0	0	0	0
	Admin Spec III-BU	035	6	1	1	1	0	0	0	0	0	1	0
	Warehouser, Sr-BU	007	8	1	1	0	0	0	0	0	0	0	0
	Traffic Sign&Marking CC II	019	7	1	0	1	1	0	0	0	0	0	0
	Manager2,Engng&Plans Rev	140	1	1	1	0	0	0	0	0	0	0	0
Totals				6	4	4	2	1	1	0	0	0	0
						2	0	0	0	0	0	1	0
						0	0	0	0	0	0	0	0

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK41 - SIGNS & MARKINGS-MAINTENANCE

Incl/ Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
	Maint Laborer	019	8	1	1	1	0	0	1	0	0	0	0
	Maint Laborer, Sr-Traffic	019	8	2	1	2	1	0	0	0	1	0	0
	Traffic Sign&Marking Lead Wkr	019	8	2	2	2	0	2	0	0	0	0	0
	Traffic Sign&Marking CC I	019	7	1	1	0	0	0	0	0	0	0	0
				6	5	5	1	2	1	0	1	0	0
Totals						1	0	1	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK42 - SIGN SHOP

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Sign Pntr;Sr	010	3	1	1	0	0	0	1	0	0	0	0
						Female							
	Sign Pntr CC	010	3	1	0	1	0	0	0	0	0	0	0
						Male							
						Female							
Totals				2	1	2	1	0	1	0	0	0	0
						Male							
						Female							

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK43 - SIGNS & MARKINGS-PROJECT

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Maint Laborer	019	8	2	2	Male Female	0	1	1	0	0	0	0
	Maint Laborer, Sr-Traffic	019	8	4	2	Male Female	2	0	2	0	0	0	0
	Traffic Sign&Marking Lead Wkr	019	8	7	3	Male Female	4	1	1	0	0	0	0
	Traffic Sign&Marking Lead Wkr*	019	8	2	1	Male Female	1	0	0	0	1	0	0
	Traffic Sign&Marking CC I	019	7	1	0	Male Female	1	0	0	0	0	0	0
Totals				16	8	Male Female	8	2	4	0	1	0	0
					1		0	1	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK44 - FACILITIES & GROUNDS MAINT

Incl/ Excl	Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
						Male	Female							
	Maint Laborer;Sr-Traffic	019	8	1	0	Male	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
Totals				1	0	Male	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 03/01/2020**

Plan: COS - CITY OF SEATTLE
Department: TRK51 - CONCRETE CREW PAVING 4

Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Maint Laborer	019	8	3	3	2	0	1	0	0	0	1	0
	Truck Drvr	006	8	2	1	1	0	0	0	0	0	1	0
	Cement Finisher	019	7	2	2	2	1	0	1	0	0	1	0
	Truck Drvr, Heavy	006	8	2	1	2	1	0	1	0	0	0	0
	Cement Finisher, Sr	019	7	1	1	1	0	0	0	0	0	1	0
	Street Paving CC	081	7	1	0	1	1	0	0	0	0	0	0
	Admin Staff Anlyst	030	2	1	1	0	0	0	0	0	0	0	0
				12	9	9	2	1	2	0	0	3	1
	Totals					3	1	1	0	0	0	1	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

Work Force Analysis
Analysis Data as of 03/01/2020

Plan: COS - CITY OF SEATTLE
Department: TRTES - TRANSPORTATION TES

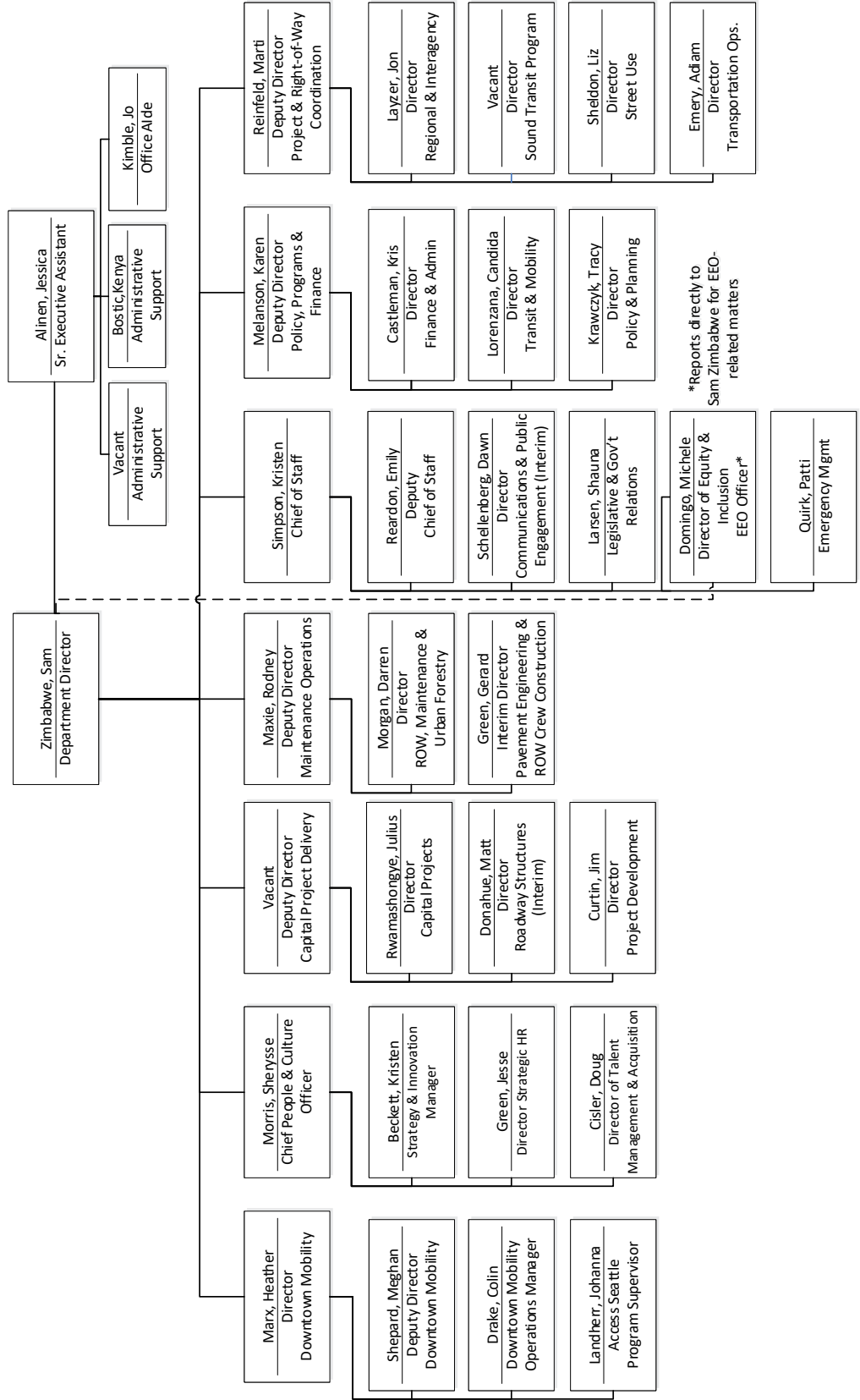
Incl/ Excl	Job Title	Salary Code	EEO Code	Employees	Total		White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
					Minorities	Total							
	Admin Spec II-BU *	035	6	7	4	2	1	0	0	0	0	0	1
							Female	0	0	0	1	1	1
	Actg Tech II-BU *	035	6	4	4	1	0	0	1	0	0	0	0
							Male	0	0	0	0	0	0
							Female	0	3	0	0	0	0
	Maint Laborer *	019	8	28	21	26	6	6	1	0	4	9	0
							Male	1	0	0	0	0	0
							Female	1	0	0	0	0	0
Totals				39	29	29	7	6	2	0	4	9	1
							Male	1	3	0	1	1	1
							Female	3	0	0	0	0	0

*Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department*

APPENDIX 2: ORGANIZATION CHARTS

Seattle Department of Transportation

February 2021



APPENDIX 3: HIRES (YEAR 1 – 4)

EMPLOYMENT PRACTICES CHARTS: REVIEW OF HIRES BY YEAR

Hires Year 1 -- 3/1/2016 through 2/28/2017

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	65	19	45	13	-	-	10	1	1	2	9	3	-	-	-	-
Total Hires	3	3	2	2	-	-	-	-	1	-	-	1	-	-	-	-
Selection Rate	4.6%	15.8%	4.4%	15.4%	N/A	N/A	0.0%	N/A	N/A	0.0%	0.0%	33.3%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	29.2%	100.0%	13.3%	46.2%	N/A	N/A	0.0%	N/A	N/A	0.0%	0.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	N/A	N/A	Yes	Yes	No	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	492	615	288	355	3	6	61	69	39	49	101	136	-	-	-	-
Total Hires	21	19	15	14	-	-	2	1	1	1	2	2	-	-	1	1
Selection Rate	4.3%	3.1%	5.2%	3.9%	N/A	N/A	3.3%	1.4%	2.6%	2.0%	2.0%	1.5%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	72.4%	100.0%	75.7%	N/A	N/A	63.0%	27.8%	49.2%	39.2%	38.0%	28.2%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A
3 - Technicians																
Number Applied	298	95	177	53	2	-	34	19	15	6	70	17	-	-	-	-
Total Hires	11	4	10	3	-	-	-	-	1	1	-	-	-	-	-	-
Selection Rate	3.7%	4.2%	5.6%	5.7%	N/A	N/A	0.0%	0.0%	6.7%	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	87.7%	100.0%	84.7%	84.9%	N/A	N/A	0.0%	0.0%	100.0%	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	Yes	Yes	No	N/A	Yes	Yes	N/A	N/A	N/A	N/A
4 - Protective Service																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	16	77	5	25	1	5	2	17	3	11	5	19	-	-	-	-
Total Hires	4	-	2	-	-	-	1	-	-	-	1	-	-	-	-	-
Selection Rate	25.0%	0.0%	40.0%	0.0%	N/A	0.0%	50.0%	0.0%	0.0%	0.0%	20.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	80.0%	0.0%	N/A	0.0%	100.0%	0.0%	0.0%	0.0%	40.0%	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	Yes	No	Yes	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
6 - Administrative Support																
Number Applied	33	59	13	17	-	1	6	15	3	5	11	21	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Number Applied	85	3	37	1	3	-	12	1	8	1	25	-	-	-	-	-
Total Hires	13	-	7	-	-	-	-	-	-	-	3	-	-	3	-	-
Selection Rate	15.3%	0.0%	18.9%	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	12.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	100.0%	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	63.4%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A	N/A	N/A	N/A	N/A
8 - Service-Maintenance																
Number Applied	616	33	239	13	14	2	158	9	74	2	131	7	-	-	-	-
Total Hires	14	3	8	2	1	-	1	-	-	-	3	-	-	1	1	-
Selection Rate	2.3%	9.1%	3.3%	15.4%	7.1%	N/A	0.6%	N/A	0.0%	N/A	2.3%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	25.0%	100.0%	21.8%	100.0%	46.4%	N/A	4.1%	N/A	0.0%	N/A	14.9%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	No	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A	N/A	N/A	N/A	N/A
Persons with Disabilities																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	1	2	1	1	-	-	-	-	-	-	-	-	-	1	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Veterans																
Number Applied	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Total Hires	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A

Hires Year 2 -- 3/1/2017 through 2/28/2018

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	69	59	44	31	1	2	6	11	8	6	10	9	-	-	-	-
Total Hires	3	2	2	-	-	-	-	2	-	-	1	-	-	-	-	-
Selection Rate	4.3%	3.4%	4.5%	0.0%	N/A	N/A	0.0%	18.2%	0.0%	0.0%	10.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	78.0%	25.0%	0.0%	N/A	N/A	0.0%	100.0%	0.0%	0.0%	55.0%	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	Yes	No	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	913	896	493	411	12	5	112	133	69	67	227	280	-	-	-	-
Total Hires	29	28	23	13	-	-	3	3	1	4	2	8	-	-	-	-
Selection Rate	3.2%	3.1%	4.7%	3.2%	N/A	N/A	2.7%	2.3%	1.4%	6.0%	0.9%	2.9%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	98.4%	78.1%	53.0%	N/A	N/A	44.9%	37.8%	24.3%	100.0%	14.8%	47.9%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	No	Yes	Yes	N/A	N/A	N/A	N/A
3 - Technicians																
Number Applied	272	106	147	46	4	-	30	20	21	11	70	29	-	-	-	-
Total Hires	11	6	4	5	-	-	3	-	2	-	2	-	-	-	-	1
Selection Rate	4.0%	5.7%	2.7%	10.9%	N/A	N/A	10.0%	0.0%	9.5%	0.0%	2.9%	0.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	71.4%	100.0%	25.0%	100.0%	N/A	N/A	92.0%	0.0%	87.6%	0.0%	26.3%	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	No	N/A	N/A	No	Yes	No	Yes	Yes	Yes	N/A	N/A	N/A	N/A
4 - Protective Service																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	29	28	19	20	1	-	1	-	1	2	7	6	-	-	-	-
Total Hires	22	25	12	14	1	-	1	2	-	2	8	6	-	-	-	1
Selection Rate	75.9%	89.3%	63.2%	70.0%	N/A	N/A	N/A	N/A	N/A	100.0%	114.3%	100.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	85.0%	100.0%	55.3%	61.3%	N/A	N/A	N/A	N/A	N/A	87.5%	100.0%	87.5%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
6 - Administrative Support																
Number Applied	412	711	192	284	10	12	95	225	43	70	72	120	-	-	-	-
Total Hires	6	9	1	2	-	-	3	5	-	1	2	-	-	1	-	-
Selection Rate	1.5%	1.3%	0.5%	0.7%	N/A	N/A	3.2%	2.2%	0.0%	1.4%	2.8%	0.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	86.9%	16.5%	22.3%	N/A	N/A	100.0%	70.4%	0.0%	45.2%	88.0%	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	No	Yes	Yes	Yes	No	Yes	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Number Applied	194	25	79	6	5	1	40	7	21	4	49	7	-	-	-	-
Total Hires	2	2	2	-	-	-	-	1	-	1	-	-	-	-	-	-
Selection Rate	1.0%	8.0%	2.5%	0.0%	0.0%	N/A	0.0%	14.3%	0.0%	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	12.9%	100.0%	17.7%	0.0%	0.0%	N/A	0.0%	100.0%	0.0%	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	Yes	N/A	Yes	No	Yes	N/A	Yes	Yes	N/A	N/A	N/A	N/A
8 - Service-Maintenance																
Number Applied	321	18	115	3	7	2	84	6	38	2	77	5	-	-	-	-
Total Hires	25	2	15	1	-	-	5	1	1	-	-	-	4	-	-	-
Selection Rate	7.8%	11.1%	13.0%	N/A	0.0%	N/A	6.0%	N/A	2.6%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	70.1%	100.0%	100.0%	N/A	0.0%	N/A	45.6%	N/A	20.2%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	No	N/A	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A	N/A	N/A	N/A	N/A
Persons with Disabilities																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Veterans																
Number Applied	6	-	2	-	-	-	-	-	2	-	2	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A

Hires Year 3 -- 3/1/2018 through 2/28/2019

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	108	66	59	41	2	1	21	10	6	8	20	6	-	-	-	-
Total Hires	5	1	5	1	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	4.6%	1.5%	8.5%	2.4%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	32.7%	100.0%	28.8%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	N/A
2 - Professionals																
Number Applied	761	935	422	426	12	11	110	162	60	111	157	225	-	-	-	-
Total Hires	18	13	11	7	-	-	1	3	2	1	4	1	-	-	-	1
Selection Rate	2.4%	1.4%	2.6%	1.6%	N/A	N/A	0.9%	1.9%	3.3%	0.9%	2.5%	0.4%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	58.8%	78.2%	49.3%	N/A	N/A	27.3%	55.6%	100.0%	27.0%	76.4%	13.3%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	Yes	Yes	No	Yes	Yes	Yes	Yes	N/A	N/A	N/A
3 - Technicians																
Number Applied	182	62	84	30	1	1	28	11	11	6	58	14	-	-	-	-
Total Hires	15	6	8	5	-	-	2	-	1	-	2	-	-	-	2	1
Selection Rate	8.2%	9.7%	9.5%	16.7%	N/A	N/A	7.1%	0.0%	9.1%	0.0%	3.4%	0.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	85.2%	100.0%	57.1%	100.0%	N/A	N/A	42.9%	0.0%	54.5%	0.0%	20.7%	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	N/A
4 - Protective Service																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	11	10	7	8	-	-	1	-	2	1	1	1	-	-	-	-
Total Hires	23	29	12	17	-	-	1	-	1	1	8	8	-	-	1	3
Selection Rate	209.1%	290.0%	171.4%	212.5%	N/A	N/A	100.0%	N/A	50.0%	100.0%	800.0%	800.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	72.1%	100.0%	21.4%	26.6%	N/A	N/A	12.5%	N/A	6.3%	12.5%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	N/A	Yes	Yes	No	No	N/A	N/A	N/A	N/A

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
6 - Administrative Support																
Number Applied	63	122	27	39	-	-	18	31	5	10	13	42	-	-	-	-
Total Hires	4	8	4	3	-	-	-	2	-	-	-	3	-	-	-	-
Selection Rate	6.3%	6.6%	14.8%	7.7%	N/A	N/A	0.0%	6.5%	0.0%	0.0%	0.0%	7.1%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	96.8%	100.0%	100.0%	51.9%	N/A	N/A	0.0%	43.5%	0.0%	0.0%	0.0%	48.2%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Number Applied	102	3	42	1	2	-	14	-	12	-	32	2	-	-	-	-
Total Hires	4	-	1	-	-	-	1	-	2	-	-	-	-	-	-	-
Selection Rate	3.9%	0.0%	2.4%	N/A	N/A	N/A	7.1%	N/A	16.7%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	14.3%	N/A	N/A	N/A	42.9%	N/A	100.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	N/A	N/A	Yes	N/A	No	N/A	Yes	N/A	N/A	N/A	N/A	N/A
8 - Service-Maintenance																
Number Applied	161	7	65	-	3	-	37	2	13	-	43	5	-	-	-	-
Total Hires	19	5	10	1	-	-	2	1	1	-	3	1	3	1	-	1
Selection Rate	11.8%	71.4%	15.4%	N/A	N/A	N/A	5.4%	N/A	7.7%	N/A	7.0%	20.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	16.5%	100.0%	76.9%	N/A	N/A	N/A	27.0%	N/A	38.5%	N/A	34.9%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	N/A	N/A	N/A	Yes	N/A	Yes	Yes	Yes	No	N/A	N/A	N/A	N/A
Persons with Disabilities																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Veterans																
Number Applied	6	-	2	-	1	-	-	-	-	-	3	-	-	-	-	-
Total Hires	6	-	5	-	-	-	-	-	-	-	1	-	-	-	-	-
Selection Rate	100.0%	N/A	250.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	33.3%	N/A	N/A	N/A	N/A	N/A

Hires Year 4 -- 3/1/2019 through 2/29/2020

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NHOPI		M		
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
1 - Officials & Administrators																	
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	2	3	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																	
Number Applied	31	86	12	38	-	-	8	12	1	13	10	23	-	-	-	-	-
Total Hires	21	27	11	11	1	-	1	4	-	1	6	11	-	-	-	2	-
Selection Rate	67.7%	31.4%	91.7%	28.9%	N/A	N/A	12.5%	33.3%	N/A	7.7%	60.0%	47.8%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	46.3%	100.0%	31.6%	N/A	N/A	13.6%	36.4%	N/A	8.4%	65.5%	52.2%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	Yes	Yes	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A
3 - Technicians																	
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	13	6	4	5	-	-	2	-	-	-	4	1	2	-	1	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																	
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																	
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	32	27	27	18	-	-	-	1	1	-	4	8	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
6 - Administrative Support																
Number Applied	10	25	2	8	-	1	3	6	-	1	5	9	-	-	-	-
Total Hires	4	11	2	3	-	-	-	2	-	1	1	2	-	1	1	2
Selection Rate	40.0%	44.0%	100.0%	37.5%	N/A	0.0%	0.0%	33.3%	N/A	100.0%	20.0%	22.2%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	90.9%	100.0%	100.0%	37.5%	N/A	0.0%	0.0%	33.3%	N/A	100.0%	20.0%	22.2%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	Yes	Yes	Yes	N/A	No	Yes	Yes	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	10	1	8	1	-	-	1	-	1	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 - Service-Maintenance																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	5	-	3	-	-	-	2	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Persons with Disabilities																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	2	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Veterans																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	2	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

APPENDIX 4: PROMOTIONS (YEAR 1 -4)

EMPLOYMENT PRACTICES CHARTS: REVIEW OF PROMOTIONS BY YEAR

Promotions Year 1 -- 3/1/2016 through 2/28/2017

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	2	3	1	2	-	-	-	-	-	-	1	1	-	-	-	-
Total Promotions	2	3	1	2	-	-	-	-	-	-	1	1	-	-	-	-
Selection Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	96	106	70	70	-	-	5	4	3	7	17	17	1	-	-	8
Total Promotions	96	106	70	70	-	-	5	4	3	7	17	17	1	-	-	8
Selection Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	N/A	No	No	No	N/A	N/A	N/A	No
3 - Technicians																
Number Applied	36	10	18	8	1	-	7	-	3	1	3	1	-	-	4	-
Total Promotions	36	10	18	8	1	-	7	-	3	1	3	1	-	-	4	-
Selection Rate	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	No	N/A	No	N/A	No	No	No	No	N/A	N/A	No	N/A
4 - Protective Service																
Number Applied	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Total Promotions	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Selection Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	9	23	5	8	-	-	-	9	2	-	-	6	-	-	2	-
Total Promotions	9	23	5	8	-	-	-	9	2	-	-	6	-	-	2	-
Selection Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	100.0%	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	No	N/A	N/A	No	N/A

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
6 - Administrative Support																
Number Applied	6	18	2	6	-	1	1	4	1	-	2	4	-	-	-	3
Total Promotions	6	18	2	6	-	1	1	4	1	-	2	4	-	-	-	3
Selection Rate	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	No	No	No	No	N/A	No	No	N/A	N/A	N/A	No
7 - Skilled Craft																
Number Applied	15	2	15	-	-	-	-	-	-	-	-	-	-	2	-	-
Total Promotions	15	2	15	-	-	-	-	-	-	-	-	-	-	2	-	-
Selection Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A
8 - Service-Maintenance																
Number Applied	24	5	9	5	2	-	6	-	1	-	5	-	1	-	-	-
Total Promotions	24	5	9	5	2	-	6	-	1	-	5	-	1	-	-	-
Selection Rate	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	No	N/A	No	N/A	No	N/A	No	N/A	No	N/A	N/A	N/A
Persons with Disabilities																
Number Applied	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Veterans																
Number Applied	8	-	5	-	-	-	1	-	-	-	-	-	-	-	2	-
Total Promotions	8	-	5	-	-	-	1	-	-	-	-	-	-	-	2	-
Selection Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A

Promotions Year 2 -- 3/1/2017 through 2/28/2018

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	3	4	2	3	-	-	-	-	1	-	-	1	-	-	-	-
Total Promotions	3	4	2	3	-	-	-	-	1	-	-	1	-	-	-	-
Selection Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	100.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	N/A	N/A	No	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	17	14	11	10	-	-	1	1	1	1	3	2	-	-	1	-
Total Promotions	17	14	11	10	-	-	1	1	1	1	3	2	-	-	1	-
Selection Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	No	N/A
3 - Technicians																
Number Applied	4	4	2	4	-	-	-	-	-	-	-	-	-	1	-	-
Total Promotions	4	4	2	4	-	-	-	-	-	-	-	-	-	1	-	-
Selection Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A
4 - Protective Service																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	3	2	3	2	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	3	2	3	2	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
6 - Administrative Support																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Number Applied	6	1	2	-	-	-	2	-	1	-	-	-	-	1	1	-
Total Promotions	6	1	2	-	-	-	2	-	1	-	-	-	-	1	1	-
Selection Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	No	No	N/A
8 - Service-Maintenance																
Number Applied	3	-	2	-	-	-	1	-	-	-	-	-	-	-	-	-
Total Promotions	3	-	2	-	-	-	1	-	-	-	-	-	-	-	-	-
Selection Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Persons with Disabilities																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Veterans																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Promotions Year 3 -- 3/1/2018 through 2/28/2019

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	1	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-
Total Promotions	1	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-
Selection Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	11	9	7	5	-	-	2	-	-	-	4	1	-	-	-	1
Total Promotions	11	9	7	5	-	-	2	-	-	-	4	1	-	-	-	1
Selection Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	No
3 - Technicians																
Number Applied	5	2	3	2	-	-	1	-	-	-	-	-	-	1	-	-
Total Promotions	5	2	3	2	-	-	1	-	-	-	-	-	-	1	-	-
Selection Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A
4 - Protective Service																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	1	5	1	2	-	-	-	-	-	-	-	1	-	-	1	-
Total Promotions	1	5	1	2	-	-	-	-	-	-	-	1	-	-	1	-
Selection Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	100.0%	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	No

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
6 - Administrative Support																
Number Applied	-	3	-	2	-	-	-	-	-	-	-	-	-	1	-	-
Total Promotions	-	3	-	2	-	-	-	-	-	-	-	-	-	1	-	-
Selection Rate	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A
Ratio to Highest Rate	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A
7 - Skilled Craft																
Number Applied	6	1	4	1	-	-	-	-	-	-	2	-	-	-	-	-
Total Promotions	6	1	4	1	-	-	-	-	-	2	-	-	-	-	-	-
Selection Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A
8 - Service-Maintenance																
Number Applied	8	1	3	-	-	1	4	-	-	-	1	-	-	-	-	-
Total Promotions	8	1	3	-	-	1	4	-	-	-	1	-	-	-	-	-
Selection Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A
Persons with Disabilities																
Number Applied	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Total Promotions	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Selection Rate	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A
Veterans																
Number Applied	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Promotions Year 4 -- 3/1/2019 through 2/29/2020

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOP		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	4	-	1	-	-	-	1	-	-	-	2	-	-	-	-	-
Total Promotions	4	-	1	-	-	-	1	-	-	-	2	-	-	-	-	-
Selection Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	12	22	9	13	-	-	-	3	-	2	3	4	-	-	-	-
Total Promotions	12	22	9	13	-	-	-	3	-	2	3	4	-	-	-	-
Selection Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	N/A	No	No	No	N/A	N/A	N/A	N/A
3 - Technicians																
Number Applied	8	2	2	1	-	-	2	1	1	-	2	-	-	-	1	-
Total Promotions	8	2	2	1	-	-	2	1	1	-	2	-	-	-	1	-
Selection Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	N/A	No	No	No	N/A	N/A	No	N/A
4 - Protective Service																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	2	1	2	-	-	-	-	-	-	-	-	1	-	-	-	-
Total Promotions	2	1	2	-	-	-	-	-	-	-	-	1	-	-	-	-
Selection Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NH/PI		M		
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
6 - Administrative Support																	
Number Applied	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A
Ratio to Highest Rate	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A
7 - Skilled Craft																	
Number Applied	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A
8 - Service-Maintenance																	
Number Applied	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
Total Promotions	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
Selection Rate	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A
Ratio to Highest Rate	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A
Persons with Disabilities																	
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Veterans																	
Number Applied	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

APPENDIX 5: TRAININGS (YEAR 1 – 4)

EMPLOYMENT PRACTICES CHARTS: REVIEW OF TRAINING YEAR

Training Year 1 -- 3/1/2016 through 2/28/2017

Job Category (Use EEO-4)	Total		W		A/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	29	16	19	15	1	-	6	-	-	1	3	-	-	-	-	-
Total Trained	28	15	18	14	1	-	6	-	-	1	3	-	-	-	-	-
Training Rate	96.6%	93.8%	94.7%	93.3%	100.0%	N/A	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	97.1%	94.7%	93.3%	100.0%	N/A	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	No	N/A	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	144	139	99	91	1	1	5	7	6	6	32	24	1	4	-	6
Total Trained	137	128	93	82	1	1	5	6	5	6	32	23	1	4	-	6
Training Rate	95.1%	92.1%	93.9%	90.1%	N/A	N/A	N/A	85.7%	83.3%	100.0%	100.0%	95.8%	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	96.8%	93.9%	90.1%	N/A	N/A	N/A	85.7%	83.3%	100.0%	100.0%	95.8%	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No
3 - Technicians																
Total Workforce	92	33	57	28	1	-	12	-	5	1	9	4	4	-	4	-
Total Trained	89	32	56	28	1	-	12	-	5	1	8	3	4	-	3	-
Training Rate	96.7%	97.0%	98.2%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	88.9%	75.0%	100.0%	N/A	75.0%	N/A
Ratio to Highest Rate	99.8%	100.0%	98.2%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	88.9%	75.0%	100.0%	N/A	75.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	No	N/A	No	Yes	No	N/A	Yes	N/A
4 - Protective Service																
Total Workforce	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Trained	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Training Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	10	7	3	2	-	1	1	-	-	-	5	2	1	-	-	2
Total Trained	9	5	3	1	-	1	1	-	-	-	4	2	1	-	-	1
Training Rate	90.0%	71.4%	100.0%	50.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	80.0%	100.0%	100.0%	N/A	N/A	50.0%
Ratio to Highest Rate	100.0%	79.4%	100.0%	50.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	80.0%	100.0%	100.0%	N/A	N/A	50.0%
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	Yes

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
6 - Administrative Support																
Total Workforce	11	40	3	13	1	1	2	8	1	4	4	7	-	3	-	4
Total Trained	9	33	2	12	-	1	2	5	1	3	4	7	-	2	-	3
Training Rate	81.8%	82.5%	66.7%	92.3%	N/A	N/A	100.0%	62.5%	N/A	75.0%	100.0%	100.0%	N/A	66.7%	N/A	75.0%
Ratio to Highest Rate	99.2%	100.0%	66.7%	92.3%	N/A	N/A	100.0%	62.5%	N/A	75.0%	100.0%	100.0%	N/A	66.7%	N/A	75.0%
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	No	Yes	N/A	Yes	No	No	N/A	Yes	N/A	Yes
7 - Skilled Craft																
Total Workforce	93	4	50	3	-	-	14	1	8	-	15	-	2	-	4	-
Total Trained	91	4	50	3	-	-	14	1	6	-	15	-	2	-	4	-
Training Rate	97.8%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	75.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A
Ratio to Highest Rate	97.8%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	75.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	Yes	N/A	No	N/A	No	N/A	No	N/A
8 - Service-Maintenance																
Total Workforce	139	27	73	15	2	2	17	4	16	-	20	1	10	4	1	1
Total Trained	126	25	64	14	2	2	15	4	15	-	20	1	9	4	1	-
Training Rate	90.6%	92.6%	87.7%	93.3%	N/A	N/A	88.2%	100.0%	93.8%	N/A	100.0%	N/A	90.0%	100.0%	N/A	N/A
Ratio to Highest Rate	97.9%	100.0%	87.7%	93.3%	N/A	N/A	88.2%	100.0%	93.8%	N/A	100.0%	N/A	90.0%	100.0%	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	N/A	No	No	N/A	N/A

Training Year 2 -- 3/1/2017 through 2/28/2018

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOP		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	30	26	19	22	-	-	6	-	1	2	4	2	-	-	-	-
Total Trained	28	21	17	18	-	-	6	-	1	2	4	1	-	-	-	-
Training Rate	93.3%	80.8%	89.5%	81.8%	N/A	N/A	100.0%	N/A	N/A	100.0%	100.0%	50.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	86.5%	89.5%	81.8%	N/A	N/A	100.0%	N/A	N/A	100.0%	100.0%	50.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	N/A	No	No	Yes	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	160	145	109	94	1	1	7	8	7	6	34	24	1	4	1	8
Total Trained	141	129	94	82	1	1	6	7	6	6	32	23	1	4	1	6
Training Rate	88.1%	89.0%	86.2%	87.2%	N/A	N/A	85.7%	87.5%	85.7%	N/A	94.1%	95.8%	N/A	N/A	N/A	75.0%
Ratio to Highest Rate	99.1%	100.0%	90.0%	91.0%	N/A	N/A	89.4%	91.3%	89.4%	N/A	98.2%	100.0%	N/A	N/A	N/A	78.3%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	No	N/A	N/A	N/A	Yes
3 - Technicians																
Total Workforce	113	35	73	30	-	-	13	-	6	2	10	3	5	-	6	-
Total Trained	96	33	58	29	-	-	13	-	6	2	9	2	5	-	5	-
Training Rate	85.0%	94.3%	79.5%	96.7%	N/A	N/A	100.0%	N/A	100.0%	N/A	90.0%	66.7%	100.0%	N/A	83.3%	N/A
Ratio to Highest Rate	90.1%	100.0%	79.5%	96.7%	N/A	N/A	100.0%	N/A	100.0%	N/A	90.0%	66.7%	100.0%	N/A	83.3%	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	No	N/A	No	N/A	No	Yes	No	N/A	No	N/A
4 - Protective Service																
Total Workforce	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Trained	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Training Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	14	11	4	4	-	1	3	2	-	-	6	3	-	-	1	1
Total Trained	11	8	3	2	-	1	2	1	-	-	5	3	-	-	1	1
Training Rate	78.6%	72.7%	75.0%	50.0%	N/A	100.0%	66.7%	50.0%	N/A	N/A	83.3%	100.0%	N/A	N/A	100.0%	100.0%
Ratio to Highest Rate	100.0%	92.6%	75.0%	50.0%	N/A	100.0%	66.7%	50.0%	N/A	N/A	83.3%	100.0%	N/A	N/A	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	No	Yes	Yes	N/A	N/A	No	No	N/A	N/A	No	No

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOP		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
6 - Administrative Support																
Total Workforce	9	38	1	10	-	1	2	8	1	4	5	8	-	4	-	3
Total Trained	9	32	1	8	-	-	2	8	1	3	5	7	-	3	-	3
Training Rate	100.0%	84.2%	100.0%	80.0%	N/A	0.0%	100.0%	100.0%	100.0%	75.0%	100.0%	87.5%	N/A	75.0%	N/A	100.0%
Ratio to Highest Rate	100.0%	84.2%	100.0%	80.0%	N/A	0.0%	100.0%	100.0%	100.0%	75.0%	100.0%	87.5%	N/A	75.0%	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	Yes	No	No	No	Yes	No	No	N/A	Yes	N/A	No
7 - Skilled Craft																
Total Workforce	103	4	57	2	-	-	11	1	8	-	19	-	6	1	2	-
Total Trained	97	3	52	2	-	-	11	-	7	-	19	-	6	1	2	-
Training Rate	94.2%	75.0%	91.2%	N/A	N/A	N/A	100.0%	N/A	87.5%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	79.6%	91.2%	N/A	N/A	N/A	100.0%	N/A	87.5%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	No	N/A	N/A	N/A	No	N/A	No	N/A	No	N/A	No	N/A	N/A	N/A
8 - Service-Maintenance																
Total Workforce	159	28	79	16	4	2	22	4	15	-	24	1	12	5	3	-
Total Trained	142	22	66	12	4	1	20	4	14	-	24	1	11	4	3	-
Training Rate	89.3%	78.6%	83.5%	75.0%	100.0%	N/A	90.9%	100.0%	93.3%	N/A	100.0%	N/A	100.0%	80.0%	N/A	N/A
Ratio to Highest Rate	100.0%	88.0%	83.5%	75.0%	100.0%	N/A	90.9%	100.0%	93.3%	N/A	100.0%	N/A	100.0%	80.0%	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	Yes	No	N/A	No	No	No	N/A	No	N/A	No	No	N/A	N/A

Training Year 3 -- 3/1/2018 through 2/28/2019

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NHOP		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	36	29	23	21	-	-	6	4	2	2	5	2	-	-	-	-
Total Trained	32	27	19	19	-	-	6	4	2	2	5	2	-	-	-	-
Training Rate	88.9%	93.1%	82.6%	90.5%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	95.5%	100.0%	82.6%	90.5%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	175	169	117	102	1	1	12	10	8	11	35	33	-	4	2	8
Total Trained	152	151	101	91	1	1	9	10	7	11	32	28	-	3	2	7
Training Rate	86.9%	89.3%	86.3%	89.2%	N/A	N/A	75.0%	100.0%	87.5%	100.0%	91.4%	84.8%	N/A	N/A	N/A	87.5%
Ratio to Highest Rate	97.2%	100.0%	86.3%	89.2%	N/A	N/A	75.0%	100.0%	87.5%	100.0%	91.4%	84.8%	N/A	N/A	N/A	87.5%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	Yes	No	No	No	No	No	N/A	N/A	N/A	No
3 - Technicians																
Total Workforce	114	38	68	32	-	-	15	-	5	1	14	4	6	-	6	1
Total Trained	100	34	57	30	-	-	15	-	5	-	12	3	6	-	5	1
Training Rate	87.7%	89.5%	83.8%	93.8%	N/A	N/A	100.0%	N/A	100.0%	N/A	85.7%	75.0%	100.0%	N/A	83.3%	N/A
Ratio to Highest Rate	98.0%	100.0%	83.8%	93.8%	N/A	N/A	100.0%	N/A	100.0%	N/A	85.7%	75.0%	100.0%	N/A	83.3%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	No	No	No	Yes	No	N/A	No	N/A
4 - Protective Service																
Total Workforce	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Trained	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Training Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	51	49	30	26	1	1	3	3	-	3	17	13	-	-	-	3
Total Trained	22	20	13	7	-	-	3	3	-	2	6	6	-	-	-	2
Training Rate	43.1%	40.8%	43.3%	26.9%	N/A	N/A	100.0%	100.0%	N/A	66.7%	35.3%	46.2%	N/A	N/A	N/A	66.7%
Ratio to Highest Rate	100.0%	94.6%	43.3%	26.9%	N/A	N/A	100.0%	100.0%	N/A	66.7%	35.3%	46.2%	N/A	N/A	N/A	66.7%
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	No	No	N/A	Yes	Yes	Yes	N/A	N/A	N/A	Yes

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
6 - Administrative Support																
Total Workforce	17	52	3	14	-	1	5	11	1	5	8	10	-	8	-	3
Total Trained	14	37	2	8	-	1	4	7	1	3	7	8	-	7	-	3
Training Rate	82.4%	71.2%	66.7%	57.1%	N/A	N/A	80.0%	63.6%	N/A	60.0%	87.5%	80.0%	N/A	87.5%	N/A	100.0%
Ratio to Highest Rate	100.0%	86.4%	66.7%	57.1%	N/A	N/A	80.0%	63.6%	N/A	60.0%	87.5%	80.0%	N/A	87.5%	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	No	Yes	N/A	Yes	No	No	N/A	No	N/A	No
7 - Skilled Craft																
Total Workforce	104	7	55	2	-	-	13	2	9	1	18	-	7	2	2	-
Total Trained	94	6	51	2	-	-	11	1	7	1	17	-	6	2	2	-
Training Rate	90.4%	85.7%	92.7%	N/A	N/A	N/A	84.6%	N/A	77.8%	N/A	94.4%	N/A	85.7%	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	94.8%	98.2%	N/A	N/A	N/A	89.6%	N/A	82.4%	N/A	100.0%	N/A	90.8%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	N/A	No	N/A	No	N/A	No	N/A	N/A	N/A
8 - Service-Maintenance																
Total Workforce	178	31	77	16	4	3	31	5	18	-	24	1	20	6	4	-
Total Trained	150	23	65	13	4	2	23	4	16	-	23	1	16	3	3	-
Training Rate	84.3%	74.2%	84.4%	81.3%	N/A	N/A	74.2%	80.0%	88.9%	N/A	95.8%	N/A	80.0%	50.0%	N/A	N/A
Ratio to Highest Rate	100.0%	88.0%	88.1%	84.8%	N/A	N/A	77.4%	83.5%	92.8%	N/A	100.0%	N/A	83.5%	52.2%	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	Yes	No	No	N/A	No	N/A	No	Yes	N/A	N/A

Training Year 4 -- 3/1/2019 through 2/29/2020

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NHOP		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	35	34	23	24	-	-	6	4	1	3	5	3	-	-	-	-
Total Trained	34	28	22	18	-	-	6	4	1	3	5	3	-	-	-	-
Training Rate	97.1%	82.4%	95.7%	75.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	84.8%	95.7%	75.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	No	No	N/A	No	No	No	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	175	170	114	102	1	1	10	14	9	12	39	28	-	4	2	9
Total Trained	157	155	100	93	1	1	9	12	9	11	37	26	-	3	1	9
Training Rate	89.7%	91.2%	87.7%	91.2%	N/A	N/A	90.0%	85.7%	100.0%	91.7%	94.9%	92.9%	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	98.4%	100.0%	87.7%	91.2%	N/A	N/A	90.0%	85.7%	100.0%	91.7%	94.9%	92.9%	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	No
3 - Technicians																
Total Workforce	125	40	74	34	-	-	17	-	6	-	14	4	6	-	8	2
Total Trained	111	34	63	29	-	-	17	-	6	-	12	3	6	-	7	2
Training Rate	88.8%	85.0%	85.1%	85.3%	N/A	N/A	100.0%	N/A	100.0%	N/A	85.7%	75.0%	100.0%	N/A	87.5%	N/A
Ratio to Highest Rate	100.0%	95.7%	85.1%	85.3%	N/A	N/A	100.0%	N/A	100.0%	N/A	85.7%	75.0%	100.0%	N/A	87.5%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	No	N/A	No	Yes	No	N/A	No	N/A
4 - Protective Service																
Total Workforce	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Trained	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Training Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	53	59	27	29	1	-	4	3	1	3	19	18	-	1	1	5
Total Trained	21	21	10	11	-	-	3	2	-	-	7	5	-	1	1	2
Training Rate	39.6%	35.6%	37.0%	37.9%	N/A	N/A	75.0%	66.7%	N/A	0.0%	36.8%	27.8%	N/A	N/A	N/A	40.0%
Ratio to Highest Rate	100.0%	89.8%	49.4%	50.6%	N/A	N/A	100.0%	88.9%	N/A	0.0%	49.1%	37.0%	N/A	N/A	N/A	53.3%
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	No	No	N/A	Yes	Yes	Yes	N/A	N/A	N/A	Yes

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
6 - Administrative Support																
Total Workforce	15	47	5	12	-	1	2	9	1	3	7	11	-	8	-	3
Total Trained	9	36	1	8	-	1	1	7	1	2	6	9	-	6	-	3
Training Rate	60.0%	76.6%	20.0%	66.7%	N/A	N/A	50.0%	77.8%	N/A	66.7%	85.7%	81.8%	N/A	75.0%	N/A	100.0%
Ratio to Highest Rate	78.3%	100.0%	20.0%	66.7%	N/A	N/A	50.0%	77.8%	N/A	66.7%	85.7%	81.8%	N/A	75.0%	N/A	100.0%
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	Yes	N/A	Yes	No	No	N/A	Yes	N/A	No
7 - Skilled Craft																
Total Workforce	111	6	56	1	-	-	13	2	11	1	20	-	8	2	3	-
Total Trained	103	5	54	1	-	-	12	1	8	1	19	-	7	2	3	-
Training Rate	92.8%	83.3%	96.4%	N/A	N/A	N/A	92.3%	N/A	72.7%	N/A	95.0%	N/A	87.5%	N/A	100.0%	N/A
Ratio to Highest Rate	100.0%	89.8%	96.4%	N/A	N/A	N/A	92.3%	N/A	72.7%	N/A	95.0%	N/A	87.5%	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	N/A	Yes	N/A	No	N/A	No	N/A	No	N/A
8 - Service-Maintenance																
Total Workforce	184	35	77	14	3	3	33	6	19	-	25	2	22	9	5	1
Total Trained	152	21	62	10	3	1	26	3	16	-	22	1	19	6	4	-
Training Rate	82.6%	60.0%	80.5%	71.4%	N/A	N/A	78.8%	50.0%	84.2%	N/A	88.0%	N/A	86.4%	66.7%	80.0%	N/A
Ratio to Highest Rate	100.0%	72.6%	91.5%	81.2%	N/A	N/A	89.5%	56.8%	95.7%	N/A	100.0%	N/A	98.1%	75.8%	90.9%	N/A
Potential Adverse Impact (Yes/No)	No	Yes	No	No	N/A	N/A	No	Yes	No	N/A	No	N/A	No	Yes	No	N/A

APPENDIX 6: TERMINATIONS (YEAR 1 – 4)

EMPLOYMENT PRACTICES CHARTS: REVIEW OF TERMINATIONS BY YEAR

Termination Year 1 -- 3/1/2016 through 2/28/2017

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	29	16	19	15	1	-	6	-	1	3	-	-	-	-	-	-
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	29	16	19	15	1	-	6	-	1	3	-	-	-	-	-	-
Retention Rate	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	No	N/A	No	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	144	139	99	91	1	1	5	7	6	6	32	24	1	4	-	6
Total Involuntary Terminations	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	144	138	99	90	1	1	5	7	6	6	32	24	1	4	-	6
Retention Rate	100.0%	99.3%	100.0%	98.9%	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	98.9%	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%
Involuntary Termination Rate	0.0%	0.7%	0.0%	1.1%	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	0.0%	100.0%	0.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No
3 - Technicians																
Total Workforce	92	33	57	28	1	-	12	-	5	1	9	4	4	-	4	-
Total Involuntary Terminations	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Total Retained	92	32	57	28	1	-	12	-	5	1	9	3	4	-	4	-
Retention Rate	100.0%	97.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	75.0%	100.0%	N/A	100.0%	N/A
Ratio to Highest Rate	100.0%	97.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	75.0%	100.0%	N/A	100.0%	N/A
Involuntary Termination Rate	0.0%	3.0%	0.0%	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	25.0%	0.0%	N/A	0.0%	N/A
Ratio to Lowest Rate	100.0%	0.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	0.0%	100.0%	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	N/A	No	Yes	No	N/A	No	N/A

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
4 - Protective Service																
Total Workforce	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retention Rate	0.0%	0.0%														
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Involuntary Termination Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	10	7	3	2	1	1	1	1	1	1	1	2	2	1	1	2
Total Involuntary Terminations	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	9	7	2	2	1	1	1	1	1	1	1	2	2	1	1	2
Retention Rate	90.0%	100.0%	66.7%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Ratio to Highest Rate	90.0%	100.0%	66.7%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Involuntary Termination Rate	10.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	Yes	No	No	No	No	No	N/A	N/A	No	No	No	No	N/A	No
6 - Administrative Support																
Total Workforce	11	40	3	13	1	2	8	1	4	4	4	7	7	3	4	4
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	11	40	3	13	1	2	8	1	4	4	4	7	7	3	4	4
Retention Rate	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	No	No	N/A	No	No	No	No	No	No	N/A	No

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
7 - Skilled Craft																
Total Workforce	93	4	50	3	-	-	14	1	8	-	15	-	2	-	4	-
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	93	4	50	3	-	-	14	1	8	-	15	-	2	-	4	-
Retention Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	No	N/A	No	N/A	No	N/A	No	N/A
8 - Service-Maintenance																
Total Workforce	139	27	73	15	2	2	17	4	16	-	20	1	10	4	1	1
Total Involuntary Terminations	2	1	1	1	-	-	-	-	-	-	-	-	1	-	-	-
Total Retained	137	26	72	14	2	2	17	4	16	-	20	1	9	4	1	1
Retention Rate	98.6%	96.3%	98.6%	93.3%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	90.0%	100.0%	N/A	N/A
Ratio to Highest Rate	100.0%	97.7%	98.6%	93.3%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	90.0%	100.0%	N/A	N/A
Involuntary Termination Rate	1.4%	3.7%	1.4%	6.7%	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	10.0%	0.0%	N/A	N/A
Ratio to Lowest Rate	100.0%	38.8%	0.0%	0.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	0.0%	100.0%	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	N/A	No	No	N/A	N/A

Terminations Year 2 -- 3/1/2017 through 2/28/2018

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NHOP		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	30	26	19	22	-	-	6	-	1	2	4	2	-	-	-	-
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	30	26	19	22	-	-	6	-	1	2	4	2	-	-	-	-
Retention Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	160	145	109	94	1	1	7	8	7	6	34	24	1	4	1	8
Total Involuntary Terminations	5	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	155	145	104	94	1	1	7	8	7	6	34	24	1	4	1	8
Retention Rate	96.9%	100.0%	95.4%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	96.9%	100.0%	95.4%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%
Involuntary Termination Rate	3.1%	0.0%	4.6%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	0.0%	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	No	N/A	N/A	N/A	No
3 - Technicians																
Total Workforce	113	35	73	30	-	-	13	-	6	2	10	3	5	-	6	-
Total Involuntary Terminations	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	110	35	70	30	-	-	13	-	6	2	10	3	5	-	6	-
Retention Rate	97.3%	100.0%	95.9%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A
Ratio to Highest Rate	97.3%	100.0%	95.9%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A
Involuntary Termination Rate	2.7%	0.0%	4.1%	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	No	N/A	No	No	No	N/A	No	N/A

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
			#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4 - Protective Service																
Total Workforce	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retention Rate	0.0%	0.0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Involuntary Termination Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	14	11	4	4	-	1	3	2	-	-	6	3	-	-	1	1
Total Involuntary Terminations	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	14	10	4	3	-	1	3	2	-	-	6	3	-	-	1	1
Retention Rate	100.0%	90.9%	100.0%	75.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%
Ratio to Highest Rate	100.0%	90.9%	100.0%	75.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%
Involuntary Termination Rate	0.0%	9.1%	0.0%	25.0%	N/A	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	0.0%
Ratio to Lowest Rate	100.0%	0.0%	100.0%	0.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	No	No	No	N/A	N/A	No	No	N/A	N/A	No	No
6 - Administrative Support																
Total Workforce	9	38	1	10	-	1	2	8	1	4	5	8	-	4	-	3
Total Involuntary Terminations	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	9	37	1	9	-	1	2	8	1	4	5	8	-	4	-	3
Retention Rate	100.0%	97.4%	100.0%	90.0%	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%
Ratio to Highest Rate	100.0%	97.4%	100.0%	90.0%	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%
Involuntary Termination Rate	0.0%	2.6%	0.0%	10.0%	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	N/A	0.0%
Ratio to Lowest Rate	100.0%	0.0%	100.0%	0.0%	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	No	No	No	No	No	No	No	N/A	No	N/A	No

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
	7 - Skilled Craft															
Total Workforce	103	4	57	2	-	-	11	1	8	-	19	-	6	1	2	-
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	103	4	57	2	-	-	11	1	8	-	19	-	6	1	2	
Retention Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A
Involuntary Termination Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	N/A	No	N/A	No	N/A	No	N/A	N/A	N/A
8 - Service-Maintenance																
Total Workforce	159	28	79	16	4	2	22	4	15	-	24	1	12	5	3	-
Total Involuntary Terminations	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	158	27	78	15	4	2	22	4	15	-	24	1	12	5	3	-
Retention Rate	99.4%	96.4%	98.7%	93.8%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	N/A	N/A
Ratio to Highest Rate	100.0%	97.0%	98.7%	93.8%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	N/A	N/A
Involuntary Termination Rate	0.6%	3.6%	1.3%	6.3%	0.0%	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	0.0%	N/A	N/A
Ratio to Lowest Rate	100.0%	17.6%	0.0%	0.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	No	N/A	No	No	No	N/A	No	N/A	No	No	N/A	N/A

Terminations Year 3 -- 3/1/2018 through 2/28/2019

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NHOP		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	36	29	23	21	-	-	6	4	2	2	5	2	-	-	-	-
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	36	29	23	21	-	-	6	4	2	2	5	2	-	-	-	-
Retention Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	175	169	117	102	1	1	12	10	8	11	35	33	-	4	2	8
Total Involuntary Terminations	6	4	4	1	-	-	1	-	1	-	-	2	-	-	-	1
Total Retained	169	165	113	101	1	1	11	10	7	11	35	31	-	4	2	7
Retention Rate	96.6%	97.6%	96.6%	99.0%	N/A	N/A	91.7%	100.0%	87.5%	100.0%	100.0%	93.9%	N/A	N/A	N/A	87.5%
Ratio to Highest Rate	98.9%	100.0%	96.6%	99.0%	N/A	N/A	91.7%	100.0%	87.5%	100.0%	100.0%	93.9%	N/A	N/A	N/A	87.5%
Involuntary Termination Rate	3.4%	2.4%	3.4%	1.0%	N/A	N/A	8.3%	0.0%	12.5%	0.0%	0.0%	6.1%	N/A	N/A	N/A	12.5%
Ratio to Lowest Rate	69.0%	100.0%	0.0%	0.0%	N/A	N/A	0.0%	100.0%	0.0%	100.0%	100.0%	0.0%	N/A	N/A	N/A	0.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	No
3 - Technicians																
Total Workforce	114	38	68	32	-	-	15	-	5	1	14	4	6	-	6	1
Total Involuntary Terminations	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	112	38	66	32	-	-	15	-	5	1	14	4	6	-	6	1
Retention Rate	98.2%	100.0%	97.1%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A
Ratio to Highest Rate	98.2%	100.0%	97.1%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A
Involuntary Termination Rate	1.8%	0.0%	2.9%	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	No	N/A	No	No	No	N/A	No	N/A

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
4 - Protective Service																
Total Workforce	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retention Rate	0.0%	0.0%														
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Involuntary Termination Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	51	49	30	26	1	1	3	3	-	3	17	13	-	-	-	3
Total Involuntary Terminations	19	18	14	13	-	-	-	-	-	-	5	4	-	-	-	1
Total Retained	32	31	16	13	1	1	3	3	-	3	12	9	-	-	-	2
Retention Rate	62.7%	63.3%	53.3%	50.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	70.6%	69.2%	N/A	N/A	N/A	66.7%
Ratio to Highest Rate	99.2%	100.0%	53.3%	50.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	70.6%	69.2%	N/A	N/A	N/A	66.7%
Involuntary Termination Rate	37.3%	36.7%	46.7%	50.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	29.4%	30.8%	N/A	N/A	N/A	33.3%
Ratio to Lowest Rate	98.6%	100.0%	0.0%	0.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	No	No	N/A	No	Yes	Yes	N/A	N/A	N/A	Yes
6 - Administrative Support																
Total Workforce	17	52	3	14	-	1	5	11	1	5	8	10	-	8	-	3
Total Involuntary Terminations	3	1	1	-	-	-	1	1	-	-	1	-	-	-	-	-
Total Retained	14	51	2	14	-	1	4	10	1	5	7	10	-	8	-	3
Retention Rate	82.4%	98.1%	66.7%	100.0%	N/A	N/A	80.0%	90.9%	N/A	100.0%	87.5%	100.0%	N/A	100.0%	N/A	100.0%
Ratio to Highest Rate	84.0%	100.0%	66.7%	100.0%	N/A	N/A	80.0%	90.9%	N/A	100.0%	87.5%	100.0%	N/A	100.0%	N/A	100.0%
Involuntary Termination Rate	17.6%	1.9%	33.3%	0.0%	N/A	N/A	20.0%	9.1%	N/A	0.0%	12.5%	0.0%	N/A	0.0%	N/A	0.0%
Ratio to Lowest Rate	10.9%	100.0%	0.0%	100.0%	N/A	N/A	0.0%	0.0%	N/A	100.0%	0.0%	100.0%	N/A	100.0%	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	No	No	N/A	No	No	No	N/A	No	N/A	No

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
7 - Skilled Craft																
Total Workforce	104	7	55	2	-	-	13	2	9	1	18	-	7	2	2	-
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	104	7	55	2	-	-	13	2	9	1	18	-	7	2	2	-
Retention Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A
Involuntary Termination Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	N/A	No	N/A	No	N/A	No	N/A	N/A	N/A
8 - Service-Maintenance																
Total Workforce	178	31	77	16	4	3	31	5	18	-	24	1	20	6	4	-
Total Involuntary Terminations	8	1	2	-	-	1	4	-	-	-	-	-	2	-	-	-
Total Retained	170	30	75	16	4	2	27	5	18	-	24	1	18	6	4	-
Retention Rate	95.5%	96.8%	97.4%	100.0%	N/A	N/A	87.1%	100.0%	100.0%	N/A	100.0%	N/A	90.0%	100.0%	N/A	N/A
Ratio to Highest Rate	98.7%	100.0%	97.4%	100.0%	N/A	N/A	87.1%	100.0%	100.0%	N/A	100.0%	N/A	90.0%	100.0%	N/A	N/A
Involuntary Termination Rate	4.5%	3.2%	2.6%	0.0%	N/A	N/A	12.9%	0.0%	0.0%	N/A	0.0%	N/A	10.0%	0.0%	N/A	N/A
Ratio to Lowest Rate	71.8%	100.0%	0.0%	100.0%	N/A	N/A	0.0%	100.0%	100.0%	N/A	100.0%	N/A	0.0%	100.0%	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	N/A	No	No	N/A	N/A

Terminations Year 4 -- 3/1/2019 through 2/29/2020

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	35	34	23	24	-	-	6	4	1	3	5	3	-	-	-	-
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	35	34	23	24	-	-	6	4	1	3	5	3	-	-	-	-
Retention Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	No	No	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	175	170	114	102	1	1	10	14	9	12	39	28	-	4	2	9
Total Involuntary Terminations	3	4	2	1	-	-	-	-	-	1	1	1	-	1	-	-
Total Retained	172	166	112	101	1	1	10	14	9	11	38	27	-	3	2	9
Retention Rate	98.3%	97.6%	98.2%	99.0%	N/A	N/A	100.0%	100.0%	100.0%	91.7%	97.4%	96.4%	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	99.4%	98.2%	99.0%	N/A	N/A	100.0%	100.0%	100.0%	91.7%	97.4%	96.4%	N/A	N/A	N/A	100.0%
Involuntary Termination Rate	1.7%	2.4%	1.8%	1.0%	N/A	N/A	0.0%	0.0%	0.0%	8.3%	2.6%	3.6%	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	72.9%	0.0%	0.0%	N/A	N/A	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	No
3 - Technicians																
Total Workforce	125	40	74	34	-	-	17	-	6	-	14	4	6	-	8	2
Total Involuntary Terminations	2	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-
Total Retained	123	40	73	34	-	-	17	-	6	-	13	4	6	-	8	2
Retention Rate	98.4%	100.0%	98.6%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	92.9%	100.0%	100.0%	N/A	100.0%	N/A
Ratio to Highest Rate	98.4%	100.0%	98.6%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	92.9%	100.0%	100.0%	N/A	100.0%	N/A
Involuntary Termination Rate	1.6%	0.0%	1.4%	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A	7.1%	0.0%	0.0%	N/A	0.0%	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	0.0%	100.0%	100.0%	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	No	N/A	No	No	No	N/A	No	N/A

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
4 - Protective Service																
Total Workforce	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retention Rate	0.0%	0.0%														
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Involuntary Termination Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	53	59	27	29	1	-	4	3	1	3	19	18	-	1	1	5
Total Involuntary Terminations	20	23	11	11	1	-	1	1	-	2	7	8	-	-	-	1
Total Retained	33	36	16	18	-	-	3	2	1	1	12	10	-	1	1	4
Retention Rate	62.3%	61.0%	59.3%	62.1%	N/A	N/A	75.0%	66.7%	N/A	33.3%	63.2%	55.6%	N/A	N/A	N/A	80.0%
Ratio to Highest Rate	100.0%	98.0%	74.1%	77.6%	N/A	N/A	93.8%	83.3%	N/A	41.7%	78.9%	69.4%	N/A	N/A	N/A	100.0%
Involuntary Termination Rate	37.7%	39.0%	40.7%	37.9%	N/A	N/A	25.0%	33.3%	N/A	66.7%	36.8%	44.4%	N/A	N/A	N/A	20.0%
Ratio to Lowest Rate	100.0%	96.8%	49.1%	52.7%	N/A	N/A	80.0%	60.0%	N/A	30.0%	54.3%	45.0%	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	No	No	N/A	Yes	Yes	Yes	N/A	N/A	N/A	No
6 - Administrative Support																
Total Workforce	22	47	5	12	-	1	9	9	1	3	7	11	-	8	-	3
Total Involuntary Terminations	3	3	2	3	-	-	-	-	-	-	1	-	-	-	-	-
Total Retained	19	44	3	9	-	1	9	9	1	3	6	11	-	8	-	3
Retention Rate	86.4%	93.6%	60.0%	75.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	85.7%	100.0%	N/A	100.0%	N/A	100.0%
Ratio to Highest Rate	92.3%	100.0%	60.0%	75.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	85.7%	100.0%	N/A	100.0%	N/A	100.0%
Involuntary Termination Rate	13.6%	6.4%	40.0%	25.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	14.3%	0.0%	N/A	0.0%	N/A	0.0%
Ratio to Lowest Rate	46.8%	100.0%	0.0%	0.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	0.0%	100.0%	N/A	100.0%	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	No	No	N/A	No	No	No	N/A	No	N/A	No

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
7 - Skilled Craft																
Total Workforce	111	6	56	1	-	-	13	2	11	1	20	-	8	2	3	-
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Retained	111	6	56	1	-	-	13	2	11	1	20	-	8	2	3	-
Retention Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A
Involuntary Termination Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	N/A	No	N/A	No	N/A	No	N/A	No	N/A
8 - Service-Maintenance																
Total Workforce	184	35	77	14	3	3	33	6	19	-	25	2	22	9	5	1
Total Involuntary Terminations	13	5	7	1	-	1	3	1	-	-	1	-	1	1	1	1
Total Retained	171	30	70	13	3	2	30	5	19	-	24	2	21	8	4	-
Retention Rate	92.9%	85.7%	90.9%	92.9%	N/A	N/A	90.9%	83.3%	100.0%	N/A	96.0%	N/A	95.5%	88.9%	80.0%	N/A
Ratio to Highest Rate	100.0%	92.2%	90.9%	92.9%	N/A	N/A	90.9%	83.3%	100.0%	N/A	96.0%	N/A	95.5%	88.9%	80.0%	N/A
Involuntary Termination Rate	7.1%	14.3%	9.1%	7.1%	N/A	N/A	9.1%	16.7%	0.0%	N/A	4.0%	N/A	4.5%	11.1%	20.0%	N/A
Ratio to Lowest Rate	100.0%	49.5%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	100.0%	N/A	0.0%	N/A	0.0%	0.0%	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	N/A	No	No	No	N/A

APPENDIX 7: DISCIPLINE (YEAR 1- 4)

EMPLOYMENT PRACTICES CHARTS: REVIEW OF DISCIPLINE BY YEAR

Discipline Year 1 -- 3/1/2016 through 2/28/2017

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	29	16	19	15	1	-	6	-	1	3	-	-	-	-	-	-
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	29	16	19	15	1	-	6	-	1	3	-	-	-	-	-	-
Not Disciplined Rate	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Discipline Rate	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	No	N/A	No	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	144	139	99	91	1	1	5	7	6	6	32	24	1	4	-	6
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	144	139	99	91	1	1	5	7	6	6	32	24	1	4	-	6
Not Disciplined Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	No
3 - Technicians																
Total Workforce	92	33	57	28	1	-	12	-	5	1	9	4	4	-	4	-
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	92	33	57	28	1	-	12	-	5	1	9	4	4	-	4	-
Not Disciplined Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	0.0%	0.0%	0.0%	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	No	N/A	No	No	No	N/A	No	N/A

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NH/PI		M		
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
4 - Protective Service																	
Total Workforce	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Disciplined Rate	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																	
Total Workforce	10	7	3	2	-	1	1	-	-	-	5	2	1	-	-	2	
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	10	7	3	2	-	1	1	-	-	-	5	2	1	-	-	2	
Not Disciplined Rate	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	100.0%	
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	100.0%	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	0.0%	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	100.0%	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	No	
6 - Administrative Support																	
Total Workforce	11	40	3	13	1	1	2	8	1	4	4	7	-	3	-	4	
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Not Disciplined	11	40	3	13	1	1	2	8	1	4	4	7	-	3	-	4	
Not Disciplined Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	No	No	No	N/A	N/A	No	

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M		
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
7 - Skilled Craft																	
Total Workforce	93	4	50	3	-	-	14	1	8	-	15	-	2	-	4	-	
Suspension	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	
Total Not Disciplined	91	4	50	3	-	-	14	1	6	-	15	-	2	-	4	-	
Not Disciplined Rate	1	1	100.0%	100.0%	N/A	N/A	100.0%	N/A	75.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	
Ratio to Highest Rate	97.8%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	75.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	
Discipline Rate	2.2%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	N/A	25.0%	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	
Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	0.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	Yes	N/A	No	N/A	No	N/A	No	N/A	
8 - Service-Maintenance																	
Total Workforce	139	27	73	15	2	2	17	4	16	-	20	1	10	4	1	1	
Suspension	6	1	2	-	-	1	1	-	1	-	1	-	1	-	-	-	
Total Not Disciplined	133	26	71	15	2	1	16	4	15	-	19	1	9	4	1	1	
Not Disciplined Rate	1	1	97.3%	100.0%	N/A	N/A	94.1%	100.0%	93.8%	N/A	95.0%	N/A	90.0%	100.0%	N/A	N/A	
Ratio to Highest Rate	99.4%	100.0%	97.3%	100.0%	N/A	N/A	94.1%	100.0%	93.8%	N/A	95.0%	N/A	90.0%	100.0%	N/A	N/A	
Discipline Rate	4.3%	3.7%	2.7%	0.0%	N/A	N/A	5.9%	0.0%	6.3%	N/A	5.0%	N/A	10.0%	0.0%	N/A	N/A	
Ratio to Lowest Rate	85.8%	100.0%	0.0%	100.0%	N/A	N/A	0.0%	100.0%	0.0%	N/A	0.0%	N/A	0.0%	100.0%	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	N/A	No	No	N/A	N/A	

Discipline Year 2 -- 3/1/2017 through 2/28/2018

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	30	26	19	22	-	-	6	-	1	2	4	2	-	-	-	-
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	30	26	19	22	-	-	6	-	1	2	4	2	-	-	-	-
Not Disciplined Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	160	145	109	94	1	1	7	8	7	6	34	24	1	4	1	8
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	160	145	109	94	1	1	7	8	7	6	34	24	1	4	1	8
Not Disciplined Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	0.0%	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	No	N/A	N/A	N/A	No
3 - Technicians																
Total Workforce	113	35	73	30	-	-	13	-	6	2	10	3	5	-	6	-
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	113	35	73	30	-	-	13	-	6	2	10	3	5	-	6	-
Not Disciplined Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	No	N/A	No	No	No	N/A	No	N/A

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M		
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
4 - Protective Service																	
Total Workforce	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Disciplined Rate	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																	
Total Workforce	14	11	4	4	-	1	3	2	-	-	6	3	-	-	1	1	
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	14	11	4	4	-	1	3	2	-	-	6	3	-	-	1	1	
Not Disciplined Rate	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%	
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	0.0%	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	No	No	No	N/A	N/A	No	No	N/A	N/A	No	No	
6 - Administrative Support																	
Total Workforce	9	38	1	10	-	1	2	8	1	4	5	8	-	4	-	3	
Suspension	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
Total Not Disciplined	8	38	1	10	-	1	1	8	1	4	5	8	-	4	-	3	
Not Disciplined Rate	1	1	100.0%	100.0%	N/A	100.0%	50.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	
Ratio to Highest Rate	88.9%	100.0%	100.0%	100.0%	N/A	100.0%	50.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	
Discipline Rate	11.1%	0.0%	0.0%	0.0%	N/A	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	
Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	100.0%	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	No	Yes	No	No	No	No	No	N/A	No	N/A	No	

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
7 - Skilled Craft																
Total Workforce	103	4	57	2	-	-	11	1	8	-	19	-	6	1	2	-
Suspension	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Total Not Disciplined	102	4	57	2	-	-	11	1	8	-	19	-	5	1	2	-
Not Disciplined Rate	1	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	83.3%	N/A	N/A	N/A
Ratio to Highest Rate	99.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	83.3%	N/A	N/A	N/A
Discipline Rate	1.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	16.7%	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	0.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	N/A	No	N/A	No	N/A	No	N/A	N/A	N/A
8 - Service-Maintenance																
Total Workforce	159	28	79	16	4	2	22	4	15	-	24	1	12	5	3	-
Suspension	4	2	2	-	-	1	-	-	1	-	1	-	-	1	-	-
Total Not Disciplined	155	26	77	16	4	1	22	4	14	-	23	1	12	4	3	-
Not Disciplined Rate	1	97.5%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	93.3%	N/A	95.8%	N/A	100.0%	80.0%	N/A	N/A
Ratio to Highest Rate	100.0%	95.3%	97.5%	100.0%	100.0%	N/A	100.0%	100.0%	93.3%	N/A	95.8%	N/A	100.0%	80.0%	N/A	N/A
Discipline Rate	2.5%	7.1%	2.5%	0.0%	0.0%	N/A	0.0%	0.0%	6.7%	N/A	4.2%	N/A	0.0%	20.0%	N/A	N/A
Ratio to Lowest Rate	100.0%	35.2%	0.0%	100.0%	100.0%	N/A	100.0%	100.0%	0.0%	N/A	0.0%	N/A	100.0%	0.0%	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	No	N/A	No	No	No	N/A	No	N/A	No	No	N/A	N/A

Discipline Year 3 -- 3/1/2018 through 2/28/2019

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOP		M		
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
1 - Officials & Administrators																	
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	36	29	23	21	-	-	6	4	2	2	5	2	-	-	-	-	
Not Disciplined Rate	1	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A	
2 - Professionals																	
Total Workforce	175	169	117	102	1	1	12	10	8	11	35	33	-	4	2	8	
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Not Disciplined	175	169	117	102	1	1	12	10	8	11	35	33	-	4	2	8	
Not Disciplined Rate	1	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	No	
3 - Technicians																	
Total Workforce	114	38	68	32	-	-	15	-	5	1	14	4	6	-	6	1	
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Not Disciplined	114	38	68	32	-	-	15	-	5	1	14	4	6	-	6	1	
Not Disciplined Rate	1	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	No	N/A	No	No	No	N/A	No	N/A	

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NH/PI		M		
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
4 - Protective Service																	
Total Workforce	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Disciplined Rate	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																	
Total Workforce	51	49	30	26	1	1	3	3	-	3	17	13	-	-	-	-	3
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	51	49	30	26	1	1	3	3	-	3	17	13	-	-	-	-	3
Not Disciplined Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	No	No	N/A	N/A	N/A	N/A	No
6 - Administrative Support																	
Total Workforce	17	52	3	14	-	1	5	11	1	5	8	10	-	8	-	-	3
Suspension	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Total Not Disciplined	17	51	3	14	-	1	5	10	1	5	8	10	-	8	-	-	3
Not Disciplined Rate	1	1	100.0%	100.0%	N/A	N/A	100.0%	90.9%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	98.1%	100.0%	100.0%	N/A	N/A	100.0%	90.9%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	100.0%
Discipline Rate	0.0%	1.9%	0.0%	0.0%	N/A	N/A	0.0%	9.1%	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	0.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	No	No	N/A	No	N/A	N/A	No

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M		
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
7 - Skilled Craft																	
Total Workforce	104	7	55	2	-	-	13	2	9	1	18	-	7	2	2	-	
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Not Disciplined	104	7	55	2	-	-	13	2	9	1	18	-	7	2	2	-	
Not Disciplined Rate	1	1	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	
Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	
Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	N/A	No	N/A	No	N/A	No	N/A	N/A	N/A	
8 - Service-Maintenance																	
Total Workforce	178	31	77	16	4	3	31	5	18	-	24	1	20	6	4	-	
Suspension	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Not Disciplined	176	31	75	16	4	3	31	5	18	-	24	1	20	6	4	-	
Not Disciplined Rate	1	1	97.4%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	N/A	N/A	
Ratio to Highest Rate	98.9%	100.0%	97.4%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	N/A	N/A	
Discipline Rate	1.1%	0.0%	2.6%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	0.0%	N/A	N/A	
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	N/A	No	No	N/A	N/A	

Discipline Year 4 -- 3/1/2019 through 2/29/2020

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	35	34	23	24	-	-	6	4	1	3	5	3	-	-	-	-
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	35	34	23	24	-	-	6	4	1	3	5	3	-	-	-	-
Not Disciplined Rate	1	1	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	No	No	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	175	170	114	102	1	1	10	14	9	12	39	28	-	4	2	9
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	175	170	114	102	1	1	10	14	9	12	39	28	-	4	2	9
Not Disciplined Rate	1	1	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	No
3 - Technicians																
Total Workforce	125	40	74	34	-	-	17	-	6	-	14	4	6	-	8	2
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	125	40	74	34	-	-	17	-	6	-	14	4	6	-	8	2
Not Disciplined Rate	1	1	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	No	N/A	No	No	No	N/A	No	N/A

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M		
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
4 - Protective Service																	
Total Workforce	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Disciplined Rate	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																	
Total Workforce	53	59	27	29	1	-	4	3	1	3	19	18	-	1	1	5	
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	53	59	27	29	1	-	4	3	1	3	19	18	-	1	1	5	
Not Disciplined Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	No	No	N/A	N/A	N/A	No	
6 - Administrative Support																	
Total Workforce	15	47	5	12	-	1	2	9	1	3	7	11	-	8	-	3	
Suspension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Not Disciplined	15	47	5	12	-	1	2	9	1	3	7	11	-	8	-	3	
Not Disciplined Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	No	No	N/A	No	N/A	No	

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NH/PI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
	7 - Skilled Craft															
Total Workforce	111	6	56	1	-	-	13	2	11	1	20	-	8	2	3	-
Suspension	2	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-
Total Not Disciplined	109	6	55	1	-	-	13	2	11	1	20	-	7	2	3	-
Not Disciplined Rate	1	1	98.2%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	87.5%	N/A	100.0%	N/A
Ratio to Highest Rate	98.2%	100.0%	98.2%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	87.5%	N/A	100.0%	N/A
Discipline Rate	1.8%	0.0%	1.8%	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	12.5%	N/A	0.0%	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	0.0%	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	N/A	No	N/A	No	N/A	No	N/A	No	N/A
8 - Service-Maintenance																
Total Workforce	184	35	77	14	3	3	33	6	19	-	25	2	22	9	5	1
Suspension	1	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Total Not Disciplined	183	33	76	12	3	3	33	6	19	-	25	2	22	9	5	1
Not Disciplined Rate	1	1	98.7%	85.7%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A
Ratio to Highest Rate	100.0%	94.8%	98.7%	85.7%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A
Discipline Rate	0.5%	5.7%	1.3%	14.3%	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	0.0%	0.0%	N/A
Ratio to Lowest Rate	100.0%	9.5%	0.0%	0.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	100.0%	100.0%	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	N/A	No	No	No	N/A

Accomplishment of Prior Year Placement Goals

As this is the first time SDOT meets the threshold and this our first submission, there are no goals to review for the prior reporting period.

APPENDIX 8: CONTRACTS

Contract_Num	Description	Consultant	SDOT PM	Consultant Contact Name	Consultant Contact Email	More than 100 Transit Employees in region? (Yes/ No) and number of employees if they will say	EEO or DBE/ Diversity Compliance Contact Person Name	EEO/DBE Email	Asked for and received a copy of EEO Plan if 100 or more transit employees	Copy of EEO Plan Reviewed
16-033	Seattle RapidRide Bus Rapid Transit Expansion Program Mngmnt	CH2M Hill, Inc. (Bought by Jacobs Engineering Group)	Garth Merrill	Craig Grandstorm	Craig.Grandstrom@jacobs.com	Yes	Nathan Sickels	nathan.sickels@jacobs.com	No	No
15-123	Madison Bus Rapid Transit - Community Outreach	EnviroIssues	Eric Tweit	Nicole Lobodzinski	nlobodzinski@enviroissues.com	No	Regent Brown	rbrown@enviroissues.com	N/A	N/A
16-050	Seattle Rapid Ride BRT Expansion Program Outreach	EnviroIssues	Adonis Duckworth	Elizabeth Faulkner	Efaulkner@enviroissues.com	No	Regent Brown	rbrown@enviroissues.com	N/A	N/A
15-088	Madison Bus Rapid Transit Design	KPFF	Eric Tweit	Ron Leimkuhler	Ron.Leimkuhler@kpf.com	Yes	N/A	N/A	Asked. Did not receive.	No
16-100	Streetcar Vehicle Engineering Support	LTK Engineering Services	Chris Eilerman	John Gustafon	jpgustafon@ltk.com	No	N/A	N/A	N/A	N/A
12-032	C3 Transit Alternative Analysis	Nelson\Nygaard Consulting Associates, Inc.	Eric Tweit	Thomas Brennan	tbrennan@nelsonnygaard.com	No	Naomi Doerner	ndoerner@nelsonnygaard.com	N/A	N/A
14-034	Center City Connector Streetcar Final Design	Parsons	Eric Tweit	Ethan Melone	Ethan.Melone@parsons.com	No	Kathy Morrison	kathryn.morrison@parsons.com	N/A	N/A
16-119	Center City Connector Streetcar Construction Outreach and Communications	Stepherson (and) Associates Communications, Inc.	Chris Eilerman	Josh Stepherson	josh@stephersonassociates.com	No	N/A	N/A	N/A	N/A
SC-2017-09	Seattle Center Monorail Electrical Engineering Support	Elcon Associates Inc. (DBE)	Stephen Levensgood	Kinh Pham	kpham@elcon.com	No	N/A	N/A	N/A	N/A
SC-2018-01	Seattle Center Monorail Mechanical Engineering Support	Atkins North America Inc.	Stephen Levensgood	Rob Edgcombe	Rob.Edgcombe@atkinsglobal.com	No	Lara Makinen	N/A	N/A	N/A
SC-2017-10	Seattle Center Monorail Structural Engineering Support	WSP USA Inc.	Stephen Levensgood	Amanda Schweickert	amanda.schweickert@wsp.com	No	N/A	N/A	N/A	N/A
SC-2017-12	Seattle Center Monorail Station Reconfiguration and Feasibility	VIA Architecture Inc.	Stephen Levensgood	Emily Perchlik	eperchlik@via-architecture.com	No	N/A	edit@via-architecture.com	N/A	N/A

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